

Approved _____ X _____
Disapproved _____

Action Item 5

REVISIONS TO CAREERSOURCE FLORIDA WORKFORCE POLICY P111 – SERVICES FOR VETERANS, MEMBERS OF THE MILITARY, AND SPOUSES

The CareerSource Florida Board of Directors serves as the principal workforce policy organization for the state as described in [Chapter 445.004\(2\), Florida Statutes](#). The state board establishes and directs the vision for the state workforce system. Federal and state law describes what items the state workforce development board (SWDB) must review, approve, or consider, including workforce development policies. CareerSource Florida and the Florida Department of Commerce (FloridaCommerce) review policies for effectiveness and efficiency.

CareerSource Florida and FloridaCommerce reviewed the six (6) workforce policies below related to workforce programs that serve veterans, military, and spouses.

1. [Workforce Policy P102](#) - Veteran Intake at Career Centers
2. [Workforce Policy P103](#) - Local Veteran Employment Representative & Disabled Veteran Outreach Program
3. [Workforce Policy P111](#) - Priority of Service for Veterans and Eligible Spouses
4. [Workforce Policy P112](#) - Staffing Requirements (VETS)
5. [Workforce Policy P117](#) - Employment and Advocacy (VETS)
6. [Workforce Policy P119](#) - Consolidated Position Operational Requirements (VETS)

CareerSource Florida and FloridaCommerce recommend eliminating five of these policies and consolidating them into the revised **Workforce Policy P111 – Services for Veterans, Members of the Military, and Spouses**. This single policy reaffirms Florida's commitment to being the nation's most military friendly state through the provision of high quality and responsive workforce programs, resources, and opportunities that strengthen the state's workforce and economy. Its purpose is to ensure that veterans, military service members, and their families receive prioritized access to high quality workforce services and responsive, tailored support that not only maximizes their unique talents and skills but promotes skill development and employment.

This policy establishes the minimum requirements for Local Workforce Development Boards (LWDBs) to implement effective procedures and ensure priority, high quality workforce service and support for transitioning service members and veterans, as well as their spouses and dependents. The Policy applies to all U.S. Department of Labor

(DOL) funded programs including Workforce Innovation and Opportunity Act (WIOA), Wagner-Peyser, including the Military Family Employment Advocacy program, Jobs for Veterans State Grant (JVSG), Trade Adjustment Assistance (TAA), and Migrant and Seasonal Farm Worker (MSFW).

CareerSource Florida and FloridaCommerce worked with subject-matter experts from LWDBs to consolidate these policies into the single Workforce Policy P111 – Services for Veterans, Members of the Military, and Spouses. The policy was sent to all 21 LWDBs for consultation from September 22 to October 2, 2025. CareerSource Florida received 14 comments from eight LWDBs. A thorough review of the comments was conducted by CareerSource Florida and FloridaCommerce. 42.90% of feedback was incorporated into the policy. To ensure a high level of service and promote better case management and support, technical assistance will be developed by FloridaCommerce in consultation with CareerSource Florida and will be issued to LWDBs.

This policy applies to CareerSource Florida, FloridaCommerce, all 21 LWDBs and all regional workforce development areas. LWDBs shall develop local strategies and policies on services for veterans, members of the military, and spouses.

FOR CONSIDERATION

- **Approve revisions to CareerSource Florida Workforce Policy P111 – Services for Veterans, Members of the Military, and Spouses.**