



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD  
GLOBAL TALENT AND COMPETITIVENESS COUNCIL (GTCC) MEETING  
THURSDAY, OCTOBER 16, 2025  
8:30 AM**

The Landing at MIA  
5 Star Conference Center (Florida Key Room)  
7415 Corporate Center Drive, Suite H,  
Miami, Florida 33126

The public may choose to view the session online via Zoom. **Registration is required:** <https://us02web.zoom.us/join/9101234567890>

**AGENDA**

1. Call to Order and Introductions
2. Public Comment
3. Approval of GTC Council Meeting Minutes
  - A. August 21, 2025
4. Information – OBBBA Increased the 45F Employer -Provided Child Care Tax Credit
5. Recommendation as to Approval of a New Program for an Existing Provider Code Academy
6. Recommendation as to Approval of Apprenticeship Program for MDC
7. Recommendation as to Approval of New Apprenticeship Programs for MDCPS
8. Recommendation as to Approval of New Apprenticeship Programs for CBT
9. Recommendation as to Approval of a New Machine Operator Apprenticeship Reimbursement
10. Recommendation as to Approval of a New Electrical Apprenticeship Reimbursement
11. Recommendation as to Approval of Existing Apprenticeship Reimbursements
12. Recommendation as to Approval of a Paid Work Experience Policy Update

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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:** 10/16/2025

**AGENDA ITEM NUMBER:** 2

**AGENDA ITEM SUBJECT:** PUBLIC COMMENT

**AGENDA ITEM TYPE:** **INFORMATIONAL**

**RECOMMENDATION:** N/A

**STRATEGIC GOAL:** **STRONG WORKFORCE SYSTEM LEADERSHIP**

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

**BACKGROUND:**

N/A

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



**SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 3

**AGENDA ITEM SUBJECT:** GLOBAL TALENT AND COMPETITIVENESS COUNCIL COMMITTEE MEETING MINUTES

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

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council Committee to approve minutes from the August 21, 2025 GTCC Meeting, as set forth below.

**STRATEGIC GOAL:** **STRONG WORKFORCE SYSTEM LEADERSHIP**

**STRATEGIC PROJECT:** **Strengthen workforce system accountability**

**BACKGROUND:**

N/A

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



## SFWIB GLOBAL TALENT & COMPETITIVENESS COUNCIL MEETING

**DATE:** 10/16/2025

**AGENDA ITEM:** 3A

**AGENDA TOPIC:** MEETING MINUTES

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### SFWIB GLOBAL TALENT & COMPETITIVENESS COUNCIL MEETING MINUTES

**DATE/TIME:** August 21, 2025, 8:30AM

**LOCATION:** ONLINE ONLY

**Zoom:** <https://us02web.zoom.us/join/join?pwd=ZAPcuCuqDoiHdfQcKwSUWUz1vGZliStRim>

- 1. CALL TO ORDER:** Chairwoman Ferradaz called to order the regular scheduled meeting of the SFWIB Global Talent and Competitiveness Council on August 21, 2025, at 8:32 am.
- 2. ROLL CALL:** 8 members; 5 required; 5 present: Quorum

SFWIB GTCC MEMBERS PRESENT <i>(All members attended via Zoom)</i>	SFWIB GTCC MEMBERS ABSENT	SFWIB STAFF
Brecheisen, Bruce Del Valle, Juan-Carlos Ferradaz, Gilda, Chair Grice, Sonia Palacios, Carol Whitaker, David	Brown, Clarence  <b>SFWIB GTCC MEMBERS EXCUSED</b>  Loynaz, Oscar M.D., Vice-Chair	Beasley, Rick Mumford, Ronald Parson, Robert Smith, Robert Vice, Karlisha
<b>OTHER ATTENDEES</b>		

Agenda items are displayed in the order they were discussed.



## 2. Public Comment

*Public comments should be two minutes or less.*

Chairwoman Ferradaz opened the floor for comments from the public. No requests to speak were received by the Executive Office.

No further questions or comments were presented. Item closed.

## 3A. Global Talent and Competitiveness Council Meeting Minutes – June 26, 2025

Chairwoman Ferradaz presented the June 26, 2025 Global Talent and Competitiveness Council Meeting minutes for consideration before entertaining a motion.

**Motion:** Mr. Whitaker to approve GTCC meeting minutes for June 26, 2025. Mr. del Valle seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.

