Board of Directors Meeting Agenda

AUGUST 27, 2026 • 8:30 A.M. – 12:00 P.M., CT
UNIVERSITY OF WEST FLORIDA CONFERENCE CENTER

Chair's Welcome and Remarks — ***Stephanie Smith***

USAF ROTC Color Guard

Greeting from the UWF President — ***Manny Diaz***

Consent Agenda

1. June 2026 Board of Directors Meeting Minutes
2. 2026-2027 Master Credentials List
3. Appointment of Ernie Friend to Credentials Review Committee
4. Appointment of Roosevelt Petithomme to Credentials Review Committee
5. Recommendation to Sunset 9 Workforce Policies and Guidance Documents
    - Workforce Policy P101 – (TAA) Training and Other Activities Funding
    - Workforce Policy P107 – (TAA) Training Services
    - Workforce Policy P108 – (TAA) Employment and Case Management Services
    - Workforce Policy P116 – (TAA) and Workforce Innovation and Opportunity Act Dislocated Worker Co-Enrollment
    - Workforce Policy F63 – Subrecipient and Vendor Determinations – Federal Funds
    - Workforce Policy F64 – Subrecipient and Vendor Determinations – State Funds
    - Workforce Policy P71 – I-9 and 516 INS Procedures
    - Workforce Policy P78 – H-2A Job Order Referral Procedures
    - Workforce Policy P114 – Rapid Response Program Administration

President's Report — ***Adrienne Johnston***

SBDC Partner Spotlight — ***Greg Britton***
State Director, Florida SBDC Network

Joint Council Meeting Report — ***Kevin McDonald***

Action Items

1. Workforce Policy G104 – Sanctions and Other Corrective Action for Local Workforce Development Boards
2. Request to Revise Policies Related to Eligible Provider Training List Requirements

collaborate.
innovate.
lead.

3. Request to Waive State Individual Training Account Expenditure Requirements
4. Request to Develop Wagner-Peyser Program Staffing Policy
5. AAR IWT/QRT Application

CareerSource Polk Update — ***Adrienne Johnston***

Power of Partnership: Advancing Northwest Florida — ***Marcus McBride, Ph.D.***
CEO, CareerSource Escarosa
University of West Florida's Haas Center
Florida's Great Northwest
Northwest Florida Collective

CLEO Dashboard Update — ***Gabe Peters***

LWDB Letter Grade Methodology Updates — ***Victoria Gaitanis***
Molly Weller
Deputy Director of Policy, REACH

Advertising Outreach and Communications Updates — ***Keri Nucatola***

Workforce Pell Program Inventory — ***Ashley Meros***
Chancellor, Career & Adult Education

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

Local Partners Report — ***Joshua Matlock***
President and CEO, CareerSource Suncoast
President, Florida Workforce Development Association

Open Discussion/Public Comment

Closing Remarks — ***Adrienne Johnston***

UPCOMING MEETINGS

- **Strategic Policy and Performance Council Meeting**, Dec. 2, 10:00 a.m. – 12:00 p.m., virtual
- **Finance Council Meeting**, Dec. 2, 1:00 – 2:00 p.m., virtual
- **Board of Directors Meeting**, Dec. 3, 9:00 a.m. – 12:00 p.m., virtual

Information Items

Consent Item 1

JUNE 2026 BOARD OF DIRECTORS MEETING MINUTES

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

FOR CONSIDERATION

- **Approval of June 3, 2026, Board of Directors Meeting Minutes, to include any modifications or changes noted by the board.**

CareerSource Florida
Board of Directors Meeting Minutes
June 3, 2026

I. Call to Order

Chair Stephanie Smith called the Board of Directors meeting to order at 9:00 a.m. on June 3, 2026.

II. Roll Call

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

Stephanie Smith
Jennifer O'Flannery Anderson
Erik Arroyo
Bayne Beecher
Leah Compagnone-Bolt
Sophia Eccleston
Ryan Goertzen
Eric Hall
Bridget Royster
Austin Hosford
Kevin O'Farrell
Alex Kelly
Kevin McDonald
Asley Meros
D.C. Reeves
Laurie Sallarulo
Robert Salonen
Les Sims
Scott Singer
Meredith Stanfield
Dana Trabulsy
Trina Travis

III. Chair's Opening Remarks

Chair Smith highlighted the meeting agenda and went over housekeeping items.

IV. Greeting from MDC President

Miami-Dade College President Madeline Pumariega welcomed the board and recognized CareerSource Florida's leadership in making Florida the nation's top workforce state through strong partnerships among education, industry, and workforce organizations. She highlighted successful collaborations in apprenticeships, career and technical education, and workforce innovation, emphasizing the Florida College System's commitment to working with local workforce boards to expand opportunity, meet employer needs, and strengthen the state's economy.

V. Consent Agenda

Chair Smith presented the consent agenda.

1. **January 2026 Board of Directors Meeting Minutes**

2. **March 2026 Executive Committee Meeting Minutes**
3. **2026-2027 Master Credentials List**
4. **Approval of Sec. Kelly Designees**
5. **Recommendation to Sunset CareerSource Florida Policies:**
    - **G12 Regional Planning Areas**
    - **P10 Comprehensive Employment, Education and Training Strategy**
    - **P26 Guidance Domestic Violence**
    - **P27Guidance 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**

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

Motion: Jennifer O'Flannery Anderson
Second: Eric Hall

The consent agenda passed. There were no public comments.

VI. President's Report

CareerSource Florida President and CEO Adrienne Johnston provided updates on key strategic initiatives, including the submission of Florida's WIOA two-year state plan modification, proposed workforce investment priorities, enhanced business engagement and performance initiatives, and rapid response efforts supporting workers affected by the Spirit Airlines closure, while previewing upcoming priorities for the August board meeting.

VII. Finance Council Meeting Report

Finance Council Chair Kevin McDonald provided an overview of the Finance Council meeting held the day prior.

VIII. Strategic Policy and Performance Council Meeting Report

Strategic Policy and Performance Council Chair Sophia Eccleston provided an overview of the Strategic Policy and Performance Council meeting held the day prior. She noted the importance of open, constructive dialogue between the board and local workforce development boards, noting that thoughtful discussion and differing perspectives strengthen decision-making and the workforce system. She encouraged continued collaboration to navigate change and reaffirmed that working together ultimately leads to better outcomes for Florida's workforce system.

IX. Action Items

1. **CareerSource Florida Budget FY 2026-2027**

Chair Smith called for a vote to approve the action item.

Motion: Kevin McDonald
Second: Kevin O'Farrell

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

2. **P5 Registered Apprenticeship**

Chair Smith called for a vote to approve the action item.

Motion: Kevin O'Farrell
Second: Kevin McDonald

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

3. **P123 Planning Region Identification and Requirements**

Chair Smith called for a vote to approve the action item.

Motion: Jennifer O'Flannery Anderson
Second: Robert Salonen

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

4. **G103 Performance Requirements for Local Workforce Development Boards**

Chair Smith called for a vote to approve the action item.

Motion: Sophia Eccleston
Second: Ryan Goertzen

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

5. **P89 Business and Employer Services**

Chair Smith called for a vote to approve the action item.

Motion: Jennifer O'Flannery Anderson
Second: Eric Hall

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

6. **Subsequent Designation of Local Workforce Development Areas and Local Workforce Development Board Composition and Certification**
   a. Full Approvals
   b. Conditional Approvals

Chair Smith called for a vote to approve the action item.

Motion: Robert Salonen
Second: Jennifer O'Flannery Anderson

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

7. **Local Workforce Development Board Requests for Designation as Direct Service Provider(s) and Requests to Serve as One Stop Operators**
   a. Full Approvals
   b. Conditional Approvals
   c. Denials

Chair Smith called for a vote to approve the action item.

Motion: Alex Kelly
Second: Jennifer O'Flannery Anderson

The action item passed, with board member Erik Arroyo opposed. Rusty Skinner provided a public comment.

Mr. Skinner, on behalf of his chief local elected official, urged the board to allow CareerSource Citrus Levy Marion to continue operating under its existing Performance Improvement Plan, emphasizing that the local workforce board has already demonstrated measurable performance improvements and remains committed to addressing identified issues. He expressed concern that requiring a procurement of direct service operations before the conclusion of the established improvement period could undermine ongoing progress and requested that the board honor the original two-year timeline for corrective action.

8. **Local CareerSource Florida Addendum to Designation of Two Regional Planning Areas**
   a. Northwest Florida Workforce Collective
   b. Nature Coast Regional Planning Area

Chair Smith called for a vote to approve the action item.

Motion: Erik Arroyo
Second: Eric Hall

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

X. Bean Automotive Apprenticeship Initiative

CareerSource South Florida, Miami Dade College, and Bean Automotive highlighted their successful apprenticeship partnership as a model for employer-driven workforce development. Presenters emphasized how the collaboration combines employer investment, wage reimbursement, and flexible, work-based training to create career pathways, address workforce shortages, and achieve strong retention outcomes while expanding opportunities for individuals entering new careers.

Board members commended the initiative as an example of effective collaboration among education, workforce, and industry partners and discussed its potential to serve as a model for other sectors and populations.

XI. Advertising Outreach and Communications Updates

Keri Nucatola, Vice President of External Affairs and Strategic Initiatives for CareerSource Florida, provided an update on CareerSource Florida's communications and outreach efforts, highlighting initiatives to increase statewide brand awareness, strengthen engagement with employers, job seekers, policymakers, and partners, and promote consistent messaging across the workforce system. She emphasized that these efforts support CareerSource Florida's strategic priorities by enhancing collaboration, expanding outreach, and equipping local workforce boards with tools and resources to effectively communicate the impact of Florida's workforce programs.

XII. Workforce Pell

Florida Department of Education’s Chancellor of Career and Adult Education Ashley Meros provided an overview of Florida's implementation of Workforce Pell, highlighting efforts to expand access to federal financial aid for eligible short-term workforce training programs. He emphasized Florida's collaborative approach to aligning education, workforce, and employer needs while maintaining strong accountability and ensuring programs prepare learners for high-demand, high-wage careers.

XIII. FloridaCommerce Report

Florida Secretary of Commerce Alex Kelly highlighted Florida's continued economic and workforce momentum, emphasizing the importance of strong partnerships among education, workforce, and industry to support talent development and respond to employer needs. He also recognized the statewide collaboration that supported workers affected by the Spirit Airlines layoffs, shared positive labor market and workforce system performance updates, and highlighted ongoing improvements to Florida's Reconnect system and Opportunity Zones initiative to better serve Floridians and strengthen economic growth.

