I. PURPOSE AND SCOPE

The purpose of this policy is to provide Local Workforce Development Boards (LWDBs) with the minimum requirements for administering Disaster Recovery Dislocated Worker Grants (DWGs).

II. BACKGROUND

Disaster Recovery DWGs, authorized by the Workforce Innovation and Opportunity Act (WIOA), temporarily expand the service capacity of training and employment programs to respond to large, unexpected economic events which cause significant job losses. DWGs provide funding and resources to states and local areas to quickly reemploy laid-off workers by offering training and career services to help laid-off workers regain employment.

Disaster Recovery DWGs may be issued to the state after a federal agency\(^1\) makes a major emergency or natural disaster declaration. These grants can be used to provide disaster-recovery assistance to areas included in the declaration. Such assistance may include temporary disaster-relief jobs in addition to training and career services.

III. AUTHORITIES

- Public Law (WIOA) Sections 3(15); 170(a) and (d); 134; 181; 184; 185; 188; 189.
- 20 Code of Federal Regulations (CFR) 687
- Training and Employment Guidance Letter (TEGL) 12-19, Change 1
- TEGL 19-16

\(^1\) Typically, the Federal Emergency Management Agency (FEMA) issues the declarations.
IV. POLICIES AND PROCEDURES

Disaster Recovery DWGs are meant to address situations beyond those that are the focus of WIOA formula funds. Disaster Recovery DWGs enable areas impacted by a disaster to employ workers in jobs assisting in recovery and humanitarian efforts, as well as to provide training opportunities that support customers in accessing employment.

When an emergency or disaster has met the criteria for disaster grant funding, the Florida Department of Economic Opportunity (DEO) will coordinate with the impacted local area(s) to assess the need for clean-up and humanitarian efforts, ascertain the availability of eligible individuals to perform the disaster relief work, and provide technical assistance on the application process and operational considerations.

If a need for disaster grant funding is identified, DEO will work with impacted local areas interested in participating to submit either:

a) An emergency application within 15 days of the disaster declaration using an abbreviated format to facilitate rapid implementation of services (followed by a full application within 60 calendar days of award notification if funding is approved); or

b) A full application within 60 calendar days of the disaster declaration which must include a narrative describing the project and services, a list of worksites in each county, job titles for the temporary positions being created, and line item budget for each participating county.

A. Funding of Disaster Recovery DWGs

The United States Department of Labor (DOL) issues its funding decision within 45 calendar days of receipt of a valid application. If the application is approved, DEO will notify the participating LWDBs of their sub-grant award amounts.

DEO distributes funds to LWDBs in areas affected by a federal disaster/major emergency declaration, based on identified needs and availability of funds. DEO is responsible for ensuring that funds are expended in compliance with grant requirements and for de-obligating and re-obligating funds to meet ongoing needs.

Funds are released to LWDBs through Notices of Grant Award/Fund Availability (NFAs) which describe special grant conditions. An NFA may include grant conditions that restrict the application of some of the provisions of this Policy. Disaster grants are issued incrementally. A maximum funding level will be approved, but a lesser amount will be initially disbursed. Requests for additional funds must be submitted when needed and must be supported by enrollments, completion of work goals, and expenditures.

As participating local areas require additional funding to continue operating, DEO may temporarily or permanently reduce another area’s maximum funding level or allocation amount to optimize utilization of the grant resources statewide.
B. Participant Eligibility

LWDBs must ensure that individuals receiving services funded by a Disaster Recovery DWG meet at least one of the following eligibility requirements:

a) Temporarily or permanently laid off because of the disaster;
b) A dislocated worker as defined in WIOA section 3(15);
c) A long-term unemployed individual; or
d) A self-employed individual who became unemployed or significantly underemployed as a result of the disaster.

**Note:** A long-term unemployed individual for Disaster Recovery DWGs is defined as an individual who has been unemployed for six (6) out of the last 13 weeks. An individual is considered unemployed if they were not employed during the weeks in question and were available for work.

LWDBs must document eligibility in the participant’s Employ Florida program application, including, but not limited to the participant’s:

a) Citizenship or right to work;
b) Compliance with the Selective Service Act; and
c) One of the four grant-specific eligibility requirements listed above.

