



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD  
GLOBAL TALENT AND COMPETITIVENESS COUNCIL (GTCC) MEETING  
THURSDAY, AUGUST 18, 2022  
8:30 AM**

DOUBLETREE BY HILTON HOTEL MIAMI AIRPORT & CONVENTION CENTER  
MACC CONFERENCE CENTER – 2<sup>ND</sup> FLOOR  
CONFERENCE ROOM MACC 107  
711 N.W. 72nd AVENUE  
MIAMI, FL 33126

The public may choose to view the session online via Zoom. Registration is required:  
<https://us02web.zoom.us/meeting/register/tZ0lceysqj4oGtWBmMGILVbF68iV33SCib29>

**AGENDA**

1. Call to Order and Introductions
2. Approval of GTC Council Meeting Minutes
  - A. June 30, 2022
3. Recommendation as to Approval of a New Training Provider and Program
4. Recommendation as to Approval of a New Tech Hire Floor at the Overtown Youth Center
5. Recommendation as to Approval of Funding for the Bean Automotive Apprenticeship Program
6. Recommendation as to Approval of Funding for the AAR Eagle Sheet Metal Career Pathway Program
7. Recommendation as to Approval of the Rapid Response Policy for EconoVue™ Platform
8. Recommendation as to Approval of the Incumbent Worker Apprenticeship Training Policy

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"Members of the public shall be given a reasonable opportunity to be heard on a specific agenda item, but must register with the agenda clerk prior to being heard."





## 2A. Approval of GTCC Council Meeting Minutes – April 28, 2022

Chairwoman Ferradaz presented agenda item 2A – April 28, 2022 Global Talent & Competiveness Council (GTCC) Meeting minutes for approval.

**Motion** by Vice-Chair del Valle: Move to approve agenda item 2A – Meeting minutes from April 28, 2022 GTCC meeting

Mr. Piedra seconded the motion; **item is passed without dissent.**

## 3. Information – CareerSource South Florida Business and Employment Center at the Key Club House

Chairwoman Ferradaz introduced the item; Mr. Smith further presented.

No further questions or comments were presented.

## 4. Information - Bean Automotive Group Apprenticeship Program Update

Chairwoman Ferradaz introduced the item; Mr. Smith further presented.

The South Florida Workforce Investment Board (SFWIB) approved the Miami Dade College (MDC) Automotive Technician Specialist Apprenticeship Program with employer partner Bean Automotive Group, L.P. (Bean Automotive Group).

The Automotive Technician Specialist Apprenticeship Program prepares qualified individuals with the necessary skills to become Certified Master Technicians with Toyota and Lexus brands. Program participants will complete 220 hours of Related Technical Instruction (RTI) and 2,000 hours of On-the-Job Training (OJT).

Mr. Smith provided a program performance overview for the Council.

Mr. Piedra inquired about the performance of apprenticeship program and the reason behind the reduction in apprentices. Mr. Smith advised that there is strong completion amongst automotive apprenticeship programs. Those that provide the highest wages will pull more applicants – even if they have already begun a program.

Mr. Piedra asked if, in light of competitive nature of the program, the SFWIB is considering making changes to the salary requirements. Mr. Smith advised that SFWIB staff have a threshold of \$14.00 minimum; we would prefer that a program offer at least \$15.00 per hour.



Companies unable to accommodate the \$15.00 per hour starting point, are notified of the competitive nature of similar programs and advised that apprentices may not stay with their program if a more lucrative offer is made from another organization.

No further questions or comments were presented.

## 5. Approval – Related Party Training Vendor

Chairwoman Ferradaz introduced the item; Mr. Smith further presented.

**[Dr. Loynaz is recused from voting as he is affiliated with Miami Dade College.]**

*Dr. Loynaz will complete a Conflict of Interest Form when the agenda item is presented to the SFWIB for approval.*

SFWIB staff recommends to the Global Talent Competitiveness Council to recommend to the Board the approval of Related Party Vendor Agreements with the following Vendors that are represented on the Board:

- Florida National University, Inc. (FL National)
- The District Board of Trustees of Miami Dade College (MDC)
- Miami-Dade County Public Schools (M-DCPS)
- The Academy of South Florida, Inc. (The Academy)
- Academic Technologies, Inc. (The Code Academy)
- MARS CDC Apprenticeship Program for Men and Women, GNJ (MARS CDC)

No further questions or comments were presented.

**Motion** by Mr. Piedra: Move to approve Related Party Vendor Agreements for the aforementioned organizations.

Mr. Brecheisen seconded the motion; **item is passed without dissent.**

Mr. Piedra verified with Mr. Smith that there are no policy changes from the last time the item was approved. Mr. Smith confirmed no policy changes, just approving for the new program year.

**[Dr. Loynaz returned to the Council meeting.]**



## 6. Approval – Add Occupations to the WDA 23 Targeted Occupation List (TOL)

Chairwoman Ferradaz introduced the item; Mr. Smith further presented.

