

Strategic Policy and Performance Council Meeting

June 2, 2026

Welcome and Remarks



Sophia Eccleston

Chair

FOR PUBLIC COMMENT:

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

Consent Agenda

For Consideration:

- Approval of January 2026 Strategic Policy and Performance Meeting Minutes, to include any modifications or changes noted by the council.
- Approve to move forward to the full State Workforce Development Board the recommended sunset of 11 CareerSource Florida policies and their removal from the CareerSource Florida Policy Portfolio.

WIOA State Plan Two-Year Modification



Victoria Gaitanis

Vice President of Workforce Program Development

WIOA Core and Combined Partners

CareerSource Florida (State Workforce Development Board)

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

Florida Department of Education CAE (WIOA Title II)

Florida Department of Education Perkins V

Florida Department of Education VR (WIOA Title IV)

Florida Department of Education DBS (WIOA Title IV)

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

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

WIOA Consulting Partners

REACH

Florida Department of Agriculture and Consumer Services

Florida Agency for Persons with Disabilities (APD)

The Able Trust

Florida Economic Development Council

Florida Chamber Foundation

New Waiver Requests

1. Statistical Adjustment Model (SAM) Waiver
2. Supportive Services Post-Exit Waiver
3. American Job Center (AJC) Waiver
4. Training Contracts Waiver
5. 20 Percent Youth Work Experience Expenditure Waiver
6. Youth Program Elements Waiver

Renewal Waiver Requests

1. In-School Youth Individual Training Accounts (ITA) Waiver
2. Out-of-School Youth (OSY) Expenditure Requirement Waiver

Current and Conditionally Approved Waiver

1. On-the-Job (OJT) Wage Rate Reimbursement

WIOA Combined Plan Key Updates

- Addition of all Perkins V Programs
- Updates Florida's Targeted Industry Sectors.
- Stronger Accountability and Oversight – including specific apprenticeship targets for local workforce development boards.
- Submitted to USDOL on Tuesday, April 28, 2026 (90-day USDOL Review Period)
- Public Comment for WIOA Waivers at this link: [CareerSource Florida Policies and Initiatives](#)

Action Item 1

Revisions to Workforce Policy P5 – Registered Apprenticeship



Dr. Erin Sampson

Senior Director of Workforce Program Development

Key Policy Updates:

- Requires boards and apprenticeship navigators to promote apprenticeship and help grow registered apprenticeship and preapprenticeship programs that connect to a registered apprenticeship
- Sets goals to expand programs and participants and align partner work and employer services
- Establishes clear procedures to enroll customers, work with partners, and include apprenticeship in the WIOA local plan
- Consultation conducted with all 21 LWDBs from 4/10/26 to 4/27/26, with 81% of feedback received incorporated into policy or used to inform technical assistance and guidance.

Action Item 1

Revisions to Workforce Policy P5 – Registered Apprenticeship

For Consideration:

- Approve the recommended revisions to this Workforce Policy and move forward to the CareerSource Florida Board of Directors.

Action Item 2

*Revisions to Policy P123 – Planning Region
Identification and Requirements*



Dr. Erin Sampson

Senior Director of Workforce Program Development

Key Policy Updates:

- Requires all boards to join a planning region designated by the Governor with local input
- Planning Regions develop regional plans and service agreements that align services and support joint work
- Local boards within planning regions should share tools, best practices, and administrative work to improve services and meet performance goals
- Consultation conducted with all 21 LWDBs from 4/10/26 to 4/27/26, with 84% of feedback received incorporated into the policy or used to inform technical assistance and guidance.

Action Item 2

Revisions to Workforce Policy P123 – Planning Region Identification and Requirements

For Consideration:

- Approve the recommended revisions to this Workforce Policy and move forward to the CareerSource Florida Board of Directors.

Action Item 3

*Revisions to Policy G103 – Performance Requirements
for Local Workforce Development Boards*



Victoria Gaitanis

Vice President of Workforce Program Development

- States must use federal indicator of performance to determine (TEGL 11-19, Change 2):
 - when required technical assistance is necessary,
 - if a local area “performed successfully” for subsequent certification and designation decisions, and
 - when a state must take corrective action when a local area fails to meet the identified levels of performance.
- Additional guidance was issued in December 2025: [TEGL 23-19, Change 3](#)

Key Policy Updates:

- **Clearer Accountability with Built-In Support** : New 3-tier system for oversight (Monitor → Improve → Intervene)
- **Enhanced Monitoring & Transparency to Support Local Performance:** Clarifies monitoring categories and ongoing performance tracking
- **Greater Focus on Data Quality:** Adds requirements for local review and state validation of entered workforce data
- **Shift to proactive, supportive performance management** to provide clearer expectations, tools and supports to succeed
- Consultation conducted with all 21 LWDBs from 4/10/26 to 4/27/26, with 82% of feedback received incorporated into policy or used to inform the development of technical assistance and guidance.

Action Item 3

Revisions to Workforce Policy G103 – Performance Requirements for Local Workforce Development Boards

For Consideration:

- Approve the recommended revisions to this Workforce Policy and move forward to the CareerSource Florida Board of Directors.

Action Item 4

New Workforce Policy P89 – Business and Employer Services



Kelli Walter

Director of Business and Partner
Engagement, CareerSource
Florida



Nilda Blanco

Business Services Consultant and
Project Lead, CareerSource
Florida

Key Policy Updates:

- New policy requires local boards to deliver business and employer services consistent with federal law
- Employer services must be based on real business needs and labor market data
- Local boards integrate business services with training, work-based learning, rapid response, and layoff aversion
- Local boards must measure results and maintain procedures, staff training, records, and ongoing data review
- Consultation conducted with all 21 LWDBs from 4/10/26 – 4/27/26, with 88% of feedback received was incorporated into policy or used to inform the development of technical assistance and guidance.

Action Item 4

Workforce Policy P89 – Business and Employer Services

For Consideration:

- Approve this Workforce Policy and move forward to the CareerSource Florida Board of Directors.

Action Item 5

Subsequent Designation of Local Workforce Development Areas and Local Workforce Development Board Composition and Certification



Victoria Gaitanis

Vice President of Workforce
Program Development,
CareerSource Florida



Karmyn Hill

Bureau Chief of One Stop and
Program Support,
FloridaCommerce

Requirements: 20 CFR 679.250(b)

- The local area performed successfully for the two most recent program years
- The local area sustained fiscal integrity for the two most recent program years
- The local area met the regional planning requirements for the two most recent program years

Recommendations:

- All 21 Local Workforce Development Boards are recommended for full approval

Requirements

- Must be certified every two years
- Performed successfully
- Sustained fiscal integrity
- Met board composition requirements
- Ensured compliance with state and federal requirements

Recommendations for Full Approval of 12 LWDBs

CareerSource Okaloosa Walton	CareerSource Research Coast	CareerSource North Central Florida
CareerSource Pasco Hernando	CareerSource Palm Beach County	CareerSource Brevard Flagler Volusia
CareerSource Suncoast	CareerSource Broward	CareerSource Tampa Bay
CareerSource Heartland	CareerSource Southwest Florida	CareerSource Central Florida

Recommendation for Approval with Conditions for 9 LWDBs				
Board	Board Composition	MOU	Required TA	PIP
CareerSource Escarosa	✓			✓
CareerSource Chipola	✓			
CareerSource Gulf Coast	✓		✓	
CareerSource Capital Region			✓	
CareerSource North Florida	✓		✓	
CareerSource Northeast Florida	✓			
CareerSource Citrus Levy Marion				✓
CareerSource Polk				✓
CareerSource South Florida		✓		

Required Technical Assistance: Focus Area

- CareerSource Gulf Coast: Dislocated Worker Measurable Skill Gains
- CareerSource Capital Region: Dislocated Worker Credential Attainment, Fiscal Practices
- CareerSource North Florida: Youth Entered Employment Rate

Performance Improvement Planning: Focus Area

- CareerSource Escarosa: Credential Attainment Rate for Youth and Dislocated Workers
- CareerSource Citrus Levy Marion: Dislocated Worker Employment Rates, Apprenticeship
- CareerSource Polk: Youth Credential Attainment Rate, Dislocated Worker Employment Rate

Action Item 5

Subsequent Designation of Local Workforce Development Areas and Local Workforce Development Board Composition and Certification

For Consideration:

- Approve the recommendations and move forward to the CareerSource Florida Board of Directors

Action Item 6

Local Workforce Development Board Requests for Designation as Direct Service Providers and Requests to Serve as One-Stop Operators



Victoria Gaitanis

Vice President of Workforce
Program Development,
CareerSource Florida



Karmyn Hill

Bureau Chief of One Stop and
Program Support,
FloridaCommerce

Requirements: WIOA Section 107(c)(3)(C).

