

1 A bill to be entitled
2 An act relating to workforce programs and services;
3 amending s. 445.011, F.S.; establishing an automated
4 consumer-first workforce system; requiring the
5 Department of Education and the Department of Children
6 and Families, in consultation with the Department of
7 Economic Opportunity, to implement such system;
8 requiring that such system improve coordination among
9 specified partners; revising requirements for such
10 system; requiring that certain contracts be
11 performance based; requiring the Department of
12 Economic Opportunity to develop training for specified
13 partners; amending s. 446.021, F.S.; revising a
14 definition; amending s. 446.032, F.S.; requiring
15 certain standards and policies established by the
16 Department of Education to include a specified
17 requirement for training providers; requiring, rather
18 than authorizing, the department to adopt rules;
19 revising provisions relating to a certain summary of
20 expenditures for apprenticeship and preapprenticeship
21 programs; providing requirements for a certain annual
22 report; requiring the department to provide data from
23 certain resources to specified persons and entities;
24 amending s. 446.041, F.S.; revising a catchline
25 relating to the department's duties regarding

26 | apprenticeship and preapprenticeship programs;
27 | creating s. 446.090, F.S.; providing a definition for
28 | the term "work-based learning opportunity"; specifying
29 | the required criteria for such opportunity; requiring
30 | that such opportunity prioritizes paid experiences;
31 | requiring the State Board of Education to adopt rules;
32 | amending s. 1003.4156, F.S.; requiring a career and
33 | education planning course to include certain
34 | resources; amending s. 1003.42, F.S.; requiring a
35 | specified character development curriculum to include
36 | certain instruction and resources; creating s.
37 | 1006.75, F.S.; requiring specified educational centers
38 | and institutions to ensure that certain services and
39 | resources prepare students for employment; requiring
40 | student career service centers to use specified
41 | resources to assist students with certain activities;
42 | amending s. 1007.25, F.S.; requiring specified
43 | students to complete certain courses before a certain
44 | degree is awarded; requiring the chairs of the State
45 | Board of Education and the Board of Governors, or
46 | their designees, to jointly appoint faculty committees
47 | to identify competencies which will result in a
48 | digital credential; requiring specified institutions
49 | to grant and accept such credential; requiring the
50 | department to identify certain courses in which such

51 credential may be earned; requiring certain courses to
 52 use specified resources and provide students with the
 53 opportunity to create a digital resume; amending ss.
 54 443.151, 445.010, and 445.045, F.S.; conforming
 55 provisions to changes made by the act; amending ss.
 56 943.22 and 1001.64, F.S.; conforming cross-references;
 57 providing an effective date.
 58

59 Be It Enacted by the Legislature of the State of Florida:
 60

61 Section 1. Section 445.011, Florida Statutes, is amended,
 62 to read:

63 445.011 Consumer-first workforce system information
 64 ~~systems.~~-

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

74 (a) An integrated management system for the one-stop
 75 service delivery system, which includes, at a minimum, common

76 registration and intake for required one-stop partners,
 77 screening for needs and benefits, case management ~~planning and~~
 78 ~~tracking,~~ training benefits management, service and training
 79 provider management, performance reporting, executive
 80 information and reporting, and customer-satisfaction tracking
 81 and reporting.

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

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

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

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

99 1. Skill match information, including skill gap analysis;
 100 resume creation; job order creation; skill tests; job search by

101 area, employer type, and employer name; and training provider
 102 linkage;

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

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

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

114 (3) The department shall coordinate development and
 115 implementation of the consumer-first workforce system
 116 ~~information systems~~ with the state chief information officer to
 117 ensure compatibility with the state's information system
 118 strategy and enterprise architecture.

119 (4) Any contract entered into or renewed on or after July
 120 1, 2021, for the purpose of implementing this section must be
 121 performance based.

