

Board of Directors Meeting Agenda

JUNE 18, 2024 • 8:30 - 11:30 A.M., ET **WESTSHORE GRAND | TAMPA MEETING ROOM: BAYSHORE BALLROOM**

Chair's Welcome and Remarks

Stephanie Smith

Consent Agenda

- 1. February 28, 2024, Meeting Minutes
- 2. Approval of Master Credentials List for Delivery to State Board of Education
- 3. Request for Designation as Direct Provider of Workforce Services

President's Report

Adrienne Johnston

Strategic Policy and Performance Council Report

Sophia Eccleston

Chair

Finance Council Report

Kevin McDonald Chair

Action Items

1. Administrative Policy 074 – Individual Training Account Expenditure Requirements and Waiver Request Process Adam Briggs

- 2. Strategic Policy Emergency Response
- 3. Strategic Policy Comprehensive Employment, Education, and Training
- 4. Local Workforce Development Board Composition and Certification
- 5. Local Workforce Development Areas **Subsequent Designation**

6. Incumbent Worker Training Grant Contract – HCA Healthcare MD Now Urgent Care

Brent McNeal

7. Fiscal Year 2024-25 CareerSource Florida Network Funding

Walter Copeland

8. Local Workforce Development Board Purple Star Designation

Joe Marino

Florida Workforce System Transformation Update

Garrick Wright **Brian Woods**

Managing Director, Ernst & Young LLP (EY)



FloridaCommerce Report

J. Alex Kelly Secretary, FloridaCommerce

Local Partners Report

Marcus McBride, Ph.D.
President, Florida Workforce Development Association
CEO, CareerSource Escarosa

Open Discussion/Public Comment

Closing Remarks Stephanie Smith

Information Items

UPCOMING MEETINGS

More information about the CareerSource Florida Board of Directors meetings for 2024 is forthcoming. Please continue to monitor your email for save the dates.

- Strategic Policy and Performance Council and Finance Council Joint Meeting, September 10 | Orlando
- Board of Directors Meeting, September 11 | Orlando

CareerSource Florida
Board of Directors Meeting
June 18, 2024
Consent Item 1

Approved

Disapproved

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February 28, 2024, BOARD OF DIRECTORS 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 February 28, 2024, Board of Directors Meeting Minutes, to include any modifications or changes noted by the board.

CareerSource Florida Board of Directors Meeting Minutes February 28, 2024

I. Call to Order

Chair Stephanie Smith called the Board of Directors meeting to order at 9:00 a.m. on February 28, 2024.

II. Roll Call

Executive Assistant Kay Clement conducted a roll call. The following members were present:

Stephanie Smith

John Adams

Jennifer O'Flannery Anderson

Bayne Beecher

Kiley Damone

Robert Doyle

Sophia Eccleston

Ryan Goertzen

Eric Hall

Casey Penn

Tim Hinson

Bill Johnson

Alex Kelly

Joe Marino

Rep. Lauren Melo

Kevin O'Farrell

Mel Ponder

D.C. Reeves

Kim Richev

Laurie Sallarulo

Robert Salonen

Brian Sartain

Andrew Schmadeke

Les Sims

Meridith Stanfield

III. Chair's Opening Remarks

Chair Smith highlighted the meeting agenda and recapped the council meetings and activities from the day before, as well as December's board and council meetings.

IV. Consent Agenda

Chair Smith presented the consent agenda.

- 1. December 12, 2023, Board of Directors Meeting Minutes
- 2. Approval of Master Credentials List for Delivery to State Board of Education
- 3. Approval of Request to Serve as One Stop Operator for CareerSource Escarosa and CareerSource Palm Beach County
- 4. Approval of Request to Serve as One Stop Operator for CareerSource South Florida

Chair Smith called for a vote to approve the consent agenda.

Motion: Kim Richey **Second**: Robert Salonen

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

V. President's Report

CareerSource President and CEO Adrienne Johnston started off her report by introducing two new CareerSource Florida team members, Government Affairs Director Gabe Peters and Chief Financial Officer Walter Copeland.

She provided an overview of recent partner engagement before updating the board on legislative bills that CareerSource Florida is following that relate to economic development, workforce and career development, as well as reemployment assistance.

Johnston shared what's next for the Master Credentials List and wrapped up by providing updates on the 2024-2028 WIOA Combined Plan, WIOA set aside initiatives, and the Florida Workforce System Transformation Plan.

VI. Joint Council Report

Finance Council Chair Bill Johnson provided an update on the joint Strategic Policy and Performance Council and Finance Council meeting from the day before, highlighting its agenda items and discussion points.

VII. Action Items

CareerSource Florida Vice President of Workforce Program Development Dan McGrew presented the Action Items recommended for approval at the joint Strategic Policy and Performance Council and Finance Council meeting held the previous day.

McGrew introduced FloridaCommerce One-Stop and Program Support Bureau Chief Keantha Moore to present the action items one and two.

Approve CareerSource Florida Administrative Policy 110 – Local Workforce Development Area and Board Governance

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

Motion: Jennifer O'Flannery Anderson

Second: Eric Hall

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

2. Approve CareerSource Florida Administrative Policy – Statewide Standardization of Tools and Services implementing the requirements

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

Motion: Eric Hall

Second: Jennifer O'Flannery Anderson

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

Chair Smith introduced McGrew to present the final action item.

- 3. Approve a recommendation to the Governor for the designation of the following WIOA Planning Regions:
 - CareerSource Escarosa (LWDB 1), CareerSource Okaloosa Walton (LWDB 2), CareerSource Chipola (LWDB 3), and CareerSource Gulf Coast (LWDB 4)
 - CareerSource Research Coast (LWDB 20) and CareerSource Palm Beach (LWDB 21)

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

Motion: Jennifer O'Flannery Anderson

Second: Eric Hall

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

VIII. 2024-2028 WIOA Combined State Plan

President Johnson introduced the panelists from partner agencies at FloridaCommerce, Department of Education, Department of Elder Affairs, and Department of Children and Families. President Johnson and panelists discussed the collaboration that has taken place at the state level on the WIOA Combined State Plan and how it promotes greater communication and transparency across the state's workforce system to best serve Florida's job seekers and businesses.

IX. FloridaCommerce Report

Secretary of FloridaCommerce Alex Kelly provided an update on Florida's current economic growth and its future outlook, discussing the Governor's focus on Florida's future budget, FloridaCommerce's investments as well as other state partners' investments.

Kelly concluded his report by updating the board on the FL WINS program and reemployment assistance modernization.

X. Florida Workforce System Transformation Update

CareerSource Florida Program Director Garrick Wright, EY Managing Director Brian Woods, and EY Senior Consultant AJ Temple to provide an update on the Florida Workforce System Transformation Plan.

The EY team provided a phase three pillar overview, progress to date on pillars one, two and three, as well as next steps.

XI. Florida Department of Juvenile Justice Report

Florida Department of Juvenile Justice Deputy Secretary Adrienne Campbell discussed education across the department, from prevention and early intervention to residential commitment and aftercare.

Campbell informed the board of the Florida Scholars Academy and Project Anchor, highlighting programs they're implementing through Project Anchor with local workforce development boards throughout the state.

Campbell noted next steps include continued partnership development, expansion of pre-apprenticeship opportunities and collaborations with postsecondary institutions for Florida's youth.

XII. Local Partners Report

Florida Workforce Development Association President and CareerSource Escarosa CEO Marcus McBride provided a report on the behalf of the local workforce development board partners.

McBride shared a Hope Florida and CareerSource Central Florida success story, noting the skills, training and credentials they are able to lead people to in order to be successful in the workforce.

McBride expressed his appreciation to the board and state partners before concluding his report.

XIII. Open Discussion/Public Comment

Chair Smith asked if any board members or members of the public wished to comment.

There was one public comment request from Robin King, president and CEO of CareerSource Flagler Volusia. She provided input on the continued redesign of Florida's workforce system and the great opportunities to grant access to prosperity for all.

XIV. Chair's Closing Remarks

Chair Smith thanked the board for their attention and contributions during the meeting. She reminded them of upcoming meetings before adjourning the meeting.

The meeting was adjourned at 11:47 a.m.

Additional meeting dialogue is recorded and available online at this link.

CareerSource Florida Board of Directors Meeting June 18, 2024 Consent Item 2

Approved	
Disapproved_	

Consent Item 2

DELIVERY THE 2024-2025 MASTER CREDENTIALS LIST TO THE STATE BOARD OF EDUCATION

The Reimagining Education and Career Help (REACH) Act amended Chapter 445.004, Florida Statutes, and requires the Florida Credentials Review Committee (CRC) to define Credentials of Value and make recommendations for these credentials to be added to a state-approved Master Credentials List (MCL). The CRC is also charged with establishing a process for quarterly review and approval of credential applications.

In December 2022, the CRC approved the definition for Credentials of Value. By action of the CRC, the Framework of Quality by which credentials are evaluated was amended September 6, 2023, to reflect statutory changes and to update the framework with references to current labor market information.

The CRC receives credential applications, through an online form, for inclusion on the MCL. Between October 2023 and April 2024, a total of 39 applications were received, representing 32 unduplicated credentials. Evaluation of applications is conducted by an interagency team of subject matter experts from the Florida Department of Commerce, Florida Department of Education, and CareerSource Florida. Each credential is evaluated against the Framework of Quality approved by this Committee and, if applicable, the eligibility requirements for Career and Professional Education (CAPE) funding established by the Department of Education.

For the application period in question, 18 credentials did not meet the requirements of the Framework of Quality, two were submitted by ineligible applicants, and two were seeking eligibility for postsecondary CAPE funding. Valid submitters may reconcile eligibility issues and re-submit credentials.

The following 10 credentials, flagged for future removal on the MCL published in February 2024, have now satisfied the criteria for demonstrating <u>local demand</u> and will remain on the list with their demand deficiency flag removed:

- Certified Internet Web (CIW) Web Security Professional
- Certified Internet Web (CIW) Web Development Professional
- Certified Internet Web (CIW) Web Foundations Associate
- Certified Internet Web (CIW) User Interface Designer
- Certified Internet Web (CIW) Multimedia Specialist
- Certified Internet Web (CIW) JavaScript Specialist

- Certified Internet Web (CIW)
 Advanced HTML5 & CSS3 Specialist
- Certified Internet Web (CIW) Web

Security Specialist

• 911 Public Safety Telecommunicator

- Certified Internet Web (CIW) Data Analyst Specialist
- Upon approval, the 2024-2025 Master Credentials List will include:
 - 297 degree credentials
 - 880 non-degree credentials
 - 557 registered apprenticeships
 - 535 industry certifications

Each quarter, the CRC sends the approved MCL to the CareerSource Florida Board of Directors for approval and delivery to the Florida State Board of Education. After approval and prior to the State Board of Education meeting, there may arise the need for technical revisions to the list, such as revisions to certification names, availability of the certification, or code numbers that need to be revised.

FOR CONSIDERATION

- Approve delivery to the Florida State Board of Education of the new 2024-2025
 Master Credentials List.
- Authorize the CareerSource Florida team in collaboration with the Florida
 Department of Education staff to make technical revisions to approved
 certifications. This does not include authority to amend or add certifications to
 the approved list.

ATTACHMENTS

- Framework of Quality
- 2024-2025 Master Credentials List

CareerSource Florida
Board of Directors Meeting
June 18, 2024
Consent Item
Approved
Disapproved

Consent Item 3

REQUEST FOR DESIGNATION AS DIRECT PROVIDER OF WORKFORCE SERVICES

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

The following local board requests approval for designation as a direct provider of workforce services.

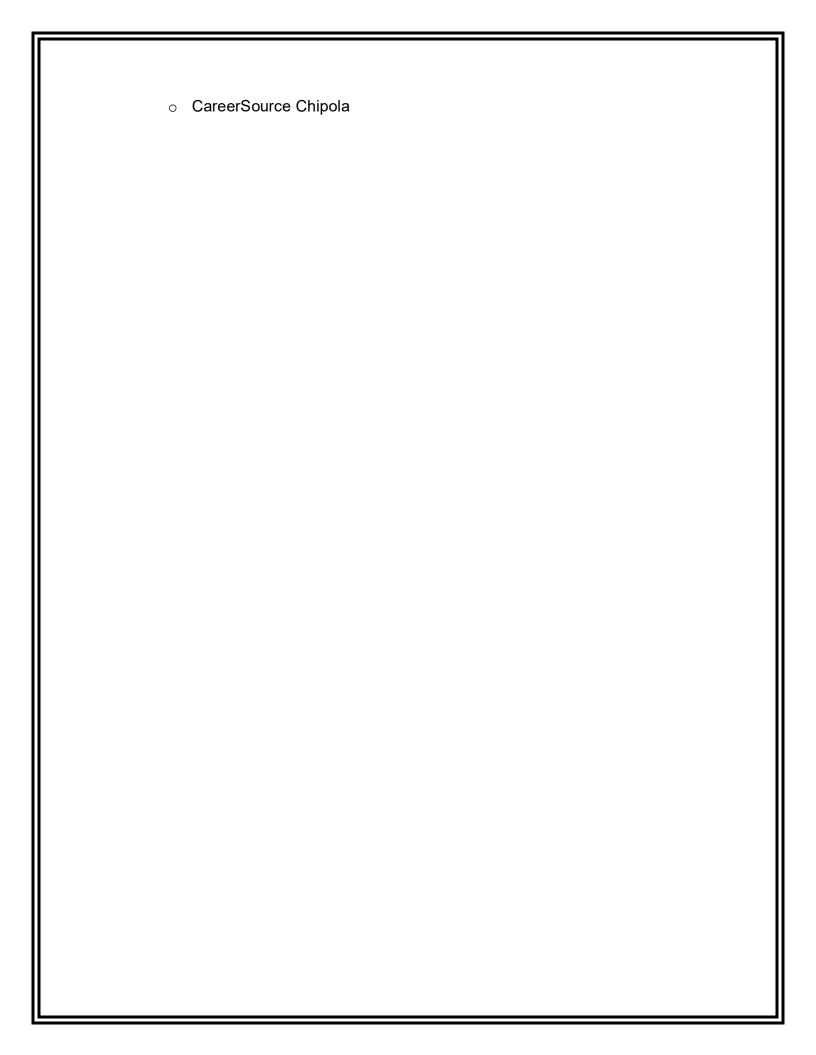
CareerSource Chipola

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

CareerSource Florida and FloridaCommerce recommends approval of the local workforce development board's request for designation as direct provider of workforce services.

FOR CONSIDERATION

 Authorize the following local workforce development board's request to be designated as a Direct Provider of Workforce Services starting July 1, 2024, through June 30, 2027.



REQUEST FOR EXTENSION

LOCAL WORKFORCE AREA INFORMATION		
Name of Local Area: CareerSour	rce Chipola	
LWDB Number: 3		
Date of Submission: April 24, 2024		
Contact Person Name:	Phone: 850-633-2732	
Richard Williams	Email Address: richard.williams@careersourcechipola.com	
AMENDMENT TO THE LOCAL WORKFORCE SERVICES PLAN		
The Local Workforce Development Board	seeks to extend its designation as a direct service provider of certain	
services by agreement of the Chief Elected Official and the Governor. This extension to the designation of the		
Local Workforce Development Board as a direct service provider of certain services is to be effective for the		
period July 1, 2024 t	through <u>June 30, 2027</u> .	
The signatures below certify agreement to the request for extension submitted by the Local Workforce		
Development Board and the assurance that the Local Workforce Development Board will operate in accordance		
with this extension, its Workforce Service Plan, and applicable federal and state laws and regulations.		

LOCAL WORKFORCE DEVELOPMENT BOARD CHAIRMAN		
Name: Debbie Kolmetz	Title: Chair	
Signature: Deblic kolmety	Date: 4/26/2024	
77F8AE46546E4FE		

LOCAL CHIEF ELECTED OFFICIAL		
Name and Title: Commissioner Scott Monlyn, Consortium Chair/LWDB 3 CLEO	County: Calhoun	
Signature: Scott Monlyn	Date: 4/28/2024	
F9F24F2C5CD44E5		

CareerSource Chipola Region 3 Request for Extension of Authority to Provide Direct Services

Background

CareerSource Chipola was first granted authority to provide direct services through June 30, 2015. This authority has been continuously extended through June 30, 2024. The original application requesting permission cited several reasons for the request and outlined a new operation model that when utilized would allow the region to cut costs as well as improve efficiency. The CSC board of directors also hoped the change to providing direct services would lead to improved communication and give the area greater flexibility in responding to the needs of the area.

As you will see in this request, all of the expectations we had with respect to the change to being a direct provider of services have been realized. We provide the following information required and respectfully request the Local Workforce Development Board (LWDB) be granted a three-year extension of our authority to provide direct services that would end June 30, 2027.

Review of how the provision of direct services during the prior period fit the business model that the LWDB proposed in its original request, and any proposed changes in the business model or the particular workforce services the LWDB intends to provide during the extension period.

CareerSource Chipola followed the business model originally described in our previous application and the results have been outstanding for the area. We were able to eliminate layers of middle management and as such reduced staffing costs by more than \$220,000 per year.

The area was able to consolidate job duties and we increased communication across program lines. When you compare the ability of success coaches (case managers) to work across program lines, there is no comparison between where we were prior to providing direct services and where we are today. Under our current model, staff have a greater ability to combine silos of funding in a manner that provides our customers with a greater chance for success while also making better use of available taxpayer resources. This proved crucial in the aftermath of Hurricane Michael as our staff combined multiple funding sources seamlessly to give our employers and job seekers more assistance using the additional disaster funds.

We have increased our connection with the business community and can have more staff directly engaged with connecting job seekers and employers.

The flexibility we brought to the system upon becoming a direct service provider allowed the region to respond more quickly to Hurricane Michael, Covid, and a recent extreme

weather event that resulted in job loss and economic impact to the area. We have proven that as a direct service provider, we can implement necessary recovery programs without additional layers of administration that would slow the process. These outside funds were added to our mix of services and didn't require the region to negotiate with a provider for implementation. This allowed us to react quicker and move staff around the region as needed during the disaster and the aftermath we still face. As a direct service provider we were able to move staff and resources immediately upon determination of need.

The area maintains the changes in employment classifications made upon becoming a direct service provider. Current employment classifications are more flexible and allow CSC to shift staff immediately as conditions change because we do not have to complete a negotiation process normally required through a contracted service provider. This means that as events impact the area's economy, we are able immediately shift program lines, staffing patterns, and implement requirements of new funding sources.

Effective Date and Period of Time for Extension

We are requesting the extension be effective July 1, 2024 through June 30, 2027 as allowed by the policy that govern direct service.

Review of Previous request and explanation of how it is still in the best interest of the RWB's customers that the RWB continue to provide these services.

As was previously stated, the region originally requested to serve as a direct service provider in part due to a lack of willing service providers interested in providing comprehensive services in the region. The previous bidding period resulted in only one provider responding and that provider later decided they were unwilling to continue as a service provider.

In reviewing the operations of the previous service provider, the board determined that significate cost savings could be realized if the board provided direct services. The board also realized that by providing direct services the region would be in a much better position to shift resources as the local conditions changed.

The above conditions remain, and the region still believes it is in the best interest of the board to provide direct services. In addition to cost savings, the region remains in a significantly better position to shift resources to meet local demand. For example, during our time as a direct operator, the board was challenged with helping a local industry that had decided to relocate out of the country. As a direct service provider, the region was able to immediately reallocate resources in response to the challenge. The industry later decided not to locate out of the country and in press releases concerning the situation gave the CareerSource Chipola board credit for helping to put the company in a position to remain in Florida.

We have also previously reviewed applications received for a larger area in response to an RFP for a service provider and noted the impact the proposals would have on available resources for our rural region that would directly impact services provided to residents and employers of the area.

If the LWDB went back to a contracted service provider model, the LWDB would be compelled to pay a percentage of any management contract for services that support the contract and not the individual job seekers/employers in our region. Given the size of our service area and the smaller amount of funds allocated, our board believes it is important to maximize funds available to support the business and job seeker community.

The area made the initial request and move to a direct service provider model for multiple reasons we still believe are relevant to our operations today.

First, the move has been a cost savings to the area and allow of duplicative positions.

Second, the transition has improved communication between both teams within the LWDB.

Third, the move to becoming a direct service provider has improved services across program/funding lines and improved the ability to bring a variety of resources for services to individuals and employers.

Fourth, the change significantly increased the ability of CSC to respond to changing local conditions. For example, when Hurricane Michael hit the area, wholesale operation changes were made within hours without having to review an operations contract with a provider of services.

<u>Firewall</u>

We anticipate no changes to the current firewall between the board as an oversight entity and as a direct service provider. We strongly believe a review of the monitoring and performance reports provided by FloridaCommerce will show that our current system is effective. We clearly understand the dual roles we currently operate under and the necessity of keeping a firewall between those roles. While we anticipate no change to current firewalls, we will continue to evaluate our current system and pledge to address any significant weaknesses discovered and/or make any changes deemed necessary by CareerSource Florida, the Florida Department of Commerce, or our local government consortium.

Funding Source

The board seeks to be a direct provider for all workforce services in the region. In addition to funding provided through traditional workforce funding models in Florida the board will also continue to seek outside funding sources that are consistent with our workforce mission.

This authority allows the region to operate programs as the region deems necessary while also allowing the region to contract out services if the board of directors deems that to be a more efficient or better way to deliver services in any particular area of responsibility. CareerSource Chipola is not opposed to contracting for services if, in the view of the board of directors, such contracts would be beneficial to the area. As an example, the LWDB has contracted out some youth services in years the board determined such services could be better provided by an outside contractor.

Cost Analysis

Based on a review of recent response to an RFP for a direct service provider from a nearby region we estimate an approximate savings of more than \$600,000 in additional overhead, allocated and direct costs over the three year period. We also believe the elimination of staff that served to support the requirements of the contract instead of job seekers and employers will continue to result in an increase in direct client contact and improved results.

In addition, as local conditions have changed, we have been able to combine job duties in areas that previous contracts would not have allowed. This combination of job duties also results in more efficient services and/or a reduction in cost to the area.

We have no reason to believe that a new service provider contract would be more efficient or more cost-effective than our current model; however, as noted above, if the board of directors determined an outside contract would be more efficient, more cost-effective, or better for the area, the board would be willing to once again contract services.

Other Realized Improvements

CareerSource Chipola serves five rural counties in the first Governor designated Rural Area of Opportunity. This designation was given due to the poor economic conditions in the rural counties served by CareerSource Chipola.

CareerSource Chipola also serves as the managing organization for Opportunity Florida, a ten-county economic development alliance that serves only counties in a Rural Area of Opportunity. Being a direct services provider has allowed us to increase the level of cooperation between the business community and workforce development across the area. This close connection has directly resulted in the creation of new employment opportunities in the five rural counties. It should be noted that we have a clear delineation between the two organizations, and we have a clear method of cost allocation, as indicated in our state-approved cost allocation plan. The agreement has also enabled Opportunity Florida to increase cooperation with other LWDB's with counties located within the Opportunity Florida region.

Being a direct service provider enables the organization to better spread duties among staff based on both ability and workload. Being a direct service provider has given us the ability to respond quickly to changing demands, and it has saved the region money that

would otherwise have been spent on additional staffing required by the contracting agency.

Conclusion

We believe that a review of the services provided in the region will show the region has been responsive to local needs and that being a direct service provider places the region in a better position to maintain that high level of responsiveness.

CareerSource Florida Board of Directors Meeting June 18, 2024 Action Item 1	
Approved Disapproved	

Action Item 1

REVISIONS TO CAREERSOURCE FLORIDA ADMINISTRATIVE POLICY 074 – INDIVIDUAL TRAINING ACCOUNT EXPENDITURE REQUIREMENTS AND WAIVER REQUEST PROCESS

CareerSource Florida, the state workforce development board, leads collaboration among the state's workforce development system, with a shared goal to accelerate employment opportunities that build economic prosperity for Floridians through access to the best workforce training and education available.

Public Law 113-128, The Workforce Innovation and Opportunity Act (WIOA), emphasizes training services including occupational skills training, on-the-job training, incumbent worker training, programs that combine workplace training with related instruction, training programs operated by the private sector, skill upgrading and retraining, entrepreneurial training, transitional jobs, job readiness training, adult education and literacy activities, and customized training. Individual Training Accounts (ITAs) are used for individuals who seek training services from eligible providers of training services. Local workforce development boards (LWDBs) coordinate funding for individual training accounts.

Section 445.003(3)(a)1, Florida Statutes, requires that at least 50 percent of the Title I WIOA Adult and Dislocated Worker funds that are passed through to LWDBs be allocated to ITAs. The Allowable Programmatic Training and ITA Costs Crosswalk for WIOA Adult and Dislocated Worker Programs developed by the Florida Department of Commerce Bureau of Financial Management provides details on what expenditures may be allocated and expended on ITAs.

In 2012, FloridaCommerce developed an administrative policy to provide guidance to LWDBs on costs allowable for the 50 percent expenditure requirement. In 2018, this ITA Expenditure Requirements and Waiver Request Process policy was issued. The policy described required activities and allowable costs for ITA expenditures and allowed an automatic waiver each local area could claim for the fiscal year based on calculations provided to each local area by FloridaCommerce's Bureau of Financial Management. In addition, the policy provided guidance for local boards to request permission to allocate and expend less funding on ITAs.

To ensure local boards are focused on education, employment, and training, CareerSource Florida Administrative Policy 074 – Individual Training Account

Expenditure Requirements and Waiver Request Process is amended affirming the state workforce development board's guiding principles to develop and implement strategies that support Floridians who need new skills and develop guidance that enables all workforce development partners, including LWDBs, to facilitate access to education, training and meaningful employment for job seekers, while also aiding business in identifying, developing, and retaining employees through high-impact support.

CareerSource Florida Administrative Policy 074 – Individual Training Account Expenditure Requirements and Waiver Request Process requires LWDBs to allocate and expend a minimum of 50 percent of the WIOA Adult and Dislocated Worker formula funds that they expect to expend each fiscal year (July-June) to satisfy the state ITA requirement. The percentage allocated for state ITA expenditures must be calculated using the carry-forward (estimated or actual when available) plus the portion of any new allocation budgeted for the current year. The required minimum allocation of 50 percent (or waiver percentage) of funds to be expended in the fiscal year must be reflected in the local board's budget that is submitted to FloridaCommerce.

The automatic waiver each local area could claim for the fiscal year based on CareerSource Florida's sliding scale provided by FloridaCommerce's Bureau of Financial Management is eliminated. LWDBs that require a state ITA waiver must submit a formal request to FloridaCommerce that has been approved by the LWDB and chief local elected official(s). The approved state ITA percentage waiver request must be submitted to FloridaCommerce's Bureau of Financial Management, who will review the waiver request for completeness and consult with CareerSource Florida to determine if waiver approval should be recommended.

Local boards that fail to spend the required 50 percent on ITA training or that have not secured a waiver risk having funds recaptured.

FOR CONSIDERATION

 Approve CareerSource Florida Administrative Policy 074 – Individual Training Account Expenditure Requirements and Waiver Request Process.

Supporting Documents:

- Public Law 113-128, Workforce Innovation and Opportunity Act, Section 134(c)(2)(A)(xii)(VII), Section 134(c)(3)(D) and Section 134(c)(3)(F)(v)
- Section 445.003(3)(a)(1), F.S.
- Administrative Policy 100, Work-Based Learning and Work-Based Training for Adults and Dislocated Workers
- Allowable Programmatic Training and ITA Costs Crosswalk



POLICY NUMBER 074

Administrative Policy

Title:	Individual Training Account Expenditure Requirements and Waiver Request Process		
Program:	Workforce Innovation and Opportunity Act		
Effective:	June 29, 2012	Revised:	TBD

I. PURPOSE AND SCOPE

The purpose of this policy is to outline the requirements to local workforce development boards (LWDBs) for the use of federal Title I Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker funds for Individual Training Account (ITA) expenditures.

This policy also describes the process for LWDBs to request a waiver of the state ITA requirement.

II. BACKGROUND

Section 445.003(3)(a)1, Florida Statutes (F.S.) requires that at least 50 percent of the Title I WIOA Adult and Dislocated Worker funds that are passed through to LWDBs be allocated to ITAs, unless a LWDB obtains a waiver from the state workforce development board (state board).

III.AUTHORITY

Workforce Innovation and Opportunity Act of 2014, <u>Public Law 113-128</u>, Section 134(c)(2)(A)(xii)(VII), Section 134(c)(3)(D) and Section 134(c)(3)(F)(v)

Section 445.003(3)(a)(1), F.S.

IV. POLICIES AND PROCEDURES

WIOA funds may only be used to provide training services to eligible participants when there is no grant or other assistance available to pay for training, or the eligible participant requires WIOA assistance in addition to other sources of grant assistance, including Federal Pell Grants established

under title IV of the Higher Education Act of 1965. ITAs must be coordinated with other sources of grant assistance as prescribed in <u>Administrative Policy 122</u> -Adult and <u>Dislocated Worker Eligibility Program Eligibility</u>. Veteran Assistance (VA) benefits for education and training services do not constitute "other grant assistance" under WIOA's eligibility requirements. Pursuant to Section 445.003(3)(a)1, F.S., tuition, books and fees of training providers, and other training services authorized by WIOA qualify as state ITA expenditures. The <u>Allowable Programmatic Training and ITA Costs Crosswalk</u> provides direction to LWDBs on what expenditures qualify for the 50% ITA requirement and how the remaining funds should be used for career services (not associated with training costs).

FloridaCommerce established a state ITA cost-category and sub-cost categories to track associated costs and expenditures in the Subrecipient Enterprise Resource Application (SERA). LWDBs are required to submit state ITA expenditures in SERA as outlined in this policy.

A. Sub-Cost Categories

The state ITA cost category is broken down into sub-cost categories which further specify activities allowable under the state ITA expenditure requirement. The sub-cost categories for the state ITA expenditure requirement are outlined below.

1. Occupational Skills Training

Occupational skills training is an organized program of study that provides specific vocational skills that lead to proficiency in performing actual tasks and technical functions required by certain occupational fields at entry, intermediate, or advanced levels. LWDBs must give priority consideration to training programs that lead to recognized credentials of value and postsecondary credentials, including those on the Master Credentials List, that align with indemand and emerging industry sectors or occupations in the local area. The chosen occupational skills training must meet the quality standards in WIOA.

The training must:

- a. Be outcome-oriented and focused on an occupational goal specified in the participant's individual service strategy.
- b. Be of sufficient duration to impart the skills needed to meet the occupational goal.
- c. Lead to the attainment of a recognized credential of value and postsecondary credential. A credential is documented verification of qualification or competence issued to an individual by a third party with the relevant authority or jurisdiction to issue such credentials (such as an accredited. This includes an industry-recognized certificate or certification, a certificate of completion of an apprenticeship, a license recognized by the State involved or Federal Government, or an associate or baccalaureate degree.

Supportive services required for participation in an occupational skills training activity are included in this sub-cost category. Any supportive services provided must be in accordance with <u>Administrative Policy - 109 Supportive Services and Needs-Related Payments</u> and recorded in Employ Florida in accordance with the Employ Florida Service Code Guide.

2. Other WIOA Specified Training

Other WIOA specified training includes:

- a. On-the-job training.
- b. Registered apprenticeship programs.
- c. Programs that combine workplace training with related instruction and may include cooperative education programs.
- d. Incumbent worker training.
- e. Training programs operated by the private sector.
- f. Skill upgrading and retraining.
- g. Entrepreneurial training.
- h. Job readiness training in combination with other training activities.
- i. Adult education and literacy in combination with other training activities.
- j. Customized training.

Supportive services required for participation in an "other WIOA specified training" activity are included in this sub-cost category. Any supportive service provided must be in accordance with <u>Administrative Policy - 109 Supportive Services and Needs-Related Payments</u> and recorded in Employ Florida in accordance with the Employ Florida Service Code Guide.

3. Other Work-Based Learning Opportunities

Work-based learning opportunities afford WIOA-eligible participants opportunities for career exploration and enhanced skill development. LWDBs may offer programs that incorporate paid and/or unpaid work experiences and have a combined instructional component of academic and occupational education. The educational component may occur concurrently or sequentially with the work experience. <u>Administrative Policy 100 - Work-Based Learning and Work-Based Training for Adults and Dislocated Workers</u>, describes the requirements for such activities.

These expenses are recorded in SERA as Work Experience and Internships.

4. Training Program Management

Costs associated with training program management are staff costs:

- a. Directly related to developing, implementing, or coordinating authorized training programs identified in this policy.
- b. Associated with developing, implementing, or coordinating local training for eligible clients participating in training programs leveraged through other grants (e.g., Temporary Assistance for Needy Families, Pell Grants).

Staff costs are limited to salaries and benefits.

5. Training Case Management

Costs associated with training case management are staff:

- a. Costs directly related to case management and job placement services for clients in training (not clients seeking training).
- b. Expenditures associated with the provision of support services to individuals while they are in training.

Staff costs are limited to salaries and benefits.

B. Requirements for Allocating and Reporting State ITA Funds

LWDBs must allocate and expend a minimum of 50 percent of the WIOA Adult and Dislocated Worker formula funds that they expect to expend each fiscal year (July-June) to satisfy the state ITA requirement. The percentage allocated for state ITA expenditures must be calculated using the carry-forward (estimated or actual when available) plus the portion of any new allocation budgeted for the current year. The required minimum allocation of 50 percent (or waiver percentage) of funds to be expended in the fiscal year must be reflected in the budget that is submitted to FloridaCommerce.

