

FLORIDA WIOA ANNUAL REPORT

PROGRAM YEAR 2024 - 2025

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Introduction: Florida's Workforce System

Florida's workforce system continues to demonstrate resilience and sustained growth, with the state's labor market outperforming national trends across several key indicators. Under the leadership of Governor Ron DeSantis, Florida leads the nation in Gross Domestic Product (GDP) growth, business formation, higher education, overall economic performance, talent development, and expansion in manufacturing and high-tech industries. GDP grew by 21.9% from the first quarter of 2019 to the first quarter of 2024, nearly double the national growth rate of 11.1% during the same period.¹ Florida holds the number one spot in higher education for offering the lowest in-state tuition and fees, graduating students on time, and ensuring students complete their degrees with minimal to no debt. Florida remained #1 for lowest tuition and fees and rose to #1 for 4-year college graduation rates. Florida is in the top two states for number of public institutions ranked in the top 100 in the nation.² Florida was #3 in CNBC's America's Top States for Business 2025. The state boasts strong economic and job growth, ranking in the top ten nationally. Florida is also a leader in new business formations and hosts major corporate headquarters like CSX, Carnival, and Lennar.³ In Lightcast's 2024 Talent Attraction Scorecard, released September 16, 2025, Florida ranked as the number one state for attracting and developing a skilled workforce for the third consecutive year. Florida earned high rankings in multiple categories including #1 for overall job growth, #1 for competitive effect, #2 for skilled job growth, and #3 for high-earning job growth. Florida continues to attract new business to the state and leads the nation in new business formations with 3.8 million new businesses formed since 2019 and more than 360,700 new businesses formed in 2025.^{4 5}

In 2025, Florida's labor force exceeded 11.1 million, reflecting robust economic momentum. The state added 128,100 private-sector jobs—a 1.5% year-over-year increase as of June 2025. Florida's private-sector job growth rate has surpassed the national average in 49 of the past 51 months. CNBC ranked Florida's economy as the strongest in the nation for the third consecutive year and second in workforce development. According to the Florida Department of Commerce (FloridaCommerce), employers added jobs in 58 of the last 62 months. Florida's unemployment rate stood at 3.7%, remaining consistently below the national average for 56 consecutive months. Over the past year, the state gained 134,100 jobs—a 1.3% increase—outpacing the national growth rate of 1.0%. This success is supported in part by the CareerSource Florida network, which helped more than 67,000 individuals secure employment. Nearly 4,400 military veterans found jobs, and over 30,000 Floridians transitioned off public assistance. These outcomes underscore Florida's commitment to cultivating a skilled workforce and sustaining economic progress.

CareerSource Florida submitted the state's first Workforce Innovation and Opportunity Act (WIOA) Combined Plan, which goes beyond federal requirements and sets additional goals for workforce development. This plan shows the success of the Reimagining Education and Career Help (REACH) Act and Florida's commitment to improving efficiency, accountability, and access for employers and job seekers. All partners worked together to increase the number of skilled Floridians ready to meet the needs of businesses across the state.

CareerSource Florida, as the state workforce development board, is the Governor's designated organization responsible for workforce policy and investment. The CareerSource Florida network, comprised of 21 local workforce development boards (LWDBs) across the state, facilitates access to education, training, and meaningful employment for job seekers, while also aiding businesses in identifying, developing, and retaining employees through high-impact support. As directed by its business-led board of directors, who are appointed by the Governor, CareerSource Florida works in

¹ [Executive Office of the Governor, Press Release, June 21, 2024](#)

² [Executive Office of the Governor Press Release, September 29, 2025](#)

³ [Cohn, S \(2025, July 12\). These are America's 10 strongest state economies best prepared for a recession. CNBC.](#)

⁴ [Lightcast. \(2025\). Talent Attraction Scorecard 2025: Full Rankings. Retrieved November 17, 2025, from https://lightcast.io](#)

⁵ [U.S. Census Bureau. \(2025, September 11\). Business Formation Statistics – Data. U.S. Department of Commerce.](#)

partnership with the state agencies and educational institutions that make up Florida's workforce development system to ensure that Florida has a robust, globally competitive workforce. During fiscal year (FY) 2024-2025, CareerSource Florida provided direction for more than \$216,837,511 in annual workforce investments to address the employment and training needs of job seekers, workers, and businesses. Total workforce investments include funds allocated for WIOA, Wagner-Peyser, Temporary Assistance for Needy Families (TANF) Employment and Training (E&T), and Quick Response Training (QRT) programs.

Florida's LWDBs provide a coordinated and comprehensive delivery of local workforce development services. LWDBs are led by members representing local businesses, economic development, education, vocational rehabilitation, community and state agencies, and local elected officials. LWDBs focus on strategic planning, policy development, and oversight of the local workforce investment system within their respective geographic areas. LWDBs oversee approximately 100 career centers that offer high-quality services to businesses, and job training, education, and employment services to job-seeking Floridians. This system connects employers with skilled talent and Florida's job seekers with employment and career development opportunities.

FloridaCommerce assists the Governor in advancing Florida's economy by championing the state's economic development vision and administering state and federal programs and initiatives to help visitors, citizens, businesses, and communities. FloridaCommerce oversees the administration of the state's workforce development system and monitors, trains, and provides guidance and technical assistance on various federal workforce programs operated by LWDBs. FloridaCommerce receives and accounts for federal funds for the state's workforce development system and provides financial and performance reporting to the United States Department of Labor (USDOL) and other federal organizations.

Waivers

Recapture and Reallocation of WIOA Funds: Florida submitted a request to USDOL for a waiver of the reallocation provisions at WIOA Sections 128(c)(3) and 133(c)(3) to allow the state to develop different criteria than required by statute for the reallocation of recaptured funds among local workforce areas. The Employment and Training Administration (ETA) approved the state's request through June 30, 2028, to waive the reallocation provisions and allow Florida to recapture funds according to state-developed criteria described in [Workforce Policy P7 – Recapture and Reallocation of WIOA Funds](#) and [Florida's Request to Recapture and Reallocate Funds Among Local Areas](#).

WIOA Out-of-School Youth Expenditure Requirement: Florida submitted a request to the USDOL for a waiver associated with the requirement at WIOA Section 129(a)(4)(A) and [20 CFR 681.410](#) that the state and local areas expend 75% of Governor's reserve youth funds and local formula youth funds on out-of-school youth (OSY). The ETA approved the state's request to lower the expenditure requirement of reserve funds to 50% for OSY. The waiver is in effect for Program Years (PY) 2024 and 2025 and will be requested again as part of Florida's 2026-2027 WIOA Combined Plan Two-Year Modification.

WIOA In-School Youth Individual Training Accounts: Florida submitted a request to the USDOL for a waiver associated with the requirement [20 CFR 681.410](#) to allow WIOA individual training accounts for In School Youth. The ETA approved the state's request to waive the requirement limiting Individual Training Accounts to only OSY, ages 16-21. The waiver is in effect for PY 2024-2025 and will be requested again as part of Florida's 2026-2027 WIOA Combined Plan Two-Year Modification.

The chart below provides data demonstrating initial outcomes being tracked.

PY	Measure	Total OSY Youth Participants (%)	Total ISY Youth Participants (%)	Total Youth Participants
2022	Total Youth Participants	4,322 (83%)	881 (16.9%)	5,203
2023		4,386 (82%)	958 (18%)	5,344
2024		3,672 (82.3%)	788 (17.7%)	4,460

PY*	Program	New OSY* Participants	New ISY* Participants	Total New Youth Participants
2022	New Youth Participants	2,604	421	3,025
2023		2,509	510	3,019
2024		1,991	360	2,351

PY	Program	OSY Enrolled in Education/ Training	OSY w/ MSG*	OSY MSG Rate	ISY enrolled in Education/ Training	ISY w/ MSG	ISY MSG Rate
2022	Youth	2,976	2,254	75.7%	843	707	83.9%
2023		3,911	2,576	69.9%	911	764	83.9%
2024		3,266	2,188	67.0%	744	670	90.1%

PY	OSY Enrolled in Education and Training	Using Individual Training Accounts	ISY Enrolled in Education and Training	Using Individual Training Accounts
2022	2,976	846	843	14
2023	3,911	967	911	18
2024	3,266	577	733	17

* PY or Program Year; OSY or Out-of-School Youth; ISY or In-School Youth; MSG or Measurable Skill Gains

On-the-Job Training Waiver: On May 21, 2025, the CareerSource Florida Board of Directors met, considered, and authorized FloridaCommerce and CareerSource Florida to submit to USDOL a waiver requesting authority to increase the On-the-Job Training wage rate reimbursement to employers statewide up to 90% and up to 100% for businesses or residents residing in designated Opportunity Zones. Consistent with federal requirements and at the direction of the Board of Directors, the waiver was posted for public comment on the CareerSource Florida website.

