U.S. Department of Labor

Assistant Secretary for
Employment and Training
Washington, D.C. 20210

July 20, 2026

The Honorable Ron DeSantis
Governor of Florida
400 S Monroe St.
Tallahassee, FL 32399

Dear Governor DeSantis:

Thank you for your waiver request submission to the U.S. Department of Labor (Department) regarding certain statutory and regulatory provisions of the Workforce Innovation and Opportunity Act (WIOA) and the accompanying plan to improve the statewide workforce development system (enclosed). The waiver requests were received on April 28, 2026, as part of your recent WIOA State Plan modification submission. This letter provides the Employment and Training Administration's (ETA) official response to your request and memorializes that Florida will meet the outcomes and implement the measures identified in its plan to ensure accountability agreed to by Florida and ETA. This action is taken under the Secretary of Labor's authority to waive certain requirements of WIOA Title I, Subtitles A, B, and E, and Sections 8–10 of the Wagner-Peyser Act in WIOA Section 189(i).

Requested Waiver: Waiver of the reallocation provisions at WIOA Sections 128(c)(3) and 133(c)(3) to allow the state workforce development board to develop different criteria than required by statute for the reallocation of recaptured funds among local workforce areas.

ETA Response: In a letter dated June 25, 2024, ETA approved Florida's request to waive the reallocation provisions at WIOA Sections 128(c)(3) and 133(c)(3) through June 30, 2028. ETA affirms this approval remains in effect.

Requested Waiver: Waiver associated with the requirement at WIOA Section 129(a)(4)(A) and 20 CFR 681.410 that the State and local areas expend 75 percent of Governor's reserve youth funds and local formula youth funds on out-of-school youth (OSY).

ETA Response: ETA approves, for Program Years (PYs) 2026 and 2027, which includes the entire time period for which states are authorized to spend each of those PY fund allotments, the State's request to waive the requirement that the State expend 75 percent of Governor's reserve youth funds on OSY. ETA reviewed the State's waiver request and plan and has determined that the requirements requested to be waived impede the ability of the State to implement its plan to improve the workforce development system. The State may lower the expenditure requirement of Governor's reserve funds to 50 percent for OSY.

In addition, ETA approves, for PYs 2026 and 2027, which includes the entire time period for which states are authorized to spend each of those PY fund allotments, the State's request to waive the requirement that local areas expend 75 percent of local youth formula funds on OSY. The State may lower the local youth funds expenditure requirement to 50 percent for OSY.

Requested Waiver: Waiver of 20 CFR 681.550 to allow WIOA individual training accounts (ITAs) for in-school youth (ISY).

ETA Response: ETA approves, for PYs 2026 and 2027, the State's request to waive the requirement limiting ITAs to only OSY, ages 16–24. In addition to these OSY, the State may use ITAs for ISY, ages 16–21. ETA reviewed the State's waiver request and plan and has determined that the requirements requested to be waived impede the ability of the State to implement its plan to improve the workforce development system.

Requested Waiver: Waiver of WIOA Section 134(c)(3)(H)(i) and 20 CFR 680.720(b) in order to increase on-the-job training (OJT) employer reimbursement up to 90 percent for all businesses statewide and up to 100 percent for businesses located in or that employ current residents within areas designated as Opportunity Zones.

ETA Response: In a letter dated September 19, 2025, ETA provided approval of the State's request through June 30, 2028, for the WIOA Title I Adult, Dislocated Worker, and Youth formula funds on the condition that the State submit additional information regarding projected outcomes. ETA has determined that the information provided by Florida meets the requirements and approves its request to increase OJT employer reimbursement through June 30, 2028.

The State is reminded that WIOA Title I waivers may not be used for any discriminatory purposes. All activities and waiver plan provisions must comply with Section 188 of WIOA, the implementing regulations at 29 CFR Part 38, and all applicable federal nondiscrimination laws.

The State must report its waiver outcomes and implementation of the approved waivers in the WIOA Annual Report. ETA will use this information to assess continued waiver approval and to identify promising practices that may be adopted more widely. ETA is available to provide technical assistance to you in support of your goals.

If you have questions, feel free to contact my office at (202) 693-2772.

