



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
GLOBAL TALENT AND COMPETITIVENESS COUNCIL (GTCC) MEETING
THURSDAY, FEBRUARY 19, 2026
8:30 AM**

ARPEC School / UA Local 725 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/join/91022828653?pwd=ZApucUQvYU9lVGVZLiStRm5kdz09>

AGENDA

1. Call to Order and Introductions
2. Public Comment
3. Approval of GTC Council Meeting Minutes
 - A. December 18, 2025
4. Recommendation as to Approval of the Kendall Learning Academy Paid Work Experience Partnership
5. Recommendation as to Approval of a New Registered Apprenticeship Program – Construction Coordinator
6. Recommendation as to Approval of a Apprenticeship Wage Reimbursement for MCI Construction
7. Recommendation as to Approval of the South Dade Rural Workforce Initiative Allocation
8. Recommendation as to Approval of Apprenticeship Program On-The-Job Training Employer Reimbursement
9. Recommendation as to Approval of Florida Pre-Paid Scholarship Re-Allocation

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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: 2/19/2026

AGENDA ITEM NUMBER: 2

AGENDA ITEM SUBJECT: PUBLIC COMMENT

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

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

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 2/19/2026

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: GLOBAL TALENT AND COMPETITIVENESS COUNCIL MEETING MINUTES

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Talent and Competitiveness Council to approve minutes from the December 18, 2025 meeting, as set forth below.

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SFWIB GLOBAL TALENT & COMPETITIVENESS COUNCIL MEETING

DATE: 2/19/2026

AGENDA ITEM: 3A

AGENDA TOPIC: MEETING MINUTES

SFWIB GLOBAL TALENT & COMPETITIVENESS COUNCIL MEETING MINUTES

DATE/TIME: December 18, 2025, 8:30AM

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

Zoom: <https://us02web.zoom.us/meeting/register/tZApcuCuqDoiHdfQcKwSUWUz1vGZliStRim>

- 1. CALL TO ORDER:** Chairwoman Ferradaz called to order the regular scheduled meeting of the SFWIB Global Talent and Competitiveness Council on October 16, 2025, at 8:40 am.
- 2. ROLL CALL:** 8 members; 5 required; 5 present: Quorum

SFWIB GTCC MEMBERS PRESENT	SFWIB GTCC MEMBERS ABSENT	SFWIB STAFF
Brecheisen, Bruce Brown, Clarence (Zoom) Del Valle, Juan-Carlos (Zoom) Ferradaz, Gilda, Chair Palacios, Carol (Zoom) Whitaker, David (Zoom)	SFWIB GTCC MEMBERS EXCUSED Grice, Sonia Loynaz, Oscar M.D., Vice- Chair	Beasley, Rick Parson, Robert Smith, Robert Vice, Karlisha
OTHER ATTENDEES		
Mitchell, Carlena, Miami-Dade County Public Schools Mumford, Ronald, CareerSource South Florida (Zoom)		

Minutes Prepared by: Ebony Morgan
SFWIB Global Talent & Competitiveness Council Meeting
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Status: DRAFT
Approval date: TBD
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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 – October 16, 2025

Chairwoman Ferradaz presented the October 16, 2025 Global Talent and Competitiveness Council Meeting minutes for consideration before entertaining a motion.

Motion: Mr. Whitaker recommends approval of minutes from October 16, 2025, Global Talent and Competitiveness Council Meeting. Ms. Palacios seconded the motion; **item is passed without dissent.**

4. Approval – The Future Bankers Program

Chairwoman Ferradaz introduced the item; Mr. Smith presented the recommendation to approve the continuation of the Future Bankers Program for program year 2025-2026.

Since this is a well-established and familiar program for the SFWIB, the recommended approval from the GTCC will allow the item to be included in the consent portion of the agenda for the upcoming full board meeting.

Motion: Mr. Brown recommends approval to the board for allocation of an amount not to exceed \$125,000 in WIOA funds to support the Miami Dade College Future Bankers Training Camp Program. Mr. del Valle seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.



5. Approval – Miami-Dade County Summer Youth Internship Program

Chairwoman Ferradaz introduced the item; Mr. Smith presented the recommendation the continuation of the Summer Youth Internship Program through Miami-Dade County Public Schools.

The exact recruitment numbers for the program have not yet been finalized; however, they expect to be in the same range as last year. If additional funding is received, they would like to expand the program's reach this year.

Since this is a well-established and familiar program for the SFWIB, the recommended approval from the GTCC will allow the item to be included in the consent portion of the agenda for the upcoming full board meeting.

