

# Board of Directors Meeting

June 3, 2026

# Welcome and Remarks



**Stephanie Smith**

Chair



# Welcome and Remarks



**Stephanie Smith**

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:

1. January 2026 Board of Directors Meeting Minutes
2. March 2026 Executive Committee Meeting Minutes
3. 2026-2027 Master Credentials List
4. Approval of Secretary 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**

President and CEO

- Officially submitted to the U.S. Department of Labor on April 28
- Addition of all Perkins V Programs
- The modification advances strategies centered on:
  - Industry-driven workforce solutions
  - Worker mobility
  - Integrated systems
  - Accountability
  - Flexibility and innovation
- Includes six waiver requests intended to strengthen service delivery across the workforce system

- Served more than 1,600 adults, youth, dislocated workers, and Hope Florida participants
- Employment and training activities have focused on key workforce priorities, including:
  - Career exploration for youth
  - Expanded support and opportunities in rural areas across the state
  - Training aligned with in-demand sectors such as healthcare, transportation, and manufacturing
  - Supporting pathways to meaningful employment and self-sufficiency for Hope Florida Participants and Veterans
- More than 1,300 credentials awarded
- More than 850 participants secured employment
- More than 650 support services were provided

- **\$3 Million** - Incumbent Worker Training Grant Program
- **\$2 Million** - Rural Initiatives
- **\$2.5 Million** - Apprenticeship Expansion for Sectors of Strategic Focus
- **\$150,000** - Network Training
- **\$4.15 Million** - CareerSource Florida Network Navigator Positions
- **\$800,000** - Veterans Specialist Salary Supplement
- **\$140,000** - Workforce Summit



Performance



Monitoring



Business  
Services

- **New dashboard for Chief Local Elected Officials (CLEOs)**
  - Consolidates workforce performance, fiscal, and oversight data into one centralized view.
  - Streamlines access to key metrics, including letter grades, performance outcomes, and expenditure data.
- Updated quarterly reporting framework strengthens transparency, accountability, and local workforce system oversight.
- Supports CLEOs in strategic planning, governance responsibilities, and informed workforce investment decisions across all 21 local workforce development boards.

## Responsibilities of Chief Local Elected Officials (CLEO)



CLEOs play a critical role in strengthening Florida's workforce system and advancing economic prosperity

### APPOINT & APPROVE

- Appoint LWDB members
- Approve the LWDB budget
- Establish bylaws with LWDB

### FISCAL RESPONSIBILITY

- Assume liability for WIOA funds
- Designate fiscal agent
- Monitor fiscal effectiveness

### STRATEGIC PLANNING

- Request area designation
- Develop local/regional plans
- Negotiate performance measures

### OVERSIGHT

- Negotiate MOU with partners
- Oversee delivery system
- Review executive performance

### CLEOs:

- **Appoints** the Local Workforce Development (LWDB) board members
- **Approve** the LWDB budget consistent with local plan
- **Each CLEO (county/local area) are liable** for WIOA grant funds allocated to the local area and serves as the local grant recipient
- Support strategic planning, consult with the Governor, State Workforce Development Board (SWDB), and LWDB
  - o Development of the WIOA 4-year local plan
  - o Negotiate and reach agreement on local performance accountability measures for each program year
  - o Request local area designation to continue operating as the Local Workforce Development Area (LWDA)
- **Provide oversight** of the Fiscal Agent, LWDB, Board Sta., and the performance of the One-Stop delivery system
- **Establish agreements** with core and combined partners for operations and funding of local job centers

Reference Source: Local Workforce Development Area and Board Governance (Policy G110, revised 12/11/2024).

### PERFORMANCE MEASURES

PROGRAM YEAR	EXCEEDED/MET	DID NOT MEET
2nd PY 25-26	12 of 18	3 Adult, 2 DW, 1 Youth
1st PY 25-26	12 of 18	3 Adult, 2 DW, 1 Youth
4th PY 24-25	14 of 18	1 Adult, 2 DW, 1 Youth
3rd PY 24-25	16 of 18	1 Adult, 1 Youth

### LETTER GRADES

LETTER GRADES	SCORE	GRADE	LWDB RANKING
1st PY 25-26	73.34	C	21 out of 21
4th PY 24-25	81.38	B-	18 out of 21
3rd PY 24-25	84.65	B	15 out of 21
2nd PY 24-25	83.16	B	17 out of 21

### FUNDING (as of 3/30/26)

CATEGORY	AWARDED	EXPENDED	EXPEND RATE
<b>WIOA, WT &amp; WP</b>	\$4,592,533	\$1,934,735	42.13%
Network Navigators	\$228,571	\$160,025	70.01%
Sectors of Focus	\$200,000	\$68,135	34.07%
WIOA Rural Initiatives	N/A	N/A	N/A
State Rural Initiatives	Did not apply	N/A	N/A
Youth Career Exploration	N/A	N/A	N/A

## State Workforce Board Priorities for 4th Quarter PY 25–26

### 2024-2028 WIOA COMBINED PLAN (TWO-YEAR MODIFICATION)

- Improve outcomes for Floridians — particularly those facing barriers to employment
- Ensure businesses have access to skilled talent to drive continued economic growth

### BUSINESS SERVICES

- Focused on Local Workforce Development Boards (LWDBs) delivering meaningful outcomes to businesses
- Reducing barriers for employers to access talent and services

### TARGETED INDUSTRY SECTORS

- Aerospace & Aviation
- AdTech
- Energy Security
- Financial Services
- Information Technology
- Life Sciences
- Maritime
- Military & Defense

### KEY DATES

#### MARCH - APRIL

- Local Area Designation & LWDB recertification
- One Stop Operator & Direct Service Provider approval

#### MAY - JUNE

- Close out current fiscal year LWDB Annual Budget
- Review and approve next fiscal year LWDB Annual Budget
- Review and approve Local Plan

Reference Source: Local Workforce Development Area and Board Governance (Policy G110, revised 12/11/2024).

