

CHAPTER 2021-164

Committee Substitute for Committee Substitute for Committee Substitute for House Bill No. 1507

An act relating to workforce related programs and services; creating s. 14.36, F.S.; creating the Office of Reimagining Education and Career Help Act for certain purposes; creating the Office of Reimagining Education and Career Help within the Executive Office of the Governor for a specified purpose; providing definitions; providing the duties of the office; requiring the office to create a specified strategy; providing requirements for such strategy; requiring the office to establish a workforce opportunity portal; providing requirements related to the portal; requiring a report to the Legislature; amending s. 216.136, F.S.; renaming the Workforce Estimating Conference as the Labor Market Estimating Conference; removing requirements of the Workforce Estimating Conference; providing requirements for the Labor Market Estimating Conference; amending s. 288.047, F.S.; requiring participants of the Quick-Response Training Program to earn at or above minimum wage; amending s. 445.002, F.S.; revising the definition of the term “for cause”; amending s. 445.003, F.S.; revising requirements for Workforce Innovation and Opportunity Act Title I funds; requiring, rather than authorizing, the executive director of the state workforce development board to work with the Department of Economic Opportunity for certain purposes; providing duties of the Department of Economic Opportunity for the implementation of the federal Workforce Innovation and Opportunity Act; amending s. 445.004, F.S.; revising the composition of the state board; requiring the state board to appoint a Credentials Review Committee for a specified purpose; providing the composition of the committee; requiring certain information to be accessible to the public; providing duties and requirements of the committee; specifying entities that can authorize certain expenditures; providing and revising requirements for the state board in order to achieve certain purposes; requiring the state board, in consultation with the Department of Economic Opportunity, to submit a report to the Governor and Legislature; providing and revising reporting requirements; requiring the state board to assign and make public a letter grade for each local workforce development board based on certain criteria; removing certain auditing authority of the Auditor General; requiring local performance accountability measures to be based on identified local area needs; amending s. 445.006, F.S.; providing requirements for the state plan for workforce development; requiring the Department of Economic Opportunity to prepare a federal waiver for specified purposes; amending s. 445.007, F.S.; requiring certain information be accessible on the website of a local workforce development board or the Department of Economic Opportunity; providing term limits for members of local boards; providing an exception; requiring actions of the local board to be consistent with federal and state law; providing requirements for certain contracts between a local board and certain entities; providing an exception;

requiring the Department of Economic Opportunity to review certain documentation when considering whether to approve a contract; removing authority for a local board to review a decision by the Department of Economic Opportunity to deny a contract; requiring a local board to disclose certain compensation information to the Department of Economic Opportunity; amending s. 445.009, F.S.; requiring a certain final payment amount to Individual Training Accounts; conforming provisions to changes made by the act; amending s. 445.011, F.S.; establishing an automated consumer-first workforce system; requiring the Department of Education and the Department of Children and Families, in consultation with the Department of Economic Opportunity, to implement such system; requiring that such system improve coordination among specified partners; revising requirements for such system; requiring that certain contracts be performance based; requiring the Department of Economic Opportunity to develop training for specified partners; amending s. 445.033, F.S.; requiring the Department of Economic Opportunity and the Department of Children and Families, rather than the state board, to measure the performance of certain workforce related programs; requiring the state board to consult with local boards; requiring local boards to provide quarterly reports to the state board with certain information; requiring, rather than authorizing, the state board and the Department of Economic Opportunity to share certain information; amending s. 445.038, F.S.; conforming provisions to changes made by the act; amending s. 446.021, F.S.; revising a definition; amending s. 446.032, F.S.; requiring certain standards and policies established by the Department of Education to include a specified requirement for training providers; requiring, rather than authorizing, the Department of Education to adopt rules; revising provisions relating to a certain summary of expenditures for apprenticeship and preapprenticeship programs; providing requirements for a certain annual report; requiring the Department of Education to provide data from certain resources to specified persons and entities; amending s. 446.041, F.S.; revising a catchline relating to the Department of Education's duties regarding apprenticeship and preapprenticeship programs; creating s. 446.0915, F.S.; providing a definition for the term "work-based learning opportunity"; specifying the required criteria for such opportunity; providing that such opportunity should prioritize paid experiences; requiring the State Board of Education to adopt rules; amending s. 570.07, F.S.; requiring the Department of Agriculture and Consumer Services to submit certain information to the Credentials Review Committee for placement on the Master Credentials List, rather than the CAPE Industry Certification Funding List or CAPE Postsecondary Industry Certification Funding List; amending s. 1001.706, F.S.; revising and providing requirements for the Board of Governors' strategic plan; removing criteria for the designation of high-demand programs of emphasis; amending s. 1003.4156, F.S.; requiring a career and education planning course to include certain resources; amending s. 1003.42, F.S.; requiring a specified character development curriculum to include certain instruction and resources; amending s. 1003.4203, F.S.; specifying where the Department of Education has to identify CAPE Digital Tool

certificates; removing the deadline for such identification; removing specified skills that have to be mastered; authorizing courses identified in the CAPE Industry Certification Funding List to articulate for college credit; removing the course limit; amending s. 1003.491, F.S.; requiring certain strategic plans to use labor projections identified by the Labor Market Estimating Conference; providing and revising the information that the Commission of Education must review for the annual review of K-12 and postsecondary career and technical education offerings; requiring the Department of Education to adopt rules; amending s. 1003.492, F.S.; providing that industry certification is achieved when a student receives a credential that is identified on the Master Credentials List; conforming provisions to changes made by the act; amending s. 1003.4935, F.S.; conforming provisions to changes made by the act; amending s. 1004.013, F.S.; creating the Strategic Efforts to Achieve Self-Sufficiency consisting of the workforce opportunity portal, the Open Door Grant Program, and the Money-Back Guarantee Program; amending s. 1004.015, F.S.; providing responsibilities of the Florida Talent Development Council relating to the healthcare workforce in the state; providing responsibilities of the Board of Governors and the State Board of Education; requiring a specified gap analysis; requiring specified entities to provide certain data; requiring a survey to collect certain data; amending s. 1004.02, F.S.; revising definitions; creating s. 1006.75, F.S.; requiring specified educational centers and institutions to ensure that certain services and resources prepare students for employment; requiring student career service centers to use specified resources to assist students with certain activities; amending s. 1007.25, F.S.; requiring specified students to complete certain courses before a certain degree is awarded; requiring the chairs of the State Board of Education and the Board of Governors, or their designees, to jointly appoint faculty committees to identify competencies which will result in a digital credential; requiring specified institutions to grant and accept such credential; requiring the Department of Education to identify certain courses in which such credential may be earned; authorizing certain courses to use specified resources and provide students with the opportunity to create a digital resume; amending s. 1008.39, F.S.; conforming provisions to changes made by the act; amending s. 1008.40, F.S.; providing requirements for design specifications for the Workforce Development Information System; requiring the Department of Education to work with certain entities to develop certain metrics; providing requirements for a workforce development metrics dashboard; amending s. 1008.41, F.S.; conforming provisions to changes made by the act; amending s. 1008.44, F.S.; removing the CAPE Postsecondary Industry Certification Funding List; requiring the State Board of Education to annually adopt, based on recommendations by the Commissioner of Education, the CAPE Industry Certification Funding List; providing that certain full-time equivalent membership funding may only be earned in certain areas; providing certificates, certifications, and courses that may be included on the list; requiring the Commissioner of Education to conduct a certain review and make recommendations; requiring the recommendations be provided to the Governor and

Legislature by specified date; requiring the CAPE Industry Certification Funding List be used to determine certain funding distributions; conforming provisions to changes made by the act; creating s. 1009.895, F.S.; creating the Open Door Grant Program; providing definitions; providing the purpose of the program; requiring the Department of Education to provide certain grants; providing for the prioritization of grant funding; requiring a student to complete a specified application to be eligible for the grant; providing for the distribution of the grant to a student based on whether the student receives other types of financial aid; providing for reimbursement to an institution; providing requirements for the Department of Education in administering the grant program; requiring the Department of Education to report certain information to the State Board of Education annually; requiring the Department of Education to adopt rules; amending s. 1011.80, F.S.; requiring approval by the State Board of Education to conduct workforce education programs; requiring the State Board of Education to establish criteria for the review and approval of new workforce education programs; prohibiting certain funding to a school district or Florida College System institution until new workforce education programs are reviewed and approved; providing requirements for the criteria; exempting preapprenticeship and apprenticeship programs from continuing workforce education requirements relating to state funding and fees; requiring the Credentials Review Committee to develop a returned-value funding formula by a specified time; conforming provisions to changes made by the act; requiring the State Board of Education to phase out certain program offerings; amending s. 1011.801, F.S.; conforming a provision to changes made by the act; amending s. 1011.802, F.S.; requiring the Department of Education to award grants for preapprenticeship programs, in addition to apprenticeship programs, that meet certain criteria; authorizing grant funds to be used for instructional personnel; requiring the Department of Education to report certain information annually on its website; authorizing the Department of Education to use certain funds to administer the grant program; requiring the State Board of Education to adopt rules; creating s. 1011.803, F.S.; creating the Money-Back Guarantee Program to help individuals achieve self-sufficiency; requiring each school district and Florida College System institution to offer a money-back guarantee on certain programs by a specified time and to establish student eligibility criteria; requiring each school district and Florida College System institution to notify the State Board of Education of its program by a specified date; requiring information about the program to be posted on certain websites; requiring a report to the Governor and Legislature; amending s. 1011.81, F.S.; requiring the Credentials Review Committee to develop a returned-value funding formula by a specified time; conforming provisions to changes made by the act; amending ss. 443.151, 445.010, and 445.045, F.S.; conforming provisions to changes made by the act; amending ss. 943.22 and 1001.64, F.S.; conforming cross-references; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Section 14.36, Florida Statutes, is created to read:

14.36 Reimagining Education and Career Help Act.—The Reimagining Education and Career Help Act is created to address the evolving needs of Florida’s economy by increasing the level of collaboration and cooperation among state businesses and education communities while improving training within and equity and access to a more integrated workforce and education system for all Floridians.

(1) The Office of Reimagining Education and Career Help is created in the Executive Office of the Governor to facilitate alignment and coordination of entities responsible for the state’s workforce development system. The head of the office is the Director of the Office of Reimagining Education and Career Help. The Director of the Office of Reimagining Education and Career Help shall be appointed by and shall serve at the pleasure of the Governor.

(2) As used in this section, the term:

(a) “Credential” means an apprenticeship certificate, industry certification, license, advanced technical certificate, college credit certificate, career certificate, applied technology diploma, associate in applied science degree, associate in science degree, bachelors of applied science degree, and bachelors of science degree.

(b) “Office” means the Office of Reimagining Education and Career Help.

(c) “Workforce development system” means the entities and activities that contribute to the state’s talent pipeline system through education, training, and support services that prepare individuals for employment or career advancement, and the entities that are responsible for oversight or conducting those activities such as CareerSource Florida, Inc., local workforce development boards, one-stop career centers, the Department of Economic Opportunity, the Department of Education, and the Department of Children and Families.

(d) “Workforce education region” means areas of the state identified by the Department of Education, in collaboration with the Department of Economic Opportunity, to maximize resource allocation by combining two or more sources of funding to integrate education and training in order to improve access to credentials of value for participants in adult education programs.

(e) “Workforce related program” means a program operated, delivered, or enabled, in whole or in part, by a state or local entity using federal funds or state appropriations to offer incentives, funding, support, or guidance for any of the following purposes:

- 1. Job training.

2. The attainment of a credential of value identified pursuant to s. 445.004(4)(h)4.c.

3. The attainment of a postsecondary degree or credential.

4. The provision of other types of employment assistance.

5. Any other program that has, at least in part, the goal of securing employment or better employment for an individual and receives federal funds or a state appropriation.

(3) The duties of the office are to:

(a) Serve as the advisor to the Governor on matters related to the state's workforce development system.

(b) Establish criteria and goals for workforce development and diversification in the state's workforce development system.

(c) Provide strategies to align and improve efficiency in the state's workforce development system and the delivery of workforce related programs.

(d) Coordinate state and federal workforce related programs, plans, resources, and activities provided by CareerSource Florida, Inc., the Department of Economic Opportunity, and the Department of Education.

(e) Oversee the Workforce Development Information System described in s. 1008.40 to verify the validity of data collected and monitor compliance of workforce related programs and education and training programs with applicable federal and state requirements as authorized by federal and state law.

(f) Serve on the Credentials Review Committee established in s. 445.004 to identify nondegree and degree credentials of value and facilitate the collection of data necessary to conduct committee work.

(g) Coordinate and facilitate a memorandum of understanding for data sharing agreements of the state's workforce performance data among state agencies and align, to the greatest extent possible, performance measures adopted under ss. 445.004 and 1008.43.

(h) Develop the criteria for assigning a letter grade for each local workforce development board under s. 445.004. The criteria shall, in part, be based on local workforce development board performance accountability measures and return on investment. The majority of the grade shall be based on the improvement by each local workforce development board in the long-term self-sufficiency of participants through outcome measures such as reduction in long-term public assistance and the percentage of participants whose wages were higher after program completion compared to wages before participation in a program.

(i) Streamline the clinical placement process and increase clinical placement opportunities for students, hospitals, and other clinical sites by administering, directly or through a contract, a web-based centralized clinical placement system for use by all nursing education programs subject to the requirements in s. 464.019.

(j) Direct the objectives of the Talent Development Council established in s. 1004.015.

(4) The office shall create a no-wrong-door-entry strategy to improve equity and access to the myriad of state and federally funded workforce related programs through CareerSource Florida, Inc., local workforce development boards, one-stop career centers, school districts, charter technical centers, Florida College System institutions, the State University System, and through eligible training providers. Individuals must not be required to visit multiple locations when seeking access to education and workforce training. To create the strategy, the office shall:

(a) Develop a training course to cross-train all staff within the state's workforce development system on workforce related programs, including how to use an integrated case management system, develop an individual employment plan, conduct a comprehensive needs assessment, precertify individuals for workforce related programs, and on any other activities to reinforce the no-wrong-door-entry strategy.

(b) Coordinate and facilitate a common intake form and case management system for use by workforce related programs to minimize duplicate data entry.

(c) Coordinate and facilitate a memorandum of understanding between the Department of Economic Opportunity and the Department of Children and Families to permit Supplemental Nutrition Assistance Program (SNAP) and Temporary Assistance for Needy Families (TANF) clients to precertify for Workforce Innovation and Opportunity Act training services without having to physically visit a one-stop center.

