



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD  
GLOBAL TALENT AND COMPETITIVENESS COUNCIL (GTCC) MEETING  
THURSDAY, DECEMBER 19, 2024, 8:30 AM**

**ARPEC SCHOOL/UA LOCAL PIPEFITTERS  
13201 NW 45th AVENUE (ROOM 3)  
OPA-LOCKA, FL 33054**

The public may choose to view the session online via Zoom. **Registration is required:**  
<https://us02web.zoom.us/meeting/register/tZApcuCuqDoiHdfQcKvvSUWUz1vGZliStRim>

**AGENDA**

1. Call to Order and Introductions
2. Public Comment
3. Approval of GTC Council Meeting Minutes
  - A. October 17, 2024
4. Recommendation as to Approval of the Summer Youth Internship Program
5. Recommendation as to Approval of the Future Bankers Program
6. Recommendation as to Approval of a new Apprenticeship Program
7. Recommendation as to Approval of a new Training Provider
8. Recommendation as to Approval of a Temporary Cash Assistance Time Limits and Hardship Extension Policy
9. Recommendation as to Approval of a Revision to the Rapid Response Policy
10. Recommendation as to Approval of a Revision to the Paid Work Experience Policy
11. Recommendation as to the Approval of WIOA Regional 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 GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 12/19/2024

**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 GLOBAL TALENT & COMPETITIVENESS COUNCIL MEETING**

**DATE:** 12/19/2024

**AGENDA ITEM:** 3A

**AGENDA TOPIC:** MEETING MINUTES

**SFWIB GLOBAL TALENT & COMPETITIVENESS COUNCIL MEETING MINUTES**

**DATE/TIME:** October 17, 2024, 8:30AM

**LOCATION:** The Landing of MIA, 5-Star Conference Center  
 7415 Corporate Center Drive, Suite H  
**(Florida Key Room)**  
 Miami, FL 33126

**Zoom:** <https://us02web.zoom.us/meeting/register/tZApcuCuqDoiHdfQcKvvSUWUz1vGZLiStRim>

- 1. CALL TO ORDER:** Ms. Palacios, present at the meeting, chaired the session in place of Chairwoman Ferradaz, who participated remotely via Zoom.

The regular meeting of the SFWIB Global Talent and Competiveness Council on October 17, 2024 was called to order at 8:38am.

- 2. ROLL CALL:** 10 members; 6 required; 6 present: Quorum achieved

<b>SFWIB GTCC MEMBERS PRESENT</b>	<b>SFWIB GTCC MEMBERS ABSENT</b>	<b>SFWIB STAFF</b>
Del Valle, Juan-Carlos (Zoom) Ferradaz, Gilda, Chair Gazitua, Luis (Zoom) Grice, Sonia (Zoom) Palacios, Carol Piedra, Obdulio (Zoom)	Brown, Clarence Whitaker, David  <b>SFWIB GTCC MEMBERS EXCUSED</b> Brecheisen, Bruce Loynaz, Oscar M.D., Vice-Chair	Smith, Robert Vice, Karlisha
<b>OTHER ATTENDEES</b>		
Diaz, Lupe, Miami-Dade County Public Schools Kennedy, Faith, Miami-Dade County Public Schools Mitchell, Carlana, Miami-Dade County Public Schools		



Agenda items are displayed in the order they were discussed.

## 2. Public Comment

*Public comments should be two minutes or less.*

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

## 3A. Global Talent and Competitiveness Council Meeting Minutes – June 15, 2023, June 20, 2024, and August 22, 2024

Mr. Smith introduced the minutes for review and approval by the Council. Ms. Palacios requested a single motion to approve all of the minutes that were presented for approval.

**Motion:** Chairwoman Ferradaz approves the GTCC meeting minutes for June 15, 2023, June 20, 2024, and August 22, 2024. Mr. del Valle seconded the motion; **item is passed without dissent.**

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

## 4. Information – Summer Youth Internship Program Update

Ms. Palacios introduced the item; Mr. Smith introduced Ms. Diaz, who presented an update on the Summer Youth Internship Program.

Dr. Diaz was commended by Chairwoman Ferradaz for the program's ongoing success. Additionally, she expressed her desire for the program to enroll a greater number of foster children in the future.

Mr. Piedra inquired about Charter Schools and their contributions to the program. Dr. Diaz advised that charter schools have not made any financial contributions to the program, and shared that there were 164 students enrolled in the program this year.

No further questions or comments were presented. Item closed.

## 5. Approval – Miami Dade County New Apprenticeship Program

Mr. Smith introduced and presented the request to add a new culinary apprenticeship program for Miami Dade College.

**Motion:** Chairwoman Ferradaz recommends the approval of the new culinary apprenticeship program for Miami Dade College. Mr. del Valle seconded the motion; **item is passed without dissent.**

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

## 6. Approval – New Training Provider

Mr. Smith introduced the agenda item and summarized the new training provider, My IT Future Institute, which is being presented to the Council for endorsement. On June 20<sup>th</sup>, the Council reviewed the same provider; however, the application was denied due to ongoing litigation with the U.S. Attorney's Office for the Middle District of Florida.

The case involving My IT Future Institute was resolved on May 30, 2024, with the stipulation that each organization would be responsible for its own attorney's fees and costs. A more significant related case reached an out-of-court settlement, which was resolved on July 10, 2024.

Mr. Smith shared the limited information that was available about the 1.3M settlement between the U.S. Attorney's Office for the Middle District of Florida and New Horizons.

The Council presented questions for My IT Future Institute; however, a representative was not available. The item has been deferred until the December meeting to ensure a My IT Future Institute representative will be present to provide details and address any inquiries.

**Motion:** Mr. Gazitua recommends that the item be deferred until a representative for My IT Future Institute can be available for further discussion. Mr. del Valle seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.



## 7. Approval – 2025 – 2029 WIOA Local and Regional Workforce Plan

Mr. Smith introduced the item, and Ms. Vice provided a concise overview of the 2025-2029 Local and Regional Workforce Plan. The comprehensive presentation will be delivered during the full board meeting at 9:30 am.

**Motion:** Mr. Piedra recommends the approval of the 2025 – 2029 WIOA Local and Regional Workforce Plan. Ms. Grice seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.

Being as there were no further questions or concerns, the meeting adjourned at 9:13am.

DRAFT



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 12/19/2024

**AGENDA ITEM NUMBER:** 4

**AGENDA ITEM SUBJECT:** SUMMER YOUTH INTERNSHIP PROGRAM

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitive Council to recommend to the Board the approval to allocate an amount not to exceed \$2,500,000 in Temporary Assistance for Needy Families funds to Miami Dade County Public Schools for the Summer Youth Internship Program, as set forth below.

**STRATEGIC GOAL:** **DEDICATED COMMITMENT TO YOUTH PARTICIPATION**

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

### **BACKGROUND:**

The Summer Youth Internship Program (SYIP) is a collaborative initiative involving Miami-Dade County, The Children's Trust, the Educational Federal (EdFed) Credit Union, the Foundation for New Education Initiatives, Miami-Dade County Public Schools (The School Board), and the South Florida Workforce Investment Board (SFWIB). The SYIP aims to provide employment opportunities to South Florida's future workforce while contributing to a reduction in crime within Miami-Dade County.

### **2024 SYIP Program Results:**

- **Applications and Enrollment:** Out of 4,502 recruited youth who applied, 3,193 were enrolled in the internship program.
- **Completion Rate:** An impressive 99.8% of the enrolled participants successfully completed the program.
- **Target Population:** The program specifically selected participants from high-risk populations, with 2,167 (68%) classified as economically disadvantaged and receiving free or reduced-price lunch. Additionally, 1,230 (39%) of last year's participants were Exceptional Student Education (ESE) interns. Some participants fall into both categories, resulting in an overall percentage greater than 100.

**Funding and Partnership:**

As part of this initiative, the SFWIB and The Children’s Trust will each contribute \$2,500,000, bringing the total allocation for the SYIP to \$5,000,000. The SFWIB staff recommends that the Board invest TANF funds to support summer youth employment activities and services for youth with barriers to employment, particularly those from families receiving cash assistance or free/reduced lunch.

**Program Details:**

- **Participant Age and Work Hours:** The SYIP will provide participants aged 15-18 with 30 hours of work per week.
- **Stipend:** Participants will receive a stipend of \$1,500.00 over a five-week period, distributed in two payments of \$750.00 each.
- **Additional Benefits:** Participants will earn high school course credits and have the opportunity to earn college credits.

The stipends will be distributed via direct deposit through collaboration with the EdFed Credit Union and the Foundation for New Education Initiatives, Inc.

**Program Impact:**

The internships aim to equip youth with essential skills and a better understanding of the workplace by linking them with employers who provide valuable work experience and career advice. SYIP recruitment will commence in April 2025 and conclude in August 2025.

**Procurement Recommendation:**

In accordance with Miami-Dade County Administrative Order No. 3-38, it is recommended that the SFWIB waive the competitive procurement process, as advised by the Executive Director, in the best interest of the SFWIB. A two-thirds (2/3) vote of a quorum present is required to waive the competitive procurement process and allocate up to \$2,500,000 in TANF funds to Miami-Dade County Public Schools for the Summer Youth Internship Program.

**FUNDING:** Temporary Assistance for Needy Families

**PERFORMANCE:** N/A

*NO ATTACHMENT*





## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 12/19/2024

**AGENDA ITEM NUMBER:** 5

**AGENDA ITEM SUBJECT:** FUTURE BANKERS TRAINING CAMP PROGRAM

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval to allocate an amount not to exceed \$125,000 in Workforce Innovation and Opportunity Act Youth Program funds to support the Miami Dade College Future Bankers Training Camp Program, as set forth below.

**STRATEGIC GOAL:** **DEDICATED COMMITMENT TO YOUTH PARTICIPATION**

**STRATEGIC PROJECT:** **Joint contribution for youth career pathway models**

### **BACKGROUND:**

The Future Bankers Training Camp (Future Bankers Camp) Program is designed to inspire and harness the talent of minority students in low-income areas, offering them a promising career path in the financial services industry. Upon completing the program, students are eligible to receive the American Bankers Association (ABA) and America Institute of Banking (AIB) Bank Tellers Certificates. Additionally, high school graduates are eligible for a Miami-Dade College (MDC) Vocational Certificate, which can be applied towards an Associate of Science degree in Financial Services. Participants may also engage in industry-based internships with partnering financial institutions.

### **Program Details and Partnership:**

The Future Bankers Camp is collaborating with the Adult Mankind Organization (AMO) Youth Program to recruit up to 50 youth participants. This innovative four-week camp provides hands-on experience for students interested in pursuing a career in financial services.

- **Duration:** July 7, 2025, through August 1, 2025
- **Participants:** Up to 50 students
- **Skills Development:** The camp focuses on enhancing math, communication, and financial literacy skills through internships with financial institutions and industry certification opportunities.

**Program Achievements and Support:**

For Program Year (PY) 2023-2024, the Future Bankers Camp received matching program dollars from various banking institutions, which facilitated the following opportunities for students:

- Industry internships with partnering financial institutions
- Enhanced financial literacy and job readiness skills
- Certification opportunities in the banking sector

This program continues to pave the way for minority students in low-income areas, providing them with valuable skills and a clear pathway to a successful career in the financial services industry.

<b>PY 23-24 Future Bankers Training Program Outcomes</b>	
# Of Participants	50
# of who completed 150 hours of classroom training	50
# of who participated in an internship	50
# of participants who received the ABA Banker’s Teller’s Certification	50
# of financial institutes that provided internships	25
# of high schools who participated in the program	17

The Future Bankers Camp is supported by more than 38 local banks and aligns with Miami-Dade County Public Schools' involvement in the Opportunity Miami initiative, formerly known as the One Community One Goal Targeted Industries Implementation Plan.

**Program Track for PY 2024-2025:**

The upcoming program year will offer training in Teller and Customer Service roles. The Customer Service track includes a 3-credit course through Miami-Dade College (MDC). Upon successful completion of the camp, students will be eligible to receive the American Bankers Association Bank Teller and Customer Service Representative Certificates. These national industry-standard certificates meet the educational requirements for the certification exam offered by the Institute of Certified Bankers. Additionally, Miami-Dade County Public Schools students enrolled in the Academy of Finance programs are encouraged to participate in the Future Bankers Camp.

**Funding Recommendation:**

Following the procurement process outlined in Miami-Dade County Administrative Order No. 3-38, it is recommended that the South Florida Workforce Investment Board (SFWIB) waive the competitive procurement process. The Executive Director advises that this is in the best interest of the SFWIB. A two-thirds vote of the quorum present is required to waive the competitive procurement process and allocate up to \$125,000 in Workforce Innovation and Opportunity Act (WIOA) Youth funds to Miami-Dade College for the Future Bankers Training Camp Program.

