

Strategic Policy and Performance Council Meeting Agenda

DECEMBER 11, 2023 • 2:00 – 4:00 P.M., ET

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Chair's Welcome and Remarks

Sophia Eccleston

Consent Items

Sophia Eccleston

1. August 22, 2023, Meeting Minutes
2. September 18, 2023, Meeting Minutes

Employing Veterans in Florida

Joe Marino
CEO, Veterans Florida

Registered Apprenticeship Panel

Susan Bosse

- **Bayne Beecher**, Sr. Manager Supply Chain, PGT Innovations/NewSouth Window Solution
- **Christina Brown**, Manager Apprenticeship Programs, Florida Behavioral Health Association
- **Natasha Sherwood**, Executive Director, Independent Electrical Contractors Florida
- **Mark Yarick**, Employment Coordinator, HAECO Airframe Services, LLC

Action Items

Dan McGrew

1. Apprenticeship Strategic Policy
2. Standardization of Tools and Services Administrative Policy
3. Regional Planning Areas Identification and Requirements Administrative Policy

Susan Bosse
Keantha Moore
Keantha Moore

Network Performance Update

Jimmy Heckman
Chief, Bureau of Workforce Statistics and Economic Research, FloridaCommerce

2024-2028 WIOA Combined Plan

Dan McGrew

Open Discussion/Public Comment

Chair's Closing Remarks

Sophia Eccleston

UPCOMING MEETINGS

Board of Directors Meeting – December 12, 9:00 - 11:30 a.m., Virtual
Joint Informational Council Meetings – January 31, Virtual
Board of Directors and Council Meetings – February 27-28, 2024, Tallahassee

Consent Item 1

August 22, 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.

FOR CONSIDERATION

- **Approval of August 22, 2023, Meeting Minutes, to include any modifications or changes noted by the council.**

CareerSource Florida
Strategic Policy and Performance Council Meeting Minutes
August 22, 2023

I. Call to Order

Chair Sophia Eccleston called the meeting to order at 11:00 a.m. on August 22, 2023.

II. Roll Call

Chair Eccleston introduced Executive Assistant Kay Clement and invited her to conduct a roll call. The following members were present:

Sophia Eccleston
Abe Alangadan
Bayne Beecher
Kiley Damone
Shevaun Harris
Tim Hinson
Joe Marino
Brian Sartain

III. Policy Development Updates

CareerSource Florida Business and Workforce Strategies Senior Vice President Dan McGrew gave an update on what the Council will be presented with at the September Strategic Policy and Performance Council meeting.

McGrew, as well as CareerSource Florida Senior Director Dehryl McCall and FloridaCommerce Bureau Deputy Chief of One-stop and Program Support Keantha Moore, shared the following policy development updates:

- The Regional Planning Area Strategic Policy, relating to Pillar III of the Florida Workforce System Transformation Plan, defines the requirements for Regional Planning Areas. This policy requires each local workforce development area to be part of a Regional Planning Area with at least one other contiguous local area.
- The Education and Industry Consortium Strategic Policy requires each local workforce development board to have a 19-person policy workgroup with multi-sector membership. This policy will define required business and education membership, purpose of meetings and topics for discussion, as well as requirements for quarterly meetings and reporting.
- The Eligible Training Provider Administrative Policy (ETPL) provides guidance to local workforce development boards regarding the ETPL.

IV. System-wide Improvements

McGrew provided an update on Pillar II of the Florida Workforce System Transformation Plan, System-wide Improvements, which serves the purpose to enhance the consistency and coordination among Florida's local workforce development areas and streamline services for job seekers and businesses throughout the state.

Improvements underway at the state-level include FloridaCommerce implementing a uniform Eligible Training Provider State application. Contractor Ernst & Young (EY) is developing statewide contract templates for local workforce development boards – the first two being developed are On-the-Job Training contracts and Individual Training Accounts contracts.

V. Update on 2024-2028 Workforce Innovation and Opportunity Act (WIOA) State Plan

CareerSource Florida Policy Analyst Warren Davis provided an overview and update on the four-year WIOA State Plan.

The Reimagining Education and Career Help (REACH) Act offers a unique opportunity to transform the workforce system from a unified planning approach to a combined approach. CareerSource Florida and state partners are working to develop a combined plan for delivery to the CareerSource Florida Board of Directors in February 2024.

VI. September Council Meeting Preview

CareerSource Florida Senior Director Dr. Adam Briggs provided a brief preview of the performance data to be discussed at the September Strategic Policy and Performance Council meeting. Briggs noted the following:

- FloridaCommerce will provide a labor market information update on the July unemployment and labor force data, as well as labor force participation rates and changes across demographic groups, including the 55+ age group, veterans, and Floridians with disabilities.
- Program year 2022-2023 performance data for both WIOA primary indicators of performance and leading indicators of performance will also be discussed.
- Given the new requirements of SB 240, local workforce development board letter grades will be addressed in advance of the release of the official letter grades by Oct. 15, 2023.

Briggs concluded with letting the Council know that Allison Chase, president and CEO at The Able Trust, will discuss data on individuals with disabilities at the September meeting, highlighting industries with higher levels of growth and opportunities and how the REACH Act serves as a catalyst for strengthening policy and outcomes for this population.

VII. Open Discussion/Public Comment

Chair Eccleston thanked the council and asked if any council members or members of the public wished to comment.

There were no comments from council members or the public.

VIII. Chair's Closing Remarks

Chair Eccleston reminded everyone of the upcoming meetings and adjourned the meeting at 11:45 a.m.

Additional meeting dialogue is recorded and available online at [this link](#).

Consent Item 2

Approved _____
Disapproved _____

Consent Item 2

September 18, 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.

FOR CONSIDERATION

- **Approval of September 18, 2023, Meeting Minutes, to include any modifications or changes noted by the council.**

CareerSource Florida
Strategic Policy and Performance Council Meeting Minutes
September 18, 2023

I. Call to Order

Chair Sophia Eccleston called the meeting to order at 10:00 a.m. on September 18, 2023.

II. Roll Call

Chair Eccleston introduced Executive Assistant Kay Clement and invited her to conduct a roll call. The following members were present:

Sophia Eccleston
Abe Alangadan
Bayne Beecher
Kiley Damone
Robert Doyle
Eric Hall
Tim Hinson
Brian Sartain
Laurie Sallarulo
Joe Marino

III. Workforce Program Development Initiatives Update

CareerSource Florida Workforce Program Development Senior Vice President Dan McGrew provided an update on the Credentials Review Committee before introducing members of his team to provide additional initiative updates for their unit:

- Senior Program Analyst Jacqueline Barreiros gave an update on local workforce development board letter grades.
- Senior Director Adam Briggs gave an update on CareerSource Florida's partnership with the Florida Department of Children & Families through its Hope Florida – A Pathway to Prosperity initiative.
- Director Susan Bosse gave an update on apprenticeship expansion and the Florida Healthcare Training initiative.
- Senior Director Dehryl McCall gave an update on CareerSource Florida's Quick Response Training grant and Incumbent Worker Training grant programs.
- Policy Analyst Warren Davis gave an update on the Workforce Innovation and Opportunity Act 2024-2028 Combined Plan.

IV. Consent Item

Chair Eccleston called for a motion to approve the consent item:

- June 6, 2023, Meeting Minutes.

Motion: Brian Sartain
Second: Eric Hall

The consent item passed unanimously. There were no public comments.

V. Action Items

McGrew introduced Policy Analyst Warren Davis to brief the council on the first action item.

1. Regional Planning Areas Strategic Policy

Chair Eccleston called for a vote to approve the action item.

Motion: Robert Doyle
Second: Bayne Beecher

The action item passed unanimously. There were no public comments.

McGrew introduced Senior Director Dehryl McCall to brief the council on the second action item.

2. Education and Industry Consortiums Strategic Policy

Chair Eccleston called for a vote to approve the action item.

Motion: Eric Hall
Second: Tim Hinson

The action item passed unanimously. There were no public comments.

Chair Eccleston introduced Deputy Chief of Bureau of One-Stop and Program Support at Florida Commerce Keantha Moore to brief the council on the third action item.

Council members Bayne Beecher, Eric Hall and Abe Alangadan had questions regarding the action item. Moore provided additional information to answer their questions.

3. Eligible Training Providers List Administrative Policy

Chair Eccleston called for a vote to approve the action item.

Motion: Bayne Beecher
Second: Eric Hall

The action item passed unanimously. There were no public comments.

VI. Pillar II, System-wide Improvements: Statewide Procurement Strategy

McGrew presented updates on Pillar II, System-wide Improvements, of the Florida Workforce System Transformation Plan. He noted the development of two policies, a strategic policy to be presented to the CareerSource Florida Executive Committee in October, and an administrative policy to be presented to the CareerSource Florida Board of Directors in December. These policies will ensure utilization of state procured tools. Additionally, contractor Ernst & Young (EY) will further their analysis on areas where state procurement may be most beneficial.

McGrew wrapped up by noting identifying areas of system-wide improvements and implementation of these policies will begin in spring of 2024.

VII. Floridians with Disabilities: Part of the Talent Pipeline Solution

Chair Eccleston introduced and welcomed Allison Chase, president and CEO of The Able Trust to present a deeper look at Floridians with disabilities in the workforce system.

Chase provided an overview of a recent study conducted by The Able Trust on the labor force for persons with disabilities. Chase shared how to create opportunities for upward mobility and pathways to career success for persons with disabilities by analyzing this data.

Chair Eccleston and Bayne Beecher had questions for Chase regarding some of the data shared. Chase noted she would request additional data not featured in the report from contractor Lightcast to further answer their questions. Robert Doyle also provided insights on behalf of the Florida Department of Education's Division of Blind Services regarding technology and preemployment transition services.

Council members thanked Chase for her in-depth overview of the study and data provided.

VIII. Statewide Labor Market & Program Performance Update

FloridaCommerce Workforce Statistics and Economic Research Bureau Chief Jimmy Heckman and FloridaCommerce Economic Research and Analysis Administrator Kristy Farina gave an update on the statewide labor market and program performance.

Heckman provided information on key comparisons of Florida versus the United States, including unemployment trends, industry dynamics, age dynamics, educational attainment, as well as those with disabilities and veterans in the labor force.

Farina gave an overview of recent program performance metrics, sharing a breakdown of WIOA adult, WIOA youth, WIOA dislocated worker, and Wagner-Peyser outcomes.

IX. Open Discussion/Public Comment

Chair Eccleston asked if any council members or members of the public wished to comment.

There were no members of the council wishing to comment or comments from the public.

X. Chair's Closing Remarks

Chair Eccleston reminded everyone of the upcoming meetings and adjourned the meeting at 11:45 a.m.

Registered Apprenticeship Panelist Bios

Bayne Beecher



Bayne Beecher is the Senior Manager of Supply Chain overseeing PGT Innovations NewSouth Window Solutions Division. He served at Eaton Corporation, Delphi-Mechatronics, and Stoneridge Corporation before joining PGTI in 2008. He has over 25 years of manufacturing operations and supply chain experience in the Automotive and Building Products Industries. Mr. Beecher serves as the President of the Sarasota-Manatee Area Manufacturers Association, the Chair of the Board of Directors of FloridaMakes, and as a member of the University of West Florida Haas Center Board of Economic Advisors. Mr. Beecher earned a B.S. in Mechanical Engineering from University of Illinois Champaign-Urbana, and a Master of Business Administration from Webster University. He lives in Palmetto.

Christina Brown



Christina Brown is the Program Manager for the HealthQuest Apprenticeship Program housed in the Florida Alcohol and Drug Abuse Association (FADAA) and the Florida Behavioral Health Association (FBHA.) The program is supported by the United States Department of Labor and the Florida Department of Education. HealthQuest focuses on an established platform which works with the behavioral health industry in Florida to create "earn while you learn" opportunities for apprentices as well as help grow the talent pipeline for employers. Brown's career is a blend of both the public and private worlds. She has a strong background in higher education, politics, government policy, workforce and economic development and a knack for bringing stakeholders and resources together to create maximum value. Brown has served on many boards which covered areas such as youth services, university economic development and high-tech entrepreneurship. Brown is a graduate from the University of Florida.