(d) Oversee the performance evaluation of workforce related programs and services under s. 445.033.

(e) Identify other state and federal programs that serve individuals with significant barriers to employment as demonstrated by low placement, employment, and earnings rates and identify strategies to increase the utilization of such programs by local workforce development boards.

(5) The office shall provide the public with access to available federal, state, and local services and provide stakeholders with a systemwide, global view of workforce related program data across various programs through actionable qualitative and quantitative information. The office shall:

(a) Minimize duplication and maximize the use of existing resources by facilitating the adaptation and integration of state information systems to

improve usability and seamlessly link to the workforce opportunity portal and other compatible state information systems and applications to help residents of the state:

1. Explore and identify career opportunities.
 2. Identify in-demand jobs and associated earning potential.
 3. Identify the skills and credentials needed for specific jobs.
 4. Access a broad array of federal, state, and local workforce related programs.
 5. Determine the quality of workforce related programs offered by public postsecondary educational institutions and public and private training providers, based on employment, wages, continued education, student loan debt, and receipt of public assistance by graduates of workforce, certificate, or degree programs. To gather this information, the office shall review each workforce related program 1 year after the program's first graduating class and every 5 years after the first review.
 6. Identify opportunities and resources to support individuals along their career pathway.
 7. Provide information to help individuals understand their potential earnings through paid employment and cope with the loss of public assistance as they progress through career pathways toward self-sufficiency.
 8. Map the timing and magnitude of the loss of public assistance for in-demand occupations across the state to help individuals visualize how their incomes will increase over time as they move toward self-sufficiency.
- (b) Provide access to labor market data consistent with the official information developed by the Labor Market Estimating Conference and provide guidance on how to analyze the data, the appropriate use of the data, and any limitations of the data, including instances in which such data may not be used.
- (c) Maximize the use of the workforce opportunity portal at locations within the workforce development system.
- (d) Maximize the use of available federal and private funds for the development and initial operation of the workforce opportunity portal. Any incidental costs to state agencies must be derived from existing resources.
- (e) By December 1, 2022, and annually thereafter, report to the Legislature on the implementation and outcomes of the workforce opportunity portal, including the increase of economic self-sufficiency of individuals.

Section 2. Subsection (7) of section 216.136, Florida Statutes, is amended to read:

216.136 Consensus estimating conferences; duties and principals.—

(7) LABOR MARKET WORKFORCE ESTIMATING CONFERENCE.

(a) ~~The Labor Market Workforce Estimating Conference shall develop such official information with respect to real-time supply and demand in Florida's statewide, regional, and local labor markets on the workforce development system planning process as it relates to the personnel needs of current, new, and emerging industries as the conference determines is needed by the state planning and budgeting system. Such information shall include labor supply by education level, analyses of labor demand by occupational groups and occupations compared to labor supply, a ranking of critical areas of concern, and identification of in-demand, high-skill, middle-level to high-level wage occupations prioritized by level of statewide or regional shortages. The Office of Economic and Demographic Research is designated as the official lead for the United States Census Bureau's State Data Center Program or its successor. All state agencies must provide the Office of Economic and Demographic Research with the necessary data to accomplish the goals of the conference. In accordance with s. 216.135, state agencies must ensure that any related work product regarding labor demand and supply is consistent with the official information developed by the Labor Market Estimating Conference created in s. 216.136., using quantitative and qualitative research methods, must include at least: short-term and long-term forecasts of employment demand for jobs by occupation and industry; entry and average wage forecasts among those occupations; and estimates of the supply of trained and qualified individuals available or potentially available for employment in those occupations, with special focus upon those occupations and industries which require high skills and have high entry wages and experienced wage levels. In the development of workforce estimates, the conference shall use, to the fullest extent possible, local occupational and workforce forecasts and estimates.~~

~~(b) The Workforce Estimating Conference shall review data concerning local and regional demands for short-term and long-term employment in High-Skills/High-Wage Program jobs, as well as other jobs, which data is generated through surveys conducted as part of the state's Internet-based job matching and labor market information system authorized under s. 445.011. The conference shall consider this data in developing its forecasts for statewide employment demand, including reviewing local and regional data for common trends and conditions among localities or regions which may warrant inclusion of a particular occupation on the statewide occupational forecasting list developed by the conference. Based upon its review of such survey data, the conference shall also make recommendations semiannually to CareerSource Florida, Inc., on additions or deletions to lists of locally targeted occupations approved by CareerSource Florida, Inc.~~

~~(b)(e) The Labor Market Workforce Estimating Conference, for the purposes described in paragraph (a), shall meet at least twice a year and as necessary to address emerging opportunities for the state's economy no less than 2 times in a calendar year. The first meeting shall be held in~~

February, and the second meeting shall be held in August. Other meetings may be scheduled as needed.

Section 3. Paragraph (b) of subsection (8) of section 288.047, Florida Statutes, is amended to read:

288.047 Quick-response training for economic development.—

(8) The Quick-Response Training Program is created to provide assistance to participants in the welfare transition program. CareerSource Florida, Inc., may award quick-response training grants and develop applicable guidelines for the training of participants in the welfare transition program. In addition to a local economic development organization, grants must be endorsed by the applicable local workforce development board.

(b) Participants trained ~~under~~ pursuant to this subsection must be employed at a job paying a wage equivalent to or above the state's minimum hourly wage at least \$6 per hour.

Section 4. Subsection (2) of section 445.002, Florida Statutes, is amended to read:

445.002 Definitions.—As used in this chapter, the term:

(2) “For cause” includes, but is not limited to, engaging in fraud or other criminal acts, incapacity, unfitness, neglect of duty, official incompetence and irresponsibility, misfeasance, malfeasance, nonfeasance, gross mismanagement, waste, or lack of performance.

Section 5. Paragraph (a) of subsection (3) and subsection (6) of section 445.003, Florida Statutes, are amended, and subsection (7) is added to that section, to read:

445.003 Implementation of the federal Workforce Innovation and Opportunity Act.—

(3) FUNDING.—

(a) Title I, Workforce Innovation and Opportunity Act funds; Wagner-Peyser funds; and NAFTA/Trade Act funds will be expended based on the 4-year plan of the state board. The plan must outline and direct the method used to administer and coordinate various funds and programs that are operated by various agencies. The following provisions apply to these funds:

1. At least 50 percent of the Title I funds for Adults and Dislocated Workers which are passed through to local workforce development boards shall be allocated to and expended on Individual Training Accounts unless a local workforce development board obtains a waiver from the state board. Tuition, books, and fees of training providers and other training services

prescribed and authorized by the Workforce Innovation and Opportunity Act qualify as Individual Training Account expenditures.

2. Fifteen percent of Title I funding shall be retained at the state level and dedicated to state administration and shall be used to design, develop, induce, ~~and fund, and evaluate the long-term impact of~~ innovative Individual Training Account pilots, demonstrations, and programs to enable participants to attain self-sufficiency and to evaluate the effectiveness of performance-based contracts used by local workforce development boards under s. 445.024(5) on increasing wages and employment over the long term. Of such funds retained at the state level, \$2 million may be reserved for the Incumbent Worker Training Program created under subparagraph 3. Eligible state administration costs include the costs of funding for the state board and state board staff; operating fiscal, compliance, and management accountability systems through the department; conducting evaluation and research on workforce development activities; and providing technical and capacity building assistance to local workforce development areas at the direction of the state board. Notwithstanding s. 445.004, such administrative costs may not exceed 25 percent of these funds. An amount not to exceed 75 percent of these funds shall be allocated to Individual Training Accounts and other workforce development strategies for other training designed and tailored by the state board in consultation with the department, including, but not limited to, programs for incumbent workers, nontraditional employment, and enterprise zones. The state board, in consultation with the department, shall design, adopt, and fund Individual Training Accounts for distressed urban and rural communities.

3. The Incumbent Worker Training Program is created for the purpose of providing grant funding for continuing education and training of incumbent employees at existing Florida businesses. The program will provide reimbursement grants to businesses that pay for preapproved, direct, training-related costs. For purposes of this subparagraph, the term “businesses” includes hospitals operated by nonprofit or local government entities which provide nursing opportunities to acquire new or improved skills.

a. The Incumbent Worker Training Program will be administered by CareerSource Florida, Inc., which may, at its discretion, contract with a private business organization to serve as grant administrator.

b. The program shall be administered under pursuant to s. 134(d)(4) of the Workforce Innovation and Opportunity Act. ~~Priority for Funding~~ priority shall be given in the following order: ~~to~~

(I) Businesses that provide employees with opportunities to acquire new or improved skills by earning a credential on the Master Credentials List.

(II) Hospitals operated by nonprofit or local government entities that provide nursing opportunities to acquire new or improved skills.

(III) Businesses whose grant proposals represent a significant upgrade in employee skills.

(IV) Businesses with 25 employees or fewer, businesses in rural areas, and businesses in distressed inner-city areas.

(V) Businesses in a qualified targeted industry, ~~businesses whose grant proposals represent a significant upgrade in employee skills,~~ or businesses whose grant proposals represent a significant layoff avoidance strategy.

c. All costs reimbursed by the program must be preapproved by CareerSource Florida, Inc., or the grant administrator. The program may not reimburse businesses for trainee wages, the purchase of capital equipment, or the purchase of any item or service that may possibly be used outside the training project. A business approved for a grant may be reimbursed for preapproved, direct, training-related costs including tuition, fees, books and training materials, and overhead or indirect costs not to exceed 5 percent of the grant amount.

d. A business that is selected to receive grant funding must provide a matching contribution to the training project, including, but not limited to, wages paid to trainees or the purchase of capital equipment used in the training project; must sign an agreement with CareerSource Florida, Inc., or the grant administrator to complete the training project as proposed in the application; must keep accurate records of the project's implementation process; and must submit monthly or quarterly reimbursement requests with required documentation.

e. All Incumbent Worker Training Program grant projects shall be performance-based with specific measurable performance outcomes, including completion of the training project and job retention. CareerSource Florida, Inc., or the grant administrator shall withhold the final payment to the grantee until a final grant report is submitted and all performance criteria specified in the grant contract have been achieved.

f. The state board may establish guidelines necessary to implement the Incumbent Worker Training Program.

g. No more than 10 percent of the Incumbent Worker Training Program's total appropriation may be used for overhead or indirect purposes.

4. At least 50 percent of Rapid Response funding shall be dedicated to Intensive Services Accounts and Individual Training Accounts for dislocated workers and incumbent workers who are at risk of dislocation. The department shall also maintain an Emergency Preparedness Fund from Rapid Response funds, which will immediately issue Intensive Service Accounts, Individual Training Accounts, and other federally authorized assistance to eligible victims of natural or other disasters. At the direction of the Governor, these Rapid Response funds shall be released to local workforce development boards for immediate use after events that qualify

under federal law. Funding shall also be dedicated to maintain a unit at the state level to respond to Rapid Response emergencies and to work with state emergency management officials and local workforce development boards. All Rapid Response funds must be expended based on a plan developed by the state board in consultation with the department and approved by the Governor.

(6) AUTHORITY TO HIRE EXECUTIVE DIRECTOR AND STAFF.—The state board may hire an executive director and staff to assist in carrying out the functions of the Workforce Innovation and Opportunity Act and in using funds made available through the act. The state board shall require authorize the executive director and staff to work with the department to minimize duplication and maximize efficient use of resources in carrying out the functions of the Workforce Innovation and Opportunity Act.

(7) DUTIES OF THE DEPARTMENT.—The department shall adopt rules to implement the requirements of this chapter, including:

(a) The submission, review, and approval of local workforce plans.

(b) Initial and subsequent eligibility criteria, based on input from the state board, local workforce development boards, the Department of Education, and other stakeholders, for the Workforce Innovation and Opportunity Act eligible training provider list. This list directs training resources to programs leading to employment in high-demand and high-priority occupations that provide economic security, particularly those occupations facing a shortage of skilled workers. A training provider who offers training to obtain a credential on the Master Credentials List under s. 445.004(4)(h), may not be included on a state or local eligible training provider list if the provider fails to submit the required information or fails to meet initial or subsequent eligibility criteria. Subsequent eligibility criteria must use the performance and outcome measures defined and reported under s. 1008.40, to determine whether each program offered by a training provider is qualified to remain on the list.

1. For the 2021-2022 program year, the Department of Economic Opportunity and the Department of Education shall establish the minimum criteria a training provider must achieve for completion, earnings, and employment rates of eligible participants. The minimum program criteria may not exceed the threshold at which more than 20 percent of all eligible training providers in the state would fall below.

2. Beginning with the 2022-2023 program year, each program offered by a training provider must, at a minimum, meet all of the following:

a. Income earnings for all individuals who complete the program that are equivalent to or above the state’s minimum wage in a calendar quarter.

b. An employment rate of at least 75 percent for all individuals. For programs linked to an occupation, the employment rate is calculated based on obtaining employment in the field in which the participant was trained.

c. A completion rate of at least 75 percent for all individuals, beginning with the 2023-2024 program year.

(c) Monitoring compliance of programs authorized by this chapter and determining whether such programs are meeting performance expectations, including an analysis of the return on investment of workforce related programs on individual employment, earnings, and public benefit usage outcomes and a cost-benefit analysis of the monetary impacts of workforce services from the participant and taxpayer points of view.

Section 6. Paragraph (d) of subsection (3), paragraphs (b) and (e) of subsection (5) and subsections (6), (7), and (8), paragraph (b) of subsection (9), and subsection (11) of section 445.004, Florida Statutes, are amended, and paragraph (h) is added to subsection (4), to read:

445.004 CareerSource Florida, Inc., and the state board; creation; purpose; membership; duties and powers.—

(3)

(d) The state board must include the vice chairperson of the board of directors of Enterprise Florida, Inc., and one member representing each of the Workforce Innovation and Opportunity Act partners, including the Division of Career and Adult Education, the Division of Vocational Rehabilitation, the Division of Blind Services, the Department of Children and Families, and other entities representing programs identified in the Workforce Innovation and Opportunity Act, as determined necessary.

(4)

(h)1. The state board shall appoint a Credentials Review Committee to identify nondegree credentials and degree credentials of value for approval by the state board and inclusion in the Master Credentials List. Such credentials must include registered apprenticeship programs, industry certifications, licenses, advanced technical certificates, college credit certificates, career certificates, applied technology diplomas, associate degrees, baccalaureate degrees, and graduate degrees. The Credentials Review Committee must include:

a. The Chancellor of the Division of Public Schools.

b. The Chancellor of the Division of Career and Adult Education.

c. The Chancellor of the Florida College System.

d. The Chancellor of the State University System.

