

Board of Directors Meeting

August 27, 2026

Welcome and Remarks



Stephanie Smith

Chair



Welcome and Remarks



Stephanie Smith

Chair

FOR PUBLIC COMMENT:

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

Consent Agenda

For Consideration:

1. 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

President & CEO, CareerSource Florida

2025-2026 Highlights and Impact

Policy & Workforce System Alignment

Reduced workforce policy inventory by **45%**

Set Aside Initiatives

1,636 individuals served; **1,238** training services supported; **894** credentials earned

Credentials of Value (CRC/MCL)

Managed statewide inventory of **2,300+** credentials

Registered Apprenticeships

Established Apprenticeship Navigators in all 21 LWDBs, which supported **376** participants

Hope Florida

Established Hope Florida Navigators in all 21 LWDBs, which served **12,000+** participants

Partnerships & Outreach

8 strategic statewide partnerships generated nearly **1 million** impressions

Finance

Began FY 25-26 with **13% vacancy rate** and achieved full staffing at **24 FTEs**, while maintaining a **96% retention rate**

Statewide Workforce Initiatives: Expanding Access and Results

Five coordinated strategies connect Floridians and employers to services, training and high-demand career pathways.



Hope Florida

PROGRAM IMPACT | 2023–2026

12,117 served

1,362 employed

21 LWDB navigators

Unified referrals and local data touchpoints.



Apprenticeship Navigators

PROGRAM IMPACT | 2025–2026

376 served

294 in training

41% new RAPs facilitated

Direct support for employers and apprentices.



Strategic Sectors

PROGRAM IMPACT | 2025–2026

479 served

484 employed

238 credentials

Partnerships aligned with key industries.



Rural Initiatives

PROGRAM IMPACT | 2025–2026

291 served

361 employed

137 credentials

Expanded access for rural communities.



Youth Career Exploration

PROGRAM IMPACT | 2025–2026

155 served

102 career services

35 credentials

Career pathways and work-based learning.

CareerSource Florida is advancing a connected portfolio of initiatives that broadens access, strengthens industry alignment and supports measurable participant outcomes.

- Strengthening accountability across Florida's workforce system
 - **CLEO Dashboard**
 - Real-time visibility into governance, performance, funding, and oversight information
 - Improved tools for decision-making
 - **Performance Improvement Plans (PIPs)**
 - Clear process for identifying and addressing performance challenges
 - Focused on continuous improvement and targeted support, not punitive action.
 - **Modernized Workforce Policy Framework**
 - Established clearer expectations, responsibilities, and performance pathways

- **WIOA Combined Plan Two-Year Modification**
- **Submitted six WIOA waiver requests on July 1**
- **Apprenticeships:**
 - Expanded Statewide Apprenticeship Capacity
 - Strengthened Apprenticeship Data & Tracking
 - Increased Access to Real-Time Apprenticeship Data
 - Expanded Technical Assistance & Cross-Agency Coordination
 - Built Apprenticeship Navigator Capacity Through Training
- **State Apprenticeship Expansion Formula Round 4 (SAEF4)**

Pay for Performance Grant

THE SECTORS



**Maritime
Industrial
Shipbuilding**



**Aerospace &
Aviation**



Defense



**Advanced
Manufacturing**



**Construction
Industry Trades**

Other ship-and boat-building trades

THE INVESTMENT

\$40M

Proposed national incentive
over four years

\$34M

Devoted to outcome-based
incentive payments

**up to
\$6,000**

Maximum incentive per new
apprentice

HOW IT PAYS OUT

**\$1,000 to
\$6,000**

In performance-based
payments tied to verified to
90 working days of
enrollment, based on
sponsor type and priority
status

THE REACH

~115

Registered Apprenticeship
sponsors

~9,600

New apprentices nationwide

40+ states

Outreach to all 50 States
and Territories

More information, visit: floridajobs.org/PayForPerformance

2026-2027 Set Aside Initiatives

- Building on the success of the 2025–2026 investments, the 2026–2027 Set-Aside initiatives consolidate workforce priorities into three strategic initiatives designed to:
 - **Address critical workforce challenges** through targeted investments
 - **Align resources, programs, and services** across partners
 - **Meet the talent needs** of Florida’s businesses and priority industries
 - **Strengthen partnerships** and sustainable workforce ecosystems

WIOA Discretionary

Rural Workforce Initiative

\$2,000,000

Sectors of Strategic Focus Apprenticeship Expansion (SSFAE)

\$2,100,000

Wagner-Peyser 7(b)

Florida Network Navigator Positions

- Apprenticeship Navigators
- Hope Florida Navigators
- Military Family Employment Advocacy Program (MFEAP) Navigator

\$4,150,000

Business Engagement Training Update

BY THE NUMBERS



7

Custom learning modules created for Florida's local workforce teams



21

Local workforce boards represented at in-person training sessions



182

Workforce professionals registered



90%

Attended and completed training (162)



6

Host workforce development boards



1,944

Total CEU hours awarded

ENGAGEMENT TO DATE



14

CLEOS
MET WITH TO DATE



29

CLEOS
HAVE RECEIVED
MEETING REQUESTS

FEEDBACK HIGHLIGHTS



*"This is exactly
what I've needed"*



*"It's so nice to have
everything in one place"*



*"A real-time dashboard tool like
this allows me to ask better
questions and helps me make
more informed decisions"*

Strengthening Communications Across the Network

Building a connected, informed, and equipped communications community that amplifies the CareerSource Florida network's impact statewide.



CONNECT

Monthly Communications
Consortium Office Hours



LEARN

Quarterly
Communications
Consortium Meetings



GROW

Expanded Training &
Best Practices

From the Field

- Florida Rural Business Resource Tours
- BioActive Forages Groundbreaking
- Clearwater Marine Aquarium
- BayCare Morton Plant Hospital
- The Hub in St. Pete
- USF Tampa Campus
- Florida Chamber Learners to Earners Summit
- FFCE Employment Partner Showcase at Jefferson Correctional Institution
- SBDC Small Business Success Summit
- St. Johns River State College Faculty Convocation Keynote





Florida SBDC Network

Greg Britton, State Director

About the Florida SBDC Network

Celebrating 50 years of excellence in 2026

- **Florida is one of the largest and oldest networks in the country**
- Hosted statewide by the **University of West Florida**
- Resource partner of the U.S. SBA
- State Designated as the principal provider of small business assistance - F.S. 288.001
- Presence in all 67 counties



LAUNCH. GROW.
THRIVE.

AMERICA'S
SBDC
FLORIDA

50 YEARS 1976-2026

Our Team of Experts

- **225+** consultants & staff
- Former business owners and executives
- Experts and specialists
- Live and work in the communities they serve
- Mission-driven team



Our Services

Helping businesses at every stage

- No-cost consulting
- Workshops & trainings
- Tools & market research
- Specialized services



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THRIVE.

AMERICA'S
SBDC
FLORIDA

50 YEARS 1973-2023

Strategic Priorities

- Artificial Intelligence
- Tech Transfer & Commercialization
- Government Contracting (APEX)
- Manufacturing
- International Trade & Exporting
- Childcare
- Rural Business Development



Florida APEX Accelerator



Celebrating 40 years of helping clients compete & win contracts

- Sister program of the Florida SBDC Network
- Funded through U.S. DoW
- Helps Florida businesses compete in government contracting and defense supply chain
- Supports companies with dual-use technologies

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THRIVE.



Annual Impact | 2025 Results

Our Clients²

 **15,439**
Existing & Aspiring Business
Owners Consulted

 **112,158**
consulting hours delivered

 **68,842**
employees supported

Our Impact

\$3.4B Sales¹
generated statewide

\$426.6M Taxes¹
generated statewide

18,334 Jobs¹
impacted statewide

\$711.5M Gov't Contracts
acquired statewide

\$534.7M Capital
accessed statewide

1,111 New Businesses
created with Florida SBDC
assistance statewide

1. Based on the 2025 Economic impact analysis completed by Dr. Jerry Parrish

2. All metrics are reported by clients through our SBDC and APEX programs unless otherwise noted.

Data recent as of August 2026

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AMERICA'S
SBDC
FLORIDA

50 YEARS 1975-2025

Disaster Recovery

When disaster strikes, the Florida SBDC Network helps businesses navigate recovery.

- Primary business recovery partner within Florida's Emergency Support Function 18 (ESF-18)
- Works alongside state, federal, and local partners to support impacted businesses
- Deploy Mobile Assistance Centers (MACs) into affected communities
- Helps businesses access critical disaster recovery resources and funding



Enhancing Impact Through Partnerships

- U.S. Small Business Administration
- State agencies
 - FloridaCommerce
 - Rural Small Business Resource Tour
- **CareerSource Florida**
 - Supporting entrepreneurs and employers
 - Connecting business growth with workforce development
- Universities and colleges
- Economic development organizations
- Chambers of commerce



CareerSource + Florida SBDC

Statewide Partnership Supporting Business Growth & Workforce Success

- **Across Florida**

- Frequent referrals
- Workshop & event participation
- Shared commitment to helping employers grow and connect with talent

- **Regional Partnership Spotlight | USF**

- **Anthony Gagliano**, VP & COO of CareerSource Suncoast, serves on the USF Regional Advisory Board
- USF Associate Director **Stacey Dadd** participates in CareerSource Suncoast's biweekly partner meetings
- Regular referrals and collaborative business outreach efforts



Rural Resource Tour

- **Rural Business Resource Tour** - in partnership with FloridaCommerce
- Bringing state and federal level resources to meet rural businesses where they are.
- **Final events of 2026:**
 - September
 - Highlands
 - Hendry/Glades
 - Hardee/Desoto
- Lessons Learned and Successes



50 Years of Helping Florida Businesses Succeed



LAUNCH. GROW.
THRIVE.

AMERICA'S
SBDC
FLORIDA

50 YEARS 1970-2020



Questions?

Greg Britton, State Director

gbritton@uwf.edu | www.FloridaSBDC.org

Joint Council Meeting Report



Kevin McDonald

Finance Council Chair

Action Item 1

*Workforce Policy G104: Sanctions and Other Corrective Actions for
Local Workforce Development Boards*



Victoria Gaitanis

Vice President, Workforce Program Development

Key Policy Updates:

- **Purpose and scope:** Outlines the requirements and processes for corrective actions and sanctions when an LWDB fails to meet federal or state performance standards.
- **More balanced accountability:** Responds to LWDB feedback by shifting the focus from individual performance measures to overall program and overall indicator performance scores.
- **Clearer authority after notice:** Clarifies the Governor's authority to impose corrective actions or sanctions when an LWDB does not resolve deficiencies identified in a corrective action notice.

Action Item 1

Workforce Policy G104 – Sanctions and Other Corrective Actions for Local Workforce Development Boards

For Consideration:

- Approve the recommended revisions to this Workforce Policy.

