



2024–2025  
**ANNUAL REPORT**

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# From Our Leaders



With a strong foundation in place and clear strategic direction, CareerSource Florida is meeting the evolving needs of Florida's economy while delivering meaningful outcomes for the job seekers and businesses we serve. This fiscal year demonstrated our capacity to advance the system by strengthening service delivery, deepening partnerships, and maintaining our focus on what matters most: connecting job seekers and businesses to opportunity.

Under the leadership of Governor Ron DeSantis and with guidance from the CareerSource Florida Board of Directors, we built on last year's transformation by focusing on system-wide improvements in service delivery. This was all about getting the fundamentals right.

Across the CareerSource Florida network, we engaged directly with businesses and job seekers to understand their needs. We expanded eligibility policies, improved operating hours and childcare access, and streamlined contracting processes — all to eliminate barriers and meet customers where they are.

Despite receiving reduced federal funding — a direct reflection of Florida's thriving economy and historically low unemployment — the CareerSource Florida network continued to advance our mission substantially, serving as a connector to bridge the gap between Floridians seeking employment and employers in need of skilled talent.

Strategic partnerships have been essential to this progress. Through alignment with state agencies, economic development organizations, and business partners, CareerSource Florida contributes to initiatives that extend beyond traditional workforce development — from broadband infrastructure to international trade missions — ensuring workforce considerations inform decisions across Florida's emerging industries and sectors.

Strategic set-aside initiatives have been instrumental in expanding our reach and impact. Each year, the CareerSource Florida Board of Directors allocates funding to pilot innovative workforce development programs that address emerging needs and strengthen talent pipelines in critical sectors. By targeting industries like healthcare, manufacturing, aviation, and aerospace — and testing new approaches from AI incumbent worker training to strengthening rural training opportunities — these initiatives have provided clear direction on how to engage effectively with businesses and build industry-specific talent pipelines.

These innovative initiatives have helped us serve more customers. Business services expanded from 50,000 businesses served two years ago to over 80,000 this fiscal year, demonstrating how strategic, sector-focused investments can scale impact across Florida's workforce system.

On the following pages, you'll see numerous performance outcomes reached new levels, including numbers of job seekers assisted and now employed, veterans served, businesses supported, and individuals moving off public assistance. Participants are securing positions with an average annual wage increase of over \$15,000, underscoring our commitment to meaningful economic advancement.

We've broken down barriers and joined forces with partners to open doors of opportunity. CareerSource Florida is now positioned to innovate and explore creative approaches to serving Florida's job seekers and businesses. Our focus remains on data-driven decision making, strategic resource allocation, and delivering results that advance economic prosperity for all Floridians.



**ADRIENNE JOHNSTON**  
*President and CEO  
CareerSource Florida*



This fiscal year, CareerSource Florida continued to advance its mission through strategic foresight, operational resilience, and a deepening culture of collaboration and innovation. By achieving greater levels of effectiveness, we have remained committed to transforming lives across Florida.

As we advance Florida's workforce system, the focus has shifted to deepening collaboration, strengthening outcomes, and ensuring consistent service delivery across our network. Throughout my six years on the board, I've witnessed remarkable change, but this past year stands out for the intentionality behind every initiative — from engaging local elected officials and legislative delegations, to ensuring Regional Planning Areas are supporting local communities and economies as intended. This thoughtful approach continues to eliminate bureaucracy and improve access to resources for those who need them most.

A testament to CareerSource Florida's outstanding impact on the state, we hosted Workforce Day at the Capitol in collaboration with the Florida Department of Education, FloridaCommerce, the Florida Department of Children and Families, and Veterans Florida. This inaugural event was truly powerful; seeing workforce partners and education leaders unified behind a common mission showcased CareerSource Florida as a torch bearer, inspiring a spirit of collaboration across the entire workforce development ecosystem.

I continue to be impressed by the Apprenticeship Navigator program. Having a dedicated professional who walks businesses through the apprenticeship process has been a game changer, helping companies understand how these programs can meet their unique workforce needs without overwhelming complexity. Sometimes businesses worry that government involvement means more hoops to jump through, but this personalized support changes that perception entirely.

As a business leader, I've seen firsthand how critical it is for companies to engage with their local workforce development board. When businesses partner with workforce development, economic development, and education — bringing everyone to the table to identify needs and resources — that's when real solutions emerge. When one business shares their success story with another, showing how they're onboarding talent through these programs, that's when the ripple effect begins.

What continues to inspire me most is the knowledge that behind every training grant, every streamlined process, and every initiative is a Floridian whose life trajectory can be changed. When we deepen collaboration and make resources more accessible, we're opening doors to better careers, stronger families, and thriving communities across our state. That's the work of CareerSource Florida, and it's work worth celebrating.

