

1                   A bill to be entitled  
2           An act relating to economic self-sufficiency; amending  
3           s. 414.065, F.S.; providing that a participant has  
4           good cause for noncompliance with work requirements  
5           for a specified time period under certain  
6           circumstances; amending s. 414.105, F.S.; providing  
7           requirements for staff members of local workforce  
8           development boards when interviewing participants;  
9           amending s. 414.455, F.S.; requiring the Department of  
10          Children and Families to request approval from the  
11          Federal Government for certain persons to be assigned  
12          to employment and training programs, unless exempted;  
13          amending s. 445.009, F.S.; requiring benefit  
14          management and career planning using a specified tool  
15          as part of the state's one-stop delivery system;  
16          amending s. 445.011, F.S.; requiring the Department of  
17          Commerce to develop certain training; conforming  
18          provisions to changes made by the act; amending s.  
19          445.017, F.S.; requiring a local workforce development  
20          board to administer an intake survey; amending s.  
21          445.024, F.S.; authorizing certain participants to  
22          participate in certain programs or courses for a  
23          specified number of hours per week; authorizing the  
24          Department of Commerce to suspend certain work  
25          requirements under certain circumstances; requiring

26 | the department to issue notice to participants under  
27 | certain circumstances; amending s. 445.028, F.S.;  
28 | requiring the Department of Children and Families to  
29 | administer an exit survey; creating s. 445.0281, F.S.;  
30 | providing voluntary case management services to  
31 | certain persons for specified purposes; providing  
32 | requirements for such case management services and  
33 | case managers; amending s. 445.035, F.S.; requiring  
34 | CareerSource Florida, Inc., in collaboration with  
35 | other entities, to develop standardized intake and  
36 | exit surveys for specified purposes; specifying when  
37 | such surveys must be administered; providing  
38 | requirements for such surveys; requiring completed  
39 | surveys to be submitted to CareerSource Florida, Inc.,  
40 | and disseminated quarterly to certain departments;  
41 | requiring the Department of Commerce, in consultation  
42 | with other entities, to prepare and submit an annual  
43 | report to the Legislature; providing requirements for  
44 | such report; amending s. 1002.81, F.S.; revising the  
45 | definition of the term "economically disadvantaged";  
46 | providing an effective date.

47 |  
48 | Be It Enacted by the Legislature of the State of Florida:

49 |  
50 | Section 1. Subsection (1) of section 414.065, Florida

51 Statutes, is amended to read:

52 414.065 Noncompliance with work requirements.—

53 (1) PENALTIES FOR NONPARTICIPATION IN WORK REQUIREMENTS  
54 AND FAILURE TO COMPLY WITH ALTERNATIVE REQUIREMENT PLANS.—The  
55 department shall establish procedures for administering  
56 penalties for nonparticipation in work requirements and failure  
57 to comply with the alternative requirement plan. If an  
58 individual in a family receiving temporary cash assistance fails  
59 to engage in work activities required in accordance with s.  
60 445.024, the following penalties shall apply. Before ~~Prior to~~  
61 the imposition of a sanction, the participant must ~~shall~~ be  
62 notified orally or in writing that the participant is subject to  
63 sanction and that action will be taken to impose the sanction  
64 unless the participant complies with the work activity  
65 requirements. The participant must ~~shall~~ be counseled as to the  
66 consequences of noncompliance and, if appropriate, ~~shall be~~  
67 referred for services that could assist the participant to fully  
68 comply with program requirements. If the participant has good  
69 cause for noncompliance or demonstrates satisfactory compliance,  
70 the sanction may ~~shall~~ not be imposed. If the requirements of s.  
71 445.024(2)(a)1. are suspended pursuant to s. 445.024(2)(a)2., a  
72 participant in noncompliance because of such suspension is  
73 considered to have good cause for noncompliance for up to 6  
74 weeks after the change in the participant's work requirements.  
75 If the participant has subsequently obtained employment, the

76 participant must ~~shall~~ be counseled regarding the transitional  
 77 benefits that may be available and provided information about  
 78 how to access such benefits. The department shall administer  
 79 sanctions related to food assistance consistent with federal  
 80 regulations.

