



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**THURSDAY, OCTOBER 16, 2025**

**9:30 A.M.**

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

The public may choose to view the session online via Zoom. **Registration is required:**  
[https://us02web.zoom.us/webinar/register/WN\\_wjgmIoTtSEu4r3ERRDichg](https://us02web.zoom.us/webinar/register/WN_wjgmIoTtSEu4r3ERRDichg)

**AGENDA**

1. Call to Order and Introductions
2. Public Comment
3. Chairman's Report
4. Executive Director's Report
  - A. Executive Director Update
5. Consent Agenda Items
  - A. Recommendation as to Approval of August 21, 2025, Board Minutes
  - B. Recommendation as to Approval to accept Workforce Funds
6. Executive Committee Update
7. Finance and Efficiency Council Update
  - A. Information – Financial Report – August, 2025
8. Global Talent and Competitiveness Council Update
9. Performance Council Update
10. Action Items

- A. Recommendation as to Approval of New Programs for Code Academy
- B. Recommendation as to Approval of a New Apprenticeship Program for Miami Dade College
- C. Recommendation as to Approval of a New Apprenticeship Programs for Miami Dade Public Schools
- D. Recommendation as to Approval of a New Apprenticeship Program for College of Business and Technology (CBT)
- E. Recommendation as to Approval of a New Machine Operator Apprenticeship Reimbursement
- F. Recommendation as to Approval of a New Electrical Apprenticeship Reimbursement
- G. Recommendation as to Approval of Existing Apprenticeship Reimbursements
- H. Recommendation as to Approval of a Paid Work Experience Policy Update
- I. Recommendation as to Approval of US Department of Labor 100% OJT Reimbursement

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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."



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**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*



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 3

**AGENDA ITEM SUBJECT:** SFWIB CHAIRMAN'S REPORT

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

**RECOMMENDATION:** N/A

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

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

**BACKGROUND:**

N/A

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 4

**AGENDA ITEM SUBJECT:** SFWIB EXECUTIVE DIRECTOR'S REPORT

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

**RECOMMENDATION:** N/A

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

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

**BACKGROUND:**

N/A

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 5

**AGENDA ITEM SUBJECT:** CONSENT AGENDA ITEMS

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

**RECOMMENDATION:** SFWIB staff recommends to the Board to approve the following items by unanimous consensus, as set forth below.

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

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

**BACKGROUND:**

N/A

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 5A

**AGENDA ITEM SUBJECT:** SOUTH FLORIDA WORKFORCE INVESTMENT BOARD MEETING MINUTES

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

**RECOMMENDATION:** SFWIB staff recommends to the Board to approve minutes from the August 21, 2025 South Florida Workforce Investment Board 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*



## SOUTH FLORIDA WORKFORCE INVESTMENT BOARD MEETING

**DATE:** 10/16/2025

**AGENDA ITEM:** 6A

**AGENDA TOPIC:** MEETING MINUTES

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### SOUTH FLORIDA WORKFORCE INVESTMENT BOARD MEETING MINUTES

**DATE/TIME:** August 21, 2025, 9:30am

**LOCATION:** ONLINE ONLY

**Zoom:** [https://us02web.zoom.us/webinar/register/WN\\_wjgmIoTtSEu4r3ERRDichg](https://us02web.zoom.us/webinar/register/WN_wjgmIoTtSEu4r3ERRDichg)

1. **CALL TO ORDER:** Chairman Gibson called the regular meeting of the South Florida Workforce Investment Board to order at 9:32 AM on August 21, 2025.

**ROLL CALL:** 22 members; 12 required; 20 present: Quorum

<b>SFWIB Members Present</b> <i>(All members attended via Zoom)</i>	<b>SFWIB Members Absent</b>	<b>SFWIB/CSSF Staff</b>
<ol style="list-style-type: none"><li>1. Brecheisen, Bruce</li><li>2. Bridges, Jeff</li><li>3. Brown, Clarence</li><li>4. Canales, Dequasia</li><li>5. Chi, Joe</li><li>6. Datorre, Roberto</li><li>7. del Valle, Juan Carlos, Vice Chairman</li><li>8. Ferradaz, Gilda</li><li>9. Garza, Eddie</li><li>10. Gibson, Charles, Chairman</li><li>11. Glean-Jones, Camela</li><li>12. Grice, Sonia</li><li>13. Loynaz, Oscar, MD</li><li>14. Mantilla, Rene' (checked in via chat)</li><li>15. Palacios, Carol</li></ol>	<ol style="list-style-type: none"><li>21. Clayton, Lovey</li><li>22. Rod, Denis</li></ol> <p><b>SFWIB Members Excused</b></p>	<p><b>SFWIB Staff</b></p> <ol style="list-style-type: none"><li>1. Beasley, Rick</li><li>2. Bennett, Renee</li><li>3. Morgan, Ebony</li><li>4. Parson, Robert</li><li>5. Perrin, Yian</li><li>6. Petro, Basil</li><li>7. Smith, Robert</li><li>8. Vice, Karlisha</li><li>9. Washington, Jarvis</li></ol> <p><b>SFWIB Administration</b></p> <ol style="list-style-type: none"><li>10. Gonzalez, Yoandy</li><li>11. McFarland, Casandra</li></ol>





16. Perez, Andy (checked in via chat) 17. Pintado, Kirenia 18. Rolle, Andrei 19. Scott, Jr., Kenneth 20. Whitaker, David		<b>Miami-Dade County Attorney's Office</b>  Mastrucci, Michael
<b>Guest Attendees</b>		
1. Alexis, Carl, Youth Co-op, Inc. 2. Mitchell, Carlena, Miami-Dade County Public Schools 3. Perez-Borroto, Concepcion, Youth Co-op, Inc. 4. Saunders, Lonnie, Department of Florida Commerce		

Agenda items are displayed in the order they are discussed.

## 2. Public Comments

*Public comments should be two minutes or less.*

The Executive Office has not received any requests to speak.

Chairman Gibson opened the floor for comments from the public. None were presented.

Item closed.

## 4A. Executive Directors Report

Chairman Gibson introduced the item; Mr. Beasley provided an overview of the following items in the Executive Director's Report:

### Federal – Appropriations

Both the Senate and House have adjourned until September 2, 2025, but lawmakers are expected to pass funding to avoid a shutdown through bipartisan funding measures. Mr. Beasley discussed efforts to get language added to the Appropriations Bill that would enable the Secretary of Labor to waive income eligibility using opportunity zones.



In addition, he shared details on the American Talent Strategy, a multi-pronged plan focusing on apprenticeships, workforce Pell Grants for short term training, and increasing access to WIOA. The same strategy integrates funding into the “Make America Skilled Again” (MASA) grant and launches AI retraining pilots and rapid reskilling programs, which aligns with previous executive orders requiring collaboration between the Department of Education and the Department of Labor.

### **Federal – Department of Labor Performance Dashboard**

Mr. Beasley shared that the U.S. Department of Labor has recently launched a national performance dashboard, which provides detailed views of workforce board performance across the country. He demonstrated how the tool allows for analysis of metrics such as employment, earnings, credential attainment, and skills gains at the state and national levels. He further highlighted Florida's performance data, noting concerns about "cherry picking" participants and emphasizing the importance of serving the hardest-to-serve populations. He also mentioned that data from 2023 is available, with updates for 2024 and 2025 to follow.

No questions or comments were presented. Item closed.

Mr. Joe Chi advised that Ms. Patricia Arias, Executive Director for CAMACOL, is available to assist in setting up a meeting with Senator Scott. Mr. Beasley advised that he reach out; he shared brief details of his conversation with Secretary Alex Kelly.

## **5. Consent Agenda Items**

Chairman Gibson introduced the following consent agenda items for review:

- 5A: Approval - SFWIB Meeting Minutes – June 26, 2025
- 5B: Approval to Accept Additional Workforce Funds

**Motion:** Mr. Jeff Bridges to approve SFWIB Meeting Minutes from June 26, 2025 and the acceptance of \$970,988 in additional workforce system funding. Mr. Eddie Garza seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.



## 6. SFWIB Executive Committee Update

Chairman Gibson introduced and presented the following updates from the July 10, 2025 and August 14, 2025 SFWIB Executive Committee Meetings:

### July 10, 2025

- Job Corps Operations & Local Impact
- Federal Updates on H-2A/H-2B Visa Program expanding flexibility in the H-2A and H-2B Visa programs.