LWDBs must report related expenditures monthly in SERA for each of the specified state ITA sub-cost categories listed in Section IV.A of this policy. The <u>Allowable Programmatic Training and ITA Costs Crosswalk</u> reflects expenditures that qualify for the state ITA expenditure requirement.

To ensure the most effective use of WIOA funds, LWDBs that are unable to expend the required 50 percent of the Title I WIOA Adult and Dislocated Worker funds on ITAs or that have not secured a state ITA expenditure requirement waiver risk having funds recaptured and reallocated in accordance with <u>CareerSource Florida Strategic Policy 2002.01.09.A.3.</u> - <u>Recapture and Reallocation of WIOA Funds</u>, or other related state guidance upon issuance.

C. State ITA Waiver Requests

LWDBs that require a state ITA expenditure requirement waiver must submit to FloridaCommerce, a formal request that has been approved by the LWDB and chief local elected official(s) (CLEO). The approved state ITA expenditure requirement waiver request must be submitted to FloridaCommerce's Bureau of Financial Management for review. The following guidelines govern the management of the waiver review process:

- 1. Applications for waivers must be submitted no later than September 1, 2024, for program year (PY) 2024-2025. Beginning PY 2025-2026, applications for waivers must be submitted prior to July 1 of the PY for which the waiver will apply. Approved waivers are limited to one year.
- 2. The request must include the following:
 - a. Documentation describing the local budget for ITAs itemized by sub-cost categories as listed in **Section A. Sub-Cost Categories**.
 - b. Documentation showing local strategies and staff employed to increase access to training for customers and to enroll customers in training.

- c. Documentation describing local and regional strategies to limit the ongoing need for a waiver.
- d. The lack of demand for each authorized training service.
- e. The financial impact on the provision of client services.
- f. Documentation showing approval from the LWDB and CLEO.
- 3. FloridaCommerce may require additional information from the LWDB to negotiate approval of a waiver.

Applications for waivers must be submitted to FloridaCommerce via email at <u>WaiverRequest@commerce.fl.gov</u>. FloridaCommerce's Bureaus of One-Stop and Program Support and Financial Management will review waiver requests for completeness and consult with CareerSource Florida to determine if waiver approval should be recommended to the state board.

D. State and Local Monitoring

Services and activities provided under WIOA must be monitored annually for compliance with WIOA requirements by FloridaCommerce. FloridaCommerce will monitor the requirements outlined in this policy and local operating procedures.

LWDBs must establish local fiscal and programmatic monitoring policies and procedures that include, at minimum:

- a. Monthly assessment of compliance with the state ITA expenditure requirements under the waiver.
- b. The roles of the LWDB and provider staff.
- c. Local monitoring procedures for implementation of the state's policy.

V. REVISION HISTORY

Date	Description
TBD	Issued by the Florida Department of Commerce.
TBD	Revised by CareerSource Florida and the Florida Department of Commerce, and approved by the CareerSource Florida Board of Directors.
9/26/2018	Revised and renamed to Individual Training Account Expenditure Requirements and Waiver Request Process and issued by the Florida Department of Economic Opportunity.
6/29/2012	DEO FG-074, Individual Training Account (ITA) Costs Allowable for the 50% Expenditure Requirement, June 29, 2012, issued by the Florida Department of Economic Opportunity.

VI. ATTACHMENTS

Allowable Programmatic Training and ITA Costs Crosswalk

Во	CareerSource Florida ard of Directors Meeting June 18, 2024 Action Item 2
Approved Disapproved_	

Action Item 2

CAREERSOURCE FLORIDA STATE WORKFORCE DEVELOPMENT BOARD EMERGENCY RESPONSE STRATEGY

CareerSource Florida leads collaboration among the state's workforce development system and plays a key role in supporting businesses and job seekers affected by hurricanes, natural disasters, and other events for which a state and federal state of emergency may be declared. In the event of a disaster or emergency situation, it is critical to ensure the demands placed upon the emergency management community and workforce development system are managed strategically, with workforce system operations structured to be both flexible and efficient in maximizing the distribution of assistance across the CareerSource Florida network.

Strategic policy 2024.06.18.A.2– State Workforce Development Board Emergency Response Strategy provides a framework for coordinating services with federal, state, and local partners including the Florida Department of Commerce and local workforce development boards. This policy directs CareerSource Florida to collaborate systematically with these entities to direct activities and serve the needs of local workforce development boards, local workforce development areas, career centers, and Workforce Innovation and Opportunity Act (WIOA) partners before, during, and after disasters and declared states of emergency.

Local workforce development boards, local workforce development areas and their career center staff shall consult with local government, chief local elected officials, and other stakeholders to develop streamlined strategies and policies to engage in systematic processes that ensure uninterrupted communication, collaboration, and service delivery with federal, state, and local partners.

This policy applies to CareerSource Florida, FloridaCommerce, and all local workforce development boards and local workforce development areas. Local workforce development boards shall describe strategies and policies related to this policy in their local workforce development plans.

FOR CONSIDERATION

Approve CareerSource Florida Strategic Policy 2024.06.18.A.2
 – State Workforce Development Board Emergency Response Strategy.



2024.06.18.A.2

Strategic Policy

Title:	State Workforce Development Board Emergency Response Strategy
Adopted:	
Effective:	

I. PURPOSE AND SCOPE

The CareerSource Florida network and its federal, state and local partners play a key role in supporting businesses and job seekers affected by hurricanes, natural disasters and events in which a state and federal state of emergency may be declared. As disasters become more frequent, severe, and complex, it is critical to ensure the demands placed upon the emergency management community and workforce development system are managed strategically and workforce system operations are structured to be both flexible and maximize assistance across the CareerSource Florida network.

This strategic policy describes the role of CareerSource Florida during disasters and states of emergency and provides a framework for coordinating services with federal, state and local partners including the Florida Department of Commerce (FloridaCommerce) and local workforce development boards.

II. BACKGROUND

To adequately respond to and recover from emergencies and disasters, the Division of Emergency Management (Division) is charged with the responsibility of maintaining a comprehensive statewide program of emergency management and coordinating its efforts with the federal government, with other departments and agencies of state government and private sector organizations that have a role in emergency management. To fulfill these requirements the Division established the State Emergency Response Team (SERT) composed of agency-appointed Emergency Coordination Officers and staff from state agencies, volunteer and non-governmental organizations that operate under the direction and control of the Governor and the State Coordination Officer (SCO) from the Division.

The SERT is grouped into emergency support functions (ESFs) that conduct coordination and completion of response and recovery activities. FloridaCommerce is the lead agency for ESF 18, which coordinates local, state and federal agencies' actions that provide immediate and short-term assistance to business and industry as well as economic stabilization. ESF 18 works with business and industry to identify available resources to meet the needs of the state and its citizens, before, during and after a disaster.

CareerSource Florida works with FloridaCommerce, local workforce development boards, local workforce development areas, career centers and Workforce Innovation and Opportunity Act (WIOA) Combined Planning Partners to monitor and respond to natural disasters and other events that impact the workforce system. This collaboration includes but is not limited to surveying the needs of businesses and job seekers; providing training and guidance; directing the timely dissemination of information; ensuring simplified access to quality services and resources; accurately assessing damage; and delivering direct support and recovery assistance to impacted communities that help businesses and their employees get back to work quickly.

III. POLICIES AND PROCEDURES

It is the policy of the CareerSource Florida Board of Directors, designated as Florida's state workforce development board, that CareerSource Florida and FloridaCommerce shall collaborate systematically to direct activities and serve the needs of local workforce development boards, local workforce development areas, career centers and WIOA partners before, during and after disasters and declared states of emergency.

During disasters and declared states of emergency, local workforce development boards and local workforce development areas shall support business and jobseeker customers through a combination of activities including but not limited to:

- Providing simplified access to career centers and dedicated staff through on-site, virtual, and electronic interactions.
- Providing access to career center mobile units as directed and coordinated by CareerSource Florida and FloridaCommerce in consultation with federal and state partners.
- Providing simplified access to quality customer service and direct services
 to affected workers including job training services; filing of reemployment
 assistance claims; resume preparation and job-readiness workshops; job
 placement services; career and skills assessment services; labor market
 information; referrals to community programs; information on the impacts of layoff
 on health coverage and other benefits; community resource workshops; veterans'
 programs and services for those with barriers to employment; supportive services;
 and job fairs and other special events.
- Administration and service delivery of Disaster Recovery Dislocated Worker Grant funding covered by the Disaster/Emergency Declaration including:
 - Working with local governmental and other agencies to assess the need for temporary disaster-relief workers and developing worksite agreements

- to address these needs.
- Working with local employers to address talent needs in the wake of the disaster/emergency; and
- Conducting outreach and eligibility determination of individuals applying for workforce services and providing eligible participants appropriate grant services
- Providing expedited access to individuals whose employment has been either lost or interrupted as a direct result of a major disaster and instruction on navigating the Disaster Recovery Jobs Portal to find job opportunities or post disasterrelated jobs to assist in rebuilding affected communities.
- Providing access to Rapid Response and Layoff Aversion activities authorized under WIOA and described in <u>CareerSource Florida Strategic Policy</u> 2021.06.09.A.2 Rapid Response and <u>Layoff Aversion System</u> and <u>Training and Employment Guidance Letter No. 19-16</u>, to assist employers and impacted workers prior to and immediately following announcement of layoff or natural or other disaster resulting in a mass job dislocation.
- Encouraging business owners to navigate FloridaDisaster.biz to obtain
 information about preparedness resources, current disaster updates, recovery
 programs, and to complete the Florida Business Damage Assessment Survey
 to determine damage related to disaster impacts in Florida and understand
 individual business needs and to inform relief efforts.

In addition, local workforce development boards, local workforce development regions and their career center staff shall consult with local government, Chief Local Elected Officials and other stakeholders to develop streamlined strategies and policies to engage in systematic processes that accomplish the following:

- Creation of local board-led strategies and policies that ensure uninterrupted communication with federal, state and local partners and designation of trained employees to communicate with state and local partners, leadership, and board members before, during and after a state of emergency.
- Collaboration between local workforce development boards, local workforce development regions and state and local partners to develop and publish continuity of operations plans that seek to ensure the safety and availability of staff, minimize disruption of service delivery and maximize cooperation with all partners.
- Ongoing training of incumbent and new staff to ensure strong levels of awareness
 of operational activities before, during and after a state of emergency.
- Routine outreach including surveys to existing and potential business customers before and after states of emergency to obtain business intelligence and information about community business needs resulting from disasters and other emergencies.

This policy applies to CareerSource Florida, FloridaCommerce and all local workforce

development boards and local workforce development regions.

Local workforce development boards shall describe strategies and policies related to this policy in their local workforce development plans.

IV. AUTHORITIES

Public Law 113-128, The Workforce Innovation and Opportunity Act (WIOA)

Chapter 445.003 – 445.004, Florida Statutes

20 CFR Sections 679.100 - 130

Training and Employment Guidance Letter 19-16

20 CFR Part 680, Subpart C, Section 682.300 – Section 682.370

<u>CareerSource Florida Strategic Policy 2020.06.04.A.2 – State Workforce Development Board Roles and Responsibilities</u>

<u>CareerSource Florida Strategic Policy 2021.06.09.A.2 – Rapid Response and Layoff</u> Aversion System

V. HISTORY

Date	Description

VI. RESOURCES

Florida Virtual Business Emergency Operations Center - Florida Disaster.biz

Workforce Services Quick Facts: Mobile Unit

Workforce Services Quick Facts: State Rapid Response Program

Disaster Recovery Dislocated Worker Grants

State of Florida Comprehensive Emergency Management Plan

ESF 18: Business, Industry and Economic Stabilization Annex

Воа	CareerSource Florida rd of Directors Meeting June 18, 2024 Action Item 3
Approved Disapproved	

Action Item 3

CAREERSOURCE FLORIDA STRATEGIC POLICY COMPREHENSIVE EMPLOYMENT, EDUCATION AND TRAINING

The CareerSource Florida Board of Directors equips local workforce development boards (LWDBs) and local workforce development areas with policy guidance and resources to support businesses and job seekers on a journey toward economic empowerment. CareerSource Florida, the Governor's designated organization responsible for workforce policy and development, designs, implements, and invests in strategies that foster collaboration and cooperation among workforce, education, and industry partners to help Floridians enter, remain, and succeed in the workforce. These strategies help Floridians and Florida businesses, advancing the development of the state's business climate.

The Reimagining Education and Career Help (REACH) Act called for CareerSource Florida to create a state employment, education, and training policy. On December 9, 2021, the CareerSource Florida Board of Directors approved Strategic Policy 2021.12.09.A.1 – Comprehensive Employment, Education, and Training.

Senate Bill 240 (2023) was signed into law amending the REACH Act, eliminating Enterprise Florida, Inc., and renaming the Florida Department of Economic Opportunity as the Florida Department of Commerce.

CareerSource Florida Strategic Policy 2021.12.09.A.1 – Comprehensive Employment, Education, and Training is updated to reflect these changes. This policy directs LWDBs to collaborate with all partners and to develop innovative strategies that focus on:

- Creating simplified access to and excellent customer service for Florida's workforce system that focuses on continuous improvement.
- Aligning programs and resources to meet local demand for labor in occupations that lead to self-sustaining jobs.
- Implementing data-driven accountability measures and quantifiable outcomes related to training programs, employment, and services to Florida businesses.

Local strategies shall prioritize employment, emphasize education and training, and ensure local boards are responsive to Florida employers' demand for labor. These strategies shall be described in each local workforce development board's plan and

should likewise be reflected in the local workforce development board's policies and operations.		
FOR CONSIDERATION		
 Approve CareerSource Florida Comprehensive Employment, Education, and Training Strategic Policy. 		



2021.12.09.A.1

Strategic Policy

Title:	Comprehensive Employment, Education and Training
Adopted:	12/09/2021
Effective:	12/09/2021

I. PURPOSE AND SCOPE

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

Under the Workforce Innovation and Opportunity Act (WIOA), partner programs and entities jointly responsible for workforce and economic development, educational and other human resource programs are responsible for collaborating and creating a seamless, customer focused career center network that integrates service delivery across all programs. This integrated system will enhance job seekers' access to quality skills and employment and create a pipeline of talent for employers to find and hire qualified candidates. Local workforce development boards shall collaborate with partners and to develop innovative strategies that focus on:

- Creating simplified access to and providing excellent customer service for Florida's workforce.
- Focusing on continuous improvement, strengthening partnerships to leverage shared resources and eliminate duplication of services.
- Aligning programs and resources to meet local market demand in occupations that lead to self-sustaining jobs.
- Implementing data-driven accountability measures and quantifiable outcomes related to training programs, employment and services to Florida businesses.

This policy applies to CareerSource Florida, the Florida Department of Commerce and all local workforce development boards. Workforce development boards shall align local strategies and policies for employment, education and training with WIOA, Florida law and the state's workforce development plan.

Local strategies shall prioritize employment, emphasize education and training, and ensure local boards are responsive to Florida employers' demand for qualified workforce talent. These strategies shall be written and placed in each local workforce development board's four-year plan and reflected in the local workforce development board operating policies.

II. BACKGROUND

WIOA requires each state's workforce development board to assist the Governor in developing, implementing and modifying a state workforce development plan. Florida's WIOA Combined State Plan describes Florida's strategy for supporting the publicly funded workforce system. The strategic policy of Florida's state workforce development board provides direction to ensure that publicly funded workforce development programs are administered consistent with the state plan and are compliant with WIOA.

Florida's WIOA Combined State Plan outlines strategic guidance on delivering services under WIOA and the Wagner-Peyser Act as described in Training and Employment Guidance Letter No. 19-16. The guidance includes developing strategies to create a seamless customer-focused career center network that integrates service delivery across all programs to make it easier for workers to access the services they need to obtain skills and employment.

Florida's WIOA state plan also aligns with the Reimagining Education and Career Help (REACH) Act, which establishes a blueprint for Florida's talent ecosystem to ensure the state has the talent it needs to remain competitive in the new global economy. This blueprint includes strategies to integrate education and workforce systems that will expand and expedite opportunities through increased collaboration aimed at forming education, workforce and industry partnerships.

Local WIOA plans must align with Florida's WIOA Combined State Plan. Local WIOA plans describe how local workforce development boards implement strategies that help Floridians secure good jobs, while providing employers with the skilled workers they need to compete in the global economy.

III. POLICIES AND PROCEDURES

Workforce-related programs must be responsive to business and industry needs by providing recruitment, hiring and training to satisfy Florida employers' current and future talent needs. Strategies should align with state board strategic guidance, local labor market data and industry sector and local business needs. A collaborative approach including industry, education and workforce partners should ensure the efficient use of resources.

It is the policy of the CareerSource Florida Board of Directors, designated as Florida's state workforce development board, that local workforce development boards shall leverage all allowable tools and resources in their authority to:

- Assist Floridians in securing employment that leads to economic self-sufficiency and reduces the need for public assistance.
- Provide opportunities for Floridians to develop skills intended to meet the present and future needs of Florida employers.
- Ensure that workforce-related programs including those programs operated, delivered, or enabled, in whole or in part, by a state or local entity using federal funds or state appropriations to offer incentives, funding, support, or guidance for any of the purposes below — are responsive to present and future business and industry in relation to:
 - Job training.
 - The attainment of a credential of value identified pursuant to Section 445.004(4)(h)4.c., Florida Statutes and published on the Florida Master Credentials List.
 - o The attainment of a postsecondary degree and,
 - Any other program that has, at least in part, the goal of securing employment or better employment for an individual and receives federal funds or a state appropriation.
- Prioritize evidence-based, results-driven solutions to improve outcomes of workforce programs for Floridians and Florida businesses.

- Develop collaborative partnerships that leverage multiple sources of funding to provide services to all customers seeking assistance, especially Florida's vulnerable populations.
- Identify barriers to coordinate and align workforce-related programs and develop solutions to remove such barriers.

Local workforce development boards shall develop strategies and policies that provide simplified and expanded access to employment, education and training services. Allowable tools and resources include, but are not limited to, those described in Training and Employment Guidance Letter Number 19-16:

- Career services
- Transitional jobs
- Training services
- Training contracts including contracts with individual training providers
- Services for individuals with barriers to employment
- Dislocated worker services
- Services for underemployed and low-income individuals
- In-school and out-of-school youth services
- Work-based training including pre-apprenticeships, registered apprenticeships, customized training, and on-the-job training
- Incumbent Worker Training and Quick Response Training
- Supportive services and needs-related payments
- Other job seeker services, other employer services and other coordination activities
- Rapid response and layoff aversion
- Coordination with WIOA core programs including adult education and vocational rehabilitation
- Services for trade-impacted workers

Local workforce development boards should ensure local policies and procedures allow sufficient use of available and allowable service strategies to meet the goals of the state workforce development board.

IV. AUTHORITIES

Public Law 113-128, the Workforce Innovation and Opportunity Act (WIOA)

Chapter 445.003 – 445.004, Florida Statutes

Chapter 2021-164, Laws of Florida

Training and Employment Guidance Letter No. 19-16

V. RESOURCES

The Florida Master Credentials List

CareerSource Florida
Board of Directors Meeting
June 18, 2024
Action Item 4

Approved___

Disapproved

Action Item 4

LOCAL WORKFORCE DEVELOPMENT BOARD COMPOSITION AND CERTIFICATION

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

FloridaCommerce reviewed the local workforce development board rosters and certification information against the federal requirements as well as CareerSource
Florida's Administrative Policy 091: Local Workforce Development Board Composition and Certification. The following is a summary of the most common potential membership representation issue(s):

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

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

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

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

FOR CONSIDERATION

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

CareerSource Okaloosa Walton
CareerSource Chipola
CareerSource Gulf Coast
CareerSource Capital Region
CareerSource Northeast Florida
CareerSource Citrus Levy Marion

CareerSource Central Florida
CareerSource Pasco Hernando
CareerSource Heartland
CareerSource Palm Beach
CareerSource Broward

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

CareerSource North Florida

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

CareerSource Escarosa
CareerSource Polk
CareerSource South Florida
CareerSource Suncoast
CareerSource North Central Florida
CareerSource Research Coast
CareerSource Hillsborough Pinellas
CareerSource Brevard Flagler Volusia

Supporting Documents

CareerSource Florida Board of Directors Meeting June 18, 2024 **Action Item 5**

Approved	
Disapproved	

Action Item 5

REQUEST FOR NEW AND SUBSEQUENT DESIGNATION OF LOCAL AREAS

Requests for New Designation as Local Areas

Under the Workforce Innovation and Opportunity Act (Pub. L. 113-128), the Governor must designate local workforce development areas after consultation with the state workforce board, chief local elected officials, and local workforce development boards (LWDBs). The purpose of the local workforce development area is to serve as the jurisdiction for the administration of workforce development activities using Adult, Dislocated Worker, and Youth funds allocated by the Florida Department of Commerce and to coordinate efforts related to the other core programs at a community level.

The Governor may approve a request at any time for designation as a local workforce development area (LWDA) from any unit of local government, including a combination of such units, if the state board recommends designation after determining that the area:

- Is consistent with the local labor market area:
- Has a common economic development area; and
- Has the federal and non-federal resources available to the proposed LWDA, including appropriate education and training institutions, to administer activities under the WIOA youth, adult, and dislocated worker formula programs.

Requests for Subsequent Designation as Local Areas

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

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

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

Note: Sufficient data is not yet available to determine "performed successfully" for this cycle of Local Area Designation. Therefore, performance data to determine "performed successfully" was not used for this year's determinations. Program Year 2025 will be the first year to collect performance data. The FloridaCommerce will continue to monitor the LWDBs' performance as the agency prepares for future subsequent local area designations.

Sustained Fiscal Integrity means that the USDOL Secretary has not made a
formal determination that the grant recipient or the administrative entity of the area
mis-expended funds due to willful disregard of the requirement of the provision
involved, gross negligence, or failure to comply with accepted standards of
administration for the two-year period preceding the determination.

FloridaCommerce reviewed the local workforce development boards' submissions to request approval of designation of new local areas and requests for approval of subsequent local area designations as described in Public Law 113-128, Chapter 2, Sections 106-107 – Workforce Development Areas and Administrative Policy 094 – Local Workforce Development Area Designation.

FOR CONSIDERATION

 Approve new local area designation request for the following local workforce development board starting July 1, 2024, through June 30, 2026.

CareerSource North Florida

 Conditionally approve new local area designation requests for the following local workforce development boards starting July 1, 2024, through June 30, 2026, contingent upon any additional information or approval signatures required. CareerSource Capital Region
CareerSource South Florida
CareerSource Southwest Florida
CareerSource North Central Florida
CareerSource Brevard Flagler Volusia
CareerSource Hillsborough Pinellas

 Approve subsequent local area designation requests for the following local workforce development boards starting July 1, 2024, through June 30, 2026.

CareerSource Escarosa CareerSource Pasco Hernando

CareerSource Okaloosa Walton CareerSource Polk

CareerSource Chipola CareerSource Suncoast CareerSource Gulf Coast CareerSource Heartland

CareerSource Northeast Florida CareerSource Palm Beach County

CareerSource Citrus Levy Marion CareerSource Broward

 Conditionally approve subsequent local area designation requests for the following local workforce development boards starting July 1, 2024, through June 30, 2026, contingent upon any additional information or approval signatures required.

CareerSource Central Florida
CareerSource Research Coast

Select the appropriate box that describes this request:

□ New Designation – New Local Workforce Development Area (LWDA), including LWDAs that are fully consolidating.

Realignment of Counties – Existing LWDA that is removing or adding one or more counties.

1. Point of Contact

Name of Contact Person:	Phone Number:	
Diane Head	850-973-2672	
Title:	Email Address:	
Executive Director	diane.head@careersourcenorthflorida.com	

Date of Request:

5/6/2024

2. LWDA Information

Name of Local Workforce Development Area:

North Florida Workforce Development Board, Inc; dba CareerSource North Florida, Region 6

3. County/Counties Information

List the county/counties that will be included in the proposed LWDA:

Hamilton Lafayette Madison Suwannee Taylor For new designations and realignment of counties, list the county/counties that is/are being <u>added to</u> the LWDA and the LWDA they are currently designated to:

N/A

For realignment of counties, list the county/ counties that is/are being <u>removed from</u> the LWDA and the LWDA they will be realigned to:

Jefferson realigned to Capital Region

4. Substantive Requirements for Designation of a New LWDA

a. Describe how the proposed LWDA is consistent with local labor market areas.

The five counties comprising the realigned workforce area share key industry sectors and commuting patterns.

Manufacturing, Retail, Public Administration, Healthcare, Agriculture, and Transportation/Warehousing. Laborshed shows over 50% of those who live in the 5 counties commute within the same parameters.

	Describe how the proposed LWDA has a common economic development area.
Rural /	re counties comprising the realigned workforce area are also members of the North Central Area of Opportunity (RAO), North Florida Economic Development Partnership (NFEDP). Inally, these counties all fall within the same FEDC region.
0	Describe the federal and non-federal resources that will be available to the proposed LWDA,
C.	including appropriate education and training institutions, to administer activities under the
	Workforce Innovation and Opportunity Act youth, adult and dislocated worker formula
	programs.
Big Be closely CSNF	e counties of CareerSource North Florida are served by 3 public, post-secondary institutions, and Technical College, North Florida College, and RiverOak Technical College. CSNF works and purposefully with these providers of training in addition to others in the surrounding regions, also has a vast network of mandated and non-mandated partners who coordinate to provide nal referral and support services.
No. of Concession, Name of Street, or other Persons, Name of Street, or ot	dditional Information
a.	Describe how the proposed new LWDA designation will impact the other LWDA(s) from which
N/A	it is withdrawing.
N/A	
N/A	it is withdrawing.
	it is withdrawing.
6. Pı	it is withdrawing.
6. Pu	it is withdrawing. ablic Comments Local areas requesting to create a new LWDA must post its intent for 10 days to allow the receipt of
6. Pu	it is withdrawing. Iblic Comments

By signing below, the local workforce development board chairperson and the chief local elected official (CLEO) representing each county/unit of local government that comprises the proposed local workforce development area certify that the information contained in this request is true and accurate based on their knowledge. Additionally, the signatures below demonstrate the consensus of each county/unit of local government involved.

Local Workforce Development Board Chairperson		
Name: Commissioner Ronnie Moore (Madison County)		
Signature: Roppie L Mose		
Date: 4-5-24		
Chief Local F	lected Official	
Name: Commissioner Richie McCoy	County: Hamilton	
Signature: Rud Man		
Date: 4-2-24		
	1000	
	Clected Official	
Name: Commissioner Lisa Walker	County: Lafayette	
Signature: Walker		
Date: 4/1/2024		
Chief Local F	Elected Official	
Name: Commissioner Maurice Perkins/	County: Suwannee	
Signature: Mille & Pert		
Date: 24 port 2014		
Chief Local F	Elected Official	
Name: Commissioner Jim Moody	County: Taylor	
Signature: Lim Masody	County: Taylor	
Date: 4/11/74		
Chief Local Elected Official		
Name:	County:	
Signature:		
Date:		
Chief Local Elected Official		
Name:	County:	
Signature:	County.	
Date:		

By signing below, the local workforce development board chairperson and the chief local elected official (CLEO) representing each county/unit of local government that comprises the proposed local workforce development area certify that the information contained in this request is true and accurate based on their knowledge. Additionally, the signatures below demonstrate the consensus of each county/unit of local government involved.

Local Workforce Development Board Chairperson				
Name: Commissioner Ronnie Moore (Madison County) Chief local elected official				
Signature: Konne L Mora				
Date: 4-5-24				
Chief Local Elected Official				
Name: Commissioner Richie McCoy County: Hamilton				
Signature: M. M. W.				
Date: 4-2-24				
Chief Local Elected Official				
Name: Commissioner Lisa Walker County: Lafayette				
Signature: Walker				
Date: 14/1/2024				
Chief Local Elected Official				
Name: Commissioner Maurice Perkins County: Suwannee Signature: County: Suwannee C				
Date: LAPPUL FOR 4				
Chief Local Elected Official				
Name: Commissioner Jim Moody County: Taylor				
Signature: Limithood				
Date: 4/11/24				
Chief Local Elected Official Corner Source North Pa Board Chair				
Name: Densel L. Clins County: Signature: Allas				
Date: 6-10-24				
Chief Local Elected Official				
Name: County:				
Signature:				
Date:				

Select the appropriate box that describes this request:

□ New Designation – New Local Workforce Development Area (LWDA), including LWDAs that are fully consolidating.

■ Realignment of Counties – Existing LWDA that is removing or adding one or more counties.

1. Point of Contact

Name of Contact Person: Jim McShane	Phone Number: 850-559-3860
Title:	Email Address:
CEO	jim.mcshane@careersourcecapitalregion.com

Date of Request:

4/5/2024

2. LWDA Information

Name of Local Workforce Development Area:

CareerSource Capital Region

3. County/Counties Information

List the county/counties that will be included in the proposed LWDA:

Gadsden Jefferson Leon Wakulla For new designations and realignment of counties, list the county/counties that is/are being <u>added to</u> the LWDA and the LWDA they are currently designated to:

Jefferson (currently designated to CareerSource North Florida)

For realignment of counties, list the county/ counties that is/are being <u>removed from</u> the LWDA and the LWDA they will be realigned to:

4. Substantive Requirements for Designation of a New LWDA

a. Describe how the proposed LWDA is consistent with local labor market areas.

This realignment will bring into consistency the data for Tallahassee MSA. Leon County is the center of the regional economy and state government and attracts workers from the surrounding counties.

b. D	Describe l	now the	proposed l	LWDA	has a	common eco	onomic o	development	area.
------	------------	---------	------------	------	-------	------------	----------	-------------	-------

The proposed LWDA has a common economic development area, in that 3 of the 4 counties represent rural counties where a significant portion of the workforce commutes outside of the counties to Tallahassee (Leon County) for opportunities in professional, academic, state government, service and trade jobs. Many consumers within these areas rely on the Leon county markets for hospitals and specialized healthcare, automobiles and specialized retail purchases. Collectively, the targeted industries within the proposed LWDA include manufacturing, trade, transportation & warehousing, logistics, information services, construction, mining, forestry, commercial & industrial machinery and equipment rental and leasing, professional, scientific and technical services, applied sciences & innovation, information technology and healthcare.

c. Describe the federal and non-federal resources that will be available to the proposed LWDA, including appropriate education and training institutions, to administer activities under the Workforce Innovation and Opportunity Act youth, adult and dislocated worker formula programs.

We have one unrestricted Account and no additional non-federal resources. The educational facilities accessible within the proposed LWDA include Florida A&M University, Keiser University, Tallahassee Community College, Lively Technical College, Gadsden Technical College, Truck driver Institute, Roadmaster Driver's School, National Training, Inc., Learning Alliance Corporation, My IT Future Institute, Computer Coach Training Center, The Academy of South Florida and TechLaunch Academy.

5. Additional Information

a. Describe how the proposed new LWDA designation will impact the other LWDA(s) from which it is withdrawing.

There should be minimum impact for CareerSource North Florida, as they will still have five very large rural counties. Additionally, the loss in funds is less than 10% of the funds they receive.

6.	Pu	blic Comments
	a.	Local areas requesting to create a new LWDA must post its intent for 10 days to allow the receipt of public comments. Was this request posted for public comments? ■ Yes □ No
	b.	Were any public comments received? Yes No If yes, a copy of public comments received regarding the proposed newly designated LWDA must be submitted with this request

Date:

CERTIFICATION AND APPROVAL OF REQUEST

By signing below, the local workforce development board chairperson and the chief local elected official (CLEO) representing each county/unit of local government that comprises the proposed local workforce development area certify that the information contained in this request is true and accurate based on their knowledge. Additionally, the signatures below demonstrate the consensus of each county/unit of local government involved.

Local Workforce Development Board Chairperson			
Name: Kevin Valugnined by:			
Signature: KLMIN VAIMUN			
Date: 5/7/2024A6748DA4EDE404			
Chief Local F	Clected Official		
Name: Nick Maddox M	County: Leon		
Signature:			
Date: 5/7/2024 997E9A7C6EB483			
Chief Local E	Elected Official		
Name: Quincee ୀମାଞ୍ଜିଞ୍ଜି 'ଞ୍ଚଳith	County: Wakulla		
Signature: Quince Messersmith			
Date: 5/7/2024 69E10DBBC7468			
Chief Level I	Nested Official		
	Clected Official		
Name: JT Surles	County: Jefferson		
Signature:			
Date:			
Chief Local B	Elected Official		
Name: Kimblin Nessigniti by:	County: Gadsden		
N'i ave a frança \			
Date: 5/7/2024 ^{68ED2D96806049C}			
Chief Local Elected Official			
Name:	County:		
Signature:			
Date:			
Chief Local Elected Official			
Name:	County:		
Signature:			

Select the appropriate box that describes this request:

□ New Designation – New Local Workforce Development Area (LWDA), including LWDAs that are fully consolidating.

☑ Realignment of Counties – Existing LWDA that is removing or adding one or more counties.

