

# Strategic Policy and Performance Council Meeting

January 27, 2026

# Welcome and Remarks



**Sophia Eccleston**

Chair

# FOR PUBLIC COMMENT:

Please see Madison Frazee for a Public Comment card and wait to be recognized by the Chair.

# Consent Agenda

## For Consideration:

- Approval of November 2025 Strategic Policy and Performance Meeting Minutes, to include any modifications or changes noted by the council.
- Approve to move forward to the full State Workforce Development Board the recommended sunset of three (3) CareerSource Florida policies and their removal from the CareerSource Florida Policy Portfolio.

# WIOA State Plan Two-Year Modification



**Victoria Gaitanis**

Vice President of Workforce Program Development

# WIOA Planning Partners

2024-2027

## WIOA Core and Combined Partners

CareerSource Florida (State Workforce Development Board)

Florida Department of Commerce (WIOA Titles I & III, TAA, Veterans, UI, CSBG, RESEA)

Florida Department of Education CAE (WIOA Title II)

Florida Department of Education VR (WIOA Title IV)

Florida Department of Education DBS (WIOA Title IV)

Florida Department of Children and Families (SNAP, TANF, E&T)

Department of Elder Affairs, Senior Community Services Employment Program (Title V of Older Americans Act)

## WIOA Consulting Partners

REACH

Florida Department of Agriculture and Consumer Services

Florida Agency for Persons with Disabilities (APD)

The Able Trust

Florida Economic Development Council

Florida Chamber Foundation

# WIOA Combined Plan Two-Year Modification

- [Training and Employment Guidance Letter No. 04-23](#) (TEGL 04-23) and the Information Collection Request (ICR) guide the development of the WIOA Combined Plan
- Guidance issued by USDOL:
  - [TEGL 05-25](#) – Maximizing Innovation in Workforce Innovation and Opportunity Act Programs
  - [TEGL 03-25](#) – Encouraging the Use of WIOA Funding to Help Youth and Adults Develop Artificial Intelligence Skills
  - [America's Talent Strategy](#) into WIOA Combined Plan Two-Year Modification including integration of Workforce Pell and Perkins
  - [Federal Register: Preparing Americans for High-Paying Skilled Trade Jobs of the Future](#)
    - [Fact Sheet: President Donald J. Trump Modernizes American Workforce Programs for the High-Paying Skilled Trade Jobs of the Future – The White House](#)

## The Five Strategic Workforce Pillars



America's Talent Strategy



# Strategic Goals for the Florida Workforce System

Florida's Goal: A workforce system that serves as a national model: industry led, data-driven, integrated, and built for measurable outcomes.

1. Flexibility and innovation
2. Business-centered services
3. Workforce policy and accountability
4. A comprehensive and integrated education, employment, and training ecosystem
5. Maximizing efficient use of resources
6. Enhanced, focused engagement with business and education stakeholders

# WIOA Combined Plan Key Updates

- Updates Florida's Targeted Industry Sectors.
- Increases Apprenticeship Performance Goals.
  - Requires Local Workforce Development Boards to set goals to increase number of apprentices and apprenticeship sponsorship.
- Includes a commitment to increase connections with Perkins and Workforce Pell.
- Introduces planning for individuals previously served through the Trade Adjustment Assistance Program ([TAA](#)) to receive workforce services through WIOA.

# WIOA Combined Plan Timeline

Date	Event
January 27-28	Present WIOA Combined Plan to State Workforce Development Board and publish for public comment
Publish for Public Comment	
March 3	Upload Plan to Federal Portal
June-July	Obtain Approval on WIOA Combined Plan Two-Year Modification

# Action Item 1: WIOA Waiver Requests



# Request to Seek Federal Waivers

- USDOL Secretary of Labor has authority under WIOA to grant waivers for Title I programs and certain Wagner-Peyser Act provisions, promoting innovation and better workforce outcomes.
- [TEGL No. 05-25](#) encourages states to use waivers to modernize WIOA programs by promoting flexibility, industry-driven strategies, worker mobility, system integration, resource alignment, and accountability for outcomes, aligning with U.S. President's Executive Order 14278.
- Waivers approved by the CareerSource Florida Board of Directors will be included in the WIOA Combined Plan posted for 30-day public comment and support Florida's workforce strategy including pillars I-V aligned with [\*America's Talent Strategy: Building the Workforce for the Golden Age.\*](#)

# Proposed Waivers Requests

1. **Statistical Adjustment Model:** Refocus performance on barriers to work.
2. Supportive Services: Provide targeted post-exit supports to support employment retention.
3. American Job Centers: Allow alternative service delivery models.
4. Training Contracts: Expand use of employer-validated training models.
5. 20% Expenditure Requirement: Rewards co-enrollment and allows TANF work experience expenditures to count towards WIOA work experience expenditure requirements.
6. Fourteen Youth Program Elements: Enables a greater focus on workforce training including apprenticeship, pre-apprenticeship and OJT.

# Action Item 1

Recommendation to Seek Federal Waivers to Increase Flexibility in Service Provision and to Remove Barriers

## **For Consideration:**

- Authorize the presentation of this request to the CareerSource Florida Board of Directors.
- Upon approval by the State Workforce Development Board, all waivers will be included in Florida's WIOA Combined Plan and posted for public comment for 30 calendar days before submission to USDOL.

# Workforce Policy: Action Item 2

Revisions to Workforce Policy G104 – Sanctions and Other Corrective Action for Local Workforce Development Boards Who Fail to Meet Federal and State Standards

## Key Policy Updates:

- Includes, consistent with recent federal guidance issued in TEGL 11-19 Change 2, requirements regarding the use of performance indicator data as part of decisions related to sanctions, corrective action, and decertification for LWDBs.
- Adds LWDB letter grade performance as part of the data reviewed and used to make determinations on performance for LWDBs tied to sanctions and other corrective actions.
- Adds the Turnaround Plan option for LWDBs consistently underperforming as a last effort to support persistently failing LWDBs towards improvement.

Consultation conducted with all 21 LWDBs from November 24 – December 10, 2025, with 84.2% of feedback received incorporated into policy.



# Action Item 2

Workforce Policy G104 – Sanctions and Other Requirements for Local Workforce Development Boards Who Fail to Meet Federal and State Standards

## **For Consideration:**

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

# Workforce Policy: Action Item 3

Revisions to Workforce Policy G105 – Composition, Certification of One-Stop Systems and Boards and Direct Service Provider Designation

## Key Policy Updates:

- Combines separate policies regarding certification and designations for LWDBs into one and has 4 associated forms to be used in processes described in the policy.
- Ensures LWDB governance meets requirements per state and federal law and is designed to support designated performance outcomes and SWDB-determined strategic objectives through explicit inclusion of the requirement, consistent with recent federal guidance issued in TEGl 11-19 Change 2, regarding the use of performance indicator data as part of certification and designation decisions for LWDBs.

Consultation conducted with all 21 LWDBs from November 24 – December 10, 2025, with 62.5% of feedback incorporated into final policy.

# Action Item 3

Workforce Policy G105 – Composition, Certification of One-Stop Systems and Boards, and Direct Service Provider Designation

## **For Consideration:**

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

# Workforce Policy: Action Item 4

New Policy O125 – Business Engagement and Economic Development Support

## Key Policy Updates:

- Guides LWDBs in their required interaction with Economic Development Organizations and businesses as part of their work.
- Outlines support and guidance provided by CareerSource Florida and FloridaCommerce to support LWDBs in increasing meaningful engagement with EDOs and local businesses
- Requires LWDBs to develop streamlined, user-friendly workflows that engage business as part of the workforce system.
- Emphasizes the critical role LWDBs have in helping employers recruit, train, and retain skilled workers, supporting economic growth and job creation.

Consultation conducted with all 21 LWDBs from November 24 – December 10, 2025, with 77.8% of feedback incorporated into policy.

# Action Item 4

New Workforce Policy O125 – Business Engagement and Economic Development Support

## **For Consideration:**

- Approve to move forward to the full State Workforce Development Board for approval.

# Workforce Policy: Action Item 5

## Revisions to Policy P74 – State Individual Training Account Expenditure Requirements and Waiver Process

### Key Policy Updates:

- Clarifies state ITA expenditure cost categories.
- Prioritizes co-enrollment by adding as an allowable expenditure training costs associated with co-enrolled participants.
- Adds the option of a simplified waiver application for high performing Local Workforce Development Boards

Consultation conducted with all 21 LWDBs from December 19, 2025 – January 6, 2026, with 73.3% of feedback incorporated into policy.

# Action Item 5

Revisions to Workforce Policy P74 – State Individual Training Account  
Expenditure Requirements and Waiver Process

## **For Consideration:**

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

# 2025 Policy Review



**Victoria Gaitanis**

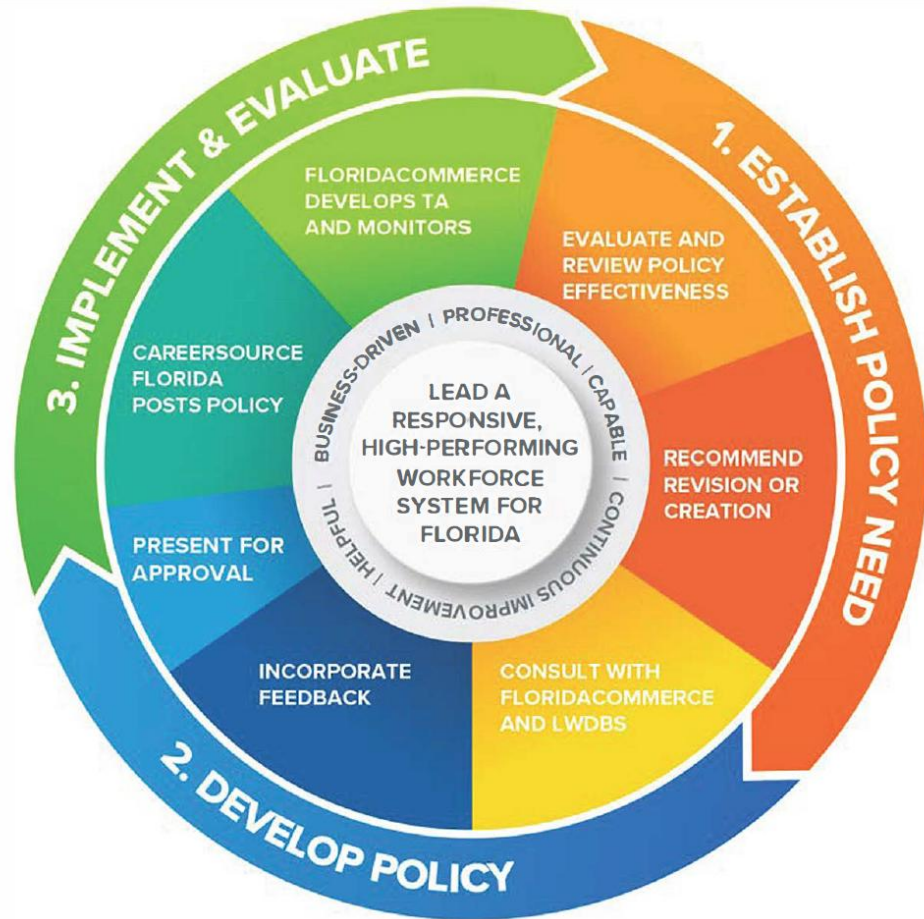
Vice President, Workforce Program Development



# Workforce Policy Creation, Revision and Sunset 2025

CareerSource Florida:

- Is responsible for all policy directions to local workforce development boards (LWDBs);
- Collaborates with partners in a policy development process; and
- Posts all Workforce Policies approved by the SWDB at CareerSource Florida Policies - CareerSource Florida.



## Workforce Policy By the Numbers: 2025

**December 2024**

**96**  
**Policies**

Hosted on 2 different  
websites

33% were older than  
WIOA

Over 25% were  
duplicative

**December 2025**

**74**  
**Policies**

Hosted on a single  
website

20% older than WIOA  
12 revisions

24 policy sunsets  
2 new policies

23% fewer policies

# Workforce Policy Converted or Paired With Technical Assistance

In an effort to support compliance and improve performance across the workforce development system, some policies are converted to Technical Assistance (TA) or workforce policies are paired with TA to:



Clarify policy and compliance requirements



Promote consistency and accountability



Build capacity and continuous improvement



Support strategic goals and innovation

- Technical Assistance is issued by FloridaCommerce in consultation with CareerSource Florida.
- CareerSource Florida and FloridaCommerce's comprehensive review and revision of policies is ongoing and informed by input from executive directors and staff of local workforce development boards.
- All revised and new policies and TA proceed through consultation to obtain feedback from all 21 LWDBs.

