

Strategic Policy and Performance Council Meeting

November 12, 2025

Welcome and Remarks



Sophia Eccleston

Chair

FOR PUBLIC COMMENT:

Please email Madison Frazee at mfrazee@careersourceflorida.com and wait to be recognized by the Chair.

Consent Agenda

For Consideration:

1. Approval of August 20, 2025, Joint 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 ten CareerSource Florida Policies and Guidance Documents including:
 - Workforce Policy P51 – Medical Incapacity
 - Workforce Policy P71 – Food and Beverage for WIA Youth
 - Workforce Policy P120 – Youth Service Provider Selection
 - Workforce Policy P102 – Veteran Intake at Career Centers
 - Workforce Policy P103 – Local Veteran Employment Representative (LVER) and Disabled Veteran Outreach (DVOP) Program
 - Workforce Policy P112 – Staffing Requirements
 - Workforce Policy P117 Employment and Advocacy
 - Workforce Policy P119 – Consolidated Position Operational Requirements
 - Workforce Policy 2023.10.12.A.1 – Standardization of Tools and Services
 - Workforce Policy 2023.06.07.A.5 – Career Ladder Identifier and Financial Forecaster (CLIFF) Strategy

Action Items



Victoria Gaitanis

Vice President of Workforce Program Development

Workforce Policy: Action Item 1

Revisions to Workforce Policy O92 – Staff Training and Credentialing

Key Policy Updates:

- Guides all LWDBs to ensure staff are knowledgeable, well-trained, and capable of delivering high-quality customer service to jobseekers and employers.
- Provides a framework for continuous improvement by requiring career center staff to obtain continuing education units (CEU).
- Require LWDBs to develop local operating procedures related to training.
- Consultation conducted with all 21 LWDBs from October 9 – October 17, 2025 with 68.60% of the feedback incorporated into the policy.

Action Item 1

Workforce Policy O92 – Staff Training and Credentialing

For Consideration:

- Approve to move forward to the full State Workforce Development Board the recommended sunset of this Workforce Policy.

Workforce Policy: Action Item 2

Revisions to Workforce Policy O124 – Statewide Standardization of Tools and Services

Key Policy Updates:

- Combines two policies developed during workforce system transformation to reduce duplication.
- Promotes consistent use of state-procured tools or services.
- Provides LWDBs the option to submit a waiver for consideration when a different tool or service better meets local needs.
- Consultation conducted with all 21 LWDBs from September 22 to October 2, 2025, with 73% of feedback received incorporated into policy.

Action Item 2

Workforce Policy O124 – Statewide Standardization of Tools and Services

For Consideration:

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

Workforce Policy: Action Item 3

Revisions to Workforce Policy P95 – WIOA Youth Program Eligibility and Service Provider Selection

Key Policy Updates:

- Combines two youth-related policies into one revised policy.
- Includes guidance on WIOA eligibility, enrollment, and selection of service providers in the updated policy.
- Removes outdated information and simplifies processes for clarity and efficiency.
- Consultation conducted with all 21 LWDBs from September 22 to October 2, 2025 with 42.90% of feedback incorporated into final policy.

Action Item 3

Workforce Policy P95 – WIOA Youth Program Eligibility and Service Provider Selection

For Consideration:

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

Workforce Policy: Action Item 4

Revisions to Workforce Policy P111 – Services for Veterans, Members of the Military, and Spouses

Key Policy Updates:

- Consolidates several older policies to prioritize veterans, military members, and their families in accessing employment services funded by the U.S. Department of Labor.
- Prioritizes services specifically for veterans while removing barriers and enhancing case management and technical support.
- Replaces six existing policies with this updated policy, enabling the sunset of five and their redevelopment as technical assistance.
- Conducted consultation with all 21 LWDBs from September 22 to October 2, 2025, with 60% of feedback incorporated into policy.

Action Item 4

Workforce Policy Revisions to Workforce Policy P111 – Services for Veterans, Members of the Military, and Spouses

For Consideration:

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

Workforce Program Development MCL Updates and Communications



Liz Glenn

Director of Planning and Evaluation

2025-2026 MCL Credential Review

Quarterly Update

Type of Review	Recommended	Denied
30 Applications Received, 1 New Program of Study		
20 New Credential Applications- including one for FDACS	2 Recommended for addition to Master Credentials List	18 Denied for addition to Master Credentials List
2 Existing Credentials seeking to resolve Demand deficiencies	2 Recommended for flag Removal	
4 Existing Credentials seeking to resolve Wage/SOC deficiencies		4 Denied for Flag Removal
1 Existing Credential seeking to resolve Demand and Wage deficiencies	1 Recommended for flag Removal	
3 Applications for Existing Credential seeking CAPE Review	1 Recommended for CAPE Post-secondary	2 Denied for CAPE Post-secondary

Master Credentials List

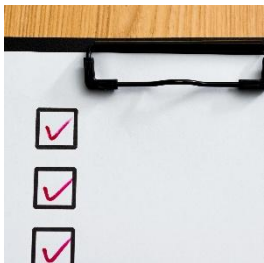
Quarterly Total Update

Type of Credential	25-26 MCL
Degree Programs of Study	296
Non-Degree Programs of Study	881
Industry Certifications	580
Registered Apprenticeships	592
K-8 CAPE Digital Tools	42
TOTAL	2,391

As of 11/6/2025

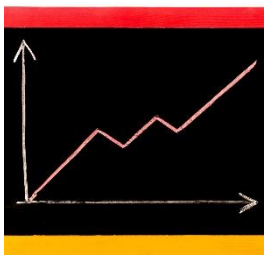
MCL Trainings and Credential Communication Updates

Policy Foundation



Annual Credentials Review

Florida Statute 445.004 requires yearly evaluation of credentials on the Master Credentials List.