Sincerely,

Henry Mack

Henry Mack, Ed.D.
Assistant Secretary

Enclosures

cc: J. Alex Kelly, Secretary, FloridaCommerce
Karmyn Hill, Bureau Chief, One-Stop and Program Support, FloridaCommerce
Renata Adjibodou, Atlanta Regional Administrator, ETA
Latanya Lowery, Federal Project Officer, ETA
Jeffrey Patton, Federal Project Officer, ETA

2026 Florida Waiver Requests

Florida has four waivers in effect for PY 2025-2026. Consistent with Pillar V: Flexibility and Innovation, Florida seeks renewal of the waivers described below through the duration of this plan:

Recapture and Reallocation of WIOA Funds

Florida submitted a request to the USDOL to continue the waiver of the reallocation provisions at WIOA Sections 128(c)(3) and 133(c)(3) to allow the State to develop different criteria than required by statute for the reallocation of recaptured funds among local workforce areas. The UDSOL responded by letter on June 25, 2024, approving the State's request according to State-developed criteria.

WIOA OSY Expenditure Requirement

Florida submitted a request to the USDOL to continue the waiver associated with the requirement at WIOA Section 129(a)(4)(A) and 20 CFR 681.410 that the State and local areas expend 75% of Governor's Set Aside youth funds and local formula youth funds on OSY. The Employment and Training Administration (ETA) responded June 25, 2024, approving the state's request to lower the expenditure requirement of reserve funds to 50% for OSY. In addition, the ETA approved the State's request to waive the requirement that local areas expend 75% of local youth formula funds on OSY. Florida was permitted to lower the local youth funds expenditure requirement to 50% for OSY.

WIOA ISY ITAs

Florida submitted a request to the USDOL to continue the waiver associated with the requirement 20 CFR 681.410 to allow WIOA ITAs for ISY. The ETA approved the State's request to waive the requirement limiting ITAs to only OSY Youth, ages 16-21.

WIOA Waiver Data

The charts below compare new ISY and OSY participations from PY 2022 to PY 2024. As a result of approved waivers, Florida saw an increase of 89 new ISY participations in PY 2023 compared to the prior year; however, there was a decrease of 150 ISY participations from PY 2023 to PY 2024. During PY 2024, Florida experienced several natural disasters consisting of three hurricanes and two occurrences of inclement weather that caused some local areas to cease operations for multiple days. Florida believes the number of closures as a result of these storms impacted enrollment of youth in general as there was a 22% decrease in overall new enrollments.

Figure 6.02
Out-of-School Youth and In-School Youth Participation for PY 2022 - 2024

	PY	Program	OSY Youth Participants	ISY Youth Participants	Total Youth Participants
SW	2022	Youth Participants	4322 (83%)	881 (16.9%)	5203
SW	2023	Youth Participants	4386 (82.1%)	958 (17.9%)	5344
SW	2024	Youth Participants	3672 (82.3%)	788 (17.7%)	4460
	PY	**Program**	**New OSY Youth Participants**	**New ISY Youth Participants**	**Total New Youth Participants**
SW	2022	New Youth Participants	2604	421	3,025
SW	2023	New Youth Participants	2509	510	3019
SW	2024	New Youth Participants	1991	360	2351

Below are counts of ISY and OSY enrolled in education or training programs leading to a recognized credential by PY. In summary, ISY enrollments have fluctuated from year to year, and measurable skill gains (MSG) either remained the same or increased from the prior year.

Figure 6.03
In-School Youth and Out-of-School Youth Enrolled in Education or Training Programs Leading to Credentials

PY	Program	OSY enrolled in Education/Training	OSY w/ MSG	OSY MSG Rate	ISY Enrolled in Education/Training	ISY with	ISY MSG Rate

			Rates			MSG	
2022	Youth	**2976**	2254	75.7%	**843**	707	83.9%
2023	Youth	**3911**	2576	65.9%	**911**	764	83.9%
2024	Youth	**3266**	2188	67.0%	**744**	670	90.1%

The chart below shows the number of OSY and ISY that were enrolled in education or training and utilized an ITA.

