

Board of Directors Meeting Agenda

WEBINAR DEC. 15, 2022 • 1:30 – 3:30 P.M. ET

Join the meeting via Microsoft Teams: Click here Audio Only: 850-629-7293, ID: 535 788 261#

Chair's Welcome & Remarks

Stephanie Smith

Mission Moment - Hurricane Recovery

Peg Elmore

President and CEO, CareerSource Southwest Florida
Robin Kina

President and CEO, CareerSource Flagler Volusia

Consent Agenda

Stephanie Smith

- 1. Sept. 12, 2022, Meeting Minutes
- 2. CareerSource Research Coast Request to Serve as One-Stop Operator
- 3. Workforce Innovation and Opportunity Act Local Workforce Development Board Two-Year Plan Modifications

Action Item Andrew Collins

Independent Auditors' Annual Report – Fiscal Year 2021-2022 by Carr, Riggs & Ingram,

Alignment Evaluation Update

Amy Holloway

Principal, Ernst & Young LLP

Chris Ward

Principal, Ernst & Young LLP

Department of Economic Opportunity Report

Dane Eagle

Secretary, Department of Economic Opportunity

President's Report Michelle Dennard

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

Board and Council Meetings - February 22 - 23, 2023, Tallahassee

Information Items



Governor Ron DeSantis Awards \$8.7 Million for Hurricane Ian Recovery Efforts and Workforce Education

On November 16, 2022, in News Releases, by Staff

MATLACHA, Fla. — Today, Governor Ron DeSantis awarded \$7.7 million through the Workforce Innovation and Opportunity Act (WIOA) grant program and the Job Growth Grant Fund (JGGF) to support a large-scale rapid credentialing effort between three state colleges, two technical colleges, and Local Workforce Development Boards (LWDBs). Governor DeSantis also announced \$1 million through the Florida Disaster Fund to organizations to support emergency management personnel, national guardsmen, and community members in the recovery process. Organizations awarded today include the Florida Emergency Preparedness Association, the Florida National Guard Foundation, and three community foundations. The Florida Disaster Fund has raised more than \$55 million to support local recovery efforts.

"Today's awards will help residents rebuild, help emergency management personnel and national guardsmen begin their recovery, and provide new employment opportunities for residents," said **Governor Ron DeSantis.**

"Under Governor DeSantis' bold leadership, Florida will continue to see dynamic investments that create solutions and break down silos to better support communities," said **Florida Department of Economic Opportunity (DEO) Secretary Dane Eagle.** "Today's awards will go a long way for Southwest Florida communities that are still working to get back on their feet following Hurricane Ian, and I look forward to the opportunities these programs will create for Floridians."

"Governor DeSantis has led an unprecedented effort to expedite recovery in the areas of our state affected by Hurricane Ian," said **CareerSource Florida President and CEO Michelle Dennard.** "The Governor's investment will provide additional resources to connect Floridians with rewarding new careers, and we applaud the selfless service of our colleagues at CareerSource Suncoast, CareerSource Heartland, and CareerSource Southwest Florida as well as our education partners who are helping make their communities whole again."

"Hurricane Ian caused unimaginable loss to families across Southwest Florida," said **Florida Commissioner of Education Manny Diaz, Jr.** "Some will have to completely start over and others will have to go to significant lengths to mitigate the financial impact. Due to the unwavering support and leadership of Governor DeSantis, this funding will allow our educational institutions to lighten the burden and transform lives through workforce education."

Following Hurricane Ian, several high-skill and high-wage occupations like trucking and logistics, healthcare, information technology, manufacturing, and diesel maintenance will be needed in the region. Funding awarded today will help students graduate with

Commercial Driving Licenses and provide opportunities for short-term, high-impact training in manufacturing and technology. This initiative also focuses on the development of rapid credentialing programs in welding, logistics, and aviation maintenance throughout the impacted counties in Southwest Florida.

Funding highlights include:

\$7.7 million through WIOA and the JGGF to administer funding for rapid credentialing programs.

- **State College of Florida (\$2,940,000)** for the commercial driver license credentialing program.
- **Florida Southwestern College (1,980,000)** for information technology credentialing programs.
- **South Florida State College (\$618,842)** for commercial driver license, welding, and tractor programs.
- **Fort Myers Technical College (\$973,000)** for diesel maintenance mechanic and Computerized Numerical Control (CNC) programs.
- Cape Coral Technical College (\$200,000) for practical nursing credentialing programs.
- **\$482,000** through the Governor's Florida Job Growth Grant Fund to support credentialing program equipment needs across the five awarded educational institutions.
- **\$1 million** to CareerSource Suncoast, CareerSource Heartland, and CareerSource Southwest Florida to provide training and support for rapid credentialing programs.

The Florida Disaster Fund is the State of Florida's official private fund established to assist Florida's communities as they respond to and recover during times of emergency or disaster. In partnership with the public sector, private sector, and other non-governmental organizations, the Florida Disaster Fund supports response and recovery activities.

Organizations awarded funds from the Florida Disaster Fund today are:

- \$500,000 to the Florida National Guard Foundation.
- \$125,000 to the Florida Emergency Preparedness Association which represents emergency management professionals across the state.
- \$125,000 to the Collier County Community Foundation.
- \$125,000 to the Charlotte County Community Foundation.
- \$125,000 to Collaboratory, a community foundation helping communities across Southwest Florida.

Funds awarded to the community foundations will be utilized for local efforts to repair and rebuild homes in Southwest Florida.

CareerSource Florida Board of Directors Meeting Dec.15, 2022 Consent Item 1

Approved_	
Disapproved_	

Consent Item 1

SEPTEMBER 2022 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 September 2022 Board Meeting Minutes, to include any modifications or changes noted by the board.

CareerSource Florida Board of Directors Meeting Minutes September 12, 2022

I. CALL TO ORDER

Chair Stephanie Smith called the meeting to order at 1 p.m. on September 12, 2022. Chair Smith thanked everyone for attending the meeting.

II. ROLL CALL

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

Stephanie Smith, Chair

Abe Alangadan

Jennifer O'Flannery Anderson

Mayor Erik Arroyo

Bayne Beecher

Brittany Birken

Holly Borgmann

Tim Center

Duane De Freese

Henry Mack, designee for Manny Diaz

Robert Doyle III

Adrienne Johnston, designee for Dane Eagle

Sophia Eccleston

Shevaun Harris

Bill Johnson

Allison Kinney

Rick Matthews

Brent McNeal

Rep. Lauren Melo

Jonathon Miller

Mayor Bryan Nelson

Kevin O'Farrell

Commissioner Mel Ponder

Robert Salonen

Patsy Sanchez

Brian Sartain

Meredith Brock Stanfield

Emmanuel Tormes

Rep. Dana Trabulsy

A quorum was present.

The following members were not in attendance:

Governor Ron DeSantis and Samuel Robbin.

Each board member introduced themselves.

III. MISSION MOMENT – High School High Tech Program

Allison Chase, Able Trust president and CEO, presented with Robert Jones, CareerSource Florida Crown executive director, on their partnership which funds the inschool and afterschool High School High Tech Program. The partnership spans more than 20 years. All the participants have a disability documented through an Individualized Education Plan or 504 Plan. All students are dual enrolled in the High School High Tech Program and federal Workforce Innovation and Opportunity Act (WIOA) Youth Program. The goals of the High School High Tech Program are to:

- Increase the high school graduation rate among students with disabilities.
- Increase the postsecondary enrollment rate of students with disabilities.
- Provide students with many opportunities for career and postsecondary exploration options.

IV. CONSENT AGENDA

- 1. June 9, 2022, Meeting Minutes
- 2. Credentials Review Committee Appointment Adam Callaway
- 3. Florida Department of Education Designee Henry Mack

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

Motion: Jennifer O'Flannery Anderson

Second: Tim Center

Mayor Erik Arroyo abstained from the vote.

There was no discussion or members of the public wishing to comment on the Consent Agenda. The Consent Agenda passed unanimously.

V. REIMAGINING EDUCATION AND CAREER HELP (REACH) ACT IMPLEMENTATION UPDATES

CareerSource Florida Senior Vice President of Business and Workforce Strategies Dan McGrew provided an update on the Florida Credentials Review Committee. The committee convened six times during 2021 and 2022. Four Framework of Quality workgroups were created:

- Demand Threshold
- Wages Threshold
- Credential Sequencing
- Credential Identification

The Master Credentials List is targeted for completion in February 2023.

Andrew Collins, CareerSource Florida chief operating and finance officer, provided an update on the alignment evaluation initiative being led by CareerSource Florida in collaboration with the Governor's REACH Office. The REACH Act charges the state with

reducing the number of local workforce development boards based on population size and commuting patterns. Collins reiterated the goals and guiding principles of the alignment evaluation underway in support of the REACH Act's requirement to consolidate local workforce development boards, noting that EY (Ernst & Young) LLP has completed Phase One, the baseline discovery and research portion of the initiative.

Major findings and themes were:

- Local workforce development board leaders value autonomy in service design and delivery.
- Employers and job seekers struggle with duplicate and cumbersome data entry and intake forms.
- Stakeholders interpret different purposes for the workforce development system.
- Data sharing and case management tools vary across local workforce development boards.
- Employers and local workforce development board leaders have varying views of the state but have a shared vision for the future.

Phase Two, which includes plans for more robust engagement with multiple stakeholders, is underway and will continue through early 2023.

Another requirement under the REACH Act is the assignment of letter grades to local workforce development boards. The letter grades are among several components of the Act to provide greater transparency and accountability in Florida's workforce and education systems. Mark Baird, REACH Office deputy director, provided an update on the process to assign grades. By law, the formula must be based on local workforce development board performance accountability measures and return on investment. The majority of the grade must be based on the improvement in the long-term self-sufficiency of participants through outcome measures such as reduction in long-term public assistance and higher wages.

The grades will focus on four categories of local workforce development board activity:

- 1. Employment Services
- 2. Training Services
- 3. Business Services
- 4. Economic Self-Sufficiency

During the development process stakeholder feedback was received from a workgroup with local workforce development board representation. There were listening sessions with local workforce development boards, a survey of local workforce development board metrics and feedback from local workforce development boards on measures and historical data. Changes were made based on local feedback.

The formula has seven weighted measures totaling 100% and one extra credit measure worth five percentage points.

Measure 1 – 25%: Participants with Increased Earnings

Measure 2 – 25%: Reduction in Public Assistance

Measur3 3 – 20%: Employment and Training Outcomes

Measure 4 – 10%: Participants in Work-Related Training

Measure 5 – 5%: Continued Repeat Business

Measure 6 – 5%: Year-Over-Year Business Penetration

Measure 7 – 10%: Completion-to-Funding Ratio

Extra Credit Measure – Serving individuals on Public Assistance

The baseline letter grades will be reviewed and finalized, then presented, at the CareerSource Florida Executive Committee meeting on October 18, 2022.

Several board members had questions about the development of metrics, including Sophia Eccleston, Emmanuel Tormes, Henry Mack, Robert Doyle, Brent McNeal, Tim Center, Commissioner Mel Ponder, Mayor Erik Arroyo, Holly Borgmann, Rep. Dana Trabulsy, Robert Salonen, Jennifer Anderson and Brittany Birken. Members inquired about the following topics:

- The level of input provided by local workforce development boards.
- How different populations including those receiving services funded through the federal Workforce Innovation and Opportunity Act (WIOA) Title I, II, III and IV are considered or not considered in the metrics.
- How the extra credit measure of serving people on public assistance is calculated.
- The purpose of the letter grades.
- Why the reduction in people on public assistance has a higher weight in the overall percentages that are considered in the formula.
- Whether metrics and the formula can still be adjusted before it is finalized.
- Why the increased earnings metric is weighted at 25%.
- Whether the mandatory minimum wage increase was factored in.
- How the data to inform letter grades is being gathered, how it will be analyzed and by whom.
- Whether a higher churn rate of participants is affecting performance.

Baird provided additional information on the development of the metrics and methodology to determine letter grades.

Mack asked whether it is appropriate for board members to make motions or recommendations. President and CEO Michelle Dennard noted that a board vote is unnecessary at this point in the development process of metrics being overseen by the Governor's REACH Office, which under the law is responsible for developing the criteria for letter grades. She also noted that the first assignment of letter grades will be a baseline measurement, and as continuous improvement is a core value of the CareerSource Florida network, there will be ongoing opportunities to improve upon this initiative. The chair thanked members and Baird for his presentation.

VI. DEPARTMENT OF ECONOMIC OPPORTUNITY REPORT

DEO Deputy Secretary Adrienne Johnston provided an update on DEO activities:

Compliance – The US Department of Labor Comprehensive Reviews for CareerSource Pinellas and CareerSource Tampa Bay from 2018 and 2019 have been resolved.

FL WINS – This new portal, developed by the state Department of Economic Opportunity, will provide Floridians broader access to education and training options,

labor market information, career planning tools, workforce training, and education support. DEO successfully procured the services for independent validation and verification services for this REACH Act project. DEO also procured a business support technical advisory vendor who is responsible for establishing the project management office for the FL WINS program and for providing advisory services.

Law Enforcement Recruitment Bonus Payment Program Plan – The first responder recognition payment program provides eligible first responders with recognition payments of up to \$1,000 after taxes to reward them for their dedicated public service. The Florida Law Enforcement Recruitment Bonus Payment Program aims to aid in recruiting law enforcement officers within the state and attract out-of-state officers to Florida.

Reemployment Assistance Modernization – Key accomplishments of the program include resolving nearly 1.5 million cases and assisting more than four million Floridians through the reemployment assistance Help Center. DEO has established a data warehouse and has prevented over \$23 billion in fraud through the implementation of identity management and access control. DEO has hosted two public-facing informational webinars about the program and is completing several major system upgrades and executing multiple contracts for software and services that support various modernization activities.

VII. 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.

Campbell-Domineck had a re-entry program participant provide a testimony of the services offered at local workforce development boards. Through these services, he secured employment and has been promoted four times at the same company. He has been employed for nearly three years. He also purchased a home and vehicle for his family.

VIII. PRESIDENT'S REPORT

Chair Smith introduced President Dennard to provide an update on the following:

Florida CLIFF Dashboard – The University of Florida completed the final evaluation of the pilot program which concluded in April 2022. The Florida CLIFF Dashboard is available for all 24 local development workforce boards. Dennard thanked board member Brittany Birken and the Federal Reserve Bank of Atlanta for their partnership on this initiative.

Alignment Evaluation Initiative – President Dennard stated the importance of transparency and engagement during the implementation of and continuing commitment to the REACH Act, including the alignment evaluation initiative. The EY team is currently meeting with local workforce development board leaders. EY will hold approximately 150 engagement sessions prior to the CareerSource Florida board meeting in February 2023.

President Dennard highlighted recent events that provided opportunities to share the state board's vision and priorities and collaborate with key partners.

IX. OPEN DISCUSSION/PUBLIC COMMENT

Florida Department of Education Division of Blind Services Director Robert Doyle informed the board that he met with the CareerSource Flagler Volusia Board of Directors and appreciated the opportunity.

X. CHAIR'S CLOSING REMARKS

Chair Smith thanked everyone for the engagement and participation. View the meeting presentation at <u>CareerSource Florida Boardroom</u>.

XI. 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	Date
Board Secretary	

CareerSource Florida
Board of Directors Meeting
December 15, 2022
Consent Item 2
Approved______
Disapproved______

Consent Item 2

CAREERSOURCE RESEARCH COAST REQUEST TO SERVE AS ONE-STOP OPERATOR

The Workforce Innovation and Opportunity Act (WIOA) requires local workforce development boards to use a competitive procurement process to select a one-stop operator, and to conduct a competitive procurement of one-stop operators at least once every four years. However, WIOA does not prohibit a local board from requiring competitive procurement more frequently. A local workforce development board may select a one-stop operator through sole source selection only under the criteria outlined in 20 CFR 678.610 and 2 CFR 200.320(f). Sole source procurement can only be done if:

- the item or service is available only from a single source,
- the public exigency or emergency for the item or service will not permit a delay resulting from competitive solicitation,
- the federal awarding agency or pass-through entity expressly authorizes noncompetitive proposals in response to a written request from the non-federal entity; or
- after solicitation of several sources and competition is determined inadequate, whether for reasons of number or quality of proposals/bids.

Local boards that use the sole source selection must prepare and maintain written documentation describing the entire process of making such a selection. Sole source procurement must be done in accordance with locally established internal control and conflict of interest policies; and procedures pursuant to 20 CFR 679.430.

CareerSource Research Coast submitted a request to serve as a one-stop operator. The Florida Department of Economic Opportunity reviewed this request and found CareerSource Research Coast sufficiently met the requirements to be designated as the one-stop operator and recommends retroactive approval from July 1, 2022, through June 30, 2026, as requested.

The CareerSource Florida professional team recommends the CareerSource Florida Board of Directors approve this request.

FOR CONSIDERATION Approve CareerSource Research Coast's request to serve as a one-stop operator. **Supporting Documents** CareerSource Research Coast's request for selection as One-Stop Operator July 1, 2022-June 30, 2026.



LWDB 20 REQUEST FOR SELECTION AS ONE-STOP OPERATOR

Background:

The Workforce Development Board of the Treasure Coast, d/b/a CareerSource Research Coast (CSRC), has operated as the direct services provider of workforce services since January 1, 2009, for the Local Workforce Development Area 20 (LWDA 20), serving Indian River, Martin, and St. Lucie Counties. In the Direct Services Model, CSRC has reduced costs, improved operations, and improved the image and knowledge of the local career center system in the communities served. CSRC has met or exceeded the State's Individual Training Account (ITA) Expenditure Requirement as the direct services provider each year since enactment. Most importantly, CSRC has met or exceeded Federal/State Workforce Common Measures/Primary Indicators of Performance for seven of the past eight years.

Before Program Year 2017-2018, CSRC also fulfilled the role of One-Stop Operator (OSO). Upon receipt of CareerSource Florida Administrative Policy #97, which outlined the requirements for Local Workforce Development Boards (LWDBs) to procure OSOs under the Workforce Innovation and Opportunity Act (WIOA) competitively, CSRC complied. Thus, through a formal and competitive procurement process initiated in 2016, a sub-recipient agreement for OSO services was awarded and renewed through June 2019, when the vendor resigned the contract. After a competitive procurement process in June 2019 yielded no suitable One-Stop Operator (OSO) options, CSRC requested and received approval to serve as the OSO and has again served as OSO for Program Years 2019-2020, 2020-2021, and 2021-2022.

On January 31, 2022, CSRC released a Request for Proposals (RFP) to accept vendors' proposals for OSO services for July 1, 2022, through June 30, 2026. Please refer to Attachment C. CSRC conducted an open and competitive procurement process, fully compliant with CSRC's local procurement policies outlined in the CSRC Administrative Plan and consistent with the procurement standards of the Uniform Guidance at 2 CFR 200.318 through 200.326. CSRC publicly advertised the RFP on its website and notified all individuals subscribed to its vendor list. Receiving no proposals by the original RFP submission deadline of March 23, 2022, CSRC re-released the RFP again on May 11, 2022, with a deadline of June 3, 2022, for which no responses were received.

At their April 27, 2022 meeting, the CSRC Board of Directors approved CSRC administrative staff to move forward with requesting approval from the Governor and the local Chief Elected Official, allowing CSRC to serve as the One-Stop Operator for LWDB 20.

Reason for Sole Source Selection:

According to WIOA, a Local Board may be selected as a One-Stop Operator under limited conditions described in 20 CFR 678.610, 2 CFR 200.320 (f) only with the agreement of the local chief elected official and the Governor. The condition/criteria that CSRC meets to be selected through the sole source is as follows:

 After soliciting various sources, competition is determined to be inadequate based on the lack of proposals received.

As mentioned, the formal RFPs released on January 31, 2022, and May 11, 2022, yielded no responses. Please see Attachment A - One-Stop Operator RFP# 22-001-OSO, and Attachment B - Proof of Public Notice via our website.

CSRC, through experience and lessons learned, has clearly defined the role and responsibilities a One-Stop Operator must carry out to promote the efficiency and effectiveness of our Comprehensive One-Stop Career Center system. CSRC has had the opportunity to evaluate performance and costs against original expectations, included in **Attachment C - Cost Price Analysis.**



LWDB 20 REQUEST FOR SELECTION AS ONE-STOP OPERATOR

As previously mentioned, CSRC has successfully performed One-Stop Operator functions as the direct services provider of workforce services from January 2009 until July 1, 2017, and following the unsuccessful procurement process, again from July 1, 2019, to date. Further, CSRC has not received any monitoring or audit findings that indicate we have been out of compliance. Copies of our requests and approvals to perform these functions are on file with CSFL and the Department of Economic Opportunity (DEO).

To identify the duties of the Board as the One-Stop Operator and as the Direct Services Provider, the responsibilities of the One-Stop Operator have been clearly defined and reported to the CSRC Board of Directors. Please see **Attachment D – Definition of the CareerSource Research Coast One-Stop Operator**. The duties of CSRC as the direct servics provider are outlined in the LWDB Local Plan. These duties are overseen by the CSRC President/CEO. The CSRC Board of Directors is responsible for governance, policy, strategy, oversight, and financial integrity, while the CSRC President/CEO manages the day-to-day provision of workforce services.

The CSRC Board of Directors follows CSFL's Board Contracting and Conflict of Interest Policy, reviewed during board member orientation and reiterated in CSRC's Administrative Plan. Declarations of Conflict of Interest is an Agenda Item on every Board and Committee Meeting Agenda that includes voting items.

CSRC contracts with an independent monitoring firm for programmatic/fiscal monitoring. CSRC specifically requests this firm to monitor the One-Stop Operator functions. CSRC also contracts with a different firm for auditing purposes.

Included with this request to be designated as the One-stop Operator for CareerSource Research Coast, LWDB 20, please find the following attachments:

- Attachment A One-Stop Operator RFP# 22-001-OSO
- Attachment B Proof of Public Notice via our website
- Attachment C Cost Price Analysis
- Attachment D Definition Of The CareerSource Research Coast One-Stop Operator
- Attachment E Documentation of the approval of the Chief Local Elected Official

Upon receiving this request, should additional information or documentation be required, please contact President/CEO Brian Bauer at 866-482-4473, ext# 418, or via email to bbauer@careersourcerc.com.



careersourcerc.com

January 31, 2022

Dear Provider:

The Workforce Development Board of Treasure Coast, Inc. d/b/a CareerSource Research Coast (CSRC) is seeking proposals for a One-Stop Operator in accordance with the Workforce Innovation and Opportunity Act (WIOA) sec. 121 (d) (2) (a), which requires the Local Workforce Development Board (LWDB) to competitively select a "one-stop operator" to support the implementation of services with the career center system locally. The One-Stop Operator may be a single entity or multiple entities working together to form a consortium operator.

Instructions for submitting proposals are included in the Request for Proposal (RFP). The RFP may be accessed through the CSRC's website at https://careersourcerc.com/rfp-22-001-oso-one-stop-operator/ or a copy may be picked up at the Board's Administrative Offices at 584 NW University Blvd., Suite 100, Port St. Lucie between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday.

Provider(s) must complete the RFP package as instructed and submit it by **4:30 p.m. on Wednesday, March 23, 2022**. All questions must be submitted via the CSRC website https://careersourcerc.com/rfp-22-001-oso-one-stop-operator/ by March 16, 2022. Answers to all questions received will be posted to the webpage.

This request is for the purpose of contracting with a One Stop Operator. The One-Stop Operator's major function, in a consultant role, will be the coordination of the service delivery among the required One-Stop Partners and their programs. Responses to this RFP are to be used to determine the best-qualified proposer and will be the basis for negotiating a contract. The contract, if awarded, will be a term of four (4) years as a one (1) year contract to be renewed annually based upon performance. Renewal will be the option of CSRC and its Board of Directors.

This request for proposal does not obligate the Board to award a contract, or contracts, nor will the Board pay any costs incurred in the preparation of proposals. The Board reserves the right to accept or reject any or all proposals received.

We look forward to hearing from you.

Sincerely,

Tracey McMorris
Vice President/COO









Due: March 23, 2022 at 4:30 pm EST



Request for Proposal

For

ONE-STOP OPERATOR

RFP #22-001-OSO

Date Issued:

DEADLINE FOR SUBMISSION: March 23, 2022 at 4:30 pm

Responses should be directed to:

Tracey McMorris, Vice-President/COO CareerSource Research Coast 584 NW University Blvd., Suite 100 Port St. Lucie, FL 34986 (866) 482-4473



Due: March 23, 2022 at 4:30 pm EST

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GENERAL INFORMATION



Due: March 23, 2022 at 4:30 pm EST

A. BACKGROUND AND GENERAL INFORMATION OF CAREERSOURCE RESEARCH COAST

The Workforce Development Board of the Treasure Coast, Inc. d/b/a CareerSource Research Coast (CSRC) is a not-for-profit corporation organized under the laws of the State of Florida, and has been determined exempt by the Internal Revenue Service under the provisions of IRS Code, Section 501(c)(3). CSRC is chartered by the State of Florida to create and manage a workforce development service delivery system responsive to the needs of businesses and jobseekers and has been certified by the Governor as a Local Workforce Development Area for the purposes of implementing programs authorized by the federal Workforce Innovation and Opportunity Act (WIOA), Temporary Assistance for Needy Families (TANF), Wagner Peyser and related enabling legislation. CSRC is the grant recipient and administrative entity for these funding sources under a Memorandum of Understanding with the local elected officials. Our principle function is the provision of, oversight of, and policy guidance to, the workforce development system in the three counties of Indian River, Martin and St. Lucie Counties.

To service these three counties of our local area, thousands of local job seekers and businesses receive employment and training services through four (4) Career Center operations located in each of the counties. This includes one comprehensive Career Center located at 584 NW University Blvd., Suite 300, Port St. Lucie, FL 34986. The Career Centers are "one-stop" access points for the programs and services available through the system. Additional information about these programs and services may be found at CSRC's website at www.careersourcerc.com.

B. BACKGROUND OF LEGISLATION FOR THE PURPOSE OF THIS RFP

The Workforce Innovation and Opportunity Act (WIOA) sets forth a vision for the workforce development system to operate as a comprehensive, integrated, streamlined system that aligns with the needs of business and is a force in helping stimulate local economies. Therefore, under WIOA, the Career Centers are required to partner with a range of federally funded employment and training programs to promote the coordination of services on behalf of job seekers and businesses. The programs and funding streams already integrated and delivered through CSRC's Career Centers are as follows:

- WIOA Title 1 Adult, Dislocated Worker and Youth Programs
- Wagner-Peyser Employment Services
- Local Veterans' Employment Programs
- Disabled Veterans' Outreach Programs
- Trade Adjustment Assistance Programs
- Unemployment Compensation Programs
- Welfare Programs
- Migrant and Seasonal Farmworker Programs

Other mandated partners are as follows:

- Family Literacy and Adult Education Act
- Vocational Rehabilitation
- Career and Technical Education
- Community Services Block Grant
- Second Chance Act
- Department of Housing and Urban Development



Due: March 23, 2022 at 4:30 pm EST

Inclusive in the requirements under WIOA is the necessity to competitively select a "one-stop operator" to support the implementation of services with the career center system locally. Therefore, local workforce development boards are required to define the role of a One-Stop Operator and competitively procure the entity or entities as set forth in sec. 121 (d) (2) (a) of WIOA. The One-Stop Operator may be a single entity or multiple entities working together to form a consortium operator. The Operator may be for profit, non-profit, private or public. CSRC, per 20 CFR § 678.620 requires, at a minimum, that the One-stop Operator must coordinate the service delivery of the required one-stop partners and service providers.

C. SCOPE OF WORK/ROLE OF THE ONE STOP OPERATOR

The One-Stop Operator's, in a consultant role, major function will be the coordination of the service delivery among the required One-Stop Partners (as described in Section B of this RFP) and their programs. The One-Stop Operator will be responsible to navigate between the One-Stop Partners to ensure there is coordination of service delivery for employers and job seekers within the CSRC 20 One-Stop System. The One-Stop Operator will be responsible to:

- 1. Understand the mission, vision, and service delivery requirements of the required one-stop partners to better strategically align with CSRC priorities and services.
- 2. Review, update, and track all Memorandum of Understandings (MOUs) and Infrastructure Agreements (IFAs) to maintain compliance.
- 3. The One-Stop Operator will be responsible for monitoring the infrastructure cost responsibilities of the required partners to provide for the maintenance of the Comprehensive One-Stop Career Center as outlined in the Quarterly Cost Reconciliation and Allocation Base Section of the Infrastructure Agreement.
- 4. Work with CSRC designated staff to support building relationships with the required partners of the designated Comprehensive One-Stop Career Center and track implementation of the activities and services as outlined in the MOUs.
- 5. Assure the local One-Stop System has at least one comprehensive One-Stop Career Center that meets the required certification criteria and is compliant with State and Federal Regulations.
- 6. Facilitate agreement and support the development of a mutual client assessment and referral process; an agreed upon data sharing process; and a mechanism to capture performance between all partners.
- 7. Provide oversight and ongoing communication with the required partners to ensure referrals and related data sharing are followed through on a timely basis
- 8. Review relevant information provided by the state, federal government and the required One-Stop partners to monitor the CSRC One-Stop System's compliance and performance.
- 9. Coordinate and convene quarterly meetings with all designated partners and CSRC to share information, discuss strategies to positively impact employment outcomes for shared clients, and problem-solve collaboration issues.
- 10. Conduct, at a minimum, six site visits of the Comprehensive One-Stop Career Center during each Program Year, July 1st through June 30th. These visits will include interviews with CSRC Management as well as the representatives of the required partner agencies.
- 11. Identify and recommend practices that encourage the designated Comprehensive One-Stop Career Center partners to provide services to individuals with barriers to employment, including individuals with disabilities, who may require longer-term services, such as intensive employment, training, and education services.
- 12. Manage, track, and oversee a customer satisfaction initiative for the services provided through the CSRC Career Center System. Customer satisfaction reports are to be generated on an agreed upon



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schedule. The One-Stop Operator will be responsible for reviewing customer comments, identifying trend data and making continuous improvement recommendations to the CSRC Management team.

- 13. Submit written, quarterly reports to the CareerSource Research Coast Board of Directors. The reports should include:
 - A detail of the duties performed by the One-Stop Operator during the quarter
 - Observations made regarding the collaboration between the required One-Stop System Partners
 - Recommendations to improve the One-Stop partner's integrated service delivery to customers
 - The identification of best practices

D. WHO MAY APPLY

Eligible proposers must meet one of the following criteria:

- The One-Stop Operator must be a single entity or multiple entities working together to form a consortium. If the consortium is comprised of One Stop Career Center partners, it must include a minimum of three (3) One Stop Career Center partners in 20 CFR 678.400.
- A public, private, for-profit or non-profit organization.
- An institution of higher education.
- A government agency.
- A community based, non-profit organization.

E. ONE-STOP OPERATOR QUALIFICATIONS

CSRC seeks a Respondent entity that meets the following qualifications:

- Possess a strong business acumen and professional presence.
- Ability to work with various demographics in the three-county area, specifically Martin, St. Lucie and Indian River Counties.
- An understanding of the Workforce Innovation and Opportunity Act. Similarly, a general understanding of the local workforce system and its stakeholders is preferred.
- Has contracted to provide services similar in nature and complexity, with at least one organization, within the past three (3) years.
- Ability to work closely with CSRC Administrative staff to monitor the system's strategic objectives and make recommendations for system continuous improvements.
- Be licensed to conduct business in the State of Florida.

F. CONTRACT TERM

Responses to this RFP are to be used to determine the best-qualified proposer and will be the basis for negotiating a contract. The contract, if awarded, will be a term of four (4) years as a one (1) year contract to be renewed annually based upon performance. Renewal will be the option of CSRC and its Board of Directors.



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G. FUNDING

CSRC has approved funding in the amount not to exceed \$35,000, per year, with an estimated total hours for the project not to exceed 1,040. The proposer is responsible for providing a reasonable and fair cost for services. CSRC reserves the right to negotiate amounts based on the entity's experience, ability to begin the project and understanding of the initiative.

H. ADDITIONAL INFORMATION

Additional information on CSRC, workforce development, legislation and programming, can be found at the following sources:

- CareerSource Florida http://careersourceflorida.com/
- CareerSource Florida Administrative Policy 097 One-Stop Operator Procurement <u>CSFL AP 097</u>
- Florida Department of Economic Opportunity http://www.floridajobs.org/
- CareerSource Research Coast http://www.careersourcerc.com/
- U.S. Department of Labor Employment and Training Administration https://www.doleta.gov/WIOA/FactSheet.cfm
- Uniform Guidance, 2 CFR, Part 200-Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards

I. GENERAL PROPOSAL INSTRUCTIONS

Proposers are advised to read this entire RFP before preparing and submitting a proposal. Proposals which do not follow the format, do not include all the minimum requirements specified in this RFP or are not submitted by the due date will not be considered for funding.

CSRC will provide clarifying information about this request only. They are not available for technical assistance or advice. All questions regarding the RFP must be submitted via the CSRC website at https://careersourcerc.com/rfp-22-001-oso-one-stop-operator/. Questions must be submitted by March 16, 2022. Answers to all questions received will be posted to the webpage within 48 business hours. This is a competitive procurement. Employees will not provide any information from other proposers/proposals or other costs associated with similar or like projects, either current or in the past.

Proposals and modifications thereof are to be enclosed in sealed envelopes and addressed to:

Tracey McMorris, Vice President/COO CareerSource Research Coast 584 NW University Blvd., Suite 100 Port St. Lucie, FL 34986



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Please show the solicitation number RFP #22-001-OSO and the name and address of the proposer on the front of the envelope. Proposals are to be received in CSRC's administrative office (address above) no later than 4:30 p.m. EST on Wednesday, March 23, 2022. All proposals will be date stamped as of the date and time received.

Proposals may be modified or withdrawn by written notice. Modifications must be received at the above address prior to the date specified for receipt of proposals. No modifications will be accepted after the date and time noted above. Withdrawals will be accepted any time prior to execution of a contract.