- e. The director of the Office of Reimagining Education and Career Help.
- f. Four members from local workforce development boards, with equal representation from urban and rural regions.
- g. Two members from nonpublic postsecondary institutions.
- h. Two members from industry associations.
- i. Two members from Florida-based businesses.
- j. Two members from the Department of Economic Opportunity.
- k. One member from the Department of Agriculture and Consumer Services.

2. All information pertaining to the Credentials Review Committee, the process for the approval of credentials of value, and the Master Credentials List must be made available and be easily accessible to the public on all relevant state agency websites.

3. The Credentials Review Committee shall establish a definition for credentials of value and create a framework of quality. The framework must align with federally funded workforce accountability requirements and undergo biennial review.

4. The criteria to determine value for nondegree credentials should, at a minimum, require:

a. Evidence that the credential meets labor market demand as identified by the Labor Market Estimating Conference created in s. 216.136 or meets local demand as identified in the criteria adopted by the Credentials Review Committee. Evidence must include employer information on present credential use or emerging opportunities.

b. Evidence that the competencies mastered upon completion of the credential are aligned with labor market demand.

c. Evidence of the employment and earnings outcomes for individuals after obtaining the credential. Earnings outcomes must provide middle-level to high-level wages with preference given to credentials generating high-level wages. Credentials that do not meet the earnings outcomes criteria must be part of a sequence of credentials that are required for the next level occupation that does meet the earnings outcomes criteria in order to be identified as a credential of value. For new credentials, this criteria may be met with conditional eligibility until measurable labor market outcomes are obtained.

5. The Credentials Review Committee shall establish the criteria to determine value for degree programs. This criteria shall include evidence that the program meets the labor market demand as identified by the Labor

Market Estimating Conference created in s. 216.136 or meets local demand as determined by the committee. Such criteria must be used to designate programs of emphasis under s. 1001.706 and to guide the development of program standards and benchmarks under s. 1004.92.

6. The Credentials Review Committee shall establish a process for prioritizing nondegree credentials and degree programs based on critical statewide or regional shortages.

7. The Credentials Review Committee shall establish a process for:

a. At a minimum, quarterly review and approval of credential applications. Approved credentials of value shall be used by the committee to develop the Master Credentials List.

b. Annual review of the Master Credentials List.

c. Phasing out credentials on the Master Credentials List that no longer meet the framework of quality.

d. Designating performance funding eligibility under ss. 1011.80 and 1011.81, based upon the highest available certification for postsecondary students.

e. Beginning with the 2022-2023 school year, the state board shall submit the Master Credentials List to the State Board of Education. The list must, at a minimum, identify nondegree credentials and degree programs determined to be of value for purposes of ss. 1008.44 and 1011.62(1); if the credential or degree program meets statewide, regional, or local level demand; the type of certificate, credential, or degree; and the primary standard occupation classification code. For the 2021-2022 school year, the Master Credentials List shall be comprised of the CAPE Industry Certification Funding List and the CAPE Postsecondary Industry Certification Funding List under ss. 1008.44 and 1011.62(1) and adopted by the State Board of Education before October 1, 2021.

8. The Credentials Review Committee shall establish a process for linking Classifications of Instructional Programs (CIP) to Standard Occupational Classifications (SOC) for all new credentials of value identified on the Master Credentials List. The CIP code aligns instructional programs to occupations. A CIP to SOC link indicates that programs classified in the CIP code category prepare individuals for jobs classified in the SOC code category. The state board shall submit approved CIP to SOC linkages to the State board of Education with each credential that is added to the Master Credentials List.

9. The Credentials Review Committee shall identify all data elements necessary to collect information on credentials by the Florida Education and Training Placement Program automated system under s. 1008.39.

10. The Credentials Review Committee shall develop a returned-value funding formula as provided under ss. 1011.80(7)(b) and 1011.81(2)(b). When developing the formula, the committee may not penalize Florida College System institutions or school districts if students postpone employment to continue their education.

(5) The state board has all the powers and authority not explicitly prohibited by statute which are necessary or convenient to carry out and effectuate its purposes as determined by statute, Pub. L. No. 113-128, and the Governor, as well as its functions, duties, and responsibilities, including, but not limited to, the following:

(b) Providing policy direction to ensure that the following programs are administered by the department consistent with approved plans:

1. Programs authorized under Title I of the Workforce Innovation and Opportunity Act, Pub. L. No. 113-128, with the exception of programs funded directly by the United States Department of Labor under Title I, s. 167.

2. Programs authorized under the Wagner-Peyser Act of 1933, as amended, 29 U.S.C. ss. 49 et seq.

3. Activities authorized under Title II of the Trade Act of 2002, as amended, 19 U.S.C. ss. 2272 et seq., and the Trade Adjustment Assistance Program.

4. Activities authorized under 38 U.S.C. chapter 41, including job counseling, training, and placement for veterans.

5. Employment and training activities carried out under funds awarded to this state by the United States Department of Housing and Urban Development.

6. Welfare transition services funded by the Temporary Assistance for Needy Families Program, created under the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, as amended, Pub. L. No. 104-193, and Title IV, s. 403, of the Social Security Act, as amended.

7. The Florida Bonding Program, provided under Pub. L. No. 97-300, s. 164(a)(1).

8. The Food Assistance Employment and Training Program, provided under the Food and Nutrition Act of 2008, 7 U.S.C. ss. 2011-2032; the Food Security Act of 1988, Pub. L. No. 99-198; the Hunger Prevention Act, Pub. L. No. 100-435; and the Agriculture Improvement Act of 2018, Pub. L. No. 115-334.

9. The Quick-Response Training Program, provided under ss. 288.046-288.047. Matching funds and in-kind contributions that are provided by clients of the Quick-Response Training Program count toward the

requirements of s. 288.904, pertaining to the return on investment from activities of Enterprise Florida, Inc.

10. The Work Opportunity Tax Credit, provided under the Tax and Trade Relief Extension Act of 1998, Pub. L. No. 105-277, and the Taxpayer Relief Act of 1997, Pub. L. No. 105-34.

11. Offender placement services, provided under ss. 944.707-944.708.

~~The department may adopt rules necessary to administer this chapter which relate to implementing and administering the programs listed in this paragraph as well as rules related to eligible training providers and auditing and monitoring subrecipients of the workforce system grant funds.~~

(e) Ensuring that the state does not waste valuable training resources. The state board's policy is that all resources, including equipment purchased for training Workforce Innovation and Opportunity Act clients, be available for use at all times by eligible populations as first priority users. At times when eligible populations are not available, such resources shall be used for any other state-authorized education and training purpose. The state board and any of its committees, councils, or administrative entities may authorize expenditures to award suitable framed certificates, pins, or other tokens of recognition for performance by a local workforce development board, its committees and subdivisions, and other units of the workforce system. The state board may also authorize expenditures for promotional items, such as t-shirts, hats, or pens printed with messages promoting the state's workforce system to employers, job seekers, and program participants. However, such expenditures are subject to federal regulations applicable to the expenditure of federal funds.

(6) The state board ~~shall~~ may take action that it deems necessary to achieve the purposes of this section by, including, but not limited to:

(a) Creating a state employment, education, and training policy that ensures workforce related programs ~~that programs to prepare workers~~ are responsive to present and future business and industry needs and complement the initiatives of Enterprise Florida, Inc.

(b) Establishing policy direction for a uniform funding system that prioritizes evidence-based, results-driven solutions by providing ~~provides~~ incentives to improve the outcomes of career education, registered apprenticeship, and work-based learning programs and that focuses resources on occupations related to new or emerging industries that add greatly to the value of the state's economy.

(c) Establishing a comprehensive policy related to the education and training of target populations such as those who have disabilities, are economically disadvantaged, receive public assistance, are not proficient in English, or are dislocated workers. This approach should ensure the effective use of federal, state, local, and private resources in reducing the need for

public assistance by combining two or more sources of funding to support workforce related programs or activities for vulnerable populations.

(d) Identifying barriers to coordination and alignment among workforce related programs and activities and developing solutions to remove such barriers.

(e) Maintaining a Master Credentials List that:

1. Serves as a public and transparent inventory of state-approved credentials of value.

2. Directs the use of federal and state funds for workforce education and training programs that lead to approved credentials of value.

3. Guides workforce education and training programs by informing the public of the credentials that have value in the current or future job market.

~~(d) Designating Institutes of Applied Technology composed of public and private postsecondary institutions working together with business and industry to ensure that career education programs use the most advanced technology and instructional methods available and respond to the changing needs of business and industry.~~

~~(e) Providing policy direction for a system to project and evaluate labor market supply and demand using the results of the Workforce Estimating Conference created in s. 216.136 and the career education performance standards identified under s. 1008.43.~~

~~(f) Reviewing the performance of public programs that are responsible for economic development, education, employment, and training. The review must include an analysis of the return on investment of these programs.~~

~~(g) Expanding the occupations identified by the Workforce Estimating Conference to meet needs created by local emergencies or plant closings or to capture occupations within emerging industries.~~

(7) By December 1 of each year, the state board, in consultation with the department, shall submit to the Governor, the President of the Senate, the Speaker of the House of Representatives, the Senate Minority Leader, and the House Minority Leader a complete and detailed annual report setting forth:

(a) All audits and investigations, ~~including any audit conducted under subsection (8).~~

(b) The operations and accomplishments of the state board, including the programs or entities specified in subsection (6).

(c) The number of mandatory partners located within one-stop centers.

(d) The progress on implementing solutions to address barriers to coordination and alignment among programs and activities identified under paragraph (6)(d).

(8) Annually, beginning July 1, 2022, the state board shall assign and make public a letter grade for each local workforce development board using the criteria established by the Office of Reimagining Education and Career Help under s. 14.36 Pursuant to his or her own authority or at the direction of the Legislative Auditing Committee, the Auditor General may conduct an audit of the state board and CareerSource Florida, Inc., or the programs or entities created by the state board. The Office of Program Policy Analysis and Government Accountability, pursuant to its authority or at the direction of the Legislative Auditing Committee, may review the systems and controls related to performance outcomes and quality of services of the state board and CareerSource Florida, Inc.

(9) The state board, in collaboration with the local workforce development boards and appropriate state agencies and local public and private service providers, shall establish uniform performance accountability measures that apply across the core programs to gauge the performance of the state and local workforce development boards in achieving the workforce development strategy.

(b) The performance accountability measures for each local area consist of the primary indicators of performance, any additional indicators of performance, and a local level of performance for each indicator pursuant to Pub. L. No. 113-128. The local level of performance is determined by the local board, the chief elected official, and the Governor pursuant to Pub. L. No. 113-128, Title I, s. 116(c). Any local performance accountability measures that are established must be based on identified local area needs.

(11) The workforce development system must use local design and control of service delivery and targeted activities. The state board, in consultation with the department, is responsible for ensuring that local workforce development boards have a membership consistent with the requirements of federal and state law and have developed a plan consistent with the state's workforce development strategy. The plan must specify methods for allocating the resources and programs in a manner that eliminates unwarranted duplication, minimizes administrative costs, meets the existing job market demands and the job market demands resulting from successful economic development activities, ensures access to quality workforce development services for all Floridians, allows for pro rata or partial distribution of benefits and services, prohibits the creation of a waiting list or other indication of an unserved population, serves as many individuals as possible within available resources, and maximizes successful outcomes. The state board shall establish incentives for effective alignment and coordination of federal and state programs and those identified by the Office of Reimagining Education and Career Help under s. 14.36(4)(e), outline rewards for long-term self-sufficiency of successful job placements

participants, and institute collaborative approaches among local service providers.

Section 7. Subsection (2) of section 445.006, Florida Statutes, is amended, and subsection (4) is added to that section, to read:

445.006 State plan for workforce development.—

(2) STRATEGIC PLANNING ELEMENTS.—The state board, in conjunction with state and local partners in the workforce development system, shall develop strategic planning elements, pursuant to Pub. L. No. 113-128, Title I, s. 102, for the state plan.

(a) The strategic planning elements of the state plan must include, but need not be limited to, strategies for:

- 1. Fulfilling the workforce system goals and strategies prescribed in s. 445.004.;
- 2. Aggregating, integrating, and leveraging workforce system resources.;
- 3. Coordinating the activities of federal, state, and local workforce system partners.;
- 4. Addressing the workforce needs of small businesses.;
- 5. Fostering the participation of rural communities and distressed urban cores in the workforce system.

(b) The strategic planning elements must include criteria for allocating workforce resources to local workforce development boards. With respect to allocating funds to serve customers of the welfare transition program, such criteria may include weighting factors that indicate the relative degree of difficulty associated with securing and retaining employment placements for specific subsets of the welfare transition caseload.

(c) The state plan must describe:

- 1. How the activities will be carried out by the respective core programs to implement the strategy and how the activities will be aligned across the programs and among the entities administering the programs, including coenrollment and other strategies.
- 2. How the activities will be aligned with other activities that are provided under employment, training, education, including career and technical education, and human services programs that are not covered by the state plan, as appropriate, to avoid duplication and assure coordination.
- 3. How the entities carrying out the respective core programs will coordinate activities and provide comprehensive, high-quality services, including supportive services, to individuals.

4. How the state's strategy to engage Florida College System institutions and local career and technical education schools as partners in the workforce development system will enable the state to leverage other federal, state, and local investments and increase access to workforce development programs at those institutions.

5. How the activities will be coordinated with economic development strategies.

6. How the state's strategy will improve access to activities leading to a state approved recognized postsecondary credential, including a credential that is an industry recognized certificate or certification that is portable and builds on additional education or training.

(4) WAIVERS.—The department shall prepare a federal waiver to be submitted by the Governor to the United States Department of Labor that:

(a) Allows the state board to fulfill the roles and responsibilities of local workforce development boards or that reduces the number of local workforce development boards based on population size and commuting patterns in order to:

1. Eliminate multiple layers of administrative entities to improve coordination of the workforce development system.

2. Establish consistent eligibility standards across the state to improve the accountability of workforce related programs.

3. Provide greater flexibility in the allocation of resources to maximize the funds directed to training and business services.

(b) Allows the Governor to reallocate funds among local areas that have a demonstrated need for additional funding and programmatic outcomes that will maximize the use of the additional funds to serve low-income individuals, public assistance recipients, dislocated workers, and unemployment insurance claimants.