# **Workforce Policy 100: Work-based Training and Work-based Learning Opportunities**

**Revised February 19, 2025**

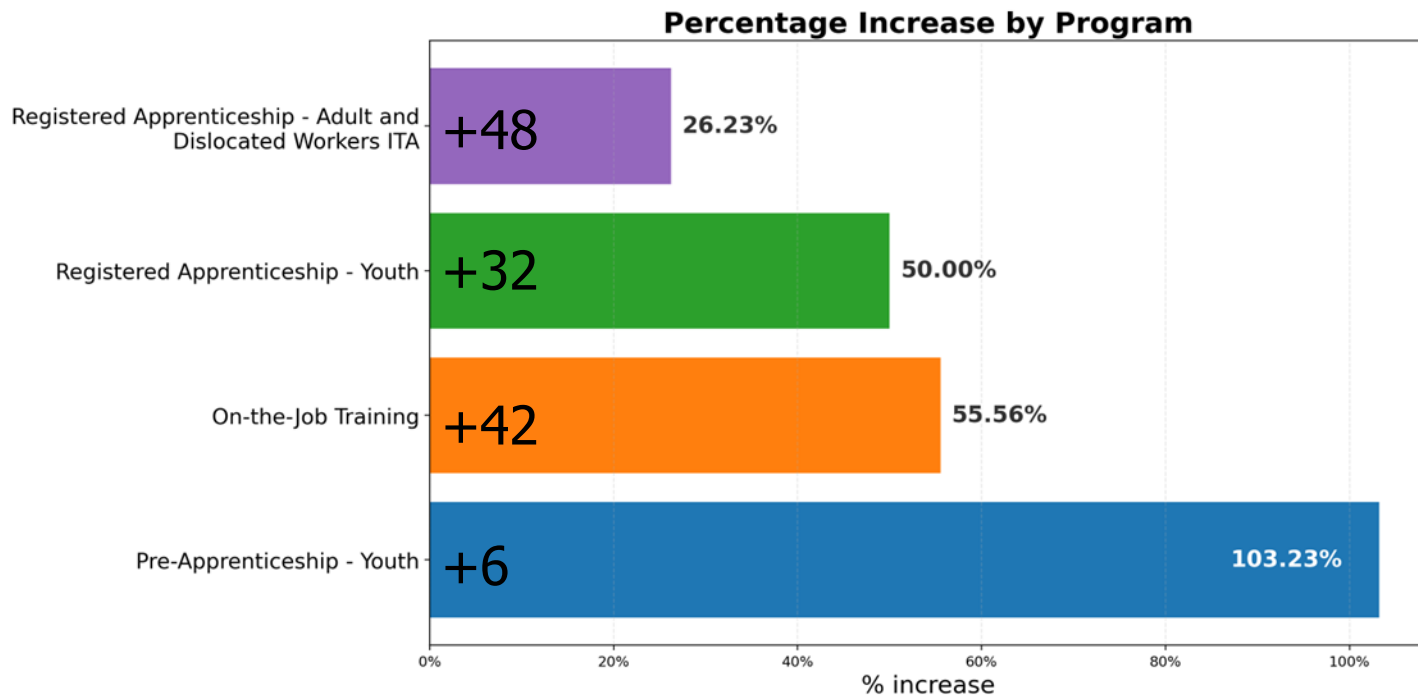
## **Intent of Revisions:**

- Integrate work-based learning and training activities into a unified framework
- Emphasize importance of co-enrolling WIOA participants
- Include requirements for the duration of eligible activities
- Emphasize required, accurate quarterly updates on expenditures and performance for WIOA training programs

# Impact of Policy Revision

Policy 100 Revision in February 19, 2025

Participants in work-based training are up 17% from this time last year.



## 2026 Policy Focus

- Support and guidance for business engagement and services.
- Apprenticeships and workforce training updates and alignment.
- Update or eliminate the remaining pre-WIOA policies.
- Facilitate associated technical assistance, training and tracking of policy impact.

# Rural Set-aside Initiatives



**Erin Sampson**

Director, Workforce Program Development

# Rural Initiatives

## WIOA and State

- WIOA Rural Initiatives were awarded to LWDBs in designated Rural Areas of Opportunity to support Florida's smallest local workforce development boards in providing workforce services to local employers and residents.
- State Rural Initiatives fund LWDBs with rural counties facing systemic barriers to employment.
  - Unlike federal WIOA funding, this award offers increased flexibility to address local needs and reduce administrative burden.
  - Boards are encouraged to implement robust outreach strategies and streamline enrollment processes to ensure all individuals have access.



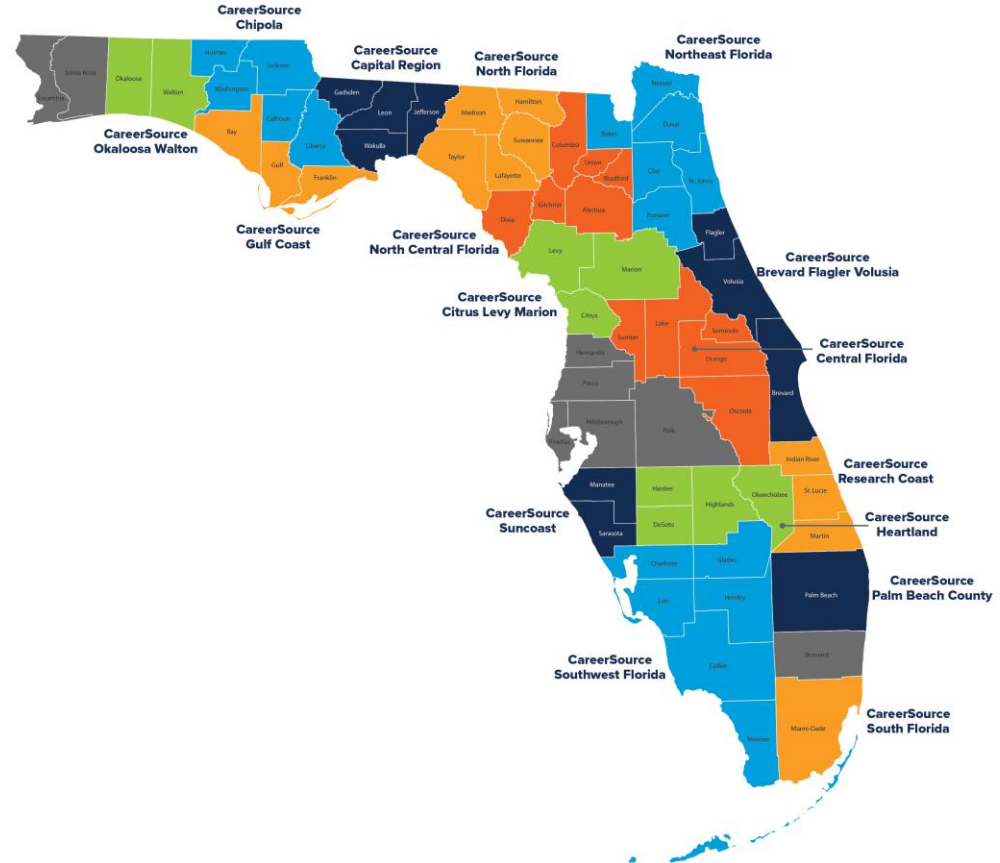
# Purpose of State Rural Initiatives

- Provide additional resources to LWDBs serving rural counties to:
  - Improve economic conditions by enhancing employable skills and building talent pipelines.
  - Address skills gaps in underserved, high-poverty communities.
  - Expand training and employment services, including occupational and work-based training.
  - Strengthen supportive services for rural residents to improve employment outcomes.
  - Increase access to workforce services, accelerate training, and reinforce local talent pipelines and partnerships.

# Key Updates to NFA Language

## Awarded Local Workforce Development Boards

- Prioritize services
- Co-enrollment and Braiding of Funds
- Timely Expenditures and Pro-Rata Burn Rate
- Quarterly Reports and Required Elements
- 16 LWDBs awarded



# Performance Data: Rural Initiatives

July 1, 2025- December 31, 2025

## Participants

**555**

### Industries of Focus

Healthcare      Transportation

## Career Services

**278**

### Top Occupations

- Healthcare Practitioners and Technical Occupations
- Healthcare Support Occupations
- Transportation and Material Moving Occupations

## Employment

**280**

Unemployment Rate  
(Florida)

**4.2%**  
*November 2025*

Unemployment Rate  
(National)

**4.5%**  
*November 2025*

## Support Services

**418**

### Top Services

- Incentives/Bonuses
- Transportation Assistance

## Credentials

**358**

### Top Credentials

- Occupational Skills Certificate or Credential
- Occupational Skills License
- Other Recognized Diploma, Degree, or Certificate

## Training Services

**421**

### Top Trainings

- Occupational Skills Training
- Customized Training
- On-the-Job Training

# Updates on the Advancement of Rural Initiatives

## Partnerships

To decrease recidivism and promote self-sufficiency upon release, CS Heartland is collaborating with the Okeechobee Sheriff's Department (OSD) to deliver career readiness and job retention support for individuals involved in the justice system.

## Outreach

CS CLM is collaborating with the City of Williston on a recruitment and outreach series tied to the airport property's strategic growth plan, aiming to boost economic opportunities through aircraft services and talent training.

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## Co-Enrollment

CS Central Florida has finalized Memorandums of Understanding with rural local schools to broaden access to the Youth Program and will coordinate enrollment and combine funding to support this initiative targeting rural youth.

## Connections

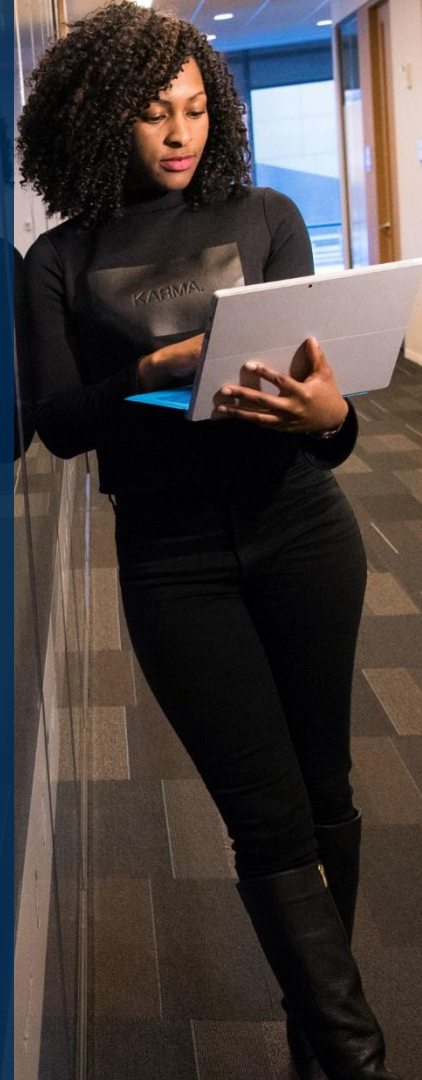
CS Suncoast has established a partnership with TerraNova Equestrian Center, situated in Myakka, a rural area of Manatee County, which is currently experiencing growth and expansion. CS Suncoast is collaborating with the center to support their development initiatives and is actively engaged in implementing several OJT contracts.

CS Central Florida serves a five-county region, with Sumter as their only predominantly rural county. The board indicates that their engagement in Sumter has historically relied on virtual services or travel to their nearest brick-and-mortar location in Leesburg.

Through the Rural Initiative, the board has partnered with Sumter County to establish a physical presence at the Sumter County Fairgrounds in Bushnell, launching a Career Hub that delivers onsite career coaching, résumé assistance, and access to training services. Although still in the early stages of rollout, the Career Hub has already generated strong community interest and meaningful engagement—signaling both unmet need and significant opportunity in the region.



