



# Leveraging Resources

The Florida Experience  
Florida Agency for Workforce Innovation  
Labor Market Statistics Center

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# Why Leverage?

- Expanded role of privatization
  - Told to act private
  - Elevated organization structure of Workforce Boards
- Excess demand for LMI services
- Insufficient LMI resources
- Uncertainty of LMI future



# Types of Leveraged Projects

- Job Vacancy/Hiring Needs surveys
- Industry cluster analysis
- Targeted industry analysis
- Labor supply analysis
- Customized LMI web-design
- Reemployment analysis for rapid response
- Customer satisfaction surveys



# Challenges to Leveraging

- Administrative
  - Needed state authority to charge for products/services
  - Required law change
  - Needed internal/fiscal procedures to collect payment
  - Needed subcontractors/vendors
    - Establish subcontractor roles
    - Establish procedures for subcontractor selection and payments



# Challenges to Leveraging Continued....

- Management
  - Caused irregular increases in funds vs. staffing levels
    - Inability to hire staff
  - Caused underspending in other grants
  - Caused increases in workload stress
  - Needed capacity development prior to leveraging
  - Needed to specify ownership of products developed by subcontractors (software)



# Conclusions and Recommendations

- States should pursue leveraging due to funding uncertainties
  - Needs capacity building before leveraging
  - Encourages innovation and customization
  - Lets customers see relationship between products/services and costs