

CONNECTING BUSINESSES WITH TALENT

An Employer Resource Guide to
Florida Workforce Services



Welcome to the Florida Workforce Services Resource Guide

This resource guide is designed for local workforce boards and economic development partners to help businesses navigate Florida's workforce programs and services. By providing a comprehensive overview of potential funding opportunities, talent solutions, training pathways, and employer support programs, this guide empowers you to partner with business to deliver strategic, customized assistance in your community.

How to Use This Guide Effectively:

1. ASSESS EMPLOYER NEEDS

Begin by identifying the specific workforce challenges or goals of the business; they may need support to recruit talent, upskill employees, access funding, or manage transitions.

2. CONSULT THE FOUR MAIN CATEGORIES

Use the guide's four main categories—Funding Opportunities, Talent Pipeline & Recruitment, Training, Education, & Career Pathways, and Employer Services & Partnerships—to quickly locate relevant solutions. Many solutions, funded through the Department of Labor [Workforce Innovation and Opportunity Act \(WIOA\)](#), are designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.

3. EXPLORE PROGRAM BUNDLES

For each business need, review the suggested program bundles. These combinations are curated to maximize impact, often blending funding resources, training options, and support services for individuals.

4. LEVERAGE SYNERGIES AND PATHWAYS

Understand how programs work together to address employer needs. Sample pathways provide step-by-step examples to help you advise businesses on how to access and combine resources.

5. FACILITATE CONNECTIONS

Use the guide to connect businesses with the right programs, partners, and agencies—streamlining their access to support, talent, and training.

By utilizing this resource guide, you'll be equipped to guide employers through Florida's workforce system, helping them hire, train, and grow with confidence.

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Funding Opportunities

BUSINESS NEED:

I want to access funding to offset training and workforce development costs.

Businesses frequently ask about ways to reduce the cost of training—whether they’re preparing existing employees for new technologies, on-boarding staff during expansion, or strengthening their workforce. Questions often arise about what “grants” can pay for, how reimbursement works, and which partners can help implement training effectively.

Local workforce development boards (LWDBs) can help clarify available options, identify appropriate partners, and connect businesses to cost-offsetting resources. These supports may include employer training grants, workforce training funds linked to regional growth, and grant opportunities that help build longer-term talent pipelines.

Recommended Service Options:

INCUMBENT WORKER TRAINING (IWT) GRANT

Supports training for existing employees who need upskilling to meet evolving business demands. This resource is often helpful when businesses want to increase productivity, adopt new processes, or retain skilled workers.

QUICK RESPONSE TRAINING (QRT) GRANT

Designed for businesses experiencing expansion or rapid hiring needs. QRT supports customized training for new employees and helps businesses accelerate onboarding and skill development.

FLORIDA JOB GROWTH GRANT FUND

Suitable for larger-scale training projects, particularly when tied to regional economic development initiatives or significant business expansions. These projects usually involve multiple partners such as local government, education providers, LWDBs, and economic development organizations (EDOs).

APPRENTICESHIP EXPANSION GRANTS

Provides funding for the creation or expansion of registered apprenticeship and pre-apprenticeship programs. These grants can help cover training delivery, program development, curriculum design, outreach, and (when allowable) support to help apprentices complete programs.

ON-THE-JOB TRAINING (OJT)

Provides wage reimbursement for eligible new hires during the initial training period, reducing onboarding costs for employers and supporting skill development directly at the worksite.

CUSTOMIZED TRAINING

Supports employer designed training solutions developed in partnership with education or training providers. This option can offset training costs when businesses are implementing new technologies, processes, or systems that require tailored skill development.

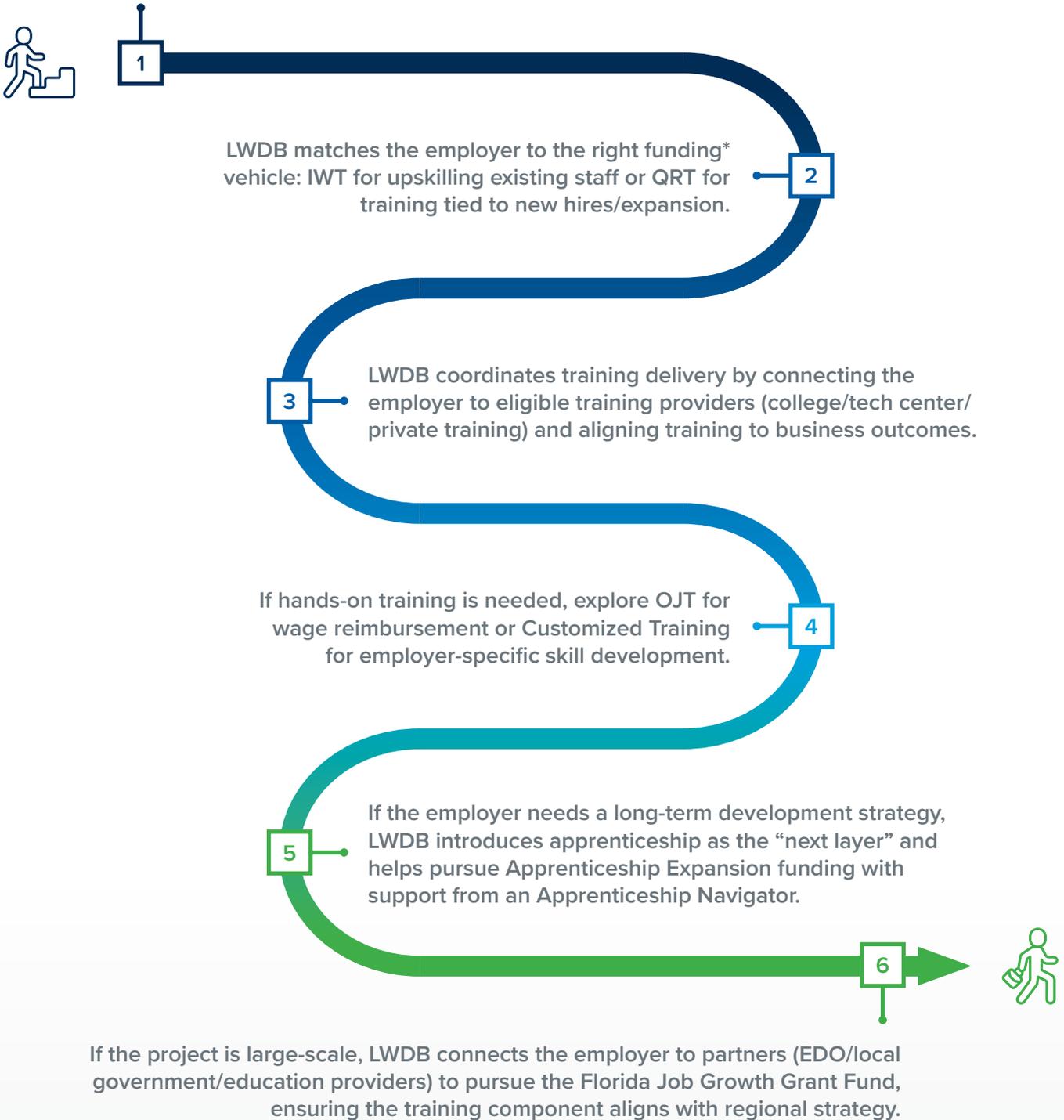
How They Work Together:

- ✓ IWT and QRT are typically the fastest “front door” options for employers needing near-term training funds—either for existing workers (IWT) or new hires/expansion training (QRT).
- ✓ OJT provides wage reimbursement that complements IWT/QRT by reducing employer costs during hands-on training. Customized Training offers another option when employers need training specifically tailored to new equipment, processes, or operational changes.
- ✓ Apprenticeship Expansion Grants support longer-term, structured talent development by helping employers build or scale earn-and-learn pathways with defined training and credential outcomes.
- ✓ Florida Job Growth Grant Fund is best used when an employer’s training needs are part of a broader regional growth project (new facility, major expansion, or multi-employer strategy), where partnership and scale are essential.

When a LWDB cannot directly fund a specific cost, they can still help support solutions to the problem by connecting the employer to training providers, apprenticeship sponsors, education partners, and other public funding streams aligned to the need. When organizations across the workforce and economic development ecosystem collaborate, businesses can benefit from a coordinated set of funding sources and training partners, even when one entity cannot directly meet the full need.