1. Point of Contact

Name of Contact Person:	Phone Number:
Rick Beasley	(305) 929-1501
Title:	Email Address:
Executive Director	Rick.beasley@careersourcesfl.com

Date of Request:

June 7, 2024

2. LWDA Information

Name of Local Workforce Development Area:

LWDA 23

3. County/Counties Information

List the county/counties that will be included in the proposed LWDA:

Miami-Dade County

For new designations and realignment of counties, list the county/counties that is/are being <u>added to</u> the LWDA and the LWDA they are currently designated to:

For realignment of counties, list the county/ counties that is/are being <u>removed from</u> the LWDA and the LWDA they will be realigned to:

Monroe County, CareerSource Southwest Florida, LWDA 24

4. Substantive Requirements for Designation of a New LWDA

a. Describe how the proposed LWDA is consistent with local labor market areas.

Local Workforce Development Area (LWDA) 23, which encompasses Miami-Dade County, stands out as one of the nation's most vibrant regions. It boasts a diverse array of industries and a varied population with a wide range of economic and educational needs.

Annually, the SFWIB/CSSF collaborates with the Miami-Dade County, Beacon Council (the local economic development agency) and the five primary local chambers of commerce to conduct a thorough examination of the area's workforce and employer requirements. The latest assessment highlights the continued strong growth of Miami's Leisure and Hospitality sector, fueled by its allure as a premier vacation destination.

Moreover, Miami-Dade County is witnessing rapid expansion across several sectors, including health care, trade and logistics, technology, data centers, back-office support technology, simulation technology, mobile applications, computational science technology, and tourism technology. These findings underscore the dynamic and evolving nature of the local economy.

	b.	Describe how the proposed LWDA has a common economic development area.		
		Based on the Department of Economic Opportunity (DEO) 2021 – 2029 Statewide, Regional, and County projections, the SFWIB/CSSF has pinpointed six major industry groups poised for significant growth over the next seven years. These industry segments are central to the Opportunity Miami strategy, formerly known as One Community, One Goal, either as primary industries or as key subindustries. The identified sectors and their projected growth rates along with estimated job openings are as follows:		
		 Leisure and Hospitality: Expected to grow by 31.7 percent, with approximately 42,922 new job openings. Information Technology: Anticipated growth of 13.2 percent, leading to around 2,577 new jobs. Other Services: Projected growth of 13.0 percent, resulting in an estimated 5,266 new jobs. Educational and Health Services: Predicted growth rate of 12.8 percent, with approximately 35,584 new jobs. Professional and Business Services: Estimated growth of 12.7 percent, generating around 23,157 new jobs. Financial Services: Expected to grow by 10.9 percent, creating an estimated 9,004 new jobs. 		
		These projections serve as a valuable guide for strategic planning and workforce development initiatives in the region.		
	c.	Describe the federal and non-federal resources that will be available to the proposed LWDA,		
		including appropriate education and training institutions, to administer activities under the		
		Workforce Innovation and Opportunity Act youth, adult and dislocated worker formula		
		programs. The South Florida Workforce Investment Board (SFWIB) secures funding from multiple sources, including the Workforce Innovation and Opportunity Act (WIOA), Wagner-Peyser, Temporary Assistance to Needy Families, Unemployment Compensation, and Supplemental Nutrition Assistance, to develop, implement, and oversee workforce programs in the region.		
		Under the purview of WIOA, the SFWIB/CSSF has effectively deployed various training options, such as classroom instruction, on-the-job training, work experience programs, customized training initiatives, and apprenticeships. Leveraging our strengths in workforce training and education, we foster collaborations with the Academic Council of Opportunity Miami (formerly One Community One Goal), cultivate robust relationships within the business community, and forge partnerships with a diverse range of private and public post-secondary institutions conveniently accessible to our constituents. This comprehensive approach ensures the effective delivery of workforce development services tailored to meet the needs of our region.		
_	A .1	Ü		
5.		ditional Information		
	a.	Describe how the proposed new LWDA designation will impact the other LWDA(s) from which		
		it is withdrawing.		
		The realignment process led by Earnest &Young revealed that the demographics and needs of Miami-Dade and Monroe County, both within Local Workforce Development Area 23, differ significantly. As a result, it was determined that Monroe County's needs align more closely with CareerSource Southwest Florida (LWDA 24) and should be transitioned accordingly. This realignment is expected to have no impact on other workforce development areas. We support this decision, as it will enhance the capacity of each LWDA to address the unique needs of its residents more effectively.		
6	Dui	blic Comments		
υ.	I u	one Comments		
	a.	Local areas requesting to create a new LWDA must post its intent for 10 days to allow the receipt of public comments. Was this request posted for public comments? ▼ Yes □ No		
	b.	Were any public comments received? ☐ Yes ⊠ No		
		If yes, a copy of public comments received regarding the proposed newly designated LWDA must be submitted with this request.		

By signing below, the local workforce development board chairperson and the chief local elected official (CLEO) representing each county/unit of local government that comprises the proposed local workforce development area certify that the information contained in this request is true and accurate based on their knowledge. Additionally, the signatures below demonstrate the consensus of each county/unit of local government involved.

Local Workforce Development Board Chairperson		
Name:		
Signature:		
Date:		
Chief Legal Ele	ooted Official	
Chief Local Elected Official		
Name: County:		
Signature:		
Date:		
Chief Local Ele	ected Official	
Name:	County:	
Signature:		
Date:		
Chieft LEL	4-1 Off: -!-1	
Chief Local Ele		
	County:	
Signature:		
Date:		
Chief Local Ele	ected Official	
Name:	County:	
Signature:		
Date:		
Chief Local Ele	ected Official	
	County:	
Signature:	-	
Date:		
Chief Local Ele	ected Official	
	County:	
Signature:	2 3 55-2-0, 5	
~- 		

A certification page is required for each of the impacted local workforce development areas. The completed request and certification page(s) must be submitted to: <u>LWDBGovernance@commerce.fl.gov</u>.

Date:

Select the appropriate box that describes this request:

□ New Designation – New Local Workforce Development Area (LWDA), including LWDAs that are fully consolidating.

■ Realignment of Counties – Existing LWDA that is removing or adding one or more counties.

1. Point of Contact

Name of Contact Person:Phone Number:Peg Elmore239.931.8200 x 1801Title:Email Address:President & CEOpelmore@careersourcesouthwestflorida.com

Date of Request: April XX, 2024

2. LWDA Information

Name of Local Workforce Development Area:

CareerSource Southwest Florida

3. County/Counties Information

List the county/counties that will be included in the proposed LWDA:

Charlotte

Collier

Glades

Hendry

Lee

Monroe

For new designations and realignment of counties, list the county/counties that is/are being added to the LWDA and the LWDA they are currently designated to:

Monroe County is being added to CareerSource Southwest Florida.

Monroe County is currently designated to CareerSource South Florida.

For realignment of counties, list the county/ counties that is/are being <u>removed from</u> the LWDA and the LWDA they will be realigned to:

No counties are being removed from Career Source Southwest Florida.

4. Substantive Requirements for Designation of a New LWDA

a. Describe how the proposed LWDA is consistent with local labor market areas.

This action realigns Monroe County with an area that is culturally more similar in nearly all characteristics than its current alignment. 27.8% of Monroe employment share is employed within the accommodation and food services industry which is reflective of the high share of tourism industry within the county. Charlotte (11.2%), Lee (10.9%) and Collier (12.0%) all have a higher share of workers in that industry than Miami-Dade (8.2%).

In addition, small businesses are more prevalent in Monroe County and in this LWDA compared to the South Florida area.

b. Describe how the proposed LWDA has a common economic development area. Monroe and Miami-Dade are in the same Southeast Enterprise Florida Region. Glades and Hendry counties are both in the South-Central Enterprise Florida Region. Charlotte, Lee and Collier counties are within the Southwest Enterprise Florida region. With many beaches and other travel destinations, increases in the number of hotels/motels, food preparation and serving-related occupations, as well as other services geared toward travelers and vacationers can be seen in Monroe County and in SWFL.
 c. Describe the federal and non-federal resources that will be available to the proposed LWDA, including appropriate education and training institutions, to administer activities under the Workforce Innovation and Opportunity Act youth, adult and dislocated worker formula programs. In addition to WIOA Adult, Dislocated Worker and Youth funding, other available funding/resources include Welfare Transition, Wagner-Peyser, and special grants for disaster relief. Staff will review public and non-public educational institutions in Monroe County for partnering and inclusion of programs, to include apprenticeships, on CareerSource Southwest Florida's Eligible Training Provider List.
5. Additional Information
 a. Describe how the proposed new LWDA designation will impact the other LWDA(s) from which it is withdrawing. CareerSource South Florida would become a single-county service area for Miami-Dade County only, Florida's largest county.
 6. Public Comments a. Local areas requesting to create a new LWDA must post its intent for 10 days to allow the receipt of public comments. Was this request posted for public comments? ■ Yes □ No
L W 11
b. Were any public comments received? Yes No If yes, a copy of public comments received regarding the proposed newly designated LWDA must be submitted with this request.

By signing below, the local workforce development board chairperson and the chief local elected official (CLEO) representing each county/unit of local government that comprises the proposed local workforce development area certify that the information contained in this request is true and accurate based on their knowledge. Additionally, the signatures below demonstrate the consensus of each county/unit of local government involved.

Local Workforce Dev	relopment Board Chairperson
Name: Mike Biskie	
Signature: Mihil Brokis	
Date: 4/24/24	
	al Elected Official
Name: Commissioner Bill Truex	County: Charlotte
Signature:	
Date:	
Chief Loc	al Elected Official
Name: Commissioner Chris Hall	County: Collier
Signature:	
Date:	
	al Elected Official
Name: Commissioner Tim Stanley	County: Glades
Signature:	
Date:	
Chief Loca	al Elected Official
Name: Commissioner Emma Byrd	County: Hendry
Signature:	
Date:	
	al Elected Official
Name: Commissioner Mike Greenwell	County: Lee
Signature:	
Date:	
Chief Loca	al Elected Official
Name: Mayor Holly Merrill Raschein	County: Monroe
Signature:	
Date:	

Select the appropriate box that describes this request:

☑ New Designation – New Local Workforce Development Area (LWDA), including LWDAs that are fully consolidating.

☐ Realignment of Counties – Existing LWDA that is removing or adding one or more counties.

1. Point of Contact

Name of Contact Person:	Phone Number:
Phyllis Marty	352-681-3320
Title:	Email Address: pmarty@careersourcencfl.com
Chief Executive Officer	

Date of Request:

May 1, 2024

2. LWDA Information

Name of Local Workforce Development Area:

CareerSource North Central Florida

3. County/Counties Information

List the county/counties that will be included in the proposed LWDA:

Alachua, Bradford, Columbia, Dixie, Gilchrist and Union

For new designations and realignment of counties, list the county/counties that is/are being <u>added to</u> the LWDA and the LWDA they are currently designated to:

Columbia, Dixie, Gilchrist and Union are currently LWDB 7, Alachua and Bradford are LWDB 9

For realignment of counties, list the county/ counties that is/are being <u>removed from</u> the LWDA and the LWDA they will be realigned to:

4. Substantive Requirements for Designation of a New LWDA

a. Describe how the proposed LWDA is consistent with local labor market areas.

Bradford, Dixie, Gilchrist, Union, and Columbia Counties are contiguous with each other and are part of the North Central Florida Regional Planning Council and a part of the larger Metropolitan Transportation Planning Organization for the Gainesville Urbanized Area. As such the counties have worked together on various projects related to improving the quality of life for their residents and citizens. The economies of Alachua, Columbia, Bradford, Gilchrist, Dixie & Union Counties employ almost 200,000 people. The largest industries in the 6-county area are Educational Services, Health Care & Social Assistance, Retail Trade, General medical and surgical hospitals and Restaurants & Food Services. The counties have also exhibited similar growth patterns since 2020 to 2021,

employment in Alachua County, FL grew at a rate of 3.78%, and in the neighboring counties by 3.01%. The above information is from the most recent census data.
b. Describe how the proposed LWDA has a common economic development area.
All six of these counties are within the same Enterprise Florida Region, which is the North Central region. Dixie, Columbia, Union, Gilchrist, Bradford, and Alachua counties are all within the North Central Regional Planning Council region.
c. Describe the federal and non-federal resources that will be available to the proposed LWDA, including appropriate education and training institutions, to administer activities under the Workforce Innovation and Opportunity Act youth, adult and dislocated worker formula programs. Once the consolidation is complete the newly dedicated Local Area 26 will apply for both federal and non-federal grants to support its programs. In addition to Florida Gateway College and Santa Fe Colleges providing degreed programs, technical certifications and Adult Basic Education, the local area will work with the REACH Office to increase options available to the population of the local area and increase programs on the local Eligible Training Provider List. To the extent funds are sufficient to serve in school youth the local area will engage with each of the school districts in the newly formed local area.
5. Additional Information
a. Describe how the proposed new LWDA designation will impact the other LWDA(s) from which it is withdrawing. Some but not all of the impacts are as follows: (1) The consolidation will merge Areas 7 and 9. The two areas will each benefit as a single governance structure which will result in savings that will translate into services to additional participants. (2) The merger will also assist in the new area being better able to meet the performance measures than either area on its own, as increased enrollments will result in increased exits. As a result, less weight will be given to any individual exit. This will have an overall positive impact on the performance measures' formula calculations.
6. Public Comments
 a. Local areas requesting to create a new LWDA must post its intent for 10 days to allow the receipt of public comments. Was this request posted for public comments? ☐ Yes ☐ No
b. Were any public comments received? □ Yes □✓No
If yes, a copy of public comments received regarding the proposed newly designated LWDA must be submitted with this request.

By signing below, the local workforce development board chairperson and the chief local elected official (CLEO) representing each county/unit of local government that comprises the proposed local workforce development area certify that the information contained in this request is true and accurate based on their knowledge. Additionally, the signatures below demonstrate the consensus of each county/unit of local government involved.

Local Workforce D	Development Board Chairperson
Name: To be determined	
Signature:	
Date:	
Chief I	Local Elected Official
Cilier	Local Elected Official
Name: To be determined	County: Alachua
Signature:	
Date:	
Chief I	Local Elected Official
Name: To be determined	County: Bradford
Signature:	
Date:	
Chief I	Local Elected Official
Name: To be determined	County: Columbia
Signature:	
Date:	
L	
Chief I	Local Elected Official
Name: To be determined	County: Dixie
Signature:	I

Chief Local Elected Official		
Name: To be determined	County: Gilchrist	
Signature:	,	
Date:		
Chief Local Elected Official		

County: Union

Date:

Name: To be dettermined

Signature:

Date:



FLORIDA'S SPACE COAST

Kimberly Powell, Clerk to the Board, 400 South Street • P.O. Box 999, Titusville, Florida 32781-0999

Telephone: (321) 637-2001 Fax: (321) 264-6972 Kimberly.Powell@brevardclerk.us



May 8, 2024

MEMORANDUM

TO: Frank Abbate, County Manager

RE: Item F.16., Request for New Local Workforce Development Area (LWDA) Designation comprised of Brevard County, Flagler County, and Volusia County; this New LWDA will Serve Collectively Under the Workforce Innovation and Opportunity Act of 2014, as the

Chief Elected Official

The Board of County Commissioners, in regular session on May 7, 2024, approved and authorized the Chair to execute the application for the new LWDA Designation comprised of Brevard, Flagler, and Volusia Counties which will be transmitted to the State of Florida, Florida Commerce as required. Enclosed is an application.

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS

RACHEL M. SADOFF, CLERK

Kimberly Powell, Clerk to the Board

/ns

Encl. (1)



April 29, 2024

New LWDA Designation

Re: Public Comments

Dear Florida Commerce:

Both CareerSource Brevard and CareerSource Flagler Volusia posted on each of their company website, the intent to consolidate and allowed for public comments from April 15th-April 25th.

CareerSource Brevard did not receive any public comments.

CareerSource Flagler Volusia received the following public comment:

To Whom It May Concern:

I would like to make a few comments about the planned consolidation.

- 1. The expanded breadth of land for the new entity is quite substantial (170+ miles long). I am concerned about how Brevard's leadership is planning to provide quality staffing, guidance, interactions, and resources to such a broad area and not stay focused solely on Brevard.
- 2. As Brevard is taking the lead, I am counting on executive leadership to be extremely mindful of inclusivity during the transition of Flagler and Volusia's unique needs.
- 3. I also am encouraging Brevard's executive leadership to maintain CareerSource of Flagler and Volusia's long-time commitment to community partnerships and participation within the community.
- 4. I am also encouraging Brevard's executive leadership to maintain CareerSource of Flagler and Volusia's long-time commitment to extreme high quality in programmatic performance. I believe they are in the top couple in the state in metrics. Making substantial changes to the model will be detrimental to our community. The Flagler and Volusia area does not have the same demographics as Brevard, and I implore you to not treat all your clients exactly the same.

Respectfully submitted,

Marci Murphy, CareerSource Brevard President

Select the appropriate box that describes this request:

New Designation – New Local Workforce Development Area (LWDA), including LWDAs that are fully consolidating.

☐ Realignment of Counties – Existing LWDA that is removing or adding one or more counties.

1. Point of Contact

Name of Contact Person: Marci Murphy	Phone Number: 321-394-0520
Title:	Email Address:
President	mmurphy@careersourcebrevard.com

Date of Request: April 25, 2024

2. LWDA Information

Name of Local Workforce Development Area:

Brevard Workforce Development Board, Inc., d/b/a CareerSource Brevard Flagler Volusia- LWDA Region 27

3. County/Counties Information

List the county/counties that will be included in the proposed LWDA:

Brevard, Flagler, Volusia

For new designations and realignment of counties, list the county/counties that is/are being added to the LWDA and the LWDA they are currently designated to:

Flagler & Volusia- LWDA Region 11

For realignment of counties, list the county/ counties that is/are being <u>removed from</u> the LWDA and the LWDA they will be realigned to:

4. Substantive Requirements for Designation of a New LWDA

a. Describe how the proposed LWDA is consistent with local labor market areas.

Flagler and Volusia counties are both within the Deltona-Daytona Beach-Ormond Beach MSA and are the only two counties within that MSA. Brevard is within the Palm Bay-Melbourne-Titusville MSA and is the only county within that MSA. This consolidation action would not split any MSAs and would unite the two MSAs within the same local workforce development area.

b. Describe how the proposed LWDA has a common economic development area.
This newly consolidated area would include two economic development regions as Flagler is within the Northeast region and Volusia and Brevard are both within the East Central region. However, this would not be a new misalignment, as area 11 is currently split across these two economic development regions in the present day.
Describe the federal and non-federal resources that will be available to the proposed LWDA, including appropriate education and training institutions, to administer activities under the Workforce Innovation and Opportunity Act youth, adult and dislocated worker formula programs.
Federal Resources include Wagner Peyser, Temporary Assistance for Needy Families, Supplimental Nutrition Assistance Program Employment and Training, and Workforce Innovation Opportunity Act. Non-federal resources such as various grants that are non-recurring will also be available. Florida College System Area: Flagler and Volusia counties are served by Daytona State College. Brevard County is served by Eastern Florida State College, which serves Brevard County. This newly created local workforce development area would be served by two state colleges. WIOA Eligible Training Providers: Flagler and Volusia County has 17. Brevard County currently has 25 WIOA Eligible Training Providers. This newly created LWDA would have 42 total WIOA Training Providers- increasing the total number of training providers to service the new area greatly.
5. Additional Information
Describe how the proposed new LWDA designation will impact the other LWDA(s) from which it is withdrawing.
NA
6. Public Comments
a. Local areas requesting to create a new LWDA must post its intent for 10 days to allow the receipt of public comments. Was this request posted for public comments? ▼ Yes □ No
b. Were any public comments received? X Yes No
If yes, a copy of public comments received regarding the proposed newly designated LWDA must be submitted with this request. See Attached Letter

By signing below, the local workforce development board chairperson and the chief local elected official (CLEO) representing each county/unit of local government that comprises the proposed local workforce development area certify that the information contained in this request is true and accurate based on their knowledge. Additionally, the signatures below demonstrate the consensus of each county/unit of local government involved.

Local Workford	e Development Board Chairperson
Name: Board Chairperson forthcoming	0
Signature: Chairperson signature forthcomir	ng Mala
Date: MAY 0 7 2024	Jason Steele
Chie	f Local Elected Official
Name: Rachel M. Sadoff, Clerk	County: Brevard County
Signature:	
Date: MAY 0 7 2024	
Chie	f Local Elected Official
Name:	County: Flagler County
Signature:	
Date:	
Chie	f Local Elected Official
Name:	County: Volusia County
Signature:	
Date:	

As approved by the Board 05/07/2024.

Select the appropriate box that describes this request:

☑ New Designation – New Local Workforce Development Area (LWDA), including LWDAs that are fully consolidating.

☐ Realignment of Counties – Existing LWDA that is removing or adding one or more counties.

1. Point of Contact

Name of Contact Person: Marci Murphy	Phone Number: 321-394-0520
Title:	Email Address:
President	mmurphy@careersourcebrevard.com

Date of Request: April 25, 2024

2. LWDA Information

Name of Local Workforce Development Area:

Brevard Workforce Development Board, Inc., d/b/a CareerSource Brevard Flagler Volusia- LWDA Region 27

3. County/Counties Information

List the county/counties that will be included in the proposed LWDA:

Brevard, Flagler, Volusia

For new designations and realignment of counties, list the county/counties that is/are being added to the LWDA and the LWDA they are currently designated to:

Flagler & Volusia- LWDA Region 11

For realignment of counties, list the county/ counties that is/are being <u>removed from</u> the LWDA and the LWDA they will be realigned to:

4. Substantive Requirements for Designation of a New LWDA

a. Describe how the proposed LWDA is consistent with local labor market areas.

Flagler and Volusia counties are both within the Deltona-Daytona Beach-Ormond Beach MSA and are the only two counties within that MSA. Brevard is within the Palm Bay-Melbourne-Titusville MSA and is the only county within that MSA. This consolidation action would not split any MSAs and would unite the two MSAs within the same local workforce development area.

b. Describe how the proposed LWDA has a common economic development area.
This newly consolidated area would include two economic development regions as Flagler is within the Northeast region and Volusia and Brevard are both within the East Central region. However, this would not be a new misalignment, as area 11 is currently split across these two economic development regions in the present day.
Describe the federal and non-federal resources that will be available to the proposed LWDA, including appropriate education and training institutions, to administer activities under the Workforce Innovation and Opportunity Act youth, adult and dislocated worker formula programs. Federal Resources include Wagner Peyser, Temporary Assistance for Needy Families, Supplimental Nutrition Assistance Program Employment and Training, and Workforce Innovation Opportunity Act. Non-federal resources such as various grants that are non-recurring will also be available. Florida College System Area: Flagler and Volusia counties are served by Daytona State College. Brevard County is served by Eastern Florida State College, which serves Brevard County. This newly created local workforce development area would be served by two state colleges. WIOA Eligible Training Providers: Flagler and Volusia County has 17. Brevard County currently has 25 WIOA Eligible Training Providers. This newly created LWDA would have 42 total WIOA Training Providers- increasing the total number of training providers to service the new area greatly.
5. Additional Information
Describe how the proposed new LWDA designation will impact the other LWDA(s) from which it is withdrawing. NA
6. Public Comments
a. Local areas requesting to create a new LWDA must post its intent for 10 days to allow the receipt of public comments. Was this request posted for public comments? ▼ Yes □ No
b. Were any public comments received? X Yes No
If yes, a copy of public comments received regarding the proposed newly designated LWDA must be submitted with this request. See Attached Letter

By signing below, the local workforce development board chairperson and the chief local elected official (CLEO) representing each county/unit of local government that comprises the proposed local workforce development area certify that the information contained in this request is true and accurate based on their knowledge. Additionally, the signatures below demonstrate the consensus of each county/unit of local government involved.

Local Workforce	Development Board Chairperson
Name: Board Chairperson forthcoming	
Signature: Chairperson signature forthcoming	g
Date:	
Chief	Local Elected Official
Name:	County: Brevard County
Signature:	
Date:	
Chief	Local Elected Official
Name: Andrew, S. Dance	County: Flagler County
Signature:	\s\m
Date: 5-20-2024	, 0
Chief	Local Elected Official
Name:	County: Volusia County
Signature:	
Date:	

Request for New Local Workfo	rce Development Area Designation
consolidating.	opment Area (LWDA), including LWDAs that are fully
Realignment of Counties – Existing LWDA that	is removing or adding one or more counties.
1. Point of Contact	
Name of Contact Person: Anna Munro	Phone Number: 813-397-2064
Title: VP, Fiscal & Administrative Compliance	Email Address: munroa@careersourcetb.com
Date of Request: Date of Request represents the date this Request is	submitted to FloridaCommerce.
2. LWDA Information	
Name of Local Workforce Development Area: CareerSource Hillsborough/Pinellas	
3. County/Counties Information	
List the county/counties that will be included in	For new designations and realignment of counties,
the proposed LWDA:	list the county/counties that is/are being added to the
Hillsborough County	LWDA and the LWDA they are currently designated
Pinellas County	to:
Timenas County	New designation, combine Hillsborough County and
	Pinellas County as a new two-county local workforce
	development area.
	For realignment of counties, list the county/ counties
	that is/are being removed from the LWDA and the
	LWDA they will be realigned to:
	N. L.

4. Substantive Requirements for Designation of a New LWDA

To redesignate a local workforce development area, the Workforce Innovation and Opportunity Act (WIOA) requires that a new area share a common economic development area, share a common labor market, and have adequate training and education providers to deliver services. The Reimagining Education and Career Help (REACH) Act further requires that population and commuting patterns are examined to redesignate a local workforce development area.

The consolidation of two single-county areas, Pinellas County (area 14) and Hillsborough County (area 15) into one local workforce development area would bring the total population of this newly created local workforce development area to just over 2.4 million residents. The action would be driven by the strong labor market ties the two counties have with one another – with Pinellas County's Employment Interchange Measure (EIM) of

29.7 indicating strong commuting to Hillsborough County. The two counties are also commonly grouped together for other planning entities and activities such as economic development, transportation, and adult education. The consolidation also provides an opportunity to strengthen regional ties within the Tampa Bay region to operate more like one labor market entity and minimize the administrative duplications that are associated with utilizing two local workforce development boards across two counties located in one MSA.

a. Describe how the proposed LWDA is consistent with local labor market areas.

Legislation	Measure	Citation	Metric utilized with description
WIOA	Labor	WIOA §	Metropolitan Statistical Area (MSAs) - MSAs are
	market	679.240:	determined by the US Census Bureau and the Office of
	area	"consistent with local labor market areas"	Management and Budget. They are based on population centers and commuting and other relationships. MSAs include a core area with a population of 50,000 or more and surrounding areas that have economic and social interaction with that core area.

Labor Market Area, measured by Metropolitan Statistical Area (MSA): Hillsborough and Pinellas counties are within the same MSA of Tampa-St. Petersburg Clearwater.

REACH Act factors

Legislation	Measure	Citation	Metric utilized with description
REACH Act	Population	REACH Act, page 45	Metropolitan Statistical Area (MSAs) – Defined above and includes population measures taken into consideration.
			Population - Population of each county was taken into consideration while formulating potential new local workforce development areas.
REACH Act	Commuting Patterns	REACH Act, page 45	Employment Interchange Measure (EIM) - Used to describe and compare commuting patterns. For a pair of counties, A and B, the EIM is the sum of two values: 1) the percent of employed residents in County A commuting to County B for work and 2) the percent of jobs in County A filled by residents of County B. The U.S. Census Bureau typically calculates EIM based on County A as an outlying county and County B as the central county. An EIM greater than 25 could justify grouping that outlying county with the central county in an MSA.

Population: Pinellas County and the single-county area 14 has a population of 959,107. Hillsborough County and the single county area 15 has a population of 1,459,762. The newly created local workforce development area would have a population of 2,418,869.

Commuting Patterns (measured as Employment Interchange Measure (EIM)): Pinellas has an EIM with Hillsborough County of 29.7 and Hillsborough has an EIM with Pinellas County of 19.2. This indicates that there are relatively high levels of commuting between both counties - but more from Pinellas County to Hillsborough County for employment.

Additional factors:

Industry Composition: Pinellas and Hillsborough counties have similar employment share across a variety of industries such as finance and insurance (5.5% and 8.6% respectively); professional, scientific, and financial services (7.8% and 9.7% respectively); health care and dental assistance (13.9% and 11.8% respectively); and accommodation and food services (9.9% and 7.4% respectively). The major differences in industry composition as a share of employment come from a greater concentration of both agriculture, forestry, fishing, and hunting jobs and transportation and warehousing jobs within Hillsborough County.

b. Describe how the proposed LWDA has a common economic development area.

Legislation	Measure	Citation	Metric utilized with description
WIOA	Economic	WIOA § 679.240:	Florida Economic Development Regions - Florida is
	development	"common economic	divided into eight economic development regions
	area	development area"	serving as decentralized areas with local offices
			determined by Enterprise Florida as the principal
			economic development organization for the state of
			Florida.

Economic development area (measured by Enterprise Florida Regions): Pinellas and Hillsborough counties are both within the same Tampa Bay Enterprise Florida Region.

Additional factors:

Regional Planning Council: Pinellas and Hillsborough counties are within the same Regional Planning Council region, which is the Tampa Bay region.

FDOT District: Pinellas and Hillsborough counties are within the same Florida Department of Transportation District, which is the 7-West Central District.

c. Describe the federal and non-federal resources that will be available to the proposed LWDA, including appropriate education and training institutions, to administer activities under the Workforce Innovation and Opportunity Act youth, adult and dislocated worker formula programs.

Legislation	Measure	Citation	Metric utilized with description
WIOA	Education	WIOA § 679.240:	Florida College System Areas – The Florida College
	and	"Federal and non-	System is made up of 28 state colleges, each with their
	training	Federal resources,	own designated service area. These state colleges
	providers	including appropriate	frequently collaborate with local workforce
		education and	development boards to provide training and services.
		training institutions"	
			Current number of eligible training providers
			within an area - Determining the number of training
			providers by utilizing the most recent Eligible Training
			Provider List.

Adult Education Planning Region: Pinellas and Hillsborough counties are within the same Adult Education Regional Planning region.

Education and training providers (measured by both the Florida College System Area and WIOA Eligible Training Providers):

- Florida College System Area: Pinellas County is served by St. Petersburg College. Hillsborough County is served by Hillsborough Community College. This consolidation action would not separate any existing Florida College System areas and would combine the two areas under one local workforce development area.
- WIOA Eligible Training Providers: Hillsborough County currently has 35 WIOA Eligible Training Providers. Pinellas County currently has 8 WIOA Eligible Training Providers. This new consolidated workforce development area would have 43 WIOA Eligible Training Providers.

		workforce development area would have 43 wIOA Eligible Training Providers.
5.	Ad	lditional Information
	a.	Describe how the proposed new LWDA designation will impact the other LWDA(s) from which it is withdrawing. Not applicable.
6.	Pu	blic Comments
	a.	Local areas requesting to create a new LWDA must post its intent for 10 days to allow the receipt of public comments. Was this request posted for public comments? ■ Yes □ No
		The intent to apply for new area designation was posted to the CareerSource Tampa Bay and CareerSource Pinellas websites. A period of public review and comments opened 1:00 PM (EST) 4/8/2024 and closed 1:00 PM (EST), 4/17/2024. Public comments could be provided via email or mail.
		See Attachment A for the post to the CareerSource Tampa Bay (CSTB) and CareerSource Pinellas (CSPIN) websites.
	b.	Were any public comments received? ☐ Yes ■ No Public comments were not received by CSTB or CSPIN.
		If yes, a copy of public comments received regarding the proposed newly designated LWDA must be

submitted with this request.

By signing below, the local workforce development board chairperson and the chief local elected official (CLEO) representing each county/unit of local government that comprises the proposed local workforce development area certify that the information contained in this request is true and accurate based on their knowledge. Additionally, the signatures below demonstrate the consensus of each county/unit of local government involved.

Local Workforce Development Board Chairperson
Name:
Signature:
Date:

Chief Local Elected Official		
Name: Ken Hagan	County: Hillsborough	
Signature:	A Chan	
Date: 05/01/2024		

Chief Local Elected Official		
Name: Kathleen Peters	County: Pinellas	
Signature:		
Date:		

A certification page is required for each of the impacted local workforce development areas. The completed request and certification page(s) must be submitted to: LWDBGovernance@commerce.fl.gov

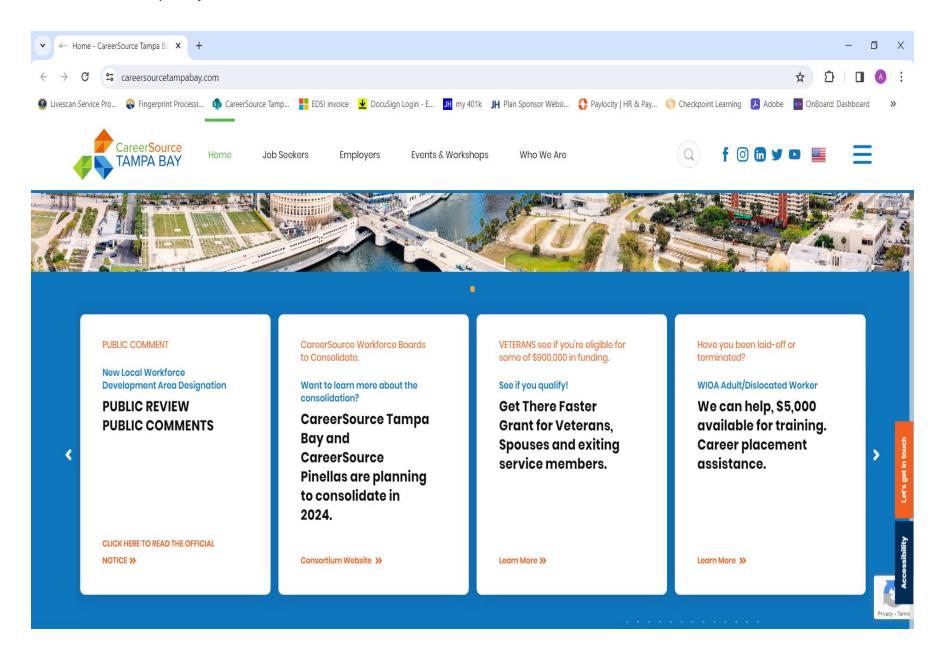
Approved as to Form and Legal Sufficiency:

By: Xatherine M. Benson Date: 4/18/24
Assistant County Attorney

BOARD OF COUNTY COMMISSIONERS HELSBORDUGH COUNTY FLORIDA DOCUMENT NO. 24-0453

Attachment A

CareerSource Tampa Bay website – Public Review/Public Comment



PUBLIC REVIEW/PUBLIC COMMENTS NEW LOCAL WORKFORCE DEVELOPMENT AREA DESIGNATION

Through this announcement CareerSource Tampa Bay (CSTB) is soliciting public comment authorizing Hillsborough County (area 15) and Pinellas County (area 14) as a new area designation under the Workforce Innovation and Opportunity Act (WIOA) (Pub. L. 113-128 Section 106, 107 and 116) for the period July 1, 2024, through June 30, 2026.

