

Student's Name: _____

Date: ____/____/____

History and Structure of the Workforce Development System

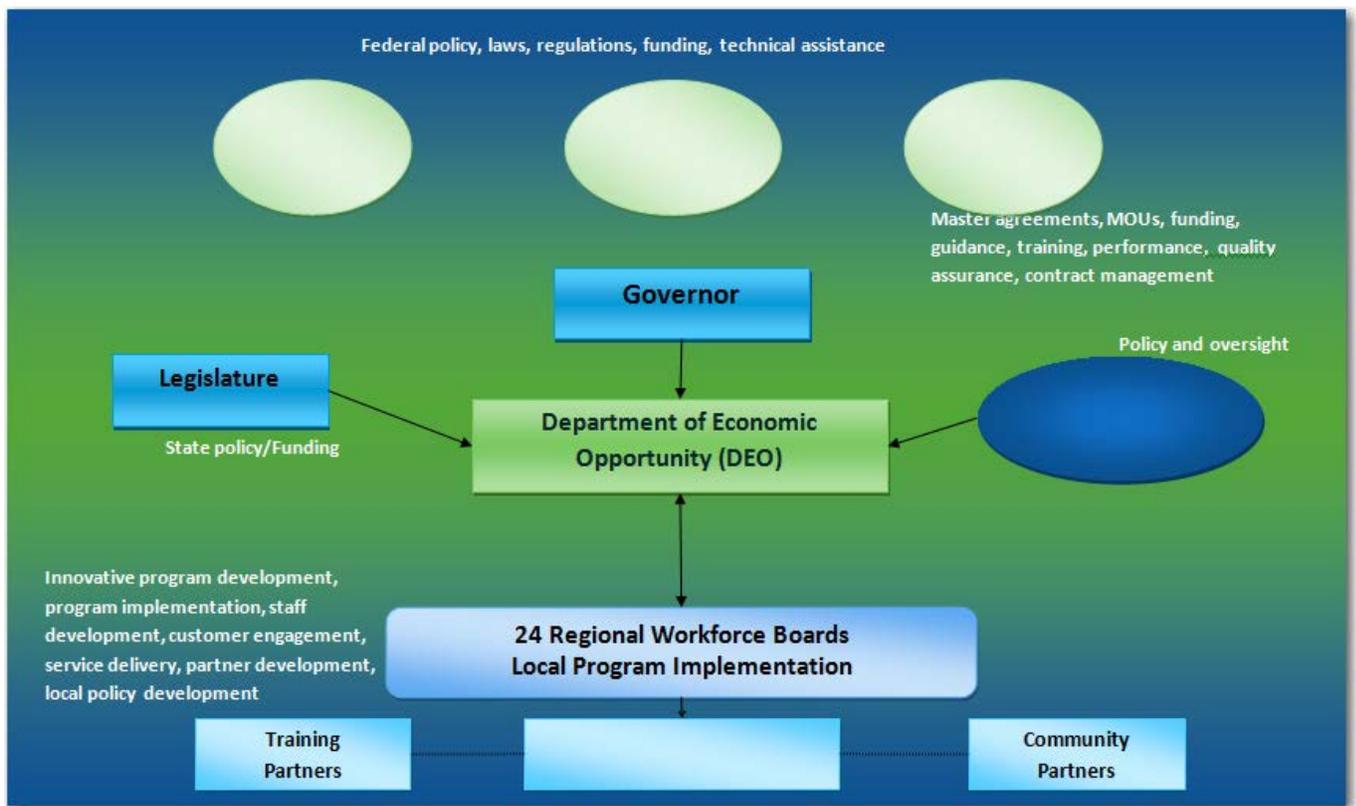
Welcome to the History and Structure of the Workforce Development system. We have created study guides to support each module. The study guides mirror most of the language in the training lessons. You can see the actual language by selecting the “cc” at the bottom right of the screen. This stands for “closed caption”. This will help you complete the workbooks faster.

