Joint Strategic Policy and Performance and Finance Council Meeting

August 26, 2026

Welcome and Remarks

Sophia Eccleston

Chair

FOR PUBLIC COMMENT:

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

Finance Council Consent Item

For Consideration:

- Approval of June 2026 Finance Council Meeting Minutes

SPPC Consent Agenda

For Consideration:

1. June 2026 Strategic Policy and Performance Council Meeting Minutes
2. 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

CareerSource FLORIDA

Action Item 1

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

Victoria Gaitanis

Vice President, Workforce Program Development

Action Item 1: Workforce Policy G104

Sanctions and Other Corrective Action for LWDBs

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 and move forward to the CareerSource Florida Board of Directors.

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

1 REGIONAL DEMAND OCCUPATIONS LIST

What jobs are in demand?

FloridaCommerce labor-market data identifies statewide and regional high-growth, high-wage occupations.

2 MASTER CREDENTIALS LIST

What credentials have value?

Credentials are evaluated for alignment with in-demand occupations, wage thresholds, and the Framework of Quality.

3 ELIGIBLE TRAINING PROVIDER LIST

Where can WIOA participants train?

Proposed policy alignment would use the MCL to inform which approved provider programs support WIOA-funded training.

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

Consistent with s. 14.36, F.S.: align and improve efficiency, coordinate workforce programs, minimize duplication, and support integrated access.

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 and move forward to the CareerSource Florida Board of Directors.

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.

2022

Mandate Proposed

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

2023

Final Mandate Issued

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

2025

Repeal Proposed

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

2026 (Jan)

Compliance Delayed

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

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 Recission:

- 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.

Financial Operations Update

Dana Davis

Chief Financial Officer

Fiscal Year 25/26: Network Navigators (1 Year Funding)

Original Awards:	$4,150,000
Revised Awards:	$4,013,000
Network LTD Expenses:	$3,798,352

Network % of Spend: 94.7%

- **17 Boards spent 90%** or more of available funding.
- **4 Boards spending less than 90%**
  - Escarosa – 88%
  - Heartland – 84%
  - South Florida – 79%
  - North Florida – 48%

Fiscal Year 25/26: Welfare Transition (1 Year Funding)

Original Awards:	$52,514,907	Network % of Spend: 86%
Revised Awards:	$53,632,430	FY24/25 Allocation: $53.9M, 99.8% Spent
Network LTD Expenses:	$46,147,103	

- **6 Boards spent 90%** or more of available funding.
- **15 Boards spent less than 90%**
  - Tampa Bay – 89%
  - Brevard Flagler Volusia – 87%
  - Capital Region – 87%
  - Gulf Coast - 87%
  - Broward – 83%
  - Pasco Hernando – 81%
  - Citrus, Levy, Marion – 79%
  - North Florida – 75%
  - Chipola – 74%
  - Escarosa – 74%
  - North Central Florida – 67%
  - Research Coast – 63%
  - Southwest Florida – 60%
  - Palm Beach – 52%
  - Heartland – 51%

Note: 25/26 funds can be spent through 8/31/2026.

Fiscal Year 25/26: WIOA Dislocated Worker (2 Year Funding)

Original Awards: $26,446,301

Network LTD Expenses: $11,318,994

Network % of Spend: 43%

Fiscal Year 24/25: $30.5M, 99.9% Spent

- **<u>3 Boards spent 85%</u>** or more of available funding.
- **<u>18 Boards spent less than 85%</u>**
  - Southwest Florida –70%
  - Citrus Levy Marion - 68%
  - Capital Region – 62%
  - Central Florida – 59%
  - Suncoast – 59%
  - North Central Florida – 53%
  - Palm Beach – 46%
  - Tampa Bay – 42%
  - Heartland – 21%
  - Escarosa – 11%
  - Northeast Florida – 8%
  - South Florida – 6%
  - Okaloosa Walton – 2%
  - Research Coast – 1%
  - Polk – 1%
  - Chipola – 0%
  - North Florida – 0%
  - Pasco Hernando - 0%

Fiscal Year 25/26: WIOA Adult (2 Year Funding)

Network Awards: $32,822,465

Network LTD Expenses: $22,614,634

Network % of Spend: 69%

Fiscal Year 24/25: $30.7M, 99.9% Spent

- **5 Boards spent 90%** or more of available funding.
- **16 Boards spent less than 90%**
  - Central Florida – 86%
  - Escarosa – 86%
  - Gulf Coast – 83%
  - South Florida – 80%
  - Palm Beach – 74%
  - Pasco Hernando - 71%
  - Chipola – 67%
  - Heartland – 67%
  - Brevard Flagler Volusia – 58%
  - Northeast Florida – 57%
  - North Florida – 45%
  - Research Coast – 31%
  - Tampa Bay – 28%
  - Capital Region – 17%
  - Polk – 9%
  - Okaloosa Walton – 7%

Fiscal Year 25/26: WIOA Youth (2 Year Funding)

Network Awards: $30,643,478

Network LTD Expenses: $19,478,313

Network % of Spend: 64%

Fiscal Year 24/25: $30.0M, 100% Spent

- **3 Boards spent 90%** or more of available funding.
- **18 Boards spent less than 90%**
  - Citrus Levy Marion – 89%
  - North Central Florida – 89%
  - Gulf Coast – 83%
  - Broward – 79%
  - Suncoast – 71%
  - North Florida – 68%
  - Northeast Florida – 64%
  - Escarosa – 63%
  - Central Florida – 58%
  - Heartland – 63%
  - Tampa Bay – 62%
  - Research Coast – 56%
  - South Florida – 48%
  - Pasco Hernando – 40%
  - Capital Region – 39%
  - Chipola – 25%
  - Polk - 11%
  - Okaloosa Walton (2) – 9%

Fiscal Year 25/26: Set Aside Initiatives

Sectors of Strategic Focus (1 Yr)		Rural Initiatives (1 Yr)		Youth Career Exploration (1 Yr)	
Revised Awards:	$2,835,000	Revised Awards:	$1,079,948	Network Awards:	$750,000
Network LTD Expenses:	$2,789,734	Network LTD Expenses:	$927,946	Network LTD Expenses:	$560,000

Sectors of Strategic Focus

- Network Spend: 98%
- 21 Board Allocated Funding
- 18 Boards spent 95% or more
- Chipola - 72%
- Southwest Florida – 54%
- Brevard, Flagler, Volusia – 89%

Rural Initiatives

Network Spend: 84%

8 Boards Allocated Funding

6 Board Spent 100%

Chipola - 67%

Palm Beach - 23%

Youth Career Exploration

Network Spend: 75%

5 Boards Allocated Funding

4 Boards Spent 100%

South Florida – 0%

Grants Management Update

Malissa Counts

Grants Manager

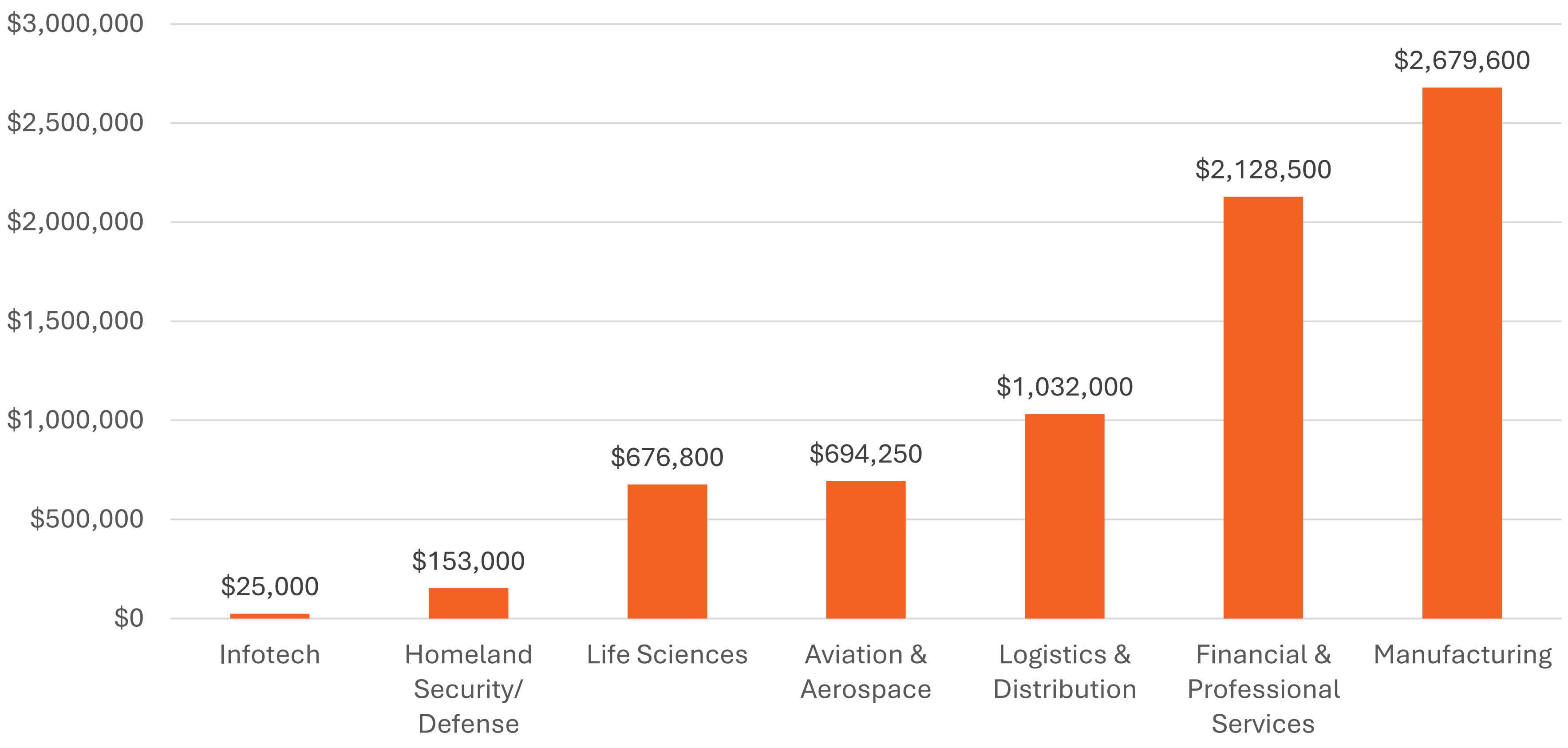
2025 / 2026
Quick Response Training Grant