**STEPHANIE SMITH**

*Chair, Board of Directors  
Vice President, State & Regional  
Affairs, TECO*

# Board of Directors

**Governor Ron DeSantis**  
*State of Florida*

**Board Chair Stephanie Smith**  
*TECO Energy*

**John Adams, Jr.**  
*Booz Allen Hamilton*

**Jennifer Anderson, Ph.D.**  
*Community Foundation of Broward*

**Erik Arroyo**  
*Arroyo McArdle*

**Bayne Beecher**  
*Stroop Design and Construction*

**Kiley Damone**  
*FINFROCK*

**Manny Diaz, Jr.**  
*Florida Department of Education*

**Robert Doyle III**  
*Florida Department of Education  
Division of Blind Services*

**Strategic Policy & Performance  
Council Chair Sophia Eccleston**  
*NextEra Energy Resources*

**Ryan Goertzen**  
*AAR Corporation*

**Eric Hall, Ph.D.**  
*Florida Department of  
Juvenile Justice*

**Shevaun Harris**  
*Florida Department of Children  
and Families*

**Tim Hinson**  
*Miller Electric Company*

**Austin Hosford**  
*Marathon Gas Station  
and Travel Center*

**J. Alex Kelly**  
*FloridaCommerce*

**Allison Kinney**  
*HCA Healthcare*

**Joe Marino**  
*Veterans Florida*

**Bailey Mateer**  
*Jetset Pilates Fort Lauderdale*

**Finance Council Chair  
Kevin McDonald**  
*Allstate Insurance*

**Rep. Lauren Melo**  
*Florida House of Representatives*

**Kevin O'Farrell, Ph.D.**  
*Florida Department of Education  
Division of Career & Adult  
Education*

**Commissioner Mel Ponder**  
*Okaloosa County*

**Mayor Darcy "D.C." Reeves**  
*Mayor of Pensacola*

**Kelly Rogers**  
*Florida Department of Education  
Division of Vocational  
Rehabilitation*

**Laurie Sallarulo**  
*Junior Achievement  
of South Florida*

**Robert Salonen**  
*Florida Institute of Technology*

**Brian Sartain**  
*Ontic*

**Andrew Schmadeke**  
*Focus School Software*

**Les Sims**  
*Armstrong Roofing, Inc.*

**Mayor Scott Singer**  
*Singer Law Office*

**Meredith Stanfield**  
*Florida Professional  
Firefighters, Inc.*

**Rep. Dana Trabulsy**  
*Treasure Coast Business Summit*

**Sen. Clay Yarborough**  
*Florida Senate*

## DESIGNEES

**Adrienne Campbell**  
*Florida Department of  
Juvenile Justice*

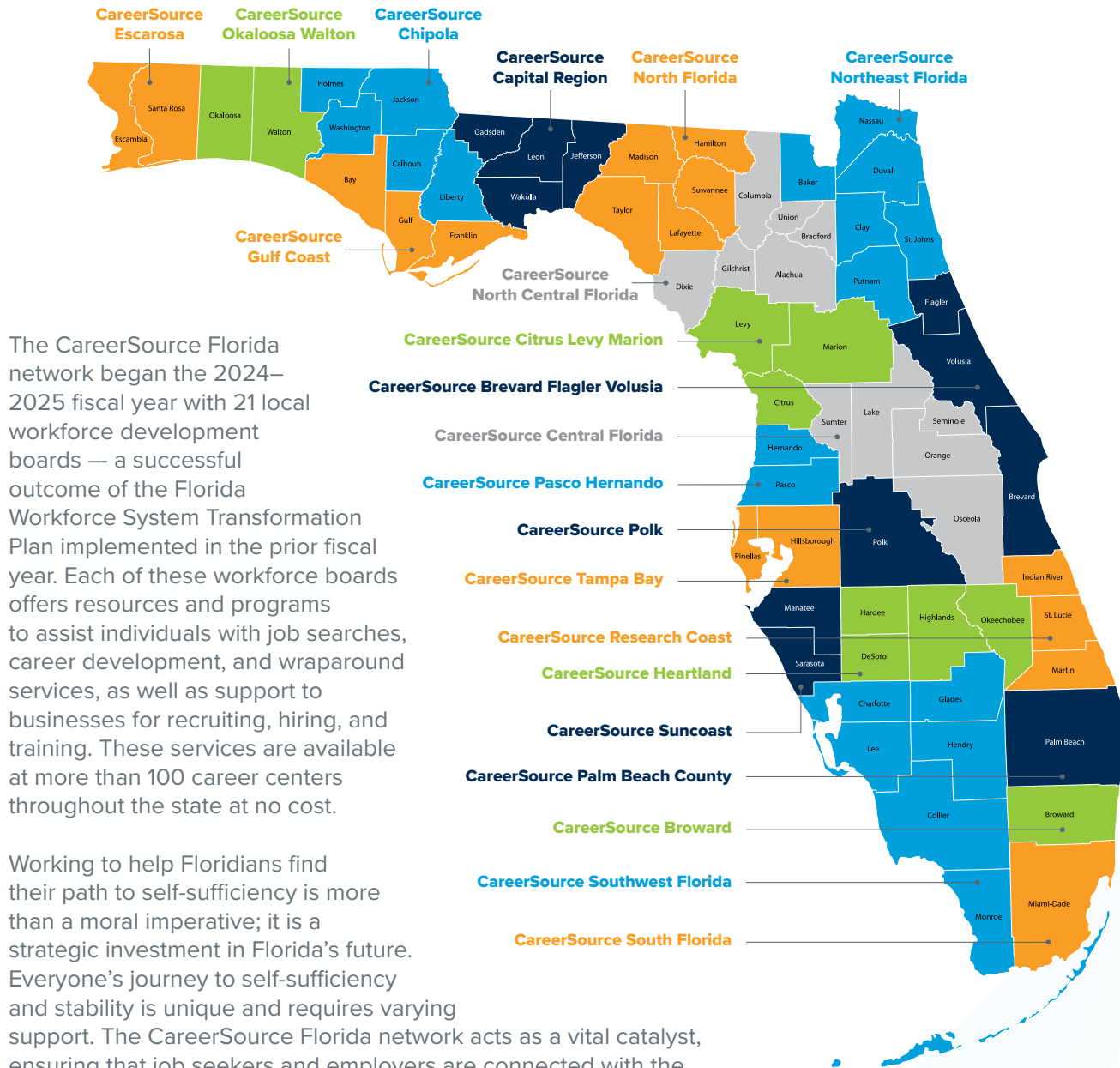
**Casey Penn**  
*Florida Department of  
Children and Families*

**Kimberly Richey**  
*Florida Department of  
Education*

**Lindsay Volpe**  
*FloridaCommerce*

**With gratitude for the service of additional board members who served during the 2024–2025 fiscal year.**

# Local Workforce Development Boards



The CareerSource Florida network began the 2024–2025 fiscal year with 21 local workforce development boards — a successful outcome of the Florida Workforce System Transformation Plan implemented in the prior fiscal year. Each of these workforce boards offers resources and programs to assist individuals with job searches, career development, and wraparound services, as well as support to businesses for recruiting, hiring, and training. These services are available at more than 100 career centers throughout the state at no cost.

Working to help Floridians find their path to self-sufficiency is more than a moral imperative; it is a strategic investment in Florida's future. Everyone's journey to self-sufficiency and stability is unique and requires varying support. The CareerSource Florida network acts as a vital catalyst, ensuring that job seekers and employers are connected with the necessary resources and support to drive Florida's economy forward.

Pursuant to Florida's 2021 REACH Act and section 445.004(7)(c), Florida Statutes, the CareerSource Florida Annual Report must contain information on the number of mandatory partners located within one-stop centers managed by the state's local workforce development boards.



 [Scan here to learn more](#)

Find the Local Workforce Development Boards Mandatory Partners at this [link](#).

# Our Commitment

We are the launching point for your success story

## Collaborate. Innovate. Lead.

These are the pillars of the CareerSource Florida network. They represent the foundation of our work as a national model for workforce development and reflect our vision for Florida to be the global leader for talent.

### OUR PROMISE

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Florida's workforce system is comprised of a dedicated team of professionals who possess an understanding of your needs. Uniquely positioned, we offer assets, expertise, and effective partnerships to deliver seamless and efficient services, demonstrate our value to all customers through results, and drive economic priorities through talent development.

### OUR MISSION

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The Florida workforce system connects employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic prosperity.

### OUR VALUES

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Business-Driven, Continuous Improvement, Integrity, Job Seeker Support, and Purpose-Driven.



# Accountability and Transparency

Accountability and transparency are top priorities for CareerSource Florida as an organization and as a network of local workforce development boards dedicated to delivering meaningful performance outcomes while ensuring investments and actions earn and protect the public trust.

Since its first audit in 2001, CareerSource Florida has received clean financial audits each year from independent auditors.

 Scan QR codes to learn more



Please see the following required audits and reports at this [link](#).



2024–2025 Financial Statements and Audit Report at this [link](#).



## LETTER GRADES

In accordance with the REACH Act, CareerSource Florida annually publishes letter grades for local workforce development boards. Review letter grades from the 2024–2025 fiscal year at this [link](#).

