

# Board of Directors Meeting Agenda

JUNE 7, 2023 • 9 A.M. – 12:30 P.M. ET  
PARKVIEW AT CASCADES  
414 E. BLOXHAM STREET, TALLAHASSEE, FL 32301  
MEETING ROOM: BALLROOM

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## Chair's Welcome & Remarks

**Stephanie Smith**

## Consent Agenda

**Stephanie Smith**

1. Feb. 23, 2023, Meeting Minutes
2. Approval of Master Credentials List for Delivery to State Board of Education
3. Sunset Reobligation and Deobligation of Temporary Assistance for Needy Families (TANF) Funds Strategic Policy
4. Workforce Innovation and Opportunity Act (WIOA) Local Workforce Development Board Two-Year Plan Modifications
5. Local Workforce Development Board Requests to Serve as One-Stop Operator
6. Local Workforce Development Board Requests for Designation as Direct Service Provider
7. Appointment of Lindsay Volpe to the Florida Credentials Review Committee
8. Appointment of Kimberly Richey to serve as Department of Education Designee

## President's Report: Florida Workforce System Transformation

**Adrienne Johnston**  
*President and CEO*

## Strategic Policy and Performance Council Report

**Sophia Eccleston**  
*Chair, Strategic Policy and Performance Council*

## Action Items

**Dan McGrew**  
*Senior Vice President, Business and Workforce Strategies*

1. Local Workforce Development Board Composition and Certification
2. Local Workforce Development Areas Subsequent Designation
3. Revision to Certification of Local Workforce Development Areas and Local Workforce Development Boards Strategic Policy
4. Board Governance and Leadership Strategic Policy Revision
5. Florida Career Ladder Identifier and Financial Forecaster (CLIFF) Strategic Policy

## Finance Council Report

**Bill Johnson**  
*Chair, Finance Council*

## Action Items

**Andrew Collins**  
*Chief Operating and Financial Officer*

6. Recapture and Reallocation of Workforce Innovation and Opportunity Act (WIOA) Funds Strategic Policy Revision
7. Fiscal Year 2023-2024 CareerSource Florida Network Funding

## Hope Florida – A Pathway to Prosperity Initiative

**Shevaun Harris**  
*Secretary, Department of Children and Families*

collaborate.  
innovate.  
lead.



**Florida Department of Economic Opportunity Update**

**Meredith Ivey**

*Acting Secretary, Department of Economic Opportunity*

**Local Partners Report**

**Stacy Campbell-Domineck**

*President, Florida Workforce Development Association*

*President and CEO, CareerSource Polk*

**Open Discussion/Public Comment**

**Chair's Closing Remarks**

**Stephanie Smith**

**UPCOMING MEETINGS**

Board of Directors and Council Meetings  
September 18-19, 2023

Board of Directors and Council Meetings  
December 2023

**Information Items**



**Consent Item 1**

Approved \_\_\_\_\_ ✓  
Disapproved \_\_\_\_\_

# **Consent Item 1**

## **February 23, 2023, MEETING MINUTES**

In accordance with Article VII, Section 7.3 of the approved bylaws, the corporation is required to keep correct and complete books and records of accounts and shall keep minutes on the proceedings of the board of directors.

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### **FOR CONSIDERATION**

- **Approval of February 23, 2023, Meeting Minutes, to include any modifications or changes noted by the board.**

**CareerSource Florida  
Board of Directors Meeting Minutes  
February 23, 2023**

**I. Call to Order**

Chair Stephanie Smith called the meeting to order at 9 a.m. on February 23, 2023.

**II. Roll Call**

Executive Coordinator Lisa Cramer conducted a roll call. The following members were present:

Stephanie Smith  
John Adams  
Abe Alangadan  
Jennifer O'Flannery Anderson  
Erik Arroyo  
Bayne Beecher  
Holly Borgmann  
Kiley Damone  
Henry Mack  
Robert Doyle  
Sophia Eccleston  
Eric Hall  
Shevaun Harris  
Tim Hinson  
Meredith Ivey  
Bill Johnson  
Henry Mack (Commissioner Manny Diaz designee)  
Joe Marino  
Kevin McDonald  
Brent McNeal  
Rep. Lauren Melo  
Mayor Bryan Nelson  
Kevin O'Farrell  
Commissioner Mel Ponder  
Laurie Sallarulo  
Robert Salonen  
Patsy Sanchez  
Brian Sartain  
Les Sims  
Meredith Stanfield  
Emmanuel Tormes  
Rep. Dana Trabulsy

A quorum was present.

### **III. Member Introductions**

Chair Smith asked members of the CareerSource Florida Board of Directors to briefly introduce themselves. Afterward, she thanked board member Holly Borgmann whose term as vice chair at Enterprise Florida concludes soon.

### **IV. President's Report**

Chair Smith introduced CareerSource Florida President and CEO Adrienne Johnston and asked her to address the board. Governor Ron DeSantis recommended Johnston for her new role and the board approved her appointment at the Feb. 7, 2023, Executive Committee meeting. Johnston previously served as deputy secretary of workforce services and chief economist for the Department of Economic Opportunity.

Johnston said she had the opportunity to meet several board members during her time as a DEO designee and looks forward to serving the CareerSource Florida Board of Directors and working with the professional team in this new role. Johnston holds a degree in economics and specializes in data analysis. She said her main objective is to supply the board with accurate and informative data to aid them in making informed decisions.

### **V. Consent Agenda**

1. February 7, 2023, Meeting Minutes
2. Approval of Master Credentials List for Delivery to State Board of Education
3. CareerSource Polk Request to Serve as Direct Service Provider
4. CareerSource South Florida Request to Serve as One-Stop Operator
5. Workforce Innovation and Opportunity Act Local Workforce Development Board Two-Year Plan Modifications

Chair Smith called for a vote to approve the Consent Agenda.

**Motion:** Rob Salonen

**Second:** Kevin O'Farrell

There was no discussion or members of the public wishing to comment on the Consent Agenda. The Consent Agenda passed unanimously.

### **VI. Finance Council Report**

Chair Smith introduced Finance Council Chair Bill Johnson and asked him to share an update. Johnson reported that the Finance Council didn't have any action items on the agenda for its meeting the previous day; however, they are preparing to deliver the 2024 CareerSource Florida Network Funding proposal to the board this spring. Johnson congratulated the board staff on another consecutive year of a clean audit of CareerSource Florida's financial operations.

### **VII. Strategic Policy and Performance Council Report**

Chair Smith congratulated Sophia Eccleston on her new role as the Strategic Policy and Performance Council Chair and invited her to share an update. Eccleston reported that the council welcomed nine new members and a new vice chair during its meeting Feb.

22. The council received an overview of responsibilities and the support provided by the CareerSource Florida Business and Workforce Strategies team.

The CareerSource Florida Business and Workforce Strategies team provided updates on strategic initiatives, including the work of the Florida Credentials Review Committee, industry engagement initiatives, existing training grants, the board apprenticeship expansion initiatives and the continued development and expansion of the Florida Career Ladder Identifier and Financial Forecast (CLIFF) Dashboard.

## **VIII. Alignment Evaluation Update**

Chair Smith invited Ernst & Young (EY) Principals Amy Holloway and Chris Ward to provide a final update on the Alignment Evaluation initiative. Holloway and Ward began their presentation with a recap of Phase One and Phase Two research reports, published on the CareerSource Florida Reimagining Education and Career Help (REACH) Act Implementation [web page](#).

Over the past eight months, EY gathered a comprehensive analysis of the current workforce system with a focus on opportunities for enhancement. Local workforce development board chief executives, along with their board and staff, contributed significantly to EY's stakeholder engagement sessions, resulting in more than 700 individuals attending more than 130 virtual and in-person meetings and interviews. Elected officials, local and state workforce development board leaders, employers and education partners participated in the stakeholder engagement sessions since September 2022.

Holloway and Ward presented [three options for achieving the REACH Act's directive](#) for a reduction in the number of local workforce development boards by shifting one or more counties from their current local workforce development areas to another, and consolidating two or more local workforce development areas. The following alignment was recommended for the board's consideration:

- 1) 21 local workforce development areas;** 10 current local workforce development areas would be realigned and consolidated reducing the number of local workforce development boards from 24 to 21.

### **Realignment Actions:**

- Jefferson County would join Leon County, Wakulla County and Gadsden County.
- Madison County, Taylor County, Lafayette County, Hamilton County and Suwannee County would be realigned as a five-county local workforce development area.
- Monroe County would join Charlotte County, Glades County, Lee County, Hendry County and Collier County.
- Miami-Dade County would be a single-county local workforce development area.

### **Consolidation Actions:**

- Dixie County, Gilchrist County, Union County, Columbia County, Alachua County and Bradford County would form a new local workforce development area.
- Flagler County, Volusia County and Brevard County would form a new local workforce development area.

- Pinellas County and Hillsborough County would form a new local workforce development area.

Ward said although some local workforce development boards and areas not included in realignment and consolidation actions, all local workforce development boards would be impacted by the board's decision to proceed with recommendations for statewide improvements and consistencies and regional planning suggestions, if approved.

Board member Emmanuel Tormes asked about the process of reaching out to stakeholders and determining their participation. Holloway said EY conducted a three-month research process from April 2022 to June 2022. During this time, they organized state-level roundtables with local workforce development board chief executives, employers, and economic development and community partners, setting the tone for topics they would examine for Phase Two. In September 2022, EY kicked off stakeholder engagement sessions with one-on-one interviews with local workforce development board chief executives during the Workforce Professional Development Summit in Orlando — each local workforce development board selected group participants for their session.

Board member Sophia Eccleston agreed with regional planning recommendations and said employee engagement is another important factor to consider as future plans directly impact them. She asked if EY considered having a third party oversee the alignment implementation. Implementation steps will be outlined as appropriate and timely following the decisions of the board and Governor.

Board member Abe Alangadan requested information on the expenses associated with executing the alignment and whether those expenses will impact customer service. CareerSource Florida Chief Operating and Financial Officer Andrew Collins noted the commitment throughout this process is to maintain the current level of service without any negative impact on customer service.

Board member Mel Ponder said education and training will play a significant role in implementation, and he didn't see that reflected in the report. Ward said EY recognizes education partners' role in the workforce system and welcomes suggestions on elevating their representation in the three options.

Board member Holly Borgmann said the focus is mostly on organizational structure and she would like to learn more about processes, data and technology recommendations. She asked if CareerSource Florida would implement the alignment. Johnston said the next step is to analyze the alignment option with state and local partners to determine the type and level of support needed for implementation.

Board member Kevin O'Farrell thanked EY for the presentation and said the regional planning recommendations would align with the work in Career and Adult Education at the Florida Department of Education.

## **IX. Action Item**

### **Reimagining Florida's Workforce System: A Three-Pillar Plan for System Transformation**

Collins said he called every impacted area around the state based on the recommendation for alignment and consolidation actions before the action item and agenda packet were published to discuss the staff recommendations and work of EY consultants. He said each local workforce development board chief executive underscored their commitment to continuing to serve their community as well as their business and job-seeking customers. Collins said implementation will be a joint effort that requires state and local leadership, policies and transparency, along with education and economic development partnerships.

As part of a new three-pillar Florida Workforce System Transformation Plan, the CareerSource Florida professional team recommended reducing the current number of local workforce development boards to 21, as the best option to meet the goals of the REACH Act.

This reduction recommendation better aligns labor markets, commuting patterns, economic development regions and local workforce development boards with the state college system. In addition, it will address the need for enhanced services in smaller rural counties and join highly interconnected counties to reduce administrative redundancies.

System-wide consistencies will help streamline services for job seekers, workers and businesses, allowing a more agile workforce system to better adapt to a changing marketplace and consumer expectations. Regional planning provides a comprehensive approach to creating efficiencies, ensuring better customer experiences and enabling resource sharing.

Chair Smith called for a vote to approve the Action Item.

**Motion:** Bayne Beecher

**Second:** Sophia Eccleston

Jefferson County Commission Chairman Chris Tuten addressed the board and presented a letter signed by himself, Vice Mayor Julie Connolly and school Principal Jackie Pons to express their concerns for moving their small county to a larger local workforce development area with Leon, Gadsden and Wakulla counties.

Board members Eric Hall asked about the percentage of workforce commuting from Jefferson County to Leon County for employment opportunities.

Board member Sophia Eccleston asked how many businesses have relocated to Jefferson County within the past five years. Commissioner Tuten said since he was elected in 2020, three companies are set to move to Jefferson County.

Board member Les Sim asked about the potential drawbacks of Jefferson County joining Leon County.

Board member Shevaun Harris asked EY to explain how their research identified ways to mitigate similar concerns. Holloway said the overarching concern for many rural communities was maintaining representation and not losing their say in important matters. From her presentation, she reiterated that realignment and consolidation would



require support and funding to ensure rural counties are supported if selected to join a larger area.

Johnston said the CareerSource Florida professional team and EY evaluated data related to commuting patterns called out in the REACH Act and metropolitan statistical areas to determine how counties should be realigned. Jefferson County is defined as a part of the Tallahassee Metro Area, according to the U.S. Census Bureau.

Chris Doolin of the Small County Coalition addressed the board and said the coalition was involved in the stakeholder engagement sessions. The coalition expressed concerns and shared recommendations for the future state of Florida's workforce system. Doolin said he would like the board to consider other options for Jefferson County.

Johnston clarified that the action item is to forward the alignment and consolidation recommendations in the three-pillar transformation plan to the Governor. There will still be an opportunity to provide public comments, which will be provided to the Governor's Office, along with the state workforce development board's recommendation, if approved.

GrayRobinson Shareholder Chris Carmody addressed the board on behalf of CareerSource Pinellas. He expressed opposition to the consolidation option for Pinellas County and Hillsborough County to become a single local workforce development area.

Johnston noted the REACH Act calls for the reduction in local workforce development board areas and it's important to implement the law in a meaningful way that is least disruptive and most effective.

The Action Item passed with one opposing vote from board member Les Sims.

#### **X. Florida Department of Economic Opportunity Report**

Department of Economic Opportunity (DEO) Acting Secretary Meredith Ivey provided an update on DEO activities. She said DEO looks forward to offering administrative support for system-wide improvements in the years to come, and she's excited to continue working alongside Johnston.

Ivey reported that Florida's economy remains strong, with an unemployment rate of 2.5 percent in December 2022. Last calendar year, Florida's population increased to 22.2 million, maintaining the state's status as the third-largest state in the nation. The state has had over 2.1 million new business formations since January 2019 and was ranked the second-best state to start a business.

DEO continues to work closely with the REACH Office, CareerSource Florida, the Department of Children and Families and the Department of Education to implement the various requirements of the REACH Act. Ivey shared a brief overview on Letter Grades and an update on FL WINS, available online at [www.floridajobs.org/flwins](http://www.floridajobs.org/flwins).

DEO continues its work on the [Reemployment Assistance Modernization Program](#), implementing software upgrades and developing plain language and translation services to enhance access to the program.

Ivey shared DEO program highlights, including the Broadband Opportunity Grant Program, Infrastructure Grant Program, Rural Infrastructure Fund Program and the State Small Business Credit Initiative. All programs and applications can be viewed on DEO's [website](#).

**XI. Local Partners Report**

Stacy Campbell-Domineck, president of the Florida Workforce Development Association and president and CEO of CareerSource Polk, presented an update on behalf of Florida's 24 local workforce development boards. Campbell-Domineck said although there has been concern about the realignment and consolidation of local workforce development boards, they remain clear on their priority to put their customers' needs first and continue to advocate for systems that improve efficiencies.

She shared her experience with the Florida Workforce Development Association and its important role in the state's workforce system. She acknowledged CareerSource Florida Senior Director of Communications and Board Relations Victoria Heller for leading the Communications Consortium, which will be responsible for communicating alignment updates.

Campbell-Domineck shared the customer experience of a young woman who was raised in an abusive household and dropped out of high school. With the help of CareerSource Polk, she attained her GED in 2021 and currently participates in the Young Leaders Work Experience Program. She began an internship program and has been accepted at Polk State College to pursue her associate degree in graphic design in Fall 2022.

**XII. Open Discussion/Public Comment**

Chair Smith asked if any board members or members of the public wished to comment on any other board business or other workforce-related topics. There were no comments.

**XIII. Chair's Closing Remarks**

Chair Smith thanked everyone for their participation and adjourned the meeting at 12:45 p.m.

Approved ☒  
Disapproved ☐

## Consent Item 2

### DELIVERY OF ADDITIONS TO THE 2023-2024 MASTER CREDENTIALS LIST TO THE STATE BOARD OF EDUCATION

The Reimagining Education and Career Help (REACH) Act amended Chapter 445.004, Florida Statutes, and requires that the Florida Credentials Review Committee define “Credentials of Value” and make recommendations for these credentials to be added to a state-approved Master Credentials List.

In December 2022, the Florida Credentials Review Committee approved the definition for Credentials of Value and a Framework of Quality by which these credentials would be evaluated. The [Framework of Quality](#) is used to evaluate credentials for inclusion on the state-approved Master Credentials List.

In February 2022, an online application for applicants seeking inclusion on the Master Credentials List was made publicly available. Applications were evaluated using the Framework of Quality for consideration for the Master Credentials List. Applicants seeking credential eligibility for Career and Professional Education (CAPE) funding were further evaluated against the Florida Department of Education’s (DOE) criteria for CAPE consideration. A total of 57 applications were received by the March 15 deadline. The results of the evaluation are as follows:

- Thirty-two new credentials are recommended for addition to the Master Credentials List.
- Thirty-one of these new credentials are recommended for CAPE funding eligibility based on DOE evaluation.

The evaluation of the existing credentials inventory that was incomplete at the time of the February Credentials Review Committee meeting was continued using the approved Framework of Quality, resulting in the following recommendations for additions to the Master Credentials List:

- Ten Applied Technology Diplomas, which meet the demand and wage criteria defined by the Framework of Quality.
- Six Associate in Science degrees, which meet the demand criteria defined by the Framework of Quality.
- One Associate in Applied Science degree, which meets the demand criteria defined by the Framework of Quality.

The continued evaluation also resulted in four applied technology diplomas being granted a one-year provisional status on the Master Credentials List. Provisionally approved credentials may gain full inclusion on the Master Credentials List by submitting documentation supporting either local demand or sequencing to a higher credential leading to an occupation that meets the wage threshold. Credentials from applicants who do not submit acceptable documentation will be removed from the Master Credentials List in 2024-2025.

The Master Credentials List includes the addition of two new data points – the linked Standard Occupational Classification (SOC) code(s) and the major occupation group for the linked SOC code(s).

Finally, the Florida Department of Education recommended that seven existing credentials on the 2023-2024 Master Credentials List be designated eligible for CAPE Post-Secondary Funding. Upon review, these credentials were already eligible for CAPE funding at the secondary level and were determined to meet the criteria for post-secondary funding. The designations will be reflected on the 2023-2024 Master Credentials List upon approval.

On May 18, 2023, the Credentials Review Committee met and approved these additions to the Master Credentials List. As required by FL Statute Chapter 445.004, the CareerSource Board of Directors is authorized to deliver the Master Credentials List to the State Board of Education.

Subsequent to this approval and prior to the State Board of Education meeting, technical revisions to the list may be necessary, such as additional certification names, availability of the certification, or code numbers that need to be revised.

## **FOR CONSIDERATION**

- **Approve delivery to the Florida State Board of Education of the additions to the 2023-2024 Master Credentials List as approved by the Florida Credentials Review Committee at the May 18, 2023, meeting.**
- **Authorize the CareerSource Florida professional team in collaboration with Department of Education staff to make technical revisions to approved certifications. This does not include authority to amend or add certifications to the approved list.**

## **ATTACHMENTS**

- [Framework of Quality](#)
- **Additions to the 2023-2024 Master Credentials List**

**Consent Item 3**

Approved ✓  
Disapproved \_\_\_\_\_

## **Consent Item 3**

### **SUNSET CAREERSOURCE FLORIDA STRATEGIC POLICY – 2005.08.25.A.2 – TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) DEOBLIGATION POLICY MODIFICATION**

In 2005, the CareerSource Florida Board of Directors, known at the time as Workforce Florida, approved a strategic policy to appropriately deobligate surplus Temporary Assistance for Needy Families (TANF) funds, resulting in these funds reverting to the state. This policy was originally designed to promote effective and efficient use of TANF funds statewide and to maximize the use of these funds by recommending sanctions for local workforce development boards that fail to timely and voluntarily deobligate TANF funds.

In 2021, the Policy Development Framework and the Statewide Workforce Development Board Policymaking Authority and Delegation Strategic Policy were adopted by this council and the Board of Directors. The framework and policy call for a periodic review of CareerSource Florida policies. For retention, strategic policies must focus on strategy or existing initiatives rather than operational aspects of workforce system oversight. Policies determined to be more operational may be transferred to the Florida Department of Economic Opportunity for administration. Obsolete or ineffective policies may be eliminated by action or consent of the CareerSource Florida Board of Directors.

The CareerSource Florida professional team reviewed the TANF Deobligation and Reobligation Strategic Policy and determined this policy is operational in nature. The professional team consulted with the Department of Economic Opportunity's Bureau of One Stop and Program Support and Bureau of Financial Management.

The Department of Economic Opportunity has existing and sufficient operational processes in place to carry out the deobligation and reobligation of TANF funds.

CareerSource Florida recommends the Strategic Policy and Performance Council refer this policy to the Board of Directors to sunset the strategic policy and transfer authority for this process to the Department of Economic Opportunity.

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**FOR CONSIDERATION**

- **Approve Sunset of Strategic Policy – 2005.08.25.A.2 – TANF Deobligation Policy Modification and remove the policy from the CareerSource Florida Strategic Policy portfolio.**

Approved ✓  
Disapproved \_\_\_\_\_

## **Consent Item 4**

### **WORKFORCE INNOVATION AND OPPORTUNITY ACT LOCAL WORKFORCE DEVELOPMENT BOARD TWO-YEAR (2023-2024) PLAN MODIFICATION APPROVAL**

The Workforce Innovation and Opportunity Act (WIOA) requires each local workforce development board to develop and deliver to the state a four-year plan. These plans must be submitted in partnership with the chief local elected official.

Regulations require states and local workforce development boards to regularly revisit and recalibrate state plan strategies in response to changing economic conditions and workforce needs of the state (20 CFR, Unified and Combined Plans Under Title I of WIOA, §676.135) culminating in a plan modification biannually. CareerSource Florida issued local plan modification instructions to the local workforce development boards on May 25, 2022. Plans were due to CareerSource Florida and the Florida Department of Economic Opportunity (DEO) on October 13, 2022. The local plans were reviewed by DEO.

On February 23, 2023, CareerSource Florida and DEO recommended full approval of the local plan modifications for four local workforce development boards. Conditional approval of the local plan modifications for two local workforce development boards was recommended through April 3, 2023, contingent on additional information or approval signatures required.

Of the two local workforce development boards granted conditional approval, CareerSource Florida and DEO recommend full approval for one local workforce development board and extension of the conditional approval for the remaining local workforce development board contingent on receiving signed Memorandums of Understanding.

## **FOR CONSIDERATION**

1. **Approve the WIOA local plan modifications for the following local workforce development board:**
  - CareerSource Suncoast
2. **Extend the conditional approval of the WIOA local plan modifications for the following local workforce development board through June 30, 2023:**
  - CareerSource North Central Florida

### **Attachments**

[Local Workforce Development Board Two-Year \(2023-2024\) Plan Modifications](#)



Approved ✓  
Disapproved \_\_\_\_\_

## Consent Item 5

### LOCAL WORKFORCE DEVELOPMENT BOARD REQUESTS TO SERVE AS ONE-STOP OPERATOR

The Workforce Innovation and Opportunity Act (WIOA) requires local workforce development boards (LWDBs) to use a competitive procurement process to select a one-stop operator and to conduct a competitive procurement of one-stop operators at least once every four years. LWDBs may serve as a one-stop operator, if selected through the competitive procurement process, pursuant to 20 Code of Federal Regulations (CFR) 678.605 and 678.615(a). However, in certain critical circumstances, (i.e., sudden termination of contract or failed procurement), the LWDB may need to temporarily assume the role of one-stop operator. When this happens, LWDBs may request to temporarily assume the responsibilities that were being provided by a contracted vendor or services being sought when the procurement failed. Pursuant to [CareerSource Florida Administrative Policy 110 – Local Workforce Development Area and Board Governance](#), the LWDB must obtain approval from the Chief Local Elected Official and submit a request in writing to the Florida Department of Economic Opportunity which includes:

- A copy of the competitive solicitation.
- Proof of the announcement medium used to include documentation showing how long the announcement was posted.
- Duration for which the LWDB will temporarily act as a one-stop operator.
- An explanation and an organizational chart showing who will temporarily be responsible for assuming the role including a description of:
  - Separation of duties – including but not limited to the temporary removal of duties from certain areas/individuals to allow assumption of the temporary role.
  - Firewalls – including but not limited to restriction from access to any information that may lead to impropriety.
  - Conflict of interest requirements.

The Florida Department of Economic Opportunity received four (4) requests from local workforce development boards to temporarily assume the role of one-stop operator.

1. CareerSource Okaloosa Walton submitted a request to the Department of Economic Opportunity on May 3, 2023, requesting a three-month extension to serve as the one-stop operator to conduct a competitive procurement pursuant to 20 CFR 678.605 and 678.615(a). The current approval expires on June 30, 2023.

The Department of Economic Opportunity recommends that the CareerSource Florida Board of Directors authorize CareerSource Okaloosa Walton to serve as the one-stop operator on a time-limited basis and recommends approval from July 1, 2023, through September 30, 2023, or until another qualified one-stop operator is procured. Approval is contingent on CareerSource Okaloosa Walton meeting all the requirements pertaining to temporary assumption of duties outlined in CareerSource Florida Administrative Policy 110.

2. CareerSource Polk submitted a request to the Department of Economic Opportunity on April 27, 2023, requesting a three-month extension to serve as the one-stop operator to conduct a competitive procurement pursuant to 20 CFR 678.605 and 678.615(a). The current approval will expire on June 30, 2023.

