CareerSource Gulf Coast

Workforce Innovation and Opportunity Act (WIOA) Two-Year Modification: Workforce Services Plan

January 1, 2027 – December 31, 2028

CareerSource Board / Planning Region	Submission Option	Date Submitted
CareerSource Gulf Coast	☑ Standard Local Plan + Regional Addendum ☐ Preferred Combined Regional Plan	TBD (No later than October 6, 2026, 5:00 PM EDT)
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1. Introduction and Planning Approach

CSGC Two-Year Plan Planning Approach (2027-2028)

CareerSource Gulf Coast (CSGC) developed its Two-Year Workforce Services Plan through a collaborative, data-driven planning process designed to align with the Workforce Innovation and Opportunity Act (WIOA), Florida's Combined State Plan, CareerSource Florida priorities, and the workforce and economic development needs of the local community.

The plan emphasizes measurable outcomes, continuous performance improvement, employer-driven workforce strategies, increased workforce participation, expansion of apprenticeship opportunities, and responsible stewardship of workforce resources. Through these priorities, CSGC seeks to strengthen workforce services, address evolving employer and labor market needs, and support sustainable economic growth throughout the region.

To ensure strategic alignment and effective implementation, CSGC will engage board members, chief local elected officials, workforce partners, education and training providers, economic development organizations, employers, community stakeholders, and customers throughout the planning process.

CSGC will review labor market information, performance outcomes, regional workforce priorities, and customer feedback to identify emerging workforce trends, service gaps, and opportunities for innovation and continuous system improvement. This collaborative approach will ensure that workforce strategies remain responsive to the evolving needs of employers, job seekers, and the communities served by CSGC.

Consistent with the streamlined planning framework, CSGC will provide concise, action-oriented responses that emphasize significant changes and developments since the previous planning period. To minimize duplication and reduce administrative burden, existing policies, performance dashboards, agreements, reports, certifications, and other relevant documentation will be referenced whenever appropriate.

Narrative sections will focus on key strategic decisions, outcomes achieved, emerging risks and challenges, and planned actions. These efforts will be aligned with the Five Pillars of Florida's workforce system and CSGC's regional strategic priorities, ensuring that the plan remains focused, measurable, and responsive to the evolving needs of the workforce and the local economy.

The resulting plan will serve as a practical roadmap for workforce development activities from January 1, 2027, through December 31, 2028. It will establish clear goals, performance expectations, partnership strategies, and accountability measures designed to strengthen workforce services and achieve measurable results.

Through this framework, CSGC will support the success of job seekers and businesses while advancing workforce opportunities and promoting the long-term economic vitality and sustainability of Bay, Gulf, and Franklin Counties.

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2. Submission Options and Key Dates

Submission Options

Option	Description	Due Date	Board Review
Option 1: Standard Submission*	**Local Plan with Regional Plan as addendum. Use when the region is not submitting a combined regional plan.**	**October 6, 2026**	**December 2026 Board of Directors Meeting**
Option 2: Preferred Combined Regional Plan	One integrated Regional Plan that incorporates all required regional elements and includes local plan addenda for board-specific information.	January 19, 2027	February 2027 Executive Committee Meeting

Note: CareerSource Gulf Coast will submit under Option 1: Standard Submission.

Key Dates

Milestone	Date / Timeframe
Overview of Local Plan Guidelines Issues	July 23, 2026
Office Hours: Regional and Local Plans	July 28, 2026, and August 5, 2026
Complete Local Performance Negotiations	August 10, 2026
Standard Local Plans Due	October 6, 2026, by 5:00 p.m. EDT
Preferred Combined Regional Plans Due	January 19, 2027, by 5:00 p.m. EDT
Regional and Local Plans Approved by State Board	March 24, 2027
Effective Date	TBD

Click here to access CareerSource Gulf Coast Milestones/Key Dates

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3. Public Comment, Submission, and Attachments

Public Comment Process

- In accordance with WIOA §108(d) and 20 CFR §679.550(b), CareerSource Gulf Coast (CSGC) provided an opportunity for public review and comment on the proposed Two-Year Workforce Services Plan prior to submission to the state. The proposed plan was made available electronically through the CSGC website and other public communication channels to ensure broad and equitable access for interested stakeholders and members of the public.