PROGRAM	2025Q2	2025Q1	2024Q4	2024Q3
WIOA Adult	75	99	120	140
Dislocated Worker	11	11	12	10
Youth	184	165	191	188
JVSG/Veterans	110	129	124	117
TANF	116	113	130	156
SNAP	185	101	120	129
Off Public Assist.	177	182	181	169

### PROGRAM MONITORING

Next scheduled monitoring visit: May 11–15, 2027

**2024–2025 Programmatic Report (released December 1, 2025)**

- Identified 10 Findings and 10 Other **Noncompliances**
- 3 Findings were repeat Findings from the prior review
- Overall, the Findings and ONI related to last review

### FISCAL MONITORING

Next monitoring review period: May 11–15, 2027

**2023–2024 Financial Monitoring Report (draft in review)**

- Identified 2 Findings and 0 Other **Noncompliances**
- 0 Findings were repeat Findings from the prior review
- Overall, the Findings and ONI related to last review



- FloridaCommerce Health Care Innovation Pitch Day
- FEDC/Select FL Board Meeting
- Opportunity Zone 2.0 Strategic Roundtable
- Florida Rural Business Resource Tours (Gadsden, Calhoun, Franklin, Wakulla, and Jackson counties)
- eMerge Americas Annual Conference
- FCAN Talent Strong Summit
- FEDC IGNITE Annual Conference
- National Association of Workforce Development Professionals



- Performance Updates
- ITA Waiver Requests
- Outreach Plan
- August 2026 Board of Directors Meeting Policies:
  - Education and Industry Consortiums (Workforce Policy O13)
  - Sector Strategies (Workforce Policy O3)
  - Local Targeted Occupation List (Workforce Policy P82)

# Upcoming Meetings:

- **Board of Directors Information Meeting**
  - July 1, 10:00 – 11:00 a.m.
  - *Virtual*
- **Credentials Review Committee Meeting**
  - August 19, 10:00 a.m. – 12:00 p.m.
  - *Virtual*
- **Joint Finance and Strategic Policy Council Meeting**
  - August 26, 11:00 a.m. – 1:00 p.m.
  - *University of West Florida Conference Room Ballroom  
11000 University Parkway, Pensacola, FL*
- **Board of Directors Meeting**
  - August 27, 10:00 a.m. – 1:00 p.m.
  - *University of West Florida Conference Room Ballroom  
11000 University Parkway, Pensacola, FL*

# Finance Council Report



**Kevin McDonald**

Chair

# SPPC Meeting Report



**Sophia Eccleston**

Chair

# Action Item 1

*Fiscal Year 2026-27 CareerSource Florida Network Funding*



**Dana Davis, CPA**

Chief Financial Officer

## Actual Expenditures vs. Budget – Projected FY 2025-26

	Projected FY 2025-26	2025-26 Budget	Projected Variance	% of Budget
Total Expenditures	\$4,578,710	\$4,831,990	\$253,280	94.8%

## Annual Expenditures – Projected 2025-26 vs. Actual for FY 2024-25 | FY 2023-24 | FY 2022-23

	Projected FY 2025-26	Actual FY 2024-25	Actual FY 2023-24	Actual FY 2022-23
Total Expenditures	\$4,578,710	\$4,501,352	\$3,951,015	\$4,151,708

## Budget History – DRAFT 2026-27 vs. Actual for FY 2025 | FY 2024 | FY 2023

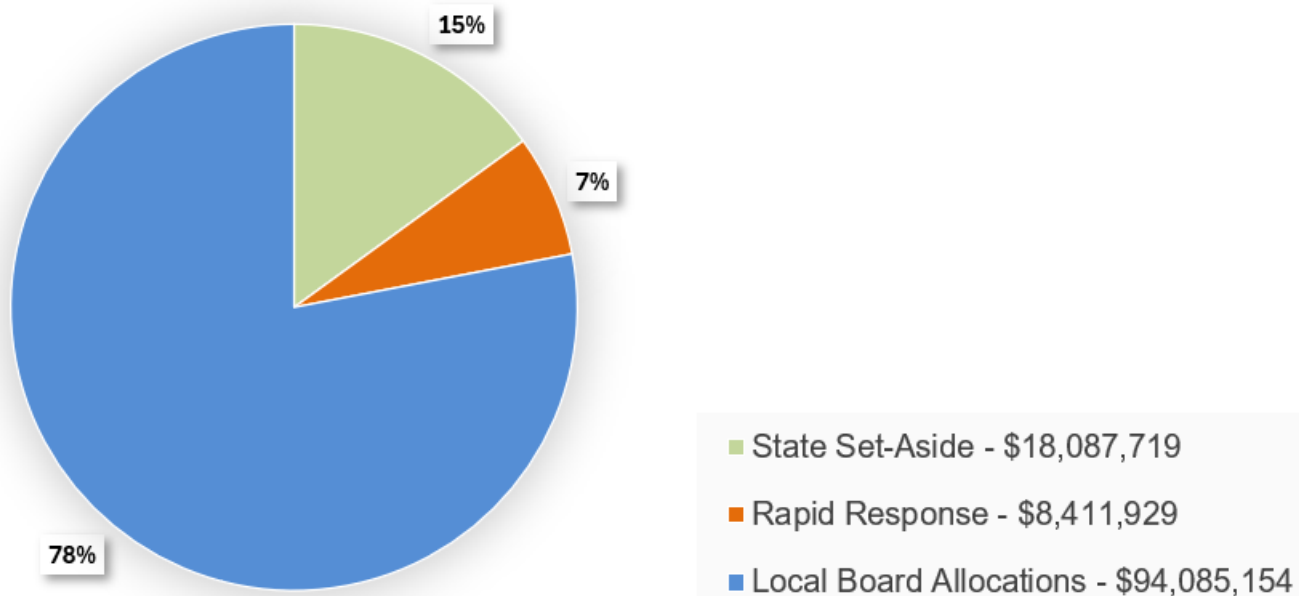
	DRAFT FY 2026-27	Enacted 2025-26	Enacted 2024-25	Enacted 2023-24
Total Expenditures	\$4,951,200	\$4,831,990	\$4,666,398	\$4,782,785

## Major Funding Sources -

- Workforce Innovation and Opportunity Act (WIOA)
- Temporary Assistance for Needy Families (TANF)
- Wagner-Peyser Act (WP)
- Quick Response Training (QRT)