On September 19, 2025, Governor DeSantis received conditional approval through June 30, 2027, from the USDOL's ETA. Florida will utilize the flexibility afforded by this waiver to engage Registered Apprenticeships and increase co-enrollment between WIOA and apprenticeship opportunities. The State must report its waiver outcomes and implementation of the approved waiver in the WIOA Annual Report. The waiver request, public comment, approval and response letters are all posted on CareerSource Florida's website.

Florida requests extension of all waivers through submission of its WIOA Combined Plan Two-Year Modification to be submitted in March 2026. All waiver information is posted on the [CareerSource Florida website](#).

Effectiveness in Serving Employers

USDOL developed three approaches for measuring effectiveness in serving employers:

- Retention with the same employer in the 2nd and 4th quarters after exit
- Employer Penetration Rate
- Repeat Business Customer Rate

States were initially requested to select two of the three approaches to report. Florida's report encompasses all three approaches to gauge Florida's performance in meeting critical workforce needs. On March 25, 2024, USDOL selected the following approach as the final official measure for effectiveness in serving employers, which will be reported on for the state beginning program year 2024.

- **Retention with the Same Employer:** This measure determines whether the core programs are serving employers effectively by improving the skills of their workforce and decreasing employee turnover. During PY 2024-2025, Florida's Retention Rate was 65.9%.

Current or Planned Research/Evaluation Projects

CareerSource Florida, FloridaCommerce, and the Governor's Office collaborated to make recommendations for the use of 2024-2025 WIOA set-aside funds. In alignment with ongoing work to advance Florida's Workforce System, use of these funds included conducting a statewide assessment of the landscape and opportunities for improving the delivery of soft skills and digital literacy training. Topics explored included:

- Defining an appropriate meaning, scope, and inventory of what constitutes "foundational/employability skills."
- Identifying digital literacy gaps and developing strategies for targeted outreach.
- Identifying resources currently in use across the LWDBs statewide, along with success rates associated with current practices.
- Compiling an inventory of nationwide best practices or approaches adopted by other states, and their effectiveness.

[The Foundational Skills and Digital Literacy, Final Report: Findings and Recommendations dated May 2, 2025](#) summarizes research on workforce skills, training, and outreach across the CareerSource Florida network and other peer states. It highlights in-demand digital literacy skills—especially Computer Operations and Software use—and key employability traits like personal qualities and interpersonal skills, mentioned in 83% of job listings. The biggest workforce gap was in Reporting and Metrics, where demand surpassed supply by 11.4%. Soft skills gaps were harder to pinpoint due to vague resume listings. Training to improve soft skills was found to be most effective when held in person, though barriers like transportation and internet access can limit this. Outreach strategies vary across regions, and robust data is essential to evaluate which models are most effective and whether training initiatives translate into sustainable employment.

Customer Satisfaction

[Employ Florida Customer Satisfaction Surveys:](#) FloridaCommerce uses a customer service survey to assess the experience of job seekers and businesses using the state's online labor exchange and case management system, Employ Florida. Integrated within the Employ Florida system, the survey consists of seven questions. During PY 2024-2025 customers completed 12,595 surveys. Of those completing the survey, approximately 92% were job seekers and sought assistance with seeking employment or applying for reemployment assistance benefits. Approximately 53% of respondents

reported no challenges in finding information on the Employ Florida website, while approximately 57% of respondents reported no challenges in understanding information on the Employ Florida website. Roughly 56% of customers felt the information obtained from Employ Florida met their needs. Lastly, approximately 57% of the respondents rated their overall experience as good or excellent. Results are shared with the Employ Florida vendor for continual improvement.

Progress Made in Achieving State Strategic Vision and Goals

In 2019, Governor Ron DeSantis issued Executive Order 19-31 Charting a Course for Florida to Become Number 1 in the Nation in Workforce Education by 2030 and Ensuring Florida Students are Prepared for the Jobs of the Future. Since setting this goal, Florida has been named number one in talent development and recruitment for three consecutive years by Lightcast, a global leader in labor market intelligence used by business, education, and the public sector.⁶ Florida's goals for continuing the work in preparing an educated and skilled workforce that meets the needs of Florida's businesses include:

1. Developing a comprehensive education, employment, and training ecosystem that includes contributions from industry stakeholders and core and combined partners that streamlines access to high-quality workforce services and increases prosperity for employers and workers.
2. Working collaboratively with WIOA core partners, Florida Commerce, the Florida Department of Education, Division of Career and Adult Education, VR, and FDBS, and combined partners such as DCF and the Florida Department of Elder Affairs to expand Florida's labor force, meet industry demand, and identify and address barriers to education and employment.
3. Reducing duplication of services and maximizing efficient use of human and financial resources to serve Florida businesses and job seekers through aligning and expanding partnerships that leverage and braid funding and coordinate programming to improve outcomes and accountability.
4. Reducing welfare dependency and increasing economic self-sufficiency for Floridians by focusing on community collaboration between workforce, education, industry, and other partners to break down community silos and maximize the effectiveness of workforce development efforts.
5. Diversifying Florida's industry sectors of focus through enhanced, focused engagement with business and education stakeholders to build talent pipelines and enhance Florida's productivity and competitiveness.

Intentional Collaboration with Economic Development

WIOA recognizes the need for coordination of economic development and workforce development programs. Florida's WIOA core and combined planning partners work with economic development groups to support a shared vision for the state's workforce and economy. Under the Governor's leadership, these partners have focused on strengthening the workforce by aligning education, workforce, and social services to improve access to jobs, training, and career pathways. CareerSource Florida collaborates with state, local, and regional businesses and economic development organizations—including FloridaCommerce, Florida Economic Development Council (FEDC), Florida Council of 100, Space Florida, Florida Small Business Development Centers (SBDC), FloridaMakes, Florida Chamber of Commerce, Florida Rural Economic Development Association, and the Rural Economic Development Initiative—to promote economic mobility, resilience, and growth. The Executive Office of the Governor helps coordinate efforts to support job creation, retention, and business expansion.

⁶ [Lightcast 2025 Talent Attraction Scorecard](#)

LWDBs play a key role by working with CareerSource Florida and local economic development groups to create economic opportunities in communities across the state. Florida's business community is united around the [Florida Chamber Foundation's 2030 Blueprint](#), which sets targets and strategies to improve the talent pipeline, diversify the economy, prepare infrastructure for growth, build a strong business climate, and champion quality of life. State partners and LWDBs invest in talent development and work with local chambers, businesses, and education partners to meet workforce development benchmarks and support a future focused on upskilling and accessibility. The President of CareerSource Florida is a member of the Florida Chamber 2030 Blueprint Taskforce that helps guide Florida toward 2030. With workforce as a cornerstone of the Blueprint, CareerSource Florida's insights are critical to ensuring Florida remains on track in preparing our state's talent pipeline. In 2020, the workforce development system set ambitious goals across six strategic pillars including talent, infrastructure, and business climate. The Florida Chamber 2030 Blueprint Taskforce analyzes progress on talent goals, workforce outcomes, and other metric-based milestones. The taskforce anticipates developing a new set of goals for the 10-year course from 2030 to 2040, potentially evolving the blueprint's framework.

Florida's workforce policy revisions for PY2024–2025 strengthen system accountability by aligning training programs with employer demand, implementing comprehensive co-enrollment strategies, and establishing clear performance benchmarks for LWDBs. These updated policies emphasize data-informed decision-making to ensure workforce services produce measurable outcomes for both job seekers and businesses. As required by [20 CFR 679.370](#) and [Section 445.007, Florida Statutes \(F.S.\)](#), [Workforce Policy O88 - Performance Requirements for Local Workforce Development Boards](#) requires LWDBs to develop accountability measures that measure effectiveness of engagement with employers, businesses, and state-level WIOA partners, including co-enrollment with state-level WIOA partner programs, (20 CFR 679.370 and s. 445.007, F.S.). [Workforce Policy P127 - Adult and Dislocated Worker Program Framework and Design](#) emphasizes the need for LWDBs and local career centers to work with economic development, industry and business partners to determine the talent needs for the local economy, and with educational institutions, service agencies, and other workforce partners to ensure that the mix of services available to job seekers can meet those talent needs and engage program participants in career pathways that lead to self-sufficiency. Consistent with [TEGL 04-23](#), every effort should be made by all partners, including LWDBs, to co-enroll participants to eliminate or minimize barriers, which can be accomplished through strategic implementation of co-enrollment activities that allow participants to benefit from the combined strengths of workforce programs, such as receiving both job training and educational services. This integrated approach helps improve employment outcomes and ensures participants receive a more holistic set of services tailored to their specific needs. [Workforce Policy P9 - Availability of Services to Floridians](#) was revised in 2025 to outline statewide expectations for LWDBs, including enhancing comprehensive communication to create a system that supports individuals in finding employment, assisting businesses in finding talent, and advancing economic opportunities across Florida. Key objectives of this policy include improving access to workforce services, strengthening business partnerships, and aligning with the needs of local employers to improve employment outcomes for those with barriers to employment.