Figure 6.04
In-School Youth and Out-of-School Youth Enrolled in Education or Training Using an Individual Training Account

PY	Program	Education and Training	Training Accounts	ISY Enrolled in Education and Training	Using Individual Training Accounts
2022	Youth	**2976**	846	**843**	14
2023	Youth	**3911**	967	**911**	18
2024	Youth	**3266**	577	**744**	17

On-the-Job Training Waiver:

On May 21, 2025, the CareerSource Florida Board of Directors met, considered, and authorized FloridaCommerce and CareerSource Florida to submit to USDOL a waiver requesting authority to increase the On-the-Job Training wage rate reimbursement to employers statewide up to 90% and up to 100% for businesses or residents residing in designated Opportunity Zones. Consistent with federal requirements and at the direction of the SWDB, the waiver was posted for public comment on the CareerSource Florida website.

On September 19, 2025, Governor DeSantis received conditional approval through June 30, 2027, from the USDOL's ETA. Florida will utilize the flexibility afforded by this waiver to engage Registered Apprenticeships and increase co-enrollment between WIOA and apprenticeship opportunities. The State must report its waiver outcomes and implementation of the approved waiver in the WIOA Annual Report. The waiver request, public comment, approval and response letters are all posted on CareerSource Florida's website.

Consistent with Pillar V. Flexibility and Innovation and TEGL 05-25, Maximizing Innovation in WIOA Programs, Florida will seek waivers as necessary to overcome barriers to innovation, and better serve job seekers and employers in Florida's state and local workforce development systems.

Florida requests extension of all waivers through submission of its WIOA Combined Plan Two-Year Modification to be submitted in March 2026. All waiver information is posted on the CareerSource Florida website.

2026 Florida Waiver Requests – Additional Information

State of Florida Waiver Renewal Request
Workforce Innovation and Opportunity Act (WIOA)
Out-of-School Youth Expenditure Requirement

Statutory and/or Regulatory Requirements to be Waived

The State of Florida (State) is requesting a renewal of the waiver of Workforce Innovation and Opportunity Act (WIOA) Section 129(a)(4)(A) and 20 Code of Federal Regulations (CFR) Section 681.410, which requires state and local areas to expend 75 percent of Governor's reserve youth funds and local formula youth funds on out-of-school youth (OSY).

The State is requesting to renew the waiver of the requirement to expend 75 percent of Governor's reserve youth funds and local formula youth funds on OSY, allowing Florida to continue to lower the minimum expenditure requirement to 50 percent. Additionally, the State is requesting retroactive approval to avoid any lapse in approval through the review process post the anticipated expiration date of June 30, 2025.

The State will continue to serve OSY by providing occupational skills training, work-based learning, to include employer-provided training programs like pre-apprenticeship and registered apprenticeship, tutoring/study skills, education and workforce preparation activities, leadership development opportunities, supportive services, mentoring, guidance and counseling, financial literacy, entrepreneurial skills training, career counseling, transition to post-secondary education activities, and follow up services.

Actions the State Has Undertaken to Remove State or Local Barriers

There are no state, local, statutory, or regulatory barriers to implementing the waiver.

Strategic Goals of the Waiver

This waiver will allow the State to support its strategic goals with targeted strategies aimed at reducing barriers and increasing employability for its youth. There are several barriers experienced by at-risk ISY that impact their ability to avoid dropping out of secondary school or obtaining/retaining gainful employment. Some of these barriers include:

- Lower labor force participation - For year to date, the labor participation rate was 31.1 percent for younger youth ages 16-19 with an estimated 31.6 percent for February 2026.
- The age group of 16-19 is the target age group that is at risk of experiencing challenges to remain in school and earn a high school diploma or its equivalent.
- Drop-out rate - Based on data from the Florida Department of Education, for the period of 2024-2025, of Florida's 67 counties, approximately 9 percent have a dropout rate of five percent or more. Florida continues to seek an expansion of partnerships with schools and community programs that serve populations such as at-risk ISY. By investing additional funds to support ISY at-risk of dropping out of school, the State expects to continue to lower the number of youth who drop out of school and obtain their high school diploma or its equivalent.
- Poverty rate – Based on the Florida Chamber of Commerce's Florida Scorecard, it is estimated that 16.5 percent of youth in Florida live in poverty.
- Unemployment rate - The unemployment rate for youth ages 16-19 is approximately 15 percent while Florida's unemployment rate is 4.6 percent.