Action Item 2

Request to Revise Policies Related to Eligible Provider Training List Requirements



Victoria Gaitanis

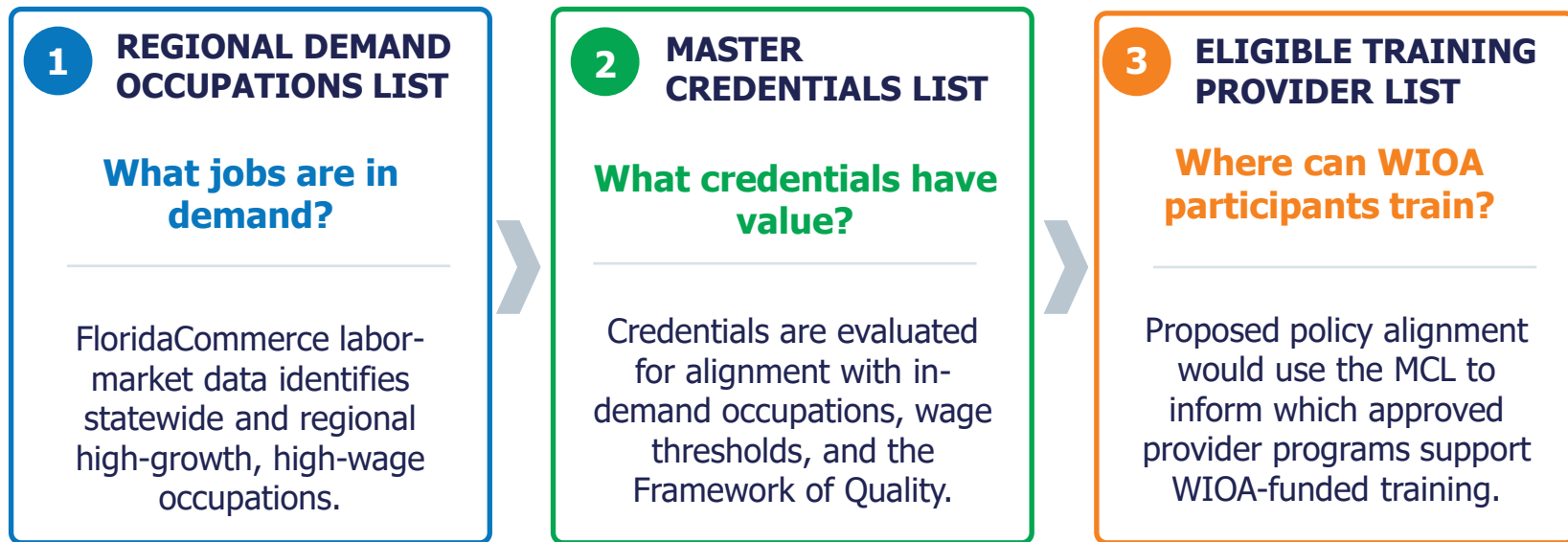
Vice President, Workforce Program Development

Action Item 2

Request to Revise Policies Related to Eligible Training Provider List Requirements

Current Situation/Background	Requested Action
• Multiple lists and local processes • USDOL encourages streamlining • FloridaCommerce and ETPL rulemaking Opportunity: one clearer statewide pathway	• Simplify: Create a consistent, transparent statewide ETPL framework and application pathway. • Integrate: Align ETPL policy with the RDOL, Master Credentials List, provider performance, and participant outcomes. • Preserve: Maintain appropriate local input for documented labor-market needs while minimizing duplicative requirements.

Simplifying Florida's Workforce Training Alignment



One connected statewide sequence: demand occupation → credential of value → eligible training program.

Action Item 2

Request to Revise Policies Related to Eligible Training Provider List Requirements

For Consideration:

- Direct CareerSource Florida to make the necessary revisions to all policies related to Eligible Training Provider List.

Action Item 3

Requests to Waive State Individual Training Account Expenditure Requirements



Dr. Erin Sampson

Senior Director of Workforce Program Development

Individual Training Account (ITA) Waivers

- [Workforce Policy 974- State Individual Training Account Expenditure Requirements and Waiver Process](#) was approved during the January 2026 BOD Meeting
- 13 LWDBs were approved for ITA Waivers in 25-26
- 76.9% of LWDBs met or exceeded their 2025-2026 ITA Waiver Rate
- 12 LWDBs submitted ITA Waiver requests by July 1, 2026, for PY 2026-2027

Action Item 3

Individual Training Account (ITA) Waiver Requests

Local Board	25-26 ITA Expenditures	26-27 Waiver Request Recommendation
CS Escarosa	46.27%	42%
CS Capital Region	23.74%	35%
CS North Florida	42.20%	35%
CS Northeast Fl	45.09%	43%
CS Central Fl	50.77%	45%
CS Pasco Hernando	55.59%	48%

Local Board	25-26 ITA Expenditures	26-27 Waiver Request Recommendation
CS Suncoast	54.54%	48%
CS Heartland	32.89%	35%
CS Research Coast	48.24%	45%
CS Palm Beach County	32.58%	35%
CS South Florida	25.74%	40%
CS Brevard Flagler Volusia	45.11%	45%

Action Item 3

Requests to Waive State Individual Training Account Expenditure Requirements

For Consideration:

- Approve the recommended ITA Waiver Requests for the identified Local Workforce Development Boards.

Action Item 4

Request to Develop a Wagner-Peyser Program Staffing Policy



Dr. Erin Sampson

Senior Director of Workforce
Program Development



Karmyn Hill

Bureau Chief of One Stop and
Program Support,
FloridaCommerce

Wagner-Peyser Program Staffing Background

Contextualizing Merit Staffing Definitions, Federal Demands, and State Provisions

1. Wagner-Peyser Merit Staffing

Core Concept: Government personnel hired and managed strictly under a structured, merit-based personnel system.

Regulatory Baseline: Formally defined under the rules of **5 CFR 900, subpart F**.

2. USDOL Mandate & Baseline

Federal Position: Historic baseline requiring states to strictly deploy state merit staff for core services.

Functional Alignment: Applied to the delivery of critical core **Employment Service** labor-exchange services.

Operational Tension: Created friction between federal compliance guardrails and local operational control.

3. State Proportional Provisions

Financial Commitment: Specific, proportional allocation totaling more than **\$27 million** in FY 2026-2027.

Human Resource Base: Sustains foundational operations for targeted **Full-Time Equivalent (FTE)** personnel.

Agile Support Capacity: Allocates dedicated support for flexible, specialized **Other Personal Services (OPS)** staff roles.



Wagner-Peyser Merit Staffing Rule Evolution

Federal Rulemaking and Structural Staffing Flexibility Shifting from 2020 to 2026

2020

Flexibility Introduced

DOL removes mandatory state merit staff requirement, granting states autonomy to experiment with local staffing models.

2025

Repeal Proposed

Returning Trump administration proposes stripping merit staff mandate entirely, citing lack of statutory backing.

2022

Mandate Proposed

Biden administration proposes reversing 2020 flexibilities to reinstate traditional strict state merit staffing.

2026 (Jan)

Compliance Delayed

DOL officially extends compliance window by one year to early 2027 to clear path for pending regulatory overhaul.

2023

Final Mandate Issued

DOL publishes Final Rule requiring state merit staff structure; establishes a 24-month compliance countdown.

2026 (Aug)

Mandate Removed

Final rule published formally eliminating the state merit staffing requirement, fully effective October 19, 2026.



Wagner-Peyser Program Staffing Flexibility

Local Workforce System Implications: Program Scope & Boundaries

Program Scope Isolation

- The updated staffing flexibility rule concerns Wagner-Peyser Employment Service (ES) staffing models exclusively.
- Local adjustments do not alter outside program regulations or shared infrastructure.

Jobs for Veterans State Grant

- Continues to be strictly administered under 38 U.S.C. chapters 41 and 42, which remain firmly in place.
- DVOP (Disabled Veterans' Outreach Program specialists) and LVER (Local Veterans' Employment Representatives) funding and operations are entirely unaffected.



Call to Action

Rapid Adoption and Deployment Statewide of a Local Employment Model

Direct staff to:

- Partner with FloridaCommerce and the Local Boards to gather feedback on the best path forward to transition Wagner-Peyser staff to employment by the Local Boards.
- Present a plan at the December 2026 State Board meeting:
 - Developed in consultation with FloridaCommerce and the Local Boards that
 - Outlines a structured and cooperative plan to transition Wagner-Peyser staff to local board employment by December 2027, and
 - Ensures that all Wagner-Peyser staff retain their positions.



Wagner-Peyser Program Staffing Flexibility

Local Workforce System Implications

Federal Recession:

- Removes the federal requirement that Wagner-Peyser Employment Services be delivered exclusively by state merit staff.
- Provides states greater flexibility to use local workforce boards, local governments, nonprofits, or hybrid staffing models to deliver Employment Services.
- Supports stronger integration of Wagner-Peyser and WIOA Title I services, helping reduce program silos and improve customer service.
- Maintains all federal accountability requirements, including performance standards, universal access, monitoring, and State oversight.

Policy Considerations for Implementing Wagner-Peyser Staffing Flexibilities

- Establish a clear statewide framework for implementing Wagner-Peyser staffing flexibilities.
- Ensure consistent service delivery, accountability, and compliance across all workforce areas.
- Support integration of Wagner-Peyser and WIOA services while reducing duplication and silos.
- Transfer Wagner-Peyser staffing funding to LWDBs to support locally managed service delivery models
- Define roles, responsibilities, oversight, and performance expectations for all service delivery models.
- Position Florida to maximize innovation and local responsiveness while maintaining statewide quality standards.

Action Item 4

Request to Develop a Wagner-Peyser Program Staffing Policy

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.

Action Item 5

AAR IWT/QRT Application



Brent McNeal

General Counsel

Action Item 5

AAR IWT/QRT Application

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.