Source	Fiscal Year 2026-2027	Fiscal Year 2025-2026	Difference	% Change
WIOA	\$1 20,584,802	\$111,955,579	\$8,629,223	7.71%
TANF	\$57,786,605	\$57,786,605	\$0	0.00%
WP	\$40,093,942	\$38,374,546	\$1,719,396	4.48%
QRT	\$7,500,000	\$7,500,000	\$0	0.00%

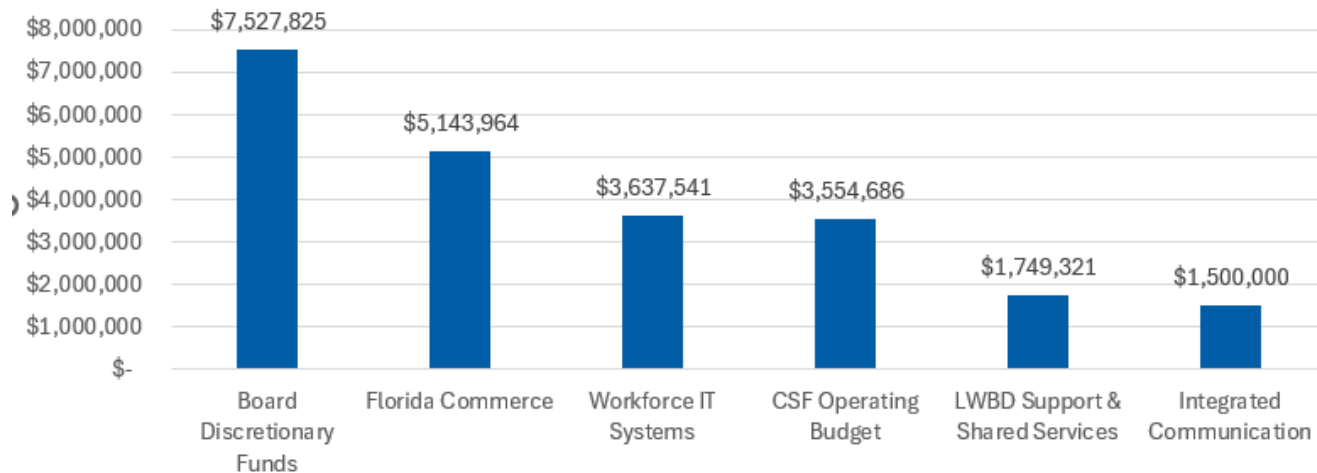
**Total \$120,584,802**



## Total State Set-Aside

Total WIOA Set-Aside Funds	\$18,087,719
Recaptured Funds	\$5,025,618
<b>Total WIOA Set-Aside</b>	<b>\$23,113,337</b>

## Funding Allocations



## Total Available – Board Discretion

Total WIOA Set-Aside	\$23,113,337
FloridaCommerce Admin	(\$5,143,964)
Workforce IT Systems	(\$3,637,541)
CareerSource Florida Admin	(\$3,554,686)
LWDB Support & Shared Svc.	(\$1,749,321)
CSF Statewide Outreach	(\$1,500,000)
<b>Net Funds Available</b>	<b>\$7,527,825</b>

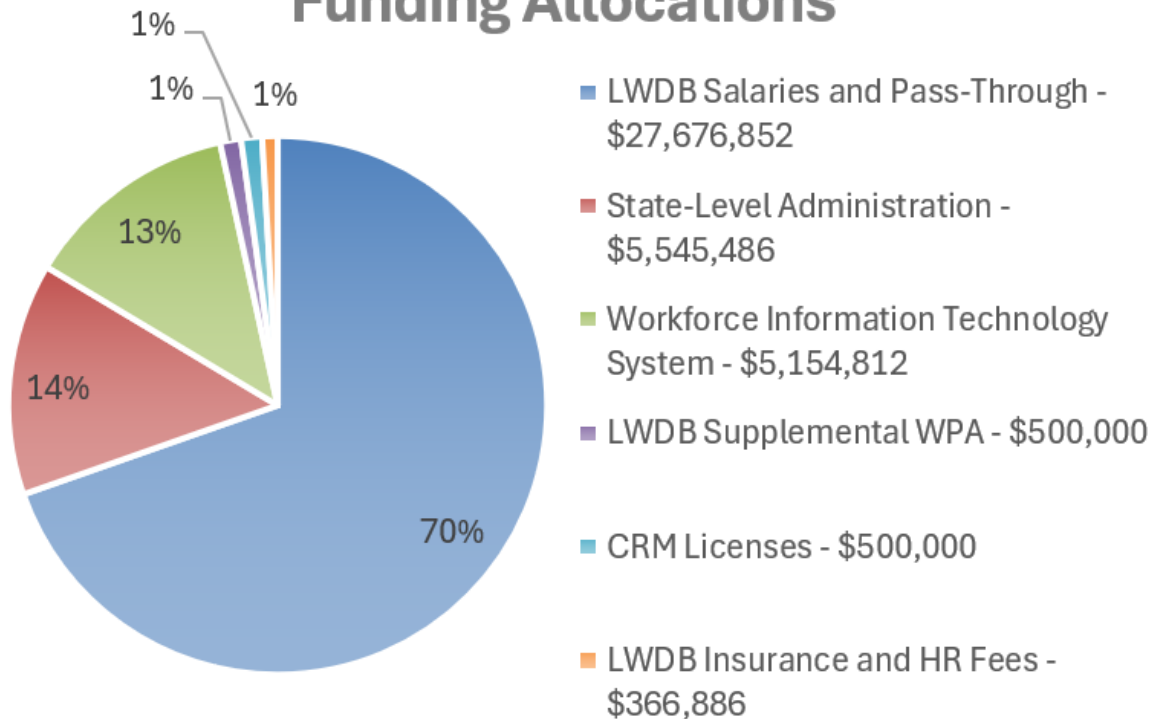
## Program Allocations

- Incumbent Worker Training: \$3,000,000
- Sectors of Strategic Focus Apprenticeship Expansion: \$2,500,000
- Rural Workforce Initiatives: \$2,000,000

## Total WP 7(a) Available Funds

Total PY 2026 Funding	\$36,084,548
Florida Commerce Carryover	\$3,659,488
<b>Total Available Funding</b>	<b>\$39,744,036</b>

