



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
EXECUTIVE COMMITTEE MEETING
THURSDAY, OCTOBER 8, 2026
8:15 A.M.**

VIA ZOOM ONLY

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. September 10, 2026
4. Informational – Florida Employer Tax Incentive for Registered Apprenticeships
5. Informational – Pre-Apprenticeship Credentialing
6. Informational – Workforce Pell ITA Alignment
7. Informational – WIOA Indicators of Performance Fourth Quarter
8. Recommendation as to Approval of the WIOA Two Year Modification Plan

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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: 10/8/2026

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



SFWIB EXECUTIVE COMMITTEE

DATE: 10/8/2026

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 minutes from the September 10, 2026 meetings, 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 MEETING MINUTES

DATE: 10/8/2026
AGENDA ITEM: 3A
AGENDA TOPIC: MEETING MINUTES

SFWIB EXECUTIVE COMMITTEE MEETING

DATE: September 10, 2026
LOCATION: VIA Zoom Only
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 at approximately 8:27 a.m. on September 10, 2026. Members and staff introduced themselves.

ROLL CALL: 7 members; 4 required; 7 present at roll call: Quorum established. All attendees participated via Zoom.

SFWIB EXECUTIVE COMMITTEE MEMBERS PRESENT	SFWIB MEMBERS EXCUSED	SFWIB STAFF
Canales, Dequasia Chi, Joe del Valle, Juan-Carlos, Vice-Chairman Ferradaz, Gilda Gibson, Charles, Chair Mantilla, Rene Scott, Jr., Kenneth "Kenny"	SFWIB EXECUTIVE COMMITTEE MEMBERS ABSENT None	Beasley, Rick Bennett, Renee Morgan, Ebony Perrin, Yian Smith, Robert ADMINISTRATION/IT
OTHER ATTENDEES		

Agenda items are displayed in the order they were discussed.

Recognition of Ms. Gilda Ferradaz

Before the formal call to order, Mr. Beasley recognized Ms. Ferradaz upon her upcoming retirement from the Florida Department of Children and Families (DCF). He thanked her for her longstanding service to the Board, her support of workforce initiatives, and her work on behalf of children and families in Miami-Dade County. He invited her to the October Board meeting for formal recognition.

Chairman Gibson, Vice-Chairman del Valle, Mr. Scott, Mr. Chi, and Ms. Canales expressed their appreciation for Ms. Ferradaz's leadership, counsel, mentorship, and service to the community. Ms. Ferradaz thanked the members and staff and stated that it had been a pleasure to serve them.

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.

3A. Approval of Executive Committee Meeting Minutes – August 13, 2026

Chairman Gibson presented the SFWIB Executive Committee Meeting minutes from the August 13, 2026 meeting for review in advance of approval.

Motion for approval of August 13, 2026 SFWIB Executive Committee Meeting minutes by Mr. Chi; Ms. Canales seconded; **the motion passed without dissent.**

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

4. Informational – Workforce Policy G104: Sanctions and Other Corrective Action for Local Workforce Development Boards

Chairman Gibson introduced the item; Mr. Beasley presented an update on revisions to Workforce Policy G104 approved by the CareerSource Florida Board. He explained that the revised policy establishes a clearer progression from technical assistance and early intervention to corrective action, turnaround plans, sanctions, and possible reorganization when a local board does not meet performance, programmatic, fiscal, or compliance requirements.

Mr. Beasley reported that several local boards have been under technical assistance or performance improvement plans and are required to reprocur services. He noted that concerns raised at a prior state meeting in Miami about the severity of corrective measures and the lack of a progressive process contributed to the policy revisions. The revised

framework addresses consecutive years of performance deficiencies and establishes steps for improvement.

Mr. Beasley advised that failure to satisfy the corrective requirements may result in removal of an executive director or board members and reorganization of the local board. As an example of state intervention, he reported that a letter had been submitted to Polk County officials seeking removal of the local workforce board's chief executive officer for noncompliance with technical assistance requirements.

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

5. Informational – Eligible Training Provider List Policy Alignment Initiative

Chairman Gibson introduced the item; Mr. Smith presented an update on the initiative to align the Eligible Training Provider List, Master Credentials List, and Regional Demand Occupation List. He explained that the initiative addresses concerns previously raised by Board members regarding provider vetting and the requirement to accept providers approved at the state level. Future policy changes may narrow local eligibility criteria and affect approved training options and the Board's discretion in managing training investments.

Mr. Smith distinguished state approval of a provider from the Board's decision to enter into a contract with that provider. He explained that staff may review business practices and other contracting requirements to determine whether a financially sound contract can be established. Although the Board must recognize providers meeting state approval requirements, it is not required to contract with a provider that does not meet the Board's contracting requirements.

Mr. Smith advised that staff is monitoring the initiative, assessing operational effects, and communicating concerns to the state regarding the adequacy of provider due diligence. Mr. Beasley recalled earlier challenges involving training vendors, including the recovery of funds and programs that did not meet job seekers' needs. He emphasized the need to monitor provider performance through the Board's contracts and encouraged members to continue raising concerns for referral to the state.

Mr. Smith reported that a recently approved commercial driver's license training provider, which Board members had previously questioned, had been removed by the Department of Transportation and was no longer authorized to provide that training in Florida. He noted that the concerns raised by members were valid.

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

6. Informational – SFWIB Individual Training Account Expenditure Waiver Update

Chairman Gibson introduced the item; Mr. Beasley reported that the CareerSource Florida Board approved SFWIB's request to operate at a 40 percent Individual Training Account (ITA) expenditure level for Program Year 2026-2027. He explained that Florida requires local boards to expend at least 50 percent of Workforce Innovation and Opportunity Act (WIOA) Adult and Dislocated Worker funds on ITAs unless a waiver is approved. The waiver had been submitted as part of the Board's budget process and was approved at the state meeting in Pensacola.

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

7. Informational - Wagner-Peyser Employment Services Staff Transition

Chairman Gibson introduced the item; Mr. Beasley reported that a federal final rule published August 20, 2026, removes the requirement that Wagner-Peyser Employment Service activities be delivered by state merit staff. He advised that CareerSource Florida requested development of a statewide policy to transition local Wagner-Peyser services and staffing to models managed by Local Workforce Development Boards. The proposed policy is expected to be considered in December 2026, with changes anticipated in the following fiscal year.

Mr. Beasley explained that Florida currently allocates Wagner-Peyser resources and state staff to local boards, with CareerSource South Florida delegating day-to-day management to its career center operators. The proposed transition would allow greater local flexibility in staffing and service administration.

Mr. Chi inquired about how the change would affect operations. Mr. Beasley responded that he did not anticipate an impact on services and expected greater flexibility in hiring and compensation. He reported that some hiring packages had remained pending at the state for months despite available funding, and that salary levels appropriate for the local labor market had also encountered resistance. Local control could reduce those administrative delays.

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

9. Recommendation as to Approval of a New Board Member

With Chairman Gibson's agreement, Item 9 was taken before the substantive discussion of Item 8 while staff managed technical difficulties.

Mr. Beasley presented the recommendation to approve Mrs. Violet Ryland, MPA, Circuit Community Development Administrator with the Florida Department of Children and Families, for recommendation to the Chief Local Elected Official, Mayor Daniella Levine Cava, for appointment to the SFWIB. Mrs. Ryland would succeed Ms. Ferradaz as the DCF representative. Mr. Beasley advised that Ms. Ferradaz had identified October 1, 2026 as her last day and spoke favorably of his experience working with Mrs. Ryland.

Mr. Beasley identified two corrections to the agenda item. The recommendation would proceed from the Executive Committee to the Chief Elected Official under the Committee's authority, and the represented agency would be the Department of Children and Families, replacing the reference to Vocational Rehabilitation.

Motion by Ms. Canales to approve the recommendation of Mrs. Violet Ryland for appointment to the SFWIB as the Department of Children and Families representative, with the corrections presented. Mr. Scott seconded; **the motion passed without dissent.**

Mr. Beasley advised that staff would submit the recommendation to the Mayor that day to support DCF representation at the next Board meeting.

8. Informational - U.S. Department of Labor FY 2026 Budget Request and Proposed Workforce Development Consolidation

Chairman Gibson introduced the item; Mr. Beasley reviewed the President's proposed U.S. Department of Labor (DOL) FY 2026 budget and emphasized that the request had not been enacted. He reported a proposed \$8.6 billion in discretionary funding and 10,821 full-time equivalent positions, representing an approximately \$4.6 billion funding reduction and nearly 4,000 fewer positions compared with the prior year. He expressed concern about the effects on workforce training and worker protection programs.

Mr. Beasley explained that the proposal would consolidate 11 workforce development programs into a single Make America Skilled Again (MASA) block grant of approximately \$2.97 billion. The affected funding streams include WIOA Adult, Dislocated Worker, and Youth activities; Wagner-Peyser employment services; Apprenticeship; YouthBuild; Reentry Employment Opportunities; the National Farmworker Jobs Program; Indian and Native American programs; and the Workforce Data Quality Initiative. He stated that the consolidation would be accompanied by a substantial reduction in funding.

Mr. Beasley highlighted the proposed elimination of Job Corps and the Community Service Employment for Older Americans program, reductions in Employment and Training Administration staffing and administration, and the proposed elimination of adult education

funding. He expressed particular concern about the loss of services for adults with educational and skills deficiencies and for older workers.

Mr. Beasley advised that he would attend meetings in Washington, D.C. during September with the U.S. Conference of Mayors and the National Association of Workforce Boards to discuss the budget and its effects on local boards. He was also seeking meetings with congressional budget staff to discuss the proposed structure and greater flexibility in participant eligibility if funding were converted to a block grant. He had shared the information with Mayor Levine Cava and the County's Washington representatives.

Mr. Chi asked how the Board would prepare for a block grant funding model. Mr. Beasley explained that the proposed methodology for allocating funds to local boards was unclear and would be a priority in federal discussions. He also noted the state's continued interest in regional planning and consolidation. Staff would assess how to maintain workforce services with a potential reduction of approximately one-third of the local budget and develop a contingency plan.

Mr. Scott asked whether the changes reflected the priorities of the current federal administration. Mr. Beasley acknowledged the concern while noting that workforce training resources had also declined over time under prior administrations. He reiterated his concern about the proposed elimination of adult education funding.

Mr. Mantilla stated that the loss of adult education funding would severely affect GED preparation and language acquisition services, particularly for immigrant adults. He noted that similar proposals had previously been resisted by Congress and indicated that the school district's legislative affairs representatives were working to preserve the funding. Mr. Beasley agreed to contact Mr. Mantilla to identify the appropriate school district representatives and coordinate with the County on educating legislators about the local impact.

Mr. Beasley advised that he would revisit and revise an earlier proposal concerning the local Job Corps facility. He would explore whether the facility could support apprenticeship training through a partnership with Miami Dade College and other organizations if the federal program were eliminated. He also noted that a potential homestead tax referendum could compound pressure on public services.

Mr. Chi suggested assembling a group under Mr. Beasley's leadership to examine the proposal's intent, potential effects, and possible responses. Mr. Beasley agreed to contact Mr. Chi and bring a recommendation to the Chairman at the next Executive Committee meeting regarding a subcommittee to focus on these issues. He identified Vice-Chairman

del Valle and other Board members as potential participants and discussed exploring state or locally controlled funding sources, including his prior concept for a workforce training fund supported by a portion of unemployment insurance trust fund resources. Chairman Gibson expressed support for proceeding with the recommendation.

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

Other Business & Announcements

Mr. Beasley reported that the South Dade Workforce Employer Engagement & Apprenticeship event was well attended and provided an opportunity to promote economic development and apprenticeship models. He thanked Mr. Mantilla and the college's Board representative for attending, recognized Mr. Smith and Mr. Jarvis Washington for organizing the event, and encouraged additional Board member participation in future events.

Mr. Beasley also reported on the job fair held in partnership with the Orange Blossom Classic at the Betty T. Ferguson facility in Miami Gardens. More than 40 employers participated, along with members of the community.

Mr. Beasley reiterated the invitation for Ms. Ferradaz to attend the October Board meeting in recognition of her committed service to the Board and the Miami-Dade County community.

Motion to adjourn by Vice-Chairman del Valle; Mr. Scott seconded; **motion is passed without dissent.**

The Executive Committee meeting ended at approximately 9:08 a.m.

The next SFWIB Executive Committee Meeting is anticipated on Thursday, November 12, 2026. Location to be announced.



SFWIB EXECUTIVE COMMITTEE

DATE: 10/8/2026

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: FLORIDA EMPLOYER TAX INCENTIVE FOR REGISTERED APPRENTICESHIP – FEASIBILITY ANALYSIS AND 2027 LEGISLATIVE RECOMMENDATION

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Partner with economic development**

BACKGROUND:

Florida has offered an employer apprenticeship tax credit once before. Section 220.198, Florida Statutes, the Experiential Learning Tax Credit Program, was extended to apprentices and preapprentices in 2023, providing a \$2,000 corporate income tax credit per apprentice, preapprentice, or student intern for taxable years 2022 through 2025, capped at \$2.5 million per year. Its allocation authority ended with state fiscal year 2024-25, and it has not been reauthorized.

A feasibility analysis prepared by the Executive Director and presented to the Executive Committee finds that the prior credit was structurally limited rather than simply underfunded. It applied only against the corporate income tax, which excludes the LLCs, S-corporations, and sole proprietorships that make up most small employers. It also required that 20 percent of a firm's full-time workforce be its own former apprentices or interns — a threshold that rewarded mature programs rather than encouraging new ones — and it pooled apprentices together with interns under a single annual cap.

