

Board of Directors Meeting Agenda

WEBINAR

FEB. 17, 2022 • 1:30 – 3:30 P.M. ET

Join the meeting via [Microsoft Teams](#)

Call In: 1 850-629-7293; Conference ID: 339043222#

Chair's Welcome & Remarks **Stephanie Smith**

Mission Moment — Get There Faster: Workforce Innovation and Opportunity Act Governor's Reserve Funds Grant to Assist Veterans, Transitioning Military and Military Spouses
Michele Burns
Executive Director, CareerSource Okaloosa Walton

Consent Agenda **Stephanie Smith**

1. Dec. 9, 2021, Meeting Minutes
2. Florida Department of Education Designee

Strategic Policy and Performance Council Report **Brittany Birken, Ph.D.**

President's Report **Michelle Dennard**

Driving Competitiveness and Prosperity through Florida's Training Grants
Andra Cornelius, CEcD

Workforce Innovation and Opportunity Act Unified Plan Two-Year Modification: Moving Florida Forward
Dan McGrew

Casey Penn
Chief, Bureau of One-Stop and Program Support, Department of Economic Opportunity
Tara Goodman
Vice Chancellor, Division of Career and Adult Education
Antionette Williams, Ph.D.
Bureau Chief, Field Services, Florida Division of Vocational Rehabilitation
Robert Doyle
Director, Florida Division of Blind Services

Department of Economic Opportunity Report **Secretary Dane Eagle**

Local Partners Report **Stacy Campbell-Domineck**
President, Florida Workforce Development Association
President and CEO, CareerSource Polk

Open Discussion/Public Comment

Chair's Closing Remarks **Stephanie Smith**

UPCOMING MEETINGS

Executive Committee Meeting – March 29, virtual
 Board and Council Meetings – June 8-9, Tallahassee
 Executive Committee Meeting – June 29, virtual
 Board and Council Meetings – October 25-26, Lake Buena Vista
 Board and Council Meetings – December 15, virtual

Information Items

collaborate.
 innovate.
 lead.



Governor DeSantis Announces \$8.6 Million to Expand Career and Workforce Training Opportunities for Military Veterans and Spouses

On November 11, 2021, in [News Releases](#), by Staff

TAMARAC, Fla. – Today, Governor Ron DeSantis announced \$8.6 million in Get There Faster: Workforce Innovation and Opportunity Act Governor’s Reserve Funds grants have been awarded to workforce development boards across the state to expand career and workforce training opportunities for military veterans and spouses seeking employment. The Governor’s announcement comes as [Paychecks for Patriots Career Fairs](#) for veterans and military families are underway across the state.

“We owe the freedoms we enjoy as Americans to our military veterans, and I am focused on ensuring Florida is the best state in the nation for those who have served to find great jobs, start or grow businesses and support their families,” **said Governor DeSantis**. “Business is booming in Florida, and employers are looking for the leadership skills, training and teamwork military veterans bring to the workforce.”

In June, the CareerSource Florida Board of Directors approved funding for the competitive grants to reach and assist a greater number of military veterans and spouses of active duty military and veterans with employment challenges such as homelessness or service-related disabilities.

“CareerSource Florida is honored to serve those who have served our country,” **said CareerSource Florida Board Chair Stephanie Smith, senior director of government relations for Anthem, Inc.** “On behalf of our board, we applaud Governor DeSantis for prioritizing funding to ensure our military veterans and their families have the resources needed to begin or continue great careers here in Florida.”

Grants announced today will fund projects including:

- A 12-county partnership across the Florida Panhandle to connect veterans, transitioning military and spouses with work-based training, apprenticeships and internships. The partnership includes four local workforce development boards, military bases, colleges and technical schools to build upon participants’ military experience to create career pathways leading to rewarding employment.
- A partnership between CareerSource Tampa Bay, CareerSource Polk, Airborne Maintenance and Engineering Services and Pemco Conversions to develop an accelerated career pathway to high-demand occupations in the information technology and aviation industry sectors.
- An expanded job training program for disabled and other veterans and military spouses that incorporates supportive services such as transportation and childcare, partnering with CareerSource Palm Beach County, the School District of Palm Beach County – Adult and Community Education, local colleges and several local training providers.
- A partnership with CareerSource Broward and community organizations including Henderson Behavior Health Services, the United Way and Broward County Veterans Services to engage homeless veterans and others in job training, apprenticeships, paid work experience and credentialing programs.

“As a veteran of the U.S. Navy, our Governor values the training and skills veterans bring to Florida’s workforce,” **said CareerSource Florida President and CEO Michelle Dennard**. “CareerSource Florida is working closely with our education and local workforce development board partners to ensure the grants announced today allow us to serve even more veterans and their family members, including those facing homelessness and other challenges, so they can connect with meaningful employment opportunities.”

“With more than 1.5 million veterans and active duty military members residing in Florida, our military community plays a vital role to the overall success of Florida’s economy,” said **Secretary Dane Eagle of the Florida Department of Economic Opportunity (DEO)**. “Under Governor DeSantis’ leadership, DEO will continue to prioritize the needs of Florida’s military community and will work to help them succeed.”

In addition to the grants announced today, the annual statewide Paychecks for Patriots program partners the state Department of Economic Opportunity, the CareerSource Florida network and participating Florida employers to hold job fairs for veterans and their families. Local workforce development boards across Florida are hosting Paychecks for Patriots events throughout the month of November to help build connections between veteran job seekers and Florida’s job creators.

“Florida is the most military-friendly state in the nation, and we continue to look for innovative ways to help make Florida a more attractive place for military families,” said **Florida Department of Education Senior Chancellor Eric Hall**, a member of the CareerSource Florida board. “Investing in the education of our military families will guarantee a better life for them and their families. With the No. 1-ranked higher education system in the nation and our rapidly expanding workforce training programs, we will live up to this guarantee, providing our military families the ability to obtain middle to high-paying jobs in high-demand job sectors.”

Florida is one of the nation’s most military-friendly states, and it is our honor to support those who put on the uniform to protect our great nation.”

For a list of Paychecks for Patriots events and locations, please [visit this link](#).

DEO employs nearly 150 Local Veterans Employment Representatives and Disabled Veterans Outreach Program Specialists throughout the CareerSource Florida network who work year-round to connect veterans with rewarding careers. Over the past year, 5,800 military veterans have been hired following assistance from the CareerSource Florida network.

For year-round career services and recruiting, hiring and training assistance for businesses, please [visit this link](#) to contact your nearest career center.

###



Get There Faster Workforce Innovation and Opportunity Act Governor's Reserve Fund Grants

Veterans and Military Spouses

The following local workforce development boards were selected through a competitive opportunity to receive Get There Faster grants. Their proposals demonstrated innovative strategies and strong partnerships as well as integration with the Jobs for Veterans State Grant (JVSG) and Military Families Employment and Advocacy (MFEA) programs.

Total Allocation: \$8,630,452

1. CareerSource Escarosa, CareerSource Okaloosa Walton, CareerSource Chipola and CareerSource Gulf Coast (\$2,013,420):

This program leverages partnerships among four local workforce development boards and across 12 counties to connect veterans, transitioning military and military spouses with work-based training, including On-the-Job Training (OJT), apprenticeships, internship and Employed Worker Training opportunities. Partnerships will help create career pathways for veterans, transitioning military and military spouses that will build upon their military experience; provide access to 200-plus regional and statewide in-demand training programs, resulting in industry-recognized credentials upon program completion; and include community/governmental organizations focused specifically on veterans and offering support such as housing assistance, mental health services, substance abuse, temporary shelter, food assistance and access to military benefits as well as community organizations that assist with homelessness, domestic violence, temporary shelter, food, transportation and utilities.

2. CareerSource Tampa Bay and CareerSource Polk (\$4,365,470):

This program will incorporate accelerated training models to provide a pathway to high-demand positions in the IT and aviation sectors to veterans in both Hillsborough and Polk counties. It will become sustainable through integration with existing and planned veteran services initiatives. The program will create a Veteran Services Advisory Network by developing a working group of regional stakeholders to strengthen and expand existing partnerships to aggregate resources, align strategies and programs, and develop a shared vision for veteran services in the community. The program will include targeted outreach with partners and agencies serving the needs of homeless



veterans to help remove barriers to training and employment opportunities, including warm handoffs, referrals and coordination with housing and food assistance agencies, and comprehensive wrap-around supports as well as targeted outreach efforts and expanded agency partnerships to identify and aid disabled veterans in need of career, training and supportive services.

3. CareerSource Palm Beach County (\$1,155,449):

This program will focus on short-term rapid credentials of value to support participants' ability to find gainful employment with sustainable wages, thus supporting themselves and their families while also addressing the needs of the local business community. The program will provide Occupational Skills Training and work-based learning in targeted industries, tracking the educational process and overall progress until credential attainment and then focusing on job placement services. The program will include referrals to funding for medical, dental, housing assistance, along with emergency finances through nonprofit community partners. It also will offer other critical support services including funding for childcare, transportation, tools, uniforms, licensing costs, testing costs, mileage/gas, bus passes, books and other costs associated with educational and professional needs.

4. CareerSource Broward (\$1,096,113):

Under this program, Quarterly Get There Faster Veteran workshops will be offered to address personal, behavioral and economic barriers to employment. A full-service, staffed lab dedicated to providing veteran-centered services will provide training and credentialing services, basic computer skills, pathway education programs, resume development and assistance with career/job searching. Concerted coordination will occur with existing community partners to engage homeless veterans participating in partner programs such as the Homeless Veteran Reintegration Program and Support Services for Veteran Families. Participants in the program who demonstrate need may receive a laptop equipped with proper software to help with training and job search upon successful progress and/or program completion.

Consent Item 1

Approved _____

Disapproved _____

Consent Item 1

DECEMBER 2021 BOARD MEETING MINUTES

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

FOR CONSIDERATION

- **Approval of December 2021 Board Meeting Minutes, to include any modifications or changes noted by the board.**

**CareerSource Florida
Board of Directors Meeting Minutes
December 9, 2021**

I. CALL TO ORDER

Chair Stephanie Smith called to order the regular meeting of the board at 1 p.m. on December 9, 2021.

II. ROLL CALL

Lisa Cramer conducted a roll call. The following members were present:

Jennifer O’Flannery Anderson
Brittany Birken
Holly Borgmann
Tim Center
Eric Hall
Duane De Freese
Robert Doyle
Sophia Eccleston
Bill Johnson
Allison Kinney
Henry Mack
Rick Matthews
Jonathon Miller
Bryan Nelson
Samuel Robbin
Patsy Sanchez
Stephanie Smith
Emmanuel Tormes

III. MISSION MOMENT – PATHWAYS TO CAREER OPPORTUNITIES GRANT

CareerSource Florida Director of Business and Workforce Development Susan Bosse introduced Dr. Lynn Peoples and Nina Perez, the co-founders of TruMont. TruMont offers programs that bridge the gap between theory and practice and help develop nurses who are prepared to provide patient care.

The RN Apprenticeship Program created a blended learning experience that combines on the job training with online training modules to help create confident and competent nurses.

IV. STRATEGIC POLICY AND PERFORMANCE COUNCIL REPORT

Council Vice Chair Sophia Eccleston provided a report-out on the Strategic Policy and Performance Council meeting, which met the day before. The council received updates on:

- Key policy and performance initiatives
- Credentials Review Committee
- Florida CLIFF Dashboard
- WIOA Unified State Plan Two-Year Modification
- Eight strategic policies that were modified to follow federal guidance and state law, including the Reimagining Education and Career Help (REACH) Act
- Snapshot of drivers of performance over the past two years

The council then participated in a presentation by Jimmy Heckman, interim director of the Bureau of Workforce Statistics and Economic Research at the Department of Economic Opportunity, on Florida's economic outlook.

V. CONSENT AGENDA

1. Sept. 15, 2021, Board Meeting Minutes

2. CareerSource Florida Strategic Policies

- Apprenticeship
- Board Governance and Leadership
- CareerSource Florida Board of Directors Conflict of Interest Disclosure
- CareerSource Florida Ethics and Transparency
- Florida Workforce System Statewide Brand
- Incumbent Worker Training Program
- Sector Strategies
- State Workforce Development Board Roles and Responsibilities

3. Florida Department of Children and Families Designee

Chair Smith called for a vote to approve the Consent Agenda.

Motion: Tim Center

Second: Jennifer O'Flannery Anderson

The Consent Agenda passed unanimously. There were no comments.

VI. PRESIDENT'S REPORT

President Dennard provided updates on:

- The Governors Freedom First Budget which includes:
 - \$534 million in workforce education and training, including, \$100 million for a workforce development capitalization incentive
 - \$35 million for the Open Door Grant Program
 - \$7.5 million for Quick Response Training
 - \$3 million for Incumbent Worker Training
 - \$15 million for the Governor's Pathways to Career Opportunities Grant Program for apprenticeships and pre-apprenticeship opportunities
- REACH ACT— Credentials Review Committee
- Other Board Priorities
 - Get There Faster Competitive Grants
 - Fiscal CLIFFS Dashboard
 - Communications and Outreach

- Supporting Rural Communities

VII. ACTION ITEM

Chair Smith called on Vice President of Strategic Policy and Performance Dan McGrew to introduce the action item.

CareerSource Florida Strategic Policy — Comprehensive Employment, Education and Training

Chair Smith called for a vote to approve the Action Item.

Motion: Sophia Eccleston

Second: Jennifer O’Flannery Anderson

The Action Item passed unanimously. There were no comments.

VIII. DEPARTMENT OF ECONOMIC OPPORTUNITY UPDATE

Department of Economic Opportunity Secretary Dane Eagle provided an update on the department’s activities.

IX. CREDENTIAL REVIEW COMMITTEE UPDATE

CareerSource Florida Senior Vice President of Business & Workforce Development Andra Cornelius is a co-lead for the professional team, along with Dan McGrew, in staffing the Credentials Review Committee. Ms. Cornelius provided an update on the committee’s progress since September.

X. FINANCE COUNCIL REPORT

Finance Council Chair Bill Johnson provided a report-out on the meeting that took place the day before.

XI. GET THERE FASTER WIOA COMPETITIVE GRANTS

CareerSource Florida Chief Operating and Financial Officer Andrew Collins provided an update on several competitive grants that will assist local workforce development boards in reaching Floridians with barriers to employment and other challenges.

XII. LOCAL PARTNERS REPORT

Stacy Campbell-Domineck, president of the Florida Workforce Development Association and president and CEO of CareerSource Polk, presented an update on behalf of Florida’s 24 local workforce development boards.

XIII. OPEN DISCUSSION/PUBLIC COMMENT

Chair Smith opened the floor to any board members or members of the public wishing to comment on board business or other topics. There were no public comments.

XIV. CHAIR’S CLOSING REMARKS

Chair Smith thanked the board members for their time and attention. Chair Smith stated Florida is ending the year on a high note with 18 consecutive months of job growth and 12 consecutive months of labor force increases. Chair Smith reminded the board members of the upcoming board and council virtual meetings on Feb. 16 and 17, 2022. To obtain the meeting presentation, please visit the CareerSource Florida website at [CareerSource Florida Boardroom](#).

XV. ADJOURNMENT

Chair Smith adjourned the meeting at 2:49 p.m.

XVI. BOARD SECRETARY CERTIFICATION

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

Michelle Dennard
Board Secretary

Date

Consent Item 2

Approved _____
Disapproved _____

Consent Item 2

APPOINTMENT OF DESIGNEE TO SERVE IN PLACE OF APPOINTED BOARD MEMBER

Pursuant to Section 445.004(3)(a), Florida Statutes, and Public Law No. 113-128, Title I, Section 101(b), Richard Corcoran, Commissioner of the Florida Department of Education, serves as a member of the CareerSource Florida Board of Directors.

Pursuant to the CareerSource Florida Bylaws, s. 4.17, Education Commissioner Richard Corcoran designates Senior Chancellor Henry Mack to serve in his absence, subject to the board's approval.

FOR CONSIDERATION

- Approve Education Commissioner Richard Corcoran's request to appoint Senior Chancellor Henry Mack as the Florida Department of Education designee to serve in his absence on the CareerSource Florida Board of Directors, contingent upon any additional information or approval signatures required.



Tom Grady, *Chair*
Ben Gibson, *Vice Chair*
Members
Monesia Brown
Marva Johnson
Ryan Petty
Joe York

January 27, 2022

MEMORANDUM

TO: Henry Mack, Sr. Chancellor
FROM: Richard Corcoran
SUBJECT: Delegation of Authority

Pursuant to the authority vested in me by section 20.05(1)(b), Florida Statutes, I hereby delegate to you, in your capacity as Sr. Chancellor, the power to act on my behalf in all matters related to CareerSource Florida, except those explicitly required by the applicable law to be non-delegable and to be carried out by me in my capacity as Commissioner of Education. This delegation supersedes any prior delegations of authority relating to these matters.

In exercising this authority, you shall comply with all applicable laws and rules. This delegation shall remain in effect until superseded or rescinded.

A handwritten signature in black ink, appearing to read "Rich Corcoran", written over a horizontal line.

Richard Corcoran

01/27/2022
Date

A handwritten signature in blue ink, appearing to read "Anastasios Kamoutsas", written over a horizontal line.

Anastasios Kamoutsas

1/27/2022
Date

Designee Bio

Henry Mack, Florida Department of Education



Henry Mack serves as Senior Chancellor at the Florida Department of Education, overseeing the Divisions of Career and Adult Education, Florida Colleges, Blind Services, Vocational Rehabilitation, and the Commission for Independent Education.

He is responsible for the department's postsecondary and workforce education programs and economic development initiatives. He also serves as a Visiting Lecturer in the Department of Religious Studies at the University of Miami, instructing courses in philosophical theology and topics related to science and religion.

Since 2004, Chancellor Mack has held various positions at Florida International University and Broward College, where he most recently served as the Associate Vice President for Workforce Education. He lives in Tallahassee with his wife and two children.

Chapter 4: Quick Response Training and Incumbent Worker Training Programs

OPPAGA reviewed two training grant programs available to Florida businesses through CareerSource Florida, the business-led statewide workforce investment board: the Quick Response Training (QRT) a state-funded program, established under s. 288.047, *Florida Statutes*, and the Incumbent Worker Training (IWT), a federally funded program, established under s. 445.003, *Florida Statutes*. The review period was Fiscal Year 2017-18 through Fiscal Year 2019-20.

QUICK RESPONSE TRAINING PROGRAM

Background

QRT provides new or expanding businesses in Florida's target industries state grant funding for customized, skills-based training

QRT is state funded and targeted to new employees in particular industries. The Legislature established the Quick Response Training program to meet the workforce needs of existing, new, and expanding industries.^{51,52} The program is state funded and provides grants to qualifying businesses to train their new, full-time employees; grants are performance based and reimbursable. (See Exhibit 4-1.)