### August 14, 2025

- U.S. Department of Education and U.S. Department of Labor Workforce Development Partnership: Both organizations will jointly administer WIOA Title II and Perkins V programs, with DOL taking a larger operational role while ED retains oversight.
- **Items of Approval:** Submit Opportunity Zone Residency-Based Eligibility Amendment for WIOA Programs; Submit CareerSource Florida Economic Incentive Policy; Amendment to the Summer Youth Employment Program for the City of Miami Gardens; Mayor's Internship Program Modification

Mr. Beasley further advised that a meeting has been established with the state to further discuss and consider the draft CareerSource Florida Economic Incentive Policy, which was submitted to the Florida Department of Commerce.

## 7. SFWIB Finance and Efficiency Council Update

Chairman Gibson introduced the item; Mr. Scott provided an overview of the topics discussed during today's SFWIB Finance and Efficiency Council Meeting. Council members reviewed the June 2025 financial report, noting expenditures.

The Council also reviewed the June and July 2025 Cash Reconciliation Report, which aligned and reaffirmed the board's strong financial position.

The recommendation to accept additional workforce system funding in the amount of \$970,988 was discussed and approved by the Council.



No questions or comments were presented. Item closed.

## **8. SFWIB Global Talent and Competitiveness Council Update**

Chairman Gibson introduced the item; Ms. Ferradaz provided an overview of the items discussed and approved during today's Performance Council meeting. The following agenda items have been reviewed by the Council and will be presented to the Board for approval during the Action Items section of the agenda:

- New Training Provider and Programs: a. Metropolitan Trucking & Technical Institute: Various CDL Programs
- Renewal and Revision of the Business Intermediary Contracts
- Renewal of the Big Brother Big Sisters Contract for the Administration of the Take Stock in Children Scholarship program.

No questions or comments were presented. Item closed.

## **9. SFWIB Performance Council Update**

Chairman Gibson introduced the item; Ms. Ferradaz provided an overview of the items discussed during today's SFWIB Performance Council meeting, including:

- WIOA Performance Update
- The SFWIB Balance Scorecard
- Youth Program Performance
- Consumer Report Card

No questions or comments were presented. Item closed.

## **10. Action Items**

Chairman Gibson introduced agenda items 10A–10C, allowing Mr. Beasley to review each item with the members and address any questions presented.



#### **10A. Approval – New Training Provider and Associated Programs**

Chairman Gibson introduced the item; Mr. Beasley presented a recommendation from the Global Talent and Competitiveness Council to approve Metropolitan Trucking and Technical Institute and the associated nine (9) CDL programs.

**Motion:** by Ms. Dequasia Canales to approve Metropolitan Trucking Technical Institute as a training vendor and its associated CDL programs. Mr. Joe Chi seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.

#### **10B. Approval – Business Intermediary Contract Renewal**

[Mr. Beasley announced a related party item is being presented for board consideration. Mr. Joe Chi and Ms. Camela Glean-Jones were removed from the room prior to the discussion and voted for item 10B. A Conflict of Interest/Related Party Form has been forwarded to all parties for completion and will be provided to the full board once fully executed.]

Chairman Gibson introduced the item; Mr. Beasley presented a recommendation from the Global Talent and Competitive Council to approve the allocation of an amount not to exceed \$552,500 WIOA Dislocated Worker funds to renew contracts for the following Business Intermediaries:

- Miami Dade Chamber of Commerce - \$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

**Motion:** by Mr. Roberto Datorre to approve the allocation of an amount not to exceed \$552,500 WIOA Dislocated Worker funds to renew Business Intermediary Contracts. Mr. Jeff Bridges seconded the motion; **item is passed without dissent.**



[Mr. Joe Chi and Ms. Camela Glean-Jones returned to the call.]

No further questions or comments were presented. Item closed.

#### **10C. Approval – TSIC Scholarship Program (BBBS Administration Funding)**

Chairman Gibson introduced the item; Mr. Beasley presented a recommendation from the Global Talent and Competitive Council to approve the allocation in an amount not to exceed \$300,000 in TANF funds to Big Brother Big Sisters of Miami, Inc. for the administration of Take Stock in Children (TSIC).

**Motion:** by Mr. Joe Chi to approve the allocation of an amount not to exceed \$300,000 in TANF funds to Big Brothers Big Sisters of Miami, Inc. for administration of the TSIC program. Mr. Eddie Garza seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.

#### **New Business**

- Board members are invited to attend the 2025 Orange Blossom job fair on Tuesday, August 26, 2025 at 10am. An invitation will be forwarded to all members.

#### **Next Meeting**

The next SFWIB meeting is scheduled to take place on October 16, 2025. The location is to be determined. Notifications will be forwarded to all members in advance of the session.

Being as there were no further questions or concerns, the SFWIB Meeting adjourned at 10:13am.



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 5B

**AGENDA ITEM SUBJECT:** ACCEPTANCE OF ADDITIONAL WORKFORCE SYSTEM FUNDING

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

**RECOMMENDATION:** The Finance and Efficiency Council recommends to the Board the approval to accept an additional \$564,087.43 in Workforce System Funding, as set forth below.

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

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

### **BACKGROUND:**

The South Florida Workforce Investment Board (SFWIB) has received multiple Notices of Fund Availability (NFA) from the Florida Department of Commerce (formerly the Department of Economic Opportunity).

Attached is a detailed list of all the funding notices allocated to Workforce Development Area 23. These funds will support various employment and training service programs. This list is provided for the Council's review.

<b>Date Received</b>	<b>NFA #</b>	<b>Funding / Program</b>	<b>Initial Award</b>	<b>Award Increase</b>	<b>Total Award Amount</b>	<b>Award Purpose</b>
8/19/2025	045596	WIOA - Youth Career Exploration	N/A	\$190,000	\$190,000	To support the creation and/or expansion of career exploration and work-based learning opportunities.
8/20/2025	045615	WIOA - Sectors of Strategic Focus	N/A	\$150,000	\$150,000	To support career exploration, occupational skills training, & supportive services in identified sectors of strategic focus
8/20/2025	045636	Wagner-Peyser - Network Navigators	N/A	\$218,571.43	\$218,571.43	Salary support for staff engaged as an Apprenticeship Navigator.

9/15/2025	044837	Local Veterans	\$53,938	\$5,516	\$59,454	To provide support for staff engaged in rapid response activities.
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<b>TOTAL</b>			<b>\$ 53,938.00</b>	<b>\$564,087.43</b>	<b>\$ 618,025.43</b>	
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**FUNDING:** Workforce Funding

**PERFORMANCE:** N/A

*NO ATTACHMENT*





**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 6

**AGENDA ITEM SUBJECT:** SFWIB EXECUTIVE BOARD UPDATE

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

**RECOMMENDATION:** N/A

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

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

**BACKGROUND:**

A summary of items discussed and/or approved at the October 9, 2025 SFWIB Executive Committee meeting.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 7

**AGENDA ITEM SUBJECT:** FINANCE AND EFFICIENCY COUNCIL UPDATE

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

**RECOMMENDATION:** N/A

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

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

**BACKGROUND:**

N/A

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



## **SFWIB FINANCE EFFICIENCY COUNCIL**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 4

**AGENDA ITEM SUBJECT:** FINANCIAL REPORT

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

**RECOMMENDATION:** N/A

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

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

### **BACKGROUND:**

The Finance and Efficiency Council's primary goal is to work to ensure that the Board is in good financial health, its assets are protected, and its resources are used appropriately and accounted for sufficiently. Accordingly, the attached un-audited financial report for the month of August 2025 is being presented for review by the Board members.

Footnote: The Unrestricted Fund Balance is \$425,631

### **Budget Variance Explanations**

- The expenditure rate for Headquarters costs is 15.4 percent. The actual expenditure rate is 1.27 percent lower than the projected expenditure rate.
- The expenditure rate for Adult Services costs is 12.4 percent. The actual expenditure rate is 4.27 percent lower than the projected expenditure rate.
- The expenditure rate for Youth Services costs is 12.8 percent. The actual expenditure rate is 3.87 percent lower than the projected expenditure rate.
- The expenditure rate for Other Programs and Project costs is 32.6 percent. The actual expenditure rate is 15.93 percent higher than the projected expenditure rate.
- The expenditure rate for Facilities costs is 11.2 percent. The actual expenditure rate is 5.47 percent lower than the projected expenditure rate.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

# FINANCIAL REPORT

FOR THE PERIOD OF:

JULY 1, 2025 THRU August 31, 2025  
(UNAUDITED)

**Accompanying Notes to the Financial Report (unaudited)**  
**For the Period of July 1, 2025 through August 31, 2025**

The financial performance for the initial two months of the new fiscal year is tracking in line with historical trends for this period. The projected expenditure rate for the two-month period is approximately 16.67%.

