

Board of Directors Meeting Agenda

MAY 16, 2018 • 8:30 A.M. - 12 P.M. ET

WORLD GOLF VILLAGE RENAISSANCE RESORT **500 S. LEGACY TRAIL** ST. AUGUSTINE, FL 32092-2719

MEETING ROOM: ST. AUGUSTINE E

Chairman's Welcome & Remarks

Kevin Doyle

Mission Moment

Economic Development Council of St. Lucie County / Treasure Coast Manufacturers Association / CareerSource Research Coast Brian Bauer, Pete Tesch

President's Report

Michelle Dennard

Consent Agenda

Kevin Doyle

- 1. Feb. 14, 2018, Board of Directors Meeting Minutes
- Local Workforce Development Board Direct Service Provider Extensions

Council Report

• Finance Council

Arnie Girnun

Action Items

- 1. Fiscal Year 2018-2019 CareerSource Florida Network Funding **Andrew Collins**
- 2. WIOA Local Workforce Development Board Two-Year Modification Plan Mary Lazor

Leveraging Strategic Partnerships

Andra Cornelius, CEcD

- Florida Economic Development Council Sector Strategies Talent Pipeline
- Crystal Stiles
- U.S. Department of Labor Business Services Cohort Florida and National

Susan Rusch

Local Leadership Task Force

Kim Bodine Richard Williams

Open Discussion/Public Comment

Chairman's Closing Remarks

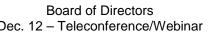
Kevin Doyle

UPCOMING MEETINGS

Board of Directors/Workforce Professional Development Summit/Future of Florida Forum Sept. 24-28 - Orlando

> Finance Council Nov. 6 – Teleconference

Board of Directors Dec. 12 - Teleconference/Webinar











Contact: Marcelo Dossantos
CareerSource Research Coast
mdossantos@careersourcerc.com
Office: 866.482.4473 Ext 603 Cell: 772.267.8475

Local manufacturing apprenticeship program first of its kind in Florida

Port St. Lucie/April ___ -- This summer, 30 Treasure Coast residents will be the very first in the State of Florida to learn a skilled trade while earning money through a dynamic, fast-track comprehensive manufacturing apprenticeship program. An apprenticeship is a combination of paid on-the-job learning and related classroom instruction.

Sponsored by the Treasure Coast Manufacturers Association (TCMA) and funded by CareerSource Research Coast through a Sector Strategies Grant from CareerSource Florida, the premiere program will enroll up to 30 men and women in an 18-month "earn-while you-learn" apprenticeship program. Apprentices will earn at least \$11 at the start of the program and, with wage increases every six months, can earn up to \$18 per hour at program completion.

"We received word from the Department of Education in early April that our proposed Industrial Manufacturing Technician (IMT) standards were approved, and we've been quickly rolling out the program in collaboration with the Treasure Coast Manufacturers Association, school districts and economic development organizations," said Marcelo Dossantos, vice president of strategic development for CareerSource Research Coast.

"We have six participating employers now and are looking for more," said Susan Haggard, sector strategy coordinator for CareerSource Research Coast.

Apprentices will be selected by the TCMA Apprenticeship Committee. Once approved, apprentices begin their on-the-job learning immediately through employment with local manufacturers. Evening classes will start this summer through the Indian River State College's Corporate and Community Training Institute (CCTI).

"Our members are excited that our organization, just 18 short months after its founding, is part of this first-in-the-state breakthrough opportunity," said TCMA President Jerry Jacques. "And, we are grateful for the commitment and dedication of everyone at CareerSource Research Coast, the EDC and IRSC who helped make the apprenticeship program happen."

"The manufacturers we have participating in this program are among the best in our region," said Pete Tesch, president of the Economic Development Council of St. Lucie County (EDC). "This is an unmatched opportunity for our manufacturers and for the apprentices."

Upon completion apprentices will earn a national, industry-recognized credential, the Industrial Manufacturing Technician (IMT) and the Manufacturers Skills Standards Council (MSSC) Certified Production Technician (CPT) certification. After graduating from the program, the apprentice will know how to set up, operate, monitor and control production equipment, improve manufacturing processes, and understand the business of manufacturing.

Employers interested in participating should contact Susan Haggard at shaggard@careersourcerc.com.

Prospective apprentices should contact Nadege Pierre at CareerSource Research Coast at 866-482-4473 Ext. 508 or email npierre@careersourcerc.com.

About the Treasure Coast Manufacturers Association

The not-for-profit Treasure Coast Manufacturers Association was formed in 2016 to promote the collective interests of manufacturing, distribution and wholesale trade companies, advocate public policy and focus on mutual areas of concern within the business sector. For more information, visit http://www.tcmamfg.com.

About the Workforce Readiness Task Force

The Workforce Readiness Task Force grew out of the 2017 Skills Gap Initiative. Made up of business, workforce and education representatives from across the Treasure Coast, the task force serves as a steering committee driving action plans that can bridge the gap between the region's current workforce skills and those skills needed by area employers. For more information, contact the Economic Development Council of St Lucie County at 772.336.6250 or http://www.youredc.com.

MANUFACTURING APPRENTICESHIP PROGRAM



EARN WHILE YOU LEARN

FAST TRACK COMPREHENSIVE PROGRAM GIVES

YOU THE TOOLS NEEDED TO SUCCEED IN A
HIGH PAYING CAREER IN MANUFACTURING





The 18-month or 3,000-hour apprenticeship trains you to:

- Set up, operate, monitor, and control production equipment
- Help improve manufacturing processes and schedules to meet customer requirements
- Understand manufacturing as a business system that integrates multiple disciplines
- Efficiently and safely manage raw materials/consumables

What's in it for YOU?

- High wage/high skill career
- "Earn while you learn" educational experience
- FREE tuition
- Proficiency in a high paying occupation
- Wage increase every 6 months, earn up to \$18 per hour at completion of program
- State of Florida issued nationally recognized certifications:
 Certified Production Technician (CPT)
 Industrial Manufacturing Technician (IMT)
- Opportunities to move into a variety of different positions within the manufacturing field







FOR MORE INFORMATION CONTACT:

Nadege Pierre at 866-482-4473 Ext.508 or via email npierre@careersourcerc.com

CareerSource Florida
Board of Directors Meeting
May 16, 2018
Consent Item 1
Approved____
Disapproved____

Consent Item 1

FEBRUARY 2018 BOARD MEETING MINUTES

In accordance with Article VII, Section 7.3, of the approved bylaws, the corporation is required to keep correct and complete books and records of account and shall keep minutes on the proceedings of the board of directors.

FOR CONSIDERATION

Approval of February 2018 Board Meeting Minutes, to include any modifications or changes noted by the board.

DRAFT MINUTES CAREERSOURCE FLORIDA BOARD OF DIRECTORS MEETING FEBRUARY 14, 2018

CALL TO ORDER

Chairman Britt Sikes called the meeting of the CareerSource Florida Board of Directors to order at approximately 9:00 a.m. ET on February 14, 2018, by welcoming the board members and partners to the meeting. Chairman Sikes invited CareerSource Capital Region Local Veterans Employment Representative Derrick Sykes to lead the Pledge of Allegiance. After the Pledge of Allegiance, roll was called.

ROLL CALL/QUORUM

A quorum was present with the following board members in attendance:

Britt Sikes Taylor Hatch*
Robert Campbell Elli Hurst
Steve Capehart Bill Johnson

Rose Conry

Duane De Freese

Kevin Doyle

Robert Doyle

Steve Capenart

Camille Lee-Johnson

Rick Matthews

Tony McGee

Stephanie Smith

Rod Duckworth* Ardian Zika Arnie Girnun

Board members not in attendance were: Governor Rick Scott, Brittany Birken, Tim Center, Stan Connally Jr., Elisha Gonzalez, Elli Hurst, Senator Bill Montford, Alex Moseley, Mike Myhre, Bryan Nelson, Rep. Elizabeth Porter and Todd Rebol

*Designees

CHAIRMAN'S WELCOME & REMARKS

Chairman Sikes welcomed board members, the CareerSource Florida professional team and local workforce development board partners to the meeting. Chairman Sikes acknowledged new board member Stephanie Smith and invited her to say a few words about herself. Chairman Sikes thanked the board members who participated in the fifth annual CareerSource Florida Day at the Capitol and recognized board member Rose Conry's appointment to the Florida Rehabilitation Council for the Blind.

He then provided a recap of activities for the last quarter.

• The state board received an audit with no findings for the 17th consecutive year.

 Over the past three months, the professional team has been moving forward plans for the Apprenticeship FLA Summit, monitoring the Florida Legislative Session and state budget appropriations process and continuing to work with the Department of Economic Opportunity on Florida's Performance Funding Model and the statewide Skills Gap and Job Vacancy Survey.

MISSION MOMENT

Chairman Sikes stated that the integrity, accountability and transparency of Florida's taxpayer-funded state workforce system remains the board's highest priority. He referenced a message that the board received from President Dennard regarding the investigations of CareerSource Pinellas and CareerSource Tampa Bay. Chairman Sikes assured the board that President Dennard and the CareerSource Florida professional team remain in close contact with the Department of Economic Opportunity and local workforce development board partners. He stated that the Mission Moment is a reminder of why improvements are part of the process to maintain the highest level of accountability. The Mission Moment for this meeting was a video from CareerSource Gulf Coast. After the video, Chairman Sikes invited CareerSource Gulf Coast Executive Director Kim Bodine to tell a little more about her team's efforts. The video is available at the following link: https://www.youtube.com/watch?v=JbbNd3NxY I.

PRESIDENT'S REPORT

President Dennard thanked everyone for coming to Tallahassee. She then referenced the investigations into CareerSource Tampa Bay and CareerSource Pinellas. She reemphasized that CareerSource Florida has been in frequent contact with the Department of Economic Opportunity and values the department's partnership. President Dennard stated that the network prides itself in strictly observing all regulations and requirements with full and proper disclosure, and being responsible stewards of the federal and state funds with which it's entrusted.

President Dennard challenged everyone to remain focused on "The Goal" and to remain focused on job seekers.

President Dennard reminded the board of CareerSource Florida's corporate goals and gave a progress update:

Communicate our Vision

CareerSource Florida's efforts to increase awareness of the network and its services have led to enhanced partnerships with the state college system.

President Dennard was appointed to the Florida Student Success Center's Advisory Board. The center works to create a robust, statewide framework for action to foster strategies grounded in developing student-centered pathways focusing on board-scale change affecting the daily experience of students. It also works to unify college initiatives and programs and reform efforts to accelerate and scale best practices.

Leverage Strategic Partnerships

President Dennard stated that the objective of this goal is to build customized capacity in Florida's local workforce development boards through implementing sector strategies.

The Strategic Policy and Performance Council's approval of a statewide sector strategies policy is reflective of the progress made.

Last December, CareerSource Florida completed the application and was selected to be part of a national Business Services Cohort effort. CareerSource Capital Region and CareerSource Northeast Florida are joining CareerSource Florida in this effort, as are representatives from the Department of Economic Opportunity, the Florida Department of Education Division of Vocational Rehabilitation, higher education, career and adult education, economic development and community organizations.

CareerSource Florida Senior Vice President of Business and Workforce Development Andra Cornelius, CEcD, serves as the team lead.

Keeping the System Accountable

President Dennard remarked on the timeliness and relevance of this goal. CareerSource Florida has committed to provide new opportunities for performance measurement training for its local boards. Seeking feedback from the boards on what training is critical and working with DEO to identify those areas, CareerSource Florida is working with third-party experts to ensure all local boards have the information needed to be successful.

Strategic Initiatives

President Dennard reminded the board that last May several funding opportunities for capacity building and innovation in the local boards were approved.

The Pathways to Prosperity opportunity encourages the local boards to think about those job seekers who have unique challenges and are seeking to break the generational cycle of poverty.

Legislative Update

President Dennard thanked those who participated in CareerSource Florida's fifth annual Day at the Capitol and updated the board about several bills related to workforce issues:

- <u>HB 3</u>: Economic Development and Tourism Promotion Accountability
- SB 1122: Florida Business and Workforce Competitiveness Trust Fund/Department of Economic Opportunity
- <u>HB 711:</u> Apprenticeship and Preapprenticeship Programs

Recovery Assistance

President Dennard thanked the board and recognized Governor Rick Scott's leadership for allowing CareerSource Florida to provide \$1 million in assistance to 12 local workforce

development boards to help Puerto Ricans and others coming to Florida to rebuild their lives following Hurricane Maria.

LOCAL LEADERSHIP TASK FORCE

Chairman Sikes stated that the board is committed to accountability, transparency and integrity. Several local workforce development board chief executives have established a taskforce to discuss ideas and practices that can further enhance the accuracy and validate the integrity of performance data. Chairman Sikes introduced Florida Workforce Development Association President Kim Bodine and CareerSource Chipola Executive Director Richard Williams, who chairs

the Local Leadership Task Force to discuss ideas for enhanced accountability.

Mr. Williams stated the issues in CareerSource Pinellas and CareerSource Tampa Bay are not statewide issues. The Local Leadership Task Force is recommending baseline monitoring for the local boards and more face-to-face training. Once the Inspector General's investigation report is released, the Local Leadership Task Force will use the report as a tool to improve future practices.

CONSENT AGENDA

Chairman Sikes introduced the Consent Agenda:

Consent Item 1 – October 25, 2017, Board of Directors Meeting Minutes

Consent Item 2 – CareerSource Research Coast Individual Training Accounts Waiver

Consent Item 3 – CareerSource Polk One-Stop Operator Request

Chairman Sikes asked for a motion to approve the Consent Agenda as presented.

Motion: Kevin Doyle

Second: Rick Matthews

Chairman Sikes opened the floor for discussion and corrections. Hearing none, he opened the

floor for public comment. The motion passed.

STRATEGIC POLICY AND PERFORMANCE COUNCIL REPORT

Strategic Policy and Performance Council Chairman Kevin Doyle announced that board member Bob Campbell was appointed to the Florida Rehabilitation Council as a representative for CareerSource Florida. At the Strategic Policy and Performance Council meeting the Sector Strategies Strategic Policy, presented by Warren Davis, was approved and now will now be considered by the full board. Mary Lazor provided an update on Florida's Performance Funding

Model. Steve Collins provided an update on the Workforce Innovation and Opportunity Act Unified Plan Two-Year Modification. Kevin Doyle called upon Warren Davis to explain the Career and Professional Education Act (CAPE) 2018-2019 Industry Certifications.

ACTION ITEMS

Action Item1 – Career and Professional Education Act (CAPE) 2018-2019 Industry Certifications

Chairman Sikes asked for a motion to approve the Action Item as presented.

Motion: Rick Matthews

Second: Bill Johnson

Chairman Sikes opened the floor for discussion. Mr. Sikes opened the floor for public comment.

The motion passed.

Action Item 2 – Sector Strategies Strategic Policy

Mr. Sikes asked for a motion to approve the Action Item as presented.

Motion: Rick Matthews

Second: Duane De Freese

Chairman Sikes opened the floor for discussion. Hearing none, Mr. Sikes opened the floor for public comment. The motion passed.

SKILLS GAP AND JOB VACANCY SURVEY STATEWIDE RESULTS PREVIEW

Florida Department of Economic Opportunity Chief of the Bureau of Labor Market Statistics Adrienne Johnston presented members of the board with a preview of the Skills Gap and Job Vacancy Survey. Refer to the CareerSource Florida February 2018 meeting agenda packet and PowerPoint presentation on the CareerSource Florida website for more information careersourceflorida.com/boardroom

OPEN DISCUSSION/PUBLIC COMMENT

Chairman Sikes opened the floor for public comment.

President Dennard recognized CareerSource Florida's new Chairman Kevin Doyle. President Dennard and Chairman Kevin Doyle presented Britt Sikes with a token of appreciation for his service to the CareerSource Florida Board of Directors.

CHAIRMAN'S CLOSING REMARKS

Chairman Sikes thanked the board and local partners for their participation and engagement. He reminded board members to visit a local career center or schedule a call with the local workforce development board chair or chief executive between now and the next meeting in May.

Chairman Sikes highlighted upcoming meetings:

- April 11, 2018: Executive Committee meeting in Orlando
- May 15-16, 2018: Council and Board meetings in St. Augustine
- Sept. 24-28, 2018: Workforce Professional Development Summit, CareerSource Florida Board of Directors and related meetings and the Future of Florida Forum in Orlando
- Dec. 12, 2018: Board Teleconference

The meeting adjourned at approximately 10:36 a.m. ET. Refer to the CareerSource Florida February 2018 meeting agenda packet and PowerPoint presentation on the CareerSource Florida website for more information at careersourceflorida.com/boardroom.

BOARD SECRETARY CERTIFICATION

In accordance with Article VII, Section 7.3, I hereby certify that these minutes reflect the proceedings by the Board of Directors of CareerSource Florida, have been reviewed by the Board, and approved or approved with modifications which have been incorporated herein.

Michelle Dennard Date
Board Secretary

CareerSource Florida Board of Directors Meeting May 16, 2018 Consent Item 2

Approved_	
Disapproved_	

Consent Item 2 LOCAL WORKFORCE DEVELOPMENT BOARD DIRECT SERVICE PROVIDER EXTENSIONS

CareerSource Chipola currently operates as a Direct Provider of Workforce Services pursuant to s. 445.007(6), Florida Statutes, and under CareerSource Florida's previous authorization.

Section 445.007(6) limits the granting of authorization to three years. The three-year authorization for CareerSource Chipola ends June 30, 2018, after which the local board would be unable to provide direct services without approval by the state board. The Department of Economic Opportunity and CareerSource Florida developed criteria under which such authorization may be granted.

The CareerSource Florida professional team recommends the state board authorize CareerSource Chipola to be a Direct Service Provider starting July 1, 2018, and ending June 30, 2021.

FOR CONSIDERATION

Authorize CareerSource Chipola to be a Direct Provider of Workforce Services for three years, starting July 1, 2018, and ending June 30, 2021.



Direct Provider of Workforce Services Extension Request

Submission Date: March 28, 2018

Contact: Richard Williams, Executive Director **Email:** richard.williams@careersourcechipola.com



LWDB 3 Request for Extension of Authority to Provide Direct Services

Background

In the Spring of 2012 CareerSource Chipola experienced the loss of the only service provider that had expressed interest actually operating the programs within our one full-service and two satellite centers. We requested to be allowed to provide direct services effective May 2012 and have been subsequently allowed to continue in this role through additional applications to CareerSource Florida.

Our last application granted CareerSource Chipola authority to provide direct services through June 30, 2018. The original application requesting permission cited several reasons for the request and outlined a new operation model that when utilized would allow the region to cut costs as well as improve efficiency. The new model was also touted as a way to improve communication and give the region greater flexibility in responding to the needs of the region.

As you will see in this request, all of the expectations we had within the region have been realized. We provide the following information required and respectfully request the region be granted a three year extension of our authority to provide direct services.

Review of how the direct provision of workforce services during the prior period fit the business model that the LWDB proposed in its original request, and any proposed changes in the business model or the particular workforce services the LWDB intends to provide during the extension period.

CareerSource Chipola is requesting an extension of our authority to provide all workforce services within the region.

CareerSource Chipola followed the business model originally described in our previous applications and the results have been outstanding for the region. We were able to eliminate layers of middle management and as such reduced staffing costs by more than \$220,000.

The region was able to consolidate job duties and we increased communication across program lines. When you compare the ability of success coaches (case managers) to work across program lines there is no comparison between where we were prior to providing direct services and where we are today. Under our current model, staff has a

greater ability to combine silos of funding in a manner that provides our customers with a greater chance for success.

We have increased our connection with the business community and are able to have more staff directly engaged with connecting job seekers and employers.

Previously the flexibility we brought to the system upon becoming a direct service provider allowed the region to implement an electronic document system without delays caused by contract issues, allowed the region to work with a local college and the University of West Florida on a grant that resulted in more individuals being trained in the region while allowing the region to further stretch the existing funds normally available to the region. These outside funds were easily added to our mix of services and didn't require the region to negotiate with a provider for implementation. This gave us the ability to react quicker, promise more in the grant application, and therefore increase the ability of our partners to actually win funding.

The region changed to having just two classifications of employment at the one-stop level, and the two classifications, customer service specialist and success coach, have served us well during the previous years. Having just two classifications has increased the ability of the region to better adjust staff responsibilities based upon current needs in response to changing conditions in the region. We have added a Level II to both the current classifications as a way of differentiating more senior staff from others. Level II positions will be limited in nature and will carry additional responsibilities and duties.

The region is also has a continuous process of evaluating all positions and will make changes as necessary in response to actual conditions on the ground. It is important to note that it is much easier for the region to make the necessary changes as a direct service provider since there is no third party negotiation required or necessary.

Effective Date and Period of Time

We are requesting the extension be effective July 1, 2018 through June 30, 2021 as allowed by regulations that govern direct service.

A review of the LWDB's stated reasons in its previous request why the LWDB has decided to directly provide workforce services, and an explanation of how it is still in the best interest of the LWDB's customers that the LWDB continue to provide these services.

As was previously stated, the region originally requested to provide direct services in part due to a lack of willing service providers interested in providing comprehensive services in the region. The previous bidding period resulted in only one provider responding and that provider later decided they were not willing to continue as a service provider. Given the size of our region and funds available for an outside firm to recognize as profit we do not believe any further advertising would result in positive responses acceptable to the board. We have had no company or organization that has

asked to be on our bid list to provide such services since prior to the original application granted to CareerSource Chipola.

In reviewing the operations of the previous service provider the board determined that significate cost savings could be realized if the board provided direct services. The board also realized that by providing direct services the region would be in a much better position to shift resources as the local conditions changed.

The above conditions remain and the region still believes it is in the best interest of the board to provide direct services. In addition to cost savings, the region remains in a significantly better position to shift resources to meet local demand. For example, during our time as a direct operator the board was challenged with helping a local industry that had decided to relocate out of the country. As a direct service provider the region was able to immediately reallocate resources in response to the challenge. The industry later decided not to locate out of the country and in press releases concerning the situation gave the CareerSource Chipola board credit for helping to put the company in a position to remain in Florida.

If the region went back to a contracted service provider model the region would be compelled to pay a percentage of any management contact for services that support the contract and not the individual job seekers/employers in our region. Given the size of our region and the smaller amount of funds allocated our board believes it is important to maximize funds available to support the business and job seeker community.

A review of the effectiveness of the firewall established by the LWDB to clearly separate existing roles as oversight body for the LWDB's workforce delivery system and its role as the direct provider of workforce services, and an explanation of changes to be made to the firewall.

We anticipate no changes to the current firewall between the board as an oversight entity and as a direct service provider. We strongly believe a review of the monitoring provided by DEO and a review of the performance funding model for the last year will show that our current system is effective. We clearly understand the dual roles we currently operate under and the necessity of keeping a firewall between those roles. While we anticipate no change we will continue to evaluate our current system and pledge to make changes to address any significant weaknesses discovered and/or to make any changes deemed necessary by CareerSource Florida, the Florida Department of Economic Opportunity or our local government consortium.

Identification of the grant program(s) that fund the workforce service delivery model.

The region seeks to be a direct provider for all workforce services in the region. In addition to funding provided through traditional workforce funding models in Florida, the region will also continue to seek outside funding sources that are consistent with our workforce mission.

This authority provides the region with the ability to operate programs as the region deems necessary while also allowing the region to contract out services if the board of directors deems that to be a more efficient or better way to deliver services in any particular area of responsibility. CareerSource Chipola is not opposed to contracting for services where, in the view of the board of directors, such contracts would be beneficial to the region.

A cost analysis that documents the actual reduction in costs with the LWDB providing workforce services rather than contracting those services to another provider and an estimate of such costs and savings for the upcoming three-year period.

As a result of changes made by the region from the operations of the previous service provider we estimate a savings of approximately \$220,000. This was achieved in large part due to changes in staffing requirements that eliminated positions that were made obsolete due to no longer having a contractual obligation. The elimination of staff that served to support the requirements of the contract instead of job seekers and employers also resulted in an increase in direct client contact.

It must also be noted the savings noted above do not include any additional funds to be earned by a potential service provider. These are funds that would be diverted away from services to the community.

In addition, as local conditions have changed we have been able to combine job duties in areas that previous contracts would not have allowed. This combination of job duties also results in more efficient services and/or a reduction in cost to the region.

We have no reason to believe that a new service provider contract would be more efficient or more cost effective than our current model; however, as noted above, if the board of directors determined an outside contract would be more efficient, more cost effective, or better for the region the board would be willing to once again contract services.

A review of any other realized improvement to service delivery and performance outcomes and description of anticipated improvements.

CareerSource Chipola serves five rural counties that were in the first Governor designated Rural Area of Opportunity. This designation was given due to the poor economic conditions that exist in the rural counties served by CareerSource Chipola. The rural nature of the region and the conditions that exist within the region appear to have had significant impact on the region's ability to attract qualified applicants interested in running programs in the region. The last time the region bid for services the only provider that responded was a school district that is no longer interested in operating a one-stop center. Being a direct provider has allowed the region to better align services to meet the needs of these five depressed counties.

CareerSource Chipola's executive director also serves as the executive director of a ten county economic development alliance that serves only counties in a Rural Area of Opportunity. One of the benefits of being a direct service provider has been the region's ability to immediately respond to needs within the region. When working with the economic development community on a project there is no need to bring in contractor staff to determine what can and cannot be accomplished under a current contract. This makes it easier for the region to respond as necessary.

The region was able to add a career resource center on the campus of Chipola College. This change, and others designed to allow us to better serve targeted sectors and populations, was able to be implemented without the additional costs to the region that would have been required under the previous contract.

One area of other realized improvements can be shown by an evaluation of the performance funding model implemented by CareerSource Florida. Our region currently ranks in the top five of both the improvement and excellence section of this effort. As a direct service provider our region was able to evaluate previous performance and directly make changes to improve performance.

Conclusion

We believe that a review of the services provided in the region will show the region has been responsive to local needs and that being a direct service provider places the region in a better position to maintain that high level of responsiveness.

DOCUMENTATION OF PUBLIC NOTICE



Twitter Facebook

Tweets by @cschipola

CareerSource Chipola

#MondayMotivation #CSCWorks

THERE ARE SEVEN DAYS
IN A WEEK

Someday

CAREERSOURCE CHIPOLA is requesting permission from the Department of Economic Opportunity to provide direct services for its career centers to be effective July 1, 2018. The proposed Request for Authority to Provide Direct Services is available by clicking here. Questions or comments can be sent to use at comments@careersourcechipola.com.

CAREERSOURCE CHIPOLA has an immediate opening for an Administrative Assistant position located at the board office in Marianna, FL. This position requires a highly organized and motivated individual with excellent written communication skills as well as the ability to multi-task on a continuous basis. This position requires someone able to function at a high level while working with management staff, handling board member relations, working with vendors and maintaining required state and federal documentation. Additional information about the position can be found here, Admininistrative Assistant Job Description. To apply you must be registered in Employ Florida. Individuals not registered with Employ Florida at the time of application will not be

Ported on mediate 3-19-18.



Order Confirmation

Ad# 0001088541-01

Alabama Community Newspapers

Client:

CAREER SOURCE CHIP

Client Phone 8507180326

Payor Customer:

CAREER SOURCE CH

Ad Content Proof

L5989

Note: Ad size does not reflect actual ad

PUBLIC NOTICE

career centers after the current permission

expires midnight, June 30, 2018. The proposed Request for Authority to Provide Direct Serv-

ices will be available for review March 8 -March 23, 2018 and can be viewed online at our

website www.careersourcechipola.com. Questions or comments can be sent to us at

comments@careersourcechipola.com.
The Chipola Regional Workforce Development
Board is an Equal Opportunity Employer/
Program. Auxiliary aids and services are avail-

able upon request to individuals with disabili-

CareerSource Chipola is requesting permission from the Department of Economic Opportunity to continue to provide direct services for its

Payor Phone

8507180326

Account #:

2152235

Payor Account:

2152235

Address:

4636 HWY 90 EAST STE K MARIANNA FL 32446 Payor Address: 4636 HWY 90

4636 HWY 90 EAST STE K

MARIANNA FL 32446

Fax: EMail

lisa.wells@careersourcechipola. ncrooms1

Ordered By

Sold By ncrooms1

Total Amount

\$76.30

Status:

Materials:

Payment Amount

\$0.00

\$0.00

Amount Due

\$76.30

Tax Amount:

0.00

Payment Metho Invoice - Statement

PO Number

L5989 Public Notice

Order Notes:

L5989 Public Notice

Invoice Text:

L5989 Public Notice

Ad Number
Ad Type

0001088541-01
CLP Legal Liner

Color

\$0.00

Pick Up Number

Ad Size

Production Method

1 X 17 li

AdBooker (liner)

Production Color

Production Notes

Product and Zone

Placement

Position

Inserts

Run Schedule Invoice Text

ALA JC Floridan CLP

_Legal Ads

_Legal Notices

2

L5989

PUBLIC NOTICE CareerSource Chipola is requesting permission from the

Run Dates

3/17/2018, 3/24/2018

TagLine:

L5989PUBLICNOTICECAREERSOURCECHIPOLAISREQUESTINGPERMISSIONFROMTH

Product and Zone

Placement

Position

Inserts

Run Schedule Invoice Text

ALA AffidavitFee

AffidavitFee-JCF

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L5989

PUBLIC NOTICE CareerSource Chipola is requesting permission from the

Run Dates

3/17/2018, 3/24/2018

TagLine:

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Product and Zone

Placement

Position

Inserts

Run Schedule Invoice Text

ALA jcfloridaCLP.com

Legal Ads

Legal Notices

15

L5989

PUBLIC NOTICE CareerSource Chipola is requesting permission from the

Run Dates

3/17/2018, 3/18/2018, 3/19/2018, 3/20/2018, 3/21/2018, 3/22/2018, 3/23/2018, 3/24/2018,

3/25/2018, 3/26/2018, 3/27/2018, 3/28/2018, 3/29/2018, 3/30/2018, 3/31/2018

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Orline

Newspaper

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Chipley, Washington County, Florida **Published Bi-Weekly**

COUNTY OF WASHINGTON: STATE OF FLORIDA

Before the undersigned authority personally appeared Nicole Barefield who on oath says that she is Publisher of the Washington County News, a bi-weekly newspaper published at Chipley in Washington County, Florida; that the attached copy of the advertisement, being a TRUE COPY

in the matter Public Notice

Chipley, in said Washington County, Florida, each Wednesday and Saturday and has been entered as second-class mail matter at the post office in Chipley, in said refund for the purpose of securing this advertisement for publication in the said Affiant further says that the Washington County News is a newspaper published at Washington County, Florida, for a period of 1 year next preceding the first publication of the attached copy of advertisement; and affiant further says that he has neither paid nor promised any person, firm or corporation any discount, rebate, commission or newspaper.