- Local Boards may request a waiver from the State Workforce Development Board to be a direct provider of career services
- The designation as a direct provider of workforce services may not exceed the duration of the local WIOA plan

Recommendation for Full Approval for 10 LWDBs

CareerSource Okaloosa Walton	CareerSource Suncoast	CareerSource Palm Beach County
CareerSource Northeast Florida	CareerSource Heartland	CareerSource Southwest Florida
CareerSource Pasco Hernando	CareerSource Research Coast	CareerSource Tampa Bay
	CareerSource Central Florida	

Recommendations with Conditions for 6 LWDBs			
Board	Required TA	PIP	Re-Procurement
CareerSource Escarosa		✓	✓
CareerSource Gulf Coast	✓		✓
CareerSource Capital Region	✓		✓
CareerSource North Florida	✓		✓
CareerSource Citrus Levy Marion		✓	✓
CareerSource Polk		✓	✓

Required Technical Assistance: Focus Area

- CareerSource Gulf Coast: Dislocated Worker Measurable Skill Gains
- CareerSource Capital Region: Dislocated Worker Credential Attainment, Fiscal Practices
- CareerSource North Florida: Youth Entered Employment Rate

Performance Improvement Planning

- CareerSource Escarosa: Credential Attainment Rate for Youth and Dislocated Workers
- CareerSource Citrus Levy Marion: Dislocated Worker Employment Rates
- CareerSource Polk: Youth Credential Attainment Rate, Dislocated Worker Employment Rate

Requirements: WIOA Section 121(g)

- Local Boards may request a waiver from the State Workforce Development Board to serve as their own One-Stop Operator

Recommendation:

- CareerSource Central Florida: Full Approval
- CareerSource Southwest Florida: Full Approval
- CareerSource Okaloosa Walton: Conditional approval until active procurement and Local Board approval are complete

Action Item 6

Local Workforce Development Board Requests for Designation as Direct Service Providers and Requests to Serve as One Stop Operators

For Consideration:

- Approve the recommendations and move forward to the CareerSource Florida Board of Directors.

Action Item 7

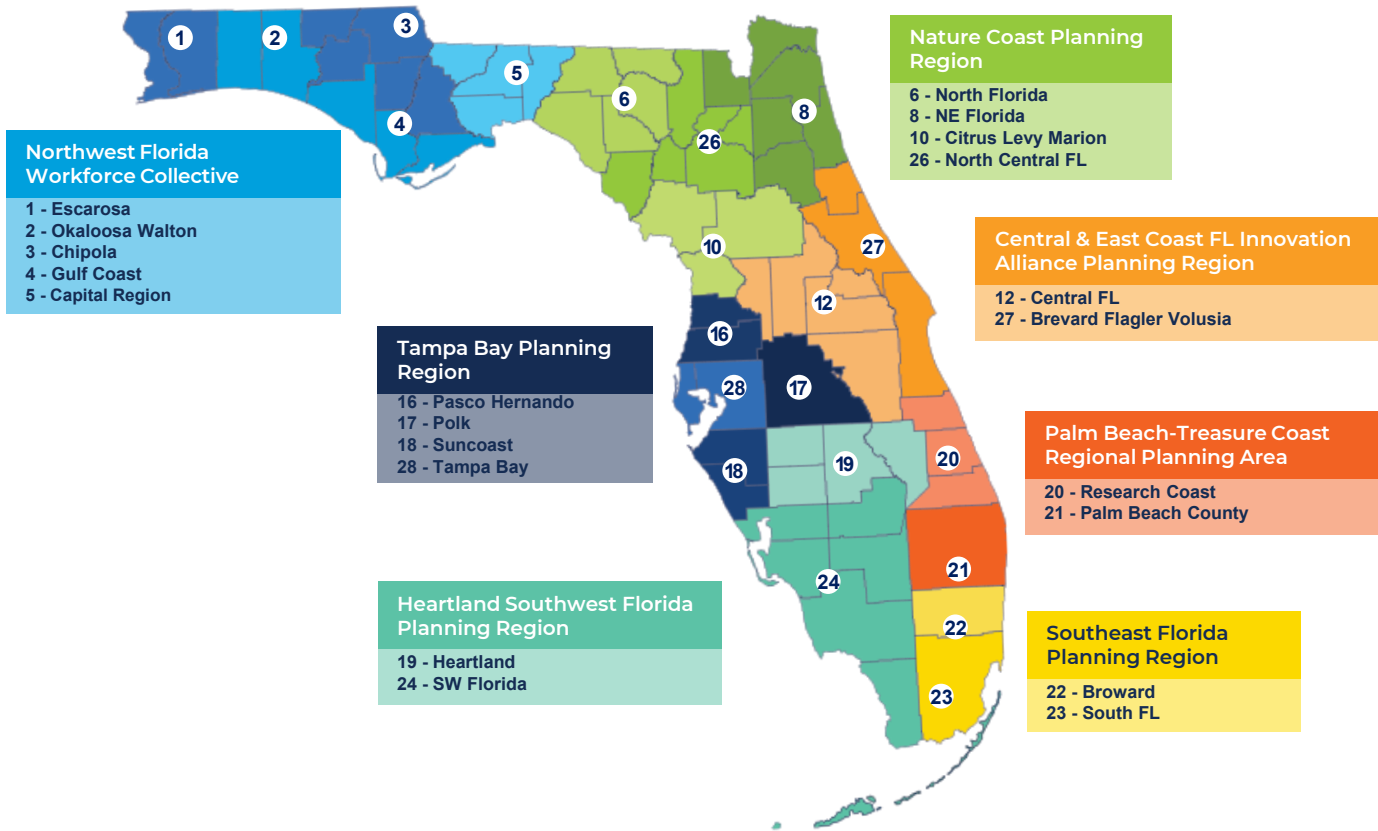
Addendum to Designation of Two Planning Regions



Garrick Wright

Program Director

WIOA PLANNING REGIONS MAP - 2026



Action Item 7

Addendum to Designation of Two Planning Regions

For Consideration:

- Approve the recommendations and move forward to the CareerSource Florida Board of Directors.

Workforce Program Development Updates

Supporting Business Engagement and Outreach



Kelli Walter

Director of Business and Partner
Engagement, CareerSource
Florida



Nilda Blanco

Business Services Consultant and
Project Lead, CareerSource
Florida

- **Statewide Strategic Priority**
 - Focus on strengthening business services and enhance employer talent strategies
- **Policy Alignment**
 - Training supports implementation of the State Board-approved strategic policy (January 2026), with additional policy guidance currently under consideration.
- **Comprehensive Training Framework**
 - Seven-module training series developed for business services staff statewide
 - Meets annual training requirements for frontline team members
 - Promotes consistency while allowing for regional flexibility

- **Strengthening Employer Engagement**
 - Reinforces a more intentional, relationship-based approach to business engagement
 - Supports the workforce system's role as a strategic talent partner to employers
 - Aligns services with business needs, workforce priorities, and economic efforts
- **Statewide Training Rollout (May-August)**
 - Instructor-led, multi-day sessions hosted regionally
 - Continuous education through digital, self-guided modules to be developed
 - Designed to evolve with system priorities and workforce demands
- **Focus on Performance and Outcomes**
 - Emphasizes employer-driven strategies, labor market alignment, and measurable results
 - Supports improved consistency, collaboration, and data-informed decision-making across the network

Local Workforce Development Board Monitoring Updates



Dr. Erin Sampson

Senior Director of Workforce
Program Development,
CareerSource Florida



Karmyn Hill

Bureau Chief of One Stop and
Program Support,
FloridaCommerce

- **Strengthen accountability and continuous improvement across LWDBs**
 - Improve service quality, outcomes, and fiscal stewardship
 - Target resources where they are most needed
 - Promote data-informed decision-making at the local level
 - Balance accountability, flexibility, and technical assistance
- **Align monitoring with risk, performance, and capacity**
 - Ensure compliance with federal and Florida statutory requirements
 - Data (LMI and Performance Indicators) as a core support, not just a compliance tool
 - Differentiate support and intervention by performance and compliance status
 - Emphasize technical assistance before corrective or intensive intervention

- **In accordance with federal regulations, guidance, and state statutes the State Workforce Development Board (SWDB) must monitor WIOA Sections 116 (performance accountability) and 184 (oversight), by:**
 - Establishing and overseeing a statewide performance accountability system
 - Conducting ongoing monitoring and oversight of local workforce boards
 - Ensuring a tiered approach to technical assistance, corrective action, and intervention
 - Promoting coordination and regional alignment in monitoring activities
 - Reporting, evaluating, and informing policy and system improvements statewide

- Workforce Policies (088, G103, and G104) collectively provide guidance and support for monitoring Local Workforce Development Board performance by:
 - Defining clear, standardized performance expectations
 - Providing a structured performance monitoring framework
 - Emphasizing technical assistance and performance improvement first
 - Supporting continuous improvement and system accountability
 - Defining a tiered escalation process—from corrective action plans to sanctions—when LWDBs fail to meet federal or state standards, ensuring responses are proportionate, documented, and aligned with due process