FloridaCommerce identified statewide sectors of focus, including advanced manufacturing, aviation and aerospace, cleantech, defense and homeland security, financial and professional services, IT, life sciences, and logistics and distribution. State and local labor market data guide policy decisions and help WIOA programs and workforce boards direct resources toward these targeted industries, using sector strategies to support economic growth at the state, regional, and local levels.

[FloridaCommerce and SelectFlorida](#): Operating as a Direct Support Organization under FloridaCommerce, SelectFlorida is a partnership of businesses, government leaders, and economic development partners working together to improve Florida's economy, and serves as a catalyst for

economic development, economic diversification into targeted industries, and high-wage job creation for Floridians. The CareerSource Florida network works with FloridaCommerce and SelectFlorida to help attract, retain, and create higher-wage jobs for Floridians in key targeted industries by connecting them with both state and local workforce training resources such as recruitment, hiring, and training assistance through QRT and Incumbent Worker Training (IWT) grants.

Credentials Review Committee: The REACH Act required the establishment of the Florida Credentials Review Committee (CRC) by the CareerSource Florida Board to identify degree and non-degree credentials of value for approval by the state workforce board and inclusion on a Master Credentials List (MCL). Florida's MCL is a comprehensive roster of state-approved degree and non-degree credentials that prepare Floridians for in-demand occupations—aligning the state's education system with the projected talent needs of various industries. The MCL serves as a public and transparent inventory of credentials that hold value in the current and future job market, guiding workforce education and training programs by informing the public about these valuable credentials. The CRC includes leaders from education, industry, and workforce development. The Committee approves credentials for inclusion on the MCL, which is updated quarterly. This list guides federal and state workforce investments and it positions Florida to become a national model for using dynamic supply and demand data that best meets the needs of job seekers and employers.

In 2025, CareerSource Florida launched the Credentials Inventory Database (CID) to improve how credential applications are reviewed for the MCL. Fully active by April 15, the CID was used during the June submission window and received several applications. It allows CareerSource Florida, FloridaCommerce, and the Florida Department of Education to work together in real-time to review credentials and make recommendations based on criteria designed to assess demand, wage, and value for submitted credentials. System improvements include providing submitters with real-time updates, automated application status tracking, and quarterly office hours. It also supports agriculture-related submissions through the Florida Department of Agriculture and Consumer Services and includes tools for appeals and internal reporting. These changes improve teamwork across agencies, help applicants follow submissions in real-time, and ensure approved credentials meet Florida's workforce needs and are publicly available.

As of November 6, 2025, the MCL includes:

- 296 degree credentials
- 881 non-degree credentials
- 592 registered apprenticeships
- 580 industry certifications
- 42 K-8 CAPE digital tools

Reducing Welfare Dependency

CareerSource Florida continues to direct policy decisions to support federal and state goals of reducing welfare dependency. CareerSource Florida launched the innovative [Florida CLIFF Dashboard](#) for use by all 21 LWDBs, customers, and stakeholders. CareerSource Florida promotes the use of these tools to assist Floridians in overcoming benefit cliffs during career advancement, expanding use of the tool to partner agencies like the Department of Education's Division of Blind Services and Division of Vocational Rehabilitation, as well as the Department of Children and Families (DCF).

In 2025, the CareerSource Florida Board of Directors approved [Workforce Policy P129 – Supplemental Nutrition Assistance Program \(SNAP\) Employment and Training \(E&T\) Program Components and Case Management](#) to help customers get jobs and training so they can become self-sufficient and not rely on public assistance. LWDBs and career centers deliver SNAP E&T services, including supervised job search, job search training, vocational training, education, and

work experience. These services are designed to remove barriers and connect participants with employment opportunities. The policy requires boards to align their strategies with state and federal plans, use data to improve results, and prioritize employment and training that lead to lasting, self-supporting jobs.

Sector Strategies and Business Engagement Strategies

The CareerSource Florida network employs sector strategies to align public and private resources, strengthening the talent pipeline and supporting regional economic growth by building a skilled workforce that meets employer needs and creates career pathways. These industry-driven approaches foster collaboration among business, education, workforce, and community partners to meet employer needs and enhance job opportunities and competitiveness through strong partnerships. As prioritized under WIOA, sector strategies are a proven framework for enhancing workforce readiness and regional competitiveness. Regional, industry-focused strategies help job seekers find better careers and make industries more competitive. Success depends on strong partnerships among businesses, workforce development, education, training, economic development, labor, and community organizations. Florida's workforce system uses these strategies to meet employer needs and develop career pathways for workers. [The CareerSource Florida Sector Strategies Toolkit](#) provides LWDBs resources and tools to support their sector partnerships and strategies. CareerSource Florida, as the State Workforce Development Board, approved in 2023 to fund a Sectors set aside grant for LWDBs with the use of the Governor's 15% set-aside funds. The Sectors initiative was focused on enhancing workforce development in Florida by investing in foundational skills, career exploration, and sector-specific training for key industries such as manufacturing, transportation, logistics, and healthcare. It prioritizes support for Hope Florida participants, veterans, and incumbent workers adapting to artificial intelligence, aiming to close skill gaps, build talent pipelines, and drive economic growth across the state.

CareerSource Florida has a long history of convening industry and education partners, and its sector strategies approach is a proven method to strengthen talent pipelines that support regional economies. These strategic partnerships offer opportunities to share relevant data and develop targeted initiatives resulting in successful traditional and online training, apprenticeships, and innovative work-based learning strategies for career pathways. Florida Law requires LWDB chairs to appoint an Education and Industry Consortium for each local workforce area. Consortium members must represent public and private sector education providers from the elementary, secondary, and postsecondary sectors. Industry representatives must be representative of the focused sectors in the area and the largest employers in the area. Representatives must be leaders of their respective organizations. Education and Industry Consortia meet quarterly and discuss the talent needs of the businesses and the related programs offered by education. These consortia provide regular insights into community-based educational programs and industry needs, with quarterly reports that directly inform the LWDB staff. This ensures LWDBs track impactful programs, services, and partnerships that drive educational and workforce opportunities. Education and Industry Reports are published quarterly on LWDB websites and included in each LWDB WIOA local plan, and on [CareerSource Florida's website](#). This process keeps workforce boards updated on effective programs, services, and partnerships that support education and workforce opportunities.

CareerSource Florida, as well as other WIOA partners, are also required partners and members of the Assistive Technology Advisory Council per [section 413.407, F.S.](#), which acts as the board of directors for the Florida Alliance for Assistive Services & Technology (FAAST), Inc., a nonprofit organization whose mission is to improve the quality of life for Floridians with disabilities by increasing access to assistive technology through empowerment and collaboration. FAAST serves Floridians who have disabilities and their family members, service providers, educators, therapists, employers, health and rehabilitation professionals, assistive technology vendors, procurement officials, and all other interested parties throughout the State of Florida. This partnership and

outreach ensure that employers and jobseekers have access to information and support workforce needs associated with assistive technology.

Apprenticeships

Registered apprenticeship and pre-apprenticeship programs are central to Florida’s strategy to align education and training programs to build career pathways and talent pipelines in high demand industries. These programs give participants advanced skills and industry-recognized credentials, helping them find meaningful jobs and advance quickly in their careers. According to the Registered Apprenticeship Partners Information Database System (RAPIDS), Florida recorded a 10.41% year-over-year increase in active apprenticeship participation from October 1, 2024 – September 30, 2025, with 17,920 active apprentices earning an average wage of \$19.78 per hour. The state also saw a 5.31% increase in new apprenticeships, totaling 8,412 new apprentices with an average starting wage of \$20.80 per hour. Additionally, completer apprenticeships rose by 17.49%, with 2,606 individuals completing their programs and earning an average wage of \$28.37 per hour. This growth is attributed to the strategic collaboration between the Florida Department of Education’s Office of Apprenticeship—serving as the State Apprenticeship Agency—FloridaCommerce and the CareerSource Florida network of Apprenticeship Navigators, who are embedded within each of the LWDBs. Annual apprenticeship reports are published on the [Florida Department of Education’s website](#).