This intent to apply for new area designation has been published to provide the public with an opportunity to comment on the proposed new designation. The application may be viewed by clicking on the following link <u>New Local Workforce Development Area Designation</u>

A period for public review and comment allowing at least 10 days' notice is required. All public comments are welcome 1:00 P.M., April 8, 2024, through 1:00 P.M., April, 17, 2024. Please direct public comments email Anna Munro, VP of Fiscal & Administrative via to Compliance, munroa@careersourcetb.com (subject line: New Designation) or by mail to her attention at CareerSource Tampa Bay, 4350 West Cypress Steet, Suite 875, Tampa, Florida 33607. The comments received will be presented to CareerSource Florida, Inc.

Note: The Application for New Local Workforce Development Area Designation that was available for public review follows on pages 8-12.

APPLICATION FOR SUBSEQUENT LOCAL WORKFORCE DEVELOPMENT AREA DESIGNATION

LOCAL WORKFORCE AREA INFORMATION

NAME OF LOCAL AREA:

Workforce Escarosa, Inc. dba CareerSource Escarosa

LWDB NUMBER:

01

DATE OF SUBMISSION:

May 6, 2024

CONTACT PERSON NAME: Marcus L. McBride, PhD

PHONE: 850_47

850-473-0939

EMAIL ADDRESS: mmcbride@careersourceescarosa.com

PERFORMED SUCCESSFULLY

THE TERM "PERFORMED SUCCESSFULLY" MEANS THE LOCAL WORKFORCE DEVELOPMENT AREA MET OR EXCEEDED THE ADJUSTED LEVELS OF PERFORMANCE FOR PRIMARY INDICATORS OF PERFORMANCE FOR THE LAST TWO CONSECUTIVE YEARS FOR WHICH DATA ARE AVAILABLE, AND THE LOCAL AREA HAS NOT FAILED THE SAME INDIVIDUAL MEASURE FOR THE LAST TWO CONSECUTIVE PROGRAM YEARS.

SUSTAINED FISCAL INTEGRITY

THE TERM "SUSTAINED FISCAL INTEGRITY" MEANS THAT THE SECRETARY OF LABOR HAS NOT MADE A FORMAL DETERMINATION, DURING EITHER OF THE LAST TWO CONSECUTIVE YEARS PRECEDING THE DETERMINATION REGARDING SUCH INTEGRITY, THAT EITHER THE GRANT RECIPIENT OR THE ADMINISTRATIVE ENTITY OF THE AREA HAS MISEXPENDED FUNDS PROVIDED.

BY SIGNING BELOW, THE LOCAL CHIEF ELECTED OFFICIAL AND THE LOCAL WORKFORCE BOARD EXECUTIVE DIRECTOR CERTIFY THAT THE LOCAL AREA HAS PERFORMED SUCCESSFULLY AND SUSTAINED FISCAL INTEGRITY FOR SUBSEQUENT DESIGNATION OF THE EXISTING LOCAL AREA.

LOCAL WORKFORCE BOARD EXECUTIVE DIRECTOR

NAME: Marcus L. McBride, PhD

SIGNATURE:

mamcBride

DATE:

04/12/2024

Lo	CAL CHIEF ELECTED OFFICIAL
NAME AND TITLE: Steven Barry, Chair	man COUNTY: Board of County Commissioners Escambia County, Florida
SIGNATURE:	DATE: 5/2/2024
Pam Childers Perk of the Circuit Court Deputy Clark (SEAL)	Approved as to form and legal sufficiency. By/Title: Christopher R Shaffer, ACA Date: 04-16-2024
AMBIA CO. LO	OCAL CHIEF ELECTED OFFICIAL
Name and Title:	COUNTY:
SIGNATURE:	DATE:
Lo	CAL CHIEF ELECTED OFFICIAL
NAME AND TITLE:	COUNTY:
SIGNATURE:	DATE:
Lo	CAL CHIEF ELECTED OFFICIAL
NAME AND TITLE:	COUNTY:
SIGNATURE:	DATE:
Lo	CAL CHIEF ELECTED OFFICIAL
Name and Title:	COUNTY:
SIGNATURE:	DATE:
Lo	CAL CHIEF ELECTED OFFICIAL
Name and Title:	COUNTY:
SIGNATURE:	DATE:

LWDB 01

Measures	PY2021-2022 1st Quarter Performance	PY2021-2022 % of Performance Goal Met For Q1	PY2021-2022 2nd Quarter Performance	PY2021-2022 % of Performance Goal Met For Q2	PY2021-2022 3rd Quarter Performance	PY2021-2022 % of Performance Goal Met For Q3	PY2021-2022 4th Quarter Performance	PY2021-2022 % of Performance Goal Met For Q4	PY2021-2022 Performance Goals
Adults:									
Employed 2nd Qtr After Exit	94.00	104.44	90.30	100.33	89.90	99.89	86.50	96.11	90.00
Median Wage 2nd Quarter After Exit	\$10,325	133.23	\$10,259	132.37	\$9,322	120.28	\$9,194	118.63	\$7,750
Employed 4th Qtr After Exit	92.70	108.42	92.60	108.30	91.70	107.25	91.10	106.55	85.50
Credential Attainment Rate	92.90	116.13	91.90	114.88	88.20	110.25	83.90	104.88	80.00
Measurable Skill Gains	42.60	86.94	34.30	70.00	33.30	67.96	45.60	93.06	49.00
Dislocated Workers:									
Employed 2nd Qtr After Exit	87.50	100.57	85.70	98.51	75.00	86.21	80.00	91.95	87.00
Median Wage 2nd Quarter After Exit	\$4,480	57.81	\$4,901	63.24	\$6,585	84.97	\$7,418	95.72	\$7,750
Employed 4th Qtr After Exit	87.50	106.06	85.70	103.88	87.50	106.06	71.40	86.55	82.50
Credential Attainment Rate	85.70	100.82	83.30	98.00	85.70	100.82	71.40	84.00	85.00
Measurable Skill Gains	45.00	82.57	31.30	57.43	40.00	73.39	52.90	97.06	54.50
Youth:									
Employed 2nd Qtr After Exit	75.00	91.46	74.50	90.85	71.70	87.44	73.30	89.39	82.00
Median Wage 2nd Quarter After Exit	\$3,848	113.18	\$4,465	131.32	\$4,963	145.97	\$4,628	136.12	\$3,400
Employed 4th Qtr After Exit	81.30	95.65	75.60	88.94	72.90	85.76	74.50	87.65	85.00
Credential Attainment Rate	94.70	120.64	71.40	90.96	62.50	79.62	62.50	79.62	78.50
Measurable Skill Gains	80.70	158.24	71.10	139.41	58.80	115.29	62.90	123.33	51.00
Wagner Peyser:									
Employed 2nd Qtr After Exit	61.20	91.34	64.90	96.87	66.00	98.51	65.40	97.61	67.00
Median Wage 2nd Quarter After Exit	\$6,292	123.37	\$6,931	135.90	\$6,506	127.57	\$6,368	124.86	\$5,100
Employed 4th Qtr After Exit	60.70	91.97	63.00	95.45	62.50	94.70	67.90	102.88	66.00

Not Met (less than 90% of negotiated)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)

LWDB 01

Measures	PY2021-2022 4th Quarter Performance	PY2021-2022 % of Performance Goal Met For Q4	PY2021-2022 Performance Goals	PY2022-2023 1st Quarter Performance	PY2022-2023 % of Performance Goal Met For Q1	PY2022-2023 2nd Quarter Performance	PY2022-2023 % of Performance Goal Met For Q2	PY2022-2023 3rd Quarter Performance	PY2022-2023 % of Performance Goal Met For Q3	PY2022-2023 4th Quarter Performance	PY2022-2023 % of Performance Goal Met For Q4	PY2022-2023 Performance Goals
Adults:												
Employed 2nd Qtr After Exit	86.50	96.11	90.00	86.10	93.38	78.60	85.25	81.60	88.50	82.30	89.26	92.20
Median Wage 2nd Quarter After Exit	\$9,194	118.63	\$7,750	\$9,624.00	108.53	\$7,774.00	87.66	\$8,483	95.65	\$9,075	102.33	\$8,868
Employed 4th Qtr After Exit	91.10	106.55	85.50	91.50	100.00	80.30	87.76	84.30	92.13	79.70	87.10	91.50
Credential Attainment Rate	83.90	104.88	80.00	81.90	91.41	76.60	85.49	72.30	80.69	63.30	70.65	89.60
Measurable Skill Gains	45.60	93.06	49.00	56.00	96.55	52.10	89.83	33.90	58.45	34.70	59.83	58.00
Dislocated Workers:												
Employed 2nd Qtr After Exit	80.00	91.95	87.00	100.00	125.00	90.00	112.50	84.60	105.75	78.60	98.25	80.00
Median Wage 2nd Quarter After Exit	\$7,418	95.72	\$7,750	\$8,250.00	117.86	\$7,047.00	100.67	\$8,007	114.39	\$7,944	113.49	\$7,000
Employed 4th Qtr After Exit	71.40	86.55	82.50	75.00	93.75	60.00	75.00	80.00	100.00	80.00	100.00	80.00
Credential Attainment Rate	71.40	84.00	85.00	75.00	78.29	80.00	83.51	80.00	83.51	77.80	81.21	95.80
Measurable Skill Gains	52.90	97.06	54.50	52.90	88.17	47.40	79.00	37.50	62.50	33.30	55.50	60.00
Youth:												
Employed 2nd Qtr After Exit	73.30	89.39	82.00	81.30	109.86	72.20	97.57	81.80	110.54	80.30	108.51	74.00
Median Wage 2nd Quarter After Exit	\$4,628	136.12	\$3,400	\$4,628.00	126.66	\$4,341	118.80	\$4,442	121.55	\$4,613	126.25	\$3,654
Employed 4th Qtr After Exit	74.50	87.65	85.00	76.10	101.60	75.00	100.13	82.80	110.55	80.60	107.61	74.90
Credential Attainment Rate	62.50	79.62	78.50	58.60	73.25	71.90	89.88	78.60	98.25	75.00	93.75	80.00
Measurable Skill Gains	62.90	123.33	51.00	58.40	83.91	54.90	78.88	56.00	80.46	63.40	91.09	69.60
Wagner Peyser:												
Employed 2nd Qtr After Exit	65.40	97.61	67.00	66.80	99.85	60.10	89.84	68.10	101.79	67.50	100.90	66.90
Median Wage 2nd Quarter After Exit	\$6,368	124.86	\$5,100	\$6,336.00	113.20	\$6,378.00	113.95	\$6,991	124.90	\$7,180	128.27	\$5,597
Employed 4th Qtr After Exit	67.90	102.88	66.00	71.00	107.74	61.70	93.63	69.50	105.46	68.90	104.55	65.90

Not Met (less than 90% of negotiated)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)

Request for Subsequent Local Workforce Development Area Designation

Name of Local Workforce Development Area:

CareerSource Okaloosa Walton

Name of Contact Person: Phone Number:

Michele Burns (850) 651-2315; Extension 2012

Title: Email Address:

Executive Director | mburns@careersourceow.com

Date of Request:

April 11, 2024

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

Performed Successfully

The term "Performed Successfully" means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years. (Note: CSOW will not have to submit two complete years of adjusted performance. See the attached FloridaCommerce email.)

Sustained Fiscal Integrity

For subsequent designation of local workforce development areas, the local area must include the local negotiated levels of performance and actual levels of performance for the two program years (PY) for which data are available prior to the program year for which designation is requested.

Name of Local Workforce Developme	ent Area:					
	Negotiated	Actual	Negotiated	Actual		
Measures	PY: 21-22	PY: 21-22	PY: 22-23	PY: 22-23		
	Adul					
Employed 2 nd Quarter After Exit	94.2%	89.9%	94.2%	100.00%		
Median Wages 2 nd Quarter After Exit	\$9,920	\$7,800	\$9,920	\$9,991		
Employed 4 th Quarter After Exit	93.8%	97.00%	93.8%	81.30%		
Credential Attainment Rate	84.8%	92.30%	84.8%	80.90%		
Measurable Skill Gains	87.0%	92.50%	87.0%	88.90%		
Dislocated Worker						
Employed 2 nd Quarter After Exit	61.1%	100.00%	61.1%	100.00%		
Median Wages 2 nd Quarter After Exit	\$6,452	\$10,405	\$6,452	\$13,259		
Employed 4 th Quarter After Exit	62.5%	100.00%	62.5%	80.00%		
Credential Attainment Rate	82.7%	100.00%	82.7%	100.00%		
Measurable Skill Gains	58.6%	80.00%	58.6%	100.00%		
	Youtl	1				
Employed 2 nd Quarter After Exit	82.6%	54.10%	82.6%	0.00%		
Median Wages 2 nd Quarter After Exit	\$3,759	\$3,108	\$3,759	\$0.00%		
Employed 4 th Quarter After Exit	80.4%	75.00%	80.4%	56.70%		
Credential Attainment Rate	71.3%	80.00%	71.3%	26.30%		
Measurable Skill Gains	49.9%	33.30%	49.9%	62.50%		
	Wagner-P	eyser				
Employed 2 nd Quarter After Exit	65.5%	66.50%	65.5%	65.70%		
Median Wages 2 nd Quarter After Exit	63.9%	\$7,713	63.9%	\$7,774		
Employed 4th Quarter After Exit	\$5,375	65.10%	\$5,375	65.10%		

COMMENTS: In reference to the "actual outcomes," in response to USDOL's Enhanced Desk Monitoring Review of Florida's Local Workforce Development Boards (LWDBs) program administration, Florida issued Administrative Policy 115 – Common Exit on June 9, 2021, to strengthen the state's expectations for the effective management of participant exits. This policy provided Local Workforce Development Boards (LWDBs) with the minimum requirements for the common exit of program participants for the Workforce Innovation and Opportunity Act, Wagner-Peyser and Trade Adjustment Assistance programs, and procedural guidance for the associated processes. Florida also issued service code guides and provided technical assistance to LWDBs about managing disengaged participant exits. This assistance instructed LWDBs to close any open activities or to create a final contact activity in PY2020 Q4 for all disengaged participants. As a result, Florida experienced a substantial increase of participant exits in PY2020 Q4 when compared to the following and prior quarter(s). This increase affects PY2021 Q4 through PY2022 Q3 reporting for the primary indicators of performance Entered Employment Rate 2nd Quarter After Exit and Median Earning 2nd Quarter After Exit. This increase also affected PY2022 Q2 through PY2023 Q1 Enter Employment Rate 4th Quarter After Exit and Credential Attainment Rate.

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Local Workforce Development Board Chairperson				
Name: Scott Seay				
Signature: Scott Seay				
Date: 04/11/2024				
Chief Local Official				
Name: Paul Mixon - Chairman Count Okaloosa				
Signature: SEAL SEAL				
Date: May 7, 2024				
HALOOSA COUNTY				
Chief Local Elected Official				
Name: County:				
Signature:				
Date:				
Chief Local Elected Official				
Name: County:				
Signature:				
Date:				
Chief Local Elected Official				
Name: County:				
Signature:				
Date:				
Date.				
Chief Local Elected Official				
Name: County:				
Signature:				
Date:				
Chief Local Elected Official				
Name: County:				
Signature:				
Date:				

The completed request and certification page(s) must be submitted to: $\underline{LWDBGovernance(a,commerce.fl.gov}.$

Attachment

FloridaCommnerce Email: Subject: WIOA - Clarifying Guidance: Local Workforce Area Designation and Local Workforce Development Board Composition and Certification Update; Dated: Thu 4/11/2024 9:25 AM.

5/2/2024

Request for Subsequent Local Workforce Development Area Designation Name of Local Workforce Development Area: CareerSource Chipola (LWDB 3) Name of Contact Person: Richard Williams Phone Number: 850-633-2732 Title: Executive Director Email Address: richard.williams@careersourcechipola.com

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

Performed Successfully

The term "Performed Successfully" means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years.

Sustained Fiscal Integrity

For subsequent designation of local workforce development areas, the local area must include the local negotiated levels of performance and actual levels of performance for the two program years (PY) for which data are available prior to the program year for which designation is requested.

Name of Local Workforce Development Area:							
	Negotiated	Actual	Negotiated	Actual			
Measures	PY: 2022-23	PY: <u>2022-2</u> 3	PY: <u>2021-2</u> 2	PY: <u>2021-2</u> 2			
Adult							
Employed 2 nd Quarter After Exit	94.1	100.0	85.5	82.5			
Median Wages 2 nd Quarter After Exit	\$8,215	\$10,227	\$7,400	\$8,200			
Employed 4 th Quarter After Exit	88.2	87.8	85.5	90.5			
Credential Attainment Rate	86.7	73.7	85.5	100.0			
Measurable Skill Gains	76.0	65.9	70.0	92.7			
Dislocated Worker							
Employed 2 nd Quarter After Exit	72.0	100.0	85.0	87.5			
Median Wages 2 nd Quarter After Exit	\$7,682	\$8,005	\$7,700	\$7,574			
Employed 4 th Quarter After Exit	71.8	91.7	80.5	0			
Credential Attainment Rate	75.0	80.0	83.2	0			
Measurable Skill Gains	70.0	0	50.0	100.0			
	Youth	l					
Employed 2 nd Quarter After Exit	81.2	90.0	86.0	74.0			
Median Wages 2 nd Quarter After Exit	\$3,957	\$4,814	\$4,400	\$4,623			
Employed 4 th Quarter After Exit	78.7	70.5	82.0	83.8			
Credential Attainment Rate	68.2	44.7	85.0	48.6			
Measurable Skill Gains	34.8	70.0	55.0	60.8			
Wagner-Peyser							
Employed 2 nd Quarter After Exit	67.5	73.7	65.0	68.5			
Median Wages 2 nd Quarter After Exit	\$4,282	\$5,734	\$4,900	\$5,656			
Employed 4 th Quarter After Exit	67.5	68.8	65.0	63.5			

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Local Workforce Development Board Chairperson
Name: Debbie KolmetzDocusigned by:
Signature: Vehbie zolmetz
Date: 5/2/2024
Chief Local Elected Official
Name: Scott Monlyn—DocuSigned by: County: Calhoun
Signature: Scott Monlyn
Date: 5/6/2024 F9F24F2C5CD44E5
Chief Local Elected Official
Name: County:
Signature:
Date:
Chief Local Elected Official
Name: County:
Signature:
Date:
Chief Local Elected Official
Name: County:
Signature:
Date:
Date.
Chief Local Elected Official
Name: County:
Signature:
Date:
Chief Local Elected Official
Name: County:
Signature:
Date:

Request for Subsequent Local Workforce Development Area Designation Name of Local Workforce Development Area: CareerSource Gulf Coast – Region 4 Name of Contact Person: Kimberly L. Bodine Phone Number: 850-913-3284 Title: Executive Director Email Address: kbodine@careersourcegc.com

Date of Request: April 2, 2024

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

Performed Successfully

The term "Performed Successfully" means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years.

Sustained Fiscal Integrity

Measures	PY2021-2022 4th Quarter Performance	PY2021-2022 % of Performance Goal Met For Q4	PY2021-2022 Performance Goals	PY2022-2023 4th Quarter Performance	PY2022-2023 % of Performance Goal Met For Q4	PY2022-2023 Performance Goals
Adults:						
Employed 2nd Qtr After Exit	93.00	98.94	94.00	98.70	105.90	93.20
Median Wage 2nd Quarter After Exit	\$12,397	129.81	\$9,550	\$13,096	142.14	\$9,213
Employed 4th Qtr After Exit	95.00	102.15	93.00	91.80	104.08	88.20
Credential Attainment Rate	100.00	114.29	87.50	88.10	109.99	80.10
Measurable Skill Gains	99.00	132.00	75.00	99.10	115.23	86.00
Dislocated Workers:						
Employed 2nd Qtr After Exit	66.70	78.47	85.00	100.00	138.89	72.00
Median Wage 2nd Quarter After Exit	\$11,581	121.91	\$9,500	\$28,865	320.72	\$9,000
Employed 4th Qtr After Exit	100.00	120.48	83.00	100.00	135.14	74.00
Credential Attainment Rate	100.00	142.86	70.00	0.00	0.00	75.00
Measurable Skill Gains	100.00	140.06	71.40	100.00	153.85	65.00
Youth:						
Employed 2nd Qtr After Exit	70.80	74.53	95.00	80.00	94.12	85.00
Median Wage 2nd Quarter After Exit	\$3,236	77.05	\$4,200	\$5,563	139.08	\$4,000
Employed 4th Qtr After Exit	100.00	125.00	80.00	61.90	82.53	75.00
Credential Attainment Rate	75.00	81.52	92.00	28.60	37.63	76.00
Measurable Skill Gains	75.00	102.74	73.00	62.50	117.92	53.00
Wagner Peyser:						
Employed 2nd Qtr After Exit	59.50	81.51	73.00	66.20	98.81	67.00
Median Wage 2nd Quarter After Exit	\$6,494	127.33	\$5,100	\$6,744	143.49	\$4,700
Employed 4th Qtr After Exit	63.10	90.14	70.00	63.10	95.61	66.00
Not Mot (loss than 90% of pagatist	11					

Not Met (less than 90% of negotiated)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)

In response to USDOL's Enhanced Desk Monitoring Review (EDMR) of Florida's Local Workforce Development Boards (LWDBs) program administration, Florida issued Administrative Policy 115 – Common Exit. This policy provided guidance for ensuring efficient and effective integrated service delivery, tracking the coordination of services, and aligning performance reporting to USDOL's administered programs .Florida also issued service code guides and provided technical assistance (TA) to LWDBs about managing disengaged participant exits. This assistance instructed LWDBs to close any open activities or to create a final contact activity in PY2020 Q4 for all disengaged participants. As a result, Florida experienced a substantial increase of participant exits in PY2020 Q4 when compared to the following and prior quarter(s). Approximately 40% of all participants exits in PY2020 occurred during the fourth quarter. This increase affects PY2021 Q4 through PY2022 Q3 reporting for the primary indicators of performance Enter Employment Rate 2nd Quarter After Exit and Median Earning 2nd Quarter After Exit. This increase will also affect PY2022 Q2 through PY2023 Q1 Enter Employment Rate 4th Quarter After Exit and Credential Attainment Rate."

Footnote for Dislocated Worker credential attainment rate of 00.0-We had only one dislocated worker enrolled, and they did not complete their training.

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

$\bigcirc \bigcirc $	ocal Workforce Development Board Chairperson
Name: Tommy Hamm, Bay	
Signature My	
Date: Appl 16, U)ZY
	Chief Local Elected Official
Name:	County:
Signature:	
Date:	
	Chief Local Elected Official
Name:	County:
Signature:	
Date:	
	Chief Local Elected Official
Name:	County:
Signature:	
Date:	
	Chief Local Elected Official
Name:	County:
Signature:	
Date:	
	Chief Local Elected Official
Name:	County:
Signature:	
Date:	
	Chief Local Elected Official
Name:	County:
Signature:	
Date:	

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Loc	al Workforce Development Board Chairperson	
Name: Sandy Quinn, Gulf Cou	unty Commission	
Signature:	<u> </u>	
Date: APRIL 23, 2024		
	Chief Local Elected Official	
Name:	County:	
Signature:		
Date:		
70	Chief Local Elected Official	
None		*
Name:	County:	
Signature: Date:		
Date:		
1	Chief Local Elected Official	٩
Name:	County:	
Signature:		
Date:		
	Chief Local Elected Official	
Name:	County:	
Signature:	, , ,	
Date:		
	Chief Local Elected Official	
Name:	County:	
Signature:	County.	
Date:		
2.2.2.		
	Chief Local Elected Official	전에 150 (기술 150 년) 조리 기술(151 151 151 151 151 151 151 151 151 151
Name:	County:	
Signature:		
Date:		

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Local Workforce Dev	relopment Board Chairperson
Name: Ricky Jones, Franklin County Commissi	
Signature: Rilly D. Jones	
Date: 4/17/24	
- 1	
Chief Loo	cal Elected Official
Name:	County:
Signature:	
Date:	
	cal Elected Official
Name:	County:
Signature:	
Date:	
	cal Elected Official
Name:	County:
Signature:	
Date:	
Chief Loc	cal Elected Official
Name:	County:
Signature:	
Date:	
Chief Loc	cal Elected Official
Name:	County:
Signature:	
Date:	
	cal Elected Official
Name:	County:
Signature:	
Date:	

Request for Subsequent Local Workforce Development Area Designation

Name of Local Workforce Development Area:	
CareerSource Northeast Florida	
Name of Contact Person:	Phone Number:
Rebecca Livingston	904-213-3800 X2004
Title:	Email Address:
Executive Vice President	rlivingston@careersourcenefl.com

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

Performed Successfully

The term "Performed Successfully" means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years.

Sustained Fiscal Integrity

For subsequent designation of local workforce development areas, the local area must include the local negotiated levels of performance and actual levels of performance for the two program years (PY) for which data are available prior to the program year for which designation is requested.

Name of Local Workforce Developme	ent Area:	entropy of the second			
Measures	Negotiated	Actual	Negotiated	Actual	
	PY: 2021-2022	PY:2021-2022	PY: 2022-2023	PY: 2022-2023	
	Adult				
Employed 2 nd Quarter After Exit	90.00	97.50	91.50	97.00	
Median Wages 2 nd Quarter After Exit	\$10,200	\$12,970	\$10,800	\$12,576	
Employed 4 th Quarter After Exit	89.50	97.50	90.00	96.00	
Credential Attainment Rate	87.00	95.20	88.00	91.30	
Measurable Skill Gains	62.00	92.80	70.00	94.70	
	Dislocated V	Vorker			
Employed 2 nd Quarter After Exit	85.00	86.70	87.00	95,30	
Median Wages 2 nd Quarter After Exit	\$8,200	\$14,182	\$9,500	\$11,246	
Employed 4 th Quarter After Exit	81.00	80.00	80.50	87.80	
Credential Attainment Rate	70.00	86.70	72,60	90.00	
Measurable Skill Gains	62.00	85,20	75.00	94.40	
	Youth				
Employed 2 nd Quarter After Exit	79.50	86.00	80.50	86.20	
Median Wages 2 nd Quarter After Exit	\$3,250	\$4,470	\$3,864	\$5,022	
Employed 4 th Quarter After Exit	76.00	84.40	77.60	83,20	
Credential Attainment Rate	78.00	92.40	80,00	79.30	
Measurable Skill Gains	60.00	92.90	65.00	91.50	
	Wagner-Po	eyser			
Employed 2 nd Quarter After Exit	70.00	64.40	70.50	70.00	
Median Wages 2 nd Quarter After Exit	\$5,100	\$7,107	\$5,800	\$7,894	
Employed 4 th Quarter After Exit	68.00	66.90	68.00	69.70	

CareerSource Northeast Florida is one of only three local areas to meet or exceed all federal metrics for the last two program years. We also received the highest letter grades in the state 103.36 (A+) for 2022-23 and 94.41 for 2021-22.

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Local Workforce Development Board Chairperson	
Name: Bruce Ferguson, Jr.	
Signature: Bruce Forguson, Jr.	
Date: 4/19/24	

Chief Local Elected Official							
Name: Commissionler Larry Harvey	County: Putnam, First Cost Workforce Development						
Signature: 147	Consortium Chair						
Date: 4-18-2024							
4-19.2024							

Request for Subsequent Local Workforce Development Area Designation

Name of Local Workforce Development Area: LWDA 10 - CareerSource Citrus Levy Marion

Name of Contact Person: Phone Number:

Rusty Skinner (352) 873-7939 ext. 1207

Title: Email Address:

Chief Executive Officer rskinner@careersourceclm.com

Date of Request: 4/26/2024

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

Performed Successfully

The term "Performed Successfully" means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years.

Sustained Fiscal Integrity

For subsequent designation of local workforce development areas, the local area must include the local negotiated levels of performance and actual levels of performance for the two program years (PY) for which data are available prior to the program year for which designation is requested.

Name of Local Workforce Development Area:								
Measures	Negotiated	Actual	Negotiated	Actual				
	PY: PY21-22	PY: PY21-22	PY: PY22-23	PY: PY22-23				
	Adult							
Employed 2 nd Quarter After Exit	92.00	84.50	92.00	91.40				
Median Wages 2 nd Quarter After Exit	\$7,000	\$9,024	\$7,961	\$9,440				
Employed 4 th Quarter After Exit	90.00	92.90	90.00	73.50 ***				
Credential Attainment Rate	88.00	81.90	75.00	82.20				
Measurable Skill Gains	50.00	91.30	79.70	87.10				
	Dislocated V	Vorker						
Employed 2 nd Quarter After Exit	85.00	60.00 *	82.00	75.00				
Median Wages 2 nd Quarter After Exit	\$9,000	\$11,700	\$9,000	\$8,840				
Employed 4 th Quarter After Exit	85.00	100.00	86.80	60.00 ****				
Credential Attainment Rate	75.20	100.00	83.80	100.00				
Measurable Skill Gains	75.00	66.70 **	75.00	0.00 *****				
	Youth							
Employed 2 nd Quarter After Exit	80.00	81.90	80.60	83.00				
Median Wages 2 nd Quarter After Exit	\$3,200	\$4,277	\$3,737	\$3,949				
Employed 4 th Quarter After Exit	75.00	77.40	78.60	75.20				
Credential Attainment Rate	92.00	98.80	91.20	96.90				
Measurable Skill Gains	88.00	96.00	89.20	96.80				
	Wagner-Po	eyser						
Employed 2 nd Quarter After Exit	69.00	70.50	69.40	70.80				
Median Wages 2 nd Quarter After Exit	\$5,300	\$5,895	\$5,122	\$6,290				
Employed 4 th Quarter After Exit	68.00	66.80	68.10	71.20				

^{*}Employed 2nd Q After Exit for DW: LWDA 10 did not meet performance for PY21-22. The State of Florida did not meet this measure for Q4. Pool of DW's is small in Region 10, this represented data on 5 individuals.

^{**}Measurable Skill Gains for DW: LWDA10 did not meet this measure 2 out of 4 quarters for PY21-22. This is an annual measure, in which a student has until the end of the program year to make a gain. 90% is considered meeting, our rate for the year was 88.9%. R10 has a small pool of DW's, in this instance, one person did not meet the definition for a skills gain.

^{***}Employed 4th Q After Exit for Adult: LWDA10 did not meet this measure for 2 of 4 quarters during PY22-23. The State did not meet this measure for 3 of 4 quarters for PY22-23.

^{****}Employed 4th Q After Exit for DW: LWDA10 did not meet this measure for 2 of 4 quarters for PY22-23. 2 of the 5 individuals counting in the measure did not retain employment 4th Q after exit.

^{*****}Measurable Skills Gain for DW: There was no training enrollment for DW for this year, only basic services.

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Local Workfor	ce Development Board Chairperson
Name: Brandon Whiteman	
Signature: Black	
Date: 04/15/2024	
Chi	ef Local Elected Official
Name: Commissioner Carl Zalak	County: Marion County, FL
Signature:	
Date: 4	-17-24
Chi	ef Local Elected Official
Name:	County:
Signature:	
Date:	
Chi	ief Local Elected Official
Name:	County:
Signature:	
Date:	
Chi	ef Local Elected Official
Name:	County:
Signature:	
Date:	
Chi	ef Local Elected Official
Name:	County:
Signature:	
Date:	
Chi	ef Local Elected Official
Name:	County:
Signature:	
Date:	

APPLICATION FOR SUBSEQUENT LOCAL WORKFORCE DEVELOPMENT AREA DESIGNATION

LOCAL WORKFORCE AREA INFORMATION

NAME OF LOCAL AREA:

CareerSource Central Florida

LWDB NUMBER:

Region 12

DATE OF SUBMISSION:

April 26, 2023

CONTACT PERSON NAME:

PHONE: 407-455-1719

Nilda Blanco, VP -Service Delivery

EMAIL ADDRESS: nblanco@careersourcecf.com

PERFORMED SUCCESSFULLY

THE TERM "PERFORMED SUCCESSFULLY" MEANS THE LOCAL WORKFORCE DEVELOPMENT AREA MET OR EXCEEDED THE ADJUSTED LEVELS OF PERFORMANCE FOR PRIMARY INDICATORS OF PERFORMANCE FOR THE LAST TWO CONSECUTIVE YEARS FOR WHICH DATA ARE AVAILABLE, AND THE LOCAL AREA HAS NOT FAILED THE SAME INDIVIDUAL MEASURE FOR THE LAST TWO CONSECUTIVE PROGRAM YEARS.

