

## Board of Directors Executive Committee Webinar Agenda

April 30, 2020 • 9 a.m.– 12 p.m. ET

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### Chairman's Welcome & Remarks

**Kevin Doyle**

### Mission Moment – Help is Here

**Victoria Heller  
Emily Read,  
Moore**

### Consent Agenda

**Kevin Doyle**

1. April 2019 Meeting Minutes
2. CareerSource Florida Fiscal Year 2019-2020 Strategic Initiative Expenditures

### Action Item

- Career and Professional Education (CAPE) Act

**Mary Lazor  
Chancellor Henry Mack**

### 2020-2021 Workforce System Funding

**Andrew Collins**

- Anticipated Funding Allocations
- Budget Timing Process

### COVID-19 Response

- CARES Act Update
- Florida Small Business Development Center Network Update
- CareerSource Florida COVID-19 Response Initiatives
- Statewide Economic Impacts

**Michael Zehr,  
HBW Resources  
Mike Myhre  
Michelle Dennard  
Jerry Parrish, Ph.D.,  
Florida Chamber Foundation**

### Committee Discussion – COVID-19 Response and Recovery Efforts

**Terrie Ard,  
Moore**

Recap of CareerSource Florida Board of Directors Survey Responses

- **Relieve** – *What additional COVID-19 response measures can Florida's workforce system take to provide immediate relief to people and businesses?*
- **Restart** – *What measures can we take to restart critical sectors?*
- **Recover** – *What measures should be taken to ensure continued recovery of Florida businesses?*
- **Reimagine** – *How can we reimagine Florida's economy to make it more diversified, resilient for the long term and attract new opportunities?*

### Partners' Perspective

**Robin King,  
Florida Workforce Development Association  
Kevin Doyle**

### Next Steps

### Open Discussion/Public Comment

### Chairman's Closing Remarks

**Kevin Doyle**  
*collaborate.  
innovate.  
lead.*



**For Immediate Release**  
April 6, 2020

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**CareerSource Florida announces new workforce outreach campaign,  
*Help is Here***

**Tallahassee, Fla. –** In support of Governor Ron DeSantis' mobilization of resources to help Floridians and businesses affected by the economic impacts of COVID-19, CareerSource Florida has launched the *Help is Here* workforce outreach campaign.

Every day, the CareerSource Florida network connects businesses to Floridians and talented Floridians to jobs through employment, recruiting, hiring and training services. The 24 local workforce development boards can connect Floridians who have lost their jobs with the businesses that are hiring now. To help protect customers and staff, all locations are offering assistance by phone, email, virtually or, in some areas, in career centers by appointment following social distancing guidelines.

*Help is Here* is CareerSource Florida's focused public and business outreach effort to:

- Provide an immediate response to connect job seekers and businesses to critical resources needed in the wake of the COVID-19 pandemic
- Connect Floridians to the CareerSource Florida network's local offices for customized, personalized help
- Develop innovative solutions to generate job recovery and retention and business continuity, driving economic recovery

"Job loss or major business impacts are devastating under any circumstance and people need sound advice, the most current information and a source of hope during a challenging time," **said CareerSource Florida Board Chairman Kevin Doyle.** "We know people need help now and the state's Reemployment Assistance program may be the first step on the path to economic recovery. The CareerSource Florida network can assist with this and other workforce needs such as finding a new job, training and more."

The CareerSource Florida network also will provide additional support to Floridians applying for Reemployment Assistance, which is available through the Florida Department of Economic Opportunity, by providing access to new paper applications for the state program.

"For both businesses and employees who are experiencing impacts as a result of COVID-19, we can help connect you to local, state and federal resources that can be the bridge to economic recovery," **said Florida Workforce Development Association President and CareerSource Flagler Volusia President and CEO Robin King.** "We are reaching out to be sure businesses and local residents are aware of the employment and training programs and opportunities that are currently available."

While some businesses have been forced to downsize operations, many industries are ramping up quickly to hire Floridians. Business services available through the CareerSource Florida network include recruiting employees, screening resumes or applications, and other help with hiring, such as conducting virtual job fairs.

For employers that can retain employees through the downturn, CareerSource Florida can support business continuity through grants that help employers train and upskill existing employees.

"We remain committed to serving career seekers, businesses and the community while navigating this unprecedented time," **said CareerSource Central Florida President and CEO Pamela Nabors**. "Like our peer workforce development organizations, statewide CareerSource Central Florida staff are available to provide information and consultation on resumes, job search, recruitment and other workforce services."

The CareerSource Florida network's state and local leaders are inspired by how adaptable Florida's business community and workforce continue to be. Even during this challenging time, Floridians have exhibited innovation, creativity and flexibility that will sustain our communities during this significant disruption and into the future.

"Florida's business leaders are hoping for a swift and steep economic recovery when the current situation improves," **said CareerSource Florida President and CEO Michelle Dennard**. "The CareerSource Florida network will be here at that time as well, preparing Florida workers for new opportunities, and helping businesses quickly find the talent they need to continue to grow and thrive in Florida."

For both businesses and job seekers experiencing layoffs as a result of COVID-19, the CareerSource Florida network can help connect to state and federal assistance programs.

"Our staff is working remotely and available by phone, email and virtual career services on our website," **said CareerSource Palm Beach County Interim President and CEO Julia Dattolo**. "We remain in direct contact with state and local officials and continue to keep our community partners up to date with information about business services, relief loans and more."

For more information on *Help is Here and to find the employment, reemployment and training resources in your community*, visit [careersourceflorida.com/helpishere](https://careersourceflorida.com/helpishere).

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## **ABOUT CAREERSOURCE FLORIDA**

CareerSource Florida, with its business-led board of directors, provides policy direction for talent development programs administered by the Department of Economic Opportunity, Florida's 24 local workforce development boards and their 100 career centers. The CareerSource Florida State Board serves as the Governor's principal workforce policy and investment board, working in partnership with DEO, which is responsible for the state workforce system's fiscal and administrative affairs, and local workforce development boards that serve Florida's businesses and career seekers. Together, the CareerSource Florida network connects employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic prosperity. Learn more at [careersourceflorida.com](http://careersourceflorida.com).



# **Consent Item 1**

## **APRIL 2019 EXECUTIVE COMMITTEE 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 accounts and shall keep minutes on the proceedings of the board of directors.

## **FOR CONSIDERATION**

**Approval of April 2019 Executive Committee Meeting Minutes, to include any modifications or changes noted by the board.**

**DRAFT MINUTES  
CAREERSOURCE FLORIDA  
EXECUTIVE COMMITTEE MEETING  
April 9, 2019**

**CALL TO ORDER**

Chairman Kevin Doyle called the meeting of the CareerSource Florida Executive Committee to order at approximately 9 a.m. ET on April 9, 2019. He then asked for roll to be called.

**ROLL CALL**

A quorum was present with the following Executive Committee members in attendance:

Chairman Kevin Doyle  
Bob Campbell  
Steve Capehart  
Tim Center  
Rose Conry  
Duane De Freese  
Arnie Girnun

Brittany Birken and Elli Hurst were unable to attend.

**CHAIRMAN'S WELCOME & REMARKS**

Chairman Doyle welcomed everyone to the meeting. He asked everyone to give a quick introduction.

Chairman Doyle stated the full board met in February and approved a new statewide apprenticeship policy, developed with the Florida Department of Education and the Florida Department of Economic Opportunity. The joint effort embodies the CareerSource Florida pillars to collaborate, innovate and lead, and aligns with the Executive Order issued by Governor Ron DeSantis in January. The Executive Order outlined the Governor's goal to make Florida No. 1 in the nation for workforce education by 2030.

The meeting started with consideration of the Consent Agenda. President and CEO Michelle Dennard provided background and reviewed the CareerSource Florida corporate goals. COO and CFO Andrew Collins provided a review of the year's workforce system funding and what he expects to see in the next fiscal year.

Chairman Doyle introduced Karen Moore, founder and CEO of the Moore agency, as the meeting facilitator.

**CONSENT AGENDA**

Chairman Doyle introduced the Consent Agenda:

**Consent Item 1:** April 11, 2018, Executive Committee Meeting Minutes

**Consent Item 2:** Oct. 22, 2018, Executive Committee Meeting Minutes

### **Consent Item 3: Request by CareerSource Heartland Waiver of Policy Limiting Auditor Retention**

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

**Motion:** Tim Center

**Second:** Rose Conry

Chairman Doyle opened the floor for discussion and corrections. Hearing none, Chairman Doyle opened the floor for public comment. Hearing none, he called for a vote. The motion passed. None were opposed.

### **CareerSource Florida Goals**

President Dennard welcomed everyone and remarked on the great representation from across the state.

President Dennard reviewed how other state workforce development boards operate and how they interact with the local areas and their Governor's offices. She discussed a report by the National Governors Association that said the three main functions of a state workforce development board are to communicate the vision, leverage strategic partnerships and emphasize data-driven decisions to keep the workforce system accountable. She stated over the last few years, the budget has been organized this way as have the CareerSource Florida corporate goals.

President Dennard asked the board, as they think about CareerSource Florida's strategic initiatives, to be mindful of what is next and what the CareerSource Florida network can do to continue to keep Florida on the cutting edge. President Dennard concluded her report by mentioning the Governor DeSantis' goal in his Executive Order 19-31 that Florida become No. 1 in the nation for workforce education.

### **2019-2020 Workforce System Funding**

Andrew Collins outlined the process for receipt of workforce system funding from the U.S. Department of Labor. He said the funding process is countercyclical in nature, so the funding at the national level will continue to decrease as the economy improves. Mr. Collins said he anticipates having funds decrease about 2 percent until another recession or other reason for federal funding to increase.

Mr. Collins said the performance at the local level relates to Florida's strong economy. Those who do not have a job are more likely to have mitigating factors or potential barriers to employment. This scenario increases the cost of training. Mr. Collins requested the board help think about future investments and performance expectations.

Chairman Doyle thanked Mr. Collins. He stated each year the Executive Committee looks forward to meeting with the local workforce development board partners and developing funding priorities for consideration.

### **Communicate the Vision**

Mr. Collins stated CareerSource Florida's corporate goals.

Mr. Collins noted board member Tim Center's prior discussion about successes CareerSource Florida has had with pilot projects and blending various funding streams for maximum impact. One of the impediments is creating a matrix to be able to know which funding streams can work with others with certainty. A lot of important work is done on the IT background and the work the state board, along with the CareerSource Florida professional team, is going to do over the next year is going to cast a long shadow over the next, perhaps, 10 years.

Mr. Center said the issue at the local level is engaging with other agencies, which have their own databases which can inhibit the ability to move people out of the social safety-net system and into self-sufficiency. Mr. Center said this is probably one of the most important things the network can do as a system and can lead the rest of the country.

Mr. Collins asked if there were any comments. CareerSource Brevard President and CEO Mason Jackson said there is a need for a client information system, including a management information system that reports to the federal government.

Mr. Collins agreed, noting the challenge for the board to consider is that the CareerSource Florida network must provide businesses with the talent they need, whether a Ph.D. physicist or an engineer; simultaneously, the network must serve special populations.

CareerSource Gulf Coast Executive Director Kim Bodine requested ongoing training on the Employ Florida system for local workforce development boards so it can be used to the fullest extent possible. Ms. Bodine said it is unacceptable for the current vendor releases a new version before the local workforce development boards are trained. She also requested a timeline for the procurement process and an update on next steps.

Mr. Collins said CareerSource Florida is working hand in hand with the Florida Department of Economic Opportunity on the Employ Florida contract procurement process and agreed with the importance of ensuring the current system works as well as possible in the interim.

Mr. Collins stated the Executive Committee voted that morning on its October Meeting Minutes. The Executive Committee met then to discuss the network's response to Hurricane Michael. Mr. Collins mentioned the board's allocation of \$1 million to establish a Hurricane Michael Disaster Recovery Fund and on March 11, the funds were distributed to the declared disaster areas. The funds were provided to reopen career centers and make sure services are being provided in the affected areas.

### **Communicate the Vision**

CareerSource Florida Vice President of External Affairs Adriane Grant continued the conversation around the network's vision that Florida will be the global leader for talent. Mrs. Grant shared updates on state and local strategic partnerships that are a priority for this organization. Many of the local workforce development boards and the CareerSource Florida professional team members contributed to the development of the Florida Chamber Foundation's Florida 2030 Blueprint.

CareerSource Florida is partnering with the Florida Chamber Foundation and will cohost the Learners to Earners Workforce Summit for the first time ever. The CareerSource Florida network, among others, will provide leadership to help achieve the key strategies and targets that are outlined in the blueprint report. There will be a discounted registration rate for the local workforce development boards and core partners as well.

Ms. Grant stated the goal is to continue to be intentional and make sure CareerSource Florida is leveraging strategies, resources and investments. President Dennard is on an economic team that meets at the Governor's Office on a weekly basis. The team consists of CareerSource Florida, Enterprise Florida, Space Florida, the Florida Department of Economic Opportunity and VISIT FLORIDA. This is a new meeting for this team with the Governor's Office.

CareerSource Florida is also engaged in conversations with the Florida College System. Ms. Grant said many board members work closely with the state colleges and CareerSource Florida appreciates their local leadership and collaboration. She mentioned Florida's attainment goal and related legislation, noting there needs to be an understanding of what high-quality credentials are and how the CareerSource Florida network has a leadership role in these conversations.

Ms. Grant said the Learners to Earners Workforce Summit Day Two will be focused on apprenticeship expansion, highlighting early successes of apprenticeship programs within the CareerSource Florida network.

### **Leveraging Strategic Partnerships**

CareerSource Florida Senior Vice President of Business and Workforce Development Andra Cornelius, CEcD, noted her team's role in the corporate goal of leveraging strategic partnerships. She outlined three primary areas of focus: Sector Strategies, Sector Partnerships and Implementation; Apprenticeship Expansion; and Management of the Quick Response Training and Incumbent Worker Training grant programs. She provided details on the significant return on investment of both programs as reported by the state Office of Program Policy Analysis and Government Accountability.

Ms. Cornelius said the goal of sector strategies is to build regional talent pipelines, address skill shortages and create meaningful career pathways for a range of workers in specific industry sectors. CareerSource Florida began implementation of sector strategies in 2015 with support from a \$7 million federal grant. At the May 2017 Board Meeting, the board heard recommendations associated with sector strategies implementation, including statewide sector strategy policy and support for local workforce development boards to use sectors to move beyond the development of training programs to development of career pathways.

In Phase 2, CareerSource Florida extended \$4.2 million to eight local workforce development boards to develop and implement sector strategies. In February 2018, the board approved a statewide Sector Strategy Policy. Last year in Phase 3, the board set aside \$2.5 million in funds available to local workforce development boards. All of the funds were not spent. Ten local workforce development boards were awarded about 89 percent of funds.

In updating the Executive Committee on the professional team's work with partners to develop career pathways, Ms. Cornelius said apprenticeships, both registered apprenticeships and modern apprenticeships, fit the framework of a career pathway.

John Flanagan, CEO of CareerSource Tampa Bay, discussed the importance of providing career pathway opportunities, particularly in disadvantaged communities and for individuals with challenges. He was interested in information about how state set-aside dollars are used and programs for youth not eligible for WIOA and TANF program funds.

CareerSource Florida Project Director Elisia Norton noted 23 months after receiving a federal State Apprenticeship Expansion Grant and the board's investment of \$1.75 million in

apprenticeship expansion funding, there are now multiple projects led by several local workforce development boards. She said 18 of 24 local workforce development boards have at least one apprenticeship program in place. Approximately 79 percent of the local workforce development boards are currently engaged. In this recent round of funding, nine of the 17 projects are in Advanced Manufacturing and 41 percent are in Construction and Building Trades.

The following examples were provided: CareerSource Suncoast is serving as an apprenticeship sponsor in collaboration with PGT, a 37-year-old manufacturer of residential impact-resistance windows and doors; and CareerSource Central Florida has a pioneering insurance apprenticeship with The Hartford in the financial services industry. This first-of-its-kind hybrid apprenticeship program is helping 12 apprentices become disability analysts, completing their instructional training in Seminole State College's Health Information Technology Program. The first cohort is expected to graduate next month.

CareerSource Florida also announced an IT apprenticeship program with CareerSource Capital Region and tech company Inspired Technologies, at which apprentices are recruited for a range of tech positions.

Ms. Norton stated Mr. Rick Beasley, the Executive Director of CareerSource South Florida, has a Miami-Dade youth pre-apprenticeship program in place that was approved and registered on August 1 in Construction and Building Trades. The 23-month pre-apprenticeship program was launched in collaboration with Miami-Dade County Commissioners, CareerSource Florida and Miami-Dade County Public Schools. It will target 120 students in underserved communities. The students will be able to participate in a paid summer apprenticeship while earning industry certifications.

CareerSource Florida held the state's first Apprenticeship Summit last year with more than 200 stakeholders and businesses. The state board also unanimously passed an apprenticeship policy two months ago. This will provide a visionary roadmap for the local workforce development boards that will incorporate apprenticeships into their local workforce plans.

CareerSource Florida Performance and Analytics Director Steven Collins discussed CareerSource Florida's recent Skills Gap and Job Vacancy Survey, noting today's discussion was validating that work. He provided an overview of the board-funded research, conducted by the Florida Department of Economic Opportunity of 54,000 businesses from throughout the state. The survey provided a statewide snapshot and the report is online along with an interactive tool that provides data specific to local areas.

Dr. Collins provided the following summary: There were 247,000 vacancies throughout the state, and the top five industries with vacancies are Education and Health Services; Leisure and Hospitality; Trade, Transportation and Utilities; Professional Business Services and Financial Activities. Those represent 87 percent of all the vacancies identified. Education and Health Services accounted for one in every five job vacancies. The top five occupations were in retail sales, registered nurses, food preparation and serving, cashiers and nursing assistants. Dr. Collins said 90 percent of the identified vacancies were permanent positions; two out of three were considered full-time; and one out of three required a training certification. This underscores the importance of the focus on certifications and apprenticeships. One out of seven positions identified required two years of experience. He said the vacancies require more education than a high school diploma but not necessarily a four-year degree. This underscores what CareerSource

Florida is doing in terms of developing the strategies around work-based experience and apprenticeship development and certification.

### **Keeping Florida's Workforce System Accountable**

CareerSource Florida Vice President of Strategic Policy and Performance Mary Lazor said Florida's Performance Funding Model is in its last evaluation year. CareerSource Florida will have final data by May 15. Local workforce development boards will be notified of their performance and awards will be distributed by the end of June.

President Dennard said Cambridge Systematics presented preliminary findings on the Gig Economy's impact on Florida's workforce system to the Policy and Performance Council in February. She said CareerSource Florida's research on the topic is among the first of its kind among state workforce systems. The full report and recommendations will be available in May.

President Dennard stated the Strategic Policy and Performance Team has been providing opportunities for focused WIOA training and the Business and Workforce Development Team has been reaching out to economic development organizations. CareerSource Florida will continue to educate others about the resources the network has, what the network can do and what the mission is.

CareerSource Brevard President Marci Murphy said her board is having a sector strategy consortium meeting with Space Florida and the Florida Economic Development Council in June, at which they will bring companies together and look at top priorities, career pathways and jobs in demand. They will also address the Aeroflex Pre-Apprenticeship Grant they received from CareerSource Florida. They are anticipating holding the event sometime in June.

President Dennard noted there is a lot of work that still needs to be done within industries to make students and workers aware of career pathways, and work to do with businesses to develop resources to push people along their career trajectories within that industry.

President Dennard introduced Moore Agency Founder and CEO Karen Moore, the facilitator for the engagement portion of the meeting. Attendees were placed into groups to identify priorities and ways to achieve them, reporting out to the full group for additional insight and ideas. Mrs. Moore facilitated a collaborative discussion with the Executive Committee and local workforce development board leaders to achieve the following goals:

- Highlight CareerSource Florida major areas of work and opportunities.
- Engage in an open discussion to prioritize strategic initiatives and generate new ideas.

### **OPEN DISCUSSION/ PUBLIC COMMENT**

Following the engagement exercise, Chairman Doyle asked if there were any comments or question from the public. Hearing none, he moved to his closing remarks.

### **CLOSING REMARKS**

Chairman Doyle thanked everyone for active participation in the meeting, adding the insights and direction will be instrumental as the network shapes workforce development in Florida for the

coming year and beyond. He said he looks forward to seeing the results of today's discussion inform the state workforce system budget that will be considered at the May meeting.

#### **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 Executive Committee, and approved or approved with modifications which have been incorporated herein.

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Michelle Dennard  
Board Secretary

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Date



## **Consent Item 2**

### **CareerSource Florida Fiscal Year 2019-2020 Strategic Initiative Expenditures**

In response to the COVID-19 pandemic, the CareerSource Florida Board of Directors authorizes the following expenditures of fiscal year 2019-2020 funding from the strategic initiatives approved at the board's May 2019 meeting. This funding will support actions by Florida's workforce system to provide immediate relief to Florida businesses and job seekers as well as measures to assist in providing the necessary talent to restart critical industry sectors. The expenditures detailed below are in accordance with approved priorities using existing funds.

#### **Supplies, Equipment and Services Necessary for the CareerSource Florida Network to Provide Services to Florida Businesses and Job Seekers \$500,000**

The health and safety of the professional teams at local workforce development boards is of utmost importance to the CareerSource Florida Network. To provide services to businesses and job seekers, costs associated with necessary security, protective equipment, technology improvements and other needs can be supported through an investment of the CareerSource Florida Board.

#### **Real-time Labor Market Analytics \$200,000**

CareerSource Florida will use real-time labor market analytics in consultation with state labor market information to forecast needs for employers during recovery. The necessary tools also would identify resilient skills that were in demand pre-COVID-19 and will continue to be in demand during recovery, identifying training and upskilling opportunities for those resilient skills and identifying and tracking the employers who need support. Additionally, real-time labor market information will assist the CareerSource Florida Board in monitoring the changing talent profile of Florida businesses, analyzing industry supply chains and mapping the fastest-growing industries.

**Statewide Virtual Job Fair Platform**  
**\$500,000**

A virtual job fair is an online event during which employers and job seekers meet in a virtual environment and use various tools such as chat rooms, webcasts, webinars and connections to employer hiring sites. A virtual job fair also can be used as a virtual interactive event for information and resources oriented to target populations or specific employers. Providing a virtual job fair platform to the CareerSource Florida Network eliminates geographical barriers and enables better accessibility to events for both job seekers and employers. Additionally, a single platform utilized by all local workforce development boards provides the opportunity for statewide outreach and hiring events.

**Incumbent Worker Training Reallocation**  
**\$2,000,000**

Florida's Incumbent Worker Training Program provides grant funding for continuing education and training of incumbent employees at existing Florida businesses. The program, created in 1999, gives priority to small business to maintain a globally competitive workforce. Given the popularity and usefulness of the program, the Board's allocation of \$4 million was fully exhausted five months into the current fiscal year, with a backlog of applications awaiting further funding. This grant program also provides the opportunity to assist employers that have been affected by COVID-19 in retaining employees by improving their existing skills. These additional funds, combined with the existing 2019-2020 allocation approved in May 2019 by the CareerSource Florida Board, will assist companies in retraining and upskilling current employees, promoting business continuity and averting layoffs.

**Healthcare Supply and Demand Analysis**  
**\$330,000**

Through a partnership with the Florida Center for Nursing (FCN), data analysis will combine relevant elements from the nurse supply and nurse education program data sets for analysis and presentation at the state and 24 local workforce development board (LWDB) level. Data elements considered could include education program data (i.e. accreditation status, capacity, exam passage rates) and talent supply data (i.e. demographics, education levels, employment settings). Two to three LWDBs will be selected to participate in the project and, in collaboration with the FCN, collect relevant baseline demand data. The identification of LWDBs will be coordinated with the health system's preferred facility sites for implementing apprenticeships.

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**FOR CONSIDERATION**

**Affirm the implementation of the strategic funding initiatives as directed by the CareerSource Florida Board and use of budget reserves as required to address action steps to provide immediate relief to Florida businesses and job seekers; assist in providing the talent needed to restart critical industry sectors; and**

**authorize the CareerSource Florida President and Treasurer to adjust actual spending categories as necessary.**

Approved \_\_\_\_\_  
Disapproved \_\_\_\_\_

## **Action Item**

### **AMENDED CAREER AND PROFESSIONAL EDUCATION (CAPE) ACT 2020-2021 INDUSTRY CERTIFICATIONS**

The Career and Professional Education (CAPE) Act was created by the Florida Legislature in 2007 to improve Florida's talent pipeline to better attract and retain targeted, high-value industries and develop a knowledge-based economy. The CAPE Act seeks to ensure education, industry, workforce and economic development partners in every community collaborate to create new and meaningful opportunities for students. CAPE supports diversification of Florida's economy by providing students with cutting-edge training and earned industry certifications required for high-skill, high-wage jobs in Florida's target and infrastructure industries.

The implementation of the Act requires coordination and analysis by a CAPE review team including CareerSource Florida, Inc., the Florida Department of Education (FDOE), the Florida Department of Economic Opportunity (DEO) and the Florida Department of Agriculture and Consumer Services. On Feb. 20, 2020, the CareerSource Florida Board of Directors adopted a list of 218 recommended industry certifications for the 2020-2021 year with the goal of ensuring student access to and attainment of rigorous industry certifications.

During the meeting, the Board of Directors received critical feedback on several certifications currently offered to students in the 2019-2020 year that were not initially recommended by the CAPE review team for inclusion on the 2020-2021 list. Upon receiving the additional information that prompted a subsequent review by the CAPE review team, these certifications are now being recommended as part of the one-year transition offerings. To that end, 18 additional certifications — outlined in support materials for this action item that were approved in previous years' review cycles — are now recommended for inclusion on the 2020-2021 Career and Professional Education Act Industry Certifications Funding List. This approval will sunset on June 30, 2021.

### **FOR CONSIDERATION**

- **Approve amending the 2020-2021 CAPE Act Industry Certifications Funding List to include 236 recommended certifications, 25 of which are approved for only one year as a transition.**
- **Authorize the CareerSource Florida professional team in collaboration with the Florida Department of Education staff to make technical revisions to approved certifications. This does not include authority to further amend or add certifications to the amended approved list.**

### **ATTACHMENTS**

- **Career and Professional Education Act (CAPE) 2020-2021 industry Certifications, Supplemental Recommendations.**

## **CAREER AND PROFESSIONAL EDUCATION (CAPE) ACT 2020-2021 INDUSTRY CERTIFICATIONS, SUPPLEMENTAL RECOMMENDATIONS**

The Florida Career and Professional Education (CAPE) Act was created in 2007 to provide a statewide planning partnership between the business and education communities to attract, expand and retain targeted, high-value industry to sustain a strong, knowledge-based economy.

The law has become a critical component of the efforts to ensure Florida can achieve Governor Ron DeSantis' vision for Florida to become No. 1 in the nation in workforce education, as outlined in his Executive Order 19-31, "Charting a Course for Florida to Become No. 1 in the Nation in Workforce Education by 2030 and Ensuring Florida Students are Prepared for Jobs of the Future."

Additionally, the attainment of industry-recognized credentials by Florida students supports critical progress toward Florida's educational attainment goal established in law by the Florida Legislature and Governor DeSantis. Florida Statutes, 1004.013, identifies the "Strengthening Alignment Between Industry and Learning (SAIL) to 60 Initiative" to increase the percentage of working-age adults in Florida with a high-value postsecondary certificate, degree or training experience by 2030.

### **INITIAL BOARD ACTION OF FEB. 20, 2020**

On Feb. 20, 2020, the CareerSource Florida Board adopted a list of 211 recommended industry certifications, with seven certifications approved for a period of one year only for a total of 218 certifications.

### **AMENDMENT TO 2020-2021 CAREERSOURCE FLORIDA RECOMMENDATIONS FOR APRIL 30, 2020**

At the February meeting, the state workforce development board received critical feedback on several certifications currently offered to students in the 2019-2020 year that were not recommended for inclusion on the 2020-2021 list.

Upon additional review following the board meeting, the CAPE review team is recommending approval of an amendment to the previously approved 218 certifications to approve 18 additional certifications for a period of one year only for a total of 236 certifications.

## ATTACHMENT A – SUPPLEMENTAL RECOMMENDATIONS

DOE Code	Certification Title	Certifying Agency
AHLAE010	Certified Front Desk Supervisor	American Hotel and Lodging Association Educational Institute
APPLE020	Apple Certified Pro (ACP) - Final Cut Pro X	Apple, Inc.
AVIDT001	Avid Media Composer Certified User	Avid
CARCH001	Chief Architect User Certification	Chief Architect, Inc.
CNCI001	Mastercam Certified Programmer Mill Level 1 (CPgM1)	CNC Software Inc.
DIGIT001	STARS GIS Technician	DigitalQuest, Inc.
DIGIT002	SPACE Geospatial Certification	DigitalQuest, Inc.
FANUC001	FANUC Certified Robot Operator - 1 (FCR-01)	FANUC America Corporation
IEMSR001	Emergency Medical Responder	International EMS Registry
IHKBZ001	CNC Production Specialist	IHK-Bildungszentrum
ISCET002	Electronics System Associate (ESA)	International Society for Certified Electronics Technicians
NACFS001	Modeling & Simulation (M&S) Certification	National Center for Simulation
NINSC001	Certified LabVIEW Associate Developer (CLAD)	National Instruments Corporation
NRAEF002	National ProStart Certificate of Achievement	National Restaurant Association Educational Foundation
NREMT003	Emergency Medical Responder (EMR)	National Registry of Emergency Medical Technicians
PROSO016	Certified Internet Web (CIW) Internet Business Associate	Certification Partners
PROSO018	Certified Internet Web (CIW) Network Technology Associate	Certification Partners
PROSO020	Certified Internet Web (CIW) Site Development Associate	Certification Partners

## **Coronavirus Aid, Relief, and Economic Security Act (CARES Act), H.R. 748**

### **Brief Summary of Top-Line Items**

- Largest relief legislation ever passed by Congress
- Represents one-half of all federal spending on an annual basis
- Includes \$150 billion in direct aid to states, territories, tribes, and local governments
- Individual checks of \$1200 sent directly to many Americans and \$500 for children
- Loan program for small businesses of \$377 billion
- \$500 billion lending fund for businesses, cities and states

### **Coronavirus Relief Fund**

- \$150 billion in direct aid to states, territories, municipalities and tribal governments
- Distribution formula based on population
- Minimum distribution \$1.25 for states with smaller populations
- Distributions to be made by the U.S. Treasury within 30 days of enactment

### **Additional Support of State Agencies and Activities**

- \$45 billion available through Federal Emergency Management Agency's Disaster Relief Fund
- Direct \$1.5 billion to National Guard operations and \$1.6 billion to expand military hospitals
- \$1.5 billion to support public health in states, territories, municipalities and tribal governments
- \$5 billion to support coronavirus response through the Community Development Block Grant program
- Support for education and child care includes: \$3 billion for a governors' education response fund; an education stabilization fund; formula grants for school districts; and additional funding for the Child Care Development Block Grant Program

### **Unemployment Insurance**

- Adds up to 13 weeks of extended benefits for the unemployed
- Gives jobless workers an additional \$600 in benefits weekly for up to four months
- Creates a new pandemic unemployment program for gig economy workers

### **Other Appropriations**

- Support mass transit agencies' operating and capital expenses with \$25 billion
- Provides \$116 billion for the purchase of medical supplies for the Strategic National Stockpile
- Allocates \$1 billion for purchases through the Defense Production Act
- Supports higher education institutions' response to coronavirus with \$14 billion in relief
- Additional funding for child nutrition programs and agricultural loans
- Makes available an additional \$16 billion for the Supplement Nutrition Assistance Program

### **Extension**

- Implementation of REAL ID program extended to September 30, 2021



## **COVID-19 Legislative Analysis**

### **COVID-19 Response Bill #1:**

#### **H.R.6074 - Coronavirus Preparedness and Response Supplemental Appropriations Act, 2020**

H.R. 6074 was the first piece of legislation, of what we expected to be a series of bills, and its primary focus was delivering immediate support to the healthcare system. Its focus was non-partisan for the purpose of expedience and was the first of two “stop the bleeding” bills.

- Provided \$8.3 billion in emergency funding for federal agencies to respond to the coronavirus outbreak. Of the \$8.3 billion, \$6.7 billion is designated for the domestic response.
- Top line domestic funding:
  - \$1.9 billion for the Centers for Disease Control and Prevention (CDC), of which \$950 million is appropriated for state and local response efforts.
  - \$836 million for the National Institute of Allergy and Infectious Diseases (NIAID), to conducts research on therapies, vaccines, diagnostics, and other health technologies
  - \$61 million for the Food and Drug Administration (FDA) for the development and review of vaccines, therapeutics, medical devices and countermeasures, and address potential supply chain interruptions, among other things.
  - \$20 million is for the Small Business Administration (SBA) disaster loans program to support SBA’s administration of loan subsidies that will be made available to entities financially impacted as a result of the coronavirus.
  - This bill also included an estimated ~\$500 million in Medicare expenditures related to the waiving of restrictions on Medicare providers to allow them to provide telehealth benefits.

### **COVID-19 Response Bill #2:**

#### **H.R. 6201, the Families First Coronavirus Act**

H.R. 6201 offered broad economic support to individuals affected by the impacts of the COVID-19 health and economic crisis. The initial response was that of a public health crisis, and we see through this legislation that workers and the economy became an additional priority in the eyes of the federal government. The legislative still had a bipartisan focus, avoiding any issues that may hinder its expeditious passage. Although the scope of the bill expanded some, this was again a “band aid” bill, with the purpose of mitigating mostly short-term impacts.

- **Labor and Employment Funding and Provisions**
  - Emergency Paid Sick Days Program – Includes \$5 million for the Department of Labor to administer the emergency paid sick days program.
  - Creates a new federal emergency paid leave benefit program.
    - Eligible workers will receive a benefit for up to three months in which they must take 14 or more days of leave from their work due to “qualifying” COVID-19-related reasons.

- Days when an individual receives pay from their employer (regular wages, sick pay, or other paid time off) or unemployment compensation do not count as leave days for purposes of this benefit.
- Two-thirds of the individual's average monthly earnings (based on the most recent year of wages or self-employment income for which records are readily available), up to a cap of \$4,000.
- Provides \$1 billion in 2020 for emergency grants to states for activities related to processing and paying unemployment insurance (UI) benefits.
  - For states that experience an increase of 10 percent or more in their unemployment rate, 100 percent federal funding for Extended Benefits will be granted.
- **Food and Nutrition Funding and Provisions**
  - Includes funding to ensure the domestic nutrition assistance programs have adequate resources to help those impacted by the COVID-19 public health emergency. Funding includes:
    - \$500 million for The Special Supplemental Nutrition Program for Women Infants and Children (WIC)
    - \$300 million for The Emergency Food Assistance Program (TEFAP)
  - Suspends the work and work training requirements for SNAP during the crisis.

### **COVID-19 Response Bill #3:**

#### **[H.R. 748 Coronavirus Aid, Relief, and Economic Security Act](#)**

This \$2 trillion dollar stimulus package aimed to stop the downward slide of the U.S. economy and jumpstart business in the wake of the COVID-19 crisis. This was the most politically contentious of the three bills, which is no surprise as it the largest fiscal stimulus in U.S. history. This legislation marks some of the first appropriations for the workforce development system, however it is drastically underfunded. With 3.3 million unemployment filings in the last week alone the U.S. labor force will need to turn to the workforce development system to place those affected by this economic crisis into work. NAWB, along with support from local workforce development boards, partner organizations, and industry partners tirelessly advocated for funding levels that would equip the workforce system with the resources to handle this crisis along with the regulatory relief to allow workforce development boards to respond to the crisis. These funds were not included in this stimulus package. Our sense is that the idea is to get business back, open & this itself would mitigate some of the unemployment. We have been assured by Congressional staff that they are advocating for additional legislation to address the economic crisis and plan to address what will be workers impacted by a slow recovery and/or businesses which don't reopen by appropriately funding the workforce the workforce development system in that bill.

