



CareerSource Okaloosa Walton
Workforce Innovation and Opportunity Act (WIOA)
Two-Year Modification: Workforce Services Plan
 January 1, 2027 – December 31, 2028

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

CareerSource Okaloosa Walton (CSOW) prepared this Two-Year Modification using the streamlined, change-only approach. The plan focuses on significant changes since the prior plan, current labor-market and performance data, regional coordination, employer-driven strategies, apprenticeship expansion, and alignment with Florida's Five Pillars. Existing policies, agreements, dashboards, reports, and other evidence are cited or attached rather than repeated in narrative.

2. Submission Options and Key Dates

A. Submission Options

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

B. Key Dates

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

3. Public Comment, Submission, and Attachments

Public Comment Process

- CareerSource Okaloosa Walton (CSOW) will provide an opportunity for public review and comment before submission. The proposed plan will be available electronically through the CSOW website and through open meetings consistent with WIOA §108(d) and 20 CFR 679.550(b).
- Public notice will be distributed through CSOW communication channels and to workforce partners, education providers, economic development organizations, businesses, labor and community organizations, Eligible Training Providers, and library systems serving Okaloosa and Walton Counties. Comments expressing disagreement will be submitted to FloridaCommerce with the final plan, as required.

- Public Comment Period:** Thursday, September 10, 2026 – Friday, September 25, 2026
Method of Public Notice: CSOW website, board and committee meetings, partner distribution lists, library systems serving Okaloosa and Walton Counties, and other public outreach channels.
Comments Received: [Insert Number or "No comments received."
Summary of Significant Comments and Actions Taken: [Insert summary, if applicable.]

4. Required Evidence and Certification Checklist

The documents identified in the chart below were attached or linked. Narrative was included only where necessary to describe changes, identify gaps or note pending updates, or flag documents scheduled to expire within six months of the Plan submission date.

Evidence Item	Required?	Submitted / Linked	Change Since Prior Plan?	Notes / Expiration Date
Executed Interlocal Agreement	Yes, if applicable	☐ Interlocal-Agreement.pdf	☒ Yes ☐ No	Expire: June 30, 2028
Executed CLEO–LWDB Agreement	Yes	☐ https://careersourceokaloosawalton.com/wp-content/uploads/2026/09/OSO-fully-executed-exp-06.30.30.pdf	☒ Yes ☐ No	Expire: June 30, 2030
Fiscal Agent Designation	If other than CLEO	☐ Interlocal-Agreement.pdf	☐ Yes ☒ No	Expire: June 30, 2028
Current Bylaws	Yes	☐ signature-certificate-Bylaws_12_03_25_combined.pdf	☒ Yes ☐ No	Effective: December 3, 2025
Board Roster, Minutes, and Vote	Yes	☐ Board of Directors & Committees Information – CareerSource Okaloosa Walton Select: Board Members ☐ Board Meetings – CareerSource Okaloosa Walton	☒ Yes ☐ No	Updates: Ongoing
Organizational Chart with Required Roles, Apprenticeship Navigator, and Hope Navigator	Yes	☐ https://careersourceokaloosawalton.com/wp-content/uploads/2026/09/CSOW-LWDB-2-Organizational-Chart-8.31.2026.pdf	☒ Yes ☐ No	Updates: As Required
One-Stop Partner MOUs and Infrastructure Funding Agreement	Yes	☐ About Us – CareerSource Okaloosa Walton Select: Partner Agreements	☐ Yes ☒ No	MOUs Expire: June 30, 2027

Evidence Item	Required?	Submitted / Linked	Change Since Prior Plan?	Notes / Expiration Date
				IFAs Expire: Annually
Firewalls / Conflict Mitigation Documentation	If applicable	☐ Board-Governance-combined.pdf https://careersourceokaloosawalton.com/wp-content/uploads/2026/09/Board-Policy-6-2025-04-3_Related-Party-and-Contracting-for-Services.pdf	☒ Yes ☐ No	Updates: Ongoing
Planning Region Agreements	For regional plan	☐ Regional-Plan-Addendum.pdf CSGC_CSC-Regional-staff-sharing-services-agreement.pdf Rapid-Response-Services-CS-Gulf-Coast-02-26-26_001.pdf	☒ Yes ☐ No	Expire: Upon execution of a new agreement
Public Comment Documentation	Yes	Pending completion of public comment period	☐ Yes ☒ No	TBD
Staff Training and Credentialing Evidence	Yes	CSOW Staff Training and Credentialing Requirements - Updated to Workforce Policy O92	☒ Yes ☐ No	Updates: Ongoing
Plan Review Checklist	Recommended	Revised FloridaCommerce WIOA Plan Rubric used for final compliance review	☒ Yes ☐ No	TBD

5. Regional Plan Requirements — Streamlined Framework

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

Regional Section	Covers	Required Evidence / Response Format
A. Regional Economy and Labor Market	Shared labor market, common economic development area, commuting patterns, population centers, targeted industries, in-demand sectors and occupations, regional assets, and education/training resources.	Regional labor market table; industry/occupation dashboard; list of data sources; one-page summary of major changes. Note: See narrative below and these links: Economic-Overview-Northwest-FL-Workforce-Collective-Regional-Planning-Area.pdf Real-Time-Intelligence-2026-NWFL-Collective-Planning-Area.pdf

Regional Section	Covers	Required Evidence / Response Format
		Labor-and-Wage-Trends-2026-NWFL-Workforce-Collective-Regional-Planning-Area.pdf
B. Regional Service Delivery and Customer Experience	Regional service strategies, consistent eligibility/enrollment processes, supportive services coordination, universal services, accessibility, and business/job seeker customer experience.	Service delivery matrix; regional customer experience baseline; shared agreements; service gaps and actions. Note: See narrative below.
C. Regional Operations and System Efficiencies	Administrative cost arrangements, shared services, technology/data-sharing practices, procurement coordination, regional agreements, and reduced duplication.	System efficiencies table; administrative cost-sharing summary; regional agreements; shared tools list. Note: See narrative below.
D. Regional Performance, Employer Engagement, and Apprenticeship	Performance negotiation support, letter grade improvement strategies, sector partnerships, coordinated business services, employer retention/market penetration, apprenticeship and preapprenticeship expansion, MCL alignment, and talent pipeline actions.	Regional scorecards for performance, employer engagement, apprenticeship, credentials, and sector partnerships. Note: See narrative below.

A. Regional Economy and Labor Market

The Northwest Florida Workforce Collective (NFWC) Regional Planning Area consists of five Local Workforce Development Boards and sixteen Florida counties: CareerSource Escarosa (Escambia and Santa Rosa counties); CareerSource Okaloosa Walton (Okaloosa and Walton counties); CareerSource Chipola (Calhoun, Holmes, Jackson, Liberty, and Washington counties); CareerSource Gulf Coast (Bay, Franklin, and Gulf counties); and CareerSource Capital Region (Gadsden, Jefferson, Leon, and Wakulla counties). The addition of CareerSource Capital Region expands the prior four-board regional structure and strengthens the region's shared labor market, education, economic development, and talent-pipeline planning.