## 4. Approval – New Training Provider and Associated Programs

Chairwoman Ferradaz introduced the item; Mr. Parson introduced Metropolitan Trucking & Technical Institute as a new training provider that will offer comprehensive training for individuals interested in pursuing careers in commercial truck and bus driving. A list of available CDL licenses was submitted for the Committee's review and consideration.

Mr. Whitaker inquired about the selection process for training vendors. Mr. Parson clarified that approval from the State must be obtained first. Once that is accomplished, vendors can contact CareerSource South Florida staff to complete the necessary due diligence to become a vendor for Region 23. Mr. Smith provided background information regarding the training vendor and confirmed the high demand for most of the roles listed.



**Motion:** Mr. Whitaker recommends approving Metropolitan Trucking and Technical Institute as a new training provider along with the various comprehensive training programs. Ms. Grice seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.

## **5. Approval – Business Intermediary Contracts**

Chairwoman Ferradaz introduced the item; Mr. Smith presented a request to renew the contracts for several organizations that have been collaborating with CSSF to provide Rapid Response and Layoff Aversion services to local businesses. The organizations and their respective funding amounts are as follows:

- Miami-Dade Chamber of Commerce, Inc. - \$106,250
- CAMACOL, Inc. - \$106,250
- Florida Minority Supplier Development Council, Inc. - \$63,750
- Greater Miami Chamber of Commerce - \$127,500
- South Florida Hispanic Chamber - \$63,750
- Beacon Council Economic Development Foundation, Inc. - \$85,000

During the meeting, it was noted that two of these organizations, the Beacon Council and CAMACOL, have SFWIB members as employees, although neither party is a member of the Global Talent and Competitiveness Council.

**Motion:** Mr. del Valle recommended renewing the Business Intermediary Contracts for PY 2025-2026. Mr. Whitaker seconded the motion; **item is passed without dissent.**

Chairwoman Ferradaz inquired about the services offered through the Business Intermediaries. Mr. Smith explained that the Business Intermediaries assist businesses with backroom operations, on-the-job training, and apprenticeship programs, while Mr. Beasley highlighted their role in recruiting businesses for events and providing economic development services.

No further questions or comments were presented. Item closed.

## 6. Approval – Take Stock in Children Scholarship Program

Chairwoman Ferradaz introduced the item; Mr. Smith presented a request for funding Big Brothers Big Sisters of Miami, Inc. which handles the administrative process for the Take Stock in Children Scholarship Program. Chairwoman Ferradaz inquired about the breakdown of scholarships purchased. Mr. Smith reminded the Council that CSSF transitioned to 2+2 scholarships to ensure that any hours that are not used by the student can be reallocated.

**Motion:** Mr. Brecheisen recommended approval of the allocation of TANF funds to Big Brothers Big Sisters of Miami, Inc. for administration of the Take Stock in Children (TSIC) program. Mr. del Valle 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 8:51am.



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 4

**AGENDA ITEM SUBJECT:** ONE BIG BEAUTIFUL BILL ACT EXPANDS CHILD TAX CREDIT

**AGENDA ITEM TYPE:** **INFORMATIONAL**

**RECOMMENDATION:** N/A

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

**STRATEGIC PROJECT:** **Conduct an analysis of Career Centers**

### **BACKGROUND:**

The One Big Beautiful Bill Act (OBBBA) significantly expands the Section 45F Employer-Provided Child Care Tax Credit, offering substantial new incentives for employers of all sizes to support child care access for their workforce. Beginning with tax years after December 31, 2025, the legislation increases the maximum credit and percentage rates available to businesses that provide or contract for child care services for their employees.

Under the prior law, employers could claim a credit of up to \$150,000 for 25% of qualified child care expenditures. The OBBBA raises this limit to \$500,000 for general employers and introduces a new \$600,000 ceiling for eligible small businesses, with both amounts indexed for inflation. The credit percentage also increases to 40% for general employers and 50% for small businesses.

Importantly, the amendments now extend eligibility to third-party intermediaries, allowing small and mid-sized businesses to pool resources or contract with external child care providers—creating new flexibility and scalability for employers that lack on-site facilities.

### **Workforce Impact:**

- Nationally, over 75% of businesses report that child care challenges have impacted employee availability, productivity, and retention. Studies indicate that access to reliable child care increases employee productivity by up to 45%, while reducing last-minute overtime costs by 20% and turnover expenses by 25%.
- These outcomes directly align with CareerSource South Florida's mission to strengthen workforce participation, family stability, and business competitiveness throughout Miami-Dade and Monroe Counties. New Policies and Procedures: SFWIB staff will introduce new policies and procedures aimed at increasing the number of individuals served by AJCs.