Contracts Signed
24

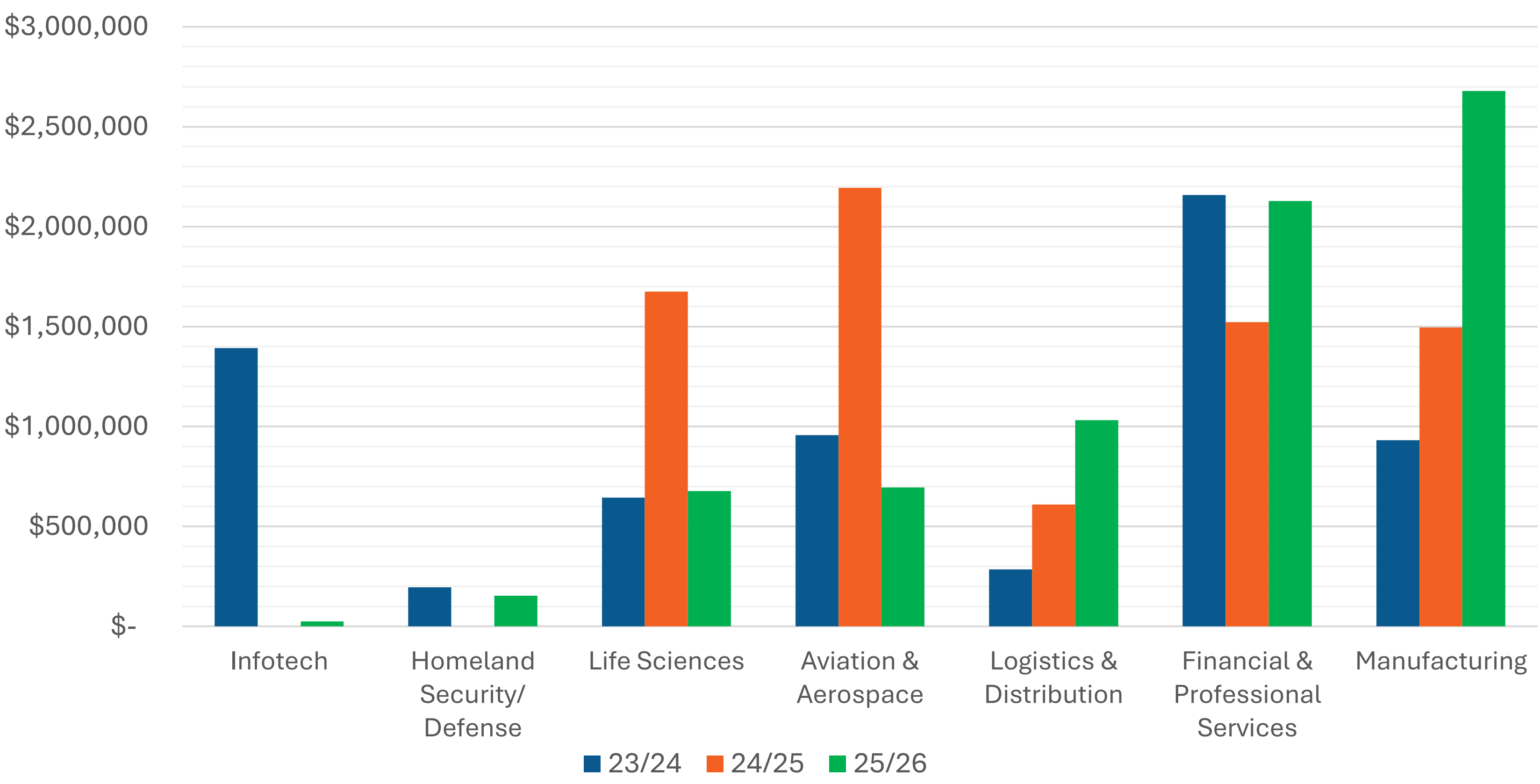
Grants Awarded
$7,389,150

Trainees
2,384

FY 25/26 QRT Targeted Sector



3 Year QRT Targeted Sector



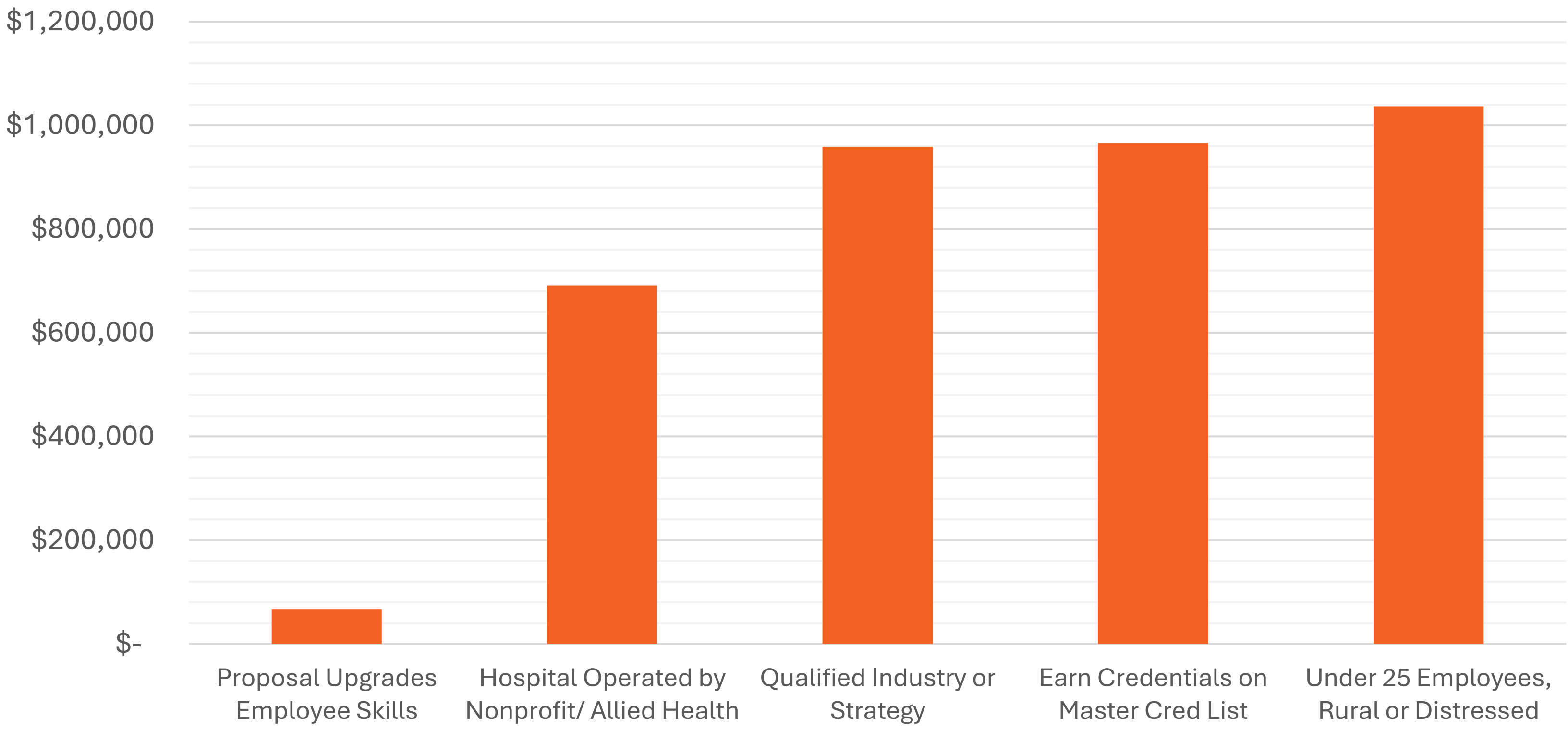
2025 / 2026
Incumbent Worker Training Grant

Contracts Signed
69

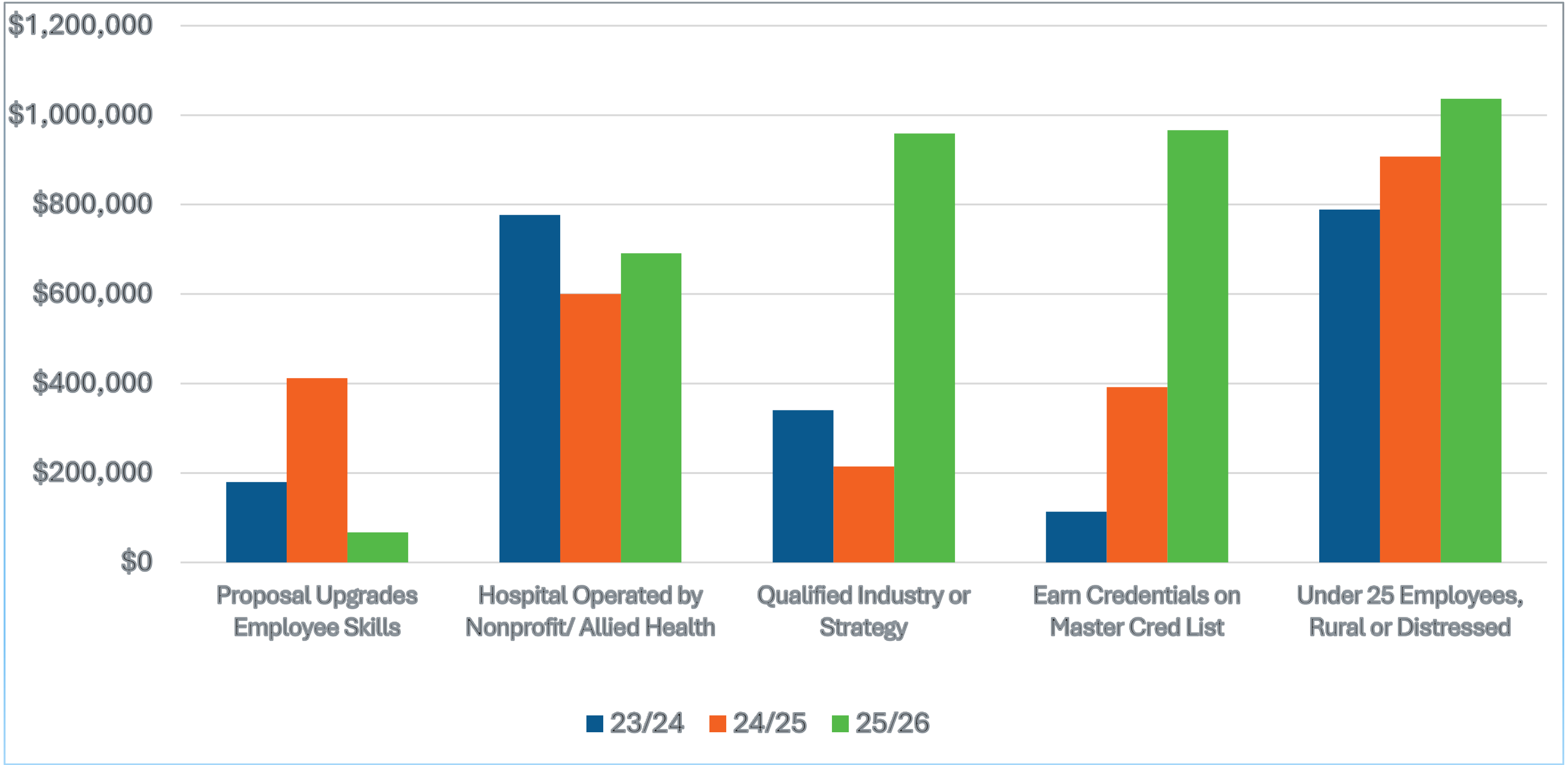
Grants Awarded
$2,953,510

Trainees
1,391

25/26 IWT Priority Funding



3 Year IWT Priority Funding



LOCAL WORKFORCE DEVELOPMENT AREA 23 | MIAMI-DADE COUNTY

Serving Participants Subject to Federal Work Requirements

A proposal submitted to CareerSource Florida and FloridaCommerce

Joint Committee Meeting • August 25, 2026

Rick Beasley, Executive Director
South Florida Workforce Investment Board

OVERVIEW

A sound outcome, with a consequence

1

REFERRALS ARE INCREASING

A new federal law substantially expands the number of individuals required to work, train, or volunteer to retain food assistance. Those individuals are now presenting at the career centers.

