

Careers & Workforce Subcommittee

Tuesday, October 7, 2025
3:30 PM
Morris Hall (17 HOB)

Daniel Perez
Speaker

Tiffany Esposito
Chair

Committee Meeting Notice

HOUSE OF REPRESENTATIVES

Careers & Workforce Subcommittee

Start Date and Time:	Tuesday, October 07, 2025 03:30 PM
End Date and Time:	Tuesday, October 07, 2025 05:30 PM
Location:	Morris Hall (17 HOB)
Duration:	2.00 hrs

Closing Florida’s Skills Gap: The role of the REACH Office and CareerSource Florida

NOTICE FINALIZED on 09/30/2025 2:33PM by Hamilton.Kendall

REACH



REACH Overview

House Careers & Workforce Subcommittee
October 7, 2025

Purpose of REACH: Coordinates Workforce Development

HB 1507 known as The REACH Act, passed in 2021, setting forth goals to enhance access, alignment, and accountability across the state's workforce development system.

Pursuant to s. 14.36, *F.S.*, the REACH Office is charged with:

- Aligning and coordinating Florida's workforce development system across our workforce partners.
    - Led the realignment of the state's local workforce development boards.
    - Facilitated the submission of the state's first Workforce Innovation Opportunity Act (WIOA) Combined Plan with our workforce partners.
- Creating a "no-wrong-door" entry strategy for Floridians through a singe customer portal.
    - Provide executive leadership and collaborate with our workforce partners on the management of the Florida Workforce Integrated Networking Systems (FL WINS) Program.
- Increasing accountability in the workforce development system.
    - Led our workforce partners in creating the methodology used in the letter grades of the local workforce development boards.

Purpose of REACH: Coordinates Workforce Development

- Identifying in demand credentials of value through coordinated review that lead to middle to high wage jobs.
  - Serve as Chair of the Credentials Review Committee, which is comprised of workforce partners and industry representatives who approve the credentials on the Master Credential List.
  - Worked with partners to establish the methodology and definitions of the Master Credentials List Framework of Quality.
  - Facilitated the development of a crosswalk between credentials to occupation codes that are used to identify credentials of value.
- Coordinating and facilitating workforce data sharing.
  - Facilitated the execution of data sharing agreements for multiple projects. (e.g. FL WINS and Employment First)

SB 240, passed in 2023, built upon the REACH Act by requiring the REACH Office to facilitate coordination among state agencies to expand apprenticeship and other work-based learning models.

- Facilitate meetings with our partners to develop strategies and methods for increasing apprenticeship utilization.

The REACH Office is also required to produce three annual reports to the Legislature:

- FL WINS, Progress of the Employment First Act, and 10-Year Nursing Trends

Additional Functions and Duties

SB 240 (2023)	HB 917 (2024)
Report on Barriers and Best Practices of Work-based Learning Opportunities for Students in Middle and High School	Statewide Asset Map of Secondary Career and Technical Education
• Types of work-based learning opportunities by education level • Examples of WIOA eligible work-based learning in Florida • State and local initiatives to support and grow work-based learning • Challenges and best practices for work-based learning • Recommendations	• Interactive dashboard located on the Florida Department of Educations website • List of aggregated Career and Technical Education (CTE) enrollments and funding by: 1. Course 2. Program 3. Career Dual Enrollment Course 4. Career Dual Enrollment Certifications • Worked with our partners to provide a user guide to the dashboard

Collaborated in the development of the Temporary Assistance for Needy Families (TANF) Transitional Benefits Feasibility Study and corresponding benefits model with the staff of the House Health & Human Services Committee and CareerSource Florida.

Examples of REACH in Action

- Broadband
  - Convened our partners to understand the skills and occupations needed for building broadband infrastructure and teaching digital literacy.
  - Worked with the industry on identification of in-demand occupations.
  - Conducted a gap analysis of workforce development program offerings to determine needs.
  - Miami-Dade College, in collaboration with our workforce partners and the industry created the Telecommunications and Fiber Optics Technician program. – This was developed and approved by the State Board of Education in less than a year.
- Semiconductors
  - Similar work was conducted for the semiconductor industry, in conjunction with our workforce development partners and the Florida Semiconductor Institute (FSI).
  - Resulted in an analysis report of the Pre-Baccalaureate workforce.