XIV. Local Partners Report

Florida Workforce Development Association (FWDA) President and CareerSource Suncoast President and CEO Josh Matlock highlighted innovative efforts to expand registered apprenticeships across Florida, including the development of new AI-enabled tools to simplify and accelerate apprenticeship program creation for employers.

He also showcased successful regional apprenticeship initiatives and partnerships that are strengthening employer engagement, supporting apprentices, and advancing workforce development through collaboration among local workforce boards, industry, and education partners.

XV. Open Discussion/Public Comment

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

There were no public comments.

XVI. Chair’s Closing Remarks

Chair Smith thanked the board for their attention and contributions during the meeting.

She noted upcoming meetings before adjourning the meeting.

The meeting was adjourned at 12:20 p.m.

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

CareerSource Florida Board of Directors Meeting
August 27, 2026
Consent Item 2
Approved________________
Disapproved______________

Consent Item 2

APPROVAL OF THE 2026-2027 MASTER CREDENTIALS LIST

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

In May 2026, the Framework of Quality was updated through the committee's required biennial review to strengthen clarity, consistency, and statutory alignment while maintaining its core focus on evaluating credentials based on demand, wage, and value. The updated Framework of Quality continues to serve as the primary tool for evaluating credentials for inclusion on the Master Credentials List.

The Interagency Review Team is a multi-agency group composed of representatives from CareerSource Florida, Florida Department of Education, FloridaCommerce, The REACH Office, and Florida Department of Agriculture and Consumer Services (FDACS) (for agriculture-related credentials) evaluated the credential applications. Each credential was evaluated using statutory linkage to section 445.004, Florida Statutes and the Framework of Quality to ensure it met the following criteria:

1. Meets labor market demand	Section 445.004(4)(a)
2. Contains instruction in skills and competencies that meet labor market demand	Section 445.004(4)(b)
3. Results in a direct link to employment with earning outcomes for participants that provide middle to high level wages or sequence to a higher-level credential that does	Section 445.004(4)(c)

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

The Interagency Review Team received **19** credential applications by the June 30, 2026, deadline. This includes:

- **6** submissions for new credential evaluation.
- **1** submission for credentials flagged for demand concerns.
- **5** submission for credentials flagged for wage and demand concerns.
- **2** submissions for credentials flagged for wage.
- **1** submission for Agriculture credentials flagged for both demand and wage concerns.
- **3** submissions for Agriculture credentials flagged for wage concerns.
- **1** submission for Agriculture credentials flagged for demand concerns.

In addition, the Interagency Review Team evaluated **15** new programs of study and **38** new registered apprenticeship programs submitted by the Florida Department of Education for potential inclusion on the Master Credentials List (MCL). Concurrently, **39** registered apprenticeship programs and **1** program of study were discontinued after being determined to no longer meet the Framework of Quality.

The newly adopted programs of study - including Associate in Science (A.S.) degrees, Career Certificates, and College Credit Certificates - along with newly registered apprenticeship programs have been approved by the State Board of Education for implementation in the 2026–27 academic year.

Recommended new Programs of Study Approval for MCL Inclusion:

No.	Classification of Instructional Programs	Program Name	Program Type
1.	1604100100	Real Estate Development and Design	Degree
2.	1647061400	Autonomous Vehicle Technician	Degree
3.	0351090909	Surgical Technology	Non-Degree
4.	0412050313	Professional Culinary Arts & Hospitality	Non-Degree
5.	0351390208	Patient Care Technician	Non-Degree
6.	0351390207	Patient Care Assistant	Non-Degree
7.	0351390206	Nursing Assistant	Non-Degree
8.	0351080105	Medical Assisting	Non-Degree
9.	0610010525	Digital Video Technology	Non-Degree
10.	0650010219	Digital Media/Multimedia Design	Non-Degree

11.	0650060227	Digital Cinema Production	Non-Degree
12.	0351060307	Dental Laboratory Technology	Non-Degree
13.	0647060802	Aviation Powerplant Mechanics	Non-Degree
14.	0647060705	Aviation Airframe Mechanics	Non-Degree
15.	0743010216	Crossover Training Program for Florida Correctional Probation Officer to Correctional Officer	Non-Degree

Credentials Not Recommended for Inclusion:

Based on the evaluation of new credential applications, the interagency review team does not recommend **6 credentials** for inclusion in the 2026-2027 Master Credentials List. At this time, these credentials do not fully meet the requirements of section 445.004(4)(h), Florida Statutes, or the criteria established in the Framework of Quality. The applications lacked sufficient evidence related to labor market demand, wage outcomes, industry recognition, or overall workforce value needed to support approval.

Throughout the application cycle, CareerSource Florida and partner agencies work directly with applicants to provide technical assistance, answer questions, review supporting documentation, and identify opportunities to strengthen submissions. Several applications, including those associated with emerging and high-growth industries, may become viable candidates for future consideration as additional evidence and validation are developed. The goal of the process is not to exclude credentials, but to ensure that all approved credentials meet requirements and provide demonstrable value to Florida's workforce, employers, and learners.

Recommended Approval of Resolution of Flagged Credentials:

The interagency team resolved **12** flagged credentials submitted by stakeholders. This included clearing demand flags for **3** credential applications, clearing wage flags for **5** credentials, **4** credentials flagged for both wage and demand. All credentials meet the requirements as having demonstrated sufficient demand, wage outcomes, industry recognition, and overall value under the Framework of Quality. Based on this review, these credentials can be recommended for flag removal of the identified deficiencies on the Master Credentials List:

Not Recommended for Approval of Resolution of Flagged Credentials:

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

The quarterly review and application evaluation was conducted by an interagency team of subject matter experts from the Department of Commerce, Department of Education, and CareerSource Florida. With the approval of the Credential Review Committee the 2026-2027 Master Credentials List will now include **2,370** total credentials consisting of:

- 298 degree credentials
- 836 non-degree credentials
- 580 industry certifications
- 614 registered apprenticeships
- 42 K-8 Cape digital tools

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

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

FOR CONSIDERATION

- **Approve the 2026-2027 Master Credentials List and send these recommendations to the CareerSource Florida Board of Directors for delivery to the State Board of Education.**

- **Approve technical revisions to the list by the Department of Education, as needed without adding or removing any credentials not explicitly described in this Action Item.**

ATTACHMENTS

- **Framework of Quality**

- **2026-2027 Master Credentials List**

CareerSource Florida
Board of Directors Meeting
August 27, 2026
Consent Item 3

Approved______ _______
Disapproved_______________

Consent Item 3

CAREERSOURCE FLORIDA BOARD APPOINTMENT OF FLORIDA CREDENTIALS REVIEW COMMITTEE MEMBER

Pursuant to Chapter 445.004(4)(h)(1), the state development workforce board shall appoint a Florida Credentials Review Committee (CRC) to identify nondegree credentials and degree credentials of value for approval by the state workforce development board and inclusion in a Master Credentials List. Such credentials must include registered apprenticeship programs, industry certifications, licenses, advanced technical certificates, college credit certificates, career certificates, applied technology diplomas, associate degrees, baccalaureate degrees and graduate degrees.

The membership of the Credentials Review Committee is designated by statute. Upon the CRC resignation of Kevin Carr, CEO of FloridaMakes, a vacancy on the Credentials Review Committee was created.

Ernie Friend, Executive Director of Florida Advanced Technological Education Center, is nominated to fill the vacancy on the committee.

The members of the Credentials Review Committee shall serve for a period determined by the Chair and Executive Committee. The CareerSource Florida professional team recommends consideration of a term of two years. Qualified members of the Credentials Review Committee may be reappointed by the Chair and Executive Committee.

The Credentials Review Committee will act as an advisory committee or similar group created by the state workforce development board.

FOR CONSIDERATION

- **Approve and appoint Ernie Friend to the Credentials Review Committee for a period of no more than two years.**

Consent Item 4

CAREERSOURCE FLORIDA BOARD APPOINTMENT OF FLORIDA CREDENTIALS REVIEW COMMITTEE MEMBER

Pursuant to Chapter 445.004(4)(h)(1), the state development workforce board shall appoint a Florida Credentials Review Committee (CRC) to identify nondegree credentials and degree credentials of value for approval by the state workforce development board and inclusion in a Master Credentials List. Such credentials must include registered apprenticeship programs, industry certifications, licenses, advanced technical certificates, college credit certificates, career certificates, applied technology diplomas, associate degrees, baccalaureate degrees and graduate degrees.

The membership of the Credentials Review Committee is designated by statute. Upon the CRC resignation of Adam Callaway, Chief of Staff at FloridaCommerce, a vacancy on the Credentials Review Committee was created.

Roosevelt Petithomme, FloridaCommerce Assistant Deputy Secretary, Division of Workforce Services – Reemployment Assistance, is nominated to fill the vacancy on the committee.

The members of the Credentials Review Committee shall serve for a period determined by the Chair and Executive Committee. The CareerSource Florida professional team recommends consideration of a term of two years. Qualified members of the Credentials Review Committee may be reappointed by the Chair and Executive Committee.

The Credentials Review Committee will act as an advisory committee or similar group created by the state workforce development board.

FOR CONSIDERATION

- **Approve and appoint Roosevelt Petithomme to the Credentials Review Committee for a period of no more than two years.**

CareerSource Florida
Board of Directors Meeting
August 27, 2026
Consent Item 5

Approved_______________
Disapproved_____________

Consent Item 5

RECOMMENDATION TO SUNSET 9 CAREERSOURCE FLORIDA WORKFORCE POLICIES

The CareerSource Florida Board of Directors serves as the principal workforce policy organization for the state as described in Section 445.004(2), Florida Statutes. The state board establishes and directs the vision for the state workforce system. Federal and state law describes what items the state workforce development board (SWDB) must review, approve, or consider, including workforce development policies.

CareerSource Florida and the Florida Department of Commerce (FloridaCommerce) review policies for their effectiveness and efficiency and recommend the recission of policies, as necessary. Four of the policies recommended for sunset relate to the Trade Adjustment Assistance (TAA) program which is being eliminated. TAA services are currently delivered within American Job Centers, and participants have access to all partner programs including WIOA. These four policies recommended for recission are:

Workforce Policy P101 – (TAA) Training and Other Activities Funding was developed by FloridaCommerce in 2021 as an administrative policy to provide LWDBs the requirements for TAA Training and Other Activities. Expiration of the program eliminates the need for this policy.