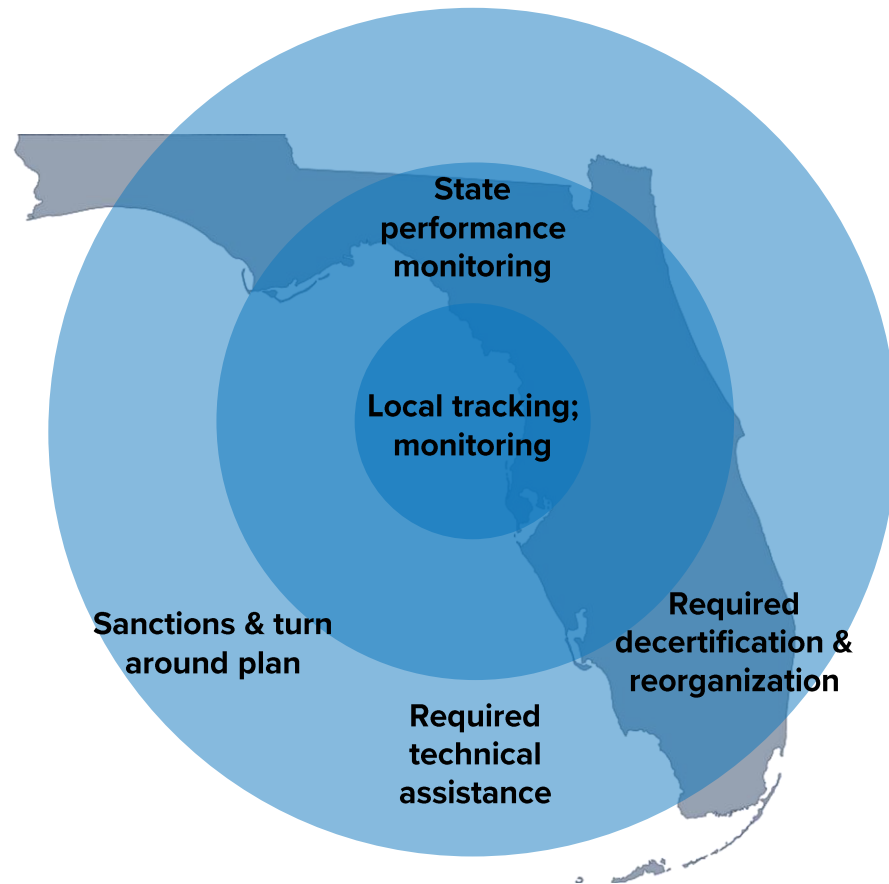
GOAL: To provide all possible guidance and support to LWDBs to prevent the necessity of required technical assistance, sanctions, and corrective actions.

Federal Indicators of Performance:

Employment Rate after exit, Median Earnings after exit, Credential Attainment Rate, Measurable Skill Gains and Effectiveness in Serving Employers

State Indicators of Performance:

Improvement in long term self-sufficiency, Return on investment, Subgroup performance



Performance Accountability Continuum

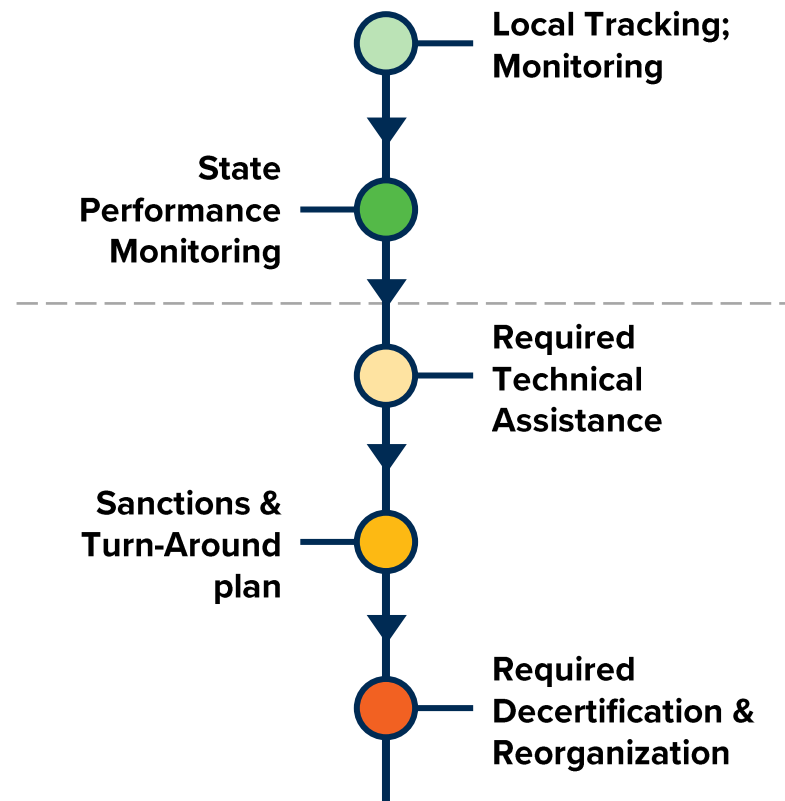
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The Shift: From Findings to Systemic Understanding

TRADITIONAL MONITORING



Focused on File-Level Compliance



Repeated Findings



Reactive Approach

BURDENSOME, LIMITED INSIGHT, SHORT-TERM FIXES

**A MORE
INTENTIONAL
WAY
FORWARD**

NEW MONITORING MODEL



Reinforces Local Control



Connects Compliance & Root Causes



Performance Informed



System-Level Insights

INSIGHTFUL, STRATEGIC, SUSTAINABLE IMPACT



What Changed in Monitoring Reports

- **Systemic Risk Overview:** Patterns and Repeat Issues
- **Cross-Program Themes:** Documentation, Data Integrity, Internal Controls
- **Performance Integration:** MSGs, Training Dates, Credential Validity

These improvements support **evaluating effectiveness, not just compliance.**



Recommended LWDB Actions

To prepare for the fully modernized monitoring system:

- Integrate EmployFlorida data validation into case management workflows
- Use Letter Grades, WIOA indicators, and monitoring results in strategic planning
- Treat every monitoring report as a forward-focused improvement tool



Performance + Monitoring = A Single System

Policy G103 explicitly links monitoring outcomes with:

- State and Federal performance measures
- Internal controls and data validation requirements
- Letter Grades
- Performance Improvement Plans
- State-level Technical Assistance and oversight

Monitoring is now designed to:

- Identify what is affecting performance
- Validate or diagnose performance trends
- Strengthen local capacity





Statewide Labor Market Update

Jimmy Heckman, Bureau Chief
Workforce Statistics and Economic Research
June 2026

Bottom Line

- ❑ In April 2026, Florida's total nonagricultural employment reached a record 10,032,900 jobs.
- ❑ In April 2026, Florida's labor force reached a record 11,150,000.
- ❑ In April 2026, Florida added 39,600 (+0.4%) private sector jobs over the month, four times faster than the national monthly rate (+0.1%); and
 - ❑ A total of 65,900 new private sector jobs when combining March + April.
 - ❑ April 2025 to April 2026, Florida's private sector employment grew by 23,900 jobs over the year.
- ❑ All major industries saw job gains in April 2026.
 - ❑ Florida's construction industry added 6,000 jobs in April 2026—one of the strongest monthly growth levels among all major sectors.