- Notice of public comment period was disseminated to workforce system partners, educational institutions, economic development organizations, business representatives, labor organizations, community-based organizations, and other interested parties. Stakeholders were encouraged to review the proposed plan and provide comments, recommendations, and feedback regarding workforce development priorities, service delivery strategies, and opportunities for workforce system improvement.

- Representatives from businesses, labor, education, economic development, community-based organizations, and partner agencies were engaged throughout the planning process through committee meetings, board meetings, and stakeholder discussions. Feedback and recommendations received through these engagements were considered in the development of the plan and helped ensure that CSGC's workforce strategies are responsive to the needs of employers, job seekers, and the communities it serves.

- Any public comments received during the designated comment period, including comments expressing disagreement with the proposed plan, will be documented and maintained in accordance with applicable WIOA requirements and submitted with the final plan, as appropriate.

- **Public Comment Period:** September 15- October 5, 2026
  Method of Public Notice: CSGC website, board and committee meetings, partner distribution lists, and other public outreach channels.
  Comments Received: No comments received.
  Summary of Significant Comments and Actions Taken: None to date.

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4. Required Evidence and Certification Checklist

Attach or link the documents below. Narrative is only required to identify changes, gaps, pending updates, or documents expiring within six months of submission.

Evidence Item	Required?	Submitted / Linked	Change Since Prior Plan?	Notes / Expiration Date
Executed Interlocal Agreement	Yes, if applicable	☐ Executed Interlocal Agreement	☐ Yes☑ No	Expire: When Requested
Executed CLEO–LWDB Agreement	Yes	☐ Executed CLEO-LWDB Agreement	☐ Yes ☑ No	Expire: When Requested
Fiscal Agent Designation	If other than CLEO	☐	☐ Yes ☐ No	
Current Bylaws	Yes	☐ Current Bylaws	☐ Yes ☑ No	Effective: 2021
Board Roster, Minutes, and Vote	Yes	☐ 2026-2027 Board Roster 09.15.26 Board Meeting Minutes & Vote	☑Yes ☐ No	Updates: Ongoing
Organizational Chart with Required Roles, Apprenticeship Navigator, and Hope Navigator	Yes	☐ Organizational Chart w/ Required Roles, Apprenticeship Navigator & Hope Navigator	☑ Yes ☐ No	Updates: As Required
One-Stop Partner MOUs and Infrastructure Funding Agreement	Yes	☐ 2026 MOUs & IFA	☑ Yes ☐ No	Expire: June 2029 & Sept. 2029
Firewalls / Conflict Mitigation Documentation	If applicable	☐ Firewalls	☐ Yes ☑ No	Reviewed Annually

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Evidence Item	Required?	Submitted / Linked	Change Since Prior Plan?	Notes / Expiration Date
Planning Region Agreements	For regional plan	☐ Planning Region Agreements Executed Resolution to add CSCR to Planning Region	☑ Yes ☐ No	February 2027
Public Comment Documentation	Yes	☐ Proof of Posting for Public Comment	☑ Yes ☐ No	
Staff Training and Credentialing Evidence	Yes	☐ Board Policy 58: Staff Training & Credentialing Email Informing All personnel of Updates to Board Policy 58 & Where to locate all Board Policies	☑ Yes ☐ No	Updates: Ongoing as needed
Plan Review Checklist	Recommended	☐ CSGC Checklist Dates	☐ Yes ☐ No	

5. Regional Plan Requirements — Streamlined Framework

The regional plan was organized around four integrated sections. Each section incorporated tables, dashboards, evidence links, existing data sources, and concise summaries, as appropriate. Strategies were presented within the section most directly aligned with the applicable priority or objective to avoid unnecessary duplication across sections.