Sample Pathway:

LWDB assesses the business needs and cost drivers (who needs training, for what roles, timeline, and whether it's incumbent upskilling vs. new-hire onboarding).



**Grant funding typically supports specific, approved training or program costs; the LWDB helps employers understand what costs are eligible, what documentation is needed, and how to combine multiple funding sources to reduce out-of-pocket expense.*

BUSINESS NEED:

I want to find resources for individuals facing a layoff.

Layoffs can create uncertainty for both workers and employers. Businesses often want to ensure their employees have access to timely support, retraining opportunities, and pathways to new employment. They may also have questions about how workforce programs can assist with transition services, how to coordinate communication with employees, and what support is available during a downsizing or closure.

Local workforce development boards (LWDBs) play a key role in supporting and connecting employers and affected workers to the various resources available when faced with a layoff.

Recommended Service Options:

RAPID RESPONSE PROGRAM

Delivers immediate, onsite or virtual services when layoffs or closures occur. Rapid Response assistance helps businesses communicate available resources to affected workers, coordinate with the employer on timing and logistics, and ensures workers receive timely access to reemployment assistance, new employment opportunities, and training support.

WAGNER-PEYSER EMPLOYMENT SERVICES

Connects affected workers to job search tools, labor market information, and reemployment assistance, and serves as the priority service provided during a layoff event.

REEMPLOYMENT ASSISTANCE (UNEMPLOYMENT INSURANCE)

Provides temporary income support while workers seek new opportunities.

DISLOCATED WORKER PROGRAM (WIOA)

Provides retraining, job search assistance, and supportive services for individuals who lose their jobs due to layoffs. This resource is valuable for helping impacted workers transition to new careers, particularly in growing or emerging industries.

NATIONAL DISLOCATED WORKER GRANTS (NDWG)

Offers additional funding during large-scale layoffs, closures, disasters, or significant economic disruptions. These federally requested grants may support temporary employment, retraining opportunities, or expanded services when community needs exceed local capacity.

ADDITIONAL RESOURCES TO CONSIDER (WHEN APPLICABLE)

- **Sector Partnerships and Training Providers:** Can help align retraining opportunities with regional demand, accelerating worker reemployment.

How They Work Together:

- ✓ The Rapid Response Program ensures workers receive information about Reemployment Assistance and support the moment a layoff occurs.

- ✓ Wagner-Peyser Employment Services provide immediate access to job search assistance, labor market information, and reemployment tools, helping workers begin exploring opportunities right away. The primary goal is to connect individuals to employment as quickly as possible and help them avoid needing Reemployment Assistance wherever feasible; while also ensuring they understand how to apply for Reemployment Assistance if the need arises.

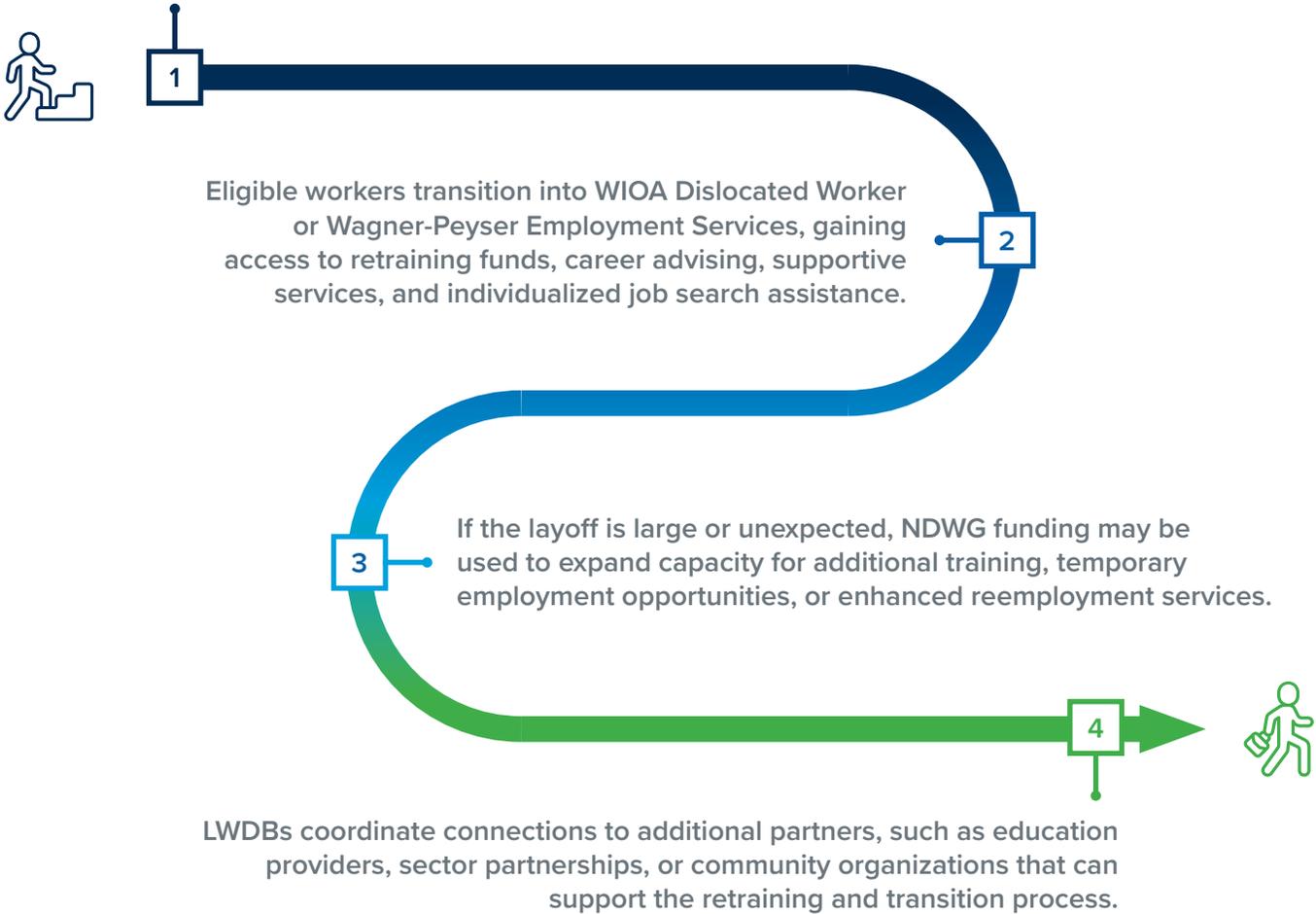
- ✓ WIOA Dislocated Worker services may follow, offering individualized career counseling, training assistance, supportive services, and connections to new employment.

- ✓ When layoffs are large or when community needs exceed typical program resources, NDWGs can supplement local capacity by funding additional retraining slots, temporary employment opportunities, or enhanced career services.

- ✓ When appropriate, LWDBs can also connect employers and workers to additional partners such as education providers, community organizations, business support programs, and state agencies.

Sample Pathway:

Rapid Response provides immediate notification and support by coordinating with the employer to deliver reemployment information, resource briefings, and next steps for affected workers.



Talent Pipeline & Recruitment

BUSINESS NEED:

I want to connect with young workers for career exploration.

Businesses often look for ways to introduce young people to their industry, build awareness of career pathways, and establish an early talent pipeline. At the same time, employers may be unsure about how to reach students, navigate school requirements, or identify programs that offer work-based learning.

Local workforce development boards (LWDBs) can help clarify available options, connect employers to funded youth programs, and coordinate with education partners. Many youth-focused initiatives include funding to support wages or work-based learning activities, which can reduce business hiring costs and encourage participation.

Recommended Service Options:

WIOA YOUTH PROGRAM

Supports career exploration, paid work experience, and skill development for youth ages 14–24. Funding can help cover youth wages, supportive services, or career readiness activities, reducing employer costs associated with hosting internships, entry-level work experiences, or direct hiring.

YOUTH CAREER EXPLORATION PROGRAM

Provides structured, school-connected work-based learning for high school students. This option often includes career exploration activities, such as job shadowing, workplace tours, or short-term work experiences that can reduce logistical burdens for employers.

CAREER AND TECHNICAL EDUCATION (CTE)

CTE programs in local school districts and colleges prepare students with industry-focused training and credentials. While CTE itself is not employer-funded, many CTE partnerships include grant-supported work-based learning, equipment funding, or instructor coordination—helping employers engage with students at no additional cost.

