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Consent Item 10

RECOMMENDATION TO SUNSET 10 CAREERSOURCE FLORIDA WORKFORCE POLICIES

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

CareerSource Florida and the Florida Department of Commerce (FloridaCommerce) review policies for effectiveness and efficiency. CareerSource Florida and FloridaCommerce reviewed 10 workforce policies and recommends to sunset these policies from the CareerSource Florida Policy Portfolio.

1. [Workforce Policy P51](#) Medical Incapacity
2. [Workforce Policy P71](#) Food and Beverage for WIA Youth
3. [Workforce Policy P120](#) Youth Service Provider Selection
4. [Workforce Policy P102](#) Veteran Intake at Career Centers
5. [Workforce Policy P103](#) Local Veteran Employment Representative & Disabled Veteran Outreach Program
6. [Workforce Policy P112](#) Staffing Requirements (VETS)
7. [Workforce Policy P117](#) Employment and Advocacy (VETS)
8. [Workforce Policy P119](#) Consolidated Position Operational Requirements (VETS)
9. [Workforce Policy 2023.10.12.A.1](#) Standardization of Tools and Services (Strategic)
10. [Workforce Policy 2023.06.07.A.5 Career Ladder Identifier and Financial Forecaster \(CLIFF\) Strategy](#)

1. [Workforce Policy P51 - Medical Incapacity](#) related to welfare transition was created in 2005 to clarify the requirements for documenting and verifying medical incapacity for all local workforce development boards (LWDBs), and other entities engaged in implementing programs under the Temporary Assistance for Needy Families Program and the Welfare Transition Program (TANF). This guidance is outdated and unnecessary to effectively implement programs. Upon sunset of this guidance, elements of the policy will be redeveloped and issued as technical assistance by FloridaCommerce in consultation with CareerSource Florida.
2. [Workforce Policy P71 Food and Beverage for Workforce Investment Act \(WIA\) Youth](#) This is a policy created in 2012 to provide guidance to LWDBs and One-Stop Career Center employees, and other workforce system partners on CareerSource Florida's policy on food and beverage for WIA Youth. Implementation of the Workforce Innovation and Opportunity Act (WIOA) and Florida Law require elements of this outdated guidance to be updated; however, it is no longer necessary as a strategic or operational workforce policy. Upon sunset of this guidance, elements of the policy will be issued as technical assistance by FloridaCommerce in consultation with CareerSource Florida.
3. [Workforce Policy P120 Youth Service Provider Selection](#) It was revised in 2022 to provide LWDBs with criteria for awarding grants and contracts for youth workforce services under WIOA. The policy outlined procurement requirements that govern youth service provider selection. Elements of this policy are revised and combined with **Workforce Policy P95 – WIOA Youth Program Eligibility and Service Provider Selection** creating a single, leaner policy related to WIOA Youth Services. Upon sunset of this guidance and approval of the updated Workforce Policy P95, technical assistance related to WIOA Youth Program Eligibility and Service Provider Selection will be developed and issued by FloridaCommerce in Consultation with CareerSource Florida.

Veteran Services Policies:

4. [Workforce Policy P102 - Veteran Intake at Career Centers](#) It was last revised in 2021 to provide LWDBs with the minimum requirements for establishing an initial intake process for transitioning service members, veterans, and eligible spouses at career centers throughout the CareerSource Florida Network.
5. [Workforce Policy P103 - Local Veteran Employment Representative & Disabled Veteran Outreach Program](#) was last revised in 2019 to provide guidance to LWDBs on the Disabled Veteran Outreach Program (DVOP) Specialist and Local Veteran Employment Representative (LVER) outreach process.
6. [Workforce Policy P112 Staffing Requirements \(VETS\)](#) - was last revised in 2021 to provide LWDBs with the minimum staffing requirements for staff supported by the Jobs for Veterans' State Grant (JVSG) Program.

7. [Workforce Policy P117 - Employment and Advocacy \(VETS\)](#) It was developed in 2021 to provide LWDBs with the minimum requirements for providing employment and advocacy services to participants of the JVSG program.
8. [Workforce Policy P119 - Consolidated Position Operational Requirements \(VETS\)](#) It was last revised in 2021 to provide LWDBs guidance for Consolidated Position (CP) staff supported by the JVSG program.

Workforce Policies 102, 103, 112, 117, and 119 are all lengthy operational policies that provide guidance for administering workforce programs serving veterans, military, and their families. Federal statutes, guidance, and other language are repeated across these five policies, in some cases making them difficult to navigate or unnecessary as standalone policies. CareerSource Florida and FloridaCommerce worked directly with subject matter experts from LWDBs to consolidate elements of these policies into a single, leaner, revised version of **Workforce Policy P111 - Services for Veterans, Members of the Military and Spouses**. The revised Workforce Policy P111 – provides LWDBs the minimum requirements for implementing priority of service and other services for veterans, military and eligible spouses for all U.S. Department of Labor (DOL) funded programs and services.

Upon sunset of these policies and approval of the updated Workforce Policy P111, a single policy will be issued. Technical assistance related to these critical workforce programs serving veterans, military, and spouses was developed by FloridaCommerce in consultation with CareerSource Florida and will be issued to LWDBs.

Statewide Standardization of Tools and Services:

9. [Workforce Policy 2023.10.12.A.1 Standardization of Tools and Services](#) It was approved by the CareerSource Florida Board of Directors in 2023 to support partnership, encourage predictability, and ensure attainment of shared performance goals. State procured technology, tools and services shall be used by all LWDBs, local workforce development areas, and regional planning areas.
10. [Workforce Policy 2023.06.07.A.5 CLIFF Strategy](#) It was approved by the CareerSource Florida Board of Directors in 2023. This policy directs that the [Florida CLIFF Dashboard](#) and associated suite of tools shall be leveraged by LWDB leadership, career center staff, and made available to extended partners and stakeholders to prioritize employment, emphasize education and training, reduce welfare dependency, increase economic self-sufficiency, and meet employer needs.

The Statewide Standardization of Tools and Services policy aimed to support partnership and shared goals. State-procured technology, tools, and services must be used by all workforce boards and planning areas. The operational guidance is now in a different policy, **Workforce Policy O14 – Statewide Standardization of Tools and Services** provide a framework for decision-making in the acquisition of tools and services and

explains how boards can request waivers for local needs. Only one policy is needed for standardization.

The Florida CLIFF Dashboard is one example of a tool procured by CareerSource Florida provided statewide to assist LWDBs, career center staff, and stakeholders to help customers how career choices affect income and public assistance. All boards should use the CLIFF Dashboard and related tools to help customers reach economic self-sufficiency.

CareerSource Florida and FloridaCommerce worked with subject-matter experts from LWDBs to revise Workforce Policy O14 – Statewide Standardization of Tools and Services and update guidance on procurement of tools and services and the required use of state-procured tools. This updated guidance eliminates the need for Workforce Policy 2023.10.12.A.1 – Standardization of Tools and Services and Workforce Policy 2023.06.07.A.5 – CLIFF Strategy.

Upon sunset of these policies from the CareerSource Florida Policy Portfolio and the implementation of the revised Workforce Policy O14 – Statewide Standardization of Tools and Services, technical assistance will be developed by FloridaCommerce in consultation with CareerSource Florida and will be issued to LWDBs.

FOR CONSIDERATION

- **Sunset 10 CareerSource Florida Workforce Policies and direct FloridaCommerce to develop and issue technical assistance in consultation with CareerSource Florida.**