



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
THURSDAY DECEMBER 18, 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

AGENDA

1. Call to Order and Introductions
2. Public Comment
3. Chairman's Report
4. Executive Director's Report
 - A. Executive Director Update
 - B. Community Presentation
5. Consent Agenda Items
 - A. Recommendation as to Approval of October 16, 2025 SFWIB Meeting Minutes
 - B. Recommendation as to Approval to Accept Workforce Funds
 - C. Recommendation as to Approval of the SFWIB Meeting Calendar
6. Executive Committee Update
7. Finance and Efficiency Council Update
 - A. Information – Financial Report – October 2025
8. Global Talent and Competitiveness Council Update

9. Performance Council Update

10. Action Items

- A. Recommendation as to Approval of the Future Bankers Program
- B. Recommendation as to Approval of the Miami-Dade County Summer Youth Internship Program
- C. Recommendation as to Approval of Apprenticeship Employer Wage Reimbursements
- D. Recommendation as to Approval of an Apprenticeship Employer Wage Reimbursement for Bean Automotive
- E. Recommendation as to Approval of a Paid Work Experience Contract with Cristo Rey Charter School
- F. Recommendation as to Approval of a New Apprenticeship Program for Miami-Dade Transit
- G. Recommendation as to Approval of a New Apprenticeship Program for Award Excellence Institute
- H. Recommendation as to Approval of a Revision to the On-The-Job Training Policy

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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: 12/18/2025

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: 12/18/2025

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: 12/18/2025

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: 12/18/2025

AGENDA ITEM NUMBER: 4B

AGENDA ITEM SUBJECT: COMMUNITY PRESENTATIONS

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A`

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

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

BACKGROUND:

Founded in Florida, Future Bankers of America is a workforce readiness initiative designed to bridge the gap between academic learning and professional practice by providing students with early exposure to careers in the banking and financial services sector. The program strengthens participants' understanding of core financial concepts while equipping them with industry-relevant skills, professional competencies, and practical knowledge necessary to succeed in a highly competitive labor market.

The program is structured as a four-week, college-level experience targeting minority, high-potential students. Participants complete two weeks of classroom-based instruction, followed by two weeks of immersive, real-world exposure. Experiential learning components include job shadowing opportunities, employer site visits, industry-led presentations, hands-on activities, and direct engagement with financial institutions.

As part of this agenda item, Miami Dade College's Future Bankers Program Coordinator, Mrs. Connie Laguna, will deliver a community presentation highlighting program outcomes, participant achievements, and the overall success of the region's Future Bankers initiatives during the most recent program year. The presentation will also demonstrate how the program supports career pathway development and aligns with regional workforce priorities.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT

CENTER FOR FINANCIAL TRAINING **FUTURE BANKERS & FINANCIAL PROFESSIONALS CAMP**



305.237.3051
www.cftintl.org
claguna@mdc.edu
245 NE 4th St, Miami, FL 33132

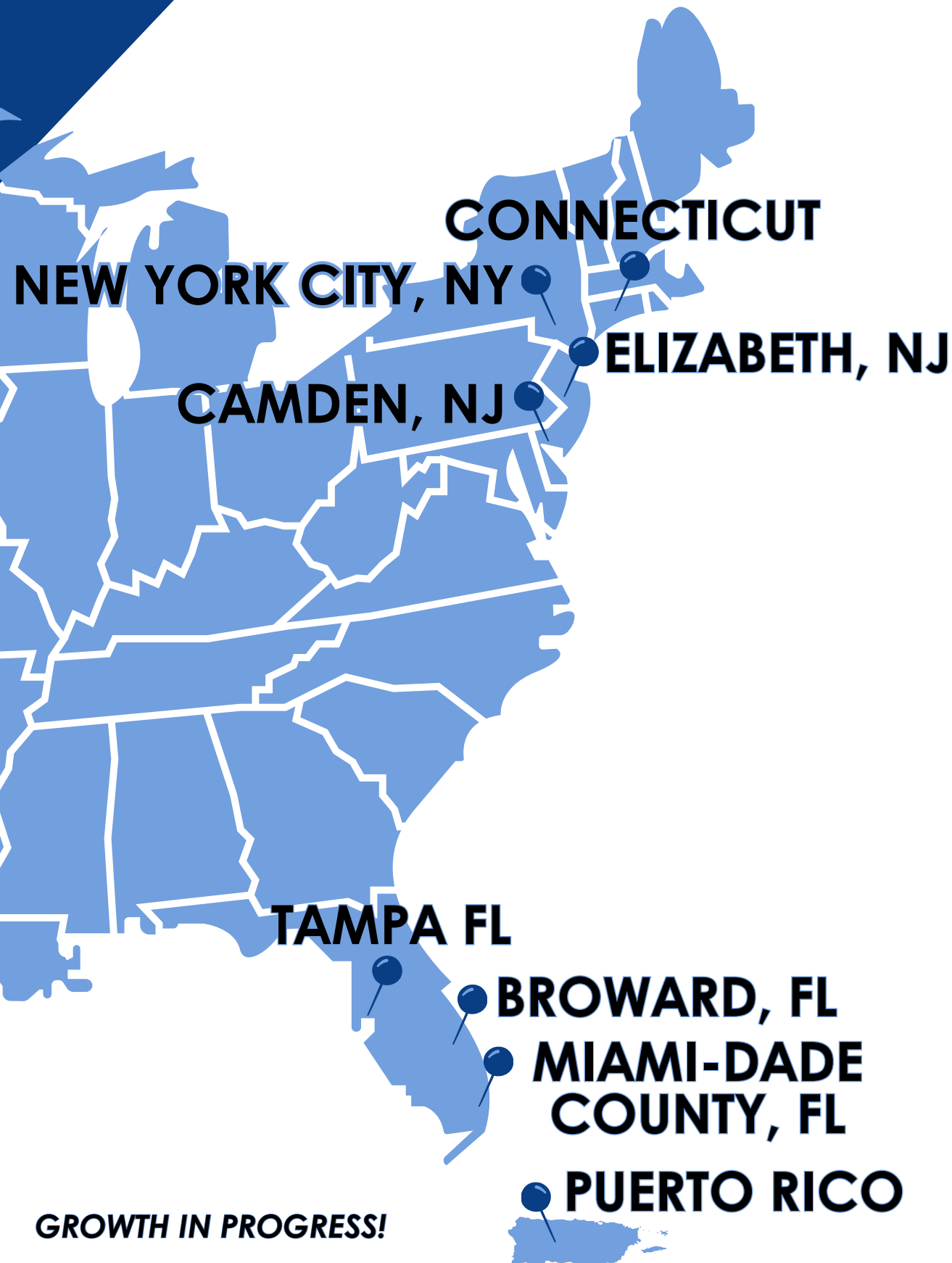


PROGRAM AT A GLANCE



PROGRAM OBJECTIVES:

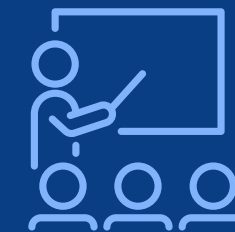
- Introduce students to diverse career opportunities within the financial services industry
- Cultivate essential workplace competencies and financial literacy skills
- Offer direct mentorship and meaningful networking connections
- Support long-term career planning and pathways to economic advancement
- Build a sustainable employment pipeline for the financial services industry



4-WEEK HYBRID MODEL

WEEK 1 - 2

Virtual Classroom Instruction, ABA Bank Teller Certificate



WEEK 3 - 4

Site Visits, externships & hands-on activities



OUR GROWING NETWORK

PARTNERING SCHOOLS...

We have high school students from **over 40 public schools across the nation** and are excited to continue reaching the next generation.

& FINANCIAL INSTITUTIONS

We have over **50 banks, credit unions and financial institutions** that have joined our mission to empower tomorrow's financial leaders

PROGRAM AT A GLANCE

VIDEO & TESTIMONIALS



LIAM SIMMONS, 2025

FIRST-YEAR STUDENT
WILLIAM PATERSON UNIVERSITY

"Future Bankers Camp gave me more than just insight into finance, it **cultivated my leadership skills** and **empowered me** to enter college **ready to lead with direction and ambition.**"

RODRIGO FERNANDEZ, 2015

MEMBER RELATIONSHIP MANAGER
JETSTREAM FEDERAL CREDIT UNION

"Future Bankers Camp gave me the **confidence and clarity** to **pursue a career in financial services.** It opened doors I never imagined and **helped me discover my passion** for helping others through banking."

GABRIELLA AMAYA, 2025

HIGH SCHOOL JUNIOR
NEW BRITAIN HIGH SCHOOL

"Getting **a glimpse of the banking industry** and being able to **share my interests** in front of important people really helped shape not only who I am as a person but also **my future endeavors.**"



COLLEEN V. CLEMENTE, 2025

ACADEMY OF FINANCE SENIOR
CORAL REEF SENIOR HIGH SCHOOL

"I've grown tremendously. Not just in my knowledge of banking, but also **my confidence in my future.** This program allowed me to **see my future** not just as a distant idea, but **as something real and achievable.**"

CHRISTIAN BONILLA, 2019

ASSISTANT STORE MANAGER
TD BANK

"Being a part of the Futures Bankers Camp program gave me a **sense of understanding** and a holistic view of the banking industry. This program **added valuable experience and skillsets to my resume** and opened doors to **network with like-minded individuals.**"



STUDENT INCENTIVES



Empowering students through education, real-world experience, and financial support.



COLLEGE CREDIT

In participating states, students who successfully complete our program may be eligible to receive college credit or dual-enrollment credit, subject to local policies and institutional agreements.



CAREER READINESS

Students gain real-world exposure to the financial services industry through site visits, externships, and interactive activities, all while building connections with industry leaders and future employers that place them a step ahead of their peers.



CFT/ABA BANK TELLER CERTIFICATE

Students develop core banking competencies through an industry-recognized certificate that encompasses cash handling, transaction processing, customer service, professional conduct, ethics, and effective communication.



STIPEND AWARDED

This financial incentive supports students from low-to-moderate income households while reinforcing the importance of professionalism, commitment, and career readiness.



WHY FB&FPC WORKS BENEFITS



FB&FPC flourishes through strong connections between students, financial professionals, and organizations, cultivating meaningful relationships and generating mutually beneficial opportunities

BENEFITS FOR STUDENTS:

Beyond the numerous incentives provided, students acquire the knowledge, skills, and professional network needed to accelerate their careers in financial services right after high school:

- **INDUSTRY EXPOSURE**
- **FINANCIAL EDUCATION**
- **CAREER-READINESS AND REAL-WORLD EXPERIENCE**

IMPACT HIGHLIGHTS:

These milestones highlight the program's reach, growth, and commitment to uplifting underserved communities through education and opportunity.

- **19 YEARS OF SUCCESS AND GROWTH**
- **RECORD ENROLLMENT IN 2025**
- **80% OF OUR STUDENTS ARE FROM LOW-TO-MODERATE INCOME HOUSEHOLDS**
- **PROGRAM REACH: 1,400+ STUDENTS**
- **MANY GRADUATES HAVE SECURED EMPLOYMENT IN THE BANKING AND FINANCIAL SERVICES INDUSTRY**

BENEFITS FOR PARTNERING ORGANIZATIONS:

Partnering with FB&FPC goes beyond philanthropy, it's a strategic investment in developing your future workforce and strengthening your community.

- **EARN CRA CREDIT**
 - Meet Community Reinvestment Act (CRA) requirements by supporting impactful workforce development and financial education efforts.
- **SUPPORT ECONOMIC MOBILITY**
 - Demonstrate your commitment to economic opportunity by investing in programs that expand access, hands-on learning, and career pathways for students from low- and moderate-income households.
- **ENGAGE WITH EMERGING LOCAL TALENT**
 - Connect with a motivated pipeline of students from LMI communities who are preparing for careers in banking and financial services.
- **ADVANCE FINANCIAL LITERACY**
 - Help close the financial education gap by supporting initiatives that bring essential money management skills to local schools and neighborhoods.
- **BOOST YOUR BRAND VISIBILITY**
 - Gain recognition through event sponsorship, program materials, and targeted social media exposure in the communities you serve.