**FUNDING:** Workforce Innovation and Opportunity Act Youth

**PERFORMANCE:** N/A

*NO ATTACHMENT*



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 12/19/2024

**AGENDA ITEM NUMBER:** 6

**AGENDA ITEM SUBJECT:** NEW REGISTERED APPRENTICESHIP PROGRAM

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of new program for a New Apprenticeship Program, as set forth below.

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

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

### **BACKGROUND:**

In accordance with Section 122 of the Workforce Innovation and Opportunity Act, regional workforce boards are authorized to independently develop criteria for selecting and determining the eligibility of Training Providers and their programs. The South Florida Workforce Investment Board (SFWIB) has established processes to evaluate an applicant's programmatic capabilities.

The SFWIB staff has completed the review process and recommends that the Council approve the following new apprenticeship program:

1. FIU Construction Apprenticeship Program – GNJ (2022-FL-113162)

- Position: Project Manager (RAPIDS Code 3019)

This program will equip apprentices with the skills to analyze and coordinate the schedule, timeline, procurement, staffing, and budget of construction projects or services on a per-project basis. Additionally, apprentices will learn to lead and guide the work of construction staff. Participants will receive instruction from the National Center for Construction Education and Research in the following areas:

- Project Management
- Construction Workforce Development
- Occupational Safety and Health Administration (OSHA) 30 Certification
- OSHA Disaster Recovery

This comprehensive training will prepare apprentices to effectively manage construction projects and enhance their career prospects in the construction industry.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 12/19/2024

**AGENDA ITEM NUMBER:** 7

**AGENDA ITEM SUBJECT:** NEW TRAINING PROVIDER AND PROGRAM

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of new program for a New Training Provider, as set forth below.

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

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

### **BACKGROUND:**

In accordance with Section 122 of the Workforce Innovation and Opportunity Act, regional workforce boards are authorized to independently develop criteria for selecting and determining the eligibility of Training Providers and their programs. The South Florida Workforce Investment Board (SFWIB) has established a thorough process for evaluating an applicant's programmatic capabilities.

My IT Future Institute has re-submitted an application to become a training provider for our Local Workforce Development Area (LWDA). Previously, on June 20, 2024, My IT Future Institute's application was denied due to an ongoing legal case with the U.S. Attorney's Office for the Middle District of Florida.

### **Case Background:**

In February 2024, the U.S. Attorney's Office filed a civil lawsuit against the New Horizons franchise and its owner, alleging that New Horizons submitted false claims to the Department of Veterans Affairs (VA) for Post-9/11 GI Bill tuition payments. The allegations included overcharging the VA by not reporting tuition waivers and scholarships provided to GI Bill students and falsely certifying compliance with Title 38's ban on incentive compensation tied to student enrollment.

### **Case Resolution:**

On May 30, 2024, the case was closed with the following stipulation: "ENDORSED ORDER: Pursuant to Federal Rules of Civil Procedure (Fed. R. Civ. P. 41(a)) and the 'Stipulation of Dismissal,' this action is dismissed with prejudice, with all parties to bear their own attorney's fees and costs. The Clerk is directed to terminate any pending motions and deadlines, and thereafter close this case. Signed by Judge Thomas P. Barber on 7/12/2024."

Further research revealed a press release issued on July 10, 2024, by the U.S. Attorney's Office, Middle District of Florida, indicating that the case was settled for \$1,350,000 to resolve the allegations. The dismissal was contingent upon the parties reaching an out-of-court settlement, resulting in a dismissal with prejudice to prevent future court proceedings on this matter.

**Current Status:**

CareerSource Florida policy mandates that Local Workforce Development Boards (LWDBs) only select training providers approved by Florida Commerce. My IT Future Institute has received approval from Florida Commerce and is listed as an approved training provider in the Eligible Training Program List.

My IT Future Institute has submitted all required documentation for reconsideration by the SFWIB to become a training provider for LWDA 23.

**Proposed Programs:**

SFWIB staff has completed the review process and is presenting My IT Future Institute for consideration by the Council as a new training provider. The following apprenticeship programs are proposed:

- My IT Future Institute (#2411) dba Innovak of Florida, Inc.
  - Preparatory Program for Cisco Certified Network Associate (CCNA)
  - Cyber Security IT Professional
  - Master Certificate in Cyber & Information Assurance

The Council is requested to review and consider the approval of My IT Future Institute as a training provider for LWDA 23.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 12/19/2024

**AGENDA ITEM NUMBER:** 8

**AGENDA ITEM SUBJECT:** TEMPORARY CASH ASSISTANCE TIME LIMITS AND HARDSHIP EXTENSIONS POLICY

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of the Temporary Cash Assistance Time Limits and Hardship Extensions Policy, as set forth below.

**STRATEGIC GOAL:** **IMPROVE SERVICES FOR INDIVIDUALS W/ BARRIERS**

**STRATEGIC PROJECT:** **Improve employment outcomes**

### **BACKGROUND:**

The 1996 Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) transformed cash assistance into a time-limited program aimed at promoting self-sufficiency. Federal law established a lifetime limit of 60 months for cash assistance, with states allowed to define their own time limits and hardship criteria. Florida implemented a 48-month lifetime limit for Temporary Cash Assistance (TCA), with extensions granted for individuals who meet state-defined hardship conditions.

Over the years, legislative updates such as Senate Bill 2050 (2000) and Senate Bill 408 (2005) refined the criteria and processes for TCA eligibility and extensions. In 2024, Florida House Bill 1267 introduced additional requirements, such as administering an exit survey and utilizing the Career Ladder Identifier and Financial Forecaster (CLIFF) tool during hardship reviews.

### **Policy Overview:**

The Temporary Cash Assistance Time Limits and Hardship Extensions Policy outlines the requirements for administering TCA time limits and evaluating requests for hardship extensions. It ensures compliance with federal and state statutes, providing a framework for Service Providers to:

- Conduct employability reviews
- Recommend extensions
- Track hardship cases

The policy aims to support families in transitioning to self-sufficiency while maintaining accountability for program administration.

**Recommendation:**

SFWIB staff recommends the approval of this new policy to strengthen regional processes and provide clear guidance for administering TCA time limits and hardship extensions. The Council is requested to review and consider the approval of the Temporary Cash Assistance Time Limits and Hardship Extensions Policy.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*





# BOARD POLICY

**POLICY  
NUMBER 100-24**

<b>Title:</b>	<b>Temporary Cash Assistance Time Limits and Hardship Extensions</b>		
<b>Effective:</b>	12/19/2024	<b>Revised:</b>	
<b>Supersedes:</b>		<b>Version:</b>	01

## I. OF INTEREST TO

This policy is applicable to Local Workforce Development Board (LWDB) 23 and CareerSource South Florida (CSSF) American Job Centers (AJCs).

## II. PURPOSE AND SCOPE

The purpose of this program policy is to provide AJC's with information on time limits to Temporary Cash Assistance (TCA) and instructions on processing extensions to TCA time limits.

## III. BACKGROUND

The 1996 Personal Responsibility and Work Opportunity Reconciliation Act, PRWORA, changed cash assistance from an open-ended entitlement program to a time limited cash assistance program designed to move families away from government dependency and towards self-sufficiency. The federal law gave states the option to establish TCA time limits not to exceed the federal limit of 60 months unless the individual met a hardship. The Florida State Plan establishes a lifetime limit of 48 months. The State may extend an individual's cash assistance time limits based on the State's definition of a hardship.

In 2000, Senate Bill 2050 (Chapter 445 F.S.) established that each time limited recipient of TCA would be assigned a periodic time limit. Essentially, the lifetime limit of 48 months was divided into two time periods. The 2000 legislation also defined the criteria for recommending an extension to the time limits. The Department of Children and Families (DCF) was directed to work with Workforce Florida, Inc. (WFI) to establish procedures for reviewing Welfare Transition cases prior to the individual meeting their first periodic time limit. Prior to time limits expiring, the law also required the Local Workforce Development Boards (LWDBs) to conduct an employability review with each participant approaching the last six months of their TCA periodic time limit. The LWDB is required to provide a recommendation for an extension to time limits if one is requested.

During 2005, Chapter 445 regarding TCA time limits was changed. Senate Bill 408 removed periodic time limits and, an individual is now assigned a lifetime limit of 48 months at initial approval of TCA. As a result of removing periodic time limits:

Approved By: Rick Beasley, Executive Director	
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- TCA recipients may no longer earn additional months for working and complying with program requirements;
- TCA recipients may no longer earn months to extend receipt of cash assistance for the successful completion of substance abuse and mental health treatment programs; and
- The LWDB is now required to conduct an employability review prior to the individual meeting their lifetime limit of 48 months.

Included in Senate Bill 408 was language that deleted the requirement to align the composition of a review panel with the racial, gender and ethnic diversity of the community. Elements not modified by the 2005 legislative changes include:

- An employability review must be conducted by the LWDB designee within six months of the individual's time limit.
- A recommendation to extend time limits must be based on the criteria established under 445.105 (F.S) and further defined under 65A-4.201 (FAC).
- Florida Statutes provide for an extension of cash assistance time limits based on the status of an individual's Social Security Income (SSI) or Social Security Disability Income (SSDI) application or appeal.
- The number of individuals with a time limit extension beyond the 48 months (State) or the federal 60 month lifetime period cannot exceed 20 percent of the average monthly caseload.
- For individuals who have moved from another state, the months in which TCA was received under the TANF block grant in that other state, will count towards the cumulative 48-month limit.

In 2024, Florida House Bill 1267 passed adding that LWDB must administer during the hardship review screening process the following:

- Exit survey - collects information, which can be used to discern programmatic impacts on individuals over time.
- Career Ladder Identifier and Financial Forecaster (CLIFF) – identifies an immediate path to financial stability.

#### **IV. STATUTORY AUTHORITIES**

[Florida Administrative Code 651-4.201](#)

[Florida Statute 414.0252](#)

[Florida Statute 414.105](#)

[Florida House Bill 1267](#)

#### **V. DEFINITIONS**

Workforce Florida Inc. (WFI) – Currently known as CareerSource Florida

Welfare Transition – Regionally referred to as Career Advancement Program (CAP)

## **VI. ACRONYMS**

1. American Job Center - provides universal access to an integrated array of labor exchange services so that workers, job seekers, and employers can find the services they need
2. ARP – Alternative Responsibility Plan
3. CLIFF- Career Ladder Identifier and Financial Forecaster
4. Department – means the Department of Children and Families (DCF)
5. Homeless – means an individual who lacks a fixed, regular, and adequate nighttime residence or an individual who has a primary nighttime residence that is:
  - a. A supervised publicly or privately operated shelter designed to provide temporary living accommodations, including welfare hotels, congregate shelters, and transitional housing for the mentally ill;
  - b. An institution that provides a temporary residence for individuals intended to be institutionalized; or
  - c. A public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings.
6. Domestic violence – means any assault, aggravated assault, battery, aggravated battery, sexual assault, sexual battery, stalking, aggravated stalking, kidnapping, false imprisonment, or any criminal offense that results in the physical injury or death of one family or household member by another.
7. IRP – Individual Responsibility Plan
8. LWDB – Local Workforce Development Board
9. Participant – means an individual who has applied for or receives temporary cash assistance.
10. Minor child – means a child under 18 years of age, or under 19 years of age if the child is a full-time student in a secondary school or at the equivalent level of career training, and does not include anyone who is married or divorced.
11. PRWORA – Personal Responsibility and Work Opportunity Reconciliation Act
12. SAMH – Substance Abuse or Mental Health
13. TANF – Temporary Assistance for Needy Families
14. Temporary Cash Assistance – means cash assistance provided under the state program certified under Title IV-A of the Social Security Act, as amended.

## **VII. POLICY**

### **A. Time Limits and Episodes of Eligibility**

The state of Florida Welfare Program has a lifetime cumulative total of 48 months as an adult, with the exception of hardship cases where participants have applied for permanent disability through the Social Security Administration. The Department of Children and Families (DCF) is responsible for determining that the correct time limit has been assigned to the participant and for reviewing the participant's case to determine if earned months are available.

The AJC staff shall review cases where the participant is within six months of the end of their assigned time limits for a possible hardship extension of their TCA benefits. The AJC staff is responsible for reviewing the participant's employment potential and assessing if the participant should be recommended for a hardship extension.

Temporary Cash Assistance Time Limits and Hardship Extensions

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Participants are not required to request an initial hardship extension; however, they may request a hardship when their initial assigned time limit has expired.

All participants for whom a hardship extension is recommended, shall be required to enroll in CAP as a condition of granting the hardship extension. Once enrolled in CAP, the participant must report to the assigned AJC. Once enrolled AJC staff must sanction those participants who fail to report to CAP. The AJC staff must submit the completed and signed Primary Eligibility Screening Tool, the corresponding supporting documentation along with the Hardship Extension form to CareerSource South Florida (CSSF).