Current JobsEQ data confirm the NFWC functions as a large, interconnected labor market. The 2025 population estimate is 1,608,707; the civilian labor force is 731,784; 2026Q1 employment is 680,111; June 2026 unemployment is 4.8%; and average annual wages are \$59,389. The cost-of-living index is 95.8.

Regional demand spans large service sectors and higher-wage technical industries. Health Care and Social Assistance is the largest sector (91,452 jobs), followed by Accommodation and Food Services (83,683) and Retail Trade (80,599). Public Administration has the highest major-sector concentration (LQ 2.22). The region is projected to add 5,930 jobs over the next year, led by Health Care and Social Assistance, Accommodation and Food Services, Construction, and Professional, Scientific, and Technical Services.

Occupation and real-time posting data reinforce demand for healthcare, management, business and financial operations, construction, transportation, IT, engineering, food service, sales, and administrative talent. Regional education and training assets include universities, state colleges, technical colleges, and other providers across the sixteen counties, supporting credentials and pathways aligned with these needs.

Commuting patterns demonstrate regional integration, with workers residing throughout all sixteen counties and additional inflows from neighboring Alabama and Georgia. The accompanying JobsEQ map illustrates the region's labor shed and supports cross-area planning for training, employer engagement, and service access.

Major changes since the prior plan include expansion from four to five LWDBs, the addition of four Capital Region counties, use of a unified sixteen-county JobsEQ regional dataset, and increased emphasis on regional commuting patterns, education-output data, and shared sector intelligence. These changes provide a stronger evidence base for coordinated regional service delivery, employer engagement, apprenticeship expansion, and performance improvement.

Regional Labor Market Measure	Current Data	Evidence / Data Source
Population (ACS 2020-2024)	1,544,220	JobsEQ Economic Overview
2025 Population Estimate	1,608,707	JobsEQ Economic Overview
Civilian Labor Force	731,784	JobsEQ Economic Overview
Labor Force Participation	59.4%	JobsEQ Economic Overview
Employment, 2026Q1	680,111	JobsEQ Economic Overview
Unemployment Rate, June 2026	4.8%	JobsEQ Economic Overview
Average Annual Wages, 2026Q1	\$59,389	JobsEQ Economic Overview
Cost of Living Index	95.8	JobsEQ Economic Overview
1-Year Forecast Job Growth	+5,930 / 0.9%	JobsEQ Economic Overview
Bachelor's Degree or Higher, Age 25-64	32.7%	JobsEQ Economic Overview
Veterans, Age 18-64	9.5% / 87,298	JobsEQ Economic Overview
With a Disability, Age 18-64	13.8% / 122,565	JobsEQ Economic Overview
Households Receiving SNAP	12.5% / 76,043	JobsEQ Economic Overview

Evidence / Attachment: Economic Overview - Northwest FL Workforce Collective Regional Planning Area; Labor and Wage Trends 2026 - NWFL Workforce Collective Regional Planning Area; Industry Snapshot 2026 - NWFL Planning Area; Occupation Snapshot 2026 - NWFL Collective Planning Area; Real-Time Intelligence 2026 - NWFL Collective Planning Area; Commuting Patterns - NWFL Workforce Collective Planning Area; Awards by Education Institution - NWFL Collective Regional Planning Area.

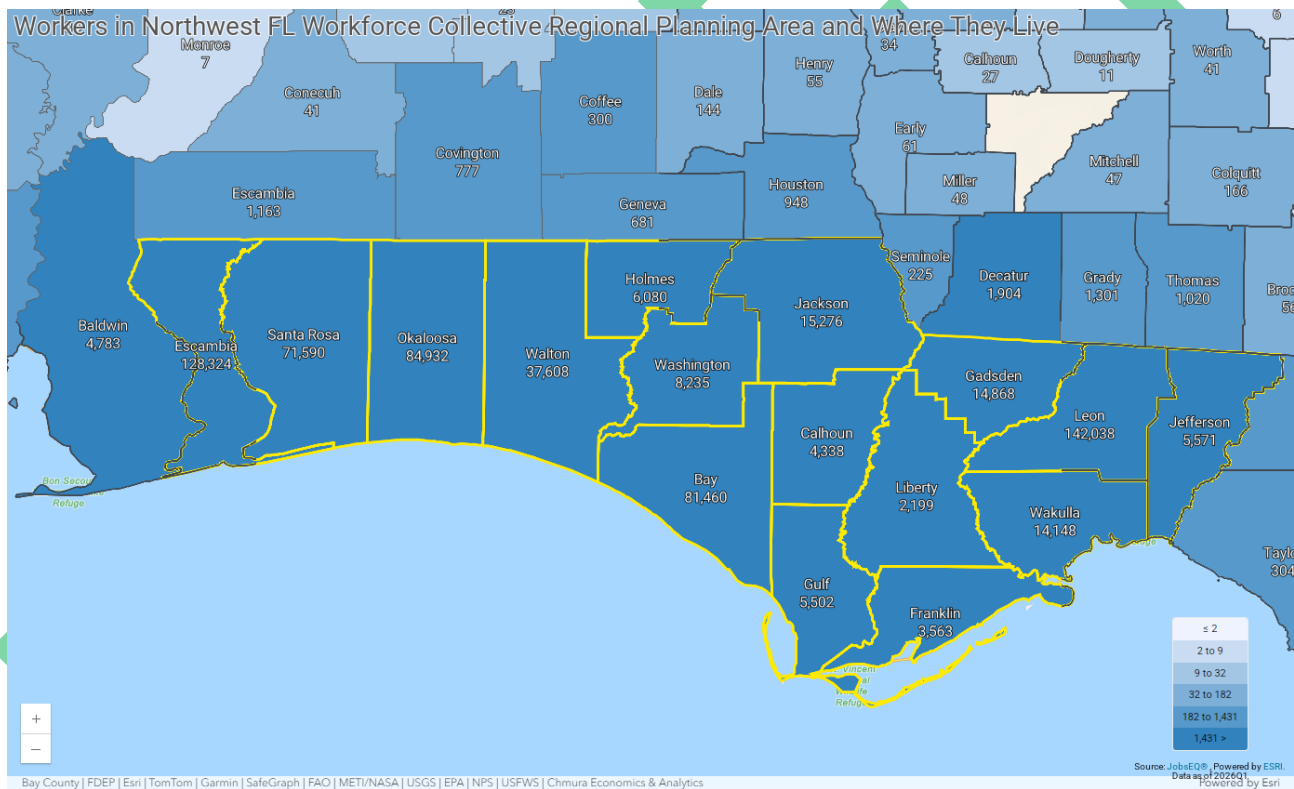


Figure: Workers in Northwest Florida Workforce Collective Regional Planning Area and Where They Live. Source: JobsEQ, data as of 2026Q1.

B. Regional Service Delivery and Customer Experience

The Northwest Florida Workforce Collective (NFWC) coordinates service delivery across five LWDBs and sixteen counties. The addition of CareerSource Capital Region expands opportunities to align training access, supportive-service referrals, staff development, accessibility, customer experience, and employer support while preserving local policy flexibility where required.