### **Proposed Local Strategy:**

CareerSource South Florida can leverage this policy update to advance regional workforce objectives through **strategic employer outreach and partnerships**, including:

**1. Collaborative Promotion with Business Networks:**

Partner with the **Greater Miami Chamber of Commerce, Monroe County Chamber of Commerce**, and other employer associations to develop and distribute informational briefs summarizing the new OBBBA tax credits.

**2. Employer Engagement Workshops:**

Host informational sessions or webinars with local employers, CPAs, and child care providers to demonstrate how businesses can qualify for and maximize the enhanced credits.

**3. Child Care Consortium Facilitation:**

Support the formation of **employer consortiums** that can jointly contract with child care providers under the new third-party provisions—particularly for small and medium-sized employers located in shared business districts or industrial parks.

**4. Integration with Workforce Programs:**

Align outreach with existing **Business Services, On-the-Job Training (OJT), and Work-Based Learning** initiatives to position child care access as a key retention and productivity strategy.

### **Next Steps:**

- Develop a joint communication campaign with the Greater Miami Chamber of Commerce highlighting the new Section 45F incentives.
- Identify pilot employer groups interested in exploring shared or contracted child care arrangements.
- Prepare employer guidance materials and FAQs for CareerSource South Florida's business services staff to use during outreach visits.

The expansion of the Employer-Provided Child Care Tax Credit under the OBBBA presents a timely and powerful opportunity to strengthen workforce retention, family economic stability, and employer engagement. CareerSource South Florida's proactive coordination with business partners will help ensure that local employers are well-informed and positioned to leverage these enhanced federal incentives.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 5

**AGENDA ITEM SUBJECT:** NEW PROGRAM FOR AN EXISTING PROVIDER.

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

**RECOMMENDATION:** SFWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval of a new program new for an existing 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 permitted to independently develop criteria for the selection and subsequent eligibility of Training Providers and programs. The South Florida Workforce Investment Board (SFWIB) developed processes to evaluate an applicant's programmatic capabilities.

SFWIB staff completed the review process and recommends to the Council to approve the following new apprenticeship program.

1. Academic Technologies dba The Code Academy
  - AI Engineer

Artificial intelligence (AI) engineers are responsible for developing, programming and training the complex networks of algorithms that make up AI so that they can function like a human brain. This role requires combined expertise in software development, programming, data science and data engineering. Artificial intelligence developers locate and pull data from a variety of sources, create, develop and test machine learning models and then utilize application program interface (API) calls or embedded code to build and implement AI applications.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 10/16/2025

**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 a new apprenticeship training 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 permitted to independently develop criteria for the selection and subsequent eligibility of Training Providers and programs. The South Florida Workforce Investment Board (SFWIB) developed processes to evaluate an applicant's programmatic capabilities.

SFWIB staff completed the review process and recommends to the Council to approve the following new apprenticeship program.

1. Miami Dade College Apprenticeship Program – GNJ
  - Maker Professional -Alternate Title: Machine Operator I (RAPIDS Code 0511CB)

Apprentices training to become Maker Professional Apprentices typically develop a robust set of foundational skills that prepare them for careers in advanced manufacturing, woodworking, engineering, and other hands-on creative industries. The essential skills they learn: Tool Proficiency, Basic Electronics and Programming, CAD and Design Thinking, and Fabrication Techniques.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 7

**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 apprenticeship training programs, 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 permitted to independently develop criteria for the selection and subsequent eligibility of Training Providers and programs. The South Florida Workforce Investment Board (SFWIB) developed processes to evaluate an applicant's programmatic capabilities.

SFWIB staff completed the review process and recommends to the Council to approve the following new apprenticeship program.

1.M-DCPS Apprenticeship Program – GNJ (2021-FL-81435)

- Commercial AC, Reefer Technician (RAPIDS Code 90991HY)
- Diesel Off-Road Maintenance Technician (RAPIDS Code 9099HY\_
- Medical Assistant (RAPIDS Code 1085HY)
- Pharmacy Technician (RAPIDS Code 0844HY)

Apprentices training to become Commercial Air Conditioning (AC)/ Reefer Technicians develop a robust set of foundational skills (system installation and set-up, diagnostics and repair, energy efficiency and compliance, refrigeration system fundamentals, environmental compliance, and regulatory knowledge) that blend mechanical, electrical, and environmental knowledge.

The Diesel Off-Road Maintenance Technician Apprenticeship Program is designed to prepare individuals for highly skilled careers in the inspection, maintenance, diagnosis, and repair of off-road diesel-powered equipment.