Newly arrived state residents: Families who have moved to Florida from another state and who had previously received Temporary Assistance for Needy Families (TANF) in another state will have those months of TCA received counted towards the cumulative 48-month life time limit for TCA in Florida.

## **B. Earned Months of Extended TCA Benefits**

Up to 12 months of extended TCA benefits may be earned by participating for complying with the following activities:

1. A TCA participant who is not exempt from work activity requirements may earn one month of extended TCA eligibility, up to a maximum of 12 additional months, for each month that the participant is fully complying with work requirements, i.e., working a minimum of 30 hours a week in subsidized or unsubsidized employment. The earned income must be reported and included in the TCA budget. The earned months will be calculated and recorded by DCF. The additional months earned must be used before the Hardship Extension months are used.
2. A TCA participant who is not exempt from work activity requirements and who participates in a recommended substance abuse or mental health treatment (SAMH) program, may earn one month of extended TCA eligibility for each month of full compliance with the treatment program requirements (while receiving TCA), up to a maximum of 12 additional months.

The treatment credit may be awarded only upon the successful completion of the treatment program and only once during the 48-month TCA lifetime limit.

## **C. Hardship Extensions to Time Limitations**

A hardship extension extends the time limit episode for an individual's receipt of TCA. The granting of a hardship extension does not exempt the participant from the work activity requirements or the lifetime limit of 48 months. Additional hardship extensions beyond 48 months lifetime limit may be given to participants with a minor child, as determined by DCF Office of Family Safety and Preservation, or to participants who have a pending SSI application.

DCF will approve or deny extensions of cash assistance based on policy, the participant's request, and the AJC staff recommendation. Hardship Extensions must be processed timely to avoid discontinuation of TCA at the end of the established periodic or lifetime

limit. Prior to any approval, *diligent participation* and *employment potential* must be explored,

## **D. Eligibility Criteria for Hardship Extension**

### **1. Diligent Participation**

The participant shall not have had more than one work sanction imposed in the last 18 months of receipt of TCA, be in satisfactory compliance with the Individual Responsibility Plan (IRP) or Alternative Responsibility Plan (ARP) as determined by the AJC, **and** have one or more of the following characteristics:

- The inability to obtain employment, and/or;
- Extraordinary barriers to employment: the inability to obtain childcare, medical incapacity, having a child less than 3-months of age or other conditions that may result in an exemption to work requirements and/or;
- Significant barriers to employment (high unemployment rate, local labor surplus, underemployment, unavailability of support services, domestic violence, language barriers/illiteracy, homeless, felony conviction) combined with a need for additional time, and/or;
- The need by teen parents to have 24 months of eligibility after receipt of a high school diploma or GED; or
- A minor child and has reached the end of the established time limit (In this case the DCF Office of Family Safety and Preservation reviews and can make recommendation of extension of time limit).

### **2. Pending Supplemental Security Income (SSI) or Social Security Disability Income (SSDI) Application**

Participants who have applied for SSI or SSDI and who are complying with work activity requirements and/or Alternative Responsibility Plans, but have not yet received a final determination, must be provided an extension of time limits until the participant receives a final determination of the SSI or SSDI application.

- a. A determination of the SSI & SSDI application is considered final once all appeals have been exhausted, benefits have been received, or a denial has been accepted without any appeal.
- b. Participants who apply for SSI/SSDI after they have used their episodic 24/60 or 36/72 time limit or who apply after being sanctioned may apply for a hardship extension and be re-approved for benefits when they provide documentation of their pending SSI or SSDI application.

- c. While awaiting a final determination of their SSI or SSDI application, the participant must comply with the Alternative Responsibility Plan. Assigned activities will be based on the participant's medical ability to comply. If a final determination results in the denial of SSI or SSDI benefits, any period during which the participant received TCA shall count against their 48-month lifetime limit.
- d. Time limits may extend beyond 48-month Florida lifetime limit for participants with SSI or SSDI applications pending.

### 3. Domestic Violence

Victims of domestic violence may be granted a hardship extension if the effects of domestic violence delay, interrupt, or adversely affect the individual's participation in CAP.

#### E. Hardship Extension Compliance Requirement

Individuals who are on a hardship extension are required to comply with their IRP or their ARP. Failure to comply without good cause reasons would result in pre-penalty counseling and may result in a sanction. If sanctioned, the TCA will close, and the remaining extension months (if any) will be voided. The standard pre-penalty and sanctioning procedures are to be followed. (If the participant applies for TCA in the future, they would need to reapply for a hardship extension). Upon receipt of the sanction request, DCF will close the TCA with the appropriate level sanction code (433/434/435) and with code 162 (extension ended).

#### F. Hardship Extension Denials

If a hardship extension is denied, DCF staff will refer the case to the Office of Family Safety and Preservation to determine if the child (ren) is/are at risk of being removed from the home and placed in emergency shelter or foster care when the family reaches the end of the time limit. If so, benefits will be paid through a protective payee.

#### G. CAP on Hardship Extensions

CSSF may grant hardship extensions for up to 20 percent of the average monthly TCA regional caseload based on their current criteria for determining hardship extensions. Some of these hardship extensions may be extensions beyond the 48-month lifetime limit. Extensions beyond the life time limit should be approved based on established guidelines. CSSF is responsible for tracking the number of participants receiving hardship extensions to ensure they do not exceed 20% limit.

**Note:** If a participant has been granted a hardship extension, is in compliance with work activities or Alternative Responsibility Plan, has months remaining on the extension, and relocates to another region, the participant's case would be transferred to the new region. The participant would continue to receive TCA and be able to use the remaining months of the hardship extension. The hardship extension would apply to the new region's 20% cap on hardship extensions. As appropriate, the receiving AJC staff may revise the IRP/ARP to conform to local practices.

**Forms Attached**

[Hardship Extension Appointment Letter](#)

[CF-ES 2082-Hardship Extension Review Form](#)

[SSI/SSDI Time Limit Extension Review Form](#)

[Hardship Extension Statement of Understanding](#)



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 12/19/2024

**AGENDA ITEM NUMBER:** 9

**AGENDA ITEM SUBJECT:** RAPID RESPONSE POLICY REVISIONS

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of a revised Rapid Response Program Administration Policy, as set forth below.

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

**STRATEGIC PROJECT:** **Implement employer engagement in Career Centers**

### **BACKGROUND:**

On August 18, 2022, the SFWIB approved a revision to the Rapid Response Program Administration Policy. The policy guides SFWIB Center operators in the administration of rapid response activities. Federal and state law permit local workforce development boards to independently develop criteria for rapid response activities.

SFWIB staff recommends to the Global Talent and Competitiveness Council the following Rapid Response Administration Policy revisions:

1. Page 2 - Section IV -- Statutory Authorities – Additional statutory authorities were added to revised policy to include the following items:
  - a. Public Law 113-128, Section 134 (a)(2)(A)(i)(II)
  - b. 20 Code of Federal Registration, Part 682 (C) (300-370)
2. Page 2 – Section V – Definitions - A definition for the Workforce Innovation and Opportunity Act (WIOA) has been added:

“Workforce Innovation and Opportunity Act (WIOA): A federal act that provides direction and guidance for the workforce system in every state. The law prioritizes a market-driven approach to talent development that prepares individuals seeking employment for current and future jobs. WIOA is a transformative law designed to strengthen our nation's public workforce system, helping job seekers, particularly those with barriers to employment, access the education, training, and support services they need to obtain and advance in quality jobs and careers. It also helps businesses hire and retain the skilled workers they need to succeed in a global economy.



3. Page 7 - Section VI (D ) – Local Rapid Response Team – The general language about the designated Rapid Response Coordinator has been updated to include the CSSF REACT Coordinator.
4. Page 3-13 - Section VI (A-L) – Policies and Procedures – This section title was updated from “Strategic Policies to “Policy and Procedure”. The following additional subsections were added to include all language related to local workforce board rapid response requirements as outlined in federal and state policies:
  - a. Subsection A – Rapid Response Events
    - i. Subsection A (1): WARN Notification administration language has been added to ensure compliance with federal and state policies.
    - ii. Subsection A (2): Non-WARN events language has been added to ensure compliance with federal and state policies.
    - iii. Subsection A (3): Trade Adjustment Assistance (TAA) petition filings language has been added to ensure compliance with federal and state policies.
    - iv. Subsection A (4): Natural disaster language has been added to ensure compliance with federal and state policies at the local level.
  - b. Subsection B – Local Rapid Response Team
  - c. Subsection C – Initial Contact
  - d. Subsection D - Rapid Response Services
  - e. Subsection E – Workforce Innovation and Opportunity Act Dislocated Worker Program
  - f. Subsection F - Layoff Aversion
  - g. Subsection G 0 Incumbent Worker Training
  - h. Subsection H – Short Time Compensation
  - i. Subsection I – Reporting Requirements
  - j. Subsection J – Monitoring
  - k. Subsection K – EconoVue
    - i. Subsection K (1) How to Use EconoVue
5. Page 11 - Section V – Resources – Links to reference materials and resources were linked and added under this section

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



# BOARD POLICY

**POLICY  
NUMBER  
400-1**

<b>Title:</b>	<b>Rapid Response Program Administration</b>		
<b>Effective:</b>	12/19/2024	<b>Revised:</b>	5/17/24
<b>Supersedes:</b>	8/18/22	<b>Version:</b>	02

## I. OF INTEREST TO

The Rapid Response Policy should be of interest to members of the South Florida Workforce Investment Board (SFWIB), SFWIB staff, Contractors (Service Providers), Training Vendors, Businesses, Job Seekers, and Employees in Region 23 (Miami-Dade and Monroe counties).

## II. PURPOSE AND SCOPE

CareerSource South Florida's Strategic Policy for Rapid Response and Layoff Aversion Systems encourages strategies that should be of high quality, comprehensiveness, and effectiveness, aiming to maximize assistance to businesses within their local communities. The focus lies on proactive engagement with businesses to prevent layoffs and responding efficiently to announced layoffs, offering immediate assistance to affected workers.

## III. BACKGROUND

WIOA mandates that Local Workforce Development Boards (LWDBs) Rapid Response activities play a crucial role in aiding employers and affected workers both before and immediately after the announcement of a permanent closure, layoff, or any natural or other disaster resulting in mass job dislocation. This necessitates well-informed and strategically executed local business engagement.

A robust rapid response/layoff aversion program is imperative for LWDB 23 to enhance the Local Workforce Development Board's ability to assist businesses of all sizes effectively. A proficient Rapid Response and Layoff Aversion System contributes significantly to economic recovery and vitality by fostering ongoing, comprehensive approaches to identifying, planning for, or responding to layoffs or dislocations. Its primary goal is to prevent or minimize their impacts on workers, businesses, and communities.

Approved By: Rick Beasley, Executive Director	
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This system involves proactive engagement with employers of varying sizes, economic organizations, chambers of commerce, small business development centers, business associations, and other pivotal partners. By developing workforce solutions, it aims to improve the economic well-being and quality of life for the community. This is achieved through job creation and retention, facilitating growth, establishing a stable tax base, and supporting a competitive, resilient local workforce.

#### IV. STATUTORY AUTHORITIES

[Public Law 113-128, Section 134 \(a\)\(2\)\(A\)\(i\)\(II\)](#)

[20 Code Of Federal Regulation, Part 639](#)

[20 Code of Federal Registration, Subpart C Rapid Response Activities 682 \(300-370\)](#)

[Training and Employment Guidance Letter \(TEGL\) 19-16](#)

[Florida Commerce Administrative Policy 114](#)

#### V. DEFINITIONS

1. **Workforce Innovation and Opportunity Act (WIOA):** A federal act that provides direction and guidance for the workforce system in every state. The law prioritizes a market-driven approach to talent development that prepares people seeking employment for the jobs of today and of the future. WIOA is a transformative law designed to strengthen our nation's public workforce system, helping job seekers, particularly those with barriers to employment, access the education, training, and support services they need to obtain and advance in quality jobs and careers, and to help businesses hire and retain the skilled workers they need to succeed in a global economy.
2. **Short-Time Compensation:** The Short Time Compensation program serves as a strategic measure for employers navigating temporary slowdowns, promoting workforce retention through the encouragement of work-sharing as a viable alternative to layoffs. This program authorizes prorated reemployment assistance benefits for employees experiencing reduced work hours and earnings within the framework of a Short Time Compensation plan, mitigating the need for total employee layoffs.

3. **Paid Work Experience (PWE):** This initiative facilitates a structured arrangement wherein businesses engage workers for a specified period, allowing them to accrue valuable work experience. The worker's salary is covered entirely, at no expense to the business, throughout the agreed-upon duration. This incentive not only enables new workers to acquire job-specific skills but also contributes to heightened productivity for the business.
4. **Incumbent Worker Training (IWT) program:** This program, funded by the WIOA, was created for the purpose of providing grant funding for continuing education and training of incumbent employees at existing Florida businesses. The program provides reimbursement grants to businesses that pay for preapproved, direct, training-related costs.
5. **Mass Layoff:** Layoffs affecting 50 or more workers or layoffs when a WARN notice has been filed, regardless of the number of workers affected by the layoff announced.
6. **Local TAA Coordinator:** A merit-staff employee designated by the LWDB to determine TAA eligibility and to provide TAA case management and employment services with the goal of leading participants to suitable employment.
7. **Worker Adjustment and Retraining Notification (WARN) Act:** A federal act that helps ensure advance notice in cases of qualified plant closings and mass layoffs per 20 CFR Part 639.

