



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
EXECUTIVE COMMITTEE MEETING
THURSDAY, APRIL 10, 2025
8:15 A.M.**

CareerSource South Florida
7300 Corporate Center Drive
Miami, Florida 33126

The public may view the session online. **Registration is required:**
https://us02web.zoom.us/webinar/register/WN_ISSH7LAzTdywsrtfD2Q3IA

AGENDA

1. Call to Order and Introductions
2. Public Comment
3. Approval of Executive Committee Meeting Minutes
 - A. March 13, 2025
4. Informational – Worker Adjustment and Retraining Notification (WARN) Notices
5. Informational – Workforce Innovation and Opportunity Act (WIAO) Performance Analysis
6. Informational – Florida Scorecard Comparison
7. Informational – Florida Workforce Legislative Bills
8. Informational – Service Code Monitoring Tool

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"Members of the public shall be given a reasonable opportunity to be heard on a specific agenda item, but must register with the agenda clerk prior to being heard."



SFWIB EXECUTIVE COMMITTEE

DATE: 4/10/2025

AGENDA ITEM NUMBER: 2

AGENDA ITEM SUBJECT: PUBLIC COMMENT

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **National leader in an ROI-focused enterprise**

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 4/10/2025

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: EXECUTIVE COMMITTEE MEETING MINUTES

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Executive Committee to approve the minutes from the March 13, 2025 meeting, as set forth below.

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SFWIB EXECUTIVE COMMITTEE & FINANCE AND EFFICIENCY COUNCIL MEETING MINUTES

DATE: 4/10/2025

AGENDA ITEM: 3A

AGENDA TOPIC: MEETING MINUTES

SFWIB EXECUTIVE COMMITTEE MEETING MINUTES

DATE: March 13, 2025

LOCATION: CareerSource South Florida Headquarters
(Conference Room 2)
7300 Corporate Center Drive, Suite 500
Miami, FL 33126

ZOOM: https://us02web.zoom.us/webinar/register/WN_ISSH7LAzTdywsrtfD2Q3IA

- 1. CALL TO ORDER & INTRODUCTIONS:** Chairman Gibson called to order the regular meeting of the SFWIB Executive Committee & Finance and Efficiency Council Meeting at 8:25AM on March 13, 2025.

ROLL CALL: 6 members; 4 required; 5 present: **Quorum established.**

SFWIB EXECUTIVE COMMITTEE MEMBERS PRESENT <i>(All members attended via Zoom)</i>	SFWIB MEMBERS ABSENT/EXCUSED	SFWIB STAFF
Canales, Dequasia (Zoom) Chi, Joe del Valle, Juan-Carlos, Vice-Chairman Ferradaz, Gilda Gibson, Charles, Chair FINANCE AND EFFICIENCY MEMBERS Datorre, Roberto (Zoom)	Loynaz, Oscar, M.D.	Beasley, Rick Bennett, Renee Morgan, Ebony Perrin, Yian (Zoom) Petro, Basil Smith, Robert ADMINISTRATION/IT Gonzalez, Yoandy McFarland, Cassie

Minutes Prepared by: Ebony Morgan
SFWIB Executive Committee Meeting
March 13, 2025, 8:15am

Status: DRAFT
Approval date: TBD

Glean-Jones, Camela Perez, Andy (Zoom) Pintado, Kirenica		
OTHER ATTENDEES		
Allison, Carshena, External Auditor, Watson Rice		

Agenda items are displayed in the order they were discussed.

2. Public Comment

Public comments should be two minutes or less.

Chairman Gibson opened the floor for comments from the public. No requests to speak were received by the Executive Office. None presented. Item closed.

4. Information – Careers & Workforce Subcommittee Update

Chairman Gibson introduced the item; Mr. Beasley provided an overview of the presentation given by Ms. Adrienne Johnston, the President and CEO of CareerSource Florida, to the Florida House of Representatives on March 5th. Ms. Johnston outlined the critical role of CareerSource, detailing its relationship with the Florida Department of Commerce as its administrative entity and its direct oversight of the twenty-one (21) local workforce development boards throughout the state. The briefing emphasized the significant differences between the Workforce Innovation and Opportunity Act and the Wagner-Peyser Act, along with the essential services they provide. Furthermore, substantial updates were presented on the number of Floridians served, and an increased emphasis on the successful implementation of apprenticeship programs statewide.