All proposals must conform to the proposal format described below in this document and contain all the requested information and attachments **including three (3) references.**

One (1) copy bearing original signatures, where required, in <u>blue</u> ink and two (2) copies of the proposal and one (1) electronic copy on company letterhead must be emailed to <u>proposals@careersourcerc.com</u> before 4:30 p.m. EST on March 23, 2022.

Proposers are encouraged to keep proposals concise and to the point. Elaborate brochures are not wanted. The proposal and all attachments are to be standard size (8 $1/2 \times 11$).

CSRC will furnish no material, labor or facilities for either development of a proposal or completion of the desired project unless otherwise provided for in this RFP.

J. PROPOSAL FORMAT

Proposals in response to this RFP shall adhere to the format outlined below:

- Cover Letter: A cover letter with the RFP solicitation number and subject that includes a statement that the entity understands the scope of work/role of the One-Stop Operator and a total price quote to perform the work identified for the period of July 1, 2022 through June 30, 2023. The name of the entity, local address, phone number, fax number/e-mail address and name of the contact person should also be included.
- 2. Proposal Narrative: A narrative of not more than three (3) pages that outlines the following information: a) the entity's understanding and experience in workforce development, the local workforce system and of WIOA; b) overview of the entity's previous experience facilitating stakeholder groups to common goals/objectives; c) explanation of the approach to providing each of the One-Stop Operator responsibilities (refer to section C of this RFP) and d) other information, experience, deemed relevant to this proposal.
- 3. License Information: Provide a copy of your State of Florida business license.
- 4. Budget Information: Provide a total cost for the delivery of the services described in the Scope of Work, Section C of this RFP, as well as budget detail by line item.
- 5. Completed Relationship Disclosure Form: (Attachment C)
- 6. List of and Contact Information of Three (3) References
- 7. Signed Sub-Recipient General Provisions, Certifications and Assurances: (Attachment F)



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K. SOLICITATION TIMELINES

Mailing/advertising of RFP
Final date for questions related to RFP
Proposals Due
Technical Review
Rating Team Review
CareerSource Research Coast's Approval/Contract Award
Contract Execution begins

January 31, 2022 March 16, 2022 March 23, 2022, by 4:30 p.m. March 28, 2022 March 30, 2022 April 27, 2022 July 1, 2022

L. PROPOSAL SUBMISSION

1. PROPOSAL DEADLINE

a. The Proposer must submit one (1) original and two (2) copies of the proposal, plus attachments (Cover Letter, Proposal Narrative, Completed Relationship Disclosure Form, List of three (3) references and Proposer's Acceptance of General Provisions, Assurances and Certifications) to CSRC no later than 4:30 p.m. EST on Wednesday, March 23, 2022, in order to be considered. Proposals delivered after the time specified will not be considered. Changes, modifications or additions cannot be made to a proposal after the submission date.

Proposals must also be emailed to <u>proposals@careersourcerc.com</u> before 4:30 p.m. EST on March 23, 2022.

2. INQUIRIES

a. Inquiries concerning the RFP should be directed to https://careersourcerc.com/rfp-22-001-oso-one-stop-operator/. All requests must be submitted via the CRSC website.

3. CONDITIONS OF PROPOSAL

- a. The following conditions are applicable to all proposals:
- b. CSRC reserves the right to reject any and all proposals, in whole or in part, and to accept any proposal that is deemed most favorable to CSRC at the time and under the conditions stipulated in this RFP.
- c. Non-conforming proposals will be considered non-responsive and are subject to return without review; however, CSRC reserves the right to waive informalities and minor irregularities in the proposals received.
- d. CSRC reserves the right to request additional information from proposers for clarification or to allow corrections of errors or omissions, if in the best interest of CSRC and its Board of Directors.
- e. All proposals are subject to negotiation by CSRC.



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- f. CSRC reserves the right to retain all proposals submitted and to use any ideas in a proposal regardless of whether that proposal is selected. Submission of a proposal indicates acceptance by the entity of the conditions contained in this request for proposals unless clearly and specifically noted in the proposal submitted and confirmed in the contract between CSRC and the entity selected.
- g. All costs incurred in the preparation of a proposal responding to this RFP will be the responsibility of the Proposer and will not be reimbursed by CSRC. The Proposer must, at their own expense, obtain all necessary permits and pay all licenses, fees, insurances and taxes required to comply with all local ordinances, state and federal laws, rules and regulations applicable to business to be carried out under the proposed contract.

4. INITIAL TECHNICAL REVIEW

All timely proposals received will be reviewed by CSRC's employees to determine if they are responsive and if the proposals are eligible for further consideration. Proposals may be judged nonresponsive and removed from further consideration if the proposal is not received timely in accordance with the terms of this RFP; does not follow the specified format; does not include the required certifications; and is not adequate to form a judgment by the reviewers that the proposal meets the needs of CSRC and the intent of this RFP.

5. REVIEW BY RFP REVIEW TEAM

An RFP Review Team consisting of members of CSRC's Board of Directors and employees will be organized to review and rate proposals. This team will review proposals successfully passing the initial technical review. Proposals will be evaluated using a point system. (See Attachment H - Rating Sheet for RFP #22-001-OSO). The Team will review and discuss their evaluations of all proposals, combine the individual scores and arrive at a composite technical score for each proposal. These scores will be used to determine the most advantageous contract award for CSRC.

SMALL AND/OR MINORITY-OWNED BUSINESSES

Efforts will be made by CSRC to utilize local small business, minority, veteran or women-owned businesses. A Proposer qualifies as a small business firm if it meets the definition of "Small Business" as established by the Small Business Administration (13 CFR 21.3-8) by having average annual receipts for the last three fiscal years of less than four million dollars.

7. PROPOSAL ACCEPTANCE/PROTEST

This request for proposal does not obligate CSRC to award a contract. CSRC reserves the right to accept or reject any or all proposals received. The contract, if awarded, will be for four (4) years with a one (1) year contract to be renewed annually based upon performance.

Any award resulting from this request will be based on the entity's stability and experience related to this RFP, the entity's ability to handle the tasks noted in this RFP and the entity's cost.

CSRC reserves the right to waive informalities and minor irregularities in offers received.



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Before a contract is offered, the Proposer must submit the required certifications provided in this packet. If you are unable to provide this information, please do not submit a proposal.

CSRC may award a contract based on initial proposals received without negotiation of such proposals. Therefore, each initial proposal should be submitted on the most favorable price and technical terms. CSRC reserves the right to request additional information, oral discussion or presentation in support of written proposals.

If an award is made, the contract will be a cost-reimbursement contract, as needed. Services will be implemented only upon notification from CSRC. Payment for services rendered will be made only when costs have been incurred and documentation of all costs are received and verified.

All Proposers have the right to protest the award. Parties wishing to protest a contract award may submit their objections in writing within 10 days of the award date to the President/CEO of CSRC who will provide the information to CSRC's Executive Committee. This committee will investigate the complaint and issue a written finding and resolution to the protesting party within 45 days of the receipt of the complaint.

This protest procedure provides recourse to Proposers who believe that their proposal did not receive proper consideration. Proposers entering a protest should be prepared to document specific factors that put the aggrieved Proposer at a competitive disadvantage and/or document violations of specific sections of state or federal regulations, CareerSource Florida, Inc., and the procedures set forth by this RFP. CSRC reserves the right to refuse to consider an appeal that does not identify specific procedural shortcomings.

M. NEGOTIATIONS

A contract will be negotiated with the first ranked Proposer, and if negotiations are successful, that Proposer will be recommended to CSRC Board of Directors for award. In the event negotiations are not successful, negotiations with that Proposer will be terminated and negotiations begun with the second ranked Proposer and so forth until negotiations are successfully completed to the satisfaction of CSRC or until all acceptable proposals have been rejected.

N. NOTIFICATION OF AWARD

Upon conclusion of final negotiations with the successful Proposer, all Proposers will be notified in writing of their status. The final award decision will be made no later than April 27, 2022. Contract negotiations may commence any time following that date and are to be completed by Friday May 13, 2022 with an execution date of contract to begin July 1, 2022.

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ATTACHMENT A



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Due: March 23, 2022 at 4:30 pm EST

CAREERSOURCE RESEARCH COAST COMPETITIVELY PROCURED SERVICE PROVIDERS & VENDORS

James Moore, CPA & Consultants

121 Executive Circle
Daytona Beach, FL 32114-1180

Manpower

11211 Prosperity Farms Road, Suite C-210 Palm Beach Gardens, FL 33410

Taylor, Hall, Miller, Parker, P.A.

225 East Robinson Street, Suite 455 Orlando, FL 32801

Eckerd Connects, Inc.

100 North Starcrest Drive Clearwater, FL 33765

Due: March 23, 2022 at 4:30 pm EST

ATTACHMENT B

CAREERSOURCE RESEARCH COAST LDWB20 WORKFORCE BOARD MEMBERS

- **1.** Werner Bols, President, Bols Construction
- 2. Jim Brann, President, The Porch Factory
- 3. Pamela Burchell, Director of Human Resources, Indian River Medical Center
- **4.** Jose Capellan Veteran Services Manager, St. Lucie County Veteran Services
- 5. Helene Caseltine, Director of Economic Development, Indian River County Chamber of Commerce
- **6.** Robert Cenk, Vice President, Homecrete Homes, Inc.
- 7. David Freeland, President, St. Lucie County CTA/CU
- 8. Wayne Gent, Superintendent, St. Lucie Public Schools
- 9. Jill Hanson, Director of Sales, Staybridge Suites
- 10. Lawrence Hawes, General Manager, Airburners, Inc.
- 11. Pamela Houghten, Chief Financial Officer, Houghten Biomedical Sciences, LLC
- **12.** Leslie Kristof, President, Keiser University
- 13. Jeannie McCall, Director of Human Resources, Sandhill Cove Retirement Living
- 14. Dr. John Millay, Superintendent, Martin County School Board
- 15. Chris Dzadovsky, Commissioner, St. Lucie County Board of County Commissioners
- 16. Dr. David Moore, Superintendent, School District of Indian River County
- 17. Terrance Moore, CEO, Moore Solutions, Inc.
- 18. Dr. Timothy Moore, President, Indian River State College
- **19.** Wayne Olson, VR Area Director, Vocational Rehabilitation
- **20.** Debbie Perez, Senior Dir. Total Rewards & Talent Acquisition of Florida, Cleveland Clinic Martin Health Systems
- 21. Pete Tesch, Executive Director, St. Lucie County Economic Development Council
- 22. Angella Williams, VP of Human Resources, Treasure Coast Hospice



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23. Maddie Williams, Executive Director, Treasure Coast Builder's Association

CAREERSOURCE RESEARCH COAST, LWDB20, TREASURE COAST WORKFORCE CONSORTIUM MEMBERS

1. Susan Adams, Commissioner Indian River County

2. Doug Smith, Commissioner Martin County

3. Sean Mitchell, Commissioner St. Lucie County



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ATTACHMENT C

RELATIONSHIP DISCLOSURE FORM

This form must be completed by the Proposer.

In the event any information provided on this form should change, the Proposer must file an amended form on or before the date the item is considered by CareerSource Research Coast.

Part I: Information on Proposer	r			
Legal Name of Proposer:				
Business Address:				
Phone Number:	Fax Number:			
Part II:				
Is Proposer a relative of any Car	reerSource Research Coast principal? Yes No			
Is any CareerSource Research (Coast principal an employee of proposer? Yes No			
Is Proposer an employee of any CareerSource Research Coast principal? Yes No				
sheets if necessary):				
Part III: Original Signature Req	uired			
belief. If any of this information to the date of which CareerSour Statutes, I understand and acknown a public servant in the perform	provided in this relationship disclosure form is true and correct based on my knowledge and changes, I further acknowledge and agree to amend this relationship disclosure form prior ce Research Coast awards a contract for youth services. In accordance with s.837.06 Florida by bloom of the whoever knowingly makes a false statement in writing with the intent to mislead hance of his or her official duty shall be guilty of a misdemeanor in the second degree, 1.082 or s.775.083, Florida Statutes.			
Printed Name/Title of Person Co	ompleting Form			
Signature				
Date				



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ATTACHMENT D

WORKER'S COMPENSATION RELEASE

This unconditional release, waiver and hold harmless agreement is given by the undersigned to the Workforce Development Board of the Treasure Coast, as a specific condition of the undersigned performing work for the Workforce Development Board of the Treasure Coast as an independent Contractor. It is the intent of the undersigned that the Workforce Development Board of the Treasure Coast rely on the statements made herein as being true, correct and all representations are predicated on the personal information and knowledge of the undersigned.

- 1. The undersigned is retained by the Workforce Development Board of the Treasure Coast, as an independent Contractor as that term applies in the State of Florida and as interpreted by the Internal Revenue Code, as amended. The undersigned is in no way connected with, an employee of, or otherwise related to the Workforce Development Board of the Treasure Coast, in any manner except by and through an independent Contractor relationship.
- 2. The undersigned hereby agrees that all employees or subcontractors hired by the undersigned to work on any project involving the Workforce Development Board of the Treasure Coast shall be covered by Worker's Compensation in accordance with the laws of the State of Florida as same may exist from time to time.
- 3. The undersigned for him/herself, his/her heirs, successors, assigns, employees, agents, subcontractors, employees of subcontractors and all of their successors, heirs, assigns and agents, warrants that no one shall file a claim for Worker's Compensation benefits by, through or against the Workforce Development Board of the Treasure Coast for which the Contractor has been engaged through a contract to perform services.
- 4. The undersigned hereby agrees to indemnify, defend, save and hold harmless, the Workforce Development Board of the Treasure Coast from any and all liability of any nature whatsoever, without limitation, arising out of any Worker's Compensation claim filed by the undersigned, its employees, agents, heirs, successors, subcontractors, or the agents, employees, heirs or successors of such subcontractors and employees. This hold harmless agreement shall include, but not be limited to, the cost of judgment, settlement, investigation, attorney's fees, court costs and the like. It is specifically intended that this hold harmless agreement be broad in scope and without limitation, such that Workforce Development Board of the Treasure Coast is protected to the greatest extent allowed by law from any such claims.
- 5. The undersigned, for him/herself, his/her agents, employees, heirs, successors, assigns, subcontractors and the employee's, agents, successors or assigned of such subcontractors and employees hereby releases the Workforce Development Board of the Treasure Coast from any and all claims for Worker's Compensation Liability, or any other liability arising out of any injury on the job, without limitation or reservation.
- 6. This waiver, release and hold harmless agreement is given by the undersigned to the Workforce Development Board of the Treasure Coast in contemplation of, and for the specific purpose of, releasing the Workforce Development Board of the Treasure Coast from any and all liability of any nature whatsoever resulting from injuries on the job, or work related injuries, or worker's compensation claims under the laws from the State of Florida as same may exist from time to time. It is specifically understood that the Workforce Development Board of the Treasure Coast shall have no such liability, and further that the undersigned is fully accepting, all such responsibility and liability.
- 7. This agreement is given freely, voluntarily, knowingly and intentionally by the undersigned without the exercise of force, coercion or undue influence by the Workforce Development Board of the Treasure Coast or any of its agents, employees, officers or any other person acting for, or on behalf of the Workforce Development Board of the Treasure Coast. The undersigned knows and understands the intent of this agreement and is aware of the legal implications of the same, and has had the advice of counsel, or alternatively has waived the advice of counsel and is proceeding notwithstanding same.



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- 8. This agreement shall be construed in accordance with the laws of the State of Florida as may exist from time to time. The parties hereto agree to venue and jurisdiction in the courts of St. Lucie County, Florida for the resolution of all disputes connected hereto. In any event of any litigation to enforce the terms and conditions of this agreement, the prevailing party shall be entitled to recover actual attorney's fees and costs.
- 9. The foregoing terms and conditions constitute the entire agreement by and between the parties hereto. Any representations not contained herein shall be of no force or effect and shall be null and void.
- 10. In the event a court of competent jurisdiction shall determine any term or condition to be illegal, or otherwise unenforceable, the remaining terms and conditions of this agreement shall be given full force and effect to the greatest extent possible to carry out the stated intent of the parties.

Contractor
Name and Title of Certifying Representative
Signature of Certifying Representative
Date



Due: March 23, 2022 at 4:30 pm EST

ATTACHMENT E

PROPOSER CONTRACT CERTIFICATIONS

On behalf of the Proposer:

- A. The individual signing certifies that he/she is authorized to contract on behalf of the Proposer.
- B. The individual signing certifies that the Proposer is not involved in any agreement to pay money or other consideration for the execution of this agreement, other than to an employee of the Proposer.
- C. The individual signing certifies that he/she has read and understands all the information in this agreement, including the information on the programs/grants/contracts/regulations and laws. Ignorance of the requirements will not relieve the Proposer from liability and obligations under the contract.
- D. The individual signing certifies that the Proposer and any individuals to be assigned to the agreement do not have a record of substandard work or found in violation of any state standards. If the Proposer or any individual to be assigned to the agreement has been found in violation of any state or professional standards at any time, this information must be disclosed.
- E. The individual signing certifies that the Proposer and any individuals to be assigned to the agreement have not been disbarred or suspended under Federal or State rulings from participating in receipt of funds under the agreement. The individual signing must also certify that the organization will not enter into contracts with subcontractors who are debarred or suspended from these transactions, nor are they presently retained by any of the Board's current service providers.
- F. The individual signing certifies that the Proposer will not use contract funds to lobby and will freely sign the attached Byrd Anti-Lobbying Certification (**Attachment F**).
- G. The individual signing certifies that the Proposer carries Worker's Compensation coverage for its employees and will freely sign the attached Worker's Compensation Release form (**Attachment D**).
- H. The individual signing certifies as to the Proposer's Federal Employer's Identification Number (FEIN) and will provide the number to CSRC's Financial Department.
- I. The individual signing certifies that the Proposer is bound by federal, state, or local affirmative action/EEO rules and that it has filed all required EEO reports to cognizant government agencies.
- J. The individual signing certifies that if there is a subcontract or partnership effort it must be fully explained and that signed certifications will be required by the Board from the principals of all firms.
- K. The individual signing certifies that the Proposer will comply with requirements of the Workforce Development Board of the Treasure Coast /dba CSRC's General Provisions & Assurances (**Attachment F**).

Proposer	
Name and Title of Certifying Representative	
Signature of Certifying Representative	
Date	

ATTACHMENT F



Due: March 23, 2022 at 4:30 pm EST

GENERAL PROVISIONS AND ASSURANCES

This attachment is part of the Subrecipient agreement held between The Workforce Development Board of the Treasure Coast, Inc. d/b/a CareerSource Research Coast (CSRC) and Subrecipient for described in the Agreement attached hereto. In consideration of the mutual covenant and stipulations set forth in the contract and Attachment herein, the parties hereby agree as follows:

1. COMPLIANCE WITH POLICIES AND LAWS

The warranty of this Section specifically includes compliance by Subrecipient with the provisions of the Immigration Reform and Compliance Act of 1986 (P. L. 99-603), the Workforce Innovation and Opportunity Act (WIOA), the provisions of the Workforce Investment Act of 1998, the Workforce Innovation Act of 2000, 45 CFR 98, the Temporary Assistance for Needy Families Program (TANF), 45 CFR parts 260-265 and other applicable federal regulations and policies promulgated thereunder and other applicable State, Federal, criminal and civil law with respect to the alteration or falsification of records created in connection with this Agreement. Office of Management and Budget (OMB) Circulars: Subrecipient agrees that, if applicable, it shall comply with all applicable OMB circulars, such as 2 CFR 200. Subrecipient will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. 276a to 276a7), the Copeland Act (40 U.S.C. 276c and 18 U.S.C. 874, and the Contract Work Hours and Safety Standards Act (40.327-333), regarding labor standards for federally assisted construction sub agreements.

2. CERTIFICATION REGARDING DEBARMENT, SUSPENSION AND OTHER MATTERS

Subrecipient certifies that it is not currently debarred, suspended, or excluded from or for participation in Federal assistance programs, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal department or agency within a three-year period preceding the effective date of the Agreement in accordance with 29 CFR Parts 45, 74, 95 and 98. No contract shall be awarded to parties listed on the GSA List of Parties Excluded from Federal Procurement or Non-Procurement Programs.

3. NON-DISCRIMINATION, EQUAL OPPORTUNITY ASSURANCES, CERTIFICATIONS, OTHER PROVISIONS

As a condition to the award of financial assistance from the Department of Labor under Title I of the WIOA, the grant applicant assures that it will comply fully with the nondiscrimination and equal opportunity provisions of the following laws:

- Section 188 of the Workforce Innovation & Opportunity Act (WIOA), which prohibits discrimination against all
 individuals in the United States based on race, color, religion, sex, national origin, age, disability, political affiliation,
 or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant
 authorized to work in the United States or participation in any WIA Title I- Financially assisted program or activity.
- Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the basis of race, color, and national origin.
- Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities.
- The Age Discrimination Act of 1975, as amended, which prohibits discrimination based on age.
- Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.
- Section 654 of the Omnibus Budget Reconciliation Act of 1981 prohibiting discrimination on the basis of race, creed, color, national origin, sex, handicap, political affiliation or beliefs.
- The American with Disabilities Act of 1990, P.L. 101-336 prohibiting discrimination in all employment practices, including the job application procedures, hiring, firing, advancement, compensation, training, and other terms, conditions, and privileges of employment. It applies to recruitment, advertising, tenure, layoff, leave, fringe benefits, and all other employment-related activities; and

The Subrecipient also assures that it will comply with 29 CFR Part 37 and all other regulation implementing the laws listed above.



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For contracts more than \$10,000, the Subrecipient will comply with Executive Order 11246 of September 24, 1965, entitled "Equal Employment Opportunity" as amended by Executive Order 11375 of October 13, 1967, and supplemented on Department of Labor regulations at 41 CFR Chapter 60.

4. CERTIFICATION REGARDING CLEAN AIR ACT, WATER ACT, ENERGY EFFICIENCY AND ENVIRONMENTAL STANDARDS, SOLID WASTE

Clean Air and Water Act: When applicable, if this Contract is more than \$100,000, Subrecipient shall comply with all applicable standards, orders or regulations issued under the Clean Air Act as amended (42 U.S.C. 7401), Section 508 of the Clean Water Act as amended (33 U.S.C. 1368 et seq.), Executive Order 11738 and Environmental Protection Agency regulations (40 CFR Part 15). The Subrecipient shall report any violation of the above to the contract manager. Energy Efficiency: The Subrecipient shall comply with mandatory standards and policies relating to energy efficiency which are contained in the State of Florida's Energy Conservation Plan issued in compliance with the Energy Policy and Conservation Act (Public Law 94-163).

Subrecipient will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in flood plains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. 1451 et seq .); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. 7401 et seq .); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended, (P.L. 93-523); and (h) protection of endangered species under the Endangered Species Act of 1973, as amended, (P.L. 93-205). The Subrecipient will comply with the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act (42 U.S.C. 6962).

5. CERTIFICATION REGARDING LOBBYING AND INTEGRITY

Subrecipient shall comply with the provisions of the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352) 29 CFR Part 93. When applicable, if this Agreement is more than \$100,000, Subrecipient must, prior to contract execution, complete the Certification Regarding Lobbying Form.

6. CONFIDENTIALITY

It is understood that the Subrecipient shall maintain the confidentiality of any information, regarding CSRC customers and the immediate family of any applicant or customer, that identifies or may be used to identify them, and which may be obtained through application forms, interviews, tests, reports from public agencies or counselors, or any other source. Subrecipient shall not divulge such information without the written permission of the customer, except that such information which is necessary as determined by CSRC for purposes related to the performance or evaluation of the Agreement may be divulged to

CSRC or such other parties as they may designate having responsibilities under the Agreement for monitoring or evaluating the services and performances under the Agreement, or to governmental authorities to the extent necessary for the proper administration of the law. All release of information shall be in accordance with applicable State laws, and policies of the CSRC. No release of information by Subrecipient, if such release is required by Federal or State law, shall be construed as a breach of this Section.

7. RIGHTS TO DATA/COPYRIGHTS AND PATENTS

CSRC, State of Florida and the U.S. Department of Labor shall have unlimited rights to inventions made under contract or agreement: Contracts or agreements for the performance of experimental, developmental, or research work shall provide for the rights of the Federal Government and the recipient in any resulting invention in accordance with 37 CFR part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements" and any implementing regulations issued by the awarding agency.

8. MONITORING



Due: March 23, 2022 at 4:30 pm EST

At any time and as often as CSRC, the State of Florida, United States Department of Labor, Comptroller General of the United States, the Inspector Generals of the United States and the State of Florida, or their designated agency or representative may deem necessary, Subrecipient shall make available all appropriate personnel for interviews and all financial, applicant, or participant books, documents, papers and records or other data relating to matters covered by this contract, for examination and/or audit, and/or for the making of excerpts or copies of such records for the purpose of auditing and monitoring activities and determining compliance with all applicable rules and regulations, and the provisions of this Agreement. The above referenced records shall be made available at the Subrecipient expense, at reasonable locations as determined by CSRC. Subrecipient shall respond in writing to monitoring reports and requests for corrective action plans within 10 working days after the receipt of such request from CSRC.

9. TERMINATION FOR DEFAULT/CONVENIENCE

This modified agreement may be terminated as follows:

- a. Either party may request termination of modified agreement upon 60 days prior written notice to the other party.
- b. CSRC may unilaterally terminate or modify this modified agreement, if for any reason either the U.S. Department of Labor or the State of Florida reduces funding through the grants under which this modified agreement is funded.
- c. CSRC may unilaterally terminate this modified agreement at any time that it is determined that:
 - i. Subrecipient fails to provide any of the services it has contracted to provide; or
 - ii. Subrecipient fails to comply with the provisions of this modified agreement; or
 - iii. Such termination is in the best interest of CSRC.
- d. Written notification of termination must be by registered mail, return receipt requested.

If Subrecipient disagrees with the reasons for termination, they may file a grievance in writing within ten days of notice of termination to the CSRC Executive Committee, who will conduct a grievance hearing and decide, from evidence presented by both parties, the validity of termination.

In the event this modified agreement is terminated for cause, Subrecipient shall be liable to CSRC for damages sustained for any breach of this modified agreement by the Subrecipient, including court costs and attorney fees, when cause is attributable to the Subrecipient.

In instances where Subrecipient violates or breaches modified agreement terms, CSRC will use all administrative, contractual, or legal remedies that are allowed by law to provide for such sanctions and penalties as may be appropriate.

10. PUBLIC ANNOUNCEMENTS AND ADVERTISING

Subrecipient agrees that when issuing statements, press releases, request for proposals, bid solicitation, and other documents describing the project or programs funded in whole or in part under this Agreement, Subrecipient shall clearly state: (1) the percentage of the total cost of the program or project which will be financed with Federal money under this Agreement and (2) the dollar amount of Federal funds for the project or program.

11. PUBLIC ENTITY CRIMES

Subrecipient shall comply with subsection 287 .L33(2)(a), F.S., whereby a person or affiliate who has been placed on the convicted Lessor list following a conviction for a public entity crime may not submit a bid, proposal, or reply on a contract to provide any goods or services to a public entity; may not submit a bid, proposal, or reply on a contract with a public entity for the construction or repair of a public building or public work; may not submit bids, proposals, or replies on leases of real property to a public entity; may not be awarded or perform work as a Lessor, supplier, sub-Lessor or consultant under a contract with any public entity and may not transact business with any public entity in excess of the threshold amount provided in section 287.Ot7, F.S., for Category Two for a period of thirty-six (36) months from the date of being placed on the convicted Lessor list.



RFP #22-001-OSO Issued: January 31, 2022

Due: March 23, 2022 at 4:30 pm EST

12. THE PRO-CHILDREN ACT

Subrecipient agrees to comply with the Pro-Children Act of 1994, 20 U.S.C. 6083. Failure to comply with the provisions of the law may result in the imposition of civil monetary penalty up to \$1,000 for each violation and/or the imposition of an administrative compliance order on the responsible entity. This clause is applicable to all approved sub-contracts. In compliance with Public Law (Pub. L.) LO3-277, the Contract shall not permit smoking in any portion of any indoor facility used for the provision of federally funded services including health, day care, early childhood development, education, or library services on a routine or regular basis, to children up to age 18.

13. PROCUREMENT OF RECOVERED MATERIALS

Subrecipient agrees to comply with the provisions of section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act, and as supplemented by 2 CFR Appendix II to part 200 and 2 CFR part 200.323 and the requirements stated therein.

14. DOMESTIC PREFERENCES FOR PROCUREMENTS

Subrecipient agrees to comply with the provisions of 2 CFR Appendix II to part 200 and 2 CFR part 200.322 and the requirements stated therein.

15. PROHIBITION ON CERTAIN TELECOMMUNICATIONS AND VIDEO SURVEILLANCE SERVICES OR EQUIPMENT

Subrecipient agrees to comply with the provisions of 2 CFR Appendix II to part 200 and 2 CFR part 200.216 and the requirements stated therein. See Public Law 115-232, section 889 for additional information and 2 CFR part 200.471.

Subrecipient Name:	
Authorized Representative Printed Name & Title:	
Authorized Representative Signed Name & Title:	Date:



RFP #22-001-OSO Issued: January 31, 2022

Due: March 23, 2022 at 4:30 pm EST

ATTACHMENT G

INITIAL TECHNICAL REVIEW - ONE-STOP OPERATOR RFP #22-001-OSO

PROPOSER:		
Did the proposal meet all of the following criteria? If not, the proposal may not be submitted for furthe	r review.	
Proposal met due date and time:	Yes □	No □
Proposal included one original, two copies and an electronic version?	Yes □	No □
Original proposal contains representative signature(s) in blue ink?	Yes □	No □
Proposal was submitted in proper format?	Yes □	No □
Proposer included three (3) current references?	Yes □	No □
Proposer provided a fee schedule as requested?	Yes □	No □
Proposer indicated a financial relationship with CSRC Board of Directors, the Consortium and the relationship is a conflict of interest?	Yes □	No □
Employees Review Results:		
Proposer has previously provided services to CSRC or other similar government funded programs?	Yes □	No □
If yes, employees will prepare a statement to indicate past program performance, cost, and note any outstanding issues. All outstanding issues must be resolved prior to consideration of a new contract.	Yes □	No □
References were contacted by CSRC's employees and the information indicates the provider is capable of delivering the services requested?	Yes □	No □
The proposer is licensed to conduct business in the State of Florida?	Yes □	No □
FORWARD TO THE RATING COMMITTEE	Yes □	No □
Technical Review Completed by:		-
Date:		



RFP #22-001-OSO Issued: January 31, 2022

Due: March 23, 2022 at 4:30 pm EST

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RFP #22-001-OSO Issued: January 31, 2022

Due: March 23, 2022 at 4:30 pm EST

ATTACHMENT H

RATING SHEET FOR RFP #22-001-OSO

TE RATED:	SCORE:		RANK:	
ORING: <u>Total</u> Poss	sible Score: 120			
ers: Evaluate each of stion or statement. Exp	_		e (score) in the blan	k provided at the end of
ING CRITERIA				SCORE
The entity demons defined by WIOA.	strates an understandi	ng of the workforce sys	tem and the role of tl	ne One-Stop Operator as ————
More Than Adequ	ate			Not Adequate
20	15	10	5	Ö
Comments:				
The entity has con	tracted to provide ser	vices similar in nature a	nd complexity.	
Experienced	8	5	3	No Experience 0
10	8		3	0
10 Comments:	8	5	3	0
The entity has prevobjectives.	8 vious experience build	5	3 g stakeholders to ach	nieve goals and
Comments: The entity has prevobjectives.	8 vious experience build	5 ling relationships among	3 g stakeholders to ach	nieve goals and
The entity has prevobjectives. Experienced	/ious experience build	5 ling relationships among	g stakeholders to ach	nieve goals andNo Experience
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The entity has prevobjectives. Experienced	/ious experience build 15	5 ling relationships amono 10	g stakeholders to ach	nieve goals andNo Experience 0

ATTACHMENT A - One-Stop Operator RFP# 22-001-OSO



RFP #22-001-OSO Issued: January 31, 2022

Due: March 23, 2022 at 4:30 pm EST

5. The Proposer provided an adequate explanation of their approach to providing each of the defined One-Stop Operator responsibilities. (Total = 30 points)

5	3	0
Comments:		
Review, update and t	rack all MOUS to include monitoring o	of the infrastructure cost responsibilities
		omprehensive One-Stop Career Center.
5	3	0
	versoe a sustamor satisfaction initiativ	
Manage, track and ov	rersee a customer satisfaction initiativ System.	re for the services provided through the
Manage, track and ov	rersee a customer satisfaction initiativ System.	
Manage, track and ov CSRC Career Center	rersee a customer satisfaction initiativ System.	re for the services provided through the 0
Manage, track and over CSRC Career Center Comments: Assure the local One-	rersee a customer satisfaction initiativ System. 3	re for the services provided through the 0

ATTACHMENT A - One-Stop Operator RFP# 22-001-OSO

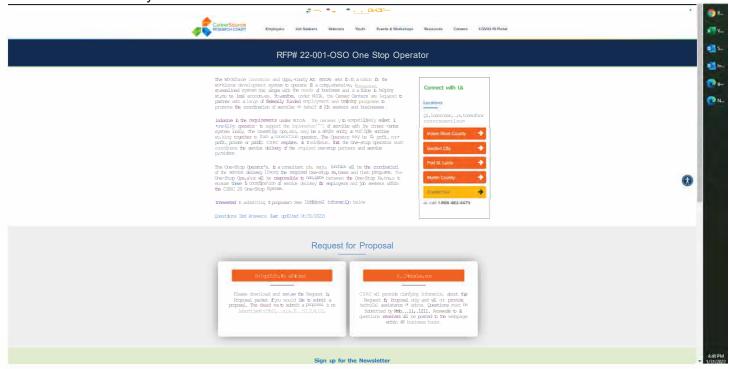


RFP #22-001-OSO Issued: January 31, 2022

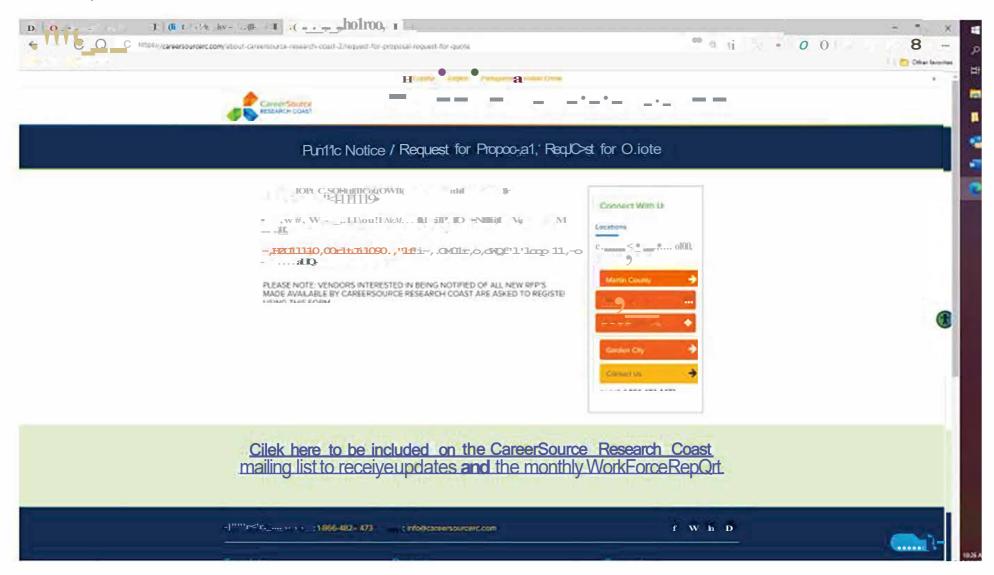
Due: March 23, 2022 at 4:30 pm EST

	5		3)
	Comments: _				
f.	Coordinate	and convene q	uarterly meetings with	n all designated partn	ers and CSRC to
		discuss strategion is		t employment outcome	s for shared clients
	5		3)
	Comments: _				
Condu	ict at a minimi	ım çiv (6) çitç viçit	to of the Comprehensing	One-Stop Career Center	during oach Drosses
			•	iews with CSRC Manager	
Year, .	July 1 st through	Julie Jo . Illese			
		e required partner			
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First release - January 2022



Website Po\$t - Seeond Release s.11.2022



Workforce Development Board of the Treasure Coast, Inc.
Statement of Revenues and Expenditures - WDB Direct Training for One Stop SAVINGS
From 7/1/2021 Through 6/30/2022

PY21-22 Actual

Ex	рe	ns	es

Expenses	
Salaries-Workforce Board	1,637,293.28
FICA/Medicare	124,428.65
Unemployment Tax	1,737.45
Group Health & Life Ins	251,187.69
Retirement	47,723.99
Workers Comp Insurance	5,680.95
Conferences/Seminars	1,873.39
Contract Labor/Services	135,330.37
Participant Wages	654,038.60
Staffing Agency Fees	174,474.81
Custodial Services	9,040.66
Development & Training	18,009.24
Dues & Memberships	8,556.15
Equipment - \$5000 +	6,464.45
Equipment < \$5000	527.66
Incentives/Participants	1,050.00
Insurance	10,398.80
Service Charges and Other	46.95
Marketing/Outreach	56,331.99
Employment Screening	1,029.83
One-Stop Shared Costs	586,116.48
On The Job Training	262,986.82
Postage/Shipping	(141.12)
Printing/Duplicating	868.82
Professional Fees	40,015.46
Rent-Equipment Rentals-Facilities	4,892.25 120,421.73
Repairs, Maintenance & Fuel	8,627.05
Security	62,799.61
Software & License Renewals	82,241.42
Supplies	4,191.29
Support Services-Participants	3,699.57
Support Services - ITA	5,130.51
Telephone and Internet	11,922.65
Employee Relations	2,101.43
Training - ITA (Federal	329,463.32
Training- IWT, TSC, Customized	20,000.00
Training - Other	20,000.00
Training - Job Readiness	362.63
Transportation	500.00
Travel	16,279.78
Utilities	5,397.84
Allocated Indirect Costs	207,473.17
Total Expenses	4,940,575.62
Less One Stop Costs as of 6/16/22	(639,137.81)
Total expenses less One Stop Costs	4,301,437.81
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556,455.72

0.12936505



DEFINITION OF THE CAREERSOURCE RESEARCH COAST ONE-STOP OPERATOR

WIOA allows for options in the selection of a One-Stop Operator. The Operator may be a single entity or it may be multiple entities working together to form a consortium operator. The Operator may be for profit, not profit, private or public. CareerSource Research Coast (CSRC), per 20 CFR § 678.620 requires, at a minimum, that the One-Stop Operator must coordinate the service delivery of the required one-stop partners and service providers.