Eligible businesses are in high-skill targeted industries with an average of wages at least 125% above state or local private sector wages, whichever is lower.⁵³ QRT applicants must be for-profit businesses and create net new, permanent, full-time jobs requiring customized skills training not available at the local level. Businesses must produce an exportable good or service and demonstrate financial viability. (See Appendix A for detailed QRT eligibility criteria.)

Grant recipients pay for pre-approved direct training-related costs, including instructor wages, curriculum development, and textbooks/manuals. Program funds may be allocated to a fiscal agent, which can be a community or state college, area technical center, or state university. The fiscal agent collaborates on grant contracts between CareerSource Florida and recipients. The majority of fiscal agents are community or state colleges, while a few are local school boards or state universities

Exhibit 4-1

Quick Response Training Program Characteristics

Quick Response Training

- State funded
- Customizable and skill-based training
- Only state qualified target industries
- Only new or expanding qualifying businesses
- For new employees



Source: CareerSource Florida and Florida Statutes

⁵¹ Section 288.047, *F.S.*

⁵² Chapter 93-187, *Laws of Florida*.

⁵³ Florida's targeted industries include aviation and aerospace, clean technology, corporate headquarters, defense and homeland security, emerging technologies financial and professional services information technology, life sciences research and development, and global logistics.

(e.g., the Suwannee County School Board and the University of North Florida).⁵⁴ Fiscal agents may keep up to 5% of the grant award amount for performing contract management.⁵⁵

QRT offers grant recipients flexibility regarding training types and providers. Grant recipients choose training courses and providers, which can be an educational institution, private training company, a company employee, or a combination of these. The training can be provided at the company's or training provider's facility or at a combination of locations. Training subject matter may focus on occupational skills, professional development, business operations strategies, or technical skills, and may be delivered in person or online. However, some trainings are disallowed for the QRT grant, such as CPR and first aid, new hire orientation, and OSHA training. (See Appendix A for the full list of disallowed trainings.)

Data from CareerSource Florida indicated that during the review period (Fiscal Year 2017-18 through Fiscal Year 2019-20), most QRT grant recipients (75%) used an employee instructor to train staff, with just 7% using an external vendor and 19% using a combination of both. QRT grant recipients conducted a variety of trainings, including leadership and management, certification and continuing education, customer service, and computer hardware and software. The most frequently reported type of training was leadership and management (39%), followed by computer hardware and software (14%).

QRT grant award amounts are based on several factors. Grant award amounts are based on the total number of projected new hires and an approved amount per trainee that is determined by CareerSource Florida staff based on the industry, wages, location, and reimbursable expense amount. The QRT grant program allows reimbursable expenses such as instructor wages, curriculum development, textbooks or manuals, and domestic travel for trainees. However, trainee wages are not eligible for reimbursement.

QRT recipients must submit quarterly reports whether or not training occurs, but may report and request reimbursement more frequently. CareerSource Florida reimburses businesses in proportion to recipient hiring and training progress (i.e., the percentage of funds reimbursed equals the percentage of employees hired and trained to date, relative to the projected total number of employees submitted for the grant).

Businesses must submit reimbursement requests within 60 days after the contract end date. Grant recipients are required to provide certain information to CareerSource Florida on all employees who received the grant-funded training. Required information for QRT trainees includes legal name, social security number, date of hire, and job title. (See Exhibit 4-2.)

⁵⁴ Fiscal agents used during this review period included the Broward College District Board of Trustees, Chipola College, the College of Central Florida, Daytona State College, Eastern Florida State College, First Coast Technical Institute, Florida Panhandle Technical College, Florida State College at Jacksonville, Gadsden Technical Institute, Gulf Coast State College, Gulf Coast State College, Hillsborough Community College, the Hillsborough County School Board, Indian River State College, Lake-Sumter State College, the Marion County School Board, Miami Dade College, Northwest Florida State College, Palm Beach State College, Pasco-Hernando State College, Pensacola State College, Polk State College, Santa Fe College, Seminole State College, South Florida Community College, St. Johns River State College, St. Petersburg College/Gibbs Campus, the State College of Florida, Manatee-Sarasota, the Suwannee County School Board, Tallahassee Community College, the Taylor County School Board, the University of Central Florida, the University of North Florida, and Valencia College.

⁵⁵ Section [288.047\(5\)\(c\)](#), F.S.

Exhibit 4-2

Quick Response Training Administrative Processes

Requirements	Quick Response Training
Application review process	<ul style="list-style-type: none">• Review proposed training plans• Budgetary analysis• Review external support letters• Due diligence review using Department of Revenue information
Award cap	<ul style="list-style-type: none">• None¹
Maximum contract term	<ul style="list-style-type: none">• 12 months
Reporting requirements	<ul style="list-style-type: none">• Quarterly reports• End of contract evaluation• Trainee information
Reimbursement basis	<ul style="list-style-type: none">• Pre-approved per-trainee amount
Reimbursement requests	<ul style="list-style-type: none">• At least quarterly while training is occurring• All requests must be submitted 60 days after 12-month contract term

¹ As of Fiscal Year 2019-20, there was no cap on QRT program awards.

Source: CareerSource Florida.

QRT grant funding significantly decreased during the review period

In Fiscal Year 2017-18, the Quick Response Training grant program was appropriated \$15 million in state general revenue. However, the appropriations decreased significantly over the next two fiscal years, with only \$9 million appropriated in Fiscal Years 2018-19 and 2019-20. (See Exhibit 4-3.)

Exhibit 4-3

QRT Appropriations Decreased Significantly From Fiscal Year 2017-18 Through Fiscal Year 2019-20

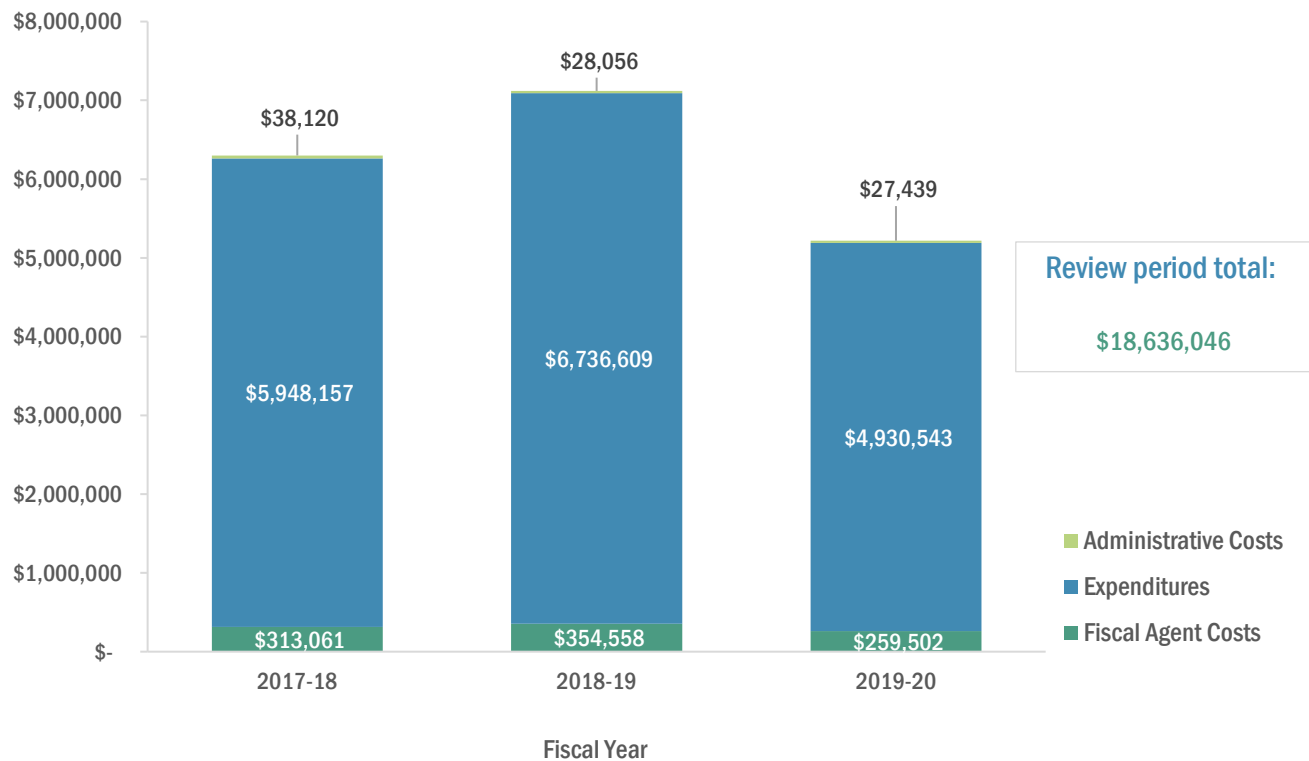
Program	Fiscal Year 2017-18	Fiscal Year 2018-19	Fiscal Year 2019-20	Total for Fiscal Years 2017-18 Through 2019-20
Quick Response Training	\$15,000,00	\$9,000,000	\$9,000,000	\$33,000,000

Source: OPPAGA analysis of CareerSource Florida data.

CareerSource Florida divides expenses for the QRT program into two categories: expenditures and administrative costs. Total expenditures and administrative costs during the review period were slightly more than \$18 million; this is a nearly 50% decrease in total expenditures relative to the previous review period. (See Exhibit 4-4.)

Exhibit 4-4

From Fiscal Year 2017-18 Through Fiscal Year 2019-20, CareerSource Florida's Expenditures and Costs for the QRT Grant Program Decreased



Source: OPPAGA analysis of CareerSource Florida data.

The expenditure category includes program costs and payments to the award recipients. QRT expenditures increased from approximately \$6 million to roughly \$7 million from Fiscal Year 2017-18 to Fiscal Year 2018-19, but decreased to roughly \$5 million in Fiscal Year 2019-20. The major expenditure is the award payments to recipients, which include the payments to fiscal agents. By statute, fiscal agents may receive up to 5% of the grant award total as an administrative fee, which CareerSource Florida distributes to fiscal agents. CareerSource Florida reported that during the review period all fiscal agents received the full 5% fee. However, the cost of fiscal agents fluctuated during the review period with a slight increase in Fiscal Year 2018-19 and then a decrease in Fiscal Year 2019-20. The total cost of fiscal agents during the review period was \$927,122. This is likely attributable to lower appropriations, fewer training awards made, and a policy change that made use of fiscal agents optional for some grant award recipients.

During the review period, the QRT administrative costs also gradually decreased. These costs include payroll salary and benefits for CareerSource Florida staff. The total administrative costs during the review period were approximately \$93,615.

Findings

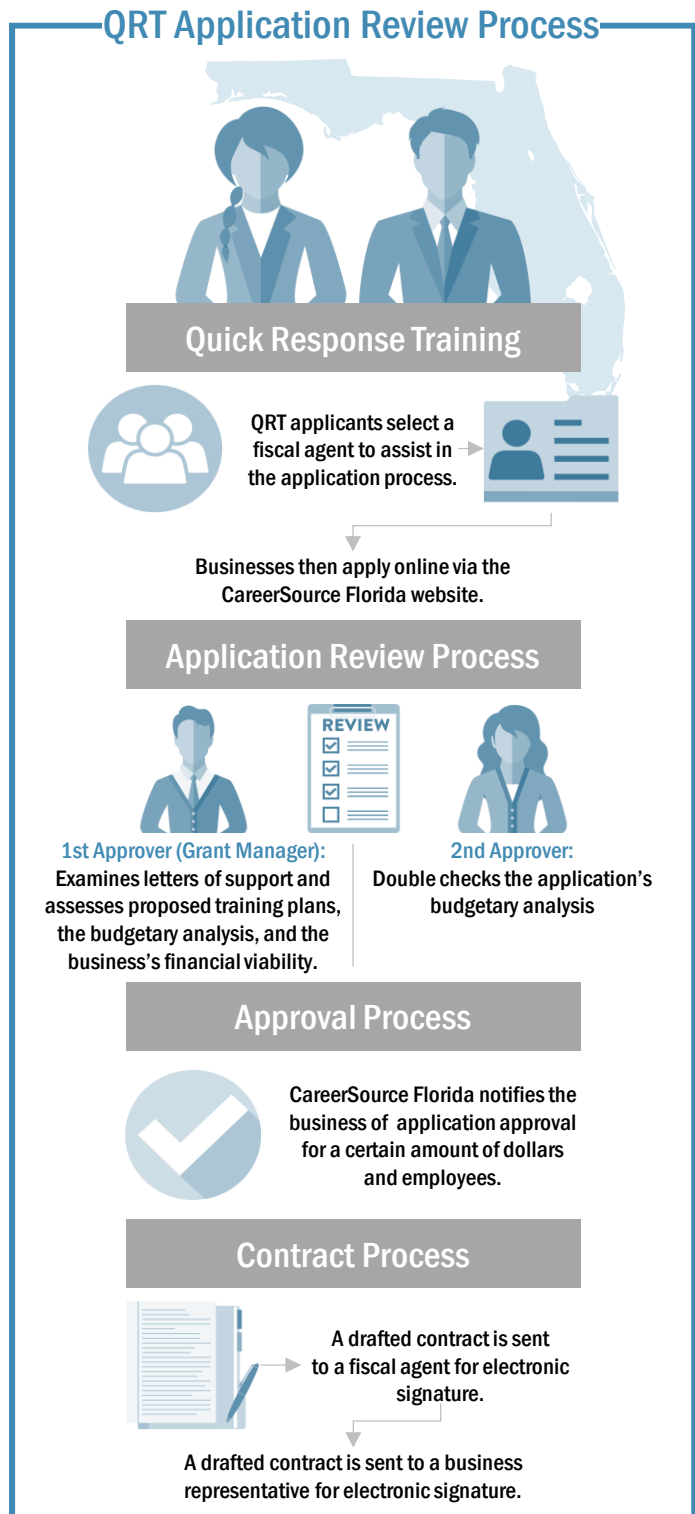
QRT grant review and approval processes have been streamlined since OPPAGA's last report

CareerSource Florida has streamlined the application review process. Quick Response Training grant applications are first reviewed by a grant manager at CareerSource Florida. The grant manager reviews letters of support from local economic developments organizations, fiscal agents, and local workforce development boards. The fiscal agent, if being utilized, also submits a letter certifying that courses are not available at the local level. Lastly, a regional workforce development board's letter will support the application by acknowledging assistance offered to the business and a description of those services available to businesses.

Since OPPAGA's last report, CareerSource Florida has modified the application review process. Historically, CareerSource Florida assigned staff to particular applications and had to await an application's arrival. In addition, the process would be delayed if the assigned reviewer was out of the office. Now, once a grant manager (first approver) approves the application, it is placed into a queue where any second approver can select an application and review its financial information. This second approver then provides final approval.⁵⁶ CareerSource Florida staff reported that placing applications into a queue has expedited the process because it allows the second approver to select the next application ready for review from a consolidated repository of applications rather than wait to be assigned an application. For additional details on the approval process, (See Exhibit 4-5.)

Exhibit 4-5

CareerSource Florida Application Review Process for QRT Grants



Source: CareerSource Florida.

⁵⁶ During the review period, five applications were not funded. Two applications did not meet the minimum requirements, one application was withdrawn, one was incomplete, and one was declined because of the company's attrition rate.

CareerSource Florida also changed which staff reviews applications. Beginning in Fiscal Year 2019-20, the second reviewer is from the Operations and Administrative unit rather than the Business and Workforce Development unit. Staff reported that the Operations and Administration unit can better attest to the financial aspects of grant management, as this unit is familiar with financial viability documentation. In contrast, the Business and Workforce Development unit's focus is on ensuring state agencies and businesses are knowledgeable about the grant program.

During the review period, CareerSource Florida changed contract commencement dates to improve contract management. CareerSource Florida changed the contract commencement dates to start at the time the contract is signed. Prior to Fiscal Year 2019-20, contract commencement dates were the date the application was approved. This created two concerns. First, CareerSource Florida noted that businesses were slow to sign contracts because a signature was not required for contract commencement. Second, and more generally, CareerSource Florida reported that the commencement dates did not align with best practices of contract management, and this allowed for a situation that could have put CareerSource out of compliance with Florida Administrative Code.⁵⁷ Prior to this change, CareerSource Florida's policy allowed for the possibility that companies could be reimbursed for training that occurred before the contract was signed.

CareerSource Florida reported that changing commencement dates increased the rate of contractual signatures from businesses. CareerSource Florida further reported that this improved contract management because, subsequently, trainings began only when contracts were finalized.⁵⁸ During the review period, the number of QRT grant contracts awarded, payment amounts, and trainees decreased compared to the previous review period.

CareerSource provided \$22 million in grant funding during the review period. During the review period, CareerSource Florida awarded 76 Quick Response Training grants and paid more than \$22 million dollars in grant funding. Compared to the last review period (Fiscal Year 2014-15 through Fiscal Year 2016-17), the number of QRT grant awards decreased by 40% and total payments decreased by 31%. Further, during the current review period, there were 60% fewer trainees. CareerSource Florida reported that the decrease in trainees and grant awards was due to a 40% decrease in appropriations for the grant program from \$15 million in Fiscal Year 2017-18 to \$9 million in Fiscal Years 2018-19 and 2019-20.

The average grant award during the review period was \$367,203 which was 20% more than the past review period. The average number of trainees per award was 100, which represents a decrease of 33% compared to the last review (See Exhibit 4-6.) CareerSource Florida reported that the increase in award amount was the result of removing a cap on award amounts that was in place during the previous review period.

⁵⁷ Rule [60A-1.016](#), *Florida Administrative Code*, Contract and Purchase Order Requirements, states that an Agency that fails to have a signed contract by an agency head or designee and the contractor before rendering contractual services in excess of CATEGORY TWO shall submit to the Department a completed Form PUR 1010, "Notice of Non-Compliance." Some QRT contracts were in amounts in excess of that threshold.

⁵⁸ Completed contracts are sent to the Department of Economic Opportunity monthly from CareerSource Florida for monitoring purposes.

Exhibit 4-6

QRT Grant Awards, Payment Amounts, and Trainees Decreased Compared to the Previous Review Period

	Fiscal Years 2014-15 Through 2016-17	Fiscal Years 2017-18 Through 2019-20	Percent Change Between Review Periods
Quick Response Training Grants			
Number of QRT grant contracts awarded	127	76	-40%
Number of employees trained	18,997	7623	-60%
Average grant amount per award	\$305,980	\$367,203	20%
Average number of employees trained per award	150	100	-33%
Total grant payments made	\$32,161,311	\$22,181,453	-31%

Source: OPPAGA analysis of CareerSource Florida data.