WHY FB&FPC WORKS PARTICIPATING INSTITUTIONS



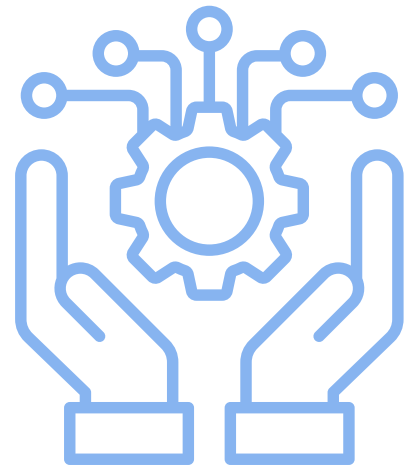
Future Bankers & Financial Professionals Camp works because of **YOU**.

THIS IS THE CURRENT LIST OF INCREDIBLE PARTNERS WHO MAKE FB&FPC POSSIBLE.

- 1st Colonial Community Bank
- Amerant Bank
- American Eagle Financial Credit Union
- Banco Pichincha
- Banesco USA
- BankUnited
- Bradesco Bank
- CitiBank
- Citizens Bank
- City National Bank
- First Harvest Credit Union
- FirstBank Florida
- Grove Bank & Trust
- Helm Bank
- International Finance Bank
- Ion Bank
- Ives Bank
- JetStream Federal Credit Union
- JP Morgan Chase
- Liberty Bank
- M&T Bank
- Mid Penn Bank
- Nutmeg State Financial Credit Union
- Ocean Bank
- Pacific National Bank
- Popular Bank
- Regions Bank
- Rialto Capital Advisors
- Santander
- SouthState Bank
- Sunstate Bank
- TD Bank
- Thomaston Savings Bank
- Torrington Savings Bank
- Truist
- U.S. Century Bank
- United Community Bank
- Webster Bank
- Wells Fargo
- **A LIST THAT GROWS EVERYDAY**

WAYS TO GET INVOLVED

CFT offers multiple ways to partner with FB&FPC. Every collaboration is unique, and we're excited to work with your organization to find the perfect fit within our mission.



ADOPT A FUTURE BANKER

SPONSOR AND/OR HOST A STUDENT



BE A GUEST SPEAKER

SHARE YOUR PROFESSIONAL EXPERIENCE



SITE VISIT HOST

MENTOR STUDENTS & SHAPE FUTURE LEADERS



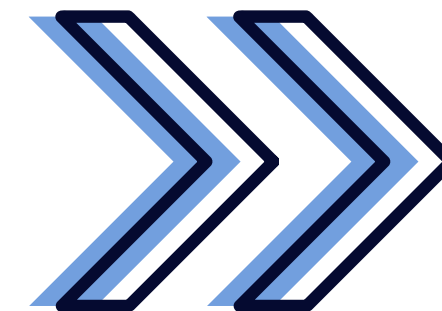
AWARD A GRANT

HELP EXPAND OUR REACH & CAPACITY



BECOME AN IN-KIND SPONSOR

SUPPORT OVERALL PROGRAM GROWTH



EVERY OPTION CAN BE TAILORED TO
YOUR ORGANIZATION.



THANK YOU

CENTER FOR FINANCIAL TRAINING

FUTURE BANKERS & FINANCIAL PROFESSIONALS CAMP



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INVEST IN TALENT.
INVEST IN COMMUNITY.
PARTNER WITH FB&FPC.



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 12/18/2025

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: 12/18/2025

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 the minutes from the October 16, 2025 meeting, as set forth below.

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD MEETING

DATE: 12/18/2025

AGENDA ITEM: 5A

AGENDA TOPIC: MEETING MINUTES

SOUTH FLORIDA WORKFORCE INVESTMENT BOARD MEETING MINUTES

DATE/TIME: October 16, 2025, 9:30am

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

Zoom: https://us02web.zoom.us/webinar/register/WN_wjgmloTtSEu4r3ERRDichg

1. **CALL TO ORDER:** Vice Chairman del Valle called the regular meeting of the South Florida Workforce Investment Board to order at 9:33 AM on October 16, 2025.

ROLL CALL: 22 members; 12 required; 14 present: Quorum

SFWIB Members Present	SFWIB Members Absent	SFWIB/CSSF Staff
<ol style="list-style-type: none">1. Brown, Clarence2. Chi, Joe (Zoom)3. Clayton, Lovey4. del Valle, Juan Carlos, Vice Chairman5. Ferradaz, Gilda6. Garza, Eddie (Zoom)7. Glean-Jones, Camela8. Loynaz, Oscar, MD9. Mantilla, Rene'10. Palacios, Carol11. Perez, Andy12. Pintado, Kirenia13. Rod, Denis	<ol style="list-style-type: none">15. Bridges, Jeff16. Whitaker, David <p>SFWIB Members Excused</p> <ol style="list-style-type: none">17. Brecheisen, Bruce18. Canales, Dequasia19. Datorre, Roberto20. Gibson, Charles, Chairman21. Grice, Sonia22. Rolle, Andrei	<p>SFWIB Staff</p> <ol style="list-style-type: none">1. Beasley, Rick2. Bennett, Renee3. Morgan, Ebony4. Parson, Robert5. Perrin, Yian6. Petro, Basil7. Smith, Robert8. Washington, Jarvis <p>SFWIB Administration</p> <ol style="list-style-type: none">9. Gonzalez, Yoandy10. McFarland, Casandra



14. Scott, Jr., Kenneth		Miami-Dade County Attorney's Office Gallo, Melissa
Guest Attendees		
<ol style="list-style-type: none">1. Cambronne, Robert, Youth Co-Op, Inc.2. Diaz, Lupe Dr., Miami-Dade County Public Schools3. Gonzalez, Joel, Youth Co-Op, Inc.4. Mitchell, Carlana, Miami-Dade County Public Schools5. Mumford, Ronald, CareerSource South Florida6. Reboucas, Felipe, Youth Co-op, Inc.7. Wilson, Erin, Equus Works		

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.

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

Item closed.

4A. Executive Directors Report

Vice Chairman del Valle introduced the item; Mr. Beasley advised that the United States Department of Labor approved the request to increase employer on-the-job training (OJT) reimbursements to 100% for in workers living in designated Opportunity Zones nationwide. He also shared that he will be participating in a Opportunity Zone Work Group for the state of Florida which aims to offer policy recommendations to the governor. This group includes various state and regional organizations, such as two workforce boards, CSSF, and representatives from the Florida Panhandle. Their focus will be on redesignating Opportunity Zones for the 2026-2027 program year, prioritizing rural areas and those with high child poverty rates, while also ensuring that workforce education aligns with job creation.



Mr. Beasley emphasized the importance of protecting and optimizing high-need areas. He highlighted the necessity of gathering evidence to either retain or redefine Opportunity Zone designations in Miami-Dade, aiming to direct capital toward fostering inclusive growth in distressed neighborhoods. Additionally, he discussed the significance of using available funding to synchronize resources, which would accelerate job placements and increase wage levels.

He further explained why it is essential for the CSSF to participate in the state workgroup and to establish a specific group for Miami-Dade County. He mentioned his plans to coordinate efforts with the mayor's office and other stakeholders, including economic developers, education partners, and chambers of commerce, to create a Miami-Dade Workgroup. This group will focus on protecting and optimizing high-need areas, gathering evidence to retain or redefine Opportunity Zone designations in our regions, developing project pipelines, identifying operating businesses and tangible property opportunities linked to local industries, integrating the workforce, pairing Opportunity Zone investments with available tools, and building rural partnerships, particularly in South Dade.

No questions or comments were presented. Item closed.

Agenda Addition:

Miami Dade County Public Schools Summer Youth Employment Program Presentation

Dr. Lupe Diaz, Administrative Director, Career and Technical Education, presented performance results of the Summer Youth Employment Program. Some of the key ideas discussed includes:

- In the 10-year history of the program, over 23,000 students have been serviced.
- This past summer had the highest number of student participants: 3,663 began, 3,661 successfully completed.
- Approximately 572 students received dual enrollment credit (3 college credits) thanks to Miami Dade College.
- The program is open to any high school student, including charter schools. This year's program had 29 charter schools represented.
- It is a five-week program, students receive \$1,500.00, divided into two payments: the first \$500.00 payment after 2 weeks, the balance at the end of the program



after all documentation has been completed and submitted. This equates to approximately \$10.00 per hour for 150 hours and academic credit.

- Students ready for interviews: 5,219; approximately 4,000 students have received the proctored exam and have received the Florida Ready to Work credential.
- Goal for next year: Minimum 4,000 students

There was ongoing discussion on needed soft skills employers that employers are searching for.

No further questions or comments were presented. Item closed.

5. Consent Agenda Items

Vice Chairman del Valle presented the consent agenda items for review and invited members to pull any items that required further discussion. None were selected; consequently, the following items were put up for a vote together:

- 5A: Approval - SFWIB Meeting Minutes – August 21, 2025
- 5B: Approval to Accept Additional Workforce Funds

Motion: Mr. Mantilla to approve SFWIB Meeting Minutes from August 21, 2025 and the acceptance of \$564,087.43 in additional workforce system funding. Ms. Glean-Jones seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.

6. SFWIB Executive Committee Update

Vice Chairman del Valle introduced and presented the following updates from the October 9, 2025 SFWIB Executive Committee Meeting:

- **America's Talent Strategy – Building a Workforce for the Golden Age**
A comprehensive federal blueprint aimed at reindustrializing the U.S., advancing leadership in artificial intelligence, and modernizing workforce investments.



- **South Dade Rural Workforce Advancement Initiative**
CareerSource South Florida has submitted a proposal for state general funding to launch the South Dade Rural Workforce Advancement Initiative, a targeted effort to serve 125 residents in rural South Miami-Dade, with a focus on federally designated Opportunity Zones.
- **Reach Act Program Year 24-25 Quarter 3 Update**
SFWIB earned a 103.92 composite score (A+) for Program Year 2024–2025, Quarter 3, ranking as the only Local Workforce Development Board (LWDB) statewide to achieve an A+ this quarter.
- **FloridaCommerce Opportunity Zone Workgroup**
FloridaCommerce is launching a statewide Opportunity Zone (OZ) Policy Workgroup to help translate the newly reauthorized OZ framework into practical strategies for state and local implementation. In collaboration with SelectFlorida, the Florida Chamber, CareerSource, FEDC, and regional planning organizations, the workgroup will analyze statutory changes, gather public input, and develop policy recommendations for the Governor.

One item is scheduled for approval: the implementation of the U.S. Department of Labor's 100% On-the-Job Training (OJT) Reimbursement Waiver for businesses located in designated Opportunity Zones. This will be discussed in more detail during the 'Action Items' section of the agenda.

No questions or comments were presented. Item closed.

7. SFWIB Finance and Efficiency Council Update

Vice Chairman del Valle 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 August 2025 financial report, noting expenditures.

The Council also reviewed the August and September 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 \$564,087.43 was discussed and approved by the Council.



Ms. Bennett confirmed that the PY 2024-2025 audit with Watson Rice is currently underway.

No questions or comments were presented. Item closed.