Motion: Mr. Brown recommends approval to the board for the allocation of an amount not to exceed \$2,500,000 from Temporary Assistance for Needy Families (TANF) funds to Miami-Dade County Public Schools for the Summer Youth Internship Program. Mr. Whitaker seconded the motion; **item is passed without dissent.**

Mr. Brecheisen inquired about the duration of the program (5-weeks) and if it was too short a timeframe to be meaningful. Mr. Smith explained the timeframe was determined based on students' extracurricular activities starting in August and the need to have fully engaged participants without scheduling conflicts. Additionally, financial institutions participating in the program also played a role in determining program length versus cost to maximize participation numbers.

No further questions or comments were presented. Item closed.

6. Approval – Apprenticeship Employer Wage Reimbursements

Chairwoman Ferradaz introduced the agenda item, and Mr. Smith presented a recommendation to fund the second phase of the following employer-driven apprenticeship programs through Miami Dade College:

- The Palm's Hotel Culinary Specialist Apprenticeship (2 apprentices) - \$27,200



- The Palm's Hotel, Associate Apprenticeship - \$12,800
- Earl's Restaurant Culinary Specialist Apprenticeship (4 apprentices) - \$57,600
- Earl's Restaurant Manager Apprenticeship (5 apprentices) - \$82,000
- Margaritaville Bayside Culinary Specialist Apprenticeship - \$15,600
- Balan's Brickell, LLC, Culinary Specialist Apprenticeship (3 apprentices) - \$45,600
- Issabella's Miami Culinary Specialist - \$15,200
- Landshark Bayside, Restaurant Manager Apprenticeship - \$15,600
- Children of the New Sun, Teacher Assistance Apprenticeship (2 apprentices) - \$24,680
- Haitian Youth and Community Center of Florida, Inc., Teacher Assistant Apprenticeship (5 apprentices) - \$63,000
- Empowering Youth Inc., Teacher Assistant Apprenticeship - \$12,340
- MLS Academy, Teacher Assistant Apprenticeship (3 apprentices) - \$37,500

Each apprenticeship: 1 participant unless otherwise noted.

The first phase of the program was completed in PY 2024-2025; it has since entered its second phase, which transitions into PY 2025-2026.

Motion: Mr. del Valle recommends approval to the board to allocate an amount not to exceed \$409,120 in WIOA funding for on-the-job (OJT) training reimbursements for apprentices enrolled in Miami Dade College Apprenticeship programs as discussed. Mr. Brecheisen seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.

Chairwoman Ferradaz asked about the difference between the employer-driven On-the-Job Training (OJT) reimbursement program discussed in this agenda item and the Bean Automotive Apprenticeship Program, which is the next item on the agenda.

Mr. Smith explained that the current agenda topic concerns previously approved programs that need funding for the latter half of the year. In contrast, the next agenda item focuses on a different program, which features a new cohort that requires board approval.



7. Approval – Apprenticeship Employer Wage Reimbursement for Bean Automotive

Chairwoman Ferradaz introduced the item; Mr. Smith presented the recommendation to approve the fourth cohort of the Bean Automotive Group Apprenticeship Program through Miami Dade College.

An error was noted in the reimbursement rate (agenda item lists 30%; should be 40%). The necessary calculations to amend the recommendation have been made and added below.

Bean Automotive Group Apprenticeship Program – 4 th Cohort				
Project Wage	OJT Hours	40% Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 15 Apprentices
\$16.50	1000	\$6.60	\$6,600	\$99,000
\$17.00	1000	\$6.80	\$6,800	\$102,000
Total Cost:				\$201,000

Motion: Mr. Brecheisen recommends an amended approval to the board for the allocation of an amount not to exceed \$202,000 in WIOA funding for on-the-job (OJT) training reimbursements to Bean Automotive for the 4th cohort of the Automotive Technician Specialist Apprentice Program. Mr. del Valle seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.

8. Approval – Paid Work Experience Contract with Cristo Rey Miami High School

Chairwoman Ferradaz introduced the item; Mr. Smith presented the recommendation to allocate funding for Cristo Rey Miami High School's proprietary work-study program, which focuses on career readiness & occupational skills training within a structured work-based internship.

Mr. Beasley provided additional insight on the program advising that it is paid work experience for about 50 students who will be working with corporate sponsors one day per week.



Chairwoman Ferradaz and Mr. Brecheisen expressed concern about the vague nature of the proposal, noting the lack of specific information about number of students, per-student allocation, and expected outcomes of the program.

Additionally, there was concern about the urgency of this request; why the item should not be transitioned to the February meeting once all information is available for consideration. Mr. Smith explained that the funding is for this school year, giving the administrators only five months to use the funds if approved today. However, it can be tabled until the January Executive Committee Meeting or the February board meeting.

Mr. Whitaker shared that he would not like to present the recommendation to the board until we have the information requested.

Motion: Mr. Brecheisen presented a motion to table item eight until the February meeting once the requested information is available. Mr. Brown seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.