CSSF staff recommends to the Council to recommend to the Board, two additional Miami Dade County Public Schools programs to the TOL: Miami Dade County Public Schools to add Standard Occupational Classification (SOC) codes 49-3051 - Motorboat Mechanics and Service Technicians and 49-2094 - Electrical and Electronics Repairers, Commercial and Industrial Equipment to the TOL.

No further questions or comments were presented.

**Motion** by Vice-President del Valle: Move to recommend to the SFWIB the addition of two additional occupations to the WDA 23 TOL.

Seconded by: Mr. Piedra and **passed without dissent.**

## 7. Approval – New Programs for Existing Training Providers

Chairwoman Ferradaz introduced the item; Mr. Smith further presented.

Miami Dade County Public Schools has submitted documentation for review and approval for the addition of the following courses/programs:

Miami Dade County Public Schools Apprenticeship Program, GNJ - (2021-FL-8143):

- Add new registered apprenticeship programs to an existing locations:
  - Diesel System Technician – Certificate of Apprenticeship (External)
  - Diesel System Technician - Certificate of Apprenticeship (Internal)

Miami Dade County Public Schools:

- Add new programs to existing locations:
  - Aviation Power Plant Mechanics
  - Aviation Airframe Mechanics
  - Electronic Systems Technician
  - Marine Service Technologies

District Board of Trustees of Miami Dade College dba Miami Dade College Apprenticeship Program, GNJ (2018-FL-71114):

- Add a new registered apprenticeship program(s) to an existing location(s):
  - Teacher Assistant – Certificate of Apprenticeship

Minutes Prepared by: Ebony Morgan  
SFWIB Global Talent & Competitiveness Council Meeting  
June 30, 2022, 8:30am

Status: **DRAFT**

Approval date: TBD

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**[Dr. Loynaz is recused from voting as he is affiliated with Miami Dade College.]**

*Dr. Loynaz will complete a Conflict of Interest Form when the agenda item is presented to the SFWIB for approval.*

**Motion** by Mr. Piedra: Move to recommend to the SFWIB the addition of new programs to WDA 23 TOL.

Seconded by: Vice-Chair del Valle and **passed without dissent.**

**[Dr. Loynaz returned to the Council meeting.]**

**8. Approval – Allocate Funds to Big Brothers Big Sisters of Miami, Inc. for Take Stock in Children Program Administration**

Chairwoman Ferradaz introduced the item; Mr. Smith further presented.

SFWIB staff recommends to the Global Talent and Competitiveness Council recommends to the Board the approval to allocate an amount not to exceed \$250,000 in TANF funds to Big Brothers Big Sisters of Miami, Inc. for administration of the Take Stock in Children (TSIC) scholarship program.

BBBS-Miami will serve as the administrator and fiscal agent for all of the agencies that have been allocated scholarships. BBBS-Miami will provide management and administrative services on behalf of TSIC for the Florida Prepaid College plans purchased by the SFWIB.

No further questions or comments were presented.

**Motion** by Mr. Piedra: Move to recommend to the SFWIB to allocate funds to BBBS-Miami for administration of the TSIC scholarship program.

Seconded by: Dr. Loynaz and **passed without dissent.**

**9. Approval – Workforce Innovation and Opportunity Act Policy**

Mr. Smith introduced and further presented the item.

The USDOL recommended that the Florida Department of Economic Opportunity (DEO) and the SFWIB establish and/or updated programmatic policies in several areas to ensure compliance with the Workforce Innovation and Opportunity Act (WIOA).



SFWIB Staff has completed the WIOA review process; the attached Measurable Skill Gains Requirement Policy is submitted to the GTCC for review and approval to recommend to the SFWIB.

**Motion** by Mr. Piedra: Move to recommend the Measurable Skill Gains Requirement Policy to the SFWIB for approval.

Seconded by: Dr. Loynaz and **passed without dissent.**

Being as there were no further questions or concerns, the meeting adjourned at 9:21am.



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 8/18/2022

**AGENDA ITEM NUMBER:** 3

**AGENDA ITEM SUBJECT:** NEW TRAINING PROVIDER AND PROGRAM

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of a new program for a new training provider, as set forth below.

**STRATEGIC GOAL:** **HIGH ROI THROUGH CONTINUOUS IMPROVEMENT**

**STRATEGIC PROJECT:** **Improve credential outcomes for job seekers**

### **BACKGROUND:**

In accordance with Section 122 of the Workforce Innovation and Opportunity Act, regional workforce boards are permitted to independently develop criteria for the selection and subsequent eligibility of training providers and programs. The South Florida Workforce Investment Board (SFWIB) developed processes to evaluate an applicant's programmatic capabilities.

SFWIB staff completed the review process and documentation is being presented to the Global Talent and Competitiveness Council for a recommendation to the Board for approval.

Below are the requests to add a new training provider and program for the review and approval of the Council.

