



# FLORIDA'S WORKFORCE DEVELOPMENT SYSTEM: AN INTEGRATED STRATEGY

Executive Summary for the 2024-2027 Workforce Innovation  
Opportunity Act Combined Plan – 2-Year Modification

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# INTRODUCTION

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Florida's workforce system maintains two primary focal points for all coordinated efforts: improving outcomes for job seekers and ensuring the business community has the skilled talent it needs to expand economic self-sufficiency and prosperity. Guided by the principles of industry-driven strategies, worker mobility, integrated systems, accountability, and innovation, Florida's approach aligns with the national vision for building robust talent pipelines and supporting businesses of all sizes in recruiting, training, and retaining skilled workers for in-demand careers.

Florida is home to the nation's third-largest workforce, totaling more than 11.2 million workers, and its talent pipeline consistently ranks among the best in the nation. Skilled talent is often the primary driver of whether companies move or expand. The excellent skills of the Florida workforce can be credited to the collaboration between Florida's workforce system, industry, and education partners.

The Workforce Innovation Opportunity Act Combined Plan addresses key initiatives and milestones, including workforce partnerships, system performance monitoring, policy revisions, and technology solutions that support customer service and case management. These efforts reflect Florida's focus on strengthening access, alignment, and accountability across the entire workforce system.

**IN SUMMARY:** Florida's workforce system aligns with the strategic pillars outlined in [America's Talent Strategy](#), delivering industry-led solutions, empowering individuals, integrating services, promoting accountability, and fostering innovation to ensure economic prosperity for all Floridians.

## WHAT IS WIOA?

The Workforce Innovation Opportunity Act (WIOA) became federal law on July 22, 2014, with bipartisan support. Its purpose is to strengthen and improve the public workforce system by helping individuals, including youth and those facing barriers to employment, prepare for and find high-quality jobs and careers. WIOA also helps employers hire and retain skilled workers. The law provides funding for services at local career centers across the country and for job training programs.

## WHOM DOES WIOA SERVE?

Businesses with a focus on targeted industries and individuals with barriers to employment, including:

- Displaced homemakers
- Low-income individuals
- Native Americans and Indigenous peoples of Alaska and Hawaii
- Individuals with disabilities, including youth
- Older individuals
- Ex-offenders
- Homeless individuals, or homeless children and youths
- Youth who are in, or have aged out of, the foster care system
- Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers
- Eligible migrant and seasonal farmworkers
- Individuals within two years of exhausting lifetime eligibility under the Temporary Assistance for Needy Families (TANF) program
- Single parents, including single pregnant women
- Long-term unemployed individuals
- Priority populations, such as Veterans, identified as a special focus for the state by the Governor

# VISION

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In 2019, Governor Ron DeSantis outlined a bold vision for Florida to be number one in the nation in workforce education and talent development by 2030. Florida achieved this goal eight years early, having been named number one in talent development and recruitment for three consecutive years by Lightcast.

- Florida defines the larger workforce development ecosystem to include businesses, education, and economic development entities, along with providers of human services.
- Florida's workforce development system is market-driven and results-oriented, focused on providing services to Florida businesses and job seekers that are customer centered, high quality, and relevant to the labor market.
- Florida aligns goals and strategies across all core and combined partners to ensure resources are maximized toward positively impacting services to Florida businesses and job seekers.

# GOALS

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Florida's goals for continuing the work in preparing an educated and skilled workforce that meets the needs of Florida businesses include:

- **Pursuing all available opportunities for flexibility to increase efficiency and alignment of its workforce system through activities that promote more streamlined service delivery and reduced overhead through community hubs.**
- Increasing the focus on business-centered services to emphasize work-based learning, like apprenticeships and skill-based hiring.
- Ensuring a strong link between workforce policy and accountability measures and acting with urgency to support, improve, and transform continually struggling local workforce systems.
- Developing a comprehensive and integrated education, employment, and training ecosystem centered on the needs of industry stakeholders that streamlines access to high-quality workforce services and increases prosperity for employers and workers.
- Reducing duplication of services and maximizing efficient use of human and financial resources to serve Florida businesses and job seekers through aligning and expanding partnerships that leverage and braid funding and coordinate programming to improve outcomes and accountability.
- Reducing welfare dependency and increasing economic self-sufficiency for Floridians by focusing on community collaboration between workforce, education, industry, and other partners to break down community silos and maximize the effectiveness of workforce development efforts.
- Supporting Florida's industry sectors of focus through enhanced, targeted engagement with business and education stakeholders to build talent pipelines and enhance Florida's productivity and competitiveness.