WIOA requires local and workforce boards to competitively procure the One-Stop Operator. CSRC staff will follow our Board Policies to procure the One-Stop Operator.

The One-Stop Operator's major function will be the coordination of the service delivery among the required One-Stop Partners and their programs. The One Stop Operator will be responsible to navigate between the One-Stop Partners to ensure there is coordination of service delivery for employers and career seekers within the LWDB 20 One-Stop System. The One-Stop Operator will be responsible to:

- 1. Understand the mission, vision, and service delivery requirements of the required one-stop partners to better strategically align with CSRC priorities and services.
- 2. Review, update, and track all Memorandum of Understandings (MOUs) and Infrastructure Agreements (IFAs) to maintain compliance.
- The One-Stop Operator will be responsible for monitoring the infrastructure cost responsibilities of the required partners to provide for the maintenance of the Comprehensive One-Stop Career Center as outlined in the Quarterly Cost Reconciliation and Allocation Base Section of the Infrastructure Agreement.
- 4. Work with CSRC designated staff to support building relationships with the required partners of the designated One-stop Career Center and track implementation of the activities and services as outlined in the MOUs.
- 5. Assure the local One-Stop System has at least one comprehensive One-Stop Career Center that meets the required certification criteria and is compliant with State and Federal Regulations.
- 6. Facilitate agreement, and support the development of a mutual client assessment and referral process; an agreed upon data sharing process, and a mechanism to capture performance between all partners.
- 7. Provide oversight and ongoing communication with the required partners to ensure referrals and related data sharing are followed through on a timely basis
- 8. Review relevant information provided by the state, federal government and the required One- Stop partners to monitor the LWDB 20 One-Stop System's compliance and performance.
- Coordinate and convene quarterly meetings with all designated partners and CSRC to share information, discuss strategies to positively impact employment outcomes for shared clients, and problem-solve collaboration issues.
- 10. Conduct, at a minimum, six site visits of the Comprehensive One-Stop Career Center during each Program Year, July 1st through June 30th. These visits will include interviews with CSRC Management as well as the representatives of the required partner agencies.



DEFINITION OF THE CAREERSOURCE RESEARCH COAST ONE-STOP OPERATOR

- 11. Identify and recommend practices that encourage the designated Comprehensive One- Stop Career Center partners to provide services to individuals with barriers to employment, including individuals with disabilities, who may require longer-term services, such as intensive employment, training, and education services.
- 12. Manage, track and oversee a customer satisfaction initiative for the services provided through the CSRC Career Center System. Customer satisfaction reports are to be generated on an agreed upon schedule. The One-Stop Operator will be responsible for reviewing customer comments, identifying trend data and making continuous improvement recommendations to the CSRC Management team.
- 13. Submit written, quarterly reports to the CareerSource Research Coast Board of Directors. The reports should include:
 - A detail of the duties performed by the One-Stop Operator during the quarter
 - Observations made regarding the collaboration between the required One-Stop System Partners
 - Recommendations to improve the One-Stop partner's integrated service delivery to customers
 - The identification of best practices



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CareerSource Research Coast Request for Selection as the One-Stop Operator

Local Workforce Development Board (LWD B) 20

The Workforce Development Board of the Treasure Coast dba CareerSource Research Coast

Brian Bauer, President/CEO

bbauer@careersourcerc.com, 866-482-4473, ext# 418

CareerSource Research Coast as the LWDB for the Workforce Area 20 which includes Martin, St. Lucie and Indian River Counties, submits its application to serve as the One-Stop Operator, effective July 1, 2022.

The signatures below certify agreement to the request by the LWDB and the assurance the LWDB will operate in accordance with applicable federal and state laws and regulations.

Chief Elected Official: Ser P. Michaele	CareerSource Research Coast Board of Directors Docusigned by: famula Burdull
Signature	Signature
Sean P. Mitchell	Pamela Burchell
County Commissioner-Chair	Chairperson, CSRC Board of Directors Title
06/23/2027 Date	6/29/2022 4:04 PM PDT Date



info@careersourcerc.com Administrative Office 584 NW University Boulevard, Suite 100 | Port Saint Lucie, FL 34986 p: 866.482.4473 | f: 866.314.6580



CareerSource Florida Board of Directors Meeting December 15, 2022 Consent Item 3

Approved_	
Disapproved_	

Consent Item 3

WORKFORCE INNOVATION AND OPPORTUNITY ACT LOCAL WORKFORCE DEVELOPMENT BOARD TWO-YEAR PLAN MODIFICATIONS FOR 2022-2024

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

Regulations require states and local workforce development boards to regularly revisit and recalibrate state plan strategies in response to changing economic conditions and workforce needs of the state (20 CFR, Unified and Combined Plans Under Title I of Workforce Innovation and Opportunity Act, §676.135), culminating in a plan modification biannually. CareerSource Florida issued local plan modification instructions to Florida's local workforce development boards on May 25, 2022. Local plan modifications were due to CareerSource Florida and the Florida Department of Economic Opportunity on Oct. 13, 2022. The submissions have been reviewed by the Florida Department of Economic Opportunity.

CareerSource Florida and the Florida Department of Economic Opportunity recommend approval of the local plan modifications for all 24 local workforce development boards, contingent on timely receipt of any required additional information or approval signatures.

All local plans can be viewed here.

FOR CONSIDERATION

- 1. Approve the WIOA two-year local plan modifications for the following local workforce development boards:
 - CareerSource Escarosa
 - CareerSource Okaloosa Walton
 - CareerSource Chipola
 - CareerSource Gulf Coast
 - CareerSource North Florida

- CareerSource Northeast Florida
- CareerSource Citrus Levy Marion
- CareerSource Flagler Volusia
- CareerSource Brevard
- CareerSource Pinellas

- CareerSource Tampa Bay
- CareerSource Pasco Hernando
- CareerSource Polk
- CareerSource Heartland

- CareerSource Research Coast
- CareerSource Palm Beach
- CareerSource South Florida
- CareerSource Southwest Florida
- 2. Conditionally approve the WIOA two-year plan modifications for the following local workforce development boards contingent upon receipt of required additional information, documentation and/or approval signatures:
 - CareerSource Capital Region
 - CareerSource Florida Crown
 - CareerSource North Central Florida
 - CareerSource Central Florida
 - CareerSource Suncoast
 - CareerSource Broward

These local workforce development boards have until Jan. 15, 2023, to provide the required additional information requested by the Florida Department of Economic Opportunity.

CareerSource Florida Board of Directors Meeting Dec. 15, 2022 **Action Item**

Approved_	
Disapproved_	

Action Item

CAREERSOURCE FLORIDA 2021-2022 ANNUAL AUDIT

CareerSource Florida's independent audit firm, Carr, Riggs & Ingram, LLC., has completed the annual financial audit of the accounting records and systems of CareerSource Florida for the fiscal year ending June 30, 2022. Enclosed in the agenda packet is a copy of the audit report.

In accordance with Policy Number 121 issued by the Florida Department of Economic Opportunity (DEO) on Resolution of Recipient and Subrecipient Monitoring and Audit Findings, dated March 25, 2022, auditors will appear before the Board, or an appropriate committee of the Board, to explain the opinions expressed by the auditor and to discuss the significance of any audit findings, including any findings contained in the Management Letter.

Copies of the audit, management letter, and any corrective action plan must be submitted to the DEO Inspector General, the State Auditor General's Office, the Department of Financial Services, and the Federal Audit Clearinghouse, as well as to the Governor, Florida Senate President and Florida House Speaker as part of the CareerSource Florida annual report required to be submitted by Dec. 1 of each year.

FOR CONSIDERATION

• Accept the annual financial audit for the fiscal year ending June 30, 2022, conducted, and prepared by Carr, Riggs & Ingram, LLC.



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Carr, Riggs & Ingram, LLC 2633 Centennial Boulevard Suite 200 Tallahassee, Florida 32308

(850) 878-8777 (850) 878-2344 (fax) CRIcpa.com

INDEPENDENT AUDITORS' REPORT

The Board of Directors CareerSource Florida, Inc. Tallahassee, Florida

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the governmental activities and the major fund of CareerSource Florida, Inc., as of and for the year ended June 30, 2022, and the related notes to the financial statements, which collectively comprise CareerSource Florida, Inc.'s basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities and the major fund of CareerSource Florida, Inc., as of June 30, 2022, and the respective changes in financial position for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of CareerSource Florida, Inc. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Change in Accounting Principle

As discussed in Note 1 to the financial statements, during the year ended June 30, 2022, CareerSource Florida, Inc. adopted new accounting guidance, GASBS No. 87, *Leases*. Our opinions are not modified with respect to this matter.

Report on Summarized Comparative Information

We have previously audited CareerSource Florida, Inc.'s 2021 basic financial statements, and we expressed an unmodified audit opinion on those audited basic financial statements in our report dated September 29, 2021. In our opinion, the summarized comparative information presented herein as of and for the year ended June 30, 2021, is consistent, in all material respects, with the audited basic financial statements from which it has been derived.

Board of Directors CareerSource Florida, Inc. Page 2

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about CareerSource Florida, Inc.'s ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether
 due to fraud or error, and design and perform audit procedures responsive to those risks.
 Such procedures include examining, on a test basis, evidence regarding the amounts and
 disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of CareerSource Florida, Inc.'s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about CareerSource Florida, Inc.'s ability to continue as a going concern for a reasonable period of time.

Board of Directors CareerSource Florida, Inc. Page 3

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis on pages 5-10 be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise CareerSource Florida, Inc.'s basic financial statements. The accompanying schedule of expenditures of federal awards and state financial assistance, as required by Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, and Chapter 10.650, Rules of the Auditor General, is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal awards and state financial assistance is fairly stated, in all material respects, in relation to the basic financial statements as a whole

Board of Directors CareerSource Florida, Inc. Page 4

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated September 29, 2022, on our consideration of CareerSource Florida, Inc.'s internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of CareerSource Florida, Inc.'s internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering CareerSource Florida, Inc.'s internal control over financial reporting and compliance.

CARR, RIGGS & INGRAM, LLC

Caux Rigge & Ingram, L.L.C.

Tallahassee, FL September 29, 2022



This discussion and analysis of CareerSource Florida, Inc.'s financial performance provides an overview of its financial activities for the fiscal year ended June 30, 2022. This analysis should be read in conjunction with the independent auditors' report (pages 1-3) and the basic financial statements, which begin on page 11.

Financial Highlights

Assets of CareerSource Florida, Inc. exceeded its liabilities at the close of the most recent fiscal year by \$1,013,953 (net position of \$1,013,953 is unrestricted). Assets exceeded liabilities at the close of the prior fiscal year by \$1,119,992 (net position of \$1,048,431 is unrestricted).

Government assistance, including pass-through grants, accounted for \$13,512,371 and \$20,141,496 in revenue for the years ended June 30, 2022 and 2021, respectively.

For the years ended June 30, 2022 and 2021, CareerSource Florida, Inc. spent \$2,320,595 and \$2,192,293, respectively, for Incumbent Worker Training programs, \$3,951,480 and \$10,068,250, respectively, for Quick Response Training, and \$7,371,358 and \$7,940,942, respectively, in other program costs, which include general, administrative, and contractual expenses. For the year ended June 30, 2022, CareerSource Florida, Inc. incurred \$13,643,433 in total expenses for a total decrease of \$6,558,052 or 32.46% from the prior year. For the year ended June 30, 2021, CareerSource Florida, Inc. incurred \$20,201,485 in total expenses for a total increase of \$3,714,563 or 22.53% from the prior year.

Overview of Financial Statements

This discussion and analysis is intended to serve as an introduction to CareerSource Florida, Inc.'s basic financial statements. The basic financial statements are comprised of three components: 1) government-wide financial statements, 2) fund financial statements, and 3) notes to the financial statements.

Government-wide Financial Statements

The Government-wide Financial Statements are designed to provide readers with a broad overview of CareerSource Florida, Inc.'s finances, in a manner similar to a private-sector business. CareerSource Florida, Inc.'s government-wide financial statements include the statement of net position and the statement of activities.

The Statement of Net Position presents financial and capital resources of CareerSource Florida, Inc. Assets are reported when CareerSource Florida, Inc. acquires ownership over assets and liabilities are reported when they are incurred, regardless of the timing of the related cash flows. The difference between CareerSource Florida, Inc.'s total assets and total liabilities is net position. Over time, increases or decreases in net position may serve as a useful indicator of whether the financial position is improving or deteriorating.

The Statement of Activities presents revenue and expenses and shows how CareerSource Florida, Inc.'s net position changed during the most recent fiscal year. All changes in net position are reported in a manner similar to the approach used by a private-sector business in that revenues are recognized when earned or established criteria are satisfied and expenses are reported when incurred. Accordingly, revenues are reported even when they may not be collected for several months after the end of the accounting period and expenses are recorded even though they may not have used cash during the period.

Fund Financial Statements

Fund financial statements consist of a balance sheet and a statement of revenues, expenditures, and changes in fund balances. These statements are prepared on an accounting basis that is significantly different from that used to prepare the government-wide financial statements.

In general, these financial statements have a short-term emphasis and, for the most part, measure and account for the cash and other assets that can easily be converted to cash. For example, amounts reported on the balance sheet include items such as cash and receivables collectible within a short period of time, but do not include capital assets such as land and buildings. Fund liabilities include amounts that are to be paid within a short period after the end of the fiscal year. The difference between a fund's total assets and total liabilities is labeled as fund balance, and generally indicates the amount that can be used to finance the next fiscal year's activities.

Notes to the Financial Statements

The notes provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements. They can be found on pages 17-29 of this report.

In addition to the basic financial statements and accompanying notes, this report also presents a Schedule of Expenditures of Federal Awards and State Financial Assistance, which can be found on page 35. This schedule lists all Federal and State grants awarded to CareerSource Florida, Inc. and the related expenditures for the fiscal year ended June 30, 2022.

Government-wide Financial Analysis

One of the most important questions asked about CareerSource Florida, Inc.'s finances is, "Is CareerSource Florida, Inc., as a whole, better off or worse off as a result of the year's activities?" The statement of net position and the statement of activities report information about CareerSource Florida, Inc.'s activities in a way that will help answer this question. These two statements report the net position of CareerSource Florida, Inc. and changes in them during the last reporting period. You may think of CareerSource Florida, Inc.'s net position — the difference between assets and liabilities — as one way to measure financial health or financial position. Over time, increases or decreases in CareerSource Florida, Inc.'s net position are one indicator of whether its financial health is improving or deteriorating. However, you will need to consider other non-financial factors such as changes in interest rates, economic conditions, regulations, and new or changed governmental legislation

The following schedule is a summary of the fiscal year 2022 Statement of Net Position, which can be found on page 11 of this report with comparative information for the fiscal years 2021 and 2020.

CONDENSED FINANCIAL STATEMENTS CAREERSOURCE FLORIDA, INC.'S STATEMENT OF NET POSITION

		((As restated)	(As restated)
	2022		2021	2020
Assets				
Current and other assets	\$ 10,161,585	\$	9,784,138	\$ 14,508,964
Capital and lease assets	1,112,620		1,391,465	1,640,285
Total assets	11,274,205		11,175,603	16,149,249
Liabilities				
Current liabilities	8,907,854		8,533,196	13,241,240
Long-term liabilities	1,352,398		1,522,415	1,728,072
Total liabilities	10,260,252		10,055,611	14,969,312
Net position				
Net investment in capital assets	-		71,561	164,618
Unrestricted	1,013,953		1,048,431	1,015,319
Total net position	\$ 1,013,953	\$	1,119,992	\$ 1,179,937

As noted earlier, changes in net position may serve over time as a useful indicator of an organization's financial position. For the year ended June 30, 2022, CareerSource Florida, Inc.'s net position is \$1,013,953, which is a decline of \$106,039 in net position for the year. This decrease in net position represented a decrease of approximately 9.47% from the \$1,119,992 net position in 2021, and is the result of a decrease in capital and lease assets due to depreciation and amortization in 2022, net of the increase in unrestricted funds. For the year ended June 30, 2021, CareerSource Florida, Inc.'s net position was \$1,119,992, which is a decline of \$59,945 in net position for the year. This decrease in net position represented a decrease of approximately 5.08% from the \$1,179,937 net position in 2020, and was the result of a decrease in capital and lease assets due to depreciation and amortization in 2021, net of the increase in unrestricted funds. The majority of CareerSource Florida, Inc.'s net position is unrestricted and can be used for operations and program related expenses.

The following chart is a summary of the information presented in the 2022 Statement of Activities found on page 12 of this report, with comparative information in 2021 and 2020.

CAREERSOURCE FLORIDA, INC.'S STATEMENT OF ACTIVITIES

		((As restated)	(As restated)
	2022		2021	2020
Revenues				
Operating grants and contributions	\$ 13,512,371	\$	20,141,496	\$ 16,293,436
Other income	25,023		44	9,366
Total revenues	13,537,394		20,141,540	16,302,802
Expenses				
Program services:				
Incumbent worker training	2,320,595		2,192,293	3,044,712
Quick response training	3,951,480		10,068,250	5,190,045
Performance model funding	-		-	3,135
Other program costs	7,371,358		7,940,942	8,249,030
Total expenses	13,643,433		20,201,485	16,486,922
Change in net position	(106,039)		(59,945)	(184,120)
Net position at beginning of year	1,119,992		1,179,937	1,364,057
Net position at end of year	\$ 1,013,953	\$	1,119,992	\$ 1,179,937

Governmental activities decreased CareerSource Florida, Inc.'s net position by \$106,039, or by 9.47%, for the year ended June 30, 2022, and decreased CareerSource Florida, Inc.'s net position by \$59,945, or by 5.08%, for the year ended June 30, 2021. The following information related key points regarding the financial activities that significantly impacted the change in net assets:

- Operating grant revenues decreased by \$6,629,125, or 32.91%, in 2022. This resulted from a
 decrease in the amount of requested reimbursements in the Quick Response Training grant
 program in the current year. Operating grant revenues increased by \$3,848,060, or 23.62%,
 in 2021. This resulted from an increase in the amount of requested reimbursements in the
 Quick Response Training grant program in the year.
- Incumbent Worker Training (IWT) grant reimbursements increased by \$128,302, or 5.85%, in 2022, and decreased by \$852,419, or 28.00%, in 2021. IWT expenses are incurred on a reimbursement-request basis and are subject to timing variances. For the year ended June 30, 2022, CareerSource Florida, Inc. received and processed more requested reimbursements, and for the year ended June 30, 2021, CareerSource Florida, Inc. received and processed fewer requested reimbursements.
- Quick Response Training (QRT) grant assistance decreased by \$6,116,770, or 60.75%, in 2022, and increased by \$4,878,205, or 93.99%, in 2021. QRT expenses are incurred on a reimbursement-request basis and are subject to timing variances; thus, these changes are a result of timing variances pertaining to award issuance and subsequent reimbursement requested. For the year ended June 30, 2022, CareerSource Florida, Inc. received and processed fewer requested reimbursements, and for the year ended June 30, 2021, CareerSource Florida, Inc. received and processed more requested reimbursements.

Other Program Costs decreased by \$569,584, or 7.17%, in 2022. This decrease is mostly in subscriptions and publications expense due to the discontinued use of Premier Virtual and EMSI services, and discontinued use of Gartner for IT consulting. Other Program Costs decreased by \$308,088, or 3.73%, in 2021. This decrease was due mostly to the net decrease in program costs for public outreach services facilitating public awareness of the workforce system services, resources and full-service public relationships, CTE audit licenses for State team and CareerSource Florida team, other licensing for statewide use and operation of Salesforce platform.

Fund Financial Analysis

As noted earlier, CareerSource Florida, Inc. also presents fund financial statements to provide information on near-term inflows, outflows, and balances of spendable resources. CareerSource Florida, Inc. has one governmental fund (the General Fund). The financial operations of the General Fund are included in the Statement of Revenues, Expenditures, and Changes in Fund Balance on page 15 of this report.

The following are significant highlights of the general fund financial statements:

- At June 30, 2022, total assets were \$10,161,585, of which cash accounted for 62.23% of the total balance. At June 30, 2021, total assets were \$9,784,138, of which cash accounted for 68.32% of the total balance.
- Cash decreased a total of \$361,375 in 2022 for a balance of \$6,323,543 at June 30, 2022. This was the result of a remittance of unspent state level general revenue QRT funds back to the State of Florida during the year, net of QRT program funds received during the year exceeding disbursements. Cash decreased a total of \$4,447,361 in 2021 for a balance of \$6,684,918 at June 30, 2021. This was the result of a remittance of unspent state level general revenue QRT funds back to the State of Florida during the year and QRT program disbursements exceeding funds received.
- Total general fund liabilities at June 30, 2022 were \$8,907,854, of which unearned revenues accounted for approximately 71.62% of the total. The decrease in the unearned revenue balance resulted from a remittance of unspent state level general revenue QRT funds back to the State of Florida during the year, net of QRT program funds received during the year exceeding disbursements. Total general fund liabilities at June 30, 2021 were \$8,533,196, of which unearned revenues accounted for approximately 76.73% of the total. The decrease in the unearned revenue balance resulted from a remittance of unspent state level general revenue QRT funds back to the State of Florida during the year and QRT program disbursements exceeding funds received.
- Total General Fund revenues were \$13,537,394 for the period ended June 30, 2022, a decrease of \$6,604,146 or 32.79%. This increase was driven by less dollars being requested for reimbursement by QRT grantees. Total General Fund revenues were \$20,141,540 for the period ending June 30, 2021, an increase of \$3,838,738, or 23.55%. This increase was driven by more dollars being requested for reimbursement by QRT grantees.
- Total expenditures decreased by \$6,623,717 in 2022, or 32.86%. This was primarily the result of decreased spending of the QRT grant. Total expenditures increased by \$3,846,721 in 2021, or 23.58%. This was primarily the result of increased spending of the QRT grant.

Capital Asset Administration

CareerSource Florida, Inc.'s investment in capital assets amounts to \$-0-and \$71,561 as of June 30, 2022 and 2021, respectively (net of accumulated depreciation and amortization), which includes the lease assets and related lease payable. Additional information on CareerSource Florida, Inc.'s capital and lease assets can be found in Notes 3 and 4 on pages 25-28 of this report.

Economic Factors

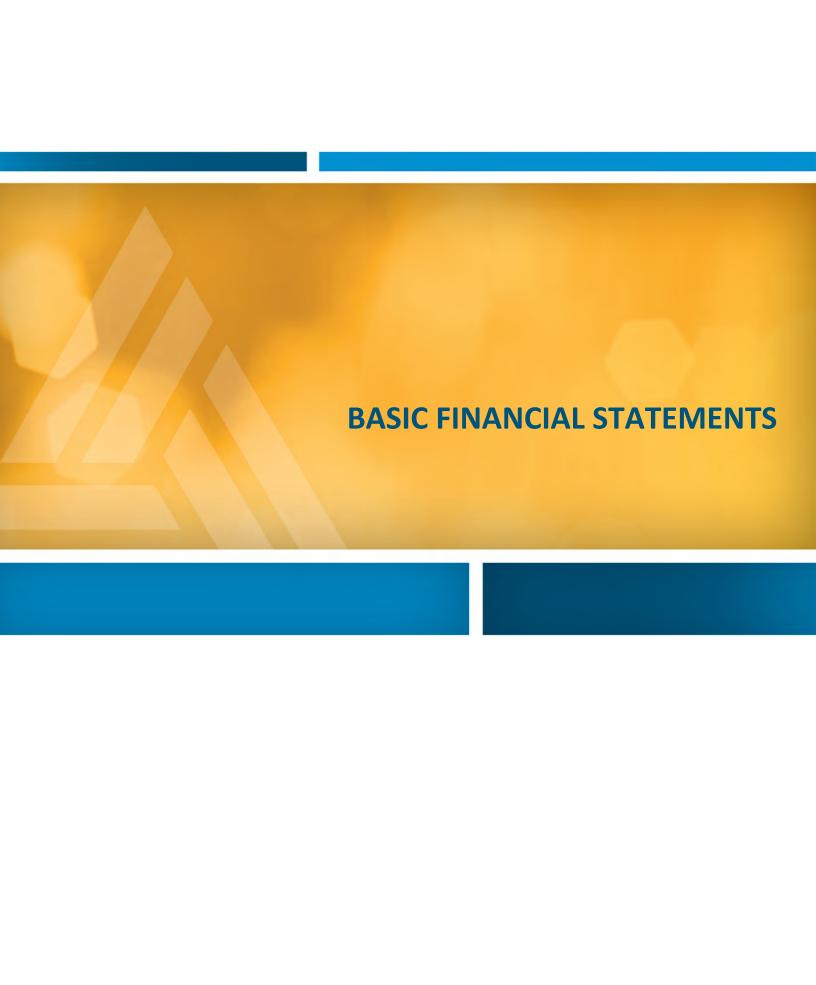
In accordance with the Workforce Innovation and Opportunity Act of 2014, CareerSource Florida, Inc. operates throughout the state as the primary workforce policy organization on behalf of the State of Florida. CareerSource Florida, Inc. accomplishes this by linking workforce and economic development strategies through business-driven initiatives and programs to ensure that Florida's Workforce has the skills that will meet current and future business needs. Florida businesses continue to cite workforce issues as their most important concern, according to surveys undertaken by various business associations. This concern is consistent with national studies highlighting the difficulties of finding and keeping qualified workers. Additionally, the growing prominence of the technology and biotechnology sectors increases the need to produce skilled workers.

Since Florida's economy is linked to both national and global economic markets which are impacted and driven by major changes and advancements in technology, the challenges facing CareerSource Florida, Inc. will never be completely accomplished and must be continuously adapted to meet these challenges from year to year. CareerSource Florida, Inc. also promotes an environment where Floridians have the opportunity to upgrade their education and skills to obtain jobs that lead to economic self-sufficiency.

Funding for CareerSource Florida, Inc., its initiatives and operations, is derived from legislative appropriations from revenues collected by the State of Florida and Federal workforce training funds. In addition to funds for general operational costs of the Board and direct staff, CareerSource Florida, Inc. receives funding for two customized training programs the Quick Response Training and Incumbent Worker Training programs.

Request for Information

This financial report is designed to provide a general overview of CareerSource Florida, Inc.'s finances. Questions concerning any of the information provided in this report or requests for additional information should be addressed to CareerSource Florida, Inc., PO Box 13179, Tallahassee, FL 32317.



