

CareerSource Florida Board of Directors Information Meeting

October 1, 2025



Welcome and Remarks



Adrienne Johnston

President and CEO

New Team Member



Daniel Harper

Director of Workforce Programs

OJT Waiver Approved by USDOL

- OJT Waiver conditionally approved by the U.S. Department of Labor through June 30, 2027
- On-the-Job (OJT) training employer reimbursements:
 - Up to 90% statewide
 - 100% for businesses located in or employing current residents within Opportunity Zones
- Florida aligned with federal Opportunity Zone strategies

Upcoming Legislative Presentations

- House Careers & Workforce Subcommittee – October 7
- House Human Services Subcommittee – October 8
- Senate Education Postsecondary Committee – October 15

Priority Initiatives

- Hope Florida
- Rural Workforce Funding Plans
- Florida Chamber 2030 Blueprint Taskforce
- 2025 Paychecks for Patriots Events

November Meeting Policy Preview



Victoria Gaitanis

Vice President of Workforce Program Development

Policies Identified for Sunset

| | |
|--|---|
| | P120 – Youth Service Provider Selection |
| | P71 – Final Guidance Food and Beverage for WIA Youth |
| | O14 – Statewide Standardization of Tools and Services (Strategic) |
| | P51 – Medical Incapacity (Welfare Transition) |

Updated Workforce Policy Website: [CareerSource Florida Policies - CareerSource Florida](#)

November Meeting Policy Preview

Workforce Policies in Revision

| | |
|--|---|
| | P93 – One-Stop Delivery System and One-Stop Center Certification Requirements |
| | P95 – WIOA Youth Eligibility and Service Provider Selection |
| | O92 – One-Stop Staff Credentialing and Skills Standards |
| | O111 – Services for Veterans, Members of the Military and Spouses |
| | O124 – Statewide Standardization of Tools and Services |

Key updates

- Alignment with the “five pillars” outlined in joint federal agency guidance [Americas-Talent-Strategy-Building-the-Workforce-for-the-Golden-Age.pdf](#):
 - Industry-Driven Strategies
 - Worker Mobility
 - Integrated Systems
 - Accountability
 - Flexibility & Innovation
- Apprenticeship Updates: Executive Order “[Preparing Americans for High-Paying Skilled Trade Jobs of the Future](#)” and corresponding [Fact Sheet](#): “more than 1 million apprenticeships per year.”
- Expanded partnership and coordination

CLIFF Overview, Update and LWDB Highlights



Erin Sampson

Director, Workforce Program Development

A background image showing a group of people in an office setting, with a man in the foreground looking at a laptop screen. The image is overlaid with a semi-transparent blue filter.

CAREER LADDER IDENTIFIER AND FINANCIAL FORECASTER

Developed through a partnership between CareerSource Florida and the Federal Reserve Bank of Atlanta, The [CLIFF Dashboard](#) visually demonstrates information to show how potential earnings increases impact public assistance benefits. This career-mapping tool helps working families make decisions and customize their career journeys as they progress toward economic mobility and prosperity.

- [Public Law 113-128, the Workforce Innovation and Opportunity Act \(WIOA\)](#)
- [Reimagining Education and Career Help \(REACH\) Act](#)
- [Chapter 445.003 – 445.004, Florida Statutes](#)
- [Chapter 2021-164, Laws of Florida](#)
- [House Bill 1267](#)
- [Training and Employment Guidance Letter No. 19-16](#)
- [Career Ladder Identifier and Financial Forecaster \(CLIFF\) Strategy Policy](#)
- [Comprehensive Employment, Education and Training Strategy Policy](#)

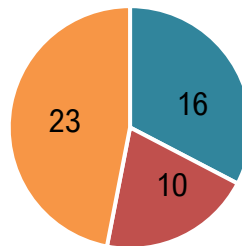
CLIENT PERSPECTIVES

Utility of the CLIFF Dashboard

80% of clients reported the CLIFF Dashboard had an impact on their career-related decisions

| Question | Agree | Disagree |
|---|-------|-----------|
| With the support of CareerSource staff, I found it easy to input the necessary information to receive results. | 47 | 2 (4.1%) |
| With the support of CareerSource staff, I found the CLIFF tool results to be easy to understand. | 44 | 5 (10.2%) |
| Overall, the CLIFF tool succeeded in helping me understand how future income changes may affect my existing benefits. | 44 | 5 (10.2%) |
| After using the CLIFF tool with CareerSource staff, I now feel confident in using it by myself. | 42 | 7 (14.3%) |

How has the tool impacted career-related decisions?