State of Florida FY	2021-2022	2022-2023	2023 - 2024	2024-2025
Active Apprentices	12,889	13,841	16,230	17,920
New Apprentices	5,675	6,450	7,988	8,412
Completers	2,084	2,194	2,218	2,606

[Apprentices by State Dashboard | Apprenticeship.gov](#)

Sector Analysis

Florida’s workforce system is focused on meeting the state’s growing employment needs in key industry sectors. Advanced manufacturing employs over 430,900 people and continues to expand through strong partnerships, apprenticeships, and flexible training models. Trade and logistics are another major sector, with more than 731,000 employees and ongoing investments in transportation infrastructure and logistics centers to support business growth and global competitiveness. Healthcare remains a top priority, employing over one million Floridians and offering wages well above the state average. Despite improvements in nurse retention and vacancy rates, the state still faces significant shortages, prompting increased funding for training, apprenticeships, and workforce partnerships. Information Technology is a fast-growing sector, with over 326,000 employees and a high demand for skilled workers, especially in cybersecurity. CareerSource Florida and its partners are expanding apprenticeships and training programs to help employers build a skilled talent pipeline for a variety of industries and skills. Financial technology (FinTech), insurance, and corporate headquarters also play a major role in Florida’s economy, with more than 1.3 million employees and wages far above the state average. The state continues to attract major firms and invest in talent development through partnerships and targeted initiatives. Aviation and aerospace are vital to Florida’s economy, with nearly 148,000 jobs and significant growth driven by strategic investments and partnerships. The state’s assets, including major spaceports and airports, support ongoing expansion in aviation, aerospace, and defense. CareerSource Florida works with industry leaders and education partners to strengthen talent pipelines and develop job-ready candidates for these high-demand sectors.

Advanced Manufacturing: Florida is home to more than 27,000 manufacturing establishments, which accounts for more than \$90 billion in output to the state's economy. As one of the nation's leaders in medical manufacturing, Florida ranks second in total medical technology employment, with over 23,000 Florida jobs. The state is fourth in total revenue generated in the sector with \$6.09 billion in 2024. Manufacturing had 430,900 jobs in Florida as of August 2025, an increase of about 1,800 jobs over the year. All 21 LWDBs in Florida identified manufacturing as a targeted industry sector in their two-year plan.

Strategies to strengthen Sector Partnerships and Career Pathways in Manufacturing include continuous collaboration with FloridaMakes, the state's Manufacturing Extension Partnership. CareerSource Florida holds a position as an ex-officio member of the FloridaMakes Board of Directors and participates in monthly Advanced Manufacturing Workforce Leadership Council (AMWLC) meetings, which is represented by manufacturers from each of the 13 regional manufacturing associations. Through this membership, CareerSource Florida encourages and enables close partnerships with LWDBs and regional manufacturing associations and all regional manufacturing associations partner and receive support from the network of LWDBs. Examples include supporting manufacturing job fairs, manufacturing bootcamps, and registered apprenticeship expansion. As a result of this important collaboration and partnership, the AMWLC established a first ever statewide online registered "Industrial Manufacturing Technician Apprenticeship Program" resulting in earning the Manufacturing Skill Standards Council Certified Production Technician Certification. Building on the success of this apprenticeship, FloridaMakes has now added the Quality Control Technician and Production Technologist Associate apprenticeship programs. A member of CareerSource Florida's leadership team serves on the FloridaMakes Apprenticeship Committee ensuring the program's health and stability.

LWDBs created and/or partnered with other entities to develop and expand manufacturing registered apprenticeships in local areas. CareerSource Research Coast partnered with Indian River State College, Valencia College, and Paradigm Precision to develop an Industrial Manufacturing Technician apprenticeship program. Local economic development organizations like JAX USA and CareerSource Northeast Florida partner to develop clear pathways in targeted sectors through their Earn-Up Initiative.

Logistics and Distribution: Florida's Logistics and Distribution sector boasts over 62,000 establishments and is growing with almost 730,000 employees. Over the next four years, Florida will invest approximately \$3.3 billion in capital improvements to its seaports. About 26% of those funds will be allocated to berth rehabilitation and repairs, about 20% each to cruise and cargo terminals, and 9% to channel and harbor deepening. Companies like Amazon, Chewy, FedEx Ground, AutoZone, and Publix are all experiencing substantial growth in Florida, leading to the need for greater sector partnerships and career pathway development. Coke Florida, Anheuser-Busch, Publix, and the Association of Supply Chain Management are working with the CareerSource Florida network and partners to implement strategies and solutions to meet their growing workforce talent needs.

To respond to this growing demand, Florida's LWDBs work with business and education stakeholders to engage in or sponsor the development of registered apprenticeship programs in this important sector.

- CareerSource Research Coast sponsored a Distribution and Logistics Technician in partnership with CVS, Indian River State College, and Valencia College.
- CareerSource South Florida partnered with the District Board of Trustees of Miami Dade College to develop a Transportation and Logistics Specialists registered apprenticeship program serving the talent needs of multiple south Florida companies.

- CareerSource Northeast Florida and JAX USA partnered to develop clear career pathways in targeted sectors through their Earn-Up Initiative. An exemplary model of their Trade and Logistics Pathway can be viewed at <https://earnup.org/>.

Healthcare and Life Sciences Sector Strategies: Florida's healthcare industry had more than 63,000 establishments employing more than one million people in 2024, with employment growing by more than 36,000 jobs from the previous year. The average annual wage in healthcare was more than \$78,000, which is almost \$16,000 higher than the average for all industries. Nurse vacancy and turnover rates have improved, with the 2024 nursing vacancy rate at 7.8% and the turnover rate at 17.6%. Despite these gains, Florida still faces about 17,000 nursing vacancies annually.

Florida has invested in key initiatives like the Prepping Institutions, Programs, Employers, and Learners (PIPEL) and [Linking Industry to Nursing Education \(LINE\) funds](#), and the [Florida Reimbursement Assistance for Medical Education \(FRAME\)](#) program have helped reduce workforce shortages. The state invested more than \$350 million in healthcare workforce partnerships and training since 2022, with additional support from the [Hometown Heroes program](#). Hospitals are adopting flexible employment models to reduce contract labor and improve retention.

CareerSource Florida's strategic funding and expanded use of Registered Apprenticeships are strengthening healthcare talent development. Nearly \$1 million in WIOA state set-aside funds support training for healthcare professionals, directly impacting four local workforce development areas. As of the end of the 2022-2023 program year, there were 32 healthcare apprenticeship program occupations, and now there are 43. Registered Apprenticeships are essential for training and upskilling healthcare workers to meet growing demand. The Florida Legislature expanded funding for CareerSource Florida's IWT grant priorities to support nonprofit hospitals and government-operated healthcare facilities. These organizations can apply for up to \$150,000 to train staff in nursing and allied health care roles, helping workers gain new or improved skills. In 2024-2025, the IWT Program awarded seven businesses more than \$600,000 in training grant funds to help existing for-profit businesses train their full-time employees in the healthcare sector with customized and skills-upgrade training.

CareerSource Florida partners with organizations like the Florida Center for Nursing, the Florida Hospital Association, and the Florida Senior Living Association to connect employers with workforce resources. CareerSource Brevard Flagler Volusia and CareerSource Palm Beach County, in partnership with Dwyer Workforce Development, offer no-cost Certified Nursing Assistant (CNA) training and scholarships for career advancement to Licensed Practical Nurses (LPN), Registered Nurses (RN), and other healthcare roles, helping job seekers access opportunities and support the healthcare job market.

Information Technology: With nearly 47,000 high-tech establishments in Florida, employing more than 326,000 Floridians, Florida ranks number four for computer and electronic product manufacturing employment in the U.S. Throughout Florida, multiple technology associations focus on increasing employment in this industry. LWDBs increase exposure to IT-related careers. Cybersecurity is a major focus, with 11,200 estimated job openings and a projected 33.9% growth rate by 2033. Programs like CommHIT's Technology & Health Apprenticeship Program help rural and small businesses build digital security talent through entry-level apprenticeships. CareerSource South Florida launched a Women in IT Boot Camp, and CareerSource Research Coast sponsored three IT apprenticeship programs, helping employers grow a skilled talent pipeline.

LWDBs and technology associations across Florida work to increase exposure to IT careers and support work-based training. Vocational Rehabilitation partners with Brevard Achievement Center's LaunchIT program to help individuals with disabilities gain IT skills and pursue tech careers. These

combined efforts support Florida's goal to meet employer needs and build a strong technology workforce for a variety of emerging technologies.

Financial Technology and Corporate Headquarters: Another major industry sector of focus in Florida is financial and professional services. Florida is home to the second-largest cluster of insurance and banking companies in the U.S. As of 2024, there were over 202,000 business establishments in the state in this sector employing more than 1.3 million employees with an average wage of \$117,375.

Recognizable institutions in the FinTech industry that call Florida home include Depository Trust and Clearing Corporation, USAA, Citigroup, Navy Federal Credit Union, Blackstone, Deutsche Bank, Fidelity, Raymond James, Paysafe, and others. Many of these firms have established large operations in Florida to take advantage of the state's global connectivity, especially to Latin America. Degree production of this sector included almost 400,000 awards ranging from certificates to bachelor's and postgraduate degrees.

To further develop the talent pipeline for this sector, Governor DeSantis awarded more than \$3.6 million through the Florida Job Growth Grant Fund to Florida State College at Jacksonville and St. Johns River State College in February 2020 to create the Northeast Florida Fintech Initiative. This initiative represents a partnership between both colleges, regional schools, nonprofits, and numerous financial services companies to provide new FinTech training and certification opportunities.