Medical Assistant apprentices gain a diverse set of clinical (taking vital signs, phlebotomy, electrocardiograms, infection control), administrative (scheduling appointments handling billing and insurance), and interpersonal skills (communication and empathy) that prepare them for the fast-paced healthcare environment.

Pharmacy Technician apprentices develop a robust set of foundational skills (medication and terminology familiarity, electronic health records, automated dispensing systems, and inventory management software) that prepare them for success in both retail and hospital pharmacy environments.

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**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 8

**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 apprenticeship training programs, 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 permitted to independently develop criteria for the selection and subsequent eligibility of Training Providers and programs. The South Florida Workforce Investment Board (SFWIB) developed processes to evaluate an applicant's programmatic capabilities.

SFWIB staff completed the review process and recommends to the Council to approve the following new apprenticeship program.

1. College of Business and Technology (CBT) Apprenticeship Program – INJ (2025-FL-136823)
  - Electrician (RAPIDS Code 0159)
  - Refrigeration and Air Condition Mechanic (RAPIDS Code 0666)

Apprentices training to become Electrician develop a wide range of fundamentals skills that blend technical knowledge with hands-on experience: electrical theory and principles, safety protocols, wiring and circuit installations, blueprint reading and electrical diagrams, installation of electrical fixtures and equipment, troubleshooting, code compliance and regulations, electrical testing and measurement, and understanding electrical components.

Apprentices training to become Refrigeration and Air Conditioning Mechanics develop a wide range of fundamental skills that blend technical knowledge with hands-on experience: Refrigeration principles, systems installation, maintenance and repair, electrical fundamentals, plumbing and pipe-fitting, blueprints and schematic reading, systems design and layouts, estimating and costing, and safety and regulatory knowledge.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 9

**AGENDA ITEM SUBJECT:** APPRENTICESHIP PROGRAM ON-THE-JOB TRAINING EMPLOYER REIMBURSEMENTS

**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 \$82,000 in Workforce Innovation and Opportunity Act funding for On-the-Job Training reimbursements for Apprenticeship Programs in Machine Operator, as set forth below.

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

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

### **BACKGROUND:**

The South Florida Workforce Investment Board (SFWIB) in collaboration with Miami Dade College and the University of Miami offers employer-driven apprenticeship programs. The partnership developed an apprenticeship program for Machine Operator with Collins Aerospace as the participating employer. The apprenticeship program will lead to a career pathway that combines coursework, mentoring, on-the-job training (OJT), and paid wages that increase as the apprentice learns new skills and takes additional responsibilities required to become proficient in the occupation. Upon program completion, apprentices will receive a Florida Department of Education Registered Apprenticeship Certificate of Completion, recognized by the United States Department of Labor, a Machinist Operator Certificate of Completion, and an OSHA 10 certification.

The Machine Operator apprenticeship prepares participants to perform various tasks such as interpreting blueprints and computer prints, operating machine and precision measuring tools, and writing programs for machinery. Collins Aerospace will hire five apprentices with a starting wage at \$20.00 per hour, which will be increased up to \$21.00 after 1500 hours have been completed. The SFWIB will provide a 40 percent reimbursement to Collins Aerospace for gross wages, which includes 2000 hours of OJT. The total amount of reimbursement is \$81,000. The EQUUS Service Provider's four American Job Centers (Carol City, Hialeah Downtown, Northside, and North Miami Beach) will assist with recruitment and administration of wage reimbursements.

Collins Aerospace Machine Operator Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 5 Apprentice
\$20.00	1500	\$8.00	\$12,000	\$60,000



\$21.00	500	\$8.40	\$4,200	\$21,000
Total Project Cost				\$81,000

Miami Dade College will serve as the Apprenticeship Sponsor, deliver the related technical instruction, and will provide support for other relevant training tools and services to program participants.

