CENTRAL & EAST FLORIDA INNOVATION ALLIANCE REGIONAL PLANNING AREA

Integrated Regional Workforce Services Plan
Two-Year Modification

January 1, 2027 – December 31, 2028

Planning Region / Boards	Submission Option	Date Submitted
Central & East Florida Innovation Alliance Regional Planning Area: CareerSource Central Florida (LWDB 12) CareerSource Brevard Flagler Volusia (LWDB 27)	☒ Preferred Combined Regional Plan ☐ Standard Local Plan + Regional Addendum	January 19, 2027

Primary Contact	Telephone	Email
Gina Ronokarijo	321-320-1983	GRonokarijo@careersourcecf.com
Ashley Ziemann	386-323-7042	AZiemann@careersourcebfv.com

Contents

Section / Item	Page #
1. Introduction and Planning Approach – Executive Summary	3
2. Submission Options and Key Dates	4
3. Public Comment, Submission, Attachments	4
4. Required Evidence and Certification Checklist	5
5. Regional Plan Requirements – Streamlined Framework	7
Section A. Regional Economy and Labor Market	7
Section B. Regional Service Delivery and Customer Experience	15
Section C. Regional Operations and System Efficiencies	19
Section D. Regional Performance, Employer Engagement, and Apprenticeship	22
Regional Strategy Summary Table	31
6. Local Plan Addendum	34
Section A. Governance and Organizational Structure	34
Section B. Analysis of Need and Available Resources	36
7. Section C. Strategic Alignment and Five Pillars	39
Section D. Program Services and Partners	41
Section E. One Stop Delivery System	45
8. Section F. Performance and Continuous Improvement	47
9. Section G. Employer Engagement, Sector Strategies, and Apprenticeship	52

Introduction and Planning Approach

Executive Summary

The Central & East Florida Innovation Alliance Regional Planning Area (RPA) is a strategic collaboration between CareerSource Central Florida (CSCF/LWDB 12) and CareerSource Brevard Flagler Volusia (CSBFV/LWDB 27). The RPA encompasses Orange, Osceola, Seminole, Lake, Sumter, Brevard, Volusia, and Flagler counties, which together form an interconnected labor market with shared industries, employers, workforce needs, and talent-development opportunities.

This Regional Plan establishes a unified direction for the RPA while preserving each board's local governance, responsibilities, policies, and service-delivery flexibility. It responds to federal and state regional-planning priorities by identifying opportunities to strengthen coordination across workforce development, education, economic development, and industry.

The plan provides a framework for:

- Aligning workforce strategies with regional economic and industry priorities;
- Coordinating employer engagement and sector-based talent solutions;
- Strengthening career pathways, training, work-based learning, and apprenticeship;
- Improving customer access, referrals, and service coordination;
- Using performance and labor-market information to guide decisions; and
- Pursuing appropriate operational, technological, and administrative efficiencies.

Implementation will occur through shared RPA strategies, annual priorities, measurable actions, and ongoing review by both workforce boards. Board-specific activities, policies, performance information, governance requirements, and service-delivery details remain addressed within each board's local plan and addendum.

Through this plan, CareerSource Central Florida and CareerSource Brevard Flagler Volusia affirm their commitment to working together where RPA coordination provides added value. This collaboration is intended to improve the workforce system's responsiveness to employers and job seekers, support workforce mobility, strengthen the RPA talent pipeline, and contribute to the long-term economic competitiveness of the Central & East Florida Innovation Alliance Regional Planning Area.

Both workforce boards and their respective Chief Local Elected Officials certify that the Central & East Florida Innovation Alliance Regional Planning Area (RPA) continues to meet the applicable federal and state requirements for designation as a regional planning area.

2. Submission Options and Key Dates

Document Control	Entry
Version	1
Prepared by	Gina Ronokarijo, Ashley Ziemann
Review date	11/17/2026
Board/CLEO approval date	**CSCF** Career Services Committee- 10/29/2026 CLEO Consortium - 11/12/2026; Full Board 12/10/2026 **CSBFV** Executive Committee / Board Chair -11/17/2026 CLEO Consortium- 12/17/2026
Public comment period	11/17/2026-11/28/2026
Final submission date	01/19/2027

3. Public Comment, Submission, and Attachments

In accordance with WIOA §108(d), 20 CFR 679.550(b), and applicable state requirements, the Central & East Florida Innovation Allegiance Regional Planning Area provided an opportunity for public review and comment on the Regional Workforce Services Plan. The process provided workforce system partners, employers, education and training providers, community organizations, stakeholders, and members of the public an opportunity to review the proposed plan and provide input prior to submission to FloridaCommerce.

Public comment period	11/17/2026-11/28/2026
Methods of Public Notice	The proposed plan was posted on the websites of both CareerSource Central Florida (LWDB 12) and CareerSource Brevard Flagler Volusia (LWDB 27). Additional methods of public notice:
Comments Received:	TBD
Summary of Significant Actions Taken in Response to Public Comments:	TBD
Final submission date	01/19/2027

4. Required Evidence and Certification Checklist

Evidence Item	Board	Required?	Submitted / Linked	Change Since Prior Plan?	Notes	Expiration Date
Executed Interlocal Agreement	CareerSource Central Florida	Yes, if Applicable	☐Submitted ☒ Linked	☐Yes ☒ No	Interlocal Agreement - CareerSource Central Florida	06/30/2027- automatically renews annually unless terminated
	CareerSource Brevard Flagler Volusia	Yes, if Applicable	☐Submitted ☒ Linked	☐Yes ☒ No	Interlocal Agreement - CSBFV	Automatically renews annually unless terminated
Executed CLEO–LWDB Agreement	CareerSource Central Florida	Yes	☒Submitted ☐ Linked	☐Yes ☒ No	RWB12_Executed Sub Recipient - CLEO	06/30/2027
	CareerSource Brevard Flagler Volusia	Yes	☐Submitted ☐Linked	☐Yes ☐ No	RWB27 Executed CLEO & OSO	06/30/2029
Fiscal Agent Designation (if other than CLEO)	CareerSource Central Florida	Yes, if Applicable	☒Submitted ☐ Linked	☐Yes ☒ No	RWB12_Executed Sub Recipient - CLEO.pdf	06/30/2027
	CareerSource Brevard Flagler Volusia	Yes, if Applicable	☐Submitted ☐Linked	☐Yes ☐ No	RWB 27 Executed Grantee Subgrantee Agreement	6/30/2027
Current Bylaws	CareerSource Central Florida	Yes	☐Submitted ☒ Linked	☒ Yes ☐ No	CSCF Bylaws 2025	Adopted Feb. 27, 2025
	CareerSource Brevard Flagler Volusia	Yes	☐Submitted ☒Linked	☒ Yes ☐No	CSBFV Bylaws 2025	Adopted Oct. 27, 2025
Board Roster, Minutes, and Vote	CareerSource Central Florida	Yes	☐Submitted ☒ Linked	☒Yes ☐ No	[Attachment / link / expiration date]	
	CareerSource Brevard Flagler Volusia	Yes	☐Submitted ☒ Linked	☒ Yes ☐No	[Attachment / link / expiration date]	
Organizational Chart with Required Roles, Apprenticeship Navigator, and Hope Navigator	CareerSource Central Florida	Yes	☒Submitted ☐Linked	☒Yes ☐No	Organizational Chart-Positions 2026.pdf	
	CareerSource Brevard Flagler Volusia	Yes	☒Submitted ☐Linked	☒ Yes ☐ No	[Attachment / link / expiration date]	

One-Stop Partner MOUs and Infrastructure Funding Agreement	CareerSource Central Florida	Yes	☒Submitted ☐Linked	☒Yes ☐No	[Attachment / link / expiration date]	
	CareerSource Brevard Flagler Volusia	Yes	☐Submitted ☒ Linked	☐Yes ☒No	CSBFV - MOU/IFA	June 30, 2027
Firewalls / Conflict Mitigation Documentation (if applicable)	CareerSource Central Florida	If Applicable	☒Submitted ☐ Linked	☐Yes ☐No	WIOA 19 Firewall and Conflict of Interest.pdf	
	CareerSource Brevard Flagler Volusia	If Applicable	☐Submitted ☒Linked	☒Yes ☐No	C2 and CLEO Agreement & Prevention of Conflict of Interest	June 30, 2029
Planning Region Agreements	Central and East Coast Florida Innovation Alliance	For Regional plan	☒Submitted ☐ Linked	☐Yes ☐No	03 - Reg Planning Area Designation Req for R12-R27 FINAL SIGNED.pdf	
Public Comment Documentation	CareerSource Central Florida	Yes	☐Submitted ☐ Linked	☐Yes ☐No	[Attachment / link / expiration date]	
	CareerSource Brevard Flagler Volusia	Yes	☐Submitted ☐Linked	☐Yes ☐No	[Attachment / link / expiration date]	
Staff Training and Credentialing Evidence	CareerSource Central Florida	Yes	☐Submitted ☒ Linked	☒Yes ☐No	UNI 09 Policy - Staff Training and Continuing Education Units.pdf	
	CareerSource Brevard Flagler Volusia	Yes	☐Submitted ☐Linked	☐Yes ☐No	[Attachment / link / expiration date]	
Plan Review Checklist (recommended)	CareerSource Central Florida	Recommended	☐Submitted ☐Linked	☐Yes ☐No	[Attachment / link / expiration date]	
	CareerSource Brevard Flagler Volusia	Recommended	☐Submitted ☐ Linked	☐Yes ☐No	[Attachment / link / expiration date]	

5. Regional Plan Requirements - Streamlined Framework



A.1 Regional Economy, Labor Market and Commuting Patterns

Regional Characteristic	Current Regional Profile	Evidence / Data Source
Participating LWDBs and counties	CareerSource Central Florida (LWDB 12); Lake, Orange, Osceola, Seminole and Sumter. CareerSource Brevard Flagler Volusia (LWDB 27): Brevard, Flagler and Volusia.	03 - Reg Planning Area Designation Req for R12-R27 FINAL SIGNED.pdf
Population	Combined region: 4,526,359. • LWDB 12: 3,115,444 • LWDB 27: 1,410,915	[U.S. Census Bureau, County Population Estimates/ 2025]
Labor Force	Combined region: 2,196,704 • LWDB 12: 1,567,493 • LWDB 27: 629,211	[U.S. Bureau of Labor Statistics, Metropolitan Area Employment and Unemployment, August 2026, Table 1. Preliminary estimates, not seasonally

Regional Characteristic	Current Regional Profile	Evidence / Data Source
		adjusted. Released September 30, 2026.
Unemployment	Sept 2026 • LWDB 12: 4.3% • LWDB 27: 4.8%	FloridaCommerce, Local Area Unemployment Statistics (LAUS), September 2026 preliminary data; released October 16, 2026. Monthly Data Release.
Major population centers	Orlando, Kissimmee, Sanford, Melbourne, Titusville, Daytona Beach, DeLand, Palm Coast, Leesburg, and The Villages.	[U.S. Census Bureau, City and Town Population Estimates, 2025; FDOT Official Transportation Map]
Major employment centers	Central Florida: Orlando–Lake Buena Vista–Kissimmee tourism corridor, UCF/Central Florida Research Park, Lake Nona, and Lake Mary–Heathrow. Brevard, Flagler and Volusia: Melbourne aerospace and defense cluster, Kennedy Space Center/Cape Canaveral, and Daytona Beach–DeLand healthcare, education, and manufacturing employers.	[Orlando Economic Partnership, Top 50 Employers, updated July 2026; Orlando business centers, page updated May 2026; Space Coast industry profile, page updated October 2025; Team Volusia major employers]
Business establishments	Region 12: 99,944; Region 27: 39,561. Combined regional total: 139,505.	U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, *County Employment and Wages in Florida*, First Quarter 2026, Table 2. Preliminary data.
Cross-area commuting	42,866 primary jobs in LWDB 27 are held by LWDB 12 residents; 103,021 primary jobs in LWDB 12 are held by LWDB 27 residents. These 145,887 connections support coordinated recruitment, training and referrals. I-4 and SR 528 are principal connections between the areas.	[U.S. Census OnTheMap/ 2023] [FDOT, I-4 and Central Florida Expressway Authority, SR 528/ 2025]
Shared Economic Development Area	The eight counties connect Central Florida, the Space Coast and the Volusia–Flagler corridor. Shared employers, commuting flows and training resources support regional coordination in aerospace, advanced manufacturing and semiconductors, healthcare, construction, tourism, technology and logistics.	[Census LODES commuting data, Orlando Economic Partnership sector profiles, and Space Coast industry profiles]

A.2 Targeted Industries, In-Demand Occupations and Workforce Gaps

Industry / Sector	Regional Employment*	Selected In-Demand Occupations / Annual Openings*	Workforce Need / Regional Connection	Workforce Gaps	Data Sources
Healthcare and social assistance — NAICS 62	272,834	Registered nurses: 2,575 openings	Healthcare employers across both areas need registered nurses, allied health professionals, and direct-care workers. Clinical placements and credential pathways support recruitment across the region.	Gap to assess: Supply and retention of licensed nurses. Next step: Review clinical placement capacity with nursing programs and first-year RN retention with hospitals.	JobsEQ, 2026 Q2; OEP employer report, updated July 2026; Health First; Team Volusia major employers. JobsEQ, 2026Q2; BLS Registered Nurses, 2026.
Leisure and hospitality — NAICS 71–72	378,251	Restaurant cooks: 4,371 openings	Hotels, restaurants, and visitor-service employers across both areas need cooks, food-service workers, hotel and guest-service staff, and supervisors. Shared priorities include customer service, food safety, and operations training that helps frontline workers advance into supervisory roles.	Gap to assess · Retention of cooks and frontline hotel and restaurant staff. Next step: Ask employers and workers how pay, scheduling, and working conditions affect retention.	JobsEQ, 2026 Q2; OEP employer report, updated July 2026; Team Volusia industry profile; Port Canaveral, JobsEQ, 2026Q2; BLS Cooks, 2026.
Manufacturing, including aerospace and semiconductors — NAICS 31–33	105,799	Industrial machinery mechanics: 373 openings; Aircraft mechanics and service technicians: 323 openings	Space Coast aerospace, Volusia manufacturing, and NeoCity semiconductor operations share needs for production technicians, electronics workers, machinists, and quality-control staff skilled in safe, precision production.	Gap to assess: Aircraft mechanics with FAA airframe and powerplant (A&P) ratings and industrial mechanics skilled in automation and equipment troubleshooting. Next step: Compare training completions with employer hiring needs for each occupation.	JobsEQ, 2026 Q2; OEP employer report, 2026; OEP business districts; Space Coast industry profile, updated October 2025; Team Volusia target industries, JobsEQ, 2026Q2; BLS Industrial Machinery Mechanics, Aircraft Mechanics, 2026.