Examples of documentation demonstrating dislocated worker status include:

a) Letter of separation from employer
b) Verification of Reemployment Assistance (RA) or other forms of unemployment assistance
c) Paystubs or other payroll records showing the last day of employment
d) Self-Attestation may be accepted as an exception and must not be used as a regular method of determining eligibility. When self-attestation is accepted due to its being the only verification method, the LWDB must describe efforts made to obtain other, independent documentation.

Circumstances surrounding the disaster may make documentation of eligibility difficult to obtain during the initial stages, however, LWDBs are required to obtain complete eligibility verification within six (6) months of the participant’s enrollment or the grant closeout date, whichever occurs first. LWDBs must maintain a written local policy which describes the circumstances under which they will accept self-attestation in lieu of full documentation of eligibility. The policy must also describe when and how the LWDB will review the files of participants whose eligibility is based on self-attestation. The timeframe for such review

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2 TEGL 23-19 provides guidance on data validation to ensure the accuracy of annual reports, safeguard data integrity, and promote the timely resolution of data anomalies and inaccuracies.

3 A copy of the completed I-9 must be maintained in the file of a participant placed into a temporary disaster-relief position.
may be based on the situations following a disaster but must not exceed six (6) months or extend beyond the grant closeout date.

If, during the reverification review of participants enrolled through self-attestation the LWDB discovers that it served an ineligible participant, the participant must be terminated from the program and a case note must be recorded in Employ Florida comprising the review process and subsequent determination of ineligibility. This situation will not result in a disallowed cost.

Self-employed individuals must submit documentation to establish their self-employment prior to the disaster and unemployment/underemployment due to the declared disaster through the following:

a) Self-Attestation describing the impact of the disaster, supported by one of more of the following:
   i. Federal tax return and/or evidence of payment of estimated taxes to the Internal Revenue Service (IRS)
   ii. Evidence of business closure
   iii. Business ledger
   iv. Business license
   v. Customer/client verification

b) Self-attestation may be accepted as an exception if other documents are not available (and are subject to re-verification). When self-attestation is accepted due to its being the only verification method, the LWDB must describe efforts made to obtain other, independent documentation.

To verify that an individual was unemployed six (6) out of the last 13 weeks, the following documentation may be used:

a) Self-attestation supported by wage records for the quarter in which the WIOA application is taken (and previous quarter if relevant)\(^4\).

b) Self-attestation may be accepted as an exception if other documents are not available (and are subject to re-verification). When self-attestation is accepted due to its being the only verification method, the LWDB must describe efforts made to obtain other, independent documentation.

**Note:** If wage records indicate that there may be a discrepancy between the self-attestation and the reported earnings, the LWDB must follow up to resolve the discrepancy.

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\(^4\) Probative wage records will not be available at the time of application and must be verified the following quarter(s).
C. Veteran and Eligible Spouse Priority of Service

Covered persons (veterans and eligible spouses) determined eligible for services under a Disaster Recovery DWG must receive priority over non-covered persons in accordance with Administrative Policy 111: Priority of Service for Veterans and Eligible Spouses.

D. Disaster Recovery DWG Allowable Activities

In most cases, Disaster Recovery DWG projects must include a temporary disaster relief employment component\(^5\). Participants may be enrolled into temporary disaster relief employment, as well as career and training services, concurrently, sequentially, or as stand-alone services. However, certain Disaster Recovery DWGs may limit the availability of certain activities as specified within the accompanying NFA.

Prioritization of types of services must be determined in coordination with local emergency planning and recovery agencies.

1. Temporary disaster relief jobs

Disaster-relief employment is temporary employment of eligible individuals for the purposes described in WIOA Section 170(b)(1)(B) and (d), 20 CFR 687.180(b) and (c), and TEGL 12-19. LWDBs must demonstrate that disaster-relief employment created under a Disaster Recovery DWG aligns with the categories of humanitarian assistance or cleanup activities. Post-disaster response and recovery activities address needs associated with mass care/sheltering, public health and health care, (re)housing, debris/infrastructure removal and repair, support to business owners, emotional/psychological support, public health and health care, and mitigation\(^6\) activities.

Humanitarian assistance provided by temporary disaster-relief workers generally includes actions designed to alleviate suffering and maintain human dignity in the immediate aftermath\(^7\) of disasters. The humanitarian assistance provided by disaster-relief workers must relate directly to needs created by the disaster and economic consequences due to the disaster. Disaster-relief positions that deliver humanitarian assistance to address humanitarian needs cannot be used to fund the actual humanitarian aid. For example, funding could be used to support food delivery workers at food shelters but not the food itself.