1. The _____ - _____ Act of 1933 laid the foundation of the employment service offices that we now call One-Stops and the virtual labor exchange that we employ called the Employ Florida Marketplace (EFM). (slide 3)
2. But most of the laws enacted and implemented over the past two centuries were in response to major events, civil unrest, or economic recessions and depressions. This resulted in a _____ system throughout the United States. (slide 3)
3. The workforce system did not come together as a whole to help job seekers meet the demands of employers until just the last three decades. Even now, many states do not have a unified system that focuses all workforce programs under one legislative umbrella. The *federal* Workforce _____ Act and Florida's Workforce _____ Act brought together workforce programs to help job seekers secure the skills they need, find work and meet the needs of employers through the One-Stop system. (slide 3)
4. So, how did it all come together in the State of Florida? Florida operates most of its workforce programs through a _____ system under a _____ One-Stop umbrella. Florida focuses most of its funding and program



development for workforce programs to the _____ level.

5. The image below may seem like a relatively complicated picture of the current workforce system structure in the State of Florida. However, it represents the relationships between federal, state and local program administrators. This structure is _____ to the State of Florida because Florida has opted to house a majority of workforce programs in _____ structure. The single workforce structure was designed to meet both the needs of _____ and the needs of _____. Let's break this picture down. Fill in the picture below based on the information found in slide 4.



Brain Break

1. Based on the picture above, what entity is responsible for local innovative program development and program implementation?
2. Based on the picture above what entity is responsible for local policy development?

6. The United States Department of _____ provides Florida funds, policies and technical assistance for a variety of workforce programs.
 - a. This includes programs such as the Wagner-_____ program (WP), Workforce _____ Act program (WIA), Veteran's _____ and _____ Services program (VETS), Unemployment Compensation or Re-Employment Assistance (REA), and Trade Adjustment _____ program (TAA).
 - b. The United States Department of _____ provides Florida funds to operate the Welfare Transition program, as well as funds to give cash assistance to needy families who meet eligibility requirements.
 - c. The United States _____ provides funding to Florida to operate the Supplemental Nutrition Assistance Program, which includes the Employment and Training or E&T component operated by the Regional Workforce Boards (RWBs). (slide 5)



Brain Break

1. What federal entity provides funding so the RWBs can operate the WP program?
2. What federal entity provides funding so the RWBs can operate the WT program using TANF funds?
3. What federal entity provides funding so the RWBs can operate the SNAP program?
4. What federal entity provides funding so the RWBs can operate the VETS program?

7. Workforce Florida was created by Senate Bill _____, or Florida's Workforce _____ Act of 2000. Workforce Florida, Inc. (WFI) serves the State Board and was also created in the 2000 Workforce _____ Act. WFI is responsible for developing _____ and _____ for the workforce _____ that "help Floridian's enter, remain in, and advance in the workplace, becoming more highly skilled and successful". As stated in Florida law, the goal is to benefit Floridians, Florida's businesses and the _____ by developing the state's business climate. The Governor determines the number of board members that will sit on the Board. Additionally, the Governor may remove a member of the Board for cause. (slide 6)

8. WFI must establish a _____ - _____ plan. This is a plan to strategically implement programs through the workforce system using a variety of funding streams. The plan is created in collaboration with mandatory workforce partners, as well as other stakeholders. WFI is also required to develop an o _____ plan that outlines how it will implement the _____-plan. This plan is approved by the Governor. (slide 7)

9. WFI is responsible for negotiating and finalizing performance measures with the RWBs to ensure that workforce programs are implemented according to federal and state guidelines. Additionally, WFI is responsible for granting _____ to RWBs. What is a _____? A _____ is a written grant by which the Regional Workforce Board is created, and respective rights and privileges are defined within the _____. A _____ is a description of the organization's functions as well. WFI is also responsible for reviewing the performance and quality assurance reports, as well as holding the RWBs accountable for their performance. (slide 8)

10. Specifically, WFI is responsible for providing oversight and policy direction to ensure that workforce programs are _____ by the Department of Economic Opportunity and implemented locally by the RWBs in compliance with plans that are approved by the Governor.

