

## Board of Directors Meeting Agenda

JUNE 3, 2026 • 9:00 A.M. – 12:00 P.M., ET  
MIAMI DADE COLLEGE WOLFSON CAMPUS – CHAPMAN CONFERENCE CENTER

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**Chair's Welcome and Remarks**

***Stephanie Smith***

**Greeting from the MDC President**

***Madeline Pumariega***

### **Consent Agenda**

1. January 2026 Board of Directors Meeting Minutes
2. March 2026 Executive Committee Meeting Minutes
3. 2026-2027 Master Credentials List
4. Approval of Sec. Kelly Designees
5. Recommendation to Sunset CareerSource Florida Policies
  - G12 Regional Planning Areas
  - P10 Comprehensive Employment, Education and Training Strategy
  - P26 Guidance Domestic Violence
  - P27 Guidance Individual Development Accounts
  - P23 Guidance Relocation Assistance
  - O4 Grievance and Hearing Procedures
  - O42 Collection of Demographic Data Final Guidance
  - O75 Guidelines for the Disclosure of Financial Interests
  - P72 Projecting Employment Hours
  - P7 Rapid Response and Layoff Aversion System Strategy
  - F76 – Annual Submission of Regional Workforce Board Budget to Career Source Florida

**President's Report**

***Adrienne Johnston***

**Finance Council Meeting Report**

***Kevin McDonald***

**SPPC Meeting Report**

***Sophia Eccleston***

### **Action Items**

1. CareerSource Florida Budget FY 2026-2027
2. P5 Registered Apprenticeship
3. P123 Planning Region Identification and Requirements
4. G103 Performance Requirements for Local Workforce Development Boards
5. P89 Business and Employer Services
6. Subsequent Designation of Local Workforce Development Areas and Local Workforce Development Board Composition and Certification
  - a. Full Approvals

- b. Conditional Approvals
7. Local Workforce Development Board Requests for Designation as Direct Service Provider(s) and Requests to Serve as One Stop Operators
  - a. Full Approvals
  - b. Conditional Approvals
  - c. Denials
8. CareerSource Florida Addendum to Designation of Two Regional Planning Areas
  - a. Northwest Florida Workforce Collective
  - b. Nature Coast Regional Planning Area

**Bean Automotive Apprenticeship Initiative**

**Rick Beasley**  
*Executive Director, CareerSource South Florida*  
**Dr. Alexia Rolle, Ed.D.**  
*Dean, Career and Technical Education*  
*Miami Dade College*  
**Representative from Bean Automotive**

**Advertising Outreach and Communications Updates**

**Keri Nucatola**

**Workforce Pell**

**Ashley Meros**  
*Chancellor, Career and Adult Education*  
*Florida Department of Education*

**FloridaCommerce Report**

**J. Alex Kelly**  
*Secretary, FloridaCommerce*

**Local Partners Report**

**Joshua Matlock**  
*President and CEO, CareerSource Suncoast*  
*President, Florida Workforce Development Association*

**Open Discussion/Public Comment**

**Closing Remarks**

**Stephanie Smith**

**Information Items**

**UPCOMING MEETINGS**

- **Joint Council Meeting**, Aug. 26, 10:00 a.m. – 12:00 p.m., Pensacola
- **Board of Directors Meeting**, Aug. 27, 9:00 a.m. – 12:00 p.m., Pensacola



# Consent Item 1

## JANUARY 2026 BOARD OF DIRECTORS MEETING MINUTES

In accordance with Article VII, Section 7.3 of the approved bylaws, the corporation is required to keep correct and complete books and records of accounts and shall keep minutes on the proceedings of the board of directors.

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### FOR CONSIDERATION

- **Approval of January 28, 2026, Board of Directors Meeting Minutes, to include any modifications or changes noted by the board.**

**CareerSource Florida  
Board of Directors Meeting Minutes  
January 28, 2026**

**I. Call to Order**

Chair Stephanie Smith called the Board of Directors meeting to order at 9:00 a.m. on January 28, 2026.

**II. Roll Call**

CareerSource Florida Board Relations Director Madison Frazee conducted a roll call. The following members were present:

Stephanie Smith  
Sophia Eccleston  
Jennifer O’Flannery Anderson  
Bayne Beecher  
Sophia Eccleston  
Ryan Goertzen  
Eric Hall  
Tim Hinson  
Austin Hosford  
Kevin O’Farrell  
Alex Kelly  
Joe Marino  
Kevin McDonald  
Asley Meros  
Kelly Rogers  
Robert Salonen  
Brian Sartain  
Les Sims  
Scott Singer

**III. Chair’s Opening Remarks**

Chair Smith highlighted the meeting agenda and went over housekeeping items before moving into the Consent Agenda.

**IV. Consent Agenda**

Chair Smith presented the consent agenda.

- 1. November 2025 Board of Directors Meeting Minutes**
- 2. January 2026 Executive Committee Meeting Minutes**
- 3. Financial Statement**
- 4. 2025-2026 Master Credentials List**
- 5. Recommendation to Sunset 3 CareerSource Florida Policies:**
  - **P83 – Direct Provider of Workforce Services**
  - **P91 – Local Workforce Development Board Composition and Certification**
  - **P93 – One-Stop Delivery System and One-Stop Center Certification Requirements**

Chair Smith called for a vote to approve the consent agenda.

**Motion:** Kevin O'Farrell

**Second:** Jennifer O'Flannery Anderson

The consent agenda passed. There were no public comments.

**V. President's Report**

CareerSource Florida President and CEO Adrienne Johnston provided a high-level overview of Florida's labor market and workforce initiatives, noting a slight rise in unemployment driven by new workforce entrants and emphasizing opportunities to strengthen youth services, apprenticeships, and workforce training programs. She highlighted key accomplishments from the organization's annual report, including increased business engagement, wage growth for participants, and reductions in public assistance dependency.

Johnston also updated the board on the WIOA Combined State Plan modification process, workforce system policy updates, rapid response efforts supporting impacted workers, and statewide initiatives focused on veterans, rural communities, business engagement, and workforce partnerships. She concluded by recapping CareerSource Florida's Workforce Day at the Capitol and upcoming policy development priorities.

**VI. Strategic Policy and Performance Council Meeting Report**

Strategic Policy and Performance Council Chair Sophia Eccleston provided highlights from the Strategic Policy and Performance Council meeting the day prior.

**VII. LWDB Business Services Panel**

The board received a panel presentation on innovative business engagement strategies being implemented across Florida's workforce system. Moderated by CareerSource Florida's Nilda Blanco, panelists from CareerSource Miami-Dade, Suncoast, Northeast Florida, and Tampa Bay discussed how local workforce development boards are partnering with employers, economic development organizations, educational institutions, and community stakeholders to better align workforce services with labor market demands. Topics included employer partnerships, apprenticeship expansion, work-based learning, talent recruitment, and strategies to support regional economic growth and workforce development.

**VIII. WIOA State Plan Two-year Modification**

Vice President of Workforce Program Development Victoria Gaitanis presented an overview of Florida's WIOA State Plan Two-Year Modification, highlighting updates driven by new federal guidance, state policy priorities, and America's Talent Strategy.

The presentation focused on strengthening industry-driven workforce strategies, expanding apprenticeships and work-based learning opportunities, improving cross-agency coordination and accountability, and enhancing workforce technology systems to better serve businesses and job seekers across Florida.

**IX. Action Items**

Vice President of Workforce Program Development Victoria Gaitanis presented the action items.

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

President Johnston called for a vote to approve the action item.

**Motion:** Alex Kelly

**Second:** Jennifer O’Flannery Anderson

The action item passed unanimously. There were no public comments.

**2. Workforce Policy G104 – Sanctions and Other Required Corrective Actions for Local Workforce Development Boards Who Fail to Meet Federal and State Standards**

President Johnston called for a vote to approve the action item.

**Motion:** Robert Salonen

**Second:** Jennifer O’Flannery Anderson

The action item passed unanimously. There were no public comments.

**3. Workforce Policy G105 – Composition and Certification of Local Workforce Development Boards; Certification of One-Stop Systems and Boards, and Direct Service Provider Designation**

President Johnston called for a vote to approve the action item.

**Motion:** Alex Kelly

**Second:** Jennifer O’Flannery Anderson

The action item passed unanimously. There were no public comments.

**4. Workforce Policy O125 – Business Partnerships, Employer Engagement and Economic Development Support**

President Johnston called for a vote to approve the action item.

**Motion:** Robert Salonen

**Second:** Kevin McDonald

The action item passed unanimously. There were no public comments.

**5. Workforce Policy P74 – Individual Training Account Expenditure Requirements and Waiver Process**

President Johnston called for a vote to approve the action item.

**Motion:** Jennifer O’Flannery Anderson

**Second:** Kevin McDonald

The action item passed unanimously. There were no public comments.

**X. Opportunity Zones 2.0**

Jason Mahon, Deputy Secretary of Economic Development and Chief Manufacturing Officer at FloridaCommerce, presented an overview of Opportunity Zones 2.0 and the program’s role in supporting economic development and workforce strategies across Florida. Mahon highlighted key updates to the federal program, including expanded investor incentives, increased focus on rural communities, enhanced reporting requirements, and a new process for redesignating opportunity zones beginning in 2026.

He emphasized the importance of collaboration with local communities, local workforce boards, and economic development partners to identify strategic investment opportunities that support long-term economic growth and job creation.

**XI. Marketing Campaign Updates**

Keri Nucatola, Vice President of External Affairs and Strategic Initiatives for CareerSource Florida, presented an update on the statewide “You’ve Got This” communications campaign designed to expand outreach and strengthen CareerSource Florida’s unified brand. The presentation highlighted efforts to connect job seekers and businesses with workforce services, promote training and apprenticeship opportunities, and support high-demand career pathways through targeted marketing and storytelling initiatives. Nucatola also encouraged board members to help amplify the campaign through updated communications resources and outreach materials.

**XII. FloridaCommerce Report**

Florida Secretary of Commerce Alex Kelly provided an update on FloridaCommerce initiatives, including recently finalized target industry sectors, legislative priorities, and the state’s growing focus on maritime and shipbuilding opportunities. Kelly highlighted strategic investments in high-demand industries such as energy security, research and development, aerospace, manufacturing, and maritime infrastructure, while emphasizing the importance of workforce development partnerships to support future economic growth. He also discussed emerging opportunities tied to the maritime industrial base and the potential impact on skilled trades, engineering, and workforce training needs across Florida.

**XIII. Local Partners Report**

Florida Workforce Development Association (FWDA) President and CareerSource Suncoast President and CEO Josh Matlock provided an update highlighting innovation, continuous improvement, and impactful workforce initiatives taking place across Florida’s local workforce development boards. Matlock shared examples of emerging AI tools being used to improve efficiency and case management, collaborative customer service improvement efforts, and CareerSource Suncoast’s entrepreneurship programs designed to support aspiring business owners through training, mentorship, and community partnerships. He emphasized the importance of innovation, collaboration, and workforce development programs in driving positive outcomes for Florida businesses and job seekers.

**XIV. Open Discussion/Public Comment**

President Johnston opened up the floor for discussion amongst board members before asking if there were any comments from the public.

There were no public comments.

**XV. Chair's Closing Remarks**

President Johnston thanked the board for their attention and contributions during the meeting.

She noted upcoming meetings before adjourning the meeting.

The meeting was adjourned at 12:00 p.m.

*Additional meeting dialogue is recorded and available online at [this link](#).*

**Consent Item 2**

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

## Consent Item 2

### MARCH 2026 EXECUTIVE COMMITTEE MEETING MINUTES

In accordance with Article VII, Section 7.3 of the approved bylaws, the corporation is required to keep correct and complete books and records of accounts and shall keep minutes on the proceedings of the board of directors.

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#### FOR CONSIDERATION

- **Approval of March 25, 2026, Meeting Minutes, to include any modifications or changes noted by the board.**

**CareerSource Florida  
Executive Committee Meeting Minutes  
March 25, 2026**

**I. CALL TO ORDER**

Chair Stephanie Smith called the meeting to order at 11:30 a.m. ET.

**II. ROLL CALL**

The following members were present:

Stephanie Smith  
Jennifer O’Flannery Anderson  
Kevin McDonald  
Robert Salonen  
Meredith Stanfield

**III. ACTION ITEM**

CareerSource Florida Vice President of Workforce Program Development Victoria Gaitanis introduced the action item.

**1. Determination on Appeals of Credentials Review Committee Actions and Approval of 2026-2027 Master Credentials List**

Chair Smith called for a vote to approve the Action Item.

**Motion:** Kevin McDonald  
**Second:** Jennifer O’Flannery Anderson

There were no members of the public wishing to comment on the Action Item.

The action item passed unanimously.

**IV. OPEN DISCUSSION/PUBLIC COMMENT**

There were no public comments.

**V. CHAIR’S CLOSING REMARKS**

Chair Smith closed by thanking Committee members for their time and reminded them of upcoming CareerSource Florida meetings.

The meeting adjourned at 11:42 p.m. ET.

## VI. BOARD SECRETARY CERTIFICATION

In accordance with Article VII, Section 7.3, I hereby certify these minutes reflect the proceedings by the Board of Directors of CareerSource Florida, have been reviewed by the Board, and approved or approved with modifications which have been incorporated herein.

\_\_\_\_\_  
Adrienne Johnston  
Board Secretary

\_\_\_\_\_  
Date

*Additional meeting dialogue is recorded and available online at [this link](#).*

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

## Consent Item 3

### APPROVAL OF THE 2026-2027 MASTER CREDENTIALS LIST

The Reimagining Education and Career Help (REACH) Act amended Florida Statutes (F.S.) Section 445.004 and requires that the Credentials Review Committee (“the Committee”) define “Credentials of Value” and make recommendations for these credentials to be added to a state-approved Master Credentials List or MCL.

In December 2022, the Credentials Review Committee approved the definition for Credentials of Value and a Framework of Quality by which these credentials would be evaluated. This [Framework of Quality](#) is used to evaluate credentials for inclusion on the state-approved Master Credentials List.

The Interagency Review Team received **13** credential applications by the March 31, 2026, deadline. This includes:

- **1** submission for new credential evaluation.
- **6** submissions for credentials flagged for demand concerns.
- **3** submissions for credentials flagged for No Valid SOC concerns.
- **1** submission for Agriculture credentials flagged for both demand and wage concerns.
- **2** submissions for Agriculture credentials flagged for wage concerns.

The Interagency Review Team is a multi-agency group composed of representatives from CareerSource Florida, Florida Department of Education, FloridaCommerce, The REACH Office, and Florida Department of Agriculture and Consumer Services (FDACS) (for agriculture-related credentials) evaluated the credential applications. Each credential was evaluated using the adopted Florida Statutes and the Framework of Quality to ensure it met all required criteria.

All evaluations were grounded in publicly accessible and verifiable documentation, ensuring transparency and consistency in the review process.

#### **Recommended Credential Approval for MCL Inclusion:**

Based on the evaluation of new credential applications, the interagency team recommends approval of **1** new credential to the 2026-2027 Master Credentials List. This credential meets the requirements of section 445.004(4)(h), Florida Statutes, and demonstrates sufficient demand, wage outcomes, industry recognition, and overall value under the Framework of Quality.

### **Recommended Approval of Resolution of Flagged Credentials:**

The interagency team resolved **9** flagged credentials submitted by stakeholders. This included clearing demand flags for **6** credential applications, **2** Agriculture credentials flagged for wage concerns, and **1** Agriculture credential flagged for both demand and wage concerns. All credentials meet the requirements as having demonstrated sufficient demand, wage outcomes, industry recognition, and overall value under the Framework of Quality. Based on this review, these credentials can be recommended for flag removal of the identified deficiencies on the Master Credentials List:

### **Recommended Denial of Resolution of Flagged Credentials:**

The evaluation of existing flagged credentials led to the recommendation to deny flag removal for **3** credentials submitted by stakeholders. These credentials did not meet the standards established in the Framework of Quality. Submitters may resubmit applications, and staff continue to communicate the documented deficiencies. Credentials flagged for a second year that do not resolve deficiencies must apply to address those deficiencies by December 1, 2026. Credentials flagged for the first year that do not resolve deficiencies must do so by December 1, 2027.

The quarterly review and application evaluation was conducted by an interagency team of subject matter experts from the Department of Commerce, Department of Education, and CareerSource Florida. With the approval of the Credential Review Committee the 2026-2027 Master Credentials List will now include **2,357** total credentials consisting of:

- 296 degree credentials
- 824 non-degree credentials
- 580 industry certifications
- 615 registered apprenticeships
- 42 K-8 Cape digital tools

If approved, the new 2026-2027 Master Credentials List is sent to the CareerSource Florida Board of Directors for delivery to the State Board of Education. Credentials identified for removal will remain on the list for at least one year after identification for removal. Valid submitters may reconcile eligibility issues and re-submit credentials.

After approval and prior to the State Board of Education meeting, there may arise the need for technical revisions to the list, such as revisions to certification names, availability of the certification, or code numbers that need to be revised.

## **FOR CONSIDERATION**

- Approve the 2026-2027 Master Credentials List and send these recommendations to the CareerSource Florida Board of Directors for delivery to the State Board of Education.
- Approve technical revisions to the list by the Department of Education, as needed without adding or removing any credentials not explicitly described in this Action Item.

## **ATTACHMENTS**

- [Framework of Quality](#)
- [2026-2027 Master Credentials List](#)

CareerSource Florida  
Board of Directors Meeting  
June 3, 2026  
**Consent Item 4**  
Approved \_\_\_\_\_  
Disapproved \_\_\_\_\_

## **Consent Item 4**

### **APPOINTMENT OF DESIGNEE TO SERVE IN PLACE OF APPOINTED BOARD MEMBER**

Pursuant to Section 445.004(3)(a), Florida Statutes, and Public Law No. 113-128, Title I, Section 101(b), Florida Department of Commerce Secretary J. Alex Kelly serves as a member of the CareerSource Florida Board of Directors.

Pursuant to the CareerSource Florida Bylaws, s. 4.17, Secretary Kelly designates that either FloridaCommerce Assistant Deputy Secretary of Workforce Services Wendy Castle or Assistant Deputy Secretary of Reemployment Assistance Roosevelt Petithomme serve in his absence, subject to the board's approval.

### **FOR CONSIDERATION**

- **Approval of FloridaCommerce Secretary J. Alex Kelly's request to appoint Wendy Castle, Assistant Deputy Secretary of Workforce Services and Roosevelt Petithomme, Assistant Deputy Secretary of Reemployment Assistance, as the FloridaCommerce designees to serve in his absence on the CareerSource Florida Board of Directors, contingent upon any additional information or approval signatures required.**

April 13, 2026

Stephanie Smith, Chair  
CareerSource Florida  
P.O. Box 13179  
Tallahassee, FL 32317

RE: Designation of CareerSource Florida Board Member

Dear Chair Smith,

Section 445.004(3)(d), Florida Statutes, provides that the Secretary of the Florida Department of Commerce, or a designee, serves as a member of the CareerSource Florida Board of Directors.

In my absence I designate that either Wendy Castle, Assistant Deputy Secretary of Workforce Services or Roosevelt Petithomme, Assistant Deputy Secretary of Reemployment Assistance, may attend and serve in my place on the CareerSource Florida Board of Directors, effective as of the date of this letter.

If you have any questions concerning this matter, please contact me at (850) 245-7298.

Sincerely,



J. Alex Kelly  
Secretary

**Consent Item 5**

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

## Consent Item 5

### RECOMMENDATION TO SUNSET ELEVEN CAREERSOURCE FLORIDA WORKFORCE POLICIES

The CareerSource Florida Board of Directors serves as the principal workforce policy organization for the state as described in [Section 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 their effectiveness and efficiency and recommend the rescission of policies, as necessary. The following policies are recommended for rescission:

**Workforce Policy G12 – Regional Planning Areas Strategic Policy:** This 2023 strategic policy established regional planning areas (RPAs) aligned with WIOA, Florida law, and SWDB direction. CareerSource Florida Workforce Policy P123 operationalizes RPA designation, making it duplicative of Policy G12. As a result, Policy G12 is recommended for sunset, with future RPA guidance incorporated into P123 or issued as technical assistance.