**FUNDING:** Workforce Innovation and Opportunity Act

**PERFORMANCE:**

*ATTACHMENT*

Machine Operator Apprenticeship Program Performance		
Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	5	5
Number of Participants to Complete Training	5	5
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	5	5
Employment Rate	100.00%	100.00%
Average Wage	\$20.50	\$20.50
Avg Net Economic Benefit	\$41,000.00	\$41,000.00
Return-On-Investment	\$1.53	\$1.53
Economic Impact	\$124,000.00	\$124,000.00
State and Federal Performance (Achieved and Projected)		
Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP)	Performance Goal	Projected Performance
Employment Rate 2nd Quarter After Exit-AD	64.50%	155.04%
Employment Rate 4th Quarter After Exit-AD	66.10%	151.29%
Median Earnings 2nd Quarter After Exit-AD	\$6,813.00	\$10,660.00
Credential Attainment-AD	50.60%	197.63%
Measurable Skill Gains-AD	24.90%	401.61%
Employment Rate 2nd Quarter After Exit-WP	61.70%	162.07%
Employment Rate 4th Quarter After Exit-WP	59.40%	168.35%
Median Earnings 2nd Quarter After Exit -WP	\$6,063.00	\$10,660.00
Not Met (less than 90% of negotiated)		
Met (90-100% of negotiated)		
Exceeded (greater than 100% of negotiated)		



## SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 10

**AGENDA ITEM SUBJECT:** ELECTRICIAN PRE-APPRENTICESHIP EMPLOYER WAGE REIMBURSEMENTS

**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 \$29,184 in Workforce Innovation and Opportunity Act funding for On-the-Job Training reimbursements for Electrician Pre-Apprenticeship Program, as set forth below.

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

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

### **BACKGROUND:**

The South Florida Workforce Investment Board (SFWIB) in collaboration with Miami Dade College offers employer-driven apprenticeship programs. The partnership developed an electrician apprenticeship program with the Neenah Foundry as the participating employers. This apprenticeship program will lead to a career pathway that combines coursework, mentoring, on-the-job training (OJT), and paid wages that increase as the apprentice learns new skills and takes on additional responsibilities. Apprentices will learn key responsibilities and skills required to become proficient in the occupation. Upon program completion, apprentices will receive a Florida Department of Education Registered Apprenticeship Certificate of Completion, recognized by the United States Department of Labor.

The Electrician pre-apprenticeship prepares participants to perform various tasks in managing complex electrical systems with high voltage power. The Neenah Foundry will hire two pre-apprentices with starting wages at \$18.00 per hour and a wage increase to \$24.00 per hour after a 90-day probationary period. The SFWIB will provide a 40 percent reimbursement to Neenah Foundry for gross wages, which includes 1640 hours for OJT. The total amount of reimbursement is \$29,184.

Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 2 Apprentices
\$18.00	480	\$7.20	\$3,456	\$6,912
\$24.00	1160	\$9.60	\$11,136	\$22,272
			Total Project Cost	\$29,184

AJC staff will assist with recruitment and administration. Miami Dade College will serve as the apprenticeship sponsor for all programs, deliver the related technical instruction, and provide support for other relevant training tools and services to program participants.

**FUNDING:** Workforce Innovation and Opportunity Act

**PERFORMANCE:**

Miami Dade College Electrician Pre-Apprenticeship Performance		
Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	2	2
Number of Participants to Complete Training	2	2
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	2	2
Employment Rate	100.00%	100.00%
Average Wage	\$21.00	\$21.00
Avg Net Economic Benefit	\$34,440.00	\$34,440.00
Return-On-Investment	\$1.36	\$1.36
Economic Impact	\$39,696.00	\$39,696.00
State and Federal Performance (Achieved and Projected)		
Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP)	Performance Goal	Projected Performance
Employment Rate 2nd Quarter After Exit-AD	64.50%	155.04%
Employment Rate 4th Quarter After Exit-AD	66.10%	151.29%
Median Earnings 2nd Quarter After Exit-AD	\$6,813.00	\$10,920.00
Credential Attainment-AD	50.60%	197.63%
Measurable Skill Gains-AD	24.90%	401.61%
Employment Rate 2nd Quarter After Exit-WP	61.70%	162.07%
Employment Rate 4th Quarter After Exit-WP	59.40%	168.35%
Median Earnings 2nd Quarter After Exit -WP	\$6,063.00	\$10,920.00
Not Met (less than 90% of negotiated)		
Met (90-100% of negotiated)		
Exceeded (greater than 100% of negotiated)		

*NO ATTACHMENT*



## FWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 11

**AGENDA ITEM SUBJECT:** APPRENTICESHIP EMPLOYER WAGE REIMBURSEMENTS

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

**RECOMMENDATION:** FWIB staff recommends to the Global Talent and Competitiveness Council to recommend to the Board the approval to allocate an amount not to exceed \$133,559.80 in Workforce Innovation and Opportunity Act funding for On-the-Job Training reimbursements for current apprentices enrolled in Miami Dade College Apprenticeship programs, as set forth below.

