

PY2026 Network Navigator Implementation Plan

CareerSource Okaloosa Walton appreciates the opportunity to continue expanding workforce services through the Network Navigator initiative. As the workforce development board serving Okaloosa and Walton Counties, we know that successful workforce development is built on relationships. Every day, our staff work with individuals looking for better career opportunities, employers trying to find qualified workers, military families adjusting to new assignments, and community organizations helping people overcome barriers to employment. While every situation is different, one thing remains the same. People are more successful when they have someone they know and trust to help them navigate the process.

The Network Navigator initiative allows CareerSource Okaloosa Walton to build on that philosophy by dedicating staff to three areas that are especially important to our region: Registered Apprenticeship, Hope Florida, and Military Family Employment Advocacy.

These positions are not intended to create new programs. Instead, they strengthen the work we are already doing by giving each area a dedicated point of contact focused on building relationships, connecting partners, and helping individuals and employers find the resources that best meet their needs.

Each navigator will work with employers, education providers, military partners, nonprofit organizations, and local agencies. They will work closely with Career Advisors and Business Services staff to ensure participants experience a coordinated system rather than a collection of separate programs.

Because workforce needs continue to change, CareerSource Okaloosa Walton will regularly review outreach efforts, partnerships, referrals, and participant outcomes to identify new opportunities and ensure services remain responsive to the needs of our communities.

Apprenticeship Navigator

CareerSource Okaloosa Walton has seen firsthand how Registered Apprenticeships create opportunities for both employers and job seekers. Employers gain a reliable way to develop skilled workers while participants earn a paycheck, receive hands on training, and build careers with industry recognized credentials.

The Apprenticeship Navigator will serve as CareerSource Okaloosa Walton's primary resource for employers interested in developing apprenticeship opportunities throughout Okaloosa and Walton Counties. Building relationships with employers will be the foundation of this work. Every apprenticeship begins with a conversation about workforce needs, future hiring challenges, and the skills employers are looking for. The navigator will spend time learning about those needs and helping employers determine whether apprenticeship is the right solution for their business.



CareerSource Okaloosa Walton will continue building on the work already taking place throughout our region. Our Registered Apprenticeship with RT&T has demonstrated how apprenticeship can provide individuals with a direct pathway into high demand careers while helping employers develop their future workforce. We also continue conversations with employers such as Peaden Air Conditioning, Plumbing & Electrical and HCA Healthcare to explore how apprenticeship can support workforce needs in skilled trades and healthcare.

The navigator will work closely with educational institutions, industry partners, economic development organizations, and local chambers of commerce to identify additional apprenticeship opportunities that support regional workforce priorities. By maintaining regular communication with employers and partners, CareerSource Okaloosa Walton will continue expanding apprenticeship opportunities that benefit both businesses and job seekers.

Hope Florida Navigator

CareerSource Okaloosa Walton understands that finding employment is often only one piece of the puzzle. Many individuals are ready to work but face challenges with transportation, childcare, housing, financial stability, or access to other community resources. Those barriers can prevent someone from accepting a job, completing training, or remaining employed.

The Hope Florida Navigator will help individuals connect with the services they need while providing a consistent point of contact throughout the process. Rather than simply referring someone to another agency, the navigator will help make those connections, follow up with both participants and partner organizations, and encourage continued engagement until needs have been addressed.

Working alongside the Florida Department of Children and Families, local nonprofits, faith based organizations, education providers, social service agencies, and employers, the navigator will help participants receive timely and coordinated assistance.

The Hope Florida Navigator will also work closely with Career Advisors to identify barriers early and connect participants with supportive services that allow them to continue progressing toward employment and self-sufficiency. By helping people navigate available resources, CareerSource Okaloosa Walton can reduce delays, improve communication between partners, and better support long term employment success.

Military Family Employment Advocate Navigator

Supporting military families has long been part of CareerSource Okaloosa Walton's mission. With Eglin Air Force Base, Hurlburt Field, 7th SFG (A), and Duke Field, and numerous defense contractors located throughout our area, military service members, veterans, and military spouses make up an important part of our local workforce.

CareerSource Okaloosa Walton has built strong relationships with military partners and has years of experience helping transitioning service members, veterans, and military spouses connect with employment and training opportunities. The Military Family Employment Advocate Navigator allows us to expand those efforts by providing a dedicated staff member focused entirely on military connected job seekers.

The navigators will work one-on-one with military spouses and family members to identify career goals, explore training opportunities, prepare for interviews, and connect with employers looking for skilled workers. They

As military families relocate to and from our region, CareerSource Okaloosa Walton will continue serving as a trusted workforce partner that understands the unique challenges associated with military life and career transitions.

Working Together

Although each navigator has a different area of responsibility, they will not work independently. They will collaborate with Career Advisors, Business Services staff, veterans' staff, education providers, and community partners to ensure individuals and employers receive seamless service regardless of where they enter the workforce system.

CareerSource Okaloosa Walton has always believed that workforce development is most successful when organizations work together. The relationships we have built with employers, educational institutions, economic development organizations, military partners, chambers of commerce, nonprofit agencies, and local governments provide a strong foundation for this initiative.

The work completed through this initiative will become part of CareerSource Okaloosa Walton's ongoing approach to workforce development. The partnerships developed, the employer relationships established, and the connections made between workforce programs and community resources will continue supporting our communities long after the grant period has ended.

Conclusion

CareerSource Okaloosa Walton is well positioned to implement the Network Navigator initiative because it builds on the work we are already doing every day. Our staff have established strong relationships with employers, educators, military partners, and

community organizations throughout Okaloosa and Walton Counties. The addition of dedicated navigators allows us to spend more time strengthening those relationships while providing individuals and businesses with the guidance and support they need.

Whether helping an employer develop an apprenticeship program, connecting an individual with community resources through Hope Florida, or assisting a military spouse with finding meaningful employment, the focus remains the same. CareerSource Okaloosa Walton is committed to bringing people, resources, and opportunities together to strengthen our workforce and support the long-term success of our communities.

Target Goals

Apprenticeship Navigator		
Program Output/Outcomes	Baseline PY2025	Target PY2026
Participant Activity Codes		
AP1 - Apprenticeship Outreach (WP Job Seekers)	*	3
AP2 - Apprenticeships Utilizing OJT for ADW	*	2
AP3 - Apprenticeships Utilizing OJT for Youth	*	1
AP4 - Apprenticeships Utilizing ITAs for Youth	*	0
206 – Referred to Apprenticeship	0	3
246 – Referred to Pre-Apprenticeship Program ADW	0	0
247 – Pre-Apprenticeship ADW	0	0
314 – WP Enrolled in RAP	0	0
325 – RAP – ITA	0	1
329 – RAP non-ITA	0	0
423 – Youth pre-apprenticeship	0	0
424 – RAP Youth	0	1
Employer Codes		
E67 - Apprenticeship Application Submission	0	1
E57 – Provide Info on RAPs	224	100
E58 – Provide Recruitment Assistance for RAPs	15	1
E61 – Provide Recruitment Assistance for RAPs to Underrepresented Populations	0	1
E62 – Participated in Development of New RAP	0	1
E63 – Participated in Development of New Pre-Apprenticeship	0	0
E64 – Participated in Expansion of Existing RAP	0	1
E76 – Completed Development of a New RAP	0	1
E77 - Completed Development of a New Pre- Apprenticeship Program	0	0

Hope Florida Navigator		
Program Output/Outcomes	Baseline PY2025	Target PY2026
Participant Activity Codes:		
HFN – Referral from Hope FL	3	5
HFL – Referral to Hope FL	118	120
HFI – Provide Hope FL Info to Participant	60	65
HFB – Participant Identified In Need of Training or Employment	2	5
CLF – CLIFF-Related Activities	0	10
A32 – Initial Intake Screening – Hope FL Applicant	71	75
Employer Service Code:		
EHO – Documenting Advocacy on Behalf of Hope FL Participant	0	1
E21 - Employer Outreach.	221	221
Number of HOPE FL Job Orders	13	15
Active OJTs being funded	0	1
WIOA Enrollment for Hope FL Participants		
Enrollment	6	4
Placed in ITA Funded Training	6	4
Placed in Work Based Training	0	1
Received Supportive Services	4	1
Obtained Credentials	1	4
Employed	1	4

MFEA Program Navigator		
Program Output/Outcomes	Baseline PY2025	Target PY2026
Participant Activity Codes		
A31 – Initial Intake Screening	93	95
122 – Outreach to MFEA Potential Applicants	105	115
102 - Initial Assessment	88	95
114 - Staff Assisted Job Search	1,144	1,150
115 - Resume Preparation Assistance	124	130
155 - Interviewing Skills Workshop	92	95
211 - Referred to WIOA	12	15
EMF - Advocacy for Participant w/ Employer	*	20
WIOA Enrollment		
Enrollment	*	5
Placed in ITA Funded Training	*	2
Placed in Work Based Training	*	1
Received Supportive Services*	*	2
Obtained Credentials**	*	2
Employed***	*	5
Employer Activity		
Employers contacted	*	25
Active OJTs being funded	*	1