2018 Signature of Affiant Music P. Backer Sworn to and subscribed before me this 17 day of March

with disabilities.

Name of Notary typed, printed br stamped

Personally Known XX or produced identification

Bonded through National Notary Assn.

Notary Public - State of Florida My Comm. Expires Jun 27, 2021 Commission # GG 117289 **BRENDA TAYLOR**

Type of Identification Produced

Nachington Centy News

PUBLIC NOTICE

CareerSource Chipola is requesting Economic Opportunity to continue to expires midnight, June 30, 2018. The provide direct services for its career proposed Request for Authority to Provide Direct Services will be available for review March 8 - March 23, 2018 and can be viewed online at our website Questions or comments can be sent to us The Chipola Regional Workforce available upon request to individuals permission from the Department of centers after the current permission www.careersourcechipola.com. Development Board is an Equal Employer/Program. at comments@careersourcechipola.com. Auxiliary aids and services Opportunity

Holmes County Times-Advertiser

Bonifav, Holmes County, Florida P.O. Box 67 • Bonifay, FL 32425 **Published Weekly**

COUNTY OF HOLMES: STATE OF FLORIDA

Before the undersigned authority personally appeared Nicole Barefield who on oath says that she is Publisher of the Holmes County Times - Advertiser, a weekly newspaper published at Bonifay in Holmes County, Florida; that the attached copy of the advertisement, being a TRUE COPY

in the matter of Public Notice

Court, was published in said newspaper	es of March 21, 2018	Affant further says that the Holmes County Times-Advertiser is a newspaper published t Bonifay, in said Holmes County, Florida, each and has been entered as second-class nail matter at the post office in Bonifay, in said Holmes County, Florida, for a period of the material matter at the first multication of the attached comy, of advertisement and
Court, wa	n the issues of March 21, 2018	further says that the Holmes Counfay, in said Holmes County, Floricuter at the post office in Bonifay, inext preceding the first publication

rebate, commission or refund for the purpose of securing this advertisement for publication in the said newspaper.

Sworn to and subscribed before me this 21 Signature of Affiant // Notary Public - State of Florida **BRENDA TAYLOR**

Name of Notary typed, printed/or stamped Bonded through National Notary Assn.

My Comm. Expires Jun 27, 2021

Commission # GG 117289

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Halmes Courty Lines

PUBLIC NOTICE

permission from the Department of Economic Opportunity to continue to expires midnight, June 30, 2018. The CareerSource Chipola is requesting centers after the current permission proposed Request for Authority to Provide Direct Services will be available for review March 8 - March 23, 2018 and can be viewed online at our website provide direct services for its career Questions or comments can be sent to us Auxiliary aids and services are www.careersourcechipola.com. The Chipola Regional Workforce Development Board is an Equal Employer/Program. available upon request to individuals at comments@careersourcechipola.com. with disabilities. Opportunity

DOCUMENTATION THAT CHIEF ELECTED OFFICIAL AGREED TO EXTENSION

CHIPOLA REGIONAL WORKFORCE DEVELOPMENT CONSORTIUM MEETING March 15, 2018

The Chipola Regional Workforce Development Consortium met March 15, 2018, at 2:00 P.M. (CT) in the CareerSource Chipola Community Room in Marianna, FL. Chair Chuck Lockey called the meeting to order. Consortium members present were Gene Bailey, representing Calhoun County; Joey March, representing Holmes County; Johnny Eubanks, representing Liberty County; and Mr. Lockey representing Jackson County. (Note: Joey March, Acting City Administrator for Holmes County was appointed to the Consortium by the Holmes County Commission Chair Danny Powell, but Mr. Marsh wanted it notated in the Minutes that he is currently awaiting contract negotiations for the City Administrator position.) Not present was Charles Kent who represents Washington County. Also present were Richard Williams, Debby Wood and Lisa Wells, CSC staff members.

The first item on the agenda was the Election of a Vice-Chair for the Consortium. Johnny Eubanks made the motion, Joey Marsh seconded the motion and the motion was unanimous to elect Gene Bailey Vice-Chair of the Consortium.

Next on the agenda was a Review of the Local Workforce Service Plan Two Year Modification. Consortium members were originally sent a Draft of the Plan on February 27, 2018 for their input and comments. They were provided with a detailed list of changes to the Plan and Mr. Williams reviewed these changes. Following discussion, Johnny Eubanks made the motion, Gene Bailey seconded the motion and the motion was unanimous to approve the changes to the Workforce Services Plan Two Year Modification and to authorize the Consortium Chair to sign off on the Plan.

The next item on the agenda was a Request to Apply for Extension as Direct Provider of Workforce Services. Mr. Williams explained that our current authority to be the direct provider of workforce services will expire June 30, 2018. He stated that in order to be able to continue to operate the three career centers in the Region, we must formally request an extension of this designation from the Department of Economic Opportunity and the request must be approved and signed off on by both the Workforce Board Chair and the Chair of the Consortium. This extension request will be for a three year period, starting July 1, 2018 and ending June 30, 2021. Following discussion, Gene Bailey made the motion, Johnny Eubanks seconded the motion, and the motion was unanimous to approve CareerSource Chipola seeking the designation to be a direct service provider for LWDA3 and that the Consortium Chair be authorized to sign off on the Request for Extension.

Next on the agenda was the Reappointment of CareerSource Chipola Board members. Mr. Williams stated that according to our By-Laws the Consortium must approve At-

Large Membership on our Board. Several current members' terms will expire June 30, 2018 and he would request consideration of their reappointment. These members are willing to serve another term. Following discussion, Johnny Eubanks made the motion, Gene Bailey seconded the motion and the motion was unanimous to approve the following CareerSource Chipola member's reappointment to a three year term beginning July 1, 2018:

- Scott Kilpatrick Representing Labor
- Natalie Hardy Representing Habilitative Services (Community Based/Disabled)
- Kristy Terry Representing Economic Development

There being no further business to discuss, the meeting was adjourned.

Lisa Wells, Recorder

COMPLETED REQUEST FOR EXTENSION WITH ORIGINAL SIGNATURES

REQUEST FOR EXTENSION

Local Workford	E AREA INFORMATION	
Name of Local Area:		
CareerSource Chipola		
LWDB Number: Three		
Date of Submission:		
Date of Submission.		
Contact Person Name:	Phone:	
Richard Williams	850-633-2732	
	Email Address: richard.williams@careersourcechipola.com	
	1 Tenara. Williamsecareer sourcechipora. cui	
AMENDMENT TO THE LOCAL WORKFORCE	SERVICES PLAN	
The Local Workforce Development Board seeks to extend its designation as a direct service provider of certain services by agreement of the Chief Elected Official and the Governor. This extension to the designation of the Local Workforce Development Board as a direct service provider of certain services is to be effective for the period		
LOCAL WORKFORCE DEVELOPMENT BOARD CHAIRMAN		
Name: Johnny Eubanks	Title: Board Chair	
Signature:	Date: 3-8-18	
Local Chief E	LECTED OFFICIAL	

Date:

Name and Title:

Chuck Lockey, Consortium

Signature: Chair

County: Calhoun, Holmes, Jackson, Liberty & Washington Counties

CareerSource Florida Board of Directors Meeting May 16, 2018 Action Item 1

Approved	
Disapproved_	

Action Item 1

FISCAL YEAR 2018-2019 CAREERSOURCE FLORIDA NETWORK FUNDING

Each year, Florida is notified of several federal awards and state appropriations to be received during the upcoming fiscal year. In most cases, the manner for distributing these funds among the state and 24 local workforce development boards is defined in the authorizing federal act or in the state appropriations bill; however, the specific state and local calculations are not known until updated allocation factors are applied to the funding awards. This action item defines these specific allocations in accordance with the authorizing grants, provides recommendations for the allocation of state-level funds for various state initiatives that advance the statewide strategic goals for workforce development and seeks the approval of the CareerSource Florida Board of Directors for specific reserves. commitments and local workforce development board allocations.

This action item covers several major funding streams including the Workforce Innovation and Opportunity Act (WIOA), Temporary Assistance for Needy Families (TANF) and Wagner-Peyser Act (WP) as well as other workforce-related funding initiatives. It serves as the financial blueprint for operationalizing the unified brand values, vision, mission, promise and pillars of the CareerSource Florida network:

Talent Focus

Our Values

- Business-Driven
- Integrity
- Continuous Improvement Purpose-Driven

Our Vision

Florida will be the global leader for talent.

Our Mission

The Florida Workforce System connects employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic prosperity.

Our Promise

Florida's Workforce System promises a dedicated team of professionals who possess an understanding of your needs. Uniquely positioned, we offer assets, expertise and effective partnerships to deliver seamless and efficient services, demonstrate our value to all customers through results and drive economic priorities through talent development.

Our Pillars

- Collaborate
- Innovate
- Lead

Funding provided under WIOA must be allocated in accordance with the authorizing federal act (Public Law 113-128, as amended). This act defines specific allocation methodologies for its three principal funding streams (Adult, Youth, and Dislocated Worker) to be followed in allocating funding to local workforce development boards. It also defines allowances for funding levels for the state rapid response initiative and state-level set-aside funds (also referred to as the Governor's Reserve or as discretionary state board funding).

In the case of TANF state-appropriated funds, the Florida Legislature allocates a certain level of funding to the workforce system but does not define specific local allocations or the specific allocation methodology that the state board must use. However, the Legislature does define specific line-item appropriations or specific proviso language which would be deducted from total funding available prior to the allocation of TANF funds to local workforce development boards. This board, in determining specific local allocations, is required to maximize funds distributed directly to the local workforce development boards through these appropriations, with such distributions to be based on the anticipated client caseload and the achievement of performance standards.

Specific direction and approval is needed by the board for key workforce investment areas as follows:

- 1. **Workforce Innovation and Opportunity Act Funding** consisting of the Adult, Youth and Dislocated Worker funding streams with three primary allocation categories:
 - a. Local Workforce Development Board Allocations
 - b. State-Level Set-Aside or Governor's Reserve
 - c. State Rapid Response Funds
- 2. Temporary Assistance For Needy Families including:
 - a. State-Level Allocations and Initiatives
 - b. Local Workforce Development Board Allocations and Initiatives
- 3. Jointly Managed Programs including:
 - a. Wagner-Peyser
 - b. Combined Veterans Programs
- 4. Other Workforce-Related Programs including:
 - a. Supplemental Nutrition Assistance
 - b. Reemployment Assistance Services
- 5. **Budget Implementing Actions**

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

ESTIMATED FEDERAL PROGRAM YEAR 2018 for Fiscal Year 2018/19 – \$150,883,777 (Prior Year 2017/18 – \$152,456,694; decrease of \$1,572,917 or -1.03%)

BASIC PURPOSE AND ELIGIBILITY:

- 1. Career services and training services for adults, youth and dislocated workers through the CareerSource Florida network; and,
- 2. Broad, nearly universal eligibility for career services, but more restrictive eligibility for training services based on priority for individuals with low income, employment barriers and/or dislocation from employment.

SPECIFIC MANDATES/LIMITATIONS: There are multiple federal restrictions and regulations governing allocation to state and local workforce development boards, including the use of funds, reporting, etc. Further, state law mandates percentages of WIOA funds that must be used for Individual Training Accounts (ITAs) at the local level.

DISTRIBUTION MECHANISMS: Federal laws specify formulas for distributing WIOA funds among states and for sub-state allocations, primarily based upon relative shares of workforce, unemployment and poverty factors. WIOA (Public Law 113-128) provides that for adult and youth funding streams, 85% of the total federal award must be distributed to local workforce development boards by formula, allowing the governor to reserve up to 15% at the state level for operational expenses, performance-based incentive payments to boards, program management and oversight, and state board-authorized initiatives. Similarly, WIOA dislocated worker funds also allow 15% to be transferred to the state-level "pool," with another 25% of the total federal award allocated for purposes of funding a state-level program for rapid response assistance to dislocated workers, including emergency supplements to local workforce development boards. The remaining 60% of the federal dislocated worker funds are then distributed to the boards based on a formula that uses local economic factors.

SPECIFIC FUND DISTRIBUTIONS FOR FY 2018/19: As the PY2018 final funding allotments to the states have not yet been issued, the PY2018 planning estimates that were published in TEGL 13-17 are reflected in this board presentation. For specific identification of anticipated amounts to be received under the various WIOA categories by the state and local workforce development boards, refer to the flowchart titled "*Florida Estimated Funding for Workforce Innovation and Opportunity Act.*"

As shown on the following chart, a total of \$150,883,777 is anticipated to be awarded to Florida from Program Year 2018 funds for Fiscal Year 2018/19, down by \$1,572,917 or a decrease of 1.03% from the previous year's grant award. From the total WIOA funds awarded, \$22,632,566, is allocated by the federal act to the state-level set-aside pool; the statewide Dislocated Worker Program for the Rapid Response Unit is allocated 25%, or \$13,107,297, of the federal dislocated worker funding, and the balance of \$115,143,914 is allocated to the 24 local workforce development areas.

	FY 2017/18	FY 2018/19	<u>Change</u>
Total WIOA Grant Award	\$ 152,456,694	\$ 150,883,777	\$ (1,572,917)
State Set-Aside	22,868,504	22,632,566	(235,938)
Rapid Response	14,563,663	13,107,297	(1,456,366)
Local Allocations	115,024,526	115,143,914	119,388

LOCAL WORKFORCE DEVELOPMENT BOARD (LWDB) ALLOCATIONS

As shown on the *Florida Estimated Funding for Workforce Innovation and Opportunity Act* chart for Program Year 2018, a total of \$115,143,914 is available through direct formula allocations to local workforce development areas from the adult, youth and dislocated worker funds. The spreadsheet titled "*Program Year 2018 Workforce Innovation and Opportunity Act, Estimated Local Workforce Development Board Formula Allocations*," shows the total allocations of WIOA funds with a comparison to the prior year, and the four sets of spreadsheets that follow it reflect the individual allocations for each of the three funding streams.

STATE SET-ASIDE ALLOCATIONS

15% State Set-Aside Allocation – As shown in the *Florida Estimated Funding for Workforce Innovation and Opportunity Act* chart, the federal act allocates a portion of each of the WIOA adult, youth and dislocated worker funding streams for use by the governor for state-level initiatives. For Fiscal Year 2018/19, the amount currently allocated to the state is **\$22,632,566**.

From these state-level funds, the CareerSource Florida Board allocates certain funds for administrative and program costs of the Department of Economic Opportunity (DEO) and CareerSource Florida. Additionally, in accordance with Section 445.003(3)(a)2, Florida Statutes, \$2 million in WIOA set-aside funds must be allocated for the Incumbent Worker Training (IWT) program, administered by the CareerSource Florida professional team. Also included is a \$2 million budget reserve to maintain fiscal responsibility while not adversely affecting the workforce system's performance. From the balance of state-level WIOA funds, this board determines any additional or specific allotments for purposes of state demonstration and pilot projects as well as other workforce development initiatives.

	FY 2018/19
Total WIOA Set-Aside Pool	\$22,632,566
Plus Estimated Balance of Recaptured Funds	
(includes Est. Balance of Rapid Response 15% State Level)	7,754,668
Total WIOA Funds Available	\$30,387,234
Less Appropriations and Required Allocations:	
DEO/CareerSource Florida Program Services	(6,993,836)
LWDB Support and Shared Services	(1,000,000)
Initial Skills Review	(749,931)
Incumbent Worker Training (Per FL Statutes)	(2,000,000)
Budget Reserve	(2,000,000)
Balance of Funds Available for Board Discretion	\$17,643,467

Discretionary Board Allocations – As shown in the previous tabulation, CareerSource Florida has available discretionary funding in the amount of **\$17,643,467**, after combining the balance of WIOA unobligated funding brought forward from the prior year with the new year's WIOA grant award and accounting for fixed administrative costs and required allocations.

The following funding recommendations reflect strategic initiatives and priorities directed by the CareerSource Florida Executive Committee, specific funding requests from DEO and local workforce development boards, and discretionary funding priorities recommended by the CareerSource Florida professional team that advance the CareerSource Florida network's collective effort to increase the prosperity of workers and employers, reduce welfare dependency, increase economic self-sufficiency, meet employer needs and enhance worker productivity and business competitiveness in alignment with the following corporate goals:

Communicate the CareerSource Florida Network Vision

Communicate the CareerSource Florida network vision to enhance thought leadership, strategies, and policies that strengthen excellence to Florida businesses, job seekers, and workers.

<u>Leverage Strategic Partnerships</u> — Leverage strategic partnerships to cultivate local, regional and state capacity building that increases economic opportunity.

<u>Keep Florida's Workforce System Accountable</u> – Emphasize data-driven decisions to keep Florida's workforce system accountable by encouraging performance achievement and boosting talent pipeline alignment.

Communicate the Vision:

Stakeholder Engagement, Research and Investments to Address Trends, Technology and Tools (\$1,500,000) – The CareerSource Florida network's ability to drive transformational outcomes that support new economic opportunities for Florida job seekers, workers and businesses is greatly dependent upon the tools and resources available and activated to pursue the workforce development system's mission. The identification of new and emerging areas for focused investments that continue to position Florida as a national leader in workforce development is essential to this work.

For example, with a procurement milestone approaching related to the future of Employ Florida, there is an extraordinary opportunity to define what Florida needs in a future-focused solution as well as to identify and evaluate what existing and emerging technology and tools are best positioned to help modernize the network's efforts and build upon its commitment to service excellence.

To fully seize this transformational opportunity, it is imperative to listen to statewide stakeholders and engage in meaningful dialogue as well as market-driven research that considers national workforce trends, workforce and workplace disruptions and leading-edge technology which could enhance future strategies, policies and performance outcomes that advance the network's efforts to make Florida the global leader for talent.

Leverage Strategic Partnerships:

Earlier this year, Florida joined 36 other states in approving a policy that advances sector strategies for workforce development. A sector strategy is a partnership of employers within a critical industry that brings together education, economic development, workforce systems and community organizations to identify and collaboratively meet the workforce needs of that industry within a regional labor market. Sector strategies represent an effective way for workforce boards to conduct business — moving from a program administration and oversight focus to a more strategic role building regional talent pipelines,

addressing skill gaps, and creating meaningful career pathways for a range of workers in important regional industries. As a continuation of industry sector-focused work throughout the CareerSource Florida network that strengthens strategic partnerships, there are opportunities to address key activities, such as career pathways/apprenticeships and sector skills gaps, under the broader, coordinated sector strategy approach. Implementing a broad-based sector strategy approach will position the CareerSource Florida network to more effectively engage employers, address current and emerging skills gaps, engage those community residents most in need of assistance through training that provides pathways to prosperity, and more effectively align and leverage programs and resources that serve employers, job seekers and workers.

- Sector Strategies (\$2,500,000) Sector strategies can help businesses in key sectors recruit
 and retain skilled workers while also helping under-skilled workers gain requisite occupational
 skills and obtain good jobs in these sectors. In a continuation of Florida's progress, these funds
 will assist the network with critical next steps to build on existing efforts and momentum,
 regionally and statewide. Funds will be used to continue building capacity, enhance regional
 collaboration and provide access to market intelligence resources that support data-driven
 sectoral work and measurement of policy implementation outcomes.
- Apprenticeship Expansion (\$1,750,000) Workforce development boards and the apprenticeship system share the same fundamental goals: They connect workers to economic opportunity while meeting the skills needs of employers in high-demand industries. Apprenticeship is a proven, time-tested earn and learn model that blends classroom learning with on-the-job experience. In Florida, apprenticeships are heavily concentrated in construction and skilled trades occupations, yet there are opportunities in other key sectors of the state's economy including Healthcare, Information Technology and Advanced Manufacturing as well as Leisure and Hospitality. Through a State Apprenticeship Expansion grant from federal partners, CareerSource Florida, the Florida Department of Education and the Florida Department of Economic Opportunity, along with business and educational leaders from across the state, have been hard at work identifying challenges to apprenticeship expansion as well as strategies and recommendations for increasing the number of Floridians benefiting from this work-based learning method. This investment would support the continued expansion of apprenticeships in Florida consistent with the recommendations of the statewide workgroups that are developing recommendations for Florida's next generation of apprenticeship programs.

Addressing Skills Gaps in Florida (\$750,000) — Florida employers must have ready access to workers with the right skills at the right time for the right industries. Recently, the CareerSource Florida Board commissioned statewide and local research to identify skills gaps and job vacancies to assist Florida's talent pipeline contributors including the workforce development and education systems in better addressing the skilled worker demands of Florida businesses. Employers were asked to share information regarding current and recent vacancies as well as any gaps in the skills of job applicants.

A skills gap is generally considered to be a difference in the skills required or desired for a job by an employer and the actual skills and capabilities of the available workforce. If skills gaps were identified, employers were asked to explain if applicants lacked foundational skills, technical skills or both.

Foundational skills, often referred to as soft skills or employability skills, are imperative to workforce success and are transferable among industries and occupations. The four primary categories of foundational skills in the survey were reliability/time management, communication, leadership and problem-solving. Within these categories, employers were asked to identify more specific skills such as attendance, customer service, critical thinking, sales, team work and following directions.

Technical skills, often referred to as hard skills, reflect professional knowledge and abilities that are job related and measurable. The three primary categories of hard skills in the survey were math, information technology/research and workplace. Within these categories, employers were asked to identify specific skills such as arithmetic, accounting, computer/information technology use, research and safety.

With this important research setting the stage, the state workforce development board has an opportunity now to apply what has been learned to identify and invest in data-driven initiatives that seek to help close the skills gap in Florida.

Pathways to Prosperity for Low-Income Floridians (\$1,500,000) – Florida's workforce investment is targeted toward increasing the prosperity of Florida workers and employers. The goal of the collective efforts of the CareerSource Florida network is to reduce welfare dependency and increase economic self-sufficiency while meeting the needs of employers and enhancing both productivity and competitiveness. As was approved last year, it is recommended that the board continue a focused, additional investment in strategies dedicated to opportunities that help low-income working Floridians and those with significant barriers to employment increase their earnings through skills development and employment that enhance their pathways to family-sustaining earnings and economic prosperity.

Keep the System Accountable:

Training Opportunities (\$300,000) – CareerSource Florida collaborates with the Department of Economic Opportunity to provide technical assistance and training services for Florida's local workforce development boards. These services are designed to improve the knowledge and skills related to the performance requirements of WIOA and Wagner-Peyser.

Continuation services will include identification and training of successful strategies and best practices for the continuous improvement of business processes and overall performance of the local boards. Local board management teams will participate in a blended learning approach using webinars, job aids, on-site workshops and other tools. Ongoing evaluation of training effectiveness will be conducted. Funding of this shared training initiative allows for the cost-effective design and delivery of consistent and effective learning content to streamline services, improve business outreach and drive performance outcomes throughout the CareerSource Florida network.

Gig Economy (\$200,000) – The defining features of work have started to change along with shifting economic conditions and continued technological advancements. Shifts in the economy have contributed to the creation of a workforce segment characterized by independent and contractual labor. These on-demand "gigs" benefit both workers and the economy, and help to support job growth and economic prosperity.

These gigs often feature flexible hours, low or no training costs, and generally few barriers to worker entry. Now widely known as the gig or sharing economy, the growth of the workforce in this area has created the need for policy makers and stakeholders to understand and evaluate the increasing number of nontraditional jobs and workers.

This funding would enable CareerSource Florida to research this topic, gather stakeholder information and input on its impact on Florida's workforce system, and make policy recommendations relevant to this growing workforce issue.

Other Recommendations:

Additional WIOA Formula Funds (\$4,000,000) – Based on feedback from the Executive Committee and local workforce development board representatives, this additional funding is being recommended

to be distributed to local boards through the WIOA adult funding formula. This would provide additional funds to local boards and would be more flexible than traditional formula funds. Some examples of ways these funds could be used include additional On-the-Job Training (OJT) grants, integration efforts with local WIOA partners, development of best practices to be shared across the state, or pilot projects that could be used to apply for other grant opportunities.

Emerging Initiatives Funding (\$2,000,000) – Through CareerSource Florida's disciplined process of validating project ideas and activities, we recognize the need to continually evaluate prospective project proposals as well as current initiatives. Economic conditions, business climate and industry needs can change rapidly over a 12-month period. As these changes occur, the CareerSource Florida network must be prepared to take proactive steps to analyze and address those changing conditions. If a decision is made during the fiscal year to fund a new initiative based on how it advances our strategic goals and principles, the state will need to ensure there are funds available, if needed, for any new project proposals. These funds would position CareerSource Florida to address and respond to workforce development strategies resulting from emerging ideas and initiatives throughout the year.

Additional Funding for the Incumbent Worker Training Grant Program (\$2,000,000) — When workers lack needed training and businesses experience skills gaps, the company's ability to compete, expand and retain workers can be compromised. Florida's Incumbent Worker Training (IWT) grant program addresses such needs. The IWT program was created to provide grant funding for continuing education and training of incumbent employees at existing Florida businesses. It has proven to be a popular resource for small businesses. These funds, combined with the statutorily required \$2 million, will be used for the IWT program. This would bring the total allocated for this program to \$4 million. With the new focus on building capacity at the local level, we foresee a large increase in demand for training for existing workers to help grow the businesses within our state.

Rural Initiatives (\$1,000,000) – By executive order, Governor Rick Scott has identified 29 Florida counties and six cities in three additional counties as Rural Areas of Opportunity. These counties and cities face extraordinary economic challenges. Historically, CareerSource Florida's Board of Directors has designated supplementary allocations for up to five local workforce development boards identified as rural boards to support operations by Florida's smallest local workforce development boards in providing workforce services to employers and residents in the areas they serve. Initiatives funded through this allocation will support critical workforce development needs in rural communities.

Discretionary Funding Summary

Pending approval of the recommended reserves and commitments outlined here, an estimated balance of \$143,467 will be available to be added to the budgeted reserve or carried forward into the next fiscal year. This amount is an estimate because certain current-year funds may not be available for carry-forward purposes and allocated funds may not be expended at the level expected during the fiscal year.

Total 2018/19 WIOA Funds Available Less Proposed Discretionary Board Allocations:	\$17,643,467	
Communicate the Vision	(1,500,000)	
Leverage Strategic Partnerships	(6,500,000)	
Keep the System Accountable	(500,000)	
Additional WIOA Adult Formula Distribution	(4,000,000)	
Emerging Initiatives	(2,000,000)	
Additional Incumbent Worker Training	(2,000,000)	
Rural Initiatives	(1,000,000)	
Balance Remaining for State Projects	\$143,467	

WIOA – STATE RAPID RESPONSE FUNDS

As noted previously, **25%**, **or \$13,107,297**, of the total federal WIOA Dislocated Worker funding (\$52,429,191) provided to the state for Fiscal Year 2018/19 may be reserved by federal law for the purposes of establishing and operating the state-level Rapid Response Unit and providing emergency allocations to address local dislocation events. From this amount, the board is required by Chapter 445, F.S., to maintain an emergency reserve, historically set at \$3,000,000, to fund the operational costs of the DEO Rapid Response Unit.

The following tabulation shows the distribution of the total federal award for 2018/19:

Balance for State-Level Rapid Response Reserve (25%)

Total Dislocated Worker Funds (18/19)	\$52,429,191
Less Local Pass-Through (60%)	(31,457,515)
Less State-Level Set Aside (15%)	<u>(7,864,379)</u>

From the total Rapid Response funding available to the board from new-year funding, program management costs of \$500,069 are being requested as well as continuation of the \$3,000,000 emergency reserve to address major events that may occur during Fiscal Year 2018/19.

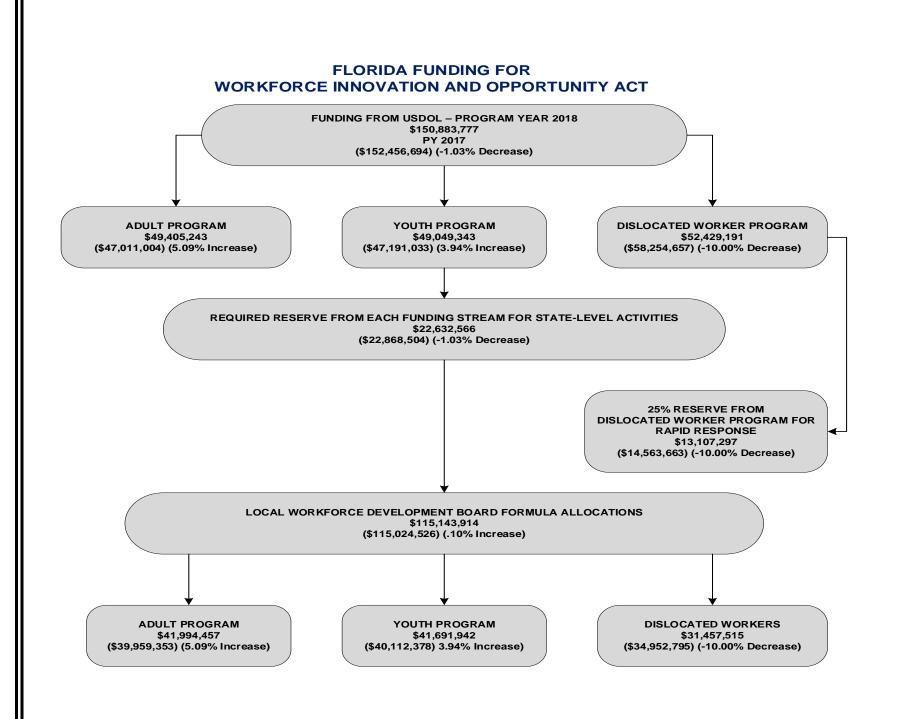
Total Rapid Response State-Level Allocation	\$13,107,2	297
Less: Proposed Rapid Response Program Unit Costs	(500,0)69)
Less: Proposed Emergency Reserve (Chapter 445, F.S.)	(3,000,0	000)
Less: Supplemental Dislocated Worker Allocation	(9,607,2	<u> 228)</u>
Balance	\$	0

The CareerSource Florida professional team proposes allocating \$9,607,228 of the \$13,107,297 that is available in discretionary dislocated worker funding using the local pass-through allocation formula. The \$3,000,000 emergency reserve will allow the board to fund supplemental requests from local workforce development boards during the upcoming fiscal year for major dislocations and plant closures as well as the needs of the unemployed and long-term unemployed. In the event of a major dislocation, if funding held at the state level is insufficient to meet the needs of affected local workforce development boards, CareerSource Florida will deobligate funds from unaffected local workforce development boards and reobligate those funds to the affected local workforce development boards.