The strategic goals associated with this waiver are to:

1. Address the talent pipeline shortages faced by many employers by ensuring the State's youth have the skills and preparation needed to enter the workforce and become contributing members of the local and State economy.
2. Allow local areas to serve OSY and ISY in a way that best meets the needs of the local workforce area according to populations, resources, and other labor market factors.
3. Expand opportunities at the local level for recruitment and enrollment of at-risk ISY who could benefit from the services of the workforce system.
4. Allow the State to spend its federal WIOA resources with more flexibility.

Alignment with U.S. Department of Labor/Employment and Training Administration Policy Priorities

WIOA encourages strategies that connect education and training, support work-based learning, and improve job and career results. This waiver will increase at-risk ISY access to opportunities for necessary education, training, employment, and support services. Generally, this waiver will align with WIOA's career pathways strategy and prepare more ISY for in-demand careers. Approving this waiver request will increase the connection between education and training, provide work-based learning opportunities that include work experience and pre-apprenticeship, and increased access to workforce services for ISY. Specifically, this waiver will align with the following USDOL policy priorities, as found in the USDOL Fiscal
Year 2026 - 2030 Strategic Plan, America's Talent Strategy, WIOA, and federal regulations:

- The USDOL ETA prioritizes youth skill development for jobs of the future through the development of AI skills and promotion of work-based learning within occupations using AI;

- The ETA has prioritized implementing innovative strategies to enhance workforce development and boost economic growth;
- The ETA focuses on optimizing federal investments to align America's reindustrialization and economic growth needs, preparing workers to fill high-demand skilled trade positions, and empowering qualified protected veterans and individuals with disabilities to secure jobs;
- America's Talent Strategy's Pillar I focuses on industry-driven strategies such as Registered Apprenticeships and other high-quality work-based learning models, to transform the workforce system into a reliable pipeline of American talent led by industry and aligned with America's economic priorities.
- America's Talent Strategy's Pillar III focuses on creating a modern workforce system that is unified, navigable, and built around the needs of its users.
- WIOA places a strong emphasis on work experience for youth participants, requiring that 20 percent of WIOA Youth funding be expended on this element;
- WIOA promotes strong partnerships to leverage resources and increase opportunities for youth; and
- WIOA prioritizes participant success, as measured by skill gains, entry into and retention of employment or post-secondary education attendance, and achievement of an industry-recognized credential.

Projected Programmatic Outcomes Resulting from Implementation of the Waiver

This waiver will allow the State and LWDBs to develop strategies that address challenges of at-risk youth whether in school or out and will help address student retention, engagement, and immediate transition to post-secondary education, meaningful employment, and/or the military. Expected outcomes for youth participants include an increase of five percent in the:

- Number that attain a measurable skill gain.
- Number that attend post-secondary education.
- Number that participate in occupational skills training.
- Number of ISY who participate in work experience opportunities.
- Number that earn an industry-recognized credential.

For the three preceding program years, Florida has experienced an overall increase of two percent between the PY 2022 through PY 2024 in the number of ISY participating in work experience opportunities.

Program Year	ISY Work Experience	Difference
2022	498	N/A
2023	597	+19.9%
2024	508	-14.9%

Description of Individuals, Groups, or Populations Impacted by the Waiver

1. Future employers.
2. Florida at-risk ISY and OSY populations.
3. Youth service providers.
4. Florida career centers and the one-stop delivery system.

The Process to Monitor the Waived Activities and Collect Waiver Outcome Information

Annual WIOA on-site and remote programmatic reviews will include an evaluation of how the waiver is being utilized locally and the success of achieving the stated goals and outcomes. Youth service providers will also be responsible for assessing the use and effectiveness of the waiver.

Most Recent Data Available Regarding the Results and Outcomes Observed Through the Implementation of the Existing Waiver

Over the prior three program years (PY), Florida served 8,882 OSY and 1,756 ISY.

The first chart provides a comparison of the total number of OSY and ISY served statewide for PY 2022, 2023 and 2024. Additionally, the latter chart below compares new ISY and OSY participations in PYs 2022, 2023 and 2024. Florida saw an increase of 89 new ISY participations in PY 2023 compared to the prior year.

Florida anticipates continued growth in the number of new ISY enrollments over the upcoming program years as more LWDBs expand opportunities at the local level for recruitment and enrollment of at-risk ISY.