Section 8. Section 445.007, Florida Statutes, is amended to read:

445.007 Local workforce development boards.—

(1) One local workforce development board shall be appointed in each designated service delivery area and shall serve as the local workforce development board pursuant to Pub. L. No. 113-128. The membership of the local board must be consistent with Pub. L. No. 113-128, Title I, s. 107(b). If a public education or training provider is represented on the local board, a representative of a private education provider must also be appointed to the local board. The state board may waive this requirement if requested by a local ~~workforce development~~ board if it is demonstrated that such representatives do not exist in the region. The importance of minority and gender representation shall be considered when making appointments to the local

board. The local board, its committees, subcommittees, and subdivisions, and other units of the workforce system, including units that may consist in whole or in part of local governmental units, may use any method of telecommunications to conduct meetings, including establishing a quorum through telecommunications, provided that the public is given proper notice of the telecommunications meeting and reasonable access to observe and, when appropriate, participate. Local ~~workforce development~~ boards are subject to chapters 119 and 286 and s. 24, Art. I of the State Constitution. ~~If the local workforce development board enters into a contract with an organization or individual represented on the local board, the contract must be approved by a two-thirds vote of the local board, a quorum having been established, and the local board member who could benefit financially from the transaction must abstain from voting on the contract. A local board member must disclose any such conflict in a manner that is consistent with the procedures outlined in s. 112.3143. Each member of a local workforce development board who is not otherwise required to file a full and public disclosure of financial interests under s. 8, Art. II of the State Constitution or s. 112.3144 shall file a statement of financial interests under s. 112.3145. The executive director or designated person responsible for the operational and administrative functions of the local workforce development board who is not otherwise required to file a full and public disclosure of financial interests under s. 8, Art. II of the State Constitution or s. 112.3144 shall file a statement of financial interests under s. 112.3145. The local board's website, or the department's website if the local board does not maintain a website, must inform the public that each disclosure or statement has been filed with the Commission on Ethics and provide information how each disclosure or statement may be reviewed. The notice to the public must remain on the website throughout the term of office or employment of the filer and until 1 year after the term on the local board or employment ends.~~

(2)(a) The local workforce development board shall elect a chair from among the representatives described in Pub. L. No. 113-128, Title I, s. 107(b)(2)(A) to serve for a term of no more than 2 years and may not shall ~~serve no more than two terms as chair. Members of a local workforce development board shall serve staggered terms and may not serve for more than 8 consecutive years, unless such member is a representative of a governmental entity. Service in a term of office which commenced before July 1, 2021, does not count toward the 8-year limitation.~~

(b) The Governor may remove a member of the local board, the executive director of the local board, or the designated person responsible for the operational and administrative functions of the local board for cause.

(c) The chief elected official for the local ~~workforce development~~ board may remove a member of the local board, the executive director of the local board, or the designated person responsible for the operational and administrative functions of the local board for cause.

(3) The department shall assign staff to meet with each local workforce development board annually to review the local board's performance as as

determined under s. 445.004(8) and to certify that the local board is in compliance with applicable state and federal law.

(4) In addition to the duties and functions specified by the state board and by the interlocal agreement approved by the local county or city governing bodies, the local workforce development board shall have the following responsibilities:

(a) Develop, submit, ratify, or amend the local plan pursuant to Pub. L. No. 113-128, Title I, s. 108 and this act.

(b) Conclude agreements necessary to designate the fiscal agent and administrative entity. A public or private entity, including an entity established under s. 163.01, which makes a majority of the appointments to a local ~~workforce development~~ board may serve as the local board's administrative entity if approved by the department based upon a showing that a fair and competitive process was used to select the administrative entity.

(c) Provide ongoing oversight related to administrative costs, duplicated services, career counseling, economic development, equal access, compliance and accountability, and performance outcomes.

(d) Oversee the one-stop delivery system in its local area.

(5) The department and CareerSource Florida, Inc., in consultation with the state board, shall implement a training program for the local workforce development boards to familiarize local board members with the state's workforce development goals and strategies.

(6) Consistent with federal and state law, the local workforce development board shall designate all local service providers and may not transfer this authority to a third party. Consistent with the intent of the Workforce Innovation and Opportunity Act, local ~~workforce development~~ boards should provide the greatest possible choice of training providers to those who qualify for training services. A local ~~workforce development~~ board may not restrict the choice of training providers based upon cost, location, or historical training arrangements. However, a local board may restrict the amount of training resources available to any one client. Such restrictions may vary based upon the cost of training in the client's chosen occupational area. The local ~~workforce development~~ board may be designated as a one-stop operator and direct provider of intake, assessment, eligibility determinations, or other direct provider services except training services. Such designation may occur only with the agreement of the chief elected official and the Governor as specified in 29 U.S.C. s. 2832(f)(2). The state board shall establish procedures by which a local ~~workforce development~~ board may request permission to operate under this section and the criteria under which such permission may be granted. The criteria shall include, but need not be limited to, a reduction in the cost of providing the permitted services.

Such permission shall be granted for a period not to exceed 3 years for any single request submitted by the local ~~workforce development~~ board.

(7) Local workforce development boards shall adopt a committee structure consistent with applicable federal law and state policies established by the state board.

(8) The importance of minority and gender representation shall be considered when appointments are made to any committee established by the local workforce development board.

(9) For purposes of procurement, local workforce development boards and their administrative entities are not state agencies and are exempt from chapters 120 and 287. The local ~~workforce development~~ boards shall apply the procurement and expenditure procedures required by federal law and policies of the department and the state board for the expenditure of federal, state, and nonpass-through funds. The making or approval of smaller, multiple payments for a single purchase with the intent to avoid or evade the monetary thresholds and procedures established by federal law and policies of the department and the state board is grounds for removal for cause. Local ~~workforce development~~ boards, their administrative entities, committees, and subcommittees, and other workforce units may authorize expenditures to award suitable framed certificates, pins, or other tokens of recognition for performance by units of the workforce development system. Local ~~workforce development~~ boards; their administrative entities, committees, and subcommittees; and other workforce units may authorize expenditures for promotional items, such as t-shirts, hats, or pens printed with messages promoting the state's Florida's workforce system to employers, job seekers, and program participants. However, such expenditures are subject to federal regulations applicable to the expenditure of federal funds. All contracts executed by local ~~workforce development~~ boards must include specific performance expectations and deliverables.

(10) State and federal funds provided to the local workforce development boards may not be used directly or indirectly to pay for meals, food, or beverages for members, staff, or employees of local ~~workforce development~~ boards, the state board, or the department except as expressly authorized by state law. Preapproved, reasonable, and necessary per diem allowances and travel expenses may be reimbursed. Such reimbursement shall be at the standard travel reimbursement rates established in s. 112.061 and shall be in compliance with all applicable federal and state requirements. The department shall provide fiscal and programmatic guidance to the state board, CareerSource Florida, Inc., and all local ~~workforce development~~ boards to hold both the state and local ~~workforce development~~ boards strictly accountable for adherence to the policy and subject to regular and periodic monitoring by the department. Local boards are prohibited from expending state or federal funds for entertainment costs and recreational activities for local board members and employees as these terms are defined by 2 C.F.R. part 200.

(11)(a) To increase transparency and accountability, a local workforce development board must comply with the requirements of this section before contracting with a member of the local board; ~~or a relative, as defined in s. 112.3143(1)(c), of a local board member;~~ an organization or individual represented on the local board; or of an employee of the local board. Such contracts may not be executed before or without the prior approval of the department. Such contracts, as well as documentation demonstrating adherence to this section as specified by the department, must be submitted to the department for review and approval. Such a contract must be approved by a two-thirds vote of the local board, a quorum having been established; all conflicts of interest must be disclosed before the vote in a manner that is consistent with the procedures outlined in s. 112.3143(4); and any member who may benefit from the contract, or whose organization or relative may benefit from the contract, must abstain from the vote. A contract subject to the requirements of this subsection may not be included on a consent agenda.

(b) A contract under ~~\$10,000~~ \$25,000 between a local workforce development board, ~~and a member of that board or~~ between a relative, as defined in s. 112.3143(1)(c), of a local board member, or of an employee of the local board is not required to have the prior approval of the department, but must be approved by a two-thirds vote of the local board, a quorum having been established, and must be reported to the department and the state board within 30 days after approval.

(c) All contracts between a local board and a member of the local board; a relative, as defined in s. 112.3143(1)(c), of a local board member; an organization or individual represented on the local board; or an employee of the local board, approved on or after July 1, 2021, must also be published on the local board's website, or on the department's website if the local board does not maintain a website, within 10 days after approval by the local board or department, whichever is later. Such contracts must remain published on the website for at least 1 year after termination of the contract.

(d) ~~In considering whether to approve a contract under this subsection, the department shall review and consider all documentation provided to the department by the local board, including the performance of the entity with which the local board is proposing to contract with, if applicable, and the nature, size, and makeup of the business community served by the local board, including whether the entity with which the local board is proposing to contract with is the only provider of the desired goods or services within the area served by the local board. If a contract cannot be approved by the department, a review of the decision to disapprove the contract may be requested by the local workforce development board or other parties to the disapproved contract.~~

(12) Each local workforce development board shall develop a budget for the purpose of carrying out the duties of the local board under this section, subject to the approval of the chief elected official. Each local ~~workforce~~ development board shall submit its annual budget for review to the

department no later than 2 weeks after the chair approves the budget. The local board shall publish the budget on its website, or the department's website if the local board does not maintain a website, within 10 days after approval by the department. The budget shall remain published on the website for the duration of the fiscal year for which it accounts for the expenditure of funds.

(13) Each local workforce development board shall annually, within 30 days after the end of the fiscal year, disclose to the department, in a manner determined by the department, the amount and nature of compensation paid to all executives, officers, directors, trustees, key employees, and the highest compensated employees, as defined for purposes of the Internal Revenue Service Form 990, Return of Organization Exempt from Income Tax, including salary, bonuses, present value of vested benefits including but not limited to retirement, accrued leave and paid time off, cashed-in leave, cash equivalents, severance pay, pension plan accruals and contributions, deferred compensation, real property gifts, and any other liability owed to such persons. The disclosure must be accompanied by a written declaration, as provided for under s. 92.525(2), from the chief financial officer, or his or her designee, that he or she has read the foregoing document and the facts stated in it are true. Such information must also be published on the local board's website, or the department's website if the local board does not maintain a website, for a period of 3 years after it is first published.

(14) Each local workforce development board shall annually publish its most recent Internal Revenue Service Form 990, Return of Organization Exempt from Income Tax, on its website, or the department's website if the local board does not maintain a website. The form must be posted on the local board's website within 60 calendar days after it is filed with the Internal Revenue Service and remain posted for 3 years after it is filed.

Section 9. Paragraphs (a) and (e) of subsection (8) of section 445.009, Florida Statutes, are amended to read:

445.009 One-stop delivery system.—

(8)(a) Individual Training Accounts must be expended on programs that prepare people to enter high-wage occupations identified by the Labor Market Workforce Estimating Conference created by s. 216.136, and on other programs recommended and approved by the state board following a review by the department to determine the program's compliance with federal law.

(e) Training services provided through Individual Training Accounts must be performance-based, with successful job placement triggering final ~~full~~ payment of at least 10 percent.

Section 10. Section 445.011, Florida Statutes, is amended, to read:

445.011 Consumer-first workforce system information systems.—

(1) The department, in consultation with the state board, the Department of Education, and the Department of Children and Families, shall implement, subject to legislative appropriation, an automated consumer-first workforce system that improves coordination among required one-stop partners and is information systems that are necessary for the efficient and effective operation and management of the workforce development system. This system ~~These information systems~~ shall include, but need not be limited to, the following:

(a) An integrated management system for the one-stop service delivery system, which includes, at a minimum, common registration and intake for required one-stop partners, screening for needs and benefits, case management planning and tracking, training benefits management, service and training provider management, performance reporting, executive information and reporting, and customer-satisfaction tracking and reporting.

1. The system should report current budgeting, expenditure, and performance information for assessing performance related to outcomes, service delivery, and financial administration for workforce programs pursuant to s. 445.004(5) and (9).

2. The ~~information~~ system should include auditable systems and controls to ensure financial integrity and valid and reliable performance information.

3. The system should support service integration and case management across programs and agencies by providing for case tracking for participants in workforce programs, participants who receive benefits pursuant to public assistance programs under chapter 414, and participants in welfare transition programs under this chapter.

(b) An automated job-matching information system that is accessible to employers, job seekers, and other users via the Internet, and that includes, at a minimum:

1. Skill match information, including skill gap analysis; resume creation; job order creation; skill tests; job search by area, employer type, and employer name; and training provider linkage;

2. Job market information based on surveys, including local, state, regional, national, and international occupational and job availability information; and

3. Service provider information, including education and training providers, child care facilities and related information, health and social service agencies, and other providers of services that would be useful to job seekers.

(2) The department may procure independent verification and validation services associated with developing and implementing the consumer-first any workforce information system.

(3) The department shall coordinate development and implementation of the consumer-first workforce system information systems with the state chief information officer to ensure compatibility with the state’s information system strategy and enterprise architecture.

(4) Any contract entered into or renewed on or after July 1, 2021, for the purpose of implementing this section must be performance based.

(5) The department shall develop training for required one-stop partners on the use of the consumer-first workforce system and how to prequalify individuals for workforce programs.

Section 11. Section 445.033, Florida Statutes, is amended to read:

445.033 Evaluation.—~~The department state board and the Department of Children and Families shall measure the performance of workforce related programs and services for participants who receive benefits pursuant to family self-sufficiency programs under chapter 414, and participants in welfare transition arrange for evaluation of TANF-funded programs operated under this chapter, as follows:~~

~~(1) If required by federal waivers or other federal requirements, the state board and the department may provide for evaluation according to these requirements:~~

~~(1)(2) The state board and the department shall consult with local workforce development boards to develop annual performance reports that analyze participants’ transition from public assistance to self-sufficiency, including, but not limited to, shall participate in the evaluation of this program in conjunction with evaluation of the state’s workforce development programs or similar activities aimed at evaluating program outcomes, cost-effectiveness, or return on investment, and coenrollment in these programs, and the impact of time limits, sanctions, and other welfare reform measures set out in this chapter. Each local board shall, at a minimum, provide quarterly reports on the following measures:~~

~~(a) The percent of participants working in unsubsidized employment.~~

~~(b) The percent of participants who stop receiving benefits for reasons other than disqualification or sanction.~~

~~(c) The number of sanctions and waivers that are granted, measured by the type of sanction or waiver and the number of completed compliance activities that lead to a restoration of benefits.~~

~~(d) The median placement wage rate.~~

~~(e) The TANF work participation rate, defined as the participation requirements specified under Public Law 109-171, the Deficit Reduction Act of 2005.~~

~~(f) A self-sufficiency index, by county, calculated each quarter based on the percent of current or former participants who stop receiving benefits or are working 30 or more hours per week and at 1 and 2 years after participants stop receiving benefits or work 30 or more hours per week. The quarterly report must include the percentage of participants earning at or above 200 percent of the federal poverty level 3 years after participants stop receiving benefits or work 30 or more hours per week. The quarterly report must also contain an expected range of performance for each county on the self-sufficiency index. The expected range shall be derived by a statistical methodology developed in consultation with the local boards. The statistical methodology shall control differences across counties in economic conditions and demographics of participants in family self-sufficiency programs under chapter 414, and welfare transition programs under this chapter. Evaluation shall also contain information on the number of participants in work experience assignments who obtain unsubsidized employment, including, but not limited to, the length of time the unsubsidized job is retained, wages, and the public benefits, if any, received by such families while in unsubsidized employment. The evaluation must solicit the input of consumers, community-based organizations, service providers, employers, and the general public, and must publicize, especially in low-income communities, the process for submitting comments.~~

~~(2)(3)~~ The state board and the department ~~shall~~ may share information with and develop protocols for information exchange with the Florida Education and Training Placement Information Program.