New Requests from a new training provider to add new program:

1. AAR Corp. National Apprenticeship Program (2021-ZA-81090)

Request to Add a new USDOL National Registered Apprenticeship:

- Airframe & Power Plant Mechanic (Airframe & Power Plant Maintenance Technician) – Registered Apprenticeship Certificate

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*





## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 8/18/2022

**AGENDA ITEM NUMBER:** 4

**AGENDA ITEM SUBJECT:** TECHHIRE CENTER FOR YOUTH AND YOUNG ADULTS

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of a new TechHire Center at the Overtown Youth Center as set forth below:

**STRATEGIC GOAL:** **IMPROVE SERVICES FOR INDIVIDUALS W/ BARRIERS**

**STRATEGIC PROJECT:** **Develop specific programs and initiatives**

### **BACKGROUND:**

SFWIB staff is formalizing a partnership with the Overtown Youth Center (OYC) to sponsor a TechHire Center at the new Overtown Youth Center in Miami. The OYC is a youth development program that provides comprehensive services to at-risk youth – from kindergarteners to 25-year-olds – and their families, all of whom live in some of the most underserved neighborhoods in South Florida. Their main goal is to be a community hub that elevates the aspirational goals of the people they serve. They do this by confronting and breaking down the systemic obstacles facing the children and families they serve, offering innovative educational options, providing healthcare services and generating youth and adult employment opportunities.

Currently the SFWIB has three (3) TechHire Centers, all focusing on specific populations. This facility will be the first truly multi-use space whereby the second floor will have designated tech spaces powered by CareerSource South Florida. The concept of a tech floor, versus just a lab, provides OYC with greater flexibility in their programming and the ability to accommodate multiple needs simultaneously.

The OYC will provide the computer lab and other designated floor space free of charge to the SFWIB. SFWIB will provide computers, an interactive display, and associated equipment required to connect all devices. It is estimated that the TechHire Center project will cost no more than \$215,565.

**FUNDING:** WIOA

**PERFORMANCE:** N/A

*NO ATTACHMENT*



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 8/18/2022

**AGENDA ITEM NUMBER:** 5

**AGENDA ITEM SUBJECT:** BEAN AUTOMOTIVE GROUP APPRENTICESHIP PROGRAM

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval to allocate an amount not to exceed \$215,250 in Workforce Innovation and Opportunity Act funds for On-the-Job Training reimbursement to Bean Automotive for the Automotive Technician Specialist Apprenticeship Program, as set forth below.

**STRATEGIC GOAL:** **BUILD DEMAND-DRIVEN SYSTEM W/ EMPLOYER ENGAGEMENT**

**STRATEGIC PROJECT:** **Maximizing collaborative partnerships**

### **BACKGROUND:**

Workforce Innovation and Opportunity Act (WIOA) funding for On-the-Job Training (OJT) reimbursement to the Bean Automotive Group for the first cohort of Automotive Technician Specialist Apprentices, was approved by the Executive Committee at the July 13, 2021 meeting, and ratified by the South Florida Workforce Investment Board (SFWIB) on October 21, 2021. The apprenticeship program is a collaboration between the Miami Dade College (MDC) Apprenticeship Program, Bean Automotive Group, LP, the Beacon Council's Miami Community Ventures, and the SFWIB designed to address the shortage of qualified automotive technicians in Miami-Dade County.

The SFWIB originally approved an amount not to exceed \$105,000 for the first cohort of 15 apprentices. Five did not complete the program. Of the remaining 10 apprentices, seven are funded by the SFWIB, and will complete the program on September 16, 2022. The total investment cost was \$49,000 dollars. Graduating apprentices will have completed 220 hours of Related Technical Instruction (RTI) and 2,000 hours of OJT. Additionally, apprentices will receive a Florida Department of Education (FDOE) Completion of Apprenticeship Certificate, as well as, certifications in both the Toyota and Lexus brands.

Note: Three of the four SFWIB funded apprentices that did not complete the program are each currently employed and earning an average wage of \$18.29 dollars per hour. The fourth apprentice, currently unemployed, relocated out of the country.

Due to the success of the first cohort, SFWIB staff is recommending approval to fund a second cohort for the Bean Automotive Technician Specialist Apprenticeship Program in an amount not to exceed \$215,250 dollars. The funds will provide a 30% reimbursement to Bean Automotive Group, LP, for gross wages, which includes 2,000 hours of OJT for 25 apprentices. Miami Dade College will serve as the Apprenticeship Sponsor, delivering the RTI and providing support for other relevant training tools and services from program participants.

