

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

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

59

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

61

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

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

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

75 (a) An integrated management system for the one-stop

76 | service delivery system, which includes, at a minimum, common
 77 | registration and intake for required one-stop partners,
 78 | screening for needs and benefits, case management ~~planning and~~
 79 | ~~tracking~~, training benefits management, service and training
 80 | provider management, performance reporting, executive
 81 | information and reporting, and customer-satisfaction tracking
 82 | and reporting.

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

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

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

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

100 | 1. Skill match information, including skill gap analysis;

101 resume creation; job order creation; skill tests; job search by
102 area, employer type, and employer name; and training provider
103 linkage;

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

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

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

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

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

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

126 Section 2. Subsection (8) of section 446.021, Florida
 127 Statutes, is amended to read:

128 446.021 Definitions of terms used in ss. 446.011-446.092.—
 129 As used in ss. 446.011-446.092, the term:

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

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

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

148 (1) Establish uniform minimum standards and policies
 149 governing apprenticeship and preapprenticeship ~~apprentice~~
 150 programs and agreements which must require training providers to

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

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

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

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

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

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

176 4. The total amount of funds expended for instructional
 177 costs by training provider, program, ~~per trade~~ and occupation.

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

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

186 (h) Wage progression of participants as demonstrated by
 187 starting, exit, and postapprenticeship wages at 1 and 5 years
 188 after participants exit the program.

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

196 Section 4. Section 446.041, Florida Statutes, is amended
 197 to read:

198 446.041 ~~Apprenticeship program,~~ Duties of the department.—

199 The department shall:

200 (1) Administer ss. 446.011-446.092.

- 201 (2) Administer the standards established by the
 202 department.
- 203 (3) Register in accordance with this chapter any
 204 apprenticeship or preapprenticeship program, regardless of
 205 affiliation, which meets standards established by the
 206 department.
- 207 (4) Investigate complaints concerning the failure of any
 208 registered program to meet the standards established by the
 209 department.
- 210 (5) Cancel the registration of any program that fails to
 211 comply with the standards and policies of the department or that
 212 unreasonably fails or refuses to cooperate with the department
 213 in monitoring and enforcing compliance with the standards.
- 214 (6) Develop and encourage apprenticeship programs.
- 215 (7) Lead and coordinate outreach efforts to educate
 216 veterans about apprenticeship and career opportunities.
- 217 (8) Cooperate with and assist local apprenticeship
 218 sponsors in the development of their apprenticeship standards
 219 and training requirements.
- 220 (9) Encourage registered apprenticeship programs to grant
 221 consideration and credit to individuals completing registered
 222 preapprenticeship programs.
- 223 (10) Monitor registered apprenticeship programs to ensure
 224 that they are being operated in compliance with all applicable
 225 standards.

226 (11) Supervise all apprenticeship programs that are
 227 registered with the department.

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

230 (13) Adopt rules required to administer ss. 446.011-
 231 446.092.

232 Section 5. Section 446.090, Florida Statutes, is created
 233 to read:

234 446.090 Work-based learning opportunities.-

235 (1) As used in this section, the term "work-based learning
 236 opportunity" means an interaction with industry or community
 237 professionals that occurs in a workplace setting, to the extent
 238 possible, or a simulated environment at an educational
 239 institution that allows firsthand experience with tasks required
 240 in a given career field, is aligned with curriculum and
 241 instruction, and is provided in partnership with an educational
 242 institution.

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

245 (a) Be developmentally appropriate.

246 (b) Identify learning objectives for the term of
 247 experience.

248 (c) Explore multiple aspects of an industry.

249 (d) Develop workplace skills and competencies.

250 (e) Assess performance.

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

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

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

255 (i) Be documented and reported in compliance with state
256 and federal labor laws.

257
258 A work-based learning opportunity should prioritize paid
259 experiences, such as apprenticeship and preapprenticeship
260 programs.

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

266 Section 6. Paragraph (e) of subsection (1) of section
267 1003.4156, Florida Statutes, is amended to read:

268 1003.4156 General requirements for middle grades
269 promotion.—

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

273 (e) One course in career and education planning to be
274 completed in grades 6, 7, or 8, which may be taught by any
275 member of the instructional staff. The course must be Internet-

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

301 course or courses.

302 Section 7. Paragraph (s) of subsection (2) of section
303 1003.42, Florida Statutes, is amended to read:

304 1003.42 Required instruction.—

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

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

326 | skills, and research skills; creating a resume, including a
327 | digital resume; exploring career pathways; using state career
328 | planning resources; developing and practicing the skills
329 | necessary for employment interviews; conflict resolution,
330 | workplace ethics, and workplace law; managing stress and
331 | expectations; and developing skills that enable students to
332 | become more resilient and self-motivated.