2

PERFORMANCE RESULTS DECLINE

Most are not pursuing a career. They participate to satisfy a requirement, work limited hours, and exit. Averaged with all other participants, measured performance declines.

3

AN ADVERSE INCENTIVE RESULTS

Current measurement makes minimal service and non-enrollment the course of least risk to a board's performance record. Correcting that incentive is the purpose of this proposal.

The remedy: All six measures continue to be collected and reported for every participant. Only the performance expectation applied to this cohort is adjusted.

STATUTORY CHANGE

Federal law enacted in July 2025

2.59M	1 in 8	181,000	80 hrs
Floridians receiving food assistance	of Florida's population	may lose benefits absent compliance	of work or approved activity required monthly

Individuals now subject to the work requirement

1. **Expanded age range** — Adults through age 64 are now subject to the requirement; the prior threshold was 54.
2. **Coverage of parents** — Applicable once the youngest child reaches age 14.
3. **Elimination of exemptions** — Exemptions for veterans, individuals experiencing homelessness, and former foster youth have been rescinded.

The Florida Department of Children and Families refers these individuals to the CareerSource Florida network.

THE PROBLEM

An inverted incentive, absent fault

CareerSource SOUTH FLORIDA

1
Participant is referred
Referred by DCF to satisfy a federal work requirement.

2
Full services are provided
Case management, assessment, referral, and enrollment.

3
Requirement is satisfied; participant exits
Part-time hours, brief duration, no credential sought.

4
Measured performance declines
Outcomes are averaged with those of all participants.

Consequence

A board that fully serves these participants records poorer measured performance than one that does not.

No board has acted improperly, and each participant received the assistance requested. The deficiency lies in the measurement.

MEASUREMENT EFFECT

The six federal performance indicators

PERFORMANCE INDICATOR	ANTICIPATED EFFECT FOR THIS COHORT	IMPACT
Median earnings	Part-time employment undertaken to satisfy a benefit requirement reduces average earnings.	High
Measurable skill gains	Short-term, activity-based participation frequently yields no documented skill gain.	High
Employment, 2nd quarter after exit	Intermittent labor force attachment reduces the predictability of this indicator.	Moderate
Employment, 4th quarter after exit	Retention is less likely where participation was compliance-driven.	Moderate
Credential attainment	Largely inapplicable, as most participants do not enter training.	Low
Effectiveness in serving employers	Neutral to favorable, given a larger pool of available entry-level workers.	Low

Each indicator continues to be collected and reported in full. No element is removed.

SCOPE OF THE REQUEST

What is requested — and what is not

WHAT IS REQUESTED

- ✓ Identify the cohort in the data so that it may be examined separately.
- ✓ Continue collecting and reporting all six indicators for every participant.
- ✓ Establish a separate, realistic target for the cohort, negotiated with USDOL.
- ✓ Report publicly on the cohort's actual outcomes, which is not done today.

WHAT IS NOT REQUESTED

- ✕ Conceal these participants or omit them from federal reporting.
- ✕ Discontinue measurement, or reduce the standard applied to the general public.
- ✕ Reduce or limit the services available to these participants.
- ✕ Avoid accountability; accountability is increased under this proposal.

BY ANALOGY. Hospitals report outcomes for every patient, including those admitted in the most serious condition, but results are assessed against expectations adjusted for case severity. No patient is excluded from the record; only the standard of comparison reflects who was treated.

FEDERAL PRECEDENT

Two requests; both were denied

Illinois
Submitted March 2026
Denied June 2026

Tennessee
Submitted April 2026
Denied July 2026

Both requested identical relief: removal of these participants from federal reporting. USDOL declined, stating that it does not waive performance results as a matter of policy and that its statistical adjustment model already accounts for the population served.

THIS PRECEDENT FAVORS FLORIDA. Removal of participants from reporting is relief USDOL has consistently declined to grant, and CareerSource South Florida does not recommend seeking it. Florida's proposal is a different request.

A CONSTRUCTIVE INDICATION IN THE TENNESSEE DETERMINATION

USDOL advised Tennessee that a state may raise an anticipated increase in food-assistance referrals during the standard annual target-setting process, and encouraged it to do so. That is, in effect, an invitation to pursue the course this proposal contemplates.

DISTINGUISHING FEATURES

How this proposal differs

	ILLINOIS AND TENNESSEE (DENIED)	THIS PROPOSAL
Population reported	Requested removal of participants from the reports.	All participants remain in the reports; only the target is adjusted.
Cohort definition	Any individual referred from food assistance — a broad and loosely defined population.	Only individuals with a formal federal work-requirement determination — narrow and verifiable.
Evidentiary basis	No data quantifying the magnitude of the effect.	A statewide data match is underway to measure the actual effect before any filing

No filing will rest on estimates. FloridaCommerce has agreed to draw a statewide sample and construct the analysis at the state level. Should the data indicate the effect is limited, no filing should be made, and we recommend that this be stated plainly in any submission.

THE STATE CONSEQUENCE

Eighty points turn on this cohort

FloridaCommerce Letter Grade methodology as revised for Program Year 2026-27, first reflected in the October 2027 release.

LETTER GRADE METRIC	POINTS	HOW THIS COHORT DETERMINES THE SCORE
1. Participants with Increased Earnings *target 50% → 55%*	25	**FAVORABLE** · The cohort enters with little or no prior earnings. Covered employment registers as an increase.
2. Reduction in Public Assistance *target 50% → 55%*	25	**DETERMINATIVE** · The cohort is the population being measured. These are the food-assistance recipients whose exit from benefits is scored.
3. Employment and Training Outcomes *at least 90% of negotiated federal targets*	20	**AT RISK** · Imports Florida's federal result directly. The indicators most exposed to referral volume are the ones scored here.
4. Participants in Work-Related Training *target 25% → 70%*	10	**AT RISK** · Compliance-only enrollment enters the denominator and never the numerator. Volume drives the

THE POPULATION AT THE CENTER OF THIS PROPOSAL IS THE POPULATION THE STATE GRADE NOW MEASURES.

Fifty points move with how well these participants are served. Twenty points pass through from Florida's federal result. Ten points are placed at risk by referral volume alone.

THE OPERATIONAL ANSWER

One placement reaches six measures

What a single on-the-job training placement for a work-requirement participant produces.

25	**Metric 1 · Increased Earnings** Covered wages above a near-zero baseline register as an increase.
25	**Metric 2 · Reduction in Public Assistance** Earned income is what ends the benefit by the fourth quarter after exit.
10	**Metric 4 · Work-Related Training** On-the-job training is counted. Job search and work activity are not.
5	**Metric 5 · Continued Repeat Business** An employer transaction inside the new one-year lookback.
5	**Metric 6 · Business Penetration** A distinct employer under agreement in the measured year.
5	**Metric 7 · Completion-to-Funding Ratio** A recorded completion against the board's share of statewide funding.

THE FINANCING IS ALREADY APPROVED

The USDOL on-the-job training waiver

Up to 90 percent of training wages statewide, and up to 100 percent for employers in an Opportunity Zone or hiring an Opportunity Zone resident.

Approved through June 30, 2027 — coterminous with Program Year 2026-27, the first year measured under the revised methodology.

TWENTY OF THE EIGHTY POINTS PASS THROUGH FROM FLORIDA'S FEDERAL RESULT AND ARE ADDRESSED BY STEP ONE. The remaining sixty are reached locally, principally by moving these participants into work-based training rather than serving them at the front counter.

THE RECOMMENDATION

Two steps, in sequence

STEP ONE — PREFERRED

Use the established channel

Raise the anticipated increase in food-assistance referrals directly with USDOL during the regular annual process in which Florida's performance targets are established.

RATIONALE

Faster and lower in risk, and it seeks only what USDOL has already indicated a state may do. If successful, no waiver is required.

STEP TWO — CONTINGENT

File a narrow waiver request

Should the established channel prove insufficient, approve and submit a narrow waiver request to USDOL on behalf of the Governor.

RATIONALE

The cohort would then be evaluated against separately negotiated targets, and all participants remain in the reports.

These are not competing alternatives but sequential steps, and CareerSource South Florida is prepared to support either.

CANDID ASSESSMENT

Considerations the Board should weigh

- In the 2026 review cycle, USDOL denied every request it received involving workforce performance measurement — not only the two food-assistance requests, but approximately half a dozen others on unrelated grounds.
- This proposal is narrower, better evidenced, and more transparent than either denied request, and it has the advantage of having been drafted after review of both determinations.
- Approval nonetheless remains a federal judgment, and a denial would become part of the record.

FOR THAT REASON, the two-step approach is recommended in preference to filing a waiver at the outset. The initial step seeks only what USDOL has already indicated a state may do, and it entails no cost to the State.

INTENDED BENEFICIARIES

Two groups; neither is this board

CareerSource SOUTH FLORIDA

Individuals now required to work to retain food assistance

Under current measurement, the course of least risk to a board's performance record is limited front-counter service and non-enrollment — no case management, no assessment, no referral to training, and no pathway out of the benefit system.

They presented because a federal rule required it; they should depart with more than a signature.

The remaining 20 local workforce development boards

Every local board confronts the same arithmetic, and none can resolve it independently. A statewide solution provides one definition, one data pull, one set of results, and one negotiation, rather than twenty-one separate efforts.

A remedy that protects the twenty-one boards also protects the results Florida reports to USDOL.

Miami-Dade seeks no advantage for itself.
CareerSource South Florida will provide the definitions and analysis already developed, validate statewide figures against Miami-Dade experience, and serve as the pilot site in LWDA 23 at no cost to the other boards, so that the remaining twenty inherit a tested approach.

SEQUENCE OF ACTIONS

Seven steps, beginning with the Board

	ACTION	RESPONSIBLE PARTY
1	**Determine whether to adopt the approach and authorize a waiver submission**	**CareerSource Florida and FloridaCommerce**
2	Draw the statewide data and measure the actual effect	FloridaCommerce
3	Raise the matter with federal staff through the annual target-setting process	CareerSource Florida
4	If a waiver remains necessary: review by the state board and local elected officials	CareerSource Florida
5	Public comment period of not less than 30 days	CareerSource Florida
6	Submission to USDOL; determination within 90 days	The Governor, through both agencies
7	Upon approval, establish systems and train staff statewide	FloridaCommerce and the 21 local boards

Step 1 is the sole decision requested at this time; all subsequent steps rest with the State.

THE REQUEST

A single decision

1

Adopt the approach

Raise the anticipated increase in food-assistance referrals with USDOL through the annual target-setting process.

2

Authorize the contingency

Approve submission of a narrow waiver request only if the established channel proves insufficient.

3

Accept the offered support

CareerSource South Florida will provide its analysis, validate statewide figures, and serve as the pilot site.

The statute is already operative, and referrals will continue. A decision not to act is itself a decision, and its consequences appear in the performance results Florida reports.