*Below are highlights of particular interest to local workforce development boards*

- **Section 3515: Workforce Response Activities**
  - Part (a) increases the administrative cap on funds allocated to local workforce development boards from 10% to 20% provided that the funds used above 10% are used to respond to the COVID-19, or other qualifying emergencies. This was put in place, in part, to respond to the increased needs of local areas to telework and change their day to day operations due to the COVID-19 crisis.
  - Part (b)(1) allows funds reserved by the Governor for PY19, that remain unobligated, to be used for statewide rapid response activities for COVID-19, or other qualifying emergencies.
  - Part (b)(2) funds reserved by the Governor for PY19, that remain unobligated, may be released within 30 days of 3/27/20 to local workforce development boards most impacted by the COVID-19 crisis.
- **\$360 million appropriated through the Department of Labor**
  - \$345 million for the Employment and Training Administration (ETA)
    - Available through September 30, 2022
    - To prevent, prepare for, and respond to coronavirus, domestically or internationally, for necessary expenses for the dislocated workers assistance national reserve.
    - Funds provided may replace grant funds previously obligated to impacted areas.
      - It is our read that this allows ETA to act more quickly as it allows effected regions to essentially spend the appropriated money immediately from existing pools of grant money, then it will be replenished with the newly appropriated money on the back end.
  - \$15 million for “Departmental Management”
    - To enforce worker protection laws and regulations.
- **\$15.81 billion for Supplemental Nutrition Assistance Programs (SNAP)**
- **\$50 million for the Institute of Museum and Library Services**
  - To prevent, prepare for, and respond to coronavirus, including grants to States, territories and tribes to expand digital network access, purchase internet accessible devices, and provide technical support services:
- **\$25 million for the “Distance Learning, Telemedicine, and Broadband Program”**
  - To improve broadband in rural areas for the purpose of distance learning and telehealth.
- **\$5 billion in additional funding for the “Community Development Fund”**
- **\$3.5 billion for Child Care and Development Block Grants (CCDBG)**
  - States, Territories, and Tribes are authorized to use funds appropriated under CCDBG in to provide child care assistance to health care sector employees, emergency responders, sanitation workers, and other workers deemed essential during the response to coronavirus by public officials, without regard to the income eligibility requirements.

*For workforce development boards who are non-profits the following resources are made available through this act:*

- **Emergency Small Business Loans**
  - Provides funding for special emergency loans of up to \$10 million for eligible nonprofits and small businesses, permitting them to cover costs of payroll, operations, and debt service, and provides that the loans be forgiven in whole or in part under certain circumstances.
    - General Eligibility: Available to entities that existed on March 1, 2020 and had paid employees.
    - Nonprofit Eligibility: Available for charitable nonprofits with 500 or fewer employees.
    - Loan Use: Loan funds could be used to make payroll and associated costs, including health insurance premiums, facilities costs, and debt service.
    - Loan Forgiveness: Employers that maintain full employment between February 15 and June 30 or rehire employees by June 30 would be eligible to have their loans forgiven, essentially turning the loan into a grant.
- **Paycheck Protection Program (PPP) Loans**
  - This program provides cash-flow assistance through 100 percent federally guaranteed loans to 501(c)(3) employers who maintain their payroll during the COVID-19 emergency.
  - If employers maintain their payroll, the loans will be forgiven.
- **Economic Injury Disaster Loans & Emergency Economic Injury Grants**
  - These grants provide an emergency advance of up to \$10,000 to small businesses and private non-profits harmed by COVID-19 within three days of applying for an SBA Economic Injury Disaster Loan (EIDL).
  - May be used to keep employees on payroll, to pay for sick leave, meet increased production costs due to supply chain disruptions, or pay business obligations, including debts, rent and mortgage payments.
- **Small Business Tax Provisions**
  - This provision would provide a refundable payroll tax credit for 50 percent of wages paid by eligible employers to certain employees during the COVID-19 crisis.
  - The credit is available to employers, including non-profits, whose operations have been fully or partially suspended as a result of a government order limiting commerce, travel or group meetings.

*Below is a section by section breakdown of areas of interest to the workforce development system included in H.R. 748 (excludes sections listed above):*

### **Health and Human Services Department**

HHS will receive \$140.4 billion, including:

- \$100 billion for the Public Health and Social Services Emergency Fund to reimburse eligible health-care providers for health-care expenses or lost revenue directly attributable to the coronavirus. Funding could go to public entities, providers enrolled in Medicare and Medicaid, and other for-profit and nonprofit entities that provide diagnoses, testing, or care for individuals with COVID-19.
- \$27 billion for the Public Health and Social Services Emergency Fund for coronavirus preparation and response, such as vaccines, countermeasures, and medical surge capacity. The bill sets aside at least \$3.5 billion for the Biomedical Advanced Research and Development Authority, and as much as \$16 billion for the Strategic National Stockpile.
- \$4.3 billion for the Centers for Disease Control and Prevention, of which at least \$1.5 billion will be provided to state, local, and tribal entities. Another \$500 million will be reserved for global disease detection and response and \$500 million for public health data surveillance and analytics infrastructure.
- \$1.87 billion for ACF's children and family's services programs, which includes \$1 billion for the Community Services Block Grant and \$750 million for Head Start.
- \$1.03 billion for the Indian Health Service, which could be used for surveillance, testing capacity, community health representatives, public health support, telehealth, and other activities.
- \$955 million for aging and disability programs operated by the Administration for Community Living.
- \$945 million for the National Institutes of Health, including \$706 million for the National Institute of Allergy and Infectious Diseases.
- \$900 million for the ACF Low-Income Home Energy Assistance Program.
- \$425 million for the Substance Abuse and Mental Health Services Administration, of which \$250 million would go to Certified Community Behavioral Health Clinics.
- \$275 million for the Public Health and Social Services Emergency Fund for other health needs, including \$90 million for the Ryan White HIV/AIDS Program.
- \$200 million for the Centers for Medicare and Medicaid Services program management account.
- \$80 million for the Food and Drug Administration for countermeasure development, advanced product manufacturing, and supply monitoring.

### **Transportation Department**

The Transportation Department will receive more than \$31 billion, including:

- \$25 billion for Federal Transit Administration grants that could be used for operating expenses relating to the coronavirus, including lost revenue, purchasing personal protective equipment, and preventative maintenance and cleaning.
- \$10 billion for the Federal Aviation Administration's Airport Improvement Program. At least \$500 million will be available to allow for a 100% federal share for grants provided under the fiscal 2020 appropriations law. The measure provides a separate \$56 million for the Essential Air Service that preserves operations at smaller airports.
- \$1 billion for Amtrak, including \$526 million for National Network Grants and \$492 million for Northeast Corridor Grants. The bill requires weekly reports on employee furloughs related to the coronavirus and require that employees can be recalled when service is restored to pre-March 1, 2020 levels.

### **Education Department**

The bill creates a \$30.8 billion Education Stabilization Fund relating to the coronavirus.

The Secretary will reserve as much as 2% for specified purposes, then divide the remainder up as follows: 43.9% for elementary and secondary school emergency relief grants, 46.3% for higher education, and 9.8% for grants to state governors. Assistance could go to nonpublic schools in some instances.

The measure also provides \$100 million for "Safe Schools and Citizenship Education," which could be used by elementary, secondary, and post-secondary schools for cleaning affected schools, counseling, and distance learning.

### **Veterans Affairs Department**

The VA will receive nearly \$20 billion, including:

- \$14.4 billion for medical services.
- \$2.15 billion for information technology systems.
- \$2.1 billion for medical community care.
- \$606 million for medical facilities.
- \$150 million for grants for construction of state extended care facilities.
- \$100 million for Medical Support and Compliance.

### **Housing and Urban Development Department**

- \$4 billion for Homeless Assistance Grants.
- \$1.25 billion for tenant-based rental assistance.
- \$1 billion for project-based rental assistance.
- \$685 million for the Public Housing Operating Fund.
- \$300 million for Native American Programs.
- \$453 million for the Bureau of Indian Affairs to deep clean facilities, purchase equipment to improve teleworking, and purchase personal protective equipment. An additional \$69 million will be provided to the Bureau of Indian Education for similar activities.
- \$158.4 million for supplies and equipment to clean buildings and public areas supporting law enforcement and emergency management operations.
- \$55 million for Insular Affairs to assist U.S. territories.

### **Agriculture Department**

- \$9.5 billion for the Office of the Secretary to provide aid to agricultural producers affected by the virus.
- \$8.8 billion for child nutrition programs.
- \$450 million for the Emergency Food Assistance Program (TEFAP), of which \$150 million could be used for costs associated with distribution.

### **Other Agencies**

- \$1.9 billion for the Commerce Department. Most of that amount, \$1.5 billion, would be provided to the Economic Development Administration to respond to “economic injury” resulting from the coronavirus outbreak.
- \$1 billion for the Justice Department, including \$850 million for state and local law enforcement assistance.
- \$400 million for election security grants that would be distributed by the Election Assistance Commission.
- \$300 million for the Social Security Administration.
- \$275 million for the General Services Administration Federal Buildings Fund.
- \$250 million for the Internal Revenue Service to cover costs associated with delaying tax filing deadlines and implementing tax changes under the second coronavirus measure.
- \$200 million for the Federal Communications Commission, including to help health-care providers with telecommunications services, information services, and devices to enable telemedicine.
- \$75 million each for the National Endowment for the Arts, National Endowment for the Humanities, and Corporation for Public Broadcasting, and \$25 million for the Kennedy Center.
- \$70 million for the Army Corps of Engineers.

**Additional Resources:**

<https://www.kff.org/global-health-policy/issue-brief/the-u-s-response-to-coronavirus-summary-of-the-coronavirus-preparedness-and-response-supplemental-appropriations-act-2020/>

<https://www.councilofnonprofits.org/sites/default/files/documents/cares-act-analysis.pdf>

<https://appropriations.house.gov/sites/democrats.appropriations.house.gov/files/Families%20First%20summary.pdf>

<https://waysandmeans.house.gov/sites/democrats.waysandmeans.house.gov/files/documents/UC%20FAQ%20CARES%20Act.pdf>



# **Paycheck Protection Program Increase Act of 2020**

## **Section-by-Section**

### **Section 1. Short Title**

### **Section 2. Table of Contents**

#### **Division A—Small Business Programs**

Section 101: amends the Paycheck Protection Program, economic injury disaster loans, and emergency grants.

Section 102: emergency designation.

### **Section 3. References**

References made in this Act are made, and applicable, only to Division A of the *Coronavirus Aid, Relief, and Economic Security Act* (P.L. 116-136).

#### **Division A— Small Business Programs**

##### **Section 101. Amendments to the Paycheck Protection Program, Economic Injury Disaster Loans, and Emergency Grants**

Increases the authorization level for the Paycheck Protection Program from \$349 billion to \$659 billion.

Increases the appropriation level for the Paycheck Protection Program from \$349 billion to \$670.335 billion.

Increases the authorization level for the Emergency Economic Injury Disaster (EIDL) Grants from \$10 billion to \$20 billion.

Allows agricultural enterprises as defined by section 18(b) of the Small Business Act (15 U.S.C. 647(b)) with not more than 500 employees to receive EIDL grants and loans.

Creates a set-aside for Insured Depository Institutions, Credit Unions, and Community Financial Institutions for the Paycheck Protection Program.

Defines Community Financial Institutions as minority depository institutions, certified development companies, microloan intermediaries, and State or Federal Credit Unions.

This section sets aside the following amounts for the Paycheck Protection Program to be made by the following institutions:

- \$30 billion for loans made by Insured Depository Institutions and Credit Unions that have assets between \$10 billion and \$50 billion; and
- \$30 billion for loans made by Community Financial Institutions, Small Insured Depository Institutions, and Credit Unions with assets less than \$10 billion.

##### **Section 102. Emergency Designation**

Designates the amounts provided under Division as emergency spending for budgetary purposes.

# **Paycheck Protection Program Increase Act of 2020**

## **Section-by-Section**

### **Title II. Independent Agencies**

#### **Small Business Administration**

Appropriates an additional \$2.1 billion for the Salaries and Expenses account to remain available until September 30, 2021.

Appropriates an additional \$50 billion for the Disaster Loans Program Account to remain available until expended.

Appropriates an additional \$10 billion for Emergency EIDL Grants to remain available until expended.

AMENDMENT NO.

Calendar No.

Purpose: To increase amounts authorized and appropriated for commitments for the Paycheck Protection Program authorized under section 7(a) of the Small Business Act, economic injury disaster loans and emergency grants under the CARES Act, to fund hospital and provider recovery and testing, and for other purposes.

IN THE SENATE OF THE UNITED STATES—116th Cong., 2d Sess.

**H. R.** \_\_\_\_\_

(title) \_\_\_\_\_

Referred to the Committee on \_\_\_\_\_ and ordered to be printed

Ordered to lie on the table and to be printed

AMENDMENT IN THE NATURE OF A SUBSTITUTE intended to be proposed by \_\_\_\_\_

Viz:

1       Strike all after the enacting clause and insert the fol-  
2       lowing:

**3       SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Paycheck Protection  
5       Program and Health Care Enhancement Act”.

**6       SEC. 2. TABLE OF CONTENTS.**

7       The table of contents for this Act is as follows:

Sec. 1. Short title.

Sec. 2. Table of contents.

## Sec. 3. References.

## DIVISION A—SMALL BUSINESS PROGRAMS

Sec. 101. Amendments to the Paycheck Protection Program, economic injury disaster loans, and emergency grants.

Sec. 102. Emergency designation.

DIVISION B—ADDITIONAL EMERGENCY APPROPRIATIONS FOR  
CORONAVIRUS RESPONSE**1 SEC. 3. REFERENCES.**

2 Except as expressly provided otherwise, any reference  
3 to “this Act” contained in any division of this Act shall  
4 be treated as referring only to the provisions of that divi-  
5 sion.

**6 DIVISION A—SMALL BUSINESS  
7 PROGRAMS****8 SEC. 101. AMENDMENTS TO THE PAYCHECK PROTECTION  
9 PROGRAM, ECONOMIC INJURY DISASTER  
10 LOANS, AND EMERGENCY GRANTS.**

11 (a) INCREASED AUTHORITY FOR COMMITMENTS AND  
12 APPROPRIATIONS FOR PAYCHECK PROTECTION PRO-  
13 GRAM.—Title I of division A of the Coronavirus Aid, Re-  
14 lief, and Economic Security Act (Public Law 116–136) is  
15 amended—

16 (1) in section 1102(b)(1), by striking 17  
“\$349,000,000,000” and inserting  
18 “\$659,000,000,000”; and

19 (2) in section 1107(a)(1), by striking  
20 “\$349,000,000,000” and inserting  
21 “\$670,335,000,000”.

1       (b) INCREASED AUTHORIZATION FOR EMERGENCY  
2 EIDL GRANTS.—Section 1110(e)(7) of division A of the  
3 Coronavirus Aid, Relief, and Economic Security Act (Pub-  
4 lic Law 116–136) is amended by striking  
5 “\$10,000,000,000” and inserting “\$20,000,000,000”.

6       (c) ELIGIBILITY OF AGRICULTURAL ENTERPRISES  
7 FOR ECONOMIC INJURY DISASTER LOANS AND EMER-  
8 GENCY GRANTS.—Section 1110(a)(2) of division A of the  
9 Coronavirus Aid, Relief, and Economic Security Act (Pub-  
10 lic Law 116–136) is amended—

11           (1) in subparagraph (D), by striking “or” at  
12 the end;

13           (2) in subparagraph (E), by striking the period  
14 at the end and inserting “; or”; and

15           (3) by adding at the end the following:

16                   “(F) an agricultural enterprise (as defined  
17 in section 18(b) of the Small Business Act (15  
18 U.S.C. 647(b)) with not more than 500 employ-  
19 ees.”.

20       (d) SET ASIDE FOR INSURED DEPOSITORY INSTITU-  
21 TIONS, CREDIT UNIONS, AND COMMUNITY FINANCIAL IN-  
22 STITUTIONS.—Section 7(a)(36) of the Small Business Act  
23 (15 U.S.C. 636(a)(36)) is amended—

24           (1) in subparagraph (A)—

1 (A) in clause (viii), by striking “and” at  
2 the end;

3 (B) in clause (ix), by striking the period at  
4 the end and inserting a semicolon; and

5 (C) by adding at the end the following:

6 “(x) the term ‘community develop-  
7 ment financial institution’ has the meaning  
8 given the term in section 103 of the Riegle  
9 Community Development and Regulatory  
10 Improvement Act of 1994 (12 U.S.C.  
11 4702));

12 “(xi) the term ‘community financial  
13 institutions’ means—

14 “(I) a community development fi-  
15 nancial institution;

16 “(II) a minority depository insti-  
17 tution, as defined in section 308 of  
18 the Financial Institutions Reform, Re-  
19 covery, and Enforcement Act of 1989  
20 (12 U.S.C. 1463 note);

21 “(III) a development company  
22 that is certified under title V of the  
23 Small Business Investment Act of  
24 1958 (15 U.S.C. 695 et seq.); and

1 “(IV) an intermediary, as defined  
2 in section 7(m)(11); and

3 “(xii) the term ‘credit union’ means a  
4 State credit union or a Federal credit  
5 union, as those terms are defined, respec-  
6 tively, in section 101 of the Federal Credit  
7 Union Act (12 U.S.C. 1752).”; and

8 (2) by adding at the end the following:

9 “(S) SET-ASIDE FOR INSURED DEPOSI-  
10 TORY INSTITUTIONS, CREDIT UNIONS, AND  
11 COMMUNITY FINANCIAL INSTITUTIONS.—

12 “(i) INSURED DEPOSITORY INSTITU-  
13 TIONS AND CREDIT UNIONS.—In making  
14 loan guarantees under this paragraph, the  
15 Administrator shall guarantee not less  
16 than \$30,000,000,000 in loans made by—

17 “(I) insured depository institu-  
18 tions with consolidated assets of not  
19 less than \$10,000,000,000 and less  
20 than \$50,000,000,000; and

21 “(II) credit unions with consoli-  
22 dated assets of not less than  
23 \$10,000,000,000 and less than  
24 \$50,000,000,000.

1 “(ii) COMMUNITY FINANCIAL INSTITU-  
2 TIONS, SMALL INSURED DEPOSITORY IN-  
3 STITUTIONS, AND CREDIT UNIONS.—In  
4 making loan guarantees under this para-  
5 graph, the Administrator shall guarantee  
6 not less than \$30,000,000,000 in loans  
7 made by—

8 “(I) community financial institu-  
9 tions;

10 “(II) insured depository institu-  
11 tions with consolidated assets of less  
12 than \$10,000,000,000; and

13 “(III) credit unions with consoli-  
14 dated assets of less than  
15 \$10,000,000,000.”.

16 **SEC. 102. EMERGENCY DESIGNATION.**

17 (a) IN GENERAL.—The amounts provided under this  
18 division are designated as an emergency requirement pur-  
19 suant to section 4(g) of the Statutory Pay-As-You-Go Act  
20 of 2010 (2 U.S.C. 933(g)).

21 (b) DESIGNATION IN SENATE.—In the Senate, this  
22 division is designated as an emergency requirement pursu-  
23 ant to section 4112(a) of H. Con. Res. 71 (115th Con-  
24 gress), the concurrent resolution on the budget for fiscal  
25 year 2018.



**1 DIVISION B—ADDITIONAL EMERGENCY**  
**2 APPROPRIATIONS FOR CORONAVIRUS**  
**3 RESPONSE**

4 The following sums are hereby appropriated, out of  
5 any money in the Treasury not otherwise appropriated,  
6 for the fiscal year ending September 30, 2020, and for  
7 other purposes, namely:

8 **TITLE I**  
9 **DEPARTMENT OF HEALTH AND HUMAN**  
10 **SERVICES**

11 **OFFICE OF THE SECRETARY**  
12 **PUBLIC HEALTH AND SOCIAL SERVICES EMERGENCY**  
13 **FUND**  
14 **(INCLUDING TRANSFER OF FUNDS)**

15 For an additional amount for “Public Health and So-  
16 cial Services Emergency Fund”, \$75,000,000,000, to re-  
17 main available until expended, to prevent, prepare for, and  
18 respond to coronavirus, domestically or internationally, for  
19 necessary expenses to reimburse, through grants or other  
20 mechanisms, eligible health care providers for health care  
21 related expenses or lost revenues that are attributable to  
22 coronavirus: *Provided*, That these funds may not be used  
23 to reimburse expenses or losses that have been reimbursed  
24 from other sources or that other sources are obligated to  
25 reimburse: *Provided further*, That recipients of payments

1 under this paragraph in this Act shall submit reports and  
2 maintain documentation as the Secretary of Health and  
3 Human Services (referred to in this paragraph as the  
4 “Secretary”) determines are needed to ensure compliance  
5 with conditions that are imposed by this paragraph in this  
6 Act for such payments, and such reports and documenta-  
7 tion shall be in such form, with such content, and in such  
8 time as the Secretary may prescribe for such purpose: *Pro-*  
9 *vided further*, That “eligible health care providers” means  
10 public entities, Medicare or Medicaid enrolled suppliers  
11 and providers, and such for-profit entities and not-for-  
12 profit entities not otherwise described in this proviso as  
13 the Secretary may specify, within the United States (in-  
14 cluding territories), that provide diagnoses, testing, or  
15 care for individuals with possible or actual cases of  
16 COVID–19: *Provided further*, That the Secretary shall, on  
17 a rolling basis, review applications and make payments  
18 under this paragraph in this Act: *Provided further*, That  
19 funds appropriated under this paragraph in this Act shall  
20 be available for building or construction of temporary  
21 structures, leasing of properties, medical supplies and  
22 equipment including personal protective equipment and  
23 testing supplies, increased workforce and trainings, emer-  
24 gency operation centers, retrofitting facilities, and surge  
25 capacity: *Provided further*, That, in this paragraph, the

1 term “payment” means a pre-payment, prospective pay-  
2 ment, or retrospective payment, as determined appropriate  
3 by the Secretary: *Provided further*, That payments under  
4 this paragraph in this Act shall be made in consideration  
5 of the most efficient payment systems practicable to pro-  
6 vide emergency payment: *Provided further*, That to be eli-  
7 gible for a payment under this paragraph in this Act, an  
8 eligible health care provider shall submit to the Secretary  
9 an application that includes a statement justifying the  
10 need of the provider for the payment and the eligible  
11 health care provider shall have a valid tax identification  
12 number: *Provided further*, That, not later than 3 years  
13 after final payments are made under this paragraph in  
14 this Act, the Office of Inspector General of the Depart-  
15 ment of Health and Human Services shall transmit a final  
16 report on audit findings with respect to this program to  
17 the Committees on Appropriations of the House of Rep-  
18 resentatives and the Senate: *Provided further*, That noth-  
19 ing in this paragraph limits the authority of the Inspector  
20 General or the Comptroller General to conduct audits of  
21 interim payments at an earlier date: *Provided further*,  
22 That not later than 60 days after the date of enactment  
23 of this Act, the Secretary shall provide a report to the  
24 Committees on Appropriations of the House of Represent-  
25 atives and the Senate on obligation of funds, including ob-

1 ligations to such eligible health care providers summarized  
2 by State of the payment receipt: *Provided further*, That  
3 such reports shall be updated and submitted to such Com-  
4 mittees every 60 days until funds are expended: *Provided*  
5 *further*, That such amount is designated by the Congress  
6 as being for an emergency requirement pursuant to sec-  
7 tion 251(b)(2)(A)(i) of the Balanced Budget and Emer-  
8 gency Deficit Control Act of 1985.

9       For an additional amount for “Public Health and So-  
10 cial Services Emergency Fund”, \$25,000,000,000, to re-  
11 main available until expended, to prevent, prepare for, and  
12 respond to coronavirus, domestically or internationally, for  
13 necessary expenses to research, develop, validate, manu-  
14 facture, purchase, administer, and expand capacity for  
15 COVID–19 tests to effectively monitor and suppress  
16 COVID–19, including tests for both active infection and  
17 prior exposure, including molecular, antigen, and sero-  
18 logical tests, the manufacturing, procurement and dis-  
19 tribution of tests, testing equipment and testing supplies,  
20 including personal protective equipment needed for admin-  
21 istering tests, the development and validation of rapid,  
22 molecular point-of-care tests, and other tests, support for  
23 workforce, epidemiology, to scale up academic, commer-  
24 cial, public health, and hospital laboratories, to conduct  
25 surveillance and contact tracing, support development of

1 COVID–19 testing plans, and other related activities re-  
2 lated to COVID–19 testing: *Provided*, That of the amount  
3 appropriated under this paragraph in this Act, not less  
4 than \$11,000,000,000 shall be for States, localities, terri-  
5 tories, tribes, tribal organizations, urban Indian health or-  
6 ganizations, or health service providers to tribes for nec-  
7 essary expenses to develop, purchase, administer, process,  
8 and analyze COVID–19 tests, including support for work-  
9 force, epidemiology, use by employers or in other settings,  
10 scale up of testing by public health, academic, commercial,  
11 and hospital laboratories, and community-based testing  
12 sites, health care facilities, and other entities engaged in  
13 COVID-19 testing, conduct surveillance, trace contacts,  
14 and other related activities related to COVID–19 testing:  
15 *Provided further*, That of the amount identified in the pre-  
16 ceding proviso, not less than \$2,000,000,000 shall be allo-  
17 cated to States, localities, and territories according to the  
18 formula that applied to the Public Health Emergency Pre-  
19 paredness cooperative agreement in fiscal year 2019, not  
20 less than \$4,250,000,000 shall be allocated to States, lo-  
21 calities, and territories according to a formula method-  
22 ology that is based on relative number of cases of COVID–  
23 19, and not less than \$750,000,000 shall be allocated in  
24 coordination with the Director of the Indian Health Serv-  
25 ice, to tribes, tribal organizations, urban Indian health or-

ganizations, or health service providers to tribes: *Provided*  
*further*, That the Secretary of Health and Human Services  
(referred to in this paragraph as the “Secretary”) may  
satisfy the funding thresholds outlined in the first and sec-  
ond provisos under this paragraph in this Act by making  
awards through other grant or cooperative agreement  
mechanisms: *Provided further*, That not later than 30 days  
after the date of enactment of this Act, the Governor or  
designee of each State, locality, territory, tribe, or tribal  
organization receiving funds pursuant to this Act shall  
submit to the Secretary its plan for COVID–19 testing,  
including goals for the remainder of calendar year 2020,  
to include: (1) the number of tests needed, month-by-  
month, to include diagnostic, serological, and other tests,  
as appropriate; (2) month-by-month estimates of labora-  
tory and testing capacity, including related to workforce,  
equipment and supplies, and available tests; and (3) a de-  
scription of how the State, locality, territory, tribe, or trib-  
al organization will use its resources for testing, including  
as it relates to easing any COVID–19 community mitiga-  
tion policies: *Provided further*, That the Secretary shall  
submit such formula methodology identified in the first  
proviso under this paragraph in this Act to the Commit-  
tees on Appropriations of the House of Representatives  
and the Senate one day prior to awarding such funds: *Pro-*

## 13

1 *vided further*, That such funds identified in the first and  
2 second provisos under this paragraph in this Act shall be  
3 allocated within 30 days of the date of enactment of this  
4 Act: *Provided further*, That of the amount appropriated  
5 under this paragraph in this Act, not less than  
6 \$1,000,000,000 shall be transferred to the “Centers for  
7 Disease Control and Prevention—CDC-Wide Activities  
8 and Program Support” for surveillance, epidemiology, lab-  
9 oratory capacity expansion, contact tracing, public health  
10 data surveillance and analytics infrastructure moderniza-  
11 tion, disseminating information about testing, and work-  
12 force support necessary to expand and improve COVID-  
13 19 testing: *Provided further*, That of the amount appro-  
14 priated under this paragraph in this Act, not less than  
15 \$306,000,000 shall be transferred to the “National Insti-  
16 tutes of Health—National Cancer Institute” to develop,  
17 validate, improve, and implement serological testing and  
18 associated technologies for the purposes specified under  
19 this paragraph in this Act: *Provided further*, That of the  
20 amount appropriated under this paragraph in this Act, not  
21 less than \$500,000,000 shall be transferred to the “Na-  
22 tional Institutes of Health—National Institute of Bio-  
23 medical Imaging and Bioengineering” to accelerate re-  
24 search, development, and implementation of point of care  
25 and other rapid testing related to coronavirus: *Provided*

1 *further*, That of the amount appropriated under this para-  
2 graph in this Act, not less than \$1,000,000,000 shall be  
3 transferred to the “National Institutes of Health—Office  
4 of the Director” to develop, validate, improve, and imple-  
5 ment testing and associated technologies; to accelerate re-  
6 search, development, and implementation of point of care  
7 and other rapid testing; and for partnerships with govern-  
8 mental and non-governmental entities to research, develop,  
9 and implement the activities outlined in this proviso: *Pro-*  
10 *vided further*, That funds in the preceding proviso may be  
11 transferred to the accounts of the Institutes and Centers  
12 of the National Institutes of Health (referred to in this  
13 paragraph as the “NIH”) for the purposes specified in  
14 the preceding proviso: *Provided further*, That the transfer  
15 authority provided in the preceding proviso is in addition  
16 to all other transfer authority available to the NIH: *Pro-*  
17 *vided further*, That of the amount appropriated under this  
18 paragraph in this Act, not less than \$1,000,000,000 shall  
19 be available to the Biomedical Advanced Research and De-  
20 velopment Authority for necessary expenses of advanced  
21 research, development, manufacturing, production, and  
22 purchase of diagnostic, serologic, or other COVID–19  
23 tests or related supplies, and other activities related to  
24 COVID–19 testing at the discretion of the Secretary: *Pro-*  
25 *vided further*, That of the amount appropriated under this



## 15

1 paragraph in this Act, \$22,000,000, shall be transferred  
2 to the “Department of Health and Human Services—  
3 Food and Drug Administration—Salaries and Expenses”  
4 to support activities associated with diagnostic, sero-  
5 logical, antigen, and other tests, and related administra-  
6 tive activities: *Provided further*, That the amount appro-  
7 priated under this paragraph in this Act may be used for  
8 grants for the rent, lease, purchase, acquisition, construc-  
9 tion, alteration, renovation, or equipping of non-federally  
10 owned facilities to improve preparedness and response ca-  
11 pability at the State and local level for diagnostic, sero-  
12 logic, or other COVID–19 tests, or related supplies: *Pro-*  
13 *vided further*, That the amount appropriated under this  
14 paragraph in this Act may be used for construction, alter-  
15 ation, renovation, or equipping of non-federally owned fa-  
16 cilities for the production of diagnostic, serologic, or other  
17 COVID–19 tests, or related supplies, where the Secretary  
18 determines that such a contract is necessary to secure, or  
19 for the production of, sufficient amounts of such tests or  
20 related supplies: *Provided further*, That funds appro-  
21 priated under this paragraph in this Act may be used for  
22 purchase of medical supplies and equipment, including  
23 personal protective equipment and testing supplies to be  
24 used for administering tests, increased workforce and  
25 trainings, emergency operation centers, and surge capacity

1 for diagnostic, serologic, or other COVID–19 tests, or re-  
2 lated supplies: *Provided further*, That products purchased  
3 with funds appropriated under this paragraph in this Act  
4 may, at the discretion of the Secretary, be deposited in  
5 the Strategic National Stockpile under section 319F–2 of  
6 the Public Health Service Act: *Provided further*, That of  
7 the amount appropriated under this paragraph in this Act,  
8 \$600,000,000 shall be transferred to “Health Resources  
9 and Services Administration—Primary Health Care” for  
10 grants under the Health Centers program, as defined by  
11 section 330 of the Public Health Service Act, and for  
12 grants to federally qualified health centers, as defined in  
13 section 1861(aa)(4)(B) of the Social Security Act: *Pro-*  
14 *vided further*, That sections 330(e)(6)(A)(iii),  
15 330(e)(6)(B)(iii), and 330(r)(2)(B) of the Public Health  
16 Service Act shall not apply to funds provided under the  
17 previous proviso: *Provided further*, That of the amount ap-  
18 propriated under this paragraph in this Act, \$225,000,000  
19 shall be used to provide additional funding for COVID–  
20 19 testing and related expenses, through grants or other  
21 mechanisms, to rural health clinics as defined in section  
22 1861(aa)(2) of the Social Security Act, with such funds  
23 also available to such entities for building or construction  
24 of temporary structures, leasing of properties, and retro-  
25 fitting facilities as necessary to support COVID–19 test-

1 ing: *Provided further*, That such funds shall be distributed  
2 using the procedures developed for the Provider Relief  
3 Fund authorized under the third paragraph under this  
4 heading in division B of the Coronavirus Aid, Relief, and  
5 Economic Security Act (Public Law 116–136); may be  
6 distributed using contracts or agreements established for  
7 such program; and shall be subject to the process require-  
8 ments applicable to such program: *Provided further*, That  
9 the Secretary may specify a minimum amount for each  
10 eligible entity accepting assistance under the two previous  
11 provisos: *Provided further*, That up to \$1,000,000,000 of  
12 funds provided under this paragraph in this Act may be  
13 used to cover the cost of testing for the uninsured, using  
14 the definitions applicable to funds provided under this  
15 heading in Public Law 116–127: *Provided further*, That  
16 not later than 21 days after the date of enactment of this  
17 Act, the Secretary, in coordination with other appropriate  
18 departments and agencies, shall issue a report on COVID–  
19 19 testing: *Provided further*, That such report shall in-  
20 clude data on demographic characteristics, including, in  
21 a de-identified and disaggregated manner, race, ethnicity,  
22 age, sex, geographic region and other relevant factors of  
23 individuals tested for or diagnosed with COVID–19, to the  
24 extent such information is available: *Provided further*,  
25 That such report shall include information on the number

1 and rates of cases, hospitalizations, and deaths as a result  
2 of COVID–19: *Provided further*, That such report shall be  
3 submitted to the Committees on Appropriations of the  
4 House and Senate, and the Committee on Energy and  
5 Commerce of the House of Representatives and the Com-  
6 mittee on Health, Education, Labor, and Pensions of the  
7 Senate, and updated and resubmitted to such Committees,  
8 as necessary, every 30 days until the end of the COVID–  
9 19 public health emergency first declared by the Secretary  
10 on January 31, 2020: *Provided further*, That not later  
11 than 180 days after the date of enactment of this Act,  
12 the Secretary shall issue a report on the number of posi-  
13 tive diagnoses, hospitalizations, and deaths as a result of  
14 COVID–19, disaggregated nationally by race, ethnicity,  
15 age, sex, geographic region, and other relevant factors:  
16 *Provided further*, That such report shall include epidemio-  
17 logical analysis of such data: *Provided further*, That not  
18 later than 30 days after the date of the enactment of this  
19 Act, the Secretary, in coordination with other departments  
20 and agencies, as appropriate, shall report to the Commit-  
21 tees on Appropriations of the House and Senate, the Com-  
22 mittee on Energy and Commerce of the House of Rep-  
23 resentatives, and the Committee on Health, Education,  
24 Labor, and Pensions of the Senate on a COVID–19 stra-  
25 tegic testing plan: *Provided further*, That such plans shall

## 1

1 assist States, localities, territories, tribes, tribal organiza-  
2 tions, and urban Indian health organizations, in under-  
3 standing COVID-19 testing for both active infection and  
4 prior exposure, including hospital-based testing, high-com-  
5 plexity laboratory testing, point-of-care testing, mobile-  
6 testing units, testing for employers and other settings, and  
7 other tests as necessary: *Provided further*, That such plan  
8 shall include estimates of testing production that account  
9 for new and emerging technologies, as well as guidelines  
10 for testing: *Provided further*, That such plan shall address  
11 how the Secretary will increase domestic testing capacity,  
12 including testing supplies; and address disparities in all  
13 communities: *Provided further*, That such plan shall out-  
14 line Federal resources that are available to support the  
15 testing plans of each State, locality, territory, tribe, tribal  
16 organization, and urban Indian health organization: *Pro-*  
17 *vided further*, That such plan shall be updated every 90  
18 days until funds are expended: *Provided further*, That such  
19 amount is designated by the Congress as being for an  
20 emergency requirement pursuant to section  
21 251(b)(2)(A)(i) of the Balanced Budget and Emergency  
22 Deficit Control Act of 1985.

