

Strategic Policy and Performance Council Meeting

May 20, 2025

Welcome and Remarks



Sophia Eccleston

Chair

FOR PUBLIC COMMENT:

Please see Madison Frazee for a Public Comment card and wait to be recognized by the Chair.

Consent Agenda

For Consideration:

1. Approval of February 19, 2025, Strategic Policy and Performance Council Meeting Minutes, to include any modifications or changes noted by the council.
2. Recommendation to move forward to the full State Workforce Development Board the recommended sunset of six CareerSource Florida Policies and Technical Assistance Letters including:
 - Statewide Workforce Development Board Policymaking Authority and Delegation
 - Contract Payment Documentation
 - Close-out of State Level Contracts/Grants
 - Accounting, Reporting, and Disposition Requirements for Property
 - Final Guidance: Prepayment of Costs
 - Final Guidance: Responsibilities Following Theft of Federal Funds

Action Items



Erin Sampson

Director, CareerSource Florida, Workforce Program
Development

Workforce Policy

Revisions to Policy G1: State Workforce Development Board Roles and Responsibilities

Purpose: State Workforce Development Board Roles and Responsibilities revised to add details specific to requirements consistent with state and federal law.

Key Policy Updates:

- Terminology Adjustments and structural changes update language for clarity and consistency and reorganized sections to improve readability and coherence.
- Policy and legal references updated to align with current procedures, regulations and strategic directions.
- Added details specific to:
 - Workforce policy development, dissemination and revision;
 - Contract template development and dissemination;
 - Collaboration with FloridaCommerce on technical assistance, training, and monitoring of LWDBs;
 - Ethics;
 - Items for board consideration and approval; and
 - The Credentials Review Committee and processes for the Master Credential List.

Action Item 1

State Workforce Development Board Roles and Responsibilities Policy

For Consideration:

- Approve to move forward to the full State Workforce Development Board the recommended revisions to CareerSource Florida Workforce Policy.

Workforce Policy

New Workforce Policy – Adult and Dislocated Worker Program Design and Framework

Purpose: Defines requirements for LWDBs to design and implement WIOA adult and dislocated worker programs.

Key Policy Updates:

- Ensures consistency with WIOA, federal regulations, and Training and Employment Guidance Letters.
- WIOA Indicators of Performance aligned with key objectives in WIOA Plan.
- Requires training contracts to use the approved CareerSource Florida template.
- Supports co-enrollment to leverage assistance from multiple core programs and combined partner services.
- FloridaCommerce monitors requirements and local operating procedures.
- LWDBs must establish local monitoring policies and procedures that include local monitoring procedures for implementation of this policy.

Action Item 2

Adult and Dislocated Worker Program Design and Framework Policy

For Consideration:

- Approve to move forward to the full State Workforce Development Board the recommended new CareerSource Florida Workforce Policy.

Workforce Policy

New Policy - Reemployment Services and Eligibility Assessments (RESEA)
Design and Framework

Purpose: Provides RESEA program requirements and guidance to Local Workforce Development Boards and program service providers. This guidance replaces Unemployment Insurance Reemployment and Eligibility Assessment (REA) information from a previously retired policy.

Key Policy Updates:

- Identifies required services that must be provided to RESEA participants by LWDB staff.
- Aligns practice with required performance metrics described in the RESEA State Plan.
- Offers guidance to prevent improper benefits payments.
- Key objectives, measurable performance outcomes (including WIOA Primary Indicators of Performance and LWDB Letter Grades) and implementation sections added.
- FloridaCommerce will use data from the calendar years 2024 and 2025 to establish a baseline for RESEA performance metrics based on RESEA appointment attendance, no-show reschedules and partner co-enrollment performance.
- FloridaCommerce required to monitor services and activities provided under WIOA no less than annually for compliance with WIOA requirements.

Action Item 3

Reemployment Services Eligibility and Assessments Design and Framework Policy

For Consideration:

- Approve to move forward to the full State Workforce Development Board the recommended new CareerSource Florida Workforce Policy.

Workforce Policy

Revisions to Workforce Policy 009 On-the-Job Training

Purpose: On-the-Job Training Policy revised to remove duplicative language and description of processes from **Work-Based Training & Learning Opportunities Policy** (Approved February 2025)

Key Policy Updates:

- Establishes guidelines and procedures for LWDBs to implement and sustain OJT.
- Requires written contracts using standardized template approved by SWDB
- LWDBs must develop aligned local operating procedures (LOP) for eligibility and training.
- Adds language to encourage OJT use for in-demand occupations.
- Adds language emphasizing co-enrollment in eligible programs, effective training and supervision with eligible training providers, employers, and other stakeholders including WIOA combined planning partners.
- Outlines processes to monitor and evaluate program effectiveness.
- Expand opportunities to use OJT to support apprenticeships.

Action Item 4

On-the-Job Training Policy

For Consideration:

- Approve to move forward to the full State Workforce Development Board the recommended revisions to CareerSource Florida Workforce Policy.

WIOA Waiver Request

U.S. Department of Labor On-the-Job Training Wage Reimbursement Waiver Request

Opportunity Zones Impact:

- 427 Qualified Opportunity Zones in Florida, covering every county.
- Represent 40,292 business establishments and 936,691 jobs statewide.
- Designed to address chronic underinvestment and high employment barriers.

Decline in OJT Utilization:

- **50% decrease** in participants served over the last four years.
- **75% decline** in positions created through OJT.
- Local workforce boards saw fluctuations in OJT use, despite its alignment with apprenticeship training models.

WIOA Waiver Request

U.S. Department of Labor On-the-Job Training Wage Reimbursement Waiver Request

Purpose: FloridaCommerce and CareerSource Florida request approval to submit a USDOL waiver request to increase the On-the-Job Training wage rate reimbursement to employers statewide up to 90 percent and up to 100 percent for businesses in Opportunity Zones or residents that reside within an Opportunity Zone.

Key Objectives:

1. Provide targeted incentives to employers in Opportunity Zones to drive job creation and improve access to work-based learning opportunities for job seekers in need.
2. Address talent pipeline shortages faced by employers in Opportunity Zones by ensuring participants have the skills and preparation needed to enter the workforce.
3. Attract additional private investment in Opportunity Zones.
4. Expand access to work-based learning particularly for those individuals residing within the Opportunity Zone with limited experience or credentials, to gain access to hands-on training and career pathways.
5. Accelerate hiring and job placements, reduce unemployment durations and increase workforce participation.
6. Improve WIOA performance outcomes statewide such as employment rate and median earnings.

Action Item 5

On-the-Job Training (OJT) Statewide Waiver Request

For Consideration:

- Authorize FloridaCommerce and CareerSource Florida to submit a USDOL waiver requesting authority to increase the wage rate reimbursement to employers statewide up to 90 percent and up to 100 percent for businesses in Opportunity Zones or residents that reside within an Opportunity Zone.