~~(3)(4)~~ The state board and the department may initiate or participate in additional evaluation or assessment activities that will further the systematic study of issues related to program goals and outcomes.

~~(4)(5)~~ In providing for evaluation activities, the state board and the department shall safeguard the use or disclosure of information obtained from program participants consistent with federal or state requirements. Evaluation methodologies may be used which are appropriate for evaluation of program activities, including random assignment of recipients or participants into program groups or control groups. To the extent necessary or appropriate, evaluation data shall provide information with respect to the state, district, or county, or other substate area.

~~(5)(6)~~ The state board and the department may contract with a qualified organization for evaluations conducted under this section.

Section 12. Section 445.038, Florida Statutes, is amended to read:

445.038 Digital media; job training.—CareerSource Florida, Inc., through the Department of Economic Opportunity, may use funds dedicated for incumbent worker training for the digital media industry. Training may be provided by public or private training providers for broadband digital media jobs listed on the targeted occupations list developed by the Labor Market Workforce Estimating Conference or ~~CareerSource Florida, Inc.~~

Programs that operate outside the normal semester time periods and coordinate the use of industry and public resources should be given priority status for funding.

Section 13. Subsection (8) of section 446.021, Florida Statutes, is amended to read:

446.021 Definitions of terms used in ss. 446.011-446.092.—As used in ss. 446.011-446.092, the term:

(8) “Uniform minimum ~~preapprenticeship~~ standards” means the minimum requirements established uniformly for each occupation craft under which an apprenticeship or a preapprenticeship program is administered or a work-based learning opportunity is provided. The term ~~and~~ includes standards of admission, training goals, training objectives, curriculum outlines, objective standards to measure successful completion of the apprenticeship or preapprenticeship program or work-based learning opportunity, and the percentage of credit which may be given to an apprentice or a preapprentice or work-based learning student ~~preapprenticeship graduates upon acceptance into the apprenticeship program~~.

Section 14. Subsection (1), paragraphs (b) and (f) of subsection (2), and subsection (3) of section 446.032, Florida Statutes, are amended, and paragraphs (g) and (h) are added to subsection (2) of that section, to read:

446.032 General duties of the department for apprenticeship training. The department shall:

(1) Establish uniform minimum standards and policies governing apprenticeship and preapprenticeship ~~apprentice~~ programs and agreements which must require training providers to submit data necessary to determine program performance consistent with state and federal law. The standards and policies shall govern the terms and conditions of the apprentice’s employment and training, including the quality training of the apprentice for, but not limited to, such matters as ratios of apprentices to journeyworkers, safety, related instruction, and on-the-job training; but these standards and policies may not include rules, standards, or guidelines that require the use of apprentices and job trainees on state, county, or municipal contracts. The department shall ~~may~~ adopt rules necessary to administer the standards and policies.

(2) By September 1 of each year, publish an annual report on apprenticeship and preapprenticeship programs. The report must be published on the department’s website and, at a minimum, include all of the following:

(b) A detailed summary of each local educational agency’s expenditure of funds for apprenticeship and preapprenticeship programs, including:

1. The total amount of funds received for apprenticeship and preapprenticeship programs.;

2. The total amount of funds allocated by training provider, program, and to each trade or occupation.;

3. The total amount of funds expended for administrative costs by training provider, program, and per trade or occupation.;

4. The total amount of funds expended for instructional costs by training provider, program, per trade and occupation.

(f) Documentation of activities conducted by the department to promote apprenticeship and preapprenticeship programs through public engagement, community-based partnerships, and other initiatives and the outcomes of such activities and their impact on establishing or expanding apprenticeship and preapprenticeship programs.

(g) Retention and completion rates of participants disaggregated by training provider, program, and occupation.

(h) Wage progression of participants as demonstrated by starting, exit, and postapprenticeship wages at 1 and 5 years after participants exit the program.

(3) Provide assistance to district school boards, Florida College System institution boards of trustees, program sponsors, and local workforce development boards in notifying students, parents, and members of the community of the availability of apprenticeship and preapprenticeship opportunities, including data provided in the economic security report under pursuant to s. 445.07 and other state career planning resources.

Section 15. Section 446.041, Florida Statutes, is amended to read:

446.041 ~~Apprenticeship program~~, Duties of the department.—The department shall:

(1) Administer ss. 446.011-446.092.

(2) Administer the standards established by the department.

(3) Register in accordance with this chapter any apprenticeship or preapprenticeship program, regardless of affiliation, which meets standards established by the department.

(4) Investigate complaints concerning the failure of any registered program to meet the standards established by the department.

(5) Cancel the registration of any program that fails to comply with the standards and policies of the department or that unreasonably fails or refuses to cooperate with the department in monitoring and enforcing compliance with the standards.

(6) Develop and encourage apprenticeship programs.

(7) Lead and coordinate outreach efforts to educate veterans about apprenticeship and career opportunities.

(8) Cooperate with and assist local apprenticeship sponsors in the development of their apprenticeship standards and training requirements.

(9) Encourage registered apprenticeship programs to grant consideration and credit to individuals completing registered preapprenticeship programs.

(10) Monitor registered apprenticeship programs to ensure that they are being operated in compliance with all applicable standards.

(11) Supervise all apprenticeship programs that are registered with the department.

(12) Ensure that minority and gender diversity are considered in administering this program.

(13) Adopt rules required to administer ss. 446.011-446.092.

Section 16. Section 446.0915, Florida Statutes, is created to read:

446.0915 Work-based learning opportunities.—

(1) As used in this section, the term “work-based learning opportunity” means an interaction with industry or community professionals that occurs in a workplace setting, to the extent possible, or a simulated environment at an educational institution that allows firsthand experience with tasks required in a given career field, is aligned with curriculum and instruction, and is provided in partnership with an educational institution.

(2) A work-based learning opportunity must meet all of the following criteria:

(a) Be developmentally appropriate.

(b) Identify learning objectives for the term of experience.

(c) Explore multiple aspects of an industry.

(d) Develop workplace skills and competencies.

(e) Assess performance.

(f) Provide opportunities for work-based reflection.

(g) Link to next steps in career planning and preparation in a student’s chosen career pathway.

(h) Be provided in an equal and fair manner.

(i) Be documented and reported in compliance with state and federal labor laws.

A work-based learning opportunity should prioritize paid experiences, such as apprenticeship and preapprenticeship programs.

(3) The State Board of Education shall adopt rules to implement this section which must include uniform minimum standards and guidelines for determining student eligibility, obligations of employers, and requirements of institutions that offer work-based learning opportunities.

Section 17. Subsection (43) of section 570.07, Florida Statutes, is amended to read:

570.07 Department of Agriculture and Consumer Services; functions, powers, and duties.—The department shall have and exercise the following functions, powers, and duties:

(43) In cooperation with the Institute of Food and Agricultural Sciences at the University of Florida and the College of Agriculture and Food Sciences at the Florida Agricultural and Mechanical University, submit industry certifications for agriculture occupations to annually provide to the Credentials Review Committee established in s. 445.004(4) State Board of Education and the Department of Education information and industry certifications for farm occupations to be considered for placement on the Master Credentials List CAPE Industry Certification Funding List and the CAPE Postsecondary Industry Certification Funding List pursuant to s. 1008.44. Information and industry certifications provided by the department must be based upon the best available data.

Section 18. Paragraph (b) of subsection (5) of section 1001.706, Florida Statutes, is amended to read:

1001.706 Powers and duties of the Board of Governors.—

(5) POWERS AND DUTIES RELATING TO ACCOUNTABILITY.—

(b) The Board of Governors shall develop a strategic plan specifying goals and objectives for the State University System and each constituent university, including each university's contribution to overall system goals and objectives. The strategic plan must:

1. Include performance metrics and standards common for all institutions and metrics and standards unique to institutions depending on institutional core missions, including, but not limited to, student admission requirements, retention, graduation, percentage of graduates who have attained employment, percentage of graduates enrolled in continued education, licensure passage, average wages of employed graduates, average cost per graduate, excess hours, student loan burden and default rates, faculty awards, total annual research expenditures, patents, licenses and royalties, intellectual property, startup companies, annual giving,

endowments, and well-known, highly respected national rankings for institutional and program achievements.

2. Consider reports and recommendations of the Florida Talent Development Council under pursuant to s. 1004.015 and the Articulation Coordinating Committee under pursuant to s. 1007.01.

3. Include student enrollment and performance data delineated by method of instruction, including, but not limited to, traditional, online, and distance learning instruction.

4. Include criteria for designating baccalaureate degree and master’s degree programs at specified universities as high-demand programs of emphasis. The programs of emphasis list adopted by the Board of Governors before July 1, 2021, shall be used for the 2021-2022 academic year. Beginning in the 2022-2023 academic year, the Board of Governors shall adopt the criteria to determine value for and prioritization of degree credentials and degree programs established by the Credentials Review Committee under s. 445.004 for designating Fifty percent of the criteria for designation as high-demand programs of emphasis. The Board of Governors must review designated programs of emphasis, at a minimum, every 3 years to ensure alignment with the prioritization of degree credentials and degree programs identified by the Credentials Review Committee. must be based on achievement of performance outcome thresholds determined by the Board of Governors, and 50 percent of the criteria must be based on achievement of performance outcome thresholds specifically linked to:

~~a.— Job placement in employment of 36 hours or more per week and average full-time wages of graduates of the degree programs 1 year and 5 years after graduation, based in part on data provided in the economic security report of employment and earning outcomes produced annually pursuant to s. 445.07.~~

~~b.— Data-driven gap analyses, conducted by the Board of Governors, of the state’s job market demands and the outlook for jobs that require a baccalaureate or higher degree. Each state university must use the gap analyses to identify internship opportunities for students to benefit from mentorship by industry experts, earn industry certifications, and become employed in high-demand fields.~~

Section 19. Paragraph (e) of subsection (1) of section 1003.4156, Florida Statutes, is amended to read:

1003.4156 General requirements for middle grades promotion.—

(1) In order for a student to be promoted to high school from a school that includes middle grades 6, 7, and 8, the student must successfully complete the following courses:

(e) One course in career and education planning to be completed in grades 6, 7, or 8, which may be taught by any member of the instructional

staff. The course must be Internet-based, customizable to each student, and include research-based assessments to assist students in determining educational and career options and goals. In addition, the course must result in a completed personalized academic and career plan for the student that may be revised as the student progresses through middle school and high school; must emphasize the importance of entrepreneurship and employability skills; and must include information from the Department of Economic Opportunity's economic security report under s. 445.07 and other state career planning resources. The required personalized academic and career plan must inform students of high school graduation requirements, including a detailed explanation of the requirements for earning a high school diploma designation under s. 1003.4285; the requirements for each scholarship in the Florida Bright Futures Scholarship Program; state university and Florida College System institution admission requirements; available opportunities to earn college credit in high school, including Advanced Placement courses; the International Baccalaureate Program; the Advanced International Certificate of Education Program; dual enrollment, including career dual enrollment; and career education courses, including career-themed courses, preapprenticeship and apprenticeship programs, and course sequences that lead to industry certification pursuant to s. 1003.492 or s. 1008.44. The course may be implemented as a stand-alone course or integrated into another course or courses.

Section 20. Paragraph (s) of subsection (2) of section 1003.42, Florida Statutes, is amended to read:

1003.42 Required instruction.—

(2) Members of the instructional staff of the public schools, subject to the rules of the State Board of Education and the district school board, shall teach efficiently and faithfully, using the books and materials required that meet the highest standards for professionalism and historical accuracy, following the prescribed courses of study, and employing approved methods of instruction, the following:

(s) A character development program in the elementary schools, similar to Character First or Character Counts, which is secular in nature. Beginning in school year 2004-2005, the character development program shall be required in kindergarten through grade 12. Each district school board shall develop or adopt a curriculum for the character development program that shall be submitted to the department for approval. The character development curriculum shall stress the qualities of patriotism; responsibility; citizenship; kindness; respect for authority, life, liberty, and personal property; honesty; charity; self-control; racial, ethnic, and religious tolerance; and cooperation. The character development curriculum for grades 9 through 12 shall, at a minimum, include instruction on developing leadership skills, interpersonal skills, organization skills, and research skills; creating a resume, including a digital resume; exploring career pathways; using state career planning resources; developing and practicing the skills necessary for employment interviews; conflict resolution,

workplace ethics, and workplace law; managing stress and expectations; and developing skills that enable students to become more resilient and self-motivated.

The State Board of Education is encouraged to adopt standards and pursue assessment of the requirements of this subsection. A character development program that incorporates the values of the recipients of the Congressional Medal of Honor and that is offered as part of a social studies, English Language Arts, or other schoolwide character building and veteran awareness initiative meets the requirements of paragraphs (s) and (t).

Section 21. Subsections (3) and (5) of section 1003.4203, Florida Statutes, are amended to read:

1003.4203 Digital materials, CAPE Digital Tool certificates, and technical assistance.—

(3) CAPE DIGITAL TOOL CERTIFICATES.—The department shall identify, in the CAPE Industry Certification Funding List under ss. 1003.492 and 1008.44 by June 15 of each year, CAPE Digital Tool certificates that indicate a student's digital skills. The department shall notify each school district when the certificates are available. The certificates shall be made available to all public elementary and middle grades students.