FOR CONSIDERATION

- 1. Approval of the Program Year 2018/19 local WIOA Adult, Youth and Dislocated Worker fund allocation shares, with the understanding that if final federal funding changes, updates will be made using the approved allocation shares.
- 2. Approval to establish the Program Year 2018/19 WIOA state-level set-aside allocations, authorize operations and administration funding, other reserves, obligations, and commitments for DEO and CareerSource Florida.
- 3. Authorize the flexibility for the President and Treasurer to adjust actual spending categories as necessary within the total approved budget.

\$13,107,297



Program Year 2018 Workforce Innovation and Opportunity Act Local Workforce Development Board Formula Allocations

					,			
				WIOA	PY 2018	PY 2017		
	LOCAL WORKFORCE DEVELOPMENT	WIOA	WIOA	DISLOCATED	FINAL	FINAL		
	BOARDS	ADULT	YOUTH	WORKER		ALLOCATION	DIFFERENCE	%
	BUARDS	ADULI	100111	WORKER	ALLOCATION	ALLOCATION	DIFFERENCE	70
1	CareerSource Escarosa	\$912,054	\$1,120,802	\$615,219	\$2,648,075	\$2,746,850	(\$98,775)	-3.60%
2	CareerSource Okaloosa Walton	\$364,819	\$313,072	\$253,418	\$931,309	\$977,955	(\$46,646)	-4.77%
3	CareerSource Chipola	\$408,897	\$361,394	\$124,616	\$894,907	\$957,830	(\$62,923)	-6.57%
4	CareerSource Gulf Coast	\$446,255	\$403,649	\$319,807	\$1,169,711	\$1,219,028	(\$49,317)	-4.05%
5	CareerSource Capital Region	\$886,973	\$1,787,393	\$478,797	\$3,153,163	\$3,182,199	(\$29,036)	-0.91%
6	CareerSource North Florida	\$408,201	\$388,583	\$145,791	\$942,575	\$902,430	\$40,145	4.45%
		Ψ100,201	ψοσο,σσο	Ψ1-10,701	φο-12,010	4002 ,400	Ψ10,110	414070
7	CareerSource Florida Crown	\$287,933	\$343,757	\$133,147	\$764,837	\$781,907	(\$17,070)	-2.18%
8	CareerSource Northeast Florida	\$2,941,617	\$2,990,700	\$2,523,334	\$8,455,651	\$8,655,047	(\$199,396)	-2.30%
9	CareerSource North Central Florida	\$579,810	\$1,257,344	\$323,399	\$2,160,553	\$2,236,656	(\$76,103)	-3.40%
10	CareerSource Citrus Levy Marion	\$1,346,397	\$1,318,906	\$696,461	\$3,361,764	\$3,338,010	\$23,754	0.71%
11	CareerSource Flagler Volusia	\$1,315,478	\$1,258,986	\$976,330	\$3,550,794	\$3,543,828	\$6,966	0.20%
12	CareerSource Central Florida	\$4,262,574	\$4,496,620	\$3,878,350	\$12,637,544	\$12,595,265	\$42,279	0.34%
13	CareerSource Brevard	\$1,000,192	\$896,570	\$831,444	\$2,728,206	\$2,925,386	(\$197,180)	-6.74%
14	CareerSource Pinellas	\$1,560,350	\$1,242,915	\$1,360,980	\$4,164,245	\$4,227,317	(\$63,072)	-1.49%
15	CareerSource Tampa Bay	\$2,636,947	\$2,894,578	\$2,213,056	\$7,744,581	\$7,535,282	\$209,299	2.78%
16	CareerSource Pasco Hernando	\$1,444,902	\$1,329,850	\$947,736	\$3,722,488	\$3,728,273	(\$5,785)	-0.16%
17	CareerSource Polk	\$1,622,014	\$1,627,755	\$1,046,411	\$4,296,180	\$4,306,085	(\$9,905)	-0.23%
18	CareerSource Suncoast	\$1,109,063	\$889,732	\$857,472	\$2,856,267	\$3,032,305	(\$176,038)	-5.81%
19	CareerSource Heartland	\$631,568	\$678,099	\$329,556	\$1,639,223	\$1,588,544	\$50,679	3.19%
20	CareerSource Research Coast	\$1,339,225	\$1,204,537	\$964,718	\$3,508,480	\$3,446,396	\$62,084	1.80%
21	CareerSource Palm Beach County	\$2,918,730	\$2,759,055	\$2,330,519	\$8,008,304	\$7,616,982	\$391,322	5.14%
22	CareerSource Broward	\$3,512,127	\$3,052,115	\$3,338,978	\$9,903,220	\$9,849,617	\$53,603	0.54%
23	CareerSource South Florida	\$7,517,843	\$6,757,976	\$4,926,344	\$19,202,163	\$19,316,183	(\$114,020)	-0.59%
24	CareerSource SouthWest Florida	\$2,540,488	\$2,317,554	\$1,841,632	\$6,699,674	\$6,315,151	\$384,523	6.09%
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	STATEWIDE TOTALS	\$41,994,457	\$41,691,942	\$31,457,515	\$115,143,914	\$115,024,526	\$119,388	0.10%

Program Year 2018 Workforce Innovation and Opportunity Act Adult Program Local Workforce Development Board Formula Allocations

	AREA OF SUBSTANTIAL UNEMPLOYMENT ECONOMICALLY PY 2018 PY 2017												
					/IEN I		-	LWDB	НН	PY 2018 FINAL	PY 2017 FINAL		
		LABOR	UNEMPL	OYED		DISADVA	NIAGED	LWDB	нн	FINAL	FINAL		
	LOCAL WORKFORCE DEVELOPMENT												
	BOARDS	FORCE	Total	Rate	Excess	Total	Excess	SHARE	*	ALLOCATION	ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	107,537	6,970	6.5%	2,131	41,790	39,046	0.021718433		\$912,054	\$942,736	(\$30,682)	-3.25%
2	CareerSource Okaloosa Walton	11,840	781	6.6%	248	21,615	20,065	0.008687320	*	\$364,819	\$362,509	\$2,310	0.64%
3	CareerSource Chipola	19,767	1,277	6.5%	387	25,000	24,480	0.009736922	*	\$408,897	\$430,036	(\$21,139)	-4.92%
4	CareerSource Gulf Coast	49,491	3,224	6.5%	997	21,215	19,969	0.010626526		\$446,255	\$425,488	\$20,767	4.88%
5	CareerSource Capital Region	105,958	6,856	6.5%	2,088	40,125	37,802	0.021121195		\$886,973	\$913,802	(\$26,829)	-2.94%
6	CareerSource North Florida	24,229	1,586	6.5%	496	25,780	25,178	0.009720360		\$408,201	\$324,076	\$84,125	25.96%
												·	
7	CareerSource Florida Crown	8,217	562	6.8%	192	20,915	20,323	0.006856459		\$287,933	\$282,417	\$5,516	1.95%
8	CareerSource Northeast Florida	370,298	23,890	6.5%	7,227	128,970	119,280	0.070047737		\$2,941,617	\$2,757,030	\$184,587	6.70%
9	CareerSource North Central Florida	56,996	3,713	6.5%	1,148	30,035	28,210	0.013806826		\$579,810	\$586,888	(\$7,078)	-1.21%
10	CareerSource Citrus Levy Marion	167,911	10,838	6.5%	3,282	58,350	55,857	0.032061300		\$1,346,397	\$1,276,156	\$70,241	5.50%
11	CareerSource Flagler Volusia	160,388	10,392	6.5%	3,175	58,470	54,786	0.031325031		\$1,315,478	\$1,194,957	\$120,521	10.09%
12	CareerSource Central Florida	443,135	28,628	6.5%	8,687	217,270	200,899	0.101503245		\$4,262,574	\$3,986,130	\$276,444	6.94%
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13	CareerSource Brevard	122,840	7,927	6.5%	2,399	44,825	41,488	0.023817241		\$1,000,192	\$1,020,428	(\$20,236)	-1.98%
14	CareerSource Pinellas	162,220	10,467	6.5%	3,167	79,745	73,620	0.037156096		\$1,560,350	\$1,559,623	\$727	0.05%
15	CareerSource Tampa Bay	319,428	20,624	6.5%	6,250	119,555	110,583	0.062792749		\$2,636,947	\$2,392,587	\$244,360	10.21%
16	CareerSource Pasco Hernando	196,860	12,698	6.5%	3,839	58,025	54,367	0.034406958		\$1,444,902	\$1,367,453	\$77,449	5.66%
17	CareerSource Polk	213,878	13,869	6.5%	4,244	66,330	62,705	0.038624486		\$1,622,014	\$1,503,570	\$118,444	7.88%
18	CareerSource Suncoast	118,325	7,636	6.5%	2,311	54,215	49,744	0.026409746	*	\$1,109,063	\$1,133,716	(\$24,653)	-2.17%
19	CareerSource Heartland	64,731	4,209	6.5%	1,296	31,355	30,389	0.015039325		\$631,568	\$609,285	\$22,283	3.66%
20	CareerSource Research Coast	182,266	11,769	6.5%	3,567	53,715	50,318	0.031890514		\$1,339,225	\$1,239,840	\$99,385	8.02%
21	CareerSource Palm Beach County	408,908	26,400	6.5%	7,999	114,350	105,339	0.069502738		\$2,918,730	\$2,543,897	\$374,833	14.73%
22	CareerSource Broward	449,451	29,002	6.5%	8,777	152,310	139,544	0.083633109		\$3,512,127	\$3,323,651	\$188,476	5.67%
23	CareerSource South Florida	967,240	62,467	6.5%	18,941	318,205	300,611	0.179019889		\$7,517,843	\$7,497,821	\$20,022	0.27%
24	CareerSource Southwest Florida	312,959	20,207	6.5%	6,124	112,795	105,419	0.060495795		\$2,540,488	\$2,285,257	\$255,231	11.17%
			,		<i>'</i>	•	,			. , ,			
	STATEWIDE TOTALS	5,044,874	325,992	6.5%	98,972	1,894,960	1,770,022	1.000000000		\$41,994,457	\$39,959,353	\$2,035,104	5.09%

Program Year 2018 Workforce Innovation and Opportunity Act Youth Program Local Workforce Development Board Formula Allocations

AREA OF SUBSTANTIAL UNEMPLOYMENT ECONOMICALLY PY 2018 PY 2017													
					OYMENT		MICALLY			PY 2018	PY 2017		
		LABOR	UNEM	PLOYED		DISADVA	NTAGED	LWDB	НН	FINAL	FINAL		
	LOCAL WORKFORCE												
	DEVELOPMENT BOARDS	FORCE	Total	Rate	Excess	Total	Excess	SHARE	*	ALLOCATION	ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	107,537	6,970	6.5%	2,131	9,625	6,881	0.026882941		\$1,120,802	\$1,095,990	\$24,812	2.26%
2	CareerSource Okaloosa Walton	11,840	781	6.6%	248	3,155	1,605	0.007509163	*	\$313,072	\$311,542	\$1,530	0.49%
3	CareerSource Chipola	19,767	1,277	6.5%	387	2,530	2,010	0.008668202	*	\$361,394	\$384,802	(\$23,408)	-6.08%
4	CareerSource Gulf Coast	49,491	3,224	6.5%	997	2,665	1,419	0.009681708	*	\$403,649	\$416,102	(\$12,453)	-2.99%
5	CareerSource Capital Region	105,958	6,856	6.5%	2,088	16,765	14,442	0.042871432		\$1,787,393	\$1,713,618	\$73,775	4.31%
6	CareerSource North Florida	24,229	1,586	6.5%	496	3,205	2,603	0.009320329	*	\$388,583	\$407,456	(\$18,873)	-4.63%
7	CareerSource Florida Crown	8,217	562	6.8%	192	3,795	3,203	0.008245155		\$343,757	\$343,407	\$350	0.10%
8	CareerSource Northeast Florida	370,298	23,890	6.5%	7,227	23,895	14,205	0.071733291		\$2,990,700	\$3,091,188	(\$100,488)	-3.25%
9	CareerSource North Central Florida	56,996	3,713	6.5%	1,148	12,630	10,805	0.030157972		\$1,257,344	\$1,308,722	(\$51,378)	-3.93%
10	CareerSource Citrus Levy Marion	167,911	10,838	6.5%	3,282	9,135	6,642	0.031634553		\$1,318,906	\$1,232,299	\$86,607	7.03%
11	CareerSource Flagler Volusia	160,388	10,392	6.5%	3,175	9,540	5,856	0.030197340		\$1,258,986	\$1,237,953	\$21,033	1.70%
12	CareerSource Central Florida	443,135	28,628	6.5%	8,687	41,870	25,499	0.107853445		\$4,496,620	\$4,230,190	\$266,430	6.30%
13	CareerSource Brevard	122,840	7,927	6.5%	2,399	6,955	3,618	0.021504636		\$896,570	\$934,170	(\$37,600)	-4.02%
14	CareerSource Pinellas	162,220	10,467	6.5%	3,167	10,995	4,870	0.029811866		\$1,242,915	\$1,149,403	\$93,512	8.14%
15	CareerSource Tampa Bay	319,428	20,624	6.5%	6,250	24,470	15,498	0.069427746		\$2,894,578	\$2,711,987	\$182,591	6.73%
16	CareerSource Pasco Hernando	196,860	12,698	6.5%	3,839	8,835	5,177	0.031897043		\$1,329,850	\$1,278,667	\$51,183	4.00%
17	CareerSource Polk	213,878	13,869	6.5%	4,244	11,275	7,650	0.039042434		\$1,627,755	\$1,569,829	\$57,926	3.69%
18	CareerSource Suncoast	118,325	7,636	6.5%	2,311	7,835	3,364	0.021340631		\$889,732	\$905,973	(\$16,241)	-1.79%
19	CareerSource Heartland	64,731	4,209	6.5%	1,296	5,350	4,384	0.016264519		\$678,099	\$652,394	\$25,705	3.94%
20	CareerSource Research Coast	182,266	11,769	6.5%	3,567	7,875	4,478	0.028891372		\$1,204,537	\$1,136,940	\$67,597	5.95%
21	CareerSource Palm Beach County	408,908	26,400	6.5%	7,999	19,235	10,224	0.066177182		\$2,759,055	\$2,373,538	\$385,517	16.24%
22	CareerSource Broward	449,451	29,002	6.5%	8,777	23,310	10,544	0.073206350		\$3,052,115	\$2,848,311	\$203,804	7.16%
23	CareerSource South Florida	967,240	62,467	6.5%	18,941	45,510	27,916	0.162093110		\$6,757,976	\$6,644,193	\$113,783	1.71%
24	CareerSource Southwest Florida	312,959	20,207	6.5%	6,124	17,310	9,934	0.055587580		\$2,317,554	\$2,133,704	\$183,850	8.62%
	STATEWIDE TOTALS	5,044,874	325,992	6.5%	98,972	327,765	202,827	1.000000000		\$41,691,942	\$40,112,378	\$1,579,564	3.94%

Program Year 2018 Workforce Innovation and Opportunity Act Dislocated Worker Program Local Workforce Development Board Formula Allocations

2 Career Source Chaloosa Walton 293 4,299 2,613 38 0.008055886 * \$253,418 \$303,904 \$50,486 -16.619 3 Career Source Chipola 160 1,881 1,156 22 0.003961394 \$124,616 \$142,992 \$(518,376) +12.859 \$125,007 \$277,438 \$(576,531) +15.279 \$170,608 \$142,992 \$(518,376) +12.859 \$125,007 \$150,003961394 \$124,616 \$142,992 \$(518,376) +12.859 \$173,007 \$150,003961394 \$124,616 \$142,992 \$(518,376) +12.859 \$173,007 \$150,003961394 \$124,616 \$142,992 \$(518,376) +12.859 \$173,009 \$150,000432589 \$133,147 \$156,083 \$(525,107) +14.699 \$170,898 \$(525,107) +14.699 \$170,898 \$133,147 \$156,083 \$(522,936) +14.899 \$170,898 \$133,147 \$156,083 \$(522,936) +14.899 \$170,898 \$133,147 \$156,083 \$(522,936) +14.899 \$170,898 \$170,998 \$17			1					ı —		1	ı	
CareerSource Escarosa 754 8,988 6,303 107 0.019557144 \$615,219 \$708,124 \$92,905 13.127			20%	25%	25%	30%		нн	PY 2018	PY 2017		
CareerSource Escarosa 754 8,988 6,303 107 0.019557144 \$615,219 \$708,124 \$92,905 13.127		LOCAL WORKFORCE	uc	UC	MASS	I ONG-TERM	I WDB		FINAI	FINAL		
1 CareerSource Escarosa 754 8,988 6,303 107 0.019557144 \$615,219 \$708,124 (\$92,905) -13.127 (\$65,486) -16.619 (\$70,486)								*			DIFFERENCE	%
2 Career Source Chipola		DEVELOT MENT BOARDS	OL/MINIATIO	CONCENTRATION	LATOIT	OIVEIIII EOTED	OTIVALE		ALLOGATION	ALLOGATION	DIFFERENCE	/0
3 CareerSource Chipola 4 CareerSource Guif Coast 5 390 5 4,042 5 3,438 6 1 0,010166320 5 319,807 5 CareerSource Guif Coast 5 CareerSource Carial Region 6 29 6 CareerSource North Florida 7 CareerSource North Florida 7 CareerSource North Florida 8 1,987 7 CareerSource North Florida 9 1,987 8 1,987 8 1,987 9 1,379 9 23 0,004232589 8 133,147 156,083 152,334 156,083 152,335 150,102 150,1023 150,1024 150,1023 150,10	1	CareerSource Escarosa	754	8,988	6,303	107	0.019557144		\$615,219	\$708,124	(\$92,905)	-13.12%
4 CareerSource Guif Coast 390 4,042 3,438 61 0.010166320 \$319,807 \$377,438 \$(\$57,631) -15.279 \$554,779 \$554,779 \$554,779 \$554,779 \$554,779 \$554,779 \$554,779 \$554,779 \$554,779 \$554,779 \$170,898 \$(\$25,631) -15.279 \$170,898 \$170,899 \$170,899 \$170,99	2	CareerSource Okaloosa Walton	293	4,299	2,613	38	0.008055886	*	\$253,418	\$303,904	(\$50,486)	-16.61%
5 CareerSource Capital Region 492 7,389 4,596 94 0.015220431 \$478,797 \$554,779 (\$75,982) -13.709 6 CareerSource North Florida 161 2,043 1,333 24 0.004634545 \$145,791 \$170,898 (\$25,107) -14.699 7	3	CareerSource Chipola	160	1,881	1,156	22	0.003961394		\$124,616	\$142,992	(\$18,376)	-12.85%
6 CareerSource North Florida 161 2,043 1,333 24 0.004634545 * \$145,791 \$170,898 (\$25,107) -14,699 7 CareerSource Florida Crown 8 CareerSource Northeast Florida 3,037 31,446 26,375 503 0.080214038 9 CareerSource North Central Florida 328 5,441 3,264 56 0.010280492 11 CareerSource Florida Sas 10,123 6,870 128 0.022139749 \$969,461 \$829,555 \$(\$133,999 \$341,046 \$829,555 \$(\$133,999 \$341,046 \$817,647] -5,179 11 CareerSource Flagler Volusia 1,157 13,030 9,830 192 0.031036478 12 6,0379 0.123288494 13 CareerSource Central Florida 4,481 50,898 40,790 759 0.123288494 13 CareerSource Pinellas 1,554 18,206 14,969 254 0.043264079 15 CareerSource Tampa Bay 2,593 27,695 23,305 16 CareerSource Pasco Hernando 1,113 13,490 9,687 175 0.030127493 17 CareerSource Polk 1,226 13,643 11,067 203 0.033264266 1,044,11 1,1232,686 \$13,084,177 \$1,212,686 \$1,082,153 \$1,082,154 \$1,082,153 \$1,082,15	4	CareerSource Gulf Coast	390	4,042	3,438	61	0.010166320		\$319,807	\$377,438	(\$57,631)	-15.27%
6 CareerSource North Florida 161 2,043 1,333 24 0.004634545 * \$145,791 \$170,898 (\$25,107) -14,699 7 CareerSource Florida Crown 8 CareerSource Northeast Florida 3,037 31,446 26,375 503 0.080214038 9 CareerSource North Central Florida 328 5,441 3,264 56 0.010280492 11 CareerSource Florida Sas 10,123 6,870 128 0.022139749 \$969,461 \$829,555 \$(\$133,999 \$341,046 \$829,555 \$(\$133,999 \$341,046 \$817,647] -5,179 11 CareerSource Flagler Volusia 1,157 13,030 9,830 192 0.031036478 12 6,0379 0.123288494 13 CareerSource Central Florida 4,481 50,898 40,790 759 0.123288494 13 CareerSource Pinellas 1,554 18,206 14,969 254 0.043264079 15 CareerSource Tampa Bay 2,593 27,695 23,305 16 CareerSource Pasco Hernando 1,113 13,490 9,687 175 0.030127493 17 CareerSource Polk 1,226 13,643 11,067 203 0.033264266 1,044,11 1,1232,686 \$13,084,177 \$1,212,686 \$1,082,153 \$1,082,154 \$1,082,153 \$1,082,15	5	CareerSource Capital Region	492	7,389	4,596	94	0.015220431		\$478,797	\$554,779	(\$75,982)	-13.70%
8 CareerSource Northeast Florida 3,037 31,446 26,375 503 0.80214038 \$2,523,334 \$2,806,829 \$321,046 \$17,647 \$1.0109 \$1.	6		161	2,043	1,333	24	0.004634545	*	\$145,791	\$170,898	(\$25,107)	-14.69%
8 CareerSource Northeast Florida 3,037 31,446 26,375 503 0.80214038 \$2,523,334 \$2,806,829 \$321,046 \$17,647 \$1.0109 \$1.												
9 CareerSource North Central Florida 1328	7	CareerSource Florida Crown	158	1,987	1,379	23	0.004232589		\$133,147	\$156,083	(\$22,936)	-14.69%
10 CareerSource Citrus Levy Marion 11 CareerSource Flagler Volusia 11 CareerSource Flagler Volusia 12 CareerSource Central Florida 13 CareerSource Brevard 14 CareerSource Brevard 15 CareerSource Pinellas 16 CareerSource Pinellas 17 CareerSource Pinellas 18 CareerSource Pinellas 18 CareerSource Pinellas 19 CareerSource Tampa Bay 10 CareerSource Pasco Hernando 10 CareerSource Polk 10 CareerSource Polk 10 CareerSource Polk 10 CareerSource Suncoast 10 CareerSource Suncoast 10 CareerSource Research Coast 10 CareerSource Research Coast 10 CareerSource Research Coast 10 CareerSource Polmed 10 CareerSource Polmed 11 CareerSource Polmed 11 CareerSource Research Coast 10 CareerSource Research Coast 10 CareerSource Polmed 10 CareerSource Polmed 11 CareerSource Polmed 11 CareerSource Research Coast 10 CareerSource Research Coast 11 CareerSource Source Source Polmed 11 CareerSource Source Polmed 12 CareerSource Research Coast 11 CareerSource Research Coast 11 CareerSource Research Coast 11 CareerSource Research Coast 12 CareerSource Source Polmed 13 CareerSource Source Polmed 14 CareerSource Source Research Coast 15 CareerSource Research Coast 16 CareerSource Research Coast 17 CareerSource Research Coast 17 CareerSource Research Coast 18 CareerSource Research Coast 19 CareerSource Research Coast 10 CareerSource Research Coast 11 CareerSource Research Coas	8	CareerSource Northeast Florida	3,037	31,446	26,375	503	0.080214038		\$2,523,334	\$2,806,829	(\$283,495)	-10.10%
11 Career Source Flagler Volusia 1,157 13,030 9,830 192 0.031036478 192 0.031036478 \$976,330 \$1,110,918 \$(\$134,588) -12.129 12 Career Source Central Florida 4,481 50,898 40,790 759 0.123288494 \$3,878,350 \$4,378,945 \$(\$500,595) -11.439 13 Career Source Brevard 14 Career Source Pinellas 1,554 18,206 14,969 254 0.043264079 \$1,360,980 \$1,518,291 \$(\$157,311) -10.369 15 Career Source Tampa Bay 2,593 27,695 23,305 445 0.070350627 16 Career Source Pasco Hernando 1,113 13,490 9,687 175 0.030127493 1947,736 \$1,082,153 \$1,082,686 \$1,046,411 \$1,232,686 \$1,048,275 \$1,049,283 \$1,049,26,344 \$1,049 \$1,049,26,344 \$1,049 \$1,049,26,344 \$1,049 \$1,049,26,344 \$1,049 \$1,049,26,344 \$1,049 \$1,049,26,344 \$1,049 \$1,049 \$1,049 \$1,04	9	CareerSource North Central Florida	328	5,441	3,264	56	0.010280492		\$323,399	\$341,046	(\$17,647)	-5.17%
12 CareerSource Central Florida 4,481 50,898 40,790 759 0.123288494 \$3,878,350 \$4,378,945 (\$500,595) -11.439 13 CareerSource Brevard 953 11,392 8,919 155 0.026430690 \$831,444 \$970,788 (\$139,344) -14.359 14 CareerSource Pinellas 1,554 18,206 14,969 254 0.043264079 \$1,360,980 \$1,518,291 (\$157,311) -10.369 15 CareerSource Tampa Bay 2,593 27,695 23,305 445 0.070350627 \$2,213,056 \$2,430,708 (\$217,652) -8.959 16 CareerSource Pasco Hernando 1,113 13,490 9,687 175 0.030127493 \$947,736 \$1,082,153 (\$134,417) -12.429 17 CareerSource Polk 1,226 13,643 11,067 203 0.033264266 \$1,046,411 \$1,232,686 (\$186,275) -15.119 18 CareerSource Suncoast 946 13,927 8,395 150 0.027258095 \$857,472 \$992,616 (\$135,144) -13.619 20 CareerSource Research Coast 1,284 13,133 7,771 201 0.030667330 \$964,718 \$1,069,616 (\$104,898) -9.819 21 CareerSource Research County 2,766 29,486 23,819 472 0.074084642 \$2,330,519 \$2,699,547 (\$369,028) -13.679 22 CareerSource Broward 3,875 39,744 34,936 704 0.106142444 \$3,338,979 \$2,699,547 (\$338,677) -9.219 23 CareerSource South Florida 5,285 68,231 50,620 985 0.156603086 \$4,926,344 \$5,174,169 (\$247,625) -4.799 24 CareerSource Southwest Florida 2,062 25,003 21,270 328 0.058543457 \$1,841,632 \$1,896,190 (\$54,558) -2.889	10	CareerSource Citrus Levy Marion	835	10,123	6,870	128	0.022139749		\$696,461	\$829,555	(\$133,094)	-16.04%
13 CareerSource Brevard 953 11,392 8,919 155 0.026430690 \$831,444 \$970,788 (\$139,344) -14.359 14 CareerSource Pinellas 1,554 18,206 14,969 254 0.043264079 \$1,360,980 \$1,518,291 (\$157,311) -10.369 15 CareerSource Tampa Bay 2,593 27,695 23,305 445 0.070350627 \$2,213,056 \$2,430,708 (\$217,652) -8.959 16 CareerSource Pasco Hernando 1,113 13,490 9,687 175 0.030127493 \$947,736 \$1,082,153 (\$134,417) -12.429 17 CareerSource Polk 1,226 13,643 11,067 203 0.033264266 \$1,046,411 \$1,232,686 (\$186,275) -15.119 18 CareerSource Suncoast 946 13,927 8,395 150 0.027258095 \$857,472 \$992,616 (\$135,144) -13.619 19 CareerSource Research Coast 1,284 13,133 7,771 201 0.030667330 \$964,718 \$1,069,616 (\$104,898) -9.819 21 CareerSource Research Coast 1,284 13,133 7,771 201 0.030667330 \$964,718 \$1,069,616 (\$104,898) -9.819 22 CareerSource Broward 2,766 29,486 23,819 472 0.074084642 \$2,330,519 \$2,699,547 (\$338,677) -9.219 22 CareerSource Broward 3,875 39,744 34,936 704 0.106142444 \$3,338,978 \$3,677,655 (\$338,677) -9.219 24 CareerSource South Florida 2,062 25,003 21,270 328 0.058543457 \$1,841,632 \$1,896,190 (\$54,558) -2.889	11	CareerSource Flagler Volusia	1,157	13,030	9,830	192	0.031036478		\$976,330	\$1,110,918	(\$134,588)	-12.12%
14 CareerSource Pinellas 1,554 18,206 14,969 254 0.043264079 \$1,360,980 \$1,518,291 (\$157,311) -10.369 15 CareerSource Tampa Bay 2,593 27,695 23,305 445 0.070350627 \$2,213,056 \$2,430,708 (\$217,652) -8.959 16 CareerSource Pasco Hernando 1,113 13,490 9,687 175 0.030127493 \$947,736 \$1,082,153 (\$134,417) -12.429 17 CareerSource Polk 1,226 13,643 11,067 203 0.033264266 \$1,046,411 \$1,232,686 (\$186,275) -15.119 18 CareerSource Suncoast 946 13,927 8,395 150 0.027258095 \$857,472 \$992,616 (\$135,144) -13.619 19 CareerSource Heartland 328 3,929 4,765 55 0.010476231 \$329,556 \$326,865 \$2,691 0.829 20 CareerSource Research Coast 1,284 13,133 7,771 201 0.030667330 \$964,718 \$1,069,616 (\$104,898) -9.819 21 Car	12	CareerSource Central Florida	4,481	50,898	40,790	759	0.123288494		\$3,878,350	\$4,378,945	(\$500,595)	-11.43%
14 CareerSource Pinellas 1,554 18,206 14,969 254 0.043264079 \$1,360,980 \$1,518,291 (\$157,311) -10.369 15 CareerSource Tampa Bay 2,593 27,695 23,305 445 0.070350627 \$2,213,056 \$2,430,708 (\$217,652) -8.959 16 CareerSource Pasco Hernando 1,113 13,490 9,687 175 0.030127493 \$947,736 \$1,082,153 (\$134,417) -12.429 17 CareerSource Polk 1,226 13,643 11,067 203 0.033264266 \$1,046,411 \$1,232,686 (\$186,275) -15.119 18 CareerSource Suncoast 946 13,927 8,395 150 0.027258095 \$857,472 \$992,616 (\$135,144) -13.619 19 CareerSource Heartland 328 3,929 4,765 55 0.010476231 \$329,556 \$326,865 \$2,691 0.829 20 CareerSource Research Coast 1,284 13,133 7,771 201 0.030667330 \$964,718 \$1,069,616 (\$104,898) -9.819 21 Car												
15 CareerSource Tampa Bay 2,593 27,695 23,305 445 0.070350627 \$2,213,056 \$2,430,708 (\$217,652) -8.959 16 CareerSource Pasco Hernando 1,113 13,490 9,687 175 0.030127493 \$947,736 \$1,082,153 (\$134,417) -12.429 17 CareerSource Polk 1,226 13,643 11,067 203 0.033264266 \$1,046,411 \$1,232,686 (\$186,275) -15.119 CareerSource Suncoast 946 13,927 8,395 150 0.027258095 \$857,472 \$992,616 (\$135,144) -13.619 19 CareerSource Research Coast 1,284 13,133 7,771 201 0.030667330 \$964,718 \$1,069,616 (\$104,898) -9.819 12 CareerSource Palm Beach County 2,766 29,486 23,819 472 0.074084642 \$2,330,519 \$2,699,547 (\$369,028) -13.679 12 CareerSource Broward 3,875 39,744 34,936 704 0.106142444 \$3,338,978 \$3,677,655 (\$338,677) -9.219 12 CareerSource South Florida 2,062 25,003 21,270 328 0.058543457 \$1,841,632 \$1,896,190 (\$54,558) -2.889	13	CareerSource Brevard	953	11,392	8,919	155	0.026430690		\$831,444	\$970,788	(\$139,344)	-14.35%
16 CareerSource Pasco Hernando 1,113 13,490 9,687 175 0.030127493 \$947,736 \$1,082,153 (\$134,417) -12.429 17 CareerSource Polk 1,226 13,643 11,067 203 0.033264266 \$1,046,411 \$1,232,686 (\$186,275) -15.119 18 CareerSource Suncoast 946 13,927 8,395 150 0.027258095 \$857,472 \$992,616 (\$135,144) -13.619 19 CareerSource Heartland 328 3,929 4,765 55 0.010476231 \$329,556 \$326,865 \$2,691 0.829 20 CareerSource Research Coast 1,284 13,133 7,771 201 0.030667330 \$964,718 \$1,069,616 (\$104,898) -9.819 21 CareerSource Palm Beach County 2,766 29,486 23,819 472 0.074084642 \$2,330,519 \$2,699,547 (\$369,028) -13.679 22 CareerSource Broward 3,875 39,744 34,936 704 0.106142444 \$3,338,978 \$3,677,655 (\$338,677) -9.219 <td< td=""><td>14</td><td>CareerSource Pinellas</td><td>1,554</td><td>18,206</td><td>14,969</td><td>254</td><td>0.043264079</td><td></td><td>\$1,360,980</td><td>\$1,518,291</td><td>(\$157,311)</td><td>-10.36%</td></td<>	14	CareerSource Pinellas	1,554	18,206	14,969	254	0.043264079		\$1,360,980	\$1,518,291	(\$157,311)	-10.36%
17 CareerSource Polk 1,226 13,643 11,067 203 0.033264266 \$1,046,411 \$1,232,686 (\$186,275) -15.119 18 CareerSource Suncoast 946 13,927 8,395 150 0.027258095 \$857,472 \$992,616 (\$135,144) -13.619 19 CareerSource Heartland 328 3,929 4,765 55 0.010476231 \$329,556 \$326,865 \$2,691 0.829 20 CareerSource Research Coast 1,284 13,133 7,771 201 0.030667330 \$964,718 \$1,069,616 (\$104,898) -9.819 21 CareerSource Palm Beach County 2,766 29,486 23,819 472 0.074084642 \$2,330,519 \$2,699,547 (\$369,028) -13.679 22 CareerSource Broward 3,875 39,744 34,936 704 0.106142444 \$3,338,978 \$3,677,655 (\$338,677) -9.219 23 CareerSource South Florida 5,285 68,231 50,620 985 0.156603086 \$4,926,344 \$5,174,169 (\$247,825) -4.799 24 CareerSource Southwest Florida 2,062 25,003 21,270 328 <	15	CareerSource Tampa Bay	2,593	27,695	23,305	445	0.070350627		\$2,213,056	\$2,430,708	(\$217,652)	-8.95%
18 CareerSource Suncoast 946 13,927 8,395 150 0.027258095 \$857,472 \$992,616 (\$135,144) -13.619 19 CareerSource Heartland 328 3,929 4,765 55 0.010476231 \$329,556 \$326,865 \$2,691 0.829 20 CareerSource Research Coast 1,284 13,133 7,771 201 0.030667330 \$964,718 \$1,069,616 (\$104,898) -9.819 21 CareerSource Palm Beach County 2,766 29,486 23,819 472 0.074084642 \$2,330,519 \$2,699,547 (\$369,028) -13.679 22 CareerSource Broward 3,875 39,744 34,936 704 0.106142444 \$3,338,978 \$3,677,655 (\$338,677) -9.219 23 CareerSource South Florida 5,285 68,231 50,620 985 0.156603086 \$4,926,344 \$5,174,169 (\$247,825) -4.799 24 CareerSource Southwest Florida 2,062 25,003 21,270 328 0.058543457 \$1,841,632 \$1,896,190 (\$54,558) -2.889	16	CareerSource Pasco Hernando	1,113	13,490	9,687	175	0.030127493		\$947,736	\$1,082,153	(\$134,417)	-12.42%
19 CareerSource Heartland 20 CareerSource Research Coast 21 CareerSource Palm Beach County 22 CareerSource Broward 23 CareerSource South Florida 24 CareerSource Southwest Florida 328 3,929 4,765 329,486 3,929 4,765 320 55 0.010476231 \$329,556 \$326,865 \$2,691 0.829 0.074084642 \$2,330,519 \$2,699,547 \$329,556 \$326,865 \$1,069,616 \$104,898 -9.819 0.074084642 \$2,330,519 \$2,699,547 \$338,677,655 \$338,677 -9.219 24 CareerSource South Florida 2,062 25,003 21,270 328 0.058543457 \$1,841,632 \$1,896,190 \$\$(\$54,558) -2.889	17	CareerSource Polk	1,226	13,643	11,067	203	0.033264266		\$1,046,411	\$1,232,686	(\$186,275)	-15.11%
20 Career Source Research Coast 1,284 13,133 7,771 201 0.030667330 \$964,718 \$1,069,616 (\$104,898) -9.819 21 Career Source Palm Beach County 2,766 29,486 23,819 472 0.074084642 \$2,330,519 \$2,699,547 (\$369,028) -13.679 22 Career Source Broward 3,875 39,744 34,936 704 0.106142444 \$3,338,978 \$3,677,655 (\$338,677) -9.219 23 Career Source South Florida 5,285 68,231 50,620 985 0.156603086 \$4,926,344 \$5,174,169 (\$247,825) -4.799 24 Career Source Southwest Florida 2,062 25,003 21,270 328 0.058543457 \$1,841,632 \$1,896,190 (\$54,558) -2.889	18	CareerSource Suncoast	946	13,927	8,395	150	0.027258095		\$857,472	\$992,616	(\$135,144)	-13.61%
20 Career Source Research Coast 1,284 13,133 7,771 201 0.030667330 \$964,718 \$1,069,616 (\$104,898) -9.819 21 Career Source Palm Beach County 2,766 29,486 23,819 472 0.074084642 \$2,330,519 \$2,699,547 (\$369,028) -13.679 22 Career Source Broward 3,875 39,744 34,936 704 0.106142444 \$3,338,978 \$3,677,655 (\$338,677) -9.219 23 Career Source South Florida 5,285 68,231 50,620 985 0.156603086 \$4,926,344 \$5,174,169 (\$247,825) -4.799 24 Career Source Southwest Florida 2,062 25,003 21,270 328 0.058543457 \$1,841,632 \$1,896,190 (\$54,558) -2.889												
21 CareerSource Palm Beach County 2,766 29,486 23,819 472 0.074084642 \$2,330,519 \$2,699,547 (\$369,028) -13.679 22 CareerSource Broward 3,875 39,744 34,936 704 0.106142444 \$3,338,978 \$3,677,655 (\$338,677) -9.219 23 CareerSource South Florida 5,285 68,231 50,620 985 0.156603086 \$4,926,344 \$5,174,169 (\$247,825) -4.799 24 CareerSource Southwest Florida 2,062 25,003 21,270 328 0.058543457 \$1,841,632 \$1,896,190 (\$54,558) -2.889	19	CareerSource Heartland	328	3,929	4,765	55	0.010476231		\$329,556	\$326,865	\$2,691	0.82%
22 CareerSource Broward 3,875 39,744 34,936 704 0.106142444 \$3,338,978 \$3,677,655 (\$338,677) -9.21% 23 CareerSource South Florida 5,285 68,231 50,620 985 0.156603086 \$4,926,344 \$5,174,169 (\$247,825) -4.79% 24 CareerSource Southwest Florida 2,062 25,003 21,270 328 0.058543457 \$1,841,632 \$1,896,190 (\$54,558) -2.88%	20	CareerSource Research Coast	1,284	13,133	7,771	201	0.030667330		\$964,718	\$1,069,616	(\$104,898)	-9.81%
23 Career Source South Florida 5,285 68,231 50,620 985 0.156603086 \$4,926,344 \$5,174,169 (\$247,825) -4.79% 24 Career Source Southwest Florida 2,062 25,003 21,270 328 0.058543457 \$1,841,632 \$1,896,190 (\$54,558) -2.88%	21	CareerSource Palm Beach County	2,766	29,486	23,819	472	0.074084642		\$2,330,519	\$2,699,547	(\$369,028)	-13.67%
24 CareerSource Southwest Florida 2,062 25,003 21,270 328 0.058543457 \$1,841,632 \$1,896,190 (\$54,558) -2.889	22	CareerSource Broward	3,875	39,744	34,936	704	0.106142444		\$3,338,978	\$3,677,655	(\$338,677)	-9.21%
	23	CareerSource South Florida	5,285	68,231	50,620	985	0.156603086		\$4,926,344	\$5,174,169	(\$247,825)	-4.79%
STATEWIDE TOTALS 36 221 410 446 327 470 6 124 1 000000000 \$21 457 545 \$24 052 705 (\$2 405 200) 40 000	24	CareerSource Southwest Florida	2,062	25,003	21,270	328	0.058543457		\$1,841,632	\$1,896,190	(\$54,558)	-2.88%
STATEWIDE TOTALS 36 221 410 446 227 470 6 124 1 000000000 \$21 457 545 \$24 052 705 (\$2 405 200) 40 000												
- STATE TO TALS 30,231 413,440 321,470 0,134 1.000000000 \$31,431,313 \$34,332,133 (\$3,433,200) -10.007		STATEWIDE TOTALS	36,231	419,446	327,470	6,134	1.000000000		\$31,457,515	\$34,952,795	(\$3,495,280)	-10.00%

