

**FOR CONSIDERATION** By the Committee on Children, Families, and Elder Affairs

586-02759A-24

20247052pb

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; making technical changes; amending s.  
7       414.105, F.S.; providing requirements for staff  
8       members of local workforce development boards when  
9       interviewing participants; amending s. 414.455, F.S.;  
10      requiring certain persons to participate in an  
11      employment and training program; making a technical  
12      change; amending s. 445.009, F.S.; requiring benefit  
13      management and career planning using a specified tool  
14      as part of the state's one-stop delivery system;  
15      amending s. 445.011, F.S.; requiring the Department of  
16      Commerce to develop certain training; conforming  
17      provisions to changes made by the act; making a  
18      technical change; amending s. 445.017, F.S.; requiring  
19      a local workforce development board to administer an  
20      intake survey; amending s. 445.024, F.S.; authorizing  
21      certain participants to participate in certain  
22      programs or courses for a specified number of hours  
23      per week; authorizing the Department of Commerce to  
24      suspend certain work requirements under certain  
25      circumstances; requiring the department to issue  
26      notice to participants under certain circumstances;  
27      amending s. 445.028, F.S.; requiring the Department of  
28      Children and Families to administer an exit survey;  
29      making technical changes; creating s. 445.0281, F.S.;

586-02759A-24

20247052pb

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; providing an effective date.

45  
46 Be It Enacted by the Legislature of the State of Florida:

47  
48 Section 1. Subsection (1) of section 414.065, Florida  
49 Statutes, is amended to read:

50 414.065 Noncompliance with work requirements.—

51 (1) PENALTIES FOR NONPARTICIPATION IN WORK REQUIREMENTS AND  
52 FAILURE TO COMPLY WITH ALTERNATIVE REQUIREMENT PLANS.—The  
53 department shall establish procedures for administering  
54 penalties for nonparticipation in work requirements and failure  
55 to comply with the alternative requirement plan. If an  
56 individual in a family receiving temporary cash assistance fails  
57 to engage in work activities required in accordance with s.  
58 445.024, the following penalties shall apply. Before ~~Prior to~~

586-02759A-24

20247052pb

59 the imposition of a sanction, the participant must ~~shall~~ be  
60 notified orally or in writing that the participant is subject to  
61 sanction and that action will be taken to impose the sanction  
62 unless the participant complies with the work activity  
63 requirements. The participant must ~~shall~~ be counseled as to the  
64 consequences of noncompliance and, if appropriate, ~~shall be~~  
65 referred for services that could assist the participant to fully  
66 comply with program requirements. If the participant has good  
67 cause for noncompliance or demonstrates satisfactory compliance,  
68 the sanction may ~~shall~~ not be imposed. If the requirements of s.  
69 445.024(2)(a)1. are suspended pursuant to s. 445.024(2)(a)2., a  
70 participant in noncompliance because of such suspension is  
71 considered to have good cause for noncompliance for up to 6  
72 weeks after the change in the participant's work requirements.  
73 If the participant has subsequently obtained employment, the  
74 participant must ~~shall~~ be counseled regarding the transitional  
75 benefits that may be available and provided information about  
76 how to access such benefits. The department shall administer  
77 sanctions related to food assistance consistent with federal  
78 regulations.

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

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

586-02759A-24

20247052pb

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

97           (b) If a participant receiving temporary cash assistance  
98 who is otherwise exempted from noncompliance penalties fails to  
99 comply with the alternative requirement plan required in  
100 accordance with this section, the penalties provided in  
101 paragraph (a) ~~shall~~ apply.

102  
103 If a participant fully complies with work activity requirements  
104 for at least 6 months, the participant must ~~shall~~ be reinstated  
105 as being in full compliance with program requirements for  
106 purpose of sanctions imposed under this section.

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

109           414.105 Time limitations of temporary cash assistance.—  
110 Except as otherwise provided in this section, an applicant or  
111 current participant shall receive temporary cash assistance for  
112 no more than a lifetime cumulative total of 48 months, unless  
113 otherwise provided by law.

114           (10) A member of the staff of the local workforce  
115 development board shall interview and assess the employment  
116 prospects and barriers of each participant who is within 6

586-02759A-24

20247052pb

117 months of reaching the 48-month time limit. The staff member  
118 shall do all of the following:

119 (a) Administer the exit survey required under s.  
120 445.035(2).

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

123 (c) Assist the participant in identifying actions necessary  
124 to become employed before reaching the benefit time limit for  
125 temporary cash assistance.

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

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

131 414.455 Supplemental Nutrition Assistance Program;  
132 legislative authorization.—

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

139 (2) Unless prohibited by the Federal Government, the  
140 department must require a person who is receiving food  
141 assistance; who is 18 to 59 years of age, inclusive; who does  
142 not have children under the age of 18 in his or her home; who  
143 does not qualify for an exemption; and who is determined by the  
144 department to be eligible, to participate in an employment and  
145 training program.

586-02759A-24

20247052pb

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

150 445.009 One-stop delivery system.—

151 (1) The one-stop delivery system is the state's primary  
152 customer-service strategy for offering every Floridian access,  
153 through service sites or telephone or computer networks, to the  
154 following services:

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

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

160 445.011 Consumer-first workforce system.—

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

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

586-02759A-24

20247052pb

175 management, training benefits management, service and training  
176 provider management, performance reporting, executive  
177 information and reporting, and customer-satisfaction tracking  
178 and reporting.

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

183 2. The system should include auditable systems and controls  
184 to ensure financial integrity and valid and reliable performance  
185 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.~~7~~

199 2. Job market information based on surveys, including  
200 local, state, regional, national, and international occupational  
201 and job availability information.~~7~~~~and~~

202 3. Service provider information, including education and  
203 training providers, child care facilities and related

586-02759A-24

20247052pb

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 one-  
207 stop partners on the use of the consumer-first workforce system,  
208 best practices for the use of a tool demonstrating future  
209 financial impacts of the participant's change in income and  
210 benefits over time, the different case management methods, the  
211 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



586-02759A-24

20247052pb

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 provided  
249 by federal law, does not exceed the federal minimum work  
250 participation rate by 10 percentage points in any month, the  
251 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

586-02759A-24

20247052pb

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

586-02759A-24

20247052pb

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

586-02759A-24

20247052pb

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

586-02759A-24

20247052pb

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 CareerSource  
364 Florida, Inc., and anonymized data must be disseminated  
365 quarterly to the department and the Department of Children and  
366 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. This act shall take effect July 1, 2024.