81 (a)1. First noncompliance: temporary cash assistance is  
 82 ~~shall be~~ terminated for the family for a minimum of 10 days or  
 83 until the individual who failed to comply does so.

84 2. Second noncompliance: temporary cash assistance is  
 85 ~~shall be~~ terminated for the family for 1 month or until the  
 86 individual who failed to comply does so, whichever is later.  
 87 Upon meeting this requirement, temporary cash assistance must  
 88 ~~shall~~ be reinstated to the date of compliance or the first day  
 89 of the month following the penalty period, whichever is later.

90 3. Third noncompliance: temporary cash assistance is ~~shall~~  
 91 ~~be~~ terminated for the family for 3 months or until the  
 92 individual who failed to comply does so, whichever is later. The  
 93 individual must ~~shall be required to~~ comply with the required  
 94 work activity upon completion of the 3-month penalty period,  
 95 before reinstatement of temporary cash assistance. Upon meeting  
 96 this requirement, temporary cash assistance must ~~shall~~ be  
 97 reinstated to the date of compliance or the first day of the  
 98 month following the penalty period, whichever is later.

99 (b) If a participant receiving temporary cash assistance  
 100 who is otherwise exempted from noncompliance penalties fails to

101 comply with the alternative requirement plan required in  
102 accordance with this section, the penalties provided in  
103 paragraph (a) ~~shall~~ apply.

104  
105 If a participant fully complies with work activity requirements  
106 for at least 6 months, the participant must ~~shall~~ be reinstated  
107 as being in full compliance with program requirements for  
108 purpose of sanctions imposed under this section.

109 Section 2. Subsection (10) of section 414.105, Florida  
110 Statutes, is amended to read:

111 414.105 Time limitations of temporary cash assistance.—  
112 Except as otherwise provided in this section, an applicant or  
113 current participant shall receive temporary cash assistance for  
114 no more than a lifetime cumulative total of 48 months, unless  
115 otherwise provided by law.

116 (10) A member of the staff of the local workforce  
117 development board shall interview and assess the employment  
118 prospects and barriers of each participant who is within 6  
119 months of reaching the 48-month time limit. The staff member  
120 shall do all of the following:

121 (a) Administer the exit survey required under s. 445.035.

122 (b) Use a tool to demonstrate future financial impacts of  
123 the participant's change in income and benefits over time.

124 (c) Assist the participant in identifying actions  
125 necessary to become employed before reaching the benefit time

126 | limit for temporary cash assistance.

127 |       (d) ~~and,~~ If appropriate, ~~shall~~ refer the participant for  
 128 | services that could facilitate employment, including, but not  
 129 | limited to, transitional benefits and services.

130 |       Section 3. Section 414.455, Florida Statutes, is amended  
 131 | to read:

132 |       414.455 Supplemental Nutrition Assistance Program;  
 133 | legislative authorization; mandatory participation in employment  
 134 | and training programs.—

135 |       (1) Notwithstanding s. 414.45, and unless expressly  
 136 | required by federal law, the department must ~~shall~~ obtain  
 137 | specific authorization from the Legislature before seeking,  
 138 | applying for, accepting, or renewing any waiver of work  
 139 | requirements established by the Supplemental Nutrition  
 140 | Assistance Program under 7 U.S.C. s. 2015(o).

141 |       (2) The department must request approval from the Federal  
 142 | Government in order to require a person who is 18 to 59 years of  
 143 | age, inclusive, and receiving food assistance to be assigned to  
 144 | an employment and training program unless the person qualifies  
 145 | for an exemption.

146 |       Section 4. Paragraph (k) of subsection (1) of section  
 147 | 445.009, Florida Statutes, is redesignated as paragraph (l), and  
 148 | a new paragraph (k) is added to that subsection, to read:

149 |       445.009 One-stop delivery system.—

150 |       (1) The one-stop delivery system is the state's primary

151 customer-service strategy for offering every Floridian access,  
 152 through service sites or telephone or computer networks, to the  
 153 following services:

154 (k) Benefit management and career planning using a tool to  
 155 demonstrate future financial impacts of the participant's change  
 156 in income and benefits over time.