The Department of Economic Opportunity recommends that the CareerSource Florida Board of Directors authorize CareerSource Polk to serve as the one-stop operator on a time-limited basis and recommends approval from July 1, 2023, through September 30, 2023, or until another qualified one-stop operator is procured. Approval is contingent on CareerSource Polk meeting all the requirements pertaining to temporary assumption of duties outlined in CareerSource Florida Administrative Policy 110.

3. CareerSource Palm Beach County published a Request for Proposal (RFP) in February 2023 which resulted in one respondent that was deemed unsatisfactory. Pursuant to CareerSource Florida Administrative Policy 110 – Local Workforce Development Area and Board Governance, CareerSource Palm Beach County submitted a request to temporarily serve as the one-stop operator due to the failed procurement.

The Department of Economic Opportunity recommends that the CareerSource Florida Board of Directors authorize CareerSource Palm Beach County to serve as the one-stop operator on a time-limited basis and recommends from July 1, 2023, through September 30, 2023, or until another qualified one-stop operator is procured.

4. CareerSource Escarosa submitted a request to the Department of Economic Opportunity on May 15, 2023, requesting a three-month extension to serve as the one-stop operator to conduct a competitive procurement pursuant to 20 CFR 678.605 and 678.615(a). The current approval will expire on June 30, 2023.

The Department of Economic Opportunity recommends that the CareerSource Florida Board of Directors authorize CareerSource Escarosa to serve as the one-

stop operator on a time-limited basis and recommends approval from July 1, 2023, through September 30, 2023, or until another qualified one-stop operator is procured. Approval is contingent on CareerSource Escarosa meeting all the requirements pertaining to temporary assumption of duties outlined in CareerSource Florida Administrative Policy 110.

## **FOR CONSIDERATION**

- **Authorize CareerSource Okaloosa Walton Florida to serve as a one-stop operator starting July 1, 2023, through September 30, 2023.**
- **Authorize CareerSource Polk to serve as a one-stop operator starting July 1, 2023, through September 30, 2023.**
- **Authorize CareerSource Palm Beach County to serve as a one-stop operator starting July 1, 2023, through September 30, 2023.**
- **Authorize CareerSource Escarosa to serve as a one-stop operator starting July 1, 2023, through September 30, 2023.**

### **Supporting Documents**

- CareerSource Escarosa's request for authorization to serve temporarily as the one-stop operator for LWDB 1.
- CareerSource Okaloosa Walton's request for authorization to serve temporarily as the one-stop operator for LWDB 2.
- CareerSource Polk's request for authorization to serve temporarily as the one-stop operator for LWDB 17.
- CareerSource Palm Beach County's request for authorization to serve temporarily as the one-stop operator for LWDB 21.



**Kathaleen Cole**  
Board Chair

**Marcus L. McBride, PhD**  
Chief Executive Officer

May 15, 2023

Christa Nelson  
Florida Department of Economic Opportunity  
Caldwell Building  
107 E. Madison Street  
Tallahassee, FL 32399

Dear Ms. Nelson,

As CareerSource Escarosa, LWDB 01, starts the process of procurement and work with an external partner agency, a three-month (3-month) extension to serve as the One-Stop Operator is being requested for approval as we go through and complete the process of procurement.

**CareerSource Escarosa**

A handwritten signature in black ink, appearing to read "Kathaleen Cole", written over a horizontal line.

Signature  
Kathaleen Cole, Chair

A handwritten date "5/15/23" in black ink, written over a horizontal line.

Date

**Official Chief Local Elected Official (CLEO)**  
**Designated for Escambia and Santa Rosa Counties**

\_\_\_\_\_  
Signature  
Colten Wright, Chair

\_\_\_\_\_  
Date





**From: Executive Director**

**To: CareerSource Okaloosa Walton Board Chair**

**Subject: CareerSource Okaloosa Walton's Request for Extension of One-Stop Operator**

CareerSource Okaloosa Walton currently serves as the One-Stop Operator for CareerSource Okaloosa Walton. The current approval expires on June 30, 2023. CareerSource Okaloosa Walton is requesting an extension of three months to serve as One-Stop Operator for the period July 1, 2023 – September 30, 2023, until the competitive procurement process is completed.

Approval / Disapproval

Your request for an extension of three months to serve as a One-Stop Operator for the period July 1, 2023 – September 30, 2023, is approved.

*Scott Seay*

05/11/2023

\_\_\_\_\_  
Scott Seay  
Chair  
CareerSource Okaloosa Walton

\_\_\_\_\_  
Date

Approval / Disapproval

\_\_\_\_\_  
Chairman  
Board of County Commissioners  
Walton County

\_\_\_\_\_  
Date


SIGNATURE CERTIFICATE



REFERENCE NUMBER  
09AC8A7A-E604-48E3-8AB2-788FEDFF0DDC

TRANSACTION DETAILS	DOCUMENT DETAILS
<b>Reference Number</b> 09AC8A7A-E604-48E3-8AB2-788FEDFF0DDC	<b>Document Name</b> Executive Summary - Request For Extension Of One-Stop Operator
<b>Transaction Type</b> Signature Request	<b>Filename</b> executive_summary_-_request_for_extension_of_one-stop_operator.pdf
<b>Sent At</b> 05/10/2023 14:40 CDT	<b>Pages</b> 1 page
<b>Executed At</b> 05/11/2023 09:24 CDT	<b>Content Type</b> application/pdf
<b>Identity Method</b> email	<b>File Size</b> 145 KB
<b>Distribution Method</b> email	<b>Original Checksum</b> 2a64f3386cf3a02a06e39dd532b664b9b39286d3a896e3d6b132b37857976ff7
<b>Signed Checksum</b> 77920c15f2a19efabc174a88c0123c3708fdd3d0f58e3a0d724668cf7561cedd	
<b>Signer Sequencing</b> Disabled	
<b>Document Passcode</b> Disabled	

SIGNERS

SIGNER	E-SIGNATURE	EVENTS
<b>Name</b> Scott Seay	<b>Status</b> signed	<b>Viewed At</b> 05/11/2023 09:23 CDT
<b>Email</b> sseay@chelco.com	<b>Multi-factor Digital Fingerprint Checksum</b> b3934392cb608477243a9adff8e6487381b90751278f00bead5671fadcd124f50	<b>Identity Authenticated At</b> 05/11/2023 09:24 CDT
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	<b>Signature Reference ID</b> 3B6F554C	

AUDITS

TIMESTAMP	AUDIT
05/10/2023 14:40 CDT	Sue Berntsen (sberntsen@careersourceow.com) created document 'executive_summary_-_request_for_extension_of_one-stop_operator.pdf' on Microsoft Edge via Windows from 68.99.56.10.
05/10/2023 14:40 CDT	Scott Seay (sseay@chelco.com) was emailed a link to sign.
05/11/2023 09:23 CDT	Scott Seay (sseay@chelco.com) viewed the document on Chrome via Windows from 192.82.48.10.
05/11/2023 09:24 CDT	Scott Seay (sseay@chelco.com) authenticated via email on Chrome via Windows from 192.82.48.10.
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**File #:** 22-1260  
**Type:** Consent Agenda **Status:** Agenda Ready  
**File created:** 11/22/2022 **In control:** [Board of County Commissioners](#)  
**On agenda:** 12/6/2022 **Final action:**  
**Title:** Approve Agreement between Polk County and the Polk County Workforce Development Board, Inc. d/b/a CareerSource Polk regarding the one-stop operator duties imposed by Workforce Innovation and Opportunity Act (WIOA).  
**Attachments:** 1. [Agreement between Polk County and CSP \(OSO\) effective July 1 2023 copy.pdf](#)

[History \(0\)](#) [Text](#)

## **SUBJECT**

Approve Agreement between Polk County and the Polk County Workforce Development Board, Inc. d/b/a CareerSource Polk regarding the one-stop operator duties imposed by Workforce Innovation and Opportunity Act (WIOA).

## **DESCRIPTION**

The proposed Agreement is to authorize CareerSource Polk to fulfill the duties of the one-stop operator and ensure the appropriate firewalls are in place with regard to oversight, monitoring, and evaluation of performance. Career Source Polk will also develop, review and monitor appropriate memorandums of understanding (between the local board and the required one-stop partners) concerning the operation of the one- stop delivery system in the local area.

## **RECOMMENDATION**

Approve the Agreement.

## **FISCAL IMPACT**

There is no fiscal impact.

## **CONTACT INFORMATION**

Randy Mink  
County Attorney  
863-534-7679

Stacy Campbell-Domineck, President & CEO  
CareerSource Polk  
863-508-1600

Agreement between  
Polk County, a political subdivision of the State of Florida  
And  
The Polk County Workforce Development Board, Inc., d.b.a. CareerSource Polk

This Agreement is entered into by and between Polk County, a political subdivision of the State of Florida (the "COUNTY") and the Polk County Workforce Development Board, Inc. dba CareerSource Polk (the "BOARD").

The COUNTY and the BOARD wish to enter into an agreement in compliance with the one-stop operator requirements imposed by WIOA.

I. Purpose.

The purpose of this Agreement is to authorize CareerSource Polk to fulfill the duties of the one-stop operator ensuring the appropriate firewalls are in place with regard to oversight, monitoring, and evaluation of performance.

To do so, the BOARD shall have the following responsibilities and authority:

A. Designate personnel to carry out the duties of the one-stop operator as follows:

The one-stop operator ("Operator") will play a critical role in supporting the local workforce system to coordinate its diverse partners to achieve its service delivery vision and reach it's 'to be defined' performance goals.

1. The Operator shall comply with applicable requirements of the "Sunshine Law" regarding official activities of the local board.
2. The Operator will keep all documents and other information related to the one-stop operator services confidential. Such information will only be disclosed to designated members of the Polk County Board of County Commissioners, the Board of Directors, the Executive Committee, and CSP Finance/Audit Committee. Other than these exceptions, the Operator will not publish, reproduce or otherwise divulge such information, completely or in part, nor authorize or permit others to do so.
3. Develop, review and monitor appropriate memorandum of understanding (between the local board and the required one-stop partners) concerning the operation of the one-stop delivery system in the local area. This will include at a minimum:
  - a. The required content of MOUs;
  - b. the manner in which the services will be coordinated and delivered through such system;
  - c. how the costs of such services and the operating costs of such system will be funded;
  - d. methods of referral of individuals between the Operator and the one-stop partners for appropriate services and activities;
  - e. methods to ensure the needs of workers and youth, and individuals with barriers to employment, including individuals with disabilities, are addressed in the provision of



- necessary and appropriate access to services, including access to technology and materials, made available through the one-stop delivery system;
  - f. the duration of the MOU and the procedures for amending its duration, and assurances that such MOU shall be reviewed not less than once every 3-years to ensure appropriate funding and delivery of services; and
  - g. such other provisions, consistent with the requirements, as the parties to the agreement determine to be appropriate.
4. Continuous Improvement of One-Stop Centers: develop strategies to improve coordination of services across one-stop partner programs to enhance service delivery and improve efficiencies, including at a minimum:
- a. Coordinating and holding up to four meetings with partners during the program year to support the Memorandum of Understanding (MOU) implementation. The Operator will develop meeting agendas, (in conjunction with CSP staff), meeting activities, facilitate meetings, and provide meeting notes;
  - b. Establish objective criteria and procedures in assessing the effectiveness, physical and programmatic accessibility in accordance with section 188, if applicable, and the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.);
  - c. Develop strategies for technological improvements to facilitate access to, and improve the quality of, services and activities provided through the one-stop delivery system. Such improvements include: enhancing digital literacy skills; accelerating the acquisition of skills and recognized postsecondary credentials by participants; strengthen the professional development of providers and workforce professionals; and ensure such technology is accessible; and
  - d. Developing strategies to improve coordination of services across one-stop partner programs to enhance service delivery and improve efficiencies (including but not limited to the design and implementation of common intake, data collection, performance measurement and reporting processes) with local input into such design and implementation.
5. Develop Quarterly Reports: In conjunction with CSP staff, the Operator will develop an appropriate mechanism to report quarterly on the progress and performance of the partner across the system to the Workforce Development Board through the Workforce Performance Council.
- B. The BOARD will establish and certify to the County on a biannual basis that sufficient firewalls in regards to oversight, monitoring, and evaluation of performance of the Operator, and conflict of interest policies and procedures are in place and working effectively.

## II. Authority and Responsibility of the County.

The COUNTY shall have the following responsibilities and authority:

- A. Consult from time to time and on a continuing basis with the BOARD or as either party requests;
- B. Ensure that there is no conflict of interest, or the appearance thereof, in the activities of the COUNTY or its members or staff with respect to all activities provided for under this Agreement; and
- C. In collaboration with and at the request of the BOARD, take prompt and decisive corrective action when necessary to comply with the Acts, Regulations, or to assure that performance standards are met.

### III. Authority and Responsibilities Held Jointly Between the Board and the County.

- A. It is the joint responsibility of both parties to ensure the effective delivery of services to provide the most benefit to residents and employers of Polk County. It is further the shared responsibility of both parties to stimulate the active and effective participation of all sectors of the community in the provision of workforce development services.
- B. The BOARD and the COUNTY may choose to further effective communication by meeting jointly, on occasion, in accordance with mutually agreed-upon meeting schedules and either party may take whatever additional steps as deemed necessary to assure effective communication between the two bodies.
- C. The BOARD and the COUNTY agree to resolve any disputes between the parties through mutually satisfactory negotiations.

### IV. Term.

The term of this Agreement shall begin on July 1, 2023 and shall continue in perpetuity unless the BOARD neglects to fulfill its responsibilities for reasons unforeseen to either of the parties. Either party may terminate this Agreement, with or without cause, upon thirty (30) days written notice to the other party.

### V. Merger.

It is understood and agreed that the entire Agreement between the parties is contained herein, and that this Agreement supersedes any oral agreements and/or negotiations between the parties relating to the subject matter hereof. All items referred to in this Agreement are incorporated and deemed a part of this Agreement.

### VI. Modification.

This Agreement may only be modified or amended by the mutual consent of the parties hereto, in writing, and consistent with the Acts, or any rule promulgated thereunder.

### VII. Independence of Terms.

In the event any terms or provisions of this Agreement or the application to any of the parties hereto, to any extent, be held invalid or unenforceable, the remainder of this Agreement, or the application of such terms or provision to the parties hereto, other than those as to which it is held invalid or

unenforceable, shall not be affected thereby and every other term and provision of this Agreement shall be valid and enforced to the fullest extent permitted by the Acts, Regulations, Federal, State, or Local Law.

**IN WITNESS WHEREOF**, the parties hereto have made and executed this Agreement on the respective dates under each signature. The Polk County Workforce Development Board, Inc., through its Chairman authorized to execute it by Board action on the 17 day of November, 2022 and by Polk County, through its Board of County Commissioners, signing by and through its Chairman, authorized to execute it by Board action on the 6th day of December, 2022.

**POLK COUNTY WORKFORCE DEVELOPMENT  
BOARD, INC.**

By: David McCrean  
Board Chair

This 1st day of December, 2022

ATTEST: Stacy M. Butterfield, Clerk

By: Allison Holland  
Deputy Clerk

**POLK COUNTY**  
Board of County Commissioners

By: [Signature]  
Chairman

This 6th day of December, 2022

Reviewed as to form and legality

[Signature] 12/6/22  
County Attorney Date



**CAREERSOURCE PALM BEACH COUNTY, INC.  
REQUEST FOR SELECTION AS THE ONE-STOP OPERATOR**

Local Workforce Development Board (LWDB) 21

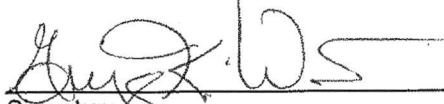
The Workforce Development Board of Palm Beach County, CareerSource Palm Beach County, Inc.

Julia Dattolo, President/CEO

jdattolo@careersourcepbc.com, (561) 340-1060 Ext. 2363

CareerSource Palm Beach County, Inc. as the LWDB for Workforce Area 21, which includes Palm Beach County, Florida submits its application to serve as the One Stop Operator effective July 1, 2023. The Local Workforce Development Board seeks approval of its designation as One Stop Operator in accordance with CareerSource Administrative Policy 097. The signatures below certify agreement to the request by the LWDB and the assurance the LWDB will operate in accordance with its Workforce Service Plan and applicable federal and state laws and regulations.

**Chief Elected Official**

  
Signature

Mayor Gregg K. Weiss  
Name (printed or typed)

Mayor, Palm Beach County  
Board of County Commissioners  
Title

March 31, 2023  
Signature Date

**Chair, Local Workforce Development Board**

DocuSigned by:  
  
Signature

Christopher Cothran  
Name (printed or typed)

Chair, Board of Directors  
Title

April 3, 2023  
Signature Date

Approved ✓  
Disapproved \_\_\_\_\_

## Consent Item 6

### REQUEST FOR DESIGNATION AS DIRECT PROVIDER OF WORKFORCE SERVICES

The Workforce Innovation and Opportunity Act (WIOA) allows local workforce development boards (LWDBs) to serve as direct providers of basic and individualized career services (also referred to as “workforce services”), with the agreement of the chief elected official in the local workforce development area, LWDB, and the Governor. Section 445.007(6), Florida Statutes, allows for LWDBs to be designated as direct providers of intake, assessment, eligibility determinations or other direct provider services, except training services. Further, it requires the state workforce development board to establish the criteria by which an LWDB may request permission to operate under this section and the criteria by which such permission may be granted. This includes, but is not limited to, a reduction in the cost of providing the permitted services and the requirement that such permission shall be granted for a period not to exceed three years for any single request submitted by the LWDB.

The following local workforce development boards request approval for designation as a direct provider of workforce services.

CareerSource Okaloosa Walton  
CareerSource Gulf Coast  
CareerSource Capital Region  
CareerSource North Florida  
CareerSource Florida Crown  
CareerSource Northeast Florida  
CareerSource Citrus Levy Marion  
CareerSource Central Florida

CareerSource Pinellas  
CareerSource Tampa Bay  
CareerSource Pasco Hernando  
CareerSource Suncoast  
CareerSource Heartland  
CareerSource Research Coast  
CareerSource Palm Beach County  
CareerSource Southwest Florida

The aforementioned LWDBs provided the required documentation as described in CareerSource Florida Administrative Policy 083: Direct Provider of Workforce Services. The Florida Department of Economic Opportunity has reviewed the submitted documentation.

CareerSource Florida and the Department of Economic Opportunity recommend approval of the 16 local workforce development boards’ requests for designation as direct providers

of workforce services, contingent on any additional information or approval signatures required.

## **FOR CONSIDERATION**

- **Authorize the following local workforce development boards' request to be designated as a Direct Provider of Workforce Services starting July 1, 2023, through June 30, 2026, contingent on any additional information or approval signatures required.**

CareerSource Okaloosa Walton  
CareerSource Gulf Coast  
CareerSource Capital Region  
CareerSource North Florida  
CareerSource Florida Crown  
CareerSource Northeast Florida  
CareerSource Citrus Levy Marion  
CareerSource Central Florida

CareerSource Pinellas  
CareerSource Tampa Bay  
CareerSource Pasco Hernando  
CareerSource Suncoast  
CareerSource Heartland  
CareerSource Research Coast  
CareerSource Palm Beach County  
CareerSource Southwest Florida

Approved \_\_\_\_\_ ✓  
Disapproved \_\_\_\_\_

## Consent Item 7

### **CAREERSOURCE FLORIDA BOARD APPOINTMENT OF FLORIDA CREDENTIALS REVIEW COMMITTEE MEMBER**

Florida House Bill 1507, which was signed into law by Gov. Ron DeSantis, is now the Reimagining Education and Career Help (REACH) Act. The law addresses the evolving needs of Florida's economy by increasing the level of collaboration and cooperation among state businesses and education communities while improving training within and access to a more integrated workforce and education system for all Floridians. The REACH Act, which amends Chapter 445.004, Florida Statutes, took effect July 1, 2021.

Pursuant to Chapter 445.004(4)(h)(1), the state development workforce board shall appoint a Florida Credentials Review Committee to identify nondegree credentials and degree credentials of value for approval by the state workforce development board and inclusion in a Master Credentials List. Such credentials must include registered apprenticeship programs, industry certifications, licenses, advanced technical certificates, college credit certificates, career certificates, applied technology diplomas, associate degrees, baccalaureate degrees and graduate degrees.

The membership of the Credentials Review Committee is designated by statute. Upon hiring Adrienne Johnston as President and CEO of CareerSource Florida, a vacancy on the Credentials Review Committee was created.

The CareerSource Florida Board Executive Committee solicited nominees to fill the seat designated for the Florida Department of Economic Opportunity and Lindsay Volpe, deputy secretary of workforce services, was nominated to fill the vacancy on the committee.

The members of the Credentials Review Committee shall serve for a period determined by the Chair and Executive Committee. The CareerSource Florida professional team recommends consideration of a term of two years. Qualified members of the Credentials Review Committee may be reappointed by the Chair and Executive Committee.

The Credentials Review Committee will act as an advisory committee or similar group created by the state workforce development board.

## **FOR CONSIDERATION**

- **Approve and appoint Lindsay Volpe to represent the Florida Department of Economic Opportunity on the Credentials Review Committee for a period of no more than two years.**

## **ATTACHMENTS**

- **Lindsay Volpe Bio**



# Florida Credentials Review Committee

## Member Bio

### Lindsay Volpe

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Lindsay Volpe is the deputy secretary of workforce services at the Florida Department of Economic Opportunity (DEO). Volpe has held several leadership positions at DEO, including deputy bureau chief of the Reemployment Assistance Program and the director of economic accountability and transparency. She's also served in various leadership roles at the Department of Children and Families to help drive the agency's transformation toward supporting Floridians' economic self-sufficiency through care coordination.

Prior to joining the state of Florida, Lindsay worked in economic development for two Florida counties for nearly 10 years, including launching a new economic development office in Leon County. She and her husband, Robert, reside in Tallahassee.

**Consent Item 8**

Approved ✓  
Disapproved \_\_\_\_\_

## **Consent Item 8**

### **APPOINTMENT OF DESIGNEE TO SERVE IN PLACE OF APPOINTED BOARD MEMBER**

Pursuant to Section 445.004(3)(a), Florida Statutes, and Public Law No. 113-128, Title I, Section 101(b), Manny Diaz, Jr., Commissioner of the Florida Department of Education, serves as a member of the CareerSource Florida Board of Directors.

Pursuant to the CareerSource Florida Bylaws, s. 4.17, Education Commissioner Manny Diaz, Jr., designates Senior Chancellor Kimberly Richey to serve in his absence, subject to the board's approval.

---

### **FOR CONSIDERATION**

- Approve the request of Education Commissioner Manny Diaz, Jr., to appoint Senior Chancellor Kimberly Richey as the Florida Department of Education designee to serve in his absence on the CareerSource Florida Board of Directors, contingent upon any additional information or approval signatures required.



Ben Gibson, *Chair*  
Ryan Petty, *Vice Chair*  
*Members*  
Monesia Brown  
Esther Byrd  
Grazie Pozo Christie  
Kelly Garcia  
MaryLynn Magar

June 5, 2023

**MEMORANDUM**

**TO:** Kimberly Richey, Sr. Chancellor

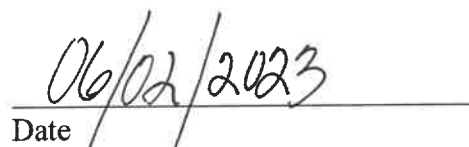
**FROM:** Manny Diaz, Jr.

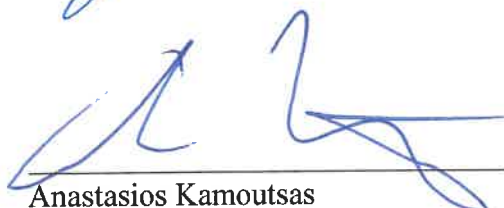
**SUBJECT:** Delegation of Authority

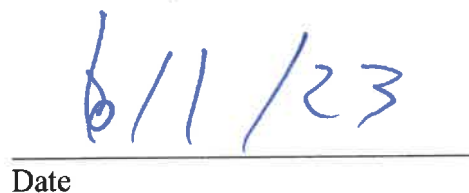
Pursuant to the authority vested in me by section 20.05(1)(b), Florida Statutes, I hereby delegate to you, in your capacity as Sr. Chancellor, the power to act on my behalf in all matters related to CareerSource Florida, except those explicitly required by the applicable law to be non-delegable and to be carried out by me in my capacity as Commissioner of Education. This delegation supersedes any prior delegations of authority relating to these matters.

In exercising this authority, you shall comply with all applicable laws and rules. This delegation shall remain in effect until superseded or rescinded.

  
Manny Diaz, Jr

  
Date

  
Anastasios Kamoutsas

  
Date

## Member Bio

### Kimberly M. Richey, Florida Department of Education, Designee



Kimberly Richey is the senior chancellor at the Florida Department of Education. Richey has served in education leadership positions for over fifteen years, including serving as a national education consultant and providing policy and legal advice to organizations on a range of education policies and legal issues impacting students and families. She most recently served as deputy superintendent overseeing the division of School Quality, Instruction and Performance at the Virginia Department of Education. In this role, she oversaw state policies and all agency functions relating to student assessment, accountability, accreditation, federal programs, special education, special student populations, teacher

licensure and education, school support and improvement, standards development, and career and technical education and adult education.

From 2018-2021, Richey served as acting assistant secretary and principal deputy assistant secretary in the Office for Civil Rights at the U.S Department of Education. She also previously served as acting assistant secretary and deputy assistant secretary in the Office of Special Education and Rehabilitative Services at the U.S. Department of Education. Prior to joining the Department, Richey served as the managing director of federal advocacy and public policy at the National School Boards Association. Formerly, she served as the general counsel for the Oklahoma State Department of Education (OSDE), where she represented OSDE, the State Board of Education, and the state superintendent of public instruction.

Richey is a native of Corpus Christi, Texas, and holds a bachelor's degree in education from Southern Nazarene University and a juris doctorate degree from the University of Oklahoma. She is a certified teacher and is a licensed attorney in Oklahoma, Texas, and the District of Columbia.