Set-Aside Initiative Outcomes

Dr. Erin Sampson

Senior Director of Workforce Program Development

2025-26 Set-Aside Summary

Set Aside Initiatives Impact:	Top 3 Credential Types:	Top 3 Occupations:
Individuals Served: 1,636	Occupational Skills Certificate or Credential	Electromechanical Equipment Assemblers
Training Services Provided: 1,238	Occupational Skills License	Heavy and Tractor-Trailer Truck Drivers
Credentials Received: 894	Other Recognized Diploma, Degree, or Certificate	Licensed Practical and Licensed Vocational Nurses
Participants Employed: 855		

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.

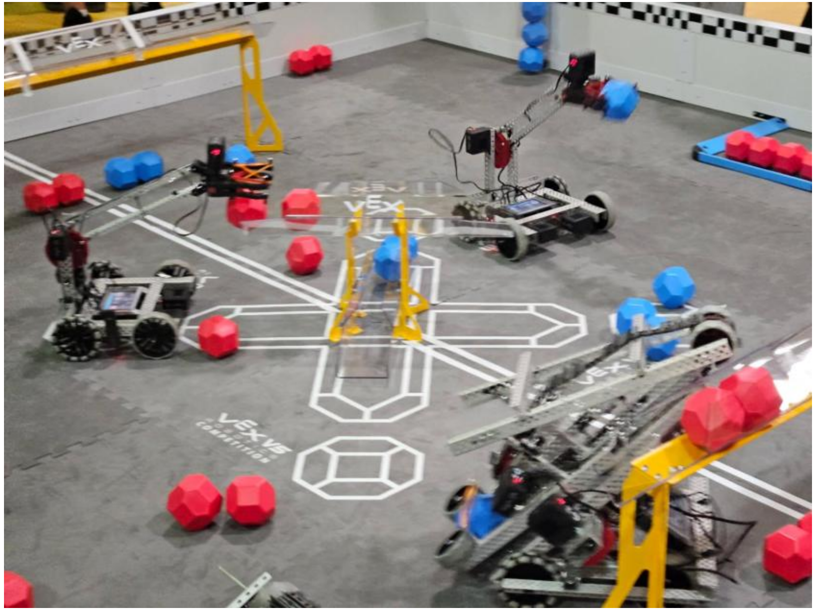
Success Stories

1. "Building the Rural Workforce of Tomorrow"

2. "Building More than Robots: Sparking Youth Interest in Future Careers"

3. "Exploring Possibilities, Achieving Success: High School Career Express Makes an Impact"

VEX Robotics



PY 26/27 LWDB Focused Set-Aside Initiatives

WIOA Discretionary		Wagner-Peyer 7(b)	
Rural Workforce Initiative	$2,000,000	**Florida Network Navigator Positions** ***-Apprenticeship Navigators*** ***-Hope Florida Navigators*** ***-Military Family Employment Advocacy Navigator***	$4,150,000
Sectors of Strategic Focus Apprenticeship Expansion (SSFAE)	$2,100,000		

Workforce Program Development Initiatives Update

Victoria Gaitanis

Vice President, Workforce Program Development

Conditional Approvals & MOU Status

Progress since the June 2026 Board action

BOARD CERTIFICATION

14

Fully Approved

- 14 Local Workforce Development Boards fully approved
- 7 LWDBs remain conditional due to a PIP, required technical assistance, or outstanding documentation.

DIRECT SERVICE PROVIDER

6

Conditional designations remain under implementation

- Capital Region reports its provider began services in July 2026.
- Procurement or board action remains active for Escarosa, Gulf Coast, North Florida, Citrus Levy Marion, and Polk.

MOU EXECUTION

11

Not yet fully executed

- Eight have been submitted to FDOE by Local Boards for review
- Three are currently awaiting action by Local Workforce Development Boards

NEAR-TERM FOCUS

1. **Maintain oversight of remaining certification and direct-provider conditions.**
2. **Continued monitoring and support related to MOU approvals**
3. **Delivery of required technical assistance**

LWDBs with Focused Performance Support

Board	Required TA	PIP
1 CareerSource Escarosa		✓
5 CareerSource Capital Region	✓	
6 CareerSource North Florida	✓	
10 CareerSource Citrus Levy Marion		✓
12 CareerSource Central Florida	✓	
17 CareerSource Polk		✓

Workforce Program Development Updates

For December:

- Policies
- Local Workforce Development Board Local Plans
- Annual Report Updates
- Welfare Transition: Annual Report Update

Business Services Update

From Transaction to Relationships

Nilda Blanco

Business Services Consultant

Business Engagement Focus

- Policies now set the strategic vision for engaging with business, industry and economic development

- Emphasized the need for LWDBs to:
  - Enhance employer engagement
  - Expand demand-driven training programs
  - Advance regional economic development through partnership and coordination
  - Share labor market intelligence
  - Collaborate on initiatives that support growth and job creation

Roadmap for Florida’s Workforce System

Business Engagement series is comprised of seven modules

Modules:

- Support connections to education, economic development, and community systems.
- Emphasizes the alignment workforce strategies to support local and regional talent needs.
- Provide tools to build rapport, trust, and produce results

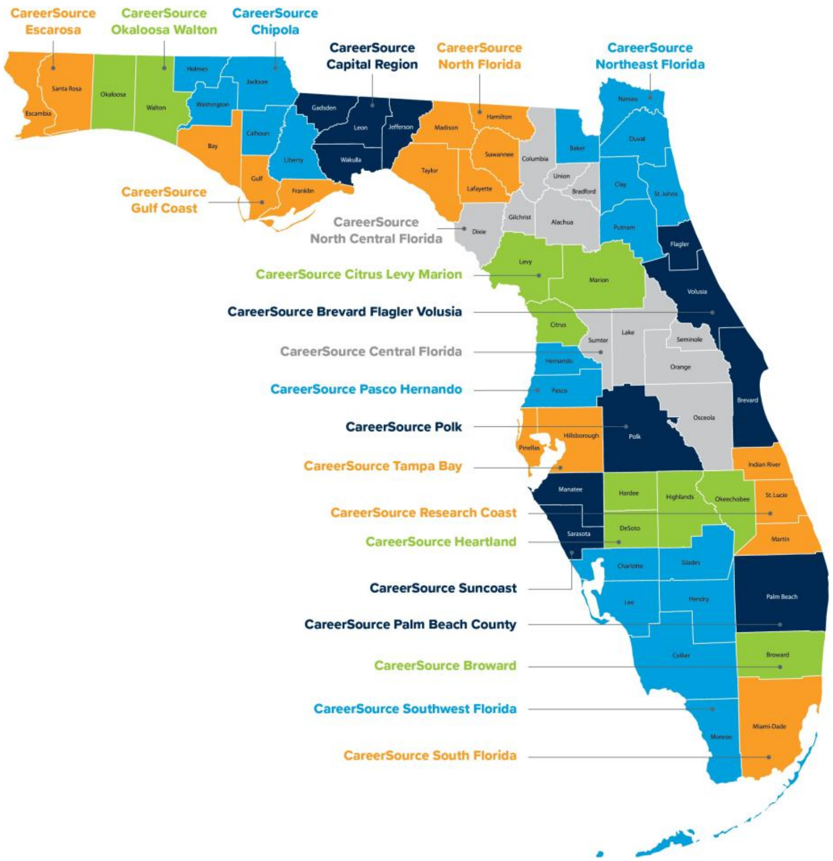
- Business Engagement: What does that mean?
- The 3 C’s: Connector, Convenor, Collaborator
- Making it Count: Performance
- IYKYK: Market Intelligence
- Strategic Partnerships & Storytelling
- Know Your Products & Services
- Value Proposition

Business Engagement Training

All **21** LWDBs participated in sessions held around the state

- 182 workforce professionals registered
- 90% attended and completed training (162)
- Six host workforce development boards

  CareerSource Tampa Bay
  CareerSource Central Florida
  CareerSource Palm Beach
  CareerSource Gulf Coast
  CareerSource Citrus Levy Marion
  CareerSource Broward



CareerSource FLORIDA

Business Engagement Training

Business Engagement Training

Social Media

CareerSource Broward
6,706 followers
1w • Edited •

Stronger partnerships. Smarter solutions. Greater impact.

The CareerSource Broward Business Services team recently welcomed workforce professionals from CareerSource South Florida and CareerSource Palm Beach County to our Broward County office for the Business Engagement Training Series, facilitated by our state partner, CareerSource Florida.

The two-day training focused on advancing business engagement from transactional service delivery to strategic, employer-driven partnerships built on trust, consistency and long-term collaboration.

A special thank you to Nilda Blanco, MPA, CareerSource Florida's training facilitator, for leading an engaging and informative experience that encouraged meaningful discussion, collaboration and fresh ideas throughout the two-day session.

Thank you to CareerSource Florida and our regional partners for an energizing and productive training experience!

Brian Sparhawk • 1st · 2w
Helping HR & Talent Teams Build Veteran Hiring Pipelines That Work | Corpo...

Great training Nilda Blanco, MPA, we are already incorporating it in our everyday practices.

Like | Reply · 1 reply

Scott Harvey • 2nd · 3d
Community Outreach and Resource Developer

Brian Sparhawk she's the real deal! Wish I could have done it along side you my friend

Like | Reply

Add a reply...

Cathy Bass • 1st · 2w
Business Development Manager - Careersource North Florida

Great information and a fun team to work alongside

Love · 1 | Reply · 1 reply

Jessica McCrae • 2nd · 1w
Workforce Development | Former Hospitality Exec | 20+ Years of Multi...

Cathy Bass could not agree more!!

Nilda Blanco, MPA • You
CareerSource Florida Nilda Blanco Consulting LLC Strategic Executive...
1mo •

Great start to the new program year with CareerSource network team members! Thank you to our partners at CareerSource Gulf Coast and Kim Bodine for hosting our business engagement training session. Enjoyed working with our CareerSource Gulf Coast, CareerSource Okaloosa Walton, CareerSource Escarosa, CareerSource Chipola, and CareerSource Capital Region teams !
Kelly Jordan, Marcus McBride, PhD, Kim Bodine, Kashish Pathak, Jason McCandless MBA, CPTD, Adrienne Johnston

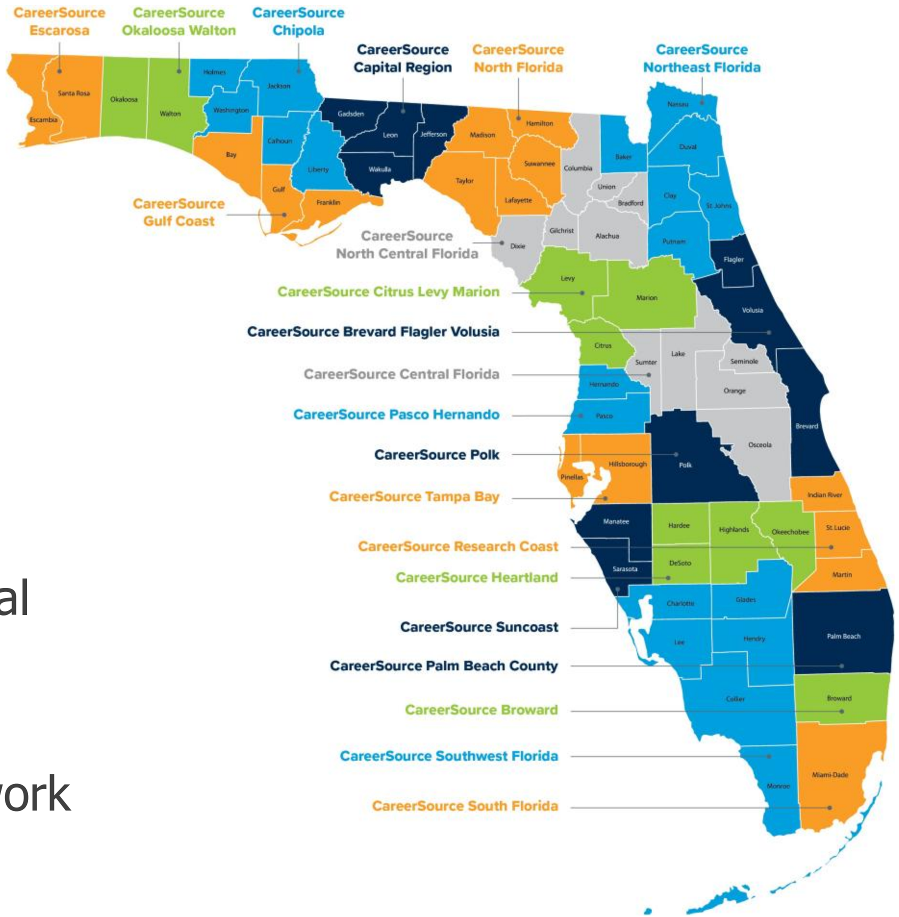
Kelly Jordan • 1st · 1mo
Workforce Development Leader, Business Services Expert, and Community ...