Professional, scientific, and technical services — NAICS 54	151,577	Software developers: 1,138 openings	Central Florida employers and Region 27's information technology employers need software developers, engineers, and technical specialists with programming, systems design, analytical, and project-management skills	Gap to assess: Software developers with specialized programming skills and hands-on project experience. Next step: Identify priority skills with employers and build them into internships or applied projects.	JobsEQ, 2026 Q2; OEP business districts; OEP employer report, 2026; Space Coast industry profile, 2025; Team Volusia target industries. JobsEQ, 2026Q2; BLS Software Developers, 2026.
Construction — NAICS 23	152,387	Electricians: 1,102 openings; HVAC mechanics and installers: 725 openings	Construction and infrastructure projects across both areas need electricians, HVAC technicians, carpenters, equipment operators, and supervisors. Apprenticeships and other hands-on training build jobsite safety skills and prepare workers for applicable licenses.	Gap to assess: Experienced electricians and HVAC technicians with refrigerant certification and electrical and mechanical diagnostic skills. Next step: Review electrician apprenticeship completions and HVAC diagnostic training with contractors.	JobsEQ, 2026 Q2; OEP employer report, updated July 2026; Port Canaveral engineering and capital projects. JobsEQ, 2026Q2; BLS Electricians, HVAC Technicians 2026.
Transportation and warehousing — NAICS 48–49	96,529	Heavy and tractor-trailer truck drivers: 2,449 openings;	Port Canaveral freight operations and Central Florida distribution centers need commercial drivers, warehouse workers, logistics coordinators, and maintenance staff with CDL, inventory management, or safe material-handling skills, depending on the role.	Gap to assess: Retention of CDL-qualified drivers in regional freight jobs. Next step: Track CDL graduate placements and check with employers on driver retention after hire.	JobsEQ, 2026 Q2; OEP logistics and distribution profile; OEP employer report, 2026; Port Canaveral distribution and logistics, JobsEQ, 2026Q2; BLS Truck Drivers, 2026.

A.3 Regional Assets and Education/Training Resources

Asset / Institution	Key Programs and Training Capacity	Regional Role	Evidence
Bethune Cookman University Private University Daytona Beach campus in Volusia County, with broader regional reach	• Nursing and health sciences • Computer engineering, science, and mathematics • Business, hospitality, and education	Expands access to professional careers in healthcare, engineering, business, hospitality, and education through a historically Black university in Daytona Beach.	B-CU Academics; B-CU Sciences, Engineering and Mathematics; B-CU Nursing.
Daytona State College Public State College Volusia and Flagler counties, with broader regional reach	• Aerospace Technology A.S., including structural fabrication, composites, testing, and assembly • Engineering technology, advanced machining, welding, and aviation maintenance • IT, nursing, allied health, business, and hospitality	Prepares technicians for aerospace and manufacturing employers in Volusia, Flagler, and the Space Coast. Nursing, allied health, and hospitality programs also connect residents to local employment and further study.	DSC Aerospace Technology DSC - Programs of Study
Eastern Florida State College Public State College Brevard County and the Space Coast, four principal campuses with regional industry reach	• Aerospace and Engineering Technology A.S. programs • Mechatronics, machining, welding, aviation maintenance, and structural assembly • Customized employer training	Prepares technicians for Brevard aerospace, defense, aviation, and manufacturing employers. Short-term credentials and associate degrees give students routes from high school into employment or further study.	EFSC Aerospace EFSC Manufacturing and Construction
Embry-Riddle Aeronautical University Private university specializing in aviation and aerospace Daytona Beach campus in Volusia County, regional, national and international reach	• Aerospace engineering from bachelor's through doctoral study • Aeronautical science, aviation maintenance, safety, operations, and management • Uncrewed aircraft systems and flight and simulation laboratories	Prepares engineers and aviation professionals for aerospace, space, and defense employers along the Volusia–Brevard corridor. Flight and simulation labs support applied learning and research.	ERAU Dept of Aerospace Engineering ERAU College of Aviation
Flagler Technical College Public technical college operated by Flagler Schools Flagler County and surrounding communities,	• Electrical, HVAC, and early childhood education apprenticeships • Commercial driving and heavy equipment operations	Provides hands-on occupational training and apprenticeship pathways for construction, transportation, healthcare, and early childhood education. Supports entry into employment through industry credentials, adult education, and secondary-to-post-secondary transitions.	FTC Programs; FTC Career and Technical Education; FTC Apprenticeship Programs.

Asset / Institution	Key Programs and Training Capacity	Regional Role	Evidence
with locations in Palm Coast	• Nursing assistant, phlebotomy, and EMT training • Adult education, GED, and ESOL		
Florida Institute of Technology Private Research University Melbourne campus in Brevard County, serves the Space Coast and broader region	• Aerospace, mechanical, electrical, computer, and systems engineering • Aviation and cybersecurity • Research in advanced materials, robotics, and manufacturing • Undergraduate through doctoral study	Develops engineers, researchers and technical leaders for the Space Coast's aerospace, defense, aviation, technology and advanced-manufacturing industries. Supports research and employer-connected experiential learning.	FIT Aerospace Engineering FIT Programs
Lake-Sumter State College Public State College Lake and Sumter counties, with campuses and instructional locations in Leesburg, Clermont and Sumterville	• Advanced manufacturing, automation, and substation and relay technology • Construction management, CDL, and line worker training • AI, cybersecurity, and IT • Nursing, respiratory care, and medical laboratory technology	Provides degree, certificate and short-term workforce pathways for utilities, advanced manufacturing, construction, transportation, healthcare and technology. Its Sumter-based engineering programs strengthen access to technical training in the region's rural communities with options to enter employment or transfer to UCF.	LSSC Engineering Technology LSSC Healthcare LSSC Workforce Programs
Lake Technical College Public Technical College Lake County, with instructional access serving nearby communities in the Lake–Sumter area	• Advanced manufacturing, CNC production, welding, and HVAC • Automotive and diesel systems • Practical nursing, allied health, public safety, and IT • Culinary and hospitality programs, adult education, GED, and ESOL	Offers short-term, hands-on occupational training for Lake–Sumter employers and residents. Supports rapid entry into manufacturing, skilled trades, transportation, healthcare and public-safety occupations through industry-aligned credentials.	LTC Advanced Manufacturing LTC Programs
Seminole State College of Florida Public State College	• Engineering technology, mechatronics, industrial management, and engineering transfer pathways	Combines employer-connected technical education and industry credentials with transfer pathways for students pursuing engineering	SSC Engineering Technology SSC Construction SSC Healthcare

Asset / Institution	Key Programs and Training Capacity	Regional Role	Evidence
Seminole County and surrounding Central Florida communities	• Construction technology, HVAC, welding, plumbing, and electrical trades • Architecture, design, CAD, IT, nursing, and allied health	degrees. Trades and healthcare programs also serve local employers.	Fast Track Programs - Seminole State College
University of Central Florida Public University and Research Institution Orange County campus, serves the full Central East Florida region and statewide	• Aerospace, mechanical, electrical, and computer engineering • Modeling and simulation, photonics and optics, and semiconductor and electronic parts engineering • Computer science and healthcare programs	Supplies advanced technical and professional talent for aerospace, defense, simulation, semiconductor, technology and healthcare employers. Supports applied research, university-to-industry partnerships and transfer pathways from regional state colleges.	UCF Aerospace and Defense UCF Modeling and Simulation
Valencia College Public State College Primarily Orange and Osceola counties, with programs supporting the broader regional labor market	• Semiconductor engineering technology, industrial automation, mechatronics, and robotics • Precision optics, photonics, and electrical and computer engineering technology • Construction and accelerated skills training technician training; precision optics and photonics; electrical and computer engineering technology; construction and accelerated skills training	Prepares technicians for semiconductor and automated manufacturing jobs in Orange and Osceola counties. Accelerated training, degrees, and transfer to UCF give students several entry and advancement options.	Valencia Engineering Technology Valencia Semiconductor Engineering Tech Accelerated Skills Training | Workforce Programs

A.4 Major Changes Since the Prior Plan

Employment and layoffs. Between September 2025 and September 2026, unemployment rose from 4.2% to 4.3% in the CSCF area and from 4.7% to 4.8% in the CSBVF area, based on combined BLS metropolitan-area counts[1]. Industry changes were more pronounced. In August 2026, Orlando-area employment was down 1.9% year over year in trade, transportation, and utilities and 2.1% in financial activities. In Palm Bay, Melbourne, and Titusville, employment in mining, logging, and construction fell 2.9%.[2]

Healthcare demand. The healthcare priority identified in regional planning gained support across the Regional Planning Area (RPA). In August 2026, the broader education and health services sector recorded year-over-year employment growth of 2.7% in Orlando–Kissimmee–Sanford, 4.0% in Palm Bay–Melbourne–Titusville, and 4.4% in Deltona–Daytona Beach–Ormond Beach.[3] The regional JobsEQ forecast for the second quarter of 2026 projected 2,575 registered nurse openings over one year across the eight counties. The RPA will work with healthcare employers and training providers to expand clinical training opportunities and track whether participants earn credentials and enter healthcare jobs.

Advanced manufacturing and semiconductors. Since the 2025 plan, new investment has made the region's technical workforce needs more specific. In 2026, Osceola County announced a planned $470 million semiconductor investment by ELSPES at NeoCity, projected to create more than 600 high-wage jobs. The county also broke ground on a 30,000-square-foot laboratory.[4] On the Space Coast, August 2026 data showed approximately 36,500 manufacturing jobs in Palm Bay – Melbourne - Titusville, up 2.5% year over year.[5] The boards will use employer hiring schedules to time internships, apprenticeships, and training in electronics, automation, cleanroom operations, and quality control.

Wages and advancement. Florida's minimum wage rose from $14 per hour in September 2025 to $15 per hour on September 30, 2026, a 7.1% increase.[6] For hospitality, retail, and food-service workers, this raises entry pay and changes the benchmark for evaluating wage gains after training. In 2027–2028, the RPA will review self-sufficiency measures and training outcomes against the higher wage floor, including whether participants advance into jobs with higher earnings.

Regional response for 2027–2028. Building on the 2025 regionalization plan, CSCF and CSBFV will use county employment trends and direct input from employers to guide their work across the eight counties. When layoffs occur, the boards will coordinate Rapid Response and connect affected workers with job openings, training, and hiring events in either workforce area. As healthcare, aerospace, and semiconductor employers identify hiring needs, the RPA will work with colleges and apprenticeship sponsors to align clinical placements, technical training, and work-based learning with the skills and hiring timelines employers identify. The RPA will assess these efforts by tracking whether participants earn credentials, enter employment, and advance to higher wages as Florida's wage floor rises.