- Encouraged to look at other careers
- No impact
- Confirmed planned career



CHOOSE YOUR OPTIONS

State

Florida

County

select

Does Anyone in The Home Have A Disability?

select

Number of Adults

1

Number of Children

0

Age of First Adult (19-64)

25

Public Assistance

select

Target Occupation

☐ Filter jobs that are in demand in your area

Broad Occupation Group

select

Duration of Education or Training Program

select

Occupation for Comparison

☒ Near-minimum wage job

☐ Other

Calculate Results

Welcome

Results

For Policymakers

FAQ

In-demand career pathways can offer the mobility and wages needed to get Floridians off public assistance and on a path to self-sufficiency. Opportunities for career training and certifications for individuals on public assistance to enter and remain in in-demand occupations are available in Florida through the CareerSource Florida network.

CLIFF Dashboard provides projections about income and public assistance along a career path. The Dashboard compares the financial tradeoffs to different careers and illustrates how long it will take to achieve economic self-sufficiency. Follow the steps below to learn more.

[Send this intake form to your client.](#)

Step 1: Complete ALL fields to the left.

Step 2: Click the 'Calculate Results' button once all the fields to the left are complete.

Step 3: Select the 'Results' tab at the top of this page to see how much a typical individual in the career path selected may expect to earn over time, how those earnings may impact public assistance, and how those earnings compare to the local cost-of-living. You can also download the results for use with a screen reader.

Step 4: Adjust the dropdown menus to the left to customize your results further. Click 'Recalculate' to update your results.



Option to filter target occupations
that are in demand in the
participants area.



CHOOSE YOUR OPTIONS

State

Florida

County

select

Does Anyone In The Home Have A Disability?

select

Number of Adults

1

Number of Children

0

Age of First Adult (19-64)

25

Public Assistance

select

select

All programs

No programs

Select a custom list

select

Duration of Education or Training Program

select

Occupation for Comparison

☒ Near-minimum wage job

☐ Other

Calculate Results

Welcome

Results

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Option for participants not on
public assistance

Next Steps Update from Pilot

CLIFF Dashboard

Training

- Online, self-paced [Dashboard training](#) available on CareerSource Florida website.

Expansion

- Florida CLIFF Dashboard is available for all 67 counties in Florida.
- Included all BLS occupations and county-level demand occupations.

Effectiveness

- Include the Dashboard in your suite of tools to support customers on their path to sustaining careers and self-sufficiency.
- Added more options to better reflect some customers' household size.

Best Practices

- "CLF" code in Employ Florida for case management and documentation.
- Increased accessibility by translating the Dashboard into Spanish.
- Share best practices across diverse programs and areas of the state

Largest Volume Users

CS South Florida
CS Broward
CS Heartland

Fastest Growing Users

CS Broward
CS NE Florida
CS Tampa Bay

CLIFF DATA USAGE

8/1/24 to 8/1/25

| LWDB | Total |
|--------------------------------------|-------|
| CareerSource South Florida | 3608 |
| CareerSource Broward | 1047 |
| CareerSource Heartland | 935 |
| CareerSource Central Florida | 925 |
| CareerSource Northeast Florida | 552 |
| CareerSource Tampa Bay | 508 |
| CareerSource Pasco Hernando | 428 |
| CareerSource Polk | 290 |
| CareerSource Citrus Levy Marion | 267 |
| CareerSource Brevard Flagler Volusia | 205 |
| CareerSource North Central Florida | 202 |
| CareerSource Research Coast | 201 |
| CareerSource Escarosa | 152 |
| CareerSource Palm Beach County | 136 |
| CareerSource Suncoast | 126 |
| CareerSource Southwest Florida | 121 |
| CareerSource Gulf Coast | 75 |
| CareerSource Capital Region | 65 |
| CareerSource North Florida | 61 |
| CareerSource Okaloosa Walton | 50 |
| CareerSource Chipola | 14 |
| Statewide | 9,968 |

Source: OSST and EmployFlorida



CareerSource South Florida presents:

CLIFF Assessment Regional Implementation

Driving Consistency, Empowerment, and Economic Mobility

Who We Serve with CLIFF

- 2,800+ participants regionally have completed CLIFF assessments
- Used across all referral types: SNAP E&T, TANF, WIOA, Wagner-Peyser, and Hope Florida
- Integrated into intake for every participant
- Supports career goal setting, financial planning, and economic mobility

Promising Practices for Effectiveness

- Workflow Improvements – ensures jobseekers are served consistently, regardless of entry point/referral source
- Staff Training – all program advisors trained; recurring in-services, office hours, and in-house training keep staff engaged
- Regional Integration – CLIFF embedded in redesigned workflows; program specialists now trained to offer CLIFF
- Participant Reports – assessments included in case files & shared with participants as planning tools

Impacts & Benefits Observed

- Awareness & Empowerment – participants better understand benefit cliffs and plan career moves confidently
- Consistency in Service Delivery – all programs aligned through a shared tool and process
- Career Mobility Focus – jobseekers more motivated to pursue higher-wage opportunities
- Scalable Practice – proven model ready to expand for broader use across regions

Next Steps / Expansion Opportunities

- Expand Access – broaden use across regional partners and boards
- Leverage Data – use assessment outcomes to inform policy and workforce strategies
- Strengthen Partnerships – align with community agencies to integrate CLIFF in wraparound services
- Continuous Improvement – ongoing staff training and resource development to support jobseekers' financial capacity



Thank you!