CareerSource Florida, Inc. Statements of Net Position

June 30,	2022	(As restated) 2021
Assets		
Current assets		
Cash and cash equivalents	\$ 6,323,543	\$ 6,684,918
Grants and contracts receivable	3,741,089	2,935,203
Prepaid expenses	96,453	163,517
Total current assets	10,161,085	9,783,638
Noncurrent assets		
Capital assets, net	127,697	224,803
Lease asset, net	984,923	1,166,662
Other assets	500	500
Total noncurrent assets	1,113,120	1,391,965
Total assets	\$ 11,274,205	\$ 11,175,603
Liabilities		
Current liabilities		
	\$ 2,528,150	\$ 1,985,369
Accounts payable and accrued liabilities Unearned revenue	. , ,	. , ,
	6,379,704	6,547,827
Total current liabilities	8,907,854	8,533,196
Long-term liabilities		
Compensated absences	200,535	202,511
Lease payable	1,151,863	1,319,904
Total long-term liabilities	1,352,398	1,522,415
Total liabilities	10,260,252	10,055,611
Net Position		
Net investment in capital assets	_	71,561
Unrestricted	1,013,953	1,048,431
Officatricted	1,013,333	1,040,431
Total net position	1,013,953	1,119,992
Total liabilities and net position	\$ 11,274,205	\$ 11,175,603

CareerSource Florida, Inc. Statements of Activities

									(/	As restated)
									S	ummarized
For the years ended June 30,								2022		2021
							N	let (Expense)) Re	venue and
		 P	rog	ram Revenu	es			Changes in I	Net	Position
				Operating	Ca	pital Grants				
		Charges for		Grants and		and				
Functions/Programs	Expenses	Services	C	ontributions	Co	ntributions		Governmen	tal	Activities
Governmental Activities										
Economic environment										
Incumbent worker training	\$ 2,320,595	\$ -	\$	2,320,595	\$	_	\$	_	\$	-
Quick response training	3,951,480	-		3,951,480		-		-		-
Other program costs	7,371,358	-		7,240,296		-		(131,062)		(59,989)
Total governmental activities	13,643,433	-		13,512,371		-		(131,062)		(59,989)
General Revenues										
Miscellaneous								25,023		44
Total general revenues								25,023		44
Change in net position								(106,039)		(59,945)
Net position at beginning of year								1,119,992		1,179,937
Net position at end of year							\$	1,013,953	\$	1,119,992

CareerSource Florida, Inc. Balance Sheets Governmental Fund Type – General Fund

June 30,		2022		2021
Assets				
Current assets	\$	C 222 E42	۲	C CO4 010
Cash and cash equivalents	\$	6,323,543	\$	6,684,918
Grants and contracts receivable		3,741,089		2,935,203
Prepaid expenses		96,953		164,017
Total current assets		10,161,585		9,784,138
Total assets	\$	10,161,585	\$	9,784,138
Liabilities and Fund Balance Current liabilities Accounts payable and accrued liabilities Unearned revenue	\$	2,528,150 6,379,704	\$	1,985,369 6,547,827
Total current liabilities		8,907,854		8,533,196
Fund balance		25.22		464.047
Nonspendable - prepaid expenses		96,953		164,017
Unassigned		1,156,778		1,086,925
Fund balance		1,253,731		1,250,942
Total liabilities and fund balance	\$	10,161,585	\$	9,784,138

CareerSource Florida, Inc. Reconciliation of the Balance Sheets of the Governmental Fund to the Statements of Net Position

June 30,	2022	((As restated) 2021
Total fund balance of governmental fund	\$ 1,253,731	\$	1,250,942
Amounts reported for governmental activities in the statements of net position are different because:			
Long-term liabilities are not due and payable in the current period and, therefore, are not reported in the funds. These liabilities consist of:			
Compensated absences Lease payable	(200,535) (1,151,863)		(202,511) (1,319,904)
Capital assets used in governmental activities are not financial resources and, therefore, are not reported in the fund.	127,697		224,803
Lease assets used in governmental activities are not financial resources and, therefore, are not reported in the fund.	984,923		1,166,662
Net position of governmental activities	\$ 1,013,953	\$	1,119,992

CareerSource Florida, Inc. Statements of Revenues, Expenditures, and Changes in Fund Balance Governmental Fund Type – General Fund

For the years ended June 30,	2022	2021
		_
Revenues		
Intergovernmental revenue	\$ 13,512,371	\$ 20,141,496
Miscellaneous	25,023	44
Total revenues	13,537,394	20,141,540
Expenditures		
Grants and aids	6,272,075	12,260,543
Other program costs	3,223,999	3,154,941
Salaries and benefits	3,121,153	3,299,772
Administration contracts	335,950	324,486
Occupancy	220,905	215,484
Dues and subscriptions	159,515	620,869
Travel	57,295	15,395
Office expenses	51,350	48,818
Professional fees and consultants	33,134	90,997
Board meetings and travel	24,803	21,466
Telephone and communications	19,889	45,254
Insurance	13,942	13,457
Training and registrations	595	18,644
Capital outlay	-	28,196
Total expenditures	13,534,605	20,158,322
		_
Net change in fund balance	2,789	(16,782)
Fund balance at beginning of year	1,250,942	1,267,724
Fund balance at end of year	\$ 1,253,731	\$ 1,250,942

CareerSource Florida, Inc. Reconciliation of the Statements of Revenues, Expenditures, and Changes in Fund Balance of the Governmental Fund to the Statements of Activities

June 30,	2022	(As restated) 2021
Net change in fund balance - total governmental fund	\$ 2,789 \$	(16,782)
Amounts reported for governmental activities in the statements of activities are different because:		
Some expenses reported in the statements of activities do not require the use of current financial resources and, therefore, are not reported as expenditures in the governmental fund:		
Change in compensated absences Change in lease payable	1,976 168,041	49,894 155,763
Governmental funds report capital outlays as expenditures. However, in the statements of activities, the cost of those assets is allocated over their estimated useful lives as depreciation and amortization expense:		
Capital outlay	-	28,196
Depreciation and amortization expense on capital assets	(95,386)	(95,162)
Amortization expense on lease asset	(181,739)	(181,739)
Loss on disposal of capital assets	(1,720)	(115)
Change in net position of governmental activities	\$ (106,039) \$	(59,945)

Note 1: SUMMARY SIGNIFICANT ACCOUNTING POLICIES

Reporting Entity

CareerSource Florida, Inc. ("CareerSource Florida" or "the Organization") is a not-for-profit corporation created by Chapter 445 of the Florida Statutes. Chapter 2000-165, Laws of Florida, known as the *Workforce Innovation Act of 2000*, superseded by the *Workforce Innovation and Opportunity Act of 2014* (WIOA), created the corporation, which became effective July 1, 2000. This corporation is required to be registered, incorporated, organized, and operated in compliance with Chapter 617, Florida Statutes, as a nonentity of State government.

CareerSource Florida is the principal workforce policy organization for the State of Florida and the local workforce boards. The Florida Workforce System connects employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic prosperity. The Organization is administratively housed within the Department of Economic Opportunity (DEO), and contracts with DEO to implement its strategic policies and administer the workforce system.

CareerSource Florida is governed by a Board of Directors (the Board), whose membership and appointment is determined by the Governor of the State of Florida and must be consistent with Public Law No. 113-128, Title I, Section 101(b) since it serves as the State's Workforce Investment Board pursuant to law.

Though the State of Florida appoints the Board, it has no further accountability. Therefore, for financial reporting purposes, CareerSource Florida is a related organization of the State. There are no component units included in the accompanying financial statements.

The accounting policies of the Organization conform to generally accepted accounting principles (GAAP) as applied to governmental units. The more significant accounting policies used by the Organization are described below. The Organization's reporting entity applies all relevant Governmental Accounting Standards Board (GASB) pronouncements.

Government-Wide Financial Statements

The government-wide financial statements (i.e., the statements of net position and the statements of activities) report information on all of the nonfiduciary activities of CareerSource Florida. The focus of the government-wide statements is on the sustainability of CareerSource Florida as an entity and the change in aggregate financial position resulting from the activities of the fiscal period.

The statements of activities demonstrate the degree to which the direct expenses of a given function are offset by program revenues. *Direct expenses* are those that are clearly identifiable with a specific function. *Program revenues* include operating grants and contributions used to recover expense of a given function or program. Other items not properly included among program revenues are reported instead as *general revenues*.

While separate government-wide and fund financial statements are presented, they are interrelated. The governmental activities column incorporates data from the governmental fund.

Fund Financial Statements

The fund financial statements provide information about CareerSource Florida's governmental fund. Separate statements for the governmental fund are presented. CareerSource Florida reports one governmental fund, the *General Fund*, which is used to account for all financial resources of the Organization. The general fund is reported as a major fund.

Measurement Focus, Basis of Accounting and Financial Statement Presentation

The accounting and financial reporting treatment is determined by the applicable measurement focus and basis of accounting. Measurement focus indicates the type of resources being measured such as *current financial resources* or *economic resources*. The basis of accounting indicates the timing of transactions or events for recognition in the financial statements.

The government-wide financial statements are reported using the *economic resources measurement focus* and the *accrual basis of accounting*. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Grants and similar items are recognized as revenue as soon as all eligibility requirements imposed by the provider have been met.

The governmental fund financial statements are reported using the *current financial resources* measurement focus and the modified accrual basis of accounting. Revenues are recognized as soon as they are both measurable and available. Revenues are considered to be available when they are collectible within the current period or soon enough thereafter to pay liabilities of the current period. For this purpose, the government considers revenues to be available if they are collected within 60 days of the end of the current fiscal period. Expenditures generally are recorded when a liability is incurred, as under accrual accounting. However, expenditures related to compensated absences and lease payables are recorded only when payment is due. General capital asset acquisitions are reported as expenditures in governmental funds.

Expenditure-driven grants are recognized as revenue when the qualifying expenditures have been incurred and all other eligibility requirements have been met, and the amount is received during the period or within the availability period for this revenue source (within 60 days of year-end). All other revenue items are considered to be measurable and available only when cash is received by the Organization.

Budgetary Information

GASB requires budgetary comparisons to be presented for the general fund that has a legally adopted budget. Management has determined that CareerSource Florida is not legally required to adopt an operating budget by the DEO, Florida Statutes, or any federal regulation. Therefore, no budgetary comparison schedules have been presented.

Use of Estimates

The preparation of U.S. GAAP financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates.

Comparative Financial Information

The financial statements include certain prior-year summarized comparative information in total. Such information does not include sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended June 30, 2021, from which the summarized information was derived.

Cash and Cash Equivalents

CareerSource Florida's cash and cash equivalents are considered to be cash on hand, demand deposits, and short-term investments with original maturities of three months or less from the date of acquisition.

Grants and Contracts Receivable

Grants and contracts receivable consist primarily of amounts due from the DEO. Management determines the allowance for doubtful accounts based on specific identification and a general reserve based on management's experience with prior collections and the current economic environment. Management's estimate of potential uncollectible amounts associated with grants and contracts receivable is immaterial; accordingly, no allowance for doubtful accounts has been recorded.

Capital Assets

Capital assets, which include property and equipment, are reported in the government-wide financial statements. Capital assets are defined by CareerSource Florida as assets with an initial, individual cost of more than \$1,000 and an estimated useful life in excess of one year. As the Organization acquires additional capital assets each period they are capitalized and reported at historical cost. The reported value excludes normal maintenance and repairs which are essentially amounts spent in relation to capital assets that do not increase the capacity or efficiency of the item or increase its estimated useful life. Donated capital assets are recorded at their estimated acquisition value at the date of donation. Property and equipment are depreciated using the straight line method over the following estimated useful lives:

Leasehold improvements5 YearsOffice furniture7 YearsOffice equipment and computers5 Years

Capital assets acquired by CareerSource Florida are considered to be owned by the Organization. However, funding sources may maintain an equitable interest in the property purchased with grant monies as well as the right to determine the use of any proceeds from the sale of these assets. The Federal government has a reversionary interest in those assets purchased with its funds which have a cost of \$5,000 or more and an estimated useful life of at least one year.

Leases

Lease contracts that provide the Organization with control of a non-financial asset, such as land, buildings or equipment, for a period of time in excess of twelve months are reported as a leased asset with a related lease liability. The lease liability is recorded at the present value of future lease payments, including fixed payments, variable payments based on an index or fixed rate and reasonably certain residual guarantees. The intangible leased asset is recorded for the same amount as the related lease liability plus any prepayments and initial direct costs to place the asset in service. Leased assets are amortized over the shorter of the useful life of the asset or the lease term. The lease liability is reduced for lease payments made, less the interest portion of the lease payment.

Compensated Absences

Permanent full-time employees are granted vacation benefits in varying amounts to specified maximums depending on tenure with the Organization. CareerSource Florida employees' annual leave balances in excess of 360 hours will be transferred to sick leave on an hour-for-hour basis. Sick leave is accrued but generally only paid out at 25% of the accrued balance after ten years of service up to a stated maximum. However, the employment contract with the President stipulates that sick leave is paid in accordance with the employment contract.

Revenue Recognition

Revenues are recognized when earned. CareerSource Florida received advanced funds from the State of Florida to administer the Quick Response Training (QRT) program. Under this program, the Organization awards funds to businesses that provide training to the businesses' employees via local community colleges and/or state universities. CareerSource Florida defers the revenue relating to these programs until the earnings process is substantially complete, which the Organization has determined occurs when the training has taken place and the college or business has submitted requests for reimbursement.

Transferred Investment Income

As a condition of its grants and in compliance with the Uniform Circular 2 CFR 200.305 as adopted by CareerSource Florida, all interest above \$500 earned on funds advanced from the State of Florida is due and payable to the State of Florida. At June 30, 2022 and 2021, the applicable liability due to the State of Florida is included in accrued liabilities in the statements of net position.

Categories and Classification of Fund Equity

Net position flow assumption — Sometimes CareerSource Florida will fund outlays for a particular purpose from both restricted (e.g., restricted grant proceeds) and unrestricted resources. In order to calculate the amounts to report as restricted — net position and unrestricted — net position in the government-wide financial statements, a flow assumption must be made about the order in which the resources are considered to be applied. It is CareerSource Florida's policy to consider restricted — net position to have been depleted before unrestricted — net position is applied.

Fund balance flow assumptions – Sometimes CareerSource Florida will fund outlays for a particular purpose from both restricted and unrestricted resources (the total of committed, assigned, and unassigned fund balance). In order to calculate the amounts to report as restricted, committed, assigned, and unassigned fund balance in the governmental fund financial statements a flow assumption must be made about the order in which the resources are considered to be applied. It is CareerSource Florida's policy to consider restricted fund balance to have been depleted before using any of the components of unrestricted fund balance. Further, when the components of unrestricted fund balance can be used for the same purpose, committed fund balance is depleted first, followed by assigned fund balance. Unassigned fund balance is applied last.

Fund balance policies – Fund balance of governmental funds is reported in various categories based on the nature of any limitations requiring the use of resources for specific purposes. The Organization itself can establish limitations on the use of resources through either a commitment (committed fund balance) or an assignment (assigned fund balance).

Categories and Classification of Fund Equity (Continued)

The provisions of GASB Statement No. 54, Fund Balance Reporting and Governmental Fund Type Definitions, specifies the following classifications:

- Nonspendable fund balance Nonspendable fund balances are amounts that cannot be spent because they are either (a) not in spendable form or (b) legally or contractually required to be maintained intact.
- Restricted fund balance Restricted fund balances are restricted when constraints placed on the use of resources are either: (a) externally imposed by creditors, grantors, contributors, or laws or regulations of other governments; or (b) imposed by law through constitutional provisions or enabling legislation. As of June 30, 2022 and 2021 there are no amounts that are classified as restricted fund balance.
- Committed fund balance The committed fund balance classification includes amounts that
 can be used only for the specific purposes determined by a formal action of the
 Organization's highest level of decision-making authority. The Board of Directors is the
 highest level of decision-making authority for the Organization that can, by adoption of a
 board resolution prior to the end of the fiscal year, commit fund balance. Once adopted, the
 limitation imposed by the board resolution remains in place until a similar action is taken
 (the adoption of another board resolution) to remove or revise the limitation. As of June 30,
 2022 and 2021 there are no amounts that are classified as committed fund balance.
- Assigned fund balance The assigned fund balance consists of amounts that are constrained by a less-than-formal action of the Organization's governing authority, or by an individual or body to whom the governing authority has delegated this responsibility. In addition, residual balances in capital projects and debt service funds are considered assigned for the general purpose of the respective fund. Unlike commitments, assignments generally only exist temporarily. In other words, an additional action does not normally have to be taken for the removal of an assignment. Conversely, as discussed above, an additional action is essential to either remove or revise a commitment. As of June 30, 2022 and 2021 there are no amounts that are classified as assigned fund balance.
- Unassigned fund balance Unassigned fund balance is the residual classification for the General Fund.

Income Taxes

CareerSource Florida is generally exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. The Organization is exempt from state income taxes on related income pursuant to Chapter 220.13 of the Florida Statutes. As a charitable organization, only unrelated business income, as defined by Section 509(a)(1) of the Internal Revenue Code, is subject to federal income tax. CareerSource Florida currently has no unrelated business income. Therefore, no provision for income taxes has been made in the accompanying financial statements.

Income Taxes (Continued)

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.

Functional Allocation of Expenses

Expenses are charged directly to programs that benefit from the expense where possible, or to the indirect cost pool. Indirect expenses are allocated to programs based on the percentage of total funds from each program utilized across the entire CareerSource Florida Network from the prior quarter.

Reclassifications

Certain reclassifications were made to prior year balances to conform with current year presentation.

Subsequent Events

Management has evaluated subsequent events through the date that the financial statements were available to be issued, September 29, 2022, and determined there are no events that require disclosure. No subsequent events occurring after this date have been evaluated for inclusion in these financial statements.

Recent Accounting Guidance

GASB Statement No. 87

In June 2017, GASB issued Statement No. 87, *Leases*. The objective of this statement is to better meet the information needs of financial statement users by improving accounting and financial reporting for leases by governments. This statement increases the usefulness of governments' financial statements by requiring recognition of certain lease assets and liabilities for leases that previously were classified as operating leases and recognized as inflows of resources or outflows of resources based on payment provisions of the contract. It establishes a single model for lease accounting based on the foundational principle that leases are financings of the right to use an underlying asset. Under the guidance, lessees are required to recognize lease assets and lease liabilities in the statements of net position, unless the lease is a short-term lease or it transfers ownership of the underlying asset. The lessee should reduce the lease liability over the lease term as payments are made and recognize an expense for interest on the liability. Effective July 1, 2021, CareerSource Florida adopted GASB Statement No. 87 using the full retrospective method, which requires restatement of the financial statements for all prior periods presented.

Recent Accounting Guidance (Continued)

The effect of the restatement on the statement of net position for the year ended June 30, 2021, is as follows:

	As	previously		
June 30, 2021		reported	Adjustment	As restated
Noncurrent assets				
Lease asset, net	\$	- \$	1,166,662 \$	1,166,662
Long-term liabilities				
Lease payable	\$	- \$	1,319,904 \$	1,319,904
Net position	•		, , ,	, ,
Net investment in capital assets	¢	224,803 \$	(153,242) \$	71,561
Net investment in capital assets	Y	224,003 Y	(133,242) 7	71,301

The effect of the restatement on the statement of activities for the year ended June 30, 2021, is as follows:

Governmental activities			
Other program costs	\$ (34,013)	\$ (25,976)	\$ (59,989)
Change in net position	\$ (33,969)	\$ (25,976)	\$ (59,945)
Net position at beginning of year	\$ 1,307,203	\$ (127,266)	\$ 1,179,937
Net position at end of year	\$ 1,273,234	\$ (153,242)	\$ 1,119,992

Additionally, disclosures on the lease asset and lease payable were added.

GASB Statement No. 96

In May 2020, GASB issued Statement No. 96, Subscription-Based Information Technology Arrangements. Under the guidance, governmental organizations are required to recognize a right-to-use subscription asset and corresponding liability on the statement of fund net position for subscription-based information technology arrangements, unless they fall under certain exemptions. The asset and liability are initially measured at the present value of the total subscription payments expected to be made during the subscription term. The liability should be reduced over the subscription term as payments are made, and expense for the interest on the liability is recognized. The statement is effective for fiscal years beginning after June 5, 2022. Early adoption is permitted. The Organization is currently evaluating the impact of the guidance on its financial statements.

Note 2: CASH AND CASH EQUIVALENTS

Florida Statutes provide for risk sharing collateral pools by banks and savings and loan associations. These pools collateralize local government deposits and certificates of deposit with participating depositories. CareerSource Florida's demand deposits are placed in such authorized depositories.

Custodial credit risk for deposits is the risk that in the event of a bank failure, the Organization's deposits may not be returned or the Organization will not be able to recover collateral securities in the possession of an outside party. At June 30, 2022 and 2021, the carrying amount of CareerSource Florida, Inc.'s deposits was \$6,323,543 and \$6,684,918, respectively, and the bank balance of CareerSource Florida, Inc.'s deposits was \$6,492,241 and \$6,812,337, respectively. The bank balance is insured up to Federal Deposit Insurance Corporation (FDIC) limits or by collateral held by CareerSource Florida's custodial bank which is pledged to a state trust fund that provides security for amounts held in excess of FDIC coverage in accordance with the *Florida Security for Deposits Act*, Chapter 280, Florida Statutes.

The Florida Security for Public Deposits Act established guidelines for qualification and participation by banks and savings associations, procedures for the administration of the collateral requirements, and characteristics of eligible collateral.

Note 3: CAPITAL ASSETS, NET

The following is a summary of changes in capital assets during the year ended June 30, 2022:

	July 1, 2021		Increases	ses Decreases		Jun	e 30, 2022
Capital assets							
Leasehold improvements	\$	17,505	\$ -	\$	-	\$	17,505
Office furniture		219,652	-		-		219,652
Office equipment and computers		327,595	-		(18,477)		309,118
Total capital assets		564,752	-		(18,477)		546,275
Less accumulated depreciation and amortization							
Leasehold improvements		(15,139)	(2,028)		-		(17,167)
Office furniture		(114,727)	(31,379)		-		(146,106)
Office equipment and computers		(210,083)	(61,979)		16,757		(255,305)
Total accumulated depreciation and amortization		(339,949)	(95,386)		16,757		(418,578)
Capital asset, net	\$	224,803	\$ (95,386)	\$	(1,720)	\$	127,697

Note 3: CAPITAL ASSETS, NET (Continued)

The following is a summary of changes in capital assets during the year ended June 30, 2021:

	July 1, 2020		Increases	Decreases	Jun	e 30, 2021
Capital assets						
Leasehold improvements	\$	17,505	\$ -	\$ -	\$	17,505
Office furniture		219,652	-	-		219,652
Office equipment and computers		300,961	28,196	(1,562)		327,595
Total capital assets		538,118	28,196	(1,562)		564,752
Less accumulated depreciation and amortization						
Leasehold improvements		(13,111)	(2,028)	-		(15,139)
Office furniture		(83,349)	(31,378)	-		(114,727)
Office equipment and computers		(149,774)	(61,756)	1,447		(210,083)
Total accumulated depreciation and amortization		(246,234)	(95,162)	1,447		(339,949)
Capital asset, net	\$	291,884	\$ (66,966)	\$ (115)	\$	224,803

Depreciation and amortization expense related to capital assets was \$95,386 and \$95,162 for the years ended June 30, 2022 and 2021, respectively, which was charged to other program costs in the statements of activities.

Note 4: LEASES

The Organization leases office facilities under an agreement that expires in November 2027. The discount rate used as the interest rate was 4.25%, which is the Organization's incremental borrowing rate as of the commencement date of the lease.

The following is a summary of changes in lease assets during the year ended June 30, 2022:

	July 1, 2021		Increases	Decreases	Jur	ne 30, 2022
Lease asset						
Right of use - facilities	\$ 1,862,823	\$	-	\$ -	\$	1,862,823
Total lease asset	1,862,823		-	-		1,862,823
Less accumulated amortization						
Right of use - facilities	(696,161)		(181,739)	-		(877,900)
Total accumulated amortization	(696,161)		(181,739)	-		(877,900)
						·
Lease asset, net	\$ 1,166,662	\$	(181,739)	\$ -	\$	984,923

Note 4: LEASES (Continued)

The following is a summary of changes in the lease asset during the year ended June 30, 2021:

	July 1, 2020		Increases	Decreases	Jui	ne 30, 2021
Lease asset						
Right of use - facilities	\$ 1,862,823	\$	-	\$ -	\$	1,862,823
Total lease asset	1,862,823		-	-		1,862,823
						_
Less accumulated amortization						
Right of use - facilities	(514,422)		(181,739)	-		(696,161)
Total accumulated amortization	(514,422)		(181,739)	-		(696,161)
						_
Lease asset, net	\$ 1,348,401	\$	(181,739)	\$ -	\$	1,166,662

Amortization expense related to the lease asset was \$181,739 for each of the years ended June 30, 2022 and 2021, which was charged to other program costs in the statements of activities.

The following is a summary of changes in the lease payable during the year ended June 30, 2022:

	July 1, 2021	Increases	Decreases June 30, 2022
Lease payable	\$ 1,319,904	\$ -	\$ (168,041) \$ 1,151,863

The following is a summary of changes in the lease payable during the year ended June 30, 2021:

	July 1, 2020	Increases	Decreases	June 30, 2021
Lease payable	\$ 1,475,667	\$ -	\$ (155,763)	\$ 1,319,904

Future debt service requirements on the lease payable at June 30, 2021 are as follows:

For the years ending June 30,	Principal	Interest	Total
2023	\$ 180,960	\$ 45,473	\$ 226,433
2024	194,547	37,520	232,067
2025	208,922	28,974	237,896
2026	224,047	19,803	243,850
2027	239,937	9,974	249,911
2028	103,450	1,102	104,552
Total	\$ 1,151,863	\$ 142,846	\$ 1,294,709

Note 4: LEASES (Continued)

Interest expense related to the lease payable was \$52,864 and \$59,721 for the years ended June 30, 2022 and 2021, respectively, which was charged to other program costs in the statements of activities.

Note 5: COMPENSATED ABSENCES

The following is a summary of changes in compensated absences during the year ended June 30, 2022:

	July 1, 2021		Increases	D	ecreases June 30, 2022
Compensated absences	\$	202,511	\$ -	\$	(1,976) \$ 200,535

The following is a summary of changes in compensated absences during the year ended June 30, 2021:

	July 1, 2020		Increases	ecreases Jun	e 30, 2021
Compensated absences	\$	252,405	\$ -	\$ (49,894) \$	202,511

Note 6: RETIREMENT PLAN

CareerSource Florida participated in a defined contribution (traditional 401k) retirement plan (the Plan) through December 31, 2019. The Plan was amended to a Safe Harbor 401k Plan effective January 1, 2020. The Plan covers all eligible employees of CareerSource Florida. Employer contributions are determined at the discretion of a fiduciary committee of CareerSource Florida and in accordance with the Internal Revenue Code. The Organization contributed a total of \$306,979 and \$345,980 to the Plan during the years ended June 30, 2022 and 2021, respectively. Employees are permitted to make contributions up to applicable Internal Revenue Code limits. Employees contributed \$172,646 and \$178,435 to the Plan during the years ended June 30, 2022 and 2021, respectively. Employees are immediately vested in their own contributions and earnings on those contributions. Employees become 100% vested in employer defined contributions after completing three years of service. For each of the years ended June 30, 2022 and 2021, plan forfeitures included in contribution expense totaled \$11,434 and \$13,002, respectively. Employer and employee contributions owed to the Plan as of June 30, 2022 and 2021 totaled \$14,977 and \$14,263, respectively. There were no expenses for the Plan paid for by CareerSource Florida during the years ended June 30, 2022 and 2021.

Note 7: COMMITMENTS, CONCENTRATIONS, AND CONTINGENCIES

See Note 4 for information on leases.

Significant Funding Source

CareerSource Florida receives a substantial amount of its funding from the United States Department of Labor and the United States Department of Health and Human Services passed through the State of Florida, Department of Economic Opportunity, and from the State of Florida Department of Economic Opportunity directly. A significant reduction in the level of this funding, if this were to occur, could have an adverse effect on CareerSource Florida, Inc.'s programs and activities.

Risk Management

CareerSource Florida is exposed to various risks of loss related to torts; theft of, damage to and destruction of assets; errors and omissions; injuries to employees; and natural disasters. CareerSource Florida, Inc. has obtained insurance from commercial underwriters for the aforementioned risks, including workers' compensation for the years ended June 30, 2022 and 2021.

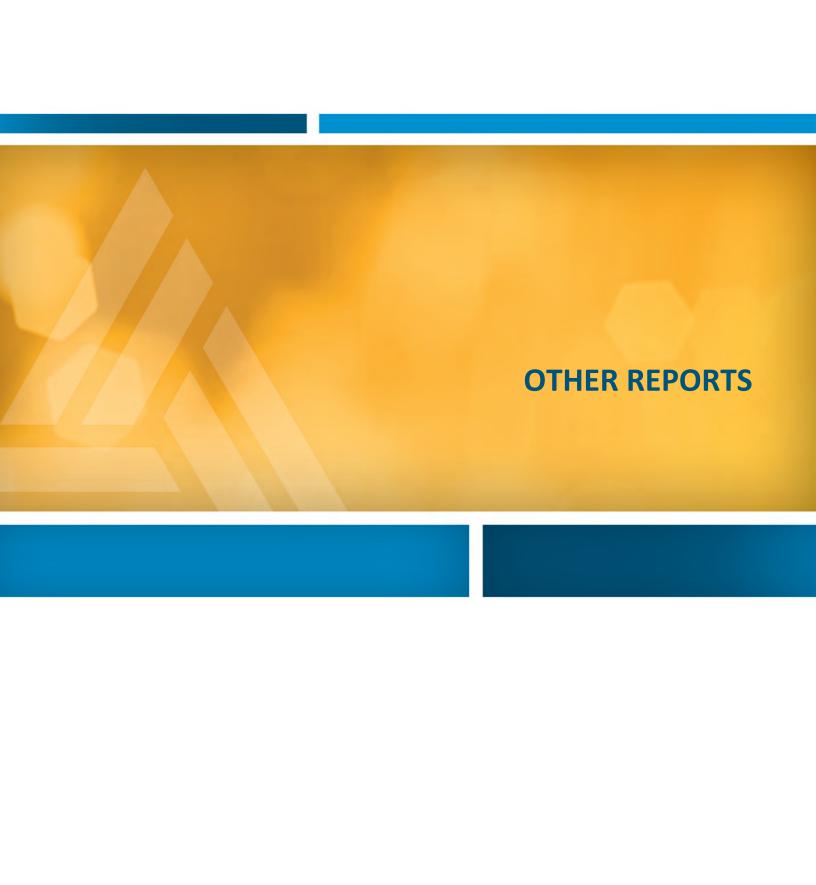
CareerSource Florida has not paid any settlements in excess of insurance coverage for each of the past three years. Furthermore, CareerSource Florida had no significant reduction in insurance coverage from the prior year.

Grants

The grant revenue amounts received are subject to audit and adjustment by grantor agencies. If any expenses are disallowed by the grantor agencies as a result of such an audit, any claim for reimbursement to the grantor agencies would become a liability of CareerSource Florida. In the opinion of management, all grant expenses are in compliance with terms of the grant agreements and applicable Federal and State laws and regulations.

Note 8: RELATED PARTY TRANSACTIONS

Receivables of \$3,741,089 and \$2,935,141 were due from the State of Florida, Department of Economic Opportunity, at June 30, 2022 and 2021, respectively, and are included in grants and contracts receivable in the statements of net position and in the balance sheets of the governmental fund type – general fund. Federal and State program revenue received through the State of Florida, Department of Economic Opportunity, for the years ended June 30, 2022 and 2021 was \$13,512,371 and \$20,141,496, respectively.





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INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

Board of Directors CareerSource Florida, Inc. Tallahassee, Florida

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the governmental activities and the major fund of CareerSource Florida, Inc., as of and for the year ended June 30, 2022, and the related notes to the financial statements, which collectively comprise CareerSource Florida, Inc.'s basic financial statements, and have issued our report thereon dated September 29, 2022.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered CareerSource Florida, Inc.'s internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of CareerSource Florida, Inc.'s internal control. Accordingly, we do not express an opinion on the effectiveness of CareerSource Florida, Inc.'s internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements, on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

CareerSource Florida, Inc. Page 2

Report on Compliance and Other Matters

Can Rigge & Ingram, L.L.C.

As part of obtaining reasonable assurance about whether CareerSource Florida, Inc.'s financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Tallahassee, Florida

September 29, 2022



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INDEPENDENT AUDITORS' REPORT ON COMPLIANCE FOR EACH MAJOR FEDERAL PROGRAM AND EACH MAJOR STATE PROJECT AND ON INTERNAL CONTROL OVER COMPLIANCE REQUIRED BY THE UNIFORM GUIDANCE AND CHAPTER 10.650, RULES OF THE AUDITOR GENERAL

Board of Directors CareerSource Florida, Inc. Tallahassee, Florida

Report on Compliance for Each Major Federal Program and State Project

Opinion on Each Major Federal Program

We have audited CareerSource Florida, Inc.'s compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* and in the Florida Department of Financial Services' *State Projects Compliance Supplement* that could have a direct and material effect on each of CareerSource Florida, Inc.'s major federal programs and major state projects for the year ended June 30, 2022. CareerSource Florida, Inc.'s major federal programs and major state projects are identified in the summary of auditors' results section of the accompanying schedule of findings and questioned costs.

In our opinion, CareerSource Florida, Inc. complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs and major state projects for the year ended June 30, 2022.

Basis for Opinion on Each Major Federal Program and Major State Project

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance), the audit requirements of Chapter 10.650, *Rules of the Auditor General* (Rules of the Auditor General); and the special audit guidance provided by the Florida Department of Economic Opportunity (special DEO guidance). Our responsibilities under those standards, the Uniform Guidance, the Rules of the Auditor General, and the special DEO guidance, are further described in the Auditors' Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of CareerSource Florida, Inc. and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program and major state project. Our audit does not provide a legal determination of CareerSource Florida, Inc.'s compliance with the compliance requirements referred to above.

CareerSource Florida, Inc. Page 2

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to CareerSource Florida, Inc.'s federal programs and state projects.

Auditors' Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on CareerSource Florida, Inc.'s compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, Government Auditing Standards, the Uniform Guidance, the Rules of the Auditor General, and the special DEO guidance, will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about CareerSource Florida, Inc.'s compliance with the requirements of each major federal program and major state project as a whole.

In performing an audit in accordance with generally accepted auditing standards, *Government Auditing Standards*, the Uniform Guidance, the Rules of the Auditor General, and the special DEO guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and
 design and perform audit procedures responsive to those risks. Such procedures include
 examining, on a test basis, evidence regarding CareerSource Florida, Inc.'s compliance with
 the compliance requirements referred to above and performing such other procedures as
 we considered necessary in the circumstances.
- Obtain an understanding of CareerSource Florida, Inc.'s internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, the Rules of the Auditor General, and the special DEO guidance, but not for the purpose of expressing an opinion on the effectiveness of CareerSource Florida, Inc.'s internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

CareerSource Florida, Inc. Page 3

Report on Internal Control over Compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program or state project on a timely basis. A material weakness in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program or state project will not be prevented, or detected and corrected, on a timely basis. A significant deficiency in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program or state project that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

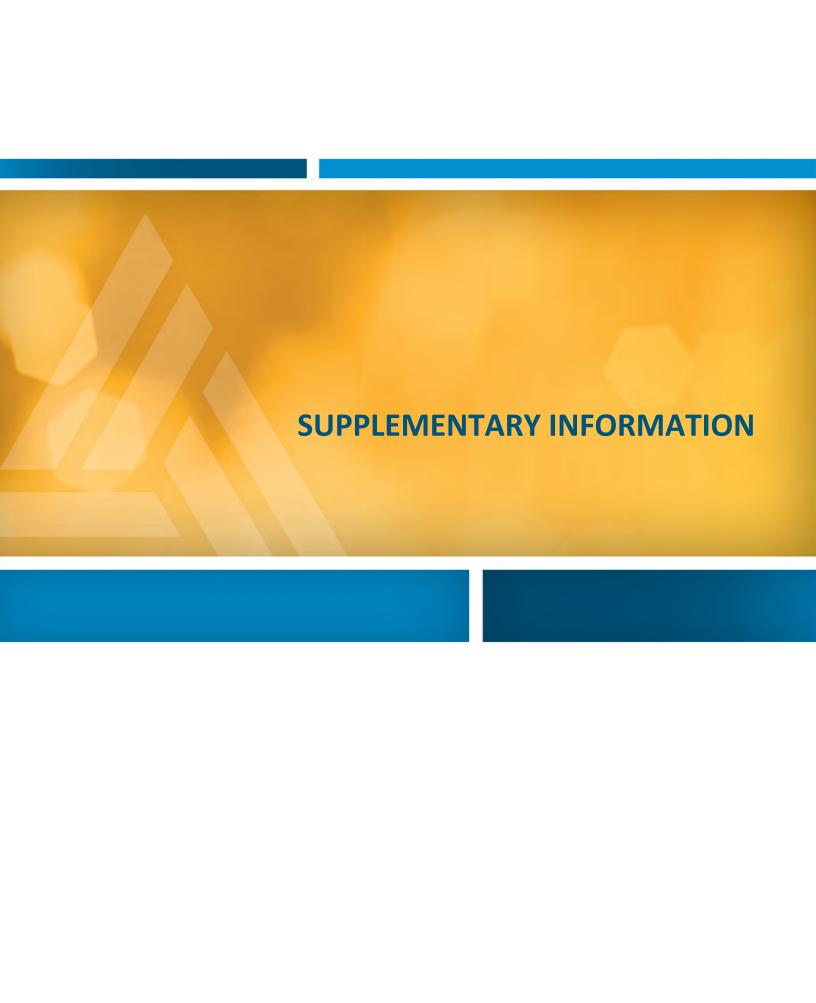
Our consideration of internal control over compliance was for the limited purpose described in the Auditors' Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance, the Rules of the Auditor General, and the special DEO guidance. Accordingly, this report is not suitable for any other purpose.