Natasha Sherwood



A fifth generation Floridian, Natasha leads the Independent Electrical Contractors Florida West Coast Chapter and their 400+ person statewide Electrical Registered Apprenticeship Program and serves as President of the Florida Apprenticeship Association. This former teacher and school principal turned her focus to promoting Registered Apprenticeship Programs to provide access to lucrative careers for employees and access to an educated and skilled workforce for employers. A recovering college-for-all-enthusiast, she now sees the need and benefit for providing a balanced perspective when it comes to presenting post-secondary opportunities. She currently serves on the Board of Directors for the Florida Association of Career and Technical Education and Governor DeSantis appointed her to the State Apprenticeship Advisory Council. A graduate of the University of Florida with a BS in Public Relations and

Sport Administration and a Masters in Mass Communication and Political Campaigning, she spent 7 of the best football seasons of her life in Gainesville.

Mark Yarick



Mark Yarick is an Educational Professional specializing in Vocational Programs and Business Development. He spent many years in the Florida College System as Professor and Program Coordinator of a Vocational Program and then transitioned to the University of North Florida to work with Small Business Development. Mr. Yarick is presently the Employment Coordinator at HAECO Airframe Services where he transitioned HAECO's internal training program into a Registered Apprenticeship Program. This program hires and trains 100 entry-level, non-experienced apprentices each year. His unique skill-set is a synergy of hands-on technical experience, classroom and one-on-one teaching experience, financial, budgeting and administrative experience coupled with a drive to help his stakeholders succeed. He holds an MBA from the University of North Florida and resides in Live Oak, Florida.

Approved _____
Disapproved _____

Action Item 1

CAREERSOURCE FLORIDA REGISTERED APPRENTICESHIP STRATEGIC POLICY

The Workforce Innovation and Opportunity Act (WIOA) and the National Apprenticeship Act clearly establish registered apprenticeships as an evidence-based model for job seekers, providing them with in-demand job opportunities, defined career pathways, quantifiable skills, and a nationally recognized credential. Title I of WIOA affirms a commitment to provide eligible participants with high-quality career and training services that lead to employment or postsecondary education, including training in targeted, in-demand industries and occupations. In February 2019, the CareerSource Florida Board of Directors approved CareerSource Florida Strategic Policy 2019.02.13.A.1 – Apprenticeship Policy defining the Florida Workforce Development Board's strategic vision for effective sector Registered Apprenticeship Programs including on-the-job learning, related instruction, supportive services, and apprenticeship expansion activities. That policy was updated in December 2021 to reflect changes in workforce related programs and services and to comply with the Reimagining Education and Career Help Act (REACH).

Florida Governor's Executive Order Number 19-31 charts a course for Florida to become number one in the nation in workforce education by 2030, ensuring Florida students are prepared for the jobs of the future. The CareerSource Florida Board of Directors and its partners support Registered Apprenticeships as a powerful tool for workforce education, combining on-the-job learning with related technical instruction to create a highly skilled workforce.

Statewide Registered Apprenticeship Program (RAP) expansion positions the Florida workforce development system to foster a robust and inclusive work-based training ecosystem focused on collaboration between business, workforce, and education. Apprenticeship strategies increase access to in-demand jobs and career pathways that drive economic growth and sustain the workforce demands of the future. Registered Apprenticeships help businesses reach a broader and more diverse pool of workers while creating new career pathways for Florida workers, and provide job seekers with a structured paid learning experience that results in a portable, nationally recognized, industry credential.

A network-wide Registered Apprenticeship strategy implemented by all local workforce development boards positions Florida to develop talent pipelines for Florida employers and establishes the state as a national leader in RAPs. This strategy fosters strong partnerships between local workforce development boards, economic developers, employers, educational institutions, and other key stakeholders.

This updated Registered Apprenticeship strategic policy replaces CareerSource Florida Strategic Policy 2019.02.13.A.1 and establishes that CareerSource Florida, in partnership with the Florida Department of Commerce and the Florida Department of Education, will include specific goals for apprenticeship expansion in the Workforce Innovation and Opportunity Act State Plan. Goals are to include, but not be limited to the following:

- Total number of new apprentices per year
- Total number of registered apprenticeship programs and program occupations
- Total number of registered pre-apprenticeship programs
- Expansion of registered apprenticeships and pre-apprenticeships into healthcare, advanced manufacturing, aviation and aerospace, information technology, and other emerging industries will take priority across the state.

Furthermore, this strategic policy outlines the framework, guidelines, and responsibilities of local workforce development boards to engage in allowable activities under WIOA to support the expansion of registered apprenticeships. These activities support quantitative outcomes for high-quality registered apprenticeships that align with industry needs, promote economic development, and lead to high wages for apprentices.

The CareerSource Florida Board of Directors and the Florida Department of Commerce will monitor progress and performance for this policy. CareerSource Florida shall implement regular reporting on the state's progress towards the goals set forth in this policy, which goes into effect upon action by the Board.

FOR CONSIDERATION

- **Approve CareerSource Florida Strategic Policy 2019.02.13.A.1 – Registered Apprenticeship Policy**



Strategic Policy

2019.02.13.A.1

Title:	Registered Apprenticeship Strategic Policy
Adopted:	
Effective:	

I. PURPOSE AND SCOPE

Statewide Registered Apprenticeship Program (RAP) expansion positions the Florida workforce development system to foster a robust and inclusive work-based training ecosystem focused on collaboration between business, workforce, and education. Apprenticeship strategies increase access to in-demand jobs and career pathways that drive economic growth and sustain the future workforce. Registered apprenticeships help businesses reach a broader and more diverse pool of workers while creating new career pathways for Florida workers. Registered apprenticeships provide job seekers with structured paid learning experience that results in a portable, nationally recognized industry credential.

A network-wide Registered apprenticeship strategy implemented by all local workforce development boards (LWDB) positions Florida to develop talent pipelines for Florida employers and establishes the state as a national leader in RAPs. This strategy fosters strong partnerships between LWDBs, economic developers, employers, educational institutions, and other key stakeholders.

This registered apprenticeship strategic policy establishes that CareerSource Florida, in partnership with the Florida Department of Commerce and the Florida Department of Education, will include specific goals for apprenticeship expansion in the Workforce Innovation and Opportunity Act State Plan. Goals are to include, but not be limited to the following:

- Total number of new apprentices and pre-apprentices per year
- Total number of registered apprenticeship program occupations
- Total number of registered pre-apprenticeship programs

- Expansion of registered apprenticeships and pre-apprenticeships into healthcare, advanced manufacturing, aviation and aerospace, information technology, and other emerging industries will take priority across the state.

This Registered Apprenticeship strategic policy further outlines the framework and guidelines for LWDBs to support the expansion of apprenticeships including engaging in allowable activities under the Workforce Innovation and Opportunity Act (WIOA) and other grant programs. These activities support quantitative outcomes for high-quality registered apprenticeships that align with industry needs, promote economic development, and lead to high wages for apprentices.

II. BACKGROUND

The National Apprenticeship Act establishes registered apprenticeship as an evidence-based model for job seekers, providing them with in-demand job opportunities, defined career pathways, quantifiable skills, and a nationally recognized credential. A registered apprenticeship is an effective approach for building career pathways for individuals while meeting the workforce investment needs of Florida's employers. Title I of WIOA affirms a commitment to provide eligible participants with high-quality career and training services that lead to employment or postsecondary education, including training in targeted and in-demand industries and occupations. WIOA is the primary source of state and local funding for registered apprenticeship programs and can be used to support many components of RAPs, including on-the-job learning, related instruction, supportive services, and apprenticeship expansion activities.

Florida Governor's Executive Order Number 19-31 charts a course for Florida to become number one in the nation in workforce education by 2030, ensuring Florida students are prepared for the jobs of the future. The CareerSource Florida Board of Directors and its partners support registered apprenticeships as a powerful tool for workforce education, combining on-the-job learning with related technical instruction to create a highly skilled workforce.

The Reimagining Education and Career Help (REACH) Act enhances access, alignment, and accountability across Florida's workforce development system and provides opportunities for those with barriers to education and employment to become self-sufficient, improving access to good jobs and career pathways that offer economic prosperity. The REACH Act required implementation of a Comprehensive Employment, Education, and Training strategic policy approved by the CareerSource Florida Board of Directors. This policy requires LWDBs to implement strategies and policies that provide simplified and expanded access to employment, education, and training services including pre-apprenticeship, registered apprenticeship, and other work-based learning models. Such coordination must include, but is not limited to, conducting outreach with business leaders, local governments, and education partners.

Partnering with the Florida Department of Education, CareerSource Florida developed an Apprentice Florida Toolkit and invested in apprenticeship navigators to assist LWDBs, businesses, and other stakeholders in their efforts to develop registered apprenticeship strategies, recruit employers, participants, and apprentices, and expand the number of successful registered apprenticeship and pre-apprenticeship programs in their local areas.

III. POLICY

LOCAL WORKFORCE DEVELOPMENT BOARD RESPONSIBILITIES

The CareerSource Florida network supports RAPs with technical assistance and by leveraging WIOA funding to support eligible participants. LWDBs shall actively promote the benefits of Registered apprenticeships. Active promotion includes encouraging the development and use of RAPs by collaborating closely with local employers, industry associations, and educational institutions, and by partnering with the Florida Department of Education's Apprenticeship Training Representatives (ATR) in their region. Boards are allowed to serve as RAP sponsors and should strongly consider doing so in regions where there is employer demand for occupations, but no RAPs or employers are willing to sponsor them.

LWDBs shall also promote and support the development of registered pre-apprenticeship programs. Registered pre-apprenticeship programs are designed to prepare individuals for entry into RAPs by providing instruction and/or training to increase math, literacy, and other vocational and pre-vocational skills needed to begin a registered apprenticeship. A registered pre-apprenticeship program must be registered with the Florida Department of Education and have at least one registered apprenticeship partner.

Each LWDB and regional planning area shall implement apprenticeship strategies consistent with WIOA and Florida Statutes. These strategies shall be described in LWDB and regional planning area WIOA plans.

Each board shall have knowledge of the Florida Department of Education's inventory of both pre-apprenticeship and RAPs and be familiar with programs that are eligible to partner with local and regional employers. Additionally, boards will assist with creating and expanding registered pre-apprenticeship and apprenticeship programs throughout their region.

Where applicable, LWDBs shall leverage any federal waivers granted to the state to support apprenticeships.

Finally, LWDBs shall actively recruit apprentices and pre-apprentices for registered programs in their local and regional areas.

Support of Registered Apprenticeship Programs

LWDBs shall use all allowable activities to support registered apprenticeships and pre-apprenticeships through WIOA and other relevant grant programs to ensure maximum flexibility in serving participants and supporting their placement into RAPs. Acceptable WIOA activities include:

- *Counseling and career services*
- *On-the-job training (OJT)*
- *Customized training*
- *Incumbent worker training (IWT)*
- *Occupational skills training*
- *Cohort training*
- *Work experience*
- *Internship*
- *Supportive services*

Additionally, registered apprenticeships may be supported by leveraging other workforce opportunities, including but not limited to:

- *Sector strategies*
- *Financial assistance*

- *Braided funding*
- *Referral to community services*
- *State-granted USDOL waivers*
- *State and federal tax credits*
- *Non-WIOA state and national grants*

The on-the-job learning component of a registered apprenticeship may be supported by an OJT, IWT, or customized training contract, and an ITA or a training contract may be used for the related instruction component. Both an ITA for classroom instruction (tuition) costs and a wage-reimbursement contract for work-based learning may be used, and supportive services may be provided if they are determined to be necessary for the completion of a training or career service activity. LWDBs are encouraged to work with other LWDBs for the purpose of supporting apprentices working for employers outside of their workforce region. LWDBs shall not develop policies that restrict the promotion of and support to RAPs, employers, and apprentices.