8. SFWIB Global Talent and Competitiveness Council Update

Vice Chairman del Valle 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:

- a. **New Program for an Existing Provider** - Academic Technologies dba The Code Academy offering an AI Engineer Program.
- b. **New Registered Apprenticeship Programs for the following:**
 - Miami Dade College: Maker Professional Alternatice, commonly known as Machine Operator.
 - Miami Dade Public Schools:
 - Commercial AC, Reefer Technician
 - Diesel Off-Road Maintenance Technician
 - Medical Assistant
 - Pharmacy Technician
 - College of Business and Technology (CBT)
 - Electrician
 - Refrigeration and Air Condition Mechanic
- c. **Apprenticeship Program On-The-Job Training Employer Reimbursement for the following:**
 - Collins Aerospace for \$81,000
 - Neenah Foundry for \$29,184
 - All current apprenticeship reimbursements not to exceed \$133,559.80
- d. **Paid Work Experience Policy Revision.**

The update clarifies that while PWE agreements generally require proof of full-time employment (minimum 32 hours/week), youth participants enrolled in secondary, post-secondary, or advanced technical training are now exempt from

Minutes Prepared by: Ebony Morgan
SFWIB Meeting

October 16, 2025, 9:30am

Status: **DRAFT**

Approval date: TBD

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this requirement. This change allows greater flexibility for in-school and out-of-school youth to participate in work experience opportunities without needing to meet the full-time threshold.

No questions or comments were presented. Item closed.

9. SFWIB Performance Council Update

Vice Chairman del Valle introduced the item; Mr. Mantilla 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
- The REACH ACT Letter Grade
- Federal Performance Update

No questions or comments were presented. Item closed.

10. Action Items

Vice Chairman del Valle introduced agenda items 10A–10I, Mr. Beasley advised that the board could pull any specific item for further discussion. If none of the agenda items are pulled, the Board can vote on items together.

10A. Approval – New Training Provider and Associated Programs

Vice Chairman del Valle introduced the item; Mr. Beasley presented a recommendation from the Global Talent and Competitiveness Council to approve the addition of the AI Engineer apprenticeship program to the curriculum of an existing provider, Academic Technologies d/b/a The Code Academy.

Motion: Mr. Brown recommends approval to the Board for adding the AI Engineer apprenticeship program to the curriculum of an existing provider, Academic



Technologies d/b/a The Code Academy. Mr. Chi seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed.

None of the agenda items were pulled for additional discussion, as such, items will be voted on simultaneously.

[Dr. Loynaz is a related party for agenda items 10B, 10E, 10F, 10G, and 10E, as such, he was removed from the meeting during the discussion and board vote.]

The following agenda items were discussed and voted on together:

10B. Approval – New Registered Apprenticeship Program: Miami Dade College: Adding the Maker Professional (Machine Operator I) apprenticeship program to the curriculum of an existing provider, Miami Dade College.

10E. Approval – New Machine Operator Apprenticeship Program OJT Employer Reimbursement: Collins Aerospace: an allocation not to exceed \$82,000 in WIOA funding to Collins Aerospace for employer reimbursements related to on-the-job training (OJT) with the Machine Operator Apprenticeship program.

10F: Approval - New Electrical Pre-Apprenticeship OJT Wage Reimbursement: Neenah Foundry: an allocation not to exceed \$29,184 in WIOA funding to the Neenah Foundry for employer reimbursements related to on-the-job training (OJT) with the Electrician pre-apprenticeship program.

10G: Approval – Apprenticeship Employer OJT Wage Reimbursements for Miami Dade College Apprenticeship Programs: An allocation not to exceed \$133,559.80 in WIOA funding to the following employers for 40% OTJ wage reimbursements associated with apprenticeship programs:

- The Palm South Beach Cook Apprenticeship - \$12,776
- Earl's Restaurant Cook Apprenticeship - \$13,600
- Margaritaville Bayside Marketplace Restaurant Manager - \$3,600
- Landshark Bar & Grill Restaurant Manager - \$216.00
- The Carter Academy Teacher Assistant Apprenticeship – 2 New Participants: \$25,200



- The Carter Academy Teacher Assistant Apprenticeship - Participant Dropped: \$713.00
- YWCA Teacher Assistant Apprenticeship - \$12,310
- Shanti Kids Teacher Assistant Apprenticeship - \$12,450
- Hellman Worldwide Logistics, Inc. Customs Broker Apprenticeship (2 apprentices) – \$27,036.80
- Hellman Worldwide Logistics, Inc. Transportation and Logistics Apprenticeship - \$13,348

Each apprenticeship: 1 participant unless otherwise noted.

Motion: Ms. Glean-Jones to approve agenda items 10B, 10E, 10F, and 10G as so written; Ms. Ferradaz seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed

[Dr. Loynaz returned to the meeting.]

The following agenda items were discussed and voted on together:

10C: New Registered Apprenticeship Programs: Miami-Dade County Public Schools: The addition of four apprenticeship programs (i.e., Commercial AC, Reefer Technician, Diesel Off-Road Maintenance Technician, Medical Assistant, and Pharmacy Technician) to the curriculum of an existing provider, Miami-County Public Schools.

10D: New Registered Apprenticeship Programs: College of Business and Technology (CBT): The addition of two apprenticeship programs (i.e., Electrician and Refrigeration and Air Condition Mechanic) to the curriculum of an existing provider, College of Business and Technology (CBT).

10H: Paid Work Experience Policy Revision: Proposed revisions to the existing Paid Work Experience Policy.

10I: WIOA Opportunity Zone OJT Waiver Request: 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.



Motion: Ms. Ferradaz to approve agenda items 10C, 10D, 10H, and 10I as so written; Mr. Brown seconded the motion; **item is passed without dissent.**

No further questions or comments were presented. Item closed

New Business

- Mr. Beasley announced an upcoming strategic planning session for the board. Date to be announced.

Next Meeting

The next SFWIB meeting is scheduled to take place on December 18, 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 10:21am.



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 12/18/2025

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 \$484,221.00 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.

Date Received	NFA #	Funding / Program	Initial Award	Award Increase	Total Award Amount	Award Purpose
11/3/2025	045497	TANF	\$2,905,328.06	\$484,221	\$3,389,549.06	To serve more TANF participants.

TOTAL	\$2,905,328.06	\$484,221.00	\$3,389,549.06
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FUNDING: Workforce Funding

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 12/18/2025

AGENDA ITEM NUMBER: 5C

AGENDA ITEM SUBJECT: 2026 SFWIB MEETING CALENDAR

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The SFWIB Executive Director recommends to the Board the approval of the 2026 SFWIB Meeting Calendar, as set forth below.

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Maximizing collaborative partnerships**

BACKGROUND:

In accordance with Article III Section C of the SFWIB By-Laws, the Executive Director of the SFWIB shall serve ex officio as the Secretary of the SFWIB. The Secretary shall seek to insure that the proceedings of all SFWIB meetings, SFWIB committee meetings, and SFWIB task force meetings and any other meetings of the SFWIB are noticed and recorded in accordance with the Public Meetings Law of the State of Florida. As the duties are outlined, the Secretary recommends the approval of 2026 SFWIB Meeting Calendar.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



South Florida Workforce Investment Board (SFWIB)
2026 Schedule of Meetings
(Subject to Change)

	Month/Meeting	Date	Time
Councils:	<u>January</u>		
	Executive Committee	January 8, 2026	8:15am
	<u>February</u>		
	Executive Committee	February 12, 2026	8:15am
	Councils	February 19, 2026	8:30am
Global Talent & Competitiveness	SFWIB	February 19, 2026	9:30am
	<u>March</u>		
	Executive Committee	March 12, 2026	8:15am
	<u>April</u>		
	Executive Committee	April 9, 2026	8:15am
Performance	Councils	April 16, 2026	8:30am
	SFWIB	April 16, 2026	9:30am
	<u>May</u>		
	Executive Committee	May 14, 2026	8:15am
	<u>June</u>		
Finance & Efficiency	Executive Committee	June 11, 2026	8:15am
	Councils	June 18, 2026*	8:30am
	SFWIB	June 18, 2026*	9:30am
	<u>July</u>		
	Executive Committee	July 9, 2026	8:15am
	<u>August</u>		
	Executive Committee	August 13, 2026	8:15am
	Councils	August 20, 2026	8:30am
	SFWIB	August 20, 2026	9:30am
	<u>September</u>		
	Executive Committee	September 10, 2026	8:15am
	<u>October</u>		
	Executive Committee	October 8, 2026	8:15am
	Councils	October 15, 2026	8:30am
	SFWIB	October 15, 2026	9:30am
	<u>November</u>		
	Executive Committee	November 12, 2026	8:15am
	<u>December</u>		
	Executive Committee	December 10, 2026	8:15am
	Councils	December 17, 2026	8:30am
	SFWIB	December 17, 2026	9:30am



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 12/18/2025

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 November 13, and December 11, 2025 SFWIB Executive Committee meetings.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 12/18/2025

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



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 12/18/2025

AGENDA ITEM NUMBER: 7A

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 October 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 35.2 percent. The actual expenditure rate is 1.87 percent higher than the projected expenditure rate.
- The expenditure rate for Adult Services costs is 24.9 percent. The actual expenditure rate is 8.43 percent lower than the projected expenditure rate.
- The expenditure rate for Youth Services costs is 26.3 percent. The actual expenditure rate is 7.03 percent lower than the projected expenditure rate.
- The expenditure rate for Other Programs and Project costs is 44.4 percent. The actual expenditure rate is 11.07 percent higher than the projected expenditure rate.
- The expenditure rate for Facilities costs is 27.4 percent. The actual expenditure rate is 5.93 percent lower than the projected expenditure rate.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

FINANCIAL REPORT

FOR THE PERIOD OF:

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

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

The financial performance for the four months of the new fiscal year appear to be in line with the historical trends for this period. The projected expenditures rate for the period is approximately 33.33%.

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

Budget Variance Explanations

- The expenditure rate for Headquarters costs is 35.2 percent. The actual expenditure rate is 1.87 percent higher than the projected expenditure rate.
- The expenditure rate for Adult Services costs is 24.9 percent. The actual expenditure rate is 8.43 percent lower than the projected expenditure rate.
- The expenditure rate for Youth Services costs is 26.3 percent. The actual expenditure rate is 7.03 percent lower than the projected expenditure rate.
- The expenditure rate for Other Programs and Project costs is 44.4 percent. The actual expenditure rate is 11.07 percent higher than the projected expenditure rate.
- The expenditure rate for Facilities costs is 27.4 percent. The actual expenditure rate is 5.93 percent lower than the projected expenditure rate.