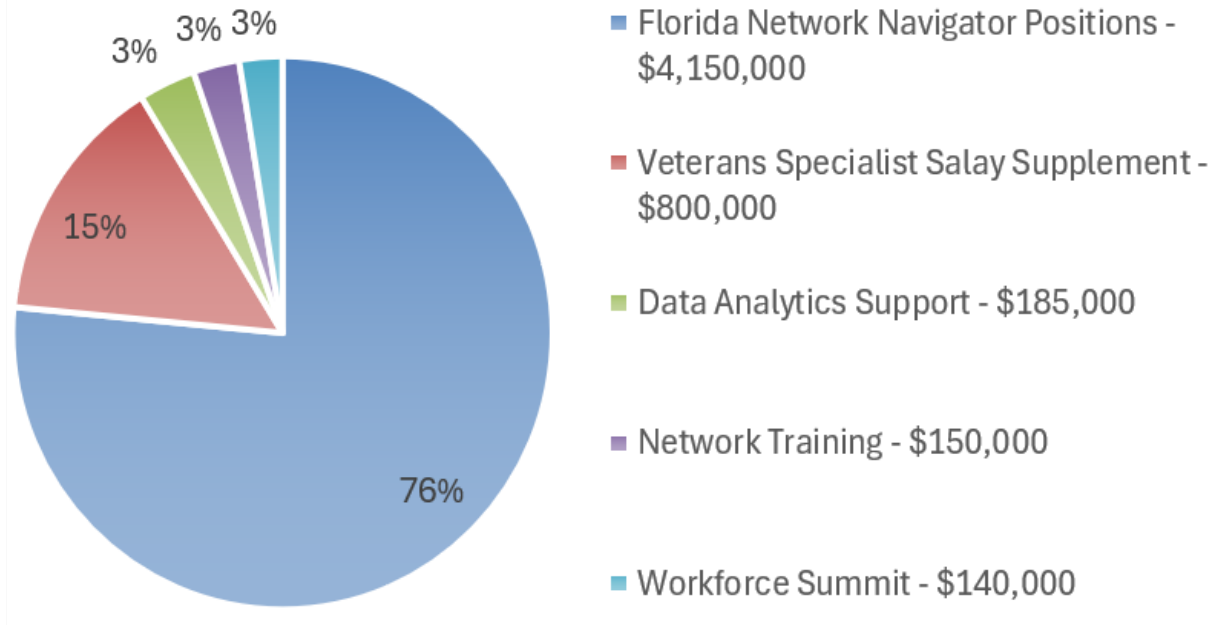
## Funding Allocations



## Total WP 7(b) Available Funds

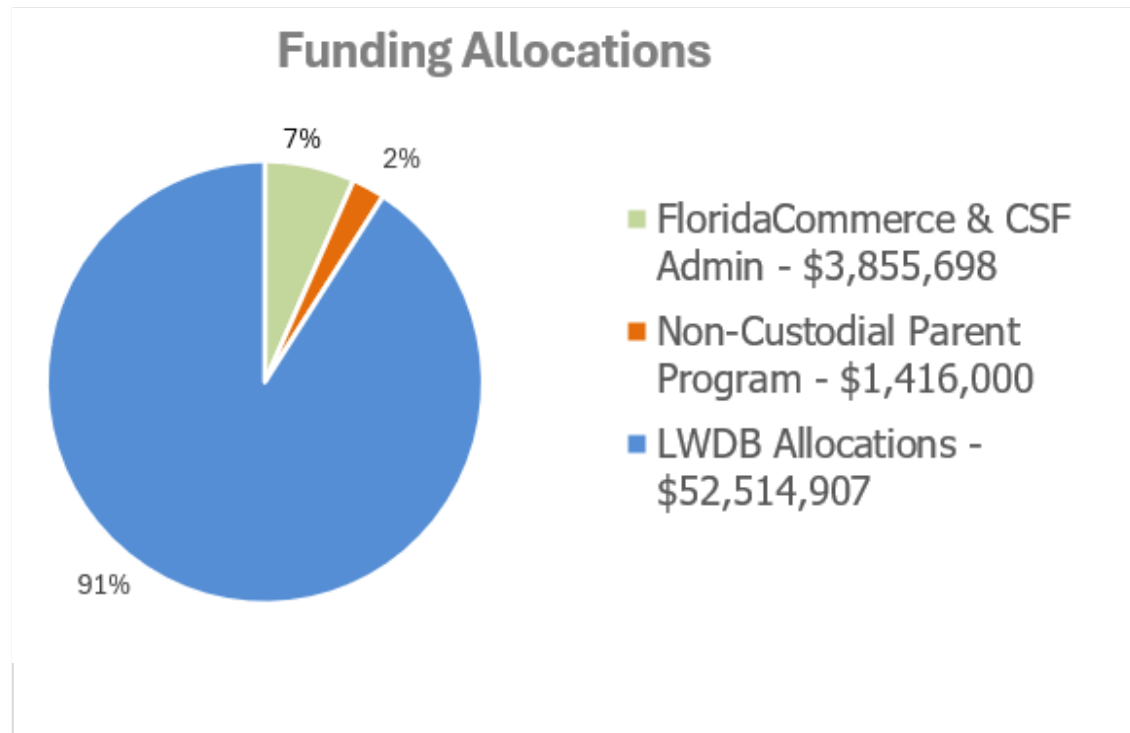
Total PY 2026 Funding	\$4,009,394
Florida Commerce Carryover	\$1,417,503
<b>Total Available Funds</b>	<b>\$5,426,897</b>

## Funding Allocations



## Total TANF Available Funds

Total Appropriation      \$57,786,605



- FloridaCommerce & CSF Admin - \$3,855,698
- Non-Custodial Parent Program - \$1,416,000
- LWDB Allocations - \$52,514,907

## WIOA Federal Allocation Programs (Thru March 31, 2026)

2024 PY	Award	Expenditures	Balance	Spend %
Adult	\$30.7M	\$30.5M	\$0.2M	99.4%
Dislocated Worker	\$30.7M	\$28.2M	\$2.5M	91.7%
Youth	\$30.0M	\$29.8M	\$0.2M	99.1%