**FUNDING:** Workforce Innovation and Opportunity Act

**PERFORMANCE:** The performance chart are attached.

*ATTACHMENT*

Local Workforce Development Area (LWDA) Performance Indicators	Projected Performance Outcomes - Cohort 1 Total Apprentice	Actual Performance Outcomes - Cohort 1			Projected Performance Outcomes - Cohort 2 Total <u>Apprentice</u>
		SFWIB Funded Apprentice	Non-Funded Apprentice	<i>Total Apprentice</i>	
Number of Participants Served	15	11	4	15	25
Number of Participants to Complete Training	15	7	3	10	21
Training Completion Rate	100.00%	63.64%	75.00%	66.67%	85.00%
Number of Participants to be Placed into Jobs	15	7	3	10	21
Employment Rate	100.00%	63.64%	75.00%	66.67%	85.00%
Average Wage	\$14.25	\$14.25	\$14.25	\$14.25	\$14.25
Avg Net Economic Benefit	\$22,640.00	\$22,640.00	\$29,640.00	\$27,285.17	\$22,640.00
Return-On-Investment	\$3.23	\$3.23	N/A	\$7.24	\$3.23
Economic Impact	\$354,600.00	\$275,688.00	\$89,200.00	\$364,888.00	\$475,440.00

<b>State and Federal WIOA Performance (Achieved and Projected)</b>			
<b>Indicators of Performance WIOA Adult (AD) &amp; Wagner-Peyser (WP)</b>	<b>Performance Goal</b>	<b>Actual Performance</b>	<b>Projected Performance</b>
Employment Rate 2nd Quarter After Exit -AD	64.50%	N/A	90.91%
Employment Rate 4th Quarter After Exit -AD	66.10%	N/A	90.91%
Median Earnings 2nd Quarter After Exit -AD	\$5,034.00	N/A	\$7,410.00
Credential Attainment -AD	50.60%	63.64%	N/A
Measurable Skill Gains-AD	24.90%	100%	N/A
Employment Rate 2nd Quarter After Exit -WP	61.70%	N/A	90.91%
Employment Rate 4th Quarter After Exit -WP	59.40%	N/A	90.91%
Median Earnings 2nd Quarter After Exit -WP	\$5,173.00	N/A	\$7,410.00
<b>Not Met (less than 90% of negotiated)</b>			
<b>Met (90-100% of negotiated)</b>			
<b>Exceeded (greater than 100% of negotiated)</b>			

**Note:** Three of the four SFWIB funded apprentices that did not complete the program are currently employed with an average wage \$18.26 dollars per hour.



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 8/18/2022

**AGENDA ITEM NUMBER:** 6

**AGENDA ITEM SUBJECT:** AAR EAGLE SHEET METAL CAREER PATHWAY PROGRAM

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval to allocate an amount not to exceed \$51,600 in Workforce Innovation and Opportunity Act Youth Program funds to support the AAR EAGLE Sheet Metal Career Pathway Program, as set forth below.

**STRATEGIC GOAL:** **DEDICATED COMMITMENT TO YOUTH PARTICIPATION**

**STRATEGIC PROJECT:** **Joint contribution for youth career pathway models**

### **BACKGROUND:**

AAR Corp. is a global aerospace and defense aftermarket solutions company with operations in over 100 countries. AAR Corp. is the largest Maintenance, Repair, and Overhaul (MRO) services operator in North America employing 3,000 workers at its four (4) facilities located in Indianapolis, Miami, Oklahoma City, and Rockford. A forecast published by Boeing reports that 193,000 new technicians will be needed in North America by 2038.

October, 2018, AAR Corp., in partnership with West Michigan University, launched the Ethics Airworthiness Greatness Leadership Engagement (EAGLE) Career Pathway Program. The EAGLE Career Pathway Program was initiated to combat current and future Aviation Maintenance Technician shortages by introducing young adults - between the ages of 18 to 24 - to the aircraft maintenance field.

The program is designed to build a pipeline of talent for aviation careers by providing Out of School (OSY) with 15 weeks and/or 600 hours of work experience, earning \$16.00 per hour. EAGLE Career Pathway Program participants will earn an industry recognized aviation sheet metal certification issued by AAR and will be employed by AAR Corp. for the Airframe & Power Plant (A&P) Mechanic Apprenticeship Program, with a starting wage of \$18.00 per hour.

On July 19, 2022, AAR Corp. contacted the SFWIB to develop, in partnership TrueCore Behavioral Solutions, LLC, the EAGLE Career Pathway Program for its Miami facility. SFWIB staff is requesting approval to fund the first EAGLE Career Pathway Cohort in an amount not to exceed \$51,600 dollars. The SFWIB will provide work experience funding for five (5) EAGLE pathway participants; AAR Corp. will provide the relevant training services and work experience onsite; and TrueCore Behavioral Solutions will refer older youth, involved in the juvenile justice system, for the Career Pathway Program.

**FUNDING:** Workforce Innovation and Opportunity Act Youth

**PERFORMANCE:**

<b>Performance Indicators</b>	<b>Project Performance Outcomes</b>
Number of Participants Served	5
Number of Participants to Complete Training	4
Training Completion Rate	80%
Number of Participants to be Placed into Jobs	4
Employment Rate	80%
Average Wage	\$18.00
Average Net Economic Benefit	\$29,670
Return-On-Investment	\$3.82
Economic Impact	\$118,680

*NO ATTACHMENT*



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 8/18/2022

**AGENDA ITEM NUMBER:** 7

**AGENDA ITEM SUBJECT:** RAPID RESPONSE POLICY FOR ECONOVUE PLATFORM

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of the Rapid Response Policy for EconoVue Platform as set forth below:

**STRATEGIC GOAL:** **STRENGTHEN THE ONE-STOP DELIVERY SYSTEM**

**STRATEGIC PROJECT:** **Strengthen workforce system accountability**

### **BACKGROUND:**

The South Florida Workforce Investment Board (SFWIB), through its Strategic Plan, established six strategic goals by which the board operates. One of the strategies for the second strategic goal, “Strengthen the One-Stop Delivery System and Increase Integrated Service Delivery”, specifically tasks staff with the development and implementation of Integrated Business Service Teams. SFWIB staff began establishing these teams in program year 2019-2020 when the board contracted with five local chamber of commerce and economic development agencies.