Evaluation Criteria

The review assesses wage outcomes, labor market demand, and credential sequencing for quality assurance.



Quality Framework Enforcement

Credentials failing to meet quality standards are flagged for removal, ensuring alignment with workforce priorities.

MCL Trainings and Credential Communication Updates

Flagging & Extension Process

Submission Opportunities

- **Feb. 26, 2024:** 457 credentials flagged for removal.
- **2024:** Four deadlines for submitters to cure flagged credentials.
- **2025:** Three additional opportunities through application submissions

Policy Updates and Highlights

- **Aug. 14, 2024:** Charter updated: flagged credentials remain on MCL for two years.
- Year 2 flagged credentials highlighted in orange.

Final Resolution Timeline

- Submitters must resolve deficiencies by Dec. 1, 2025.
- Credentials not cured will be removed Feb. 2026.

MCL Trainings and Credential Communication Updates

Training & Support

Trainings

- 3 virtual sessions held in **July 2025** for stakeholders submitting credentials.
- **July 21-23, 2025:** information shared with education stakeholders at FACTE.

Key Training Topics

- Framework of Quality
- Application portal navigation
- Flagged credential resolution
- SOC alignment & CAPE criteria
- **Support and Office Hours**
- **Nov. 10, 2026:** Recent Office hours
- **Nov. 17, 2025:** MCL Training Session
- **Nov. 24, 2025:** MCL Training Session
- **Jan. 12, 2026:** Next office hours
- Ongoing technical assistance meetings.

Proactive Engagement

- CareerSource Florida communicated removal plans early to ensure transparency.

Formal Notification Process

- **Oct. 1, 2025:** Notice sent to colleges, school districts, and workforce boards with timelines and consequences.

Emphasis on Collaboration

- Highlighted need for timely action and collaboration to maintain MCL integrity and workforce goals.

Total Resolutions

- The team has reviewed 360 credentials, worked with over 370 stakeholders to resolve 360 of the 457 flagged credentials.