(a) Targeted skills to be mastered for the certificate include digital skills that are necessary to the student's academic work and skills the student may need in future employment. ~~The skills must include, but are not limited to, word processing; spreadsheets; presentations, including sound, motion, and color presentations; digital arts; cybersecurity; and coding consistent with CAPE industry certifications that are listed on the CAPE Industry Certification Funding List, pursuant to ss. 1003.492 and 1008.44.~~ CAPE Digital Tool certificates earned by students are eligible for additional full-time equivalent membership under ~~pursuant to~~ s. 1011.62(1)(o)1.a.

(b) The school district shall notify each middle school advisory council of the methods of delivery of the open-access content and assessments for the certificates. If there is no middle school advisory council, notification must be provided to the district advisory council.

(c) The Legislature intends that by July 1, 2018, on an annual basis, at least 75 percent of public middle grades students earn at least one CAPE Digital Tool certificate.

(5) CAPE INNOVATION AND CAPE ACCELERATION.—

(a) CAPE Innovation.—~~Up to five Courses, identified in the CAPE Industry Certification Funding List, annually approved by the commissioner that combine academic and career content, and performance outcome expectations that, if achieved by a student, shall articulate for college credit and be eligible for additional full-time equivalent membership~~ under ~~pursuant to~~ s. 1011.62(1)(o)1.c. Such approved courses must incorporate

at least two third-party assessments that, if successfully completed by a student, shall articulate for college credit. At least one of the two third-party assessments must be associated with an industry certification that is identified on the CAPE Industry Certification Funding List. Each course that is approved by the commissioner must be specifically identified in the Course Code Directory as a CAPE Innovation Course.

(b) CAPE Acceleration.—Industry certifications, ~~annually approved by the commissioner,~~ that articulate for 15 or more college credit hours and, if successfully completed, ~~are~~ shall be eligible for additional full-time equivalent membership under pursuant to s. 1011.62(1)(o)1.d. Each approved industry certification must be specifically identified in the CAPE Industry Certification Funding List as a CAPE Acceleration Industry Certification.

Section 22. Paragraphs (a) and (b) of subsection (3) and subsection (5) of section 1003.491, Florida Statutes, are amended to read:

1003.491 Florida Career and Professional Education Act.—The Florida Career and Professional Education Act is created to provide a statewide planning partnership between the business and education communities in order to attract, expand, and retain targeted, high-value industry and to sustain a strong, knowledge-based economy.

(3) The strategic 3-year plan developed jointly by the local school district, local workforce development boards, economic development agencies, and state-approved postsecondary institutions shall be constructed and based on:

(a) Research conducted to objectively determine local and regional workforce needs for the ensuing 3 years, using labor projections as identified by the Labor Market Estimating Conference created in s. 216.136 of the United States Department of Labor and the Department of Economic Opportunity;

(b) Strategies to develop and implement career academies or career-themed courses based on occupations identified by the Labor Market Estimating Conference created in s. 216.136 ~~those careers determined to be high-wage, high-skill, and high-demand;~~

(5)(a) The Commissioner of Education shall conduct an annual review of K-12 and postsecondary career and technical education offerings that, at a minimum, must examine; ~~in consultation with the Department of Economic Opportunity, CareerSource Florida, Inc., leaders of business and industry, the Board of Governors, the Florida College System, school districts, and other education stakeholders, to determine the alignment of existing offerings with employer demand, postsecondary degree or certificate programs, and professional industry certifications. The review shall identify career and technical education offerings that are linked to occupations that~~

are in high demand by employers, require high-level skills, and provide middle-level and high-level wages.

1. Alignment of offerings with the framework of quality under s. 445.004(4).

2. Alignment of offerings at the K-12 and postsecondary levels with credentials or degree programs identified on the Master Credentials List under s. 445.004(4).

3. Program utilization and unwarranted duplication across institutions serving the same students in a geographical or service area.

4. Institutional performance measured by student outcomes such as academic achievement, college readiness, postsecondary enrollment, credential and certification attainment, job placement, and wages.

(b) The annual review shall utilize data captured through the Workforce Development Information System under s. 1008.40 and provide an automated data collection process that includes the collection and evaluation of the federal Comprehensive Local Needs Assessments, to assist in the review of programs.

~~(c)(b)~~ Using the findings from the annual review required in paragraphs (a) and (b) paragraph (a), the commissioner shall phase out career and technical education offerings that are not aligned with the framework of quality, do not meet labor market demand under s. 445.004(4), do not meet institutional performance, or are unwarranted program duplications. The commissioner shall ~~needs of employers or do not provide program completers with a middle-wage or high-wage occupation and encourage school districts and Florida College System institutions to offer programs that are not offered currently.~~

(d) The department shall adopt rules to administer this section.

Section 23. Subsections (2) through (5) of section 1003.492, Florida Statutes, are amended to read:

1003.492 Industry-certified career education programs.—

(2) Industry certification as used in this section is a voluntary process through which students are assessed by an independent, third-party certifying entity using predetermined standards for knowledge, skills, and competencies, resulting in the award of a credential that is identified on the Master Credentials List under s. 445.004(4). ~~nationally recognized and must be at least one of the following:~~

~~(a) Within an industry that addresses a critical local or statewide economic need;~~

~~(b) Linked to an occupation that is included in the workforce system's targeted occupation list; or~~

~~(c) Linked to an occupation that is identified as emerging.~~

~~(3) The State Board of Education shall use the expertise of CareerSource Florida, Inc., and the Department of Agriculture and Consumer Services to develop and adopt rules pursuant to ss. 120.536(1) and 120.54 for implementing an industry certification process.~~

~~(a) For nonfarm occupations, industry certification must be based upon the highest available national standards for specific industry certification to ensure student skill proficiency and to address emerging labor market and industry trends. A local workforce development board or a school principal may apply to CareerSource Florida, Inc., to request additions to the approved list of industry certifications based on high-skill, high-wage, and high-demand job requirements in the local economy.~~

~~(b) For farm occupations submitted pursuant to s. 570.07, industry certification must demonstrate student skill proficiency and be based upon the best available data to address critical local or statewide economic needs.~~

~~(4) The list of industry certifications approved by CareerSource Florida, Inc., the Department of Agriculture and Consumer Services, and the Department of Education shall be published and updated annually by a date certain, to be included in the adopted rule.~~

~~(3)(5) The Department of Education shall collect student achievement and performance data in industry-certified career education programs and career-themed courses that includes and shall work with CareerSource Florida, Inc., and the Department of Agriculture and Consumer Services in the analysis of collected data. The data collection and analyses shall examine the performance of participating students over time. Performance factors must include, but need not be limited to, graduation rates, retention rates, Florida Bright Futures Scholarship awards, additional educational attainment, employment records, earnings, industry certification, return on investment, and employer satisfaction. The results of this study shall be submitted to the President of the Senate and the Speaker of the House of Representatives annually by December 31.~~

Section 24. Paragraph (a) of subsection (2) and subsection (3) of section 1003.4935, Florida Statutes, are amended to read:

1003.4935 Middle grades career and professional academy courses and career-themed courses.—

(2) Each middle grades career and professional academy or career-themed course must be aligned with at least one high school career and professional academy or career-themed course offered in the district and maintain partnerships with local business and industry and economic

development boards. Middle grades career and professional academies and career-themed courses must:

(a) Lead to careers in occupations ~~aligned to designated as high-skill, high-wage, and high-demand~~ in the CAPE Industry Certification Funding List approved under rules adopted by the State Board of Education;

(3) Beginning with the 2012-2013 school year, if a school district implements a middle school career and professional academy or a career-themed course, the Department of Education shall collect and report student achievement data pursuant to performance factors identified under s. 1003.492(3) ~~s. 1003.492(5)~~ for students enrolled in an academy or a career-themed course.

Section 25. Subsection (3) is added to section 1004.013, Florida Statutes, to read:

1004.013 SAIL to 60 Initiative.—

(3) There is created within the SAIL to 60 Initiative the Strategic Efforts to Achieve Self-Sufficiency (SEAS) which consists of:

(a) The workforce opportunity portal under s. 14.36, which provides the public with more effective access to available federal, state, and local services and a system-wide, global view of workforce related program data across various programs through actionable qualitative and quantitative information.

(b) The Open Door Grant Program under s. 1009.895, which provides grants to school district’s postsecondary technical centers and Florida College System institutions to cover up to two-thirds of the cost of short-term high-demand programs for eligible students upon successful completion and award of a credential of value.

(c) The Money-Back Guarantee Program under s. 1011.803, which requires each school district and Florida College System institution to refund the cost of tuition to students who are not able to find a job within 6 months of successful completion of select workforce related programs.

Section 26. Subsection (6) is added to section 1004.015, Florida Statutes, to read:

1004.015 Florida Talent Development Council.—

(6) The council shall coordinate, facilitate, and communicate statewide efforts to meet supply and demand needs for the state’s healthcare workforce. Annually, beginning December 1, 2021, the council shall report on the implementation of this subsection and any other relevant information on the Florida Talent Developmental Council’s webpage located on the Department of Economic Opportunity’s website. To support the efforts of the council, the Board of Governors and the State Board of Education shall:

(a) Conduct a statistically valid biennial data-driven gap analysis of the supply and demand of the healthcare workforce. Demand must align with the Labor Market Estimating Conference created in s. 216.136.

(b) Provide 10-year trend information on nursing education programs subject to the requirements of s. 464.019. The Department of Health, the Board of Governors, the State Board of Education, the Commission for Independent Education, the Independent Colleges and Universities of Florida, and postsecondary institutions participating in a state grant program under s. 1009.89 or s. 1009.891, shall provide data on:

1. The number and type of programs and student slots available.
2. The number of student applications submitted, the number of qualified student applicants, and the number of students accepted.
3. The number of program graduates.
4. Program retention rates of students tracked from program entry to graduation.
5. Graduate passage rates on and the number of times each graduate took the National Council of State Boards of Nursing Licensing Examination.
6. The number of graduates who become employed as practical or professional nurses in the state.
7. The educational advancement of nurses through career pathways by comparing their initial degree to the highest degree they obtained for the preceding 10 years.

(c) Develop a survey for use by the Department of Health, the Commission for Independent Education, the Independent Colleges and Universities of Florida, and postsecondary institutions participating in a state grant program under s. 1009.89 or s. 1009.891, to collect data required under paragraph (b). The survey must include, but is not limited to, a student's age, gender, race, ethnicity, veteran status, wage, employer information, loan debt, and retirement expectations.

Section 27. Subsections (12) and (25) of section 1004.02, Florida Statutes, are amended to read:

1004.02 Definitions.—As used in this chapter:

(12) “Continuing workforce education” means instruction that does not result in a registered apprenticeship certificate of completion, technical certificate, diploma, associate in applied science degree, or associate in science degree. Continuing workforce education is for:

(a) Individuals who are required to have training for licensure renewal or certification renewal by a regulatory agency or credentialing body;

(b) New or expanding businesses as described in chapter 288;

(c) Business, industry, and government agencies whose products or services are changing so that retraining of employees is necessary or whose employees need training in specific skills to increase efficiency and productivity; or

(d) Individuals who are enhancing occupational skills necessary to maintain current employment, to cross train, or to upgrade employment.

(25) “Workforce education” means adult general education or career education and may consist of a continuing workforce education course or a program of study leading to an occupational completion point, a career certificate, an applied technology diploma, ~~or a career degree,~~ or a registered apprenticeship certificate of completion.

Section 28. Section 1006.75, Florida Statutes, is created to read:

1006.75 Student career services.—

(1) Each career center, charter technical center, Florida College System institution, and state university shall ensure that their student career service centers and job placement resources prepare students for employment upon completion of their academic work.

(2) Student career service centers shall, to the extent possible, use state career planning resources to assist students with all of the following:

(a) Exploring and identifying career opportunities.

(b) Identifying in-demand jobs and associated earning outcomes.

(c) Understanding the skills and credentials needed for specific jobs.

(d) Identifying opportunities to gain on-the-job experiences.

(e) Creating a digital resume.

Section 29. Subsections (4) through (9) of section 1007.25, Florida Statutes, are renumbered as subsections (5) through (10), respectively, present subsections (10) through (12) are renumbered as subsections (12) through (14), respectively, present subsections (3) and (5) are amended, and new subsections (4) and (11) are added to that section, to read:

1007.25 General education courses; common prerequisites; other degree requirements.—

(3) The chair of the State Board of Education and the chair of the Board of Governors, or their designees, shall jointly appoint faculty committees to

identify statewide general education core course options. General education core course options shall consist of a maximum of five courses within each of the subject areas of communication, mathematics, social sciences, humanities, and natural sciences. The core courses may be revised, or the five-course maximum within each subject area may be exceeded, if approved by the State Board of Education and the Board of Governors, as recommended by the subject area faculty committee and approved by the Articulation Coordinating Committee as necessary for a subject area. Each general education core course option must contain high-level academic and critical thinking skills and common competencies that students must demonstrate to successfully complete the course. Beginning with students initially entering a Florida College System institution or state university in 2015-2016 and thereafter, each student must complete at least one identified core course in each subject area as part of the general education course requirements. Beginning in the 2022-2023 academic year and thereafter, students entering a technical degree education program as defined in s. 1004.02(13) must complete at least one identified core course in each subject area as part of the general education course requirements before a degree is awarded. All public postsecondary educational institutions shall accept these courses as meeting general education core course requirements. The remaining general education course requirements shall be identified by each institution and reported to the department by their statewide course number. The general education core course options shall be adopted in rule by the State Board of Education and in regulation by the Board of Governors.

(4) The chair of the State Board of Education and the chair of the Board of Governors, or their designees, shall jointly appoint faculty committees to identify the competencies within the general education core courses which demonstrate career readiness and will result in the award of a verifiable and interoperable nationally recognized digital credential. All public postsecondary educational institutions shall grant and accept the identified digital credential. Beginning with students initially entering a Florida College System institution or state university in 2022-2023 and thereafter, each student must be able to distinguish in the institution's or university's catalog which general education core courses are linked to earning a digital credential.

(6)(5) The department shall identify those courses offered by universities and accepted for credit toward a degree. The department shall identify courses designated as either general education or required as a prerequisite for a degree and the digital credentials that may be earned through the general education core courses. The courses shall be identified by their statewide course numbers.

(11) Courses that provide instruction in student life skills, including career planning and exploration, or similar instruction, and fulfill the requirements for a degree in subsection (9) or subsection (10) or a degree from a technical degree education program as defined in s. 1004.02(13), may

use state career planning resources and provide students with the opportunity to create a digital resume.