## 1           GENERAL PROVISIONS—THIS TITLE

2                   (INCLUDING TRANSFER OF FUNDS)

3           SEC. 101. The requirements, authorities, and condi-  
4 tions described in sections 18108, 18109, and 18112 of  
5 division B of the Coronavirus Aid, Relief, and Economic  
6 Security Act (Public Law 116–136) shall apply to funds  
7 appropriated in this Act to the Department of Health and  
8 Human Services.

9           SEC. 102. Funds appropriated by this Act under the  
10 heading “Department of Health and Human Services”,  
11 except for the amounts specified in the first and second  
12 provisos in the second paragraph under the heading “Pub-  
13 lic Health and Social Services Emergency Fund”, may be  
14 transferred to, and merged with, other appropriation ac-  
15 counts under the headings “Centers for Disease Control  
16 and Prevention”, “Public Health and Social Services  
17 Emergency Fund”, “Food and Drug Administration”, and  
18 “National Institutes of Health” to prevent, prepare for,  
19 and respond to coronavirus following consultation with the  
20 Office of Management and Budget: *Provided*, That the  
21 Committees on Appropriations of the House of Represent-  
22 atives and the Senate shall be notified 10 days in advance  
23 of any such transfer: *Provided further*, That, upon a deter-  
24 mination that all or part of the funds transferred from  
25 an appropriation by this Act are not necessary, such

1 amounts may be transferred back to that appropriation:  
2 *Provided further*, That none of the funds made available  
3 by this Act may be transferred pursuant to the authority  
4 in section 205 of division A of Public Law 116–94 or sec-  
5 tion 241(a) of the Public Health Service Act.

6 SEC. 103. Of the funds appropriated by this Act  
7 under the heading “Public Health and Social Services  
8 Emergency Fund”, up to \$6,000,000 shall be transferred  
9 to, and merged with, funds made available under the head-  
10 ing “Office of the Secretary, Office of Inspector General”,  
11 and shall remain available until expended, for oversight  
12 of activities supported with funds appropriated to the De-  
13 partment of Health and Human Services to prevent, pre-  
14 pare for, and respond to coronavirus, domestically or  
15 internationally: *Provided*, That the Inspector General of  
16 the Department of Health and Human Services shall con-  
17 sult with the Committees on Appropriations of the House  
18 of Representatives and the Senate prior to obligating such  
19 funds: *Provided further*, That the transfer authority pro-  
20 vided by this section is in addition to any other transfer  
21 authority provided by law.

## 22

1

## TITLE II

2

## INDEPENDENT AGENCIES

3

## SMALL BUSINESS ADMINISTRATION

4

## SALARIES AND EXPENSES

5

For an additional amount for “Salaries and Expenses”, \$2,100,000,000, to remain available until September 30, 2021, to prevent, prepare for, and respond to coronavirus, domestically or internationally: *Provided*, That such amount is designated by the Congress as being for an emergency requirement pursuant to section 251(b)(2)(A)(i) of the Balanced Budget and Emergency Deficit Control Act of 1985.

13

## DISASTER LOANS PROGRAM ACCOUNT

14

For an additional amount for “Disaster Loans Program Account” for the cost of direct loans authorized by section 7(b) of the Small Business Act, \$50,000,000,000, to remain available until expended, to prevent, prepare for, and respond to coronavirus, domestically or internationally: *Provided*, That such amount is designated by the Congress as being for an emergency requirement pursuant to section 251(b)(2)(A)(i) of the Balanced Budget and Emergency Deficit Control Act of 1985.

23

## EMERGENCY EIDL GRANTS

24

For an additional amount for “Emergency EIDL Grants” for the cost of emergency EIDL grants author-

25



## 23

1 ized by section 1110 of division A of the CARES Act  
2 (Public Law 116–136), \$10,000,000,000, to remain avail-  
3 able until expended, to prevent, prepare for, and respond  
4 to coronavirus, domestically or internationally: *Provided*,  
5 That such amount is designated by the Congress as being  
6 for an emergency requirement pursuant to section  
7 251(b)(2)(A)(i) of the Balanced Budget and Emergency  
8 Deficit Control Act of 1985.

## 9 TITLE III

## 10 GENERAL PROVISIONS—THIS ACT

11 SEC. 301. Each amount appropriated or made avail-  
12 able by this Act is in addition to amounts otherwise appro-  
13 priated for the fiscal year involved.

14 SEC. 302. No part of any appropriation contained in  
15 this Act shall remain available for obligation beyond the  
16 current fiscal year unless expressly so provided herein.

17 SEC. 303. Unless otherwise provided for by this Act,  
18 the additional amounts appropriated by this Act to appro-  
19 priations accounts shall be available under the authorities  
20 and conditions applicable to such appropriations accounts  
21 for fiscal year 2020.

22 SEC. 304. Notwithstanding any other provision of  
23 law, funds made available in this Act, or transferred pur-  
24 suant to authorization granted in this Act, may only be  
25 used to prevent, prepare for, and respond to coronavirus.

SEC. 305. In this Act, the term “coronavirus” means  
SARS-CoV-2 or another coronavirus with pandemic po-  
tential.

SEC. 306. Each amount designated in this Act by the Congress as being for an emergency requirement pursuant to section 251(b)(2)(A)(i) of the Balanced Budget and Emergency Deficit Control Act of 1985 shall be available (or rescinded or transferred, if applicable) only if the President subsequently so designates all such amounts and transmits such designations to the Congress.

SEC. 307. Any amount appropriated by this Act, designated by the Congress as an emergency requirement pursuant to section 251(b)(2)(A)(i) of the Balanced Budget and Emergency Deficit Control Act of 1985 and subsequently so designated by the President, and transferred pursuant to transfer authorities provided by this Act shall retain such designation.

## BUDGETARY EFFECTS

SEC. 308. (a) STATUTORY PAYGO SCORECARDS.—  
The budgetary effects of this division shall not be entered  
on either PAYGO scorecard maintained pursuant to sec-  
tion 4(d) of the Statutory Pay As-You-Go Act of 2010.

(b) SENATE PAYGO SCORECARDS.—The budgetary effects of this division shall not be entered on any PAYGO

1 scorecard maintained for purposes of section 4106 of H.  
2 Con. Res. 71 (115th Congress).

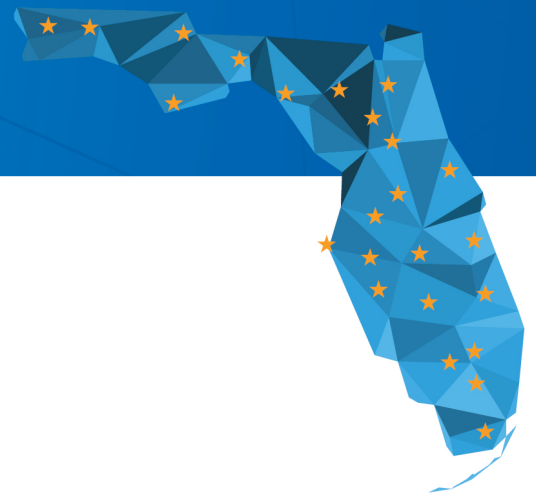
3 (c) CLASSIFICATION OF BUDGETARY EFFECTS.—

4 Notwithstanding Rule 3 of the Budget Scorekeeping  
5 Guidelines set forth in the joint explanatory statement of  
6 the committee of conference accompanying Conference Re-  
7 port 105–217 and section 250(c)(7) and (c)(8) of the Bal-  
8 anced Budget and Emergency Deficit Control Act of 1985,  
9 the budgetary effects of this division shall be estimated  
10 for purposes of section 251 of such Act.

11 This division may be cited as the “Additional Emer-  
12 gency Appropriations for Coronavirus Response”.

## **DEPARTMENT OF HEALTH AND HUMAN SERVICES (HHS) – \$100 billion**

- \$75 billion for reimbursement to hospitals and healthcare providers to support the need for COVID-19 related expenses and lost revenue. Language remains the same as CARES Act. This funding is in addition to the \$100 billion provided in the CARES Act.
- \$25 billion for necessary expenses to research, develop, validate, manufacture, purchase, administer, and expand capacity for COVID-19 tests. Specific funding is provided for:
  - \$11 billion for states, localities, territories, and tribes to develop, purchase, administer, process, and analyze COVID-19 tests, scale-up laboratory capacity, trace contacts, and support employer testing. Funds are also made available to employers for testing.
    - \$2 billion provided to States consistent with the Public Health Emergency Preparedness grant formula, ensuring every state receives funding;
    - \$4.25 billion provided to areas based on relative number of COVID-19 cases;
    - \$750 million provided to tribes, tribal organizations, and urban Indian health organizations in coordination with Indian Health Service.
  - \$1 billion provided to Centers for Disease Control and Prevention for surveillance, epidemiology, laboratory capacity expansion, contact tracing, public health data surveillance and analytics infrastructure modernization.
  - \$1.8 billion provided to the National Institutes of Health to develop, validate, improve, and implement testing and associated technologies; to accelerate research, development, and implementation of point-of-care and other rapid testing; and for partnerships with governmental and non-governmental entities to research, develop, and implement the activities.
  - \$1 billion for the Biomedical Advanced Research and Development Authority for advanced research, development, manufacturing, production, and purchase of diagnostic, serologic, or other COVID-19 tests or related supplies.
  - \$22 million for the Food and Drug Administration to support activities associated with diagnostic, serological, antigen, and other tests, and related administrative activities;
  - \$825 million for Community Health Centers and rural health clinics;
  - Up to \$1 billion may be used to cover costs of testing for the uninsured.
- Includes \$6 million for HHS Office of Inspector General for oversight activities.
- Requires plan from States, localities, territories, and tribes on how resources will be used for testing and easing COVID-19 community mitigation policies.
- Requires strategic plan related to providing assistance to States for testing and increasing testing capacity.



# **CAREERSOURCE FLORIDA BOARD BRIEFING MATERIALS**

*April 30, 2020*



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Dear CareerSource Florida Board Members,

This briefing document provides an overview of many of CareerSource Florida's 2019 – 2020 board-led initiatives and successes as well as opportunities for consideration in strategic planning for the coming fiscal year. Included are CareerSource Florida's preliminary efforts to help understand the economic impacts and support the workforce system's response, both short and long-term, to the ongoing COVID-19 pandemic.

Please review this briefing document to assist in preparing your responses to the CareerSource Florida Board Survey of Fiscal 2020 – 2021 Priorities and Recommendations. As community and business leaders from across the state, your feedback is critical to ensure we continue to address the evolving needs of Florida's employers and job seekers, today and in the year ahead. Your survey responses will guide our conversation both at this year's Executive Committee meeting on April 30 as well as our full board meeting scheduled for early June.



## FLORIDA'S INCUMBENT WORKER TRAINING (IWT) PROGRAM

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) Program, funded by the federal Workforce Innovation and Opportunity Act (WIOA), and administered by CareerSource Florida, addresses such needs. The IWT Program was created for the purpose of providing grant funding for continuing education and training of incumbent employees at existing Florida businesses. IWT can also serve as a layoff aversion strategy that helps businesses retain a skilled workforce. The law emphasizes priority be given to small business (fewer than 25 employees), businesses in rural or distressed urban areas, in a qualified targeted industry, that helps avoid layoffs, or a significant update in employee skills. The program provides reimbursement grants to businesses that pay for preapproved, direct, training related costs. Currently, companies may receive a reimbursement rate up to 50 percent or 75 percent.

IWT helps established Florida businesses upgrade the skills of their current employees which provides enormous benefits including:

For Employers	For Employees
<ul style="list-style-type: none"><li>• Increased Competitiveness</li><li>• Skilled Workforce</li><li>• Increased Productivity</li><li>• Increased Profits</li><li>• Company Growth</li><li>• Reduced Turnover</li></ul>	<ul style="list-style-type: none"><li>• Advancement Opportunities</li><li>• Increased Job Opportunities</li><li>• Industry-Recognized Credentials</li><li>• Job Retention</li><li>• Transportable/Transferrable Skills</li></ul>

### Office of Program Policy Analysis and Government Accountability (OPPAGA) Review

Every three years, Florida Statutes requires a review of the effectiveness of the programs along with the state's other incentive programs. The review took place in December 2018. The findings are presented, per Chapter 288, to the Governor, President of the Senate and the Speaker of the House of Representatives.





#### For IWT:

- **91%** of companies surveyed reported the grant had a positive impact on their business
- **25%** reported they gained new business, contracts or sales increased due to the grant
- **26%** reported an increase in employment growth and an 18% average increase in wage growth – even higher than the statewide averages (12% and 9%)
- **82%** of the trainees still employed in Florida

So, business customers cite the positive impact on their business, that they gained new business, there was an increase in employment growth (more jobs) and an increase in wage growth (employee prosperity). And more than 80% of those trained are still employed in Florida so we are adding to our talent pool.

Annually information is submitted, and an analysis is performed by the Florida Education and Training Placement Information Program (FETPIP) to compare pre and post training wages of those individuals who were trained using these grant funds. The return on investment (ROI) for the 2016 – 2017 cohorts shows, 15 months post training, individuals received a 16.98% wage increase. For the 2017 – 2018 cohorts, 15 months post training, there was a 15.66% wage increase. Keep in mind, there is no wage increase requirement for this program. This shows that the training individuals received has helped employees advance, increased job opportunities, helped with job retention and given the employee transferrable skills.

Reviewing the last three years of data shows how important IWT grants are to businesses and how they help Floridians prosper. The program data shows the following:

#### Program Year 2017 – 2018:

- Amount of money allocated by the CareerSource Florida Board: **\$4,365,386**
- Number of awards: **161**
- Amount of money used: **\$2,919,510**
- Amount of recaptured funding: **\$1,445,875**
- Average per trainee amount: **\$804**
- Average award amount: **\$27,114**
- Size of businesses receiving the most funding: **Businesses with 50 or fewer employees (2/3 under 50 employees)**
- Top 3 sectors that received the most funding: **Manufacturing, Headquarters and Professional Services**



#### **Program Year 2018 – 2019:**

- Amount of money allocated by the CareerSource Florida Board: **\$4,625,305**
- Number of awards: **141**
- Amount of money used: **\$1,974,189**
- Amount of recaptured funding: **\$1,528,198**
- Average per trainee amount: **\$724**
- Average award amount: **\$32,804**
- Size of businesses receiving the most funding: **62% with 50 or fewer employees**
- Top 3 sectors that received the most funding: **Manufacturing, Headquarters, Professional Services**

#### **Program Year 2019 – 2020 (current year):**

- Amount of money allocated by the CareerSource Florida Board: **\$3,997,679**
- Number of awards: **95**
- Average per trainee amount: **\$887**
- Average award amount: **\$42,080**
- Size of businesses receiving the most funding: **2/3 (66) fewer than 50 employees and 1/3 (30) more than 50 employees**
- Top 3 sectors that received the most funding: **Manufacturing, Headquarters and Professional Services**
- Number of Applications submitted but not funded due to lack of available funding: **19**

**Due to the lack of available funding for this current year the application portal was closed in December 2019.**

Recently, Senate Bill 426 bill passed by the Florida Legislature changed the funding allocated for IWT from a minimum of \$2 million to there “may” be \$2 million allocated for the IWT program. This along with current economic conditions may affect the overall funding for the program. ROI and data through the OPPAGA review shows how beneficial this program is to businesses and Floridians.

CareerSource Florida, through this grant program and its strategic investment in workforce development statewide, is committed to achieving its vision of making Florida the global leader for talent.



## CONTINUOUS IMPROVEMENT PERFORMANCE (CIP) INITIATIVE

### Quarterly Performance Report

Program Year Quarters 1 and 2: July 1 – December 31, 2019

Training and Business Metrics

### Introduction

The CareerSource Florida Board of Directors prioritizes remaining transparent and accountable as Florida continues to enhance performance in serving businesses and job seekers, with a focus on targeted industries, training and opportunity populations. In 2019, the Board authorized the development and implementation of the Continuous Improvement Performance Initiative and allocated \$5 million to recognize local workforce development board performance on initiative metrics for state fiscal year 2019-2020. The initiative is supported by a website, which can be accessed at <https://performance.careersourceflorida.com/CIP>.

This initiative represents the evolution of how performance within Florida's workforce system is measured, tracked and continuously improved. The initiative is aligned with the goals and strategies of the State of Florida, the federal Workforce Innovation and Opportunity Act, and CareerSource Florida's corporate goals.

The initiative includes three key metrics with additional credit for serving individuals with barriers to employment and for providing staff-assisted, high-value services to business establishments in up to five industry sectors selected by each local workforce development board:

- **Employment Rate 1st Quarter After Exit:** The percentage of Workforce Innovation and Opportunity Act and Wagner-Peyser participants who exited the system and had certified wages the first quarter after exit.
- **Participant Training Rate:** The percentage of Workforce Innovation and Opportunity Act participants who received training services.
- **Business Penetration:** The number of business establishments provided a staff-assisted, high-value service by a local workforce development board.



## Performance Results Summary – Quarter 1

Metric	Continuous Improvement Performance Initiative Targets Met		Performance Initiative Quarterly Awards		Total Participants Trained	Training Participant Number of Barriers to Employment	Business Establishments Served	Number of High Value Services to Targeted Industries
	Number	Percent	Available	Awarded	Number	Number	Number	Number
Participant Training Rate	21	88%	\$416,655	\$331,018	11,227	15,685		
Business Penetration	13	54%	\$416,655	\$232,257			9,689	8,883
Total	34	71%	\$833,310	\$563,275				

Note 1: All quarterly performance targets based on 10% improvement compared to same quarter, previous year.

Note 2: Employment Rate 1<sup>st</sup> Quarter After Exit not included in this report due to a lag in certified wage data from the Department of Revenue. Results will be available in the release of the 3<sup>rd</sup> quarterly report.

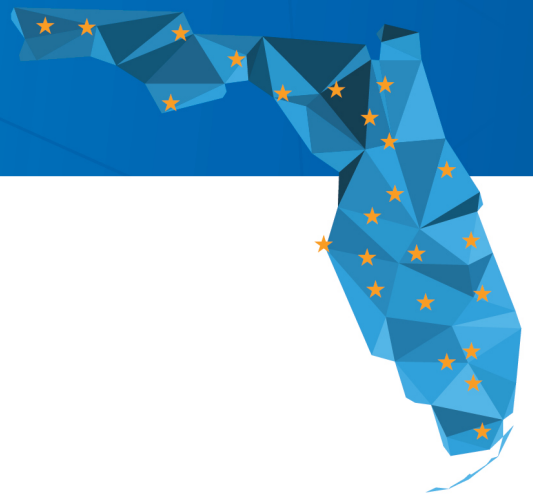
Top barriers for the Participant Training Rate during Quarter 1 include low income (8,330), single parents including single pregnant women (1,706), long-term unemployed (1,154) and ex-offenders (1,083).

## Performance Results Summary – Quarter 2

Metric	Continuous Improvement Performance Initiative Targets Met		Performance Initiative Quarterly Awards		Total Participants Trained	Training Participant Number of Barriers to Employment	Business Establishments Served	Number of High Value Services to Targeted Industries
	Number	Percent	Available	Awarded	Number	Number	Number	Number
Participant Training Rate	20	83%	\$416,655	\$331,018	10,872	15,057		
Business Penetration	15	63%	\$416,655	\$302,225			10,668	9,414
Total	35	73%	\$833,310	\$633,243				

Note 1: All quarterly performance targets based on 10% improvement compared to same quarter, previous year.

Note 2: Employment Rate 1<sup>st</sup> Quarter After Exit not included in this report due to a lag in certified wage data from the Department of Revenue. Results will be available in the release of the 3<sup>rd</sup> quarterly report.



Top barriers for the Participant Training Rate during Quarter 2 include low income (7,948), single parents including single pregnant women (1,642), long-term unemployed (1,150), and ex-offenders (982).

### **Quarter 1 And Quarter 2 Analysis**

In Quarter 2, the percentage of targets met increased, from 71% to 73%. This can be attributed to an increase in the number of Business Penetration targets hit, while the targets for Participant Training Rate remained steady. This resulted in an increase of \$69,968 in performance awards for these two metrics, from \$563,275 in Quarter 1 to \$633,243 in Quarter 2.

Additionally, 979 more business establishments were provided high-value services in Quarter 2, representing a 10% increase from Quarter 1. The number of high-value services to businesses in up to five board-selected targeted industry sectors increased by 531 in Quarter 2, representing a 6% increase in services provided to these key businesses.



## APPRENTICESHIP PROGRAM

### Driving Business Talent Solutions through Sector Strategies and Apprenticeship Expansion

In fall 2016, Florida became one of 37 states to receive a State Apprenticeship Expansion (SAE) Grant from the U.S. Department of Labor (DOL), bolstering Florida's aim to advance registered apprenticeships (RA) as a workforce development strategy and time-tested career pathway. Together, in lock-step collaboration with partners from the Florida Department of Economic Opportunity (DEO) and the Florida Department of Education Office of Apprenticeship, CareerSource Florida moved swiftly to chart a new course driven by a strategic focus on **investment, infrastructure and innovation**. Efforts to strengthen ties to sector-driven, industry-focused approaches continue to reap benefits designed to attract and expand job-creating businesses that thrive with a highly skilled workforce.

### Historic Investments Yield Continuous Wins

To ensure seamless alignment across Florida's workforce, educational and economic development systems, Florida is driving apprenticeship expansion through system integration, progressive policies, and funding investments that are key to a holistic approach with long-lasting impact. A few of the momentum-spurring milestones include:

- Convening of prominent thought leaders and business partners for the state's first-ever Apprenticeship FLA Summit to elevate apprenticeship expansion and statewide engagement.
- CareerSource Florida Board of Directors unanimous approval of the first statewide Apprenticeship Strategic Policy for Florida's workforce system. This policy defines the state's strategic vision for apprenticeships while providing local workforce development boards with the guidance they need to boost systemic change at the local level.  
<http://careersourceflorida.com/wp-content/uploads/2019/02/Apprenticeship-Policy-2019.02.13.A.1.pdf>
- Governor Ron DeSantis' issuance of Executive Order 19-31 (January 2019) to chart a course for Florida to become number 1 in the nation for workforce education by 2030. Work-based training opportunities such as registered apprenticeship and pre-apprenticeship training program are a key component of the visionary promise for Florida's future.
- On the heels of that historic executive order, the Florida Legislature enhanced statutes governing registered apprenticeships with the passage of House Bill 7071.



- House Bill 7071 included a \$10 million appropriation for the newly created Florida Pathways to Career Opportunities Grant Program. These grants will enable high schools, career centers and postsecondary institutions to partner with businesses and industries, as well as offer high quality pre-apprenticeship and apprenticeship opportunities.
- In March 2019, Governor DeSantis formally announced \$1.75 million in grants allocated by the CareerSource Florida Board of Directors to help career seekers acquire the skills needed for in-demand occupations through new and expanded pre-apprenticeship and apprenticeship programs.
- In May 2019, the CareerSource Florida Board of Directors approved a 2019 – 2020 fiscal year budget that included an additional \$1.75 million investment in apprenticeship expansion. Florida was also awarded a \$3,078,257 Apprenticeship State Expansion (ASE) grant to further expand registered apprenticeship training as the SAE federal grant project term ends in October 2020.
- In June 2019, the Department of Economic Opportunity issued [Administrative Policy 100 – Work-Based Training](#) to provide guidance to local workforce development boards on the implementation of work-based training activities including: Customized Training, Incumbent Worker Training (IWT), On-The-Job Training (OJT), Registered Apprenticeships (RA), Industry-Recognized Apprenticeship Programs (IRAP), Transitional Jobs, Work Experience and Internships. Together, these strategic tools are driving impactful innovation that benefits employers and career seekers.
- The CareerSource Network will continue to work with its state and local partners to develop apprenticeship programs for targeted industries in six key industry sectors: advanced manufacturing, healthcare, information technology, hospitality, trade and logistics and construction.
- The addition of apprenticeship-centric metrics (Number of Apprenticeship Programs and Number of Active Apprentices in Florida) to the Talent Supply and Education section of the Florida Chamber Foundation's Florida Scorecard.
- Deployment of Florida-centric Apprenticeship 101 video training modules that helps stakeholders understand the benefits of registered apprenticeships for employers and potential apprentices.
- To ensure Floridians are aware of the benefits of registered apprenticeships, an Apprentice Florida awareness campaign was launched in partnership with the Florida Department of Economic Opportunity and the Florida Department of Education Office of Apprenticeship. This statewide outreach initiative encourages businesses to build apprenticeship programs of their own and helps emerging programs be successful.
- Statewide board engagement continues to increase, with at least 20 of 24 local workforce development boards around the state now actively working to establish or expand apprenticeships with business and education partners.





## **Leveraging Strategic Partnerships to Strengthen Infrastructure**

With ever-increasing momentum statewide, local workforce development board mobilization has become a priority.

To support efforts, we built a strategic partnership with Jobs for the Future (JFF) – a national nonprofit that drives transformation in the American workforce and education system. Building the capacity and confidence of boards who are helping employers build apprenticeships across the state is driving change one project at a time. The 35-year-old firm provides intensive one-on-one coaching, need assessments and interactive webinars to deploy technical expertise required for apprenticeship implementation and project administration.

## **Momentum Grows as Local Workforce Development Boards Drive Innovation**

As federal and state interest in filling talent gaps heightens, an increasing number of local workforce development boards are helping employers build self-sustaining talent pipelines in non-traditional industries. Here are a few of the ground-breaking apprenticeships led by pioneering champions in the CareerSource Florida network:

- CareerSource Central Florida, in collaboration with Seminole State College and The Hartford, established the state's first insurance apprenticeship program to create a talent pipeline of Disability Analysts in the financial services industry.
- CareerSource Broward partnered with the Marine Industries Association of South Florida to sponsor the Yacht Service Technician Apprenticeship. This cross-training opportunity allows apprentices to become credentialed as Yacht Service Technicians, earning high wages as they train with maritime industry employers MarineMax and Derecktor Marine.
- CareerSource Research Coast supported the launch of a registered apprenticeship with a Lead Pharmacy Technician occupation in collaboration with CVS Pharmacy.
- CareerSource North Florida became a registered sponsor for their very own Career Development Technician apprenticeship, serving as a model early adopter for local workforce development boards.
- Working in partnership with the Office of Apprenticeship, CareerSource Capital Region and Lively Technical College, Tallahassee-based IT company Inspired Technologies registered training for a Senior IT Network Consultant, structured with 14 potential industry certifications.

With each business and apprentice that is linked to opportunities for economic prosperity, our work remains a testament to our vision of being the global leader for talent.





## FINISH LINE GRANT BRIEFING

### Promising Practice: North Carolina's Finish Line Grants

#### Potential Educational Attainment and Pandemic Economic Recovery Strategy for CareerSource Florida Board of Directors Consideration

##### FY 2020 – 2021

**Background:** In 2018, North Carolina Gov. Roy Cooper announced a new statewide initiative after hearing from leaders at the state's 58 community colleges that small financial emergencies were causing students to drop out of their degree and credential program. Through a state initiative, the Finish Line Grants program relies on collaboration between community colleges and the state's 23 local workforce development boards to provide emergency funding to qualified students who need assistance with unexpected financial challenges in order to remain on track to complete their education and training goals.

To qualify, students must be in good academic standing and already have completed 50 percent of their degree or credential. The maximum grant is \$1,000 per semester.

The grants are part of Gov. Cooper's [NC Job Ready](#) initiative, which is built on three principles: "skills and education attainment, employer leadership and local innovation."

Ultimately, the goal of the Finish Line program is to help build North Carolina's educated and skilled workforce, helping students qualify for and obtain well-paying jobs.

The program is funded at the state level using Workforce Innovation and Opportunity Act (WIOA) funds that are flexible and can be used for needs-related payments under WIOA's supportive services umbrella. Expenses must be "reasonable, allowable, necessary and address a financial need" that will enable students to continue their education and training. Examples of allowable expenses for grants are transportation, auto repairs, childcare, accommodations for individuals with disabilities, utility bills, Internet service, medical needs and assistance with books and school supplies.

In January, the governor announced that since the launch of Finish Line two years ago more than 3,300 grants had been awarded to students totaling \$2.2 million.

For more information about the North Carolina Finish Line Initiative, visit: <https://ncjobready.nc.gov/skills-and-education-attainment/finish-line-grants>.



**Florida Concept:** Florida Gov. Ron DeSantis has set a bold vision and goal for Florida to be No. 1 in the nation in workforce education in 10 years by 2030. In his [Executive Order 19-31](#), the Governor outlines several critical action steps to strengthen efforts to provide Florida students with the knowledge and skills to succeed in 21<sup>st</sup> century jobs — recognizing that doing so is essential for the state’s “future economic growth and expanded opportunity.”

Florida already is a leader in higher education and workforce development. Florida is ranked No. 1 in nation in higher education and 14 of the state’s colleges are in the top 150 in the 2019 Aspen Prize for Community College Excellence. Four Florida colleges have received the top prize: Indian River State College and Miami Dade College (2019); Santa Fe College (2015); Valencia College (2011).

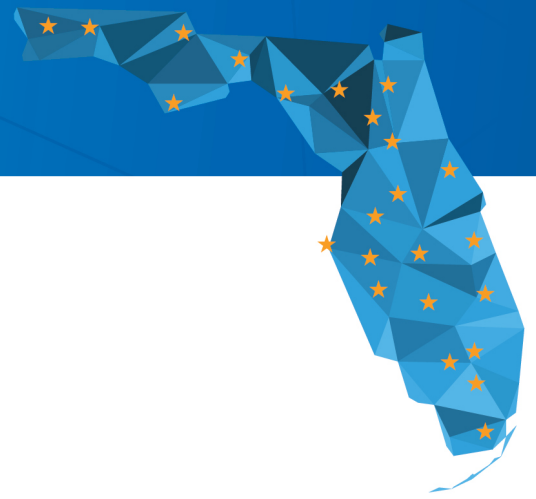
Additionally, Florida’s business-driven workforce development system, the CareerSource Florida network, is nationally recognized as a talent development leader.

Together, they are helping to power Florida’s workforce development engine. Still, businesses are always seeking new talent. And now, as Florida, like the rest of the world, seeks ways to help its residents and businesses respond to and recover from the unprecedented economic disruption caused by COVID-19, ensuring Florida college students, who are vital to the state’s talent pipeline, complete their educational goals will become even more critical to meet the shifting workforce demands of businesses of all sizes. While jobs are being lost in significant sectors in Florida, other important sectors are expanding employment opportunities. The perhaps once-in-a-lifetime labor shift now underway due to COVID-19 has created a high-degree of economic uncertainty about future workforce implications.

A Strong Finish initiative would not only bolster Florida’s educational attainment efforts, but it would also provide a likely needed lifeline to college students attempting to overcome financial barriers that are likely to only be intensified as they seek to economically rebound and refocus on completing their educational pursuits. Thus, Strong Finish could become one of the new economic recovery strategies to be considered by the CareerSource Florida Board of Directors as it identifies and approves strategic initiatives and workforce investments for the next fiscal year.

If desired, like in North Carolina, Strong Finish could be funded with state WIOA funding supporting a partnership between the state’s 28 colleges and 24 local workforce development boards.

Strong Finish also could serve as the workforce system’s strong complement to the state college system’s Last Mile scholarship program created in 2019 under Gov. DeSantis’ leadership. All Florida state colleges offer Last Mile scholarships, which help students who left



college with 12 or fewer credit hours remaining complete their first associate or baccalaureate degree by providing financial resources to help cover tuition and fees.

Here's an at-a-glance snapshot\* of the state college system today:

- About 729,100 students enrolled
- 65 percent part-time with an average age of 26
- 60 percent minority
- 60 percent female
- Over 110,000 credentials awarded annually including
- 65 percent retention rate
- 55 percent completion rate

As Florida works to identify and activate new and effective talent development solutions and seeks to continue to progress toward the Governor's 2030 workforce education goal, it may be that all some Florida college students need to ensure their path to future employment and career opportunities is a little additional help toward a strong finish.

*\*Source: 2018-2019, Florida College System Chancellor's Office, Florida Department of Education*



## WORKFORCE NETWORK TRAINING SUMMARY

**July 1, 2019 – March 31, 2020**

This fiscal year, CareerSource Florida expanded its strategic effort to provide a broad and valuable array of learning opportunities throughout Florida's workforce system for board members, professional staff and partners. Ongoing training ensures a clear understanding of the roles and responsibilities of the state and local partners and was identified as a strategic priority by this board.

### **CareerSource Florida State Board Training**

CareerSource Florida is providing an online training series for state board members that provides Florida-specific information about our system and the requirements of the federal Workforce Innovation and Opportunity Act, Wagner-Peyser and other governing statutes. The five-chapter series takes less than an hour to complete and can be [accessed here](#).

Topics include:

1. Strategic Direction
2. Structure of the Workforce Development System
3. Performance and Fiscal Oversight
4. Transparency and Ethics, Conflicts of Interest
5. Key Related Federal and State Regulations and Guidelines.

Board members are encouraged to take advantage of this training to learn about the tools and resources for the legal and fiduciary responsibilities critical to the success of Florida's workforce system and the people it serves.

### **Professional Development Training**

CareerSource Florida professional staff designed and delivered multiple training events with the goal of providing strategic approaches, tools and insights for network workforce professionals. At the request of local workforce development board leaders and professional staff, training was designed to be delivered in a combination of web-based and classroom-based interactive courses.

The Workforce Professional Development Summit provided important training opportunities. The Summit included 87 workshops with an average attendance of 35 participants.



CareerSource Florida participated in delivering summit training sessions in collaboration with national experts from Maher & Maher and WIOA partners, including the Florida Department of Economic Opportunity and the Florida Department of Education. The workshops included approaches and tools local workforce development boards can use to enhance their strategies for improved performance. Topics and tools covered included continuous improvement, performance visualization tools, logic models and how to use these concepts and tools for managing performance through strategic service design and delivery. More than 200 attendees participated in these training opportunities, which received high evaluations:

- *WIOA Performance High Dive: Developing a Deeper Understanding of Performance in WIOA*
- *Using Your Performance Data to Develop Championship Strategies*
- *Florida Workforce Policy Framework: Your Team Playbook for Successful Policies*
- *Apprenticeship FLA – Building Momentum*
- *Get Your Head in the Cloud Using Salesforce*

In addition to the above training sessions, CareerSource Florida conducted web-based trainings for the Policy Development Framework and the Continuous Improvement Performance initiative.