---

[1] U.S. Bureau of Labor Statistics, *Metropolitan Area Employment and Unemployment*, September 2026, Table 1. Workforce-area rates were calculated from combined unemployment and civilian labor-force counts.
[2] U.S. Bureau of Labor Statistics, *Economy at a Glance*, August 2026 industry employment and 12-month percentage changes. Orlando–Kissimmee–Sanford and Palm Bay–Melbourne–Titusville. Data extracted October 30, 2026.
[3] U.S. Bureau of Labor Statistics, Economy at a Glance, education and health services employment, August 2025–August 2026. Orlando, Palm Bay, and Deltona. Data extracted October 30, 2026.
[4] Osceola County, *Osceola County Secures $470M Semiconductor Investment at NeoCity*, May 5, 2026, and *Osceola, State Leaders Unveil Multi-Use Lab at NeoCity*, March 27, 2026.
[5] manufacturing jobs and the growth rate. U.S. Bureau of Labor Statistics, *Palm Bay–Melbourne–Titusville Economy at a Glance*, manufacturing employment and 12-month percentage change, August 2026. Data extracted October 30, 2026.
[6] FloridaCommerce, *Florida Minimum Wage*, 2025–2026 and 2026–2027 minimum-wage notices. Percentage increase calculated from the two hourly rates.

B. Regional Service Delivery and Customer Experience

B.1 Regional Service Delivery Strategy

CareerSource Central Florida (CSCF) and CareerSource Brevard Flagler Volusia (CSBFV) coordinate services across the eight-county region so job seekers and employers can access career, training, and business services across county lines. The matrix identifies shared practices, local differences that affect customers, and opportunities for closer coordination when a customer, employer, training provider, or apprenticeship sponsor works with both boards.

Service Area	Shared Regional Approach	Local Delivery and Exceptions	Evidence / Shared Agreements
Outreach Universal Access and Accessibility	Both boards offer services through career centers, community locations, virtual appointments and workshops, and partner referrals. Customers can request reasonable accommodation, assistive technology, and interpreter assistance. Staff connect customers with Vocational Rehabilitation, Disability Navigator services, or adult education and English-language programs based on individual needs.	CSCF offers walk-in services, orientations, and information sessions through its centers and Community Hubs as part of the Explore phase of its 4E model. CSBFV uses career centers, talent hubs, and community partners to reach veterans, individuals with disabilities, older workers, justice-involved individuals, and other underserved populations.	CSCF and CSBFV local plans, one-stop delivery system and access-point sections. Each board's comprehensive one-stop center certification and equal opportunity policy.
Eligibility, Intake and enrollment	Both boards apply program-specific eligibility, documentation, and priority-of-service requirements. Staff assess employment goals and barriers, identify co-enrollment opportunities, and record services in Employ Florida and other applicable state systems.	CSCF directly verifies eligibility during the Engage phase, with supervisory review before enrollment or training authorization. CSBFV contracts with C2 Global Professional Services to determine WIOA Adult, Dislocated Worker, and Youth eligibility and complete intake, assessment, and enrollment.	Each board's eligibility, priority-of-service, and enrollment procedures.
Career Services and Follow-up	Customers can receive assessments, career planning, labor-market information, job-search and interview assistance, and placement support. Follow-up addresses retention, advancement, and credential completion.	CSCF delivers services directly through its 4E model: Explore, Engage, Experience, and Employment. CSBFV delivers services through C2 and one-stop partners. For adult follow-up, CSCF uses up to 12 months after exit; CSBFV uses up to 12 months after employment or exit, whichever occurs later.	CSCF career services and follow-up procedures. CSBFV *Follow-Up Policy*, OPS 00-92.

Service Area	Shared Regional Approach	Local Delivery and Exceptions	Evidence / Shared Agreements
		Both boards describe at least 12 months of youth follow-up.	
Training Services and Individual Training Accounts (ITAs)	Both boards connect training to occupational demand and recognized credentials, review provider performance, and use aligned January and July Eligible Training Provider List (ETPL) application and update periods. Providers can apply to both boards during the same window..	CSCF uses tiered ITAs up to $7,000 and generally limits training to one year under Career-in-a-Year. CSBFV uses tiered ITAs up to $7,500, with Scholarship Unit review aligning training with Labor market need and the customers IEP. The boards will explore how customers could select providers from either local ETPL, including how the boards would authorize training and issue and pay vouchers.	Both boards' ETPL and ITA policies, including CSBFV *Scholarship Training Funding Policy*, OPS 25-02. Aligned practice: ETPL calendar. Proposed**:** cross-board ITA agreement.
Work-based Learning	Both boards develop internships, paid work experience, on-the-job training, and apprenticeship opportunities in priority sectors. A shared priority is clarifying referrals, eligibility, and participant support when a worksite or sponsor serves both areas.	CSCF develops employer placements, including customized training, through Business Services and the Experience and Employment phases of its model. CSBFV coordinates placements and apprenticeship opportunities through Career Services and Business Services.	Both boards' work-based training procedures, including CSBFV *Work-Based Training Policy*, OPS 00-06. Cross-area referral procedures are in development.
Supportive Services	Both boards assess individual need and provide transportation, work-related items, and other allowable assistance. Both generally cap transportation assistance at $100 per month.	CSCF has an overall adult supportive-service limit of $1,500. CSBFV has a $2,000 limit and uses individual participant budgets. The boards have identified mileage calculations and prepaid-card vendors as opportunities for coordination.	Each board's adult supportive-services policy and transportation guidance.
Referrals and Co-enrollment	Both boards use warm referrals and co-enrollment to connect customers with workforce programs, vocational rehabilitation, adult education, veterans' services, and community supports.	CSCF coordinates referrals through its one-stop partner network, Community Hubs, and Unite Us. CSBFV uses partner MOUs, the Crosswalk Agency Referral Portal, and Unite Us. As both boards transition to Florida WINS, a shared next step is to identify who receives a cross-area referral and who confirms the customer received services.	Local one-stop partner MOUs and referral procedures. See B.2 for the planned pilot to confirm referral outcomes.

Service Area	Shared Regional Approach	Local Delivery and Exceptions	Evidence / Shared Agreements
Business Services	Both boards provide employer outreach, recruitment, job matching, work-based learning, labor-market information, and Rapid Response. Regional priorities include coordinating outreach to employers operating in both areas and establishing common follow-up expectations.	CSCF organizes its work around business development and filling employers' hiring needs. CSBFV assigns business liaisons geographically and coordinates with economic-development partners and industry and education consortiums. Shared priorities include aerospace, construction, manufacturing, and apprenticeship outreach.	Both boards' business-services strategies. Regional workgroup records documenting agreed sector priorities and employer follow-up standards

B.2 Regional Customer Experience Baseline, Service Gaps, and Actions

CSCF and CSBFV currently collect job seeker and employer feedback through their respective systems, but differences in how the boards measure customer experience limit regional comparisons. From July through September 2027, the boards will agree on common measures and review existing data for comparability. By December 2027, they will report the first regional customer-experience baseline using those measures.

Regional Priority	Current Status or Service Gap	Regional Action	Responsible Parties and Timeline	Expected Result or Measure
Regional Customer-Experience Baseline	Each board collects local data. The region has yet to establish common definitions, reporting periods, or targets.	Inventory existing CSCF and CSBFV customer-experience measures, dashboards, surveys, complaint data, call-center information and service-access data. Agree on a limited set of common job seeker and employer measures.	CSCF and CSBFV Operations, Business Intelligence and Performance teams July–September 2027	Approved regional measure definitions, data sources, reporting frequency and baseline methodology
Job Seeker Experience	The boards have yet to compare customer experience across career centers, virtual services, and community access points.	Compare customer satisfaction, service access, response time, referral completion and service outcomes across career centers, virtual services and	Operations, One-Stop Operators and Business Intelligence teams Baseline completed by December 2027	Regional job seeker-experience baseline and identification of the most significant service gaps

Regional Priority	Current Status or Service Gap	Regional Action	Responsible Parties and Timeline	Expected Result or Measure
		community access points.		
Employer Experience	Employers operating in both workforce areas may receive duplicate outreach or be unsure whom to contact for follow-up.	Align definitions for employers served, repeat business, business penetration, employer satisfaction and cross-region employer engagement. Establish procedures for coordinating employers operating in both local areas.	CSCF and CSBFV Business Services leadership July–December 2027	Common employer measures, coordinated account practices and validated employer baseline
Consistency of Customer Service Across the Region	Job seekers and employers who use both workforce areas encounter different workflows, terminology, and technology. Regional workgroups identified a need for common service expectations across local delivery models.	Set shared standards for welcoming customers, response times, communication, referrals, accessibility, and follow-up. Use a common survey and evaluation tool. Pilot reciprocal secret-shopper reviews at career centers, by phone, and at selected virtual access points, then conduct periodic reviews.	LWDB 12 and LWDB 27 Operations and Customer Experience leads and teams Develop standards in Year 1 and review annually. Pilot reciprocal reviews by March 2028.	Both boards adopt the standards. Evaluations assess responsiveness, professionalism, accuracy, accessibility, and referral effectiveness. Track improved satisfaction, fewer complaints, and the percentage of inquiries answered within the regional response-time standard.
Accessibility and Universal Service	Each board maintains local accessibility certifications and practices. The boards have yet to compare accommodations, language assistance, and assistive technology across the region.	Compare accessibility certifications, reasonable-accommodation practices, language-access resources, assistive technology and methods for serving individuals with disabilities and limited English proficiency.	Equal Opportunity Officers, Operations, IT, VR and DBS partners Review completed by December 2027; corrective actions initiated by March 2028	Regional accessibility inventory and documented corrective or improvement actions

Regional Priority	Current Status or Service Gap	Regional Action	Responsible Parties and Timeline	Expected Result or Measure
Partner Referrals and Co-enrollment	Referral processes differ across partners and workforce areas.	Map referral and co-enrollment processes for WIOA, Wagner-Peyser, TANF, SNAP E&T, veterans, VR, DBS, Adult Education and other partners. Identify opportunities for warm handoffs and closed-loop referral confirmation.	Program leadership, One-Stop Operators and partner agencies Process mapping by December 2027; pilot improvements by March 2028	Regional referral map, common referral expectations and at least one tested closed-loop referral process
Priority-population Experience	Available data must be reviewed to identify regional differences in service access, referrals, and employment outcomes for populations facing barriers to employment.	Establish available baseline measures for youth, veterans, individuals with disabilities, TANF/SNAP participants and other populations facing barriers to employment.	Program managers, Performance teams and required partners January–March 2028	Baseline summary identifying service access, referrals, employment outcomes and major gaps by population
Geographic, Transportation, and Digital Access	Rural residents, customers without reliable transportation or broadband, individuals working nontraditional hours, and customers with limited digital skills. The region covers eight counties with urban, suburban, coastal, and rural communities. Both boards use physical and virtual access, but service availability and technology capacity vary by location.	Coordinate physical centers, community access points, mobile or pop-up services, virtual appointments, and partner locations. Map service availability and identify communities without reasonable physical or virtual access.	LWDB 12 and LWDB 27 Operations leads with community partners Access map completed in Year 1; gaps addressed throughout the plan period	Increased customers served through community and virtual access points; reduced geographic service gaps; virtual-service utilization; customer-reported ease of access

C. Regional Operations and System Efficiencies

C.1 System Efficiencies

CSCF and CSBFV will coordinate administrative practices, purchasing, shared staffing, and technology to reduce duplicated work, improve consistency, and identify cost savings. Each board will retain governance

and fiscal accountability, with shared arrangements documented through agreements defining responsibilities, cost allocation, reporting, and approvals.

Operational area	Regional action and expected efficiency	Responsibility, timing, and evidence
Shared Apprenticeship Navigators	Two Navigators serve all eight counties. CSCF administers employment, and both boards direct activities and review performance. Shared administration and coordinated outreach reduce duplication. See C.2 for cost sharing.	Lead: CSCF and joint oversight team. Timing: Monthly meetings, quarterly reports, and annual expenditure summary. Current MOU runs through June 2027, with written renewal or extension. Evidence: PY26 Regional Apprenticeship Navigator MOU_CSBrevard FV & CSCF -fully Executed.pdf
Payroll and HR systems	Compare ADP, Paylocity, and Paycom capabilities and pricing to identify opportunities for automation, reduced manual processing, and cost savings.	Lead: HR and Finance. Timing: Evaluation in Year 1, decision in Year 2. Planned evidence: Vendor comparisons, pricing, and documented decision.
Audit and tax services	Coordinate procurement calendars, share preparation practices, and evaluate joint or parallel solicitations for potential fee savings and reduced procurement effort.	Lead: Finance and procurement. Timing: Next applicable procurement cycle. Planned evidence: Calendars, solicitations, pricing, and engagements.
Vendor purchasing and administrative practices	Compare contracts and renewal dates, evaluate coordinated purchasing, and share policies and templates to reduce repeated work and identify savings.	Lead: Technology Workgroup, IT, Finance, HR, and procurement. Timing: Inventory in Year 1, evaluations at renewal. Planned evidence: Contract inventory, templates, and vendor comparisons.
Rapid Registration API	Coordinate event registration and transmission of customer information to Employ Florida to reduce duplicate data entry. See C.2–C.3 for the agreement and tool details.	Lead: RPA and CareerSource Palm Beach County. Timing: Annual contract review. Evidence: Rapid Registration MOU.pdf
Regional data and operational tools	Align data definitions and evaluate common reporting tools and documents to improve consistency and reduce repeated preparation. Apply data-sharing and access controls. See C.3 for tools.	Lead: Technology, Performance, Business Intelligence, and Operations. Timing: Year 1 inventory and Sections B–D milestones. Planned evidence: Definitions, templates, and applicable agreements.