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

125 Section 2. Subsection (8) of section 446.021, Florida

126 Statutes, is amended to read:

127 446.021 Definitions of terms used in ss. 446.011-446.092.—

128 As used in ss. 446.011-446.092, the term:

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

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

145 446.032 General duties of the department for
 146 apprenticeship training.—The department shall:

147 (1) Establish uniform minimum standards and policies
 148 governing apprenticeship and preapprenticeship ~~apprentice~~
 149 programs and agreements which must require training providers to
 150 submit data necessary to determine program performance

151 consistent with state and federal law. The standards and
152 policies shall govern the terms and conditions of the
153 apprentice's employment and training, including the quality
154 training of the apprentice for, but not limited to, such matters
155 as ratios of apprentices to journeymen, safety, related
156 instruction, and on-the-job training; but these standards and
157 policies may not include rules, standards, or guidelines that
158 require the use of apprentices and job trainees on state,
159 county, or municipal contracts. The department shall ~~may~~ adopt
160 rules necessary to administer the standards and policies.

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

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

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

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

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

175 4. The total amount of funds expended for instructional

176 costs by training provider, program, ~~per trade~~ and occupation.

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

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

185 (h) Wage progression of participants as demonstrated by
186 starting, exit, and postapprenticeship wages.

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

194 Section 4. Section 446.041, Florida Statutes, is amended
195 to read:

196 446.041 ~~Apprenticeship program,~~ Duties of the department.—

197 The department shall:

198 (1) Administer ss. 446.011-446.092.

199 (2) Administer the standards established by the
200 department.

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

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

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

212 (6) Develop and encourage apprenticeship programs.

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

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

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

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

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

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

228 (13) Adopt rules required to administer ss. 446.011-
 229 446.092.

230 Section 5. Section 446.090, Florida Statutes, is created
 231 to read:

232 446.090 Work-based learning opportunities.-

233 (1) As used in this section, the term "work-based learning
 234 opportunity" means an interaction with industry or community
 235 professionals that occurs in a workplace setting, to the extent
 236 possible, or a simulated environment at an educational
 237 institution that allows firsthand experience with tasks that are
 238 aligned to the institution's curriculum.

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

241 (a) Be developmentally appropriate.

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

244 (c) Explore multiple aspects of an industry.

245 (d) Develop workplace skills and competencies.

246 (e) Assess performance.

247 (f) Provide opportunities for work-based reflection.

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

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

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

253
254 A work-based learning opportunity, including an apprenticeship
255 and a preapprenticeship, must, to the extent possible,
256 prioritize paid experiences.

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

262 Section 6. Paragraph (e) of subsection (1) of section
263 1003.4156, Florida Statutes, is amended to read:

264 1003.4156 General requirements for middle grades
265 promotion.—

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

269 (e) One course in career and education planning to be
270 completed in grades 6, 7, or 8, which may be taught by any
271 member of the instructional staff. The course must be Internet-
272 based, customizable to each student, and include research-based
273 assessments to assist students in determining educational and
274 career options and goals. In addition, the course must result in
275 a completed personalized academic and career plan for the

276 student that may be revised as the student progresses through
277 middle school and high school; must emphasize the importance of
278 entrepreneurship and employability skills; and must include
279 information from the Department of Economic Opportunity's
280 economic security report under s. 445.07 and other state career
281 planning resources. The required personalized academic and
282 career plan must inform students of high school graduation
283 requirements, including a detailed explanation of the
284 requirements for earning a high school diploma designation under
285 s. 1003.4285; the requirements for each scholarship in the
286 Florida Bright Futures Scholarship Program; state university and
287 Florida College System institution admission requirements;
288 available opportunities to earn college credit in high school,
289 including Advanced Placement courses; the International
290 Baccalaureate Program; the Advanced International Certificate of
291 Education Program; dual enrollment, including career dual
292 enrollment; and career education courses, including career-
293 themed courses, preapprenticeship and apprenticeship programs,
294 and course sequences that lead to industry certification
295 pursuant to s. 1003.492 or s. 1008.44. The course may be
296 implemented as a stand-alone course or integrated into another
297 course or courses.

298 Section 7. Paragraph (s) of subsection (2) of section
299 1003.42, Florida Statutes, is amended to read:

300 1003.42 Required instruction.—

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

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

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

329

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

337 Section 8. Section 1006.75, Florida Statutes, is created
338 to read:

339 1006.75 Student career services.—

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

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

348 (a) Exploring and identifying career opportunities.