CareerSource Polk Update



Adrienne Johnston

President and CEO

Power of Partnership: Advancing Northwest Florida



Northwest Florida Collective

NW Florida

Power of Partnerships and Economic Vitality

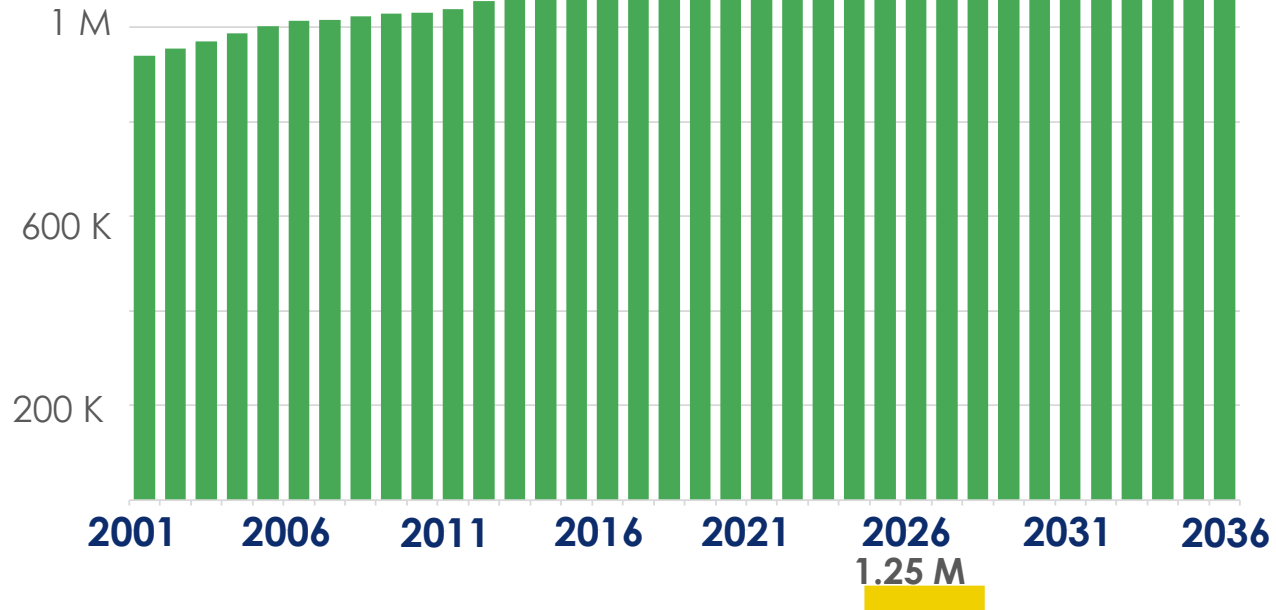


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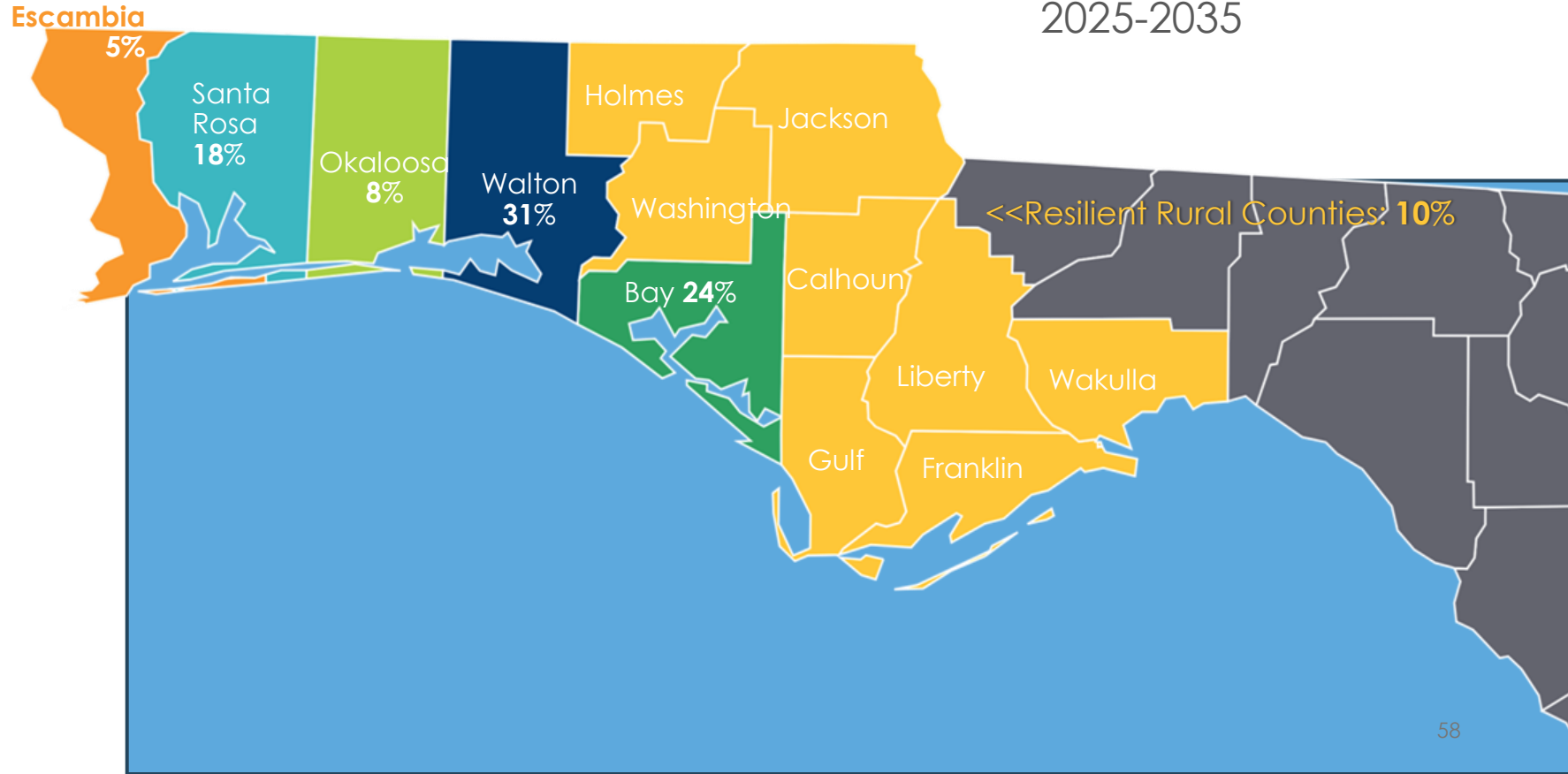
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1.4 M

NW Florida Population

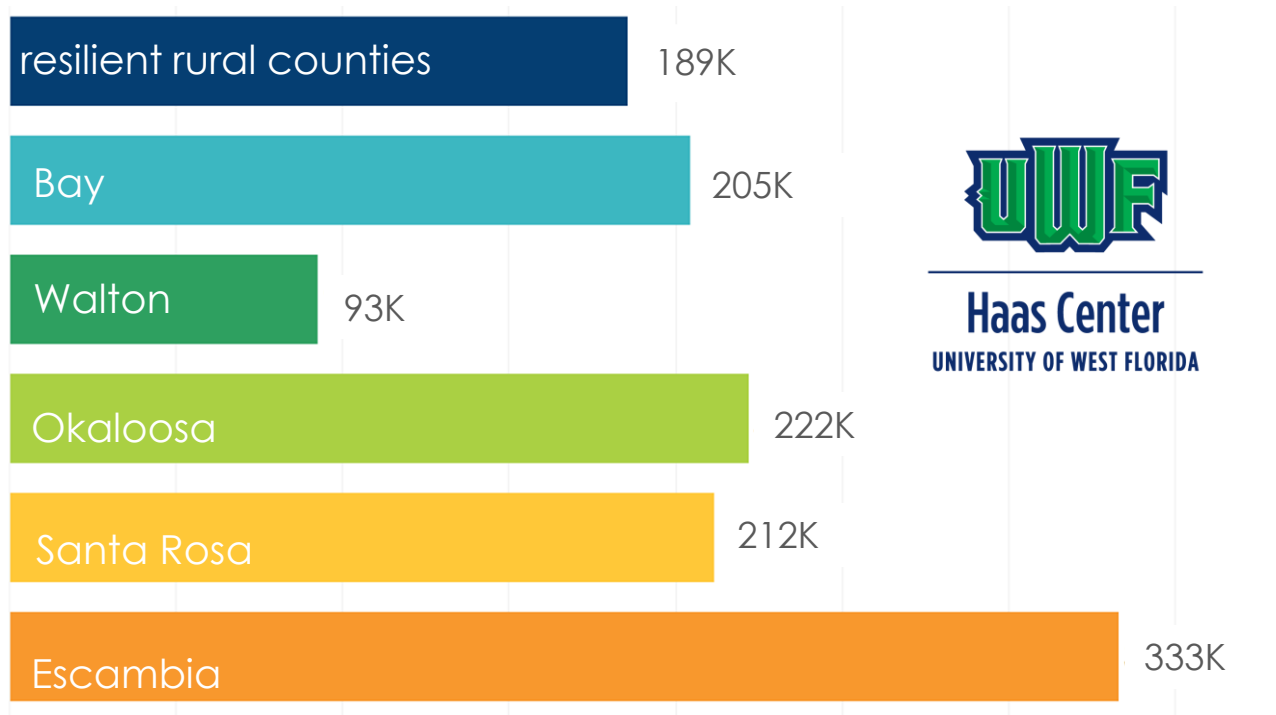


NW Florida Population Change 2025-2035



NW Florida

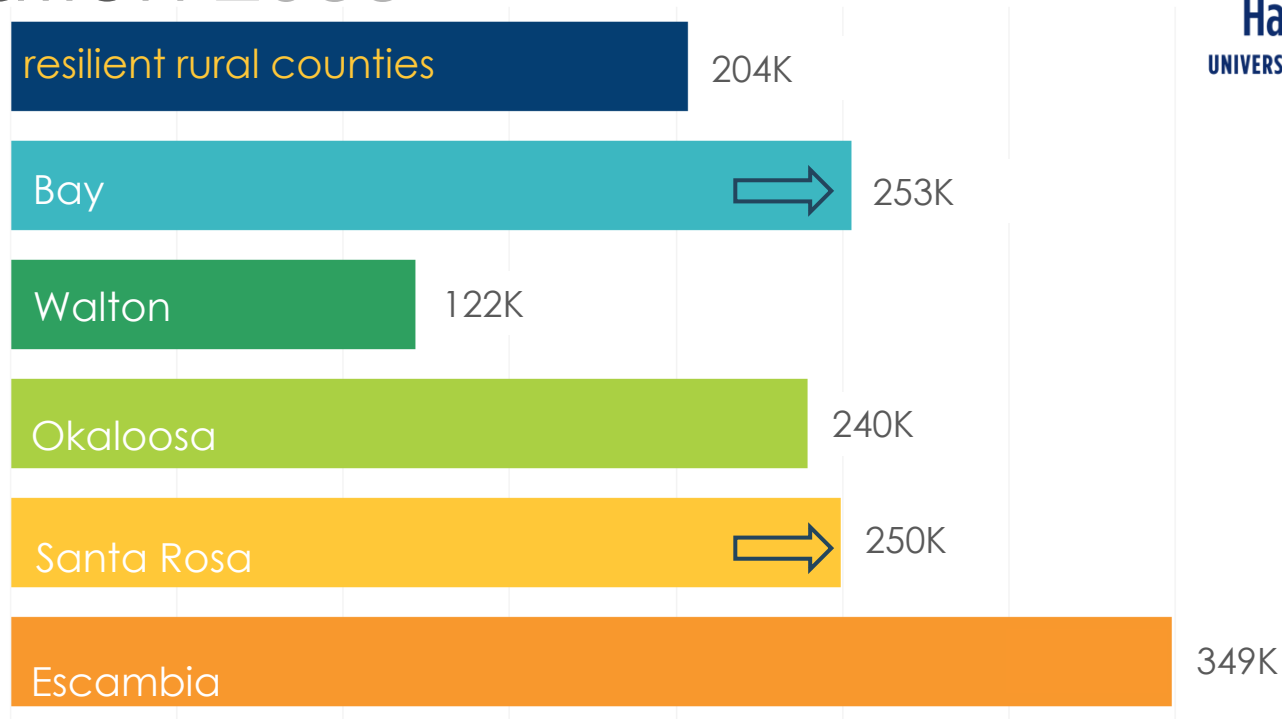
Population 2025



Population 2035



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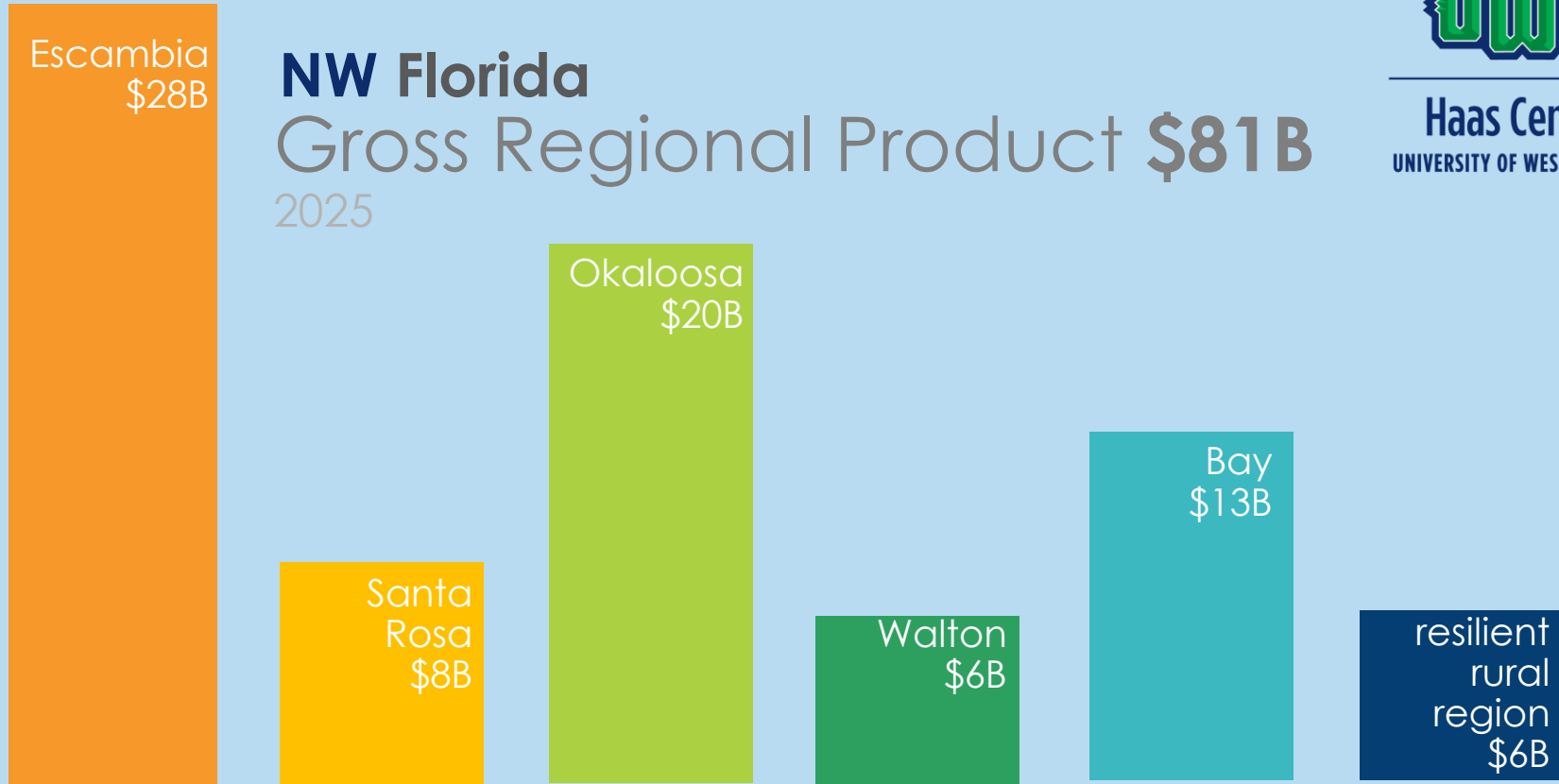