April 2026 Nonagricultural Payroll Employment

Total Jobs:
10,032,900

Up +40,500 (+0.4%) over
the month

Up +15,800 (+0.2%) over
the year

Private Sector Jobs:
8,890,500

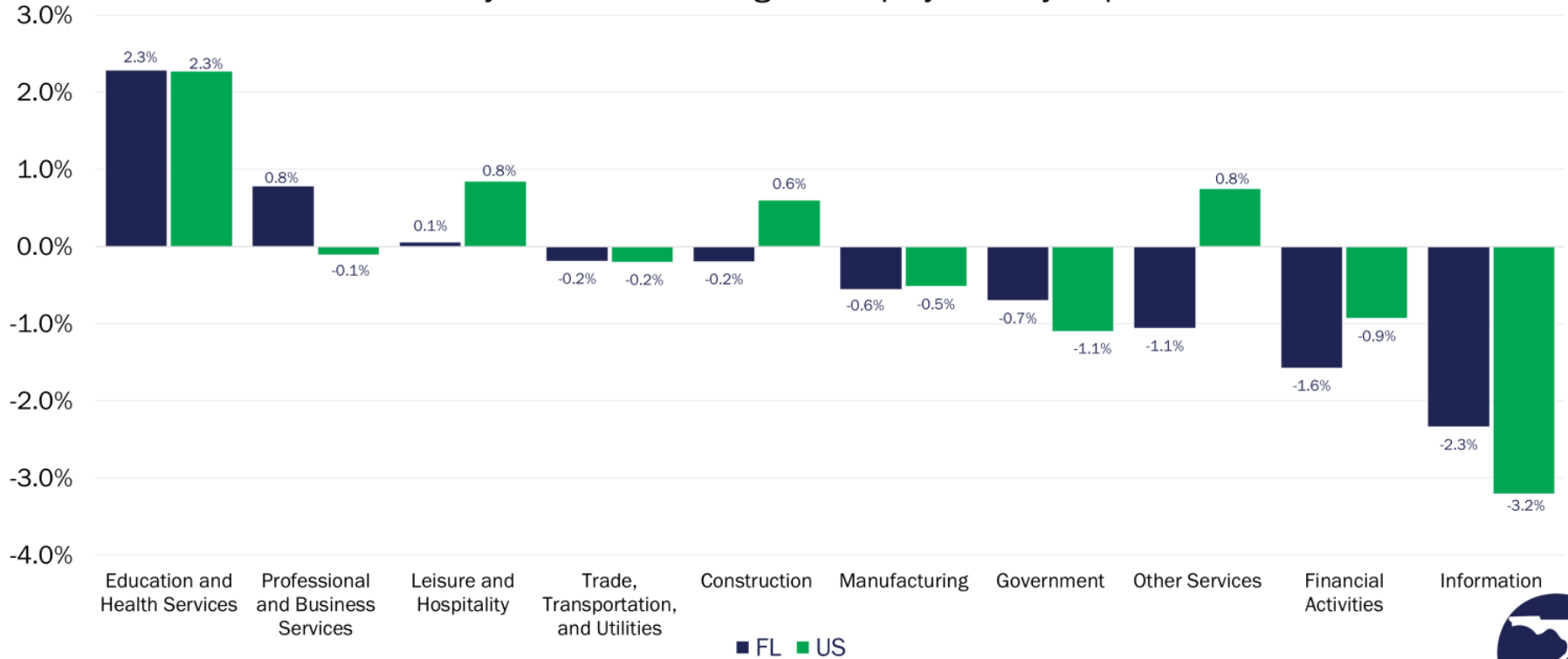
Up +39,600 (+0.4%) over
the month

Up +23,900 (+0.3%) over
the year



Florida and U.S. Industry Employment

Over-the-year Percent Change in Employment by Supersector



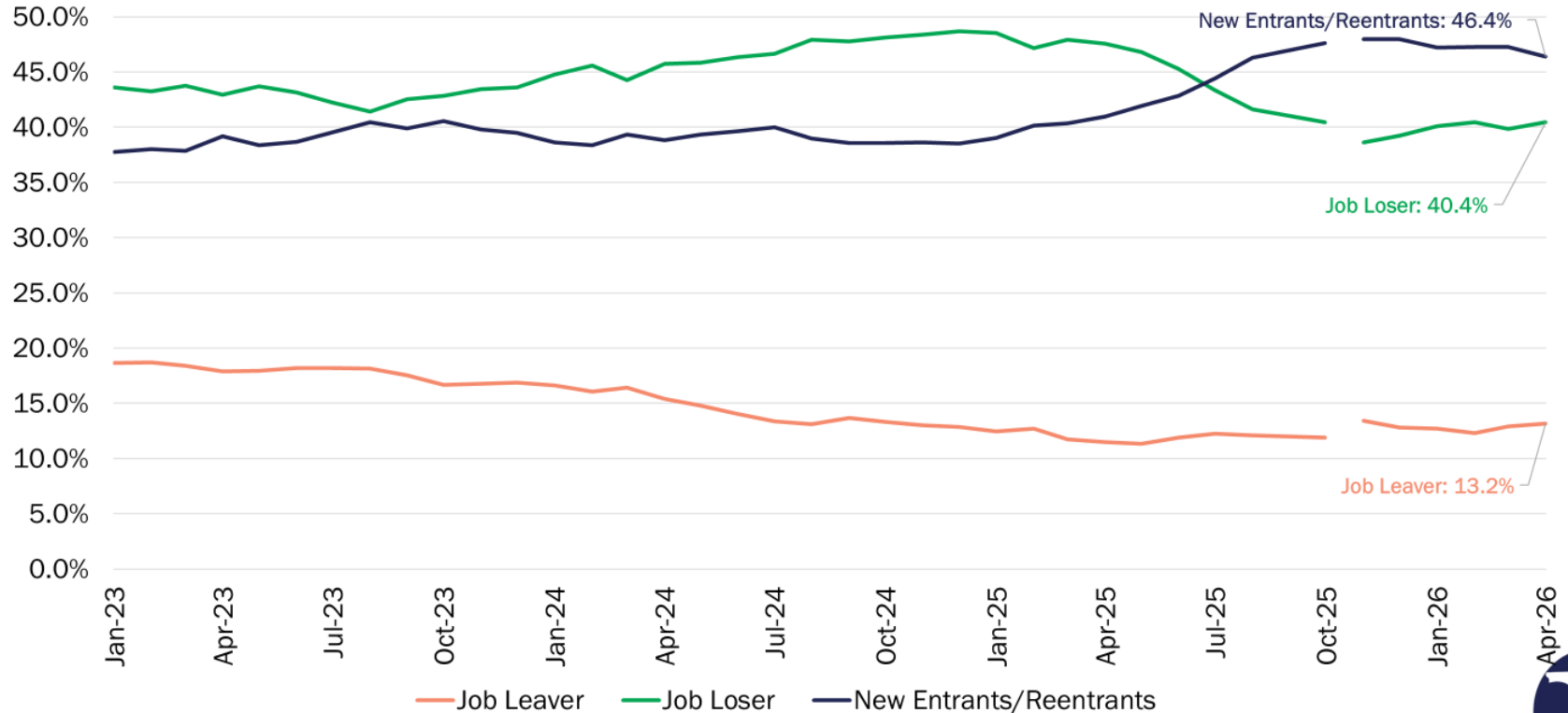
April 2026 Labor Force Statistics

Florida Unemployment Rate:
4.8%

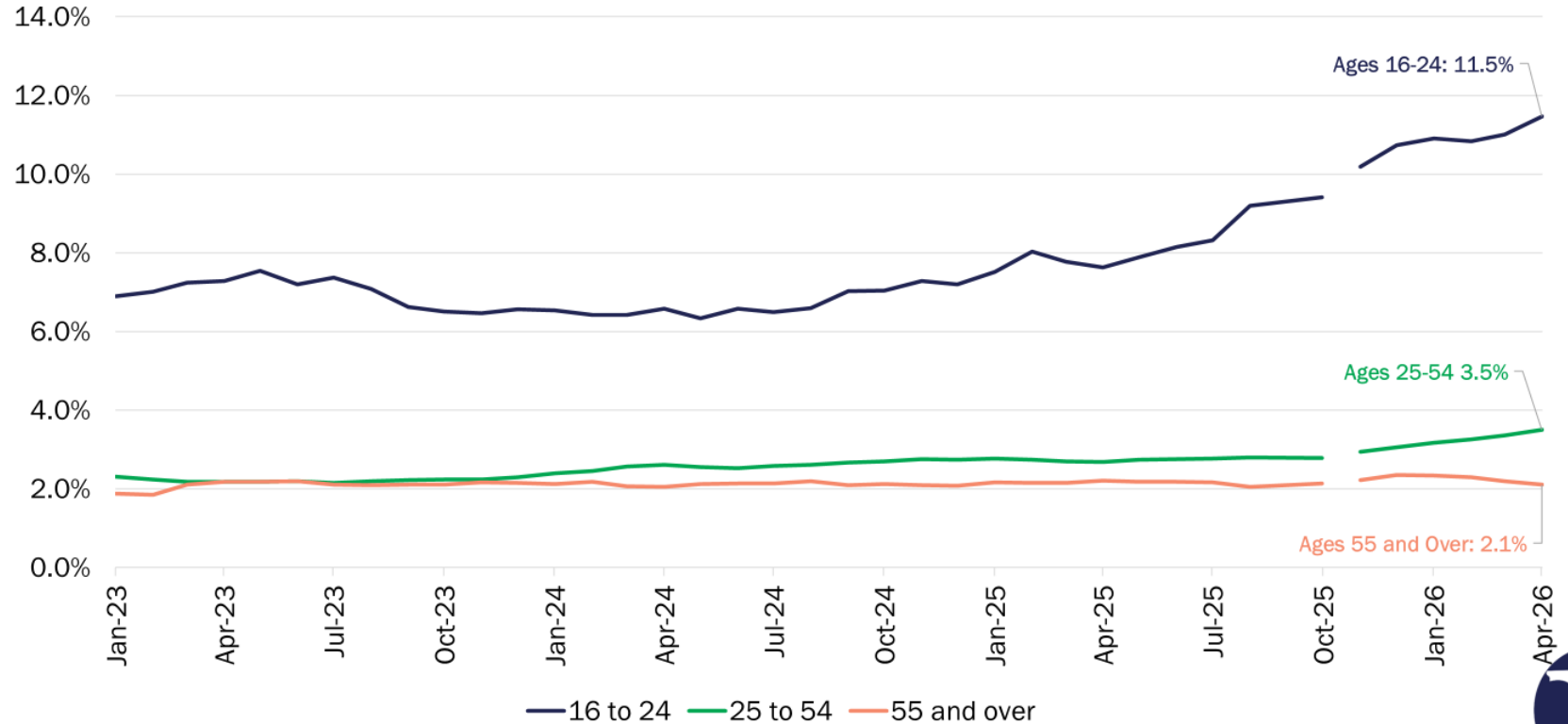
Florida Labor Force:
+38,000 (+0.3%) Over-the-Year