Master Credentials List & Credential Inventory Database



2025-2026 MCL Applications

Quarterly Update

Type of Review	Recommended	Denied
48 Applications Received		
27 Unduplicated & Valid Applications		
15 New Applications	12 recommended for addition to Master Credentials List	3 denied for addition to Master Credentials List
12 Applications for Existing Credentials seeking Wage or Demand Deficiency Resolutions (flags)	8 recommended for flag removal	4 denied for flag removal
30 Interagency Review of Existing Credentials to cure Wage Deficiencies via Sequencing through formal articulation agreements	30 recommended for flag removal	

Master Credentials List

Quarterly Total Update

Type of Credential	25-26 MCL
Degree Programs of Study (AS and AAS)	296
Non-Degree Programs of Study	872
Apprenticeships	597
Industry Certifications	577
K-8 CAPE Digital Tools	42
TOTAL	2,384

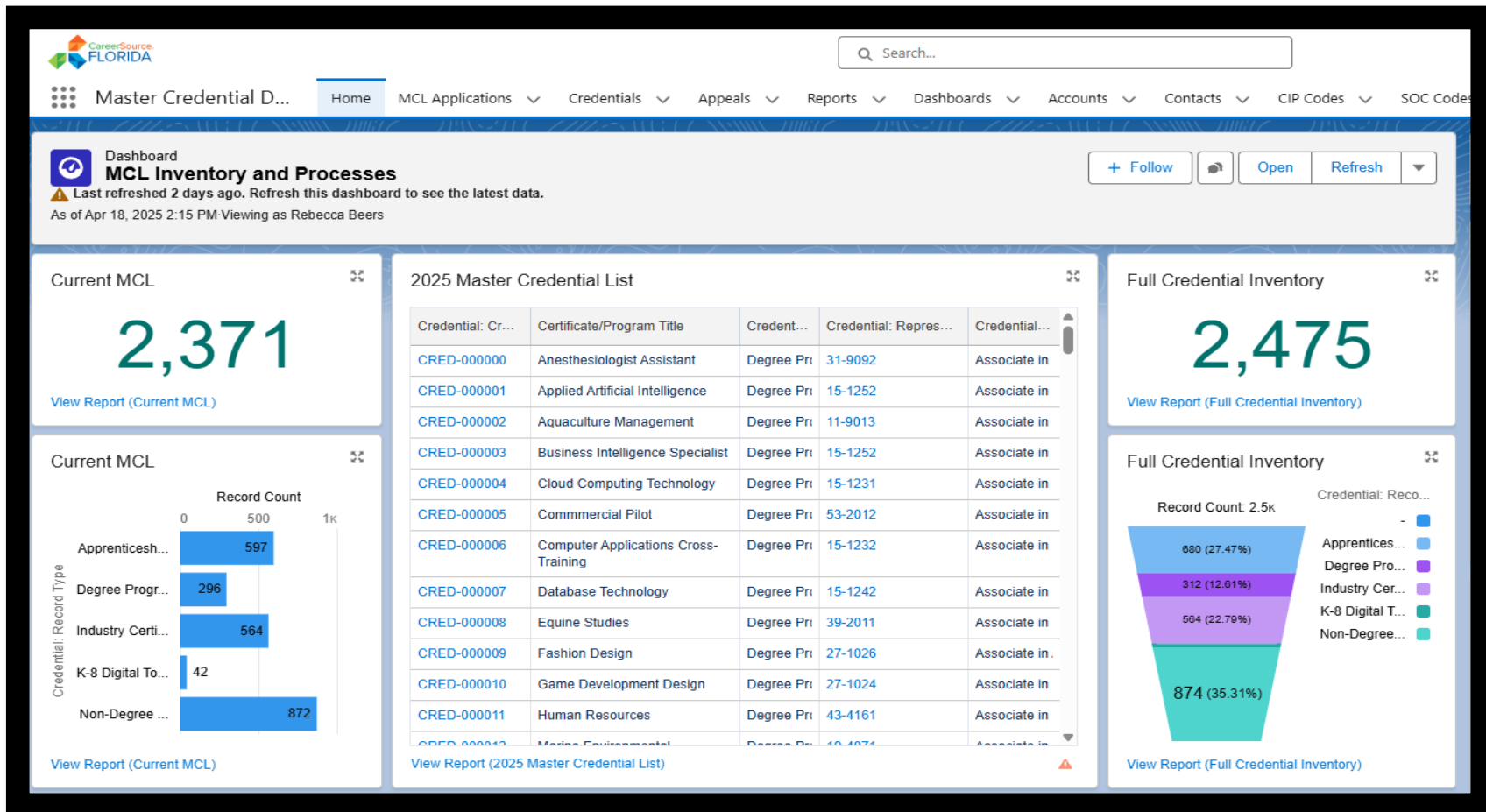
As of 5/8/2025

Credential Inventory Database Update

- In its 2024-25 budget, the CareerSource Florida Board of Directors approved funding for the creation of a Credential Inventory Database (CID).
- CID will:
 - receive credential applications from interested stakeholders;
 - house a variety of data files needed to score credential applications against the Framework of Quality;
 - serve as the common application review site for the multi-agency evaluation team, decrease evaluation time; and
 - provide a variety of back-end reporting functions and efficiencies.
- Launched April 15, 2025

Credential Inventory Database

Home tab of CID



Credential Inventory Database

MCL Applications tab of CID










MCL Application
MCLA - 000030

[Edit](#)
[Printable View](#)

Application Status Submitted	Applicant Elizabeth Glenn	Type of credential: Industry Certification	Submission Date 4/3/2025	Application Approved Date
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Details

Information

MCL Application ID MCLA - 000030	Application Status Submitted	
Submission Date 4/3/2025	Approval Step Status CareerSource Review	
Application Approved Date	CareerSource Team Recommended	
	DOE Partner Recommended	
	DOE Recommended for CAPE Funding	
	FloridaCommerce Partner Recommended	
	Ag Partner Recommended (if applicable)	

MCL Application Type



MCL Application SOC Codes (0)



Files (3+)



[Evidence Credential Is Valid](#)

Apr 3, 2025 • 6KB • pdf

[Sample Certificate](#)

Apr 3, 2025 • 6KB • pdf



[Supporting Documentation - Certification-of-Local-Workforce-Development-Areas-and-L...](#)

Apr 3, 2025 • 159KB • pdf

[View All](#)



Approval History (2)



[MCL CS Team Review](#)



Date: 4/3/2025 3:59 PM

Status: Pending

2024-25 State-level 15% Set-aside Funding Initiatives



FY 24/25 Set-Aside Initiative Funding

- Sector-Based Training Initiative = \$2,000,000
- Get There Faster Veterans and Military Spouses = \$750,000

Sector-Based Training Initiative

- Targeted Industry Sectors
 - Aviation/Aerospace
 - Broadband
 - Semiconductor
 - Agricultural Technology
 - Transportation
- Local Board Highlights and Outcomes
 - Aviation/Aerospace – CareerSource Northeast Florida
 - Broadband – CareerSource Hillsborough Pinellas
 - Semiconductor – CareerSource Central Florida
 - Agricultural Technology – CareerSource Chipola
 - Transportation – CareerSource Citrus Levy Marion

Success Story



Get There Faster Veterans and Military Spouses

Provides funding for targeted, in-demand employment opportunities through career, training (including work-based training), and supportive services to transitioning service members, military veterans, military spouses of active-duty military or veterans facing barriers to employment—with a priority focus on homeless and disabled veterans.