In an effort to provide additional structure to the teams, staff developed a Rapid Response Policy. The policy provides guidance to staff as it relates to rapid response activities and the use of the EconoVue™ platform. EconoVue™ is an intuitive licensed data visualization platform that offers multi-dimensional views of a region’s business, workforce, and sector data for targeted business outreach.

Workforce Innovation and Opportunity Act (WIOA) regulations stress the importance of early detection as one of the most essential components of Rapid Response. In the Code of Federal Regulations (CFR), §682.330, specifically addresses the need to develop partnerships with a variety of agencies and organizations in order to develop strategic planning activities and the exchange information to address dislocation in order to ensure a rapid response is provided as early as possible. The EconoVue™ platform is a proven tool that will aid in information sharing.

The EconoVue™ platform utilizes Bureau of Labor Statistics and Dun & Bradstreet data to help establish an early warning system to identify businesses, regardless of size, that may be at risk of closing. The platform is interactive and provides information on businesses, including labor market data, standard identity and demographic information regarding size, location and operations, business health, and change dynamics. The Rapid Response Team will utilize the platform to identify troubled companies to develop and implement layoff aversion strategies.



**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



**POLICY TRANSMITTAL**

<b>SUBJECT:</b>	<b>Layoff Aversion and Rapid Response</b>	<b>Policy/Guidance No.:</b>
<b>APPLIES TO:</b>	<b>Workforce Development Area 23</b>	<b>Effective Date: July 1,</b>
		<b>Revised Date:</b>
		<b>Expiration Date: Indefinite</b>
<b>REFERENCE:</b>	<ul style="list-style-type: none"> <li>• Workforce Innovation and Opportunity Act, §Section 134(d)(1)(A)(ix)(II)(cc).</li> <li>• Workforce Innovation and Opportunity Act Final Rule, 20 CFR 682.320.</li> <li>• Workforce Innovation and Opportunity Act Final Rule, 20 CFR 682.340.</li> <li>• Training and Employment Guidance Letter (TEGL) 19-16: “Guidance on Services provided through the Adult and Dislocated Worker Programs and the Wagner-Peyser Act Employment Services” (March 1, 2017).</li> <li>• Training and Employment Guidance Letter (TEGL) 26-14: “Workforce Innovation and Opportunity Act Transition Authority for Flexible Use of State Rapid Response Funds” (April 14, 2015).</li> <li>• Training and Employment Notice (TEN) 9-12: “Layoff Aversion in Rapid Response Systems” (August 31, 2012).</li> <li>• CareerSource Florida Administrative Policy Number 114: “Rapid Response Program Administration”</li> </ul>	

**I. PURPOSE**

The federal Workforce Innovation and Opportunity Act (WIOA) encourages states to implement and promote programs and strategies that are consistent, high quality, timely and provide innovative responses within a comprehensive economic transition model that supports a broad vision for Rapid Response and embraces Layoff Aversion as one of its central tenets.

CareerSource Florida Strategic Policy for Rapid Response and Layoff Aversion Systems encourages local workforce boards and local Rapid Response teams to develop high quality, comprehensive and effective Rapid Response and Layoff Aversion strategies that maximize their ability to assist businesses, especially small businesses, in their local community. Rapid Response and Layoff Aversion activities should be focused on proactively engaging with businesses to prevent layoffs as well as reacting to announced layoffs and assisting affected workers.

## **II. BACKGROUND**

WIOA requires Local Workforce Development Area (WDA) Rapid Response activities to assist employers and impacted workers prior to and immediately following the announcement of a permanent closure, layoff or natural or other disaster resulting in a mass job dislocation. This requires informed, strategic local business engagement.

Small businesses represent a large percentage of the overall businesses within WDA 23. Accordingly, many layoffs do not fall within the federal Worker Adjustment and Retraining Notification Act (WARN) requirements and may go undetected because they affect fewer than 50 employees. A strong rapid response/layoff aversion program is critical to WDA 23 to better position the Local Workforce Development Board in assisting businesses of all sizes.

An effective Rapid Response and Layoff Aversion System promotes economic recovery and vitality by developing ongoing, comprehensive approaches to identifying, planning for, or responding to layoffs or dislocations and preventing or minimizing their impacts on workers, businesses, and communities. It includes engagement with employers of all sizes, economic organizations, chambers of commerce, small business development centers, business associations, and other critical partners in developing workforce solutions that improve the economic well-being and quality of life for a community, by creating and/or retaining jobs that facilitate growth, provide a stable tax base, and support a competitive, resilient local workforce.