Approved ✓  
Disapproved \_\_\_\_\_

# Action Item 1

## LOCAL WORKFORCE DEVELOPMENT BOARD COMPOSITION AND CERTIFICATION

Once every two years, one local workforce development board must be certified for each local area in the state, based on the local workforce development board membership requirements described in Workforce Innovation and Opportunity Act (WIOA) sec. 107(b) and 20 CFR 679.320. Section 445.004(11), Florida Statutes, requires the state workforce policy and investment board, in consultation with the Florida Department of Economic Opportunity (DEO), to ensure that local workforce development boards have membership consistent with the requirements of federal and state law. For a second or subsequent certification, the certification must also be based on the extent to which the local area ensures workforce investment activities carried out in the local area enabled the local area to meet the corresponding performance accountability measures and achieve fiscal integrity as defined in WIOA sec. 106(e)(2).

DEO reviewed and confirmed all 24 local workforce development boards submitted local workforce development board rosters. Each roster was reviewed against the federal requirements as well as [CareerSource Florida's Administrative Policy 091: Local Workforce Development Board Composition and Certification](#). The following is a summary of the most common potential membership representation issue(s):

- Lack of private education providers, when a public education or training provider is represented on the local workforce development board.

CareerSource Florida's Administrative Policy 091 allows local workforce development boards to request to waive the requirement for private education provider representation on the board and outlines the process to demonstrate that such a provider does not exist or is not available in the local area. There are three local workforce development boards requesting to waive the requirement to have private education provider representation.

DEO has shared the results of the board roster review with each respective area. All have been made aware of the area(s) that need to be addressed or have already confirmed they are taking steps to address the issues, where possible. As such, DEO recommends certification of the local workforce development boards that have met the required

standards and conditional certification for those local workforce development boards that are experiencing the above or other outstanding issues. Those that are conditionally approved will be required to provide status updates and submit updated rosters to show compliance with local workforce development board composition requirements. All deficiencies will be rectified within 12 months (consistent with filling local workforce development board vacancies in CareerSource Florida's Administrative Policy 091) of conditional approval.

## **FOR CONSIDERATION**

- Certify the local workforce development boards that have met the required standards as follows:

CareerSource Escarosa	CareerSource Tampa Bay
CareerSource Okaloosa Walton	CareerSource Pasco Hernando
CareerSource Chipola	CareerSource Polk
CareerSource Capital Region	CareerSource Suncoast
CareerSource Northeast Florida	CareerSource Heartland
CareerSource North Central Florida	CareerSource Research Coast
CareerSource Citrus Levy Marion	CareerSource Palm Beach
CareerSource Flagler Volusia	CareerSource Broward
CareerSource Central Florida	CareerSource South Florida
CareerSource Brevard	CareerSource Southwest Florida
CareerSource Pinellas	

- Approve the request to waive the requirement for private education representation on the following local workforce development board due to no private education provider in the local area and subsequently certify the local workforce development board.

CareerSource Gulf Coast

- Conditionally approve for 12 months the following local workforce development board certifications contingent upon appointment of private education providers to the local workforce development boards.

CareerSource North Florida  
CareerSource Florida Crown

### **Attachments**

[Local Workforce Development Board Rosters](#)

**Action Item 2**

Approved ✓  
Disapproved \_\_\_\_\_

## **Action Item 2**

### **LOCAL WORKFORCE DEVELOPMENT AREAS SUBSEQUENT DESIGNATION**

The Workforce Innovation and Opportunity Act (WIOA) requires that every two years after local workforce development areas (“local areas”) are initially designated, the chief local elected official(s) and local workforce development board (LWDB) submit a request for subsequent designation of their local area. The Governor shall approve the request for subsequent designation of a local area if, for the two most recent program years, the local area performed successfully, sustained fiscal integrity, and, in the case of a local area in a planning region, met the regional planning requirements described in WIOA Section 106(c)(1).

- **Performed Successfully** means the local area met or exceeded the levels of performance the Governor negotiated with the LWDB and chief local elected official(s) for core indicators of performance, and the local area has not failed any individual measure for the last two consecutive program years for which data are available in accordance with the state-established definition, provided in the WIOA State Plan, of met or exceeded performance.

For subsequent designation determinations, a finding of whether a local area performed successfully must be based on all six of the WIOA indicators of performance as described at 20 CFR 677.155(a)(1)(i) – (vi) for the two most recently completed program years.

Note: According to guidance from the U.S. Department of Labor, sufficient data is not yet available to determine “performed successfully” for this cycle of local workforce area designations. Therefore, performance data to determine “performed successfully” was not used for this year’s determinations. Program Year 2022 (which is the current year) will be the first year to hold the LWDBs accountable. The Florida Department of Economic Opportunity will continue to monitor the LWDBs’ performance as the agency prepares for subsequent local area designations in the future.

- **Sustained Fiscal Integrity** means that the U.S. Secretary of Labor has not made a formal determination that the grant recipient or the administrative entity of the

local area mis-expended funds due to willful disregard of the requirement of the provision involved, gross negligence or failure to comply with accepted standards of administration for the two-year period preceding the determination.

The Department of Economic Opportunity reviewed the local workforce development boards' submissions to request subsequent designation of local areas as described in Public Law 113-128, Chapter 2, Sections 106-107 – Workforce Development Areas. The submissions may be reviewed at the link attached below.

In February 2023, the state workforce development board approved a plan for system-wide transformation of Florida's workforce system. As a result, the Department of Economic Opportunity and CareerSource Florida recommend approval of subsequent designation requests for all 24 local workforce development boards for one year starting July 1, 2023, through June 30, 2024. A subsequent application for redesignation will be requested again next year, at which point the state workforce development board will consider approvals for the customary two-year cycle.

## **FOR CONSIDERATION**

- Approve subsequent local area designation requests for all 24 local workforce development boards starting July 1, 2023, through June 30, 2024, contingent upon any additional information or approval signatures required.

### **Attachments:**

[Local Workforce Development Board Requests for Subsequent Designation of Local Areas](#)



Approved \_\_\_\_\_ ✓  
Disapproved \_\_\_\_\_

## Action Item 3

### **CAREERSOURCE FLORIDA STRATEGIC POLICY – 2008.08.15.8D REVISION TO CERTIFICATION OF LOCAL WORKFORCE DEVELOPMENT AREAS AND LOCAL WORKFORCE DEVELOPMENT BOARDS**

Pursuant to Public Law 113-128, Workforce Innovation and Opportunity Act (WIOA), Section 107(2) and Chapter 445.007, Florida Statutes, the Governor is responsible for certifying local workforce development boards within the CareerSource Florida network. The Governor shall certify local workforce development boards every two years based on criteria established by Florida Statutes, the state workforce development board and the Florida Department of Economic Opportunity. Criteria shall be based on execution of statewide strategic and administrative policies, compliance with local planning instructions, performance accountability measures and sustained fiscal integrity as defined in WIOA Section 106(e)(2).

CareerSource Florida Strategic Policy 2008.08.15.8D – Chartering of Local Workforce Development Boards is revised and renamed to comply with WIOA and the Reimagining Education and Career Help (REACH) Act. The updated policy establishes requirements for local workforce development board composition to ensure that local design and local control of workforce service delivery and targeted activities occur within an appropriately representative governing body for the local area. The certification process ensures local workforce development boards represent the specific needs of counties, municipalities, educational institutions and businesses in the local workforce development boards' geographical areas while being consistent with the statewide four-year plan. Requiring certification every two years provides each local workforce development board flexibility to adapt to economic indicators and changes to local workforce needs. Specifically, the revisions to this policy include:

- Requirement that local workforce development board composition appropriately and equitably includes representation from all counties in the designated area.
- Requirement that business representatives on the local workforce development board reflect the industry sectors of focus identified in the local area WIOA plan.

These revisions support the Florida Workforce System Transformation Plan approved at the February board meeting.

CareerSource Florida professional staff and its administrative entity, DEO, are authorized to periodically review local workforce development board membership and develop and modify policies in consultation with the Governor and state workforce development board for compliance. This includes delegating certification responsibilities to DEO.

The CareerSource Florida professional team consulted with DEO's Bureau of One-Stop and Program Support and selected local workforce development boards to help revise and update this policy.

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## **FOR CONSIDERATION**

- **Approve revisions to Strategic Policy 2000.08.15.I.8D and the alteration of this policy's title from Chartering of Local Workforce Development Boards to Certification of Local Workforce Development Areas and Local Workforce Development Boards.**



2000.08.15.8D

## Strategic Policy

<b>Title:</b>	<b>Revision to Certification of Local Workforce Development Areas and Local Workforce Development Boards</b>
<b>Adopted:</b>	08/15/2000
<b>Effective:</b>	08/15/2000

### I. PURPOSE AND SCOPE

Pursuant to Public Law 113-128, Workforce Innovation and Opportunity Act (WIOA), Section 107(2) and Chapter 445.007, Florida Statutes, the Governor is responsible for certifying local workforce development boards within the CareerSource Florida network.

The Governor shall certify local workforce development boards every two years based on criteria established by Florida Statutes, CareerSource Florida, which is the state workforce development board, and the Florida Department of Economic Opportunity (DEO). Criteria shall be based on execution of statewide strategic and administrative policies, compliance with local planning instructions, performance accountability measures and sustained fiscal integrity as defined in WIOA Section 106(e)(2).

This policy establishes requirements for local workforce development board composition to ensure local design and local control of workforce service delivery and targeted activities occur within an appropriately representative governing body for the local area. The certification process ensures local workforce development boards represent the specific needs of counties, municipalities, educational institutions and businesses in the local workforce development boards' geographical areas while being consistent with the statewide four-year plan. Requiring certification every two years provides each local workforce development board flexibility to adapt to economic indicators and changes to local workforce needs.

CareerSource Florida professional staff and its administrative entity, DEO, are authorized to periodically review local workforce development board membership and develop and modify

policies in consultation with the Governor and state workforce development board for compliance. This includes delegating certification responsibilities to DEO.

This policy applies to CareerSource Florida, DEO and all local workforce development boards.

## **II. BACKGROUND**

WIOA was signed into law on July 22, 2014. WIOA is designed to help job seekers access employment, education, training and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. WIOA requires states to strategically align their core workforce development programs to coordinate the needs of both job seekers and employers through four-year statewide plans. WIOA promotes accountability and transparency through negotiated performance goals that are publicly available, fosters regional collaboration within states through local workforce development areas and improves the American Job Center system.

CareerSource Florida is the workforce development board for the state of Florida and is comprised of members appointed by the Governor to design and implement strategies that help Floridians enter, remain and advance in the workplace so they may become more highly skilled and successful. CareerSource Florida, Inc., is the professional team that works at the direction of the state workforce development board. DEO is CareerSource Florida's administrative entity that works in consultation with CareerSource Florida and its professional team to ensure local workforce development boards carry out the functions specified for local workforce development boards under WIOA, Florida Statutes, the statewide workforce development plan and strategic and administrative policies. The efforts of the federal workforce system benefit Floridians and Florida businesses, while advancing the development of the state's business climate.

## **III. POLICY**

Each local workforce development area in the state must establish a local workforce development board to carry out the functions specified for the local workforce development board under WIOA Section 107(d) for such area. The CareerSource Florida Board of Directors, in consultation with DEO, will ensure local workforce development boards have a membership consistent with the requirements of federal and state law and state policy and have developed a plan consistent with the state's workforce development plan.

Local workforce development areas comprised of multiple counties shall develop a process for all chief local elected officials to participate in the appointments process to ensure appropriate and equitable representation from all counties included in the area and reflect the representation in interlocal, consortium and/or other agreements. Chief Local Elected Officials (CLEOs) who are not active members of local workforce development boards are encouraged to participate in board meetings.

Business representatives appointed to the local workforce development board shall include the industry sectors of focus identified in the local area WIOA plan.

Every two years, one local workforce development board must be certified for each local workforce development area in the state based on criteria in WIOA Section 107(b), Section

445.007 of Florida Statutes, and CareerSource Florida Administrative Policy 091 – Local Workforce Development Board Composition and Certification. For a second or subsequent certification, certification must also be based on the extent to which the local workforce development area ensures workforce investment activities carried out in the local workforce development area enabled the local area to meet the corresponding performance accountability measures and achieve fiscal integrity as defined in WIOA Sec. 106(e)(2).

The CareerSource Florida Board of Directors, on behalf of the Governor, shall approve the certification of local workforce development boards every two years. DEO, in consultation with the CareerSource Florida professional staff, will issue instructions to the local workforce development boards for certification.

Local workforce development boards must submit certification documents to DEO including:

- Local workforce development board membership, composition and policymaking authority.
- Local workforce development board chairperson.
- Membership of standing committees including education and business consortium(s).
- Documentation supporting the recruitment, vetting and nomination process of all board candidates.
- Documentation describing the respective roles of chief local elected officials in local areas that include more than one unit of local government.
- Documentation supporting the appointment of board members.
- Documentation describing the board member vacancies, term limits, resignation and removals.
- Certification documentation required under Chapter 445.007, Florida Statutes.

Upon satisfactory review of a local workforce development board's certification documents, DEO will provide a recommendation on certification to the CareerSource Florida Board of Directors. At the appropriate time, instructions will be issued to local workforce development boards about the certification process, to include documentation requirements.

Failure of a local workforce development board to achieve certification shall result in appointment and certification of a new local workforce development board for the local workforce development area pursuant to WIOA Section 107(c)(1).

The Governor may decertify a local workforce development board in accordance with WIOA Section 107(c)(3), as further prescribed in CareerSource Florida Administrative Policy 104 – Sanctions for Local Workforce Development Boards' Failure to Meet Federal and State Standards.

#### **IV. AUTHORITY**

[Public Law 113-128, Workforce Innovation and Opportunity Act \(2014\)](#)

[Training and Employment Guidance Letter One-Stop Operating Guidance for the Workforce Innovation and Opportunity Act No. 16-16](#)

[20 Code of Federal Regulations 678.800](#)

[34 Code of Federal Regulations 351.800](#)

[34 Code of Federal Regulations 463.800](#)

[Section 445.004, Florida Statutes](#)

[Section 445.007, Florida Statutes](#)

[CareerSource Florida Strategic Policy 2020.02.20.A.1 – Board Governance and Leadership Policy](#)

[CareerSource Florida Administrative Policy 091 – Local Workforce Development Board Composition and Certification](#)

[CareerSource Florida Administrative Policy 093 – One-Stop Delivery System and One-Stop Career Center Certification Requirements](#)

[CareerSource Florida Administrative Policy 104 - Sanctions for Local Workforce Development Boards' Failure to Meet Federal and State Standards](#)

[CareerSource Florida Administrative Policy 110 – Local Workforce Development Area and Board Governance](#)

[Reimagining Florida's Workforce System: A Three-Pillar Plan for Transformation](#)

## **V. HISTORY**

<b>Date</b>	<b>Description</b>
06/07/2023	Updated to reflect changes to Chapter 445, Florida Statutes, implementation of the 2021 Reimagining Education and Career Help (REACH) Act and implementation of Florida's Workforce System Transformation Plan; Strikes the term "chartering" and refers specifically to certification of local areas and local workforce development boards.
05/17/2017	Revised copy to plain language; changed references to regions to local workforce development boards (or local boards; changed references to Workforce Innovation Act (WIA) to Workforce Innovation and Opportunity Act (WIOA); and consolidated sections to align more closely with DEO administrative policies.
06/08/2016	<a href="#"><u>Administrative Policy 91, Local Workforce Development Board Composition, Certification and Decertification</u></a>

**Action Item 4**

Approved ✓  
Disapproved \_\_\_\_\_

## **Action Item 4**

### **CAREERSOURCE FLORIDA STRATEGIC POLICY – 2020.02.20.A.1 BOARD GOVERNANCE AND LEADERSHIP**

Under the Workforce Innovation and Opportunity Act (WIOA), local workforce development boards, partner programs and entities jointly responsible for workforce and economic development, educational and other human resource programs collaborate and create an ethical, transparent customer-focused career center network that integrates service delivery across all programs. This includes taking all necessary steps to avoid the appearance of conflicts of interest.

CareerSource Florida Strategic Policy 2020.02.20.A.1 – Board Governance and Leadership requires local workforce development boards to employ sound management practices and controls for the proper expenditure of funds and verification of program outcomes. Both local workforce development board members and staff must maintain integrity, accountability and transparency in decisions and actions that earn and protect the public trust.

This policy requires local workforce development boards and local workforce development areas to align local strategies and policies for employment, education and training with the Workforce Innovation and Opportunity Act (WIOA), the Reimagining Education and Career Help (REACH) Act, other Florida laws, CareerSource Florida strategic and administrative policies, and the state's workforce development plan. Local strategies shall prioritize employment, emphasize education and training, and ensure local boards are responsive to Florida employers' demand for qualified workforce talent. These strategies shall be written and placed in each local workforce development board's four-year plan and reflected in the local workforce development board operating policies.

Revisions to Strategic Policy 2020.02.20.A.1 – Board Governance and Leadership were recommended by the CareerSource Florida professional team and the Department of Economic Opportunity, Bureau of One-Stop and Program Support to support the Florida Workforce System Transformation Plan approved at the February board meeting and changes to Florida law in the 2023 Legislative Session. Revisions include:

- The requirement that local workforce development board composition appropriately and equitably includes representation from all counties in the designated area;

- The requirement that local workforce development boards implement a regular review process for Chief Executive Officers/Executive Directors to include performance on state and federal programs administered by the local workforce development board in the area and performance on state letter grades;
- Inclusion of new requirements for local workforce development board chairs to appoint members to an education and industry consortium for the area.

Local workforce development board staff were selected to provide consultation and review of this revised policy.

## **FOR CONSIDERATION**

- **Approve revisions to Strategic Policy – 2020.02.20.A.1—Board Governance and Leadership.**





2020.02.20.A.1

## Strategic Policy

<b>Title:</b>	<b>Board Governance and Leadership</b>
<b>Adopted:</b>	02/20/2020
<b>Effective:</b>	

### I. PURPOSE AND SCOPE

The purpose of the CareerSource Florida Board of Directors is to design, implement and invest in strategies that foster collaboration and cooperation among workforce, education and industry partners to help Floridians enter, remain and succeed in the workforce. These strategies help Floridians and businesses and advance the development of the state's business climate. A knowledgeable and skilled workforce is essential for attracting economic development opportunities that align with Florida growth strategies. Efforts at enhancing employment, education and training to advance economic growth, upward mobility and diversification of Florida's economy.

Under the Workforce Innovation and Opportunity Act (WIOA), local workforce development boards, partner programs and entities jointly responsible for workforce and economic development, educational and other human resource programs must collaborate and create an ethical, transparent customer-focused career center network that integrates service delivery across all programs. This integrated system enhances job seekers' access to training programs and resources that build quality skills, provide employment opportunities and create a pipeline of talent for employers to find and hire qualified candidates.

This policy applies to CareerSource Florida, the Florida Department of Economic Opportunity and all local workforce development boards. Local workforce development boards shall align local strategies and policies for employment, education and training with the WIOA, Florida law and the state's workforce development plan. Local strategies shall prioritize employment, emphasize education and training, and ensure local workforce development boards are responsive to Florida employers' demand for qualified workforce talent. These strategies shall be written and placed in each local workforce development board's four-year plan and reflected in the local workforce development board operating policies.

## **II. BACKGROUND**

### **State Workforce Development Board**

The Governor establishes the state workforce development board to guide workforce development for the state of Florida and provide oversight and policy direction for talent development programs administered by CareerSource Florida, the Department of Economic Opportunity, and Florida's 24 local workforce development boards.

State board functions include, but are not limited to, those activities described in WIOA, Section 101(d), and Chapter 445.004, Florida Statutes, and guided by CareerSource Florida Strategic Policy 2020.06.04.A.2: State Workforce Development Board Roles and Responsibilities.

### **Local Workforce Development Boards**

Authorized by WIOA, local workforce development boards oversee the design and delivery of locally customized job training programs and workforce development initiatives.

Local workforce development board functions include, but are not limited to, those activities described in WIOA Sections 107 and 108.

Specific roles and responsibilities for Chief Local Elected Officials (CLEOs), fiscal agents, local workforce development boards, the chair of local workforce development boards, and the executive director representing the local workforce development board are described in CareerSource Florida Administrative Policy 110: Local Workforce Development Area and Board Governance.

## **III. POLICY**

### **High-Performing Local Workforce Development Boards**

Through this policy, the CareerSource Florida Board of Directors requires local workforce development boards to meet the functions described in WIOA, Sections 107 and 108, and employ sound management practices and controls for the proper expenditure of funds and verification of program outcomes. Local workforce development boards place a strong emphasis on data-driven decisions and encourage board staff to employ proven measurement and improvement systems to evaluate performance.

Local workforce development boards will encourage discussion about key program improvements and outcomes, stressing the importance of communication within the organization. Each local workforce development board and its staff will understand key programmatic requirements and performance outcomes and how those data elements contribute to success.

Agreements between the CLEOs and the entities responsible for the local workforce development system will address how the local workforce development board functions and how administrative tasks will be conducted within the local area.

Both local workforce development board members and staff must maintain integrity, accountability and transparency in decisions and actions that earn and protect the public trust in compliance with CareerSource Florida Strategic Policy 2018.09.26.A.1: Ethics and

Transparency. This includes taking all necessary steps to avoid the appearance of conflicts of interest.

### **Local Workforce Development Area Representation**

WIOA requires the chief local elected official(s) in each local area to play an active role in both the strategic planning and ongoing operation of the local system. The CLEO(s) is authorized to appoint the members of the local workforce development board in accordance with criteria established in Public Law 113-128, Section 107, the Workforce Innovation and Opportunity Act, and Chapter 445.007, Florida Statutes. Business representatives appointed to the local board shall include the industry sectors of focus identified in the local area WIOA plan.

The CLEO(s) may not delegate the responsibility of appointing members to the local workforce development board, to the executive director or to staff.

Designated local workforce development areas that are composed of multiple counties shall develop a process for all chief local elected officials to participate in the appointments process to ensure appropriate and equitable representation from all counties included in the area and reflect the representation in interlocal, consortium and/or other agreements. Chief local elected officials who are not active members of local workforce development boards are encouraged to participate in board meetings.

### **Duties of the Chair**

Each local workforce development board shall elect a chair to direct the business of the board. The chair must be one of the business representatives on the board as described in WIOA Section 107(b)(2). Each local workforce development board may designate and direct the activities of standing committees to provide information and to assist the local workforce development board in conducting activities described in WIOA Section 107. Such standing committees shall be chaired by members of the board and shall include other individuals appointed by the local workforce development board as persons determined by the local workforce development board to have appropriate experience and expertise.

The board chair shall not simultaneously act as the employed Chief Executive Officer, President or Chief Financial Officer of any local workforce development board or career center.

### **Education and Industry Consortia**

Each local workforce development board shall create an education and industry consortium composed of representatives of educational entities and businesses in the designated service delivery area. Education and industry consortia in each local area shall provide quarterly reports to the applicable local board which provide community-based information related to educational programs and industry needs to assist the local board in making decisions on programs, services, and partnerships in the service delivery area. The local board shall consider the information obtained from the consortium to determine the most effective ways to grow, retain and attract talent to the service delivery area.

The chair of the local workforce development board shall appoint the consortium members. A member of a local workforce development board shall not serve as a member of the consortium. Consortium members shall be appointed for two-year terms beginning on January 1 of the year of appointment, and any vacancy on the consortium must be filled for the remainder of the unexpired term in the same manner as the original appointment.

Education and industry consortiums are subject to state law and CareerSource Florida strategic and administrative policies.

### **Management of Executives**

To effectively fulfill their responsibilities and expectations, local workforce development boards may hire executive directors, presidents and/or chief executive officers to conduct the board-directed programmatic, financial and operational functions of the local workforce development board and one-stop career centers. Local workforce development boards shall have policies requiring regular performance reviews for the executive director, president and/or chief executive officers. Performance reviews must, at a minimum, include local area performance in the federal and state programs administered by the workforce board in the designated area including, but not limited to WIOA, Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP), and state-issued letter grades.

Executive directors, presidents, chief executive officers, chief operating officers and chief financial officers who represent a local workforce development board shall not personally contract with or otherwise represent more than one local workforce development board. Under extraordinary circumstances, local workforce development boards may request approval for a temporary exception to this prohibition from the state workforce development board and the Department of Economic Opportunity.

Chief executive officers, chief operating officers and chief financial officers shall not simultaneously act as members of any local workforce development board.

### **Contracts and Curing Conflicts of Interest**

Local boards must adopt and abide by a conflict-of-interest policy that ensures compliance with federal and state laws, rules and regulations and applicable state policies. Upon appointment to the local board, members must be educated about and acknowledge state and local conflict-of-interest policies.

To increase transparency and accountability, a local workforce development board must comply with the requirements of Chapter 445.007(11), Florida Statutes before contracting with a member of the local board; a relative, as defined in Section 112.3143(1)(c), of a local board member; an organization or individual represented on the local board; or an employee of the local board. Such contracts may not be executed before or without the prior approval of the Department of Economic Opportunity. Such contracts, as well as documentation demonstrating adherence to Chapter 445.007(11), Florida Statutes as specified by the Department of Economic Opportunity, must be submitted to the department for review and approval. Such a contract must be approved by a two-thirds vote of the local board, a quorum having been established; all conflicts of interest must be disclosed before the vote in a manner that is consistent with the procedures outlined in Section 112.3143(4), Florida Statutes, and any member who may benefit from the contract, or whose organization or relative may benefit from the contract, must abstain from the vote. A contract subject to the requirements of Chapter 445.007(11), Florida Statutes may not be included on a consent agenda.

A contract under \$10,000 between a local workforce development board; a relative as defined in Section 112.3143(1)(c), of a local workforce development board member; or an employee of the local workforce development board is not required to have the prior approval of the Department of Economic Opportunity, but must be approved by a two-thirds vote of the local workforce development board, a quorum having been established, and must be reported to the

Department of Economic Opportunity and the CareerSource Florida Board of Directors within 30 days after approval.