Regional partners support cross-area access to training when appropriate, share information on training assets and career pathways, and use the regional supportive-services inventory to identify common services and gaps. All

five areas provide core supports such as transportation, testing, work-related tools/uniforms, and credential-related costs; local availability of other supports varies by funding and community resources.

Regional Service Delivery Matrix

Service Area	Regional Approach	Current Status	Opportunities for Improvement
Eligibility & Enrollment	LWDBs use similar customer flow and enrollment processes while maintaining local policy flexibility.	Partially aligned across all five regions.	Continue reviewing local policies to increase consistency where feasible.
Training Services	Customers may access training providers across workforce area boundaries when appropriate. ETPL approvals remain local.	Strong regional collaboration.	Expand cross-regional awareness of training opportunities and career pathways.
Supportive Services	Regional inventory completed to identify common services and gaps.	All regions provide transportation, testing assistance, work-related tools/uniforms, and credential-related costs. Most provide childcare, housing, legal aid, healthcare referrals, and needs-related payments.	Further align supportive service offerings and referral processes.
Business Services	Workforce boards provide recruitment assistance, OJT, incumbent worker training, apprenticeships, and workforce solutions.	Active in all regions.	Develop and implement a coordinated regional employer engagement strategy, with a focus on OJT and apprenticeship.
Accessibility & Customer Support	Services delivered through comprehensive centers, affiliate locations, virtual services, and partner referrals. Utilizes Crosswalk Referral System for partner referrals.	Available throughout the region.	Increase consistency in customer access and referral processes across all locations.
Staff Training & Professional Development	Shared regional training and information-sharing activities.	Expanding across all five LWDBs.	Develop additional regional training curriculum and standardized guidance.
Partner Coordination	Workforce, education, economic development, and community partners collaborate through regional meetings and initiatives.	Ongoing and increasing.	Formalize additional regional partnerships and service coordination strategies.
Customer Experience	Emphasis on seamless, customer-centered service delivery for job seekers and employers.	Regional baseline established.	Develop customer experience measures and monitor improvements over time.

Regional Customer Experience Baseline

Strengths

- Access to training opportunities across regional boundaries.
- Consistent core supportive services offered by all five LWDBs.
- Strong collaboration among workforce, education, and economic development partners.
- Growing regional staff training and best-practice sharing.

Service Gaps

- Variations in supportive service offerings among workforce areas.
- Differences in local eligibility policies and funding limits/priorities.
- Limited regional performance measures focused specifically on customer experience.

Planned Actions

- Continue alignment of policies and procedures where feasible.
- Expand regional staff development and cross-training.
- Improve coordination of supportive services and referral networks.
- Develop regional customer experience benchmarks and reporting measures.
- Strengthen coordinated employer engagement across the five-board region.

C. Regional Operations and System Efficiencies

The NFWC has moved beyond informal coordination to documented regional operating efficiencies. Current examples include a Regional Staff Sharing Services Agreement between CareerSource Gulf Coast and CareerSource Chipola and a regional Rapid Registration Services agreement that provides all five LWDBs access to a common intake platform integrated with Employ Florida. These arrangements build on the region's earlier work to inventory eligibility practices, supportive services, technology platforms, training providers, and staff-development needs and to identify functions that can be aligned or shared without changing each LWDB's governance responsibilities.

The region will continue evaluating shared procurement, technology, staff development, grant administration, and other administrative collaborations when they improve service, cost effectiveness, or consistency. The prior Regional Plan documented the region's intent to review subscriptions and vendor contracts for consolidation opportunities and to coordinate staff training and procedural development where feasible. The executed agreements now provide concrete examples of that strategy in practice.

Shared tools and resources include Employ Florida; the Rapid Registration Services platform; regional labor-market intelligence; shared performance and reporting practices; regional inventories of technology, supportive services, training providers, and procedures; and coordinated staff training and best-practice sharing. Administrative cost-sharing is implemented when a specific regional arrangement demonstrates value and appropriate cost allocation. Under the Rapid Registration Services agreement, CareerSource Gulf Coast serves as the contracting client on behalf of the Regional Planning Area, with all five LWDBs receiving access. The agreement establishes a \$3,500 one-time regional setup fee and \$1,800 annual hosting and maintenance fee (\$5,300 total in year one), with any internal cost-sharing among participating LWDBs handled regionally. Separately, CareerSource Gulf Coast and CareerSource Chipola executed a Regional Staff Sharing Services Agreement for a shared Regional Program Manager, with reimbursable salary, benefits, travel, supplies, and applicable indirect costs not to exceed \$23,000 annually. Other administrative costs remain the responsibility of each LWDB unless addressed through a separate approved regional agreement.

Efficiency Area	Current Regional Approach	Administrative Cost / Duplication Impact	Evidence / Shared Tool
Shared staffing	CareerSource Gulf Coast and CareerSource Chipola executed a Regional Staff Sharing Services Agreement for a shared Regional Program Manager supporting WIOA program oversight, performance, compliance, staff development, case-management quality, partner coordination, and regional strategy.	Creates shared program-management capacity across two LWDBs. CareerSource Chipola reimburses allowable salary, benefit, travel, supply, and applicable indirect costs; the agreement is capped at \$23,000 annually and is renewable through June 30, 2028.	Executed Regional Staff Sharing Services Agreement (August 2025)
Intake / registration technology	CareerSource Gulf Coast contracted with CareerSource Palm Beach County on behalf of the RPA for Rapid Registration Services. CareerSource Escarosa, CareerSource Okaloosa Walton, CareerSource Chipola, CareerSource Capital Region, and CareerSource Gulf Coast are participating LWDBs.	Provides one hosted intake solution with up to five branded short-registration forms, secure cloud hosting, API transmission to Employ Florida, training, technical support, error monitoring, and shared maintenance. Regional pricing is \$5,300 in year one and \$1,800 annually thereafter.	Executed Rapid Registration Services Agreement (February 26, 2026)
Data and performance practices	LWDBs exchange performance information, reporting formats, labor-market intelligence,	Supports common analysis, consistent implementation, and	Regional Plan Addendum; regional performance

Efficiency Area	Current Regional Approach	Administrative Cost / Duplication Impact	Evidence / Shared Tool
	technology inventories, supportive-services information, and operational practices.	reduced duplicate development of tools, training, and procedures.	discussions; shared inventories and reporting resources
Staff development / procurement	Boards coordinate staff training and best-practice sharing and continue evaluating subscriptions, vendor contracts, procurement, and administrative functions for regional efficiencies.	Creates opportunities for cost avoidance and more consistent implementation while preserving local approval, funding, and governance responsibilities.	Regional Plan Addendum; technology/service-platform inventory; quarterly NFWC coordination

D. Regional Performance, Employer Engagement, and Apprenticeship

The NFWC uses shared labor-market intelligence and performance information to support continuous improvement across the five-LWDB region. PY2025-2026 Q4 federal performance data demonstrate strengths across the region in employment retention, earnings, measurable skill gains, and credential outcomes, while also showing that results can vary considerably by program and board. The region will use these differences constructively by sharing effective practices, reviewing cohort characteristics and service strategies, and focusing improvement efforts where outcomes are below negotiated levels.