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\(^5\) Note that Disaster Recovery DWGs due to the relocation of evacuees from a disaster-affected area do not require a temporary disaster-relief employment component.

\(^6\) Allowable mitigation activities are those that are directed at correcting existing damage. Activities that are in preparation for future disasters are not allowed.

\(^7\) The immediate aftermath involves time and causality. With every declared disaster, there will be physical damage which results in the dislocation of individuals, families, and businesses, as well as economic and emotional damage. Temporary disaster-relief workers may be provided to help deal with these crises since they are the immediate consequence of the disaster for the time necessary to help affected individuals recover.
Eligible participants may be enrolled into temporary disaster-relief jobs under a Disaster Recovery DWG for up to 12 months or 2,080 hours, unless DOL approves an extension for up to an additional 12 months through a grant modification.

Participants must be paid the higher of the comparable rate of pay for individuals employed in similar occupations by the same employer, and no less than the federal or state minimum wage. In accordance with WIOA Section 181(a)(1)(A), generally, participants must be compensated at the same rates, including periodic increases, as employees who are similarly situated in similar occupations by the same employer and who have similar training, experience, and skills.

Where applicable, fringe benefits should be paid in accordance with the policies of the worksite employer. If other employees of the worksite employer are doing similar work and receiving hazard pay, disaster-relief temporary workers can also be paid hazard pay rates for their work.

2. Training and career services

Training and career services, as described in local policies and procedures, may be offered to eligible participants to help them obtain (re)employment that leads to self-sufficiency when they are unlikely to return to their prior employment. These services may include, for example, job search/job readiness activities, literacy instruction including English as a second language, occupational skills training and/or work-based training for career pathways that lead to high-demand jobs in high-growth industries.

Participants must meet eligibility requirements and/or prerequisites detailed in WIOA section 134(c)(2) and (3), 20 CFR 680 and other DOL guidance for accessing specific services. An Individual Employability Plan must detail the need for training services as well as certain individualized career services, such as work experiences, literacy/GED prep/ESOL, short-term prevocational services, out-of-area job searches/relocation.

3. Supportive services

Supportive services are allowable to enable a participant’s involvement in grant activities. Supportive services for a Disaster Recovery DWG must align with the LWDB’s supportive service policy and be consistent with WIOA and state requirements. Transportation, childcare, and dependent care are examples of allowable supportive services, as are tools, protective clothing, etc.

In order to be ready to respond to natural disasters/major emergencies, LWDBs should include in their local policies and procedures supportive services that may be unique to potential disaster/emergency situations. For example, there may be a need for insect repellent for individuals conducting cleanup of damaged public property—a supportive

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8 Overtime is allowable.
services that an LWDB might not provide under normal circumstances. Additionally, LWDBs should describe in their policies and procedures how they will deal with extraordinary circumstances that may arise due to a declared disaster.

Needs-Related Payments (NRP) may be made to those individuals enrolled in training services who do not qualify for or have exhausted benefits under RA or Disaster Unemployment Assistance (DUA). WIOA section 134(d)(3)(B) limits the availability of NRP for dislocated workers as follows: “a dislocated worker who has ceased to qualify for unemployment compensation may be eligible to receive needs-related payments under this paragraph only if such worker was enrolled in training services—(i) by the end of the 13th week after the most recent layoff that resulted in a determination of the worker’s eligibility for employment and training activities for dislocated workers under this subtitle; or (ii) if later, by the end of the 8th week after the worker is informed that a short-term layoff will exceed 6 months.” LWDBs should address how they may facilitate providing NRP to dislocated workers who need training to become re-employed.

Note: Individuals who receive wages from disaster-relief temporary jobs are not eligible for NRPs.

4. Program outputs and performance outcomes

With the issuance of TEGL 12-19, Change 1, DOL is requiring states to describe measurable goals with milestones and timelines when DEO submits full applications and modification requests.