SUSTAINED FISCAL INTEGRITY

THE TERM "SUSTAINED FISCAL INTEGRITY" MEANS THAT THE SECRETARY OF LABOR HAS NOT MADE A FORMAL DETERMINATION, DURING EITHER OF THE LAST TWO CONSECUTIVE YEARS PRECEDING THE DETERMINATION REGARDING SUCH INTEGRITY, THAT EITHER THE GRANT RECIPIENT OR THE ADMINISTRATIVE ENTITY OF THE AREA HAS MISEXPENDED FUNDS PROVIDED.

BY SIGNING BELOW, THE LOCAL CHIEF ELECTED OFFICIAL AND THE LOCAL WORKFORCE BOARD EXECUTIVE DIRECTOR CERTIFY THAT THE LOCAL AREA HAS PERFORMED SUCCESSFULLY AND SUSTAINED FISCAL INTEGRITY FOR SUBSEQUENT DESIGNATION OF THE EXISTING LOCAL AREA.

LOCAL WORKFORCE BOARD EXECUTIVE DIRECTOR

Name: Pamela J. Nabors

SIGNATURE: Pamela Nabors

DATE: April 26, 2<u>023</u>

DATE:

SIGNATURE:

Request for Subsequent Local Workforce Development Area Designation Name of Local Workforce Development Area: CareerSource Pasco Hernando Name of Contact Person: Brenda Gause Phone Number: 352 593-2226 **Title: Chief Operations Officer** Email Address: bgause@careersourcepascohernando.com

Date of Request: April 15, 2024

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce develorment area performed successfully and sustained fiscal integrity.

Performed Successfully

The term "Performed Successfully" means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years.

Sustained Fiscal Integrity

For subsequent designation of local workforce development areas, the local area must include the local negotiated levels of performance and actual levels of performance for the two program years (PY) for which data are available prior to the program year for which designation is requested.

Name of Local Workforce						
	Negotiated	Actual	Negotiated	Actual	Negotiated	Actual
Measures	PY:21/22	PY: 21/22	PY:22/23	PY:22/23	PY:23/24	PY:23/24
Adult						
Employed 2 nd Quarter After Exit	93.50	<mark>77.60</mark>	92.50	85.50	92.50	93.00
Median Wages 2 nd Quarter After Exit	\$9500	\$9296	\$9600	\$11428	\$9600	\$11344
Employed 4 th Quarter After Exit	91.50	88.30	89.00	<mark>70.00</mark>	89.00	91.60
Credential Attainment Rate	93.00	94.40	85.40	82.50	85.40	96.80
Measurable Skill Gains	60.00	74.20	63.20	88.00	63.20	81.60
Dislocated Worker			MILE OF			NOTE OF
Employed 2 nd Quarter After Exit	92.00	73.30	86.00	88.70	86.00	92.40
Median Wages 2 nd Quarter After Exit	\$7300	\$10644	\$9099	\$10963	\$9099	\$10099
Employed 4 th Quarter After Exit	88.00	81.30	83.10	<mark>74.70</mark>	83.10	85.90
Credential Attainment Rate	89.00	94.70	92.90	86.10	92.90	93.30
Measurable Skill Gains	50.30	61.40	56.00	70.70	56.00	75.00
Youth			A PROPERTY.			
Employed 2 nd Quarter After Exit	81.50	<mark>68.00</mark>	78.00	78.60	78.00	79.30
Median Wages 2 nd Quarter After Exit	\$3400	\$3418	\$3457	\$4337	\$3457	\$4686
Employed 4 th Quarter After Exit	77.00	75.00	73.00	65.40	73.00	76.80
Credential Attainment Rate	90.30	100.00	91.90	94.40	91.90	96.40
	57.00	68.10	80.30	95.50	80.30	84.10
Wagner Peyser						
Employed 2 nd Quarter After Exit	68.00	51.60	58.50	63.60	58.50	65.60
Median Wages 2 nd Quarter After Exit	\$5700	\$6344	\$5889	\$6901	\$5889	\$7623
Employed 4 th Quarter After Exit	67.50	53.50	58.50	60.60	58.50	62.60

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Local Workforce Dev	elopment Board Chairperson
Name: Charles Gibbons	
Signature: Charles Gibbons Charles Gibbons (Apr. 12, 2024 1337 EDI)	
Date: Apr 12, 2024	
Chief Local	al Elected Official
Name: Commissioner John Allocco	County: Hernando and Pasco
Title: Pasco Hernand Workforce Development	Consortium Chair
Signature:	
Date: 4/15/24	
Chief Loc	al Elected Official
Name:	County:
Signature:	
Date:	
Chief Loc	al Elected Official
Name:	County:
Signature:	
Date:	
Chief Loc	al Elected Official
Name:	County:
Signature:	
Date:	

Request for Subsequent Local Workforce Development Area Designation

Name of Local Workforce Development Area:

Polk County Workforce Development Board, Inc. dba CareerSource Polk

Name of Contact Person: Stacy Campbell-Domineck

Phone Number: 863-508-1600

Email Address: stacy.campbell-domineck@careersourcepolk.com

Title: President & CEO

Date of Request:

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

Performed Successfully

The term "Performed Successfully" means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years.

Sustained Fiscal Integrity

For subsequent designation of local workforce development areas, the local area must include the local negotiated levels of performance and actual levels of performance for the two program years (PY) for which data are available prior to the program year for which designation is requested.

	Negotiated	Actual	Negotiated	Actual	
Measures	DT1 0004 0000	DV/	DV/	703.7	
	PY:2021-2022	PY: 2021-2022	PY: 2022-2023	PY: 2022-2023	
	Adul	tile de la company			
Employed 2 nd Quarter After Exit	87.00	99.54%	87.00	100.11%	
Median Wages 2 nd Quarter After Exit	7,000	132.31%	\$7,500	114.63%	
Employed 4 th Quarter After Exit	84.50	102.72%	86.00	92.53%	
Credential Attainment Rate	66.55	109.55%	77.00	101.30%	
Measurable Skill Gains	55.00	129.27%	60.00	131.33%	
	Dislocated \	Worker			
Employed 2 nd Quarter After Exit	85.00	98.82%	85.00	102.94%	
Median Wages 2 nd Quarter After Exit	\$7,000	129.77	\$8,152	93.86%	
Employed 4 th Quarter After Exit	84.50	108.17%	75.00	107.33%	
Credential Attainment Rate	66.00	111.86%	72.10	107.91%	
Measurable Skill Gains	55.00	122.67%	75.00	104.80%	
	Yout	h			
Employed 2 nd Quarter After Exit	79.00	87.97%	70.00	113.00%	
Median Wages 2 nd Quarter After Exit	\$3,200	105.94%	\$3,251	116.69%	
Employed 4th Quarter After Exit	74.00	92.70%	72.00	111.53%	
Credential Attainment Rate	77.00	86.62%	91.40	96.83%	
Measurable Skill Gains	46.50	102.80%	60.00	102.50%	
	Wagner-F				
Employed 2 nd Quarter After Exit	65.00	93.85%	61,00	109.67%	
Median Wages 2 nd Quarter After Exit	\$5,100	109.63%	\$5,497	118.26%	
Employed 4th Quarter After Exit	66.00	100.91%	66.00	100.15%	

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Local Workforce Devel	opment Board Chairperson
Name: David McCraw	
Signature: Pavid Mc Cra	
Date: 4/11/24	
Chief Local	Elected Official
Name: Commissioner Bill Braswell	County: Polk County
Signature: Wun	
Date: 5 17 24	
	Floated Official Maries
	Elected Official
Name:	County:
Signature:	
Date:	
~	100011
	Elected Official
Name:	County:
Signature:	
Date:	
Chi.f.L.	Plantal Official
	Elected Official
Name:	County:
Signature:	
Date:	
Chief Legal	Elected Official
Name:	County:
	County:
Signature:	
Date:	
Chief Local	Elected Official
Name:	County:
Signature:	- Commey .
Date:	

Request for Subsequent Local Workforce Development Area Designation Name of Local Workforce Development Area: CareerSource Suncoast Name of Contact Person: Christina Witt Phone Number: 941-315-9120 Title: Organizational Support Director Email Address: cwitt@careersourcesc.com Date of Request: 04/30/2024

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

Performed Successfully

The term "Performed Successfully" means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years.

Sustained Fiscal Integrity

For subsequent designation of local workforce development areas, the local area must include the local negotiated levels of performance and actual levels of performance for the two program years (PY) for which data are available prior to the program year for which designation is requested.

Name of Local Workforce Development Area:								
	Negotiated	Actual	Negotiated	Actual				
Measures	PY: 21/22	PY: 21/22	PY: 22/23	PY: 22/23				
Adult								
Employed 2 nd Quarter After Exit	95.00	90.00	90.60	85.30				
Median Wages 2 nd Quarter After Exit	\$9,900	\$12,636	\$9,351	\$9,926				
Employed 4 th Quarter After Exit	95.00	90.30	87.00	86.50				
Credential Attainment Rate	84.00	71.40	78.00	60.20				
Measurable Skill Gains	55.00	71.10	73.40	86.00				
Dislocated Worker								
Employed 2 nd Quarter After Exit	95.00	71.60	77.60	77.10				
Median Wages 2 nd Quarter After Exit	\$8,400	\$9,615	\$10,078	\$10,613				
Employed 4 th Quarter After Exit	90.00	85.70	67.00	71.30				
Credential Attainment Rate	70.00	18.80	58.40	38.80				
Measurable Skill Gains	49.00	80.60	71.40	83.30				
	Youth	1						
Employed 2 nd Quarter After Exit	90.00	62.50	83.00	77.30				
Median Wages 2 nd Quarter After Exit	\$6,100	\$7,625	\$4,430	\$5,727				
Employed 4 th Quarter After Exit	95.00	75.00	69.00	75.70				
Credential Attainment Rate	76.50	77.80	80.70	80.00				
Measurable Skill Gains	55.00	66.70	68.00	88.90				
	Wagner-P	eyser						
Employed 2 nd Quarter After Exit	75.00	62.50	65.00	71.10				
Median Wages 2 nd Quarter After Exit	\$5,500	\$6,930	\$5,950	\$7,693				
Employed 4 th Quarter After Exit	72.00	62.60	63.50	67.90				

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Local Workforce Development Board Chairperson									
Name: Eric Troyer									
Signature: Eric Troyer Eric Troyer (Apr 16, 5024 09:56 EDT)									
Date: 04/16/2024									
Chief Local Elected Official									
Name: George Kruse	County: Manatee								
Signature: George W Case (Apr 17, 2024 20:42 EDT)									
Date: 04/17/2024									
ev 4. 0.7									
	d Elected Official								
Name: Ron Cutsinger	County: Sarasota								
Signature: Ron Cutsinger									
Date: 04/30/2024									
CI · CI	IEI 4 1066 1								
	al Elected Official								
Name:	County:								
Signature:									
Date:									
Chief Loca	ıl Elected Official								
Name:	County:								
Signature:	County.								
Date:									
Dutc.									
Chief Loca	l Elected Official								
Name:	County:								
Signature:									
Date:									
Chief Loca	l Elected Official								
Name:	County:								
Signature:									
Date:									

Summary Information for Chief Local Elected Officials (CLEOs)

Application for Subsequent Local Workforce Development Area Designation

For CareerSource Suncoast (CSS) to be granted Subsequent Local Workforce Development Board (LWDB) Area Designation, an application must be submitted to CareerSource Florida and the Florida Department of Commerce (FloridaCommerce) every two years. The application must be signed by the two CSS Chief Local Elected Officials, CSS Board of Directors Chair, and the CSS President/CEO certifying that our region (Manatee & Sarasota Counties) has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

CareerSource Suncoast's Performance and Fiscal Overview was provided by FloridaCommerce, to the CSS Board of Directors on May 25, 2023, for Program Year (PY) 2021-2022. Performance Measure reports are also published on the FloridaCommerce website at Indicators of Performance Reports - FloridaJobs.org. CSS continues to share copies of FloridaCommerce Programmatic, Fiscal Monitoring Reports, and Independent Auditor's Reports annually through distribution of the Board Meeting packets and review at Board of Directors meetings.

Performed Successfully:

For the purpose of determining subsequent local workforce development area designation, the term "performed successfully" means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and that the local area has not failed the same measure for the last two consecutive program years.

Program Year July 1, 2021 - June 30, 2022:

For PY 21-22 LWDB18 exceeded in eight (8), met in three (3) and did not meet in seven (7) of the fourteen (14) Florida WIOA Primary Indicators of Performance.

PY 21-22 Performance Measures

Measures	PY2021-2022 1st Quarter Performance	PY2021-2022 % of Performance Goal Met For Q1	PY2021-2022 2nd Quarter Performance	PY2021-2022 % of Performance Goal Met For Q2	PY2021-2022 3rd Quarter Performance	PY2021-2022 % of Performance Goal Met For Q3	PY2021-2022 4th Quarter Performance	PY2021-2022 % of Performance Goal Met For Q4	PY2021-2022 Performance Goals
Adults:									
Employed 2nd Qtr After Exit	91.80	96.63	92.50	97.37	94.40	99.37	90.00	94.74	95.00
Median Wage 2nd Quarter After Exit	\$10,498	106.04	\$10,915	110.25	\$11,750	118.69	\$12,636	127.64	\$9,900
Employed 4th Qtr After Exit	81.80	86.11	83.20	87.58	85.80	90.32	90.30	95.05	95.00
Credential Attainment Rate	66.70	79.40	68.70	81.79	70.40	83.81	71.40	85.00	84.00
Measurable Skill Gains	69.50	126.36	62.90	114.36	58.70	106.73	71.10	129.27	55.00
Dislocated Workers:									
Employed 2nd Qtr After Exit	78.90	83.05	76.20	80.21	83.30	87.68	71.60	75.37	95.00
Median Wage 2nd Quarter After Exit	\$10,080	120.00	\$10,289	122.49	\$8,551	101.80	\$9,615	114.46	\$8,400
Employed 4th Qtr After Exit	72.70	80.78	83.30	92.56	84.20	93.56	85.70	95.22	90.00
Credential Attainment Rate	33.30	47.57	30.80	44.00	21.40	30.57	18.80	26.86	70.00
Measurable Skill Gains	76.10	155.31	55.80	113.88	50.00	102.04	80.60	164.49	49.00
Youth:									
Employed 2nd Qtr After Exit	96.30	107.00	95.00	105.56	81.30	90.33	62.50	69.44	90.00
Median Wage 2nd Quarter After Exit	\$3,900	63.93	\$3,900	63.93	\$7,625	125.00	\$7,625	125.00	\$6,100
Employed 4th Qtr After Exit	84.80	89.26	85.20	89.68	77.80	81.89	75.00	78.95	95.00
Credential Attainment Rate	76.50	100.00	83.50	108.89	70.00	91.50	77.80	101.70	76.50
Measurable Skill Gains	47.60	86.55	50.00	90.91	42.10	76.55	66.70	121.27	55.00
Wagner Peyser:									
Employed 2nd Qtr After Exit	60.80	81.07	58.80	78,40	60.70	80.93	62.50	83.33	75.00
Median Wage 2nd Quarter After Exit	\$5,901	107.29	\$6,236	113.38	\$6,486	117.93	\$6,930	126.00	\$5,500
Employed 4th Qtr After Exit	60.70	84.31	59.30	82.36	60.90	84.58	62.60	86.94	72.00
Not Met (less than 90% of negotiated)									
Met (90-100% of negotiated)									
Exceeded (greater than 100% of negotiated)	W. Commission of the Commissio								

Program Year July 1, 2022 – June 30, 2023:

For PY 22-23 LWDB18 exceeded in eleven (11), met in five (5) and did not meet in two (2) of the fourteen (14) Florida WIOA Primary Indicators of Performance. Overall, the CSS primary indicators of performance have improved significantly of the previous program year. In comparison to the previous year, CSS exceeded three (3) more measures over the previous PY of eight (8), met two (2) more measures over the previous PY of three (3), and decreased the missed performance measured from seven (7) down to only two (2) missed performance metrics of credential attainment for Adults and Dislocated workers.

PY 22-23 Performance Measures:

LWDB 18												
Measures	PY2021- 2022 4th Quarter Performan ce	PY2021- 2022 % of Performan ce Goal Met For Q4	PY2021- 2022 Performan ce Goals	PY2022- 2023 1st Quarter Performan ce	PY2022- 2023 % of Performan ce Goal Met For Q1	PY2022- 2023 2nd Quarter Performan ce	PY2022- 2023 % of Performan ce Goal Met For Q2	PY2022- 2023 3rd Quarter Performan ce	PY2022- 2023 % of Performan ce Goal Met For Q3	PY2022- 2023 4th Quarter Performan ce	PY2022- 2023 % of Performan ce Goal Met For Q4	PY2022- 2023 Performan ce Goals
Adults:												
Employed 2nd Qtr After Exit	90.00	94.74	95.00	88.00	97.13	84.30	93.05	85.90	94.81	85.30	94.15	90.60
Median Wage 2nd Quarter After Exit	\$12,636	127.64	\$9,900	\$11,996.00	128.29	\$11,066	118.34	\$11,768	125.85	\$9,926	106.15	\$9,351
Employed 4th Qtr After Exit	90.30	95.05	95.00	91.70	105.40	88.30	101.49	88.00	101.15	86.50	99.43	87.00
Credential Attainment Rate	71.40	85.00	84.00	84.50	108.33	67.30	86.28	66.40	85.13	60.20	77.18	78.00
Measurable Skill Gains	71.10	129.27	55.00	76.00	103.54	78.30	106.68	75.00	102.18	86.00	117.17	73.40
Dislocated Workers:												
Employed 2nd Qtr After Exit	71.60	75.37	95.00	71.70	92.40	71.30	91.88	73.70	94.97	77.10	99.36	77.60
Median Wage 2nd Quarter After Exit	\$9,615	114.46	\$8,400	\$9,692.00	96.17	\$10,025	99.47	\$10,400	103.20	\$10,613	105.31	\$10,078
Employed 4th Qtr After Exit	85.70	95.22	90.00	100.00	149.25	68.70	102.54	70.70	105.52	71.30	106.42	67.00
Credential Attainment Rate	18.80	26.86	70.00	25.00	42.81	25.90	44.35	36.10	61.82	38.80	66.44	58.40
Measurable Skill Gains	80,60	164.49	49.00	76.90	108,16	56.50	79.47	86.70	121.94	83,30	117.16	71.10
Youth:			_			-						
Employed 2nd Qtr After Exit	62.50	69.44	90.00	57.50	69.28	54.10	65.18	62.50	75.30	77.30	93.13	83.00
Median Wage 2nd Quarter After Exit	\$7,625	125.00	\$6,100	\$7,065.00	159.48	\$7,001	158.04	\$6,936	156.57	\$5,727	129.28	\$4,430
Employed 4th Qtr After Exit	75.00	78.95	95.00	75.00	108.70	70.00	101.45	75.00	108.70	75.70	109.71	69.00
Credential Attainment Rate	77.80	101.70	76.50	87.50	108.43	87.00	107.81	81.80	101.36	80.00	99.13	80.70
Measurable Skill Gains	66,70	121.27	55.00	61.90	91.03	66.70	98.09	72.20	106.18	88.90	130.74	68.00
Wagner Peyser:												
Employed 2nd Qtr After Exit	62.50	83.33	75.00	64.50	99.23	63.60	97.85	69.00	106.15	71.10	109.38	65.00
Median Wage 2nd Quarter After Exit	\$6,930	126.00	\$5,500	\$7,079.00	118.97	\$6,768.00	113.75	\$7,773	130.63	\$7,693	129.29	\$5,950
Employed 4th Qtr After Exit	62.60	86.94	72.00	64.50	101.57	61.00	96.06	67.30	105.98	67.90	106.93	63.50
Not Met (less than 90% of no	egotiated)	9									2	
Met (90-100% of negoti	ated)	1										
Exceeded (greater than 100% of	f negotiated)											

CSS has completed an analysis of the client services impacting the credential obtainment rate. In review of the credential obtainment data, CSS identified clients who attended the CSS CEO Platform for Success Entrepreneurial training were provided a service code 302-Entrepreneurial training. Clients completing this course receive a certificate of completion credential however, the credential is not included on the states master credential list. Entering this activity inadvertently impacted the overall credential obtainment measure of performance for both Adults and Dislocated Workers.

It is important to note, if the metric was based solely on Occupational Skills Training, performance measures would have been met one of the two past program years. Additionally, CSS is projected to either meet or exceed credential obtainment rate for PY 23/24. For reference, performance metrics for Occupational skills training (OST) credential attainment are as follows.

PY 21-22 OST Credential Obtainment:

- Adult- 80.65% (96% of goal met)
- Dislocated Worker- 33.3 % (47% of goal- not met)

PY 22-23 OST Credential Obtainment:

- Adult- 68.9% (88.37% of Goal- not met)
- Dislocated Worker- 72.72% (124% of goal exceeded)

PY 23-24 Current Credential Obtainment as of 3/31/2024.

- Overall Credential Obtainment (includes Entrepreneurial training)
 - Adult 76.92% (98.61% of goal- Projected to meet)
 - Dislocated Worker 66.67% (114.16% of Goal- projected to exceed)
- Occupational Skills Training Only (excluded Entrepreneurial Training)
 - Adult 78% (100% of goal)
 - Dislocated Worker 92.30 % (158% of goal)

Sustained Fiscal Integrity:

Sustained Fiscal Integrity for all program years means the Secretary of the United States Department of Labor has not made a formal determination that either the grant recipient or the administrative entity of the area mis-expended funds due to willful disregard of the requirements of the provision involved, gross negligence or failure to comply with accepted standards of administration for the two-year period preceding the determination.

1. Information from Independent Auditor's Report for Program Year July 1, 2021 – June 30, 2022:

SUNCOAST WORKFORCE BOARD, INC. dba CAREERSOURCE SUNCOAST SCHEDULE OF FINDINGS AND QUESTIONED COSTS FOR THE FISCAL YEAR ENDED JUNE 30, 2022

Section I - Summary of Auditor's Results

Financial Statements

Type of auditor's report issued: Unmodified

Internal control over financial reporting:

Material weakness(es) identified?

No

• Significant deficiency(ies) identified?

Noncompliance material to the financial statements noted?

No

Federal Awards

Internal control over major programs:

Material weakness(es) identified?Significant deficiency(ies) identified?No

Type of auditor's report issued on compliance for major programs Unmodified

Any audit findings disclosed that are required to be reported in accordance with 2CFR 200.516(a)

NO

No Identification of major programs:

CFDA Number(s)

Name of Federal Program or
Cluster U.S. Department of

<u>Labor</u>

Workforce Innovation and Opportunity Act (WIOA) Cluster

17.258 Adult 17.259 Youth

17.278 Dislocated Worker

Unemployment Compensation and Reemployment Services and Eligibility Assessments

17.225

Dollar threshold to distinguish between type A and type B Federal Programs \$750,000

Auditee qualified as low-risk auditee?

Yes

Section II - Financial Statement Findings

None

Section III - Federal Award Findings and Questioned Costs

None

Section IV - Summary Schedule of Prior Audit Findings

None

Section V – Federal Award Summary Schedule of Prior Year Findings

None

Request for Subsequent Local Workforce Development Area Designation

Name of Local Workforce Development Area:

CareerSource Heartland LWDB 19

Name of Contact Person:

Phone Number:

Donna Doubleday 863-385-3672 ext 1303

Title:

Email Address:

President/CEO

|ddoubleday@careersourceheartland.com

Date of Request: 4/18/2024

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

Performed Successfully

The term "Performed Successfully" means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years.

Sustained Fiscal Integrity

The term "Sustained Fiscal Integrity" means that the Secretary of Labor has not made a formal determination, during either of the last two consecutive years preceding the determination regarding such integrity, that either the grant recipient or the administrative entity of the local workforce development area has mis-expended funds provided.

CERTIFICATION AND APPROVAL OF REQUEST

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Name: Raymond Royce/	
Signature: My My	
Date: 4/17/24	
Chief Local Elected Official	
Name: Commissioner Kelly Owens County: Okeechobee (Designated Chief Elected Official for LWDE	19)
Signature: Tylly Wills	
Date: 4/17/24	
Chief Local Elected Official	
Name: County:	
Signature:	
Date:	
Chief Local Elected Official	
Name: County:	
Signature:	
Date:	
Chief Local Elected Official	
Name: County:	
Signature:	
Date:	
Chief Local Elected Official	
Name: County:	
Signature:	
Date:	
Chief Local Elected Official	
Name: County:	
Signature:	

The completed request and certification page(s) must be submitted to: <u>LWDBGovernance@commerce.fl.gov</u>.

LOCAL AREA LEVELS OF PERFORMANCE

For subsequent designation of local workforce development areas, the local area must include the local negotiated levels of performance and actual levels of performance for the two program years (PY) for which data are available prior to the program year for which designation is requested.

Name of Local Workforce Development Area:					
	Negotiated	Actual	Negotiated	Actual	
Measures	PY: 21-22	PY: 21-22	PY:	PY: 22-23	
	Adult				
Employed 2 nd Quarter After Exit	90.00	86.50	80.90	97.80	
Median Wages 2 nd Quarter After Exit	\$8,500	\$9,892	\$9,188	\$9,751	
Employed 4 th Quarter After Exit	84.50	83.70	83.60	82.80	
Credential Attainment Rate	93.00	97.60	77.50	83.00	
Measurable Skill Gains	70.00	87.50	75.80	98.30	
	Dislocated V	Vorker			
Employed 2 nd Quarter After Exit	88.20	100.00	70.00	100.00	
Median Wages 2 nd Quarter After Exit	\$7,100	\$7,242	\$7,500	\$8,174	
Employed 4 th Quarter After Exit	80.50	100.00	70.00	100.00	
Credential Attainment Rate	70.00	100.00	89.00	100.00	
Measurable Skill Gains	66.70	100.00	77.80	100.00	
	Youth			Company of the second of the s	
Employed 2 nd Quarter After Exit	79.50	78.40	78.90	85.50	
Median Wages 2 nd Quarter After Exit	\$3,200	\$4,401	\$3,975	\$5,200	
Employed 4 th Quarter After Exit	79.20	88.00	78.40	79.20	
Credential Attainment Rate	92.00	100.00	97.10	93.30	
Measurable Skill Gains	75.00	91.30	80.80	88.50	
	Wagner-P		16年4年616年2		
Employed 2 nd Quarter After Exit	65.00	69.40	70.80	69.70	
Median Wages 2 nd Quarter After Exit	\$5,100	6,080	\$5,252	\$6,112	
Employed 4 th Quarter After Exit	65.00	64.60	67.10	68.60	

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Measures	PY2021-2022 4th Quarter Performance	PY2021-2022 % of Performance Goal Met For Q4	PY2021-2022 Performance Goals	PY2022-2023 1st Quarter Performance	PY2022-2023 % of Performance Goal Met For Q1	PY2022-2023 2nd Quarter Performance	PY2022-2023 % of Performance Goal Met For Q2	PY2022-2023 3rd Quarter Performance	PY2022-2023 % of Performance Goal Met For Q3	PY2022-2023 4th Quarter Performance	PY2022-2023 % of Performance Goal Met For Q4	PY2022-2023 Performance Goals
Adults:												
Employed 2nd Qtr After Exit	86.50	96.11	90.00	88.1	108.90	89.70	110.88	88.50	109.39	97.80	120.89	80.90
Median Wage 2nd Quarter After Exit	\$9,892	116.38	\$8,500	\$ 9,751	106.13	\$9,134	99.41	\$9,509	103.49	\$9,751	106.13	\$9,188
Employed 4th Qtr After Exit	83.70	99.05	84.50	86.7	103.71	78.80	94.26	79.70	95.33	82.80	99.04	83.60
Credential Attainment Rate	97.60	104.95	93.00	93.3	120.39	85.70	110.58	87.50	112.90	83.00	107.10	77.50
Measurable Skill Gains	87.50	125.00	70.00	83.9	110.69	86.00	113.46	72.90	96.17	98.30	129.68	75.80
Dislocated Workers:												
Employed 2nd Qtr After Exit	100.00	113.38	88.20	100.00	142.86	100.00	142.86	100.00	142.86	100.00	142.86	70.00
Median Wage 2nd Quarter After Exit	\$7,242	102.00	\$7,100	\$7,242.00	96.56	\$7,800	104.00	\$7,987	106.50	\$8,174	108.99	\$7,500
Employed 4th Qtr After Exit	100.00	124.22	80.50	100.00	142.86	100.00	142.86	100.00	142.86	100.00	142.86	70.00
Credential Attainment Rate	100.00	142.86	70.00	100.00	112.36	100.00	112.36	100.00	112.36	100.00	112.36	89.00
Measurable Skill Gains	100.00	149.93	66.70	100.00	128.53	100.00	128.53	100.00	128.53	100.00	128.53	77.80
Youth:												
Employed 2nd Qtr After Exit	78.40	98.62	79.50	75.00	95.06	76.00	96.32	74.80	94.80	85.50	108.37	78.90
Median Wage 2nd Quarter After Exit	\$4,401	137.53	\$3,200	\$4,392.00	110.49	\$4,540	114.21	\$4,727	118.92	\$5,200	130.82	\$3,975
Employed 4th Qtr After Exit	88.00	111.11	79.20	88.00	112.24	78.40	100.00	76.90	98.09	79.20	101.02	78.40
Credential Attainment Rate	100.00	108.70	92.00	100.00	102.99	93.40	96.19	92.30	95.06	93.30	96.09	97.10
Measurable Skill Gains	91.30	121.73	75.00	73.70	91.21	68.60	84.90	63.00	77.97	88.50	109.53	80.80
Wagner Peyser:												
Employed 2nd Qtr After Exit	69.40	106.77	65.00	69.70	98.45	67.20	94.92	71.50	100.99	69.70	98.45	70.80
Median Wage 2nd Quarter After Exit	\$6,080	119.22	\$5,100	\$6,141.00	116.93	\$6,184.00	117.75	\$6,310	120.14	\$6,112	116.37	\$5,252
Employed 4th Qtr After Exit	64.60	99.38	65.00	67.90	101.19	66.20	98.66	69.50	103.58	68.60	102.24	67.10

Not Met (less than 90% of negotiated)

Met (90-100% of negotiated)

Exceeded (greater than 100% of negotiated)

Request for Subsequent Local Workforce Development Area Designation

Name of Local Workforce Development Area:

Workforce Development Board of the Treasure Coast dba CareerSource Research Coast – LWDB 20

Name of Contact Person: Phone Number:

Brian Bauer 866-482-4473 ext. 418

Title: Email Address:

President/CEO bbauer@careersourcerc.com

Date of Request:

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

Performed Successfully

The term "Performed Successfully" means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years.

Sustained Fiscal Integrity

The term "Sustained Fiscal Integrity" means that the Secretary of Labor has not made a formal determination, during either of the last two consecutive years preceding the determination regarding such integrity, that either the grant recipient or the administrative entity of the local workforce development area has mis-expended funds provided.

LOCAL AREA LEVELS OF PERFORMANCE

For subsequent designation of local workforce development areas, the local area must include the local negotiated levels of performance and actual levels of performance for the two program years (PY) for which data are available prior to the program year for which designation is requested.

Name of Local Workforce Development Area:							
	Negotiated	Actual	Negotiated	Actual			
Measures	PY: <u>21-22</u>	PY: <u>21-22</u>	PY: <u>22-23</u>	PY: <u>22-23</u>			
Adult							
Employed 2 nd Quarter After Exit	95.00	91.80	91.60	93.70			
Median Wages 2 nd Quarter After Exit	\$8,900	\$12,545	\$9,203	\$12,850			
Employed 4 th Quarter After Exit	95.00	92.80	91.10	87.70			
Credential Attainment Rate	71.00	93.40	88.00	89.60			
Measurable Skill Gains	67.00	100.00	85.30	100.00			
Dislocated Worker							
Employed 2 nd Quarter After Exit	90.00	78.60	88.00	92.30			
Median Wages 2 nd Quarter After Exit	\$7,800	\$10,109	\$8,638	\$10,628			
Employed 4 th Quarter After Exit	87.00	100.00	92.50	85.20			
Credential Attainment Rate	70.00	100.00	75.40	88.20			
Measurable Skill Gains	72.00	100.00	77.30	100.00			
	Youth	ì					
Employed 2 nd Quarter After Exit	80.00	76.90	81.20	71.60			
Median Wages 2 nd Quarter After Exit	\$3,400	\$3,349	\$3,261	\$3,099			
Employed 4 th Quarter After Exit	78.00	82.20	78.80	67.90			
Credential Attainment Rate	92.00	100.00	88.20	96.60			
Measurable Skill Gains	73.00	96.60	81.00	98.70			
Wagner-Peyser							
Employed 2 nd Quarter After Exit	68.00	65.00	65.30	64.00			
Median Wages 2 nd Quarter After Exit	\$5,100	\$6,936	\$5,540	\$6,964			
Employed 4 th Quarter After Exit	69.00	64.20	62.60	63.60			

CERTIFICATION AND APPROVAL OF REQUEST

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Local Workforce Development Board Chairperson

Name: Leslie Kristof		
Signature:		
Date:		
	Chief Local Elected Official	
Name: Jamie Fowler	County: St. Lucie	
Signature:		
Date:		
	Chief Local Elected Official	
Name: Doug Smith	County: Martin	
Signature:	2	
Date:		
	Chief Local Elected Official	
Name: Laura Moss	County: Indian River	
Signature:		
Date:		

The completed request and certification page(s) must be submitted to: <u>LWDBGovernance@commerce.fl.gov</u>.