9. Approval – New Apprenticeship Program for Miami-Dade County Transit

Chairwoman Ferradaz introduced the item; Mr. Smith presented the new Transit Bus Technician/Bus Maintenance Technician Apprenticeship Program for Miami-Dade County Department of Transportation and Public Works.

There is no request for funding at this time; the recommendation seeks approval to move forward with the development of this program.

Motion: Mr. Brecheisen recommends approval to the board for adding the new Miami-Dade Transit Apprenticeship Program (Apprenticeship Title: Miami-Dade County Transit Bus Technician/Bus Maintenance Technician). Mr. Whitaker seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.



10. Approval – New Apprenticeship Program for Award Excellence Institute

Chairwoman Ferradaz introduced the item; Mr. Smith presented the recommendation to approve the following new apprenticeship programs: Heating and Air Conditioning, Project Management, and Residential Carpenter for an existing training provider, Award Excellence Training Institute. The programs have been approved at the State level; they now require regional workforce board approval.

Motion: Mr. Whitaker recommends approval to the board for adding the following new apprenticeship programs for Award Excellence Training Institute:

- Heating & Air Conditioning Mechanic Installer
- Project Manager
- Residential Carpenter

Mr. Brecheisen seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.

11. Approval – On-the-Job Training Policy Revision

Chairwoman Ferradaz introduced the item; Mr. Smith reviewed recent revisions to the SFWIB On-the-Job Training Policy which has been outlined for ease of reference.

Motion: Mr. Brown recommends approval to the board recent revisions to the SFWIB On-the-Job Training Policy. Mr. Whitaker 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 9:20am.



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 2/19/2026

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: MIAMI DADE COLLEGE - KENDALL LEARNING ACADEMY PAID WORK EXPERIENCE (PWE) PARTNERSHIP

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval to allocate an amount not to exceed \$102,400 in Workforce Innovation and Opportunity Act funding for Paid Work Experience (PWE) to Youth Co-Op, West Dade Career Center, as set forth below.

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

STRATEGIC PROJECT: **Expand career exploration pathway programs**

BACKGROUND:

The Kendall Learning Academy (KLA) is a comprehensive college transition program for neurodivergent individuals. Students in their program have the opportunity to develop their academic, vocational, and social skills at the post-secondary level by completing a College Credit Certificate (CCC) and participating in activities offered to students at Miami Dade College.

SFWIB is advancing a strategic partnership with the Kendall Learning Academy and Miami Dade College (MDC) to expand access to Paid Work Experience (PWE) opportunities for neurodivergent participants that are in alignment with high-growth career pathways. This partnership will support the placement of 16 eligible participants into PWE positions with Miami-Dade County, focused on Business Data Analytics.

The initiative is designed to connect classroom-based instruction with real-world, hands-on experience in a public-sector environment. Participants enrolled through MDC Kendall Learning Academy will apply academic training in data analytics, reporting, and business intelligence, to practical projects supporting Miami-Dade County operations. These experiences may include data collection, data cleaning, performance tracking, visualization, and analytical support functions across various County departments.

Paid Work Experience is a core work-based learning strategy authorized under the Workforce Innovation and Opportunity Act (WIOA), providing participants with subsidized wages, exposure to professional work environments, and the opportunity to develop transferable skills that enhance employability. This initiative supports individuals who face barriers to employment by offering structured, paid opportunities to gain relevant experience in an in-demand occupational field.

The 16 participants will work 20 hours per week at a rate of \$20 per hour for a total of 16 weeks at designated Miami Dade County sites. Youth Co-Op's West Dade Career Center will manage the program and provide the Paid Work Experience payments.

Business Data Analytics PWE			
Project Wage	PWE Hours	Training Cost Per Participant	Total Project Cost @ 16 Participants
\$20.00	320	\$6,400.00	\$102,400.00
Total Project Cost			\$102,400.00

FUNDING: Workforce Innovation and Opportunity Act

PERFORMANCE:

NO ATTACHMENT



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 2/19/2026

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: NEW REGISTERED APPRENTICESHIP PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The SFWIB staff recommends to the Global Talent and Competitive Council to recommend to the Board the approval of a new Registered Apprenticeship Program, as set forth below.

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

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

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. MCI Construction Apprenticeship Program - (2026-FL-137727)

- Office Manager/Administration Services (Construction Coordinator) (RAPIDS Code 1033CB)

The MCI Construction Apprenticeship Program for Office Manager/Administrative Services (Construction Coordinator) is a competency-based program that includes 2,000 hours of on-the-job training and 144 hours of annual technical instruction. Apprentices develop skills in office operations, construction document management, schedule coordination, vendor communication, safety compliance, and construction management software. The program includes courses on construction office management, process improvement, budgeting, and technology systems, along with an OSHA 30-hour construction safety certification. Participating employers include Atlantic Pacific Companies and LCN Group.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

Ryan Petty, *Chair*
Esther Byrd, *Vice Chair*
Members
Grazie P. Christie
Layla Collins
Daniel P. Foganholi, Sr.
Kelly Garcia
MaryLynn Magar

December 19, 2025

Ms. Michelle Simmons
Program Director
MAS Comm Inc.
2780 NW 87th Street
Miami, FL 33147

Dear Ms. Simmons,


It is my pleasure to inform you that MCI Construction Apprenticeship Program (2026-FL-137727) has been approved to participate in the State of Florida's Apprenticeship System and to thank you for your commitment to ensuring Florida continues to produce well-trained, highly qualified office managers.