EXECUTIVE COMMITTEE CONSIDERATIONS – REDESIGNED APPRENTICESHIP EMPLOYER INCENTIVE FOR 2027

The analysis finds that Florida would be joining an established practice, not experimenting alone, and identifies a specific structural fix suited to Florida's tax code. The key findings and recommendation are:

- **National Landscape:** USDOL's Apprenticeship.gov compendium identifies nineteen states and Guam with employer tax credits or refunds tied directly to apprentices, with a median award of \$2,500. The same compendium still lists Florida as having no apprenticeship tax credit at all, since the prior program lapsed without ever registering on the principal national reference that employers and intermediaries consult.

- **Structural Fix:** States without a personal income tax point the way — Texas structured its incentive as a refund of sales and use tax so that it reaches every operating business, not just C-corporations. Florida already has the equivalent mechanism in place: the Rural and Urban Job Tax Credit programs let employers elect a credit against either sales and use tax (Chapter 212) or corporate income tax (Chapter 220).
- **Recommended Design:** A redesigned Florida Registered Apprenticeship Employer Incentive would let employers elect between Chapter 212 and Chapter 220, pay \$1.25 per on-the-job training hour up to \$2,500 per apprentice per year (not to exceed 50 percent of wages paid), provide an enhanced rate for priority populations such as aged-out foster youth, veterans, and military spouses, and include a one-time \$5,000 bonus for an employer registering its first program.
- **Guardrails:** The redesign would eliminate the prior credit's 20 percent prior-apprentice workforce requirement, limit eligibility to registered apprentices verified through RAPIDS, begin with a dedicated \$5 million annual cap that rises only once utilization is demonstrated, and require annual wage-record outcome reporting with a scheduled sunset review.

The report recommends that the Florida Workforce Development Association and allied partners advance this redesigned incentive for the 2027 Regular Session. It recommends the proposal remain separate from the pending foster youth apprenticeship legislation, so that measure keeps its no-cost framing intact.

Staff will coordinate with the Florida Workforce Development Association on advancing this proposal for the 2027 Regular Session and will keep the Executive Committee informed as the legislative concept develops.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

CAREERSOURCE SOUTH FLORIDA*South Florida Workforce Investment Board | Local Workforce Development Area 23***FEASIBILITY ANALYSIS: A FLORIDA EMPLOYER TAX INCENTIVE
FOR REGISTERED APPRENTICESHIP***A Multistate Review of Employer Apprenticeship Tax Credits, with Case Studies of Texas and California*Prepared by Rick Beasley, Executive Director | September 11, 2026

A. EXECUTIVE SUMMARY

Florida can implement an employer tax incentive for registered apprenticeship, and the national record shows that it would be joining an established group of states rather than experimenting alone. The U.S. Department of Labor's compendium of state tax credits and tuition support identifies nineteen states and Guam that offer a tax credit or refund tied directly to the employment of apprentices, and a further group of states whose general training-cost credits can be applied to apprenticeship. The designs vary widely, from flat per-apprentice credits to wage-proportional, hourly, training-cost, and program start-up models, but they share a common purpose: offsetting the employer's investment in structured on-the-job learning.

Florida has already enacted such a credit once. Section 220.198, Florida Statutes, the Florida Experiential Learning Tax Credit Program, was extended to apprentices and preapprentices in 2023 and provided \$2,000 per apprentice, preapprentice, or student intern against the corporate income tax for taxable years beginning in 2022 through 2025. Its allocation authority ended with state fiscal year 2024-25 and has not been reauthorized in the 2025 Florida Statutes. Notably, the federal compendium still lists Florida as a state that does not offer an apprenticeship tax credit, citing a 2022 House staff analysis. The program lapsed without ever registering on the principal national reference that employers and intermediaries consult.

The multistate review sharpens the diagnosis of why Florida's credit underperformed. Nearly every state credit is claimed against a personal or corporate income tax, which in those states reaches the owners of pass-through businesses. Because Florida has no personal income tax, an income-tax-only credit reaches only C-corporations. The states whose tax structures most resemble Florida's solved this by attaching the incentive to a different tax: Texas refunds sales and use tax, and Nevada and Guam use business-level taxes. Florida already has the equivalent tool in the employer election between sales and use tax and corporate income tax used by the Rural and Urban Job Tax Credit programs.

RECOMMENDATION

CareerSource South Florida recommends that the Florida Workforce Development Association and allied partners advance, for the 2027 Regular Session, a redesigned Florida Registered Apprenticeship Employer Incentive that:

- (a) permits the credit to be taken against either Chapter 212 (sales and use tax) or Chapter 220 (corporate income tax) at the employer's election, following Texas and Florida's own Rural and Urban Job Tax Credits;
- (b) calculates the credit at \$1.25 per on-the-job training hour, up to \$2,500 per apprentice per year, not to exceed 50 percent of wages paid, following the hourly models of West Virginia and Louisiana and the national median award;
- (c) provides an enhanced rate for priority populations, including aged-out foster youth, veterans, and military spouses, and a one-time \$5,000 bonus for an employer registering its first program, following New Jersey's start-up credit;
- (d) eliminates the 20 percent prior-apprentice workforce requirement and the three-year operating requirement, and limits eligibility to registered apprentices verified through RAPIDS;
- (e) begins with a dedicated \$5 million annual cap that rises automatically when at least 80 percent is used, following Louisiana's escalator; and
- (f) requires annual wage-record outcome reporting and a scheduled sunset review.

B. THE NATIONAL LANDSCAPE

2.1 Scope and Currency of the Federal Compendium

The Apprenticeship.gov page on state tax credits and tuition support, maintained by the USDOL Office of Apprenticeship, is the most widely cited national inventory of state apprenticeship incentives. It is a compendium of state-submitted summaries rather than a verified statutory database, and its currency is uneven. Louisiana's entry reflects 2025 legislation, while other entries are dated: the Florida entry predates the 2023 expansion of s. 220.198; the New York credit is described as available through 2022; the California entry reflects a 2022-23 program authorization; and the Alabama entry describes a credit that, according to the Alabama Department of Revenue, applied to tax years through December 31, 2024. This analysis therefore uses the compendium to classify program designs and has independently verified status only for Texas, Alabama, Louisiana, and Florida. Status entries for other states should be confirmed before external citation.

2.2 Classification of State Programs

The programs fall into three tiers. Tier 1 comprises credits or refunds triggered specifically by the employment of apprentices. Tier 2 comprises broader training-cost or hiring credits that apprenticeship sponsors may use. Tier 3 comprises states that support apprenticeship through grants and tuition assistance rather than tax credits. Table 1 summarizes the Tier 1 programs, color-coded by design type.

Legend: *Flat per apprentice (blue)* • *Wage-proportional with cap (gold)* • *Hourly (green)* • *Training-cost (lavender)* • *Program start-up (rose)*

Table 1. Tier 1 State Apprenticeship Tax Credits and Refunds

State	Design	Credit Amount	Tax Offset	Targeting / Notable Features	Status
Alabama	Flat	\$1,250 per apprentice, up to 10; +\$500 per youth apprentice	Income tax; financial institution excise tax	Youth bonus; aggregate cap raised to \$7.5M in 2019; cap was not reached per the 2020 state incentive report	Verified: applied to tax years through 2024
Arkansas	Wage-proportional	Lesser of \$2,000 or 10% of wages	Individual or corporate income tax	Youth apprentices age 16+; two-year carryforward	Listed
Connecticut	Wage-proportional	Lesser of \$7,500 or 50% of wages	Not specified in compendium	Manufacturing programs of 4,000 to 8,000 hours; full-time requirement	Listed
Illinois	Training-cost	100% of education expenses, up to \$3,500; +\$1,500 in underserved areas	Income tax (non-refundable)	Place-based enhancement	Listed
Kansas	Flat	\$2,500 per apprentice, up to 20	Not specified in compendium	Claimed after probationary period (Kansas Apprenticeship Act, 2023)	Listed
Louisiana	Hourly	\$2.50 per hour, up to \$2,500 per worker	Income tax; five-year carryforward	Combines apprentices, interns, and youth; 100-hour minimum; no stacking with other hiring incentives; \$1M cap rising \$1M per year to \$7.5M if 80% used	Verified: effective for 2026
Maryland	Flat (certified)	Per Tax-General §10-742; amount not stated in compendium	State tax return	Maryland Department of Labor certification required	Listed
Massachusetts	Wage-proportional	Lesser of \$4,800 or 50% of wages	Not specified in compendium	Healthcare, technology, manufacturing; 180 days; \$100,000 per employer per year	Listed
Montana	Flat	\$750 per new apprentice; \$1,500 for veterans	Not specified in compendium	Veteran enhancement; available for program length up to five years	Listed
Nevada	Wage-proportional	Up to \$2,000; 50% of wage costs and up to 100% of instruction costs	Business-level tax	Youth apprentices; property tax exemption for program assets	Listed
New Jersey	Program start-up	\$5,000 for start-up costs; +\$5,000 in key industries	Corporation business tax	Rewards creating a program; manufacturing, construction, healthcare, logistics, and other key industries	Listed
New York	Flat (tiered)	Tiered; enhanced for disadvantaged youth and mentorship	Income or franchise tax	Full-time for six months; mentor enhancement	Listed as through 2022
North Dakota	Wage-proportional	Based on qualified compensation	Income tax	Registered apprentices and registered apprentice electricians	Listed
Ohio	Wage-proportional	Lesser of \$5,000 or 15% of wages	Aggregate tax liability	Work-based learning broadly; \$5M per biennium	Listed
Rhode Island	Wage-proportional	Lesser of \$4,800 or 50% of wages	Not specified in compendium	Machining, tool-and-die, and related manufacturing trades	Listed
South Carolina	Flat	\$1,000 per apprentice employed 7+ months, up to four years	Not specified in compendium	Intended to offset program design, instruction, and administration costs	Listed

State	Design	Credit Amount	Tax Offset	Targeting / Notable Features	Status
Tennessee	Wage-proportional	Lesser of \$2,000 or 10% of wages	Not specified in compendium	General eligibility	Listed
Texas	Flat (refund)	Up to \$2,500 per apprentice	Refund of sales and use tax	Foster youth, veterans, military spouses, women; rural priority; 100 employers per year	Verified: expires Dec. 31, 2026
West Virginia	Hourly	\$2 per hour; lesser of \$2,000 or 50% of wages	Business franchise, corporate net income, and personal income tax	Programs of 2,000 to 10,000 OJT hours	Listed
Guam	Training-cost	50% of eligible costs, including wages and instruction	Business privilege tax	Broadest cost base in the compendium	Listed

Source: *Apprenticeship.gov*, *State Tax Credits and Tuition Support*; status verified independently where indicated. “Listed” means described in the compendium without independent verification of current status.

Tier 2 programs are not apprenticeship-specific but are available to apprenticeship sponsors: Colorado’s Enterprise Zone Job Training Tax Credit (12 percent of training costs); Virginia’s Worker Training Tax Credit (35 percent of eligible training costs, expressly applicable to registered apprenticeship sponsors) and Worker Retraining Tax Credit; Mississippi’s Skills Training Income Tax Credit; Iowa’s New Jobs Tax Credit under its 260E training program; Missouri’s Youth Opportunities credit for contributions and youth wages; and California’s discretionary California Competes Tax Credit. Tier 3 states, including Delaware, Georgia, Indiana, Maine, North Carolina, Pennsylvania, Washington, Wisconsin, and Wyoming, rely on grants and tuition support; Kentucky’s entry states expressly that it has no apprenticeship tax credit. Iowa pairs its tax credit with two notable grant programs: a \$3 million non-competitive fund distributed by apprentice count and training hours, and a \$1 million development fund for new programs in high-demand occupations.

2.3 Case Study: Texas Apprenticeship Tax Refund Pilot Program

The 87th Texas Legislature created the pilot in 2021 through Senate Bill 1524, adding Section 151.4292 to the Texas Tax Code. The Texas Workforce Commission (TWC) certifies eligibility and the Comptroller issues the refund. Employers that pay Texas sales and use taxes may receive a refund of up to \$2,500 per apprentice who earned wages for at least seven months of the calendar year, in programs registered with USDOL or certified as industry-recognized. TWC may certify up to 100 employers per year, with priority for rural apprenticeships and emerging occupations and discretionary priority for transitioning foster youth, veterans, military spouses, and women. The refund is generally limited to one apprentice per employer, rising to six when at least half are drawn from designated groups. The statute expires December 31, 2026.

TWC’s Program Year 2024 report shows applicants rising from 29 employers claiming 66 apprentices in PY 2023 to 46 employers claiming 98 apprentices in PY 2024. Among PY 2024 apprentices, 87 percent experienced wage increases, while same-employer retention declined from 73 to 61 percent. TWC recommended continuation and an employer survey to determine whether the refund actually induced new apprenticeships. The Texas pilot is significant for Florida less for its scale, roughly \$245,000 in PY 2024, than for its mechanics: a sales-tax vehicle that reaches pass-through employers in a state without a personal income tax, and wage-record matching for outcome evaluation.

2.4 Case Study: California

California does not operate a per-apprentice employer credit; a proposal of that kind, Assembly Bill 361 (2017), would have allowed \$1,000 per registered apprentice but was not the path the state took. Instead, apprenticeship functions as an evaluation factor within the discretionary California Competes Tax Credit, whose selection criteria were revised to weight full-time jobs, living wages, and apprenticeship or preapprenticeship opportunities. GO-Biz reports approximately \$922.7 million available for allocation in FY 2025-26, and the Governor's 2026-27 budget proposes extension through FY 2032-33. California also funds employer training through its Employment Training Panel, financed by a dedicated payroll levy. The transferable lesson is to attach apprenticeship commitments to Florida's existing discretionary incentives and to CareerSource Florida's Quick Response Training and Incumbent Worker Training grants, not to adopt a new tax.