2025 PY	Award	Expenditures	Balance	Spend %
Adult	\$32.8M	\$14.9M	\$17.9M	45.4%
Dislocated Worker	\$26.4M	\$06.2M	\$20.2M	23.5%
Youth	\$30.6M	\$12.7M	\$17.9M	41.4%

## WIOA Set-Aside Allocations (Thru March 31, 2026)

2024 PY (2 Year Program)	Award	Expenditures	Balance	Spend %
Supplemental WIOA	\$3.42M	\$2.42M	\$1.00M	71.0%
Emerging Technologies	\$0.66M	\$0.53	\$0.13M	80.2%

2025 PY	Award	Expenditures	Balance	Spend %
Youth Career Exploration	\$0.75M	\$0.22M	\$0.53M	28.8%
Sectors of Strategic Focus	\$3.00M	\$2.05M	\$0.95M	68.4%
Rural Initiatives	\$2.00M	\$1.37M	\$0.63M	68.6%

## Wagner Peyser (Thru March 31, 2026)

2025 PY	Award	Expenditures	Balance	Spend %
Florida Network Navigators	\$4.15M	\$3.04M	\$1.11M	73.2%
WP Formula Funds	\$28.2M	\$17.6M	\$10.6M	62.5%

## State Rural (Thru April 30, 2026)

2025 PY	Award	Expenditures	Balance	Spend %
State Rural	\$5.0M	\$1.5M	\$3.5M	30.3%

# Action Item 1

*Fiscal Year 2026-27 CareerSource Florida Network Funding*

## For Consideration:

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

# Action Item 2

*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 2

## Revisions to Workforce Policy P5 – Registered Apprenticeship

### For Consideration:

- Approve the recommended revisions to this Workforce Policy.

# Action Item 3

*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 3

Revisions to Workforce Policy P123 – Planning Region Identification and Requirements

## For Consideration:

- Approve the recommended revisions to this Workforce Policy.

# Action Item 4

*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 4

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

### For Consideration:

- Approve the recommended revisions to this Workforce Policy.

# Action Item 5

*New Workforce Policy P89 – Business and Employer Services*



**Kelli Walter**

Director of Business and Partner  
Engagement



**Nilda Blanco**

Business Services Consultant and  
Project Lead

### 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 5

Workforce Policy P89 – Business and Employer Services

## For Consideration:

- Approval of the new Workforce Policy.

## Action Item 6

*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 6

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

### For Consideration:

- Approve the recommendations for Local Area Designation and Local Workforce Development Board Certification.

# Action Item 7

*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 7

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

## For Consideration:

- Approve the recommendations for local board designations as direct providers of career services and one-stop operator certifications.

# Action Item 8

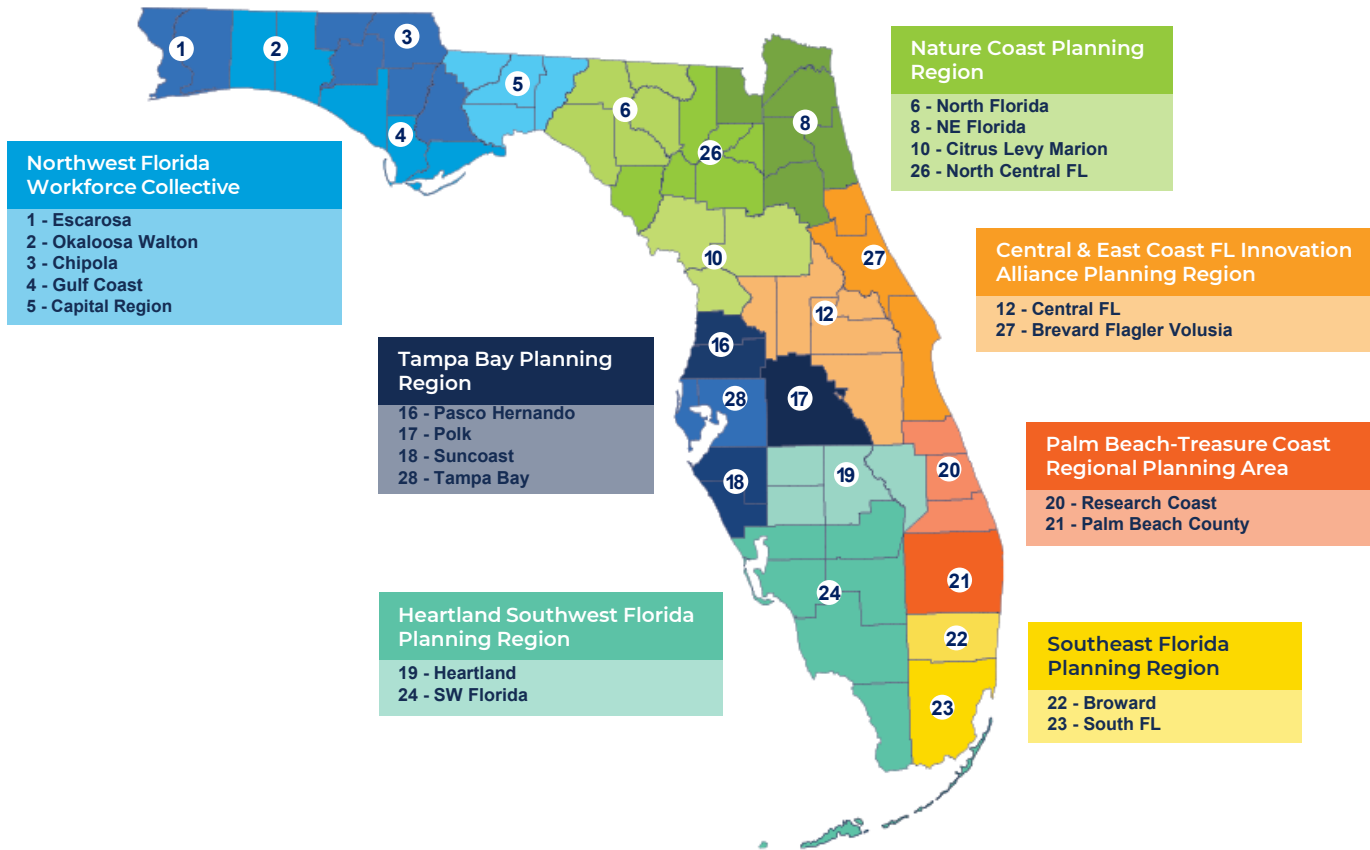
## *Addendum to Designation of Two Regional Planning Areas*



**Garrick Wright**

Program Director

# WIOA PLANNING REGIONS MAP - 2026



# Action Item 8

## *Addendum to Designation of Two Regional Planning Areas*

### For Consideration:

- Approve the recommended updates to identified planning regions.