Program Year 2018 Workforce Innovation and Opportunity Act Supplemental Dislocated Worker Program Local Workforce Development Board Formula Allocations

		20%	25%	25%	30%		PY 2018	PY2018	
	LOCAL WORKFORCE	UC	UC	MASS	LONG-TERM	LWDB	FINAL		
	DEVELOPMENT BOARDS	CLAIMANTS		LAYOFF	UNEMPLOYED	SHARE		SUPPLEMENTAL	TOTAL
	511120: M2.11 50/11/50	02, 411, 411, 6	30110211110111011		0.112 20125	010.00	7122007111011	001122111211712	
1	CareerSource Escarosa	754	8,988	6,303	107	0.019557144	\$615,219	\$187,890	\$803,109
2	CareerSource Okaloosa Walton	293	4,299	2,613	38	0.008055886	\$253,418	\$77,395	\$330,813
3	CareerSource Chipola	160	1,881	1,156	22	0.003961394	\$124,616	\$38,058	\$162,674
4	CareerSource Gulf Coast	390	4,042	3,438	61	0.010166320	\$319,807	\$97,670	\$417,477
5	CareerSource Capital Region	492	7,389	4,596	94	0.015220431	\$478,797	\$146,226	\$625,023
6	CareerSource North Florida	161	2,043	1,333	24	0.004634545	\$145,791	\$44,525	\$190,316
7	CareerSource Florida Crown	158	1,987	1,379	23	0.004232589	\$133,147	\$40,663	\$173,810
8	CareerSource Northeast Florida	3,037	31,446	26,375	503	0.080214038	\$2,523,334	\$770,635	\$3,293,969
9	CareerSource North Central Florida	328	5,441	3,264	56	0.010280492	\$323,399	\$98,767	\$422,166
10	CareerSource Citrus Levy Marion	835	10,123	6,870	128	0.022139749	\$696,461	\$212,702	\$909,163
11	CareerSource Flagler Volusia	1,157	13,030	9,830	192	0.031036478	\$976,330	\$298,175	\$1,274,505
12	CareerSource Central Florida	4,481	50,898	40,790	759	0.123288494	\$3,878,350	\$1,184,461	\$5,062,811
13	CareerSource Brevard	953	11,392	8,919	155	0.026430690	\$831,444	\$253,926	\$1,085,370
14	CareerSource Pinellas	1,554	18,206	14,969	254	0.043264079	\$1,360,980	\$415,648	\$1,776,628
15	CareerSource Tampa Bay	2,593	27,695	23,305	445	0.070350627	\$2,213,056	\$675,875	\$2,888,931
16	CareerSource Pasco Hernando	1,113	13,490	9,687	175	0.030127493	\$947,736	\$289,442	\$1,237,178
17	CareerSource Polk	1,226	13,643	11,067	203	0.033264266	\$1,046,411	\$319,577	\$1,365,988
18	CareerSource Suncoast	946	13,927	8,395	150	0.027258095	\$857,472	\$261,875	\$1,119,347
19	CareerSource Heartland	328	3,929	4,765	55	0.010476231	\$329,556	\$100,648	\$430,204
20	CareerSource Research Coast	1,284	13,133	7,771	201	0.030667330	\$964,718	\$294,628	\$1,259,346
21	CareerSource Palm Beach County	2,766	29,486	23,819	472	0.074084642	\$2,330,519	\$711,748	\$3,042,267
22	CareerSource Broward	3,875	39,744	34,936	704	0.106142444	\$3,338,978	\$1,019,735	\$4,358,713
23	CareerSource South Florida	5,285	68,231	50,620	985	0.156603086	\$4,926,344	\$1,504,519	\$6,430,863
24	CareerSource Southwest Florida	2,062	25,003	21,270	328	0.058543457	\$1,841,632	\$562,440	\$2,404,072
	STATEWIDE TOTALS	36,231	419,446	327,470	6,134	1.000000000	\$31,457,515	\$9,607,228	\$41,064,743

Action Item 1, Continued

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF)

* * * * * * * * * * *

STATE APPROPRIATIONS, FISCAL YEAR 2018/19 - \$58,042,863 (Prior Year 2017/18 - \$58,084,001; decrease of \$41,138 or .07%)

BASIC PURPOSE AND ELIGIBILITY: TANF serves low-income families with children, including two-parent families. The TANF program strongly emphasizes a "Work First" philosophy that combines added assistance in obtaining needed training, starting work and receiving childcare; transportation and transitional supports to retain employment, advance and become self-sufficient; and time limits and sanctions as needed.

SPECIFIC MANDATES/LIMITATIONS: Eligibility limits for receiving Temporary Cash Assistance (TCA) benefits include having a gross income equal to or less than 185% of the federal poverty level and limited assets. Services/programs that assist families in avoiding welfare dependency by gaining and retaining employment are available in the form of one-time payments, job placement assistance and transitional work support services, and can be more broadly extended to "needy families" (set at 200% of the poverty level in Florida). Also, there are other diversion programs designed to reduce and/or prevent welfare dependency, such as teen pregnancy prevention programs, programs that enable the formation and maintenance of two-parent families, and post-employment career advancement and job retention programs. Florida is required to provide matching state general revenue funds to satisfy the federal "maintenance of effort." TANF funds may not be used for medical expenses, undocumented immigrants or convicted felons. TANF funds which are unspent at the local level within specified time limits, are restricted to "benefits only" and can no longer be used for other purposes including workforce and support services.

DISTRIBUTION MECHANISMS: TANF funds are provided to the state by federal block grants with some special supplements provided to Florida and other states. There are no federally established formulas for sub-state distribution of TANF funds, noting that TANF administration in most states is state or county-based, with no decentralized governance/delivery structures similar to Florida's local workforce development boards. The Florida Legislature defines and approves the yearly appropriation of TANF funds to DEO and the CareerSource Florida Board to address both state and local needs which are further administered, allocated and directed by the state board.

Since the state workforce board's inception in July 2000, the CareerSource Florida Board has transitioned the historical TANF (Welfare Transition) allocation formula (based only on the cash assistance caseload) to a 50/50 allocation formula – 50% of the available funds are allocated to local workforce development boards based upon their share of the number of children within households

receiving food stamps, and the remaining 50% based upon cash assistance caseload or TANF households with an adult member. The data on numbers of children receiving food stamps and the cash assistance caseload are available from the Department of Children and Families.

In calculating the 2018/19 distributions, the board applied a 90% "hold harmless" provision to ensure that no local board would face an inordinate shift or reduction of funds from the prior fiscal year due to shifts in data used in the funding methodology. This is the same hold harmless provision required under the WIOA Adult, Youth and Dislocated Worker programs, which calculates a two-year average percentage for each local board and assures they will not receive less than 90% of that average.

SPECIFIC FUND DISTRIBUTIONS FOR FY 2018/19: A total of \$58,042,863 in TANF funds was appropriated by the 2018 Legislature. This amount includes \$4,111,956 for program and administrative support provided by the Department of Economic Opportunity and the CareerSource Florida Board. This funding also includes a specific appropriation of \$750,000 for the Non-Custodial Parent Employment Program for Pinellas, Pasco and Hillsborough counties, and \$666,000 for Miami-Dade County to be administered by CareerSource Pasco Hernando. After deducting program and administrative support, and the \$1,416,000 for the Non-Custodial Parent Employment Program, the remaining amount available for local allocations is \$52,514,907, which is level funded with the prior year.

		<u>FY 2018/19</u>
DEO and CSF Administration Non-Custodial Parent Program		\$ 4,111,956 1,416,000
Local Allocations		<u>52,514,907</u>
	Total	\$58,042,863

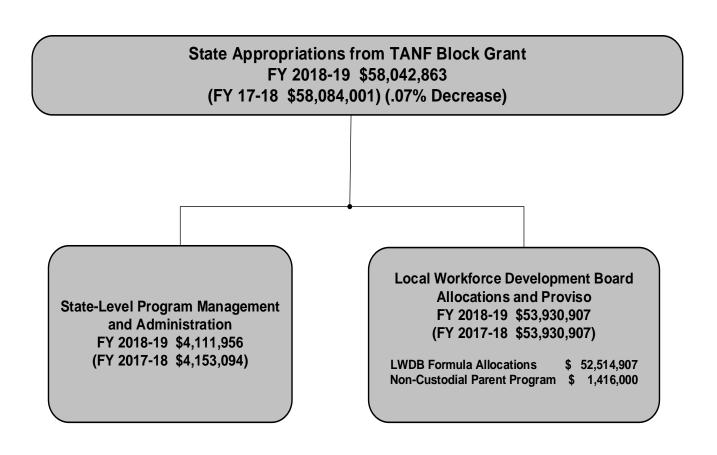
Using these amounts and assuming no additional changes in the allocation methodology, the total amounts by local board are reflected on the attached chart titled "*Program Year 2018 Temporary Assistance for Needy Families Local Workforce Development Board Formula Allocations*."

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FOR CONSIDERATION

Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2018/19. Additionally, to authorize flexibility by the President and Treasurer to adjust actual spending categories and local allocations as necessary within the total approved budget.

FLORIDA FUNDING FOR Temporary Assistance for Needy Families (TANF)



Program Year 2018 Temporary Assistance for Needy Families Local Workforce Development Board Formula Allocations

			50%			FY 2018/19	FY 2017/18		
			WELFARE		НН		FINAL		
	LOCAL WORKFORCE DEVELOPMENT BOARDS	50% SNAP	CASELOAD	RWB SHARE	*	ALLOCATION	ALLOCATION	DIFFERENCE	%
1	CareerSource Escarosa	179,875	3,374	0.023613254		\$1,240,048	\$1,176,297	\$63,751	5.42%
2	CareerSource Okaloosa Walton	75,761	1,260	0.009345377		\$490,772	\$441,242	\$49,530	11.23%
3	CareerSource Chipola	49,469	712	0.006045796	*	\$317,494	\$317,494	\$0	0.00%
4	CareerSource Gulf Coast	83,903	1,177	0.009535898		\$500,777	\$434,845	\$65,932	15.16%
5	CareerSource Capital Region	131,907	3,939	0.022774043		\$1,195,977	\$1,234,890	(\$38,913)	-3.15%
6	CareerSource North Florida	57,215	665	0.007064561	*	\$370,995	\$370,995	\$0	0.00%
7	CareerSource Florida Crown	56,622	1,039	0.007347086		\$385,832	\$378,378	\$7,454	1.97%
8	CareerSource Northeast Florida	606,436	12,303	0.088487068	*	\$4,646,890	\$4,653,987	(\$7,097)	-0.15%
9	CareerSource North Central Florida	97,083	2,008	0.015262220	*	\$801,494	\$801,494	\$0	0.00%
10	CareerSource Citrus Levy Marion	215,979	4,678	0.030688284		\$1,611,592	\$1,622,312	(\$10,720)	-0.66%
11	CareerSource Flagler Volusia	229,480	6,092	0.036785727		\$1,931,799	\$2,042,062	(\$110,263)	-5.40%
12	CareerSource Central Florida	1,046,302	18,405	0.132804761		\$6,974,230	\$6,682,917	\$291,313	4.36%
13	CareerSource Brevard	180,609	2,864	0.021758000		\$1,142,619	\$1,013,244	\$129,375	12.77%
14	CareerSource Pinellas	277,905	6,911	0.042809909		\$2,248,158	\$2,346,034	(\$97,876)	-4.17%
15	CareerSource Tampa Bay	616,421	12,050	0.082737705		\$4,344,963	\$4,430,731	(\$85,768)	-1.94%
16	CareerSource Pasco Hernando	246,506	5,205	0.034525799		\$1,813,119	\$1,814,674	(\$1,555)	-0.09%
17	CareerSource Polk	343,325	6,429	0.045029655		\$2,364,728	\$2,197,116	\$167,612	7.63%
18	CareerSource Suncoast	188,577	3,571	0.028180728	*	\$1,479,908	\$1,518,164	(\$38,256)	-2.52%
19	CareerSource Heartland	101,355	950	0.011187958		\$587,535	\$587,535	\$0	0.00%
20	CareerSource Research Coast	197,334	1,529	0.020008008	*	\$1,050,719	\$1,050,719	\$0	0.00%
21	CareerSource Palm Beach County	456,866	3,711	0.041871696		\$2,198,888	\$2,225,312	(\$26,424)	-1.19%
22	CareerSource Broward	684,736	9,102	0.075946601		\$3,988,329	\$4,058,282	(\$69,953)	-1.72%
23	CareerSource South Florida	1,492,948	19,986	0.166112527		\$8,723,383	\$8,891,160	(\$167,777)	-1.89%
24	CareerSource Southwest Florida	401,836	4,136	0.040077339		\$2,104,658	\$2,225,023	(\$120,365)	-5.41%
	STATEWIDE TOTALS	8,018,450	132,096	1.000000000		\$52,514,907	\$52,514,907	\$0	0.00%

Action Item 1, Continued

WAGNER-PEYSER (WP)

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ESTIMATED FEDERAL AWARD FY 2018/19 FOR WAGNER-PEYSER – \$38,027,000 (Prior Year 2017/18 – \$38,312,400; decrease of \$285,400 or -.74%)

Statutory Reference: Wagner-Peyser Act of 1933, 48 Stat.113 as amended; Workforce

Investment Act of 1998; Workforce Innovation and Opportunity Act

of 2014.

Grantor Agency: USDOL

Grant Program Objectives: To place persons in employment by providing a variety of

placement-related services without charge to job seekers and to

employers seeking qualified individuals to fill job openings.

Description of the Grant Program:

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices known as the Employment Service. The Wagner-Peyser Act was amended by the Workforce Investment Act of 1998 and the Workforce Innovation and Opportunity Act of 2014, making the Employment Service part of the one-stop delivery system. Employment services are an integral part of the one-stop delivery system that provides an integrated array of high-quality services so that workers, job seekers and businesses can find the services they need under one roof in easy-to-reach locations. Employment services are services related to a labor exchange system including job search assistance, referral and placement assistance to job seekers, reemployment services to unemployment insurance claimants and recruitment services to employers with job openings. Services may be delivered through self-service, facilitated self-help services and staff-assisted services. Core services, such as assessments of skill levels, abilities and aptitudes; career guidance when appropriate; job search workshops; and referral to training as appropriate may also be available. The services offered to employers, in addition to referral of job seekers to job openings, include matching job requirements with job seeker experience, skills and other attributes; helping with special recruitment needs; helping employers analyze hard-to-fill job orders; assisting with job restructuring; and helping employers address layoffs.

Description of Process Used to Allocate Available Grant Funds:

Wagner-Peyser 7(a) Funds – Due to the federal continuing resolution, the final funding allotments to the states have not yet been issued for federal Program Year 2018 funding. Therefore, the PY2018 Wagner-Peyser funding is presented based on current funding projections. As soon as final funding is provided to the states, this information will be updated.

As shown on the *Florida Estimated Funding for Wagner-Peyser* chart, CareerSource Florida and DEO reserve less than 10% of the 7(a) grant funds (\$2,818,672) for state-level program operations and administration. More than 90% (\$31,405,628) of these funds are available to support one-stop program services at the local level.

The allocation of Wagner-Peyser funding to local boards is based on the federal formula used to distribute grant funds among the states. The formula is:

- 2/3 based on the relative share of the state's civilian labor force (based on an annualized average)
- 1/3 based on the relative share of the state's number of unemployed individuals (based on an annualized average)

Total PY 2018 WP 7(a)	\$34,224,300
LWDB Salaries and Pass-Through	(26,910,037)
Labor Exchange System	(4,128,705)
LWDB Insurance and HR Fees	(366,886)
Remaining for State-Level Administration	\$2,818,672

Wagner-Peyser 7(b) Funds – Section 7(b) of the Wagner-Peyser Act reserves 10% (or \$3,802,700) of the available grant funds allocated to Florida (\$38,027,000) for use by this board for state-level activities including outreach, special projects, performance incentives, and the maintenance of a reasonable budget reserve. The remaining grant funds are available for additional eligible activities.

Total PY 2018 WP 7(b)	\$3,802,700
Plus Est. Bal. of Unreserved W-P 7(b) Funds	422,750
Less Budget Reserve	(500,000)
Total WP 7(b) Funds Available	\$3,725,450

The following recommendations are presented to the board for the establishment of commitments for 2018/19.

Integrated Communications – CareerSource Florida and Statewide (\$2,000,000) – Each year the state board approves funding administered by its professional team to advance the mission and outreach of the organization and the CareerSource Florida network through an integrated strategic communications plan and tactics. This investment supports CareerSource Florida's work to build and maintain brand consistency by providing time- and money-saving templates and tools for use by workforce partners statewide through the development of shared communications resources. Additionally, this funding supports competitively procured expert services to expand the outreach and education capabilities of the CareerSource Florida professional team through public information, media relations, advertising outreach to job seekers and businesses, social media and other strategies. CareerSource Florida emphasizes targeted digital outreach while also employing proven tactics to reach customers for whom a traditional approach to receiving information is more practical.

In the 2018/19 fiscal year, CareerSource Florida plans to continue its successful Cooperative Outreach Program in support of local workforce development boards' outreach efforts. The Co-Op provides funding and collaboration for customized outreach and education tools and tactics for each of the 24 local boards, encouraging shared resources and economies of scale. With a state as large and diverse

as Florida, the investment in a multipronged but integrated outreach strategy is critical to raise awareness and increase the use of resources available statewide to address the employment and training needs of job seekers, workers and employers.

Military Family Employment Advocacy Program (\$850.000) — The Military Family Employment Advocacy Program (MFEAP) was established by Section 445.055, F.S., to provide employment advocates and services at Florida career centers with high military populations associated with military bases. Persons eligible for assistance through this program include spouses and dependents of active-duty military personnel, Florida National Guard members and military reservists located in Florida. CareerSource Florida has allocated Wagner-Peyser 7(b) funds to local boards 1, 2, 4, 8, 13, 15 and 23 since state Fiscal Year 2008/09 to keep this successful program operational. There are approximately 37,000 military spouses who currently reside in Florida, and 60% of them live in these local areas. The current funding helps facilitate the work of 10 MFEAP advocates currently assigned to career centers in Pensacola, Fort Walton Beach, Panama City, Jacksonville, Cocoa, Tampa Bay and Miami-Dade. The MFEAP advocates' sole focus is to assist active-duty military spouses and dependents in obtaining and retaining gainful employment. Many of the advocates are co-located at family support centers within military bases.