Brain Break

WFI has a very important role in making the workforce system "work". While you may be able to answer the questions below quickly, it will be important to know these answers for the exam, as well as know the difference between WFI's, the RWBs' and DEO's responsibilities.

1. Who is responsible for reviewing, negotiating and finalizing performance measures with the RWBs?
2. What is a charter?
3. How often is the strategic plan created?
4. Who creates the state strategic plan?
5. What other plan is created by WFI to implement the strategic plan?
6. What entity is responsible for creating strategies and policies for the workforce system?

11. Most workforce programs are outlined in Florida Statutes Chapter _____, the law promulgated by the Workforce Innovation Act of 2000. List the programs that are a mandatory part of Florida's workforce system: (slide 9)

- d. Workforce _____
- e. Wagner- _____
- f. Trade _____
- g. Veterans' _____
- h. Welfare _____
- i. Displaced _____
- j. Federal _____
- k. Supplemental _____
- l. Work _____

12. Originally, Florida's Workforce Innovation Act of 2000 created the Agency for Workforce Innovation or AWI. AWI was eventually merged with several other agencies or departments into the _____ (DEO). The AWI was created to consolidate the administration of workforce services. DEO is still responsible for the requirements outlined in State law, as well as other contractual requirements established with WFI. (slide 10)

13. The DEO administers workforce programs. Simplified, this means that the DEO is responsible for managing affairs associated with workforce programs. Much of this oversight includes putting the policies established by WFI into writing, ensuring that elements associated with funding distribution are written and disseminated locally, ensuring that agreements for business operations are established and agreed upon with the RWBs, and more. The DEO also supervises the distribution of funds and program operations through _____ and _____ quality assurance reviews. (slide 11)

14. What else does "administer" mean? (slide 12) _____

15. How does DEO fulfill this definition? (slide 12) _____

16. What law created the 24 Regional Workforce Boards (RWBs)? (slide 13) _____

17. But why consolidate workforce programs under those 24 boards? (slide 15) _____

18. RWBs have an opportunity to develop and implement _____ programs based on the needs of _____ and _____ in the community. This includes offering employment services authorized by the Wagner-Peyser program and job readiness services authorized through a variety of other workforce programs, such as the Workforce Investment Act and Welfare Transition programs. Additionally, the RWBs promote programs, such as the Work Opportunity Tax Credit and Federal Bonding to encourage both employers and job seekers to take advantage of opportunities afforded to them under federal and state laws. (slide 16)