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

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

### **BACKGROUND:**

The South Florida Workforce Investment Board (FWIB) in collaboration with Miami Dade College offers employer-driven apprenticeship programs. The partnership has developed multiple apprenticeship programs with several participating employers. These apprenticeship programs will lead to a career pathway that combines coursework, mentoring, on-the-job training (OJT), and paid wages that increase as the apprentices learn new skills. Upon program completion, apprentices will receive a Florida Department of Education Registered Apprenticeship Certificate of Completion, recognized by the United States Department of Labor. These current apprentices are enrolled and actively participating in the following programs:

#### Cook

This program is designed to prepare participants with a passion for food, people, and a theoretical and practical foundation for a successful career in the culinary industry. Culinary specialists are trained to prepare and serve meals, maintain food service spaces, ensure food safety, and manage inventory and food orders. This program is a career pathway that combines college coursework, mentoring, and on-the-job training. Employer partners include The Palm South Beach and Earl's Restaurant.

The Palm South Beach Cook Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$17.00	820	\$6.80	\$5,576	\$5,576
\$18.00	1,000	\$7.20	\$7,200	\$7,200
			Total Project Cost	\$12,776

Earl's Restaurant Cook Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$17.00	2,000	\$6.80	\$13,600	\$13,600

Note: The employer did not establish a midpoint wage within the contractual time period.

### Restaurant Manager

This program is designed for persons who aspire to become Restaurant Managers. Participants are prepared to oversee food preparation, ensuring compliance with health, safety, food handling, and hygiene standards while ensuring customer satisfaction with all aspects of the restaurant and dining experience. A Restaurant Manager also assesses the needs of the company and devises strategies that produce profit, develops and maintains relationships with clients & customers, and resolves concerns in a diplomatic and courteous manner. This program is a career pathway that combines college coursework, mentoring, and on-the-job training. Employer partners include Margaritaville Bayside and Landshark Bar & Grill Restaurant.

Margaritaville Bayside Marketplace Restaurant Manager				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$18.00	500	\$7.20	\$3,600	\$3,600
Total Project Cost				\$3,600

Landshark Bar & Grill Restaurant Manager				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$18.00	30	\$7.20	\$216	\$216
Total Project Cost				\$216

### Teacher Assistant

The program is designed to provide 3,000 hours of On-The-Job training (OJT) and 15 credit hours of Related Technical Instruction (RTI). The RTI will be provided by Miami Dade College (MDC) and the OJT portion of the apprenticeship will be provided by local small business early education centers. Upon successful completion of the program, participants will earn the nationally recognized Child Development Associate (CDA) certification. Employer partners include The Carter Academy, YWCA, and Shanti Kids.

The Carter Academy Teacher Assistant Apprenticeship (New Participants)				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 2 Apprentices
\$15.50	1,000	\$6.20	\$6,200	\$12,400
\$16.00	1,000	\$6.40	\$6,400	\$12,800
Total Project Cost				\$25,200

The Carter Academy Teacher Assistant Apprenticeship (Participant Dropped)				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$15.50	115	\$6.20	\$713	\$713
Total Project Cost				\$713

YWCA Teacher Assistant Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$15.35	1,500	\$6.14	\$9,210	\$9,210
\$15.50	500	\$6.20	\$3,100	\$3,100
Total Project Cost				\$12,310

Shanti Kids Teacher Assistant Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$15.50	1,500	\$6.20	\$9,300	\$9,300
\$15.75	500	\$6.30	\$3,150	\$3,150
Total Project Cost				\$12,450

### Customs Broker

The Customs Broker Apprenticeship is designed to prepare apprentices to perform various tasks such as rail freight operations, port freight operations, trucking operations, intermodal transportation operations, supply chain management, and project management. The employer partner for this apprenticeship is Hellman Worldwide Logistics, Inc.

Hellman Worldwide Logistics, Inc. Customs Broker Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 2 Apprentice
\$17.75	1,904	\$7.10	\$13,518.40	\$27,036.80
Total Project Cost				\$27,036.80

### Transportation and Logistics Specialist

The Storage and Distribution Manager (Alternate Title: Transportation and Logistics Specialist) apprenticeship prepares participants to perform various tasks such as supervising the activities of workers engaged in receiving, storing, testing, and shipping products or materials, planning, developing, and implementing warehouse safety and security programs and activities. The employer partner for this apprenticeship is Hellman Worldwide Logistics, Inc.