With the circumstances surrounding COVID-19, CareerSource Florida remains committed to high-quality training driven by its workforce strategies and designed based on feedback from professional staff, partners and national experts. CareerSource Florida is currently exploring new training topics that will be engaging, interactive and delivered through world-class distance learning platforms. Board members are encouraged to provide recommendations as future curricula are developed for the coming year.



## THE GIG ECONOMY AND FLORIDA'S WORKFORCE SYSTEM

CareerSource Florida released [\*The Study on The Gig Economy and Florida's Workforce System in January\*](#). The study, commissioned by the state workforce development board, presents findings about the characteristics of independent workers and the expanding nature of gig work, which includes a variety of non-traditional work arrangements often enabled through online platforms. Drawing on national and Florida-specific data, the study identifies challenges and opportunities associated with the growing trend for both workers and industry. The report reinforces the importance of adapting education and training programs to meet Florida's changing workforce needs.

The range of talent and skills available to businesses allows them to use gig workers to fill a variety of workforce needs, from seasonal work in hospitality or retail to immediate access to specialty skills, language or niche needs. Gig workers can provide valuable support for the launch of a new product, entering new markets, or even integrating new software.

CareerSource Florida, with assistance from Cambridge Systematics has established a Multidisciplinary Workgroup of business, industry and community leaders from across the state to help determine how Florida's workforce system can meet the demands of businesses and workers in the gig economy. The Multidisciplinary Workgroup meets regularly by webinar and has engaged in robust discussions including review of online and other resources available to independent workers and businesses and input on survey instruments used to obtain information from local boards and career center staff, Florida businesses, job seekers and other stakeholders.

The Workgroup is providing direction on the development of a digital online toolkit for gig workers, the businesses that employ them and local workforce development boards. The work of the Multidisciplinary Workgroup continues with additional surveys of businesses and in consideration of the impact of the Coronavirus on Florida's economy and opportunities for job seekers, businesses and entrepreneurs.

Cambridge Systematics will identify and compile data from available public and private sources to help build baseline data on the prevalence and nature of independent work in Florida, and the national and state demand for gig workers.

CareerSource Florida and Cambridge Systematics will continue working with members of the Multidisciplinary Workgroup and use survey results to identify unique data available through local workforce boards' reporting systems. These data compilation and data system evaluation tasks will be documented through visual data summaries and research compilations.



A Gig Economy Report will be provided in the Board of Directors' June meeting package with further updates and recommendations to the board from the Gig Economy Workgroup.



## COVID-19 DISASTER BUSINESS RESPONSE SURVEYS – RESULTS TO DATE

**March 31, 2020**

### **Immediate Response to Support Florida Businesses**

Since Governor Ron DeSantis' first COVID-19 Executive Order 2020-51 dated March 1, 2020, Florida's workforce system has been ramping up activities and programs aimed at assisting Florida's adversely impacted workers as well as determining impacts to Florida businesses. Businesses have been encouraged to submit responses to a Business Damage Assessment Survey, accessible through DEO's website, by the Florida Chamber, Florida Makes, Enterprise Florida, as well as local and regional economic development organizations. This business-level data enables real-time impact analysis, key to deployment of responsive programs and services to support Florida's businesses. This data is currently being sorted by sector and by LWDB.

As of April 27th, based on the **11,333 businesses** that responded to the survey, here are a few key findings:

- 7,172 are still open and an additional 1,162 are still open with alternate hours.
- 3,530 are closed.
- 7,604 have suffered damage
- 11,239 have experienced or anticipate economic damage
- 10,383 have lost business due to the disaster
- 6,197 businesses have laid off employees with 479 not answering.
- Most respondents are small businesses.
  - 10,676 businesses (1-50)
  - 279 businesses (51-150 employees)
  - 35 businesses (151-249 employees)
  - 45 businesses = (250+ employees)
  - 828 businesses = N/A
- 9,661 businesses have requested an appointment





Though “Business Type” does not exactly match up with business sector coding, following below is a breakdown by type in order of highest number:

- 1,329 = “Food and Dining”
- 799 = “Education”
- 873 = “Travel and Transportation”
- 830 = “Health and Medicine”
- 899 = “Personal Care and Services”
- 752 = “Construction and Contractors”
- 741 = “Retail – Merchants”
- 547 = “Manufacturing, Wholesale, Distribution”
- 545 = “Entertainment”
- 408 = “Real Estate”
- 302 = “Business Support and Supplies”
- 235 = “Legal and Financial”
- Note: 1,014 businesses did not list their type

## Response Strategies

Here is what the federal WIOA Law and USDOL guidance states regarding layoff aversion:

- WIOA offers significant flexibility.
- Delivery of solutions to address the needs of businesses in transition, including comprehensive business engagement and layoff aversion strategies.
- To meet the needs of affected workers and businesses, a Rapid Response program must be proactive, data-driven, engaged with businesses, and focused on preventing layoffs or minimizing their negative impacts.
- Layoff aversion strategies and activities are customized to specific needs, quickly deployable, informed by economic data (like the Business Disaster Assessment Survey) and designed and coordinated by partners as necessary.
- IWT
  - Developing, funding and managing IWT training programs or other worker upskilling approaches as part of a layoff aversion strategy or activity.
  - Under WIOA, rapid response funds can directly pay for IWT programs, when the activity is part of a layoff aversion strategy or activity.



- Under the new USDOL Economic Recovery Dislocated Worker Grant, funds can be used for short-term training, on-the-job training, including apprenticeships, and customized training.
- Short-Term Compensation.
- Partnering with business-focused organizations to assess risks to companies and propose strategies to address those risks. [Like Enterprise Florida, FEDC and Florida Makes on business retention activities. Consider the creation of a state-level integrated business services team.]
- Conducting analyses of the suppliers of companies that are at risk to better understand the ripple effects.
- Engaging in proactive, preventative measures to identify opportunities for potential economic transition and training needs in growing industry sectors or expanding businesses.
- Connecting businesses and workers to short-term, on-the-job, customized training programs and apprenticeships before or after layoffs to help facilitate rapid reemployment.

### **USDOL Business Engagement and Layoff Aversion Demonstration Grant**

- On February 24, 2020, USDOL issued notice of the availability of state grants—ranging from \$500,000 – \$1,000,000.
- Eligible grantees are State Workforce Agencies.
- State concept papers were due to USDOL on March 18, 2020. An extension was given due to COVID-19, per Steven Gustafson, DEO.
- At the time of this writing, an application has been completed and will be shared with CareerSource Florida once it is officially submitted.
- The objectives of the grant are to:
  - Develop and maintain comprehensive business engagement approaches designed to build long-term relationships with business based delivering valuable solutions to their needs;
  - Expand and support regional leadership across business, academia, government, economic development, and workforce development to work together to design strategic and systematic approaches to economic growth and competitiveness.
  - Foster more responsive, flexible and demand-driven workforce development approaches that prioritize proactive layoff aversion; and
  - Identify and pilot new and innovative measures of success for business engagement and layoff aversion efforts.



## Proposed COVID-19 Workforce Planning Dashboard Metrics

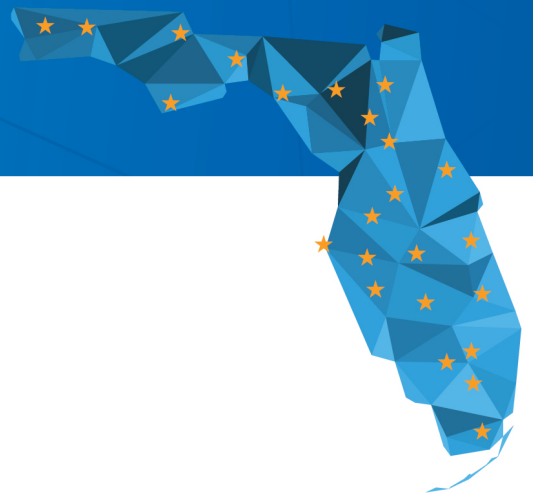
While a COVID-19 Workforce Planning Dashboard is still under development by the CareerSource Florida MIS team experts, following below are both business impact and resident impact metrics. These 10 metrics can serve as a beginning point to better understand the impact of the Coronavirus in Florida.

### Business Impacts

- Number of WARN notices filed (note there is a potential delay as firms have up to 6 months to file notice)  
*Source: Steven Gustafson, DEO*
- Number of business emergency bridge loans  
*Source: [DEO](#)*
- Top adversely impacted business sectors by business size based on Business Damage Assessment Survey data  
*Source: DEO with analysis by CareerSource Florida's Business and Workforce Development Team (see above)*
- Sector Businesses Hiring versus Sector Businesses Furloughing or Reducing Workers  
*Source: DEO Help Wanted Online*
- Number of IWT/QRT grant contracts seeking extensions  
*Source: CareerSource Florida Training Grant Team*

### Resident Impacts

- Number of Reemployment Assistance claimants  
*Source: DEO*
- Number of Short Time Compensation Program requests  
*Source: [DEO](#)*
- Number of job placements / job orders  
*Source: DEO and EMSI – Month-to-Month and Year-Over-Year comparisons*
- Number of Floridians eligible for Finish Line grants  
*Source: To be determined. North Carolina's parameters established in July 2018 were students who had completed at least 50% of a degree or credential. Florida can develop similar parameters.*
- Florida's workforce by median age, income, and education levels  
*Source: DEO*
- Number of ALICE persons (Asset Limited, Income Constrained, Employed or those populations most at risk)



Source: <https://www.unitedforalice.org/florida> and <https://www.unitedforalice.org/covid19>



## **COVID-19 STRATEGIC COMMUNICATIONS AND INTEGRATED OUTREACH EFFORTS**

### **Introduction**

The outbreak of COVID-19 has proven to be an unprecedented challenge, with Floridians affected in many ways. The following highlights CareerSource Florida's strategic, integrated communications and outreach efforts developed and implemented to help ensure job seekers and businesses receive timely information and tools they need to recover.

Beginning the second week of March, CareerSource Florida developed custom COVID-19 messaging to share on its social media platforms, providing tips and recommendations for Florida businesses. By the end of the week, CareerSource Florida ceased unrelated social media posts and began developing an integrated outreach plan to provide information about available resources and recommendations to employers and Floridians.

### **New landing page, launch of paid advertising outreach**

By March 20, CareerSource Florida had developed and launched a mobile-friendly COVID-19 landing page on its website, linking to several programs including small business disaster loans, Reemployment Assistance and other disaster resources for Floridians and employers.

CareerSource Florida developed social media posts to link to the COVID-19 landing page and began distribution of email messages weekly to our board and local workforce development partners with links to the page and other resources. On March 25, CareerSource Florida launched a paid advertising outreach campaign targeting businesses statewide with an increased emphasis on hardest-hit areas to help ensure employers were aware of available resources.

### **Support for partners**

CareerSource Florida has initiated bi-weekly calls with the Communications Consortium, members of which include communications professionals and other leaders from DEO and all 24 local workforce development boards, to keep partners apprised of fast-moving developments related to disaster response within the workforce system. Consortium members discuss media responses, best practices and ongoing communications needs.



### ***Help is Here Campaign***

On April 6, CareerSource Florida launched the *Help is Here* statewide outreach campaign to raise awareness of the availability of employment and business services offered by the CareerSource Florida network via telephone, email and online tools, and by appointment in some areas.

*Help is Here* is focused on:

- Providing an immediate response to connect job seekers and businesses to critical resources
- Connecting Floridians to local workforce development boards for customized, on-the-ground help
- Developing innovative solutions to generate job recovery and retention and business continuity, driving economic recovery

In addition to organic social media, CareerSource Florida will use paid outreach using multiple digital outlets in the coming weeks and develop additional assets to highlight the campaign and availability of assistance through the CareerSource Florida network.

CareerSource Florida's communications team participates in conference calls with the Governor's Communications Office and agency communications directors as well as regular statewide Private Sector Partner and Tourism conference calls coordinated by the Department of Economic Opportunity to ensure alignment with current messaging and information.

# Information Items



# Speaker Bios

## Emily Read

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Emily Read is an accredited communications specialist with more than 15 years of experience in helping organizations, large and small, communicate their value to their target audiences. With her unparalleled project management, strong communication skills and gift for making what appears overwhelming achievable, Ms. Read lends clarity and order to the most daunting projects.

As a managing director at Moore, an integrated communications firm headquartered in Tallahassee, her skills are maximized as the strategic team lead for some of the agency's largest clients. She has spearheaded more than a dozen national and statewide campaign launches in the decade she's been with the firm.

Before joining Moore, Ms. Read directed communications activities for the American Heart Association in a five-market area. She received her undergraduate degree in communications and graduate degree in integrated marketing and management communications from Florida State University.

## Michael Zehr

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Michael Zehr leads HBW Resources' federal engagement activities in Washington. A seasoned legislative strategist, Mr. Zehr provides government relations and political counseling as well as direct advocacy and lobbying services for the firm's clients. He has more than a decade of experience as a senior policy advisor in the U.S. Senate, where he advised members on energy, environment, agriculture, tax and foreign relations matters before Congress.

Mr. Zehr served on the staffs of U.S. Sen. Mitch McConnell (R-KY), Tim Hutchinson (R-AR), George LeMieux (R-FL), and Mel Martinez (R-FL). Zehr holds an M.A. in National Security and Strategic Studies from the U.S. Naval War College, an M.S. in Biotechnology from Johns Hopkins University, and a B.S. in Chemistry from the University of Virginia.





## Jerry Parrish, PhD

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Jerry D. Parrish, Ph.D., is the chief economist and research director for the Florida Chamber Foundation. In that role, he is responsible for conducting in-depth analyses on the Florida economy and on solutions to help secure Florida's future.

Dr. Parrish previously was the chief economist and director of the Center for Competitive Florida at Florida TaxWatch. Prior to that position, he served as the associate director of the Center for Economic Forecasting & Analysis (CEFA) at Florida State University and has many years of experience in the private sector in management roles at international manufacturing companies.

Dr. Parrish is currently an Adjunct Instructor in the Masters in Applied Economics Program at Florida State University. He earned a B.S. in Agricultural Business and Economics from Auburn University, an M.B.A. from Bellarmine University, an M.S. in Economics from the University of North Carolina at Charlotte, and a Ph.D. in Economics from Auburn University. He regularly publishes research reports and articles on the Florida economy and Florida's competitiveness.

## Terrie Ard, APR, CPRC

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Terrie Ard is president and COO of Moore. She is a visionary leader who has an innate ability to identify trends and position Moore for success. She is passionate about growing the business, developing employees and cultivating a culture that makes Moore a place where talented people want to stay. She oversees the firm's account servicing and production teams and brings to the role more than 25 years of marketing and business strategy in industries including health care, financial services, environment, education, workforce development, retail and agriculture. She is an expert in corporate positioning and branding, communications strategy and crisis communications.

Ms. Ard has been recognized as one of 850 Magazine's "40 Under 40" and is a recipient of the Florida Public Relations Association's Stanley Tait Award for Leadership.

# Workforce Innovation and Opportunity Act (WIOA) Primary Indicators of Performance

Performance Period Ending December 31, 2019



In the second quarter of Program Year 2019-2020 (October – December 2019), Florida's workforce development system exceeded the statewide negotiated targets in all but one of the Workforce Innovation and Opportunity Act (WIOA) Primary Indicators of Performance. The state excelled in 13 of the 14 reported metrics. This is excellent news for the CareerSource Florida network and the communities we serve!

The Adult Employment Rate 2nd Quarter After Exit) metric is the only metric in which the target wasn't met, currently at 0.7% below target. Continued job growth, low unemployment, and innovative and responsive workforce services and programs contributed to sustained statewide performance in the second quarter, prior to COVID-19. In addition to statewide performance, it should be noted that Florida's local workforce development boards met 93% of quarterly negotiated performance targets for PY 2018-2019 and 90% of negotiated targets for the first two quarters of PY 2019-2020.

The WIOA Primary Indicators of Performance are reported to the US Department of Labor on a quarterly basis. This most recent report includes Florida statewide performance trends from PY 2011-2012 through the second quarter of PY 2019-2020. The PY 2019-2020 second quarter performance is a rolling one-year calculation representing four quarters of performance data ending on December 31, 2019. The tables in the report show actual performance in relation to performance targets negotiated with USDOL for PY 2019-2020.

For additional information, please visit the Indicators of Performance Reports section on the Department of Economic Opportunity website at: [Indicators of Performance Reports](#). If you have questions about this report, please contact Steven Gustafson, Bureau of One-Stop and Program Support at the Department of Economic Opportunity, at (850) 245-7485.

## Employment Indicators

- **Employment 2nd Quarter After Exit (WIOA Adult, WIOA Dislocated Workers, Wagner-Peyser):** This indicator captures the percentage of participants who are in unsubsidized employment during the 2nd quarter after exiting the program.
- **Youth Education and Employment 2nd Quarter After Exit (WIOA Youth):** This indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 2nd quarter after exiting the program.
- **Employment 4th Quarter After Exit (WIOA Adult, WIOA Dislocated Workers, Wagner-Peyser):** This indicator captures the percentage of participants who are in unsubsidized employment during the 4th quarter after exit from the program.
- **Youth Education and Employment 4th Quarter After Exit (WIOA Youth):** This indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 4th quarter after exiting the program.
- **Median Earnings 2nd Quarter After Exit (WIOA Adult, WIOA Dislocated Worker, Wagner-Peyser):** This indicator captures participants' median (middle value) quarterly earnings in the 2nd quarter after exiting the program.

## Education/Training Indicators

- **Credential Attainment (WIOA Adult, WIOA Dislocated Worker, WIOA Youth):** This indicator captures the percentage of those participants enrolled in an education or training program (excluding those in On-the-Job Training or customized training) who attain a recognized postsecondary credential or a secondary education diploma, or its recognized equivalent, during participation in or within one year after exiting the program.
- **Measurable Skill Gains (WIOA Adult, WIOA Dislocated Worker, WIOA Youth):** This indicator captures the percentage of participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.

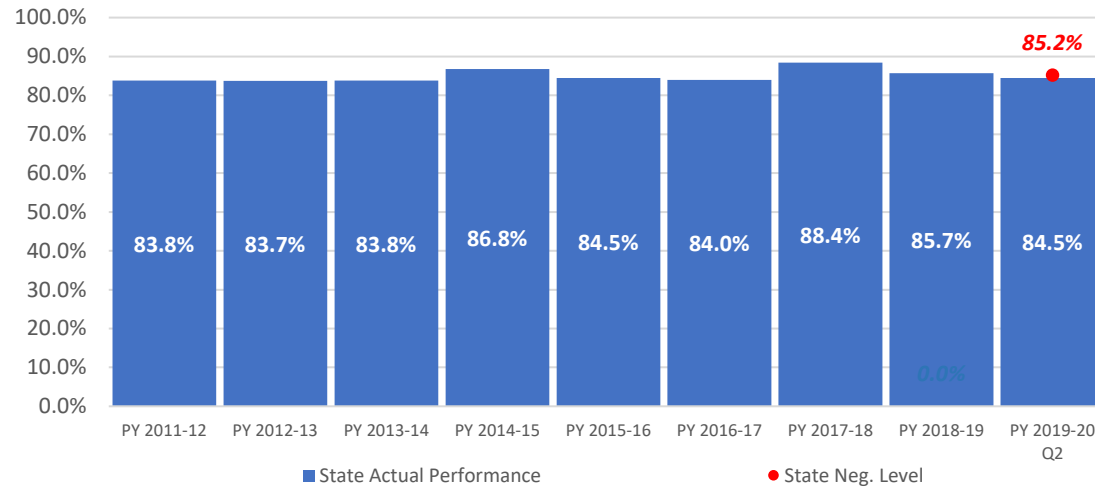
The Measurable Skill Gains indicator is used to measure interim progress of participants who are enrolled in education or training services for a specified reporting period. Therefore, it is not an exit-based measure. Instead, it is intended to capture important progressions through pathways that offer different services based on program purposes and participant needs and can help fulfill the vision for a workforce system that serves a diverse set of individuals with a range of services tailored to individual needs and goals.

WIOA Category:

Adult

WIOA Metric:

Employment Rate (2nd Qtr after exit)



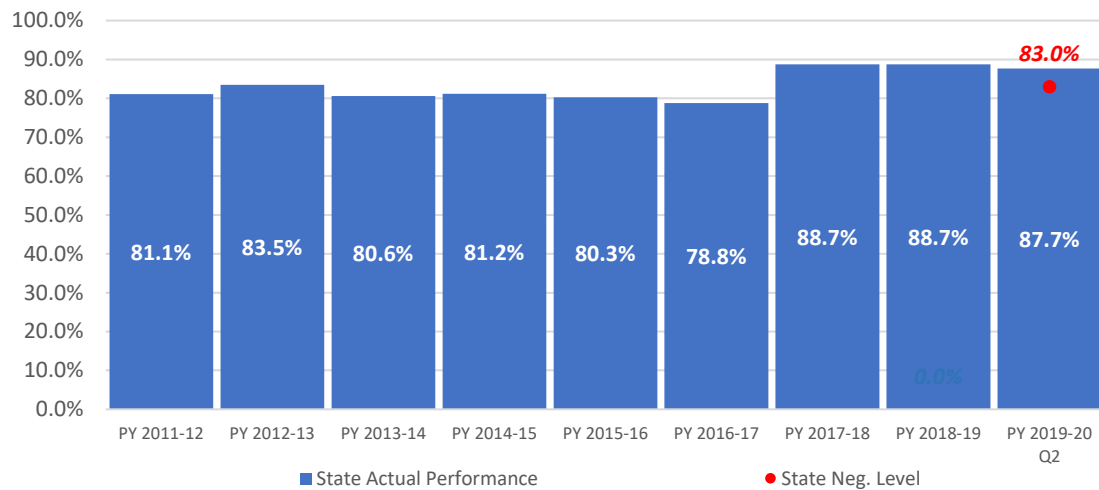
Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	83.8%	14,791
PY 2012-13	83.7%	12,741
PY 2013-14	83.8%	14,391
PY 2014-15	86.8%	13,900
PY 2015-16	84.5%	15,387
PY 2016-17	84.0%	15,214
PY 2017-18	88.4%	13,592
PY 2018-19	85.7%	9,859
PY 2019-20 Q2	84.5%	9,641

WIOA Category:

Dislocated Worker

WIOA Metric:

Employment Rate (2nd Qtr after exit)

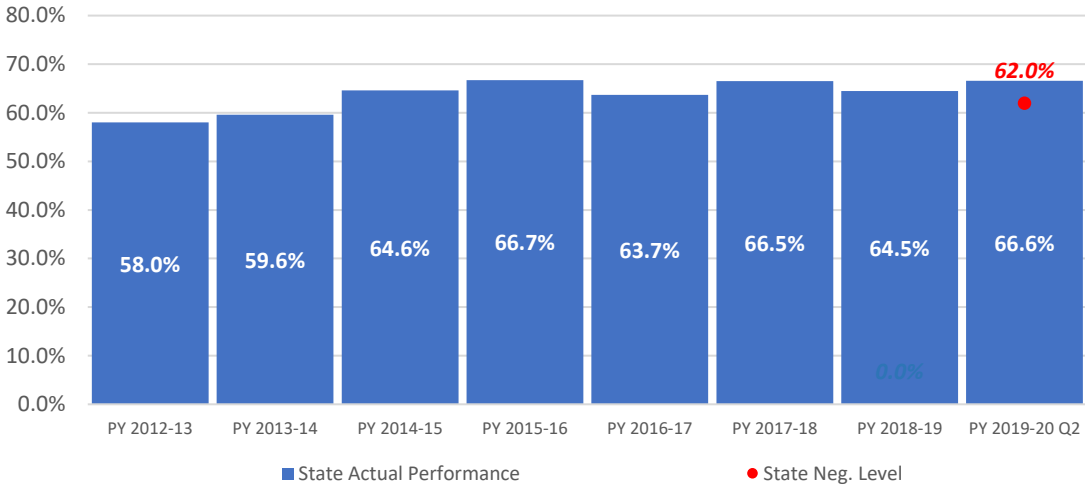


Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	81.1%	8,166
PY 2012-13	83.5%	8,077
PY 2013-14	80.6%	7,393
PY 2014-15	81.2%	6,442
PY 2015-16	80.3%	5,732
PY 2016-17	78.8%	4,777
PY 2017-18	88.7%	3,227
PY 2018-19	88.7%	2,655
PY 2019-20 Q2	87.7%	2,148

WIOA Category:

WIOA Metric:

Wagner-Peyser  
Employment Rate (2nd Qtr after exit)



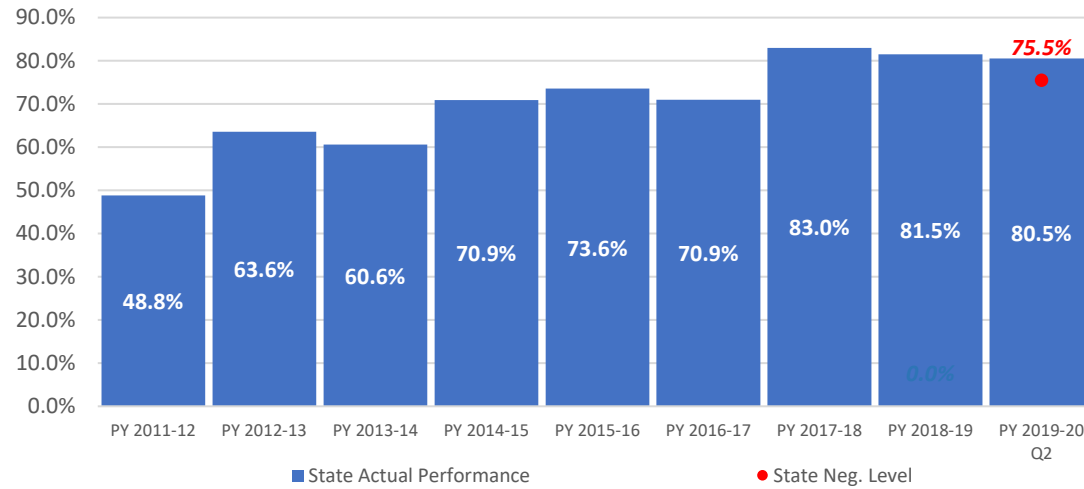
Program Year (PY)	Actual Performance	Participants (n)
PY 2012-13	58.0%	622,978
PY 2013-14	59.6%	702,411
PY 2014-15	64.6%	633,791
PY 2015-16	66.7%	593,729
PY 2016-17	63.7%	556,757
PY 2017-18	66.5%	480,444
PY 2018-19	64.5%	318,974
PY 2019-20 Q2	66.6%	247,440

WIOA Category:

Youth

WIOA Metric:

Employment Rate (2nd Qtr after exit)



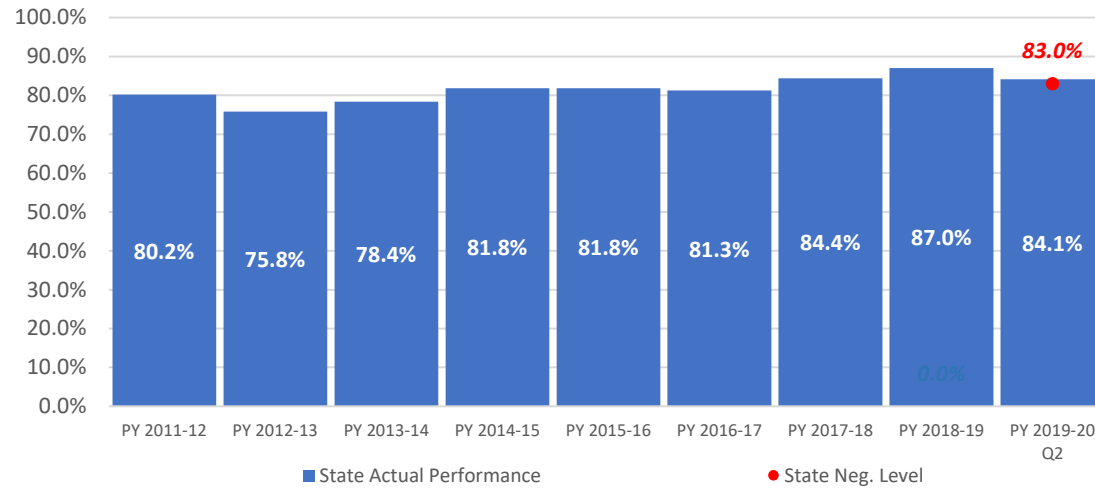
Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	48.8%	5,455
PY 2012-13	63.6%	4,931
PY 2013-14	60.6%	5,896
PY 2014-15	70.9%	4,881
PY 2015-16	73.6%	6,688
PY 2016-17	70.9%	6,571
PY 2017-18	83.0%	3,871
PY 2018-19	81.5%	4,544
PY 2019-20 Q2	80.5%	3,990

WIOA Category:

Adult

WIOA Metric:

Employment Rate (4th Qtr after exit)



Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	80.2%	16,571
PY 2012-13	75.8%	13,802
PY 2013-14	78.4%	13,422
PY 2014-15	81.8%	14,364
PY 2015-16	81.8%	13,920
PY 2016-17	81.3%	15,630
PY 2017-18	84.4%	6,361
PY 2018-19	87.0%	11,544
PY 2019-20 Q2	84.1%	9,887

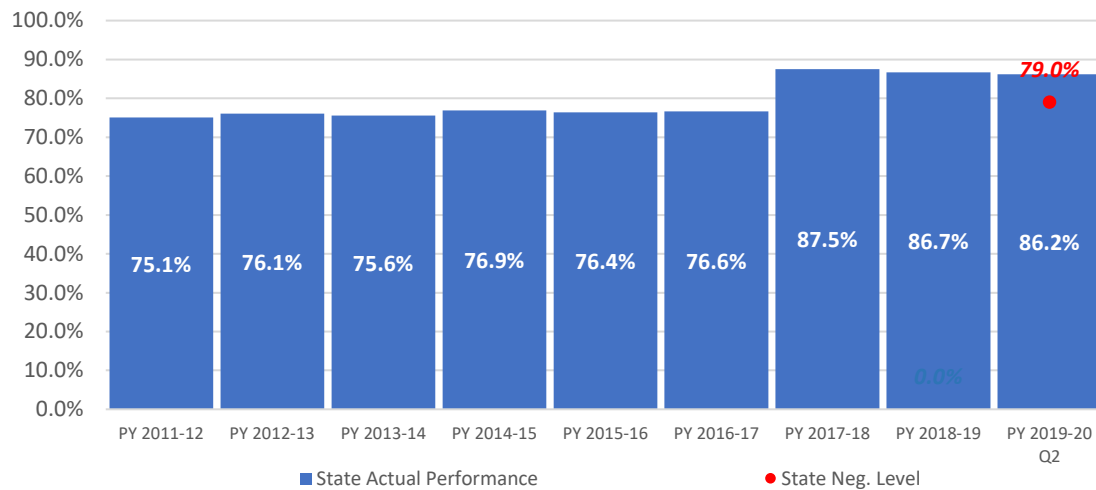


WIOA Category:

Dislocated Worker

WIOA Metric:

Employment Rate (4th Qtr after exit)

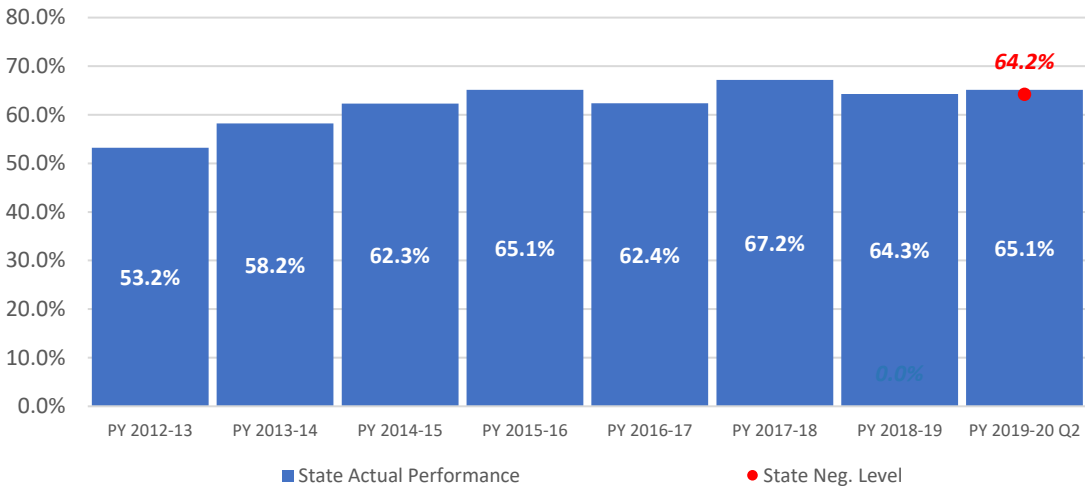


Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	75.1%	6,704
PY 2012-13	76.1%	8,878
PY 2013-14	75.6%	7,620
PY 2014-15	76.9%	6,883
PY 2015-16	76.4%	6,015
PY 2016-17	76.6%	5,262
PY 2017-18	87.5%	1,572
PY 2018-19	86.7%	3,088
PY 2019-20 Q2	86.2%	2,675

WIOA Category:

WIOA Metric:

Wagner-Peyser  
Employment Rate (4th Qtr after exit)



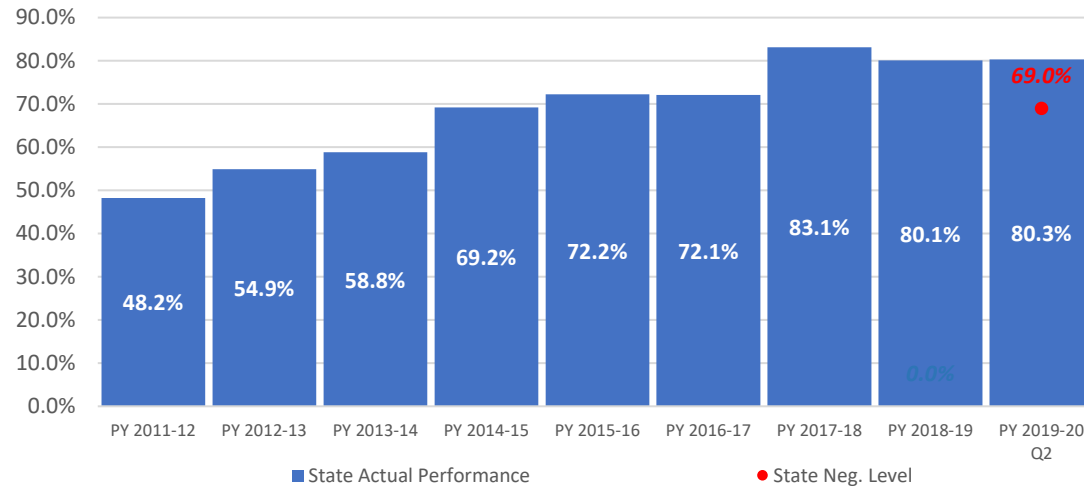
Program Year (PY)	Actual Performance	Participants (n)
PY 2012-13	53.2%	595,192
PY 2013-14	58.2%	695,674
PY 2014-15	62.3%	671,551
PY 2015-16	65.1%	598,928
PY 2016-17	62.4%	556,282
PY 2017-18	67.2%	230,646
PY 2018-19	64.3%	433,900
PY 2019-20 Q2	65.1%	318,968