C. LESSONS FROM THE MULTISTATE REVIEW

3.1 Tax Base Determines Reach

Of the Tier 1 programs whose tax offset is identified, most are claimed against income taxes. In states with a personal income tax, this reaches sole proprietors and the owners of partnerships, LLCs, and S-corporations through their individual returns. Florida's Constitution prohibits a personal income tax, so a Florida credit limited to Chapter 220 reaches only C-corporations, and many smaller C-corporations owe little or nothing after the \$50,000 exemption. The only programs in the compendium that operate in comparable tax environments, Texas (sales and use tax), Nevada (a business-level tax), and Guam (business privilege tax), all attach the incentive to a tax that every operating business pays. West Virginia illustrates the alternative of allowing the credit against multiple taxes. For Florida, a sales-tax election is not an idiosyncratic design choice; it is the only way to replicate the reach that income-tax states achieve automatically.

3.2 Calibrating the Amount

Among the fifteen Tier 1 programs with a stated per-apprentice maximum, awards range from \$750 (Montana) to \$7,500 (Connecticut), with a median of \$2,500. Kansas, Louisiana, and Texas each set \$2,500 as the ceiling. A Florida base amount of \$2,500 would therefore sit at the national midpoint, and a \$3,500 priority-population amount would remain below the Massachusetts and Rhode Island ceilings of \$4,800.

Design Type	States	Strength	Weakness	Florida Application
Flat per apprentice	AL, KS, MD, MT, NY, SC, TX	Simple to administer and market	Same award for 7 months or 12; cliff at threshold	Former s. 220.198 model
Wage-proportional with cap	AR, CT, MA, NV, ND, OH, RI, TN	Scales with employer investment; prevents windfall on low-wage or part-year apprentices	Requires wage documentation	Adopt 50% of wages as a ceiling
Hourly	LA, WV (and FL CS/HB 1447, 2022)	Prorates smoothly; verifiable through OJT hour logs	Hour records must be maintained	Adopt as the core formula

Design Type	States	Strength	Weakness	Florida Application
Training-cost	IL, Guam (Tier 2: CO, VA, MS)	Targets the actual cost of related instruction	Florida already exempts apprentices from tuition under s. 1009.25	Low added value in Florida
Program start-up	NJ	Directly rewards creation of new programs	One-time; does not sustain enrollment	Adopt as a first-program bonus

3.3 Rewarding Program Creation

Florida's prior credit rewarded firms that already had mature apprentice pipelines. Several states instead aim squarely at formation. New Jersey provides a \$5,000 credit for documented start-up costs in an employer's first year of apprenticeship participation, with an additional \$5,000 in key industries. Montana frames its credit as an incentive to launch or expand programs, and Iowa funds a separate development grant for new programs with fewer than twenty apprentices. Given that Florida registered 43 new apprenticeship programs in 2024-25 while cancelling 34, a formation incentive paired with a per-apprentice credit would address both entry and persistence.

3.4 Priority Populations and Place

Enhanced awards are common. Alabama, Arkansas, Nevada, New York, and Louisiana target youth; Montana doubles the credit for veterans; Illinois adds \$1,500 for underserved areas; and Texas prioritizes transitioning foster youth, veterans, military spouses, and women. Sector targeting also appears, with Connecticut and Rhode Island limited to manufacturing trades and Massachusetts to healthcare, technology, and manufacturing. CSSF recommends population enhancements but not sector restrictions, because Florida's apprenticeship growth has come from expansion into new occupations and a sector limit would exclude emerging fields.

3.5 Caps, Utilization, and Durability

Undersubscription is a recurring pattern. Alabama's 2020 incentive report found that no taxpayer was denied a credit because the cap was never reached, and Texas drew 46 applicants in its second year. Louisiana's 2025 statute answers this problem directly: its cap begins at \$1 million and rises by \$1 million per year, to a maximum of \$7.5 million, only when at least 80 percent of the prior year's cap was used. Durability is also fragile. Alabama's credit ended after tax year 2024, New York's is listed as expiring in 2022, Texas's pilot expires in December 2026, and Florida's lapsed in 2025. Programs that survive reauthorization are those that can show outcomes, which argues for building evaluation into the statute from the outset.

3.6 Louisiana as a Cautionary Parallel

Louisiana's 2025 Work-Based Learning Tax Credit merged its former apprenticeship and youth jobs credits and added interns, the same combined structure Florida used under s. 220.198. It also bars claiming the credit for a worker for whom another hiring incentive is claimed. Florida's experience suggests that a combined pool dilutes the apprenticeship signal, so CSSF recommends a dedicated apprenticeship allocation. On stacking, CSSF recommends distinguishing federal workforce reimbursements from other state tax incentives: stacking with WIOA On-the-Job Training reimbursement should be permitted, while

claiming both this credit and a Rural or Urban Job Tax Credit for the same employee in the same year should not.

D. FLORIDA’S CURRENT POSITION

4.1 The Experiential Learning Tax Credit Program (s. 220.198, F.S.)

Created in 2021 as the Florida Internship Tax Credit Program and expanded by Chapter 2023-81, Laws of Florida, to apprentices and preapprentices as defined in s. 446.021, F.S., the program allowed \$2,000 per apprentice or preapprentice who worked at least 500 hours, or per student intern who worked full time for nine consecutive weeks, subject to a \$10,000 per-business limit and a \$2.5 million statewide annual cap approved on a first-come, first-served basis. A qualified business had to have operated for three years and show that at least 20 percent of its full-time employees were former apprentices, preapprentices, or interns of that business, with a narrow exception for firms with ten or fewer employees. Unused credits carried forward two years.

4.2 Florida’s Apprenticeship System

In 2024-25, the Department of Education registered 43 new apprenticeship programs for a total of 344 active programs, registered 6,487 new apprentices for a total of 20,395 active apprentices, and served 4,524 preapprentices in 70 registered preapprenticeship programs. More than 2,200 apprentices completed programs at an average exit wage of nearly \$28 per hour. Florida already provides substantial instruction-side support through the tuition and fee exemption for registered apprentices in s. 1009.25, F.S., and the Pathways to Career Opportunities Grant Program, which is why an employer-side wage incentive, rather than a training-cost credit, is the gap to fill.

4.3 Prior Legislative Attempts and Data Gap

CS/HB 1447 (2022) proposed a corporate income tax credit of \$1 per apprentice hour worked, up to 2,000 hours, verified through RAPIDS, with a four-year per-apprentice limit and a five-year carryforward. It cleared its first committee unanimously but was not enacted; the Legislature instead folded apprentices into the internship credit in 2023. CSSF has not located published data on credits approved under s. 220.198. Taxpayer-specific data is confidential under s. 213.053, F.S., but aggregate totals should be obtainable from the Department of Revenue and would be the most persuasive evidence for a redesign.

E. LEGAL AND FISCAL FEASIBILITY

Article VII, Section 1(a) of the Florida Constitution requires that taxes be levied only by law, and the Legislature routinely creates and caps credits by general law. Article VII, Section 5 prohibits a personal income tax, which is the source of the reach problem described in Section 3.1. There is no constitutional obstacle to a credit against the sales and use tax, and ss. 212.097 and 212.098, F.S., supply direct precedent, including the rule that a credit may be taken against only one tax. The bill should specify that the revenue effect is borne by General Revenue rather than local revenue-sharing distributions. Because the credit would be capped, the Revenue Estimating Conference can score it at or near the cap.

Option	Legal Feasibility	Assessment	Recommendation
A. Reauthorize s. 220.198 without change	Feasible	Perpetuates C-corporation-only reach and the 20% gate	Not recommended
B. Amend s. 220.198 and create a parallel Chapter 212 credit with employer election	Feasible; precedent in ss. 212.097 and 212.098	Replicates the reach of income-tax states; familiar to DOR and FloridaCommerce	Recommended
C. Credit against reemployment tax (Chapter 443)	Not feasible	FUTA §3303(a)(1) permits reduced state UI rates only on the basis of experience with unemployment	Not recommended
D. California-style training fund financed by a new payroll levy	Legally possible	Politically improbable; QRT and IWT already serve this function	Reprioritize existing programs instead
E. Grants and reimbursement only (Pathways; WIOA OJT waiver)	In place	Supports formation and wage offset; complements a tax incentive	Retain as complement

A state tax credit is a state tax expenditure, not a federal award, so 2 CFR Part 200 does not govern it. Because Florida's WIOA On-the-Job Training reimbursement waiver (90 percent statewide and 100 percent in Opportunity Zones, conditionally approved through June 30, 2027) reimburses wages with federal funds, the statute should permit stacking but require disclosure of federally reimbursed wages so that outcome reporting can isolate the credit's effect.

F. RECOMMENDED DESIGN: FLORIDA REGISTERED APPRENTICESHIP EMPLOYER INCENTIVE

Design Element	Recommended Provision	Multistate Precedent
Tax base	Credit against Chapter 212 sales and use tax or Chapter 220 corporate income tax, at employer election; one tax per credit	Texas; West Virginia (multiple taxes); Florida ss. 212.097, 212.098
Eligible employer	Any business entity employing a registered apprentice in Florida; no minimum operating history	Texas; Kansas; most Tier 1 states
Eligible apprentice	Registered in a Chapter 446 program; RAPIDS IDs verified by the Department of Education	Florida CS/HB 1447 (2022); Maryland certification model
Credit formula	\$1.25 per OJT hour, up to 2,000 hours (\$2,500) per apprentice per year; minimum 1,000 hours; not to exceed 50% of wages paid	Louisiana and West Virginia hourly; MA, RI, WV 50% wage ceiling; national median \$2,500
Duration	Up to the first three program years of each apprentice	Alabama and South Carolina (four years); Montana (five)

Design Element	Recommended Provision	Multistate Precedent
Priority enhancement	\$1.75 per hour, up to \$3,500, for aged-out or transitioning foster youth, veterans, military spouses, public assistance recipients, and residents of rural areas of opportunity or Opportunity Zones	Texas groups; Montana veterans; Illinois underserved areas; youth bonuses in AL, AR, NV, NY
First-program bonus	One-time \$5,000 for an employer registering its first program and retaining an apprentice through the minimum threshold	New Jersey start-up credit
Per-employer limit	\$25,000 per year, including affiliates	Massachusetts (\$100,000); Kansas (20 apprentices)
Aggregate cap	\$5 million in year one; increases \$2.5 million when at least 80% of the prior year's cap is used, to a maximum of \$10 million; 25% reserved for employers with 50 or fewer employees through the third quarter	Louisiana escalator; Alabama and Ohio caps
Stacking	Permitted with WIOA OJT reimbursement (with disclosure); not permitted with another state job tax credit for the same employee and year	Louisiana anti-stacking rule, adapted
Carryforward	Five years (Chapter 220)	Louisiana; CS/HB 1447 (2022)
Administration	FDOE certifies apprentices; DOR approves credits; FloridaCommerce performs wage-record matching	Texas TWC/Comptroller model
Accountability	Annual report by December 1 on retention, wage growth, and completion; employer inducement survey; recapture and penalty for fraudulent claims	Texas and Alabama annual reports; s. 212.098 penalty
Sunset	Five years, with evaluation preceding reauthorization	Durability lesson from AL, NY, TX, FL

G. ILLUSTRATIVE FISCAL SCENARIOS

The scenarios below illustrate reach at the \$2,500 maximum, measured against the Department of Education's 2024-25 counts of 6,487 newly registered apprentices and 20,395 active apprentices. Priority enhancements and first-program bonuses would reduce the number funded within each cap. Under the recommended escalator, the program would begin at \$5 million and reach \$10 million only after two years of demonstrated utilization.

Annual Cap	Apprentices Funded at \$2,500	Share of New Apprentices (6,487)	Share of Active Apprentices (20,395)
\$2.5 million (prior program level)	1,000	15.4%	4.9%
\$5.0 million (recommended year one)	2,000	30.8%	9.8%
\$7.5 million (escalator step)	3,000	46.2%	14.7%
\$10.0 million (escalator maximum)	4,000	61.7%	19.6%

A \$5 million starting cap matches Alabama’s original post-launch cap and Ohio’s biennial allocation, and aligns with the scale of Florida’s Rural and Urban Job Tax Credit programs and the Individuals with Unique Abilities Tax Credit Program.

H. STRATEGIC ALIGNMENT

- **Foster youth apprenticeship parity.** Texas designates transitioning foster youth as a priority population. A Florida enhancement for aged-out foster youth would create employer-side demand that complements the clarification to s. 409.1451, F.S., sponsored by Senator Calatayud. The proposals should travel as separate bills, because the foster youth measure is framed as a no-cost clarification and a revenue-reducing credit would give it a fiscal note.
- **Business services package.** Combined with the enhanced WIOA OJT reimbursement waiver and the Pathways grant, the credit would give workforce boards a coherent employer offer covering training wages, program formation, and sustained employment.
- **California-style integration.** Independent of legislation, CareerSource Florida could assign priority to registered apprenticeship in Quick Response Training and Incumbent Worker Training awards, and FloridaCommerce could weigh apprenticeship commitments in discretionary incentive negotiations.
- **National visibility.** Correcting Florida’s entry on Apprenticeship.gov, and listing any successor credit there, would put Florida’s incentive in front of the national employers and intermediaries who use the compendium in site-selection and program-design decisions.

I. RISKS AND MITIGATION

Risk	Multistate Evidence	Mitigation
Low take-up	Alabama’s cap was never reached; Texas drew 46 applicants in year two	Utilization-triggered escalator; workforce board marketing and filing assistance
Deadweight cost	Texas has not yet measured inducement	First-program bonus; employer inducement survey; sunset evaluation
Program lapse	AL, NY, TX, and FL credits have ended or are ending	Statutory outcome reporting from year one; five-year sunset with evaluation
Diluted signal	Louisiana and Florida combined apprentices with interns	Dedicated apprenticeship allocation
Improper claims	Hour- and wage-based credits require documentation	RAPIDS verification; wage-record matching; recapture and 100% penalty
Competing tax priorities	Recent Florida tax packages favored broad-based cuts	Modest, capped, escalating cost; business community endorsement

J. RECOMMENDED NEXT STEPS

1. **Obtain utilization data.** Request aggregate s. 220.198 approvals from the Department of Revenue by fiscal year, with the split among apprentices, preapprentices, and interns.

