

Approved \_\_\_\_\_ X \_\_\_\_\_  
Disapproved \_\_\_\_\_

## Action Item 4

### **NEW WORKFORCE POLICY O125 - BUSINESS ENGAGEMENT AND ECONOMIC DEVELOPMENT SUPPORT**

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

CareerSource Florida and FloridaCommerce recommend approval of CareerSource Florida Workforce Policy O125 – Business Engagement and Economic Development Support establishing statewide standards for Local Workforce Development Boards (LWDBs) to deliver consistent, high-quality business services that support employer recruitment, training, and retention, driving economic growth across Florida. LWDBs must coordinate with career centers, economic development partners, and educational institutions to align services with regional workforce needs, using strategies such as On-the-Job Training (OJT), Customized Training, Incumbent Worker Training, apprenticeships, and layoff prevention incentives.

This new policy requires LWDBs to implement demand-driven training programs, enhance employer engagement, and integrate workforce strategies into regional economic development plans. Formal partnerships with economic development agencies must be documented through Memorandums of Understanding (MOUs) and include shared metrics including business engagement and satisfaction.

CareerSource Florida and FloridaCommerce worked with LWDBs to refine policy goals, establish measurable outcomes, and build systems to implement and monitor progress. This policy was sent to all 21 LWDBs for consultation from November 24 – December 10, 2025. CareerSource Florida received 27 comments from 9 LWDBs. A thorough review of the comments was conducted by CareerSource Florida and FloridaCommerce. 77.80% of the feedback was incorporated into the policy.

This policy applies to CareerSource Florida, FloridaCommerce, all 21 LWDBs and all regional workforce development areas.

## **FOR CONSIDERATION**

- **Approve New Workforce Policy O125 – Business Engagement and Economic Development Support**