# Bean Automotive Apprenticeship Initiative



BEAN AUTOMOTIVE GROUP®



# INTEGRATED COMMUNICATIONS OUTREACH UPDATES

Q3 | Fiscal Year 2025—2026



## January–April 2026 Integrated Communications Updates

- Driving Statewide Brand Awareness
- Elevating Visibility and Leadership During Legislative Session
- Strengthening the Network Through Shared Tools and Resources

# “You’ve Got This” Campaign

## Building Brand Momentum Statewide

- **40M+** Estimated impressions statewide
- **30% Cost reduction YoY** in driving engagements
- **628K** Clicks across paid channels at **\$0.63** cost per click



**Develop talent that delivers.**

Apprenticeships aren't just an option. They are a proven solution.

 CareerSource  
FLORIDA

[Explore Services](#)



**Land a job that pays to train you.**

We'll be with you every step of the way.

 CareerSource  
FLORIDA

[Find a Career Center](#)

## Celebrating Florida's #1 Ranking in Talent Attraction

- **60+** Press conference attendees
- **30+** Deliverables produced
- **40+** Brand assets activated
- **2.7M** Earned media reach, including post-event coverage

## Amplifying a Defining Moment Throughout Session

### The Florida Chamber Five

Week of January 26, 2026 – January 30, 2026

As Florida's Legislative Session continues, workforce readiness, early learning, and economic opportunity remain top priorities for Florida's business community.

Earlier this week at the second annual **Workforce Day at the Capitol**, I highlighted the important role business leaders and community partners play in shaping a future-ready workforce. The Florida Chamber and Florida Chamber Foundation continue working alongside partners across the state to ensure Florida remains a top destination for employers and job seekers, driving continued economic growth and innovation.



Thank you to CareerSource Florida, in partnership with FloridaCommerce and the Florida Department of Education, for hosting this important event, and to **Adrienne Johnston**, President & CEO of CareerSource Florida; **Jason Mahon** with FloridaCommerce; **Lt. Governor Jay Collins**; Education Commissioner **Anastasio Kamoutsas**; DCF Secretary **Taylor Hatch**; Economic Development Council Chair-Elect **David Coddington**; and **Jeff Hendry**, Executive Director of the North Florida Economic Development Partnership, for sharing insight on workforce development efforts happening across Florida.



- CareerSource Capital Region partners with Tallahassee State College and Lively Technical College to train workers for in-demand jobs
- More than 10,000 people across the Capital Region were unemployed as of December, 22% with higher rates in Gadsden County.



### 1/27/26 Press Conference on Workforce Day at the Capitol

On January 27th, a press conference on Workforce Day was held on the steps of the Florida Historic Capitol in Tallahassee. The speakers included Lt. Governor Jay Collins, CareerSource Florida President Adrienne Johnston, Department of Education Commissioner Anastasio Kamoutsas, Department of Children and Families Secretary Taylor Hatch, and others.



View **Adrienne Johnston**, **Anastasio Kamoutsas**, **CareerSource Florida**, **DCF - Department of Children and Families**, **DCF - Department of Education**, **DCJ - Florida Department of Commerce**, **Jay Collins**, **Jeff Hendry**

**Jordan Wilson** · 1st  
Creative & Dedicated Professional with range in Communications and Digit...  
Tmo · 📷

Last week's Workforce Day at the Capitol was a great success, bringing state, education, and workforce leaders together to collaborate on expanding training pathways, strengthening apprenticeships, and identifying new opportunities to grow Florida's workforce and economy.

I'm grateful to be a part of the phenomenal team at **CareerSource Florida** and **Moore** that made it all possible!



**Kevin O'Farrell** · 1st  
Senior Chancellor, Higher Education and Workforce  
Tmo · 📷

What a great day at Workforce Day at the Capitol!

So grateful for Governor DeSantis and Commissioner Kamoutsas for their leadership and commitment to expanding career pathways for Floridians. Today's release of the 2024-2025 Annual Apprenticeship and Preapprenticeship Report shows just how much momentum we're building across the state.

Florida now has more than 25,000 active apprentices and preapprentices, and thousands of graduates are stepping into high-wage, in-demand careers each year.

Proud of the progress we're making and excited to keep building a stronger workforce and brighter future for Florida. 🇺🇸

To read the full 2024-2025 Annual Apprenticeship Report, visit: <https://lnkt.in/jvV5iv29>.



**Commissioner of Education**

**Tallahassee Democrat.**

Subscribe Sign In Crossword

### One workforce system, thousands of real results in Florida | Opinion

**Adrienne Johnston** Your Turn  
Feb. 27, 2026, 5:02 a.m. ET



Show video info

### Key Points

- CareerSource Florida provides no-cost services to

## FLORIDA'S WORKFORCE DEVELOPMENT SYSTEM: AN INTEGRATED STRATEGY

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

IN PARTNERSHIP WITH



### CAREERSOURCE FLORIDA NETWORK IMPACT

All data included is from July 1, 2024 - June 30, 2025 and was provided by FloridaCommerce.

CareerSource Florida is the Governor's designated organization responsible for workforce policy and investment. Through policy guidance, we equip local workforce development boards with the resources they need to support job seekers and businesses on their journey to achieve economic self-sufficiency.

The CareerSource Florida network supports a wide range of job seekers with varying needs. Last year, more than 100,000 individuals received assistance funded by the Wagner-Peyser Act, which provides essential, short-term services such as resume writing and interview preparation to help individuals quickly enter the workforce. However, nearly 14,000 individuals required more intensive support to overcome significant barriers to employment. These services, funded by the Workforce Innovation and Opportunity Act (WIOA), are tailored to each individual and often involve long-term engagement, including personalized career planning, skills training, and connections to community resources.