LWDB leadership shares performance information, improvement practices, and local economic context and coordinates review of proposed negotiated levels when appropriate. The PY2025 Q2 State Accountability scorecard provides an additional regional benchmark: CareerSource Okaloosa Walton scored 84.02 (B), CareerSource Chipola 83.34 (B), CareerSource Capital Region 79.13 (C+), CareerSource Gulf Coast 73.96 (C), and CareerSource Escarosa 73.46 (C). CSOW had the highest score among the five boards in this reporting period. Regional review will emphasize improvement and peer learning rather than simple rank comparison because participant volumes, economic conditions, program mix, and small cohorts can materially affect percentage-based outcomes. With the addition of CareerSource Capital Region, NFWC will monitor performance and effectiveness metrics during Program Year 2026-2027 to determine where regional baselines may be appropriate.

Regional Performance Snapshot — PY2025-2026

The snapshot below intentionally highlights representative strengths and improvement context rather than reproducing every federal indicator. The full PY2025-2026 Q4 indicator workbook and State Accountability scorecards are maintained as supporting evidence. Where a board reports a zero or a highly variable percentage, the region will review cohort size and program activity before drawing conclusions.

LWDB	State Accountability PY2025 Q2 (Letter Grades)	Representative PY2025-2026 Q4 Strengths (WIOA Indicators of Performance)	Continuous-Improvement Context
CareerSource Escarosa	73.46 — C	Adult MSG 65.2% (112.4% of goal); DW MSG 60.0% (166.7% of goal); Youth Employment Q4 70.8% and MSG 74.5% exceeded goal; WP median earnings \$7,117 exceeded goal.	Credential attainment and Youth Employment Q2/earnings are opportunities for focused improvement.
CareerSource Okaloosa Walton	84.02 — B	Adult MSG 96.4% exceeded goal; DW earnings \$10,519 and Employment Q4/Credential/MSG all exceeded goal; Youth earnings \$7,349 and Employment Q4 exceeded goal; all three WP measures exceeded goal.	Youth Employment Q2, Credential Attainment and MSG remain focused improvement areas; small, higher-barrier Youth cohorts can materially affect percentages.
CareerSource Chipola	83.34 — B	Adult Employment Q2/Q4 and Credential Attainment exceeded goal; Youth Employment Q2, earnings, Credential Attainment and MSG exceeded goal; WP earnings and Employment Q4 exceeded goal.	DW Q4 values require cohort/activity review before interpretation; continue monitoring Adult earnings/MSG and Youth Employment Q4.
CareerSource Gulf Coast	73.96 — C	All five Adult measures exceeded goal; Youth Employment Q2/Q4,	Youth earnings and DW outcome availability warrant continued

LWDB	State Accountability PY2025 Q2 (Letter Grades)	Representative PY2025-2026 Q4 Strengths (WIOA Indicators of Performance)	Continuous-Improvement Context
CareerSource Capital Region	79.13 — C+	Credential Attainment and MSG exceeded goal; all three WP measures exceeded goal. Adult earnings and Credential Attainment exceeded goal; DW Employment Q2/Q4, earnings and Credential Attainment exceeded goal; Youth Employment Q4, Credential Attainment and MSG exceeded goal; WP earnings and Employment Q4 exceeded goal.	review; small cohorts can create significant quarter-to-quarter variation. Adult MSG and Youth Employment Q2/earnings are improvement opportunities; DW MSG should be interpreted based on cohort/activity volume (Low cohort size vs. no cohort).

Regional Performance, Employer Engagement, and Apprenticeship Scorecard

Category	Regional Baseline / Evidence	Regional Strategy / Measure
Performance Outcomes	Five LWDBs review negotiated and state accountability results. The prior Regional Plan established management-level coordination to evaluate proposed performance levels and regional economic conditions.	Review performance at least quarterly; share improvement practices and negotiation context; monitor negotiated indicators, state accountability measures, and corrective actions.
Employer Engagement	Business Services operate in all five areas and coordinate with regional/local economic development partners. State ESE measures provide the common employer-engagement baseline.	Track Retention with Same Employer, Repeat Business Customers, and Employer Penetration; supplement with regional recruitment, employer-service, and work-based-learning activity strategies.
Sector Partnerships	Florida's Great Northwest, Opportunity Florida where applicable, local EDOs, chambers, education providers, and employers support regional sector coordination. JobsEQ identifies shared demand sectors while allowing local specialization.	Document active employer-led sector activity and align recruitment, training, credentials, apprenticeship, and WBL with regional demand.
Apprenticeships & Work-Based Learning	Regional WBL includes RAP, preapprenticeship, OJT, IWT/EWT, internships, and other employer-driven training. Each LWDB has a state 2030 apprenticeship benchmark.	Track new registered apprentices, RAPs/preapprenticeship programs, Employ Florida apprenticeship activities, and WBL participation using official program data.
Credentials & Career Pathways	Regional training-provider and award data demonstrate broad postsecondary, technical, and apprenticeship capacity across the planning area.	Track credential attainment and MCL-aligned training enrollment/completion and connect investments to occupations with demonstrated regional demand.
Talent Pipeline Development	Regional JobsEQ industry, occupation, posting, commuting, and education-output data provide a common evidence base; the prior plan also established eight talent-pipeline guideposts.	Use shared data and the guideposts to connect youth and adults to early work experience, education/training, barrier reduction, employer engagement, and supportive services.
Employer Retention & Market Penetration	ESE measures provide a common framework for measuring sustained employer engagement across all five LWDBs.	Increase repeat business engagement and employer penetration through coordinated Business Services and regional employer referrals.

Regional Strategy Summary Table

Priority Area	Shared Regional Strategy	Participating LWDBs / Partners	Measure of Success	Evidence / Attachment
Targeted Industries / Sector Partnerships	Use shared JobsEQ intelligence and employer input to coordinate sector strategies in common high-demand industries while allowing local specialization. Use Florida's Great Northwest and local EDO/chamber structures to convene employers and connect sector needs to education, training, credentials, apprenticeship, and WBL.	All five LWDBs; Florida's Great Northwest; Opportunity Florida where applicable; local EDOs; chambers; education/training providers; employers.	Active employer-led sector partnerships; employers engaged; training/WBL aligned to priority sectors; documented sector actions.	Regional JobsEQ reports; Regional Plan Addendum; sector/business-services data.
Coordinated Service Delivery	Promote consistent customer access through cross-regional referrals, (Crosswalk Referral System) common training-provider	All five LWDBs; CareerSource Palm Beach County; CareerSource Suncoast; One-Stop partners; education	Use of shared registration technology; staff training; cross-regional referral system; reduced duplicate intake processes.	Rapid Registration Services Agreement; service-delivery matrix; Regional Plan Addendum.

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

Priority Area	Shared Regional Strategy	Participating LWDBs / Partners	Measure of Success	Evidence / Attachment
	and economic development partners. Use the common federal/state ESE framework to measure sustained employer engagement.		recruitment and employer-service activity.	

6. Local Plan Addendum Requirements — Streamlined Framework

The Local Plan Addendum provides board-specific information not addressed in the Regional Plan. To streamline the planning process and avoid duplication, the addendum may reference topics fully addressed in the Regional Plan by section and focus on local exceptions, changes, priorities, and board-specific actions.