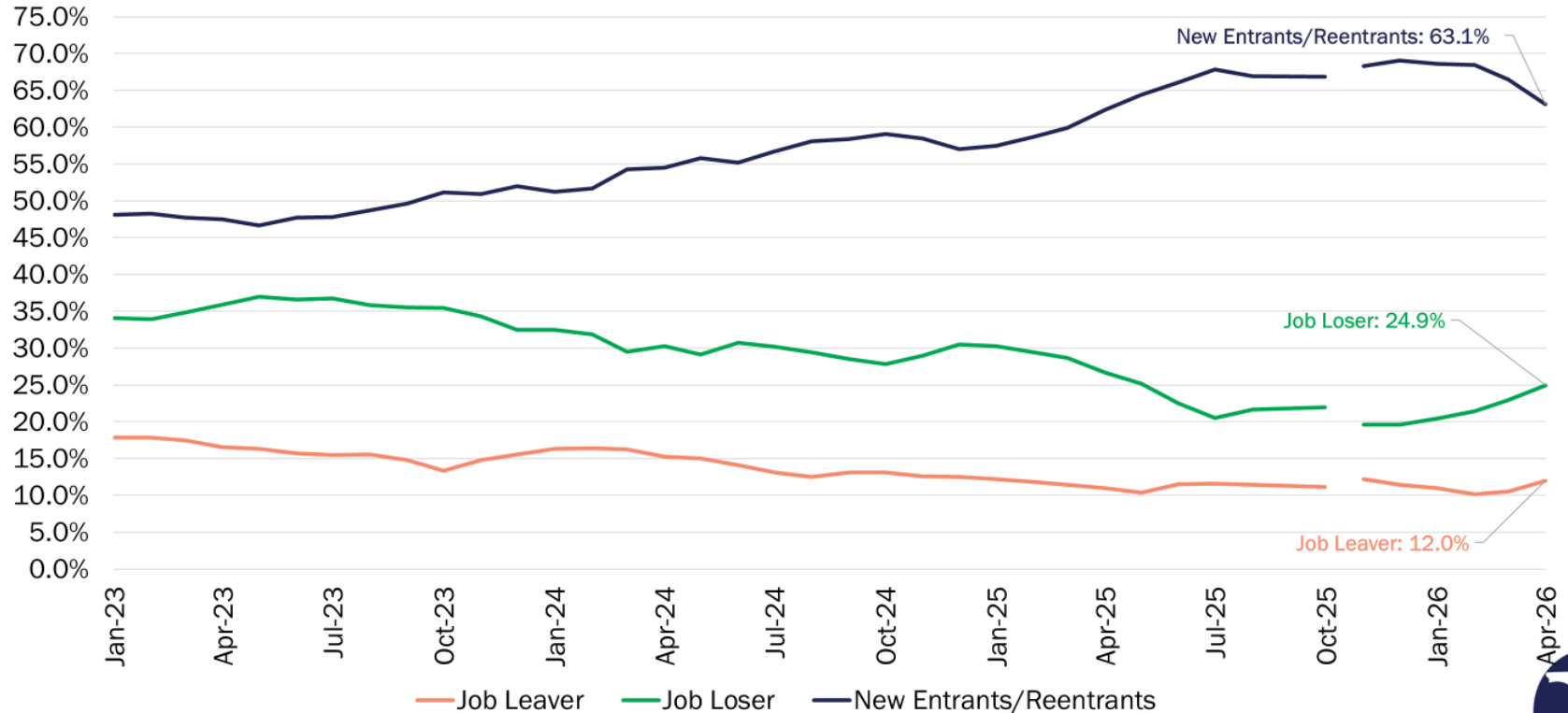
Reasons for Unemployment



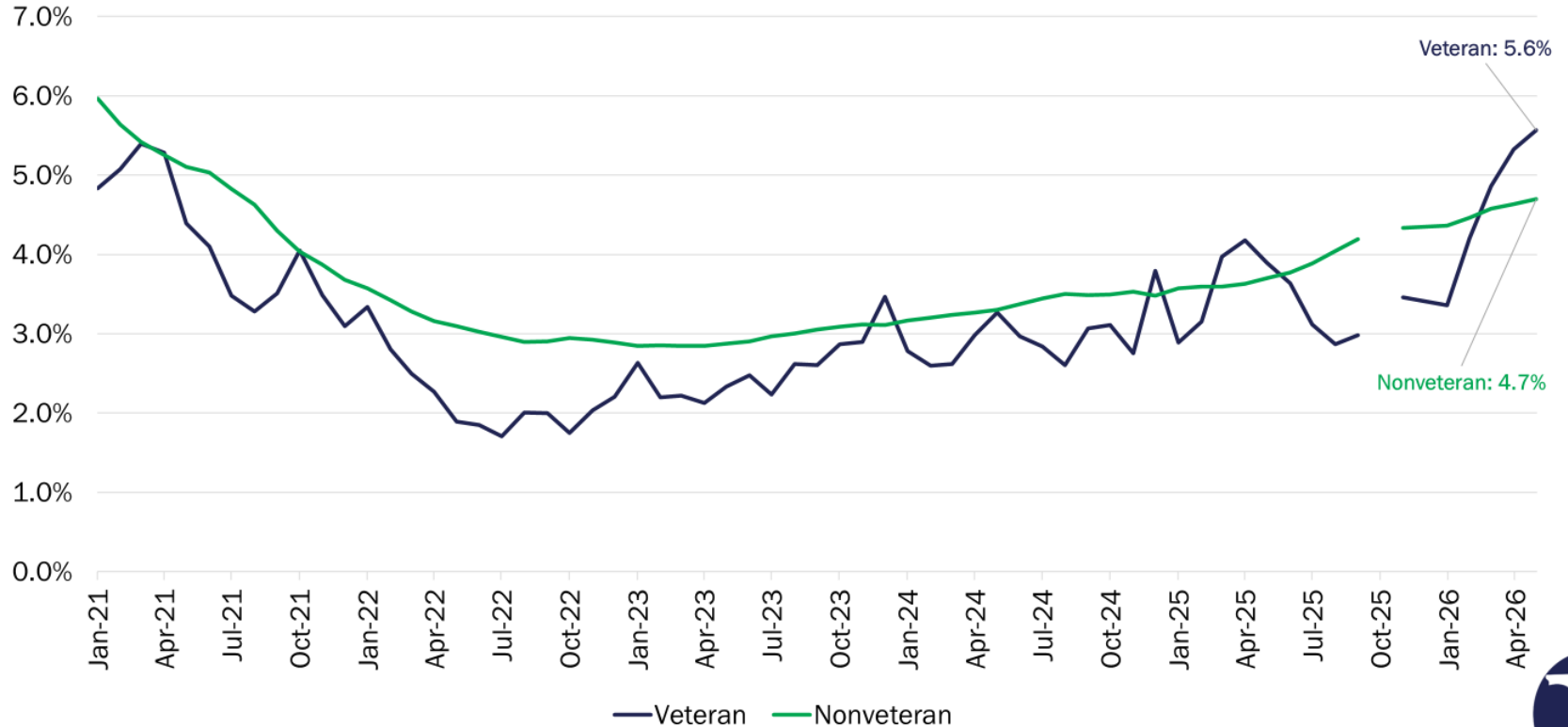
Unemployment Rate by Age



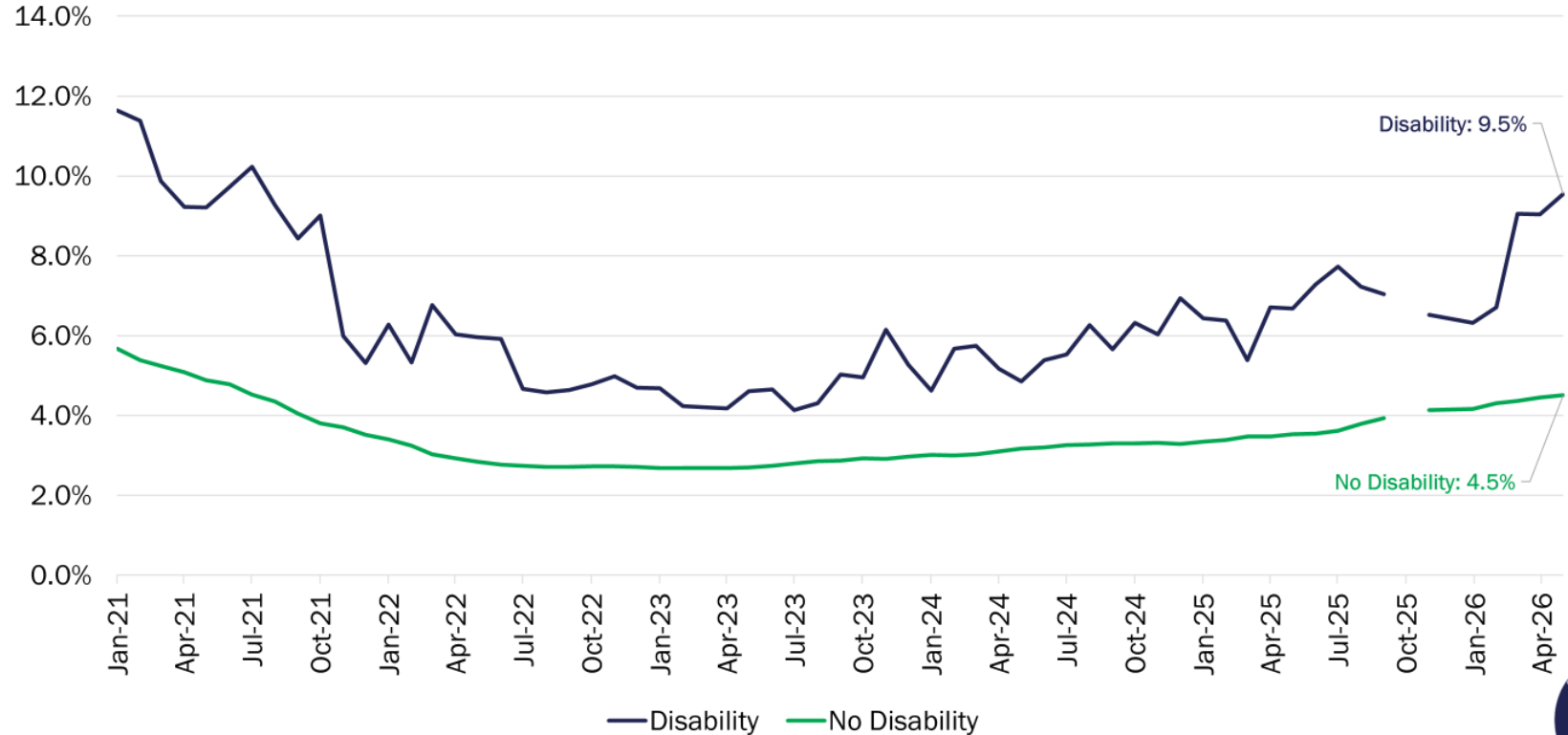
Reasons for Youth Unemployment in Florida