# PERFORMANCE GOALS

WIOA Combined Plan partners continue efforts to refine a process for collecting data and reporting performance; these measures include:

- Percentage of participants in unsubsidized employment during second quarter after exit.
- Percentage of participants in unsubsidized employment during fourth quarter after exit.
- Median earnings of participants during second quarter after exit.
- Percentage of participants who obtain a postsecondary credential or secondary school diploma within one year after exit.
- Achievement of measurable skill gains toward credential or employment.
- Effectiveness in serving employers.

In addition to the WIOA performance goals, partners have also agreed to focus on the following statewide goals that impact the larger workforce development system:

<p>Increase state <b>labor force</b> participation to <b>63%</b>.</p>	<p>Ensure <b>60%</b> of Floridians age 25-70 have a <b>credential of value</b> by 2030.</p>	<p><b>Median wages</b> greater than or equal to <b>75%</b> of the median hourly wage in Florida.</p>					
<p>By 2030, increase the statewide second quarter after <b>exit employment rate</b> by <b>10%</b> for each of the following populations:</p> <table border="1"> <tr> <td data-bbox="113 1008 414 1302"> <p>Individuals 55 years and older</p> </td> <td data-bbox="414 1008 678 1302"> <p>Youth</p> </td> <td data-bbox="678 1008 943 1302"> <p>Individuals receiving Supplemental Nutrition Assistance Program (SNAP) and TANF benefits</p> </td> <td data-bbox="943 1008 1208 1302"> <p>Individuals without a High School diploma</p> </td> <td data-bbox="1208 1008 1508 1302"> <p>Individuals with disabilities</p> </td> </tr> </table>			<p>Individuals 55 years and older</p>	<p>Youth</p>	<p>Individuals receiving Supplemental Nutrition Assistance Program (SNAP) and TANF benefits</p>	<p>Individuals without a High School diploma</p>	<p>Individuals with disabilities</p>
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<p><b>Statewide total of 50,000</b> registered apprentices annually by 2030.</p>	<p><b>450</b> registered apprenticeship programs by 2030.</p>	<p><b>110</b> registered pre-apprenticeship programs by 2030.</p>					
<p>Increase percentage of 12th grade secondary Career and Technical Education (CTE) concentrators to <b>35%</b> of total enrollment.</p>	<p>Build <b>talent pipelines</b> for targeted new and emerging industries of focus by assisting <b>1,000</b> individuals to earn credentials that directly support the sector.</p>						

While each workforce partner agency maintains strategies that are unique to its own mission and vision, they are also working together on the following strategies to ensure a skilled, adaptable workforce that boosts economic growth.

# ACHIEVING FLORIDA'S STRATEGIC VISION AND GOALS

Florida's workforce strategy, guided by the Reimagining Education and Career Help (REACH) Act and WIOA, is designed to meet economic and labor market demands through partnership, alignment, and innovation. In alignment with the national framework set out in America's Talent Strategy: Building the Workforce for the Golden Age, Florida's approach is organized under five strategic pillars: Industry-Driven Strategies, Worker Mobility, Integrated Systems, Accountability, and Flexibility and Innovation.

With the inclusion of CTE programs authorized under Perkins V, Florida strengthens collaboration between education and workforce partners and ensures that CTE programs are closely connected to labor market needs. Aligning secondary and postsecondary CTE with workforce development priorities helps prepare learners for employment in high demand industries and ensures training opportunities lead to meaningful credentials and career advancement. This coordinated approach strengthens Florida's statewide talent development system by improving alignment between education and employment, supporting economic mobility for Floridians, and helping employers meet evolving workforce needs.