Aviation and Aerospace: The resurgence of Florida's Aerospace Industry, particularly with the Space Coast being a major vehicle assembly and launch hub, demonstrates how integral workforce development is to the success of this targeted industry. Florida has long been the world's premier gateway to space and is uniquely positioned to support this vital industry. The Aviation and Aerospace industry cluster had 3,069 establishments in 2024. Employment was up 6,233 jobs (+4.4%) from 2023. Aviation and aerospace employment reached a low of 78,999 jobs in 2004 and has gained 69,683 jobs (+88.2%) since then. Florida's aviation and aerospace industry continues to be among the state's primary target industries for growth.

Florida's Aerospace Products and Parts industry have \$11 billion in exports, with nearly 150,000 Floridians working in Florida's aviation and aerospace industries. Veterans play an influential role in the success of this industry where Florida is home to over 69,000 active-duty personnel, 32,000 civilian personnel, more than 10,000 annual military separatees, and nearly 1.5 million veterans as of 2024.

The Aerospace Consortium includes Space Florida, the aerospace economic development agency of the State of Florida, the Economic Development Commission Florida's Space Coast, the economic development agency for Brevard County, and industry partners such as SpaceX, Lockheed Martin, Embraer, Northrup Grumman, and L3Harris. The Consortium's long history of shaping sector-based education, training and credentialing programs is critical to Florida's goals in this sector.

In 2022, Governor DeSantis announced nearly \$30 million in strategic investments made in Florida to develop a sustainable pipeline of job-ready candidates in aviation, aerospace, defense, manufacturing, and IT/cybersecurity. The geographic focus for these efforts includes the state's Eastern seaboard from Flagler to Martin counties through creation of the Florida Atlantic Workforce Alliance. Of the \$30 million, the Governor's CareerSource Florida Board of Directors approved \$9 million of WIOA funding. The Alliance unites and aligns workforce development, education, economic development, and employers to collectively boost the technical workforce to meet growing industry demands in these sectors. This group of stakeholders includes two LWDBs — CareerSource Brevard Flagler Volusia and CareerSource Research Coast — as well as

CareerSource Florida, FDOE, FloridaCommerce, SelectFlorida, Space Florida, and education partners including Eastern Florida State College, Daytona State College, and Indian River State College. In March 2025, Governor DeSantis awarded \$10 million through the Job Growth Grant Fund to five colleges for aerospace-related construction, supporting long-term industry growth.

Florida's Performance Accountability System

Federal law, regulations, and guidance require extensive reporting of multiple performance data for federally funded programs. Florida workforce law also requires accountability of the state workforce development system, LWDBs, and training providers.

Florida employs several methods for continually monitoring performance that are valuable as both real-time management tools and tools for continuous improvement. Florida's workforce development system applies, re-examines, refines, and refreshes its performance structure to support continuous improvement. The structure is custom-designed to cover major programs including WIOA, Wagner-Peyser, TANF, and SNAP E&T. CareerSource Florida and FloridaCommerce use a statistical adjustment model to establish targets for negotiating state and LWDBs' performance levels. This model considers state and local economic factors, including unemployment rates, industry sectors, and characteristics of participants entering the program. Tables with updated state-level performance are located within this report.

Section 445.007(3), F.S., requires FloridaCommerce to assign staff to meet annually with each LWDB to review performance and certify compliance with state and federal laws. Annual presentations on LWDBs' programmatic and financial performance represent an opportunity for dialogue with LWDB members, providing information about how state and federal performance requirements impact their board's performance outcomes.

During FY 2024-2025, CareerSource Florida's Strategic Policy and Performance Council defined and received regular updates on leading indicators of performance, such as WIOA participant enrollment trends including new enrollments in training services, services to businesses, and outcomes on programs funded through WIOA Governor's Set-Aside dollars. These regular updates and analyses help to inform decision making by the state board. Strategic Policy and Performance Council meetings are archived on the [CareerSource Florida Boardroom](#) events calendar.

Florida is committed to ensuring its federally funded workforce programs deliver measurable results by linking investments to outcomes and program performance information, as well as transparent data. The REACH Act enhances transparency and accountability in the workforce system through several measures including the [CareerSource Florida Analytics Website](#). This publicly available website includes a [Board Performance](#) dashboard that provides a visualization of the performance of each LWDB relative to their established goals. A [Funding dashboard](#) includes a breakdown of funding for each LWDB in relation to total state funding and is segmented into funding sources for the public and stakeholders to view exactly where funding dollars are allocated. The [Barriers to Employment dashboard](#) shows the most common employment barriers for each LWDB. Also required by the REACH Act are letter grades for LWDBs. Letter Grades are released annually to provide greater transparency and accountability in Florida's workforce and education systems. This [letter grade system](#) provides a standard, statewide assessment that allows LWDBs and stakeholders to identify areas in which they excel and areas that can be strengthened to improve outcomes for all Floridians.

Florida's Performance Measures, Goals, and Progress

Pursuant to WIOA, states submitting a state plan must propose expected levels of performance for

each of the prescribed primary indicators. Federal guidelines describe the primary indicators of performance as key factors in achieving the goals of WIOA. The indicators are used to:

- Establish performance goals at the state and local levels.
- Ensure comparability of state performance results.
- Provide information for system-wide reporting and evaluation for program improvement.

Data on primary indicators of performance are collected from Florida's management information systems, Department of Revenue wage records, and from the State Wage Interchange System. These systems gather exit information on participants and provide real-time data elements for case management and performance reporting.

The table below displays Florida's negotiated rates for the required indicators of performance and the actual statewide outcomes achieved. The State of Florida has established a standard to meet 90% of each negotiated goal for the state and LWDBs. The 90% criterion is shown in parentheses in the table below. Florida's PY 2024-2025 performance exceeded the 90% standard for 18 of the 18 indicators of performance.

**State WIOA Statewide Indicators of Performance
Program Year 2024- 2025**

WIOA Primary Indicators of Performance	Negotiated Goal (90% of Goal)	Actual Performance	Difference Compared To 90% of Goal
Adult Employment – 2nd Quarter After Exit	86.3% (77.7%)	84.60%	6.90%
Adult Employment – 4th Quarter After Exit	73.5% (66.2%)	83.50%	17.30%
Adult Median Earnings – 2nd Quarter After Exit	\$10,120 (\$9,108)	\$9,960	\$852
Adult Credential Attainment within 4th Quarter After Exit	75.2% (67.7%)	86.50%	18.10%
Adult Measurable Skills Gains	76% (68.4%)	86.50%	21.70%
Dislocated Worker Employment – 2nd Quarter After Exit	85% (76.5%)	83.90%	7.40%
Dislocated Worker Employment – 4th Quarter After Exit	80.2% (72.2%)	83.70%	11.50%
Dislocated Worker Median Earnings – 2nd Quarter After Exit	\$10,575 (\$9,518)	\$11,040	\$1,522
Dislocated Worker Credential Attainment within 4th Quarter After Exit	82.7% (74.4%)	83.30%	8.90%
Dislocated Worker Measurable Skills Gains	68.6% (61.7%)	88.10%	26.40%
Youth Employment – 2nd Quarter After Exit	81.4% (73.3%)	78.10%	4.80%
Youth Employment – 4th Quarter After Exit	78.2% (70.4%)	77.20%	6.80%
Youth Median Earnings – 2nd Quarter After Exit	\$4,558 (\$4,102)	\$4,962	\$860
Credential Attainment within 4th Quarter After Exit	73.4% (66.1%)	72.60%	6.50%

Youth Measurable Skills Gains	68% (61.2%)	82.20%	21%
WP Employment – 2nd Quarter After Exit	68.2% (61.4%)	66.30%	4.90%
WP Employment – 4th Quarter After Exit	65.8% (59.2%)	67.20%	8%
WP Median Earnings – 2nd Quarter After Exit	\$7,420 (\$6,678)	\$7,740	\$1,062

Local Performance

Upon completion of the state's negotiation with USDOL on state performance goals, CareerSource Florida and FloridaCommerce conducted performance target negotiations with each LWDB. Negotiated levels of performance were agreed upon for each LWDB. The following table summarizes local outcomes based on the primary indicators of performance.