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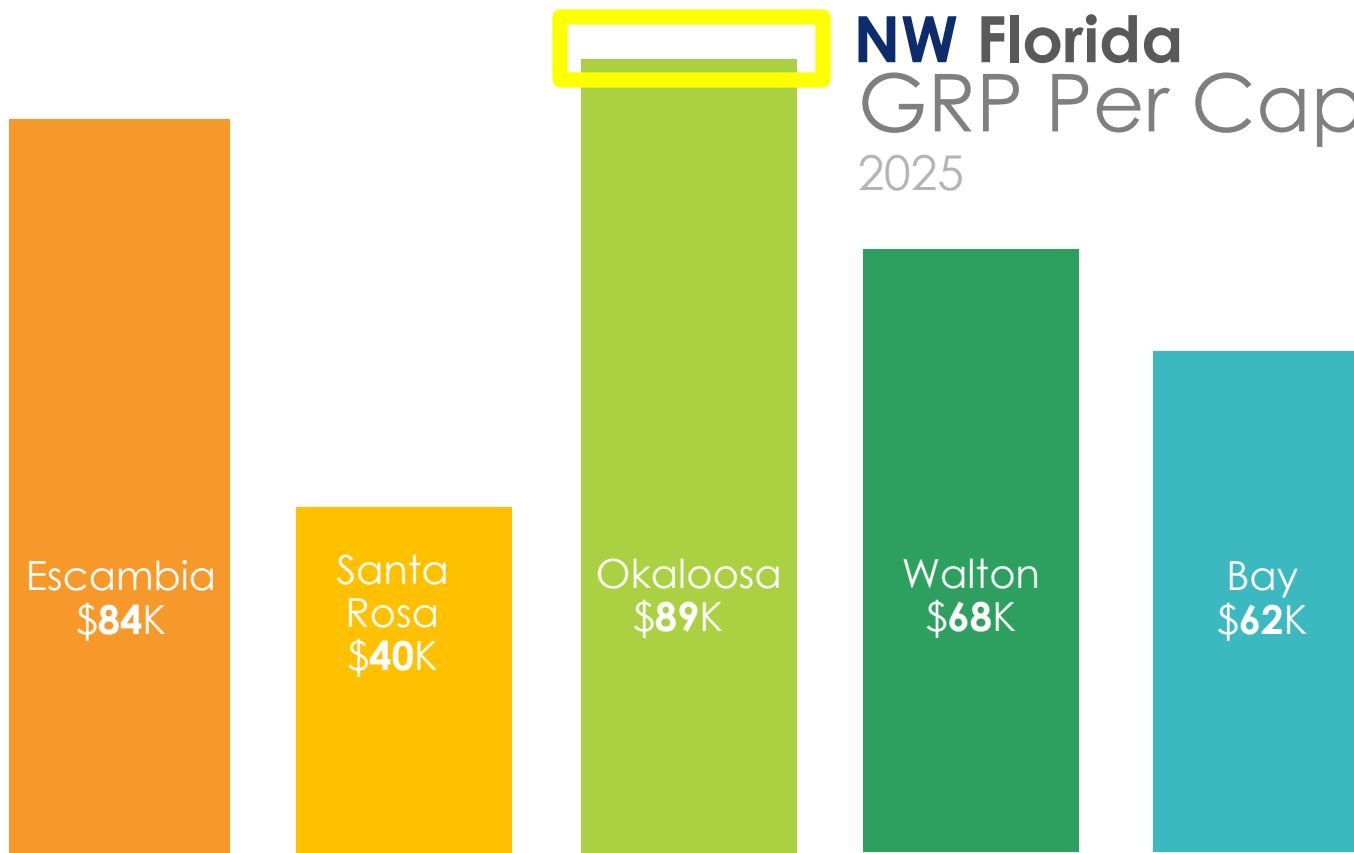
NW Florida Gross Regional Product **\$81B** 2025





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NW Florida GRP Per Capita 2025





FLORIDA'S
Great Northwest



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U.S. AIR FORCE

MILITARY

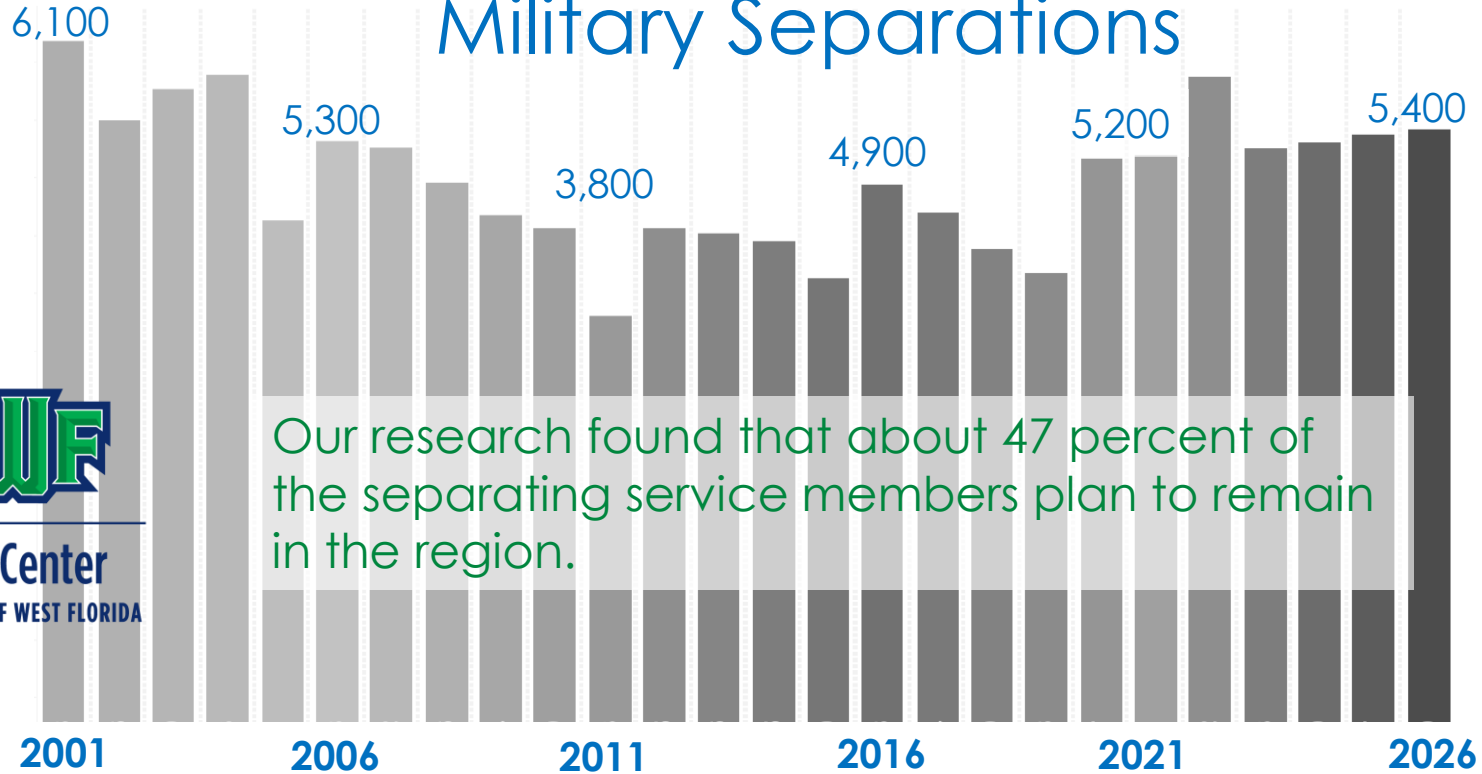
Mission-Ready Veterans  Business-Ready Results

TALENT

Military Separations



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Last year, our state colleges and the University of West Florida awarded nearly **7,900 associates, bachelor's, and master's degrees.**

Combined with roughly **2,500 former military service members** entering the civilian workforce each year, our region benefits from **a steady talent pipeline of people entering the workforce.**



NW Florida Job Posting Analytics

Parameters: full-time
permanent positions with
wage info,
excludes staffing
companies



**March
2024**

5,886
Unique
Postings

8 Days
Posting
Duration

\$48,000
Median
Advertised
Salary

**March
2025**

8,853

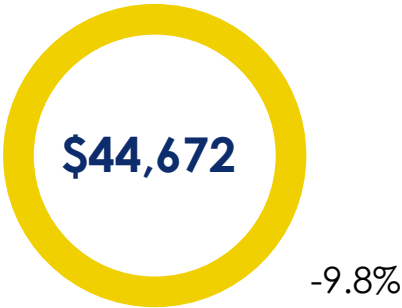
25 Days

\$49,536

**March
2026**

7,192

21 days





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NW Florida Job Postings for College Grads JULY 2026

Unique Job Postings (excludes staffing firms)