Local Section	Required Response	Narrative Limit	Evidence / Attachment
Governance and Organizational Structure	Update only changes to CLEO, LWDB membership, fiscal agent, one-stop operator, providers, youth provider, organizational chart, required roles, or delegated signatory authority.	Change-only narrative; 1 page max	Roster, bylaws, organizational chart, agreements Board of Directors & Committees Information – CareerSource Okaloosa Walton Select: Board Members signature-certificate-Bylaws_12_03_25_combined.pdf Interlocal-Agreement.pdf https://careersourceokaloosawalton.com/wp-content/uploads/2026/09/OSO-fully-executed-exp-06.30.30.pdf https://careersourceokaloosawalton.com/wp-content/uploads/2026/09/CSOW-LWDB-2-Organizational-Chart-8.31.2026.pdf
Analysis of Need and Available Resources	Use current labor market and service data to identify top industry needs, workforce gaps, population barriers, and available resources.	2 pages max plus dashboard	Labor market dashboard; data source list See narrative below.
Strategic Alignment and Five Pillars	Complete the Strategic Alignment Framework in Section 7.	Table only plus 1-page summary	State Plan / local strategy crosswalk See narrative below.
Program Services and Partner Coordination	Summarize program/service delivery across core and combined partners, including Adult, Dislocated Worker, Youth, TANF, SNAP, JVS, UI, SCSEP, CSBG, HUD where available, Perkins V, and other partners.	Table plus exceptions narrative	Partner matrix, MOUs, LOPs About Us – CareerSource Okaloosa Walton Select: Partner Agreements. See narrative below.
One-Stop Delivery System	Summarize access points, customer access, accessibility, technology,	Change-only narrative; 2 pages max	Access point table; certification; accessibility evidence. See narrative below.

Local Section	Required Response	Narrative Limit	Evidence / Attachment
	integration, and significant changes since prior plan.		
Employer Engagement, Sector Strategies, and Apprenticeship	Complete the scorecards in Sections 9A and 9B and explain major actions to strengthen employer-driven strategies and apprenticeship expansion.	Scorecards plus 1-page action summary	Business services data, sector reports, apprenticeship evidence, See narrative below.
Performance and Continuous Improvement	Complete the Performance Dashboard and Improvement Plan in Section 8.	Dashboard plus 2 pages max	Federal indicators, letter grade, improvement actions. See Section 8 and Regional Performance Snapshot — PY2025-2026, Section 5.

Governance and Organizational Structure

Changes since the prior plan include implementation of Network Navigator functions for Registered Apprenticeship, Hope Florida, and Military Family Employment Advocacy. No other governance or organizational change is identified in this modification beyond items documented in the current roster, bylaws, organizational chart, and executed agreements.

Evidence / Attachment: Current Board roster; bylaws; organizational chart; governance agreements; PY2026 Network Navigator Implementation Plan.

Analysis of Need and Available Resources

JobsEQ reports an ACS 2020–2024 population of 299,547 for Okaloosa and Walton Counties and a 2025 population estimate of 315,098, reflecting average annual population growth of 1.9%. The civilian labor force is 139,303 with a 61.2% participation rate. As of 2026Q1, regional employment was 136,887; employment declined 0.4% over the year ending 2026Q1. The June 2026 unemployment rate was 4.4%, compared with 3.6% one year earlier. Average annual wages were \$61,804, up 3.4% over the preceding four quarters, while the regional cost of living index was 100.4.

Industry demand spans both large service sectors and higher-wage technical sectors. Accommodation and Food Services is the largest sector with 22,592 jobs, followed by Retail Trade with 18,458 and Professional, Scientific, and Technical Services with 14,604. Health Care and Social Assistance employs 13,929, Public Administration 12,979, and Construction 9,895. One-year forecasts show approximately 1,570 additional jobs, led by Accommodation and Food Services (+310), Professional, Scientific, and Technical Services (+198), Health Care and Social Assistance (+194), Construction (+165), and Retail Trade (+149). Professional, Scientific, and Technical Services averages \$103,596 annually; Information averages \$125,212; and Manufacturing averages \$82,499. Occupation data show strong demand across food service, sales, office/administrative support, management, business/financial operations, transportation, construction, healthcare, installation/maintenance/repair, computer/mathematical, and architecture/engineering occupations. Healthcare Practitioners and Technical occupations had 1,323 online ads in the JobsEQ occupation snapshot, while Food Preparation and Serving Related occupations had 1,051 and Sales and Related occupations had 1,277. Construction and Extraction occupations are projected to grow 1.6% over the next year, the fastest rate among major occupation groups.

Population barriers remain important to service design. ACS data show 10.2% of residents below poverty, 8.3% of households receiving SNAP, 13.1% of adults age 18–64 with a disability, and 12.6% uninsured. The labor force participation rate for adults age 18–64 with a disability is 54.6%. The region also has a substantial military-connected population: 5.4% of the labor force is Armed Forces and 14.4% of residents age 18–64 are veterans. Rural residents in Walton County and Northeast Okaloosa County face additional transportation, geographic, and

training-access barriers. CSOW responds through WIOA training, supportive services, Rural Initiative activities, WorkforceNOW!, Hope Florida, military family services, disability-focused partnerships, apprenticeship/work-based learning, and co-enrollment.

Labor Market Dashboard

Measure	Current Data	Evidence / Data Source
Population (ACS 2020–2024)	299,547	JobsEQ Economic Overview
2025 Population Estimate	315,098	JobsEQ Economic Overview
Civilian Labor Force	139,303	JobsEQ Economic Overview
Labor Force Participation	61.2%	JobsEQ Economic Overview
Employment, 2026Q1	136,887	JobsEQ Economic Overview
Unemployment Rate, June 2026	4.4%	JobsEQ Economic Overview
Average Annual Wages, 2026Q1	\$61,804	JobsEQ Economic Overview
1-Year Forecast Job Growth	+1,570 / 1.1%	JobsEQ Economic Overview
Bachelor's Degree or Higher, Age 25–64	34.8%	JobsEQ Economic Overview
With a Disability, Age 18–64	13.1% / 21,520	JobsEQ Economic Overview
Veterans, Age 18–64	14.4% / 24,030	JobsEQ Economic Overview
Households Receiving SNAP	8.3% / 9,947	JobsEQ Economic Overview

Evidence / Attachment: JobsEQ Economic Overview – CareerSource Okaloosa Walton; Industry Snapshot 2026; Occupation Snapshot 8-2026; Real-Time Intelligence reports; Awards 2026; Rural Initiative Plan; Persons with Disabilities summary.

Strategic Alignment and Five Pillars

See Section 7 below.