## STRENGTHENING REGIONAL WORKFORCE COLLABORATION

In 2025, CareerSource Florida launched a statewide effort to strengthen regional collaboration, accelerate employer engagement, and enhance the alignment of workforce strategies across Florida’s seven workforce planning regions. This coordinated approach is designed to increase the responsiveness of local workforce systems to real-time economic needs, streamline public-private partnerships, and create a more outcomes-driven foundation for long-term talent development. Key initiatives include:

### REGIONAL COORDINATION:

Facilitating structured collaboration across counties within each workforce planning region to align shared assets, strategies, and labor market priorities.

### EMPLOYER-LED ALIGNMENT:

Partnering with Florida’s leading employers to inform workforce training pipelines and develop region-specific talent strategies.

### OPERATIONAL TRANSPARENCY:

Deploying a statewide framework to track progress, measure impact, and support consistent execution — while allowing flexibility for local innovation.

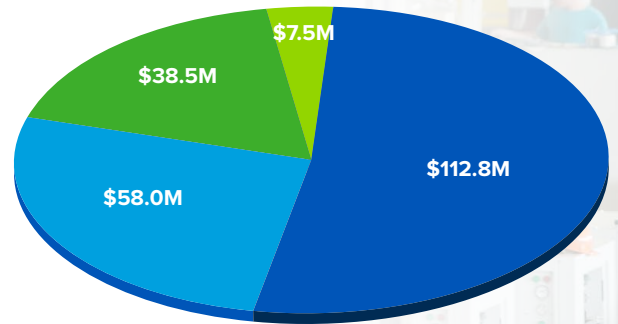
# Federal Funding, Statewide Investment, Local Impact

Florida's workforce system is funded primarily through federal dollars. Upon approval of the CareerSource Florida Board of Directors and in alignment with federal funding formulas, the majority of these funds are distributed to the local workforce development boards to directly support employment and training services for businesses and job seekers statewide.

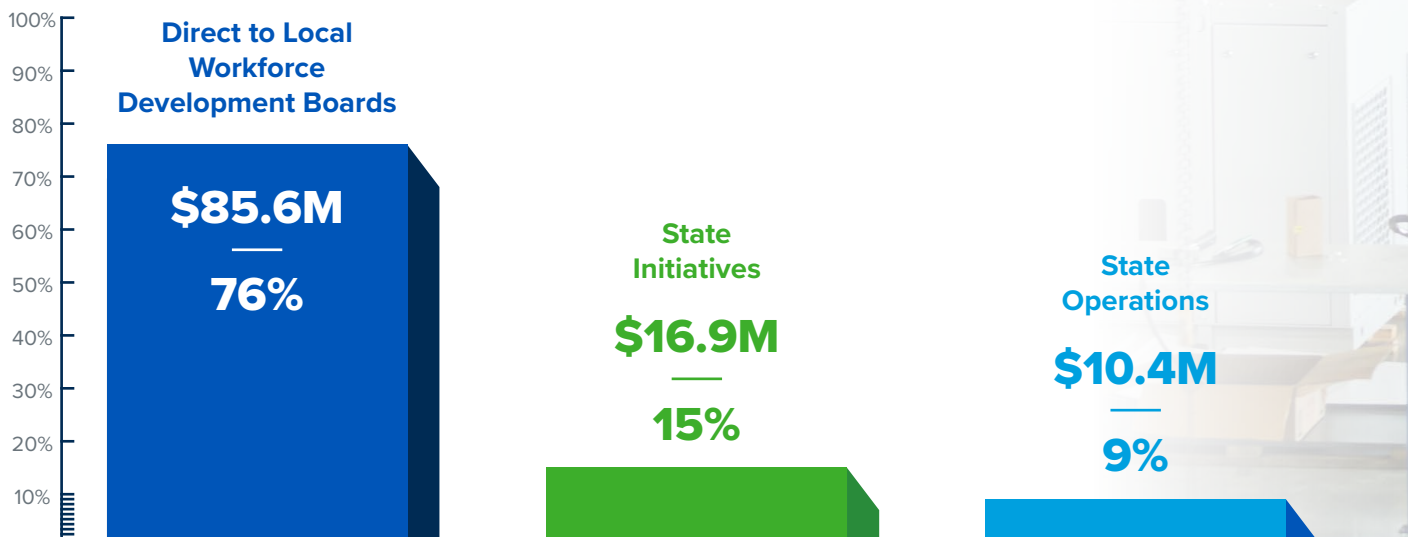
## FISCAL YEAR 2024-2025 BOARD-ALLOCATED FUNDING

## YEAR OVER YEAR COMPARISONS

▶ Workforce Innovation and Opportunity Act (WIOA):	<b>\$112.8M</b>	<b>7.6% ▼</b>
▶ Temporary Assistance for Needy Families:	<b>\$58.0M</b>	<b>0.6% ▼</b>
▶ Wagner-Peyser Act:	<b>\$38.5M</b>	<b>0.86% ▼</b>
▶ Quick Response Training:	<b>\$7.5M</b>	<b>0%</b>
<b>TOTAL:</b>	<b>\$216.8M</b>	<b>4.4% ▼</b>



## DISTRIBUTION OF FISCAL YEAR 2024-2025 BOARD-ALLOCATED WIOA FUNDING (\$112.8M)





Florida WINS (Workforce Integrated Networking Systems) is an initiative designed to streamline access to services and increase accountability across the state through interoperable systems and shared integrated data. At the heart of this effort is a strategic partnership among five workforce partner agencies — CareerSource Florida, Florida Department of Children and Families, Florida Department of Education, FloridaCommerce, and Florida Department of Corrections. By integrating services and data across agencies, Florida WINS aims to create a more efficient, user-friendly experience that supports economic mobility and strengthens Florida's talent pipeline.



 [Scan here to learn more](#)



# Job Seeker Services and Outcomes

Florida’s unemployment rate has remained below the national average since November 2020. From June 2024–June 2025, Florida’s unemployment rate increased by 0.3% to 3.7% over the year. During the same period, Florida’s labor force only increased by 0.2%, adding 26,000 workers. Private sector employment increased by 1.4%, adding 126,100 jobs over the year. With the exception of November 2024, Florida’s year over year employment growth outpaced the national average every month since September 2017.

While the CareerSource Florida network serves all job seekers, it is especially equipped to assist Floridians who face barriers to employment: individuals who often need more intensive, longer-term support. These barriers include lacking a diploma or job training, limited English proficiency, disabilities, childcare or transportation challenges, reliance on public assistance, justice system involvement, housing instability, and more. The network reduces dependency on public benefits and promotes economic self-sufficiency by helping unemployed, underqualified, and inexperienced individuals enter the workforce while supporting the underemployed in advancing to higher-wage careers.

