



## PROGRAM OVERVIEW

**Florida Ready to Work** is an innovative workforce development tool sponsored by the State of Florida.

- ❖ The key components of the program include:
  - **Online Courseware and Placement/Post-Tests** – Online training in nine skill areas valued by employers. The courseware measures current skills, identifies skill gaps and helps students/jobseekers/incumbent workers build the skills they need for the job.
  - **Credential** – A career readiness certificate signed by Governor Charlie Crist, verifying that a student/jobseeker/incumbent worker has the foundational skills required for most jobs today from entry-level to professional. Florida is one of 30 states with similar programs, making the Florida Ready to Work Credential portable nationwide.
  - **Proctored Assessments** – To earn the Credential, a student/jobseeker/incumbent worker must take three assessments to validate mastery of core workplace communication, reasoning and problem-solving skills.
  - **Job Profiling** – Process to identify the skills and skill levels necessary for a specific job, providing employers quantitative benchmarks for hiring, training and promotion.
- ❖ Operational since fall 2007, results include:
  - **328,000+ Courseware Hours Used** with the lowest skilled making the most significant gains and spot-on correlation between use of the courseware and Credential outcomes.
  - **87,000+ Credentials Earned** with preliminary employment and wage data indicating that Florida Ready to Work Credential earners are outperforming those without the Credential.
  - **400+ Implementation Partners** including high schools, community colleges, technical centers, adult education programs, regional workforce boards and community-based organizations.
- ❖ More than **450 Employer Partners** statewide using the program to identify qualified new hires, reduce hiring/training costs and build the skills of their workforce including:
  - **Shands Jacksonville** is one of the largest of nine hospitals in the Shands HealthCare family, serving Northeast Florida and employing more than 3,300. Employees at every level impact patient care, so every employee must have strong communication, reasoning and problem-solving skills. Results include double-digit reductions in new hire turnover, faster training times and better attendance.
  - **PGT Industries**, the nation's leading manufacturer and supplier of residential impact-resistant windows and doors, has manufacturing and distribution plants in Venice, Fla., and Salisbury, N.C. and has over 700 Florida-based employees. PGT is using the program as a hiring and promotional tool. Within the first 10 months of implementing the program, PGT reduced performance-related turnover among new hires by 30 percent and cut training time in half.
- ❖ Supported by the Florida Chamber of Commerce, Associated Industries of Florida, the HR Florida State Council, Manufacturers Association of Florida, and other business/industry groups statewide.