Local Workforce Development Board WIOA Indicators of Performance Program Year 2024-2025

WIOA Indicators of Performance	Boards Achieving Local Goal	% Of Boards Achieving Local Goal
Adult Employment – 2 nd Quarter After Exit	20 of 21	95.20%
Adult Employment – 4 th Quarter After Exit	21 of 21	100%
Adult Median Earnings – 2 nd Quarter After Exit	21 of 21	100%
Adult Credential Attainment within 4 th Quarter After Exit	19 of 21	90.30%
Adult Measurable Skills Gains	21 of 21	100%
Dislocated Worker Employment – 2 nd Quarter After Exit	16 of 21	76.20%
Dislocated Worker Employment – 4 th Quarter After Exit	18 of 21	85.70%
Dislocated Worker Median Earnings – 2 nd Quarter After Exit	20 of 21	95.20%
Dislocated Worker Credential Attainment within 4 th Quarter After Exit	17 of 21	81.00%
Dislocated Worker Measurable Skills Gains	17 of 21	81.00%
Youth Employment – 2 nd Quarter After Exit	21 of 21	100%
Youth Employment – 4 th Quarter After Exit	18 of 21	85.70%
Youth Median Earnings – 2 nd Quarter After Exit	21 of 21	100%
Youth Credential Attainment within 4 th Quarter After Exit	16 of 21	76.20%
Youth Measurable Skills Gains	20 of 21	95.20%
WP Employment – 2 nd Quarter After Exit	20 of 21	95.20%
WP Employment – 4 th Quarter After Exit	21 of 21	100%
WP Median Earnings – 2 nd Quarter After Exit	21 of 21	100%

Policy, Performance and Monitoring

Florida's [Common Exit Policy](#) was developed in 2021 to establish a common exit process for WIOA, Wagner-Peyser, and Trade Adjustment Assistance programs through Employ Florida, requiring co-enrolled participants to exit only after receiving no staff-assisted services for 90 days and having no future services scheduled. The policy directs LWDBs to accurately document services, maintain

regular participant contact, and ensure proper case closure and transfer procedures. The intended outcome is to streamline service delivery, align performance reporting, and improve accountability across workforce programs. Since 2021, CareerSource Florida, as the State Workforce Development Board and the Governor's identified organization responsible for State Workforce Policy, has included performance measures as part of workforce policy revisions and has completed this process with almost half of all existing policies. This includes revisions to the Performance Requirements for Local Workforce Development Boards policy, which outlines the importance of federal and state measures of performance, discusses collaborative monitoring and includes information on increasing levels of intervention, like Performance Improvement Plans, for local boards who consistently struggle to meet performance requirements.

Data Validation

Florida's data validation strategy follows USDOL guidelines including a periodic evaluation of monitoring protocols to ensure safeguards to protect data integrity and promote timely resolution of data inaccuracies. FloridaCommerce reviews and validates records, checking the accuracy of management information system records and comparing keyed entries made by LWDB staff against original source documents. Annually, 1,200 participant records from the state's LWDBs are randomly selected for review in the validation process, which includes a regular review for errors, missing data and out-of-range values, and performance integrity and accountability of system data and wage information. A record is determined to pass or fail based on whether the records match. Documentation of missing and/or erroneous data identified during the review process must be addressed by the LWDBs in a corrective action plan.

Activities Implemented Through Governor's Set-Aside

The CareerSource Florida Board of Directors allocates state set-aside funds to support key workforce initiatives that help workers and employers prosper, reduce welfare dependency, and strengthen business competitiveness. For PY 2024-2025, the board approved funding to align CareerSource Florida, FloridaCommerce, and the Florida Department of Education with Governor DeSantis' priorities for economic growth and WIOA implementation. These targeted initiatives focus on closing skills gaps in underserved and high-poverty communities, supporting emerging industries, and expanding career pathways. The board allocated \$10,071,782 in total funding, including \$5,850,000 in WIOA funds and \$4,221,782 in Wagner-Peyser funds. As a result, more than 6,500 individuals received services, over 1,500 training opportunities were provided, 750 credentials were earned, and 950 participants became employed, with an average wage of \$20.53 per hour or \$42,712 per year.

Hope Florida: The CareerSource Florida Board of Directors approved \$5,750,000 in WIOA funding and \$4,150,000 in Wagner-Peyser funding, which includes allocations of \$1,200,000 from WIOA and \$1,650,000 from Wagner-Peyser to support Hope Florida. This initiative, led by First Lady Casey DeSantis and implemented through DCF in collaboration with partner agencies, aims to foster economic self-sufficiency for Floridians. Hope Florida Navigators are positioned within all 21 LWDBs across the CareerSource Florida network, connecting Floridians with tailored assistance, career guidance, specialized services, job opportunities, and training. The unified referral system served 4,860 people, helped 440 find employment, and supported 113 in earning credentials.

Get There Faster Veterans and Military Family Employment Advocates (MFEAP): This grant program helps transitioning service members, veterans, and military spouses, especially those who are homeless or disabled, by providing targeted career and training opportunities. The CareerSource Florida Board of Directors allocated \$750,000 to the [MFEAP program](#) to connect participants with community partners for essential support, including housing assistance, financial counseling, access to military benefits, and mental health and substance use disorder services. The program served

718 people, helped 431 find employment, and supported 379 in earning credentials, all with the goal of helping veterans and their families achieve economic self-sufficiency.

Digital Literacy and the Missing Middle: The CareerSource Florida Board of Directors allocated \$250,000 in set-aside funds to conduct a statewide assessment of the landscape and opportunities for improving the delivery of foundational skills and digital literacy training, with a goal of the findings informing FloridaCommerce and other partners' efforts to provide Floridians with digital literacy resources. More information is available in the [Foundational Skills and Digital Literacy, Final Report: Findings and Recommendations dated May 2, 2025](#) as described earlier in the report.

Credentials Review Committee Support: Workforce Development, education, and industry play a critical role in identifying and enhancing access to credentials of value. The CareerSource Florida Board of Directors allocated \$200,000 in set-aside funds to build a comprehensive database and application that tracks credentials and their evaluation. CareerSource Florida, FloridaCommerce, the Department of Education, and the Governor's REACH Office worked together to set the technical requirements. Because many agencies are involved, a shared system was needed that allows everyone to update information and collaborate on credential and certification demand and validation in real time. The CID helps stakeholders collect and organize knowledge about the relationship between credentials of value. This shared approach will save staff time and reduce the cost of reviewing credentials.

Apprenticeship Navigators: Florida is committed to scaling Registered Apprenticeships and Pre-Apprenticeship Programs, aligning education and training programs to career pathways, and targeting federal and state investments toward employer-led upskilling initiatives designed to fit talent shortages in priority industries. The CareerSource Florida Board of Directors approved \$1.75 million to fund Apprenticeship Navigators at each LWDB. Apprenticeship Navigators educate employers, job seekers, and stakeholders about the benefits of Registered Apprenticeship and Pre-Apprenticeship Programs and work with the Florida Department of Education to expand these programs statewide. Apprenticeship Navigators connect job seekers with apprenticeship opportunities and support employers and apprentices using various funding options, including Customized Training, IWT, On-the-job Training, Occupational Skills Training, and Supportive Services through WIOA. Apprenticeship Navigators served 760 people, trained 324, and facilitated the creation of new Registered Apprenticeship Programs in 47% of cases.

Youth Career Exploration: The CareerSource Florida Board of Directors allocated \$500,000 to expand career exploration and work-based learning opportunities for in-school and out-of-school youth. This program focuses on immersive activities such as soft-skills training, financial literacy, exposure to different professions, real-world skill application, and hands-on experiences in high-demand industries. Ongoing case management supports educational and career advancement. The initiative helped expand summer programs in CareerSource Chipola and CareerSource Citrus Levy Marion.

Florida Deputy Sheriff's Association Registered Apprenticeship Program: For PY 2024-2025, the CareerSource Florida Board set aside \$100,000 to help more qualified law enforcement personnel enter the workforce and support Florida's future safety. The program matches Florida's workforce education priorities and aims to remove barriers for new officers. LWDBs use these funds to help apprentices pay for training, books, materials, uniforms, and other needed services.

Rural Initiatives: Florida identified 29 counties and five cities in three additional counties as Rural Areas of Opportunity, recognizing the unique economic challenges these communities face. The CareerSource Florida Board of Directors allocated \$2 million to support LWDBs in rural areas and address critical workforce needs. Through these rural initiatives, 210 people were served, more than

1,200 job seekers were reached through job fairs and recruitment events, 78 individuals found employment, and 70 earned credentials.

Sectors of Strategic Focus Training: Florida's workforce system is transforming into a reliable talent pipeline led by industry and aligned with the state's economic priorities. CareerSource Florida's sector strategies focus on employer needs and coordinate education, industry, and workforce programs to meet business demands. The CareerSource Florida Board allocated \$2 million to the Sectors of Strategic Focus Training initiative to strengthen workforce development in manufacturing, transportation, logistics, and healthcare. This program invests in foundational skills, career exploration, and sector-specific training, prioritizing Hope Florida participants, veterans, and incumbent workers adapting to artificial intelligence. The initiative aims to close skill gaps, build talent pipelines, and drive economic growth. Through this effort, 214 people were served, 63 found employment, and 97 earned credentials.

Artificial Intelligence Incumbent Worker Training: Florida's workforce system requires new training models to adapt to rapid changes and the scale of artificial intelligence (AI) driven economic transformation. The CareerSource Florida Board of Directors allocated \$500,000 for a pilot program that helps current employees at Florida businesses learn new skills to adapt to the growing use of AI. LWDBs use these funds to offer continuing education and training for workers whose jobs are at risk due to automation and changing skill demands. The program helps employers stay competitive and retain skilled workers, while employees gain advancement opportunities, job security, and industry-recognized credentials. Through this initiative, 120 people were served, 25 found employment, and 14 earned credentials.