<b>262,266</b> FLORIDIANS SERVED BY THE CAREERSOURCE FLORIDA NETWORK	<b>67,017</b> JOB SEEKERS ASSISTED BY THE CAREERSOURCE FLORIDA NETWORK, NOW EMPLOYED	<b>1,142,966</b> SERVICES PROVIDED BY THE CAREERSOURCE FLORIDA NETWORK	<b>4,398</b> MILITARY VETERANS ASSISTED, NOW EMPLOYED
<b>96,871</b> ONLINE JOB POSTINGS (339,733 POSITIONS)	<b>126,100</b> JOBS GAINED	<b>30,232</b> INDIVIDUALS SERVED BY THE CAREERSOURCE FLORIDA NETWORK, NOW OFF PUBLIC ASSISTANCE	<b>\$15,556</b> AVERAGE ANNUAL WAGE INCREASE



 Scan here to find your local team

Our local career centers stand ready to support job seekers and are available online, over the phone, and in-person by appointment.



*“Recognized as number one in higher education and number one in talent development, Florida continues to generate wins, leveraging investments in key industries like manufacturing, aerospace and aviation, and life sciences, that fuel high-skill, high-wage job growth – strengthening our economy for current and future job seekers and job creators.”*

— J. Alex Kelly, Secretary of Commerce



CareerSource Florida co-hosted the inaugural Workforce Day at the Capitol to elevate the visibility of Florida’s workforce system and engage state leaders in conversations about talent development and economic opportunity. The event served as a platform to spotlight regional innovation, share success stories from across the network, and reinforce the value of strategic partnerships in driving long-term prosperity for job seekers and businesses.



# Business Services and Outcomes

CareerSource Florida continues to empower businesses across diverse industries with strategic training grants, collaborative workforce initiatives, and tailored support services that build a future-ready talent pipeline and drive statewide economic growth.

## QUICK RESPONSE TRAINING

**\$7,497,400**

IN QUICK RESPONSE TRAINING GRANTS

**27** businesses | **2,236** projected trainees

## INCUMBENT WORKER TRAINING

**\$2,824,973**

IN INCUMBENT WORKER TRAINING GRANTS

**54** businesses | **2,869** projected trainees

## BUSINESSES SERVED

**81,802**

**10,183**

Healthcare

**7,342**

Manufacturing

**6,289**

Construction

**8,490**

Professional, Scientific,  
and Technical Services

**8,014**

Administrative and  
Support and Waste  
Management and  
Remediation Services



 [Scan here to find your local team](#)

If you're a Florida employer looking to grow, the CareerSource Florida network can partner with you to build a stronger, more competitive business — starting with your workforce.

The Industry and Education Consortium model is helping CareerSource Florida align talent development with workforce needs by convening quarterly calls that surface best practices and strengthen partnerships with Florida Colleges and other stakeholders. CareerSource Palm Beach County's manufacturing consortium exemplifies this approach, using a Learner Pathway to adapt educational offerings from middle school to graduate programs. By coordinating meetings with major industry events, they ensure strong participation and actionable outcomes. This strategy is building a future-ready workforce and inspiring youth through initiatives such as manufacturing and trades competitions and apprenticeship activities.





CareerSource Florida offers strategic training grants that help businesses equip their workforce with competitive, in-demand skills. Through the Quick Response Training program, new or expanding companies in Florida may receive funding to train newly hired employees. The Incumbent Worker Training program supports small businesses by reimbursing up to 75% of training costs for existing staff.



CareerSource Florida published the Foundational Skills and Digital Literacy Report. It highlights the growing importance of these skills in today's workforce and underscores how persistent access barriers like transportation, broadband, and childcare hinder participation in training. It also showcases how local workforce boards are addressing these challenges through hybrid learning models and tools like Florida Ready to Work.

*“With support from the Incumbent Worker Training (IWT) grant, we enhanced employee productivity, advanced skills certification, and strengthened our management structure, accountability, and leadership. CareerSource Florida and the IWT grant program are invaluable resources for Florida companies.”*

— Todd Gross, Summation Research



*“As Florida’s economy continues to grow, evolve, and diversify, our workforce system must not only keep pace but lead the way. We are committed to ensuring every Floridian has the opportunity to succeed and every business has the talent and resources needed to drive our state’s continued prosperity.”*

— Adrienne Johnston,  
President and CEO of CareerSource Florida

# Accelerating Upskilling

As AI transforms industries, Florida's workforce system is assessing the opportunities to strengthen training, close skills gaps, and prepare workers for in-demand and future roles. Florida ranks No. 10 in the nation for manufacturing employment, making it a key sector for AI integration and workforce innovation. In that industry, training models emphasize robotics, predictive maintenance, and smart operations that combine AI diagnostics with human oversight. Logistics and warehouse operations are evolving through AI-powered safety protocols, route optimization, and automated equipment diagnostics. In the automotive sector, technicians are learning to use virtual reality and natural language processing tools to enhance diagnostics and preventive maintenance.

CareerSource Florida is aligning its statewide strategy with these kinds of transformations. A key example is the AI Incumbent Worker Training pilot program, launched as a set-aside initiative in fiscal year 2024–2025 to support companies adopting automation.

With grant funding approved by the CareerSource Florida Board of Directors, the program is helping businesses in Central Florida, Broward, and Northeast Florida prepare mid- and late-career employees for evolving roles. This will continue as a strategic priority in fiscal year 2025–2026.

More broadly across the state, CareerSource Florida is equipping job seekers with foundational digital literacy skills and aligning sector-specific training with emerging technologies. Local workforce development boards are collaborating with education and business leaders to identify AI-related skill gaps and align training programs with emerging industry needs, and training grants are being used to upskill existing employees and build long-term resilience in the workforce. Together, these efforts ensure Floridians don't just keep pace with technological change, but seize opportunities to lead and thrive in the evolving economy of tomorrow.

## Current market data indicates a fundamental shift in how Florida's key industries approach workforce development:

- Workers who develop AI competencies are also commanding significant compensation premiums, with **25–49% wage premiums** for AI-skilled positions (PwC, 2024).
- Research shows **92% of companies** plan to increase AI investments over the next three years (McKinsey, 2025).
- And **89% of companies** report their workforce needs improved AI skills (BCG, 2024).

## LOOKING AHEAD

**As AI continues to evolve, CareerSource Florida remains committed to forward-thinking workforce development. By investing in AI training across regions and industries, the network is preparing Floridians for high-demand roles and helping businesses build resilient, future-ready teams.**



# Set-Aside Initiatives Strengthen Florida's Talent Pipeline

Each year, the CareerSource Florida Board of Directors strategically allocates set-aside funding to pilot innovative workforce development initiatives. These initiatives — ranging from incumbent worker training and youth career exploration to rural outreach and digital literacy — are designed to test and elevate the system through forward-thinking strategies.

In fiscal year 2024–2025, more than \$13.9 million was approved to support programs that address emerging needs, strengthen talent pipelines, and expand access to opportunity. These board-approved pilot programs serve as a proving ground for scalable solutions that may ultimately become standard practice across Florida's workforce system. Select initiatives — each of which is approved to continue in fiscal year 2025–2026 — are spotlighted here to showcase their impact.