This dual approach ensures we meet the immediate needs of many while offering deeper support to those requiring more comprehensive assistance to achieve lasting success in the job market.



#### STATEWIDE WORKFORCE PROGRAM SUPPORT

<b>106,980</b> Employ Florida participants served	<b>\$15,885.28</b> average annual wage increase for individuals served by the WIOA Adult or Dislocated Worker programs	<b>80.1%</b> of adults served by the WIOA Adult program obtained an industry-recognized credential	<b>83.3%</b> of adults served by the WIOA Dislocated Worker program obtained an industry-recognized credential
<b>13,705</b> WIOA Adult, Dislocated Workers, and Youth served			
<b>35,909</b> of individuals served by the CareerSource Florida network are now off public assistance		<b>72.6%</b> of Youth served by the CareerSource Florida network obtained an industry-recognized credential	

#### JOB SEEKER SUPPORT

<b>1,027,988</b> Total number of services provided to Employ Florida and WIOA participants	Services to participants included:	<b>913,548</b> Initial Career Services Job search and job preparation assistance	<b>190,464</b> Individualized Career Services Career guidance and preparation, and work experience activities	<b>6,557</b> Training Services On the job training, apprenticeships, industry-driven skills training, and customized employer training
	<b>47.6%</b> of single parents (including single pregnant women) saw a quarterly wage increase	<b>7,641</b> Veterans served		

#### ADVANCING FLORIDA'S BUSINESSES



CareerSource Florida has experienced remarkable growth, serving over 82,713 businesses, which marks nearly a 63% increase compared to FY 22-23. Our efforts include collaborating with the Education and Industry Consortium to align educational programs with industry needs, maintaining a Master Credentials List to ensure that training programs meet the highest standards, and offering workforce training grants to support new and expanding businesses and their employees. By leaning into partnerships and strengthening connections between all players in the workforce development sphere, we are building a brighter future for Florida's workforce.

## CONNECTING BUSINESSES WITH TALENT

An Employer Resource Guide to  
Florida Workforce Services



## APPRENTICE FLORIDA



### READY-MADE SOCIAL MEDIA COPY

Spread the word about Apprentice Florida and National Apprenticeship Week on your social channels.

**Note:**

- For Instagram, please include a link in bio call to action prior to posting. Update the call to action in the post with To learn more, see link in bio.
- For LinkedIn, please add hashtags: #Apprenticeships #ApprenticeFlorida #WorkforceDevelopment #ApprenticeshipUSA #NAW2026

### SAMPLE SOCIAL MEDIA COPY:



This National Apprenticeship Week, learn how registered apprenticeship programs are bridging the gap, helping employers innovate and developing a future-ready workforce.

Visit [apprenticeflorida.com](http://apprenticeflorida.com) for more details.



Building a strong workforce starts with smart talent strategies.

Registered apprenticeships help employers develop skilled employees, reduce turnover and create pathways that align training with real business needs.

Explore how apprenticeships can work for your business at [apprenticeflorida.com](http://apprenticeflorida.com).



The numbers are in: A record number of paid apprentices and preapprentices gained hands-on experience through Florida's nation-leading apprenticeship system! Read the full report here: [bit.ly/49K1EDQ](https://bit.ly/49K1EDQ)

## Driving Outcomes & Building Toward FY 2026–27

- More Consistent Statewide Messaging
- Stronger Engagement with Policymakers and Partners
- Scalable Communications Support Across the Network
- Continued Alignment with CareerSource Florida's Strategic Priorities



**THANK YOU**

Collaborate. Innovate. Lead.



# GET THERE

Florida's Workforce Education Initiative

## Florida Workforce Pell Implementation

Ashley Meros, Ph.D.,  
Chancellor, Career and Adult Education




FLORIDA DEPARTMENT OF  
**EDUCATION**  
fldoe.org




# Workforce Pell: Expanding Funding Opportunities for Workforce Training


Provides postsecondary grant funding for short-term workforce training programs that:



✓ Lead directly to **employment**



✓ Align to **high-skill, high-wage, in-demand occupations**



✓ Result in **recognized credentials**

# Florida Implementation Model

## State Program Approval

Governor provides a statewide eligible program list based on:

- ✓ Program structure
- ✓ Credential alignment
- ✓ Workforce demand
- ✓ Outcome data



## Institutional Certification + State Validation

Institutions certify:

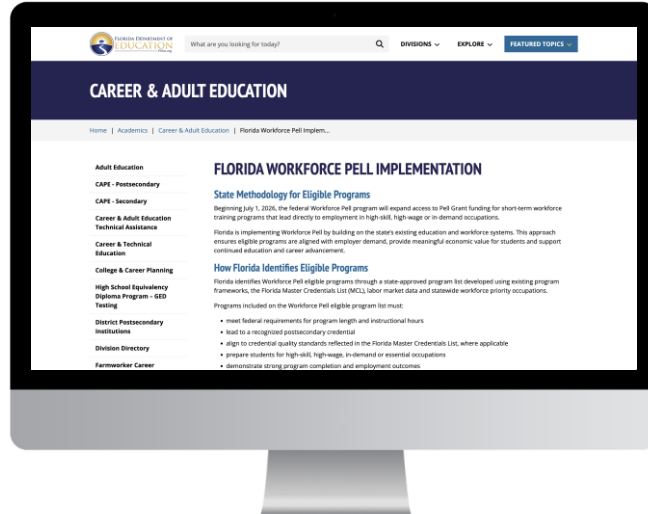
- ✓ program length
  - ✓ instructional hours
  - ✓ credential alignment
  - ✓ outcomes
- FDOE reviews and validates data



## Federal Title IV Submission

- Institutions include approved programs in their federal inventory for student access to Workforce Pell.

# Initial State-Approved Eligible Program List



Scan the QR Code  
below to learn more:



For more information, visit [www.fldoe.org/workforcepell](http://www.fldoe.org/workforcepell)

# FloridaCommerce Report



**J. Alex Kelly**

Secretary, FloridaCommerce

# Local Partners Report



**Joshua Matlock**

President, Florida Workforce Development Association  
President and CEO, CareerSource Suncoast



**FLORIDA  
WORKFORCE  
DEVELOPMENT**  
ASSOCIATION

# Innovation & Continuous Improvement

Analyze job descriptions, discover apprenticeship fit scores, review labor market data, and build program plans — all in one place.