LWDBs shall collaborate with public and private education providers responsible for delivering the technical instruction necessary for registered apprenticeships. This collaboration should also extend to employers who are offering on-the-job training and mentorship, as well as the sponsors and intermediaries involved in apprenticeship programs. The goal is to foster cooperation and coordination within the workforce system, even in cases where the program sponsor, employer, and training provider are the same entity.

Each LWDB shall ensure compliance with federal and state regulations governing registered apprenticeships, including but not limited to WIOA, and are required to review and update existing local policies that may conflict with state or federal policies or with the direction provided in this policy.

Apprenticeship Navigators

Each board shall designate an apprenticeship navigator who serves as the subject matter expert and liaison between LWDB staff, employers, training providers, and existing RAP sponsors. The apprenticeship navigator in each local area shall collect and share relevant apprenticeship data and participate in state sponsored apprenticeship training regularly to assist career centers in their efforts to coordinate a unified, seamless experience for employers and apprentices.

Each apprenticeship navigator shall collaborate with the Department of Education ATR in their region, and be familiar with ATRs in other regions, to assist with the creation of new RAPs, connect employers to existing programs, and to help recruit and support apprentices. Apprenticeship navigators will use Apprentice Florida leads, in addition to coordinating with career services teams to provide apprentices to employers.

Eligible Training Providers List

WIOA allows LWDBs to fund training services for eligible participants through an Individual Training Account (ITA) if they are on the Eligible Training Providers List (ETPL). RAPs are automatically eligible to be added to the ETPL and can opt in by contacting FloridaCommerce at ETPL@commerce.fl.gov. RAPs that opt into the state ETPL must also be added to all local lists. LWDBs shall not require RAPs to complete additional forms, apply further eligibility criteria, or provide information beyond what is detailed in USDOL Training and Guidance Letter (TEGL) 8-19.

RAPs qualify as occupations in-demand in the local labor market and local boards do not need to determine “occupational-demand status.” Registered apprenticeship sponsors are also exempt

from many ETPL performance reporting requirements, as detailed in WIOA Sections 116(d)(4) and 122. However, RAPs may voluntarily report performance outcomes. Pre-apprenticeship programs do not have the same automatic eligibility but may apply through the normal ETPL application process if they plan to seek funding for participants through an ITA.

Increasing the number of RAPs on the ETPL will ensure access to a wide variety of quality job-driven training programs, improve customer choice for WIOA-eligible participants, and contribute to the strategic goals of apprenticeship expansion outlined in this policy. CareerSource Florida, FloridaCommerce, and Department of Education shall collaborate to ensure that all RAPs are encouraged to “opt-in” to the ETPL at the time of registration. Additionally, an ongoing effort shall be made to inform existing RAPs of the purpose of the ETPL, the value of inclusion, and their automatic eligibility status.

LWDBs may support apprenticeship programs through OJT, IWT, and customized training contracts without the program being included on the ETPL.

PERFORMANCE

The CareerSource Florida Board of Directors and FloridaCommerce will monitor progress and performance for this policy. CareerSource Florida shall implement regular reporting on the state’s progress towards the goals set forth in this policy.

IV. AUTHORITY

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

[Chapter 445.004, Florida Statutes](#)

[Chapter 446, Florida Statutes](#)

[Chapter 2023-81, Laws of Florida amending the Reimagining Education and Career Help Act](#)

[Chapter 6A-23.001-011, Florida Administrative Code](#)

[Training and Employment Guidance Letter No. 13-16](#)

[Training and Employment Guidance Letter No. 8-19](#)

[Training and Employment Guidance Letter 19-16](#)

[Training and Employment Notice 13-12 – Defining a Quality Pre-Apprenticeship Program and Related Tools and Resources](#)

[29-CFR-29 - Labor Standards for The Registration of Apprenticeship Programs](#)

[29-CFR-30 - Equal Employment Opportunity in Apprenticeship](#)

[CareerSource Florida Sector Strategies Strategic Policy](#)

[CareerSource Florida Comprehensive Employment, Education and Training Strategic Policy](#)

[WIOA In-School Youth Individual Training Accounts Waiver](#)

[WIOA Out-of-School Youth Expenditure Requirement Waiver](#)

V. HISTORY

Date	Description
TBD	This policy revises and replaces CareerSource Florida Strategic Policy 2019.02.13.A.1 to include elements of Training and Employment Guidance Letter 19-16; REACH Act requirements; and CareerSource Florida Comprehensive Employment, Education, and Training Strategic Policy. Incorporated changes to Florida Statutes and new requirements for local workforce development boards pertaining to pre-apprenticeship and apprenticeship tools and apprenticeship navigators.
12/09/2021	Updated to reflect changes in workforce-related programs and services and comply with the 2021 REACH Act
02/13/2019	Approved by CareerSource Florida Board of Directors

VI. ATTACHMENTS

[CareerSource Florida Administrative Policy Number 90: WIOA Eligible Training Provider List](#)

[CareerSource Florida Administrative Policy Number 009: On-the-Job Training Program](#)

[CareerSource Florida Administrative Policy Number 100: Work-Based Training](#)

[CareerSource Florida Administrative Policy Number 074: Individual Training Account Expenditure Requirements and Waiver Request Process](#)

[CareerSource Florida Strategic Policy 2018.02.14.A.2: Sector Strategy](#)

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

[Florida Executive Order 19-31](#)

VII. OTHER RESOURCES

- [ApprenticeFlorida.com](#)
- [Apprenticeship.gov](#)

Approved _____
Disapproved _____

Action Item 2

CAREERSOURCE FLORIDA ADMINISTRATIVE POLICY STATEWIDE STANDARDIZATION OF TOOLS AND SERVICES

The Governor, the CareerSource Florida Board of Directors, and the Florida Department of Commerce (FloridaCommerce) are committed to the appropriate and full use of federal and state workforce development funds. Local workforce development boards and local workforce development areas are expected to work with state and local partners to develop plans, strategies, and policies that streamline employment and training programs; empower individuals to make informed decisions in choosing the qualified training programs that best meet their needs; and provide universal access through a one-stop delivery system for employment services for employers and job seekers.

In 2021, the Florida Legislature passed, and the Governor signed into law, the Reimagining Education and Career Help (REACH) Act which directs the state board to minimize duplication and maximize efficient use of resources directed to training and business services. In 2023, as part of its action on Reimagining Florida's Workforce System: A Three Pillar Plan for Transformation, the CareerSource Florida Board of Directors directed CareerSource Florida and FloridaCommerce, in collaboration with the Governor's REACH Office and local workforce development boards, to develop a plan for specific system-wide improvements for consistency, improved customer experience, and efficiencies including, but not limited to, technology, administration, fiscal, procurement/contracts, and programmatic policies.

Planning and preparation for Workforce System Transformation included in-depth analysis of the CareerSource network, review of organizational information, and broad stakeholder engagement. Executive Directors and Chief Executive Officers identified challenges in service delivery, and recommended improvements based on a shared desire to improve the service delivery experience using human-centered design for services and service delivery models made more efficient and effective by simplification, standardization, shared resources, and elimination of procurement restraints. Stakeholders, including education and community-based partners, shared challenges in collaborating with multiple workforce boards and communicating with career centers across multiple workforce areas. Boards also reported independent procurement of identical tools and services that served the same functionality but at varying price points across the state. Local workforce development boards identified opportunities to streamline operations and improve service delivery through state-level procurement of services that puts a premium on time and financial resources. Additionally, local workforce

development boards reported that services could be procured at a cost savings per board if procured by the state, thus reducing both overall cost and staff time expended on executing local public procurement processes.

On October 12, 2023, the CareerSource Florida Board of Directors approved [CareerSource Florida Strategic Policy 2023.10.12.A.1– Statewide Standardization of Tools and Services](#). This policy identifies goals to support partnership, encourage predictability, and ensure attainment of shared performance goals through state-procured technology, tools, and services used by all local workforce development boards, local workforce development areas, and regional planning areas. The Policies and Procedures of this strategic policy align with the goals of the Workforce Innovation and Opportunity Act (WIOA), Code of Federal Regulations, Chapter 445, Florida Statutes, and the REACH Act to ensure efforts by the state workforce board aimed at achieving efficiencies and consistency throughout the state are effective.

As part of its ongoing commitment to system-wide improvements, a stakeholder workgroup was convened to assist CareerSource Florida and FloridaCommerce in developing an administrative policy implementing the strategic policy. The workgroup included representatives from CareerSource Florida, FloridaCommerce, the Florida Workforce Development Association, and staff from local workforce development boards.

This administrative policy applies to CareerSource Florida, FloridaCommerce, and all local workforce development boards, local workforce development areas, and regional planning areas. The policy defines the following:

- Establishes a framework for decision-making that the state will use when engaging in initiatives to standardize service delivery and the use of designated tools and resources.
- Defines a waiver request process for boards to utilize if they choose to opt out of a state provided tool or service.

FOR CONSIDERATION

- **Approve CareerSource Florida Administrative Policy – Statewide Standardization of Tools and Services implementing the requirements**



Administrative Policy

POLICY
NUMBER
XXX

Title:	Statewide Standardization of Tools and Services
Program:	Workforce Innovation and Opportunity Act
Effective:	TBD

I. PURPOSE AND SCOPE

The purpose of this policy is to provide guidance to local workforce development boards (LWDBs) on the requirement for the statewide use of state-procured tools and services and the framework for decision-making. This policy also outlines the process by which LWDBs may request to waive the requirement for use of state-procured tools and services based on local variances.

II. BACKGROUND

The Workforce Innovation and Opportunity Act (WIOA) (Pub. L. 113-128) is designed to help job seekers succeed in the labor market by providing access to employment, education, training, and support services, and to match employers with the skilled workers they need to compete in the global economy.

In 2021, the Florida Legislature passed, and the Governor signed into law, the Reimagining Education and Career Help (REACH) Act. In 2023, as part of its action on the [Reimagining Florida's Workforce System: A Three Pillar Plan for Transformation](#), the state workforce development board (state board) directed CareerSource Florida and the Florida Department of Commerce (FloridaCommerce), in collaboration with the Governor's REACH Office and LWDBs, to develop a plan for specific system-wide improvements for consistency, improved customer experience, and efficiencies including, but not limited to, technology, administration, fiscal, procurement/contracts, and programmatic policies.

The REACH Act directs the state board to minimize duplication and maximize efficient use of resources directed to training and business services. Recent legislative changes to the REACH Act require the state board to implement consistent procurement policies and procedures and leverage buying power to

achieve cost savings. The state board, CareerSource Florida, and FloridaCommerce will pursue opportunities to standardize the customer experience across the CareerSource Florida network. Standardization of the customer experience includes, but is not limited to:

- (1) Developing required processes that ensure a unified customer experience.
- (2) Defining required elements of the customer experience that must be met by each LWDB, in consultation with local boards.
- (3) Implementing standard forms, contracts, and agreements to ensure partners can work with multiple LWDBs consistently and efficiently.
- (4) State-negotiated pricing for tools and services that meet the specific functional requirements established through this policy.
- (5) State-level procurement of tools that must be used by all LWDBs.

III. AUTHORITY

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

[Chapter 2021 – 164, Laws of Florida, the Reimagining Education and Career Help Act](#)

[Chapter 2023 – 81, Laws of Florida, the Reimagining Education and Career Help Act](#)

[Chapter 445, Florida Statutes](#)

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

[Statewide Standardization of Tools and Services Strategic Policy](#)

IV. POLICIES AND PROCEDURES

Tools and services negotiated and acquired at the state level must be used by all LWDBs that have an identified need for the specific purpose the tools and services have been acquired to fulfill. As such, LWDBs are prohibited from using funds subgranted by FloridaCommerce for the purchase of tools and services that are duplicative of state-procured resources without an approved waiver request.