Statewide Labor Market Update

Jimmy Heckman, Bureau Chief
Workforce Statistics and Economic Research

November 2025

August 2025 Labor Force Statistics

Florida August Unemployment Rate:
3.8%

U.S. August Unemployment Rate:
4.3%



Florida August 2025 Labor Force Statistics

Unemployment:
424,000

Up +7,000
(+1.7%) over the
month

Up +39,000
(+10.1%)
over the year

Employment:
10,772,000

Down -7,000
(-0.1%) over the
month

Down -15,000
(-0.1%)
over the year

Labor Force:
11,196,000

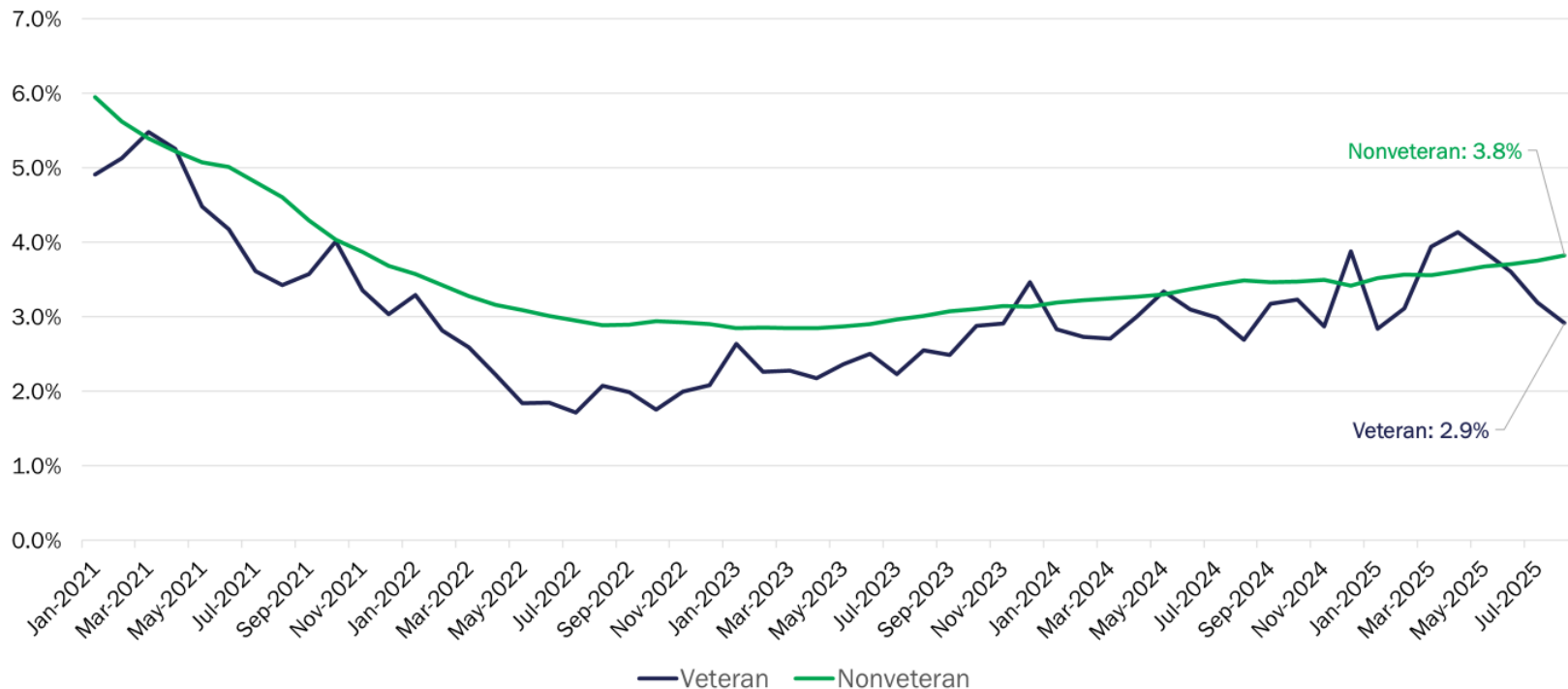
Unchanged
(+0.0%) over the
month

Up +24,000
(+0.2%)
over the year

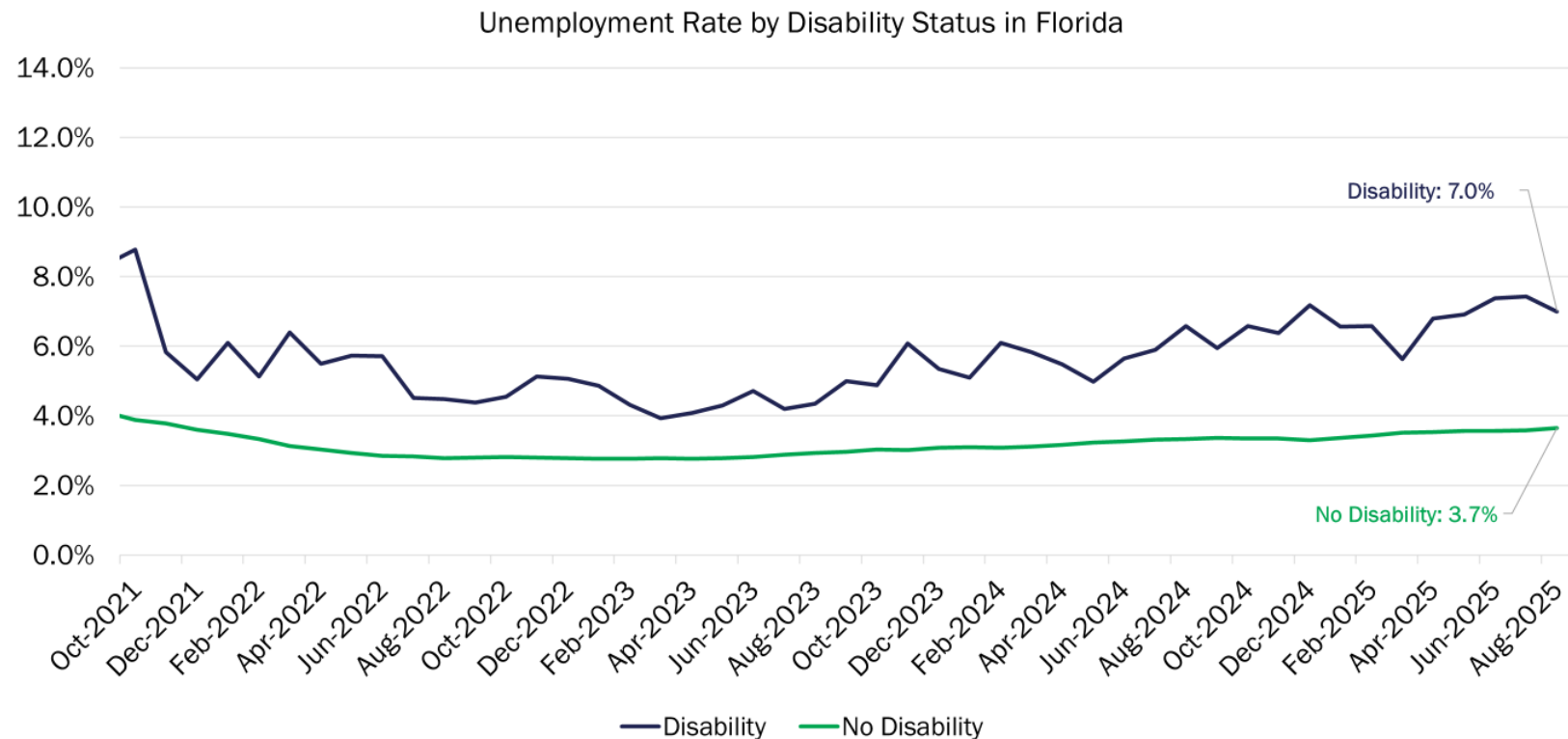