<p style="text-align: center;">SOUTH FLORIDA WORKFORCE INVESTMENT BOARD REVENUE AND EXPENDITURES COMPARED TO BUDGET <u>AGENCY SUMMARY</u> FISCAL YEAR 2025/2026 YTD Operations (07/01/25-10/31/25)</p>	
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	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 10/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
					Std Rate= 33.33%		
Revenues:							
WIOA	\$ 11,972,761	\$ -	\$ -	\$ 11,972,761	\$ -	\$ 11,972,761	0.0%
TANF	\$ 13,764,398	\$ -	\$ -	\$ 13,764,398	\$ 6,448,509	\$ 7,315,889	46.8%
FLCommerce	\$ 1,536,904	\$ -	\$ 434,689	\$ 1,971,593	\$ 476,069	\$ 1,495,524	24.1%
Second Year Allocation from FY 23-24	\$ 10,099,089	\$ -	\$ 4,615	\$ 10,103,704	\$ 3,750,585	\$ 6,353,118	37.1%
Other	\$ -	\$ -	\$ 400,000	\$ 400,000	\$ 215,827	\$ 184,173	54.0%
Total Revenue	\$ 37,373,152	\$ -	\$ 839,304	\$ 38,212,456	\$ 10,890,990	\$ 27,321,466	28.5%
Expenditures:							
Headquarter Costs	\$ 8,128,661	\$ -	\$ 288,025	\$ 8,416,685	\$ 2,960,805	\$ 5,455,880	35.2%
Adult Services	\$ 10,944,252	\$ -	\$ (193,408)	\$ 10,750,844	\$ 2,676,774	\$ 8,074,071	24.9%
Youth Services	\$ 4,718,932	\$ (1,916,394)	\$ -	\$ 2,802,538	\$ 736,650	\$ 2,065,887	26.3%
Set Aside	\$ 500,000	\$ -	\$ -	\$ 500,000	\$ -	\$ 500,000	0.0%
Facilities Costs	\$ 4,526,563	\$ -	\$ 44,687	\$ 4,571,250	\$ 1,254,758	\$ 3,316,492	27.4%
Training & Support Services	\$ 8,554,745	\$ 4,461,900	\$ (2,900,000)	\$ 10,116,645	\$ 2,794,051	\$ 7,322,595	
<i>Allocated Funds</i>	<i>\$ 4,554,745</i>	<i>\$ 1,916,394</i>	<i>\$ -</i>	<i>\$ 6,471,139</i>	<i>\$ 2,794,051</i>	<i>\$ 3,677,088</i>	<i>32.7%</i>
<i>Set Asides</i>	<i>\$ 4,000,000</i>	<i>\$ 2,545,506</i>	<i>\$ (2,900,000)</i>	<i>\$ 3,645,506</i>	<i>\$ -</i>	<i>\$ 3,645,506</i>	
Other Programs & Projects	\$ -	\$ (2,545,506)	\$ 3,600,000	\$ 1,054,494	\$ 467,952	\$ 586,542	44.4%
<i>Big Brothers Big Sisters</i>	<i>\$ -</i>	<i>\$ -</i>	<i>\$ 300,000</i>	<i>\$ 300,000</i>	<i>\$ -</i>	<i>\$ 300,000</i>	<i>0.0%</i>
<i>Summer Youth Employment (City of Homestead)</i>	<i>\$ -</i>	<i>\$ (79,491)</i>	<i>\$ 100,000</i>	<i>\$ 20,509</i>	<i>\$ 13,862</i>	<i>\$ 6,647</i>	<i>67.6%</i>
<i>Summer Youth Employment (City of Opa-Locka)</i>	<i>\$ -</i>	<i>\$ (154,013)</i>	<i>\$ 200,000</i>	<i>\$ 45,987</i>	<i>\$ 13,733</i>	<i>\$ 32,253</i>	<i>29.9%</i>
<i>Summer Youth Employment (City of Miami Gardens)</i>	<i>\$ -</i>	<i>\$ (437,002)</i>	<i>\$ 500,000</i>	<i>\$ 62,998</i>	<i>\$ 56,629</i>	<i>\$ 6,369</i>	<i>89.9%</i>
<i>MIDCPS Summer Youth Internship - 2023</i>	<i>\$ -</i>	<i>\$ (1,875,000)</i>	<i>\$ 2,500,000</i>	<i>\$ 625,000</i>	<i>\$ 383,728</i>	<i>\$ 241,272</i>	<i>61.4%</i>
Total Expenditures	\$ 37,373,152	\$ (0)	\$ 839,304	\$ 38,212,456	\$ 10,890,990	\$ 27,321,466	28.5%
Balance of Funds Available	\$ (0)	\$ 0	\$ -	\$ 0	\$ -	\$ 0	
*see accompanying notes							

<p style="text-align: center;">SOUTH FLORIDA WORKFORCE INVESTMENT BOARD REVENUE AND EXPENDITURES COMPARED TO BUDGET <u>WIOA ADULT</u> FISCAL YEAR 2025/2026 YTD Operations (07/01/25-10/31/25)</p>	
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		BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 10/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
								Std Rate= 33.33%
Revenues:								
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	\$ 1,101,126	\$ 280,618	79.7%
Other					\$ -			
Total Revenue		\$ 6,075,162	\$ -	\$ -	\$ 6,075,162	\$ 1,101,126	\$ 4,974,036	18.1%
Expenditures:								
Headquarter Costs		\$ 1,321,348			\$ 1,321,348	\$ 345,805	\$ 975,543	26.2%
Adult Services		\$ 1,478,624	\$ -	\$ -	\$ 1,478,624	\$ 346,585	\$ 1,132,039	23.4%
Youth Services		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Set Aside					\$ -		\$ -	
Facilities Costs		\$ 495,126			\$ 495,126	\$ 181,173	\$ 313,952	36.6%
Training & Support Services		\$ 2,780,065	\$ -	\$ -	\$ 2,780,065	\$ 227,563	\$ 2,552,502	8.2%
Allocated Funds		\$ 2,047,117			\$ 2,047,117	\$ 227,563	\$ 1,819,554	11.1%
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					\$ -		\$ -	
Total Expenditures		\$ 6,075,162	\$ -	\$ -	\$ 6,075,162	\$ 1,101,126	\$ 4,974,036	18.1%
Balance of Funds Available		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	

*see accompanying notes

<p style="text-align: center;">SOUTH FLORIDA WORKFORCE INVESTMENT BOARD REVENUE AND EXPENDITURES COMPARED TO BUDGET <u>WIOA DISLOCATED WORKER</u> FISCAL YEAR 2025/2026 YTD Operations (07/01/25-10/31/25)</p>	
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	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 10/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
Revenues:							Std Rate= 33.33%
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	\$ 1,005,777	\$ 2,271,787	30.7%
Other				\$ -			
Total Revenue	\$ 5,991,815	\$ -	\$ -	\$ 5,991,815	\$ 1,005,777	\$ 4,986,038	16.8%
Expenditures:							
Headquarter Costs	\$ 1,303,220			\$ 1,303,220	\$ 355,051	\$ 948,168	27.2%
Adult Services	\$ 1,503,536	\$ -	\$ -	\$ 1,503,536	\$ 356,573	\$ 1,146,964	23.7%
Youth Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Set Aside							
Facilities Costs	\$ 488,333			\$ 488,333	\$ 166,027	\$ 322,305	34.0%
Training & Support Services	\$ 2,696,726	\$ -	\$ -	\$ 2,696,726	\$ 128,126	\$ 2,568,600	4.8%
Allocated Funds	\$ 1,973,833			\$ 1,973,833	\$ 128,126	\$ 1,845,707	6.5%
Set Asides	\$ 722,893			\$ 722,893		\$ 722,893	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				\$ -		\$ -	
Total Expenditures	\$ 5,991,815	\$ -	\$ -	\$ 5,991,815	\$ 1,005,777	\$ 4,986,038	16.8%
Balance of Funds Available	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	

*see accompanying notes

SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
REVENUE AND EXPENDITURES COMPARED TO BUDGET
WIOA RAPID RESPONSE
FISCAL YEAR 2025/2026
YTD Operations (07/01/25-10/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 10/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
					Std Rate= 33.33%		
Revenues:							
WIOA	\$ 494,154			\$ 494,154		\$ 494,154	0.0%
TANF				\$ -		\$ -	
FLCommerce				\$ -		\$ -	
Second Year Allocation from FY 24-25	\$ 700,732			\$ 700,732	\$ 116,047	\$ 584,685	16.6%
Other				\$ -			
Total Revenue	\$ 1,194,886	\$ -	\$ -	\$ 1,194,886	\$ 116,047	\$ 1,078,839	9.7%
Expenditures:							
Headquarter Costs	\$ 259,888			\$ 259,888	\$ 38,315	\$ 221,573	14.7%
Adult Services	\$ 259,661	\$ -	\$ -	\$ 259,661	\$ 58,522	\$ 201,138	22.5%
Youth Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Set Aside				\$ -		\$ -	
Facilities Costs	\$ 97,383			\$ 97,383	\$ 19,210	\$ 78,173	19.7%
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)				\$ -		\$ -	
MidDCPS Summer Youth Internship - 2023				\$ -		\$ -	
Total Expenditures	\$ 1,194,886	\$ -	\$ -	\$ 1,194,886	\$ 116,047	\$ 1,078,839	9.7%
Balance of Funds Available	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
*see accompanying notes							

YTD Operations (07/01/25-10/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 10/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
					Std Rate= 33.33%		
Revenues:							
WIOA	\$ 4,070,938			\$ 4,070,938		\$ 4,070,938	0.0%
TANF				\$ -		\$ -	
FLCommerce				\$ -		\$ -	
Second Year Allocation from FY 24-25	\$ 3,374,043			\$ 3,374,043	\$ 1,299,453	\$ 2,074,590	38.5%
Other				\$ -			
Total Revenue	\$ 7,444,981	\$ -	\$ -	\$ 7,444,981	\$ 1,299,453	\$ 6,145,528	17.5%
Expenditures:							
Headquarter Costs	\$ 1,619,283			\$ 1,619,283	\$ 296,634	\$ 1,322,650	18.3%
Adult Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Youth Services	\$ 4,718,932	\$ (1,916,394)	\$ -	\$ 2,802,538	\$ 736,650	\$ 2,065,887	26.3%
Set Aside	\$ 500,000			\$ 500,000		\$ 500,000	0.0%
Facilities Costs	\$ 606,766			\$ 606,766	\$ 80,499	\$ 526,267	13.3%
Training & Support Services	\$ -	\$ 1,916,394	\$ -	\$ 1,916,394	\$ 185,670	\$ 1,730,724	9.7%
Allocated Funds		\$ 1,916,394		\$ 1,916,394	\$ 185,670	\$ 1,730,724	9.7%
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				\$ -		\$ -	
Total Expenditures	\$ 7,444,981	\$ -	\$ -	\$ 7,444,981	\$ 1,299,453	\$ 6,145,528	17.5%
Balance of Funds Available	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
*see accompanying notes							

TANF
FISCAL YEAR 2025/2026
YTD Operations (07/01/25-10/31/25)

		BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 10/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
						Std Rate= 33.33%		
Revenues:								
WIOA					\$ -			
TANF		\$ 13,764,398			\$ 13,764,398	\$ 6,448,509	\$ 7,315,889	46.8%
FLCommerce					\$ -		\$ -	
Second Year Allocation from FY 24-25		\$ -			\$ -		\$ -	
Other					\$ -		\$ -	
Total Revenue		\$ 13,764,398	\$ -	\$ -	\$ 13,764,398	\$ 6,448,509	\$ 7,315,889	46.8%
Expenditures:								
Headquarter Costs		\$ 2,993,757			\$ 2,993,757	\$ 1,559,307	\$ 1,434,450	52.1%
Adult Services		\$ 7,148,843	\$ -	\$ (300,000)	\$ 6,848,843	\$ 1,777,530	\$ 5,071,314	26.0%
Youth Services		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Set Aside					\$ -		\$ -	
Facilities Costs		\$ 1,121,798			\$ 1,121,798	\$ 593,943	\$ 527,855	52.9%
Training & Support Services		\$ 2,500,000	\$ 2,210,253	\$ (2,900,000)	\$ 1,810,253	\$ 2,091,889	\$ (281,636)	115.6%
<i>Allocated Funds</i>		\$ 100,000			\$ 100,000	\$ 2,091,889	\$ (1,991,889)	2091.9%
<i>Set Asides</i>		\$ 2,400,000	\$ 2,210,253	\$ (2,900,000)	\$ 1,710,253		\$ 1,710,253	0.0%
Other Programs & Projects		\$ -	\$ (2,210,253)	\$ 3,200,000	\$ 989,747	\$ 425,840	\$ 563,907	43.0%
<i>Big Brothers Big Sisters</i>				\$ 300,000	\$ 300,000		\$ 300,000	0.0%
<i>Summer Youth Employment (City of Homestead)</i>			\$ (39,746)	\$ 50,000	\$ 10,254	\$ 6,931	\$ 3,324	67.6%
<i>Summer Youth Employment (City of Opa-Locka)</i>			\$ (77,007)	\$ 100,000	\$ 22,993	\$ 6,867	\$ 16,127	29.9%
<i>Summer Youth Employment (City of Miami Gardens)</i>			\$ (218,501)	\$ 250,000	\$ 31,499	\$ 28,315	\$ 3,184	89.9%
<i>MidCPS Summer Youth Internship - 2024</i>			\$ (1,875,000)	\$ 2,500,000	\$ 625,000	\$ 383,728	\$ 241,272	61.4%
Total Expenditures		\$ 13,764,398	\$ -	\$ -	\$ 13,764,398	\$ 6,448,509	\$ 7,315,889	46.8%
Balance of Funds Available		\$ (0)	\$ -	\$ -	\$ (0)	\$ -	\$ (0)	