Hellman Worldwide Logistics, Inc. Transportation and Logistics Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$17.75	1,880	\$7.10	\$13,348	\$13,348
Total Project Cost				\$13,348

**FUNDING:** Workforce Innovation and Opportunity Act

**PERFORMANCE:**

Cook (Culinary Specialist) Program Performance		
Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	3	3
Number of Participants to Complete Training	3	3
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	3	3
Employment Rate	100.00%	100.00%
Average Wage	\$17.33	\$17.33
Avg Net Economic Benefit	\$34,660.00	\$34,660.00
Return-On-Investment	\$2.94	\$2.94
Economic Impact	\$77,604.00	\$77,604.00
State and Federal Performance (Achieved and Projected)		
Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP)	Performance Goal	Projected Performance
Employment Rate 2nd Quarter After Exit-AD	64.50%	155.04%
Employment Rate 4th Quarter After Exit-AD	66.10%	151.29%
Median Earnings 2nd Quarter After Exit-AD	\$6,813.00	\$9,011.60
Credential Attainment-AD	50.60%	197.63%
Measurable Skill Gains-AD	24.90%	401.61%
Employment Rate 2nd Quarter After Exit-WP	61.70%	162.07%
Employment Rate 4th Quarter After Exit-WP	59.40%	168.35%
Median Earnings 2nd Quarter After Exit -WP	\$6,063.00	\$9,011.60
Not Met (less than 90% of negotiated)		
Met (90-100% of negotiated)		
Exceeded (greater than 100% of negotiated)		

Restaurant Manager Apprenticeship Program Performance		
Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	2	2
Number of Participants to Complete Training	2	2
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	2	2
Employment Rate	100.00%	100.00%
Average Wage	\$18.00	\$18.00
Avg Net Economic Benefit	\$9,540.00	\$9,540.00
Return-On-Investment	\$4.00	\$4.00
Economic Impact	\$15,264.00	\$15,264.00
State and Federal Performance (Achieved and Projected)		
Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP)	Performance Goal	Projected Performance
Employment Rate 2nd Quarter After Exit-AD	64.50%	155.04%
Employment Rate 4th Quarter After Exit-AD	66.10%	151.29%
Median Earnings 2nd Quarter After Exit-AD	\$6,813.00	\$9,360.00
Credential Attainment-AD	50.60%	197.63%
Measurable Skill Gains-AD	24.90%	401.61%
Employment Rate 2nd Quarter After Exit-WP	61.70%	162.07%
Employment Rate 4th Quarter After Exit-WP	59.40%	168.35%
Median Earnings 2nd Quarter After Exit -WP	\$6,063.00	\$9,360.00
Not Met (less than 90% of negotiated)		
Met (90-100% of negotiated)		
Exceeded (greater than 100% of negotiated)		

Teacher Assistant Apprenticeship Program Performance		
Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	5	5
Number of Participants to Complete Training	4	5
Training Completion Rate	80.00%	100.00%
Number of Participants to be Placed into Jobs	4	5
Employment Rate	80.00%	100.00%
Average Wage	\$15.59	\$15.59
Avg Net Economic Benefit	\$31,180.00	\$31,180.00
Return-On-Investment	\$1.46	\$2.08
Economic Impact	\$74,047.00	\$105,227.00
State and Federal Performance (Achieved and Projected)		
Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP)	Performance Goal	Projected Performance
Employment Rate 2nd Quarter After Exit-AD	64.50%	124.03%
Employment Rate 4th Quarter After Exit-AD	66.10%	121.03%
Median Earnings 2nd Quarter After Exit-AD	\$6,813.00	\$8,106.80
Credential Attainment-AD	50.60%	158.10%
Measurable Skill Gains-AD	24.90%	321.29%
Employment Rate 2nd Quarter After Exit-WP	61.70%	129.66%
Employment Rate 4th Quarter After Exit-WP	59.40%	134.68%
Median Earnings 2nd Quarter After Exit -WP	\$6,063.00	\$8,106.80
Not Met (less than 90% of negotiated)		
Met (90-100% of negotiated)		
Exceeded (greater than 100% of negotiated)		