Unemployment Rate by Veteran Status

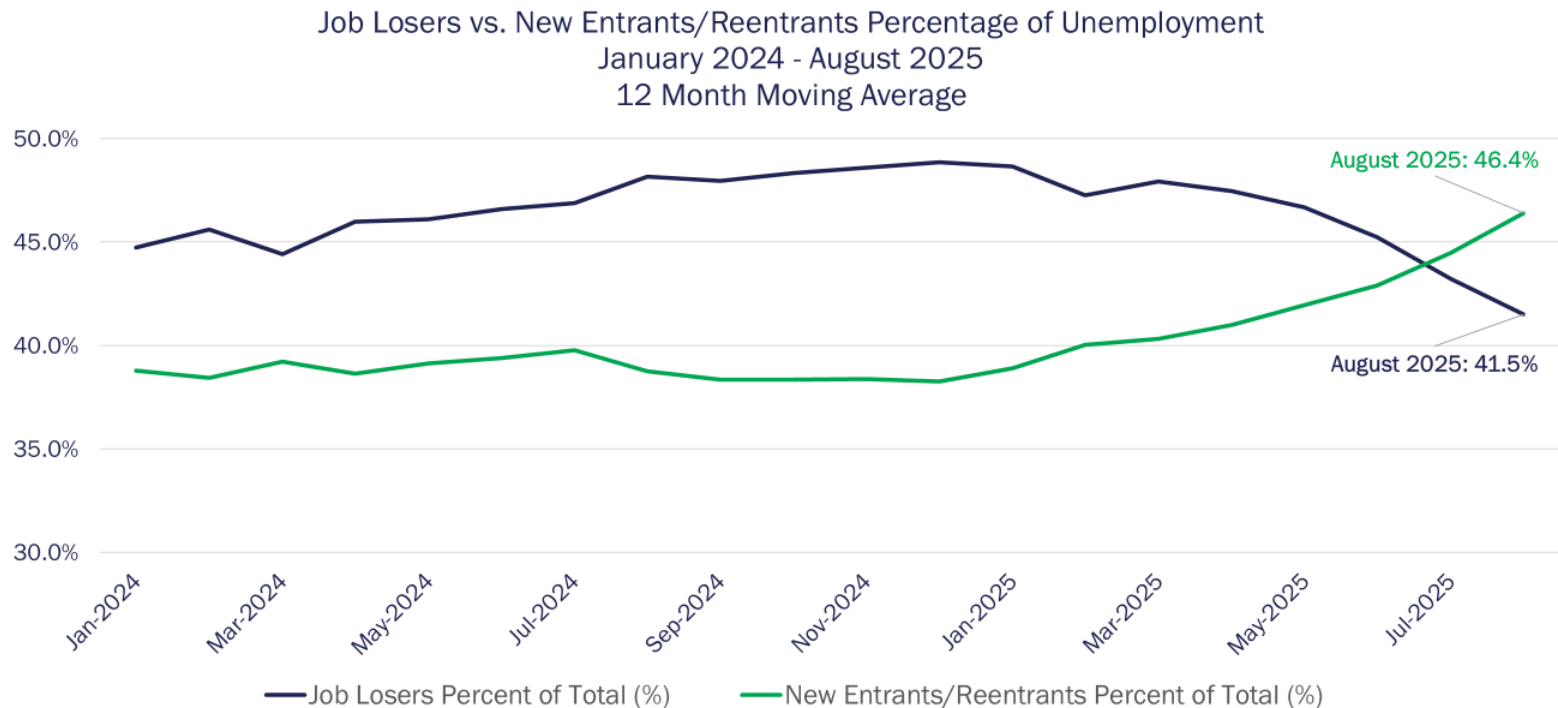
Unemployment Rate by Veteran Status



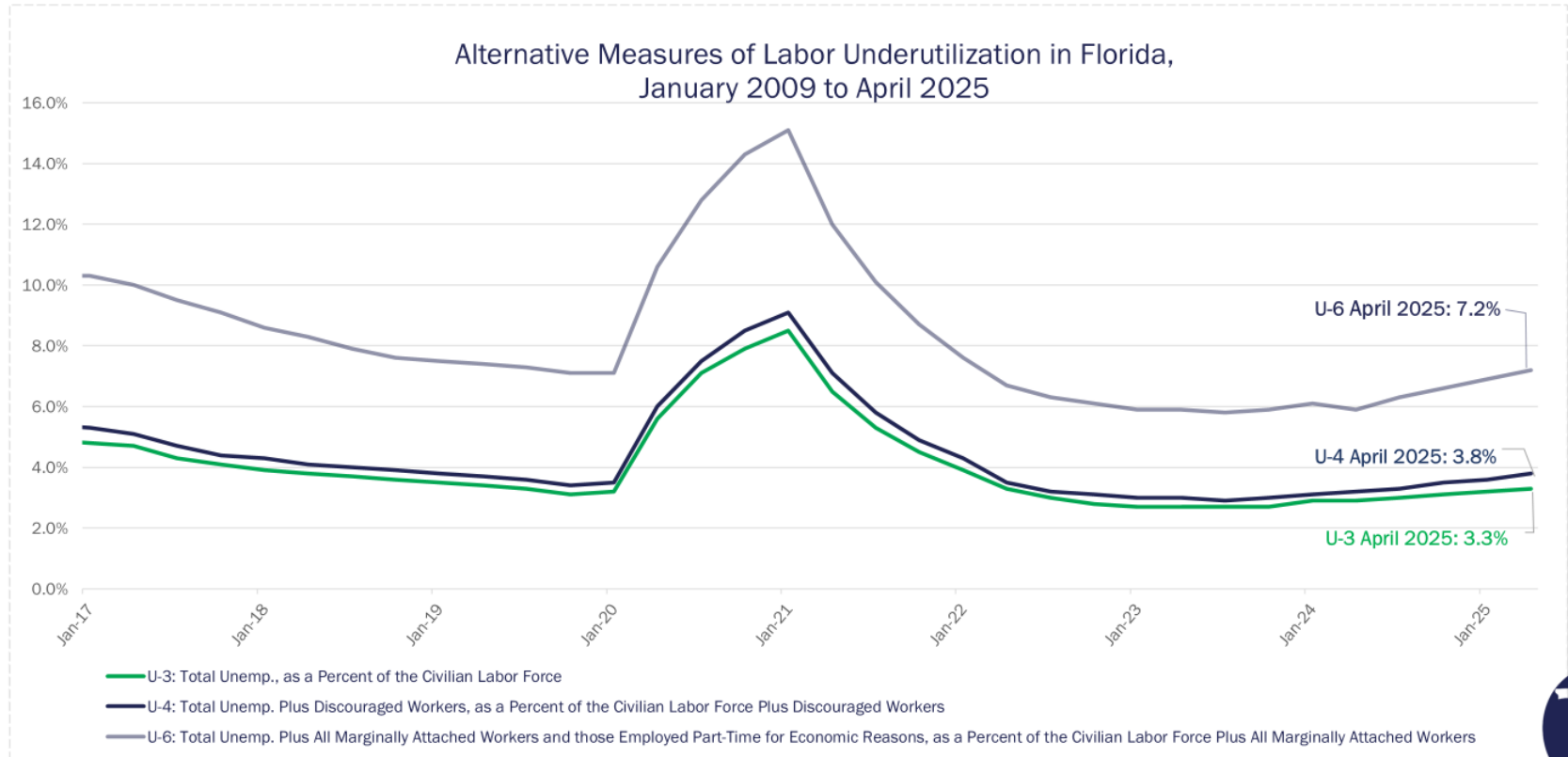
Unemployment Rate by Disability Status



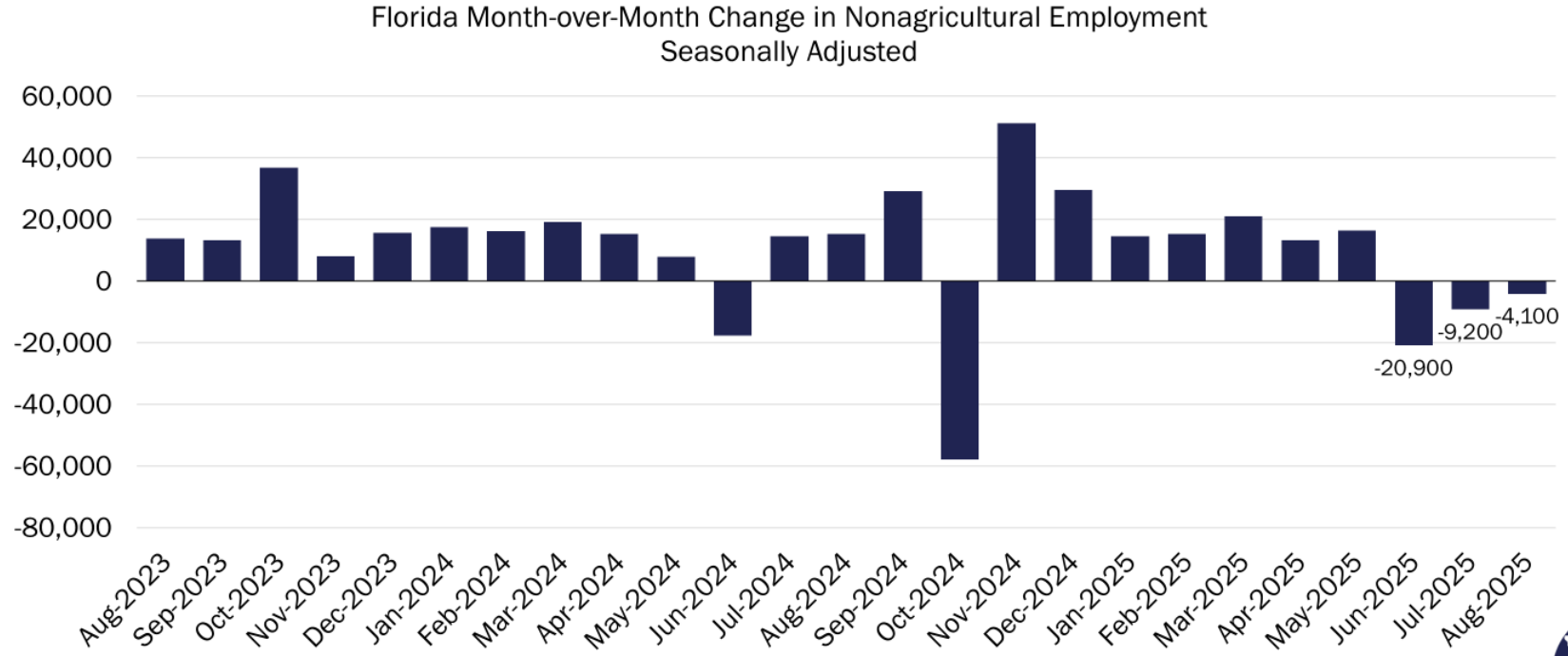
Job Losers vs. New Entrants/Reentrants Percentage of Unemployment