333 |

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

341 | Section 8. Section 1006.75, Florida Statutes, is created
342 | to read:

343 | 1006.75 Student career services.-

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

349 | (2) Student career service centers shall, to the extent
350 | possible, use state career planning resources to assist students

351 with all of the following:

352 (a) Exploring and identifying career opportunities.

353 (b) Identifying in-demand jobs and associated earning
354 outcomes.

355 (c) Understanding the skills and credentials needed for
356 specific jobs.

357 (d) Identifying opportunities to gain on-the-job
358 experiences.

359 (e) Creating a digital resume.

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

366 1007.25 General education courses; common prerequisites;
367 other degree requirements.—

368 (3) The chair of the State Board of Education and the
369 chair of the Board of Governors, or their designees, shall
370 jointly appoint faculty committees to identify statewide general
371 education core course options. General education core course
372 options shall consist of a maximum of five courses within each
373 of the subject areas of communication, mathematics, social
374 sciences, humanities, and natural sciences. The core courses may
375 be revised, or the five-course maximum within each subject area

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

400 | (4) The chair of the State Board of Education and the

401 chair of the Board of Governors, or their designees, shall
402 jointly appoint faculty committees to identify the competencies
403 within the general education core courses which demonstrate
404 career readiness and will result in the award of a verifiable
405 and interoperable nationally recognized digital credential. All
406 public postsecondary educational institutions shall grant and
407 accept the identified digital credential. Beginning with
408 students initially entering a Florida College System institution
409 or state university in 2022-2023 and thereafter, each student
410 must be able to distinguish in the institution's or university's
411 catalog which general education core courses are linked to
412 earning a digital credential.

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

420 (11) Courses that provide instruction in student life
421 skills, including career planning and exploration, or similar
422 instruction, and fulfill the requirements for a degree in
423 subsection (9) or subsection (10) or a degree from a technical
424 degree education program as defined in s. 1004.02(13), may use
425 state career planning resources and provide students with the

426 | opportunity to create a digital resume.

427 | Section 10. Paragraph (b) of subsection (2) of section
428 | 443.151, Florida Statutes, is amended to read:

429 | 443.151 Procedure concerning claims.—

430 | (2) FILING OF CLAIM INVESTIGATIONS; NOTIFICATION OF
431 | CLAIMANTS AND EMPLOYERS.—

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

442 | Section 11. Section 445.010, Florida Statutes, is amended
443 | to read:

444 | 445.010 Consumer-first workforce system ~~information~~
445 | technology; principles and information sharing.—

446 | (1) The following principles shall guide the development
447 | and management of workforce system ~~information~~ resources:

448 | (a) Workforce system entities should be committed to
449 | information sharing.

450 | (b) Cooperative planning by workforce system entities is a

451 prerequisite for the effective development of systems to enable
452 the sharing of data.

453 (c) Workforce system entities should maximize public
454 access to data, while complying with legitimate security,
455 privacy, and confidentiality requirements.

456 (d) When the capture of data for the mutual benefit of
457 workforce system entities can be accomplished, the costs for
458 capturing, managing, and disseminating those data should be
459 shared.

460 (e) The redundant capture of data should, insofar as
461 possible, be eliminated.

462 (f) Only data that are auditable, or that otherwise can be
463 determined to be accurate, valid, and reliable, should be
464 maintained in the consumer-first workforce system ~~information~~
465 ~~systems~~.

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

471 (2) Information that is essential to the integrated
472 delivery of services through the one-stop delivery system must
473 be shared between partner agencies within the consumer-first
474 workforce system to the full extent permitted under state and
475 federal law. In order to enable the full integration of services

476 | for a specific workforce system customer, that customer must be
477 | offered the opportunity to provide written consent prior to
478 | sharing any information concerning that customer between the
479 | workforce system partners which is subject to confidentiality
480 | under state or federal law.

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

483 | 445.045 Development of an Internet-based system for
484 | information technology industry promotion and workforce
485 | recruitment.—

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

492 | Section 13. Paragraph (c) of subsection (1) of section
493 | 943.22, Florida Statutes, is amended to read:

494 | 943.22 Salary incentive program for full-time officers.—

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

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

501 accredited college, university, or community college.

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

504 1001.64 Florida College System institution boards of
505 trustees; powers and duties.—

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

517 (8) Each board of trustees has authority for policies
518 related to students, enrollment of students, student records,
519 student activities, financial assistance, and other student
520 services.

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

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