Regional Section	Covers	Required Evidence / Response Format
A. Regional Economy and Labor Market	Shared labor market, common economic development area, commuting patterns, population centers, targeted industries, in-demand sectors and occupations, regional assets, and education/training resources.	**Click Here for Narrative/Evidence** Regional labor market table; industry/occupation dashboard; list of data sources.
B. Regional Service Delivery and Customer Experience	Regional service strategies, consistent eligibility/enrollment processes, supportive services coordination, universal services, accessibility, and business/job seeker customer experience.	**Click Here for Narrative** Service delivery matrix; regional customer experience baseline; shared agreements; service gaps and actions.

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Regional Section	Covers	Required Evidence / Response Format
C. Regional Operations and System Efficiencies	Administrative cost arrangements, shared services, technology/data-sharing practices, procurement coordination, regional agreements, and reduced duplication.	**Click Here for Narrative** System efficiencies table; administrative cost-sharing summary; regional agreements; shared tools list.
D. Regional Performance, Employer Engagement, and Apprenticeship	Performance negotiation support, letter grade improvement strategies, sector partnerships, coordinated business services, employer retention/market penetration, apprenticeship and preapprenticeship expansion, MCL alignment, and talent pipeline actions.	**Click Here for Narrative/Evidence** Regional scorecards for performance, employer engagement, apprenticeship, credentials, and sector partnerships.

Regional Strategy Summary Table

Priority Area	Shared Regional Strategy	Participating LWDBs / Partners	Measure of Success	Evidence / Attachment
Targeted Industries / Sector Partnerships	Use shared JobsEQ intelligence and employer input to coordinate sector strategies in common high-demand industries while allowing local specialization. Use Florida's Great Northwest and local EDO/chamber structures to convene employers and connect sector needs to education, training, credentials, apprenticeship, and WBL.	All five LWDBs; Florida's Great Northwest; Opportunity Florida where applicable; local EDOs; chambers; education/training providers; employers	Active employer-led sector partnerships; employers engaged; training/WBL aligned to priority sectors; documented sector actions	Regional JobsEQ reports; Regional Plan Addendum; sector/business-services data
Coordinated Service Delivery	Promote consistent customer access through cross-regional referrals, common training-provider awareness, coordinated staff development, and shared intake technology. Rapid Registration provides a common regional intake option integrated with Employ Florida.	All five LWDBs; CareerSource Palm Beach County; One-Stop partners; education providers	Use of shared registration technology; staff training; cross-regional referrals; reduced duplicate intake processes	Rapid Registration Services Agreement; service-delivery matrix; Regional Plan Addendum
Supportive Services Coordination	Maintain the regional supportive-services inventory and coordinate referrals for transportation, childcare, housing, healthcare, legal aid, testing, work attire/tools, and other supports. Continue aligning procedures where feasible and using community	All five LWDBs; One-Stop partners; transportation-disadvantaged programs; United Way/community, faith-based, housing, healthcare, and social-service partners	Inventory maintained; gaps/actions documented; referral coordination; customer access to transportation and other supports	Regional Plan Addendum supportive-services inventory; local supportive-service policies and referral resources