All contracts between a local board and a member of the local board; a relative, as defined in Section 112.3143(1)(c), of a local board member; an organization or individual represented on the local board; or an employee of the local board must be published on the local board's website, within 10 days after approval by the local board or Department, whichever is later. Such contracts must remain published on the website for at least one year after termination of the contract.

In considering whether to approve a contract under Section 445.007(11), Florida Statutes, the Department of Economic Opportunity shall review and consider all documentation provided to the department by the local workforce development board, including the performance of the entity with which the local workforce development board is proposing to contract with, if applicable, and the nature, size, and makeup of the business community served by the local workforce development board, including whether the entity with which the local workforce development board is proposing to contract with is the only provider of the desired goods or services within the area served by the local workforce development board.

#### **Local Workforce Development Board Budget**

Subject to the approval of the chief local elected official, each local workforce development board shall develop a budget for the purpose of performing the duties of the local board under WIOA Section 107, Section 108 and Section 445.007, Florida Statutes. Each local board shall submit its annual budget for review to the Department of Economic Opportunity no later than two weeks after the chair approves the budget. The local board shall publish the budget on its website within 10 days after approval by the Department. The budget shall remain published on the website for the duration of the fiscal year for which it accounts for the expenditure of funds.

#### **Employee Compensation**

Each local workforce development board shall annually, within 30 days after the end of the fiscal year, disclose to the Department of Economic Opportunity, in a manner determined by the department, the amount and nature of compensation paid to all executives, officers, directors, trustees, key employees, and the highest compensated employees including the President or Executive Director, as defined for the purposes of the Internal Revenue Service Form 990, Return of Organization Exempt from Income Tax, including salary, bonuses, present value of vested benefits including but not limited to retirement, accrued leave and paid time off, cashed-in leave, cash equivalents, severance pay, pension plan accruals and contributions, deferred compensation, real property gifts, and any other liability owed to such persons.

The disclosure must be accompanied by a written declaration, as provided for under Section 92.525(2), Florida Statutes, from the Chief Financial Officer, or his or her designee, that he or she has read the foregoing document and the facts stated in it are true. Such information must also be published on the local workforce development board's website, or for a period of three years after it is first published.

#### **Return of Organization Exempt from Income Tax**

Each local workforce development board shall annually publish its most recent Internal Revenue Service Form 990, Return of Organization Exempt from Income Tax, on its website, or the department's website if the local workforce development board does not maintain a website. The form must be posted on the local workforce development board's website within 60 calendar

days after it is filed with the Internal Revenue Service and remain posted for three years after it is filed.

#### **IV. AUTHORITY**

[Public Law 113-128, Workforce Innovation and Opportunity Act \(2014\)](#)

[20 CFR Part 679 – Statewide and Local Governance of the Workforce Development System Under Title I of the Workforce Innovation and Opportunity Act](#)

[Training and Employment Guidance Letter 35-10](#)

[Chapter 445.003 – 445.007, Florida Statutes](#)

[Chapter 112, Florida Statutes](#)

[Chapter 119, Florida Statutes](#)

[Chapter 286, Florida Statutes](#)

[CareerSource Florida Strategic Policy 2018.09.26.A.1: CareerSource Florida Ethics and Transparency](#)

[CareerSource Florida Strategic Policy 2020.06.04.A.2: State Workforce Development Board Roles and Responsibilities](#)

[CareerSource Florida Strategic Policy 2021.12.09.A.1 – Comprehensive Employment Education and Training Strategy](#)

[CareerSource Florida Administrative Policy 110: Local Workforce Development Area and Board Governance](#)

[Memorandum July 1, 2021: Reimagining Education and Career Help Act \(House Bill 1507\) and Related Party Contracts](#)

#### **IV. RESOURCES**

[WIOA Fact Sheet: Governance and Leadership](#)

[Reimagining Florida's Workforce System: A Three-Pillar Plan for Transformation](#)

#### **V. HISTORY**

Description
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06/07/2023	Updated to reflect changes to Chapter 445, Florida Statutes, implementation of the 2021 Reimagining Education and Career Help (REACH) Act and implementation of Florida's Workforce System Transformation Plan; Strikes the term "chartering" and refers specifically to certification of local areas and local workforce development boards.
02/20/2020	Adopted by CareerSource Florida Board of Directors

**Action Item 5**

Approved ✓  
Disapproved \_\_\_\_\_

## **Action Item 5**

### **CAREERSOURCE FLORIDA STRATEGIC POLICY – FLORIDA CAREER LADDER IDENTIFIER AND FINANCIAL FORECASTER STRATEGY**

Under Public Law 113-128, the Workforce Innovation and Opportunity Act (WIOA), partner programs and entities responsible for workforce and economic development, educational and other human resource programs collaborate to establish a career center network that integrates service delivery across all programs. This integrated system enhances job seekers' access to quality training and employment and creates a pipeline of talent for employers to find and hire qualified candidates.

For Floridians receiving public assistance, taking a job with higher wages may result in reduced benefits for their family. As CareerSource Florida's mission includes helping Floridians achieve self-sufficiency through education, training and the provision of wraparound services, it is imperative that career counselors guide jobseekers by supporting and sustaining their efforts to understand and address the short-term hurdles caused by changes to benefits through a structured, systematic action plan that will promote steady client engagement and growth toward longer-term economic prosperity.

Pursuant to CareerSource Florida Policy 2021.12.09.A.1 – Comprehensive Employment, Education and Training Strategy, local workforce development boards shall leverage all allowable tools and resources in their authority to assist Floridians in securing employment that leads to economic self-sufficiency and reduces the need for public assistance. This includes developing strategies to help job seekers understand their potential earnings from paid employment while mapping the timing and size of reductions in public assistance as they progress toward self-sufficiency along in-demand career paths.

Consistent with the objectives of WIOA, the Reimagining Education and Career Help Act (REACH), and the Workforce System Transformation Plan, CareerSource Florida developed the Florida Career Ladder Identifier and Financial Forecaster (CLIFF) Dashboard. This information tool allows one-stop center staff to assist Floridians in visualizing how returning to work or upskilling to a higher-paying occupation could impact their future earnings and public benefits as their household progresses along the path to self-sufficiency.

It is recommended that the CareerSource Florida Board of Directors approve this policy and direct that the Florida CLIFF Dashboard and associated suite of CLIFF tools shall be leveraged by local workforce development board leadership, career center staff and made available to extended partners and stakeholders to prioritize employment, emphasize education and training, reduce welfare dependency, increase economic self-sufficiency, and meet employer needs.



## **FOR CONSIDERATION**

- **Approve Career Ladder Identifier and Financial Forecaster Strategic Policy**



## Strategic Policy

TBD

<b>Title:</b>	<b>Career Ladder Identifier and Financial Forecaster (CLIFF) Strategy</b>
<b>Adopted:</b>	
<b>Effective:</b>	

### I. PURPOSE AND SCOPE

The CareerSource Florida Board of Directors designs, implements and invests in strategies that foster collaboration and cooperation among workforce, education and industry partners to help Floridians succeed in the workforce. Moreover, a knowledgeable and skilled workforce is essential for attracting economic development opportunities that align with Florida growth strategies. The board's efforts to enhance employment, education and training that advances economic growth, upward mobility and diversification of Florida's economy. These strategies help Floridians and businesses to strengthen and develop the state's overall business climate.

Under the Workforce Innovation and Opportunity Act (WIOA), partner programs and entities responsible for workforce and economic development, educational and other human resource programs collaborate to establish a career center network that integrates service delivery across all programs. This integrated system enhances job seekers' access to quality skills and employment and creates a pipeline of talent for employers to find and hire qualified candidates.

For Floridians receiving public assistance, taking a job with higher wages may result in reduced benefits for their family. As CareerSource Florida's mission includes helping Floridians achieve self-sufficiency through education, training and the provision of wraparound services, it is imperative that career counselors guide job seekers by supporting and sustaining their efforts to understand and address the short-term hurdles caused by changes to benefits through a structured, systematic action plan that will promote steady client engagement and growth toward longer-term economic prosperity.

Local WIOA plans, aligned with Florida's WIOA state plan, clarify how local workforce development boards implement strategies that help Floridians secure good jobs, while

providing employers with the skilled workers they need to compete in the global economy. Local workforce development boards shall align local strategies and policies to help customers achieve self-sufficiency under WIOA, Florida law and the state's workforce development plan.

## **II. BACKGROUND**

Public Law 113 – 128, the Workforce Innovation and Opportunity Act, requires each state workforce development board to assist the Governor in developing, implementing and modifying a state workforce development plan. Florida's WIOA state plan describes Florida's strategy for supporting the publicly funded workforce system. The strategic policy of Florida's state workforce development board provides direction to ensure that publicly funded workforce development programs are administered consistent with the state plan and compliant with WIOA.

In accordance with this federal requirement, Florida's WIOA state plan outlines strategic guidance on delivering services under WIOA and the Wagner-Peyser Act as described in Training and Employment Guidance Letter No. 19-16. The guidance includes developing strategies to create a seamless, customer-focused career center network that integrates service delivery across all programs to make it easier for workers, including those with barriers to employment, to access the services they need to obtain skills and employment.

Pursuant to CareerSource Florida Policy 2021.12.09.A.1 – Comprehensive Employment, Education and Training Strategy, local workforce development boards shall leverage all allowable tools and resources in their authority to assist Floridians in securing employment that leads to economic self-sufficiency and reduces the need for public assistance. That policy also aligns with the Reimagining Education and Career Help (REACH) Act, which establishes a blueprint for Florida's talent ecosystem to ensure the state has the talent it needs to remain competitive in the global economy. This includes developing strategies to help career center customers and job seekers understand their potential earnings from paid employment while mapping the timing and size of reductions in public assistance as they progress toward self-sufficiency.

Consistent with the objectives and guidance above, CareerSource Florida and the Federal Reserve Bank of Atlanta developed the Florida Career Ladder Identifier and Financial Forecaster (CLIFF) Dashboard. This information tool allows one-stop center staff to assist Floridians in visualizing how returning to work or upskilling to a higher-paying occupation could impact their future earnings and public benefits as their household progresses along the path to self-sufficiency.

## **III. POLICIES AND PROCEDURES**

### **POLICY**

Workforce-related programs must be responsive to business and industry needs by providing recruitment, hiring and training to satisfy Florida employers' current and future talent needs. Strategies should align with state board strategic and administrative guidance, local labor

market data and industry sector and local business needs. A collaborative approach including industry, education and workforce partners should ensure the efficient use of resources.

Consistent with WIOA and Florida's WIOA state plan, it is the policy of the CareerSource Florida Board of Directors that the Florida CLIFF Dashboard and associated suite of CLIFF tools shall be leveraged by local workforce development board leadership, career center staff and made available to extended partners and stakeholders to prioritize employment, emphasize education and training, reduce welfare dependency, increase economic self-sufficiency, and meet employer needs.

## **IMPLEMENTATION**

### **Case Management**

The Florida CLIFF Tool Suite offers a graduated series of informational resources for use with customers in a case management setting based on where they are currently along a notional 'crisis-stability continuum':

- CLIFF Snapshot is for those needing immediate assistance in stabilizing their financial situation.
- CLIFF Dashboard focuses on mitigating benefits cliffs for individuals on public assistance as they earn more money and proceed along their path to self-sufficiency.
- CLIFF Financial Planner allows for a more detailed examination of the mechanics of a household's finances.

### **Career Planning**

The Florida CLIFF Dashboard can help clients who have achieved basic financial stability better understand and visualize the timing, magnitude, and general effects of increased earnings from employment on their public assistance as they progress along in-demand career pathways toward self-sufficiency. Of particular value here are the area-specific wage data that allow customers to make informed decisions about which careers to consider and what the impacts of that decision might be.

### **Coordinated and Targeted Services**

Consistent with the REACH Act and [CareerSource Florida's Reimagining Florida's Workforce System: A Three Pillar Plan for Transformation](#), the Florida CLIFF Tool Suite offers practical, actionable information to assist families in identifying and overcoming benefit cliffs on the road to self-sufficiency. The CLIFF Tool Suite further identifies opportunities for strengthening collaboration and alignment among community partners to increase economic mobility, reduce public assistance dependency, and enhance access to education, training and employment.

Efforts should result in greater degrees of coordination, cross-partner efficiencies, inter-partner gap identification and removal, and stronger overall outcomes for the partners' shared customers through more intentional and collaborative case management.

Local workforce development boards shall identify appropriate points within programmatic processes to implement use of the Florida CLIFF Tool Suite to:

- Better understand specific gaps and barriers faced by each client.

- Identify specific wraparound support services needed and assist clients in obtaining needed services through partner referrals or leveraging existing resources at local workforce development boards.
- Heighten awareness among all stakeholders of information useful for shaping each partner's role in the strategic and tactical approach to a given client's situation.
- Prompt exploration—by both individual stakeholders and groups of partners—into opportunities to organize, sequence, and assess the overall set of activities performed by one or more partners in support of their shared customers, particularly around inter-partner resource planning and collaborative service provision.

Local workforce development boards shall develop strategies and policies that provide simplified and expanded access to employment, education and training services. Allowable tools and resources include but are not limited to those described in Training and Employment Guidance Letter Number 19-16, CareerSource Florida Policy 2021.12.09.A.1 — Comprehensive Employment Education and Training Strategy, and the CLIFF Tool Suite. Local strategies for programmatic implementation and usage tracking of the CLIFF Tool Suite shall be written and placed in each local workforce development board's four-year plan, reflected in the local workforce development board's operating policies and implementation shall be monitored by the Department of Economic Opportunity.

#### **IV. AUTHORITIES**

[Public Law 113-128, the Workforce Innovation and Opportunity Act \(WIOA\)](#)

[Chapter 445.003 – 445.004, Florida Statutes](#)

[Chapter 2021-164, Laws of Florida](#)

[Training and Employment Guidance Letter No. 19-16](#)

[CareerSource Florida Policy 2021.12.09.A.1 – Comprehensive Employment Education and Training Strategy](#)

#### **V. ATTACHMENTS**

[State of Florida Workforce Innovation and Opportunity Act Unified Plan](#)

[CareerSource Florida's Reimagining Florida's Workforce System: A Three-Pillar Plan for Transformation](#)

[Florida CLIFF Dashboard](#)

Approved \_\_\_\_\_ ✓  
Disapproved \_\_\_\_\_

## **Action Item 6**

### **CAREERSOURCE FLORIDA STRATEGIC POLICY – 2002.01.09.A.3 RECAPTURE AND REALLOCATION OF WORKFORCE INNOVATION AND OPPORTUNITY ACT FUNDS**

In 2002, CareerSource Florida, formerly known as Workforce Florida, approved Strategic Policy 2002.01.09.A.3 to comply with the Workforce Investment Act and to require an annual review of funding obligations for local workforce development boards within the CareerSource Florida network.

Public Law 113-128, the Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014. WIOA Sections 128(c)(3) and 133(c) describe the reallocation of funds among local workforce development areas.

In 2021, the Florida Legislature passed, and the Governor signed into law, the Reimagining Education and Career Help (REACH) Act. The REACH Act addresses the evolving needs of Florida's economy by increasing the level of collaboration and cooperation among state businesses and education communities while improving training within and access to a more integrated workforce and education system for all Floridians.

The CareerSource Florida professional team consulted with the Florida Department of Economic Opportunity's (DEO's) Bureau of One-Stop and Program Support and selected local workforce development board staff to revise Strategic Policy 2002.01.09.A.3 – Deobligation and Reallocation of WIOA funds. This policy is renamed Strategic Policy 2002.01.09.A.3 – Recapture and Reallocation of WIOA Funds. The policy requires an annual review of Public Law 113-128, 2014, WIOA funding obligations for all local workforce development boards within the CareerSource Florida network. The annual review will determine if obligated balances at the state level meet the requirements of the federal WIOA grant and ensure that local workforce development boards' obligations of WIOA funds are sufficient to enable the federal WIOA grant to be most effective statewide.

WIOA funds have a three-year life, but local formula allocations must be expended by local workforce development boards within two years. This policy requires WIOA funds to be spent efficiently and effectively. Balances remaining after two years revert to DEO for reallocation to eligible local workforce development areas for expenditure during the third year.

This periodic review and recommended obligation rates for the WIOA-Adult, WIOA-Youth and WIOA-Dislocated Worker programs are administered by DEO pursuant to Chapter 445.004(5)(b), Florida Statutes and the Florida WIOA State Plan.

If DEO determines the state is at risk of not meeting required obligation levels, WIOA funds may be recaptured from local workforce development boards with obligation levels below the threshold and reallocated to local workforce development boards that have met the threshold for obligations. The state has discretion in recapturing and reallocating funds to meet the requirements of the State Workforce Development Plan. The recapture and reallocation of funds is not mandatory.

This policy applies to all WIOA funds allocated to all local workforce development boards within the CareerSource Florida network.

## **FOR CONSIDERATION**

- **Approve revisions to Strategic Policy 2002.01.09.A.3 providing for the recapture and reallocation of WIOA funds and directing the Florida Department of Economic Opportunity to develop an administrative policy to effectively and efficiently implement this process.**

# Action Item 7

## **FISCAL YEAR 2023-2024 CAREERSOURCE FLORIDA NETWORK FUNDING**

\* \* \* \* \*

Each year, Florida is notified of several federal awards and state appropriations to be received during the upcoming fiscal year. In most cases, the manner for distributing these funds among the state and 24 local workforce development boards is defined in the authorizing federal act or in the state appropriations bill; however, the specific state and local calculations are not known until updated allocation factors are applied to the funding awards. This action item defines these specific allocations in accordance with the authorizing grants, provides recommendations for the allocation of state-level funds for various state initiatives that advance the statewide strategic goals for workforce development and seeks the approval of the CareerSource Florida Board of Directors for specific reserves, commitments and local workforce development board allocations.

This action item covers the Florida Workforce System's major funding streams: the Workforce Innovation and Opportunity Act (WIOA), Temporary Assistance for Needy Families (TANF), and Wagner-Peyser Act (WP). It serves as the financial blueprint for operationalizing the unified brand values, vision, mission, promise and pillars of the state's CareerSource Florida network:

### **Our Values**

- Continuous Improvement
- Integrity
- Purpose-Driven
- Talent Focus
- Business-Driven

### **Our Vision**

Florida will be the global leader for talent.

### **Our Mission**

The Florida Workforce System connects Floridians with employment and career development opportunities to achieve economic prosperity and employers with qualified, skilled talent.

### **Our Promise**

Florida's Workforce System promises a dedicated team of professionals who possess an understanding of your needs. Uniquely positioned, we offer assets, expertise, and effective partnerships to deliver seamless and efficient services, demonstrate our value to all customers through results and drive economic priorities through talent development.



## Our Pillars

- Collaborate
- Innovate
- Lead

Funding provided under WIOA must be allocated in accordance with the authorizing federal act (Public Law 113-128, as amended). This act defines specific allocation methodologies for its three principal funding streams (Adult, Youth, and Dislocated Worker) to be followed in allocating funding to local workforce development boards. The act also defines allowances for funding levels for the state rapid response initiative and state-level set-aside funds, also referred to as the Governor's Reserve or as discretionary CareerSource Florida Board funding.

In the case of TANF state-appropriated funds, the Florida Legislature allocates a certain level of funding to the workforce system but does not define specific local allocations or the specific allocation methodology that the CareerSource Florida Board must use. However, the Florida Legislature does define specific line-item appropriations or specific proviso language which would be deducted from total funding available prior to the allocation of TANF funds to local workforce development boards. The CareerSource Florida Board, in determining specific local allocations, is required to maximize funds distributed directly to the local workforce development boards through these appropriations, with such distributions to be based on the anticipated client caseload and the achievement of performance standards.

Specific direction and approval are needed by the CareerSource Florida Board for key workforce investment areas as follows:

1. **Workforce Innovation and Opportunity Act Funding** consisting of the Adult, Youth, and Dislocated Worker funding streams with three primary allocation categories:
  - a. Local Workforce Development Board Allocations
  - b. State-Level Set-Aside or Governor's Reserve
  - c. State Rapid Response Funds
2. **Temporary Assistance for Needy Families** including:
  - a. State-Level Allocations and Initiatives
  - b. Local Workforce Development Board Allocations and Initiatives
3. **Wagner-Peyser Act:**
  - a. Wagner-Peyser 7A
  - b. Wagner-Peyser 7B
4. **Budget Implementing Actions**

## WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

**FEDERAL PROGRAM YEAR 2023 for Fiscal Year 2023/24 – \$122,195,108 (Prior Year 2022/23 – \$133,431,747; decrease of \$11,236,639 or -8.4%)**

### **BASIC PURPOSE AND ELIGIBILITY:**

1. Career and training services for Adults, Youth, and Dislocated Workers through the CareerSource Florida network; and
2. Broad, nearly universal eligibility for career services, but more restrictive eligibility for training services based on priority for individuals with low income, employment barriers and/or dislocation from employment.

**SPECIFIC MANDATES/LIMITATIONS:** There are multiple federal restrictions and regulations governing allocation to state and local workforce development boards, including the use of funds, reporting, etc. Further, state law mandates percentages of WIOA funds that must be used for Individual Training Accounts (ITAs) at the local level.

**DISTRIBUTION MECHANISMS:** Federal laws specify formulas for distributing WIOA funds among states and for sub-state allocations, primarily based upon relative shares of workforce, unemployment and poverty factors. WIOA provides that for Adult and Youth funding streams, 85% of the total federal award must be distributed to local workforce development boards by formula, allowing the Governor to reserve up to 15% at the state level for operational expenses, performance-based incentive payments to boards, program management and oversight, and state board-authorized initiatives. Similarly, WIOA Dislocated Worker funds also allow 15% to be transferred to the state-level “pool,” with another 25% of the total federal award allocated for purposes of funding a state-level program for rapid response assistance to dislocated workers, including emergency supplements to local workforce development boards. The remaining 60% of the federal Dislocated Worker funds are then distributed to the local workforce development boards based on a formula that uses local economic factors.

**SPECIFIC FUND DISTRIBUTIONS FOR FY 2023/24:** The Program Year 2023 funding allotments to the states, published in U.S. Department of Labor (USDOL) Training and Employment Guidance Letter (TEGL) 15-22, are reflected in this document. For specific identification of amounts to be received under the various WIOA categories by the state and local workforce development boards, refer to the flowchart titled “***Florida Funding for Workforce Innovation and Opportunity Act.***”

As shown on the following chart, a total of **\$122,195,108** will be awarded to Florida from Program Year 2023 funds for Fiscal Year 2023/24, down by **\$11,236,639** or a decrease of **8.4%** from the previous year’s grant award. From the total WIOA funds awarded, **\$18,329,264**, is allocated by the federal act to the state-level set-aside pool; the statewide Dislocated Worker Program for the Rapid Response Unit is allocated 25%, or **\$10,710,896**, of the federal dislocated worker funding, and the balance of **\$93,154,948** is allocated to the 24 local workforce development areas.

	<u>PY 2023/24</u>	<u>PY 2022/23</u>	<u>Change</u>
<b>Total WIOA Grant Award</b>	<b>\$ 122,195,108</b>	<b>\$ 133,431,747</b>	<b>\$ (11,236,639)</b>
State Set-Aside	18,329,264	20,014,759	(1,685,495)
Rapid Response	10,710,896	11,679,137	(968,241)
Local Allocations	93,154,948	101,737,851	(8,582,903)

#### **LOCAL WORKFORCE DEVELOPMENT BOARD (LWDB) ALLOCATIONS**

As shown on the *Florida Funding for Workforce Innovation and Opportunity Act* chart for Program Year 2023, a total of **\$93,154,948** is available through direct formula allocations to local workforce development areas from the Adult, Youth, and Dislocated Worker funds. The spreadsheet titled, "*Program Year 2023 Workforce Innovation and Opportunity Act, Local Workforce Development Board Formula Allocations*," shows the total allocations of WIOA funds with a comparison to the prior year, and the four sets of spreadsheets that follow it reflect the individual allocations for each of the three funding streams.

#### **STATE SET-ASIDE ALLOCATIONS**

**15% State Set-Aside Allocation** – As shown in the *Florida Funding for Workforce Innovation and Opportunity Act* chart, the federal act allocates a portion of each of the WIOA Adult, Youth and Dislocated Worker funding streams for use by the Governor for state-level initiatives. For Program Year 2023/24, the amount currently allocated to the state is **\$18,329,264**.

After statewide administrative and program costs of the Department of Economic Opportunity (DEO) and CareerSource Florida, Inc., are deducted from the total WIOA funds available, the remaining balance is available for the Governor's discretionary projects. The CareerSource Florida Board determines specific allotments for purposes of state demonstration and pilot projects as well as other workforce development initiatives.

<b>Total WIOA Set-Aside Pool</b>	<u><b>PY 2023/24</b></u> <b>\$18,329,264</b>
Estimated Balance of Recaptured Funds (Includes Est. Balance of Rapid Response and 15% State-Level Set-Aside)	7,490,543
DEO Admin Carry-over	3,808,116
<b>Total WIOA Funds Available</b>	<b>\$29,627,923</b>
Less Statewide Administrative and Program Services:	
DEO	(8,511,446)
CareerSource Florida	(3,354,686)
LWDB Support and Shared Services	(1,749,931)
<b>Balance of Funds Available for State Board Discretion</b>	<b>\$15,811,860</b>

**Governor's Discretionary Funding** – As shown in the previous tabulation, the Governor has available discretionary funding in the amount of **\$15,811,860**, after combining the balance of WIOA unobligated funding brought forward from the prior year with the new year's WIOA grant award and accounting for statewide administrative and program services.

### **Hope Florida – A Pathway to Promise Initiative (\$2,500,000)**

The Hope Florida – A Pathway to Promise initiative would be the latest expansion of the overarching, statewide Hope Florida – A Pathway to Prosperity initiative that was launched in 2020 as a pilot program by the Florida Department of Children and Families (DCF). Hope Florida – A Pathway to Promise would focus on enhancing collaboration between the CareerSource Florida network and DCF to help Floridians achieve self-sufficiency through employment, training and support services.