Labor Underutilization

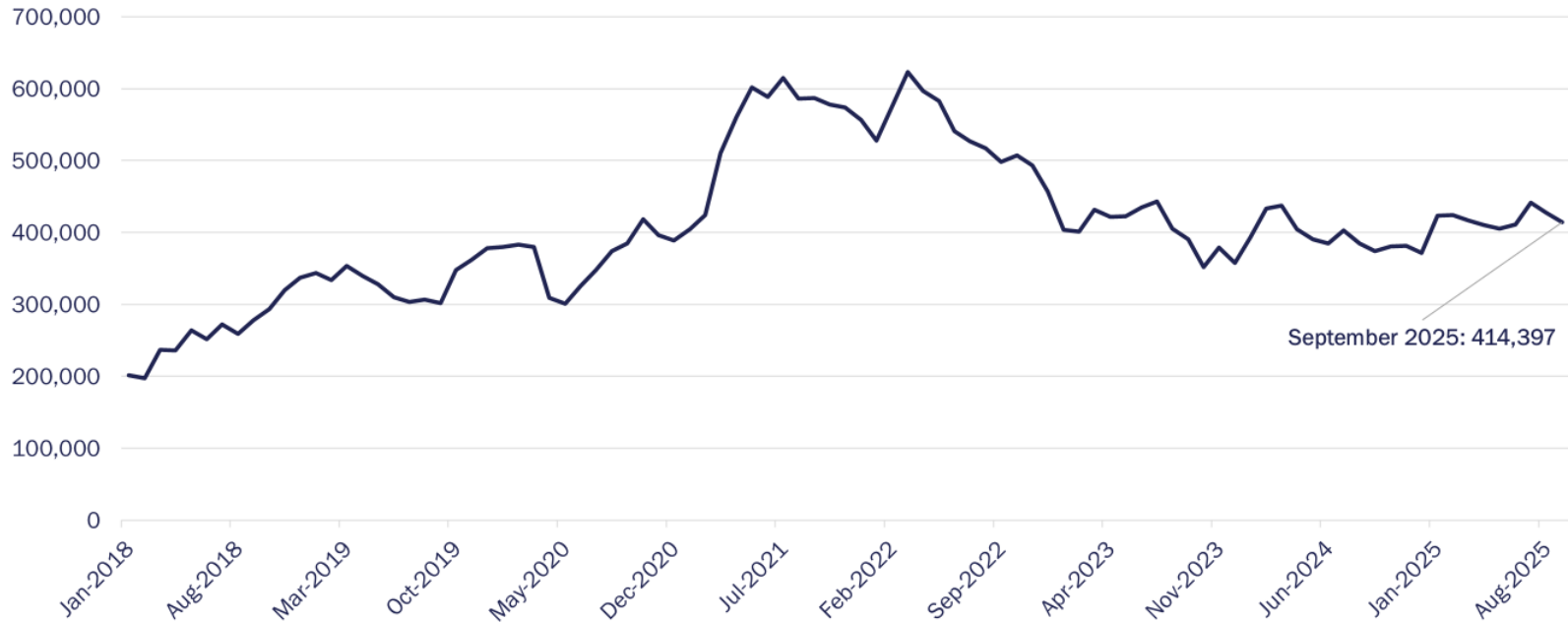


Change in Nonagricultural Employment



Help Wanted OnLine (HWOL) Job Postings

Online Job Ads
January 2018 to September 2025

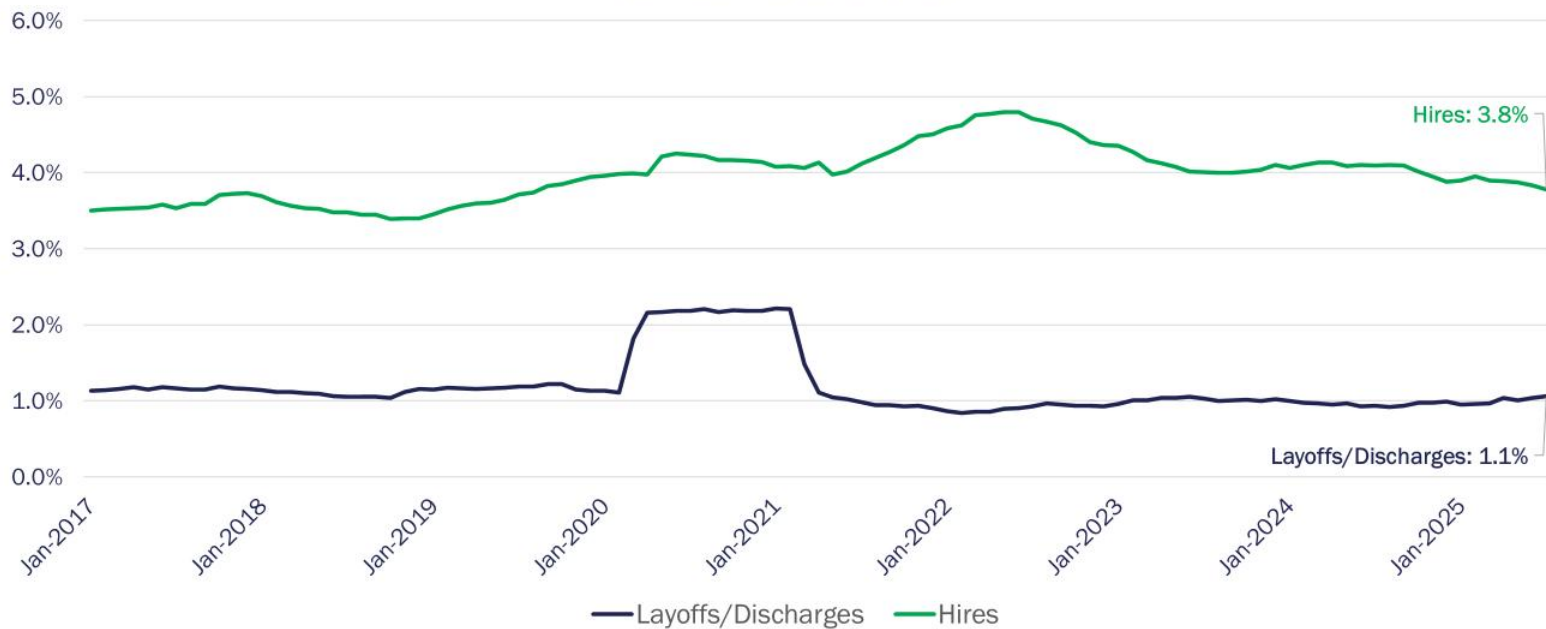


September 2025: 414,397



Job Openings and Labor Turnover Survey (JOLTS)

Hires and Layoffs/Discharges as a Percent of Total Nonagricultural Payroll Employment
January 2017 - July 2025 (Seasonally Adjusted)
12 Month Moving Average



Source: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey and FloridaCommerce, Bureau of Workforce Statistics and Economic Research (WSER), Current Employment Statistics (CES) Program



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





Workforce Innovation and Opportunity Act (WIOA) Program Performance Update

Kristy Farina, Economic Research and Program Performance