Section 30. Subsection (2) of section 1008.39, Florida Statutes, is amended to read:

1008.39 Florida Education and Training Placement Information Program.—

(2) Any project conducted by the Department of Education or the workforce development system that requires placement information shall use information provided through the Florida Education and Training Placement Information Program, and shall not initiate automated matching of records in duplication of methods already in place in the Florida Education and Training Placement Information Program. The department shall implement an automated system which matches the social security numbers of former participants in workforce related programs as defined in s. 14.36 and state educational and training programs with information in the files of state and federal agencies that maintain educational, employment, and United States armed service records and shall implement procedures to identify the occupations of those former participants whose social security numbers are found in employment records, as required by Specific Appropriation 337A, chapter 84-220, Laws of Florida; Specific Appropriation 337B, chapter 85-119, Laws of Florida; Specific Appropriation 350A, chapter 86-167, Laws of Florida; and Specific Appropriation 351, chapter 87-98, Laws of Florida. The system shall incorporate data collection elements prescribed by the Credentials Review Committee under s. 445.004.

Section 31. Section 1008.40, Florida Statutes, is amended to read:

1008.40 Workforce Development Information System.—The Department of Education shall:

(1) Design specifications for the collection and reporting of data and performance specifications for the Workforce Development Information System. This design must:

(a) Use common terms and enable parallel reporting and state-level access of workforce data necessary to use the data reports as a basis for calculating funding allocations, conducting audits, and determining compliance of workforce related programs, as defined in s. 14.36, and education and training programs with applicable federal and state requirements as authorized by federal and state law. This includes establishing a process for the collection, review, and reporting of Comprehensive Local Needs Assessments as required by federal law.

(b) Provide ~~In addition, the design must be capable of providing reports necessary to comply with other program performance documentation required by state or federal law, without requiring additional data collection or reporting from local educational agencies.~~

(c) Link data from multiple sources for consideration in developing broad public policy initiatives for workforce related programs as defined in s. 14.36.

(2) Develop the computer programs, software, and edit processes necessary for local and state users to produce a single, unified Workforce Development Information System.

(3) Work with the Department of Economic Opportunity, the Department of Children and Families, and other entities to define statewide education, workforce development, and employment metrics and ensure the integrity and quality of data being collected.

(4) Develop a workforce development metrics dashboard that measures the state's investments in workforce development. To the extent feasible, the dashboard shall use statistically rigorous methodologies to estimate, assess, and isolate the impact of programs on participant outcomes. The workforce development metrics dashboard shall be produced, to the extent feasible, using existing available data and resources that are currently collected and accessible to state agencies. The department shall convene workforce related program partners to develop a standardized set of inputs and outputs for the workforce development metrics dashboard. The workforce development metrics dashboard must:

(a) Display the impact of workforce related programs, as defined in s. 14.36, on credential attainment, training completion, degree attainment, and participant wages.

(b) Provide demographic breakdowns, including, to the extent possible, race, ethnicity, age, gender, veteran status, wage, student loan debt, barriers to employment, and credential or degree outcomes, and information on workforce outcomes in different industry sectors.

(c) Measure, at a minimum and to the extent feasible with existing resources, the return on investment of the following workforce related programs:

1. Career and technical education offered by school districts and Florida College System institutions.

2. Workforce related programs as defined in s. 14.36.

3. State apprenticeship programs.

(d) Provide performance data on training providers to enable individuals to make informed choices.

Section 32. Subsection (3) of section 1008.41, Florida Statutes, is amended to read:

1008.41 Workforce education; management information system.—

(3) Planning and evaluation of job-preparatory programs shall be based on standard sources of data and use standard occupational definitions and coding structures, including, but not limited to:

- (a) The Florida Occupational Information System,;
 - (b) The Florida Education and Training Placement Information Program,;
 - (c) The Department of Economic Opportunity,;
 - (d) The United States Department of Labor,; and
 - (e) The Labor Market Estimating Conference created in s. 216.136.
- (f)(e) Other sources of data developed using statistically valid procedures.

Section 33. Subsections (1) and (2) and paragraph (c) of subsection (4) of section 1008.44, Florida Statutes, are amended to read:

1008.44 CAPE Industry Certification Funding List and ~~CAPE Postsecondary Industry Certification Funding List.~~—

(1) ~~The State Board of Education Pursuant to ss. 1003.4203 and 1003.492, the Department of Education shall adopt, at least annually, based upon recommendations by the Commissioner of Education the CAPE Industry Certification Funding List that assigns additional full-time equivalent membership to certifications identified in the Master Credentials List under s. 445.004(4) that meets a statewide, regional, or local demand, and courses that lead to such certifications, in accordance with s. 1011.62(1)(o). Additional full-time equivalent membership funding for regional and local demand certifications and courses that lead to such certifications may only be earned in those areas with regional or local demand as identified by the Credentials Review Committee. identify, under rules adopted by the State Board of Education, and the Commissioner of Education may at any time recommend adding The CAPE Industry Certification Funding List may include~~ the following certificates, certifications, and courses:

(a) CAPE industry certifications identified as credentials of value that meet the framework of quality under s. 445.004(4), on the CAPE Industry Certification Funding List that must be applied in the distribution of funding to school districts under pursuant to s. 1011.62(1)(o). The CAPE Industry Certification Funding List shall incorporate by reference the industry certifications on the career pathways list approved for the Florida Gold Seal CAPE Vocational Scholars award. ~~In addition, by August 1 of each year, the not-for-profit corporation established pursuant to s. 445.004 may annually select one industry certification, that does not articulate for college credit, for inclusion on the CAPE Industry Certification Funding List for a period of 3 years unless otherwise approved by the curriculum review~~

committee pursuant to s. 1003.491. Such industry certifications, if earned by a student, shall be eligible for additional full-time equivalent membership, pursuant to s. 1011.62(1)(o)1.

(b) ~~No more than 30 CAPE Digital Tool certificates~~ under ~~limited to the areas of word processing; spreadsheets; sound, motion, and color presentations; digital arts; cybersecurity; and coding pursuant to s. 1003.4203(3) that do not articulate for college credit. Such certificates shall be annually identified on the CAPE Industry Certification Funding List and updated solely by the Chancellor of Career and Adult Education. The certificates shall be made available to students in elementary school and middle school grades and, if earned by a student, shall be eligible for additional full-time equivalent membership~~ under ~~pursuant to s. 1011.62(1)(o)1.~~

(c) CAPE ESE Digital Tool certificates, workplace industry certifications, and OSHA industry certifications ~~identified by the Chancellor of Career and Adult Education for students with disabilities~~ under ~~pursuant to s. 1003.4203(2). Such certificates and certifications shall be identified on the CAPE Industry Certification Funding List and, if earned by a student, be eligible for additional full-time equivalent membership~~ under ~~pursuant to s. 1011.62(1)(o)1.~~

(d) CAPE Innovation Courses that combine academic and career performance outcomes with embedded industry certifications under ~~shall be annually approved by the Commissioner of Education and identified pursuant to s. 1003.4203(5)(a). Such courses shall~~ and, if completed by a student, be eligible for additional full-time equivalent membership under ~~pursuant to s. 1011.62(1)(o)1.~~

(e) CAPE Acceleration Industry Certifications that articulate for 15 or more college credit hours under ~~pursuant to s. 1003.4203(5)(b). Such certifications shall be annually approved by the Commissioner of Education and, if successfully completed, shall be eligible for additional full-time equivalent membership~~ under ~~pursuant to s. 1011.62(1)(o)1. The approved industry certifications must be identified on the CAPE Industry Certification Funding List.~~

(f) The Commissioner of Education shall conduct a review of the methodology used to determine additional full-time equivalent membership weights assigned in s. 1011.62(1)(o) and, if necessary, recommend revised weights. The weights must factor in the prioritization of critical shortages of labor market demand and middle-level to high-level wage earning outcomes as identified by the Credentials Review Committee under s. 445.004. The results of the review and the commissioner's recommendations must be submitted to the Governor, the President of the Senate, and the Speaker of the House of Representatives no later than December 1, 2021.

(2) ~~The State Board of Education shall approve, at least annually, the CAPE Postsecondary Industry Certification Funding List pursuant to this section. The Commissioner of Education shall recommend, at least annually,~~

~~the CAPE Postsecondary Industry Certification Funding List to the State Board of Education and may at any time recommend adding certifications. The Chancellor of the State University System, the Chancellor of the Florida College System, and the Chancellor of Career and Adult Education shall work with local workforce boards, other postsecondary institutions, businesses, and industry to identify, create, and recommend to the Commissioner of Education industry certifications to be placed on the funding list. The CAPE Industry Certification Funding List adopted under subsection (1) list shall be used to determine annual performance funding distributions to school districts or Florida College System institutions as specified in ss. 1011.80 and 1011.81, respectively. The chancellors shall review results of the economic security report of employment and earning outcomes produced annually pursuant to s. 445.07 when determining recommended certifications for the list, as well as other reports and indicators available regarding certification needs.~~

(4)

(c) ~~The Articulation Coordinating Committee shall review statewide articulation agreement proposals for industry certifications and make recommendations to the State Board of Education for approval. After an industry certification is approved by CareerSource Florida, Inc., under s. 445.004(4) adopted by the State Board of Education for inclusion on the CAPE Industry Certification Funding List, the Chancellor of Career and Adult Education, within 90 days, must provide to the Articulation Coordinating Committee recommendations for articulation of postsecondary credit for related degrees for the approved certifications.~~

Section 34. Section 1009.895, Florida Statutes, is created to read:

1009.895 Open Door Grant Program.—

(1) As used in this section, the term:

(a) “Cost of the program” means the cost of tuition, fees, examination, books, and materials to a student enrolled in an eligible program.

(b) “Department” means the Department of Education.

(c) “Institution” means school district postsecondary technical career centers under s. 1001.44, Florida College System institutions under s. 1000.21(3), and charter technical career centers under s. 1002.34.

(d) “Program” means a noncredit industry certification preparation, clock hour career certificate programs, or for-credit short-term career and technical education programs that result in the award of credentials identified under s. 445.004(4).

(e) “Student” means a person who is a resident of this state as determined under s. 1009.21 and is unemployed, underemployed, or furloughed.

(2) The Open Door Grant Program is established for the purpose of:

(a) Creating and sustaining a demand-driven supply of credentialed workers for high-demand occupations by addressing and closing the gap between the skills needed by workers in the state and the skills of the available workforce in the state.

(b) Expanding the affordability of workforce training and credentialing.

(c) Increasing the interest of current and future workers in short-term, high-demand career and technical education credentialing and certificate programs.

(3) The department shall provide grants to institutions on a first-come, first-serve basis for students who enroll in an eligible program. The department shall prioritize funding for integrated education and training programs in which institutions establish partnerships with local workforce development boards to provide basic skills instruction, contextually and concurrently, with workforce training that results in the award of credentials under s. 445.004(4). One-quarter of the appropriated funds must be prioritized to serve students attending rural institutions. No more than one-quarter of the appropriated funds may be disbursed annually to any eligible institution.

(4) To be eligible to receive an open door grant under this section, a student must complete the Free Application for Federal Student Aid for each academic year in which the grant is sought.

(5) Subject to the availability of funds:

(a) A student who enrolls in an eligible program offered by an institution and who does not receive state or federal financial aid may apply for and be awarded a grant to cover two-thirds of the cost of the program, if at the time of enrollment the student pays one-third of the cost of the program and signs an agreement to either complete the program or pay an additional one-third of the cost of the program in the event of noncompletion. The department shall reimburse the institution in an amount equal to one-third of the cost of the program upon a student's completion of the program. An additional one-third shall be provided upon attainment of a workforce credential or certificate by the student. Grant funds may be used to cover the student's one-third of the cost of the program for students in integrated education and training programs and students who do not have a high school diploma and meet the requirements established by the department.

(b) A student receiving state or federal financial aid who enrolls in an eligible program offered by an institution may apply for and be awarded a grant to cover the unmet need of the cost of the program after the application of all eligible financial aid. Financial aid and grants received by the student shall be credited first to the student's costs before the award of an open door grant. After a student is enrolled in an eligible program, the department

shall award the grant to the institution for the amount of unmet need for the eligible student.

(6) The department may not reimburse any institution more than \$3,000 per completed workforce training program by an eligible student.

(7) The department shall administer the grant and shall carry out the goals and purposes of the grant set forth in subsection (2). In administering the grant, the department shall:

(a) Require eligible institutions to provide student-specific data.

(b) Undertake periodic assessments of the overall success of the grant program and recommend modifications, interventions, and other actions based on such assessments.

(c) Establish the procedure by which eligible institutions shall notify the department when eligible students enroll in eligible programs.

(d) Require each eligible institution to submit a report with data from the previous fiscal year on program completion and credential attainment by students participating in the grant program that, at a minimum, includes:

1. A list of the programs offered.

2. The number of students who enrolled in the programs.

3. The number of students who completed the programs.

4. The number of students who attained workforce credentials, categorized by credential name and relevant occupation, after completing training programs.

5. The average cost per workforce credential attained, categorized by credential name and relevant occupation.

(8) The department shall compile the data provided under paragraph (7)(d) and annually report such data, in the aggregate and categorize such information by eligible institution, to the State Board of Education. The report shall also include information on the average wage, age, gender, race, ethnicity, veteran status, and other relevant information, of students who have completed workforce training programs categorized by credential name and relevant occupation.

(9) The State Board of Education shall adopt rules to implement this section.

Section 35. Subsections (10), (11), and (12), of section 1011.80, Florida Statutes, are renumbered as subsections (9), (10), and (13), respectively, subsection (2), paragraph (a) of subsection (6), paragraph (b) of subsection (7), and subsection (9) of that section are amended, and a new subsection (12) is added to that section, to read:

1011.80 Funds for operation of workforce education programs.—

(2) Upon approval by the State Board of Education, any workforce education program may be conducted by a Florida College System institution or a school district, except that college credit in an associate in applied science or an associate in science degree may be awarded only by a Florida College System institution. However, if an associate in applied science or an associate in science degree program contains within it an occupational completion point that confers a certificate or an applied technology diploma, that portion of the program may be conducted by a school district career center. Any instruction designed to articulate to a degree program is subject to guidelines and standards adopted by the State Board of Education under pursuant to s. 1007.25.

(a) The State Board of Education shall establish criteria, based on the framework of quality established by the Credentials Review Committee under s. 445.004(4), for review and approval of new workforce education programs by a Florida College System institution or a school district that are not included in the statewide curriculum framework.