LWDBs that have existing contracts with vendors for tools and services may continue to use the contracted resources until the current contracts end. LWDBs must not renew contracts for products and tools that have been acquired at the state level for statewide use without an approved waiver.

A. Establish Statewide Common Need(s)

Statewide standardization of tools and services begins with the identification of an issue or common need for the procurement or development of tools and

services. The Governor, Legislature, state board, CareerSource Florida, FloridaCommerce, workforce system partners, LWDBs or regional planning areas (planning regions) may identify the need for a tool and/or service to be acquired at the state level. Further, changes in federal or state law, regulations, rules, policies, guidance, strategies, and processes may also require tools and services to be acquired at the state level for statewide implementation.

At the state level, a variety of steps may occur to establish the need for a particular standardized tool or service:

- (1) Solicit information on potential tools and services from appropriate stakeholders and interested parties.
- (2) Consult with stakeholders to determine whether there is a statewide need for specific tools and services.

LWDBs or regional planning areas may also submit a request for a tool or service to be acquired at the state level. The request must be made to FloridaCommerce and must clearly identify the tool or service being requested and the specific purpose it serves, including a compelling business case that justifies the need and describes the business need/issue the tool or service will help resolve. Additionally, the request must state the scope of the product or tool and clearly outline any identified duplication, lack of standardization, and the necessary business functions the proposed product or tool serves. Such requests must be submitted via email to FloridaCommerce at LWDBGovernance@commerce.fl.gov. Upon receipt and review of a request containing the above listed information, FloridaCommerce, in consultation with CareerSource Florida, will determine whether to approve the request for the tool or service to be acquired at the state level.

B. Needs Plan Development

Statewide acquisition or development of tools and services that serve a common need will include a plan developed by CareerSource Florida and FloridaCommerce, in consultation with LWDBs. The plan will identify how the tool or service ensures standardization, enhances customer service, and/or efficiency.

The plan will address, at a minimum, the following considerations:

- (1) Process to be enhanced or common need to be satisfied.
- (2) How tools and services address and resolve a common need.
- (3) Tool and/or service options that will be developed or sought, for evaluation.
- (4) Improved functionality sought and associated business case.

- (5) Level of standardization to be achieved by resolving common need.
- (6) Available performance data and data gaps relevant to the area of need.
- (7) Modernization of delivery to be achieved by the recommended approach.
- (8) Time to implement standardized resources across designated geographic scope.
- (9) Performance indicators affected by implementation of recommended approach.
- (10) Cost savings comparison to current method, tool, or service if there is one.

Additional considerations may include:

- (1) Challenges and consequences of (not) implementing tools and services.
- (2) Time needed to acquire tools and services and prepare them for use.
- (3) Resources needed for training staff to implement designated tools and services.
- (4) Time needed to train businesses and job seekers to use the tools and services.
- (5) Availability of performance data to demonstrate efficiency/benefit to be gained.
- (6) Advantages and challenges anticipated in aligning identified resource(s) with existing business models and strategic plans.

C. Tool and Service Evaluation and Recommendation

Evaluation and selection of a requested/proposed tool or service will include representatives from CareerSource Florida, FloridaCommerce, and LWDBs. Tools and services may be evaluated through surveys, product demonstrations, trial periods, etc. Once potential tools and services are determined, FloridaCommerce, in consultation with CareerSource Florida, will determine the plan and process for the resources to be acquired at the state level.

FloridaCommerce and CareerSource Florida, in consultation with the LWDBs, will re-evaluate the tools and services negotiated and acquired at the state level within six months of each contract's expiration date using the considerations outlined in **Section IV. B. Needs Plan Development** of this policy as a baseline to ensure that the tools and services meet, and are likely to continue to meet, the identified common needs. Should it be determined that the tools and services did not meet the identified common needs as initially established, FloridaCommerce and CareerSource Florida will collaborate with the appropriate stakeholders to consult on alternative tools and services for negotiation or acquisition by the state. Tools and services that are deemed to meet common needs may be renewed for continued statewide use.

D. Waiver Request Review Process

Where tools and services are acquired or developed for implementation statewide, LWDBs seeking to opt-out of statewide implementation may request a waiver from FloridaCommerce for less than two years or until the current contract expires.

LWDBs that seek a waiver must submit a Standardization of Tools and Services Waiver Request (Attachment A) to FloridaCommerce via email at LWDBGovernance@commerce.fl.gov. The waiver request must include the following:

- (1) Description of existing and alternative tools and services in use, the function(s) performed by the resource(s), and the business/customer groups served by them.
- (2) Description of how existing tools, services, or items impact local and/or statewide performance measurement and management.
- (3) Assumptions and constraints associated with implementing acquired or developed statewide tool(s).
- (4) Description of how existing resources differ in specific, key respects from state-provided resource(s) and why those in use or desired are (un)necessary.
- (5) Anticipated cost savings, economies of scale, or other fiscal and/or functional efficiencies including estimated local/statewide return on investment.

FloridaCommerce, in consultation with CareerSource Florida, will review waiver requests for completeness and determine whether to approve the LWDB's request. FloridaCommerce will notify the LWDB of the outcome of the waiver review process within 30 days of the date the waiver request was received.

V. ATTACHMENTS

Attachment A - Standardization of Tools and Services Request Form

VI. RESOURCES

[Florida Workforce System Transformation Plan](#)

Standardization of Tools and Services Waiver Request

Name of Local Workforce Development Board:

Date of Submission:

Contact Person Name:

Phone:

Email Address:

Describe existing and alternative tools and services in use, the function(s) performed by them, and the business/customer groups served by them.

Describe how existing tools, services, or items impact local and/or statewide performance measurement and management.

List assumptions and constraints associated with implementing acquired or developed statewide tool(s).

Describe how existing resources differ in specific, key respects from state-provided resource(s) and why those in use or desired are (un)necessary.

Describe anticipated cost savings, economies of scale, or other fiscal and/or functional efficiencies including estimated local/statewide return on investment.

BY SIGNING BELOW, THE LOCAL WORKFORCE DEVELOPMENT BOARD EXECUTIVE DIRECTOR CERTIFIES THAT THE LOCAL WORKFORCE DEVELOPMENT BOARD REQUESTS TO OPT OUT OF THE TOOLS AND/OR SERVICES ACQUIRED OR DEVELOPED FOR IMPLEMENTATION STATEWIDE. THE LOCAL WORKFORCE DEVELOPMENT BOARD'S REQUEST INCLUDES DETAILED INFORMATION TO SATISFY THIS REQUEST AS OUTLINED IN ADMINISTRATIVE POLICY TBD.

EXECUTIVE DIRECTOR

Name:

Signature:

Date:

Approved _____
Disapproved _____

Action Item 3

CAREERSOURCE FLORIDA ADMINISTRATIVE POLICY REGIONAL PLANNING AREAS IDENTIFICATION AND REQUIREMENTS

Public Law 113–128, the Workforce Innovation and Opportunity Act (WIOA), requires the 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. WIOA Section 106 describes the process by which the Governor designates local workforce development areas within the state. Local areas are designated consistent with labor market areas in the state, are consistent with regional economic development areas in the state, and have available the federal and non-federal resources necessary to effectively administer WIOA activities including whether the areas have the appropriate education and training providers such as institutions of higher education and area career and technical education schools.

The Reimagining Education and Career Help (REACH) Act was signed into law in June 2021. 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 law takes an integrated, collaborative approach to strengthen partnerships and enhance access to education, training, and employment opportunities within and across key workforce, education, and support services systems that are the backbone of Florida’s comprehensive workforce development ecosystem.

On February 23, 2023, the CareerSource Florida Board of Directors approved the Florida Workforce System Transformation Plan, a three-pillar plan directing the CareerSource Florida network to modernize the local workforce development board governance structure in the nation’s third-largest state and better position the system to be more customer centered, cost effective, and responsive to meet workforce talent demands. The plan focuses on:

- Alignment and consolidation for local workforce development boards.
- System-wide improvements for improved customer consistency and better leveraging of public funds; and

- Regional planning to further promote workforce system alignment with education and economic development and optimize opportunities for regional growth.

The Governor subsequently affirmed the CareerSource Florida Board of Directors' recommendation to realign and consolidate local workforce development areas as outlined in the Florida Workforce System Transformation Plan.

To support Pillar III of the plan, CareerSource Florida Board of Directors approved [2023.09.19.A.1 – Regional Planning Areas Strategic Policy](#) which defined the requirements for regional planning areas in the state of Florida.

This CareerSource Florida administrative policy implements the requirements for designating local planning areas consistent with WIOA, the REACH Act, and the strategic and administrative policies of the state workforce development board. Specifically, this policy defines the process that local workforce development boards will follow to request designation as a regional planning area. It further provides the application and defines the necessary documents that must be submitted to request designation.

FOR CONSIDERATION

- **Approve CareerSource Florida Administrative Policy – Regional Planning Area Identification and Requirements**



Administrative Policy

POLICY
NUMBER

XXX

Title:	Regional Planning Area Identification and Requirements
Program:	Workforce Innovation and Opportunity Act
Effective:	TBD

I. PURPOSE AND SCOPE

The purpose of this policy is to outline the process for identifying regional planning areas (planning regions) for groups of two or more local workforce development areas (local areas) under the Workforce Innovation and Opportunity Act (WIOA), as well as the correlating regional planning requirements.

II. BACKGROUND

Under WIOA (Pub. L. 113-128), as part of the process for developing the state plan, states must identify planning regions in the state after consultation with the local workforce development boards (LWDBs) and chief local elected officials (CLEOs) in the local areas. The Governor must assign local areas to a region prior to submission of the state's WIOA Unified or Combined Plan.

III. AUTHORITY

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

[2 Code of Federal Regulations \(CFR\) 679.200-679.210; 20 CFR 679.500-679.540](#)

[CareerSource Florida Strategic Policy 2023.09.19.A.1 - Regional Planning Areas](#)

IV. POLICIES AND PROCEDURES

The purpose of identifying planning regions is to align workforce development activities and resources with larger regional economic development areas and available resources to provide coordinated and efficient services to both job seekers and employers. Additionally, the state workforce development board (state board) has communicated the following goals for the creation of regional planning areas as they relate to Florida's Workforce Transformation Plan:

- (1) Aligning workforce strategies to address the needs of shared industry sectors, employers, and significant populations of job seekers.
- (2) Addressing common labor shortages and worker skills gaps with aligned service strategies.
- (3) Realizing system efficiencies through reducing resource costs (monetary, time, or other).

CareerSource Florida, in collaboration with the Governor's Reimagining Education and Career Help (REACH) Office, the Florida Department of Commerce (FloridaCommerce) and LWDBs, will develop recommendations to the Governor and state board for the identification of planning regions in the state.

A. Requirements for Identifying Planning Regions

All local areas in the state must be part of a planning region. Two or more LWDBs may request for their local areas to be identified as a planning region by submitting the Request for Regional Planning Area Identification (Attachment A) and supporting documentation as outlined in the application to the Florida Department of Commerce (FloridaCommerce) via email at LWDBGovernance@commerce.fl.gov. FloridaCommerce will review the LWDBs' request for compliance with federal and state requirements as well as this policy. FloridaCommerce will make a recommendation for the state board's consideration on whether to approve the LWDBs' request to be identified as a planning region.