Workforce Policy P107 – (TAA) Training Services was developed by FloridaCommerce in 2020 as an administrative policy to provide LWDBs the minimum requirements for administering training to trade-affected workers. Expiration of the program eliminates the need for this policy.

Workforce Policy P108 – (TAA) Employment and Case Management Services was developed in 2020 by FloridaCommerce to provide LWDBs the minimum requirements for providing employment and case management services under the TAA program. Expiration of the program eliminates the need for this policy.

Workforce Policy P116 – (TAA) and Workforce Innovation and Opportunity Act Dislocated Worker Co-Enrollment was developed by FloridaCommerce in 2021 as an administrative policy by FloridaCommerce to communicate the requirements to co-enroll eligible trade-affected workers in the WIOA Dislocated Worker program and the TAA program. Expiration of the program eliminates the need for this policy.

Other policies identified for recission include:

Workforce Policy F63 - Subrecipient and Vendor Determinations – Federal Funds is guidance issued by FloridaCommerce in 2008, prior to the implementation of WIOA to provide guidance to regional workforce boards, early learning coalitions and other subrecipients of federal funds for determining whether payments to third parties create subrecipient or vendor relationships for federal funds. This policy is obsolete. Any required elements will be used to inform updated technical assistance and guidance consistent with federal and state law.

Workforce Policy F64 – Subrecipient and Vendor Determinations – State Funds is guidance issued by FloridaCommerce in 2008, prior to the implementation of WIOA to provide guidance to regional workforce boards, early learning coalitions and other subrecipients of funds from for determining whether payments to third parties create subrecipient or vendor relationships for state funds. This policy is obsolete. Any required elements will be used to inform updated technical assistance and guidance consistent with federal and state law.

Workforce Policy P71 – I-9 and 516 INS Procedures is guidance issued by FloridaCommerce in 2013 related to the Migrant and Seasonal Farmworker Program to provide guidance to regional workforce boards, one-stop career center employees and other workforce system partners on processing federal I-9 forms and the 516 INS forms. This guidance was issued prior to the implementation of WIOA and is no longer consistent with federal law and guidance.

Workforce Policy P78 - H-2A Job Order Referral Procedures is guidance issued by FloridaCommerce in 2013 to provide guidance to regional workforce boards, career center employees and other workforce system partners on processing job seeker referrals to H-2A job orders. This guidance was issued prior to the implementation of WIOA and is no longer consistent with federal law and guidance. This obsolete policy will be updated to inform technical assistance and guidance consistent with federal regulations and guidance.

Workforce Policy P114 – Rapid Response Program Administration was developed by FloridaCommerce as administrative policy and approved by the CareerSource Florida Board of Directors in 2021. This policy relates to the WIOA Dislocated Worker Program and notifies LWDBs of the minimum rapid response requirements and activities mandated by WIOA. Information about required rapid response and layoff aversion activities is included in CareerSource Florida Workforce Policy P89 – Business and Employer Services approved by the CareerSource Florida Board of Directors, acting as the State Workforce Development Board, at its meeting on June 3, 2026. Technical Assistance Letters (TAL) related to rapid response and to layoff aversion, informed by consultation feedback from LWDBs, will be issued by FloridaCommerce.

Sunset of these policies is consistent with the Florida workforce system’s goals to remove duplication of services and reduce administrative redundancies. CareerSource

Florida and FloridaCommerce recommend the sunset of these policies and their removal from the CareerSource Florida list of active and current state workforce policies.

FOR CONSIDERATION

- **Approve the sunset of 9 workforce policies and guidance documents and remove them from the CareerSource Florida list of active and current state workforce policies.**

CareerSource Florida
Board of Directors Meeting
August 27, 2026
Action Item 1

Approved_____________
Disapproved_____________

Action Item 1

CAREERSOURCE FLORIDA WORKFORCE POLICY G104 SANCTIONS AND OTHER REQUIRED CORRECTIVE ACTION FOR LOCAL WORKFORCE DEVELOPMENT BOARDS

Federal and state law describes what items the state workforce development board (SWDB) must review, approve, or consider, including state workforce policies. CareerSource Florida and the Florida Department of Commerce (FloridaCommerce) review policies for alignment, effectiveness, and efficiency.

The Workforce Innovation and Opportunity Act (WIOA), Section 116, establishes performance accountability requirements for core programs that support employment and training outcomes. Training and Employment Guidance Letter No. 11-19, Change 2, issued by the U.S. Departments of Labor and Education, updates how state performance is evaluated and clarifies that states will be sanctioned for repeated performance failure or non-reporting of results. CareerSource Florida requires Local Workforce Development Boards (LWDBs) to promptly address performance, programmatic, or financial deficiencies to protect funding and avoid penalties. LWDBs play a critical role in advancing the strategic and operational goals of the Governor and the SWDB for Florida's Workforce Development System.

On January 28, 2026, the CareerSource Florida Board of Directors, acting as the SWDB, approved revisions to Workforce Policy G104 – Sanctions and Other Required Corrective Action for Local Workforce Development Boards Who Fail to Meet Federal and State Standards. This policy informs LWDBs administering WIOA Title I and other funds authorized by the SWDB about potential consequences, including corrective actions, remedies and sanctions, for failing to meet performance requirements or complying with applicable laws, regulations, standards, monitoring requirements, or agreement terms with FloridaCommerce.

Following continued engagement with LWDBs regarding performance accountability and corrective action, CareerSource Florida and FloridaCommerce developed additional revisions to Policy G104. The revisions strengthen the state's ability to respond proportionately when an LWDB does not meet performance, programmatic, fiscal, or compliance requirements, while providing a clearer progression from early intervention and technical assistance to formal corrective action and, when warranted, sanctions or reorganization. The revised policy:

- Broadens the assessment of federal performance from reliance on a single individual measure to consideration of an LWDB's overall program scores and overall indicator scores, providing a more balanced assessment of sustained performance. The revised policy identifies two consecutive years below the 90 percent target for an overall program score or overall indicator score as a potential performance deficiency.

- Clarifies the authority of the Governor to enact corrective actions and sanctions, clarifies with sanctions may be considered and preserves applicable notice and appeal protections for significant actions such as revocation of a local plan or imposition of a reorganization plan.

To obtain additional, focused stakeholder input before SWDB consideration, CareerSource Florida and FloridaCommerce distributed the proposed revisions to all 21 LWDBs for targeted consultation from August 11 through August 21, 2026. CareerSource Florida received 17 comments from 5 LWDB and the Florida Workforce Development Association, on behalf of its membership. In total, 82% of the feedback was either integrated into the policy language or will be addressed through upcoming technical assistance issued by FloridaCommerce.

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

FOR CONSIDERATION

- **Approve Workforce Policy G104 – Sanctions and Other Required Corrective Action for Local Workforce Development Boards.**

Workforce Policy		**POLICY NUMBER G104**
Title:	Sanctions and Other Corrective Action for Local Workforce Development Boards	
Policy Type:	Programmatic	
Program:	Workforce Innovation and Opportunity Act	
Adopted:	02/20/2020	**Revised:** 01/28/2026

I. PURPOSE AND SCOPE

The Workforce Innovation and Opportunity Act (WIOA), Section 116, establishes performance accountability requirements for core programs that support employment and training outcomes. Training and Employment Guidance Letter No. 11-19, Change 2,[1] issued by the U.S. Departments of Labor and Education, updates how state performance is evaluated and clarifies that states may lose up to 10% of the Governor's Reserve funds for repeated failure or non-reporting of results. CareerSource Florida requires Local Workforce Development Boards (LWDBs) to promptly address performance, programmatic, or financial deficiencies to protect funding and avoid penalties.

LWDBs play a critical role in advancing the strategic and operational goals of the Governor and the State Workforce Development Board (SWDB) for Florida's Workforce Development System. The CareerSource Florida Board of Directors, acting as the SWDB, issues policy and guidance aligned with federal and state laws and its strategic priorities to ensure LWDBs, service providers, and career centers deliver services effectively and efficiently. This policy informs LWDBs utilizing WIOA Title I and other funds authorized by the SWDB about potential consequences, including sanctions and remedies, for failing to meet performance measures or violating applicable laws, regulations, standards, or agreement terms with the Florida Department of Commerce (FloridaCommerce).

II. KEY OBJECTIVES

1. Increase awareness and develop training, as needed for Chief Local Elected Officials (CLEOs), LWDB members, leadership, and staff of LWDBs and career centers about board responsibilities and potential sanctions and remedies for failing to meet performance measures or violating federal and state laws, regulations, standards, or the terms of

[1] Training and Employment Guidance Letter No. 11-19, Change 2

agreements between LWDBs and FloridaCommerce.

2. Employ sound management practices and controls for the proper expenditure of funds passed to LWDBs and administered through FloridaCommerce.
3. Develop strategies, procedures, and policies to meet or exceed identified state and federal performance standards in alignment with state goals and objectives.

III. POLICY AND PROCEDURES

The CareerSource Florida Board of Directors seeks to ensure all LWDBs maintain credibility and accountability for meeting performance, programmatic, and financial requirements. CLEOs and LWDBs have access to a data dashboard and receive quarterly updates and annual notifications on whether they meet federal performance accountability measures and state-issued letter grades. FloridaCommerce and CareerSource Florida may use any level of intervention warranted by the severity, duration, or risk of the deficiency. When appropriate, the response should progress as follows:

- **Technical Assistance and Early Intervention:** Governed by Workforce Policy G103, these actions may be provided when performance concerns, compliance concerns, data issues, or operational risks are identified and are intended to help resolve emerging concerns before formal corrective action is required.
- **Corrective Action Notice:** Issued when a deficiency requires formal correction, LWDBs will generally be given a reasonable opportunity to correct the deficiency before sanctions are imposed unless immediate action is necessary to protect public funds, participants, program integrity, or compliance with law.
- **Corrective Actions Including: Specific Conditions, Turnaround Plan, Sanctions or Reorganization:** Consistent with guidance in Section III-B of this policy.