## **III. STRATEGIC POLICY**

CareerSource South Florida (CSSF) shall implement a comprehensive Rapid Response system with an emphasis on Layoff Aversion Activities that dedicate resources and efforts to the following:

1. Establishing formal partnerships with local chamber of commerce, economic development organizations, small business development centers, business associations and other critical partners.
2. Establish a Rapid Response Team comprised on members from collaborating agencies.
3. Gathering data and intelligence related to economic transition trends within industries, communities, or at specific employers, and planning strategies for intervention.
4. Identifying heavily concentrated industries and sectors and related training needs in the geographic area.
5. Connecting employers and workers with short- term, on-the-job, and customized training and apprenticeships before or after layoff and prior to new employment.
6. Design strategies to maintain effective business engagement with companies of all sizes and industries within the Local Workforce Development Area (LWDA)

7. Establish an early warning system utilizing the EconoVue™ data visualization system to identify businesses, regardless of size that may be of risk of closing, so that immediate support may be provided to avoid layoffs. Establishing local points of contact within the early warning system network to communicate and be accountable for Rapid Response services.
8. Outreach and education regarding the provision of comprehensive, employer-based Layoff Aversion services to include but not limited to Short-Time Compensation, federal emergency grant and loan programs, local and community assistance programs, and incumbent worker training to avert layoffs and facilitate connections to other support services.

#### **IV. Rapid Response Team**

CSSF shall establish a Rapid Response Team with collaborating agencies who members will be Business Intermediaries of the local board. The Rapid Response Team will concentrate their efforts on the following:

1. Utilize the EconoVue™ system to identify businesses that are considered high risk to provide outreach and education regarding the provision of comprehensive, employer-based Layoff Aversion services to include Short-Time Compensation, federal emergency grant and loan programs, local and community assistance programs.
2. Utilize the EconoVue™ system to identify businesses that are considered moderate to high risk to outreach and educate regarding incumbent worker training to avert layoffs and facilitate connections to other support services.
3. Utilize the EconoVue™ system to identify businesses that are in transition and may benefit from On-The-Job training, apprenticeship programs or pre-apprenticeship programs.
4. Define service level standards to include quantitative outcomes sought including but not limited to return on investment and economic impact to the LWDA.

#### **V. DEFINITIONS**

##### **1. EconoVue™ Data Platform**

A licensed data visualization and business outreach platform using Bureau of Labor Statistics and Dun & Bradstreet data that provides information on business locations, including standard identity and demographic information around size, location and operations, business health and change dynamics.

##### **2. Incumbent Worker Training Program**

The Incumbent Worker Training (IWT) Program is to provide grant funding for continuing education and training of incumbent employees at existing Florida businesses. The program will provide reimbursement grants to businesses that pay for pre-approved, direct, training related costs. The program helps established Florida businesses upgrade the skills of their current employees.

**3. Layoff Aversion**

A continuum of strategies targeted to specific employers or industries that are experiencing a decline and have the potential to undergo layoffs, or are experiencing a serious skills gap that impacts their ability to compete and retain workers. A layoff is considered to be averted when:

- a. A worker's job is saved at an existing employer facing a risk of downsizing or closing;  
or
- b. A worker at risk of dislocation faces a brief gap or unemployment when transitioning to a different job with the same employer or is hired at a new job with a different employer.

**4. On the Job Training (OJT)**

On the Job Training (OJT) is designed to provide resources for occupational training and development of eligible, prospective, full-time hires by helping to defray the cost of training. Businesses may recoup a percentage of the wages paid to each new hire during the agreed-upon training period.

**5. Paid Work Experience (PWE)**

Paid Work Experience (PWE) provides a business with workers for a specified period of time to gain work experience. The salary of the worker is paid, at no cost to the business, during the term of the agreement. This incentive allows new worker(s) to gain job-specific skills, while helping the business increase productivity.

**6. Short-Time Compensation**

The Short Time Compensation program helps employers retain their workforce in times of temporary slowdown by encouraging work sharing as an alternative to layoff. The program permits prorated reemployment assistance benefits to employees whose work hours and earnings are reduced as part of a Short Time Compensation plan to avoid total layoff of some employees.



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 8/18/2022

**AGENDA ITEM NUMBER:** 8

**AGENDA ITEM SUBJECT:** INCUMBENT WORKER APPRENTICESHIP TRAINING POLICY

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of the Incumbent Worker Apprenticeship Training Policy as set forth below.

**STRATEGIC GOAL:** **BUILD DEMAND-DRIVEN SYSTEM W/ EMPLOYER ENGAGEMENT**

**STRATEGIC PROJECT:** **Emphasize work-based learning and training**

### **BACKGROUND:**

The SFWIB, through its Strategic Plan, established six strategic goals by which the board operates. One of the strategies for the first strategic goal, "High ROI Through Continuous Improvement", specifically tasks staff with improving credential outcomes for job seekers by expanding apprenticeship programs. SFWIB staff have grown the number of registered apprenticeship programs in the region for new jobseekers, however, this is a program first for incumbent workers.