Tallahassee, Florida September 29, 2022

Can Rigge & Ingram, L.L.C.



CareerSource Florida, Inc. Schedule of Expenditures of Federal Awards and State Financial Assistance Year ended June 30, 2022

Grantor/Pass Through Grantor/	Assistance Listing/CSFA	Contract/		Funds Provided
Title	Number	Grant Number	Expenditures	to Subrecipients
FEDERAL			·	·
U.S. Department of Labor				
Passed through Florida Department of Economic Opportunity:				
Employment Services Cluster Wagner - Peyser Funded Activities	17.207	BCS02, BCS03	\$ 1,689,161	ć
Wagner - Peyser Funded Activities	17.207	BC302, BC303	\$ 1,009,101	ş -
Workforce Investment and Opportunity Act (WIOA) Cluster				
WIA/WIOA Adult Program	17.258	BCS02, BCS03	1,481,475	-
WIA/WIOA Youth Activities	17.259	BCS02, BCS03	1,473,028	-
WIA/WIOA Disclocated Worker Formula Grants	17.278	BCS02, BCS03	2,919,232	<u>-</u>
Total Workforce Investment and Opportunity Act (WIOA) Cluster			5,873,735	-
Total U.S. Department of Labor			7,562,896	_
U.S. Department of Agriculture				
Passed through Florida Department of Economic Opportunity:				
SNAP Cluster				
Food Stamp Employment and Training	10.561	BCS02, BCS03	1,112	
Total U.S. Department of Agriculture			1,112	
U.C. Donortment of Health and Human Comises				
U.S. Department of Health and Human Services				
Passed through Florida Department of Economic Opportunity:	93.558	DCCO3 DCCO3	612 122	
Temporary Assistance for Needy Families Total U.S. Department of Health and Human Services	95.556	BCS02, BCS03	613,122 613,122	
Total 0.3. Department of Health and Human Services			013,122	
U.S. Department of Education				
Passed through Florida Department of Economic Opportunity:				
Adult Education - Basic Grants to States	84.002A	BCS02, BCS03	449,938	-
Career and Technical Education - Basic Grants to States (Perkins V)	84.048A	BCS02, BCS03	449,938	<u>-</u>
Total U.S. Department of Education			899,876	_
Total expenditures of federal awards			\$ 9,077,006	\$ -
STATE				
Florida Department of Economic Opportunity				
Quick Response Training	40.026	BCS02, BCS03	\$ 3,951,480	ċ
Quick Response Training	40.020	BC302, BC303	3,331,460	· -
CareerSource Florida Operations	40.036	BCS02, BCS03	484,182	_
Total Florida Department of Economic Opportunity	40.030	De302, De303	4,435,662	
- 11 - 11 - 12 - 15 - 15 - 15 - 15 - 15			., .55,562	
Total expenditures of state financial assistance			\$ 4,435,662	-
·			, , , , , , , , , , , , , , , , , , , ,	
Total expenditures of federal awards and state financial assistance			\$ 13,512,668	\$ -

CareerSource Florida, Inc. Notes to Schedule of Expenditures of Federal Awards and State Financial Assistance

Note 1: BASIS PRESENTATION

The accompanying Schedule of Expenditures of Federal Awards and State Financial Assistance (the Schedule) includes the federal and state award activity of CareerSource Florida, Inc. ("CareerSource Florida" or "the Organization"). The information in this Schedule is presented in accordance with Title 2 U.S. Code of Federal Regulations (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, Audits of States, Local Governments, and Non-Profit Organizations, Chapter 10.650, Rules of the Auditor General, and the special audit guidance provided by the Florida Department of Economic Opportunity. Therefore, some amounts presented in this schedule may differ from amounts presented in, or used in the preparation of the basic financial statements.

For purposes of the Schedule, federal awards and state financial assistance include all grants, contracts, and similar agreements entered into directly with the federal or state government and other pass-through entities. The Organization has obtained Catalog of Federal Domestic Assistance (CFDA) and Catalog of State Financial Assistance (CSFA) numbers to ensure that all programs have been identified in the schedule. Clusters are separately identified within this Schedule.

Note 2: BASIS OF ACCOUNTING

The Schedule was prepared on the accrual basis of accounting.

Note 3: CONTINGENCIES

Grant monies received and disbursed by the Organization are subject to review by the grantor agencies. Such audits may result in requests for reimbursement due to disallowed expenditures. Based upon prior experience, the Organization does not believe that such disallowance, if any, would have a material effect on the financial position of the Organization. As of June 30, 2022, there were no material questioned or disallowed costs as a result of grant audits in process or completed.

Note 4: NONCASH ASSISTANCE

The Organization did not receive any federal or state noncash assistance for the year ended June 30, 2022.

Note 5: INDIRECT COST

The Organization has elected not to use the 10 percent de minimis indirect cost rate as allowed under the Uniform Guidance.

CareerSource Florida, Inc. Notes to Schedule of Expenditures of Federal Awards and State Financial Assistance

Note 6: FEDERALLY FUNDED INSURANCE

The Organization did not receive federally funded insurance during the fiscal year ended June 30, 2022.

Note 7: FEDERALLY FUNDED LOANS

The Organization has no federally funded loans as of June 30, 2022. No funds were expended in the form of loan or loan guarantees during the fiscal year ended June 30, 2022.

CareerSource Florida, Inc. Schedule of Findings and Questioned Costs Year ended June 30, 2022

SECTION I – SUMMARY OF AUDITORS' RESULTS

Financial Statements:

1.	Type of auditors' report issued	Unmodified
2.	Internal control over financial reporting:	
	a. Material weaknesses identified?	No
	b. Significant deficiencies identified not considered to be material weaknesses?	None noted
	c. Noncompliance material to the financial statements noted?	No
Federa	l Awards:	
1.	Type of auditors' report issued	Unmodified
2.	Internal control over major projects:	
	a. Material weaknesses identified?	No
	b. Significant deficiencies identified not considered to be material weaknesses?	None noted
3.	Any audit findings disclosed that are required to be reported in accordance with 2CFR section 200.516(a)?	No
4.	Identification of major programs:	
	Assistance Listing Number Federal Program 17.258, 17.259, 17.278 WIOA Cluster	
5.	Dollar threshold used to distinguish between type A and type B programs:	\$750,000
6.	Auditee qualified as low-risk auditee under 2 CFR 200.520?	Yes
State F	inancial Assistance:	
1.	Type of auditors' report issued on compliance for major projects	Unmodified

CareerSource Florida, Inc. Schedule of Findings and Questioned Costs Year ended June 30, 2022

SECTION I – SUMMARY OF AUDITORS' RESULTS (Continued)

2.	Internal	control	OVE	maior	nro	iects
۷.	IIILEIIIai	COLLUD	Ovei	major	piu	וכננט.

a. Material weaknesses identified?

No

b. Significant deficiencies identified not considered to be material weaknesses? None noted

3. Any audit findings disclosed that are required to be reported in accordance with Chapter 10.650, *Rules of the Auditor General* or the special audit guidance provided by the Florida Department of Economic Opportunity?

No

4. Identification of major projects:

CSFA Number State Project
40.026 Quick Response Training

5. Dollar threshold used to distinguish between type A and type B projects:

\$750,000

SECTION II - FINANCIAL STATEMENT FINDINGS

None noted

SECTION III – FEDERAL AWARD AND STATE FINANCIAL ASSISTANCE FINDINGS

None noted

SECTION IV – SUMMARY OF PRIOR YEAR FINDINGS

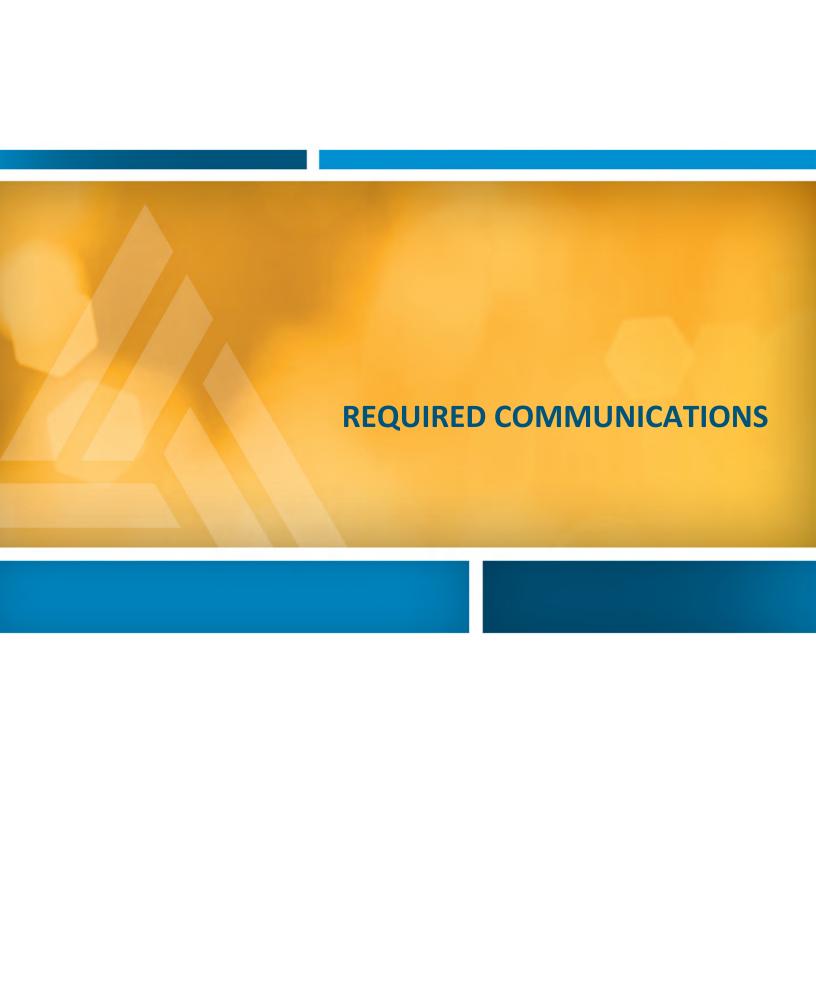
None noted

SECTION V – OTHER MATTERS

- (a) No management letter is required because there were no findings required to be reported in the management letter (see AG Rule Section 10.656(3)(e)).
- (b) CareerSource Florida, Inc. performed a reconciliation of its financial records to the Subrecipient Enterprise Resource Application (SERA) maintained by the Florida Department of Economic Opportunity in a satisfactory matter for the year ended June 30, 2022.
- (c) The Florida Department of Economic Opportunity's 2020-21 Financial Compliance Monitoring Report issued on October 15, 2021 covering the period from April 1, 2020 to March 31, 2021 resulted in no findings, issues of non-compliance, observations, or items of technical assistance provided.



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Accounting Policies, Judgments and Sensitive Estimates & CRI Comments on Quality	6
Summary of Audit Adjustments	8
Management Representation Letter	9
INTERNAL CONTROL RECOMMENDATIONS	15



As discussed with the Board and management during our planning process, our audit plan represented an approach responsive to the assessment of risk for CareerSource Florida, Inc. ("CareerSource Florida" or "the Organization"). Specifically, we planned and performed our audit to:

- Perform audit services, as requested by the Board, in accordance with auditing standards generally accepted in the United States of America, in order to express an opinion on CareerSource Florida's financial statements for the year ended June 30, 2022.
- Communicate directly with the Board and management regarding the results of our procedures;
- Address with the Board and management any accounting and financial reporting issues;
- Anticipate and respond to concerns of the Board and management; and
- Other audit-related projects as they arise and upon request.

We have audited the financial statements of CareerSource Florida for the year ended June 30, 2022, and have issued our report thereon dated September 29, 2022. Professional standards require that we provide you with the following information related to our audit:

MATTER TO BE COMMUNICATED	AUDITORS' RESPONSE
Auditors' responsibility under Generally Accepted Auditing Standards, Government Auditing Standards, Title 2 U.S. Code of Federal Regulations (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards, Audits of States, Local Governments, and Non-Profit Organizations (Uniform Guidance), Chapter 10.650, Rules of the Auditor General (Rules of the Auditor General), and the special audit guidance provided by the Florida Department of Economic Opportunity (special DEO guidance).	As stated in our engagement letter dated July 28 , 2022 , our responsibility, as described by professional standards, is to express an opinion about whether the financial statements prepared by management with your oversight are fairly presented, in all material respects, in conformity with accounting principles generally accepted in the United States of America (GAAP). Our audit of the financial statements does not relieve you or management of your responsibilities. As part of our audit, we considered the internal control of CareerSource Florida. Such considerations were solely for the purpose of determining our audit procedures and not to provide any assurance concerning such internal control.
	Our audit also consisted of issuing reports regarding the Organization's internal control, in accordance with Government Auditing Standards, and compliance with certain compliance requirements as it relates to the Organization's major federal programs and major state projects in accordance with Uniform Guidance and Rules of the Auditor General.
Client's responsibility	Management, with oversight from those charged with governance, is responsible for establishing and maintaining internal controls, including monitoring ongoing activities; for the selection and application of accounting principles; and for the fair presentation in the financial statements of financial position, results of operations, and cash flows in conformity with the applicable framework. Management is responsible for the design and implementation of programs and controls to prevent and detect fraud.
	Management is responsible for overseeing nonaudit services by designating an individual, preferably from senior management, with suitable skill, knowledge, or experience; evaluate the adequacy and results of those services; and accept responsibility for them
Planned scope and timing of the audit	Our initial audit plan was not significantly altered during our fieldwork.
Management judgments and accounting estimates The process used by management in forming particularly sensitive accounting estimates and the basis for the auditors' conclusion regarding the reasonableness of those estimates.	Please see the following section titled "Accounting Policies, Judgments and Sensitive Estimates and CRI Comments on Quality."

MATTER TO BE COMMUNICATED	AUDITORS' RESPONSE
Potential effect on the financial statements of any	No such risks or exposures were noted.
significant risks and exposures	The sacrification exposures were noted.
Major risks and exposures facing the Organization	
and how they are disclosed.	
Significant accounting policies, including critical accounting policies and alternative treatments	The significant accounting policies used by the Organization are described in Note 1 to the financial
within generally accepted accounting principles	statements.
and the auditors' judgment about the quality of	
accounting principles	Effective July 1, 2021, the Organization adopted GASB
The initial selection of and changes in significant accounting policies or their application; methods used to account for significant unusual transactions; and effect of significant policies in controversial or emerging	Statement No. 87, Leases (GASB 87) using the full retrospective approach. Upon adoption, the Organization recognized a right-of-use asset and related lease payable.
areas for which there is a lack of authoritative guidance or consensus. • The auditor should also discuss the auditors' judgment about the quality, not just the acceptability, of the Organization's accounting policies as applied in its financial reporting. The discussion should include such matters as consistency of accounting policies and their application, and clarity and completeness of the financial statements, including disclosures. Critical accounting policies and practices applied by the Organization in its financial statements and our assessment of management's disclosures regarding such policies and practices (including any significant modifications to such disclosures proposed by us but rejected by management), the reasons why certain policies and practices are or are not considered critical, and how current and anticipated future events impact those determinations;	We noted no transactions entered into by the Organization during the fiscal year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period. Further, the disclosures in the Organization's financial statements are neutral, consistent, and clear.
 Alternative treatments within GAAP for accounting policies and practices related to material items, including recognition, measurement, presentation and disclosure alternatives, that have been discussed with client management during the current audit period, the ramifications of the use of such alternative disclosures and treatments, and the treatment preferred by the auditor; furthermore, if the accounting policy selected by management is not the policy preferred by us, discuss the reasons why management selected that policy, the policy preferred by us, and the reason we preferred the other policy. 	

MATTER TO BE COMMUNICATED	AUDITORS' RESPONSE
Significant difficulties encountered in the audit Any significant difficulties, for example, unreasonable logistical constraints or lack of cooperation by management.	We encountered no significant difficulties in dealing with management in performing and completing our audit.
Disagreements with management Disagreements, whether or not subsequently resolved, about matters significant to the financial statements or auditors' report. This does not include those that came about based on incomplete facts or preliminary information.	We are pleased to report that no such disagreements arose during the course of our audit.
Other findings or issues Matters significant to oversight of the financial reporting practices by those charged with governance. For example, an entity's failure to obtain the necessary type of audit, such as one under Government Auditing Standards, in addition to GAAS.	None noted.
Matters arising from the audit that were discussed with, or the subject of correspondence with, management Business conditions that might affect risk or discussions regarding accounting practices or application of auditing standards.	None noted.
Corrected and uncorrected misstatements All significant audit adjustments arising from the audit, whether or not recorded by the Organization, that could individually or in the aggregate have a significant effect on the financial statements. We should also inform the Board about uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented, that were determined by management to be immaterial, both individually and in the aggregate, to the financial statements taken as a whole. Any internal control deficiencies that could have prevented the misstatements.	See "Summary of Audit Adjustments" section.
Major issues discussed with management prior to retention Any major accounting, auditing or reporting issues discussed with management in connection with our initial or recurring retention.	Discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

MATTER TO BE COMMUNICATED	AUDITORS' RESPONSE
Consultations with other accountants When management has consulted with other accountants about significant accounting or auditing matters.	To our knowledge, there were no such consultations with other accountants.
Written representations A description of the written representations the auditor requested (or a copy of the representation letter).	See "Management Representation Letter" section.
Internal control deficiencies Any significant deficiencies or material weaknesses in the design or operation of internal control that came to the auditors' attention during the audit.	See "Internal Controls" section.
Fraud and illegal acts Fraud involving senior management or those responsible for internal controls, or causing a material misstatement of the financial statements, where the auditor determines there is evidence that such fraud may exist. Any illegal acts coming to the auditors' attention involving senior management and any other illegal acts, unless clearly inconsequential.	We are unaware of any fraud or illegal acts involving management or causing material misstatement of the financial statements.
Other information in documents containing audited financial statements The external auditors' responsibility for information in a document containing audited financial statements, as well as any procedures performed and the results.	Our responsibility related to documents (including annual reports, websites, etc.) containing the financial statements is to read the other information to consider whether: • Such information is materially inconsistent with the financial statements; and • We believe such information represents a material misstatement of fact. We have not been provided any such items to date and are unaware of any other documents that contain the audited financial statements.
Significant unusual accounting transactions Auditor communication with governance to include auditors' views on policies and practices management used, as well as the auditors' understanding of the business purpose.	No significant unusual accounting transactions were noted during the year.

Accounting Policies, Judgments and Sensitive Estimates & CRI Comments on Quality

We are required to communicate our judgments about the quality, not just the acceptability, of the Organization's accounting principles as applied in its financial reporting. We are also required to communicate critical accounting policies and sensitive accounting estimates. The Board may wish to monitor throughout the year the process used to compute and record these accounting estimates. The table below summarizes our communications regarding these matters.

AREA	ACCOUNTING POLICY	CRITICAL POLICY?	JUDGMENTS & SENSITIVE ESTIMATES	COMMENTS ON QUALITY OF ACCOUNTING POLICY & APPLICATION
Capital Assets	Capital assets are depreciated or amortized over their estimated useful lives.	Yes	Useful lives are estimated based on experience with similar assets and guidance provided by the AICPA Auditing & Accounting Guide.	Policy appears to be in accordance with all applicable accounting guidelines.
Leases	Lease assets and liabilities are recorded at discounted cash flows based on the payments per the underlying lease agreement and the Organization's incremental borrowing rate. Lease assets are amortized over the shorter of their estimated useful lives or the lease terms.	Yes	The Organization used the J.P. Morgan Prime Rate as of the commencement date of the lease as the incremental borrowing rate. Useful lives are estimated based on experience with similar assets and guidance provided by the AICPA Auditing & Accounting Guide.	Policy appears to be in accordance with all applicable accounting guidelines.
Allowance for Doubtful Accounts	The Organization maintains an allowance for doubtful accounts.	Yes	The Organization determines the allowance for doubtful accounts based on specific identification and a general reserve based on management's experience with prior collections and the current economic environment.	Policy appears to be in accordance with all applicable accounting guidelines.

Accounting Policies, Judgments and Sensitive Estimates & CRI Comments on Quality

AREA	ACCOUNTING POLICY	CRITICAL POLICY?	JUDGMENTS & SENSITIVE ESTIMATES	COMMENTS ON QUALITY OF ACCOUNTING POLICY & APPLICATION
Expenses	The Organization allocates indirect expenses based on its cost allocation plan.	Yes	Expenses are charged directly to programs that benefit from the expense where possible, or to the indirect cost pool. Indirect expenses are allocated to programs based on the percentage of total funds from each program utilized across the entire CareerSource Florida Network from the prior quarter.	Policy appears to be in accordance with all applicable accounting guidelines.

Summary of Audit Adjustments

During the course of our audit, we accumulate differences between amounts recorded by the Organization and amounts that we believe are required to be recorded under GAAP. Those adjustments are either recorded (corrected) by the Organization or passed (uncorrected).

No adjustments were identified and provided to the Organization.

QUALITATIVE MATERIALITY CONSIDERATIONS

In evaluating the materiality of audit differences when they do arise, we consider both quantitative and qualitative factors, for example:

- Whether the difference arises from an item capable of precise measurement or whether it arises from an estimate, and, if so, the degree of imprecision inherent in the estimate.
- Whether the difference masks a change in earnings or other trends.
- Whether the difference changes a net decrease in assets to addition, or vice versa.
- Whether the difference concerns an area of the Organization's operating environment that has been identified as playing a significant role in the Organization's operations or viability.
- Whether the difference affects compliance with regulatory requirements.
- Whether the difference has the effect of increasing management's compensation for example, by satisfying requirements for the award of bonuses or other forms of incentive compensation.
- Whether the difference involves concealment of an unlawful transaction.

Management Representation Letter



Stephanie Smith Chali Michelle Dennard Presittent & CEO

September 29, 2022

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

This representation letter is provided in connection with your audit of the financial statements of CareerSource Florida, Inc. (the Organization), which comprise the respective financial position of the governmental activities and the major fund as of June 30, 2022, and the respective changes in financial position for the year then ended, and the disclosures (collectively, the "financial statements"), for the purpose of expressing opinions as to whether the financial statements are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Certain representations in this letter are described as being limited to matters that are material, Items are considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would be changed or influenced by the omission or misstatement. An omission or misstatement that is monetarily small in amount could be considered material as a result of qualitative factors.

We confirm, to the best of our knowledge and belief, the following representations made to you during your audit.

Financial Statements

- We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated July 28, 2022, including our responsibility for the preparation and fair presentation of the financial statements in accordance with U.S. GAAP and for preparation of the supplementary information in accordance with the applicable criteria.
- 2) The financial statements referred to above are fairly presented in conformity with U.S. GAAP and include all properly classified funds and other financial information of the primary government and all component units required by generally accepted accounting principles to be included in the financial reporting entity.
- 3) The financial statements include certain prior-year summarized comparative information in total. Such information does not include sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly, such information should be read in conjunction with the Organization's financial statements for the year ended June 30, 2021, from which the summarized information was derived.
- 4) We acknowledge our responsibility for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.
- We acknowledge our responsibility for the design, implementation, and maintenance of internal control to prevent and detect fraud.
- Significant assumptions we used in making accounting estimates, including those measured at fair value, are reasonable.
- 7) Related party relationships and transactions, including revenues, expenditures/expenses/cloars, transfers, leasing arrangements, and guarantees, and amounts receivable from or payable to parties have been appropriately accounted for and disclosed in accordance with USS/GAAPalloinda.com





- 8) Adjustments or disclosures have been made for all events, including instances of noncompliance, subsequent to the date of the financial statements that would require adjustment to or disclosure in the financial statements or in the schedule of findings and questioned costs.
- There is no known actual or possible litigation, claims, and assessments to be accounted for and disclosed in accordance with U.S. GAAP.
- There are no guarantees, whether written or oral, under which the Organization is contingently liable, required to be recorded or disclosed.

Information Provided

- 11) We have provided you with:
 - a) Access to all information, of which we are aware, that is relevant to the preparation and fair presentation of the financial statements, such as records (including information obtained from outside of the general and subsidiary ledgers), documentation, and other matters and all audit or relevant monitoring reports, if any, received from funding sources.
 - b) Additional information that you have requested from us for the purpose of the audit.
 - Unrestricted access to persons within the Organization from whom you determined it necessary to obtain audit evidence.
 - d) Minutes of the meetings of the Board of Directors or summaries of actions of recent meetings for which minutes have not yet been prepared.
- 12) All material transactions have been recorded in the accounting records and are reflected in the financial statements and the schedule of expenditures of federal awards and state financial assistance.
- 13) We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
- 14) We have no knowledge of any fraud or suspected fraud that affects the Organization and involves—
 - Management,
 - Employees who have significant roles in internal control, or
 - Others where the fraud could have a material effect on the financial statements.
- 15) We have no knowledge of any allegations of fraud or suspected fraud affecting the Organization's financial statements communicated by employees, former employees, regulators, or others.
- 16) We have no knowledge of instances of noncompliance or suspected noncompliance with provisions of laws, regulations, contracts, or grant agreements, or waste or abuse, whose effects should be considered when preparing financial statements.
- 17) We are not aware of any pending or threatened litigation, claims, or assessments or unasserted claims or assessments that are required to be accrued or disclosed in the financial statements, and we have not consulted a lawyer concerning litigation, claims, or assessments.
- 18) We have disclosed to you the names of the Organization's related parties and all the related party relationships and transactions, including any side agreements.

Government-specific

- There have been no communications from regulatory agencies concerning noncompliance with, or deficiencies in, financial reporting practices.
- 20) We have identified to you any previous audits, attestation engagements, and other studies related to the objectives of the audit and whether related recommendations have been implemented.
- 21) We have identified to you any investigations or legal proceedings that have been initiated with respect to the period under audit.

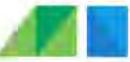


- 22) The Organization has no plans or intentions that may materially affect the carrying value or classification of assets, deferred outflows of resources. liabilities, deferred inflows of resources, and fund balance or net position.
- 23) We are responsible for compliance with the laws, regulations, and provisions of contracts and grant agreements applicable to us, including tax or debt limits and debt contracts, and legal and contractual provisions for reporting specific activities in separate funds.
- 24) We have identified and disclosed to you all instances of identified and suspected fraud and noncompliance with provisions of laws, regulations, contracts, and grant agreements that we believe have a material effect on the financial statements.
- 25) We have identified and disclosed to you all instances of identified and suspected fraud and noncompliance with provisions of laws, regulations, contracts, and grant agreements that we believe have a material effect on the financial statements.
- 26) There are no violations or possible violations of budget ordinances, laws and regulations (including those pertaining to adopting, approving, and amending budgets), provisions of contracts and grant agreements, tax or debt limits, and any related debt covenants whose effects should be considered for disclosure in the financial statements, or as a basis for recording a loss contingency, or for reporting on noncompliance.
- 27) As part of your audit, you assisted with preparation of the financial statements and disclosures, schedule of expenditures of federal awards and state financial assistance, federal data collection form, and tax returns, and assisted in preparing journal entries (other than proposed entries) related to recording capital assets, lease assets and payables, and accrued compensated absences in the government-wide financial statements, and for implementation of GASB 87. We acknowledge our responsibility as it relates to those nonaudit services, including that we assume all management responsibilities; oversee the services by designating an individual, preferably within senior management, who possesses suitable skill, knowledge, or experience (Andrew Collins, COO/CFO), evaluate the adequacy and results of the services performed; and accept responsibility for the results of the services. We have reviewed, approved, and accepted responsibility for those financial statements and disclosures, schedule of expenditures of federal awards and state financial assistance, federal data collection form, tax returns, and journal entries prepared.
- 28) The Organization has satisfactory title to all owned assets, and there are no liens or encumbrances on such assets nor has any asset been pledged as collateral.
- 29) The Organization has complied with all aspects of contractual agreements that would have a material effect on the financial statements in the event of noncompliance.
- 30) The financial statements include all component units, appropriately present majority equity interests in legally separate organizations and joint ventures with an equity interest, and properly disclose all other joint ventures and other related organizations.
- 31) The financial statements properly classify all funds and activities in accordance with GASBS No. 34 as amended.
- 32) All funds that meet the quantitative criteria in GASBS Nos. 34 and 37 for presentation as major are identified and presented as such and all other funds that are presented as major are particularly important to financial statement users.
- 33) Components of net position (net investment in capital assets; restricted; and unrestricted) and classifications of fund balance (nonspendable, restricted, committed, assigned, and unassigned) are properly classified and, if applicable approved.
- 34) Provisions for uncollectible receivables have been properly identified and recorded.
- 35) Expenses have been appropriately classified in or allocated to functions and programs in the statement of activities, and allocations have been made on a reasonable basis.



- 36) Revenues are appropriately classified in the statement of activities within program revenues, general revenues, contributions to term or permanent endowments, or contributions to permanent fund principal.
- Deposits and investment securities and derivative instruments are properly classified as to risk and are properly disclosed.
- Capital assets, including infrastructure and intangible assets, are properly capitalized, reported, and, if applicable, depreciated or amortized.
- 39) We have appropriately disclosed the Organization's policy regarding whether to first apply restricted or unrestricted resources when an expense is incurred for purposes for which both restricted and unrestricted net position is available and have determined that net position is properly recognized under the policy.
- 40) We are following our established accounting policy regarding which resources (that is, restricted, committed assigned, or unassigned) are considered to be spent first for expenditures for which more than one resource classification is available. That policy determines the fund balance classifications for financial reporting purposes.
- 41) We acknowledge our responsibility for the required supplementary information (RSI). The RSI is measured and presented within prescribed guidelines and the methods of measurement and presentation have not changed from those used in the prior period. We have disclosed to you any significant assumptions and interpretations underlying the measurement and presentation of the RSI.
- With respect to the schedule of expenditures of federal awards and state financial assistance. (SEFASFA).
 - 1) We acknowledge our responsibility for presenting the SEFASFA in accordance with accounting principles generally accepted in the United States of America, and we believe the SEFASFA, including its form and content, is fairly presented in accordance with accounting principles generally accepted in the United States of America. The methods of measurement and presentation of the SEFASFA have not changed from those used in the prior period, and we have disclosed to you any significant assumptions or interpretations underlying the measurement and presentation of the supplementary information.
 - 2) If the SEFASFA is not presented with the audited financial statements, we will make the audited financial statements readily available to the intended users of the supplementary information no later than the date we issue the supplementary information and the auditors' report thereon.
- 43) With respect to federal award programs and state financial assistance projects:
 - 1) We are responsible for understanding and complying with and have complied with the requirements of Title 2 U.S. Code of Federal Regulations (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance), the Department of Financial Services' State Projects Compliance Supplement, Chapter 10,650, Rules of the Auditor General (Rules of the Auditor General), and the special audit guidance provided by the Florida Department of Economic Opportunity (special DEO guidance), including requirements relating to preparation of the schedule of expenditures of federal awards and state financial assistance.
 - 2) We acknowledge our responsibility for preparing and presenting the SEFASFA and related disclosures in accordance with the requirements of the Uniform Guidance, Rules of the Auditor General, and special DEO guidance, and we believe the SEFASFA, including its form and content, is fairly presented in accordance with the Uniform Guidance, Rules of the Auditor General, and special DEO guidance. The methods of measurement or presentation of the SEFASFA have not changed from those used in the prior period and we have disclosed to you any significant assumptions and interpretations underlying the measurement or presentation of the SEFASFA.
 - 3) If the SEFASFA is not presented with the audited financial statements, we will make the audited financial statements readily available to the intended users of the SEFASFA no later than the date we issue the SEFASFA and the auditors' report thereon.





- 4) We have identified and disclosed to you all of our government programs and related activities subject to the Uniform Guidance, Rules of the Auditor General, and special DEO guidance compliance audit, and have included in the SEFASFA, expenditures made during the audit period for all awards provided by federal and state agencies in the form of federal awards and state financial assistance federal and state cost-reimbursement contracts, loans, loan guarantees, property (including donated surplus property), cooperative agreements, interest subsidies, insurance, food commodities, direct appropriations, and other direct assistance.
- 5) We are responsible for understanding and complying with, and have compiled with, the requirements of federal and state statutes, regulations, and the terms and conditions of federal awards and state financial assistance related to each of our federal programs and state projects, and have identified and disclosed to you the requirements of federal and state statutes, regulations, and the terms and conditions of federal awards and state financial assistance that are considered to have a direct and material effect on each major federal program and major state project.
- 6) We are responsible for establishing, designing, implementing, and maintaining, and have established, designed, implemented, and maintained, effective internal control over compliance for federal programs and state projects that provides reasonable assurance that we are managing our federal awards and state financial assistance in compliance with federal and state statutes regulations, and the terms and conditions of federal awards and state financial assistance that could have a material effect on our federal programs and state projects. We believe the internal control system is adequate and is functioning as intended.
- 7) We have made available to you all federal awards and state financial assistance (including amendments, if any) and any other correspondence with federal and state agencies or pass-through entities relevant to federal programs and state projects, and related activities.
- 8) We have received no requests from a federal or state agency to audit one or more specific federal programs as a major program or state projects as a major project.
- 9) We have complied with the direct and material compliance requirements (except for noncompliance disclosed to you). Including when applicable, those set forth in the OMB Compliance Supplement (including its Addenda) relating to federal awards, and Department of Financial Services' State Projects Compliance Supplement relating to state financial assistance, and confirm that there were no amounts questioned and no known noncompliance with the direct and material compliance requirements of federal awards and state financial assistance.
- 10) We have disclosed any communications from federal and state awarding agencies and passthrough entities concerning possible noncompliance with the direct and material compliance requirements, including communications received from the end of the period covered by the compliance audit to the date of the auditors' report.
- 11) We have disclosed to you the findings received and related corrective actions taken for previous audits, attestation engagements, and internal or external monitoring that directly relate to the objectives of the compliance audit, including findings received and corrective actions taken from the end of the period covered by the compliance audit to the date of the auditors' report.
- 12) Amounts claimed or used for matching were determined in accordance with relevant guidelines in OMB's Uniform Guidance (2 CFR part 200, subpart E), the Rules of the Auditor General, and special DEO guidance.
- 13) We have disclosed to you our interpretation of compliance requirements that may have varying interpretations.
- 14) We have made available to you all documentation related to compliance with the direct and material compliance requirements, including information related to federal program and state project financial reports and claims for advances and reimbursements.
- 15) We have disclosed to you the nature of any subsequent events that provide additional evidence about conditions that existed at the end of the reporting period affecting noncompliance during the reporting period.