## PILLAR I: INDUSTRY-DRIVEN STRATEGIES

**OBJECTIVE:** Build reliable talent pipelines through a workforce system led by industry and aligned with Florida's economic priorities.

Florida is strengthening talent pipelines by aligning workforce, education, and economic development around employer demand and priority industries.

- **REACH Act implementation:** Modernizes Florida's talent development ecosystem, strengthens collaboration between businesses and education, and expands access to training.
- **Industry-led partnerships:** Expands registered apprenticeships, pre-apprenticeships, and work-based learning through coordinated outreach to employers, education providers, and local leaders.
- **Education and Industry Consortia:** Established by each local workforce development board (LWDB), it brings business and education together quarterly to align training programs with industry needs and strengthen regional career pathways.
- **Target industry and sector strategies:** Florida's workforce development system uses sector strategies and partnerships to align education, training, and business needs. These strategies are regional and industry driven, focused on Florida's identified targeted industry sectors. Sector strategies help employers find skilled workers, create career pathways for job seekers, and strengthen industry competitiveness.
- **Career pathways:** Integrates education, training, and support services regionally, ensuring opportunities for all skill levels and providing businesses with qualified talent.
- **Community planning and technical assistance:** Helps communities create plans to attract businesses and expand workforce opportunities by building partnerships, improving community design, and supporting a viable economy through strategic planning.
- **Employer partnerships for in-demand skills:** Advances industry-driven strategies by partnering directly with employers to align training, community service assignments, and skill development with local labor market needs. This ensures participants build the competencies required for in-demand jobs and are better positioned for long-term employment success.

### FLORIDA'S TARGETED INDUSTRY SECTORS

<b>4 Cross-Cutting Target Industries:</b> <ul style="list-style-type: none"><li>• Corporate Headquarters</li><li>• Logistics</li><li>• Manufacturing</li><li>• Research and Development</li></ul>	<b>8 Sector-Specific Target Industries:</b> <ul style="list-style-type: none"><li>• Aerospace and Aviation</li><li>• Ag Tech</li><li>• Energy Security</li><li>• Financial Services</li><li>• Information Technology</li><li>• Life Sciences</li><li>• Maritime</li><li>• Military and Defense</li></ul>
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## PILLAR II: WORKER MOBILITY

**OBJECTIVE:** Bring more Floridians into the labor force and help them advance, leveraging technology and labor market data.

Florida is expanding labor force participation and improving advancement outcomes by removing barriers, widening access to training, and using data to target high-impact strategies.

- **Florida revised its 2030 goal from 7,000 new registered apprentices to 50,000.** This increase reflects Florida's proportion of the national goal for new apprentices. Working collaboratively with core and combined WIOA partners, each LWDB has individual targets based on their eligible participant numbers, with these goals collectively expected to account for 10% of the statewide objective to establish 50,000 new apprentices. This collaborative approach underscores the importance of coordinated efforts to expand apprenticeship opportunities and strengthen Florida's workforce, and this bold goal will position apprenticeships as a central pillar of Florida's workforce strategy.
- **Expanding access for opportunity populations:** Coordinated outreach and service alignment for veterans, individuals with disabilities, and SNAP/TANF recipients supported through cross-agency implementation.
- **Apprenticeship expansion at scale:** Builds statewide and local capacity to grow apprenticeships through revised policy, [Apprentice Florida](#), local Apprenticeship Navigators, and stronger employer/education partnerships. Florida has adopted bold growth targets to elevate apprenticeship as a primary career pathway.
- **Integrated Education and Training (IET):** Accelerates skills attainment by combining adult education with workforce training across high-demand career clusters, increasingly aligned to industry credentials and measurable outcomes.
- **Removing barriers to employment:** Strategies address childcare, transportation, housing instability, and digital literacy through coordinated navigation and wraparound supports (e.g., [Hope Florida](#)) and streamlined access to training.
- **Disability employment strategies:** Advances competitive, integrated employment through Employment First, strengthened coordination, and employer engagement tools (including the [Abilities Work portal](#)).
- **Rural investment and community growth:** Targets rural communities with place-based investment strategies and workforce support that increase access to capital, business expansion, and local job creation.
- **Mobility for seniors:** Prioritizes training and placements with higher likelihood of hire, strengthening pathways to stable employment for older workers.