**Workforce Policy P10 – Comprehensive Employment, Education and Training Strategy:** This 2021 policy was created after the passage of the REACH Act to guide Florida’s workforce system in building a more connected, customer-focused network of employment, education, and training services. It was written as a strategic policy—not an operational one—to set direction for how state and local partners should align WIOA programs, remove barriers, support employers’ talent needs, and help Floridians gain skills leading to good jobs. Its original intent was to promote collaboration, simplify access to services, and strengthen accountability across the workforce system. Since 2021, this guidance has been incorporated into other statewide policies and Florida’s WIOA Combined Plan, reducing the need for a standalone policy.

**Workforce Policy P26 – Guidance-Domestic Violence:** This 2002 policy explains how Welfare Transition staff should identify and support Temporary Cash Assistance participants who are dealing with domestic violence, including screening, confidentiality rules, referrals, safety planning, and exemptions from work requirements. The policy was implemented under laws that existed before WIOA and much of the guidance is no longer current or in use. The policy will be transitioned to a Technical Assistance Letter

(TAL) and reissued with updates to reflect current programs, structures, and statutory authority.

**Workforce Policy P27 – Guidance-Individual Development Accounts:** This 2002 guidance explains how Regional Workforce Boards and fiduciary partners were to create and manage Individual Development Accounts (IDAs) for Temporary Cash Assistance participants, including eligibility, savings rules, matching funds, allowed uses such as education, first time homeownership, or small business startup, and detailed administrative requirements for boards, fiduciary entities, and financial institutions; however, because it predates WIOA and major changes to TANF and workforce structures, most of its provisions are no longer relevant or operational and it is recommended that the policy be sunset.

**Workforce Policy P23 – Guidance-Relocation Assistance:** This 2004 Relocation Assistance policy explains how Florida’s Welfare Transition Program helped Temporary Cash Assistance applicants and recipients move to communities with better job opportunities or to escape domestic violence, outlining eligibility, required planning, budgeting, documentation, follow-up, and data entry expectations. Because the workforce policy predates WIOA and major changes to TANF and workforce structures, the guidance is no longer operational or aligned with current systems, processes, or organizational responsibilities. This outdated policy will be fully revised and reissued as a technical assistance letter to reflect modern requirements and practices.

**Workforce Policy O4 – Grievance and Hearing Procedures:** This 2007 policy, developed prior to WIOA, established a unified grievance and complaint system aligned with 20 CFR Part 658 and Florida Administrative Code, outlining processes from local to federal levels. It also delegated TANF noncompliance determinations to LWDBs and required state hearings to follow FAC procedures. As these processes are now governed by current statute and rule, the policy is obsolete and no longer necessary.

**Workforce Policy O42 – Guidelines for Compliance with Section 188 of the Workforce Investment Act: Collection of Demographic Data Final Guidance:** This 2012 policy, developed prior to WIOA, outlines how Florida’s workforce system was expected to collect demographic policy data at the point when individuals first provided personal information, ensuring compliance with Section 188 of WIA and 29 CFR Part 37. Its purpose was to guide state and local programs in meeting federal requirements for recording, maintaining, and using demographic information. Because this policy was created under WIA and predates WIOA, it is now obsolete and outdated. It is recommended that the policy be sunset, with any necessary updated guidance issued through technical assistance letters.

**Workforce Policy O75 – Guidelines for the Disclosure of Financial Interests Required of Members and Executive Directors of Regional Workforce Development Boards:** This 2012 policy, developed prior to WIOA, required financial disclosures for LWDB board members and executive directors under section 112.3145, F.S. Updated requirements are now fully addressed in [Workforce Policy O4 – Ethics and Transparency](#) (revised in 2021 and 2024), making the 2012 policy obsolete.

**Workforce Policy P72 – Projecting Employment Hours:** This 2011 policy, developed prior to WIOA, allowed LWDBs to project TANF and SNAP work participation hours based on verified employment data to maintain participation rates. As it relies on outdated systems and guidance, it is no longer aligned with current practices and is recommended for sunset.

**Workforce Policy P7 – Rapid Response and Layoff Aversion System Strategic Policy:** This 2021 policy is now part of **Workforce Policy P89 Business and Employer Services** which incorporates allowable rapid response and layoff aversion activities under WIOA. Administrative rules and operational guidance for rapid response and layoff aversion are now issued through technical assistance letters.

**F76 – Annual Submission of Regional Workforce Board Budget to Career Source Florida:** This Final Guidance document was implemented under the Workforce Investment Act and laws that existed before WIOA. The guidance issued by FloridaCommerce (formerly the Florida Department of Economic Opportunity) informed Regional Workforce Boards (now known as LWDBs) involved in implementing the Workforce Investment Act. The guidance is no longer current or in use.

Sunset of these policies is consistent with the Florida workforce system's goals to remove duplication of services and reduce administrative redundancies. CareerSource Florida and FloridaCommerce recommend the sunset of these policies and their removal from the CareerSource Florida list of active and current state workforce policies.

### **FOR CONSIDERATION**

- **Approve the sunset of eleven (11) workforce policies and guidance documents and remove them from the CareerSource Florida list of active and current state workforce policies.**

## CareerSource Florida Policy Updates – Overview

### Workforce Policy P5 – Registered Apprenticeship (Revised)

- **Shifts to an operational P5 policy:** Streamlined format with a strong emphasis on implementation, compliance, and actionable requirements.
- **Introduces enforceable performance accountability:** Requires LWDB tracking of apprentices served, new programs, and completion/credential outcomes.
- **Establishes clear LWDB responsibilities:** Mandates integration into service delivery, 15-day data entry, awareness of FDOE programs, and development of Local Operating Procedures.
- **Strengthens coordination and roles:** Formalizes FDOE leadership and requires structured collaboration with ATRs and Apprenticeship Navigators aligned to business services and economic development.
- **Expands operational expectations and standards:** Includes detailed sponsor guidance, stricter pre-apprenticeship definitions, required use of funds for participation, system/data requirements, and ongoing monitoring with technical assistance.

### Workforce Policy P123 – Planning Region Identification and Requirements (Revised)

- Shifts from a designation-focused administrative policy to an operational workforce policy centered on regional planning and collaboration.
- Eliminates the formal application and approval process for creating planning regions and instead requires all LWDBs to be part of regions assigned by the Governor, consistent with federal law.
- Adds clear objectives and measurable outcomes focused on service consistency, cost reduction, shared resources, and improved performance.
- Strengthens implementation and accountability by requiring alignment of local operating procedures, shared service strategies, and data-sharing across regions.
- Removes or streamlines Background, Authority, Definitions, and Resources
- Citations are updated to align with newer policies and statutes.
- Clarifies roles to emphasize that the Governor assigns regions, the state board guides strategy, and FloridaCommerce oversees implementation and compliance.

### Workforce Policy G103 – Performance Requirements for Local Workforce Development Boards (Revised)

- Replaces Policy 088 with Policy G103 and restructures the policy into a streamlined governance-focused framework with fewer standalone sections.
- Reframes the purpose to emphasize continuous improvement, accountability, and data integrity rather than general guidance on performance requirements.
- Introduces a three-tier monitoring and escalation system (ongoing oversight, required technical assistance/PIPs, and corrective action/turnaround) to replace the simpler progression in the current policy.
- Defines clearer performance thresholds, scoring methodology, and explicit triggers for technical assistance and performance improvement plans based on indicator and program scores.
- Shifts PIPs from prescriptive task lists to a standardized framework requiring performance analysis, root cause analysis, strategies, targets, and timelines.

- Strengthens accountability by adding subgroup performance considerations, formal data validation requirements, and a federal/state escalation framework while removing some prior requirements (such as detailed PIP examples and public posting).

### **Workforce Policy P89 – Business and Employer Services (New)**

- Establishes statewide requirements for planning, delivering, documenting, and improving business and employer services aligned with employer demand.
- Requires LWDBs to engage employers as strategic partners and coordinate with education, industry, and economic development partners to build talent pipelines.
- Delivers demand-driven workforce solutions using labor market data, employer input, and sector strategies to improve hiring, training, and performance outcomes.
- Provides required and optional employer services, including labor exchange, recruitment, training, and customized support, using WIOA funds.
- Operates rapid response and layoff aversion as core services to prevent layoffs, support business stability, and assist workers when layoffs occur.
- Implements integrated service delivery, monitor performance and compliance, and use data and employer feedback to continuously improve outcomes.

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

# Action Item 1

## FISCAL YEAR 2026-2027 CAREERSOURCE FLORIDA NETWORK FUNDING

Each year, Florida is notified of several federal awards and state appropriations to be received during the upcoming fiscal year. In most cases, the manner for distributing these funds among the state and 21 local workforce development boards is defined in the authorizing federal act or in the state appropriations bill; however, the specific state and local calculations are not known until updated allocation factors are applied to the funding awards. This action item defines these specific allocations in accordance with the authorizing grants, provides recommendations for the allocation of state-level funds for various state initiatives that advance the statewide strategic goals for workforce development and seeks the approval of the CareerSource Florida State Board of Directors for specific reserves, commitments, and local workforce development board allocations.

This action item covers the Florida Workforce System's major funding streams: the Workforce Innovation and Opportunity Act (WIOA), Temporary Assistance for Needy Families (TANF), and Wagner-Peyser Act (WP).

Funding provided under WIOA must be allocated in accordance with the authorizing federal act (Public Law 113-128, as amended). This act defines specific allocation methodologies for its three principal funding streams (Adult, Youth, and Dislocated Worker) to be followed in allocating funding to local workforce development boards. It also defines allowances for funding levels for the state rapid response initiative and state-level set-aside funds (also referred to as the Governor's Reserve or as discretionary CareerSource Florida Board funding).

In the case of TANF state-appropriated funds, the Florida Legislature allocates a certain level of funding to the workforce system but does not define specific local allocations or the specific allocation methodology that the CareerSource Florida State Board must use. However, the Legislature does define specific line-item appropriations or specific proviso language which would be deducted from total funding available prior to the allocation of TANF funds to local workforce development boards. The CareerSource Florida State Board, in determining specific local allocations, is required to maximize funds distributed directly to the local workforce development boards through these appropriations, with such distributions to be based on the anticipated client caseload and the achievement of performance standards.

Specific direction and approval are needed by the CareerSource Florida State Board for key workforce investment areas as follows:

1. **Workforce Innovation and Opportunity Act Funding** consisting of the Adult, Youth, and Dislocated Worker funding streams with three primary allocation categories:
  - a. Local Workforce Development Board Allocations
  - b. State-Level Set-Aside or Governor's Reserve
  - c. State Rapid Response Funds
2. **Temporary Assistance for Needy Families** including:
  - a. State-Level Allocations and Initiatives
  - b. Local Workforce Development Board Allocations and Initiatives
3. **Wagner-Peyser:**
  - a. Wagner-Peyser 7A
  - b. Wagner-Peyser 7B
4. **Budget Implementing Actions**

## WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

**FEDERAL PROGRAM YEAR 2026 for Fiscal Year 2026/27 – \$120,584,802 (Prior Year 2025/26 – \$111,955,579; increase of \$8,629,223 or 7.71%)**

### **BASIC PURPOSE AND ELIGIBILITY:**

1. Career and training services for adults, youth, and dislocated workers through the CareerSource Florida network; and
2. Broad, nearly universal eligibility for career services, but more restrictive eligibility for training services based on priority for individuals with low income, employment barriers and/or dislocation from employment.

**SPECIFIC MANDATES/LIMITATIONS:** There are multiple federal restrictions and regulations governing allocation to state and local workforce development boards, including the use of funds, reporting, etc. Further, state law mandates percentages of WIOA funds that must be used for Individual Training Accounts (ITAs) at the local level.

**DISTRIBUTION MECHANISMS:** Federal laws specify formulas for distributing WIOA funds among states and for sub-state allocations, primarily based upon relative shares of workforce, unemployment, and poverty factors. WIOA (Public Law 113-128) provides that for Adult and Youth funding streams, 85% of the total federal award must be distributed to local workforce development boards by formula, allowing the Governor to reserve up to 15% at the state level for operational expenses, performance-based incentive payments to boards, program management and oversight, and state board-authorized initiatives. Similarly, WIOA Dislocated Worker funds also allow 15% to be transferred to the state-level “pool,” with another 25% of the total federal award allocated for purposes of funding a state-level program for rapid response assistance to dislocated workers, including emergency supplements to local workforce development boards. The remaining 60% of the federal dislocated worker funds are then distributed to the Local Workforce Development Boards based on a formula that uses local economic factors.

**SPECIFIC FUND DISTRIBUTIONS FOR FY 2026/27:** The PY2026 funding allotments to the states, published in TEGl 10-25, are reflected in this document. For specific identification of amounts to be received under the various WIOA categories by the state and local workforce development boards, refer to the flowchart titled “**Florida Funding for Workforce Innovation and Opportunity Act.**”

As shown on the following chart, a total of **\$120,584,802** will be awarded to Florida from Program Year 2026 funds for Fiscal Year 2026/27, up by **\$8,629,223** or an increase of **7.71%** from the previous year’s grant award. From the total WIOA funds awarded, **\$18,087,719**, is allocated by the federal act to the state-level set-aside pool; the statewide Dislocated Worker Program for the Rapid Response Unit is allocated 25%, or **\$8,411,929**, of the federal dislocated worker funding, and the balance of **\$94,085,154** is allocated to the 21 local workforce development boards.

	<u>PY 2026</u>	<u>PY 2025</u>	<u>Change</u>
<b>Total WIOA Grant Award</b>	<b>\$ 120,584,802</b>	<b>\$ 111,955,579</b>	<b>\$ 8,629,223</b>
State Set-Aside	18,087,719	16,793,335	1,294,384
Rapid Response	8,411,929	9,322,441	(910,512)
Local Allocations	94,085,154	85,839,803	8,245,351

### LOCAL WORKFORCE DEVELOPMENT BOARD (LWDB) ALLOCATIONS

As shown on the *Florida Funding for Workforce Innovation and Opportunity Act* chart for Program Year 2026, a total of **\$94,085,154** is available through direct formula allocations to local workforce development boards from the Adult, Youth, and Dislocated Worker funds. The spreadsheet titled, "*Program Year 2026 Workforce Innovation and Opportunity Act, Local Workforce Development Board Formula Allocations*," shows the total allocations of WIOA funds with a comparison to the prior year, and the four sets of spreadsheets that follow provide the individual allocations for each of the three funding streams.

### STATE SET-ASIDE ALLOCATIONS

**15% State Set-Aside Allocation** – As shown in the *Florida Funding for Workforce Innovation and Opportunity Act* chart, the federal act allocates a portion of each of the WIOA Adult, Youth and Dislocated Worker funding streams for use by the Governor for state-level initiatives. For Program Year 2026, the amount allocated to the state is **\$18,087,719**.

After statewide administrative and program costs of FloridaCommerce and CareerSource Florida, Inc., are deducted from the total WIOA funds available, the remaining balance is available for the Governor's discretionary projects. The CareerSource Florida State Board determines specific allotments for purposes of state demonstration and pilot projects as well as other workforce development initiatives for the state fiscal year. Below are the funds available for state Fiscal Year 2026/27.

<b>Total WIOA Set-Aside Pool</b>	<b><u>FY 2026/27</u></b> <b>\$18,087,719</b>
Estimated Balance of Recaptured Funds (includes Est. Balance of Rapid Response and 15% State Level Set Aside)	5,025,618
<b>Total WIOA Funds Available</b>	<b>\$23,113,337</b>
Less Statewide Administrative and Program Services:	
FloridaCommerce	(5,143,964)
CareerSource Florida	(3,554,686)
LWDB Support and Shared Services	(1,749,321)
Workforce Information Technology System	(3,637,541)
CSF Statewide Outreach	<u>(1,500,000)</u>
<b>Balance of Funds Available for State Board Discretion</b>	<b>\$7,527,825</b>

**Governor's Discretionary Funding** – As shown above, the Governor has available discretionary funding in the amount of **\$7,527,825**, after combining the balance of WIOA unobligated funding brought forward from the prior year with the new year's PY 2026 WIOA grant award and accounting for statewide administrative and program services.

**Incumbent Worker Training Grant Program (\$3,000,000)**

When workers lack needed training and businesses experience skills gaps, a company’s ability to compete, expand, and retain workers can be compromised. Florida’s Incumbent Worker Training (IWT) grant program addresses such needs. The IWT program was created to provide grant funding for continuing education and training of incumbent employees at existing Florida businesses. It has proven to be a popular resource for small businesses.

**Sectors of Strategic Focus Apprenticeship Expansion (\$2,500,000)**

The Network will advance talent pathways in Florida’s targeted industries, including manufacturing, transportation and logistics, healthcare, construction and skilled trades, aerospace/aviation, maritime, and financial services. With state and local level emphasis on apprenticeship, pre-apprenticeship and other forms of work-based learning, local workforce development boards will align skills development, career exploration, training, and supportive services in sector-based training that connect individuals to education and employment.

- In partnership with the Florida Department of Education, and in tandem with other strategic investments made through discretionary Wagner-Peyser funds, these combined initiatives will expand local workforce development board responsibilities in the apprenticeship registration process and support local boards in serving as Registered Apprenticeship sponsors. This will make Registered Apprenticeships more accessible, especially to small businesses and especially for those businesses in the targeted industries referenced in the preceding paragraph.
- This initiative and those others referenced will also help vertically align skills development, career exploration, training, and supportive services as steps in a pathway that is intended to increasingly conclude in apprenticeship, pre-apprenticeship and other forms of work-based learning.
- This initiative is intended to serve both Adults and Youth.

**Rural Initiatives (\$2,000,000)**

Florida has identified 31 Florida counties and three cities in one additional county as Rural Areas of Opportunity. These counties and cities face extraordinary economic challenges. Historically, CareerSource Florida’s Board of Directors has designated supplementary allocations for local workforce development boards identified as rural boards to support operations by Florida’s smallest local workforce development boards in providing workforce services to employers and residents in the areas they serve. Initiatives funded through this allocation will support critical workforce development needs in rural communities.

**Discretionary Funding Summary**

<b>Total WIOA Funds Available for FY26/27</b>	<b>\$7,527,825</b>
<b>Less Proposed Discretionary Board Projects:</b>	
Incumbent Worker Grant Training Program	(3,000,000)
Sectors of Strategic Focus Apprenticeship Expansion	(2,500,000)
Rural Initiatives	<u>(2,000,000)</u>
<b>Balance Remaining for State Projects</b>	<b>\$27,825</b>

**WIOA – STATE RAPID RESPONSE FUNDS**

As noted previously, **25%, or \$8,411,929**, of the total federal WIOA Dislocated Worker funding (\$33,647,722) provided to the state for Fiscal Year 2026/27 may be reserved by federal law for the purpose of establishing and operating the state-level Rapid Response Unit and providing emergency allocations to address local dislocation events. From this amount, the State Board is required by Chapter 445, F.S., to maintain an emergency reserve, historically set at \$1,000,000, to fund the operational costs of the FloridaCommerce Rapid Response Unit.

The following tabulation shows the distribution of the total federal award for state Fiscal Year 2026/27:

<b>Total Dislocated Worker Funds (26/27)</b>	<b>\$33,647,722</b>
Less Local Pass-Through	(20,188,635)
Less State-Level Set Aside (15%)	<u>(5,047,158)</u>
<b>Balance for State-Level Rapid Response Reserve</b>	<b>\$8,411,929</b>

From the total Rapid Response funding available to the State Board from new-year funding, program management costs of **\$1,270,626** are being requested as well as continuation of the **\$1,000,000** emergency reserve. The **\$1,000,000** emergency reserve will allow FloridaCommerce to fund supplemental requests from local workforce development boards during Fiscal Year 2026/27 for major dislocations and plant closures as well as the needs of the unemployed and long-term unemployed.