It is important to note that the variances observed during the reporting period are primarily attributable to timing issues.

**Budget Variance Explanations**

- The expenditure rate for Headquarters costs is 15.4 percent. The actual expenditure rate is 1.27 percent lower than the projected expenditure rate.
- The expenditure rate for Adult Services costs is 12.4 percent. The actual expenditure rate is 4.27 percent lower than the projected expenditure rate.
- The expenditure rate for Youth Services costs is 12.8 percent. The actual expenditure rate is 3.87 percent lower than the projected expenditure rate.
- The current expenditure rate for Other Programs and Project costs is 32.6 percent which represents a 15.93 percentage point increase over the projected expenditure rate. This variance is primarily driven by the timing of two summer programs that span across fiscal years. Specifically, expenditures from Summer 2023-2024 programs extends into the 2024-2025 fiscal year as these programs run from June through August. Because two months of the program activity fall within the new fiscal year, the expenditure rate appears higher.
- The expenditure rate for Facilities costs is 11.2 percent. The actual expenditure rate is 5.47 percent lower than the projected expenditure rate.

**AGENCY SUMMARY**  
**FISCAL YEAR 2025/2026**  
**YTD Operations (07/01/25-08/31/25)**

SOUTH FLORIDA WORKFORCE INVESTMENT BOARD  
REVENUE AND EXPENDITURES COMPARED TO BUDGET  
WIOA ADULT  
FISCAL YEAR 2025/2026  
YTD Operations (07/01/25-08/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 08/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
					Std Rate= 16.67%		
<b>Revenues:</b>							
WIOA	\$ 4,693,418			\$ 4,693,418		\$ 4,693,418	0.0%
TANF				\$ -		\$ -	
FLCommerce				\$ -		\$ -	
Second Year Allocation from FY 24-25	\$ 1,381,744			\$ 1,381,744	\$ 409,905	\$ 971,838	29.7%
Other				\$ -			
<b>Total Revenue</b>	<b>\$ 6,075,162</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,075,162</b>	<b>\$ 409,905</b>	<b>\$ 5,665,256</b>	<b>6.7%</b>
<b>Expenditures:</b>							
Headquarter Costs	\$ 1,321,348			\$ 1,321,348	\$ 164,605	\$ 1,156,743	12.5%
Adult Services	\$ 1,478,624	\$ -	\$ -	\$ 1,478,624	\$ 170,863	\$ 1,307,760	11.6%
Youth Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Set Aside				\$ -		\$ -	
Facilities Costs	\$ 495,126			\$ 495,126	\$ 59,024	\$ 436,102	11.9%
Training & Support Services	\$ 2,780,065	\$ -	\$ -	\$ 2,780,065	\$ 15,413	\$ 2,764,652	0.6%
Allocated Funds	\$ 2,047,117			\$ 2,047,117	\$ 15,413	\$ 2,031,704	0.8%
Set Asides	\$ 732,948			\$ 732,948		\$ 732,948	0.0%
Other Programs & Projects	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Big Brothers Big Sisters				\$ -		\$ -	
Summer Youth Employment (City of Homestead)				\$ -		\$ -	
Summer Youth Employment (City of Opa-Locka)				\$ -		\$ -	
Summer Youth Employment (City of Miami Gardens)				\$ -		\$ -	
MIDCPS Summer Youth Internship - 2023				\$ -		\$ -	
5000 Role Model Scholarships				\$ -		\$ -	
<b>Total Expenditures</b>	<b>\$ 6,075,162</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 6,075,162</b>	<b>\$ 409,905</b>	<b>\$ 5,665,256</b>	<b>6.7%</b>
<b>Balance of Funds Available</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	

\*see accompanying notes



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD  
REVENUE AND EXPENDITURES COMPARED TO BUDGET  
WIOA DISLOCATED WORKER  
FISCAL YEAR 2025/2026  
YTD Operations (07/01/25-08/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 08/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
<b>Revenues:</b>							Std Rate= 16.67%
WIOA	\$ 2,714,251			\$ 2,714,251		\$ 2,714,251	0.0%
TANF				\$ -		\$ -	
FLCommerce				\$ -		\$ -	
Second Year Allocation from FY 24-25	\$ 3,277,564			\$ 3,277,564	\$ 447,261	\$ 2,830,303	13.6%
Other				\$ -			
<b>Total Revenue</b>	<b>\$ 5,991,815</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 5,991,815</b>	<b>\$ 447,261</b>	<b>\$ 5,544,554</b>	<b>7.5%</b>
<b>Expenditures:</b>							
<b>Headquarter Costs</b>	<b>\$ 1,303,220</b>			<b>\$ 1,303,220</b>	<b>\$ 193,525</b>	<b>\$ 1,109,695</b>	<b>14.8%</b>
<b>Adult Services</b>	<b>\$ 1,503,536</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,503,536</b>	<b>\$ 175,984</b>	<b>\$ 1,327,552</b>	<b>11.7%</b>
<b>Youth Services</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<b>Set Aside</b>				<b>\$ -</b>		<b>\$ -</b>	
<b>Facilities Costs</b>	<b>\$ 488,333</b>			<b>\$ 488,333</b>	<b>\$ 60,971</b>	<b>\$ 427,361</b>	<b>12.5%</b>
<b>Training &amp; Support Services</b>	<b>\$ 2,696,726</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2,696,726</b>	<b>\$ 16,781</b>	<b>\$ 2,679,945</b>	<b>0.6%</b>
<b>Allocated Funds</b>	<b>\$ 1,973,833</b>			<b>\$ 1,973,833</b>	<b>\$ 16,781</b>	<b>\$ 1,957,052</b>	<b>0.9%</b>
<b>Set Asides</b>	<b>\$ 722,893</b>			<b>\$ 722,893</b>		<b>\$ 722,893</b>	<b>0.0%</b>
<b>Other Programs &amp; Projects</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<i>Big Brothers Big Sisters</i>				<b>\$ -</b>		<b>\$ -</b>	
<i>Summer Youth Employment (City of Homestead)</i>				<b>\$ -</b>		<b>\$ -</b>	
<i>Summer Youth Employment (City of Opa-Locka)</i>				<b>\$ -</b>		<b>\$ -</b>	
<i>Summer Youth Employment (City of Miami Gardens)</i>				<b>\$ -</b>		<b>\$ -</b>	
<i>MIDCPS Summer Youth Internship - 2023</i>				<b>\$ -</b>		<b>\$ -</b>	
<i>5000 Role Model Scholarships</i>				<b>\$ -</b>		<b>\$ -</b>	
<b>Total Expenditures</b>	<b>\$ 5,991,815</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 5,991,815</b>	<b>\$ 447,261</b>	<b>\$ 5,544,554</b>	<b>7.5%</b>
<b>Balance of Funds Available</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	

\*see accompanying notes

<p style="text-align: center;">SOUTH FLORIDA WORKFORCE INVESTMENT BOARD</p> <p style="text-align: center;">REVENUE AND EXPENDITURES COMPARED TO BUDGET</p> <p style="text-align: center;"><u>WIOA RAPID RESPONSE</u></p> <p style="text-align: center;">FISCAL YEAR 2025/2026</p> <p style="text-align: center;">YTD Operations (07/01/25-08/31/25)</p>	
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		BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 08/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
						Std Rate= 16.67%		
<b>Revenues:</b>								
WIOA		\$ 494,154			\$ 494,154		\$ 494,154	0.0%
TANF					\$ -		\$ -	
FLCommerce					\$ -		\$ -	
Second Year Allocation from FY 24-25		\$ 700,732			\$ 700,732	\$ 57,820	\$ 642,912	8.3%
Other					\$ -			
<b>Total Revenue</b>		<b>\$ 1,194,886</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,194,886</b>	<b>\$ 57,820</b>	<b>\$ 1,137,066</b>	<b>4.8%</b>
<b>Expenditures:</b>								
Headquarter Costs		\$ 259,888			\$ 259,888	\$ 20,343	\$ 239,545	7.8%
Adult Services		\$ 259,661	\$ -	\$ -	\$ 259,661	\$ 28,865	\$ 230,796	11.1%
Youth Services		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Set Aside					\$ -		\$ -	
Facilities Costs		\$ 97,383			\$ 97,383	\$ 8,613	\$ 88,771	8.8%
Training & Support Services		\$ 577,955	\$ -	\$ -	\$ 577,955	\$ -	\$ 577,955	0.0%
Allocated Funds		\$ 433,795			\$ 433,795		\$ 433,795	0.0%
Set Asides		\$ 144,159			\$ 144,159		\$ 144,159	0.0%
Other Programs & Projects		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Big Brothers Big Sisters					\$ -		\$ -	
Summer Youth Employment (City of Homestead)					\$ -		\$ -	
Summer Youth Employment (City of Opa-Locka)					\$ -		\$ -	
Summer Youth Employment (City of Miami Gardens)					\$ -		\$ -	
MiDCPS Summer Youth Internship - 2023					\$ -		\$ -	
5000 Role Model Scholarships					\$ -		\$ -	
<b>Total Expenditures</b>		<b>\$ 1,194,886</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,194,886</b>	<b>\$ 57,820</b>	<b>\$ 1,137,066</b>	<b>4.8%</b>
<b>Balance of Funds Available</b>		<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	