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Priority Area	Shared Regional Strategy	Participating LWDBs / Partners	Measure of Success	Evidence / Attachment
	resources when WIOA-funded support is unavailable.			
Administrative Efficiencies	Use documented shared-service arrangements when they improve efficiency and are allowable. Current examples are the Gulf Coast-Chipola shared Regional Program Manager and the five-board Rapid Registration Services model. Continue evaluating shared training, technology, subscriptions, procurement, and administrative functions.	All five LWDBs; fiscal/administrative staff; CareerSource Palm Beach County	Shared arrangements implemented; documented cost sharing/cost avoidance; reduced duplication; service consistency	Regional Staff Sharing Services Agreement; Rapid Registration Services Agreement; regional technology inventory
Coordinated Performance Improvement	Share performance data, economic context, negotiation information, and improvement practices. Management-level staff will review proposed performance levels and regional conditions and coordinate improvement strategies while each LWDB remains accountable for its negotiated measures.	All five LWDBs; FloridaCommerce; CareerSource Florida	Negotiated indicator performance; state accountability/letter-grade trends; corrective actions; quarterly regional review	Regional/local performance reports; Regional Plan Addendum
Apprenticeship / Work-Based Learning	Expand state-recognized RAP/preapprenticeship and employer use of OJT, IWT/EWT, internships, and other WBL. Coordinate employer and training-provider referrals across the region and measure official apprentice/program activity rather than general outreach alone.	All five LWDBs; employers; FLDOE; colleges/technical colleges; training providers; economic development partners	New registered apprentices; RAPs/preapprenticeship programs; WBL enrollments; Employ Florida apprenticeship activities	State apprenticeship data; Employ Florida; local apprenticeship plans; ETPL/training-provider data
MCL / Credential Alignment	Align ETPL and training investments with MCL priorities, industry-recognized credentials, JobsEQ demand, and employer-identified skill needs. Use regional award/output data to identify training capacity and gaps.	All five LWDBs; colleges; technical colleges; apprenticeship sponsors; training providers; employers	Credential attainment; MCL-aligned enrollment/completion; employment and earnings outcomes	JobsEQ awards/credential data; ETPL and training reports; MCL
Coordinated Business Services	Coordinate employer outreach, regional recruitment, referrals, and talent-pipeline solutions through Business Services and economic development partners. Use the common federal/state ESE framework to measure sustained employer engagement.	All five LWDBs; Business Services teams; Florida's Great Northwest; local EDOs; chambers; employers	Retention with Same Employer; Repeat Business Customers; Employer Penetration; regional recruitment and employer-service activity	ESE/business-services reports; Regional Plan Addendum; regional employer-engagement records

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6. Local Plan Addendum Requirements — Streamlined Framework

The Local Plan Addendum provides board-specific information that is not addressed in the Regional Plan. To streamline the planning process and avoid duplication, topics fully addressed in the Regional Plan may be referenced by section, with the local addendum focusing only on local exceptions, changes, priorities, or board-specific actions.

Local Section	Required Response	Narrative Limit	Evidence / Attachment
Governance and Organizational Structure	Update only changes to CLEO, LWDB membership, fiscal agent, one-stop operator, providers, youth provider, organizational chart, required roles, or delegated signatory authority.	**Change-only narrative**	Roster, bylaws, organizational chart, agreements
Analysis of Need and Available Resources	Use current labor market and service data to identify top industry needs, workforce gaps, population barriers, and available resources.	2 pages max plus dashboard	Labor market dashboard; data source list
Strategic Alignment and Five Pillars	Complete the Strategic Alignment Framework in Section 7.	Table only plus 1-page summary	State Plan / local strategy crosswalk
Program Services and Partner Coordination	Summarize program/service delivery across core and combined partners, including Adult, Dislocated Worker, Youth, TANF, SNAP, JVSG, UI, SCSEP, CSBG, HUD where available, Perkins V, and other partners.	Table ; no exceptions narrative	Partner matrix, MOUs, LOPs
One-Stop Delivery System	Summarize access points, customer access, accessibility, technology, integration, and significant changes since prior plan.	**Change-only narrative**	Access point table; certification; accessibility evidence; Military Base Activities; Credentialing Tool
Employer Engagement, Sector Strategies, and Apprenticeship	Complete the scorecards in Sections 9A and 9B and explain major actions to strengthen employer-driven strategies and apprenticeship expansion.	Scorecards 9A & 9B plus 1-page action summary	Business services data, sector reports, apprenticeship evidence
Performance and Continuous Improvement	Complete the Performance Dashboard and Improvement Plan in Section 8.	Dashboard plus 2 pages max	Federal indicators, letter grade, improvement actions

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7. Strategic Alignment Framework

Complete the table below to show how the LWDB and/or planning region aligns local and regional strategies with the Five Pillars, statewide priorities, performance outcomes, and available resources. This table replaces duplicative narrative across the plan.