## VI. POLICIES AND PROCEDURES

CareerSource South Florida (CSSF) is committed to implementing a robust Rapid Response system for both dislocated workers and employers, placing a distinct emphasis on Layoff Aversion Activities. This entails dedicating resources and efforts to the following strategic initiatives:

- a. Formalizing partnerships with local chambers of commerce, economic development organizations, small business development centers, business associations, and other essential collaborators.
- b. Establishing a cohesive Rapid Response Team, composed of members from collaborating agencies, to ensure streamlined coordination.
- c. Systematically gathering data and intelligence on economic transition trends within industries, communities, or specific employers, and devising intervention strategies based on thorough analysis.

- d. Identifying heavily concentrated industries and sectors, along with addressing related training needs in the designated geographic area.
- e. Facilitating connections between employers and workers through short-term, on-the-job, and customized training and apprenticeships, both before and after layoffs, as well as prior to new employment.
- f. Designing and implementing strategies to sustain effective business engagement with companies of all sizes and industries within the Local Workforce Development Boards (LWBDs).
- g. Establishing an early warning system utilizing the EconoVue data visualization system to identify businesses at risk of closure, irrespective of size. This allows for immediate support to prevent layoffs. Creating local points of contact within the early warning system network to ensure communication and accountability for Rapid Response services.
- h. Conducting outreach and education to disseminate comprehensive information on employer-based Layoff Aversion services. This includes but is not limited to Short-Time Compensation, federal emergency grant and loan programs, local and community assistance programs, and incumbent worker training. The objective is to proactively avert layoffs and facilitate connections to other support services, demonstrating a commitment to comprehensive employer support.

## **A. Rapid Response Events**

The classification of a Rapid Response event is without regard to industry, size of the employer, number of workers potentially affected, or the time between notification and layoff date.

There are four (4) types of Rapid Response events:

- 1) [Worker Adjustment and Retraining Notification](#) (WARN) event: Any employer that provides written notice of a mass layoff or closure with intent to meet the federal WARN requirements;
- 2) Non-WARN event: Any employer experiencing a mass layoff or closure, even if it is not subject to the federal WARN requirements;

- 3) [Trade Adjustment Assistance](#) (TAA) event: Any employer for which a TAA petition has been filed with the U.S. Department of Labor (USDOL); and
- 4) Natural disasters: Any employer experiencing a mass layoff or closure due to natural or force majeure disasters.

Rapid Response activities assist communities that experience employer closures, mass layoffs, disaster-related mass job dislocations, or TAA petition filings that precipitate substantial increases in the number of unemployed individuals. Rapid Response Rapid Response Program Administration Policy Number 114 Page 3 of 11 services and activities shall be provided to all employers who experience a mass layoff or closure, regardless of how the LWDB was notified, or became aware of, the event.

FLORIDA COMMERCE provides LWDBs notification of filed TAA petitions and WARN notices via email to the LWDB's Rapid Response Coordinator and other designated recipients as assigned by the LWDB. LWDBs may add individuals to the Rapid Response event distribution list by submitting an e-mail with the requested recipient's name and e-mail to [WARN@FloridaCommerce.myflorida.com](mailto:WARN@FloridaCommerce.myflorida.com).

## **1. Worker Adjustment and Retraining Notification Administration**

The [WARN](#) Act of 1988 requires employers, in certain circumstances, to provide advance notification of layoffs and plant closings in order to provide workers with enough time to seek other employment or retraining opportunities. Employers covered under the WARN Act submit WARN notices to the State Rapid Response Coordinator sixty (60) days in advance of plant closings and/or mass layoffs.

LWDB may assist employers who meet the criteria set forth in the WARN Act of 1988 and required in [20 CFR Part 639](#), with filing WARN Notices by providing the procedures and instructions available in the [Employer's Guide to Advance Notice of Closings and Layoffs](#). WARN filing assistance must be documented in the employer's Employ Florida service plan with employer service code E47 WARN Notice Assistance.

Upon receipt of a WARN notice, FLORIDA COMMERCE shall provide notification via e-mail to the LWDBs where the layoffs are to occur. FLORIDA COMMERCE shall provide a copy of the WARN notice and any known separation details in a notification e-mail to the LWDB within two (2) business days of receipt. If a WARN notice is incomplete, FLORIDA COMMERCE will provide the known details to the LWDBs in the form of an advanced, partial layoff notification.

A summary of all WARN information is available from the FLORIDA COMMERCE public website at [www.floridajobs.org](http://www.floridajobs.org). The State Rapid Response Program Office is responsible for updating the list and keeping it current within three (3) business days of receiving a WARN notice.

The online WARN Summary Report includes:

- a) Company name and address;
- b) Total number of affected workers;
- c) The affected employer's industry;
- d) WARN notification date;
- e) Layoff dates;
- f) A copy of the WARN notice.

Rapid Response Program Administration Policy Number 114 Page 4 of 11  
FLORIDA COMMERCE is responsible for inputting WARN information in the state's online labor exchange and case management system, Employ Florida, within two (2) business days of receipt. LWDBs may enter non-WARN Rapid Response events by following the instructions provided in the Virtual OneStop® VOS Sapphire Administration System User Guide. The use of the WARN1234 numbering sequence for Rapid Response events is reserved for FLORIDA COMMERCE use only.

## **2. Non-WARN Events**

To serve businesses that are not covered by the WARN Act or a TAA petition, LWDBs must actively work with local business services teams to identify potential Rapid Response events in the local area. CSSF REACT Coordinator shall utilize the EconoVue tool, CSSF business service team, and contract Business Intermediaries to identify potential Rapid Response events in the local area. CSSF REACT Coordinator shall utilize local economic development resources, local Small Business Development Center network offices, and other resources and technology to identify potential Rapid Response events.

## **3. Trade Adjustment Assistance Petition Filings**

The Trade Act of 1974 established the [Trade Adjustment Assistance for Workers Program](#), referred to herein as the TAA Program, to assist workers who have been laid off or whose jobs have been threatened because of foreign trade or competition (trade-affected workers). To establish eligibility, a group of two workers (or their representative) must file a petition with USDOL. Upon receipt of the petition, USDOL investigates to verify the role of foreign trade or competition in the workers' job losses, reduction in hours, or reduction in wages.

In accordance with WIOA, the filing of a TAA petition requires LWDBs to deliver Rapid Response services to the affected workers. TAA petitions filed with USDOL are provided to the State Rapid Response Coordinator by the [USDOL Office of](#)

[Trade Adjustment Assistance \(OTAA\)](#). The State Rapid Response Program Office shall provide a copy of the TAA Petition and any known separation details in a notification e-mail to the LWDB responsible for the service area of the employer within two (2) business days of receipt.

#### **4. Natural and Other Disasters**

Local Rapid Response Coordinator(s) shall respond to natural disasters and coordinate with the State Rapid Response Coordinator and other local government divisions and organizations to provide Rapid Response services to natural disaster affected workers. Workers separated due to natural or force majeure disasters must be screened for the eligibility requirements included in the WIOA Dislocated Workers program, per [WIOA § 3 \(15\)\(C\)](#) stating “unemployed as a result of general economic conditions in the community in which the individual resides or because of natural disasters”.

Local Rapid Response Coordinators have the flexibility to institute agendas and programs that respond to known, regional disasters such as flooding, hurricanes, freezes, wildfires, heat waves, drought, shelter-in-place orders, evacuations, and health crises. Exceptions to recognized disasters are sudden geological processes, tornadoes, hailstorms, and mass criminal or terrorist events.

#### **B. Local Rapid Response Team**

The establishment of the Rapid Response Team by CareerSource South Florida (CSSF) involves collaboration with agencies, where team members serve as Business Intermediaries for the local board.

LWDBs are responsible for the day-to-day coordination of Rapid Response services to businesses and workers that are experiencing layoffs or closures. LWDBs must designate a full-time Local Rapid Response Coordinator as the primary point of contact for Rapid Response.

The Local Rapid Response Coordinator is responsible for:

- a. Communicating with FLORIDA COMMERCE and the State Rapid Response Coordinator;
- b. Serving as lead contact for affected employers and dislocated workers;
- c. Leading the LWDB 23 Rapid Response team; and
- d. Ensuring Rapid Response activities are reported accurately and timely in Employ Florida.

CSSF designate the REACT Coordinator, a part of the, Business Services Representative team as the Local Rapid Response Coordinator. The REACT Coordinator will implement the following effective strategies including, but are not limited to, offering customized hiring events for the affected workers and earlier identification of grant funds and training opportunities.



CSSF Rapid Response team is comprised of individuals that provide information, resources, and services to assist affected employers and workers. The team may include, but is not limited to:

- i. Business development representatives;
- ii. Business Intermediaries and/ or Chamber of Commerces
- iii. Local TAA Coordinators;
- iv. Department of Children and Families (DCF) case managers;
- v. Division of Vocational Rehabilitation (DVR) Business Outreach Specialists;
- vi. WIOA case managers;
- vii. Supplemental Nutrition Assistance Program (SNAP) staff;
- viii. Temporary Assistance for Needy Families (TANF) staff; and/or
- ix. Local Veteran Employment Representatives (LVER).

Note: Disabled Veteran Outreach Program (DVOP) specialists funded through the Jobs for Veterans' State Grant may participate in Rapid Response events only when it has been predetermined that the dislocated workers include veterans who may be eligible for DVOP services as described in [Administrative Policy 102: Veteran Initial Intake Process at Career Centers](#).

### **C. Initial Contact**

Once the Rapid Response event has been identified, the Local Rapid Response Coordinator will establish contact with the employer and act as the single point of contact for arranging and scheduling all Rapid Response activities. Upon determination of a Rapid Response event, the Local Rapid Response Coordinator must contact the affected employer within two (2) business days to discuss the following:

- a. The employer's schedule for the layoff;
- b. The types of services the employer would be interested in hosting on-site or remotely;
- c. General information on the skills and abilities of the affected workers;
- d. The spaces where employee meetings or other services may take place, including virtual accommodations and other accommodations for disabilities;
- e. The spaces where employees may safely meet to receive services following a natural disaster; and,
- f. The duration of Rapid Response assistance to workers, and the ability for workers to receive services during regular work hours.

## D. Rapid Response Services

As part of the LWDB's Rapid Response service delivery system and pursuant to [20 C.F.R. 682.330](#), the following services must be made available, as needed, to affected employers and workers:

- a. Immediate and on-site contact with the employer, representatives of the affected workers which includes an assessment of and a plan to address:
  - i. Layoff plans and schedules of the employer;
  - ii. Background and probable assistance required for the affected workers;
  - iii. Reemployment prospects for workers; and
  - iv. Available resources to meet the short and long-term assistance needs of the affected workers.
  - v. Investigation of possible trade-impact.
- b. The provision of information about and access to [Reemployment Assistance](#) (RA) benefits and programs, such as Short-Time Compensation (STC), comprehensive career center services, and employment and training activities, including information on the TAA program, Pell Grants, the GI Bill, and other resources.
- c. The delivery of other available services and resources including workshops and classes, and job fairs, to support reemployment efforts of affected workers;
- d. The provision of emergency assistance adapted to the mass layoff;
- e. Delivery of services to worker groups for which a petition for TAA has been filed;
- f. The provision of limited, additional assistance to local areas that experience Rapid Response events when such events exceed the capacity of the local area to respond with existing resources.

The above list represents the minimum services that must be readily available and should be offered with the end goal of rapid reemployment. WIOA requires states and local areas conduct layoff aversion activities. However, it is left to the discretion of the local Rapid Response programs to determine which layoff aversion strategies and activities are applicable in each potential layoff situation. Pursuant to [20 C.F.R. 682.340](#), LWDBs may devise Rapid Response strategies or conduct activities that are intended to minimize the negative impacts of dislocation on workers, businesses, and communities, to ensure rapid reemployment for workers affected by Rapid Response events.

## E. Workforce Innovation and Opportunity Act Dislocated Worker Program

The Rapid Response Program is a prelude to the [Workforce Innovation and Opportunity Act](#) (WIOA) Dislocated Worker Program. The WIOA Dislocated Worker Program provides transitional services designed to assist in the early stages of a layoff. These services are offered in recognition that Dislocated Workers have various levels of need. Some workers only require minimal assistance to successfully return to the workforce, while others may need more.