LWDB Success Story: Expanding Services with Rural Initiatives





# Statewide Labor Market Update

Jimmy Heckman, Bureau Chief  
Workforce Statistics and Economic Research

January 2026

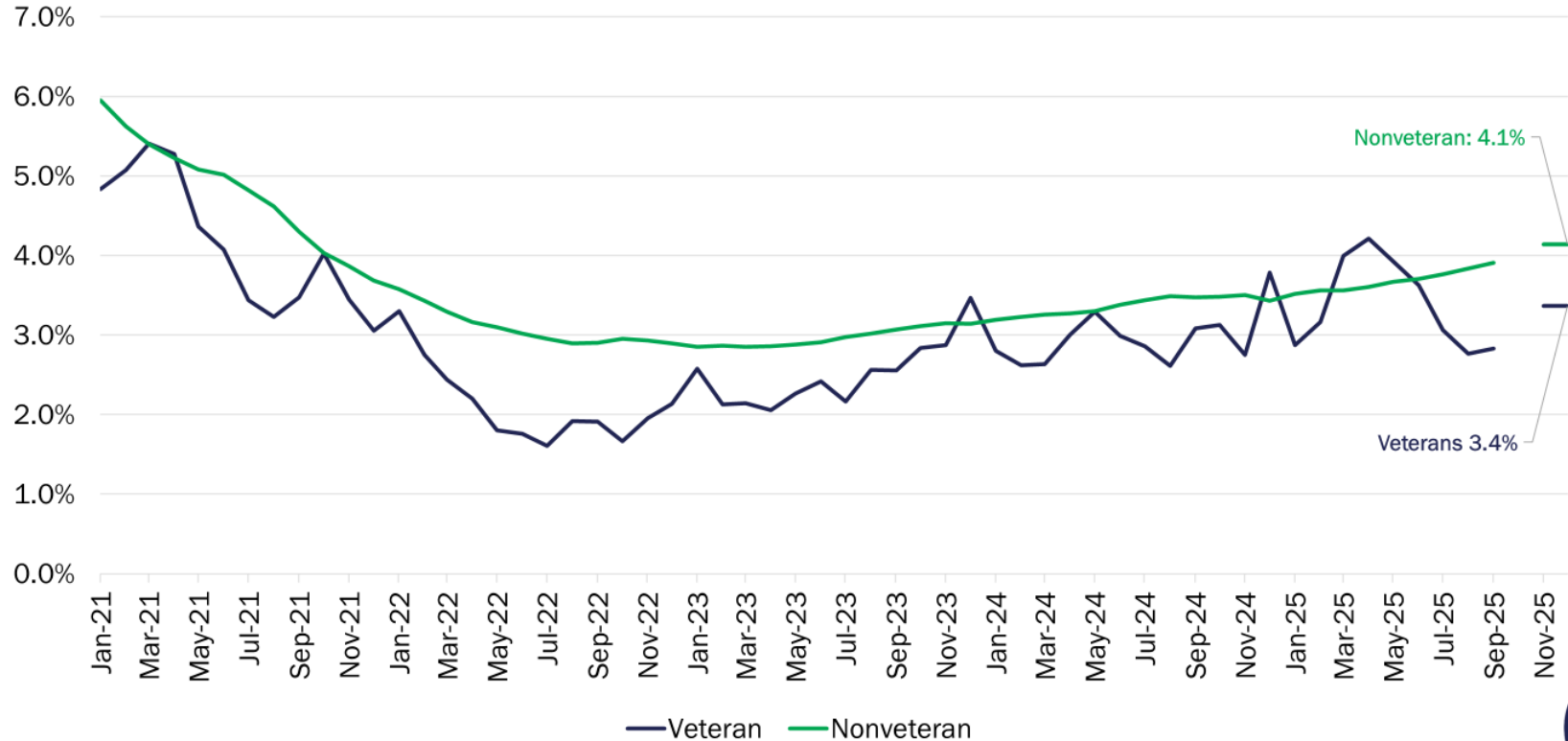
# November 2025 Labor Force Statistics

Florida November Unemployment Rate:  
4.2%

National November Unemployment Rate:  
4.6%

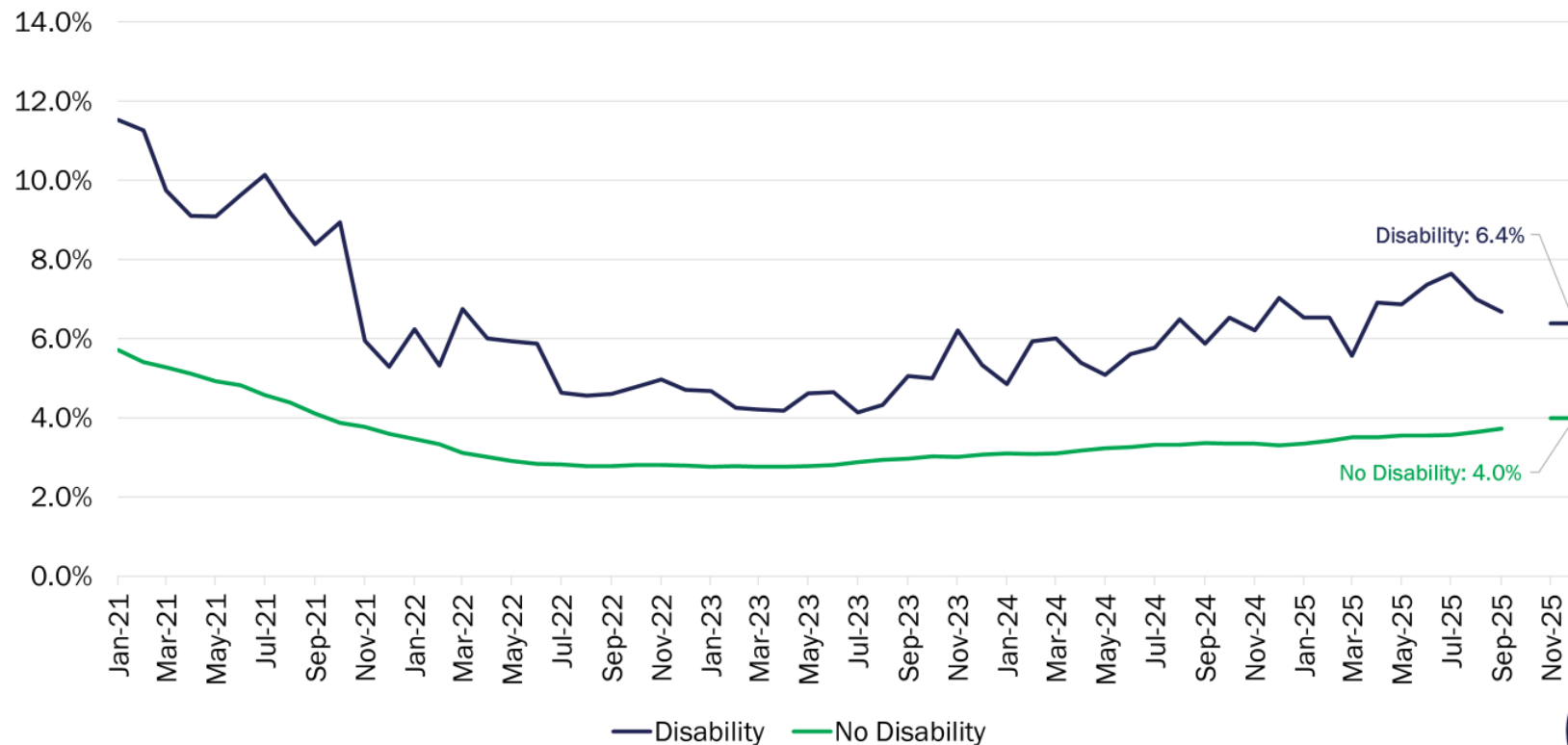


# Unemployment Rate by Veteran Status

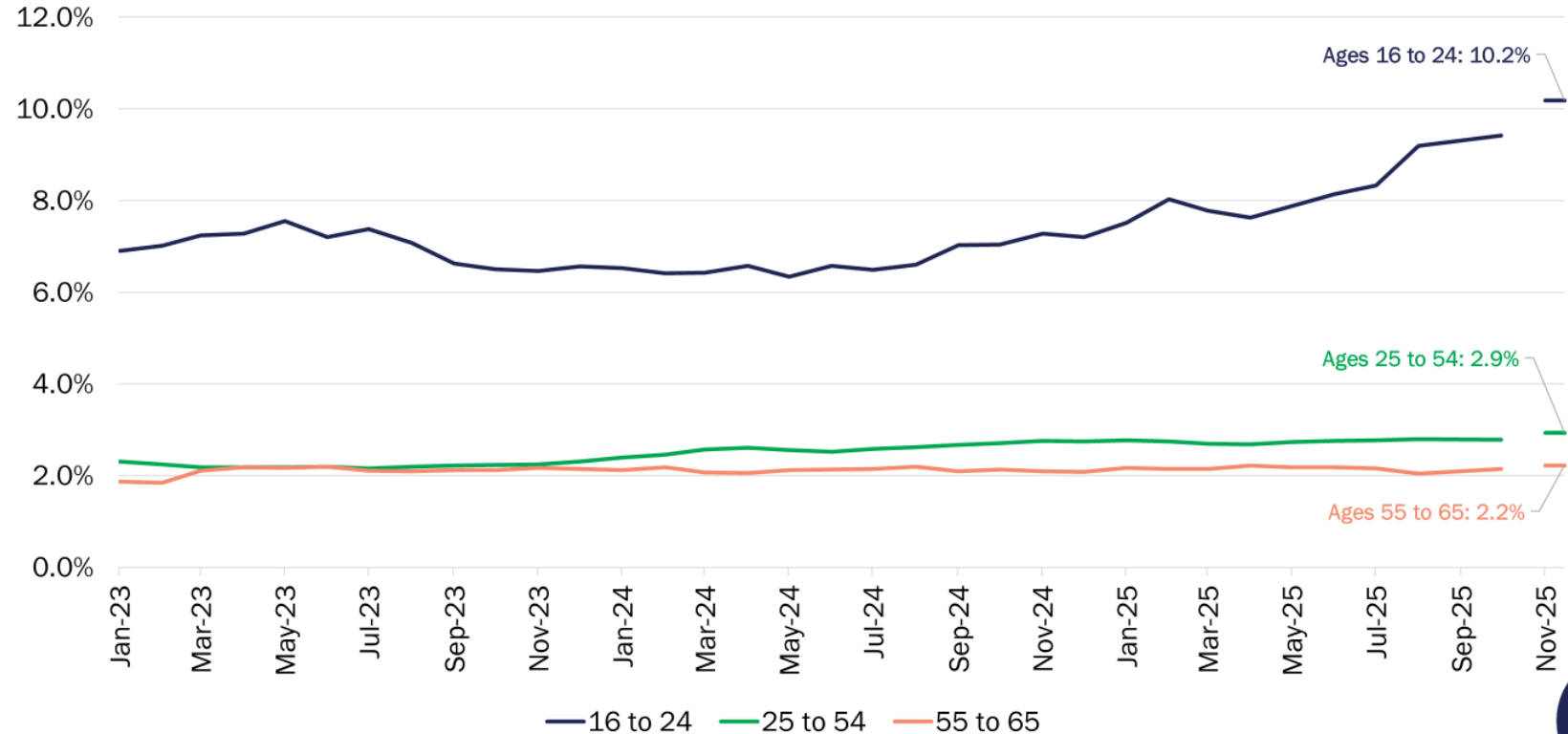




# Unemployment Rate by Disability Status

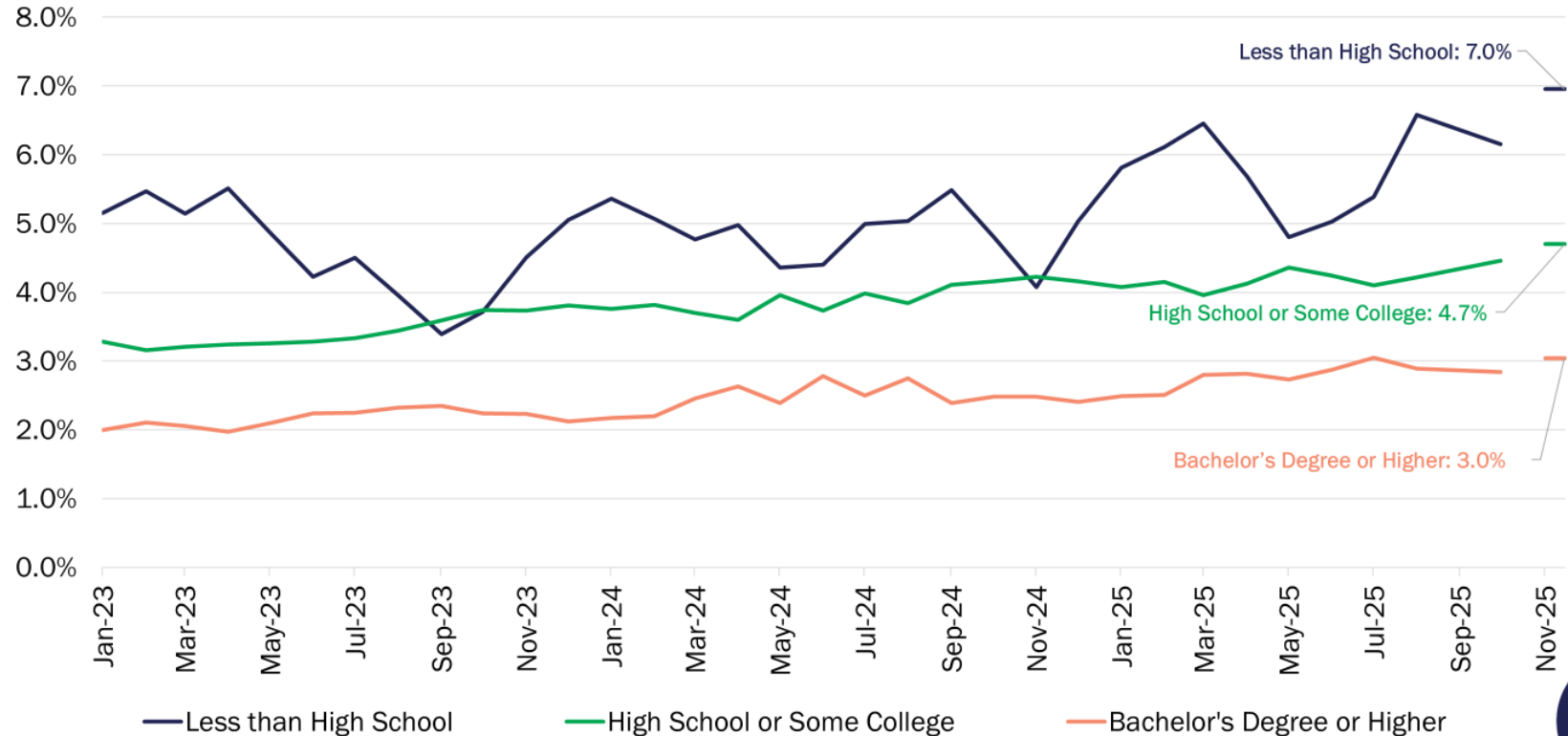


# Unemployment Rate by Age

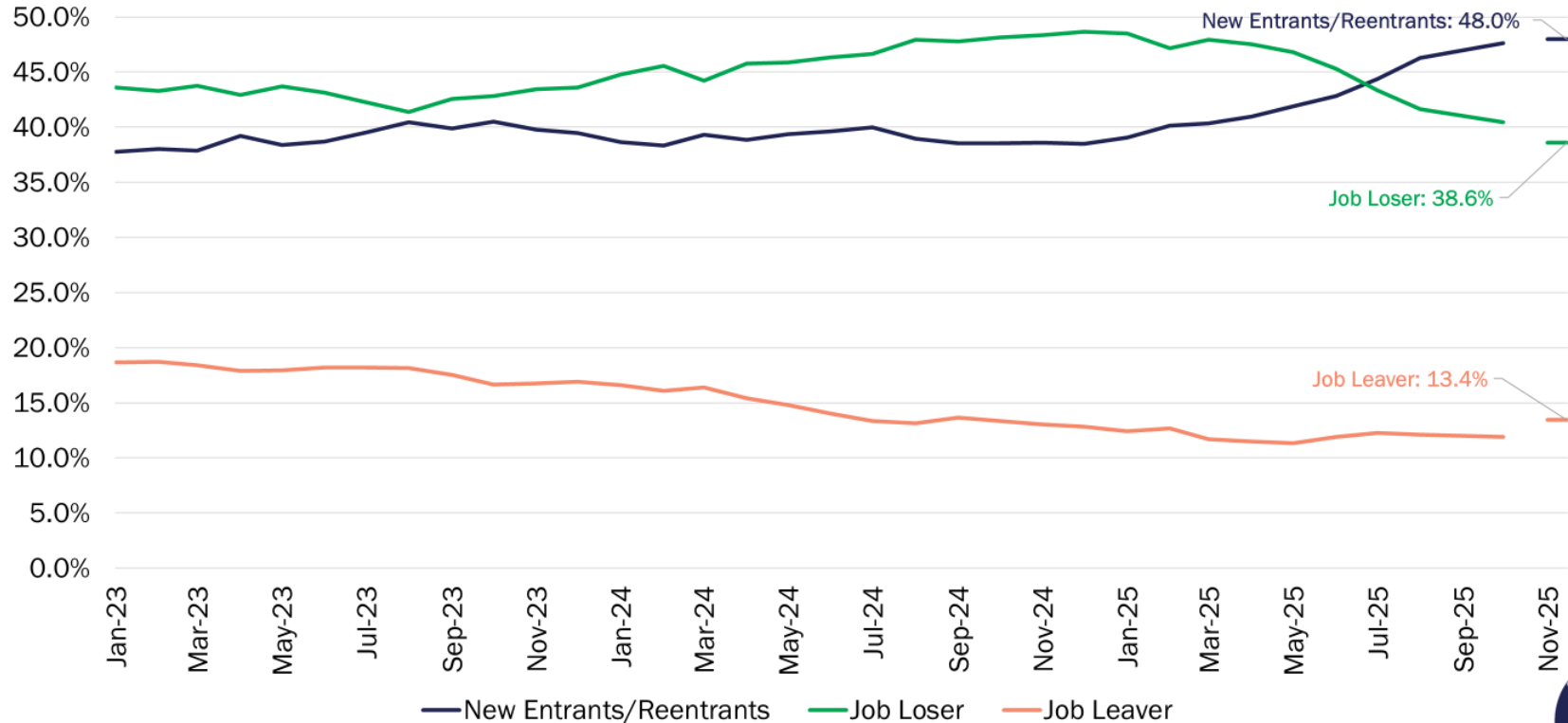


Source: U.S. Census Bureau, Current Population Survey (CPS), Prepared by FloridaCommerce, Bureau of Workforce Statistics and Economic Research (WSER)

