

### Abstract

- 1) **Applicant:** Florida Department of Economic Opportunity; 2) **Applicant City/State:** Tallahassee, Florida; 3) **Grant Service Area:** State of Florida; 4) **Project Name:** Incentivizing Performance Outcomes in the Modern Workforce Environment: Designing and Implementing a Performance Funding Model for the CareerSource Florida Network; 5) **Total Funding Request:** \$3,000,000. *Project Costs:* \$2,500,000. *Evaluation Costs:* \$500,000; 6) **Project Type:** Type A.
- 7) **Project Description:** The project will result in the design and implementation of a Performance Funding Model (PFM) for Florida's state workforce development system known as CareerSource Florida. The overarching objective is to leverage funding resources to incentivize regional workforce boards to deliver services in a more effective and efficient manner while preserving their abilities to interact in a tailored fashion with Florida's exceptionally diverse local economies. The adoption of the PFM will result in the accomplishment of three major objectives associated with this project. Those objectives include:
  - A. The creation of a performance funding model which correctly incentivizes regional workforce boards to work towards common, identified goals.
  - B. The expansion of current data collection systems and the integration of new data collection tools which capture the data necessary to measure progress towards the incentivized goals and the integration of these tools into a web-based PFM status monitor.
  - C. The creation of a comprehensive, easy to understand web-based data portal which provides regional boards with the data necessary to inform their decision making processes, which allows them to benchmark and track their performance, which encourages collaboration to maximize the potential of shared resources and which ensures clear and effective communication.

Project success will result in better system wide performance along the dimensions that are selected for inclusion into the model as performance metrics. This will include better job placements for Floridians, increased placement quality (wages), sustained efforts to ensure continued service and workforce advancement among those served, lower costs of services, baseline increase in workforce knowledge and skills, improved collaboration with economic development partners and increased collaboration across workforce regions.

- 7) **Evaluation Strategy:** The evaluation strategy is multifaceted and adopts a variety of approaches to leverage the data towards a maximum understanding of project outcomes. Because long data histories are unavailable for each metric, we will utilize the appropriate modeling techniques for pre/post implementation tests of effectiveness. This includes: for measures with long data histories - an interrupted time series cross sectional (ITSCS) panel data approach; for measures with shorter data histories - applicable difference in means strategies accompanied by summary statistics graduating to more sophisticated approaches as data are available; process evaluation to measure the effectiveness of implementation and cost analysis to determine the degree to which strategies reduce costs (overall, and by type to include administrative, operational, etc.)
- 1) **Public Contact:** Ms. Vicki Smith Underwood will be the contact for this initiative. Her contact information is (850) 245-7129, email, [Vicki.smithunderwood@deo.myflorida.com](mailto:Vicki.smithunderwood@deo.myflorida.com). Ms. Smith Underwood is the liaison between the Department of Economic Opportunity (DEO) and CareerSource Florida (CSF) and as such has solid communication lines between the two organizations. This will ensure that DEO and CSF work closely on this project to achieve the objectives outlined in the grant narrative.