



**Employed Worker
Training Grants ...
Our Journey!**

High Skills/High Wages Council Workshop

Wednesday, November 19, 2003

Region 21 - Palm Beach County





The Right Time


January 2003

DOL - SGA for H1B Visa Skills Training Grant

- noted biotechnology, biomedical research and manufacturing

February 2003

State "Biomedical/Biotechnology in Florida Report" presented to HS/HW Council

- 7-10%  jobs annually
- FL 2nd in nation - 2,000 firms (50,000 workers)
- average \$50,909 (40% higher than FL)





The Right Time *(cont.)*

April 2003

Workforce Alliance identifies biotechnology as potential H1B proposal

- (same time) FAU awarded \$10 million grant, Center of Excellence in Marine Research Biotechnology
- WA & FAU's Director for the Center for Molecular Biology & Biotechnology & 2 associate deans to discuss needs of local Biotech industry
- WA, SF Bioscience Consortium (tri-regional), the Business Development Board of Palm Beach County, Workforce One (Broward), and South Florida Workforce (Miami/Dade)





Help Us to Help You!

Biotech Employer Survey

- Workforce Alliance, FAU, Workforce One, and South Florida Workforce
- Distributed to Regional Biotech Employers
- Questions such as:
 - 1) What specific skill sets are required of employees?
 - 2) Would your company benefit from a biotech certification-training program?
 - 3) Would your company benefit from an accelerated BS/MS degree program specific to biotech?





Focus Group Breakfast

Biotech Companies identified for local area (LMI)

- 📁 large and small invited
 - Nabi Biopharmaceuticals, Rexall Sundown, 3i Implants Innovative, Renick Enterprises, VitalPharma, et al.
 - NAICS codes 334, 339, & 325

Community Partners participated

- 📁 Chambers of Commerce
 - Wellington, Palm Beach County, Delray Beach, et al.
- 📁 Business Development Board
- 📁 Economic Council



Proposed South Florida Actions Biotech/Bioscience Career Ladder



<p>Grant 1: Skills Training in high impact occupations</p>	<p>Entry Level Training Medical Assistant/Lab Assistant</p>	<p>Youth First-time job entrants Displaced Homemakers</p>
<p>Grant 2: Needs analysis and training for biomedical manufacturing companies</p>	<p>Short-term Skills Upgrade Training</p>	<p>Employed Workers</p>
<p>Grant 3: H1B Skills Training Mid/High Level Technical Training</p>	<p>Advanced Training -Certification in Biotechnology -BS/MS in Biotechnology</p>	<p>College Students Displaced/ Employed Workers</p>
<p>Grant 4: Employed Worker Training</p>	<p>Skills Upgrading for Targeted Industries, include in Biotech</p>	<p>Employed Workers</p>



Feedback from Focus Group

Key areas identified as training needs

- Biohazard Safety Training
- Employment Retention/Discipline
- Quality Systems, i.e.: cGMP, ISO, etc.
- Technical Writing

Discovered employers displayed a strong desire to express concerns and share ideas concerning their industry.

Tremendous Employer- Workforce Partnership Opportunity





Employed Worker Training Grant

- Employed workers in private-sector within targeted industries
- Workforce Alliance focuses EWT effort on biomedical manufacturers
- 3 employers submit & receive EWT grants
 - ➔ VitalPharma \$60,000
 - ➔ Renick Enterprises \$15,000
 - ➔ Nabi Biopharmaceuticals \$10,350





Future Blueprint

- ✧ Target industries
- ✧ Conduct focus groups
 - ✓ Gather simple employer data
- ✧ Communicate funding opportunities
 - ✓ specific data collected with project submission
- ✧ Contracts
 - ✓ prepare draft pending award notice
 - ✓ release upon receipt of NFA
- ✧ Implement and monitor





EWT Issues to Review

- Social Security Number confidentiality
- Minimizing paperwork requirements for employer
- Maintaining Employer focus during EWT process



**Employed Worker Training –
*Bringing the Present to the Future!***



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