Bachelor's degree
Master's degree

2,673
398

Advertised Salary

\$77K

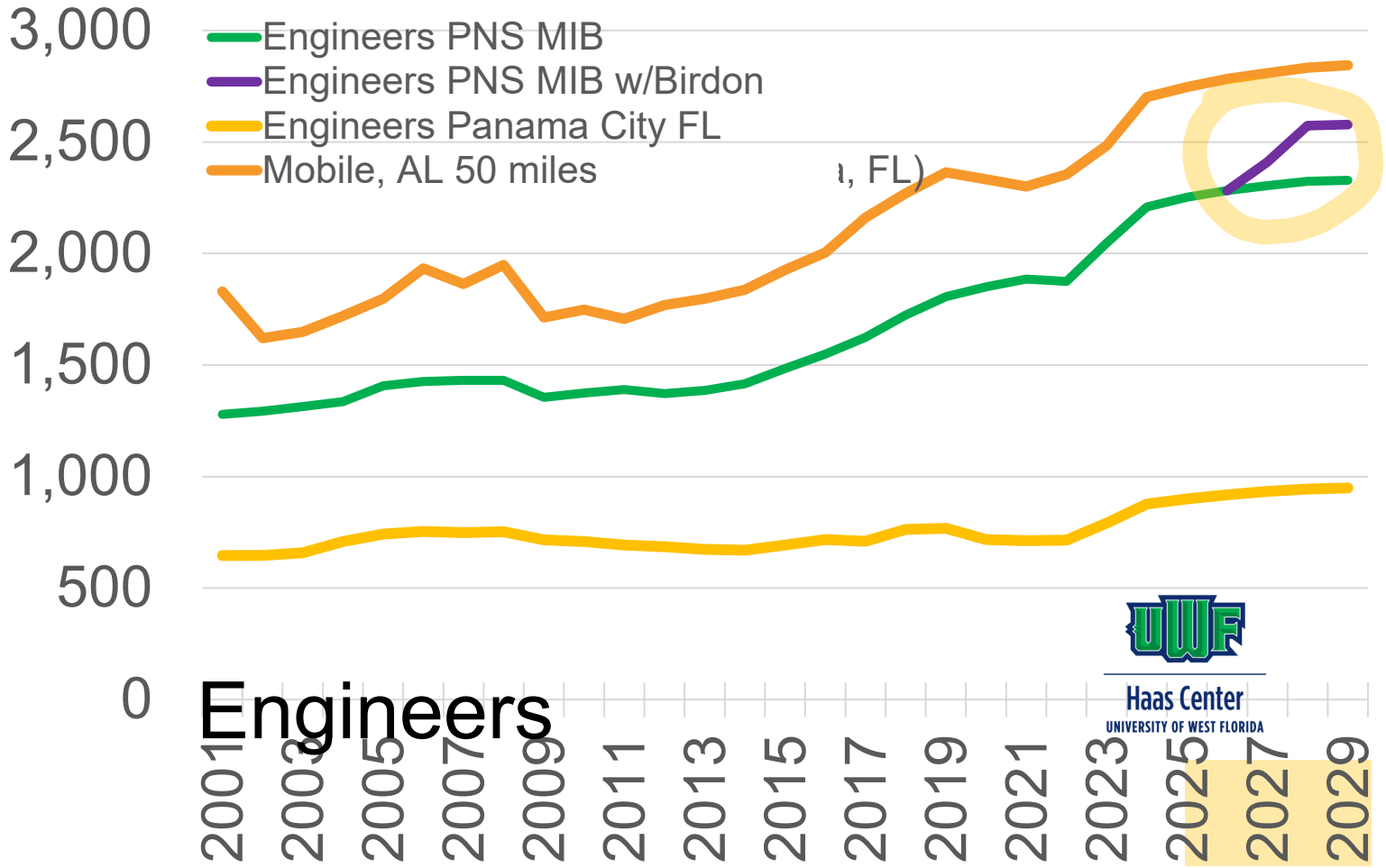
down YOY by 6.6%



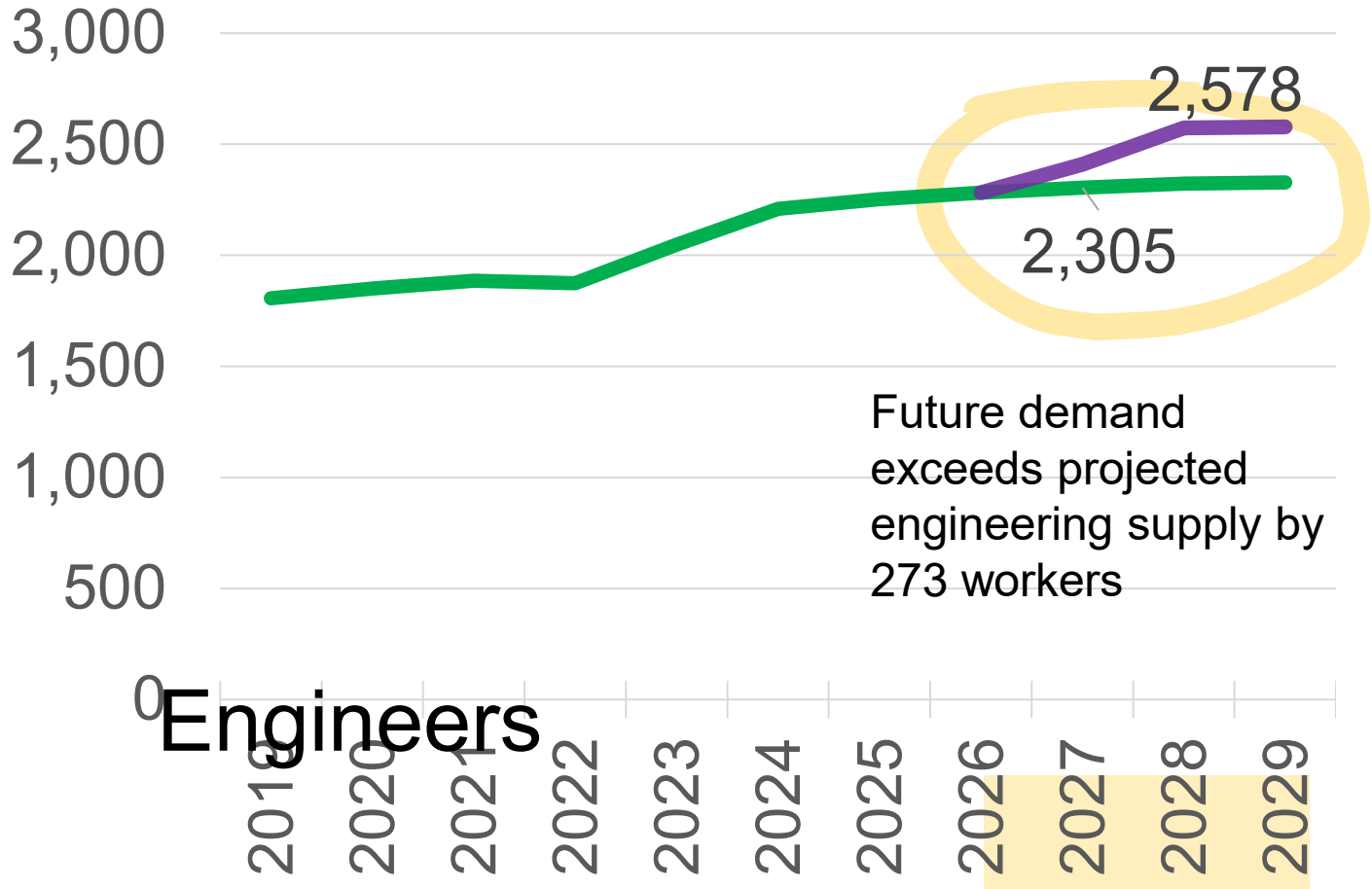
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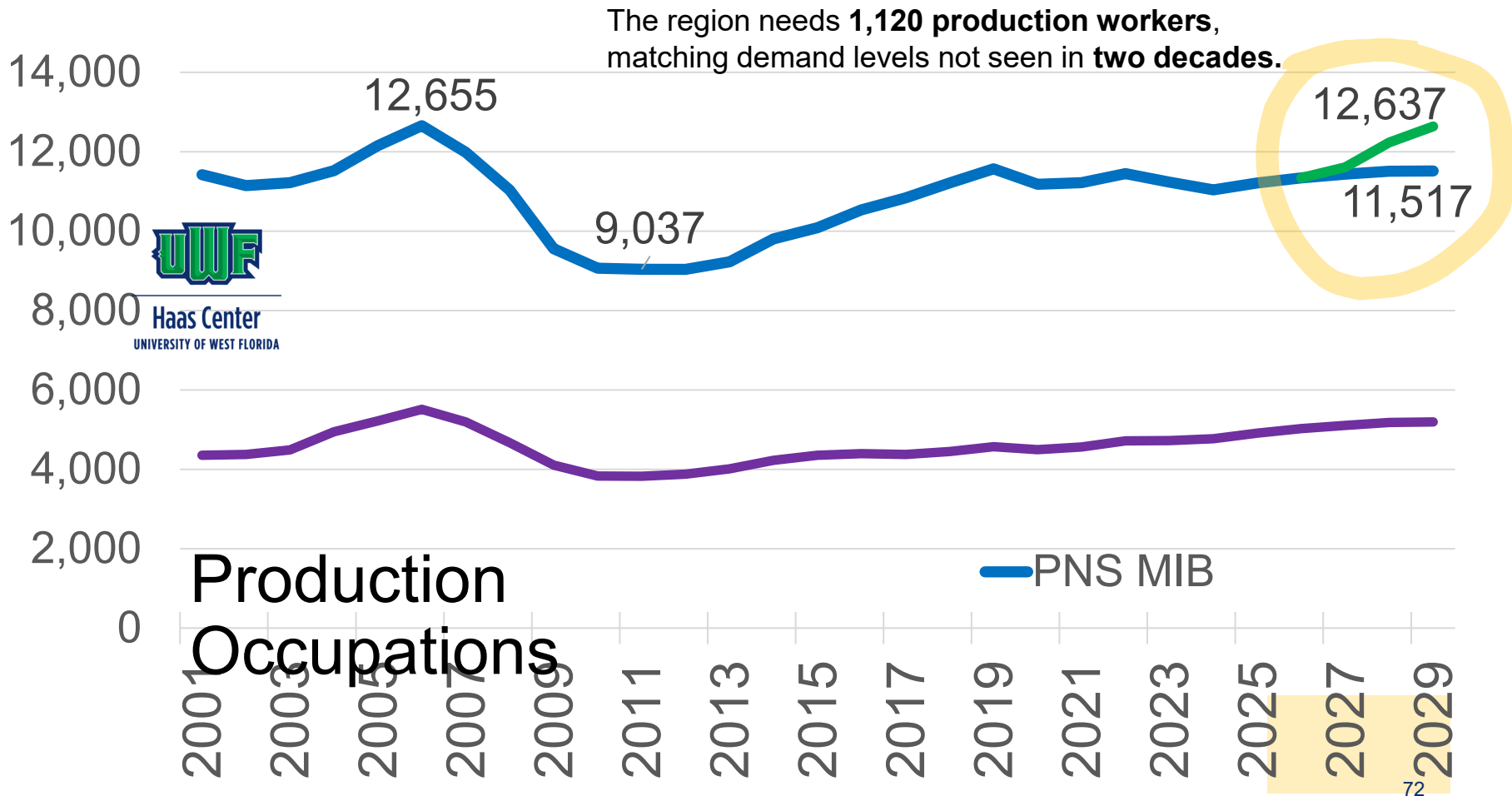
Maritime Industrial Base Occupations (MIB)