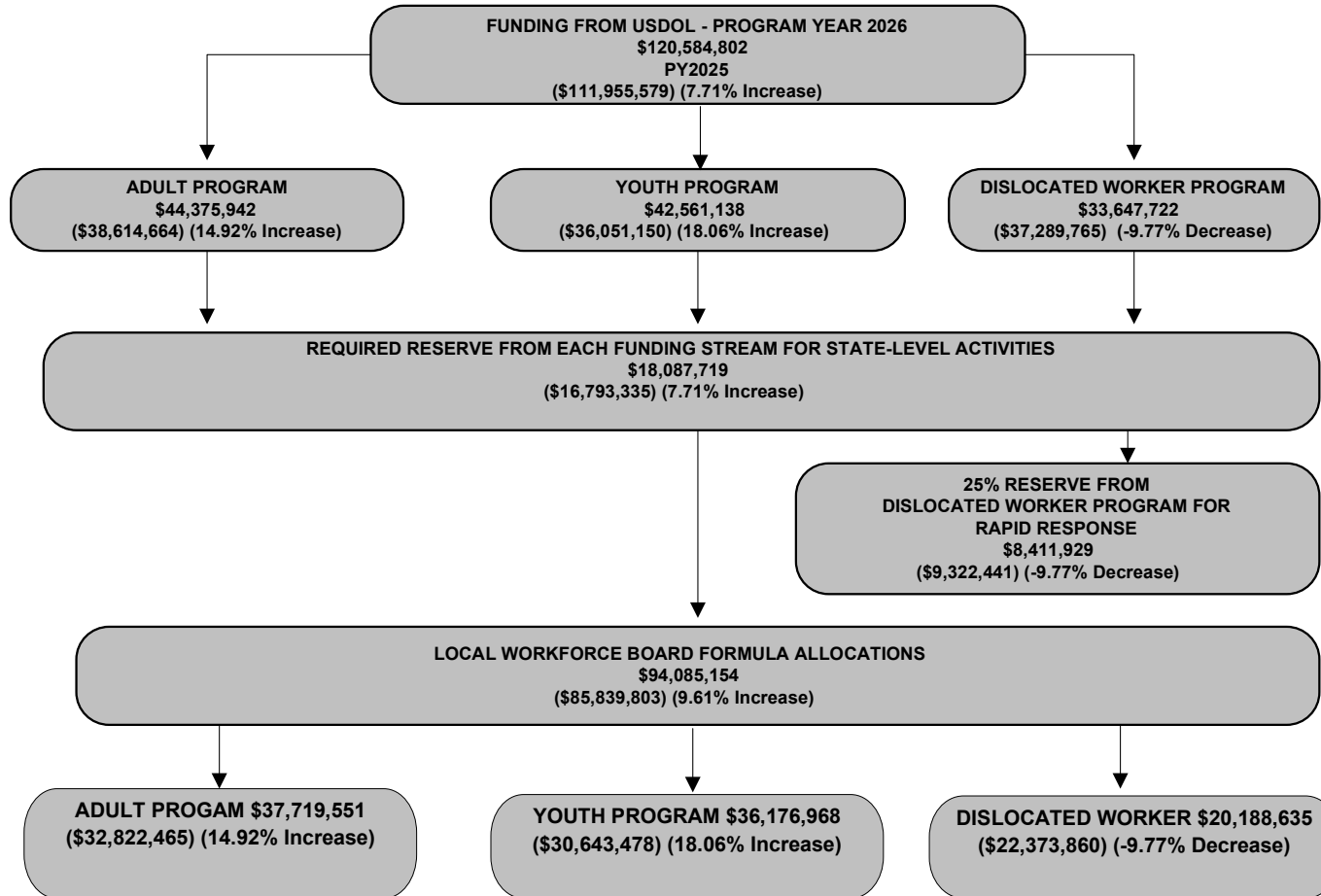
To ensure that Florida continues with a comprehensive, proactive rapid response system, **\$3,500,000** will be distributed to the LWDBs for dedicated Rapid Response Coordinators. Supplemental Dislocated Worker funds will be distributed in the amount of **\$2,641,303** back to the boards via the formula allocation.

<b>Total Rapid Response State-Level Allocation</b>	<b>\$8,411,929</b>
Less: Rapid Response Allocations	(3,500,000)
Less: Supplemental Dislocated Worker Allocation	<u>(2,641,303)</u>
Less: Proposed Rapid Response Program Unit Costs	(1,270,626)
Less: Proposed Emergency Reserve ( <i>Chapter 445, F.S.</i> )	<u>(1,000,000)</u>
<b>Balance Remaining for Rapid Response State-Level Allocation</b>	<b>\$ 0</b>

**FOR CONSIDERATION**

- **Approval of the Program Year 2026/27 WIOA state-level discretionary board projects.**

## FLORIDA FUNDING FOR WORKFORCE INNOVATION & OPPORTUNITY ACT



**Program Year 2026 Workforce Innovation and Opportunity Act  
Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	WIOA			PY 2026 FINAL ALLOCATION	PY 2025 FINAL ALLOCATION	DIFFERENCE	%
	WIOA ADULT	WIOA YOUTH	DISLOCATED WORKER				
1 CareerSource Escarosa	\$922,475	\$1,063,928	\$425,422	\$2,411,825	\$2,269,363	\$142,462	6.28%
2 CareerSource Okaloosa Walton	\$345,422	\$324,726	\$189,792	\$859,940	\$759,696	\$100,244	13.20%
3 CareerSource Chipola	\$360,391	\$284,267	\$67,281	\$711,939	\$635,735	\$76,204	11.99%
4 CareerSource Gulf Coast	\$326,906	\$277,618	\$208,488	\$813,012	\$801,668	\$11,344	1.42%
5 CareerSource Capital Region	\$883,103	\$1,994,750	\$295,327	\$3,173,180	\$2,875,062	\$298,118	10.37%
6 CareerSource North Florida	\$356,971	\$279,453	\$79,345	\$715,769	\$627,171	\$88,598	14.13%
8 CareerSource Northeast Florida	\$3,010,820	\$3,009,626	\$1,733,435	\$7,753,881	\$7,187,899	\$565,982	7.87%
10 CareerSource Citrus Levy Marion	\$1,334,973	\$1,176,863	\$515,212	\$3,027,048	\$2,728,810	\$298,238	10.93%
12 CareerSource Central Florida	\$4,415,546	\$4,186,588	\$2,856,421	\$11,458,555	\$11,003,746	\$454,809	4.13%
16 CareerSource Pasco Hernando	\$1,471,662	\$1,069,522	\$765,177	\$3,306,361	\$3,420,553	(\$114,192)	-3.34%
17 CareerSource Polk	\$1,662,692	\$1,633,301	\$856,100	\$4,152,093	\$3,858,625	\$293,468	7.61%
18 CareerSource Suncoast	\$1,360,428	\$1,005,923	\$665,062	\$3,031,413	\$2,466,141	\$565,272	22.92%
19 CareerSource Heartland	\$515,119	\$636,592	\$156,098	\$1,307,809	\$1,150,517	\$157,292	13.67%
20 CareerSource Research Coast	\$1,194,256	\$992,973	\$625,801	\$2,813,030	\$2,783,765	\$29,265	1.05%
21 CareerSource Palm Beach County	\$2,130,046	\$1,987,819	\$1,313,521	\$5,431,386	\$4,809,643	\$621,743	12.93%
22 CareerSource Broward	\$2,735,379	\$2,167,857	\$1,885,941	\$6,789,177	\$6,259,705	\$529,472	8.46%
23 CareerSource South Florida	\$5,211,320	\$4,615,071	\$2,368,433	\$12,194,824	\$11,741,327	\$453,497	3.86%
24 CareerSource Southwest Florida	\$2,604,501	\$2,287,100	\$1,201,887	\$6,093,488	\$5,357,997	\$735,491	13.73%
26 CareerSource North Central Florida	\$948,820	\$1,830,200	\$297,706	\$3,076,726	\$2,534,440	\$542,286	21.40%
27 CareerSource Brevard Flager Volusia	\$2,178,857	\$1,832,217	\$1,259,765	\$5,270,839	\$4,264,748	\$1,006,091	23.59%
28 CareerSource Tampa Bay	\$3,749,864	\$3,520,574	\$2,422,421	\$9,692,859	\$8,303,192	\$1,389,667	16.74%
<b>STATEWIDE TOTALS</b>	<b>\$37,719,551</b>	<b>\$36,176,968</b>	<b>\$20,188,635</b>	<b>\$94,085,154</b>	<b>\$85,839,803</b>	<b>\$8,245,351</b>	<b>9.61%</b>

**Program Year 2026 Workforce Innovation and Opportunity Act  
Adult Program Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	AREA OF SUBSTANTIAL UNEMPLOYMENT			ECONOMICALLY DISADVANTAGED	LWDB SHARE	HH *	PY2026 FINAL ALLOCATION	PY2025 FINAL ALLOCATION	DIFFERENCE	%	
	LABOR FORCE	Unemployed Total	Rate								Excess
1 CareerSource Escarosa	85,049	5,671	6.7%	1,844	42,710	39,702	0.024456162	\$922,475	\$891,103	\$31,372	3.52%
2 CareerSource Okaloosa Walton	23,462	1,535	6.5%	479	20,560	18,766	0.009157648	\$345,422	\$300,363	\$45,059	15.00%
3 CareerSource Chipola	16,461	1,078	6.5%	337	24,120	23,580	0.009554487	\$360,391	\$313,503	\$46,888	14.96%
4 CareerSource Gulf Coast	17,093	1,112	6.5%	343	19,985	18,686	0.008666740	\$326,906	\$302,202	\$24,704	8.17%
5 CareerSource Capital Region	85,307	5,531	6.5%	1,692	40,530	37,910	0.023412329	\$883,103	\$838,019	\$45,084	5.38%
6 CareerSource North Florida	24,453	1,592	6.5%	492	20,450	19,987	0.009463819	\$356,971	\$313,452	\$43,519	13.88%
8 CareerSource Northeast Florida	337,779	21,827	6.5%	6,627	122,830	111,725	0.079821203	\$3,010,820	\$2,752,348	\$258,472	9.39%
10 CareerSource Citrus Levy Marion	141,136	9,104	6.5%	2,753	57,140	54,228	0.035392068	\$1,334,973	\$1,181,376	\$153,597	13.00%
12 CareerSource Central Florida	434,074	28,283	6.5%	8,750	204,655	184,917	0.117062519	\$4,415,546	\$4,003,378	\$412,168	10.30%
16 CareerSource Pasco Hernando	164,938	10,688	6.5%	3,266	59,365	54,494	0.039015896	\$1,471,662	\$1,463,650	\$8,012	0.55%
17 CareerSource Polk	194,869	12,576	6.5%	3,807	63,600	59,105	0.044080366	\$1,662,692	\$1,488,595	\$174,097	11.70%
18 CareerSource Suncoast	166,713	10,775	6.5%	3,273	49,540	44,537	0.036066907	\$1,360,428	\$1,041,841	\$318,587	30.58%
19 CareerSource Heartland	42,177	2,734	6.5%	836	26,900	25,957	0.013656559	\$515,119	\$451,281	\$63,838	14.15%
20 CareerSource Research Coast	136,684	8,845	6.5%	2,694	47,100	43,231	0.031661463	\$1,194,256	\$1,167,001	\$27,255	2.34%
21 CareerSource Palm Beach County	204,490	13,235	6.5%	4,033	102,190	92,454	0.056470606	\$2,130,046	\$1,778,526	\$351,520	19.76%
22 CareerSource Broward	239,524	15,459	6.5%	4,680	142,220	128,611	0.072518867	\$2,735,379	\$2,283,002	\$452,377	19.82%
23 CareerSource South Florida	147,811	9,597	6.5%	2,946	257,190	239,172	0.138159661	\$5,211,320	\$4,814,051	\$397,269	8.25%
24 CareerSource Southwest Florida	298,955	19,301	6.5%	5,848	103,255	94,332	0.069049093	\$2,604,501	\$2,184,874	\$419,627	19.21%
26 CareerSource North Central Florida	84,140	5,435	6.5%	1,649	47,530	45,023	0.025154602	\$948,820	\$751,836	\$196,984	26.20%
27 CareerSource Brevard Flager Volusia	235,153	15,264	6.5%	4,682	91,745	83,869	0.057764670	\$2,178,857	\$1,658,219	\$520,638	31.40%
28 CareerSource Tampa Bay	337,482	21,824	6.5%	6,637	189,255	172,807	0.099414337	\$3,749,864	\$2,843,845	\$906,019	31.86%
<b>STATEWIDE TOTALS</b>	<b>3,417,750</b>	<b>221,466</b>		<b>67,668</b>	<b>1,732,870</b>	<b>1,593,093</b>	<b>1.000000000</b>	<b>\$37,719,551</b>	<b>\$32,822,465</b>	<b>\$4,897,086</b>	<b>14.92%</b>

\* Indicates 90% Hold Harmless in Effect

**Program Year 2026 Workforce Innovation and Opportunity Act  
Youth Program Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	AREA OF SUBSTANTIAL UNEMPLOYMENT				ECONOMICALLY DISADVANTAGED		LWDB SHARE	HH *	PY2026	PY2025	DIFFERENCE	%
	LABOR FORCE	Unemployed		Excess	Total	Excess			FINAL	FINAL		
		Total	Rate				ALLOCATION	ALLOCATION				
1 CareerSource Escarosa	85,049	5,671	6.7%	1,844	7,330	4,322	0.029408976		\$1,063,928	\$956,363	\$107,565	11.25%
2 CareerSource Okaloosa Walton	23,462	1,535	6.5%	479	3,025	1,231	0.008976045		\$324,726	\$271,842	\$52,884	19.45%
3 CareerSource Chipola	16,461	1,078	6.5%	337	2,035	1,495	0.007857684		\$284,267	\$238,074	\$46,193	19.40%
4 CareerSource Gulf Coast	17,093	1,112	6.5%	343	2,480	1,181	0.007673875	*	\$277,618	\$250,136	\$27,482	10.99%
5 CareerSource Capital Region	85,307	5,531	6.5%	1,692	14,630	12,010	0.055138679		\$1,994,750	\$1,696,728	\$298,022	17.56%
6 CareerSource North Florida	24,453	1,592	6.5%	492	1,645	1,182	0.007724623		\$279,453	\$232,291	\$47,162	20.30%
8 CareerSource Northeast Florida	337,779	21,827	6.5%	6,627	19,670	8,565	0.083191766		\$3,009,626	\$2,631,370	\$378,256	14.37%
10 CareerSource Citrus Levy Marion	141,136	9,104	6.5%	2,753	6,310	3,398	0.032530726		\$1,176,863	\$1,012,064	\$164,799	16.28%
12 CareerSource Central Florida	434,074	28,283	6.5%	8,750	31,445	11,707	0.115725225	*	\$4,186,588	\$3,876,622	\$309,966	8.00%
16 CareerSource Pasco Hernando	164,938	10,688	6.5%	3,266	5,860	989	0.029563621	*	\$1,069,522	\$1,095,073	(\$25,551)	-2.33%
17 CareerSource Polk	194,869	12,576	6.5%	3,807	9,125	4,630	0.045147527		\$1,633,301	\$1,407,677	\$225,624	16.03%
18 CareerSource Suncoast	166,713	10,775	6.5%	3,273	5,535	532	0.027805619		\$1,005,923	\$719,270	\$286,653	39.85%
19 CareerSource Heartland	42,177	2,734	6.5%	836	4,190	3,247	0.017596606		\$636,592	\$524,901	\$111,691	21.28%
20 CareerSource Research Coast	136,684	8,845	6.5%	2,694	5,690	1,821	0.027447650		\$992,973	\$949,630	\$43,343	4.56%
21 CareerSource Palm Beach County	204,490	13,235	6.5%	4,033	15,445	5,709	0.054947089		\$1,987,819	\$1,584,649	\$403,170	25.44%
22 CareerSource Broward	239,524	15,459	6.5%	4,680	18,510	4,901	0.059923666		\$2,167,857	\$1,889,627	\$278,230	14.72%
23 CareerSource South Florida	147,811	9,597	6.5%	2,946	30,670	12,652	0.127569367	*	\$4,615,071	\$4,143,922	\$471,149	11.37%
24 CareerSource Southwest Florida	298,955	19,301	6.5%	5,848	13,760	4,837	0.063219792		\$2,287,100	\$1,856,480	\$430,620	23.20%
26 CareerSource North Central Florida	84,140	5,435	6.5%	1,649	13,305	10,798	0.050590192		\$1,830,200	\$1,422,302	\$407,898	28.68%
27 CareerSource Brevard Flager Volusia	235,153	15,264	6.5%	4,682	11,625	3,749	0.050645941		\$1,832,217	\$1,314,920	\$517,297	39.34%
28 CareerSource Tampa Bay	337,482	21,824	6.5%	6,637	27,705	11,257	0.097315332		\$3,520,574	\$2,569,537	\$951,037	37.01%
<b>STATEWIDE TOTALS</b>	<b>3,417,750</b>	<b>221,466</b>		<b>67,668</b>	<b>249,990</b>	<b>110,213</b>	<b>1.000000000</b>		<b>36,176,968</b>	<b>30,643,478</b>	<b>5,533,490</b>	<b>18.06%</b>

\* Indicates 90% Hold Harmless in Effect

**Program Year 2026 Workforce Innovation and Opportunity Act  
Dislocated Worker Program Local Workforce Development Board  
Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	20%	25%	25%	30%	LWDB SHARE	HH	PY2026	PY2025	DIFFERENCE	%
	UC CLAIMANTS	UC CONCENTRATION	MASS LAYOFF	LONG-TERM UNEMPLOYED		*	FINAL ALLOCATION	FINAL ALLOCATION		
1 CareerSource Escarosa	494	10,083	5,930	41	0.021072341		\$425,422	\$421,897	\$3,525	0.84%
2 CareerSource Okaloosa Walton	226	5,363	2,905	14	0.009400949		\$189,792	\$187,491	\$2,301	1.23%
3 CareerSource Chipola	76	1,897	849	6	0.003332603		\$67,281	\$84,158	(\$16,877)	-20.05%
4 CareerSource Gulf Coast	229	4,163	2,688	14	0.010326977	*	\$208,488	\$249,330	(\$40,842)	-16.38%
5 CareerSource Capital Region	365	8,483	4,891	19	0.014628385		\$295,327	\$340,315	(\$44,988)	-13.22%
6 CareerSource North Florida	115	1,943	1,206	6	0.003930177		\$79,345	\$81,428	(\$2,083)	-2.56%
8 CareerSource Northeast Florida	2,437	36,133	28,017	147	0.085861926		\$1,733,435	\$1,804,181	(\$70,746)	-3.92%
10 CareerSource Citrus Levy Marion	676	11,990	7,197	47	0.025519921		\$515,212	\$535,370	(\$20,158)	-3.77%
12 CareerSource Central Florida	3,961	61,612	46,128	238	0.141486566		\$2,856,421	\$3,123,746	(\$267,325)	-8.56%
16 CareerSource Pasco Hernando	1,042	16,993	11,292	68	0.037901370		\$765,177	\$861,830	(\$96,653)	-11.21%
17 CareerSource Polk	1,244	17,468	13,867	72	0.042405061		\$856,100	\$962,353	(\$106,253)	-11.04%
18 CareerSource Suncoast	833	16,992	8,948	59	0.032942412		\$665,062	\$705,030	(\$39,968)	-5.67%
19 CareerSource Heartland	205	3,915	2,245	13	0.007731974		\$156,098	\$174,335	(\$18,237)	-10.46%
20 CareerSource Research Coast	870	13,989	8,718	57	0.030997676		\$625,801	\$667,134	(\$41,333)	-6.20%
21 CareerSource Palm Beach County	1,746	30,495	18,790	117	0.065062399		\$1,313,521	\$1,446,468	(\$132,947)	-9.19%
22 CareerSource Broward	2,696	40,056	29,560	160	0.093415976		\$1,885,941	\$2,087,076	(\$201,135)	-9.64%
23 CareerSource South Florida	2,999	37,972	32,201	168	0.117315164	*	\$2,368,433	\$2,783,354	(\$414,921)	-14.91%
24 CareerSource Southwest Florida	1,489	30,143	16,416	108	0.059532846		\$1,201,887	\$1,316,643	(\$114,756)	-8.72%
26 CareerSource North Central Florida	338	9,041	4,430	19	0.014746224	*	\$297,706	\$360,302	(\$62,596)	-17.37%
27 CareerSource Brevard Flager Volusia	1,756	27,433	18,808	111	0.062399703		\$1,259,765	\$1,291,609	(\$31,844)	-2.47%
28 CareerSource Tampa Bay	3,166	50,450	36,766	227	0.119989349		\$2,422,421	\$2,889,810	(\$467,389)	-16.17%
<b>STATEWIDE TOTALS</b>	<b>26,962</b>	<b>436,614</b>	<b>301,852</b>	<b>1,711</b>	<b>1.000000000</b>		<b>\$20,188,635</b>	<b>\$22,373,860</b>	<b>(\$2,185,225)</b>	<b>-9.77%</b>