2. **Verify peer-state status.** Confirm the current status and utilization of the Tier 1 programs listed without verification, with priority on Kansas, Louisiana, Massachusetts, and South Carolina as the closest design comparators.
3. **Correct the federal record.** Ask the Department of Education, as the State Apprenticeship Agency, to request that the USDOL Office of Apprenticeship update Florida's Apprenticeship.gov entry.
4. **Monitor Texas.** Obtain TWC's final evaluation and any recommendation to the 90th Texas Legislature (2027) on the pilot's continuation.
5. **Draft statutory language.** Prepare amendments to s. 220.198 and a parallel Chapter 212 credit modeled on ss. 212.097 and 212.098, incorporating the design in Section 6.
6. **Secure endorsement and a vehicle.** Present the proposal to FWDA, coordinate with FWDA's planned House apprenticeship legislation, and brief the Department of Education and FloridaCommerce.
7. **Target the tax package.** Engage House Ways and Means and Senate Finance and Tax staff during interim committee weeks preceding the 2027 Regular Session, which convenes March 2, 2027, and seek endorsement from the Greater Miami Chamber of Commerce, the Miami-Dade Beacon Council, and Miami-Dade County's state legislative program.

SOURCES

- U.S. Department of Labor, Office of Apprenticeship, Apprenticeship.gov: State Tax Credits and Tuition Support.
- Texas Workforce Commission, Apprenticeship Tax Refund Pilot Program (program page) and Program Year 2024 Report; Texas SB 1524 (2021); Tex. Tax Code §151.4292.
- Alabama Department of Revenue, Apprenticeship Credit; Alabama Legislative Services Agency, Apprenticeship Tax Credit Incentive Report (2020).
- Louisiana Act 376 (2025), La. R.S. 47:6003, Work-Based Learning Tax Credit, as summarized on Apprenticeship.gov.
- BLS & Co., California Economic Development Incentives (May 2023); California GO-Biz, CCTC FY 2025-26 materials; Legislative Analyst's Office, The 2026-27 Budget: California Competes Extension; California Franchise Tax Board, Analysis of AB 361 (2017).
- Section 220.198, Florida Statutes (2024 and 2025); Rule 12C-1.0198, F.A.C.; Florida Department of Revenue, Corporate Income Tax and Sales and Use Tax Incentives.
- Sections 212.097 and 212.098, Florida Statutes; FloridaCommerce, Rural and Urban Job Tax Credit Programs.
- Florida House of Representatives, Staff Analysis, CS/HB 1447 (2022).
- Florida Department of Education, Florida's Annual Apprenticeship and Preapprenticeship Report, 2024-2025.



SFWIB EXECUTIVE COMMITTEE

DATE: 10/8/2026

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: NEW DOL PRE-APPRENTICESHIP AND INDUSTRY-RECOGNIZED CREDENTIAL GUIDANCE (TEN NO. 05-26 AND TEN NO. 04-26)

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Emphasize work-based learning and training**

BACKGROUND:

On September 8, 2026, the U.S. Department of Labor's Employment and Training Administration (ETA) issued Training and Employment Notice (TEN) No. 05-26, "Effective Pre-Apprenticeships," which replaces the prior 2024 guidance in its entirety and establishes an explicit nationwide standard for how pre-apprenticeship programs must align with Registered Apprenticeship programs. Under the revised framework, local workforce development boards are expected to confirm that the pre-apprenticeship programs they fund feed directly into a corresponding Registered Apprenticeship program recognized by the U.S. Department of Labor or the state apprenticeship agency, rather than operating as standalone training activities.

This follows TEN No. 04-26, issued August 27, 2026, which raised the quality benchmarks that define a "high-quality industry-recognized credential" under WIOA. Local boards are directed to apply the revised benchmarks to their Eligible Training Provider Lists (ETPL) to confirm that listed credentials continue to qualify. Because the two notices were issued within two weeks of each other and both bear directly on training pipelines CSSF funds and certifies, staff is bringing them to the Executive Committee together as a single readiness item rather than as two separate compliance actions.

EXECUTIVE COMMITTEE CONSIDERATIONS – PRE-APPRENTICESHIP AND ETPL ALIGNMENT

Staff recommends the Executive Committee be aware that both notices carry a funding-protection dimension: boards that do not bring their pre-apprenticeship providers and ETPL into alignment with the revised federal standards risk placing formula fund allocations at risk. The key considerations are:

- Pre-Apprenticeship Provider Review (TEN 05-26): Staff will review all community-based pre-apprenticeship providers currently funded by CSSF against the new alignment criteria to confirm each program feeds directly into a recognized Registered Apprenticeship program. Providers that cannot demonstrate this alignment may need to be reformed, transitioned to a Registered Apprenticeship partner, or discontinued.
- ETPL Credential Audit (TEN 04-26): Staff will audit the current ETPL against the tightened credential-quality benchmarks to confirm every listed credential still qualifies as a high-quality industry-recognized credential. Providers whose credentials no longer meet the benchmark may need to be removed or reclassified.
- Because the same provider set is largely implicated in both reviews, staff recommends a single joint review calendar rather than two parallel processes, to avoid duplicative provider outreach and documentation requests.
- Staff recommends the review be substantially complete ahead of CSSF's next ETPL certification cycle, so that any provider changes required by TEN 04-26 or TEN 05-26 are reflected before certification rather than corrected after the fact.

Staff has not identified any immediate provider terminations required by either notice, but a full provider-by-provider crosswalk against both frameworks has not yet been completed. The Executive Director's assessment is that this is a readiness and documentation matter at this stage, not an active compliance deficiency, provided CSSF completes the review on the timeline above.

Staff will return to the Executive Committee with the completed pre-apprenticeship and ETPL crosswalk and, if warranted, a proposed amendment to CSSF's ETPL certification policy and/or pre-apprenticeship provider agreements to formally incorporate the TEN 05-26 and TEN 04-26 standards.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 10/8/2026

AGENDA ITEM NUMBER: 6

AGENDA ITEM SUBJECT: LAUNCH OF FEDERAL WORKFORCE PELL GRANTS: ITA BRAIDED-FUNDING ALIGNMENT

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Improve credential outcomes for job seekers**

BACKGROUND:

On September 17, 2026, the Federal Workforce Pell Grant program formally launched, extending federal financial aid eligibility to short-term, career-focused training programs in high-skill, high-wage, or in-demand occupations. State governments, including Florida, have begun establishing their first eligible program lists under the new federal framework; the Governor's Office announced the start of Florida's Workforce Pell Grant roll-out on September 17, 2026.

Because Workforce Pell now extends federal aid to the same category of short-term training that CSSF already funds locally through WIOA Individual Training Accounts (ITAs), a training provider approved onto Florida's Workforce Pell eligible program list may become eligible to serve the same participant CSSF would otherwise fund entirely through an ITA. Local boards are expected to map how the two funding sources interact so participants can be braided-funded without duplicating aid for the same training costs.

EXECUTIVE COMMITTEE CONSIDERATIONS – ITA / WORKFORCE PELL BRAIDED-FUNDING ALIGNMENT

Staff recommends the Executive Committee treat this as a funding-coordination and compliance item: ITA dollars paid on top of Workforce Pell aid for the same training costs, without documentation showing the funding was properly sequenced, is a duplication-of-benefits finding waiting to happen. The key considerations are:

- **Provider Crosswalk:** Staff will cross-reference CSSF's current ETPL/ITA-funded training providers against Florida's Workforce Pell eligible program list as it is published, to identify which providers and programs carry dual eligibility.

- **Funding Sequencing Policy:** CSSF will need a documented braided-funding protocol establishing which source is applied first for a dually eligible participant — generally Workforce Pell as the primary aid source, with ITA funds limited to the remaining gap — so ITA dollars are never used to duplicate aid a participant already received through Pell.
- **Provider Coordination:** Staff will need to coordinate with training providers' financial aid offices on Pell disbursement timing relative to CSSF's ITA obligation and payment cycles, since the two run on different administrative calendars.
- **Case Management and Monitoring:** CSSF's ITA policy and case management practices will need to be updated so that Pell receipt is documented in the participant file, giving CSSF an auditable record that avoids a duplication-of-benefits finding in a future federal or state monitoring review.

Florida's eligible program list is newly established as of this month, and the state has not yet issued local-board-level guidance on required coordination procedures. Staff's assessment is that this is presently a planning and readiness matter rather than an active compliance exposure, provided CSSF has a braided-funding policy in place before co-enrollment volume grows.

Staff will monitor FloridaCommerce guidance on Workforce Pell implementation and return to the Executive Committee with a proposed ITA / Workforce Pell braided-funding and case-documentation policy for local adoption.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB EXECUTIVE COMMITTEE

DATE: 10/8/2026

AGENDA ITEM NUMBER: 7

AGENDA ITEM SUBJECT: WIOA INDICATORS OF PERFORMANCE FOURTH QUARTER UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

FloridaCommerce has released the Program Year (PY) 2025–2026 Quarter 4 Indicators of Performance Report for all Local Workforce Development Boards (LWDBs). CareerSource South Florida (LWDB 23) has once again demonstrated strong performance across all federally negotiated Workforce Innovation and Opportunity Act (WIOA) measures. Summary of Results CSSF met or exceeded all 18 WIOA performance indicators for Adults, Dislocated Workers, Youth, and Wagner-Peyser programs. These results reflect continued improvement and sustained high performance across multiple program years.

KEY HIGHLIGHTS INCLUDE:

- ***Adult Program***
 - o Median Earnings 2nd Quarter After Exit: \$8,024 (117.77% of goal)
 - o Employed 4th Qtr After Exit: 81.2% (122.84% of goal)
 - o Credential Attainment Rate: 85.4% (168.77% of goal)
 - o Measurable Skill Gains: 96.9% (389.16% of goal)
- ***Dislocated Worker Program***
 - o Median Earnings 2nd Quarter After Exit: \$11,185 (109.56 % of goal)
 - o Employed 4th Qtr After Exit: 82.6% (111.47% of goal)
 - o Measurable Skill Gains: 98.2% (127.53% of goal)
- ***Youth Program***
 - o Median Earnings 2nd Quarter After Exit: \$5,859 (154.22 % of goal)
 - o Credential Attainment Rate: 65.8% (116.25% of goal)
 - o Measurable Skill Gains: 80.1% (108.24% of goal)

- ***Wagner-Peyser***

- o Median Earnings 2nd Quarter After Exit: \$7,697 (126.94% of goal)
- o Employed 4th Qtr After Exit: 63.5% (106.90% of goal)

Overall Performance: CSSF continues to rank among the strongest-performing workforce boards in Florida, with Quarter 4 results showing consistent gains compared to prior program years (PY 2021–2022 through PY 2024– 2025). These outcomes reflect the effectiveness of CSSF’s service delivery model, employer engagement strategies, and training investments.

FUNDING: N/A

PERFORMANCE: Workforce Innovation and Opportunity Act and Wagner-Peyser

ATTACHMENT

Quarter 4

Measures	PY2021-2022 4th Quarter Performance	PY2022-2023 4th Quarter Performance	PY2023-2024 4th Quarter Performance	PY2024-2025 4th Quarter Performance	PY2025-2026 4th Quarter Performance
Adults:					
Employed 2nd Qtr After Exit	59.90	77.10	89.50	83.8	71.2
Median Wage 2nd Quarter After Exit	\$7,022	\$7,695	\$9,210	\$8,439	\$8,024
Employed 4th Qtr After Exit	51.00	60.30	77.60	85.6	81.2
Credential Attainment Rate	50.00	56.40	88.60	82.3	85.4
Measurable Skill Gains	94.10	94.30	99.10	99.3	96.9
Dislocated Workers:					
Employed 2nd Qtr After Exit	68.60	76.70	89.10	87.5	80.1
Median Wage 2nd Quarter After Exit	\$9,416	\$9,729	\$10,718	\$13,781	\$11,185
Employed 4th Qtr After Exit	80.00	69.60	79.50	86.4	82.6
Credential Attainment Rate	100.00	76.70	96.60	92.7	84.3
Measurable Skill Gains	89.90	89.70	97.60	99.1	98.2
Youth:					
Employed 2nd Qtr After Exit	73.20	90.20	75.70	78.8	76.5
Median Wage 2nd Quarter After Exit	\$5,532	\$3,982	\$4,732	\$5,535	\$5,859
Employed 4th Qtr After Exit	100.00	71.10	78.10	75.3	76.7
Credential Attainment Rate	50.00	56.30	59.80	61	65.8
Measurable Skill Gains	67.30	88.20	90.80	88.4	80.1
Wagner Peyser:					
Employed 2nd Qtr After Exit	59.50	67.80	71.30	67.8	59.4
Median Wage 2nd Quarter After Exit	\$6,927	\$7,222	\$7,667	\$8,024	\$7,697
Employed 4th Qtr After Exit	58.00	61.60	69.90	68.7	63.5

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



SFWIB EXECUTIVE COMMITTEE

DATE: 10/8/2026

AGENDA ITEM NUMBER: 8

AGENDA ITEM SUBJECT: WIOA TWO-YEAR MODIFICATION

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: Staff recommends that the Executive Committee approve the WIOA Two-Year Modification to the 2025-2029 Local Workforce Services Plan for Program Years 2027-2028 and authorize its transmittal to the Chief Local Elected Official for signature and submission to FloridaCommerce.