\*see accompanying notes

## YTD Operations (07/01/25-08/31/25)

\*see accompanying notes

**TANF**  
**FISCAL YEAR 2025/2026**  
**YTD Operations (07/01/25-08/31/25)**

<p style="text-align: center;">SOUTH FLORIDA WORKFORCE INVESTMENT BOARD  REVENUE AND EXPENDITURES COMPARED TO BUDGET  <u>Layoff Aversion (WIR26)</u>  FISCAL YEAR 2025/2026  YTD Operations (07/01/25-08/31/25)</p>	
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		BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 08/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
						Std Rate= 16.67%		
<b>Revenues:</b>								
WIOA		\$ -			\$ -		\$ -	
TANF					\$ -			
FLCommerce				\$ 250,000	\$ 250,000	\$ 51,773	\$ 198,227	20.7%
Second Year Allocation from FY 24-25					\$ -			
Other					\$ -			
<b>Total Revenue</b>		\$ -	\$ -	\$ 250,000	\$ 250,000	\$ 51,773	\$ 198,227	20.7%
<b>Expenditures:</b>								
Headquarter Costs		\$ -		\$ 250,000	\$ 250,000	\$ 51,773	\$ 198,227	20.7%
Adult Services		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Youth Services		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Set Aside					\$ -		\$ -	
Facilities Costs					\$ -		\$ -	
Training & Support Services		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Allocated Funds					\$ -		\$ -	
Set Asides					\$ -		\$ -	
Other Programs & Projects		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Big Brothers Big Sisters					\$ -		\$ -	
Summer Youth Employment (City of Homestead)					\$ -		\$ -	
Summer Youth Employment (City of Opa-Locka)					\$ -		\$ -	
Summer Youth Employment (City of Miami Gardens)					\$ -		\$ -	
MiDCPS Summer Youth Internship - 2024					\$ -		\$ -	
5000 Role Model Scholarships					\$ -		\$ -	
<b>Total Expenditures</b>		\$ -	\$ -	\$ 250,000	\$ 250,000	\$ 51,773	\$ 198,227	20.7%
<b>Balance of Funds Available</b>						\$ -	\$ -	
*see accompanying notes								

SOUTH FLORIDA WORKFORCE INVESTMENT BOARD  
REVENUE AND EXPENDITURES COMPARED TO BUDGET  
**SUMMER YOUTH EMPLOYMENT PROGRAM**  
FISCAL YEAR 2025/2026  
YTD Operations (07/01/25-08/31/25)  
(City of Miami Gardens / City of Opa-Locka)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 08/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
<b>Revenues:</b>					Std Rate= 16.67%		
WIOA				\$ -			
TANF				\$ -			
FLCommerce				\$ -			
Second Year Allocation from FY 24-25				\$ -	\$ 54,812	\$ (54,812)	
Other			\$ 400,000	\$ 400,000	\$ 56,951	\$ 343,049	14.2%
<b>Total Revenue</b>	\$ -	\$ -	\$ 400,000	\$ 400,000	\$ 111,763	\$ 288,237	27.9%
<b>Expenditures:</b>							
Headquarter Costs				\$ -	\$ 12,912	\$ (12,912)	
Adult Services	\$ -	\$ -		\$ -	\$ -	\$ -	
Youth Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Set Aside				\$ -		\$ -	
Facilities Costs				\$ -		\$ -	
Training & Support Services	\$ -	\$ 335,253	\$ -	\$ 335,253	\$ 54,812	\$ 280,441	16.3%
Allocated Funds				\$ -	\$ 54,812	\$ (54,812)	
Set Asides		\$ 335,253		\$ 335,253		\$ 335,253	0.0%
Unallocated Funds							
Other Programs & Projects	\$ -	\$ (335,253)	\$ 400,000	\$ 64,747	\$ 44,039	\$ 20,708	68.0%
Big Brothers Big Sisters				\$ -	\$ -	\$ -	
Summer Youth Employment (City of Homestead)		\$ (39,746)	\$ 50,000	\$ 10,254	\$ 6,931	\$ 3,324	67.6%
Summer Youth Employment (City of Opa-Locka)		\$ (77,007)	\$ 100,000	\$ 22,993	\$ 6,867	\$ 16,127	29.9%
Summer Youth Employment (City of Miami Gardens)		\$ (218,501)	\$ 250,000	\$ 31,499	\$ 30,241	\$ 1,258	96.0%
MIDCPS Summer Youth Internship - 2024				\$ -		\$ -	
5000 Role Model Scholarships				\$ -		\$ -	
<b>Total Expenditures</b>	\$ -	\$ (0)	\$ 400,000	\$ 400,000	\$ 111,763	\$ 288,237	27.9%
<b>Balance of Funds Available</b>	\$ -	\$ 0	\$ -	\$ 0	\$ -	\$ 0	
*see accompanying notes							

**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD  
REVENUE AND EXPENDITURES COMPARED TO BUDGET**

**FSET**  
FISCAL YEAR 2025/2026  
YTD Operations (07/01/25-08/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 08/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
Std Rate= 16.67%							
<b>Revenues:</b>							
WIOA				\$ -			
TANF				\$ -			
FLCommerce	\$ 564,070			\$ 564,070	\$ 147,562	\$ 416,509	26.2%
Second Year Allocation from FY 24-25	\$ (0)			\$ (0)	\$ 5,812	\$ (5,813)	
Other				\$ -			
<b>Total Revenue</b>	<b>\$ 564,070</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 564,070</b>	<b>\$ 153,374</b>	<b>\$ 410,696</b>	<b>27.2%</b>
<b>Expenditures:</b>							
<b>Headquarter Costs</b>	<b>\$ 122,685</b>			<b>\$ 122,685</b>	<b>\$ 90,798</b>	<b>\$ 31,887</b>	<b>74.0%</b>
<b>Adult Services</b>	<b>\$ 395,413</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 395,413</b>	<b>\$ 48,378</b>	<b>\$ 347,035</b>	<b>12.2%</b>
<b>Youth Services</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<b>Set Aside</b>				<b>\$ -</b>		<b>\$ -</b>	
<b>Facilities Costs</b>	<b>\$ 45,972</b>			<b>\$ 45,972</b>	<b>\$ 14,197</b>	<b>\$ 31,774</b>	<b>30.9%</b>
<b>Training &amp; Support Services</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
Allocated Funds				\$ -		\$ -	
Set Asides				\$ -		\$ -	
<b>Other Programs &amp; Projects</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
Big Brothers Big Sisters				\$ -		\$ -	
Summer Youth Employment (City of Homestead)				\$ -		\$ -	
Summer Youth Employment (City of Opa-Locka)				\$ -		\$ -	
Greater Miami Chamber of Commerce Inc.				\$ -		\$ -	
Latin Chamber of Commerce USA-CAMACOL				\$ -		\$ -	
MDC WORKS Training				\$ -		\$ -	
Apprenticeship Navigators				\$ -		\$ -	
South FL Progress Foundation				\$ -		\$ -	
YWCA, FMU, St. Thomas				\$ -		\$ -	
Future Bankers COHORT-MDC				\$ -		\$ -	
Summer Youth Employment (City of Miami Gardens)				\$ -		\$ -	
Youth Co-Op Summer Youth Employment (City of Florida City)				\$ -		\$ -	
MIDCPS Summer Youth Internship - 2024				\$ -		\$ -	
FL State Minority Supplier Development Council (FSMSDC)				\$ -		\$ -	
Miami-Dade Chater Schools Summer Youth Employment Program				\$ -		\$ -	
Apprenticeship Navigators (MDC)				\$ -		\$ -	
5000 Role Model Scholarships				\$ -		\$ -	
TechHire Overtown				\$ -		\$ -	
<b>Total Expenditures</b>	<b>\$ 564,070</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 564,070</b>	<b>\$ 153,374</b>	<b>\$ 410,696</b>	<b>27.2%</b>
<b>Balance of Funds Available</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	