A. Deficiencies

In the following circumstances, corrective actions may be imposed on LWDBs:

1. Failure by the LWDB to execute a Grantee-Subgrantee Agreement between FloridaCommerce and the LWDB within the timeframe prescribed by FloridaCommerce.
2. Failure by the LWDB's board members, staff, fiscal agent, or administrative entity to appropriately oversee the delivery of services and ensure the effective and efficient use of funds.
3. Failure to:
   a. Carry out the required functions of a LWDB as set forth in WIOA sec. 107(d).
   b. Achieve certification.
   c. Sustain program and fiscal integrity.
   d. Properly use federal or state funds resulting in disallowed costs.
   e. Act in a manner necessary to prevent waste, fraud, or abuse of federal or state funds.
   f. Submit timely and accurate required financial and performance reports, including annual Single Audits or financial statement audits.
   g. Meet the agreed-upon ITA expenditure requirement under section 445.003(3), Florida Statutes (F.S.).
   h. Take corrective actions to resolve findings of non-compliance identified during programmatic, fiscal, or investigative monitoring or audit reviews conducted by the USDOL, FloridaCommerce, or other legally authorized entity.
   i. Resolve or address performance improvement plans, notices of deficiencies, or corrective action requirements within the timeframe determined by the authorized monitoring or reviewing authority.
   j. Resolve or address all independent audit findings or questioned costs.

k. Comply with administrative and service contract requirements.
l. Retain and produce required service delivery, program participant, and/or financial records.
m. Address and resolve reported threats to health and safety of program participants or staff, which may include investigating complaints, taking appropriate corrective actions, or making referrals to the appropriate authorities.
n. Meet performance requirements, including:
   i. Two or more years of failing to meet adjusted local levels of performance consistent with WIOA sec. 116 and TEGL 11-19, Change 2[2] as measured through two consecutive years of a failure of an LWDB to meet the 90% target for an overall program score or an overall indicator score; or
   ii. Two consecutive years with an annual letter grade of F under the criteria established pursuant to s. 14.36, Florida Statutes.[3]
   iii. Three consecutive years with a score below 50% for the veterans and individuals receiving public assistance subgroup populations, under the criteria established pursuant to s. 14.36, Florida Statutes.[4]

B. Actions

FloridaCommerce will at a minimum provide notice to the CLEO, the executive director, board chair, and/or the designated person responsible for operational and administrative functions of the board of the need for a Turnaround Plan or corrective action to secure prompt compliance. The notice may include additional performance, programmatic, or financial reviews, or additional technical assistance activities. The notice will include a timeline for required implementation and provide the opportunity for the LWDB to resolve any deficiencies."

The CareerSource Florida Board of Directors and FloridaCommerce may impose the following actions in response to identified deficiencies:

1. **Specific Conditions** – FloridaCommerce may impose specific conditions when an LWDB presents elevated risk or fails to make sufficient progress under a Corrective Action Notice. Specific conditions may be imposed consistent with 2 CFR 200.208 and may include additional reporting, additional monitoring, technical or management assistance, prior approval requirements, reimbursement-only payments, restrictions on drawdowns or expenditures, withholding authority to proceed to a project phase, or other conditions allowed by federal or state law.

   The written notice imposing specific conditions must identify the condition, the reason for the condition, the action needed to remove the condition, the timeframe for compliance, and the method for requesting reconsideration, when applicable.

2. **Turnaround Plan:** CareerSource Florida and FloridaCommerce will examine LWDB performance on each of the criteria developed under s. 14.36(3)(h) for various subgroups served, including, but not limited to, veterans, individuals on public assistance as defined in s. 414.0252(10), and businesses. LWDBs with two consecutive years of failure to meet the 90% target for an adjusted overall program score or an overall indicator score and two consecutive state-issued LWDB annual Letter Grades of a D or one annual letter grade of an F, including data isolated for the veteran or individuals receiving public assistance subgroups, will be required to submit an LWDB Turnaround

[2] Training and Employment Guidance Letter No. 11-19, Change 2
[3] Letter grade methodology described at https://analytics.careersourceflorida.com/LetterGrades/Methodolog[3]y
[4] When evaluating subgroup performance, cohort size will be considered to ensure statistical validity and fairness in the assessment process

Plan to the SWDB for review and approval. An LWDB that fails to submit a timely Turnaround Plan or completes a Turnaround Plan cycle and does not improve to a grade of “C” or higher is subject to corrective action, including, but not limited to, removal of board members and executive directors under s. 445.007(2)(b) and possible board decertification under WIOA s. 107(c)(3).

a. LWDB Turnaround Requirements: After notification, the LWDB will have 6 months to develop and submit this plan, which must be data-based and designed to create the conditions to improve the LWDB’s performance during a two-year implementation period. FloridaCommerce shall apply intensive monitoring until the plan’s closure. Requirements for LWDB Turnaround include:

   i. If cause exists under s. 445.007(2), F.S., the removal of the current LWDB Chair.
   ii. The results of a review of the performance of the executive director and/or the designated person responsible for operational and administrative functions of the board and a plan based on that review for the improvement of leadership performance designed to support LWDB improvement in administrative function of the board.

b. The development of a professional development plan that provides ongoing, targeted support to increased performance by staff and leaders.
c. The results from a review of practices in hiring, recruitment, retention, and reassignment of staff supporting the identified population and the associated actions identified for improvements in this area.
d. A description of local, data-based monitoring efforts, aligned to SWDB standards, that will be enacted to support improvement in the identified area(s).
e. A description of the review and update of any applicable local policies or operating procedures and how these will be updated to improve alignment and performance with the identified subgroup, if applicable; and
f. A description of how plan implementation will be documented and tracked.

3. **Sanctions** – Failure by the LWDB to fully resolve the deficiencies stated in the corrective notice or failure to fulfill the specific conditions placed on the LWDB may result in one or more of the following sanctions, as appropriate and consistent with applicable law:

   a. Disallowing all or part of the cost or activity determined to be non-compliant.
   b. Temporarily withholding reimbursement.
   c. Reduction or otherwise adjustment of the LWDB’s funding (by disqualification from distributions of incentive monies, reallocated formula funding, and/or state-level reserve funds).
   d. Suspension or termination, in whole or in part, of the federal or state award.
   e. Issuance of a notice of intent to revoke approval of all or part of the local plan affected.
   f. Imposing a reorganization plan which may include:
      i. Decertifying the LWDB and requiring that a new board be appointed and certified for the local area.
      ii. Prohibiting the use of eligible providers and one-stop partners identified as achieving a poor level of performance; or
      iii. Taking such other significant actions as the Governor determines appropriate, which may include:
         - Selecting an alternative entity as defined in WIOA Section 107 to administer the program for the local area involved.
         - Merging the local area into one or more other local areas,

after consultation with CLEO(s) in the local areas; or
  - Making such other changes necessary to secure compliance.
g. Initiation of suspension or debarment proceedings.
h. Any other penalty or action deemed appropriate by the Governor, SWDB, or FloridaCommerce.

C. Appeal Processes

A local area that has been found in substantial violation of WIOA and has received notification that either all or part of the local plan will be revoked or that a reorganization will occur may appeal such sanctions to the Secretary of Labor, USDOL under 20 CFR 683.650. The appeal must be filed no later than 30 days after receipt of written notification of the revoked plan or imposed reorganization. A copy of the appeal must be simultaneously provided to the CareerSource Florida Board of Directors and the Governor. The sanctions do not become effective until the time for appeal has expired or USDOL has issued a decision. USDOL will notify the Governor and the appellant in writing of the Secretary's decision within 45 days after receipt of the appeal.

A local area that has failed to meet local performance indicators for three consecutive program years and has received the Governor's notice of intent to impose a reorganization plan[5] may appeal to the Governor to rescind or revise such plan no later than 30 days after receiving written notice of the reorganization plan. The Governor must make a final decision within 30 days after receiving the appeal. The local area may appeal the final decision of the Governor to USDOL under 20 CFR 677.225 no later than 30 days after receiving the Governor's final decision. Any appeal of the Governor's final decision must be appealed jointly by the LWDB and the Chief Elected Official. USDOL will make its final decision within 30 days after receipt of the appeal. The decision by the Governor on the appeal becomes effective at the time it is issued and remains effective unless USDOL rescinds or revises the reorganization plan.

IV. IMPLEMENTATION

LWDBs must establish and maintain Local Operating Procedures (LOPs) that ensure all staff understand performance accountability requirements, including those outlined in TEGL No. 11-19, Change 2, 20 CFR 677.220, and 20 CFR 683.720. LOPs should outline the processes the LWDB uses to collect, validate, and report performance data; monitor internal program quality; implement corrective actions at the staff and provider level; and ensure timely resolution of findings identified through local or state monitoring. These procedures should focus on strengthening internal controls, supporting continuous improvement, and promoting program integrity. LOPs should be data-informed, aligned with state and federal standards, and reviewed regularly to ensure responsiveness to evolving compliance and reporting requirements.

Implementation of this policy requires LWDBs to integrate local policies, procedures, and training in alignment with this policy. LWDBs must document and track all efforts to meet performance expectations, including training, monitoring, and leadership development activities.

FloridaCommerce, in consultation with CareerSource Florida, will monitor LWDB compliance through intensive reviews, fiscal and programmatic audits, and evaluation of LOPs. This oversight ensures that LWDBs maintain accountability and transparency while working toward continuous improvement and alignment with state workforce goals.

[5] 20 CFR 683.650(c)