## RURAL INITIATIVES

CareerSource Florida's Rural Initiative continues to transform lives in economically distressed Southwest Florida communities. In the past year, \$175,000 supported training for 54 low-income individuals, many facing employment barriers. Programs in welding, CNA, and CPA were delivered locally through Hendry County School District and Glades Technical College. Outreach via social media helped connect participants.

"It's a win-win to keep them in Hendry County learning and then earning," said Peg Elmore, President and CEO of CareerSource Southwest Florida.

### LOOKING AHEAD

In collaboration with Florida Gulf Coast University, CareerSource Southwest Florida plans to explore micro-credentialing in construction, logistics, and manufacturing, including 10-week programs in blueprint reading and construction management.

## AI – INCUMBENT WORKER TRAINING

CareerSource Florida's AI Incumbent Worker Training pilot program is redefining the future of work through empowerment, not replacement. In partnership with CareerSource Central Florida and Model Mind AI, the program trained 60 workers in hospitality, HR, and nonprofit sectors to build AI agents, automate workflows, and boost efficiency. Employers contributed tools, licenses, and paid training time — underscoring a commitment to upskilling. Participants gained digital literacy and AI governance skills, positioning them for advancement.

"You won't lose your job to AI; you'll lose it to someone who knows how to use it," said Gina Ronokarijo, Vice President of Workforce Operations at CareerSource Central Florida.

### LOOKING AHEAD

CareerSource Central Florida plans to expand the AI Incumbent Worker Training initiative into new industries and occupations, guided by data from its business intelligence team.



## SECTORS OF STRATEGIC FOCUS TRAINING

Select local workforce development boards are using funds from a sector-based initiative to strengthen talent pipelines in critical industries, such as the aviation and aerospace sector in Northeast Florida. CareerSource Northeast Florida supported five employers and trained 115 individuals in specialized skills like predictive analytics, lean manufacturing, and augmented reality.

The initiative addresses workforce gaps by aligning training with employer needs and regional priorities. Sector-based investments like this one are part of a statewide strategy to provide WIOA-funded career training and supportive services in sectors including ag tech, broadband, transportation, healthcare, and advanced manufacturing.

## LOOKING AHEAD

**CareerSource Northeast Florida will expand its sector-based training efforts by partnering with additional employers to ensure the aviation and aerospace workforce is equipped to support continued growth and innovation.**



## GET THERE FASTER VETERANS

The Get There Faster Veterans initiative is transforming how Florida's workforce system supports veterans, especially those with barriers to employment. Originally launched in 2021, the program is active across several local workforce development boards and offers up to \$12,000 in training scholarships and \$3,000 in support services — double the standard amount — to help veterans overcome challenges like homelessness, disability, and career transitions.

Through targeted outreach, including phone calls and a custom web portal, CareerSource Palm Beach County enrolled 178 veterans in a single year. The initiative empowers veteran case managers to administer services directly, streamlining support and building trust. In 2024–2025, 167 credentials were earned and 131 veterans were employed, with an average wage of \$26.15 an hour.

"We've seen veterans go from homeless to earning \$26 an hour. That's the ROI," said Steven Gustafson, a Marine Corps veteran and First Vice President and Chief Operating Officer at CareerSource Palm Beach County.

### LOOKING AHEAD

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**Across the CareerSource Florida network, priority of service for veterans is more than a guiding principle — it is a steadfast commitment. In honoring the service and sacrifice of Florida's veterans, CareerSource Florida also acknowledges the unique challenges many face when transitioning to civilian employment.**

The network is strategically positioned to address these barriers with empathy, expertise, and timely support. Through targeted initiatives, including Get There Faster Veterans Grants and enhanced scholarship opportunities, CareerSource Florida is equipping veterans with the tools, training, and resources needed to build strong, resilient futures.

In partnership with FloridaCommerce, CareerSource Florida also hosts the statewide Paychecks for Patriots hiring initiative — connecting veterans, military spouses, and transitioning service members with career opportunities.

## ADVANCING FLORIDA'S WORKFORCE SYSTEM

CareerSource Florida's Advancing Florida's Workforce System initiative continues to modernize and streamline services through targeted investments in systemwide improvements and regional planning. With continued funding, the initiative supports administrative needs tied to board consolidation, the creation of WIOA planning regions, and modernization of policies and technologies to enhance customer experience. Regional planning remains central — aligning workforce, education, and economic development strategies to drive regional growth. These efforts ensure a more consistent, agile, and customer-focused workforce system across Florida.

### LOOKING AHEAD

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**Continued funding will support systemwide improvements across all 21 local workforce development boards, including regional planning, data and outcome tracking enhancements, and policy modernization across the CareerSource Florida network. In 2025, CareerSource Florida expanded eligibility policies and streamlined processes to ensure more Floridians could access the services they need to succeed. As a result, local workforce development boards eliminated barriers by extending operating hours and removing limitations for parents bringing children into career centers. These adjustments reflect CareerSource Florida's commitment to meeting job seekers and employers where they are and designing services that align with the realities of their daily lives.**

# Master Credentials List Aligns Talent with Opportunity

Florida's Master Credentials List (MCL) is a strategic resource that aligns workforce training with industry needs, empowering businesses to shape talent pipelines and guiding job seekers toward credentials that lead to in-demand, high-value careers.

The MCL is developed by the Florida Credentials Review Committee and continuously updated to reflect emerging industries and regional workforce priorities. The most recent iteration of the list includes **2,384 credentials**:

**296**

**DEGREE  
PROGRAMS  
OF STUDY  
(AS AND AAS)**

**872**

**NON-DEGREE  
PROGRAMS**

**597**

**APPRENTICESHIPS**

**577**

**INDUSTRY  
CERTIFICATIONS**

**42**

**K-8 CAPE  
DIGITAL TOOLS**

Credentials on the MCL are prioritized for CareerSource Florida's training grants, including Incumbent Worker Training. This linkage ensures that businesses investing in upskilling their workforce are aligned with the state's most valuable credentials, especially in sectors adopting technologies like AI.

The MCL also plays a critical role in supporting Career and Professional Education (CAPE) funding, which incentivizes school districts, colleges, and other eligible entities to offer programs that lead to industry-recognized credentials aligned with high-skill, high-wage occupations. Applicants seeking CAPE funding must meet more detailed criteria, including demonstrating that the credential is stackable, recognized by industry, and aligned with these occupations.

Together, the MCL and CareerSource Florida's training grants form a future-focused framework for workforce development that connects talent to opportunity and fuels statewide economic growth.

## TOP CREDENTIALS EARNED

**Truck and Bus Driver/  
Commercial Vehicle  
Operator and Instructor**

**Registered Nurse**

**Network and System  
Administrator**

**Medical and Clinical/  
Dental Assistant**


**Customer Service  
Support Operator**



## LOOKING AHEAD

In April 2025, CareerSource Florida launched a new credential inventory database, MCL application, and application and evaluation tracking. This tool was designed to organize communications, facilitate data sharing, and establish one repository for the growing body of knowledge. During the implementation roll-out, CareerSource Florida conducted new applicant training sessions covering the application process, quality framework, and frequently asked questions. These efforts resulted in the submission of 33 applications ahead of the initial June 30 deadline. CareerSource Florida will continue to monitor, optimize, and evaluate the inventory database's performance to ensure its effectiveness.




