



# The Talent Equation: Finding, Developing and Keeping Talent with CareerSource Solutions



# CareerSource Florida: Who We Are

- CareerSource Florida is Florida's statewide Workforce Investment Board charged with developing strategies that help Floridians enter, remain, and advance in the workforce
- CareerSource Florida strengthens the state's business climate through policy setting and overseeing the workforce system



# QRT Consortium Projects

- Designed for small companies creating jobs.
- Used for customized, skills based training.
- Wage requirements are based on company-wide overall average wage and can be relaxed for RAO.
- Covers training costs for new jobs created as well as existing employees on a 1:1 ratio
- Company chooses training provider(s).
- Performance-based reimbursements - based on your approved budget – as you hire/train.

## Flagship Initiative: Quick Response Training (QRT)

# Quick Response Training Grants

Qualifying Florida businesses must:

- Produce an exportable good or service in a qualified targeted industry
- Create new, full-time, high-quality jobs (115% of average county or state wage)
- Require customized entry-level skills training which is not available at the local level



# Quick Response Training Grants

## What makes QRT competitive

- Company always selects the training provider
- Company can design training plan
- All customized skills-based training is allowed
- Flexible, demand driven grant program
- Opportunities for Consortium Grants



# Quick Response Training Grants

Performance-based reimbursable training expenses:

- Instructors'/trainers' salaries
- Curriculum development
- Textbooks/manuals (or the production of textbooks/manuals)



For 2013, *Business Facilities Magazine* lists Florida as No. 4 in the nation for Workforce Training.

# Quick Response Training Grants

## **Funding priority given to businesses:**

- Offering jobs located in a distressed, urban inner city, rural area, Enterprise Zone or Brownfield area
- Whose grant proposals have the greatest potential for economic impact that contribute in-kind and/or cash matches





# TARGETED INDUSTRIES

Clean Tech	Life Sciences	Information Technology	Aviation/ Aerospace	Homeland Security/ Defense	Financial/ Professional Services
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Corporate Headquarters  
Research & Development  
Manufacturing

Biomass & Biofuels Processing	Biotechnology	Modeling, Simulation and Training	Aviation:	Equipment:	Financial Services:
Energy Equipment Mfg.	Medical Devices:	Optics and Photonics	Aircraft and Aircraft Parts Manufacturing	Optical Instruments	Banking
Energy Storage Technologies	Laboratory and Surgical Instruments	Digital Media	Maintenance Repair and Overhaul of Aircraft	Navigation Aids	Insurance
Photovoltaic	Diagnostic Testing	Software	Navigation Instruments Manufacturing.	Ammunition	Securities and Investments
Environmental Consulting	Pharmaceuticals	Electronics	Flight Simulator Training	Electronics	Professional Services:
		Telecommunications	Aerospace:	Transportation:	Corporate Headquarters
			Space Vehicles and Guided Missile Manufacturing.	Military Vehicles	Engineering
			Satellite Communications	Shipbuilding and Repair	Legal
			Space Technologies	Technology: Computer Systems Design	Accounting
			Launch Operations	Simulation and Training	Consulting