157 Section 5. Subsections (1) and (5) of section 445.011,  
 158 Florida Statutes, are amended to read:

159 445.011 Consumer-first workforce system.—

160 (1) The department, in consultation with the state board,  
 161 the Department of Education, and the Department of Children and  
 162 Families, shall implement, subject to legislative appropriation,  
 163 an automated consumer-first workforce system that improves  
 164 coordination among required one-stop partners and is necessary  
 165 for the efficient and effective operation and management of the  
 166 workforce development system. This system must ~~shall~~ include,  
 167 but is ~~need~~ not ~~be~~ limited to, the following:

168 (a) An integrated management system for the one-stop  
 169 service delivery system, which includes, at a minimum, common  
 170 registration and intake for required one-stop partners,  
 171 screening for needs and benefits, benefit management and career  
 172 planning using a tool to demonstrate future financial impacts of  
 173 the participant's change in income and benefits over time, case  
 174 management, training benefits management, service and training  
 175 provider management, performance reporting, executive

176 information and reporting, and customer-satisfaction tracking  
177 and reporting.

178 1. The system should report current budgeting,  
179 expenditure, and performance information for assessing  
180 performance related to outcomes, service delivery, and financial  
181 administration for workforce programs pursuant to s. 445.004(5)  
182 and (9).

183 2. The system should include auditable systems and  
184 controls to ensure financial integrity and valid and reliable  
185 performance information.

186 3. The system should support service integration and case  
187 management across programs and agencies by providing for case  
188 tracking for participants in workforce programs, participants  
189 who receive benefits pursuant to public assistance programs  
190 under chapter 414, and participants in welfare transition  
191 programs under this chapter.

192 (b) An automated job-matching information system that is  
193 accessible to employers, job seekers, and other users via the  
194 Internet, and that includes, at a minimum, all of the following:

195 1. Skill match information, including skill gap analysis;  
196 resume creation; job order creation; skill tests; job search by  
197 area, employer type, and employer name; and training provider  
198 linkage.†

199 2. Job market information based on surveys, including  
200 local, state, regional, national, and international occupational



201 and job availability information. ~~;~~ ~~and~~

202 3. Service provider information, including education and  
 203 training providers, child care facilities and related  
 204 information, health and social service agencies, and other  
 205 providers of services that would be useful to job seekers.

206 (5) The department shall develop training for required  
 207 one-stop partners on the use of the consumer-first workforce  
 208 system, best practices for the use of a tool demonstrating  
 209 future financial impacts of the participant's change in income  
 210 and benefits over time, the different case management methods,  
 211 the availability of welfare transition services, and how to  
 212 prequalify individuals for workforce programs.

213 Section 6. Subsection (4) of section 445.017, Florida  
 214 Statutes, is amended to read:

215 445.017 Diversion.—

216 (4) (a) The local workforce development board shall screen  
 217 each family on a case-by-case basis for barriers to obtaining or  
 218 retaining employment. The screening must ~~shall~~ identify barriers  
 219 that, if corrected, may prevent the family from receiving  
 220 temporary cash assistance on a regular basis. At the time of  
 221 screening, the local workforce development board shall  
 222 administer the intake survey required under s. 445.035(2).

223 (b) Assistance to overcome a barrier to employment is not  
 224 limited to cash, but may include vouchers or other in-kind  
 225 benefits.

226 Section 7. Subsection (2) of section 445.024, Florida  
227 Statutes, is amended to read:

228 445.024 Work requirements.—

229 (2) WORK ACTIVITY REQUIREMENTS.—Each individual who is not  
230 otherwise exempt from work activity requirements must  
231 participate in a work activity for the maximum number of hours  
232 allowable under federal law; however, a participant may not be  
233 required to work more than 40 hours per week. The maximum number  
234 of hours each month that a family may be required to participate  
235 in community service or work experience programs is the number  
236 of hours that would result from dividing the family's monthly  
237 amount for temporary cash assistance and food assistance by the  
238 applicable minimum wage. However, the maximum hours required per  
239 week for community service or work experience may not exceed 40  
240 hours.