 [Scan here to learn more](#)

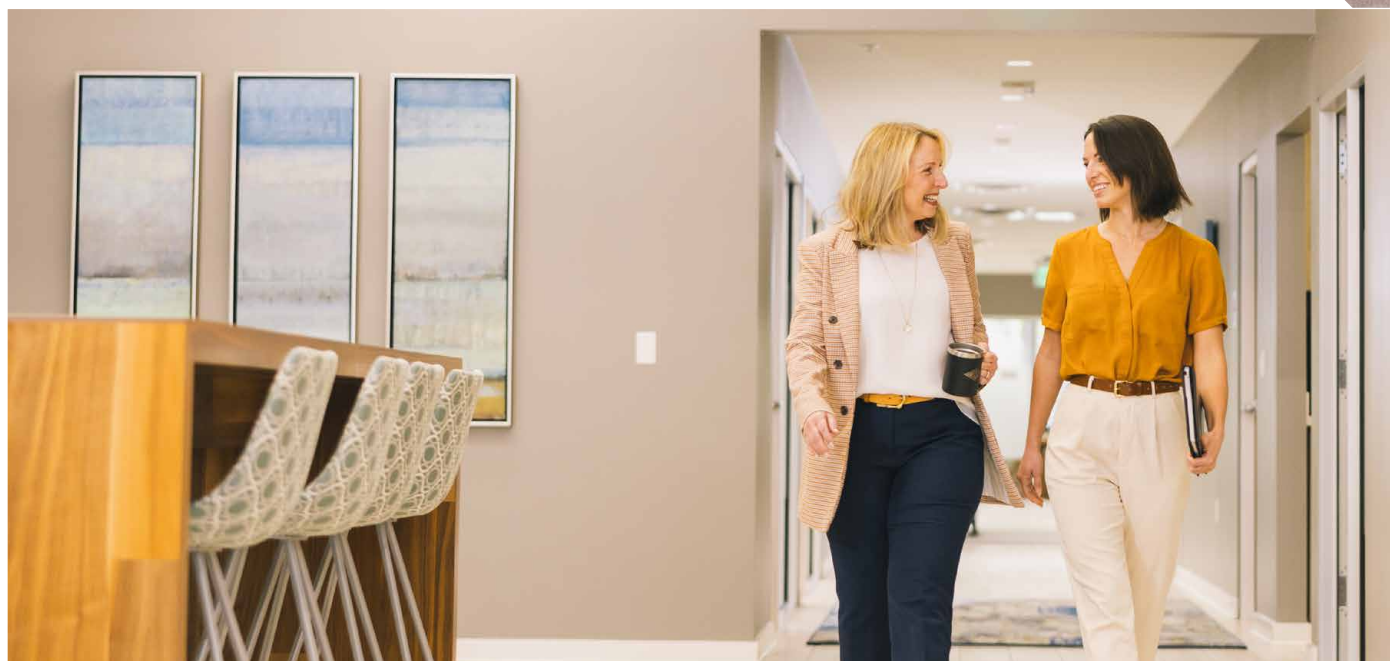
# Registered Apprenticeships:

## A Proven Win-Win Workforce Solution



 [Scan here to learn more](#)

Apprentice Florida, a joint initiative of CareerSource Florida, FloridaCommerce, and the Florida Department of Education, continues to drive workforce innovation by expanding access to high-quality apprenticeship and preapprenticeship opportunities across the state. These programs equip Floridians with in-demand skills, preparing them for rewarding careers in high-growth industries such as healthcare, manufacturing, and information technology.



Florida continues to see strong momentum in registered apprenticeship participation. According to the Registered Apprenticeship Partners Information Database System (RAPIDS), active apprenticeships grew **10.41% year-over-year** during fiscal year 2025 (October 1, 2024–September 30, 2025), with **17,920 active apprentices earning an average wage of \$19.78 per hour**.

New apprenticeships increased by **5.31%**, totaling **8,412 individuals** with an average starting wage of \$20.80 per hour. Program completions surged **17.49%**, with **2,606 completers earning an average wage of \$28.37 per hour**.

This growth reflects the power of strategic collaboration among the Florida Department of Education, FloridaCommerce, and the CareerSource Florida network of Apprenticeship Navigators embedded within local workforce development boards statewide. Together, these efforts demonstrate the transformative impact of work-based learning on Florida's talent pipeline.





*“By building an apprenticeship unique to your business, you give employees the knowledge, experience, and expertise necessary to excel in their roles, advance their careers, and drive success for your company.”*

— Kevin O'Farrell,  
Senior Chancellor, Florida Department of Education

## LOOKING AHEAD

In Florida, several targeted sectors are benefiting significantly from apprenticeship programs. While apprenticeships continue to thrive in trade-based industries such as construction and manufacturing, they also are expanding across nontraditional sectors including law enforcement, education, hospitality, and trade and logistics.

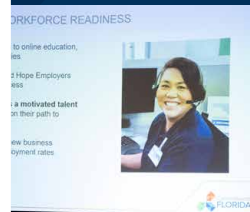
As outlined in the 2024–2028 WIOA Combined Plan, shared workforce partner outcomes highlight increasing statewide registered apprenticeship program outcomes by 2030, to include:

- Total of **7,000** new apprentices annually
- **450** registered apprenticeship programs
- **110** registered preapprenticeship programs

## BRIDGING THE GAP: BROADBAND AS A PATH TO WORKFORCE GROWTH

The broadband industry exemplifies apprenticeships as an effective training model, with companies actively hiring apprentices to meet growing demands. Recognizing broadband access as fundamental to career readiness and digital literacy, CareerSource Florida partnered with FloridaCommerce to host the Florida Broadband Summit in 2024 and again in 2025, collaborating with statewide partners and communities to address the digital divide and enhance workforce development opportunities.

Broadband expansion enables Florida communities to achieve economic prosperity by strengthening workforce capabilities and improving access to online education and training resources. Workers can advance their careers through digital upskilling, reskilling, and professional certification programs. A future-ready Florida is one where all Floridians have access to high-quality workforce training and businesses can innovate and reach more customers.





# Advancing Florida's Workforce Through Strategic Partnerships and Collaboration

CareerSource Florida has long pursued the vision of a unified workforce system. But in 2024–2025, strategic investments in partnerships yielded transformative results.

Through the REACH Act, formal collaboration expanded across key state agencies — including FloridaCommerce, Florida Department of Education, Florida Department of Children and Families, Division of Vocational Rehabilitation, Division of Blind Services, and others — creating a more aligned and efficient system.



CareerSource Florida has also expanded and deepened partnerships with industry, education, and economic development organizations. Working closely with organizations such as the Florida Chamber Foundation, FloridaMakes, and Space Florida helps CareerSource Florida co-create talent pipelines tailored to industry needs, ensuring that workforce training aligns with real-time labor market demands.