Request for Subsequent Local Workforce Development Area Designation

Name of Local Workforce Development Area:

CareerSource Palm Beach County, Inc.

Name of Contact Person:

Julia Dattolo

Phone Number:
561-340-1060

Title: Email Address:

President/CEO jdattolo@careersourcepbc.com

Date of Request:

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

Performed Successfully

The term "Performed Successfully" means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years.

Sustained Fiscal Integrity

The term "Sustained Fiscal Integrity" means that the Secretary of Labor has not made a formal determination, during either of the last two consecutive years preceding the determination regarding such integrity, that either the grant recipient or the administrative entity of the local workforce development area has mis-expended funds provided.

LOCAL AREA LEVELS OF PERFORMANCE

For subsequent designation of local workforce development areas, the local area must include the local negotiated levels of performance and actual levels of performance for the two program years (PY) for which data are available prior to the program year for which designation is requested.

Name of Local Workforce Developme	ent Area:			
Measures	Negotiated	Actual	Negotiated	Actual *
	PY: 2021	PY: 2021	PY: 2022	PY: 2022
	Adul	t		
Employed 2 nd Quarter After Exit	85.50	74.90	70.00	82.30
Median Wages 2 nd Quarter After Exit	\$7,000	\$7,754	\$7,000	\$8,706
Employed 4 th Quarter After Exit	84.50	56.50	68.00	78.50
Credential Attainment Rate	73.00	73.50	85.00	70.80
Measurable Skill Gains	49.00	89.80	82.60	84.10
	Dislocated V	Worker		
Employed 2 nd Quarter After Exit	85.00	91.88	74.00	76.40
Median Wages 2 nd Quarter After Exit	\$8,250	\$10,760	\$10,500	\$9,110
Employed 4 th Quarter After Exit	81.00	65.90	77.00	77.30
Credential Attainment Rate	80.00	82.70	89.30	83.30
Measurable Skill Gains	49.00	92.60	73.50	82.60
	Youtl	1		
Employed 2 nd Quarter After Exit	75.00	77.10	72.00	75.20
Median Wages 2 nd Quarter After Exit	\$3,300	\$3,976	\$3,541	\$5,078
Employed 4 th Quarter After Exit	74.00	71.80	70.00	70.20
Credential Attainment Rate	92.00	82.00	89.00	93.80
Measurable Skill Gains	46.50	77.60	72.00	67.10
	Wagner-P	eyser		
Employed 2 nd Quarter After Exit	65.20	63.10	65.00	69.50
Median Wages 2 nd Quarter After Exit	\$5,100	\$6,540	\$5,800	\$7,108
Employed 4 th Quarter After Exit	64.20	61.20	60.50	69.60

^{*}Actual performance outcomes do not reflect the adjusted performance from the application of the statistical adjustment model.

CERTIFICATION AND APPROVAL OF REQUEST

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

Local Workforce Deve	lopment Board Chairperson
Name: Christopher G. Cothran	
Signature: Wat	
Date: March 29, 2024	
	l Elected Official
Name: Name:	County: Palm Beach
Signature: Commissioner Gregg K. Weiss	
Date: 4/1/24	
	l Elected Official
Name:	County:
Signature:	· · · · · · · · · · · · · · · · · · ·
Date:	
Chiefloss	THE A LOCK TO THE RESERVE THE STATE OF THE S
Cilier Loca	l Elected Official
Name:	County:
Signature:	
Date:	
Chief Loca	l Elected Official
Name:	County:
Signature:	County.
Date:	
Date.	
Chief Loca	l Elected Official
Name:	County:
Signature:	
Date:	
Chief Loca	l Elected Official
Name:	County:
Signature:	
Date	

The completed request and certification page(s) must be submitted to: <u>LWDBGovernance@commerce.fl.gov</u>.

Request for Subsequent Local Workforce Development Area Designation

Name of Local Workforce Development Area: Region 22, CareerSource Broward

Name of Contact Person: Carol Hylton	Phone Number: 954.202.3830
Title: President/CEO	Email Address: chylton@careersourcebroward.com

Date of Request: April 25, 2024

Local workforce development areas that receive an initial designation will be granted a subsequent designation if, for the two most recent program years, the local workforce development area performed successfully and sustained fiscal integrity.

Performed Successfully

The term "Performed Successfully" means the local workforce development area met or exceeded the adjusted levels of performance for primary indicators of performance for the last two consecutive years for which data are available, and the local area has not failed the same individual measure for the last two consecutive program years.

Sustained Fiscal Integrity

The term "Sustained Fiscal Integrity" means that the Secretary of Labor has not made a formal determination, during either of the last two consecutive years preceding the determination regarding such integrity, that either the grant recipient or the administrative entity of the local workforce development area has mis-expended funds provided.

LOCAL AREA LEVELS OF PERFORMANCE

For subsequent designation of local workforce development areas, the local area must include the local negotiated levels of performance and actual levels of performance for the two program years (PY) for which data are available prior to the program year for which designation is requested.

Name of Local Workforce Development Area:					
	Negotiated	Actual	Negotiated	Actual	
Measures	PY: 21/22	PY: 21/22	PY: 22/23	PY: 22/23	
Adult					
Employed 2nd Quarter After Exit	87.20%	80.10%	83%	92.2%	
Median Wages 2nd Quarter After	\$7,800	\$9,433	\$7,800	\$11,440	
Employed 4th Quarter After Exit	84.5%	90.20%	80%	79.7%	
Credential Attainment Rate	70%	87%	72%	71.4%	
Measurable Skill Gains	49%	87.3%	58%	89.2%	
Dislocated Worker					
Employed 2nd Quarter After Exit	85%	73.3%	79%	90.8%	
Median Wages 2nd Quarter After	\$7,400	\$11,389	\$9,800	\$10,584	
Employed 4th Quarter After Exit	81%	89.3%	81%	76.4%	
Credential Attainment Rate	73%	88.1%	81.4%	81.4%	
Measurable Skill Gains	49%	94.2%	60%	91.6%	
Youth					
Employed 2nd Quarter After Exit	79.5%	73.8%	75%	87.9%	
Median Wages 2nd Quarter After	\$2,900	\$4,592	\$2,900	\$3,900	
Employed 4th Quarter After Exit	74%	87.8%	74%	74.8%	
Credential Attainment Rate	76.5%	71.9%	65.6%	35.8%	
Measurable Skill Gains	46.5%	91.1%	50%	95.2%	
Wagner-Peyser					
Employed 2nd Quarter After Exit	65%	69.3%	65%	72.5%	
Median Wages 2nd Quarter After	\$5,350	\$8,511	\$5,350	\$8,741	
Employed 4th Quarter After Exit	66.20%	62%	62%	70.9%	

* Please note two things:

- 1. For PY 21/22 DW employed 2nd quarter after exit, our performance for this measure was reduced due to a state change in Exit Policy which impacted the measure.
- 2. For PY 22/23 youth credential attainment measure, CSBD actually met the measure. Subsequent to the publication of the measure, a coding error was discovered. While the state acknowledged that we made the measure, they had already submitted the data to DOL.

CERTIFICATION AND APPROVAL OF REQUEST

By signing below, the local workforce board chairperson and chief local elected official certify that the local area has performed successfully and sustained fiscal integrity for subsequent designation of the existing local area.

, Local Workforce Development Board Chairperson
Name: Mr. Heiko Dobrikow
Signature:
Date: 4-2524
, , , , , , , , , , , , , , , , , , ,
Chief Local Elected Official
Name: The Honorable Josh Levy, Mayor, Hollywood County:
Signature:
Chair CareerSource Broward Council of Elected Officials
Date: 4.25.24
Chief Local Elected Official
Name: County:
Signature:
Date:
Chief Local Elected Official
Name: County:
Signature:
Date:
Chief Local Elected Official
Name: County:
Signature:
Date:
Chief Local Elected Official
Name: County:
Signature:
Date:
Date.
Chief Local Elected Official
Name: County:
Signature:
Date:

The completed request and certification page(s) must be submitted to: <u>LWDBGovernance@commerce.fl.gov</u>.

CareerSource Florida Board of Directors Meeting June 18, 2024 **Action Item 6**

Approved	
Disapproved_	

Action Item 6

INCUMBENT WORKER TRAINING CONTRACT HCA HEALTHCARE MD NOW URGENT CARE

CareerSource Florida offers training grants for new and expanding businesses that provide workers with topnotch skills to stay competitive. Florida's Incumbent Worker Training (IWT) program, funded by the federal Workforce Innovation and Opportunity Act (WIOA) and administered by CareerSource Florida, addresses such needs. The IWT program provides grant funding for continuing education and training of incumbent employees at existing Florida businesses. The program provides reimbursement grants to eligible businesses that pay for preapproved, direct, training-related costs. Companies may receive a reimbursement rate of up to 75 percent.

The Reimagining Education and Career Help (REACH) Act seeks to better align the state's education and workforce systems with a focus on equity and efficiency to achieve a stronger, more competitive Florida. Companies applying for an IWT grant must meet the company eligibility criteria described in the CareerSource Florida Incumbent Worker Training Guidelines and guidance in the REACH Act related to the prioritization of Incumbent Worker Training. Priority is given in the following order:

- Businesses that provide employees with opportunities to acquire new or improved skills by earning a credential on the Master Credentials List.
- Hospitals operated by nonprofit or local government entities that provide nursing opportunities to acquire new or improved skills.
- Businesses whose grant proposals represent a significant upgrade in employee skills.
- Businesses with 25 employees or fewer, businesses in rural areas, and businesses in distressed inner-city areas.
- Businesses in a qualified targeted industry, businesses whose grant proposals represent a significant upgrade in employee skills, or businesses whose grant proposals represent a significant layoff-avoidance strategy.

On May 9, 2024, CareerSource Florida received a valid IWT application from MD Now Urgent Care, an affiliate of HCA Florida Healthcare. MD Now has 90 urgent care locations in markets that include Treasure Coast, Palm Beach, Broward, Miami-Dade, Hillsborough, Sarasota, Tampa, Orlando, and Jacksonville. MD Now treats illness and injuries, conducts physical examinations, lab screenings and testing, provides

occupational health services and pre-operative evaluations, and administers vaccines and immunizations. MD Now employs 900 people including physicians, nurse practitioners, physician assistants, medical assistants, EMTs, radiology technologists, front desk personnel, and administrative leaders.

This IWT grant will provide grant funding for continuing education and training of 45 incumbent employees at an existing Florida business. The proposed IWT contract is a 12-month agreement for pre-approved training in the amount of \$31,000.00.

The CareerSource Florida Board of Directors promotes an ethical and transparent structure. Board members are expected to safeguard their ability to make objective, fair, and impartial decisions. CareerSource Florida board members may be employed by companies with existing state contracts or may contract with CareerSource Florida subject to Chapter 112, Florida Statutes and CareerSource Florida Statutes and CareerSource Florida Strategic Policy 2017.05.17.C.2 — Conflict of Interest Disclosure. CareerSource Florida contracts are transparent and administered through processes designed to ensure fairness and accountability.

CareerSource Florida contracts with board members, or with entities with which board members are involved, are approved when a quorum has been established and the contract is approved by two-thirds of the voting members present. CareerSource Florida Board members who may have a conflict of interest relating to a CareerSource Florida contract or agreement are compelled to openly disclose a potential, real, or perceived conflict as soon as the issue arises. Board members must disclose conflicts of interest in writing or by electronic form to the CareerSource Florida professional team and its ethics officer prior to any board meeting in which business involving these interests will be discussed. Board members who could benefit financially from a transaction must abstain from discussion and voting on the corresponding contract.

Having reviewed all materials submitted by MD Now Urgent Care and determining the applicant meets the eligibility criteria for an Incumbent Worker Training grant, CareerSource Florida recommends the following actions be taken by the CareerSource Florida Board of Directors.

FOR CONSIDERATION

- Board members with a conflict of interest relating to a CareerSource Florida contract or agreement must disclose the conflict and abstain from voting on the contract.
- Approve the above-listed contract by a two-thirds vote when a quorum has been established.

ATTACHMENTS

CareerSource Florida Board of Directors Conflict of Interest Disclosure Policy								
CareerSource Florida Incumbent Worker Training Guidelines								
Chapter 2021 – 164, Laws of Florida								

CareerSource Florida Board of Directors Meeting June 18, 2024 **Action Item 7**

Approved	
Disapproved	

Action Item 7

FISCAL YEAR 2024-2025 CAREERSOURCE FLORIDA NETWORK FUNDING

Each year, Florida is notified of several federal awards and state appropriations to be received during the upcoming fiscal year. In most cases, the manner for distributing these funds among the state and 21 local workforce development boards is defined in the authorizing federal act or in the state appropriations bill; however, the specific state and local calculations are not known until updated allocation factors are applied to the funding awards. This action item defines these specific allocations in accordance with the authorizing grants, provides recommendations for the allocation of state-level funds for various state initiatives that advance the statewide strategic goals for workforce development and seeks the approval of the CareerSource Florida State Board of Directors for specific reserves, commitments, and local workforce development board allocations.

This action item covers the Florida Workforce System's major funding streams: the Workforce Innovation and Opportunity Act (WIOA), Temporary Assistance for Needy Families (TANF), and Wagner-Peyser Act (WP).

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

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

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

1. **Workforce Innovation and Opportunity Act Funding** consisting of the Adult, Youth, and Dislocated Worker funding streams with three primary allocation categories:

- a. Local Workforce Development Board Allocations
- b. State-Level Set-Aside or Governor's Reserve
- c. State Rapid Response Funds
- 2. Temporary Assistance for Needy Families including:
 - a. State-Level Allocations and Initiatives
 - b. Local Workforce Development Board Allocations and Initiatives
- 3. Wagner-Peyser:
 - a. Wagner-Peyser 7A
 - b. Wagner-Peyser 7B
- 4. Budget Implementing Actions

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

FEDERAL PROGRAM YEAR 2024 for Fiscal Year 2024/25 - \$112,890,687 (Prior Year 2023/24 - \$122,195,108; decrease of \$9,304,421 or -7.61%)

BASIC PURPOSE AND ELIGIBILITY:

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

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

DISTRIBUTION MECHANISMS: Federal laws specify formulas for distributing WIOA funds among states and for sub-state allocations, primarily based upon relative shares of workforce, unemployment, and poverty factors. WIOA (Public Law 113-128) provides that for Adult and Youth funding streams, 85% of the total federal award must be distributed to local workforce development boards by formula, allowing the Governor to reserve up to 15% at the state level for operational expenses, performance-based incentive payments to boards, program management and oversight, and state board-authorized initiatives. Similarly, WIOA Dislocated Worker funds also allow 15% to be transferred to the state-level "pool," with another 25% of the total federal award allocated for purposes of funding a state-level program for rapid response assistance to dislocated workers, including emergency supplements to local workforce development boards. The remaining 60% of the federal dislocated worker funds are then distributed to the Local Workforce Development Boards based on a formula that uses local economic factors.

SPECIFIC FUND DISTRIBUTIONS FOR FY 2024/25: The Program Year 2024 funding allotments to the states, (as published by the U.S. Department of Labor in their *Training and Employment Guidance Letter 12-23*) are reflected in this document. For specific identification of amounts to be received under the various WIOA categories by the state and local workforce development boards, refer to the flowchart titled "*Florida Funding for Workforce Innovation and Opportunity Act*."

As shown on the following chart, a total of \$112,890,687 will be awarded to Florida from Program Year 2024 funds for Fiscal Year 2024/25, down by \$9,304,421 or a decrease of 7.61% from the previous year's grant award. From the total WIOA funds awarded, \$16,933,601, is allocated by the federal act to the state-level set-aside pool; the statewide Dislocated Worker Program for the Rapid Response Unit is allocated 25%, or \$10,360,106, of the federal dislocated worker funding, and the balance of \$85,596,980 is allocated to the 21 local workforce development boards.

	PY 2024/25	PY 2023/24	<u>Change</u>
Total WIOA Grant Award	\$ 112,890,687	\$ 122,195,108	\$ (9,304,421)
State Set-Aside	16,933,601	18,329,264	(1,395,663)
Rapid Response	10,360,106	10,710,896	(350,790)
Local Allocations	85,596,980	93,154,948	(7,557,968)

LOCAL WORKFORCE DEVELOPMENT BOARD (LWDB) ALLOCATIONS

As shown on the *Florida Funding for Workforce Innovation and Opportunity Act* chart for Program Year 2024, a total of \$85,596,980 is available through direct formula allocations to local workforce development boards from the Adult, Youth, and Dislocated Worker funds. The spreadsheet titled, "*Program Year 2024 Workforce Innovation and Opportunity Act, Local Workforce Development Board Formula Allocations*," shows the total allocations of WIOA funds with a comparison to the prior year, and the four sets of spreadsheets that follow provide the individual allocations for each of the three funding streams.

STATE SET-ASIDE ALLOCATIONS

15% State Set-Aside Allocation – As shown in the *Florida Funding for Workforce Innovation and Opportunity Act* chart, the federal act allocates a portion of each of the WIOA Adult, Youth and Dislocated Worker funding streams for use by the Governor for state-level initiatives. For Program Year 2024/25, the amount allocated to the state is **\$16,933,601**.

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

Total WIOA Set-Aside Pool Estimated Balance of Recaptured Funds (includes Est. Balance of Rapid Response and 15% State Level Set Aside)	PY 2024/25 \$16,933,601 6,991,247
Total WIOA Funds Available	\$23,924,848
Less Statewide Administrative and Program Services: FloridaCommerce CareerSource Florida LWDB Support and Shared Services	(4,703,330) (3,554,686) (1,749,931)
Ralance of Funds Available for State Board Discretion	\$13 916 901

Governor's Discretionary Funding – As shown above, the Governor has available discretionary funding in the amount of **\$13,916,901**, after combining the balance of WIOA unobligated funding brought forward from the prior year with the new year's WIOA grant award and accounting for statewide administrative and program services.

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

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

Artificial Intelligence Incumbent Worker Training Pilots (\$500,000)

The Artificial Intelligence (AI) IWT Pilot Program provides grant funding, through the local workforce development boards, for continuing education and training of employees at existing Florida businesses whose jobs are at-risk by automation or artificial intelligence – with a specific targeted focus on mid-career to late career stage workforce. The AI IWT Pilot Program helps established Florida businesses upgrade the skills of current employees whose job is at-risk by automation or artificial intelligence, which provides enormous benefits, including:

For Employers:

- Increased competitiveness
- Skilled workforce retention
- Increased productivity
- Increased profits
- Company growth
- Reduced turnover

For Employees:

- Advancement opportunities
 - Increased opportunities
- Industry-recognized credentials
- Job retention and security
- Transportable/transferrable skills

Rural Initiatives (\$2,000,000)

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

Florida Workforce System Transformation Plan (\$1,200,000)

Continued funding to support the statewide transformation. This funding would focus primarily on Pillars II (systemwide improvements) and III (regional planning areas), with some emphasis on any remaining needs under Pillar I (consolidation and realignment). Initiatives include:

- Support administrative needs associated with board dissolution
- Support for continued regionalization and creation of WIOA planning regions
- Modernize policies, processes and/or technologies to create a more consistent and effective customer experience

Sectors of Strategic Focus Training Initiative (\$2,000,000)

This initiative will provide state-level WIOA funding to local boards for career training (including work-based training), and supportive services to Adults, Dislocated Workers and Youth in targeted sectors allowing greater leverage of the Governor's investments and creating talent pipelines for

critical workers needed in the following targeted industry sectors: Ag Tech, semiconductor/advanced manufacturing, broadband, transportation (including infrastructure), aviation/aerospace, and health care. Allocations to local boards will be selected in alignment with regional priorities identified in partnership with the Florida Council of 100 and other economic development partners.

Youth Career Exploration (\$500,000)

Program designed to pilot career exploration and work-based learning initiatives aligned with Florida Sector-Based Training Initiatives to expose high school students from high-poverty areas to many career opportunities in these high growth industries. This program combines career exploration with a comprehensive learning experience that includes the development of essential foundational skills and the opportunity to participate in work-based learning opportunities with our partner businesses.

Funding can be used to support the creation of new programs in regions that do not currently offer summer youth internship or other career exploration activities, expansion of existing programs to serve more youth or expand upon services provided, and to provide financial incentives for youth participation. Local boards will be provided with support and a tool kit to allow them to sustain the program through the development of relationships with local community and business foundations to seek financial support in the form of grants and contributions.

Florida Deputy Sheriff's Association Registered Apprenticeship Program (\$100,000)

The Florida Deputy Sheriff's Association Law Enforcement Registered Apprenticeship Program was designed to remove barriers to qualified law enforcement personnel entry and invest in Florida's future as a safe and prosperous state. The program's inception, development, and future goals are aligned with Florida's workforce education priorities. The purpose of this award is to fund Local Workforce Development Boards (LWDBs) in providing financial support to qualified apprentices for eligible training costs, books, materials, uniforms and other supportive services.

Get There Faster Veterans (\$750,000)

Building upon the 2021 Get There Faster Grants (433 enrollments, 191 employments), this program would provide funding for targeted, in-demand employment opportunities through career, training (including work-based training), and supportive services to military veterans, military spouses, and eligible veteran spouses facing barriers to employment—with a priority focus on homeless and disabled veterans.

Digital Literacy and the Missing Middle (\$250,000)

Conduct a statewide assessment of the landscape and opportunities for improving the delivery of foundational skills and digital literacy training, with a goal of the findings informing FloridaCommerce and other partners' efforts to provide Floridians with digital literacy resources. Topics to explore include:

- Define an appropriate meaning, scope, and inventory of what constitutes "foundational/employability skills"
- Identify digital literacy gaps and develop strategies for targeted services and outreach
- Identify resources currently in use across the LWDBs statewide, along with success rates associated with current practices.
- Inventory national best practices or approaches adopted by other states, and their effectiveness.

<u>Credentials Review Committee Support (\$200,000)</u>

Allocation used to build a credential inventory database, master credentials list application, and application and evaluation tracking. Technical requirements defined in collaboration with CareerSource Florida, FloridaCommerce, Department of Education, and REACH. With multiple agencies involved, it is critical that there be an organized data sharing solution that allows all collaborators to make edits to the data concurrently, while also building in one repository the growing body of knowledge on inter-credential relationships that will come from the established quarterly application and multi-partner credential evaluation process. Finally, over time, there should be considerable cost savings in staff hours expended on conducting the required review activities in the current approach.

Supplemental WIOA Funding (\$3,416,901)

Due to the reduction in the Program Year 2024 WIOA formula funding, it is recommended that additional funding be provided to the boards that incurred the greatest decrease in funding. These funds are intended to be an extension of the formula funds so that boards can continue operations and services to participants.

Discretionary Funding Summary

Total 2024/25 WIOA Funds Available	\$13,916,901
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Less Proposed Discretionary Board Projects:

Balance Remaining for State Projects

(3,000,000)
(500,000)
(1,200,000)
(2,000,000)
(500,000)
(100,000)
(2,000,000)
(750,000)
(250,000)
(200,000)
(3,416,901)

WIOA – STATE RAPID RESPONSE FUNDS

As noted previously, **25%**, **or \$10,360,106**, of the total federal WIOA Dislocated Worker funding (\$41,440,429) provided to the state for Program Year 2024 may be reserved by federal law for the

\$0

purposes of establishing and operating the state-level Rapid Response Unit and providing emergency allocations to address local dislocation events. From this amount, the State Board is required by Chapter 445, F.S., to maintain an emergency reserve, historically set at \$1,000,000, to fund the operational costs of the Department of Commerce Rapid Response Unit.

The following tabulation shows the distribution of the total federal award for 2024/25:

Total Dislocated Worker Funds (24/25)	\$41,440,429
Less Local Pass-Through	(24,864,259)
Less State-Level Set Aside (15%)	<u>(6,216,064)</u>

Balance for State-Level Rapid Response Reserve

\$10,360,106

From the total Rapid Response funding available to the State Board from new-year funding, program management costs of \$500,000 are being requested as well as continuation of the \$1,000,000 emergency reserve. The \$1,000,000 emergency reserve will allow the Department of Commerce to fund supplemental requests from local workforce development boards during Fiscal Year 2024/25 for major dislocations and plant closures as well as the needs of the unemployed and long-term unemployed.

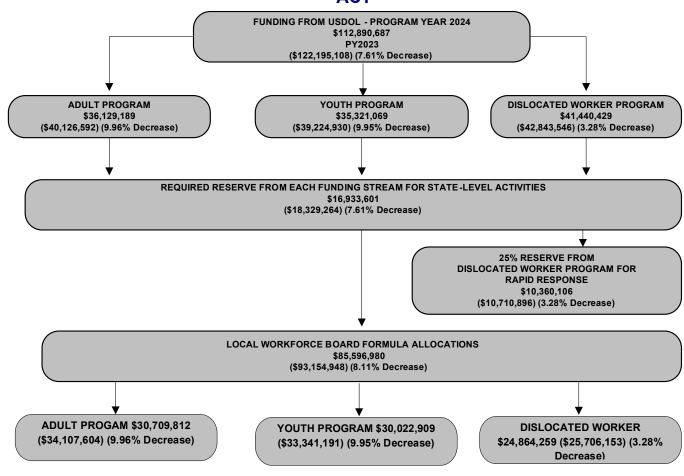
To ensure that Florida continues a comprehensive, proactive rapid response system, \$3,000,000 will be distributed to the LWDBs for dedicated Rapid Response Coordinators. Supplemental Dislocated Worker funds will be distributed in the amount of \$5,860,106 back to the boards via the formula allocation.

Total Rapid Response State-Level Allocation	\$10,360,106
Less: Proposed Rapid Response Program Unit Costs	(500,000)
Less: Proposed Emergency Reserve (Chapter 445, F.S.)	(1,000,000)
Less: Rapid Response Allocations	(3,000,000)
Less: Supplemental Dislocated Worker Allocation	(5,860,106)
Balance	\$0

FOR CONSIDERATION

 Approval of the Program Year 2024/25 WIOA state-level discretionary board projects.

FLORIDA FUNDING FOR WORKFORCE INNOVATION & OPPORTUNITY ACT



Program Year 2024 Workforce Innovation and Opportunity Act Local Workforce Development Board Formula Allocations

				WIOA	PY 2024	PY 2023		
	LOCAL WORKFORCE DEVELOPMENT	WIOA	WIOA	DISLOCATED	FINAL	FINAL		
	BOARDS	ADULT	YOUTH	WORKER	ALLOCATION	ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	\$661,938	\$772,666	\$455,577	\$1,890,181	\$2,216,980	(\$326,799)	-14.74%
2	CareerSource Okaloosa Walton	\$244,032	\$231,624	\$201,955	\$677,611	\$720,202	(\$42,591)	-5.91%
3	CareerSource Chipola	\$213,624	\$172,998	\$88,375	\$474,997	\$562,347	(\$87,350)	-15.53%
4	CareerSource Gulf Coast	\$308,703	\$266,912	\$293,523	\$869,138	\$996,501	(\$127,363)	-12.78%
5	CareerSource Capital Region	\$813,672	\$1,665,818	\$391,395	\$2,870,885	\$2,711,770	\$159,115	5.87%
6	CareerSource North Florida	\$279,062	\$215,822	\$100,142	\$595,026	\$734,865	(\$139,839)	-19.03%
8	CareerSource Northeast Florida	\$2,099,535	\$2,120,385	\$2,050,616	\$6,270,536	\$6,561,406	(\$290,870)	-4.43%
10	CareerSource Citrus Levy Marion	\$1,248,688	\$1,133,185	\$578,637	\$2,960,510	\$2,858,111	\$102,399	3.58%
12	CareerSource Central Florida	\$3,851,937	\$3,922,791	\$3,431,492	\$11,206,220	\$13,527,131	(\$2,320,911)	-17.16%
16	CareerSource Pasco Hernando	\$1,176,450	\$899,517	\$853,969	\$2,929,936	\$2,740,674	\$189,262	6.91%
17	CareerSource Polk	\$1,241,134	\$1,236,508	\$1,010,927	\$3,488,569	\$4,233,448	(\$744,879)	-17.60%
18	CareerSource Suncoast	\$892,080	\$641,488	\$723,695	\$2,257,263	\$2,142,570	\$114,693	5.35%
						_		
19	CareerSource Heartland	\$440,549	\$529,234	\$193,445	\$1,163,228	\$1,276,992	(\$113,764)	
20	CareerSource Research Coast	\$827,277	\$684,655	\$747,777	\$2,259,709	\$2,680,514	(\$420,805)	
21	CareerSource Palm Beach County	\$1,599,955	\$1,502,370	\$1,678,658	\$4,780,983	\$5,499,129	(\$718,146)	
22	CareerSource Broward	\$2,317,274	\$2,021,353	\$2,385,653	\$6,724,280	\$7,525,935	(\$801,655)	-10.65%
23	CareerSource South Florida	\$4,924,381	\$4,451,117	\$3,388,958	\$12,764,456	\$14,478,273	(\$1,713,817)	-11.84%
24	CareerSource Southwest Florida	\$2,618,898	\$2,351,767	\$1,533,734	\$6,504,399	\$5,638,039	\$866,360	15.37%
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26	Crown/North Central Florida	\$642,482	\$1,314,529	\$414,380	\$2,371,391	\$2,417,516	(\$46,125)	
27	Flager Volusia/Brevard	\$1,455,469	\$1,209,096	\$1,432,632	\$4,097,197	\$4,275,851	(\$178,654)	-4.18%
28	Pinellas/Tampa Bay	\$2,852,672	\$2,679,074	\$2,908,719	\$8,440,465	\$9,356,694	(\$916,229)	
	STATEWIDE TOTALS	\$30,709,812	\$30,022,909	\$24,864,259	\$85,596,980	\$93,154,948	(\$7,557,968)	-8.11%

Program Year 2024 Workforce Innovation and Opportunity Act Adult Program Local Workforce Development Board Formula Allocations

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		0.12	Unemplo	ved		DISADVANTAGED		НН	PY2024	PY2023		
	LOCAL WORKFORCE		G.1.G.1.1.p.1.G	,,,,	2.07.217.		LWDB		FINAL			
	LOCAL WORKFORCE DEVELOPMENT BOARDS	LABOR FORCE	Total	Rate	Total	Excess	SHARE	*	ALLOCATION	FINAL ALLOCATION	DIFFERENCE	%
	DEVELOPMENT BOARDS	LABOR FORCE	Total	Rate	Iolai	Excess	SHARE		ALLUCATION	ALLOCATION	DIFFERENCE	-70
1	CareerSource Escarosa	22,760	1,470	6.5%	42,710	39,713	0.021554604		\$661,938	\$796,339	(\$134,401)	-16.88%
2	CareerSource Okaloosa Walton	4,864	328	6.7%	20,560	18,807	0.007946381		\$244,032	\$288,513	(\$44,481)	-15.42%
3	CareerSource Chipola	0	0	0.0%	24,120	23,604	0.006956214		\$213,624	\$260,172	(\$46,548)	-17.89%
4	CareerSource Gulf Coast	0	0	0.0%	19,985	18,737	0.010052260	*	\$308,703	\$354,995	(\$46,292)	-13.04%
5	CareerSource Capital Region	35,219	2,293	6.5%	40,530	37,990	0.026495520		\$813,672	\$780,419	\$33,253	4.26%
6	CareerSource North Florida	6,379	449	7.0%	20,450	19,939	0.009087066		\$279,062	\$336,690	(\$57,628)	-17.12%
		-			•					·	, , ,	
8	CareerSource Northeast Florida	79,751	5,206	6.5%	122,830	111,848	0.068366911		\$2,099,535	\$2,262,027	(\$162,492)	-7.18%
10	CareerSource Citrus Levy Mario	57,444	3,727	6.5%	57,140	54,420	0.040660884		\$1,248,688	\$1,162,150	\$86,538	7.45%
12	CareerSource Central Florida	112,961	7,411	6.6%	204,655	186,027	0.125430179	*	\$3,851,937	\$4,966,604	(\$1,114,667)	-22.44%
16	CareerSource Pasco Hernando	50,731	3,300	6.6%	59,365	55,093	0.038308596		\$1,176,450	\$1,038,140	\$138,310	13.32%
17	CareerSource Polk	53,128	3,445	6.5%	63,600	59,312	0.040414917		\$1,241,134	\$1,632,935	(\$391,801)	-23.99%
18	CareerSource Suncoast	36,303	2,353	6.5%	49,540	44,687	0.029048691		\$892,080	\$790,880	\$101,200	12.80%
										_		
19	CareerSource Heartland	15,822	1,021	6.5%	26,900	25,936	0.014345538		\$440,549	\$519,271	(\$78,722)	-15.16%
20	CareerSource Research Coast	31,514	2,075	6.6%	47,100	43,307	0.026938518		\$827,277	\$1,020,696	(\$193,419)	-18.95%
21	CareerSource Palm Beach Coun	47,216	3,338	7.1%	102,190	92,558	0.052099132		\$1,599,955	\$1,959,406	(\$359,451)	-18.34%
22	CareerSource Broward	52,157	3,389	6.5%	142,220	128,772	0.075457122	*	\$2,317,274	\$2,666,135	(\$348,861)	-13.08%
23	CareerSource South Florida	72,915	4,767	6.5%	257,190	239,923	0.160352070	*	\$4,924,381	\$5,710,976	(\$786,595)	-13.77%
24	CareerSource Southwest Florida	129,842	8,527	6.6%	103,255	94,227	0.085278858		\$2,618,898	\$2,073,280	\$545,618	26.32%
										_		
26	Crown/North Central Florida	16,559	1,105	6.7%	47,530	44,998	0.020921051		\$642,482	\$680,801	(\$38,319)	-5.63%
27	Flager Volusia/Brevard	50,399	3,305	6.6%	91,745	83,956	0.047394274		\$1,455,469	\$1,484,756	(\$29,287)	-20.02%
28	Pinellas/Tampa Bay	92,960	6,098	6.6%	189,255	172,492	0.092891211		\$2,852,672	\$3,322,419	(\$469,747)	-14.14%
	STATEWIDE TOTALS	968,924	63,607		1,732,870	1,596,346	1.000000000		\$30,709,812	\$34,107,604	(\$3,397,792)	-9.96%