WIOA Category:

Youth

WIOA Metric:

Employment Rate (4th Qtr after exit)



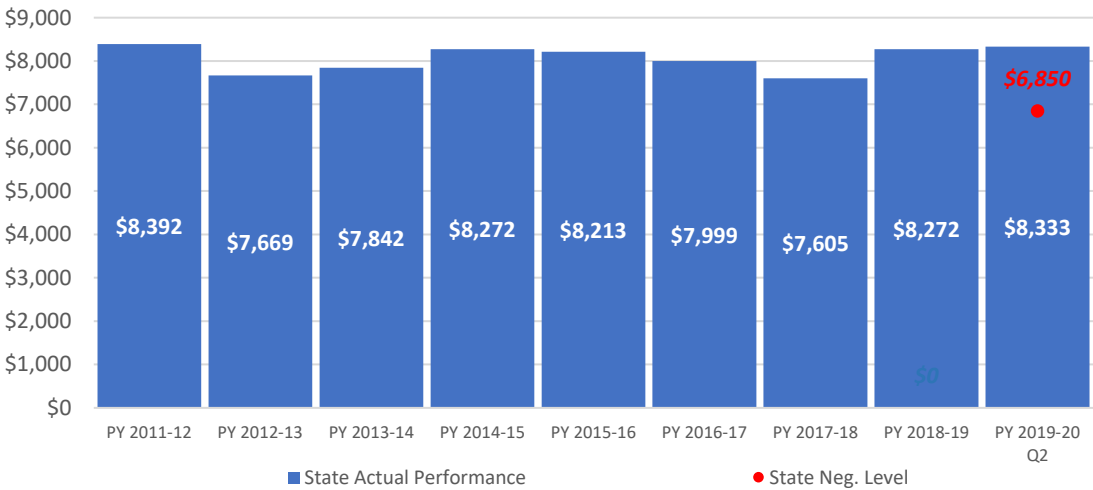
Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	48.2%	5,359
PY 2012-13	54.9%	4,908
PY 2013-14	58.8%	5,729
PY 2014-15	69.2%	5,245
PY 2015-16	72.2%	5,156
PY 2016-17	72.1%	6,709
PY 2017-18	83.1%	1,847
PY 2018-19	80.1%	4,250
PY 2019-20 Q2	80.3%	4,558

WIOA Category:

Adult

WIOA Metric:

Median Earnings (2nd Qtr after exit)



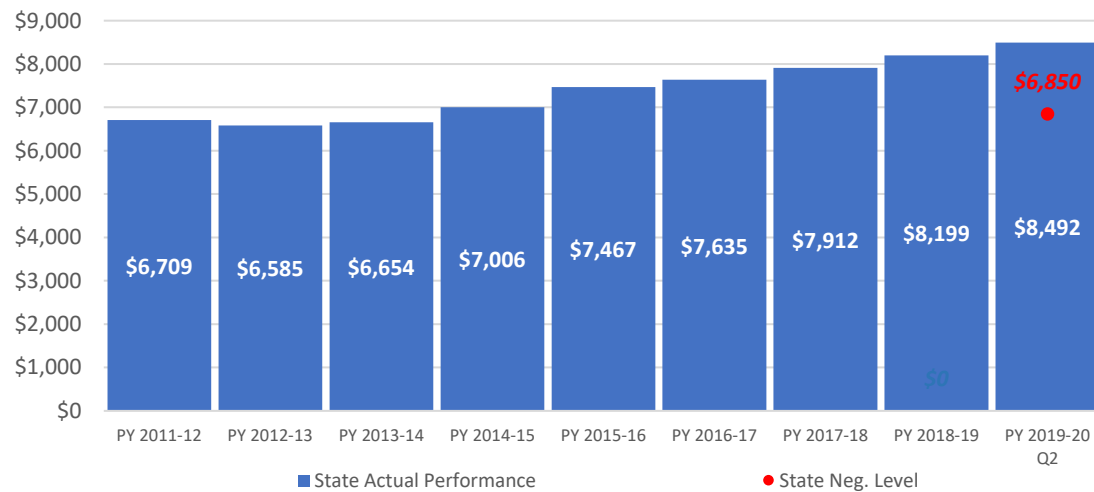
Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	\$8,392	12,132
PY 2012-13	\$7,669	10,028
PY 2013-14	\$7,842	11,633
PY 2014-15	\$8,272	11,664
PY 2015-16	\$8,213	12,541
PY 2016-17	\$7,999	8,385
PY 2017-18	\$7,605	12,065
PY 2018-19	\$8,272	8,453
PY 2019-20 Q2	\$8,333	8,333

WIOA Category:

Dislocated Worker

WIOA Metric:

Median Earnings (2nd Qtr after exit)

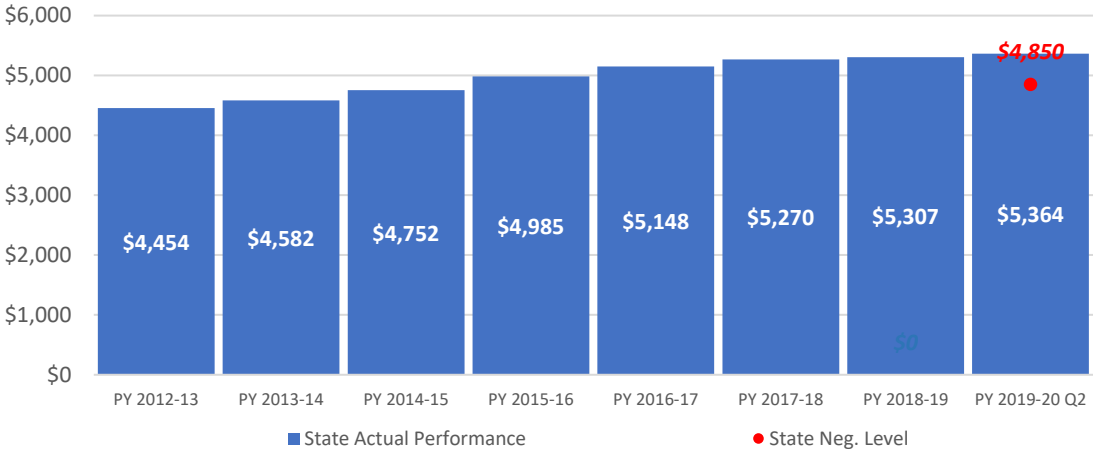


Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	\$6,709	6,408
PY 2012-13	\$6,585	6,496
PY 2013-14	\$6,654	5,674
PY 2014-15	\$7,006	4,965
PY 2015-16	\$7,467	4,401
PY 2016-17	\$7,635	2,348
PY 2017-18	\$7,912	2,861
PY 2018-19	\$8,199	2,354
PY 2019-20 Q2	\$8,492	2,148

WIOA Category:

WIOA Metric:

Wagner-Peyser  
Median Earnings (2nd Qtr after exit)



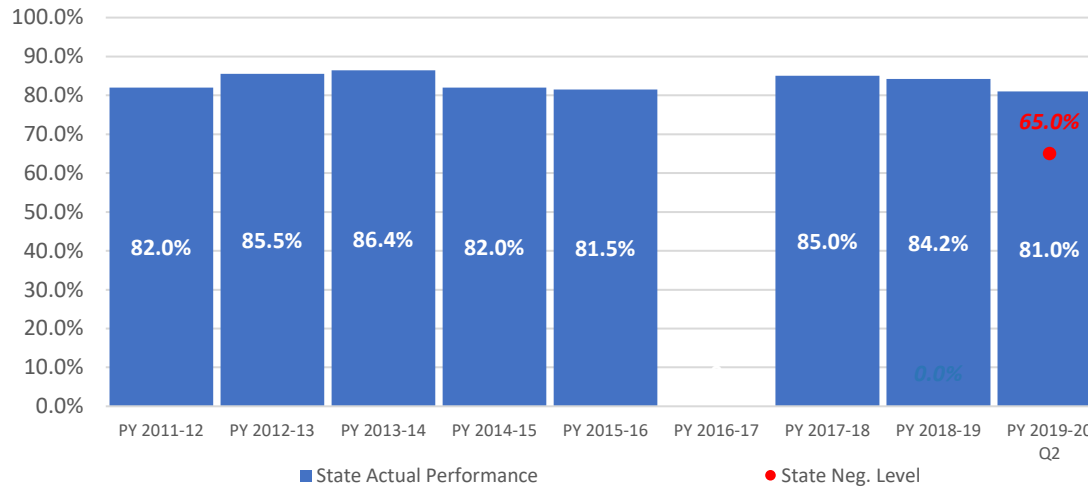
Program Year (PY)	Actual Performance	Participants (n)
PY 2012-13	\$4,454	337,075
PY 2013-14	\$4,582	418,960
PY 2014-15	\$4,752	409,628
PY 2015-16	\$4,985	396,175
PY 2016-17	\$5,148	363,830
PY 2017-18	\$5,270	319,675
PY 2018-19	\$5,307	210,397
PY 2019-20 Q2	\$5,364	247,440

WIOA Category:

Adult

WIOA Metric:

Credential Attainment Rate



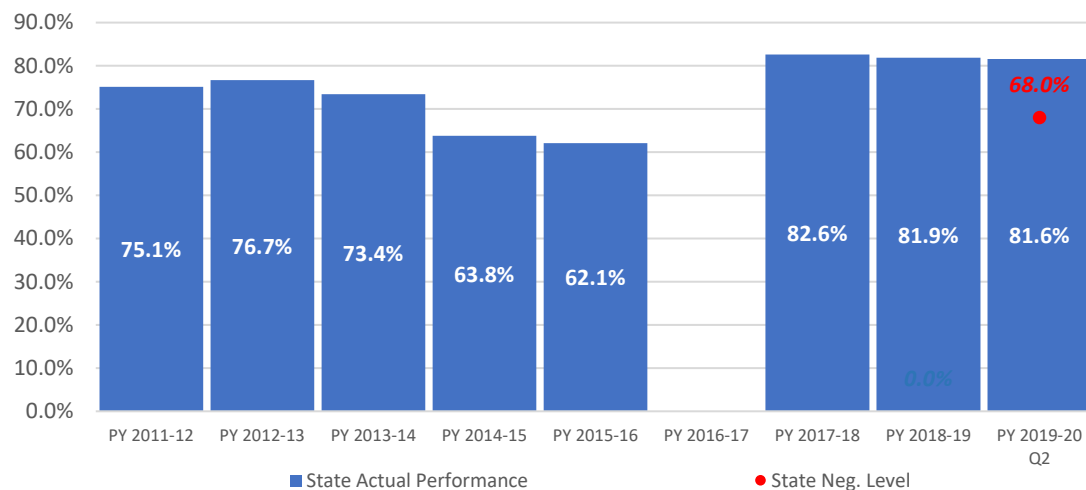
Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	82.0%	10,525
PY 2012-13	85.5%	9,012
PY 2013-14	86.4%	10,912
PY 2014-15	82.0%	11,437
PY 2015-16	81.5%	12,054
PY 2016-17	*	*
PY 2017-18	85.0%	2,325
PY 2018-19	84.2%	4,945
PY 2019-20 Q2	81.0%	4,643

\* PY 2016-17 WIOA Credential Attainment Rate baseline data collection period. Target not set and performance not reported due to Workforce Investment Act (WIA) reporting requirements ending June 30, 2016.

WIOA Category:

WIOA Metric:

## Dislocated Worker Credential Attainment Rate



Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	75.1%	6,595
PY 2012-13	76.7%	5,667
PY 2013-14	73.4%	5,879
PY 2014-15	63.8%	4,932
PY 2015-16	62.1%	3,983
PY 2016-17	*	*
PY 2017-18	82.6%	625
PY 2018-19	81.9%	1,319
PY 2019-20 Q2	81.6%	1,175

\* PY 2016-17 WIOA Credential Attainment Rate baseline data collection period. Target not set and performance not reported due to Workforce Investment Act (WIA) reporting requirements ending June 30, 2016.

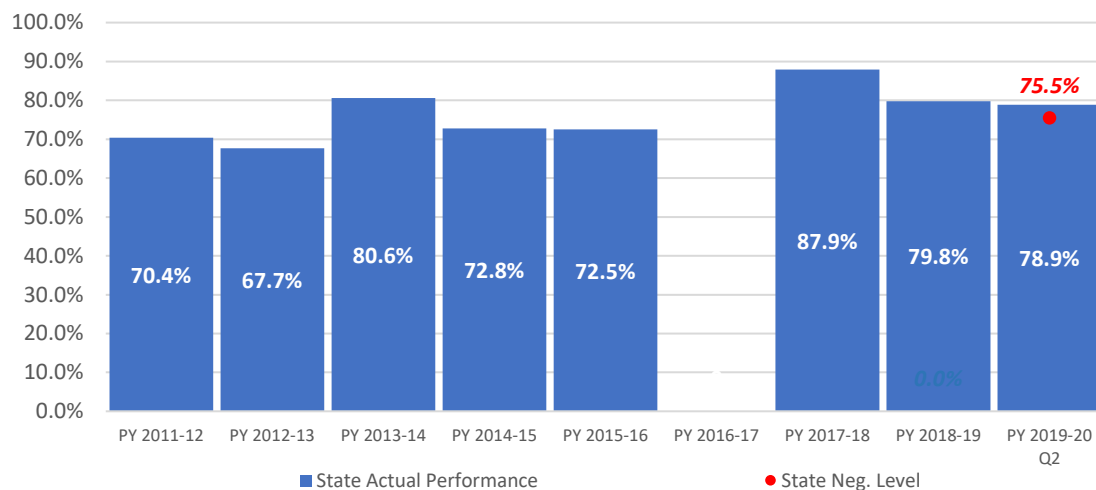


WIOA Category:

Youth

WIOA Metric:

Credential Attainment Rate



Program Year (PY)	Actual Performance	Participants (n)
PY 2011-12	70.4%	5,205
PY 2012-13	67.7%	4,595
PY 2013-14	80.6%	5,271
PY 2014-15	72.8%	4,398
PY 2015-16	72.5%	6,345
PY 2016-17	*	*
PY 2017-18	87.9%	1,695
PY 2018-19	79.8%	3,581
PY 2019-20 Q2	78.9%	3,977

\* PY 2016-17 WIOA Credential Attainment Rate baseline data collection period. Target not set and performance not reported due to Workforce Investment Act (WIA) reporting requirements ending June 30, 2016.

<b>Date of Notice:</b>	<b>4/7/2020</b>
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**Notice of Grant Award/Fund Availability**  
**General Information**

<b>Subrecipient Name:</b>	See Attached Spreadsheet	
<b>Data Universal Numbering System (DUNS #):</b>	See Attached Spreadsheet	
<b>Federal Award Name:</b>	WIOA Youth/Adult/Dislocated Workers Formula Combined	
<b>Grantor:</b>	United States Department of Labor	
<b>Federal Award Identification Number (FAIN):</b>	AA-32210-18-55-A-12	
<b>Federal Award Year:</b>	PY2018 / FY2019	
<b>CFDA/CSFA Title and Number:</b>	WIOA Formula Adult; WIOA Formula Youth; WIOA Formula Dislocated Worker	17.258 17.259 17.278
<b>Award for Research &amp; Development (Y/N):</b>	No	
<b>Action being Taken:</b>	Increase Award and Release	

**Award Information**

<b>Program Year in SERA:</b>	PY2018
<b>Program Group in SERA:</b>	WIOA
<b>Program Name in SERA:</b>	WIOA State Level
<b>Project in SERA:</b>	SFY19-20 Performance Incentives
<b>FLAIR Contract #:</b>	See Attached Spreadsheet
<b>NFA ID #:</b>	See Attached Spreadsheet
<b>FLAIR Grant #:</b>	WIS19
<b>Award Period Begin Date:</b>	July 1, 2019
<b>Award Period End Date:</b>	December 31, 2020
<b>Close Out Due by:</b>	February 28, 2021

**Award and Fund Availability**

	<b>Award</b>	<b>Funds Available / Release</b> (Maximum cash available for draw)
<b>Current Award/Release:</b>	See Attached Spreadsheet	See Attached Spreadsheet
<b>This Action:</b>	See Attached Spreadsheet	See Attached Spreadsheet
<b>Revised Award/Release:</b>	See Attached Spreadsheet	See Attached Spreadsheet

## **AWARD TERMS & CONDITIONS AND OTHER INSTRUCTIONS**

**General Conditions:** The Department of Economic Opportunity has approved a grant award for your local workforce development board. These funds will be available for cash draws under the Subrecipient Enterprise Resource Application (SERA) Program Year and Program Title/Project in SERA described on page one of this notice. Expenditures utilizing these funds must be consistent with the Grantee/Subgrantee Agreement executed between the Board and the Department of Economic Opportunity (DEO) and in compliance with the Board's approved plan and all federal and state rules, regulations, policies and grant conditions applicable to the grant program described on page one. The indirect cost rate for this subaward, whether federal or non-federal, will be the federally recognized indirect cost rate negotiated between the Board and the federal government or, if no such rate exists, either a rate negotiated between DEO and the Board, or the de minimis rate, if optionally elected by the Board.

**Special Grant Conditions:** Use of these funds must follow all applicable WIOA laws, rules, and regulations and must be consistent with the WIOA PY2018 Annual Funding Agreement (between USDOL and DEO). The WIOA PY2018 Annual Funding Agreement is located at:

<http://floridajobs.org/grants-management/grants-management/lwdb-grant-resources>

**Financial Reporting Requirements:** All cash draws and expenditures must be recorded in accordance with the SERA Business Rules. Expenditures must be reported within established timelines and by the cost categories and any subcost categories established for the particular grant program.

### **Add-Up Cost Categories and Definitions:**

- Training – costs are included and WIOA sec. 134(c)(3)(d).
- Local Administration – costs are defined at 20 CFR 683.215.
- Career Services – All costs not included in training or local admin.

**Program/Participant Reporting Requirements:** None.

**Closeout Procedures:** Awards must be closed out and all obligations liquidated by the close out date indicated under Award Information. Only liquidated expenditures resulting from obligations incurred during the award period are allowable.

**Other Notes/Comments:** The Performance Funding Model for the SFY19-20 performance funding is in two categories: Participant Training Rate and Business Penetration. The Performance Funding Model is located at: <https://pfm.careersourceflorida.com/FY1920>.

Since WIOA state-level funds are drawn from Adult, Dislocated Worker and Youth funding streams, the relative percentages to each final CFDA are calculated based upon the proportionate amount of each program's allotment to the total of the three WIOA allotments for each program year. For all applicable program years, the percentage assigned to each CFDA number is located at:

<http://floridajobs.org/grants-management/grants-management/lwdb-grant-resources>

**Questions:** Fiscal questions regarding these funds should be addressed to Carolyn Bishop at 850-245-7489 or via e-mail to [carolyn.bishop@deo.myflorida.com](mailto:carolyn.bishop@deo.myflorida.com). Program policy questions may be addressed to Christa Nelson at 850-245-7492 or via e-mail at [christa.nelson@deo.myflorida.com](mailto:christa.nelson@deo.myflorida.com). Subrecipient Enterprise Resource Application (SERA) questions may be addressed to Lemuel Toro at (850) 245-7359 or via email to [lemuel.toro@deo.myflorida.com](mailto:lemuel.toro@deo.myflorida.com).



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FLORIDA DEPARTMENT *of*  
ECONOMIC OPPORTUNITY

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## SFY19-20 Performance Awards

### WIOA State-Level

Local Workforce Development Boards	DUNS #	FLAIR Contract ID	NFA ID	AWARD			RELEASE		
				Current Award	This Action	Revised Award	Current Release	This Action	Revised Release
LWDB01 - Workforce Escarosa, Inc. (DBA CareerSource Escarosa)	618275960	RWB01	038671	\$19,108	\$9,554	\$28,662	\$19,108	\$9,554	\$28,662
LWDB03 - Chipola Regional Workforce Development Board, Inc. (DBA CareerSource Chipola)	967983958	RWB03	038672	\$2,852	\$2,852	\$5,704	\$2,852	\$2,852	\$5,704
LWDB04 - Gulf Coast Workforce Development Board, Inc. (DBA CareerSource Gulf Coast)	128851131	RWB04	038676	\$9,556	\$9,556	\$19,112	\$9,556	\$9,556	\$19,112
LWDB05 - Big Bend Jobs and Education Council, Inc. (DBA CareerSource Capital Region)	028366305	RWB05	038677	\$10,379	\$10,379	\$20,758	\$10,379	\$10,379	\$20,758
LWDB06 - North Florida Workforce Development Board, Inc. (DBA CareerSource North Florida)	839818502	RWB06	038678	\$2,794	\$2,794	\$5,588	\$2,794	\$2,794	\$5,588
LWDB07 - Florida Crown Workforce Board, Inc. (DBA CareerSource Florida Crown)	085420979	RWB07	038679	\$2,800	\$2,800	\$5,600	\$2,800	\$2,800	\$5,600
LWDB08 - First Coast Workforce Development, Inc. (DBA CareerSource Northeast Florida)	158389275	RWB08	038680	\$61,630	\$61,630	\$123,260	\$61,630	\$61,630	\$123,260
LWDB10 - Citrus Levy Marion Regional Workforce Development Board, Inc. (DBA CareerSource Citrus Levy Marion)	125116793	RWB10	038681	\$25,144	\$25,144	\$50,288	\$25,144	\$25,144	\$50,288
LWDB11 - Workforce Development Board of Flagler and Volusia Counties, Inc. (DBA CareerSource Flagler Volusia)	061978313	RWB11	038682	\$25,974	\$25,974	\$51,948	\$25,974	\$25,974	\$51,948
LWDB12 - Central Florida Regional Workforce Development Board, Inc. (DBA CareerSource Central Florida)	966339616	RWB12	038683	\$49,149	\$49,149	\$98,298	\$49,149	\$49,149	\$98,298
LWDB13 - Brevard Workforce Development Board, Inc. (DBA CareerSource Brevard)	784306250	RWB13	038684	\$19,690	\$19,690	\$39,380	\$19,690	\$19,690	\$39,380
LWDB14 - WorkNet Pinellas, Inc. (DBA CareerSource Pinellas)	044572316	RWB14	038685	\$32,234	\$32,234	\$64,468	\$32,234	\$32,234	\$64,468
LWDB15 - Tampa Bay Workforce Alliance, Inc. (DBA CareerSource Tampa Bay)	145557190	RWB15	038686	\$61,076	\$61,076	\$122,152	\$61,076	\$61,076	\$122,152
LWDB16 - Pasco-Hernando Workforce Board, Inc. (DBA CareerSource Pasco Hernando)	145017468	RWB16	038687	\$27,796	\$27,796	\$55,592	\$27,796	\$27,796	\$55,592
LWDB17 - Polk County Workforce Development Board, Inc. (DBA CareerSource Polk)	131647674	RWB17	038688	\$17,269	\$17,269	\$34,538	\$17,269	\$17,269	\$34,538
LWDB18 - Suncoast Workforce Board, Inc. (DBA CareerSource Suncoast)	003876625	RWB18	038689	\$21,658	\$21,658	\$43,316	\$21,658	\$21,658	\$43,316
LWDB19 - Heartland Workforce Investment Board, Inc. (DBA CareerSource Heartland)	070572719	RWB19	038690	\$11,064	\$11,064	\$22,128	\$11,064	\$11,064	\$22,128
LWDB20 - Workforce Development Board of the Treasure Coast, Inc. (DBA CareerSource Research Coast)	158021357	RWB20	038691	\$11,582	\$11,582	\$23,164	\$11,582	\$11,582	\$23,164
LWDB21 - CareerSource Palm Beach County, Inc.	613975965	RWB21	038692	\$25,275	\$50,550	\$75,825	\$25,275	\$50,550	\$75,825
LWDB22- CareerSource Broward	077283695	RWB22	038693	\$33,523	\$67,046	\$100,569	\$33,523	\$67,046	\$100,569
LWDB23 - South Florida Workforce Investment Board (DBA CareerSource South Florida)	800332897	RWB23	038694	\$71,998	\$71,998	\$143,996	\$71,998	\$71,998	\$143,996
LWDB24 - Southwest Florida Workforce Development Board, Inc. (DBA CareerSource Southwest Florida)	051306251	RWB24	038695	\$20,724	\$41,448	\$62,172	\$20,724	\$41,448	\$62,172
				\$563,275	\$633,243	\$1,196,518	\$563,275	\$633,243	\$1,196,518

# BUILDING A HIGH-PERFORMING **STATE WORKFORCE** BOARD

A FRAMEWORK  
AND  
STRATEGIES FOR STATES

## Acknowledgments

This is a joint publication of the National Governors Association Center for Best Practices (NGA Center) and the National Association of State Workforce Board Chairs. The lead author of this publication is Michael Bartlett, policy analyst, NGA Center, with support from a workgroup of state workforce experts, who are responsible for sharing state experiences and examples. A very special thanks to the members of that workgroup:

- Wendell Dallas, chairman, Georgia Workforce Development Board;
- Sara Dunnigan, executive director, Virginia Board of Workforce Development;
- Wes Jurey, chairman, Texas Workforce Investment Council;
- Garret Oswald, director, Maine State Workforce Board;
- Eleni Papadakis, executive director, Washington Workforce Training & Education Coordinating Board; and
- Stephanie Veck, director, Colorado Workforce Development Council.

## About the National Governors Association Center for Best Practices

The National Governors Association Center for Best Practices (NGA Center) is the only research and development firm that directly serves the nation's governors and their key policy staff. Governors rely on the NGA Center to provide tailored technical assistance for challenges facing their states; to identify and share best practices from across the country; and to host meetings of leading policymakers, program officials and scholars. Through research reports, policy analyses, cross-state learning labs, state grants and other unique services, the NGA Center efficiently informs governors what works, what does not work and what lessons can be learned from others grappling with similar issues.

## About the National Association of State Workforce Board Chairs

The National Association of State Workforce Board Chairs is a membership organization that provides the chairs and staff of gubernatorial-appointed state workforce boards, which are responsible for overseeing state workforce development systems, opportunities to:

- Build their leadership capacity;
- Share best practices;
- Collectively influence federal workforce policy; and
- Become catalysts for state workforce development system reforms.

The association provides a unified voice for state workforce boards on national policy issues, with a focus on strengthening the nation's employment, training and education systems and on collaborating with other national organizations engaged in areas of common interest.

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## Executive Summary

### THE PROBLEM

As many as one in three businesses in the United States struggled to fill needed jobs in 2015.<sup>1</sup> Furthermore, millions of Americans, including at least 5.5 million youth, are disconnected from employment. Too often, state responses to these challenges are uncoordinated, and no single agency or entity is fully responsible for coordinating education and workforce development agencies to connect businesses with the talent they need.

### THE OPPORTUNITY

Governors have a tremendous opportunity through the implementation of the federal Workforce Innovation and Opportunity Act (WIOA) to reset their state workforce boards that oversee the publicly-funded workforce system. This reset can ensure that boards are empowered to lead the alignment of the state's education and workforce development systems to meet the needs of businesses and workers. This guide will lay out a framework for high-performing boards and will provide clear examples of how governors are already leading the way.

A high-performing state workforce board is one that provides leadership to the entire education and workforce system to create sustainable change. Looking across states, three key roles stand out as being critical for achieving success as well as represent the system leadership high-performing boards use to move their states forward. High-performing boards:

- Set and communicate the **Vision** for the workforce system;
- Model and manage **Strategic Partnerships** that achieve the vision; and
- Use data and accountability systems to **Keep the System Accountable** to the vision.

This framework in Figure 1 on [page 3](#) provides a clear understanding of the high-level roles that state workforce boards need to fulfill. It offers clear guidance and examples of what these roles look like in practice across a variety of individual state contexts, ultimately leading to better outcomes for businesses, workers and state economies.



1 Manpower Group, "2015 Talent Shortage Survey," [http://www.manpowergroup.com/wps/wcm/connect/db23c560-08b6-485f-9bf6-f5f38a43c76a/2015\\_Talent\\_Shortage\\_Survey\\_US-lo\\_res.pdf?MOD=AJPERES](http://www.manpowergroup.com/wps/wcm/connect/db23c560-08b6-485f-9bf6-f5f38a43c76a/2015_Talent_Shortage_Survey_US-lo_res.pdf?MOD=AJPERES) (accessed August 1, 2016).

2 State of Nebraska Office of the Governor, "Executive Order 15-03," <http://nlcs1.nlc.state.ne.us/docs/pilot/pubs/eofiles/15-03.pdf> (accessed September 9, 2016).

Figure 1: Three Critical Roles For High-Performing State Workforce Boards



## The Challenge for States: Introduction and Background

As state economies continue to grow and put more people to work, finding skilled labor is increasingly the greatest challenge facing many competitive American businesses. Considering 32 percent of U.S. businesses consistently report difficulty finding skilled talent to fill job openings—particularly in technical, middle-class jobs—a need for state action to connect individuals to careers exists.<sup>3</sup> Despite job openings, a significant number of Americans are unemployed or underemployed, including the 5.5 million youth ages 16 to 24 who are not connected to school or work.<sup>4</sup>

This disconnect represents significant lost opportunities, wages, growth, taxes and more for states. The public sector plays a clear role in better matching individuals with meaningful, long-term careers that also meet the demands of businesses today and tomorrow.

Though many governors and state officials realize the importance of this challenge, the core barrier for solving the disconnect stems from the lack of communication and alignment between various state agencies and programs. Potential employees often experience poor connections during the transitions from K-12 to post-secondary education and training to work. Businesses face a dizzying array of programs operated at state and local levels by a variety of entities that make finding skilled labor a confusing task.

3 Manpower Group, "2015 U.S. Talent Shortage Survey," <http://www.manpowergroup.us/campaigns/talent-shortage-2015/assets/pdf/2015-Talent-Shortage-Whitepaper.pdf> (accessed July 15, 2016).

4 "Zeroing In on Place and Race," Measure of America of the Social Science Research Council, <http://www.measureofamerica.org/youth-disconnection-2015/> (accessed July 15, 2016).

In the face of these challenges, a renewed focus on the role of state workforce boards addresses the disconnect by providing leadership that aligns the public education and workforce development systems. The ongoing implementation of the 2014 Workforce Innovation and Opportunity Act (WIOA)—the first significant piece of federal legislation to reform the public workforce system in more than a decade—provides an opportunity for governors to take a fresh look at how they organize and utilize their state workforce boards to achieve success. While WIOA identifies several operational functions of state boards, the law also envisions a broader, more strategic role for state boards as leaders of an integrated, job-driven public workforce system. WIOA refocuses state and local boards on formulating policies and providing leadership and governance to serve all the customers of the education and workforce system.

### WHAT IS A STATE WORKFORCE BOARD?

Though state workforce boards go by different names and can have unique structures, they share statutory responsibilities under 2014 Workforce Innovation and Opportunity Act, including oversight of the one-stop system of American Job Centers and development of a state plan. (For more detailed information on board composition and responsibilities, see [TEGL 27-14](#).<sup>5</sup>) State workforce boards are appointed by the governor and led by private sector business representatives, who make up a majority of the board's membership. Boards also include organized labor; leaders from state agencies responsible for post-secondary education, career and technical education, workforce development and economic development; and community organizations. Boards often represent the embodiment of public-private partnerships.

## The Path Forward: High-Performing State Workforce Boards as System Leaders

To achieve the broader vision of an integrated, job-driven public workforce system, state boards can focus on more than their statutory requirements. Indeed, focusing on developing and growing a state's economy requires thought and action that is broader than only WIOA. Given the complexity and number of partners involved in creating system success at the state, regional, and local level, governors must take a central role in setting the vision for the state, and ensuring boards articulate policies that fulfill that vision.

Looking across states, three key roles stand out as being critical for achieving success, which represent different domains of system leadership high-performing boards use to move their state forward (see Figure 2 on [page 5](#)). High-performing boards:

- Set and communicate the **Vision** for the workforce system;
- Model and manage **Strategic Partnerships** to achieve the vision; and
- Use data and other tools to **Keep the System Accountable** to the vision.

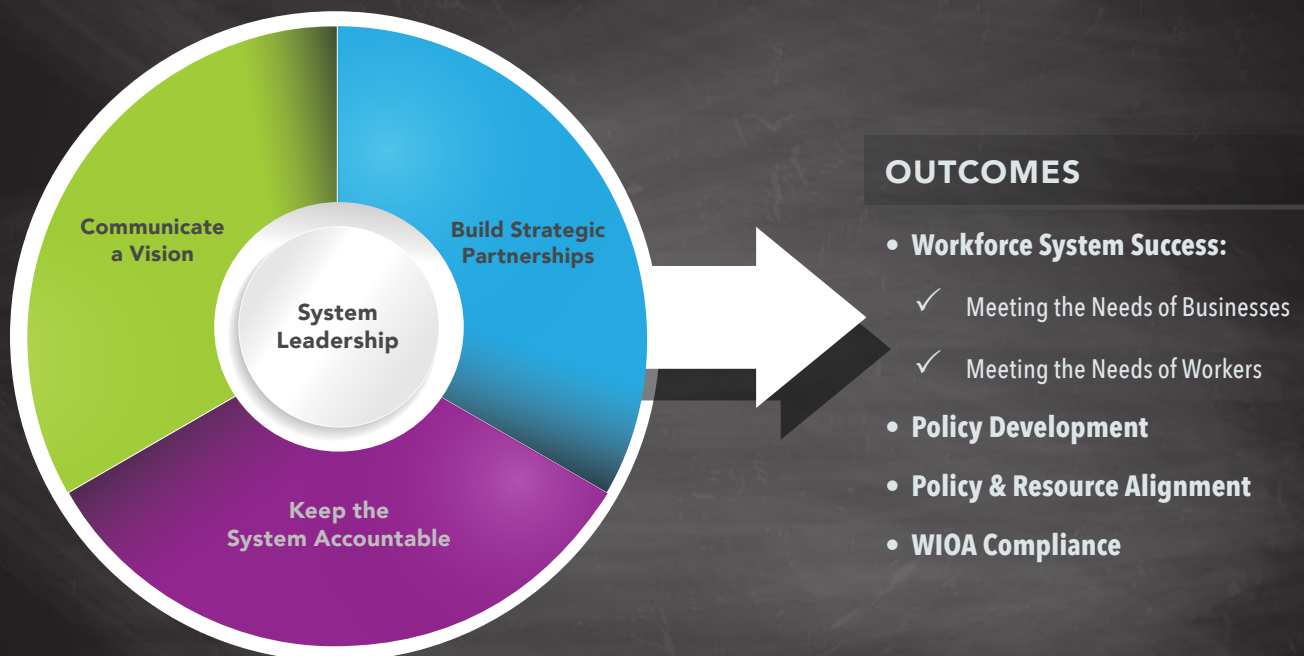
High-performing boards understand the mutually reinforcing opportunities and challenges that they must balance between their roles as the entity responsible for formulating, communicating and

<sup>5</sup> Employment and Training Administration, US Department of Labor, "Training and Employment Guidance Letter WIOA No. 27-14," [https://wdr.doleta.gov/directives/attach/TEGL/TEGL\\_27-14.pdf](https://wdr.doleta.gov/directives/attach/TEGL/TEGL_27-14.pdf) (accessed September 9, 2016).

leading the realization of the state’s vision for the workforce system and as the entity tasked with fulfilling the statutorily-required responsibilities of WIOA. Boards that focus on these domains of system leadership will be well positioned to achieve the requirements of WIOA, as well as maintain a broader focus on the success of their state’s businesses and workers.