(b) A Florida College System institution or school district offering a new workforce education program that is in the statewide curriculum framework may not receive performance funding and additional full-time equivalent membership funding until the workforce education program is reviewed, through an expedited review process, and approved by the State Board of Education based on criteria that must include, but is not limited to, the following:

1. A description of the new workforce education program that includes all of the following:

a. An analysis of workforce demand and unmet need for graduates of the program on a district, regional, or statewide basis, as appropriate, including evidence from entities independent of the technical center or institution.

b. The geographic region to be served.

2. Documentation of collaboration among technical centers and institutions serving the same students in a geographical or service area that enhances program offerings and prevents program duplication that exceeds workforce need. Unnecessary duplication of programs offered by public and private institutions must be avoided.

3. Beginning with the 2022-2023 academic year, alignment of program offerings with credentials or degree programs identified on the Master Credentials List under s. 445.004(4).

4. Articulation agreements between technical centers and Florida College System institutions for the enrollment of graduates in related workforce education programs.

5. Documentation of alignment between the exit requirements of a technical center and the admissions requirements of a Florida College System institution into which students typically transfer.

6. Performance and compliance indicators that will be used in determining the program’s success.

(6) State funding and student fees for workforce education instruction shall be established as follows:

(a) Expenditures for the continuing workforce education programs provided by the Florida College System institutions or school districts must be fully supported by fees, except for preapprenticeship and apprenticeship programs as defined in s. 446.021(5) and (6). Enrollments in continuing workforce education courses shall not be counted for purposes of funding full-time equivalent enrollment, except for preapprenticeship and apprenticeship programs as defined in s. 446.021(5) and (6).

(7)

(b) Performance funding for industry certifications for school district workforce education programs is contingent upon specific appropriation in the General Appropriations Act and shall be determined as follows:

~~1. Occupational areas for which industry certifications may be earned, as established in the General Appropriations Act, are eligible for performance funding. Priority shall be given to the occupational areas emphasized in state, national, or corporate grants provided to Florida educational institutions.~~

~~1.2. The Chancellor of Career and Adult Education shall identify the Industry certifications identified eligible for funding on the CAPE Postsecondary Industry Certification Funding List approved by the State Board of Education under pursuant to s. 1008.44, are eligible for performance funding based on the occupational areas specified in the General Appropriations Act.~~

~~2.3. Each school district shall be provided \$1,000 for each industry certification earned by a workforce education student. If funds are insufficient to fully fund the calculated total award, such funds shall be prorated. Beginning with the 2022-2023 fiscal year, the Credentials Review Committee established in s. 445.004 shall develop a returned-value funding formula to allocate school district performance funds that rewards student job placements and wages for students earning industry certifications, with a focus on increasing the economic mobility of underserved populations. One-third of the performance funds shall be allocated based on student job placements. The remaining two-thirds shall be allocated using a tiered weighted system based on aggregate student wages that exceed minimum wage, with the highest weight applied to the highest wage tier, with additional weight for underserved populations. Student wages above minimum wage are considered to be the value added by the institution’s~~

training. At a minimum, the formula must take into account variables such as differences in population and wages across school districts.

~~(9) The State Board of Education and the state board as defined in s. 445.002 shall provide the Legislature with recommended formulas, criteria, timeframes, and mechanisms for distributing performance funds. The commissioner shall consolidate the recommendations and develop a consensus proposal for funding. The Legislature shall adopt a formula and distribute the performance funds to the State Board of Education for Florida College System institutions and school districts through the General Appropriations Act. These recommendations shall be based on formulas that would discourage low-performing or low-demand programs and encourage through performance-funding awards:~~

~~(a) Programs that prepare people to enter high-wage occupations identified by the Workforce Estimating Conference created by s. 216.136 and other programs as approved by the state board as defined in s. 445.002. At a minimum, performance incentives shall be calculated for adults who reach completion points or complete programs that lead to specified high-wage employment and to their placement in that employment.~~

~~(b) Programs that successfully prepare adults who are eligible for public assistance, economically disadvantaged, disabled, not proficient in English, or dislocated workers for high-wage occupations. At a minimum, performance incentives shall be calculated at an enhanced value for the completion of adults identified in this paragraph and job placement of such adults upon completion. In addition, adjustments may be made in payments for job placements for areas of high unemployment.~~

~~(c) Programs that are specifically designed to be consistent with the workforce needs of private enterprise and regional economic development strategies, as defined in guidelines set by the state board as defined in s. 445.002. The state board as defined in s. 445.002 shall develop guidelines to identify such needs and strategies based on localized research of private employers and economic development practitioners.~~

~~(d) Programs identified by the state board as defined in s. 445.002 as increasing the effectiveness and cost efficiency of education.~~

(12) The State Board of Education shall phase out program offerings that do not align with the framework of quality or do not meet labor market demand under s. 445.004(4) or that are unwarranted program duplications.

Section 36. Subsection (3) of section 1011.801, Florida Statutes, is amended to read:

1011.801 Workforce Development Capitalization Incentive Grant Program.—The Legislature recognizes that the need for school districts and Florida College System institutions to be able to respond to emerging local or statewide economic development needs is critical to the workforce

development system. The Workforce Development Capitalization Incentive Grant Program is created to provide grants to school districts and Florida College System institutions on a competitive basis to fund some or all of the costs associated with the creation or expansion of workforce development programs that serve specific employment workforce needs.

(3) The State Board of Education shall give highest priority to programs that train people to enter high-skill, high-wage occupations identified by the Labor Market Workforce Estimating Conference and other programs approved by the state board as defined in s. 445.002, programs that train people to enter occupations under the welfare transition program, or programs that train for the workforce adults who are eligible for public assistance, economically disadvantaged, disabled, not proficient in English, or dislocated workers. The State Board of Education shall consider the statewide geographic dispersion of grant funds in ranking the applications and shall give priority to applications from education agencies that are making maximum use of their workforce development funding by offering high-performing, high-demand programs.

Section 37. Subsection (4) of section 1011.802, Florida Statutes, is renumbered as subsection (6), subsection (3) of that section is amended, and new subsections (4) and (5) are added to that section, to read:

1011.802 Florida Pathways to Career Opportunities Grant Program.—

(3)(a) The department shall award grants for preapprenticeship or give priority to apprenticeship programs with demonstrated regional demand that:

1. Address a critical statewide or regional shortage as identified by the Labor Market Estimating Conference created in s. 216.136 and that are industry sectors not adequately represented throughout the state, such as health care;

2. Address a critical statewide or regional shortage as identified by the Labor Market Estimating Conference created in s. 216.136; or

3. Expand existing programs that exceed the median completion rate and employment rate 1 year after completion of similar programs in the region, or the state if there are no similar programs in the region.

(b) Grant funds may be used for instructional equipment, supplies, instructional personnel, student services, and other expenses associated with the creation or expansion of an apprenticeship program. Grant funds may not be used for ~~recurring instructional costs or for~~ indirect costs. Grant recipients must submit quarterly reports in a format prescribed by the department.

(4) The department shall annually report on its website:

(a) The number of programs funded and represented throughout the state under this section.

(b) Retention, completion, and employment rates, categorized by program and provider.

(c) Starting and ending salaries, as categorized by program and provider, for participants who complete the program.

(5) The department may use up to \$200,000 of the total amount allocated to administer the grant program.

(6)(4) The State Board of Education shall may adopt rules to administer this section.

Section 38. Section 1011.803, Florida Statutes, is created to read:

1011.803 Money-back Guarantee Program.—

(1) The Money-back Guarantee Program is established to help individuals achieve self-sufficiency by requiring each school district and Florida College System institution to refund the cost of tuition to students who are not able to find a job in the field in which the student was trained within 6 months of successful completion of select workforce education programs that prepare students for in-demand, middle-level to high-level wage occupations.

(2) Beginning in the 2022-2023 academic year, each school district and Florida College System institution shall establish a money-back guarantee program to:

(a) Offer a money-back guarantee on at least three programs that prepare individuals to enter in-demand, middle-level to high-level wage occupations identified by the Labor Market Estimating Conference created in s. 216.136. School district or Florida College System institutions must offer a money-back guarantee on at least 50 percent of workforce education programs if they offer six or fewer programs.

(b) Offer a money-back guarantee for all workforce education programs that are established to meet a critical local economic industry need, but are not linked to the statewide needs list as identified by the Labor Market Estimating Conference created in s. 216.136.

(c) Establish student eligibility criteria for the money-back guarantee program that includes:

1. Student attendance.
2. Student program performance.
3. Career Service or Career Day attendance.

4. Participation in internship or work-study programs.

5. Job search documentation.

6. Development of a student career plan with the institution’s career services department.

(3) No later than July 1, 2022, each school district and Florida College System institution shall notify the State Board of Education of the money-back guarantee programs it offers. Information about these programs shall be made available on each school district’s and Florida College System institution’s website, on the department’s website, and on EmployFlorida’s website.

(4) By November 1 of each year, the Department of Education shall report performance results by school district, Florida College System institution, and program to the Governor, the President of the Senate, and the Speaker of the House of Representatives.

Section 39. Subsection (2) of section 1011.81, Florida Statutes, is amended to read:

1011.81 Florida College System Program Fund.—

(2) Performance funding for industry certifications for Florida College System institutions is contingent upon specific appropriation in the General Appropriations Act and shall be determined as follows:

~~(a)—Occupational areas for which industry certifications may be earned, as established in the General Appropriations Act, are eligible for performance funding. Priority shall be given to the occupational areas emphasized in state, national, or corporate grants provided to Florida educational institutions.~~

~~(a)(b) Postsecondary The Chancellor of the Florida College System shall identify the industry certifications identified eligible for funding on the CAPE Postsecondary Industry Certification Funding List approved by the State Board of Education under pursuant to s. 1008.44, are eligible for performance funding based on the occupational areas specified in the General Appropriations Act.~~

(b)(e) Each Florida College System institution shall be provided \$1,000 for each industry certification earned by a student under paragraph (a). If funds are insufficient to fully fund the calculated total award, such funds shall be prorated. Beginning with the 2022-2023 fiscal year, the Credentials Review Committee established in s. 445.004 shall develop a returned-value funding formula to allocate institution performance funds that rewards student job placements and wages for students earning industry certifications, with a focus on increasing the economic mobility of underserved populations. One-third of the performance funds shall be allocated based on student job placements. The remaining two-thirds shall be allocated using a

tiered weighted system based on aggregate student wages that exceed minimum wage, with the highest weight applied to the highest wage tier, with additional weight for underserved populations. Student wages above minimum wage are considered to be the value added by the institution's training. At a minimum, the formula must take into account variables such as differences in population and wages across the state.

Section 40. Paragraph (b) of subsection (2) of section 443.151, Florida Statutes, is amended to read:

443.151 Procedure concerning claims.—

(2) FILING OF CLAIM INVESTIGATIONS; NOTIFICATION OF CLAIMANTS AND EMPLOYERS.—

(b) Process.—When the Reemployment Assistance Claims and Benefits Information System described in s. 443.1113 is fully operational, the process for filing claims must incorporate the process for registering for work with the consumer-first workforce system information systems established under pursuant to s. 445.011. Unless exempted under s. 443.091(1)(b)5., a claim for benefits may not be processed until the work registration requirement is satisfied. The department may adopt rules as necessary to administer the work registration requirement set forth in this paragraph.

Section 41. Section 445.010, Florida Statutes, is amended to read:

445.010 Consumer-first workforce system ~~information~~ technology; principles and information sharing.—

(1) The following principles shall guide the development and management of workforce system ~~information~~ resources:

(a) Workforce system entities should be committed to information sharing.

(b) Cooperative planning by workforce system entities is a prerequisite for the effective development of systems to enable the sharing of data.

(c) Workforce system entities should maximize public access to data, while complying with legitimate security, privacy, and confidentiality requirements.

(d) When the capture of data for the mutual benefit of workforce system entities can be accomplished, the costs for capturing, managing, and disseminating those data should be shared.

(e) The redundant capture of data should, insofar as possible, be eliminated.

(f) Only data that are auditable, or that otherwise can be determined to be accurate, valid, and reliable, should be maintained in the consumer-first workforce system ~~information systems~~.

(g) The design of the consumer-first workforce system ~~information systems~~ should support technological flexibility for users without compromising system integration or data integrity, be based upon open standards, and use platform-independent technologies to the fullest extent possible.

(2) Information that is essential to the integrated delivery of services through the one-stop delivery system must be shared between partner agencies within the consumer-first workforce system to the full extent permitted under state and federal law. In order to enable the full integration of services for a specific workforce system customer, that customer must be offered the opportunity to provide written consent prior to sharing any information concerning that customer between the workforce system partners which is subject to confidentiality under state or federal law.

Section 42. Subsection (3) of section 445.045, Florida Statutes, is amended to read:

445.045 Development of an Internet-based system for information technology industry promotion and workforce recruitment.—

(3) CareerSource Florida, Inc., shall ensure that the website developed and maintained under this section is consistent, compatible, and coordinated with the consumer-first workforce system ~~information systems~~ required under s. 445.011, including, but not limited to, the automated job-matching information system for employers, job seekers, and other users.

Section 43. Paragraph (c) of subsection (1) of section 943.22, Florida Statutes, is amended to read:

943.22 Salary incentive program for full-time officers.—

(1) For the purpose of this section, the term:

(c) “Community college degree or equivalent” means graduation from an accredited community college or having been granted a degree pursuant to s. 1007.25(13) ~~s. 1007.25(11)~~ or successful completion of 60 semester hours or 90 quarter hours and eligibility to receive an associate degree from an accredited college, university, or community college.

Section 44. Subsection (7) and paragraph (d) of subsection (8) of section 1001.64, Florida Statutes, are amended to read:

1001.64 Florida College System institution boards of trustees; powers and duties.—

(7) Each board of trustees has responsibility for: ensuring that students have access to general education courses as identified in rule; requiring no more than 60 semester hours of degree program coursework, including 36 semester hours of general education coursework, for an associate in arts degree; notifying students that earned hours in excess of 60 semester hours may not be accepted by state universities; notifying students of unique program prerequisites; and ensuring that degree program coursework beyond general education coursework is consistent with degree program prerequisite requirements adopted pursuant to s. 1007.25(7) ~~s. 1007.25(6)~~.

(8) Each board of trustees has authority for policies related to students, enrollment of students, student records, student activities, financial assistance, and other student services.

(d) Boards of trustees shall identify their general education curricula pursuant to s. 1007.25(8) ~~s. 1007.25(7)~~.

Section 45. This act shall take effect July 1, 2021.

Approved by the Governor June 24, 2021.

Filed in Office Secretary of State June 24, 2021.