C.2 Administrative Cost-Sharing Summary and Regional Agreements

Arrangement / agreement	Cost allocation and administration	Evidence / status
Regional administrative costs	No general regional administrative-cost pool has been established. Future shared-cost arrangements will specify eligible expenses, allocation methods, fiscal responsibilities, reporting, and approvals.	Separate written agreements as arrangements are approved.
Regional Apprenticeship Navigator partnership	Two shared positions, with CSCF as employer of record. The MOU establishes 50% sharing of eligible salary, fringe benefits, payroll taxes, approved travel, and other mutually approved allowable direct costs. FloridaCommerce allocates funding for CSBFV's activities directly to CSCF. Reimbursement is required only if funding allocations, grant requirements, or a written agreement necessitates a different arrangement. CSCF provides quarterly expenditure reports and an annual expenditure summary.	Executed MOU, signed July 2026. Term July 1, 2026–June 30, 2027, with written renewal or extension. PY26 Regional Apprenticeship Navigator MOU_CSBrevard FV & CSCF -fully Executed.pdf
Rapid Registration agreement	CareerSource Palm Beach County hosts the registration platform and provides system integration. [Confirm fees, allocation method, and payment responsibilities from the agreement.]	Rapid Registration MOU.pdf

C.3 Shared Tools and Technology Resources

Technology coordination will focus on connecting systems, aligning data definitions, and evaluating shared tools that improve regional reporting and service delivery. Sharing participant or employer information will remain subject to applicable confidentiality requirements, role-based access controls, data-sharing agreements, and cybersecurity standards.

Tool or resource	Regional use and status
Employ Florida	Statewide system used by both boards for participant and service reporting.
Rapid Registration API	Hosted registration technology supporting event intake and transmission of participant information to Employ Florida.
JobsEQ, Lightcast, and local data warehouses and dashboards	Resources identified in the draft for labor-market analysis and performance reporting. The technology inventory will identify board usage, available capabilities, and opportunities to share reports or coordinate licensing.
Common dashboards, customer and employer feedback tools, and secret-shopper evaluation tools	Proposed regional tools supporting consistent measures and service evaluation. Actions and milestones are addressed in Sections B and D.
Shared ITA and vendor documents, registration tools, and virtual-event platforms	Proposed materials and technology to support consistent workflows, reduce repeated document development, and improve coordination.

Regional Performance, Employer Engagement, and Apprenticeship

D.1 Regional Performance Dashboard

The dashboard presents CSCF and CSBFV performance side by side to identify shared strengths and improvement priorities while preserving each board's separate negotiated levels and accountability. Detailed causes and board-specific corrective actions are included in the respective local plan addenda.

Performance measure	CSCF	CSBFV
PY 2025 - 2026	Negotiated / Actual	Negotiated / Actual
WIOA Adult		
Employment—Second Quarter After Exit	85.5% / 83.7%	89.8% / 86.7%
Employment—Fourth Quarter After Exit	79.8% / 83.1%	84.6% / 93.8%
Median Earnings—Second Quarter After Exit	$7,269 / $9,722	$7,788 / $9,402
Credential Attainment	73.1% / 71.7%	79.0% / 85.6%
Measurable Skill Gains	62.3% / 84.4%	72.4% / 95.0%
WIOA Dislocated Worker		
Employment—Second Quarter After Exit	85% / 83.3%	83.9% / 82.4%
Employment—Fourth Quarter After Exit	75.7% / 75%	81.0% / 100.0%
Median Earnings—Second Quarter After Exit	$9,410 / $9,640	$11,108 / $11,306
Credential Attainment	82.7% / 93.3%	76.0% / 80.0%
Measurable Skill Gains	80% / 84.8%	80.0% / 100.0%
WIOA Youth		
Employment—Second Quarter After Exit	76% / 63.3%	79.7% / 73.6%
Employment—Fourth Quarter After Exit	73.3% / 66.5%	75.1% / 74.7%
Median Earnings—Second Quarter After Exit	$4,219 / $5,188	$3,313 / $5,329
Credential Attainment	79.1% / 60%	58.6% / 73.7%
Measurable Skill Gains	68% / 71.1%	75.0% / 77.0%
Wagner-Peyser		
Employment—Second Quarter After Exit	67.7% / 65.9%	64.6% / 63.7%
Employment—Fourth Quarter After Exit	61.7% / 68%	60.8% / 64.1%

Performance measure	CSCF	CSBFV
PY 2025 - 2026	Negotiated / Actual	Negotiated / Actual
Median Earnings—Second Quarter After Exit	$6,218 / $7,879	$6,274 / $7,571
State Accountability - Actual Letter Grade / Overall Score		
Letter Grade and Overall Score	B / 84.74%	B+ / 89.78%

D.2 Performance Improvement Narrative

PY 2025–26 results show shared strengths in earnings and measurable skill gains. Both boards exceeded negotiated median earnings levels across Adult, Dislocated Worker, Youth, and Wagner-Peyser programs, and exceeded measurable skill gains targets across all three WIOA programs. Both also exceeded fourth-quarter employment targets for Adult and Wagner-Peyser participants and credential attainment targets for Dislocated Workers. CSBFV exceeded credential attainment targets across all three WIOA programs.

Second-quarter employment results were below negotiated levels across all four programs for both boards, making this a shared improvement priority. Youth results warrant particular attention. CSCF's Youth second-quarter employment was 63.3% against a negotiated level of 76.0%, and credential attainment was 60.0% against 79.1%. Youth fourth-quarter employment was below negotiated levels for both boards, with a larger gap at CSCF. CSCF's Adult credential attainment and Dislocated Worker fourth-quarter employment were also slightly below negotiated levels. Board-specific causes and corrective actions are addressed in the respective local addenda.

The state accountability results show a B for CSCF and a B+ for CSBFV. The boards will review the underlying letter-grade measures to identify specific improvement opportunities, including wage progression, repeat employer engagement, business penetration, and transitions from public assistance. Overall grades alone do not identify which components require corrective action.

CSCF and CSBFV will use quarterly regional reviews to compare results, share effective practices, and monitor improvement actions while retaining separate negotiated levels and accountability. Regional labor-market conditions, participant characteristics, and performance trends will also inform support for performance negotiations with FloridaCommerce. The following table identifies the coordinated actions, responsible teams, timing, and expected evidence of progress.

Regional improvement action	Responsibility and timing	Expected result / evidence
Review performance using common definitions and reporting periods. Compare federal indicators and state letter-grade measures, identify shared risks, and review progress on corrective actions.	Both boards' Performance, Business Intelligence, and Operations teams; quarterly during 2027–2028.	Documented quarterly reviews identifying performance gaps, responsible leads, and follow-up actions.

Regional improvement action	Responsibility and timing	Expected result / evidence
Share and apply effective service practices. Prioritize second-quarter employment across programs and Youth employment and credential attainment. Compare placement, credential-completion, and follow-up practices, and coordinate improvements with Career Services, Business Services, and training partners.	Operations, Career Services, and Business Services leadership; actions assigned through quarterly reviews.	Documented practice changes and subsequent results for the affected measures and participant groups.
Coordinate letter-grade improvement efforts. Align employer measures with D.3 and use component-level findings to guide employer follow-up, wage-advancement, and public-assistance transition strategies.	Performance, Business Services, and relevant program leadership; quarterly review during 2027–2028.	Comparable measures and documented progress against each board's applicable targets.
Support performance negotiations with regional evidence. Use regional labor-market conditions, participant characteristics, and performance trends to inform discussions with FloridaCommerce.	Both boards' executive and Performance leadership; during applicable negotiation cycles.	Documented analysis supporting proposed levels, with separate negotiated targets and accountability for each board.

D.3 Employer Engagement, Sector Strategy, Apprenticeship, and Work-Based Learning Scorecard

CSCF and CSBFV will coordinate employer outreach, establish comparable business-services measures, and use employer input to guide regional training and talent-pipeline activities. Two shared Regional Apprenticeship Navigators serve the eight-county region, working with employers, apprenticeship sponsors, education providers, and Florida Department of Education representatives to support new and expanded registered apprenticeship and pre-apprenticeship programs, participant recruitment, and connections to eligible workforce services. The following scorecard brings together regional employer-engagement and apprenticeship commitments. Section C describes the Navigator partnership's administrative and cost-sharing arrangements. Board-specific employer-engagement baselines and targets are provided in each local plan addendum, Section 9A; apprenticeship baselines, targets, and annual actions are provided in Section 9B.

Regional focus	Current foundation / baseline	Target and key actions	Evidence / data source
Regional sector strategy	Aerospace and aviation are identified as the strongest shared regional opportunity. Construction, advanced manufacturing, healthcare, and IT are also shared priorities.	Adopt a common regional sector framework; conduct at least two regional employer or sector convenings annually; implement at least one joint talent-pipeline action. Validate occupational needs and identify training, recruitment, OJT, and apprenticeship responses. See D.5 for sector-specific actions.	Regional Business and Industry Final Deliverable; workgroup records; employer-convening records; documented pipeline actions.
Cross-region employer coordination	Employers and apprenticeship sponsors operate across both workforce areas, but outreach and account management are generally conducted separately.	Establish and implement a coordination protocol by December 2027. Identify employers operating in both areas, assign lead and supporting contacts, coordinate outreach and follow-up, and track coordinated accounts and services.	Regional employer-engagement protocol (planned); Employ Florida; local business services records.
Employer reach, retention, and market penetration	Local business services practices and reporting differ. A validated regional baseline using common definitions has not been established.	Agree on definitions for employers served, new employers, repeat business, market penetration, referrals, and work-based learning by December 2027. Validate board-level and regional results and begin quarterly reporting by March 2028.	Regional data dictionary (planned); Employ Florida; CSCF and CSBFV dashboards; regional workgroup records.

Regional focus	Current foundation / baseline	Target and key actions	Evidence / data source
Regional labor-market intelligence	Both boards use labor-market information to guide employer engagement, but shared regional analysis is not produced on a consistent schedule.	Produce at least two shared regional labor-market updates annually. Review job postings, occupations, wages, skills, industry growth, and employer activity across the eight counties to guide sector strategies and employer outreach.	FloridaCommerce labor-market data; JobsEQ; Lightcast, where available; shared regional reports.
Employer experience and follow-up	Both boards collect employer feedback through local practices and systems. A common regional employer-experience baseline has not been established.	Establish the regional employer-experience baseline by December 2027, consistent with B.2. Use common feedback measures addressing responsiveness, service usefulness, and likelihood of repeat use. Review findings quarterly to identify service improvements.	Employer surveys and follow-up records; business services dashboards; planned regional customer-experience baseline described in B.2.
Apprenticeship expansion and state goals	Two shared Regional Apprenticeship Navigators serve the eight-county region. Board-specific baselines and annual targets are reported in the local apprenticeship scorecards.	Coordinate employer and sponsor engagement to develop and expand registered apprenticeship and pre-apprenticeship pathways. Support progress toward the 2030 cumulative goals of 676 apprentices for CSCF and 226 for CSBFV—902 regionally. Review progress quarterly by board and region.	Executed Regional Apprenticeship Navigator MOU; Navigator work plan and quarterly reports; local apprenticeship scorecards; state apprenticeship goals.
Work-based learning referrals and participant support	Both boards offer OJT, internships, apprenticeship, and participant supports, but regional referrals and outcome reporting are not yet standardized.	Establish a shared referral and tracking framework by March 2028. Coordinate access to opportunities and eligible supports across workforce areas. Report quarterly on participating employers, placements, completions, retention, and wages, with results attributed to the appropriate board and duplicate regional counts excluded.	Employ Florida; local work-based learning records; OJT agreements; apprenticeship reports; shared regional referral procedures (planned).

Apprenticeship efforts will focus on construction and skilled trades, advanced manufacturing, aerospace and aviation, healthcare, information technology, and education, based on employer demand and sponsor capacity. Recruitment events and staff training will support these efforts, while Career Services and Business Services staff connect eligible participants with OJT, ITAs, supportive services, and pre-apprenticeship pathways. Each board will establish annual targets in its local scorecard and Navigator work plan, considering remaining progress toward the state's cumulative goals, available funding, sponsor capacity, and planned

cohorts. Quarterly reviews will guide adjustments to recruitment, program development, and participant supports when results fall below annual targets.