LWDBs must provide measurable goals with milestones and timelines in the following areas:

a) Planned number of participants to be served in temporary disaster-relief employment
b) Planned worksite employers with description of worksites, tasks, length of time needed, and number of workers needed (and, for modifications, percentage of work completed)

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10 The COVID-19 pandemic saw a need for personal protective equipment, as well as electronic tablets and access to the Internet for remote temporary disaster-relief positions.
11 In response to the COVID-19 pandemic, DOL informed DWG grantees that it might permit exceptions to allow grantees to pay relocation and lodging costs for medical personnel as described in the COVID-19 DOL Frequently Asked Questions (FAQs), even if such costs are typically not covered by state or local policy. A request for this limited exception must be included in an application for a COVID-19 DWG or in a grantee’s modification request. It must include enough justification and be approved by the Grant Officer before a grantee begins paying relocation and lodging expenses as described in the COVID-19 DOL FAQs. Note that the relocated workers must meet the eligibility requirements described above.
12 A full application is due within 60 to 90 days from the Disaster Declaration date.
13 Modification requests are submitted to request additional funds or to make substantive changes.
14 For example, City of XX Parks & Recreation, debris cleanup for 12 city parks, anticipated time frame 12 months, number of workers: 12 laborers and two supervisors.
c) Planned number of participants to be enrolled in training, including on-the-job training, targeted industries and occupations, anticipated length of training

d) Planned number of participants to be enrolled in work experiences, types of work experience sites, anticipated length of activity

e) Planned number of participants to receive supportive services, types of supportive services

f) Planned number of participants to be placed in employment upon completion of grant activities

g) Planned other outcomes, such as continuation in training/other WIOA services after the grant ends, credential attainment

LWDBs must provide information to DEO to describe their planned levels of service and planned expenditures. Progress is tracked monthly through a review of participant data in Employ Florida and financial information entered in DEO’s financial management systems. LWDBs must also use provide planned worksite information and submit monthly updates to DEO. Such information is to be submitted via the DWG@deo.myflorida.com mailbox.

For participants who only receive disaster relief employment, the same performance data collection requirements apply as for other DWG participants. However, participants who receive only disaster relief employment are not included in the primary indicators of performance unless they receive other allowable career and training services provided through the grant or through co-enrollment in another WIOA core or partner program that shares a common exit with DWG in the state’s common exit policy.

However, performance outcomes are measured for individuals enrolled in training and/or career services through the grant or through co-enrollment in another WIOA or partner program that shares a common exit. Consequently, LWDBs are responsible for performance outcomes for any Disaster Recovery DWG-funded participant who receives career or training services through workforce-funded activities.

LWDBs are responsible for the placement of Disaster Recovery DWG participants into suitable, unsubsidized employment and must conduct quarterly follow-up through the 4th quarter after exit to document post-exit outcomes in the participant’s Employ Florida WIOA Program Application.

E. Disaster-Relief Worksites

Disaster-relief worksites must be in the geographic area covered by the qualifying event and within the LWDB’s jurisdiction. WIOA requires that cleanup activities respond to the impacts of the disaster. LWDBs must give the highest priority to clean-up of the disaster area’s most severely damaged public facilities and to the cleanup and the provision of humanitarian assistance to economically disadvantaged portions of the disaster area. The administration of grant funds must be in coordination with projects administered by emergency management and disaster recovery agencies.
Note: The provision of disaster-relief activities that focus on prevention and planning for future disasters is not an allowable activity for a temporary disaster-relief worker.

1. There is no limitation on what type of entity may be a worksite employer.\(^{15}\)

Typically, disaster-recovery worksites are governmental agencies and community/faith-based organizations (CBO). Private, for-profit worksites may also be approved to host eligible temporary disaster-relief workers under the following conditions:

a) The LWDB’s policies and procedures establish a priority of disaster-relief activities in coordination with the county’s disaster-recovery team that identifies the need for and use of private for-profit worksites, as applicable;

b) The delivery of temporary disaster-relief activities through a private for-profit worksite is coordinated through a governmental entity or CBO; and

c) The funding of temporary disaster-relief positions shall not duplicate or supplant other funding.

2. Work on private properties is authorized under the following circumstances:

a) The specific work on private properties has been approved by DOL;

b) The work is necessary to remove health and safety hazards to the larger community located on private lands or around homes or other structures and only to return them to a safe and habitable level and not to improve them;\(^{17}\)

c) The work is intended to address or alleviate specific economic or employment-related impacts of the disaster, such as clean-up work needed for disaster-affected employers to resume operations;\(^{18}\)

d) Priority is to be given to older individuals and individuals with disabilities; and

e) Funds may not be used to cover the cost of materials to do repairs.