\*see accompanying notes

**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD  
REVENUE AND EXPENDITURES COMPARED TO BUDGET**

**RESEA**  
FISCAL YEAR 2025/2026  
YTD Operations (07/01/25-08/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 08/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
Std Rate= 16.67%							
<b>Revenues:</b>							
WIOA				\$ -			
TANF				\$ -			
FLCommerce				\$ -			
Second Year Allocation from FY 24-25	\$ 225,642			\$ 225,642	\$ 52,986	\$ 172,657	23.5%
Other				\$ -			
<b>Total Revenue</b>	<b>\$ 225,642</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 225,642</b>	<b>\$ 52,986</b>	<b>\$ 172,657</b>	<b>23.5%</b>
<b>Expenditures:</b>							
<b>Headquarter Costs</b>	<b>\$ 49,077</b>			<b>\$ 49,077</b>	<b>\$ 27,694</b>	<b>\$ 21,383</b>	<b>56.4%</b>
<b>Adult Services</b>	<b>\$ 158,175</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 158,175</b>	<b>\$ 19,457</b>	<b>\$ 138,718</b>	<b>12.3%</b>
<b>Youth Services</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<b>Set Aside</b>				\$ -			
<b>Facilities Costs</b>	<b>\$ 18,390</b>			<b>\$ 18,390</b>	<b>\$ 5,835</b>	<b>\$ 12,555</b>	<b>31.7%</b>
<b>Training &amp; Support Services</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<b>Allocated Funds</b>				\$ -			
<b>Set Asides</b>				\$ -			
<b>Other Programs &amp; Projects</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<i>Big Brothers Big Sisters</i>				\$ -			
<i>Summer Youth Employment (City of Homestead)</i>				\$ -			
<i>Summer Youth Employment (City of Opa-Locka)</i>				\$ -			
<i>Summer Youth Employment (City of Miami Gardens)</i>				\$ -			
<i>MIDCPS Summer Youth Internship - 2024</i>				\$ -			
<i>5000 Role Model Scholarships</i>				\$ -			
<b>Total Expenditures</b>	<b>\$ 225,642</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 225,642</b>	<b>\$ 52,986</b>	<b>\$ 172,657</b>	<b>23.5%</b>
<b>Balance of Funds Available</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	

\*see accompanying notes



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD  
REVENUE AND EXPENDITURES COMPARED TO BUDGET

LOCAL VETERANS  
FISCAL YEAR 2025/2026  
YTD Operations (07/01/25-08/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 08/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
Std Rate= 16.67%							
<b>Revenues:</b>							
WIOA				\$ -		\$ -	
TANF				\$ -		\$ -	
FLCommerce			\$ 32,632	\$ 32,632	\$ 8,453	\$ 24,179	25.9%
Second Year Allocation from FY 24-25	\$ -			\$ -	\$ -	\$ -	
Other				\$ -	\$ -	\$ -	
<b>Total Revenue</b>	\$ -	\$ -	\$ 32,632	\$ 32,632	\$ 8,453	\$ 24,179	25.9%
<b>Expenditures:</b>							
<b>Headquarter Costs</b>	\$ -		\$ 3,948	\$ 3,948	\$ 1,176	\$ 2,773	29.8%
<b>Adult Services</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<b>Youth Services</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<i>Set Aside</i>				\$ -		\$ -	
<b>Facilities Costs</b>	\$ -		\$ 28,684	\$ 28,684	\$ 7,277	\$ 21,406	25.4%
<b>Training &amp; Support Services</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<i>Allocated Funds</i>				\$ -		\$ -	
<i>Set Asides</i>				\$ -		\$ -	
<b>Other Programs &amp; Projects</b>	\$ -	\$ -	\$ -	\$ -		\$ -	
<i>Big Brothers Big Sisters</i>				\$ -		\$ -	
<i>Summer Youth Employment (City of Homestead)</i>				\$ -		\$ -	
<i>Summer Youth Employment (City of Opa-Locka)</i>				\$ -		\$ -	
<i>Summer Youth Employment (City of Miami Gardens)</i>				\$ -		\$ -	
<i>MidCPS Summer Youth Internship - 2024</i>				\$ -		\$ -	
<i>5000 Role Model Scholarships</i>				\$ -		\$ -	
<b>Total Expenditures</b>	\$ -	\$ -	\$ 32,632	\$ 32,632	\$ 8,453	\$ 24,179	25.9%
<b>Balance of Funds Available</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	

\*see accompanying notes

SOUTH FLORIDA WORKFORCE INVESTMENT BOARD  
REVENUE AND EXPENDITURES COMPARED TO BUDGET

DISABLED VETERANS  
FISCAL YEAR 2025/2026  
YTD Operations (07/01/25-08/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 08/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
					Std Rate= 16.67%		
<b>Revenues:</b>							
WIOA				\$ -			
TANF				\$ -			
FLCommerce				\$ -			
Second Year Allocation from FY 24-25	\$ 423			\$ 423	\$ -	\$ -	0.0%
Other				\$ -	\$ -	\$ 423	
<b>Total Revenue</b>	<b>\$ 423</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 423</b>	<b>\$ -</b>	<b>\$ 423</b>	<b>0.0%</b>
<b>Expenditures:</b>							
<b>Headquarter Costs</b>	\$ 92			\$ 92		\$ 92	0.0%
<b>Adult Services</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<b>Youth Services</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<i>Set Aside</i>				\$ -		\$ -	
<b>Facilities Costs</b>	\$ 331			\$ 331		\$ 331	0.0%
<b>Training &amp; Support Services</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<i>Allocated Funds</i>				\$ -		\$ -	
<i>Set Asides</i>				\$ -		\$ -	
<b>Other Programs &amp; Projects</b>	\$ -	\$ -	\$ -	\$ -		\$ -	
<i>Big Brothers Big Sisters</i>				\$ -		\$ -	
<i>Summer Youth Employment (City of Homestead)</i>				\$ -		\$ -	
<i>Summer Youth Employment (City of Opa-Locka)</i>				\$ -		\$ -	
<i>Summer Youth Employment (City of Miami Gardens)</i>				\$ -		\$ -	
<i>MIDCPS Summer Youth Internship - 2024</i>				\$ -		\$ -	
<i>5000 Role Model Scholarships</i>				\$ -		\$ -	
<b>Total Expenditures</b>	<b>\$ 423</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 423</b>	<b>\$ -</b>	<b>\$ 423</b>	<b>0.0%</b>
<b>Balance of Funds Available</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	

\*see accompanying notes

SOUTH FLORIDA WORKFORCE INVESTMENT BOARD  
REVENUE AND EXPENDITURES COMPARED TO BUDGET

**WAGNER PEYSER**

FISCAL YEAR 2025/2026

YTD Operations (07/01/25-08/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 08/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
Std Rate= 16.67%							
<b>Revenues:</b>							
WIOA				\$ -			
TANF				\$ -			
FLCommerce	\$ 972,834			\$ 972,834		\$ 972,834	0.0%
Second Year Allocation from FY 24-25	\$ 1,138,941			\$ 1,138,941	\$ 102,736	\$ 1,036,205	9.0%
Other				\$ -		\$ -	
<b>Total Revenue</b>	<b>\$ 2,111,775</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2,111,775</b>	<b>\$ 102,736</b>	<b>\$ 2,009,039</b>	<b>4.9%</b>
<b>Expenditures:</b>							
<b>Headquarter Costs</b>	<b>\$ 459,311</b>			<b>\$ 459,311</b>	<b>\$ 35,043</b>	<b>\$ 424,268</b>	<b>7.6%</b>
<b>Adult Services</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<b>Youth Services</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<i>Set Aside</i>				\$ -		\$ -	
<b>Facilities Costs</b>	<b>\$ 1,652,464</b>			<b>\$ 1,652,464</b>	<b>\$ 67,693</b>	<b>\$ 1,584,771</b>	<b>4.1%</b>
<b>Training &amp; Support Services</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<i>Allocated Funds</i>				\$ -		\$ -	
<i>Set Asides</i>				\$ -		\$ -	
<b>Other Programs &amp; Projects</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>		<b>\$ -</b>	
<i>Big Brothers Big Sisters</i>				\$ -		\$ -	
<i>Summer Youth Employment (City of Homestead)</i>				\$ -		\$ -	
<i>Summer Youth Employment (City of Opa-Locka)</i>				\$ -		\$ -	
<i>Summer Youth Employment (City of Miami Gardens)</i>				\$ -		\$ -	
<i>MIDCPS Summer Youth Internship - 2024</i>				\$ -		\$ -	
<i>5000 Role Model Scholarships</i>				\$ -		\$ -	
<b>Total Expenditures</b>	<b>\$ 2,111,775</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2,111,775</b>	<b>\$ 102,736</b>	<b>\$ 2,009,039</b>	<b>4.9%</b>
<b>Balance of Funds Available</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	

