



POLICIES AND PROCEDURES

SECTION: Operations-WP	POLICY #: LOPWP01	PAGE 1 of 3
TITLE: WP Staffing LOP	EFFECTIVE DATE: January 19, 2026	
SUPERSEDES: N/A New Procedure		

Distribution: CareerSource North Central Florida CSNCFL Staff

Purpose:

The Wagner-Peyser Act Staffing Final Rule, published by the U.S. Department of Labor on November 24, 2023, requires States to use State merit staff and RESEA staff to provide Employment Service (ES) services. The final rule is effective January 23, 2024, and all States have 24 months to comply with the requirements (January 22, 2026). The rule aims to ensure that ES services are effectively and equitably delivered to all customers, including those provided to migrant and seasonal farmworkers (MSFWs).

Definitions:

SMSs – State Merit Staff-local Florida Commerce staff assigned to career centers in the local region; LWDB staff provide management and oversight of SMSs.

RESEA staff- local non-SMS staff providing services to Re-employment Assistance claimants; trained by SMSs.

Florida Commerce (FC) – State Agency that provides oversight and management of the state workforce system. In collaboration with partners, FloridaCommerce assists the Governor in advancing Florida’s economy by championing the state’s economic development vision and by administering state and federal programs and initiatives to help visitors, citizens, businesses, and communities.

Employ Florida (EF) – Florida's online labor exchange and case management system designed to connect job seekers with jobs and help businesses find talent. It serves as a central hub for data collection and reporting for various workforce development programs, including the Wagner-Peyser Act and the Workforce Innovation and Opportunity Act (WIOA). The system provides a wide range of services to assist job seekers in conducting job searches and employers in finding candidates. Florida's labor exchange and Management Information system (MIS).

Procedure:

Employment Services (ES) are:

Labor exchange services to job seekers, including—

1. Training referrals
2. Job search assistance and placement assistance, and, when needed by an individual, career counseling, including—
 - (A) Provision of information on in-demand industry sectors and occupations (as defined in sec. 3(23) of WIOA); and
 - (B) Provision of information on nontraditional employment; and
3. Appropriate recruitment and other business services on behalf of employers, including information and referrals to specialized business services other than those traditionally offered through the one-stop delivery system.

All job seeker job referrals, LMI provision and job placement, including job development, must be entered by State Merit Staff (SMS) or RESEA staff. All employer services and MSFW services, also much be entered by SMS.

Basic career services can be entered by non-SMS staff. For example:

1. Determinations of whether the individual is eligible to receive assistance from the adult, dislocated worker, or youth programs;
2. Outreach, intake (including worker profiling), and orientation to information and other services available through the one-stop delivery system.
3. Objective assessment of skill levels including literacy, numeracy, and English language proficiency, as well as aptitudes, abilities (including skills gaps), and supportive services needs.

After an individual has been referred, determined eligible and enrolled into WIOA, a WIOA (non-SMS) staff can provide:

1. Labor exchange services, including job search and placement assistance, and, when needed by an individual, career counseling, including the provision of:
 - a. Information on in-demand industry sectors and occupations.
 - b. Information on nontraditional employment.
 - c. Information from career profiles and interest inventories

OFFICIAL SIGNATURE

A handwritten signature in blue ink, appearing to read "Phyllis Marty", with a long horizontal flourish extending to the right.

Phyllis Marty
Chief Executive Officer