Program Year 2024 Workforce Innovation and Opportunity Act Youth Program Local Workforce Development Board Formula Allocations

		AREA OF SUBSTANTIAL						-				
		UNEN	IPLOYMEN		ECONOMICALLY				PY2024	PY2023		
			Unemp	oloyed	DISADV	ANTAGED	LWDB	HH	FINAL	FINAL		
	LOCAL WORKFORCE	LABOR										
	DEVELOPMENT BOARDS	FORCE	Total	Rate	Total	Excess	SHARE	*	ALLOCATION	ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	22,760	1,470	6.5%	7,330	4,333	0.025735877		\$772,666	\$943,321	(\$170,655)	-18.09%
2	CareerSource Okaloosa Walton	4,864	328	6.7%	3,025	1,272	0.007714895		\$231,624	\$229,793	\$1,831	0.80%
3	CareerSource Chipola	0	0	0.0%	2,035	1,519	0.005762205	*	\$172,998	\$206,140	(\$33,142)	-16.08%
4	CareerSource Gulf Coast	0	0	0.0%	2,480	1,232	0.008890273	*	\$266,912	\$308,381	(\$41,469)	-13.45%
5	CareerSource Capital Region	35,219	2,293	6.5%	14,630	12,090	0.055484906		\$1,665,818	\$1,480,408	\$185,410	12.52%
6	CareerSource North Florida	6,379	449	7.0%	1,645	1,134	0.007188580		\$215,822	\$289,318	(\$73,496)	-25.40%
8	CareerSource Northeast Florida	79,751	5,206	6.5%	19,670	8,688	0.070625582		\$2,120,385	\$2,239,702	(\$119,317)	-5.33%
10	CareerSource Citrus Levy Marion	57,444	3,727	6.5%	6,310	3,590	0.037744014		\$1,133,185	\$1,121,786	\$11,399	1.02%
12	CareerSource Central Florida	112,961	7,411	6.6%	31,445	12,817	0.130659936	*	\$3,922,791	\$5,016,757	(\$1,093,966)	-21.81%
16	CareerSource Pasco Hernando	50,731	3,300	6.5%	5,860	1,588	0.029961020		\$899,517	\$918,176	(\$18,659)	-2.03%
17	CareerSource Polk	53,128	3,445	6.5%	9,125	4,837	0.041185486		\$1,236,508	\$1,588,430	(\$351,922)	-22.16%
18	CareerSource Suncoast	36,303	2,353	6.5%	5,535	682	0.021366625		\$641,488	\$644,356	(\$2,868)	-0.45%
19	CareerSource Heartland	15,822	1,021	6.5%	4,190	3,226	0.017627681		\$529,234	\$551,563	(\$22,329)	-4.05%
20	CareerSource Research Coast	31,514	2,075	6.6%	5,690	1,897	0.022804411		\$684,655	\$890,940	(\$206,285)	-23.15%
21	CareerSource Palm Beach County	47,216	3,338	7.1%	15,445	5,813	0.050040800		\$1,502,370	\$1,799,009	(\$296,639)	-16.49%
22	CareerSource Broward	52,157	3,389	6.5%	18,510	5,062	0.067327034	*	\$2,021,353	\$2,324,084	(\$302,731)	-13.03%
23	CareerSource South Florida	72,915	4,767	6.5%	30,670	13,403	0.148257293	*	\$4,451,117	\$5,110,943	(\$659,826)	-12.91%
24	CareerSource Southwest Florida	129,842	8,527	6.6%	13,760	4,732	0.078332427		\$2,351,767	\$1,842,401	\$509,366	27.65%
26	Crown/North Central Florida	16,559	1,105	6.7%	13,305	10,773	0.043784204		\$1,314,529	\$1,245,204	\$69,325	5.57%
27	Flager Volusia/Brevard	50,399	3,305	6.6%	11,625	3,836	0.040272437		\$1,209,096	\$1,352,886	(\$143,790)	-10.63%
28	Pinellas/Tampa Bay	92,960	6,098	6.6%	27,705	10,942	0.089234315	*	\$2,679,074	\$3,237,593	(\$558,519)	-17.25%
	STATEWIDE TOTALS	968,924	63,607		249,990	113,466	1.000000000		30,022,909	33,341,191	(3,318,282)	-9.95%

Program Year 2024 Workforce Innovation and Opportunity Act Dislocated Worker Program Local Workforce Development Board Formula Allocations

	20%	25%	25%	30%		НН	PY2024	PY2023		
LOCAL WORKFORCE	UC	UC	MASS	LONG-TERM			FINAL	FINAL		
DEVELOPMENT BOARDS	CLAIMANTS	CONCENTRATION	LAYOFF	UNEMPLOYED	LWDB SHARE	*	ALLOCATION	ALLOCATION	DIFFERENCE	%
1 CareerSource Escarosa	547	7,278	5,233	40	0.018322567		\$455,577	\$477,320	(\$21,743)	-4.56%
2 CareerSource Okaloosa Walton	233	3,723	2,357	15	0.008122313		\$201,955	\$201,896	\$59	0.03%
3 CareerSource Chipola	99	1,407	887	9	0.003554289		\$88,375	\$96,035	(\$7,660)	-7.98%
4 CareerSource Gulf Coast	242	2,770	2,382	17	0.011805034	*	\$293,523	\$333,125	(\$39,602)	-11.89%
5 CareerSource Capital Region	449	6,184	4,445	33	0.015741272	*	\$391,395	\$450,943	(\$59,548)	-13.21%
6 CareerSource North Florida	137	1,443	1,437	7	0.004027557		\$100,142	\$108,857	(\$8,715)	-8.01%
8 CareerSource Northeast Florida	2,805	26,526	24,523	194	0.082472456		\$2,050,616	\$2,059,677	(\$9,061)	-0.44%
10 CareerSource Citrus Levy Marion	746	8,381	6,713	53	0.023271828		\$578,637	\$574,175	\$4,462	0.78%
12 CareerSource Central Florida	4,577	44,996	42,773	315	0.138009003		\$3,431,492	\$3,543,770	(\$112,278)	-3.17%
16 CareerSource Pasco Hernando	1,160	11,869	10,254	76	0.034345236		\$853,969	\$784,358	\$69,611	8.87%
17 CareerSource Polk	1,400	12,575	12,360	96	0.040657841		\$1,010,927	\$1,012,083	(\$1,156)	-0.11%
18 CareerSource Suncoast	826	11,980	7,440	69	0.029105849		\$723,695	\$707,334	\$16,361	2.31%
19 CareerSource Heartland	243	3,033	2,043	18	0.007780026		\$193,445	\$206,158	(\$12,713)	-6.17%
20 CareerSource Research Coast	1,020	10,311	8,362	71	0.030074384		\$747,777	\$768,878	(\$21,101)	-2.74%
21 CareerSource Palm Beach County	2,139	23,432	18,617	166	0.067512883		\$1,678,658	\$1,740,714	(\$62,056)	-3.56%
22 CareerSource Broward	3,258	31,274	29,493	217	0.095947088		\$2,385,653	\$2,535,716	(\$150,063)	-5.92%
23 CareerSource South Florida	3,923	25,072	34,525	250	0.136298318	*	\$3,388,958	\$3,656,354	(\$267,396)	-7.31%
24 CareerSource Southwest Florida	1,528	22,185	13,401	192	0.061684296		\$1,533,734	\$1,722,358	(\$188,624)	-10.95%
26 Crown/North Central Florida	447	6,393	4,564	33	0.016665678	*	\$414,380	\$491,511	(\$77,131)	-15.69%
27 Flager Volusia/Brevard	1,811	19,906	16,320	140	0.057618140		\$1,432,632	\$1,438,209	(\$5,577)	-0.39%
28 Pinellas/Tampa Bay	3,822	38,758	35,087	274	0.116983942		\$2,908,719	\$2,796,682	\$112,037	4.01%
STATEWIDE TOTALS	31,410	319,496	283,216	2,285	1.000000000		\$24,864,259	\$25,706,153	(\$841,894)	-3.28%

Program Year 2024 Workforce Innovation and Opportunity Act Supplemental Dislocated Worker Program Local Workforce Development Board Formula Allocations

		20%	25%	25%	30%		PY2024	PY2024	
								FINAL	
							FINAL	ALLOCATION	
	LOCAL WORKFORCE	UC	UC	MASS	LONG-TERM		ALLOCATION	SUPPLEMENTAL	
	DEVELOPMENT BOARDS	CLAIMANTS	CONCENTRATION	LAYOFF	UNEMPLOYED	LWDB SHARE	DLW	DLW	TOTAL
1	CareerSource Escarosa	547	7,278	5,233	40	0.018322567	\$455,577	\$107,372	\$562,949
2	CareerSource Okaloosa Walton	233	3,723	2,357	15	0.008122313	\$201,955	\$47,598	\$249,553
3	CareerSource Chipola	99	1,407	887	9	0.003554289	\$88,375	\$20,829	\$109,204
4	CareerSource Gulf Coast	242	2,770	2,382	17	0.011805034	\$293,523	\$69,179	\$362,702
5	CareerSource Capital Region	449	6,184	4,445	33	0.015741272	\$391,395	\$92,246	\$483,641
6	CareerSource North Florida	137	1,443	1,437	7	0.004027557	\$100,142	\$23,602	\$123,744
8	CareerSource Northeast Florida	2,805	26,526	24,523	194	0.082472456	\$2,050,616	\$483,297	\$2,533,913
10	CareerSource Citrus Levy Marion	746	8,381	6,713	53	0.023271828	\$578,637	\$136,375	\$715,012
12	CareerSource Central Florida	4,577	44,996	42,773	315	0.138009003	\$3,431,492	\$808,747	\$4,240,239
16	CareerSource Pasco Hernando	1,160	11,869	10,254	76	0.034345236	\$853,969	\$201,267	\$1,055,236
17	CareerSource Polk	1,400	12,575	12,360	96	0.040657841	\$1,010,927	\$238,259	\$1,249,186
18	CareerSource Suncoast	826	11,980	7,440	69	0.029105849	\$723,695	\$170,563	\$894,258
40	0	040	2 222	0.040	40	0.00770000	¢400.445	£45 500	¢000 007
19	CareerSource Heartland	243	3,033	2,043	18	0.007780026	\$193,445	\$45,592	\$239,037
20	CareerSource Research Coast	1,020	10,311	8,362	71	0.030074384	\$747,777	\$176,239	\$924,016
21	CareerSource Palm Beach County	2,139	23,432	18,617	166	0.067512883	\$1,678,658	\$395,633	\$2,074,291
22		3,258	31,274	29,493	217	0.095947088	\$2,385,653	\$562,260	\$2,947,913
23	CareerSource South Florida	3,923	25,072	34,525	250	0.136298318	\$3,388,958	\$798,722	\$4,187,680
24	CareerSource Southwest Florida	1,528	22,185	13,401	192	0.061684296	\$1,533,734	\$361,477	\$1,895,211
26	Crown/North Central Florida	447	6,393	4,564	33	0.016665678	\$414,380	\$97,663	\$512,043
27	Flager Volusia/Brevard	1,811	19,906	16,320	140	0.057618140	\$1,432,632	\$337,648	\$1,770,280
28	Pinellas/Tampa Bay	3,822	38,758	35,087	274	0.116983942	\$2,908,719	\$685,538	\$3,594,257
	STATEWIDE TOTALS	31,410	319,496	283,216	2,285	1.0000000000	\$24,864,259	\$5,860,106	\$30,724,365

Action Item 7, Continued

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

STATE APPROPRIATIONS, FISCAL YEAR 2024/25 – \$57,988,576 (Prior Year 2023/24 – \$58,339,163; decrease of \$350,587 or -.60%)

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

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

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

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

In calculating the 2024/25 distributions, the State Board applied a 90% "hold harmless" provision to ensure that no local board would face an inordinate shift or reduction of funds from the prior fiscal year due to shifts in data used in the funding methodology. This is the same hold harmless provision required under the WIOA Adult, Youth and Dislocated Worker programs, which calculates a two-year average percentage for each local board and assures they will not receive less than 90% of that average.

SPECIFIC FUND DISTRIBUTIONS FOR FY 2024/25: A total of \$57,988,576 in TANF funds was appropriated by the 2024 Legislature. This amount includes \$4,057,669 for program and administrative support provided by the Department of Commerce and the CareerSource Florida Board. This funding also includes a specific appropriation of \$690,000 for the Non-Custodial Parent Employment Program for Pinellas, Pasco, Hernando, and Hillsborough counties, and \$726,000 for Miami-Dade County to be administered by CareerSource Pasco Hernando. After deducting program and administrative support, and the \$1,416,000 for the Non-Custodial Parent Employment Program, the remaining amount available for local allocations is \$52,514,907, which is level funded with the prior year.

		FY 2024/25
FloridaCommerce and CSF Administration		\$ 4,057,669
Non-Custodial Parent Program Local Allocations		1,416,000 <u>52,514,907</u>
	Total	\$57,988,576

Using these amounts and assuming no additional changes in the allocation methodology, the total amounts by local board are reflected on the attached chart titled "*Program Year 2024 Temporary Assistance for Needy Families Local Workforce Development Board Formula Allocations*."

FOR CONSIDERATION

 Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2024/25.

FLORIDA FUNDING FOR Temporary Assistance for Needy Families (TANF)

State Appropriations from TANF Block Grant FY 24-25 \$57,988,576 (FY 23-24 \$58,339,163) (.60% Decrease)

State Level Program Management and Administration FY 24-25 \$4,057,669 FY 23-24 \$4,408,256 Local Workforce Development Board Allocation and Proviso FY 24-25 \$53,930,907 FY 23-24 \$53,930,907

LWDB Formula Allocations \$52,514,907 Non-Custodial Parent Program \$1,416,000

Program Year 2024 Welfare Transition Program Local Workforce Development Board Formula Allocations

			50%			FY 2024/25	FY 2023/24		
	LOCAL WORKFORCE DEVELOPMENT		WELFARE		HH	FINAL	FINAL		
	BOARDS	50% SNAP	CASELOAD	LWDB SHARE	*	ALLOCATION	ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	161,690	2,050	0.022143502	*	\$1,162,864	\$1,211,056	(\$48,192)	-3.98%
2	CareerSource Okaloosa Walton	65,488	747	0.007794343	*	\$409,319	\$429,718	(\$20,399)	-4.75%
3	CareerSource Chipola	46,839	542	0.006019059	*	\$316,090	\$320,494	(\$4,404)	-1.37%
4	CareerSource Gulf Coast	73,267	1,457	0.008074875	*	\$424,051	\$439,078	(\$15,027)	-3.42%
5	CareerSource Capital Region	127,446	1,687	0.016742010	*	\$879,205	\$911,331	(\$32,126)	-3.53%
6	CareerSource North Florida	48,719	665	0.005972349	*	\$313,637	\$323,247	(\$9,610)	-2.97%
8	CareerSource Northeast Florida	558,191	11,875	0.075885364	*	\$3,985,113	\$4,180,146	(\$195,033)	-4.67%
10	CareerSource Citrus Levy Marion	211,216	4,201	0.028367778	*	\$1,489,731	\$1,547,640	(\$57,909)	-3.74%
12	CareerSource Central Florida	953,536	29,987	0.117829860	*	\$6,187,824	\$6,487,405	(\$299,581)	-4.62%
16	CareerSource Pasco Hernando	225,225	5,517	0.031964924	*	\$1,678,635	\$1,784,155	(\$105,520)	-5.91%
17	CareerSource Polk	370,198	8,171	0.041722354	*	\$2,191,046	\$2,272,395	(\$81,349)	-3.58%
18	CareerSource Suncoast	155,595	6,251	0.021554853	*	\$1,131,951	\$1,195,514	(\$63,563)	-5.32%
19	CareerSource Heartland	93,171	1,878	0.013359988	*	\$701,599	\$735,586	(\$33,987)	-4.62%
20	CareerSource Research Coast	186,430	4.359	0.018342014	*	\$963,229	\$995,764	(\$32,535)	-3.27%
21	CareerSource Palm Beach County	437,969	16,922	0.045870429		\$2,408,881	\$2,370,647	\$38,234	1.61%
22	CareerSource Broward	613,714	16,136	0.066320194	*	\$3,482,799	\$3,675,387	(\$192,588)	-5.24%
23	CareerSource South Florida - Dade	1,201,196	141,790	0.245067788		\$12,869,712	\$11,374,002	\$1,495,710	13.15%
24	CareerSource Southwest Florida	375,562	23,806	0.050956994		\$2,676,002	\$2,552,766	\$123,236	4.83%
26	CareerSource No Central Fla Crown	137,707	2,190	0.021912219	*	\$1,150,718	\$1,171,530	(\$20,812)	-1.78%
27	CareerSource Flagler Volusia Brevard	,	7,256	0.049418893	*	\$2,595,229	\$2,717,968	(\$122,739)	-4.52%
28	CareerSource Pinellas Tampa Bay	758,449	35,443	0.104680210	*	\$5,497,272	\$5,819,078	(\$321,806)	-5.53%
	STATEWIDE TOTALS	7,156,557	322,930	1.000000000		\$52,514,907	\$52,514,907	\$0	0.00%

^{*}Indicates 90% Hold Harmless in Effect

Note: Jefferson and Monroe county shifts not reflected in PY 2023 allocations

Note: The Social Services Estimating Conference (11/29/2023) noted, as expected, the caseloads for the Families with Adult and Unemployed Parent programs remain elevated due to the sharp increase in non-citizen applicant activity. This activity, while remaining historically high, has steadied in recent months. The Conference continues to expect both categories to decline throughout the forecast period; however, proposed policy changes at the federal level may further impact future projections.

Action Item 7 (Continued)

WAGNER-PEYSER (WP)

FEDERAL AWARD FY 2024/25 FOR WAGNER-PEYSER – \$38,458,248 (Prior Year 2023/24 \$38,791,016; decrease of \$332,768 or -0.86%)

Statutory Reference: Wagner-Peyser Act of 1933, 48 Stat.113 as amended;

Workforce Investment Act of 1998; Workforce Innovation and

Opportunity Act of 2014.

Grantor Agency: USDOL

Grant Program Objectives: To place persons in employment by providing a variety of

placement-related services without charge to job seekers and to employers seeking qualified individuals to fill job openings.

Description of the Grant Program:

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

Description of Process Used to Allocate Available Grant Funds:

Wagner-Peyser 7(a) Funds – As shown on the *Florida Funding for Wagner-Peyser* chart, approximately 84% (\$32,172,443) of the new year funding is available to support one-stop program services at the local level. In addition, \$561,224 from prior year carryover funding will be used to support public outreach to advance the customer-centered goals of the Reimagining Education and Career Help (REACH) Act and effective implementation of the new WIOA Governor's Reserve Funds Plan. The REACH Act charges the workforce system with increasing the use of federal and state programs, available through local workforce development boards, that are designed to serve individuals with barriers to employment, helping them to achieve self-

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

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

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

Total PY 2024 WP 7(a) Projected FloridaCommerce Carry in Total WP 7(a) Available Funding	\$34,612,423 \$8,747,608 \$43,360,031
LWDB Salaries and Pass-Through	(27,676,852)
LWDB Supplemental WPA	(1,811,616)
Labor Exchange System	(4,128,705)
LWDB Insurance and HR Fees	(366,886)
CRM Licenses	(500,000)
Statewide Outreach	(1,500,000)
Remaining for State-Level Administration	\$7,375,972

Wagner-Peyser 7(b) Funds – Section 7(b) of the Wagner-Peyser Act reserves 10% (or \$3,845,825) of the available grant funds allocated to Florida (\$38,458,248) for use by the Governor for state-level activities including outreach, special projects, and performance incentives. The remaining grant funds are available for additional eligible activities.

Total PY 2024 WP 7(b)	\$3,845,825
Plus Est. Bal. of Unreserved W-P 7(b) Funds	561,224
Total WP 7(b) Funds Available	\$4,407,049

The following recommendations are presented to the State Board for the establishment of commitments for 2024/25.

CareerSource Florida Network Navigator Positions (\$4.221.782)

Navigator positions are an integral part of the enhanced case management approach under

WIOA. Navigators are professionals who work directly with individuals with special needs to provide personalized guidance, support, and resources throughout their employment and training journey. These positions are designed to help job seekers overcome barriers to employment and achieve their career goals.

Key aspects of focused services through navigator positions include:

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

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

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

Focus areas for the CareerSource Florida Network Navigator positions in FY 2024-25 include: Military Family Employment Advocacy, Hope Florida, and Apprenticeship.

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

Wagner-Peyser 7(b) Funding Summary

Total 2024/25 WP 7(b) Funds Available

\$4,407,049

Less Proposed Discretionary Board Allocations:

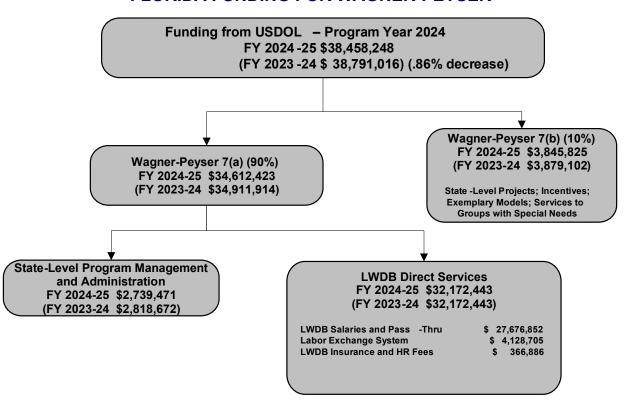
Florida Network Navigator Positions (4,221,782)
Workforce Summit (140,000)

Balance Remaining \$45,267

FOR CONSIDERATION

• Approval of the Program Year 2024/25 Wagner-Peyser 7(b) projects.

FLORIDA FUNDING FOR WAGNER-PEYSER



Program Year 2024 Wagner-Peyser Act Local Workforce Development Board Formula Allocations

		2/3	1/3					
		CIVILIAN			PY 2024	PY2023		
	LOCAL WORKFORCE	LABOR	UNEMPLOYED	LWDB	FINAL	FINAL		
	DEVELOPMENT BOARDS	FORCE	INDIVIDUALS	SHARE	ALLOCATION	ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	243,511	7,278	0.021858319	\$604,969	\$607,990	(\$3,021)	-0.50%
2	CareerSource Okaloosa Walton	140,266	3,723	0.012112290	\$335,230	\$337,700	(\$2,470)	-0.73%
3	CareerSource Chipola	42,435	1,407	0.003950530	\$109,338	\$108,620	\$718	0.66%
4	CareerSource Gulf Coast	99,641	2,770	0.009975674	\$276,095	\$246,150	\$29,945	12.17%
5	CareerSource Capital Region	202,140	6,184	0.018290005	\$506,210	\$507,509	(\$1,299)	-0.26%
6	CareerSource North Florida	41,749	1,443	0.003946562	\$109,228	\$124,407	(\$15,179)	-12.20%
8	CareerSource Northeast Florida	873,090	26,526	0.078811065	\$2,181,242	\$2,197,732	(\$16,490)	-0.75%
10	CareerSource Citrus Levy Marion	218,845	8,381	0.021520485	\$595,619	\$596,053	(\$434)	-0.07%
12	CareerSource Central Florida	1,515,052	44,996	0.135704753	\$3,755,881	\$3,779,110	(\$23,229)	-0.61%
16	CareerSource Pasco Hernando	344,104	11,869	0.032503407	\$899,592	\$887,248	\$12,344	1.39%
17	CareerSource Polk	344,774	12,575	0.033262963	\$920,614	\$926,799	(\$6,185)	-0.67%
18	CareerSource Suncoast	395,737	11,980	0.035677896	\$987,452	\$978,620	\$8,832	0.90%
19	CareerSource Heartland	78,608	3,033	0.007753078	\$214,581	\$214,951	(\$370)	-0.17%
20	CareerSource Research Coast	306,606	10,311	0.028691634	\$794,094	\$798,177	(\$4,083)	-0.51%
21	CareerSource Palm Beach County	778,704	23,432	0.070060316	\$1,939,049	\$1,960,695	(\$21,646)	-1.10%
22	CareerSource Broward	1,084,594	31,274	0.096192126	\$2,662,295	\$2,723,356	(\$61,061)	-2.24%
23	CareerSource South Florida	1,377,572	25,072	0.128729405	\$3,562,825	\$3,524,812	\$38,013	1.08%
24	CareerSource Southwest Florida	721,218	22,185	0.065380549	\$1,809,528	\$1,738,642	\$70,886	4.08%
26		202,688	6,393	0.018535591	\$513,007	\$513,877	(\$870)	-0.17%
27	Flager Volusia/Brevard	628,507	19,906	0.057560077	\$1,593,082	\$1,596,644	(\$3,562)	-0.22%
28	Pinellas/Tampa Bay	1,348,729	38,758	0.119483275	\$3,306,921	\$3,307,760	(\$839)	-0.03%
	STATEWIDE TOTALS	10,988,570	319,496	1.000000000	\$27,676,852	\$27,676,852	\$0	0.00%

Note: Jefferson and Monroe county shifts not reflected in PY 2023 allocations

Action Item 7, Continued

Consolidated Action Item 1 - Fiscal Year 2024-2025 CareerSource Florida Network Funding

FOR CONSIDERATION

- 1. Approval to establish the Program Year 2024 WIOA state-level projects.
- 2. Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2024/25.
- 3. Approval of the Program Year 2024 Wagner-Peyser 7(b) state-level activities.

E	eerSource Florida Board of Directors June 18, 2024 Action Item 8
-	1011011 110111 0
Approved	
Disapproved	

Action Item 8

LOCAL WORKFORCE DEVELOPMENT BOARD PURPLE STAR DESIGNATION

Public Law 113-128, the Workforce Innovation and Opportunity Act, prioritizes services for veterans and their spouses, and providing quality customer service, resources and expertise to veterans is a hallmark of Florida's workforce development plan. The Florida Workforce Development Board and CareerSource Florida provide policy direction for programs administered and overseen by the Florida Department of Commerce (FloridaCommerce), the designated state agency responsible for workforce policy implementation.

FloridaCommerce provides services through the state's 21 local workforce development boards (LWDBs) and their network of local career centers. Florida's Jobs for Veterans State Grant (JVSG) program creates opportunities for all eligible veterans and eligible persons to obtain meaningful and successful careers through provision of resources and expertise that maximize employment opportunities and protect eligible veterans' employment rights. Staff promote the hiring of veterans to employers, industry associations, and business groups, facilitate employer training, plan and participate in career fairs, and conduct job development contacts on behalf of veterans with employers.

It is recommended that CareerSource Florida develop criteria to designate exemplary boards that demonstrate a commitment to providing critical employment, education, training and transition supports for veterans as Purple Star Workforce Development Boards.

FOR CONSIDERATION

- Direct CareerSource Florida to establish criteria for recognizing high performing local workforce development boards as Purple Star Workforce Development Boards.
- Approve provisional designation of the following local workforce development boards as Purple Star Workforce Development Boards:
 - CareerSource Escarosa
 - CareerSource Okaloosa Walton
 - CareerSource Flagler Volusia
 - CareerSource Central Florida

CareerSource Palm Beach County	

Proposal for Purple Star Workforce Development Boards

In recent years, Florida has enacted initiatives to recognize K-12 and higher education campuses that demonstrate a commitment to providing support to military families and students. Certain criteria, determined by the <u>Florida Department of Education</u>, the State Board of Education, and the Board of Governors, must be met by educational institutions in order to receive the public designation as a **Purple Star Campus**. It is a highly sought after and prestigious designation.

In this same manner, CareerSource Florida aspires to designate exemplary local workforce development boards demonstrating a commitment to providing military families with access to critical employment, education, training, and transition as Purple Star Workforce Development Boards.

This proposal would begin establishing criteria and methodology by which local workforce development boards may be designated and publicly recognized as **Purple Star Workforce Development Boards** by CareerSource Florida. The CareerSource Florida board and leadership may determine legislation, similar to the educational designations, is needed to proceed with such activities.

Many local workforce development boards currently excelling in their support of military families apply for annual grant awards through the U.S. Department of Labor Jobs for Veterans State Grant (JVSG) for recognition of their extra effort and successes. The activities of previous winners of this award could be a basis for setting the criteria of the Purple Star designation for which any board could apply.

- 1003.051 Purple Star Campuses
- 1004.071 Collegiate Purple Star Campuses



Information Items





Speaker Bios

Marcus McBride

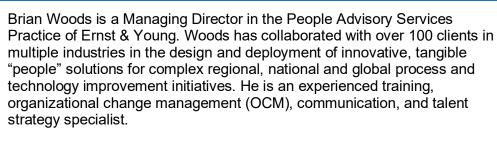


Marcus L. McBride joined the CareerSource Escarosa team in June 2020 as the chief executive officer. He is a passionate leader who brings a wealth of knowledge from his experience in the public and private sector. McBride holds a Ph.D. in Educational Psychology and Research Methods; Master of Arts in Educational Psychology; and a Bachelor of Science in Human Development and Family Studies, all from the University of Alabama.

Over the past 19 years, McBride has held various roles leading collective efforts to empower others to reach their highest potential. Prior to his current role, he most recently served as director of education and training for

Goodwill Industries of the Southern Rivers.

Brian Woods



Woods brings over 27 years of experience leading major organizational transformation and people experience improvement initiatives, and he is currently responsible for the state and local government market for EY's PAS practice.

ITA Agreement #:

Individual Training Account Agreement

Between CareerSource [_____] and [Eligible Training Provider Name]

Eligible Training Provider Information

Eligible Training Provider Name:		FEIN:
Eligible Training Provider Type:		
Contact Person/Title:		
Address:	Phone Number:	
	Email Address:	
		"A

This Individual Training Account ("ITA") Agreement (the "Agreement") is made and entered into between CareerSource [_____] whose legal name is [_____] (hereinafter referred to as "[LWDB name]") and [Eligible Training Provider name], (hereinafter referred to as "Eligible Training Provider"), for the purpose of providing training pursuant to individual training accounts ("ITA") in accordance with the Workforce Innovation and Opportunity Act ("WIOA"). [LWDB name] and Eligible Training Provider may hereinafter be referred to collectively as the "Parties" and each individually as a "Party." Consideration for this Agreement shall be the mutual covenants and promises contained herein. Both Parties agree to the terms and conditions set forth within this Agreement. The term of this Agreement commences on [start date] and terminates on [end date].

RECITALS

WHEREAS, [Eligible Training Provider name] has submitted an Eligible Training Provider application and has been approved for inclusion on the state and/or local ETPL;

WHEREAS, [LWDB name] may request from time to time that the Eligible Training Provider provide certain approved training to eligible individuals referred by [LWDB name] staff;

WHEREAS, the Eligible Training Provider agrees to provide certain approved training, subject to the terms and conditions set forth herein;

WHEREAS, this Agreement sets forth the mutual agreement of [LWDB name] and the Eligible Training Provider as to the training program(s) to be provided to those eligible individuals referred by [LWDB name] staff and accepted by the Eligible Training Provider and the operating procedures governing payment for the training program(s);

NOW, THEREFORE, and in consideration of the mutual promises and covenants contained herein, the following General Provisions are HEREBY AGREED TO BY THE PARTIES:

Section 1. Background

20 C.F.R. Part 680 governs the provision of WIOA Title I funded training through Individual Training Accounts ("ITAs"). An ITA is a payment agreement established on behalf of a participant with an Eligible Training Provider. Participants purchase training services from Eligible Training Providers. An Eligible Training Provider must be included on the State and/or local ETPL and is the only type of entity that receives funding for training services through an ITA. This Agreement sets forth the terms and conditions under which [LWDB] will fund training by Eligible Training Providers through ITAs.