*see accompanying notes

SOUTH FLORIDA WORKFORCE INVESTMENT BOARD REVENUE AND EXPENDITURES COMPARED TO BUDGET <u>Layoff Aversion (WIR26)</u> FISCAL YEAR 2025/2026 YTD Operations (07/01/25-10/31/25)								
	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET		ACTUAL (07/01/25 THRU 10/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
						Std Rate= 33.33%		
Revenues:								
WIOA	\$ -			\$ -			\$ -	
TANF				\$ -				
FLCommerce			\$ 250,000	\$ 250,000		\$ 99,655	\$ 150,345	39.9%
Second Year Allocation from FY 24-25				\$ -				
Other				\$ -				
Total Revenue	\$ -	\$ -	\$ 250,000	\$ 250,000		\$ 99,655	\$ 150,345	39.9%
Expenditures:								
Headquarter Costs	\$ -		\$ 250,000	\$ 250,000		\$ 99,655	\$ 150,345	39.9%
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				\$ -			\$ -	
Total Expenditures	\$ -	\$ -	\$ 250,000	\$ 250,000		\$ 99,655	\$ 150,345	39.9%
Balance of Funds Available	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -	

*see accompanying notes

SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
REVENUE AND EXPENDITURES COMPARED TO BUDGET
SUMMER YOUTH EMPLOYMENT PROGRAM
FISCAL YEAR 2025/2026
YTD Operations (07/01/25-10/31/25)
(City of Miami Gardens / City of Opa-Locka / City of Homestead)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 10/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
					Std Rate= 33.33%		
Revenues:							
WIOA				\$ -			
TANF				\$ -			
FLCommerce				\$ -			
Second Year Allocation from FY 24-25				\$ -			
Other			\$ 400,000	\$ 400,000	\$ 215,827	\$ 184,173	54.0%
Total Revenue	\$ -	\$ -	\$ 400,000	\$ 400,000	\$ 215,827	\$ 184,173	54.0%
Expenditures:							
Headquarter Costs			\$ -	\$ -	\$ 12,912	\$ (12,912)	
Adult Services	\$ -	\$ -		\$ -	\$ -	\$ -	
Youth Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<i>Set Aside</i>				\$ -		\$ -	
Facilities Costs				\$ -		\$ -	
Training & Support Services	\$ -	\$ 335,253	\$ -	\$ 335,253	\$ 160,803	\$ 174,450	48.0%
<i>Allocated Funds</i>				\$ -	\$ 160,803	\$ (160,803)	
<i>Set Asides</i>		\$ 335,253		\$ 335,253		\$ 335,253	0.0%
<i>Unallocated Funds</i>							
Other Programs & Projects	\$ -	\$ (335,253)	\$ 400,000	\$ 64,747	\$ 42,112	\$ 22,635	65.0%
<i>Big Brothers Big Sisters</i>				\$ -		\$ -	
<i>Summer Youth Employment (City of Homestead)</i>		\$ (39,746)	\$ 50,000	\$ 10,254	\$ 6,931	\$ 3,324	67.6%
<i>Summer Youth Employment (City of Opa-Locka)</i>		\$ (77,007)	\$ 100,000	\$ 22,993	\$ 6,867	\$ 16,127	29.9%
<i>Summer Youth Employment (City of Miami Gardens)</i>		\$ (218,501)	\$ 250,000	\$ 31,499	\$ 28,315	\$ 3,184	89.9%
<i>MIDCPS Summer Youth Internship - 2024</i>				\$ -		\$ -	
Total Expenditures	\$ -	\$ (0)	\$ 400,000	\$ 400,000	\$ 215,827	\$ 184,173	54.0%
Balance of Funds Available	\$ -	\$ 0	\$ -	\$ 0	\$ -	\$ 0	
*see accompanying notes							

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

FSET

FISCAL YEAR 2025/2026
YTD Operations (07/01/25-10/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 10/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
Std Rate= 33.33%							
Revenues:							
WIOA				\$ -			
TANF				\$ -			
FLCommerce	\$ 564,070			\$ 564,070	\$ 285,365	\$ 278,705	50.6%
Second Year Allocation from FY 24-25	\$ (0)			\$ (0)		\$ (0)	
Other				\$ -			
Total Revenue	\$ 564,070	\$ -	\$ -	\$ 564,070	\$ 285,365	\$ 278,705	50.6%
Expenditures:							
Headquarter Costs	\$ 122,685			\$ 122,685	\$ 155,656	\$ (32,971)	126.9%
Adult Services	\$ 395,413	\$ -	\$ -	\$ 395,413	\$ 98,140	\$ 297,273	24.8%
Youth Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Set Aside				\$ -		\$ -	
Facilities Costs	\$ 45,972			\$ 45,972	\$ 31,569	\$ 14,403	68.7%
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				\$ -		\$ -	
Total Expenditures	\$ 564,070	\$ -	\$ -	\$ 564,070	\$ 285,365	\$ 278,705	50.6%
Balance of Funds Available	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	

*see accompanying notes

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

RESEA

FISCAL YEAR 2025/2026

YTD Operations (07/01/25-10/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET
Revenues:				
WIOA				\$ -
TANF				\$ -
FLCommerce			\$ 152,057	\$ 152,057
Second Year Allocation from FY 24-25	\$ 225,642			\$ 225,642
Other				\$ -
Total Revenue	\$ 225,642	\$ -	\$ 152,057	\$ 377,699
Expenditures:				
Headquarter Costs	\$ 49,077		\$ 33,072	\$ 82,150
Adult Services	\$ 158,175	\$ -	\$ 106,592	\$ 264,767
Youth Services	\$ -	\$ -	\$ -	\$ -
<i>Set Aside</i>				\$ -
Facilities Costs	\$ 18,390		\$ 12,393	\$ 30,782
Training & Support Services	\$ -	\$ -	\$ -	\$ -
<i>Allocated Funds</i>				\$ -
<i>Set Asides</i>				\$ -
Other Programs & Projects	\$ -	\$ -	\$ -	\$ -
<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>				\$ -
Total Expenditures	\$ 225,642	\$ -	\$ 152,057	\$ 377,699
Balance of Funds Available	\$ -	\$ -	\$ -	\$ -

ACTUAL (07/01/25 THRU 10/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
Std Rate= 33.33%		
\$ 21,151	\$ 130,906	13.9%
\$ 72,057	\$ 153,585	31.9%
\$ 93,208	\$ 284,492	24.7%

\$ 40,790	\$ 41,360	49.7%
\$ 39,425	\$ 225,343	14.9%
\$ -	\$ -	
	\$ -	
\$ 12,993	\$ 17,789	42.2%
\$ -	\$ -	
	\$ -	
	\$ -	
\$ -	\$ -	
	\$ -	
	\$ -	
	\$ -	
	\$ -	
\$ 93,208	\$ 284,492	24.7%
\$ -	\$ -	

*see accompanying notes

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

	<u>LOCAL VETERANS</u>
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FISCAL YEAR 2025/2026

YTD Operations (07/01/25-10/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 10/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
Std Rate= 33.33%							
Revenues:				\$ -		\$ -	
WIOA				\$ -		\$ -	
TANF				\$ -		\$ -	
FLCommerce			\$ 32,632	\$ 32,632	18,201	14,431	55.8%
Second Year Allocation from FY 24-25	\$ -			\$ -	\$ -	\$ -	
Other				\$ -	\$ -	\$ -	
Total Revenue	\$ -	\$ -	\$ 32,632	\$ 32,632	\$ 18,201	\$ 14,431	55.8%
Expenditures:							
Headquarter Costs	\$ -		\$ 3,948	\$ 3,948	\$ 2,539	\$ 1,409	64.3%
Adult Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Youth Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<i>Set Aside</i>				\$ -		\$ -	
Facilities Costs	\$ -		\$ 28,684	\$ 28,684	\$ 15,661	\$ 13,022	54.6%
Training & Support Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<i>Allocated Funds</i>				\$ -		\$ -	
<i>Set Asides</i>				\$ -		\$ -	
Other Programs & Projects	\$ -	\$ -	\$ -	\$ -		\$ -	
<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>MDCPS Summer Youth Internship - 2024</i>				\$ -		\$ -	
Total Expenditures	\$ -	\$ -	\$ 32,632	\$ 32,632	\$ 18,201	\$ 14,431	55.8%
Balance of Funds Available	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	

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

<u>DISABLED VETERANS</u>	
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FISCAL YEAR 2025/2026

YTD Operations (07/01/25-10/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 10/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
Std Rate= 33.33%							
Revenues:				\$ -	\$ -	\$ -	0.0%
WIOA				\$ -	\$ -	\$ -	
TANF				\$ -	\$ -	\$ -	
FLCommerce				\$ -	\$ -	\$ -	
Second Year Allocation from FY 24-25	\$ 423		\$ 4,615	\$ 5,038	\$ -	\$ 5,038	0.0%
Other				\$ -	\$ -	\$ -	
Total Revenue	\$ 423	\$ -	\$ 4,615	\$ 5,038	\$ -	\$ 5,038	0.0%
Expenditures:							
Headquarter Costs	\$ 92		\$ 1,004	\$ 1,096		\$ 1,096	0.0%
Adult Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Youth Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Set Aside				\$ -		\$ -	
Facilities Costs	\$ 331		\$ 3,611	\$ 3,942		\$ 3,942	0.0%
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)				\$ -		\$ -	
MIDPCS Summer Youth Internship - 2024				\$ -		\$ -	
Total Expenditures	\$ 423	\$ -	\$ 4,615	\$ 5,038	\$ -	\$ 5,038	0.0%
Balance of Funds Available	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	

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

WAGNER PEYSER

FISCAL YEAR 2025/2026

YTD Operations (07/01/25-10/31/25)

	BOARD APPROVED BUDGET	SAMS Adjustments	Contract Adjustments	AMENDED BUDGET	ACTUAL (07/01/25 THRU 10/31/25)	BUDGET VS. ACTUAL - AMOUNT	BUDGET VS. ACTUAL - RATE
Revenues:							
WIOA				\$ -			
TANF				\$ -			
FLCommerce	\$ 972,834			\$ 972,834	\$ 51,697	\$ 921,137	5.3%
Second Year Allocation from FY 24-25	\$ 1,138,941			\$ 1,138,941	\$ 156,125	\$ 982,816	13.7%
Other				\$ -		\$ -	
Total Revenue	\$ 2,111,775	\$ -	\$ -	\$ 2,111,775	\$ 207,822	\$ 1,903,953	9.8%
Expenditures:							
Headquarter Costs	\$ 459,311			\$ 459,311	\$ 54,141	\$ 405,170	11.8%
Adult Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Youth Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Set Aside				\$ -		\$ -	
Facilities Costs	\$ 1,652,464			\$ 1,652,464	\$ 153,681	\$ 1,498,783	9.3%
Training & Support Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
<i>Allocated Funds</i>				\$ -		\$ -	
<i>Set Asides</i>				\$ -		\$ -	
Other Programs & Projects	\$ -	\$ -	\$ -	\$ -		\$ -	
<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>				\$ -		\$ -	
Total Expenditures	\$ 2,111,775	\$ -	\$ -	\$ 2,111,775	\$ 207,822	\$ 1,903,953	9.8%
Balance of Funds Available	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	

*see accompanying notes

FISCAL YEAR 2025/2026
YTD Operations (07/01/25-10/31/25)

*see accompanying notes



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 12/18/2025

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: 12/18/2025

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: 12/18/2025

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: 12/18/2025

AGENDA ITEM NUMBER: 10A

AGENDA ITEM SUBJECT: FUTURE BANKERS TRAINING CAMP PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

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

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

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

BACKGROUND:

The Future Bankers Training Camp (Future Bankers Camp) Program is designed to motivate and tap into the talent of minority students in low income areas and provide them with a promising career path in the financial services industry. Upon completing the program, students are eligible to receive the American Bankers Association (ABA) and America Institute of Banking (AIB) Bank Tellers Certificates. Students that graduate high school are eligible for a Miami-Dade College (MDC) Vocational Certificate, which allows them to work towards an Associate of Science degree in Financial Services. Students may also participate in industry based internships with partnering financial institutions.