## PILLAR III: INTEGRATED SYSTEMS

**OBJECTIVE:** Replace fragmented programs with a streamlined, coordinated system delivering unified workforce services.

Florida is reducing fragmentation by strengthening coordinated planning, improving shared systems, and aligning training investments with employer needs and verified outcomes.

- **Coordinated planning:** Local and regional planning integrates WIOA core and required partners through standardized state guidance and ongoing cross-system collaboration.
- **Identifying credentials of value:** Training credentials across the workforce system are identified by all stakeholders, reviewed with transparent methodology that considers the needs of industry, and communicated collaboratively across the workforce system.
- **Eligible Training Provider List (ETPL):** Updated policies and performance standards ensure training programs deliver measurable completion, credential attainment, employment, and earnings outcomes.
- **Master Credentials List (MCL):** Directs public investment toward credentials most needed by employers, supported by an interagency review process and continuous labor market validation.
- **Workforce Pell:** Florida's strategy aligns short-term workforce programs with the state's Target Industry priorities to ensure programs are high-skill, in-demand, and aligned with employer hiring needs. The state will apply a structured review and monitoring process to approve and oversee Workforce Pell programs based on labor market demand, wage outcomes, and federal reporting readiness.
- **Strengthening System Integration for Seamless Access:** Strengthens system integration by coordinating closely with WIOA partners, streamlining referrals, and leveraging shared tools and platforms so older workers can more easily access training, employment, and supportive services.

## PILLAR IV: ACCOUNTABILITY

**OBJECTIVE:** Ensure workforce programs deliver measurable results by linking investments to outcomes and enforcing performance discipline.

Florida is strengthening accountability statewide by aligning policy to measurable outcomes, increasing transparency, and reinforcing performance expectations at every level.

- **Policy development framework:** Statewide workforce policies drive consistency, customer access, and alignment with business needs while reducing duplication and improving system efficiency.
- **Performance measurement:** LWDB performance is tracked through letter grades, [public dashboards](#), and continuous improvement metrics to track outcomes and guide resource allocation.
- **Continuous evaluation:** Workforce Policies and technical assistance resources support ongoing evaluation and improvement of workforce programs.
- **Enhancing accountability for measurable outcomes:** Strengthens monitoring, increases transparency, and directs resources toward high-performing strategies and partners.

## PILLAR V: FLEXIBILITY AND INNOVATION

**OBJECTIVE:** To deliver workforce outcomes at a pace that meets, and exceeds, industry demands, creating a system that is agile, transparent, and focused on results.

Florida is using flexibility, targeted investments, and modernized systems to respond faster to employer needs and improve customer outcomes statewide.

- **Federal waivers to increase flexibility:** Uses available WIOA flexibilities to reduce barriers, expand access, and support responsive service delivery while tracking outcomes through required reporting.
- **Incumbent Worker Training (IWT):** Helps employers upskill existing workers and close skill gaps, prioritizing credentials that align to Florida's MCL and supporting competitiveness and retention.
- **Quick Response Training (QRT):** Provides targeted training support for new and expanding businesses in high-skill industries to accelerate onboarding and productivity.
- **Rapid Response and layoff aversion:** Proactively engages businesses to minimize disruption and connect affected workers to reemployment and training quickly, supported by improved tools and statewide guidance.
- **Consumer-first system modernization:** Advancing integrated intake, navigation, and case management solutions (e.g., [FL WINS](#) (Florida Workforce Integrated Networking Systems) and statewide system modernization) to improve coordination, reporting, and customer experience.
- **Expanding flexibility and innovation in workforce programs that serve seniors:** Expands reskilling models and employer feedback loops, including exploration of emerging technologies, to support employment in a changing labor market.





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