19. What is EFM? (Slide 17) _____

20. Using the information from slides 3 through 17, how did the current workforce structure in Florida come about? _____

1955
Start of the Vietnam War

1963
President Kennedy is assassinated

1969
Man lands on the moon



1958
National Defense Education Act

1964
Food Stamp Act



1967
Work Incentive Training (WIN)

1974
Trade Act

1973
Rehabilitation Act

1962
Manpower Development and Training Act

1964
Civil Rights Act



1964
Economic Opportunity Act



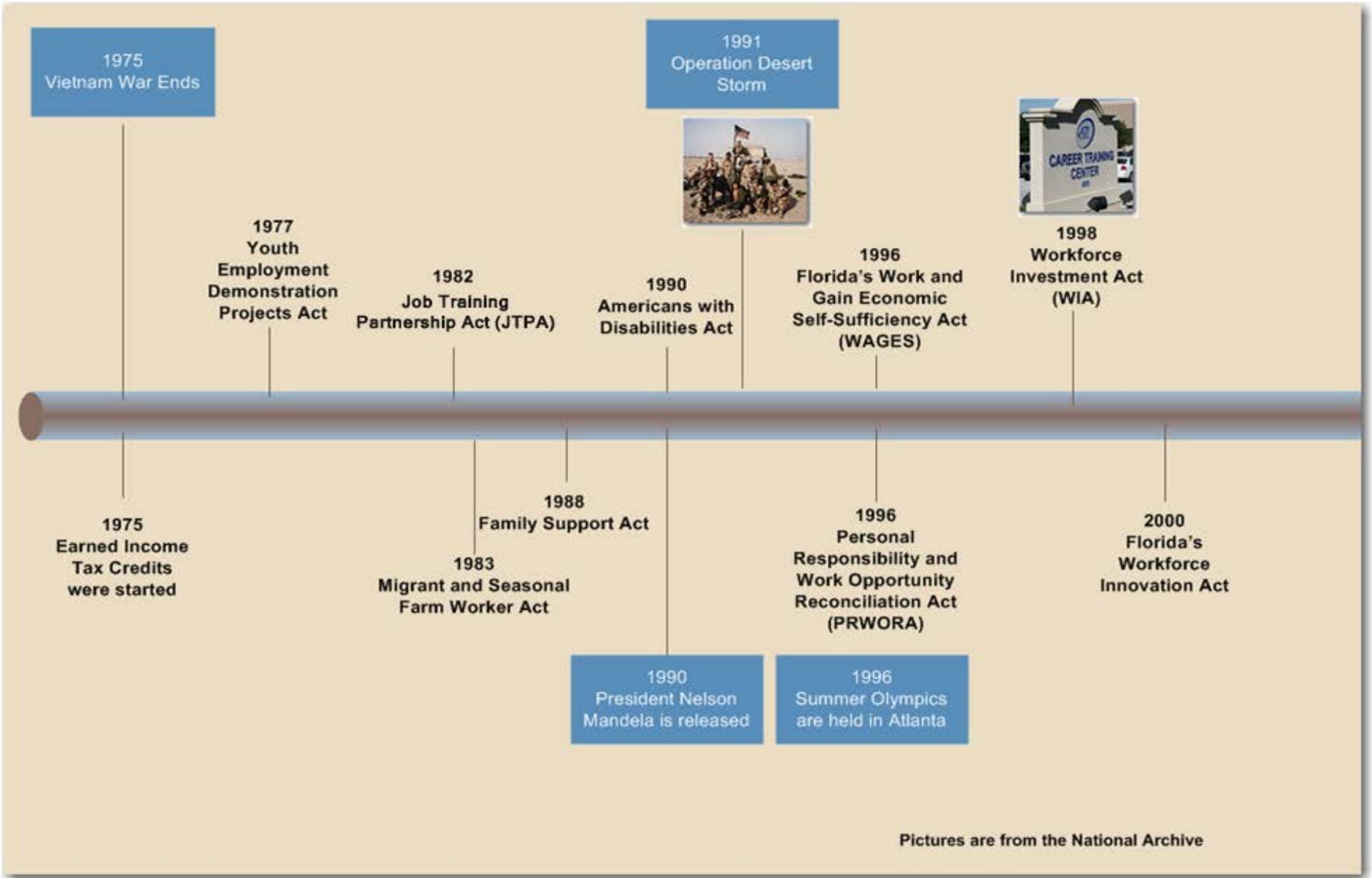
1973
Comprehensive Employment and Training Act (CETA)



1955
Rosa Parks is arrested

1968
Martin Luther King Jr. is assassinated

Pictures are from the National Archive



21. What was the purpose of the Morrill Act of 1862? _____

22. **S** _____ **of 1917:** In early 1914, President Woodrow Wilson appointed a commission to study national aid to vocational education. On April 2, 1914, The Commission on National Aid to Vocational Education was organized. The Commission reported that over 12,000,000 individuals in the United States were engaged in agriculture, and over 14,000,000 were engaged in manufacturing. Less than one percent of these individuals had adequate training, stressing the need for vocational training. ***This established the Federal-State public _____/_____ education program,*** and created a Federal Board of Vocational Education for the promotion of training in agriculture, trades and industries, commerce, and home economics in secondary schools.

23. Smith-Sears Veterans Rehabilitation Act of 1918: Expanded the role of the Federal Board of Vocational Education created under the Smith-Hughes Act. ***The goal of the expansion was to offer vocational rehabilitation to veterans disabled during World War I. What was this act referred to as?*** _____

24. **Smith-Fess Act – Fess _____ of 1920:** ***Began a rehabilitation program for all _____ with physical _____.*** It was patterned after the Soldier’s Rehabilitation Act and provided funds to states at a 50/50 match for vocational services, such as vocational guidance, training, occupational adjustment, and prosthetics. The Act did not include physical restoration or social orientation rehabilitation.