EMERGING TECHNOLOGIES

OTHER MANUFACTURING

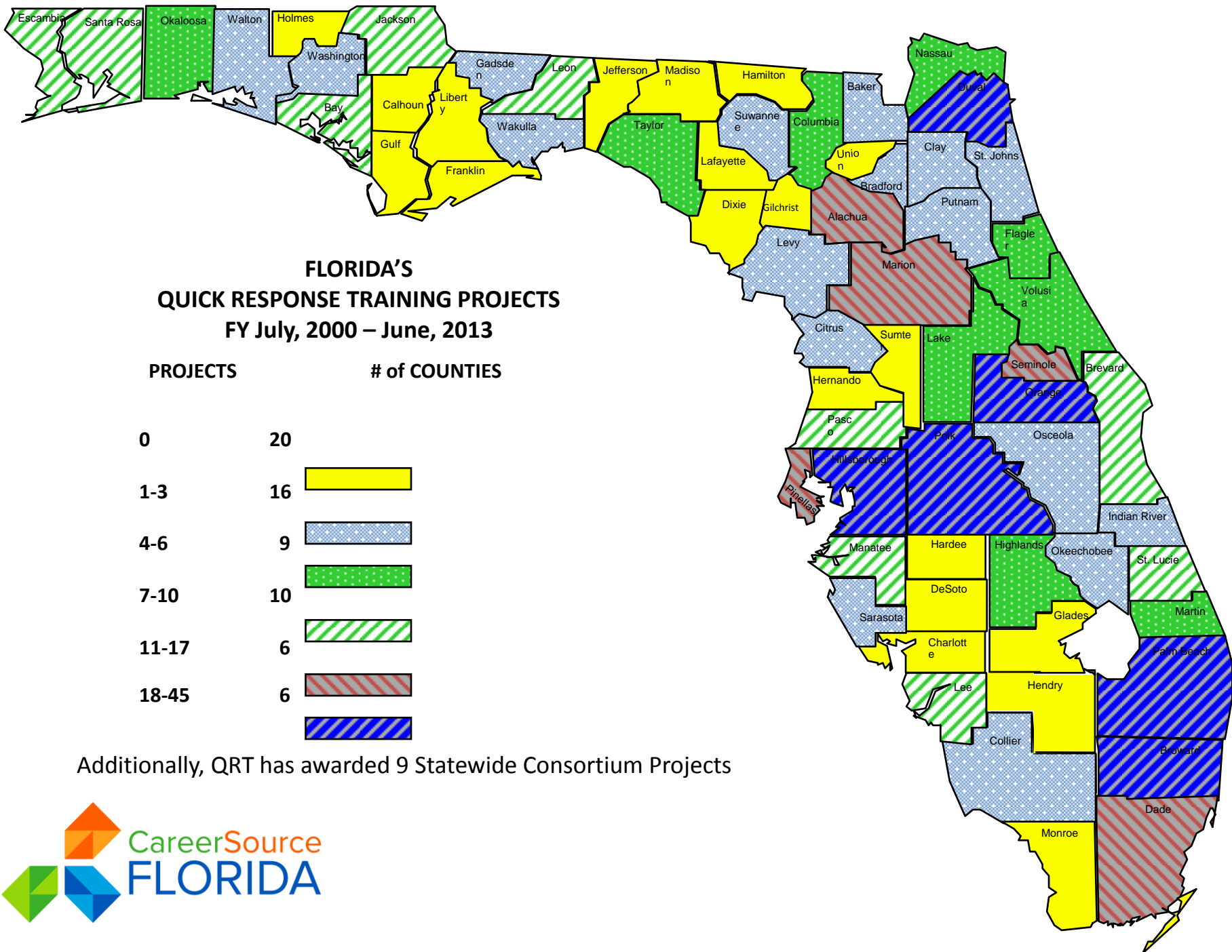
Global Logistics Marine Sciences Materials Science Nanotechnology	Food and Beverage Automotive and Marine Plastics and Rubber Machine Tooling
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# QRT Success: July 2000 – June 2013

Companies awarded	451
Total appropriation	\$66.6 million
Funds awarded <i>(includes recaptured funds from unused awards)</i>	\$99.1 million
Number of trainees	105,675
Average cost per trainee	\$937
Company match for every \$1 of invested QRT funds	\$13.29
Trainees' wages increase 12 months after training program	36.28%



\*\*2011-2012 FETPIP data



**FLORIDA'S  
QUICK RESPONSE TRAINING PROJECTS  
FY July, 2000 – June, 2013**

PROJECTS	# of COUNTIES
0	20
1-3	16
4-6	9
7-10	10
11-17	6
18-45	6

Additionally, QRT has awarded 9 Statewide Consortium Projects



## Flagship Initiative: Incumbent Worker Training (IWT)

# IWT Overview

- The IWT Program was created for the purpose of providing grant funding for continuing education and training of incumbent employees at existing Florida businesses.
- The program will provide reimbursements to businesses that pay for preapproved, direct, training-related costs.



# IWT Program Features

- Flexible to meet companies need
- Company selects training provider
- Company can have up to 12 months to train
- Approved training costs reimbursed directly to company
- Company contracts with CareerSource Florida



# IWT Eligible Businesses

**Companies applying for an IWT grant must meet the following criteria:**

- Be a “for-profit” business registered with the Florida Division of Corporations
- Have been in operation in Florida for at least one year prior to application date
- Have at least one full-time employee
- Demonstrate financial viability & be current on all state tax obligations
- Did not receive IWT award during the current or previous program year
- Willing to invest in 25 to 50 percent of the direct training costs



# IWT Funding Amounts

- \$3M available for 13/14 program year
- Maximum grant amount is \$50,000 per company
- Reimbursement Rates are 50% or 75% dependent upon company size and location





# IWT Funding Priorities

**When faced with limited funding, priority consideration will be given to companies that:**

- Are in a qualified targeted industry
- Whose grant proposal represents a significant layoff avoidance strategy
- Whose grant proposals represent a significant upgrade in employee skills

**Additionally, priority AND a higher reimbursement rate (75%) is given to companies that:**

- Have 25 or fewer employees
- Are located in distressed rural or urban inner city area, Enterprise or HUB Zone, or Brownfield