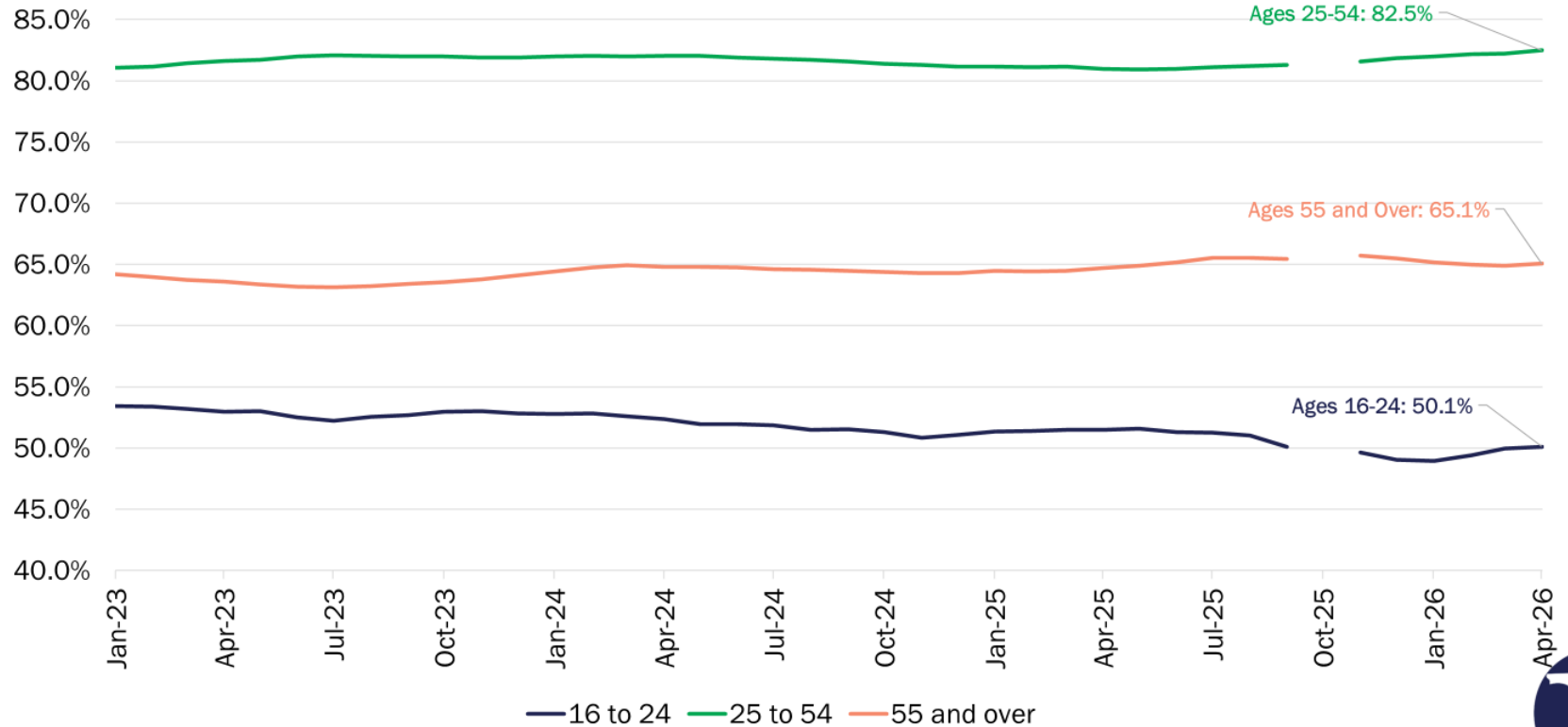
Unemployment Rate by Veteran Status



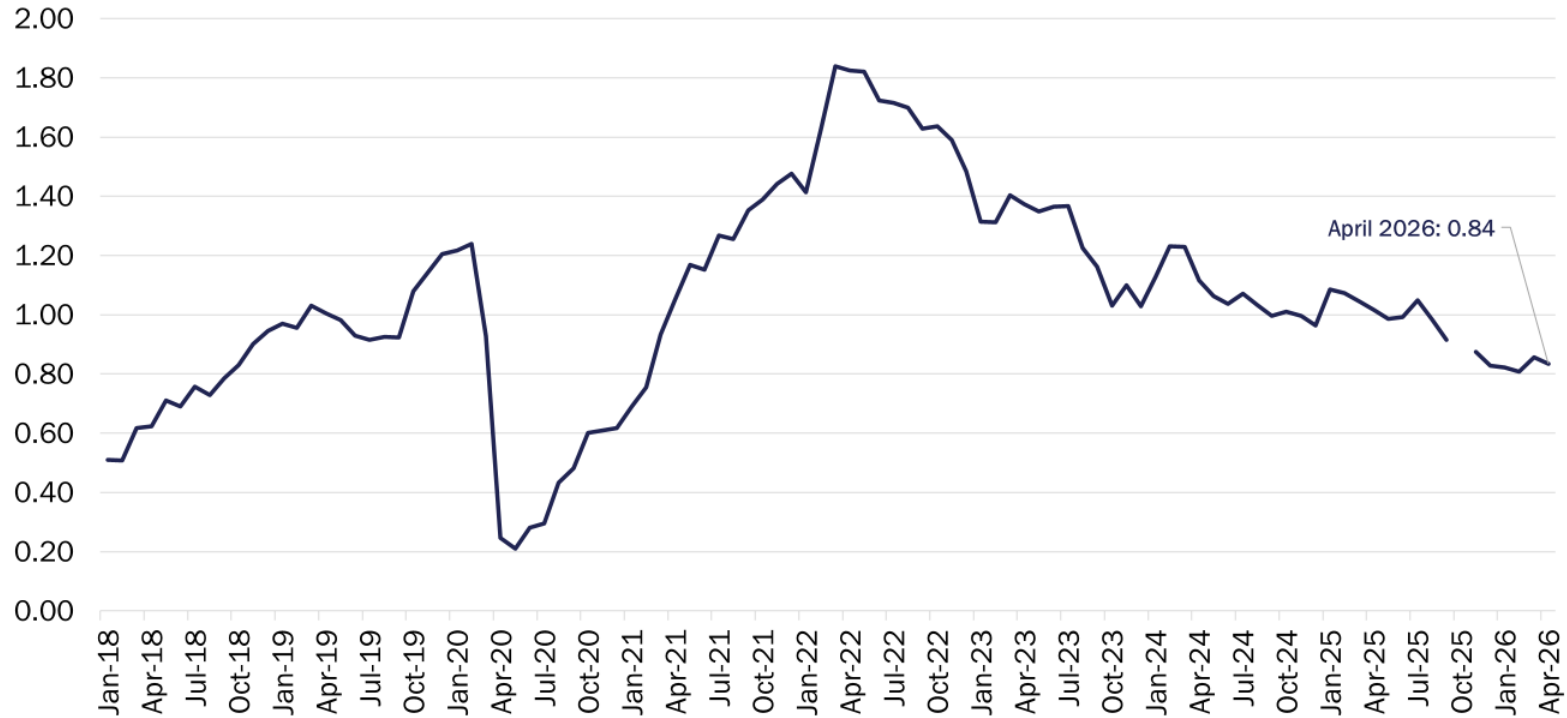
Unemployment Rate by Disability Status



Labor Force Participation Rate by Age



Help Wanted Online (HWOL) Job Postings per Unemployed Person



Questions and Answers



Contact Us

Thank You.

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



Contact Name

Email: James.Heckman@Commerce.fl.gov

Office: Bureau of Workforce Statistics and Economic Research





FLORIDA
COMMERCE

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

Kristy Farina, Economic Research and Program Performance

Bureau of Workforce Statistics and Economic Research

June 2026

Primary Indicators of Performance

Employment Indicators


- Employment 2nd Quarter After Exit
- Employment 4th Quarter After Exit