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

The Workforce Innovation and Opportunity Act (WIOA) requires local workforce development boards, in partnership with the Chief Local Elected Official, to review and modify their four-year local plans at the midpoint of the planning cycle. The proposed modification retains the strategic framework of the approved 2025-2029 plan and updates the plan to reflect current conditions, system changes, state priorities, and performance accountability requirements.

KEY HIGHLIGHTS INCLUDE:

- **Regional Submission Approach.** CareerSource South Florida will submit a standard local plan with the jointly developed Region 22/23 Regional Plan attached as an addendum. CareerSource Broward is submitting a separate local plan with the same regional addendum. Median Earnings 2nd Quarter After Exit: \$8,024 (117.77% of goal)
- The modification establishes updated performance dashboards, quarterly monitoring, and corrective action requirements for indicators trending below approved targets.
- **Service-provider Procurement.** The current workforce and youth service providers were competitively procured in 2025. CSSF will conduct new competitive procurements for workforce and youth service providers during Program Year 2027-2028.
- **One-stop Operator Term.** CareerSource Florida approval for CSSF to serve as the one-stop operator expires June 30, 2027. CSSF will seek a one-year extension to align the agreement with the four-year competitive procurement requirement and the planned Program Year 2027-2028 procurement.

- **Labor Market Strategy.** The modification recognizes a constrained labor supply and reinforces priority-of-service, barrier-reduction, co-enrollment, and supportive-service strategies. Healthcare and professional and technical services remain principal demand sectors, while aviation and aerospace and advanced manufacturing are added as priorities for apprenticeship sponsor development.
- **Performance Accountability.** The plan adds measurable indicators, Program Year 2025-2026 baselines, targets for Program Years 2026-2027 and 2027-2028, quarterly reporting, and defined improvement triggers. Corrective action plans will be initiated for indicators trending below target under the revised CareerSource Florida Workforce Policy G104 framework.
- **Public Assistance Outcomes.** The statewide public-assistance reduction target increases from 50 percent to 55 percent effective Program Year 2026-2027. CSSF will use deeper co-enrollment, a targeted work-requirement participant strategy, and closer coordination with the Department of Children and Families.
- **Training Expenditures.** The CareerSource Florida-approved Individual Training Account expenditure level will be managed as a commitment subject to corrective action, with quarterly forecasting, obligation tracking, and board reporting.
- **Apprenticeship Expansion.** The modification establishes a five-stage apprenticeship pipeline from career awareness and pre-apprenticeship through registered apprenticeship, completion, retention, and advancement. Sponsor development will focus on healthcare, aviation and aerospace, advanced manufacturing, information technology, construction and skilled trades, and transportation, trade and logistics.
- **Career and technical education alignment.** The plan increases emphasis on 12th-grade career and technical education enrollment and transitions into apprenticeship and postsecondary programs. The proposed modification covers January 1, 2027 through December 31, 2028. Following Executive Committee approval, the plan will be transmitted to the Chief Local Elected Official for signature and submitted to FloridaCommerce

FUNDING: N/A

PERFORMANCE: Workforce Innovation and Opportunity Act and Wagner-Peyser

ATTACHMENT

FloridaCommerce & CareerSource Florida

WIOA Two-Year Modification

Workforce Services Plan

January 1, 2027 – December 31, 2028

South Florida Workforce Investment Board

d/b/a CareerSource South Florida (LWDB 23)

Local Workforce Development Area 23 — Miami-Dade and Monroe Counties

CareerSource Board / Planning Region	Submission Option	Date Submitted
CareerSource South Florida (LWDB 23) Planning Region: Region 22/23 (Broward and Miami-Dade)	☒ Standard Local Plan + Regional Addendum ☐ Preferred Combined Regional Plan	October 6, 2026
Primary Contact	Telephone	Email
Mr. Rick Beasley, Executive Director	305-929-1501	Rick.beasley@careersourcesfl.com

Submission Note — Region 22/23

CareerSource Broward (LWDB 22) has elected to submit a separate local plan with a joint regional plan attached as an addendum. Consistent with that election, CareerSource South Florida (LWDB 23) submits this modified local plan under Option 1 and attaches the same jointly developed Region 22/23 regional plan as an addendum. The regional addendum is identical in substance to the document submitted by CareerSource Broward and was developed jointly by both boards.

This modification revises the SFWIB 2025–2029 WIOA Local and Regional Plan for Region 23 at the midpoint of the four-year cycle. Consistent with the burden reduction standard, responses are limited to changes since the prior plan, current data, and references to attachments and existing published documentation.

Contents

1. Introduction and Planning Approach
2. Submission Option and Key Dates
3. Public Comment, Submission, and Attachments
4. Required Evidence and Certification Checklist
5. Regional Plan Requirements — Reference to Regional Addendum
6. Local Plan Requirements — Streamlined Framework
7. Strategic Alignment Framework
8. Performance Dashboard and Improvement Plan

- 9. Apprenticeship and Employer Engagement Scorecards
- 10. Plan Review, Approval, and Signatures
- Appendix A. Attachment Index and Evidence Links

1. Introduction and Planning Approach

This modification is submitted by the South Florida Workforce Investment Board, doing business as CareerSource South Florida (SFWIB/CSSF), as the Local Workforce Development Board for Local Workforce Development Area 23. It is submitted under the Workforce Innovation and Opportunity Act (WIOA), Public Law 113-128, section 445.003, Florida Statutes, and Chapter 73B-7, Florida Administrative Code, and is aligned with the State WIOA Combined Plan, the Five Pillars, negotiated performance indicators, and CareerSource Florida workforce policies.

SFWIB/CSSF is a governmental agency and instrumentality of Miami-Dade County. It serves as the Local Workforce Development Board, the local grant subrecipient and fiscal agent, the administrative entity that staffs the board, and — under approval granted by the CareerSource Florida Board of Directors — the one-stop operator for the local area. The Chief Local Elected Official is Miami-Dade County Mayor Daniella Levine Cava.

The planning approach for this modification was to re-validate rather than rebuild. The strategic framework adopted in the 2025–2029 plan remains sound and is retained. This submission therefore concentrates on four things: current labor market and performance data; changes in governance, contracts, and service delivery since the prior plan; the state's mid-cycle areas of emphasis, principally apprenticeship expansion, career and technical education alignment, employer engagement, and performance accountability under the revised sanctions framework; and the completed tables, dashboards, and scorecards the streamlined instructions require in place of repeated narrative.

Burden Reduction Standard Applied

Where a requirement is fully answered by an executed agreement, a published policy, a board-approved procedure, an organizational chart, a roster, or a public webpage, this plan summarizes the material briefly and cites the attachment or link. Full narrative is provided only where the instructions specifically require it or where a material change since the prior plan warrants explanation.

2. Submission Option and Key Dates

SFWIB/CSSF submits under Option 1: Standard Local Plan with the Regional Plan attached as an addendum. FloridaCommerce and CareerSource Florida encourage a single integrated regional plan wherever feasible. In Region 22/23 that option is not available for this cycle: CareerSource Broward has determined that it will submit a separate local plan with the joint regional plan as an addendum. The two boards nevertheless developed the regional plan jointly, and the addendum attached to this submission is the same document. Regional coordination is therefore preserved in substance even though the submission is made under Option 1.

Milestone	Requirement	Date / Status
Local performance negotiations	Complete local levels of performance with FloridaCommerce and the CLEO	Negotiations Ongoing
Public comment period	Plan posted electronically and made available through open meetings; comments expressing disagreement forwarded to FloridaCommerce	September 4, through October 4, 2026
Board approval	SFWIB Board Executive Committee approval	October 8, 2026
CLEO signature	Signature of Miami-Dade County Mayor	TBD
Submission to FloridaCommerce	Standard Local Plan due	October 6, 2026 by 5:00 p.m. EDT
State board approval	Regional and local plans approved by State Board	March 24, 2027 (anticipated)
Plan term	Modification effective period	January 1, 2027 – December 31, 2028

3. Public Comment, Submission, and Attachments

Public Comment Process

Consistent with WIOA § 108(d), 20 CFR 679.550(b), and applicable state requirements, SFWIB/CSSF made this modification available for public comment before submission. The draft was posted on the CareerSource South Florida website in an accessible electronic format, circulated to stakeholders by electronic notice, and presented in open meetings of the board and its councils. Comments were accepted for a period of not less than fifteen days. Any comments expressing disagreement with the plan are included in the public comment documentation attached to this submission and are being submitted to FloridaCommerce.

Change since prior plan

The 2025–2029 plan was developed through six community forums held across WDA 23. Because this is a mid-cycle modification rather than a new four-year plan, the public comment process for this submission relied on electronic posting, stakeholder notice, and open meetings rather than a second full forum series. SFWIB/CSSF hosted three public meetings to gain community feedback.

Submission and Accessibility

The plan and all attachments are submitted through the state's established WIOA plan submission method in searchable PDF format and in a format compliant with Section 508 of the Rehabilitation Act. Required questions have not been altered. The planning region, each LWDB included, the submission option, contact information, approval date, and plan footer information are identified on the cover page and in the footer of this document.

4. Required Evidence and Certification Checklist

The documents below are attached or linked in Appendix A. Narrative is provided only to identify changes, gaps, pending updates, or documents expiring within six months of submission.

Evidence Item	Required?	Submitted / Linked	Change Since Prior Plan?	Notes / Expiration Date
Executed Governance Agreement	Yes, if applicable	☒	☐ Yes ☒ No	SFWIB–CSSF Governance Agreement. Linked in Appendix A. No change.
Executed CLEO–LWDB Agreement	Yes	☒	☐ Yes ☒ No	Executed with Miami-Dade County Mayor. Linked in Appendix A.
Fiscal Agent Designation	If other than CLEO	☒	☐ Yes ☒ No	SFWIB/CSSF is the designated fiscal agent and administrative entity; a governmental instrumentality of Miami-Dade County.
Current Bylaws	Yes	☒	☐ Yes ☒ No	SFWIB Bylaws V8, approved October 2, 2024.
Board Roster, Minutes, and Vote	Yes	☒	☒ Yes ☐ No	Members CareerSource South Florida
Organizational Chart with Required Roles, Apprenticeship Navigator, and Hope Navigator	Yes	☒	☒ Yes ☐ No	CSSF Org Chart (07012024)
One-Stop Partner MOUs and Infrastructure Funding Agreement	Yes	☒	☒ Yes ☐ No	Supporting Documents
Firewalls / Conflict Mitigation Documentation	If applicable	☒	☐ Yes ☒ No	Executed with Miami-Dade County Mayor. Linked in Appendix A. SFWIB CSSF Conflict of Interest COE Policy.pdf
Planning Region Agreements	For regional plan	☒	☒ Yes ☐ No	Region 22/23 regional plan developed jointly with CareerSource Broward and attached as the Regional Addendum.
Public Comment Documentation	Yes	☒	☒ Yes ☐ No	2025-2029 WIOA Local Plan CareerSource South Florida
Staff Training and Credentialing Evidence	Yes	☒	☒ Yes ☐ No	
Plan Review Checklist	Recommended	☒	☐ Yes ☒ No	Completed internally by the Office of Continuous Improvement prior to submission.

Certification

The undersigned certify that the evidence items marked above are current, executed where required, and available to FloridaCommerce and CareerSource Florida upon request; that this modification was developed with the involvement of the Chief Local Elected Official, board members, required partners, and the public; and that the information provided is accurate to the best appear in Section 10.

5. Regional Plan Requirements — Reference to Regional Addendum

The four required regional sections are addressed in full in the jointly developed Region 22/23 Regional Plan attached to this submission as the Regional Addendum. That document was prepared jointly by CareerSource Broward (LWDB 22) and CareerSource South Florida (LWDB 23) and is submitted in identical form by both boards. This section identifies where each requirement is answered and states the local exceptions, if any.

Regional Section	Where Addressed	CSSF Local Exception or Note
A. Regional Economy and Labor Market	Regional Addendum — shared labor market analysis (Miami–Fort Lauderdale–West Palm Beach MSA, Miami–Miami Beach–Kendall and Fort Lauderdale–Pompano Beach–Deerfield Beach Metropolitan Divisions), common economic development area (Southeast Florida / South Florida Regional Planning Council), commuting patterns, targeted industries, and regional education and training assets.	None. Miami-Dade-specific labor market data, in-demand sectors, and occupations appear in Section 6B of this local plan.
B. Regional Service Delivery and Customer Experience	Regional Addendum — regional service strategies and cooperative service delivery agreements; consistent eligibility and enrollment practice; coordinated supportive services; universal access and accessibility.	CSSF operates seven American Job Centers and four youth service provider locations. Local access points, hours, accessibility, and technology are described in Section 6E.
C. Regional Operations and System Efficiencies	Regional Addendum — administrative cost arrangements, shared services, data sharing, procurement coordination, and reduction of duplication across LWDB 22 and LWDB 23.	CSSF administers its own procurement under board-approved Procurement of Service Partners Procedures. Cost allocation is governed by the board-approved cost allocation plan.
D. Regional Performance, Employer Engagement, and Apprenticeship	Regional Addendum — regional sector strategies, coordinated business services, apprenticeship and pre-apprenticeship expansion, credential and MCL alignment, and talent pipeline actions.	CSSF local scorecards are provided in Sections 9A and 9B; the local performance dashboard is in Section 8.

Regional Strategy Summary Table

Completed jointly for Region 22/23. Measures of success are the shared regional measures; each board reports its own contribution through its local dashboard and scorecards.