Requirements for identifying a planning region, per 20 CFR 679.210(b) and CareerSource Florida Strategic Policy 2023.09.19.A.1 are outlined as follows:

- (1) Planning regions must include, at a minimum, two contiguous local areas within Florida¹.
- (2) Consideration will be given to the extent to which the local areas in the proposed planning region:
 - (a) Share a single labor market;
 - (b) Share a common economic development area; and
 - (c) Possess federal and non-federal resources, including appropriate education and training institutions, to administer activities under WIOA, subtitle B.
- (3) The following factors will also be evaluated:
 - (a) Population centers;
 - (b) Commuting patterns;
 - (c) Industrial composition;
 - (d) Location quotients;
 - (e) Labor force conditions; and
 - (f) Geographic boundaries.
- (4) The request must contain the signature of all the CLEOs of the units of local government that will make up the planning region in order to demonstrate that the request is the consensus of all the units of local government involved.
- (5) CareerSource Florida will submit its recommendation to the Governor within ten business days of the state board's decision.

B. Regional Planning Process Requirements

Planning regions are subject to the regional planning requirements outlined in 20 CFR 679.510. LWDBs and CLEOs within an identified planning region must participate in a regional planning process that results in the:

- (1) Preparation of a regional plan that meets the requirements outlined in 20 CFR 679.510(a)(2), CareerSource Florida Strategic Policy 2023.09.19.A.1, and complies with the instructions issued by CareerSource Florida, in coordination with FloridaCommerce.

¹ Although WIOA allows planning regions to also consist of one local area and two or more contiguous local areas in two or more states, Florida's planning regions will be two or more contiguous local areas within Florida.

- (2) Establishment of regional service strategies using cooperative service delivery agreements that include but are not limited to:
 - a. Consistent eligibility standards and enrollment processes.
 - b. Common training and coordination of supportive service offerings, as appropriate.
 - c. Common technology tools and sharing of data within tools outside of Employ Florida.
- (3) Development and implementation of sector strategies for in-demand sectors or occupations.
- (4) Collection and analysis of regional labor market data (in conjunction with the State²).
- (5) Coordination of administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate.
- (6) Coordination of transportation and other supportive services, as appropriate.
- (7) Coordination of services with regional economic development services and providers.
- (8) Establishment of an agreement concerning how the planning region will collectively negotiate and reach agreement with FloridaCommerce on local levels of performance for, and report on, the performance accountability measures described in WIOA Sec. 116(c) for local areas or the planning region³.

C. Regional Plan

LWDBs in an identified planning region will have to work together to formulate a regional plan as an addendum to each of their local plans in accordance with regional planning instructions issued by CareerSource Florida, in coordination with FloridaCommerce.

D. Continued Identification as a Regional Planning Area

Once identified, planning regions will remain in effect as long as federal and state requirements for planning regions continue to be met. With each submission of the

² The state will provide technical assistance and labor market data, as requested by local areas, to assist with such regional planning and subsequent service delivery efforts.

³ WIOA sec. 107(d)(9) and [Administrative Policy 088 – Negotiated Local Levels of Performance Requirements](#) require that locals negotiate performance, and 20 CFR 679.510(a)(1)(viii) requires an agreement between the LWDBs and CLEOS for how a planning region will collectively negotiate and reach agreement with [FloridaCommerce] on local levels of performance. The representatives of each local area within a planning region are responsible for the performance negotiation process.

regional plan to the state, the respective LWDBs and CLEOs will certify that the requirements to be identified as a planning region continue to be met.

Subsequent to planning regions being initially identified, LWDBs that seek to be identified in a new planning region must submit a new Request for Planning Region Identification to FloridaCommerce in accordance with **Section IV.A. Requirements for Identifying Regional Planning Areas** of this policy.

The state's identified planning regions must be included in the state's WIOA Unified or Combined Plan. Therefore, requests to be identified as a planning region that are approved and coincide with the state's drafting of the Unified or Combined Plan will be included in the state's next submission of the plan to the U.S. Department of Labor. Requests to be identified as a planning region may be received at any time with review and consideration taking place at the next available meeting of the state board.

Please note, the Governor may review planning regions at any time to evaluate whether the planning region continues to meet the requirements of being identified as such. The Governor may also designate a planning region as authorized by WIOA.

V. DEFINITIONS

- (1) **Consultation** – A robust conversation in which all parties are given the opportunity to share their thoughts and opinions.
- (2) **Local Workforce Development Area (Local Area)** – A geographical area that serves as the jurisdiction for the administration of workforce development activities and has been granted such designation by meeting criteria as prescribed in [Administrative Policy 94 – Local Workforce Development Area Designation](#).
- (3) **Local Workforce Development Board (LWDB)** – A board established under WIOA sec. 107, to set forth policy for the local workforce development system.
- (4) **Regional Planning Area** – A “planning region” as described in WIOA sec. 106(a)(2)(B).

VI. RESOURCES

Attachment A: Request for Regional Planning Area Identification

Request for Regional Planning Area Identification

Proposed Name of Planning Region:

Local Workforce Development Boards included (Two or more contiguous boards):

Date of Submission:

Contact Person Name(s):

Phone:

Email Address:

The request to be identified as a regional planning area (planning region) requires that the local workforce development boards have relevant relationships as evidenced by labor markets, economic development areas, education and training resources, population centers, commuting patterns, industrial composition, location quotients, labor force conditions, and geographic boundaries. By signing below, the chief local elected officials and the local workforce development board executive directors certify that the local areas request designation as a qualified regional planning area per CareerSource Florida Strategic Policy 2023.09.19.A.1. If the request for designation is approved, the local workforce development boards within the regional planning area will be required to engage in a regional planning process that will produce a Regional Plan to be added as an addendum to each local workforce development board plan per FloridaCommerce Regional Planning Instructions.

{Remainder of page intentionally left blank.}

Signature Page

Local Workforce Development Board Executive Director “A”	
Name:	
Signature:	
Date of Submission:	

Chief Local Elected Official - LWDB “A”	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB “A”	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB “A”	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB “A”	
Name and Title:	County:
Signature:	Date:

Signature Page

Local Workforce Development Board Executive Director “B”	
Name:	
Signature:	
Date of Submission:	

Chief Local Elected Official - LWDB “B”	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB “B”	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB “B”	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB “B”	
Name and Title:	County:
Signature:	Date:

Signature Page

Local Workforce Development Board Executive Director “C”	
Name:	
Signature:	
Date of Submission:	

Chief Local Elected Official - LWDB “C”	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB “C”	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB “C”	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB “C”	
Name and Title:	County:
Signature:	Date:

Signature Page

Local Workforce Development Board Executive Director “D”	
Name:	
Signature:	
Date of Submission:	

Chief Local Elected Official - LWDB “D”	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB “D”	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB “D”	
Name and Title:	County:
Signature:	Date:

Chief Local Elected Official - LWDB “D”	
Name and Title:	County:
Signature:	Date:

Supporting Documentation for the Request for Regional Planning Area Identification

Please provide information on the proposed regional planning area (planning region) to document relevant relationships between the local workforce development areas (local areas).

Single labor market:

Describe any labor market relationships amongst the local areas within the proposed planning region. Per the U.S. Bureau of Labor Statistics, labor markets can be described as metropolitan statistical areas (MSAs) or micropolitan statistical areas (μ SAs). Describe those areas located within the proposed planning region and any MSAs/ μ SAs that cross over multiple local areas, if applicable.

Common economic development areas:

Describe any economic development area relationships amongst the local areas within the proposed planning region. Enterprise Florida regions are an option for defining those economic development areas, but if your planning region has well-established regional economic development organizations, those are also acceptable to describe.

Education and training resources to administer activities under the Workforce Innovation and Opportunity Act:

Utilizing the eligible training providers available amongst the local areas in the proposed planning region, describe any training providers that cross local area lines and their capacity.

Population centers:

Describe the population centers within the planning region and any relevant relationships amongst those population areas as desired. The U.S. Census Bureau, American Community Survey is a potential data source for these population estimates.

Commuting patterns:

Describe the commuting patterns between counties within the proposed planning region. This does not need to be comprehensive amongst all counties in the planning region; however, describe any major notable relationships amongst these counties. The U.S. Census Bureau, OnTheMap data is a potential data source for these commuting pattern estimates.

Industrial composition and location quotients:

Describe the industrial composition of the local workforce development areas or counties included within the proposed planning region. A full breakdown of industrial composition for the regional planning area by county is not required; however, please highlight any major relationships or similarities in industrial composition. When possible, please indicate the location quotient at the county level for any highlighted industries. The industry share of county employment at a 2-digit NAICS level from the U.S. Bureau of Labor Statistics is an acceptable data source for these estimates.

Labor force conditions:

Describe any current labor force conditions that may be present across the proposed planning region. This can include disaggregated unemployment rates, labor force participation rates, or any other pertinent labor force conditions that the proposed regional planning area would like to consider. The U.S. Bureau of Labor Statistics is an acceptable data source for these estimates.

Geographic boundaries:

Describe any pertinent geographic boundaries present within the planning region, including major waterways, ports, or other natural boundaries. Confirm that the proposed planning region is made up of two or more contiguous local areas.

Information Items



Speaker Bios

Joe Marino



Joe Marino is a West Point graduate and former U.S. Army officer. He currently serves as the executive director of Veterans Florida, a state-created non-profit which provides workforce support to Florida's targeted industries and entrepreneurial resources and training for veterans. Immediately following his military service, he became a recruiter and helped separating military officers find employment with Fortune 500 companies. Marino has been deeply involved with military, veteran, and defense industry related issues since 2002 while working in Florida's legislative and executive branches, including the Executive Office of the Governor.

Keantha Moore



Keantha Moore currently serves as deputy chief of the Bureau of One-Stop and Program Support with the Florida Department of Commerce. Moore has been part of Florida's workforce development system for 17 years, which started with 10 years of experience at the local workforce development board level. Her local experience ranged from starting as a front-line staff person helping to connect job seekers with employment, to her culminating role as the director of operational excellence. She then transitioned to the Florida Commerce team where she has served in several leadership capacities over the past seven years.

Jimmy Heckman



Jimmy Heckman is an economist and bureau chief for Workforce Statistics and Economic Research (WSER) at FloridaCommerce. Heckman researches a variety of topics including reducing unemployment, long-term growth industries, and in-demand job skills. Heckman is a Florida native and attended Florida State University where he earned a master's degree in applied economics.

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

Performance Period Ending September 30, 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 (PY) 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 PY. Driven by a commitment to excellence, Florida strives for local and state performance levels at 90% of negotiated targets. In the first quarter of PY 2023-2024, 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 PY. Performance during the first quarter of PY 2023-2024 was impacted by common exit guidance released by FloridaCommerce in the fourth quarter of PY 2020 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 fourth quarter after exit employment and credential attainments for the adults, dislocated workers, and youth participants.

Negotiated performance targets are adjusted after the end of each PY (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 September 30, 2023. The tables in this report show actual performance in relation to performance targets negotiated with USDOL for PY 2023-2024. For additional information, please visit the Indicators of Performance Reports section on the Florida Department of Commerce website at: [Indicators of Performance Reports](#). If you have questions about this report, please contact Kristy Farina, Bureau of Workforce Statistics and Economic Research at the Florida Department of Commerce, at (850) 245-7206.