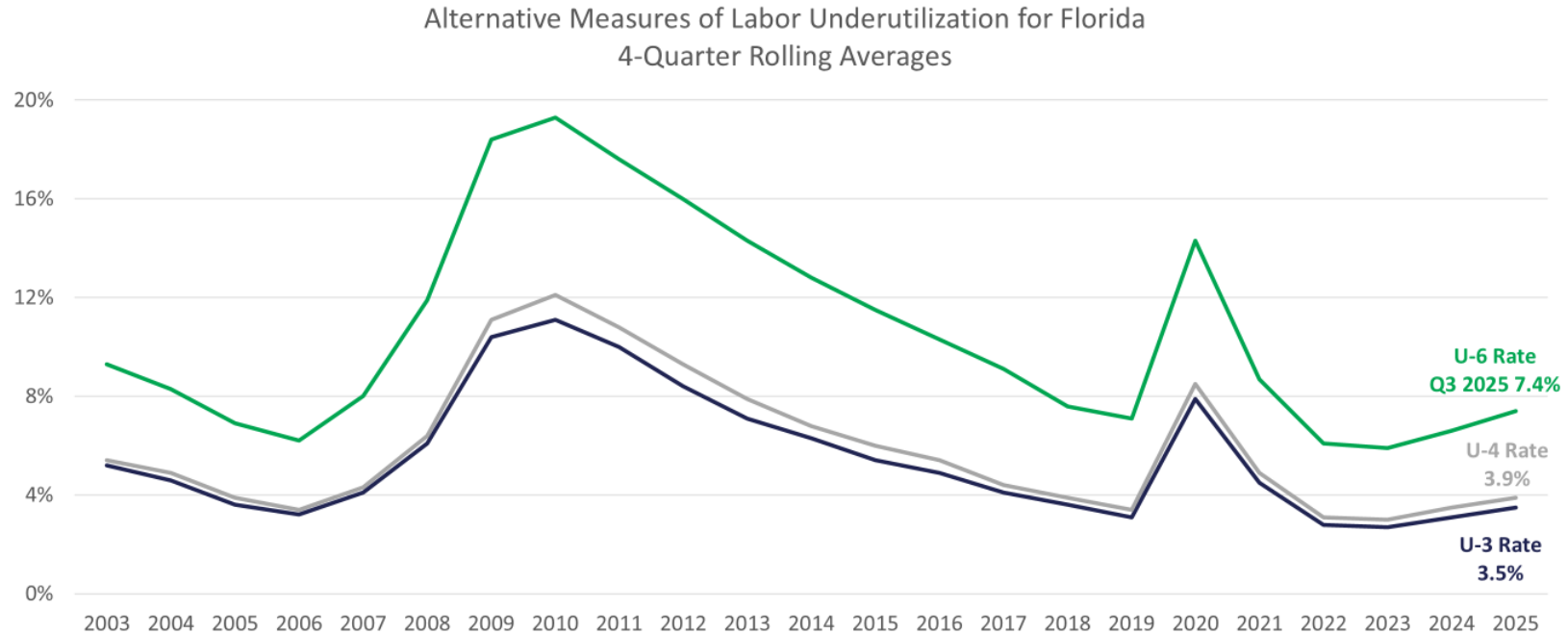
# Unemployment Rate by Education



# Reasons for Unemployment



# Expanded Measures of Unemployment



# Help Wanted Online (HWOL) Job Postings



December 2025: 386,583



# November 2025 Nonagricultural Payroll Employment

Total Jobs:  
10,047,900

Down -300 ( $>-0.1\%$ ) over  
the month

Up +75,300 ( $+0.8\%$ ) over  
the year

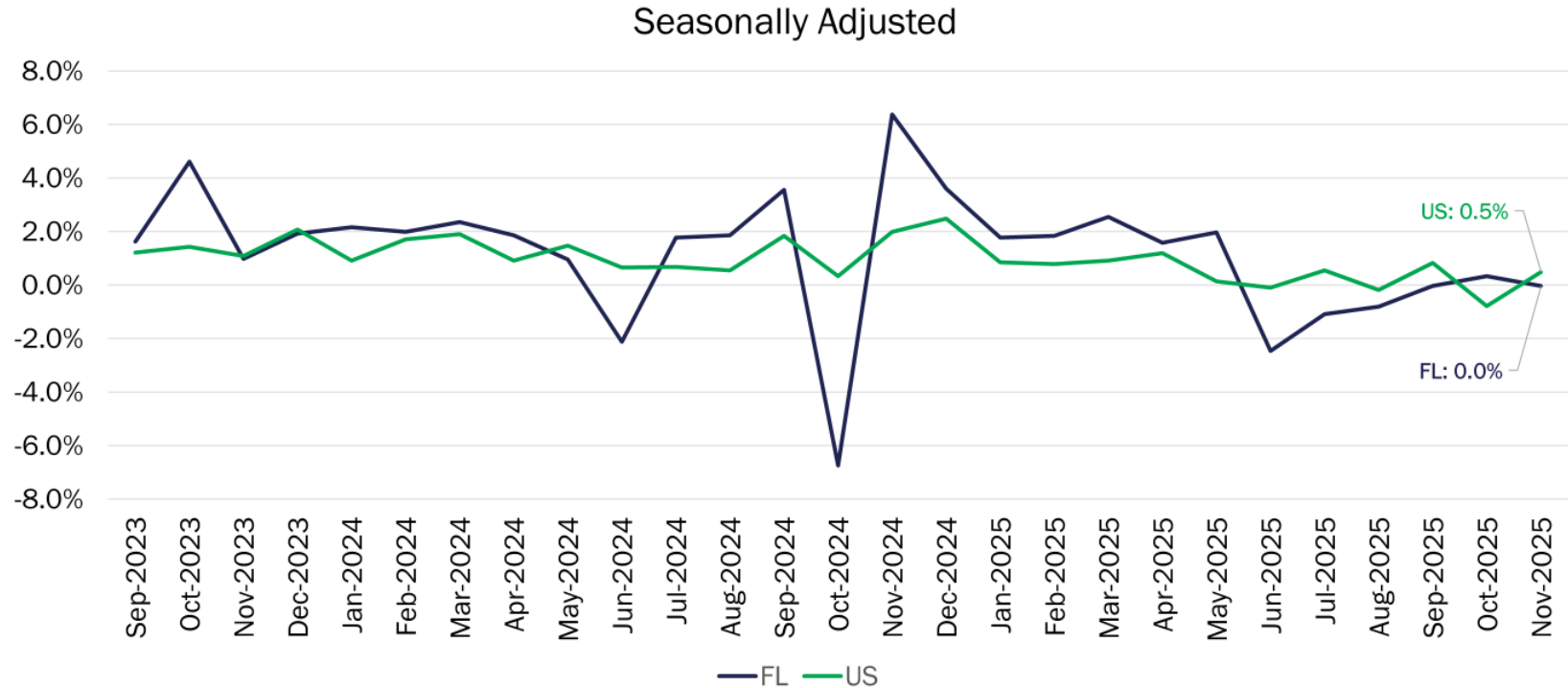
Private Sector Jobs:  
8,877,600

Down -200 ( $>-0.1\%$ ) over  