## **F. Layoff Aversion**

Locally driven layoff aversion strategies and activities are a required component of Rapid Response. A layoff aversion strategy helps employers retain a skilled workforce and/or provides workers rapid transition to new employment. The implementation of local layoff aversion strategies removes or minimizes periods of unemployment for workers adversely affected by layoffs. Layoff aversion is a central component of a high-performing business engagement strategy, requiring a shared responsibility among numerous partners at the state, regional, and local levels.

The intent of layoff aversion is to provide business solutions to companies that want to save jobs. To save jobs, the rapid response team must be able to identify an at-risk company well in advance of layoffs, obtain executive level commitment to work

together, assess the needs of the company and deliver solutions to address risk factors. LWDBs must work with local community partners and businesses to implement a mechanism to determine at-risk employers.

The LWDB shall determine which strategies and activities are applicable in each situation. Local Rapid Response programs have the flexibility to institute agendas and programs that respond to their local workforce challenges. Layoff aversion strategies include, but are not limited to:

- a. Ongoing engagement, partnership, and relationship-building activities with businesses in the community, in order to create an environment for successful layoff aversion efforts and to enable the provision of assistance to affected workers in obtaining reemployment as soon as possible;
- b. Assisting employers in managing reductions in force, which may include early identification of firms at risk of layoffs, assessment of the needs of and options for at-risk firms, and the delivery of services to address these needs;
- c. Funding feasibility studies to determine if a company's operations may be sustained through a buyout or other means to avoid or minimize layoffs;
- d. Developing, funding, and managing incumbent worker training programs or other worker upskilling approaches as part of a layoff aversion strategy or activity;
- e. Connecting companies to state Short-Time Compensation or other programs designed to prevent layoffs or to quickly reemploy dislocated workers, employer loan programs for employee skill upgrading; and other

Federal, state and local resources as necessary to address other business needs;

- f. Establishing linkages with economic development activities at the Federal, State and local levels, including Federal Department of Commerce programs and available State and local business retention and expansion activities;
- g. Partnering or contracting with business-focused organizations to assess risks to companies, propose strategies to address those risks, implement services, and measure impacts of services delivered;
- h. Conducting analyses of the suppliers of an affected company to assess their risks and vulnerabilities from a potential closing or shift in production of their major customer; i) Engaging in proactive measures to identify opportunities for potential economic transition and training needs in growing industry sectors or expanding businesses;
- i. Coordinate with local government divisions and organization, and local nonprofit organizations, to plan for and respond to natural and other disasters; and
- j. Connecting businesses and workers to short-term, on-the-job, or customized training programs and apprenticeships before or after layoff to help facilitate rapid reemployment.

### **G. Incumbent Worker Training**

The Incumbent Worker Training (IWT) program provides reimbursement grants to businesses that pay for preapproved, direct, training-related costs to upgrade the skills of their current employees. The IWT program is used to help avert potential layoffs of employees, or to increase the skill levels of employees so they may be promoted within the company and create backfill opportunities for the employers. When appropriate, the REACT Coordinator shall provide IWT program information and resources to employers during meetings, interviews, and other engagements. For more information regarding IWT, please refer to the [CareerSource South Florida Work Based Training Policy and CareerSource South Florida Incumbent Worker Policy](#).

### **H. Short-Time Compensation Program**

The provision of information and access to RA benefits and programs, such as [Short Time Compensation](#) (STC) are required activities under Rapid Response. The STC Program is a voluntary employer program designed to help employers maintain their staff by reducing the weekly working hours during temporary slowdowns instead of temporarily laying off workers.

Employers who wish to participate in the Short-Time Compensation Program must apply to be a part of the program before being able to offer it to their workforce. To apply for the Short-Time Compensation Program, employers must apply through the FLORIDA COMMERCE [website](#). Applying for STC for employees is exclusively

online. The process to apply for the STC Program in Florida requires furnishing requested documents as well as information on the affected employees as outlined in [Chapter 443, Section 1116](#) of the Florida Statutes.

## **I. Reporting Requirements**

As LWDBs initiate contact with the employers that have experienced a Rapid Response event, they are required to document the visits and services provided by entering, at minimum, employer service code E42: Rapid Response/Dislocated Workers Assistance in the employer's Employ Florida service plan. Employers who decline or refuse Rapid Response services must be documented by a case note in the employer's case note tab. Supporting evidence of the employer's refusal or declining of services must be retained for source documentation. Instructions for LWDB staff regarding the reporting of Employ Florida employer service codes and case notes are available in [the Employ Florida Virtual OneStop® User Guide for Staff](#), Section 16: Manage Employers.

When feasible, affected employees should be registered in the state's online labor exchange and case management system, Employ Florida. Rapid Response activities provided to affected employees must be reported in the affected employee's Employ Florida Wagner-Peyser, TAA or WIOA program application(s), as applicable dependent upon which application is active at the time of service delivery, in accordance with the [Employ Florida Service Code](#) Guide and the [Employ Florida Virtual OneStop® User Guide for Staff](#).

## **J. Monitoring**

Rapid Response services and activities must be monitored annually for compliance with requirements by USDOL and FLORIDA COMMERCE. FLORIDA COMMERCE monitors the requirements outlined in this policy and the LWDB's local operating procedures. LWDBs must establish local monitoring policies and procedures that include, at minimum:

- a. Roles and duties of the Local Rapid Response Coordinator;
- b. Roles and duties of all other LWDB supporting staff; and
- c. Local monitoring procedures for implementation of this policy.

## **K. EconoVue**

EconoVue is a high level dashboard with multi-dimensional and multi-regional time-series data views of a State and/or region's business and workforce picture by employer failure risk.

EconoVue enhances business engagement for workforce and economic development across state and local agencies through user-friendly data visualization. It offers a comprehensive overview of business intelligence, workforce data, and economic analytics.

### **1. How CSSF Uses EconoVue;**

- i. Leveraging the EconoVue system to identify businesses deemed high risk, enabling targeted outreach and education initiatives. This includes disseminating comprehensive information on employer-based Layoff Aversion services, encompassing Short-Time Compensation, federal emergency grant and loan programs, Child care and housing assistance programs and other community assistance programs for affected individuals.
  - ii. Utilizing the EconoVue system to pinpoint businesses categorized as moderate to high risk, facilitating outreach and education initiatives. This involves providing information on incumbent worker training programs to proactively avert layoffs and fostering connections to other support services.
  - iii. Harnessing the capabilities of the EconoVue system to identify businesses in transition, thereby determining potential benefits from On-The-Job training, apprenticeship programs, or pre-apprenticeship programs.
  - iv. Establishing service level standards that define quantitative outcomes, encompassing metrics such as return on investment and economic impact within the Local Workforce Development Area (LWDA). This ensures a structured and measurable approach to assessing the effectiveness of the Rapid Response Team's interventions

## **V. RESOURCES**

[Rapid Response Services for Businesses Fact Sheet](#)

[Short-Time Compensation Fact Sheet](#)

[Workforces Business Engagement Collaborative Community](#)

[State Rapid Response Program](#)

[State Rapid Response Program Resources](#)

[State Worker Adjustment And Retraining Notification Database](#)

[U.S. Department Of Labor Employment And Training Administration Rapid Response](#)

[Workforcegps Rapid Response Process Flow Chart](#)

**VII. EXCEPTIONS**

Exceptions to this policy, or any part thereof, must be approved in writing by the SFWIB Executive Director.



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 12/19/2024

**AGENDA ITEM NUMBER:** 10

**AGENDA ITEM SUBJECT:** PAID WORK EXPERIENCE POLICY REVISIONS

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of a revised Paid Work Experience Policy, as set forth below.

**STRATEGIC GOAL:** **IMPROVE SERVICES FOR INDIVIDUALS W/ BARRIERS**

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

### **BACKGROUND:**

On December 13, 2018, the SFWIB approved a revision to the Paid Work Experience (PWE) Policy. The policy guides SFWIB Center operators in the administration of PWE activities and agreements. Federal and state law permit local workforce development boards to independently develop criteria for work experience activities and corresponding work experience agreements.

SFWIB staff recommends to the Global Talent and Competitiveness Council the following PWE Policy revisions:

1. Page 2 - Section IV -- Statutory Authorities - Additional statutory authorities were added to revised policy to include the following items:
  - a. Workforce Innovation and Opportunity Act (WIOA, Section 134(c)(2)(A)(xii)(VII), Public Law 113-128 (2014)
  - b. Code of Federal Regulations (CFR), Title 20, Part 680, Section 180, Internships and Work Experience
  - c. Code of Federal Regulations (CFR), Title 20, Part 681, Section 600, Work Experience for Youth
  - d. Code of Federal Regulations (CFR), Title 45, Part 261, Work Participation Requirements (TANF)
  - e. Fair Labor Standards Act of 1938, 29 U.S.C. §§ 201-219
  - f. Florida Statutes Section 112.3135 (Conflict of Interest)
  - g. Florida Administrative Code, Rule 65A-4.201, "Work Requirements for Food Assistance"
  - h. Florida Statutes, Section 414.105, "Welfare Transition Program"



2. Page 2 - Section V -- Definitions – A youth specific definition for paid work experiences outlining requirements was added to the revised policy. Language includes: “Youth (Only) - Paid work experiences for youth participants are required to have an academic and occupational education as a component which:
  - a. Refers to contextual learning that accompanies a work experience;
  - b. May occur concurrently or sequentially with the work experience;
  - c. May occur inside or outside the work site;
  - d. Includes information needed to understand and work in specific industries or occupations; this component may be provided by the employer, and/or may be provided separately in the classroom or through other means.”
3. Page 5 - Section VIII (C) -- Compensation – The following revisions were made to the Compensation section of the policy:
  - a. The hourly wage rate has been removed to provide more flexibility in the policy for wage increases. This adjustment ensures that wage rates evolve based on regional goals and aligns with upcoming minimum wage increases.
  - b. The cost per participant has been updated to \$12,500 to align with the ITA per-participant cost allowing for consistency across all funded work experience and training activity policies.
4. Pages 5-6 - Section X. Limitations – Language has been added to exempt youth participants from the full-time employment requirement. The updated language states:

“PWE agreements must be written for full-time employment for all adult participants and out-of-school youth enrolled in paid work experiences. Full-time employment is defined by the respective employer, based on their internal policies or industry standards. Proof of employment and verification of full-time status must be documented by the employer/business and confirmed by the Service Providers and/or AJCs. The only exception to this full-time employment requirement applies to in-school youth participants, who may be eligible for part-time employment as part of specific initiatives or programs that require or allow for reduced hours. Service Providers may request a written exception for any participant prior to executing the agreement, which must be approved by the SFWIB Executive Director.”

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



# BOARD POLICY

**POLICY  
NUMBER  
POL 400-5.2**

<b>Title:</b>	<b>PAID WORK EXPERIENCE</b>		
<b>Effective:</b>		<b>Revised:</b>	<b>Dec 10, 2024</b>
<b>Supersedes:</b>	<b>POL 400-5</b>	<b>Version:</b>	<b>03</b>

## I. OF INTEREST TO

The Paid Work Experience (PWE) Policy should be of interest to members of the South Florida Workforce Investment Board (SFWIB) dba CareerSource South Florida, Local Workforce Development Area (LWDA) 23 Contractors (Service Providers), SFWIB staff, including Job Seekers.

## II. PURPOSE AND SCOPE

The Workforce Innovation and Opportunity Act (WIOA) brings together in strategic coordination the core programs of the federal investment in skills development to support training and work experience for job seekers through work-based learning.

Through this policy, South Florida Workforce Investment Board (SFWIB) dba CareerSource South Florida provides direction and guidance for the implementation of work experiences for WIOA eligible adults, Dislocated Workers and youth participants. The PWE program provides work experience to assist participants in establishing a work history, demonstrate success in the workplace, and develop necessary skills that lead to stable employment and self-sufficiency.

## III. BACKGROUND

WIOA allows Labor Workforce Development Boards (LWDBs) to use work-based learning as an effective service strategy to assist job seekers in entering and advancing along a career pathway and to allow employers to train their employees while they continue to be productive members of the workforce.

Work-based learning activities include on-the-job training (OJT), customized training, incumbent worker training, registered apprenticeships, pre-apprenticeships, transitional jobs, and internships. A work experience is not designed to replace an existing employee or vacancy. Wages will be provided via a SFWIB sub-contracted service provider and paid directly to the participants developing an employer/employee relationship. Labor standards apply in all work experiences where an employee/employer relationship exists, as defined by the fair labor standards act.