Bureau of Workforce Statistics and Economic Research

November 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 Q4

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



LWDB Performance on PY2024 Negotiated Goals

	Adult	Youth	Dislocated Worker	Wagner-Peyser
Credential Attainment	90.5%	76.2%	81.0%	
EERQ2	95.2%	100%	76.2%	95.2%
EERQ4	100.0%	85.7%	85.7%	100.0%
Measurable Skill Gains	100.0%	95.2%	81.0%	
Median Earnings	90.5%	100.0%	71.4%	100.0%



Year Over Year Performance Changes – PY2023 to PY2024

	Adult	Youth	Dislocated Worker	Wagner-Peyser
Credential Attainment	+3.3%	-3.9%	+8.1%	
EERQ2	-1.4%	-1.5%	-3.3%	-2.8%
EERQ4	-3.1%	-2.6%	-2.6%	-1.3%
Measurable Skill Gains	+1.4 %	+2.4 %	+0.4%	
Median Earnings	(\$24)	\$150	\$323	\$193



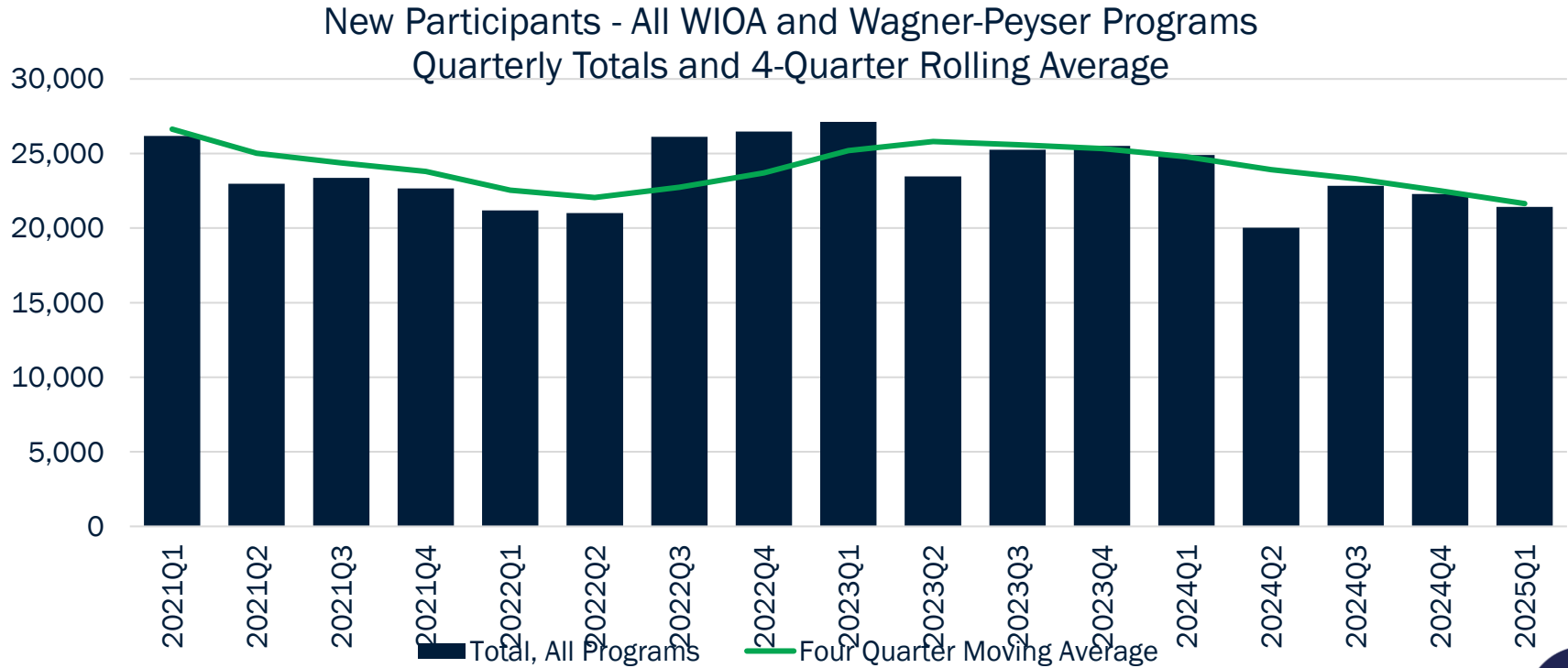
Jobs for Veterans State Grant (JVSG) – 2024 Q4