\* Indicates 90% Hold Harmless in Effect

**Program Year 2026 Workforce Innovation and Opportunity Act  
Supplemental Dislocated Worker Program Local Workforce Development Board  
Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	20%	25%	25%	30%	LWDB SHARE	PY2026	PY2026	TOTAL
	UC CLAIMANTS	UC CONCENTRATION	MASS LAYOFF	LONG-TERM UNEMPLOYED		FINAL ALLOCATION DLW	FINAL ALLOCATION DLW	
1 CareerSource Escarosa	494	10,083	5,930	41	0.021072341	\$425,422	\$55,658	\$481,080
2 CareerSource Okaloosa Walton	226	5,363	2,905	14	0.009400949	\$189,792	\$24,831	\$214,623
3 CareerSource Chipola	76	1,897	849	6	0.003332603	\$67,281	\$8,802	\$76,083
4 CareerSource Gulf Coast	229	4,163	2,688	14	0.010326977	\$208,488	\$27,277	\$235,765
5 CareerSource Capital Region	365	8,483	4,891	19	0.014628385	\$295,327	\$38,638	\$333,965
6 CareerSource North Florida	115	1,943	1,206	6	0.003930177	\$79,345	\$10,381	\$89,726
8 CareerSource Northeast Florida	2,437	36,133	28,017	147	0.085861926	\$1,733,435	\$226,787	\$1,960,222
10 CareerSource Citrus Levy Marion	676	11,990	7,197	47	0.025519921	\$515,212	\$67,406	\$582,618
12 CareerSource Central Florida	3,961	61,612	46,128	238	0.141486566	\$2,856,421	\$373,710	\$3,230,131
16 CareerSource Pasco Hernando	1,042	16,993	11,292	68	0.037901370	\$765,177	\$100,109	\$865,286
17 CareerSource Polk	1,244	17,468	13,867	72	0.042405061	\$856,100	\$112,005	\$968,105
18 CareerSource Suncoast	833	16,992	8,948	59	0.032942412	\$665,062	\$87,011	\$752,073
19 CareerSource Heartland	205	3,915	2,245	13	0.007731974	\$156,098	\$20,422	\$176,520
20 CareerSource Research Coast	870	13,989	8,718	57	0.030997676	\$625,801	\$81,874	\$707,675
21 CareerSource Palm Beach County	1,746	30,495	18,790	117	0.065062399	\$1,313,521	\$171,850	\$1,485,371
22 CareerSource Broward	2,696	40,056	29,560	160	0.093415976	\$1,885,941	\$246,740	\$2,132,681
23 CareerSource South Florida	2,999	37,972	32,201	168	0.117315164	\$2,368,433	\$309,865	\$2,678,298
24 CareerSource Southwest Florida	1,489	30,143	16,416	108	0.059532846	\$1,201,887	\$157,244	\$1,359,131
26 CareerSource North Central Florida	338	9,041	4,430	19	0.014746224	\$297,706	\$38,949	\$336,655
27 CareerSource Brevard Flager Volusia	1,756	27,433	18,808	111	0.062399703	\$1,259,765	\$164,817	\$1,424,582
28 CareerSource Tampa Bay	3,166	50,450	36,766	227	0.119989349	\$2,422,421	\$316,927	\$2,739,348
<b>STATEWIDE TOTALS</b>	<b>26,962</b>	<b>436,614</b>	<b>301,852</b>	<b>1,711</b>	<b>1.000000000</b>	<b>\$20,188,635</b>	<b>\$2,641,303</b>	<b>\$22,829,938</b>

# Action Item 1, Continued

## TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

**STATE APPROPRIATIONS, FISCAL YEAR 2026/27 – \$57,786,605 (Prior Year FY 2025/26 – \$57,786,605, 0%)**

**BASIC PURPOSE AND ELIGIBILITY:** TANF serves low-income families with children, including two-parent families. The TANF program strongly emphasizes a “Work First” philosophy that combines added assistance in obtaining needed training, starting work, and receiving childcare; transportation and transitional supports to retain employment, advance, and become self-sufficient; and time limits and sanctions as needed.

**SPECIFIC MANDATES/LIMITATIONS:** Eligibility limits for receiving Temporary Cash Assistance (TCA) benefits include having a gross income equal to or less than 185% of the federal poverty level and limited assets. Services/programs that assist families in avoiding welfare dependency by gaining and retaining employment are available in the form of one-time payments, job placement assistance and transitional work support services, and can be more broadly extended to “needy families” (set at 200% of the poverty level in Florida). Also, there are other diversion programs designed to reduce and/or prevent welfare dependency, such as teen pregnancy prevention programs, programs that enable the formation and maintenance of two-parent families, and post-employment career advancement and job retention programs. Florida is required to provide matching state general revenue funds to satisfy the federal “maintenance of effort.” TANF funds may not be used for medical expenses, undocumented immigrants, or convicted felons. TANF funds which are unspent at the local level within specified time limits are restricted to “benefits only” and can no longer be used for other purposes including workforce and support services.

**DISTRIBUTION MECHANISMS:** TANF funds are provided to the state by federal block grants with some special supplements provided to Florida and other states. There are no federally established formulas for sub-state distribution of TANF funds, noting that TANF administration in most states is state or county-based, with no decentralized governance/delivery structures similar to Florida’s local workforce development boards. The Florida Legislature defines and approves the yearly appropriation of TANF funds to FloridaCommerce and the CareerSource Florida Board to address both state and local needs which are further administered, allocated, and directed by the state board.

Since the state workforce board’s inception in July 2000, the CareerSource Florida Board has transitioned the historical TANF allocation formula (based only on the cash assistance caseload) to a 50/50 allocation formula – 50% of the available funds are allocated to local workforce development boards based upon their share of the number of children within households receiving Supplemental Nutrition Assistance Program (SNAP) benefits, and the remaining 50% based upon cash assistance caseload or TANF households with an adult member. The data on numbers of children receiving SNAP benefits and the TANF cash assistance caseload are available from the Department of Children and Families.

In calculating the FY2026/27 distributions, the State Board applied a 90% “hold harmless” provision to ensure that no local board would face an inordinate shift or reduction of funds from the prior fiscal year due to shifts in data used in the funding methodology. This is the same hold harmless provision required under the WIOA Adult, Youth and Dislocated Worker programs, which calculates a two-year average percentage for each local board and ensures that they will not receive less than 90% of that average.

**SPECIFIC FUND DISTRIBUTIONS FOR FY 2026/27:** It is anticipated that a total of **\$57,786,605** in TANF funds will be appropriated by the 2026 Legislature. This amount includes **\$3,855,698** for program and administrative support provided by FloridaCommerce and the CareerSource Florida Board. This funding also includes a specific appropriation of **\$690,000** for the Non-Custodial Parent Employment Program for Pinellas, Pasco, Hernando, and Hillsborough counties, and **\$726,000** for Miami-Dade County to be administered by CareerSource Pasco Hernando. After deducting program and administrative support, and the **\$1,416,000** for the Non-Custodial Parent Employment Program, the remaining amount available for local allocations is **\$52,514,907**, which is level funded with the prior year.

	<u><b>FY 2026/27</b></u>
FloridaCommerce and CSF Administration	<b>\$ 3,855,698</b>
Non-Custodial Parent Program	<b>1,416,000</b>
Local Allocations	<u><b>52,514,907</b></u>
Total	<b>\$57,786,605</b>

Using these amounts and assuming no additional changes in the allocation methodology, the total amounts by local board are reflected on the attached chart titled “***Fiscal Year 2026-27 Temporary Assistance for Needy Families Local Workforce Development Board Formula Allocations.***”

**FOR CONSIDERATION**

**Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2026/27.**

**FLORIDA FUNDING FOR  
Temporary Assistance for Needy Families (TANF)**

**State Appropriations from TANF Block Grant**  
**FY 26-27 \$57,786,605**  
**(FY 25-26 \$57,786,605) (0% change)**

**State Level Program Management  
and Administration**  
**FY 26-27 \$3,855,698**  
**FY 25-26 \$3,855,698**

**Local Workforce Development Board  
Allocation and Proviso**  
**FY 26-27 \$53,930,907**  
**FY 25-26 \$53,930,907**

LWDB Formula Allocations	\$52,514,907
Non-Custodial Parent Program	\$1,416,000

**Program Year 2026 Welfare Transition Program  
Local Workforce Development Board Formula Allocations**

	LOCAL WORKFORCE DEVELOPMENT BOARDS	50% WELFARE		LWDB SHARE	HH*	FY 2026/27 FINAL	FY 2025/26 FINAL	DIFFERENCE	%
		50% SNAP	CASELOAD			ALLOCATION	ALLOCATION		
1	CareerSource Escarosa	144,215	1,684	0.019118526	*	\$1,004,008	\$1,068,264	(\$64,256)	-6.01%
2	CareerSource Okaloosa Walton	60,882	496	0.006742821	*	\$354,099	\$377,567	(\$23,468)	-6.22%
3	CareerSource Chipola	42,152	560	0.005519960		\$289,880	\$286,463	\$3,417	1.19%
4	CareerSource Gulf Coast	67,829	801	0.008443766		\$443,424	\$416,385	\$27,039	6.49%
5	CareerSource Capital Region	114,105	1,360	0.014438298	*	\$758,226	\$805,741	(\$47,515)	-5.90%
6	CareerSource North Florida	43,893	684	0.006189906		\$325,062	\$286,598	\$38,464	13.42%
8	CareerSource Northeast Florida	512,039	9,022	0.076777667		\$4,031,972	\$3,674,367	\$357,605	9.73%
10	CareerSource Citrus Levy Marion	203,054	3,176	0.028686640		\$1,506,476	\$1,366,817	\$139,659	10.22%
12	CareerSource Central Florida	845,883	13,418	0.120324011		\$6,318,804	\$5,741,116	\$577,688	10.06%
16	CareerSource Pasco Hernando	215,983	3,622	0.031581279		\$1,658,488	\$1,558,256	\$100,232	6.43%
17	CareerSource Polk	356,138	4,636	0.046219671		\$2,427,222	\$2,192,366	\$234,856	10.71%
18	CareerSource Suncoast	152,241	2,657	0.022716269		\$1,192,943	\$1,089,534	\$103,409	9.49%
19	CareerSource Heartland	84,643	1,083	0.011553849	*	\$606,749	\$646,733	(\$39,984)	-6.18%
20	CareerSource Research Coast	181,823	2,035	0.022142980		\$1,162,837	\$1,043,690	\$119,147	11.42%
21	CareerSource Palm Beach County	406,093	3,801	0.046195181		\$2,425,936	\$2,656,547	(\$230,611)	-8.68%
22	CareerSource Broward	566,934	6,343	0.069033197		\$3,625,272	\$3,493,508	\$131,764	3.77%
23	CareerSource South Florida - Dade	1,096,456	27,188	0.228227567	*	\$11,985,349	\$13,764,398	(\$1,779,049)	-12.93%
24	CareerSource Southwest Florida	376,805	6,621	0.056420223		\$2,962,903	\$3,167,312	(\$204,409)	-6.45%
26	CareerSource North Central Florida	125,932	1,659	0.018815198	*	\$988,078	\$1,045,010	(\$56,932)	-5.45%
27	CareerSource Brevard Flagler Volusia	325,305	6,153	0.050623329		\$2,658,479	\$2,390,939	\$267,540	11.19%
28	CareerSource Tampa Bay	717,540	13,245	0.110229662		\$5,788,700	\$5,443,296	\$345,404	6.35%
<b>STATEWIDE TOTALS</b>		<b>6,639,945</b>	<b>110,244</b>	<b>1.000000000</b>		<b>\$52,514,907</b>	<b>\$52,514,907</b>	<b>\$0</b>	<b>0.00%</b>

\* Indicates 90% Hold Harmless in Effect

# Action Item 1, Continued

## WAGNER-PEYSER (WP)

**FEDERAL PROGRAM YEAR 2026 for Fiscal Year 2026/27 – \$40,093,942 (Prior Year 2025/26 \$38,374,546; 4.48% increase)**

**Statutory Reference:** Wagner-Peyser Act of 1933, 48 Stat.113 as amended; Workforce Investment Act of 1998; Workforce Innovation and Opportunity Act of 2014.

**Grantor Agency:** USDOL

**Grant Program Objectives:** To place persons in employment by providing a variety of placement-related services without charge to job seekers and to employers seeking qualified individuals to fill job openings.

### **Description of the Grant Program:**

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices known as the Employment Service. The Wagner-Peyser Act was amended by the Workforce Investment Act of 1998 and the Workforce Innovation and Opportunity Act of 2014, making the Employment Service part of the one-stop delivery system. Employment services are an integral part of the one-stop delivery system that provides an integrated array of high-quality services so that workers, job seekers, and businesses can find the services they need under one roof in easy-to-reach locations. Employment services are services related to a labor exchange system including job search assistance, referral and placement assistance to job seekers, reemployment services to unemployment insurance claimants, and recruitment services to employers with job openings. Services may be delivered through self-service, facilitated self-help services, and staff-assisted services. Core services, such as assessments of skill levels, abilities, and aptitudes; career guidance when appropriate; job search workshops; and referral to training as appropriate may also be available. The services offered to employers, in addition to referral of job seekers to job openings, include matching job requirements with job seeker experience, skills, and other attributes; helping with special recruitment needs; helping employers analyze hard-to-fill job orders; assisting with job restructuring; and helping employers address layoffs.

### **Description of Process Used to Allocate Available Grant Funds:**

**Wagner-Peyser 7(a) Funds** – The PY2026 funding allotments to the states, published in TEGL 10-25, are reflected in this document. As shown in the *Florida Funding for Wagner-Peyser* chart, the federal act allocates 90% to Wagner-Peyser 7(a) for administration and labor exchange activities. Approximately 86% (\$34,198,550) of the PY2026 total funding available (\$39,744,036) for Wagner-Peyser 7(a) supports one-stop program services at the local level. State level program support includes maintenance and improvement of the current workforce information technology system (Employ Florida).

The allocation of Wagner-Peyser funding to local boards is based on the federal formula used to distribute grant funds among the states. The formula is:

- 2/3 based on the relative share of the state’s civilian labor force (based on an annualized average)
- 1/3 based on the relative share of the state’s number of unemployed individuals (based on an annualized average)

<b>Total PY 2026 WP 7(a)</b>	<b>\$36,084,548</b>
<b>Projected FloridaCommerce Carryover</b>	<b><u>3,659,488</u></b>
<b>Total WP 7(a) Available Funding</b>	<b>\$39,744,036</b>

LWDB Salaries and Pass-Through	(27,676,852)
State-Level Administration	( 5,545,486)
Workforce Information Technology System	( 5,154,812)
LWDB Supplemental WPA	( 500,000)
CRM Licenses	( 500,000)
LWDB Insurance and HR Fees	( <u>366,886</u> )
<b>Balance Remaining for WP 7(a)</b>	<b>\$ 0</b>

**Wagner-Peyser 7(b) Funds** – Section 7(b) of the Wagner-Peyser Act reserves 10% (or \$4,009,394) of the available grant funds allocated to Florida for use by the Governor for state-level activities including outreach, special projects, and performance incentives. The remaining grant funds are available for additional eligible activities.

<b>Total PY 2026 WP 7(b)</b>	<b>\$4,009,394</b>
Plus Est. Bal. of Unreserved W-P 7(b) Funds	<u>1,417,503</u>
<b>Total WP 7(b) Funds Available</b>	<b>\$5,426,897</b>

The following recommendations are presented to the State Board for the establishment of commitments for FY 2026/27.

**CareerSource Florida Network Navigator Positions (\$4,150,000)**

Navigator positions are a critical component of the CareerSource Florida network’s enhanced case management and business services strategy under WIOA. These professionals provide tailored guidance, support, and resources to individuals and businesses, helping to remove barriers and create pathways to employment and career advancement.

Apprenticeship Navigators focus on expanding apprenticeship opportunities statewide by assisting businesses in establishing registered programs and educating individuals on apprenticeship career paths. In FY 24/25, 47 new apprenticeship and preapprenticeship programs were registered, bringing the total to 414 active programs with 24,919 apprentices and pre-apprentices. Additionally, more than 2,100 unique employers were served for FY24/25. Apprentices completing their program during this fiscal year earned an average exit wage of \$27.91 per hour, equivalent to an annual salary of \$58,058, an increase of \$221 over the previous year.

Hope Florida Navigators coordinate closely with local Department of Children and Families (DCF) offices to support participants through referral and joint case management, foster employer engagement, and ensure access to specialized services such as job readiness, life skills, and career exploration. Together, these navigator roles are instrumental in connecting Floridians to sustainable employment opportunities and supporting businesses in meeting their workforce needs.

The Military Family Employment Advocacy Program (MFEAP), funded through Wagner-Peyser 7(b) since FY 2008/09, places dedicated advocates at career centers and military base support centers in high-density military areas to help active-duty military spouses and dependents find and retain employment. Approximately 60% of Florida's 44,000 military spouses live in the regions served by this program.

#### **Veterans Specialist Salary Supplement (\$800,000)**

The State of Florida exemplifies its steadfast commitment to veterans by allocating funds for approximately 100 Veteran Navigators through the Jobs for Veterans State Grants (JVSG) program. Individuals in these positions provide valuable services to veterans, helping them navigate the complexities of civilian transition, job searching and career development. To ensure these navigators are adequately compensated and to help retain skilled individuals in these crucial roles, a salary supplement is being provided to support increases.

#### **Data Analytics Support (\$185,000)**

The FloridaCommerce Bureau of Workforce Statistics and Economic Research (WSER) provides critical economic data and analysis to guide workforce and policy decisions. This project provides advanced IT staff augmentation support to WSER through a Decision Support Administrator who will enhance business intelligence capabilities, reporting, and data management. The role supports data-driven decision-making by improving access to labor market information, strengthening analytics tools, and ensuring system performance and security.

#### **Network Training (\$150,000)**

This effort will focus on the establishment of a structured framework for annual training aligned with state workforce policy and performance and compliance monitoring requirements, and the integration of training with in-person learning opportunities offered through events such as the annual Workforce Summit.

#### **Workforce Summit (\$140,000)**

Ongoing professional development for CareerSource Florida network workforce professionals is essential to ensure high-quality, effective service delivery in a rapidly evolving workforce and economic landscape. Training in areas such as policies and procedures, systems and digital tools, labor market trends, and industry needs not only enhances the capacity of workforce professionals to serve Florida's businesses but also improves outcomes for job seekers and program participants. Investing in the professional growth of our network professionals ultimately strengthens organizational performance, promotes staff retention, and upholds the integrity and impact of workforce services.