In an effort to provide additional resources and options to employers who are attempting to retrain and retool their current staff, SFWIB staff have established an Incumbent Worker Apprenticeship Training Policy.

The purpose of this policy is to make businesses aware of the many benefits associated with registered apprenticeship programs; some of which include, averting potential layoffs, improving and/or developing employee skillsets, and/or improving local economic competitiveness. Through the Incumbent Worker Apprenticeship, companies may be reimbursed for related technical training and/or receive wage reimbursement for on-the-job training.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



**POLICY TRANSMITTAL**

<b>SUBJECT:</b>	<b>Workforce Innovation Opportunity ACT (WIOA) Incumbent Worker Apprenticeship (IWA)</b>	<b>Policy/Guidance No.:</b>
<b>APPLIES TO:</b>	<b>Workforce Services WIOA Adult and Dislocated Workers, Workforce Development Area (WDA) 23 (Miami-Dade and Monroe Counties) CareerSource center contractors (Service Providers), Businesses, and South Florida Workforce Investment Board (SFWIB) staff</b>	<b>Effective Date:</b>
		<b>Revised Date: N/A</b>
		<b>Expiration Date:</b> <b>Indefinite</b>
<b>REFERENCE:</b>	<ul style="list-style-type: none"> <li>• Workforce Innovation and Opportunity (WIOA), 133(b),134 (c)(3)(A)(i), 134(d)(4) and 188</li> <li>• WIOA Final Rule, 20 Code of Federal Regulations (CFR) Parts 680.210(a)(1-2); 20 CFR 680.780 - 820, 680. 830-840, 682.210(b), 682.320(a), 683.200(g)</li> <li>• Training and Employment Guidance Letter (TEGL) 19-16</li> <li>• CareerSource Florida Administrative Policy 100</li> <li>• The Reimagining Education and Career Help (REACH) Act (House Bill 1507) - Florida, Chapter No. 2021-164</li> </ul>	

**I. Purpose**

The purpose of this policy is to provide guidance in assisting businesses in strategizing an approach that will provide training through Registered Apprenticeship Programs to their employees to develop a skilled workforce with viable income while averting potential layoffs and/or improve the economic competitiveness of local businesses. Through the Incumbent Worker Apprenticeship, businesses may be reimbursed for related technical training and/or wage reimbursement utilizing on the job training.

**II. Background**

Registered Apprenticeship is an “earn and learn” training model that combines work-based learning with related classroom instruction using the highest industry standards. Registered Apprenticeship programs can be used as a strategy to build career pathways for individuals in order to obtain or retain employment that leads to self-sufficiency, as well as ensure a talent pipeline for businesses. CareerSource Florida Strategic Policy 2019.02.13.A.1 describes Apprenticeships as “high-quality education with on-the-job training and other services that provide employer-driven, mentor-delivered, industry-specific knowledge to build talent that meets the specific needs of Florida businesses”. Apprenticeships “enable businesses to ensure a talent pipeline by leveraging *existing* talent to mentor the next generation through paid earn-and-learn apprenticeships”.

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By cultivating Incumbent Workers in an apprenticeship program, the business can develop a talent pipeline by promoting existing employees as they develop the necessary skills through the apprenticeship training, while bringing in new employees into the entry level positions. A business can retain a skilled workforce, increase job satisfaction, and reduce turnover; or deter the need to lay off employees by assisting the incumbent workers in obtaining the skills and credentials necessary for the business to remain competitive. Businesses may receive funding through Incumbent Worker Apprenticeship reimbursements for either/or the related technical training or wage subsidies to assist in offsetting the costs of training the incumbent worker. The Workforce Innovation and Opportunity Act (WIOA) Section 133(b) and 134(d)(4) specifically permits local boards to use up to 20 percent of Adult and Dislocated Worker funding to address training for incumbent workers.

### III. Definitions

#### A. Incumbent Worker

An individual currently employed, meets the Fair Labor Standards Act requirements for an employer-employee relationship, and has an established employment history with the employer for six months or more. An incumbent worker does not have to meet the eligibility requirements for career and training services for the Adult and Dislocated Worker program.

#### B. Incumbent Worker Apprenticeship (IWA) Contract

For purposes of the provision of the IWA Contract under this policy, a business may be reimbursed an amount of the wage rate of the incumbent worker for a negotiated period of time for the extraordinary costs of providing the apprenticeship training, and additional supervision related to the apprenticeship. Reimbursement for wages under an IWA agreement is based on the hourly wage rate and applicable percentage rate for competencies/skills in the training outline in accordance with the law.

#### C. Registered Apprenticeship

Registered Apprenticeship is a structured way for companies to promote career development for their employees. Registered apprenticeships are business driven, “earn while you learn” models that combine on the job training with job-related instruction which lead to the attainment of industry-recognized skills standards.