Program Services and Partner Coordination

Program / Service	Delivery	Key Coordination	Exceptions / Major Changes
Adult / Dislocated Worker	Career services, ITAs, OJT/work-based learning, supportive services, co-enrollment	Career Advisors; Business Services; training providers	Apprenticeship and rural strategies; CLIFF Dashboard use.
Youth	WorkforceNOW!, career exploration, training, work experience, supportive services, follow-up	Schools; education providers; employers; VR	Rural summer youth and disability-focused activities.
TANF / SNAP	Employment/training, barrier reduction, referrals, co-enrollment	DCF and workforce partners	Integrated barrier-reduction strategies.
JVSG	Individualized career services to eligible veterans; employer advocacy	Veterans staff; employers; military/community partners	Integrated with military-connected outreach.
UI / RESEA / Wagner-Peyser	Reemployment, employment services, job search and referrals	FloridaCommerce / CSOW	Integrated one-stop delivery.
Hope Florida	Warm connections to employment, training and community resources	DCF; nonprofits; faith-based and social service partners; employers	Dedicated Hope Florida Navigator.
Vocational Rehabilitation	Disability services, referral, career readiness	Florida VR; schools; ECTC PACE	Expanded disability-focused activities.
Perkins V / Education	Technical education, credentials and pathways	ECTC; OTC; NWFSC	Alignment with apprenticeship and sector pathways.
SCSEP / CSBG / HUD where available	Referral and coordinated access	Applicable partners	Verify current availability and agreements.

One-Stop Delivery System

CSOW continues integrated in-person, virtual, partner-based, rural, community, and military-connected access. Significant changes since the prior plan are expanded rural outreach, Network Navigator functions, disability-focused partnerships, and increased use of the Florida CLIFF Dashboard, warm referrals, and co-enrollment.

Rural access includes Walton County and Northeast Okaloosa outreach, schools, community events, and employer activities. Military-connected access is supported through established military partnerships and the MFEA Navigator; disability access is coordinated with Vocational Rehabilitation, schools, and ECTC PACE. Employ Florida, virtual services, labor-market information, and the Florida CLIFF Dashboard support technology-enabled access. Current access-point locations/hours, one-stop certification, and accessibility evidence will be included with the final submission package.

Access Point / Method	Customer Access	Programs / Partners	Significant Change / Evidence
Career centers / workforce offices	In-person and virtual services	Integrated workforce programs	Verify current locations/hours/certification.
Rural Walton / Northeast Okaloosa outreach	Community outreach, workshops, events, schools	Rural Initiative; WorkforceNOW!	Expanded rural strategy.
Military-connected access	Military partner outreach and MFEA Navigator	Military families, service members, veterans, spouses	Navigator enhancement.
Disability-focused access	Partner events, assessments, workshops, referrals	VR; schools; ECTC PACE; WIOA Youth	Expanded activities.
Virtual / technology-enabled access	Virtual services, Employ Florida, LMI, CLIFF Dashboard	Multiple programs	Continued integration.

Employer Engagement, Sector Strategies, and Apprenticeship

Complete the scorecards in Sections 9A and 9B and explain major actions to strengthen employer-driven strategies and apprenticeship expansion. See Sections 9A and 9B below. Major actions include integrating apprenticeship into Business Services and career services; building on the RT&T welding apprenticeship relationship; continuing employer discussions with Peaden Air Conditioning, Plumbing & Electrical and HCA Healthcare; coordinating with ECTC, OTC, NWFSC, economic development organizations, chambers, FloridaCommerce, CareerSource Florida, and the Florida Department of Education; and using OJT, EWT, ITAs, recruitment, LMI, job postings, hiring events, and other workforce solutions based on employer need.

Performance and Continuous Improvement

See Section 8 below.

7. Strategic Alignment Framework

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

Five Pillar	Statewide Priority / Requirement	Local or Regional Strategy	Key Partners	Measure / Target	Evidence / Attachment
Industry-Driven Strategies	Employer engagement, sector strategies, in-demand occupations, targeted industries, OJT, apprenticeship, preapprenticeship, MCL alignment	Sector-based Business Services; apprenticeship; OJT/EWT/ITAs; recruitment; LMI; hiring events; targeted training.	Employers; ECTC; OTC; NWFSC; EDOs; chambers; FloridaCommerce; CareerSource Florida; FLDOE	Employer contacts; OJT/WBL; RAP development; 2030 cumulative expected apprentice count: 47.	Apprenticeship Expansion Plan; Network Navigator Plan; JobsEQ reports; Business Services data

Five Pillar	Statewide Priority / Requirement	Local or Regional Strategy	Key Partners	Measure / Target	Evidence / Attachment
Worker Mobility	Credential attainment, career pathways, supportive services, reduced public assistance, wage progression	ITAs; WBL; supportive services; co-enrollment; CLIFF Dashboard; Hope Florida; career advising.	DCF; training providers; community partners; employers	Credentials; employment; training completion; supportive services; wage progression.	Rural Initiative Plan; Network Navigator Plan; local policies
Integrated Systems	Core and combined partner coordination, regional service delivery, education/workforce/economic development alignment	Coordinate WIOA, Wagner-Peyser, JVSG, TANF, SNAP, RESEA and partner services through referrals, co-enrollment, MOUs and outreach.	One-stop partners; FloridaCommerce; VR; DBS; education; military; community partners	Partner referrals; co-enrollment; access; coordinated delivery.	MOUs/IFAs; Network Navigator Plan
Accountability	Federal performance indicators, letter grades, ROI, performance improvement actions, data quality	Negotiated performance; quarterly monitoring; case review; data validation; grant tracking; staff training; corrective action.	Board; leadership; program managers; FloridaCommerce; CareerSource Florida	Federal indicators; letter grade; ROI/wage growth; data quality.	Section 8 dashboard; monitoring/training evidence
Flexibility and Innovation	Regional efficiencies, shared services, technology, innovative training, customer access, continuous improvement	Navigator roles; rural outreach; virtual access; CLIFF Dashboard; apprenticeship integration; military and disability-focused services.	Regional LWDBs; employers; education; DCF; military; VR; community partners	Navigator activity; rural outcomes; apprenticeship activity; access/referrals.	Network Navigator Plan; Rural Initiative Plan; Persons with Disabilities summary

CSOW aligns the Five Pillars through employer-driven training and Business Services, worker mobility and barrier reduction, integrated partner delivery, performance accountability, and flexible/innovative access. Current priorities include apprenticeship expansion, rural workforce services, Hope Florida, military family employment advocacy, disability-focused partnerships, co-enrollment, and technology-enabled career planning. JobsEQ data guide alignment with local industry and occupation demand.

8. Performance Dashboard and Improvement Plan

CSOW will use negotiated federal performance levels, state accountability measures, program and grant outcomes, business services measures, and apprenticeship results to guide continuous improvement. Program leadership will review performance, participant activity, employer engagement, data quality, case management, training outcomes, and emerging risks and will implement corrective actions when needed.