the month

Up +70,100 ( $+0.8\%$ ) over  
the year



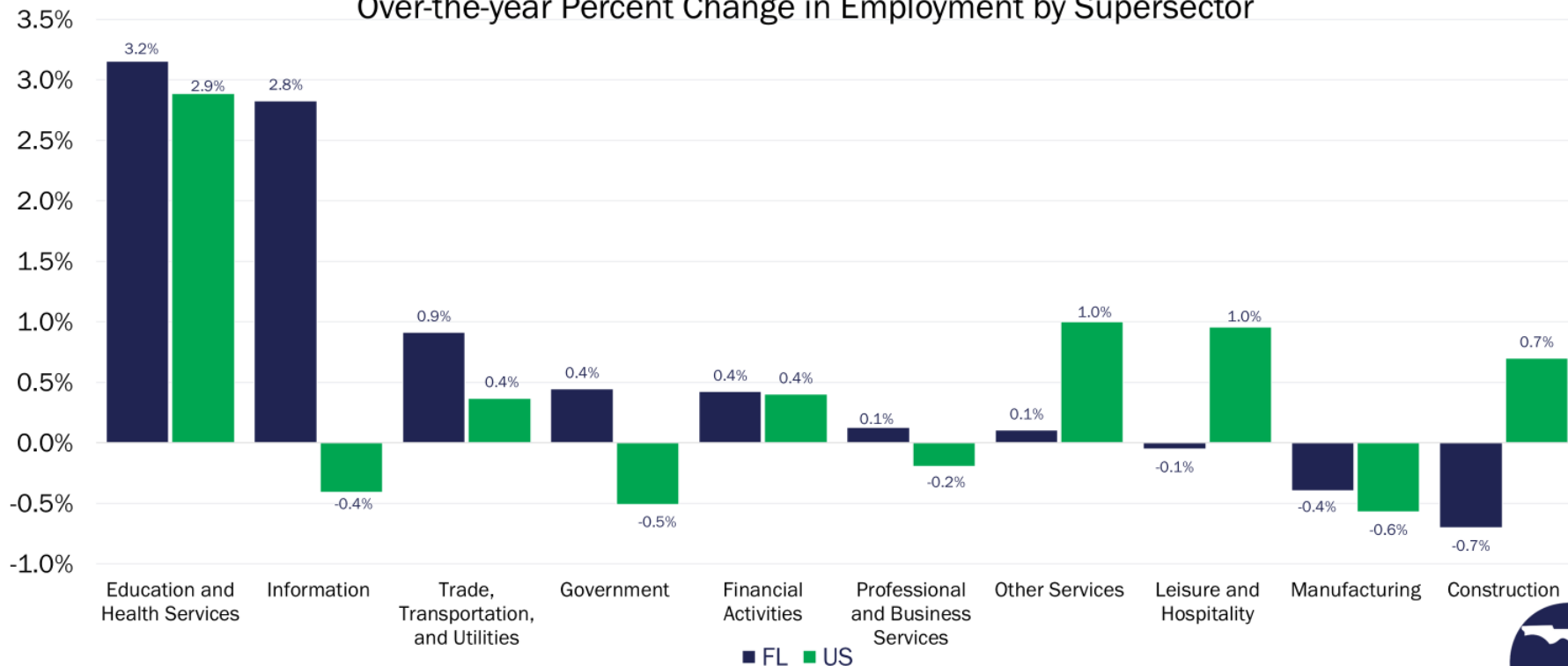
# Change in Nonagricultural Employment



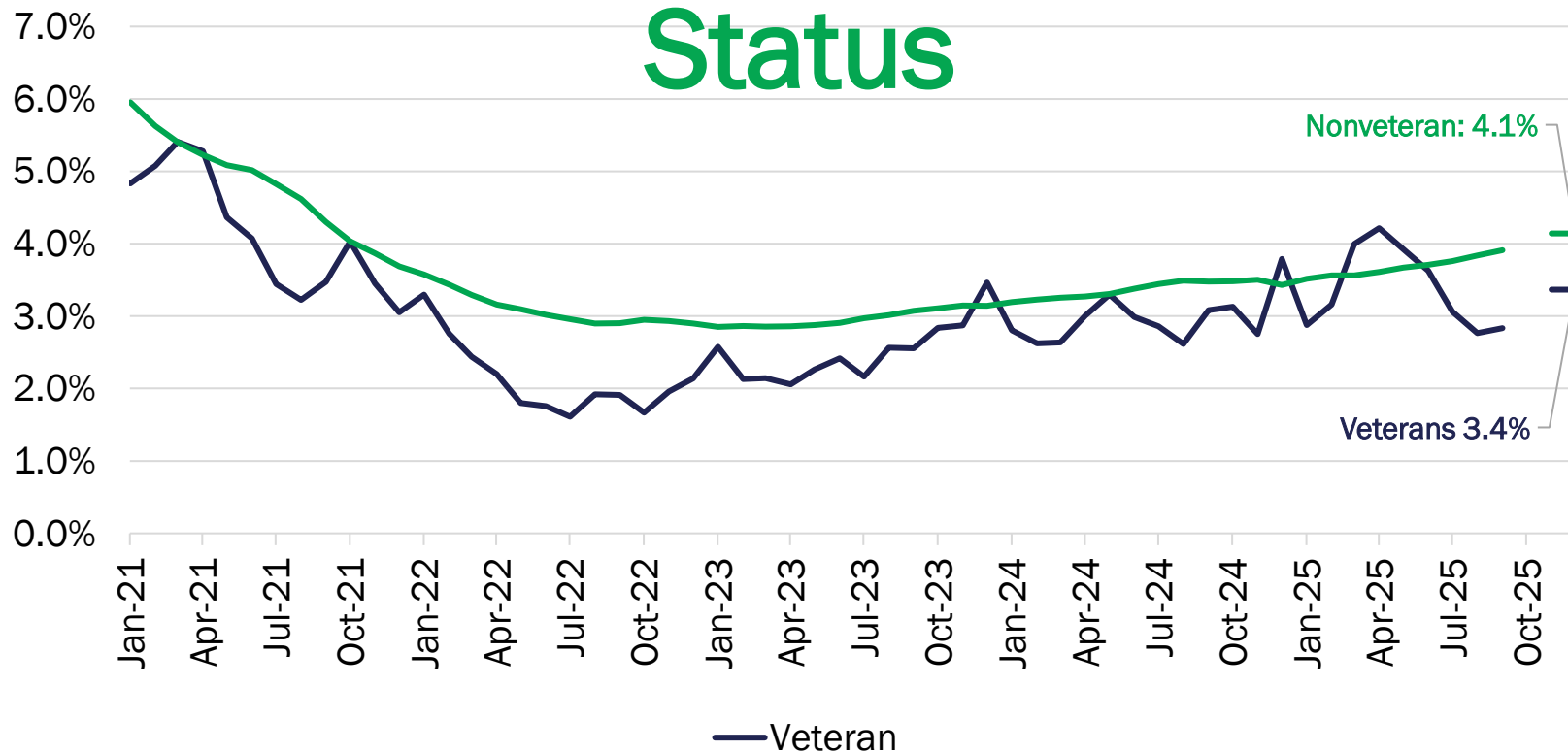


# Florida and U.S. Industry Employment

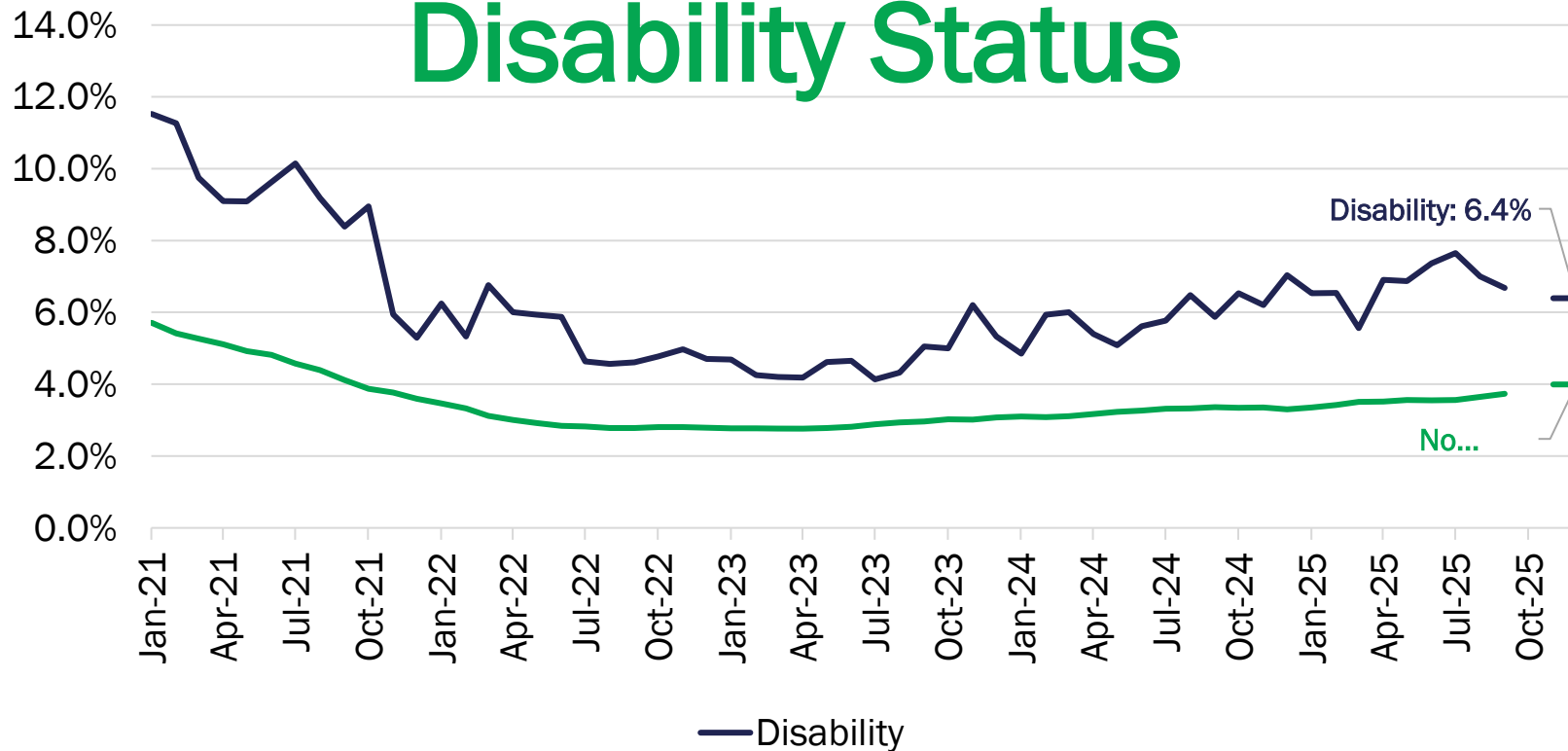
Over-the-year Percent Change in Employment by Supersector



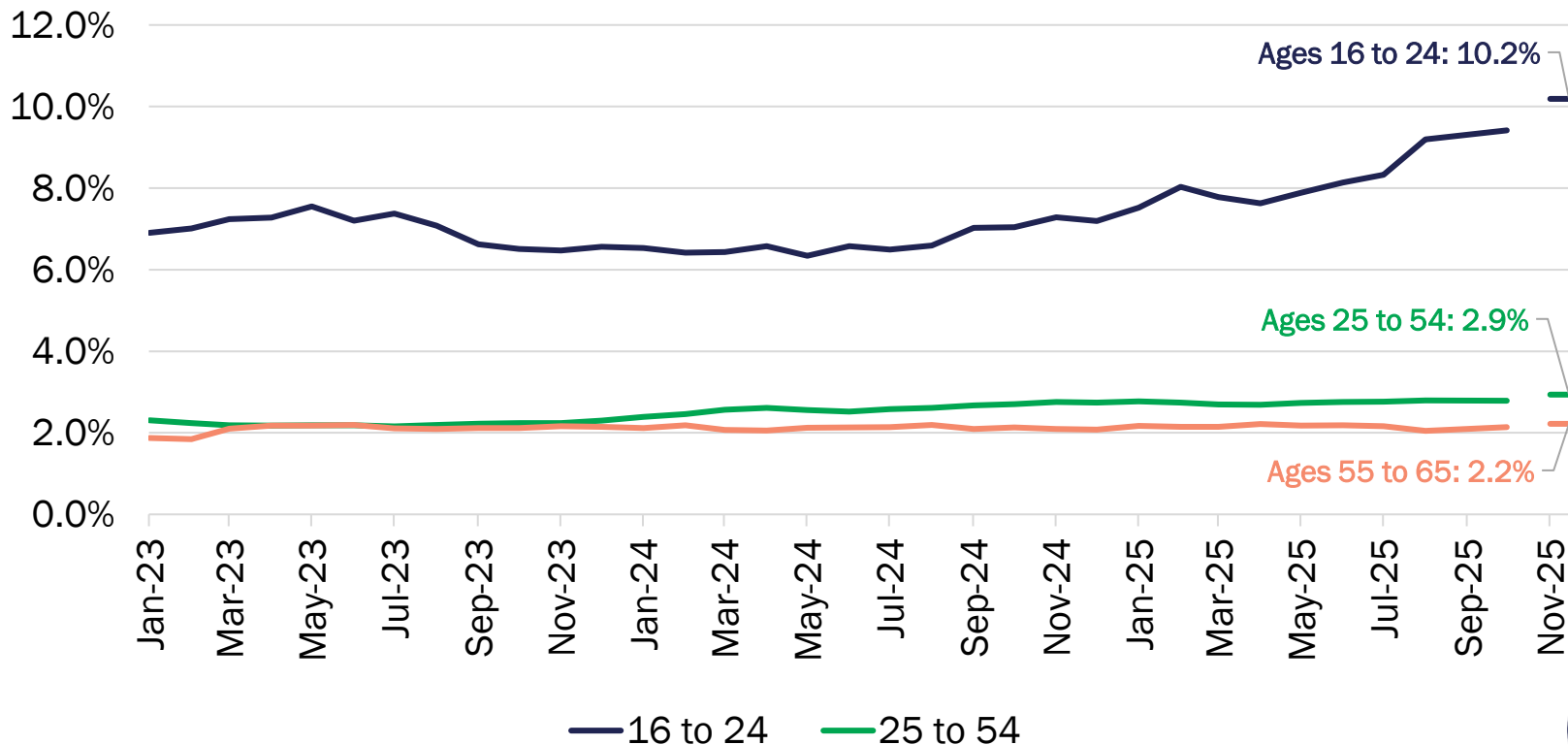
# Unemployment Rate by Veteran Status



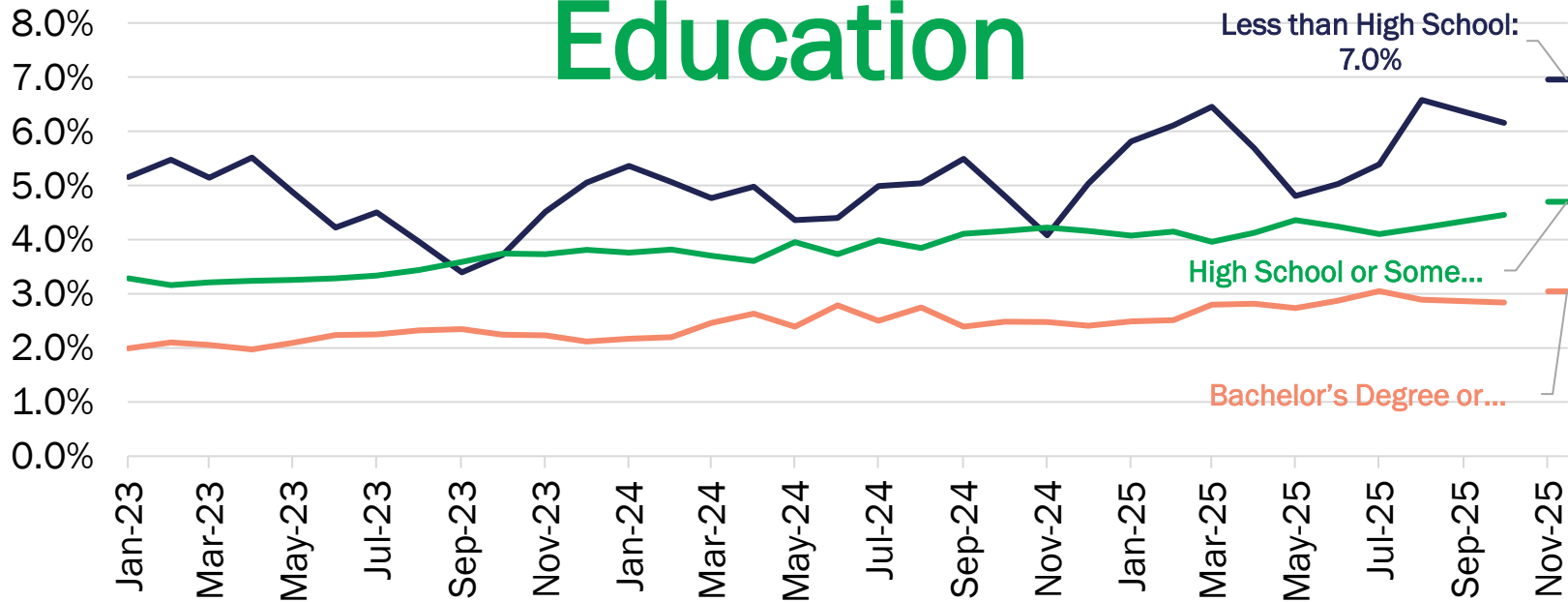
# Unemployment Rate by Disability Status