SUMMER YOUTH EMPLOYMENT PROGRAMS

Offers paid summer work experiences for eligible youth. Programs may fully or partially cover youth wages, making it easier for businesses to provide meaningful summer employment without absorbing the full cost, while providing training and mentoring.

ADDITIONAL RESOURCES TO CONSIDER (WHEN APPLICABLE)

- **CTE Dual Enrollment:** Gives employers early access to students earning high-value credentials; schools typically cover instructional costs.
- **Pre-Apprenticeship Programs:** Often supported by state or federal apprenticeship expansion funds, providing structured, funded exposure to skilled occupations.

How They Work Together:

- ✓ WIOA Youth and Summer Youth Employment programs are strong options for paid experiences and direct pathways into employment because youth wages or supportive services may be covered through program funding.

- ✓ Youth Career Exploration and CTE partnerships help businesses offer introductory experiences—such as job shadowing or project-based learning—while schools or youth programs manage logistics that can naturally lead to entry level hiring or ongoing work opportunities.

- ✓ Pre-apprenticeship and dual enrollment can help students build skills before entering more advanced training or early employment pathways, supporting smoother transitions into part-time, seasonal, or full-time employment as appropriate.

- ✓ By coordinating across these programs, education partners, and community organizations, LWDBs can help businesses engage young people in a way that aligns with the business' capacity, timeline, and workforce engagement strategy, often with funding or coaching support to reduce the burden on the employer, while also strengthening employment outcomes for youth.

Sample Pathway:

Clarify the type of youth engagement the business is interested in, such as job shadowing, internships, or regular or summer employment, and assess whether funded youth opportunities could reduce costs.



1

Identify the most appropriate youth program (for example, WIOA Youth or Summer Youth Employment if the business prefers paid experiences supported through program funding; or Youth Career Exploration for short-term school-connected activities).

2

Connect with CTE programs at local high schools or colleges to align opportunities with credential pathways or technical coursework that can lead into entry-level employment or part-time roles.

3

Coordinate logistics through the appropriate youth program, such as onboarding requirements, safety considerations, training plans, or classroom-to-work alignment.

4

Expand engagement over time, such as adding pre-apprenticeship connections or integrating dual enrollment students and graduates, as the business becomes more comfortable welcoming younger workers and offering employment opportunities where appropriate.

5



BUSINESS NEED:

I want to connect veterans and military spouses to employment opportunities.

Businesses are often eager to hire veterans and military spouses because of their skills, reliability, and leadership experience, but may not know how to access veteran-specific recruiting efforts, translate military skills into civilian roles, or find resources that reduce the cost of onboarding and training. Employers may also be unsure what support exists beyond job postings, including funding that can help cover training, supportive services, or transitional needs that improve retention.

Local workforce development boards (LWDBs) can help connect employers to veteran-focused talent and coordinate supportive resources that reduce barriers to employment. In many cases, programs that serve veterans and military spouses can be paired with funding mechanisms, such as training support, supportive services, and (when appropriate) wage/training reimbursement strategies to lower employer costs and strengthen retention outcomes.

Recommended Service Options:

[JOBS FOR VETERANS STATE GRANT \(JVSG\)](#)

JVSG supports specialized employment services for veterans, including individualized career services and job matching. This is often the fastest entry point for employers seeking candidates whose military experience aligns with open roles.

[VETERANS & MILITARY SPOUSE WORKFORCE GRANTS](#)

These grants can support training and employment services for veterans and military spouses, including activities that reduce barriers to participation and improve successful placement. When available, they can help offset costs associated with preparing candidates for specific occupations or supporting successful transition into employment.

[VETERAN & MILITARY SPOUSE WORKFORCE PROGRAMS](#)

State or state/federal programs often provide structured support for job seekers and employers, including placement assistance, supportive services, and retention-oriented resources. These programs can also serve as a connector to training partners, or other funding streams aligned to job placement support for veterans and their spouses.

ADDITIONAL RESOURCES TO CONSIDER (WHEN APPLICABLE)

- **WIOA-funded training and supportive services:** May help eligible participants access training, access financial support for courses and credentials, and reduce barriers that affect job readiness and retention.
- **On-the-Job Training (OJT):** In some cases, this work-based learning activity may reimburse a portion of worker wages during the initial training period for eligible participants, reducing the employer's ramp-up costs.

How They Work Together:

- ✓ JVSG functions as a high-touch recruitment and placement connector, helping employers access veteran candidates and improving the match between job openings and job seekers.

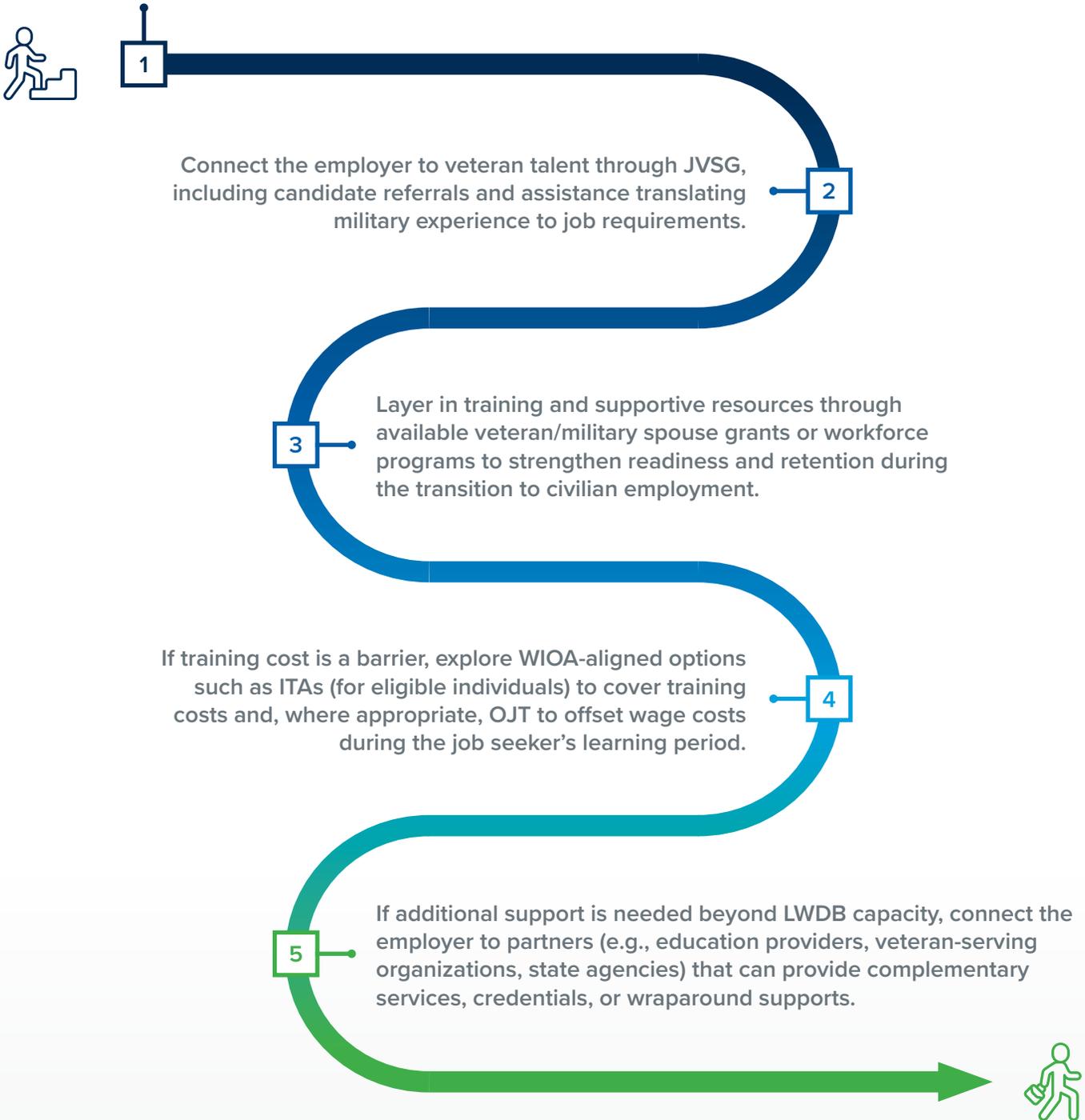
- ✓ Veterans and military spouse grants/programs can add capacity and funding for training, supportive services, and employment supports that help candidates persist through onboarding and early employment.