Measure	Negotiated Level / Target (PY 2025-2026)	Actual Performance (PY 2025-2026)	Status	Primary Cause / Driver	Improvement Action
Employment Rate 2nd Quarter After Exit	Adult – 96.1% Dislocated Worker – 86.8% Youth – 79.8% Wagner-Peyser – 64.0%	Adult – 95.1% Dislocated Worker – 83.3% Youth – 53.3% Wagner-Peyser – 65.7%	Adult/DLW and WP: On Target; Youth: At Risk	Wagner-Peyser exceeded its negotiated level; Adult and Dislocated Worker met their negotiated levels; and Youth did not meet its negotiated level.	Target Youth case review, exit/follow-up, and employer connection; monitor quarterly.
Employment Rate 4th Quarter After Exit	Adult – 92.1% Dislocated Worker – 77.7% Youth – 70.0% Wagner-Peyser – 60.4%	Adult – 86.1% Dislocated Worker – 100% Youth – 81.3% Wagner-Peyser – 64.5%	Adult/DW/Youth and WP: On Target.	Dislocated Worker, Youth, and Wagner-Peyser exceeded their negotiated levels; and Adult met its level,	Strengthen retention/follow-up and employer connection; monitor quarterly.
Median Earnings 2nd Quarter After Exit	Adult – \$9,070 Dislocated Worker – \$9,559 Youth – \$4,300 Wagner-Peyser – \$6,757	Adult – \$8,730 Dislocated Worker – \$10,519 Youth – \$7,349 Wagner-Peyser – \$8,022	Adult: At Risk; DW/Youth/WP: On Target	Adult median earnings are below negotiated level; Youth, Dislocated Workers, and Wagner-Peyser programs exceeded their negotiated levels.	Use LMI/CLIFF and training/employer strategies to increase wage progression, especially for Adult participants.
Credential Attainment Rate	Adult – 91.3% Dislocated Worker – \$87.8% Youth – 73.8%	Adult – 77.1% Dislocated Worker – 100% Youth – 64.3%	DLW: On Target; Adult/Youth: At Risk.	Youth and Adult credential attainment is below its negotiated levels; and Dislocated Worker exceeded its negotiated level.	Review Youth and Adult credential milestones, training completion, and documentation quarterly.
Measurable Skill Gains	Adult – 92.7% Dislocated Worker – 95.4% Youth – 86.8%	Adult – 96.4% Dislocated Worker – 100% Youth – 72.2%	Adult/DLW: On Target; Youth: At Risk.	Reported Adult and Dislocated Workers exceeded negotiated levels; Youth did not meet its negotiated level.	Maintain quarterly case review for youth and timely MSG documentation.
State Accountability Letter Grade	N/A	PY 2025-2026_Q2 = B	On Target	Current letter grade is B against a local target of A.	Use scorecard results and quarterly performance review to target components affecting the letter grade.
Return on Investment / Wage Growth	100%	PY 2025-2026_Q2 = 96.30%	At Risk	Reported ROI/wage-growth actual is 96.3% against a 100% target.	Use LMI, CLIFF, training outcomes, and wage progression to guide investment decisions.
Public Assistance Transition Outcomes	50%	PY 2025-2026_Q2 = 93.20%	On Target	Reported public-assistance transition outcome is 93.2% against a 50% target.	Continue Hope Florida, co-enrollment, warm referrals, and supportive services; monitor sustainability.
Business Services Outcomes	35% / 100%	PY 2025-2026_Q2 = 100%	On Target	Continued Repeat Business / Year-Over-	Finalize local target from state/federal

Measure	Negotiated Level / Target (PY 2025-2026)	Actual Performance (PY 2025-2026)	Status	Primary Cause / Driver	Improvement Action
		PY 2025-2026_Q2 = 100%		Year Business Penetration	ESE baseline data and align Section 9A.
Apprenticeship / Preapprenticeship Outcomes	47 cumulative expected apprentices by 2030; local annual actions in Section 9B	Use official state apprenticeship / Employ Florida data for final baseline	In Development	State 2030 benchmark is 47 cumulative expected apprentices; official RAP/preapprenticeship counts require state registration and Employ Florida linkage.	Track official registered apprentices/programs and qualifying Employ Florida apprenticeship activities; implement Navigator/grant actions.

Performance Improvement Narrative

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

Wayner-Peyser and Dislocated Worker employment rates meet or exceed the negotiated levels shown in the dashboard. Adult and Dislocated Worker Measurable Skill Gains also meet or exceed targets. Public Assistance Transition Outcomes are reported at 93.2% against a 50% local target. These results are supported by case review, partner coordination, training and supportive services, and employer-connected service strategies.

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

Current risks are concentrated in Youth Employment Rate 2nd Quarter After Exit, Youth Credential Attainment and Measurable Skill Gains, Adult Credential Attainment, the State Accountability Letter Grade, and ROI/Wage Growth.

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

Priority	Action	Responsible Parties	Timeline	Expected Outcome
1	Strengthen quarterly performance and case reviews, including data quality and documentation.	Program leadership / supervisors	Quarterly	Earlier identification and correction of performance risks.
2	Expand employer-driven apprenticeship and work-based learning through the Apprenticeship Navigator and Business Services Team.	Business Services / Apprenticeship Navigator	PY2026-PY2028	More employer programs, participants, OJT/WBL opportunities and apprentices.
3	Increase rural access through outreach, supportive services, training, WorkforceNOW! and employer engagement.	Program leadership / Career Advisors / Business Services	PY2026-PY2028	Improved enrollment, credentials and employment in rural communities.
4	Strengthen integrated barrier reduction through Hope Florida, CLIFF Dashboard use, co-enrollment and warm referrals.	Hope Florida Navigator / Career Advisors / partners	Ongoing	Reduced barriers and stronger employment/self-sufficiency outcomes.

Priority	Action	Responsible Parties	Timeline	Expected Outcome
5	Continue targeted military-connected and disability-focused partnerships and outreach.	MFEA Navigator / Veterans staff / VR / education partners	Ongoing	Improved access, referrals, training and employment connections.

9. Apprenticeship and Employer Engagement Scorecards

9A. Employer Engagement and Sector Strategy Scorecard

Measure	Current Baseline	Target	Priority Sector(s)	Key Actions	Evidence / Data Source
Employers Served	5000	5500	Healthcare Information Technology Manufacturing Aerospace and Defense Hospitality and Tourism	Maintain employer outreach and use ESE Retention with Same Employer as an additional Business Services outcome in Section 8.	PY2025-26 Business Services data; state/federal ESE baseline
Repeat / Retained Business Customers	3000	3500	Healthcare Information Technology Manufacturing Aerospace and Defense Hospitality and Tourism	Use state/federal ESE Repeat Business Customers definition; validate local baseline before final submission.	State/federal ESE baseline + PY2025-26 Business Services data
New Business Customers	80	100	Healthcare Information Technology Manufacturing Aerospace and Defense Hospitality and Tourism	Focus on employer engagement and outreach effort	PY 25-26 End of Year data
OJT Employers	2	6	Healthcare Information Technology Manufacturing Aerospace and Defense Hospitality and Tourism	Focus on employer engagement and outreach effort	PY 25-26 End of Year data
Sector Partnerships	3	5	Healthcare Information Technology Manufacturing	Employer engagement through Education and	PY 25-26 End of Year data

Measure	Current Baseline	Target	Priority Sector(s)	Key Actions	Evidence / Data Source
			Aerospace and Defense Hospitality and Tourism	Industry Consortium	
Employer Referrals to Training	5	8	Healthcare Information Technology Manufacturing Aerospace and Defense Hospitality and Tourism	Increase awareness of CSOW services with focus on new grants and funding initiatives	PY 25-26 End of Year data
Market Penetration	80%	90%	Healthcare Information Technology Manufacturing Aerospace and Defense Hospitality and Tourism	Use state/federal ESE Employer Penetration Rate methodology; validate local baseline before final submission.	State/federal ESE baseline + PY2025-26 Business Services data
Business Services to Targeted Industries	2000	2500	Healthcare Information Technology Manufacturing Aerospace and Defense Hospitality and Tourism	Focus on employer engagement and outreach effort	PY 25-26 End of Year data

Major actions to strengthen employer-driven strategies include using current JobsEQ labor market and real-time intelligence to prioritize outreach; integrating apprenticeship and work-based learning into Business Services; coordinating with education and economic development partners; and offering employers a menu of solutions including RAP, pre-apprenticeship, OJT, EWT, ITAs, recruitment/screening, labor market information, job postings, and hiring events.