Ms. Johnston concluded by discussing the evaluation of workforce boards and the potential modification of the letter grading system. Mr. Beasley explained the methodology behind the letter grading system and mentioned that a workgroup has been formed to assess possible revisions to the grading process. The conversation wrapped up with a discussion about future funding allocation changes from the Department of Labor to the state of Florida.

No further comments or suggestions were submitted from the members. Item closed.

3. Approval of Executive Committee Meeting Minutes – February 13, 2025

Chairman Gibson presented agenda item 3A. February 13, 2025 Executive Committee Meeting minutes for review in advance of approval.

Motion for approval of the February 13, 2025 SFWIB Executive Committee Meeting minutes by Mr. Chi; Mr. Perez seconded; **motion is passed without dissent.**

No further comments or suggestions were submitted from the members. Item closed.

5. Approval – Aviation Workforce Services Provider

Chairman Gibson introduced the item; Mr. Beasley presented a recommendation to contract with Barrington Irving Technical Training School to help develop a skilled workforce pipeline that meets the unique demands of the aviation sector. On January 9, 2025, CSSF staff released a Request for Quote (RFQ) and received a single response from Barrington Irving Technical Training School, which specializes in aviation and workforce development.

Motion for approval to contract with Barrington Irving Technical Training School for aviation-related training and workforce development by Vice Chairman del Valle; Ms. Canales seconded; **motion is passed without dissent.**

No further comments or suggestions were submitted from the members. Item closed.

6. Approval – New Program for an Existing Provider

Chairman Gibson introduced the item; Mr. Beasley shared that CSSF has recently engaged in multiple meetings with the Florida Department of Commerce and CareerSource Florida, in partnership with Miami Dade College and Mas-Tech, to drive the advancement of a much needed broadband training initiative in South Florida. As a result of these discussions, CSSF is recommending to the Executive Committee to recommend to the board the approval of two new training programs: Fiber Optics Installer and Fiber Optics Technician.

Motion for approval of recommendation to present to the Board the two Fiber Optics training programs, as so mentioned, by Mr. Scott; Ms. Pintado seconded; **motion is passed without dissent.**

Further discussions centered on the demand for broadband service technicians from major companies like Verizon and FPL, as well as how Miami Dade College will recruit students for said programs.

No further comments or suggestions were submitted from the members. Item closed.

7. Approval – Fund a Fiber Optics Training Cohort

Chairman Gibson introduced the item; Mr. Beasley presented a recommendation to allocate up to \$86,000 in Workforce System funding for the Miami Dade College Fiber Optics Training Program. This specialized program, created by Miami Dade College and MasTec, focuses on training and hiring 20 skilled fiber optics professionals at a cost of \$4,280 per participant.

The program consists of 340 hours of training, including 4 hours of OSHA training, 140 hours of overhead construction, RF repair, and fiber optic services training, as well as 160 hours

focused on fiber optic splicing and cable blowing. Upon graduation, participants will be employed by MasTec, earning a starting wage of \$20.00 to \$24.00 per hour.

Motion to approve the recommendation to allocate an amount not exceeding \$86,000 for the Miami Dade College Fiber Optics Training Program by Mr. Scott; Mr. Chi seconded; **motion is passed without dissent.**

There was further discussion on the significant challenges of recruiting and training young individuals for apprenticeship programs, as many fail to appreciate the value of trade jobs. Committee members emphasized the importance of career fairs and increased visibility on college campuses to attract youth. Moreover, it is crucial to convince employers to take a more active role in these initiatives.

No further comments or suggestions were submitted from the members. Item closed.

8. Approval - Fiscal Year 2023-2024 SFWIB Agency-wide Audit

Chairman Gibson introduced the item; Mr. Beasley introduced Ms. Carshena Allison, Managing Partner of Watson Rice Accountants & Advisors, our designated external auditors, to present the agency-wide audit results for FY 2023-2024.