A key benefit of these partnerships is an improved ability to reach key audiences through coordinated outreach efforts. This year, strategic partnership

outreach — including speaking events and social media engagement — garnered 830,000 impressions, amplifying visibility and impact across the state. This broad reach ensures that more Floridians, especially those facing barriers to employment, and businesses, are aware of services.

This year of partnerships represented a meaningful step forward in CareerSource Florida's long-term strategy. The outcomes of enhanced coordination and strategic investment are becoming increasingly evident in the experiences of Floridians and the performance of the workforce system.

Under Governor DeSantis' leadership and through strategic partnerships to strengthen Florida's workforce, Florida has achieved:

**#1 ranking in the nation for talent development,** backed by more than \$10 billion in investments.

A record-breaking labor force, **surpassing 11.1 million in January 2025.**

Sustained job growth, adding **139,000 jobs** since January 2024, a **1.4% increase.**

Reduced government dependency, **nearly 30,000 Floridians have transitioned off public assistance** through targeted workforce initiatives.



*“When it comes to Florida’s economy and potential, Florida leads the nation in several ways... Our goal is to maximize this potential by ensuring our workforce and industries advance in sync.”*

— Mark Wilson,  
President and CEO of Florida Chamber of  
Commerce and Florida Chamber Foundation



*“We’re able to bring folks directly from other states into Florida as part of their final military move, and we’ve done it with our partners at CareerSource Florida, at FloridaCommerce, and at Department of Children and Families...”*

*We can’t do what we do without the partnerships behind us.”*

— Joe Marino,  
Executive Director of Veterans Florida

Thank you to our valued partners and to the many local and regional collaborators working closely with local workforce development boards across the CareerSource Florida network. Among these are our WIOA state agency partners, who are helping to advance a unified plan to ensure workforce system services are accessible to all Floridians. Also included are new partners as we continue to expand our WIOA state planning efforts — reflecting our commitment to coordinated service delivery across the state.

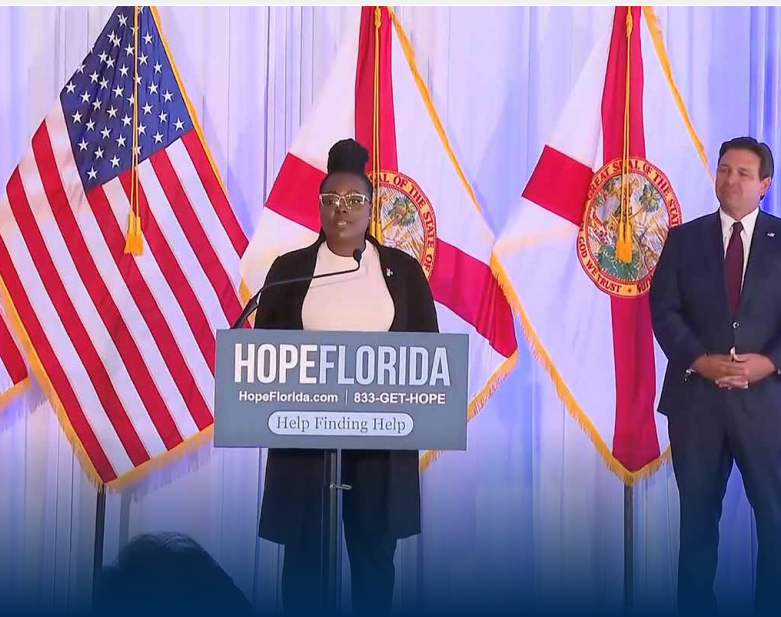


# Hope Florida:

## Empowering Floridians Through Coordinated Care and Career Pathways

Spearheaded by First Lady Casey DeSantis, Hope Florida is a transformative initiative designed to connect Floridians with coordinated care and career pathways that lead to long-term economic self-sufficiency. Through a network of Hope Navigators embedded in every CareerSource Florida local workforce development board, participants — many facing significant barriers such as disability, foster care transition, or government assistance — receive personalized guidance, job readiness resources, and wraparound support.

A key goal of CareerSource Florida is to increase labor force participation and help individuals achieve self-sufficiency. This often means serving individuals who require more time and tailored assistance to succeed. These efforts also offer a valuable solution for employers seeking talent amid a tight labor market. Employers who align with this mission can become designated Hope Employers, gaining access to a motivated talent pool and benefiting from training grants and tax incentives.



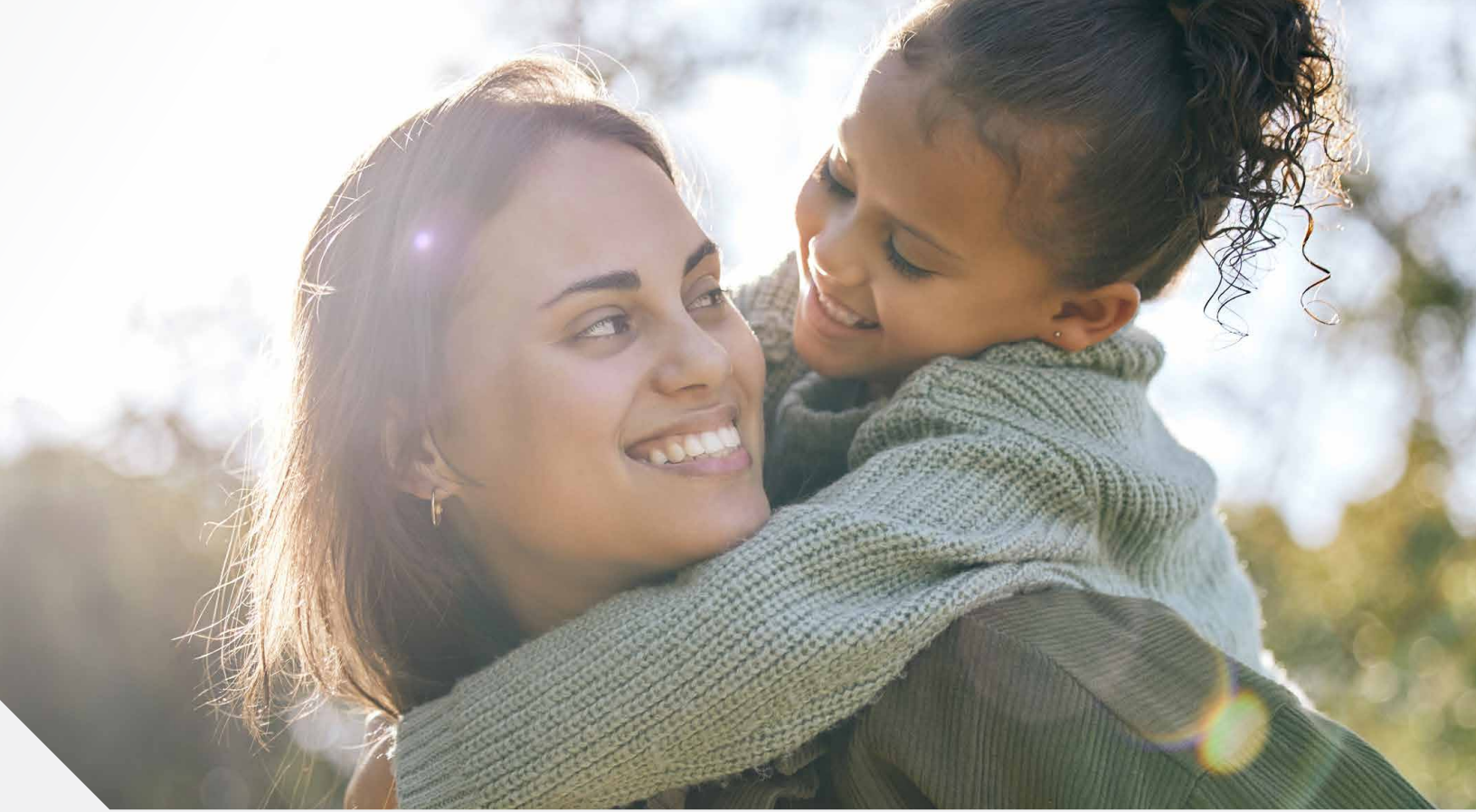
When Tominique James connected with Hope Florida through CareerSource Tampa Bay, she was facing multiple barriers to employment. With personalized support from her Hope Navigator, she refined her résumé and explored job opportunities — ultimately landing a role as a career coach at the very organization that helped her. “This is going to bring stability to my home both personally and professionally,” she said.