Workforce education is a top priority for Governor Ron DeSantis and the Florida Department of Education with the goal of being number one in the nation by 2030. We rely on local organizations with a vested interest in student success to supplement the tremendous work taking place throughout Florida's education system and provide ongoing world-class education opportunities.

MCI Construction plays a pivotal role in securing Florida's future. We appreciate greatly your interest in helping to make Florida #1 in the nation for workforce education. Your interim Apprenticeship Training Representative is Ms. Anne Everly, and she will be reaching out to you to assist you with RAPIDS and the general orientation process. Ms. Everly may be reached at Anne.Everly@fldoe.org. We also welcome you to visit [Apprentice Florida](#) where you will find numerous resources to assist your program with outreach and recruitment.

If you have any questions or need additional assistance, please contact me at (850) 245-9038 or Kathryn.Wheeler@fldoe.org.

Sincerely,


Kathryn Wheeler
Director of Apprenticeship



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 2/19/2026

AGENDA ITEM NUMBER: 6

AGENDA ITEM SUBJECT: APPRENTICESHIP WAGE REIMBURSEMENTS FOR MCI CONSTRUCTION

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 \$185,100 in Workforce Innovation and Opportunity Act funds for On-the-Job Training reimbursements for MCI Construction apprentices, as set forth below.

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

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

BACKGROUND:

The MCI Construction Apprenticeship Program for Office Manager/Administrative Services (Construction Coordinator) is a competency-based program that includes 2,000 hours of on-the-job training and 144 hours of annual technical instruction. Apprentices develop skills in office operations, construction document management, schedule coordination, vendor communication, safety compliance, and construction management software. The program includes courses on construction office management, process improvement, budgeting, and technology systems, along with an OSHA 30-hour construction safety certification.

The MCI Construction Apprenticeship Program will have ten (10) apprentices and five (5) participating employers to include Atlantic Pacific Companies, Best Air, Ocean Coast Electrical, Jasper Enterprises, LCN Group Inc. Below is a wage schedule breakdown for the on-the-job training hours. The Perrine AJC will handle the recruitment of the apprentices.

Office Manager/Administrative Services (Construction Coordinator) Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 10 Apprentices
\$19.83	500	\$7.93	\$3,966.00	\$39,660.00
\$22.04	500	\$8.82	\$4,408.00	\$44,080.00
\$24.24	500	\$9.70	\$4,848.00	\$48,480.00
\$26.44	500	\$10.58	\$5,288.00	\$52,880.00
Total Project Cost				\$185,100.00

FUNDING: Workforce Innovation and Opportunity Act

PERFORMANCE:

Office Manager/Administrative Services (Construction Coordinator) Apprenticeship Program Performance		
Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	10	10
Number of Participants to Complete Training	10	10
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	10	10
Employment Rate	100.00%	100.00%
Average Wage	\$23.14	\$23.14
Avg Net Economic Benefit	\$27,770.00	\$27,770.00
Return-On-Investment	\$1.50	\$1.50
Economic Impact	\$277,700.00	\$277,700.00

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	\$12,032.80
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	\$12,032.80
Not Met (less than 90% of negotiated)		
Met (90-100% of negotiated)		
Exceeded (greater than 100% of negotiated)		



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 2/19/2026

AGENDA ITEM NUMBER: 7

AGENDA ITEM SUBJECT: SOUTH DADE RURAL WORKFORCE INITIATIVE ALLOCATION

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 \$280,000 in state-awarded funds to Youth Co-Op, Inc. to serve South Dade rural participants and employers, as set forth below.

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

STRATEGIC PROJECT: **Develop specific programs and initiatives**

BACKGROUND:

The South Florida Workforce Investment Board (SFWIB) has been awarded \$280,000 through the State Rural Initiative Grant to launch the South Dade Rural Workforce Initiative. The South Dade Rural Workforce Initiative will expand access to training, employment, and supportive services for residents and employers in economically distressed rural communities of South Miami-Dade County. The initiative will strengthen local talent pipelines, reduce barriers to employment, and accelerate workforce outcomes through flexible, employer-driven training models.

The initiative will also allow for SFWIB to provide up to 100 percent On-The-Job Training reimbursements within designated opportunity zones. Youth Co-Op, Inc. American Job Center (AJC) locations shall work with employers and participants in the South Dade area.