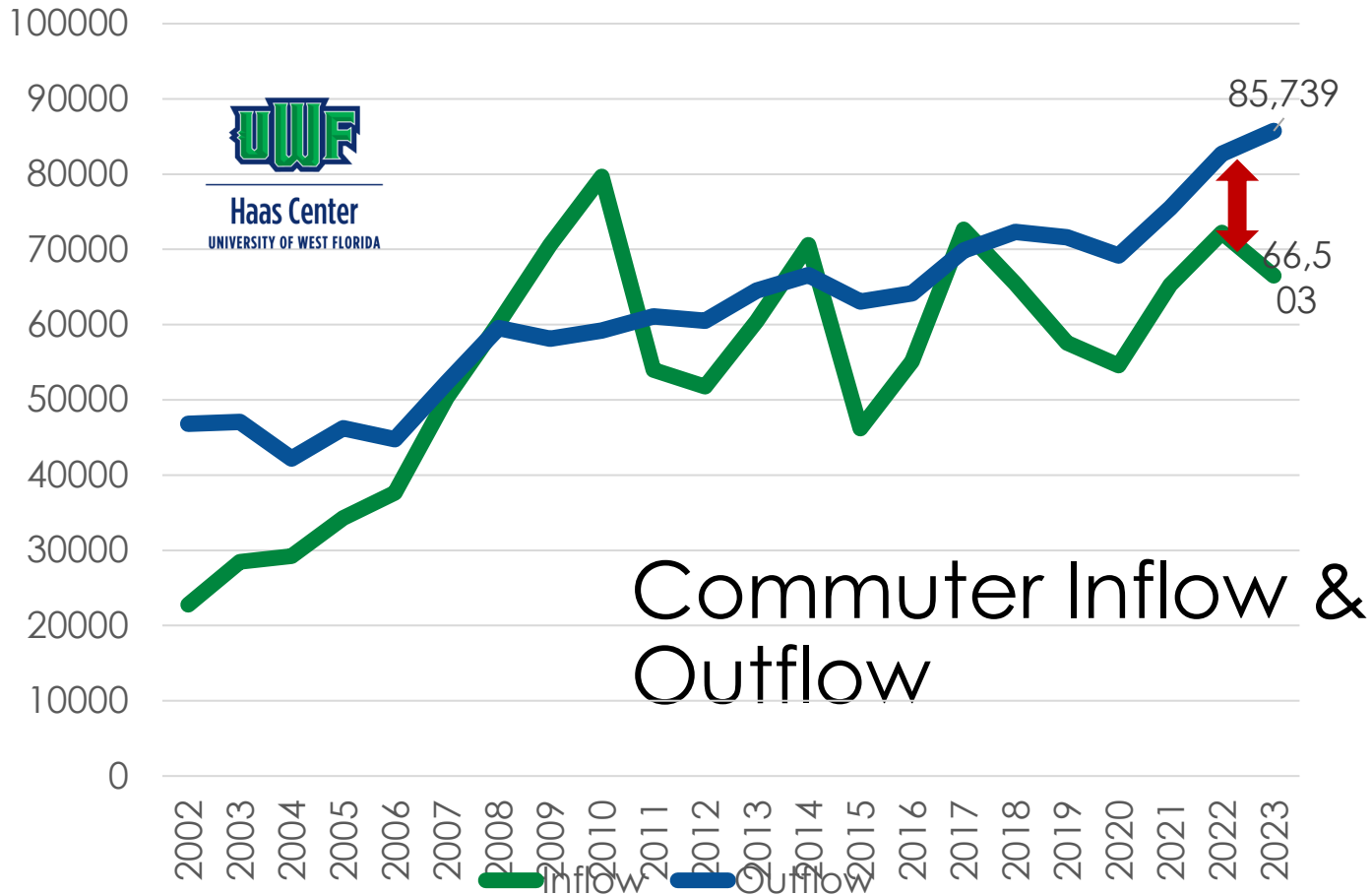
Research Commissioned
by Birdon USA @Port of Pensacola

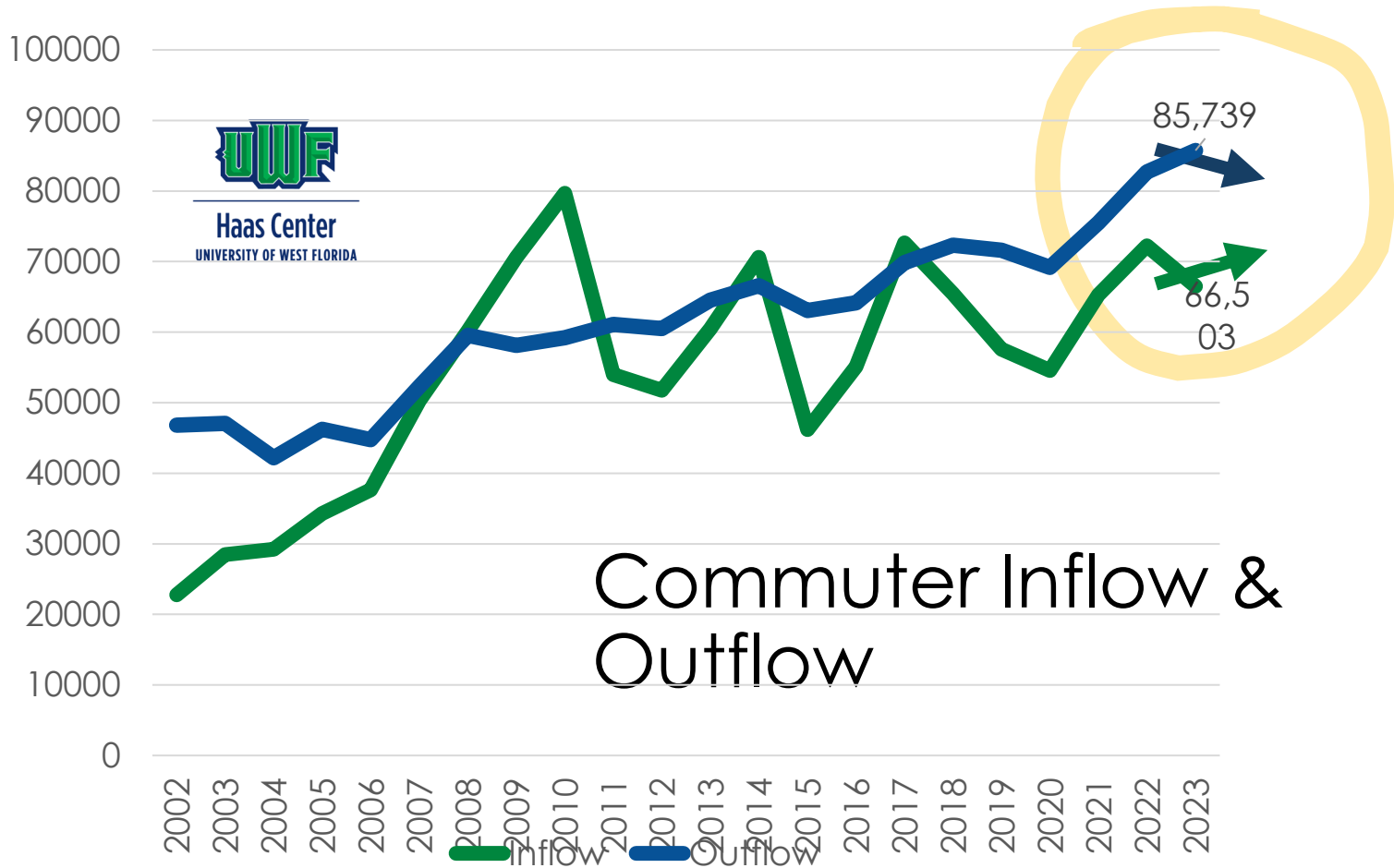


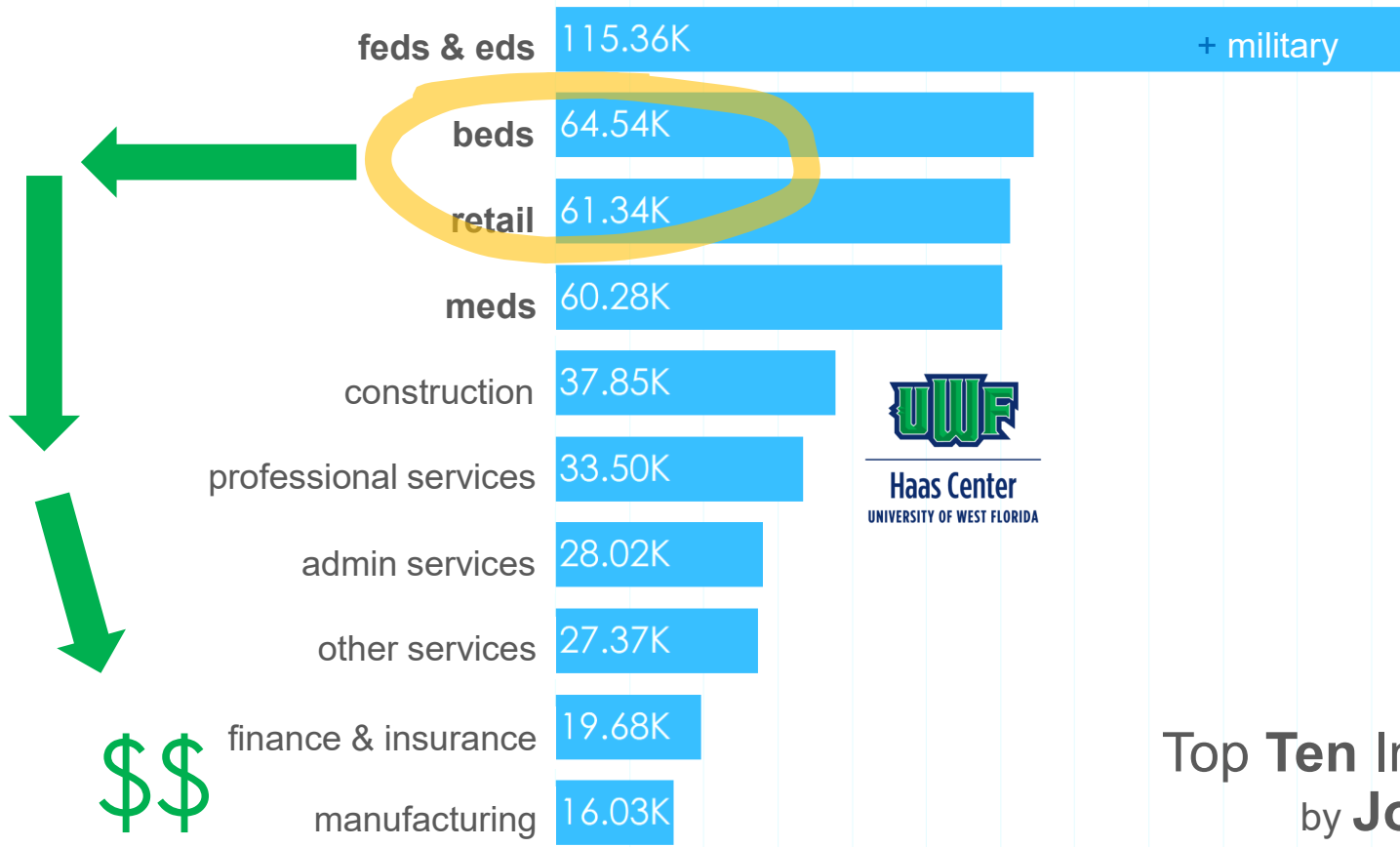
Engineers













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Contact:
Nicole Gislason
Executive Director
Haas Center [nicole@uwf.edu]

MIB Workforce Solutions

1. Retain greater number of separating Military Talent
2. Recruit commuters driving out of region for higher wages
3. Transition individuals from lower-skill, entry-level occupations into high-skill, high-wage careers



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212 Church Street
Pensacola, FL

Nicole Gislason
nicole@uwf.edu

CLEO Dashboard Update



Gabe Peters

Government Affairs Director

Responsibilities of Chief Local Elected Officials (CLEO)

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



Appoint & Approve

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



Fiscal Responsibility

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



Strategic Planning

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



Oversight

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

CLEOs:

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

State Workforce Board Priorities for 1st Quarter FY 26-27



2024–2028 WIOA Combined Plan (2-Year Modification)

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



Business Services

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



Targeted Industry Sectors

- Aerospace and Aviation
- AgTech
- Energy Security
- Financial Services
- Information Technology
- Life Sciences
- Maritime
- Military and Defense



Key Events

- ITA Waivers (July 1 every year)
- WIOA Local Plan Modification (Every 2 years)
- Performance Negotiation (Every 2 years)
- Workforce Professional Development Summit (Every year)
- Financial Audit (Every year)

Performance Measures

Program Year / Qtr	Exceeded / Met	Did Not Meet
2025 Q2	17 of 18	1 DW
2025 Q1	18 of 18	0
2024 Q4	18 of 18	0
2024 Q3	17 of 18	1 Adult

Letter Grades

Program Year / Qtr	Score	Grade	LWDB Ranking
2025 Q2	87.02	B+	6 out of 21
2025 Q1	88.86	B+	5 out of 21
2024 Q4	93.03	A	9 out of 21
2024 Q3	92.45	A	8 out of 21

Funding (as of 4/30/2026)

Category	Awarded	Expended	Rate
WIOA, WT & WP	\$14,907,686	\$7,980,257	53.53%
Network Navigators	\$238,571	\$238,571	100.00%
Sectors of Focus	\$365,000	\$258,752	70.89%
WIOA Rural Initiatives	\$0	\$0	0.00%
State Rural Initiatives	\$446,230	\$126,343	28.31%
Youth Career Exploration	N/A	N/A	N/A

Participants Served

Program	2025 Q2	2025 Q1	2024 Q4	2024 Q3
Adult	293	261	588	660
Dislocated Worker	18	16	21	19
Youth	90	75	84	106
Veterans	123	156	150	155
TANF	671	726	784	767
SNAP	781	593	696	714
Off Public Assistance	497	480	530	569



Program Monitoring for CareerSource Northeast Florida:

Next scheduled monitoring visit: March 2026

Programmatic Report released September 11, 2025

- Identified 6 Findings & 1 Other Noncompliance Issues (ONI)
- 2 Findings were repeat Findings from prior year
- Overall, the Findings and ONI related to a lack of documentation



Fiscal Monitoring for CareerSource Northeast Florida:

Next monitoring review period: 2026-27 Fiscal Year

Financial Monitoring Report released 2026-27 Fiscal Year

- Monitoring data will be made available upon release.

