



# WORKFORCE READINESS

## Skills Retraining/Credentialing

*Identify and promote non-degree programs and credentials that support new, transitioning and displaced learners in career change and advancement. Ensure that supports include funding supports for learners and incentives for participating employers who train or retrain them.*



### Florida

The SAIL to 60 Initiative was created to increase the percentage of working-age adults in the state with a high-value postsecondary certificate, degree or training experience to 60 percent by 2030. Florida's Career and Professional Education Act has a goal of providing "rigorous and relevant career-themed courses that ... lead to industry certification."

Florida created the Quick Response Training program through statute in 1993, which provides funding for businesses to implement flexible and customized training for employees in specific high-skill industries. Businesses must be new or expanding, and the high-skill industries must work in "exportable goods or services" and provide wages that are 125 percent above state or local averages. This program is "designed as a collaborative effort between the business requesting training, the optional use of a fiscal agent—a community or state college, area technical center or state university—and the local economic development organization."

Florida's grants for Incumbent Worker Training provide funding for the continuing education and training of full-time employees at existing Florida businesses. These Workforce Innovation and Opportunity Act-funded grants may be used for targeted training focused on industry or business-specific skills. This program provides reimbursement of 50 percent to 75 percent of the training costs, depending on certain priorities.

### OPPORTUNITY TO STRENGTHEN

As it begins to build out SAIL, Florida can offer additional incentives to employers and participants that ensure the program is also focusing on the most underserved populations. It can also collect and report on the data—and returned value to Florida's economy—to understand, promote and improve its success.

### RESOURCES

- [SAIL to 60](#)
- [Florida Talent Development Council Strategic Plan](#)

### POLICIES

- [FL Statutes 1004.013](#). SAIL to 60 Initiative



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### Michigan

Michigan Works! was created under the Engler administration in the 1990s as a network of regional agencies. In 2006, it was codified to serve as a one-stop service center system to provide an integrated and coordinated system for delivery of workforce development programs and services tailored to regional and local needs.

The Michigan Department of Labor and Economic Opportunity supports Michigan Works!, as well as Futures for Frontliners, Skills to Work, Going Pro in Michigan, Sixty by 30 and the Michigan Poverty Task Force. Each initiative is focused on targeted training and retraining grants, education scholarships, and career advising to support Michiganders who are considering career advancements or career changes.

The Futures for Frontliners program was established in reaction to the COVID-19 pandemic and the toll taken on frontline workers across industries. The program provides frontline workers without college degrees or high school diplomas tuition-free access to a local community college to pursue an associate degree or a skills certificate.

#### OPPORTUNITY TO STRENGTHEN

Michigan can formalize policy to identify and promote the postsecondary stackable credentials that are most in demand and associated with occupations that pay family-sustaining wages. State-supported scholarships and grants for workers and employers can be established to cover costs associated with earning the identified credentials.

#### RESOURCES

- [Michigan Skills to Work](#)
- [Michigan Works!](#)
- [Michigan Sixty by 30](#)
- [Futures for Frontliners](#)

#### POLICIES

- [Michigan Works! One-Stop Service Center System Act](#)



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### Washington

Originally enacted in 1993, Washington's Worker Retraining program helps dislocated and other unemployed workers have access to education and training to rejoin the labor market. In 2010, the program was updated to provide priority in grant funds to applicants working toward careers in aerospace, health care, advanced manufacturing, construction, forestry-related occupations, renewable energy industries or other high-demand occupations.

Eligible students include those applicants who are currently on unemployment benefits; have exhausted unemployment benefits in the past four years; are formerly self-employed but now unemployed; are unemployed veterans discharged in the past four years; are active duty military transitioning to civilian life; are unemployed or underemployed after having been dependent on another family's income; or are vulnerable workers, meaning that their job is not in demand, they do not have 45 college credits and a matching credential, or they must upgrade their skills to remain employed in their current job. Applicants are allowed to enroll in basic skills courses, CTE programs or applied baccalaureate programs offered at community and technical colleges.

#### OPPORTUNITY TO STRENGTHEN

Washington can increase the frequency of the report analyzing the program; the current report is produced every five years. This would shine a light more frequently on successes and needs to strengthen the program.

#### RESOURCES

- [Worker Retraining Program](#)
- [2018 Worker Retraining Accountability Report](#)

#### POLICIES

- [RCW 28C.04.390](#). Worker Retraining Program