25. **W _____ Act of 1933:** this Act was named after Senator Robert Wagner and Representative Theodore Peyser. ***The act states its purpose as “to provide for the establishment of a _____ system”. The Act established a nationwide system of _____ offices. The staff associated with the employment offices were required to provide _____ - _____ e _____ services. While this Act was incorporated into the federal Workforce Investment Act of 1998, the program is still in effect today and offers services through the One-Stop system. Florida’s mandate under the Workforce Innovation Act of 2000 was to create an Internet-based labor***

illnesses. The Act required states to submit a plan to federal government on how it would operate such programs under the Act.

- 30. Servicemen's _____ Act of 1944:** The United States Department of Labor estimated that 15 million men and women who were serving in World War II would return after the war ended and be unemployed. To reduce the likelihood of a depression occurring after the war ended, the National Resources Planning Board recommended a series of programs for education and training. On June 22, 1944, the Servicemen's Readjustment Act became law. *The Act, frequently referred to as the _____ of Rights, provided for the guarantee of home loans to veterans and paid the educational and living expenses of veterans who wished to pursue educational and vocational training.*
- 31. E _____ of 1946:** Many economic theorists of the 1940s stated that economic booms and busts could be avoided if government was active in the role of ensuring people were able to find work. To avoid another depression, the Employment Act of 1946 was enacted. The purpose was to coordinate and utilize federal resources to develop conditions in which employment opportunities would be available to all those seeking work.
- 32. National Defense Education Act of 1958:** As the Cold War pressed on and Russia launched Sputnik, the United States felt a pressing need to support educational efforts as essential to improve national security and the advancement of science and math. Federal expenditures for education more than doubled as a result of this Act.
- 33. Manpower Development and Training Act of 1962:** Designed to train or retrain thousands of workers who were unemployed as a result of automation and technological changes.
- 34. F _____ of 1964: Authorized a food stamp program to help low income households achieve a more _____.** The goal was to help such households receive a greater share of the Nation's "food abundance" by re-distributing agricultural surpluses to poor individuals. Coupons could be exchanged for food in area grocery stores. The food stamp program was administered as a pilot program in 1962, and this Act made the program permanent. The goal of the program was to prevent hunger and "safeguard the health and well-being of the Nation's population". This Act is the

foundation of the current Supplemental Nutrition Assistance Program that includes _____ and _____ opportunities.

35. **C** _____ of 1964: Implemented a host of requirements to offer equal rights many believed were inherent in the United States Constitution and Bill of Rights. The Act outlaws segregation in businesses and other public places. It also bans discrimination in hiring, promoting and firing based on race, color, religion, sex and/or national origin. Additionally, the Act requires programs receiving federal aid to ensure that individuals who request or receive services are offered such services in an equal manner. Title VII of the Act created the Equal Employment Opportunity Commission (EEOC) to implement the law and enforce the right to vote. The EEOC is still in place today, and the federal laws that outline programs implemented by the One-Stops in the State of Florida require compliance with the this Act.

36. Economic Opportunity Act of 1964: was a critical part of President Lyndon B. Johnson's Great Society campaign and the "War on Poverty". The Act provided for _____ and loans to small businesses in an effort to "attack unemployment and poverty". The Act created _____ at the local level, which are still active in many communities, and offer services to lower income individuals and families. This Act included the creation of Head Start educational programs and _____.

37. **W** _____ of 1967: Created the first "welfare-to-work" programs. The WIN programs were a predecessor to today's Welfare Transition program. The WIN programs required states to establish employment and training programs for welfare recipients. These programs offered a variety of services, including job training, education, structured job search and community service opportunities.