#### D. Credentials

Registered Apprentices who successfully complete their apprenticeship, graduate with a nationally recognized Completion of Apprenticeship Certificate issued by the Florida Department of Education that validates proficiency in a registered apprenticeship occupation. In addition, Registered Apprentices have the opportunity to earn third-party industry certifications.

#### E. Business Share

Businesses are required to pay for a significant cost of the training of an Incumbent Worker Registered Apprenticeship Program.

#### F. Self-Sufficiency

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Self-Sufficiency refers to an identified wage that allows an individual to provide for oneself without the need for supportive services.

#### IV. Eligibility

The Incumbent Worker Apprenticeship Program intent is to help businesses remain competitive by improving productivity, profitability, and reducing employee turnover. Apprenticeships are a proven training method for businesses to develop and retain a highly skilled workforce and is governed by sections 20 CFR 680.780 through .820 of the Final Rule. The flexibility for a business to design an apprenticeship program for incumbent workers, provides an effective strategy to build a career pathway for existing employees to avert potential layoffs, promote retention and wage gains for the apprentice.

##### A. Business

Prior to entering into an Incumbent Worker Apprenticeship (IWA) agreement for related technical instruction (RTI) and/or to reimburse wages for an incumbent worker in a **registered apprenticeship program**, the Service Provider shall ensure the business is eligible.

Businesses that meet the following criteria are considered eligible and may, subject to available funding, enter into an agreement:

1. **Business must be a Program Sponsor or an Official Employer Partner of a registered apprenticeship program;**
2. **The Business must attest that the outcome of the Incumbent Worker Apprenticeship program will be an advancement in the Standard Occupational Classification (SOC), resulting in a promotion, earnings gain and job classification change for the apprentice;**
3. Located in the State of Florida;
4. Be a public, private non-profit, or private sector entity,
5. The business has operated at its current location for at least 120 days prior to the application date (as verified by Florida Department of State Division of Corporations ([www.sunbiz.org](http://www.sunbiz.org)));
6. Demonstrate financial viability;
7. Maintains Workers Compensation Insurance (if applicable);
8. Have at least one full-time employee (must be a Florida Resident AND W-2 employee); and
9. The employees W-2 must match the company name that is on the application.

##### B. Incumbent Worker

As Per 20 CFR 680.780, an incumbent worker does not *necessarily* have to meet the eligibility requirements for WIOA career and training services for the adult or dislocated worker programs, unless they also are enrolled as a participant in the WIOA adult and dislocated worker program.

The incumbent worker/participant is further defined as follows:

1. Current employee that meets the eligibility requirements to enter into the apprenticeship program and is in need of additional training to avert a layoff, be retained by their

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employer, or promotes the upward mobility of the participant.

2. An employee who receives a W2 from the business; and is employed at least six months before the signature date of the application;
3. The Apprentice shall be least 18 years of age;
4. A citizen of the United States or a non-citizen whose status permits employment in the United States; and
5. A Florida resident working at a physical location in Florida.

**V. Compensation**

- A. For purposes of the provision of the IWA Contract under this policy, training is provided for the incumbent worker apprentice exchange for the reimbursement, up to forty (40) percent of the employee wages for a negotiated period of time, for the extraordinary costs of providing the training and supervision related to the registered apprenticeship program. A portion of the costs of the Related Technical Instruction (RTI) may also be reimbursed as a provision of this policy.
- B. Businesses will be reimbursed by Service Providers. The final wage reimbursement shall be made upon the completion of the last competency and when proper documentation has been provided. Wage reimbursement shall coincide with the business' pay period or a negotiated timeframe.

**VI. Duration**

An IWA agreement shall be limited to the period of time required for a participant to become proficient in the Registered Apprenticeship Program occupation for which the training is being provided. IWA agreements shall not exceed the length of the parameters to complete the registered apprenticeship program or the negotiated timeframe of the reimbursement.

**VII. Performance**

IWA performance is defined as employment in the 2nd and 4th quarters after exit, program. median earnings in the 2nd quarter after exit, measurable skill gains, and credential attainment. For the purpose of calculating these metrics for IWA-only individuals, the exit date is the last date of the apprenticeship program, as indicated in the IWA contract.

**VIII. Conflict of Interest**

- A. The SFWIB will not favor a referral from and/or to a member of the SFWIB over another business in the community.
- B. The SFWIB shall be notified whenever the IWA Agreement is connected to a SFWIB member, Service Provider or employee.
- C. Service Providers are prohibited from entering into an agreement or making IWA referrals to businesses who are members of their immediate family or members of families of other Service Provider staff or SFWIB staff.
- D. The Business shall not hire a relative (member of the family) of the business's management. Relative is defined as: father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-

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in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, or half-sister.

**IX. Grievances and Appeals**

Service Providers shall advise participants of their right of appeal using either the business' grievance procedures, or those of the SFWIB, if previously agreed with the business. If a business elects to use its own grievance procedures, the business must agree to provide information to SFWIB as to actions taken under those procedures. If the participant is not satisfied with the outcome after using the business' grievance procedures, then he/she may elect to file a grievance with SFWIB under the SFWIB grievance procedures.

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