Thank you Nilda Blanco, MPA for a fantastic training and a great way to kick off the new program year! Our CareerSource Okaloosa Walton team really enjoyed it and came away with valuable ideas we can put into practice. It was also wonderful connecting with colleagues from across the CareerSource network. Thank you for all you do!

Business Engagement Training

Next steps:

- Evaluate modules for suggested content
- Partner with Commerce team to add modules to state learning management system.
- Create a bimonthly webinar series for local business team members
- Create additional modules based on network needs



Hope Florida in Action: CareerSource PBC & CarePortal

Steven Gustafson

COO & Vice President, CareerSource PBC

FLORIDA COMMERCE

Workforce Innovation and Opportunity Act (WIOA) Program Performance Update

Kristy Farina, Economic Research and Program Performance

Bureau of Workforce Statistics and Economic Research

August 2026

Primary Indicators of Performance

Employment Indicators

- Employment 2nd Quarter After Exit
- Employment 4th Quarter After Exit
- Median Earnings 2nd Quarter After Exit

Education and Training Indicators

- Credential Attainment Rate
- Measurable Skill Gains

Source: FloridaCommerce

Primary Indicators of Performance – PY2025-26

	Adult	Dislocated Worker	Youth	Wagner-Peyser
Entered Employment Rate - Q2				
Entered Employment Rate - Q4				
Credential Attainment				N/A
Measurable Skill Gains				N/A
Median Earnings				

Source: FloridaCommerce

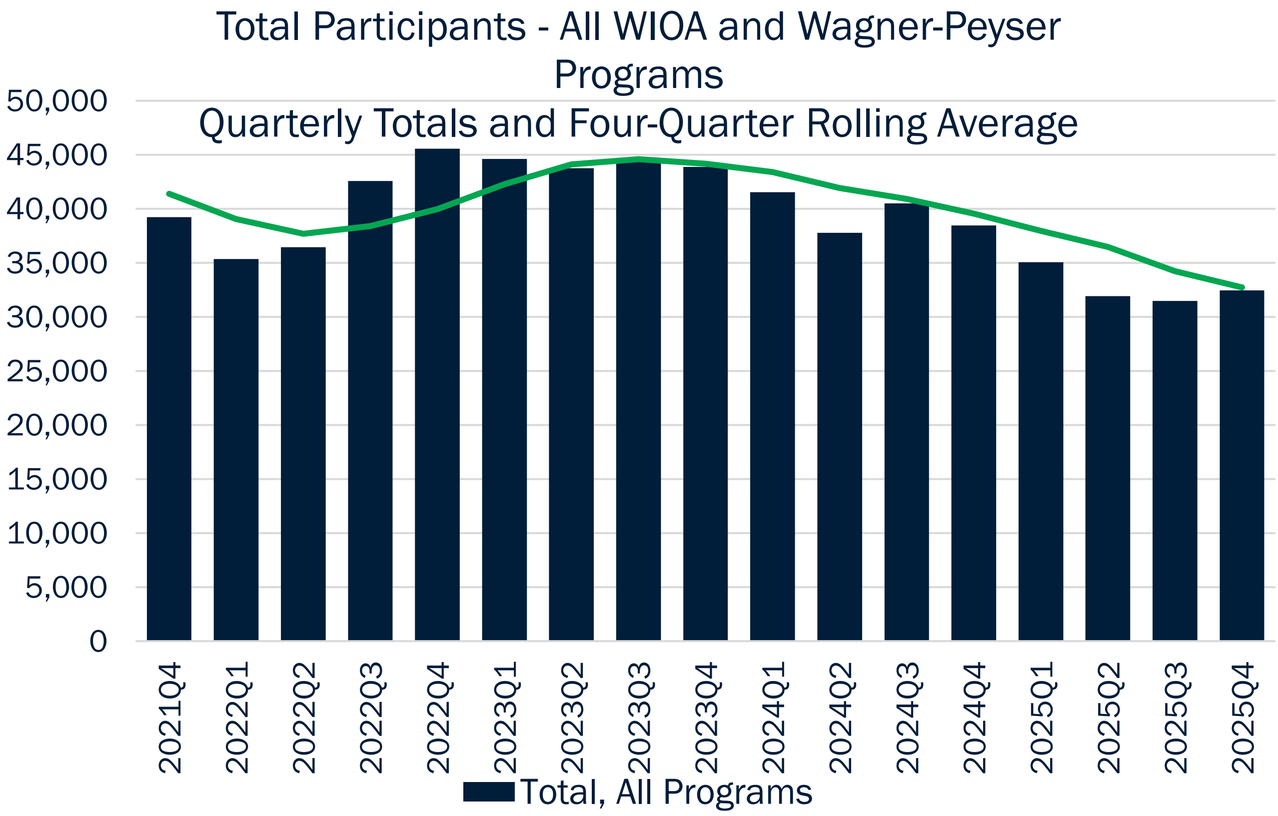
Jobs for Veterans State Grant (JVSG) – PY2025-26

Employment Indicators

- Employment 2nd Quarter After Exit: 55.0%
- Employment 4th Quarter After Exit: 54.0%
- Median Earnings 2nd Quarter After Exit: $8,635

Source: FloridaCommerce

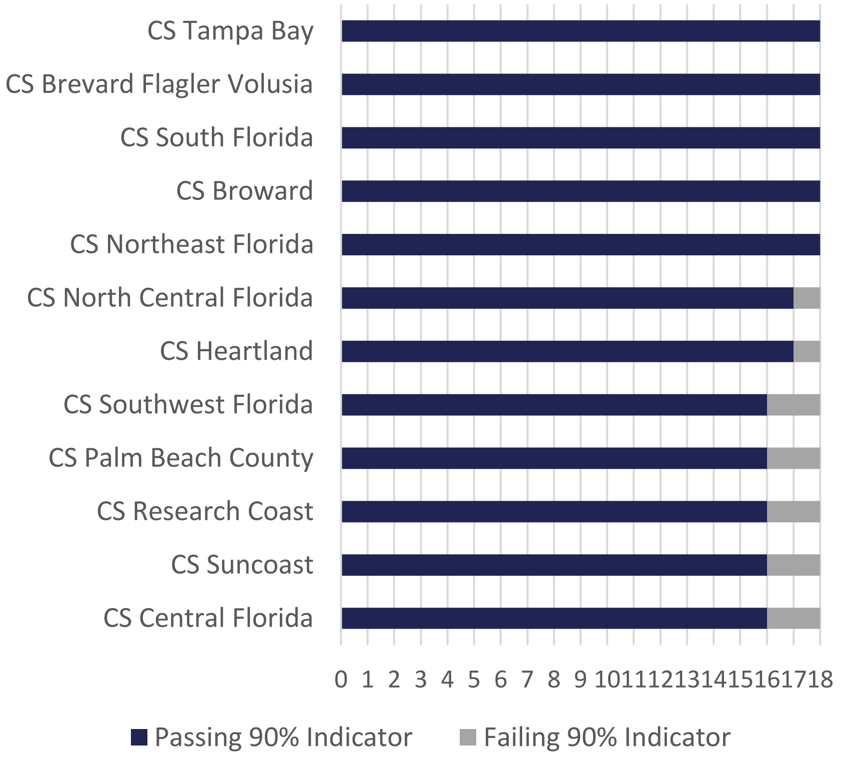
Workforce Program Enrollment

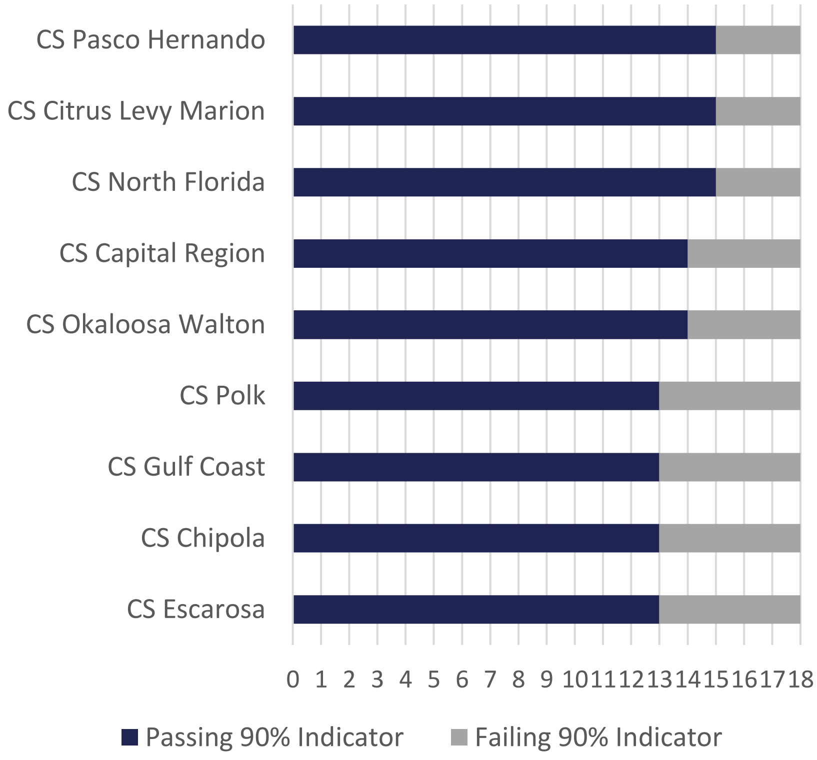


PY2026-27 & PY2027-28 Local Performance Negotiations

- Data driven, collaborative process.
- Focus on continuous improvement and maintaining Florida’s performance goals established with USDOL.
- Emphasis on exchange of information and technical assistance.