38. R _____ of 1973: forbids discrimination on the basis of _____ in programs conducted by federal agencies, as well as in programs that are receiving federal funds. This is still in effect today, including for the RWBs.

39. **C** _____ and _____ of 1973: Consolidated several federal _____ and _____ programs. This was one of the first steps to bringing workforce programs under _____

legislative _____. While CETA focused on low income individuals, not all of the provisions focused on the economically disadvantaged. Block grants were provided to “prime sponsors” who were responsible for identifying training needs in the local community and implementing training programs within federal guidelines. Program services could include on-the-job training, classroom-based training, and community service employment.

40. *The _____ of 1974: Established _____ Adjustment _____, a federal program that provides aid to workers who lose their jobs or wages as a result of increased imports. The Act has been amended over time to broaden the scope of services to “assist workers who have been laid off or who jobs have been threatened because of _____”. Workers covered under a certified Trade Act Petition may be eligible to receive a variety of benefits and services, including training, job search and relocation allowances, income support and re-employment services.*

41. *The _____ (EITC) program started in 1975 to provide tax refunds to low income families to offset the burden of Social Security taxes and encourage employment. It has been expanded since then to offer tax refunds to low income individuals who have been working and paying income taxes. To receive the refund, the individual must have paid more than actually necessary based on their income and family size and apply for the benefit each year. The Internal Revenue Service states that the EITC program was designed to help workers “keep _____ of what they_____”. This program is still in place, and many RWBs offer information about the EITC program to employers and workers. In fact, some RWBs partner with agencies to help moderate to low income workers apply for the benefit.*

42. Youth Employment Demonstration Projects of 1977: This Act amended the Comprehensive Employment and Training Act or CETA of 1973 to provide disadvantaged youth with employment opportunities. The goal was to test different methods of dealing with the structural unemployment of youth. According to Vernon M. Briggs Jr. of Cornell University ILR School, “the Act of 1977, manifested a quantum leap in efforts both to meet the needs and to understand the employment programs of youth in the labor force. Over its brief life, the Act served both as a massive delivery system for new programs and as an extensive laboratory for social experimentation.” Much of what was learned through these demonstration projects

helped shape the youth components of the federal Workforce Investment Act of 1998.

43. Job _____ of 1982: established a federal program to prepare youth and unskilled adults for entry into the workforce. The goal was to provide job training to individuals facing barriers to employment. JTPA replaced CETA but was later replaced by the federal Workforce Investment Act of 1998. The JTPA included a host of provisions, including the continuation of Job Corps. The JTPA also included provisions for Veteran employment and training programs, the creation of Labor Market Information programs, the development of Summer Youth Employment and Training Programs and the development of employment and training programs for dislocated workers. Under JTPA, more and additional consolidation of workforce programs was seen.

44. ***Migrant _____ (MSFW) Act of 1983: Designed to protect migrant and seasonal farm workers related to pay and working conditions. The MSFW program is implemented today by the workforce system.***

45. Family Support Act of 1988: Amended the welfare program of the Social Security Act of 1935 to emphasize work, child support and family benefits. This Act created the Job Opportunities and Basic Skills Training or JOBS program, which replaced the WIN program.

46. A _____ (ADA) of 1990: The original intent of the law was to create civil rights protections for people with disabilities that would be similar to those extended in the Civil Rights Act of 1964. The various titles of the law prohibited discrimination based on disability in employment, public places (including transportation), and telecommunications. This law would later be amended, but it is still in place today. In fact, workforce programs are required to comply with the ADA now. Compliance is evaluated on an annual basis through civil rights reviews. Additionally, processes for reporting non-compliance or complaints are in place with the Department of Economic Opportunity and various federal agencies.