- ✓ WIOA mechanisms (when appropriate) can complement these efforts by covering training costs or offsetting early wage and training ramp-up costs (OJT), while supportive services reduce barriers that can undermine retention.

- ✓ When one funding source cannot cover the full need, the combination of these programs—along with education and training partners—creates a coordinated approach that supports recruitment, onboarding, and retention.

Sample Pathway:

Clarify the employer's hiring needs and timeline, including targeted roles, required credentials, and whether the employer needs recruitment, onboarding, or training support.



BUSINESS NEED:

I want to promote hiring for individuals with disabilities.

Businesses increasingly recognize the value of hiring individuals with disabilities, but employers may be unsure how to navigate accommodations, training supports, tax incentives, or programs that can help reduce costs associated with onboarding and supporting these workers.

Local workforce development boards (LWDBs) can help employers understand available resources, connect to state and federal partners, and access supportive services or funding that can offset training, accommodation, or job coaching costs. Many disability serving programs include funding, incentives, or technical assistance that make hiring more accessible and sustainable for businesses.

Recommended Service Options:

VOCATIONAL REHABILITATION (VR)

Provides job training, placement support, accommodations guidance, and disability-related services for eligible individuals. VR can help businesses access funded job coaching, assistive technology, and accommodation support, reducing employer costs associated with onboarding.

DIVISION OF BLIND SERVICES (DBS)

Specializes in employment services for individuals with visual impairments. DBS can offer assistive technology evaluations, orientation and mobility training, and worksite supports, helping businesses ensure workplace accessibility with minimal cost burden.

EMPLOYMENT FIRST INITIATIVES

Promote competitive, integrated employment as the preferred option for individuals with disabilities. These initiatives often include access to job coaching, career counseling, and transition supports, helping employers successfully onboard workers and increase retention.

AGENCY FOR PERSONS WITH DISABILITIES (APD) WORKFORCE PROGRAMS

Supports individuals with developmental disabilities through employment services, job coaching, and supported employment. APD programs may include funded job coaching hours or ongoing support services, reducing training and supervision costs for employers.

TICKET TO WORK PROGRAM

A federal program that supports career development for people ages 18 through 64 who receive Social Security disability benefits and want to work. Participating employers and employment networks can access funded employment supports, such as job placement or career development services, which can ease the transition into the workforce.

WORK OPPORTUNITY TAX CREDIT

Provides federal tax credits to employers who hire individuals with disabilities who meet eligibility criteria. This incentive can help offset hiring and payroll costs, especially in the first year of employment.

ADDITIONAL RESOURCES TO CONSIDER (WHEN APPLICABLE)

- **WIOA Adult or Youth program funds (for eligible individuals):** May support training, certification, or work readiness activities.
- **On-the-job Training (OJT):** Can sometimes reimburse a portion of wages for eligible participants during initial training periods.
- **Supportive services:** May help workers overcome transportation, equipment, or other barriers that affect employment success.

How They Work Together:

- ✓ VR and DBS provide specialized employment support, accommodations guidance, and funded job coaching services, reducing upfront costs and making onboarding more seamless for employers.
- ✓ APD Workforce Programs and Employment First Initiatives enhance workplace readiness, support retention, and offer structured pathways for individuals with disabilities to enter competitive employment.
- ✓ Ticket to Work and WOTC offer financial and tax incentives that reduce the cost of hiring and support the hiring of individuals with disabilities.
- ✓ When paired with WIOA-funded training, OJT, or supportive services (when appropriate), businesses can build fully supported, cost-efficient pathways for hiring individuals with disabilities.

Sample Pathway:

Clarify the employer's hiring needs, including the roles they want to fill and any questions about accommodations or workplace readiness.



1

Connect the employer to VR or DBS to receive assistance with job matching, accommodations guidance, and access to funded job coaching or assistive technology support.

2

Identify APD or Employment First resources for individuals who need additional coaching, transition support, or long-term retention services.

3

Explore available funding or incentives, such as WOTC, Ticket to Work employment supports, and WIOA training assistance, such as OJT wage reimbursement for eligible individuals.

4

Coordinate with partners to ensure ongoing support, troubleshoot accommodation needs, and strengthen long-term retention pathways.

5



BUSINESS NEED:

I want to recruit and onboard qualified talent efficiently.

Businesses often need support filling open positions quickly with candidates who are prepared, reliable, and aligned with their skill requirements. Employers may also be unaware that recruitment assistance, prescreening, onboarding support, and even wage or training cost offsets are available through the workforce system.

Local workforce development boards (LWDBs) can connect employers to qualified candidates, streamline recruitment, and coordinate access to programs that help reduce the cost of onboarding and training. These resources can include job matching services, wage reimbursement options, bonding support, and funded training pathways—all designed to make hiring more efficient and cost effective.

Recommended Service Options:

UNIVERSAL EMPLOYMENT SERVICES (WAGNER-PEYSER)

Provides no-cost recruitment assistance, job postings, candidate referrals, and talent matching services. These services help employers reach a broad pool of job seekers quickly, support prescreening and initial matching, and reduce time spent on early-stage recruitment activities.

WIOA ADULT/YOUTH PROGRAMS

Support training, work experience, and career preparation for eligible job seekers. These programs can include funding for training, work readiness, supportive services, On-the-Job Training (OJT), and in some cases subsidized work experience, helping employers onboard individuals who are prepared to succeed. OJT can significantly reduce training costs and help employers bring candidates onboard quickly while they build needed competencies.

JOBS FOR VETERANS STATE GRANT (JVSG)

Provides specialized job matching and career services for veterans, including assistance translating military skills into civilian roles. Employers can access candidates with relevant experience and strong transferable skills.

FEDERAL BONDING PROGRAM

Provides free fidelity bonds to employers hiring individuals who may face barriers to employment. Bonding reduces hiring risk and can expand an employer's talent pool without adding cost.

ADDITIONAL RESOURCES TO CONSIDER (WHEN APPLICABLE)

- **Individual Training Accounts (ITAs):** May cover training or credentialing for eligible job seekers.
- **Supportive services:** Transportation, equipment, uniforms, or other needs that help new hires succeed on the job.
- **Youth work experience funding:** When available, can offset wages for eligible young adults entering the workforce.

How They Work Together:

- ✓ Universal Employment Services serves as a front end recruitment resource, helping employers quickly reach candidates and streamline screening.

- ✓ WIOA Adult/Youth Programs help strengthen candidate readiness through funded training or work-based learning, making recruitment more efficient.