Incumbent Worker Training Program: IWT grants help existing for-profit businesses train their full-time employees with customized and up-skilling training. These grants help Florida companies stay competitive and retain workers. CareerSource Florida prioritizes grant applications that support training linked to credentials on Florida's MCL and hospitals run by nonprofits or government entities. For PY2024-2025, CareerSource Florida awarded 54 grants totaling \$2.8 million to help companies train and retain more than 2,800 employees. Industries served include manufacturing, professional services, insurance, health care, trade and logistics, construction, and others.

Quick Response Training Program: Florida appropriated \$7.5 million for the QRT Program to help new and expanding companies train new hires in high-skill industries. This grant program provides specialized training funds to businesses in aviation, aerospace, life sciences, manufacturing, and financial and professional services. During PY 2024-2025, 27 QRT grants were awarded to support workforce development in these key industries.

Rapid Response Activities and Layoff Aversion: The state-approved allocation for rapid response/dislocated worker assistance consists of funds allocated for rapid response activities with a balance set aside as emergency reserve. FloridaCommerce distributes and manages WIOA statewide rapid response funds. Each PY, up to 25% of Florida's WIOA dislocated worker allotment is reserved for rapid response activities including layoff aversion.

The State Rapid Response Program office conducts statewide rapid response activities and monitors rapid response activities provided by the LWDBs. When employers submit layoff and business closing notices under the Worker Adjustment and Retraining Notification (WARN) Act, FloridaCommerce staff distributes the WARN notices and associated background information to the affected LWDB and other appropriate economic development and workforce partners. Rapid response services are provided when there is an announcement or notification of a permanent closure regardless of the number of affected employees, a mass layoff affecting 50 or more workers, a mass job dislocation resulting from a natural or other disaster, or when a petition is filed pursuant to the Trade Act. The State Rapid Response Program screens employers adversely affected by the

influence of foreign trade and competition to facilitate Trade Act petitions. For PY 2024-2025, a total of 129 WARN notices were processed statewide, affecting 282 communities and impacting 18,092 workers.

To support rapid response and layoff aversion activities, the state subscribed to EconoVue, a business intelligence data platform which provides real-time, actionable business information for use by state and local workforce development partners. By accessing this platform, state and LWDB staff can assess material changes within business operations and prioritize layoff aversion activities to businesses with high financial stress, and provide information about available programs and resources. In response to mass layoffs, the platform allows staff to identify comparable opportunities for re-employment with local businesses and in surrounding counties.

The CareerSource Florida Board of Directors approved \$3 million to fund local rapid response coordinators. In addition to these coordinators, local rapid response teams include business development representatives, local trade adjustment assistance coordinators, Division of Vocational Rehabilitation business outreach specialists, WIOA case managers, Local Veteran Employment Representatives (LVERs), and representatives from DCF. Florida's decentralized model for providing rapid response services facilitates immediate and, whenever possible, on-site sessions that provide direct linkage of adversely impacted workers to their local career centers.

In support of rapid response activities, FloridaCommerce's mobile career centers can be deployed across the state to participate in job fairs and to assist in times of natural disaster. Mobile career centers offer a full array of employment, reemployment, and employer services.

Activities Provided Under the Wagner-Peyser Act Employment Service

Serving Populations with Barriers to Employment: The CareerSource Florida network provides comprehensive services and activities under the Wagner-Peyser Act to serve populations with barriers to employment. CareerSource Florida and FloridaCommerce participate in numerous boards and organizations to help craft policy and deliver services throughout the state. These include:

Veterans: With funding from the USDOL Veterans' Employment and Training Service (VETS), FloridaCommerce administers the Jobs for Veterans State Grant (JVSG) program in coordination with Florida's LWDBs. The JVSG provides funding to support the staffing of Disabled Veterans' Outreach Program (DVOP) Specialists, (LVERs), and Consolidated Positions (CPs) throughout the CareerSource Florida network. The JVSG also supports the State Veterans' Program Office, including the state veterans program coordinator (SVPC) and assistant coordinator, as well as regional veterans program coordinators and veteran readiness and employment coordinators. The State Veterans' Program Office ensures consistency and excellence in program service delivery through technical assistance, policy, training, and monitoring.

Florida's JVSG program prepares veterans, transitioning service members and eligible persons for meaningful careers. The program offers eligible persons employment services delivered through the case management framework with an empathetic approach and veterans' perspective. DVOP specialists work with eligible individuals to develop a proactive employment plan, connect them to a career center, and provide them with community resources to break down barriers to obtaining and maintaining employment. Work-ready veterans are marketed to employers in the community through individualized advocacy and job development activities by LVER staff. Several military and veteran initiatives were conducted for PY 2024-2025 including:

Paychecks for Patriots: Paychecks for Patriots is a partnership with FloridaCommerce, the CareerSource Florida network, the Florida National Guard, the Florida Department of Veterans'

Affairs, and participating Florida employers to hold job fairs for veterans and their families. LWDBs across the state host Paychecks for Patriots events each fall to strengthen connections between veteran job seekers and Florida's employers. In 2024, 19 LWDBs held Paychecks for Patriots events hosting 4,532 job seekers, 1,235 veterans, and 773 employers in attendance.

Veterans' Performance Incentive Awards: The incentive awards are provided to recognize workforce development boards for excellence or demonstrated improvements in providing services to veterans and serve as an incentive to all LWDBs to improve their employment, training, and placement services for veterans. In PY 2024, for the small board category, CareerSource Gulf Coast won first place and CareerSource Okaloosa Walton won second place. For the medium board category, CareerSource Pasco Hernando won first place and CareerSource Research Coast won second place. Lastly, for the large board category, CareerSource Palm Beach County won first place and CareerSource Brevard Flagler Volusia won second place.

Department of Defense SkillBridge Program: FloridaCommerce partnered with Veterans Florida to create state agency internships for separating or retiring active-duty service members under the U.S. Department of Defense (DoD) SkillBridge Program. Transitioning service members participating in FloridaCommerce's SkillBridge internship serve as a liaison between state agencies and LWDBs as they acquire new skills in Trade Adjustment Assistance, Rapid Response, and veteran employment programs. SkillBridge participants have opportunities to gain full-time employment once the training period ends. The DoD SkillBridge Program enables active-duty service members, with commander approval, to gain work experience through internships, fellowships, and apprenticeships with employers during their final six months of service. Military personnel of any rank and branch are eligible to participate in SkillBridge and maintain their DoD salary and benefits during the training period. In PY 2024-2025, FloridaCommerce employed two SkillBridge service members.

Veterans Workforce Summit: FloridaCommerce hosted the Fourth Annual Florida Veterans Workforce Summit to bring together state workforce partners, businesses, and industry professionals. The summit provided training and networking opportunities for attendees to share best practices for helping veterans and military families find jobs. Florida continues to set the standard for serving veterans, active-duty military, transitioning service members, and their families through strong state programs and initiatives. FloridaCommerce honored and supported those who served the nation by focusing on effective workforce solutions for this population. The summit hosted more than 150 participants and featured presentations from several partner agencies, including Veterans Florida, the Office of Federal Contract Compliance Program, and the National Labor Exchange.

HIRE Vets Medallion Program: Florida promoted the HIRE Vets Medallion Program (HVMP) through the CareerSource Florida network and the JVSG program. As noted in [Veteran Program Letter 02-19](#), the HIRE Vets Medallion program provides employers an opportunity to receive special recognition from USDOL for hiring and retaining veterans. During 2024, HVMP applications were accepted January 31, 2024, through April 30, 2024. For 2024, Florida was ranked second in the nation with 68 employers recognized as HIRE Vets Medallion winners.

Purple Star Workforce Development Boards: Demonstrating its commitment to providing military families with access to critical employment, education, training, and transition, CareerSource Florida began developing criteria to designate exemplary LWDBs that demonstrate a commitment to providing critical employment, education, training, and transition supports for veterans as Purple Star Workforce Development Boards. In 2024, five LWDBs in the CareerSource Florida network were designated as Purple Star Workforce Development Boards.

JVSG Indicators of Performance

The JVSG program met and exceeded all negotiated performance targets for PY 2024-2025.

JVSG Indicators of Performance 2023	State Goal	State Performance	% Achieving Goal
Employment – 2nd Quarter After Exit	51%	56.6%	111%
Employment – 4th Quarter After Exit	49%	57.0%	116%
Median Earnings – 2nd Quarter After Exit	\$5,750	\$9,030	157%

National Dislocated Worker Grants

FloridaCommerce managed five Disaster Recovery Dislocated Worker Grants (DWG) during the program year.