\*see accompanying notes

**FISCAL YEAR 2025/2026**  
**YTD Operations (07/01/25-08/31/25)**

**\*see accompanying notes**



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 8

**AGENDA ITEM SUBJECT:** GLOBAL TALENT AND COMPETITIVENESS COUNCIL UPDATE

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

**RECOMMENDATION:** N/A

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

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

**BACKGROUND:**

N/A

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 9

**AGENDA ITEM SUBJECT:** PERFORMANCE COUNCIL UPDATE

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

**RECOMMENDATION:** N/A

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

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

**BACKGROUND:**

N/A

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 10

**AGENDA ITEM SUBJECT:** ACTION ITEMS

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

**RECOMMENDATION:** N/A

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

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

**BACKGROUND:**

N/A

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 10A

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

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

**RECOMMENDATION:** The Global Talent and Competitiveness Council recommends 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*





## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 10B

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

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

**RECOMMENDATION:** The Global Talent and Competitiveness Council recommends 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)

Individuals 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*



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 10C

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

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

**RECOMMENDATION:** The Global Talent and Competitiveness Council recommends 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.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 10D

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

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

**RECOMMENDATION:** The Global Talent and Competitiveness Council recommends 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 Electricians 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*



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 10E

**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 \$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 take on more of the 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)		





## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 10F

**AGENDA ITEM SUBJECT:** ELECTRICIAN PRE-APPRENTICESHIP EMPLOYER WAGE 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 \$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 apprentices learn new skills and take 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*



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 10G

**AGENDA ITEM SUBJECT:** APPRENTICESHIP EMPLOYER WAGE 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 \$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 (SFWIB) 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



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 10H

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

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

**RECOMMENDATION:** The Global Talent and Competitiveness Council recommends 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.



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**DATE:** 10/16/2025

**AGENDA ITEM NUMBER:** 10I

**AGENDA ITEM SUBJECT:** WIOA OPPORTUNITY ZONE OJT WAIVER REQUEST

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

**RECOMMENDATION:** The Executive Committee approved and recommends to the Board to approve the implementation of the federally approved WIOA Opportunity Zone On-the-Job Training Waiver, authorizing for up to 90% employer reimbursement region wide and up to 100% reimbursement for employers located in or employing residents of Opportunity Zones in Workforce Development Area 23, as set forth below.

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

**STRATEGIC PROJECT:** **Engage employers and seek continuous feedback**

### **BACKGROUND:**

In response to policy changes requested by the federal administration, staff developed a WIOA On-the-Job Training (OJT) waiver to expand work-based learning opportunities in Florida's Opportunity Zones—economically distressed communities designated for investment incentives.

Florida's waiver request, submitted on June 26, 2025, sought authority to increase OJT reimbursement levels beyond the statutory limit of 75 percent. On September 19, 2025, the U.S. Department of Labor, Employment and Training Administration (ETA), issued its official response, conditionally approving Florida's waiver through June 30, 2027.

### **Waiver Authority & Scope:**

- **Statewide:** Allows reimbursement of up to 90% of the extraordinary costs of training and supervision under OJT for all businesses statewide.
- **Opportunity Zones:** Allows reimbursement of up to 100% for all businesses located in or employing residents of designated Opportunity Zones.
- **Coverage:** Applies to WIOA Title I Adult, Dislocated Worker, and Youth formula funds.
- **Conditions:** Florida must update its waiver plan to include projected outcomes (employment, retention, earnings, credential attainment) and report on outcomes in the WIOA Annual Report.

**Implications for SFWIB (WDA 23):**

This waiver provides the South Florida Workforce Investment Board with new flexibility to:

- Fully reimburse OJT costs for employers located in or employing residents of the 427 designated Opportunity Zones across Florida (including those in Miami-Dade County).
- Incentivize small and mid-size businesses to participate in OJT by offsetting hiring and training costs.
- Expand work-based learning opportunities for job seekers facing barriers to employment, increasing their long-term earning potential and job stability.
- Support statewide priorities to improve WIOA outcomes, strengthen the talent pipeline, and align with the federal administration's emphasis on work-based learning.
- Leverage OJT waivers to engage Registered Apprenticeships and support co-enrollment between WIOA and apprenticeship programs, as encouraged by ETA.

**SFWIB staff will:**

- Develop employer outreach and communication strategies to maximize use of the 100% OJT reimbursement in Opportunity Zones.
- Track outcomes for participants and businesses to meet ETA reporting requirements

The actual date of implementation will be determined once the State of Florida updates the request to include projected outcomes for WIOA participants and businesses served un the waiver.

**FUNDING:** Workforce Innovation and Opportunity Act

**PERFORMANCE:** N/A

*ATTACHMENT*

**U.S. Department of Labor**

Employment and Training Administration  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210



September 19, 2025

The Honorable Ron DeSantis  
Governor of Florida  
400 S. Monroe Street  
Tallahassee, FL 32399

Dear Governor DeSantis:

Thank you for your waiver request submission to the U.S. Department of Labor (Department) regarding certain statutory and regulatory provisions of the Workforce Innovation and Opportunity Act (WIOA) and the accompanying plan to improve the statewide workforce development system (enclosed). The waiver request was received on June 26, 2025. This letter provides the Employment and Training Administration's (ETA) official response to your request and memorializes that Florida will meet the outcomes and implement the measures identified in its plan to ensure accountability agreed to by Florida and ETA. This action is taken under the Secretary of Labor's authority to waive certain requirements of WIOA Title I, Subtitles A, B, and E, and Sections 8–10 of the Wagner-Peyser Act in WIOA Section 189(i).

Requested Waiver: The State is requesting a waiver of WIOA Section 134(c)(3)(H)(i) and 20 CFR 680.720(b) in order to increase on-the-job training (OJT) employer reimbursement up to 90 percent for all businesses statewide and up to 100 percent for businesses located in or that employ current residents within areas designated as Opportunity Zones.

ETA Response: ETA conditionally approves the State's waiver request through June 30, 2027, for the WIOA Title I Adult, Dislocated Worker, and Youth formula funds, with the parameters below. ETA reviewed the State's waiver request and plan and has determined that the requirements requested to be waived impede the ability of the State to implement its plan to improve the workforce development system. Existing statutory authority permits the State to increase the reimbursement rate for employers' extraordinary costs of providing OJT to up to 75 percent of an OJT participant's wage rate. Under this waiver, the State may allow its local workforce development areas to reimburse businesses of any size up to 90 percent and up to 100 percent for all businesses located in or that employ current residents within designated Opportunity Zones. ETA expects the utilization of OJT to increase in the State as a result of this waiver. Prior to implementation of this waiver, Florida must update its waiver request to include projected outcomes (i.e., for the core indicators under WIOA or shorter-term state-defined indicators) for WIOA participants and businesses served under the waiver. ETA encourages Florida to utilize the flexibility afforded by this waiver to engage Registered Apprenticeships and increase co-enrollment between WIOA and apprenticeship opportunities.

The State must report its waiver outcomes and implementation of the approved waiver in the WIOA Annual Report. ETA will use this information to assess continued waiver approval and to identify promising practices that may be adopted more widely. ETA is available to provide technical assistance to you in support of your goals. If you have questions, feel free to contact my office at (202) 693-2772.

Sincerely,

A handwritten signature in cursive script, appearing to read "Lori Frazier Bearden".

Lori Frazier Bearden  
Acting Assistant Secretary

Enclosures

cc: J. Alex Kelly, Secretary, FloridaCommerce  
Karmyn Hill, Bureau Chief, One-Stop and Program Support, FloridaCommerce  
Renata Adjibodou, Atlanta Regional Administrator, ETA  
Latanya Lowery, Federal Project Officer, ETA

## State of Florida Waiver Request Workforce Innovation and Opportunity Act (WIOA) Increasing On-the-Job Training Reimbursement Limits for Businesses in Opportunity Zones

### Statutory and/or Regulatory Requirements to be Waived

The State of Florida is requesting a waiver from the requirements outlined in WIOA Section 134(c)(3)(H)(i) and 20 CFR 680.720(b) that states “employers may be reimbursed up to 50 percent of the wage rate of an OJT participant, and up to 75 percent using the criteria in § 680.730, for the extraordinary costs of providing the training and additional supervision related to OJT.”