241 (a)1. A participant who has not earned a high school  
242 diploma or its equivalent may participate in adult general  
243 education, as defined in s. 1004.02(3), or a high school  
244 equivalency examination preparation, as defined in s.  
245 1004.02(16). A participant must participate in such program or  
246 course for at least 20 hours per week in order to satisfy the  
247 participant's work activity requirement.

248 2. If the state's TANF work participation rate, as  
249 provided by federal law, does not exceed the federal minimum  
250 work participation rate by 10 percentage points in any month,

251 the requirements of this subsection may be suspended by the  
252 department until the work participation rate exceeds the federal  
253 minimum work participation rate by 10 percentage points for at  
254 least 3 consecutive months.

255 3. If the requirements of this subsection are suspended,  
256 the department must issue notice to the affected participants of  
257 the changed work requirements within 5 days after the change in  
258 such work requirements.

259 (b)(a) A participant in a work activity may also be  
260 required to enroll in and attend a course of instruction  
261 designed to increase literacy skills to a level necessary for  
262 obtaining or retaining employment if the instruction plus the  
263 work activity does not require more than 40 hours per week.

264 (c)(b) Program funds may be used, as available, to support  
265 the efforts of a participant who meets the work activity  
266 requirements and who wishes to enroll in or continue enrollment  
267 in an adult general education program or other training  
268 programs.

269 Section 8. Subsections (1) and (2) of section 445.028,  
270 Florida Statutes, are amended to read:

271 445.028 Transitional benefits and services.—In cooperation  
272 with the department, the Department of Children and Families  
273 shall develop procedures to ensure that families leaving the  
274 temporary cash assistance program receive transitional benefits  
275 and services that will assist the family in moving toward self-

276 sufficiency. At a minimum, such procedures must include, but are  
 277 not limited to, the following:

278 (1) Each recipient of cash assistance who is determined  
 279 ineligible for cash assistance for a reason other than a work  
 280 activity sanction must ~~shall~~ be contacted by the workforce  
 281 system case manager and provided information about the  
 282 availability of transitional benefits and services. Such contact  
 283 must include the administration of the exit survey required  
 284 under s. 445.035(2) and ~~shall~~ be attempted before ~~prior to~~  
 285 closure of the case management file.

286 (2) Each recipient of temporary cash assistance who is  
 287 determined ineligible for cash assistance due to noncompliance  
 288 with the work activity requirements must ~~shall~~ be contacted and  
 289 provided information in accordance with s. 414.065(1). Such  
 290 contact must include the administration of the exit survey  
 291 required under s. 445.035(2).

292 Section 9. Section 445.0281, Florida Statutes, is created  
 293 to read:

294 445.0281 Transitional case management.—Each recipient of  
 295 cash assistance who is determined ineligible for cash assistance  
 296 for a reason other than noncompliance with work activity  
 297 requirements is eligible for voluntary case management services  
 298 administered by the local workforce development board. Case  
 299 management services must be available to support families who  
 300 transition to economic self-sufficiency and to mitigate

301 dependency on cash assistance. Case management services must  
302 include, but are not limited to, career planning, job search  
303 assistance, resume building, basic financial planning,  
304 connection to support services, and benefits management using a  
305 tool to demonstrate future financial impacts of the  
306 participant's change in income and benefits over time, as  
307 applicable. Case managers must connect recipients to other  
308 transitional benefits as needed.

309 Section 10. Section 445.035, Florida Statutes, is amended  
310 to read:

311 445.035 Data collection and reporting.—

312 (1) The Department of Children and Families and the state  
313 board shall collect data necessary to administer this chapter  
314 and make the reports required under federal law to the United  
315 States Department of Health and Human Services and the United  
316 States Department of Agriculture.