Most individuals who received QRT training during the previous review period are still employed in Florida; training had a positive effect on wages

Most QRT trainees from the previous review period were still employed in Florida as of 2020, many with the same employer. To understand the impact of the Quick Response Training program on the Florida workforce, OPPAGA reviewed the employment history of QRT grant-funded trainees from the previous review period (Fiscal Year 2014-15 through Fiscal Year 2016-17) to determine if trainees were still employed in Florida, with the same employer, and/or working in the same industry as of calendar year 2020.

As of 2020, 75% (17,620) of trainees from the previous review period were still employed in Florida. Of those who were still employed in Florida, 42% (7,384) were still with the same employer and 10% (1,773) still worked in the same industry, but were with a new employer.⁵⁹ The largest portion of trainees still employed in Florida, 48% (8,463), were with a new employer and in a new industry in 2020.

QRT training had a significant positive effect on wages for trainees in 2017-18. To describe the impact of the QRT program on individuals, OPPAGA reviewed information on trainees from the current review period and analyzed trainee wage outcomes.

Since a range of factors can affect wages, OPPAGA conducted a case-control analysis to determine the specific effects of QRT on the wages of trainees. The analysis used Florida Education and Training Placement Information Program (FETPIP) data to compare the wages of individuals who received training to the wages of similar individuals who did not receive training.^{60,61} Individual matching was accomplished by selecting characteristics of individuals in FETPIP data that resembled relevant features of individuals who received QRT training. These characteristics include starting salaries, years in the workforce, whether the individual was a new hire, and the industry in which they are employed.⁶² The case-control analysis compared the changes in wages for trainees over the next year.⁶³

⁵⁹ The industries in OPPAGA's analysis were tracked by North American Industry Classification System (NAICS) codes at the two-digit level.

⁶⁰ FETPIP is a data collection and consumer-reporting system established in s. [1008.39, F.S.](#), to provide follow-up data on former students and program participants who have graduated, exited, or completed a public education or training program within Florida. The statute requires any project conducted by Florida's workforce development system that requires placement information to use information provided through FETPIP.

⁶¹ Over the two fiscal years, the total number of individuals included in the QRT trainee analysis ranged from 1,400 in Fiscal Year 2018-19 to 3,117 in Fiscal Year 2017-18. The same counts were used to build the comparison groups for the case-control analysis.

⁶² OPPAGA primarily collapsed the industry codes to the four-digit level, but also collapsed to the two-digit level to increase the number of individuals captured for a match.

⁶³ OPPAGA's analysis tested whether the difference in wage growth between the groups was statistically significant at a 5% level. Since wage growth distributions are skewed, the median of the groups was compared instead of the mean, through non-parametric statistical methods. The results

The analysis showed that in Fiscal Year 2017-18, QRT trainee wages increased 12% a year after training, while the median wage growth for the comparison group was 7%. The comparison group represents the statewide average during this period for similar individuals employed in similar industries.⁶⁴ This pattern did not persist the following year. During Fiscal Year 2018-19, the industries in which QRT trainees were employed did not experience much overall growth, which could have affected wage growth during that year.⁶⁵ In Fiscal Year 2018-19, wage growth of QRT trainees was around 6.2%, similar to the comparison group at 5.6%. (See Exhibit 4-7.)

Exhibit 4-7

QRT Trainee Wage Increases Associated With Training

	Fiscal Year 2017-18 ¹	Fiscal Year 2018-19 ²
Median annual wages of trainees before training ³	\$47,191	\$41,945
Median annual wages of trainees one year after training	\$53,603	\$46,959
Median increase in wages	\$5,268	\$3,057
Percent increase in wages	12%	6%
Does the training have a positive, statistically significant effect on the following year's wages when compared to a group from similar industry with similar wages and experience?	Yes	No

¹ The Consumer Price Index for Fiscal Year 2017-18 was 246.2.

² The Consumer Price Index for Fiscal Year 2018-19 was 250.2.

³ Median annual wage of trainees during training was used for employees new to the workforce in Florida.

Source: OPPAGA analysis of Florida Education and Training Placement Information Program data.

Despite QRT recipients reporting that COVID-19 affected scheduled trainings, all said that the grant had a positive impact on business

Most QRT grant recipients reported that training was affected by COVID-19. OPPAGA surveyed Quick Response Training grant recipients to understand the value and benefits to businesses of the QRT grant and to determine the grant's impact on businesses.⁶⁶ OPPAGA surveyed businesses that received the QRT grant during the review period, Fiscal Year 2017-18 through Fiscal Year 2019-20. This period included the onset of the COVID-19 pandemic in the first and second quarters of 2020. Most QRT grant respondents reported that the training execution was affected by the COVID-19 pandemic. For example, QRT recipients reported that they altered training execution by moving trainings to a virtual platform. Many respondents also reported the planned start of training was rescheduled and others indicated the training was resumed later.

indicate that the training is associated with higher wage growth, when comparing to people in the same industry with similar measured characteristics (e.g., starting salaries, new hires, and years in the workforce). However, it is possible that individuals who entered the training program had unmeasured characteristics that contributed to their wage growth, such as higher motivation or ability. Furthermore, it is possible that individuals in the comparison group from the same industries received similar training that was not federal or state funded through QRT.

⁶⁴The industries most frequently represented by QRT grant recipients were aerospace products manufacturing, grocery wholesalers, medical equipment manufacturing, and management of companies and enterprises. QRT recipients represented several additional industries, including finance and insurance, textile and fabric finishing, software publishers, and medical and diagnostics laboratories.

⁶⁵In Fiscal Year 2018-19, 46% of QRT grant recipients were from the following industries: building equipment contractors, grocery and related product merchant wholesalers, textile and fabric finishing and fabric coating mills, and professional and commercial equipment and supplies merchant wholesalers, accordingly with the FETPIP classification with basis on NAICS (North American Industry Classification System). These industries did not show an overall wage growth during Fiscal Year 2018-19. The large concentration of trainees in these industries may have affected wage growth results for QRT trainees, especially since there were 55% fewer trainees in the QRT program in Fiscal Year 2018-19 compared to Fiscal Year 2017-18.

⁶⁶ OPPAGA surveyed 47 businesses that received a QRT grant during the review period and received complete survey responses from 8 businesses. The response rate was 17%.

Respondents indicated that direct benefits of the training included increased employee knowledge and productivity as well as job creation. QRT recipients reported a variety of general benefits from the grant. When asked to select the top three benefits of the QRT grant to the recipient's business, the most frequently reported benefit was increased employee knowledge. Other reported benefits included increased productivity and creating new jobs within the business. Additionally, all survey respondents characterized the impact of the grant on their business as either "positive" or "very positive."

Some respondents indicated that the QRT grant affected business decisions. Half of the respondents indicated that had the business not received the QRT grant, it would have modified the training by postponing training, scaling back training, or both. Additionally, half of respondents indicated that the QRT grant played a role in the decision to establish or expand business in Florida. Respondents also reported overall satisfaction with the grant process and indicated that the business would apply for a QRT grant again in the future.

QRT grant recipients reported fiscal agents were a valuable part of the grant administration process; fiscal agents indicated a need for better communication from CareerSource Florida

Fiscal agents assist in the grant administration process from the application stage through training and reimbursement. At the application stage, fiscal agents generate and submit letters of support for the business's Quick Response Training grant application and works with the company to complete the application. Once a grant is awarded, the fiscal agent helps the company complete and submit quarterly reports containing reimbursement information and trainee data. After training is completed and the final report is submitted, fiscal agents receive the reimbursement funds from CareerSource Florida and then disburse the funds to the business.

In its previous review, OPPAGA recommended that CareerSource Florida explore ways to make the use of fiscal agents optional for QRT grant recipient businesses. In response, CareerSource Florida modified the fiscal agent role. Specifically, beginning in Fiscal Year 2019-20, QRT recipients receiving less than \$750,000 may opt out of using a fiscal agent. As of May 2021, 34 fiscal agents were available to assist local businesses in the application, reporting, and reimbursement processes.

QRT grant recipients reported that fiscal agents were a valuable part of the grant administration process. To better understand the impact of fiscal agents on the grant process, OPPAGA surveyed QRT grant recipients. Most survey respondents indicated the value added of having a fiscal agent as part of the grant administration process was "extensive" or "substantial." Additionally, half of the respondents reported they were "very satisfied" with all aspects of the fiscal agent's services, including provision of training, fulfilling reporting requirements, and reimbursement processes.

Although businesses receiving less than \$750,000 could opt out of using a fiscal agent, both respondents who were not required to use a fiscal agent still opted to use one. Those that opted to use a fiscal agent reported doing so because the business wanted the help a fiscal agent provides in the grant process.

Fiscal agents, however, indicated a need for training and better communication from CareerSource Florida. OPPAGA interviewed five fiscal agents sampled from various regions of the state and from varying types of educational institutions. Each interview covered topics related to the

grant application, reporting, and reimbursement processes, as well fiscal agent training for their roles and their communication with CareerSource Florida. Several fiscal agents indicated a need for regular training for the fiscal agent role, guides, or other documentation on the grant administration process. Additionally, fiscal agents noted that a lack of communication regarding policy changes or regular updates from CareerSource Florida enhanced the need for training and guidance. Of the five fiscal agents interviewed, only one was aware that fiscal agent use is now optional for some grant recipients.⁶⁷

CareerSource Florida is not required by statute or rule to provide particular training for QRT fiscal agents, nor are key features of the fiscal agent role outlined in law. However, CareerSource Florida reported that during 2017-18 and 2018-19, it provided fiscal agents with an optional training webinar once a quarter. Yet, fiscal agents OPPAGA interviewed reported confusion about their required role and interactions with economic development offices and businesses that they serve. For example, some fiscal agents reported unclear expectations about recruiting companies to the QRT grant program, while others indicated that local business and economic development entities are the exclusive source of business referrals.

Additionally, fiscal agents noted a lack of communication regarding policy and role changes. Fiscal agents proposed solutions to address the quality of communication. For example, regular updates to fiscal agents' CareerSource Florida point of contact, or re-establishing quarterly calls with fiscal agents that CareerSource Florida previously held, would offer opportunities to provide information to all fiscal agents and respond to fiscal agent inquiries.

RECOMMENDATIONS

Support fiscal agents through regular communications and training with documented guidance.

Businesses are often repeat recipients of the Quick Response Training grant. In addition, despite fiscal agent use now being optional, 70% of grantees in Fiscal Year 2019-20 still chose to utilize a fiscal agent. Thus, the need for fiscal agents may be ongoing, making it likely that fiscal agent concerns regarding their role will persist. To address these concerns, we recommend that CareerSource Florida consider making training mandatory, or maintaining it on a website so fiscal agents can access it on an as-needed basis; and providing fiscal agents with guidance on best practices on an annual basis. This could be as simple as an FAQ document or something more complex, such as a detailed guidance handbook or other trainings. These resources would help fiscal agents serve companies and remain up-to-date on grant requirements.

CareerSource Florida could also consider improving routine communication with fiscal agents to facilitate consistent implementation of program goals and further clarify fiscal agent roles. This could include holding at least a yearly information session with fiscal agents to communicate policy changes. A yearly forum may provide an efficient platform for fiscal agents to ask questions, learn about legislative program changes, and provide feedback to CareerSource Florida on current grant processes.

⁶⁷Two of the five fiscal agents interviewed had not administered a grant since the change took place, and thus, were unaware of the change.

INCUMBENT WORKER TRAINING PROGRAM

Background IWT provides funding that can be used for continuing education and training current employees

IWT is federally funded and can be used for current employees. CareerSource Florida administers Florida's Incumbent Worker Training (IWT) program pursuant to the federal Workforce Innovation and Opportunity Act. The purpose of the program is to address current employee training needs by providing grant funding for continuing education and training for incumbent employees at existing Florida businesses.⁶⁸ The program provides grants to reimburse businesses for preapproved, direct, training-related costs. Businesses receive reimbursement from the program with preapproval from CareerSource Florida, and there is no fiscal agent involved in the process as there is with the Quick Response Training (QRT) program. (See Exhibit 4-8.)

IWT grant applicants must be for-profit companies operating in Florida for a minimum of one year prior to application. As of Fiscal Year 2015-16, companies must describe how the training is related to the competitiveness of the business and the employees receiving the training, and must demonstrate a commitment to retain or avert the layoff of employees receiving the training. Applicants must also demonstrate financial viability, have at least one full-time employee, and have not received an award in the previous or current program year. (See Appendix B for detailed IWT eligibility criteria.)

IWT grant recipients can choose training courses and providers, which can be an educational institution, private training company, a company employee, or a combination of these. The training can be provided at the company's or training provider's facility, or at a combination of locations. Training subject matter may focus on occupational skills, professional development, business operations strategies, or technical skills, and may be delivered in person or online. However, some trainings are disallowed for the IWT grant, such as CPR and first aid, new hire orientation, and training that includes equipment in the cost of the training. (See Appendix B for the full list of disallowed trainings.)

Data from CareerSource Florida indicated that during the review period, most IWT grant recipients (80%) used an external vendor to train staff, with just 13% using a company employee and 6% using a combination of both. IWT grant recipients conducted a variety of trainings, including certification and continuing education, customer service, computer software and hardware, and industry-specific

Exhibit 4-8

Incumbent Worker Training Program Characteristics

Incumbent Worker Training

- Federal appropriation
- Any occupational or technical skills training
- Any industry qualifies¹
- For existing businesses and/or in operation for at least one year
- For current employees

² With the exception of retail establishments, labor unions, local workforce development boards or government entities

Source: CareerSource Florida.

⁶⁸ Section [445.003\(3\)\(a\)3](#), F.S.

instruction. About half of the IWT recipients conducted certification and continuing education trainings, and 44% conducted industry-specific training. Fewer than 20% of IWT grantees held trainings on sales and marketing; safety and equipment, and customer service were among some of the other trainings.

Businesses may request reimbursement as frequently as needed during the 12-month grant period. The IWT program allows reimbursable expenses such as instructor wages and tuition, curriculum development, and textbooks or manuals. Businesses are required to provide a minimum of 50% of these requested direct training costs. Reimbursements are made in direct correlation with the business's training progress. The percent of funds reimbursed must be equal to or less than the percent of trainees that have been trained to date. All reimbursements must be submitted within 60 days of the contract end date. Reimbursement requests received after the 60-day cutoff are not processed. (See Exhibit 4-9.)

Exhibit 4-9

The Incumbent Worker Training Grant Administrative Process

Requirements	Incumbent Worker Training
Application review process	<ul style="list-style-type: none"> • Review proposed training plans • Budgetary analysis • Due diligence review using Department of State and Revenue information • Review the submitted anticipated outcomes • Verify company eligibility
Award cap	<ul style="list-style-type: none"> • \$200,000¹
Maximum contract term	<ul style="list-style-type: none"> • 12 months
Reporting requirements ²	<ul style="list-style-type: none"> • Monthly reports (quarterly if no training is occurring) • Six-month status report • Final training evaluation • Trainee information
Reimbursement basis	<ul style="list-style-type: none"> • 50% of approved, direct training costs
Reimbursement requests	<ul style="list-style-type: none"> • At least monthly while training is occurring, but businesses may request reimbursement as frequently as needed during the 12-month period. All requests must be submitted 60 days after 12-month contract term

¹ Beginning in July 2020, the maximum amount awarded for IWT grants is \$200,000 per grant, per company.

² Beginning in Fiscal Year 2017-18, United States Department of Labor reporting requirements of trainee data is no longer required.

Source: CareerSource Florida.

IWT grant funding remained steady during the review period

In contrast to Quick Response Training grant funding, appropriations for the Incumbent Worker Training grant remained the same, at \$4 million, for each year of the review period. (See Exhibit 4-10.)

Exhibit 4-10

IWT Appropriations Remained the Same Throughout the Review Period

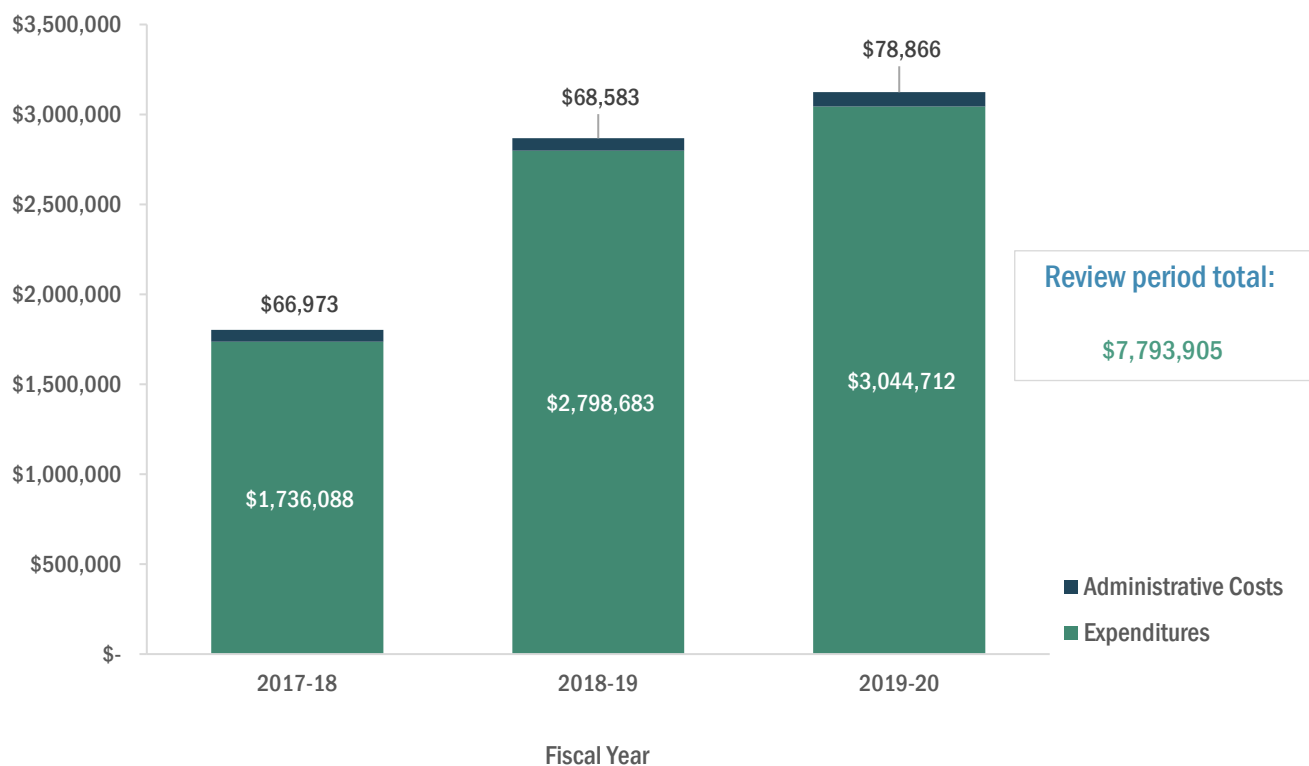
Program	Fiscal Year 2017-18	Fiscal Year 2018-19	Fiscal Year 2019-20	Total for Fiscal Years 2017-18 Through 2019-20
Incumbent Worker Training	\$4,000,000	\$4,000,000	\$4,000,000	\$12,000,000

Source: OPPAGA analysis of CareerSource Florida data

Similar to QRT, expenditures for IWT are largely program costs or payments to grantees, while administrative costs are payroll-salary and benefits. During the review period, IWT expenditures and administrative costs steadily increased. In Fiscal Year 2017-18, total costs were approximately \$1.8 million, which rose to approximately \$3 million in Fiscal Year 2019-20. Administrative costs averaged \$71,474 per year during the review period. (See Exhibit 4-11.)