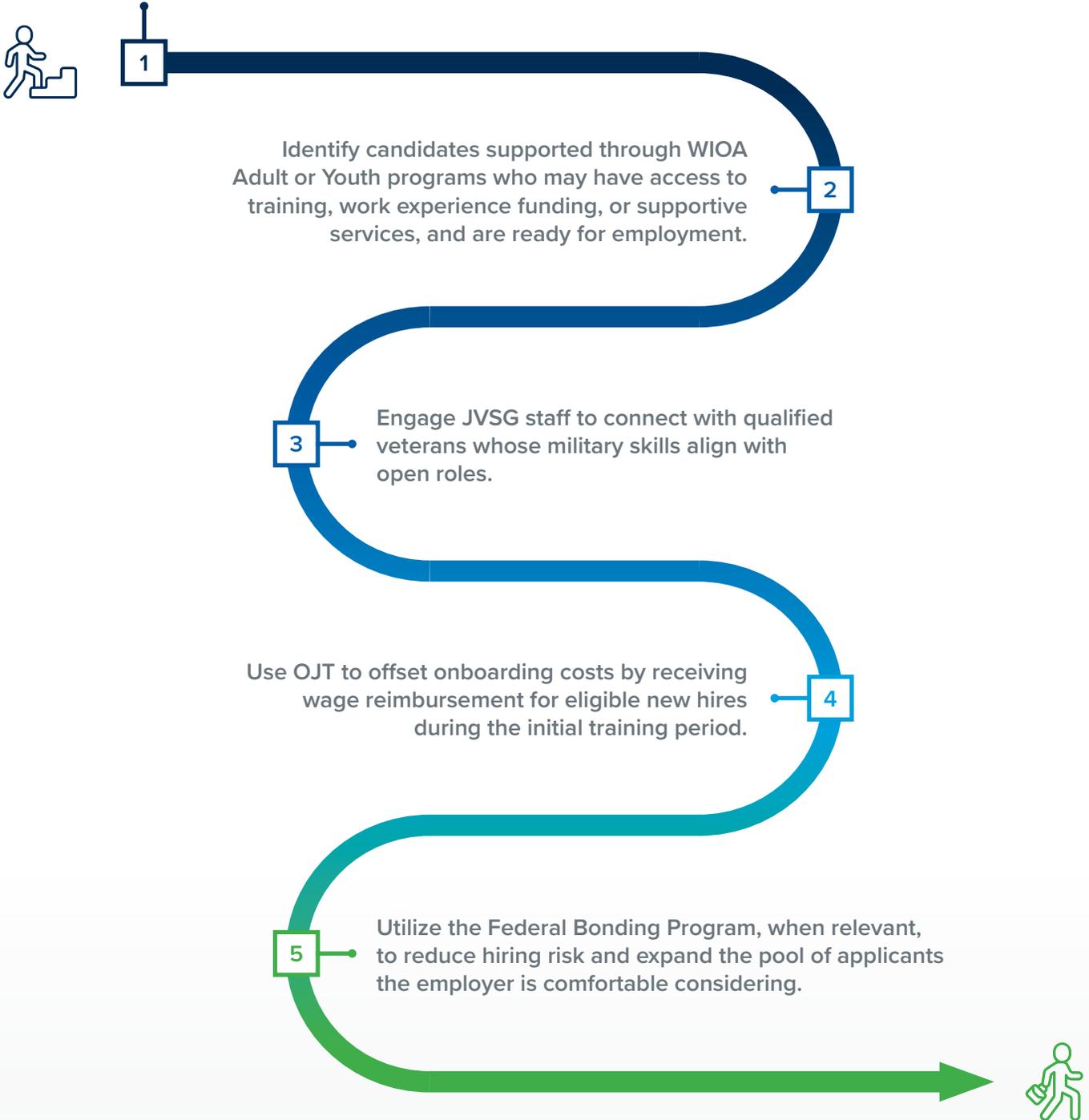
- ✓ OJT offers a direct cost-offset by reimbursing a portion of wages during the training period, particularly useful when candidates need time to build specific competencies.

- ✓ JVSG provides an additional pipeline of skilled candidates with military experience.

- ✓ Federal Bonding helps employers feel confident hiring individuals with diverse backgrounds, expanding access to talent.

Sample Pathway:

Begin with recruitment support by posting job openings through the LWDB and accessing candidate referrals from Universal Employment Services.



BUSINESS NEED:

I want to reduce risk when hiring individuals with barriers.

Some employers want to expand their talent pool by hiring individuals with barriers—such as justice involved individuals, people returning to the workforce after long absences, or individuals with limited work history—but may be concerned about reliability, workplace readiness, financial risk, or the need for additional support.

Local workforce development boards (LWDBs) can help by connecting employers to programs that reduce financial risk, strengthen candidate readiness, and provide ongoing support to help workers succeed. These resources may include fidelity bonding, training funds, wraparound support, and job coaching, creating a safer and more stable pathway for businesses to hire individuals with barriers.

Recommended Service Options:

FEDERAL BONDING PROGRAM

Provides free fidelity bonds that protect employers against potential loss due to theft or dishonesty during the initial employment period. This no-cost insurance helps employers feel more confident hiring individuals who may not qualify for commercial bonding.

REENTRY EMPLOYMENT OPPORTUNITIES (REO)

Supports justice involved individuals with job training, placement assistance, case management, and wraparound services. REO helps strengthen job readiness, reduce barriers (e.g., transportation, work attire, soft skills), and provide ongoing support, improving reliability and reducing performance risk for employers.

WIOA ADULT/YOUTH PROGRAMS

These programs can sometimes provide training assistance, supportive services, and job readiness support for eligible individuals with barriers to employment. This can help businesses onboard workers who have access to funded training or retention support.

ON-THE-JOB TRAINING (OJT)

When applicable, OJT can reimburse a portion of wages during the training period, offsetting employer costs while workers learn role-specific skills. This can reduce risk by lowering the employer's financial exposure early in employment.

How They Work Together:

- ✓ The Federal Bonding Program provides immediate risk protection for employers who are hiring individuals with barriers, helping build confidence during onboarding.

- ✓ REO programs enhance candidate readiness and stability by offering training, case management, and support before and after employment, reducing turnover and improving job performance.

- ✓ WIOA-funded services, when available, can help address continued training or supportive needs, strengthening retention.

- ✓ OJT, when appropriate, can reduce the cost of early training and lower financial risk while a new hire gains skills and productivity.

- ✓ Together, these programs combine financial protections, candidate preparation, and ongoing support to make it easier and safer for businesses to hire individuals with barriers.

Sample Pathway:

Discuss the employer's hiring needs and any concerns about risk, such as reliability, onboarding cost, or workplace readiness.



1

Connect the employer to the Federal Bonding Program to provide no-cost fidelity bonds once a job offer is made, and the initial employment period begins.

2

3

Engage REO partners to identify candidates who have received training, job readiness preparation, and case management support.

4

Explore additional support, such as OJT wage reimbursement or WIOA-funded services (when available), to help offset training or onboarding costs.

5

Maintain ongoing collaboration with REO case managers or partner organizations to support retention, troubleshoot challenges, and strengthen long-term employment outcomes.



BUSINESS NEED:

I want to upskill or retrain the workforce to meet changing industry needs.

As industries evolve, whether due to new technologies, regulatory changes, automation, or shifting consumer demand, businesses often need to retrain or upskill their existing workforce. Employers may be unsure what funding is available for training, how to build a skills development plan, or which partners can deliver the right mix of technical and foundational training.

Local workforce development boards (LWDBs) can help identify appropriate training resources, connect employers to funded programs, and coordinate with education partners to develop pathways that support both immediate skill needs and long-term workforce transformation.

Recommended Service Options:

INCUMBENT WORKER TRAINING (IWT)

Supports businesses in upskilling their current employees to maintain competitiveness, adopt new technologies, or respond to changing business demands. IWT funding can offset a portion of training costs, helping employers invest in workforce development while managing budget constraints.

ADULT EDUCATION AND LITERACY ACT PROGRAMS

Provide funded instruction in basic education, English language acquisition, digital literacy, and foundational skills. These programs help employers strengthen the skills base of their workforce without assuming the full cost of instruction, particularly for employees needing stronger math, reading, or English skills before advancing.

AI INCUMBENT WORKER TRAINING PILOTS

Offers support for employer-led training initiatives focused on artificial intelligence systems, tools, and applications. These state-funded pilots can help businesses prepare their workforce for emerging technologies and reduce the cost of integrating AI into operations.

ADDITIONAL RESOURCES TO CONSIDER (WHEN APPLICABLE)

- Individual Training Accounts (ITAs) for eligible employees needing occupational training.
- Customized training partnerships with technical centers or colleges, sometimes supported through state or federal resources.
- Apprenticeship or pre-apprenticeship models for structured upskilling in evolving occupations.

How They Work Together:

- ✓ IWT addresses immediate training needs by providing direct cost offsets for employer-driven technical upskilling.