Hope Florida – A Pathway to Prosperity is a comprehensive approach to addressing poverty and promoting economic mobility in Florida. Through this initiative, DCF is guiding Floridians on an individualized path to prosperity, economic self-sufficiency and hope by focusing on community collaboration among the private sector, faith-based community organizations, non-profits and government entities to break down silos and connect Floridians to resources that lead to stability and new economic opportunities.

Hope Florida – A Pathway to Promise would strengthen coordination between the Department of Children and Families and Florida's local workforce development boards to better assist eligible Floridians with overcoming barriers to education, training and employment. Under the Hope Florida – A Pathway to Promise initiative, a referral process involving regional DCF offices and local workforce development boards would be developed and specialized services and programming would be available using these funds to help Hope Florida program participants find jobs, enroll in training and launch new career pathways that lead to self-sufficiency and economic prosperity. Local workforce development boards also would be able to refer potential clients in need of immediate support to address barriers and challenges not related to employment to DCF to access resources that are beyond the allowability of WIOA funding.

Lastly, continually linking these efforts to the spirit of the Reimagining Education and Career Help (REACH) Act of 2021 and 2023's Senate Bill 240, this no-wrong-door approach would further ensure public resources are effectively targeted to help more Floridians and their families achieve economic stability and improve their quality of life. The employment-focused expansion would continue to build on the momentum and outcomes of the innovative Hope Florida – A Pathway to Prosperity initiative that now also includes programs for supporting seniors (Hope Florida – A Pathway to Purpose) and at-risk youth and their families (Hope Florida – A Pathway to Potential).

### **Florida Healthcare Training Initiative (\$2,750,000)**

The Florida Healthcare Training Initiative (FHTI) is a specialized program under WIOA that focuses on enhancing healthcare training opportunities and fostering a skilled healthcare workforce in Florida. FHTI recognizes the critical role of well-trained healthcare professionals in delivering quality healthcare services and aims to provide accessible and comprehensive training programs to individuals seeking healthcare careers.

A key goal of the FHTI pilot is to assess the impact of fully leveraging the flexibilities allowable within WIOA to remove barriers to enrollment and increase both the type and length of services to increase credential attainment in healthcare, along with initial employment and employment retention for one year.

The objectives of this initiative include:

1. Promote High-Quality Training: FHTI will promote high-quality healthcare training programs aligned with industry standards and best practices. These programs will cover a range of

healthcare occupations including, but not limited to, nursing, medical coding, medical assisting, pharmacy technicians and laboratory technicians. Training curricula will emphasize both theoretical knowledge and practical skills required for employment.

2. **Expand Access and Minimize Eligibility Requirements:** FHTI will prioritize accessibility by fully utilizing the flexibilities allowed in WIOA through minimizing eligibility requirements and expanding available services. The goal is to ensure individuals from diverse backgrounds, underrepresented populations and underserved communities have equal opportunities to enroll in healthcare training programs and attain employment. The initiative will focus on expanding pathways for healthcare careers.
3. **Supportive Services:** FHTI will establish a robust system of supportive services to address participants' needs throughout their training journey. These services may include career counseling, academic advising, mentorship programs, transportation assistance, childcare support and access to affordable healthcare. The goal is to provide innovative, individualized, and allowable wraparound support that enables participants to focus on training and successful attainment of a credential as well as employment by continuing supportive services throughout the participants' first year of employment in healthcare.
4. **Employer Engagement and Work-Based Learning:** FHTI will foster partnerships with healthcare employers, industry associations and healthcare education providers to develop work-based learning opportunities. These may include apprenticeships, internships and clinical rotations, allowing participants to gain practical experience, develop professional networks, and increase their employability in the healthcare field.
5. **Data-Driven Approach:** FHTI will use data-driven decision-making to continuously evaluate the effectiveness and outcomes of the initiative. By monitoring participant outcomes, program performance and labor market trends, FHTI will be able to make informed adjustments to training programs, supportive services and partnerships to maximize the impact on and achieve positive employment outcomes for participants.

#### **Incumbent Worker Training Grant Program (\$3,000,000)**

When workers lack needed training and businesses experience skills gaps, a company's ability to compete, expand and retain workers can be compromised. Florida's Incumbent Worker Training grant program addresses such needs. The Incumbent Worker Training grant program was created to provide grant funding for continuing education and training of incumbent employees at existing Florida businesses. The program has proven to be a popular resource for small businesses.

#### **Rural Initiatives (\$2,000,000)**

Florida has identified 29 Florida counties and six cities in three additional counties as Rural Areas of Opportunity. These counties and cities face extraordinary economic challenges. Historically, CareerSource Florida's Board of Directors has designated supplementary allocations for local workforce development boards identified as rural boards to support operations by Florida's smallest local workforce development boards in providing workforce services to employers and residents in the areas they serve. Initiatives funded through this allocation will support critical workforce development needs in rural communities.

#### **Support System Improvements and Reimagining Education and Career Help (REACH) Act Implementation (\$5,000,000)**

An investment of \$5 million in funding is recommended to aid in modernizing the alignment of local workforce development boards to better support service excellence across the CareerSource

Florida network, with an emphasis on serving the state's priority commitments. This includes transition assistance, supporting the creation of new legal entities, rebranding assistance and organizational change management.

This investment in supporting the realignment from 24 local workforce development boards into 21 boards will help ensure the local workforce development boards' continuity of constituent services is uninterrupted, and the goals of realignment can be fully realized, including:

- Access to workforce training options while never decreasing access to services;
- Collaboration among economic, educational and governmental agencies;
- Consistent services to businesses and workforce across the state;
- Alignment of workforce development with economic development;
- Elimination of administrative layers to help focus on workforce development;
- Flexibility in allocating resources to businesses and workforce;
- Businesses' opportunities to partner within their industry clusters; and
- Accountability of workforce-related programs.

### **Discretionary Funding Summary**

Pending approval of the recommended reserves and commitments outlined here, an estimated balance of \$561,860 will be available to be added to the budgeted reserve or carried forward into the next fiscal year. This amount is an estimate because certain current-year funds may not be available for carry-forward purposes and allocated funds may not be expended at the level expected during the fiscal year.

<b>Total 2023/24 WIOA Funds Available</b>	<b>\$15,811,860</b>
<b>Less Proposed Discretionary Board Projects:</b>	
Hope Florida Initiative	(2,500,000)
Florida Healthcare Training Initiative	(2,750,000)
Incumbent Worker Training	(3,000,000)
Rural Initiatives	(2,000,000)
System Improvements and REACH Act Implementation	(5,000,000)
Budget Reserve	(500,000)
<b>Balance Remaining for State Projects</b>	<b>\$61,860</b>

### **WIOA – STATE RAPID RESPONSE FUNDS**

As noted previously, **25%, or \$10,710,896**, of the total federal WIOA Dislocated Worker funding (\$42,843,586) provided to the state for Program Year 2023/24 may be reserved by federal law for the purposes of establishing and operating the state-level Rapid Response Unit and providing emergency allocations to address local dislocation events. From this amount, the state board is required by Chapter 445, F.S., to maintain an emergency reserve, historically set at \$1,000,000, to fund the operational costs of DEO's Rapid Response Unit.

The following tabulation shows the distribution of the total federal award for 2023/24:

<b>Total Dislocated Worker Funds (23/24)</b>	<b>\$42,843,586</b>
Less Local Pass-Through	(25,706,153)
Less State-Level Set Aside (15%)	<u>(6,426,537)</u>

**Balance for State-Level Rapid Response Reserve****\$10,710,896**

From the total Rapid Response funding available to the state board from new-year funding, program management costs of **\$715,000** are being requested as well as continuation of the **\$1,000,000** emergency reserve. The **\$1,000,000** emergency reserve will allow DEO to fund supplemental requests from local workforce development boards during Fiscal Year 2023/24 for major dislocations and plant closures as well as the needs of the unemployed and long-term unemployed.

To ensure Florida continues a comprehensive, proactive rapid response system, **\$3,500,000** will be distributed to the LWDBs for dedicated Rapid Response Coordinators. Supplemental Dislocated Worker funds will be distributed in the amount of **\$5,495,896** back to the LWDBs via the formula allocation.

**Total Rapid Response State-Level Allocation****\$10,710,896**

Less: Proposed Rapid Response Program Unit Costs

(715,000)

Less: Proposed Emergency Reserve (*Chapter 445, F.S.*)

(1,000,000)

Less: Rapid Response Allocations

(3,500,000)

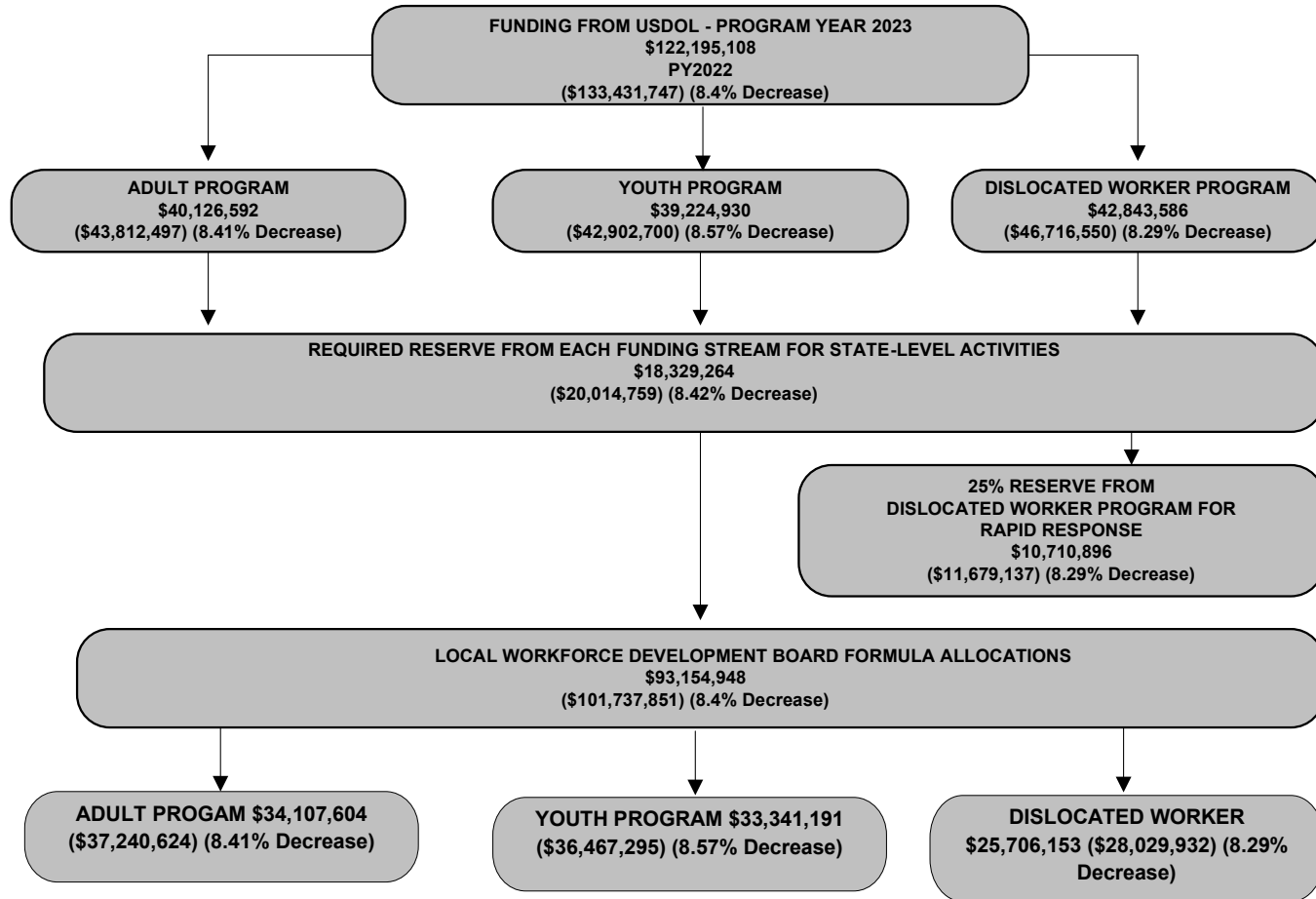
Less: Supplemental Dislocated Worker Allocation

(5,495,896)**Balance****\$0**

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**FOR CONSIDERATION****Approval of the Program Year 2023/24 WIOA state-level discretionary board projects.**

## FLORIDA FUNDING FOR WORKFORCE INNOVATION & OPPORTUNITY ACT





**Program Year 2023 Workforce Innovation and Opportunity Act  
Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS		WIOA ADULT	WIOA YOUTH	WIOA DISLOCATE D WORKER	PY 2023 FINAL ALLOCATION	PY 2022 FINAL ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	\$796,339	\$943,321	\$477,320	\$2,216,980	\$2,120,714	\$96,266	4.54%
2	CareerSource Okaloosa Walton	\$288,513	\$229,793	\$201,896	\$720,202	\$738,123	(\$17,921)	-2.43%
3	CareerSource Chipola	\$260,172	\$206,140	\$96,035	\$562,347	\$643,461	(\$81,114)	-12.61%
4	CareerSource Gulf Coast	\$354,995	\$308,381	\$333,125	\$996,501	\$1,199,531	(\$203,030)	-16.93%
5	CareerSource Capital Region	\$780,419	\$1,480,408	\$450,943	\$2,711,770	\$2,745,945	(\$34,175)	-1.24%
6	CareerSource North Florida	\$336,690	\$289,318	\$108,857	\$734,865	\$730,580	\$4,285	0.59%
7	CareerSource Florida Crown	\$243,142	\$286,210	\$101,647	\$630,999	\$658,557	(\$27,558)	-4.18%
8	CareerSource Northeast Florida	\$2,262,027	\$2,239,702	\$2,059,677	\$6,561,406	\$6,713,747	(\$152,341)	-2.27%
9	CareerSource North Central Florida	\$437,659	\$958,994	\$389,864	\$1,786,517	\$1,977,631	(\$191,114)	-9.66%
10	CareerSource Citrus Levy Marion	\$1,162,150	\$1,121,786	\$574,175	\$2,858,111	\$2,944,839	(\$86,728)	-2.95%
11	CareerSource Flagler Volusia	\$852,604	\$804,421	\$813,174	\$2,470,199	\$2,776,432	(\$306,233)	-11.03%
12	CareerSource Central Florida	\$4,966,604	\$5,016,757	\$3,543,770	\$13,527,131	\$14,012,055	(\$484,924)	-3.46%
13	CareerSource Brevard	\$632,152	\$548,465	\$625,035	\$1,805,652	\$2,062,421	(\$256,769)	-12.45%
14	CareerSource Pinellas	\$1,145,026	\$918,857	\$995,625	\$3,059,508	\$3,555,008	(\$495,500)	-13.94%
15	CareerSource Tampa Bay	\$2,177,393	\$2,318,736	\$1,801,057	\$6,297,186	\$7,028,576	(\$731,390)	-10.41%
16	CareerSource Pasco Hernando	\$1,038,140	\$918,176	\$784,358	\$2,740,674	\$2,741,240	(\$566)	-0.02%
17	CareerSource Polk	\$1,632,935	\$1,588,430	\$1,012,083	\$4,233,448	\$3,990,528	\$242,920	6.09%
18	CareerSource Suncoast	\$790,880	\$644,356	\$707,334	\$2,142,570	\$2,412,255	(\$269,685)	-11.18%
19	CareerSource Heartland	\$519,271	\$551,563	\$206,158	\$1,276,992	\$1,317,819	(\$40,827)	-3.10%
20	CareerSource Research Coast	\$1,020,696	\$890,940	\$768,878	\$2,680,514	\$2,617,739	\$62,775	2.40%
21	CareerSource Palm Beach County	\$1,959,406	\$1,799,009	\$1,740,714	\$5,499,129	\$5,989,134	(\$490,005)	-8.18%
22	CareerSource Broward	\$2,666,135	\$2,324,084	\$2,535,716	\$7,525,935	\$9,424,629	(\$1,898,694)	-20.15%
23	CareerSource South Florida	\$5,710,976	\$5,110,943	\$3,656,354	\$14,478,273	\$18,357,607	(\$3,879,334)	-21.13%
24	CareerSource Southwest Florida	\$2,073,280	\$1,842,401	\$1,722,358	\$5,638,039	\$4,979,280	\$658,759	13.23%
STATEWIDE TOTALS		\$34,107,604	\$33,341,191	\$25,706,153	\$93,154,948	\$101,737,851	(\$8,582,903)	-8.4%

**Program Year 2023 Workforce Innovation and Opportunity Act  
Adult Program Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	AREA OF SUBSTANTIAL UNEMPLOYMENT			ECONOMICALLY DISADVANTAGED		LWDB SHARE	HH *	PY2023 FINAL ALLOCATION	PY2022 FINAL ALLOCATION	DIFFERENCE	%
	LABOR FORCE	Total	Rate	Total	Excess						
1 CareerSource Escarosa	57,050	3,706	6.5%	42,710	39,778	0.023347845		\$796,339	\$703,484	\$92,855	13.20%
2 CareerSource Okaloosa Walton	12,385	803	6.5%	20,560	18,877	0.008458898		\$288,513	\$284,534	\$3,979	1.40%
3 CareerSource Chipola	2,882	186	6.5%	24,120	23,606	0.007627968		\$260,172	\$290,824	(\$30,652)	-10.54%
4 CareerSource Gulf Coast	732	49	6.7%	19,985	18,773	0.010408102	*	\$354,995	\$444,290	(\$89,295)	-20.10%
5 CareerSource Capital Region	57,359	3,705	6.5%	37,890	35,489	0.022881100		\$780,419	\$784,604	(\$4,185)	-0.53%
6 CareerSource North Florida	12,393	810	6.5%	23,090	22,518	0.009871397		\$336,690	\$326,215	\$10,475	3.21%
7 CareerSource Florida Crown	5,124	362	7.1%	18,850	18,263	0.007128665		\$243,142	\$245,945	(\$2,803)	-1.14%
8 CareerSource Northeast Florida	150,794	9,766	6.5%	122,830	112,317	0.066320307		\$2,262,027	\$2,326,818	(\$64,791)	-2.78%
9 CareerSource North Central Flori	20,348	1,332	6.5%	28,680	26,791	0.012831700	*	\$437,659	\$524,159	(\$86,500)	-16.50%
10 CareerSource Citrus Levy Marion	85,917	5,569	6.5%	57,140	54,550	0.034073057		\$1,162,150	\$1,208,208	(\$46,058)	-3.81%
11 CareerSource Flagler Volusia	37,326	2,429	6.5%	51,920	48,070	0.024997474	*	\$852,604	\$1,013,389	(\$160,785)	-15.87%
12 CareerSource Central Florida	417,071	27,010	6.5%	204,655	187,086	0.145615729		\$4,966,604	\$4,957,397	\$9,207	0.19%
13 CareerSource Brevard	24,601	1,590	6.5%	39,825	36,159	0.018534042	*	\$632,152	\$759,459	(\$127,307)	-16.76%
14 CareerSource Pinellas	10,723	827	7.7%	71,370	65,170	0.033570981	*	\$1,145,026	\$1,363,109	(\$218,083)	-16.00%
15 CareerSource Tampa Bay	151,470	9,801	6.5%	117,885	108,084	0.063838937		\$2,177,393	\$2,422,824	(\$245,431)	-10.13%
16 CareerSource Pasco Hernando	69,779	4,532	6.5%	59,365	55,289	0.030437196		\$1,038,140	\$1,008,942	\$29,198	2.89%
17 CareerSource Polk	143,768	9,283	6.5%	63,600	59,432	0.047875975		\$1,632,935	\$1,501,921	\$131,014	8.72%
18 CareerSource Suncoast	35,034	2,270	6.5%	49,540	44,729	0.023187782	*	\$790,880	\$929,003	(\$138,123)	-14.87%
19 CareerSource Heartland	29,323	1,952	6.7%	26,900	25,946	0.015224503		\$519,271	\$529,187	(\$9,916)	-1.87%
20 CareerSource Research Coast	73,041	4,739	6.5%	47,100	43,440	0.029925774		\$1,020,696	\$964,646	\$56,050	5.81%
21 CareerSource Palm Beach Count	127,118	8,235	6.5%	102,190	92,832	0.057447774		\$1,959,406	\$2,171,072	(\$211,666)	-9.75%
22 CareerSource Broward	151,311	9,828	6.5%	142,220	129,158	0.078168343	*	\$2,666,135	\$3,333,563	(\$667,428)	-20.02%
23 CareerSource South Florida	353,007	22,864	6.5%	262,370	245,204	0.167440006	*	\$5,710,976	\$7,202,678	(\$1,491,702)	-20.71%
24 CareerSource Southwest Florida	144,022	9,338	6.5%	98,075	90,019	0.060786447		\$2,073,280	\$1,944,353	\$128,927	6.63%
STATEWIDE TOTALS	2,172,578	140,986	6.5%	1,732,870	1,601,580	1.000000000		\$34,107,604	\$37,240,624	(\$3,133,020)	-8.41%

**Program Year 2023 Workforce Innovation and Opportunity Act**

### Youth Program Local Workforce Development Board Formula Allocations

LOCAL WORKFORCE DEVELOPMENT BOARDS	AREA OF SUBSTANTIAL UNEMPLOYMENT			ECONOMICALLY DISADVANTAGED		LWDB SHARE	HH *	PY 2023 FINAL ALLOCATION	PY 2022 FINAL ALLOCATION	DIFFERENC E	%
	LABOR FORCE	Total	Rate								
1 CareerSource Escarosa	57,050	3,706	6.5%	7,330	4,398	0.028292962		\$943,321	\$870,776	\$72,545	8.33%
2 CareerSource Okaloosa Walton	12,385	803	6.5%	3,025	1,342	0.006892168		\$229,793	\$225,123	\$4,670	2.07%
3 CareerSource Chipola	2,882	186	6.5%	2,035	1,521	0.006182748	*	\$206,140	\$241,492	(\$35,352)	-14.64%
4 CareerSource Gulf Coast	732	49	6.7%	2,480	1,268	0.009249243	*	\$308,381	\$383,159	(\$74,778)	-19.52%
5 CareerSource Capital Region	57,359	3,705	6.5%	14,255	11,854	0.044401779		\$1,480,408	\$1,500,596	(\$20,188)	-1.35%
6 CareerSource North Florida	12,393	810	6.5%	2,020	1,448	0.008677501		\$289,318	\$276,036	\$13,282	4.81%
7 CareerSource Florida Crown	5,124	362	7.1%	3,060	2,473	0.008584268		\$286,210	\$299,249	(\$13,039)	-4.36%
8 CareerSource Northeast Florida	150,794	9,766	6.5%	19,670	9,157	0.067175233		\$2,239,702	\$2,362,153	(\$122,451)	-5.18%
9 CareerSource North Central Florida	20,348	1,332	6.5%	10,245	8,356	0.028763038		\$958,994	\$1,064,693	(\$105,699)	-9.93%
10 CareerSource Citrus Levy Marion	85,917	5,569	6.5%	6,310	3,720	0.033645635		\$1,121,786	\$1,150,624	(\$28,838)	-2.51%
11 CareerSource Flagler Volusia	37,326	2,429	6.5%	6,385	2,535	0.024126946	*	\$804,421	\$957,223	(\$152,802)	-15.96%
12 CareerSource Central Florida	417,071	27,010	6.5%	31,445	13,876	0.150467242		\$5,016,757	\$5,101,343	(\$84,586)	-1.66%
13 CareerSource Brevard	24,601	1,590	6.5%	5,240	1,574	0.016450068	*	\$548,465	\$655,959	(\$107,494)	-16.39%
14 CareerSource Pinellas	10,723	827	7.7%	7,865	1,665	0.027559201	*	\$918,857	\$1,083,069	(\$164,212)	-15.16%
15 CareerSource Tampa Bay	151,470	9,801	6.5%	19,840	10,039	0.069545688		\$2,318,736	\$2,607,188	(\$288,452)	-11.06%
16 CareerSource Pasco Hernando	69,779	4,532	6.5%	5,860	1,784	0.027538797		\$918,176	\$919,265	(\$1,089)	-0.12%
17 CareerSource Polk	143,768	9,283	6.5%	9,125	4,957	0.047641669		\$1,588,430	\$1,435,634	\$152,796	10.64%
18 CareerSource Suncoast	35,034	2,270	6.5%	5,535	724	0.019326132	*	\$644,356	\$747,202	(\$102,846)	-13.76%
19 CareerSource Heartland	29,323	1,952	6.7%	4,190	3,236	0.016542984		\$551,563	\$566,138	(\$14,575)	-2.57%
20 CareerSource Research Coast	73,041	4,739	6.5%	5,690	2,030	0.026721916		\$890,940	\$857,133	\$33,807	3.94%
21 CareerSource Palm Beach County	127,118	8,235	6.5%	15,445	6,087	0.053957559		\$1,799,009	\$2,020,355	(\$221,346)	-10.96%
22 CareerSource Broward	151,311	9,828	6.5%	18,510	5,448	0.069706099	*	\$2,324,084	\$2,914,085	(\$590,001)	-20.25%
23 CareerSource South Florida	353,007	22,864	6.5%	31,320	14,154	0.153292123	*	\$5,110,943	\$6,525,605	(\$1,414,662)	-21.68%
24 CareerSource Southwest Florida	144,022	9,338	6.5%	13,110	5,054	0.055259001		\$1,842,401	\$1,703,195	\$139,206	8.17%
STATEWIDE TOTALS	2,172,578	140,986	6.5%	249,990	118,700	1.000000000		\$33,341,191	\$36,467,295	(\$3,126,104)	-8.57%