Policy/Template	Line	Type of Comment	Submission Date	Name	Title	Email	Local Workforce Development Board	Comment Entry	Recommended Resolution	Action Taken
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Number: 39	Performance Accountability Measures	08-21-2026 16:32:58	Gina Ronokarijo	VP Workforce Operat	gronokarijo@careersourcecf.com	CareerSource Central Florida	The policy states that LWDBs have “access to a real-time dashboard.” However, the performance reporting used for LWDBs accountability and oversight relies on lagging indicators and retrospective results, rather than real-time performance measures.	Remove the inaccurate language.	"real-time" will be removed.
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Numbers: 89-93 and 125-129	Performance Accountability Measures	08-19-2026 13:15:27	Marti Coley	FWDA Executive Director	marti@pinpointresults.com	CareerSource Suncoast;/FWDA	FWDA supports the revision to evaluate performance using overall program scores and overall indicator scores rather than relying on failure of a single individual performance indicator. This approach has the potential to provide a more balanced assessment of overall board performance. However, the proposed language does not clearly state that the two consecutive years of failure must involve the same overall program score or the same overall indicator score. As written, an LWDB could potentially fail one program or indicator score in one year and a different program or indicator score in the following year and nevertheless be considered to have experienced two consecutive years of performance failure. Federal regulations expressly apply consecutive-year performance consequences based on failure of the same performance measure. For local areas, 20 C.F.R. § 677.220(b) requires failure involving the same primary indicators of performance for the same core program. Similarly, the State performance provisions in 20 C.F.R. § 677.190(e) require consecutive failure of the same core program or same primary indicator. WIOA § 116(g)(2) provides the underlying statutory framework for corrective action when local-area performance failure continues for a third consecutive year; the specific same-indicator/same-program requirement is stated in the implementing regulation at 20 C.F.R. § 677.220(b). Requiring consecutive failure of the same measure would more accurately identify sustained performance concerns while still holding boards accountable for improvement.	Two consecutive years of failure by an LWDB to meet the 90% target for the same overall program score or the same overall indicator score. The corresponding language in the Turnaround Plan section should be revised in the same manner.	Additional details on methodology will be provided as part of issued technical assistance.
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Numbers: 89-93 and 125-129	Performance Accountability Measures	08-20-2026 13:15:27	Marti Coley	FWDA Executive Director	marti@pinpointresults.com	CareerSource Suncoast;/FWDA	The proposed policy establishes failure to achieve 90% of an overall program score or overall indicator score as a basis for corrective action and potentially a Turnaround Plan, but the policy does not define how these scores will be calculated or applied at the LWDB level. Federal regulations expressly define the methodology for calculating an overall State program score and an overall State indicator score, including the measures incorporated into those calculations. However, local performance accountability under WIOA is based on locally negotiated and adjusted performance levels established pursuant to 20 C.F.R. § 677.210. Florida law likewise provides that local performance accountability measures consist of the applicable indicators and a local level of performance established pursuant to WIOA. If Florida intends to adapt the overall program score and overall indicator score methodology for use at the LWDB level, the methodology should be clearly established and published before the scores are used as the basis for corrective action or sanctions. LWDBs should be able to understand, independently calculate, and verify the performance standard against which they will be evaluated. At a minimum, the methodology should identify the components included in each score, calculation methodology, treatment of unavailable or incomplete measures, applicable performance periods, adjustments, and when a score becomes final.	CareerSource Florida and Florida Commerce shall publish and provide to LWDBs the methodology used to calculate overall program scores and overall indicator scores, including the measures included, calculation methodology, applicable adjustments, performance periods, treatment of unavailable data, and other calculation rules, prior to using such scores as the basis for corrective action or sanctions.	Additional details on methodology will be provided as part of issued technical assistance.
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Numbers: 89-93 and 125-129	Performance Accountability Measures	08-21-2026 13:15:27	Marti Coley	FWDA Executive Director	marti@pinpointresults.com	CareerSource Suncoast;/FWDA	The revised language references “two consecutive years” of failure but does not specify how prior program years will be treated when implementing the revised overall program score and overall indicator score methodology. Federal law establishes local performance through negotiated levels agreed upon by the local board, chief elected official, and Governor, with adjustments based on economic conditions and participant characteristics. 20 C.F.R. § 677.210 further requires agreement on local negotiated levels through a negotiations process before the start of a program year and requires that process to be disseminated to LWDBs and chief elected officials. Additionally, 20 C.F.R. § 677.220(a)(1) requires the State to establish its threshold for local performance failure before reaching agreement on negotiated local performance levels. If the revised overall program score and overall indicator score methodology represents a new or materially revised standard for determining local performance failure, applying it retrospectively could result in an LWDB entering corrective action or Turnaround status based on performance periods during which the board was not being formally evaluated under that methodology. Historical data may appropriately be used for benchmarking, technical assistance, and performance improvement; however, consequences under a newly adopted accountability methodology should apply prospectively so boards have notice of the standard against which performance will be evaluated.	For purposes of determining consecutive-year failure under this provision, the revised overall program score and overall indicator score methodology shall be applied prospectively beginning with the first applicable program year following implementation of the revised methodology.	Additional details on methodology will be provided as part of issued technical assistance.
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Number: 93	Performance Accountability Measures	08-21-2026 16:32:38	Kim Bodine	Executive Director	kbodine@careersourcegc.com	CareerSource Gulf Coast	Where can local board access their overall program scores? This has not been used in the past. How is the overall program score calculated?	Provide information in the policy or as an attachment	Additional requested details will be provided in issued technical assistance.

G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Numbers: 96-98 and related footnote 4	Performance Accountability Measures	08-24-2026 13:15:27	Marti Coley	FWDA Executive Director	marti@pinpointresults.com	CareerSource Suncoast;/FWDA	The proposed policy establishes a deficiency when an LWDB has three consecutive years with a score below 50% for the veterans and individuals receiving public assistance subgroup populations. The draft states that this standard is being applied under criteria established pursuant to § 14.36, Florida Statutes. Section 14.36(3)(h), Florida Statutes, directs the REACH Office to develop criteria for assigning a letter grade to each LWDB and provides that the criteria are to be based in part on LWDB performance accountability measures and return on investment. The statute does not itself establish a three-year, 50% performance threshold for the veterans or public-assistance subgroups. The related footnote states that cohort size will be considered "to ensure statistical validity and fairness in the assessment process," but the policy does not establish a minimum cohort size, define what constitutes statistical validity, or explain how cohort size will affect whether a board is determined to have failed the measure. The need for an objective statistical standard is also consistent with WIOA's treatment of subgroup data. WIOA § 116(d)(6)(C) provides that disaggregated reporting is not required when the number of participants in a category is insufficient to yield statistically reliable information. This is particularly important for the veteran subgroup because cohort sizes may vary considerably among local workforce areas. With a small cohort, the outcomes of only a few participants could substantially affect whether an LWDB falls above or below the 50% threshold. Because three consecutive years below the threshold may result in a deficiency determination and subsequent corrective action, the policy should establish the statistical parameters that will apply before subgroup performance is used for accountability purposes. FWDA recommends that CareerSource Florida and Florida Commerce publish the subgroup methodology, including the minimum cohort size, calculation method, applicable data period, treatment of suppressed or insufficient data, and methodology for determining consecutive-year failure, before subgroup performance is used as the basis for corrective action or sanctions.	Three consecutive years with a score below 50% for the veterans or individuals receiving public assistance subgroup populations, provided the subgroup meets a minimum cohort size and other statistical validity requirements established and published by CareerSource Florida and Florida Commerce. Years in which the applicable subgroup does not meet the established minimum cohort size shall not be counted as a year of performance failure for purposes of determining consecutive-year failure.	Additional details on methodology, including cohort size will be provided in issued technical assistance.
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Policy Line Numbers: 96-98	Performance Accountability Measures	08-25-2026 13:15:27	Marti Coley	FWDA Executive Director	marti@pinpointresults.com	CareerSource Suncoast;/FWDA	Interpreted as this referring to 50% participation rates for TANF participants, the addition of this requirement (n.iii) places an undue, unfair burden on the workforce boards and will continue to do so until the referrals for participation (TANF recipients referred by DCF) are limited to work-ready individuals. Under the current process, a large number of TANF recipients who are referred for participation have serious medical conditions, including being determined by doctors as totally disabled and unable to work, with poor prognoses moving forward. Several have applied for SSI or disability. Based on the information provided by their physicians, these individuals are generally medically deferred by workforce boards but still count in denominators toward participation. Even in cases where someone's prognosis is good, the level of participation as approved by their physician until they are fully released to go to work negatively impacts the 50% participation rate calculations. Until individuals who are not ready for work are not referred to workforce boards, or until these individuals are not counted in the 50% requirement, it is unreasonable to sanction workforce boards for this, since it is beyond the boards' control.	Please remove item n.3 from this policy.	Thank you for your comment - no change needed
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Number: 96-98	Performance Accountability Measures	08-20-2026 11:51:06	Donna Doubleday	President/CEO	ddoubleday@careersourceheartlan	CareerSource Heartland	Interpreted as this referring to 50% participation rates for TANF participants, the addition of this requirement (n.iii) places an undue, unfair burden on the workforce boards and will continue to do so until the referrals for participation (TANF recipients referred by DCF) are limited to work-ready individuals. Under the current process, a large number of TANF recipients who are referred for participation have serious medical conditions, including being determined by doctors as totally disabled and unable to work, with poor prognoses moving forward. Several have applied for SSI or disability. Based on the information provided by their physicians, these individuals are generally medically deferred by workforce boards but still count in denominators toward participation. Even in cases where someone's prognosis is good, the level of participation as approved by their physician until they are fully released to go to work negatively impacts the 50% participation rate calculations. Until individuals who are not ready for work are not referred to workforce boards, or until these individuals are not counted in the 50% requirement, it is unreasonable to sanction	Please remove item n.3 from this policy.	Thank you for your comment - no change needed
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Numbers: 96-98; 128-129,	Performance Accountability Measures	08-17-2026 09:55:00	Rusty Skinner	CEO	rskinner@carersourceclm.com	CareerSource Citrus Levy Marion	Select Policy: G104 - Sanctions and Other Corrective Action for LWDBs Who Fail to Meet Federal Standards It is unclear what the 50% performance covers. Other than the customer groups, there is no reference to the metric that requires a 50% performance. Also where do we find the data so that it can be monitored to improve performance during the year. Perhaps this question will be resolved when we know the metric.	Hard to suggest since I am clueless on what is subject to 50%.	Individual technical assistance will be scheduled.
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Numbers: 96,97,98	Performance Accountability Measures	08-22-2026 16:32:38	Kim Bodine	Executive Director	kbodine@careersourcegc.com	CareerSource Gulf Coast	There is currently no report to measure the population groups within the letter grades report. In order to track improvement LWDBs need to be able to easily access population group data within letter grades.	Please list the population group measures as a separate measure since they will be treated as such. Define in policy or attachment.	Additional requested details will be provided in issued technical assistance.
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Numbers: 110-116,	Performance Accountability Measures	08-23-2026 16:32:58	Gina Ronokarijo	VP Workforce Operat	gronokarijo@careersourcecf.com	CareerSource Central Florida	There is too much discretion for FloridaCommerce and no objective triggers for "Specific Conditions."	Define "elevated risk" and "sufficient progress."	Additional requested details will be provided in issued technical assistance.
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Number: 111	Performance Accountability Measures	08-20-2026 22:43:05	Anthony Gagliano	COO	agagliano@careersourcesc.com	CareerSource Suncoast	Elevated risk is not defined	Can we get an agreed upon definition or at least a couple of examples to help narrow down what would meet this criterion of elevated risk?	Additional requested details will be provided in issued technical assistance.
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Numbers: 126,127,128,129	Performance Accountability Measures	08-23-2026 16:32:38	Kim Bodine	Executive Director	kbodine@careersourcegc.com	CareerSource Gulf Coast	The letter grades methodology has changed two times in approximately two years. Moving targets are much harder to hit, and federal law does not require or even encourage state developed measures to be a source for sanctions. The data entered into Employ Florida for registrants is not validated unless the customer is enrolled into WIOA or another means tested program. Customers may or may not be checking their veteran status, low income/public assistance status, or disability status accurately. Conversely, others may check it believing it may help them. Wagner Peyser	Remove letter grades from sanctions/actions. Use the letter grades to guide better performance for populations and state goals, not punitive actions driven by unvalidated data.	Thank you for your comment - no change needed
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Numbers: 127	Performance Accountability Measures	08-21-2026 22:43:05	Anthony Gagliano	COO	agagliano@careersourcesc.com	CareerSource Suncoast	It mentions the need for a turnaround plan for boards that earn Ds for two consecutive years but there is no mitigation for boards earning A or B letter grades.	There should be exemption from a Turnaround Plan for boards that have earned consecutive letter grades of A or B. The need for a turnaround plan seems drastic for a board that is excelling at the state metrics for the letter grade but may have fallen tenths of a point short of its required score for a small subpopulation or 1 of the 18 required performance metrics.	Additional requested details will be provided in issued technical assistance.