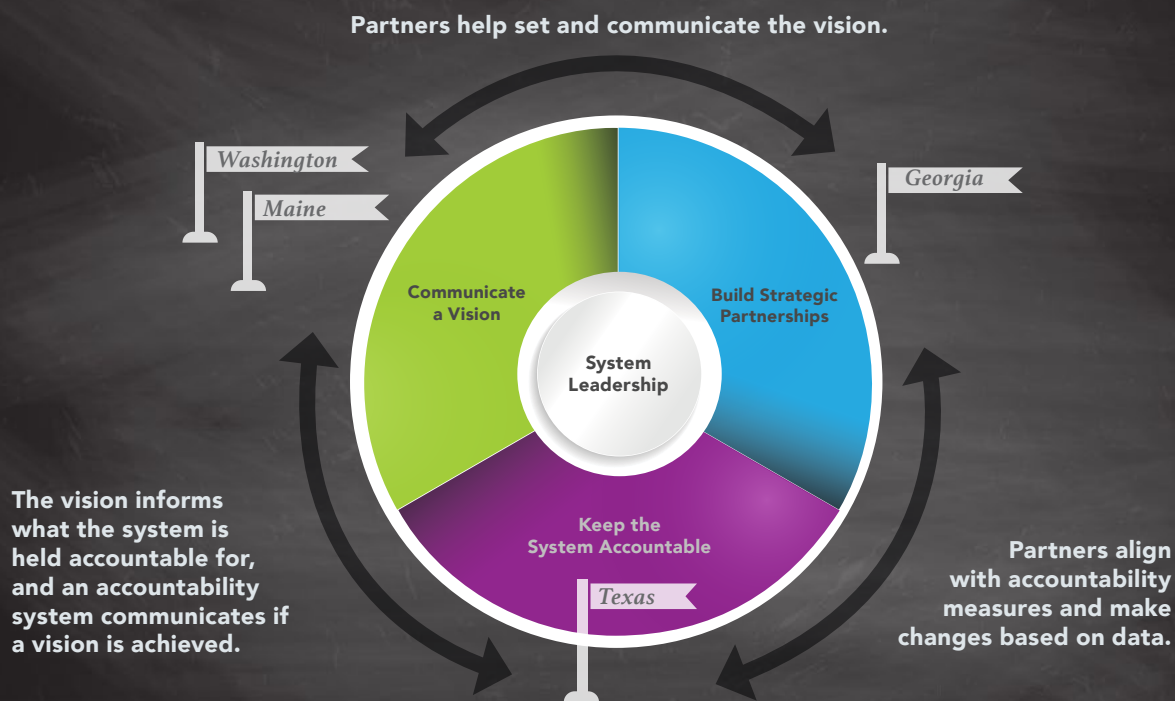
*A high-performing state workforce board is one that provides leadership to the entire workforce system to create sustainable change.*

Figure 2: Critical Roles for High-Performing State Workforce Boards



These roles are highly interrelated and represent different elements of leadership that cannot be approached sequentially or in silos (see Figure 3 on [page 6](#)). A high-performing board clearly articulates and shares the state’s vision for workforce development. This can include enumerated goals for the attainment of credentials or degrees or a vision for a system where all youth have access to integrated career pathways. Additionally, high-performing boards act as backbones that support the development of high-quality partnerships with industry, as well as across public agencies. Boards also create strategies that align state agencies and programs and other workforce system partners toward shared goals. Boards can organize the state’s strategy across agencies for business engagement, providing a unified voice to the business community so that the workforce system can meet their needs. Finally, high-performing boards use data to drive decision making and continuous improvement of the system. Data can be used to help keep all partners focused and accountable to the shared vision.

Figure 3: Connections Across Roles



### SET AND COMMUNICATE THE VISION FOR THE WORKFORCE SYSTEM

Developing a statewide vision and goals for the education and workforce development system is vital for ensuring that the state meets the needs of individuals and businesses. The governor and partners help set and communicate this vision, and by embracing it, they align their activities to achieve the vision. Operationally, boards can align their structures and meeting agendas with their strategic priorities, as well as collaborate with the governor's office and industry to develop shared messages and identify priority actions. Individual members of the board ideally serve as ambassadors of the workforce system and are provided tools to effectively communicate that vision broadly. Furthermore, as regional and local organizations understand and align to the board's vision, meaningful change is more likely to be implemented and sustained.



Capitalizing on the requirement of 2014 Workforce Innovation and Opportunity Act (WIOA) to align the various components of the workforce development system, the **Maine** State Workforce Board hosted a series of vision sessions throughout 2015. Bringing together a group of 60 workforce system stakeholders across 41 organizations, including businesses, state agencies, educators, advocates, economic development professionals and other policy makers. The partners convened for three full days to discuss the state's workforce development system and to create a strong vision for the future.

By focusing discussions on what success will look like for Maine's workforce development system in five to 10 years, the group could identify what changes need to occur in order to make the vision a reality. Ultimately, the process demonstrated that participants shared many of the same ideas, which resulted in a new vision for the state's workforce development system. That vision addresses the requirements of WIOA and also serves as a meaningful plan for the future that speaks to Maine's vision and goals for itself. Partners were encouraged to commit to staying connected to and involved in the work of the state and local workforce development boards or of the new WIOA workgroups that were formed to assist in the implementation of the strategic plan.



Tips from the field for setting and communicating a vision:

- Articulate a vision for the overall workforce system, not only for the board or WIOA;
- Develop the vision in collaboration with the governor and all stakeholders;
- Create a vision that is inspirational, aspirational and concise – one that answers the question, “Where the state is headed?”;
- Include all regions, populations, sectors and resources in the process;
- Use a common language that conveys the vision to different stakeholder groups throughout the state; and
- Realize the vision by focusing on two or three key areas or issues and aligning resources in support of these priorities.



**Washington's** workforce training and education coordinating board identified the importance of their board's steering committee in developing a comprehensive state plan, Talent and Prosperity for All, which combines more than 20 programs across seven agencies. A key factor in the plan's development was that the steering committee was jointly led by senior representatives of the two customers of the system: business and labor. By including representation from both customers, the board is able to develop solutions that serve all stakeholders. The business and labor co-leads and other stakeholders articulated a clear vision of success for the state: “A workforce system that empowers individuals, communities, and employers to realize their full potential through a universally accessible workforce system that continually improves and adapts to changing conditions and demands.”<sup>6</sup> This process also identified a small set of strategic priorities:

- **Improving the customer experience:** Better serving current and future workers;
- **Business engagement:** Engaging business for better results;
- **Accessibility and technology:** Ensuring access for everyone; and
- **Performance accountability:** Next generation performance measures.

Each of these areas was tackled by smaller working groups that replicated the customer-leadership process, ensuring that the vision and partnership was communicated to the program and implementation level. This was one important way to ensure stakeholder buy-in and make complex change more manageable.

## MODEL AND MANAGE STRATEGIC PARTNERSHIPS TO ACHIEVE THE VISION

Effective state workforce boards manage partnerships and alignment among state agencies, as well as the partnerships between state agencies and the private sector. Given the historic and renewed focus on building sector-based partnerships between education, workforce systems and industry, high-performing boards essentially model such partnerships, creating environments conducive to forming new partnerships and supporting existing partnerships. State boards can act as a hub or manager that understands and supports statewide and local partnerships. For example, state boards can coordinate state activities to ensure that the time of employers is spent wisely, avoiding scenarios where multiple agencies or programs approach the same set of employers with similar requests.

<sup>6</sup> Washington State Workforce Training & Education Coordinating Board, “Talent and Prosperity for All: The Strategic Plan for Unlocking Washington's Workforce Potential,” <http://www.wtb.wa.gov/Documents/TAPStrategic2016.pdf> (accessed September 9, 2016).

Tips from the field for modeling and managing strategic partnerships:

- Recognize that change takes time, and be open to mid-course corrections—over time collaboration becomes the new normal;
- Develop a clear decision-making process with a defined division of responsibilities among partners that recognizes the authority and autonomy of each partner;
- Understand that alignment requires meaningful day-to-day collaboration and coordination, not only a member's presence in a meeting;
- Build partnerships that are based upon a mutual understanding of each partner's perspectives and the identification of reciprocal value for all partners;
- Recruit board members who are empowered to serve as ambassadors for the system and communicate the vision to different stakeholders; and
- Be willing to have difficult conversations.



**Georgia's** workforce development board has embodied 2014 Workforce Innovation and Opportunity Act (WIOA) provisions requiring the alignment of, and coordination between, workforce and economic development activities through multiple strategic efforts. With key workforce program responsibilities shared across four state agencies, Georgia navigated the complex process of coordinating WIOA implementation across agencies. Furthermore, the state wanted to ensure that the local and regional perspectives and needs were represented. The state workforce development board created several working groups, each charged with different aspects of systems coordination. Core partners identified membership for each working group, including local representation. Having truly representative groups empowered with key decision-making authority allowed the working groups to reach consensus that hastened the successful implementation of policies.

Additionally, Georgia Governor Nathan Deal brought the state's workforce services under the Georgia Department of Economic Development (GDEcD) in April 2014, giving workforce activities a strong industry and business sector perspective and a deepened customer service mentality toward both business partners and participants. While GDEcD previously had a presence on the state board, Georgia's experience suggests this presence was not sufficient to achieving significant integration of programs and services. Joining the workforce programs to economic development through meaningful, day-to-day coordination aligns these two efforts, creating more streamlined services to businesses and individuals.

## USE DATA AND OTHER TOOLS TO HOLD THE SYSTEM ACCOUNTABLE TO THE VISION

A state workforce board can leverage its shared vision to help agencies develop a common dashboard of success indicators, coming to consensus around desired outcomes. That can include the performance metrics in WIOA, but it also can be more broad, as in the several states that have set state-wide educational and training attainment goals. High-performing boards understand how their system goals can be supported by the goals of individual programs like those in WIOA or the Elementary and Secondary Education Act (ESSA). In addition, state boards can develop a process for collecting and analyzing data and using metrics to make future policy and program adjustments. This involves using data to inform cross-agency planning processes and identifying the appropriate roles for each partner.

Tips from the field for holding the system accountable:

- Set specific goals and strategic priorities related to the state vision that would demonstrate progress towards achieving the vision;
- Develop an evaluation plan for your board that will assess whether the board is making progress;
- Establish a timeline of activities and desired milestones related to each goal or priority;
- Identify which partners are accountable for what activities and milestones to keep partners focused and honest; and
- Utilize both partner feedback and other data sources in a documented and consistent way to correct course, align systems and direct resources.



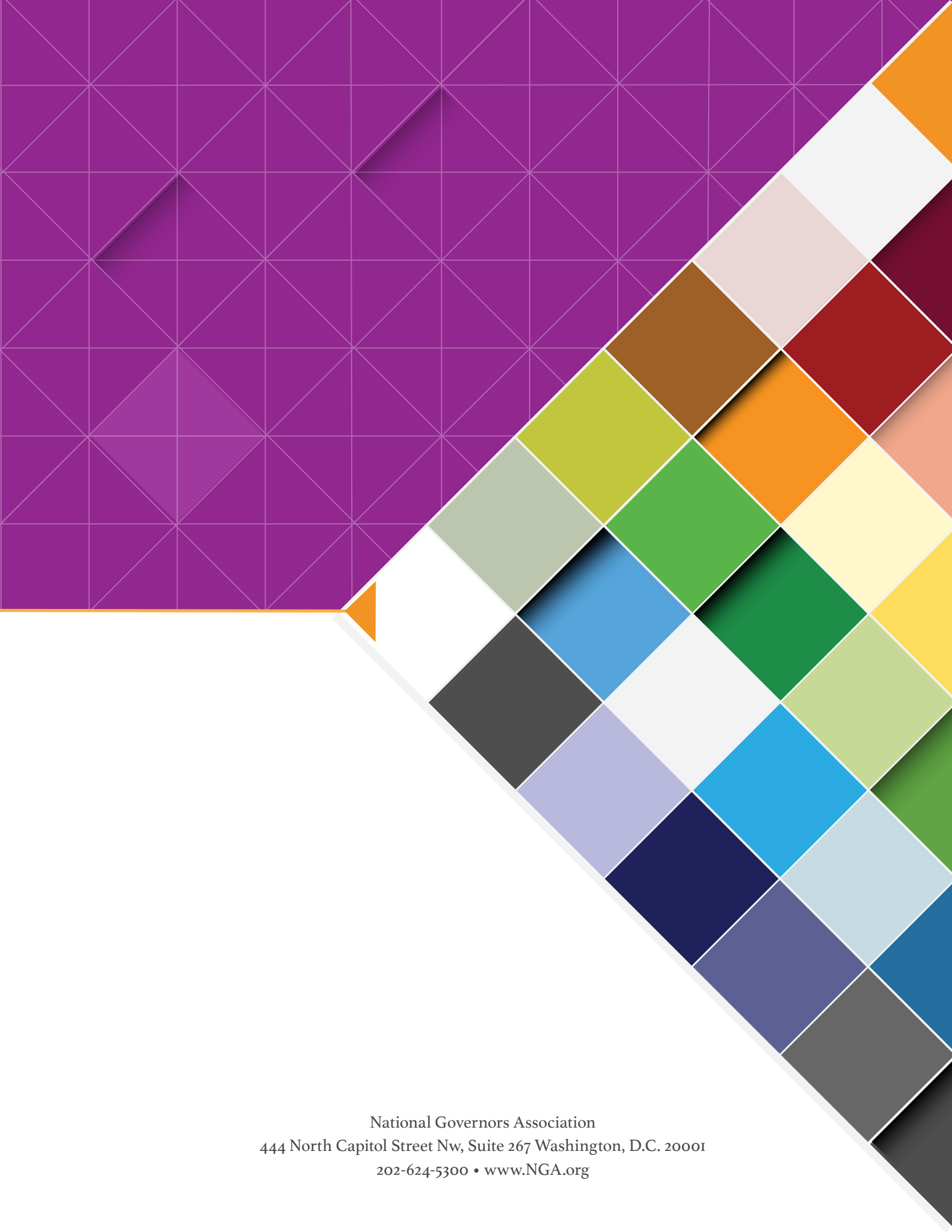
In many states, the workforce system is understood in narrow terms, such as only representing the core 2014 Workforce Innovation and Opportunity Act (WIOA) titles. Many agencies with workforce programs do not see themselves as part of the workforce system and, therefore, are not part of the system governance and management in any significant way. Facing this lack of system identity or any mechanism to communicate the goals and priorities of the system, the **Texas** Workforce Investment Council implemented a system integration technical advisory council to:

- Create a system identity across 25 programs and eight agencies;
- Build agency partnerships over time to generate a collaborative and aligned culture; and
- Guide the implantation of, and reporting on, the system's strategic plan.

Members of the Texas Workforce Investment Council implemented a system integration technical advisory council that represented all the relevant agencies of the system, including agencies that did not traditionally see themselves as part of the workforce system, such as the Texas Health and Human Services Commission, the Texas Juvenile Justice Department and the Texas Veterans Commission.

The process of enabling partners to develop a system identity took several years. A 2015 evaluation of their efforts documented several changes in policy, legislation and funding that brought greater alignment and success to the system. By focusing on system accountability and documenting its successes and achievements, Texas institutionalized the workforce system's vision into other agencies' accountability processes.





National Governors Association  
444 North Capitol Street Nw, Suite 267 Washington, D.C. 20001  
202-624-5300 • [www.NGA.org](http://www.NGA.org)



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INGRAM  
CPAs and Advisors  
[CRlcpa.com](http://CRlcpa.com)

April 15, 2020

CareerSource Florida, Inc  
PO Box 13179  
Tallahassee, FL 32317

Dear Mr. Collins:

Enclosed is the organization's 2018 Exempt Organization return.

Specific filing instructions are as follows.

**FORM 990 RETURN:**

This return has qualified for electronic filing. After you have reviewed the return for completeness and accuracy, please sign, date and return Form 8879-EO to our office. We will transmit the return electronically to the IRS and no further action is required. Return Form 8879-EO to us by May 15, 2020.

A copy of the return is enclosed for your files. We suggest that you retain this copy indefinitely.

Very truly yours,

Michael C Carter

# TAX RETURN FILING INSTRUCTIONS

FORM 990

**FOR THE YEAR ENDING**

June 30, 2019

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**Prepared For:**

CareerSource Florida, Inc  
PO Box 13179  
Tallahassee, FL 32317

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**Prepared By:**

Carr, Riggs & Ingram, LLC  
2633 Centennial Blvd., Ste 200  
Tallahassee, FL 32308

---

**Amount Due or Refund:**

Not applicable

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**Make Check Payable To:**

Not applicable

---

**Mail Tax Return and Check (if applicable) To:**

Not applicable

---

**Return Must be Mailed On or Before:**

Not applicable

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**Special Instructions:**

This return has qualified for electronic filing. After you have reviewed the return for completeness and accuracy, please sign, date and return Form 8879-EO to our office using our secure file transfer website – <https://cricpa.sharefile.com/share/filedrop> . We will transmit the return electronically to the IRS and no further action is required. Return Form 8879-EO to us by May 15, 2020

Form **8879-EO****IRS e-file Signature Authorization  
for an Exempt Organization**

OMB No. 1545-1878

Department of the Treasury  
Internal Revenue ServiceFor calendar year 2018, or fiscal year beginning JUL 1, 2018, and ending JUN 30, 2019**2018**▶ **Do not send to the IRS. Keep for your records.**▶ **Go to [www.irs.gov/Form8879EO](http://www.irs.gov/Form8879EO) for the latest information.**

Name of exempt organization

Employer identification number

**CAREERSOURCE FLORIDA, INC****59-3659026**

Name and title of officer

**ANDREW COLLINS****COO/CFO****Part I Type of Return and Return Information** (Whole Dollars Only)

Check the box for the return for which you are using this Form 8879-EO and enter the applicable amount, if any, from the return. If you check the box on line **1a**, **2a**, **3a**, **4a**, or **5a**, below, and the amount on that line for the return being filed with this form was blank, then leave line **1b**, **2b**, **3b**, **4b**, or **5b**, whichever is applicable, blank (do not enter -0-). But, if you entered -0- on the return, then enter -0- on the applicable line below. **Do not** complete more than one line in Part I.

<b>1a</b> Form 990 check here ▶ <input checked="" type="checkbox"/>	<b>b Total revenue</b> , if any (Form 990, Part VIII, column (A), line 12) .....	<b>1b</b> <u>17,350,180.</u>
<b>2a</b> Form 990-EZ check here ▶ <input type="checkbox"/>	<b>b Total revenue</b> , if any (Form 990-EZ, line 9) .....	<b>2b</b> _____
<b>3a</b> Form 1120-POL check here ▶ <input type="checkbox"/>	<b>b Total tax</b> (Form 1120-POL, line 22) .....	<b>3b</b> _____
<b>4a</b> Form 990-PF check here ▶ <input type="checkbox"/>	<b>b Tax based on investment income</b> (Form 990-PF, Part VI, line 5) .....	<b>4b</b> _____
<b>5a</b> Form 8868 check here ▶ <input type="checkbox"/>	<b>b Balance Due</b> (Form 8868, line 3c) .....	<b>5b</b> _____

**Part II Declaration and Signature Authorization of Officer**

Under penalties of perjury, I declare that I am an officer of the above organization and that I have examined a copy of the organization's 2018 electronic return and accompanying schedules and statements and to the best of my knowledge and belief, they are true, correct, and complete. I further declare that the amount in Part I above is the amount shown on the copy of the organization's electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the organization's return to the IRS and to receive from the IRS (a) an acknowledgement of receipt or reason for rejection of the transmission, (b) the reason for any delay in processing the return or refund, and (c) the date of any refund. If applicable, I authorize the U.S. Treasury and its designated Financial Agent to initiate an electronic funds withdrawal (direct debit) entry to the financial institution account indicated in the tax preparation software for payment of the organization's federal taxes owed on this return, and the financial institution to debit the entry to this account. To revoke a payment, I must contact the U.S. Treasury Financial Agent at 1-888-353-4537 no later than 2 business days prior to the payment (settlement) date. I also authorize the financial institutions involved in the processing of the electronic payment of taxes to receive confidential information necessary to answer inquiries and resolve issues related to the payment. I have selected a personal identification number (PIN) as my signature for the organization's electronic return and, if applicable, the organization's consent to electronic funds withdrawal.

**Officer's PIN: check one box only**

☒ I authorize CARR, RIGGS & INGRAM, LLC to enter my PIN 07991  
 ERO firm name Enter five numbers, but do not enter all zeros

as my signature on the organization's tax year 2018 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I also authorize the aforementioned ERO to enter my PIN on the return's disclosure consent screen.

☐ As an officer of the organization, I will enter my PIN as my signature on the organization's tax year 2018 electronically filed return. If I have indicated within this return that a copy of the return is being filed with a state agency(ies) regulating charities as part of the IRS Fed/State program, I will enter my PIN on the return's disclosure consent screen.

Officer's signature ▶ \_\_\_\_\_ Date ▶ \_\_\_\_\_

**Part III Certification and Authentication**

**ERO's EFIN/PIN.** Enter your six-digit electronic filing identification number (EFIN) followed by your five-digit self-selected PIN.

**59178032308****Do not enter all zeros**

I certify that the above numeric entry is my PIN, which is my signature on the 2018 electronically filed return for the organization indicated above. I confirm that I am submitting this return in accordance with the requirements of **Pub. 4163**, Modernized e-File (MeF) Information for Authorized IRS e-file Providers for Business Returns.

ERO's signature ▶ CARR, RIGGS & INGRAM, LLC Date ▶ 04/15/20**ERO Must Retain This Form - See Instructions****Do Not Submit This Form to the IRS Unless Requested To Do So**

LHA For Paperwork Reduction Act Notice, see instructions.

Form **8879-EO** (2018)

823051 10-26-18

12140415 794202 45-07991.000

2018.05070 CAREERSOURCE FLORIDA, INC 45-07991

EXTENDED TO MAY 15, 2020

Form **990**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.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2018**Open to Public  
Inspection**A** For the 2018 calendar year, or tax year beginning **JUL 1, 2018** and ending **JUN 30, 2019****B** Check if applicable:

- ☐ Address change  
☐ Name change  
☐ Initial return  
☐ Final return/terminated  
☐ Amended return  
☐ Application pending

**C** Name of organization**CAREERSOURCE FLORIDA, INC**

Doing business as

Number and street (or P.O. box if mail is not delivered to street address)

**PO BOX 13179**

Room/suite

City or town, state or province, country, and ZIP or foreign postal code

**TALLAHASSEE, FL 32317****F** Name and address of principal officer: **MICHELLE DENNARD****SAME AS C ABOVE****D** Employer identification number**59-3659026****E** Telephone number**850-692-6887****G** Gross receipts \$ **17,350,180.****H(a)** Is this a group returnfor subordinates? ..... ☐ Yes ☒ No**H(b)** Are all subordinates included? ☐ Yes ☐ No

If "No," attach a list. (see instructions)

**H(c)** Group exemption number ▶**I** Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) ( ) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527**J** Website: ▶ **CAREERSOURCEFLORIDA.COM****K** Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶**L** Year of formation: **2000** **M** State of legal domicile: **FL****Part I Summary**

<b>Activities &amp; Governance</b>	<b>1</b>	Briefly describe the organization's mission or most significant activities: <b>THE FLORIDA WORKFORCE SYSTEM CONNECTS EMPLOYERS WITH QUALIFIED, SKILLED TALENT AND FLORIDIANS</b>
	<b>2</b>	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.
	<b>3</b>	Number of voting members of the governing body (Part VI, line 1a) ..... <b>25</b>
	<b>4</b>	Number of independent voting members of the governing body (Part VI, line 1b) ..... <b>25</b>
	<b>5</b>	Total number of individuals employed in calendar year 2018 (Part V, line 2a) ..... <b>28</b>
	<b>6</b>	Total number of volunteers (estimate if necessary) ..... <b>32</b>
	<b>7a</b>	Total unrelated business revenue from Part VIII, column (C), line 12 ..... <b>0.</b>
<b>7b</b>	Net unrelated business taxable income from Form 990-T, line 38 ..... <b>0.</b>	
<b>Revenue</b>	<b>8</b>	Contributions and grants (Part VIII, line 1h) ..... <b>14,906,163.</b>
	<b>9</b>	Program service revenue (Part VIII, line 2g) ..... <b>0.</b>
	<b>10</b>	Investment income (Part VIII, column (A), lines 3, 4, and 7d) ..... <b>654.</b>
	<b>11</b>	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) ..... <b>20,125.</b>
	<b>12</b>	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) ..... <b>14,926,942.</b>
	<b>13</b>	Grants and similar amounts paid (Part IX, column (A), lines 1-3) ..... <b>7,997,307.</b>
<b>Expenses</b>	<b>14</b>	Benefits paid to or for members (Part IX, column (A), line 4) ..... <b>0.</b>
	<b>15</b>	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) ..... <b>2,858,292.</b>
	<b>16a</b>	Professional fundraising fees (Part IX, column (A), line 11e) ..... <b>0.</b>
	<b>b</b>	Total fundraising expenses (Part IX, column (D), line 25) ▶ <b>0.</b>
	<b>17</b>	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) ..... <b>4,095,421.</b>
	<b>18</b>	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) ..... <b>14,951,020.</b>
<b>Net Assets or Fund Balances</b>	<b>19</b>	Revenue less expenses. Subtract line 18 from line 12 ..... <b>-24,078.</b>
	<b>20</b>	Total assets (Part X, line 16) ..... <b>19,783,706.</b>
	<b>21</b>	Total liabilities (Part X, line 26) ..... <b>18,331,205.</b>
	<b>22</b>	Net assets or fund balances. Subtract line 21 from line 20 ..... <b>1,452,501.</b>

**Part II Signature Block**

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

<b>Sign Here</b>	Signature of officer	Date			
	<b>ANDREW COLLINS, COO/CFO</b> Type or print name and title				
<b>Paid Preparer Use Only</b>	Print/Type preparer's name <b>MICHAEL C CARTER</b>	Preparer's signature <b>MICHAEL C CARTER</b>	Date <b>04/15/20</b>	Check <input type="checkbox"/> if self-employed	PTIN <b>P00292302</b>
	Firm's name ▶ <b>CARR, RIGGS &amp; INGRAM, LLC</b>	Firm's EIN ▶ <b>72-1396621</b>	Phone no. <b>850.878.8777</b>		
Firm's address ▶ <b>2633 CENTENNIAL BLVD., STE 200 TALLAHASSEE, FL 32308</b>					

May the IRS discuss this return with the preparer shown above? (see instructions) ☒ Yes ☐ No

**Part III** Statement of Program Service AccomplishmentsCheck if Schedule O contains a response or note to any line in this Part III ☐

- 1**
- Briefly describe the organization's mission:

**THE FLORIDA WORKFORCE SYSTEM CONNECTS EMPLOYERS WITH QUALIFIED, SKILLED TALENT AND FLORIDIANS WITH EMPLOYMENT AND CAREER DEVELOPMENT OPPORTUNITIES TO ACHIEVE ECONOMIC PROSPERITY.**

- 2**
- Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?
- ☐
- Yes
- ☒
- No

If "Yes," describe these new services on Schedule O.

- 3**
- Did the organization cease conducting, or make significant changes in how it conducts, any program services?
- ☐
- Yes
- ☒
- No

If "Yes," describe these changes on Schedule O.

- 4**
- Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

**4a** (Code: ) (Expenses \$ 7,091,168. including grants of \$ 7,091,168. ) (Revenue \$ )  
**THE QUICK RESPONSE TRAINING PROGRAM, FUNDED WITH STATE DOLLARS, PROVIDES CUSTOMIZED TRAINING TO NEW VALUE ADDED BUSINESSES LOCATED IN FLORIDA AND TO EXISTING OR EXPANDING BUSINESSES THAT MEET THE STATE'S ECONOMIC GOALS.**

**4b** (Code: ) (Expenses \$ 2,798,682. including grants of \$ 2,798,682. ) (Revenue \$ )  
**THE INCUMBENT WORKER TRAINING PROGRAM PROVIDES GRANT FUNDS TO FLORIDA COMPANIES FOR SKILLS UPGRADE TRAINING OF CURRENTLY EMPLOYED WORKERS IN AN EFFORT TO KEEP THE COMPANY AND WORKERS COMPETITIVE. THE PROGRAM IS FUNDED WITH FEDERAL WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) DOLLARS.**

**4c** (Code: ) (Expenses \$ 3,039,850. including grants of \$ ) (Revenue \$ )  
**CONTRACTS EXECUTED BY CAREERSOURCE FLORIDA, INC. FOR SERVICES PROVIDED BY VENDORS TO SUPPORT STATE-LEVEL INITIATIVES.**

- 4d**
- Other program services (Describe in Schedule O.)

(Expenses \$ including grants of \$ ) (Revenue \$ )

**4e** Total program service expenses **12,929,700.**

**Part IV Checklist of Required Schedules**

	Yes	No
<b>1</b> Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	<b>1</b> X	
<b>2</b> Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	<b>2</b> X	
<b>3</b> Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>	<b>3</b>	X
<b>4</b> <b>Section 501(c)(3) organizations.</b> Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>	<b>4</b>	X
<b>5</b> 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? <i>If "Yes," complete Schedule C, Part III</i>	<b>5</b>	X
<b>6</b> 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? <i>If "Yes," complete Schedule D, Part I</i>	<b>6</b>	X
<b>7</b> Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>	<b>7</b>	X
<b>8</b> Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	<b>8</b>	X
<b>9</b> Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>	<b>9</b>	X
<b>10</b> Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>	<b>10</b>	X
<b>11</b> 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.		
<b>a</b> Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	<b>11a</b> X	
<b>b</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? <i>If "Yes," complete Schedule D, Part VII</i>	<b>11b</b>	X
<b>c</b> 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? <i>If "Yes," complete Schedule D, Part VIII</i>	<b>11c</b>	X
<b>d</b> 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? <i>If "Yes," complete Schedule D, Part IX</i>	<b>11d</b>	X
<b>e</b> Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	<b>11e</b> X	
<b>f</b> 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)? <i>If "Yes," complete Schedule D, Part X</i>	<b>11f</b> X	
<b>12a</b> Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	<b>12a</b> X	
<b>b</b> Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>	<b>12b</b>	X
<b>13</b> Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	<b>13</b>	X
<b>14a</b> Did the organization maintain an office, employees, or agents outside of the United States?	<b>14a</b>	X
<b>b</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 foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>	<b>14b</b>	X
<b>15</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>	<b>15</b>	X
<b>16</b> Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>	<b>16</b>	X
<b>17</b> Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i>	<b>17</b>	X
<b>18</b> Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	<b>18</b>	X
<b>19</b> Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>	<b>19</b>	X
<b>20a</b> Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	<b>20a</b>	X
<b>b</b> If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	<b>20b</b>	
<b>21</b> 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? <i>If "Yes," complete Schedule I, Parts I and II</i>	<b>21</b> X	

**Part IV Checklist of Required Schedules** (continued)

	Yes	No
<b>22</b> 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? <i>If "Yes," complete Schedule I, Parts I and III</i> .....	<b>22</b>	X
<b>23</b> 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? <i>If "Yes," complete Schedule J</i> .....	<b>23</b>	X
<b>24a</b> 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? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i> .....	<b>24a</b>	X
<b>b</b> Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception? .....	<b>24b</b>	
<b>c</b> Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds? .....	<b>24c</b>	
<b>d</b> Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year? .....	<b>24d</b>	
<b>25a</b> <b>Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations.</b> Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i> .....	<b>25a</b>	X
<b>b</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? <i>If "Yes," complete Schedule L, Part I</i> .....	<b>25b</b>	X
<b>26</b> 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? <i>If "Yes," complete Schedule L, Part II</i> .....	<b>26</b>	X
<b>27</b> 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? <i>If "Yes," complete Schedule L, Part III</i> .....	<b>27</b>	X
<b>28</b> 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):		
<b>a</b> A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> .....	<b>28a</b>	X
<b>b</b> A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i> .....	<b>28b</b>	X
<b>c</b> 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? <i>If "Yes," complete Schedule L, Part IV</i> .....	<b>28c</b>	X
<b>29</b> Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i> .....	<b>29</b>	X
<b>30</b> Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i> .....	<b>30</b>	X
<b>31</b> Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i> .....	<b>31</b>	X
<b>32</b> Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i> .....	<b>32</b>	X
<b>33</b> Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i> .....	<b>33</b>	X
<b>34</b> Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i> .....	<b>34</b>	X
<b>35a</b> Did the organization have a controlled entity within the meaning of section 512(b)(13)? .....	<b>35a</b>	X
<b>b</b> If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....	<b>35b</b>	
<b>36</b> <b>Section 501(c)(3) organizations.</b> Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i> .....	<b>36</b>	X
<b>37</b> Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i> .....	<b>37</b>	X
<b>38</b> Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? <b>Note.</b> All Form 990 filers are required to complete Schedule O .....	<b>38</b>	X

**Part V Statements Regarding Other IRS Filings and Tax Compliance**Check if Schedule O contains a response or note to any line in this Part V ☐

	Yes	No
<b>1a</b> Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable .....	<b>1a</b>	7
<b>b</b> Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable .....	<b>1b</b>	0
<b>c</b> Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners? .....	<b>1c</b>	X



**Part V** Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
<b>2a</b> 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	<b>2a</b> 28		
<b>b</b> If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	<b>2b</b>	X	
<b>Note.</b> If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			
<b>3a</b> Did the organization have unrelated business gross income of \$1,000 or more during the year?	<b>3a</b>		X
<b>b</b> If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	<b>3b</b>		
<b>4a</b> At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	<b>4a</b>		X
<b>b</b> If "Yes," enter the name of the foreign country: See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).			
<b>5a</b> Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	<b>5a</b>		X
<b>b</b> Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	<b>5b</b>		X
<b>c</b> If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	<b>5c</b>		
<b>6a</b> Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	<b>6a</b>		X
<b>b</b> If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	<b>6b</b>		
<b>7 Organizations that may receive deductible contributions under section 170(c).</b>			
<b>a</b> Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	<b>7a</b>		X
<b>b</b> If "Yes," did the organization notify the donor of the value of the goods or services provided?	<b>7b</b>		
<b>c</b> Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	<b>7c</b>		X
<b>d</b> If "Yes," indicate the number of Forms 8282 filed during the year	<b>7d</b>		
<b>e</b> Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	<b>7e</b>		X
<b>f</b> Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	<b>7f</b>		X
<b>g</b> If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	<b>7g</b>		X
<b>h</b> If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	<b>7h</b>		X
<b>8 Sponsoring organizations maintaining donor advised funds.</b> Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	<b>8</b>		
<b>9 Sponsoring organizations maintaining donor advised funds.</b>			
<b>a</b> Did the sponsoring organization make any taxable distributions under section 4966?	<b>9a</b>		
<b>b</b> Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	<b>9b</b>		
<b>10 Section 501(c)(7) organizations.</b> Enter:			
<b>a</b> Initiation fees and capital contributions included on Part VIII, line 12	<b>10a</b>		
<b>b</b> Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	<b>10b</b>		
<b>11 Section 501(c)(12) organizations.</b> Enter:			
<b>a</b> Gross income from members or shareholders	<b>11a</b>		
<b>b</b> Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	<b>11b</b>		
<b>12a Section 4947(a)(1) non-exempt charitable trusts.</b> Is the organization filing Form 990 in lieu of Form 1041?	<b>12a</b>		
<b>b</b> If "Yes," enter the amount of tax-exempt interest received or accrued during the year	<b>12b</b>		
<b>13 Section 501(c)(29) qualified nonprofit health insurance issuers.</b>			
<b>a</b> Is the organization licensed to issue qualified health plans in more than one state?	<b>13a</b>		
<b>Note.</b> See the instructions for additional information the organization must report on Schedule O.			
<b>b</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	<b>13b</b>		
<b>c</b> Enter the amount of reserves on hand	<b>13c</b>		
<b>14a</b> Did the organization receive any payments for indoor tanning services during the tax year?	<b>14a</b>		X
<b>b</b> If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	<b>14b</b>		
<b>15</b> Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year?	<b>15</b>		X
If "Yes," see instructions and file Form 4720, Schedule N.			
<b>16</b> Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	<b>16</b>		X
If "Yes," complete Form 4720, Schedule O.			