**Program Year 2023 Workforce Innovation and Opportunity Act  
Dislocated Worker Program Local Workforce Development Board  
Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	20%	25%	25%	30%	LWDB SHARE	HH *	PY 2023	PY 2022	DIFFERENCE	%
	UC CLAIMANTS	UC CONCENTRATION	MASS LAYOFF	LONG-TERM UNEMPLOYED			FINAL ALLOCATION	FINAL ALLOCATION		
1 CareerSource Escarosa	613	6,872	5,429	54	0.018568325		\$477,320	\$546,454	(\$69,134)	-12.65%
2 CareerSource Okaloosa Walton	239	3,413	2,183	21	0.007853985		\$201,896	\$228,466	(\$26,570)	-11.63%
3 CareerSource Chipola	108	1,308	905	10	0.003735866	*	\$96,035	\$111,145	(\$15,110)	-13.59%
4 CareerSource Gulf Coast	278	2,640	2,417	22	0.012958972	*	\$333,125	\$372,082	(\$38,957)	-10.47%
5 CareerSource Capital Region	563	5,875	5,117	57	0.017542201		\$450,943	\$460,745	(\$9,802)	-2.13%
6 CareerSource North Florida	158	1,535	1,294	11	0.004234651		\$108,857	\$128,329	(\$19,472)	-15.17%
7 CareerSource Florida Crown	136	1,497	1,026	12	0.003954175		\$101,647	\$113,363	(\$11,716)	-10.33%
8 CareerSource Northeast Florida	2,837	24,577	24,108	256	0.080123901		\$2,059,677	\$2,024,776	\$34,901	1.72%
9 CareerSource North Central Florida	340	4,316	4,215	34	0.015166167	*	\$389,864	\$388,779	\$1,085	0.28%
10 CareerSource Citrus Levy Marion	739	7,742	6,173	72	0.022336101		\$574,175	\$586,007	(\$11,832)	-2.02%
11 CareerSource Flagler Volusia	1,079	10,080	9,831	98	0.031633428		\$813,174	\$805,820	\$7,354	0.91%
12 CareerSource Central Florida	4,598	43,214	43,821	431	0.137856884		\$3,543,770	\$3,953,315	(\$409,545)	-10.36%
13 CareerSource Brevard	814	8,446	7,158	74	0.024314597		\$625,035	\$647,003	(\$21,968)	-3.40%
14 CareerSource Pinellas	1,251	13,501	11,804	117	0.038731001		\$995,625	\$1,108,830	(\$113,205)	-10.21%
15 CareerSource Tampa Bay	2,330	22,276	21,909	220	0.070063282		\$1,801,057	\$1,998,564	(\$197,507)	-9.88%
16 CareerSource Pasco Hernando	1,019	10,624	9,204	91	0.030512469		\$784,358	\$813,033	(\$28,675)	-3.53%
17 CareerSource Polk	1,368	11,775	12,186	127	0.039371219		\$1,012,083	\$1,052,973	(\$40,890)	-3.88%
18 CareerSource Suncoast	846	10,957	8,605	73	0.027516128		\$707,334	\$736,050	(\$28,716)	-3.90%
19 CareerSource Heartland	275	2,844	2,305	24	0.008019799		\$206,158	\$222,494	(\$16,336)	-7.34%
20 CareerSource Research Coast	1,048	9,661	7,963	101	0.029910272		\$768,878	\$795,960	(\$27,082)	-3.40%
21 CareerSource Palm Beach County	2,297	22,159	18,743	225	0.067715845		\$1,740,714	\$1,797,707	(\$56,993)	-3.17%
22 CareerSource Broward	3,285	30,475	29,775	322	0.098642394	*	\$2,535,716	\$3,176,981	(\$641,265)	-20.18%
23 CareerSource South Florida	3,966	37,001	36,750	397	0.142236567	*	\$3,656,354	\$4,629,324	(\$972,970)	-21.02%
24 CareerSource Southwest Florida	2,395	20,480	28,025	148	0.067001767		\$1,722,358	\$1,331,732	\$390,626	29.33%
STATEWIDE TOTALS	32,581	313,268	300,946	2,997	1.000000000		\$25,706,153	\$28,029,932	(\$2,323,779)	-8.29%

**Program Year 2023 Workforce Innovation and Opportunity Act  
Supplemental Dislocated Worker Program Local Workforce Development Board  
Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	20%	25%	25%	30%	LWDB SHARE	PY 2023	PY2023	TOTAL
	UC CLAIMANTS	UC CONCENTRATION	MASS LAYOFF	LONG-TERM UNEMPLOYED		FINAL ALLOCATION DLW	FINAL ALLOCATION SUPPLEMENTAL DLW	
1 CareerSource Escarosa	613	6,872	5,429	54	0.018568325	\$477,320	\$102,050	\$579,370
2 CareerSource Okaloosa Walton	239	3,413	2,183	21	0.007853985	\$201,896	\$43,165	\$245,061
3 CareerSource Chipola	108	1,308	905	10	0.003735866	\$96,035	\$20,532	\$116,567
4 CareerSource Gulf Coast	278	2,640	2,417	22	0.012958972	\$333,125	\$71,221	\$404,346
5 CareerSource Capital Region	563	5,875	5,117	57	0.017542201	\$450,943	\$96,410	\$547,353
6 CareerSource North Florida	158	1,535	1,294	11	0.004234651	\$108,857	\$23,273	\$132,130
7 CareerSource Florida Crown	136	1,497	1,026	12	0.003954175	\$101,647	\$21,732	\$123,379
8 CareerSource Northeast Florida	2,837	24,577	24,108	256	0.080123901	\$2,059,677	\$440,353	\$2,500,030
9 CareerSource North Central Florida	340	4,316	4,215	34	0.015166167	\$389,864	\$83,352	\$473,216
10 CareerSource Citrus Levy Marion	739	7,742	6,173	72	0.022336101	\$574,175	\$122,757	\$696,932
11 CareerSource Flagler Volusia	1,079	10,080	9,831	98	0.031633428	\$813,174	\$173,854	\$987,028
12 CareerSource Central Florida	4,598	43,214	43,821	431	0.137856884	\$3,543,770	\$757,647	\$4,301,417
13 CareerSource Brevard	814	8,446	7,158	74	0.024314597	\$625,035	\$133,630	\$758,665
14 CareerSource Pinellas	1,251	13,501	11,804	117	0.038731001	\$995,625	\$212,862	\$1,208,487
15 CareerSource Tampa Bay	2,330	22,276	21,909	220	0.070063282	\$1,801,057	\$385,061	\$2,186,118
16 CareerSource Pasco Hernando	1,019	10,624	9,204	91	0.030512469	\$784,358	\$167,693	\$952,051
17 CareerSource Polk	1,368	11,775	12,186	127	0.039371219	\$1,012,083	\$216,380	\$1,228,463
18 CareerSource Suncoast	846	10,957	8,605	73	0.027516128	\$707,334	\$151,226	\$858,560
19 CareerSource Heartland	275	2,844	2,305	24	0.008019799	\$206,158	\$44,076	\$250,234
20 CareerSource Research Coast	1,048	9,661	7,963	101	0.029910272	\$768,878	\$164,384	\$933,262
21 CareerSource Palm Beach County	2,297	22,159	18,743	225	0.067715845	\$1,740,714	\$372,159	\$2,112,873
22 CareerSource Broward	3,285	30,475	29,775	322	0.098642394	\$2,535,716	\$542,128	\$3,077,844
23 CareerSource South Florida	3,966	37,001	36,750	397	0.142236567	\$3,656,354	\$781,716	\$4,438,070
24 CareerSource Southwest Florida	2,395	20,480	28,025	148	0.067001767	\$1,722,358	\$368,235	\$2,090,593
<b>STATEWIDE TOTALS</b>	<b>32,581</b>	<b>313,268</b>	<b>300,946</b>	<b>2,997</b>	<b>1.0000000000</b>	<b>\$25,706,153</b>	<b>\$5,495,896</b>	<b>\$31,202,049</b>

## Action Item 2, Continued

### TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

\* \* \* \* \*

**STATE APPROPRIATIONS, FISCAL YEAR 2023/24 – \$58,339,163 (Prior Year 2022/23 – \$58,294,377; increase of \$44,786 or .08%)**

**BASIC PURPOSE AND ELIGIBILITY:** TANF serves low-income families with children, including two-parent families. The TANF program strongly emphasizes a “Work First” philosophy that combines added assistance in obtaining needed training, starting work and receiving childcare; transportation and transitional supports to retain employment, advance and become self-sufficient; and time limits and sanctions as needed.

**SPECIFIC MANDATES/LIMITATIONS:** Eligibility limits for receiving Temporary Cash Assistance (TCA) benefits include having a gross income equal to or less than 185% of the federal poverty level and limited assets. Services/programs that assist families in avoiding welfare dependency by gaining and retaining employment are available in the form of one-time payments, job placement assistance and transitional work support services, and can be more broadly extended to “needy families” (set at 200% of the poverty level in Florida). Also, there are other diversion programs designed to reduce and/or prevent welfare dependency, such as teen pregnancy prevention programs, programs that enable the formation and maintenance of two-parent families, and post-employment career advancement and job retention programs. Florida is required to provide matching state general revenue funds to satisfy the federal “maintenance of effort.” TANF funds may not be used for medical expenses, undocumented immigrants, or convicted felons. TANF funds which are unspent at the local level within specified time limits are restricted to “benefits only” and can no longer be used for other purposes including workforce and support services.

**DISTRIBUTION MECHANISMS:** TANF funds are provided to the state by federal block grants with some special supplements provided to Florida and other states. There are no federally established formulas for sub-state distribution of TANF funds, noting that TANF administration in most states is state or county-based, with no decentralized governance/delivery structures similar to Florida’s local workforce development boards. The Florida Legislature defines and approves the yearly appropriation of TANF funds to DEO and the CareerSource Florida Board to address both state and local needs which are further administered, allocated, and directed by the state board.

Since the state board’s inception in July 2000, the CareerSource Florida Board has transitioned the historical TANF allocation formula (based only on the cash assistance caseload) to a 50/50 allocation formula – 50% of the available funds are allocated to local workforce development boards based upon their share of the number of children within households receiving Supplemental Nutrition Assistance Program (SNAP) benefits, and the remaining 50% based upon cash assistance caseload or TANF households with an adult member. The data on numbers of children receiving SNAP benefits and the

TANF cash assistance caseload are available from the Department of Children and Families.

In calculating the 2023/24 distributions, the state board applied a 90% “hold harmless” provision to ensure that no local workforce development board would face an inordinate shift or reduction of funds from the prior fiscal year due to shifts in data used in the funding methodology. This is the same hold harmless provision required under the WIOA Adult, Youth and Dislocated Worker programs, which calculates a two-year average percentage for each LWDB and assures they will not receive less than 90% of that average.

**SPECIFIC FUND DISTRIBUTIONS FOR FY 2023/24:** A total of **\$58,339,163** in TANF funds was appropriated by the 2023 Florida Legislature. This amount includes **\$4,408,256** for program and administrative support provided by the Department of Economic Opportunity and the CareerSource Florida Board. This funding also includes a specific appropriation of **\$690,000** for the Non-Custodial Parent Employment Program for Pinellas, Pasco, Hernando, and Hillsborough counties, and **\$726,000** for Miami-Dade County to be administered by CareerSource Pasco Hernando. After deducting program and administrative support, and the **\$1,416,000** for the Non-Custodial Parent Employment Program, the remaining amount available for local allocations is **\$52,514,907**, which is level funded with the prior year.

	<b><u>FY 2023/24</u></b>
DEO and CareerSource Florida Administration	<b>\$ 4,408,256</b>
Non-Custodial Parent Program	<b>1,416,000</b>
Local Allocations	<b><u>52,514,907</u></b>
Total	<b>\$58,339,163</b>

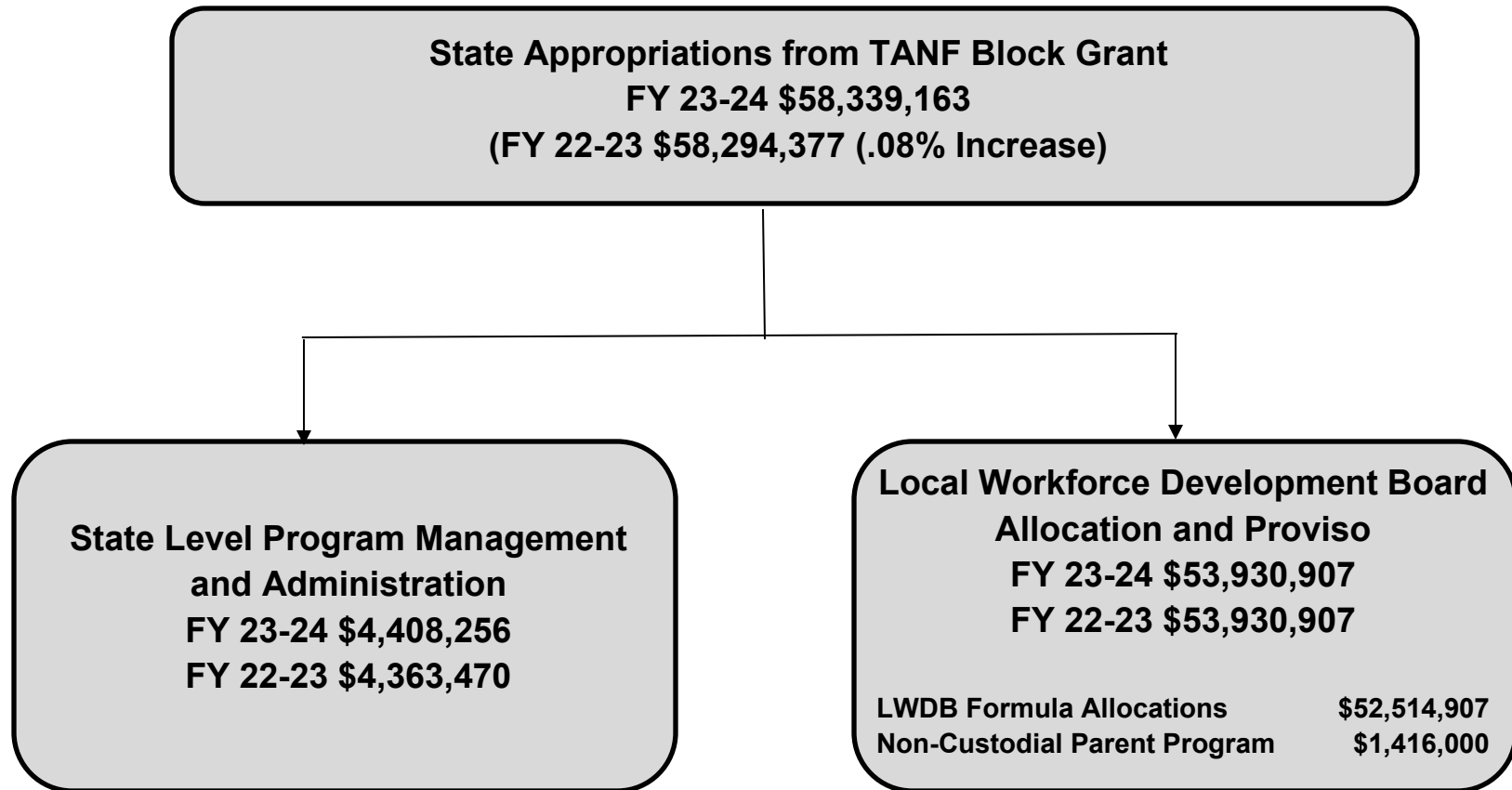
Using these amounts and assuming no additional changes in the allocation methodology, the total amounts by LWDBs are reflected on the attached chart titled “***Program Year 2023 Temporary Assistance for Needy Families Local Workforce Development Board Formula Allocations.***”

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#### **FOR CONSIDERATION**

**Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2023/24.**

**FLORIDA FUNDING FOR  
Temporary Assistance for Needy Families (TANF)**





**Program Year 2023 Welfare Transition Program  
Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS		50% WELFARE CASELOAD	50% SNAP	LWDB SHARE	HH * FY 2023/24 FINAL ALLOCATION	FY 2022/23 FINAL ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	1,986	148,269	0.023061191	* \$1,211,056	\$1,373,086	(\$162,030)	-11.80%
2	CareerSource Okaloosa Walton	620	57,313	0.008182776	* \$429,718	\$479,880	(\$50,162)	-10.45%
3	CareerSource Chipola	564	43,692	0.006102907	* \$320,494	\$381,929	(\$61,435)	-16.09%
4	CareerSource Gulf Coast	732	63,913	0.008361013	* \$439,078	\$503,258	(\$64,180)	-12.75%
5	CareerSource Capital Region	1,875	115,965	0.016902002	* \$887,607	\$1,007,160	(\$119,553)	-11.87%
6	CareerSource North Florida	527	49,841	0.006607089	* \$346,971	\$409,023	(\$62,052)	-15.17%
7	CareerSource Florida Crown	669	49,925	0.009686409	* \$508,681	\$594,571	(\$85,890)	-14.45%
8	CareerSource Northeast Florida	9,682	521,727	0.079599236	* \$4,180,146	\$4,675,660	(\$495,514)	-10.60%
9	CareerSource North Central Florida	1,379	86,898	0.012622113	* \$662,849	\$791,050	(\$128,201)	-16.21%
10	CareerSource Citrus Levy Marion	3,695	190,567	0.029470488	* \$1,547,640	\$1,762,874	(\$215,234)	-12.21%
11	CareerSource Flagler Volusia	3,962	193,707	0.030709397	* \$1,612,701	\$1,789,559	(\$176,858)	-9.88%
12	CareerSource Central Florida	18,117	893,873	0.123534544	\$6,487,405	\$7,263,315	(\$775,910)	-10.68%
13	CareerSource Brevard	2,506	142,761	0.021046731	* \$1,105,267	\$1,259,647	(\$154,380)	-12.26%
14	CareerSource Pinellas	4,253	195,490	0.035849025	* \$1,882,608	\$2,029,860	(\$147,252)	-7.25%
15	CareerSource Tampa Bay	11,273	513,546	0.074959104	* \$3,936,470	\$4,367,220	(\$430,750)	-9.86%
16	CareerSource Pasco Hernando	3,975	206,096	0.033974261	* \$1,784,155	\$1,946,145	(\$161,990)	-8.32%
17	CareerSource Polk	5,617	334,898	0.043271422	* \$2,272,395	\$2,596,595	(\$324,200)	-12.49%
18	CareerSource Suncoast	2,775	143,402	0.022765227	* \$1,195,514	\$1,319,933	(\$124,419)	-9.43%
19	CareerSource Heartland	1,220	85,882	0.014007194	* \$735,586	\$823,521	(\$87,935)	-10.68%
20	CareerSource Research Coast	2,168	166,850	0.018961547	\$995,764	\$1,144,745	(\$148,981)	-13.01%
21	CareerSource Palm Beach County	5,179	396,375	0.045142365	\$2,370,647	\$2,484,348	(\$113,701)	-4.58%
22	CareerSource Broward	6,840	571,209	0.069987496	* \$3,675,387	\$4,064,166	(\$388,779)	-9.57%
23	CareerSource South Florida	40,993	1,160,347	0.219355757	\$11,519,447	\$6,998,494	\$4,520,953	64.60%
24	CareerSource Southwest Florida	6,932	321,573	0.045840706	\$2,407,321	\$2,448,868	(\$41,547)	-1.70%
STATEWIDE TOTALS		137,539	6,654,119	1.000000000	\$52,514,907	\$52,514,907	\$0	0.00%

\*Indicates 90% Hold Harmless in Effect

Note: The Social Services Estimating Conference (02/08/2023) noted the sharp rise in non-citizen applicant activity in the Families with Adults and the Unemployed Parent TANF caseloads. Both categories are expected to stay elevated through FY 2023-24 before slowly returning to prior levels. Over half of the statewide increase in refugee arrivals between 2021 and 2022 occurred in the CareerSource South Florida region.

# Action Item 2, Continued

## WAGNER-PEYSER ACT (WP)

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**FEDERAL AWARD FY 2023/24 FOR WAGNER-PEYSER – \$38,791,016 (Prior Year 2022/23 \$38,879,016; decrease of \$88,000 or -0.23%)**

**Statutory Reference:** Wagner-Peyser Act of 1933, 48 Stat.113 as amended; Workforce Investment Act of 1998; Workforce Innovation and Opportunity Act of 2014.

**Grantor Agency:** USDOL

**Grant Program Objectives:** To place persons in employment by providing a variety of placement-related services without charge to job seekers and to employers seeking qualified individuals to fill job openings.

### **Description of the Grant Program:**

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices known as the Employment Service. The Wagner-Peyser Act was amended by the Workforce Investment Act of 1998 and the Workforce Innovation and Opportunity Act (WIOA) of 2014, making the Employment Service part of the one-stop delivery system. Employment services are an integral part of the one-stop delivery system that provides an integrated array of high-quality services so that workers, job seekers, and businesses can find the services they need under one roof in easy-to-reach locations. Employment services are services related to a labor exchange system including job search assistance, referral and placement assistance to job seekers, reemployment services to unemployment insurance claimants, and recruitment services to employers with job openings. Services may be delivered through self-service, facilitated self-help services, and staff-assisted services. Core services, such as assessments of skill levels, abilities, and aptitudes; career guidance when appropriate; job search workshops; and referral to training as appropriate may also be available. The services offered to employers, in addition to referral of job seekers to job openings, include matching job requirements with job seeker experience, skills, and other attributes; helping with special recruitment needs; helping employers analyze hard-to-fill job orders; assisting with job restructuring; and helping employers address layoffs.

### **Description of Process Used to Allocate Available Grant Funds:**

**Wagner-Peyser 7(a) Funds** – As shown on the *Florida Funding for Wagner-Peyser* chart, approximately 95% (\$33,183,583) of the new year funding is available to support one-stop program services at the local level. In addition, \$1,500,000 from prior year carryover funding will be used to support public outreach to advance the customer-centered goals of the Reimagining Education and Career Help (REACH) Act and effective implementation of the new WIOA Governor's Reserve Funds Plan. The REACH Act charges the workforce system with increasing the use of federal and state programs, available through local workforce development boards, which are designed to serve individuals with barriers to employment, helping them to achieve self-

sufficiency. These funds would support CareerSource Florida-led collaborative, integrated communications planning and tactics for statewide and regional outreach through public information, media relations, public service announcements, advertising outreach to job seekers and employers, social media outreach, outreach and engagement with partner organizations and other strategies with a priority for public and stakeholders' communications that advances the REACH Act's customer-centered goals and initiatives funded by WIOA Governor's Reserve funds.

The allocation of Wagner-Peyser funding to local workforce development boards is based on the federal formula used to distribute grant funds among the states. The formula is:

- 2/3 based on the relative share of the state's civilian labor force (based on an annualized average)
- 1/3 based on the relative share of the state's number of unemployed individuals (based on an annualized average)

<b>Total PY 2023 WP 7(a)</b>	<b>\$34,911,914</b>
<b>Carryover Funding</b>	<b>8,577,274</b>
<b>Total WP 7(a) Available Funding</b>	<b>\$43,489,188</b>

DEO Administration	(1,728,331)
LWDB Salaries and Pass-Through	(27,676,852)
LWDB Salary and Benefit Adjustment	(511,140)
Labor Exchange System	(4,128,705)
LWDB Insurance and HR Fees	(366,886)
Customer Relationship Management	(500,000)
Licenses	
Statewide Outreach	(1,500,000)

<b>Remaining for State-Level Administration</b>	<b>\$7,077,274</b>
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**Wagner-Peyser 7(b) Funds** – Section 7(b) of the Wagner-Peyser Act reserves 10% (or \$3,879,102) of the available grant funds allocated to Florida (\$38,791,016) for use by the Governor for state-level activities including outreach, special projects, and performance incentives. The remaining grant funds are available for additional eligible activities.

<b>Total PY 2023 WP 7(b)</b>	<b>\$3,879,102</b>
Plus Est. Bal. of Unreserved W-P 7(b) Funds	390,070
<b>Total WP 7(b) Funds Available</b>	<b>\$4,269,172</b>

The following recommendations are presented to the State Board for the establishment of commitments for 2023/24.

#### **CareerSource Florida Network Navigator Positions (\$4,269,172)**

Navigator positions are an integral part of the enhanced case management approach under WIOA. Navigators are professionals who work directly with individuals with special needs to provide personalized guidance, support and resources throughout their employment and training

journey. These positions are designed to help job seekers overcome barriers to employment and achieve their career goals.

Key aspects of focused services through navigator positions include:

1. Individualized Assessments: Navigators conduct thorough assessments of job seekers' skills, interests, and needs to develop personalized career plans. They consider factors such as education, work experience and barriers to employment, including disabilities, limited English proficiency or other challenges.
2. Goal Setting: Navigators work closely with individuals to establish realistic employment or training goals based on their assessments. These goals may include gaining new skills, obtaining industry-recognized credentials, or securing suitable employment.
3. Career Guidance and Counseling: Navigators provide career guidance, counseling and ongoing support to help individuals make informed decisions about their career paths. They assist with exploring job options, identifying training opportunities, and understanding labor market trends.
4. Resource Referrals: Navigators connect individuals to various support services and resources available through the workforce system, community organizations, and other partners. These resources may include job search assistance, skills training programs, apprenticeships, supportive services and more.
5. Collaboration with Partners: Navigators collaborate with employers, training providers, educational institutions, and other stakeholders to create opportunities for job seekers. They foster relationships with these partners to ensure that individuals receive access to relevant job openings, training programs and other career advancement opportunities.
6. Monitoring and Follow-Up: Navigators continuously monitor individuals' progress and provide ongoing support to help them stay on track toward their goals. They may offer additional coaching, address emerging challenges, and make necessary adjustments to career plans.

One example of focused services is the Military Family Employment Advocacy Program (MFEAP). MFEAP was established by Section 445.055, F.S., to provide employment advocates and services at Florida career centers with high military populations associated with military bases. Persons eligible for assistance through this program include spouses and dependents of active-duty military personnel, Florida National Guard members, and military reservists located in Florida. CareerSource Florida has allocated Wagner-Peyser 7(b) funds to LWDBs 1, 2, 4, 8, 13, 15, and 23 since state Fiscal Year 2008/09 to keep this successful program operational.

There are approximately 37,000 military spouses who currently reside in Florida, and 60% of them live in these local workforce development areas. The current funding helps facilitate the work of 10 MFEAP advocates assigned to career centers in Pensacola, Fort Walton Beach, Panama City, Jacksonville, Cocoa, Tampa Bay and Miami-Dade County. The MFEAP advocates' sole focus is to assist active-duty military spouses and dependents in obtaining and retaining gainful employment. Many of the advocates are co-located at family support centers within military bases.