Ms. Allison reported a clean, unmodified opinion on the financial statements, with no reportable issues in internal controls or compliance. No material findings were reported, and the financial statements were prepared in accordance with GAAP. The Independent Auditors Report is accessible for public review in the SFWIB Executive Committee agenda packet dated March 13, 2025.

There was continued discussion about a new lease accounting standard that affects how leases are reported on the balance sheet.

Motion for approval of the FY 2023-2024 SFWIB audit by Mr. Scott; Ms. Glean-Jones seconded; **motion is passed without dissent.**

No further comments or suggestions were submitted from the members. Item closed

With no further business presented to the Committee, the meeting adjourned at 9:41 am.

The next SFWIB Executive Committee Meeting is scheduled for Thursday, April 10, 2025 at 8:15am.



SFWIB EXECUTIVE COMMITTEE

DATE: 4/10/2025

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: WORKER ADJUSTMENT AND RETRAINING NOTIFICATION (WARN) NOTICES

AGENDA ITEM TYPE: INFORMATIONAL

RECOMMENDATION: N/A

STRATEGIC GOAL: BUILD DEMAND-DRIVEN SYSTEM W/ EMPLOYER ENGAGEMENT

STRATEGIC PROJECT: Maximizing collaborative partnerships

BACKGROUND:

Since February 2025, CareerSource South Florida (CSSF) has received multiple Worker Adjustment and Retraining Notification (WARN) notices indicating significant workforce reductions across key industries in Miami-Dade County. A total of 1,144 workers will be affected by layoffs between April and May 2025. These layoffs impact various sectors, with the Accommodation and Food Services industry experiencing the largest job losses.

Breakdown of Affected Employers and Industries

Company Name	State Notification Date	Layoff Date	Employees Affected	Industry
Sky Lease Cargo	02/10/2025	04/07/2025	129	Transportation & Warehousing
Harvest Sherwood Food Distributors	02/18/2025	02/18/2025 – 04/21/2025	131	Accommodation & Food Service
The Ritz-Carlton	02/24/2025	05/01/2025 – 05/15/2025	425	Accommodation & Food Service
Miami Mezze LLC, d/b/a Aba Restaurant	02/24/2025	05/01/2025 – 05/15/2025	60	Accommodation & Food Service

UPS	02/25/2025	04/27/2025	65	Administrative & Support Services
Royal Palm South Beach Miami	03/04/2025	05/04/2025 – 05/18/2025	134	Accommodation & Food Service
SLS South Beach Employer LLC	03/17/2025	05/28/2025	66	Accommodation & Food Service
Spoonful Management, LLC	03/14/2025	05/28/2025	134	Accommodation & Food Service

*NOTE: The following companies are laying off due to extensive property renovations; The Ritz-Carlton, Royal Palm South Beach Miami, SLS South Beach Employer, LLC, and Spoonful Management, LLC.

Key Observations

- The Accommodation and Food Services sector is the hardest hit, accounting for 950 out of 1,144 layoffs (83%).
- The Transportation and Warehousing sector, represented by Sky Lease Cargo, accounts for 129 layoffs.
- Administrative and Support Services, represented by UPS, will see 65 workers displaced.
- The layoffs are concentrated in Miami, Miami Beach, Opa-Locka, and Hialeah, indicating a regional impact on hospitality and logistics.

Rapid Respond Activities

To mitigate the economic impact of these layoffs, CSSF has implemented the following strategies:

1. Rapid Response Services: CSSF will coordinate job fairs, resume workshops, and skill training programs to assist displaced workers in transitioning to new employment opportunities.
2. Targeted Industry Training: Expand workforce development initiatives in high-demand sectors such as healthcare, logistics, and technology to create sustainable job opportunities.
3. Employer Engagement: Engage with affected businesses to explore retraining and redeployment options for their workforce.
4. Small Business Support: Strengthen partnerships with local businesses to encourage hiring incentives and entrepreneurship programs for displaced workers.
5. Community Collaboration: Work with local governments, business leaders, and educational institutions to implement long-term workforce solutions.