G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Numbers: 49-52	Governor's Authority Regarding Corrective Actions and Sanctions	08-22-2026 16:32:58	Gina Ronokarijo	VP Workforce Operat	gronokarijo@careersourcecf.com	CareerSource Central Florida	The language regarding a Corrective Action Notice needs to be defined. A LWDB "will generally be given a reasonable opportunity to correct the deficiencies" . . . "unless immediate action is necessary to protect public funds, participants, program integrity, or compliance with law."	Revise the Corrective Action Notice section to (i) replace the word "generally" with a defined notice-and-cure process, (ii) add measurable triggers for when a Corrective Action Notice may be issued and when escalation is permitted, (iii) provide minimum cure periods by deficiency type and provide an extension for good-faith progress, and (iv) define the "immediate action" exception to be a temporary protective action.	Additional requested details will be provided in issued technical assistance.
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Numbers: 160-163, Type of Comment:	Governor's Authority Regarding Corrective Actions and Sanctions	08-22-2026 13:15:27	Marti Coley	FWDA Executive Director	marti@pinpointresults.com	CareerSource Suncoast;/FWDA	The proposed language states that failure to "fully resolve" deficiencies identified in a corrective notice or failure to fulfill specific conditions may result in one or more sanctions. FWDA recommends greater clarity regarding what constitutes failure to "fully resolve" a deficiency before sanctions may be considered. WIOA distinguishes between the requirement to take corrective action and the circumstances supporting significant sanctions. Under WIOA § 184(a)(5), when a local area is not in compliance with applicable administrative requirements, the Governor must require corrective action and may impose sanctions if the required corrective action is not taken. For the significant structural actions authorized under WIOA § 184(b)(1), the statute requires a determination of a substantial violation of a specific provision of WIOA and that corrective action has not been taken. The current wording does not distinguish between an LWDB that has failed to take the corrective action required by the notice and an LWDB that has substantially complied and made documented progress but may have an outstanding element requiring additional time, data, or verification. An objective standard would provide greater consistency while preserving the authority to take appropriate action when an LWDB does not comply with a corrective action notice.	Failure by the LWDB to materially comply with the corrective actions and timelines specifically identified in a written corrective action notice, after consideration of documented progress and circumstances affecting completion of the required corrective action, may result in additional corrective action or sanctions, as appropriate and consistent with applicable law.	This is language that will appear in any applicable corrective action notice. This information will be shared as part of future technical assistance.
G104 Sanctions and Other Corrective Action for Local Workforce Development Boards	Line Numbers: 160-177	Governor's Authority Regarding Corrective Actions and Sanctions	08-23-2026 13:15:27	Marti Coley	FWDA Executive Director	marti@pinpointresults.com	CareerSource Suncoast;/FWDA	Lines 160-177 provide that failure to fully resolve a corrective notice may result in sanctions ranging from financial consequences to revocation of a local plan and imposition of a reorganization plan, including decertification of the LWDB and prohibition of certain eligible providers or one-stop partners. The revised policy should more clearly distinguish between sanctions that may appropriately follow an unresolved corrective action and the specific statutory and regulatory prerequisites governing the significant structural sanctions listed in these lines. WIOA § 184(b)(1) authorizes revocation of all or part of a local plan or imposition of a reorganization plan when the Governor determines that there is a substantial violation of a specific provision of WIOA and corrective action has not been taken. Such a reorganization plan may include decertification of the local board or prohibition of eligible providers. Separate authority under WIOA § 107(c)(3) establishes circumstances under which a Governor may decertify a local board, including specified misconduct or two consecutive program years of nonperformance. While lines 160-163 state generally that sanctions must be consistent with applicable law, greater clarity is needed so that the policy itself communicates that the significant sanctions identified in lines 171-177 are subject to the statutory and regulatory prerequisites applicable to those particular actions. This clarification would preserve the Governor's authority while providing LWDBs with clearer notice regarding when those sanctions may be imposed.	Add the following clarification following in line 163: "Any sanction imposed under this section shall be subject to the specific statutory and regulatory prerequisites applicable to that sanction. Revocation of all or part of a local plan or imposition of a reorganization plan, including decertification of the LWDB or prohibition of eligible providers or one-stop partners, may occur only when the statutory and regulatory prerequisites authorizing such action have been satisfied.	The policy presupposes that the state follows all applicable laws specific to these actions but this language will be included as part of issued technical assistance.

Feedback Response Key			
Incorporated	**Future Action**	**No change**	**TOTAL**
1	13	3	17
6%	76%	18%	100%

CareerSource Florida
Board of Directors Meeting
August 27, 2026
Action Item 2

Approved____________
Disapproved____________

Action Item 2

ELIGIBLE TRAINING PROVIDERS LIST POLICIES

The Eligible Training Provider List (ETPL) is mandated by Section 122 of WIOA, which requires the Governor, through the state workforce development board, to establish criteria, information requirements, and procedures on the eligibility of training providers of training services in the state. Additionally, Florida's 2021 Reimagining Education and Career Help (REACH) Act charges the Florida Department of Commerce (FloridaCommerce) with establishing Eligible Training Provider (ETP) criteria focused on participant outcomes. Per WIOA sec. 134(c)(3)(D), training provided to eligible participants must be aligned with in-demand industry sectors or occupations.

Over the last decade, Florida's workforce training system has evolved in response to changing employer needs, credential requirements, and industry demand. Florida created, consistent with the requirements in Section 14.36, Florida Statutes, the Credentials Review Committee to identify credentials of value for current and emerging industries, resulting in the creation of the Master Credentials List (MCL). Additionally, FloridaCommerce maintains the Targeted Industry List and the Regional Demand Occupation List (RDOL) to support education and industry needs. Per 20 CFR 680.430(e), local Workforce Development Boards (LWDBs) may supplement eligibility criteria for training providers (except registered apprenticeship programs) on the ETPL. Currently, Florida's LWDBs have local ETP lists, some of which may differ from the state list. These multiple lists impact businesses, participants, and training providers.

Factors affecting this action item:

- Industry partners and training providers shared feedback that the different requirements and processes for initial and subsequent eligibility across multiple LWDBs is a challenge.
- FloridaCommerce is developing ETPL rules.
- TEGL No. 08-19, Attachment 1, states on p. I-5: "The Department [USDOL] encourages states to streamline the processes and policies for ETPs to reduce the number of local ETP lists and the degree to which they vary from the state list and one another."

Recommended Action:

CareerSource Florida is directed to recommend policies to the board that align the RDOL, MCL, and ETPL to support WIOA-funded training. The changes should streamline administrative processes, standardized implementation across LWDBs, and improve communication with training providers and industry partners.

FOR CONSIDERATION

- **Approval of this action item.**

Approved____________
Disapproved____________

Action Item 3

REQUEST TO WAIVE INDIVIDUAL TRAINING ACCOUNT (ITA) EXPENDITURE REQUIREMENTS

CareerSource Florida, the state workforce development board, leads collaboration among the state's workforce development system, with a shared goal to accelerate employment opportunities that build economic prosperity for Floridians. CareerSource Florida works to ensure all Floridians have access to the best workforce training and education available.

Public Law 113-128, the Workforce Innovation and Opportunity Act (WIOA), emphasizes training services including occupational skills training, on-the-job training, incumbent worker training, programs that combined worker workplace training with related instruction, training programs operated by the private sector, skill upgrading and retraining, entrepreneurial training, transitional jobs, job readiness training, adult education and literacy activities, and customized training. Individual Training Accounts (ITA) are used for Floridians seeking training services from eligible providers of training services. Local workforce development boards (LWDB) coordinate funding for individual training accounts.

Section 445.003(3)(a)1, Florida Statutes (F.S.), requires that at least 50 percent of the Title I WIOA Adult and Dislocated Worker funds that are passed through to LWDBs be allocated to ITAs. The Allowable Programmatic Training and ITA Costs Crosswalk for WIOA Adult and Dislocated Worker Programs developed by the FloridaCommerce Bureau of Financial Management provides details on what expenditures may be allocated and expended on ITAs.

Workforce Policy 074, approved by the CareerSource Florida Board of Directors in 2026, requires LWDBs to expend at least 50% of WIOA Adult and Dislocated Worker funds on Individual Training Accounts (ITAs) unless a waiver is approved. The policy establishes waiver request, reporting, and documentation requirements, including strategies to expand access to training and reduce future reliance on waivers, ensuring continued investment in workforce training that meets the needs of Florida businesses and job seekers.

FloridaCommerce and CareerSource Florida received timely waiver requests from 12 LWDBs seeking approval to expend less than the required 50 percent on ITAs for Program Year 2026-27.

In accordance with Workforce Policy 074, FloridaCommerce reviewed all waiver applications for completeness and, where necessary, requested additional information. FloridaCommerce and CareerSource Florida also met with each requesting LWDB to discuss the application and, if applicable, negotiate the recommended Program Year 2026-27 waiver level.

FloridaCommerce and CareerSource Florida recommend approval of the waivers as described below. FloridaCommerce and CareerSource Florida will provide updates to the CareerSource Florida Board of Directors on LWDB Training Expenditures.

FOR CONSIDERATION

Local Workforce Development Board	Recommended ITA Level
CareerSource Escarosa	42%
CareerSource Capital Region	35%
CareerSource North Florida	35%
CareerSource Northeast Florida	43%
CareerSource Central Florida	45%
CareerSource Pasco Hernando	48%
CareerSource Suncoast	48%
CareerSource Heartland	35%
CareerSource Research Coast	45%
CareerSource Palm Beach County	35%
CareerSource South Florida	40%
CareerSource Brevard Flagler Volusia	45%

Approved____________
Disapproved____________

Action Item 4

REQUEST TO DEVELOP WAGNER-PEYSER PROGRAM STAFFING WORKFORCE POLICY

The Wagner-Peyser Employment Service Program is a core workforce program that provides labor exchange services to employers and job seekers through Florida's one-stop delivery system. Currently, FloridaCommerce administers Wagner-Peyser services through state merit staff.