- Median Earnings 2nd Quarter After Exit

Education and Training Indicators

- Credential Attainment Rate
- Measurable Skill Gains



Primary Indicators of Performance – PY2025-26 Q3

	Adult	Dislocated Worker	Youth	Wagner-Peyser
Entered Employment Rate - Q2				
Entered Employment Rate - Q4				
Credential Attainment				
Measurable Skill Gains				
Median Earnings				



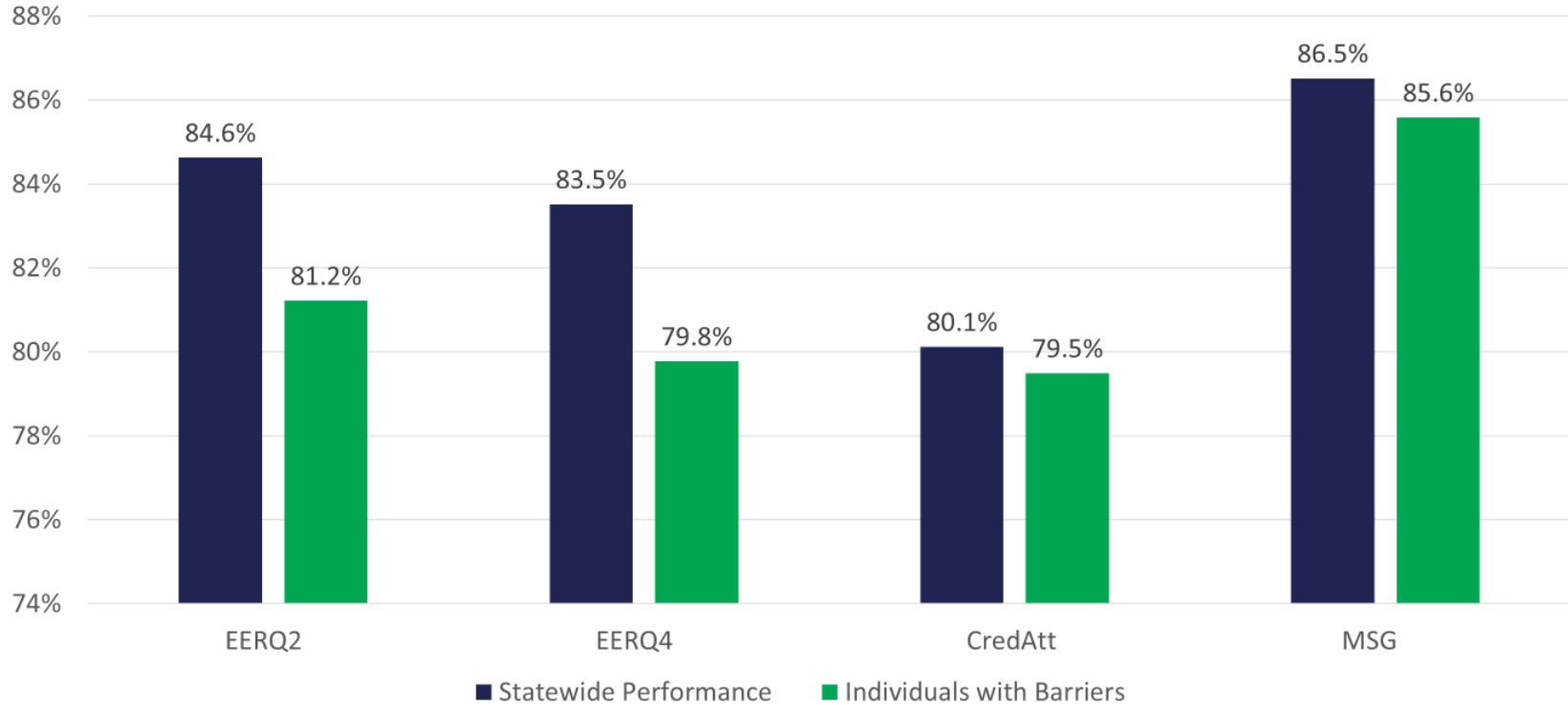
Jobs for Veterans State Grant (JVSG) – PY2025-26 Q3

Employment Indicators

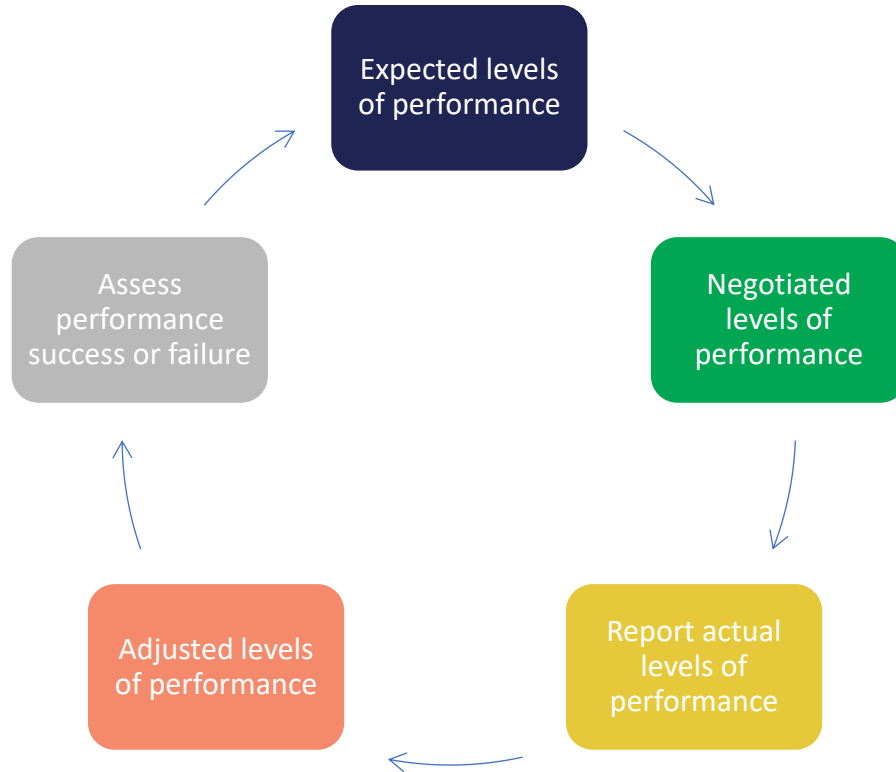
- Employment 2nd Quarter After Exit: 55.6%
- Employment 4th Quarter After Exit: 54.4%
- Median Earnings 2nd Quarter After Exit: \$8,757



Performance for Individuals with Barriers to Employment



WIOA Accountability Cycle



Questions and Answers



Contact Us

Thank You.