PY2025-26 Preliminary Annual Performance





FLORIDA COMMERCE

Statewide Labor Market Update

Kristy Farina, Economic Research & Program Performance
Workforce Statistics and Economic Research

August 2026

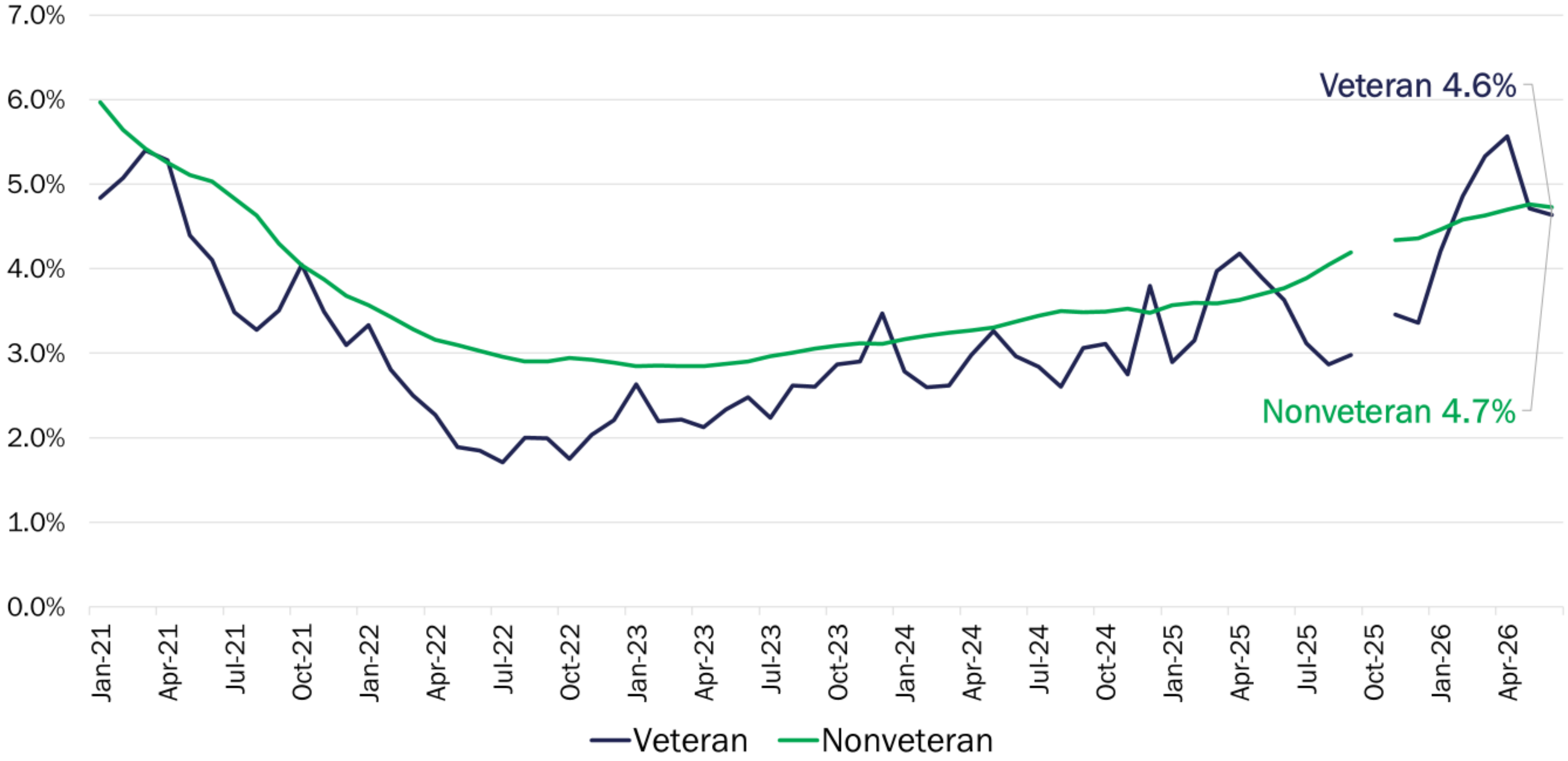
June 2026 Labor Force Statistics

Florida June Unemployment Rate:
4.7%

National June Unemployment Rate:
4.2%

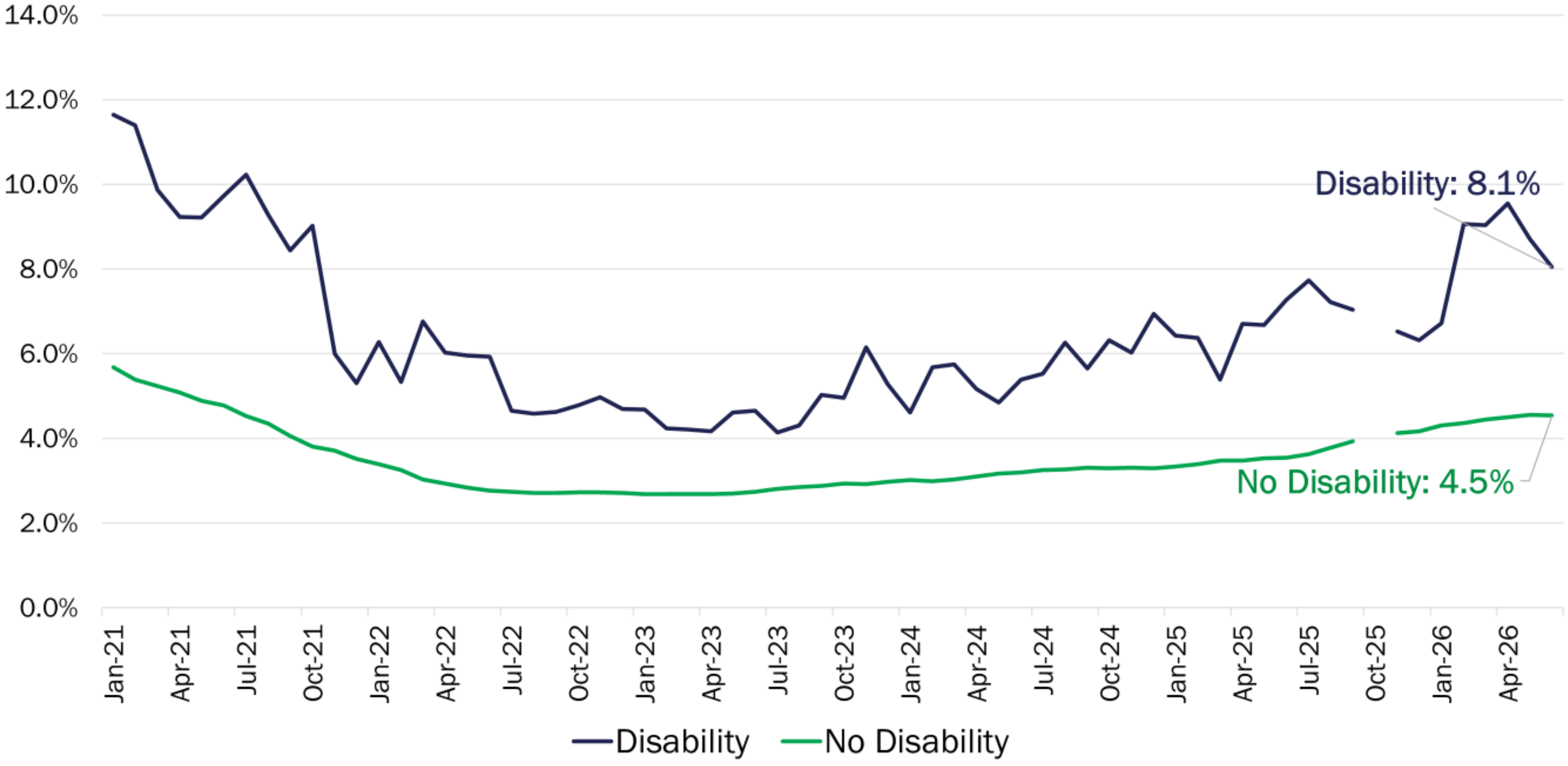
Source: FloridaCommerce, Bureau of Workforce Statistics and Economic Research, Local Area Unemployment Statistics (LAUS) Program

Unemployment Rate by Veteran Status



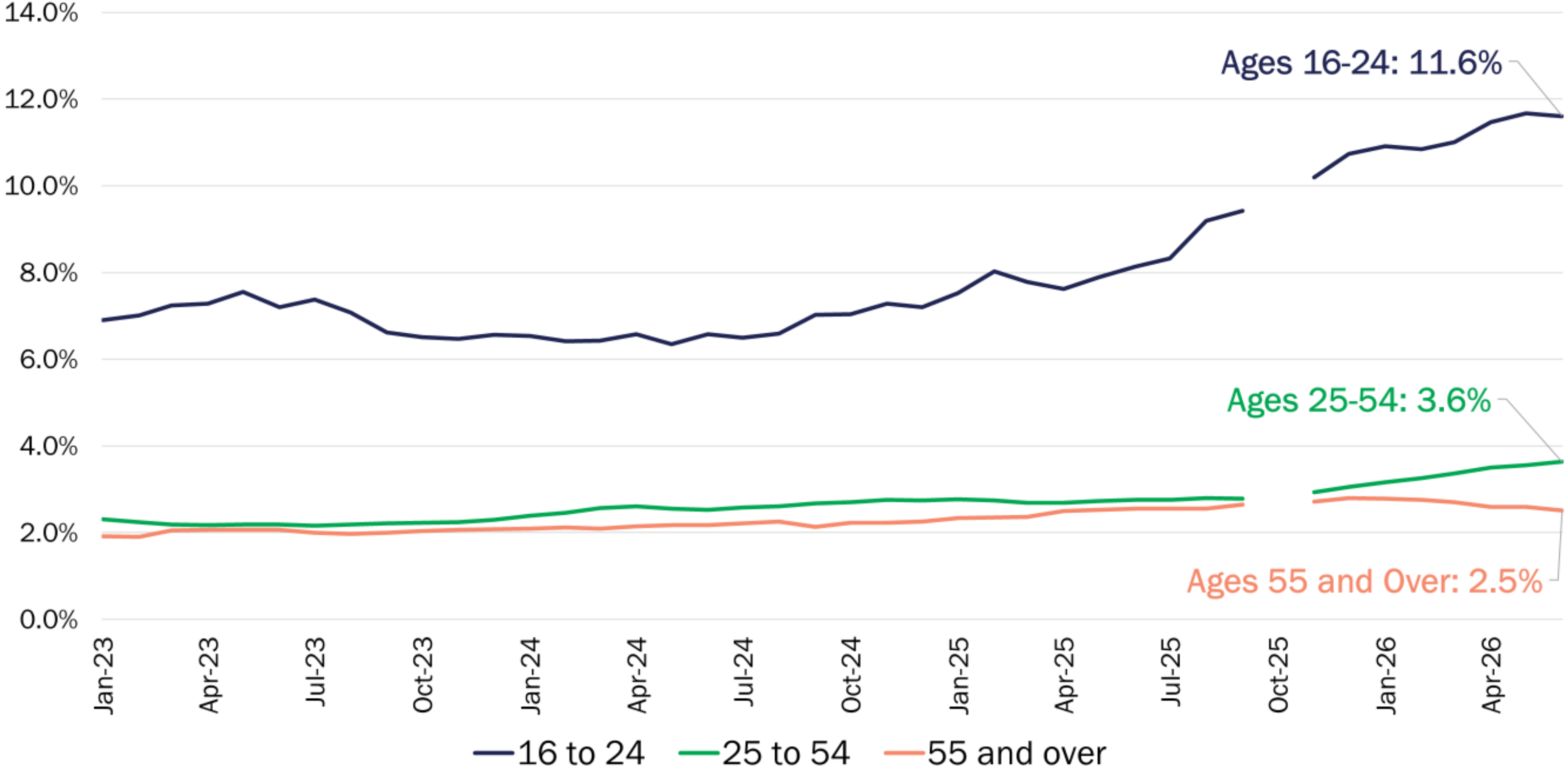
Source: FloridaCommerce, Bureau of Workforce Statistics and Economic Research
Disclaimer: This graph uses Census Bureau Data API but is not endorsed or certified by the Census Bureau