The State Rural Initiative Grant aligns with SFWIB's strategic priorities to:

- Increase economic mobility in underserved communities
- Strengthen employer-driven talent pipelines
- Expand access to training, employment, and supportive services
- Reduce barriers such as transportation, childcare, and digital access

The initiative is designed as a flexible, non-WIOA funded model with WIOA-aligned reporting and performance expectations. Services will target rural residents and employers in South Dade, with a focus on Opportunity Zones and economically distressed communities.

Key Program Priorities

- Expand training and employment services
- Increase work-based learning (OJT, apprenticeships, customized training)
- Strengthen employer partnerships
- Provide supportive services to at least 50% of participants

FUNDING: State awarded Rural Initiatives funding

PERFORMANCE:

Service and Enrollment Targets

- Serve 100–125 rural residents
- Engage 20–30 rural employers
- Enroll participants in training, OJT, apprenticeships, or work-based learning
- Provide supportive services to at least 50% of participants

Outcome Targets

- 70% training completion rate
- 65% job placement rate
- 60% credential attainment rate
- Demonstrated employer engagement and talent pipeline development

ATTACHMENT

SOUTH DADE RURAL WORKFORCE ADVANCEMENT INITIATIVE

I. Executive Summary

CareerSource South Florida (CSSF) respectfully submits this proposal for state general funding to support the implementation of the South Dade Rural Workforce Advancement Initiative, a targeted employment and training program designed to serve 125 residents in rural South Miami-Dade County, specifically within designated Opportunity Zones. This initiative will address workforce gaps and economic disparities by connecting underserved residents to high-quality training, apprenticeships, and employment opportunities through strategic partnerships and employer incentives.

II. Program Purpose and Objectives

The primary purpose of this initiative is to promote economic mobility and workforce integration for residents of rural South Miami-Dade by:

- Delivering short-term occupational training, apprenticeships, and On-the-Job Training (OJT)
- Incentivizing employers to hire program participants
- Strengthening local workforce pipelines in high-demand industries
- Enhancing community revitalization efforts in Opportunity Zones

This program is designed to operate independently of WIOA and TANF eligibility requirements, ensuring broad access for rural residents who may not qualify under traditional federal programs.

III. Target Population and Geographic Scope

The program will serve **125 residents** residing in rural areas of South Miami-Dade County, with a focus on census tracts designated as **Opportunity Zones**. Target populations include:

- Veterans and military families
- Low-income individuals
- Residents impacted by economic hardship or displacement

IV. Strategic Partnerships

Participant Recruitment

CSSF will collaborate with:

- Miami-Dade County Community and Human Services Department
- South Dade Veteran Alliance

These partners will assist in identifying and enrolling eligible residents, conducting outreach, and providing wraparound support services.

Employer Engagement

CSSF will engage employers through:

- Miami-Dade County Beacon Council
- Economic Development Council of South Miami-Dade

These organizations will facilitate employer participation, focusing on industries such as construction, logistics, healthcare, agriculture, and advanced manufacturing.

V. Program Components

Component	Description
Short-Term Training	Industry-recognized certifications delivered in 6–12 weeks
Apprenticeship Programs	Structured earn-and-learn models with employer sponsorship
On-the-Job Training (OJT)	Wage reimbursement to employers for training new hires on-site
Supportive Services	Transportation, career counseling, and job readiness support
Job Placement	Direct connection to employers committed to hiring program graduates

VI. Program Outcomes

The South Dade Rural Workforce Advancement Initiative will achieve the following measurable outcomes:

- 125 residents enrolled and served
- 80% completion rate for training/apprenticeship programs
- 70% job placement rate within 90 days of program completion
- Sustained employer partnerships supporting long-term workforce development
- Improved economic conditions in targeted Opportunity Zones

VII. Compliance and Accountability

CSSF will ensure full compliance with Florida state general funding requirements, including:

- Documentation of participant enrollment and service delivery
- Execution of employer agreements and training plans
- Fiscal reporting and performance tracking
- Coordination with state and local oversight entities

CSSF will also implement internal monitoring protocols to ensure program integrity, transparency, and continuous improvement.

VIII. Conclusion

The South Dade Rural Workforce Advancement Initiative represents a strategic investment in the economic future of rural South Miami-Dade County. By leveraging local partnerships and employer incentives, CSSF will deliver impactful workforce solutions that promote equity, opportunity, and long-term prosperity.

We respectfully request funding consideration to implement this initiative and welcome the opportunity to discuss its alignment with Florida's workforce development priorities.