Focus areas for the CareerSource Florida Network Navigator positions in FY 2023-24 include:

- Military Family Employment Advocacy Navigators at applicable local workforce development boards;
- Hope Florida Navigators at all local workforce development boards;
- Apprenticeship Navigators at all local workforce development boards;

- Additional navigator supports as needed for specialized needs, such as Substance Abuse and Reentry and Broadband Infrastructure.

Overall, the goal of providing focused services through navigator positions is to provide job seekers with comprehensive support, increase their employability, and help them secure sustainable employment and further expand talent pipelines for employers. By offering personalized guidance and connecting individuals to relevant resources, navigators play a crucial role in maximizing the impact of workforce development programs.

**Wagner-Peyser 7(b) Funding Summary**

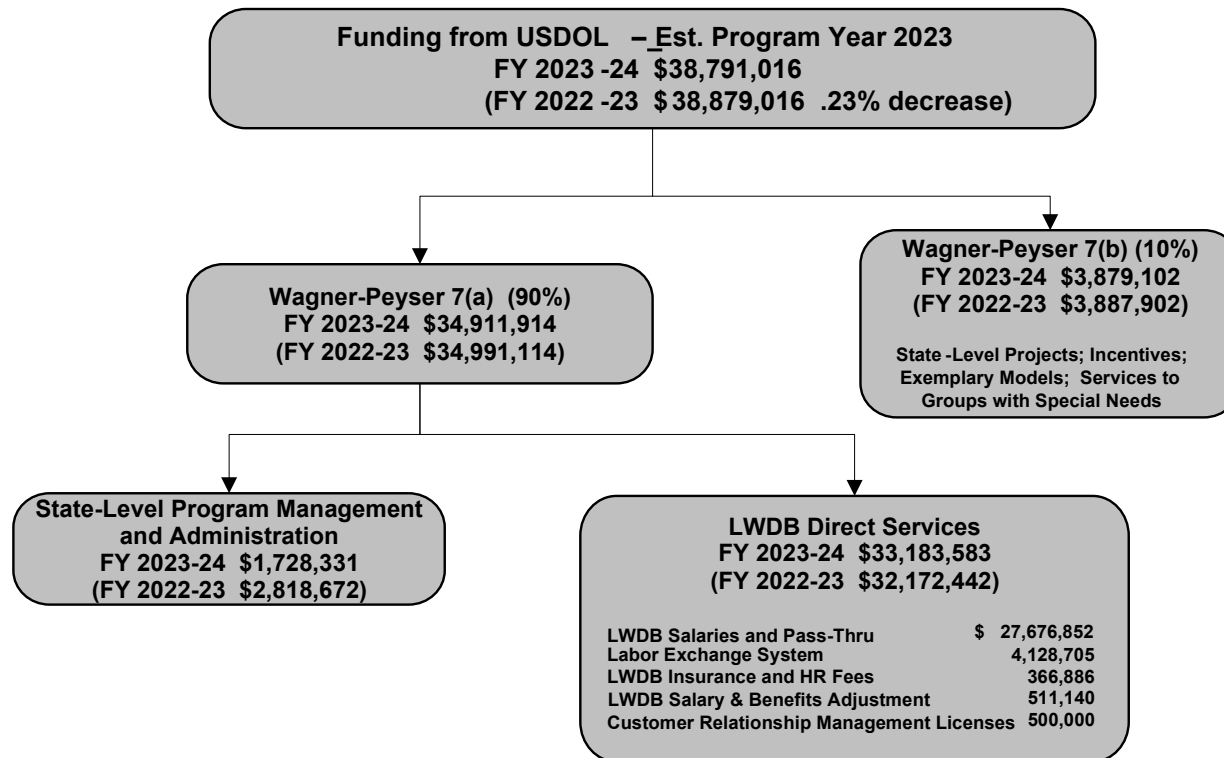
<b>Total 2023/24 WP 7(b) Funds Available</b>	<b>\$4,269,172</b>
<b>Less Proposed Discretionary Board Allocations:</b>	
Florida Network Navigator Positions	(4,269,172)
<b>Balance Remaining</b>	<b>\$0</b>

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**FOR CONSIDERATION**

**Approval of the Program Year 2023/24 Wagner-Peyser 7 (a) and (b) projects.**

## FLORIDA FUNDING FOR WAGNER-PEYSER



**Program Year 2023 Wagner-Peyser Act  
Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	2/3	1/3	LWDB SHARE	PY 2023	PY 2022	DIFFERENCE	
	CIVILIAN LABOR FORCE	UNEMPLOYED INDIVIDUALS		FINAL ALLOCATION	FINAL ALLOCATION		
1 CareerSource Escarosa	236,587	6,872	0.021967443	\$607,990	\$600,730	\$7,260	1.21%
2 CareerSource Okaloosa Walton	138,348	3,413	0.012201516	\$337,700	\$326,912	\$10,788	3.30%
3 CareerSource Chipola	40,888	1,308	0.003924569	\$108,620	\$109,384	(\$764)	-0.70%
4 CareerSource Gulf Coast	98,227	2,640	0.008893726	\$246,150	\$244,337	\$1,813	0.74%
5 CareerSource Capital Region	195,104	5,875	0.018336937	\$507,509	\$495,178	\$12,331	2.49%
6 CareerSource North Florida	46,197	1,535	0.004494973	\$124,407	\$124,239	\$168	0.14%
7 CareerSource Florida Crown	47,343	1,497	0.004525527	\$125,252	\$123,609	\$1,643	1.33%
8 CareerSource Northeast Florida	859,731	24,577	0.079406865	\$2,197,732	\$2,135,037	\$62,695	2.94%
9 CareerSource North Central Florida	152,541	4,316	0.014041534	\$388,625	\$376,822	\$11,803	3.13%
10 CareerSource Citrus Levy Marion	214,680	7,742	0.021536148	\$596,053	\$573,632	\$22,421	3.91%
11 CareerSource Flagler Volusia	316,525	10,080	0.030332646	\$839,512	\$818,434	\$21,078	2.58%
12 CareerSource Central Florida	1,461,987	43,214	0.136544084	\$3,779,110	\$3,802,872	(\$23,762)	-0.62%
13 CareerSource Brevard	296,542	8,446	0.027356147	\$757,132	\$748,072	\$9,060	1.21%
14 CareerSource Pinellas	510,331	13,501	0.045977996	\$1,272,526	\$1,252,150	\$20,376	1.63%
15 CareerSource Tampa Bay	804,474	22,276	0.073535611	\$2,035,234	\$2,018,253	\$16,981	0.84%
16 CareerSource Pasco Hernando	335,024	10,624	0.032057402	\$887,248	\$859,133	\$28,115	3.27%
17 CareerSource Polk	338,322	11,775	0.033486419	\$926,799	\$933,283	(\$6,484)	-0.69%
18 CareerSource Suncoast	382,600	10,957	0.035358807	\$978,620	\$954,612	\$24,008	2.51%
19 CareerSource Heartland	76,525	2,844	0.007766471	\$214,951	\$209,868	\$5,083	2.42%
20 CareerSource Research Coast	299,612	9,661	0.028839140	\$798,177	\$773,417	\$24,760	3.20%
21 CareerSource Palm Beach County	763,006	22,159	0.070842399	\$1,960,695	\$1,935,346	\$25,349	1.31%
22 CareerSource Broward	1,065,006	30,475	0.098398313	\$2,723,356	\$2,831,558	(\$108,202)	-3.82%
23 CareerSource South Florida	1,420,383	37,001	0.127355990	\$3,524,812	\$3,791,201	(\$266,389)	-7.03%
24 CareerSource Southwest Florida	662,327	20,480	0.062819339	\$1,738,642	\$1,638,773	\$99,869	6.09%
STATEWIDE TOTALS	10,762,310	313,268	1.000000000	\$27,676,852	\$27,676,852	\$0	0.00%

## **Action Item 2, Continued**

### **Consolidated Action Item 1 – Fiscal Year 2023-2024 CareerSource Florida Network Funding**

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#### **FOR CONSIDERATION**

1. Approval to establish the Program Year 2023 WIOA state-level projects.
2. Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2023/24.
3. Approval of the Program Year 2023 Wagner-Peyser 7(a) and (b) state-level activities.



# Information Items



## Speakers' Bios

### Meredith Ivey

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Meredith Ivey was appointed as acting secretary of the Florida Department of Economic Opportunity (DEO) by Governor Ron DeSantis effective January 9, 2023. In this role, Acting Secretary Ivey assists the Governor in advancing Florida's economy by championing the state's economic development vision and by administering state and federal programs and initiatives to help visitors, citizens, businesses, and communities.

Prior to serving as acting secretary, Ivey served as the agency's chief of staff. She has held several roles in state government, including as deputy communications director for Governor Ron DeSantis, director of external affairs for the Constitution Revision Commission, and director of communications at the Florida Department of State.

Acting Secretary Ivey holds dual degrees in Political Science and English from the College of Holy Cross in Worcester, Massachusetts, where she played NCAA Division I volleyball. She currently resides in Tallahassee with her husband.

### Stacy Campbell-Domineck

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Stacy Campbell-Domineck serves as president and CEO of CareerSource Polk. In this role, Ms. Campbell-Domineck leads a workforce system consisting of two full-service career centers, a mobile unit, an administrative office and an employer services division. She has served the organization for nearly 20 years in a variety of roles including assistant director, program director and her current role. She also serves as president of the Florida Workforce Development Association representing Florida's local workforce development boards statewide.

Ms. Campbell-Domineck takes seriously the responsibility of improving Polk County's workforce through continuous improvement in skills development and leadership management. Prior to joining CareerSource Polk, she served in leadership positions at the University of Florida and Florida Southern College.

Ms. Campbell-Domineck holds bachelor's and master's degrees from Mississippi State University. She is a certified Senior Professional in Human Resources, a certified Florida and National Workforce Development Professional and a Job and Career Transition Coach.

## Shevaun Harris

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Shevaun Harris joined the Department of Children and Families (DCF) as the Secretary in February 2021 after a nearly two-decade career at the Agency for Health Care Administration.

Prior to joining DCF, Harris was responsible for administering the Florida Medicaid program and regulating over 40,000 healthcare facilities in the state. Harris held positions in the health and human services field providing services to children and adults diagnosed with HIV/AIDS and children receiving services in an inpatient psychiatric program. During her tenure at the AHCA, Harris led the development and maintenance of policies for Medicaid services, including those focused on children with special health care needs, Medicaid eligibility, long-term care, and behavioral health. She has overseen implementation of the agency's quality improvement initiatives, focusing on perinatal and behavioral health outcomes.

Harris is an innovator – most recently spearheading the development of the State's Canadian Prescription Drug Importation program. She has led several major implementations and was the lead negotiator for multi-billion-dollar contracts under the Statewide Medicaid Managed Care program. This includes contracts with specialty plans that serve the child welfare population and individuals with serious mental illness. As Acting Secretary, Harris led the Agency's COVID-19 efforts in partnership with other state agencies and essential healthcare providers.

She received her bachelor's degree in psychology, a master's degree in social work from Florida State University, and a master's degree in business administration from Quinnipiac University.

# Workforce Innovation and Opportunity Act (WIOA) Primary Indicators of Performance

Performance Period Ending March 31, 2023



The federal Workforce Innovation and Opportunity Act (WIOA) establishes performance accountability measures, known as Primary Indicators of Performance, to assess the effectiveness of states and local workforce development boards in achieving positive outcomes for individuals served by the workforce development system. The U.S. Department of Labor (USDOL) oversees the performance accountability requirements of WIOA on a program year basis (from July to June), which coincides with the state's fiscal year. Performance on the WIOA Primary Indicators of Performance is reported to USDOL on a quarterly basis.

Performance targets are negotiated with USDOL prior to the start of each program year. Driven by a commitment to excellence, Florida strives for local and state performance levels at 90% of negotiated targets. In quarter three of Program Year 2022-2023, Florida's workforce development system achieved 90% or more of the negotiated targets on 14 of the 18 WIOA Primary Indicators of Performance. Innovative and responsive workforce services and programs contributed to sustained statewide performance during the program year. Performance during quarter three of PY 2022-2023 was impacted by common exit guidance released by DEO in the fourth quarter of the program year that resulted in local boards exiting large numbers of disengaged participants from their active rosters in April through June 2021. The impact of these exits is seen in the Employed 2nd Quarter After Exit, Employed 4th Quarter After Exit, and Credential Attainments for the Adults, Dislocated Workers, and Youth participants.

Negotiated performance targets are adjusted after the end of each program year (usually around February of the following year) through a statistical adjustment model to account for economic conditions and participant characteristics. After this adjustment has occurred, the state's final performance is recalculated against the adjusted goals. Individual indicator scores (actual performance divided by the adjusted target) are considered met by USDOL when they are greater than or equal to 50%.

The data in this performance report represents a rolling four-quarter calculation of most recent performance data available through March 31, 2023. The tables in this report show actual performance in relation to performance targets negotiated with USDOL for PY 2022-2023. For additional information, please visit the Indicators of Performance Reports section on the Department of Economic Opportunity website at: [Indicators of Performance Reports](#). If you have questions about this report, please contact Daniel Harper, Bureau of One-Stop and Program Support at the Department of Economic Opportunity, at (850) 921-3327.

## Populations Served

The following populations are served through the workforce development programs measured within the Primary Indicators of Performance:

- **WIOA Adult:** Individuals who are 18 or older in need of job search assistance and training opportunities, with priority given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.
- **WIOA Dislocated Workers:** Individuals who are 18 or older and have lost their jobs through no fault of their own as a result of job loss, mass layoffs, global trade dynamics, or transitions in economic sectors.
- **WIOA Youth:** Individuals who are 14 to 24 years old and face barriers to education, training and employment.
- **Wagner-Peyser:** Individuals who are 18 or older, are authorized to work in the U.S. and are in need of job search assistance.

## Employment Indicators

### Employment 2nd Quarter After Exit

- **WIOA Adult, WIOA Dislocated Workers and Wagner-Peyser:** For these programs, this indicator captures the percentage of participants who are in unsubsidized employment during the 2nd quarter after exiting the program.
- **WIOA Youth:** For this program, this indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 2nd quarter after exiting the program.

### Employment 4th Quarter After Exit

- **WIOA Adult, WIOA Dislocated Workers and Wagner-Peyser:** For these programs, this indicator captures the percentage of participants who are in unsubsidized employment during the 4th quarter after exit from the program.
- **WIOA Youth:** For this program, this indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 4th quarter after exiting the program.

### Median Earnings 2nd Quarter After Exit

- **WIOA Adult, WIOA Dislocated Worker, WIOA Youth and Wagner-Peyser:** This indicator captures participants' median (middle value) quarterly earnings in the 2nd quarter after exiting the program.

## Education/Training Indicators

### Credential Attainment

- **WIOA Adult, WIOA Dislocated Worker and WIOA Youth:** This indicator captures the percentage of those participants enrolled in an education or training program (excluding those in On-the-Job Training or customized training) who attain a recognized postsecondary credential or a secondary education diploma, or its recognized equivalent, during participation in or within one year after exiting the program.

### Measurable Skill Gains

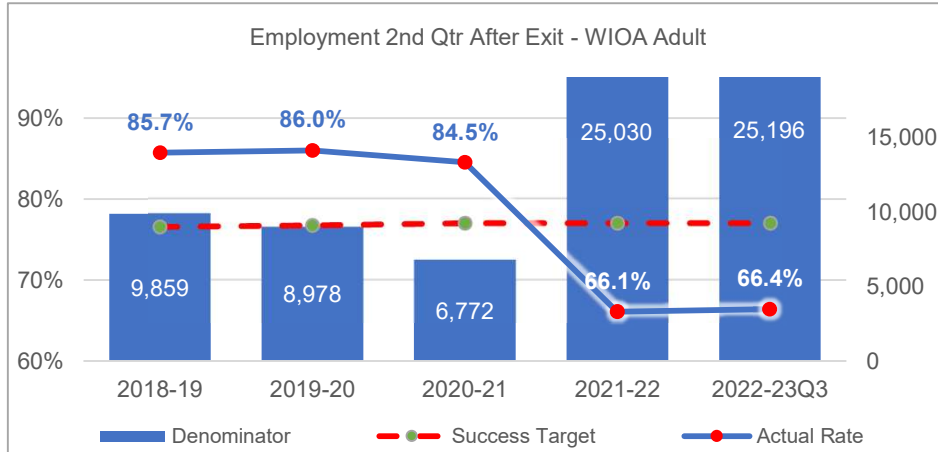
- **WIOA Adult, WIOA Dislocated Worker and WIOA Youth:** This indicator captures the percentage of participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational, or other forms of progress toward such a credential or employment.

The Measurable Skill Gains indicator is used to measure interim progress of participants who are enrolled in education or training services for a specified reporting period. Therefore, it is not an exit-based measure. Instead, it is intended to capture important progressions through pathways that offer different services based on program purposes and participant needs and can help fulfill the vision for a workforce system that serves a diverse set of individuals with a range of services tailored to individual needs and goals.

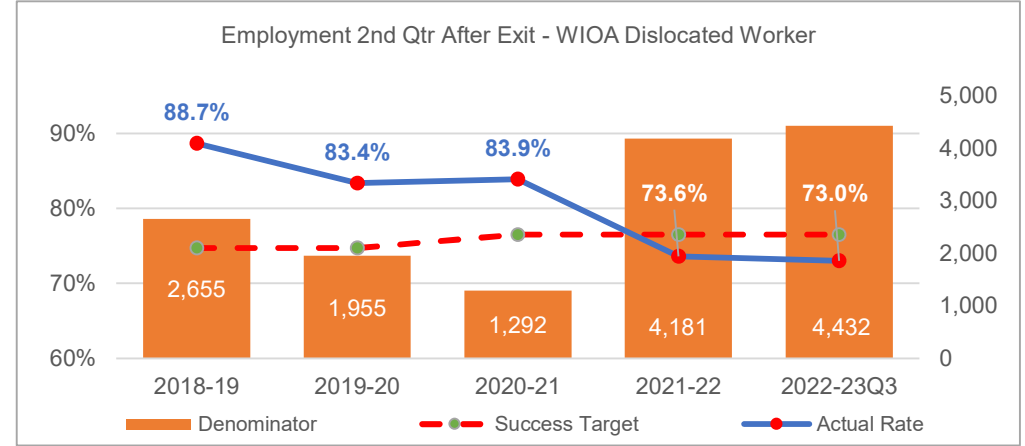
# Entered Employment Rate - 2nd Quarter After Exit

Program Year (PY) 2022-2023 Q3 Report

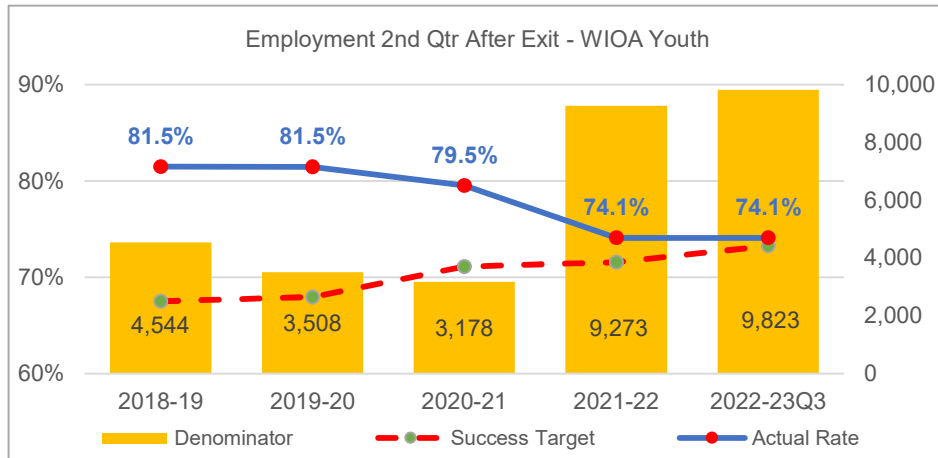
PY (July 1 - June 30)



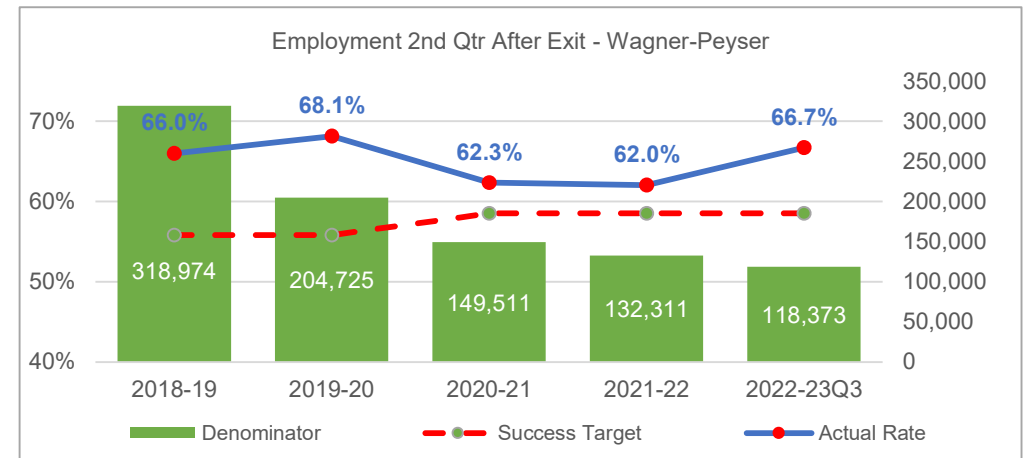
PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	8,453	7,721	5,724	16,555	16,739
Denominator	9,859	8,978	6,772	25,030	25,196
Actual Rate	85.7%	86.0%	84.5%	66.1%	66.4%
Success (≥90% of Goal)	76.5%	76.7%	77.0%	77.0%	77.0%



PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	2,354	1,630	1,084	3,079	3,237
Denominator	2,655	1,955	1,292	4,181	4,432
Actual Rate	88.7%	83.4%	83.9%	73.6%	73.0%
Success (≥90% of Goal)	74.7%	74.7%	76.5%	76.5%	76.5%



PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	3,703	2,858	2,527	6,870	7,277
Denominator	4,544	3,508	3,178	9,273	9,823
Actual Rate	81.5%	81.5%	79.5%	74.1%	74.1%
Success (≥90% of Goal)	67.5%	68.0%	71.1%	71.6%	73.3%



PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	210,397	139,458	93,177	82,070	78,981
Denominator	318,974	204,725	149,511	132,311	118,373
Actual Rate	66.0%	68.1%	62.3%	62.0%	66.7%
Success (≥90% of Goal)	55.8%	55.8%	58.5%	58.5%	58.5%

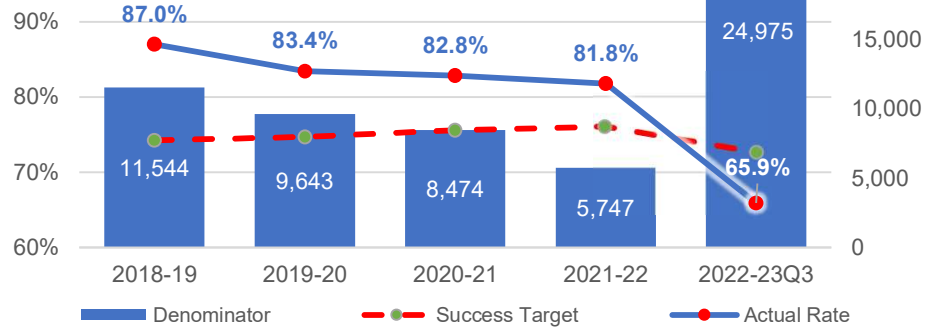
Note: Cohorts for PY 2022-23 are participants who received their last service between April 2021 and March 2022.