CareerSource Heartland – LWDB 19

CLIFF Dashboard/CLIFF Tool Suite

(Career Ladder Identifier and Financial Forecaster)



A proud partner of the  American Job Center® network

An equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.

Type of Participants

CareerSource Heartland provided CLIFF Dashboard and CLIFF Tool Suite to:

- 856 distinct customers from 7/1/24–6/30/25 in SNAP, Wagner Peyser, Welfare Transition, and WIOA programs.
- Participants deciding to change their career path.
- Participants who have experienced a life event such as an increase or reduction in family size.
- Participants wanting to explore the rate of change for self-sufficiency based on interest in training and/or completion of training.
- Participants who realize market trends have significantly impacted their selected career path and ongoing economic outlook.
- Promote steady engagement and growth toward self-sufficiency.

Promising Practices/Impacts

- Making the CLIFF Dashboard and CLIFF Tool Suite available to jobseekers and program participants has enabled us to offer practical actionable information to assist families in identifying and overcoming benefit cliffs on their road to self-sufficiency.
- Utilizing the CLIFF Dashboard and Tool Suite allows customers to visualize how returning to work or upskilling to a higher-paying occupation could impact their future earnings and public benefits.
- The CLIFF Tool Suite also offers a series of informational resources to assist with stabilizing their financial situation.
- Utilizing these tools has assisted in identifying the specific wraparound support services needed and obtaining the needed services through partner referrals and/or leveraging existing resources.

Credentials Review Committee Update



Elizabeth Glenn

Director, Planning & Evaluation

Advancing Florida's Workforce System



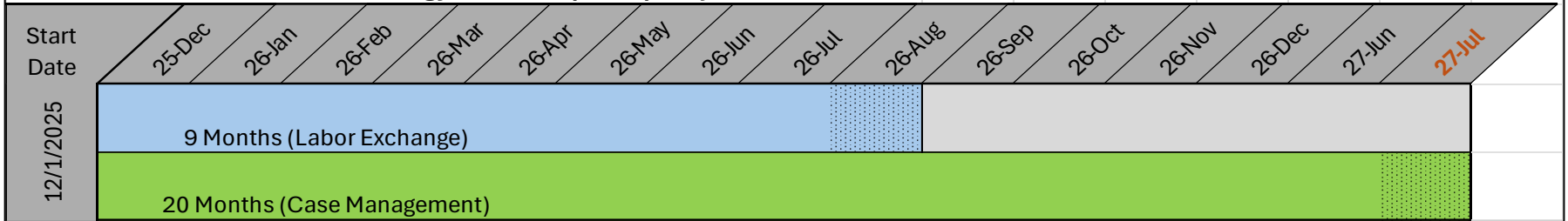
Garrick Wright

Program Director

Business Services Training – CSF is coordinating training for the local boards focused on Business Services. Timeline for this is late Fall into early Spring. Topics may include the following:

- Finding and hiring talent
- Training and upskilling talent
- Exploring Labor Market Information
- No cost Summer Interns
- State and local economic development partnerships

Workforce Information Technology Solution (WITS) Project Timeline



Data Analytics – CSF is supporting Commerce and the Workforce Statistics and Economic Research (WSER) team by providing a Staff Augmentation resource. The position title is Decision Support Administrator and will support the following tasks:

- Clean and preprocess data to ensure accuracy and consistency.
- Use statistical techniques to analyze trends, patterns, and relationships.
- Perform exploratory data analysis to uncover insights.
- Interpret results in the context of business objectives.
- Write queries using SQL to extract and manipulate data.
- Ensure data integrity and optimize query performance.

Closing Remarks



Adrienne Johnston

President and CEO



LinkedIn



X

@AJohnstonFLA

Upcoming Meetings

- **2025 Paychecks for Patriots Events**, October and November,
Various Locations
- **Executive Committee Meeting**, October 20, 2:30 - 3:00 p.m.
- **Credentials Review Committee Meeting**, November 6, 10:00 a.m.
- 12:00 p.m., *Virtual*
- **Strategic Policy & Performance Policy Council Meeting**,
November 12, 10:00 a.m. - 12:00 p.m., *Virtual*
- **Finance Council Meeting**, November 12, 1:00-2:00 p.m., *Virtual*
- **Board of Directors Meeting**, November 13, 9:00 a.m. - 12:00 p.m.,
Virtual