**Wagner-Peyser 7(b) Funding Summary**

**Total 2026/27 WP 7(b) Funds Available** **\$5,426,897**

**Less Proposed Discretionary Board Allocations:**

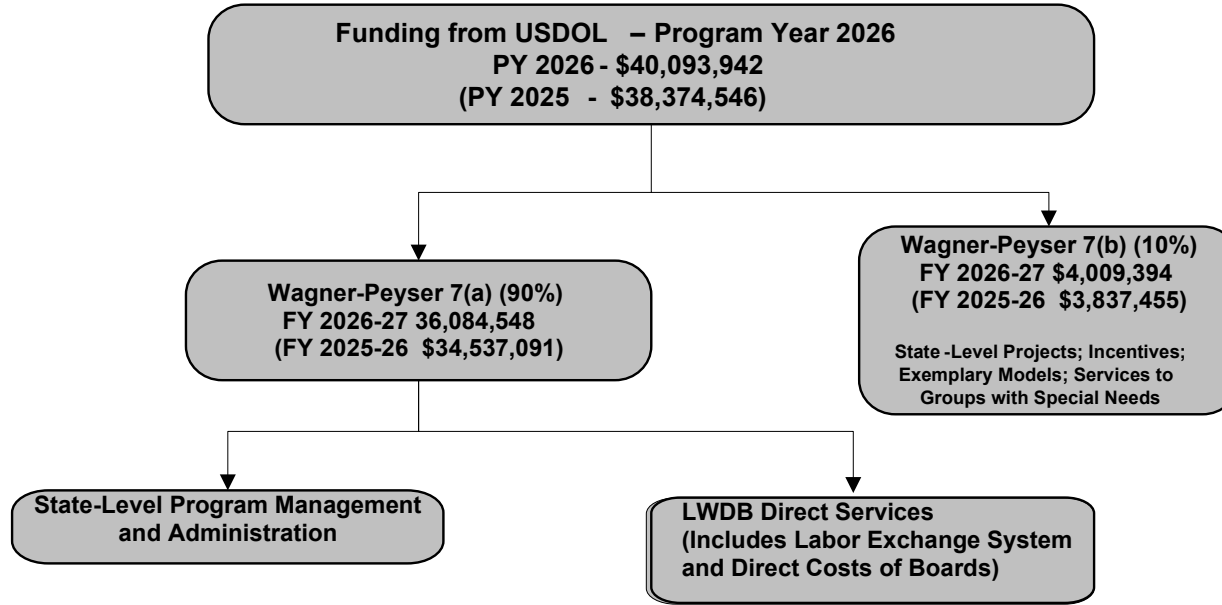
CSF Network Navigator Positions	(4,150,000)
Veterans Specialist Supplement	( 800,000)
Data Analytics Support	( 185,000)
Network Training	( 150,000)
Workforce Summit	( <u>140,000</u> )

**Balance Remaining for WP 7(b)** **\$ 1,897**

**FOR CONSIDERATION**

**Approval of the Program Year 2026/27 Wagner-Peyser 7(b) projects.**

## FLORIDA FUNDING FOR WAGNER-PEYSER



**Program Year 2026 Wagner-Peyser Act  
Local Workforce Development Board Formula Allocations**

LOCAL WORKFORCE DEVELOPMENT BOARDS	2/3	1/3	LWDB SHARE	PY 2026	PY 2025 FINAL ALLOCATION	DIFFERENCE	%
	CIVILIAN LABOR FORCE	UNEMPLOYED INDIVIDUALS		FINAL ALLOCATION			
1 CareerSource Escarosa	240,522	10,083	0.022131552	\$612,532	\$607,247	\$5,285	0.87%
2 CareerSource Okaloosa Walton	142,273	5,363	0.012632161	\$349,618	\$345,936	\$3,682	1.06%
3 CareerSource Chipola	42,207	1,897	0.003981100	\$110,184	\$112,104	(\$1,920)	-1.71%
4 CareerSource Gulf Coast	104,271	4,163	0.009435528	\$261,146	\$256,537	\$4,609	1.80%
5 CareerSource Capital Region	207,444	8,483	0.018925026	\$523,785	\$522,475	\$1,310	0.25%
6 CareerSource North Florida	36,305	1,943	0.003662041	\$101,354	\$101,446	(\$92)	-0.09%
8 CareerSource Northeast Florida	877,054	36,133	0.080217603	\$2,220,171	\$2,223,055	(\$2,884)	-0.13%
10 CareerSource Citrus Levy Marion	235,198	11,990	0.023267960	\$643,984	\$632,890	\$11,094	1.75%
12 CareerSource Central Florida	1,555,737	61,612	0.140397197	\$3,885,752	\$3,885,186	\$566	0.01%
16 CareerSource Pasco Hernando	390,319	16,993	0.036396285	\$1,007,335	\$1,001,159	\$6,176	0.62%
17 CareerSource Polk	360,682	17,468	0.034980413	\$968,148	\$963,930	\$4,218	0.44%
18 CareerSource Suncoast	403,359	16,992	0.037178049	\$1,028,971	\$1,010,020	\$18,951	1.88%
19 CareerSource Heartland	75,812	3,915	0.007538373	\$208,638	\$207,134	\$1,504	0.73%
20 CareerSource Research Coast	310,730	13,989	0.029326759	\$811,672	\$804,045	\$7,627	0.95%
21 CareerSource Palm Beach County	776,853	30,495	0.069900225	\$1,934,618	\$1,927,896	\$6,722	0.35%
22 CareerSource Broward	1,076,960	40,056	0.095208939	\$2,635,084	\$2,644,205	(\$9,121)	-0.34%
23 CareerSource South Florida	1,429,207	37,972	0.114756179	\$3,176,091	\$3,242,780	(\$66,689)	-2.06%
24 CareerSource Southwest Florida	715,192	30,143	0.065931227	\$1,824,769	\$1,796,147	\$28,622	1.59%
26 CareerSource North Central Florida	198,551	9,041	0.018817365	\$520,805	\$516,343	\$4,462	0.86%
27 CareerSource Brevard Flager Volusia	626,643	27,433	0.058548467	\$1,620,437	\$1,610,182	\$10,255	0.64%
28 CareerSource Tampa Bay	1,303,978	50,450	0.116767552	\$3,231,758	\$3,266,135	(\$34,377)	-1.05%
<b>STATEWIDE TOTALS</b>	<b>11,109,297</b>	<b>436,614</b>	<b>1.000000000</b>	<b>\$27,676,852</b>	<b>\$27,676,852</b>	<b>\$0</b>	<b>0.00%</b>

# **Action Item 1, Continued**

**Consolidated Action Item 1 – Fiscal Year 2026-2027 CareerSource Florida Network Funding**

**FOR CONSIDERATION**

- 1. Approval to establish the Program Year 2026 WIOA state-level projects.**
- 2. Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2026/27.**
- 3. Approval of the Program Year 2026 Wagner-Peyser 7(b) state-level activities.**

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

## **Action Item 2**

### **REVISIONS TO CAREERSOURCE FLORIDA WORKFORCE POLICY P5 – REGISTERED APPRENTICESHIP POLICY**

Federal and state law describes what items the state workforce development board (SWDB) must review, approve, or consider, including state workforce policies. CareerSource Florida and the Florida Department of Commerce (FloridaCommerce) review policies for alignment, effectiveness, and efficiency. CareerSource Florida and FloridaCommerce reviewed CareerSource Florida Workforce Policy P5- Apprenticeship Strategy and determined revisions necessary to better align the policy with more recent federal guidance and state strategic objectives.

This revised policy strengthens Florida’s workforce system by expanding high-quality Registered Apprenticeships and pre-apprenticeships as priority training strategies under the Workforce Innovation and Opportunity Act (WIOA). The policy directs Local Workforce Development Boards (LWDBs) to actively promote, develop, and support these programs; to collaborate with employers, education partners, and Apprenticeship Training Representatives; and ensure RAPs are incorporated into local service delivery. LWDBs should use all allowable WIOA activities to help participants enter and succeed in apprenticeship programs, designate and support apprenticeship navigators, and add RAPs to local ETPLs without extra requirements. It further requires boards to recruit apprentices, update conflicting local policies, and coordinate across regions to ensure consistent, statewide expansion of apprenticeship opportunities.

LWDBs must maintain local operating procedures compliant with WIOA, 20 CFR, and Chapter 445, Florida Statutes, ensuring accurate reporting and accountability. Performance measures include those designed to gauge the effectiveness of LWDB services to individuals with barriers to employment and employer engagement. These requirements include activities associated with apprenticeship and preapprenticeship and aim to guarantee high-quality workforce services and continuous improvement across Florida’s workforce system.

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 April 10 – April 27, 2026. CareerSource Florida received 16 comments from 6 LWDBs. A thorough review of the comments was conducted by CareerSource Florida and FloridaCommerce. Approximately 81% of the feedback was incorporated into the policy or used to inform technical assistance and guidance.

This policy applies to CareerSource Florida, FloridaCommerce, all 21 LWDBs and all planning regions.

## **FOR CONSIDERATION**

- **Approve the recommended revisions to this workforce policy.**

**[LWDB Consultation P5 Registered Apprenticeship](#)**



**Policy Number**  
**P5**

<b>Title:</b>	<b>Registered Apprenticeship</b>		
<b>Type:</b>	Programmatic		
<b>Program:</b>	Workforce Innovation and Opportunity Act		
<b>Effective:</b>	12/12/2023	<b>Revised:</b>	TBD

## I. PURPOSE AND SCOPE

Florida’s workforce development strategy prioritizes elevating Registered Apprenticeship Programs (RAPs), registered preapprenticeships, and other earn-and-learn training models as central components of the state’s talent development system. The Florida Department of Education has primary responsibility for administering apprenticeship and preapprenticeship.<sup>1</sup> Florida’s workforce system works in coordination with the department to advance RAPs and registered preapprenticeship programs as high-quality, work-based learning pathways that combine paid, structured on-the-job learning with Related Technical Instruction (RTI), leading to in-demand, industry-recognized, portable credentials.<sup>2</sup> Consistent with WIOA regulations and [CareerSource Florida Workforce Policy 100 – Work-Based Training and Work-Based Learning Opportunities](#), Local Workforce Development Boards (LWDBs) must integrate apprenticeship and preapprenticeship into regional talent strategies, service delivery, and employer engagement.

Florida law recognizes state registered preapprenticeship as a program formally linked to a RAP and designed to prepare individuals for entry into apprenticeship occupations.<sup>3</sup> The State Workforce Development Board requires LWDBs to support access to earn-and-learn opportunities and to expand programs aligned to employer demand and sector priorities.

## II. KEY OBJECTIVES AND MEASURABLE PERFORMANCE OUTCOMES

### A. Key Objectives

LWDBs will:

1. Set goals, in addition to state established goals, designed to increase sponsorship of

<sup>1</sup> See Chapter 446, F.S.

<sup>2</sup> National Apprenticeship Act, [29 USC 50](#); [29 CFR Part 29](#) & [29 CFR Part 30](#).

<sup>3</sup> Sections 446.021 and 446.052, F.S.; [Rule 6A-23.010, F.A.C.](#)

- and participation in RAPs and registered preapprenticeships in targeted and emerging industries within the area served by the LWDB.
2. Standardize apprenticeship-related business services and employer engagement practices.
  3. Coordinate with Apprenticeship Training Representatives (ATRs) and partners.

## **B. Measurable Performance Outcomes**

An LWDB's work to increase apprenticeships and preapprenticeships contributes to all its federally required performance indicators (employment rate, median earnings, credential attainment, measurable skill gains, and effectiveness in serving employers). Leading indicators that assist an LWDB in identifying its effectiveness in apprenticeships and preapprenticeships include:

1. New eligible apprentices and preapprentices served annually and year over year.
2. New RAPs and registered preapprenticeships supported/expanded.
3. Completions (as applicable).

## **III. POLICY AND PROCEDURES**

### **A. Local Workforce Development Board Core Responsibilities**

The CareerSource Florida network will support Registered Apprenticeship Programs (RAPs) through technical assistance<sup>4</sup> and the use of WIOA funds for eligible participants. LWDBs must actively promote RAPs by collaborating with employers, industry associations, education partners, and regional Apprenticeship Training Representatives (ATRs). LWDBs should serve as RAP sponsors when employer interest exists and no other sponsor is available, in alignment with state and local plans.

Each LWDB and planning region must implement apprenticeship strategies consistent with WIOA, Florida's WIOA Combined Plan, and Florida law; incorporate them into local and regional WIOA plans; and integrate them into service delivery, business engagement, and sector strategies.<sup>5</sup> LWDBs must, as part of their planning efforts, prioritize state-identified targeted industry sectors<sup>6</sup> that demonstrate documented labor market demand, wage outcomes, and a clear career pathway.<sup>7</sup>

LWDBs must regularly monitor the Florida Department of Education's (FDOE) inventory of registered apprenticeship and preapprenticeship programs. Regular monitoring of the inventory will assist LWDBs in meeting their apprenticeship goals. LWDBs may define the monitoring process of the FDOE inventory in their Local Operating Procedures (LOPs).

LWDBs must provide targeted assistance as needed to support apprenticeship program development and expansion, and, where applicable, leverage approved federal waivers to strengthen apprenticeship implementation. LWDBs should use the [Apprentice Florida website](#) to assist businesses in establishing apprenticeships and educate individuals about pursuing careers through apprenticeships.

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<sup>4</sup> [Training and Employment Guidance Letter No. 13-16.](#)

<sup>5</sup> [Workforce Policy O3 – Sector Strategies.](#)

<sup>6</sup> [See s. 445.004\(4\)\(h\), F.S.](#)

<sup>7</sup> "Target industry business" means a corporate headquarters business or any business that is engaged in one of the target industries identified pursuant to the criteria developed by FloridaCommerce at [s. 288.005\(a\)-\(f\), F.S.](#)

LWDBs must collaborate with ATRs, education providers, employers offering apprenticeships, and apprenticeship sponsors and intermediaries to coordinate related instruction, training, mentorship, and participant recruitment, ensuring access for youth, adults, and individuals with barriers to employment. LWDBs should encourage and support RAPs within their area to be part of the state's eligible training provider list if they have not already elected to do so.

LWDBs must comply with all applicable federal and state requirements governing registered apprenticeships and WIOA programs and must revise local policies as necessary to ensure alignment.

### **1. RAP Sponsorship**

LWDBs should serve as RAP sponsors:

- a. to support small- and mid-sized employers that lack the capacity to sponsor programs independently;
- b. to assist the state in increasing the number of available RAPs in local areas; and
- c. to meet established and approved LWDB apprenticeship goals consistent with state and local plans.

As a RAP sponsor, an LWDB is responsible for the administration and oversight of all program components, including but not limited to the following:

- i. Development and customization of program standards in partnership with employers.
- ii. Registration of apprentices.
- iii. Maintenance of program and apprentice records.
- iv. Assurance of requirements for RTI delivery.
- v. Periodic evaluation of apprentices' progress.

As a RAP sponsor, LWDBs can better match training to what employers need. They can build industry-led programs that close skill gaps that also help jobseekers find self-sustaining employment. Registered apprenticeships may qualify for federal and state funding, and sponsorship can help attract other public and private support. Sponsorship also strengthens employer partnerships and improves coordination and employer satisfaction.

### **2. Registered Preapprenticeship Pipeline**

Registered preapprenticeship programs must meet state and federal requirements for program length, be registered with the Florida Department of Education, and be sponsored by one or more RAPs in the same occupation or industry sector. LWDBs must promote and support the development and expansion of these programs. Pursuant to s. 446.021(5), F.S., registered preapprenticeship programs prepare individuals for entry into RAPs through structured instruction and training that builds workforce readiness skills.

## **B. Allowable Support for RAPs and Registered Preapprenticeship Programs**

LWDBs must use allowable WIOA activities and other grant resources to support participation and completion in state-approved RAPs and registered preapprenticeship programs, including (as applicable under local policy and eligibility):

1. Career and supportive services
2. OJT, customized training, incumbent worker training

3. Occupational skills training and cohort models
4. Work experience/internships (particularly for youth models)
5. RTI support through ITAs or training contracts, as permitted (20 CFR Part 680)

The goal for the state and all LWDBs is to provide responsive and efficient support for employers and jobseekers. As such, LWDBs may not adopt local requirements that unreasonably restrict promotion, access to, or cause unnecessary and extended delays to RAP participation when otherwise allowable under state and federal policy.

### **C. Apprenticeship Navigators**

Each LWDB will designate an Apprenticeship Navigator who serves as the LWDB subject matter expert and liaison between LWDB staff, employers, training providers, and existing RAP sponsors/intermediaries. The Apprenticeship Navigator in each local area collects and shares relevant apprenticeship data and participates in state-sponsored apprenticeship training regularly to assist career centers in their efforts to coordinate a unified, seamless experience for employers and WIOA eligible apprentices. LWDBs must ensure the Apprenticeship Navigators are accurately included in the CareerSource Florida Network Directory at <https://analytics.careersourceflorida.com/NetworkDirectory/>.

Each Apprenticeship Navigator must collaborate regularly with the ATR in their region and be familiar with ATRs in other regions; assist with the creation of new RAPs; connect employers to existing programs; and help recruit and support WIOA eligible apprentices. Apprenticeship Navigators will use Apprentice Florida and other statewide available tools and services, in addition to coordinating with career services teams to provide candidates for apprenticeship to employers.

#### **1. Business Engagement and Strategic Coordination**

Consistent with [Workforce Policy O125 Business Engagement and Economic Development Support](#), Apprenticeship Navigators serve as liaisons with both their local boards' business services unit and those within boards in their planning region to establish and develop effective relationships and networks with the business community to enhance employer engagement, expand demand-driven training programs, and advance regional economic development.

Apprenticeship Navigators will engage with employers and economic development and industry associations to assess current and long-term hiring needs, ensure a clear understanding of RAPs, and review applicable statewide RAPs for identified occupations. Navigators will obtain required standards and appendices from Florida Department of Education (FDOE) ATRs, facilitate coordination between the employer and the RAP sponsor, and provide ongoing engagement and support throughout the RAP approval process.

#### **2. Data Entry and Validation**

LWDBs must ensure that all service-related data is entered into Employ Florida within 15 calendar days of service delivery in alignment with training, technical assistance, and guidance issued by FloridaCommerce in consultation with CareerSource Florida and the FDOE.

### **D. Eligible Training Provider List**

WIOA allows LWDBs to fund training services for eligible participants through an Individual Training Account (ITA) if the training provider is on the Eligible Training Provider List (ETPL).<sup>8</sup> RAPs are automatically eligible to be added to the ETPL and can be added by contacting FloridaCommerce at [ETPL@commerce.fl.gov](mailto:ETPL@commerce.fl.gov). LWDBs may not require RAPs to complete additional forms, apply further eligibility criteria, or provide information beyond what is detailed in USDOL [Training and Guidance Letter \(TEGL\) 08-19](#).

Registered apprenticeship sponsors are also exempt from many of the ETPL performance reporting requirements detailed in WIOA Sections 116(d)(4) and 122. However, RAPs may voluntarily report performance outcomes.

Preapprenticeship programs are not automatically eligible for the ETPL and must be added using the established process.

Increasing the number of RAPs on the ETPL will ensure access to a wide variety of quality job-driven training programs, improve customer choice for WIOA-eligible participants, and contribute to the strategic goals of apprenticeship expansion outlined in this policy. CareerSource Florida, FloridaCommerce, and the Florida Department of Education collaborate to ensure that all RAPs are encouraged to “opt in” to the ETPL at the time of registration. Additionally, LWDBs must continue to inform existing RAPs of the purpose of the ETPL, the value of inclusion, and their automatic eligibility status.

LWDBs may support apprenticeship programs through OJT, IWT, and customized training contracts without the program being included on the ETPL.

#### **IV. IMPLEMENTATION**

Each LWDB must describe how it implements apprenticeship strategies consistent with WIOA, Florida Law, Florida’s WIOA Combined Plan, and this policy. These strategies should be incorporated into WIOA local plans and Local Operating Procedures (LOPs) that explain how LWDBs collaborate with employers, develop programs, determine eligibility, enroll participants, and coordinate with Apprenticeship Training Representatives and Apprenticeship Navigators. LOPs should emphasize efficient and responsive support to job seekers and businesses in RAP and registered preapprenticeship participation. Boards must also include their apprenticeship strategy in their WIOA local plans, showing how they reach out to businesses, recruit participants, build partnerships, and how they plan to meet targets for both RAP participation and sponsorship in their local areas.

FloridaCommerce, in consultation with CareerSource Florida and the Florida Department of Education, will provide technical assistance and training for ensuring compliance with workforce policy requirements.

CareerSource Florida and FloridaCommerce will monitor each board’s progress. CareerSource Florida will report on statewide results and ensure boards meet the goals of this policy.

#### **V. ATTACHMENTS AND OTHER RESOURCES**

[ApprenticeFlorida.com](http://ApprenticeFlorida.com)

[Apprenticeship.gov](http://Apprenticeship.gov)

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<sup>8</sup> [Workforce Policy P90 – WIOA Eligible Training Provider List](#)

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

## **Action Item 3**

### **REVISED WORKFORCE POLICY P123 PLANNING REGION IDENTIFICATION AND REQUIREMENTS**

Consistent with the Workforce Innovation and Opportunity Act (WIOA) and 20 CFR 679.500(c), the Governor must establish and disseminate to Local Workforce Development Boards (LWDBs) and regional planning areas a policy for the submission of local and regional plans. The policy must set a deadline for the submission of the regional and local plans that accounts for the activities required in plan development outlined in 20 CFR 679.510 and 20 CFR 679.550.