Approved By: Rick Beasley, Executive Director	
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#### IV. STATUTORY AUTHORITIES

- [Workforce Innovation and Opportunity Act \(WIOA\), Section 129\(c\)\(2\)\(C\), Public Law 113-128 \(2014\)](#)
- [Workforce Innovation and Opportunity Act \(WIOA\), Section 134\(c\)\(2\)\(A\)\(xii\)\(VII\), Public Law 113-128 \(2014\)](#)
- [Code of Federal Regulations \(CFR\), Title 20, Part 680, Section 180, Use of Internships and Work Experience](#)
- [Code of Federal Regulations \(CFR\), Title 20, Part 681, Section 600, Work Experience for Youth](#)
- [Code of Federal Regulations \(CFR\), Title 45, Part 261, Work Participation Requirements \(TANF\)](#)
- [Code of Federal Regulations \(CFR\), Title 7, Part 273, Work Requirements for SNAP](#)
- [Training and Employment Guidance Letter \(TEGL\) No. 19-16, Guidance on Services Provided through the Workforce Innovation and Opportunity Act \(WIOA\)](#)
- [Training and Employment Guidance Letter \(TEGL\) No. 21-16, Third Workforce Innovation and Opportunity Act \(WIOA\) Title I Youth Formula Program Guidance](#)
- [Fair Labor Standards Act of 1938, 29 U.S.C. §§ 201-219](#)
- [Florida Statutes Section 112.3135 \(Conflict of Interest\)](#)
- [Florida Statutes, Section 414.105, "Welfare Transition Program"](#)
- [CareerSource Florida Administrative Policy 100](#)

#### V. DEFINITIONS

##### **A. Paid Workforce Experience (PWE)**

WIOA defines Work Experience as a planned, structured learning experience, that takes place in a workplace for a limited period of time. Work experience may be paid or unpaid, as appropriate. A work experience workplace may be in the private for profit sector, the nonprofit sector, or the public sector. Labor standards apply in any work experience where an employee/employer relationship, as defined by the Fair Labor Standards Act, exists.

##### **Youth (Only)**

Paid work experiences for youth participants are required to have an academic and occupational education as a component which:

- a) Refers to contextual learning that accompanies a work experience;
- b) May occur concurrently or sequentially with the work experience;
- c) May occur inside or outside the work site;
- d) Includes information needed to understand and work in specific industries or occupations; this component may be provided by the employer, and/or may be provided separately in the classroom or through other means.

##### **B. Conflict of Interest**

1. SFWIB will not favor a referral from and/or to a member of the SFWIB over another employer /business in the community. PWE placements shall be made based upon what will be most beneficial to the participant.
2. SFWIB shall be notified whenever the PWE Agreement is connected to a SFWIB member, Service provider and/or ACJ or employee.
3. Service providers and/or AJCs are prohibited from recommending an agreement or making PWE referrals to employer s/businesses who are members of their immediate family or members of families of other Service providers and/or AJCs staff or SFWIB staff.
4. The contracted Service providers and/or AJCs / employer or business shall not hire a participant who is a relative (member of the family) of the business. Relative is defined as father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, or half-sister. (Section 112.3135, Florida Statutes)

## **VI. EMPLOYER ELIGIBILITY**

### **A. Business**

Prior to entering into a PWE agreement with a business, the service provider or AJC must ensure that the business is eligible.

Businesses that meet the following criteria are considered eligible and may, subject to available funding, enter into a PWE agreement:

1. Located in the State of Florida;
2. Hold valid business occupational license;
3. Maintains Workers Compensation Insurance (if applicable);
4. Active business as verified by Florida Department of State Division of Corporations ([www.sunbiz.org](http://www.sunbiz.org));
5. Business has operated at current location for at least 120 days.

PWE agreements may be modified. All modifications must be in writing and signed by all parties prior to the effective date of the modification. Verbal modifications of PWE agreements are not valid.

## **VII. PARTICIPANT ELIGIBILITY**

WIOA eligible Participants that meet the following criteria may, subject to available funding, participate in a PWE activity;

- a) Enrolled in the WIOA Title I Adult, Dislocated Worker, or Youth program

## **VIII. PWE AGREEMENT**

### **A. Conditions**

1. Eligible participants shall not commence participation in a PWE activity prior to the execution of the PWE agreement. The PWE agreement is considered executed once all parties have signed it.
2. The following sections must be pre-negotiated and must be included in the PWE agreement:
  - a) Length of the PWE
  - b) Hourly wage
  - c) Employer location
  - d) Intervals at which the business will provide PWE related documents and reports
    - a. Executed work training plan (Youth only)
3. (If the Business is the employer of record) - The appropriate signatory for the business shall be either the owner where the business is incorporated; or a partner where the business is a partnership; or an officer if the business is a corporation. Corporations sometimes designate signatories other than their officers.
4. Service Providers or AJCs are responsible for reviewing the PWE agreement with the employer prior to execution to assure that the employer wholly understands and is familiar with the requirements of the agreement.
5. PWE may be sequenced with, or accompanied by, other services, such as remedial education, basic skills training and/or occupational skills training, to include OJT, registered apprenticeship or pre-apprenticeships.
6. Service providers and/or AJCs shall establish and maintain records with respect to all matters covered by the PWE agreement. Service providers and/or AJCs shall retain such records for at least five (5) years from the date of last service provided.
7. Employer/businesses shall allow Service Providers and/or AJCs and SFWIB staff access to employer's premises in order to conduct monitoring activities.
8. Employer/businesses shall comply with the nondiscrimination and equal opportunity provisions of federal or state law.
9. Labor standards apply in all work experience where an employee/employer relationship, as defined by the Fair Labor Standards Act (FLSA), exists.
10. A Worksite Agreement must be created for each participant placed at a worksite.

### **B. Duration**

1. A PWE agreement shall be limited to the length time required for a participant to become acquainted or reacquainted with basic work experience/skills and be

introduced to the particular work experience/skills (as negotiated per agreement) of the type of industry and occupation for which the participant has been placed into. In determining the appropriate length of the agreement, consideration should be given to the skill requirements of the occupation, the academic and occupational skill level of the participant, prior work experience, and the participant's Participant Employment Plan (IEP) / Participant Service Strategy.

### **C. Compensation**

1. Eligible Service Providers and/or AJCs may reimburse for Paid Work Experience (PWE) costs up to a maximum of \$12,500 per participant. Any reimbursement exceeding this amount must receive prior written approval from SFWIB Executive Director.
2. Participants referred to an employer /business under a PWE agreement shall be compensated at comparable rates as similarly situated employees. In no event, however, shall PWE participants be paid less than the higher of the minimum wage specified under the Fair Labor Standards Act of 1938, as amended or the applicable state or local minimum wage.
3. Participants shall be subject to the same working conditions granted to regular employees under the same or similar occupational title.

## **IX. GRIEVANCES AND APPEALS**

Service providers and/or AJCs shall advise participants of their right of appeal using either the employer /business' grievance procedures, or those of the SFWIB, if previously agreed with the employer /business. If a Service providers and/or AJCs or employer /business elects to use its own grievance procedures, the Service providers and/or AJCs must agree to provide information to the SFWIB as to actions taken under those procedures. If the participant is not satisfied with the outcome after using the Service providers and/or AJCs and/or employer /business' grievance procedures, then he/she may elect to file a grievance with SFWIB under the SFWIB grievance procedures.

## **X. LIMITATIONS**

1. Participants shall not be employed to carry out the construction, operation, or maintenance of any part of any facility that is used or to be used for sectarian instruction or as a place for religious worship (except with respect to the maintenance of a facility that is not primarily or inherently devoted to sectarian instruction or religious worship, in a case in which the organization operating the facility is part of a program or activity providing services to participants).
2. PWE agreements must be written for full-time employment for all adult participants and out-of-school youth enrolled in paid work experiences. Full-time employment is defined by the respective employer, based on their internal policies or industry standards. Proof of employment and verification of full-time status must be documented by the employer/business and confirmed by the Service Providers and/or AJCs. The only exception to this full-time employment requirement applies to in-school youth participants, who may be eligible for part-time employment as part of specific

- initiatives or programs that require or allow for reduced hours. Service Providers may request a written exception for any participant prior to executing the agreement, which must be approved by the SFWIB Executive Director.
3. The encouragement or inducement of a business, or part of a business, to relocate from any location in the United States, if the relocation results in any employee losing his or her job at the original location.

## **XI. EXCEPTIONS**

Exceptions to this policy, or any part thereof, must be approved in writing by the SFWIB Executive Director or the Executive Director's designee.



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 12/19/2024

**AGENDA ITEM NUMBER:** 11

**AGENDA ITEM SUBJECT:** WIOA REGIONAL PLANNING

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the board the approval of the Regional WIOA Plan, as set forth below.

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

**STRATEGIC PROJECT:** **Strengthen partnership w/required WIOA partners**

### **BACKGROUND:**

Public Law 113-128, known as the Workforce Innovation and Opportunity Act (WIOA), requires each state workforce development board to create and implement a State Workforce Development Plan. Under WIOA Section 106, the Governor is tasked with designating local workforce development areas within the state. WIOA encourages the establishment of planning regions to better align workforce development activities and resources with broader regional economic development efforts. This approach aims to provide coordinated and efficient services to both job seekers and employers, with the ultimate goal of developing, aligning, and integrating strategies and resources that support regional economic growth.

On February 23, 2023, the CareerSource Florida Board of Directors approved the Florida Workforce System Transformation Plan. This plan aims to modernize the governance structure of local workforce development boards, ensuring that the system remains customer-focused, cost-effective, and responsive to the evolving demands for workforce talent. The Transformation Plan emphasizes three key areas:

- Alignment and consolidation of local workforce development boards
- System-wide improvements to enhance customer consistency and optimize the use of public funds
- Regional planning to promote better alignment between the workforce system, education, and economic development initiatives, ultimately optimizing opportunities for regional growth

On September 19, 2023, the CareerSource Florida Board of Directors approved Strategic Policy 2023.09.19.A.1 – Regional Planning Areas, which defines the requirements for regional planning areas in Florida. On December 22, 2023, the CareerSource Florida Board of Directors approved Administrative Policy 123 – Regional Planning Areas Identification and Requirements, outlining the process for identifying regional planning areas for groups of two or more local workforce development areas and the requirements for developing regional WIOA plans.



Planning regions must adhere to the regional planning requirements outlined in 20 CFR 679.510. Local Workforce Development Boards (LWDBs) and Chief Local Elected Officials (CLEOs) within an identified planning region must engage in a regional planning process that results in:

1. Preparation of a regional plan that meets the requirements outlined in 20 CFR 679.510(a)(2), CareerSource Florida Strategic Policy 2023.09.19.A.1, and complies with instructions issued by CareerSource Florida in coordination with FloridaCommerce.
2. Establishment of regional service strategies using cooperative service delivery agreements that include but are not limited to:
  - a. Consistent eligibility standards and enrollment processes
  - b. Common training and coordination of supportive service offerings, as appropriate
  - c. Common technology tools and data sharing within tools outside of Employ Florida
3. Development and implementation of sector strategies for in-demand sectors or occupations.
4. Collection and analysis of regional labor market data in conjunction with the state.
5. Coordination of administrative cost arrangements, including pooling funds for administrative costs, as appropriate.
6. Coordination of transportation and other supportive services, as appropriate.
7. Coordination of services with regional economic development services and providers.
8. Establishment of an agreement on how the planning region will collectively negotiate and reach agreement with FloridaCommerce on local performance levels and report on the performance accountability measures described in WIOA Section 116(c) for local areas or the planning region.

CareerSource South Florida (CSSF) has partnered with CareerSource Broward to complete a regional plan. Staff is presenting the plan for your review and approval.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

<b>Request for Regional Planning Area Identification</b>	
<b>Proposed Name of Planning Region:</b> Southeast Florida Regional Planning Area	
<b>Local Workforce Development Boards included (Two or more contiguous boards):</b>  CareerSource Broward and CareerSource South Florida	
<b>Date of Submission:</b>	
<b>Contact Person Name(s):</b>  Carol Hylton, President/CEO  Rick Beasley, Executive Director	<b>Phone:</b>  (954) 202-3830 <b>Email Address:</b> chylton@careersourcebroward.com  (305) 929-1501 <b>Email Address:</b> rick.beasley@careersourcesfl.com

The request for designation requires that the local workforce development boards have relevant relationships as evidenced by labor markets, economic development areas, education and training resources, population centers, commuting patterns, industrial composition, location quotients, labor force conditions, and geographic boundaries. By signing below, the local chief elected officials and the local workforce development board executive directors certify that the local areas request designation as a qualified regional planning area per CareerSource Florida Strategic Policy 2023.09.19.A.1.

If the request for designation is approved, the local workforce development boards within the regional planning area will be required to engage in a regional planning process that will produce a Regional Plan to be added as an addendum to each local workforce development board plan per FloridaCommerce Regional Planning Instructions.

Included within this request for designation are the following required documents:

- Chief local elected official signatures from CareerSource Broward and CareerSource South Florida
- Executive director signatures from CareerSource Broward and CareerSource South Florida
- Supportive documentation encompassing the required information for the regional planning area designation request.