- CareerSource Okaloosa Walton (LWDB 2)
- CareerSource Gulf Coast (LWDB 4)
- CareerSource Palm Beach County (LWDB 21)
- CareerSource Broward (LWDB 22)



Get There Faster Veterans and Military Spouses

Participants Served

701

Enrolled in Training

535

Received Credentials

355

Veteran Participants Served

619

- 88% of total

Exited

517

Participant Employed

407

Success Stories from LWDBs

CS Broward

- A U.S. Navy veteran, had faced the frustrating challenge of unemployment for some time.
- After several months of working with DVOP, LVERs, and other WIOA support resources, an On-the-Job Training (OJT) opportunity was identified.
- With the support of the team, he successfully interviewed for the position and was offered the job.
The OJT opportunity provided full-time employment at \$20 per hour, 40 hours a week.

CS Broward

- A veteran with a service-connected disability and a degree in International, faced significant challenges when it came to securing stable employment. .
- Support was provided to update his resume; discussion on career goals and identified potential job opportunities that matched his skills; support services for interview assistance; and advocacy with local employers
- **Perseverance paid off, and he was offered a position as the Director of Security , earning an impressive \$75,000 annually.**

CS Okaloosa Walton

- A determined and resilient military spouse was ready to take the next step in her professional journey.
- To further support her ambitions, a Get There Faster Career Advisor introduced her to specialized training opportunities.
- After careful consideration, she chose to enroll in the Network Security Technician program at New Horizons of Orlando. **She is now thriving in her new role as a contract specialist, earning an impressive \$39 per hour.**

CS Okaloosa Walton

- A military spouse and mother of three, had a clear goal: to become a Registered Nurse. With her husband deployed for most of her schooling and the demands of parenting, pursuing her Associate Degree in Nursing (ADN) felt like a daunting challenge.
- Through the program, she received comprehensive support, including tuition assistance, books, uniforms, supplies, and even help covering her NCLEX-RN and licensure fees.
- **Successfully earned her RN license and is now proudly working as a Labor & Delivery Nurse at Canyon Vista Medical Center, earning \$35.83 per hour.**

Letter Grades



2025-2026 LWDB Letter Grades

Metric	24-25 Weight	25-26 Weight
Participants with Increased Earnings	.25	.25
Reduction in Public Assistance	.25	.25
Employment and Training Outcomes	.20	.20
Participants in Work-Related Training	.10	.10
Continued Repeat Business	.05	.05
Year-over-year business penetration	.05	.05
Completion to Funding Ratio	.10	.05
Serving Individuals in SNAP, TANF, Adult Education, Vocational Rehabilitation, or Blind Services	Extra Credit up to .05	.05
Total	1.0	1.0

Visit [Analytics: Letter Grades: Home](#) for more resources, including the letter grade [methodology](#) and the most recent [performance](#) grading.

WIOA Combined Plan 2-Year Modification



Warren Davis

Policy Development Manager, CareerSource
Florida



Erin Sampson

Director, CareerSource Florida

WIOA Two-Year Modification Plan Vision

- Add new planning partners including the Florida Agency for Persons with Disabilities and Housing and Urban Development (FloridaCommerce).
- Align goals and strategies across all core and combined partners to maximize resources.
- Strengthen coordination across our workforce development ecosystem among businesses, education, economic development entities, and providers of human services.
- Ensure that Florida's workforce development system is results-oriented, market-driven, and responsive to clients (businesses and job seekers).
- Make Florida number one in workforce education and talent development by 2030.

Additional Plan Performance Goals: By 2030

Increase Labor Force Participation to 63%

60% of Floridians 25-70 years old with a credential of value

Median wages \geq 75% of median hourly wage

10% increase in employment rate 2nd quarter after exit (youth, ADWs, SNAP/TANF, ESL, no HS diploma)

7,000 new registered apprentices

450 registered apprenticeship programs

110 registered pre-apprenticeship programs

Increase to 25% of total enrollment for 12th grade secondary CTE concentrators

1,000 Floridians earning credentials for targeted new and emerging industries

- Training and Employment Guidance Letter No. 04-23 (TEGL 04-23)
- Information Collection Request
- Strategic Elements
 - Economic Analysis
 - Workforce Analysis
- Operational Elements
- Coordination with State Plan Programs
- Program Specific Requirements and Assurances
- Performance Indicators

Timeline

DUE	WHAT	WHO
March 2025	Identification of Subject Matter Experts (SMEs) from each WIOA core and required partner	All currently identified partners in the current WIOA plan and those to be added in this modification
TBD	WIOA Plan Checkpoints and WIOA Plan Partner Data Review	All WIOA partners
11/05/2025	Leadership Review and target date for submission of partner agency sections of WIOA Two-Year Modification	All WIOA partners
01/14/2026	WIOA Two-Year Modification published for public comment	CareerSource Florida
03/04/2026	WIOA Plan DUE to be uploaded in Federal Portal	CareerSource Florida

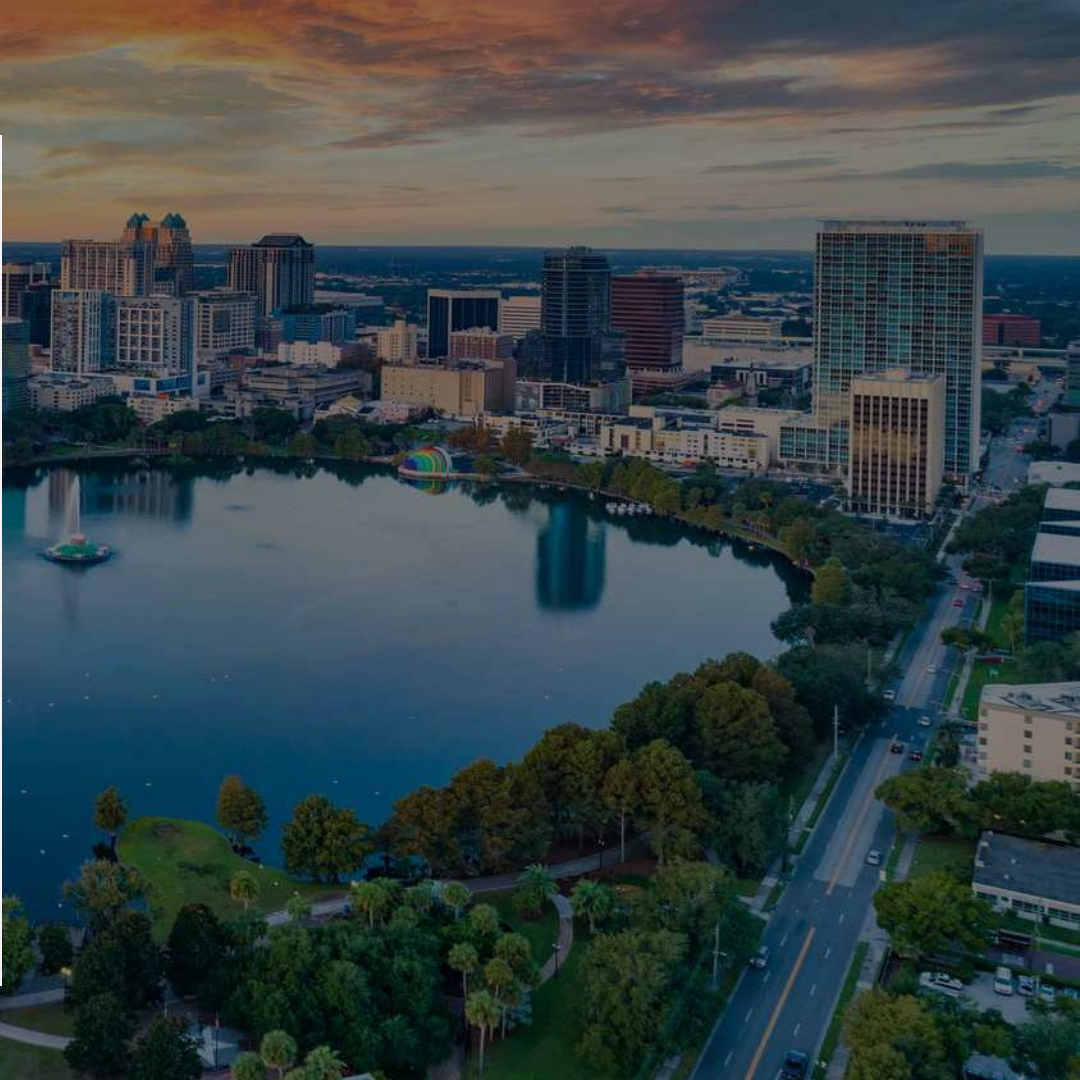
Deloitte.