Regional Planning Area (RPA) Measure	PY 2025–26 RPA Baseline	PY 2026–27 RPA Target	2030 Strategic Direction
Registered Apprenticeship Participants Served—Adult and Dislocated Worker	238	275	Increase participation annually, subject to employer demand, available funding and sponsor capacity; establish future numerical targets through annual performance reviews.
Individuals Provided Apprenticeship Information	100	225	Establish consistent apprenticeship outreach across career centers, community locations and the eight-county regional network.
New RAPs Assisted	4	7	Develop a sustainable pipeline of employer-sponsored programs in traditional and emerging industries.
New Pre-apprenticeships Assisted	1	3	Establish pre-apprenticeship-to-apprenticeship pathways for youth and adults, particularly in skilled trades and other priority sectors.
Existing RAPs Expanded	2	8	Expand existing sponsors by adding employers, occupations, cohorts and underrepresented participants.
New RAPs or Pre-apprenticeships Completed	3	6	Maintain an annual pipeline of programs progressing from employer interest through registration and implementation.
Recruitment Assistance for RAPs	New measure	30	Establish apprenticeship recruitment as a routine function of Career Services and Business Services.
Recruitment Targeting Underrepresented Populations	New measure	30	Increase equitable access for women, individuals with disabilities, veterans, youth and other populations underrepresented in apprenticeship.
Referrals to Apprenticeship	New measure	25	Implement a consistent regional referral process connecting job seekers with opportunities across all eight counties.
Apprenticeship Supported Through OJT	New measure	27	Make OJT a standard employer incentive for eligible apprenticeship placements and increase utilization as funding permits.
Apprenticeship Supported Through ITAs	New measure	15	Expand use of ITAs for eligible related technical instruction and reduce financial barriers to completion.
Staff Training	Baseline not established	Complete regional training	Institutionalize annual apprenticeship training, job aids and technical assistance for Career Services and Business Services staff.
Accelerators and Recruitment Events	Baseline not established	Annual accelerator and targeted events	Establish a recurring regional calendar of employer accelerators, sponsor convenings and apprentice recruitment events.

D.4 Credential and MCL Alignment Scorecard

CSCF and CSBFV will align regional training investments with Florida's Master Credentials List (MCL), regional occupational demand, employer-validated skills, and opportunities for career advancement. The scorecard identifies credential priorities, planned actions, and the evidence used to evaluate results.

Credential priority	Current foundation / gap	Regional action	Measures / evidence
Healthcare advancement pathways	Both boards invest in healthcare training. Entry-level credentials, including CNA, provide access to employment but may require additional training to support higher earnings.	Work with employers and training providers to identify stackable pathways, including CNA-to-LPN and other higher-wage healthcare occupations. Evaluate initial credentials alongside opportunities for continued advancement.	Enrollment, completion, credentials earned, employment, and wage progression; ITA records, provider reports, employer feedback, and MCL status.
Construction and skilled trades	Both boards work with apprenticeship sponsors serving the region. Coordinated referrals and participant support can improve access to training and occupational credentials.	Review trade-related credentials and related instruction for occupational alignment and applicable MCL requirements. Coordinate with the apprenticeship strategies in D.4.	Credentials and applicable licenses earned, apprenticeship completion, employment, and wages; sponsor records, Employ Florida, and training-provider reports.
Aerospace, advanced manufacturing, and semiconductors	Employer demand creates opportunities for technical training, but credentials must demonstrate relevant skills, occupational alignment, and wage value.	Validate credentials with employers before expanding regional training. Review current MCL status and address credentials flagged for possible removal through stronger employer validation, corrected occupational alignment, or progression into higher-level pathways.	Employer validation, MCL status, enrollment, completion, credential attainment, placement, and wages; employer records, MCL, ETPL, and provider reports.
Transportation, logistics, and information technology	CDL training and IT certifications offer employment pathways, but investment decisions need to reflect employer demand and demonstrated outcomes.	Evaluate training against completion, placement, wage, and retention results. Prioritize portable credentials connected to identifiable employment opportunities and advancement.	Licenses or certifications earned, completion, employment, wages, and retention; provider reports, Employ Florida, employer feedback, and applicable MCL listings.

Credential priority	Current foundation / gap	Regional action	Measures / evidence
Regional credential review and provider performance	Each board reviews training providers and programs. Regional coordination can strengthen consistency in evaluating credential value and participant outcomes.	Align provider-performance expectations and review credentials using occupational demand, employer feedback, MCL status, and participant results. Coordinate ETPL and ITA processes through the actions described in Sections B and C.	Documented credential and provider reviews; enrollment, completion, credential attainment, employment, and wage results; ETPL records, labor-market data, and regional review records.

D.5 Sector Partnership and Talent Pipeline Actions

CSCF and CSBFV will work with industry and education partners to address shared occupational needs through coordinated recruitment, training, and work-based learning. The table identifies sector-specific partners, workforce needs, actions, and measures, supported by the apprenticeship strategies in D.4 and credential-review practices in D.5.

Priority sector and workforce need	Industry and education partners	Regional talent-pipeline action	Measures / targets
Aerospace and Aviation Aerospace technicians, engineers, machinists, production workers, aviation maintenance talent, and workers able to meet specialized skill and security-clearance requirements	Space Florida; Space Coast EDC; regional aerospace employers and subcontractors; CSCF–CSBFV regional business-services teams Education / training: Embry-Riddle Aeronautical University; Florida Institute of Technology; Eastern Florida State College; University of Central Florida; Daytona State College; technical and apprenticeship providers	Coordinate an aerospace-led sector strategy and cross-board employer outreach. Develop OJT, customized training, apprenticeship, and incumbent-worker training solutions. Explore the Space Florida regional pilot concept.	Convene employers at least twice annually; implement at least one regional aerospace talent-pipeline initiative; track employers served, participants trained, placements, credentials, and starting wages

Priority sector and workforce need	Industry and education partners	Regional talent-pipeline action	Measures / targets
Advanced Manufacturing and Semiconductors Production technicians, semiconductor technicians, engineering technicians, machinists, welders, maintenance workers, and workers with automation and Industry 4.0 skills	AIM—Advancing in Manufacturing; NeoCity/Osceola County partners; Space Coast EDC; Florida High Tech Corridor/ Cenfluence; regional manufacturing employers Education / training: Valencia College; Eastern Florida State College; University of Central Florida; Florida Institute of Technology; Lake Technical College; Orange Technical College; other technical providers	Strengthen semiconductor and manufacturing pathways through contract training, OJT, apprenticeship, and work-based learning. Apply the employer-validation, MCL, wage, and occupational-alignment reviews in D.5 before expanding enrollment.	Establish a regional enrollment and completion baseline in PY 2026–27; increase participation in employer-validated manufacturing pathways during 2027–28; secure employer validation for each new or expanded credential pathway
Construction and Utilities Electricians, HVAC technicians, ironworkers, construction managers, skilled craft workers, and a sustainable pipeline of journey-level workers	Central Florida Electrical Training Alliance/JATC; Air Conditioning Contractors of Central Florida; Iron Workers Local 808; construction employers and trade associations; Regional Apprenticeship Navigators Education / training: Lake Technical College; Orange Technical College; Seminole State College; Valencia College; Daytona State College; apprenticeship sponsors and school-district CTE programs	Apply the shared Navigator model in D.4 to construction and utilities. Coordinate apprentice referrals, eligibility, supportive services, tools and equipment assistance, and cross-county employer processes. Expand pre-apprenticeship connections.	Use the two shared Regional Apprenticeship Navigators described in D.4; establish annual regional goals; increase apprenticeship enrollment and completions over the PY 2026–27 baseline; report employers engaged and programs developed or expanded quarterly.
Healthcare and Life Sciences Nurses, allied-health professionals, pharmacy technicians, healthcare support workers, and advancement pathways for entry-level employees	AdventHealth; Health First; Halifax Health; regional healthcare systems; education advisory councils; CSCF and CSBFV business-services teams Education / training: Valencia College; Seminole State College; Eastern Florida State College; Daytona State College; Lake-Sumter State College; UCF; nursing and allied-health providers	Coordinate healthcare employer engagement and ITA investments aligned with MCL credentials and demand occupations. Develop CNA-to-LPN advancement pathways and expand pharmacy-technician and other healthcare apprenticeships, using the credential-review approach in D.5.	Maintain healthcare as a priority training investment; establish credential-specific baselines; increase completion and advancement into higher-wage healthcare occupations; track credentials, placements, wage progression, and employer retention

Priority sector and workforce need	Industry and education partners	Regional talent-pipeline action	Measures / targets
Information Technology and Cybersecurity Cybersecurity analysts, network and cloud specialists, computer-support technicians, software and data talent, and employees with applied digital skills	Florida High Tech Corridor/Cenfluence; regional technology employers; higher-education advisory councils; CSCF and CSBFV business-services teams Education / training: University of Central Florida; Florida Institute of Technology; Eastern Florida State College; Valencia College; Seminole State College; Daytona State College; technical and certification providers	Validate occupations and certifications with employers. Connect participants to portable, stackable MCL credentials and expand OJT, apprenticeship, internships, and incumbent-worker training. Coordinate technology-employer outreach; apply credential reviews in D.5.	Conduct annual employer validation of priority IT credentials; establish enrollment, completion, and placement baselines; implement at least one coordinated IT or cybersecurity pipeline initiative during 2027–28
Transportation and Logistics Commercial drivers, logistics and warehouse workers, transportation supervisors, aviation-related logistics talent, and workers with safety and supply-chain skills	Regional transportation and logistics employers; airports, distribution and logistics partners; economic-development organizations; CSCF and CSBFV business-services teams Education / training: Valencia College; Daytona State College; Eastern Florida State College; technical schools and approved CDL/logistics training providers	Use CDL and logistics training outcomes reviewed under D.5 to guide investment. Coordinate Rapid Response and sector recruitment. Develop OJT and customized training for employer-specific needs.	Establish a common baseline for CDL and logistics training; maintain or adjust investment based on documented outcomes; track completions, licenses earned, placements, starting wages, and 90-day retention

Regional Strategy Summary Table

Priority Area	Shared Regional Strategy	Participating LWDBs / Partners	Measure of Success	Evidence / Attachment
Targeted Industries / Sector Partnerships	Coordinate employer-driven responses to shared occupational and skill needs in priority sectors.	CSCF; CSBFV; employers; industry, economic-development, and education partners.	Employer needs validated; regional convenings and joint talent-pipeline actions documented.	**A.2, D.3, and D.5:** Workforce needs and sector strategies; employer-convening and partnership records.

Priority Area	Shared Regional Strategy	Participating LWDBs / Partners	Measure of Success	Evidence / Attachment
Coordinated Service Delivery	Improve service consistency and access across workforce areas while preserving local responsibilities.	CSCF; CSBFV; One-Stop Operators; required, community, and education partners.	Common customer-experience measures established; service gaps identified and improvement actions tracked.	**DeliveryB.1–B.2:** Service-delivery matrix, customer-experience baseline and actions; partner MOUs and referral procedures.
Supportive Services Coordination	Coordinate participant assistance and identify opportunities to align transportation and other supportive-service practices.	CSCF; CSBFV; training providers; transportation vendors; apprenticeship and community partners.	Policy differences reviewed; feasible coordination opportunities identified and implemented.	**B.1 and C:** Supportive-service comparison and coordination opportunities; local policies and transportation guidance.
Administrative Efficiencies	Evaluate shared services, purchasing, and technology opportunities while retaining separate fiscal accountability.	CSCF; CSBFV; Finance, HR, Procurement, IT, and executive leadership.	Joint opportunities evaluated; implemented arrangements and resulting efficiencies documented.	**C.1–C.3:** System efficiencies, cost-sharing arrangements, agreements, and shared tools.
Coordinated Performance Improvement	Review regional performance and coordinate improvement practices and support for performance negotiations.	CSCF; CSBFV; Performance, Business Intelligence, and Operations teams; FloridaCommerce.	Quarterly reviews completed; performance risks, assigned actions, and subsequent results documented.	**D.1–D.2:** Performance dashboard and improvement actions; state performance reports; local addenda, Section 8.
Apprenticeship / Work-Based Learning	Use shared Navigators and coordinated employer engagement to expand apprenticeship pathways and cross-area work-based learning.	CSCF; CSBFV; FDOE apprenticeship representatives; employers; sponsors; education and training partners.	Progress toward state apprenticeship goals reviewed; annual local targets and regional referral improvements tracked.	**D.3 and C.2:** Combined scorecard and Navigator agreement; Navigator reports; local addenda, Section 9B.
MCL / Credential Alignment	Align training investments with the Master Credentials List, employer demand, and participant employment and advancement outcomes.	CSCF; CSBFV; employers; training providers; colleges and technical schools.	Credential and provider reviews documented; completion, employment, and	**D.4 and B.1:** Credential-alignment scorecard and training practices;

Priority Area	Shared Regional Strategy	Participating LWDBs / Partners	Measure of Success	Evidence / Attachment
			wage outcomes used to guide investment.	MCL, ETPL, and provider-performance records.
Coordinated Business Services	Coordinate cross-area employer accounts, service definitions, follow-up, and labor-market intelligence.	CSCF; CSBFV; Business Services teams; employers; chambers and economic-development partners.	Coordinated employer accounts documented; comparable employer reach, repeat-business, and market-penetration measures established.	**D.3:** Employer-engagement commitments; Employ Florida and local business-services records; planned regional protocol and data dictionary.