A recent U.S. Department of Labor rule change has removed the federal requirement that Wagner-Peyser services be delivered by state merit staff. This provides states flexibility to adopt the staffing model that best supports effective and efficient service delivery, while maintaining federal program accountability.

In response, CareerSource Florida and FloridaCommerce request direction from the State Workforce Development Board to develop a workforce policy that establishes Florida's framework for Local Workforce Development Boards who will now have direct control over Wagner-Peyser staffing and service delivery. The proposed should include direction that all local Wagner-Peyser services be provided by local workforce development board staffing models and no longer through state merit staff. The policy is to be developed in collaboration with FloridaCommerce, local workforce development boards and stakeholders and presented to the Strategic Policy and Performance Council and Board of Directors for consideration at their December 2026 meetings.

FOR CONSIDERATION

- **Direct CareerSource Florida, in coordination with FloridaCommerce, to develop a Workforce Policy to transition Wagner-Peyser Employment Services Activities and Staffing from state merit staff to local board managed staff.**

ATTACHMENTS

- **Wagner-Peyser Act Employment Service Staffing Memo from U.S. Department of Labor.**

- **Training and Employment Notice 02-26 Announcing the Publication of the Wagner-Peyser Act Employment Service Staffing Final Rule (August 20, 2026).**

TRAINING AND EMPLOYMENT NOTICE	NO. 02-26
	DATE August 20, 2026

TO: STATE WORKFORCE AGENCIES
STATE WORKFORCE LIAISONS
STATE WORKFORCE ADMINISTRATORS
STATE AND LOCAL WORKFORCE BOARDS
LABOR COMMISSIONERS
AMERICAN JOB CENTERS
STATE MONITOR ADVOCATES
ALL ETA GRANTEES

FROM: MAREK LACO /s/
Acting Assistant Secretary

SUBJECT: Announcing the Publication of the Wagner-Peyser Act Employment Service Staffing Final Rule

1. **Purpose.** The purpose of this Training and Employment Notice (TEN) is to announce the publication of the Wagner-Peyser Act Employment Service Staffing Final Rule, which makes changes to the regulations regarding the Wagner-Peyser Act Employment Service (ES). Additionally, this TEN provides information to states seeking to implement the flexibility provided in the Final Rule as part of their Workforce Innovation and Opportunity Act (WIOA) Unified or Combined State Plan.

2. **Action Requested.** Please share this information with interested stakeholders and review the regulations and information collections. This Final Rule is effective October 19, 2026.

3. **Summary and Background.**

   a. Summary – On August 20, 2026, the U.S. Department of Labor (Department) published the Wagner-Peyser Act Employment Service Staffing Final Rule (91 FR 54024, Aug. 20, 2026) that removes the requirement that states must use state merit staff to provide ES services.

   b. Background – The Wagner-Peyser Act of 1933, 29 U.S.C. 49 et seq., established the ES program, a nationwide system of public employment offices that provide public labor-exchange services. The ES program seeks to improve the functioning of the nation's labor markets by matching job seekers with employers that are seeking workers. The Department's implementing regulations for the ES program are prescribed at 20 CFR parts 651, 652, 653, 654, and 658. Section 3(a) of the Wagner-Peyser Act requires the Department to assist in coordinating State ES offices by developing and prescribing "minimum standards of efficiency" in the provision of ES programs, and for decades the

Department used its statutory discretion to require state merit staff to deliver ES services but allowed demonstration status for three states (Colorado, Massachusetts, and Michigan) to use alternative staffing models.

The January 2020 Wagner-Peyser Act Staffing Flexibility Final Rule (85 FR 592, January 6, 2020) removed the requirement that ES services be provided only through state merit staff. On November 24, 2023, the Department published the Wagner-Peyser Act Staffing Final Rule (88 FR 82658, November 24, 2023) that required states (with the exception of Colorado, Massachusetts, and Michigan) to use state merit staff to provide ES services, including those states that began using alternative staffing models under the January 2020 Wagner-Peyser Act Staffing Flexibility Final Rule (2020 Final Rule). In January 2026, the Department published the Wagner-Peyser Act Staffing, Delay of Merit Staffing Compliance Date Final Rule (91 FR 2486, January 21, 2026) that delayed the compliance date for the regulatory requirement to use state merit staff until 2027. The August 20, 2026 Wagner-Peyser Act Employment Service Staffing Final Rule removes the requirement that states use state merit staff to provide ES services. In light of the Supreme Court's decision in *Loper Bright Enterprises v. Raimondo*, the Department has reassessed the State merit-staffing requirement in the ES program and has determined that the State merit-staffing requirement does not comport with the best reading of the statute. Rather, the single best reading of the Wagner-Peyser Act is that it does not provide statutory authority for the Department to require merit-staffing for the delivery of Wagner-Peyser Act ES services.

4. **Final Rule Changes.** The *Federal Register* published the Wagner-Peyser Act Employment Service Staffing Final Rule on August 20, 2026, available at (Wagner-Peyser Act Employment Service Staffing). This Final Rule allows states to use the staffing model that provides the required ES services with the most efficient and cost-effective model for their state.

   The Department is eliminating the state merit-staffing requirement by removing § 652.215 from the Wagner-Peyser Act regulations. In addition to the merit-staffing requirement in paragraph (a), § 652.215 included an exception for Colorado, Massachusetts, and Michigan to continue to use staffing flexibilities in paragraph (b), a requirement for these three states to participate in an evaluation concerning their delivery of ES services in paragraph (c), and a date by which all states must comply with the requirements of the section in paragraph (d). Without a state merit-staffing requirement in paragraph (a), the remaining paragraphs are no longer necessary. As such, the Department is removing all paragraphs of § 652.215 from the CFR.

   The Final rule impacts an associated information collection for the WIOA State Plans. For future WIOA State Plan submissions or modifications, states should use the approved information collection request requirements under OMB No. 1205-0522, which revises planning elements specific to ES staffing. States may opt to change their ES staffing model from that described in their most recently approved WIOA State Plan at any time. States that make such a change prior to the next statutorily required four-year plan for Program Years 2028-2031 must submit a modification to the Department via the WIOA State Plan portal.

5. **Inquiries.** Please direct inquiries to the appropriate ETA Regional Office.

6. **References.**
   - 2026 Wagner-Peyser Act Employment Service Staffing Final Rule (91 FR 54024, Aug. 20, 2026);
   - 2026 Wagner-Peyser Act Staffing, Delay of Merit Staffing Compliance Date (91 FR 2486, January 21, 2026);
   - *Loper Bright Enterprises v. Raimondo*, 603 U.S. 369 (2024);
   - 2023 Wagner-Peyser Act Staffing Final Rule (88 FR 82658, November 24, 2023);
   - 2020 Wagner-Peyser Act Staffing Flexibility Final Rule (85 FR 592, January 6, 2020);
   - The Wagner-Peyser Act of 1933, 29 U.S.C. 49 et seq; and
   - Wagner-Peyser Act Employment Service Regulations at 20 CFR parts 651, 652, 653, 654 and 658.

7. **Attachment(s).** N/A

CareerSource Florida
Board of Directors Meeting
August 27, 2026
Action Item 5

Approved________________
Disapproved______________

Action Item 5

INCUMBENT WORKER TRAINING AND QUICK RESPONSE TRAINING CONTRACTS AAR

CareerSource Florida offers training grants for new and expanding businesses that provide workers with skills to stay competitive. Florida's Incumbent Worker Training (IWT) program, funded by the federal Workforce Innovation and Opportunity Act (WIOA) and administered by CareerSource Florida, addresses such needs. The IWT program provides grant funding for continuing education and training of incumbent employees at existing Florida businesses. Florida's Quick Response Training (QRT) program provides grant funding for new businesses or those relocating to or expanding in Florida to help pay for training for new employees.

Companies applying for IWT and QRT grants must meet the eligibility criteria in the respective program guidelines, and funding priority is given to applicants that meet specific conditions in the guidelines.

CareerSource Florida has received valid applications for IWT and QRT grants from AAR Corporation. AAR delivers aerospace and defense services to airlines, OEMs, and governments. With offices around the world, including seven locations in Florida, AAR supplies and distributes aircraft parts; provides comprehensive repair services; offers software using the latest technology to airlines, MROs, and cargo companies; and provides comprehensive maintenance and supply chain programs to governments across the globe.

AAR has applied for IWT grants for continuing education and training of 32 incumbent employees in its Miami location in the amount of $100,000 and 50 incumbent employees in its Lake City location in the amount of $64,973.

AAR has applied for a QRT grant for training of 100 employees in its Lake City location in the amount of $300,000. The proposed QRT contract amount will be shared during the board meeting.

The CareerSource Florida Board of Directors promotes an ethical and transparent structure. Board members are required to safeguard their ability to make objective, fair, and impartial decisions. CareerSource Florida board members may be employed by companies that contract with CareerSource Florida subject to the applicable legal requirements in Chapter 112, Florida Statutes; the Workforce Innovation and Opportunity Act; and CareerSource's Florida Board of Directors Conflict of Interest Disclosure Policy.

CareerSource Florida contracts with board members, or with entities with which board members are involved, are approved when a quorum has been established and the contract is approved by two-thirds of the voting members present. CareerSource Florida Board members who may have a conflict of interest relating to a CareerSource Florida contract or agreement are compelled to openly disclose a potential, real, or perceived conflict as soon as the issue arises. Board members must disclose conflicts of interest to the CareerSource Florida team prior to any board meeting in which business involving these interests will be discussed. Board members who could benefit financially from a transaction must abstain from discussion and voting on the corresponding contract.

Having reviewed all materials submitted by AAR and determining the applicant meets the eligibility criteria for Incumbent Worker Training grants and Quick Response Training Grants, CareerSource Florida recommends the following actions be taken by the CareerSource Florida Board of Directors.

FOR CONSIDERATION

- **Board members with a conflict of interest relating to a CareerSource Florida contract or agreement must disclose the conflict and abstain from voting on the contract.**

- **Approve the above-listed contracts by a two-thirds vote when a quorum has been established.**

Information Items

Speaker Bios

Greg Britton

Greg Britton is the Chief Executive Officer of the Florida Small Business Development Center (SBDC) Network, Florida's largest and leading provider of assistance for small and medium-sized businesses.