Click Here to View Five Pillars Table

8. Performance Dashboard and Improvement Plan

Complete the dashboard and brief improvement narrative. The purpose is to strengthen accountability while avoiding lengthy repeated explanations.
CCGC will use negotiated federal performance levels, state accountability measures, program and grant outcomes, business services measures, and apprenticeship results to guide continuous improvement. Program leadership will review performance, participant activity, employer engagement, data quality, case management, training outcomes, and emerging risks and will implement corrective actions when needed.

Measure	Negotiated Level / Target	Actual Performance	Status	Primary Cause / Driver	Improvement Action
Employment Rate 2nd Quarter After Exit	Adult – 92% Dislocated Worker – 88.6% Youth – 85% Wagner-Peyser – 67%	Adult – 100% Dislocated Worker – 0% Youth – 100% Wagner-Peyser – 69.7%	Preliminary (pending Statistical Adjustment Model adjustments)	Adult –strong partnerships, effective case managers Dislocated Worker – lack of eligible participants requesting services Youth –good alignment to work experience employers. Wagner-Peyser – 69.7%	Increased follow-up services and increased outreach and enrollments of dislocated workers.
Employment Rate 4th Quarter After Exit	Adult – 90% Dislocated Worker – 86.5% Youth – 73% Wagner-Peyser – 62.6%	Adult – 94.1% Dislocated Worker – 0% Youth – 100% Wagner-Peyser – 70%	Preliminary (pending Statistical Adjustment Model adjustments)	Adult –strong partnerships, effective case managers Dislocated Worker – lack of eligible participants requesting services Youth – good alignment to work experience employers. Wagner-Peyser – 69.7%	Increased follow-up services and increased outreach and enrollments of dislocated workers.

Measure	Negotiated Level / Target	Actual Performance	Status	Primary Cause / Driver	Improvement Action
Median Earnings 2nd Quarter After Exit	Adult – $10,810 Dislocated Worker – $6,529 Youth – $4,932 Wagner-Peyser – $6,169	Adult – $15,361 Dislocated Worker – $0 Youth – $3,126 Wagner-Peyser – $7,504	Preliminary (pending Statistical Adjustment Model adjustments)	Adult – Entered employment in HSHD jobs Dislocated Worker – lack of eligible participants requesting services Youth – small cohort size and part-time work of participants. Wagner-Peyser – 69.7%	Implement youth strategies for increased wages/hours and increased outreach and enrollments of dislocated workers.
Credential Attainment Rate	Adult – 88% Dislocated Worker – 90% Youth – 73%	Adult – 97% Dislocated Worker – 0% Youth – 100%	Preliminary (pending Statistical Adjustment Model adjustments)	Adult – Support services to assist with credential obtainment Dislocated Worker – lack of eligible participants requesting services Youth – Support services to assist with credential obtainment	Increased outreach and enrollments of dislocated workers with a training activity.
Measurable Skill Gains	Adult – 85.5% Dislocated Worker – 90% Youth – 100%	Adult – 100% Dislocated Worker – 100% Youth – 100%	Preliminary (pending Statistical Adjustment Model adjustments)	Timely documentation and participant progress	Quarterly case review and MSG documentation.
State Accountability Letter Grade	**A**	**C** (as of 2025 Q2)	Pending. 2025Q2 is the latest data available.	Performance in the employment and training outcomes and the work based training metric	Increase dislocated worker enrollments and work based learning participants.
Return on Investment / Wage Growth	50%	46.85% (as of 2025 Q2 on Letter Grade performance – Metric for Participants with Increased Earnings)	[Pending]	CSGC has not tracked this measure but will add request technical assistance (TA)	Obtain TA on tracking ROI and timely tracking wage growth since participant with increase earning metric in Letter grade data is 6 months behind)