Other Business Outreach Initiatives (\$500.000) – The CareerSource Florida professional team recommends approval for sustained funding for a variety of initiatives under the broad category of business outreach. The uses of these funds are consistent with federal and state law priorities under Chapter 445, F.S., as they relate to facilitating business awareness and access to workers from special population groups (e.g., youth, veterans, older workers, disabled) as well as addressing workforce needs in targeted industry sector groups. Some of the initiatives funded through this reserve include partnership programs with faith- or community-based organizations, the state workforce system's annual Professional Workforce Development Summit, local workforce development board and economic development partnerships, and workforce workshops. This funding also may be used to support cooperative outreach efforts to leverage state and local resources for enhancing business services.

Customer Relationship Management (CRM) System (Salesforce) Licenses (\$350,000) – Under the Expanding Business Engagement initiative, established in 2011, the CareerSource Florida Business and Workforce Development Team, along with a group of local workforce development boards, reviewed and selected a technology platform to help the state and local boards begin consistently tracking the number and types of businesses they serve. After a thorough review, Salesforce.com was selected as the network-wide CRM platform. Shaped by CareerSource Florida network business professionals, the Salesforce instance provides a consistent process for tracking businesses served and helps in identifying and deepening the network's business market penetration. With Salesforce, Florida's workforce system now has a cross-local resource in place with a singular aim of improving services to business – seamlessly and efficiently – as a true network. CareerSource Florida is looking at ways to integrate its instance with other state partners that work in the economic development arena.

Wagner-Peyser 7(b) Funding Summary

In the event the foregoing reserves and commitments are approved by the state board, an estimated balance of \$25,450 will remain available to CareerSource Florida to be added to the budgeted reserve or as a carry forward into the next fiscal year. Please note this amount is an estimate because certain current year funds may not be available for carry-forward purposes or allocated funds may not be expended at the level expected during the fiscal year.

Total 2017/18 WP 7(b) Funds Available \$3,725,450

Less Proposed Discretionary Board Allocations:

Integrated Communications – Statewide Outreach	(2,000,000)
Military Family Employment Advocacy Program	(850,000)
Other Business Outreach	(500,000)
Salesforce Licenses	(350,000)

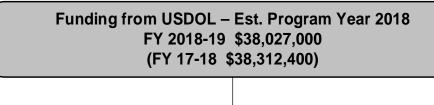
Balance Remaining \$25,450

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FOR CONSIDERATION

- 1. Approval of the Program Year 2018/19 local Wagner-Peyser 7(a) fund allocation shares, with the understanding that if final federal funding changes, updates will be made using the approved allocation shares.
- 2. Approval to establish the Program Year 2018/19 WP 7 (a) operations and administration funding, and WP 7(b) state-level activities, other reserves, obligations, and commitments for DEO and CareerSource Florida.
- 3. Authorize the flexibility for the President and Treasurer to adjust actual spending categories as necessary within the total approved budget

ESTIMATED FLORIDA FUNDING FOR WAGNER-PEYSER



Wagner-Peyser 7(a) (90%) FY 2018-19 \$34,224,300 (FY 2017-18 \$34,481,160) Wagner-Peyser 7(b) (10%) FY 2018-19 \$3,802,700 (FY 2017-18 \$3,831,240)

State-Level Projects; Incentives; Exemplary Models; Services to Groups with Special Needs

State-Level Program Management and Administration* FY 2018-19 \$2,818,672 (FY 2017-18 \$2,818,672)

* Includes the following functions: Department Management and Program Operations including: Financial Management; Programmatic and Financial Monitoring; Training & Technical Assistance, Planning & Policy Development, etc. for a total of \$2,628,011. An additional \$190,661 is reserved for CareerSource Florida costs associated with this program.

LWDB Direct Services FY 2018-19 \$31,405,628 (FY 2017-18 \$31,662,488)

LWDB Salaries and Pass-Thru\$ 26,910,037Labor Exchange System\$ 4,128,705LWDB Insurance and HR Fees\$ 366,886

Program Year 2018 Wagner-Peyser Act Estimated Local Workforce Development Board Formula Allocations

			oc Beverepii					
		2/3	1/3					
		CIVILIAN			PY 2018	PY 2017		
		LABOR	UNEMPLOYED		FINAL	FINAL		
	LOCAL WORKFORCE DEVELOPMENT BOARDS	FORCE	INDIVIDUALS	LWDB SHARE			DIEEEDENCE	%
	LOCAL WORKI ORCE DEVELOFMENT BOARDS	TORCE	INDIVIDUALS	LWDB SHAKE	ALLOCATION	ALLOCATION	DILITERENCE	/0
1	CareerSource Escarosa	223,126	8,988	0.021870156	\$588,527	\$594,793	(\$6,266)	-1.05%
2	CareerSource Okaloosa Walton	125,739	4,299	0.011715797	\$315,273	\$319,061	(\$3,788)	-1.19%
3	CareerSource Chipola	41,295	1,881	0.004220500	\$113,574	\$117,937	(\$4,363)	-3.70%
4	CareerSource Gulf Coast	99,710	4,042	0.009793518	\$263,544	\$271,958	(\$8,414)	-3.09%
5	CareerSource Capital Region	185,843	7,389	0.018138573	\$488,110	\$497,527	(\$9,417)	-1.89%
6	CareerSource North Florida	47,607	2,043	0.004765864	\$128,250	\$134,195	(\$5,945)	-4.43%
7	CareerSource Florida Crown	46,867	1,987	0.004672517	\$125,738	\$129,662	(\$3,924)	-3.03%
8	CareerSource Northeast Florida	789,716	31,446	0.077115202	\$2,075,173	\$2,088,869	(\$13,696)	-0.66%
9	CareerSource North Central Florida	147,224	5,441	0.014041457	\$377,856	\$378,780	(\$924)	-0.24%
10	CareerSource Citrus Levy Marion	199,159	10,123	0.021190201	\$570,229	\$585,781	(\$15,552)	-2.65%
11	CareerSource Flagler Volusia	297,844	13,030	0.030014081	\$807,680	\$818,079	(\$10,399)	-1.27%
12	CareerSource Central Florida	1,333,130	50,898	0.128441654	\$3,456,370	\$3,472,302	(\$15,932)	-0.46%
13	CareerSource Brevard	268,867	11,392	0.026799741	\$721,182	\$738,224	(\$17,042)	-2.31%
14	CareerSource Pinellas	490,272	18,206	0.046828627	\$1,260,160	\$1,284,507	(\$24,347)	-1.90%
15	CareerSource Tampa Bay	724,063	27,695	0.069800869	\$1,878,344	\$1,896,766	(\$18,422)	-0.97%
16	CareerSource Pasco Hernando	297,076	13,490	0.030328951	\$816,153	\$823,749	(\$7,596)	-0.92%
17	CareerSource Polk	292,922	13,643	0.030176355	\$812,047	\$827,431	(\$15,384)	-1.86%
18	CareerSource Suncoast	360,082	13,927	0.034834936	\$937,409	\$948,020	(\$10,611)	-1.12%
19	CareerSource Heartland	77,125	3,929	0.008212998	\$221,012	\$228,748	(\$7,736)	-3.38%
20	CareerSource Research Coast	273,670	13,133	0.028500333	\$766,945	\$773,893	(\$6,948)	-0.90%
21	CareerSource Palm Beach County	725,948	29,486	0.071348594	\$1,919,993	\$1,953,150	(\$33,157)	-1.70%
22	CareerSource Broward	1,026,820	39,744	0.099359631	\$2,673,771	\$2,720,085	(\$46,314)	-1.70%
23	CareerSource South Florida	1,429,545	68,231	0.148580028	\$3,998,293	\$3,948,876	\$49,417	1.25%
24	CareerSource Southwest Florida	596,616	25,003	0.059249417	\$1,594,404	\$1,614,504	(\$20,100)	-1.24%
	STATEWIDE TOTALS	10,100,266	419,446	1.000000000	\$26,910,037	\$27,166,897	(\$256,860)	-0.95%

Action Item 1, continued

COMBINED VETERANS PROGRAMS (DVOP and LVER)

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ESTIMATED FEDERAL AWARD FY 2018/19 FOR DVOP and LVER - \$ 11,792,434 (Prior Year 2017/18 - \$11,707,664, increase of .72%)

Statutory Reference: Jobs for Veterans Act (Public Law 107-288); Title 38, United States

Code (USC), Chapters 41-42, as amended by the Jobs for Veterans Act (Public Law 107-288); Title 38, USC, Chapter 31; Servicemen's

Readjustment Act of 1944.

Grantor Agency: USDOL

Grant Program Objectives: To develop jobs and job training opportunities for disabled and other veterans through contacts with employers; promote and develop on-the-job training and apprenticeship and other on-the-job training positions within federal job training programs (e.g. Veterans Workforce Investment Program, Veterans Affairs programs); provide outreach to veterans through community agencies and organizations; provide assistance to community-based groups and organizations and appropriate grantees under other federal and federally funded employment and training programs; develop linkages with other agencies to promote maximum employment opportunities for veterans; and provide employability development and vocational guidance to eligible veterans, especially disabled veterans, using a case management approach to services wherever applicable. To provide job development, placement and support services directly to veterans and to ensure there is local supervision of state employment agencies' compliance with federal regulations, performance standards and grant agreement provisions in carrying out requirements of 38 U.S.C. 4104 in providing veterans with maximum employment and training opportunities.

Description and Limitations of the Grant Program: Funds must be used only for salaries and expenses necessary to reasonably support veterans program staff who shall be assigned only those duties directly related to meeting the employment needs of eligible veterans according to the provisions of 38 U.S.C. 4103A.

Description of Process Used to Allocate Available Grant Funds: The allocation methodology of Disabled Veterans Outreach Program (DVOP)/Local Veterans Employment Representative (LVER) funds to local workforce development boards is based on the staffing cost needs of each board for approved DVOP/LVER positions and the related costs to support these positions.

Funding for dedicated Vocational Rehabilitation and Employment Program and the Incarcerated Veterans Transition Program, as negotiated by DEO with the USDOL, will not be included in the affected local boards' DVOP/LVER annual awards. These funds will be separately awarded. In addition, 1% of the total veterans grant award has been reserved for required performance incentives.

As needed, DEO will consult with the CareerSource Florida professional team and reallocate any funding that is no longer needed for the original purpose to other allowable uses within the program.

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FOR CONSIDERATION	
Approval of the state and local DVOP and LVER allocation methodology for state Fiscal Year 2018/19 with authority given to the CareerSource Florida professional team and DEO to reallocate funds that may become available due to deobligations or changes in original need.	
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Action Item 1, continued

SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM EMPLOYMENT & TRAINING (SNAP E&T) PROGRAM

(Formerly known as Food Stamp Employment & Training Program – FSET)

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ESTIMATED FEDERAL AWARD FY 2018/19 FOR SNAP E&T PROGRAM – \$10,050,645 (Prior Year 2017/18 – \$10,050,645)

Statutory Reference: Food Stamp Act of 1977, as amended, Section 16, Public Law 95-113,

91 Stat. 958, 7 U.S.C. 2025; Public Law 99-198, Public Law 105-33,

Public Law 105-185.

Grantor Agency: U.S. Department of Agriculture (USDA)

Grant Program Objectives: To provide federal financial aid to state agencies for costs incurred to operate the Employment and Training Program for food stamp recipients. The Department of Children and Families is the state's recipient of federal grant funds for the Food Stamp Program. DEO operates the SNAP E&T Program directly for USDA.

Description and Limitations of the Grant Program: By April 1, 1987, all states were to implement a Food Stamp Employment and Training program as mandated by Public Law 99-198. The state agency is responsible for reimbursing participants for expenses incurred in fulfilling E&T requirements. Expenditures that may be included in this category are transportation, dependent care, books or training manuals, uniforms or other special equipment that a participant must have for participation, and any other necessary and reasonable cost that a participant incurs. Participant reimbursements must be paid for with the 50/50% federal grant. State E&T plans are not approvable unless USDA receives assurance that participant reimbursement funds are available. The Balanced Budget Act (Public Law 105-33) provides additional funding (100% grant) to states for work/training programs generally targeted for non-working able-bodied adults without dependents. These grants do not require a match.

Description of Process Used to Allocate Available Grant Funds: The SNAP E&T program operates on the federal fiscal year and a new state plan is needed for the new federal year that will begin October 1, 2018. Florida has been on a mandatory participation basis since January 1, 2016, and this status will remain in effect for the next federal fiscal year.

Therefore, the CareerSource Florida professional team recommends allocating available funding to the local workforce development boards using the work-based formula of the relative share of the number of able-bodied adults without dependents. As needed, DEO will reallocate any funding initially reserved for state-level operations or for a local workforce development board that no longer needs the funding to other boards in need of additional resources.

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FOR CONSIDERATION

Approval of the methodology to allocate 100% of SNAP funds to the local workforce development boards for Fiscal Year 2018/2019, with authority given to the CareerSource Florida professional team and DEO to reallocate funds that may become available due to deobligations or changes in original need.

Action Item 1, Continued

REEMPLOYMENT ASSISTANCE (RA) SERVICES

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FEDERAL AWARD FOR RA SERVICES – FY Year 2018/19 – \$1,000,000 (Prior Year 2017/18 – \$1,000,000)

Statutory Reference: Social Security Act, as amended, 42 U.S.C. 501- 504, 1101-1109;

Trade Act of 1974, as amended, Public Law 93-618, 88 Stat. 2024, 19 U.S.C. 2311; Federal Unemployment Tax Act, as amended, 26 U.S.C. 3404 note; Federal Employees and Ex-Service Members, 5 U.S.C. 8501 and 8521; Robert T. Stafford Disaster Relief and Emergency Assistance Act, as amended, Public Law 100-707, 88 Stat. 153, 42

U.S.C. 5171.

Grantor Agency: USDOL

Grant Program Objectives: To administer the state's program of unemployment insurance for eligible workers through federal and state cooperation, to administer payment of trade adjustment assistance, disaster unemployment assistance and unemployment compensation for federal employees and ex-service members.

Description and Limitations of the Grant Program: Funds are provided to support local career center staff who assist customers with filing Reemployment Assistance initial and continuing claims via the state's online system. Funds allocated in 2018/19 are level-funded with the previous year due to the overall drop in in the state's unemployment rate.

Description of Process Used to Allocate Available Grant Funds: Funds are distributed to local workforce development boards based on each board's relative share of initial RA claims filed for the 2017 calendar year.

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FOR CONSIDERATION

Approval of the local Reemployment Assistance Services fund allocations for Fiscal Year 2018/19 with authority given to DEO and the CareerSource Florida professional team to reallocate such funds between local workforce development boards as needed.

Action Item 1, Continued

BUDGET IMPLEMENTING ACTIONS NEEDED For Fiscal Year 2018/19

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<u>State Funding for the Quick Response Training Program</u> – The Quick Response Training (QRT) grant program is funded by state dollars and is defined in the General Appropriations Act and/or substantive legislation. For the 2018/19 fiscal year, funding for the QRT grant program was appropriated to CareerSource Florida in the amount of **\$9,000,000**.

<u>State Funding for Florida Correctional System Vocational Curriculum</u> – The 2018 Florida Legislature appropriated **\$1,000,000** of recurring general revenue funds to CareerSource Florida for the development and implementation of a vocational curriculum for inmates in the Florida Correctional System.

Individual Training Account (ITA) Waivers for Fiscal Year 2018/19 — Florida Statutes state that at least 50% of the Title I funds for adults and dislocated workers that are passed through to local workforce development boards must be allocated to and expended on Individual Training Accounts (ITAs). The law also allows a local workforce development board to request and obtain a waiver relating to the 50% requirement from CareerSource Florida. The CareerSource Florida professional team recommends continuing the same policy as was approved in the previous fiscal year.

The ITA waiver policy would allow for local workforce development areas to select a waiver percentage based on two options: 1) additional one-year extensions of their approved ITA percentage, or 2) a sliding scale ITA percentage based on their reduced funding levels (WIOA, WP and TANF) as compared to fiscal year 2012/13 (the year in which Florida implemented the new statutory requirement of 50% ITA expenditures). Local workforce development boards may request a percentage between the statutorily required amount of 50% and the lowest option available. For example, a local board may be eligible for a waiver that would reduce its required ITA percentage to 35%. However, the board may want its waiver percentage to be at some higher level, such as 42%. Under this scenario, the board would request a 42% waiver.

Local workforce development boards will submit waiver requests to CareerSource Florida with an explanation of their waiver request amount. The CareerSource Florida professional team will send the results of the sliding scale calculation and instructions to local workforce development boards outlining the specific information that will need to be included in such requests.

If a local board does not request a waiver percentage based on this policy, it will be required to either meet the statutorily required ITA percentage (50%) or submit a full waiver request under the board's existing ITA waiver policy. All full waiver requests will be submitted to the CareerSource Florida Board for approval or denial.

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FOR CONSIDERATION	
Approval of the Fiscal Year 2018/19 Individual Training Account optional waiver policy. I addition, to approve state funding as described above, and to authorize the CareerSourc Florida President and Treasurer to adjust actual spending in the event appropriated amount are adjusted during the year.	е
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Consolidated Action Item 1 - Fiscal Year 2018-2019 CareerSource Florida Network Funding

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FOR CONSIDERATION

- 1. Approval of the Program Year 2018/19 local Adult, Youth and Dislocated Worker fund allocations.
- 2. Approval to establish the Program Year 2018 WIOA state-level set-aside allocations, authorizing operations and administration funding, other reserves, obligations and commitments for DEO and CareerSource Florida.
- 3. Approval of the allocation methodology as proposed for the distribution of TANF funding for Fiscal Year 2018/19.
- 4. Approval of the local Wagner-Peyser 7(a) fund allocations and 7(b) state-level activities for state Fiscal Year 2018/19.
- 5. Approval of the state and local DVOP and LVER allocation methodology for state Fiscal Year 2018/19 with authority given to DEO and the CareerSource Florida professional team to reallocate funds that may become available due to deobligations or changes in original need.
- 6. Approval of the methodology to allocate 100% of SNAP funds to the local workforce development boards for Fiscal Year 2018/19, and authorization for the CareerSource Florida professional team and DEO to make funding shifts among local workforce development boards, CareerSource Florida and DEO to maximize utilization of available SNAP E&T funds during the year.
- 7. Approval of the local Reemployment Assistance Services fund allocations for state Fiscal Year 2018/19 with authority given to DEO and the CareerSource Florida professional team to reallocate such funds between local workforce development boards as needed.
- 8. Approval of the Fiscal Year 2018/19 Individual Training Account optional waiver policy. In addition, to approve State of Florida appropriated funding as described.
- 9. Approval of authorization for the CareerSource Florida President and Treasurer to adjust actual spending categories as necessary within the total approved budget for all funding allocations approved through this action.

CareerSource Florida Board of Directors Meeting May 16, 2018 Action Item 2

Approved_	
Disapproved_	

Action Item 2

WORKFORCE INNOVATION AND OPPORTUNITY ACT LOCAL WORKFORCE DEVELOPMENT BOARD TWO-YEAR MODIFICATION PLANS

The Workforce Innovation and Opportunity Act requires each local workforce development board to develop and deliver to the state a two-year modification to their four-year local plan. These plans must be submitted in partnership with the local chief elected official.

Regulations require states and local boards to regularly revisit and recalibrate state plan strategies in response to changing economic conditions and workforce needs of the state (20 CFR, Unified and Combined Plans Under Title I of Workforce Innovation and Opportunity Act, §676.135). CareerSource Florida issued plan modification instructions to the local boards on January 4, 2018. Plans were due to CareerSource Florida on March 29, 2018. The plans have been reviewed by the Department of Economic Opportunity as required.

DEO recommends approval of the local plans for all 24 local workforce development boards, contingent upon any additional information or approval signatures required. Approved plans will be posted online at floridajobs.org.

FOR CONSIDERATION

Approve the local plans for the 24 local workforce development boards



Presenter Bios

Susan Rusch



Susan Rusch is a consultant and subject matter expert on workforce programs for Maher and Maher's Federal and State & Regional practices. As a seasoned program manager and facilitator, she is working on several projects that optimize the integration and alignment of the workforce system under the Workforce Innovation and Opportunity Act. This includes coaching and facilitation; collaborating with teams to identify integration and cross-agency solutions; and preparing tools and guidance that advance systems and programs based on current and future trends, outcomes, and promising practices from across our nation.

Ms. Rusch brings 20+ years of state and local workforce experience while living in Colorado. Her passion for workforce issues began when she was a local career counselor in one of the local areas, specializing in programs that affect dislocated workers, adults, and those affected by global trade. At the Colorado Department of Labor and Employment, she developed programs, policies, tools, and resources for the workforce system. Ms. Rusch also monitored programs and managed reemployment and job readiness programs, grants, and projects. She was a liaison, advisor and subject matter expert for workforce staff and boards, evaluating local area policies, procedures and operations in the areas of governance, program, fiscal, and administrative functions.

Crystal Stiles



Crystal Stiles is the director of economic development for Florida Power & Light Company (FPL). Ms. Stiles joined FPL in 2012 and has served the company in various roles including manager and project manager of economic development. She has a decade-long career in economic development and previously served as the co-executive director for the Business Development Board of Martin County.

Since joining FPL, Ms. Stiles continues to lead and advance Florida's statewide economic development strategy and the visibility of the company's economic development program, both within Florida and nationwide. She received national honors as one of Development

Counsellors International 40 under 40 in economic development.

Ms. Stiles and her team enhance and support economic development efforts throughout Florida with incentive rates for growing businesses, capacity building community programs and resources to local and regional economic development organizations. The team supports





business development projects throughout the state and is building a strong effort to attract data center investment, in addition to companies that fall within Florida's 11 targeted industry sectors.

Ms. Stiles currently serves as chair for the Florida Economic Development Council, vice-chair for the Florida delegation of the Southeast U.S./Japan Association, board member of the Utility Economic Development Association and immediate past board chair for United Way of Martin County.

She holds a bachelor of arts in communication from Mary Baldwin College in Staunton, Virginia and is pursuing an M.B.A. from Florida Atlantic University. She lives in Palm City.

Peter Tesch



Peter Tesch is president of the Economic Development Council (EDC) of St. Lucie County. He is responsible for the administration and operations of the organization while providing strategic direction for the growth and economic development of St. Lucie County.

Mr. Tesch is focused on the attraction of new business, expansion and retention of existing industry throughout the county, job creation and workforce readiness, promoting St. Lucie County to encourage new investment.

He serves on the boards of Florida's Research Coast Economic Development Coalition, St. Lucie County Chamber of Commerce, CareerSource Research Coast, Treasure Coast Food Bank, Round Table of St. Lucie, Business Alliance for Prosperity and the Treasure Coast Manufacturers Association.

Prior to joining the EDC, Mr. Tesch was President of Peterson Hill Partners, LLC an economic development consultation and site selection company he founded in 2011 to serve businesses, communities and not-for-profits.

Mr. Tesch was President and CEO of Ocala/Marion County Economic Development Corporation from 1997 to 2012. During his tenure, he was responsible for assisting 106 new and expanding businesses create over 9,000 jobs with an economic impact of more than \$437 million.

Mr. Tesch was selected as the 2012 Eunice Sullivan Economic Development Professional of the Year at the 2012 Florida Economic Development Conference for his outstanding commitment, talent and skill sets in economic development at the local and state level.

He lives in Fort Pierce.





July 2017 – March 2018 ADVERTISING OUTREACH AND INTEGRATED COMMUNICATIONS HIGHLIGHTS



Introduction

On behalf of CareerSource Florida, Moore, Inc. uses an integrated communications approach to advance the organization's mission to connect employers with qualified, skilled talent and Floridians with employment and career development opportunities. A key component of these efforts is an advertising outreach campaign designed to reach, inform and engage businesses and job seekers.

The following are highlights from the statewide outreach campaign as of March 31, 2018, and a look at some of the high-impact integrated communications tactics that successfully reached our audiences.

Note: A final advertising report will be provided at the conclusion of the fiscal year on June 30, incorporating the significant amount of outreach planned for Q4.



Advertising Outreach Goals

Career Services

- Increase awareness and use of the career services offered by the CareerSource Florida network among job seekers of all levels
- Increase online content engagement among job seekers
- More seamlessly connect job seekers with their local workforce development board

Business Services

- Increase awareness and use of the business services offered by the CareerSource Florida network
- Increase Incumbent Worker Training and Quick Response Training grant applications
- Connect with out-of-state businesses interested in expanding or relocating to Florida



Highlights and Examples Career Services

Job seekers statewide are being targeted through several individual campaigns, including:

- General career services, driving Florida job seekers to sign up to learn more from their local career center about career services
- Employ Florida in Spanish, driving traffic to the EmployFlorida.com page in Spanish
- Employ Florida Irma, post-hurricane awareness of jobs portal
- Employ Florida mobile app download and reengagement campaign
- Passion to Profession, driving youth ages 18 24 to sign up to learn more from their local career center about career services



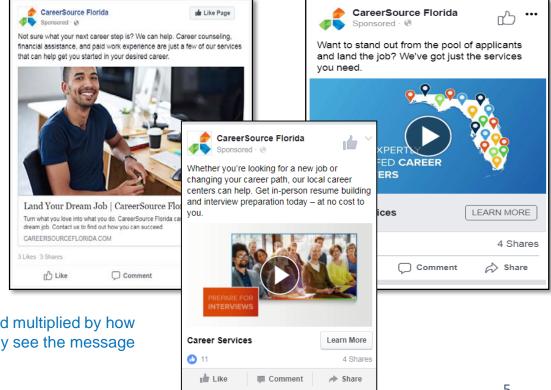
Highlights and Examples Career Services - General

Channels:

Facebook (Sponsored Content)

Highlights:

- 82,799 total impressions*
- \$0.08 cost per engagement (likes, clicks, shares, and comments)
- \$0.02 per video view



*The number of people reached multiplied by how frequently they see the message



Highlights and Examples Career Services – Spanish Employ Florida

Channels:

Facebook

Highlights:

- 346,124 total impressions
- 3,639 clicks to the Spanish language EmployFlorida.com





Channels:

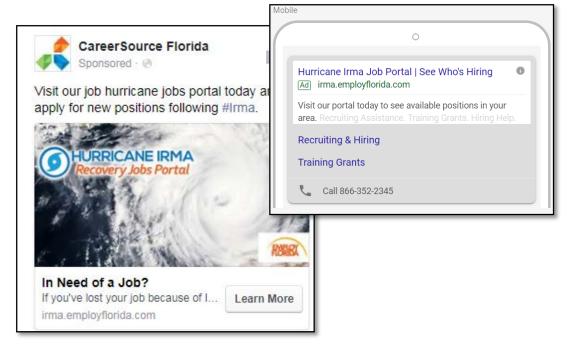
- Facebook
- Google Search

Highlights:

- 947,585 total impressions
- 27,787 clicks to Irma.employflorida.com

*Campaign ran until Dec. 31, 2017

Highlights and Examples Career Services – Irma Employ Florida





Highlights and Examples

Career Services – Employ Florida Mobile App

Channels:

Facebook

Highlights:

- 1.7 million total impressions
- 4,523 mobile app downloads (far exceeding goal of 1,800 for the fiscal year)





Highlights and Examples Career Services – Passion to Profession

Channels:

- Facebook
- Print: Florida Trend NEXT

Highlights:

- 2,375,737 total impressions
- 200 leads provided to local boards for follow up





Advertising Outreach Goals

Career Services

Goals



- Achieve 7 million impressions
- Drive 35,000 visitors to campaign landing pages
- Garner 500,000 video views
- Capture 1,750 leads
- Secure 1,800 mobile app downloads
- Increase average app launch per user by 20% (3.5 times is the current baseline)

Progress to Date

- 5,452,245 impressions
- 40,892 people driven to landing pages (goal exceeded)
- 23,719 video views
- 200 leads captured
- 4,523 mobile app downloads (goal exceeded)
- Mobile app reengagement campaign set to launch in Q4



Highlights and Examples Business Services

Two campaigns are running to raise awareness about business services provided through FloridaFlex, including:

- In-state businesses, delivering Quick Response Training and Incumbent Worker Training leads from Florida businesses to the CareerSource Florida team for follow up and engagement.
- Out-of-state businesses relocating to or expanding in Florida, delivering leads from businesses looking to expand or relocate to Florida to the CareerSource Florida team for follow up and engagement (advertising outreach began in Q4).



Highlights and Examples

Business Services – Out-of-State

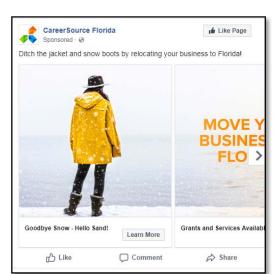
Channels:

- Facebook
- Google Search
- LinkedIn
- Print: Business Facilities
 Magazine

Highlights (through April 30):

- 1,444,434 total impressions
- 48 leads entered into an automated email sequence to learn more about services for businesses moving to Florida

Hire a Talented Workforce Build Your Team in Florida www.careersourceflorida.com We offer employment services to find, hire and train a skilled workforce.







Highlights and Examples

Business Services - In-State

Channels:

- Facebook
- Google Search
- Print: Florida Trend and HR Review Magazine

Highlights:

- 896,219 total impressions
- 64 leads (application started, or entered into an automated email sequence to provide more information on training grants)

Grants and Training Receive up to \$500,000 www.careersourceflorida.com Funding and customized training for your new employees.