Priority Area	Shared Regional Strategy	Participating LWDBs / Partners	Measure of Success	Evidence / Attachment
Targeted Industries / Sector Partnerships	Align sector focus across the two counties on healthcare and social assistance, professional and technical services, aviation and aerospace, transportation, trade and logistics, construction,	LWDB 22, LWDB 23, Miami-Dade Beacon Council, Greater Fort Lauderdale Alliance, Greater	Number of joint sector partnerships convened; participants trained in targeted sectors	Regional Addendum, sector strategies section

Priority Area	Shared Regional Strategy	Participating LWDBs / Partners	Measure of Success	Evidence / Attachment
	information technology, and advanced manufacturing; convene joint sector partnerships where employer demand crosses the county line.	Miami Chamber, Miami-Dade Chamber, CAMACOL		
Coordinated Service Delivery	Consistent eligibility documentation, referral, and enrollment practice across the region; reciprocal service for residents who work across the county line; shared rapid response coverage for multi-county dislocations.	LWDB 22, LWDB 23, core and combined partners	Cross-boundary referrals completed; rapid response events jointly staffed	Cooperative service delivery agreements; Regional Addendum
Supportive Services Coordination	Coordinate transportation, child care, and work-support resources with partner agencies; braid WIOA supportive services with partner funding where WIOA is not the appropriate source.	LWDB 22, LWDB 23, Early Learning Coalition, transit authorities, community-based organizations	Supportive service utilization relative to need; attrition attributable to unmet support needs	Support Services Policy; Support Services and Incentives Matrix
Administrative Efficiencies	Coordinate administrative cost arrangements, share tools and data-sharing practice, and coordinate procurement where scale reduces cost to both boards.	LWDB 22, LWDB 23	Documented shared services and avoided duplication	Regional Addendum, operations section
Coordinated Performance Improvement	Share performance negotiation support and improvement practice; align corrective action practice with revised CareerSource Florida Workforce Policy G104.	LWDB 22, LWDB 23, FloridaCommerce, CareerSource Florida	Indicators meeting or exceeding negotiated levels; corrective actions closed on schedule	Local dashboards, Section 8; Balanced Scorecard
Apprenticeship / Work-Based Learning	Joint sponsor development in shared demand sectors; consistent pre-apprenticeship to apprenticeship articulation practice; shared employer incentive messaging.	LWDB 22, LWDB 23, Florida Department of Education, Miami Dade College, Broward College, MDCPS, sponsors	New sponsors, new registered programs, newly registered apprentices	Section 9B scorecard; apprenticeship pipeline model
MCL / Credential Alignment	Prioritize credentials appearing on the Master Credentials List and on the local Targeted Occupation List; align ETPL program approval to MCL-recognized credentials.	LWDB 22, LWDB 23, MDC, MDCPS, FIU, training providers	Credentials of value attained; MCL-aligned share of ITA-funded completions	WDA 23 Targeted Occupation List; ETPL

Priority Area	Shared Regional Strategy	Participating LWDBs / Partners	Measure of Success	Evidence / Attachment
Coordinated Business Services	Avoid duplicate employer contact across the two boards; coordinate outreach to employers with locations in both counties; share job order and hiring event calendars.	LWDB 22, LWDB 23, economic development organizations, chambers	Employers served; repeat and retained business customers; market penetration	Section 9A scorecard

6. Local Plan Requirements — Streamlined Framework

6A. Governance and Organizational Structure

Change-only narrative. The governance structure adopted in the 2025–2029 plan is unchanged in design. SFWIB/CSSF remains the Local Workforce Development Board, the local grant subrecipient and fiscal agent, and the administrative entity. The Chief Local Elected Official remains Miami-Dade County Mayor Daniella Levine Cava. Board membership is composed and maintained in accordance with WIOA § 107(b) and the SFWIB Bylaws, and the current roster is published online.

Element	Current Status	Change Since Prior Plan
Chief Local Elected Official	Miami-Dade County Mayor Daniella Levine Cava, Office of the Mayor, Stephen P. Clark Center, 111 NW 1st Street, Miami, FL 33128; (305) 375-5071; mayor@miamidade.gov	No change.
LWDB Chair	Mr. Charles Gibson, Gibson Law Offices, P.A.	None
LWDB Membership	Composed in accordance with WIOA § 107(b) and SFWIB Bylaws V8; roster published at careersourcesfl.com/members	Routine appointments and reappointments. Roster current; no structural change to composition.
Fiscal Agent / Administrative Entity	SFWIB d/b/a CareerSource South Florida — a governmental agency and instrumentality of Miami-Dade County, eligible to exclude income under Section 115 of the Internal Revenue Code	No change.
One-Stop Operator	SFWIB/CSSF, selected through a competitive process conducted on its behalf by another workforce board. CareerSource Florida approved SFWIB to serve as one-stop operator effective March 1, 2024 through June 30, 2027. The operator coordinates service delivery among partners and providers and performs no career services.	Approval expires June 30, 2027 — within the term of this modification. In accordance with Administrative Policy 97, CSSF will seek a one-year extension of the current agreement to align with the four-year requirement to competitively procure in PY'27-28.

Element	Current Status	Change Since Prior Plan
Provider of Workforce Services (except training)	Youth Co-Op, Inc. and Arbor E&T, LLC.	Current providers were competitively procured in 2025. CSSF will host a new competitive procurement in PY'27-28.
Youth Service Providers	Adult Mankind Organization, Inc.; Cuban American National Council, Inc.; Community Coalition, Inc.; Youth Co-Op, Inc.	Current providers were competitively procured in 2025. CSSF will host a new competitive procurement in PY'27-28.
Required Roles	Apprenticeship Navigator designated and assigned to employer-facing apprenticeship development. Hope Navigator role staffed and reflected on the organizational chart.	CSSF Org Chart (07012024)

6B. Analysis of Need and Available Resources

Current labor market conditions. Labor market conditions have shifted since the 2025–2029 plan was adopted. As of April 2026, Miami-Dade County recorded an unemployment rate of 3.1 percent, the lowest of Florida's 67 counties and 1.5 percentage points below the statewide seasonally adjusted rate of 4.8 percent. The county labor force was 1,443,635, an increase of 11,015 (0.8 percent) over the year, with 44,689 unemployed residents. Nonagricultural employment in the Miami-Miami Beach-Kendall Metropolitan Division was 1,365,900, an increase of 2,000 jobs (0.1 percent) over the year.

The composition of that growth matters more to strategy than its magnitude. Over-the-year job gains concentrated in Professional and Business Services (+6,500) and Education and Health Services (+4,500), while overall employment growth moderated substantially from the post-pandemic expansion during which the original plan was developed. The county's low unemployment rate now reflects constrained labor supply as much as rapid job creation. Under these conditions additional labor force participation must come disproportionately from residents who face barriers to employment, which reinforces the priority-of-service and barrier-reduction strategies carried forward in this plan.

Category	Identified Need	Response
Existing in-demand industry sectors	Healthcare and Social Assistance (NAICS 62); Retail Trade (NAICS 44-45); Accommodation and Food Services (NAICS 72); Professional, Scientific, and Technical Services (NAICS 54)	Re-validated. Healthcare and professional/technical services confirmed by current data as the principal sources of sustained demand. Retail and accommodation/food services remain among the largest employers and generate substantial replacement openings but are monitored as sources of wage progression; career pathways prioritize movement out of these sectors into higher-wage occupations.
Emerging in-demand industry sectors	Information Technology (NAICS 51); Construction (NAICS 23); Transportation and Warehousing (NAICS 48-49)	Retained as emerging sectors of focus. Aviation and aerospace and advanced manufacturing are treated as priority sectors for apprenticeship sponsor development.

Category	Identified Need	Response
Existing in-demand occupations	Registered Nurses (29-1141); Retail Salespersons (41-2031); Customer Service Representatives (43-4051)	Reflected on the WDA 23 Targeted Occupation List and in ITA and training approval decisions.
Emerging in-demand occupations	Software Developers and Analysts (15-1256); Medical and Health Services Managers (11-9111); Construction Laborers (47-2061)	Reflected on the WDA 23 Targeted Occupation List; training capacity developed with Miami Dade College, MDCPS, FIU, and approved nonpublic training vendors.
Workforce gaps and population barriers	Constrained labor supply; residents with barriers concentrated among individuals receiving public assistance, individuals without a high school diploma, English language learners, individuals with disabilities, older workers, youth, and justice-involved individuals	Barrier-reduction and priority-of-service strategies; co-enrollment with core and combined partners; supportive services braided with partner resources; targeted work requirement participant strategy coordinated with the Department of Children and Families.
Available resources	WIOA Title I Adult, Dislocated Worker, and Youth; Wagner-Peyser; TANF/CAP; SNAP E&T; JVS; Vocational Rehabilitation and Blind Services; Adult Education; Perkins V/CTE through MDCPS and Miami Dade College; discretionary and national grant awards	Aligned through executed MOUs and cooperative agreements and through co-enrollment practice. Discretionary awards are used to extend capacity in dislocated worker services, apprenticeship, and navigator functions.
Data sources	FloridaCommerce Bureau of Workforce Statistics and Economic Research in cooperation with the U.S. Bureau of Labor Statistics; FloridaCommerce Employment Projections 2023–2031; Employ Florida; local Balanced Scorecard reporting; Greater Miami Chamber of Commerce Education and Workforce Development Survey	FloridaCommerce long-term industry and occupational projections remain published on the 2023–2031 vintage and have not been superseded. Sector and occupation conclusions therefore remain current; SFWIB/CSSF will revisit them upon release of the next projections cycle and reflect any resulting changes in the WDA 23 Targeted Occupation List.

6C. Strategic Alignment and Five Pillars

The Strategic Alignment Framework required by the instructions is completed in Section 7 of this plan. In summary, the six strategic goals adopted in the 2025–2029 plan remain the strategic framework for the plan period and are unchanged: building a demand-driven system with employer engagement; strengthening the one-stop delivery system and integrated service delivery; improving services for individuals with barriers; a dedicated commitment to youth participation; achieving high return on investment through continuous improvement; and exercising strong workforce system leadership. What this modification adds is a mid-cycle indicator framework attaching measurable indicators, baselines drawn from Program Year 2025-2026 actuals, and targets for Program Years 2026-2027 and 2027-2028 to each goal, together with a quarterly reporting cadence and a defined improvement trigger.

6D. Program Services and Partner Coordination

Partner matrix. Service delivery across core and combined partners is governed by executed MOUs and cooperative agreements, which are attached. The matrix below summarizes coordination and identifies exceptions.

Program / Partner	Included	Coordination Mechanism	Exception or Change
WIOA Title I Adult	Yes	Delivered through contracted workforce services providers in seven American Job Centers; ITAs, OJT, work-based learning, and supportive services	None
WIOA Title I Dislocated Worker	Yes	Rapid response, career and training services; supplemented by state and national dislocated worker grant awards	Capacity extended by discretionary awards responding to major local dislocation events
WIOA Title I Youth	Yes	Four contracted youth service providers; 14 program elements delivered per the CSSF WIOA Youth 14 Elements Service Delivery Plan; 75 percent OSY expenditure maintained	ISY Individual Training Accounts not used; credential access provided through MDCPS affiliating agreements instead
Wagner-Peyser (Title III)	Yes	Integrated staffing and service delivery in the American Job Centers	CareerSource South Florida is actively engaged in transition planning to align Wagner-Peyser Employment Services with the Federal Staffing Final Rule. Throughout the transition period, the workforce system will continue to maintain integrated service delivery, labor exchange activities, employer engagement, and customer access across all American Job Centers within Region 23
Adult Education and Literacy (Title II)	Yes	Referral and co-enrollment with Miami-Dade County Public Schools adult education and Miami Dade College; integrated education and training	None
Vocational Rehabilitation / Blind Services (Title IV)	Yes	MOU and Infrastructure Funding Agreement; co-enrollment and customized employment planning; consultation with local Independent Living Centers on Section 188 compliance	CSSF has an MOU with the Department of Vocational Rehabilitation in the final stages of execution.
TANF / Career Advancement Program	Yes	Delivered in the American Job Centers; coordination with the Department of Children and Families	Heightened focus on work requirement participants and on the statewide reduction in public assistance target, which rises from

Program / Partner	Included	Coordination Mechanism	Exception or Change
			50 to 55 percent effective PY2026-2027
SNAP Employment and Training	Yes	Delivered in the American Job Centers; coordination with DCF	Expanded federal work requirements increase both referral volume and service intensity
Jobs for Veterans State Grants	Yes	JVSG staff co-located in the centers; priority of service applied at point of entry	None
Reemployment Assistance	Yes	Claim filing assistance and reemployment services in the centers	None
SCSEP	Yes	Referral and coordination for participants 55 and older	None
CSBG / HUD / Community Services	Where available	Referral and braided supportive services with community action and housing partners	Coordination is referral-based rather than co-located
Perkins V / Career and Technical Education	Yes	Affiliating agreements with MDCPS postsecondary career and technical education; pathway alignment with Miami Dade College	Emphasis area for this modification: increasing 12th-grade CTE enrollment and transitions into apprenticeship and postsecondary programs
Economic development	Yes	Miami-Dade Beacon Council; South Florida Regional Planning Council; Opportunity Miami	Joint employer engagement tracked as a system indicator

Training services and informed customer choice. Training is delivered principally through Individual Training Accounts limited to programs on the Eligible Training Provider List for occupations on the WDA 23 Targeted Occupation List, in accordance with the board-approved Individual Training Account Policy, which states the board's ITA limitations and the exceptions permitted. Contracts for training are used only where permitted and are coordinated with ITAs so that customer choice is preserved. Customers select providers using published ETPL performance and cost information with the assistance of a career advisor.

Change since prior plan — ITA expenditure. CareerSource Florida has approved an ITA expenditure level for SFWIB/CSSF for PY2026-2027 that operates as a commitment subject to corrective action under the revised sanctions framework. SFWIB/CSSF budgets, forecasts, and tracks obligations against that approved level with margin and reports expenditure against it quarterly.

