

Consent Item 5

Approved _____
Disapproved _____

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RECOMMENDATION TO SUNSET ELEVEN 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 rescission of policies, as necessary. The following policies are recommended for rescission:

Workforce Policy G12 – Regional Planning Areas Strategic Policy: This 2023 strategic policy established regional planning areas (RPAs) aligned with WIOA, Florida law, and SWDB direction. CareerSource Florida Workforce Policy P123 operationalizes RPA designation, making it duplicative of Policy G12. As a result, Policy G12 is recommended for sunset, with future RPA guidance incorporated into P123 or issued as technical assistance.

Workforce Policy P10 – Comprehensive Employment, Education and Training Strategy: This 2021 policy was created after the passage of the REACH Act to guide Florida's workforce system in building a more connected, customer-focused network of employment, education, and training services. It was written as a strategic policy—not an operational one—to set direction for how state and local partners should align WIOA programs, remove barriers, support employers' talent needs, and help Floridians gain skills leading to good jobs. Its original intent was to promote collaboration, simplify access to services, and strengthen accountability across the workforce system. Since 2021, this guidance has been incorporated into other statewide policies and Florida's WIOA Combined Plan, reducing the need for a standalone policy.

Workforce Policy P26 – Guidance-Domestic Violence: This 2002 policy explains how Welfare Transition staff should identify and support Temporary Cash Assistance participants who are dealing with domestic violence, including screening, confidentiality rules, referrals, safety planning, and exemptions from work requirements. The policy was implemented under laws that existed before WIOA and much of the guidance is no longer current or in use. The policy will be transitioned to a Technical Assistance Letter

(TAL) and reissued with updates to reflect current programs, structures, and statutory authority.

Workforce Policy P27 – Guidance-Individual Development Accounts: This 2002 guidance explains how Regional Workforce Boards and fiduciary partners were to create and manage Individual Development Accounts (IDAs) for Temporary Cash Assistance participants, including eligibility, savings rules, matching funds, allowed uses such as education, first time homeownership, or small business startup, and detailed administrative requirements for boards, fiduciary entities, and financial institutions; however, because it predates WIOA and major changes to TANF and workforce structures, most of its provisions are no longer relevant or operational and it is recommended that the policy be sunset.

Workforce Policy P23 – Guidance-Relocation Assistance: This 2004 Relocation Assistance policy explains how Florida's Welfare04 Transition Program helped Temporary Cash Assistance applicants and recipients move to communities with better job opportunities or to escape domestic violence, outlining eligibility, required planning, budgeting, documentation, follow-up, and data entry expectations. Because the workforce policy predates WIOA and major changes to TANF and workforce structures, the guidance is no longer operational or aligned with current systems, processes, or organizational responsibilities. This outdated policy will be fully revised and reissued as a technical assistance letter to reflect modern requirements and practices.

Workforce Policy 04 – Grievance and Hearing Procedures: This 2007 policy, developed prior to WIOA, established a unified grievance and complaint system aligned with 20 CFR Part 658 and Florida Administrative Code, outlining processes from local to federal levels. It also delegated TANF noncompliance determinations to LWDBs and required state hearings to follow FAC procedures. As these processes are now governed by current statute and rule, the policy is obsolete and no longer necessary.

Workforce Policy 042 – Guidelines for Compliance with Section 188 of the Workforce Investment Act: Collection of Demographic Data Final Guidance: This 2012 policy, developed prior to WIOA, outlines how Florida's workforce system was expected to collect demographic policy data at the point when individuals first provided personal information, ensuring compliance with Section 188 of WIA and 29 CFR Part 37. Its purpose was to guide state and local programs in meeting federal requirements for recording, maintaining, and using demographic information. Because this policy was created under WIA and predates WIOA, it is now obsolete and outdated. It is recommended that the policy be sunset, with any necessary updated guidance issued through technical assistance letters.

Workforce Policy 075 – Guidelines for the Disclosure of Financial Interests Required of Members and Executive Directors of Regional Workforce Development Boards: This 2012 policy, developed prior to WIOA, required financial disclosures for LWDB board members and executive directors under section 112.3145,

F.S. Updated requirements are now fully addressed in [Workforce Policy O4 – Ethics and Transparency](#) (revised in 2021 and 2024), making the 2012 policy obsolete.

[Workforce Policy 123 – Projecting Employment Hours](#): This 2011 policy, developed prior to WIOA, allowed LWDBs to project TANF and SNAP work participation hours based on verified employment data to maintain participation rates. As it relies on outdated systems and guidance, it is no longer aligned with current practices and is recommended for sunset.

Workforce Policy P7 – Rapid Response and Layoff Aversion System Strategic Policy: This 2021 policy is now part of [Workforce Policy P89 Business and Employer Services](#) which incorporates allowable rapid response and layoff aversion activities under WIOA. Administrative rules and operational guidance for rapid response and layoff aversion are now issued through technical assistance letters.

[F76 – Annual Submission of Regional Workforce Board Budget to Career Source Florida](#): This Final Guidance document was implemented under the Workforce Investment Act and laws that existed before WIOA. The guidance issued by FloridaCommerce (formerly the Florida Department of Economic Opportunity) informed Regional Workforce Boards (now known as LWDBs) involved in implementing the Workforce Investment Act. The guidance is no longer current or in use.

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 eleven (11) workforce policies and guidance documents and remove them from the CareerSource Florida list of active and current state workforce policies.**