Out-of-School Youth and In-School Youth Participation for Program Years 2022 - 2024[1]

	PY	Program	OSY Youth Participants	ISY Youth Participants	Total Youth Participants
SW	2022	Youth Participants	4,375 (83%)	884 (16.9%)	5,259
SW	2023	Youth Participants	4,378 (82%)	957 (18%)	5,335

[1] Data sourced from ETA 9170

SW	2024	Youth Participants	3,665 (82.3%)	788 (17%)	4,453

	PY	Program	New OSY Youth Participants	New ISY Youth Participants	Total New Youth Participants
SW	2022	New Youth Participants	2,604	421	3,025
SW	2023	New Youth Participants	2,509	510	3,019
SW	2024	New Youth Participants	1,991	360	2,351

Below are counts of ISY and OSY enrolled in education or training programs leading to a recognized credential by PY. In summary, ISY enrollments experienced an increase from PY 2022 to PY 2023 by eight (8) percent. Conversely, from PY 2023 to PY 2024 the enrollments decreased in education or training programs leading to a credential by 18 percent. Although ISY enrollments in education or training programs decreased in PYs 2023 and 2024, Florida was able to maintain its momentum and increased the rate at which ISY obtain a measurable skill gain by 7.4% in PY2024.

In-School Youth and Out-of-School Youth
Enrolled in Education or Training Programs Leading to Credentials[2]

PY	Program	OSY in Education and Training	OSY w/ Measurable skill gains	OSY Measurable Skill Gain Rate	ISY in Education and Training	ISY with Measurable Skill Gain	ISY Measurable Skill Gain Rate
2022	Youth	2,976	2,254	75.7%	843	707	83.9%
2023	Youth	3,911	2,576	69.9%	911	764	83.9%
2024	Youth	3,266	2,188	67.0%	744	670	90.1%

[2] Data sourced from ETA 9170

Opportunity for Local Workforce Development Board and Public Comment on the Waiver

Workforce development stakeholders, including LWDBs, businesses, and Chief Local Elected Officials, were notified of the State's waiver request through an email alert and post on CareerSource Florida's website. This included instructions on how to submit comments. In addition, both the public and stakeholders had access to the waiver request on CareerSource Florida's website, CareerSourceFlorida.com, in the WIOA combined plan. The public comment period was open for 30 calendar days; no comments were received.

State of Florida Waiver Request
Workforce Innovation and Opportunity Act (WIOA)
In-School Youth Individual Training Accounts

Statutory and/or Regulatory Requirements to be Waived

The State of Florida (State) is requesting renewal of the waiver of 20 Code of Federal Regulations (CFR) Section 681.550, which allows Workforce Innovation and Opportunity Act (WIOA) individual training accounts (ITAs) for out-of-school youth (OSY), ages 16 to 24, using WIOA youth funds when appropriate.

20 CFR 681.550 allows ITAs funded by WIOA youth funds to be used for OSY. The final rule did not expand the use of ITAs for in-school youth (ISY). Instead, ISY wishing to access ITAs may only do so through co-enrollment in the WIOA Adult program. The State would like to continue to waive the requirement limiting ITAs to only OSY and expand this use of ITAs to ISY, ages 14-21. Additionally, the State is requesting retroactive approval to avoid any lapse in approval through the review process post the anticipated expiration date of June 30, 2025.

Waiving this requirement will provide greater flexibility and increase the State's capacity for responding to the training and employment needs of the State's youth. The waiver will also ensure a responsive approach to preparing youth for future career success.

Actions the State Has Undertaken to Remove State or Local Barriers

There are no state, local, statutory, or regulatory barriers to implementing the waiver.

Strategic Goals of the Waiver

The strategic goals associated with this waiver are to:

5. Address the talent pipeline shortages faced by many employers by ensuring the State's youth have the skills and preparation needed to enter the workforce and become contributing members of the local and State economy.
6. Expand access to apprenticeships by reducing barriers for related training instruction provided by post-secondary institutions.
7. Increase opportunities for youth to acquire occupational skills in post-secondary settings irrespective of their education status.
8. Enhance partnerships with schools and preparing ISY for post-secondary education in occupations that lead to self-sufficiency.