Local Plan Addendum – CareerSource Central Florida – LWDB 12

1. Governance and Organizational Structure

Governance Element	Entity/Members	Change Since Prior Plan	Effective Date	Evidence / Attachment
CLEO / Consortium	**Jerry Demings,** Orange County Mayor - Chair **Lee Constantine,** Seminole County Commissioner – Vice Chair **Timothy Morris** – Lake County Commissioner **Peggy Choudhry**- Osceola County Commissioner **Deborah Butterfield**, Sumter County Commissioner	Yes	07/01/2026	CSCF Consortium
LWDB Chair and Membership	Sheri Olson, Orlando Health, Chair David Sprinkle, Veritas Recruiting Group, Vice Chair Eric Ushkowitz, City of Orlando, Treasurer Jeff Hayward, Heart of Florida United Way, Secretary Andrew Albu, Albu and Associates Sharon Arroyo, Duke Energy Joe Battista, Orlando Economic Partnership Robert Bixler, Orange County Public Schools Wendy Brandon, UCF Lake Nona Hospital Gui Cunha, Seminole County Government Michele Daugherty, Associated Builders and Contractors Sean Donnelly, Electrical Training Alliance of Central Florida Casey Ferguson, Casey Ferguson Cattle Wendy Ford, Osceola Council on Aging Tanisha Nunn Gary - African American Chamber of Commerce of Central Florida John Gill - Quest Inc Shawn Hindle -Hanson, Walter, and Assoc.	Yes	07/01/2026	[CSCF Board of Directors

Governance Element	Entity/Members	Change Since Prior Plan	Effective Date	Evidence / Attachment
	Dr. Molly Kostenbauder - Seminole State College Lindsey LeWinter – Fairwinds Credit Union Nicole Martz - Sanford Airport Authority Dorea Mays -Rosen Hotels and Resorts Dr. Carla McKnight - Valencia College Catherine McManus - Habitat for Humanity Greater Orlando Gaby Ortigoni - Hispanic Economic Advancement Foundation Chris Pascal - International Union of Painters and Allied Trades Dr. Indera Rampal-Harrod- Universal Orlando Resort Sachely Rosado- AdventHealth Jonathan Schaefer - Kalos Services Tremayne Simpkins - Vocational Rehab Stella Siracuza- Tomato Express Paul Sohl – Florida High Tech Corridor Michelle Sperzel, Harbor House of Central Florida Richard Sweat - .decimal DeAnna Thomas- Lake Technical College Matt Walton – MiGre Engineers Richard Watford- Ironworkers Local 808 Kristin Williams, Rollins College			
Fiscal Agent	CareerSource Central Florida	No Change	09/01/2024	RWB12_Executed Sub Recipient - CLEO.pdf
One-Stop Operator	CareerSource Central Florida	Yes	10/1/2025	CSF Board of Directors Agenda
Workforce Services Provider	CareerSource Central Florida	No Change		CSF Board of Directors Agenda
Youth Services Provider	CareerSource Central Florida	No Charge		CSF Board of Directors Agenda

Governance Element	Entity/Members	Change Since Prior Plan	Effective Date	Evidence / Attachment
Required Roles / Delegated Authority – can a board rep delegate authority	N/A	No Charge		

2. Analysis of Need and Available Resources

CareerSource Central Florida's five-county service area had a population of approximately 3.23 million and an August 2026 labor force of 1.57 million. The local unemployment rate was 4.6%, equal to Florida's rate but slightly above the national rate of 4.3%. Conditions varied significantly across the service area, ranging from 4.3% unemployment in Seminole County to 7.9% in Sumter County. Sumter County also recorded a 0.4% decline in employment. These differences support geographically targeted outreach, reemployment assistance, training, and employer engagement rather than a uniform service response across all five counties.

Economic self-sufficiency remains a significant workforce challenge. The area's median occupational wage of $22.80 per hour was below the estimated Orlando-area living wage of $25.16 for one adult without children. Additionally, 45% of households—more than 512,000 households—were below the ALICE threshold, including 11.7% living in poverty. Average rent reached $1,932 per month, while annual childcare costs averaged approximately $13,000 for an infant and $9,548 for a four-year-old. These costs can limit customers' ability to begin training, complete programs, or retain employment. CSCF will continue combining career services, training, and job placement with supportive-service coordination, including connections to childcare, transportation, housing, public benefits, and community resources.

The area also faces education and talent-pipeline challenges. Nearly one in three residents was over age 55, indicating potential replacement demand as experienced workers retire. At the same time, approximately 49.8% of adults ages 25–64 had not completed a postsecondary credential, including individuals without a high school diploma, those with only a high school diploma, and those with some college but no degree. Third grade reading proficiency also varied from 56% in Osceola County to 72% in Seminole County. CSCF will address these needs through adult education, GED and ESOL partnerships, integrated education and training, short-term credentials, apprenticeships, work-based learning, incumbent-worker training, and career pathways that allow individuals to earn while building skills.

Employer demand remains substantial. Between August 2025 and August 2026, the service area recorded 371,644 unique job postings from 24,116 employers, with a median advertised wage of $25.54 per hour. In August 2026 alone, 29,546 unique positions were posted by 6,379 employers. Registered nurses, truck drivers, retail workers and supervisors, maintenance workers, and customer-service representatives were among the most frequently advertised occupations. Three-year projections also show strong demand in food service, management, transportation and material moving, healthcare, and sales.

CSCF's response will balance immediate placement in high-volume occupations with advancement into higher-wage and higher-skill careers. Available resources include CSCF career centers, Community Hubs and virtual services; Employ Florida; adult education and post-secondary partnerships; WIOA-funded occupational training; supportive services; apprenticeships, internships and on-the-job training; Rapid Response; and coordinated business services. CSCF will use current labor-market information, customer outcomes, employer input, and county-level conditions to adjust outreach, training investments, supportive services, and sector strategies throughout the addendum period.

Local Indicator / Need	Current Data	Change / Trend	Population / Geography Affected	Resource / Response	Evidence
Uneven unemployment and job growth	August 2026 unemployment was 4.6%, with a labor force of 1,567,493. County rates ranged from 4.3% in Seminole to 7.9% in Sumter	Local unemployment equaled Florida's 4.6% rate but exceeded the national rate of 4.3%. Sumter County recorded -0.4% job growth	Job seekers throughout the service area, particularly residents of Sumter, Lake, and Osceola counties	Target outreach, reemployment assistance, Rapid Response, career navigation, training, and employer engagement based on county-level conditions.	FloridaCommerce; Florida Scorecard, August 2026
Gap between wages and cost of living	Median occupational wage was $22.80 per hour, compared with an estimated living wage of $25.16 per hour for one adult without children in the Orlando MSA.	The $2.36-per-hour gap indicates that many available jobs may not provide economic self-sufficiency. Florida's minimum wage reached $15 per hour but remained below the estimated living wage.	Lower-wage workers, entry-level workers, and employees in hospitality, retail, food service, and other service industries	Prioritize training and placement in higher-wage occupations; use career planning, credentials, work-based learning, and incumbent-worker training to support wage progression.	BLS/QCEW/LAUS via JobsEQ; MIT Living Wage Calculator; U.S. Department of Labor
Household financial instability	45% of households—512,321 households—were below the ALICE threshold, including 11.7% in poverty and 33.3% classified as ALICE.	Inflation increased 3.1% year over year in August 2026 and approximately 24% from 2020 through 2025.	Low- and moderate-income workers, underemployed adults, and working families across the five counties	Coordinate WIOA services with TANF, SNAP E&T, Hope Florida, community resources, financial coaching, and employment pathways leading to self-sufficient wages.	United for ALICE; U.S. Bureau of Labor Statistics
Housing and childcare barriers	Average rent was $1,932 per month and the typical home value was $384,000. Annual childcare averaged approximately $13,000 for an infant and $9,548 for a four-year-old.	High housing and childcare costs may prevent customers from entering training, completing programs, or retaining employment.	Parents, single-parent households, lower-wage workers, youth, and customers participating in training	Provide or coordinate childcare, transportation, housing, and other supportive services; incorporate family costs and service availability into individual employment planning.	Zillow; Economic Policy Institute
Aging workforce and replacement demand	Approximately 929,254 residents were aged 55 or older,	Anticipated retirements may increase replacement	Older workers, veterans, employers with aging	Expand apprenticeship, mentorship, incumbent-worker training, veteran services, skills-based	ACS/Census via JobsEQ and Lightcast;

Local Indicator / Need	Current Data	Change / Trend	Population / Geography Affected	Resource / Response	Evidence
	representing nearly one-third of the population. The area also included 156,751 veterans.	demand and create succession and knowledge-transfer challenges for employers.	workforces, and younger workers entering career pathways	hiring, and employer succession-planning support.	FloridaCommerce; Florida Scorecard
Educational-attainment and foundational-skill gaps	Among adults ages 25–64, 7.9% lacked a high school diploma, 24.1% had only a high school diploma, and 17.8% had some college but no degree.	Approximately 49.8% of working-age adults had not completed a postsecondary credential. Third-grade reading proficiency ranged from 56% in Osceola to 72% in Seminole.	Adults without credentials, individuals with some college but no degree, English-language learners, youth, and communities with lower reading proficiency	Strengthen GED, adult education, ESOL, integrated education and training, short-term credentials, and connections to postsecondary education and career pathways.	ACS/Census via JobsEQ; FloridaCommerce; Florida Scorecard; Florida Department of Education
High demand in essential occupations	Three-year projected growth includes 7,743 food-service jobs, 6,352 management jobs, 6,154 transportation and material-moving jobs, 4,965 healthcare practitioner and technical jobs, and 4,871 sales jobs.	Growth is concentrated in both lower-wage service occupations and higher-skill healthcare and management occupations.	Entry-level workers, incumbent workers seeking advancement, and employers in healthcare, transportation, hospitality, retail, and related sectors	Develop career ladders within high-volume industries while prioritizing credentials and advancement into healthcare, technical, transportation, supervisory, and management positions.	BLS Employment Projections via JobsEQ, 2026 Q1
Employer demand and skills-matching challenges	From August 2025 through August 2026, there were 371,644 unique job postings from 24,116 employers, with a median advertised wage of $25.54 per hour. August 2026 included 29,546 postings from 6,379 employers.	Registered nurses, truck drivers, retail workers and supervisors, maintenance workers, and customer-service representatives remained among the most frequently advertised occupations.	Employers with persistent vacancies and job seekers whose skills, credentials, experience, or location do not align with available positions	Coordinate Business Services, sector partnerships, recruitment events, occupational training, internships, apprenticeships, OJT, and skills-based job matching.	Lightcast Job Posting Analytics, August 2025–August 2026

3. Strategic Alignment and Five Pillars

Five Pillar	Statewide Priority / Requirement	Local or Regional Strategy	Key Partners	Measure / Target
Industry-Driven Strategies	Employer engagement, sector strategies, in-demand occupations, targeted industries, OJT, apprenticeship, pre-apprenticeship, MCL alignment	CSCF will use employer input and labor-market data to align services with STEM, CARES, Trades and Infrastructure, and Hospitality. CSCF and CSBFV will coordinate regional strategies in shared sectors, initially emphasizing aerospace/aviation, manufacturing, and construction. Activities include joint employer engagement, sector partnerships, OJT, customized training, internships, apprenticeship and pre-apprenticeship, and selection of training tied to regional demand occupations and the Master Credentials List	Employers; CSCF and CSBFV Business Services teams; economic-development organizations; Space Florida; chambers; colleges; school districts; training providers; apprenticeship sponsors; labor organizations	Employer market penetration and retention; employers served; OJT and customized-training participants; new apprentices and programs; progress toward the state-assigned 2030 cumulative apprentice target; MCL-aligned credentials; employment and earnings in targeted sectors
Worker Mobility	Credential attainment, career pathways, supportive services, reduced public assistance, wage progression	CSCF will use its 4E model—Explore, Engage, Experience and Employment—to move customers from assessment and career exploration into training, work-based learning, employment and retention. Training will prioritize high-demand, higher-wage pathways and industry-recognized credentials. CSCF and CSBFV will coordinate ETPL standards, provider oversight, apprenticeship support and supportive-service practices where feasible. Co-enrollment and referrals will connect customers to TANF, SNAP E&T, adult education, ESOL, Vocational Rehabilitation and community resources.	Employers; training providers; colleges and universities; school districts; adult education and ESOL providers; DCF; Vocational Rehabilitation; apprenticeship sponsors; transportation providers; community organizations	Meet or exceed negotiated credential, measurable skill gain, employment and median earnings levels; training completion and placement; wage at placement and wage progression; public-assistance participants entering employment; supportive-service utilization; completed referrals and co-enrollment
Integrated Systems	Core and combined partner coordination, regional service delivery, education/workforce/economic development alignment	CSCF will deliver services through career centers, Community Hubs, virtual channels and partner locations using the 4E customer pathway. CSCF and CSBFV will coordinate services for customers and employers crossing workforce-area boundaries, strengthen referrals and co-enrollment, share labor-market intelligence, and align selected service standards. Each board will	CSCF; CSBFV; one-stop operators; FloridaCommerce; required WIOA partners; colleges and school districts; adult education; Vocational Rehabilitation; DCF; economic-development organizations;	Partner participation; referral completion; co-enrollment; customers served through centers, Community Hubs and virtual channels; cross-area referrals; reduced duplication; customer access and satisfaction