Customs Broker Apprenticeship Program Performance		
Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	2	2
Number of Participants to Complete Training	2	2
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	2	2
Employment Rate	100.00%	100.00%
Average Wage	\$17.75	\$17.75
Avg Net Economic Benefit	\$33,796.00	\$33,796.00
Return-On-Investment	\$1.50	\$1.50
Economic Impact	\$40,556.00	\$40,556.00
State and Federal Performance (Achieved and Projected)		
Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP)	Performance Goal	Projected Performance
Employment Rate 2nd Quarter After Exit-AD	64.50%	155.04%
Employment Rate 4th Quarter After Exit-AD	66.10%	151.29%
Median Earnings 2nd Quarter After Exit-AD	\$6,813.00	\$9,230.00
Credential Attainment-AD	50.60%	197.63%
Measurable Skill Gains-AD	24.90%	401.61%
Employment Rate 2nd Quarter After Exit-WP	61.70%	162.07%
Employment Rate 4th Quarter After Exit-WP	59.40%	168.35%
Median Earnings 2nd Quarter After Exit -WP	\$6,063.00	\$9,230.00
Not Met (less than 90% of negotiated)		
Met (90-100% of negotiated)		
Exceeded (greater than 100% of negotiated)		

Transportation and Logistics Specialist Apprenticeship Program Performance		
Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	1	1
Number of Participants to Complete Training	1	1
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	1	1
Employment Rate	100.00%	100.00%
Average Wage	\$17.75	\$17.75
Avg Net Economic Benefit	\$33,796.00	\$33,796.00
Return-On-Investment	\$1.53	\$1.53
Economic Impact	\$20,448.00	\$20,448.00
State and Federal Performance (Achieved and Projected)		
Indicators of Performance WIOA Adult (AD) & Wagner-Peyser (WP)	Performance Goal	Projected Performance
Employment Rate 2nd Quarter After Exit-AD	64.50%	155.04%
Employment Rate 4th Quarter After Exit-AD	66.10%	151.29%
Median Earnings 2nd Quarter After Exit-AD	\$6,813.00	\$9,230.00
Credential Attainment-AD	50.60%	197.63%
Measurable Skill Gains-AD	24.90%	401.61%
Employment Rate 2nd Quarter After Exit-WP	61.70%	162.07%
Employment Rate 4th Quarter After Exit-WP	59.40%	168.35%
Median Earnings 2nd Quarter After Exit -WP	\$6,063.00	\$9,230.00
Not Met (less than 90% of negotiated)		
Met (90-100% of negotiated)		
Exceeded (greater than 100% of negotiated)		

NO ATTACHMENT



## **SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 12

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

**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 (PWE) Policy, as set forth below

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

**STRATEGIC PROJECT:** **Improve service delivery outcomes**

### **BACKGROUND:**

On December 19, 2024, 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 revision:

1. Pages 5 & 6 - Section X. Limitations (2) - Language has been added to exempt youth participants from the full-time employment requirement. The updated language states:

PWE agreements shall not be written for part-time employment. Proof of full-time employment must be established and documented by the employer/business. The categorization of the participant as full-time shall be verified by the Service Providers and/or AJCs. Service Providers may submit a written request to the SFWIB Executive Director for an exception to this rule prior to executing an agreement.

***NOTE:*** *The only exception to this prohibition is a written agreement for ISY/OSY youth participants who are enrolled in secondary, post-secondary, or advanced technical training. Otherwise, participants will be required to work a minimum of 32 hours per week.*

**FUNDING:** WIOA

**PERFORMANCE:** N/A

**ATTACHMENT**



# BOARD POLICY

**POLICY  
NUMBER  
POL 400-5.3**

<b>Title:</b>	<b>PAID WORK EXPERIENCE</b>		
<b>Effective:</b>		<b>Revised:</b>	<b>October 6, 2025</b>
<b>Supersedes:</b>	<b>POL 400-5.2</b>	<b>Version:</b>	<b>04</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.

#### 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 AJC 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. Relatives are 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 inform participants of their right to appeal. Participants may choose to use either the employer/business' grievance procedures or those of the SFWIB, provided these have been previously agreed upon with the employer/business.

If a Service Provider and/or AJC or employer/business opts to utilize their own grievance procedures, they must agree to provide the SFWIB with information regarding the actions taken under those procedures.

Should the participant remain dissatisfied with the outcome after following the relevant grievance procedures of the Service Provider, AJC, or employer/business, they have the option to file a grievance directly with the SFWIB, in accordance with 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 shall not be written for part-time employment. Proof of full-time employment must be established and documented by the employer/business. The categorization of the participant as full-time shall be verified by the Service

Providers and/or AJCs. Service Providers may submit a written request to the SFWIB Executive Director for an exception to this rule prior to executing an agreement.

**NOTE:** *The only exception to this prohibition is a written agreement for ISY/OSY youth participants who are enrolled in secondary, post-secondary, or advanced technical training. Otherwise, participants will be required to work a minimum of 32 hours per week.*

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 by the Assistant Director of SFWIB.