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 2/19/2026

AGENDA ITEM NUMBER: 8

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

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval to allocate an amount not to exceed \$12,300 in Workforce Innovation and Opportunity Act funding for On-the-Job Training reimbursements for the Early Childhood Education (Teacher Assistant) 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 apprenticeship program for the Teacher Assistant Program in Early Childhood Education. The Teacher Assistant apprenticeship is designed for persons who enjoy working with children and are devoted to building a nurturing and safe learning environment. This program is a career pathway that combines college coursework, mentoring, and on-the-job training to learn the key responsibilities and skills required to support teachers and help children with their educational and social development, both in and out of the classroom.. 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 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 Brighter Days Academy. Upon successful completion of the program, participants will earn the nationally recognized Child Development Associate (CDA) certification.

Teacher Assistant Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$15.25	1000	\$6.10	\$6,100.00	\$6,100.00
\$15.50	1000	\$6.20	\$6,200.00	\$6,200.00
			Total Project Cost	\$12,300.00

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:

Teacher Assistant 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	\$15.38	\$15.38
Avg Net Economic Benefit	\$18,460.00	\$18,460.00
Return-On-Investment	\$1.50	\$1.50
Economic Impact	\$18,460.00	\$18,460.00

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	\$7,997.60
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	\$7,997.60
Not Met (less than 90% of negotiated)		
Met (90-100% of negotiated)		
Exceeded (greater than 100% of negotiated)		



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 2/19/2026

AGENDA ITEM NUMBER: 9

AGENDA ITEM SUBJECT: FLORIDA COLLEGE PLAN SCHOLARSHIPS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Talent and Competitive Council to recommend to the Board the approval to re-allocate \$445,802.69 in unused Florida Prepaid Scholarship funds to the 5000 Role Models of Excellence Project and Big Brothers Big Sisters, as set forth below.

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

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

BACKGROUND:

The Stanley G. Tate Florida Prepaid College Foundation, Inc., authorized by the Florida legislature in 1989, is a partnership between state government and the private sector. The Foundation, a 501(c)(3) non-profit direct support organization for the Florida Prepaid College Board, administers the Stanley Tate Project STARS Scholarship Program.

The program is designed to provide prepaid postsecondary tuition scholarships to low-income students who are at risk of dropping out of school and may not otherwise be able to afford a college education. Once selected, the students must abide by their school's code of conduct, meet with a mentor on a regular basis, remain drug and crime free, and maintain passing grades.

Take Stock In Children / Big Brothers Big Sisters Miami (TSIC / BBBS Miami) is the local manager of the scholarship program and serve as the administrator and fiscal agent for participating organizations. TSIC / BBBS Miami recently conducted a sweep of all current scholarships and identified some unused scholarships that are in jeopardy of expiring. The remaining scholarships have a cash value of \$445,802.69.

Staff recommends to approval of re-allocating \$241,102.80 in cash value to the 5000 Role Models of Excellence Project and \$204,699.89 to Big Brothers Big Sisters. The allocations will be used to purchase 12, 2 +2 plans for 5000 Role Models and 28 two-year scholarships for Big Brothers Big Sisters to be awarded to new students.

SFWIB staff would like to inform the board that the unused scholarships were not due to a lack of effort from our partner agencies. The funds were not used because the awarded students did not fully use the full amount allocated for a variety of reasons.

FUNDING: Temporary Assistance for Needy Families

PERFORMANCE: N/A

NO ATTACHMENT



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 2/19/2026

AGENDA ITEM NUMBER: 10

AGENDA ITEM SUBJECT: WIOA TITLE I YOUTH FOURTEEN ELEMENTS WAIVER REQUEST

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Talent and Competitive Council to recommend to the Board the approval of staff to submit a waiver to the Florida Department of Commerce and CareerSource Florida that would waive the current requirement of the Youth Fourteen Elements, as set forth below.

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

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

BACKGROUND:

Section 129(c)(2) of the Workforce Innovation and Opportunity Act (WIOA) requires local workforce development boards to make available and document fourteen (14) specific youth program elements. While originally designed to promote comprehensive service delivery, the statutory framework has evolved into a compliance-driven structure that fragments service design and limits flexibility in deploying youth funds in alignment with employer demand.

The current fourteen WIOA Youth Program Elements are :

- Tutoring, study skills training, instruction, and dropout prevention
- Alternative secondary school services or dropout recovery services
- Paid and unpaid work experiences (e.g., summer employment, internships, job shadowing, pre-apprenticeship)
- Occupational skills training
- Education offered concurrently with and in the same context as workforce preparation
- Leadership development opportunities (e.g., community service, peer-centered activities)
- Supportive services (e.g., transportation, child care, uniforms)
- Adult mentoring (for at least 12 months)
- Follow-up services (for at least 12 months after program completion)
- Comprehensive guidance and counseling (including drug/alcohol abuse counseling)
- Financial literacy education
- Entrepreneurial skills training
- Services that provide labor market and employment information
- Postsecondary preparation and transition activities

The attached waiver request, submitted pursuant to WIOA §189(i)(4)(B) and 20 CFR §679.600, seeks authorization to fully waive the requirement to deliver, track, and document the fourteen youth program elements. Upon approval, CareerSource South Florida (CSSF) would operate its WIOA Title I Youth program exclusively through an Integrated Pre-Apprenticeship and Registered Apprenticeship pathway model.

