**OVERVIEW OF LABOR MARKET ALIGNMENT REQUIREMENTS AND STANDARDS**

As part of the CLNA, all eligible recipients funded through Perkins V must assess alignment of their programs with local labor market needs. With the submission of a four-year plan beginning with the 2020-21 fiscal year, recipients must review and document this alignment.

As part of the labor market alignment, eligible recipients must do the following:

* Evaluate the current labor market needs in comparison to their current program offerings. Recipients should determine whether there are gaps in the local labor market needs that are not currently adequately addressed in their region. This evaluation may serve to identify additional program offerings for future planning and development.
* Evaluate all planned 2020-21 planned program offerings to determine their alignment with local labor market needs. Any program that is not aligned will not be eligible for the use of Perkins V funds. Recipients will have to maintain local documentation on this alignment process.
* Labor market alignment must be reviewed at least every two years as part of the CLNA.

For the review of current program offerings, recipients may use a variety of methods to document the alignment. These methods are divided into primary and secondary sources. Recipients may document alignment with 1 primary source or 2 secondary sources.

| **Option 1: Primary Source Methods (Must have one)** | |
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| **Method Type** | **Standard for Alignment** |
| Statewide Demand Occupation List (primary program SOC Code) | The primary SOC code appears on the 2019-20 Statewide Demand Occupation List OR the 2018-19 Statewide Demand Occupation List |
| Statewide Demand Occupation list (secondary program SOC Code) | The agency has identified another SOC included in the program framework for the program for which students in their program are placed for employment (documentation should be kept locally).  This secondary SOC code appears on the 2019-20 Statewide Demand Occupation List OR the 2018-19 Statewide Demand Occupation List. |
| Regional Demand Occupation List (primary program SOC code) | The primary SOC code appears on the 2019-20 Regional Demand Occupation List or the 2018-19 Regional Demand Occupation List for the CareerSource region of the agency. |
| Regional Demand Occupation List (secondary program SOC code) | The agency has identified another SOC included in the program framework for the program for which students in their programs are placed for employment (documentation should be kept locally).  This secondary SOC code appears on the 2019-20 Regional Demand Occupation List or the 2018-19 Regional Demand Occupation list for the CareerSource region of the agency. |
| Regional Targeted Occupation List (primary program SOC Code) | The primary SOC code appears on the 2019-20 Targeted Occupation List or the 2018-19 Targeted Occupation List for the CareerSource region of the agency. |
| Regional Targeted Occupation List  (secondary program SOC Code) | The agency has identified another SOC included in the program framework for the program for which students in their programs are placed for employment (documentation should be kept locally).  This secondary SOC code appears on the 2019-20 Regional Demand Occupation List OR the 2018-19 Regional Demand Occupation List for the CareerSource region of the agency. |
| Enterprise Florida Targeted Industry Sector | The agency has documentation that their program aligns with one of the current Enterprise Florida Targeted Industries:   * Aviation & Aerospace * Life Sciences * Manufacturing * Defense & Homeland Security * Information Technology * Financial & Professional Services * Logistics & Distribution * Cleantech   The agency may document the justification for the alignment of the program to the industry sector. |
| Targeted Occupation or Sector identified by local CareerSource Board in current local WIOA Plan | The agency has documentation that the program can be linked to an identified occupation or sector in the local CareerSource Board’s current WIOA plan. |
| Agriculture-related Programs | For most programs identified as primarily agricultural, the agency may use a letter from the Department of Agriculture and Consumer Services to demonstrate labor market demand. A list of programs for which such letters are available may be found at <http://www.fldoe.org/core/fileparse.php/18815/urlt/DOACS-ProgDocRequest.pdf>. Letters may be obtained by sending a request to [Perkins@fldoe.org](mailto:Perkins@fldoe.org). For those agriculture programs where no letter is available, the agency  will need to utilize one of the other listed primary sources or two of the listed secondary sources to demonstrate economic demand. |

| **Option 2: Secondary Source Method (must have two)** | |
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| **Method Type** | **Standard for Alignment** |
| Job Analytics Resources for the region | The agency has documentation of labor market demand from completers of the program from a resource that produces labor market demand information for the agency’s region. |
| Local CareerSource Board letter of support | The agency has a letter of support from the local CareerSource Florida Board which includes information on the local employment demand for completers of the program. |
| Economic development agency letter of support | The agency has a letter of support from a local economic development agency with documentation of local demand for the program.  The economic development agency must be one listed on this Enterprise Florida web page: <https://www.enterpriseflorida.com/about-efi/stakeholders/economic-development-partners/> |
| Local Chamber of Commerce letter of support | The agency has a letter of support from the local chamber of commerce for the agency’s service area. This letter includes information on the local employment demand for completers of the program. |
| Other Employer or Industry Association | The agency has a letter of support with information on the local employment demand for completers of the program from one of the following:   * Local employer with a documented history of hiring graduates from the program * Recent employer in an emerging occupational area * State industry associations, or * Regional industry associations |