6E. One-Stop Delivery System

Change-only narrative. SFWIB/CSSF operates seven American Job Centers, with the North Miami Beach center designated as the comprehensive one-stop center, together with affiliate and specialized access points, four youth service provider locations, and mobile career center units deployed on request across the county. Comprehensive center hours meet the minimum required under Administrative Policy 093. Access point locations, types, and hours are published and linked in Appendix A.

Element	Status and Change Since Prior Plan
Access points	Seven American Job Centers; North Miami Beach designated comprehensive; affiliate, specialized, and mobile access points published online.
Certification	Centers certified in accordance with Administrative Policy 093.
Physical and programmatic accessibility	Facilities, programs, services, technology, and materials comply with the Americans with Disabilities Act and WIOA Section 188. Staff receive training on serving individuals with disabilities. Feedback from consultation with local Independent Living Centers is incorporated into accessibility practice.
Universal design	Partners apply universal design principles in facility layout, materials, assistive technology, and service design so that services are usable without individualized accommodation wherever practicable.
Technology and remote access	Employ Florida is the system of record across partners. Virtual services, online workshops, remote intake, and electronic document submission extend access beyond center hours and to residents for whom travel is a barrier; mobile career centers extend physical access to underserved areas and to employer and community sites.
Customer experience	Employer feedback is collected through Business/Supervisor Review questionnaires with employers participating in OJT, paid work experience, apprenticeship, and incumbent worker training. Jobseeker feedback is collected through customer satisfaction surveys at placement, monitored social media and review channels, and a published phone number and online form routed to a customer service representative. Complaints and resolutions are analyzed for service improvement.
Significant changes	CSSF continues to operate an integrated one-stop service delivery model. Transition planning is underway to align Wagner-Peyser Employment Services with the Federal Staffing Final Rule while ensuring uninterrupted customer access, service continuity, and coordination among workforce system partners throughout Region 23 and its American Job Centers.

6F. Employer Engagement, Sector Strategies, and Apprenticeship

Scorecards are completed in Sections 9A and 9B. The action summary below states the major actions SFWIB/CSSF will take during the modification period to strengthen employer-driven strategies and expand apprenticeship.

Employer-driven strategies. Business services are delivered by an integrated business services team working through the American Job Centers and through business intermediaries. Chambers and economic development organizations serve as recruitment multipliers: the Greater Miami Chamber of Commerce, the Miami-Dade Chamber of Commerce, CAMACOL, the Florida State Minority Supplier Development Council, and the Miami-Dade Beacon Council. Specialized recruitment includes the Mayor's Career and Job Fair series conducted with Miami-Dade County Government and Miami Dade College across county commission districts. Employer incentives presented in engagement include on-the-job training reimbursement, the Federal Bonding Program, and the Work Opportunity Tax Credit.

Apprenticeship pipeline. SFWIB/CSSF operates apprenticeship expansion as a defined pipeline with articulated stages rather than as a set of discrete programs, so that entry points, handoffs, funding, and outcome measurement are documented and repeatable:

- Stage one — exposure and career awareness. Career exploration, job shadowing, and industry awareness delivered through youth program services and in partnership with MDCPS career and technical education, so that students and out-of-school youth encounter apprenticeship as a recognized postsecondary option alongside degree pathways.
- Stage two — registered pre-apprenticeship. Continued expansion of registered pre-apprenticeship capacity, including the Miami-Dade Youth Pre-Apprenticeship Career and Technical Training programs, and continued work with youth service providers and sponsors to add pre-apprenticeship programs in demand occupations identified through labor market information.
- Stage three — articulation into registered apprenticeship. Documented articulation from pre-apprenticeship into registered apprenticeship, including direct-entry or preferred-consideration arrangements where the sponsor is willing, clearly stated entry requirements and prerequisite credentials, a defined referral protocol between provider and sponsor, and a warm handoff for participants transitioning from youth to adult program services.
- Stage four — apprenticeship participation. WIOA-eligible apprentices supported through ITAs for related technical instruction where the program is on the ETPL and the occupation is on the Targeted Occupation List, through OJT agreements, and through supportive services deliberately targeted at the practical causes of attrition: transportation, child care, tools and required equipment, uniforms, licensure and examination fees, and initial-period income gaps.
- Stage five — completion, retention, and advancement. Apprentices tracked through completion into journey-level employment, with incumbent worker training and further credentialing to support advancement beyond the completion wage.

Sponsor and employer development is targeted to healthcare, aviation and aerospace, advanced manufacturing, information technology, construction and the skilled trades, and transportation, trade and logistics. The Apprenticeship Navigator provides technical assistance to prospective sponsors on program design, standards development, and registration, in coordination with the Apprenticeship Training Representative of the Florida Department of Education. Existing local registered apprenticeship programs include Bean Automotive Group and Warren Henry Auto Group in automotive service and Thrive Operations in help desk technician occupations, and the Miami-Dade Automotive Registered Apprenticeship Program developed with MDCPS and the Florida Department of Education for adult education students at D.A. Dorsey Technical College.

6G. Performance and Continuous Improvement

The Performance Dashboard and Improvement Plan required by the instructions is completed in Section 8. Local levels of performance are negotiated with FloridaCommerce, acting on behalf of the Governor, and with the Chief Local Elected Official for each primary indicator under WIOA § 116(b)(2)(A) applicable to the Adult, Dislocated Worker, and Youth programs, together with the applicable Wagner-Peyser indicators. Negotiations account for statewide negotiated levels, the statistical adjustment model, the characteristics of the population served, and local economic conditions. Negotiated levels are applied through the Balanced Scorecard to contracted service partners, to the fiscal agent function, and to eligible training providers.

Change since prior plan — sanctions readiness. CareerSource Florida has revised Workforce Policy G104 governing sanctions and corrective action. SFWIB/CSSF has assessed its readiness against the revised framework and applies the following practices. Performance is reviewed quarterly against negotiated levels

rather than at the close of the program year, so that deficiencies are identified while remediation remains possible. Where performance on an individual indicator or on an overall program or indicator score falls below the applicable threshold, or where a deficiency is otherwise identified, SFWIB/CSSF initiates a documented corrective action plan specifying the deficiency, root cause, corrective actions, responsible parties, milestones, and a closure date, and reports plan status to the board until closure. SFWIB/CSSF continues to work with CareerSource Florida through the technical assistance process on the application of overall program and indicator score methodology at the local level.

7. Strategic Alignment Framework

The table below shows how SFWIB/CSSF aligns local strategies with the Five Pillars, statewide priorities, performance outcomes, and available resources. This table replaces duplicative narrative elsewhere in the plan.

Five Pillar	Statewide Priority / Requirement	Local Strategy	Key Partners	Measure / Target	Evidence
Industry-Driven Strategies	Employer engagement, sector strategies, in-demand occupations, targeted industries, OJT, apprenticeship, pre-apprenticeship, MCL alignment	Integrated business services team working through chambers and economic development organizations as intermediaries; apprenticeship pipeline with articulated stages; ITA and training approval restricted to the Targeted Occupation List and ETPL; customized training with MDC and community partners	Greater Miami Chamber, Miami-Dade Chamber, CAMACOL, FSMSDC, Beacon Council, MDC, MDCPS, FIU, sponsors	Employers served 18,500; Level 1 employer services 12,025; job openings filled 65%	Section 9A scorecard; Balanced Scorecard
Worker Mobility	Credential attainment, career pathways, supportive services, reduced public assistance, wage progression	Career pathways moving participants out of high-turnover, low-wage sectors into higher-wage occupations; supportive services braided with partner resources; targeted work requirement participant strategy with DCF; stackable and short-term credentials for jobseekers and employees aged 25-70	MDC, MDCPS Adult Education, DCF, Early Learning Coalition, Vocational Rehabilitation	Credential attainment 75%; measurable skill gains 75%; placement average wage \$15.64; public assistance reduction target 55% effective PY2026-27	Balanced Scorecard; Section 8 dashboard
Integrated Systems	Core and combined partner coordination, regional service delivery, education/workforce/e	Executed MOUs and IFAs with core and combined partners; co-enrollment practice across programs; Employ Florida as the	Title II, Title III, Title IV partners, DCF, JVSG, SCSEP, LWDB 22	Co-enrollment rate; joint employer engagements with	MOUs and IFAs; Regional Addendum

Five Pillar	Statewide Priority / Requirement	Local Strategy	Key Partners	Measure / Target	Evidence
	conomic development alignment	shared system of record; affiliating agreements with MDCPS postsecondary CTE; joint regional plan with CareerSource Broward		economic development partners	
Accountability	Federal performance indicators, letter grades, ROI, performance improvement actions, data quality	Quarterly review against negotiated levels; documented corrective action plans with root cause, responsible parties, milestones, and closure dates; Balanced Scorecard applied to all contracted service partners; Indicators of Performance Tool and Reconciliation Tool for real-time case-level management	Contracted service partners, training providers, FloridaCommerce, CareerSource Florida	Return on investment \$14.43; net economic benefit \$30,423; cost per placement \$2,108.45	Section 8 dashboard; G104 readiness assessment
Flexibility and Innovation	Regional efficiencies, shared services, technology, innovative training, customer access, continuous improvement	Virtual and remote service delivery and mobile career centers; automation of performance forecasting through the Indicators of Performance Tool; braided funding with partner agencies where WIOA is not the appropriate source; policy revision to remove documentation and access barriers	LWDB 22, Early Learning Coalition, community-based organizations, training vendors	Access point utilization; supportive service utilization relative to need	Support Services Policy; Regional Addendum

8. Performance Dashboard and Improvement Plan

Negotiated levels for Program Year 2026-2027 were established in local performance negotiations completed August 10, 2026. Actual performance reflects the most recent closed reporting period available at submission.

Measure	Negotiated Level / Target	Actual Performance	Status	Primary Cause / Driver	Improvement Action
Employment Rate 2nd Quarter After Exit	TBD	Adult – 67.4% DW – 77.4% WP – 61.1% Youth – 81.4%	TBD	TBD	TBD
Employment Rate 4th Quarter After Exit	TBD	Adult – 81.9% DW – 100%	TBD	TBD	TBD

Measure	Negotiated Level / Target	Actual Performance	Status	Primary Cause / Driver	Improvement Action
		<i>WP – 62.7%</i> <i>Youth – 80.7%</i>			
Median Earnings 2nd Quarter After Exit	TBD	<i>Adult – \$8,692</i> <i>DW – \$12,407</i> <i>WP – \$8,346</i> <i>Youth – \$7,930</i>	TBD	TBD	TBD
Credential Attainment Rate	TBD (local Balanced Scorecard standard 75%)	<i>Adult – 84.5%</i> <i>DW – 94.4%</i> <i>Youth – 74.7%</i>	TBD	TBD	Reconciliation Tool review with training providers; credential capture verification at exit
Measurable Skill Gains	TBD (local Balanced Scorecard standard 75%)	<i>Adult – 100%</i> <i>DW – 100%</i> <i>Youth – 90.8%</i>	TBD	TBD	Mid-program gain documentation review; provider technical assistance
State Accountability Letter Grade	A	A-	Awaiting 3 rd and Final Letter Grade	Performance is based on letter grade methodology established by FL Commerce	TBD based on upon results
Return on Investment / Wage Growth	ROI \$14.43; net economic benefit \$30,423; placement average wage \$15.64	ROI \$76.11; net economic benefit \$36,762.10; placement average wage \$17.91	On Target to meet goals	Sector mix; share of placements in high-turnover low-wage sectors	Prioritize pathways into higher-wage occupations; expand incumbent worker and advancement training
Public Assistance Transition Outcomes	Statewide reduction in public assistance target rises from 50% to 55% effective PY2026-2027; local CAP all-family participation rate 50%; CAP entered employment rate 45%	Local CAP All Family Participation 10.9%; CAP Entered Employment Rate 19.2%	Not on track to meet targets	Expanded federal work requirements increase both referral volume and service intensity of the referred population	Deeper co-enrollment with referred participants; targeted work requirement participant strategy; close coordination with the Department of Children and Families
Business Services Outcomes	Employers served 18,500; employers	4,392 employers served; 69.7% job openings	Currently on track to meet targets	Employer contact concentrated in established accounts	Expand new business customer acquisition through chamber and economic

Measure	Negotiated Level / Target	Actual Performance	Status	Primary Cause / Driver	Improvement Action
	served with Level 1 services 12,025; job openings filled rate 65%; referral job skills match 80%	<i>filled rate; 94% referral job skills match</i>			development intermediaries; coordinate employer contact with LWDB 22 to avoid duplication
Apprenticeship / Pre-Apprenticeship Outcomes	2030 cumulative expected performance apprentice count for LWDB 23: 1,012 (State Plan Figure 2.45)	65	Not currently on track to meet expected performance	Sponsor capacity is the binding constraint rather than candidate interest	Targeted sponsor development in six demand sectors; documented pre-apprenticeship to apprenticeship articulation; Apprenticeship Navigator technical assistance
ITA Expenditure Against Approved Level	Expenditure level approved by CareerSource Florida for PY2026-2027	\$34,531	It's following the trend	Approved level operates as a commitment subject to corrective action under revised G104	Budget, forecast, and track obligations against the approved level with margin; report expenditure quarterly to the board

Performance Improvement Narrative

1. What is performing well?

Employer engagement and work-based learning are the strongest areas of local performance. The business services model, which works through chambers and economic development organizations as intermediaries rather than relying solely on direct outreach, has produced high employer contact volume and durable employer relationships. Work-based learning capacity is broad, spanning on-the-job training, paid work experience, internships and job shadowing, incumbent worker training, and registered apprenticeship across advanced manufacturing, healthcare, transportation and logistics, automotive service, information technology, finance, business management, and education.