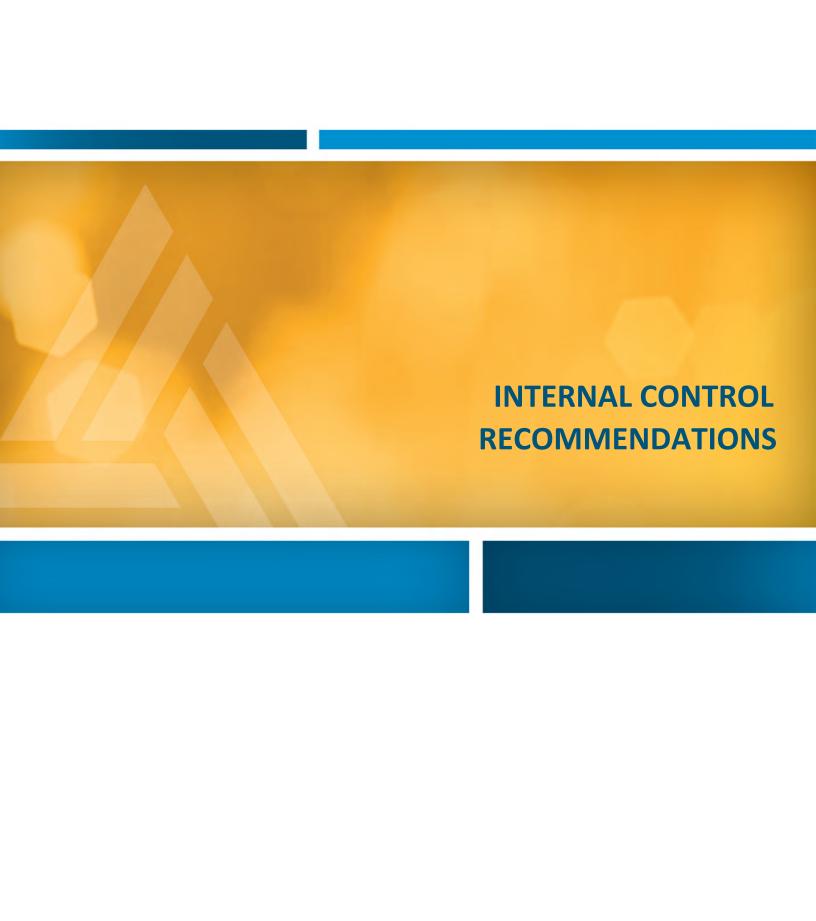
- 16) There are no such known instances of noncompliance with direct and material compliance requirements that occurred subsequent to the period covered by the auditors' report.
- 17) No changes have been made in internal control over compliance or other factors that might significantly affect internal control, including any corrective action we have taken regarding significant deficiencies or material weaknesses in internal control over compliance, subsequent to the period covered by the auditors' report.
- 18) Federal program and state project financial reports and claims for advances and reimbursements are supported by the books and records from which the financial statements have been prepared.
- 19) The copies of federal program and state project financial reports provided you are true copies of the reports submitted, or electronically transmitted, to the respective federal agency or passthrough entity, as applicable.
- 20) We have charged costs to federal awards and state financial assistance in accordance with applicable cost principles.
- We are responsible for and have ensured the reporting package does not contain protected personally identifiable information.
- 22) We are responsible for and have accurately prepared the auditee section of the Data Collection Form as required by the Uniform Guidance.
- 23) We have disclosed to you all contracts or other agreements with service organizations, and we have disclosed to you all communications from the service organizations relating to noncompliance at the service organizations.

Signature	

Title: Co. CFD

ignature.

Title:



The Board of Directors and Management of CareerSource Florida, Inc.

In planning and performing our audit of the financial statements of CareerSource, Florida (the Organization) as of and for the year ended June 30, 2022, in accordance with auditing standards generally accepted in the United States of America, we considered the Organization's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control. Accordingly, we do not express an opinion on the effectiveness of the Organization's internal control.

Our consideration of internal control was for the limited purpose described in the first paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses. Given these limitations during our audit, we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency or a combination of deficiencies in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis.

This communication is intended solely for the information and use of management, Board of Directors, others within the Organization, and is not intended to be, and should not be, used by anyone other than these specified parties.

Tallahassee, Florida

Can Rigge & Ingram, L.L.C.

September 29, 2022

REACH ACT ALIGNMENT EVALUATION

WHAT

The Reimagining Education and Career Help (REACH) Act is state legislation signed into law by Governor Ron DeSantis that took effect on July 1, 2021. The REACH Act was created to address the evolving needs of Florida's economy by increasing collaboration and cooperation among state businesses and education communities. The Act also is designed to improve training within and equity and access to a more integrated workforce and education system for all Floridians. The REACH Act charges the state with reducing the number of local workforce development boards based on population size and commuting patterns.

WHO

Under the REACH Act, this ecosystem for talent pipeline development includes CareerSource Florida, the state workforce development board; Florida's 24 local workforce development boards and the 100 career centers they oversee; the Department of Economic Opportunity; the Department of Education; the State College System; the State University System; and the Department of Children and Families. CareerSource Florida, in collaboration with the Governor's REACH Office, is leading the process to address implementation of the board reduction charge consistent with the law and through an inclusive process that engages all stakeholders.

WHEN

As part of the REACH Act alignment evaluation process, CareerSource Florida has contracted with EY (Ernst & Young LLP) to conduct research and discovery. This includes listening to stakeholders, analyzing data, and examining solutions implemented in other states. Initial observations from Phase One were reported to the CareerSource Florida Board of Directors on June 9, 2022, with EY's findings report published on careersourceflorida.com in July. The second phase of this multi-phase initiative launched in September 2022. It includes a deeper analysis and more robust engagement with local stakeholders and customers across the state, including 150 online and in-person meetings/interviews. Alignment considerations that will affect the redesignation of local workforce development areas and the consolidation of local workforce development boards are anticipated to be provided to the CareerSource Florida Board of Directors by early 2023.

WHY

The alignment evaluation process can help lead Florida's local workforce development boards in the response to the evolution in consumer preferences, workplace expectations, business needs, how people look for work, and even where and how they work. The goal is to deliver even more relevant services through system transformation and therefore improved outcomes for customers. The REACH Act emphasizes a customer-focused approach in exploring ways to better assist job seekers and businesses.

WHERE

The alignment evaluation process encompasses all partners and processes across Florida, including CareerSource Florida, the 24 local workforce development boards, businesses and job seekers to ensure equity and access for all Floridians.

HOW

CareerSource Florida is committed to an open and transparent process of listening to stakeholders and finding transformative solutions for workforce development in Florida. Visit the REACH Act webpage on careersourceflorida.com for updates on the ongoing engagement process. Please complete the Alignment Feedback Form on the webpage to provide input or comments.

REACH ACT ALIGNMENT EVALUATION GUIDING PRINCIPLES

The following Guiding Principles serve as a beacon for CareerSource Florida and the extended implementation team to help guide the research and discovery process.

- Prioritize implementation of the REACH (Reimagining Education and Career Help) Act and legislative directive to enhance alignment and accountability that follows federal Workforce Innovation and Opportunity Act (WIOA) criteria.
- Identify considerations that are responsive to the needs of job seekers and business customers while prioritizing access to services and maximizing available resources.
- Commit to open and transparent process in every phase of work.
- 4 Engage in holistic listening to drive transformative solutions.
- Communicate proactively to audiences and stakeholders throughout the journey.



Information Items





Speakers' Bios

Peg Elmore



Peg Elmore is the president and chief executive officer for CareerSource Southwest Florida. Prior to this appointment, she held positions as business services director, regional director and deputy director in Indiana's and Florida's workforce systems.

Elmore is responsible for coordinating a volunteer board of directors to provide oversight of activities required under the federal Workforce Innovation Opportunity Act and state law, one-stop career centers, welfare transition and other state and local workforce development initiatives. She manages and collaborates with local partners, such as school districts, colleges, universities, economic development organizations, state agencies, businesses and non-profit organizations to ensure

effective and efficient utilization of grant funding.

Elmore is active on many non-profit boards. Her service includes the Society for Human Resource Management (SHRM) Southwest Florida, Lee County's Horizon Council, Southwest Florida Tech Partnership, Hendry County Economic Development Council, Charlotte County Economic Development Partnership, the Small Business Development Center at Florida Gulf Coast University, and numerous boards and committees associated with postsecondary education.

Amy Holloway



Amy Holloway is a principal and national director of Economic Development Advisory Services at Ernst & Young LLP. She assists clients with economic development strategies, leadership engagement, competitive assessments and benchmarking analyses, visioning, goal setting and organizational planning. She is a national thought leader and speaker on the topic of economic development.

Over the course of her 25-year career, Holloway has served as an advisor to more than 200 communities across the Americas and Europe. Her work has established strategic plans that coalesce community leaders around a shared course of action to grow jobs, business investment and improve opportunities for all their residents.

This has resulted in the creation of tens of thousands of new jobs and billions in capital investment.

Prior to joining EY, Holloway was a successful entrepreneur. After a decade as a consultant at other companies, she established Avalanche Consulting in 2005, which became a prominent national economic development consultancy. In the 15 years before joining EY, Avalanche worked for more than 150 communities. Its experience includes serving as the economic development strategist in regions such as Atlanta, Charleston, Charlotte, Cincinnati, Columbus, Houston, Jacksonville and Miami, as well as thriving small and mid-sized communities across the United States.



Robin King



Robin King became the president & CEO of CareerSource Flagler Volusia in 2013 after a 24-year tenure with the organization. Robin rose to the leadership role after holding a series of key positions, including vice president for eight years. Her experience includes project management and analysis, grant writing, procurement, leadership and economic and community development.

King serves on many boards for local economic development organizations, child welfare agencies, the United Way of Volusia and Flagler, One Voice for Volusia, and the Commission on Homelessness. She participates regionally with Jax USA, the Orlando Economic Partnership and various Florida Chamber Foundation committees. The Daytona Regional Chamber recognized King for her community volunteer work with the prestigious Marvin Samuels Award and she

was also awarded the President's Call to Service Award. In 2015 King was named one of the area's most influential women in business.

She is committed to the development of a prosperous workforce and business community and holds a strong belief in the value of teamwork between economic development, education, and businesses.

Robin earned her bachelor's degree in political science from the University of Wisconsin – LaCrosse and a master's degree in mental health at the University of Central Florida.

Chris Ward



Chris Ward is a principal and Americas leader for markets and industry sectors for the People Advisory Services (PAS) practice with Ernst & Young LLP. He previously served as the PAS Southeast Region leader; and the PAS Americas Sector leader for both consumer products and retail (CPR) and government and public service (GPS). With more than 25 years of management consulting experience, Ward has advised C-level executives at Fortune 1000 companies, public sector organizations, workforce organizations and boards, and higher education institutions.

Ward started his career with a leading management consulting, technology, and outsourcing company. He focused on large-scale transformation initiatives and

served several Fortune 500 and large public sector clients. In 2007, Ward founded CharAge Group, Inc. (CGI), a management consulting, corporate services, and product innovation company.

Ward has served as an Advisory Council member for the Salvation Army's Boys & Girls Clubs of Greater Atlanta since 2003.

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

Performance Period Ending September 30, 2022



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 individuals 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 USDOL on a quarterly basis.

Performance targets are negotiated with USDOL prior to the start of each program year. Driven by a commitment to excellence, Florida strives for local and state performance levels at 90% of negotiated targets. In quarter one of Program Year 2022-2023, Florida's workforce development system achieved 90% or more of the negotiated targets on 16 of the 18 WIOA Primary Indicators of Performance. Innovative and responsive workforce services and programs contributed to sustained statewide performance during the program year. Performance during quarter one of PY 2022-2023 was impacted by new common exit guidance released by DEO in the fourth quarter of the program year that resulted in local boards exiting large numbers of disengaged participants from their active rosters in April through June 2021. The impact of these exits is seen in the Employed 2nd Quarter After Exit for both Adults and Dislocated Workers.

Negotiated performance targets are adjusted after the end of each program year (usually around February of the following year) through a statistical adjustment model to account for economic conditions and participant characteristics. After this adjustment has occurred, the state's final performance is recalculated against the adjusted goals. Individual indicator scores (actual performance divided by the adjusted target) are considered met by USDOL when they are greater than or equal to 50%.

The data in this performance report represents a rolling four-quarter calculation of most recent performance data available through September 30, 2022. The tables in this report show actual performance in relation to performance targets negotiated with USDOL for PY 2022-2023.

For additional information, please visit the Indicators of Performance Reports section on the Department of Economic Opportunity website at: <u>Indicators of Performance Reports</u>. If you have questions about this report, please contact Daniel Harper, Bureau of One-Stop and Program Support at the Department of Economic Opportunity, at (850) 921-3327.

Populations Served

The following populations are served through the workforce development programs measured within the Primary Indicators of Performance:

- WIOA Adult: Individuals who are 18 or older in need of job search assistance and training opportunities, with priority given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.
- WIOA Dislocated Workers: Individuals who are 18 or older and have lost their jobs through no fault of their own as a result of job loss, mass layoffs, global trade dynamics, or transitions in economic sectors.
- WIOA Youth: Individuals who are 14 to 24 years old and face barriers to education, training and employment.
- Wagner-Peyser: Individuals who are 18 or older, are authorized to work in the U.S. and are in need of job search assistance.

Employment Indicators

Employment 2nd Quarter After Exit

- WIOA Adult, WIOA Dislocated Workers and Wagner-Peyser: For these programs, this indicator captures the percentage of participants who are in unsubsidized employment during the 2nd guarter after exiting the program.
- WIOA Youth: For this program, this indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 2nd quarter after exiting the program.

Employment 4th Quarter After Exit

- WIOA Adult, WIOA Dislocated Workers and Wagner-Peyser: For these programs, this indicator captures the percentage of participants who are in unsubsidized employment during the 4th quarter after exit from the program.
- WIOA Youth: For this program, this indicator captures the percentage of participants in education or training activities, or in unsubsidized employment during the 4th quarter after exiting the program.

Median Earnings 2nd Quarter After Exit

• WIOA Adult, WIOA Dislocated Worker, WIOA Youth and Wagner-Peyser: This indicator captures participants' median (middle value) quarterly earnings in the 2nd quarter after exiting the program.

Education/Training Indicators

Credential Attainment

• WIOA Adult, WIOA Dislocated Worker and WIOA Youth: This indicator captures the percentage of those participants enrolled in an education or training program (excluding those in On-the-Job Training or customized training) who attain a recognized postsecondary credential or a secondary education diploma, or its recognized equivalent, during participation in or within one year after exiting the program.

Measurable Skill Gains

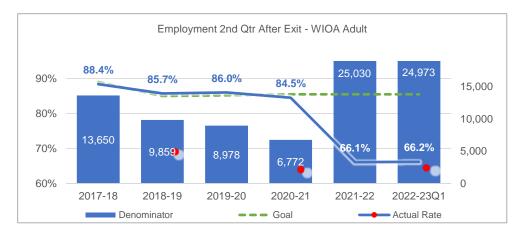
• WIOA Adult, WIOA Dislocated Worker and WIOA Youth: This indicator captures the percentage of participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving documented academic, technical, occupational, or other forms of progress, toward such a credential or employment.

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

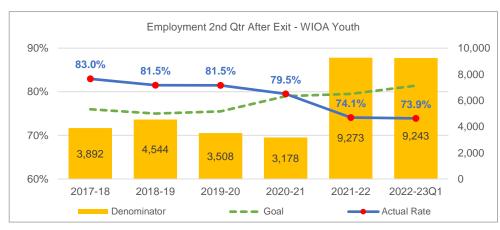
Entered Employment Rate - 2nd Quarter After Exit

Program Year (PY) 2022-2023 Q1 Report

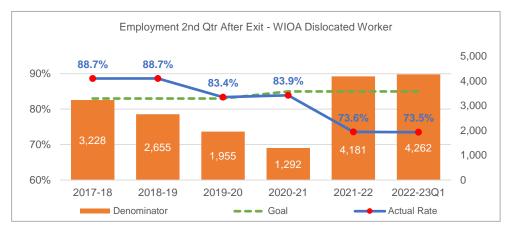
PY (July 1 - June 30)



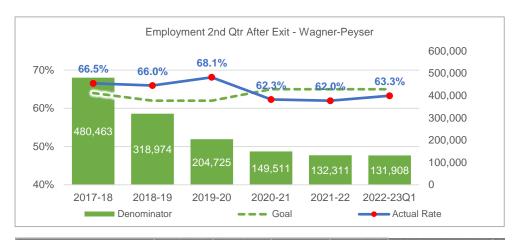
PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	12,065	8,453	7,721	5,724	16,555	16,540
Denominator	13,650	9,859	8,978	6,772	25,030	24,973
Actual Rate	88.4%	85.7%	86.0%	84.5%	66.1%	66.2%
Success (>=90% of Goal)	80.1%	76.5%	76.7%	77.0%	77.0%	77.0%



PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	3,229	3,703	2,858	2,527	6,870	6,832
Denominator	3,892	4,544	3,508	3,178	9,273	9,243
Actual Rate	83.0%	81.5%	81.5%	79.5%	74.1%	73.9%
Success (>=90% of Goal)	68.4%	67.5%	68.0%	71.1%	71.6%	73.3%



PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	2,862	2,354	1,630	1,084	3,079	3,131
Denominator	3,228	2,655	1,955	1,292	4,181	4,262
Actual Rate	88.7%	88.7%	83.4%	83.9%	73.6%	73.5%
Success (>=90% of Goal)	74.7%	74.7%	74.7%	76.5%	76.5%	76.5%

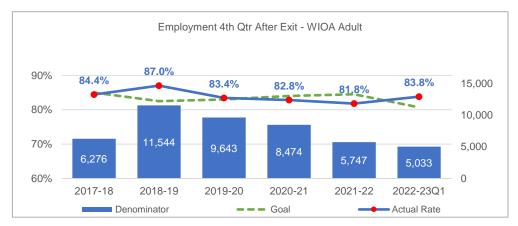


PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	319,687	210,397	139,458	93,177	82,070	83,449
Denominator	480,463	318,974	204,725	149,511	132,311	131,908
Actual Rate	66.5%	66.0%	68.1%	62.3%	62.0%	63.3%
Success (>=90% of Goal)	57.6%	55.8%	55.8%	58.5%	58.5%	58.5%

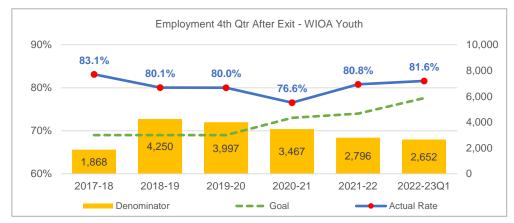
Note: Cohorts for PY 2022-23 are participants who received their last service between October 2020 and September 2021.

Entered Employment Rate - 4th Quarter After Exit

Program Year (PY) 2022-2023 Q1 Report PY (July 1 - June 30)

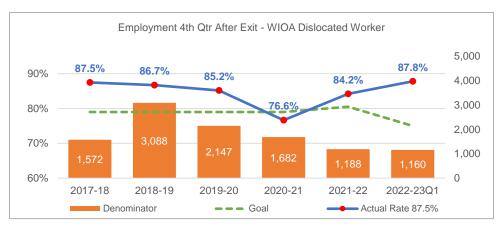


PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	5,299	10,046	8,045	7,020	4,701	4,216
Denominator	6,276	11,544	9,643	8,474	5,747	5,033
Actual Rate	84.4%	87.0%	83.4%	82.8%	81.8%	83.8%
Success (>=90% of Goal)	76.5%	74.3%	74.7%	75.6%	76.1%	72.6%

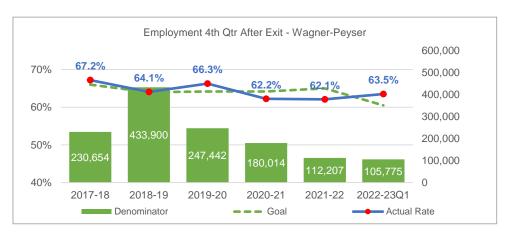


PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	1,553	3,403	3,199	2,654	2,260	2,136
Denominator	1,868	4,250	3,997	3,467	2,796	2,652
Actual Rate	83.1%	80.1%	80.0%	76.6%	80.8%	81.6%
Success (>=90% of Goal)	62.1%	62.1%	62.1%	65.7%	66.6%	69.8%

Note: Cohorts for PY 2022-23 are participants who received their last service between April 2020 and March 2021.



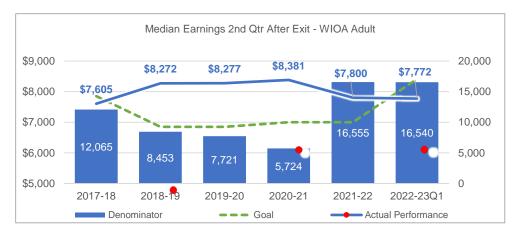
PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	1,375	2,678	1,829	1,289	1,000	1,019
Denominator	1,572	3,088	2,147	1,682	1,188	1,160
Actual Rate	87.5%	86.7%	85.2%	76.6%	84.2%	87.8%
Success (>=90% of Goal)	71.1%	71.1%	71.1%	71.1%	72.5%	67.5%



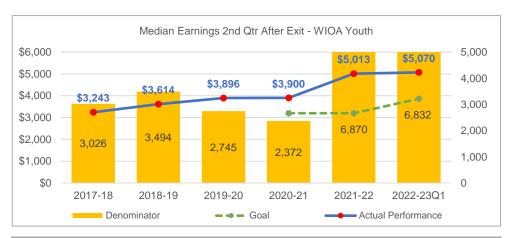
PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	155,007	277,966	163,990	112,022	69,639	67,131
Denominator	230,654	433,900	247,442	180,014	112,207	105,775
Actual Rate	67.2%	64.1%	66.3%	62.2%	62.1%	63.5%
Success (>=90% of Goal)	59.4%	57.6%	57.8%	57.8%	58.5%	54.5%

Median Earnings - 2nd Quarter After Exit

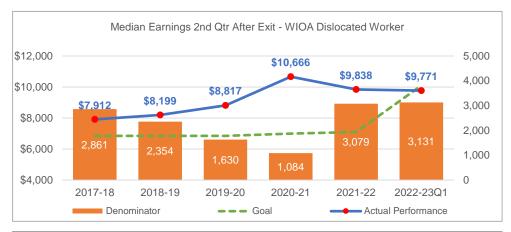
Program Year (PY) 2022-2023 Q1 Report PY (July 1 - June 30)



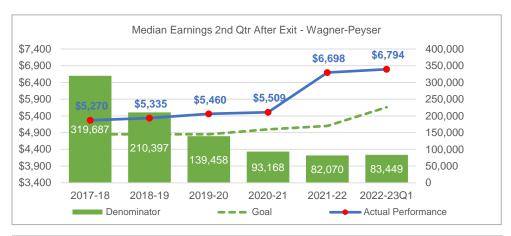
PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	N/A	N/A	N/A	N/A	N/A	N/A
Denominator	12,065	8,453	7,721	5,724	16,555	16,540
Actual Performance	\$7,605	\$8,272	\$8,277	\$8,381	\$7,800	\$7,772
Success (>=90% of Goal)	\$7,065	\$6,165	\$6,165	\$6,300	\$6,300	\$7,570



PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	N/A	N/A	N/A	N/A	N/A	N/A
Denominator	3,026	3,494	2,745	2,372	6,870	6,832
Actual Performance	\$3,243	\$3,614	\$3,896	\$3,900	\$5,013	\$5,070
Success (>=90% of Goal) *	N/A	N/A	N/A	\$2,880	\$2,880	\$3,478



PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	N/A	N/A	N/A	N/A	N/A	N/A
Denominator	2,861	2,354	1,630	1,084	3,079	3,131
Actual Performance	\$7,912	\$8,199	\$8,817	\$10,666	\$9,838	\$9,771
Success (>=90% of Goal)	\$6,165	\$6,165	\$6,165	\$6,300	\$6,390	\$9,084

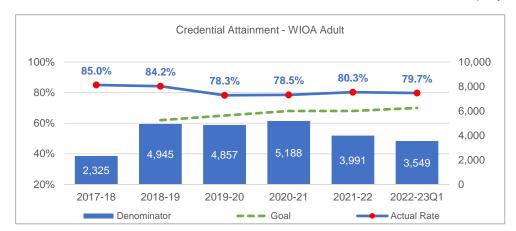


PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	N/A	N/A	N/A	N/A	N/A	N/A
Denominator	319,687	210,397	139,458	93,168	82,070	83,449
Actual Performance	\$5,270	\$5,335	\$5,460	\$5,509	\$6,698	\$6,794
Success (>=90% of Goal)	\$4,365	\$4,365	\$4,365	\$4,500	\$4,590	\$5,093

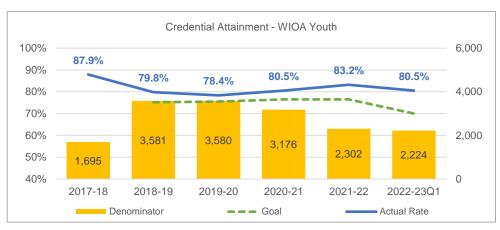
^{*} Goal setting for the Median Earnings 2nd Quarter After Exit metric for WIOA Youth began in PY 2020-2021. Note: Cohorts for PY 2022-23 are participants who received their last service between October 2020 and September 2021.

Credential Attainment Rate

Program Year (PY) 2022-2023 Q1 Report PY (July 1 - June 30)

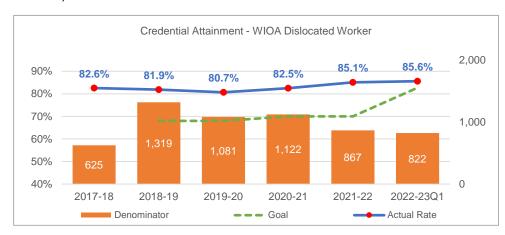


PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	1,976	4,164	3,802	4,074	3,205	2,830
Denominator	2,325	4,945	4,857	5,188	3,991	3,549
Actual Rate	85.0%	84.2%	78.3%	78.5%	80.3%	79.7%
Success (>=90% of Goal)	N/A	55.8%	58.5%	61.2%	61.2%	63.0%



PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	1,490	2,857	2,805	2,557	1,916	1,791
Denominator	1,695	3,581	3,580	3,176	2,302	2,224
Actual Rate	87.9%	79.8%	78.4%	80.5%	83.2%	80.5%
Success (>=90% of Goal)	N/A	67.7%	68.0%	68.9%	68.9%	63.0%

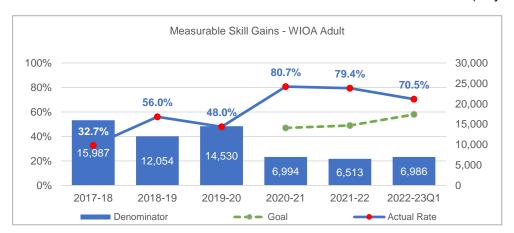
Note: Cohorts for PY 2022-23 are participants who received their last service between April 2020 and March 2021.



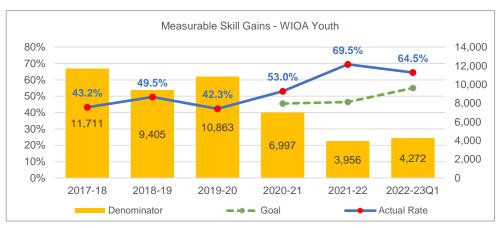
PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	516	1,080	872	926	738	704
Denominator	625	1,319	1,081	1,122	867	822
Actual Rate	82.6%	81.9%	80.7%	82.5%	85.1%	85.6%
Success (>=90% of Goal)	N/A	61.2%	61.2%	63.0%	63.0%	74.4%

Measurable Skill Gains

Program Year (PY) 2022-2023 Q1 Report PY (July 1 - June 30)

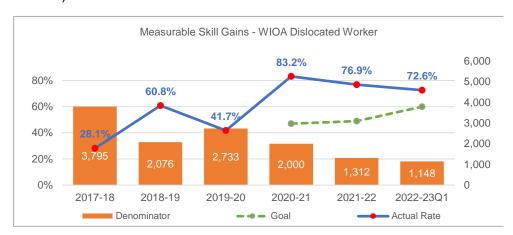


PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	5,226	6,756	6,968	5,646	5,172	4,928
Denominator	15,987	12,054	14,530	6,994	6,513	6,986
Actual Rate	32.7%	56.0%	48.0%	80.7%	79.4%	70.5%
Success (>=90% of Goal)	N/A	N/A	N/A	42.3%	44.1%	52.2%



PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	5,063	4,654	4,597	3,708	2,749	2,757
Denominator	11,711	9,405	10,863	6,997	3,956	4,272
Actual Rate	43.2%	49.5%	42.3%	53.0%	69.5%	64.5%
Success (>=90% of Goal)	N/A	N/A	N/A	41.0%	41.9%	49.5%

Note: Cohorts for PY 2022-23 are participants who received services between October 2021 and September 2022.



PY	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23Q1
Numerator	1,067	1,263	1,141	1,664	1,009	833
Denominator	3,795	2,076	2,733	2,000	1,312	1,148
Actual Rate	28.1%	60.8%	41.7%	83.2%	76.9%	72.6%
Success (>=90% of Goal)	N/A	N/A	N/A	42.3%	44.1%	54.0%



BOARD OF DIRECTORS

GOVERNOR RON DESANTIS



State of Florida Government Representative

CHAIR STEPHANIE SMITH



TECO Energy
Business Representative

JOHN ADAMS, JR.



Booz Allen Hamilton
Business Representative

ABE ALANGADAN



Johnson & Johnson Vision Business Representative

JENNIFER ANDERSON, PH.D.



Community Foundation of Broward Community-Based Organization Representative

MAYOR ERIK J. ARROYO



Band, Gates & Dramis Business Representative

BAYNE BEECHER



PGT InnovationsBusiness Representative

HOLLY BORGMANN



ADT Security Services
Business Representative
Enterprise Florida Representative

KILEY DAMONE



FinFrockBusiness Representative

MANNY DIAZ, JR.



Florida Department of Education Government Representative

ROBERT DOYLE III



Florida Department of Education Division of Blind Services Government Representative

DANE EAGLE



Florida Department of Economic Opportunity Government Representative Economic Development Representation

SOPHIA ECCLESTON



NextEra Energy Resources
Business Representative

ERIC HALL, ED.D.



Department of Juvenile JusticeGovernment Representative

SHEVAUN HARRIS



Florida Department of Children and Families Government Representative

TIM HINSON



Miller Electric Co.
Labor Representative

BILL JOHNSON



Autobahn Indoor Speedway Business Representative

ALLISON KINNEY



HCA Healthcare
Business Representative

JOE MARINO



Veterans Florida
Veterans Representative

KEVIN MCDONALD



Allstate Insurance
Business Representative



BOARD OF DIRECTORS

BRENT MCNEAL



Florida Department of Education Division of Vocational Rehabilitation Government Representative

REP. LAUREN MELO



Florida House of Representatives
Government Representative

MAYOR BRYAN NELSON



City of Apopka Elected Official – City

KEVIN O'FARRELL, PH.D.



Florida Department of Education Division of Career, Technical, and Adult Education Government Representative

Okaloosa County

Okaloosa County
Elected Official – County

COMMISSIONER MEL PONDER

LAURIE SALLARULO



Junior Achievement of South Florida Youth Representative

ROBERT SALONEN



Florida Institute of Technology Education Representative

PATSY SANCHEZ



Buena Vista Consultants, LLC Business Representative

BRIAN SARTAIN



AAR CorporationBusiness Representative

ANDREW SCHMADEKE



Focus School Software Business Representative

LES SIMS



Armstrong Roofing, Inc.
Labor Representative

MEREDITH BROCK STANFIELD



Florida Professional Firefighters, Inc. Labor Representative

EMMANUEL TORMES



The Boeing Company
Business Representative

REP. DANA TRABULSEY



Treasure Coast Business Summit Business Representative

ADRIENNE JOHNSTON



DESIGNEE
Florida Department of
Economic Opportunity
Government Representative

HENRY MACK, ED.D.