<https://analytics.careersourceflorida.com/Cleos>

Select a board below to view its CLEO dashboard.

 CareerSource Brevard Flagler Volusia

 CareerSource Broward

 CareerSource Capital Region

 CareerSource Central Florida

 CareerSource Chipola

 CareerSource Citrus Levy Marion

 CareerSource Escarosa

 CareerSource Gulf Coast

 CareerSource Heartland

 CareerSource North Central Florida

 CareerSource North Florida

 CareerSource Northeast Florida

 CareerSource Okaloosa Walton

 CareerSource Palm Beach County

 CareerSource Pasco Hernando

 CareerSource Polk

 CareerSource Research Coast

 CareerSource South Florida

 CareerSource Southwest Florida

 CareerSource Suncoast

 CareerSource Tampa Bay

LWDB Letter Grade Methodology Updates



Victoria Gaitanis

Vice President of Workforce
Program Development



Molly Weller

Deputy Director of Policy, REACH

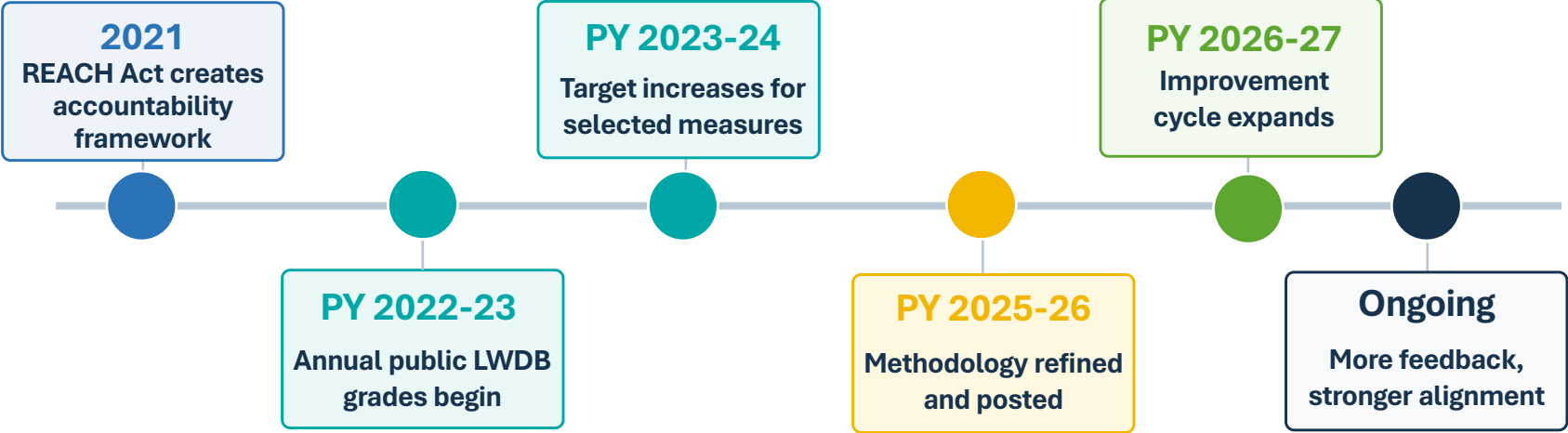
Letter Grades Overview

The Reimaging Education and Career Help (REACH) Act requires letter grades for each local workforce development board.

- The law requires a majority of the grade to be based on the improvement by each local workforce development board in the long-term self-sufficiency of participants.
- Currently, boards are graded on eight metrics. Targets are set for each metric using past performance data to calibrate the metrics.
- Adjustments are made as needed to ensure fair, attainable goals with room for continuous improvement.

Letter Grades are not just a compliance exercise. They are intended to support transparency, accountability, and continuous improvement across the workforce system.

Letter Grade Process Improvements Over Time



The letter grade methodology has evolved from statutory implementation and public transparency toward a more mature improvement cycle: stronger alignment with WIOA performance metrics and increasing feedback from stakeholders.

What is Changing for PY 2026-2027

Measure	What is changing	Why
1. Increased Participants Earnings	Target increases from 50% to 55%	Raises expectation for helping participants earn more
2. Public Assistance Reduction	Target increases from 50% to 55%	Strengthens focus on long-term self-sufficiency
4. Participants in Work-Related Training	Target increases to 70%; non-training activities removed	Focuses the measure on true training participation
5. Continued Repeat Business	Moves to a 1-year lookback	Measure is now more current
6. Business Penetration	Moves to a 1-year lookback	Gives credit for progress and better reflects recent work
8. Co-Enrollment	Uses a proportional scoring	Gives credit for progress

Letter Grade Updates: Why?

These updates improve the methodology without creating a new reporting structure for local boards.

- **Boards have visibility into performance** through quarterly updates and the [analytics dashboard](#).
- **The methodology uses standardized measures** to support consistency across the state.
- **The changes clarify expectations** rather than adding unnecessary documentation.
- **Proportional scoring can better recognize progress**, instead of treating performance as simply pass or fail.

INTEGRATED COMMUNICATIONS OUTREACH UPDATES

Q4 | Fiscal Year 2025-2026

May – August 2026 Integrated Communications Updates

- 2025-2026 Performance and Key Accomplishments
- 2026-2027 Integrated Strategy and Forward-Looking Priorities
- Amplification Opportunity: Workforce Development Toolkit

Statewide Integrated Communications Success

65.5M+
Impressions

2M+
Audience Actions

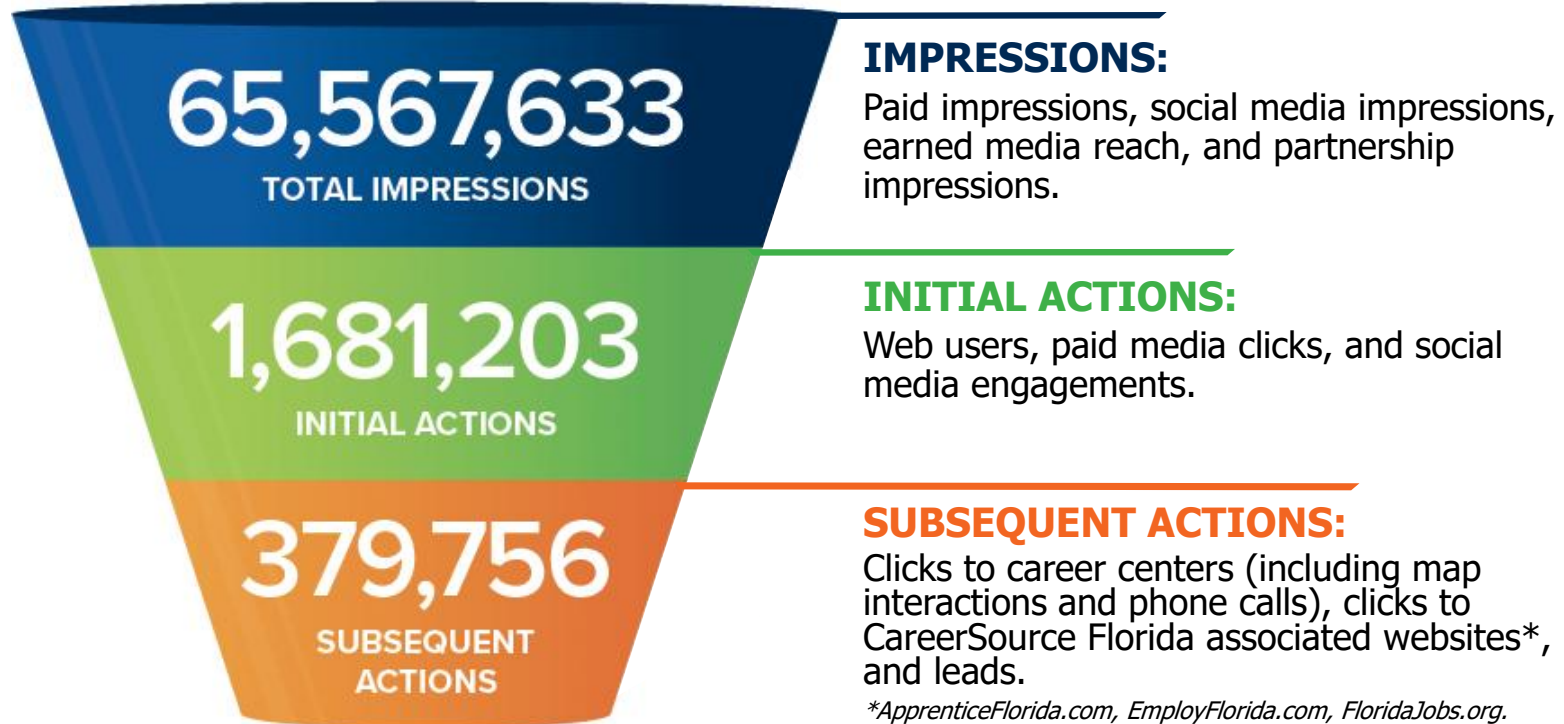
Delivered through integrated statewide outreach efforts.

826K+
Website Visits

3.8%
Brand Lift

Brand lift findings demonstrate that sustained outreach is strengthening message recall and driving engagement among key audiences, particularly employers.

How We Measure Success



Statewide Integrated Communications Success

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Themes for 2026-2027



DATA-DRIVEN GROWTH

Leverage performance insights and audience data to refine messaging, strengthen engagement, and maximize reach among Florida's job seekers and employers.



ELEVATED BRAND CAMPAIGN

Expand the successful You've Got This campaign with a refreshed creative approach that reinforces CareerSource Florida as the trusted starting point for workforce opportunities, training, and talent solutions.



INTEGRATED STRATEGY

Increase visibility and impact through coordinated paid, earned, owned, shared, and partner channels, supporting workforce outcomes while strengthening CareerSource Florida's statewide leadership position.



Integrated Strategy & Priorities

You've Got This Campaign

It's time to build your business.

And it's easier with someone in your corner.



 [Start Here](#)



Your future begins now.

With us, you're never alone in the journey.



 [Find a Career Center](#)

Develop talent that delivers.