Thank You

Molly Weller
REACH Office
Molly.Weller@laspbs.state.fl.us
(850) 717-9372

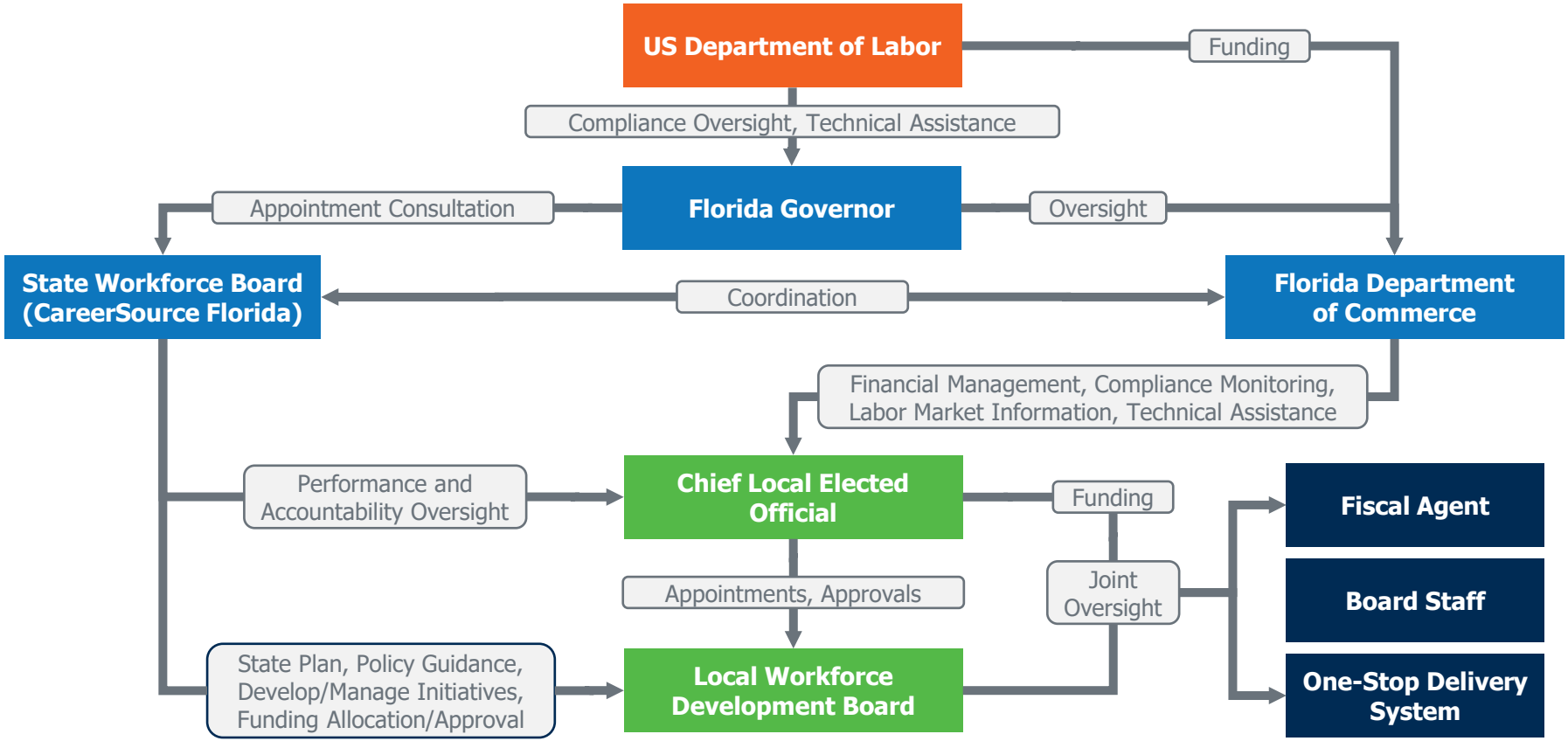
CareerSource Florida

Florida's Workforce System Overview

House Careers & Workforce Subcommittee
10/7/2025

CareerSource FLORIDA

Florida WIOA Title I Governance



Who We Serve



Adults & Dislocated Workers

Career Counseling

Job Search & Placement

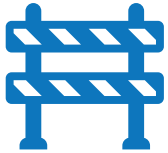
Training & Education

Foundational Skill Development

Resume & Interview Assistance

Case Management

Supportive Services



Unique Barriers

Specialized Navigators

Job Search & Placement

Training & Education

Foundational Skill Development

Resume & Interview Assistance

Case Management

Supportive Services



Veterans

Navigators

Priority of Service

Training & Education

Support for Spouses and Families

Job Search & Placement Support



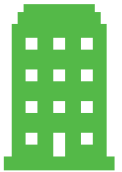
Youth

Career Exploration

Training & Education

Foundational Skill Development

Support for At-Risk Youth



Employers

Apprenticeship Navigators

Talent Needs Assessment

Training Grants

Recruitment Support

On-the-Job Training Wage Assistance

Talent Pipeline Expansion

Our Impact (PY 2024-25)