Section 2. Application Requirements and Training

A. Eligible Training Provider Application

- 1. Providers of training services programs must apply for inclusion on the ETPL pursuant to WIOA "Initial Eligibility" requirements as well as the criteria of [LWDB name] to which the provider is applying.
- 2. Providers must complete and submit an Eligible Training Provider Application, which includes the training-related costs (tuition, books, fees, etc.).
- 3. Training is to be delivered only in accordance with the curricula submitted in the Eligible Training Provider Application.
- 4. Eligible Training Provider agrees to adhere to the cost of the training program that was agreed upon by the [LWDB name] and the Training Provider, as documented in the Eligible Training Provider application.
- 5. Any changes to the approved training-related costs (tuition, books, fees, etc.) must be made within [#] business days or prior to the enrollment of any individual referred by the [LWDB name], whichever is sooner.

B. Program Description

- 1. The Program Description includes the content and objectives of the training program. The Eligible Training Provider shall provide the courses as specified in the approved Program Description.
- 2. The Eligible Training Provider shall notify [LWDB name] of any changes in the approved Program Description prior to the enrollment of any individual referred by [LWDB name] staff.

ITAs are the primary method to be used for procuring training services under WIOA. In certain circumstances, a training contract may be used to provide training services, instead of an ITA. When training services are provided to participants under a contract, an ITA will not be required to be submitted. Section 3. Participant Eligibility

Participants referred by [LWDB name] to Eligible Training Provider shall be enrolled only in the approved training program(s) for the designated period of time specified on the ITA and in the training plan. Eligible Training Provider shall not allow [LWDB name] participants to switch training programs or to extend their training at the expense of [LWDB name] without prior written approval of [LWDB name]. Neither Eligible Training Provider nor the participant

is authorized to enroll the participant into additional training courses or programs without prior written consent of [LWDB name].

Individuals referred to [LWDB name] by the Eligible Training Provider must qualify for assistance under WIOA guidelines, and when co-enrolled with other programs, must qualify for assistance as required by those programs. LWDBs will determine participant eligibility.

LWDB name] [participants shall be eligible for program enrollment and participation in accordance with the same standards as the general population of the Eligible Training Provider.

If a participant is unable to continue the training agreed upon in the ITA, the Eligible Training Provider shall refer the participant back to [LWDB name].

Section 3. Fiscal Requirements and Payment Procedures

A. Financial Aid/Funding Coordination

- 1. The Eligible Training Provider shall ensure that program participants apply for financial aid, especially the Pell Grant, as applicable; coordinate financial assistance with [LWDB name]; and help ensure that funds provided by [LWDB name] are in addition to funds otherwise available in the area. It is the Eligible Training Provider's responsibility to prevent misapplication of funds when other funds would have been used for the same purpose.
- 2. The Eligible Training Provider will coordinate other funding sources for WIOA participants with [LWDB name]. It is the responsibility of the Eligible Training Provider to provide sufficient oversight to prevent misapplication of funds, which results in double payment of any charges or the utilization of Federal funds when other funds could have been used for the same purpose. Coordination of funding for training may include using Pell Grants for education-related expenses such as those associated with housing, food, other living expenses, books & supplies.

B. Referrals and Refunds

- 1. The Eligible Training Provider understands that this Agreement does not guarantee any referrals whatsoever for the approved training programs offered by the Eligible Training Provider and covered by this Agreement. All decisions regarding the issuance of training payments will be made on a case-by-case basis by [LWDB name], and/or its designees, taking into consideration the information available, including, but not limited to, the assessed needs of the participant, geographical location of the training and the residence of the participant, including any additional costs of the training to the participant. Participants requesting specific training from a pre-selected school will be given a list of approved training providers that provide the same type of training to allow the participant to research each school before making a final decision. The decision to issue an ITA to a participant for the Eligible Training Provider is at the sole discretion of [LWDB name] and/or its designees.
- 2. The Eligible Training Provider shall, in conformity with the general refund policies of Eligible Training Provider, refund to [LWDB name] such training-related costs (tuition, fees, books, etc.), which are paid by [LWDB name] for participants who enroll in and begin training but drop out of courses. Under no

circumstances shall Eligible Training Provider issue refund payment(s) directly to a participant.

C. Payment Procedures

- Tuition and/or other authorized payments will be considered only for those participants referred to the Eligible Training Provider by [LWDB name] as evidenced by a valid [LWDB name] ITA. Tuition or other payments will be made to Eligible Training Provider only for those participants enrolled in and receiving training.
- 2. ITAs may be used to align participants, the Eligible Training Provider, and [LWDB name] on the training sought and associated costs for the participant. The Eligible Training Provider shall forward to [LWDB name] an original, signed ITA (if applicable) and written invoice for this payment at the time a participant begins training and becomes eligible for invoicing. This invoice is payable to the Eligible Training Provider upon receipt in accordance with payment procedures listed herein.

D. Billing/Invoicing

- 1. The Eligible Training Provider may not invoice [LWDB name] for approved participants until the Eligible Training Provider's drop/add period for course enrollment has concluded.
- The Eligible Training Provider shall regularly submit invoices to [LWDB name] for amounts agreed upon by the Parties which include the information required by this Agreement. The Eligible Training Provider shall notify [LWDB name] if payment is not received by the date agreed upon.
 - a. Participants must be enrolled in and receiving approved training before the invoices are considered valid.
 - b. Invoices must include the participant's name, [identifier], and training program and be supported by any additional receipts or payment requests.
 - c. The Eligible Training Provider shall charge [LWDB name] for tuition, books, fees, and other expenses that are allowed by WIOA, in accordance with the approved ITA issued to the participant.
 - d. The Eligible Training Provider shall directly bill the participant for any costs voluntarily incurred by the participant that are not covered by the ITA.
 - e. [LWDB name] accepts no liability for unauthorized costs.
 - f. Each invoice must be accompanied by the approved ITA issued to the participant by [LWDB name].

E. Training Dollar Maximums

The Parties acknowledge and agree that a training dollar maximum shall be established for each participant under this Agreement. The maximum amount of training dollars for each participant shall not exceed (\$ insert maximum) (training dollar maximum established by [LWDB name]). Additionally, [LWDB name] reserves the right

to determine and revise the training dollar maximums in accordance with applicable regulations and funding availability. Any changes to the training dollar maximums shall be communicated to the Eligible Training Provider in writing.

Section 4. Audits

- A. Eligible Training Provider shall make available all documents, papers, letters, or other materials prepared or received by the Eligible Training Provider that are directly pertinent to charges to this program, including any relevant financial records, supporting documentation, statistical records, interviews and discussions, and all other pertinent records of the Eligible Training Provider involving transactions related to this Agreement, at any time during normal business hours and as often as [LWDB name], the Florida Department of Commerce or its contracted agencies, the U.S. Department of Labor, Comptroller General of the U.S., or their designated representatives may deem necessary.
- B. Eligible Training Provider will make available upon request of [LWDB name], progress reports indicating both the progress and attendance of a participant.
- C. Eligible Training Provider agrees to provide timely and reasonable access to its personnel for interviews and discussions related to documents and review.
- D. If applicable, Eligible Training Provider shall be subject to the audit requirements contained in the Single Audit Act Amendments of 1996 (31 USC §§ 7501-7507); revised OMB Circular A-133, "Audits of States, Local Governments, and Non-Profit Organizations"; the Florida Single Audit Act, Section 215.97, Florida Statutes; and any other specific requirements imposed by [LWDB name].

Section 5. Performance

The Eligible Training Provider agrees to comply with the performance expectations set forth herein by [LWDB name] when carrying out this Agreement.

A participant must maintain satisfactory progress for each academic term by passing at least 50% of their courses or maintaining a 2.0 average. If a participant takes a course that is graded on a Pass or Fail, Satisfactory or Unsatisfactory grading system, the participant must receive a passing or satisfactory grade.

Section 6. Agreement Termination

- A. [LWDB name] or Eligible Training Provider may terminate this Agreement for convenience when it is in the best interest of [LWDB name] or the Eligible Training Provider. In the event of such termination, there shall be no interruption in services for participants already enrolled in training.
- B. [LWDB name] may suspend this Agreement for the purpose of investigating irregularities under this Agreement. Any termination for convenience or suspension will be preceded by written notice setting forth the effective date of said termination or suspension. Eligible Training Provider has thirty (30) days after the effective date to submit invoices for payment. Eligible Training Provider shall be entitled to receive just and equitable compensation for any services performed hereunder through the date of termination or suspension.

- C. If Eligible Training Provider elects to remove themselves and their training programs from the approved Eligible Training Provider List, Eligible Training Provider is required to continue to deliver training until program completion for any participants financially supported by [LWDB name] under the same provisions that are included in this Agreement.
- D. The Eligible Training Provider shall notify the appropriate [LWDB name] staff no later than ten business days following a participant's termination/drop from the training program.
- E. Failure to respond to requests for previous or current participant information will result in termination of this Agreement.

F. Failure to Perform

- 1. If the Eligible Training Provider fails to perform, in whole or in part, as determined by the [LWDB name], [LWDB name] will notify the Eligible Training Provider in writing of such unsatisfactory performance. If the unsatisfactory performance continues, [LWDB name] will notify the Eligible Training Provider in writing of all ongoing deficiencies. The Eligible Training Provider will have ten (10) business days from receipt of notice in which to respond with a plan agreeable to [LWDB name] to correct said deficiencies.
- 2. Upon failure of the Eligible Training Provider to respond within the appointed time or failure of the Eligible Training Provider to respond with appropriate plans, [LWDB name] will cease enrollments into the Eligible Training Provider's programs until the Eligible Training Provider responds with a appropriate plans to correct its deficiencies. Should the Eligible Training Provider be unable or unwilling to correct its performance, [LWDB name] will serve a termination notice which shall become effective within fifteen (15) days after its issuance.

G. Breach of Contract

The Eligible Training Provider shall give [LWDB name] written notice of any perceived breach, and it shall give [LWDB name] ten (10) business days from delivery by certified mail, (return receipt requested) of such notice to cure any perceived breach under the Agreement.

Section 7. Modifications

This Agreement constitutes the complete and exclusive agreement between the Parties relating to the subject matter hereof. It supersedes all prior proposals, understandings, and all other agreements, oral and written, between the Parties relating to this subject matter. No agent, employee, or other representative of any party is empowered to alter any of the terms of this Agreement, unless done in writing and signed and approved by an executive officer of [LWDB name] and an executive officer of Eligible Training Provider. The Parties agree to renegotiate this Agreement if revisions of any applicable state or federal laws, regulations, or decreases in allocations make changes to this Agreement necessary.

Section 8. Applicable Law and Jurisdiction

This Agreement will be construed, performed, and enforced in all respects in accordance with the laws, rules, and regulations of the State of Florida.

A. Confidentiality

Both Parties recognize they may have access to confidential student records. Both Parties will keep all records confidential to the extent required by applicable law, including, but not limited to, the Family Educational Rights and Privacy Act. Any information received by the Parties in the performance of this Agreement, or from any employee, student, or parent participating in or involved in the training, will not be shared or otherwise disseminated except as allowed or required by law.

IF THE CONTRACTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT: (telephone number, e-mail address, and mailing address).

Section 9: Compliance with Applicable Laws and Regulations

No [LWDB name] WIOA participants, regardless of program [LWDB name] participants. [LWDB name] WIOA participants shall be afforded all the rights, privileges, and benefits available to the general population of the Eligible Training Provider. The Eligible Training Provider agrees that each individual referred by [LWDB name] staff for training will be evaluated for all financial aid eligibility normally available to other individuals.

During the performance of this Agreement, both Parties shall comply with Title VII of the 1964 Civil Rights Act, as amended, and the Florida Civil Rights Act of 1992, in that the Parties shall not discriminate on the grounds of race, color, national origin, religion, sex, age, handicap, or marital status or in any form or manner regarding the participants, employees or applicants. Other applicable federal and state laws, executive orders, and regulations prohibiting the type of discrimination as herein delineated are included by this reference thereto.

As a condition to the award of financial assistance from the Department of Labor under Title I of WIOA, the Eligible Training Provider assures that it will comply fully with the nondiscrimination and equal opportunity provisions of the following laws:

- Section 188 of WIOA, which prohibits discrimination against all individuals in the United States based on race, color, religion, sex, national origin, age, disability, political affiliation, or belief, and against beneficiaries on the basis of either citizenship status or participation in any WIOA Title I financially assisted program or activity.
- 29 C.F.R. Part 38, which implements the nondiscrimination and equal opportunity provisions contained in section 188 of WIOA.
- The Age Discrimination Act of 1975, as amended, which prohibits discrimination based on age.
- Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.
- The American with Disabilities Act of 1990, as amended (42 U.S.C. 12101 et. Seq.).

To comply with the Stevens Amendment, the Eligible Training Provider agrees that when issuing statements, press releases, request for proposals, bid solicitation, and other documents describing the project or programs funded in whole or in part under this Agreement, the Eligible Training Provider shall clearly state: (1) the percentage of the total

cost of the program or project which will be financed with Federal money under this Agreement; (2) the dollar amount of Federal funds for the project or program; and (3) the percentage and dollar amount of the total costs of the project or program that will be financed by non-governmental sources.

The Eligible Training Provider shall comply with subsection 287.133(2)(a), F.S., whereby a person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a bid, proposal, or reply on a contract to provide any goods or services to a public entity; may not submit a bid, proposal, or reply on a contract with a public entity for the construction or repair of a public building or public work; may not submit bids, proposals, or replies on leases of real property to a public entity; may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity and may not transact business with any public entity in excess of the threshold amount provided in section 287.017, F.S., for Category Two for a period of thirty-six (36) months from the date of being placed on the convicted vendor list.

The Eligible Training Provider agrees to comply with the provisions of section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act, and as supplemented by 2 CFR Appendix II to part 200 and 2 CFR part 200.323 and the requirements stated therein.

Section 10. Notices and Communications

The following individuals have been designated by the Parties to act as their liaisons for all issues related to this Agreement and to send and receive certified mail and other mail or written notices related to contractual obligations. Either Party may designate a different liaison by providing written notice of the name, title, address, email address, and phone number of the new representative to the other Party within [#] business days.

For Eligible Training Provider
Name: []
Title: []
Address: []
Email: []
Phone: []
For [LWDB name]
For [LWDB name] Name: []
Name: []
Name: [] Title: []
Name: [] Title: [] Address: []

Section 11. Signatures

IN WITNESS WHEREOF, the Parties hereby agree to abide by all terms and conditions set forth in this ITA Agreement, and upon placing their signatures below, have hereby caused this Agreement to be executed.

ITA Agreement	#:
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Eligible Training Provider Representative Signature
Print Eligible Training Provider Representative's Name and Title
Date
[LWDB name] Representative Signature
Print [LWDB name] Representative's Name and Title
Date

OJT Agreement #:	
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On-The-Job Training (OJT) Agreement

Between CareerSource [_____] And [Employer Name]

Section 1. Employer Information

OJT Provider Name:		FEIN:	
Type of Business:			
Contact Person/Title:			
Address:	Phone Number:		
	Email Address:		
Worksite Information, if different from the Emplo	yer Information abo	ve.	
OJT Provider Name:		FEIN:	
Type of Business:			
Contact Person/Title:			
Address:	Phone Number:		

Section 2. On-The-Job Training Agreement

This On-The-Job Training ("OJT") Agreement (the "Agreement") is between CareerSource [_____], whose legal name is [_____] (hereinafter referred to as "[abbreviated / shortened LWDB name]"), and [Employer/OJT Provider name], (hereinafter referred to as "Employer"), [Employer Address] for the purpose of providing OJT services to eligible participants in accordance with the Workforce Innovation and Opportunity Act ("WIOA"). [Abbreviated/shortened LWDB name] and Employer may hereinafter be referred to collectively as the "Parties" and each individually as a "Party." Both Parties agree to the terms and conditions set forth within this Agreement. The term of this Agreement commences on [start date], or on the last date fully executed by both parties, whichever is later, and terminates on [end date]. [Site supervisor name and contact information]

The Employer agrees not to commence OJT activities with a participant until after deciding on a mutually agreed upon start date with [abbreviated / shortened LWDB name]. An eligible participant shall not begin work/training under the OJT assignment prior to all documents¹ and processes being completed and executed by the Parties and the participant, as applicable.

Occupation Eligibility

[Abbreviated/shortened LWDB name] must ensure that participants are placed in OJT for occupations that are in demand in the local area, are appropriate for the program and included on the Targeted Occupations List (TOL) or for an occupation for which the employer has requested OJT. Occupations or job types that are not suitable for OJT are occupations that are:

- a. Based on commission;
- b. Seasonal in nature; or
- c. Less than part-time.

Section 3. General Terms and Conditions

This Agreement may be amended at any time if both Parties agree in writing by signing an amendment to the Agreement. The agreement cannot extend beyond 12 months, except in instances where it takes longer to learn the job, e.g., apprenticeships. The Parties must document reasons for any OJT that takes longer than 12 months.

In instances where there is a Professional Employment Organization² (PEO) serving as the employer of record for the OJT activity, the PEO and the Employer must communicate with each other to ensure this agreement is carried out in accordance with the 12-month requirement and exceptions based on the time required to do the work as noted in this section.

OJT DEFINITION

In accordance with the WIOA sec. 3 (44), the term "on-the-job training" means training by an employer that is provided to a paid participant while engaged in productive work. This training will:

- a. Provide knowledge or skills essential to the full and adequate performance of the job;
- b. Qualify for reimbursement to the employer of up to 50 percent (Note: in some circumstances, depending on the size of the employer, the reimbursement rate may go up to 75 percent) of the wage rate of the participant, for the extraordinary costs of providing the training and additional supervision related to the training;
- c. The reimbursement rate for this Agreement is: ; and
- d. Be limited in duration as appropriate to the occupation for which the participant is being trained, taking into account the content of the training, the prior work experience of the participant, and the service strategy of the participant, as appropriate.

OJT may be provided to eligible employed workers when:

¹ Documents include eligibility items, IEP, OJT training plan, OJT contract, and any other document needed to complete the activity.

² A Professional Employment Organization is a third-party company that manages human resources functions for small businesses, including payroll processing and benefits administration.

- a. The employee is not earning a self-sufficient wage or wages comparable to or higher than wages from previous employment, as determined by LWDB policy;
- b. The requirements in 20 CFR 680.700 are met; and
- c. The OJT relates to the introduction of new technologies, introduction to new production or service procedures, upgrading to new jobs that require additional skills, workplace literacy, or other appropriate purposes identified by the LWDB.

Section 4. Employer Assurances

A. Compliance with the Law

- 1. Conditions of employment and training will be in full accordance with all applicable federal, state, and local laws and ordinances (including but not limited to labor and employment laws, environmental laws and health and safety laws).
- 2. Employer agrees to schedule the participant with a full-time scheduled number of work hours. Exceptions may include holidays, requested time off, or other granted leave time.
- 3. Employer agrees not to engage participants in sectarian activities or in the construction of sectarian facilities while participating in an OJT activity, as provided in WIOA section 188(a)(3) and 20 CFR 683.255.
- 4. Employer agrees that a participant may not be assigned to an activity or employed in a position if the employer has created the vacancy or terminated an existing employee without good cause in order to fill that position with a program participant.
- 5. Employer agrees that this program will not result in the displacement or reduction in hours of currently employed workers or impair existing agreements or contracts for services.
- 6. Employer agrees that the funds reimbursed from this Agreement shall not be used to directly or indirectly aid in the filling of a job opening which is vacant because the former occupant is on strike, is being locked out in the course of a labor dispute, or the filling of a job which is otherwise an issue in a labor dispute involving a work stoppage.
- 7. Employer agrees that funds will not be used to impair a collective bargaining agreement, and no activity that would be inconsistent with the terms of a collective bargaining agreement shall be undertaken without the written concurrence of the labor organization and Employer concerned.
- 8. Employer will not encourage or discourage union activities. If employees are unionized, this Agreement has been entered into with their concurrence. Funds provided to employers pursuant to this Agreement may not be used to directly or indirectly assist, promote (encourage) or deter (discourage) union organizing.
- 9. Employer agrees funds provided under this Agreement will not be used to fill position openings created by layoff, staff reduction, or company re-location within 120 days prior to the execution of this Agreement and that employment under this Agreement will not result in the displacement of employed workers or impair existing agreements for services or result in the substitution of federal funds for other funds in connection with work that would otherwise be performed.

- 10. Employer hereby confirms it has not relocated all or part of its business (located in the US or its territories) within the previous 120 days where such relocation resulted in the loss of employment at the original site.
- 11. Employer assures that they have not been debarred or suspended in regard to federal funding.
- 12. Employer agrees that no candidate shall be placed in an OJT where a member of that person's immediate family is directly supervised by or directly supervises the candidate. Family means two or more persons related by blood, marriage, or decree of court, who are living in a single residence, and are included in one or more of the following categories: a married couple and dependent children; a parent or guardian and dependent children; or a married couple.
- 13. Employer commits to retaining participants upon successful completion of the OJT assignment, as permanent employees. However, the Employer shall not be obligated to retain, nor be penalized for failing to retain, any participant in the event such participant is terminated for cause, voluntarily resigns, or is laid off through a broad reduction in workforce or otherwise caused by force majeure.

B. E-Verify

Employer warrants and represents that it complies with section 448.095, F.S., in which the State of Florida expressly requires the following:

- 1. As of July 1, 2023, all private employers in Florida with 25 or more employees will be required to use E-Verify system to verify a new employee's employment eligibility.
- 2. An employer shall verify each new employee's employment eligibility within three business days after the first day that the new employee begins working for pay. If the E-Verify system is unavailable for three business days after the first day that the new employee begins working for pay and an employer cannot access the system to verify a new employee's employment eligibility, the employer must use the Employment Eligibility Verification form (Form I-9) to verify employment eligibility.

C. Wages and Benefits

- 1. Employer will provide the participants with the same terms of employment, working conditions, wages and fringe benefits provided to other employees in the same or similar positions while participating in the OJT assignment.
- 2. Participants will be compensated at the same wage rates, including periodic increases, as trainees or employees who are in similar occupations by the same employer and who have similar training, experience, and skills. Wage rates must be in accordance with applicable law.
- 3. Employer shall provide workers' compensation coverage for the participant.
- 4. Employer agrees that WIOA funds will not be used to pay fringe benefits. The Employer agrees to take full responsibility to pay fringe benefits with non-WIOA funds.

D. Reimbursement

- [Abbreviated / shortened LWDB name] will reimburse the Employer based on wages paid, at the conclusion of the specified training period, or such period as the LWDB and the Employer both agree is acceptable, following confirmation of receipt of required documentation.
- Overtime hours in excess of 40 hours per week shall be reimbursed at the regular rate of pay. The Employer agrees to pay the overtime rate in excess of the regular rate in full using non-WIOA funds.
- 3. Employer will not be reimbursed for paid holidays, sick, vacation, or other leave time granted to the participants.

E. Record Requirements and Retention

- 1. Employer agrees to maintain adequate time and attendance, payroll, and other records to support amounts reimbursed under this Agreement.
- 2. Employer agrees to provide access to the records related to the program to [abbreviated / shortened LWDB name] and state and/or federal officials, through the record retention period.
- 3. Employer agrees to maintain such records for five (5) years after the completion of OJT activities.
- 4. Employer agrees to protect the Personally Identifiable Information (PII) of all OJT participants in accordance with applicable federal and state laws and policies, including, but not limited to, USDOL ETA Training and Employment Guidance Letter No. 39-11, Guidance on the Handling and Protection of Personally Identifiable Information.

IF EMPLOYER HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO EMPLOYER'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT (telephone number, e-mail address, and mailing address).

F. Monitoring

Employer agrees that records directly related to this OJT Agreement are subject to review, monitoring, and audit by [abbreviated / shortened LWDB name], the State and/or the federal government, at any time.

Section 5. Training

- 1. Employer agrees to employ the participant and develop a training plan for the OJT that includes competencies needed to be satisfactorily skilled in the OJT position. The training plan will be signed by [abbreviated / shortened LWDB name], the Employer, and the participant and will become part of this Agreement.
- 2. No training will commence prior to the training start date listed in the OJT contract and training agreement. The date shall be the same for both documents.
- 3. Employer agrees to notify the LWDB when the participant completes training and/or unsubsidized employment begins.

- 4. Employer agrees to notify the LWDB if training is extended beyond the predetermined initial date or if training is terminated prior to the agreed upon completion date.
- 5. This OJT agreement and the participant's training plan must be executed prior to a participant being placed in an activity and the participant shall not begin work/training prior to all required documents and processes being completed and executed by all parties.
- 6. Each participant will be trained in accordance with guidelines described in their individual training plan while engaged in productive work which is essential to the full and adequate performance of the job.
- 7. Each participant's training plan must explicitly show the required training hours, the hourly wage for the participant, and the percentage of reimbursement.

Section 6. Additional Terms

[abbreviated / shortened LWDB name] and the Employer agree this Agreement shall not bind [abbreviated / shortened LWDB name] or the Employer to any exclusive relationship, including without limitation recruitment or placement. There is no expectation or required number of participants to be processed through the OJT activity. Both Parties are free to recruit, place, employ and/or assign employees to their own workforces or those of others. This Agreement shall apply only to those OJT participant(s) that the Employer and [abbreviated / shortened LWDB name] collectively agree, in writing, to place in an OJT activity under this Agreement.

This Agreement may be renewed following the initial term if such an extension is agreed upon by the Employer and [abbreviated / shortened LWDB name]. Such an extension is contingent upon satisfactory performance evaluations and is subject to the availability of funds. Terms and conditions of extensions shall be negotiated prior to the effective date of any extension.

The Employer agrees that upon successful completion of the training program and/or completion of the Employer's customary probationary period, the OJT participant will continue to be employed as a regular member of its workforce. The participant will be retained as a regular employee at the OJT agreement wage rate (or higher) as specified in this Agreement, and at a full-time scheduled number of work hours. The Employer acknowledges that failure to retain an OJT participant who has successfully completed training may be grounds for disqualification for subsequent additional OJT agreements.

The Employer agrees to comply with the wage determinations provided by the Federal government and all documentation outlined in the Davis Bacon Act, as applicable. Contractors must pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. Additionally, contractors are required to pay wages not less than once a week.

By signing this Agreement, all parties agree that the provisions contained herein are subject to all applicable Federal, State, and local laws, regulations and/or guidelines relating to nondiscrimination, privacy rights of participants, and maintenance of records and other confidential information.

When issuing statements, press releases, publications, requests for proposal, bid solicitations and other documents—such as toolkits, resource guides, websites, and presentations

(hereinafter "statements")—describing the projects or programs funded in whole or in part with federal funds, the Employer must clearly state:

- a. the percentage and dollar amount of the total costs of the program or project funded with federal money; and,
- b. the percentage and dollar amount of the total costs of the project or program funded by non-governmental sources.

The Employer will adopt and abide by a conflict-of-interest policy that ensures compliance with state and federal law and applicable CareerSource Florida State Board and FloridaCommerce policies. The Employer will make reasonable modifications to the policy if requested by FloridaCommerce. The Employer must ensure that adequate firewalls are in place to prevent actual or perceived conflicts of interest, poor internal controls, or the appearance of impropriety.

A. Termination for Convenience

Either Party may terminate this Agreement at any time for convenience, which is defined as any reason other than Termination for Cause, upon giving ten business days to the other Party. If this Agreement is terminated for convenience, [abbreviated / shortened LWDB name] shall be relieved of all obligations under the Agreement and will only be required to pay that amount of the Agreement actually performed to the date of termination. This Convenience provision is intended to allow either party to terminate the Agreement without the need to establish default. If the Agreement is terminated for convenience, the Agreement is terminated without cause or penalty.

B. Termination for Cause

In the event [abbreviated / shortened LWDB name] determines that the Employer's services are not being performed as agreed upon, the Employer shall be considered to be in default and [abbreviated / shortened LWDB name] reserves the right to terminate this Agreement for cause upon 48 hours' written notice.

This Agreement is subject to modification or termination due to actions taken by Federal, State, or Local governments that result in changes to the program.

C. Performance

Participant data will be collected by the LWDB in accordance with state and federal program guidelines on performance for the following indicators: Employment Rate 2nd Quarter After Exit, Title I Youth Education and Employment Rate-2nd Quarter After Exit, Employment Rate-4th Quarter After Exit, Title I Youth Education and Employment Rate-4th Quarter After Exit, Median Earnings 2nd Quarter After Exit, Credential Attainment, Measurable Skill Gains, and Effectiveness in Serving Employers.

D. Financial Reporting

The Employer must comply with all aspects of the Sarbanes-Oxley Act, which include the accuracy and integrity of financial reports, management and assessment of internal controls, and the CEO and CFO acceptance of responsibility for the intentional certification of financial reports that attempt to mislead or contain fraudulent information.

E. Disputes and Grievances

The Employer must work with abbreviated/ shortened LWDB name to resolve issues that arise related to this Agreement in accordance with the local area's grievance procedures in a timely manner. A face-to-face meeting may be requested by either Party to address the issue. When a resolution is reached, the issue and resolution must be in writing.

F. Discrimination Complaints

Abbreviated/shortened LWDB name will follow the requirements in section 188 of WIOA, which prohibits discrimination on the basis of race, color, religion, sex, national origin, age, disability, or political affiliation or belief, or, for beneficiaries, applicants, and participants only, on the basis of citizenship status or participation in a WIOA Title I-financially assisted program or activity.

Programs that are funded through abbreviated/shortened LWDB name are equal opportunity programs that provide auxiliary aids and services for individuals with disabilities upon request. Individuals using TTY/TTD equipment use Florida Relay Service 711. Disabled individuals may submit a request for reasonable accommodations to Abbreviated/shortened LWDB name ADD CONTACT INFORMATION.

Any person with questions or concerns regarding any form of perceived discrimination can contact the Abbreviated/shortened LWDB name ADD CONTACT INFORMATION CareerSource Equal Opportunity Officer. Any person can ask questions, file a complaint or state a concern without fear of retaliation or reprisal.

Abbreviated/ shortened LWDB name will not discharge, intimidate, retaliate, threaten, coerce or discriminate against any individual who files a complaint or grievance. The same prohibition applies to individuals who provide information, assist or participate in any way in an investigation, review, hearing or any additional activity that pertains to the administration of, or exercise of authority under, or privilege secured by 29 CFR Part 35.

Section 7. Applicable Law and Jurisdiction

This Agreement is executed and entered into in the State of Florida, and shall be construed, performed, and enforced in all respects in accordance with the laws, rules, and regulations of the State of Florida.

Section 8. Signatures

IN WITNESS WHEREOF, the Parties hereby agree to all the terms and conditions set forth in this OJT Agreement, and upon placing their signatures below, have hereby caused this Agreement to be executed.

OJT Agreement #:

Print Em	oloyer Representative	's Name and T	itle	
Date				
[abbrevi	ted / shortened LWDI	 3 name] Repre	sentative Sign	ature

ATTACHMENT ONE

ADDITIONAL APPLICABLE CONTRACT PROVISIONS

SIMPLIFIED ACQUISITION THRESHOLD

Contracts for more than the simplified acquisition threshold, which is the inflation adjusted amount determined by the Civilian Agency Acquisition Council and the Defense Acquisition Regulations Council (Councils) as authorized by 41 U.S.C. 1908, must address administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and provide for such sanctions and penalties as appropriate.

NONDISCRIMINATION, EQUAL OPPORTUNITY ASSURANCES, CERTIFICATIONS, OTHER PROVISIONS

As a condition to the award of financial assistance from the Department of Labor under Title I of the WIOA, the Employer assures that it will comply fully with the nondiscrimination and equal opportunity provisions of the following laws:

- a. Section 188 of the Workforce Innovation and Opportunity Act (WIOA), which prohibits discrimination against all individuals in the United States based on race, color, religion, sex, national origin, age, disability, political affiliation, or belief, and against beneficiaries on the basis of either citizenship status or participation in any WIOA Title I financially assisted program or activity.
- b. Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the basis of race, color, and national origin.
- c. Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities.
- d. The Age Discrimination Act of 1975, as amended, which prohibits discrimination based on age.
- e. Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.
- f. The American with Disabilities Act of 1990, P.L. 101-336, prohibiting discrimination in all employment practices, including the job application procedures, hiring, firing, advancement, compensation, training, and other terms, conditions, and privileges of employment.

The Employer also assures that it will comply with 29 CFR Part 38 and all other regulations implementing the laws listed above.

PUBLIC ANNOUNCEMENTS AND ADVERTISING

To comply with the Stevens Amendment, the Employer agrees that when issuing statements, press releases, request for proposals, bid solicitation, and other documents describing the project or programs funded in whole or in part under this Agreement, the Employer shall clearly state: (1) the percentage of the total cost of the program or project which will be financed with Federal money under this Agreement and (2) the dollar amount of Federal funds for the project or program.

PUBLIC ENTITY CRIMES

OJT Agreement#	J	JΤ	Aar	ree	me	nt	#
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The Employer shall comply with subsection 287.133(2)(a), F.S., whereby a person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a bid, proposal, or reply on a contract to provide any goods or services to a public entity; may not submit a bid, proposal, or reply on a contract with a public entity for the construction or repair of a public building or public work; may not submit bids, proposals, or replies on leases of real property to a public entity; may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under a contract with any public entity and may not transact business with any public entity in excess of the threshold amount provided in section 287.017, F.S., for Category Two for a period of thirty-six (36) months from the date of being placed on the convicted vendor list.

PROCUREMENT OF RECOVERED MATERIALS

The Employer agrees to comply with the provisions of section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act, and as supplemented by 2 CFR Appendix II to part 200 and 2 CFR part 200.323 and the requirements stated therein.

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