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



[Explore Services](#)



Themes for 2026-2027



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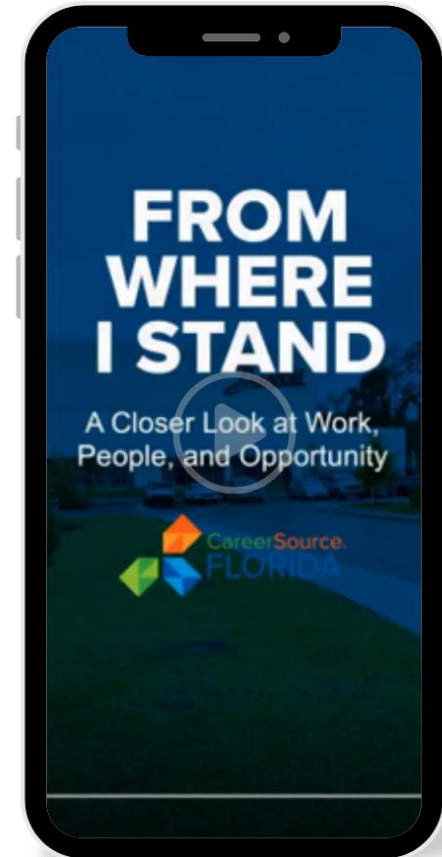


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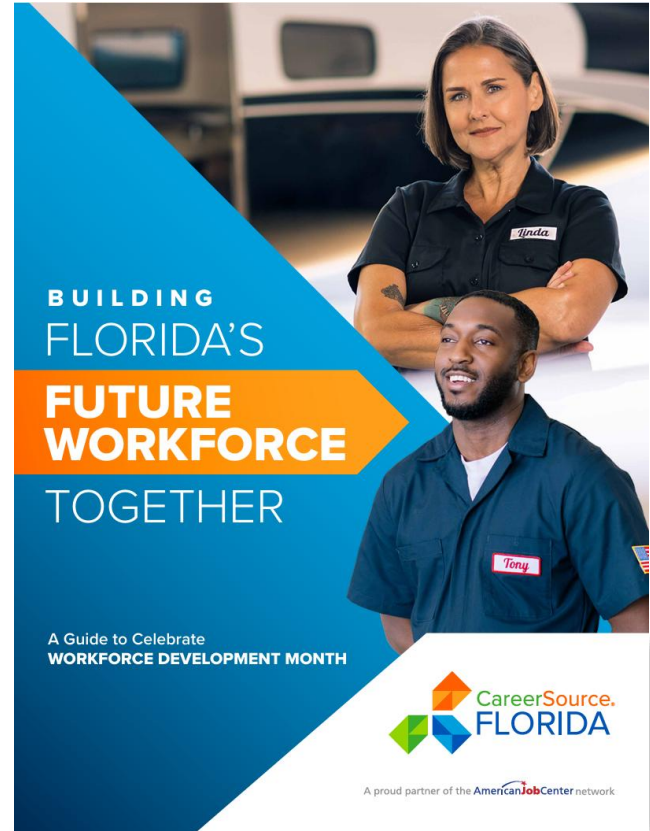
From Where I Stand

- Use performance insights to strengthen audience targeting, messaging, and engagement.
- Launch a CEO-led storytelling series to spotlight high-demand careers, workforce pathways, and partner impact.
- Expand statewide visibility through integrated campaigns, executive thought leadership, media relations, and partner amplification.





- **Ready-to-use resources** to support Workforce Development Month outreach.
- **Share key messages**, workforce success stories, and CareerSource Florida resources through your networks.
- **Help amplify awareness** of workforce opportunities and strengthen engagement across Florida communities.



THANK YOU

Collaborate. Innovate. Lead.



GET THERE

Florida's Workforce Education Initiative

Florida Workforce Pell Implementation

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



FLORIDA DEPARTMENT OF
EDUCATION
fldoe.org



Workforce Pell: Expanding Funding Opportunities for Workforce Training

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

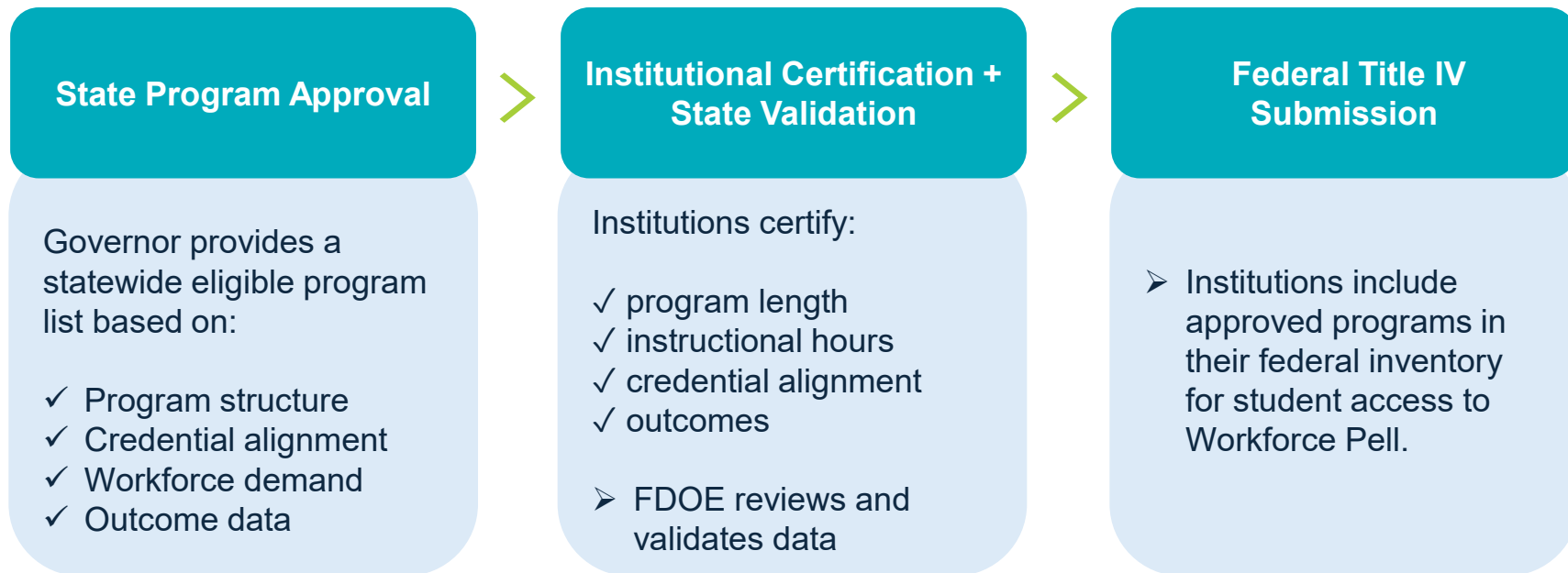


✓ Lead directly to **employment**

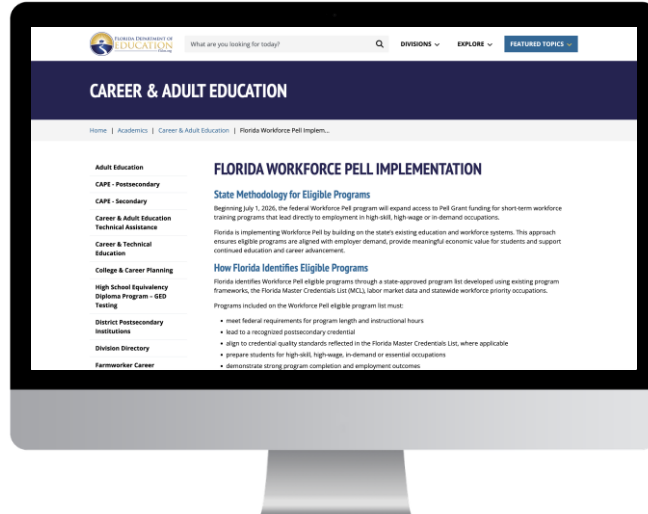
✓ Align to **high-skill, high-wage, in-demand occupations**

✓ Result in **recognized credentials**

Florida Implementation Model



State-Approved Eligible Program List



Scan the QR Code
below to learn more:



For more information, visit www.fldoe.org/workforcepell

FloridaCommerce Report



J. Alex Kelly

Secretary, FloridaCommerce

Local Partners Report



Joshua Matlock

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



**FLORIDA
WORKFORCE
DEVELOPMENT**
ASSOCIATION

Innovation & Continuous Improvement



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Workforce Summit 2026: Florida Workforce Development Conference

WORKFORCE SUMMIT



Leslie Samuel

AI Keynote

Speaker & Emce...

Leslie Samuel | AI

Keynote Speaker...

Wednesday, September 16th

Opening General Session

General Session/Awards Luncheon Technology (AI, reporting/data, systems)

🕒 10:00 AM - 12:00 PM

📍 Palm Ballroom

🎫 Sponsored By: PinPoint Re...

Description

Keynote - How to Become Indispensable in the Age of AI

AI is changing how work gets done, and for many professionals, that creates uncertainty. This session shifts that perspective. I'll show how AI can be used to reduce workload, increase effectiveness, and enhance the human side of the work that matters most. Through real-world examples and practical insights, attendees will move from feeling overwhelmed to feeling confident in using these tools. They will leave with a clear understanding of how to begin using AI in their roles in a way that makes them more valuable, not less.

Applied AI in Action: Automating Work, Empowering Staff, Supporting Job Seekers



7:45 AM – 9:15 AM at Grand 7, First Floor

TECHNOLOGY (AI, REPORTING/DATA, SYSTEMS)

LIMITED SEATING



Ben Vanderneck

[Speaker's Page](#)



Michelle Snyder

[Speaker's Page](#)



Chet Filanowski

[Speaker's Page](#)



Nicholas Quinn

[Speaker's Page](#)

This interactive workshop will highlight how CareerSource Suncoast is piloting practical, ethical, and scalable uses of artificial intelligence to support both internal operations and customer-facing services. Designed for a mixed audience of technical and non-technical staff, t...

The OJT Advantage: Transforming Novices into Experts through Registered Apprenticeship



7:45 AM – 9:15 AM at Grand 6, First Floor

PROGRAMMATIC (WIOA, WP, SNAP, TANF, NEDWG, VETS, BUSINESS SERVICES)

PERSONAL & PROF DEVELOPMENT (LEADERSHIP, CUST. SERVICES, CASE MANAGEMENT)

LIMITED SEATING



Christa Nelson

[Speaker's Page](#)



Rick Beasley

[Speaker's Page](#)



James Disbro

[Speaker's Page](#)

This interactive workshop led by local board staff. They will discuss best and promising practices for implementing registered apprenticeships using

RESEA Reimagined: A Digital Gateway to Reemployment and Training



8:00 AM – 9:30 AM at Grand 4/5, First Floor

PROGRAMMATIC (WIOA, WP, SNAP, TANF, NEDWG, VETS, BUSINESS SERVICES)

TECHNOLOGY (AI, REPORTING/DATA, SYSTEMS)



Steven Gustafson

[Speaker's Page](#)

The Reemployment Services and Eligibility Assessment (RESEA) program is often the first touchpoint for individuals entering the work...

WIOA Accountability Cycle



7:45 AM – 9:15 AM at Azalea/Begonia, 2nd Floor

TECHNOLOGY (AI, REPORTING/DATA, SYSTEMS)

LIMITED SEATING



Erin Sampson
[Speaker's Page](#)



Karen Card
[Speaker's Page](#)



Erik Wood
[Speaker's Page](#)

This is an interactive training that goes in depth about each step in the accountability cycle, from negotiations to year-end assessment. This presentation targets data analysts and LWDB leadership to help guide them through what to expect as we look forward into PY2026-27.

The Welfare Transition Work Participation Rate Nuts and Bolts



9:45 AM – 11:15 AM at Azalea/Begonia, 2nd Floor

PROGRAMMATIC (WIOA, WP, SNAP, TANF, NEDWG, VETS, BUSINESS SERVICES)

LIMITED SEATING



JoAnna McHugh
[Speaker's Page](#)



Michelle Jones
[Speaker's Page](#)

Still trying to make sense of all the different rules about Participation Rates within the Welfare Transition program? Come and learn more as we provide a practical tools.

Impact



OPEN DISCUSSION AND PUBLIC COMMENT

Upcoming Meetings:

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

Closing Remarks



Adrienne Johnston

President and CEO