Measure	Negotiated Level / Target	Actual Performance	Status	Primary Cause / Driver	Improvement Action
Public Assistance Transition Outcomes	50%	43.31%	[Pending]	CSGC has not tracked this measure but will add request technical assistance (TA)	Hope Florida, co-enrollment, supportive services.
Business Services Outcomes	84.1%	84.1% (Effectiveness in Serving Employers)	[Pending]	CSGC has not tracked this measure before since it is new but will add request technical assistance (TA)	Obtain TA to learn more about the measure since it is new.
Apprenticeship / Preapprenticeship Outcomes	27 cumulative expected apprentice count by 2030; annual targets to be finalized	6 (participants served under SFRI grant)	[Pending]	Lack of employers/apprenticeship sponsors	Build on existing apprenticeship programs and additional outreach to employers.

Performance Improvement Narrative

1. **What is performing well? Identify the strongest results and the strategies driving those results.**

CSGC's strongest results are reflected in Adult and Youth employment outcomes, credential attainment, and Measurable Skill Gains. Strong partnerships with educational institutions, employers, and community partners help connect participants to training and employment opportunities, while knowledgeable staff build strong rapport with participants, employers, and partner agencies. Effective case management, supportive services, and alignment of youth participants with appropriate work experience employers have also contributed to positive outcomes. Adult and Youth employment rates in both the second and fourth quarters after exit exceeded negotiated targets, and credential attainment and Measurable Skill Gains were also strong.

2. **What is underperforming or at risk? Identify data points, root causes, populations, programs, or service gaps requiring improvement.**

The primary area of underperformance and risk is the Dislocated Worker program. Performance has been significantly affected by the limited number of eligible dislocated workers seeking and enrolling in services, resulting in no Dislocated Worker enrollments during the previous two program years. During the current program year, CSGC became aware that the absence of enrollments results in a failed performance measure rather than the measure being excluded from performance calculations. In response, CSGC has prioritized this area and implemented targeted outreach and enrollment strategies to identify and engage eligible dislocated workers. These efforts have already resulted in new enrollments, and CSGC will continue to monitor progress and adjust outreach strategies as needed.

Youth median earnings also remain an area for improvement. Performance in this measure has been influenced by a relatively small cohort size and the prevalence of part-time employment among youth participants. CSGC will continue to explore strategies to increase participants' wages and/or hours worked while maintaining appropriate employment matches and positive employment outcomes.

In addition, reduced funding may limit the availability of work-based learning and training opportunities, creating a potential risk to future performance and participant outcomes. Several measures also present areas for continued development, particularly with respect to establishing consistent tracking and monitoring processes. CSGC will seek technical assistance as appropriate to strengthen its understanding of these measures, improve data tracking, and ensure that emerging performance trends and risks are identified and addressed in a timely manner.

3. **What actions will be taken? Identify no more than five priority actions, responsible parties, timelines, and expected outcomes.**