Five Pillar	Statewide Priority / Requirement	Local or Regional Strategy	Key Partners	Measure / Target
		retain local governance and delivery flexibility while advancing a connected regional workforce system	libraries and community partners	
Accountability	Federal performance indicators, letter grades, ROI, performance improvement actions, data quality	CSCF will use scorecards, dashboards, case reviews, monitoring and expenditure analysis to track federal indicators, letter-grade measures, provider outcomes, data quality and return on workforce investments. Improvement plans will address measures below target, including youth credential attainment. CSCF and CSBFV will use shared labor-market information, coordinate support for performance negotiations, align selected regional indicators, and implement common customer-experience and peer-review practices.	CSCF and CSBFV boards and leadership; FloridaCommerce; CareerSource Florida; one-stop operators; performance, finance, program and quality-assurance teams; service and training providers	Meet or exceed negotiated WIOA levels; meet state letter-grade standards; improve measures below target; timely and accurate data entry; corrective actions completed by deadline; provider completion, credential and employment outcomes; cost per outcome and other ROI measures
Flexibility and Innovation	Regional efficiencies, shared services, technology, innovative training, customer access, continuous improvement	CSCF will expand access through Community Hubs, virtual services, digital tools, mobile or pop-up delivery and flexible partner locations. CSCF and CSBFV will inventory technology, identify opportunities for aligned or shared tools, explore data-sharing options outside Employ Florida, coordinate vendor opportunities and share administrative practices. Customer feedback and secret-shopper reviews will inform improvement. Training innovation will include accelerated credentials, integrated education and training, apprenticeship, OJT and other earn-and-learn models.	CSCF and CSBFV; technology and data teams; one-stop operators; community partners; education and training providers; employers; technology vendors; procurement, finance and administrative teams	Community and virtual customers served; digital-service utilization; shared or aligned technology actions completed; documented cost savings or avoided costs; reduced processing time and duplication; customer response time and satisfaction; participation and completion in innovative training

CSCF's local strategies and its collaboration with CSBFV directly support Florida's Five Pillars by strengthening employer-driven sector partnerships, expanding credentials and career mobility, integrating workforce and partner services, improving performance accountability, and using regional coordination and technology to increase efficiency and customer access. CSCF will measure progress through federal WIOA indicators, state letter-grade measures, employer-engagement and apprenticeship scorecards, credential and wage outcomes, public-assistance transition outcomes, customer-experience measures, and documented operational efficiencies.

4. Program Services and Partner Coordination

Program / Partner	Service Delivery Role	Access / Referral Method	Coordination / Co-enrollment	Local Exception / Change	MOU's
WIOA Adult	Provides basic and individualized career services, assessment, career planning, occupational training, work-based learning, supportive services, placement, and follow-up for eligible adults.	Career centers, Community Hubs, virtual services, outreach, partner referrals, CSCF website, and Employ Florida.	Co-enrollment with Wagner-Peyser and, when appropriate, TANF, SNAP E&T, Adult Education, Vocational Rehabilitation, and other workforce programs.	CSCF remains the direct service provider.	NA
WIOA Dislocated Worker	Provides reemployment, assessment, career planning, training, work-based learning, supportive services, placement, follow-up, and Rapid Response services to workers affected by layoffs or business closures.	Career centers, Community Hubs, virtual services, Employ Florida, employer layoff notifications, WARN notices, Rapid Response events, and partner referrals.	Co-enrollment with Wagner-Peyser, Reemployment Assistance, Trade Adjustment Assistance where applicable, Adult, and other eligible programs. Coordination with Business Services connects affected workers to hiring employers.	CSCF remains the direct service provider.	NA
WIOA Youth	Provides eligibility, objective assessment, individual service strategies, the 14 WIOA youth elements, education and credential pathways, work experience, supportive services, employment, and follow-up.	Youth outreach, schools, Community Hubs, community organizations, virtual and in-person orientations, and referrals.	Coordination with Adult Education, school districts, postsecondary institutions, employers, TANF, SNAP E&T, apprenticeship sponsors, YouthBuild, and community partners.	CSCF remains the direct service provider, however CSCF is advancing procurement of Out-of-School Youth services.	NA
Wagner-Peyser	Provides universal labor-exchange services, Employ Florida registration, job search and	Walk-in and scheduled services at career centers and Community Hubs, virtual	Serves as a common entry point and is coordinated with WIOA Adult, Dislocated Worker, Youth, JVSG,	WP continues to be delivered by FloridaCommerce staff integrated into CSCF operations.	NA

Program / Partner	Service Delivery Role	Access / Referral Method	Coordination / Co-enrollment	Local Exception / Change	MOU's
	referral, résumé assistance, labor-market information, assessments, workshops, and employer services.	services, CSCF website, and direct access through Employ Florida	TANF, SNAP E&T, and Reemployment Assistance services.		
TANF	Provides work registration, assessment, employability planning, work activities, job search, training referrals, supportive-service coordination, employment, and retention assistance for referred recipients	DCF referral, OSST, Employ Florida, career centers, specialized Community Hubs, virtual communication, and assigned CSCF staff.	Coordination and co-enrollment with Wagner-Peyser, WIOA Adult or Youth, SNAP E&T, Hope Florida, training, work-based learning, and community resources when eligibility and customer needs align.	CSCF remains the direct service provider.	NA
SNAP E&T	Provides work registration, assessment, employment and training activities, job-search support, barrier identification, referrals, and case management for referred SNAP participants.	DCF referral, OSST, Employ Florida, career centers, Community Hubs, virtual services, and CSCF staff.	Coordination and possible co-enrollment with Wagner-Peyser, WIOA Adult or Youth, TANF, occupational training, Adult Education, and supportive-service partners.	CSCF remains the direct service provider.	NA
JVSG	Provides individualized career services to eligible veterans and eligible spouses with significant barriers to employment and employer outreach promoting veteran hiring. Veterans receive priority of service across qualified workforce programs.	Initial identification through intake and Employ Florida, career-center or virtual referral, and referral from Wagner-Peyser staff to appropriate DVOP services.	Coordination with Wagner-Peyser, WIOA, Business Services, community veteran organizations, military-family resources, and other supportive-service partners.	JVSG continues to be delivered by FloridaCommerce staff integrated into CSCF operations. CSCF's veterans team convenes partners using a whole-veteran approach.	NA
Unemployment Insurance	Provides customers with	Career-center resource rooms,	Claimants may be connected to	CSCF's role remains limited to	NA

Program / Partner	Service Delivery Role	Access / Referral Method	Coordination / Co-enrollment	Local Exception / Change	MOU's
	information, computer access, and staff assistance in accessing Florida's Reemployment Assistance system.	Community Hubs where available, CSCF's online resource hub, and referral to Florida Commerce's Reconnect system	Wagner-Peyser, RESEA, WIOA Dislocated Worker, Rapid Response, job-search services, training, and employer recruitment activities.	access, navigation, reemployment services, and appropriate workforce referrals.	
SCSEP	Provides subsidized community-service assignments, employability development, and transition to unsubsidized employment for eligible adults age 55 and older.	Referral to the designated SCSEP grantee through CSCF staff, the One-Stop Operator, partner directory, and comprehensive career-center	Participants may also receive Wagner-Peyser services and, when eligible, WIOA Adult training, supportive services, and employer referrals.	CSCF will continue referrals and coordination with the SCSEP provider rather than directly administering SCSEP.	[MOU / LOP]
CSBG	Community Action Agencies provide anti-poverty services that may include housing, utilities, transportation, financial stability, emergency assistance, and employment-related supports.	Referral through CSCF, Community Hubs, the One-Stop Operator, partner directory and participating community organizations.	Coordination with WIOA, TANF, SNAP E&T, Hope Florida, and other services when customers need assistance addressing barriers to employment.	Community Hub expansion creates additional opportunities for coordinated access and referrals.	[MOU / LOP]
HUD Employment and Training (where available)	Public housing authorities and HUD-funded organizations provide employment, training, self-sufficiency, housing-stability, and related supportive services for eligible residents.	Referral through participating housing authorities, HUD-funded providers, Community Hubs, homeless-service partners, and CSCF staff.	Coordination with WIOA, Wagner-Peyser, TANF, SNAP E&T, Youth, supportive services, and employer services based on customer eligibility.	Availability varies by county and local HUD-funded program. CSCF coordinates through local partnerships rather than operating a uniform HUD employment program across all five counties.	[MOU / LOP]
Perkins V / CTE	School districts, technical colleges, and Florida College System institutions provide secondary and	Referral through CSCF career services, school districts, technical colleges, state	Alignment of CTE programs with targeted industries, regional demand occupations, the Master Credentials	Florida's 2026 Combined Plan also strengthens the formal connection between Perkins V	[MOU / LOP]

Program / Partner	Service Delivery Role	Access / Referral Method	Coordination / Co-enrollment	Local Exception / Change	MOU's
	postsecondary CTE, technical education, credentials, and pathways aligned with employer demand.	colleges, training-provider listings, youth programs, and Community Hubs.	List, WIOA training, dual enrollment, youth services, apprenticeship, and employer partnerships.	and the workforce system.	
Vocational Rehabilitation	Provides assessment, counseling, rehabilitation, training, assistive technology, supported employment, placement, and other services to eligible individuals with disabilities.	Direct or warm referral between CSCF and VR; career-center access; Community Hubs; Disability Navigator; partner contact information; One-Stop Operator; accessible and virtual services.	Co-enrollment with WIOA, Wagner-Peyser, Youth, Ticket to Work, Adult Education, training, work-based learning, and supportive services when appropriate.	CSCF continues to strengthen disability access through its Disability Navigator, accessible service delivery, staff coordination, and community-based access points.	[MOU / LOP]
Division of Blind Services	Provides vocational rehabilitation, assistive technology, orientation and mobility, training, employment assistance, and other specialized services for individuals who are blind or visually impaired.	Warm referral through CSCF staff, Disability Navigator, One-Stop Operator, career centers, accessible technology, and DBS partner contacts.	Coordination with WIOA, Wagner-Peyser, VR, Adult Education, training providers, employers, and supportive-service partners.	No material change in program responsibility. CSCF continues to provide accessible entry to workforce services and refer customers to DBS for specialized services.	[MOU / LOP]
Adult Education and Family Literacy	Provides adult basic education, GED preparation, literacy, English-language acquisition, and integrated education and training.	Referral through CSCF staff, career centers, Community Hubs, school districts, state and technical colleges, adult learning centers, One-stop Operator, and partner referral systems.	Co-enrollment with WIOA Adult, Dislocated Worker or Youth; TANF; SNAP E&T; occupational training; apprenticeship; and supportive services when appropriate.	CSCF is increasing emphasis on integrated education and training models that combine English-language, foundational, workforce-readiness, and occupational skills	[MOU / LOP]

5. One-Stop Delivery System

Access Point	Address / Geography	Type	Hours	Partner Access Method	Accessibility / Technology	Change Since Prior Plan
Lake County Career Center	Lake-Sumter State College, 9909 U.S. Hwy 441, Building M#29, Leesburg, FL 34788	Career Center	Mon-Thurs 8am-5pm	Electronic/Referral/co-located	ADA-accessible facility; auxiliary aids and accommodations upon request; computer/internet and Employ Florida access; virtual services; electronic partner access and referral; TTY/TDD through Florida Relay	No
Osceola Career Center	Valencia College, 1800 Denn John Lane, CIT Building, Third Floor, Kissimmee, FL 34744	Career Center	Mon-Thurs 8am-5pm	Electronic/Referral/co-located	ADA-accessible facility; auxiliary aids and accommodations upon request; computer/internet and Employ Florida access; virtual services; electronic partner access and referral; TTY/TDD through Florida Relay	No
Orange County Career Center	West Oaks Mall, 9401 W. Colonial Drive, Ocoee, FL 34761	Comprehensive One Stop Center	Mon-Friday 8am-5pm	Electronic/Referral/co-located	ADA-accessible facility; auxiliary aids and accommodations upon request; computer/internet and Employ Florida access; virtual services; electronic partner access and referral; TTY/TDD through Florida Relay	No
Orange County Public Library Southeast Branch	5575 S. Semoran Blvd., Orlando, FL 32822	Community Hub	Mon-Thurs 10am-5:30pm	Referral	ADA-accessible partner facility; on-site CSCF technology and internet access; Employ Florida, virtual appointments, electronic forms, and partner referrals; auxiliary aids and accommodations upon request	Yes