In this capacity, Britton is responsible for overseeing the operations of the network's more than 40 offices and over 250 employees, executing the Florida SBDC's strategy, and ensuring the network continues to exceed stakeholder expectations and contribute value to Florida's bottom line.

A senior manufacturing executive, Britton holds more than 25 years of experience in aviation, medical, oil and gas, and high-tech commercial production manufacturing. Before joining the Florida SBDC, he revitalized, turned around, and led multiple organizations and businesses.

Manny Diaz

Manny Diaz Jr. serves as the seventh president of the University of West Florida, bringing more than three decades of experience in education leadership, public policy and institutional development. A lifelong educator, Diaz began his career as a teacher and coach in Miami-Dade County Public Schools before advancing into school and higher education leadership. Prior to joining UWF as interim president in July 2025, he served as Florida's Commissioner of Education, leading statewide efforts to strengthen educational outcomes and the state's K–20 system. He also served in the Florida House of Representatives and Senate from 2012 to 2022, including as Chair of the Senate Education Committee.

As president, Diaz is focused on strengthening academic excellence and research, expanding workforce-aligned programs and partnerships, promoting student access and affordability, and enhancing UWF's role in economic and community development across Northwest Florida. He holds a bachelor's degree from St. Thomas University, a master's degree in education from Nova Southeastern University, and completed a leadership program at the Harvard Graduate School of Education. He is also a proud husband and father of four.

Josh Matlock

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

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

Marcus McBride

Marcus L. McBride joined the CareerSource Escarosa team in June 2020 as the chief executive officer. He is a passionate leader who brings a wealth of knowledge from his experience in the public and private sector. McBride holds a Ph.D. in Educational Psychology and Research Methods; Master of Arts in Educational Psychology; and a Bachelor of Science in Human Development and Family Studies, all from the University of Alabama.

For more than 20 years, McBride has held various roles leading collective efforts to empower others to reach their highest potential. Prior to his current role, he most recently served as director of education and training for Goodwill Industries of the Southern Rivers.

Molly Weller

Molly Weller is the Deputy Director of the Reimaging Education and Career Help (REACH) Office. The REACH Office facilitates alignment and coordination of entities responsible for Florida's workforce development system.

Prior to her current role, Mrs. Weller spent more than ten years focusing on policy and budget issues related to Florida's economy as a Senior Analyst in the Governor's Office of Policy and Budget and as an economist for the Florida Legislature's Office of Economic and Demographic Research. Before to moving to Florida, Mrs. Weller worked for the federal government's two largest statistical agencies: the Bureau of Economic Analysis and the U.S. Census Bureau. She earned her bachelor's degree in applied economics from the Florida State University.

CareerSource Polk Discussion Placeholder

CDL Employment Outcomes			
LWDB	**Program**	**Measure**	**Actual Performance**
CareerSource Pasco Hernando	Adult	Employed Q2 & Q4	100%
Statewide	Adult	Employed Q2 & Q4	82%
CareerSource Suncoast	Adult	Employed Q2 & Q4	79.4%
CareerSource Polk	Adult	Employed Q2 & Q4	79.3%
CareerSource Southwest Florida	Adult	Employed Q2 & Q4	73%

Fleet Force Employment Outcomes			
LWDB	**Program**	**Measure**	**Actual Performance**
CareerSource Pasco Hernando	Adult	Employed Q2 & Q4	100%
Statewide	Adult	Employed Q2 & Q4	83%
CareerSource Suncoast	Adult	Employed Q2 & Q4	80%
CareerSource Polk	Adult	Employed Q2 & Q4	79%
CareerSource Southwest Florida	Adult	Employed Q2 & Q4	73%

CDL Retention Outcomes			
LWDB	**Program**	**Measure**	**Actual Performance**
CareerSource Pasco Hernando	Adult	Retained Q2 & Q4	92.3%
CareerSource Southwest Florida	Adult	Retained Q2 & Q4	66.7%
Statewide	Adult	Retained Q2 & Q4	65.5%
CareerSource Suncoast	Adult	Retained Q2 & Q4	58.8%
CareerSource Polk	Adult	Retained Q2 & Q4	52.6%

Fleet Force Retention Outcomes			
LWDB	**Program**	**Measure**	**Actual Performance**
CareerSource Pasco Hernando	Adult	Retained Q2 & Q4	100%
Statewide	Adult	Retained Q2 & Q4	73.5%
CareerSource Suncoast	Adult	Retained Q2 & Q4	62.5%
CareerSource Southwest Florida	Adult	Retained Q2 & Q4	55.3%
CareerSource Polk	Adult	Retained Q2 & Q4	43.8%

These LWDBs had high Fleet Force training numbers and CDL training numbers.

Outcomes of Participants Who Received Fleet Force CDL Training
Rolling Four Quarters Ending 06/30/2026

LWDB	Program	Measure	Actual Performance
CareerSource Brevard Flagler Volusia	Adult	Median Wages Q2	$12,688
CareerSource Pasco Hernando	Adult	Median Wages Q2	$11,111
CareerSource Southwest Florida	Adult	Median Wages Q2	$10,279
CareerSource Suncoast	Adult	Median Wages Q2	$8,394
Statewide	Adult	Median Wages Q2	$8,380
CareerSource Citrus Levy Marion	Adult	Median Wages Q2	$7,738
CareerSource Okaloosa Walton	Adult	Median Wages Q2	$6,552
CareerSource Polk	Adult	Median Wages Q2	$3,631

Outcomes of Participants Who Received CDL Training
Rolling Four Quarters Ending 06/30/2026

LWDB	Program	Measure	Actual Performance
CareerSource Brevard Flagler Volusia	Adult	Median Wages Q2	$12,156
CareerSource Research Coast	Adult	Median Wages Q2	$11,951
CareerSource Citrus Levy Marion	Adult	Median Wages Q2	$11,882
CareerSource Capital Region	Adult	Median Wages Q2	$10,371
CareerSource Palm Beach County	Adult	Median Wages Q2	$9,956
CareerSource Pasco Hernando	Adult	Median Wages Q2	$9,459
CareerSource Northeast Florida	Adult	Median Wages Q2	$9,353
Statewide	Adult	Median Wages Q2	$9,306
CareerSource Southwest Florida	Adult	Median Wages Q2	$9,089
CareerSource Central Florida	Adult	Median Wages Q2	$9,050
CareerSource Hillsborough Pinellas	Adult	Median Wages Q2	$8,840
CareerSource Suncoast	Adult	Median Wages Q2	$8,411
CareerSource Heartland	Adult	Median Wages Q2	$8,370
CareerSource North Central Florida	Adult	Median Wages Q2	$8,115
CareerSource Broward	Adult	Median Wages Q2	$7,878
CareerSource North Florida	Adult	Median Wages Q2	$6,454
CareerSource Escarosa	Adult	Median Wages Q2	$5,726
CareerSource Polk	Adult	Median Wages Q2	$4,916
CareerSource Okaloosa Walton	Adult	Median Wages Q2	$4,182

Outcomes of Participants Who Received CDL Training NOT from Fleet Force
Rolling Four Quarters Ending 06/30/2026

LWDB	Program	Measure	Actual Performance
CareerSource Citrus Levy Marion	Adult	Median Wages Q2	$17,123
CareerSource Brevard Flagler Volus	Adult	Median Wages Q2	$12,094
CareerSource Research Coast	Adult	Median Wages Q2	$11,951
CareerSource Suncoast	Adult	Median Wages Q2	$11,359
CareerSource Capital Region	Adult	Median Wages Q2	$10,371
CareerSource Palm Beach County	Adult	Median Wages Q2	$9,956
Statewide	Adult	Median Wages Q2	$9,373
CareerSource Northeast Florida	Adult	Median Wages Q2	$9,353
CareerSource Pasco Hernando	Adult	Median Wages Q2	$9,280
CareerSource Central Florida	Adult	Median Wages Q2	$9,050
CareerSource Southwest Florida	Adult	Median Wages Q2	$8,938
CareerSource Hillsborough Pinellas	Adult	Median Wages Q2	$8,840
CareerSource Heartland	Adult	Median Wages Q2	$8,370
CareerSource Polk	Adult	Median Wages Q2	$8,256
CareerSource North Central Florida	Adult	Median Wages Q2	$8,115
CareerSource Broward	Adult	Median Wages Q2	$7,878
CareerSource North Florida	Adult	Median Wages Q2	$6,454
CareerSource Escarosa	Adult	Median Wages Q2	$5,726
CareerSource Okaloosa Walton	Adult	Median Wages Q2	$3,632

Outcomes of Participants Who Received ETPL Training and Excluding CIP 49.0205
Rolling Four Quarters Ending 06/30/2026

LWDB	Program	Measure	Actual Performance
CareerSource Gulf Coast	Adult	Median Wages Q2	$15,361
CareerSource Northeast Florida	Adult	Median Wages Q2	$14,717
CareerSource Heartland	Adult	Median Wages Q2	$13,772
CareerSource North Central Florida	Adult	Median Wages Q2	$13,403
CareerSource Pasco Hernando	Adult	Median Wages Q2	$13,083
CareerSource Broward	Adult	Median Wages Q2	$12,727
CareerSource Research Coast	Adult	Median Wages Q2	$12,722
CareerSource North Florida	Adult	Median Wages Q2	$12,150
CareerSource Suncoast	Adult	Median Wages Q2	$12,124
CareerSource Capital Region	Adult	Median Wages Q2	$11,323
Statewide	Adult	Median Wages Q2	$10,746
CareerSource Citrus Levy Marion	Adult	Median Wages Q2	$10,690
CareerSource Palm Beach County	Adult	Median Wages Q2	$10,649
CareerSource Southwest Florida	Adult	Median Wages Q2	$10,598
CareerSource Okaloosa Walton	Adult	Median Wages Q2	$10,090
CareerSource Central Florida	Adult	Median Wages Q2	$9,998
CareerSource Hillsborough Pinellas	Adult	Median Wages Q2	$9,248
CareerSource Escarosa	Adult	Median Wages Q2	$9,043
CareerSource Brevard Flagler Volus	Adult	Median Wages Q2	$8,648
CareerSource South Florida	Adult	Median Wages Q2	$8,639
CareerSource Polk	Adult	Median Wages Q2	$8,598
CareerSource Chipola	Adult	Median Wages Q2	$7,656