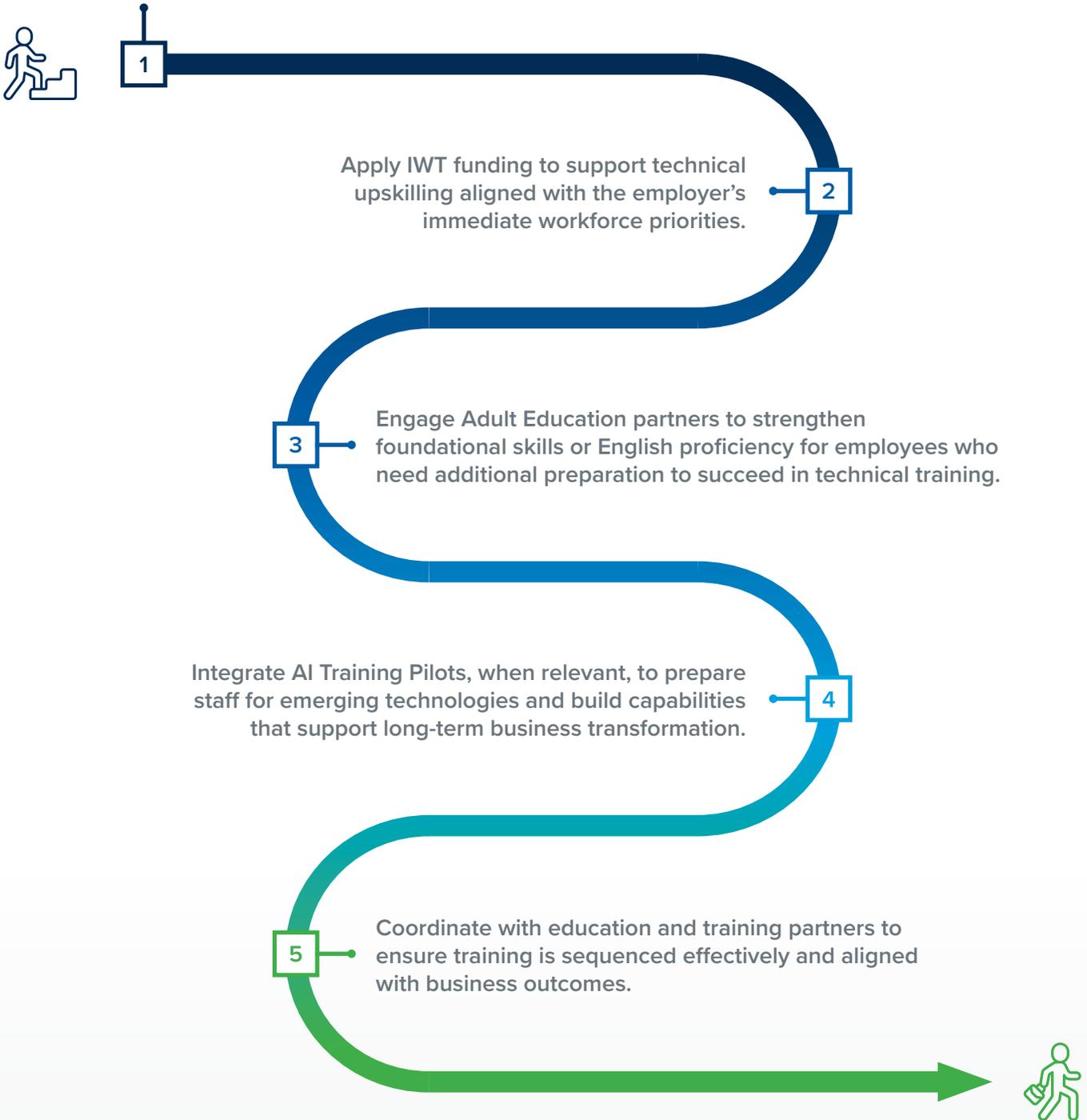
- ✓ Adult Education programs build foundational and English language skills that are often prerequisites for more advanced training or newly introduced technologies.

- ✓ AI Training Pilots support forward-looking skill development tied to automation and emerging tech, complementing both IWT and adult education efforts.

- ✓ Together, these programs allow businesses to build multi-layered training strategies that strengthen basic skills, improve technical competencies, and prepare the workforce for future skill demands. When appropriate, LWDBs can also connect employers to training providers, sector partnerships, and other community partners who can support implementation.

Sample Pathway:

Clarify training needs by identifying the skills employees must develop to meet new technologies, processes, or business requirements.



Training, Education, & Career Pathways

BUSINESS NEED:

I want to develop earn-and-learn pathways through apprenticeships.

Many employers want to build a sustainable talent pipeline while ensuring workers gain the competencies their industry requires. Apprenticeships offer a proven earn-and-learn model that combines employment with structured training and credential attainment. For businesses, building an apprenticeship program can feel resource intensive, requiring curriculum development, coordination with education partners, training costs, and staff time. Local Workforce Development Board (LWDB) Apprenticeship Navigators can play a critical role in reducing these barriers.

Through strategic use of state and federal grants, capacity-building programs, and hands-on technical assistance, LWDBs can help employers launch apprenticeship programs faster, at lower cost, and with stronger alignment to local talent.

Recommended Service Options:

REGISTERED APPRENTICESHIP PROGRAMS

LWDBs can help employers design and launch registered apprenticeship programs by connecting them to approved training providers, identifying suitable roles, and supporting candidate recruitment.

APPRENTICE FLORIDA INITIATIVE

Provides technical assistance to employers in developing or expanding apprenticeships. LWDBs act as the connector, coordinating meetings, supporting program design, and helping employers navigate the registration process quickly and efficiently.

APPRENTICESHIP EXPANSION GRANTS

Help employers launch or grow registered apprenticeship programs by covering eligible start-up/expansion costs. LWDBs can help employers identify opportunities and coordinate proposals. Examples of these grants include Florida [Pathways to Career Opportunities Grant \(PCOG\)](#), Florida [ASE Mini-Grant](#), and the [Federal Apprenticeship Expansion grant](#).

WIOA ADULT, DISLOCATED WORKER, YOUTH PROGRAM

These programs support eligible individuals in accessing training, employment, and supportive services that prepare them for career pathways, including registered apprenticeships. WIOA can help cover training costs, supportive services (such as transportation, tools, uniforms, or testing fees), and in some cases work experience or wage reimbursement.

ON-THE-JOB TRAINING (OJT)

LWDBs can reimburse employers for a portion of apprentice wages during the initial training period. This directly reduces employer costs when productivity is still ramping up and helps offset the learning curve.

INDIVIDUAL TRAINING ACCOUNTS (ITAS)

For eligible apprentices, LWDBs can use ITAs to cover approved training costs such as tuition, fees, and materials tied to related technical instruction. This reduces the employer's out-of-pocket expenses for the classroom portion of apprenticeship.

SUPPORTIVE SERVICES

Depending on eligibility, these supports may help cover licensure fees, work boots, uniforms, tools, testing materials, transportation assistance, and other required items that apprentices need to start or continue training.

How They Work Together:

- ✓ Grants reduce the cost of building and operating the apprenticeship model: design, instruction capacity, coordination, materials, and expansion activities.

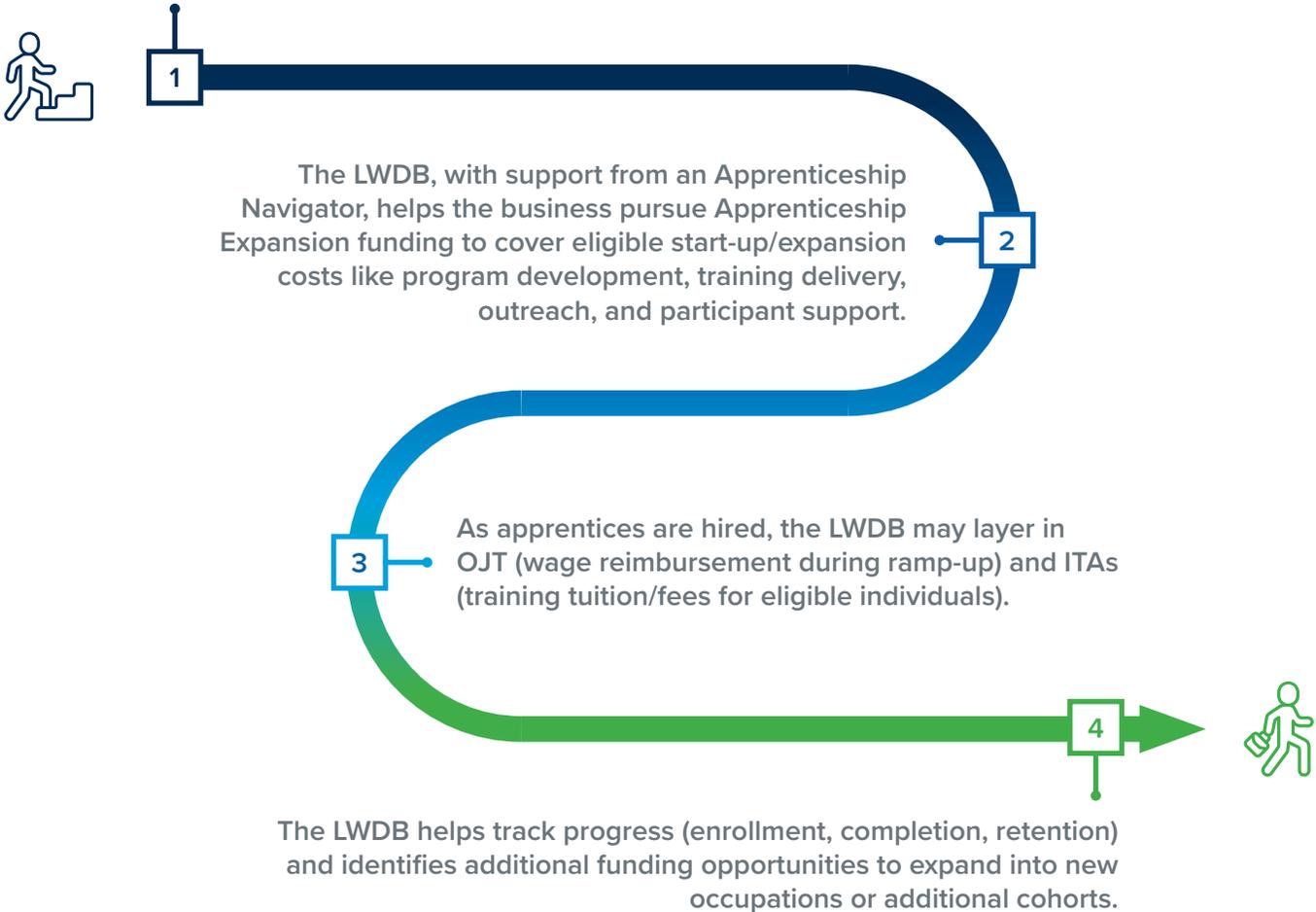
- ✓ OJT reduces the cost of paying wages while training (especially helpful at the start when apprentices are learning and productivity is lower).