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

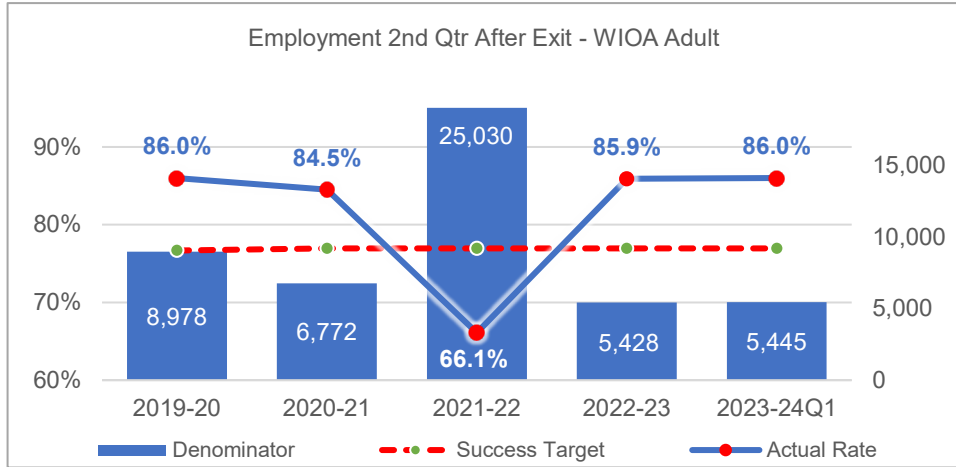
- **WIOA Adult, WIOA Dislocated Worker, and WIOA Youth:** This indicator captures the percentage of participants who, during a PY, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational,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

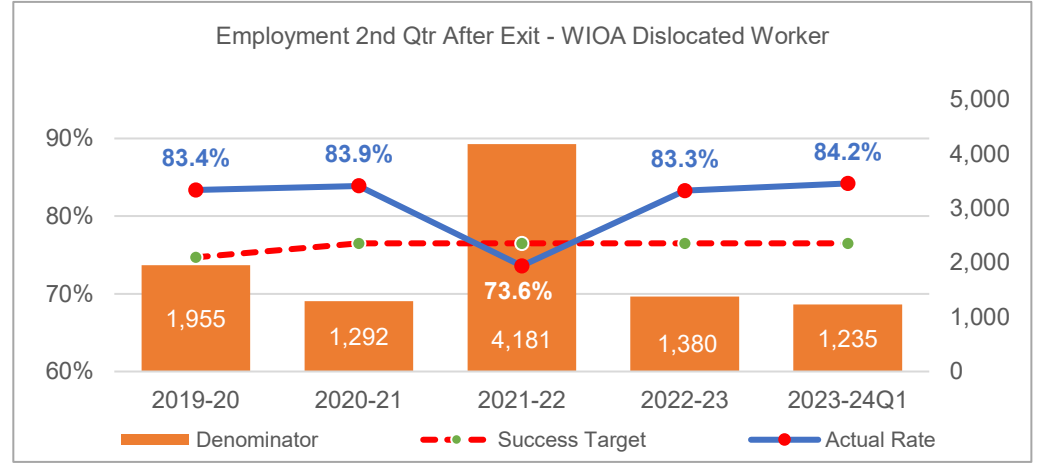
Entered Employment Rate - 2nd Quarter After Exit

Program Year (PY) 2023-2024 Q1 Report

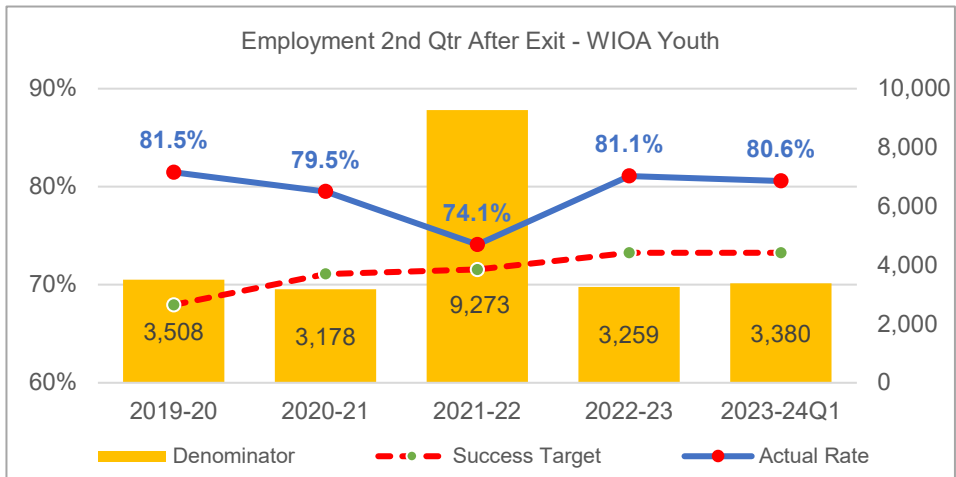
PY (July 1 - June 30)



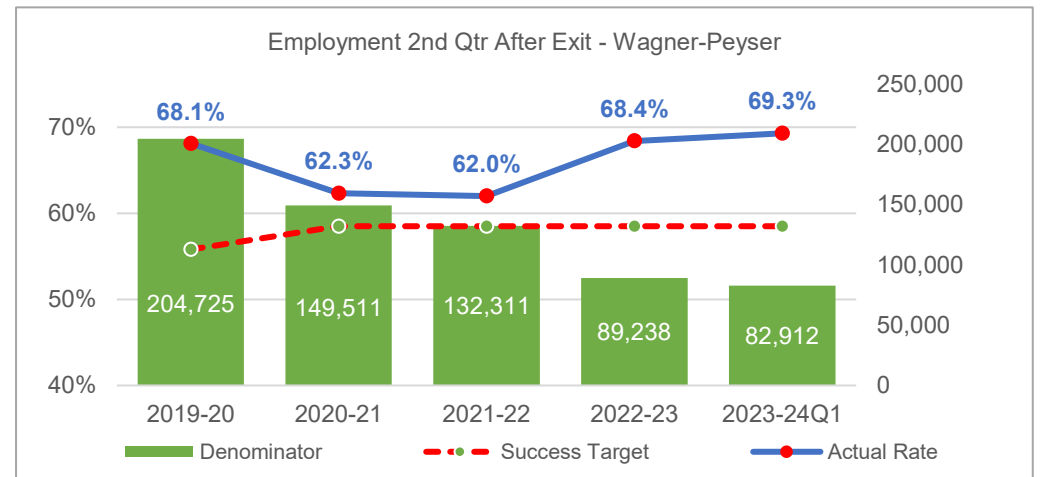
PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	7,721	5,724	16,555	4,660	4,683
Denominator	8,978	6,772	25,030	5,428	5,445
Actual Rate	86.0%	84.5%	66.1%	85.9%	86.0%
Success (≥90% of Goal)	76.7%	77.0%	77.0%	77.0%	77.0%



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	1,630	1,084	3,079	1,150	1,040
Denominator	1,955	1,292	4,181	1,380	1,235
Actual Rate	83.4%	83.9%	73.6%	83.3%	84.2%
Success (≥90% of Goal)	74.7%	76.5%	76.5%	76.5%	76.5%



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	2,858	2,527	6,870	2,642	2,724
Denominator	3,508	3,178	9,273	3,259	3,380
Actual Rate	81.5%	79.5%	74.1%	81.1%	80.6%
Success (≥90% of Goal)	68.0%	71.1%	71.6%	73.3%	73.3%



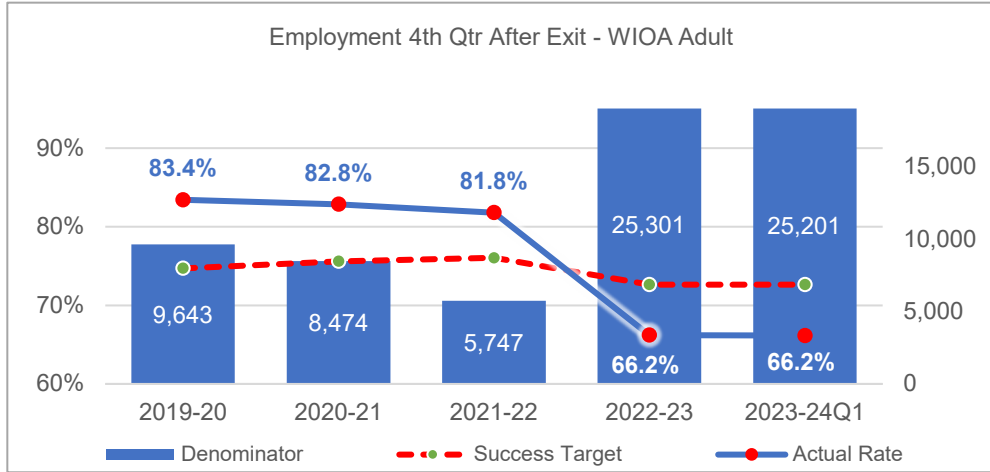
PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	139,458	93,177	82,070	60,996	57,452
Denominator	204,725	149,511	132,311	89,238	82,912
Actual Rate	68.1%	62.3%	62.0%	68.4%	69.3%
Success (≥90% of Goal)	55.8%	58.5%	58.5%	58.5%	58.5%

Note: Cohorts for PY 2023-24 are participants who received their last service between July 2022 and June 2023.

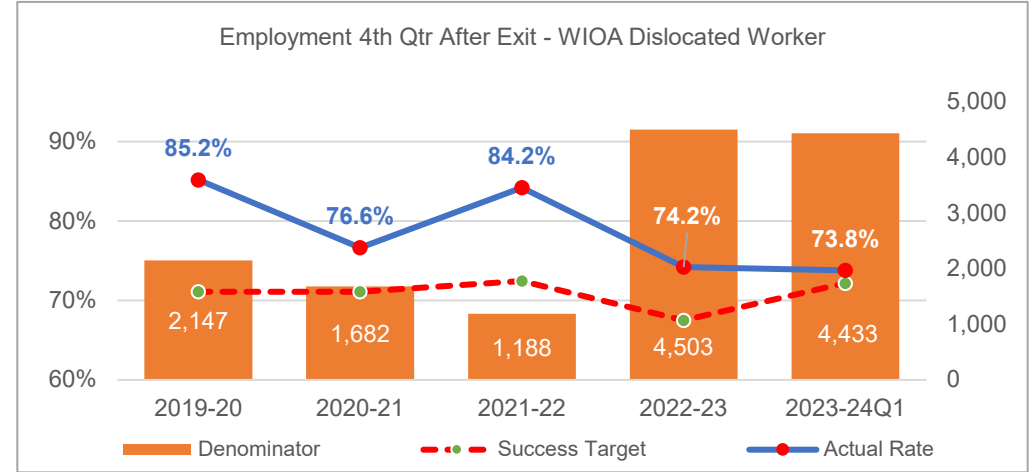
Entered Employment Rate - 4th Quarter After Exit

Program Year (PY) 2023-2022 Q1 Report

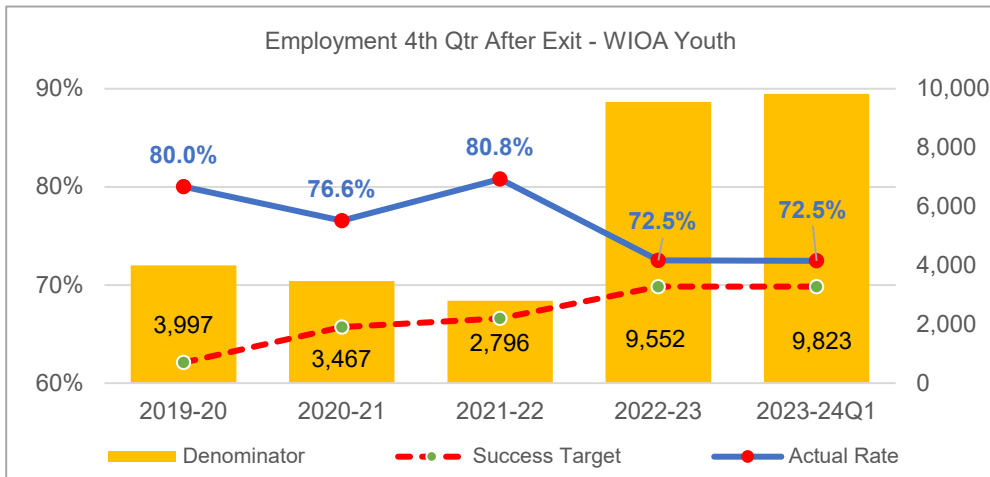
PY (July 1 - June 30)