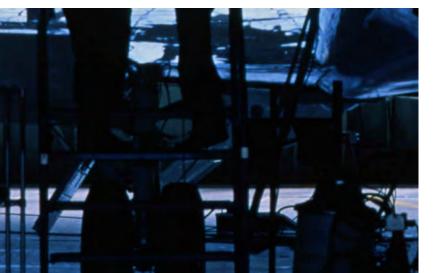
DESIGNEE
Florida Department of Education
Government Representative







ANNUAL REPORT | 2021 – 2022



ELEVATE

FLORIDA CAREERS ON THE RISE

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JOB SEEKER SERVICES
AND OUTCOMES
REACH ACT IMPLEMENTATION
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CLIFF DASHBOARD
REGISTERED APPRENTICESHIPS
OUR CHAMPIONS
ACCOUNTABILITY AND TRANSPARENCY
AND THANSPARENCE



As the Governor's principal workforce policy and investment board, our mission is to connect employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic prosperity. Within this mission, our board's priority over the 2021-2022 fiscal year has been the implementation of the Reimagining Education and Career Help (REACH) Act, which Governor Ron DeSantis signed into law in June 2021.

The law creates a consumer-first workforce system that meets Florida's students, workers and job seekers where they are and prepares them for high-wage, high-demand careers aligned with their interests and goals as well as the needs of Florida's growing businesses. The REACH Act also promotes transparency, accountability, and emphasis on the economic mobility of underserved populations, helping people with barriers to education and employment become selfsufficient through a system-wide approach.

Notably, the REACH Act requires state agencies to work together toward a more integrated workforce and education system for all Floridians. Under the REACH Act, this ecosystem for talent pipeline development includes CareerSource Florida, the state workforce development board; Florida's 24 local workforce development boards and the 100 career centers they oversee; the Department of Economic Opportunity; the Department of Education; the State College System; the State University System; and the Department of Children and Families.

The REACH Act charges the state with reducing the number of local workforce development boards based on population size and commuting patterns. CareerSource Florida, in collaboration with the Governor's REACH Office, is leading this initiative to align Florida's 24 local workforce development boards through an inclusive process that engages all stakeholders. CareerSource Florida contracted with EY (Ernst & Young) to conduct research, analysis, and robust engagement with state and local leaders. CareerSource Florida anticipates providing alignment considerations that will affect the redesignation of local workforce development areas and the consolidation of local workforce development boards to our state board by early 2023.

In addition to board alignment, the law tasks the REACH Office with developing criteria for assigning a letter grade to each local workforce development board and CareerSource Florida with assigning and making public the letter grades annually. Criteria are based on local board performance accountability measures and return on investment with the majority of the grade based on improvement by each local board in the long-term self-sufficiency of participants. CareerSource Florida announced baseline letter grades on Oct. 18, 2022.

The REACH Act also tasks the CareerSource Florida Board of Directors with appointing the Florida Credentials Review Committee, consisting of leaders in education, industry and workforce development to identify degree and non-degree credentials of value for inclusion on a Master Credentials List. The Master Credentials List will be used to prioritize and direct funding for workforce education in the state of Florida. The Credentials Review Committee is working diligently to identify Florida's in-demand jobs, both present and future, and ensure our workforce is prepared to meet that demand.

As Florida works to implement this landmark legislation, CareerSource Florida is leading an additional effort to help put Floridians on the path to self-sufficiency. In partnership with the Federal Reserve Bank of Atlanta, we launched the Career Ladder Identifier and Financial Forecaster (CLIFF) Dashboard, an online tool that uses personalized data to create a meaningful financial forecast for individuals who receive public assistance. The Florida CLIFF Dashboard helps service providers assist clients managing the loss of public assistance as they advance on a career path.

Under Governor Ron DeSantis' leadership, Florida has outpaced the nation with strong job growth and an increasing labor force. Florida's unemployment rate was 2.7% in October 2022. Total private sector employment grew by 5.6%, or 447,800 jobs, between October 2021 and October 2022, faster than the national private sector job growth rate of 4% over the year. As of this October, Florida employers have added jobs every month since May 2020. We are honored to support our Governor's efforts to strengthen Florida's economy, ensure all Floridians have opportunities to prosper, and make Florida No. 1 in the nation for workforce education by 2030.



Chair. Board of Directors Vice President, State & Regional Affairs, TECO



Michelle Dennard

MICHELLE DENNARD President and CEO CareerSource Florida

BOARD OF DIRECTORS

GOVERNOR RON DESANTIS State of Florida

CHAIR STEPHANIE SMITH TECO Energy

JOHN ADAMS, JR. **Booz Allen Hamilton**

ABE ALANGADAN Johnson & Johnson Vision

JENNIFER O'FLANNERY ANDERSON Community Foundation of Broward

MAYOR ERIK J. **ARROYO** Band. Gates & Dramis **BAYNE BEECHER** PGT Innovations

ADT Security Services

Education

Education Division of Blind Services

Economic Opportunity

NextEra Energy Resources

HOLLY BORGMANN

KILEY DAMONE FINFROCK DMC

MANNY DIAZ, JR. Florida Department of

ROBERT DOYLE III Florida Department of

DANE EAGLE Florida Department of

SOPHIA ECCLESTON

Florida Department of Juvenile Justice

ERIC HALL

SHEVAUN HARRIS Florida Department of Children and Families

TIM HINSON Miller Electric Company

BILL JOHNSON Autobahn Indoor Speedway

ALLISON KINNEY HCA Healthcare

JOE MARINO Veterans Florida

KEVIN MCDONALD Allstate Insurance

BRENT MCNEAL

Florida Department of Education Division of Vocational Rehabilitation

REP. LAUREN MELO Florida House of Representatives

MAYOR BRYAN NELSON City of Apopka

KEVIN O'FARRELL Florida Department of Education Division of Career and Adult Education

COMMISSIONER MEL PONDER Okaloosa County

SAMUEL ROBBIN National Jets, Inc.

LAURIE SALLARULO Junior Achievement of South Florida

ROBERT SALONEN Florida Institute of Technology

PATSY SANCHEZ Buena Vista Consultants, LLC

BRIAN SARTAIN AAR Corporation

ANDREW SCHMADEKE Focus School Software

LES SIMS Armstrong Roofing, Inc. MEREDITH BROCK STANFIELD Florida Professional

Firefighters, Inc.

EMMANUEL TORMES The Boeing Company

REP. DANA TRABULSY Treasure Coast Business Summit

DESIGNEES:

ADRIENNE JOHNSTON Florida Department of **Economic Opportunity**

HENRY MACK Florida Department of Education

With gratitude to former members of the CareerSource Florida Board of Directors who served during the 2021-2022 fiscal year.

► FLORIDA WORKFORCE **DEVELOPMENT ASSOCIATION**

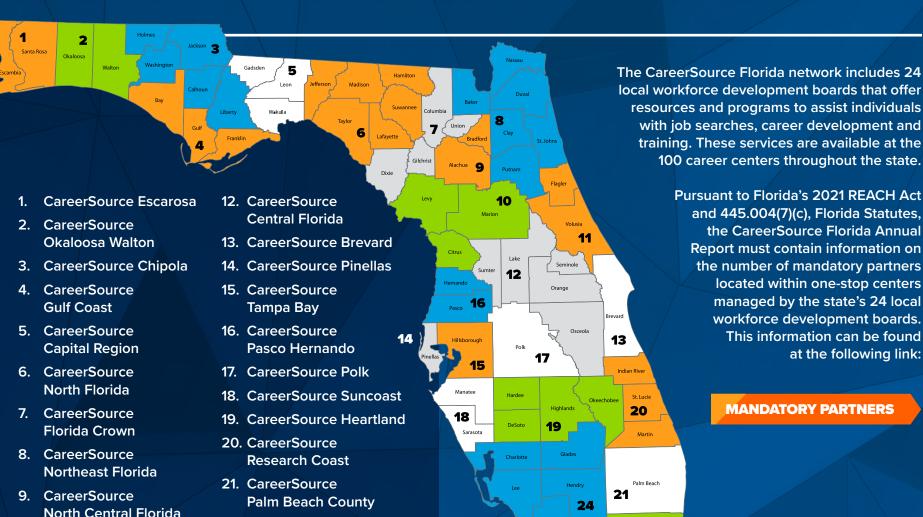
STACY CAMPBELL-DOMINECK. President President and CEO. CareerSource Polk

► FLORIDA WORKFORCE **CHAIRS' ALLIANCE**

JOHN WANAMAKER, Chair

Coldwell Banker Commercial Al Group

LOCAL WORKFORCE DEVELOPMENT BOARDS



22. CareerSource Broward

Southwest Florida

23. CareerSource

24. CareerSource

South Florida

10. CareerSource

11. CareerSource

Flagler Volusia

Citrus Levy Marion

Pursuant to Florida's 2021 REACH Act and 445.004(7)(c), Florida Statutes, the CareerSource Florida Annual Report must contain information on the number of mandatory partners

managed by the state's 24 local workforce development boards. This information can be found

at the following link:

MANDATORY PARTNERS

3 | CAREERSOURCE FLORIDA

22

23



Florida's workforce system is funded primarily through federal dollars. Upon approval of the CareerSource Florida Board of Directors and in alignment with federal funding formulas, the majority of these funds are distributed to the 24 local workforce development boards to directly support employment and training services for businesses and job seekers statewide.

FISCAL YEAR 2021 - 2022 BOARD-ALLOCATED FUNDING

▶ Workforce Innovation and Opportunity Act: \$140.8M Temporary Assistance for Needy Families: \$58.3M \$38.1M Wagner-Peyser Act: \$7.5M Quick Response Training: \$244.7M **TOTAL:** \$38.1M

\$140.8M

DISTRIBUTION OF FISCAL YEAR 2021 - 2022 BOARD-ALLOCATED FUNDING



COLLABORATE. INNOVATE. LEAD.

These are the pillars of the CareerSource Florida network — they represent the foundation of our achievements as a national model for workforce development and reflect our vision for Florida to be the global leader for talent.



OUR MISSION

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

OUR VALUES

Business-Driven, Continuous Improvement, Integrity, Talent Focus and Purpose-Driven

OUR PROMISE

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

\$58.3M

SERVICES AND OUTCOMES

QUICK RESPONSE TRAINING

\$7.5M

in Quick Response Training grants to 15 businesses, **2,599 projected trainees**

INCUMBENT WORKER
TRAINING

\$2.5M

in Incumbent Worker Training grants to 68 businesses, **2,148 projected trainees**

BUSINESS SERVED

50,770

Healthcare: **3,735**Manufacturing: **4,070**

BUSINESS SERVICES

A vital component of Florida's economic growth is ensuring businesses have resources to hire and train new and existing employees. CareerSource Florida's two training grant programs are customizable and business-driven to help employers of all sizes and across many industries grow and compete. The Quick Response Training program, funded by Florida's Governor and legislature, supports businesses needing to train new hires. The federally funded Incumbent Worker Training program helps employers, especially small businesses, stay competitive in an evolving business environment.

QUICK RESPONSE TRAINING

The Quick Response Training grant program, administered by CareerSource Florida, helps the state to effectively retain and attract businesses, creating new high-wage jobs. These grants are available only to new and expanding businesses in Florida. The businesses choose the training providers and control what, when and where training occurs.

Probes Unlimited, a rapidly expanding company based in Pennsylvania, expanded its manufacturing operations to rural Holmes County to take advantage of Florida's great business climate and available skilled workforce.

"Through the Quick Response Training grant we received from CareerSource Florida, we have been able to build our core team, train them and give them a brighter future, as we grow the company here in Florida."

– KYLE HUDSON,
 Probes Unlimited Florida Operations Manager

INCUMBENT WORKER TRAINING

When businesses experience skills gaps, the ability to retain workers, grow and prosper can be compromised. CareerSource Florida's Incumbent Worker Training grants can help. The program provides grants for continuing education and training of current full-time employees at Florida companies.

Summation Research, Inc., a small business in Melbourne, Florida that designs and manufacturers communications equipment, has used Incumbent Worker Training grants to pursue quality standard accreditation and certify employees in the field, increasing the business's competitiveness.

"It's really a no-brainer for any company in Florida, particularly small businesses, to take advantage of a very flexible and generous program with a very helpful staff. With CareerSource Florida, it really feels like we have somebody in our corner who understands the needs of small business."

TODD GROSS
 Summation Research, Inc. President

JOB SEEKER SERVICES

JOB SEEKERS ASSISTED BY
THE CAREERSOURCE FLORIDA
NETWORK NOW EMPLOYED

86,503

4,123 military veterans assisted, now employed

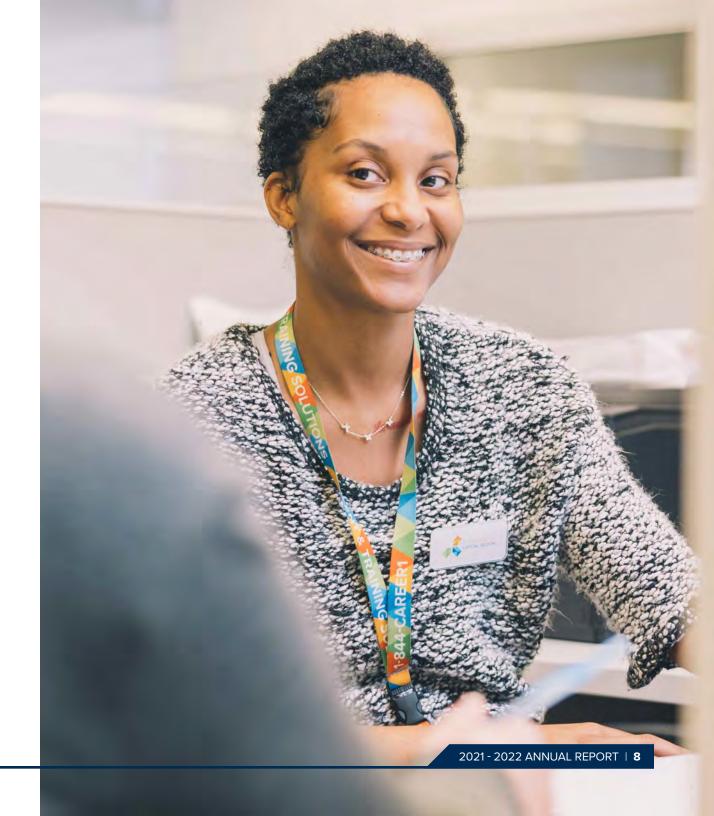
ONLINE JOB POSTINGS (June 2022)

603,000

JOBS GAINED

(July 2021 - June 2022)

452,100



REACH ACT: STRENGTHENING **WORKFORCE THROUGH** COLLABORATION, ACCOUNTABILITY AND TRANSPARENCY

Florida's Reimagining Education and Career Help Act, known as the REACH Act, is a comprehensive blueprint for enhancing access, alignment and accountability across the state's workforce development system. Signed into law by Governor DeSantis in June 2021, the **REACH Act creates a consumer-first workforce system** that assists people looking for jobs, education, training, and support services. The law also fosters continued collaboration among agencies responsible for education and workforce development, such as CareerSource Florida, local workforce development boards, onestop career centers, the Department of Economic Opportunity, the Department of Education, the Board of Governors and the Department of Children and Families.

"With the implementation of the REACH Act. Florida is further elevating workforce education and training by strengthening our state's that incentivizes enrollment and completion.

emphasis on collaboration among workforce agencies. By working together to develop the most robust talent development pipeline possible, we help ensure that every Floridian has access to quality education and the training needed to succeed in our ever-evolving economy."

CareerSource Florida President and CEO

As required under the REACH Act, the CareerSource Florida Board of Directors appointed the state's first Credentials Review Committee, charged with identifying the most in-demand credentials for inclusion in a Master Credentials List. These 18 leaders in business, state and local government, education. economic development, community development and labor are working to establish a definition for credentials of value and create a framework of quality

The Master Credentials List will serve as a foundational and direction-setting tool in Florida's talent supply system, creating an accessible, transparent inventory of state-approved credentials and directing federal and state funds for workforce education and training programs. The list will best align Florida's workforce education systems with high-demand and high-wage workforce needs. Notably, the list can be amended periodically in response to emerging workforce gaps.



CareerSource Florida is also exploring approaches to aligning Florida's 24 local workforce development boards, consistent with the charge for reducing the number of local boards under the REACH Act, to achieve a more coordinated approach in delivering and using essential workforce development resources and services through enhanced alignment and accountability.

As part of this alignment evaluation process, CareerSource Florida has contracted with EY (Ernst & Young LLP) to conduct research and discovery. Work underway includes listening to stakeholders, analyzing data and examining solutions implemented in other states. Initial findings were presented to the CareerSource Florida Board of Directors in June, with a more in-depth evaluation including additional local and state listening sessions and opportunities for engagement planned. Alignment considerations that will affect the redesignation of local workforce development areas and the potential consolidation of local workforce development boards is anticipated to be provided to the CareerSource Florida Board of Directors by early 2023. All recommendations will comply with federal Workforce Innovation and Opportunity Act requirements.

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CREDENTIALS REVIEW COMMITTEE ALIGNS EDUCATION AND TRAINING WITH INDUSTRY NEEDS



Florida's future economic success depends upon our ability to build a skilled talent pipeline to support the growth of high-demand, high-wage industries. To ensure Florida's education system aligns with projected talent needs, several of Florida's top industry, workforce and education leaders are members of a new committee working with the state's businesses and educational institutions to identify the most in-demand credentials for inclusion in a Master Credentials List. The Master Credentials List will be used to prioritize and direct funding for workforce education in the state of Florida.

This Credentials Review Committee has engaged in timely, rigorous, and collaborative analysis to assess future business needs. The committee was asked to develop a definition for credentials of value, create a framework of quality, and identify non-degree and degree credentials of value to ensure instructional programs prepare Floridians for in-demand occupations.

"Florida is ahead of the curve in this intersectional work. This effort puts us at the forefront of having a true talent supply system that allows us to be proactive in developing the talent we need to drive the economic growth we seek. The development of a Master Credential List will establish Florida as a national model for using dynamic occupational demand and supply data, layered with local, real-time workforce insights, to direct and braid funding to meet the needs of both job seekers and employers."

JENNIFER GROVE

Vice President for External Relations at Baptist Health Care and a member of the Credentials Review Committee

Established under Florida's Reimagining
Education and Career Help (REACH) Act of
2021, the Credentials Review Committee
is tasked with identifying credentials of
value and approving a Master Credentials
List for presentation to the CareerSource
Florida Board of Directors and State Board
of Education. Such credentials must include
registered apprenticeship programs, industry
certifications, licenses, advanced technical
certificates, college credit certificates, career
certificates, applied technology diplomas,
associate degrees and baccalaureate degrees.

To date, the committee has created an extensive list of more than 500 degree and non-degree credentials for careers in healthcare, manufacturing, public safety, construction, information technology, transportation and more. Additions to the list are planned on a quarterly basis once the definition for credentials of value has been established. Annual updates will occur when new labor market information becomes available.

Thank you to all Credential Review Committee members for your contributions across four workgroups: Credential Sequencing, Credential Identification, Wage Thresholds and Demand Thresholds. Workgroup members include senior representatives from the Florida Department of Education, Florida Department of Economic Opportunity, CareerSource Florida, REACH Office, local school districts and postsecondary institutions, the Florida Council of 100, and the Florida Chamber Foundation.

CREDENTIALS REVIEW COMMITTEE MEMBERS

CHAIR KATIE CROFOOT REACH Office, Executive Office of the Governor

TIMOTHY BEARD

Pasco Hernando State

College

MICHAEL BISKIE

B & I Contractors

ROBERT BOYD
Independent Colleges
and Universities of
Florida

ADAM CALLAWAY
Florida Department of
Economic Opportunity*

HUGH CAMPBELL AC4S Technologies

KEVIN CARR FloridaMakes KATHERINE GOLETZ
Florida Department
of Agriculture and

Consumer Services

LLOYD GREGG
ASRC Federal

JENNIFER GROVE
Baptist Health Care

DIANE HEAD
CareerSource North
Florida

KATHY HEBDA
Florida College System

ADRIENNE JOHNSTON
Florida Department of
Economic Opportunity

DEBBIE MAGRUDER
Full Sail University

KEVIN O'FARRELL

Florida Department of Education Division of Career and Adult Education

JACOB OLIVA
Florida Department of
Education Division of
Public Schools

RAY RODRIGUES
State University System

JAMES TAYLOR Florida Technology Council

*Appointed Sept. 12, 2022

With gratitude to former members Marshall Criser, State University System, Henry Mack, Florida Department of Education, and Casey Penn, previously with the Florida Department of Economic Opportunity.

CLIFF DASHBOARD CHARTS A PATH TO SELF-SUFFICIENCY

For Floridians on public assistance, getting a job with livable wages and the potential for upward mobility is key to getting on a path to selfsufficiency. However, as these individuals attain the necessary training and begin climbing the career ladder, they may encounter "fiscal cliffs" that deter them from progressing. For people receiving subsidies for childcare, food or housing, taking a job with even slightly higher wages can reduce eligibility for these benefits and result in a lower net income. leaving them unable to pay for day-to-day necessities.



In partnership with the Federal Reserve Bank of Atlanta. CareerSource Florida debuted a digital tool to predict and plan for these moments. The Florida Career Ladder Identifier and Financial Forecaster (CLIFF) Dashboard creates a financial forecast that predicts periods of financial shortfall, as well as long-term wage growth along two chosen career paths. These benefit cliffs identified in the Dashboard can then be addressed with wraparound services until education and training result in higher wages that render public assistance unnecessary.

More than one in five children in Florida live in poverty, with many households headed by a single parent experiencing root causes of poverty such as lack of education, housing, transportation, healthcare, food, and child and family care. The CLIFF Dashboard addresses these challenges. The data-rich tool improves the job seekers' understanding of precisely when benefit cliffs may occur across different counties as wages increase in their chosen career paths.

Brittany Birken, Ph.D., principal advisor at the Federal Reserve Bank of Atlanta and previous member of the CareerSource Florida Board of Directors, co-led a presentation on the CLIFF Dashboard at the National Association of Workforce Boards in April. She recalled encountering a benefits cliff for the first time while working as Florida's childcare state administrator.

"I had a single mother of two contact me and say, 'I was just offered a 10-cent an hour wage increase from my employer and if I've done my math right, I think I'm going to lose access to the childcare subsidy," Birken said. "We confirmed her math. For that annual wage increase of just over \$200, she was going to lose access to \$9,000 in childcare support — and it was before she could afford it independently. And she said, 'What do I do?'"

BRITTANY BIRKEN, PH.D.
 Principal Advisor at the Federal Reserve Bank of Atlanta
 and previous member of the CareerSource Florida Board of Directors

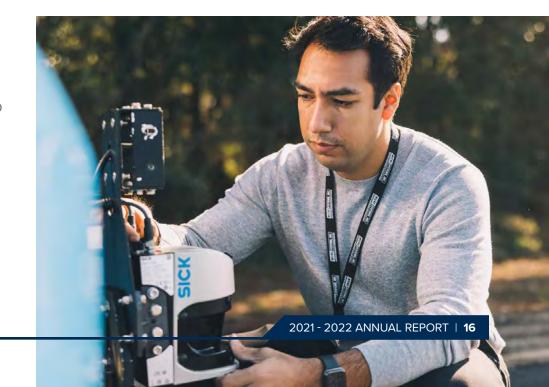
CareerSource Florida launched a pilot program that included nine local workforce development boards, in rural and urban areas, using the CLIFF Dashboard with customers from January through April. The Anita Zucker Center at the University of Florida gathered and analyzed data. In their research report, they found that 79% of clients said the tool impacted their career-related decisions. CareerSource Florida staff said clients who derive the most benefit from the CLIFF Dashboard are those with a minimum of a high school diploma or GED who are interested in a career change. Findings from the pilot are advancing improvements to the Dashboard, including the addition of more occupations, the identification of in-demand occupations, and making available a Spanish version of the tool.

The pilot had an immediate impact at CareerSource Research Coast, at which grant dollars were arranged to support a mother of two who wanted to complete her final two semesters toward an associate degree in nursing. She had not been formally employed in nearly a decade.

"After training, her salary increased and she was no longer eligible to receive subsidized childcare, but we were able to use grant funds to put her on a three-year childcare payment phase-out plan. This assistance helped her fulfill a lifelong dream of becoming a registered nurse and also brought another much-needed healthcare worker into our community."

BRIAN BAUER
 President and CEO of CareerSource Research Coast

Recent enhancements to the Florida CLIFF Dashboard include options for modeling public benefit scenarios based on larger household sizes. Statewide implementation of this powerful tool, continuing in the 2022-2023 program year, will result in expanded use across both the CareerSource Florida and external partner networks. Ultimately, the Florida CLIFF Dashboard represents a distinctive element within the integrated, cross-partner efforts currently being developed and deployed to achieve the objectives of the state's landmark REACH Act, supporting our shared customers' progress toward economic self-sufficiency and stability for themselves and their families.



REGISTERED APPRENTICESHIPS: AN INDUSTRY-DRIVEN, FLEXIBLE TALENT SOLUTION

Florida needs talent in a wide variety of industries, inluding healthcare, aviation, advanced manufacturing and cybersecurity. Registered apprenticeship programs enable employers to develop and train their own talent. This proven approach enables employers to draw from a more diverse talent pool and ensure they can build a talent pipeline, resulting in improved productivity, loyalty and profitability. For job seekers, registered apprenticeships provide a high-quality career pathway resulting in higher wages and a nationally-recognized credential. Registered apprenticeships have been used in the U.S. for nearly 100 years, more employers are finding this work-based talent development strategy to be a proven way to train and retain talent.



Florida's registered apprenticeship and preapprenticeship programs continue to grow, with 328 registered programs, more than 17,000 registered apprentices and preapprentices and nearly 3,600 participating employers. The types of apprenticeships grew as well, with eight additional occupations registered for a total of 99 apprenticeable occupations in well-paying fields including energy, finance and information technology.

"Registered apprenticeship and preapprenticeship training programs are a key component of Florida's workforce education. They provide excellent opportunities for employers to develop and apply industry standards to training programs that can increase productivity, attract and retain highly qualified employees, and improve their retention and overall performance."

GOVERNOR RON DESANTIS
 State of Florida

CareerSource Florida, the Florida
Department of Economic Opportunity
and the Florida Department of Education
collaborate on Apprentice Florida, an
initiative to encourage and assist businesses
in establishing apprenticeships and educate
Floridians about pursuing these earn-whileyou-learn opportunities.



The CareerSource Florida Board of Directors has allocated \$2.75 million since 2020 to expand registered apprenticeships, including \$1.5 million to support an Apprenticeship Navigator at each of the 24 local workforce development boards. As registered apprenticeship programs grow, more Floridians are completing them: 1,917 individuals completed an apprenticeship this year, an increase of 42 percent. With 328 registered apprenticeship and preapprenticeship programs active during the program year, a total of 17,179 apprentices and preapprentices received training.

The apprentices who completed their program and received an apprenticeship certificate of completion earned an average exit wage of \$23.86 per hour, which equates to an annual salary of nearly \$50,000.

As CareerSource Florida and partners throughout the state work to implement the 2021 REACH Act, apprenticeships will continue to expand as a proven solution that meets local demand for labor in occupations that lead to self-sustaining jobs.

REGISTERED APPRENTICESHIP BRINGS FATHER FROM FOOD STAMPS TO \$24 AN HOUR

Ariel Perez was a 32-year-old married father on the Supplemental Nutrition Assistance Program (SNAP) until he gained the job skills to achieve self-sufficiency through a registered apprenticeship program.

When he began working at A-1 Roof
Trusses for \$12 per hour, Perez didn't even
know what a truss was. But he had a goal
to learn more, earn more and advance.
After a few months of experience, Perez
completed the on-the-job training program
and enrolled in the Industrial Manufacturing
Technician Apprenticeship program through
CareerSource Research Coast. His salary
jumped to \$17.50 per hour.

He has since been promoted to Quality Control Supervisor, a position that earns \$24 per hour and his family no longer needs public assistance.

"Now I am in a position to encourage and train others at A-1 Roof Trusses and assist them to take a similar path that was successful for me."

– ARIEL PEREZA-1 Roof Trusses



MIAMI COLLABORATION PRODUCES UNIQUE REGISTERED APPRENTICESHIP PROGRAM

In Miami, numerous stakeholders worked together to help an automotive dealer build a registered apprenticeship program to train the service technicians it desperately needs.

The resulting partnership is a textbook example of workforce, education and economic development sectors working together to support industry needs. Miami Dade College, the Miami Dade County Beacon Council and Miami Community Ventures partnered with CareerSource South Florida, which invested \$97,200 in the business-led program to launch the first Automotive Technician apprenticeship in the area. The first cohort graduated in September 2022 and graduates are successfully employed throughout the Warren Henry group of auto dealers.

"The automotive industry has experienced a technician shortage of over 40,000 for the past few years. Warren Henry is proud to bring another apprenticeship program to Miami and be part of the solution."

Chief Financial Officer at Warren Henry Auto Group

The earn-while-you-learn program benefits include an entry wage of \$18 per hour and health insurance, as well as free tuition, books and tools. Successful apprentices received an Apprenticeship Certificate of Completion issued by the Florida Department of Education.

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OUR **CHAMPIONS**



In celebration of the dedicated and accomplished team members from each local workforce development board, leaders of the CareerSource Florida network recognized the following 2021-2022 Leadership Award winners at the annual Workforce Professional **Development Summit:**



PASTOR GERARD DUNCAN





















































Accountability and transparency are top priorities for CareerSource Florida as an organization and as a network of local workforce development boards dedicated to delivering meaningful performance outcomes while ensuring investments and actions earn and protect the public trust.

Please see the following required audits and reports at this link:

careersourceflorida.com/about-us/public-

▶ 2021-2022 Financial Statements and **Audit Report**

Please see the following required investigations and reports at this link:

floridajobs.org/local-workforce-developmentboard-resources/program-monitoring-andreports/2020-usdol-s-compliance-reviewand-responses

- ▶ Florida Department of Economic **Opportunity Compliance Review** Response - September 30, 2020
- USDOL Compliance Review Report -January 15, 2021
- ▶ USDOL Compliance Review Report -February 18, 2021







A proud partner of the American Job Center network

careersourceflorida.com

CareerSource Florida is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Disponible en Español.







December 1, 2022

CareerSource Florida, Inc PO Box 13179 Tallahassee, FL 32317

Dear Mr. Collins:

Enclosed is the organization's 2021 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-TE to our office. We will transmit the return electronically to the IRS and no further action is required. Return Form 8879-TE to us by May 15, 2023.

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

Very truly yours,

Michael C Carter

TAX RETURN FILING INSTRUCTIONS

FORM 990

FOR THE YEAR ENDING

June 30, 2022

Pre	par	ed	Fc	r:
-----	-----	----	----	----

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-TE 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-TE to us by May 15, 2023

EXTENDED TO MAY 15, 2023

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

OMB No. 1545-0047

▶ Do not enter social security numbers on this form as it may be made public.