Priority	Action	Responsible Parties	Timeline	Expected Outcome
1.	Develop and implement a targeted outreach plan to increase dislocated worker enrollments.	Program leadership / WIOA case managers	Implementation already underway; monitor quarterly	Increased dislocated worker enrollment and improved performance on Letter Grade and federal Dislocated Worker measures.
2.	Develop and implement youth strategies designed to increase wages and/or hours worked.	Program leadership / WIOA case managers / Business Services Team	Implementation already underway; monitor quarterly	Improved Youth Median Earnings in the second quarter after exit.
3.	Expand employer-driven apprenticeship and work-based learning through the Apprenticeship Navigator and Business Services Team.	Business Services / Apprenticeship Navigator	PY2026-PY2028	More employer programs, participants, OJT/WBL opportunities and apprentices.
4.	Strengthen integrated barrier reduction through Hope Florida, CLIFF Dashboard use, co-enrollment and warm referrals.	Hope Florida Navigator / Career Advisors / partners	Ongoing	Reduced barriers and stronger employment/self-sufficiency outcomes.
5.	Continue targeted military-connected and disability-focused partnerships and outreach.	MFEA Navigator / Veterans staff / VR / education partners	Ongoing	Improved access, referrals, training and employment connections.

9. Apprenticeship and Employer Engagement Scorecards

9A. Employer Engagement and Sector Strategy Scorecard

Measure	Current Baseline	Target	Priority Sector(s)	Key Actions	Evidence / Data Source
Employers Served	485	3% increase each year	Health services, manufacturing, logistics, trade, financial services and professional and business services	Increase Outreach, deliver high value services, and maintain strong communication with key sectors	25-26 EOY EF Data
Repeat / Retained Business Customers	485	40% (Aligned with Letter Grade Metric)	Health services, manufacturing, logistics, trade, financial services and professional and business services	Focus on employer engagement and outreach efforts	25-26 EOY EF Data
New Business Customers	49	3% increase each year	Health services, manufacturing, logistics, trade, financial services and professional and business services	Focus on employer engagement and outreach efforts with emphasis on new employers in our local area and EDA	25-26 EOY EF Data
OJT Employers	2	1	Health services, manufacturing, logistics, trade, financial services and professional and business services	Focus on employer engagement and outreach efforts	25-26 EOY EF Data

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Measure	Current Baseline	Target	Priority Sector(s)	Key Actions	Evidence / Data Source
Sector Partnerships	2	2	Health services, manufacturing, logistics, trade, financial services and professional and business services	Continue employer engagement through memberships of advisory boards at GCSC & Haney Technical College	25-26 EOY Data Memberships to Advisory Boards: GCSC Advisory Board Haney Tech. College
Employer Referrals to Training	186	3% increase each year	Health services, manufacturing, logistics, trade, financial services and professional and business services	Increase awareness of CSGC services with focus on new grants and funding initiatives	25-26 EOY EF Data
Market Penetration	70% (previous methodology)	15% (26.27 Letter Grade Methodology	Health services, manufacturing, logistics, trade, financial services and professional and business services	Focus on employer engagement and outreach effort	Metric in Letter Grade
Business Services to Targeted Industries	2,230 Services	2% increase each year	Health services, manufacturing, logistics, trade, financial services and professional and business services	Focus on employer engagement and outreach effort	25-26 EOY EF Data

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9B. Apprenticeship and Work-Based Learning Scorecard

Measure	Current Baseline	2030 / Plan Target	Targeted Industry or Occupation	Annual Action	Partner / Evidence
New Registered Apprentices	6	27 (Participants)	Healthcare, Maritime, Manufacturing, Aerospace and Defense, Skilled Trades	4- 26.27 PY 6-27.28 PY 8- 28.29 PY 9-29.30 PY	Eastern Shipbuilding, Haney Technical College (Partner), GCSC (Partner)
Registered Apprenticeship Programs	5	4	Healthcare, Maritime, Manufacturing, Aerospace and Defense, Skilled Trades	1 per program year	Eastern Shipbuilding, Behavioral Health Workforce Solutions, Kraton Maintenance-Electrical & Industrial Mechanic, Bay Modalities, Post Electric
Registered Preapprenticeship Programs	0 active	2	Healthcare, Maritime, Manufacturing, Aerospace and Defense, Skilled Trades	1 per program year	Connect with existing statewide pre-apprenticeship providers
OJT Placements	2*	27	Healthcare, Maritime, Manufacturing, Aerospace and Defense, Skilled Trades	2 per program year (may change based on funding and participant skill gaps)	Employers through Haney Technical College sponsored apprenticeships, Eastern Shipbuilding