Exhibit 4-11

IWT Expenditures and Administrative Costs Steadily Increased Throughout the Review Period



Source: OPPAGA analysis of CareerSource Florida data

Findings

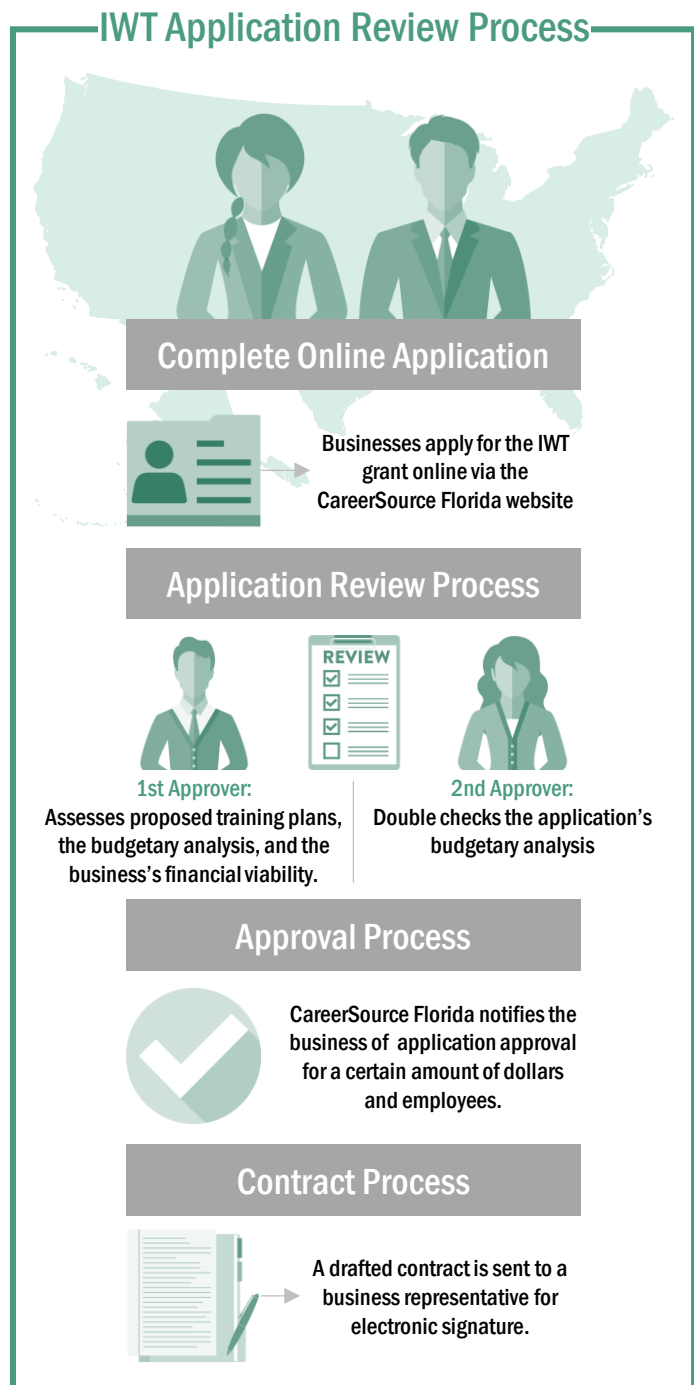
IWT administrative processes and reporting requirements have been streamlined since OPPAGA's last report

CareerSource Florida has streamlined the application review process. Similar to the changes made to the Quick Response Training application approval process, during the review period the Incumbent Worker Training grant application approval process was modified to include an application queue. Under the revised process, a grant manager (first approver) first assesses applications. Once a grant manager approves the application, it is placed into a queue where any second approver can select an application and review its financial information. The second approver then provides final approval.⁶⁹ As with QRT, CareerSource staff reported that placing applications into a queue has expedited the process because it allows the second approver to select from a consolidated repository of applications rather than wait to be assigned an application.

In addition, as with QRT, in Fiscal Year 2019-20 CareerSource Florida changed the IWT grant second approver from the Business and Workforce Development unit to the Operations and Administrative unit. Staff reported that the Operations and Administration unit can better attest to the financial aspects of grant management, while the Business and Workforce Development unit focuses on ensuring businesses are knowledgeable on various program highlights. For additional details on the approval process, (See Exhibit 4-12.)

Exhibit 4-12

CareerSource Florida Application Review Process for IWT grants



Source: CareerSource Florida.

⁶⁹ During the review period, a total of 54 applications were rejected. The majority of applications were rejected because the applications were withdrawn or not completed or companies did not meet the requirements. However, four applications were rejected because the company was under audit (1), had a federal lien (2), or had delinquent taxes (1).

CareerSource Florida also made changes to IWT reporting requirements. In Fiscal Year 2017-18, the U.S. Department of Labor modified reporting requirements related to trainee information by reducing the required amount of information on trainees. Prior to this change, to comply with federal requirements, CareerSource Florida required trainees to register their personal information through Employ Florida.⁷⁰ CareerSource Florida reported this requirement created problems with verifying trainee data for the reimbursement process. For example, if trainees did not register their information with Employ Florida, CareerSource Florida would not be able to verify that the trainees received the training. Therefore, companies would not be reimbursed for those trainees. However, federal reporting requirements were revised in Fiscal Year 2017-18, and CareerSource Florida subsequently removed the requirement for trainees to register with Employ Florida. Currently, CareerSource Florida requires businesses to provide trainee information, via a secure link, and a training attendance sheet to verify that trainee information matches.

During the review period, IWT grant awards and trainees increased compared to the previous review period

CareerSource Florida provided \$7,670,085 in grant funding during the review period. During the review period, the number of grant contracts awarded increased by just 7% compared to the previous review period (Fiscal Year 2014-15 through Fiscal Year 2016-17), though total grant payments doubled. The total number of employees trained increased by 52%, with 6,788 employees trained during the last review period and 10,323 employees trained during the current review period. The average grant award during the review period was \$32,618, which is 72% higher than the last review period's average. (See Exhibit 4-13.) CareerSource Florida reported that the increases in expenditures employees trained, and average grant amount per award were a result of the change in reporting requirements, indicating this change led to more trainees being accounted for allowing companies to receive more of the awarded grant.

Exhibit 4-13

IWT Grant Awards, Grant Amounts, and the Number of Employees Trained Increased Compared to the Previous Review Period

	Fiscal Years 2014-15 Through 2016-17	Fiscal Years 2017-18 Through 2019-20	Percent Change Between Review Periods
Number of IWT grant contracts awarded	368	393	7%
Number of employees trained	6,788	10,323	52%
Average grant amount per award	\$18,969	\$32,618	72%
Average number of employees trained per award	18	26	44%
Total grant payments made	\$3,331,100	\$7,670,085	130%

Source: OPPAGA analysis of CareerSource Florida data.

Most individuals who received IWT training during the previous review period are still employed in Florida; training had a positive effect on wages

The majority of IWT trainees from the previous review period were still employed in Florida as of 2020. To understand the impact of the Incumbent Worker Training program on the Florida

⁷⁰ Employ Florida links all of Florida's state and local workforce services and resources through a partnership of the Department of Economic Opportunity and CareerSource Florida, Inc.

workforce, OPPAGA reviewed the employment history of IWT grant-funded trainees from the previous review period (Fiscal Year 2014-15 through Fiscal Year 2016-17) to determine if trainees were still employed in Florida, with the same employer, and/or working in the same industry as of calendar year 2020.

As of 2020, 81% of trainees (8,458) from the previous review period were still employed in Florida. Of those who were still employed in Florida, 51% (4,327) were still with the same employer and 11% (970) still worked in the same industry, but were with a new employer. Fewer than half (37% or 3,161) of the previous trainees still employed in Florida were with a new employer and in a new industry in 2020.

IWT training had a significant positive effect on wages for both years analyzed. To describe the impact of the IWT program on individuals, OPPAGA reviewed information on trainees from the current review period and analyzed trainee wage outcomes.

Since a range of factors can affect wages, OPPAGA conducted a case-control analysis to determine the specific effects of the IWT on the wages of trainees. The analysis used Florida Education and Training Placement Information Program (FETPIP) data to compare the wages of individuals who received training to the wages of similar individuals who did not receive training.^{71,72} Individual matching was accomplished by selecting characteristics of individuals in FETPIP data that resembled relevant features of individuals who received IWT training. These characteristics include starting salaries, years in the workforce, whether the individual was a new hire, and the industry in which they were employed.⁷³ The case-control analysis compared the changes in wages for these two groups over the next year.

The analysis showed that receiving training through an IWT grant had a significant positive effect on trainee wages for Fiscal Years 2017-18 and 2018-19.⁷⁴ Specifically, IWT trainee wages increased 9% to 11% a year after training for each of the fiscal years examined, and these increases were attributable to the grants when comparing to similar individuals who did not receive IWT grants and are employed in similar industries that had median statewide wage growth of 7%.⁷⁵ (See Exhibit 4-14.)

⁷¹ FETPIP is a data collection and consumer-reporting system established in s. [1008.39, F.S.](#), to provide follow-up data on former students and program participants who have graduated, exited, or completed a public education or training program within Florida. The statute requires any project conducted by Florida's workforce development system that requires placement information to use information provided through FETPIP.

⁷² Over the two fiscal years, the total number of individuals included in the IWT analysis for trainees ranged from 1,711 in Fiscal Year 2017-18 to 4,357 in Fiscal Year 2018-19. The same counts were used to build the comparison groups for matching pair analysis.

⁷³ OPPAGA primarily collapsed the industry codes to the four-digit level, but also collapsed to the two-digit level to increase the number of individuals captured for a match.

⁷⁴ OPPAGA's analysis tested whether the difference in wage growth between the groups was statistically significant at a 5% level. Since wage growth distributions are skewed, the median of the groups were compared instead of the mean, through non-parametric statistical methods. The results indicate that the training is associated with higher wage growth, when comparing to people in the same industry with similar measured characteristics (e.g., starting salaries, new hires, and years in the workforce). However, it is possible that individuals who entered the training program had unmeasured characteristics that contributed to their wage growth, such as higher motivation or ability. Furthermore, it is possible that individuals in the comparison group from the same industries received similar training that was not federal or state funded through IWT.

⁷⁵ The industries most frequently represented by IWT grant recipients were computer systems services, restaurants, building equipment contractors, and other manufacturing. IWT recipients represented several additional industries, including aerospace product and parts manufacturing; other electrical equipment and component manufacturing; navigational, measuring, electro-medical, and control instruments manufacturing; machine shops; beverage manufacturing; and others.

Exhibit 4-14

IWT Trainee Wage Increases Associated With Training

	Fiscal Year 2017-18 ¹	Fiscal Year 2018-19 ²
Median annual wages of trainees before training ³	\$47,753	\$41,530
Median annual wages of trainees one year after training	\$53,219	\$46,801
Median increase in wages	\$4,743	\$4,590
Percent increase in wage	9%	11%
Does the training have a positive, statistically significant effect on the following year's wages when compared to a group from similar industry with similar wages and experience?	Yes	Yes

¹ The Consumer Price Index for Fiscal Year 2017-18 was 246.2.

² The Consumer Price Index for Fiscal Year 2018-19 was 250.2.

³ Median annual wage of trainees during training was used for employees new to the workforce in Florida.

Source: OPPAGA analysis of Florida Education and Training Placement Information Program data.

Despite IWT recipients reporting that COVID-19 affected scheduled trainings, nearly all said that the grant had a positive impact on business

Many IWT grant recipients reported impacts on training due to COVID-19. OPPAGA surveyed Incumbent Worker Training grant recipients to understand the value and benefits to businesses of the IWT grant and to determine the impact of the grant on businesses.⁷⁶ Because the end of the current review period coincided with the onset of the COVID-19 pandemic, OPPAGA asked grant recipients about the pandemic's impact on the trainings provided by the IWT program. Slightly less than half of the respondents reported that the COVID-19 pandemic affected the training. Of the respondents who did report an impact, the most frequently reported impacts were to the execution of training and to the planned start of training. Many respondents reported cancelling training due to the pandemic and not yet rescheduling, while a few reported that trainees did not complete the training.

Many respondents reported that the grant had a very positive impact, with many reporting the grant increased employee knowledge. Some respondents also reported that the IWT grant helped to achieve process efficiency gains and increase productivity. A few respondents also reported an improvement in employee wage levels and staff credentials, as well as reduction in employee turnover. More than half of the respondents reported that employee retention, productivity, and team relationships improved, with some respondents indicating that they greatly improved.

⁷⁶ OPPAGA surveyed 260 businesses that received an IWT grant during the review period and received complete survey responses from 39 businesses. The response rate was 15%.

APPENDIX A

Quick Response Training Grant Award Eligibility Criteria

Exhibit A-1

Businesses Must Meet Several Criteria to Qualify for QRT Grants

Program	Eligibility Criteria
Quick Response Training	<ul style="list-style-type: none"> • Be for-profit and create new, permanent, full-time (35+ hours per week) jobs for Florida workers requiring customized high-level skills training not available at the local level • Create new, full-time, permanent, high-quality jobs in qualified target industries • Require non-degree, specialized skill-based training of 12 months or less not available at the local level • Create high-quality jobs paying an average annual wage of at least 125% of local or state private sector wages, whichever is lower, unless the business is located in a distressed urban or rural community, or a brownfield area <ul style="list-style-type: none"> ○ Wages include salaries, commissions, bonuses, drawing accounts (against future earnings), prizes, and awards (if given by the employer for the status of employment), vacation pay, sick pay, and other payments paid to employees consistent with the Department of Economic Opportunity's definition. Other benefits are not included. ○ Produce an exportable (beyond regional markets) good or service • Provide sufficient documentation for identification of all participants that would allow access through the automated student databases pursuant to s. , <i>Florida Statutes</i>, or electronic listings by social security number for calculation of performance measures, and any other outcomes as specified in s. , <i>Florida Statutes</i>, or deemed pertinent to CareerSource Florida • May not qualify for funding if relocating from one Florida community to another Florida community, pursuant to s. <i>Florida Statutes</i> • Demonstrate financial viability by providing <ul style="list-style-type: none"> ○ The most recently filed IRS Form 941 (if the business is a Corporation) or the most recently filed 1040 Income Tax Return with Schedule SE (if the business is a Sole Proprietorship) ○ A letter of Tax Clearance from the Department of Revenue dated within 45 days of application submittal ○ A W-9 Form
	<p>Funding priority given to businesses</p> <ul style="list-style-type: none"> • First time applicants • Offer jobs located in a distressed, urban inner city, rural area, opportunity zone, or Brownfield area • Submit grant proposals with the greatest potential for economic impact that contribute in-kind and/or cash matches • On a first-come, first-served basis

Source: CareerSource Florida and s. [288.047](#), F.S.

Exhibit A-2

QRT Grant Program Guidelines

Quick Response Training

Reimbursement Amount Basis

- Reimbursement amount based on number of new hires projected to complete the training and the approved amount per trainee

Reimbursable Expense

- Instructor wages
- Curriculum development
- Textbooks/manuals
- Other costs
- Customized, skills-based, online training
- Domestic travel for trainers and trainees

Disallowed Costs

- Trainee wages

Disallowed Trainings

- CPR and first aid
- New hire orientation
- Diversity and sexual harassment
- English as a second language
- Degree programs
- Workplace literacy or soft skills
- Conferences
- OSHA and safety training

Source: CareerSource Florida.

Exhibit A-3
QRT Grant Awards by County

County	Number of Grants Awarded	Number of Employees Trained	Total Grant Payments Made
Bay	1	2	\$5,250
Brevard	6	1,047	6,625,500
Broward	13	61	172,035
Charlotte	2	736	1,048,950
Collier	5	969	2,384,550
Duval	4	5	10,500
Escambia	1	111	231,525
Hendry	1	0	0
Hillsborough	10	264	850,290
Jackson	1	249	392,175
Lee	10	702	1,486,433
Marion	1	1,280	3,200,400
Miami-Dade	1	27	94,500
Orange	1	28	112,000
Palm Beach	1	75	275,625
Pinellas	4	632	1,706,985
Polk	6	912	2,498,825
Seminole	5	315	611,835
Volusia	2	208	474,075
Walton	1	0	0
Total¹	76	7,623	\$22,181,453

¹ Of the 76 grants awarded, 17 awards totaling \$2,075,135 were not used by grantees.

Source: OPPAGA analysis of CareerSource Florida data.

APPENDIX B

Incumbent Worker Training Grant Award Eligibility Criteria

Exhibit B-1

Businesses Must Meet Several Criteria to Qualify for IWT Grants

Program	Eligibility Criteria
Incumbent Worker Training	For reimbursement of up to 50% of training costs <ul style="list-style-type: none">• Be a for-profit company in the state of Florida• Operate for a minimum of one year prior to application date• Provide a description of how the training is related to the competitiveness of both the business and the employee receiving training• Demonstrate a commitment to retain or avert the layoff of employees receiving training• Demonstrate financial viability by providing<ul style="list-style-type: none">○ The most recently filed IRS Form 941 (if the business is a corporation) or the most recently filed copy of the 1040 Income Tax Return with Schedule SE (if the business is a sole proprietorship)○ A letter of tax clearance from the Department of Revenue dated within 45 days of application submittal○ A letter of credit from a bank the company has done business with for at least six months; the letter must be on bank letterhead• Comply with the non-discrimination and equal opportunity provisions of Section 188 of the Workforce Investment Act of 1998; Title VI of the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; Title IX of the Education Amendments of 1972; and 29 C.F.R. Part 37• Have at least one full-time employee (must be a Florida resident and a W-2 employee); for a sole-proprietor where the business owner is the only employee, the sole-proprietor may be considered as the full-time employee• Have not received an award in the previous or current program year
	For reimbursement of up to 75% of training costs, additional requirements include <ul style="list-style-type: none">• Have 25 or fewer employees• Be located in a rural area or a distressed inner-city area

Source: CareerSource Florida and s. [445.003](#), F.S.