262,266	**FLORIDIANS SERVED BY THE CAREERSOURCE FLORIDA NETWORK**
67,017	**JOB SEEKERS ASSISTED BY THE CAREERSOURCE FLORIDA NETWORK, NOW EMPLOYED**
1,142,966	**SERVICES PROVIDED BY THE CAREERSOURCE FLORIDA NETWORK**
30,232	**INDIVIDUALS SERVED BY THE CAREERSOURCE FLORIDA NETWORK, NOW OFF PUBLIC ASSISTANCE**
81,802	**BUSINESSES SERVED BY THE CAREERSOURCE FLORIDA NETWORK**
$15,556	**AVERAGE ANNUAL WAGE INCREASE**

Workforce Innovation and Opportunity Act (WIOA) Flow Of Funding for PY 2025-26

PUBLIC LAW 113-128

USDOL
$2.7 Billion
Adult | Youth | Dislocated Worker

FloridaCommerce
$111.9 Million

Total WIOA Funding:
2021-22: $140,847,913
2022-23: $133,431,747
2023-24: $122,195,108
2024-25: $112,890,687
2025-26: $111,955,579
5-Year Decrease of $28.9 M

Statewide Rapid Response
$9.3 Million

- Statewide Rapid Response Unit
- Emergency Allocations/Local Dislocation Events
- Emergency Reserve Required by F.S. Ch. 445

Up to 25% from Dislocated worker

State Set-Aside
$16.8 Million

- CSF Operations
- Commerce Administration
- Board of Directors Projects & Initiatives

Up to 15% from Adult, Youth, and Dislocated Worker

Local Workforce Development Boards
$85.8 Million

- WIOA Adult: **$32.8 Million**
- WIOA Youth: **$30.6 Million**
- WIOA Dislocated Worker: **$22.4 Million**

No less than 85% from Adult and Youth
No less than 60% from Dislocated Worker

Budget Breakdown: CS South Florida

Total Funding Allocation: $32.01 Million for PY 2024-25

WIOA

$12.25 Million

$4.51 Million: Youth

$7.79 Million: Adult/Dislocated Worker

$4.82 Million

Non-ITA

$422,000: Career Services

$1.64 Million: Training Services
- **$1.04 Million**: Paid Work Experience
- **$607,000**: On-the-Job Training

$2.4 Million: Administrative Cost

Expenditures Include Carryover Funding

$2.97 Million

ITA (min. 50%)

$2.48 Million : Occupational Skills Training
- IT Professional
- Business Analyst
- HVAC Mechanic

$131,000: Training Case Management

$206,000: Training Program Management

$137,000: Work Experience and Internships

$ 16,000: Supportive Services

Discretionary Funding

$695,000: WIOA Supplemental

$186,000: Navigators

$128,000: WIOA Hope Florida

$359,000: Rapid Response Coordinators

$77,000: Military Family Employment Advocacy Program

Welfare Transition

$13.79 Million

Wagner-Peyser

$3.56 Million

RESEA

$300,000

Veterans

$64,069

SNAP Employment & Training

$612,000

Local Funding

Local grants; local government support; business and industry partnerships; education/community partnerships; etc.

Budget Breakdown: CS Southwest Florida

Total Funding Allocation: $12.20 Million for PY 2024-25

WIOA

$6.87 Million

$2.35 Million: Youth
$4.52 Million: Adult/Dislocated Worker

$1.80 Million
Non-ITA

$2.52 Million: Career Services

$198,000: OJT and Work Experience

$639,000: Administrative Cost

Expenditures Include Carryover Funding

$2.72 Million
ITA (min. 50%)

$2.3 Million: Occupational Skills Training
- Associate of Science in Nursing
- Paramedic
- CDL, Class A

$98,000: Work Experience and Internships
$255,000: Training Case Management
$54,000: Training Program Management
$15,000: Other/Supportive Services