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



Contact Name

Email: Kristy.Farina@Commerce.fl.gov

Office: Economic Research and Program Performance



Florida's Statistical Adjustment Model



Victoria Gaitanis

Vice President of Workforce
Program Development,
CareerSource Florida



Kristy Farina

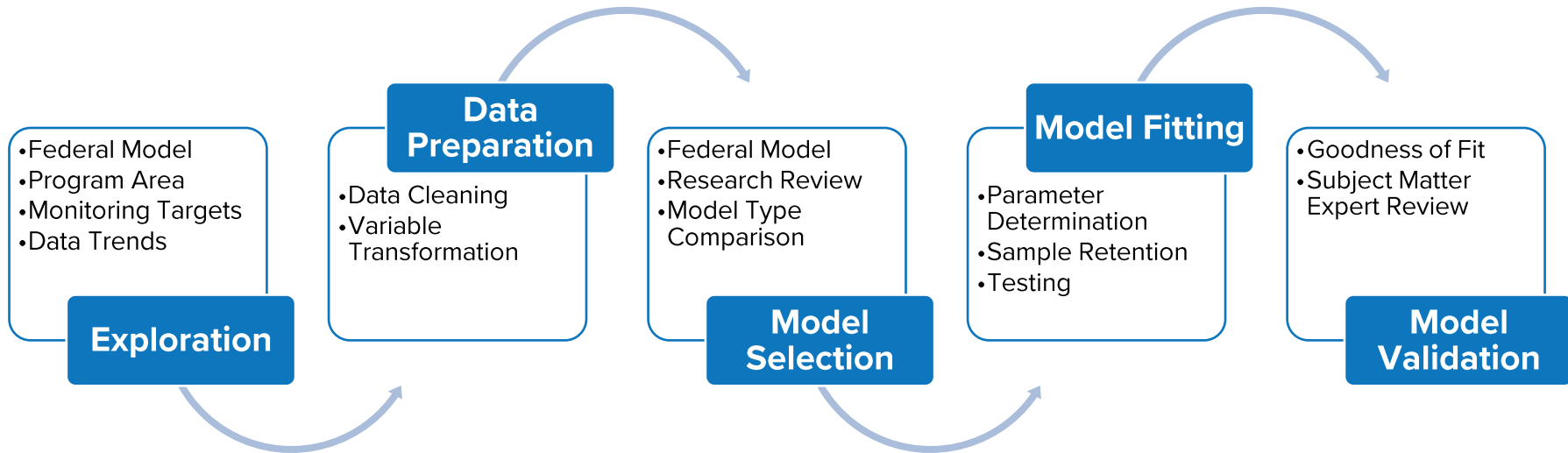
Economic Research and Analysis Administrator,
Bureau of Workforce Statistics and Economic
Research (WSER), FloridaCommerce

- **Federal model adjusts performance using:**
 - Race
 - Ethnicity
 - Sex
- **This approach:**
 - Distracts from actual barriers to work
 - Can misalign services and incentives
 - Raises legal and policy concerns
- **Florida's model refocuses the system on:**
 - Barriers to employment
 - Measurable outcomes (jobs, wages, skills)

Stronger Focus on What Works

- Prioritizes people with real barriers to employment
- Aligns with WIOA's intent to serve:
 - Low-income individuals
 - Justice-involved individuals
 - Individuals with other barriers to employment as described in 20 CFR 677.170(c)
- No change to Core Accountability
 - WIOA performance indicators
 - Negotiated performance levels
 - Continued monitoring and oversight
 - Only the **adjustment method** changes

Local Adjustment Model – The Process



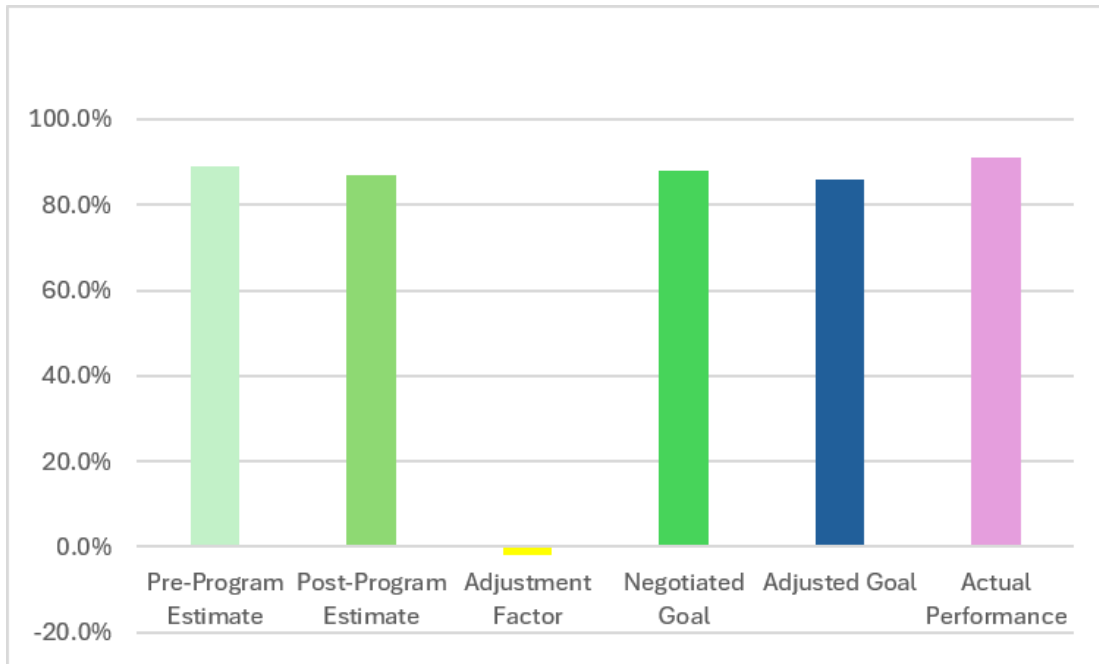
Development Process

- Enhanced focus on Barriers to Employment
 - Includes state priority populations: veterans and rural areas
- Evaluation of participant and economic factors
 - Better alignment with USDOL parameter definitions
 - Better reflects the impacts of Florida's Target Industry Sectors
 - Increased emphasis on education and employment history

Results

- Alignment with WIOA and state priorities
- Improved reliability

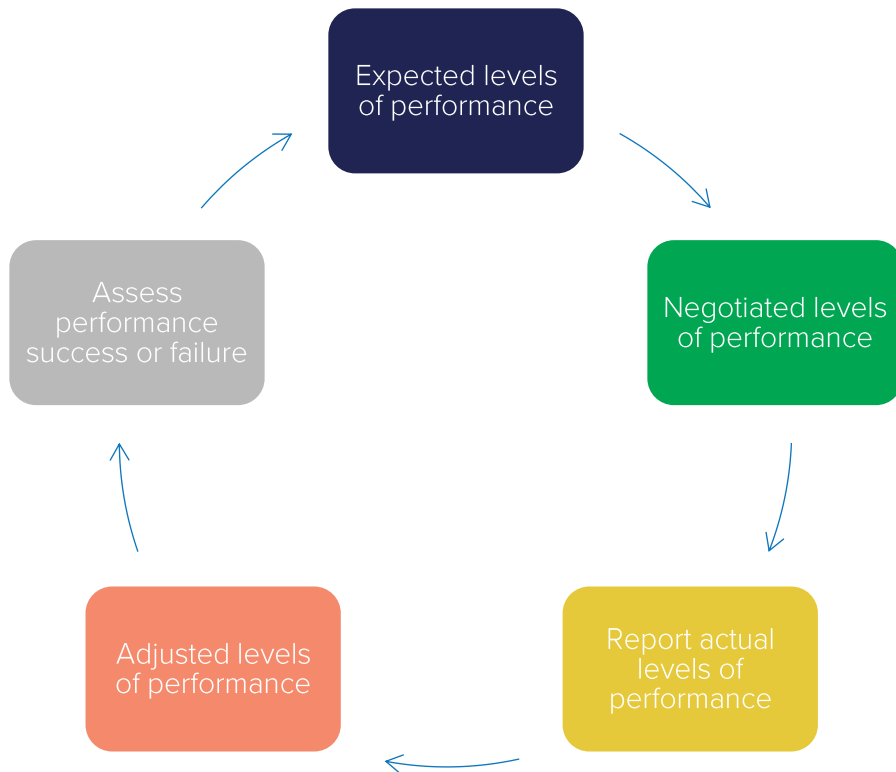
WIOA Indicator Score Assessment Simulation



Indicator Score Details	
Indicator Score	105.1%
Numerator	257
Denominator	284
Actual Performance	90.5%
Negotiated Goal	88.1%
Adjustment Factor	-2.0%
Adjusted Goal	86.1%

- Encourages targeted services to groups with demonstrated need
 - Long term unemployed
 - Justice-involved individuals
 - Youth and aging populations
- Consideration for local areas facing economic challenges
 - Unemployment rate
 - Local industry composition
 - Rural areas

WIOA Accountability Cycle



OPEN DISCUSSION AND PUBLIC COMMENT

Closing Remarks



Sophia Eccleston

Chair