Exhibit B-2

IWT Grant program Guidelines

Incumbent Worker Training
Reimbursement Amount Basis
<ul style="list-style-type: none">• 50 to 75% of total preapproved direct training costs
Reimbursable Expense
<ul style="list-style-type: none">• Instructor wages• Curriculum development• Textbooks/manuals• Tuition/training/course costs• Other costs (training DVDs or tapes)
Disallowed Costs
<ul style="list-style-type: none">• Trainee wages and fringe benefits• Compensation or consultant fees not directly related to training• Capital improvements• Travel or food• Membership fees/dues• Conferences test/exam fees• Company website design and development, website hosting, maintenance, software upgrade, advice on computer selection for purchase and upgrade• Purchase of employee assessment systems or systems usage licenses• Equipment
Disallowed Trainings
<ul style="list-style-type: none">• CPR and first aid• New hire orientation• Diversity and sexual harassment• English as a second language• Degree programs• Workplace literacy or soft skills• Training that take place where food and/or beverages are included• Training that includes the purchase of equipment in the cost of the training

Source: CareerSource Florida.

Exhibit B-3
IWT Grants by County

County	Number of Grants Awarded	Number of Employees Trained	Total Grant Payments Made
Alachua	10	71	\$89,400
Bay	1	16	18,150
Brevard	27	1,228	899,987
Broward	68	1,001	1,081,412
Charlotte	3	236	52,163
Collier	7	134	76,599
Columbia	9	165	124,768
DeSoto	1	0	0
Duval	19	486	287,531
Escambia	2	15	34,147
Flagler	1	0	0
Gadsden	1	0	0
Hernando	6	44	73,714
Hillsborough	33	2,318	777,951
Lake	2	35	122,116
Lee	15	415	151,339
Leon	2	15	30,938
Manatee	3	55	92,096
Marion	5	403	81,563
Martin	4	46	42,488
Miami-Dade	31	501	625,076
Orange	26	602	1,187,234
Osceola	1	5	4,800
Palm Beach	39	542	498,468
Pasco	8	67	117,000
Pinellas	36	438	376,668
Polk	1	11	3,890
Sarasota	7	503	80,159
Seminole	11	222	224,871
St. Johns	5	644	393,595
St. Lucie	1	11	1,800
Volusia	6	76	95,761
Total^{1,2}	391	10,305	\$7,645,683

¹These totals do not include companies for which county information was not provided.

²Of the 391 grants awarded for which we have county data, 86 awards, totaling \$1,872,992 were not used.

Source: OPPAGA analysis of CareerSource Florida data.



Stephanie Smith
Chair

Michelle Dennard
President & CEO

December 21, 2021

Ms. Patricia (PK) Jameson, Coordinator
Office of Program Policy Analysis and Government
Accountability
111 West Madison Street, Room 312
Tallahassee, FL 32399

Dear Ms. Jameson

CareerSource Florida sincerely appreciates the Office of Program Policy Analysis and Government Accountability's thorough review of the Quick Response Training and the Incumbent Worker Training grant programs. As noted, these two training grant programs, administered by CareerSource Florida, provide exceptional value to businesses as well as the Floridians employed by them. A skilled and productive workforce is critical to Florida's economy, serving as a primary reason businesses expand or locate in our great state. Training that enhances skills of new or existing employees boosts business competitiveness and overall workforce quality.

The analysis of the federally funded Incumbent Worker Training program documents benefits to existing Florida businesses. The analysis shows IWT grants have a significant positive effect on trainee wages, with trainee wages increasing 9 percent to 11 percent a year after the training - greater than average statewide wage growth. Moreover, most Incumbent Worker Training trainees are still employed in Florida (81 percent). As stated in Section 445.003(3)(b), F.S., continuing skills-based training of incumbent employees at existing Florida businesses along with job retention is the emphasis of the Incumbent Worker Training program.

Similarly, OPPAGA's analysis of the state's Quick Response Training program proves its benefit to both Florida businesses and Florida employees. The grant program leads to higher wages for individuals receiving customized training and greater productivity for the businesses that employ them. Like the Incumbent Worker Training grant, the majority of Quick Response Training grant trainees are still employed in Florida (75 percent). Further, the OPPAGA analysis shows that receiving training through a Quick Response Training grant has a significant positive effect on wages: trainee wages increased 12 percent a year after training.

The report provided recommendations to enhance training opportunities and communications with grant recipients. CareerSource Florida is planning to develop a training protocol that provides multiple opportunities for recipients and fiscal agents to ask questions and receive guidance on program goals and grant recipient responsibilities. This will provide a way to understand legislative changes and create a continuous feedback loop for grant processes.

PO Box 13179 • Tallahassee, FL 32317
O: (850) 792-5242
careersourceflorida.com



In closing, the OPPAGA report further demonstrates Quick Response Training and Incumbent Worker Training grants play a vital role in Florida's economy. Both programs encourage growth and prosperity and enable Florida's businesses to be more competitive.

Respectfully,



Michelle Dennard
President and CEO



WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) Florida's Unified State Plan – Two-Year Modification July 1, 2022-June 30, 2024

The vision of WIOA is to achieve and maintain an integrated, job-driven workforce system that links Florida's diverse, talented workforce to businesses and improves the quality of life for citizens.

The U.S. Department of Labor requires states to update their WIOA Unified State Plan every two years, incorporating changes in the labor market and economic conditions or other factors affecting implementation.

Florida's 2022-2024 WIOA Unified Plan Two-Year Modification takes into consideration the unprecedented economic impact of the COVID-19 pandemic, Florida's rapid economic recovery and specific industry sectors and populations identified as recovering more slowly than others.

Additionally, the Two-Year Modification includes updates required by Florida's Reimagining Education and Career Help (REACH) Act, signed into law by Gov. Ron DeSantis in June 2021. The REACH Act addresses the evolving needs of Florida's economy by increasing the level of collaboration and cooperation among business and education communities while improving training within and equity and access to a more integrated workforce and education system.

FLORIDA'S VISION FOR IMPLEMENTING WIOA

1. Enhance alignment and market responsiveness of workforce, education and economic development systems through improved service integration that provides businesses with skilled, productive and competitive talent—and Floridians with employment, education, training and support services to reduce welfare dependence and increase opportunities for self-sufficiency, high-skill and high-wage careers and lifelong learning.
2. Promote accountable, transparent and data-driven workforce investments through performance measures, monitoring and evaluation that inform strategies, drive operational excellence, and lead to the identification and replication of best practices and an efficient workforce delivery system.
3. Improve career exploration, educational attainment and skills training for in-demand industries and occupations for Florida youth, leading to enhanced employment, career development, credentialing and postsecondary education opportunities.

GOALS OF WIOA

1. **Increase** access to education, training and employment— particularly for people with barriers to employment.
2. **Create** a comprehensive, high-quality workforce by aligning workforce investment, education and economic development.
3. **Improve** the quality and labor market relevance of workforce investment, education and economic development efforts.
4. **Promote** improvements in the structure and delivery of services.
5. **Increase** the prosperity of workers and employers.
6. **Reduce** welfare dependency, increase economic self-sufficiency, meet employer needs and enhance the productivity and competitiveness of the nation.

WIOA AND THE REACH ACT

WIOA and the REACH Act strategically coordinate the following WIOA core programs with additional state partners that design, implement and drive Florida's workforce development system:

- Workforce investment and policy direction provided by the CareerSource Florida Board of Directors.
- Adult, dislocated worker and youth programs and Wagner-Peyser Act job search and placement services administered by the Florida Department of Economic Opportunity.
- Adult education and family literacy programs administered by the Florida Department of Education.
- Vocational Rehabilitation and Blind Services administered by the Florida Department of Education.
- Higher education and career and technical education administered by the Florida Department of Education, the Florida College System and Board of Governors.
- Supplemental Nutrition and Assistance Program and Temporary Assistance for Needy Families program administered by the Florida Department of Children and Families.

The REACH Act establishes the REACH Office in the Executive Office of the Governor to facilitate coordination and alignment of each of the above entities, and aims to:

Strengthen Partnerships

- Requires the addition of the Department of Education's Division of Blind Services as well as the Department of Children and Families to the CareerSource Florida Board.

Improve Alignment and Access

- Creates a Labor Market Estimating Conference to determine Florida's real-time supply and demand in the labor market.
- Requires the CareerSource Florida Board to appoint a Credentials Review Committee to identify degree and nondegree credentials that are aligned to in-demand occupations that provide middle-level to high-level wages.
- Creates a "no-wrong door" strategy to help Floridians access services from any workforce partner.
- Directs the Department of Economic Opportunity to implement a consumer-first workforce system that improves coordination among one-stop career center partners through an integrated system that includes common intake, benefits screening and case management.
- Establishes the Open Door Grant Program to provide affordable access to in-demand credentials.

Increase Accountability and Transparency

- Creates a workforce opportunity portal to provide Floridians with access to federal, state and local workforce services and program data including education and training options, career planning and career services tools.
- Requires the assignment of a letter grade to local workforce development boards based on criteria including performance accountability measures, return on investment and improvement of the long-term self-sufficiency of participants.
- Directs the Department of Education to develop a workforce development metrics dashboard that shows the impact of workforce-related programs on credential attainment, training completion, degree attainment and participant wages.
- Establishes required performance outcomes for WIOA-eligible training providers.
- Creates a money-back guarantee on select programs that provides for a full refund of tuition to students unable to find a job in their field of study within 6 months of completion of the program.

Information Items





Get There Faster Workforce Innovation and Opportunity Act Governor's Reserve Fund Grants

At-Risk Floridians

The following local workforce development boards were selected through a competitive opportunity to receive Get There Faster grants. This new grant program will provide at-risk individuals who are receiving public assistance, such as Temporary Assistance for Needy Families (TANF) and/or Supplemental Nutrition Assistance Program (SNAP) benefits, recovering from substance use disorders, or returning citizens who were justice system-involved, with opportunities to receive the education and work skills needed to enhance their employability and achieve economic self-sufficiency.

1. CareerSource Escarosa (\$1,037,828):

To address its healthcare workforce shortages, Baptist Health Care is partnering with CareerSource Escarosa to offer training to at-risk Floridians in its Phlebotomy Intern and Medical Assisting Programs. Both programs provide paid education hours for individuals to learn the technical skills needed to be successful in the field as well as hands-on training in one of Baptist Health Care's departments. The programs are designed to strengthen the area's talent pipeline for in-demand occupations. Upon completion of either program, the participants will be eligible to take the certification exam. Baptist Health Care will cover the costs of materials and testing fees to allow the students to focus on engaging in the programs. The goal of the programs is to certify and hire the students upon completion of their training.

2. CareerSource North Central Florida (\$893,833):

Through this program, participants will receive assessment, career planning, pathway training and paid work-based training. Ongoing intensive employment services and support including mentoring will be aimed at removing employment barriers, increasing participants' likelihood of obtaining and maintaining unsubsidized employment, and decreasing their reliance on public assistance benefits, as they are enrolled in secondary and/or postsecondary education that leads to an industry-recognized credential. Initial training will include a workplace success course offered by Santa Fe College that teaches critical business application and employability skills that are vital to success in today's workforce. Based on assessments, and with an ultimate focus on employment, participants will then be directed into a work-based learning opportunity or enrolled in a short-term IT credential program. The IT credentialing will result in professional certifications through the University of Florida. Examples of these certifications include Google Data Analytics, Google IT Support, Google Project Management and IBM Cyber Security Analyst. Work-based learning opportunities, such as registered apprenticeships



or On-the-Job Training, will be offered through partnership with employers in the community. Participants will receive job placement assistance through a dedicated case manager and job coach as well as support services to include, but not be limited to, childcare and transportation as well as assistance with employment-related equipment and supplies.

3. CareerSource Central Florida (\$2,500,000):

This local workforce development board will focus funds on two programs:

Justice System-Involved Program Model: CareerSource Central Florida will partner with iBuild, a consortium of construction companies, education partners who offer construction-related training, economic development partners engaged in construction-related projects in the region, and workforce development partners who engage potential talent to enter the industry. Training for justice system-involved individuals will be available prior to re-entry and immediately after returning to their communities. The full training will include Emotional Intelligence, Employability Skills and National Center for Construction Education Research (NCCER) Core Construction. Participants will learn safety and temporary traffic control skills required by all employer partners, thus increasing their employability. All skills will be taught through in-person instruction as well as training modules offered through the Career Edge program that allows participants to complete resumes and mock interviews with job coach support.

Coordinated Care Program Model: CareerSource Central Florida and the Florida Department of Children and Families developed and launched a coordinated care approach using Care Navigators to guide Floridians on an individualized path to prosperity by focusing on community collaboration among the private sector, faith-based community, nonprofits and government entities. This approach breaks down traditional community silos to maximize resources and uncover opportunities. This grant will support continuation of this program.

4. CareerSource South Florida (\$1,022,450):

The SO-FLO Pathways to Opportunity and Prosperity program will provide education and training through registered apprenticeship programs to advance at-risk Floridians from reliance on public assistance to economic self-sufficiency. Registered Apprenticeship programs allow participants to immediately earn a wage while developing the necessary skills through training that will help them connect to careers in high-skill, high-demand jobs. CareerSource South Florida will partner with Miami Dade College and its MDC Apprenticeship Program in Advanced Manufacturing, Transportation and Logistics, and Professional Services.

Low-Income Returning Adult Learners

The following local workforce development boards were selected through a competitive opportunity to receive Get There Faster grants to connect low-income returning adult leaders



to new economic opportunities. These grants will provide adults and youth seeking education and training the opportunity to earn industry-recognized cloud computing or other IT-related credentials of value.

1. CareerSource Gulf Coast (\$1,403,743):

With consideration for the poverty rates of the three counties served by CareerSource Gulf Coast — Bay, Gulf and Franklin — as well as the digital divide in rural communities, the local workforce development board will use these funds to enhance the IT and workplace skills of the targeted groups of adults and youth through internships, either while still in school or through employment/post-secondary education or training after completing program services. Adults will be moved into employment after training, both subsidized and unsubsidized. Youth will either continue their education or receive assistance with job placement.

2. CareerSource Flagler Volusia (\$1,936,951):

The intent of the Leveraging Equitable and Enhanced Access to Prosperity (LEEAP) program is to increase access to prosperity for unemployed and underemployed individuals as well as to increase the labor force participation rate through entrepreneurial mindset training, workforce education and work-based learning. Residents of the targeted neighborhoods and selected staff will be provided training to become facilitators of the entrepreneurial mindset training. Facilitators will then provide 13-week courses in entrepreneurial mindset training. Each site is expected to deliver six classes throughout the grant period with an average of 10 students per class. CareerSource Flagler Volusia's case managers will work with the individuals on a career pathway plan by providing assessments, enrollment into training and access to work-based learning opportunities.

3. CareerSource Brevard (\$923,306):

Adults and youth living in high-poverty zip code areas will be recruited by CareerSource Brevard and its education and community partners to participate in Salesforce Academy IT Training. The training also will be available to others in the community seeking new skills to qualify for in-demand jobs. Support services and job placement assistance will be provided to participants with a goal of helping them on their path to self-sufficiency. Among the partner services available to participants will be help with housing, mental health and financial counseling.

4. CareerSource Pinellas (\$750,000):

CareerSource Pinellas will partner with CareerSource Pasco Hernando, St. Petersburg College, Pasco Hernando State College, the Florida Department of Children and Families, Pinellas Technical College, Pinellas County Economic Development and the Pasco Economic Development Council as well as more than 15 businesses and



community-based organizations in the region to identify and assist residents in high-poverty zip codes with training and employment. Training will focus on sectors that are important to the regional economy such as IT, manufacturing, healthcare, construction and financial and professional services. This program is in direct response to the need to create and sustain a demand-driven supply of credentialed workers for in-demand occupations by addressing and closing the gap between the skills needed by employers and the skills of the available workforce. Education and training will include rapid credentialing, postsecondary degree programs, non-degree programs, registered apprenticeship and/or other work-based learning.

Speakers' Bios

Michele Burns



Michele Burns serves as the executive director at CareerSource Okaloosa Walton. She has a marketing degree from the University of West Florida, and she has served Okaloosa and Walton counties for more than 28 years.

As an Okaloosa County native, Ms. Burns has been active in several community organizations and local events. She is the president of the Okaloosa Public Schools Foundation. She also serves as the facilities director for the HR Florida State Conference Team. Ms. Burns is a member of the Emerald Coast Chapter of Society of Human Resources and a board member of the Early Learning Coalition, Healthy Start, and the One Okaloosa Economic Development Council.

Stacy Campbell-Domineck



Stacy Campbell-Domineck serves as president and CEO of CareerSource Polk. In this role, Ms. Campbell-Domineck leads a workforce system consisting of two full-service career centers, a mobile unit, an administrative office and an employer services division. She has served the organization for nearly 20 years in a variety of roles including assistant director, program director and her current role. She also serves as president of the Florida Workforce Development Association representing Florida's local workforce development boards statewide.

Ms. Campbell-Domineck takes seriously the responsibility of improving Polk County's workforce through continuous improvement in skills development and leadership management. Prior to joining CareerSource Polk, she served in leadership positions at the University of Florida and Florida Southern College.

Ms. Campbell-Domineck holds bachelor's and master's degrees from Mississippi State University. She is a certified Senior Professional in Human Resources, a certified Florida and National Workforce Development Professional and a Job and Career Transition Coach.

Robert Doyle III



Robert Doyle III is the director of the Division of Blind Services at the Florida Department of Education. Director Doyle oversees services to Floridians who are blind or visually impaired through 10 district offices, including the Rehabilitation Center for the Blind, the Braille and Talking Books Library and local community rehabilitation programs. Prior to joining the Division of Blind Services, Director Doyle served as director for the Division for the Visually Impaired with the Delaware Department of Health and Social Services.

He has nearly 20 years of experience in human services and education and holds a bachelor's degree in political studies and a master's degree in public administration from the University of Illinois. Director Doyle serves as the president of the Council of State Administrators of Vocational Rehabilitation and is the past president of the National Council of State Agencies for the Blind. He lives in Tallahassee.

Tara Goodman



Tara Goodman joined the CareerSource Florida Board of Directors in January 2022 in her role as vice chancellor for the Florida Department of Education's Division of Career and Adult Education. Vice Chancellor Goodman oversees operations for the division's bureaus for career and technical education programs, adult education programs, grants administration and the research and evaluation unit. In addition, she is responsible for the implementation of the Florida Career and Professional Education (CAPE) Act.

She has more than 20 years of experience conducting policy review and program implementation for workforce education programs in Florida. Since 1996, Vice Chancellor Goodman has held positions at the Postsecondary Education Planning Commission, the Council for Education Policy, Research and Improvement, and the Florida Board of Regents. She lives in Tallahassee.