LWDBs must establish policies and procedures to implement disaster-recovery work on private properties that include the following provisions:

a) How work on private properties falls within the LWDB’s priority of disaster-relief activities;

b) How the LWDB will ensure that priority is given to the homes of older individuals, individuals with disabilities. A second priority is for the homes of low-income individuals;\(^{16}\)

\(^{15}\) Under previous guidance, only governmental and nonprofit entities were allowable worksites.

\(^{16}\) In some communities, groups are sanctioned by the County Emergency Operations Center, and any number or type of non-profits could be the county’s proxy for disaster relief activities. (This may include the Red Cross, Salvation Army, United Way, faith-based groups and others.)

\(^{17}\) For example, fallen trees on private properties that become a hazard to the community or debris fields from storm adjacent to a navigable waterway and at risk of clogging the waterway water could be removed.

\(^{18}\) If the cost of repairs to a damaged structure is to be covered by insurance, only stabilizing activities may take place, such as placement of tarps on roofs, removal of damaged sheetrock and insulation, etc.
c) Submission to DEO of requests to have temporary disaster-relief workers work on private properties for DEO to seek DOL approval; and
d) DOL approves the worksite/temporary-relief job.

3. Coordination with FEMA and non-duplication of funds

Disaster-relief activities must be coordinated with the appropriate local emergency management agencies to avoid duplication of benefits\(^\text{19}\) and ensure that grant activities appropriately respond to the affected community’s needs after a disaster. LWDBs must also coordinate with federal agencies responding to the disaster either through direct contact or through state or local agencies working with the federal agencies.

As FEMA and Disaster Recovery DWG funds can pay for similar services, the best way to ensure that the LWDB is not duplicating FEMA funding is to obtain a written statement from the county, city and/or non-profit as to what services and/or funding FEMA is or will be supplying to the entity and what disaster-recovery services will be provided by disaster-relief temporary workers. This will provide documentation to show that Disaster Recovery DWG funds are not duplicated with FEMA funded services/activities. The written statement should include a brief description of what staff, equipment, supplies, etc., are being paid through FEMA vs. Disaster Recovery DWG sources. When a Disaster Recovery DWG funded disaster-relief temporary job participant works at a site which is later approved for FEMA reimbursement, and it is time for FEMA to reimburse the costs of the project, the wages of the temporary job participants must be deducted from the cost of the project before FEMA reimburses 75% of the cost of the project to the local government.

LWDBs must establish policies and procedures that describe how the LWDB will assess the availability of other resources, such as assistance from FEMA, private insurance, etc. to ensure non-duplication of funds and recover grant funds when other funds become available for the same activities. The established policies and procedures must also address a plan to recover grant funds expended for activities or services for which other funds become available from FEMA, public or private insurance, or other available resources.

**Note:** Disaster Recovery DWG funds may not be used to match FEMA funds.

4. Use of equipment for temporary disaster-relief workers

Generally, Disaster Recovery DWG funds may not be used to purchase equipment\(^\text{20}\). Administrative Policy 87 Prior Approval Administrative Policy for Local Workforce Development Boards requires prior approval by DEO before funds awarded to a

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\(^{19}\) Duplication occurs when a beneficiary receives assistance from multiple sources for a total that exceeds the need.

\(^{20}\) Equipment means tangible personal property (including information technology systems) having a useful life of more than one year and a per-unit acquisition cost which equals or exceeds the lesser of the capitalization level established by the non-Federal entity for financial statement purposes, or $5,000. 2 CFR 200.33.
LWDB may be used to purchase equipment for such cases which may be subject to exception.

If equipment needed for the temporary disaster-relief worker to complete their assigned task is not available from the worksite employer, such equipment may be rented, as allowed by the LWDB’s policies and procedures\(^{21}\). Equipment rental expenses must be detailed as a separate line item in the budget(s) submitted by LWDBs to DEO.