9B. Apprenticeship and Work-Based Learning Scorecard

Measure	Current Baseline	2030 / Plan Target	Targeted Industry or Occupation	Annual Action	Partner / Evidence
New Registered Apprentices	2 / program year (verify against official state/Employ Florida linkage)	47 (Based on CareerSource Florida and FloridaCommerce estimates)	Healthcare, IT, Manufacturing, Aerospace and Defense, Hospitality and Tourism	Use only individuals officially active in a state-approved RAP and linked in Employ Florida; pursue progress toward 47 cumulative expected apprentices by 2030.	FLDOE apprenticeship system; Employ Florida; NWFSC/Peaden/HCA pipeline

Measure	Current Baseline	2030 / Plan Target	Targeted Industry or Occupation	Annual Action	Partner / Evidence
Registered Apprenticeship Programs	1 active (RT&T; verify state-approved active-program count)	8 -12	Healthcare, IT, Manufacturing, Aerospace and Defense, Hospitality and Tourism	Support development of state-approved RAPs with formal Standards of Apprenticeship.	FLDOE apprenticeship system; RT&T; employer development pipeline
Registered Preapprenticeship Programs	0 active	4	Healthcare, IT, Manufacturing, Aerospace and Defense, Hospitality and Tourism	Count only state-recognized preapprenticeship programs with a formal link to an active RAP.	FLDOE apprenticeship system; statewide/local partners
OJT Placements	2	47 (Based on CareerSource Florida and FloridaCommerce estimates)	Healthcare, IT, Manufacturing, Aerospace and Defense, Hospitality and Tourism	11-12 per program year	Employers through Northwest Florida State College sponsored apprenticeships, Peadar
Work-Based Learning Opportunities	2	47 (Based on CareerSource Florida and FloridaCommerce estimates)	Healthcare, IT, Manufacturing, Aerospace and Defense, Hospitality and Tourism	11-12 per program year	Employers through Northwest Florida State College sponsored apprenticeships, Peadar, HCA
Apprenticeship Navigator Activities	PY2025: E58 = 15; E61 = 0; E62 = 0; employer outreach baseline = 221	PY2026: E58 = 1; E61 = 1; E62 = 1; E67 = 1; employer outreach = 221	Healthcare, IT, Manufacturing, Aerospace and Defense, Hospitality and Tourism	Record qualifying Employ Florida apprenticeship activities; FAQ examples include E58, E61, E62, and E18. Track other approved apprenticeship codes in the implementation plan as applicable.	Network Navigator Plan; Employ Florida employer activity codes
Career Center Staff Training on Apprenticeship	WIOA only	All current center staff within 90 days	Healthcare, IT, Manufacturing, Aerospace and Defense, Hospitality and Tourism	Provide annual apprenticeship training and document the local training/credentialing framework through applicable LOP/policy.	Local staff training/credentialing LOP or policy; internal training materials
WIOA Supportive Services for Apprentices	2	8 or as needed	Healthcare, IT, Manufacturing, Aerospace and Defense, Hospitality and Tourism	2 or as needed	Subject to defined need.
Apprenticeship Sponsorship	0	2	Healthcare, IT, Manufacturing, Aerospace and Defense, Hospitality and Tourism	1	To establish sponsorship, we will: Identify occupations suitable for a Registered

Measure	Current Baseline	2030 / Plan Target	Targeted Industry or Occupation	Annual Action	Partner / Evidence
					Apprenticeship program; Contact the State Apprenticeship Agency for sponsorship guidance.

Local Workforce Development Board	2030 Cumulative Expected Performance Apprentice Count
CareerSource Escarosa (LWDB1)	138
CareerSource Okaloosa Walton (LWDB 2)	47
CareerSource Chipola (LWDB 3)	19
CareerSource Gulf Coast (LWDB 4)	27
CareerSource Capital Region (LWDB 5)	47
CareerSource North Florida (LWDB 6)	77
CareerSource Northeast Florida (LWDB 8)	336
CareerSource Citrus Levy Marion (LWDB 10)	206
CareerSource Central Florida (LWDB 12)	676
CareerSource Pasco Hernando (LWDB16)	177
CareerSource Polk (LWDB 17)	174
CareerSource Suncoast (LWDB 18)	71
CareerSource Heartland (LWDB 19)	85
CareerSource Research Coast (LWDB 20)	125
CareerSource Palm Beach County (LWDB 21)	109
CareerSource Broward (LWDB 22)	445
CareerSource South Florida (LWDB 23)	1012
CareerSource Southwest Florida (LWDB 24)	439
CareerSource North Central Florida (LWDB 26)	73
CareerSource Brevard Flagler Volusia (LWDB 27)	226
CareerSource Tampa Bay (LWDB 28)	491

Note: As identified in Figure 2.45 of the State Plan.

10. Plan Review and Approval

CSOW will complete a final compliance review using the revised FloridaCommerce WIOA Plan Rubric before submission. Remaining administrative items for the final package are the submission/approval date, completed public-comment documentation, final Board minutes/vote, current One-Stop MOU/IFA evidence, staff training and credentialing LOP/policy evidence, one-stop certification/accessibility evidence, applicable regional agreements, and final state/federal baseline data for Business Services and apprenticeship measures. Pending signatures or documents will be identified with anticipated completion dates consistent with FloridaCommerce guidance.

Review Area	Reviewer Focus	Evidence Expected	Potential Action if Deficient
Strategic Alignment	Five Pillars, state priorities, targeted industries, MCL, education/workforce/economic development alignment	Completed Strategic Alignment Framework	Completed.

Review Area	Reviewer Focus	Evidence Expected	Potential Action if Deficient
Performance Accountability	Federal indicators, letter grades, ROI, data use, improvement actions	Dashboard and Improvement Plan	Completed.
Regional Coordination	Shared strategies, service consistency, efficiencies, regional agreements	Regional framework, agreements, scorecards	Completed.
Employer Engagement and Apprenticeship	Business services, sector partnerships, OJT, apprenticeship/preapprenticeship expansion	Scorecards, partner evidence, sector data	Completed.
Compliance and Required Attachments	Required signatures, public comment, accessibility, MOUs, IFAs, policies, governance documents	Evidence checklist and attachments	Used links throughout the modification.

Approval Standard

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

Appendix A. Suggested Page and Response Limits

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

END OF STREAMLINED WORKFORCE SERVICES PLAN INSTRUCTIONS