Hurricane Ian DWG: Florida was awarded \$30 million to respond to damage caused by Hurricanes Ian and Nicole and by the severe storm and flooding in Broward County. The grant period was September 2022 through September 2025. Nine LWDBs participated in this grant and provided humanitarian assistance to individuals and business owners affected by the storm, as well as clean up and restoration activities to remove debris and restore damaged properties, as well as provide career services and training to eligible participants. By the end of June 2025, 823 participants were served, of which 660 were employed in temporary disaster-relief jobs.

Hurricane Idalia DWG: Florida received \$20 million to respond to damage caused by the storm. The grant period was August 2023 through August 2025. Two LWDBs participated in this grant—both smaller areas with rural and coastal counties. The most significant impact of this storm was on clam growers in the crook of Florida’s Gulf Coast whose properties were damaged and crops lost. Growers and their contracted employees were employed in temporary disaster-relief jobs to clean up the properties and restore the lost crops. By the end of June 2025, 265 participants were served, of which 259 were employed in temporary disaster-relief jobs.

2024 Severe Storms DWG: Florida received conditional approval for \$3,364,671 and received \$1,121,557 to respond to damage caused by the North Florida storms/tornadoes, the South Florida storms, flooding, and Hurricane Debby. The grant period began in July 2024 and runs through June 2026. Three LWDBs are participating in this grant to provide clean up and restoration activities, removing debris and restoring damaged properties, as well as providing career services and training to eligible participants. By the end of June 2025, 57 participants were served, of which all were employed in temporary disaster-relief jobs.

Hurricane Helene DWG: Florida received conditional approval for \$5 million and received \$4.5 million, to respond to damage caused by Hurricanes Helene and Milton. The grant period began in October 2024 and runs through September 2026. Even though 16 local workforce boards were impacted, due to the limited amount of funding received, only four local workforce boards are participating in this grant to provide humanitarian assistance to individuals and business owners affected by the storms, as well as clean up and restoration activities to remove debris and restore damaged public and private properties. By the end of June 2025, 64 participants were served, of which 60 were employed in temporary disaster-relief jobs.

Opioid DWG: Florida received \$1.5 million to minimize the employment and economic impact of the opioid epidemic. The grant period began in December 2024 and runs through December 2026. Five

local workforce boards are participating in the grant to provide career services, employment, and training services. By the end of June 2025, 28 participants have been served.

Trade Act: In response to recently issued Training and Employment Guidance Letter 01-25, outreach activities related to this program have ceased, as there is no pending legislation to reauthorize the Trade Act program. During program year 2024, 15 participants were enrolled in the program.

Technical Assistance Needs of the State Workforce System

Aligned with the REACH Act, in FY 2023-24, CareerSource Florida implemented several policy changes to increase the efficiency of its workforce system by reducing the number of LWDBs from 24 to 21, improve regional planning and coordination, and strengthening the involvement of Chief Local Elected Officials (CLEOs) in the governance of LWDBs. The goal of these changes was to strengthen partnerships between local governments and workforce boards, making the system more accountable and better aligned with Florida's economic goals. Further efficiencies were accomplished through the standardization of contracts and processes, and the establishment of regional workforce planning. Florida established seven regional planning areas, each including at least two neighboring workforce development areas and continues to refine systems, policies and processes that increase clarity, efficiency and support to local workforce boards and workforce stakeholders.

Looking towards the future, Florida's workforce partners are focused on implementing strategies that provide increased collaboration, flexibility, and innovation to meet job seeker and business needs. WIOA partners will share information and intelligence through integrated systems like Florida Workforce Integrated Networking Systems (FL WINS), and Workforce Integrated Technology Solution (WITS) technology solutions that will improve accountability and transparency. These applications are described below under "Addressing State Workforce System Challenges."

Promising Practices, Lessons Learned, and Success Stories

The Florida Workforce Development system and the CareerSource Florida Network are committed to employing strategies that promote collaboration, efficiency, flexibility, and innovation. Promising practices include collaborative programs and products such as [Apprenticeship Florida](#), [Hope Florida](#), [Paychecks for Patriots](#), [Florida's Master Credential List](#), and [Workforce Training Grant Programs](#) help adults and potentially dislocated workers overcome barriers to employment, access to wrap-around support, obtain necessary credentials or upskilling, and adapt to the needs of businesses. Florida also uses letter grades to provide LWDBs, and stakeholders with increased performance accountability and transparency, identifying the strengths of LWDBs and areas for statewide improvement. Additional promising practices and successes are also discussed in the following section on Addressing State Workforce System Challenges.

Addressing State Workforce System Challenges

The REACH Act addresses the evolving needs of Florida's economy by increasing the level of collaboration among state businesses and education communities. While the CRC works to identify in-demand credentials and career paths for Florida job seekers and businesses, the workforce system seeks to expand training models that address the skills gap including work-based learning and customized training programs. The larger workforce ecosystem in Florida encompasses not only the CareerSource Florida network, but also agency partners in education, providers of public assistance and child welfare, and those specializing in populations with specific barriers to employment. Florida is working closely with multiple agencies to enhance opportunities for coordinating with partners, creating a more unified system that helps jobseekers and businesses obtain access to high-quality services.

One hallmark of the REACH Act was the call for a consumer-first, “no wrong door” workforce development system that seeks to provide Floridians with improved access to workforce programs and services through interoperable systems and shared integrated data. FloridaCommerce is leading this transformational initiative through the [FL WINS](#) technology solution, a consumer-first online opportunity portal allowing for common intake across core and combined partners and simplified access to state, federal, and local services and tools. This multi-year endeavor brings together management information systems from DCF, FloridaCommerce, and the Florida Department of Education’s Divisions of Career and Adult Education, Vocational Rehabilitation, and Blind Services that streamlines the process for accessing workforce services:

- **Customer Portal** – Enhances the customer experience through a single shared account that provides a common access point to update personal information, view program information, and submit common intake applications.
- **Common Intake Form** – Provides intake capabilities for applicable programs across the Workforce Partners.
- **Data Integration** – Enables the sharing of data between existing agency systems of record to enhance the user experience, orchestrates the data flow among systems, and enables robust data analytics.

[FL WINS](#) will also incorporate a digital learning experience to help agency staff better serve Floridians through a no-wrong-door approach. This training uses short, scenario-based lessons to teach staff how to guide customers across multiple workforce programs. It focuses on real-world practice, helping staff understand programs beyond their own agency and build confidence in making referrals. The training is designed to be flexible and easy to use, with interactive simulations that show how the system improves customer outcomes. Staff learn how to navigate other state services that are beneficial to their customers and receive feedback and support as they apply new skills.

The training includes lessons about key agencies like the Department of Education, FloridaCommerce, CareerSource Florida, and DCF. Each section offers program knowledge and practice through virtual conversations. Learners help simulated customers with real needs, such as job training, education, or housing support. These activities help staff connect the dots between programs and understand how to use the system to help people more effectively. The goal is to create a consistent, user-friendly experience that supports behavior change and improves service delivery across Florida’s workforce system.

As part of its workforce system modernization efforts, Florida is working with a vendor to implement WITS, a centralized case management and reporting platform that will be used across the CareerSource Florida network. This system will support workforce professionals in tracking participant progress, managing services under programs like WIOA, TANF, and SNAP E&T, and recording outcomes such as employment and credential attainment. Maintained by FloridaCommerce, WITS will play a vital role in ensuring compliance with federal and state requirements while helping evaluate the effectiveness of workforce initiatives aimed at promoting self-sufficiency and economic mobility. Work on the WITS platform is scheduled to begin in December 2025 with an anticipated completion between January and May 2027.

These initiatives will take place over three to five years and set a foundation for enhanced coordination and service delivery for Floridians. Answers to frequently asked questions about the FL WINS Workforce System Integration effort can be viewed on FloridaCommerce’s [website](#).

Conclusion

The CareerSource Florida Board of Directors, as the State Workforce Development Board, is committed to supporting Florida's continued economic growth and its goal to be number one in workforce education by 2030. Initiatives undertaken in PY 2024-2025 focused on transforming the Florida workforce development system and transitioning to a comprehensive modernization initiative – the first of its kind in 30 years – aimed to create efficiencies and enhance outcomes for both job seekers and businesses. Florida will continue to strengthen collaboration with WIOA combined and required partners to create a uniform experience for job seekers and businesses resulting in:

- Expansion of collaborative relationships with partner agencies, community-based organizations, businesses, and other partners that work across multiple local workforce development areas.
- Structured, aligned, and predictable delivery models that allow targeted performance analysis, troubleshooting and diagnosis, and implementation of continuous improvement models.
- Improved outcomes through increased focus on performance accountability, supportive monitoring efforts, and return on investment.

Alignment and accountability across Florida's workforce development system remain priorities of the CareerSource Florida Board of Directors. Under the leadership of Florida's Governor and Legislature, and working closely with numerous local, state, and federal partners, the Florida workforce system will continue implementing future-focused impactful strategies that anticipate, meet, and exceed the needs of Floridians.