For Program Years 2025 and 2026, Florida requests to increase on-the-job training (OJT) wage reimbursements up to 90 percent statewide and up to 100 percent for OJT opportunities with businesses located in areas designated as Opportunity Zones or residents within an Opportunity Zone. According to the [Training and Employment Notice 24-25](#), released on May 5, 2025, nine jurisdictions – California, Colorado, Illinois, Maryland, Missouri, Nevada, Puerto Rico, Rhode Island, Wisconsin – are already approved for OJT wage reimbursements up to 90 percent statewide.

Opportunity Zones represent economically distressed census tracts identified by state governors and certified by the U.S. Department of the Treasury. Nationally, there are 8,764 Opportunity Zones, which are in all 50 states, five territories and the District of Columbia. These communities have historically faced significant barriers to economic growth and have often been overlooked for investment and job creation. As well, these areas continue to face chronic underinvestment and disproportionately high barriers to employment. In Florida, there are a total of 427 Qualified Opportunity Zones, covering every county in the state. These Opportunity Zones equate to 40,292 business establishments, representing 936,691 jobs statewide.

Over the last four years, Florida has seen a decline in businesses taking advantage of OJTs as a tool to hire and train talent, while offsetting costs associated with onboarding and training new staff. As seen in the chart below, the decline is slightly more than 50 percent for the number of participants served. Additionally, there was a 75 percent decline in the number of positions created through OJT. Furthermore, the number of local workforce development boards that employ OJT as a work-based training encountered fluctuations over this period, resulting in a slight decline, even while using OJT as a means to support the training costs associated with apprenticeship’s “earn and learn” model.

Program Year(s)	Participants Served	Employers Served	Job Orders Created	Positions Created	LWDB Usage
2021	566	221	221	1423	18/24 (75%)
2022	462	158	158	277	20/24 (83%)
2023	439	238	238	372	19/24 (79%)
2024	277	241	241	350	15/21 (71%)*

\*Florida consolidated its workforce development boards from 24 to 21 effective July 1, 2024.

### Actions the State Has Undertaken to Remove State or Local Barriers

There are no state, local, statutory, or regulatory barriers to implementing the waiver.

### Strategic Goals of the Waiver

The strategic goals associated with this waiver are to:

1. Provide a targeted incentive to employers in Opportunity Zones to drive job creation and improve access to work-based learning opportunities for job seekers in need.
2. Address the talent pipeline shortages faced by many employers in Opportunity Zones by ensuring participants have the skills and preparation needed to enter the workforce and be contributing members of the local and State economy.
3. Attract additional private investment in Opportunity Zones.
4. Expand access to work-based learning in Opportunity Zones, particularly those individuals residing within the Opportunity Zone with limited experience or credentials, to gain access to hands-on training and career pathways, improving their long-term earning potential and job stability.
5. Accelerate hiring and job placements, reduce unemployment durations and increase workforce participation in Opportunity Zones.
6. Improve WIOA performance outcomes statewide.

#### **Alignment with U.S. Department of Labor/Employment and Training Administration Policy Priorities**

WIOA places an emphasis and priority on work-based learning opportunities, and this waiver will enable Florida to create more of these opportunities with businesses in the state so workers can advance. USDOL's Fiscal Year 2022-26 Strategic Plan established ETA's Performance Goal 1.1 to "create customer-focused workforce solutions that serve all workers, including underserved communities." Approval of this waiver allows Florida to support businesses in building or rebuilding their workforce through work-based learning opportunities and target businesses in Opportunity Zones for OJT to participate in the workforce system, and thus increase opportunities for jobseekers to access high quality training and employment.

This waiver will meet the following ETA strategies outlined in goal 1.1:

1. Preparing America's workers for the jobs of the 21st century by investing in high-quality workforce training programs and expanding access to underserved communities; and,
2. Strengthening training and employment services by supporting the workforce system to provide critical employment and training services in a rapidly changing environment.

The flexibility to provide an increased wage reimbursement for OJTs ensures that scarce workforce dollars are allocated to strengthen the local talent pipeline, especially in communities with the greatest barriers to employment and economic growth. Employers operating in distressed areas often cite training costs as a deterrent to hiring. Offering an increased reimbursement mitigates that disincentive and strengthens public-private collaboration in workforce development. The waiver enables scalable, employer-driven training approaches that are essential for building pipelines in in-demand industries, especially for youth, dislocated workers, and individuals with limited formal education. By targeting OJT reimbursements to employers in Opportunity Zones, this waiver helps ensure a higher return on investment through improved employment outcomes and stronger community economic resilience.

#### **Projected Programmatic Outcomes Resulting from Implementation of the Waiver**

The State expects to achieve the following goals and programmatic outcomes as a result of this waiver:

1. Increased number of OJT placements for businesses, particularly in Opportunity Zones.

2. Increased employment retention rates in the 2nd and 4th quarters after exit.
3. Increased number of unique employer work sites using OJT.

#### **Description of Individuals, Groups, or Populations Impacted by the Waiver**

1. Employers.
2. Small and mid-size businesses in Opportunity Zones.
3. WIOA participants (Adult, Dislocated Workers, Youth).
4. The State's career centers and the one-stop delivery system.

#### **The Process to Monitor the Waived Activities and Collect Waiver Outcome Information**

Annual WIOA on-site and remote programmatic reviews will include an evaluation of how the waiver is being utilized locally and the success of achieving the stated goals and outcomes. Local workforce development boards will also be responsible for assessing the use and effectiveness of the waiver. Local areas will also be required to report on implementation and performance as a result of the waiver in their local and regional plans.

#### **Most Recent Data Available Regarding the Results and Outcomes Observed Through the Implementation of the Existing Waiver**

The State of Florida does not have an OJT waiver in place at present.

#### **Opportunity for Local Workforce Development Board and Public Comment on the Waiver**

Workforce development stakeholders, including LWDBs, businesses, and Chief Local Elected Officials, were notified of the State's waiver request through an email alert and post on CareerSource Florida's website. This included instructions on how to submit comments. In addition, both the public and stakeholders had access to the waiver request on CareerSource Florida's website, CareerSourceFlorida.com, in the WIOA combined plan. The public comment period was open for 30 calendar days.



TRAINING AND EMPLOYMENT NOTICE	NO. 25-24
	DATE May 6, 2025

**TO:** STATE WORKFORCE AGENCIES  
STATE WORKFORCE LIAISONS  
STATE WORKFORCE DEVELOPMENT BOARDS AND STAFF  
LOCAL WORKFORCE DEVELOPMENT BOARDS AND STAFF

**FROM:** LORI FRAZIER BEARDEN   
Acting Assistant Secretary

**SUBJECT:** Leveraging Workforce Innovation and Opportunity Act Waivers to Increase Labor Force Participation and Worker Productivity

1. **Purpose.** To encourage state and local Workforce Innovation and Opportunity Act (WIOA) title I grantees to leverage waivers that may increase labor force participation and enhance worker productivity in response to the Presidential Memorandum of January 20, 2025, titled, “Delivering Emergency Price Relief for American Families and Defeating the Cost-of-Living Crisis.”
2. **Action Requested.** All state and local grantees are encouraged to request waivers as necessary, such as those outlined in this Training and Employment Notice (TEN), to ensure WIOA funds are being used effectively to increase labor force participation by drawing discouraged workers into the labor force, and to upskill the workforce to enhance worker productivity.
3. **Summary and Background.**
  - Summary – This TEN shares information about four WIOA waiver options that grantees may use to help improve labor force participation rates and productivity to increase the prosperity of the American worker.
  - Background – President Trump issued the Presidential Memorandum on January 20, 2025, which is available at: <https://www.whitehouse.gov/presidential-actions/2025/01/delivering-emergency-price-relief-for-american-families-and-defeating-the-cost-of-living-crisis/>.<sup>1</sup> All federal agencies are taking steps to implement this memo, which calls upon the Federal Government to create employment opportunities for American workers, including drawing discouraged workers into the labor force, with the goal of lowering America’s cost of living.

<sup>1</sup> Also available in the Federal Register at: <https://www.federalregister.gov/documents/2025/01/28/2025-01904/delivering-emergency-price-relief-for-american-families-and-defeating-the-cost-of-living-crisis> and <https://www.govinfo.gov/content/pkg/FR-2025-01-28/pdf/2025-01904.pdf>.