# Entered Employment Rate - 4th Quarter After Exit

Program Year (PY) 2022-2023 Q3 Report

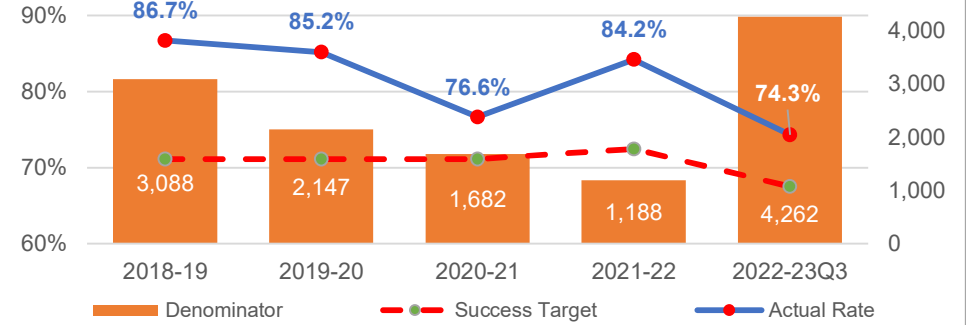
PY (July 1 - June 30)

Employment 4th Qtr After Exit - WIOA Adult



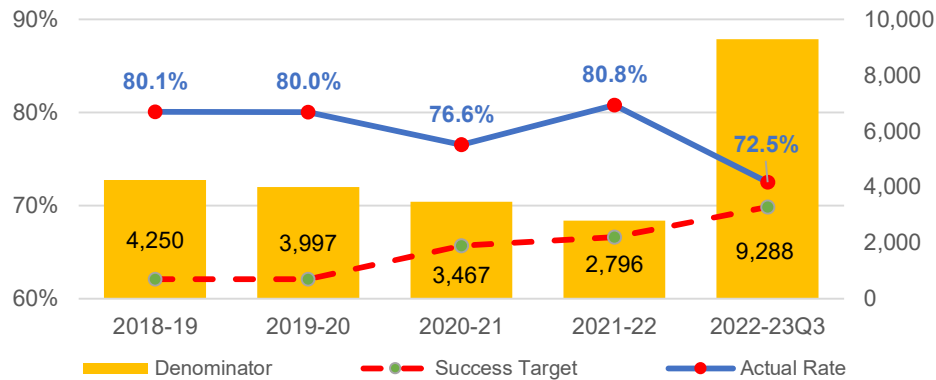
PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	10,046	8,045	7,020	4,701	16,461
Denominator	11,544	9,643	8,474	5,747	24,975
Actual Rate	87.0%	83.4%	82.8%	81.8%	65.9%
Success (≥90% of Goal)	74.3%	74.7%	75.6%	76.1%	72.6%

Employment 4th Qtr After Exit - WIOA Dislocated Worker



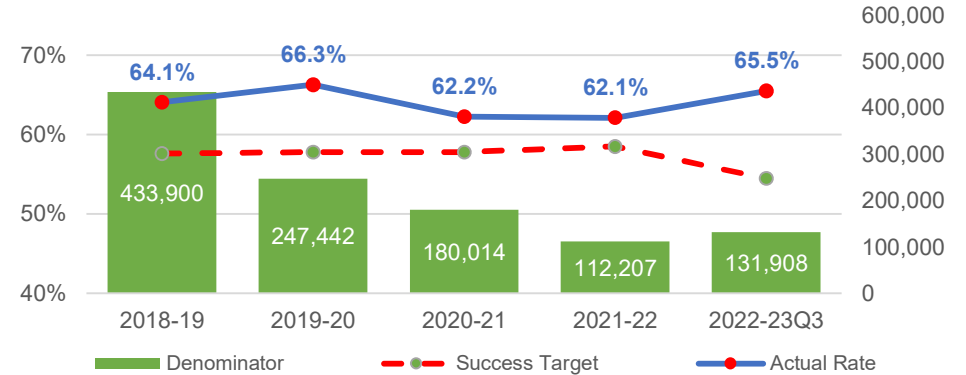
PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	2,678	1,829	1,289	1,000	3,167
Denominator	3,088	2,147	1,682	1,188	4,262
Actual Rate	86.7%	85.2%	76.6%	84.2%	74.3%
Success (≥90% of Goal)	71.1%	71.1%	71.1%	72.5%	67.5%

Employment 4th Qtr After Exit - WIOA Youth



PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	3,403	3,199	2,654	2,260	6,730
Denominator	4,250	3,997	3,467	2,796	9,288
Actual Rate	80.1%	80.0%	76.6%	80.8%	72.5%
Success (≥90% of Goal)	62.1%	62.1%	65.7%	66.6%	69.8%

Employment 4th Qtr After Exit - Wagner-Peyser



PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	277,966	163,990	112,022	69,639	86,457
Denominator	433,900	247,442	180,014	112,207	131,908
Actual Rate	64.1%	66.3%	62.2%	62.1%	65.5%
Success (≥90% of Goal)	57.6%	57.8%	57.8%	58.5%	54.5%

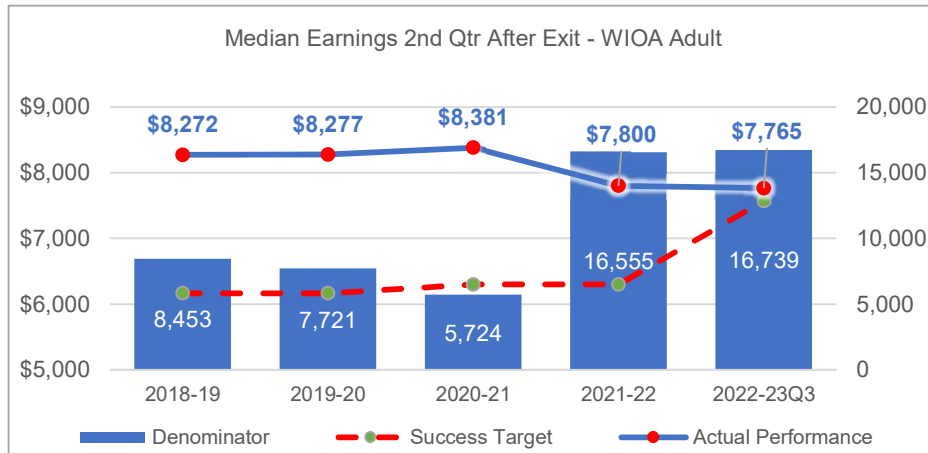
Note: Cohorts for PY 2022-23 are participants who received their last service between October 2020 and September 2021.



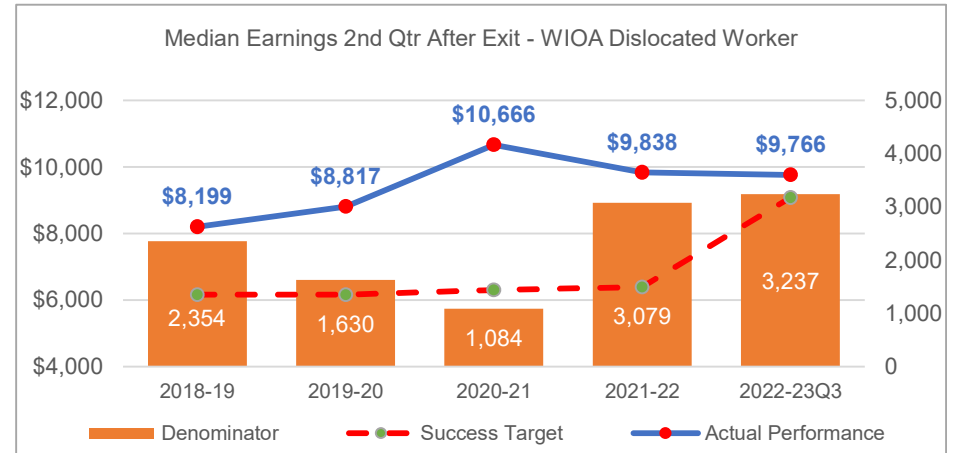
## Median Earnings - 2nd Quarter After Exit

Program Year (PY) 2022-2023 Q3 Report

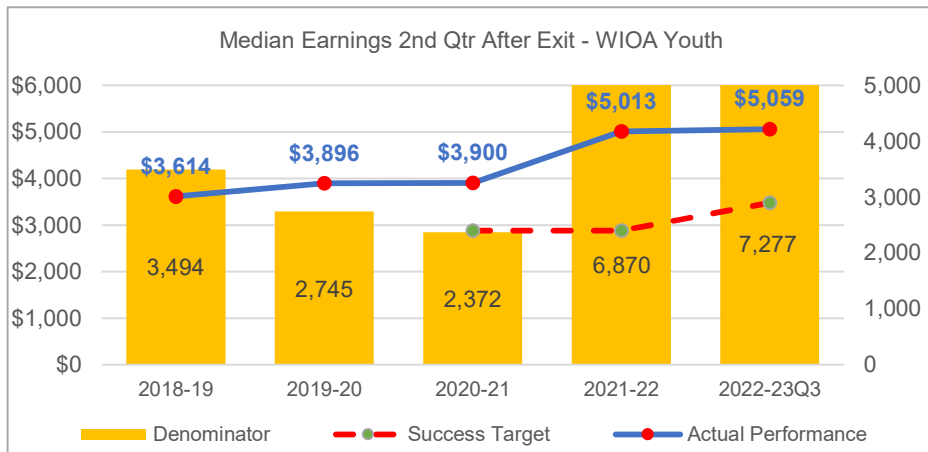
PY (July 1 - June 30)



PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	8,453	7,721	5,724	16,555	16,739
Actual Performance	\$8,272	\$8,277	\$8,381	\$7,800	\$7,765
Success (≥90% of Goal)	\$6,165	\$6,165	\$6,300	\$6,300	\$7,570



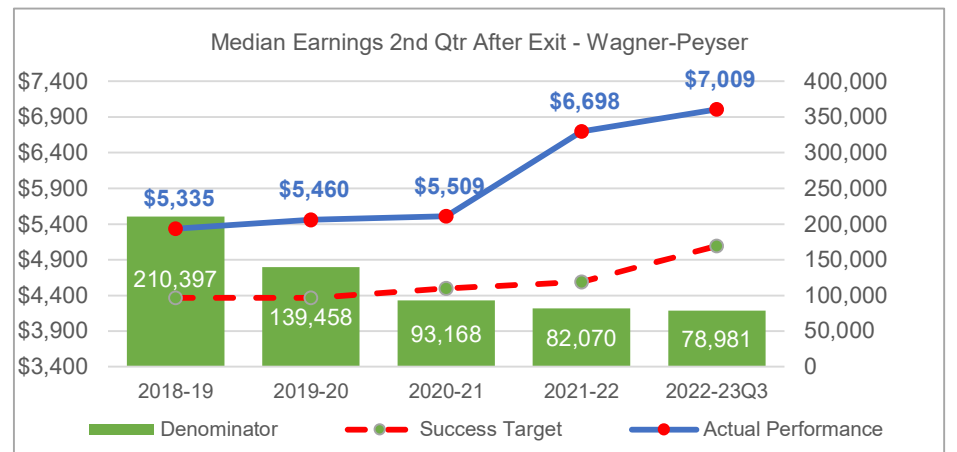
PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	2,354	1,630	1,084	3,079	3,237
Actual Performance	\$8,199	\$8,817	\$10,666	\$9,838	\$9,766
Success (≥90% of Goal)	\$6,165	\$6,165	\$6,300	\$6,390	\$9,084



PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	3,494	2,745	2,372	6,870	7,277
Actual Performance	\$3,614	\$3,896	\$3,900	\$5,013	\$5,059
Success (≥90% of Goal) *	N/A	N/A	\$2,880	\$2,880	\$3,478

\* Goal setting for the Median Earnings 2nd Quarter After Exit metric for WIOA Youth began in PY 2020-2021.

Note: Cohorts for PY 2022-23 are participants who received their last service between April 2021 and March 2022.

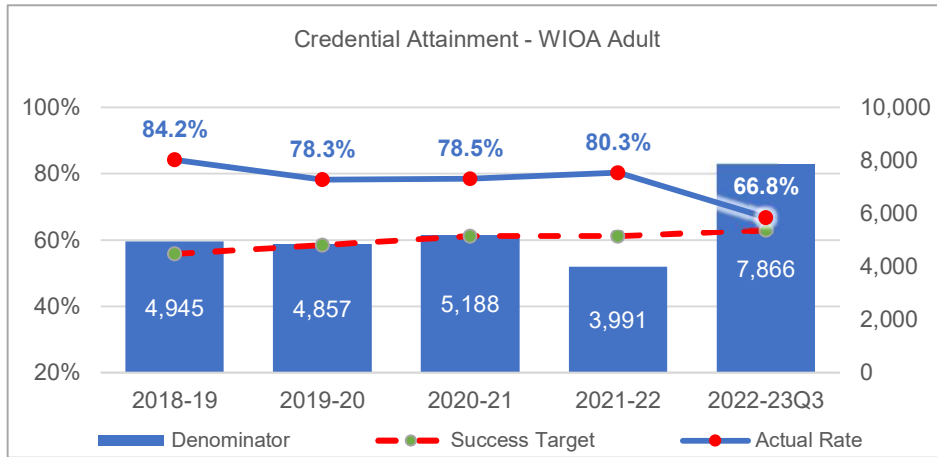


PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	210,397	139,458	93,168	82,070	78,981
Actual Performance	\$5,335	\$5,460	\$5,509	\$6,698	\$7,009
Success (≥90% of Goal)	\$4,365	\$4,365	\$4,500	\$4,590	\$5,093

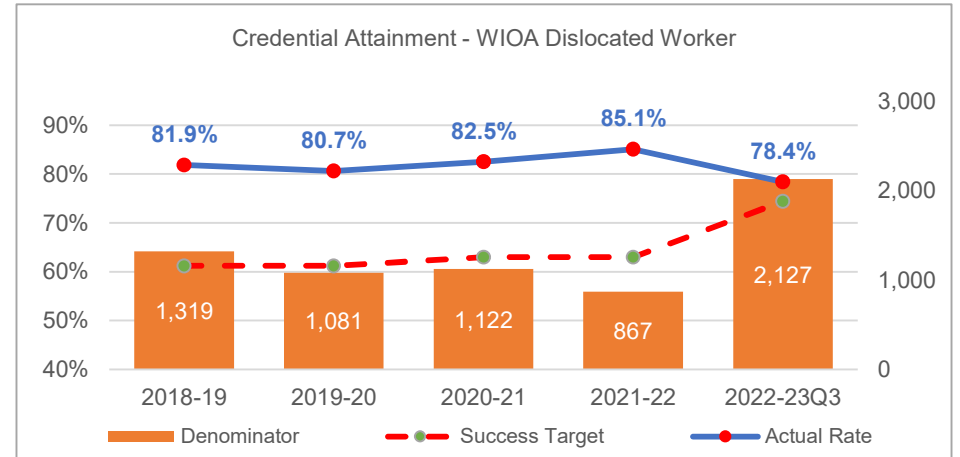
# Credential Attainment Rate

## Program Year (PY) 2022-2023 Q3 Report

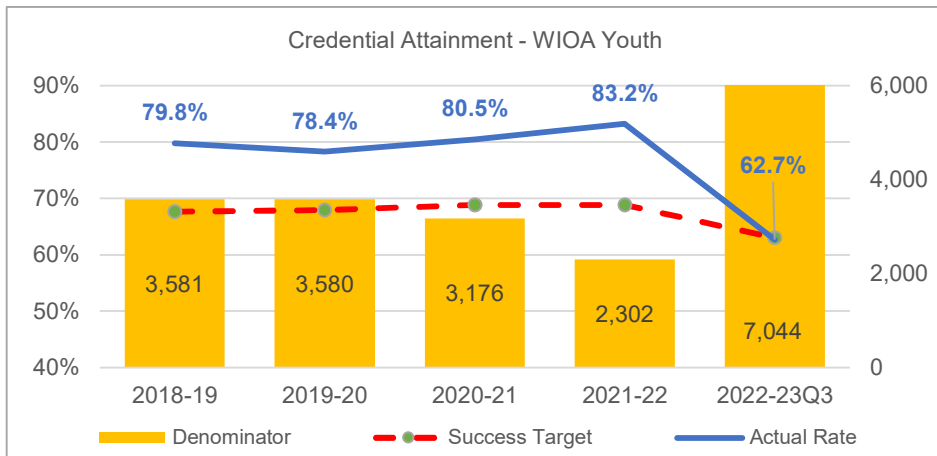
PY (July 1 - June 30)



PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	4,164	3,802	4,074	3,205	5,253
Denominator	4,945	4,857	5,188	3,991	7,866
Actual Rate	84.2%	78.3%	78.5%	80.3%	66.8%
Success (≥90% of Goal)	55.8%	58.5%	61.2%	61.2%	63.0%



PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	1,080	872	926	738	1,668
Denominator	1,319	1,081	1,122	867	2,127
Actual Rate	81.9%	80.7%	82.5%	85.1%	78.4%
Success (≥90% of Goal)	61.2%	61.2%	63.0%	63.0%	74.4%



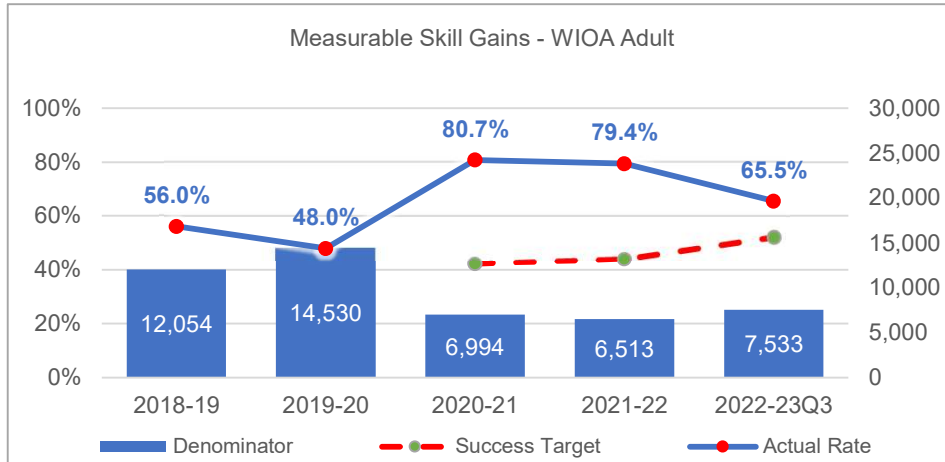
PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	2,857	2,805	2,557	1,916	4,414
Denominator	3,581	3,580	3,176	2,302	7,044
Actual Rate	79.8%	78.4%	80.5%	83.2%	62.7%
Success (≥90% of Goal)	67.7%	68.0%	68.9%	68.9%	63.0%

Note: Cohorts for PY 2022-23 are participants who received their last service between October 2020 and September 2021.

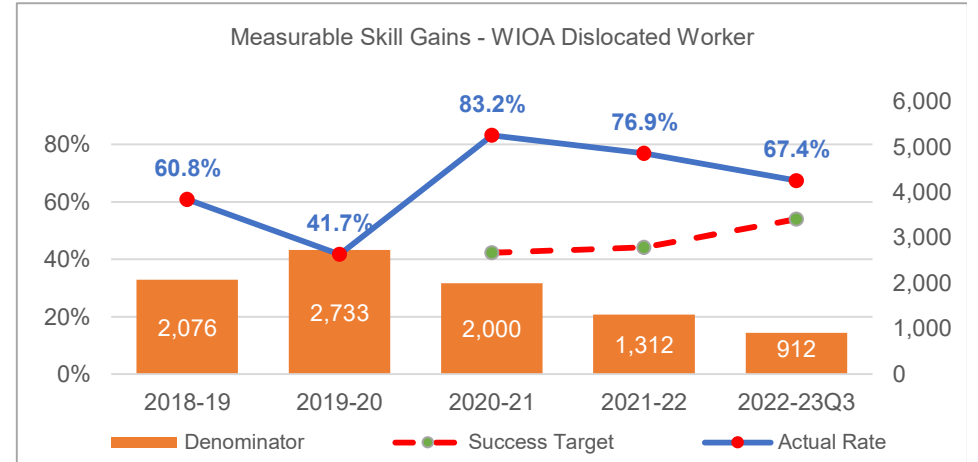
# Measurable Skill Gains

## Program Year (PY) 2022-2023 Q3 Report

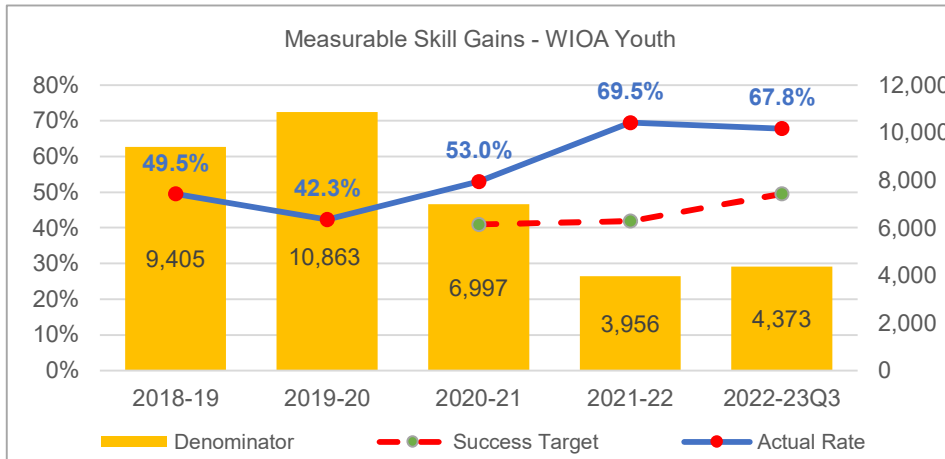
PY (July 1 - June 30)



PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	6,756	6,968	5,646	5,172	4,935
Denominator	12,054	14,530	6,994	6,513	7,533
Actual Rate	56.0%	48.0%	80.7%	79.4%	65.5%
Success (≥90% of Goal) *	N/A	N/A	42.3%	44.1%	52.2%



PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	1,263	1,141	1,664	1,009	615
Denominator	2,076	2,733	2,000	1,312	912
Actual Rate	60.8%	41.7%	83.2%	76.9%	67.4%
Success (≥90% of Goal) *	N/A	N/A	42.3%	44.1%	54.0%



PY	2018-19	2019-20	2020-21	2021-22	2022-23Q3
Numerator	4,654	4,597	3,708	2,749	2,965
Denominator	9,405	10,863	6,997	3,956	4,373
Actual Rate	49.5%	42.3%	53.0%	69.5%	67.8%
Success (≥90% of Goal) *	N/A	N/A	41.0%	41.9%	49.5%

\* Goal setting for the Measurable Skill Gains metric began in PY 2020-2021.  
 Note: Cohorts for PY 2022-23 are participants who received services between April 2022 and March 2023.

# 2022 – 2023 SUMMARY OF SUCCESS



THROUGH MAY 2023

CareerSource Florida uses an integrated communications approach to advance the organization's mission to connect Floridians with employment and career development opportunities and employers with qualified, skilled talent. The following is a snapshot of the success achieved in advancing this mission during fiscal year 2022 - 2023, as of May 2023.

## 50,697,500

**TOTAL IMPRESSIONS**



**50,373,242**  
PAID OUTREACH

**204,705**  
ORGANIC SOCIAL MEDIA

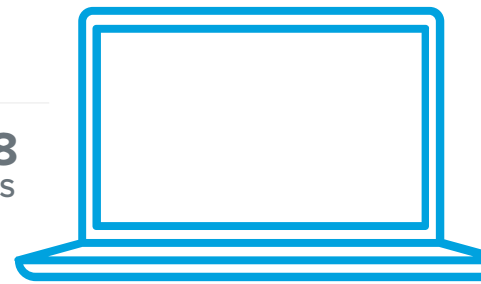
**119,553** PARTNERSHIPS

## 50,373,242

**PAID OUTREACH IMPRESSIONS**

**29,819,174**  
JOB SEEKERS

**20,554,068**  
BUSINESS SERVICES



## 169,906

**WEBSITE CLICK THROUGHS  
FROM PAID MEDIA**

**62,393**  
JOB SEEKER WEBSITE CLICK THROUGHS

**107,513** BUSINESS WEBSITE  
CLICK THROUGHS



### HURRICANE OUTREACH

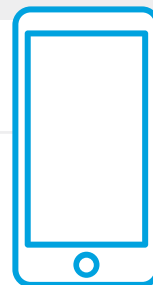
**5,812,701**  
PAID OUTREACH IMPRESSIONS

**12,314**  
ACTIONS TAKEN,  
CONNECTING PEOPLE  
TO STORM RECOVERY  
RESOURCES



### PARTNERSHIPS

**119,553**  
INDIVIDUALS REACHED  
THROUGH PARTNERSHIP  
COMMUNICATIONS  
CHANNELS



### SOCIAL MEDIA

**204,705**  
IMPRESSIONS THROUGH ORGANIC  
SOCIAL MEDIA

**14,733** ENGAGEMENTS  
(INCLUDING LIKES, SHARES AND RETWEETS)

**8.8%** ENGAGEMENT RATE (4X AVERAGE  
ENGAGEMENT RATE OF 2%)

**GOVERNOR  
RON DESANTIS**



State of Florida  
Government Representative

**BOARD CHAIR  
STEPHANIE SMITH**



TECO Energy  
Business Representative

**JOHN ADAMS, JR.**



Booz Allen Hamilton  
Business Representative

**ABE ALANGADAN**



Johnson & Johnson Vision  
Business Representative

**SEN. BEN ALBRITTON**



Florida Senate  
Government Representative

**JENNIFER O'FLANNERY  
ANDERSON, PH.D.**



Community Foundation of Broward  
Community-Based  
Organization Representative

**COMMISSIONER  
ERIK J. ARROYO**



Band, Gates & Dramis  
Business Representative

**BAYNE BEECHER**



PGT Innovations  
Business Representative

**KILEY DAMONE**



FINFROCK DMC  
Business Representative

**MANNY DIAZ, JR.**



Florida Department of Education  
Government Representative

**ROBERT DOYLE III**



Florida Department of Education  
Division of Blind Services  
Government Representative

**SOPHIA ECCLESTON**



NextEra Energy Resources  
Business Representative

**FREDDIE FIGGERS**



Figgers Communication Corporation  
Business Representative  
Enterprise Florida Representative

**ERIC HALL, ED.D.**



Department of Juvenile Justice  
Government Representative

**SHEVAUN HARRIS**



Florida Department of  
Children and Families  
Government Representative

**TIM HINSON**



Miller Electric Co.  
Labor Representative

**MEREDITH IVEY**



Florida Department of  
Economic Opportunity  
Government Representative

**BILL JOHNSON**



Autobahn Indoor Speedway  
Business Representative

**ALLISON KINNEY**



HCA Healthcare  
Business Representative

**JOE MARINO**



Veterans Florida  
Veterans Representative



**KEVIN MCDONALD**



Allstate Insurance  
Business Representative

**BRENT MCNEAL**



Florida Department of Education  
Division of Vocational Rehabilitation  
Government Representative

**REP. LAUREN MELO**



Florida House of Representatives  
Government Representative

**KEVIN O'FARRELL, PH.D.**



Florida Department of Education  
Division of Career & Adult Education  
Government Representative

**COMMISSIONER  
MEL PONDER**



Okaloosa County  
Elected Official – County

**LAURIE SALLARULO**



Junior Achievement  
of South Florida  
Youth Representative

**ROBERT SALONEN**



Florida Institute of Technology  
Education Representative

**PATSY SANCHEZ**



Buena Vista Consultants, LLC  
Business Representative

**BRIAN SARTAIN**



Business Representative

**ANDREW SCHMADEKE**



Focus School Software  
Business Representative

**LES SIMS**



Armstrong Roofing, Inc.  
Labor Representative

**MEREDITH  
BROCK STANFIELD**



Florida Professional Firefighters, Inc.  
Labor Representative

**EMMANUEL TORMES**



The Boeing Company  
Business Representative

**REP. DANA TRABULSEY**



Treasure Coast Business Summit  
Business Representative