47. ***Personal _____ and _____ Act (PRWORA) of 1996: Replaced the Aid to Families with Dependent Children or AFDC and JOBS programs. This Act created the _____ Assistance for _____ (TANF) block grant, a relatively innovative measure for encouraging***

states to spend welfare dollars on programs that prevent and reduce dependence on government benefits. TANF funds must be spent on one of the four purposes outlined in federal law, but the Act allows for a lot of flexibility at the State level, which is why the State of Florida has to submit a State Plan every year to document how the state will spend TANF funds. The Act also requires the state to engage welfare recipients in activities designed to move the parents into employment: performance measures are outlined in the law that measure if the state is engaging families in work activities as required. If the state fails to engage parents in activities or hold them accountable, the state could be penalized. This program is currently operated through the One-Stops in the State of Florida as a “mandatory” program partner, which is an innovative element of Florida’s Workforce Innovation Act of 2000.

48. Work and Gain Economic Self-Sufficiency Act of 1996: The TANF program created by PRWORA was first implemented through the Work and Gain Economic Self-Sufficiency (WAGES) Act of 1996. Prior to 1996, the State of Florida operated two programs to test the concept of parental engagement in work activities. The Family Transition Program or FTP was operated in two areas of the State. One program was mandatory and one program was voluntary. The goal was to study how parents receiving cash assistance would engage in activities designed to lead to employment. The WAGES program, however, replaced FTP and was implemented statewide. In addition to providing Temporary Cash Assistance or TCA to lower income families, parents were required to participate in work activities. Parents participating in work activities could receive support services, but failure to participate resulted in a loss of both support services and TCA. This program helped lay the foundation of the current Welfare Transition program. The program included diversion programs, relocation assistance and transitional benefits, which is similar to what Florida has now. However, the program was operated locally by WAGES boards, not workforce boards. This created duplication of services and overhead costs.

49. *Workforce _____ Act of 1998: Created the workforce investment system in attempt to bring several workforce programs into one operational process. Those programs that are not required to be in the workforce offices may still require some sort of link or partnership, such as the Job Corps program. The Workforce _____ Act of 1998 also modified the _____ - _____ Act of 1933 to include employment services as a part of this workforce investment system. The federal Workforce _____ Act of 1998 requires states to establish state workforce investment boards, like Workforce Florida.*

These boards are required to assist the Governor in a variety of activities, including the creation of a five year strategic plan on how the statewide workforce investment system will be designed and implemented. The Workforce _____ Act created One-Stops at the local level to offer employment services and more intensive services to job seekers throughout the state. As you can see, this federal legislation set the stage for Florida’s creation of a unified workforce system.

50. Workforce _____ Act of 2000: Florida, an innovative state, developed and implemented the federal Workforce Investment Act of 1998 through the Workforce _____ Act of 2000. The Workforce _____ Act created _____ Regional Workforce Boards and merged activities that were being conducted by workforce programs and the WAGES boards. The local boards are responsible for designing and implementing workforce programs. This type of consolidation offers the RWBs the ability to streamline services, as well as use funds in an innovative manner to meet the needs of local job seekers and employers. The requirements of the Workforce _____ Act extends beyond the requirements of the federal Act of 1998. For example, the Workforce _____ Act created and outlined the provisions of the Welfare Transition or WT program, making it a mandatory part of Florida’s workforce system. The Workforce _____ Act of 2000 also made the Employment and Training component of the Supplemental Nutrition Assistance Program or SNAP a mandatory part of the workforce system operated by the RWBs. Although Wagner-Peyser (WP) staff are “state employees”, they report to managers at the local level to ensure operations are run according to local plans. As stated previously, the Workforce Innovation Act created Workforce Florida, the state board and WFI an organization that serves the State Board. Some of the other programs that are housed in the One-Stops include Trade Adjustment Assistance or TAA, the Migrant Seasonal Farm Worker or MSFW, and Veterans Employment and Training Services or VETS programs. The RWBs also use Workforce Investment Act dollars, which are federal, to serve dislocated workers, youth and adults through the One-Stop Centers.

51. Florida’s Workforce _____ Act of 2000 established broad strategies for implementing the Workforce Investment Act of 1998. Some of those strategies include streamlining services, empowering individuals, offering universal access to services, increasing accountability of program and training providers, increasing _____ leadership and increasing _____ flexibility. Strategies for Florida’s

workforce system are outlined in Chapter _____ alone with many elements associated with workforce programs.