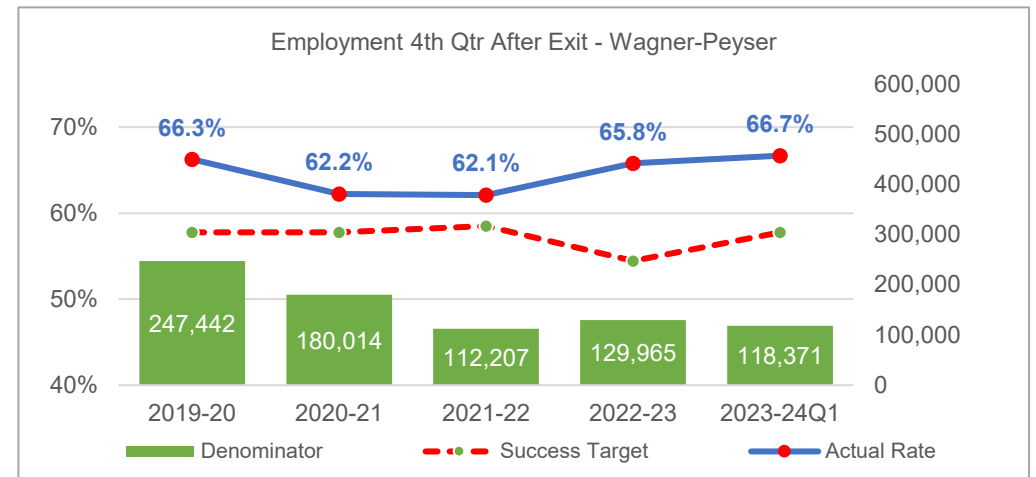
PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	8,045	7,020	4,701	16,752	16,672
Denominator	9,643	8,474	5,747	25,301	25,201
Actual Rate	83.4%	82.8%	81.8%	66.2%	66.2%
Success (≥90% of Goal)	74.7%	75.6%	76.1%	72.6%	72.6%



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	1,829	1,289	1,000	3,341	3,271
Denominator	2,147	1,682	1,188	4,503	4,433
Actual Rate	85.2%	76.6%	84.2%	74.2%	73.8%
Success (≥90% of Goal)	71.1%	71.1%	72.5%	67.5%	72.2%



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	3,199	2,654	2,260	6,925	7,118
Denominator	3,997	3,467	2,796	9,552	9,823
Actual Rate	80.0%	76.6%	80.8%	72.5%	72.5%
Success (≥90% of Goal)	62.1%	65.7%	66.6%	69.8%	69.8%



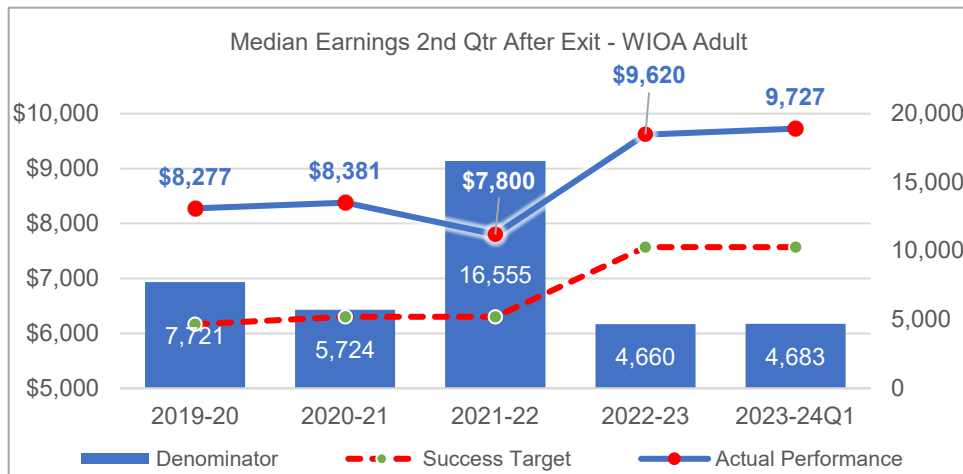
PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	163,990	112,022	69,639	85,561	78,936
Denominator	247,442	180,014	112,207	129,965	118,371
Actual Rate	66.3%	62.2%	62.1%	65.8%	66.7%
Success (≥90% of Goal)	57.8%	57.8%	58.5%	54.5%	57.8%

Note: Cohorts for PY 2023-24 are participants who received their last service between January 2022 and December 2022.

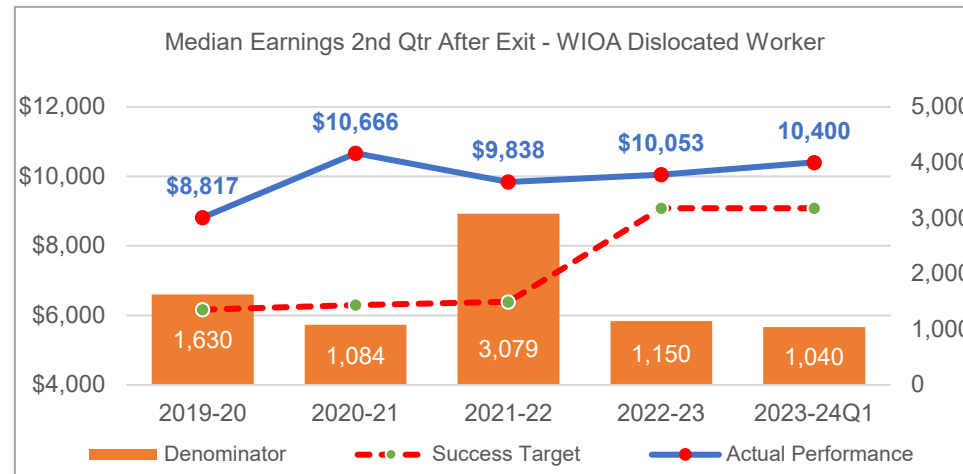
Median Earnings - 2nd Quarter After Exit

Program Year (PY) 2023-2024 Q1 Report

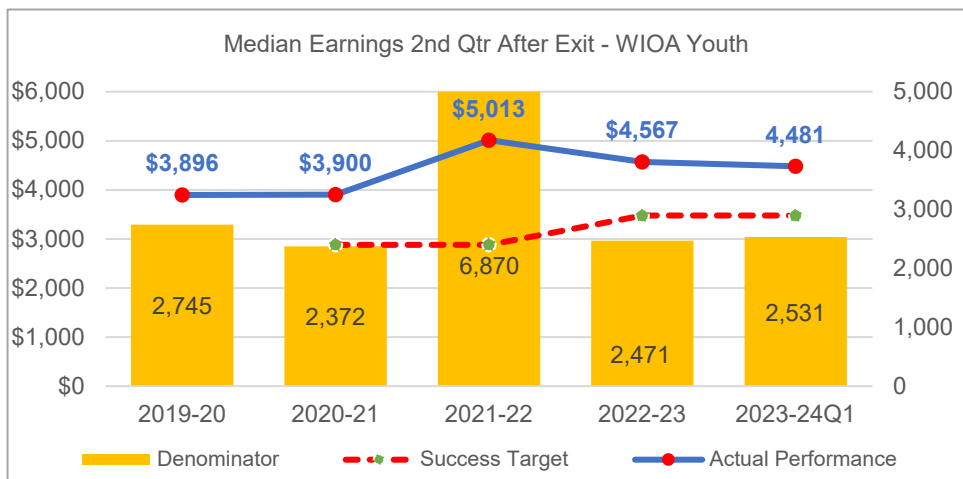
PY (July 1 - June 30)



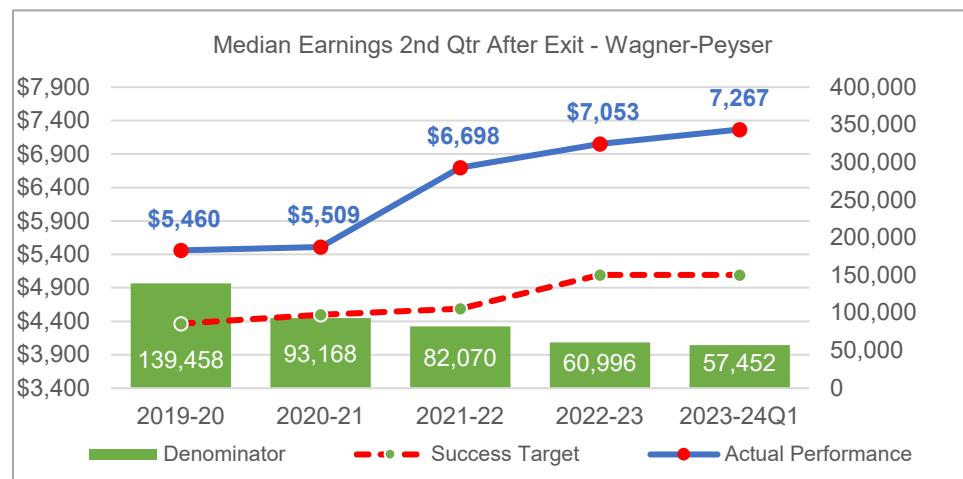
PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	7,721	5,724	16,555	4,660	4,683
Actual Performance	\$8,277	\$8,381	\$7,800	\$9,620	\$9,727
Success (≥90% of Goal)	\$6,165	\$6,300	\$6,300	\$7,570	\$7,570



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	1,630	1,084	3,079	1,150	1,040
Actual Performance	\$8,817	\$10,666	\$9,838	\$10,053	\$10,400
Success (≥90% of Goal)	\$6,165	\$6,300	\$6,300	\$7,570	\$7,570



PY	2019-20	2019-20	2020-21	2021-22	2022-23
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	2,745	2,745	2,372	6,870	2,471
Actual Performance	\$3,896	\$3,896	\$3,900	\$5,013	\$4,567
Success (≥90% of Goal) *	N/A	\$2,880	\$2,880	\$3,478	\$3,478



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	N/A	N/A	N/A	N/A	N/A
Denominator	139,458	93,168	82,070	60,996	57,452
Actual Performance	\$5,460	\$5,509	\$6,698	\$7,053	\$7,267
Success (≥90% of Goal)	\$4,365	\$4,500	\$4,590	\$5,093	\$5,093

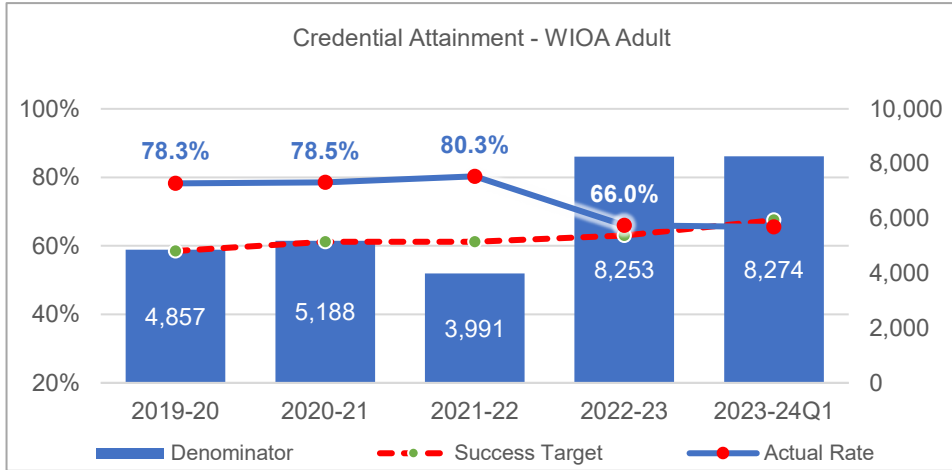
* Goal setting for the Median Earnings 2nd Quarter After Exit metric for WIOA Youth began in PY 2020-2021.

Note: Cohorts for PY 2023-24 are participants who received their last service between July 2022 and June 2023.