Unemployment Rate by Disability Status



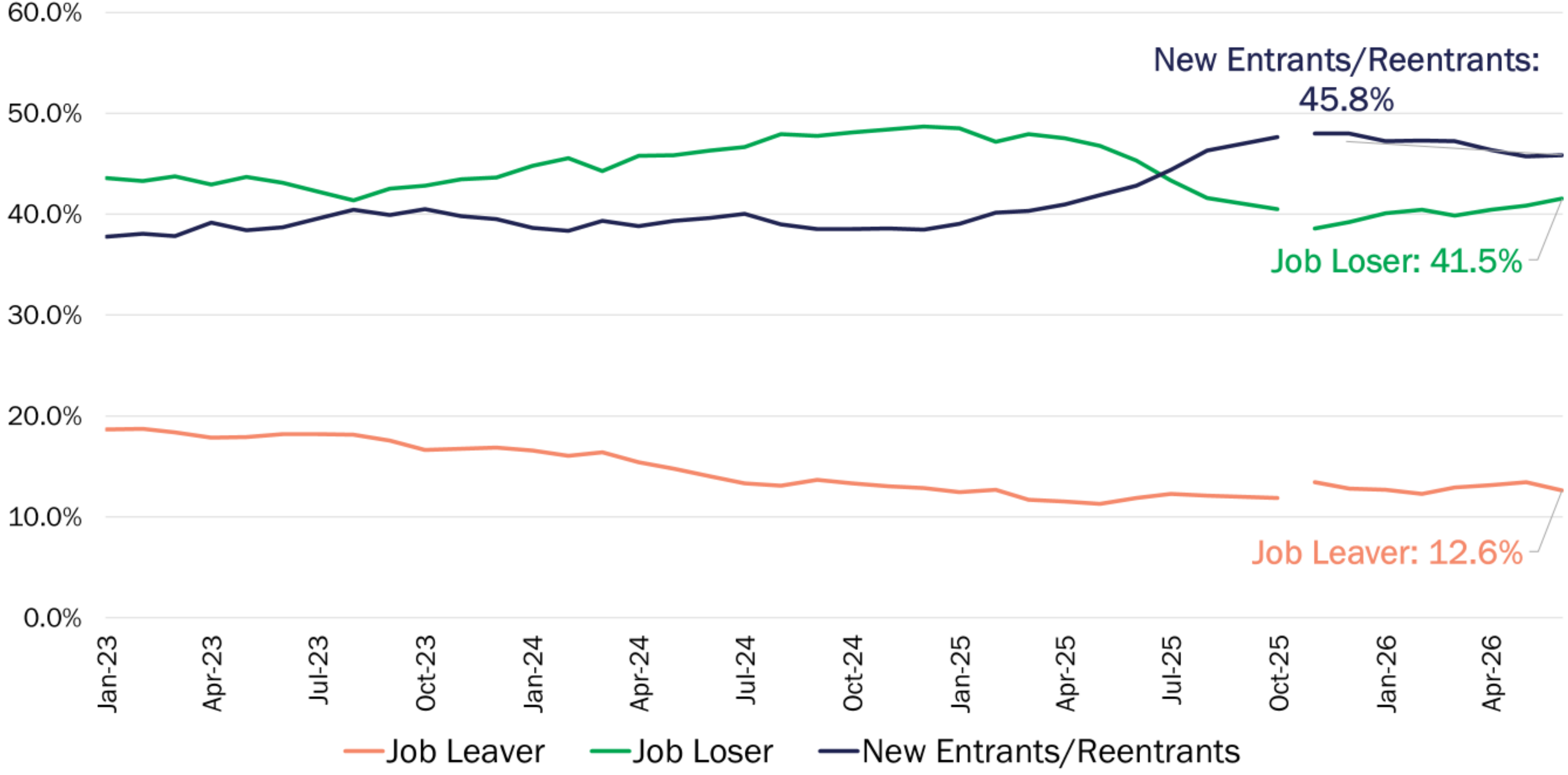
Source: FloridaCommerce, Bureau of Workforce Statistics and Economic Research
Disclaimer: This graph uses Census Bureau Data API but is not endorsed or certified by the Census Bureau

Unemployment Rate by Age



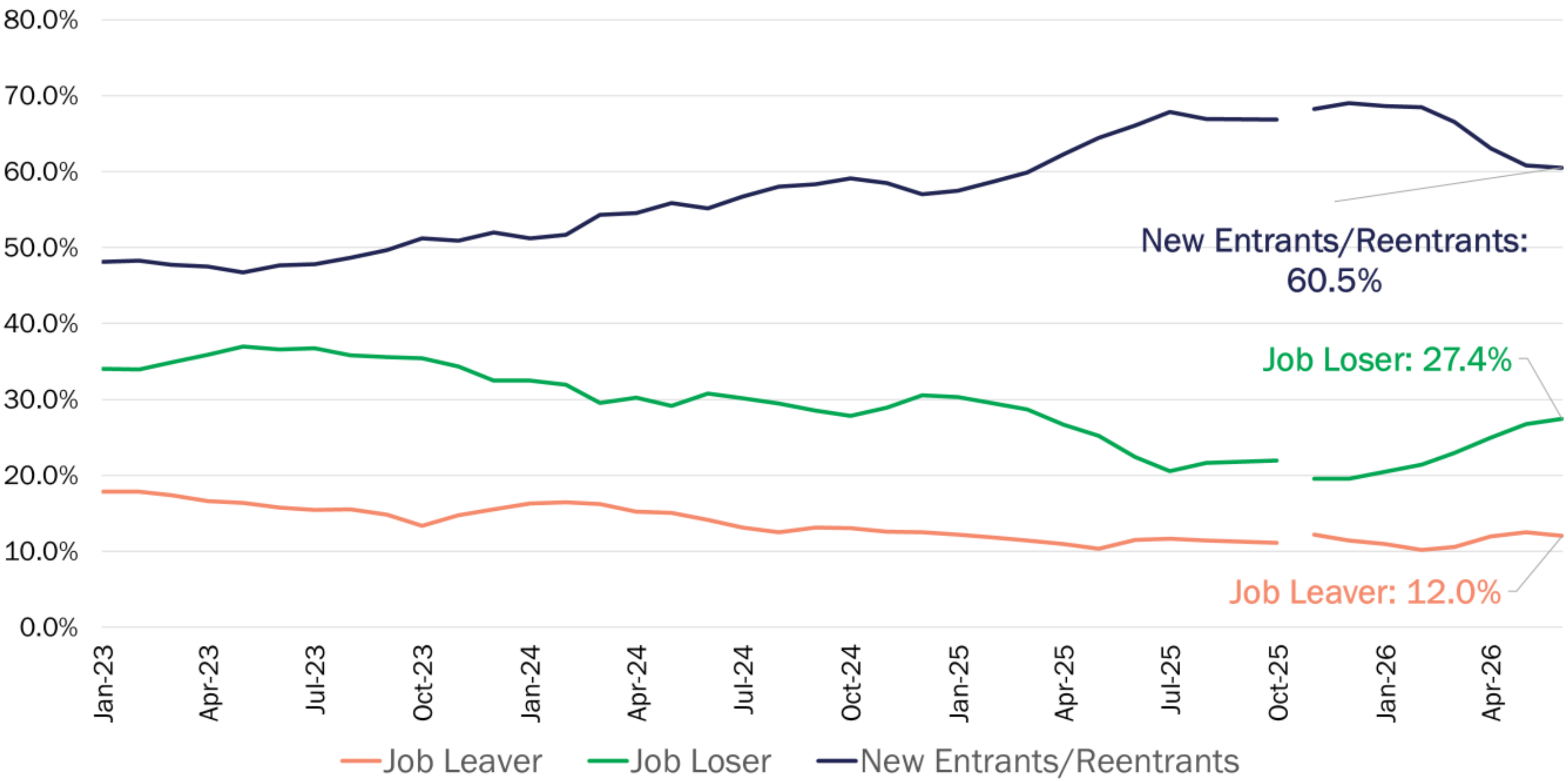
Source: U.S. Census Bureau, Current Population Survey (CPS), Prepared by FloridaCommerce, Bureau of Workforce Statistics and Economic Research (WSER)

Reasons for Unemployment



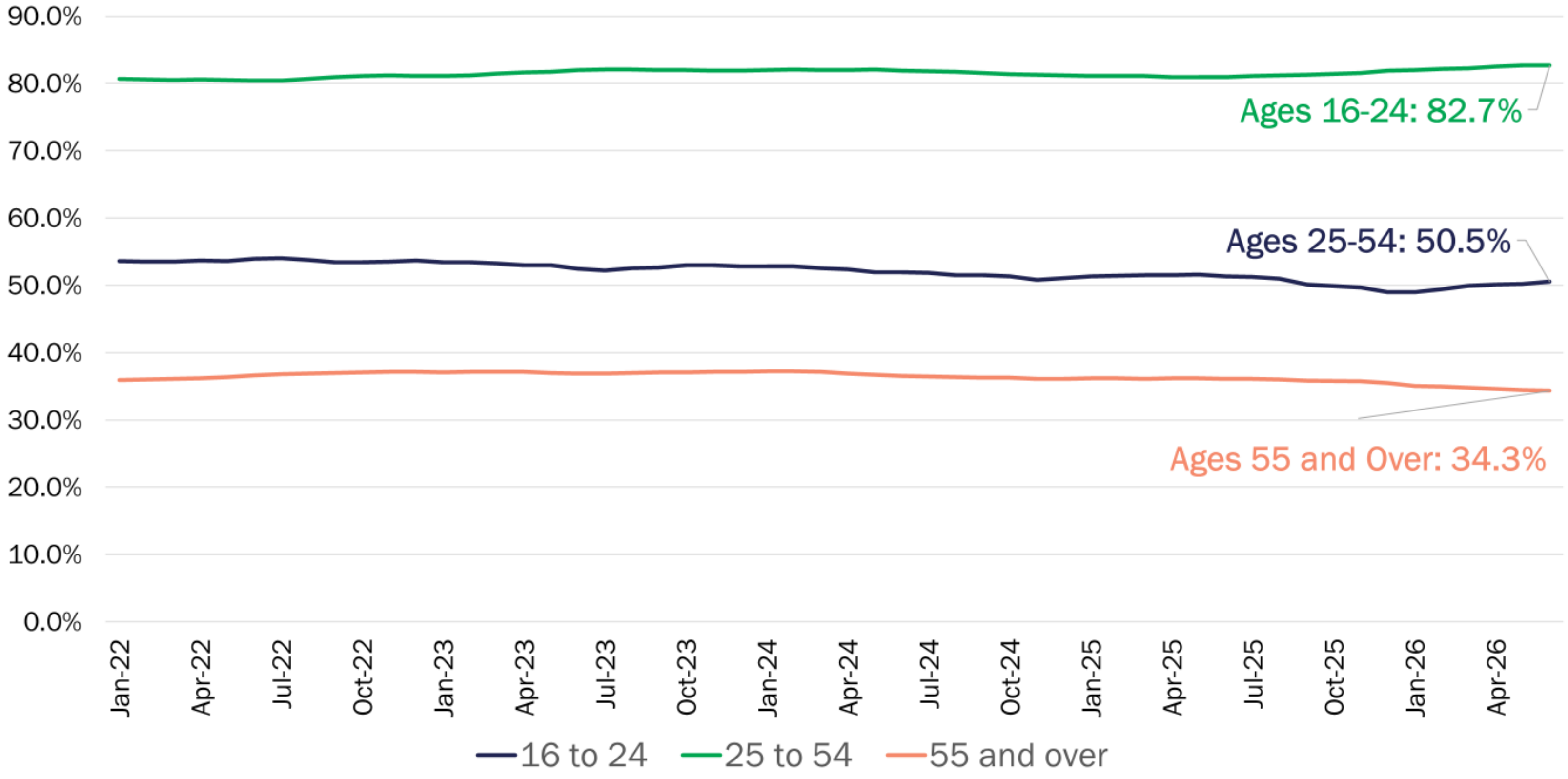
Source: U.S. Census Bureau, Current Population Survey (CPS), Prepared by FloridaCommerce, Bureau of Workforce Statistics and Economic Research (WSER)