STRATEGIC RATIONALE:

Approval of this waiver would allow CSSF to:

- Transition from a prescriptive element-based compliance model to an apprenticeship-centered workforce strategy.
- Deploy youth funds directly into paid work-based learning, occupational skills training, and industry-recognized credential attainment.
- Accelerate youth entry into high-demand sectors including construction, advanced manufacturing, healthcare, information technology, aviation/aerospace, and logistics.
- Increase employer engagement by aligning youth programming with proven Registered Apprenticeship structures.
- Maintain full accountability through WIOA performance indicators (employment, earnings, measurable skill gains, and credential attainment), while eliminating duplicative element-level documentation requirements.
- The waiver explicitly maintains fiscal integrity, performance accountability, equity protections, and compliance with all other federal and state requirements. Approval would supersede any conflicting state or local youth policies predicated on compliance with WIOA §129(c)(2).

This waiver should have no additional fiscal impact. The waiver enhances flexibility in the use of existing WIOA Title I Youth funds and is expected to improve return on investment through stronger employment and credential outcomes.

Staff will continue to ensure compliance with federal and state performance, fiscal, and reporting requirements and will provide updates to the Committee as the waiver request advances through state review.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

CareerSource South Florida Waiver Request

WIOA Title I Youth Program – Fourteen (14) Elements Integrated Apprenticeship Pathway Waiver

Federal Statutory/Regulatory Requirements to be Waived:

In accordance with the waiver requirements and request process under Title I of the Workforce Innovation and Opportunity Act (WIOA) Section 189(i)(4)(B); 20 Code of Federal Regulations (CFR) §679.600; and applicable U.S. Department of Labor (USDOL) Training and Employment Guidance Letters (TEGLs, the South Florida Workforce Investment Board d/b/a CareerSource South Florida (CSSF), designated Workforce Development Board 23 in the State of Florida, respectfully requests a waiver of the statutory obligation under WIOA Section 129(c)(2) to make available, deliver, and document the fourteen (14) required youth program elements.

Approval of this waiver would fully relieve CSSF of the requirement to ensure availability, delivery, or documentation of the fourteen youth elements, and would instead authorize CSSF to operate a WIOA Title I Youth program exclusively through the integrated pre-apprenticeship and Registered Apprenticeship (RA) pathway model described herein. Approval of this waiver shall supersede any conflicting state or local youth policies, procedures, or guidance predicated on compliance with WIOA Section 129(c)(2) fourteen-element requirements.

CSSF is requesting approval of this waiver for the current and subsequent WIOA Title I Youth program years, subject to FloridaCommerce approval and any additional conditions deemed appropriate.

Background

The WIOA Title I Youth program currently requires local workforce development boards to ensure the availability and documentation of fourteen discrete program elements under Section 129(c)(2). While originally intended to promote comprehensive service delivery, this structure has evolved into a prescriptive compliance framework that fragments service design, diffuses limited youth resources, and constrains local boards' ability to align youth investments with employer-driven workforce strategies.

Simultaneously, USDOL and CareerSource Florida have clearly identified Registered Apprenticeship (RA) and quality pre-apprenticeship as preferred workforce solutions that integrate paid work experience, education, mentoring, occupational skills training, and credential attainment into a single, cohesive model. These pathways inherently incorporate many of the supports contemplated by the fourteen elements, but do so in a manner that is employer-aligned, performance-driven, and outcomes-focused rather than compliance-oriented.

In South Florida, employers in high-growth sectors—including construction, advanced manufacturing, information technology, healthcare, aviation/aerospace, and logistics—continue to face persistent talent shortages. Youth participants similarly require faster, more direct access to paid work-based learning and credentialed career pathways. Maintaining a mandatory fourteen-element framework is incompatible with the rapid deployment and scale required for apprenticeship-based workforce solutions.

Local Strategic Goals

CareerSource South Florida seeks this waiver to fully transition WIOA Title I Youth service delivery from a statutory element-based framework to an apprenticeship-centered workforce model that is explicitly authorized to operate without delivering or documenting the fourteen youth program elements.

Through this waiver, CSSF will:

- Eliminate the requirement to deliver, track, or document the fourteen youth program elements under WIOA Section 129(c)(2).
- Deploy WIOA youth funds exclusively through a structured pre-apprenticeship and Registered Apprenticeship pathway aligned to regional labor market demand.
- Concentrate resources on paid work-based learning, occupational skills training, employer mentoring, and credential attainment that lead directly to unsubsidized employment.
- Increase employer participation by offering a streamlined, business-driven youth training model that mirrors the structure and effectiveness of previously approved waivers, including work-based learning and OJT flexibilities.