BIGGEST





Advertising Outreach Goals

Business Services

Goals

- Achieve 1 million impressions among in-state employers
- Achieve 1.25 million impressions among out-of-state employers
- Capture 175 out-ofstate business leads
- Capture 175 training grant leads (email submit or beginning application)

Progress to Date

- 896,219 impressions among in-state employers
- 1,444,434 impressions among out-of-state employers (goal exceeded)
- 48 out-of-state business leads
- 64 training grant leads



Integrated Highlights

- Management and execution of two-pronged research project for Apprenticeship Florida
- Management and implementation of Cooperative Outreach Program, providing integrated communications services to local workforce development boards
- Bolstered video library with the development of:
 - Four Sector Strategies videos to engage education and business leaders
 - Quick Response Training testimonial video to reach employers
 - Multiple motion graphics videos, highlighting career services offered



A Look Ahead

As the successes represented here inform our strategies moving forward, high priority initiatives for Q4 include:

- Ongoing focus on advertising outreach, especially general career services, mobile app reengagement, and FloridaFlex outreach to businesses relocating or expanding in Florida
- Completion of Apprenticeship Florida research and presentation of findings at firstever Apprenticeship Summit
- Completion of 2017-18 Co-Op Program

Purvis, Gray & Company, LLP 443 East College Avenue Tallahassee, FL 32301 850-224-7144

May 7, 2018

CONFIDENTIAL

CareerSource Florida, Inc. PO Box 13179
Tallahassee, FL 32317

Dear Mr. Collins:

We have prepared the following returns from information provided by you without verification or audit.

Return of Organization Exempt From Income Tax (Form 990)

Please be sure to read the attached Tax Return Engagement Memorandum. We suggest that you examine these returns carefully to fully acquaint yourself with all items contained therein to ensure that there are no omissions or misstatements. Attached are instructions for signing and filing each return. Please follow those instructions carefully.

Enclosed is any material you furnished for use in preparing the returns. If the returns are examined, requests may be made for supporting documentation. Therefore, we recommend that you retain all pertinent records for at least seven years.

In order that we may properly advise you of tax considerations, please keep us informed of any significant changes in your financial affairs or of any correspondence received from taxing authorities.

If you have any questions, or if we can be of assistance in any way, please call.

Sincerely,

Purvis, Gray & Company, LLP

Form

Department of the Treasury Internal Revenue Service

Return of Organization Exempt From Income Tax Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter social security numbers on this form as it may be made public.
 ▶ Information about Form 990 and its instructions is at www.irs.gov/form990.

2016 Open to Public Inspection

OMB No. 1545-0047

A	For th	e 2016 d	calendar year, or tax year beginning 7						Пороси	<u> </u>
_		applicable:	C Name of organization	, , , , , ,	,		İ	D Employer	identification numbe	er
	Address		CareerSour	ce Flor	ida, Inc.					
H		Ü	Doing business as		,			59-36	659026	
\sqsubseteq	Name cha	ange	Number and street (or P.O. box if mail is not deliver	ed to street add	ress)		Room/suite	E Telephone	number	
$\overline{}$	Initial retu		PO Box 13179					<u>850-6</u>	<u> 592-6887</u>	
	Final retu terminate		City or town, state or province, country, and ZIP or f	oreign postal co	ode					
\Box	Amended			L 3231	7			G Gross rece	eipts\$ 21,293	,077
Н			F Name and address of principal officer:				H(a) Is this a gro	un ratura for a	ubordinates Yes	X No
Ш	Application	on pending	ritchette beimata				n(a) is this a gro	up return for s	uborumates res	
			PO Box 13179				H(b) Are all sub	ordinates inclu	uded? Yes	No
			Tallahassee	FL	32317		If "No,"	attach a list.	(see instructions)	
<u> </u>	Tax-exe	mpt status:	: X 501(c)(3) 501(c) () ◄ (ii	nsert no.)	4947(a)(1) or	527				
J	Website	e: D C	careersourceflorida.c	om			H(c) Group exer	nption numbe	er 🕨	
K	Form of o	organization	n: X Corporation Trust Association	Other >		L Ye	ar of formation: 2	000	M State of legal domic	ile: FL
F	art I	Sı	ummary							
	1 1	Briefly de	escribe the organization's mission or most	significant	activities:					
e			Florida Workforce System							
au			ent and Floridians with e		 .		. .			
ern	,		achieve economic prosperi							
Governance	2 (nis box ▶ if the organization discontinu	· · · · · · · · · · · · ·	tions or disposed	l of more than :	25% of its net	assets		
S S			of voting members of the governing body		4 \				27	
Se			of independent voting members of the gov						27	
ij	5	Total nur	mber of individuals employed in calendar y	/ear 2016 (I	9 (1 alt VI, Illie 12 Part V line 2a)	"		5	35	
Activities &			mber of volunteers (estimate if necessary)						0	
⋖			related business revenue from Part VIII, co		 ne 12					0
			elated business taxable income from Form					7b		0
	01	ivet uille	elated business taxable income nom i onn	330-1, IIIIe	04	·····	Prior Yea		Current Year	
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Revenue			n service revenue (Part V III , l ine 2g)			,		0		
, ve	10	Investme	ent income (Part VIII, column (A), lines 3, 4			530		630		
ď			venue (Part VIII, column (A), lines 5, 6d, 8				18	, 354	19.	453
			venue – add lines 8 through 11 (must equa				20,940		21,293,	
			and similar amounts paid (Part IX, column		2)		14,690		14,706,	
			paid to or for members (Part IX, column (A	A \ 1: 4\			11,000	7 1 2 0	11,,00,	0
G			, other compensation, employee benefits ((Δ) lines 5—		3,406	196	2,833,	833
benses	160		onal fundraising fees (Part IX, column (A),		anni (A), intes 5—	'''	3,400	,, 130	2,000,	<u>, 033</u>
en	h-		ndraising expenses (Part IX, column (D), lin			···o				
Ä							2,802	306	3,685,	960
_			openses (Part IX, column (A), lines 11a–11			·····	20,899	000	21,226,	616
			penses. Add lines 13–17 (must equal Part		(A), IIIIe 25)	· · · · · · · · · · · · · · ·		,674		461
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Ass	21 -	Total liah	bilities (Part X, line 26)				12,086		9,824,	
Set 1	22 1		ets or fund balances. Subtract line 21 from	line 20				,921	1,001,	
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			f perjury, I declare that I have examined this ret	urn including	accompanying sc	hedules and stat	ements and to	the best of	my knowledge and	haliaf it is
			complete. Declaration of preparer (other than of						iny knowieuge and	DCIICI, It is
				*			•	<u> </u>		
Sig	an	S	Signature of officer					Date		
He			Andrew Collins			COO/CE	īO.			
116	1 C	🕨 🖚	Type or print name and title			COO/ CE				
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Form 990 (2016) Ca	reerSource	Florida, Inc.	E	9-3659026		Page 2
		Service Accomplishm		3 3033020		rage ∠
		ontains a response or no		in this Part III		X
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	000 570	nificant program services duri				V V N-
prior Form 990 c					Ц	Yes X No
	e these new services o					
	tion cease conducting	, or make significant changes	in now it conduc	ts, any program		v 32 v
services?					Ц	Yes X No
	e these changes on So					
		ervice accomplishments for ea			· ·	
		c)(4) organizations are required		mount of grants and al	ocations to others,	
the total expense	es, and revenue, if any	, for each program service rep	ported.			
4a (Code:) (Expenses \$ 13	3,657,127 including g	grants of\$ 1	3,657,127)	(Revenue \$)
The Quick	Response T	raining Program	m, funde	d with state	e dollars, p	rovides
customize	d training	to new value ac	dded bus:	inesses loca	ated in Flor	ida and to
existing of	or expandin	g businesses th	hat meet	the state:	s economic g	oals.
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4- (O-d-	\	794 460 :		,	/D	
4c (Code:) (Expenses \$ 2	2,784,460 including of y CareerSource	grants of \$)	(Revenue \$)
Contracts	executed b	y Careersource	Florida	, inc. for	services pro	vided by
vendors to	o support s	tate-level init	tiatives	were previ	ously runaea	and paid
by the St	ate or Fror	ida. Financial	adminis	tration of	tnese costs	rormeriy
borne and	administer	ed by the State	e of Flo	rıda Departı	ment of Fina	ncıal
		rred to Careers	Source F	lorida, Inc	. for these	
contractu	al services	in 2015.				
4d Other program s	ervices (Describe in S	chedu l e O.)				
(Expenses \$		including grants of\$) (Revenue \$		
4e Total program se	ervice expenses >	17,491,374				

			Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes,"			
	complete Schedule A	1	X	
2	Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to			l
	candidates for public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h)			37
_	election in effect during the tax year? If "Yes," complete Schedule C, Part II	4		X
5	Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues,			
	assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C,	_		x
c	Part III	5		
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors			
	have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		x
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,	0		
′	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		х
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes,"</i>			
Ü	complete Schedule D, Part III	8		х
9	Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a			
Ū	custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or			
	debt negotiation services? If "Yes," complete Schedule D, Part IV	9		x
10	Did the organization, directly or through a related organization, hold assets in temporarily restricted			
	endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	10		X
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI,			
	VII, VIII, IX, or X as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes,"			
	complete Schedule D, Part VI	11a	X	
b	Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more			
	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
C	Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more			
	of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		X
d	Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets			
	reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	11d		X
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	X	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	X	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
_	Schedule D, Parts XI and XII	12a	X	
b	Was the organization included in consolidated, independent audited financial statements for the tax year? If	ا ا		w
40	"Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional	12b		X
13	Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate			
	ferging investments valued at \$100,000 or march 16 "Van" complete Schodule F. Ports Land IV	14b		х
15	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or	170		
	for any foreign agreementing of "Voc." agreements Calcadyla F. Darte II and IV	15		x
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other			
. •	analistament au fau faurium individuale 2 If "Van " annulate Cabadula E. Darte III and IV	16		x
17	Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on			_ <u></u>
	Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	17		x
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on			
-	Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	18		x
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a?			
	If "Yes," complete Schedule G, Part III	19		X
			000	·

Form 990 (2016) CareerSource Florida, Inc. Part IV Checklist of Required Schedules (continued)

			Yes	No
20a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
b	If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II	21	X	
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on			
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the			
	organization's current and former officers, directors, trustees, key employees, and highest compensated			
	employees? If "Yes," complete Schedule J	23	X	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than			
	\$100,000 as of the last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b			
	through 24d and complete Schedule K. If "No," go to line 25a	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year			
	to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior			
	year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ?			
	If "Yes," complete Schedule L, Part I	25b		X
26	Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any			
	current or former officers, directors, trustees, key employees, highest compensated employees, or			
	disqualified persons? If "Yes," complete Schedule L, Part II	26		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee,			
	substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled			
	entity or family member of any of these persons? If "Yes," complete Schedule L, Part III	27		X
28	Was the organization a party to a business transaction with one of the following parties (see Schedule L,			
	Part IV instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, or key employee? If "Yes," complete Schedule L, Part IV	28a		X
b	A family member of a current or former officer, director, trustee, or key employee? If "Yes," complete			
	Schedule L, Part IV	28b		X
С	An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof)			
	was an officer, director, trustee, or direct or indirect owner? If "Yes," complete Schedule L, Part IV	28c		X
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified			
	conservation contributions? If "Ves." complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N</i> ,			
		31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? If "Yes,"	<u> </u>		T -
~ -	complete Schodule N. Part II.	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations			T -
- -	204 7704 0 and 204 7704 20 If #Was # annulate Ocks dulp D. Dort I	33		x
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Parts II, III,			1
	W 15 W 5	34	X	
35a	or IV, and Part V, line 1 Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		Х
b	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a			T -
~	controlled entity within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable			
55	related amonimation 2 If "Ven " amontate Calendula D. Dant V. line 2	36		X
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization	30		
٠.	and that is treated as a partnership for federal income tax purposes? If "Yes," complete Schedule R,			
	Part VI	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and	<u> </u>		
50	19? Note. All Form 990 filers are required to complete Schedule O.	38	X	
	10: 110017 iii 1 om 000 meto are required to complete concadie O.	- 50		

Pa	Check if Schedule O contains a response or note to any line in this Page 1	art V				
	chear in contend to contains a responde of note to any line in the r	<u> </u>			Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	8			
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0			
С	Did the organization comply with backup withholding rules for reportable payments to vendors a	nd				
	reportable gaming (gambling) winnings to prize winners?			1c		
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax					
	Statements, filed for the calendar year ending with or within the year covered by this return	2 a	35			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax		s?	2b	X	
_	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instruc	ctions)				77
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?			3a		X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Sche			3b		
4a	At any time during the calendar year, did the organization have an interest in, or a signature or organization have an interest in, or a signature or organization have an interest in, or a signature or other calendar years at the calendar yea		-			
	over, a financial account in a foreign country (such as a bank account, securities account, or oth account)?	erimar	iciai	4a		X
h	If "Yes," enter the name of the foreign country: ▶			44		Λ
D.	See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Finan	cial Ac	counts			
	(FBAR).	ola () to	Sourito			
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year	ar?		5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter tra		on?	5b		X
С	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?			5c		
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and					
	organization solicit any contributions that were not tax deductible as charitable contributions?			6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contr	ibutions	s or			
	gifts were not tax deductible?			6b		
7	Organizations that may receive deductible contributions under section 170(c).					
а	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly	/ for go	ods			
	and services provided to the payor?			7a		X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
С	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which			1_		37
	required to file Form 8282?			7c		X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d	tro at0	٠,		x
e f	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal ben Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit			7e 7f		X
g	If the organization received a contribution of qualified intellectual property, did the organization fi			7g		X
9 h	If the organization received a contribution of qualified intellectual property, did the organization in		• •	7 <u>9</u> 7h		X
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund main					
	sponsoring organization have excess business holdings at any time during the year?		•	8		
9	Sponsoring organizations maintaining donor advised funds.					
а	Did the sponsoring organization make any taxable distributions under section 4966?			9a		
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person			9b		
10	Section 501(c)(7) organizations. Enter:					
а	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	Section 501(c)(12) organizations. Enter:	1 1				
а	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources	441				
120	against amounts due or received from them.) Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of	11b	0.412	420		
12a			1041?	12a		
b 13	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b		1		
а	Is the organization licensed to issue qualified health plans in more than one state?			13a	\vdash	
u	Note. See the instructions for additional information the organization must report on Schedule O					
b	Enter the amount of reserves the organization is required to maintain by the states in which					
	the organization is licensed to issue qualified health plans	13b				
С	Enter the amount of reserves on hand	13c				
14a	Did the organization receive any payments for indoor tanning services during the tax year?			14a		X
h	If "Yes" has it filed a Form 720 to report these payments? If "No " provide an explanation in Sch			14h]]	

Form 990 (2016) CareerSource Florida, Inc. 59-3659026 Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" Part VI response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response or note to any line in this Part VI Section A. Governing Body and Management

OCC	Coverning Body and Management					1
		1.1	07		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	27			
	If there are material differences in voting rights among members of the governing body, or					
	if the governing body delegated broad authority to an executive committee or similar					
_	committee, explain in Schedule O.		0.7			
b	Enter the number of voting members included in line 1a, above, who are independent	1b	27			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with			_		
_	any other officer, director, trustee, or key employee?			2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct			_		
	supervision of officers, directors, or trustees, or key employees to a management company or other person?			3		X
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was	filed?		4		X
5	Did the organization become aware during the year of a significant diversion of the organization's assets?			5		X
6	Did the organization have members or stockholders?			6		X
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint					l
	one or more members of the governing body?			7a		X
b	Are any governance decisions of the organization reserved to (or subject to approval by) members,					
	stockholders, or persons other than the governing body?			7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the	ie yeai	r by the fo ll ow	_		
а	The governing body?			8a	<u>X</u>	
b	Each committee with authority to act on behalf of the governing body?			8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at					l
	the organization's mailing address? If "Yes," provide the names and addresses in Schedule O			9	, ,	X
Sec	ction B. Policies (This Section B requests information about policies not required by the	inter	<u>nai Reven</u>	ue Co		
					Yes	
	Did the organization have local chapters, branches, or affiliates?			10a		X
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters,					
	affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?			10b	77	
11a		filing t	the form?	11a	X	
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.				77	
12a				12a	X	77
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give	e rise	to conflicts?	12b		X
С	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes,"				77	
	describe in Schedule O how this was done			12c	X	
13	Did the organization have a written whistleblower policy?			13	X	
14	Did the organization have a written document retention and destruction policy?			14	X	
15	Did the process for determining compensation of the following persons include a review and approval by					
	independent persons, comparability data, and contemporaneous substantiation of the deliberation and decis				37	
a ,	The organization's CEO, Executive Director, or top management official			15a	X	
b	Other officers or key employees of the organization			15b	X	
40	If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).					
16a				40		₹.,
	with a taxable entity during the year?			16a		X
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its					
	participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the			40:		
800	organization's exempt status with respect to such arrangements?	<u></u>		16b		<u> </u>
	List the states with which a copy of this Form 900 is required to be filed None					
17 10	List the states with which a copy of this Form 990 is required to be filed None	n F04	(a)(3)a anlu)			
18	Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section available for public inspection. Indicate how you made these available. Check all that apply.	דטכ ווע	(c)(s)s only)			
	avaliable for public inspection. Indicate now you made these available. Check all that apply.					

Own website Another's website X Upon request Other (explain in Schedule O)

- Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- State the name, address, and telephone number of the person who possesses the organization's books and records: >

Andrew Collins

PO Box 13179

850-692-6887

FL 32317

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Check if Schedule O contains a response or note to any line in this Part VII

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's current officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations. List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

Check this box if neither the or (A)	(B)	, '	Jian		<u>gan</u> C)		(D)	(E)	(F)
(A) Name and Title	Average hours per week (list any hours for	offi	Position (do not check more than one box, unless person is both an officer and a director/trustee)				Reportable compensation from the organization	(E) Reportable compensation from related organizations (W-2/1099-MISC)	Estimated amount of other compensation from the
	related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Former Highest compensated employee	(W-2/1099-MISC)	(1.2.10005)	organization and related organizations
(1)Rick Scott	1 00								
Board Member	1.00	x					0	0	0
(2)Britt Sikes	1 00								
Chairman	1.00	x		x			0	o	o
(3)Brittany Olivie	ri Birk								
Board Member	1.00	x					0	o	0
(4) Robert Campbell	. 0.00							<u> </u>	
Board Member	1.00	x					0	o	o
(5) Steve Capehart	0.00								
Board Member	1.00	x					0	o	o
(6) Timothy Center									
Board Member	1.00	x					0	0	0
(7)Rose Conry	1 00								
Board Member	1.00	x					0	0	0
(8) Bryan Da Frota	1 00								
Board Member	1.00	x					0	0	o
(9) Duane E. De Fre	ese								
Board Member	1.00	x					0	0	o
(10) Kevin Doyle	0.00	- 22					1		<u> </u>
Board Member	1.00	x					0	o	o
(11)Arnie Girnun									
Board Member	1.00	x					0	o	0

Part VII Section A. Officer	s, Directors, T	rust	ees,	Key	Em	ploy	ees	, and Highest Compens	ated Employees (continu	ued)			
(A) Name and title	(B) Average hours per week (list any	bo	k, unle	Pos heck ess pe	rson	than o is both or/trust	n an	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations (W-2/1099-MISC)	co	(F) Estima amour othe ompen from	ated nt of er sation	
	hours for related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(W-2/1099-MISC)	(VP2/1099-WIGC)	,	organiz and rel rganiza	ation ated	
(12) Elisha Gonza	lez		W.			ed							
	1.00												_
Board Member (13) Elli Hurst	0.00	X						0	0				
Board Member	1.00	X						0	0				C
(14) William John								- U	<u> </u>				
	1.00												_
Board Member (15) Rick Matthew	0.00	X						0	0				
(15) RICK MACCHEW	1.00												
Board Member	0.00	X						0	0				C
(16) Thomas McInt													
Board Member	1.00	x						o	o				C
(17) Bill Montfor													
	1.00												_
Board Member (18) Edwin H. Moo	0.00	X						0	0				<u> </u>
(10) Edwill H. MOO	1.00												
Board Member	0.00	X						0	0				C
(19) W. Alexander	-	*											
Board Member	1.00	x						o	o				C
1b Sub-total	•						>						
c Total from continuation sh		•						1,095,825				31,	
d Total (add lines 1b and 1c) Total number of individuals (▶ d ah	1,095,825	than \$100 000 of		Τ.	31,	<u> </u>
reportable compensation from				10 111	000	note	u u	who reserved more					
3 Did the organization list any	former officer (direc	tor (or tri	ıcta	s ka	v en	nnlovee or highest comp	ansatad	Г		Yes	No
employee on line 1a? If "Yes	," complete Sch	nedu.	le J i	for s	uch	indiv	idua	al			3		X
4 For any individual listed on li organization and related organization													
individual											4	X	
5 Did any person listed on line for services rendered to the	1a receive or a organization? <i>If</i>	ccru "Ye:	e co s." co	mpe ombi	nsat <i>lete</i>	ion f Sche	rom edule	any unrelated organization e <i>J for such person</i>	on or individua l		5		x
Section B. Independent Contrac				•									
1 Complete this table for your compensation from the organ	five highest com	npen	sate	d ind	depe	nde	nt co	ontractors that received m	ore than \$100,000 of	tav vaar			
	(A) d business address	COII	ірсп	Jane)II IC	i tiic	Car	Description	(B) tion of services	tax year.		(C) mpensa	ation
Moore Communication				:	201	.1 1	e]	lta Boulevard	MIGHT OF SCI VICES		- 00	лиропас	tion
Tallahassee		. 3						Marketing			1	.,357	, 659
Carahsoft Technolog						50 1		chael Faraday D	r., Suite 100				
Reston Coastal Cloud, LLC	VA	2	01			Iamı	_	Sales Cloud ck Beach Pkwy, S	Suite 200			347	,039
Palm Coast	FI	. 3	21					Data Support				204	, 675
Came/Florida Makes		_			162	25		nmit Lake Drive	, Suite 300				
<u> Tallahassee</u>	FI	<u>. 3</u>	23	17			F	Research				139	,000
2 Total number of independent													
received more than \$100,000	ט סז compensati	on fi	om :	ıne c	orga	ıızat	ıon	<u> </u>	6				

Form 990 (2016) CareerSo								59-365				Pa	age t
Part VII Section A. Officer	s, Directors, T	ruste	ees,	Key	Em	ploy	/ees	s, and Highest Compens	ated Employees (continu	ued)			
(A) Name and title	(B) Average hours per week (list any	box	k, unle	Pos check ess pe	erson	than is both or/trust	h an	(D) Reportable compensation from the	(E) Reportable compensation from related organizations			ed of ation	
	hours for related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	organization (W-2/1099-MISC)	(W-2/1099-MISC)		from th organiza and rela organizat	tion ted	
(20) Bryan Nelson	1.00	x						0	0				0
(21) Elizabeth Po													
Board Member	0.00	X						0	0				0
(22) Cissy Procto	r 1.00												
Board Member	0.00	X						0	0	ļ			0
(23) Frank Artile	s 1.00												
Board Member (24) Todd Rebol	0.00	X						0	0				0
(24) IOdd Rebol	1.00												
Board Member (25) Mike Tomas	0.00	X						0	0				0
	1.00												
Board Member (26) Ardian Zika	0.00	X						0	0				0
Board Member	1.00	X						0	0				0
(27) James Nolan		A							0				
Board Member	1.00	x						0	0				0
1b Sub-total							•						
c Total from continuation sho d Total (add lines 1b and 1c)			ctio	n A			>						
Total number of individuals (i reportable compensation from				to th	ose	liste	d ab	pove) who received more	than \$100,000 of				
										ı		Yes	No
3 Did the organization list any temployee on line 1a? If "Yes	," complete Sch	edui	le J	for s	uch	indiv	ridua	al			3		
4 For any individual listed on line organization and related organization.	anizations great	er th	an S	\$150	,000)? If	"Yes	s," complete Schedule J fo					
individualDid any person listed on line	1a receive or a	ccru	e co	mpe	nsa	tion f	from	any unrelated organization	on or individua l		4		
for services rendered to the of Section B. Independent Contract		"Yes	s," C	omp	lete	Sche	edule	e J for such person			5		
1 Complete this table for your f	five highest con									4			
compensation from the organ	(A) d business address	con	ıpen	isatio	on re	or the	car	endar year ending with or Descrir	(B) stion of services	tax year		(C)	tion
, tanto uno								23331,5					
							_						
2 Total number of independent													
received more than \$100,000	J of compensat	on fr	om	the c	orga	nızat	tion	P					

Part VII Section A. Officer	s, Directors, T	rust	ees,	Key	Em	ploy	ees	, and Highest Compens	ated Employees (continu	ıed)		·	ugo .
(A) Name and title	(B) Average hours per week (list any	bo	x, unle	Pos check ess pe	rson	than o is both or/trust	n an	(D) Reportable compensation from the	(E) Reportable compensation from related organizations	C	(F) Estimated amount of other compensation from the		
	hours for related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	organization (W-2/1099-MISC)	(W-2/1099-MISC)		organiz and rel organiza	ation ated	
(28) Mike Myhre Board Member	1.00	x						0	0				C
(29) Stan Connall Board Member		x						0	0				C
(30) Charles Hart	40.00												
Pres./CEO thru 12/16 (31) Scott Fennel	+			X				340,600	0			13,	<u>678</u>
COO/CFO - thru 1/17 (32) Michelle Den	0.00 nard 40.00			X				181,813	0			<u>31,</u>	<u>091</u>
President/CEO (33) Andrew Colli	0.00 ns			X				126,329	0		-	L5,	203
COO/CFO (34) Adriane Gran	40.00 0.00			x				0	0				C
VP External Affairs	40.00					x		122,961	0		2	23,	<u>571</u>
(35) Aaron Schmer Chief Economist	40.00 0.00					x		117,188	0			26,	
1b Sub-total c Total from continuation sho d Total (add lines 1b and 1c)	eets to Part VII	l, Se	ctio	n A			 	888,891			14	10,	425
Total number of individuals (in reportable compensation from the compensation from	including but no	t lim	ited				_	oove) who received more t	than \$100,000 of			Yes	l No
 3 Did the organization list any temployee on line 1a? <i>If "Yes</i> 4 For any individual listed on line organization and related organization. 	r <i>," complete Sch</i> ne 1a, is the sui	nedu. m of	le J repo	<i>for s</i> ortab	uch le c	<i>indiv</i> omp	<i>idua</i> ensa	al ation and other compensa	tion from the		3		
-	1a receive or a	ccru	e co	mpe	nsa	lion f	rom	any unrelated organization			5		
Section B. Independent Contract 1 Complete this table for your factors.		npen	sate	d inc	depe	ende	nt co	ontractors that received m	ore than \$100.000 of				
compensation from the organ								<u>endar year ending with or</u>		tax year		(C)	
Name and	J Dusiliess address							Descrip	tion of services			лпрепъ	10011
2 Total number of independent received more than \$100,000													

Form 990 (2016) CareerSo				_		c.		59-365				Pa	age b
Part VII Section A. Officer	rs, Directors, T	rust	ees,	Key	Em	ploy	/ees	s, and Highest Compens	ated Employees (continu	ıed)			
(A) Name and title	(B) Average hours per week (list any hours for	box	k, unle	Posi check i ess pei nd a di	ition more rson	is both	h an	(D) Reportable compensation from the organization	(E) Reportable compensation from related organizations (V-2/1099-MISC)	c	(F) Estimated amount of other compensation from the		
	related organizations below dotted line)	Individual trustee or director	Institutional trustee	Officer	Key emp l oyee	Highest compensated employee	Former	(W-2/1099-MISC)	(W 2/1666 MIGG)	;	organiza and rela organiza	ation ated	
(36) Robert White	40.00					x		105,279	0		2	0,7	749
(37) Jay Barber General Counsel	40.00					x		101,655	0		2	0,3	356
												Í	
1b Sub-total c Total from continuation sh d Total (add lines 1b and 1c)	eets to Part VII	l, Se					> > >	206,934			4	1,1	<u>.05</u>
Total number of individuals (reportable compensation from	including but no	t lim		to the	ose	liste	d al	pove) who received more	than \$100,000 of			Yes	No
3 Did the organization list any employee on line 1a? If "Yes	s," complete Sch	nedu	le J	for su	uch	indiv	ridua	al			3	163	110
4 For any individual listed on li organization and related organization and related organization.	anizations great	er th	an \$	\$150,	000)? <i>If</i>	"Ye	s," complete Schedule J fo	or such		4		
Did any person listed on line for services rendered to the Section B. Independent Contract	organization? <i>If</i>								on or individual	<u></u>	5		
Complete this table for your compensation from the organ	five highest con nization. Report	npen com	sate ipen	ed ind satio	lepe in fo	ende or the	nt c	lendar year ending with or	within the organization's	tax year.		(0)	
Name and	(A) d business address							Descrip	(B) otion of services		Cor	(C) mpensat	tion
							_						
2 Total number of independen received more than \$100,00													
received more man prod,00	o oi compensati	UII II	UIII	iiie 0	ııyd	ııı∠al	uUII	<u> </u>					

Pa	rt V	VIII Statement of Revenue Check if Schedule O contains a response	e or note to any li	ne in this Part VII	l	
9.0			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Program Service Revenue Contributions, Gifts, Grants	1a b c d e	Federated campaigns Membership dues Fundraising events Related organizations Government grants (contributions) All other contributions, gifts, grants, and similar amounts not included above 1a 1b 1c Related organizations 1d 21,265,968 1f 7,026				
Sontr	g	Noncash contributions included in lines 1a-1f: \$ Total. Add lines 1a-1f	21,272,994			
onué.		Busn. Code				
rogram Service Reve	2a b c d e f	All other program service revenue				
<u> </u>	9	Total. Add lines 2a–2f Investment income (including dividends, interest,				
	3 4	and other similar amounts) Income from investment of tax-exempt bond proceed	630			630
	5	Royalties	9,093			9,093
	6a b c d	(i) Real (ii) Personal Gross rents 10,360 Less: rental exps. Rental inc. or (loss) 10,360 Net rental income or (loss)	10,360			10,360
	b	Gross amount from sales of assets other than inventory Less: cost or other basis & sales exps. Gain or (loss)	·			·
Other Revenue	8a	Net gain or (loss) Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18				
₹		Less: direct expenses b Net income or (loss) from fundraising events				
		Gross income from gaming activities. See Part IV, line 19				
		Less: direct expenses b				
		Net income or (loss) from gaming activities Gross sales of inventory, less returns and allowances a				
		Less: cost of goods sold b				
	С	Net income or (loss) from sales of inventory				
	11a	Miscellaneous Revenue Busn, Code				
	b					
	С					
		All other revenue				
		Total Revenue. See instructions	21,293,077	0	0	20.083