Casey Penn



Casey Penn serves as the bureau chief for One-Stop and Program Support (OSPS) at the Florida Department of Economic Opportunity (DEO). After working in the private sector for more than a decade, Mr. Penn joined the DEO team as the administrator of policy and quality assurance for workforce programs in 2018.

After a short tenure at the Florida Department of Children and Families, Casey returned to DEO in late 2020 to serve in his current role. As the bureau chief of OSPS, he leads a talented team tasked with providing oversight and support to local workforce development boards in the delivery of workforce programs throughout the state of Florida.

Antionette Williams



Antionette Williams, Ph.D., serves as bureau chief of field services at the Florida Department of Education Division of Vocational Rehabilitation. She has more than 20 years of experience in the vocational rehabilitation field, providing leadership, technical assistance and training to staff at the Florida Department of Education. Dr. Williams' rehabilitation experience began in 1993 as a rehabilitation technician for the Division of Blind Services. She has served in various counseling positions within the division and was promoted into increasingly responsible leadership positions.

In 2019, Dr. Williams was named bureau chief of field services. Dr. Williams holds a bachelor's degree in rehabilitation services and a Master of Public Administration and Policy from Florida State University. She received her Doctor of Educational Leadership and Human Services degree from Florida Agricultural and Mechanical University.



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RIGGS &
INGRAM
CPAs and Advisors
CRIcpa.com

January 12, 2022

CareerSource Florida, Inc
PO Box 13179
Tallahassee, FL 32317

Dear Mr. Collins:

Enclosed is the organization's 2020 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 16, 2022.

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

Very truly yours,

Michael C Carter

DRAFT

TAX RETURN FILING INSTRUCTIONS

FORM 990

FOR THE YEAR ENDING

June 30, 2021

Prepared For:

CareerSource Florida, Inc
PO Box 13179
Tallahassee, FL 32317

Prepared By:

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

Amount Due or Refund:

Not applicable

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

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 16, 2022

***** THIS IS NOT A FILEABLE COPY *****

IRS e-file Signature Authorization for an Exempt Organization

OMB No. 1545-0047

Form **8879-EO**

For calendar year 2020, or fiscal year beginning JUL 1, 2020, and ending JUN 30, 2021

2020

Department of the Treasury
Internal Revenue Service

▶ **Do not send to the IRS. Keep for your records.**
▶ **Go to www.irs.gov/Form8879EO for the latest information.**

Name of exempt organization or person subject to tax

Taxpayer identification number

CAREERSOURCE FLORIDA, INC

59-3659026

Name and title of officer or person subject to tax

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, 5a, 6a, or 7a** below, and the amount on that line for the return being filed with this form was blank, then leave line **1b, 2b, 3b, 4b, 5b, 6b, or 7b**, 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.

1a Form 990 check here ▶ <input checked="" type="checkbox"/>	b Total revenue, if any (Form 990, Part VIII, column (A), line 12)	1b <u>20,141,540.</u>
2a Form 990-EZ check here ▶ <input type="checkbox"/>	b Total revenue, if any (Form 990-EZ, line 9)	2b _____
3a Form 1120-POL check here ▶ <input type="checkbox"/>	b Total tax (Form 1120-POL, line 22)	3b _____
4a Form 990-PF check here ▶ <input type="checkbox"/>	b Tax based on investment income (Form 990-PF, Part VI, line 5)	4b _____
5a Form 8868 check here ▶ <input type="checkbox"/>	b Balance due (Form 8868, line 3c)	5b _____
6a Form 990-T check here ▶ <input type="checkbox"/>	b Total tax (Form 990-T, Part III, line 4)	6b _____
7a Form 4720 check here ▶ <input type="checkbox"/>	b Total tax (Form 4720, Part III, line 1)	7b _____

Part II Declaration and Signature Authorization of Officer or Person Subject to Tax

Under penalties of perjury, I declare that ☒ I am an officer of the above organization or ☐ I am a person subject to tax with respect to (name of organization) _____, (EIN) _____ and that I have examined a copy

of the 2020 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 electronic return. I consent to allow my intermediate service provider, transmitter, or electronic return originator (ERO) to send the 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 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 electronic return and, if applicable, the consent to electronic funds withdrawal.

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 tax year 2020 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 or person subject to tax with respect to the organization, I will enter my PIN as my signature on the tax year 2020 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.

Signature of officer or person subject to tax ▶ ***** THIS IS NOT A FILEABLE COPY *** 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 2020 electronically filed return 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 ▶ **01/12/22**

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** (2020)

EXTENDED TO MAY 16, 2022

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 for instructions and the latest information.

OMB No. 1545-0047

2020Open to Public
Inspection**A** For the 2020 calendar year, or tax year beginning **JUL 1, 2020** and ending **JUN 30, 2021****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) Room/suite
PO BOX 13179City 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 \$ **20,141,540.****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**

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: THE FLORIDA WORKFORCE SYSTEM CONNECTS EMPLOYERS WITH QUALIFIED, SKILLED TALENT AND FLORIDIANS
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.
	3	Number of voting members of the governing body (Part VI, line 1a) 3 22
	4	Number of independent voting members of the governing body (Part VI, line 1b) 4 22
	5	Total number of individuals employed in calendar year 2020 (Part V, line 2a) 5 26
	6	Total number of volunteers (estimate if necessary) 6 22
	7a	Total unrelated business revenue from Part VIII, column (C), line 12 7a 0.
7b	Net unrelated business taxable income from Form 990-T, Part I, line 11 7b 0.	
Revenue	8	Contributions and grants (Part VIII, line 1h) 16,294,460. 20,141,496.
	9	Program service revenue (Part VIII, line 2g) 0. 0.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d) 587. 44.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 7,755. 0.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 16,302,802. 20,141,540.
	Expenses	13
14		Benefits paid to or for members (Part IX, column (A), line 4) 0. 0.
15		Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 3,081,172. 3,293,612.
16a		Professional fundraising fees (Part IX, column (A), line 11e) 0. 0.
b		Total fundraising expenses (Part IX, column (D), line 25) ▶ 0.
17		Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 4,995,672. 4,604,168.
18		Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 16,311,601. 20,158,323.
19		Revenue less expenses. Subtract line 18 from line 12 -8,799. -16,783.
Net Assets or Fund Balances	20	Total assets (Part X, line 16) 14,800,848. 10,008,941.
	21	Total liabilities (Part X, line 26) 13,493,645. 8,735,707.
	22	Net assets or fund balances. Subtract line 21 from line 20 1,307,203. 1,273,234.

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.

Sign Here	Signature of officer	Date			
	ANDREW COLLINS, COO/CFO Type or print name and title				
Paid Preparer Use Only	Print/Type preparer's name MICHAEL C CARTER	Preparer's signature MICHAEL C CARTER	Date 01/12/22	Check <input type="checkbox"/> if self-employed	PTIN P00292302
	Firm's name ▶ CARR, RIGGS & INGRAM, LLC	Firm's EIN ▶ 72-1396621	Phone no. 850.878.8777		
	Firm's address ▶ 2633 CENTENNIAL BLVD., STE 200 TALLAHASSEE, FL 32308				

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

032001 12-23-20

LHA For Paperwork Reduction Act Notice, see the separate instructions.

Form **990** (2020)**SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION**

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 \$ 10,068,250. including grants of \$ 10,068,250.) (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 \$ 2,192,293. including grants of \$ 2,192,293.) (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 \$ 3,121,914. 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 on Schedule O.)

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

4e Total program service expenses **15,382,457.**Form **990** (2020)

Part IV Checklist of Required Schedules

	Yes	No
1 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>	1 X	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> ?	2 X	
3 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>	3	X
4 Section 501(c)(3) organizations. 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>	4	X
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>	5	X
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>	6	X
7 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>	7	X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>	8	X
9 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>	9	X
10 Did the organization, directly or through a related organization, hold assets in donor-restricted endowments or in quasi endowments? <i>If "Yes," complete Schedule D, Part V</i>	10	X
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a 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>	11a X	
b Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>	11b	X
c Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>	11c	X
d Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	11d	X
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	11e X	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>	11f X	
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	12a X	
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>	12b	X
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>	13	X
14a Did the organization maintain an office, employees, or agents outside of the United States?	14a	X
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>	14b	X
15 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>	15	X
16 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>	16	X
17 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>	17	X
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>	18	X
19 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>	19	X
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>	20a	X
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	20b	
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>	21 X	

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23	X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a	X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b	X
26 Did the organization report any amount on Part X, line 5 or 22, for receivables from or payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part II</i>	26	X
27 Did the organization provide a grant or other assistance to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity (including an employee thereof) or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27	X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions, for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of any individual described in line 28a? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c A 35% controlled entity of one or more individuals and/or organizations described in lines 28a or 28b? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	X
32 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>	32	X
33 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>	33	X
34 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>	34	X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X
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>	35b	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36	X
37 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>	37	X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19?	38	X

Note: All Form 990 filers are required to complete Schedule O

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

	Yes	No
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	12
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	X

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

	Yes	No
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	26
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X
Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)		
3a Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	X
b If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation on Schedule O	3b	
4a 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)?	4a	X
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).		
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	X
c If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c	
6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a	X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	
7 Organizations that may receive deductible contributions under section 170(c).		
a 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?	7a	X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d	
e Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	X
g If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	
8 Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8	
9 Sponsoring organizations maintaining donor advised funds.		
a Did the sponsoring organization make any taxable distributions under section 4966?	9a	
b Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b	
10 Section 501(c)(7) organizations. Enter:		
a Initiation fees and capital contributions included on Part VIII, line 12	10a	
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11 Section 501(c)(12) organizations. Enter:		
a Gross income from members or shareholders	11a	
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13 Section 501(c)(29) qualified nonprofit health insurance issuers.		
a Is the organization licensed to issue qualified health plans in more than one state?	13a	
Note: See the instructions for additional information the organization must report on Schedule O.		
b Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c Enter the amount of reserves on hand	13c	
14a Did the organization receive any payments for indoor tanning services during the tax year?	14a	X
b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O	14b	
15 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?	15	X
If "Yes," see instructions and file Form 4720, Schedule N.		
16 Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16	X
If "Yes," complete Form 4720, Schedule O.		

Form 990 (2020)

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 on 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	22	Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year		22		
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 on Schedule O.				
b Enter the number of voting members included on line 1a, above, who are independent	1b	22		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		2		X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, trustees, or key employees to a management company or other person?		3		X
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?		4		X
5 Did the organization become aware during the year of a significant diversion of the organization's assets?		5		X
6 Did the organization have members or stockholders?		6		X
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?		7a		X
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?		7b		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:				
a The governing body?		8a	X	
b Each committee with authority to act on behalf of the governing body?		8b	X	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses on Schedule O		9		X

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

	Yes	No
10a Did the organization have local chapters, branches, or affiliates?		X
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?		
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	X	
b Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a Did the organization have a written conflict of interest policy? If "No," go to line 13	X	
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?		X
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	X	
13 Did the organization have a written whistleblower policy?	X	
14 Did the organization have a written document retention and destruction policy?	X	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official	X	
b Other officers or key employees of the organization	X	
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?		

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 on Schedule O)

19 Describe on 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 - 850-759-4334**
PO BOX 13179, TALLAHASSEE, FL 32317

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck 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.
- See instructions for the order in which to list the persons above.

☐ 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) MICHELLE R. DENNARD PRESIDENT/CEO	40.00			X				214,360.	0.	27,242.
(2) ANDREW COLLINS COO/CFO	40.00			X				194,569.	0.	38,318.
(3) ADRIANE GRANT VP EXTERNAL AFFAIRS	40.00				X			136,760.	0.	36,319.
(4) ANDRA CORNELIUS SVP BUSINESS & WORKFORCE D	40.00				X			141,774.	0.	30,770.
(5) NATHAN ROBERTS MIS DIRECTOR	40.00				X			101,990.	0.	33,505.
(6) STEVE COLLINS PERFORMANCE ANALYTICS DIR.	40.00				X			102,397.	0.	30,588.
(7) STEPHANIE SMITH CHAIR	1.00	X		X				0.	0.	0.
(8) RON DESANTIS BOARD MEMBER	1.00	X						0.	0.	0.
(9) BRITTANY BIRKEN BOARD MEMBER	1.00	X						0.	0.	0.
(10) TIM CENTER BOARD MEMBER	1.00	X						0.	0.	0.
(11) RICHARD CORCORAN BOARD MEMBER	1.00	X						0.	0.	0.
(12) DUANE DE FREESE BOARD MEMBER	1.00	X						0.	0.	0.
(13) ROBERT DOYLE BOARD MEMBER	1.00	X						0.	0.	0.
(14) ELLI HURST BOARD MEMBER	1.00	X						0.	0.	0.
(15) BILL JOHNSON BOARD MEMBER	1.00	X						0.	0.	0.
(16) RICK MATTHEWS BOARD MEMBER	1.00	X						0.	0.	0.
(17) BRYAN NELSON 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) JENNIFER O'FLANNERY ANDERSON BOARD MEMBER	1.00	X						0.	0.	0.
(19) JONATHON MILLER BOARD MEMBER	1.00	X						0.	0.	0.
(20) SAMUEL ROBBIN BOARD MEMBER	1.00	X						0.	0.	0.
(21) LORANNE AUSLEY BOARD MEMBER	1.00	X						0.	0.	0.
(22) ERIC HALL BOARD MEMBER	1.00	X						0.	0.	0.
(23) HOLLY BORGMAN BOARD MEMBER	1.00	X						0.	0.	0.
(24) HENRY MACK BOARD MEMBER	1.00	X						0.	0.	0.
(25) ALLISON KINNEY BOARD MEMBER	1.00	X						0.	0.	0.
(26) DANE EAGLE BOARD MEMBER	1.00	X						0.	0.	0.
1b Subtotal								891,850.	0.	196,742.
c Total from continuation sheets to Part VII, Section A								0.	0.	0.
d Total (add lines 1b and 1c)								891,850.	0.	196,742.

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, trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual

	Yes	No
3		X
4	X	
5		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	3,066,030.
CARAHSOFT TECHNOLOGY CORPORATION, 1860 MICHAEL FARADAY DRIVE, STE. 100, RESTON,	LICENSING	512,341.
GARTNER, INC. 56 TOP GALLANT ROAD, STAMFORD, CT 06902	SUBSCRIPTION	346,667.
JOBS FOR THE FUTURE, INC. 88 BROAD STREET, BOSTON, MA 02110	TECHNICAL SVCS	279,000.
PREMIER VIRTUAL 56 TOP GALLANT ROAD, DELRAY BEACH, FL 33483	SUBSCRIPTION	216,000.

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 **8**

SEE PART VII, SECTION A CONTINUATION SHEETS

Form 990 (2020)

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

[illegible]

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

				(A)	(B)	(C)	(D)
				Total revenue	Related or exempt function revenue	Unrelated business revenue	Revenue excluded from tax under sections 512 - 514
Contributions, Gifts, Grants and Other Similar Amounts	1 a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c				
	d	Related organizations	1d				
	e	Government grants (contributions)	1e	20,141,496.			
	f	All other contributions, gifts, grants, and similar amounts not included above ...	1f				
	g	Noncash contributions included in lines 1a-1f	1g	\$			
	h	Total. Add lines 1a-1f		20,141,496.			
Program Service Revenue	2 a	Business Code				
	b					
	c					
	d					
	e					
	f	All other program service revenue					
	g	Total. Add lines 2a-2f					
	Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		44.		
4		Income from investment of tax-exempt bond proceeds					
5		Royalties					
6 a		Gross rents	(i) Real	(ii) Personal			
b		Less: rental expenses ...					
c		Rental income or (loss)					
d		Net rental income or (loss)					
7 a		Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other			
b		Less: cost or other basis and sales expenses					
c		Gain or (loss)					
d		Net gain or (loss)					
8 a		Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18					
b		Less: direct expenses					
c		Net income or (loss) from fundraising events					
9 a		Gross income from gaming activities. See Part IV, line 19					
b	Less: direct expenses						
c	Net income or (loss) from gaming activities						
10 a	Gross sales of inventory, less returns and allowances						
b	Less: cost of goods sold						
c	Net income or (loss) from sales of inventory						
Miscellaneous Revenue	11 a	Business Code				
	b					
	c					
	d	All other revenue					
	e	Total. Add lines 11a-11d					
	12	Total revenue. See instructions		20,141,540.	0.	0.	44.

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
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 ...	12,260,543.	12,260,543.		
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	512,637.		512,637.	
6 Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	1,959,622.		1,959,622.	
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)	289,114.		289,114.	
9 Other employee benefits	363,651.		363,651.	
10 Payroll taxes	168,588.		168,588.	
11 Fees for services (nonemployees):				
a Management				
b Legal	69.		69.	
c Accounting	161,139.		161,139.	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Sch O.)	339,258.	141,400.	197,858.	
12 Advertising and promotion	2,518,137.	2,518,137.		
13 Office expenses	118,762.		118,762.	
14 Information technology	462,377.	462,377.		
15 Royalties				
16 Occupancy	218,452.		218,452.	
17 Travel	18,312.		18,312.	
18 Payments of travel or entertainment expenses for any federal, state, or local public officials ...				
19 Conferences, conventions, and meetings	43,183.		43,183.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	95,162.		95,162.	
23 Insurance	13,457.		13,457.	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses on line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a OTHER EXPENSES	615,215.		615,215.	
b EQUIPMENT REPAIRS AND M	645.		645.	
c				
d				
e All other expenses				
25 Total functional expenses. Add lines 1 through 24e	20,158,323.	15,382,457.	4,775,866.	0.
26 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
Assets	1 Cash - non-interest-bearing		1	
	2 Savings and temporary cash investments	11,132,279.	2	6,684,918.
	3 Pledges and grants receivable, net	2,995,918.	3	2,935,203.
	4 Accounts receivable, net		4	
	5 Loans and other receivables from any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), and persons described in section 4958(c)(3)(B)		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	380,267.	9	163,517.
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 564,752.		
	b Less: accumulated depreciation	10b 339,949.	291,884.	10c 224,803.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	500.	15	500.
16 Total assets. Add lines 1 through 15 (must equal line 33)	14,800,848.	16	10,008,941.	
Liabilities	17 Accounts payable and accrued expenses	1,941,242.	17	1,985,369.
	18 Grants payable		18	
	19 Deferred revenue	11,299,998.	19	6,547,827.
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to any current or former officer, director, trustee, key employee, creator or founder, substantial contributor, or 35% controlled entity or family member of any of these persons		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 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	252,405.	25	202,511.
	26 Total liabilities. Add lines 17 through 25	13,493,645.	26	8,735,707.
Net Assets or Fund Balances	Organizations that follow FASB ASC 958, check here <input checked="" type="checkbox"/> and complete lines 27, 28, 32, and 33.			
	27 Net assets without donor restrictions	1,307,203.	27	1,273,234.
	28 Net assets with donor restrictions		28	
	Organizations that do not follow FASB ASC 958, check here <input type="checkbox"/> and complete lines 29 through 33.			
	29 Capital stock or trust principal, or current funds		29	
	30 Paid-in or capital surplus, or land, building, or equipment fund		30	
	31 Retained earnings, endowment, accumulated income, or other funds		31	
	32 Total net assets or fund balances	1,307,203.	32	1,273,234.
	33 Total liabilities and net assets/fund balances	14,800,848.	33	10,008,941.