Form 990 (2018)

**Part VI Governance, Management, and Disclosure** For each "Yes" response to lines 2 through 7b below, and for a "No" 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**

	1a	1b	Yes	No
<b>1a</b> Enter the number of voting members of the governing body at the end of the tax year	25			
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.				
<b>b</b> Enter the number of voting members included in line 1a, above, who are independent		25		
<b>2</b> 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
<b>3</b> 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
<b>4</b> Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?			4	X
<b>5</b> Did the organization become aware during the year of a significant diversion of the organization's assets?			5	X
<b>6</b> Did the organization have members or stockholders?			6	X
<b>7a</b> Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?			7a	X
<b>b</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
<b>8</b> Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
<b>a</b> The governing body?			8a	X
<b>b</b> Each committee with authority to act on behalf of the governing body?			8b	X
<b>9</b> Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O			9	X

**Section B. Policies** (This Section B requests information about policies not required by the Internal Revenue Code.)

	Yes	No
<b>10a</b> Did the organization have local chapters, branches, or affiliates?	10a	X
<b>b</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	
<b>11a</b> Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	X
<b>b</b> Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
<b>12a</b> Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	X
<b>b</b> Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X
<b>c</b> Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	X
<b>13</b> Did the organization have a written whistleblower policy?	13	X
<b>14</b> Did the organization have a written document retention and destruction policy?	14	X
<b>15</b> 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 decision?		
<b>a</b> The organization's CEO, Executive Director, or top management official	15a	X
<b>b</b> Other officers or key employees of the organization	15b	X
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).		
<b>16a</b> Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	X
<b>b</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 organization's exempt status with respect to such arrangements?	16b	

**Section C. Disclosure**

**17** List the states with which a copy of this Form 990 is required to be filed **NONE**

**18** Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.  
☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

**19** 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.

**20** State the name, address, and telephone number of the person who possesses the organization's books and records **ANDREW COLLINS - 850-692-6887**  
**PO BOX 13179, TALLAHASSEE, 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 organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) ARNIE GIRNUN BOARD MEMBER	1.00	X						0.	0.	0.
(2) BRITTANY O. BIRKEN BOARD MEMBER	1.00	X						0.	0.	0.
(3) BRYAN NELSON BOARD MEMBER	1.00	X						0.	0.	0.
(4) CAMILLE LEE-JOHNSON BOARD MEMBER	1.00	X						0.	0.	0.
(5) DUANE E. DE FREESE BOARD MEMBER	1.00	X						0.	0.	0.
(6) ELIZABETH PORTER BOARD MEMBER	1.00	X						0.	0.	0.
(7) ELISHA GONZALEZ BONNEWITZ BOARD MEMBER	1.00	X						0.	0.	0.
(8) ELLI HURST BOARD MEMBER	1.00	X						0.	0.	0.
(9) JAMES NOLAN BOARD MEMBER	1.00	X						0.	0.	0.
(10) JOE YORK BOARD MEMBER	1.00	X						0.	0.	0.
(11) KEVIN DOYLE BOARD MEMBER	1.00	X						0.	0.	0.
(12) MICHAEL MYHRE BOARD MEMBER	1.00	X						0.	0.	0.
(13) RICK MATTHEWS BOARD MEMBER	1.00	X						0.	0.	0.
(14) ROBERT CAMPBELL BOARD MEMBER	1.00	X						0.	0.	0.
(15) ROD DUCKWORTH BOARD MEMBER	1.00	X						0.	0.	0.
(16) PAM STEWART BOARD MEMBER	1.00	X						0.	0.	0.
(17) ROBERT DOYLE BOARD MEMBER	1.00	X						0.	0.	0.

**Part VII** Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(18) ROSE CONRY BOARD MEMBER	1.00	X						0.	0.	0.
(19) BILL MONTFORD BOARD MEMBER	1.00	X						0.	0.	0.
(20) STEPHANIE SMITH BOARD MEMBER	1.00	X						0.	0.	0.
(21) TAYLOR HATCH BOARD MEMBER	1.00	X						0.	0.	0.
(22) CISSY PROCTOR BOARD MEMBER	1.00	X						0.	0.	0.
(23) STEVE CAPEHART BOARD MEMBER	1.00	X						0.	0.	0.
(24) TIM CENTER BOARD MEMBER	1.00	X						0.	0.	0.
(25) TODD REBOL BOARD MEMBER	1.00	X						0.	0.	0.
(26) TONY MCGEE BOARD MEMBER	1.00	X						0.	0.	0.
<b>1b Sub-total</b>								0.	0.	0.
<b>c Total from continuation sheets to Part VII, Section A</b>								869,530.	0.	150,022.
<b>d Total (add lines 1b and 1c)</b>								869,530.	0.	150,022.

**2** Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization **6**

**3** Did the organization list any **former** officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual

	Yes	No
<b>3</b>		X
<b>4</b>	X	
<b>5</b>		X

**4** For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual

**5** Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

**Section B. Independent Contractors**

**1** Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
MOORE COMMUNICATIONS GROUP 2011 DELTA BLVD., TALLAHASSEE, FL 32303	OUTREACH SVCS	963,191.
CARAHSOFT TECHNOLOGY CORPORATION, 1860 MICHAEL FARADAY DRIVE, STE. 100, RESTON,	LICENSING	513,761.
THE NORTH HIGHLAND COMPANY, LLC, 3800 ESPLANADE WAY, #160, TALLAHASSEE, FL 32311	CONSULTING PROFESSIONAL SVC	430,000.
KPMG, LLP 3689 COOLIDGE COURT, TALLAHASSEE, FL 32301	CONSULTING PROFESSIONAL SVC	398,730.
GROWTH TRANSITIONS, INC 3535 ROUTE 66, BLDG 4, NEPTUNE, NJ 07753	TECHNICAL SVCS	210,600.

**2** Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization **10**

SEE PART VII, SECTION A CONTINUATION SHEETS

Form **990** (2018)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below line)	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(27) WILLIAM "BILL" JOHNSON BOARD MEMBER	1.00	X						0.	0.	0.
(28) KEN LAWSON BOARD MEMBER	1.00	X						0.	0.	0.
(29) RON DESANTIS BOARD MEMBER	1.00	X						0.	0.	0.
(30) CHRIS LATVALA BOARD MEMBER	1.00	X						0.	0.	0.
(31) ERIC HALL BOARD MEMBER	1.00	X						0.	0.	0.
(32) RICHARD CORCORAN BOARD MEMBER	1.00	X						0.	0.	0.
(33) ANDREW COLLINS COO/CFO	40.00		X					177,490.	0.	33,663.
(34) MICHELLE R. DENNARD PRESIDENT/CEO	40.00		X					199,624.	0.	24,192.
(35) ANDRA CORNELIUS SENIOR VP	40.00				X			134,744.	0.	21,488.
(36) ADRIANE GRANT VP EXTERNAL AFFAIRS	40.00				X			124,632.	0.	27,735.
(37) MARY LAZOR STRATEGIC POLICY VP	40.00				X			124,944.	0.	14,072.
(38) AARON SCHMERBECK CHIEF ECONOMIST	40.00				X			108,096.	0.	28,872.
Total to Part VII, Section A, line 1c								869,530.		150,022.

**Part VIII Statement of Revenue**Check if Schedule O contains a response or note to any line in this Part VIII ☐

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512 - 514
<b>Contributions, Gifts, Grants and Other Similar Amounts</b>	<b>1 a</b> Federated campaigns .....	<b>1a</b>					
	<b>b</b> Membership dues .....	<b>1b</b>					
	<b>c</b> Fundraising events .....	<b>1c</b>					
	<b>d</b> Related organizations .....	<b>1d</b>					
	<b>e</b> Government grants (contributions) .....	<b>1e</b>	17,343,244.				
	<b>f</b> All other contributions, gifts, grants, and similar amounts not included above .....	<b>1f</b>	44.				
	<b>g</b> Noncash contributions included in lines 1a-1f: \$ .....						
	<b>h Total.</b> Add lines 1a-1f .....				17,343,288.		
<b>Program Service Revenue</b>	<b>2 a</b> .....			<b>Business Code</b>			
	<b>b</b> .....						
	<b>c</b> .....						
	<b>d</b> .....						
	<b>e</b> .....						
	<b>f</b> All other program service revenue .....						
	<b>g Total.</b> Add lines 2a-2f .....						
	<b>Other Revenue</b>	<b>3</b> Investment income (including dividends, interest, and other similar amounts) .....			652.		
<b>4</b> Income from investment of tax-exempt bond proceeds .....							
<b>5</b> Royalties .....				6,240.			6,240.
<b>6 a</b> Gross rents .....		(i) Real	(ii) Personal				
<b>b</b> Less: rental expenses .....							
<b>c</b> Rental income or (loss) .....							
<b>d</b> Net rental income or (loss) .....							
<b>7 a</b> Gross amount from sales of assets other than inventory .....		(i) Securities	(ii) Other				
<b>b</b> Less: cost or other basis and sales expenses .....							
<b>c</b> Gain or (loss) .....							
<b>d</b> Net gain or (loss) .....							
<b>8 a</b> Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18 .....		<b>a</b>					
<b>b</b> Less: direct expenses .....		<b>b</b>					
<b>c</b> Net income or (loss) from fundraising events .....							
<b>9 a</b> Gross income from gaming activities. See Part IV, line 19 .....		<b>a</b>					
<b>b</b> Less: direct expenses .....		<b>b</b>					
<b>c</b> Net income or (loss) from gaming activities .....							
<b>10 a</b> Gross sales of inventory, less returns and allowances .....		<b>a</b>					
<b>b</b> Less: cost of goods sold .....		<b>b</b>					
<b>c</b> Net income or (loss) from sales of inventory .....							
<b>Miscellaneous Revenue</b>			<b>Business Code</b>				
<b>11 a</b> .....							
<b>b</b> .....							
<b>c</b> .....							
<b>d</b> All other revenue .....							
<b>e Total.</b> Add lines 11a-11d .....							
<b>12 Total revenue.</b> See instructions .....				17,350,180.	0.	0.	6,892.

**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 ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
<b>1</b> Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21	9,889,850.	9,889,850.		
<b>2</b> Grants and other assistance to domestic individuals. See Part IV, line 22				
<b>3</b> Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
<b>4</b> Benefits paid to or for members				
<b>5</b> Compensation of current officers, directors, trustees, and key employees	441,280.		441,280.	
<b>6</b> Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
<b>7</b> Other salaries and wages	1,931,798.		1,931,798.	
<b>8</b> Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	181,564.		181,564.	
<b>9</b> Other employee benefits	318,922.		318,922.	
<b>10</b> Payroll taxes	166,673.		166,673.	
<b>11</b> Fees for services (non-employees):				
<b>a</b> Management				
<b>b</b> Legal	6,814.		6,814.	
<b>c</b> Accounting	164,824.		164,824.	
<b>d</b> Lobbying				
<b>e</b> Professional fundraising services. See Part IV, line 17				
<b>f</b> Investment management fees				
<b>g</b> Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	1,021,314.	759,474.	261,840.	
<b>12</b> Advertising and promotion	1,672,298.	1,672,298.		
<b>13</b> Office expenses	185,348.		185,348.	
<b>14</b> Information technology	608,078.	608,078.		
<b>15</b> Royalties				
<b>16</b> Occupancy	213,838.		213,838.	
<b>17</b> Travel	148,485.		148,485.	
<b>18</b> Payments of travel or entertainment expenses for any federal, state, or local public officials				
<b>19</b> Conferences, conventions, and meetings	76,332.		76,332.	
<b>20</b> Interest				
<b>21</b> Payments to affiliates				
<b>22</b> Depreciation, depletion, and amortization	87,465.		87,465.	
<b>23</b> Insurance	16,264.		16,264.	
<b>24</b> 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.)				
<b>a</b> OTHER EXPENSES	238,478.		238,478.	
<b>b</b> EQUIPMENT REPAIRS AND M	2,250.		2,250.	
<b>c</b>				
<b>d</b>				
<b>e</b> All other expenses				
<b>25</b> Total functional expenses. Add lines 1 through 24e	17,371,875.	12,929,700.	4,442,175.	0.
<b>26</b> 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)

**Part X Balance Sheet**

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

☒

		(A) Beginning of year		(B) End of year
<b>Assets</b>	<b>1</b> Cash - non-interest-bearing .....		<b>1</b>	
	<b>2</b> Savings and temporary cash investments .....	17,125,338.	<b>2</b>	16,732,492.
	<b>3</b> Pledges and grants receivable, net .....	2,098,279.	<b>3</b>	2,512,424.
	<b>4</b> Accounts receivable, net .....		<b>4</b>	
	<b>5</b> Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L .....		<b>5</b>	
	<b>6</b> Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instr). Complete Part II of Sch L .....		<b>6</b>	
	<b>7</b> Notes and loans receivable, net .....		<b>7</b>	
	<b>8</b> Inventories for sale or use .....		<b>8</b>	
	<b>9</b> Prepaid expenses and deferred charges .....	120,019.	<b>9</b>	223,430.
	<b>10a</b> Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D .....	<b>10a</b> 533,307.		
	<b>b</b> Less: accumulated depreciation .....	<b>10b</b> 156,687.	<b>10c</b>	376,620.
	<b>11</b> Investments - publicly traded securities .....		<b>11</b>	
	<b>12</b> Investments - other securities. See Part IV, line 11 .....		<b>12</b>	
	<b>13</b> Investments - program-related. See Part IV, line 11 .....		<b>13</b>	
	<b>14</b> Intangible assets .....		<b>14</b>	
	<b>15</b> Other assets. See Part IV, line 11 .....	500.	<b>15</b>	500.
<b>16</b> <b>Total assets.</b> Add lines 1 through 15 (must equal line 34) .....	19,783,706.	<b>16</b>	19,845,466.	
<b>Liabilities</b>	<b>17</b> Accounts payable and accrued expenses .....	992,370.	<b>17</b>	1,557,620.
	<b>18</b> Grants payable .....		<b>18</b>	
	<b>19</b> Deferred revenue .....	17,053,548.	<b>19</b>	16,634,703.
	<b>20</b> Tax-exempt bond liabilities .....		<b>20</b>	
	<b>21</b> Escrow or custodial account liability. Complete Part IV of Schedule D .....		<b>21</b>	
	<b>22</b> Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L .....		<b>22</b>	
	<b>23</b> Secured mortgages and notes payable to unrelated third parties .....		<b>23</b>	
	<b>24</b> Unsecured notes and loans payable to unrelated third parties .....		<b>24</b>	
	<b>25</b> Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D .....	285,287.	<b>25</b>	199,442.
	<b>26</b> <b>Total liabilities.</b> Add lines 17 through 25 .....	18,331,205.	<b>26</b>	18,391,765.
<b>Net Assets or Fund Balances</b>	<b>Organizations that follow SFAS 117 (ASC 958), check here</b> <input checked="" type="checkbox"/> <b>and complete lines 27 through 29, and lines 33 and 34.</b>			
	<b>27</b> Unrestricted net assets .....	1,452,501.	<b>27</b>	1,453,701.
	<b>28</b> Temporarily restricted net assets .....		<b>28</b>	
	<b>29</b> Permanently restricted net assets .....		<b>29</b>	
	<b>Organizations that do not follow SFAS 117 (ASC 958), check here</b> <input type="checkbox"/> <b>and complete lines 30 through 34.</b>			
	<b>30</b> Capital stock or trust principal, or current funds .....		<b>30</b>	
	<b>31</b> Paid-in or capital surplus, or land, building, or equipment fund .....		<b>31</b>	
	<b>32</b> Retained earnings, endowment, accumulated income, or other funds .....		<b>32</b>	
	<b>33</b> Total net assets or fund balances .....	1,452,501.	<b>33</b>	1,453,701.
	<b>34</b> Total liabilities and net assets/fund balances .....	19,783,706.	<b>34</b>	19,845,466.

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**Part XI Reconciliation of Net Assets**

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

☒

<b>1</b>	Total revenue (must equal Part VIII, column (A), line 12)	<b>1</b>	17,350,180.
<b>2</b>	Total expenses (must equal Part IX, column (A), line 25)	<b>2</b>	17,371,875.
<b>3</b>	Revenue less expenses. Subtract line 2 from line 1	<b>3</b>	-21,695.
<b>4</b>	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	<b>4</b>	1,452,501.
<b>5</b>	Net unrealized gains (losses) on investments	<b>5</b>	
<b>6</b>	Donated services and use of facilities	<b>6</b>	
<b>7</b>	Investment expenses	<b>7</b>	
<b>8</b>	Prior period adjustments	<b>8</b>	
<b>9</b>	Other changes in net assets or fund balances (explain in Schedule O)	<b>9</b>	22,895.
<b>10</b>	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	<b>10</b>	1,453,701.

**Part XII Financial Statements and Reporting**

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

☒

	Yes	No
<b>1</b> Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
<b>2a</b> Were the organization's financial statements compiled or reviewed by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis		<input checked="" type="checkbox"/>
<b>b</b> Were the organization's financial statements audited by an independent accountant? _____ If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	<input checked="" type="checkbox"/>	
<b>c</b> If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? _____ If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	<input checked="" type="checkbox"/>	
<b>3a</b> 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? _____	<input checked="" type="checkbox"/>	
<b>b</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 _____	<input checked="" type="checkbox"/>	

Form 990 (2018)



**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.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....	17149013.	20921798.	21272994.	14906163.	17343288.	91593256.
<b>2</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>3</b> The value of services or facilities furnished by a governmental unit to the organization without charge .....						
<b>4 Total.</b> Add lines 1 through 3 .....	17149013.	20921798.	21272994.	14906163.	17343288.	91593256.
<b>5</b> 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) .....						
<b>6 Public support.</b> Subtract line 5 from line 4.						91593256.

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
<b>7</b> Amounts from line 4 .....	17149013.	20921798.	21272994.	14906163.	17343288.	91593256.
<b>8</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....	21,244.	18,884.	20,082.	20,779.	6,892.	87,881.
<b>9</b> Net income from unrelated business activities, whether or not the business is regularly carried on .....						
<b>10</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>11 Total support.</b> Add lines 7 through 10						91681137.
<b>12</b> Gross receipts from related activities, etc. (see instructions) .....					12	
<b>13 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> .....						► <input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

<b>14</b> Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f)) .....	<b>14</b>	99.90	%
<b>15</b> Public support percentage from 2017 Schedule A, Part II, line 14 .....	<b>15</b>	99.68	%
<b>16a 33 1/3% support test - 2018.</b> If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....			► <input checked="" type="checkbox"/>
<b>b 33 1/3% support test - 2017.</b> If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and <b>stop here.</b> The organization qualifies as a publicly supported organization .....			► <input type="checkbox"/>
<b>17a 10% -facts-and-circumstances test - 2018.</b> If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization .....			► <input type="checkbox"/>
<b>b 10% -facts-and-circumstances test - 2017.</b> If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and <b>stop here.</b> Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization .....			► <input type="checkbox"/>
<b>18 Private foundation.</b> If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions .....			► <input type="checkbox"/>

Schedule A (Form 990 or 990-EZ) 2018

**Part III Support Schedule for Organizations Described in Section 509(a)(2)**

(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.)

**Section A. Public Support**

Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
<b>1</b> Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.") .....						
<b>2</b> 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 .....						
<b>3</b> Gross receipts from activities that are not an unrelated trade or business under section 513 .....						
<b>4</b> Tax revenues levied for the organization's benefit and either paid to or expended on its behalf .....						
<b>5</b> The value of services or facilities furnished by a governmental unit to the organization without charge ...						
<b>6 Total.</b> Add lines 1 through 5 .....						
<b>7a</b> Amounts included on lines 1, 2, and 3 received from disqualified persons .....						
<b>b</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 .....						
<b>c</b> Add lines 7a and 7b .....						
<b>8 Public support.</b> (Subtract line 7c from line 6.)						

**Section B. Total Support**

Calendar year (or fiscal year beginning in) ►	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
<b>9</b> Amounts from line 6 .....						
<b>10a</b> Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources .....						
<b>b</b> Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975 .....						
<b>c</b> Add lines 10a and 10b .....						
<b>11</b> Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on .....						
<b>12</b> Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.) .....						
<b>13 Total support.</b> (Add lines 9, 10c, 11, and 12.)						
<b>14 First five years.</b> If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and <b>stop here</b> .....						<input type="checkbox"/>

**Section C. Computation of Public Support Percentage**

<b>15</b> Public support percentage for 2018 (line 8, column (f), divided by line 13, column (f)) .....	<b>15</b>	%
<b>16</b> Public support percentage from 2017 Schedule A, Part III, line 15 .....	<b>16</b>	%

**Section D. Computation of Investment Income Percentage**

<b>17</b> Investment income percentage for 2018 (line 10c, column (f), divided by line 13, column (f)) .....	<b>17</b>	%
<b>18</b> Investment income percentage from 2017 Schedule A, Part III, line 17 .....	<b>18</b>	%

**19a 33 1/3% support tests - 2018.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization .....

**b 33 1/3% support tests - 2017.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here**. The organization qualifies as a publicly supported organization .....

**20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions .....

**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
<b>1</b> Are all of the organization's supported organizations listed by name in the organization's governing documents? <i>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.</i>		
<b>2</b> Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? <i>If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).</i>		
<b>3a</b> Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer (b) and (c) below.</i>		
<b>b</b> 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)? <i>If "Yes," describe in Part VI when and how the organization made the determination.</i>		
<b>c</b> Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? <i>If "Yes," explain in Part VI what controls the organization put in place to ensure such use.</i>		
<b>4a</b> Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked 12a or 12b in Part I, answer (b) and (c) below.</i>		
<b>b</b> Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? <i>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.</i>		
<b>c</b> 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)? <i>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.</i>		
<b>5a</b> Did the organization add, substitute, or remove any supported organizations during the tax year? <i>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).</i>		
<b>b</b> <b>Type I or Type II only.</b> Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
<b>c</b> <b>Substitutions only.</b> Was the substitution the result of an event beyond the organization's control?		
<b>6</b> 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? <i>If "Yes," provide detail in Part VI.</i>		
<b>7</b> Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (as 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? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
<b>8</b> Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? <i>If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).</i>		
<b>9a</b> 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))? <i>If "Yes," provide detail in Part VI.</i>		
<b>b</b> 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? <i>If "Yes," provide detail in Part VI.</i>		
<b>c</b> 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? <i>If "Yes," provide detail in Part VI.</i>		
<b>10a</b> 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)? <i>If "Yes," answer 10b below.</i>		
<b>b</b> Did the organization have any excess business holdings in the tax year? <i>(Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)</i>		

**Part IV** Supporting Organizations (continued)

	Yes	No
<b>11</b> Has the organization accepted a gift or contribution from any of the following persons?		
<b>a</b> A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
<b>11a</b>		
<b>b</b> A family member of a person described in (a) above?		
<b>11b</b>		
<b>c</b> A 35% controlled entity of a person described in (a) or (b) above? If "Yes" to a, b, or c, provide detail in <b>Part VI</b> .		
<b>11c</b>		

**Section B. Type I Supporting Organizations**

	Yes	No
<b>1</b> 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 <b>Part VI</b> 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 organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
<b>1</b>		
<b>2</b> 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 <b>Part VI</b> how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		
<b>2</b>		

**Section C. Type II Supporting Organizations**

	Yes	No
<b>1</b> 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 <b>Part VI</b> how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		
<b>1</b>		

**Section D. All Type III Supporting Organizations**

	Yes	No
<b>1</b> 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 prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
<b>1</b>		
<b>2</b> 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? If "No," explain in <b>Part VI</b> how the organization maintained a close and continuous working relationship with the supported organization(s).		
<b>2</b>		
<b>3</b> 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 <b>Part VI</b> the role the organization's supported organizations played in this regard.		
<b>3</b>		

**Section E. Type III Functionally Integrated Supporting Organizations**

	Yes	No
<b>1</b> Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).		
<b>a</b> <input type="checkbox"/> The organization satisfied the Activities Test. Complete <b>line 2</b> below.		
<b>b</b> <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete <b>line 3</b> below.		
<b>c</b> <input type="checkbox"/> The organization supported a governmental entity. Describe in <b>Part VI</b> how you supported a government entity (see instructions).		
<b>2</b> Activities Test. Answer (a) and (b) below.		
<b>a</b> Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? If "Yes," then in <b>Part VI</b> identify 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 determined that these activities constituted substantially all of its activities.		
<b>2a</b>		
<b>b</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 <b>Part VI</b> the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.		
<b>2b</b>		
<b>3</b> Parent of Supported Organizations. Answer (a) and (b) below.		
<b>a</b> 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? Provide details in <b>Part VI</b> .		
<b>3a</b>		
<b>b</b> Did the organization exercise a substantial degree of direction over the policies, programs, and activities of each of its supported organizations? If "Yes," describe in <b>Part VI</b> the role played by the organization in this regard.		
<b>3b</b>		

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations**

- 1 ☐ Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI.) **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E.

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (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	<b>Adjusted Net Income</b> (subtract lines 5, 6, and 7 from line 4)	8	

Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (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	<b>Total</b> (add lines 1a, 1b, and 1c)	1d	
e	<b>Discount</b> claimed for blockage or other factors (explain in detail in <b>Part VI</b> ):		
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	<b>Minimum Asset Amount</b> (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
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	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	<b>Distributable Amount.</b> Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally integrated Type III supporting organization (see instructions).		

Schedule A (Form 990 or 990-EZ) 2018

**Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations** (continued)

<b>Section D - Distributions</b>	<b>Current Year</b>
<b>1</b> Amounts paid to supported organizations to accomplish exempt purposes	
<b>2</b> Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
<b>3</b> Administrative expenses paid to accomplish exempt purposes of supported organizations	
<b>4</b> Amounts paid to acquire exempt-use assets	
<b>5</b> Qualified set-aside amounts (prior IRS approval required)	
<b>6</b> Other distributions (describe in <b>Part VI</b> ). See instructions.	
<b>7 Total annual distributions.</b> Add lines 1 through 6.	
<b>8</b> Distributions to attentive supported organizations to which the organization is responsive (provide details in <b>Part VI</b> ). See instructions.	
<b>9</b> Distributable amount for 2018 from Section C, line 6	
<b>10</b> Line 8 amount divided by line 9 amount	

<b>Section E - Distribution Allocations</b> (see instructions)	<b>(i) Excess Distributions</b>	<b>(ii) Underdistributions Pre-2018</b>	<b>(iii) Distributable Amount for 2018</b>
<b>1</b> Distributable amount for 2018 from Section C, line 6			
<b>2</b> Underdistributions, if any, for years prior to 2018 (reasonable cause required- explain in <b>Part VI</b> ). See instructions.			
<b>3</b> Excess distributions carryover, if any, to 2018			
<b>a</b> From 2013			
<b>b</b> From 2014			
<b>c</b> From 2015			
<b>d</b> From 2016			
<b>e</b> From 2017			
<b>f Total</b> of lines 3a through e			
<b>g</b> Applied to underdistributions of prior years			
<b>h</b> Applied to 2018 distributable amount			
<b>i</b> Carryover from 2013 not applied (see instructions)			
<b>j</b> Remainder. Subtract lines 3g, 3h, and 3i from 3f.			
<b>4</b> Distributions for 2018 from Section D, line 7: \$			
<b>a</b> Applied to underdistributions of prior years			
<b>b</b> Applied to 2018 distributable amount			
<b>c</b> Remainder. Subtract lines 4a and 4b from 4.			
<b>5</b> Remaining underdistributions for years prior to 2018, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>6</b> Remaining underdistributions for 2018. Subtract lines 3h and 4b from line 1. For result greater than zero, explain in <b>Part VI</b> . See instructions.			
<b>7 Excess distributions carryover to 2019.</b> Add lines 3j and 4c.			
<b>8</b> Breakdown of line 7:			
<b>a</b> Excess from 2014			
<b>b</b> Excess from 2015			
<b>c</b> Excess from 2016			
<b>d</b> Excess from 2017			
<b>e</b> Excess from 2018			

Schedule A (Form 990 or 990-EZ) 2018



**Supplemental Information.**

**Supplemental Information.** Provide the explanations required by Part II, line 10; Part II, line 17a or 17b; Part III, line 12; Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c; Part IV, Section B, lines 1 and 2; Part IV, Section C, line 1; Part IV, Section D, lines 2 and 3; Part IV, Section E, lines 1c, 2a, 2b, 3a, and 3b; Part V, line 1; Part V, Section B, line 1e; Part V, Section D, lines 5, 6, and 8; and Part V, Section E, lines 2, 5, and 6. Also complete this part for any additional information. (See instructions.)

**Schedule B**(Form 990, 990-EZ,  
or 990-PF)Department of the Treasury  
Internal Revenue Service**Schedule of Contributors**

- ▶ Attach to Form 990, Form 990-EZ, or Form 990-PF.  
▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2018**

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number

59-3659026

Organization type (check one):

**Filers of:****Section:**

Form 990 or 990-EZ

☒ 501(c)( 3 ) (enter number) organization☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation☐ 527 political organization

Form 990-PF

☐ 501(c)(3) exempt private foundation☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation☐ 501(c)(3) taxable private foundationCheck if your organization is covered by the **General Rule** or a **Special Rule**.**Note:** Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.**General Rule**

- ☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

**Special Rules**

- ☒ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ..... ▶ \$ \_\_\_\_\_

**Caution:** An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its 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).

Name of organization	Employer identification number
CAREERSOURCE FLORIDA, INC	59-3659026

**Part I Contributors** (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	US DEPARTMENT OF LABOR 200 INDEPENDENCE AVENUE SW WASHINGTON, DC 20201	\$ 9,053,525.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	US DEPARTMENT OF HEALTH AND HUMAN SERVICES 200 INDEPENDENCE AVENUE SW WASHINGTON, DC 20201	\$ 553,798.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
3	STATE OF FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY 107 EAST MADISON STREET TALLAHASSEE, FL 32399-0810	\$ 7,735,921.	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

Name of organization

Employer identification number

CAREERSOURCE FLORIDA, INC

59-3659026

**Part II** **Noncash Property** (see instructions). Use duplicate copies of Part II if additional space is needed.

(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	
		\$	

Name of organization

Employer identification number

**CAREERSOURCE FLORIDA, INC****59-3659026****Part III**

Exclusively religious, charitable, etc., contributions to organizations described in section 501(c)(7), (8), or (10) that total more than \$1,000 for the year from any one contributor. Complete columns (a) through (e) and the following line entry. For organizations completing Part III, enter the total of exclusively religious, charitable, etc., contributions of **\$1,000 or less** for the year. (Enter this info. once.) ► \$ \_\_\_\_\_

Use duplicate copies of Part III if additional space is needed.

(a) No. from Part I	(b) Purpose of gift	(c) Use of gift	(d) Description of how gift is held
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee
	(e) Transfer of gift		
	Transferee's name, address, and ZIP + 4		Relationship of transferor to transferee

**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.**▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.**

OMB No. 1545-0047

**2018****Open to Public  
Inspection****Name of the organization**

CAREERSOURCE FLORIDA, INC

**Employer identification number**

59-3659026

**Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(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 exclusive legal control? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No

**Part II Conservation Easements.** Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements .....	2a
b Total acreage restricted by conservation easements .....	2b
c Number of conservation easements on a certified historic structure included in (a) .....	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register .....	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization 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 monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? .....

☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ .....

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ .....

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? .....

☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.**

Complete if the organization answered "Yes" 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 public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1 .....

▶ \$ .....

(ii) Assets included in Form 990, Part X .....

▶ \$ .....

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenue included on Form 990, Part VIII, line 1 .....

▶ \$ .....

b Assets included in Form 990, Part X .....

▶ \$ .....

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

Schedule D (Form 990) 2018

**Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets** (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

a ☐ Public exhibition

d ☐ Loan or exchange programs

b ☐ Scholarly research

e ☐ Other \_\_\_\_\_

c ☐ Preservation for future generations

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets

to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

**Part IV Escrow and Custodial Arrangements.** Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII ☐

**Part V Endowment Funds.** Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

a Board designated or quasi-endowment ☐ %

b Permanent endowment ☐ %

c Temporarily restricted endowment ☐ %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(i) unrelated organizations

(ii) related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? ☐

4 Describe in Part XIII the intended uses of the organization's endowment funds.

**Part VI Land, Buildings, and Equipment.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements		17,505.	11,083.	6,422.
d Equipment		515,802.	145,604.	370,198.
e Other				
<b>Total.</b> Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				376,620.

Schedule D (Form 990) 2018

**Part VII Investments - Other Securities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives .....		
(2) Closely-held equity interests .....		
(3) Other .....		
(A) .....		
(B) .....		
(C) .....		
(D) .....		
(E) .....		
(F) .....		
(G) .....		
(H) .....		
<b>Total.</b> (Col. (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

**Part VIII Investments - Program Related.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) .....		
(2) .....		
(3) .....		
(4) .....		
(5) .....		
(6) .....		
(7) .....		
(8) .....		
(9) .....		
<b>Total.</b> (Col. (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

**Part IX Other Assets.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) .....	
(2) .....	
(3) .....	
(4) .....	
(5) .....	
(6) .....	
(7) .....	
(8) .....	
(9) .....	
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

**Part X Other Liabilities.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value	
(1) Federal income taxes		
(2) COMPENSATED ABSENCES	199,442.	
(3) .....		
(4) .....		
(5) .....		
(6) .....		
(7) .....		
(8) .....		
(9) .....		
<b>Total.</b> (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	199,442.	

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 ☒



**Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

<b>1</b>	Total revenue, gains, and other support per audited financial statements .....	<b>1</b>	17,350,180.
<b>2</b>	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
<b>a</b>	Net unrealized gains (losses) on investments .....	<b>2a</b>	
<b>b</b>	Donated services and use of facilities .....	<b>2b</b>	
<b>c</b>	Recoveries of prior year grants .....	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.) .....	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> .....	<b>2e</b>	0.
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> .....	<b>3</b>	17,350,180.
<b>4</b>	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b .....	<b>4a</b>	
<b>b</b>	Other (Describe in Part XIII.) .....	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> .....	<b>4c</b>	0.
<b>5</b>	Total revenue. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 12.) .....	<b>5</b>	17,350,180.

**Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.**

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

<b>1</b>	Total expenses and losses per audited financial statements .....	<b>1</b>	17,371,875.
<b>2</b>	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
<b>a</b>	Donated services and use of facilities .....	<b>2a</b>	
<b>b</b>	Prior year adjustments .....	<b>2b</b>	
<b>c</b>	Other losses .....	<b>2c</b>	
<b>d</b>	Other (Describe in Part XIII.) .....	<b>2d</b>	
<b>e</b>	Add lines <b>2a</b> through <b>2d</b> .....	<b>2e</b>	0.
<b>3</b>	Subtract line <b>2e</b> from line <b>1</b> .....	<b>3</b>	17,371,875.
<b>4</b>	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
<b>a</b>	Investment expenses not included on Form 990, Part VIII, line 7b .....	<b>4a</b>	
<b>b</b>	Other (Describe in Part XIII.) .....	<b>4b</b>	
<b>c</b>	Add lines <b>4a</b> and <b>4b</b> .....	<b>4c</b>	0.
<b>5</b>	Total expenses. Add lines <b>3</b> and <b>4c</b> . (This must equal Form 990, Part I, line 18.) .....	<b>5</b>	17,371,875.