*Signature Page*

<b>CareerSource Broward Executive Director</b>	
Name: Carol Hylton	
Signature:	
Date of Submission:	

<b>Local Chief Elected Official – CareerSource Broward</b>	
Name and Title: Josh Levy, Mayor, City of Hollywood	County: Broward
Signature:	Date:

DRAFT

*Signature Page*

<b>CareerSource South Florida Executive Director</b>	
Name: Rick Beasley	
Signature:	
Date of Submission:	

<b>Local Chief Elected Official – CareerSource South Florida</b>	
Name and Title: Daniella Levine Cava, Mayor, Miami-Dade County	County: Miami-Dade
Signature:	Date:

DRAFT

## **Support Documentation for the Request for Regional Planning Area Identification**

Below is a narrative evidencing the current relationships amongst the counties and local workforce development areas within the proposed regional planning area (WIOA planning region). This supportive documentation follows requirements for regional planning area identification in line with FloridaCommerce's Administrative Policy "Regional Planning Area Identification and Requirements" approved by the CareerSource Florida State Board of Directors on December 12<sup>th</sup>, 2023.

CareerSource Broward (Broward County) and CareerSource South Florida (Miami-Dade County) are requesting identification as a regional planning area. Per the Florida Workforce Transformation Plan, CareerSource Florida in collaboration with the Governor's Reimaging Education and Career Help (REACH) Office, the Florida Department of Commerce (FloridaCommerce), and Local Workforce Development Boards, must ensure that all local areas in the state are a part of planning region. The LWDBs identified in this proposed planning region are initiating the process to become an official regional planning area in the State of Florida.

Per the FloridaCommerce Administrative Policy, this supportive documentation includes the following information presented in the same order as the Administrative Policy:

1. Planning regions must include at least two contiguous local areas within Florida.
2. Information pertaining to the following for the proposed planning region:
  - a. Shared labor market
  - b. Shared common economic development area
  - c. Possess federal and non-federal resources including appropriate education and training institutions to administer activities under WIOA subtitle B
  - d. Population centers and population changes
  - e. Commuting patterns
  - f. Industrial composition and location quotients
  - g. Labor force conditions
  - h. Geographic boundaries
3. Signatures of all the pertinent CLEOs of the units of local government that will make up the proposed planning region to demonstrate consensus of all of the units of local government involved.

This request with supportive documentation will be submitted to FloridaCommerce via email at [LWDBGovernance@commerce.fl.gov](mailto:LWDBGovernance@commerce.fl.gov). Please reach out to any of the listed contacts if you have any questions regarding the information included in this request for designation as a planning region. In addition, the LWDB executive directors within this coalition understand the regional planning requirements outlined in CareerSource Florida Strategic Policy 2023.09.19.A.1 that would ensue if identified as a regional planning area. The executive directors of this coalition commit to a collaborative process to produce a regional plan.

**Shared labor market:** Below is a table of the most recent US Bureau of Labor Statistics’ defined metropolitan statistical areas that are incorporated within the two counties in the proposed regional planning area.

County	LWDB	Metropolitan Statistical Area (MSA)
Broward	Broward	Miami-Fort Lauderdale-West Palm Beach (AND Fort Lauderdale-Pompano Beach-Deerfield Beach Metropolitan Division) – Excluding West Palm Beach
Miami-Dade	South Florida	Miami-Fort Lauderdale-West Palm Beach (AND Miami-Miami Beach-Kendall, FL Metropolitan Division) – Excluding West Palm Beach

CareerSource Broward serves all of Broward County, while CareerSource South Florida covers all of Miami-Dade County. Although the proposed regional planning area falls within the same Metropolitan Statistical Area (MSA) and consists of two distinct metropolitan divisions, there are important connections between these local workforce development areas. These connections include shared economic development zones, similar industrial compositions, commuting patterns, and various geographic features that demonstrate a region well-suited for collaborative workforce development planning.

**Common Economic Development Area:**

Below is a table highlighting key economic development organizations represented in both local workforce development areas. It includes information on each county’s Enterprise Florida Region, the U.S. Economic Development Administration (EDA) Economic Development Districts (EDDs), and additional economic development organizations (EDOs) active in these areas. While Enterprise Florida is undergoing a transition—having established SelectFlorida in 2023 as a Direct Support Organization for FloridaCommerce to enhance international trade and investment—the regional geographies remain consistent during this transition.

County	LWDB	Enterprise Florida Regions	EDA EDDs	Additional EDO	Second Additional EDO	Third Additional EDO
Broward	Broward	Southeast	South Florida Regional Planning Council	Greater Fort Lauderdale Alliance		
Miami-Dade	South Florida	Southeast	South Florida Regional Planning Council	Miami-Dade Beacon Council		

The two counties in the proposed regional planning area, covered by the local workforce development boards, are part of the Southeast Florida Regional Planning Area, which focuses exclusively on Broward and Miami-Dade Counties. This regional perspective highlights common economic development areas, while each county retains the capacity to address its own local projects and priorities.

**Federal and Non-Federal Education and Training Providers:**

The table below outlines the most recent publicly posted list of local eligible training providers within the workforce development areas. The CareerSource Florida State Board of Directors has approved the FloridaCommerce Administrative Policy “Eligible Training Providers List Requirements” (see page 116 of the September 19, 2023 Board Meeting). This policy establishes that local Eligible Training Provider Lists (ETPLs) will now be subsets of the state-level ETPLs, while allowing Local Workforce Development Boards (LWDBs) to impose additional requirements for training providers, excluding registered apprenticeship programs.

The list includes 38 distinct training providers and their campuses, featuring four common training providers that offer a total of 380 training programs, ensuring a comprehensive range of training options within the proposed regional area.

*{The rest of this page intentionally left blank. ETPL table for CareerSource Broward and CareerSource South Florida can be found on the following page.}*

<b>LWDB</b>	<b>Training Provider</b>
CareerSource Broward	Academy of South Florida
CareerSource Broward	Apex Training Center
CareerSource Broward	Broward County Schools - Atlantic Technical College
CareerSource Broward	Broward College
CareerSource Broward	Concorde Career Institute
CareerSource Broward	Connecticut School of Broadcasting
CareerSource Broward	Dentrilogy Academy
CareerSource Broward	Florida Atlantic University
CareerSource Broward	Florida National University
CareerSource Broward	Florida Vocational Institute
CareerSource Broward	Galen College of Nursing
CareerSource Broward	HCI College
CareerSource Broward	Hollywood Career Institute
CareerSource Broward	Jersey College
CareerSource Broward	Broward County Schools - McFatter Technical College
CareerSource Broward	Miami Dade College
CareerSource Broward	Palm Beach Code School
CareerSource Broward	PC Professor - Boca
CareerSource Broward	Ruby's Academy for Health Occupations
CareerSource Broward	Broward County Schools - Sheridan Technical College
CareerSource Broward	South Florida Academy of Air Conditioning
CareerSource Broward	Southeastern College
CareerSource Broward	Universal Technical Institute
CareerSource South Florida	Academy, The (#3051) - Miami Campus
CareerSource South Florida	Academy, The (#3409) – Ft. Lauderdale Campus
CareerSource South Florida	Apex Training Center – 3971
CareerSource South Florida	Atlantis University
CareerSource South Florida	CBT Technology Institute- Cutler Bay
CareerSource South Florida	CBT Technology Institute- Flagler Campus
CareerSource South Florida	CBT Technology Institute- Hialeah Campus
CareerSource South Florida	Dade Institute of Technology
CareerSource South Florida	Gang Alternative, Inc. Community Center
CareerSource South Florida	Hollywood Career Institute LLC
CareerSource South Florida	MARS Contractors, Inc.- Miami Campus
CareerSource South Florida	MDCP SCHOOLS (ALL)
CareerSource South Florida	Miami Dade College
CareerSource South Florida	Miami Dade College (Various Campuses)
CareerSource South Florida	Miami Lakes Educational Center & Technical College
CareerSource South Florida	Robert Morgan Educational & Technical College
CareerSource South Florida	South Dade Skills Center
CareerSource South Florida	The Code Academy - Miami Campus
CareerSource South Florida	WH Training LLC



### Population Centers and Changes:

The table below highlights the total population for the years 2017 and 2022, including the change in total population over that period and the corresponding percentage growth.

Following this, you will find another table presenting similar data, focusing specifically on the working-age population of residents aged 25 to 65. This information is sourced from the U.S. Census Bureau’s American Community Survey and is organized at the county level.

After the tables, a brief narrative will outline key trends observed throughout the proposed regional planning area.

County	LWDB	2017 Total Population	2022 Total Population	2017-2022 Change	2017-2022 Growth
Broward	Broward	1,890,416	1,940,907	50,491	2.6%
Miami-Dade	South Florida	2,702,602	2,688,237	-14,365	-0.5%

County	LWDB	2017 Working Age Population (25-65)	2022 Working Age Population (25-65)	2017-2022 Working Age Change	2017-2022 Working Age Growth
Broward	Broward	1,032,212	1,047,643	15,431	1.5%
Miami-Dade	South Florida	1,491,977	1,472,278	-19,699	-1.3%

### Working Age Population and Growth:

Between 2017 and 2022, the working-age population in Broward County increased by 1.5%, adding 15,431 individuals, primarily in the 55-65 age range. This growth rate was lower than the overall population growth of 2.6% and significantly below Florida's state-wide working-age population growth of 5.6%.

In contrast, Miami-Dade County experienced a decrease of approximately 1.3% in its working-age population (ages 25-65), which translates to a loss of about 19,699 residents. The most significant decline occurred in the 35-44 age group. Despite the reduction in its working-age population, Miami-Dade County's total population saw a modest decline of around 0.5% from 2017 to 2022, while Florida's total population grew by 6.1% during the same period.

By 2022, the combined population of Broward and Miami-Dade counties surpassed 4.6 million, accounting for roughly 20.1% of Florida's total population.

## **Commuting Patterns:**

The commuting patterns data is derived from the U.S. Census OnTheMap, providing insights into "Work" and "Home" destinations. The "Home" reports indicate where workers reside who are employed within the Local Workforce Development Board (LWDB) area, while the "Work" reports highlight where employees are working who live within the LWDB boundaries. These reports illustrate the commuting relationships within the proposed Regional Planning Area (RPA).

### **Major findings from the commuting pattern analysis include:**

- Nearly 82% of Broward County residents work in either Broward or Miami-Dade counties.
- About 62% of workers employed in Broward County also live there.
- Approximately 15.6% of Broward County jobs are held by residents of Miami-Dade County.
- Broward County has 38,612 more residents commuting to Miami-Dade County for work than the reverse, and there are 5,124 more workers from Palm Beach County commuting to Broward than those from Broward commuting to Palm Beach.
- Around 89% of Miami-Dade County residents work within the two-county area of Miami-Dade and Broward.
- Approximately 78% of workers employed in Miami-Dade County reside there.
- In Miami-Dade County, 12.1% of jobs are filled by workers living in Broward County.
- There are 3,091 more Miami-Dade County residents commuting to Palm Beach County for work than those commuting from Palm Beach to Miami-Dade County.

*{The rest of this page intentionally left blank. Commuting pattern reports are presented on the next two pages for each of the LWDBs in the proposed RPA.}*

**CareerSource Broward**

The commuting patterns are split by “Work” and “Home” destinations. The “Home” destination reports showcase where workers live who are employed within the LWDB. The “Work” destination reports showcase where workers are employed who live within the borders of the LWDB.

**Home Destination - Full LWDB**

**Total All Jobs**

	2021	
	Count	Share
Total All Jobs	828,812	100.0%

**Jobs Counts by Counties Where Workers Live - All Jobs**

	2021	
County	Count	Share
Broward	509,869	61.5%
Miami-Dade	129,202	15.6%
Palm Beach	82,014	9.9%
Orange	11,263	1.4%
Hillsborough	10,477	1.3%
Lee	8,100	1.0%
St. Lucie	6,735	0.8%
Collier	5,392	0.7%
Pinellas	5,142	0.6%
Polk	4,822	0.6%
All Other Locations	55,796	6.7%

**Work Destination - Full LWDB**

**Total All Jobs**

	2021	
	Count	Share
Total All Jobs	828,529	100.0%

**Jobs Counts by Counties Where Workers are Employed - All Jobs**

	2021	
County	Count	Share
Broward	509,869	61.5%
Miami-Dade	167,814	20.3%
Palm Beach	76,890	9.3%
Orange	11,604	1.4%
Hillsborough	9,616	1.2%
Lee	5,297	0.6%
Duval	5,001	0.6%
Pinellas	4,086	0.5%
Collier	3,092	0.4%
St. Lucie	2,595	0.3%
All Other Locations	32,868	4.0%

### CareerSource South Florida

The commuting patterns are split by “Work” and “Home” destinations. The “Home” destination reports showcase where workers live who are employed within the LWDB. The “Work” destination reports showcase where workers are employed who live within the borders of the LWDB.