The Future Bankers Camp is partnering with the Adult Mankind Organization (AMO) Youth Program to facilitate the recruitment of up to 50 youth participants into the program. This innovative four week camp provides hands-on experience for future students interested in a financial services career. The camp provides up to 50 students with the opportunity to enhance their math, communication and financial literacy skills by completing an internship with a financial institution and receiving an industry certification. The program will take place from July 2026 through August 2026.

The Future Bankers Camp received matching program dollars from various banking institutions for Program Year (PY) 2024-2025 and provided opportunities to students as follows:

The track for PY 2025-2026 will include Teller and Customer Service Training. The Customer Service track includes a 3-credit class through MDC. Upon successful completion of the camp, students will be eligible to receive the American Bankers Association Bank Teller and Customer Service Representative Certificates. This national industry standard certificate meets the educational requirement for the certification exam offered by the Institute of Certified Bankers. Miami-Dade County Public Schools students enrolled in the Academy of Finance programs are also welcome to participate in the Future Bankers Camp.

PY 24-25 Future Bankers Training Program Outcomes	
# Of Participants	50
# of who completed 150 hours of classroom training	50
# of who participated in an internship	50
# of participants who received the ABA Banker's Teller's Certification	50
# of financial institutes that provided internships	38
# of high schools who participated in the program	20

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

In following the procurement process of Miami-Dade County Administrative Order No. 3-38, it is recommended that the SFWIB waive the competitive procurement, as it is recommended by the Executive Director that this is in the best interest of the SFWIB. A two-thirds vote of the quorum present is required to waive the competitive procurement process and award to Miami-Dade College an allocation not to exceed \$125,000 in Workforce Innovation and Opportunity Act (WIOA) Youth funds for the Future Bankers Training Camp Program.

FUNDING: Workforce Innovation and Opportunity Act Youth

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 12/18/2025

AGENDA ITEM NUMBER: 10B

AGENDA ITEM SUBJECT: SUMMER YOUTH INTERNSHIP PROGRAM

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval of an allocation not to exceed \$2,500,000 from Temporary Assistance for Needy Families funds to Miami-Dade County Public Schools for the Summer Youth Internship Program, as detailed below.

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

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

BACKGROUND:

The Summer Youth Internship Program (SYIP) is a collaborative initiative involving Miami-Dade County, The Children's Trust, the Educational Federal (EdFed) Credit Union, the Foundation for New Education Initiatives, Miami-Dade County Public Schools (The School Board), the DeLuca Foundation, Griffin Catalyst, and the South Florida Workforce Investment Board (SFWIB). The primary objective of the SYIP is to offer meaningful employment opportunities to the youth of South Florida, thereby fostering workforce development and contributing to a reduction in crime within Miami-Dade County.

2025 SYIP Program Results:

- Applications and Enrollment: Out of 5,219 recruited youth who applied, 3,661 were enrolled in the internship program with 926 participating internship providers.
- Completion Rate: An impressive 99% of the enrolled participants successfully completed the program working a total of 575,831 hours.
- Target Population: The program specifically selected participants from high-risk populations, with (51.8%) classified as economically disadvantaged and receiving free or reduced-price lunch. 1,198 or (32.7%) of the participants were Exceptional Student Education (ESE) interns.
- 572 youth earned Dual Enrollment College Credits from Miami-Dade College.
- Satisfaction surveys were distributed at the conclusion of the SYIP with Student Interns reporting a 99% satisfaction rate and Internship Providers reporting a 98% satisfaction rate.

Funding and Partnership:

As part of this initiative, the South Florida Workforce Investment Board (SFWIB) will allocate a contribution of two million five hundred thousand dollars (\$2,500,000), while The Children's Trust will contribute three million dollars (\$3,000,000). This brings the total funding for the Summer Youth Internship Program (SYIP) to five million five hundred thousand dollars (\$5,500,000).

The SFWIB staff recommends that the Board consider investing Temporary Assistance for Needy Families (TANF) funds to support summer youth employment activities and services targeted at youth facing barriers to employment, particularly those from families receiving cash assistance or participating in free or reduced-price lunch programs.

Program Details:

- Participant Age and Work Hours: The SYIP will assign participants aged 15 to 18 a work schedule of 30 hours per week
- Stipend: Participants will be awarded a total stipend of \$1,500.00, payable over a five-week period. The stipend will be disbursed in two installments: an initial payment of \$500.00 and a subsequent payment of \$1,000.00
- Additional Benefits: Participants will earn high school course credits and have the opportunity to earn college credits.

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

Program Impact:

The internships aim to equip youth with essential skills and a better understanding of the workplace by linking them with employers who provide valuable work experience and career advice. SYIP recruitment will commence in April 2026 and conclude in August 2026.

Procurement Recommendation:

In accordance with Miami-Dade County Administrative Order No. 3-38, it is recommended that the SFWIB waive the competitive procurement process, as advised by the Executive Director, when such action is deemed to be in the best interest of the SFWIB. Approval of this waiver requires a two-thirds (2/3) vote of the quorum present. Additionally, approval is sought to allocate up to \$2,500,000 in TANF funds to Miami-Dade County Public Schools for the Summer Youth Internship Program.

FUNDING: Temporary Assistance for Needy Families

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 12/18/2025

AGENDA ITEM NUMBER: 10C

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 \$409,120 in Workforce Innovation and Opportunity Act funding for On-the-Job Training reimbursements for 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 and take on more 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. These current apprentices are enrolled and actively participating in the following programs:

Culinary Specialist (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 Earl's Kitchen, The Palm's Hotel, Margaritaville Bayside, Balan's Brickell, and Issabella's Miami.

Earl's Kitchen Culinary Specialist (Cooks) Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 4 Apprentices
\$17.00	1000	\$6.80	\$6,800.00	\$27,200.00
\$19.00	1000	\$7.60	\$7,600.00	\$30,400.00
			Total Project Cost	\$57,600.00

Note: Earl's Kitchen had one apprentice previously approved at the SFWIB Meeting on October 16, 2025. Earl's is looking to onboard four additional cook apprentices.

The Palm's Hotel Culinary Specialist (Cooks) Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 2 Apprentices
\$17.00	2000	\$6.80	\$13,600.00	\$27,200.00
			Total Project Cost	\$27,200.00

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

Margaritaville Bayside Culinary Specialist (Cooks) Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$18.00	1000	\$7.20	\$7,200.00	\$7,200.00
\$21.00	1000	\$8.40	\$8,400.00	\$8,400.00
			Total Project Cost	\$15,600.00

Balan's Brickell, LLC Culinary Specialist (Cooks) Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 3 Apprentices
\$18.00	1000	\$7.20	\$7,200.00	\$21,600.00
\$20.00	1000	\$8.00	\$8,000.00	\$24,000.00
			Total Project Cost	\$45,600.00

Issabella's Miami Culinary Specialist (Cooks) Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$18.00	1000	\$7.20	\$7,200.00	\$7,200.00
\$20.00	1000	\$8.00	\$8,000.00	\$8,000.00
			Total Project Cost	\$15,200.00

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 Earl's Kitchen and Landshark Bayside Bar & Grill Restaurant.

Earl's Kitchen Restaurant Manager Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 5 Apprentices
\$20.00	1000	\$8.00	\$8,000.00	\$40,000.00
\$21.00	1000	\$8.40	\$8,400.00	\$42,000.00
Total Project Cost				\$82,000.00

Landshark Bayside Restaurant Manager Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$18.00	1000	\$7.20	\$7,200.00	\$7,200.00
\$21.00	1000	\$8.40	\$8,400.00	\$8,400.00
Total Project Cost				\$15,600.00

Note: Landshark Bayside Restaurant had one previously approved apprentice at the SFWIB Meeting on October 16, 2025. The employer has requested to onboard one additional apprentice.

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 Children of the New Sun, the Haitian Youth and Community Center of Florida, Inc., Empowering Youth, Inc., and MLS Academy.

Children of the New Sun Teacher Assistant Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 2 Apprentices
\$15.35	1000	\$6.14	\$6,140.00	\$12,280.00
\$15.50	1000	\$6.20	\$6,200.00	\$12,400.00
Total Project Cost				\$24,680.00

Haitian Youth and Community Center of Florida, Inc. Teacher Assistant Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 5 Apprentices
\$15.50	1000	\$6.20	\$6,200.00	\$31,000.00
\$16.00	1000	\$6.40	\$6,400.00	\$32,000.00
			Total Project Cost	\$63,000.00

Empowering Youth Inc. Teacher Assistant Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$15.35	1000	\$6.14	\$6,140.00	\$6,140.00
\$15.50	1000	\$6.20	\$6,200.00	\$6,200.00
			Total Project Cost	\$12,340.00

MLS Academy Teacher Assistant Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 3 Apprentices
\$15.50	1000	\$6.20	\$6,200.00	\$18,600.00
\$15.75	1000	\$6.30	\$6,300.00	\$18,900.00
			Total Project Cost	\$37,500.00

Hotel Associate

The Hotel Associate Apprenticeship program is designed for persons who aspire to become Hotel Associates. Participants are prepared for a successful career in the lodging industry. Participants will also be prepared for positions such as Front Desk Agent or Guest Service Representative. The employer partner for this apprenticeship is The Palm's Hotel.

The Palm's Hotel Associate Apprenticeship				
Project Wage	OJT Hours	40 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 1 Apprentice
\$16.00	2000	\$6.40	\$12,800.00	\$12,800.00
			Total Project Cost	\$12,800.00

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

FUNDING: Workforce Innovation and Opportunity Act

PERFORMANCE:

Culinary Specialist (Cook) Apprenticeship Program Performance		
Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	11	11
Number of Participants to Complete Training	11	11
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	11	11
Employment Rate	100.00%	100.00%
Average Wage	\$18.50	\$18.50
Avg Net Economic Benefit	\$37,000.00	\$37,000.00
Return-On-Investment	\$1.52	\$1.52
Economic Impact	\$245,800.00	\$245,800.00
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	\$9,620.00
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	\$9,620.00
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	6	6
Number of Participants to Complete Training	6	6
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	6	6
Employment Rate	100.00%	100.00%
Average Wage	\$20.50	\$20.50
Avg Net Economic Benefit	\$40,000.00	\$40,000.00
Return-On-Investment	\$1.52	\$1.52
Economic Impact	\$148,400.00	\$148,400.00
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)		

Teacher Assistant Apprenticeship Program Performance		
Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	11	11
Number of Participants to Complete Training	11	11
Training Completion Rate	100.00%	100.00%
Number of Participants to be Placed into Jobs	11	11
Employment Rate	100.00%	100.00%
Average Wage	\$15.56	\$15.56
Avg Net Economic Benefit	\$31,120.00	\$31,120.00
Return-On-Investment	\$1.49	\$1.49
Economic Impact	\$204,800.00	\$204,800.00
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	\$8,091.20
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	\$8,091.20
Not Met (less than 90% of negotiated)		
Met (90-100% of negotiated)		
Exceeded (greater than 100% of negotiated)		

Hotel Associate 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	\$16.00	\$16.00
Avg Net Economic Benefit	\$32,000.00	\$32,000.00
Return-On-Investment	\$1.50	\$1.50
Economic Impact	\$19,200.00	\$19,200.00
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	\$8,320.00
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	\$8,320.00
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: 12/18/2025

AGENDA ITEM NUMBER: 10D

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 of an allocation in an amount not to exceed \$150,750 in Workforce Innovation and Opportunity Act funds for On-the-Job Training reimbursement to Bean Automotive for the Automotive Technician Specialist Apprenticeship Program 4th Cohort, as set forth below

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

STRATEGIC PROJECT: **Maximizing collaborative partnerships**

BACKGROUND:

The Bean Automotive Group Apprenticeship Program is a collaboration between the Miami Dade College (MDC) Apprenticeship Program, Bean Automotive Group, LP, the Beacon Council's Miami Community Ventures, and the South Florida Workforce Investment Board (SFWIB). The program was designed to address the shortage of qualified automotive technicians in Miami-Dade County.