**Part XIII Supplemental Information.**

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

**PART X, LINE 2:**

CAREERSOURCE FLORIDA HAS REVIEWED AND EVALUATED THE RELEVANT TECHNICAL MERITS OF EACH OF ITS TAX POSITIONS IN ACCORDANCE WITH ACCOUNTING PRINCIPLES GENERALLY ACCEPTED IN THE UNITED STATES OF AMERICA FOR ACCOUNTING FOR UNCERTAINTY IN INCOME TAXES, AND DETERMINED THAT THERE ARE NO UNCERTAIN TAX POSITIONS THAT WOULD HAVE A MATERIAL IMPACT ON THE FINANCIAL STATEMENTS OF THE ORGANIZATION.

**SCHEDULE I**  
**(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Grants and Other Assistance to Organizations,  
Governments, and Individuals in the United States**  
Complete if the organization answered "Yes" on Form 990, Part IV, line 21 or 22.

▶ **Attach to Form 990.**

▶ **Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.**

OMB No. 1545-0047

**2018**

**Open to Public  
Inspection**

Name of the organization

**CAREERSOURCE FLORIDA, INC**

**Employer identification number**  
**59-3659026**

**Part I General Information on Grants and 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 the selection criteria used to award the grants or assistance? ..... ☒ **Yes** ☐ **No**
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

**Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments.** Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed.

<b>1 (a)</b> Name and address of organization or government	<b>(b)</b> EIN	<b>(c)</b> IRC section (if applicable)	<b>(d)</b> Amount of cash grant	<b>(e)</b> Amount of non-cash assistance	<b>(f)</b> Method of valuation (book, FMV, appraisal, other)	<b>(g)</b> Description of noncash assistance	<b>(h)</b> Purpose of grant or assistance
AAJ COMPUTER SERVICES, INC 6301 NW 5TH WAY, SUITE 1700 FORT LAUDERDALE, FL 33325	65-0762524		18,150.	0.			EMPLOYEE TRAINING ASSISTANCE
ADVANCED ROOFING, INC 1950 NW 22ND STREET FT. LAUDERDALE, FL 33311	59-2360591		13,985.	0.			EMPLOYEE TRAINING ASSISTANCE
AGI-VR/WESSON INC 2673 NE 9TH AVE CAPE CORAL, FL 33909	65-1003659		10,125.	0.			EMPLOYEE TRAINING ASSISTANCE
AMERITAPE, INC 11236-100 ST. JOHNS INDUSTRIAL PARKWAY SOUTH - JACKSONVILLE, FL 32246	59-3018988		17,625.	0.			EMPLOYEE TRAINING ASSISTANCE
ARROWHEAD GLOBAL 22033 US HWY 19 N. CLEARWATER, FL 33765	46-1897331		6,938.	0.			EMPLOYEE TRAINING ASSISTANCE
ATLAS SIGN INDUSTRIES 1077 WEST BLUE HERON BLVD WEST PALM BEACH, FL 33404	26-1578933		6,955.	0.			EMPLOYEE TRAINING ASSISTANCE

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ..... **0.**
- 3** Enter total number of other organizations listed in the line 1 table ..... **120.**

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

**Schedule I (Form 990) (2018)**

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ATRIUM FINANCE IV, LP DBA ST. AUGUSTINE RENAISSANCE - 500 SOUTH LEGACY TRAIL - ST. AUGUSTINE, FL 32092	20-3504177		10,095.	0.			EMPLOYEE TRAINING ASSISTANCE
AUTOMATED VALET PARKING MANAGER LLC - 13794 NW 4TH ST SUITE 205 - SUNRISE, FL 33325	33-1101922		9,600.	0.			EMPLOYEE TRAINING ASSISTANCE
AYANNA PLASTICS & ENGINEERING INC 4701 110TH AVENUE NORTH CLEARWATER, FL 33762	59-3691538		23,400.	0.			EMPLOYEE TRAINING ASSISTANCE
BAE SYSTEMS JACKSONVILLE SHIP REPAIR - 8500 HECKSCHER DRIVE - JACKSONVILLE, FL 32226	59-2869662		14,020.	0.			EMPLOYEE TRAINING ASSISTANCE
BECK PARTNERS CRE, LLC 151 WEST MAIN STREET, STE 200 PENSACOLA, FL 32502	47-1668964		5,625.	0.			EMPLOYEE TRAINING ASSISTANCE
BEST GLOBAL SOURCE C/O MR. JANAK BHAKTA, PRESIDENT700 S. HAWTHORNE AVE., SUITE 101 - APOPKA, FL	46-2866427		6,000.	0.			EMPLOYEE TRAINING ASSISTANCE
BMW SARASOTA 5151 CLARK ROAD SARASOTA, FL 34233	26-1302224		5,150.	0.			EMPLOYEE TRAINING ASSISTANCE
BOSS LASER, LLC 608 TRESTLE POINT SANFORD, FL 32771	46-0907459		6,530.	0.			EMPLOYEE TRAINING ASSISTANCE
BRaille WORKS INTERNATIONAL, INC 942 DARBY LAKE STREET SEFFNER, FL 33584	59-3491617		24,665.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CARLISLE INTERCONNECT TECHNOLOGIES 100 TENSOLITE DRIVE ST AUGUSTINE, FL 32092	59-3177689		167,832.	0.			EMPLOYEE TRAINING ASSISTANCE
CENTER FOR TRANSFORMATION AND INNOVATION - 3802 SPECTRUM BLVD, SUITE 116-A - TAMPA, FL 33612	45-3980179		5,344.	0.			EMPLOYEE TRAINING ASSISTANCE
CENTRAL FLORIDA FIREARMS LLC DBA LIVE FREE ARMORY - 4324 FORTUNE PLACE - MELBOURNE, FL 32904	47-1545335		14,063.	0.			EMPLOYEE TRAINING ASSISTANCE
CHASE ROOFING & CONTRACTING 2190 WEST STATE RD 84 FORT LAUDERDALE, FL 33312	59-3763946		27,271.	0.			EMPLOYEE TRAINING ASSISTANCE
CID DESIGN, LLC 9115 GALLERIA COURT, SUITE 100 NAPLES, FL 34109	45-5360170		18,225.	0.			EMPLOYEE TRAINING ASSISTANCE
COMRES, INCORPORATED 424 SW 12TH AVENUE DEERFIELD BEACH, FL 33442	65-0685727		5,516.	0.			EMPLOYEE TRAINING ASSISTANCE
CUSTOM METAL DESIGNS, INC PO BOX 783037 WINTER GARDEN, FL 34778	59-1410239		10,120.	0.			EMPLOYEE TRAINING ASSISTANCE
CUSTOM WINDOW SYSTEMS 1900 SW 44TH AVENUE OCALA, FL 34474	59-2677996		56,370.	0.			EMPLOYEE TRAINING ASSISTANCE
DAVIS BEWS DESIGN GROUP 150 E. STATE STREET OLDSMAR, FL 34677	59-3302661		8,768.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
DGMORRISON, INC 13209 BYRD DRIVE ODESSA, FL 33556	59-3621068		7,500.	0.			EMPLOYEE TRAINING ASSISTANCE
DOSATRON INTERNATIONAL, INC 2090 SUNNYDALE BLVD. CLEARWATER, FL 33765	59-2690956		27,506.	0.			EMPLOYEE TRAINING ASSISTANCE
DYPLAST PRODUCT LLC 12501 NW 38 AVE. OPA LOCKA, FL 33054	16-1684804		6,298.	0.			EMPLOYEE TRAINING ASSISTANCE
E R PRECISION OPTICAL 805 W. CENTRAL BLVD ORLANDO, FL 32805	59-3106504		36,338.	0.			EMPLOYEE TRAINING ASSISTANCE
EARNEST PRODUCTS 2000 EAST LAKE MARY BLVD SANFORD, FL 32773	59-3223520		36,235.	0.			EMPLOYEE TRAINING ASSISTANCE
ECI PHARMACEUTICALS LLC 5311 NE TERRACE FT LAUDERDALE, FL 33309	27-2391237		14,951.	0.			EMPLOYEE TRAINING ASSISTANCE
ESTATE PLANNING AND LEGACY LAW CENTER, PLC - 159 LOOKOUT PLACE, SUITE 101 - MAITLAND, FL 32751	52-2436805		13,987.	0.			EMPLOYEE TRAINING ASSISTANCE
FATH, INC 6533 HAZELTINE NATIONAL DRIVE SUITE ORLANDO, FL 32822	76-0746190		7,020.	0.			EMPLOYEE TRAINING ASSISTANCE
FIBERTRONICS, INC 2900 DUSA DR. MELBOURNE, FL 32934	38-3801080		8,438.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
FOWLER'S SHEET METAL, INC 4700 GEORGIA AVE WEST PALM BEACH, FL 33405	59-2041475		5,625.	0.			EMPLOYEE TRAINING ASSISTANCE
GAINESVILLE CHEVY 2101 N. MAIN ST GAINESVILLE, FL 32609	20-8187195		8,325.	0.			EMPLOYEE TRAINING ASSISTANCE
GOLDEN MANUFACTURING, INC 17611 EAST STREET NORTH FORT MYERS, FL 33917	65-0921885		12,692.	0.			EMPLOYEE TRAINING ASSISTANCE
HEALTHPLAN SERVICES, INC 6700 LAKEVIEW CENTER DRIVE TAMPA, FL 33619	59-1407300		36,863.	0.			EMPLOYEE TRAINING ASSISTANCE
HOLLYWOOD WOODWORK, INC 2951 PEMBROKE ROAD HOLLYWOOD, FL 33020	59-1203360		57,579.	0.			EMPLOYEE TRAINING ASSISTANCE
HONDA OF GAINESVILLE 3810 N. MAIN STREET GAINESVILLE, FL 32609	20-8187022		6,100.	0.			EMPLOYEE TRAINING ASSISTANCE
HOTGOLDFISH CORP 2590 HOLLYWOOD BLVD HOLLYWOOD, FL 33020	20-0730332		8,000.	0.			EMPLOYEE TRAINING ASSISTANCE
IMAGIK INTERNATIONAL CORPORATION 2299 SW 37TH AVE. MIAMI, FL 33145	65-0589323		9,375.	0.			EMPLOYEE TRAINING ASSISTANCE
ITX LEARNING PARTNERS, LLC 7150 114 AVE N LARGO, FL 33773	82-1580091		29,198.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
J.T.D. ENTERPRISES, INC 4446 PET LANE, SUITE 103 LUTZ, FL 33559	38-2277043		13,500.	0.			EMPLOYEE TRAINING ASSISTANCE
JDI DATA CORPORATION 2400 E COMMERCIAL BLVD, SUITE 322 FORT LAUDERDALE, FL 33308	65-0889633		9,483.	0.			EMPLOYEE TRAINING ASSISTANCE
JEFFREY KNIGHT, INC 6056 ULMERTON RD. CLEARWATER, FL 33760	59-3100430		6,300.	0.			EMPLOYEE TRAINING ASSISTANCE
JIMERSON & COBB, P.A. ONE INDEPENDENT DRIVE, SUITE 1400 JACKSONVILLE, FL 32202	27-0370406		38,921.	0.			EMPLOYEE TRAINING ASSISTANCE
K & R FASTENERS, INC. 8216 KRISTEL CIRCLE PORT RICHEY, FL 34668	59-2137763		5,625.	0.			EMPLOYEE TRAINING ASSISTANCE
KIRA LABS 3400 GATEWAY DRIVE, SUITE 100 POMPAÑO BEACH, FL 33069	20-0018289		52,200.	0.			EMPLOYEE TRAINING ASSISTANCE
KRATOS TECHNOLOGY & TRAINING SOLUTIONS - 8601 TRANSPORT DRIVE - ORLANDO, FL 32832	95-2467354		10,170.	0.			EMPLOYEE TRAINING ASSISTANCE
LOOS & CO, INC 901 INDUSTRIAL BLVD NAPLES, FL 34104	59-2269184		17,824.	0.			EMPLOYEE TRAINING ASSISTANCE
LXI COMPONENTS, INC 2802 LESLIE RD TAMPA, FL 33619	75-2642086		5,625.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

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M&M ASPHALT MAINTENANCE INC 1180 SW 10TH STREET DELRAY BEACH, FL 33444	61-1595442		30,000.	0.			EMPLOYEE TRAINING ASSISTANCE
MEDEQUIP REPAIRS, INC. 8405 NW 29 STREET DORAL, FL 33122	65-0314246		30,750.	0.			EMPLOYEE TRAINING ASSISTANCE
MERCEDES BENZ OF GAINESVILLE 4000 N. MAIN ST GAINESVILLE, FL 32609	81-4092484		5,925.	0.			EMPLOYEE TRAINING ASSISTANCE
METAL ESSENCE, INC. 910 WATERWAY PLACE LONGWOOD, FL 32750	59-2733436		9,750.	0.			EMPLOYEE TRAINING ASSISTANCE
METALWORKS ENGINEERING 1745 WEST 32 PLACE HIALEAH, FL 33012	45-2212183		14,918.	0.			EMPLOYEE TRAINING ASSISTANCE
MILLENIUUM ENGINE PLATING INC 600 WEST 84TH STREET HIALEAH, FL 33014	87-0753777		10,830.	0.			EMPLOYEE TRAINING ASSISTANCE
MINI OF WESLEY CHAPEL 26645 STATE ROAD 56 WESLEY CHAPEL, FL 33544	27-1252255		11,675.	0.			EMPLOYEE TRAINING ASSISTANCE
MOTHER KOMBUCHA LLC 2708 25TH ST N ST PETERSBURG, FL 33713	46-4539027		5,250.	0.			EMPLOYEE TRAINING ASSISTANCE
NEX-XOS WORLDWIDE 3922 PEMBROKE RD PEMBROKE PARK, FL 33021	27-4447433		19,346.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)



**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
NORTHEAST UNDERWRITERS 4790 1ST STREET N ST. PETERSBURG, FL 33714	59-3484324		6,750.	0.			EMPLOYEE TRAINING ASSISTANCE
NORTHROP GRUMMAN SYSTEMS CORPORATION - 2000 W. NASA BLVD - MELBOURNE, FL 32904	95-1055798		106,500.	0.			EMPLOYEE TRAINING ASSISTANCE
ONE STOP COOLING & HEATING JACKSONVILLE, LLC - 7225 SANDSCOVE COURT SUITE 1 - WINTER PARK, FL 32792	47-2139713		36,329.	0.			EMPLOYEE TRAINING ASSISTANCE
ONE STOP COOLING AND HEATING TAMPA, LLC - 7225 SANDSCOVE COURT SUITE 1 - WINTER PARK, FL 32792	45-4862818		30,750.	0.			EMPLOYEE TRAINING ASSISTANCE
ONE STOP COOLING AND HEATING, LLC 7225 SANDSCOVE COURT SUITE 1 WINTER PARK, FL 32792	45-4094619		38,126.	0.			EMPLOYEE TRAINING ASSISTANCE
ONE STOP ENTERPRISE FLORIDA, LLC 7225 SANDSCOVE COURT SUITE 1 WINTER PARK, FL 32792	81-4832268		69,371.	0.			EMPLOYEE TRAINING ASSISTANCE
OREN INTERNATIONAL 675 S. PACE BLVD PENSACOLA, FL 32502	59-3360747		13,978.	0.			EMPLOYEE TRAINING ASSISTANCE
PARTEX, INC. 6993 NW 82ND AVE LAKE WORTH, FL 33461	59-1216000		275,625.	0.			EMPLOYEE TRAINING ASSISTANCE
PED-STUART CORPORATION 15351 FLIGHT PATH DRIVE BROOKSVILLE, FL 34604	22-2455770		8,438.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PELICAN HOLDINGS GROUP, INC. 3650 SHAW BLVD NAPLES, FL 34117	36-2912867		12,834.	0.			EMPLOYEE TRAINING ASSISTANCE
PRAESTO ENTERPRISES, LLC 2525 INDUSTRIAL BLVD ORLANDO, FL 32804	26-3013412		5,321.	0.			EMPLOYEE TRAINING ASSISTANCE
PROLABEL, INC 621 WEST 20 STREET HIALEAH, FL 33010	65-0592482		14,623.	0.			EMPLOYEE TRAINING ASSISTANCE
QUANTUMFLO, INC 2664 JEWETT LANE SANFORD, FL 32771	20-8514929		5,700.	0.			EMPLOYEE TRAINING ASSISTANCE
RDE CONNECTORS AND CABLES, INC 5277 NW 108TH AVE SUNRISE, FL 33351	65-0309559		14,925.	0.			EMPLOYEE TRAINING ASSISTANCE
REVERE SURVIVAL, INC 5323 HIGHWAY AVENUE JACKSONVILLE, FL 32254	47-2027303		24,578.	0.			EMPLOYEE TRAINING ASSISTANCE
ROUNTREE CHEVY 4316 W US HWY 90 LAKE CITY, FL 32055	81-2264831		5,825.	0.			EMPLOYEE TRAINING ASSISTANCE
ROUNTREE FORD 2588 W US HWY 90 LAKE CITY, FL 32055	81-2285908		5,175.	0.			EMPLOYEE TRAINING ASSISTANCE
ROUNTREE MOORE NISSAN 4262 W US HWY 90 LAKE CITY, FL 32055	81-2264986		6,988.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
ROUNTREE TOYOTA 1232 W US HWY 90 LAKE CITY, FL 32055	81-2253375		5,825.	0.			EMPLOYEE TRAINING ASSISTANCE
ROYCE ELECTRONIC SALES 145 LYMAN ROAD CASSELBERRY, FL 32707	59-1278780		5,625.	0.			EMPLOYEE TRAINING ASSISTANCE
RWC GROUP LLC 3901 NE 12TH AVE POMPANO BEACH, FL 33064	45-0603190		49,595.	0.			EMPLOYEE TRAINING ASSISTANCE
SAFRAN OIL SYSTEMS (FORMALLY ACI) 12291 TOWNE LAKE DRIVE FORT MYERS, FL 33913	27-1801882		11,448.	0.			EMPLOYEE TRAINING ASSISTANCE
SEABREEZE ELECTRIC INC 23264 HARBORVIEW ROAD PORT CHARLOTTE, FL 33980	65-0874411		7,965.	0.			EMPLOYEE TRAINING ASSISTANCE
SENTRYVIEW SYSTEMS 2700 BUSINESS CENTER BLVD. MELBOURNE, FL 32940	59-3653404		16,061.	0.			EMPLOYEE TRAINING ASSISTANCE
SH ENDEAVORS, INC 220 SPRINGVIEW COMMERCE DRIVE, UNIT DEBARY, FL 32713	20-1250247		20,597.	0.			EMPLOYEE TRAINING ASSISTANCE
SHAPES PRECISION MANUFACTURING 1415 FOUNDATION PARK PALM BAY, FL 32909	20-0670038		53,430.	0.			EMPLOYEE TRAINING ASSISTANCE
SHURHOLD INDUSTRIES, INC 3119 SW 42ND AVE DALLAS, FL 34990	59-1834006		7,526.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SKILL-METRIC MACHINE AND TOOL CO 1424 GWENZELL AVE DELRAY BEACH, FL 33444	59-1801484		15,960.	0.			EMPLOYEE TRAINING ASSISTANCE
SOLAR STIK, INC 226 WEST KING STREET ST. AUGUSTINE, FL 32084	20-5334537		6,353.	0.			EMPLOYEE TRAINING ASSISTANCE
SPARTON DELEON SPRINGS LLC 5612 JOHNSON LAKE RD. DELEON SPRINGS, FL 32130	59-1151346		30,000.	0.			EMPLOYEE TRAINING ASSISTANCE
SPATIAL NETWORKS, INC 360 CENTRAL AVE. ST. PETERSBURG, FL 33701	59-3654825		9,600.	0.			EMPLOYEE TRAINING ASSISTANCE
SQUARE ONE ARMORING SERVICES, CO 12370 SW 130 ST MIAMI, FL 33186	65-0253729		8,044.	0.			EMPLOYEE TRAINING ASSISTANCE
STORM SMART BUILDING SYSTEMS 6182 IDLEWILD ST FORT MYERS, FL 33966	22-3928762		5,550.	0.			EMPLOYEE TRAINING ASSISTANCE
STRADA ELECTRIC & SECURITY 3400 ST. JOHNS PARKWAY SANFORD, FL 32771	56-2348727		79,472.	0.			EMPLOYEE TRAINING ASSISTANCE
SUMMIT AEROSPACE INC. 1260 NW 57TH AVE MIAMI, FL 33126	65-1124918		9,900.	0.			EMPLOYEE TRAINING ASSISTANCE
SUN TOYOTA 3001 US-19 HOLIDAY, FL 34691	47-5657385		10,075.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SUNDANCE GRAPHICS LLC 9564 DELEGATES DRIVE ORLANDO, FL 32837	20-8668054		37,961.	0.			EMPLOYEE TRAINING ASSISTANCE
SUNVIEW SOFTWARE, INC 10210 HIGHLAND MANOR DR., STE. 275 TAMPA, FL 33610	36-4547855		38,213.	0.			EMPLOYEE TRAINING ASSISTANCE
SURFACELOGIX 1880 NW 18TH STREET POMPANO BEACH, FL 33069	03-0612900		11,400.	0.			EMPLOYEE TRAINING ASSISTANCE
SURVIVAL PRODUCTS, INC 1655 NW 136TH AVE., BLDG. M SUNRISE, FL 33323	59-1402677		18,900.	0.			EMPLOYEE TRAINING ASSISTANCE
TOYOTA TAMPA BAY 1101 E. FLETCHER AVE TAMPA, FL 33612	20-2911033		6,375.	0.			EMPLOYEE TRAINING ASSISTANCE
TRINITY SERVICES GROUP, INC 477 COMMERCE BLVD OLDSMAR, FL 34677	59-3026703		19,000.	0.			EMPLOYEE TRAINING ASSISTANCE
TRIVIDIA HEALTH INC 2400 NW 55TH CT FT. LAUDERDALE, FL 33309	22-2594392		12,598.	0.			EMPLOYEE TRAINING ASSISTANCE
TUUCI, LLC 1000 SE 8TH STREET HIALEAH, FL 33010	37-1575679		40,581.	0.			EMPLOYEE TRAINING ASSISTANCE
TWINSTAR OPTICS & COATINGS INC 6741 COMMERCE AVENUE PORT RICHEY, FL 34668	59-3401532		14,850.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
UPANDDOWN INDUSTRIES, LLC 15864 BROTHERS CT UNIT 1 FORT MYERS, FL 33912	27-3350963		5,175.	0.			EMPLOYEE TRAINING ASSISTANCE
URBAN E RECYCLING, INC 5630 E. POWHATAN AVE TAMPA, FL 33610	46-0697023		7,706.	0.			EMPLOYEE TRAINING ASSISTANCE
Y-NOT DESIGN & MFG INC 3485 NW 65TH STREET MIAMI, FL 33147	20-3794593		12,488.	0.			EMPLOYEE TRAINING ASSISTANCE
ANHEUSER-BUSCH 111 BUSCH DRIVE JACKSONVILLE, FL 32218	43-0161000		37,805.	0.			EMPLOYEE TRAINING ASSISTANCE
CHIPOLA COLLEGE 3094 INDIAN CIRCLE MARIANNA, FL 32446	59-6004084		387,450.	0.			EMPLOYEE TRAINING ASSISTANCE
DAYTONA STATE COLLEGE P.O. BOX 2811 DAYTONA BEACH, FL 32120	59-1211226		181,125.	0.			EMPLOYEE TRAINING ASSISTANCE
EASTERN FLORIDA STATE COLLEGE 1519 CLEARLAKE ROAD COCOA, FL 32922	59-0920875		3,066,525.	0.			EMPLOYEE TRAINING ASSISTANCE
FLORIDA SOUTHWESTERN STATE COLLEGE 8099 COLLEGE PKWY SW, K-240 FORT MYERS, FL 33919	59-1211051		1,815,653.	0.			EMPLOYEE TRAINING ASSISTANCE
LOCKHEED MARTIN SPACE SYSTEMS COMPANY - 498 OAK ROAD - OCALA , FL 34677	52-1893632		68,250.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

**Part II** Continuation of Grants and Other Assistance to Governments and Organizations in the United States (Schedule I (Form 990), Part II.)

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
PALM BEACH STATE COLLEGE 4200 CONGRESS AVENUE - MS#12 LAKE WORTH, FL 33461	59-1216000		275,625.	0.			EMPLOYEE TRAINING ASSISTANCE
POLK STATE COLLEGE 999 AVENUE H, NE WINTER HAVEN, FL 33881	59-1209033		196,875.	0.			EMPLOYEE TRAINING ASSISTANCE
SEMINOLE STATE COLLEGE 100 WELDON BLVD. SANFORD, FL 32773-6199	59-1210158		267,015.	0.			EMPLOYEE TRAINING ASSISTANCE
ST. PETERSBURG COLLEGE/EPI CENTER P. O. BOX 13489 CLEARWATER, FL 33733-3489	59-1211489		666,540.	0.			EMPLOYEE TRAINING ASSISTANCE
THE DISTRICT BOARD OF TRUSTEES OF BROWARD COLLEGE, FLORIDA - 6400 NW W 6TH WAY - FORT LAUDERDALE, FL 33309	59-1216107		14,700.	0.			EMPLOYEE TRAINING ASSISTANCE
THE SCHOOL BOARD OF HILLSBOROUGH COUNTY - 5410 N 20TH STREET - TAMPA, FL 33610	59-6000660		126,000.	0.			EMPLOYEE TRAINING ASSISTANCE

**Part III** **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.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance

**Part IV** **Supplemental Information.** Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

**PART I, LINE 2:**

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  
 MAY BE ACCOMPLISHED USING A MIX OF SEVERAL DIFFERENT MONITORING TOOLS  
 INCLUDING PERIODIC REPORTS, SITE VISITS TO SELECTED GRANTEEES, AND ADHERENCE  
 TO POLICIES AND PROCEDURES OUTLINED IN OUR MONITORING PLAN WHICH IS UPDATED



**Part IV** Supplemental Information

ANNUALLY AND INCLUDES IN-HOUSE MONITORING DESK REVIEW.

PART IX - 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.

**SCHEDULE J  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Compensation Information**

- For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees  
 ► Complete if the organization answered "Yes" on Form 990, Part IV, line 23.  
 ► Attach to Form 990.  
 ► Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2018**

Open to Public  
Inspection

Name of the organization

**CAREERSOURCE FLORIDA, INC**

Employer identification number

**59-3659026**

**Part I Questions Regarding Compensation**

**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.

- |  |  |
|--|--|
| <input type="checkbox"/> First-class or charter travel             | <input type="checkbox"/> Housing allowance or residence for personal use   |
| <input type="checkbox"/> Travel for companions                     | <input type="checkbox"/> Payments for business use of personal residence   |
| <input type="checkbox"/> Tax indemnification and gross-up payments | <input type="checkbox"/> Health or social club dues or initiation fees     |
| <input type="checkbox"/> Discretionary spending account            | <input type="checkbox"/> 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 .....

**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 on line 1a? .....

**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.

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Compensation committee   | <input type="checkbox"/> Written employment contract                     |
| <input type="checkbox"/> Independent compensation consultant | <input type="checkbox"/> Compensation survey or study                    |
| <input type="checkbox"/> Form 990 of other organizations     | <input type="checkbox"/> Approval by the board or compensation 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:

**a** Receive a severance payment or change-of-control payment? .....

**b** Participate in, or receive payment from, a supplemental nonqualified retirement plan? .....

**c** Participate in, or receive payment from, an equity-based compensation arrangement? .....

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:

**a** The organization? .....

**b** Any related organization? .....

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:

**a** The organization? .....

**b** Any related organization? .....

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 .....

**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 .....

**9** If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)? .....

Yes No

<b>1b</b>		
<b>2</b>		
<b>4a</b>		<b>X</b>
<b>4b</b>		<b>X</b>
<b>4c</b>		<b>X</b>
<b>5a</b>		<b>X</b>
<b>5b</b>		<b>X</b>
<b>6a</b>		<b>X</b>
<b>6b</b>		<b>X</b>
<b>7</b>		<b>X</b>
<b>8</b>		<b>X</b>
<b>9</b>		

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

Schedule J (Form 990) 2018

**Part II 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.

**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.

(A) Name and Title		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B) reported as deferred on prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
(1) ANDREW COLLINS	(i)	177,490.	0.	0.	19,398.	14,265.	211,153.	0.
COO/CFO	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) MICHELLE R. DENNARD	(i)	199,624.	0.	0.	21,875.	2,317.	223,816.	0.
PRESIDENT/CEO	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) ANDRA CORNELIUS	(i)	134,744.	0.	0.	13,577.	7,911.	156,232.	0.
SENIOR VP	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) ADRIANE GRANT	(i)	124,632.	0.	0.	13,987.	13,748.	152,367.	0.
VP EXTERNAL AFFAIRS	(ii)	0.	0.	0.	0.	0.	0.	0.
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							
	(i)							
	(ii)							

<b>Part III</b>	<b>Supplemental Information</b>
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Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

**SCHEDULE O**  
**(Form 990 or 990-EZ)**

Department of the Treasury  
Internal Revenue Service

**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.

▶ Attach to Form 990 or 990-EZ.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for the latest information.

OMB No. 1545-0047

**2018**

Open to Public  
Inspection

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number

59-3659026

FORM 990, PART I, LINE 1, DESCRIPTION OF ORGANIZATION MISSION:

WITH EMPLOYMENT AND CAREER DEVELOPMENT OPPORTUNITIES TO ACHIEVE  
ECONOMIC PROSPERITY.

FORM 990, PART VI, SECTION B, LINE 11B:

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, SECTION B, LINE 12C:

BOARD STAFF WHO ADMINISTER THE GRANT OR CONTRACT FUNDS MUST IDENTIFY  
POTENTIAL CONFLICT OF INTEREST WITH ANY BOARD MEMBER PRIOR TO THE ISSUANCE  
OF ANY AWARD. IF IT IS DETERMINED THAT THERE MAY BE ANY POTENTIAL CONFLICT  
WITH A BOARD MEMBER, THE PRESIDENT AND CHIEF FINANCIAL OFFICER ARE ADVISED  
AND THEIR ASSISTANCE IS SOUGHT TO ENSURE APPROPRIATE DISCLOSURE BEFORE THE  
FULL BOARD TAKES AND 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, SECTION B, LINE 15:

THE CEO SELECTION PROCESS AND SALARY OFFER WERE 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.

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

Schedule O (Form 990 or 990-EZ) (2018)

Name of the organization

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Employer identification number

59-3659026

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 CSF 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, SECTION C, LINE 19:

FLORIDA STATUTES, WHICH CREATED CAREERSOURCE FLORIDA, REQUIRE THAT WE OPERATE IN COMPLIANCE WITH CHAPTER 199 FLORIDA STATUTES RELATING TO PUBLIC RECORDS AND CHAPTER 286 RELATING TO PUBLIC MEETINGS. CONSEQUENTLY, ANY RECORDS OF THE ORGANIZATION ARE PUBLIC RECORDS AND MAY BE REQUESTED BY THE PUBLIC. LIKewise, ALL MEETINGS OF THE BOARD, COUNCILS, COMMITTEES AND OTHER IDENTIFIED BOARD MEETINGS ARE OPEN TO THE PUBLIC. FORMAL 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 STATEMENTS, COMPENSATED ABSENCES WILL BE REPORTED ON PART X, LINE 25 AS AN OTHER LIABILITY.

FORM 990, PART XI, LINE 9, CHANGES IN NET ASSETS:

CHANGE IN COMPENSATED ABSENCES	85,845.
CAPITAL OUTLAY	-62,950.
TOTAL TO FORM 990, PART XI, LINE 9	22,895.

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number

59-3659026

FORM 990, PART XII, LINE 2C:

THE PROCESS HAS NOT CHANGED FROM THE PRIOR YEAR

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.

**SCHEDULE R  
(Form 990)**

Department of the Treasury  
Internal Revenue Service

**Related Organizations and Unrelated Partnerships**

▶ Complete if the organization answered "Yes" on Form 990, Part IV, line 33, 34, 35b, 36, or 37.

▶ Attach to Form 990.

▶ Go to [www.irs.gov/Form990](http://www.irs.gov/Form990) for instructions and the latest information.

OMB No. 1545-0047

**2018**

**Open to Public  
Inspection**

Name of the organization

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Employer identification number

**59-3659026**

**Part I Identification of Disregarded Entities.** Complete if the organization answered "Yes" on Form 990, Part IV, line 33.

(a) Name, address, and EIN (if applicable) of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

**Part II 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.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
FL DEPT. OF ECONOMIC OPPORTUNITY 107 EAST MADISON STREET TALLAHASSEE, FL 32399-4120		FLORIDA					X

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

Schedule R (Form 990) 2018



## Part III

**Part IV 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.

832162 10-02-18

**Part V Transactions With Related Organizations.** Complete if the organization answered "Yes" on Form 990, Part IV, line 34, 35b, or 36.**Note:** Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

	Yes	No
<b>1</b> During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
<b>a</b> Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity .....	<b>1a</b>	X
<b>b</b> Gift, grant, or capital contribution to related organization(s) .....	<b>1b</b>	X
<b>c</b> Gift, grant, or capital contribution from related organization(s) .....	<b>1c</b>	X
<b>d</b> Loans or loan guarantees to or for related organization(s) .....	<b>1d</b>	X
<b>e</b> Loans or loan guarantees by related organization(s) .....	<b>1e</b>	X
<b>f</b> Dividends from related organization(s) .....	<b>1f</b>	X
<b>g</b> Sale of assets to related organization(s) .....	<b>1g</b>	X
<b>h</b> Purchase of assets from related organization(s) .....	<b>1h</b>	X
<b>i</b> Exchange of assets with related organization(s) .....	<b>1i</b>	X
<b>j</b> Lease of facilities, equipment, or other assets to related organization(s) .....	<b>1j</b>	X
<b>k</b> Lease of facilities, equipment, or other assets from related organization(s) .....	<b>1k</b>	X
<b>l</b> Performance of services or membership or fundraising solicitations for related organization(s) .....	<b>1l</b>	X
<b>m</b> Performance of services or membership or fundraising solicitations by related organization(s) .....	<b>1m</b>	X
<b>n</b> Sharing of facilities, equipment, mailing lists, or other assets with related organization(s) .....	<b>1n</b>	X
<b>o</b> Sharing of paid employees with related organization(s) .....	<b>1o</b>	X
<b>p</b> Reimbursement paid to related organization(s) for expenses .....	<b>1p</b>	X
<b>q</b> Reimbursement paid by related organization(s) for expenses .....	<b>1q</b>	X
<b>r</b> Other transfer of cash or property to related organization(s) .....	<b>1r</b>	X
<b>s</b> Other transfer of cash or property from related organization(s) .....	<b>1s</b>	X
<b>2</b> 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.		

(a) Name of related organization	(b) Transaction type (a-s)	(c) Amount involved	(d) Method of determining amount involved
(1) FL DEPT. OF ECONOMIC OPPORTUNITY	C	7,735,921.	COST
(2)			
(3)			
(4)			
(5)			
(6)			

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

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 or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

Provide additional information for responses to questions on Schedule R. See instructions.