Alignment with U.S. Department of Labor/Employment and Training Administration Policy Priorities

WIOA encourages strategies that connect education and training and support educational opportunities to improve job and career results. This waiver request is being made to permit local workforce development boards' use of the State's Eligible Training Provider List (ETPL) to provide training through an ITA to ISY who are preparing to complete secondary education and begin post-secondary education.

This waiver request is aligned with the pillars of the America Talent Strategy, which emphasizes strengthening the nation's talent pipeline through early, coordinated, and access to high-quality education-to-career pathways. Below are ways in which expanding the use of the ITAs to ISY directly supports the America Talent Strategy Pillars:

- Aligning Education with Workforce Needs - Allowing ITAs for ISY will strengthen Florida's partnerships with school districts, youth service providers, and training institutions to ensure youth have a seamless transition into post-secondary training and employment, reinforcing one of the core goals identified in this waiver.
- Engaging and Supporting Disconnected Workers – Allowing the use of ITAs for ISY expands access to post-secondary training, industry-recognized credentials, and other structured learning pathways providing early exposure to high-value career pathways and increased opportunities for youth to prepare to fill high-demand occupations being vacated by aging, retiring workers.

Growing Industry-Specific Training – Expanding access to ITAs allows youth to pursue portable, industry-recognized credentials resulting in stronger pipelines into high-demand, high-skill occupations.

Projected Programmatic Outcomes Resulting from Implementation of the Waiver

The State expects to achieve the following goals and programmatic outcomes because of this waiver:

1. Improve the local workforce development boards' and youth service providers' ability to respond to the workforce needs of ISY.
2. Increase the number of youth who utilize an ITA to pursue an industry-recognized postsecondary credential by five percent.
3. Increase access to, and engagement of, ISY in need of post-secondary education, training, apprenticeships and support necessary to succeed in the labor market and meet current high-growth industry demand in the State through acquisition of portable credentials, college credit, and a degree.

4. Improvement in the primary indicators of performance for the WIOA Youth program as set forth in WIOA Section 116(b)(2)(A)(ii), thus increasing credential attainment and measurable skills gains by five percent.
5. Increase the number of prepared youth candidates who are ready to work by five percent.

Description of Individuals, Groups, or Populations Impacted by the Waiver

5. Employers.
6. The State's ISY populations.
7. Youth service providers.
8. The State's career centers and the one-stop delivery system.

The Process to Monitor the Waived Activities and Collect Waiver Outcome Information

Annual WIOA on-site and remote programmatic reviews will include an evaluation of how the waiver is being utilized locally and the success of achieving the stated goals and outcomes. Youth service providers will also be responsible for assessing the use and effectiveness of the waiver.

Most Recent Data Available Regarding the Results and Outcomes Observed Through the Implementation of the Existing Waiver

Over the prior three program years (PY), Florida served 8,882 OSY and 1,756 ISY. Additionally, from PYs 2023-2024 to 2024-2025, Florida experienced a 17.7 percent decrease in the number of ISY served. . During PY 2024, Florida experienced three hurricanes and two occurrences of inclement weather that caused some local areas to cease operations for a period of time. Florida attributes this steep decrease to the five weather systems experienced during one program year, which led to a focus on disaster recovery and dislocated workers.

The State and local workforce development boards (LWDBs) are continuing to develop strategies to optimize the flexibility afforded by this waiver, even in the wake extended career center closures.

The below data[3] represents information available for PYs 2022, 2023, and 2024.

[3] All data provided on ISY/OSY participation is obtained from ETA 9170 reports

In-School Youth and Out-of-School Youth

Enrolled in Education or Training Programs Leading to Credentials

PY	Program	OSY in Education and Training	OSY w/ Measurable skill gains	OSY Measurable Skill Gain Rate	ISY in Education and Training	ISY with Measurable Skill Gain	ISY Measurable Skill Gain Rate
2022	Youth	**2,976**	2,254	75.7%	**843**	707	83.9%
2023	Youth	**3,911**	2,576	69.9%	**911**	764	83.9%
2024	Youth	**3,266**	2,188	67.0%	**744**	670	90.1%

The above chart provides the number of ISY and OSY enrolled in education or training programs leading to a recognized credential by PY.