Form 990 (2020)

Part XI Reconciliation of Net AssetsCheck if Schedule O contains a response or note to any line in this Part XI ☒

1	Total revenue (must equal Part VIII, column (A), line 12)	1	20,141,540.
2	Total expenses (must equal Part IX, column (A), line 25)	2	20,158,323.
3	Revenue less expenses. Subtract line 2 from line 1	3	-16,783.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1,307,203.
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain on Schedule O)	9	-17,186.
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 32, column (B))	10	1,273,234.

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII ☒

	Yes	No
1 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.		
2a 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	2a	X
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	2b	X
c 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 on Schedule O.	2c	X
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133? _____	3a	X
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 on Schedule O and describe any steps taken to undergo such audits _____	3b	X

Form 990 (2020)

Department of the Treasury
Internal Revenue Service

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.
▶ Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2020

Open to Public Inspection

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number	
--------------------------------	--

59-3659026

Part I	Reason for Public Charity Status. (All organizations must complete this part.) See instructions.
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The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

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

f Enter the number of supported organizations

g Provide the following information about the supported organization(s).

g Provide the following information about the supported organization(s).						
(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

LHA For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. 032021 01-25-21 Schedule A (Form 990 or 990-EZ) 2020

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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	21272994.	14906163.	17343288.	16294460.	20141496.	89958401.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3	21272994.	14906163.	17343288.	16294460.	20141496.	89958401.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						89958401.

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
7 Amounts from line 4	21272994.	14906163.	17343288.	16294460.	20141496.	89958401.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources	20,082.	20,779.	6,892.	8,342.	44.	56,139.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						90014540.
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First 5 years. 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 stop here						<input type="checkbox"/>

Section C. Computation of Public Support Percentage

14 Public support percentage for 2020 (line 6, column (f), divided by line 11, column (f))	14	99.94	%
15 Public support percentage from 2019 Schedule A, Part II, line 14	15	99.92	%
16a 33 1/3% support test - 2020. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization			<input checked="" type="checkbox"/>
b 33 1/3% support test - 2019. 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 stop here. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
17a 10% -facts-and-circumstances test - 2020. 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 stop here. 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 10% -facts-and-circumstances test - 2019. 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 stop here. Explain in Part VI how the organization meets the facts-and-circumstances test. The organization qualifies as a publicly supported organization			<input type="checkbox"/>
18 Private foundation. 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) 2020

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) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2016	(b) 2017	(c) 2018	(d) 2019	(e) 2020	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties, and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						

14 First 5 years. 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 **stop here** ☐

Section C. Computation of Public Support Percentage

15 Public support percentage for 2020 (line 8, column (f), divided by line 13, column (f))	15	%
16 Public support percentage from 2019 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2020 (line 10c, column (f), divided by line 13, column (f))	17	%
18 Investment income percentage from 2019 Schedule A, Part III, line 17	18	%

19a 33 1/3% support tests - 2020. 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 - 2019. 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 box 12a, Part I, complete Sections A and B. If you checked box 12b, Part I, complete Sections A and C. If you checked box 12c, Part I, complete Sections A, D, and E. If you checked box 12d, Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

	Yes	No
1 Are all of the organization's supported organizations listed by name in the organization's governing documents? <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>		
2 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>		
3a Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? <i>If "Yes," answer lines 3b and 3c below.</i>		
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>		
c 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>		
4a Was any supported organization not organized in the United States ("foreign supported organization")? <i>If "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.</i>		
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>		
c 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>		
5a Did the organization add, substitute, or remove any supported organizations during the tax year? <i>If "Yes," answer lines 5b and 5c 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 Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
c Substitutions only. Was the substitution the result of an event beyond the organization's control?		
6 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>		
7 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>		
8 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>		
9a 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 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>		
c 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>		
10a 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 line 10b below.</i>		
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
11 Has the organization accepted a gift or contribution from any of the following persons?		
a A person who directly or indirectly controls, either alone or together with persons described in lines 11b and 11c below, the governing body of a supported organization?		
11a		
b A family member of a person described in line 11a above?		
11b		
c A 35% controlled entity of a person described in line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide detail in Part VI .		
11c		

Section B. Type I Supporting Organizations

	Yes	No
1 Did the governing body, members of the governing body, officers acting in their official capacity, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's officers, directors, or trustees at all times during the tax year? If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.		
1		
2 Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised, or controlled the supporting organization.		
2		

Section C. Type II Supporting Organizations

	Yes	No
1 Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).		
1		

Section D. All Type III Supporting Organizations

	Yes	No
1 Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the 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?		
1		
2 Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization(s) or (ii) serving on the governing body of a supported organization? If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).		
2		
3 By reason of the relationship described in line 2, above, did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.		
3		

Section E. Type III Functionally Integrated Supporting Organizations

1 Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions).			
a <input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.			
b <input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.			
c <input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity (see instructions).			
2 Activities Test. Answer lines 2a and 2b below.			
a 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 Part VI 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.			
2a			
b Did the activities described in line 2a, above, constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.			
2b			
3 Parent of Supported Organizations. Answer lines 3a and 3b below.			
a Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI .			
3a			
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 Part VI the role played by the organization in this regard.			
3b			

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	Adjusted Net Income (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	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI):		
2	Acquisition indebtedness applicable to non-exempt-use assets	2	
3	Subtract line 2 from line 1d.	3	
4	Cash deemed held for exempt use. Enter 0.015 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 0.035.	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	

Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, column A)	1	
2	Enter 0.85 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	Distributable Amount. 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) 2020

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

Section D - Distributions		Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	1	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	2	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	3	
4 Amounts paid to acquire exempt-use assets	4	
5 Qualified set-aside amounts (prior IRS approval required - <i>provide details in Part VI</i>)	5	
6 Other distributions (<i>describe in Part VI</i>). See instructions.	6	
7 Total annual distributions. Add lines 1 through 6.	7	
8 Distributions to attentive supported organizations to which the organization is responsive (<i>provide details in Part VI</i>). See instructions.	8	
9 Distributable amount for 2020 from Section C, line 6	9	
10 Line 8 amount divided by line 9 amount	10	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2020	(iii) Distributable Amount for 2020
1 Distributable amount for 2020 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2020 (reasonable cause required - <i>explain in Part VI</i>). See instructions.			
3 Excess distributions carryover, if any, to 2020			
a From 2015			
b From 2016			
c From 2017			
d From 2018			
e From 2019			
f Total of lines 3a through 3e			
g Applied to underdistributions of prior years			
h Applied to 2020 distributable amount			
i Carryover from 2015 not applied (see instructions)			
j Remainder. Subtract lines 3g, 3h, and 3i from line 3f.			
4 Distributions for 2020 from Section D, line 7: \$			
a Applied to underdistributions of prior years			
b Applied to 2020 distributable amount			
c Remainder. Subtract lines 4a and 4b from line 4.			
5 Remaining underdistributions for years prior to 2020, if any. Subtract lines 3g and 4a from line 2. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
6 Remaining underdistributions for 2020. Subtract lines 3h and 4b from line 1. For result greater than zero, <i>explain in Part VI</i> . See instructions.			
7 Excess distributions carryover to 2021. Add lines 3j and 4c.			
8 Breakdown of line 7:			
a Excess from 2016			
b Excess from 2017			
c Excess from 2018			
d Excess from 2019			
e Excess from 2020			

Schedule A (Form 990 or 990-EZ) 2020

Part VI

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.)

DRAFT

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 for the latest information.

OMB No. 1545-0047

2020

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	\$ 8,815,071.	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	\$ 605,133.	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	\$ 10,721,292.	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 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 for instructions and the latest information.**

OMB No. 1545-0047

2020**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).
☐ Preservation of land for public use (for example, recreation or education) ☐ Preservation of a historically important land area
☐ Protection of natural habitat ☐ Preservation of a certified historic structure
☐ 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?

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)?

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 FASB 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 FASB 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 FASB 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) 2020

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 make significant use of its collection items (check all that apply):

- a ☐ Public exhibition d ☐ Loan or exchange program
 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:

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial 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 Term 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.	15,139.	2,366.
d Equipment		547,247.	324,810.	222,437.
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				224,803.

Schedule D (Form 990) 2020

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)		
Total. (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)		
Total. (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)	
Total. (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	202,511.
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	202,511.

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 FASB ASC 740. Check here if the text of the footnote has been provided in Part XIII ... ☒

Schedule D (Form 990) 2020

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.

1	Total revenue, gains, and other support per audited financial statements	1	20,141,540.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains (losses) on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	20,141,540.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	20,141,540.

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.

1	Total expenses and losses per audited financial statements	1	20,158,322.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIII.)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	20,158,322.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIII.)	4b	1.
c	Add lines 4a and 4b	4c	1.
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	20,158,323.

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.

PART XII, LINE 4B - OTHER ADJUSTMENTS:

ROUNDING 1.

Part XIII Supplemental Information *(continued)*

DRAFT

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 for the latest information.**

OMB No. 1545-0047

2020

**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.

1 (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 noncash assistance	(h) Purpose of grant or assistance
24BY7SECURITY, INC. 7301 WILES ROAD, SUITE 206 CORAL SPRINGS, FL 33067	46-3330330	FOR PROFIT	10,875.	0.			EMPLOYEE TRAINING ASSISTANCE
4IT, INC. 12595 SW 137 AVE, 301 MIAMI, FL 33186	04-3751188	FOR PROFIT	22,352.	0.			EMPLOYEE TRAINING ASSISTANCE
A&M HEALTHCARE SERVICES, INC. 2240 W. WOOLBRIGHT ROAD, SUITE 208 BOYNTON BEACH, FL 33426	20-8823509	FOR PROFIT	18,900.	0.			EMPLOYEE TRAINING ASSISTANCE
A&M MANUFACTURING, INC. 315 NW 11TH AVENUE CHIEFLAND, FL 32626	59-3354550	FOR PROFIT	39,375.	0.			EMPLOYEE TRAINING ASSISTANCE
AD SPECS OF DELAWARE, LLC D/B/A LEVY RECOGNITION - 2415 N. ALBANY AVE. UNIT 1 - TAMPA, FL 33607	90-0731187	FOR PROFIT	25,671.	0.			EMPLOYEE TRAINING ASSISTANCE
ALLYN INTERNATIONAL SERVICES, INC. 13391 MCGREGOR BLVD FORT MYERS, FL 33919	65-0313967	FOR PROFIT	12,467.	0.			EMPLOYEE TRAINING ASSISTANCE