Conclusion

The recent WARN notices reflect significant workforce disruptions in Miami-Dade County, particularly in the hospitality sector. CareerSource South Florida is committed to providing immediate and long-term support to displaced workers and affected industries. Collaboration between government agencies, business leaders, and community organizations will be essential in mitigating the economic impact and ensuring a resilient regional workforce.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 4/10/2025

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) PERFORMANCE ANALYSIS

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **HIGH ROI THROUGH CONTINUOUS IMPROVEMENT**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

This report provides an analysis of the Workforce Innovation and Opportunity Act (WIOA) Common Performance Indicators, comparing the second-quarter performance for Program Year (PY) 2023-2024 against PY 2024-2025. The evaluation highlights key improvements, areas of concern, and recommendations for sustaining workforce gains and addressing performance challenges.

PERFORMANCE ANALYSIS

I. ADULT PROGRAM

- Employment 2nd Quarter After Exit: Increased from 82.4% to 89.3%, demonstrating stronger workforce integration.
- Median Wage 2nd Quarter After Exit: Decreased slightly from \$8,920 to \$8,638, indicating some wage stagnation.
- Employment 4th Quarter After Exit: Improved significantly from 73.1% to 86.8%, highlighting enhanced job retention.
- Credential Attainment Rate: Increased from 84.7% to 88.2%, reflecting improved completion of educational and vocational training.
- Measurable Skill Gains: Rose from 93.9% to 96.7%, showcasing progress in workforce readiness.

RECOMMENDATION: Strengthen partnerships with higher-wage industries to drive wage growth while maintaining strong employment and credentialing outcomes.

II. DISLOCATED WORKERS PROGRAM

- Employment 2nd Quarter After Exit: Increased from 82.1% to 88.1%, showing improved reemployment outcomes.
- Median Wage 2nd Quarter After Exit: Increased from \$10,787 to \$12,073, reflecting higher-quality job placements.
- Employment 4th Quarter After Exit: Improved from 77.9% to 91.3%, emphasizing sustained workforce participation.
- Credential Attainment Rate: Increased from 84.0% to 94.3%, highlighting successful upskilling efforts.
- Measurable Skill Gains: Slightly decreased from 100% to 95.9%, though still at a strong level.

RECOMMENDATION: Maintain effective job placement and credentialing programs while ensuring continued skill development for long-term retention.

III. YOUTH PROGRAM

- Employment 2nd Quarter After Exit: Declined from 81.3% to 78.3%, indicating challenges in early workforce engagement.
- Median Wage 2nd Quarter After Exit: Increased from \$4,075 to \$5,241, showing wage growth.
- Employment 4th Quarter After Exit: Declined from 80.3% to 72.6%, raising concerns about job retention.
- Credential Attainment Rate: Dropped from 62.1% to 55.6%, signaling issues in educational and vocational completion.
- Measurable Skill Gains: Slight decline from 84.1% to 82.7%, but remains relatively strong.

RECOMMENDATIONS:

- Strengthen employer engagement and job placement efforts for youth.
- Enhance vocational training programs and mentorship opportunities to improve credential completion.
- Develop targeted career pathways in high-demand industries to increase long-term employment success.

IV. WAGNER-PEYSER PROGRAM

- Employment 2nd Quarter After Exit: Remained stable at 71.1% (previously 71.2%).
- Median Wage 2nd Quarter After Exit: Increased from \$7,567 to \$7,839.5, reflecting moderate wage growth.
- Employment 4th Quarter After Exit: Improved slightly from 67.9% to 69%, indicating gradual retention improvement.

RECOMMENDATION: Enhance job-matching services and employer partnerships to improve retention and wage growth.

KEY TAKEAWAYS AND STRATEGIC RECOMMENDATIONS:

1. Improved Employment Retention and Wages: Notable gains were observed among adults and dislocated workers, particularly in long-term job retention and median wages.
2. Challenges in Youth Performance: Employment retention and credential attainment rates declined, requiring targeted interventions.
3. Opportunities for Growth: Expanding employer partnerships, increasing workforce training initiatives, and strengthening mentorship programs will be essential in maintaining positive trends and addressing performance gaps.