Discretionary Funding

$170,000: Navigators
$128,000: WIOA Hope Florida

$175,000: Rural Initiatives
$174,000: Rapid Response Coordinators

Welfare Transition

$2.67 Million

Wagner-Peyser

$1.80 Million

RESEA

$40,000

Veterans

$47,000

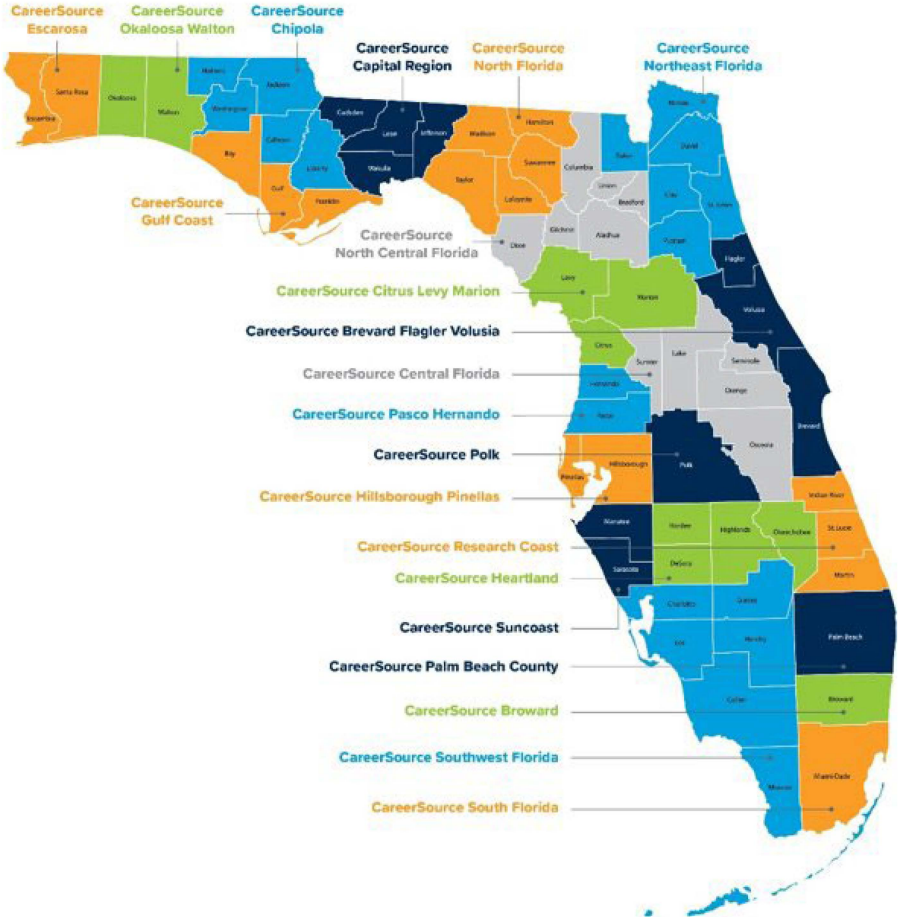
SNAP Employment & Training

$126,000

Local Funding

Local grants; local government support; business and industry partnerships; education/community partnerships; etc.

Consolidated CareerSource Florida Network



Letter Grades (PY 2024-2025)

Metrics:

- Participants With Increased Earnings
- Reduction in Public Assistance
- Employment and Training Outcomes
- Participants in Work-Related Training
- Continued Repeat Business
- Year-Over-Year Business Penetration
- Completion-to-Funding Ratio
- Serving Individuals on SNAP, TANF, Adult Education, Blind Services, or Vocational Rehabilitation

Local Board	Score	Grade
CareerSource South Florida	103.27	A+
CareerSource Broward	97.32	A+
CareerSource Southwest Florida	96.40	A
CareerSource Research Coast	95.37	A
CareerSource Suncoast	94.43	A
CareerSource Central Florida	93.56	A
CareerSource Okaloosa Walton	93.38	A
CareerSource Tampa Bay	93.33	A
CareerSource Northeast Florida	93.03	A
CareerSource Heartland	91.64	A-
CareerSource Brevard Flagler Volusia	90.91	A-
CareerSource Chipola	90.49	A-
CareerSource North Florida	89.03	B+
CareerSource Pasco Hernando	88.45	B+
CareerSource North Central Florida	87.38	B+
CareerSource Palm Beach County	86.52	B
CareerSource Citrus Levy Marion	86.11	B
CareerSource Capital Region	85.63	B
CareerSource Escarosa	85.38	B
CareerSource Polk	83.44	B
CareerSource Gulf Coast	81.36	B-

Policy Alignment

Over the past two years, CareerSource Florida has focused on streamlining policies to reduce redundancy, strengthen accountability, and improve workforce outcomes statewide.

- **29** policies reviewed, revised, or created (32%).
- **22** policies sunset/identified for removal.

Policy Revision Highlights

- **Performance Requirements for Local Workforce Development Boards:** Aligns state (letter grades) and federal (negotiated targets) performance measures; expands accountability for serving TANF populations; and authorizes Performance Improvement Plans for underperforming LWDBs.
- **Availability of Services:** Strengthens LWDB accountability for serving both businesses & job seekers.
- **Eligibility-Focused Policies:** WIOA Adult and Dislocated Worker Program Eligibility; Reemployment Services and Eligibility Assessment (RESEA) Design and Framework; Work-Based Training and Work Based Learning Opportunities; and On-the-Job Training.

Upcoming Proposed Policies & Revisions

- Staff Training & Credentialing: Will require aligned training plans for LWDB staff, including business outreach skills.
- LWDB/Service Provider/One-Stop Certification: Will add performance as a key certification criterion.
- Workforce Services as Economic Development Tools: Will require LWDBs to engage with local Chambers of Commerce and Economic Development Opportunity partners.

THANK YOU

Adrienne Johnston
President & CEO, CareerSource Florida