Due to the success of the third cohort, SFWIB staff is requesting approval for funding for the fourth cohort of the Automotive Technician Specialist Apprenticeship Program in an amount not to exceed \$150,750 dollars. The allocated funds will provide a 30 percent reimbursement for gross wages to Bean Automotive Group, LP., which includes 2,000 hours of On-the-Job-Training (OJT) for 15 apprentices.

Recruitment for the fourth cohort is currently underway. The starting wage is for \$16.50 per hour, with another wage increase after the first 1000 hours to \$17.00 per hour. The requested \$150,750 in funding will cover the first 2000 hours to include the wage increase.

Bean Automotive Group Apprenticeship				
Project Wage	OJT Hours	30 percent Wage Reimbursement	Training Cost Per Apprentice	Total Project Cost @ 15 Apprentice
\$16.50	1000	\$4.95	\$4,950.00	\$74,250.00
\$17.00	1000	\$5.10	\$5,100.00	\$76,500.00
			Total Project Cost	\$150,750.00

FUNDING: Workforce Innovation Opportunity Act

PERFORMANCE:

Bean Automotive Apprenticeship Past Program Performance		
Local Workforce Development Area (LWDA) Performance	SFWIB Funded Apprentice	Total Apprentice
Number of Participants Served	50	50
Number of Participants to Complete Training	38	38
Training Completion Rate	76.00%	76.00%
Number of Participants to be Placed into Jobs	38	38
Employment Rate	76.00%	76.00%
Average Wage	\$16.25	\$16.25
Avg Net Economic Benefit	\$32,500.00	\$32,500.00
Return-On-Investment	\$1.26	\$1.26
Economic Impact	\$689,000.00	\$689,000.00
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%	117.83%
Employment Rate 4th Quarter After Exit-AD	66.10%	114.98%
Median Earnings 2nd Quarter After Exit-AD	\$6,813.00	\$8,450.00
Credential Attainment-AD	50.60%	150.20%
Measurable Skill Gains-AD	24.90%	305.22%
Employment Rate 2nd Quarter After Exit-WP	61.70%	123.18%
Employment Rate 4th Quarter After Exit-WP	59.40%	127.95%
Median Earnings 2nd Quarter After Exit -WP	\$6,063.00	\$8,450.00
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: 12/18/2025

AGENDA ITEM NUMBER: 10E

AGENDA ITEM SUBJECT: CRISTO REY CHARTER SCHOOL

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval of an allocation in the amount not to exceed \$100,000 in TANF funds to Cristo Rey Charter School, to serve as the youth service provider for Paid Work Experience, as set forth below.

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

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

BACKGROUND:

Cristo Rey Charter School operates a proprietary Corporate Work Study Program that uniquely positions it to deliver high-impact workforce development services to disadvantaged youth in Miami-Dade County.

Under this initiative, Cristo Rey will recruit, enroll, and serve TANF-eligible youth from needy families, providing:

- Career readiness training
- Occupational skills training
- Structured, paid work-based learning opportunities

These services are designed to reduce dependence on public assistance by promoting job preparation, work experience, and long-term employability for disadvantaged youth.

The requested \$100,000 in TANF funding will support Cristo Rey's efforts to deliver these services during the program year.

FUNDING: Temporary Assistance to Needy Families (TANF)

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 12/18/2025

AGENDA ITEM NUMBER: 10F

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 Registered Apprenticeship Program, as set forth below.

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

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

BACKGROUND:

In accordance with Section 122 of the Workforce Innovation and Opportunity Act, regional workforce boards are 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 Transit Apprenticeship – (2025-FL-136986)
 - Transit Bus Technician/Bus Maintenance Technician (RAPIDS Code 0124HY)

The Transit Bus Technician Apprenticeship Program, sponsored by the Miami-Dade County Department of Transportation and Public Works, provides participants with hands-on training and technical instruction to develop critical skills in bus maintenance and repair. Apprentices gain expertise in safety protocols, bus operation, tool usage, vehicle maintenance, steering and suspension systems, brake systems, pneumatic systems, electrical systems, engine maintenance, transmission systems, HVAC systems, and special equipment diagnostics. The program includes 2,000-2,500 hours of on-the-job training and 200 hours of related technical instruction annually, delivered through classroom, web-based, and shop learning. This comprehensive program ensures apprentices are equipped with the skills and experience needed to excel as Transit Bus Technicians.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 12/18/2025

AGENDA ITEM NUMBER: 10G

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 Registered Apprenticeship Program, as set forth below

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

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

BACKGROUND:

In accordance with Section 122 of the Workforce Innovation and Opportunity Act, regional workforce boards are 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. Award Excellence Training Institute – (2025-FL-131124)
 - Heating & Air Conditioning Mechanic Installer (RAPIDS Code 0637)
 - Project Manager (RAPIDS Code 3019)
 - Residential Carpenter (RAPIDS Code 0564)

Apprentices in heating and air conditioning gain hands-on experience installing, maintaining, and repairing HVAC systems while developing strong skills in electrical work, refrigeration principles, diagnostics, and troubleshooting. They learn safe work practices, proper refrigerant handling, and code compliance, along with mechanical abilities such as brazing, ductwork installation, and system testing. Throughout the apprenticeship, they also build professionalism, communication skills, and the ability to work independently or as part of a team, preparing them for a successful career as HVAC technicians.

Apprentices in Project manager gain practical experience supporting the planning, coordination, and execution of construction and organizational projects. During their training, apprentices learn to create schedules, track budgets, manage resources, and communicate effectively with team members, clients, and subcontractors. They develop skills in problem-solving, document control, and ensuring work aligns with project goals and safety standards.

Through hands-on involvement and mentorship from experienced project managers, apprentices build confidence in leadership, organization, and decision-making, preparing them for increased responsibility in managing successful projects.

Apprentices in the Residential Carpenter program gain skills in blueprint reading, framing, concrete work, drywall installation, roofing, and finish carpentry, while also learning safety compliance, tool mastery, and trade ethics. This earn-while-you-learn program fosters professional development, job readiness, and career advancement, preparing graduates for journeyman certification and long-term success in the construction industry.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 12/18/2025

AGENDA ITEM NUMBER: 10H

AGENDA ITEM SUBJECT: ON-THE-JOB TRAINING POLICY REVISIONS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board the approval of a revised On-The-Job Training (OJT) Policy, as set forth below

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

STRATEGIC PROJECT: **Improve service delivery outcomes**

BACKGROUND:

On December 21, 2023, the SFWIB approved a revision to the On-The-Job Training (OJT) Policy. The policy guides all SFWIB stakeholders with program requirements regarding the use of formula training funds and eligibility for OJT. The policy has three principal benefits: provide minimum standards and suggestions for implementing federally funded OJT, promote an increase in the region's utilization of OJT, and encourage the development of effective protocol to streamline OJT agreements to best meet the needs of the local business community.

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

- Page 1 - Section I -- Of Interest To - The language was revised to remove Monroe County from the LWDA 23 designation
- Page 5 - Section X -- Compensation (5) - The maximum OJT compensation amount a business can receive per participant increased from \$11,700 dollars to \$12,500 dollars to be consistent with Individual Training Account (ITA) limit.
- Page 6 - Section XI -- Apprenticeships - Language was added regarding how the SFWIB provides support to approved apprenticeship programs. SFWIB shall reimburse a business 40 percent of the participant's wages up to 2,000 OJT hours per apprentice.
- Page 6 - Section XII -- Opportunity Zones - The definition and background information regarding opportunity zones

was added. Additionally, FloridaCommerce approved a waiver allowing local workforce development boards to reimburse businesses up to 90 percent for OJT costs – and up to 100 percent for employers located in, or employing residents who live within federally designated Opportunity Zones. This waiver was approved at the recommendation of SFWIB and represents a major step forward for Florida’s work-based training strategy.

FUNDING: WIOA

PERFORMANCE: N/A

ATTACHMENT



BOARD POLICY

**POLICY
NUMBER**
POL 400-6.1

Title:	SFWIB On-the-Job Training (OJT)		
Effective:	December 18, 2025	Revised:	December 10, 2025
Supersedes:	POL 400-6	Version:	003

I. OF INTEREST TO

The On-the-Job Training (OJT) Policy should be of interest to members of the South Florida Workforce Investment Board (SFWIB)/dba CareerSource South Florida (CSSF), SFWIB staff, Contractors (Service Providers), Training Vendors, Businesses, Job Seekers, and Employees in local workforce development area (LWDA) 23 (Miami-Dade County).

II. PURPOSE AND SCOPE

The purpose of the OJT Policy is to provide all SFWIB stakeholders with program requirements regarding the use of formula training funds and eligibility for OJT.

III. BACKGROUND

The WIOA includes OJT as one of its approved training services. The OJT program is a work- and evidence-based strategy that provides reimbursements to employers for the extraordinary costs associated with skills upgrade and loss of production time for hiring and training a new employee. The SFWIB provides OJT services via an agreement with a business (public, private non-profit or private for-profit), Service Provider, and an eligible participant.

IV. STATUTORY AUTHORITIES

- A. [Workforce Innovation and Opportunity Act \(WIOA\) of 2014, Public Law \(Pub. L.\) 113-128](#) § 3(44); 134(c)(H); 181
- B. Trade Adjustment Assistance (TAA) Act of 1974, as amended, (the Act) [TAA Reauthorization Act of 2015](#) § 236(c)
- C. Code of Federal Regulations (CFR), Title 20 Parts [617](#); [618.635](#); [680.530](#); [680.700-680.840](#); [681.600](#); [683.400](#); [683.410](#)
- D. U.S. Department of Labor Training and Employment Guidance Letter (TEGL) [04-20](#); [19-16](#)
- E. [2 CFR Appendix II, to Part 200](#), Contract Provisions for Non-Federal Entity Contracts under Federal Awards
- F. Florida Statutes, Title XXXI, Chapter [446](#)

Approved By:
Rick Beasley, Executive Director

V. DEFINITIONS

- A. On-the-Job Training (OJT) - means training by an employer that is provided to a paid participant while engaged in productive work in a job that: a) provides knowledge or skills essential to the full and adequate performance of the job; b) provides reimbursement to the employer of up to 75 percentage of the training wage rate; c) is limited in duration as appropriate to the occupation for which the participant is being trained, taking into account the content of the training, the prior work experience of the participant, and the service strategy of the participant, as appropriate.
- B. Registered Apprenticeship (RA) – means a national training system that combines paid learning on-the-job and related technical and theoretical instruction in a skilled occupation. An apprenticeable occupation is specified by industry.
- C. Work Experience – means 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 and may take place in the private for-profit sector, the non-profit sector, or the public sector.

VI. POLICY

On-the-Job Training (OJT) shall be provided in accordance with the WIOA for eligible adult and dislocated workers, unemployed and underemployed workers, and out-of-school youth participants. The OJT shall be provided through a contract with an employer to hire a participant and provide structured training that imparts the knowledge and skills necessary for the participant to fully perform the duties of the job for which they were hired. The contract shall be signed by all parties prior to the OJT participant beginning the training. Individuals hired as OJT participants shall be employees of the contracted employer.