317 (2) CareerSource Florida, Inc., in collaboration with the  
318 department, the Department of Children and Families, and the  
319 local workforce development boards, shall develop standardized  
320 intake and exit surveys for the purpose of collecting and  
321 aggregating data to monitor program effectiveness, inform  
322 program improvements, and allocate resources.

323 (a) The intake survey must be administered by the local  
324 workforce development boards during the required diversion  
325 screening process under s. 445.017. The intake survey must be

326 administered to each new recipient of temporary cash assistance  
327 under chapter 414 who has not otherwise completed the survey.

328 (b) The intake survey must, at a minimum, collect  
329 qualitative or quantitative data, as applicable, relating to all  
330 of the following:

331 1. The recipient's perceived individual barriers to  
332 employment.

333 2. The reasons cited by the recipient for his or her  
334 separation from employment in the previous 12 months.

335 3. The recipient's stated goals for employment or  
336 professional development.

337 4. The recipient's highest level of education or  
338 credentials attained or training received at the time of  
339 enrollment.

340 5. The recipient's awareness of welfare transition  
341 services.

342 (c) The exit survey must be administered by the local  
343 workforce development boards to recipients of temporary cash  
344 assistance under chapter 414 as recipients prepare to transition  
345 off of temporary cash assistance. Based on a recipient's  
346 circumstances, the exit survey must be administered to the  
347 recipient at one of the following points of contact:

348 1. The recipient is approaching the statutory time  
349 limitation for temporary cash assistance and is interviewed  
350 pursuant to s. 414.105(10); or

351 2. At such time when the recipient becomes ineligible for  
 352 cash assistance and is contacted pursuant to s. 445.028.

353 (d) The exit survey must, at a minimum, collect data  
 354 relating to all of the following:

355 1. The recipient's enrollment in other public benefits  
 356 programs at the time of exit.

357 2. Whether the recipient has a long-term career plan.

358 3. The recipient's credentials or education attained or  
 359 training received during enrollment.

360 4. Barriers to the recipient's employment which were  
 361 addressed during enrollment.

362 5. Any remaining barriers to the recipient's employment.

363 (e) The completed surveys must be submitted to  
 364 CareerSource Florida, Inc., and anonymized data must be  
 365 disseminated quarterly to the department and the Department of  
 366 Children and Families.

367 (f) The department, in consultation with CareerSource  
 368 Florida, Inc., and the Department of Children and Families,  
 369 shall prepare and submit to the President of the Senate and the  
 370 Speaker of the House of Representatives a report by January 1 of  
 371 each year. The report must include, at a minimum, the results of  
 372 the intake and exit surveys, an analysis of the barriers to  
 373 employment experienced by the survey respondents, and any  
 374 recommendations for legislative and administrative changes to  
 375 mitigate such barriers and improve the effective use of

376 transitional benefits.

377 Section 11. Subsection (6) of section 1002.81, Florida  
 378 Statutes, is amended to read:

379 1002.81 Definitions.—Consistent with the requirements of  
 380 45 C.F.R. parts 98 and 99 and as used in this part, the term:

381 (6) "Economically disadvantaged" means having a family  
 382 income that does not exceed 150 percent of the federal poverty  
 383 level for initial eligibility and does not exceed the standard  
 384 for the county of residence for continued eligibility. The term  
 385 and includes, but is not limited to, being a child of a working  
 386 migratory family as defined by 34 C.F.R. s. 200.81(d) or (f) or  
 387 an agricultural worker who is employed by more than one  
 388 agricultural employer during the course of a year, and whose  
 389 income varies according to weather conditions and market  
 390 stability. For purposes of this subsection, the term "standard"  
 391 means the amount of income required for a family living in the  
 392 family's county of residence to meet basic needs at a minimally  
 393 adequate level, taking into account, at a minimum, the family  
 394 composition, the ages of the children, and the geographic  
 395 differences in costs, as determined by department rule.

396 Section 12. This act shall take effect July 1, 2024.