Employment Indicators

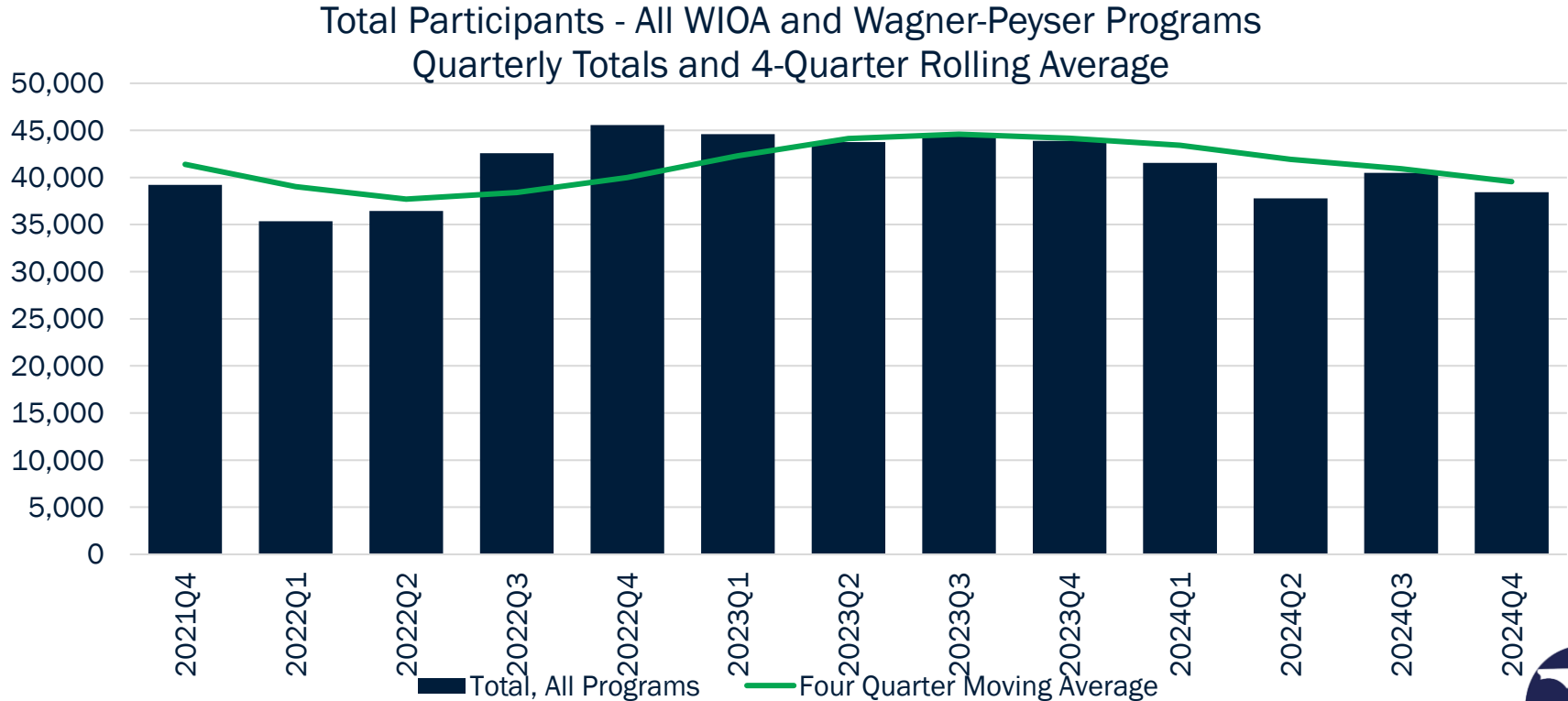
- Employment 2nd Quarter After Exit: 56.6%
- Employment 4th Quarter After Exit: 57.0%
- Median Earnings 2nd Quarter After Exit: \$9,030



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



OPEN DISCUSSION AND PUBLIC COMMENT

Closing Remarks



Sophia Eccleston

Chair