Access Point	Address / Geography	Type	Hours	Partner Access Method	Accessibility / Technology	Change Since Prior Plan
Valencia College East Campus	701 N. Econlockhatchee Trail, Building 4, Room 100B, Orlando, FL 32825	Community Hub	Mon-Thurs 8am-5pm	Referral	ADA-accessible partner facility; on-site CSCF technology and internet access; Employ Florida, virtual appointments, electronic forms, and partner referrals; auxiliary aids and accommodations upon request	Yes
Altamonte Springs City Library	281 Maitland Ave, Altamonte Springs, FL 32701	Community Hub	Mon-Thurs 10am-5pm	Referral	ADA-accessible partner facility; on-site CSCF technology and internet access; Employ Florida, virtual appointments, electronic forms, and partner referrals; auxiliary aids and accommodations upon request	Yes
East Coast Dream Center	3053 W State Rd 426, Oviedo, FL 32765	Community hub	Mon-Thurs 8am-5pm	Referral	ADA-accessible partner facility; on-site CSCF technology and internet access; Employ Florida, virtual appointments, electronic forms, and partner referrals; auxiliary aids and accommodations upon request	Yes
Seminole State College	100 Weldon Blvd, Building C, Room C103, Sanford, FL 32773	Community hub	Mon-Thurs 8am-5pm	Referral	ADA-accessible partner facility; on-site CSCF technology and internet access; Employ Florida, virtual appointments, electronic forms, and partner referrals; auxiliary aids and accommodations upon request	Yes

Since the prior local plan, CSCF has redesigned its service-delivery network by closing two large career centers, one in Orange County and one in Seminole County, and expanding smaller Community Hubs within libraries, colleges, nonprofit organizations, and other trusted community locations. The chart identifies CSCF's career centers and five full-service hubs, which provide services across the complete 4E pathway: Explore, Engage, Experience, and Employment.

CSCF also operates pop-up sites at Bithlo Transformation Village and Cornerstone Connections to engage residents who may not otherwise access the workforce system. Specialized hubs provide targeted services through the Sharing Center, United Against Poverty, Orange Technical College, Front Porch in Sanford's Goldsboro community, and the Homeless Coalition. The Homeless Coalition site embeds employment-readiness, job-search, digital-literacy, and placement assistance within the shelter environment.

This strategy expands geographic access, brings services closer to where customers already live and receive assistance, strengthens community partnerships, and reduces dependence on large stand-alone facilities. Pop-up sites create initial entry points, specialized hubs address population-specific barriers, and full-service hubs connect customers to the complete workforce pathway. CSCF will monitor engagement, referrals, progression through the 4E model, employment, retention, customer experience, and access by geography to evaluate the effectiveness of the redesigned network.

6. Performance and Continuous Improvement

Measure	Program	Negotiated Level / Target	Actual Performance	Status	Primary Cause / Driver	Improvement Action
Employment Rate — 2nd Quarter After Exit	Adult	85.5	83.7	Met	Strong employer connections and job-matching contributed to performance within the acceptable range.	Strengthen pre-exit employment planning, direct employer referrals, placement documentation, and first- and second-quarter follow-up.
	Dislocated Worker	85	83.3	Met	Rapid reemployment services and transferable skills supported placement; some customers required retraining or longer transitions following dislocation.	Begin employer matching earlier, expand OJT and sector-based placement, and monitor participants approaching exit without employment.
	Youth	76	63.3	Not met	Lower recruitment and a high concentration of GED-focused enrollments limited the number of participants connected to occupational training, work experience, and employment.	Procure a performance-focused youth provider and require integrated GED, occupational training, work experience, employer placement, and follow-up strategies

Measure	Program	Negotiated Level / Target	Actual Performance	Status	Primary Cause / Driver	Improvement Action
	Wagner Peyser	67.7	65.9	Met	Broad access to job-search assistance and employer referrals supported performance within the acceptable range	Strengthen job matching, referral follow-through, employment verification, and targeted services for customers remaining unemployed.
Employment Rate — 4th Quarter After Exit	Adult	79.8	83.1	Exceed	Sustained employment and continued follow-up contributed to performance above target.	Maintain retention-focused follow-up and use employer and participant feedback to address emerging employment barriers.
	Dislocated Worker	75.7	75	Met	Reemployment and retention efforts produced performance within the acceptable range.	Increase retention contacts and rapid intervention for participants experiencing job loss or instability after exit.
	Youth	73.3	66.5	Met	Employment retention and follow-up supported an acceptable result.	Require structured 12-month follow-up, employment verification, retention support, and reemployment assistance through the new youth-services model.
	Wagner Peyser	61.7	68	Exceed	Employer referrals and continued labor-market attachment supported performance above target.	Sustain employer matching and post-placement verification while targeting additional assistance to customers at risk of losing employment.
Median Earnings — 2nd Quarter After Exit	Adult	$7,269	$9,722	Exceed	Training and placement in higher-demand occupations contributed to earnings substantially above target.	Continue prioritizing employer-validated, MCL-aligned training and placements offering career advancement and family-sustaining wages.
	Dislocated Worker	$9,410	$9,640	Exceed	Participants' prior experience, transferable skills, and placement in	Sustain sector-based placement and expand OJT, customized training, and rapid-

Measure	Program	Negotiated Level / Target	Actual Performance	Status	Primary Cause / Driver	Improvement Action
					skilled occupations supported earnings above target.	reemployment strategies that preserve or improve prior wages.
	Youth	$4,219	$5,188	Exceed	Participants who obtained employment entered jobs with earnings above the negotiated level, despite lower overall youth employment.	Preserve wage quality while expanding the number of youth attaining employment through occupational training, paid work experience, and employer-connected pathways.
	Wagner Peyser	$6,218	$7,876	Exceed	Job matching and placement across a broad employer network supported earnings above target.	Continue emphasizing quality placements and use wage information to guide referrals toward higher-growth occupations.
Credential Attainment Rate	Adult	73.1	71.7	Met	Most participants completed training and earned credentials.	Conduct routine credential reviews, obtain documentation promptly from providers, and intervene early when participants fall behind in training.
	Dislocated Worker	82.7	93.3	Exceed	Focused occupational training and effective completion and documentation practices produced performance above target.	Sustain provider monitoring, participant follow-up, and timely entry of credentials in Employ Florida.
	Youth	79.1	60	Not met	Lower recruitment and the concentration of GED-focused enrollments reduced participation in occupational training and attainment of recognized postsecondary credentials.	Require the new youth provider to integrate GED services with MCL-aligned occupational credentials, monitor credential milestones monthly, and tie performance expectations to credential outcomes.
Measurable Skill Gains	Adult	62.3	84.4	Exceed	Active case management and	Sustain monthly progress reviews and

Measure	Program	Negotiated Level / Target	Actual Performance	Status	Primary Cause / Driver	Improvement Action
					timely documentation of educational and occupational progress produced performance well above target.	timely recording of educational functioning gains, training milestones, and transcripts.
	Dislocated Worker	80	84.8	Exceed	Participants progressed successfully through occupational training, supported by case management and provider coordination.	Continue monitoring training progress and obtaining skill-gain documentation before each program-year reporting deadline.
	Youth	68	71.1	Exceed	GED progress, educational gains, and documented training milestones supported performance above target.	Maintain strong MSG documentation while converting more educational progress into completed occupational credentials and employment.

Outcome	Current Result	Prior Period / Comparison	Trend / Interpretation	Data Source
State Accountability Letter Grade	85.74	84.80	Stable	Letter Grade PY 2025
Return on Investment / Wage Growth	40.75%	44.45%	Declining	Letter Grade; Q1 and Q4 data
Public Assistance Transition Outcomes	53.5%	50.22%	Improving	Letter Grade; Q1 and Q4 data
Business Services Outcomes – Repeat Business	10.52%	13.33%	Declining	Letter Grade; Q1 and Q4 data
Business Services Outcomes- Business Penetrations	3.67%	4.82%	Stable	Letter Grade; Q1 and Q4 data
Apprenticeship / Pre-apprenticeship Outcomes	140 new enrollments	132 new enrollments	Improving	Py 24-25 and Py 25-26 Employ Florida

What is performing well?

CSCF met or exceeded 16 of the 18 federal performance measures. Median Earnings—Second Quarter After Exit exceeded target across all four programs, and Measurable Skill Gains exceeded target across Adult, Dislocated Worker, and Youth. Fourth-quarter employment outcomes were also strong, with Adult and Wagner-Peyser exceeding target. The Dislocated Worker Credential Attainment Rate reached 93.3%, well above the 82.7% target. Public-assistance transition outcomes improved from 50.22% to 53.5%, and new apprenticeship enrollments increased from 132 in PY 2024–25 to 140 in PY 2025–26.

What is underperforming or at risk?

CSCF did not meet two measures: Youth Employment Rate—Second Quarter After Exit and Youth Credential Attainment. Lower youth recruitment and a high concentration of GED-focused enrollments limited participation in occupational training, credential attainment, work experience, and employment. Although several other employment measures met the federal standard, Adult, Dislocated Worker, Youth, and Wagner-Peyser second-quarter employment results remained below their negotiated levels. The percentage of participants with increased post-exit earnings declined from 44.45% to 40.75%, repeat business declined from 13.33% to 10.52%, and business penetration declined from 4.82% to 3.67%. These results indicate risks related to youth program design, wage progression, employment conversion, and sustained employer engagement.

What actions will be taken? (No more than five priority actions.)

CSCF will implement the following priority actions:

1. Procure and transition to a performance-focused youth services provider with contractual expectations for recruitment, occupational training, work experience, credential attainment, employment, and follow-up.

2. Integrate GED preparation with MCL-aligned occupational training and employer-connected experiences so that educational gains lead to recognized credentials and employment.

3. Establish routine performance reviews for participants approaching exit or credential deadlines, including employment planning, credential verification, data entry, and follow-up through the second and fourth quarters after exit.

4. Strengthen business account management through sector-based outreach, documented employer follow-up, repeat-service strategies, and coordinated talent-fulfillment activities designed to improve repeat business and business penetration.

5. Expand employer-connected training, apprenticeship, OJT, and career-advancement strategies that support employment retention, increased earnings, and continued movement away from public assistance.

7. Employer Engagement, Sector Strategies, and Apprenticeship

CareerSource Central Florida (CSCF) will implement the regional employer-engagement and sector strategies through locally targeted business development, talent fulfillment, work-based learning, and apprenticeship activities across Lake, Orange, Osceola, Seminole, and Sumter counties as discussed fully in Section 5D of the Regional Plan. CSCF's priority sectors are healthcare, construction and utilities, information technology, advanced manufacturing, transportation and logistics, and hospitality. Local activities will be informed by employer demand, labor-market intelligence, regional economic-development initiatives, and occupations and credentials included on Florida's Master Credentials List.

CSCF will strengthen its business-services model by distinguishing new business development from ongoing talent-fulfillment activities. Staff will conduct sector-focused outreach, identify employer workforce needs, connect businesses with qualified candidates, and develop appropriate solutions such as On-the-Job Training, customized training, incumbent-worker training, internships, and registered apprenticeships. Employer accounts will receive documented follow-up to improve customer experience, repeat business, and market penetration. Particular attention will be given to employers with operations or workforce needs spanning both local workforce areas.

Apprenticeship will remain a principal strategy for construction, utilities, advanced manufacturing, and other occupations that benefit from an earn-and-learn model. CSCF recorded 140 new apprenticeship enrollments in PY 2025–26, compared with 132 in PY 2024–25. CSCF will build on that growth through continued coordination with apprenticeship sponsors, participating employers, education providers, and Florida Department of Education Apprenticeship Training Representatives. CSCF will also serve as employer of record for the proposed shared Regional Apprenticeship Navigators and will coordinate with CSBFV to ensure equitable service across the eight-county planning region. Locally, CSCF will continue supporting eligible apprentices through WIOA enrollment, tools, uniforms, transportation, related instruction, and other allowable services.

CSCF will prioritize employer-validated talent pipelines, including healthcare career advancement, construction and skilled trades, information technology, and manufacturing and semiconductor-related opportunities connected to Osceola County and NeoCity. Training investments will be reviewed for alignment with local demand occupations, the MCL, employer hiring requirements, participant outcomes, and wage potential. Entry-level credentials will be connected to stackable pathways whenever possible so that participants can progress toward higher-skill and higher-wage employment.

During PY 2027–28, CSCF will focus on increasing repeat employer engagement and business penetration; increasing apprenticeship participation over the PY 2025–26 baseline; expanding employer-connected work-based learning; and tracking employment, credential attainment, starting wages, and retention. Progress will be reviewed through CSCF's business services and performance dashboards, Employ Florida, apprenticeship reports, employer feedback, and regional performance reviews with CSBFV.