VII. CONFLICT OF INTEREST

The SFWIB shall not favor a referral from and/or to a member of the SFWIB over another business in the community. OJT placements shall be made based upon what will be most beneficial to the participant.

American Job Center (AJC) staff shall notify the SFWIB whenever an OJT Agreement is connected to an SFWIB member, Service Provider, or employee.

Service providers are prohibited from recommending an agreement or making OJT referrals to businesses who are members of their immediate family or members of families of other Service Provider staff or SFWIB staff.

The AJC shall not enter into an OJT contract with a business to hire a participant who is a relative (member of the family) of the business. Relative is defined as: father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, or half-sister. (Section 112.3135, Florida Statutes).

VIII. REVERSE REFERRALS

Reverse referral is when the business has identified someone they would like to hire but the individual has demonstrated skills deficiency related to the position's requirements. A

business may refer a job applicant to the Service Provider for potential OJT enrollment. In the case of reverse referrals, the candidate must schedule an eligibility determination and assessment appointment with a Service Provider and must be eligible for WIOA as a dislocated worker or adult. The Service Provider must utilize normal eligibility assessment and enrollment procedures.

Participant's eligibility must be determined prior to employment; no pre-hires or period of employment prior to the execution of an OJT agreement and participant training plan are acceptable.

IX. ELIGIBILITY

A. Business

Prior to entering into an agreement for OJT services with a business, the Service Provider AJC staff shall ensure that the business is eligible.

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

1. Located in the State of Florida;
2. Hold valid business tax receipt (formally an occupational license) and/or zoning permit;
3. Maintains Workers Compensation Insurance (if applicable);
4. General Liability Insurance
5. Form 941
6. W-9
7. Active business as verified by Florida Department of State Division of Corporations (www.sunbiz.org);
8. Business has operated at current location for at least 120 days.

B. Participant

Participants (adult, dislocated workers and youth) that meet the following criteria may, subject to available funding, receive OJT through an executed agreement:

1. Eligible under one of the SFWIB funded programs: WIOA Youth, WIOA Adult, WIOA Dislocated, TANF, Refugee, etc.
2. Not fully skilled in the chosen occupation, is in need of Training Services, and has the skills and qualifications to successfully complete the OJT.
3. Under the WIOA, has received individualized services, which include career planning.

A participant in a registered apprenticeship who is employed as part of that arrangement, may receive OJT and shall be treated as other agreements provided for employed workers as described in § 680.710 under the WIOA.

On-the-Job Training may be provided in same manner as described in § 680.700 under the WIOA for an unemployed participant in a registered apprenticeship.

Individuals eligible for training funds under the Trade Adjustment Assistance (TAA) Reauthorization Act of 2015, shall be provided to co-enrolled participants.

X. OJT AGREEMENT

A. Conditions

1. Participants may not commence training and businesses may not hire prior to the execution of the OJT agreement. The agreement is executed when signed by all required parties, i.e., service provider, business, and participant.
2. The appropriate signatory for the business shall be either the owner where the business is incorporated; 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. In such instances, written authority transferring signatory responsibilities shall be obtained by the AJC or youth service provider staff responsible for developing the agreement.
3. OJT may be sequenced with, or accompanied by, other types of training, as applicable under the law.
4. Businesses must agree to establish and maintain records with respect to all matters covered by the OJT agreement; and allow public inspection of all documents, papers, letters or other materials made or received by the business in conjunction with said agreement, unless the records are exempt under federal or state law. Businesses shall retain such records for at least five (5) years from the date of final payment, or until all related federal and state audits or litigation is completed, whichever is later.
5. The business must agree to comply with the provisions of the Certification Regarding Lobbying, Certification Regarding Debarment, Suspension and Other Matters, Public Entity Crime, Florida Clean Indoor Air Act and the Certification regarding a Drug-Free Workplace.
6. The business must agree to comply with the nondiscrimination and equal opportunity provisions of federal or state law.
7. An OJT agreement may be entered into for a registered apprenticeship program to train participants. Said agreements shall be with the employer, and may be used to support the OJT portion of the apprenticeship program which may involve classroom related technical instruction.

B. Duration

1. An OJT agreement shall be limited to the period of time required for a participant to become proficient in the occupation for which the training is being provided.
2. OJT agreements shall not exceed six months of training unless there is documented justification and written approval from the SFWIB Executive Director.

C. Compensation

1. Reimbursement for wages under an OJT agreement shall be based on the hourly wage rate and applicable percentage rate for competencies/skills in the training agreement's outline in accordance with all applicable laws. For purposes of the provision of OJT under this policy, an employer may be reimbursed an amount of the wage rate of a participant, for the extraordinary costs of providing the training and additional supervision related to the OJT.

2. The reimbursement level shall be in accordance with WIOA section 3(44) in an amount up to 75 percent of the participant's hourly wage rate and shall be based on a number of factors, including, but may not be limited to:
 - i. Company size.
 - ii. The characteristics of the participants in accordance with WIOA sec.134(c)(3)(H)(ii)(I), including whether the OJT contract leads to employment for individuals with barriers to employment.
 - iii. Quality of employer-provided training and advancement opportunities.
 - iv. Wage and benefit level of the employee both before and after OJT completion, and relation of training to the competitiveness of the participant.
 - v. Retention of employees from previous OJT agreements.

The service provider shall document the factors used to validate the increase in wage reimbursement levels above 50 percent and up to 75 percent.

3. Shall be limited in duration, as appropriate to the occupation for which the participant is being trained.
4. AJC Provider staff and Youth Provider staff shall not execute OJT agreements for occupations that pay less than an hourly wage rate of \$15.00.
5. Service Providers shall not execute OJT agreements exceeding a total possible business compensation of \$12,500 per participant without prior written SFWIB approval.
6. Participants employed under an OJT agreement shall be compensated by the business at the same rates, (including periodic increases) as similarly situated employees. In no event, however, shall OJT 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.
7. Participants employed under a SFWIB OJT agreement shall receive the same fringe benefits and be subject to the same working conditions granted to regular employees under the same or similar occupational title.
8. Payments to a business under an OJT agreement shall not exceed any program specific federal, state or local guidelines and limitations, for the costs of providing the training and additional supervision related to the training.
9. OJT payments shall not be based on overtime, shift differential, premium pay and other non-regular wages paid by the business to participants.
10. Businesses shall not pay OJT participants in cash.
11. Businesses shall submit certified payroll records, as part of the invoicing process, in order to receive the applicable reimbursement.
12. Businesses shall be reimbursed by the AJC and youth service providers. The final reimbursement shall be made upon the completion of the last competency and when proper documentation has been provided. Reimbursement should coincide with the business' pay period. The reimbursement amounts shall be based upon the relevant funding stream requirements and any waivers at the time of the agreement. In accordance with section XIV of this policy, service providers may

submit a written request to the SFWIB Executive Director to approve an exception to the reimbursement process.

XI. APPRENTICESHIPS

SFWIB may provide support to approved apprenticeship programs in which businesses are seeking reimbursement for the OJT component. Eligible businesses shall receive reimbursement of 40 percent of participant wages up to 2,000 OJT hours per apprentice. Businesses must be deemed eligible to receive reimbursement in accordance with this policy.

Funding for apprenticeship programs shall be approved by the SFWIB. In the event the apprenticeship begins prior to SFWIB funding approval, AJCs are authorized to use their existing training funds (classroom training, OJT, PWE, etc.) to start the apprenticeship/OJT project immediately.

XII. OPPORTUNITY ZONES

Opportunity Zones represent economically distressed census tracts identified by state governors and certified by the U.S. Department of the Treasury. Targeted communities have historically experienced systemic barriers to economic growth, persistent underinvestment, and limited access to employment opportunities. These conditions have resulted in disproportionate challenges to achieving equitable economic participation and job creation. FloridaCommerce has issued a waiver to waive the requirement from the Workforce Innovation and Opportunity Act (WIOA) Section 134(c)(3)(H)(i) and 20 CFR 680.720(b).

SFWIB shall provide up to 90 percent wage reimbursement for OJT participants for businesses of any size. Additionally, SFWIB shall provide up to 100 percent wage reimbursement for businesses located in or employing residents within designated Opportunity Zones.

XIII. TRADE ADJUSTMENT ASSISTANCE (TAA)

Co-enrollment of an eligible trade-affected worker in the WIOA dislocated worker program is a proven successful service delivery model that helps ensure TAA participants have access to services and benefits, as appropriate. Although OJT reimbursements are limited to 50 percent in the TAA program, there is no requirement for WIOA to provide additional reimbursement for TAA participants.

WIOA may pay up to 75 percent of the wage rate for the participant, in limited circumstances and in accordance with WIOA section 134(c)(3)(H), to cover the extraordinary costs of providing the training and additional supervision related to the training. There is no OJT wage cap established under the TAA program.

XIV. GRIEVANCES AND APPEALS

Service providers shall advise participants of their right of appeal using either the business' grievance procedures, or those of the SFWIB, if previously agreed upon with the business. If a business elects to use its own grievance procedures, the business must agree to provide information to the SFWIB as to the actions taken under those procedures. If the

participant is not satisfied with the outcome after using the business' grievance procedures, the individual may elect to file a grievance with the SFWIB under the SFWIB grievance procedures.

XV. PROHIBITIONS/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. OJT agreements shall not be written for part-time employment. Proof of full-time employment shall be established and documented by the business. Verification shall be made by the AJC and youth service providers. Written requests for exceptions shall be made in writing in accordance with section XIV of this policy, prior to execution of an OJT agreement.
3. OJT agreements shall not be written for jobs with a Specific Vocational Preparation (SVP) of two or lower, except for participants who have a documented disability for whom such a placement would be appropriate or where written justification is provided to and approved in writing in accordance with section XIV of this policy. Lack of prior work history or non-English speaking are not to be considered disabilities for the purpose of complying with this provision, but may justify placement into a job with a low SVP.
4. Agreements shall not entered into with a business who has previously exhibited a pattern of failing to provide OJT participants with continued long-term employment and/or wages, benefits, and working conditions that are equal to those provided to regular employees who have worked a similar length of time and are doing the same type of work.
5. A participant shall not be charged a fee by any officer, employee, agent, or representative of the business or service provider for the placement or referral of such individuals in or to a training funded under an OJT agreement or amendments thereof.
6. A participant in a program or activity authorized under title I of WIOA shall not displace (including a partial displacement, such as a reduction in the hours of non-overtime work, wages, or employment benefits) any currently employed employee (as of the date of OJT participation).
7. An OJT funded agreement shall not impair existing contracts for services or collective bargaining agreements. When a program or activity authorized under Title I of WIOA would be inconsistent with a collective bargaining agreement, the appropriate labor organization and employer shall provide written concurrence before the agreement is initiated.

8. An OJT participant shall not be employed in, or assigned to, a job if:
 - a. Any other individual is on layoff from the same or any substantially equivalent job.
 - b. The employer has terminated the employment of any regular, unsubsidized employee or otherwise caused an involuntary reduction in its workforce with the intention of filling the vacancy so created with the OJT participant.
 - c. The job is created in a promotional line that infringes in any way on the promotional opportunities of currently employed workers.
9. OJT funds shall not be used for any political activity, lobbying of federal, state, or local legislators, or to promote or oppose unionization.
10. OJT funds shall not be used to directly or indirectly assist, promote, or deter union organizing.
11. OJT participants shall not be placed in a home-based business.
12. OJT funds shall not be used to encourage or induce 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.

XVI. EXCEPTIONS

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

XVII. REVISION HISTORY

Date	Description
August 20, 2015	Revised, approved, and reissued by the SFWIB. This policy supersedes and replaces Version 02.

XVIII. RESCISSIONS/CANCELATIONS

There are no rescissions or cancelations for this policy.