Foundational Skills and Digital Literacy Project

EXECUTIVE BRIEFING

MAY 20, 2025



Initiative Context and Project Overview

In January 2025, CSF launched an initiative to conduct a **statewide assessment** of the existing landscape and of current opportunities to **improve the delivery of foundational employability skills and digital literacy training**, with an immediate goal of receiving recommendations and findings aimed at addressing gaps in the areas of foundational employability skills and digital literacy resources.

CSF engaged an external consulting firm to execute this assessment by conducting a series of research and data analysis efforts across Florida's workforce system to determine the **in-demand skills needed by employers** and the occupations they are associated with; **gaps in foundational skills and digital literacy skills** experienced across Florida's workforce system and **barriers to training and employability**; and the availability, accessibility, and **efficacy of current training programs** to meet in-demand skill needs and close workforce skill gaps.

The 12-week assessment was conducted through three core project elements - **Project Management**, **Skills Assessment**, and **Findings and Recommendations** - with the intent to generate a series of periodic reports to highlight key analysis and evaluation results and to culminate in a final report of findings and recommendations delivered to CSF.

BY THE NUMBERS

9

Focus Group Interviews

19

Focus Group Participants

- 12 CareerSource employees
- 4 Employers
- 2 Training Providers
- 1 Educational Institution

81

Completed Surveys

1

LWDB Data Request Info Session

4

States for Peer Comparison

- Georgia
- Texas
- New York
- Pennsylvania

Digital Literacy Skills in Florida

The Deloitte Team identified six key areas of digital literacy skills to effectively categorize the competencies related to computer operations, software, information technology, and technological equipment.

COMPUTER OPERATIONS

- Understanding basic functions and terminology related to devices & IT systems
- Using operating systems to perform basic tasks such as opening and deleting files
- Performing basic maintenance and trouble shooting such as updating software

USING SOFTWARE

- Using email to send and receive mail
- Word processing software to edit and print communications
- Spreadsheet software to enter data
- Presentation software to create presentations
- Utilizing online collaboration tools for team communication

USING INTERNET AND SOCIAL MEDIA

- Navigating search engines to find and evaluate information
- Understanding etiquette on social media
- Managing and creating profiles for content
- Understanding privacy settings and protecting personal information

AUTOMATION & ARTIFICIAL INTELLIGENCE

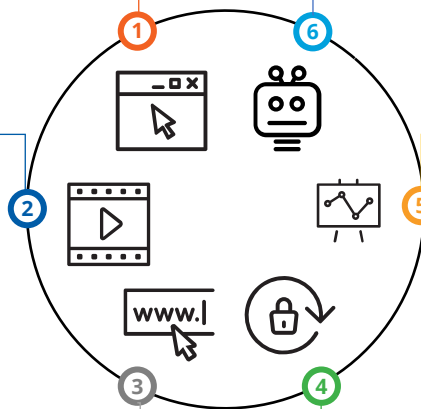
- Understanding the basic concepts and applications of automation in various industries
- Utilizing automation tools to streamline tasks
- Familiarity with AI technologies such as chatbots
- Keeping up-to-date with emerging trends and advancements

INFORMATION MANAGEMENT & ANALYTICS

- Collecting, organizing, and storing data using databases
- Analyzing data using statistical tools
- Using data visualization techniques to present data
- Ensuring data integrity and accuracy through regular quality checks
- Familiarity with data privacy regulations and best practices for handling sensitive information

INFORMATION SECURITY & IT INFRASTRUCTURE

- Understanding cybersecurity principles to protect data and systems
- Recognizing common cyber threats such as phishing
- Implementing strong password policies
- Understanding data encryption and secure data transmission
- Familiarity with network infrastructure such as routers, firewalls, and VPNs



Foundational Employability Skills in Florida

The Deloitte Team identified six key areas of foundational employability skills to effectively categorize the competencies related to job and workplace readiness.

ACADEMIC KNOWLEDGE

- Reading
- Writing
- Math
- Scientific principles and procedures

PERSONAL QUALITIES & INTERPERSONAL SKILLS

- Teamwork
- Respecting individual differences
- Leadership
- Customer service
- Negotiates to resolve conflict
- Integrity and professionalism

RELIABILITY, ORGANIZING, & TIME MANAGEMENT

- Consistently shows up to work on time
- Prioritizes multiple competing tasks and completes tasks on time
- Manages activities, resources, and time effectively
- Tracks and documents assignments, changes, and deliverables
- Detects errors and inconsistencies | Verifies accuracy
- Obtains appropriate information and approvals

COMMUNICATION

- Expressing relevant information to their audience
- Actively listens, interprets, and appropriately responds to messages
- Comprehends written materials and instructions
- Observes non-verbal cues and other relevant visual information

CRITICAL & CREATIVE THINKING

- Uses logic and reasoning
- Critically reviews, synthesizes, compares, and interprets information
- Identifies multiple approaches to a problem or alternatives to solutions

USING TOOLS & TECHNOLOGY

- Using a computer to perform basic tasks such as saving and deleting files
- Operating and maintaining office equipment and tools
- Adapting to new technologies and tools
- Ensuring proper use and care of equipment
- Demonstrating safety with physical tools and understanding and applying cybersecurity measures with technological tools



Key Findings and Insights from Final Report

The project team conducted focus group interviews, analyzed survey data, and held a data request session with the CareerSource LWDBs to learn about local training delivery and approaches to outreach and engagement. The findings below represent the outcomes of these efforts when combined with results from a state-wide survey, open-source research, and proprietary dataset analysis.

1 Skills Gaps and Needs



Communication, Interpersonal Skills, and Coordinating are the top foundational employability skills gaps throughout Florida, **regardless of demographic population.**



Computer Operations and Using Software ranked highest for in-demand digital literacy skills. The most significant gap was **Reporting and Metrics.**



The highest skill gap for foundational employability and digital literacy skills are found in **Northeast Florida**; however, there are counties in other areas that exhibit higher skill gaps based on supply and demand.

2 Training Curriculum and Delivery



CareerSource **workshops primarily focus on job readiness skills** and are offered with varying frequency, while there are fewer dedicated workshops to **computer essentials** or **basic computer training.**



Courses and workshops are most effective when they are **delivered and facilitated in-person.** Blended hybrid approaches are not always a possibility due to accessibility barriers such as transportation or broadband access.



LWDBs use **external training resources** such as Metrix Learning, Florida Ready to Work, and free websites such as Alison.com or Udemy.com, however it is **difficult to draw correlations** between users, training minutes, and outcomes.

3 Approaches for Engagement and Outreach



CareerSource Florida **regions employ a variety of outreach methods**, including partnerships with grant programs, word of mouth referrals, professional placement centers, and social media platforms.






Many employers have a **relationship or awareness with their LWDBs** but mostly utilize LWDBs to post job vacancies or participate in a career fair.



CareerSource LWDBs use a variety of **different outreach methods** to advertise training; however, the efficacy and outcomes of each method is unknown indicating a need for a more **persona-based targeted approach.**

Recommendations and Next Steps

Based on the research and analysis conducted, there are 7 key areas of improvement for CareerSource Florida to consider to improve the delivery of foundational employability skills and digital literacy training.

RECOMMENDATION		ANTICIPATED BENEFIT	
 TRAINING	Standardize the approach to digital literacy training delivery to improve the user experience and close curriculum gaps	<ul style="list-style-type: none"> Improve digital literacy among job seekers High and consistent quality of digital literacy training across all LWDBS 	
	Standardize the approach to foundational employability training delivery to improve the user experience and close curriculum gaps	<ul style="list-style-type: none"> High and consistent quality of employability training across all LWDBS Data-driven revisions and enhancements to training programs 	
	Implement a standardized state-wide reporting and data analytics tool to collect and publish state and local training-related data	<ul style="list-style-type: none"> Standardized data collection and reporting Data-driven decision making (e.g., resource allocation, strategic planning) Enhanced data security 	
 OUTREACH & ENGAGEMENT	Streamline the CareerSource Florida network brand on social media for greater cohesion and an improved user experience	<ul style="list-style-type: none"> Consistent brand presentation and recognition, improved user experience Enhanced engagement of stakeholders and use of resources and services Data-driven improvements based on stakeholder needs 	
	Modernize approach to outreach and engagement to job seekers	<ul style="list-style-type: none"> Enhanced approaches to outreach and engagement Enhanced digital fluency 	
 PARTNERSHIPS & COMMUNICATION	Enhance approach to collaboration and partnerships at the local level (LWDBs, boards, school districts) to find solutions to decreasing training barriers and improving employability	<ul style="list-style-type: none"> Increase career readiness, early skill development, and employability Increased accessibility for underserved populations Enhanced sense of community and stronger partnerships across the workforce development ecosystem 	
	Continue to strengthen communication and change management support for LWDBs	<ul style="list-style-type: none"> Enhanced communication, transparency, and collaboration across LWDBs Resource optimization across LWDBs and broader workforce ecosystem 	



Program Performance Update

Kristy Farina, Economic Research and Program Performance
Bureau of Workforce Statistics and Economic Research
May 2025

Primary Indicators of Performance

Employment Indicators



















- Employment 2nd Quarter After Exit
- Employment 4th Quarter After Exit
- Median Earnings 2nd Quarter After Exit

Education and Training Indicators

- Credential Attainment Rate
- Measurable Skills Gain

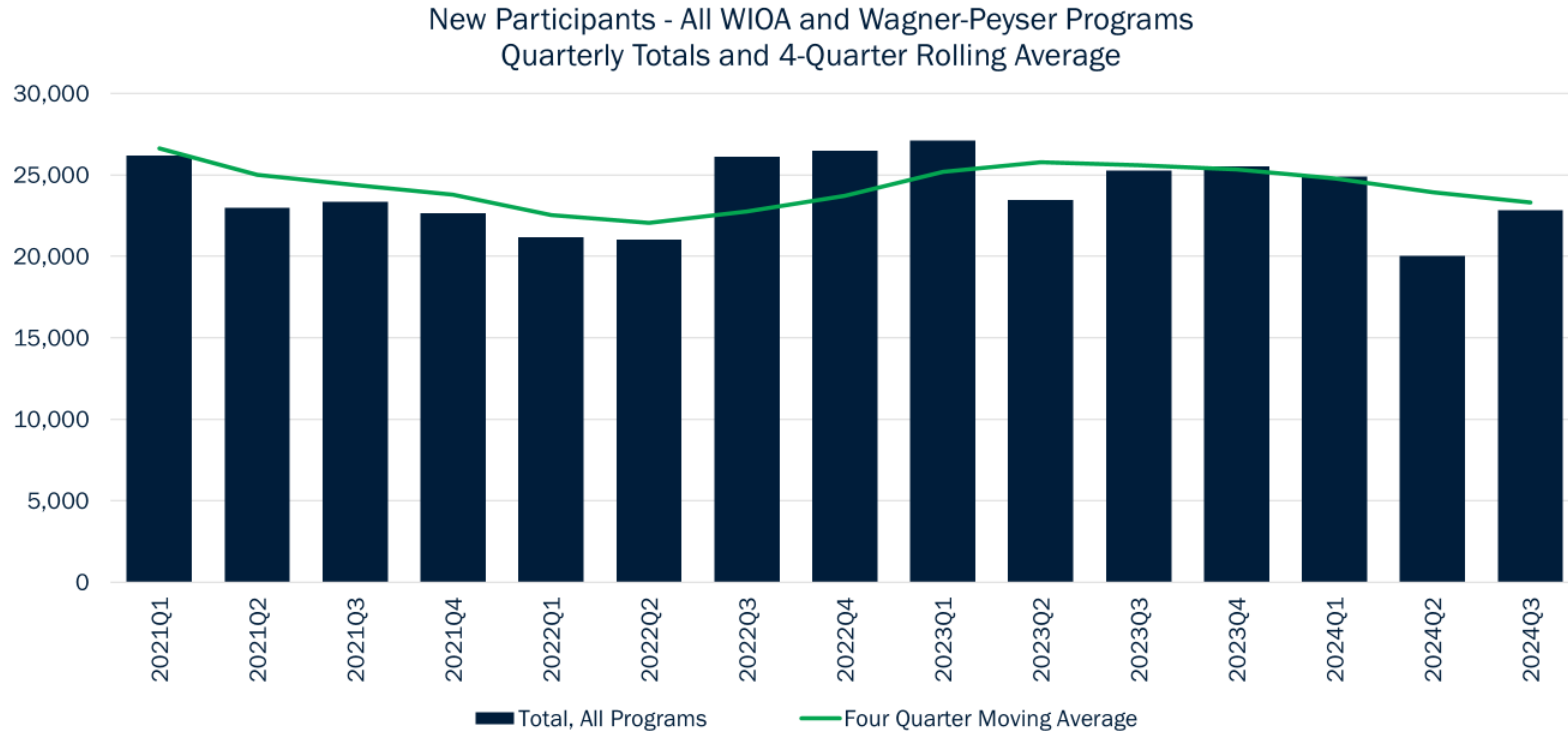


Primary Indicators of Performance – 2024 Q2

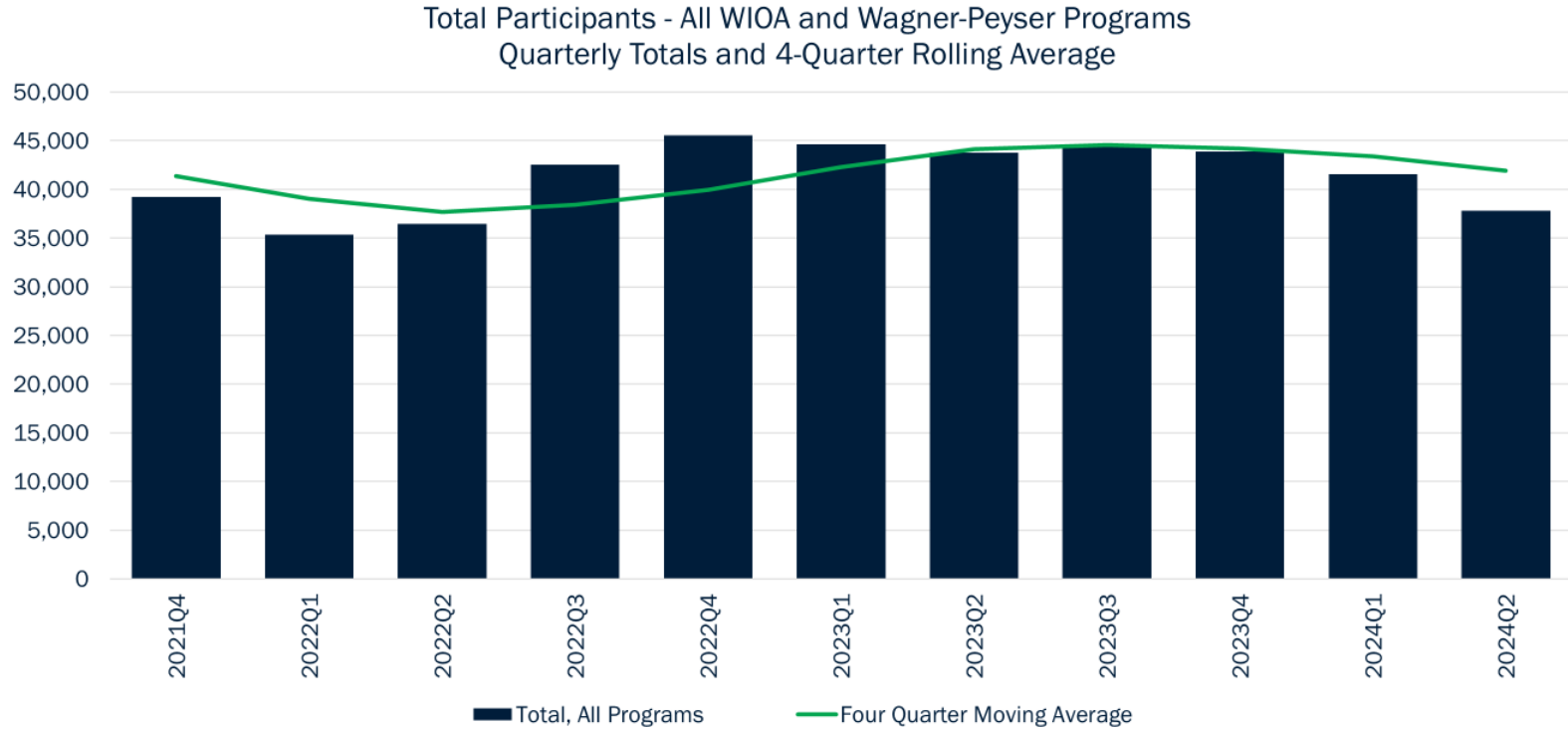
	Adult	Youth	Dislocated Worker	Wagner-Peyser
Credential Attainment				
EERQ2				
EERQ4				
Measurable Skill Gains				
Median Earnings				



Workforce Program Enrollment



Workforce Program Enrollment



Questions and Answers



Contact Us

Thank You.

If you have questions or comments about this presentation, please contact us.



Contact Name

Email: Kristy.Farina@Commerce.fl.gov

Office: Economic Research and Program Performance





Statewide Labor Market Update

Jimmy Heckman, Bureau Chief
Bureau of Workforce Statistics and Economic Research
May 2025

Latest Labor Statistics

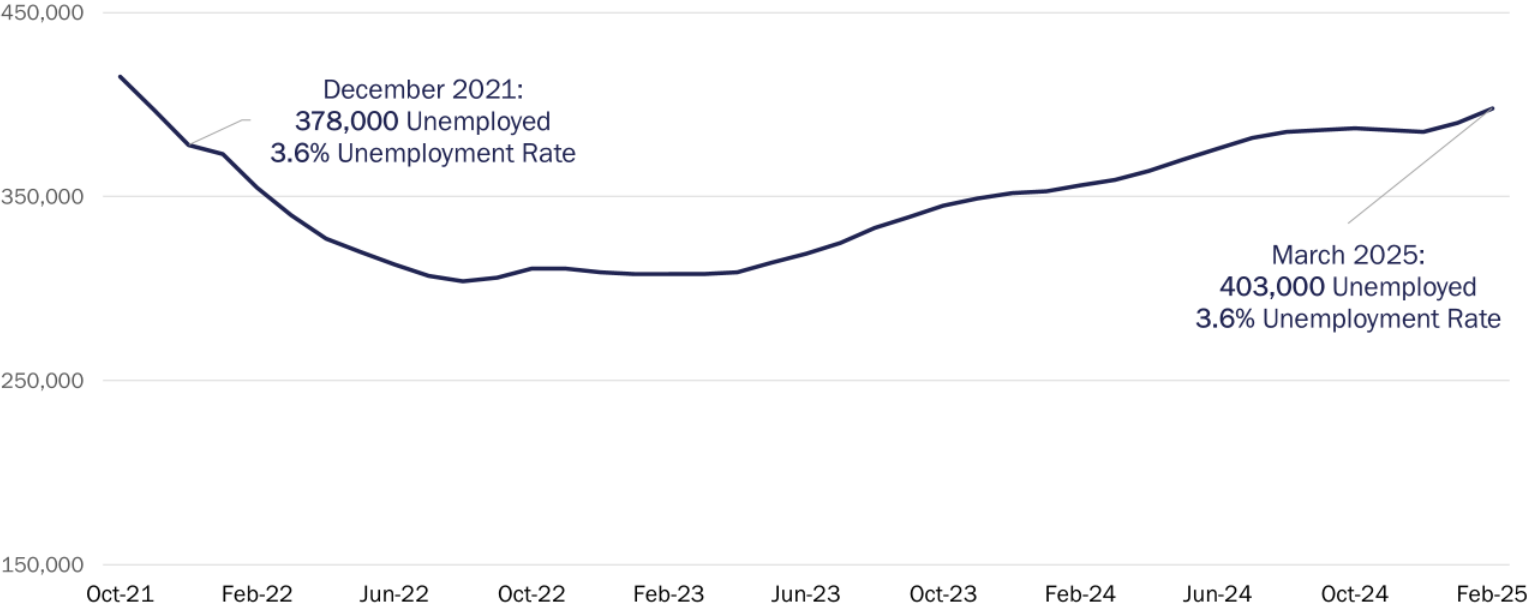
Florida March Unemployment Rate: 3.6%
(Up from 3.2% in March 2024)

National March Unemployment Rate: 4.2%
(Up from 3.9% in March 2024)



A Growing Service Population

Florida Unemployed Jobseekers
Seasonally Adjusted

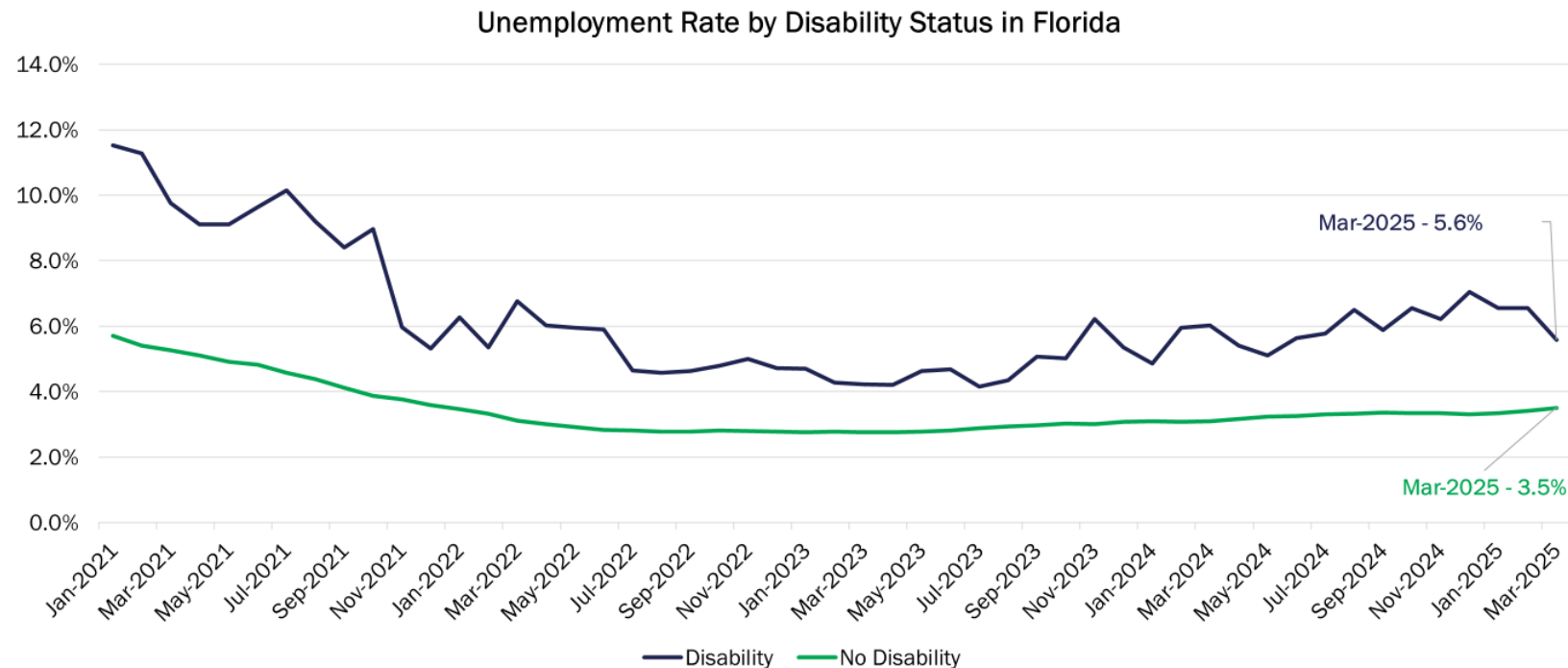


Unemployment Rate by Veteran Status

Unemployment Rate by Veteran Status in Florida

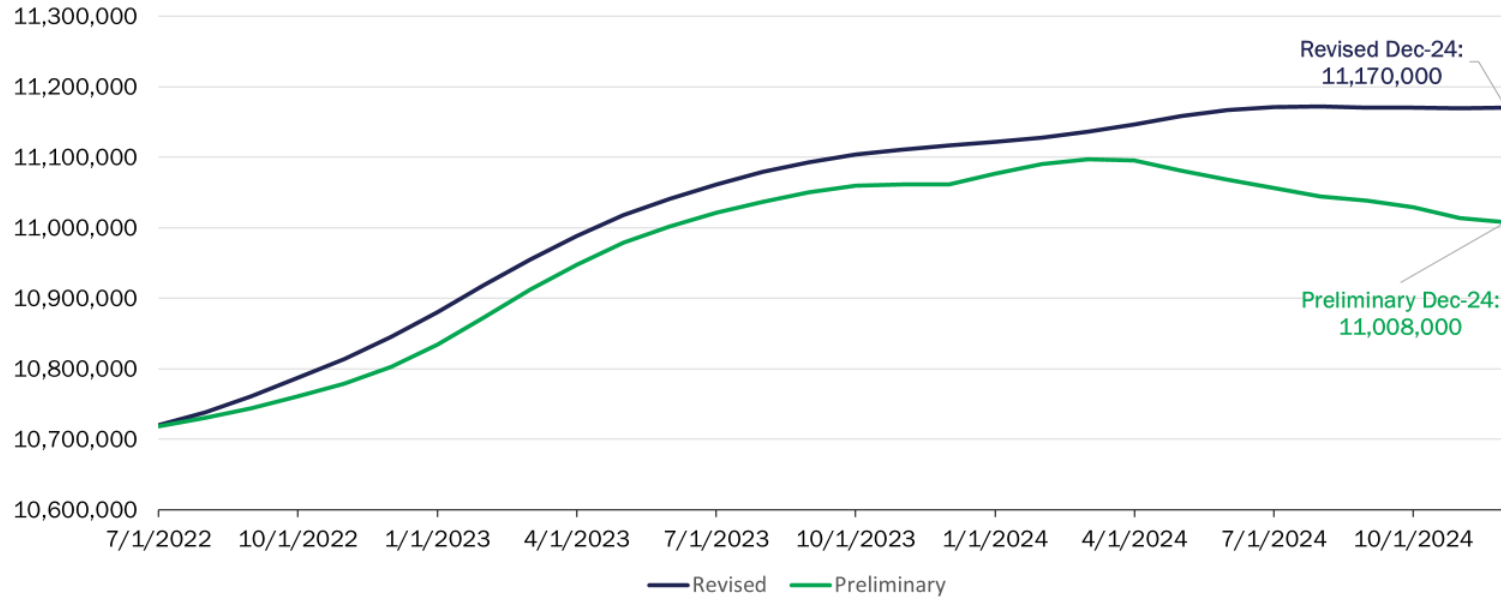


Unemployment Rate by Disability Status



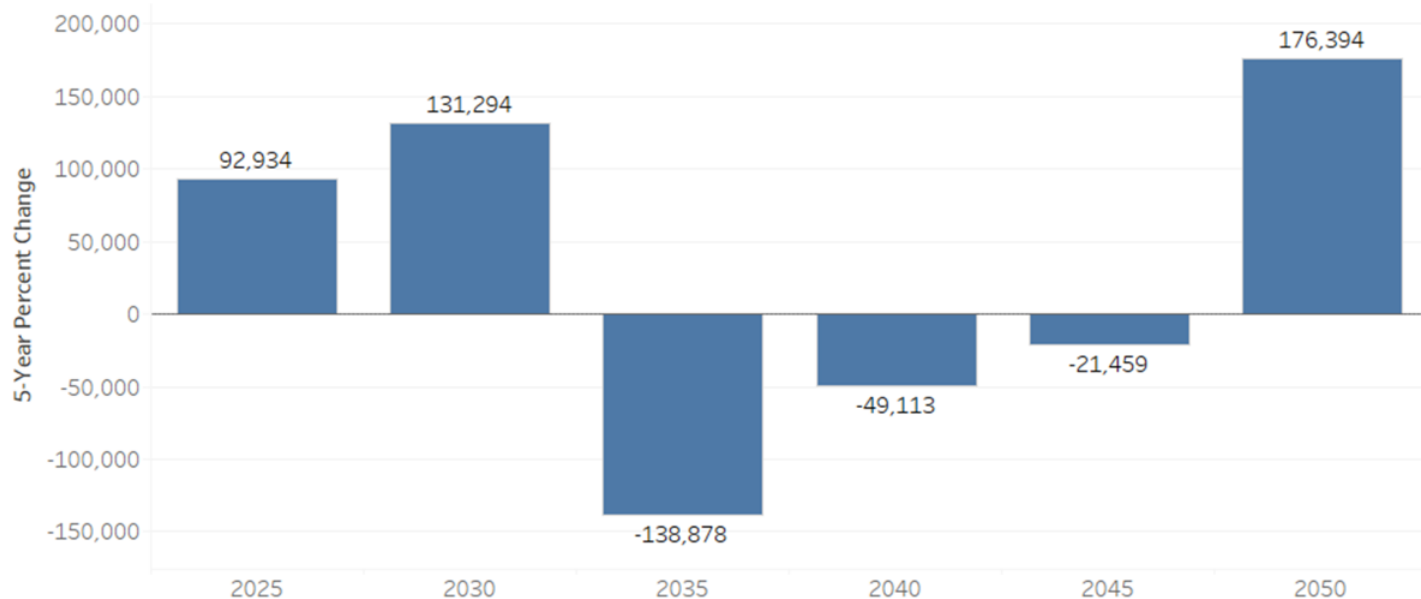
Revised Labor Force Trends

Florida's Total Labor Force (Seasonally Adjusted)
Preliminary vs. Revised



Florida's Aging Labor Force

Projected Change In New Retirements
5-Year Change in the Number of 65-69 Year-Olds



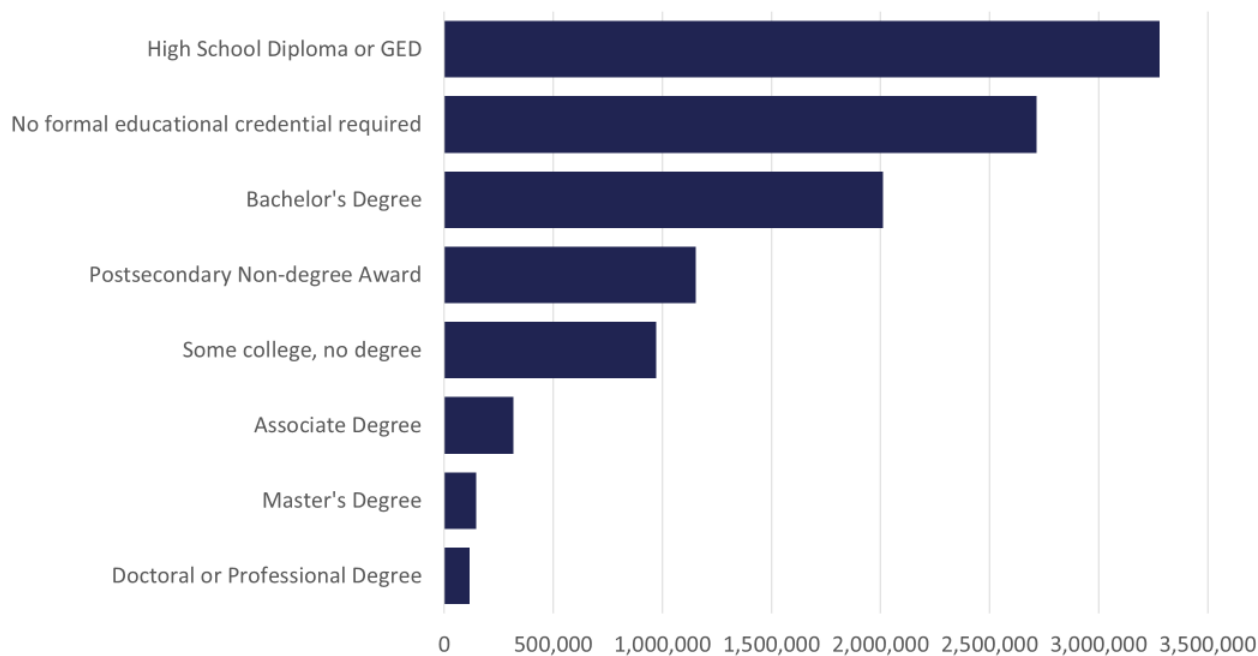
Florida and US Industry Employment

Over-the-Year Percent Change in Employment by Supersector (March 2024 to March 2025)
Seasonally Adjusted



Workforce Education

Projected Openings by Educational Requirement 2025-2033



Between 2025 and 2033 there will be a projected **10.7 million** job openings statewide including:

- **4 million** due to workers leaving the labor force (retirement, relocating).
- Nearly **900,000** due to business expansions and openings.

4.7 million openings will require some postsecondary education.

- **2.4 million** will require less than a bachelor's degree.
- **2.3 million** will require a bachelor's degree or more.



Questions and Answers



Contact Us

Thank You.

If you have questions or comments about this presentation, please contact us.



Contact Name

Email: James.Heckman@Commerce.fl.gov

Office: Bureau of Workforce Statistics and Economic Research



OPEN DISCUSSION AND PUBLIC COMMENT

Closing Remarks



Sophia Eccleston

Chair