## Explore registered apprenticeship training options to build a talent pipeline.

Registered Apprenticeship Explorer (RA Ex) is designed to help users identify and compare registered apprenticeship programs for specific occupations and locations, offering recommendations on joining, adopting, or building programs, with detailed program structures, local sponsor contacts, and data-driven insights to support apprenticeship planning and partnership development.



### Apprenticeship Plan Dashboard

Full program planning tool

#### HOW IT WORKS

- ✓ Enter the role (SOC Code and/or occupation title) or upload a job description and select a location.
- ✓ Add optional details such as a job description to improve matching.
- ✓ Generate your report to view recommendations, suggested occupations, and available registered program options.
- ✓ Take action by contacting sponsors, adjusting program components (WPS/RTI/OJT), or using the output to start a new program conversation.

[Launch Dashboard](#)

### What You Can Do with RA Ex

Capabilities overview

- ✓ See an at-a-glance recommendation based on availability and fit (e.g., Join an existing program, adopt/customize an already existing program, or build a new program).
- ✓ Confirm "apprenticeability" and whether a federal standard is available for the occupation.
- ✓ Compare occupation matches and view related occupations when your job does not align perfectly.
- ✓ Review program structures including program type (time-, competency-, or hybrid-based), on-the-job training (OJT) hours, wage progression, Work Process Schedule (WPS), and Related Technical Instruction (RTI) topics/hours.
- ✓ Identify local sponsors and access sponsor contact details to support outreach and partnership.
- ✓ Understand the "why" behind the recommendation, including key thresholds and match indicators.
- ✓ Use consistent data sources (e.g., O\*NET, U.S. DOL RAPIDS, BLS/JobsEQ, state RAP sponsor records where available) and AI analysis to ground decisions in reliable information.

**Note:** RA Ex is an exploration and planning tool. Recommendations are based on available data and match indicators and should be validated with your apprenticeship intermediary, sponsor, or registration agency before final program decisions are made.

Impact

2026



# APPRENTICESHIP WORKS SUMMIT

Connecting Employers, Talent &  
Training

WiFi: manatee\_county\_public



# EVENT SPONSORS



# EVENT SPONSOR

## Credit Union 1



**Sherod Halliburton**

Community Development Finance Expert  
& VP/Market President , Credit Union 1

2026 | APPRENTICESHIP WORKS SUMMIT

# STATEWIDE PERSPECTIVE

## Adrienne Johnston

President & CEO, CareerSource Florida



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# NATIONAL PERSPECTIVE

## Megan Baird

Office of Apprenticeship (OA) Acting Administrator



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# STATEWIDE PERSPECTIVE

## Karmyn Hill

Bureau Chief for One-Stop Program and Support



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# LOCAL PERSPECTIVE

## Tal Siddique

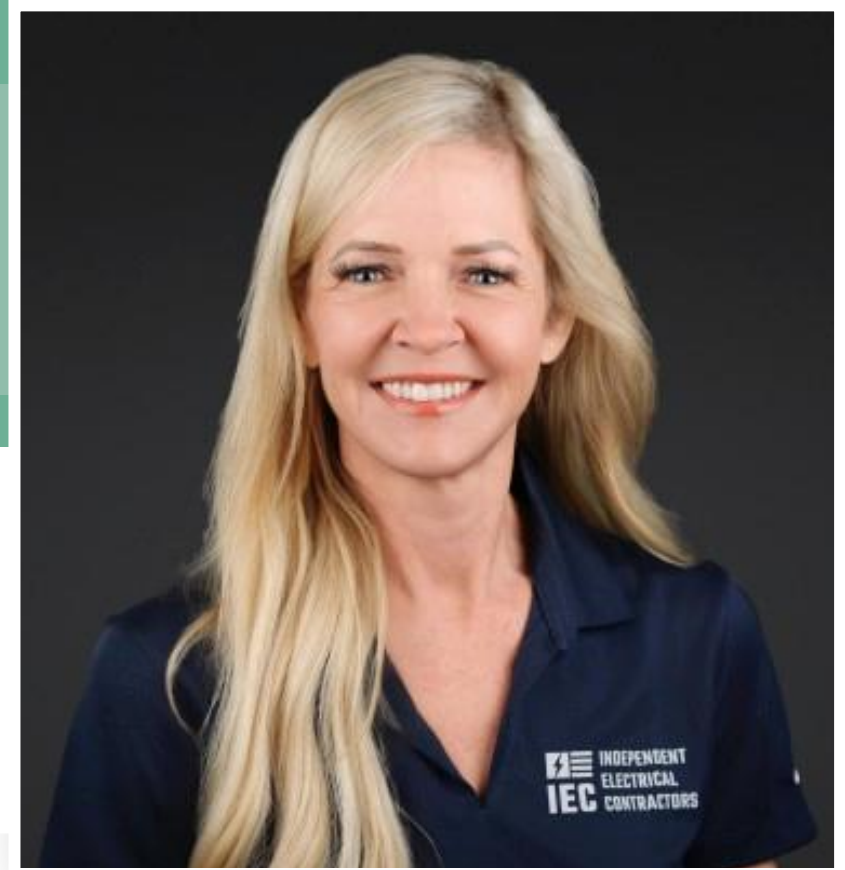
Manatee County Commissioner &  
CareerSource Suncoast Board Member



# REGIONAL PERSPECTIVE

## Natasha Sherwood

Executive Director,  
Independent Electrical Contractors  
Florida West Coast Chapter



# APPRENTICESHIP SPONSOR



**Anna Gapiniski**

Sr. HR Coordinator, Geographic Solutions

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# APPRENTICESHIP SPONSOR



**Peter Buczynsky**

CEO of AmSkills

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# APPRENTICE

## Brentyn Szalbirak

Tool & Die Journeyworker of Miter Brands






PALMETTO

# "APPRENTICESHIP WORKS SUMMIT" TODAY

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 Miami Marlins

3



Los Angeles Dodgers

2

FINAL

# OPEN DISCUSSION AND PUBLIC COMMENT

# Closing Remarks



**Stephanie Smith**

Chair