## HOPEFLORIDA

Florida now has over  
**500 Hope Employer  
establishments across  
55 of 67 counties.**

CareerSource Florida has  
provided nearly  
**70,000 services to  
8,000+ Hope Florida job  
seekers.**

**87%**  
of those assisted saw wage gains  
**within six months.**



Six local workforce development boards — CareerSource Central Florida, CareerSource Northeast Florida, CareerSource Research Coast, CareerSource Pasco Hernando, CareerSource Escarosa, and CareerSource Okaloosa Walton — are leading the way in Hope Florida outcomes. These boards demonstrated strong performance across key metrics, including participant engagement, training completions, credential attainment, and employment placements. Their success reflects the power of coordinated care and strategic partnerships in helping Floridians overcome barriers and achieve long-term economic self-sufficiency.



*“Hope Florida challenges traditional infrastructures to provide meaningful solutions for the people they are intended to serve, reinvigorates those that serve, and acts as a catalyst to authentically put in the driver seat Floridians as they work to achieve the American dream.”*

— Taylor Hatch, Secretary of the Florida Department of Children and Families

## LOOKING AHEAD

In a tight labor market, Hope Florida offers employers a meaningful opportunity to connect with skilled individuals who may otherwise face barriers to employment. Employers interested in learning more about becoming a designated Hope Employer — and the potential benefits of training grants and tax incentives — can visit [hopeflorida.com](https://hopeflorida.com) or contact their local workforce development board.



📱 [Scan here to learn more](#)



# Hurricane Response and Recovery for Florida's Communities

In the wake of Hurricanes Debby, Helene, and Milton, CareerSource Florida swiftly mobilized in coordination with FloridaCommerce and the State Emergency Response Team to support impacted communities — including Taylor County, where Hurricane Helene made landfall on September 26, 2024. Just 13 days later, Hurricane Milton struck the Florida coast on October 9, 2024, compounding the challenges faced by local businesses and residents.

CareerSource Florida promoted access to vital resources such as Small Business Administration Disaster Loans, unemployment assistance, and the Florida Small Business Emergency Bridge Loan program, which offers up to \$150,000 for agricultural operations. Through the Business Damage Assessment Survey, businesses were able to report physical and economic losses, enabling faster, more targeted recovery efforts.

In hard-hit communities, state and private-sector partners convened to distribute supplies and provide on-site recovery services, delivering critical support to affected businesses and job seekers. These efforts in the days and weeks following each hurricane demonstrate Florida's strength in emergency response strategy and its commitment to resilience and recovery statewide.








The Emergency Response and Disaster Recovery Policy, approved by the Board of Directors in August 2025, reflects CareerSource Florida's proactive commitment to workforce and community resilience. This updated policy clearly defines the roles and responsibilities of the CareerSource Florida network before, during, and after disasters or states of emergency. It introduces enhanced requirements for cybersecurity strategies and formalizes the use of disaster-related dislocated worker grants, ensuring that the network is prepared to deliver critical services and support to Floridians when they need it most.

#### LOOKING AHEAD

During hurricane season or other disasters, CareerSource Florida will remain a steadfast partner, helping Floridians rebuild and regain stability through comprehensive workforce and business services including Small Business Administration Disaster Loan assistance, unemployment support, and Florida Small Business Bridge Loans. Businesses can learn more at [FloridaDisaster.biz](https://FloridaDisaster.biz).



 [Scan here to learn more](#)

# CareerSource Florida Network Champions

This year’s Leadership Award winners represent the spirit of innovation, collaboration, and service that drives Florida’s workforce system forward.

To celebrate these outstanding professionals and their valued partners, CareerSource Florida leaders proudly recognized the 2024–2025 honorees during the annual Workforce Professional Development Summit.

## Barbara K. Griffin Workforce Excellence Award

 **THELMA MANLEY**



## Workforce Advocate

 **MELANIE WRIGHT**



## FWCA Lighthouse Award

 **KATARZYNA (KASIA) KOSSAK**



## Goodwill Emissary

 **CHRISTOPHER BAILEY**



## Workforce Partner Award

 **MONICA CEPERO**



## Service Innovator

 **RENEE WILLIAMS**



## Leadership Ambassador

 **GINGER SWANSON**





## PURPLE STAR WORKFORCE BOARDS

The Purple Star Workforce Board recognition, inaugurated by CareerSource Florida in the 2023–2024 fiscal year, continues to honor local workforce development boards that demonstrate exceptional service to veterans and their families. First championed by Joe Marino, executive director of Veterans Florida and member of the CareerSource Florida Board of Directors, the initiative validates the ongoing efforts of local boards to improve the veteran experience and elevate service standards across the network.

The transition from military to civilian life presents unique challenges, and CareerSource Florida remains committed to supporting veterans through individual case management, employment plans, training, and referrals. Each local board has a dedicated veterans' services provider to ensure priority service, and in the 2024–2025 fiscal year, CareerSource Florida served nearly 4,400 veterans.

Designation as a Purple Star Workforce Board is not only a recognition of past performance but also a challenge to continue advancing veteran-focused strategies. Boards earning the designation demonstrate a commitment to continuous improvement and innovation, including leveraging resources like SkillBridge and strengthening partnerships with organizations such as Veterans Florida.



## CONGRATULATIONS TO THE 2024–2025 PURPLE STAR WORKFORCE BOARD



CareerSource  
OKALOOSA | WALTON



A proud partner of the American  Job Center network

***[careersourceflorida.com](http://careersourceflorida.com)***

CareerSource Florida is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Disponible en Español.