- ✓ ITAs and supportive services can help remove barriers that prevent individuals from fully participating in apprenticeship programs by covering related technical instruction (RTI)/approved coursework expenses for eligible apprentices.

- ✓ Apprentice Florida reduces the cost of time and complexity by providing technical assistance and guiding registration.

Sample Pathway:

LWDB Apprenticeship Navigator connects employer to Apprentice Florida and training partners to design a new, or expand a current, registered apprenticeship program.



BUSINESS NEED:

I want to develop a skilled talent pipeline through education and credential partnerships.

Businesses often look for ways to strengthen their talent pipeline by connecting with local education providers, accessing industry-aligned training, and helping workers earn credentials that support long-term career growth. Employers may not always know which institutions deliver relevant programs, how credentials are funded, or how they can influence curriculum to ensure graduates are prepared for real workplace needs.

Local workforce development boards (LWDBs) can help businesses understand the landscape of education partners (school districts, technical colleges, state colleges, universities, and approved training providers) and identify opportunities to collaborate on training, curriculum alignment, credential development, and hiring. Many of these programs may help reduce the financial burden of training for both employers and job seekers.

Recommended Service Options:

CAREER AND TECHNICAL EDUCATION (CTE) PROGRAMS (SCHOOL DISTRICTS & TECHNICAL COLLEGES)

CTE programs prepare high school students and adult learners for industry-recognized certifications through hands-on coursework aligned to employer needs. School districts and technical colleges often have state-supported resources for equipment, instructor training, and certification exams, making it easier for businesses to access credential-ready talent.

CARL D. PERKINS CAREER AND TECHNICAL EDUCATION ACT PROGRAMS

Perkins funding strengthens CTE programs across secondary and postsecondary institutions by supporting curriculum development, updated equipment, and alignment with industry standards. Employers can partner with schools and colleges through advisory boards or work-based learning to ensure programs reflect real-time industry needs.

CAPE INDUSTRY CERTIFICATION FUNDING

CAPE funding enables school districts and colleges to offer state-approved industry certifications by supporting exam fees, program equipment, and instructor preparation. For employers, this means more students and adult learners graduating with fully funded, industry-aligned credentials relevant to in-demand occupations.

CAREER CERTIFICATE PROGRAMS (TECHNICAL COLLEGES & STATE COLLEGES)

These short-term, job-focused training programs prepare individuals for high-demand roles and often connect directly to credential exams. Many Career Certificate programs are eligible for Individual Training Accounts (ITAs) funded through WIOA, allowing LWDBs to potentially offset training costs for eligible employees or job seekers.

INDUSTRY CERTIFICATIONS (MASTER CREDENTIALS LIST)

Florida's Master Credentials List identifies high-value certifications that align with state workforce needs. Using this list helps employers prioritize partnerships with credentialing programs that are eligible for state and federal funding and that produce training aligned to in-demand statewide and regional occupations.

ADDITIONAL RESOURCES TO CONSIDER (WHEN APPLICABLE)

- Pre-apprenticeships and apprenticeships with embedded credentials for long-term talent development.

How They Work Together:

- ✓ CTE programs provide credential-ready high school and adult learners who are ready to work with local employers.

- ✓ Perkins and CAPE funding strengthen the quality, relevance, and availability of credentialing programs, ensuring training aligns with employer expectations.

- ✓ Career Certificate programs offer short-term, adult-focused training and open opportunities for LWDB-funded support.

- ✓ The Master Credentials List guides employers and partners toward certifications that have been validated for workforce value and funding eligibility.

- ✓ With LWDB facilitation, these programs form a coordinated ecosystem of education and training partners, giving employers multiple ways to build skilled, credentialed talent pipelines, whether by hiring new graduates, supporting adult learners, or upskilling existing employees.

Sample Pathway:

Identify priority roles and credentials using the Master Credentials List to confirm alignment with industry standards and state workforce priorities.



1

Connect with local school districts, technical colleges, and state colleges delivering CTE or Career Certificate programs tied to those credentials and explore opportunities for advisory board participation or work-based learning partnerships.

2

3

Collaborate with education partners to ensure curriculum, equipment, and skill outcomes reflect real workplace needs, supported by Perkins or CAPE funding where applicable.

4

Use ITAs, where eligible, to support current employees or job seekers in earning high-value credentials with reduced out-of-pocket training costs.

5

Strengthen long-term workforce strategies by connecting credential programs to pre-apprenticeship or apprenticeship pathways that reinforce skill development, credential attainment, and role progression.



BUSINESS NEED:

I want to proactively train my workforce to meet changing industry needs.

Businesses facing economic shifts, contract changes, automation, or restructuring often want to avoid layoffs, or minimize their impact, whenever possible. Employers may be unsure how to identify early warning signs, access funding to retrain or reassign staff, or connect employees to resources that support smooth transitions. They may also need help coordinating communication, stabilizing operations, or exploring alternatives that reduce disruption.

Local workforce development boards (LWDBs) can help businesses understand funding options, identify layoff aversion strategies, support employee retraining, and connect employers to partners who can help stabilize operations. Many of these resources include training grants, rapid intervention supports, business continuity consulting, and upskilling pathways that reduce costs and improve outcomes for both employers and workers.

Recommended Service Options:

INCUMBENT WORKER TRAINING (IWT) GRANT

Supports upskilling existing employees so businesses can avoid layoffs by retraining staff for new processes, technologies, or roles. IWT funding can offset a portion of training costs, helping employers pivot workforce skills rather than reducing headcounts.

QUICK RESPONSE TRAINING (QRT) GRANT

Provides funding for customized training during expansions or transitions. QRT can help companies reskill employees as they shift job functions or adopt new technologies, reducing the need for layoffs during operational changes.

FLORIDA JOB GROWTH GRANT FUND

Supports large-scale, regionally aligned workforce training and economic development projects. This resource is valuable when businesses are undergoing major transitions that require coordination among LWDBs, economic development organizations (EDOs), education partners, and local government.

APPRENTICESHIP EXPANSION GRANTS

Offers financial support to help employers launch or expand registered apprenticeship or pre-apprenticeship programs, creating structured earn-and-learn pathways that can retrain employees and build internal career pipelines that reduce turnover risk.

STATE RAPID RESPONSE PROGRAM

Provides immediate support when layoffs or closures occur. Rapid Response helps coordinate communication with employees, connect affected workers to training and employment services, and identify opportunities to prevent or minimize layoffs where possible.

SMALL BUSINESS DEVELOPMENT CENTER (SBDC)

Provides consulting and business planning support, including financial analysis, market assessment, and continuity planning at no cost to a business. SBDCs can help identify operational changes, new market opportunities, or restructuring strategies that may mitigate the need for layoffs.