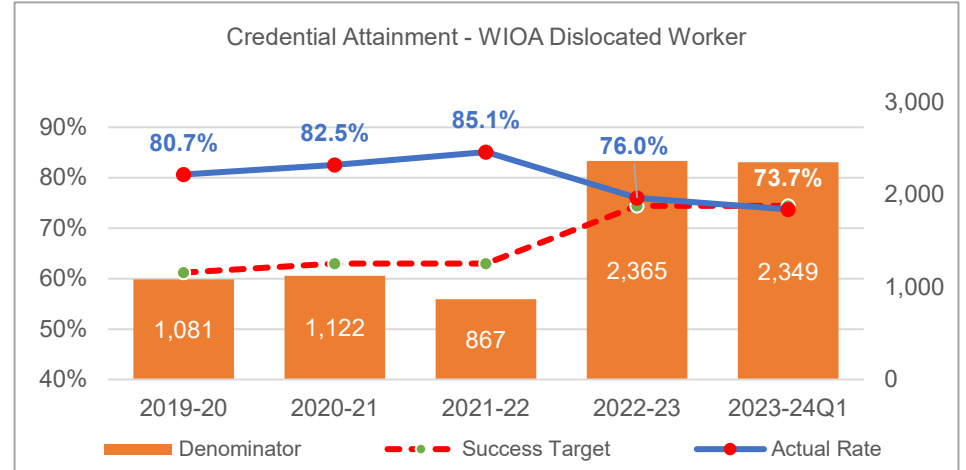
Credential Attainment Rate

Program Year (PY) 2023-2024 Q1 Report

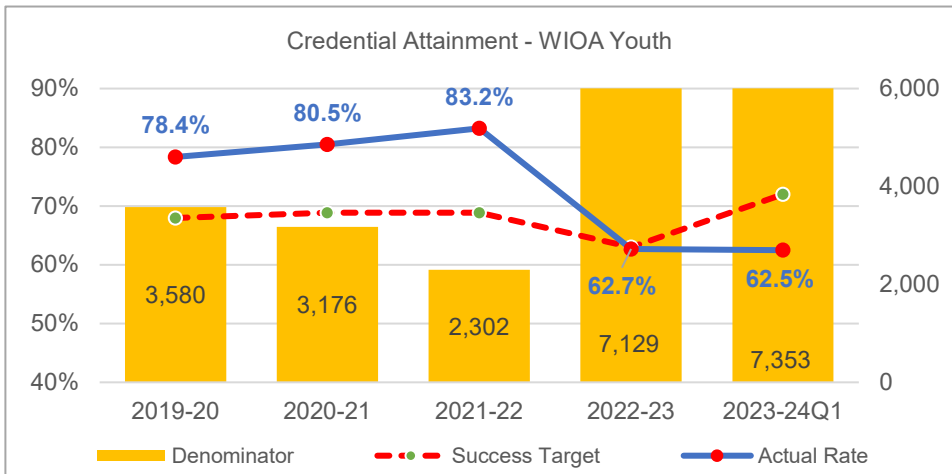
PY (July 1 - June 30)



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	3,802	4,074	3,205	5,449	5,421
Denominator	4,857	5,188	3,991	8,253	8,274
Actual Rate	78.3%	78.5%	80.3%	66.0%	65.5%
Success (≥90% of Goal)	58.5%	61.2%	61.2%	63.0%	67.5%



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	872	926	738	1,797	1,732
Denominator	1,081	1,122	867	2,365	2,349
Actual Rate	80.7%	82.5%	85.1%	76.0%	73.7%
Success (≥90% of Goal)	61.2%	63.0%	63.0%	74.4%	74.4%



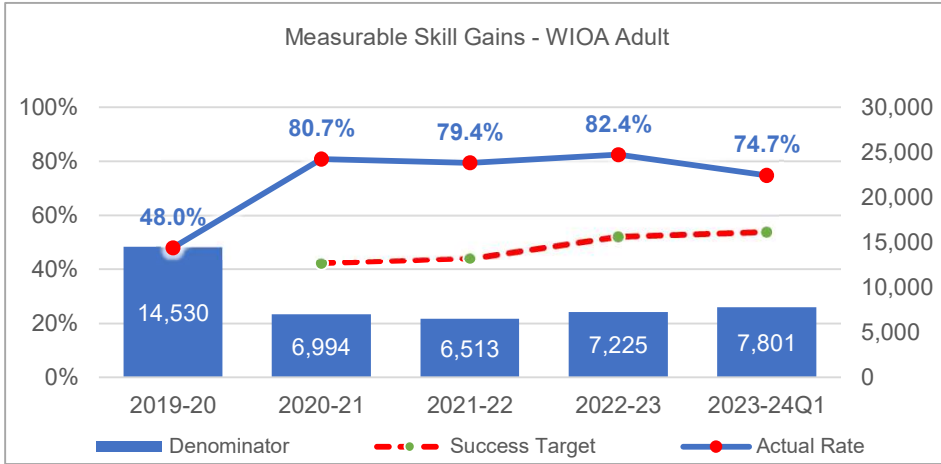
PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	2,805	2,557	1,916	4,473	4,595
Denominator	3,580	3,176	2,302	7,129	7,353
Actual Rate	78.4%	80.5%	83.2%	62.7%	62.5%
Success (≥90% of Goal)	68.0%	68.9%	68.9%	63.0%	72.0%

Note: Cohorts for PY 2023-24 are participants who received their last service between January 2022 and December 2022.

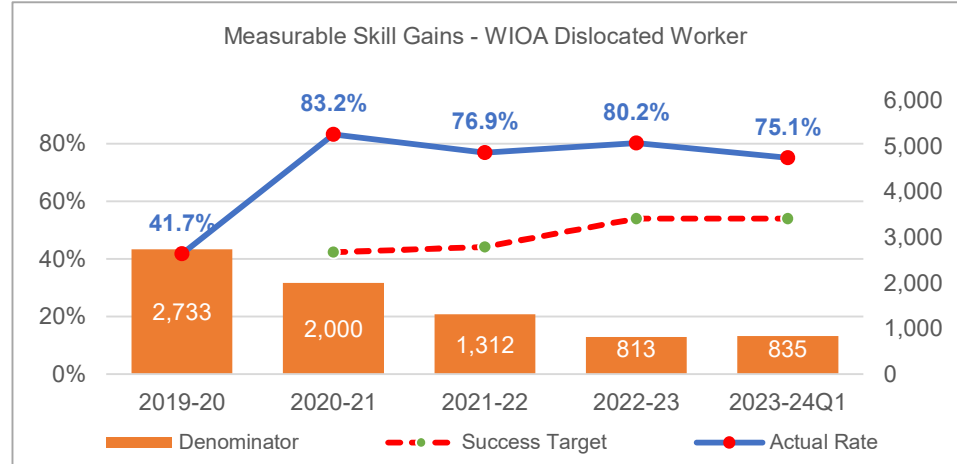
Measurable Skill Gains

Program Year (PY) 2023-2024 Q1 Report

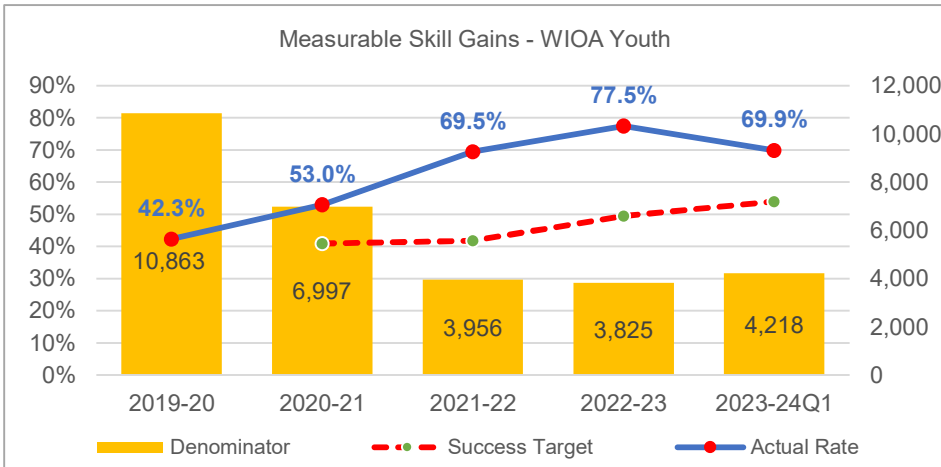
PY (July 1 - June 30)



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	6,968	5,646	5,172	5,955	5,827
Denominator	14,530	6,994	6,513	7,225	7,801
Actual Rate	48.0%	80.7%	79.4%	82.4%	74.7%
Success (≥90% of Goal)	N/A	42.3%	44.1%	52.2%	54.0%



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	1,141	1,664	1,009	652	627
Denominator	2,733	2,000	1,312	813	835
Actual Rate	41.7%	83.2%	76.9%	80.2%	75.1%
Success (≥90% of Goal)	N/A	42.3%	44.1%	54.0%	54.0%



PY	2019-20	2020-21	2021-22	2022-23	2023-24Q1
Numerator	4,597	3,708	2,749	2,965	2,948
Denominator	10,863	6,997	3,956	3,825	4,218
Actual Rate	42.3%	53.0%	69.5%	77.5%	69.9%
Success (≥90% of Goal)	N/A	41.0%	41.9%	49.5%	54.0%

* Goal setting for the Measurable Skill Gains metric began in PY 2020-2021. Note: Cohorts for PY 2023-24 are participants who received services between July 2023 and June 2024.

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

Florida's Combined State Plan



The Workforce Innovation and Opportunity Act (WIOA) Unified Plan represents a strategic approach to workforce development at the state level. Under the WIOA Unified Plan, key workforce programs, including Adult, Dislocated Worker, Youth, Adult Education, and Vocational Rehabilitation are integrated into a singular, cohesive plan. This unified strategy streamlines coordination among the state's workforce development stakeholders, aligning their efforts to achieve shared goals.

The primary objective of the WIOA Unified Plan is to enhance the efficiency and effectiveness of workforce development activities, fostering a more seamless and integrated approach to addressing the needs of job seekers and employers alike.

As CareerSource Florida continues its commitment to advancing the state's workforce, there is a significant evolution underway—the transition from the WIOA Unified Plan to the WIOA Combined Plan. The WIOA Combined Plan represents an innovative shift in approach, building upon the successes of the Unified Plan while incorporating additional elements to further optimize workforce development efforts.

The transition to the WIOA Combined Plan is driven by a recognition of the need for increased flexibility and alignment in responding to the dynamic challenges of the modern workforce landscape. Unlike the singular focus of the Unified Plan, the Combined Plan allows for a more dynamic integration of key workforce programs. This approach enables CareerSource Florida to tailor strategies to better address the unique needs of diverse populations and industries across the state.

One of the primary reasons for this transition is the desire to foster a more comprehensive and collaborative approach to workforce development. The Combined Plan encourages the integration of various components, ensuring that programs are strategically aligned to maximize impact. By combining efforts, the plan facilitates a more cohesive response to the evolving needs of job seekers and employers, creating a more resilient and adaptable workforce ecosystem.

A key advantage of the WIOA Combined Plan lies in its inherent flexibility. This flexibility empowers CareerSource Florida to adapt swiftly to emerging trends, industry shifts, and economic fluctuations. The Combined Plan is designed to be dynamic, allowing for adjustments that better meet the real-time demands of the labor market. This adaptability ensures that workforce development strategies remain relevant and effective in an ever-changing environment.

Moreover, the WIOA Combined Plan promotes alignment not only within the state but also at the local and regional levels. By fostering collaboration among various stakeholders, including government agencies, educational institutions, and employers, the plan creates a synergistic network that shares resources, expertise, and best practices. This alignment enhances the overall impact of workforce development initiatives, promoting sustainable economic growth and prosperity for all Floridians.

The transition from the WIOA Unified Plan to the WIOA Combined Plan represents CareerSource Florida's commitment to innovation, collaboration, and adaptability in the pursuit of a workforce system that is both responsive and resilient. This evolution ensures that Florida's workforce development efforts remain at the forefront of addressing the evolving needs of the state's economy and its diverse population.