# Unemployment Rate by Age



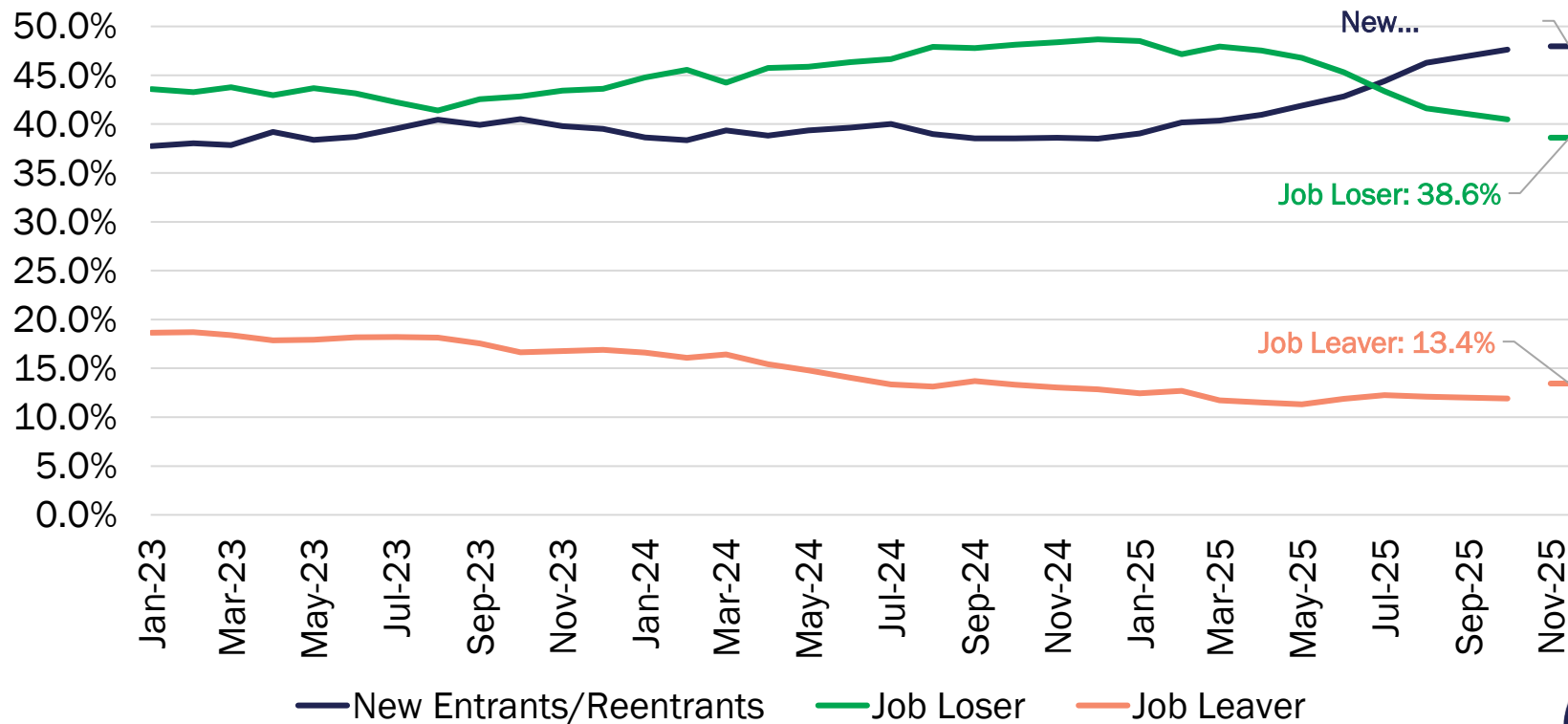
# Unemployment Rate by Education



— Less than High School — High School or Some College — Bachelor's Degree or Higher

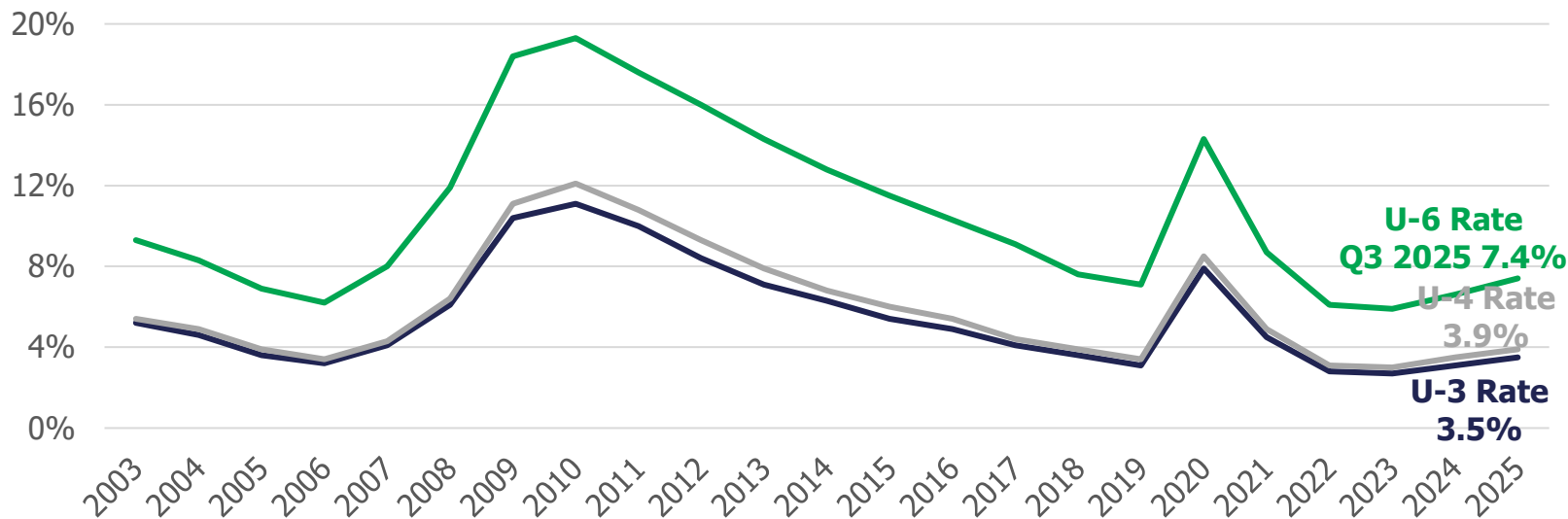


# Reasons for Unemployment



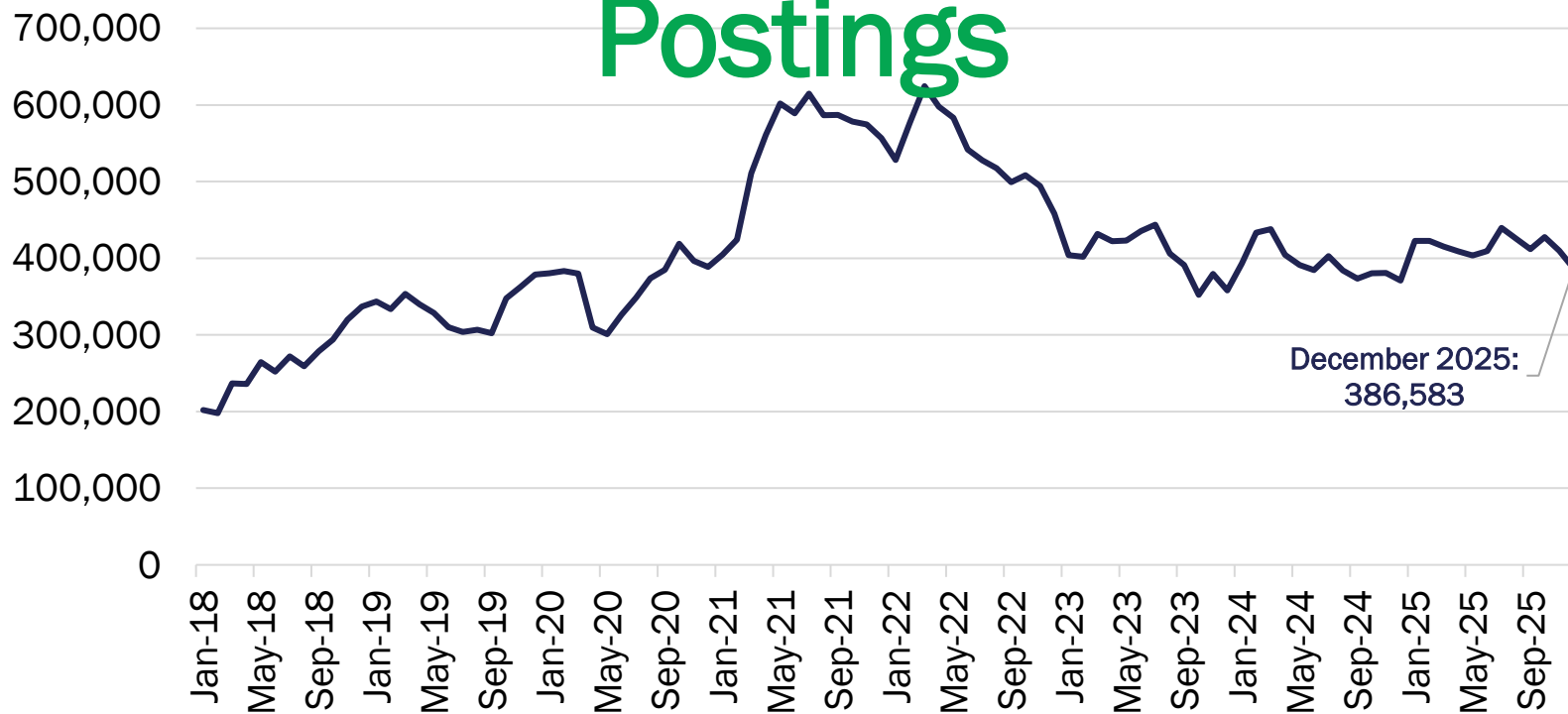
# Expanded Measures of

Alternative Measures of Labor Underutilization for Florida  
4-Quarter Rolling Averages



# Help Wanted Online (HWOL) Job

## Postings



December 2025:  
386,583





# November 2025 Nonagricultural Payroll Employment

Total Jobs:  
10,047,900

Down -300 ( $>-0.1\%$ ) over  
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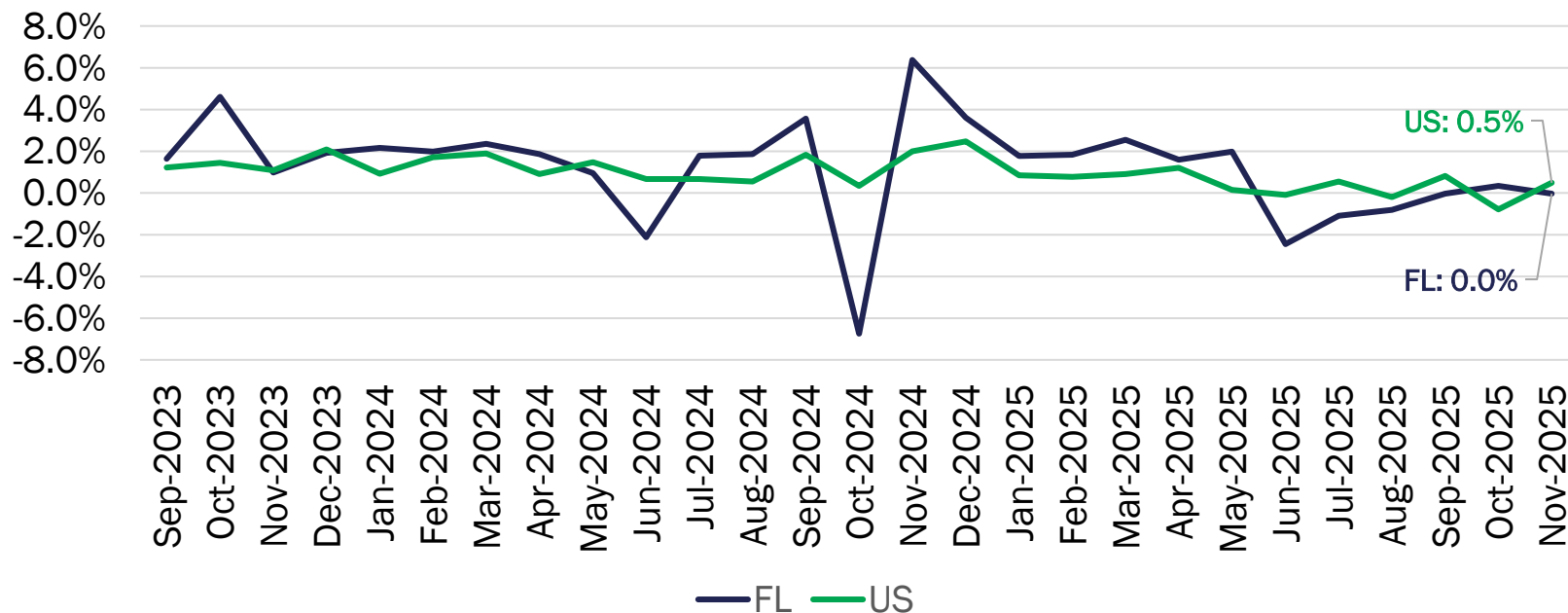
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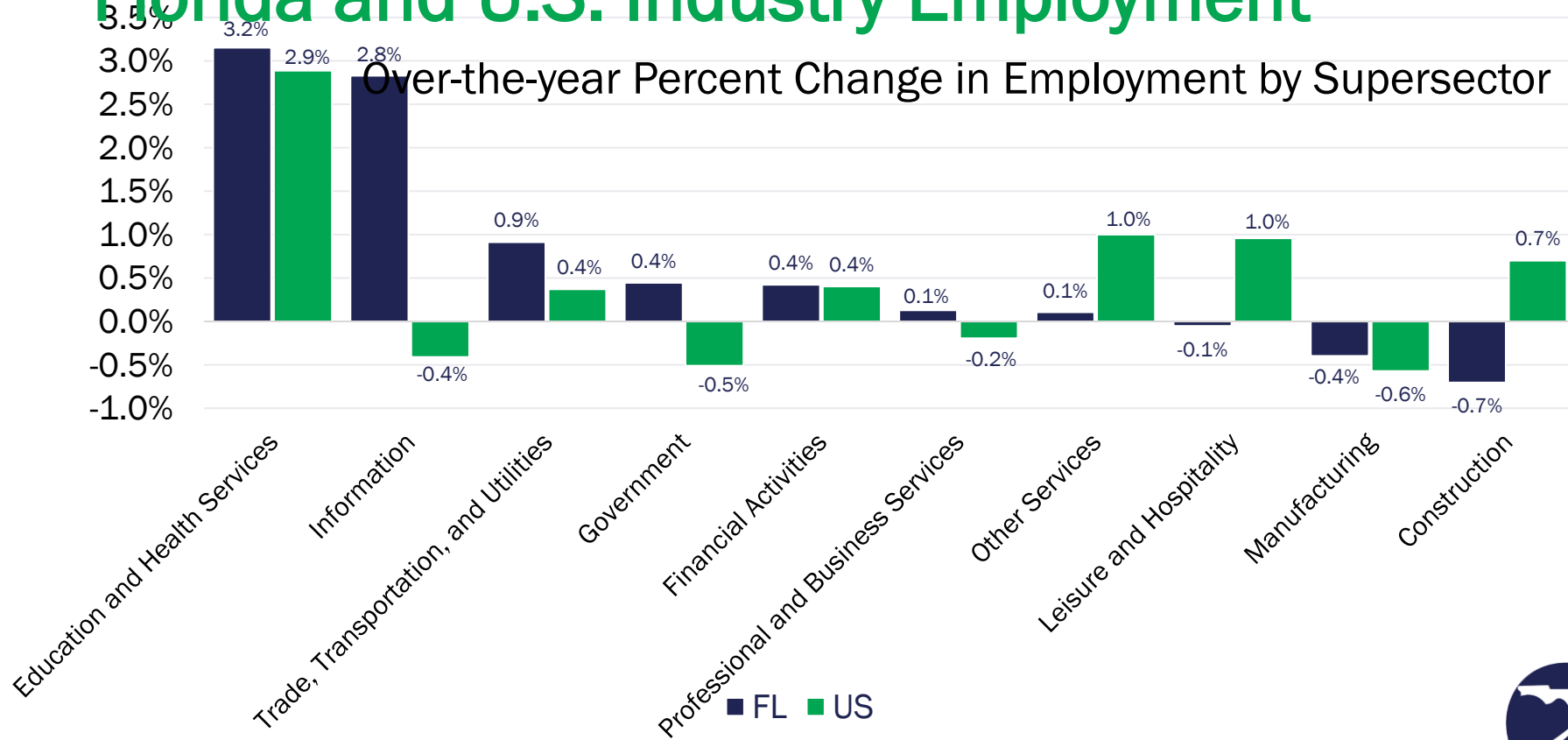
# Change in Nonagricultural Employment

Seasonally Adjusted



# Florida and U.S. Industry Employment

Over-the-year Percent Change in Employment by Supersector



# Questions and Answers



# Contact Us

## Thank You.

If you have questions or comments about this presentation, please contact us.