In 2023, the SWDB approved CareerSource Florida Workforce Policy G12 – Regional Planning Areas which described the SWDB’s strategy for identifying planning regions. This policy was operationalized by Workforce Policy P123 – Regional Planning Area Identification and Requirements. CareerSource Florida and the Florida Department of Commerce (FloridaCommerce) reviewed these policies for effectiveness and efficiency and determined they should be revised as a single workforce policy.

Revised Workforce Policy P123 requires every LWDB to be part of a Planning Region assigned by the Governor in consultation with LWDBs and Chief Local Elected Officials (CLEOs), consistent with federal law. The leaner policy aims to align workforce strategies with shared labor markets and regional economic development goals to increase alignment in the state’s workforce system and reduce costs. It focuses on consistent services for jobseekers and businesses, addressing shared labor shortages and skills gaps, expanding earn-and-learn options, and reducing administrative costs through collaboration. The policy sets minimum criteria and deliverables: each Planning Region must include at least two contiguous Florida LWDBs, show shared labor market and economic characteristics, and have LWDBs and CLEOs jointly submit regional plans and cooperative service delivery agreements that standardize processes, coordinate training and supportive services, support sector strategies, share resources and data, and update plans at the two-year point after public comment and state review.

The revised policy eliminates outdated and unnecessary procedures and processes. Additions to the policy include stronger statewide requirements, clearer objectives and measurable outcomes, and more detailed planning, agreement, review, and mid-cycle modification requirements, plus clearer implementation oversight by FloridaCommerce with CareerSource Florida.

This policy was sent to all 21 LWDBs for consultation from April 10 – April 27, 2026. CareerSource Florida received 12 comments from 5 LWDBs. A thorough review of the comments was conducted by CareerSource Florida and FloridaCommerce. Approximately 84% of the feedback received was incorporated into the policy or used to inform technical assistance and guidance.

This policy applies to CareerSource Florida, FloridaCommerce, all 21 LWDBs and all planning regions.

## **FOR CONSIDERATION**

- **Approve the recommended revisions to this workforce policy.**

**[LWDB Consultation P123 Planning Region Identification and Requirements](#)**



# Workforce Policy

**POLICY  
NUMBER**  
  
**P123**

<b>Title:</b>	<b>Planning Region Identification and Requirements</b>		
<b>Type:</b>	Programmatic		
<b>Program:</b>	Workforce Innovation and Opportunity Act		
<b>Effective:</b>	December 22, 2023	<b>Revised:</b>	TBD

## I. PURPOSE AND SCOPE

All Local Workforce Development Boards (LWDBs) are required to be part of Planning Regions. LWDBs are assigned to Planning Regions by the Governor, in consultation with LWDBs and Chief Local Elected Officials (CLEOs).<sup>1</sup>

This policy establishes requirements for Planning Regions that align workforce strategies with shared labor markets and regional economic development goals. The purpose is to improve service coordination, address common labor shortages, and reduce administrative costs through regional collaboration. This policy supports the State Workforce Development Board’s (SWDB) role in guiding regional collaboration and the Florida Department of Commerce’s (FloridaCommerce) responsibility for monitoring compliance with federal and state planning requirements.

## II. KEY OBJECTIVES AND MEASURABLE PERFORMANCE OUTCOMES

### A. Key Objectives

1. Increase consistency of services, strategic alignment, and collaboration among LWDBs and CLEOs through the creation of a single regional workforce strategy that:
  - a. Uses a regional service delivery approach so jobseekers and businesses receive consistent services, and the region can address shared worker shortages and skills gaps.
  - b. Expands access to employment and training services including earn-and-learn options such as registered apprenticeship, registered preapprenticeship, and on-the-job training.
  - c. Assist LWDBs within a region in meeting or exceeding required performance indicators.
2. Improve efficiency and lower costs by combining administrative work and sharing resources across the region.

<sup>1</sup> Public Law 113-128, the Workforce Innovation and Opportunity Act Sec 106 ([WIOA](#))

[20 CFR 679.210](#)  
[20 CFR 679.510](#)

## **B. Measurable Performance Outcomes**

The outcomes described in this section are intended to measure the increase in LWDB partnerships and collaboration with their regional areas which supports LWDBs, and the State, in meeting or exceeding required performance targets and providing a strong return on investment to the state for these activities.

1. Reduction in LWDB administrative and operational costs through regional partnerships, and standardization of tools and services.
2. Utilization of shared resources, resulting in improved efficiency and more consistent, high quality services across the region.
3. Meeting or exceeding required local area performance targets through regional partnerships, standardization of tools and services, and shared resources.

## **III. POLICIES AND PROCEDURES**

### **A. Authority and Assignment of Planning Regions**

All LWDBs are required to be part of a Planning Region,<sup>2</sup> which consists of two or more LWDBs working collaboratively across a shared regional economy.

Regional planning supports coordinated workforce development by enabling LWDBs to:

1. Align workforce strategies around common industries, employers, and job seekers;
2. Jointly address regional labor shortages and skills gaps; and
3. Reduce duplication and improve efficiency through shared services and resources.

### **B. Identification and Requirements for Planning Regions**

Consistent with [20 CFR 679.210](#), each Planning Region must:

1. Include at least two contiguous LWDBs within Florida.<sup>3</sup>
2. Demonstrate shared characteristics such as:
  - a. Share a single labor market.
  - b. Share a common economic development area.
  - c. Shared population centers, commuting patterns, industrial composition, labor force conditions, and geographic boundaries; and
  - d. Access to federal and non-federal resources including appropriate education and training institutions, to administer activities under WIOA subtitle B.
3. CLEOs and LWDBs must jointly participate in the regional planning process and certify continued compliance with designation requirements during each plan cycle.

### **C. Regional Planning Process Requirements**

Planning Regions are subject to the regional planning requirements outlined in [20 CFR 679.510](#) and [Chapter 445.004\(6\)\(f\), F.S.](#) Planning Regions must submit regional plans that meet federal requirements and include signed cooperative service delivery agreements, as required by [20 CFR 679.510\(a\)\(2\)](#) and this policy. LWDBs and CLEOs within an identified Planning Region must participate in a regional planning process that results in:

1. A regional plan that meets the requirements outlined in [20 CFR 679.510\(a\)\(2\)](#), and complies with the guidance issued by CareerSource Florida, in coordination with FloridaCommerce and includes:
  - a. Regional service strategies using cooperative service delivery agreements that include

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<sup>2</sup> [WIOA Sec. 106\(a\)\(1\)-\(2\)](#) and [20 CFR 679.210\(a\)](#)

<sup>3</sup> Although WIOA allows regions to consist of one local area or two or more contiguous local areas in two or more states, Florida's planning regions will be two or more contiguous local areas within Florida.

- but are not limited to:
- i. Common eligibility standards and enrollment processes.
  - ii. Common training and coordination of supportive service offerings based on regional needs.
  - iii. Sharing common technology tools and data systems (excluding Employ Florida).
- b. Implementation of sector strategies for targeted sectors and/or in-demand sectors and occupations.
  - c. A plan for the collaborative collection and analysis of regional labor market data.<sup>4</sup>
  - d. Coordination of administrative and operational cost arrangements, including the pooling of funds for administrative costs, as appropriate.
  - e. Coordination of transportation and other supportive services, as appropriate.
  - f. Coordination of services with regional economic development services and providers.
  - g. The establishment of an agreement concerning how the planning region will collectively negotiate and reach agreement with the Governor on local levels of performance for, and report on, the performance accountability measures described in WIOA sec. 116(c) for local areas or the planning region.<sup>5</sup>

#### **D. Regional Plans**

Regional plans must incorporate each LWDB's plan in accordance with instructions and technical assistance issued by FloridaCommerce, in coordination with CareerSource Florida. A single plan submission via the regional plan is allowed if all components for the regional plan and each LWDB local plan is included as part of the single submission. For additional information on this topic, see [Training and Employment Notice No. 21-16, WIOA Regional and Local Planning and Local Board Responsibilities Questions and Answers](#).

Consistent with the goals established in Section 14.36, Chapter 445.004(6)(f), F.S. and [CareerSource Florida Workforce Policy O124 – Statewide Standardization of Tools and Services](#), Planning Regions must make efforts to reduce or share costs by minimizing duplication and effectively using technology, tools, and services among areas in their Planning Region. Planning Regions assist by providing services and negotiating improved rates for the LWDBs in their planning area.

Regional plans should include strategies for how planning regions effectively and efficiently collaborate to partner, provide consistent services, address common labor needs, and reduce costs. LWDBs and Planning Regions should use workforce statistics, economic research, business intelligence, and performance data to assess collective regional performance and target opportunities for technical assistance and support. FloridaCommerce provides economic and other data at [www.floridajobs.org/economic-data](http://www.floridajobs.org/economic-data). The FloridaCommerce Bureau of Workforce Statistics and Economic Research provides performance data. CareerSource Florida provides other data including letter grades at <https://analytics.careersourceflorida.com/LetterGrades>. LWDBs and Planning Regions have access to state-procured and authorized business intelligence and other tools and services.

LWDBs must make Regional Plans available for public comment for a period of no longer than 30 days and must submit all comments that express disagreement with their Regional Plans. Consistent with the requirements of [20 CFR 679.570](#), FloridaCommerce and CareerSource Florida will review completed plans and make recommendations to the SWDB to send approved plans to the Governor for review. Plans will be considered approved 90 days after

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<sup>4</sup> The state will provide technical assistance and labor market data, as requested by local areas, to assist with such regional planning and subsequent service delivery efforts.

<sup>5</sup> WIOA sec. 107(c)(1c)(1)(H), [Workforce Policy G103 - Performance Requirements for LWDBs](#), and [20 CFR 679.510\(a\)\(1\)\(viii\)](#) require LWDBs and CLEOs in a Planning Region to jointly negotiate performance levels with FloridaCommerce. Each local area's representatives are responsible for this process.

receipt of the plan, unless rejected by the Governor's Office.

At the end of the first 2-year period of the 4-year local plan, the LWDBs within a planning region, in partnership with the appropriate chief elected officials, must review the regional plan, and prepare and submit modifications to the regional plan to reflect changes:

1. In regional labor market and economic conditions; and
2. Other factors affecting the implementation of the local plan, including but not limited to changes in the financing available to support WIOA title I and partner-provided WIOA services.

#### **IV. IMPLEMENTATION**

Each LWDB in each Planning Region must collaborate to ensure local operating procedures (LOPs) align with the regional plan and describe shared regional service strategies, administrative functions, and sector strategy work conducted across the area. Planning Regions must also establish clear data-sharing methods and protocols so partners can coordinate streamlined and efficient service delivery. The state's identified Planning Regions must be included in the state's WIOA Plan.

FloridaCommerce, in consultation with CareerSource Florida, oversees the implementation of this policy and the broader regional planning process. The Department, in consultation with CareerSource Florida, provides technical assistance, labor market data, and other resources that strengthen planning and support consistent, high-quality service delivery.

**Action Item 4**

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

## **Action Item 4**

### **REVISIONS TO CAREERSOURCE FLORIDA WORKFORCE POLICY G103 PERFORMANCE REQUIREMENTS FOR LOCAL WORKFORCE DEVELOPMENT BOARDS**

Consistent with state and federal requirements, CareerSource Florida and FloridaCommerce reviewed CareerSource Florida Workforce Policy G103 – Performance Requirements for Local Workforce Development Boards and determined revisions were needed.

This policy sets performance requirements for Local Workforce Development Boards (LWDBs) under the Workforce Innovation and Opportunity Act (WIOA) and in alignment with state law. LWDBs must meet negotiated local levels of performance based on WIOA §116(b)(3)(A), adjusted using a statistical adjustment model. Revisions identify performance, consistent with federal guidance, which must be measured through WIOA primary indicators. Consistent with [Training and Employment Guidance Letter 11-19, Change 2](#), LWDBs who fail to meet adjusted local levels of performance for a single year must be provided with required technical assistance, including a Performance Improvement Plan. To support excellence across the state's workforce system, and to provide LWDBs with clear guidance and support prior to required technical assistance, the system of performance and compliance monitoring has been integrated into this process.

Consistent with [Training and Employment Guidance Letter 23-19, Change 3](#), this policy also establishes Data Validation Requirements to ensure LWDBs comply with U.S. Department of Labor (DOL) data accuracy, reliability, and integrity standards for WIOA core and non-core programs. These requirements implement guidance for validating required performance data submitted by grant recipients of U.S. Department of Labor Workforce Programs and apply to all DOL funded programs operated or overseen by LWDBs.

LWDBs must maintain local operating procedures compliant with WIOA, 20 CFR, and Chapter 445, Florida Statutes, ensuring accurate reporting and accountability consistent with the activities described in this policy. Performance measures include those designed to gauge the effectiveness of LWDB services to individuals with barriers to employment and employer engagement. These requirements aim to guarantee high-

quality workforce services and continuous improvement across Florida's workforce system.

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 April 10 – April 27, 2026, CareerSource Florida received 11 comments from 3 LWDBs. A thorough review of the comments was conducted by CareerSource Florida and FloridaCommerce. Approximately 82% of the feedback received was incorporated into the policy or used to inform the development of technical assistance and guidance.

This policy applies to CareerSource Florida, FloridaCommerce, all 21 LWDBs and all planning regions.

### **FOR CONSIDERATION**

- **Approve the recommended revisions to this policy.**

**[LWDB Consultation G103 Performance Requirements for LWDBs](#)**



**POLICY  
NUMBER**

**G103**

## **Workforce Policy**

<b>Title:</b>	<b>Performance Requirements for Local Workforce Development Boards</b>		
<b>Type:</b>	<b>Governance</b>		
<b>Program:</b>	<b>Workforce Innovation and Opportunity Act</b>		
<b>Effective:</b>	<b>07/20/2015</b>	<b>Revised:</b>	<b>TBD</b>

### **I. PURPOSE AND SCOPE**

The Workforce Innovation and Opportunity Act (WIOA) require states and Local Workforce Development Boards (LWDBs) to measure, monitor, and continuously improve the effectiveness of workforce programs serving adults, dislocated workers, youth, and employers.

This policy establishes a comprehensive framework for evaluating LWDB performance, providing technical assistance, implementing corrective actions, and ensuring the integrity of reported data. The policy is designed to ensure high-performing workforce outcomes and promote continuous improvement across Florida's workforce system.

### **II. KEY OBJECTIVES AND MEASURABLE PERFORMANCE OUTCOMES**

#### **A. Key Objectives and Measurable Performance Outcomes**

LWDBs play a critical role in advancing Florida's economic and workforce priorities. To support these objectives, LWDBs are expected to:

1. Deliver high-quality, customer-focused workforce services for businesses and job seekers;
2. Collaborate effectively with one-stop partners and workforce stakeholders; and
3. Meet or exceed state and federal performance expectations.

### **III. POLICIES AND PROCEDURES**

#### **A. Negotiated Local Levels of Performance**

##### **1. Negotiations and Adjustment Factors**

Terms with respect to the process of establishing levels of performance under section 116(b) of WIOA for LWDBs are consistent with those established by the US Department of Labor (USDOL) within section 4 of [Training and Employment Guidance Letter 11-19, Change 2](#).

LWDBs, Chief Local Elected Officials (CLEOs), and the Governor negotiate local levels of performance every two years in alignment with state-negotiated levels under

WIOA. These negotiations consider economic conditions and use a local-level statistical adjustment model to ensure fairness and consistency that is consistent with requirements in [20 CFR 677.170\(c\)](#).

## 2. **Required Threshold for Meeting Local Levels of Performance**

An LWDB meets performance standards when each performance indicator and the overall program score are 90 percent or higher. An **Individual Indicator Score** compares the actual performance result on an indicator to the adjusted goal, and a **Program Score** is the average of all indicator scores in a program for the year.

## B. **Tiered Monitoring Efforts**

### 1. **Overview:**

FloridaCommerce, in collaboration with CareerSource Florida, applies a tiered monitoring framework to support continuous improvement and accountability. The framework is progressive, proportional, and data based. Both performance and compliance monitoring activities focus on performance outcomes, data integrity, regulatory compliance, and operational effectiveness. Results of LWDB Programmatic Compliance and Performance monitoring, in alignment with [USDOL's Core Monitoring Guide](#), include the below:

- **Promising Practice:** A workforce activity or strategy that is replicable, scalable, and can be detected in a LWDB's performance outcomes. Note that the inclusion of promising practices does not constitute state endorsement of the practice or a recommendation for future funding.
- **Area of Concern/Other Noncompliance Issue:** Occurs when a violation has been identified that could lead to a finding if not addressed but is small in scope with no demonstrated impact on required state or federal performance and no demonstrated violation of a regulatory requirement.
- **Findings/Corrective Action:** Occurs when there is a demonstrated violation of a regulatory requirement (federal regulation, state statute, grant agreement, and/or term or condition).

### 2. **Tier 1 – Ongoing Performance Oversight and Continuous Improvement**

Tier 1 applies to all LWDBs and includes routine and desktop performance monitoring reviews; annual performance meetings; public transparency through publicly available performance data that includes quarterly and annual updates to LWDB letter grades and federal performance indicators; and voluntary technical assistance, which may be requested by an LWDB at any time.

All LWDBs are expected to use performance data, letter grades, and review feedback to make proactive adjustments to local operations, policies, and service delivery.

### 3. **Tier 2 – Required Technical Assistance and Performance Improvement Plans**

Tier 2 is initiated when the following conditions are met.

Required Technical Assistance and enhanced monitoring is triggered when the following conditions are met:

- An Individual Indicator Score falls below 90 percent for a single measure within a core program for a single year; or
- Two or more consecutive years with findings of programmatic noncompliance; or
- Failure to meet negotiated levels of performance for any subgroup population, consistent with technical assistance, where levels have been established in a

single year.<sup>1</sup>

**Performance Improvement Plans (PIPs)** are corrective in nature and intended to support LWDBs in restoring acceptable performance before escalating to more intensive oversight. A required PIP as part of Tier 2 is triggered when the following conditions are met:

- An Individual Indicator Score for a core program falls below 50 percent of the adjusted level of performance; or
- An Individual Indicator Score for adjusted levels of performance falls below 90 percent for a single year; or
- An LWDB Program Score falls below 90 percent for a core program for a single year.

When a PIP has been determined as necessary consistent with the triggers outlined above, declining performance outcomes for two or more years with subgroups, such as veterans or individuals receiving public assistance, may be required as part of LWDB improvement planning.

The LWDB must develop the PIP in coordination with FloridaCommerce and submit the plan within a timeframe established by the State, not to exceed 60 days from notification. The PIP must be approved by the LWDB and reflect documented oversight of performance deficiencies and corrective strategies. FloridaCommerce, in consultation with CareerSource Florida, will review and approve the PIP prior to implementation and will assess progress on PIP implementation and share this progress with the SWDB.

**At minimum, the PIP must include:**

1. **Performance Analysis:** A detailed analysis of performance outcomes including identification of indicators not meeting performance thresholds and contributing factors.
2. **Root Cause Analysis:** An assessment of underlying causes of performance deficiencies, which may include operational practices, service delivery design, provider data, staff capacity, data integrity issues, cohort levels, or external economic conditions.
3. **Improvement Strategies:** Specific, actionable steps the LWDB will take to address identified deficiencies. Strategies must be clearly linked to root causes and may include changes in service delivery, staff training, or enhanced employer engagement.
4. **Improvement Targets:** Defined interim performance targets and measurable benchmarks, including quarterly expectations for improvement.
5. **Implementation Timeline:** A structured timeline outlining when corrective actions will be implemented and when results are expected, not to exceed two years.
6. **Technical Assistance and Support:** Identification of areas where State-provided technical assistance or peer support is required.

LWDBs on a PIP must report interim outcomes to FloridaCommerce and CareerSource Florida. FloridaCommerce and CareerSource Florida will review the LWDB's performance improvement efforts quarterly to determine if sufficient progress is being made and if a LWDB's PIP should be closed; continued; or whether escalation, consistent with [Workforce Policy G104](#) is necessary.

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<sup>1</sup> As indicated in [Workforce Policy G104 – Sanctions and Other Required Corrective Action for Local Workforce Development Boards Who Fail to Meet Federal and State Standards](#), when evaluating subgroup performance, cohort size will be taken into consideration to ensure statistical validity and fairness in the assessment process.