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Measure	Current Baseline	2030 / Plan Target	Targeted Industry or Occupation	Annual Action	Partner / Evidence
Work-Based Learning Opportunities	8 participants matched with an employer in their career pathway	36	Healthcare, Maritime, Manufacturing, Aerospace and Defense, Skilled Trades	6 participants per program year	Worksite Agreements w/ employers. EF Report on Work Based Learning Activity Codes
Apprenticeship Navigator Activities	Contact with 98 Employers in Targeted Industries	200	Healthcare, Maritime, Manufacturing, Aerospace and Defense, Skilled Trades	Contact with 50 Employers	25.26 EF RAP Report
Career Center Staff Training on Apprenticeship	2 staff	All center staff within 180 days	Healthcare, Maritime, Manufacturing, Aerospace and Defense, Skilled Trades	Annual apprenticeship staff training	Attended Workforce Summit Trainings 2025
WIOA Supportive Services for Apprentices	0	8 or as needed	Healthcare, Maritime, Manufacturing, Aerospace and Defense, Skilled Trades	2 or as needed	Objective assessment/IEP to determine supportive service need
Apprenticeship Sponsorship	0	0	Healthcare, Maritime, Manufacturing, Aerospace and Defense, Skilled Trades	0	CSGC Apprenticeship Navigator to promote RAP sponsorships to employers and employer associations.

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10. Plan Review and Approval

FloridaCommerce, in coordination with CareerSource Florida, will review plans for completeness, compliance, strategic alignment, and responsiveness to federal and state requirements. Plans must demonstrate alignment with the State WIOA Combined Plan, the Five Pillars, negotiated performance indicators, state workforce policies, and applicable federal and state requirements.

Review Area	Reviewer Focus	Evidence Expected	Potential Action if Deficient
Strategic Alignment	Five Pillars, state priorities, targeted industries, MCL, education/workforce/economic development alignment	Completed Strategic Alignment Framework	Request clarification or revision
Performance Accountability	Federal indicators, letter grades, ROI, data use, improvement actions	Dashboard and Improvement Plan	Request corrective action or return for revision
Regional Coordination	Shared strategies, service consistency, efficiencies, regional agreements	Regional framework, agreements, scorecards	Request clarification or revision
Employer Engagement and Apprenticeship	Business services, sector partnerships, OJT, apprenticeship/preapprenticeship expansion	Scorecards, partner evidence, sector data	Request clarification or revision
Compliance and Required Attachments	Required signatures, public comment, accessibility, MOUs, IFAs, policies, governance documents	Evidence checklist and attachments	Plan may not be recommended until complete

Approval Standard

The plan, including plan modifications, will be considered approved upon written notice of state board approval or at the end of the applicable review period unless deficiencies are identified in writing and remain unresolved.

Appendix A. Suggested Page and Response Limits

Section	Recommended Limit	Format
Regional Economy and Labor Market	2 pages plus dashboard	Brief narrative + data table
Regional Service Delivery / Customer Experience	2 pages	Matrix + gaps/actions
Regional Operations and Efficiencies	1–2 pages	Evidence table
Regional Performance, Employer Engagement, Apprenticeship	Scorecards + 2 pages	Dashboards + action summary
Governance and Organizational Structure	1 page	Change-only narrative + attachments
Local Analysis of Need	2 pages plus dashboard	Data summary
Strategic Alignment	Table + 1 page	Five Pillars framework
Program Services / Partner Coordination	Table + exceptions	Partner matrix
One-Stop Delivery System	2 pages	Change-only narrative + evidence
Performance Improvement	Dashboard + 2 pages	Scorecard + 3-question narrative

END OF STREAMLINED WORKFORCE SERVICES PLAN INSTRUCTIONS

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