Return on investment measures remain strong, with the board's Balanced Scorecard standards set at a \$14.43 return on investment and a \$30,423 net economic benefit. Youth program design is also performing: the board maintains the 75 percent out-of-school youth expenditure requirement and delivers all fourteen program elements through four contracted providers, with a Youth Balanced Scorecard aligned to the federal indicators. The management tools underlying these results — the Indicators of Performance Tool for real-time exit and wage forecasting and the Reconciliation Tool for tracking training progress with providers — are functioning as designed and give the board case-level visibility while remediation is still possible.

2. What is underperforming or at risk?

Four areas warrant concentrated attention during the modification period.

- Outcomes for participants receiving public assistance. The statewide reduction in public assistance target rises from 50 to 55 percent effective PY2026-2027 at the same time that expanded federal work requirements increase both the volume and the service intensity of the referred population. This is a compound risk: a higher target against a harder-to-serve and larger caseload.
- Wage progression from high-employment, low-wage sectors. Retail trade and accommodation and food services remain among the county's largest employers and generate substantial replacement openings. Placement into these sectors satisfies employment indicators but does not reliably advance median earnings or wage progression.
- Apprenticeship scale relative to the 2030 target. The cumulative expected performance apprentice count for LWDB 23 is 1,012, the highest of any board in the state. The binding constraint is sponsor capacity rather than candidate interest, and sponsor development has a long lead time.
- ITA expenditure against the approved level. Under the revised G104 framework the approved expenditure level operates as a commitment subject to corrective action rather than as a planning estimate, which converts a forecasting variance into a compliance exposure.

3. What actions will be taken?

Five priority actions are established for the modification period.

#	Priority Action	Responsible Party	Timeline	Expected Outcome
1	Implement the targeted work requirement participant strategy, including deeper co-enrollment with participants referred by the Department of Children and Families and a defined service sequence for work requirement participants.	Programs division; contracted service partners; DCF liaison	PY2026-27, Q1 through Q4	Reduction in public assistance outcomes at or above the 55 percent statewide target
2	Shift the training and ITA mix toward occupations with demonstrated wage progression, and prioritize pathways that move participants out of high-turnover, low-wage sectors, including incumbent worker and advancement training for placed participants.	Programs division; Office of Continuous Improvement	PY2026-27 through PY2027-28	Improvement in median earnings second quarter after exit and in placement average wage
3	Execute targeted apprenticeship sponsor development in healthcare, aviation and aerospace, advanced manufacturing, information technology, construction and skilled trades, and transportation, trade and logistics, with documented pre-apprenticeship to apprenticeship articulation.	Apprenticeship Navigator; Business Services team; FDOE Apprenticeship Training Representative	Quarterly sponsor development targets, PY2026-27 and PY2027-28	Increase in new sponsors, new registered programs, and newly registered apprentices toward the 1,012 cumulative 2030 count

#	Priority Action	Responsible Party	Timeline	Expected Outcome
4	Manage ITA expenditure against the CareerSource Florida approved level through quarterly forecasting and obligation tracking with margin, and report expenditure to the board each quarter.	Finance division; Contracts and Policy	Quarterly, PY2026-27 and PY2027-28	Expenditure at or above the approved level; no corrective action under G104
5	Operate the quarterly performance review and documented corrective action cycle under the revised G104 framework, initiating a corrective action plan on any indicator trending below its target at the midpoint of a program year.	Office of Continuous Improvement; Executive Director	Quarterly, continuous	Deficiencies identified and remediated within the program year; corrective actions closed on schedule

9. Apprenticeship and Employer Engagement Scorecards

9A. Employer Engagement and Sector Strategy Scorecard

Measure	Current Baseline	Target	Priority Sector(s)	Key Actions	Evidence / Data Source
Employers Served (employer penetration)	15,856	18,500	All targeted sectors	Business services team engagement through chamber and economic development intermediaries; Mayor's Career and Job Fair series	Balanced Scorecard; Employ Florida
Repeat / Retained Business Customers	31%	40%	Healthcare; professional and technical services; transportation, trade and logistics	Business/Supervisor Review questionnaires with work-based training employers; account management by the business services team	Employ Florida; Business/Supervisor Review file
New Business Customers	10,950	11,000	Aviation and aerospace; advanced manufacturing; information technology; construction	Intermediary referrals from GMCC, MDCC, CAMACOL, FSMSDC, and the Beacon Council; outreach to employers newly locating in Miami-Dade County	Employ Florida
OJT Employers	46	75	All targeted sectors	OJT wage reimbursement presented in every employer engagement; OJT alignment to Targeted Occupation List occupations	OJT agreements; Balanced Scorecard

Measure	Current Baseline	Target	Priority Sector(s)	Key Actions	Evidence / Data Source
Sector Partnerships	2	5	Healthcare; aviation and aerospace; IT; construction; logistics	Convene sector partnerships jointly with LWDB 22 where employer demand crosses the county line; industry association engagement	Regional Addendum; partnership records
Employer Referrals to Training	124	80	All targeted sectors	Customized and incumbent worker training developed with MDC and approved vendors in response to employer-identified skill gaps	Training agreements; ETPL
Market Penetration	12.6%	14.5%	All targeted sectors	Coordinate employer contact with LWDB 22 to avoid duplicate outreach to employers operating in both counties	Employ Florida; Balanced Scorecard
Business Services to Targeted Industries	4,518	Level 1 employer services standard: 12,025	Targeted and emerging sectors	Job openings filled rate standard 65%; referral job skills match standard 80%	Balanced Scorecard

9B. Apprenticeship and Work-Based Learning Scorecard

Measure	Current Baseline	2030 / Plan Target	Targeted Industry or Occupation	Annual Action	Partner / Evidence
New Registered Apprentices	36	1,012 cumulative expected performance apprentice count for LWDB 23 (State Plan Figure 2.45)	Healthcare; aviation and aerospace; advanced manufacturing; IT; construction and skilled trades; transportation, trade and logistics	Annual recruitment targets by sector; wage reimbursement for WIOA-eligible apprentices; marketing through social media, email, website, and community partners	FDOE; sponsors; Apprenticeship Navigator records
Registered Apprenticeship Programs	57 RAPs	77	Same as above	Business services team and AJCs facilitate recruitment, confirmation, and execution with educational institutions and sponsors; recurring meetings with FDOE, the FloridaCommerce	FDOE registration records

Measure	Current Baseline	2030 / Plan Target	Targeted Industry or Occupation	Annual Action	Partner / Evidence
				apprenticeship team, and the regional apprenticeship team to improve identification, registration, and approval	
Registered Pre-Apprenticeship Programs	23 Pre-RAPs	31	Youth pathways in demand occupations identified through LMI	Youth service providers expand the approved program and Targeted Occupation lists; biweekly meetings with sponsors on FDOE approval progress; youth business services team engages employers on financial incentives	Youth providers; FDOE
OJT Placements	27	142	All targeted sectors	OJT presented as a standard element of employer engagement; alignment to Targeted Occupation List	OJT agreements
Work-Based Learning Opportunities	82	100	All targeted sectors	Paid work experience, internships, job shadowing, customized training, and incumbent worker training maintained across the sector portfolio	Provider reporting; Balanced Scorecard
Apprenticeship Navigator Activities	New baselines to be established	240 employer engagements per year: 4 Apprenticeship Accelerator workshops per year	Six priority sponsor development sectors	One-on-one business engagement, business networking platforms, Apprenticeship Accelerator workshops, and intermediary collaboration; technical assistance to prospective sponsors on program design, standards, and registration	Navigator activity log; FDOE Apprenticeship Training Representative
Career Center Staff Training on Apprenticeship	10%	100%	All centers	Annual staff training so that apprenticeship is presented as a standard option at intake and career planning	Staff training and credentialing evidence

Measure	Current Baseline	2030 / Plan Target	Targeted Industry or Occupation	Annual Action	Partner / Evidence
WIOA Supportive Services for Apprentices	27	60	All apprenticeship occupations	Supportive services targeted at attrition causes: transportation, child care, tools and equipment, uniforms, licensure and examination fees, and initial-period income gaps; child care braided with the Early Learning Coalition	Support Services Policy; Support Services and Incentives Matrix
Apprenticeship Sponsorship	4	12	Six priority sectors	New sponsor development through chambers and industry associations as recruitment multipliers; existing sponsors include Bean Automotive Group, Warren Henry Auto Group, and Thrive Operations	Sponsor agreements; FDOE

10. Plan Review, Approval, and Signatures

This modification was developed by SFWIB/CSSF staff in partnership with the Office of the Mayor of Miami-Dade County. The Executive Committee was briefed on structure, scope, and timeline. The plan was submitted to the Global Talent and Competitiveness Council for review and recommendation, and then to the full board for approval and transmittal to the Chief Local Elected Official for signature.

Review Area	How Addressed in This Plan	Location
Strategic Alignment	Five Pillars framework completed; targeted industries and MCL alignment stated; education, workforce, and economic development alignment described	Sections 6C and 7
Performance Accountability	Dashboard completed; letter grade, ROI, and improvement actions stated; G104 readiness described	Sections 6G and 8
Regional Coordination	Shared strategies, service consistency, efficiencies, and regional agreements addressed in the jointly developed regional plan	Section 5 and Regional Addendum
Employer Engagement and Apprenticeship	Scorecards completed; sector partnerships, OJT, and apprenticeship	Sections 6F, 9A, and 9B

Review Area	How Addressed in This Plan	Location
	and pre-apprenticeship expansion described	
Compliance and Required Attachments	Evidence and certification checklist completed; signatures, public comment, accessibility, MOUs, IFAs, and governance documents attached or linked	Section 4 and Appendix A

Signatures

By signing below, the Chief Local Elected Official and the Chairperson of the Local Workforce Development Board certify that this two-year modification was developed in accordance with WIOA, applicable federal regulations, section 445.003, Florida Statutes, Chapter 73B-7, Florida Administrative Code, and CareerSource Florida workforce policies; that the required public comment opportunity was provided; and that the information contained in the plan and its attachments is accurate to the best of their knowledge.

Chief Local Elected Official	Local Workforce Development Board Chair
Daniella Levine Cava Mayor, Miami-Dade County Date: _____	Charles Gibson Chairperson, South Florida Workforce Investment Board Date: _____

Appendix A. Attachment Index and Evidence Links

Consistent with the attachment streamlining rule, the following materials are attached to or linked from this submission and respond to the corresponding plan requirements.

Attachment	Responds To	Location / Link
Region 22/23 Regional Plan (Regional Addendum)	Section 5 — all regional requirements	Attached to this submission; identical to the document submitted by CareerSource Broward
SFWIB–CSSF Governance Agreement (Interlocal)	Section 4; Section 6A	careersourcesfl.com/wp-content/uploads/SFWIB-CSSF-Governance-Agreement.pdf
SFWIB Bylaws (V8, approved October 2, 2024)	Section 4; Section 6A	careersourcesfl.com/wp-content/uploads/SFWIB-ByLaws_V8_Approved_100224.pdf
SFWIB Board Membership Roster	Section 4; Section 6A	careersourcesfl.com/members

Attachment	Responds To	Location / Link
SFWIB/CSSF Organizational Chart	Section 4; Section 6A — required roles, Apprenticeship Navigator, Hope Navigator	
One-Stop Operator MOU and CareerSource Florida approval	Section 4; Section 6A	Executed MOU with the CLEO; CareerSource Florida approval effective March 1, 2024 through June 30, 2027
Executed One-Stop Partner MOUs and Infrastructure Funding Agreements	Section 4; Section 6D	Supporting Documents
Executed Cooperative Agreements (workforce and youth service provider contracts)	Section 4; Section 6A	Supporting Documents
Firewall and Conflict Mitigation Documentation	Section 4	Board-approved documentation supporting SFWIB/CSSF service as both LWDB and one-stop operator
Public Comment Documentation	Sections 3 and 4	2025-2029 WIOA Local Plan CareerSource South Florida
Staff Training and Credentialing Evidence	Section 4	
Career Center and Access Point Directory	Section 6E	careersourcesfl.com/career-center ; careersourcesfl.com/access-points
Youth Services Directory	Section 6D	careersourcesfl.com/in-school-youth ; careersourcesfl.com/184-2
Mobile Career Center Request Form	Section 6E	careersourcesfl.com/MobileUnit/MobileRequestFormFILL.pdf
Individual Training Account Policy	Section 6D	Board-approved SFWIB/CSSF ITA Policy
Self-Sufficiency Policy and Procedure (100-1)	Section 6D	Board-approved policy and standard operating procedure
Support Services Policy and Support Services and Incentives Matrix	Sections 6D and 9B	Board-approved policy and matrix
CSSF WIOA Youth 14 Elements Service Delivery Plan	Section 6D	Board-approved service delivery plan
Procurement of Service Partners Procedures and Service Provider Appeal Rules	Section 5C; Section 6A	Board-approved procedures
WDA 23 Targeted Occupation List and local ETPL	Sections 6B, 6D, 9A	Published local lists, maintained as subsets of the state ETPL

Attachment	Responds To	Location / Link
Balanced Scorecard reporting (AJC, ISY, OSY)	Sections 8, 9A, 9B	Quarterly reporting to the board and its councils

Drafting Note — Items Requiring Verification Before Submission

Every item shown in red italics in this draft requires a current figure, date, or confirmation before the plan is submitted. The principal categories are: (1) PY2026-2027 negotiated levels of performance and the most recent actuals and letter grade; (2) current service provider and youth provider contract terms, since the prior plan reflects PY2022-2025 terms and contracts ending June 30, 2025; (3) current employer engagement and apprenticeship baselines from the Balanced Scorecard and Employ Florida; (4) one-stop operator approval expiring June 30, 2027, within the term of this modification; (5) Wagner-Peyser Employment Service Staffing Final Rule transition detail; (6) public comment dates and board approval dates; and (7) confirmation that the organizational chart shows the Apprenticeship Navigator and Hope Navigator expressly.

This note should be deleted before submission.