#### Home Destination - Full LWDB

##### Total All Jobs

	2021	
	Count	Share
Total All Jobs	1,063,392	100%

Jobs Counts by Counties Where Workers Live - All Jobs		
	2021	
County	Count	Share
Miami-Dade	827,963	77.9%
Broward	129,202	12.1%
Palm Beach	31,315	2.9%
Orange	10,253	1.0%
Hillsborough	8,665	0.8%
Lee	6,179	0.6%
Monroe	6,108	0.6%
Collier	4,801	0.5%
St. Lucie	4,508	0.4%
Polk	3,322	0.3%
All Other Locations	31,076	2.9%

#### Work Destination - Full LWDB

##### Total All Jobs

	2021	
	Count	Share
Total All Jobs	1,122,367	100%

Jobs Counts by Counties Where Workers are Employed - All Jobs		
	2021	
County	Count	Share
Miami-Dade	827,963	73.8%
Broward	167,814	15.0%
Palm Beach	34,406	3.1%
Orange	9,995	0.9%
Hillsborough	8,940	0.8%
Lee	8,306	0.7%
Monroe	6,203	0.6%
Collier	4,466	0.4%
St. Lucie	4,309	0.4%
Polk	4,039	0.4%
All Other Locations	45,926	4.1%

## Industrial Composition and Location Quotients:

The analysis includes a county-level breakdown of location quotients (LQs) for each county in the initially requested RPAs. LQs measure the industrial specialization of counties relative to the entire U.S., based on population and the number of jobs. An LQ of 1 indicates an average industry concentration, while an LQ greater than 1 indicates specialization, and an LQ less than 1 indicates a lack of industry concentration. The data is presented at the 2-digit NAICS level for 2022, sourced from Lightcast. Location quotients are a measure of the concentration of industry employment in a given geography relative to the total population. For this analysis, the LQs are broken down by county and at the highest NAICS level (2 digits). The primary analysis highlights industry strengths for each county, while the secondary analysis highlights shared industry strengths for future collaboration.

County	LWDB	Agriculture, Forestry, Fishing and Hunting	Mining, Quarrying, and Oil and Gas Extraction	Utilities	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance	Real Estate and Leasing <sup>1</sup>	Professional, Scientific, and Technical Services <sup>1</sup>	Management of Companies and Enterprises	Administrative and Support and Waste Management and Remediation Services	Educational Services	Health Care and Social Assistance	Arts, Entertainment, and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Government	Unclassified Industry
Broward	Broward	0.09	0.03	0.28	1.14	0.43	1.40	1.22	1.09	1.00	1.20	1.88	1.11	0.58	1.49	1.03	0.81	1.02	1.07	1.12	0.78	0.80
Miami-Dade	South Florida	0.69	0.11	.02	.84	0.81	1.34	1.15	1.41	0.89	1.04	1.44	1.28	1.01	1.15	1.01	0.71	0.94	0.87	0.96	0.41	1.10

*{The rest of this page intentionally left blank. Narrative on industry composition is on the following page.}*

## County-Level Industrial Strengths:

- **Broward County (CareerSource Broward):** Industries with LQs greater than 1 include Construction (1.14), Wholesale Trade (1.40), Retail Trade (1.22), Transportation and Warehousing (1.09), Finance and Insurance (1.20), Real Estate (1.88), Professional, Scientific, and Technical Services (1.11), Administrative Support (1.49), Educational Services (1.03), Arts, Entertainment, and Recreation (1.02), Accommodation and Food Services (1.07), and Other Services (1.12).
- **Miami-Dade County (CareerSource South Florida):** Industries with LQs greater than 1 include Wholesale Trade (1.34), Retail Trade (1.15), Transportation and Warehousing (1.41), Finance and Insurance (1.04), Real Estate (1.44), Professional, Scientific, and Technical Services (1.28), Management of Companies and Enterprises (1.01), Administrative Support (1.15), Educational Services (1.01), and Unclassified Industry (1.10).

## Shared Industry Strengths:

Out of the 21 industry areas analyzed, Broward County has 12 industries with an LQ greater than 1, and Miami-Dade County has 10. Both counties share 8 industry areas with LQs greater than 1, demonstrating a strong concentration of common labor force and industry strengths. These industries are:

1. **Wholesale Trade:** Both counties have LQs exceeding 1.3, showing a strong role in the economy. Employment growth in the Utilities, Transportation, and Trade sectors indicates opportunities for collaborative strategies.
2. **Retail Trade:** High relative employment in Retail Trade, with Broward slightly ahead but both counties showing strong employment representation.
3. **Transportation and Warehousing:** Strong employment in this sector, with Miami-Dade showing higher specialization.
4. **Finance and Insurance:** Notable employment in this sector, with Broward slightly higher.
5. **Real Estate and Rental and Leasing:** LQs greater than 1.4 in both counties, indicating strong employment and supporting continued development.
6. **Professional, Scientific, and Technical Services:** Strong employment base in both counties, with Miami-Dade having a somewhat stronger representation.
7. **Administrative Support/Back Office:** Both counties have LQs greater than 1, reflecting strong employment and potential for placing job seekers in entry-level positions.
8. **Educational Services:** Nearly equal strength in this industry in both counties.

### **Industries with Less Mutual Specialization:**

1. **Healthcare:** Both counties have LQs slightly below 1, but demand for healthcare services is expected to increase with the aging population.
2. **Recreation/Entertainment and Accommodation/Food Services:** Broward is slightly above 1.0 LQ, and Miami-Dade slightly below. These industries will remain strong due to the region's status as a tourist destination.
3. **Agriculture/Forestry/Fishing:** Both counties have low LQs in this sector (0.09 in Broward and 0.69 in Miami-Dade). Agriculture is a vital part of Miami-Dade's economy, with diverse production and significant contributions to the U.S. agricultural market, while it has minimal impact on Broward's economy.

### **Labor force conditions:**

The next three tables provide a comprehensive view of labor force conditions from 2017 to 2022, focusing on:

1. **Labor Force Size and Unemployment Rate (2017-2022):** Data sourced from the U.S. Bureau of Labor Statistics (BLS) at the county level.
2. **Earnings for Full-Time Workers (2017-2022):** Including 2022 earnings broken down by select education levels.
3. **Additional Labor Market Indicators (2022):** Labor force participation rate for ages 20-64, unemployment rate by race, total population below the poverty line, and educational attainment rates.

#### **Table 1: Labor Force Size and Unemployment Rate (2017-2022)**

This table presents data on the size of the labor force and the unemployment rate for each county over the five-year period, highlighting trends in labor market participation and unemployment.

#### **Table 2: Earnings for Full-Time Workers (2017-2022)**

This table provides data on earnings for full-time workers from 2017 to 2022, with detailed information on 2022 earnings by education levels, illustrating wage trends and the impact of educational attainment on earnings.

**Table 3: Additional Labor Market Indicators (2022)**

This table includes data on various labor market indicators for 2022, such as:

- **Labor Force Participation Rate (Ages 20-64)**
- **Unemployment Rate by Race**
- **Total Population Below the Poverty Line**
- **Educational Attainment Rates**

		2017				2022			
County	LWDB	Labor Force	Employed	Unemployed	Unemployment Rate	Labor Force	Employed	Unemployed	Unemployment Rate
Broward	Broward	1,014,014	973,134	40,880	4.0%	1,059,496	1,028,099	31,397	3.0%
Miami-Dade	South Florida	1,407,480	1,323,889	83,591	5.9%	1,408,809	1,360,305	48,504	3.4%

		Earnings					
County	LWDB	2017 Earnings (Median earnings (dollars) for full-time, year-round workers with earnings)	2022 Earnings (Median earnings (dollars) for full-time, year-round workers with earnings)	2017-2022 Change in Earnings (Median for full time)	2017-2022 Growth (Median for full time)	2022 Median Earnings Less than High School	2022 Earnings Some College/Associates
Broward	Broward	\$ 41,941	\$ 51,157	\$ 9,216	22.0%	\$ 26,211	\$ 41,147
Miami-Dade	South Florida	\$ 35,390	\$ 46,237	\$ 10,847	30.7%	\$ 26,929	\$ 40,503

		Labor force conditions				Poverty	Education		
County	LWDB	LFPR 20-64 (2022)	Unemployment Rate - White Alone - 2022	Unemployment Rate - Black Alone 2022	Unemployment Rate - Hispanic Alone 2022	Total below poverty line	Pop 25-64 w/out high school	Pop 25-64 with only high school	Pop 25-64 with some college and above
Broward	Broward	81.6%	4.4%	8.0%	5.3%	118,453	87,330	268,940	307,333
Miami-Dade	South Florida	76.7%	3.6%	8.2%	3.9%	403,997	157,090	528,420	245,678



## **Narrative Analysis:**

The analysis reveals several key commonalities among the counties in the proposed Regional Planning Area (RPA), which could inform future planning:

### **1. Unemployment Conditions:**

- Both Miami-Dade and Broward counties have seen significant improvements in unemployment rates between 2017 and 2022. Miami-Dade County's unemployment rate decreased from 5.9% to 3.4%, while Broward County's rate dropped from 4.0% to 3.0%. Despite Miami-Dade's slightly higher rate, both counties exhibit economic resilience and increased job opportunities.

### **2. Labor Force Participation Rates:**

- Both counties experienced marginal increases in their labor forces from 2017 to 2022. Miami-Dade County's workforce grew from 1,407,480 to 1,408,809, and Broward County's labor market expanded from 1,014,014 to 1,059,496. This reflects a significant working-age population actively participating in the labor market in both counties.

### **3. Median Earnings:**

- Both counties saw substantial growth in median earnings for full-time, year-round workers between 2017 and 2022. Broward County experienced a 22.0% increase, with median earnings rising from \$41,941 to \$51,157. Miami-Dade County had a larger percentage increase of 31.0%, with median earnings growing from \$35,390 to \$46,237. Despite this growth, median earnings in both counties remain below national and state averages, with income disparities and pockets of poverty persisting.

### **4. Poverty:**

- Both Broward and Miami-Dade counties face challenges related to high poverty rates and income disparities. Broward County has 118,453 residents living below the poverty line, while Miami-Dade County has 403,997 residents in this category. Both counties need to address issues related to educational disparities, employment opportunities, and affordable housing.

### **5. Educational Attainment:**

- Educational attainment levels vary between the counties, but both have significant portions of their working-age population with a high school diploma or less, limiting their earning potential. In Miami-Dade County, 157,090 residents aged 25-64 have not completed high school, 528,420 have only a high school diploma, and 245,678 have some college or higher. In Broward County, 87,330 residents aged 25-64 have not completed high school, 268,940 have only a high school diploma, and 307,333 have some college or higher.

## Relevant Geographic Boundaries:

The final section identifies major geographic boundaries, waterways, and ports that offer economic opportunities and are shared among the Local Workforce Development Boards (LWDBs):

### Geographic Boundaries:

- **Broward County:** Located north of Miami-Dade County, bordered by the Atlantic Ocean to the east and the Everglades to the west. Key cities include Fort Lauderdale, Hollywood, and Pompano Beach.
- **Miami-Dade County:** Located south of Broward County, also bordered by the Atlantic Ocean to the east and the Everglades to the west. Key cities include Miami, Miami Beach, Hialeah, and Coral Gables.

### Waterways:

- **Intracoastal Waterway:** Connects local waterways and serves as a key route for commercial and recreational vessels, providing direct access to both counties' ports.
- **New River (Fort Lauderdale):** Offers access to the Intracoastal Waterway and supports local marine businesses.
- **Miami River:** Supports various economic activities and provides access to Biscayne Bay.
- **Biscayne Bay:** Crucial for Miami's cruise industry and tourism, with access points to PortMiami.
- **Everglades:** Significant for its environmental impact and ecotourism opportunities.

### Major Ports:

- **Port Everglades (Broward County):** A major hub for containerized cargo, petroleum products, and cruise passengers, serving as a gateway for trade with Latin America and the Caribbean.
- **PortMiami (Miami-Dade County):** Known as the "Cruise Capital of the World," it handles significant cargo traffic and has a deep-water capacity for large vessels.

### **Economic Opportunities:**

- **Cruise Industry:** Drives tourism, hospitality, and related sectors in both counties.
- **Trade and Logistics:** The ports facilitate international trade, benefiting logistics, warehousing, and transportation industries.
- **Marine Industry:** Fort Lauderdale's marine industry generates significant economic activity.
- **Real Estate and Development:** High demand for waterfront properties supports residential, commercial, and mixed-use development.
- **Tourism and Hospitality:** The region's attractions offer diverse economic growth opportunities.

### **Transportation Infrastructure:**

- **Airports:** Fort Lauderdale-Hollywood International Airport (FLL) and Miami International Airport (MIA) support tourism and trade.
- **Highways:** Major highways like I-95, I-595, Florida's Turnpike, and State Road 826 facilitate the movement of goods and people.

Overall, the strategic location, major ports, navigable waterways, and robust infrastructure provide substantial economic opportunities for Broward and Miami-Dade counties, making them a strong workforce development and regional planning area for the state.