Reasons for Youth Unemployment in Florida



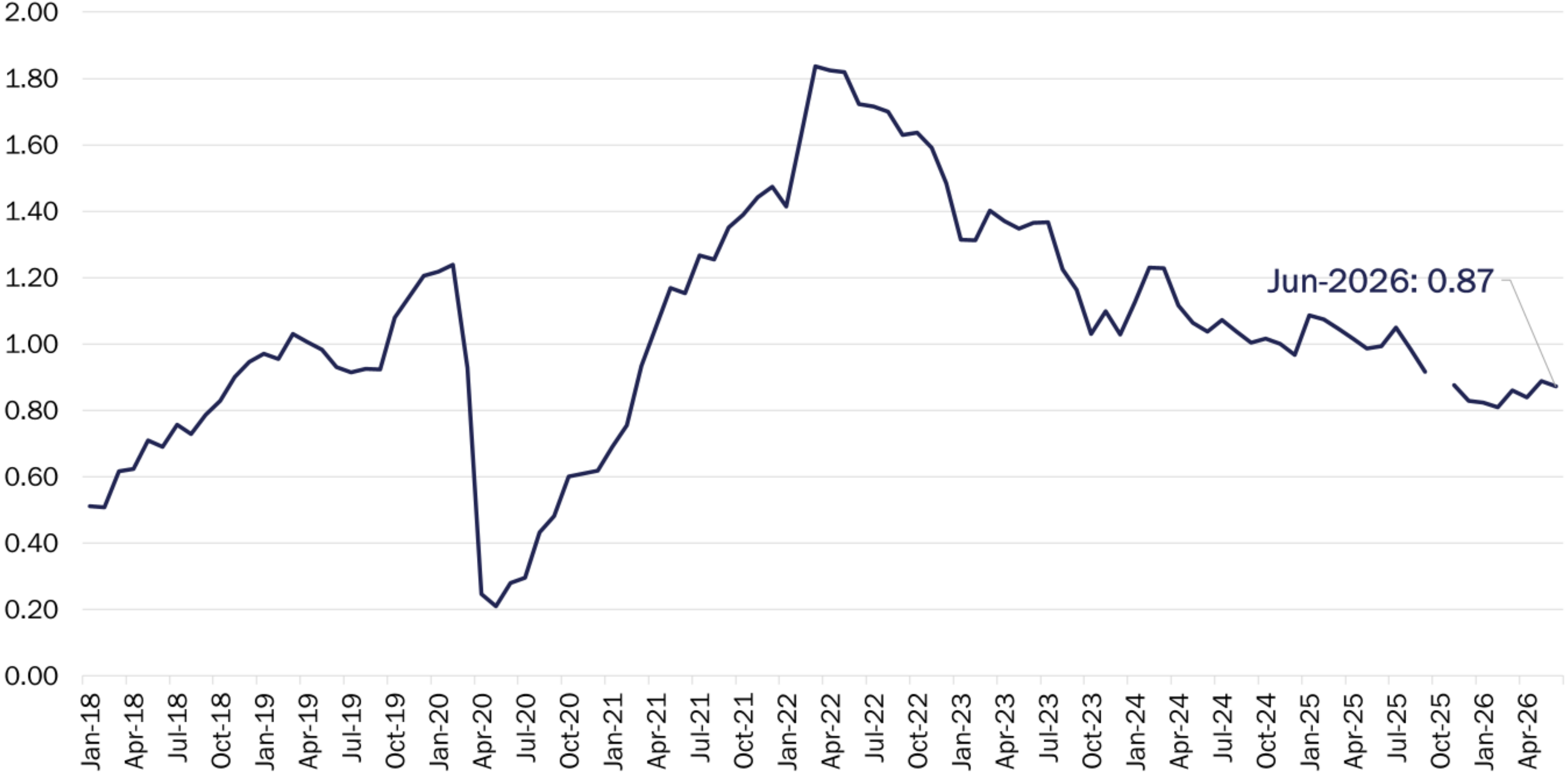
Source: U.S. Census Bureau, Current Population Survey (CPS), Prepared by FloridaCommerce, Bureau of Workforce Statistics and Economic Research (WSER)

Labor Force Participation Rate by Age



Source: U.S. Census Bureau, Current Population Survey (CPS), Prepared by FloridaCommerce, Bureau of Workforce Statistics and Economic Research (WSER)

Help Wanted Online (HWOL) Job Postings per Unemployed Person



Source: Lightcast, Help Wanted OnLine (HWOL), Prepared by FloridaCommerce, Bureau of Workforce Statistics and Economic Research (WSER)

June 2026 Nonagricultural Payroll Employment

Total Jobs:
10,033,300

Up +11,100 (+0.1%) over the month

Up +30,700 (+0.3%) over the year

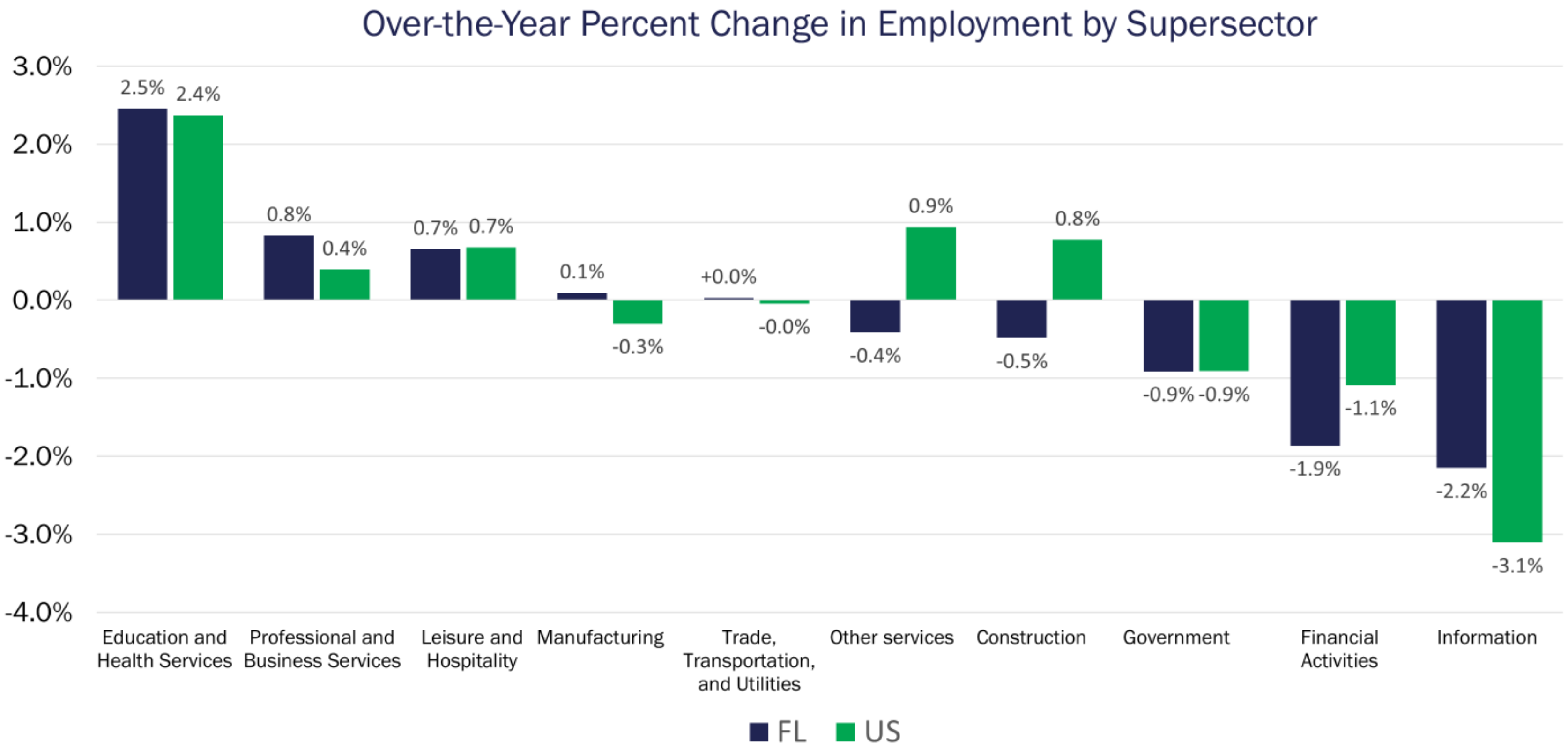
Private Sector Jobs:
8,893,100

Up +12,000 (+0.1%) over the month

Up +41,200 (+0.5%) over the year

Source: FloridaCommerce, Bureau of Workforce Statistics and Economic Research, Current Employment Statistics (CES) Program

Florida and U.S. Industry Employment



Note: +0.0% indicates a positive change of less than 0.05%; -0.0% indicates a negative change of less than 0.05%

Source: FloridaCommerce, Bureau of Workforce Statistics and Economic Research, Current Employment Statistics (CES) Program

Questions and Answers

Contact Us

Thank You.

If you have questions or comments about this presentation, please contact us.

Contact Name

Email: Kristy.Farina@Commerce.fl.gov

Office: Bureau of Workforce Statistics and Economic Research

OPEN DISCUSSION AND PUBLIC COMMENT

Closing Remarks

Sophia Eccleston

Chair