5. **Prioritizing Disaster-Relief Worksites**

LWDBs must be prepared to deploy the most appropriate temporary disaster-relief jobs based on the criteria listed in TEGL 12-19, as well as through consultation with local government, community and faith-based organizations, economic development and industry stakeholders, etc. Priorities for the types of disaster-relief jobs should be based on an assessment of the following factors:

a) Physical impact on public properties
b) Human impact on the elderly, people with disabilities, low-income and other special needs populations
c) Impact on organizations that are needed to respond to the disaster or emergency (governmental, community and faith-based)
d) Impact on local businesses, industry sectors, and the overall economic health of the area

6. **Approval and Tracking of Worksites**

LWDBs are responsible for approving temporary disaster-recovery worksites and job duties for temporary disaster-relief workers. Worksite and job description information must be maintained and reported to DEO according to a schedule and in a format provided by DEO for each Disaster Recovery DWG. Worksite files must include:

a) The worksite agreement between the LWDB and the employer including non-duplication requirements (see subsection 3 above);
b) Approved job descriptions;
c) Evidence of appropriate OSHA/safety training;
d) Evidence that supervisor orientation\(^{22}\) has taken place;
e) Description of supplies and equipment needed and responsibility for providing such\(^{23}\); and
f) Copies of payroll records.

**Note:** If a staffing agency is the employer of record, the agreement must describe how the staffing agency will be engaged with the worksite employer and the temporary disaster-relief employees. The agreement needs to clearly identify the roles and

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\(^{21}\) Note that if the cost of the equipment rental increases the cost per temporary disaster-relief worker so that it exceeds $20,000, DEO may need to obtain approval for the increased cost from DOL.

\(^{22}\) Worksite supervisor orientation includes allowable activities, timekeeping, discipline, etc.

\(^{23}\) The worksite file identifies the supplies and equipment that will be needed for the temporary disaster-relief employee(s) to fulfill their job duties. As supplies are provided to individual participants, these are recorded as supportive services in Employ Florida.
responsibilities of each party, including who is responsible for day-to-day supervision, safety instruction, providing documentation of hours worked and wages paid, and compliance with labor standards in work-based activities described in WIOA section 181(b).

7. Employer of Record

Each temporary disaster-relief worker must have an employer of record\textsuperscript{24}. The employer of record is responsible for maintaining all personnel and payroll records related to the employment of temporary disaster-relief workers, including employer and employee withholdings, and other benefits, if applicable\textsuperscript{25}. The employer of record may be responsible for unemployment claims filed by temporary disaster-relief workers when their assignment ends.

**Note:** The employer of record is required to secure workers’ compensation for temporary disaster-relief workers and ensure that the workers receive adequate OSHA/security training. In any event, LWDBs are responsible for ensuring and maintaining documentation that worker orientation and OSHA/safety training has occurred.

DEO may procure a contract with a staffing agency to be the employer of record for temporary disaster-relief workers. Such a contract is available to LWDBs, but LWDBs may make their own arrangements for selecting an employer of record for their Disaster Recovery DWG. LWDBs may issue purchase orders with the DEO-procured staffing agency for the placement of temporary workers in a Disaster Recovery DWG project pursuant to DEO’s contract with the staffing agency.

F. Monitoring

LWDBs must adopt local policies and procedures to implement and monitor the state and federal requirements.

Each worksite must be monitored by the LWDB as part of its formal programmatic & fiscal monitoring plan. The formal monitoring must be conducted by an independent person or entity not engaged in worksite development/management or case management. The worksite monitor must engage with worksite supervisors and temporary disaster-relief workers on-site\textsuperscript{26}. Monitoring visits must be documented in a written report and address corrective actions, as needed.

If at any time, the LWDB becomes aware of temporary disaster-relief workers being employed in activities that are not disaster-relief activities, immediate action must be taken to remedy the finding and/or terminate the agreement.

\textsuperscript{24} The LWDB, a staffing agency, or another entity may be the employer of record.

\textsuperscript{25} Payroll records can be electronic or physical.

\textsuperscript{26} A virtual meeting via video and audio conferencing must be conducted when on-site visits are not safe.
V. RESOURCES

COVID-19 Frequently Asked Questions – WIOA Dislocated Worker Program

National Dislocated Worker Grants – WIOA Desk Reference

National Voluntary Organizations Active in Disaster Resource Center

VI. REVISION HISTORY

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<thead>
<tr>
<th>Date</th>
<th>Description</th>
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<tr>
<td>6/9/2021</td>
<td>Approved by CareerSource Florida Board of Directors.</td>
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<tr>
<td>6/10/2021</td>
<td>Issued by Florida Department of Economic Opportunity.</td>
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