WIOA section 189(i) provides states the opportunity to request waivers of some statutory or regulatory requirements for Secretary of Labor approval. A full description of what does and does not fall under that waiver authority can be found in WIOA Section 189(i)(3) and at [20 CFR 679.610](#) and [20 CFR 679.620](#). State and local areas have used WIOA waivers to respond creatively to economic pressures and business needs in their communities. Waivers modify a state's Unified or Combined State Plan and, therefore, are generally approved for the length of the approved State Plan (four years). Youth waivers and some disaster related business capitalization waivers, however, are tied to the length of funding and are approved for two-year increments.

This TEN provides examples of ways in which states can leverage the waiver authority to increase labor force participation and employment opportunities for American workers, but this is not an exhaustive list of waiver authority. More information about waivers can be found at <https://www.dol.gov/agencies/eta/wioa/waivers>.

4. **Leveraging WIOA Waivers to Enhance Labor Force Participation and Worker Productivity.** WIOA is intended to help American workers receive the training and career services necessary to take advantage of employment opportunities in their communities. Section 134 of WIOA allows states and local areas to fund a variety of training approaches, including several types of work-based training. Some states use waivers to provide even more flexibility within the allowable training opportunities. Following are some waiver options states can use to engage discouraged workers and assist in their re-entering the workforce. Waivers may also support employers in delivering training and upskilling to close skills gaps that improve worker productivity and generally enhance employment opportunities for Americans.

- ***Increasing On-the-Job Training (OJT) reimbursement for Local Workforce Development Boards (Local Boards).***

OJT is a work-based learning strategy that helps individuals to build or update their skills or establish themselves in emerging, high-demand fields. It also incentivizes businesses to hire individuals and invest in their skill development by providing wage reimbursement to program participants. OJT programs can be particularly successful for individuals who are unable or unlikely to obtain employment without retraining; individuals who are low income, receiving unemployment insurance or public assistance, or need to earn a wage while learning occupational skills; and individuals who can learn the skills necessary for the occupation more easily and thoroughly on the job. OJT may also be a good option for currently employed individuals who are not earning a family-sustaining wage.

Under Section 134(c)(3)(H)(i) of WIOA and the implementing regulation at [20 CFR 680.720](#), a Local Board may reimburse an employer up to 50 percent of the wage rate of an OJT participant for the extraordinary costs of providing the training and additional supervision related to the training. In limited circumstances, the reimbursement may be up to 75 percent of the wage rate of the participant. The Secretary has the authority to waive this provision, and has previously approved waivers to allow up to 90 percent of OJT employer reimbursement for businesses with less than 50 employees. This allows for

more small businesses to take advantage of OJT reimbursement while training new employees in their communities, bringing new opportunities to previously discouraged workers.

As of March 2025, nine states have taken advantage of this waiver.

- ***Increasing Transitional Jobs.***

Transitional jobs are a type of service that Local Boards may provide to help discouraged workers to re-enter the labor force. Transitional jobs are time-limited and wage-paid work experiences that are subsidized up to 100 percent by WIOA funding. Transitional jobs are particularly useful for discouraged workers who are chronically unemployed, may not have robust work experience, have large gaps in their employment history, or experience other barriers to employment. Transitional jobs provide an individual with work experience, generally for a fixed time period, during which the worker develops on-the-job skills while receiving a wage and supportive services. Transitional jobs also assist employers, particularly small businesses, who may be experiencing worker shortages or need to hire additional staff to rebuild their business operations after experiencing economic impacts, by reimbursing a greater portion of their training and wage costs.

Under Section 134(d)(5) of WIOA and its implementing regulation at [20 CFR 680.195](#), a Local Board may use up to 10 percent of its combined total of Adult and Dislocated Worker allocations for these transitional jobs. The Secretary has the authority to waive this provision, and has previously approved an increase in allowable use of funds for transitional jobs up to 50 percent of Adult and Dislocated Worker allocations. This waiver allows states to fund more transitional jobs, which can be used as tools to re-engage workers in the American economy.

As of March 2025, only one state has ever taken advantage of this waiver.

- ***Increase Funds Available for Incumbent Worker Training (IWT)***

States interested in helping lower costs by increasing a worker's wage through career advancement may choose to leverage IWT. IWT consists of work-based training designed to ensure that workers of a company can acquire the skills necessary to retain employment and advance within the company, or to acquire the skills necessary to avert a layoff, while remaining employed. IWT can also be used for underemployed workers, or workers who would prefer full-time work but are working part-time for economic reasons. For instance, IWT training may focus on increasing skills for frontline workers in an effort to advance those workers to more skilled positions with the same employer or industry sector, leading to an increase in earnings through more work hours or an increase in pay.

Under WIOA Section 134(d)(4) and the implementing regulation at [20 CFR 680.800\(a\)](#), a Local Board may reserve up to 20 percent of their combined total of Adult and Dislocated Worker allocations funds for IWT. The Secretary has authority to waive this provision, and has previously approved an increase of the allowable threshold available for IWT from 20 to 50 percent.

By increasing allowable funding from 20 to 50 percent, a Local Board can invest in its existing businesses and workforce, assisting businesses to upskill workers, which increases retention and worker productivity.

As of March 2025, three states have taken advantage of this waiver.

- ***Increasing Work Experience Opportunities for In-School Youth (ISY)***

Work Experiences are a planned, structured learning experience that takes place in the workplace for a limited period of time. In the WIOA Youth program, there are a variety of work experiences including: summer employment opportunities and other employment opportunities throughout the school year; pre-apprenticeship programs and Registered Apprenticeship programs; internships; job shadowing; and OJT.

Under Section 129(a)(4) of WIOA and the implementing regulation at 20 CFR 681.410, local areas must spend not less than 75 percent of local area WIOA Youth funds on out-of-school youth (OSY). The Secretary has authority to waive this provision, and has previously approved waivers to reduce the OSY expenditure requirement from 75 percent to 50 percent. By reducing the OSY expenditure minimum to 50 percent, Local Boards can spend up to 50 percent of WIOA Youth funds on ISY, thereby providing additional work experience opportunities for ISY, including pre-apprenticeship and Registered Apprenticeship programs. Evidence shows that work experience and work-based learning interventions improve several outcomes related to success in the labor market including short-term annual earnings, long-term annual earnings, short-term employment, and long-term employment.<sup>2</sup> By increasing opportunities for ISY to participate in work experience, WIOA Youth programs can help set them up for short- and long-term success in the labor market.

As of March 2025, 28 states have taken advantage of this waiver and the majority of states requesting this waiver report using it primarily to expand work experience opportunities for ISY.

5. **Inquiries.** For further information, please contact the appropriate Regional Office.

6. **References.**

- Workforce Innovation and Opportunity Act (WIOA), Sec. 189(i), 29 U.S.C. § 3249
- WIOA Regulations at 20 CFR parts 679, 680, and 681
- Training and Employment Guidance Letter No. 08-18, *Workforce Innovation and Opportunity Act (WIOA) Title I and Wagner-Peyser Act Waiver Requirements and Request Process*, December 19, 2018, available at

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<sup>2</sup> Pathways to Work Evidence Clearinghouse prepared for the Office of Planning, Research, and Evaluation, Administration for Children and Families, U.S. Department of Health and Human Services; and available at: [https://pathwaystowork.acf.gov/pathways\\_publications/work-experience-and-work-based-learning](https://pathwaystowork.acf.gov/pathways_publications/work-experience-and-work-based-learning)

<https://www.dol.gov/agencies/eta/advisories/training-and-employment-guidance-letter-no-08-18>.

- Training and Employment Guidance Letter No. 19-16, *Guidance on Services provided through the Adult and Dislocated Worker Programs under the Workforce Innovation and Opportunity Act (WIOA) and the Wagner-Peyser Act Employment Services (ES), as amended by title III of WIOA, and for implementation of the WIOA Final Rules*, March 1, 2017, available at <https://www.dol.gov/agencies/eta/advisories/training-and-employment-guidance-letter-no-19-16>.
- Presidential Memorandum, “Delivering Emergency Price Relief for American Families and Defeating the Cost-of-Living Crisis,” January 20, 2025, available at <https://www.federalregister.gov/documents/2025/01/28/2025-01904/delivering-emergency-price-relief-for-american-families-and-defeating-the-cost-of-living-crisis> and <https://www.govinfo.gov/content/pkg/FR-2025-01-28/pdf/2025-01904.pdf>.

7. **Attachment(s)**. N/A