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A). Check if Schedule O contains a response or note to any line in this Part IX (C) Management and (A) Total expenses (B) (D) Do not include amounts reported on lines 6b, Program service Fundraising 7b, 8b, 9b, and 10b of Part VIII. expenses general expenses expenses Grants and other assistance to domestic organizations 14,706,914 14,706,914 and domestic governments. See Part IV, line 21 Grants and other assistance to domestic individuals. See Part IV, line 22 **3** Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 Benefits paid to or for members Compensation of current officers, directors, trustees, and key employees 581,081 581,081 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) 1,687,574 1,687,574 7 Other salaries and wages Pension plan accruals and contributions (include <u>177,732</u> 177,732 section 401(k) and 403(b) employer contributions) Other employee benefits 236,209 236,209 Payroll taxes 151,237 151,237 10 Fees for services (non-employees): a Management 876 b Legal 876 119,095 119,095 Accounting d Lobbying Professional fundraising services. See Part IV, line f Investment management fees Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.) <u>675,747</u> 574,092 101,655 Advertising and promotion ,782,792 782,792 12 173,812 173,812 Office expenses 13 Information technology 427,576 427,576 14 15 Royalties 195,845 195,845 16 Occupancy 139,214 139,214 17 Payments of travel or entertainment expenses for any federal, state, or local public officials 126,424 126,424 19 Conferences, conventions, and meetings 20 Payments to affiliates 21 2,909 2,909 22 Depreciation, depletion, and amortization 17,229 17,229 23 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.) Other Expenses 22,100 22,100 2,250 Equipment Repairs and Ma 2,250 C d All other expenses 21,226,616 17,491,374 3,735,242 **Total functional expenses.** Add lines 1 through 24e Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ▶ if following SOP 98-2 (ASC 958-720)

Pa	art)	K Balance Sheet					
		Check if Schedule O contains a response or no	te to any line	e in this Part X			
					(A)		(B)
					Beginning of year		End of year
	1	Cash—non-interest bearing				1	
	2	Savings and temporary cash investments			11,505,882		8,461,477
	3	Pledges and grants receivable, net			1,381,028	3	2,291,937
	4	Accounts receivable, net				4	
	5	Loans and other receivables from current and former	•	ectors,			
		trustees, key employees, and highest compensated e	mployees.				
		Complete Part II of Schedule L				5	
	6	Loans and other receivables from other disqualified p	,				
		4958(f)(1)), persons described in section 4958(c)(3)(E			d		
		sponsoring organizations of section 501(c)(9) volunta					
Assets		organizations (see instructions). Complete Part II of S				6	
SS	7	Notes and loans receivable, net				7	
⋖	8	Inventories for sale or use				8	
	9	Prepaid expenses and deferred charges	q		113,227	9	67,227
		Land, buildings, and equipment: cost or					
		other basis. Complete Part VI of Schedule D	10a	41,842			
	b	other basis. Complete Part VI of Schedule D Less: accumulated depreciation	10b	38,933	5,817	10c	2,909
	11	Investments—publicly traded securities				11	
	12	Investments—other securities. See Part IV, line 11				12	
	13	Investments—program-related. See Part IV, line 11				13	
	14	Intangible assets				14	
	15	Other assets. See Part IV, line 11			15,100		2,350
	16	Total assets. Add lines 1 through 15 (must equal line			13,021,054		10,825,900
	17	Accounts payable and accrued expenses			1,837,087		933,838
		Grants payable			0 001 004	18	0 645 565
	19	Deferred revenue			9,971,894		8,615,765
		Tax-exempt bond liabilities		·····		20	
		Escrow or custodial account liability. Complete Part IV				21	
ies	22	Loans and other payables to current and former office		S,			
Liabilities		trustees, key employees, highest compensated employees	oyees, and				
-ia		disqualified persons. Complete Part II of Schedule L				22	
_	23	Secured mortgages and notes payable to unrelated the	nird parties			23	
		Unsecured notes and loans payable to unrelated third				24	
	25	`					
		parties, and other liabilities not included on lines 17-2			277 152	0.5	274 015
	20	of Schedule D Total liabilities. Add lines 17 through 25			277,152 12,086,133		274,915 9,824,518
	26	Organizations that follow SFAS 117 (ASC 958), ch			12,066,133	26	9,024,310
ses				and			
and	27	complete lines 27 through 29, and lines 33 and 34 Unrestricted net assets			934,921	27	1,001,382
Ва	28				954,921	28	1,001,302
ρι		Temporarily restricted net assets				29	
Fu	29	Permanently restricted net assets Organizations that do not follow SFAS 117 (ASC 9)	(58) chock	boro and		29	
o		complete lines 30 through 34.	ooj, check	ileie 🖊 📗 allu			
ets	30	Capital stock or trust principal, or current funds				30	
188	31	Paid-in or capital surplus, or land, building, or equipm	ent fund			31	
Net Assets or Fund Balances	32	Retained earnings, endowment, accumulated income	or other fu	- nds		32	
ž	33				934,921	33	1,001,382
	34	Total liabilities and net assets/fund balances			13,021,054		10,825,900

Form **990** (2016)

3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.

Form **990** (2016)

SCHEDULE A

(Form 990 or 990-EZ)

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

OMB No. 1545-0047

► Attach to Form 990 or Form 990-EZ.

Open to Public Inspection

Employer identification number

Internal Revenue Service

Name of the organization

Part I

Department of the Treasury

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

CareerSource Florida, Inc. 59-3659026

Reason for Public Charity Status (All organizations must complete this part.) See instructions.

A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). 2 A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990 or 990-EZ).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, 4 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in 5 section 170(b)(1)(A)(iv). (Complete Part II.) A federal, state, or local government or governmental unit described in section 170(b)(1)(A)(v). X An organization that normally receives a substantial part of its support from a governmental unit or from the general public 7 described in section 170(b)(1)(A)(vi). (Complete Part II.) A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) 8 An agricultural research organization described in section 170(b)(1)(A)(ix) operated in conjunction with a land-grant college or university or a non-land grant college of agriculture (see instructions). Enter the name, city, and state of the college or An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross 10 receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See section 509(a)(2). (Complete Part III.) An organization organized and operated exclusively to test for public safety. See section 509(a)(4). An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes 12 of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See section 509(a)(3). Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12q. Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization, You must complete Part IV, Sections A and B. Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C. Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V. Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III, functionally integrated, or Type III non-functionally integrated supporting organization, Enter the number of supported organizations Provide the following information about the supported organization(s). (i) Name of supported (ii) ElN (iv) Is the organization (vi) Amount of (iii) Type of organization (v) Amount of monetary organization listed in your governing (described on lines 1-10 support (see other support (see document? above (see instructions)) instructions) instructions) Yes (A) (B) (C) (D) (E)

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Sec	tion A. Public Support										
Cale	ndar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total				
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	12,773,423	12,719,266	17,149,013	20,921,798	21,272,994	84,836,494				
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf										
3	The value of services or facilities furnished by a governmental unit to the organization without charge										
4	Total. Add lines 1 through 3	12,773,423	12,719,266	17,149,013	20,921,798	21,272,994	84,836,494				
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)										
6	Public support. Subtract line 5 from line 4.						84,836,494				
	tion B. Total Support										
Cale	ndar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total				
7	Amounts from line 4	12,773,423	12,719,266	17,149,013	20,921,798	21,272,994	84,836,494				
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	5,599	196,930	21,244	18,884	20,082	262,739				
9	Net income from unrelated business activities, whether or not the business is regularly carried on										
10	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)										
11	Total support. Add lines 7 through 10						85,099,233				
12	Gross receipts from related activities, etc	c. (see instructions	s)			12					
13	First five years. If the Form 990 is for the	ie organization's fi									
	organization, check this box and stop he						>				
Sec	tion C. Computation of Public S										
14	Public support percentage for 2016 (line	6, column (f) divid	led by line 11, co	lumn (f))		14	99.69%				
15	Public support percentage from 2015 Sc	hedu l e A, Part II , I	ine 14			15	99.68%				
16a	33 1/3% support test—2016. If the orga	anization did not cl	neck the box on l i	ne 13, and line 14	l is 33 1/3% or mo	ore, check this					
	box and stop here. The organization qu						> X				
b	33 1/3% support test—2015. If the orga				ne 15 is 33 1/3%	or more, check					
	this box and stop here. The organization						▶ ∐				
17a	10%-facts-and-circumstances test—2										
	_	10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in									
	Part VI how the organization meets the '	facts-and-circums	tances" test. The	organization qual	lifies as a publicly	supported					
	organization						▶ ∐				
b	10%-facts-and-circumstances test—2	•									
	15 is 10% or more, and if the organization										
	Explain in Part VI how the organization r	neets the "facts-ar	nd-circumstances	" test. The organia	zation qua l ifies as	a publicly	▶ □				
40	supported organization			465 47- 47'			▶ □				
18	Private foundation. If the organization of instructions	uu not cneck a bo	x on line 13, 16a,	10D, 1/a, 0f 1/b,	, check this box ai	nu see	> [

m 990 or 990-EZ) 2016 CareerSource Florida, Inc. Support Schedule for Organizations Described in Section 509(a)(2) Part III

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

$\overline{}$	C A D LE O	-,,		,			
	tion A. Public Support			T			
Cale	ndar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
1	Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
с 8	Add lines 7a and 7b Public support. (Subtract line 7c from line 6.)						
Sec	tion B. Total Support						
	ndar year (or fiscal year beginning in)	(a) 2012	(b) 2013	(c) 2014	(d) 2015	(e) 2016	(f) Total
9	Amounts from line 6	(4,) = 0 : =	(2) 20:0	(0) = 0 : 1	(, _ 5 : 5	(5) 25:5	(-)
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources .						
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
С	Add lines 10a and 10b						
11	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11, and 12.)						
14	First five years. If the Form 990 is for the	e organization's	first, second, third	, fourth, or fifth tax	x year as a sectio	n 501(c)(3)	
	organization, check this box and stop he						. L
Sec	tion C. Computation of Public S					T T	
15	Public support percentage for 2016 (line			lumn (f))		15	%%
<u>16</u>	Public support percentage from 2015 Sc					16	%
	tion D. Computation of Investm						
17	Investment income percentage for 2016			e 13, column (f))			%
18	Investment income percentage from 201						%
19a	33 1/3% support tests—2016. If the org						
_	17 is not more than 33 1/3%, check this	_	_				▶ ⊔
b	33 1/3% support tests—2015. If the org						
20	line 18 is not more than 33 1/3%, check Private foundation. If the organization of		_			-	▶ □

Part IV **Supporting Organizations**

(Complete only if you checked a box in line 12 on Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section .	A. All	Supporting	Organizations
-----------	--------	------------	---------------

- Yes No 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No." describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain. 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported 2 organization was described in section 509(a)(1) or (2). Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below. 3a Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination. 3b Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use. 3с Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below. 4a Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations. 4b Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes." explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes. 4c Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI, including (i) the names and EIN numbers of the supported organizations added, substituted, or removed; (ii) the reasons for each such action; (iii) the authority under the organization's organizing document authorizing such action; and (iv) how the action was accomplished (such as by amendment to the organizing document). 5a Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document? 5b 5c Substitutions only. Was the substitution the result of an event beyond the organization's control? Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes." provide detail in Part VI. 6 7 Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ). 7 Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ). 8
- Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI.
- Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI.
- Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
- Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer 10b below.
 - Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

10a

9a

9b

9с

	ule A (Form 990 or 990-EZ) 2016	-3659026		Page
ı aı	Supporting Organizations (continued)		Yes	No
11	Healthe arganization accepted a gift or contribution from any of the fallowing persons?		res	NO
	Has the organization accepted a gift or contribution from any of the following persons? A person who directly or indirectly controls, either alone or together with persons described in (b) and (c)			
а		110		
	below, the governing body of a supported organization?	11a		
	A family member of a person described in (a) above?	11b		
C C		<i>VI.</i> 11c		
Seci	ion B. Type I Supporting Organizations		l ,,	
			Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to			
	regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the			
	tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or			
	controlled the organization's activities. If the organization had more than one supported organization,			
	describe how the powers to appoint and/or remove directors or trustees were allocated among the supported	d		
	organizations and what conditions or restrictions, if any, applied to such powers during the tax year.	1		
2	Did the organization operate for the benefit of any supported organization other than the supported			
	organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part	,		
	VI how providing such benefit carried out the purposes of the supported organization(s) that operated,			
	supervised, or controlled the supporting organization.	2		
Sact	ion C. Type II Supporting Organizations			
Jeci	ion C. Type ii Supporting Organizations		V	NI-
			Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors			
	or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control			
	or management of the supporting organization was vested in the same persons that controlled or managed			
	the supported organization(s).	1		
<u>Sect</u>	ion D. All Type III Supporting Organizations			•
			Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the			
	organization's tax year, (i) a written notice describing the type and amount of support provided during the pri	or tax		
	year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of t			
	organization's governing documents in effect on the date of notification, to the extent not previously provided			
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported			
_	organization(s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI I</i>			
_	the organization maintained a close and continuous working relationship with the supported organization(s).	2		
3	By reason of the relationship described in (2), did the organization's supported organizations have a			
	significant voice in the organization's investment policies and in directing the use of the organization's			
	income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's			
	supported organizations played in this regard.	3		
Sect	ion E. Type III Functionally-Integrated Supporting Organizations			
1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year	(see instructions).		
а	The organization satisfied the Activities Test. Complete line 2 below.			
b	The organization is the parent of each of its supported organizations. <i>Complete line 3 below.</i>			
С	The organization supported a governmental entity. Describe in Part VI how you supported a governmental	t entity (see instructi	ions).	
		,	,	
2	Activities Test. Answer (a) and (b) below.		Yes	No
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of	f	100	
-	the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify</i>			
	those supported organizations and explain how these activities directly furthered their exempt purposes,	,		
	how the organization was responsive to those supported organizations, and how the organization determine			
	that these activities constituted substantially all of its activities.	<u> 2a</u>		
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more			
	of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the	*		
	reasons for the organization's position that its supported organization(s) would have engaged in these			
	activities but for the organization's involvement.	2b		
3	Parent of Supported Organizations. Answer (a) and (b) below.			
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or			
	trustees of each of the supported organizations? <i>Provide details in Part VI.</i>	3a		
b	Did the organization exercise a substantial degree of direction over the policies, programs, and activities of			
~	of its supported organizations? If "Yes " describe in Part VI the role played by the organization in this regard			

Schedule A (Form 990 or 990-EZ) 2016	•	59-3659	026	Page 6
Part V Type III Non-Functionally Integrated 509(a)(3) Supporting (Organ	izations		
1 Check here if the organization satisfied the Integral Part Test as a qualifying trust o	n Nov. 2	20, 1970 (exp l ain in Part	VI).See	
instructions. All other Type III non-functionally integrated supporting organizations	s must c	omplete Sections A thro	T	
Section A - Adjusted Net Income		(A) Prior Year	(B) Current Y (optional)	
1 Net short-term capital gain	1			
2 Recoveries of prior-year distributions	2			
3 Other gross income (see instructions)	3			
4 Add lines 1 through 3.	4			
5 Depreciation and depletion	5			
6 Portion of operating expenses paid or incurred for production or				
collection of gross income or for management, conservation, or				
maintenance of property held for production of income (see instructions)	6			
7 Other expenses (see instructions)	7			
8 Adjusted Net Income (subtract lines 5, 6 and 7 from line 4).	8			
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Y (optional)	
1 Aggregate fair market value of all non-exempt-use assets (see				
instructions for short tax year or assets held for part of year):				
a Average monthly value of securities	1a			
b Average monthly cash balances	1b			
c Fair market value of other non-exempt-use assets	1c			
d Total (add lines 1a, 1b, and 1c)	1d			
e Discount claimed for blockage or other				
factors (explain in detail in Part VI):				
2 Acquisition indebtedness applicable to non-exempt-use assets	2			
3 Subtract line 2 from line 1d.	3			
4 Cash deemed held for exempt use. Enter 1-1/2% of line 3 (for greater amount,				
see instructions).	4			
5 Net value of non-exempt-use assets (subtract line 4 from line 3)	5			
6 Multiply line 5 by .035.	6			
7 Recoveries of prior-year distributions	7			
8 Minimum Asset Amount (add line 7 to line 6)	8			
Section C - Distributable Amount			Current Ye	ar
1 Adjusted net income for prior year (from Section A, line 8, Column A)	1			
2 Enter 85% of line 1.	2			
3 Minimum asset amount for prior year (from Section B, line 8, Column A)	3			

Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see

5

Schedule A (Form 990 or 990-EZ) 2016

4 Enter greater of line 2 or line 3.5 Income tax imposed in prior year

instructions).

emergency temporary reduction (see instructions).

6 Distributable Amount. Subtract line 5 from line 4, unless subject to

	le A (Form 990 or 990-EZ) 2016		<u>59-3659</u>	· · · · · · · · · · · · · · · · · · ·					
Par	71) Supporting Organ	izations (continued)						
Sect	ection D - Distributions								
1	Amounts paid to supported organizations to accomplish exempt pur								
2	Amounts paid to perform activity that directly furthers exempt purpo	ses of supported							
	organizations, in excess of income from activity								
3	Administrative expenses paid to accomplish exempt purposes of su	pported organizations							
4	Amounts paid to acquire exempt-use assets								
5	Qualified set-aside amounts (prior IRS approval required)								
6	Other distributions (describe in Part VI). See instructions.								
7	Total annual distributions. Add lines 1 through 6.								
8	Distributions to attentive supported organizations to which the organizations	nization is responsive							
	(provide details in Part VI). See instructions.								
9	Distributable amount for 2016 from Section C, line 6								
10	Line 8 amount divided by Line 9 amount	I							
		(i)	(ii)	(iii)					
	Section E - Distribution Allocations (see instructions)	Excess Distributions	Underdistributions	Distributable					
			Pre-2016	Amount for 2016					
1	Distributable amount for 2016 from Section C, line 6								
_	Underdistributions, if any, for years prior to 2016								
2	(reasonable cause required-explain in Part VI). See instructions.								
3	Excess distributions carryover, if any, to 2016:								
a	Excess distributions carryover, if arry, to 2010.								
b									
	From 2013								
	From 2014								
	From 2015								
	Total of lines 3a through e								
	Applied to underdistributions of prior years								
	Applied to 2016 distributable amount								
	Carryover from 2011 not applied (see instructions)								
i	Remainder. Subtract lines 3g, 3h, and 3i from 3f.								
4	Distributions for 2016 from								
•	Section D, line 7:								
а	Applied to underdistributions of prior years								
	Applied to 2016 distributable amount								
	Remainder. Subtract lines 4a and 4b from 4.								
5	Remaining underdistributions for years prior to 2016, if								
	any. Subtract lines 3g and 4a from line 2. For result								
	greater than zero, explain in Part VI. See instructions.								
6	Remaining underdistributions for 2016. Subtract lines 3h								
	and 4b from line 1. For result greater than zero, explain in								
	Part VI. See instructions.								
7	Excess distributions carryover to 2017. Add lines 3j								
	and 4c.								
8	Breakdown of line 7:								
a									
	Excess from 2013								
	Excess from 2014								
	Excess from 2015								
	Excess from 2016								

Schedule A (Form 990 or 990-EZ) 2016

Schedule A (Fo	rm 990 or 990-EZ) 2016	CareerSource	· Florida,	Inc.	59-3659026	Page 8
Part VI	Supplemental In III, line 12; Part IV B, lines 1 and 2; F 3a and 3b; Part V	formation. Provide the /, Section A, lines 1, 2, Part IV, Section C, line /, line 1; Part V, Section	e explanations 3b, 3c, 4b, 4c 1; Part IV, Sec n B, line 1e; Pa	required by F , 5a, 6, 9a, 9b ction D, lines : irt V, Section	Part II, line 10; Part II, line 17a or b, 9c, 11a, 11b, and 11c; Part IV, 2 and 3; Part IV, Section E, lines D, lines 5, 6, and 8; and Part V,	17b; Part Section 1c, 2a, 2
-	lines 2, 5, and 6.	Also complete this par	t for any additio	onal informati	on. (See instructions.)	
• • • • • • • • • • • • • • • • • • • •						
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Schedule B (Form 990, 990-EZ, or 990-PF)

Schedule of Contributors

► Attach to Form 990, Form 990-EZ, or Form 990-PF.

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

Name of the organization

Information about Schedule B (Form 990, 990-EZ, or 990-PF) and its instructions is at www.irs.gov/form990

Employer identification number

CareerSource	Florida, Inc.	59-3659026
Organization type (check of	one):	·
Filers of:	Section:	
Form 990 or 990-EZ	X 501(c)(3) (enter number) organization	
	4947(a)(1) nonexempt charitable trust not treated as a private found	dation
	527 political organization	
Form 990-PF	501(c)(3) exempt private foundation	
	4947(a)(1) nonexempt charitable trust treated as a private foundation	on
	501(c)(3) taxable private foundation	
	is covered by the General Rule or a Special Rule.)(7), (8), or (10) organization can check boxes for both the General Rule an	d a Special Rule. See
General Rule		
	filing Form 990, 990-EZ, or 990-PF that received, during the year, contributor property) from any one contributor. Complete Parts I and II. See instruction ontributions.	
Special Rules		
regulations under se 13, 16a, or 16b, and	described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 ¹ / ₃ ections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 d that received from any one contributor, during the year, total contributions the amount on (i) Form 990, Part VIII, line 1h, or (ii) Form 990-EZ, line 1. C	or 990-EZ), Part II, line of the greater of (1)
contributor, during the	described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that rethe year, total contributions of more than \$1,000 exclusively for religious, chall purposes, or for the prevention of cruelty to children or animals. Comple	aritable, scientific,
contributor, during the contributions totaled during the year for a General Rule application.	described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that rethe year, contributions <i>exclusively</i> for religious, charitable, etc., purposes, but more than \$1,000. If this box is checked, enter here the total contributions an <i>exclusively</i> religious, charitable, etc., purpose. Don't complete any of the es to this organization because it received <i>nonexclusively</i> religious, charital more during the year	ut no such that were received parts unless the ble, etc., contributions
<u> </u>	hat isn't covered by the General Rule and/or the Special Rules doesn't file S	*

For Paperwork Reduction Act Notice, see the Instructions for Form 990, 990-EZ, or 990-PF.

Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Schedule B (Form 990, 990-EZ, or 990-PF) (2016)

Name of organization

Page 1 of 1 Page 2
Employer identification number

Care	eerSource Florida, Inc.	59	-3659026
Part I	Contributors (See instructions). Use duplicate copies o	f Part I if additional space	is needed.
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
. 1	US Dept of Labor 200 Constitution Avenue NW Washington DC 20210	\$ 6,409,334	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2	State of Florida Dept of Economic 107 East Madison Street Tallahassee FL 32399-0810	\$ 14,431,398	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)

SCHEDULE D (Form 990)

Department of the Treasury Internal Revenue Service

Supplemental Financial Statements

► Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

► Attach to Form 990.

► Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No. 1545-0047 6 Open to Public Inspection

Name	of the organization		Employer identification number
C	areerSource Florida, Inc.		59-3659026
	art I Organizations Maintaining Donor Advised F Complete if the organization answered "Yes" of	Funds or Other Similar Funds on Form 990, Part IV, line 6.	or Accounts.
		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate value of contributions to (during year)		
3	Aggregate value of grants from (during year)		
4	Aggregate value at end of year		
5	Did the organization inform all donors and donor advisors in writing	that the assets held in donor advised	
	funds are the organization's property, subject to the organization's e	exclusive legal control?	Yes _ No
6	Did the organization inform all grantees, donors, and donor advisors	s in writing that grant funds can be used	I
	only for charitable purposes and not for the benefit of the donor or d	lonor advisor, or for any other purpose	
	conferring impermissible private benefit?		Yes No
Pa	art II Conservation Easements. Complete if the organization answered "Yes" of	on Form 990 Part IV line 7	
1	Purpose(s) of conservation easements held by the organization (ch		
•	Preservation of land for public use (e.g., recreation or education		poortant land area
	Protection of natural habitat	Preservation of a certified histor	
	Preservation of open space	Treservation of a sertifica mote	nio strusture
2	Complete lines 2a through 2d if the organization held a qualified cor	nservation contribution in the form of a	conservation
_	easement on the last day of the tax year.		Held at the End of the Tax Year
а			
b	Total acreage restricted by conservation easements		
С	Number of conservation easements on a certified historic structure	inc l uded in (a)	2c
d	Number of conservation easements included in (c) acquired after 8/		
	historia atmesterna lista din the Matienal Deviator		2d
3	Number of conservation easements modified, transferred, released		anization during the
	tax year ▶		
4	Number of states where property subject to conservation easement	is located ▶	
5	Does the organization have a written policy regarding the periodic n	nonitoring, inspection, handling of	
	violations, and enforcement of the conservation easements it holds'		
6	Staff and volunteer hours devoted to monitoring, inspecting, handling	ig of violations, and enforcing conserva	tion easements during the year
			
7	Amount of expenses incurred in monitoring, inspecting, handling of	violations, and enforcing conservation e	easements during the year
_	> \$		
8	Does each conservation easement reported on line 2(d) above satis	sty the requirements of section 1/0(h)(4	
•			
9	In Part XIII, describe how the organization reports conservation eas balance sheet, and include, if applicable, the text of the footnote to	•	•
	organization's accounting for conservation easements.	ine organization s imancial statements i	irial describes trie
Pa	art III Organizations Maintaining Collections of A		her Similar Assets.
	Complete if the organization answered "Yes" of	on Form 990, Part IV, line 8.	
1a	If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement	and balance sheet
	works of art, historical treasures, or other similar assets held for pub		
	public service, provide, in Part XIII, the text of the footnote to its final		
b	If the organization elected, as permitted under SFAS 116 (ASC 958		
	works of art, historical treasures, or other similar assets held for pub		furtherance of
	public service, provide the following amounts relating to these items		
	(i) Revenue included on Form 990, Part VIII, line 1		
_			
2	If the organization received or held works of art, historical treasures	_	n, provide the
	following amounts required to be reported under SFAS 116 (ASC 98		.
a ,	Revenue included on Form 990, Part VIII, line 1		
g	Assets included in Form 990, Part X		> \$

Sche	edule D (Form 990) 2016	ırce Flori	ida,	Inc.		59-36590	26		Page 2
	art III Organizations Maintainin				I Treasur	es, or Other S	Similar Ass	sets (coi	ntinued)
3	Using the organization's acquisition, acces collection items (check all that apply):							•	,
а	Public exhibition	d 🗌	Loan or	exchange p	rograms				
b		e			-				
С									
4	Provide a description of the organization's	collections and exc	lain how	thev further	the organiza	ation's exempt pu	rpose in Part		
	XIII.			,			.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
5	During the year, did the organization solicit	or receive donatio	ns of art	historical tre	easures or c	other similar			
_	assets to be sold to raise funds rather than							Yes	No
Pa	art IV Escrow and Custodial Ar								
	Complete if the organization 990, Part X, line 21.	on answered "Y				•	rted an am	ount on I	Form
1a	Is the organization an agent, trustee, custo	dian or other intern	nediary f	or contribution	ons or other	assets not			
	included on Form 990, Part X?							Yes	No.
b	If "Yes," explain the arrangement in Part XI	II and complete the	e fo ll owir	ng table:					
								Amount	
С	Beginning balance						1c		
	Additions during the year						1d		
е	Distributions during the year						1e		
f	Ending balance						1f		
2a	Did the organization include an amount on	Form 990, Part X,	line 21,	for escrow or	custodial ad	count liability?		Yes	No
b	If "Yes," explain the arrangement in Part XI	II. Check here if the	e exp l an	ation has be	en provided	on Part X III			
Pa	art V Endowment Funds.								
	Complete if the organization	n answered "Y	es" on	Form 990	, Part IV, I	line 10.			
		(a) Current year	(b)	Prior year	(c) Two ye	ears back (d) Th	ree years back	(e) Four y	ears back
1a	Beginning of year balance								
	Contributions								
	Net investment earnings, gains, and								
	losses								
d	Grants or scholarships								
	Other expenditures for facilities and								
	programs								
f	Administrative expenses								
a	End of year balance								
2	Provide the estimated percentage of the cu	rrent vear end bala	ance (lin	e 1a column	(a)) held as			I.	
a		%		g,	(0,),				
b									
c		%							
	The percentages on lines 2a, 2b, and 2c sł								
3a	Are there endowment funds not in the poss		nization	that are he l d	and adminis	stered for the			
-	organization by:	occion or the organ		inat are meta	arra aarriini			Γ _Y	'es No
	(1)							2 - (1)	110
h	If "Yes" on line 3a(ii), are the related organ	zations listed as re	auired c	n Schedule I	 ⊋?				
1	Describe in Part XIII the intended uses of the				*:			00	
	art VI Land, Buildings, and Equ		Haowine	int fulfus.					
	Complete if the organization		es" on	Form 990	Part IV I	lina 11a Saa l	Form 990	Part X li	no 10
	Description of property	(a) Cost or other			other basis	(c) Accumulat		(d) Book va	
	Description of property	(investment		(b) Cost of (oth		depreciation		(a) Dook Va	
4.	Lond	`	,	,011		357.35.400			
	Land								
O	Buildings				7,365	7	,365		
	Leasehold improvements						, 568	•	2,909
a	Equipment				<u> </u>	31	,500		<u>., 309</u>

Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)

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Schedule D (Form 990) 2016 CareerSource Florida

	June 14 and Career Bource Frorida,	1110.	33 3033020	rage
Part VII	Investments—Other Securities. Complete if the organization answered "Yes" or	Form 990 Part IV	line 11h See Form 0	90 Part X line 12
-	(a) Description of security or category	(b) Book value	(c) Method o	
	(including name of security)	(1)	Cost or end-of-ye	
(1) Financial	derivatives		·	
	eld equity interests			
(2) Other (3) Other				
(A)	·····			
(B)	······			
(C)	······			
(D)	·····			
(E)	-			
(F)	-			
(G)	-			
(H)	-			
	nn (b) must equal Form 990, Part X, col. (B) line 12.) ▶			
Part VIII	Investments—Program Related.		l	
	Complete if the organization answered "Yes" or	n Form 990. Part IV	. line 11c. See Form 9	90. Part X. line 13.
	(a) Description of investment	(b) Book value	(c) Method o	
			Cost or end-of-ye	ar market value
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
Total. (Colun	nn (b) must equal Form 990, Part X, col. (B) line 13.) ▶			
Part IX	Other Assets.			
	Complete if the organization answered "Yes" or	n Form 990, Part IV	, line 11d. See Form 9	90, Part X, line 15.
	(a) Description			(b) Book value
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				
(7)				
(8)				
(9)				
	nn (b) must equal Form 990, Part X, col. (B) line 15.)	· · · · · · · · · · · · · · · · · · ·	• • • • • • • • • • • • • • • • • • •	
Part X	Other Liabilities.			
	Complete if the organization answered "Yes" or line 25.	n Form 990, Part IV	, line 11e or 11f. See I	Form 990, Part X,

1.	(a) Description of liability	(b) Book value
(1) Federal in	ncome taxes	
(2) Compe	nsated Absences	274,915
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column	n (b) must equal Form 990, Part X, col. (B) line 25.)	▶ 274,915

^{2.} Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII

Chedule D (Form 990) 2016 CareerSource Florida, Inc		3659026	Page 4
Part XI Reconciliation of Revenue per Audited Financial Complete if the organization answered "Yes" on Form			ırn.
Total revenue, gains, and other support per audited financial statements			21,293,077
Amounts included on line 1 but not on Form 990, Part VIII, line 12:		······	,,
Net unrealized gains (losses) on investments	2a		
b Donated services and use of facilities	2b		
Recoveries of prior year grants	2c		
d Other (Describe in Part XIII.)	2d		
Add lines 2a through 2d		2e	
Subtract line 2e from line 1		3	21,293,077
Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
Investment expenses not included on Form 990, Part VIII, line 7b			
Other (Describe in Part XIII.) Add lines 4a and 4b		4c	
Total revenue. Add lines 3 and 4c. (<i>This must equal Form 990, Part I, line 1</i>			21,293,077
art XII Reconciliation of Expenses per Audited Financia			
Complete if the organization answered "Yes" on For			
T. 1. 19.16 11.44			21,226,616
Amounts included on line 1 but not on Form 990, Part IX, line 25:			
Donated services and use of facilities	2a		
p Prior year adjustments	2b		
Other losses	2c		
Other (Describe in Part XIII.)	2d		
Add lines 2a through 2d Subtract line 2e from line 1		2e	21 226 616
Subtract line 2e from line 1		3	21,226,616
Amounts included on Form 990, Part IX, line 25, but not on line 1:	40		
Investment expenses not included on Form 990, Part VIII, line 7b			
Other (Describe in Part XIII.) Add lines 4a and 4b		4c	
Total expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line			21,226,616
art XIII Supplemental Information.	,	•	
evide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to Part X - FIN 48 Footnote Part X Line 2: CareerSource Florida has	o provide any additional inf	ormation.	
echnical merits of each of its tax pos			
accounting for uncertainty in income to			
o uncertain tax positions that would l	nave a materia	al impact	on the
financial statements of the organization	on.		
art XIII - Supplemental Financial Info	ormation		
Funds are used to increase awareness or	f and support	the expan	sion,
development and educational programs or	f the energy i	industry i	n the State

Schedule D (Form 990) 2016	CareerSo	urce F	lorida,	Inc.	59-36590	26	Page 5
Part XIII	Supplemer	ntal Informatio	on (continι	ıed)				
• • • • • • • • • • • • • • • • • • • •						 		
• • • • • • • • • • • • • • • • • • • •						 		
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Department of the Treasury Internal Revenue Service Name of the organization

Governments, and Individuals in the United States Grants and Other Assistance to Organizations,

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

2016

OMB No. 1545-0047

▶ Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990. ► Attach to Form 990.