# IWT Eligible Training

- Lean Manufacturing
- Six Sigma – Green and Black Belt
- AS 9000
- ISO 9001:2008
- Leadership Skills, Customer Service, Sales and other soft skills
- Customized training to operate new equipment or software
- Other trainings tailored to company needs



# IWT Reimbursable Training Expenses

- Tuition
- Training/Course Cost
- Textbooks & Manuals
- Instructors' Wages\*
- Curriculum Development\*

\* Limitations Apply

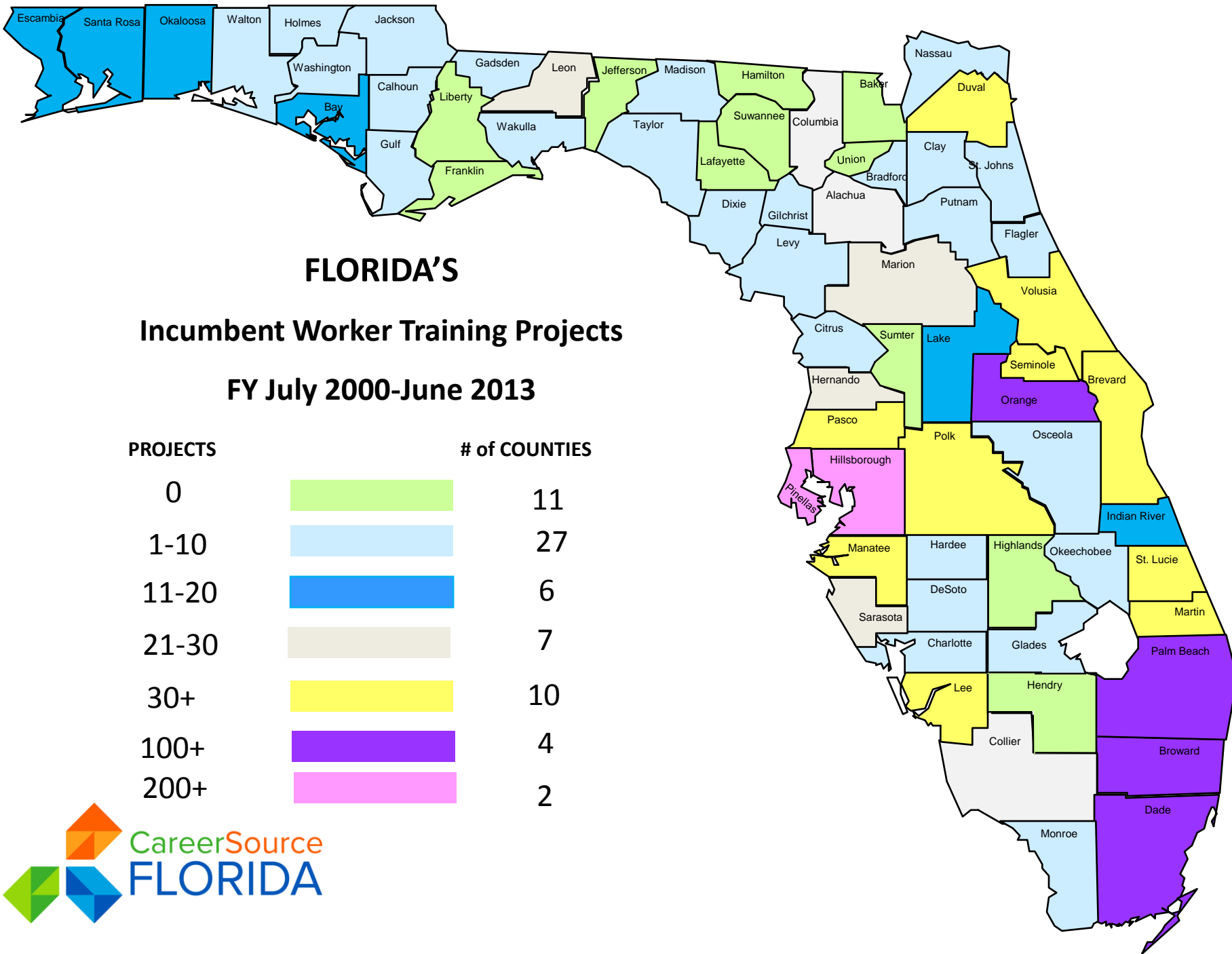


# IWT Success: July 2000-June 2013

Companies awarded	1,912
Total appropriation	\$40.25 million
Funds awarded <i>(includes recaptured funds from unused awards)</i>	\$54.39 million
Number of trainees	146,865
Average cost per trainee	\$370
Company match for every \$1 of invested IWT funds	\$7.31
Trainees' wages increase 15 months after training program	9.2%

\*\*2011-2012 FETPIP data





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