This report underscores the need for continuous workforce development efforts to enhance employment stability, wage growth, and educational attainment among all WIOA participants.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

Measures	PY2023-2024 2nd Quarter Performance	PY2024-2025 2nd Quarter Performance
Adults:		
Employed 2nd Qtr After Exit	82.40	89.3
Median Wage 2nd Quarter After Exit	\$8,920	\$8,638
Employed 4th Qtr After Exit	73.10	86.8
Credential Attainment Rate	84.70	88.2
Measurable Skill Gains	93.90	96.7
Dislocated Workers:		
Employed 2nd Qtr After Exit	82.10	88.1
Median Wage 2nd Quarter After Exit	\$10,787	\$12,073
Employed 4th Qtr After Exit	77.90	91.3
Credential Attainment Rate	84.00	94.3
Measurable Skill Gains	100.00	95.9
Youth:		
Employed 2nd Qtr After Exit	81.30	78.3
Median Wage 2nd Quarter After Exit	\$4,075	\$5,241
Employed 4th Qtr After Exit	80.30	72.6
Credential Attainment Rate	62.10	55.6
Measurable Skill Gains	84.10	82.7
Wagner Peyser:		
Employed 2nd Qtr After Exit	71.20	71.1
Median Wage 2nd Quarter After Exit	\$7,567	\$7,840
Employed 4th Qtr After Exit	67.90	69

Not Met (less than 90% of negotiated)
Met (90-100% of negotiated)
Exceeded (greater than 100% of negotiated)



SFWIB EXECUTIVE COMMITTEE

DATE: 4/10/2025

AGENDA ITEM NUMBER: 6

AGENDA ITEM SUBJECT: FLORIDA SCORECARD COMPARISON

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **HIGH ROI THROUGH CONTINUOUS IMPROVEMENT**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

On March 24, 2025, CareerSource Florida (State Workforce Development Board) released the 1st Quarter Letter Grade performance report. The Reimagining Education and Career Help (REACH) Act mandates that each local workforce development board in Florida receives an annual letter grade based on performance criteria established by the Governor's REACH Office. The CareerSource Florida Board of Directors assigns and publicly releases these letter grades for each local workforce development board. The grades are assigned annually by October 15, following the conclusion of the program year.

PY 2024-2025, Quarter 1 Performance Update

As part of the annual evaluation process, letter grades will be assigned to local workforce development boards by October 15, following the end of the program year. Below is the Quarter 1 performance update for the program year 2024-2025. The Letter Grade report indicates CareerSource South Florida is the only workforce region that has exceeded the 100 percent standard.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

Local Workforce Development Board	PY 2022-23 Annual Score (%)	PY 2023-24 Annual Score (%)	Quarter 1 (%)	Current Score
CareerSource South Florida	97.02	101.7	102.6	A+
CareerSource Central Florida	99.97	98.67	99.12	A+
CareerSource Southwest Florida	98.61	96.4	95.66	A
CareerSource Broward	96.85	94.31	95.49	A
CareerSource Hillsborough Pinellas	N/A	N/A	92.81	A-
CareerSource Northeast Florida	103.36	91.26	91.54	A-
CareerSource Chipola	98.51	89.92	90.21	A-
CareerSource Brevard Flagler Volusia	N/A	N/A	88.66	B+
CareerSource Escarosa	94.76	86.78	88.46	B+
CareerSource Research Coast	90.58	86.96	87.18	B+
CareerSource Suncoast	92.5	91.02	86.95	B
CareerSource Capital Region	89.51	87.93	86.94	B
CareerSource North Florida	91.76	88.2	86.63	B
CareerSource Pasco Hernando	92.66	85.62	86.57	B
CareerSource Citrus Levy Marion	93.92	86.16	86.3	B
CareerSource Heartland	99.56	89.39	86.27	B
CareerSource Palm Beach County	95.16	85.68	85.55	B
CareerSource North Central Florida	N/A	N/A	85.51	B
CareerSource Okaloosa Walton	89.18	91.78	85.46	B
CareerSource Gulf Coast	93.14	86.84	83.62	B
CareerSource Polk	95.4	79.93	81.85	B-
CareerSource Brevard	88.5	87.63	N/A	N/A
CareerSource Flagler Volusia	102.41	89.82	N/A	N/A
CareerSource Florida Crown	85.5	83.14	N/A	N/A
CareerSource North Central Florida	85.98	80.9	N/A	N/A
CareerSource Pinellas	96.73	91.64	N/A	N/A
CareerSource Tampa Bay	95.91	93.38	N/A	N/A

