

Approved X
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.**