ADDITIONAL RESOURCES TO CONSIDER (WHEN APPLICABLE)

- **National Dislocated Worker Grants (NDWG):** For large or unexpected layoffs requiring expanded capacity for retraining or transition services.
- **WIOA Dislocated Worker training and supportive services:** For workers needing new credentials or assistance with barriers during transition.
- **Sector partnerships:** Align retraining options with regional in-demand industries.

How They Work Together:

- ✓ IWT and QRT can help businesses prevent layoffs by reskilling or cross-training employees to fill new or evolving roles.

- ✓ Apprenticeship expansion funding helps businesses create long-term internal training pathways that stabilize talent needs and reduce turnover.

- ✓ Rapid Response provides timely support when layoffs cannot be avoided, helping workers transition quickly to new opportunities with minimal disruption.

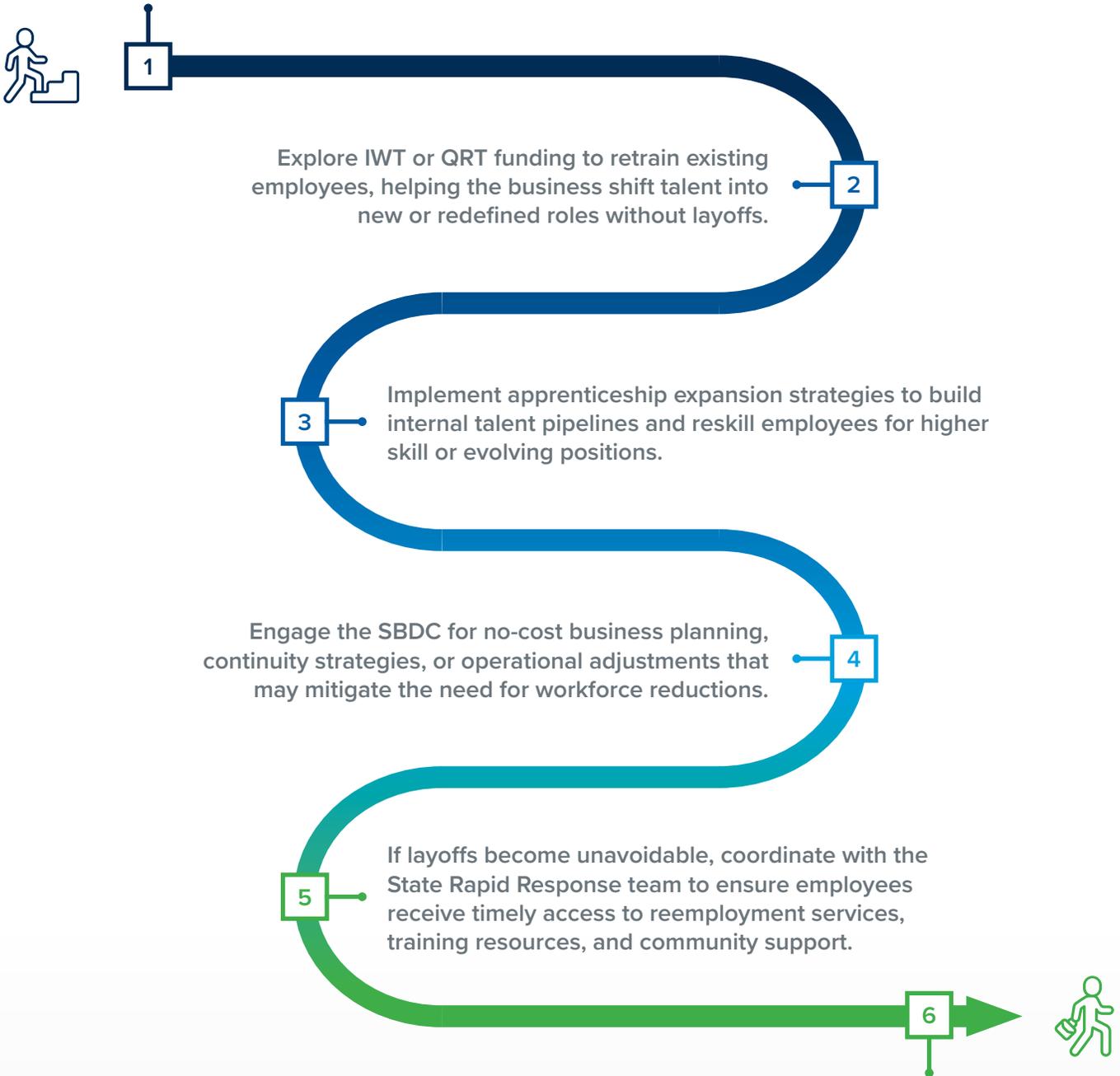
- ✓ The Job Growth Grant Fund aligns with broader regional strategies, helping businesses tie transition planning to larger workforce or infrastructure efforts when major change is underway.

- ✓ SBDC provides business continuity and operational planning support, complementing workforce strategies and identifying additional pathways to stabilize or reposition the business.

- ✓ Together, these programs can help employers address challenges early, reduce the need for layoffs when possible, and ensure workers receive support when transitions do occur.

Sample Pathway:

Assess potential risk areas early, such as emerging skill gaps, technology upgrades, or structural changes that could lead to workforce disruptions.



Explore IWT or QRT funding to retrain existing employees, helping the business shift talent into new or redefined roles without layoffs.

Implement apprenticeship expansion strategies to build internal talent pipelines and reskill employees for higher skill or evolving positions.

Engage the SBDC for no-cost business planning, continuity strategies, or operational adjustments that may mitigate the need for workforce reductions.

If layoffs become unavoidable, coordinate with the State Rapid Response team to ensure employees receive timely access to reemployment services, training resources, and community support.

For larger or unexpected events, explore additional resources such as NDWG funding or regional training initiatives to support impacted workers.

Employer Services & Partnerships

BUSINESS NEED:

I want to provide career navigation and support services.

Businesses may want support to offer career guidance, help candidates understand available opportunities, or ensure new hires and applicants receive the right level of coaching and preparation. Employers are often interested in connecting candidates to resources that address barriers to employment, improve job readiness, and support long-term retention.

Local workforce development boards (LWDBs) can help by connecting businesses to career navigation programs and employment services that offer personalized guidance, supportive services, and funded preparation activities. These supports help ensure candidates are more prepared, confident, and equipped to succeed, reducing turnover and easing the onboarding process for employers.

Recommended Service Options:

HOPE FLORIDA

Provides individualized career navigation and support services for individuals seeking employment. Hope Navigators can help candidates access community resources, supportive services, training pathways, and job readiness tools—benefits that help employers connect with applicants who are better prepared for work.

UNIVERSAL EMPLOYMENT SERVICES (WAGNER-PEYSER)

Offers job postings, recruitment assistance, candidate referrals, and matching services. These supports help employers reach job seekers efficiently while also giving candidates access to career guidance, job search assistance, and basic employment preparation.

ADDITIONAL RESOURCES TO CONSIDER (WHEN APPLICABLE)

- **WIOA Adult/Youth Programs:** May provide career assessments, coaching, training funds, and supportive services for eligible candidates.
- **Community-based organizations and wraparound service partners:** Can support individuals with transportation, childcare, financial coaching, or other needs that impact employment readiness.
- **Sector partnerships:** Provide guidance on career pathways in key industries and help align support services to employer expectations.

How They Work Together:

- ✓ Hope Florida provides individualized coaching and support services, ensuring job seekers have access to the resources they need to become ready for employment.

- ✓ Universal Employment Services complement this by offering recruitment assistance and matching businesses with candidates already engaged in employment services or career readiness activities.

- ✓ When layered with WIOA-funded training or supportive services, candidates have access to both individualized guidance and funded preparation, leading to stronger retention and reduced onboarding challenges for employers.

- ✓ LWDBs can help coordinate these services, ensuring employers can connect with candidates who have been supported, coached, and linked to the appropriate resources.

Sample Pathway:

Clarify what types of candidates the business seeks, including skill level, experience, and any gaps that need to be addressed.



1

Connect the employer to Hope Florida navigators to support candidates requiring individualized guidance, support services, or coaching to prepare for employment.

2

3

Post job openings and access qualified candidates engaged in job search and career readiness activities.

Explore additional service coordination, such as WIOA-funded training or supportive services for eligible candidates, to strengthen long-term retention and job success.

4

5

Maintain ongoing communication with community partners to refine candidate recruitment efforts and ensure continued access to additional navigation and employment supports.