#### 4. Tier 3 – Corrective Actions, Turn-Around, and Board-Level Interventions

Tier 3 occurs when an LWDB fails to successfully achieve or resolve the terms of the approved PIP. Tier 3 actions may include formal notice, require corrective action, and require turnaround planning, consistent with technical assistance issued by FloridaCommerce in collaboration with CareerSource Florida.

Tier 3 represents the highest level of oversight and is intended to protect program integrity, ensure accountability, and safeguard state and federal workforce funds. LWDBs failing to demonstrate improvements or address deficiencies identified may be subject to sanctions and other corrective actions as outlined in [Workforce Policy G104](#).

#### 5. Progression and De-escalation

LWDBs may **progress between tiers** based on performance outcomes, demonstrated corrective action, and sustained improvement.

Accountability Framework: Federal and State Performance Escalation		
	Federal (WIOA Performance)	State (Supplemental Measures)
1.	Technical Assistance	Formal Notification to CLEO, Board Chair, and Executive Director
2.	Performance Improvement Plan (PIP) (See Section II C)	Required Improvement Strategy and Enhanced Monitoring
3.	Escalation under Workforce Policy G104	Governance Review and Consideration in Board Certification Evaluation

#### C. Performance Measurement through Letter Grades

Per [20 CFR 679.130\(d\)](#), the State Board must develop and update comprehensive performance and accountability measures. Consistent with this requirement, as well as those outlined in sections [445.004](#) and [14.36, Florida Statutes](#), the REACH office, in collaboration with CareerSource Florida and FloridaCommerce, develops letter grades for each LWDB. The approved methodology for the annual calculation of letter grades is [publicly](#) posted by CareerSource Florida annually by October 15th. LWDBs should utilize this information, as well as other data, to ensure alignment within local WIOA plans, state performance indicators, and LWDB performance.

#### D. Validating Performance Data Submitted by Grant Recipients of USDOL Workforce Programs

LWDBs must locally monitor and review their performance and participant data regularly to ensure the accurate entry, reporting, and ongoing verification of all performance data. LWDBs are required to implement internal controls and validation procedures that prevent inaccuracies, ensure timely correction of data issues, and support the reliability of federally reported data.<sup>2</sup> LWDBs must upload all required supporting documentation using the state-identified case management system, [Employ Florida](#).<sup>3</sup> FloridaCommerce will validate data in alignment with federal guidance and issued technical assistance and guidance for LWDBs.

<sup>2</sup> [TEGL 23-19, Change 3](#).

<sup>3</sup> [State Workforce Policy O124, Statewide Standardization of Tools and Services](#).

**IV. IMPLEMENTATION**

LWDBs must establish and maintain local operating procedures (LOPs) that fully comply with WIOA; 20 CFR; Chapter 445, Florida Statutes; and this policy. LWDBs are responsible for implementing human resources and data management systems to track progress toward performance. Performance documentation must be submitted regularly to FloridaCommerce and in accordance with CareerSource Florida workforce policies and technical assistance letters (TAL).

**V. ATTACHMENTS AND RESOURCES**

[Workforce GPS Performance Community](#)

[Workforce GPS - 2025 Core Monitoring Guide](#)

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

## **Action Item 5**

### **NEW WORKFORCE POLICY P89 – BUSINESS AND EMPLOYER SERVICES**

Consistent with state and Federal law, CareerSource Florida and FloridaCommerce recommend implementation of New Workforce Policy P89 – Business and Employer Services to provide Local Workforce Development Boards clear guidance related to business and employer services.

Local Workforce Development Boards (LWDBs) must provide employer-focused services through the one-stop system consistent with [20 CFR 678.435](#) and Florida's WIOA Combined Plan. This policy establishes statewide expectations for business and employer services, including employer outreach, sector partnership engagement, and delivery of workforce solutions that support hiring, retention, and skill development. LWDBs must integrate business services with employment, education, and training activities in alignment with [Training and Employment Guidance Letter \(TEGL\) 19-16](#), [TEGL 03-23](#), and [TEGL 16-16](#), and coordinate efforts with economic and education partners to support regional labor market needs.

LWDBs must maintain local operating procedures compliant with WIOA, 20 CFR, and Chapter 445, Florida Statutes, ensuring accurate reporting and accountability for those activities associated with this policy. Performance measures include those designed to gauge the effectiveness of LWDB services to individuals with barriers to employment and employer engagement. These requirements aim to guarantee high-quality workforce services and continuous improvement across Florida's workforce system.

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 April 10 – April 27, 2026. CareerSource Florida received 24 comments from 6 LWDBs. A thorough review of the comments was conducted by CareerSource Florida and FloridaCommerce. Approximately 88% of feedback received was incorporated into the policy or used to inform the development of technical assistance and guidance.

This policy applies to CareerSource Florida, FloridaCommerce, all 21 LWDBs and all planning regions.

## FOR CONSIDERATION

- Approval of this new workforce policy.

### ATTACHMENTS

[LWDB Consultation P89 Business and Employer Services](#)



# Workforce Policy

**POLICY  
NUMBER**

**P89**

<b>Title:</b>	Business and Employer Services		
<b>Policy Type:</b>	Programmatic		
<b>Program:</b>	Workforce Innovation and Opportunity Act		
<b>Effective:</b>	TBD	<b>Revised:</b>	N/A

## I. PURPOSE AND SCOPE

Florida’s workforce system is built around the needs of employers. Through strong business engagement, Florida helps businesses find skilled workers, close talent gaps, and respond quickly to changing labor market needs. Real-time labor market data and direct employer input guide training, hiring strategies, and workforce solutions—leading to faster job placement, industry-recognized credentials, higher earnings, and stronger WIOA performance outcomes.

Local Workforce Development Boards (LWDBs) are central to this effort. LWDBs align business services with education and training partners to build regional talent pipelines, support work-based learning, prevent layoffs, and strengthen local economies. Consistent with [Workforce Policy O125 – Business Engagement and Economic Development Support](#), this policy establishes clear statewide expectations for planning, delivering, documenting, and continuously improving business and employer services based on proven industry demand. These requirements apply to all LWDBs and workforce service providers using WIOA funds.

## II. KEY OBJECTIVES AND MEASURABLE PERFORMANCE OUTCOMES

LWDBs must demonstrate measurable improvements in:

- a. Alignment of training investments with labor market demand.
- b. Increase in on-the-job training, customized training, incumbent worker training, apprenticeships, and participation in other work-based training models.
- c. Candidate referral and hiring efficiency.
- d. Increased entered employment, median earnings, and effectiveness in serving employers.
- e. Continued repeat business and year-over-year business penetration.

## III. POLICIES AND PROCEDURES

Meaningful and sustained engagement with business is essential to achieving improved workforce system performance. By positioning employers as active partners in workforce strategy, program design, training delivery, candidate preparation, and recruitment and hiring activities, LWDBs drive stronger WIOA performance outcomes—including employment, earnings, and credential attainment—while ensuring federal and state

education and training investments are aligned with real-time industry needs. This employer-driven approach increases economic self-sufficiency, job placement and retention, reduces reliance on public assistance, and advances economic mobility for Floridians in high-demand, career-sustaining pathways.

## **A. Engaging Businesses as Strategic Partners**

LWDBs function as connectors, conveners, and collaborators that engage employers as strategic partners rather than one-time customers. Boards convene businesses through roundtables, focus groups, sector partnerships, Education and Industry Consortiums, and other forums that support the co-design of solutions addressing talent, training, and community workforce challenges. Employer engagement is comprehensive, targeted, and aligned with sector strategies and local labor market needs, ensuring that employers directly inform service design and regional workforce priorities.

### **1. Coordination and Partnerships**

Strong coordination and partnerships between LWDBs and industry ensure workforce, education, and economic development efforts align with employer needs and support efficient, high-quality service delivery. LWDBs should:

- a. Coordinate with local and regional economic development organizations, education partners, and industry associations.
- b. Establish formal partnerships through MOUs or comparable agreements.
- c. Participate in sector strategies and industry partnerships to address shared workforce challenges and promote a unified response to labor market demand.
- d. Collaborate with Education and Industry Consortiums consistent with [Workforce Policy O13 – Education and Industry Consortiums](#).
- e. Implement results-focused, work-based learning efforts to address employer-focused skills needs.
- f. Leverage co-enrollment opportunities and braid funding sources where appropriate.
- g. Streamline services to reduce duplication and remove barriers to efficient service delivery.

## **B. Delivering Workforce Solutions That Add Value**

LWDBs deliver demand driven business services that meet documented employer needs and produce measurable outcomes. Employer feedback, service data, sector strategies, statewide workforce priorities, and labor market information are used to design, assess, and adjust services such as recruitment support, labor exchange, workforce intelligence, and work based learning. LWDBs must maintain staff capacity, technology systems, and outreach strategies necessary to deliver business services efficiently and in alignment with WIOA requirements, federal guidance, and state priorities.

Consistent with the Reimagining Education and Career Help (REACH) Act<sup>1</sup> and [TEGL 19-16](#), LWDBs should leverage all allowable tools and resources authorized under WIOA and state law to expand access to employment, education, and training services that meet employer-validated talent needs and support pathways that lead to economic self-sufficiency, wage growth, and career advancement.

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<sup>1</sup> [s. 14.36, Florida Statutes](#)

## 1. Required Business and Employer Services

Consistent with WIOA sec. 134(d)(1)(A) and [20 CFR 678.435\(a\)](#), certain career services must be made available to local employers, specifically labor exchange activities and labor market information described in 20 CFR 678.430(a)(4)(ii) and 20 CFR 678.430(a)(6). LWDBs must establish and develop relationships and networks with large and small employers and their intermediaries. Local areas must also develop, convene, or implement industry or sector partnerships.

LWDBs may use WIOA Adult and Dislocated Worker funds to effectively deliver business and employer services, including the following:

- a. Strategic employer engagement and workforce planning
- b. Talent recruitment supported by labor market intelligence
- c. Targeted training, rapid response, and incentive alignment

## 2. Optional Business and Employer Services

Consistent with WIOA sec. 134(d)(1)(A) and [20 CFR 678.435\(b\)](#), LWDBs may use WIOA and Dislocated Worker funds to effectively deliver the business and employer services including the following:

- a. Customized business services may be provided to employers and employer organizations, including:
  - i. Targeted recruitment and hiring support
  - ii. HR consultation, compliance guidance, and accommodations
  - iii. Customized labor market and workforce insights

## C. Rapid Response and Layoff Aversion as Core Business Services

As required by [20 CFR 682 Subpart C](#) and [Training and Employment Guidance Letter \(TEGL\) No. 19-16](#), LWDBs must operate a strong rapid response and layoff aversion system as a core business service. Early action helps employers avoid layoffs, reduce their size, and limit harm to workers and local economies. Rapid response focuses first on business stability, job retention, and quick support when job loss risks appear.

LWDBs must maintain active relationships with employers and key partners, including economic development groups, chambers, small business support organizations, and local governments. These relationships ensure employers know who to contact and when. Early notice allows rapid response staff to assess risk quickly and deliver practical solutions that help businesses adjust and stay competitive.

Rapid response must prioritize layoff aversion. LWDBs must use business engagement, planning, data analysis, short-time compensation education, and other prevention tools to stop or delay layoffs. Early warning systems must trigger immediate outreach and service delivery when businesses face closure or downsizing. When layoffs cannot be avoided, LWDBs must act quickly to support employers and connect workers to reemployment and training services, while meeting all state and federal requirements. FloridaCommerce supports LWDBs in this work through the provision technical assistance on allowable and expected rapid response and layoff aversion activities.

## **D. Staff Training and Capacity Building**

Staff training supports consistent, accurate delivery of Business and Employer Services required under WIOA section 134(d)(1)(A) and [20 CFR 678.435](#) and aligns with local operating procedures (LOPs) and statewide workforce priorities. LWDBs must ensure business and employer services staff are properly trained and knowledgeable about workforce programs and available employer services. New and existing staff are required to complete training and credentialing in accordance with [Workforce Policy O92 – Staff Training and Credentialing](#), including Tier I training, required FL WINS modules, and applicable business services trainings.

## **E. Integration of Business Services with Employment, Education, and Training**

By using labor market intelligence and employer feedback to guide training design, career pathways, recruitment, and credential priorities, LWDBs ensure public funds support in-demand credentials that lead to employment, advancement, and higher median earnings. When LWDBs align these activities across regions and local areas, they increase scale, consistency, and return on investment. Coordinated work-based learning and expanded use of OJT, customized training, incumbent worker training, apprenticeships, and work experience strengthen employer partnerships, accelerate talent development, increase credential attainment and employment outcomes, and produce measurable gains across WIOA performance indicators.

### **1. Demand-Driven Service Alignment**

Integrating employer input, labor market intelligence, state-identified targeted industries, and business outreach findings into LWDB operations is critical to improving service effectiveness and performance outcomes for:

- a. Training program design, including identifying programs consistent with Eligible Training Provider List.
- b. Career pathway development.
- c. Recruitment and referral strategies.
- d. Credential priorities consistent with the REACH Act and the Master Credentials List, directing state and federal funds to in-demand workforce education and training credentials statewide and locally.

### **2. Coordinated Work-Based Learning**

Coordinating training and work-based learning strategies across regions and local areas enable LWDBs to expand access to training opportunities, reach larger talent pools, and address regional hiring needs. Coordinating training efforts across regions and local areas also help LWDBs:

- a. Identify employer needs appropriate for OJT, Customized Training, IWT, apprenticeships, or work experience, and reduce training costs for employers.
- b. Align training and credential investments to address local and regional talent needs more efficiently and at greater scale.
- c. Recruit and prepare job seekers for employment that meets employer expectations while reducing time to recruit and prepare job seekers for employment by aligning skills with employer expectations, resulting in faster hiring and improved placement outcomes.
- d. Ensure documentation and compliance with [20 CFR 680.720–680.840](#) while driving continuous improvement in WIOA performance results.

#### **IV. IMPLEMENTATION**

LWDBs must maintain LOPs and WIOA local plans that show how they implement this policy through integrated service delivery. These documents must explain how cross-program teams, shared case management, labor market data, employer input, and partnerships guide business and employer services. LWDBs must align these efforts with [Workforce Policy O3 – Sector Strategies](#) and [Workforce Policy O13 – Education and Industry Consortiums](#) to match education and training to industry demand, support the Master Credentials List, and deliver employer tools such as work-based learning, rapid response, and layoff aversion as guided by WIOA, workforce policy, and technical assistance letters.

LWDBs must assess the strength of employer partnerships, engagement with high-wage and high-demand industries, and results from employer-driven services. LWDBs must measure results using clear data and employer feedback, including satisfaction, repeat use, hiring outcomes, retention and evaluations designed to ensure employer supports are assisting in maintaining a stable and skilled workforce. LWDBs must use these measures to judge service quality, align with industry hiring needs, and show how workforce services support regional economic growth.

LWDBs must conduct internal monitoring in accordance with technical assistance and guidance issued by FloridaCommerce, to ensure compliance and drive improvement. FloridaCommerce, in consultation with CareerSource Florida, monitors compliance through annual programmatic review, quarterly data validation, and ongoing oversight to ensure alignment with state policy, WIOA requirements, federal and state laws, and required performance data quality standards consistent with issued technical assistance and guidance.

#### **V. ATTACHMENTS AND RESOURCES**

[Business Services Toolkit](#)

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

## **Action Item 6**

### **SUBSEQUENT DESIGNATION OF LOCAL WORKFORCE DEVELOPMENT AREAS AND LOCAL WORKFORCE DEVELOPMENT BOARD COMPOSITION AND CERTIFICATION**

#### **Subsequent Designation of Local Workforce Development Areas**

The Workforce Innovation and Opportunity Act (WIOA) requires that every two years after local workforce development areas (LWDA) are initially designated, the chief local elected officials (CLEO) and local workforce development boards (LWDB) must submit a request for subsequent designation of the local workforce development area. The Governor shall approve the request for subsequent designation of a local area if for the two most recent program years, the local area performed successfully; sustained fiscal integrity; and, in the case of a local areas in a planning region, met the regional planning requirements described in WIOA Section 106(c)(1).

- **Performed Successfully:** In accordance with § 679.260, for the purpose of determining subsequent local area designation, the term “performed successfully” means that the local area met or exceeded the levels of performance the Governor negotiated with the LWDB and CLEOs for core indicators of performance and that the local area has not failed any individual measure for the last two consecutive program years in accordance with a state-established definition, provided in the WIOA State Plan, of met or exceeded performance.
  
- **Sustained Fiscal Integrity:** For the purpose of determining initial and subsequent local area designation under [§ 679.250\(a\)](#) and [\(b\)](#), the term “sustained fiscal integrity” means that the U.S. Department of Labor (USDOL) Secretary has not made a formal determination that either the grant recipient or the administrative entity of the area misexpended funds due to willful disregard of the requirements of the provision involved, gross negligence, or failure to comply with accepted standards of administration for the 2-year period preceding the determination.

**FloridaCommerce and CareerSource Florida reviewed the local workforce development boards’ submissions to request subsequent designation of a local**

**area as described in Public Law 113-128, Chapter 2, Sections 106-107 – Workforce Development Areas and recommend full approval for all 21 LWDBs.**

**Local Workforce Development Board Composition and Certification**

Every two years, the State of Florida is required to certify one LWDB for each designated local area. Certification is contingent upon the LWDB meeting specific membership requirements outlined in the WIOA section 107(b) and its implementing regulation at 20 CFR § 679.320. Additionally, Section 445.004(11) of the Florida Statutes mandates that the State Workforce Development Board (SWDB), in collaboration with the Florida Department of Commerce (FloridaCommerce), verify each LWDB's membership for compliance with both federal and state laws.

For boards undergoing a second or subsequent certification, the state must also evaluate the local area's performance. This includes assessing how effectively the workforce investment activities supported the achievement of required performance accountability measures and the maintenance of fiscal integrity as specified under WIOA section 106(e)(2). These performance requirements are further detailed in [CareerSource Florida Workforce Policy P88 – Performance Requirements for Local Workforce Development Boards](#).

FloridaCommerce and CareerSource Florida reviewed the LWDB rosters and certification information against the federal requirements and [CareerSource Florida Workforce Policy G105 – Composition and Certification of LWDBs; Certification of One-Stop Systems; and Direct Service Provider Designation](#).

FloridaCommerce provided each local area with the results of the board roster review, notifying them of any identified issues. Several areas indicated they are taking steps to address these matters. **Based on this review, FloridaCommerce and CareerSource Florida recommends full certification for 12 LWDBs that meet all required standards.**

**FloridaCommerce and CareerSource Florida recommends conditional certification for the 9 LWDBs that have outstanding issues described below:**

- **Career Source Escarosa (LWDB 1)** does not have a private education provider on its Board of Directors to complete its required board composition. Approval is conditional on either the approval of a submitted waiver request or fulfillment of this requirement on or before June 30, 2026.

The LWDB has been placed on a performance improvement plan (PIP) for missing the negotiated goal for Youth Credential Attainment and Dislocated Worker Credential Attainment for two consecutive years with performance declines noted at the beginning of a third consecutive year. The anticipated resolution date for this item is June 30, 2028.

- **CareerSource Chipola (LWDB 3)** does not have a private education provider on its Board of Directors to complete its required board composition. Approval is conditional upon approval of the board's submitted waiver request or fulfillment of this requirement on or before September 1, 2026.
- **CareerSource Gulf Coast (LWDB 4)** does not have a private education provider on its Board of Directors to complete its required board composition. The LWDB selected Commercial Driving School, LLC as their private education provider and intends to obtain approval from local government. The anticipated resolution date for this issue is June 30, 2026.

The LWDB is designated for required technical assistance for missing the negotiated goal for the Dislocated Worker Measurable Skill Gains federal indicator for two years in a row. The LWDB negotiated performance for this goal but did not serve any participants in this category. The anticipated resolution date for this issue is June 30, 2028.

- **CareerSource Capital Region (LWDB 5)** was cited for deficiencies in fiscal practice by the Office of Inspector General. Approval is conditional upon the resolution of all identified fiscal deficiencies. The anticipated resolution date for this issue is June 30, 2027.