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶ **11.**

3 Enter total number of other organizations listed in the line 1 table ▶ **96.**

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

Schedule I (Form 990) 2020

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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
AUSTEN AIR CONDITIONING, INC. 6200 W. 21ST COURT HIALEAH, FL 33016	11-3813233	FOR PROFIT	16,781.	0.			EMPLOYEE TRAINING ASSISTANCE
AUSTEN BUILDERS 6200 W. 21ST COURT HIALEAH, FL 33016	81-3084826	FOR PROFIT	17,250.	0.			EMPLOYEE TRAINING ASSISTANCE
AUSTEN ELECTRIC, INC. 6200 W. 21ST COURT HIALEAH, FL 33016	03-0463245	FOR PROFIT	25,800.	0.			EMPLOYEE TRAINING ASSISTANCE
AUSTEN ENTERPRISES, INC. 6200 W. 21ST COURT HIALEAH, FL 33016	27-0320294	FOR PROFIT	21,000.	0.			EMPLOYEE TRAINING ASSISTANCE
AUTISM SPECIALTY GROUP, LLC 4040 NE 2ND AVE MIAMI, FL 33101	45-5136850	FOR PROFIT	78,150.	0.			EMPLOYEE TRAINING ASSISTANCE
AYANNA PLASTICS & ENGINEERING INC. 4701 110TH AVENUE NORTH CLEARWATER, FL 33762	59-3691538	FOR PROFIT	7,200.	0.			EMPLOYEE TRAINING ASSISTANCE
B&I CONTRACTORS 2701 PRINCE STREET FORT MEYERS, FL 33916	59-1107790	FOR PROFIT	12,524.	0.			EMPLOYEE TRAINING ASSISTANCE
BANKERS HEALTHCARE GROUP, LLC 10234 W STATE RD 84 DAVIE, FL 33324	65-0376686	FOR PROFIT	85,000.	0.			EMPLOYEE TRAINING ASSISTANCE
BEREKOWITZ POLLACK BRANT ADVISORS & ACCOUNTANTS - 200 S BISCAYNE BLVD - MIAMI, FL 33131	59-2742314	FOR PROFIT	94,500.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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
BERG BRYANT ELDER LAW GROUP, PLLC 4540 SOUTHSIDE BOULEVARD, SUITE 302 JACKSONVILLE, FL 32216	81-2412034	FOR PROFIT	7,500.	0.			EMPLOYEE TRAINING ASSISTANCE
BILLER GENIE SOFTWARE LLC 3550 BISCAYNE BLVD #704 MIAMI, FL 33137	84-2013304	FOR PROFIT	14,914.	0.			EMPLOYEE TRAINING ASSISTANCE
BLUE AEROSPACE LLC 6211 NOB HILL ROAD TAMARAC, FL 33021	27-4313205	FOR PROFIT	6,240.	0.			EMPLOYEE TRAINING ASSISTANCE
CARLISLE INTERCONNECT TECHNOLOGIES, INC. - 100 TENSOLITE DRIVE - ST AUGUSTINE, FL 32092	59-3177689	FOR PROFIT	191,347.	0.			EMPLOYEE TRAINING ASSISTANCE
CELLANTENNA CORPORATION 12453 NW 44TH ST CORAL SPRINGS, FL 33065	30-0004927	FOR PROFIT	10,485.	0.			EMPLOYEE TRAINING ASSISTANCE
CENTER FOR ORTHOPEDIC & SPORTS PHYSICAL THERAPY, P.A. - 2615 CENTENNIAL BLVD, SUITE 101 - TALLAHASSEE, FL 32308	59-3044545	FOR PROFIT	13,600.	0.			EMPLOYEE TRAINING ASSISTANCE
CLARK DIETRICH BUILDING SYSTEMS 9050 CENTRE POINT DRIVE, SUITE 400 WEST CHESTER, OH 45069	27-5010387	FOR PROFIT	91,139.	0.			EMPLOYEE TRAINING ASSISTANCE
CLIC, INC. 3401 NW 82 AVE #350 DORAL, FL 33122	37-1594307	FOR PROFIT	16,901.	0.			EMPLOYEE TRAINING ASSISTANCE
CLOUDHESIVE LLC 2419 E COMMERCIAL BLVD, FORT LAUDERDALE, FL 33308	46-4561958	FOR PROFIT	24,000.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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
COLLEGE OF CENTRAL FLORIDA 3001 SW COLLEGE RD OCALA, FL 34474	59-1213999	NON-PROFIT/EDUCA	3,994,200.	0.			EMPLOYEE TRAINING ASSISTANCE
COMRES, INC. 424 SW 12TH AVENUE DEERFIELD BEACH, FL 33422	65-0685727	FOR PROFIT	9,932.	0.			EMPLOYEE TRAINING ASSISTANCE
CRITICAL FREQUENCY DESIGN 2412 IRWIN STREET MELBOURNE, FL 32901	27-4490678	FOR PROFIT	6,150.	0.			EMPLOYEE TRAINING ASSISTANCE
CUSTOM METAL DESIGNS, INC. PO BOX 783037 WINTER GARDEN, FL 34778	59-1410239	FOR PROFIT	34,073.	0.			EMPLOYEE TRAINING ASSISTANCE
DAYTONA STATE COLLEGE P.O. BOX 2811 DAYTONA BEACH, FL 32120	59-1211226	NON-PROFIT/EDUCA	264,600.	0.			EMPLOYEE TRAINING ASSISTANCE
DIAMOND PRECISION MACHINE, INC. 2300 COMMERCE PARK DR., SUITE 5(A), WOODLAKE COMMERCE CENTER - PALM BAY, FL	59-3019393	FOR PROFIT	23,063.	0.			EMPLOYEE TRAINING ASSISTANCE
DISPENSER PACKAGING, INC. 780 S SCENIC HWY, FROSTPROOF, FL 33843	83-1609685	FOR PROFIT	101,500.	0.			EMPLOYEE TRAINING ASSISTANCE
DOCTORS HOUSE CALLS OF FLORIDA, LLC - 1239 SE INDIAN ST., UNIT 102 - STUART, FL 34997	47-5318421	FOR PROFIT	15,000.	0.			EMPLOYEE TRAINING ASSISTANCE
DOCUMENT STORAGE SYSTEMS, INC. 12575 US HWY 1, STE. 200 JUNO BEACH, FL 33408	43-1575286	FOR PROFIT	8,288.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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
DOMINION BUILDERS, LLC 4665 PONCE DE LEON BLVD #200 CORAL GABLES, FL 33146	26-3450532	FOR PROFIT	15,162.	0.			EMPLOYEE TRAINING ASSISTANCE
EASTERN ACUPUNCTURE & WELLNESS 13224 W BROWARD BLVD PLANTATION, FL 33325	46-4514247	FOR PROFIT	14,025.	0.			EMPLOYEE TRAINING ASSISTANCE
EASTERN FLORIDA STATE COLLEGE 1519 CLEARLAKE ROAD COCOA, FL 32922	59-0920875	NON-PROFIT/EDUCA	1,035,852.	0.			EMPLOYEE TRAINING ASSISTANCE
EDUCATION FIRST INC 17191 PINES BLVD PEMBROKE PINES, FL 33027	94-3350801	FOR PROFIT	7,600.	0.			EMPLOYEE TRAINING ASSISTANCE
ER PRESION OPTICAL CORP. 1676 E. SEMORAN BLVD APOPKA, FL 32703	59-3106504	FOR PROFIT	20,942.	0.			EMPLOYEE TRAINING ASSISTANCE
EVERGREEN BUSINESS SOLUTIONS, INC. 3550 BISCAYNE BLVD, SUITE 704 MIAMI, FL 33137	80-0224564	FOR PROFIT	9,825.	0.			EMPLOYEE TRAINING ASSISTANCE
FATTMERCHANT 25 WALL STREET, SUITE 1 ORLANDO, FL 32801	47-3551973	FOR PROFIT	136,000.	0.			EMPLOYEE TRAINING ASSISTANCE
FERMITRON, INC. 3251 PROGRESS DR STE H ORLANDO, FL 32826	46-0551061	FOR PROFIT	9,749.	0.			EMPLOYEE TRAINING ASSISTANCE
FINE AWARDS & GIFTS INC 250 N. DIXIE HIGHWAY, #13 HOLLYWOOD, FL 33020	20-2196872	FOR PROFIT	5,250.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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
FIRST CLASS PARKING SYSTEMS 12550 BISCAYNE BLVD NORTH MIAMI BEACH, FL 33181	41-2257684	FOR PROFIT	94,500.	0.			EMPLOYEE TRAINING ASSISTANCE
FLORIDA HOT TUB & SAUNA CENTER, INC. - 3007 GREENE STREET - HOLLYWOOD, FL 33020	76-0817268	FOR PROFIT	51,450.	0.			EMPLOYEE TRAINING ASSISTANCE
FLORIDA SOUTHWESTERN STATE COLLEGE 8099 COLLEGE PKWY SW, K-240 FORT MYERS, FL 33919	59-1211051	NON-PROFIT/EDUCA	1,188,338.	0.			EMPLOYEE TRAINING ASSISTANCE
GEOGRAPHIC SOLUTIONS INC. 1001 OMAHA CIR PALM HARBOR, FL 34683	59-3217769	FOR PROFIT	25,890.	0.			EMPLOYEE TRAINING ASSISTANCE
GHOSTPUNCH GAMES LLC 14201 W. SUNRISE BLVD, SUITE 202 FORT LAUDERDALE, FL 33323	47-4035778	NON-PROFIT/EDUCA	18,200.	0.			EMPLOYEE TRAINING ASSISTANCE
GOLDEN MANUFACTURING, INC 17611 EAST STREET FORT MEYERS, FL 33917	65-0921885	FOR PROFIT	12,980.	0.			EMPLOYEE TRAINING ASSISTANCE
IGNITE CHIROPRACTIC & WELLNESS 2661 EASTLAKE ROAD PALM HARBOR, FL 34685	82-2151966	FOR PROFIT	15,292.	0.			EMPLOYEE TRAINING ASSISTANCE
IMAGIK INTERNATIONAL CORPORATION 2299 SW 37TH AVE. MIAMI, FL 33145	65-0589323	FOR PROFIT	8,190.	0.			EMPLOYEE TRAINING ASSISTANCE
INTER-COASTAL HOME HEALTH CARE, INC. - 1388 NW 2ND AVE, STE # 1 - BOCA RATON, FL 33432	65-1126276	FOR PROFIT	17,531.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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
KASPER ELECTRICAL, INC. 1321 S. KILLIAN DRIVE, STE. A LAKE PARK, FL 33403	59-2790828	FOR PROFIT	37,192.	0.			EMPLOYEE TRAINING ASSISTANCE
KEY LIME INTERACTIVE LLC 8350 NW 52ND TER DORAL, FL 33166	26-4599996	FOR PROFIT	5,915.	0.			EMPLOYEE TRAINING ASSISTANCE
KEYSTONE ENERGY & POWER CORP 3191 MAGUIRE BLVD. ORLANDO, FL 32803	27-1383247	FOR PROFIT	5,438.	0.			EMPLOYEE TRAINING ASSISTANCE
KIMERA LABS INC 2831 CORPORATE WAY MIRAMAR, FL 33025	47-5072631	FOR PROFIT	25,155.	0.			EMPLOYEE TRAINING ASSISTANCE
KOPP DEVELOPMENT INC 785 NE DIXIE HWY JENSEN BEACH, FL 34957	20-0666629	FOR PROFIT	11,250.	0.			EMPLOYEE TRAINING ASSISTANCE
MADDEN COMPANY, INC 240 W PALMETTO PK RD, STE 300 BOCA RATON, FL 33432	65-0084019	FOR PROFIT	24,478.	0.			EMPLOYEE TRAINING ASSISTANCE
MAN ENGINES AND COMPONENTS, INC. 591 SW 13TH TERRACE POMPANO BEACH, FL 33069	65-0777151	FOR PROFIT	16,380.	0.			EMPLOYEE TRAINING ASSISTANCE
MANGO BOTTLING, INC. 767 CLEARLAKE RD COCOA, FL 32922	59-3132873	FOR PROFIT	9,502.	0.			EMPLOYEE TRAINING ASSISTANCE
MARITECH MACHINE INC 1740 SHERMAN AVE PANAMA CITY, FL 32405	59-3201312	FOR PROFIT	18,150.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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
MICROLUMEN, INC. 1 MICROLUMEN WAY OLDSMAR, FL 34677	59-3222011	FOR PROFIT	17,900.	0.			EMPLOYEE TRAINING ASSISTANCE
MOONGLOW LLC 140 ARVIDA PARKWAY CORAL GABLES, FL 33156	11-3775247	FOR PROFIT	7,606.	0.			EMPLOYEE TRAINING ASSISTANCE
MPOWERING BENEFITS, LLC 1761 W. HILLSBORO BLVD., SUITE 104 DEERFIELD BEACH, FL 33442	46-3997874	FOR PROFIT	34,950.	0.			EMPLOYEE TRAINING ASSISTANCE
MULLET'S ALUMINUM PRODUCTS, INC. 6345 MCINTOSH RD SARASOTA, FL 34238	59-1973181	FOR PROFIT	9,360.	0.			EMPLOYEE TRAINING ASSISTANCE
NDT-SOLUTIONS, INC. 4044 NORTH 30TH AVENUE HOLLYWOOD, FL 33020	26-0807933	FOR PROFIT	15,210.	0.			EMPLOYEE TRAINING ASSISTANCE
NORTHROP GRUMMAN SYSTEMS CORPORATION - 2000 W. NASA BLVD - MELBOURNE, FL 32904	95-1055798	FOR PROFIT	132,132.	0.			EMPLOYEE TRAINING ASSISTANCE
OCAQUATICS MANAGEMENT, INC. 8675 SW 64TH STREET MIAMI, FL 33143	47-2003853	FOR PROFIT	42,595.	0.			EMPLOYEE TRAINING ASSISTANCE
ODC CONSTRUCTION, LLC 1911 TRAYLOR BOULEVARD ORLANDO, FL 32804	45-2355025	FOR PROFIT	100,885.	0.			EMPLOYEE TRAINING ASSISTANCE
ON THE MAP INC 200 SE 1ST STREET, SUITE 502 MIAMI, FL 33131	26-4493849	FOR PROFIT	20,282.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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
PAX OCALA, LLC 8797 20TH STREET VERO BEACH, FL 32966	83-2101656	FOR PROFIT	9,797.	0.			EMPLOYEE TRAINING ASSISTANCE
PAX TALLAHASSEE, LLC 625 SOUTH FEDERAL HIGHWAY LAKE WORTH, FL 33460	81-3254722	FOR PROFIT	9,900.	0.			EMPLOYEE TRAINING ASSISTANCE
PENSACOLA STATE COLLEGE 1000 COLLEGE BOULEVARD PENSACOLA, FL 32504	59-1207555	NON-PROFIT/EDUCA	271,688.	0.			EMPLOYEE TRAINING ASSISTANCE
PLANSOURCE FINANCIAL SERVICES, INC. - 101 S. GARLAND AVE, SUITE 203 - ORLANDO, FL 32801	59-3707284	FOR PROFIT	52,500.	0.			EMPLOYEE TRAINING ASSISTANCE
POLK STATE COLLEGE 999 AVENUE H, NE WINTER HAVEN, FL 33881	59-1209033	NON-PROFIT/EDUCA	1,249,150.	0.			EMPLOYEE TRAINING ASSISTANCE
PROGRESS RAIL SERVICES 1600 PROGRESS DRIVE ALBERTVILLE, FL 35950	32-0141383	FOR PROFIT	7,250.	0.			EMPLOYEE TRAINING ASSISTANCE
QUICK TIE PRODUCTS, INC. 13300 VANTAGE WAY JACKSONVILLE, FL 32218	59-3601815	FOR PROFIT	23,719.	0.			EMPLOYEE TRAINING ASSISTANCE
RESTORATION XPRTS, INC. 1130 S POWERLINE RD, SUITE 101 DEERFIELD BEACH, FL 33442	94-3474269	FOR PROFIT	34,745.	0.			EMPLOYEE TRAINING ASSISTANCE
REVOLOGY CARS LLC 6756 EDGEWATER COMMERCE PARKWAY ORLANDO, FL 32810	36-4869568	FOR PROFIT	6,435.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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
RND AUTOMATION & ENGINEERING, LLC 3155 LAKEWOOD RANCH BLVD, UNIT 110 LAKEWOOD RANCH, FL 34211	20-2160925	FOR PROFIT	9,819.	0.			EMPLOYEE TRAINING ASSISTANCE
ROOMY DESIGN ORGANIZERS LLC 330 A COOPER PALMS PARKWAY APOPKA, FL 32703	02-0754169	FOR PROFIT	10,365.	0.			EMPLOYEE TRAINING ASSISTANCE
ROUNTREE MOORE KIA 2528 W US HWY 90 LAKE CITY, FL 32055	20-1977285	FOR PROFIT	6,750.	0.			EMPLOYEE TRAINING ASSISTANCE
RWC GROUP LLC 3901 NE 12TH AVE, SUITE 400 POMPANO BEACH, FL 33064	45-0603190	FOR PROFIT	13,719.	0.			EMPLOYEE TRAINING ASSISTANCE
SALVO TECHNOLOGIES INC. 10781 75TH STREET NORTH LARGO, FL 33777	47-2529404	FOR PROFIT	18,000.	0.			EMPLOYEE TRAINING ASSISTANCE
SELECTWO MACHINE COMPANY, INC 1695 E.E. WILLIAMSON RD LONGWOOD, FL 32779	01-0720776	FOR PROFIT	9,000.	0.			EMPLOYEE TRAINING ASSISTANCE
SEMINOLE STATE COLLEGE 100 WELDON BLVD SANFORD, FL 32773	59-1210158	NON-PROFIT/EDUCA	119,700.	0.			EMPLOYEE TRAINING ASSISTANCE
SHARED ACCOUNTING 3031 N. ROCKY POINT DR W STE 770 TAMPA, FL 33607	27-3406568	FOR PROFIT	14,169.	0.			EMPLOYEE TRAINING ASSISTANCE
SHIPS MACHINERY INTERNATIONAL, INC. - 13005 SW 124TH AVE - MIAMI, FL 33186	65-0347162	FOR PROFIT	6,435.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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
SIMPLY DELICIOUS BAKERS 3430 NW 16TH STREET- BAY 22 FORT LAUDERDALE, FL 33311	27-0594813	FOR PROFIT	6,750.	0.			EMPLOYEE TRAINING ASSISTANCE
SINTAVIA, LLC 2500 SW 39TH STREET HOLLYWOOD, FL 33312	45-4745757	FOR PROFIT	60,000.	0.			EMPLOYEE TRAINING ASSISTANCE
SOLUTIONS MANUFACTURING, INC 570 HAVERTY CT ROCKLEDGE, FL 32955	46-4570179	FOR PROFIT	12,600.	0.			EMPLOYEE TRAINING ASSISTANCE
SRI CONSULTANTS, INC. 2240 W. WOOLBRIGHT ROAD, SUITE 357 BOYNTON BEACH, FL 33426	65-0475378	FOR PROFIT	10,523.	0.			EMPLOYEE TRAINING ASSISTANCE
ST. PETERSBURG COLLEGE/EPI CENTER P.O. BOX 13489 CLEARWATER, FL 33733-3489	59-1211489	NON-PROFIT/EDUCA	712,950.	0.			EMPLOYEE TRAINING ASSISTANCE
SUMMATION RESEARCH, INC 305 EAST DR, SUITE D MELBOURNE, FL 32904	59-2969413	FOR PROFIT	12,304.	0.			EMPLOYEE TRAINING ASSISTANCE
SUMMIT SAFETY LLC 2080 BROAD ST. BROOKSVILLE, FL 34604	45-3620364	FOR PROFIT	5,194.	0.			EMPLOYEE TRAINING ASSISTANCE
SUNDANCE GRAPHICS LLC 9564 DELEGATES DRIVE ORLANDO, FL 32837	20-8668054	FOR PROFIT	14,175.	0.			EMPLOYEE TRAINING ASSISTANCE
THE DISTRICT BOARD OF TRUSTEES OF BROWARD COLLEGE, FLORIDA - 6400 NW W 6TH WAY - FORT LAUDERDALE, FL 33309	59-1216107	NON-PROFIT/EDUCA	37,800.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

Part II Continuation of Grants and Other Assistance to Domestic Organizations and Domestic Governments (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
THE SCHOOL BOARD OF HILLSBOROUGH COUNTY - 5410 N 20TH STREET - TAMPA, FL 33610	59-6000660	NON-PROFIT/EDUCA	174,300.	0.			EMPLOYEE TRAINING ASSISTANCE
THE VERO BEACH INN LLC 8797 20TH STREET VERO BEACH, FL 32966	90-1008663	FOR PROFIT	14,461.	0.			EMPLOYEE TRAINING ASSISTANCE
THE WELL GROOMED GENTLEMAN 130 MIRACLE MILE CORAL GABLES, FL 33134	46-3607791	FOR PROFIT	80,400.	0.			EMPLOYEE TRAINING ASSISTANCE
THOMPSON PUMP & MANUFACTURING COMPANY, INC - 4620 CITY CENTER DR. - PORT ORANGE, FL 32129	59-1286389	FOR PROFIT	13,100.	0.			EMPLOYEE TRAINING ASSISTANCE
TOTAL WINDOW, INC. 1249 STIRLING ROAD, SUITE 15 DANIA BEACH, FL 33004	59-2638058	FOR PROFIT	8,250.	0.			EMPLOYEE TRAINING ASSISTANCE
TREMBLY LAW FIRM 9700 S DIXIE HWY, PENTHOUSE 1100 MIAMI, FL 33156	80-0368639	FOR PROFIT	23,577.	0.			EMPLOYEE TRAINING ASSISTANCE
TUUCI, LLC 1000 SE 8TH STREET HIALEAH, FL 33010	37-1575679	FOR PROFIT	77,333.	0.			EMPLOYEE TRAINING ASSISTANCE
UP-REV, INC. 3905 WEST EAU GALLIE MELBOURNE, FL 32934	27-1305198	FOR PROFIT	5,242.	0.			EMPLOYEE TRAINING ASSISTANCE
VHL AIRCRAFT, INC. 5000 NW 74TH AVE MIAMI, FL 33166	59-1801501	FOR PROFIT	9,360.	0.			EMPLOYEE TRAINING ASSISTANCE

Schedule I (Form 990)

[illegible]

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 GRANTEES, 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 for instructions and the latest information.

OMB No. 1545-0047

2020

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 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

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

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

Schedule J (Form 990) 2020

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) MICHELLE R. DENNARD PRESIDENT/CEO	(i)	185,151.	0.	29,209.	24,728.	2,514.	241,602.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(2) ANDREW COLLINS COO/CFO	(i)	169,796.	0.	24,773.	22,388.	15,930.	232,887.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(3) ADRIANE GRANT VP EXTERNAL AFFAIRS	(i)	129,893.	0.	6,867.	20,879.	15,440.	173,079.	0.
	(ii)	0.	0.	0.	0.	0.	0.	0.
(4) ANDRA CORNELIUS SVP BUSINESS & WORKFORCE D	(i)	137,949.	0.	3,825.	21,088.	9,682.	172,544.	0.
	(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)							
	(i)							
	(ii)							

Part III Supplemental Information

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.

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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 for the latest information.

OMB No. 1545-0047

2020

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) 2020

032211 11-20-20

Name of the organization

CAREERSOURCE FLORIDA, INC

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 49,894.

CAPITAL OUTLAY -67,081.

ROUNDING 1.

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number

59-3659026

TOTAL TO FORM 990, PART XI, LINE 9

-17,186.

FORM 990, PART XII, LINE 2C

THE PROCESS HAS NOT CHANGED.

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 for instructions and the latest information.

OMB No. 1545-0047

2020

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Inspection**

Name of the organization

CAREERSOURCE FLORIDA, INC

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	ECONOMIC DEVELOPMENT	FLORIDA					X

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

Schedule R (Form 990) 2020

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
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?		
a Receipt of (i) interest, (ii) annuities, (iii) royalties, or (iv) rent from a controlled entity	1a	X
b Gift, grant, or capital contribution to related organization(s)	1b	X
c Gift, grant, or capital contribution from related organization(s)	1c	X
d Loans or loan guarantees to or for related organization(s)	1d	X
e Loans or loan guarantees by related organization(s)	1e	X
f Dividends from related organization(s)	1f	X
g Sale of assets to related organization(s)	1g	X
h Purchase of assets from related organization(s)	1h	X
i Exchange of assets with related organization(s)	1i	X
j Lease of facilities, equipment, or other assets to related organization(s)	1j	X
k Lease of facilities, equipment, or other assets from related organization(s)	1k	X
l Performance of services or membership or fundraising solicitations for related organization(s)	1l	X
m Performance of services or membership or fundraising solicitations by related organization(s)	1m	X
n Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	1n	X
o Sharing of paid employees with related organization(s)	1o	X
p Reimbursement paid to related organization(s) for expenses	1p	X
q Reimbursement paid by related organization(s) for expenses	1q	X
r Other transfer of cash or property to related organization(s)	1r	X
s Other transfer of cash or property from related organization(s)	1s	X

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(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	10,721,292.	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]

Part VII Supplemental Information

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

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

The federal Workforce Innovation and Opportunity Act (WIOA) establishes performance accountability measures, known as Primary Indicators of Performance, to assess the effectiveness of states and local workforce development boards in achieving positive outcomes for people served by the workforce development system. The U.S. Department of Labor (USDOL) oversees the performance accountability requirements of WIOA on a program year basis (from July to June), which coincides with the state's fiscal year. Performance on the WIOA Primary Indicators of Performance is reported to the USDOL on a quarterly basis. The PY 2021-2022 Q2 performance report for these metrics will not be available until later in February. For additional information, including prior quarter performance, please visit the Indicators of Performance Reports section on the Department of Economic Opportunity website at: [Indicators of Performance Reports](#).

Continuous Improvement Performance Initiative

The CareerSource Florida Board of Directors authorized the implementation of the Continuous Improvement Performance Initiative in fiscal years 2019-2020 and 2020-2021 to recognize the performance of the local workforce development boards based on three mission-critical metrics. The initiative includes 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 pre-selected by each local workforce development board. The final FY 2020-2021 Q4 performance report for these metrics will not be available until later in February. Please visit the [Continuous Improvement Performance Initiative](#) for more information about this performance initiative including past performance.