This waiver advances WIOA's statutory purpose by prioritizing employment, earnings, and credential outcomes over prescriptive service delivery requirements.

Proposed Service Delivery Model

Under the requested waiver, CSSF will implement an Integrated Apprenticeship Pathway Model consisting of the following phases:

1. Recruitment, Eligibility, and Career Exploration Targeted outreach to priority youth populations; eligibility determination; assessment; career exploration; and orientation to apprenticeship and in-demand occupations.
2. Quality Pre-Apprenticeship Preparation Delivery of work readiness training, foundational and contextualized instruction, supportive services, and sector-based training aligned to the entry requirements of at least one Registered Apprenticeship program, consistent with USDOL quality pre-apprenticeship guidance.

3. Paid Work Experience and Apprenticeship Entry Provision of paid work experience that mirrors apprenticeship expectations, direct placement into Registered Apprenticeship where appropriate, employer mentoring, and coordinated supportive services.
4. Apprenticeship Persistence, Completion, and Advancement Ongoing counseling, follow-up services, supportive services, and career advancement planning to support retention, credential attainment, and sustained employment.

The fourteen youth program elements under WIOA Section 129(c)(2) will not be delivered, tracked, or documented. All youth services will instead be provided exclusively through the pre-apprenticeship and Registered Apprenticeship pathway model authorized by this waiver.

Action to Remove State or Local Statutory or Regulatory Barriers

There are no state or local statutory or regulatory barriers that would prohibit implementation of this waiver. CareerSource South Florida's existing policies and procedures already meet current federal and state WIOA requirements and can readily accommodate the integrated documentation and reporting approach proposed under this waiver.

Accountability, Performance Measurement, and Reporting

CareerSource South Florida commits to maintaining rigorous accountability and fiscal integrity throughout implementation of this waiver. In lieu of element-level compliance, CSSF will demonstrate program effectiveness through outcomes and performance accountability.

Under the waiver, CSSF will:

- Track and report all required WIOA youth performance indicators, including employment, earnings, credential attainment, and measurable skill gains.
- Maintain fiscal controls, procurement standards, and monitoring practices consistent with federal and state requirements. • Ensure transparency through performance reporting, employer participation data, and apprenticeship enrollment and completion outcomes.
- Participate in all state and federal monitoring, evaluation, and technical assistance activities related to waiver implementation.

Equity and Participant Protections

This waiver will not reduce access to services or diminish protections for priority populations. To the contrary, the integrated pathway model is expected to improve equity by reducing service fragmentation, strengthening supportive services, and increasing access to paid work-based learning and apprenticeship opportunities for youth with barriers to employment.

Conclusion

CareerSource South Florida respectfully submits this waiver request to align WIOA Title I Youth program implementation with federal and state priorities for apprenticeship expansion, employer engagement, and outcome-driven workforce strategies. Approval of this waiver will allow CSSF to operate an apprenticeship-centered youth model free from prescriptive statutory constraints that impede rapid labor market alignment, while maintaining full fiscal and performance accountability.

CSSF appreciates FloridaCommerce's leadership and partnership and stands ready to provide any additional information necessary to support approval of this request.

References and Legal Authority

Workforce Innovation and Opportunity Act (WIOA):

- WIOA §129(c)(2) — Establishes the statutory requirement that local workforce development boards ensure the availability of fourteen (14) youth program elements.
- WIOA §189(i)(4)(B) — Authorizes the U.S. Secretary of Labor to waive statutory and regulatory requirements under Title I of WIOA to promote innovation, improved outcomes, and workforce system effectiveness.
- WIOA §101(52) — Defines Registered Apprenticeship as a recognized workforce training model.
- WIOA §134(c)(3)(E) — Recognizes Registered Apprenticeship as an allowable and preferred career pathway strategy under WIOA.

Federal Regulations:

- 20 CFR §679.600 — Establishes the waiver request and approval process under WIOA Title I.
- 20 CFR §679.610(c) — Provides that approved waivers apply to affected state and local workforce areas for the duration of the waiver period, subject to conditions of approval.
- 20 CFR §681.460 — Implements the statutory requirement for availability of the fourteen youth program elements under WIOA §129(c)(2).

U.S. Department of Labor Guidance:

- Training and Employment Guidance Letter (TEGL) No. 08-18 — WIOA Title I Waiver Requirements and Approval Process.
- USDOL Employment and Training Administration guidance on Registered Apprenticeship and quality pre-apprenticeship programs, which encourages use of apprenticeship as an integrated, employer-driven workforce development strategy.

These authorities collectively support approval of this waiver and confirm that, upon approval, the waiver supersedes any conflicting state or local youth policies, procedures, or guidance derived from WIOA Section 129(c)(2) fourteen-element requirements.