### Contact Name

Email: [James.Heckman@Commerce.fl.gov](mailto:James.Heckman@Commerce.fl.gov)

Office: Bureau of Workforce Statistics and Economic Research





# Workforce Innovation and Opportunity Act (WIOA) Program Performance Update

Kristy Farina, Economic Research and Program Performance

Bureau of Workforce Statistics and Economic Research

January 2026

# Primary Indicators of Performance

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## Employment Indicators

- Employment 2<sup>nd</sup> Quarter After Exit
- Employment 4<sup>th</sup> Quarter After Exit
- Median Earnings 2<sup>nd</sup> Quarter After Exit



















## Education and Training Indicators

- Credential Attainment Rate
- Measurable Skill Gains



# Primary Indicators of Performance – PY2025-26 Q1

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





# Jobs for Veterans State Grant (JVSG) – PY2025-26 Q1

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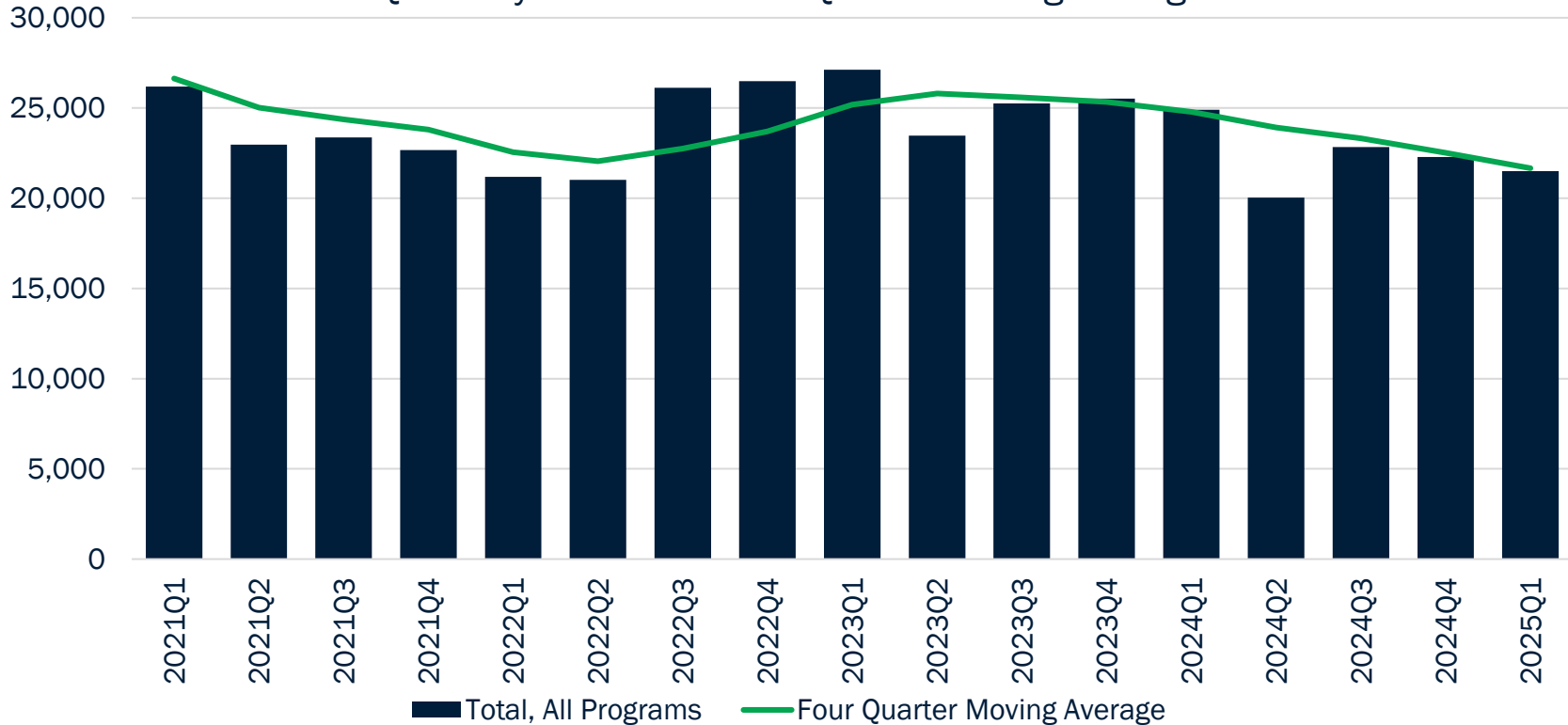
## Employment Indicators

- Employment 2<sup>nd</sup> Quarter After Exit: 56.3%
- Employment 4<sup>th</sup> Quarter After Exit: 56.6%
- Median Earnings 2<sup>nd</sup> Quarter After Exit: \$8,833



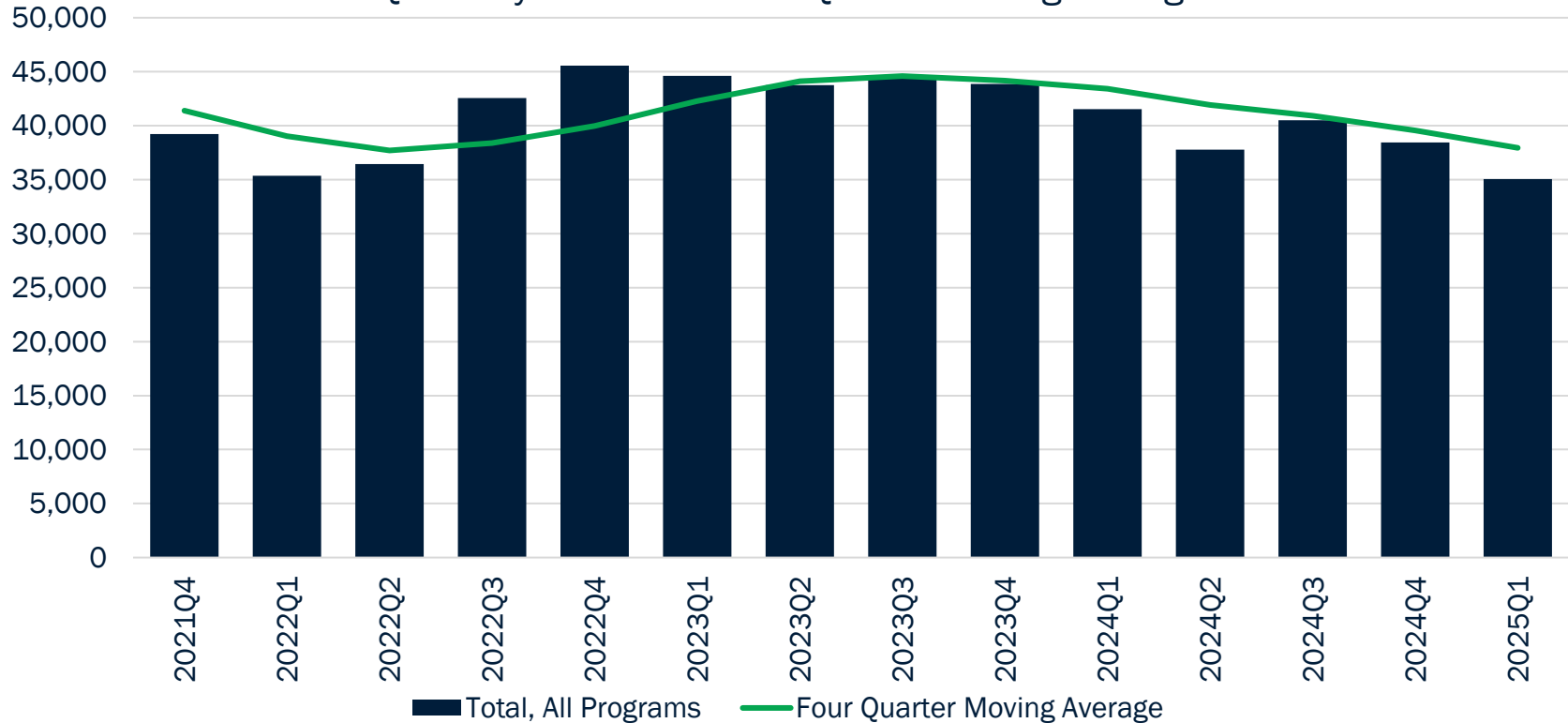
# Workforce Program Enrollment

New Participants - All WIOA and Wagner-Peyser Programs  
Quarterly Totals and Four Quarter Rolling Average



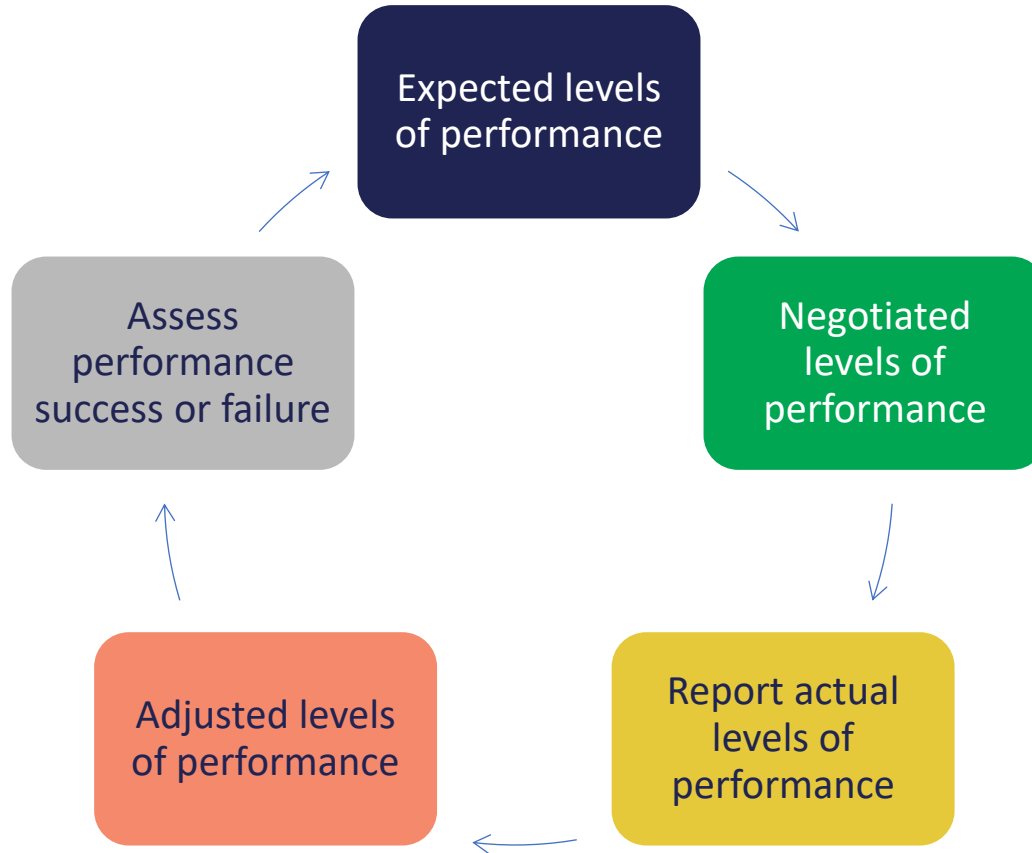
# Workforce Program Enrollment

Total Participants - All WIOA and Wagner-Peyser Programs  
Quarterly Totals and Four Quarter Rolling Average