In-School Youth and Out-of-School Youth

Enrolled in Education or Training Using an Individual Training Account

PY	Program	Education and Training	Training Accounts	ISY Enrolled in Education and Training	Using Individual Training Accounts
2022	Youth	**2,976**	846	**843**	14
2023	Youth	**3,911**	967	**911**	18
2024	Youth	**3,266**	577	**733**	17

The above chart reflects the number of OSY and ISY that were enrolled in education or training and utilized an ITA to pursue an industry-recognized postsecondary credential. Based on the data provided, the number of ISY using an ITA in PY 2023 increased by 28.6 percent from the prior year. Conversely, there was a slight decrease of 5.6 percent from PY 2023 to PY 2024. The State anticipates that as more LWDBs and youth service providers develop effective strategies and service delivery models to respond to the workforce needs of ISY, there will be a continued increase in the current and upcoming program years.

Youth Placements (Quarter 2 After Exit)

PY	Program	ISY Placements	OSY Placements	Total Placements	Difference
2022	Youth	**496 (20.1%)**	1,975 (79.9%)	**2,471**	N/A
2023	Youth	**267 (12.4%)**	1,892 (87.6%)	**2,159**	-12.6%
2024	Youth	**301 (13.2%)**	1,971 (86.8%)	**2,272**	+5.2%

The above chart provides the number of youth, including a breakdown of ISY and OSY, that were employed post-exit. There was a 12.6 percent decrease in youth employed from PY 2022 to PY 2023; however, there was an increase in placements by 5.2 percent from PY 2023 to PY 2024.

Opportunity for Local Workforce Development Board and Public Comment on the Waiver

Workforce development stakeholders, including LWDBs, businesses, and Chief Local Elected Officials, were notified of the State's waiver request through an email alert and post on CareerSource Florida's website. This included instructions on how to submit comments. In addition, both the public and stakeholders had access to the waiver request on CareerSource Florida's website, CareerSourceFlorida.com, in the WIOA combined plan. The public comment period was open for 30 calendar days; no comments were received.

State of Florida Waiver Conditional Approval – Information
Workforce Innovation and Opportunity Act (WIOA)
On-the-Job Training Waiver

In addition to the above expected outcomes, as outlined in Florida's WIOA 2024-2027 Combined Plan Two-Year Modification, Florida anticipates increasing the number of new apprentices. The chart below provides the expected performance level for each local workforce development board as well as the overall state target. Florida employs OJT as a mechanism to support the growth of apprenticeships.

Local Workforce Development Boards	2030 Cumulative Expected Performance Apprentice Count
CareerSource Escarosa (LWDB 01)	138
CareerSource Okaloosa Walton (LWDB 02)	47
CareerSource Chipola (LWDB 03)	19
CareerSource Gulf Coast (LWDB 04)	27
CareerSource Capital Region (LWDB 05)	47
CareerSource North Florida (LWDB 06)	77
CareerSource Northeast Florida (LWDB 08)	336
CareerSource Citrus Levy Marion (LWDB 10)	206
CareerSource Central Florida (LWDB 12)	676
CareerSource Pasco Hernando (LWDB 16)	177
CareerSource Polk (LWDB 17)	174
CareerSource Suncoast (LWDB 18)	71
CareerSource Heartland (LWDB 19)	85

CareerSource Research Coast (LWDB 20)	125
CareerSource Palm Beach County (LWDB 21)	109
CareerSource Broward (LWDB 22)	445
CareerSource South Florida (LWDB 23)	1,012
CareerSource Southwest Florida (LWDB 24)	439
CareerSource North Central Florida (LWDB 26)	73
CareerSource Brevard Flagler Volusia (LWDB 27)	226
CareerSource Tampa Bay (LWDB 28)	491
Statewide Total	5,000

Currently, Florida's workforce system supported 1,201 apprentices in Program Year 2025–2026. With approval of the Training Waiver request, Florida anticipates the waiver will accelerate the state's progress toward its goal of supporting 5,000 apprentices by 2030 through an estimated 25–30% annual increase in apprentices participating in work-based learning opportunities, including Registered Apprenticeships, pre-apprenticeships, on-the-job training, and employer-validated fast-track programs during Program Years 2026–2027 and 2027–2028.

Year	**Growth Rate**	**Total Apprentices**	**Increase**
Year 1	**25%**	1,501	+300
Year 2	**30%**	1,951	+450