The LWDB is designated for required technical assistance for missing the negotiated goal for the Dislocated Worker Credential Attainment federal indicator two years in a row. The anticipated resolution date for this issue is June 30, 2028.

- **CareerSource North Florida (LWDB 6)** does not have a private education provider on its Board of Directors to complete its required board composition. Approval is conditional on either the approval of a submitted waiver request or fulfillment of this requirement on or before September 1, 2026.

The LWDB is designated for technical assistance for missing the negotiated goal for the Youth Entered Employment Quarter 4 federal indicator, two years in a row. The anticipated resolution date for this issue is June 30, 2028.

- **CareerSource Northeast Florida (LWDB 8)** did not have a private education provider on its Board of Directors to complete its required board composition during the time of review. Approval is conditional on either the approval of a submitted waiver request or fulfillment of this requirement on or before June 30, 2026.
- **CareerSource Citrus Levy Marion (LWDB 10)** is on a performance improvement plan (PIP) for missing the negotiated goals for Dislocated Worker Entered Employment Rate for Quarter 2 and Dislocated Worker Entered Employment Rate Quarter 4 federal indicators, two years in a row. The anticipated resolution date for this issue is June 30, 2028.

- **CareerSource Polk (LWDB 17)** is on a PIP for missing the negotiated goal for the Dislocated Worker Entered Employment Quarter 2 and Youth Credential Attainment Rate federal indicators, two years in a row, with declines noted in the first part of a third consecutive year. The anticipated resolution date for this issue is June 30, 2028.
- **CareerSource South Florida (LWDB 23)** does not have an executed Memorandum of Understanding (MOU) consistent with federal and state requirements. Approval is conditional upon approval of the board's submitted signed and executed MOU on or before September 1, 2026.

LWDBs granted conditional certification will receive technical assistance as needed to address outstanding issues. These boards are required to provide ongoing status updates throughout the conditional certification period. For boards whose conditional certification depends on submitting revised board rosters that demonstrate compliance with membership requirements, quarterly progress reports must be submitted outlining efforts to fulfill these requirements. All board composition deficiencies must be resolved within 12 months, aligned with the timeline for filling board vacancies as set forth in CareerSource Florida Workforce Policy G105.

## **FOR CONSIDERATION**

- **Approve subsequent local workforce development area designation requests for the following 21 local areas starting July 1, 2026, through June 30, 2028.**
  - **CareerSource Escarosa (LWDB 1)**
  - **CareerSource Okaloosa Walton (LWDB 2)**
  - **CareerSource Chipola (LWDB 3)**
  - **CareerSource Gulf Coast (LWDB 4)**
  - **CareerSource Capital Region (LWDB 5)**
  - **CareerSource North Florida (LWDB 6)**
  - **CareerSource Northeast Florida (LWDB 8)**
  - **CareerSource Citrus Levy Marion (LWDB 10)**
  - **CareerSource Central Florida (LWDB 12)**
  - **CareerSource Pasco Hernando (LWDB 16)**
  - **CareerSource Polk (LWDB 17)**
  - **CareerSource Suncoast (LWDB 18)**
  - **CareerSource Heartland (LWDB 19)**
  - **CareerSource Research Coast (LWDB 20)**
  - **CareerSource Palm Beach County (LWDB 21)**
  - **CareerSource Broward (LWDB 22)**
  - **CareerSource South Florida (LWDB 23)**
  - **CareerSource Southwest Florida (LWDB 24)**

- CareerSource North Central Florida (LWDB 26)
- CareerSource Brevard Flagler Volusia (LWDB 27)
- CareerSource Tampa Bay (LWDB 28)
  
- **Certify 12 LWDBs that have met the required standards:**
  - CareerSource Okaloosa Walton (LWDB 2)
  - CareerSource Pasco Hernando (LWDB 16)
  - CareerSource Suncoast (LWDB 18)
  - CareerSource Heartland (LWDB 19)
  - CareerSource Research Coast (LWDB 20)
  - CareerSource Palm Beach County (LWDB 21)
  - CareerSource Broward (LWDB 22)
  - CareerSource Southwest Florida (LWDB 24)
  - CareerSource North Central Florida (LWDB 26)
  - CareerSource Brevard Flagler Volusia (LWDB 27)
  - CareerSource Tampa Bay (LWDB 28)
  - CareerSource Central Florida (LWDB 12)
  
- **Conditionally approve the following 9 LWDB certifications contingent upon resolution of the outstanding issues described above by the resolution dates indicated.**
  - Career Source Escarosa (LWDB 1)
  - CareerSource Chipola (LWDB 3)
  - CareerSource Gulf Coast (LWDB 4)
  - CareerSource Capital Region (LWDB 5)
  - CareerSource North Florida (LWDB 6)
  - CareerSource Northeast Florida (LWDB 8)
  - CareerSource Citrus Levy Marion (LWDB 10)
  - CareerSource Polk (LWDB 17)
  - CareerSource South Florida (LWDB 23)

**[ATTCHAMENTS](#)**

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

## **Action Item 7**

### **LOCAL WORKFORCE DEVELOPMENT BOARD REQUESTS FOR DESIGNATION AS DIRECT PROVIDERS OF WORKFORCE SERVICES AND REQUESTS TO SERVE AS ONE-STOP OPERATORS**

#### **Designation as Direct Providers of Workforce Services**

The Workforce Innovation and Opportunity Act (WIOA) allows local workforce development boards (LWDBs) to serve as direct providers of basic and individualized career services (also referred to as “workforce services”), with the agreement of the chief elected official in the local area, LWDB, and the Governor. Section 445.007(6), Florida Statutes, allows for LWDBs to be designated as direct providers of intake, assessment, eligibility determinations, or other direct provider services, except training services. Further, it requires the state workforce development board (SWDB) to establish the criteria by which an LWDB may request permission to operate under this section and the criteria by which such permission may be granted. This includes but is not limited to reduction in the cost of providing the permitted services and the requirement that such permission shall be granted for a period not to exceed three years for any single request submitted by the LWDB.

LWDBs designated as a direct provider of career services must submit a performance report at the end of each program year during which direct workforce services were provided. The report must contain, at a minimum:

1. An analysis of cost savings as a result of the LWDB providing direct workforce services.
2. A description of improvement in performance outcomes.
3. A description of any “best practices” to be shared with other LWDBs.
4. Evidence that the direct service provision was incorporated into the local WIOA plan within 60 days of receipt of approval to serve as a direct provider of workforce services.

LWDBs approved to serve as direct provider of workforce services must submit the annual performance report by September 30 each year (or when requested by FloridaCommerce).

16 LWDBs requested approval for designation as direct providers of workforce services.

These LWDBs provided the required documentation as described in [CareerSource Florida Workforce Policy G105 – Composition and Certification of LWDBs; Certification of One-Stop Systems; and Direct Service Provider Designation](#). The Florida Department of Commerce (FloridaCommerce) and CareerSource Florida reviewed the submitted documentation.

FloridaCommerce and CareerSource Florida recommend full approval of the request for designation as direct provider of workforce services from the following ten LWDBs:

1. **CareerSource Okaloosa Walton** (LWDB 2)
2. **CareerSource Northeast Florida** (LWDB 8)
3. **CareerSource Pasco Hernando** (LWDB 16)
4. **CareerSource Suncoast** (LWDB 18)
5. **CareerSource Heartland** (LWDB 19)
6. **CareerSource Research Coast** (LWDB 20)
7. **CareerSource Palm Beach County** (LWDB 21)
8. **CareerSource Southwest Florida** (LWDB 24)
9. **CareerSource Tampa Bay** (LWDB 28)
10. **CareerSource Central Florida** (LWDB 12)

After a review of available information, FloridaCommerce and CareerSource Florida recommend conditional approval of the request for designation as direct provider of workforce services from the following six LWDBs contingent on the requirements described below:

- **CareerSource Escarosa (LWDB 1)** is on a performance improvement plan (PIP) for missing the negotiated goal for Youth Credential Attainment Rate and Dislocated Worker Credential Attainment Rate federal indicators, two years in a row.
- **CareerSource Gulf Coast (LWDB 4)** is designated for required technical assistance for missing the negotiated goal for the Dislocated Worker Measurable Skill Gains federal indicator, two years in a row. The LWDB negotiated performance for this goal but did not serve any participants in this category.
- **CareerSource Capital Region (LWDB 5)** is designated for required technical assistance for missing the negotiated goal for the Dislocated Worker Credential Attainment federal performance indicator, two years in a row.
- **CareerSource North Florida (LWDB 6)** is designated for required technical assistance for missing the negotiated goal for Youth Entered Employment Quarter 4 federal indicator, two years in a row.
- **CareerSource Citrus Levy Marion (LWDB 10)** is on a PIP for missing the negotiated goal for Dislocated Worker Entered Employment Rate Quarter 2 and

Dislocated Worker Entered Employment Rate Quarter 4 federal indicators, two years in a row.

- **CareerSource Polk (LWDB 17)** is on a PIP for missing the negotiated goal for the Dislocated Worker Entered Employment Quarter 2 and Youth Credential Attainment Rate federal indicators, two years in a row.

Recommended conditions of approval are as outlined below:

1. Ninety days after the approval of this action item, the LWDBs indicated above must begin re-procurement for this activity within their designated planning regions. If a contracted provider of services is identified through this procurement, conditional approval expires upon the execution of the contract with that provider of services. If no provider is identified through this procurement, the following conditions apply:
  - a. The LWDB must participate in required technical assistance and increased oversight by FloridaCommerce. Conditional approval is granted through June 30, 2028, for all applicable LWDBs.

### **Requests to Serve as One-Stop Operators**

WIOA requires LWDBs to use a competitive procurement process to select their one-stop operators, and to conduct a competitive procurement of one-stop operators at least once every four years.

LWDBs may serve as a one-stop operator, if selected through the competitive procurement process pursuant to 20 Code of Federal Regulations (CFR) 678.605 and 678.615(a). In instances where the LWDB competes to serve as the one-stop operator, a third party must complete the procurement process. The third party may be a consultant, a professional, or any other independent entity retained specifically to arrange, notice, and process the procurement. The third party must not bid on, compete for, or have any financial interest in the contract for procurement or its outcome. Pursuant to [CareerSource Florida Workforce Policy 97 – One-Stop Operator Procurement](#), if the LWDB successfully competes to serve as the one-stop operator, the LWDB must obtain approval from the Governor and the Chief Local Elected Official (CLEO).

Florida Commerce and CareerSource Florida reviewed all requests from LWDBs to serve as a one-stop operator. The attached requests, supplemental documents, checklists and additional compliance and performance information demonstrate the cost savings and other benefits of acting as one-stop operator. Consistent with 20 CFR 678.610 and Workforce Policy 97, the following LWDBs met compliance requirements to procure a one-stop operator and submitted the attached requests.

1. **CareerSource Central Florida (LWDB 12)**

The LWDB was conditionally approved to act as a One-Stop Operator in December 2025. Updated documents were provided to FloridaCommerce in January 2026, outside of the timeframe for inclusion in the January CareerSource Florida Board of Directors agenda packet. FloridaCommerce and CareerSource Florida confirm the requirements to be designated as the one-stop operator have been sufficiently met by CareerSource Central Florida and recommend full approval for LWDB 12 to serve as the one-stop operator effective July 1, 2026, through June 30, 2030, for which the LWDB requested to serve as one-stop operator.

## **2. CareerSource Okaloosa Walton (LWDB 2)**

CareerSource Okaloosa Walton is in active procurement status in search of a One-Stop Operator and anticipates making a recommendation to their Board of Directors on June 3, 2026, to begin operations on July 1, 2026. If the LWDB does not approve or does not act on the procurement for a One-Stop vendor, the LWDB will need approval to act as a One-Stop Operator until the local board approves a vendor. FloridaCommerce and CareerSource Florida recommend the SWDB conditionally approve CareerSource Okaloosa Walton's (LWDB 2) request to serve as a one-stop operator for the reasons described above.

## FOR CONSIDERATION

- **Authorize the full approval of the following local workforce development boards' requests to be designated as a Direct Provider of Workforce Services starting July 1, 2026, through June 30, 2028**
  - **CareerSource Okaloosa Walton (LWDB 2)**
  - **CareerSource Northeast Florida (LWDB 8)**
  - **CareerSource Pasco Hernando (LWDB 16)**
  - **CareerSource Suncoast (LWDB 18)**
  - **CareerSource Heartland (LWDB 19)**
  - **CareerSource Research Coast (LWDB 20)**
  - **CareerSource Palm Beach County (LWDB 21)**
  - **CareerSource Southwest Florida (LWDB 24)**
  - **CareerSource Tampa Bay (LWDB 28)**
  - **CareerSource Central Florida (LWDB 12)**
  
- **Authorize the conditional approval of the following local workforce development boards' requests to be designated as a Direct Provider of Workforce Services contingent on the requirements described above, starting July 1, 2026, through June 30, 2028.**
  - **CareerSource Escarosa (LWDB 1)**
  - **CareerSource Gulf Coast (LWDB 4)**
  - **CareerSource Capital Region (LWDB 5)**
  - **CareerSource North Florida (LWDB 6)**
  - **CareerSource Citrus Levy Marion (LWDB 10)**
  - **CareerSource Polk (LWDB 17)**
  
- **Approve CareerSource Central Florida's (LWDB 12) request to operate as a one-stop operator.**
  
- **Approve CareerSource Okaloosa Walton (LWDB 2) to serve as the one-stop operator on a conditional basis, pending procurement and subsequent approval of a permanent One-Stop Operator by the local board of directors.**

### [ATTACHMENTS](#)

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

## Action Item 8

### CAREERSOURCE FLORIDA ADDENDUM TO DESIGNATION OF TWO PLANNING REGIONS

Federal law requires all Local Workforce Development Boards (LWDBs) to be part of a designated Planning Region. LWDBs are assigned to Planning Regions by the Governor, in consultation with LWDBs and Chief Local Elected Officials (CLEOs). The goal of regional planning is to develop, align, and integrate strategies and resources to support regional economic growth.

[CareerSource Florida Workforce Policy 123 – Regional Planning Area Identification and Requirements](#) describe the requirements for local workforce development boards (LWDBs) related to planning region designations. Regional plans and local WIOA plans must align with Florida's WIOA Statewide Plan.

Only two LWDBs remain outside of a designated planning region. CareerSource Capital Region (LWDB 5), who has been identified to become part of the Northwest Florida Workforce Collective, and CareerSource Northeast Florida (LWDB 8), who has been identified to become part of the Nature Coast Regional Planning Area. After review of these requests, the Florida Department of Commerce (FloridaCommerce) and CareerSource Florida recommend that the CareerSource Florida Board of Directors acting as the state workforce development board (SWDB) approve the designation of these areas as follows:

**Northwest Florida Workforce Collective** to include CareerSource Escarosa (Escambia and Santa Rosa counties), CareerSource Okaloosa Walton (Okaloosa and Walton counties), CareerSource Chipola (Calhoun, Holmes, Jackson, Liberty, and Washington counties), CareerSource Gulf Coast (Bay, Franklin, and Gulf counties), and CareerSource Capital Region (Gadsden, Jefferson, Leon, and Wakulla counties).

**Nature Coast Regional Planning Area** to include CareerSource North Florida (Hamilton, Lafayette, Madison, Suwannee, and Taylor counties), CareerSource Northeast Florida (Baker, Clay, Duval, Nassau, Putnam, and St. Johns counties), CareerSource Citrus Levy Marion (Citrus, Levy, and Marion counties), and CareerSource North Central Florida (Alachua, Bradford, Columbia, Dixie, Gilchrist, and Union Counties).

## FOR CONSIDERATION

- Approve a recommendation to the Governor for the designation of the following WIOA Planning Regions:
  - Northwest Florida Workforce Collective
  - Nature Coast Regional Planning Area

### Supporting Documents:

- [Request for designation as WIOA Planning Region from CareerSource Northeast Florida \(LWDB 8\).](#)
- [Request for designation as WIOA Planning Region from CareerSource Capital Region \(LWDB 5\).](#)

# Information Items



## Speaker Bios

### Rick Beasley

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Rick Beasley has served as the Executive Director for the South Florida Workforce Investment Board (SFWIB), CareerSource South Florida (CSSF), since August 2005. In this position, he oversees workforce programs in Miami-Dade and Monroe counties with an operating budget of \$75 million. He is in charge of one of the nation's most dynamic "melting pots" – a diverse socioeconomic region. His vision for CareerSource South Florida is to create a model for the nation by establishing a world-class talent supply chain that fosters economic growth.

Beasley has provided leadership for a number of important workforce initiatives including the development of an Online Balance Scorecard, deployment of the CSSF Mobile Workforce Assistance Centers (five mobile units), development and implementation of the Miami-Dade County First Source Ordinance, and the South Florida Workforce State of the Workforce Report. CareerSource South Florida is one of the few Local Workforce Development Boards that sponsor career development offices on the campus of partner colleges and universities including St. Thomas University and Florida Memorial University as a way of increasing the talent pool and gaining early access/exposure to college graduates.

Prior to joining CareerSource South Florida, Beasley was the Director of the Missouri Department of Economic Development, Division of Workforce Development. In this position, he was responsible for managing Missouri's workforce development system and advising key policymakers on a broad range of workforce and economic development issues. Under Beasley's leadership, the Department of Economic Development Division of Workforce Development received the Governor's Award for Quality and Productivity in recognition for outstanding work.

### Joshua Matlock

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Josh Matlock is the President and CEO of CareerSource Suncoast, a private nonprofit dedicated to strengthening businesses and communities in Manatee and Sarasota counties by cultivating a highly skilled and adaptable workforce. With over a decade of experience in workforce development, Matlock has been committed to making strategic investments in people and partnerships, fostering opportunities that empower individuals and drive long-term prosperity.

Matlock has the honor of serving on Manatee Technical College's Board of Governors, the board of directors for the Boys & Girls Club of Manatee County, Manatee Chamber of Commerce, Bradenton Area EDC, and Vice President of the Florida Workforce Development Association.

## Madeline Pumariega

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Madeline Pumariega is the first female president appointed to lead Miami Dade College (MDC), one of the nation's largest educational institutions, and the first MDC alumna to serve in the role. Her career in higher education began at MDC, where she spent more than 20 years serving in leadership positions of increasing responsibility, ultimately becoming president of the Wolfson Campus. Prior to returning to MDC as president, she made history as the first female and Hispanic Chancellor of the Florida College System, overseeing 28 colleges serving more than 800,000 students statewide. In that role, she focused on expanding access, affordability, and workforce-focused education, while helping elevate Florida's national standing in higher education. She later served as executive vice president and provost at Tallahassee Community College, where she helped guide the institution through the COVID-19 pandemic and supported the transition to virtual learning and student engagement.

Beyond higher education, Pumariega previously served as President and CEO of Take Stock in Children, a statewide nonprofit dedicated to helping students break the cycle of poverty through education and career pathways. As president of MDC, she has led the development of a transformational strategic plan centered on student success, academic innovation, workforce development, and long-term institutional sustainability. She has prioritized partnerships with business and industry leaders to align academic programs with workforce needs, creating stronger career pathways for students and helping position MDC as a catalyst for economic growth and community transformation.

## Dr. Alexia Rolle, Ed.D.

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Dr. Alexia Q. Rolle is a native of Homestead, Florida, and a proud graduate of Miami-Dade County Public Schools. She holds degrees in Social Work, School Counseling, and Educational Leadership, and has dedicated her career to advancing student success, workforce development, and career education. Her leadership journey began with Miami-Dade County Public Schools, where she earned recognition for her impact on student achievement and engagement, including being named Secondary Counselor of the Year.

Today, Dr. Rolle serves as Dean of Career & Technical Education at Miami Dade College and Chair of its Apprenticeship and Preapprenticeship Program. Under her leadership, the college manages 23 registered apprenticeship programs—the most of any educational institution in Florida—and has earned national recognition from the U.S. Department of Labor as an Apprenticeship Ambassador, including recognition at the White House for its exceptional work. A respected leader in workforce education, Dr. Rolle serves as Lead Chair of the Florida College System Council of Workforce Education and is a frequent presenter at state and national conferences focused on talent development, apprenticeships, and the future of work. In 2026, she was selected as a member of Miami Fellows Class XII, recognizing her commitment to strengthening the future of the Greater Miami community.