Open to Public Inspection

Employer identification number

Imployee Training As Employee Training As Employee Training As Employee Training As Employee Training As Imployee Training As Employee Training As Imployee Training As Imployee Training As ŝ Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form (h) Purpose of grant or assistance X Yes 59-3659026 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed (g) Description of noncash assistance 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and (f) Method of valuation (book, FMV, appraisal, other) (e) Amount of noncash assistance Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States. 218 ,830 ,006 8,237 34,313 601 13,500 15,000 7,020 (d) Amount of cash œ ر ا ဖ် grant (c) IRC section (if applicable) General Information on Grants and Assistance 20-5137528 59-0819656 59-2581230 20-5800836 65-0327366 39-1808391 20-2390227 20-0594167 25-1753847 Inc. (p) EIN the selection criteria used to award the grants or assistance? **CareerSource Florida**, 34 (4) ALEXANDER & JOHNSON PROJECT MANAGEM DBA/ HYDRAULIC SUPPLY COMPANY, 3d0
NRISE FL 33325 55 535 COOPER COMMERCE DRIVE, SUITE 291 POWER COURT FL 32771 FL 33334 FL 33603 (2) ADVANCE POWER TECHNOLOGIES, LLC FL 33020 33073 1500 N POWERLINE ROAD
POMPANO BEACH FL 33069 FL 32703 FL 34292 (3) AERO HARDWARE & SUPPLY, INC (a) Name and address of organization (8) APEX SPECIALTY METALS, INC (7) APEX CUSTOM ASSEMBLY, INC (6) AMTRUCK REPAIR SERVICES 딥 4001 N RIVERSIDE DRIVE 6601 LYONS ROAD, # E-8 (1) ACCUSOFT CORPORATION 9) ARGONIDE CORPORATION or government (5) AMALFI TRADING, INC 4548 NE 6th AVENUE 2306 SCOTT STREET 174 RICH STREET COCONUT CREEK OAKLAND PARK HOLLYWOOD SANFORD SUNRISE APOPKA VENICE Par TAMPA Part

Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 3 Enter total number of other organizations listed in the line 1 table

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) (2016)

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Department of the Treasury Internal Revenue Service Name of the organization

Governments, and Individuals in the United States Grants and Other Assistance to Organizations,

Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

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Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States. 875 4,730,775 5,145 295,470 14,925 21,487 13,260 11,354 8,437 (d) Amount of cash 13, grant Enter total number of section 501(c)(3) and government organizations listed in the line 1 table (c) IRC section (if applicable) 9 59-0920875|170 (d 59-1211226170 General Information on Grants and Assistance 52-2436805 65-0377989 31-1673423 47-4166714 76-0746190 47-5416089 22-3882137 Inc. (b) EIN the selection criteria used to award the grants or assistance? **CareerSource Florida**, ACCOUNTING OFFICE, 1519 CLEARLAKE R Z ROBERT C. SIMMONS, GRANTS ACCOUNTIN YTONA BEACH FL 32120 59 CENT 6533 HAZELTINE NATIONAL DRIVE, SUIT (4) DIE-VERSE TOOL & MANUFACTURING INC (1) CHEMICAL INJECTION TECHNOLOGIES, FL 32751 FL 34982 FL 32955 FL 32922 FL 34221 (7) ESTATE PLANNING AND LEGACY LAW (6) EASTERN FLORIDA STATE COLLEGE 32826 1300 HIGHWAY AIA, SUITE 103 TELLITE BEACH FL 32937 159 LOOKOUT PLACE, SUITE 101 FL 32822 (a) Name and address of organization (9) FIRSTWAVE FINANCIAL, INC CSF 1EC.....3267 PROGRESS DRIVE 1650 12th STREET EAST (3) DAYTONA STATE COLLEGE (2) CSF TECHNOLOGIES INC. 386 COMMERCE PARKWAY or government (5) DRB PACKAGING, LLC 835 EDWARDS ROAD SATELLITE BEACH DAYTONA BEACH (8) FATH, INC Name of the organization FT PIERCE ROCKLEDGE PALMETTO MAITLAND ORLANDO ORLANDO Par COCOA Part

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PANAMA CITY FL 3 4360 OLD DIXIE HIGHWAY (8) GIRARD EQUIPMENT, INC or government 4860 NE 12th AVENUE (6) GENERAL DYNAMICS 115 HART STREET FT LAUDERDALE JACKSONVILLE VERO BEACH NICEVILLE FT MEYERS CHIPLEY Par TAMPA Part TAMPA

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Department of the Treasury Internal Revenue Service Name of the organization

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2016 OMB No. 1545-0047

Open to Public Inspection

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Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States. 10,516 554 813 , 200 17,813 28,624 26,188 5,850 7,200 (d) Amount of cash Ŋ, grant 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table (c) IRC section (if applicable) General Information on Grants and Assistance FL 32919-0001 34-0276860 65-1029452 59-3738728 20-4728589 FL 32826-3230 45-2564026 59-1203360 27-0806703 20-2496151 59-2889941 Inc. (p) EIN the selection criteria used to award the grants or assistance? **CareerSource Florida**, 200 EAST HALLANDALE BEACH BOULEVARD 70 KEYES COURT FL 32773 FL 33025 (7) INTERNATIONAL CLOSET CENTER, INC (6) INTEGRATED DESIGN & DEVELOPMENT FL 33020 FL 33009 FL 33810 FL 33166 3259 PROGRESS DRIVE, SUITE A (5) IMMUNOSITE TECHNOLOGIES, LLC FL 32771 (a) Name and address of organization 2520 KNIGHTS STATION ROAD 7316 NORTHWEST 79 TERRACE (2) HERNANDO GIRALDO MD, INC 1025 WEST NASA BOULEVARD (4) HOLLYWOOD WOODWORK, LLC (9) KEMCO INDUSTRIES, INC or government 410 WEST 4th STREET (1) HARRIS CORPORATION (3) HILL CHEMICAL, INC 2951 PEMBROKE ROAD 2831 CORPORATE WAY HALLANDALE BEACH (8) JIRACOR, LLC MELBOURNE HOLLYWOOD LAKELAND MIRAMAR ORLANDO SANFORD SANFORD MEDLEY Par Part

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

3 Enter total number of other organizations listed in the line 1 table

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Department of the Treasury Internal Revenue Service

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Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form Employer identification number Yes 59-3659026 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants of assistance?

Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States. General Information on Grants and Assistance Inc. the selection criteria used to award the grants or assistance? CareerSource Florida, Name of the organization

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Z Describe in raid vine organization s procedures for monitoring the use of grant funds in the Office States	esn alli filliollio	ol grant iur	ids III ille Oilled Stati	do.			
Part II Grants and Other Assistance to Domestic Organiz	omestic Orga	nization	s and Domestic	Governments	Complete if the	organization	ations and Domestic Governments. Complete if the organization answered "Yes" on Form
990, Part IV, line Z1, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed	nt that received	more in	an \$ኃ,∪∪∪. ⊬art l	l can be dupilcai	ed it additional	space is nee	ded.
1 (a) Name and address of organization	(p) EIN	(c) IRC	(d) Amount of cash	(e) Amount of non-	(f) Method of valuation	(g) Description of	(h) Purpose of grant
or government		(if applicable)	grant	cash assistance	(book, riviv, appraisal, other)	noncash assistance	or assistance
(1) KESHAVARZ & ASSOCIATES, INC							
711 NORTH DIXIE HIGHWAY #201 WEST PALM BEACH FL 33401	65-0012481		6,983				Employee Training As
(2) KORAL MANUFACTURING, INC							
							Employee Training As
PINELLAS PARK FL 33782	59-3284076		10,200				
(3) LEADER TECH, INC							
12420 RACE TRACK ROAD							Employee Training As
г 33626	04-2667972		6,356				
(4) LGM INTERNATIONAL, INC							
3030 VENTURE LANE, SUITE 106							Employee Training As
MELBOURNE FL 32934			7,227				
(5) LOOS & CO, INC							
901 INDUSTRIAL BOULEVARD							Employee Training As
NAPLES FL 34104	59-2269184		5,348				
(6) MARION COUNTY PUBLIC SCHOOLS							
	10						Employee Training As
OCALA FL 34474	59-6000734 170	170 (d	58,800				
(7) MATRIX HEALTH CARE, INC							
3111 WEST DR. MLK BOULEVARD, SUITE	TE						Employee Training As
FL 33607	59-3720653		6,554				
(8) MCCORMICK STEVENSON CORPORATION							
25400 US 19 NORTH, SUITE 162							Employee Training As
CLEARWATER FL 33763	59-3551818		12,304				
(9) MEDICAL & DENTAL INSTRUMENTS REPAIR	IR						
10877 NW 52nd STREET, SUITE 3							Employee Training As
SUNRISE FL 33351	45-2671434		12,375				

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 3 Enter total number of other organizations listed in the line 1 table

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FINANCIAL SERVICES, 10230 RIDGE ROA NEW PORT RICHEY FL 34654 | 59-

(9) PASCO-HERNANDO STATE COLLEGE

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LANDO FL 32809 (6) SUPERCOOLER TECHNOLOGIES INC. 34265 (a) Name and address of organization (4) SUN BULB COMPANY, INC (5) SUNDANCE GRAPHICS LLC 1865 NE 144th STREET NORTH MIAMI 9564 DELEGATES DRIVE 9) TECHNO-COATINGS, INC or government POST OFFICE BOX 698 (1) SH ENDEAVORS, INC ORMOND BEACH CLEARWATER BRADENTON ORLANDO ORLANDO ARCADIA ORLANDO DEBARY Par Part

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Employer identification number

Imployee Training As Employee Training As Employee Training As Employee Training As Employee Training As Imployee Training As Employee Training As Imployee Training As Imployee Training As ŝ Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form (h) Purpose of grant or assistance Yes 59-3659026 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed (g) Description of noncash assistance 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and (f) Method of valuation (book, FMV, appraisal, other) (e) Amount of noncash assistance Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States. 1,241,415 117,150 997 7,425 ,220 10,500 49,560 268,800 25,671 (d) Amount of cash 122 ໑ grant (c) IRC section (if applicable) 59-6000660|170 (d 9 9 9 59-2924021 170 59-2976169170 59-1216316 170 General Information on Grants and Assistance 59-2825545 14-1993874 59-3332683 05-0537889 59-2976169 Inc. (p) EIN the selection criteria used to award the grants or assistance? **CareerSource Florida**, (1) THE SCHOOL BOARD OF HILLSBOROUGH CO PATRICIA HESTER, WORKFORCE AND CONT MPA FL 33610 59 (4) UNIVERSITY OF NORTH FLORIDA CONSORT c/o Mr. Robert Wood, Dean12000 Alum 5) UNIVERSITY OF NORTH FLORIDA-CONTINU BO 400 NORTH ASHLEY DRIVE, SUITE 3000 MPA FL 33602 05 ATTN: SHANNON MORAN12201 RESEARCH MELISSA HYMAN, 12000 ALUMNI DRIVE 11542 DAVIS CREEK COURT
CKSONVILLE FL 32256 FL 32224 JUDY JACKSON; DIC-3, POST OFFICE (9) WILSON HUMAN CAPITAL GROUP, INC (3) UNIVERSITY OF CENTRAL FLORIDA FL 32826 FL 32224 FL 33626 (2) ULTRATECH INTERNATIONAL, INC FL 32802 FL 33549 (a) Name and address of organization (7) VISTRA COMMUNICATIONS, LLC 10981 COUNTRYWAY BOULEVARD (8) WESTCHASE CHIROPRACTIC 18315 NORTH US HWY 41 or government (6) VALENCIA COLLEGE JACKSONVILLE JACKSONVILLE JACKSONVILLE ORLANDO TAMPA TAMPA Par Part TAMPA

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table Enter total number of other organizations listed in the line 1 table

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

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Governments, and Individuals in the United States Grants and Other Assistance to Organizations,

2016

OMB No. 1545-0047

Imployee Training As Employee Training As Imployee Training As Open to Public å Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form Inspection (h) Purpose of grant or assistance Employer identification number Yes 59-3659026 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed (g) Description of noncash assistance 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990. (a) Amount of non-cash assistance (f) Method of valuation (book, FMV, appraisal, other) Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22. ► Attach to Form 990. Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States. 12,375 7,031 5,707 (d) Amount of cash grant Enter total number of section 501(c)(3) and government organizations listed in the line 1 table (c) IRC section (if applicable) General Information on Grants and Assistance 54-1741819 59-3233469 65-0038118 Inc. (p) EIN the selection criteria used to award the grants or assistance? CareerSource Florida, 回 (2) WIRE AND CABLE SPECIALTIES, INC SUITE 5410 WEST TYSON AVENUE, SUITE MPA FL 33611 FL 32955 FL 33324 (a) Name and address of organization 150 SOUTH PINE ISLAND ROAD (1) WINTECH ARROWMAKER, INC or government 425 RICHARD ROAD ROCKLEDGE Department of the Treasury Internal Revenue Service (3) ZIER, INC Name of the organization PLANTATION TAMPA Par Part 4 3 9 0 8 6

Enter total number of other organizations listed in the line 1 table

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(For	reerSource	Florida, Inc.	5	59-3659026		Page 2
Part III Grants and Oth Part III can be d	ner Assistance to uplicated if additic	Grants and Other Assistance to Domestic Individua Part III can be duplicated if additional space is needed	u als. Complete if tł d.	he organization ansv	Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Part III can be duplicated if additional space is needed.	, Part IV, line 22.
(a) Type of grant or assistance	sistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(e) Method of valuation (book, (f) Description of noncash assistance FMV, appraisal, other)
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Part IV Supplemental I	Information Prov	ide the information r	required in Part I, I	line 2; Part III, colum	Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.	tional information.
See Schedule I Supplemental Informati	upplemental	. Information	on Worksheet			
						Schodule 1/Eorm 0901/2018

Supplemental Information 2016 SCHEDULE I (Form 990) 07/01/16 , and ending 06/30/17For calendar year 2016, or tax year beginning Employer identification number Name of the organization CareerSource Florida, Inc. 59-3659026 Part I, Line 2 - Procedures for Monitoring the Use of Grant Funds A recipient of federal funds, CareerSource Florida is required to have a monitoring plan in place in accordance with OMB Circulars and grant terms and conditions. This Plan is shared with the granting agency upon request. CareerSource monitors its grants to ensure that such grants are used for proper purposes and are not otherwise diverted from the intended use. This is accomplished using a mix of several different monitoring tools including periodic reports, site visits to selected grantees, and adherence to policies and procedures outlined in our monitoring plan which is updated annually and includes In-House monitoring desk review activities. Part IV - Additional Information The Quick Response Training (QRT) program utilizes State Educational Entities to help administer the program. The State Educational Entities review reimbursement requests from the participating organizations and directly reimburses these organizations. A reimbursement request is submitted from the State Educational Entities to CareerSource who passes the grant funds down to the State Educational Entities. CareerSource reports State Educational Entities as the recipients for grant funds on Schedule I since they are directly receiving the grant funds from CareerSource Florida.

Compensation Information
For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees

OMB No. 1545-0047

Department of the Treasury Internal Revenue Service

Complete if the organization answered "Yes" on Form 990, Part IV, line 23.

Attach to Form 990. ▶Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.

Open to Public Inspection

Name of the organization

CareerSource Florida, Inc.

Employer identification number 59-3659026

Pa	art I Questions Regarding Compensation			
			Yes	No
1a	Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form			
	990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items.			
	First-class or charter travel Housing allowance or residence for personal use			
	Travel for companions Payments for business use of personal residence			
	Tax indemnification and gross-up payments Health or social club dues or initiation fees			
	Discretionary spending account Personal services (such as, maid, chauffeur, chef)			
b	If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment			
	or reimbursement or provision of all of the expenses described above? If "No," complete Part III to			
	explain	1b		
2	Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all			
	directors, trustees, and officers, including the CEO/Executive Director, regarding the items checked in line			
	1a?	2		
3	Indicate which, if any, of the following the filing organization used to establish the compensation of the			
•	organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a			
	related organization to establish compensation of the CEO/Executive Director, but explain in Part III.			
	X Compensation committee Written employment contract			
	Independent compensation consultant Compensation survey or study			
	Form 990 of other organizations Approval by the board or compensation committee			
	Typically the scale of gameation committee			
4	During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing			
	organization or a related organization:			
	Receive a severance payment or change-of-control payment?	4a		X
b	Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b		X
С	Participate in, or receive payment from, an equity-based compensation arrangement?	4c		X
	If "Yes" to any of lines 4a–c, list the persons and provide the applicable amounts for each item in Part III.			
	Only section 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5–9.			
5	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any			
	compensation contingent on the revenues of:			
	The organization?	5a		X
b	Any related organization?	5b		X
	If "Yes" on line 5a or 5b, describe in Part III.			
6	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any			
	compensation contingent on the net earnings of:			
а	The organization?	6a		X
b	Any related organization?	6b		X
	If "Yes" on line 6a or 6b, describe in Part III.			
7	For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed			
	payments not described on lines 5 and 6? If "Yes," describe in Part III	7		X
8	Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject			
	to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe			
	in Part III	8		X
9	If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in			
	Regulations section 53.4958-6(c)?	9		

Inc. CareerSource Florida, Schedule J (Form 990) 2016

59-3659026

Page 2

Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed. For each individual whose compensation must be reported on Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that aren't listed on Form 990, Part VII. Part II

Note: The sum of columns (B)(i)—(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

	(B) Breakdown	of W-2 and/or 1099-MISC compensation	IISC compensation	(C) Retirement and	(D) Nontaxable	(E) Total of columns	(F) Compensation
(A) Name and Title	(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	other deferred compensation	benefits	(B)(i)–(D)	in column (B) reported as deferred on prior Form 990
Charles Hart	(i) 260,0			29,953	13,725	384,278	
1 Pres./CEO thru 12/16	0	0	0	0	0		0
ennell	() 165,000	00 7,119	69,69	19,928	11,163	212,904	
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Page 3	1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this par		:	:	•	į													Schedule J (Form 990) 2016
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Schedule J (Form 990) 2016	Provide the information, explanation, or descriptions required for Part I, lines 1a, for any additional information.		:	:	:	:							:					:	
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SCHEDULE O (Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

OMB No. 1545-0047 2016

Department of the Treasury Internal Revenue Service Name of the organization

Attach to Form 990 or 990-EZ. Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990. Inspection

Open to Public

CareerSource Florida, Inc.

Employer identification number

59-3659026

Form 990 - Additional Information Form 990, Schedule R The instructions for Schedule R require reporting of any related organizations whose board of directors is also appointed by the Governor of the State of Florida. Due to common control, these organizations would be considered related to CareerSource Florida in a brother/sister relationship. There are over 105 organizations whose board is appointed by the Governor of the State of Florida. CareerSource has not performed an exhaustive search of all of the potential related entities that may be required to be reported on Schedule R. However, entities that CareerSource has financial transactions with have been disclosed in Schedule L.

Form 990, Part III, Line 4d - All Other Accomplishment Represents the distribution of funds to the Florida Energy Workforce Consortium that was previously administered by CareerSource Florida.

Form 990, Part VI, Line 11b - Organization's Process to Review Form 990 Each board member was provided a copy of the final form 990 prior to filing the return. The Chief Financial Officer and Finance Director/Controller review the 990 prior to filing.

Form 990, Part VI, Line 12c - Enforcement of Conflicts Policy Board staff who administer the awarding of grant or contract funds must identify any potential conflict of interest with any board member prior to the issuance of any award. If it is determined that there may be any

Page 2

Name of the organization

Employer identification number

CareerSource Florida, Inc.

59-3659026

potential conflict with a board member, the president and general counsel are advised and their assistance is sought to insure appropriate disclosure before the full board takes any action. Under the current policy, a board member that has a conflict of interest is not allowed to vote on any action that would benefit them or their organizations.

Form 990, Part VI, Line 15a - Compensation Process for Top Official

The CEO selection process and salary offer was coordinated by an
independent firm contracted by CareerSource Florida (HR Expertise) who
reported directly to the board chair and the selection committee. In this
process, comparable data was brought forward and disclosed prior to the
establishment of a salary. The selection process was open to the public and
several individuals did attend.

Form 990, Part VI, Line 15b - Compensation Process for Officers

The selection of other key members of the organization is assigned to the

CEO. Key positions are advertised in several venues, including

employflorida.com, newspapers, and posted on the WFI internet and intranet.

The determination of salary levels is based upon the responsibilities

assigned to such individuals and upon the review and analysis of comparable salaries offered by other similar organizations and workforce partner organizations.

Form 990, Part VI, Line 19 - Governing Documents Disclosure Explanation

Florida statutes which created CareerSource Florida requires that we operate in compliance with Chapter 119 Florida Statutes relating to public records and chapter 286 relating to public meetings. Consequently, any

Schedule O (Form 990 or 990-EZ) (2016)	Page 2								
Name of the organization	Employer identification number								
CareerSource Florida, Inc.	59-3659026								
records of the organization are public records and many	may be requested by the								
public. Likewise, all meetings of the board, council	ls, committees and othe								
identified board meetings are open to the public. For	ormal minutes are taken								
for all meetings of the board and the executive committee.									
Form 990, Part X - Additional Information									
To be consistent with the reporting on the Financial	l Statements,								
Compensated Absences will be reported on Part X, Lin	ne 25 as an other								
liability.									

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CINID INC. 1343 0047	2016	Open to Public Inspection

(g)
Section 512(b)(13)
controlled entity?

Yes
N (f) Direct controlling entity OMB No. 1545-0047 × **Identification of Related Tax-Exempt Organizations** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year. **Employer identification number** 59-3659026 (f)
Direct controlling
entity (e) End-of-year assets N/A (e)
Public charity status
(if section 501(c)(3)) Identification of Disregarded Entities Complete if the organization answered "Yes" on Form 990, Part IV, line 33. ▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37. ▶ Information about Schedule R (Form 990) and its instructions is at www.irs.gov/form990. (d) Total income Related Organizations and Unrelated Partnerships (d) Exempt Code section Legal domicile (state or foreign country) (c)
Legal domicile (state or foreign country) ► Attach to Form 990. 딥 (b) Primary activity (b) Primary activity FL 32399-4120 CareerSource Florida, Inc. (a)Name, address, and EIN (if applicable) of disregarded entity (a)
Name, address, and EIN of related organization of Economic Opportunity 107 East Madison Street **Tallahassee** Department of the Treasury Internal Revenue Service FL Dept. Name of the organization SCHEDULE R (Form 990) Part Part Ξ Ξ 3 ල <u>4</u> 9 3 ල <u>4</u> 3

Schedule R (Form 990) 2016

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Page 2 Schedule R (Form 990) 2016 Percentage ownership (i) Section 512(b)(13) controlled entity? å 3 **Identification of Related Organizations Taxable as a Corporation or Trust** Complete if the organization answered "Yes" on Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year. Yes (I) General or Schedule R (Form 990) 2016 CareerSource Florida, Inc. 59–3659026

Part III Identification of Related Organizations Taxable as a Partnership Complete if the organization answered "Yes" on Form 990, Part IV, line because it had one or more related organizations treated as a partnership during the tax year. Yes No nanaging partner? Percentage ownership amount in box 20 (i) Code V—UBI of Schedule K-1 (Form 1065) end-of-year assets Share of (h) Dispro-portionate Yes (g) Share of end-of-year assets Share of total (f) Share of total income Type of entity C corp, S corp (e)
Predominant
income (related,
unrelated,
excluded from
tax under
sections 512-514) Direct controlling Direct contro∎ing entity foreign country) Legal domicile (state or ਉ (c) Legal domicile state or foreign country) Primary activity Primary activity Name, address, and EIN of related organization Name, address, and EIN of related organization Part IV DAA Ξ <u>4</u> 3 (E) Ξ (2) <u>ල</u> 4

Schedule R (Form 990) 2016 CareerSource Florida, Inc.

Part V

59-3659026

Page 3

Transactions With Related Organizations Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.

Schedule R (Form 990) 2016 ŝ × ×× ×× × × × × × × × × × × × Yes × Method of determining amount involved = 2 7 9 9 9 2 d Loans or loan guarantees to or for related organization(s) e Loans or loan guarantees by related organization(s) Sale of assets to related organization(s) Lease of facilities, equipment, or other assets to related organization(s) Sharing of paid employees with related organization(s) Dividends from related organization(s) Reimbursement paid to related organization(s) for expenses 2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds Cost Cost 74,963 14,431,398 1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-JV? Amount involved Transaction type (a-s) o บ I Performance of services or membership or fundraising solicitations for related organization(s) m Performance of services or membership or fundraising solicitations by related organization(s) n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule. k Lease of facilities, equipment, or other assets from related organization(s) FL Dept. of Economic Opportunity of Economic Opportunity Other transfer of cash or property from related organization(s) c Gift, grant, or capital contribution from related organization(s) Reimbursement paid by related organization(s) for expenses r Other transfer of cash or property to related organization(s) **b** Gift, grant, or capital contribution to related organization(s) Name of related organization Purchase of assets from related organization(s) Exchange of assets with related organization(s) FL Dept. 3 $\overline{\epsilon}$ 3 <u>4</u> (2) 9

59-3659026

Schedule R (Form 990) 2016 CareerSource Florida, Inc.

Unrelated Organizations Taxable as a Partnership Complete if the organization answered "Yes" on Form 990, Part IV, line 37. Part VI

Percentage ownership Schedule R (Form 990) 2016 3 (j) General or managing partner? Yes No Code V—UBI amount in box 20 of Schedule K-1 (Form 1065) Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets (h) Disproportionate allocations? ŝ Yes (g)
Share of
end-of-year
assets (f) Share of total income or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships. (e) Are all partners organizations? Yes No 501(c)(3) unrelated, excluded sections 512-514) (d) Predominant income (related, from tax under country) domicile (state or foreign (c) Legal (b) Primary activity Name, address, and EIN of entity Ξ (10) 5 3 <u>ල</u> <u>4</u> 3 9 9 8 6

Schedule R (F	orm 990) 2016	CareerSource	Florida,	Inc.	59-3659026	Page 5
Part VII	Supplement Provide add	ntal Information ditional information for	responses to	questions on	Schedule R (See instructions).	
• • • • • • • • • • • • • • • • • • • •						