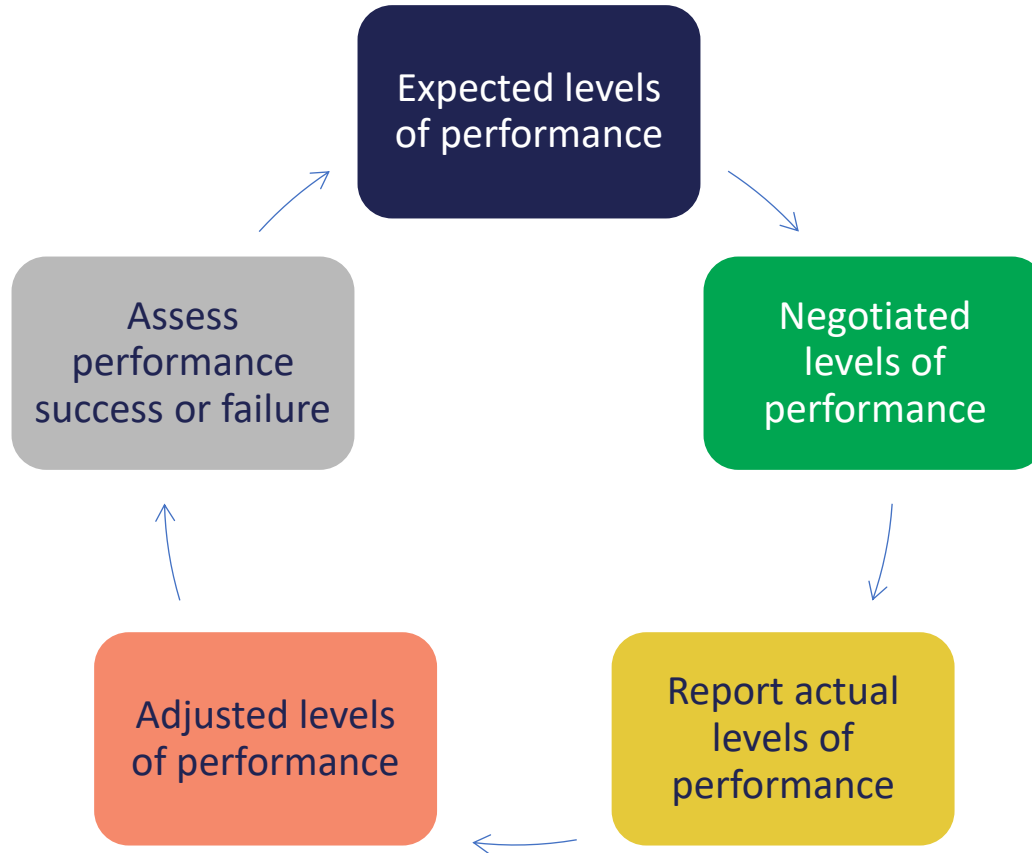
# WIOA Accountability Cycle – PY2023-24

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# WIOA Accountability Cycle – PY2024-25

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# PY2024-25 Primary Indicator Performance

Program	Measure	Passing Indicators	Failing Indicators
Adult	Employment Q4	21	0
WP	Employment Q4	21	0
WP	Median Earnings	21	0
Youth	Median Earnings	21	0
Adult	Skill Gains	21	0
Youth	Employment Q2	21	0
WP	Employment Q2	20	1
Youth	Skill Gains	20	1
Adult	Employment Q2	20	1

Program	Measure	Passing Indicators	Failing Indicators
Adult	Median Earnings	19	2
Adult	Credential Attainment	19	2
Youth	Employment Q4	18	3
DW	Employment Q4	18	3
DW	Skill Gains	17	4
DW	Credential Attainment	17	4
DW	Employment Q2	16	5
Youth	Credential Attainment	16	5
DW	Median Earnings	15	6



# PY2024-25 Local Performance

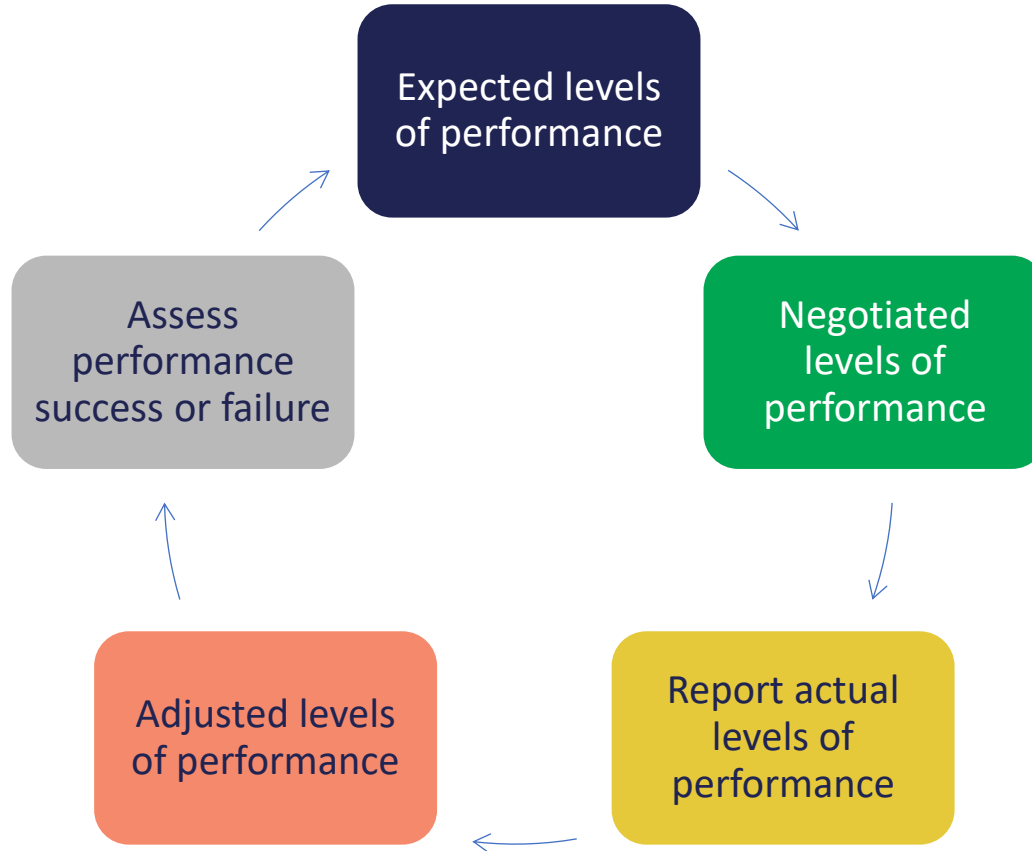
LWDB	Passing Indicators	Failing Indicators
08	18	0
19	18	0
20	18	0
22	18	0
23	18	0
27	18	0
02	17	1
21	17	1
24	17	1
26	17	1
28	17	1

LWDB	Passing Indicators	Failing Indicators
12	17	1
16	16	2
03	16	2
06	16	2
18	16	2
05	14	4
01	14	4
04	13	5
10	13	5
17	13	5



# WIOA Accountability Cycle – PY2026 & 27

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# Questions and Answers



# Contact Us

## Thank You.

If you have questions or comments about this presentation, please contact us.



### Contact Name

Email: [Kristy.Farina@Commerce.fl.gov](mailto:Kristy.Farina@Commerce.fl.gov)

Office: Economic Research and Program Performance



# Program Performance Update



**Daniel Harper**

Director of Workforce Programs

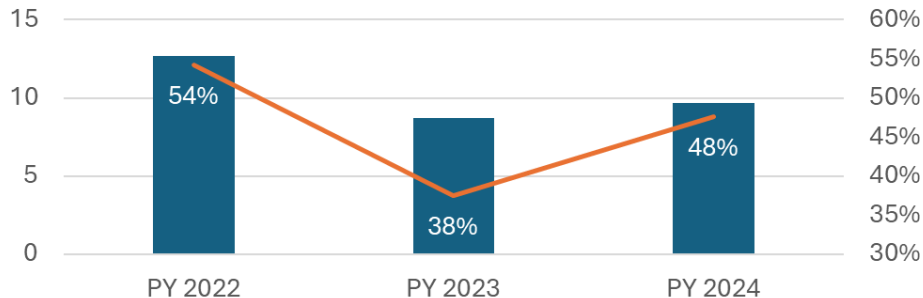
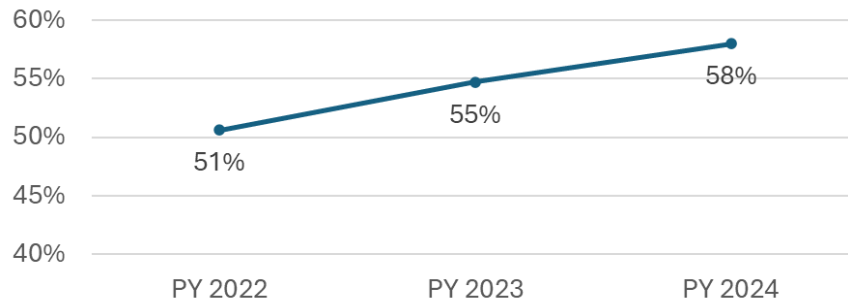
## Program Year (PY) 2025 Methodology Updates:

- **Completion-to-Funding Ratio** – Weight reduced from 10 points to 5 points
- **Co-Enrollment/Serving Individuals in SNAP, TANF, Adult Education, Blind Services or Vocational Rehabilitation** – Now a core metric weighted at 5 points. Total points scale decreases from 105 to 100 points.

Measure #	Measure Description	Previous Points Scale	PY 2025 Points Scale
M1	Participants with Increased Earnings	25	25
M2	Reduction in Public Assistance	25	25
M3	Employment & Training Outcomes	20	20
M4	Participants in Work-Related Training	10	10
M5	Continued Repeat Business	5	5
M6	Year-Over-Year Business Penetration	5	5
M7	Completion-to-Funding Ration (ROI)	10	5
M8	Co-Enrollment (SNAP, TANF, VR, DBS, AGE)	5 (Extra Credit)	5 (Core Metric)
<b>Total</b>		<b>105</b>	<b>100</b>

## Co-Enrollment/Serving Individuals in SNAP, TANF, Adult Education, Blind Services or Vocational Rehabilitation:

- **Statewide** – 55% Co-Enrollment goal met over the last two program years (PY).
- **LWDB** – Less than half of the LWDBs are meeting the 55% goal.



■ # of LWDBs meeting the 55% goal — % of LWDBs meeting the 55% goal



## LETTER GRADES

### *Grading Success*

## Letter Grades

Florida's 2021 Reimagining Education and Career Help (REACH) Act is a comprehensive blueprint for enhancing access, alignment and accountability across the state's workforce development system. The law calls for the Governor's REACH Office to develop criteria for assigning a letter grade to each local workforce development board and for CareerSource Florida to assign and make the letter grades public annually.

The new letter grade system provides a standard, statewide assessment that allows local workforce development boards to identify areas in which they excel and areas that can be strengthened to improve outcomes for all Floridians.

[GET STARTED >](#)

# LWDB Performance and Workforce System Requirements



**Victoria Gaitanis**

Vice President, Workforce Program Development

# Performance Data Requirements

Florida's Goal: A workforce system that serves as a national model: industry led, data-driven, integrated, and built for measurable outcomes.

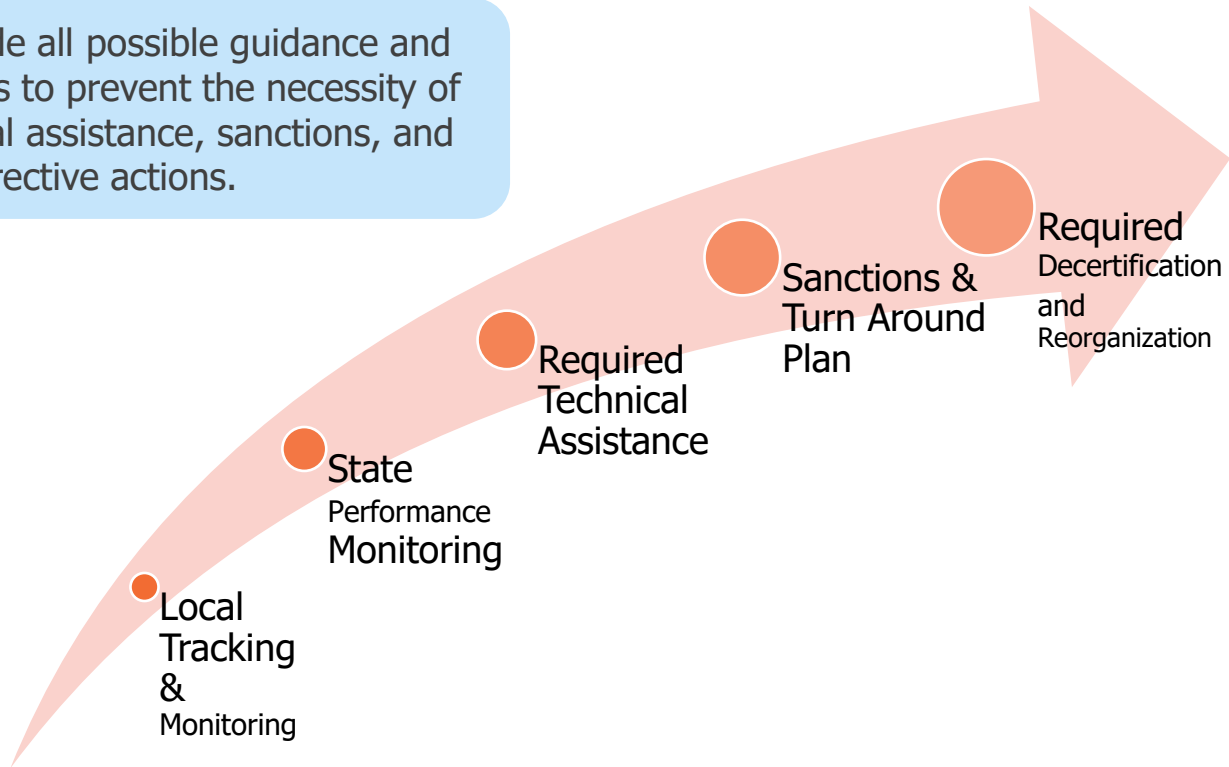
- [TEGL 11-19, Change 2](#)
- States must use federal indicator of performance for at least two required purposes:
  - to determine if a local area “performed successfully” for subsequent certification and designation decisions, and
  - to determine when a state must take corrective action when a local area fails to meet the identified levels of performance.



# Performance Accountability Continuum

**GOAL:** To provide all possible guidance and support to LWDBs to prevent the necessity of required technical assistance, sanctions, and corrective actions.

- Federal Indicators of Performance: Employment Rate after exit, Median Earnings after exit, Credential Attainment Rate, Measurable Skill Gains and Effectiveness in Serving Employers
- State Indicators of Performance: Improvement in long term self-sufficiency, Return on investment, Subgroup performance



# OPEN DISCUSSION AND PUBLIC COMMENT

# Closing Remarks



**Sophia Eccleston**

Chair