Metric	Weight	PY 23-24 Quarter 1	PY 24-25 Quarter 1
		Weighted Performance 2 (%)	Weighted Performance 2 (%)
1. Participants with Increased Earnings	0.25	25	24.7
2. Reduction in Public Assistance	0.25	25	23.66
3. Employment and Training Outcomes	0.2	18.89	20
4. Participants in Work-Related Training	0.1	7.86	9.244
5. Continued Repeat Business	0.05	4.75	5
6. Year-Over-Year Business Penetration	0.05	5	5
7. Completion-to-Funding Ratio	0.1	7.77	10
Extra Credit: Serving Individuals on Public Assistance	Up to 0.05 points	4	5
Total		98.27	102.60

Metric	PY 23-24 Quarter 1	PY 24-25 Quarter 1
1. Participants with Increased Earnings	52.40%	49.40%
2. Reduction in Public Assistance	59.71%	47.32%
3. Employment and Training Outcomes	94.44%	100%
4. Participants in Work-Related Training	19.66%	23.1%
5. Continued Repeat Business	33.25%	46.0%
6. Year-Over-Year Business Penetration	20.1%	24.3%
7. Completion-to-Funding Ratio	77.67%	100%
Extra Credit: Serving Individuals on Public Assistance	54.63%	62.16%



SFWIB EXECUTIVE COMMITTEE

DATE: 4/10/2024

AGENDA ITEM NUMBER: 7

AGENDA ITEM SUBJECT: FLORIDA WORKFORCE LEGISLATIVE BILLS UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N / A

STRATEGIC GOAL: **STRENGTHEN THE ONE-STOP DELIVERY SYSTEM**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

The Florida House of Representatives Careers & Workforce Subcommittee convenes each legislative session to propose and review bills related to workforce development. SFWIB Staff has provided an update on some of the proposed bills that the subcommittee is considering this legislative session.

Florida legislators have introduced a number of new bills in the area of workforce Development. The first is House Bill 681. Apprenticeship and Preapprenticeship Program Funding

- The bill seeks to provide consistency and transparency in the administration of apprenticeship and preapprenticeship programs for both Local Education Agencies (LEA) and their registered apprenticeship and preapprenticeship (RA) partners. The bill requires the Department of Education (DOE) uniform minimum standards and policies governing apprenticeship and preapprenticeship to address open negotiations between LEAs and their RA partners as well as funding transparency.
- The bill also requires the DOE to develop a standard model contract for use by LEAs and their RA partners. Finally, the bill requires the DOE to create, by July 1, 2026, an apprenticeship funding transparency tool showing historical funding amounts provided for apprenticeship programs at school districts and Florida College System institutions.

The second bill is House Bill 541. Minimum Wage Requirements

- The Proposed Committee Substitute (PCS) amends the Florida Minimum Wage Act (Act) to allow employees to opt out of receiving the state minimum wage for work-study, internship, preapprenticeship program, or other similar work-based learning opportunities

The next bill is House Bill 571. Career Planning Opportunities for Students

- The bill requires work-based learning opportunities to be scheduled at times and locations that maximize student access and participation. The bill specifies that students aged 16 or older must have the opportunity to meet or interview with potential employers that offer paid work experiences for students, including registered preapprenticeship and apprenticeship programs, during required annual career fairs.
- The bill facilitates a process for State University System (SUS) institutions, Florida College System (FCS) institutions, and career centers to award postsecondary credit or career education clock hours for apprenticeship and preapprenticeship programs.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 4/10/2025

AGENDA ITEM NUMBER: 8

AGENDA ITEM SUBJECT: SERVICE CODE MONITORING TOOL

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Provide technical assistance to service providers**

BACKGROUND:

On January 9, 2025, SFWIB staff briefed the Executive Committee on an issue involving a staff member at one of the Career Centers who improperly extended the active participation of over 700 Wagner-Peyser clients.

