



MEMORANDUM

To: One Stop AD/DW Performance Committee
From: Phyllis Marty, Chief Executive Officer
Date: April 8, 2026
Subject: On the Job (OJT) Wage Reimbursement Waiver

Summary

Consideration of a state waiver increasing the OJT wage reimbursement 1) up to 90% of participants' wages, 2) up to 100% of the participant wage if the business is located in an Opportunity Zone and 3) up to 100% of the participant wage if the participant resides in an Opportunity Zone. There are Opportunity Zones located in each of our 6 member counties.

Background

OJT is a type of workplace-based training under the Workforce Innovation and Opportunity Act (WIOA). OJT is a "hire first" program. Employers hire participants who need training to be able to perform the job, and are reimbursed 50% of a participant's wage during the training period. Local boards may adopt policies to reimburse employers up to 75% of their wage, based upon local criteria such as but not limited to small employers, employers in opportunity zones or employers agreeing to work with very barriered populations. Currently we reimburse employers up to 50% of a participant's wage for a period not to exceed 6 months depending on the complexity of the job.

Recently, CareerSource Florida asked the US DOL for a waiver that would increase the OJT employer wage reimbursement up to 100%. The waiver request was granted and CareerSource Florida issued guidance allowing local boards:

- A. To reimburse any employer participating in an OJT program up to 90% of the participant's wage.
- B. To reimburse employers up to 100% if they are located in an Opportunity Zone.
- C. To reimburse employers up to 100% if they employ a resident living in an Opportunity Zone.



Discussion

Currently we reimburse employers up to 50% of the participant/employee's wage. In considering whether to implement the new waiver we have listed some of the pros and cons below for Committee consideration and discussion.

Pro	Con
Reimbursing up to 100% may incentivize more employers to consider OJT	The waiver is for 2 years, when it ends employers may not want to participate in OJT
Currently WIOA pays for short term training which will soon be paid for by PELL. To meet the state's 50% training expenditure requirement, we could shift to marketing more OJT at the increased reimbursement rate.	We would need to implement a system to assure that we reimburse employers in accordance with the waiver stipulations
100% reimbursement may encourage employers to work with individuals with multiple barriers	If employers don't retain the participants after the training period it will impact our performance
	Under the current administration our allocation is uncertain. Now that we have offices accessible to all our counties we need to concentrate on required performance which also requires that we start to increase enrollments.

At this time, we are faced with a number of uncertainties. As staff was preparing this memo, we were informed that the House introduced reauthorization legislation which includes changes to the programs that we do not support. We are not expecting an increase in our allocation and are still working to meet all the performance measures. We have analyzed our performance and need to increase enrollments and career navigator caseloads to improve our performance. Adopting a higher reimbursement rate would work against increased enrollments.

Recommendation

Continue with our current policy until some of the uncertainties are resolved and performance improves.



MEMORANDUM

To: One Stop AD/DW Performance Committee

From: Phyllis Marty, Chief Executive Officer

Date: April 8, 2026

Subject: Funding For Workforce Intermediaries

Summary

For several years, CSNCFL has partnered with the Greater Gainesville Chamber of Commerce (GGCC) and the North Florida Regional Chamber of Commerce (NFRCC) to support business outreach in their respective counties. With the current contract cycle ending and the workforce area now expanded to six counties, we recommend redirecting these funds to support broader, region-wide employer engagement.

Background

The GGCC and NFRCC have served as business intermediaries by sharing information about CSNCFL services, promoting employer-based training programs, linking to our website, and including us in outreach activities. These partnerships have helped increase awareness of CSNCFL among businesses in their counties.

As the local area has expanded to six counties, our outreach needs have changed. We now require a more uniform, area-wide approach to employer engagement that reaches businesses across the entire region.

Discussion

We continue to monitor our projected allocation for the upcoming year and remain focused on increasing enrollments and referrals to training, including apprenticeships. At the same time, we need to expand our employer outreach footprint beyond the two counties served by the current Chamber contracts.

One cost-effective approach is to join the primary Chamber of Commerce in each of the six counties. Memberships would allow CSNCFL staff to attend events, participate in business activities, and directly engage employers throughout the region. This model would broaden our reach at a significantly lower cost than the current intermediary contracts.



Redirecting these funds in next year's budget would support a more consistent, workforce-area-wide outreach strategy and increase the resources available for participant training services.

Recommendation

Approve 1) up to two memberships in each of the main Chambers of Commerce in the six-county local area. 2) Notify the GGCC and NFRCC that CSNCFL will not be releasing a request for proposals for business intermediary services at this time, as we are shifting to a region-wide outreach model. 3) Redirect remaining funds, based on next year's allocation, to expand participant training services.