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

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

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

355 (e) Creating a digital resume.

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

362 1007.25 General education courses; common prerequisites;
363 other degree requirements.—

364 (3) The chair of the State Board of Education and the
365 chair of the Board of Governors, or their designees, shall
366 jointly appoint faculty committees to identify statewide general
367 education core course options. General education core course
368 options shall consist of a maximum of five courses within each
369 of the subject areas of communication, mathematics, social
370 sciences, humanities, and natural sciences. The core courses may
371 be revised, or the five-course maximum within each subject area
372 may be exceeded, if approved by the State Board of Education and
373 the Board of Governors, as recommended by the subject area
374 faculty committee and approved by the Articulation Coordinating
375 Committee as necessary for a subject area. Each general

376 education core course option must contain high-level academic
377 and critical thinking skills and common competencies that
378 students must demonstrate to successfully complete the course.
379 Beginning with students initially entering a Florida College
380 System institution or state university in 2015-2016 and
381 thereafter, each student must complete at least one identified
382 core course in each subject area as part of the general
383 education course requirements. Beginning in the 2022-2023
384 academic year and thereafter, students entering a technical
385 degree education program as defined in s. 1004.02(13) must
386 complete at least one identified core course in each subject
387 area as part of the general education course requirements before
388 a degree is awarded. All public postsecondary educational
389 institutions shall accept these courses as meeting general
390 education core course requirements. The remaining general
391 education course requirements shall be identified by each
392 institution and reported to the department by their statewide
393 course number. The general education core course options shall
394 be adopted in rule by the State Board of Education and in
395 regulation by the Board of Governors.

396 (4) The chair of the State Board of Education and the
397 chair of the Board of Governors, or their designees, shall
398 jointly appoint faculty committees to identify the competencies
399 within the general education core courses which demonstrate
400 career readiness and will result in the award of a verifiable

401 and interoperable nationally recognized digital credential. All
402 public postsecondary educational institutions shall grant and
403 accept the identified digital credential. Beginning with
404 students initially entering a Florida College System institution
405 or state university in 2022-2023 and thereafter, each student
406 must be able to distinguish in the institution's or university's
407 catalog which general education core courses are linked to
408 earning a digital credential.

409 (6)~~(5)~~ The department shall identify those courses offered
410 by universities and accepted for credit toward a degree. The
411 department shall identify courses designated as either general
412 education or required as a prerequisite for a degree and the
413 digital credentials that may be earned through the general
414 education core courses. The courses shall be identified by their
415 statewide course numbers.

416 (11) Courses that provide instruction in student life
417 skills, including career planning and exploration, or similar
418 instruction, and fulfill the requirements for a degree in
419 subsection (9) or subsection (10) or a degree from a technical
420 degree education program as defined in s. 1004.02(13), shall use
421 state career planning resources and provide students with the
422 opportunity to create a digital resume.

423 Section 10. Paragraph (b) of subsection (2) of section
424 443.151, Florida Statutes, is amended to read:

425 443.151 Procedure concerning claims.—

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

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

438 Section 11. Section 445.010, Florida Statutes, is amended
439 to read:

440 445.010 Consumer-first workforce system ~~information~~
441 technology; principles and information sharing.—

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

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

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

449 (c) Workforce system entities should maximize public
450 access to data, while complying with legitimate security,

451 | privacy, and confidentiality requirements.

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

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

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

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

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

476 | under state or federal law.

477 | Section 12. Subsection (3) of section 445.045, Florida
478 | Statutes, is amended to read:

479 | 445.045 Development of an Internet-based system for
480 | information technology industry promotion and workforce
481 | recruitment.—

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

488 | Section 13. Paragraph (c) of subsection (1) of section
489 | 943.22, Florida Statutes, is amended to read:

490 | 943.22 Salary incentive program for full-time officers.—

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

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

498 | Section 14. Subsection (7) and paragraph (d) of subsection
499 | (8) of section 1001.64, Florida Statutes, are amended to read:

500 | 1001.64 Florida College System institution boards of

501 trustees; powers and duties.—

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

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

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

519 Section 15. This act shall take effect July 1, 2021.