In response, SFWIB staff conducted an investigation along with the service provider which ultimately lead to the dismissal of said individual and their immediate supervisor. In an effort to prevent future occurrences, the service provider pledged to implement enhanced leadership oversight and allocate additional resources to ensure consistency across all locations.

CareerSource South Florida (CSSF) has implemented a Service Code Monitoring Report to enhance oversight and ensure compliance with service activity regulations. The purpose of this report is to identify service codes that may be improperly used to extend participant's participation in the system without meaningful engagement or progress toward employment outcomes. By analyzing service utilization trends, CSSF aims to uphold program integrity, prevent potential compliance risks, and ensure that participants receive services aligned with WIOA objectives.

Following a recent analysis of service code activities from July 1, 2024 to April 1, 2025 across the CareerSource South Florida (CSSF) network, CSSF staff have identified significant concerns related to service utilization, regulatory compliance, and cost efficiency. This review highlights potential areas of concern, including excessive gaps between participation and last service, overuse of service codes, and questionable cost practices that may require corrective action.

KEY FINDINGS

1. Excessive Delays in Service Delivery

- a. The statewide benchmark for average days between participation and last service is 41 days.
- b. CSSF centers exceeded this benchmark by an average of 146.61 days, with some centers exceeding it by over 700%.
- c. Centers with the longest service gaps:
 - i. Homestead Center: 346.36 days (739% over the state average)
 - ii. Perrine Center: 256.48 days (521% over the state average)
 - iii. Northside Center: 238.85 days (478% over the state average)
 - iv. Carol City Center: 141.1 days (242% over the state average)

2. Questionable Service Code Utilization & Cost Concerns

- a. Several centers reported high activity counts without corresponding improvements in employment outcomes.
- b. Little Havana Center (7,315 activities), Perrine Center (7,288 activities), and Hialeah Downtown Center (4,308 activities) account for a disproportionate share of total service activities.
- c. These trends suggest potential overuse of service codes to extend participant's participation without meaningful engagement or employment.

3. Potential Regulatory Compliance and Questionable Costs

- a. Centers with high service activity volumes without corresponding employment outcomes may trigger regulatory audits and raise cost allowable concerns. Centers that require further scrutiny include:
 - i. Little Havana Center: 21.84% of total activities
 - ii. Perrine Center: 21.76% of total activities
 - iii. Hialeah Downtown Center: 12.86% of total activities
 - iv. West Dade Center: 12.17% of total activities
- b. A high number of service activities with extended participation durations may suggest:
 - i. Service code overuse to maintain participant engagement without progress toward employment.
 - ii. Cost inefficiencies due to excessive billing for services that do not contribute to job placement.
 - iii. Possible regulatory scrutiny due to non-compliance with WIOA and Uniform Guidance cost principles.

4. Regulatory Compliance Risks

- a. Service codes must align with WIOA guidelines and cost principles under federal and state workforce regulations.
- b. Excessive service durations without documented job placement progress may trigger audits and raise compliance concerns related to cost allowability.

- c. Centers with high activity volumes but prolonged service gaps require immediate review to ensure alignment with regulatory expectations.

NEXT STEPS & REQUIRED ACTIONS

To ensure compliance and improve service efficiency, all service providers must:

- Review and adjust service code usage to ensure alignment with WIOA goals.
- Develop strategies to reduce the time between participation and the last service to meet the 41-day benchmark.
- Conduct an internal audit of service codes to identify potential overuse and cost inefficiencies.
- Ensure all service activities are directly linked to participant employment outcomes rather than maintaining enrollment without progress.

The CSSF Team is scheduling immediate training for all CSSF provider staff (i.e., career center and youth staff) regarding proper documentation for service codes. Additionally, a follow-up meeting will be scheduled to discuss necessary corrective actions. Please ensure that your teams are prepared to present a plan for improving service efficiency and regulatory compliance.

SFWIB staff will now provide a demonstration of the new Service Code Monitoring Tool.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT