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Action Item 1

CAREERSOURCE FLORIDA ADMINISTRATIVE POLICY SANCTIONS FOR LOCAL WORKFORCE DEVELOPMENT BOARDS' FAILURE TO MEET FEDERAL AND STATE STANDARDS

The Workforce Innovation and Opportunity Act (WIOA) is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. WIOA, Section 116, Performance Accountability System describes performance accountability measures that apply across the WIOA core programs in achieving positive outcomes for individuals served by those programs. CareerSource Florida, the Governor's designated organization, is responsible for developing workforce policy. CareerSource Florida collaborates with the Florida Department of Commerce (FloridaCommerce) to provide strategic and administrative guidance to local workforce development boards.

In 2020, CareerSource Florida Administrative Policy 104 – Sanctions for Local Workforce Development Boards' Failure to Meet Federal and State Standards was approved by the CareerSource Florida Board of Directors to ensure all local workforce development boards, as subrecipients of authorized funds administered by FloridaCommerce to the local workforce development boards, are accountable for failing to correct identified performance, programmatic and financial deficiencies. Correcting any deficiencies maintains credibility in administration of programs, reduces risk of compliance findings, and reduces the potential for a recapture and Reobligation of funds by FloridaCommerce or the recapture and reduction of funds by the United States Department of Labor (USDOL) or other federal or state funders. To reduce performance, programmatic or financial deficiencies, and to increase programmatic integrity at the local level, any subrecipient not meeting the regulator or statutory standards shall be subject to specific conditions, remedies, and sanctions consistent with applicable federal laws, regulations, and guidance.

Administrative Policy 104 – Sanctions for Local Workforce Development Boards' Failure to Meet Federal and State Standards is revised to identify specific key program objectives and measurable performance outcomes. These include:

- Verification that CLEOs, LWDB board chairs and members, and leadership are provided with information on CareerSource Florida's policies and

strategies, on funding provided to the LWDB, and on LWDB performance outcomes.

- Verification that staff and career centers are provided information and training applicable to their job duties, including on federal and state guidance and strategic and administrative policies.
- LWDBs shall implement clear processes to locally monitor and ensure proper use and expenditure of funds.
- LWDB staff shall identify needs, implement training, and attend policy-related training conducted by CareerSource Florida and/or FloridaCommerce as necessary.
- LWDBs shall develop and implement policies and strategies to meet performance indicators to avoid potential sanctions.

Administrative Policy 104 identifies circumstances under which local workforce development boards may face corrective actions imposed by the FloridaCommerce and sanctions for failure to fulfill the specific conditions placed on the local board.

These revisions to policy reflect updates to federal guidance, state law and Workforce System Transformation recommended by the CareerSource Florida Board of Directors and approved by the Governor.

FOR CONSIDERATION

- **Approve revised Administrative Policy 104 – Sanctions for Local Workforce Development Bords' Failure to Meet Federal and State Standards.**