Department of the Treasury Internal Revenue Service

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

Open to Public Inspection

<u>A</u>	For the	2021 calendar year, or tax year beginning JUL 1, 2021 and e	ending J	<u>UN 30, 2022</u>				
	Check if applicable	C Name of organization		D Employer identifi	cation number			
	Addres change							
	Name change			59-3659026				
	Initial return Final return/	Number and street (or P.O. box if mail is not delivered to street address) PO BOX 13179	E Telephone numbe 850-692-					
	termin- ated	City or town, state or province, country, and ZIP or foreign postal code		G Gross receipts \$	13,537,394.			
	Amend return	TALLAHASSEE, FL 32317		H(a) Is this a group re	eturn			
	Applica tion	F Name and address of principal officer: MICHELLE DENNARD		for subordinates	? Yes X No			
	pendin	SAME AS C ABOVE		H(b) Are all subordinates in	ncluded? Yes No			
		mpt status: $X = 501(c)(3) = 501(c)(3)$ (insert no.) 4947(a)(1) or	r 527	If "No," attach a	list. See instructions			
		e: ► CAREERSOURCEFLORIDA.COM		H(c) Group exemption				
		organization: X Corporation Trust Association Other ►	L Year	of formation: 2000	M State of legal domicile; \mathbf{FL}			
P	_	Summary						
ď	1 1	Briefly describe the organization's mission or most significant activities: $\ \overline{ ext{THE} \ ext{F}}$						
ŭ	9	CONNECTS EMPLOYERS WITH QUALIFIED, SKILLEI	D TALE	ENT AND FLOR	<u>IDIANS</u>			
Activities & Governance	2 (Check this box if the organization discontinued its operations or dispose	ed of more	than 25% of its net as:				
Š	1 8			3	35			
ري ص	4 1	Number of independent voting members of the governing body (Part VI, line 1b) $$			33			
es	5	Total number of individuals employed in calendar year 2021 (Part V, line 2a)			28			
Ξ	6	Total number of volunteers (estimate if necessary)			33			
Act	7a 7	Total unrelated business revenue from Part VIII, column (C), line 12			0.			
_	1 d	Net unrelated business taxable income from Form 990-T, Part I, line 11	······		0.			
				Prior Year	Current Year			
9	8 (Contributions and grants (Part VIII, line 1h)		20,141,496.	13,537,372.			
ē	9 [Program service revenue (Part VIII, line 2g)		0.	0.			
Revenue	10	nvestment income (Part VIII, column (A), lines 3, 4, and 7d)		44.	22.			
	ייין (Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)		0.	0.			
		Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)		20,141,540.				
	1	Grants and similar amounts paid (Part IX, column (A), lines 1-3)		12,260,543.	6,272,075.			
	1	Benefits paid to or for members (Part IX, column (A), line 4)		0.	0.			
S	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)		3,293,612.	3,114,536.			
Expenses	16a F	Professional fundraising fees (Part IX, column (A), line 11e)		0.	0.			
Ž	b		0.	4 604 160	4 1 4 7 0 0 4			
	'' \	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)		4,604,168. 20,158,323.	4,147,994.			
	1	Fotal expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)						
	19 F	Revenue less expenses. Subtract line 18 from line 12		-16,783.	2,789.			
Net Assets or				ginning of Current Year	End of Year			
SSG	20 기	Fotal assets (Part X, line 16)		10,008,941. 8,735,707.	11,274,205. 10,260,252.			
et A	21	Fotal liabilities (Part X, line 26)		1,273,234.	1,013,953.			
	∃ 22 ↑ art II	Net assets or fund balances. Subtract line 21 from line 20		1,4/3,434.	1,013,933.			
		ties of perjury, I declare that I have examined this return, including accompanying schedules	and etateme	ante and to the heet of m	/ knowledge and helief it is			
		, and complete. Declaration of preparer (other than officer) is based on all information of which			r knowledge and belief, it is			
uu	, 0011001	Client Copy	on properor	nas any knowledge.				
Sig	.n.	Signature of officer		Date				
He	1	ANDREW COLLINS, COO/CFO						
110		Type or print name and title						
		Print/Type preparer's name Preparer's signature] [Date Check	PTIN			
Pai		MICHAEL C CARTER MICHAEL C CARTER	. 1	.2/01/22 if self-employ	P00292302			
		Firm's name CARR, RIGGS & INGRAM, LLC			72-1396621			
		Firm's address 2633 CENTENNIAL BLVD., STE 200		I IIII O LIIV				
	,	TALLAHASSEE, FL 32308		Phone no. 85	0.878.8777			
Ma	v the IR			11.1101101101	X Yes No			

Form	1990 (2021) CAREERSOURCE FLORIDA, INC	59-3659026	Page 2
Pa	rt III Statement of Program Service Accomplishments		
	Check 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 QUAI	משדשה	
	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?	Ves	X 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	X 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 r	neasured by expenses.	
	Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to other	s, the total expenses, ar	nd
	revenue, if any, for each program service reported.		
4a	(Code:) (Expenses \$3 , 951 , 480 . including grants of \$3 , 951 , 480 .) (Revenue	IO \$	
Tu	THE QUICK RESPONSE TRAINING PROGRAM, FUNDED WITH STATE DO		
	PROVIDES CUSTOMIZED TRAINING TO NEW VALUE ADDED BUSINESSI		
	FLORIDA AND TO EXISTING OR EXPANDING BUSINESSES THAT MEET	r THE STATE	<u>s </u>
	ECONOMIC GOALS.		
4b	(Code:) (Expenses \$ 2 , 320 , 595 . including grants of \$ 2 , 320 , 595 .) (Revenue	ie \$	<u> </u>
	THE INCUMBENT WORKER TRAINING PROGRAM PROVIDES GRANT FUNI		<u> </u>
	COMPANIES FOR SKILLS UPGRADE TRAINING OF CURRENTLY EMPLOY		
	AN EFFORT TO KEEP THE COMPANY AND WORKERS COMPETITIVE. THE		
			<u> </u>
	FUNDED WITH FEDERAL WORKFORCE INNOVATION AND OPPORTUNITY	ACT (WIOA)	
	DOLLARS.		
4c	(Code:) (Expenses \$3 , 128 , 613 •including grants of \$) (Revenue	ue \$	
	CONTRACTS EXECUTED BY CAREERSOURCE FLORIDA, INC. FOR SERV		ED /
	BY VENDORS TO SUPPORT STATE-LEVEL INITIATIVES.	TODD THOVED.	
	BI VENDORS TO SUFFORT STATE-DEVEL INTITATIVES.		
4d	Other program services (Describe on Schedule O.)		
		١	
4.	0.400.600		
<u>4e</u>	Total program service expenses ▶ 9,400,688.		Q0 (000 t)
		Form 9	90 (2021)

Form 990 (2021) CAREERSOURCE FLORIDA, INC 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)?			
	If "Yes," complete Schedule A	1	Х	
2	Is the organization required to complete Schedule B, Schedule of Contributors? See instructions	2	X	
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for			
	public office? If "Yes," complete Schedule C, Part I	3		X
4	Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect			
	during the tax year? If "Yes," complete Schedule C, Part II	4		Х
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 Rev. Proc. 98-19? If "Yes," complete Schedule C, Part III	5		Х
6	Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to	<u> </u>		
	provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	6		Х
7	Did the organization receive or hold a conservation easement, including easements to preserve open space,	Ť		
'	the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	7		X
	Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If</i> "Yes," <i>complete</i>	-		1
8	, ,			x
•	Schedule D, Part III	8		
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?			3,7
	If "Yes," complete Schedule D, Part IV	9		<u> </u>
10	Did the organization, directly or through a related organization, hold assets in donor-restricted endowments			
	or in quasi endowments? If "Yes," complete Schedule D, Part V	10		<u> X</u>
11	If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X,			
	as applicable.			
а	Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D,			
	Part VI	11a	X	
b	Did the organization report an amount for investments - other securities in Part X, line 12, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	11b		X
С	Did the organization report an amount for investments - program related in Part X, line 13, that is 5% or more of its total			
	assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	11c		X
d	Did the organization report an amount for other assets in Part X, line 15, that is 5% or more of its total assets reported in			
	Part X, line 16? If "Yes," complete Schedule D, Part IX	11d	Х	
е	Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	11e	X	
f	Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses			
	the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	11f	Х	
12a	Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete			
	Schedule D, Parts XI and XII	12a	Х	
h	Was the organization included in consolidated, independent audited financial statements for the tax year?	IZU		
D	, .	12b		x
12	If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	13		X
13	Did the appropriation projection of the control of the Heiland Oletes O			X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		 ^
b	Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business,			
	investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000			x
	or more? If "Yes," complete Schedule F, Parts I and IV	14b		<u> </u>
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? If "Yes," complete Schedule F, Parts II and IV	15		X
16	Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to			3,7
	or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV	16		<u> </u>
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? If "Yes," complete Schedule G, Part I. See instructions	17		<u> X</u>
18	Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines			
	1c and 8a? If "Yes," complete Schedule G, Part II	18		X
19	Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes,"			
	complete Schedule G, Part III	19		X
20 a	Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	20a		X
b		20b		
21	Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or			
	domestic government on Part IX, column (A), line 1? If "Yes." complete Schedule I, Parts I and II	21	X	

	n 990 (CAREERSOURCE	
Pa	rt IV	Checklist of	of Required Schedules $_{\it (}$	continued)
22	Did t	he organization	report more than \$5,000 of gra	nts or other assis

	· (continued)		Yes	No
22	Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on		100	110
	Part IX, column (A), line 2? If "Yes," complete Schedule I, Parts I and III	22		х
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5, about compensation of the organization's current			
	and former officers, directors, trustees, key employees, and highest compensated employees? If "Yes," complete			
	Schedule J	23	X	
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the			
	last day of the year, that was issued after December 31, 2002? If "Yes," answer lines 24b through 24d and complete			
	Schedule K. If "No," go to line 25a	24a		Х
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
С	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease			
	any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
2 5a	Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit			
	transaction with a disqualified person during the year? If "Yes," complete Schedule L, Part I	25a		X
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and			
	that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete			
	Schedule L, Part I	25b		X
26	Did the organization report any amount on Part X, line 5 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? If "Yes," complete Schedule L, Part II	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? If "Yes," complete Schedule L, Part III	27		X
28	Was the organization a party to a business transaction with one of the following parties (see the Schedule L, Part IV,			
	instructions for applicable filing thresholds, conditions, and exceptions):			
а	A current or former officer, director, trustee, key employee, creator or founder, or substantial contributor? If			٦,
	"Yes," complete Schedule L, Part IV	28a		X
	A family member of any individual described in line 28a? If "Yes," complete Schedule L, Part IV	28b		
С	A 35% controlled entity of one or more individuals and/or organizations described in line 28a or 28b? If			.
00	"Yes," complete Schedule L, Part IV	28c		X
29	Did the organization receive more than \$25,000 in non-cash contributions? If "Yes," complete Schedule M	29		
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation	20		х
24	contributions? If "Yes," complete Schedule M	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? If "Yes," complete Schedule N, Part I	31		
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If</i> "Yes," <i>complete</i>	32		x
33	Schedule N, Part II Did the organization own 100% of an entity disregarded as separate from the organization under Regulations	32		25
33	sections 301.7701-2 and 301.7701-3? If "Yes," complete Schedule R, Part I	33		x
34	Was the organization related to any tax-exempt or taxable entity? If "Yes," complete Schedule R, Part II, III, or IV, and	33		
J	Part V, line 1	34	х	
35a	Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a		Х
	If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity	554		
~	within the meaning of section 512(b)(13)? If "Yes," complete Schedule R, Part V, line 2	35b		
36	Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization?			
	If "Yes," complete Schedule R, Part V, line 2	36		х
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? If "Yes," complete Schedule R, Part VI	37		Х
38	Did the organization complete Schedule O and provide explanations on Schedule O for Part VI, lines 11b and 19?			
	Note: All Form 990 filers are required to complete Schedule O	38	Х	
Pa	rt V Statements Regarding Other IRS Filings and Tax Compliance			
	Check if Schedule O contains a response or note to any line in this Part V			
			Yes	No
1a	Enter the number reported in box 3 of Form 1096. Enter -0- if not applicable			
b	Enter the number of Forms W-2G included on line 1a. Enter -0- if not applicable			
С	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming			
	(gambling) winnings to prize winners?	1c	X	
12200	4 12 00 21	Form	990	(2021)

Page 5 Part V Statements Regarding Other IRS Filings and Tax Compliance 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 28 Х b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? 2b Note: If the sum of lines 1a and 2a is greater than 250, you may be required to e-file. See instructions. Х 3a Did the organization have unrelated business gross income of \$1,000 or more during the year? За **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)? Х 4a **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). Х **5a** Was the organization a party to a prohibited tax shelter transaction at any time during the tax year? X Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction? 5b c If "Yes" to line 5a or 5b, did the organization file Form 8886-T? 6a Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit Х any contributions that were not tax deductible as charitable contributions? 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). Х 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 If "Yes," did the organization notify the donor of the value of the goods or services provided? 7b Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required X to file Form 8282? d If "Yes," indicate the number of Forms 8282 filed during the year 7d X Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract? Х Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract? 7f If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required? 7g If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C? 7h 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 Sponsoring organizations maintaining donor advised funds. Did the sponsoring organization make any taxable distributions under section 4966? 9a 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 Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities 11 Section 501(c)(12) organizations. Enter: Gross income from members or shareholders Gross income from other sources. (Do not net amounts due or paid to other sources against amounts due or received from them.) 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 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. 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 Enter the amount of reserves on hand X Did the organization receive any payments for indoor tanning services during the tax year? b If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation on Schedule O 14b Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or Х excess parachute payment(s) during the year? If "Yes," see the instructions and file Form 4720, Schedule N. X Is the organization an educational institution subject to the section 4968 excise tax on net investment income? 16 If "Yes," complete Form 4720, Schedule O. Section 501(c)(21) organizations. Did the trust, any disqualified person, or mine operator engage in any activities that would result in the imposition of an excise tax under section 4951, 4952 or 4953?

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If "Yes," complete Form 6069.

CAREERSOURCE FLORIDA, INC 59-3659026 Form 990 (2021) 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 Yes No 35 1a Enter the number of voting members of the governing body at the end of the tax year 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. 33 **b** Enter the number of voting members included on line 1a, above, who are independent Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other Х officer, director, trustee, or key employee? 2 Did the organization delegate control over management duties customarily performed by or under the direct supervision 3 X of officers, directors, trustees, or key employees to a management company or other person? 3 X Did the organization make any significant changes to its governing documents since the prior Form 990 was filed? 4 Did the organization become aware during the year of a significant diversion of the organization's assets? 5 Did the organization have members or stockholders? 6 6 Х 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? Х 7a **b** Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body? X 7b Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following: Х a The governing body? 8a **b** Each committee with authority to act on behalf of the governing body? Х 8b 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 Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.) Yes Nο 10a Did the organization have local chapters, branches, or affiliates? 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? Х 11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form? 11a b Describe on Schedule O the process, if any, used by the organization to review this Form 990. Х 12a Did the organization have a written conflict of interest policy? If "No," go to line 13 12a Х b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts? 12b c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes." describe Х 12c on Schedule O how this was done Did the organization have a written whistleblower policy? Х 13 13 Did the organization have a written document retention and destruction policy? 14 Х 14 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? The organization's CEO, Executive Director, or top management official Х 15a

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

If "Yes" to line 15a or 15b, describe the process on Schedule O. See instructions.

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.

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

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.

Other officers or key employees of the organization

taxable entity during the year?

16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a

20	State the name, address, and telephone numl	nber of the person who possesses the organization's books and record	ls					
	ANDREW COLLINS - 850-759-4334							
	PO BOX 13179, TALLAHASS	SEE, FL 32317						

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Х

Х

15b

16a

16h

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

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

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

- 1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.
- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
 - List all of the organization's current key employees, if any. See the 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, Form 1099-MISC, and/or box 1 of Form 1099-NEC) 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.

Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

See the instructions for the order in which to list the persons above.

(A)	(B)	J. ga			C)			(D)	(E)	(F)
Name and title	Average hours per week	box	not cl	heck i	more son is	than of s both or/trus	n an	Reportable compensation from	Reportable compensation from related	Estimated amount of other
	(list any hours for related organizations below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	the organization (W-2/1099-MISC/ 1099-NEC)	organizations (W-2/1099-MISC/ 1099-NEC)	compensation from the organization and related organizations
(1) MICHELLE R. DENNARD	50.00	-						000 500		25 552
PRESIDENT/CEO	F0 00			Х				233,708.	0.	35,753.
(2) ANDREW COLLINS	50.00	-						000 050		46 142
COO/CFO	40.00			Х				202,958.	0.	46,143.
(3) ANDRA CORNELIUS	40.00	-				,,		147 057		21 522
SVP BUSINESS & WORKFORCE	40.00					X		147,857.	0.	31,533.
(4) ADRIANE GRANT	40.00	-				,,		140 060		27 257
VP EXTERNAL AFFAIRS	40.00					X		140,962.	0.	37,257.
(5) DAN MCGREW	40.00	-				7,		100 011	_	41 720
VP OF POLICY/PERFORMANCE	40.00					X		122,811.	0.	41,738.
(6) VICTORIA HELLER	40.00	1				X		101 000	0.	26 022
(7) NATHAN ROBERTS	40.00					^		101,099.	0.	36,923.
	40.00	1				x		107 614	0.	22,200.
MIS DIRECTOR (8) ABE ALANGADAN	1.00					^		107,614.	0.	22,200.
BOARD MEMBER	1.00	Х						0.	0.	0.
(9) ALLISON KINNEY	1.00	Δ						0.	0.	· ·
BOARD MEMBER	1.00	Х						0.	0.	0.
(10) BAYNE NEECHER	1.00	Λ						0.	0.	•
BOARD MEMBER	1.00	х						0.	0.	0.
(11) BILL JOHNSON	1.00	22						•	0.	•
BOARD MEMBER	1.00	х						0.	0.	0.
(12) BRENT MCNEAL	1.00									
BOARD MEMBER		Х						0.	0.	0.
(13) BRIAN SARTAIN	1.00								<u> </u>	
BOARD MEMBER		Х						0.	0.	0.
(14) BRITTANY BIRKEN	1.00								-	
BOARD MEMBER		Х						0.	0.	0.
(15) BRYAN NELSON	1.00									
BOARD MEMBER		Х						0.	0.	0.
(16) DANA TRABULSY	1.00									
BOARD MEMBER		Х						0.	0.	0.
(17) DANE EAGLE	1.00									
BOARD MEMBER		Х						0.	0.	0.
132007 12-09-21										Form 990 (2021)

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D-1 MI	ORCH THE	/111		<u>' </u>					33 3033	OZO rage o	
Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)											
(A)	(B)							(D)	(E)	(F)	
Name and title	Average	(do		Pos		l than d	one	Reportable	Reportable	Estimated	
	hours per	box	, unle	ss per	rson i	s both	n an	compensation	compensation	amount of	
	week		ler ar	iu a u	recto	i / ii us	iee)	from	from related	other	
	(list any hours for	director						the	organizations	compensation	
	related	or di	99			sated		organization (W-2/1099-MISC/	(W-2/1099-MISC/ 1099-NEC)	from the	
	organizations	rustee	trust		ee ee	n pen		1099-NEC)	1099-NEC)	organization and related	
	below	dual t	tiona	١.	oldr	st cor	_	1033 1420)		organizations	
	line)	Individual trustee or	In stit utio nal tru stee	Officer	Key employee	Highest compensated employee	Former			organizations	
(18) DUANE DE FREESE	1.00										
BOARD MEMBER		Х						0.	0.	0.	
(19) EMMANUEL TORMES	1.00										
BOARD MEMBER		Х						0.	0.	0.	
(20) ERIK ARROYO	1.00										
BOARD MEMBER		Х						0.	0.	0.	
(21) HENRY MACK	1.00										
BOARD MEMBER		Х						0.	0.	0.	
(22) HOLLY BORGMAN	1.00										
BOARD MEMBER		Х						0.	0.	0.	
(23) JENNIFER O'FLANNERY ANDERSON	1.00										
BOARD MEMBER		Х						0.	0.	0.	
(24) JONATHON MILLER	1.00										
BOARD MEMBER		Х						0.	0.	0.	
(25) KEVIN O'FARRELL	1.00										
BOARD MEMBER		Х						0.	0.	0.	
(26) LAUREN MELO	1.00										
BOARD MEMBER		Х						0.	0.	0.	
1b Subtotal							ightharpoons	1,057,009.	0.	251,547.	
c Total from continuation sheets to Part V	II, Section A						ightharpoons	1,057,009.	0.	0.	
d Total (add lines 1b and 1c)	0.	251,547.									
2 Total number of individuals (including but											

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

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

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

5 X

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	COMMUNICATIONS	Compensation
2011 DELTA BLVD., TALLAHASSEE, FL 32303	CONSULTING	1,990,208.
CARAHSOFT TECHNOLOGY CORPORATION, 1860	IT CONSULTING -	-
MICHAEL FARADAY DRIVE, STE. 100, RESTON,	SALESFORCE	422,789.
HR EXPERTISE, INC.		
10151 UNIVERSITY BLVD, ORLANDO, FL 32817	HR CONSULTING	195,754.
JAMES MOORE & COMPANY	ACCOUNTING	
5931 NW 1ST PLACE, GAINESVILLE, FL 32607	CONSULTING	135,693.

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

SEE PART VII, SECTION A CONTINUATION SHEETS

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Form 990 CAREERSOURCE FLORIDA, INC 59-3659026											
Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)											
(A) Name and title	(B) Average			(0	C) sition			(D) Reportable	(E) Reportable	(F) Estimated	
	hours	(cl	(check all that apply)				ly)	compensation	compensation	amount of	
	per week (list any hours for related organizations below line)	Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	from the organization (W-2/1099-MISC)	from related organizations (W-2/1099-MISC)	other compensation from the organization and related organizations	
(27) LORANNE AUSLEY BOARD MEMBER	1.00	х						0.	0.	0.	
	1 00	Λ						0.	0.	0.	
(28) MANNY DIAZ BOARD MEMBER	1.00	Х						0.	0.	0.	
(29) MEL PONDER	1.00							•			
BOARD MEMBER	1.00	х						0.	0.	0.	
(30) MEREDITH STANFIELD	1.00										
BOARD MEMBER		Х						0.	0.	0.	
(31) PATSY SANCHEZ	1.00										
BOARD MEMBER		Х						0.	0.	0.	
(32) RICK MATTHEWS	1.00	3,7						0.	0.	0.	
BOARD MEMBER	1.00	Х						0.	0.	0.	
(33) ROBERT DOYLE BOARD MEMBER	1.00	Х						0.	0.	0.	
(34) ROBERT SALONEN	1.00	Λ	\vdash					0.	0.	0.	
BOARD MEMBER	1.00	х						0.	0.	0.	
(35) RON DESANTIS	1.00							•		•	
BOARD MEMBER		Х						0.	0.	0.	
(36) SAMUEL ROBBIN	1.00										
BOARD MEMBER		Х						0.	0.	0.	
(37) SHEVAUN HARRIS BOARD MEMBER	1.00	X						0.	0.	0.	
(38) SOPHIA ECCLESTON	1.00	Δ						0.	0.	0.	
BOARD MEMBER	1.00	Х						0.	0.	0.	
(39) STEPHANIE SMITH	1.00										
CHAIR		Х		Х				0.	0.	0.	
(40) TIM CENTER	1.00	77						0	0.	0	
BOARD MEMBER		Х						0.	0.	0.	
		1									
		-									
	-										
		1									
Total to Part VII, Section A, line 1c											

			Check if Schedule O contains a response	or note to any lin	o in this Part VIII			
			Check if Schedule O contains a response of	or flote to arry lift	(A)	(B)	(C)	(D)
					Total revenue	Related or exempt		Revenue excluded
							business revenue	from tax under
								sections 512 - 514
\$ \$	1	а	Federated campaigns 1a					
Contributions, Gifts, Grants and Other Similar Amounts		b	Membership dues 1b					
, G		С	Fundraising events1c					
ifts ar /			Related organizations 1d					
s, G mil			Government grants (contributions) 1e	13,512,371.				
Sig			All other contributions, gifts, grants, and					
uti Per			similar amounts not included above	25,001.				
ÇË		g	Noncash contributions included in lines 1a-1f	,				
o u		_	Total. Add lines 1a-1f	•	13,537,372.			
0 6		<u>'''</u>	Total. Add lines 1a-11	Business Code	20,007,072			
	_			Dusiliess Code				
ice	2							
er re		b						
n S		С						
ran Sev		d						
Program Service Revenue		е						
ď		f	All other program service revenue					
		g	Total. Add lines 2a-2f					
	3		Investment income (including dividends, intere	st, and				
			other similar amounts)		22.			22.
	4		Income from investment of tax-exempt bond p					
	5		Royalties					
			(i) Real	(ii) Personal				
	6	а	Gross rents 6a					
			Less: rental expenses 6b					
			Rental income or (loss) 6c					
			Nist west-live even out (level)					
			Gross amount from sales of (i) Securities	(ii) Other				
	′	а	assets other than inventory 7a	()				
		L	· ·					
ø.		D	Less: cost or other basis					
nu			and sales expenses 7b Gain or (loss) 7c					
Revenue								
			Net gain or (loss)	>				
ther	8	а	Gross income from fundraising events (not					
ğ			including \$ of					
			contributions reported on line 1c). See					
			Part IV, line 18					
		b	Less: direct expenses8b					
			Net income or (loss) from fundraising events	>				
	9	а	Gross income from gaming activities. See					
			Part IV, line 199a					
		b	Less: direct expenses9b					
		С	Net income or (loss) from gaming activities					
	10	а	Gross sales of inventory, less returns					
			and allowances 10a					
		b	Less: cost of goods sold 10b					
			Net income or (loss) from sales of inventory	•				
				Business Code				
Sno	11	а		2				
neo Tue	٠.	a b						
Miscellaneous Revenue								
Sce		q	All other revenue					
Ξ			All other revenue	<u> </u>				
		е	Total Add lines 11a-11d		13,537,394.	0.	0.	22.
	12		Total revenue. See instructions		10,001,004.	<u> </u>	Ι .	22.

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 (**D**)
Fundraising (C) Management and general expenses Do not include amounts reported on lines 6b. Program service expenses Total expenses 7b, 8b, 9b, and 10b of Part VIII. expenses Grants and other assistance to domestic organizations 6,272,075. 6,272,075. and domestic governments. See Part IV, line 21 Grants and other assistance to domestic individuals. See Part IV, line 22 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16 Benefits paid to or for members Compensation of current officers, directors, 501,451. 501,451. trustees, and key employees Compensation not included above to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B) $1,869,\overline{485}$ $1,869,\overline{485}$ Other salaries and wages 7 Pension plan accruals and contributions (include 247,878. 247,878. section 401(k) and 403(b) employer contributions) 339,291. 339,291. Other employee benefits 9 156,431. 156,431. 10 Payroll taxes Fees for services (nonemployees): Management 1,969. 1,969. Legal 169,118. 169,118. Accounting Lobbying Professional fundraising services. See Part IV, line 17 Investment management fees Other. (If line 11g amount exceeds 10% of line 25, 430,000. 204,399. 634,399. column (A), amount, list line 11g expenses on Sch O.) 2,302,989. 2,302,989. Advertising and promotion 12 70,902. 70,902. Office expenses 13 395,624. 395,624. Information technology 14 15 Royalties 221,457. 221,457. 16 Occupancy 58,926. 58,926. 17 Travel 18 Payments of travel or entertainment expenses for any federal, state, or local public officials 43,337. 43,337. Conferences, conventions, and meetings 19 20 Interest Payments to affiliates _____ 21 95,386. 95,386. Depreciation, depletion, and amortization 22 13,942. 13,942. 23 Other expenses. Itemize expenses not covered 24 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.) 139,945. 139,945. OTHER EXPENSES All other expenses 13,534,605. 9,400,688. 4,133,917. 0. Total functional expenses. Add lines 1 through 24e 25 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)

Pai	rt X	Balance Sheet					
		Check if Schedule O contains a response or r	ote to an	y line in this Part X			X
					(A) Beginning of year		(B) End of year
	1	Cash - non-interest-bearing		1			
	2	Savings and temporary cash investments	6,684,918.	2	6,323,543.		
	3	Pledges and grants receivable, net	2,935,203.	3	3,741,089.		
	4	Accounts receivable, net				4	
	5	Loans and other receivables from any current	or former	officer, director,			
		trustee, key employee, creator or founder, sul	ostantial c	contributor, or 35%			
		controlled entity or family member of any of the	nese perso	ons		5	
	6	Loans and other receivables from other disqu	alified per	rsons (as defined			
		under section 4958(f)(1)), and persons describ				6	
ţ	7	Notes and loans receivable, net				7	
Assets	8	Inventories for sale or use				8	
Ř	9	Prepaid expenses and deferred charges			163,517.	9	96,453.
	10a	Land, buildings, and equipment: cost or other					
		basis. Complete Part VI of Schedule D	10a	546,275. 418,578.			10- 10-
	b	Less: accumulated depreciation	10b		224,803.	10c	127,697.
	11	Investments - publicly traded securities				11	
	12	Investments - other securities. See Part IV, lin		12			
	13	Investments - program-related. See Part IV, lin				13	
	14	Intangible assets		F00	14	005 400	
	15	Other assets. See Part IV, line 11	500.	15	985,423.		
	16	Total assets. Add lines 1 through 15 (must e			10,008,941.	16	11,274,205.
	17	Accounts payable and accrued expenses			1,985,369.	17	2,528,150.
	18			6 547 007	18	6 270 704	
	19	Deferred revenue			6,547,827.	19	6,379,704.
	20	Tax-exempt bond liabilities				20	
	21	Escrow or custodial account liability. Complete				21	
ies	22	Loans and other payables to any current or fo					
Liabilities		trustee, key employee, creator or founder, sul					
Lia I	00	controlled entity or family member of any of the				22	
	23	Secured mortgages and notes payable to unr				24	
	24 25	Unsecured notes and loans payable to unrela		Г		24	
	23	Other liabilities (including federal income tax, parties, and other liabilities not included on lir					
					202,511.	25	1,352,398.
	26	Total liabilities. Add lines 17 through 25		······	8,735,707.	26	10,260,252.
		Organizations that follow FASB ASC 958, c	heck her	e 🕨 X	<u> </u>		
es		and complete lines 27, 28, 32, and 33.	noon nor				
J.	27				1,273,234.	27	1,013,953.
3ali	28	***************************************			, , , ,	28	, ,
<u> </u>		Organizations that do not follow FASB ASC					
Ξ		and complete lines 29 through 33.	,				
<u>p</u>	29	Capital stock or trust principal, or current fund	ds			29	
ets	30	Paid-in or capital surplus, or land, building, or				30	
Ass	31	Retained earnings, endowment, accumulated		Г		31	
Net Assets or Fund Balances	32				1,273,234.	32	1,013,953.
~	33	Total liabilities and net assets/fund balances			10,008,941.	33	11,274,205.
	-				•		Form 990 (2021)

or audits, explain why on Schedule O and describe any steps taken to undergo such audits

	1990 (2021) CAREERSOOKCE PHORIDA, INC	3,7	3037	0 4 0	Pa	ige •2
Pa	rt XI Reconciliation of Net Assets					
	Check if Schedule O contains a response or note to any line in this Part XI					X
1	Total revenue (must equal Part VIII, column (A), line 12)	1		<u>,53</u>		
2	Total expenses (must equal Part IX, column (A), line 25)	2	13	,53	4,6	05.
3	Revenue less expenses. Subtract line 2 from line 1	3				89.
4	Net assets or fund balances at beginning of year (must equal Part X, line 32, column (A))	4	1	,27	3,2	34.
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		-15		
9	Other changes in net assets or fund balances (explain on Schedule O)	9		-10	8,8	28.
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	,01	3,9	53.
Pa	rt XII Financial Statements and Reporting					
	Check if Schedule O contains a response or note to any line in this Part XII					X
					Yes	No
1	Accounting method used to prepare the Form 990: Cash X Accrual Other					
	If the organization changed its method of accounting from a prior year or checked "Other," explain on Schedule	Ο.				
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?			2a		X
	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:					
	Separate basis Consolidated basis Both consolidated and separate basis					
b	Were the organization's financial statements audited by an independent accountant?			2b	<u> </u>	
	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:					
	X Separate basis Consolidated basis Both consolidated and separate basis					
С	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the					
	review, or compilation of its financial statements and selection of an independent accountant?			2c	X	
	If the organization changed either its oversight process or selection process during the tax year, explain on Sche					
3а	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Sing	gle Auc	lit			
	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	ed aud	it			1

132012 12-09-21

SCHEDULE A

(Form 990)

Total

Department of the Treasury Internal Revenue Service

Name of the organization

Public Charity Status and Public Support

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

Attach to Form 990 or Form 990-EZ.

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

OMB No. 1545-0047

2021
Open to Public

Inspection
Employer identification number

CAREERSOURCE FLORIDA, 59-3659026 Reason for Public Charity Status. (All organizations must complete this part.) See instructions. Part I The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.) A church, convention of churches, or association of churches described in section 170(b)(1)(A)(i). A school described in section 170(b)(1)(A)(ii). (Attach Schedule E (Form 990).) 3 A hospital or a cooperative hospital service organization described in section 170(b)(1)(A)(iii). A medical research organization operated in conjunction with a hospital described in section 170(b)(1)(A)(iii). Enter the hospital's name, city, and state: 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). X 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.) A community trust described in section 170(b)(1)(A)(vi). (Complete Part II.) 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 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 on lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g. Type I. A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. You must complete Part IV, Sections A and B. Type II. A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). You must complete Part IV, Sections A and C. Type III functionally integrated. A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). You must complete Part IV, Sections A, D, and E. Type III non-functionally integrated. A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). You must complete Part IV, Sections A and D, and Part V. Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization. Enter the number of supported organizations Provide the following information about the supported organization(s). (iv) Is the organization listed n your governing document? (i) Name of supported (ii) EIN (iii) Type of organization (v) Amount of monetary (vi) Amount of other (described on lines 1-10 organization support (see instructions) support (see instructions) No above (see instructions))

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

Sec	Section A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
1	Gifts, grants, contributions, and						
	membership fees received. (Do not						
	include any "unusual grants.")	14906163.	17343288.	16294460.	20141496.	13537372.	82222779.
2	Tax revenues levied for the organ-						
	ization'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	14906163.	17343288.	16294460.	20141496.	13537372.	82222779.
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.						82222779.
Sec	tion B. Total Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
7	Amounts from line 4	14906163.	17343288.	16294460.	20141496.	13537372.	82222779.
8	Gross income from interest,						
	dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources	20,779.	6,892.	8,342.	44.	22.	36,079.
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						82258858.
12	Gross receipts from related activities,	etc. (see instruction	ons)			12	
13	First 5 years. If the Form 990 is for th	ne organization's fir	rst, second, third,	fourth, or fifth tax	year as a section 5	01(c)(3)	
	organization, check this box and stop	here					>
Sec	tion C. Computation of Publi	c Support Per	centage				
	Public support percentage for 2021 (I					14	99.96 %
	Public support percentage from 2020					15	99.94 %
16a	33 1/3% support test - 2021. If the o	organization did no	t check the box or	n line 13, and line	14 is 33 1/3% or m	ore, check this bo	
	stop here. The organization qualifies as a publicly supported organization						
b	33 1/3% support test - 2020. If the o						
	and stop here. The organization qual						
17a	10% -facts-and-circumstances test	- 2021. If the org	anization did not d	check a box on line	e 13, 16a, or 16b, a	and line 14 is 10%	or more,
	and if the organization meets the fact	s-and-circumstance	es test, check this	box and stop he	re. Explain in Part	VI how the organiz	zation
	meets the facts-and-circumstances te	st. The organizatio	n qualifies as a pu	blicly supported o	rganization		▶∐
b	10% -facts-and-circumstances test	- 2020. If the org	anization did not d	check a box on line	e 13, 16a, 16b, or 1	7a, and line 15 is	10% or
	more, and if the organization meets the				-		
	organization meets the facts-and-circu						▶∐
18	Private foundation. If the organization	n did not check a	box on line 13, 16	a, 16b, 17a, or 17b	o, check this box a	nd see instructions	s

Schedule A (Form 990) 2021

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.)

Se	ction A. Public Support						
Cale	ndar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(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 per- formed, 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 bus-						
	iness under section 513						
4	Tax revenues levied for the organ-						
	ization'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						
78	Amounts included on lines 1, 2, and						
	3 received from disqualified persons						
k	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						
(Add lines 7a and 7b						
	Public support. (Subtract line 7c from line 6.)						
	ction B. Total Support		1	Т	Т	T	1
	ndar year (or fiscal year beginning in)	(a) 2017	(b) 2018	(c) 2019	(d) 2020	(e) 2021	(f) Total
	Amounts from line 6						
10a	Gross income from interest, dividends, payments received on						
	securities loans, rents, royalties,						
	and income from similar sources						
k	Unrelated business taxable income						
	(less section 511 taxes) from businesses						
	acquired after June 30, 1975						
	Add lines 10a and 10b						
11	Net income from unrelated business activities not included on line 10b,						
	whether or not the business is						
40	regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital						
	assets (Explain in Part VI.)					-	
	Total support. (Add lines 9, 10c, 11, and 12.)				<u> </u>	1	<u> </u>
14	First 5 years. If the Form 990 is for the	-			•		
Sa	check this box and stop here ction C. Computation of Publi						P
	Public support percentage for 2021 (li			poluma (fl)		15	0/
	Public support percentage from 2020		•	.,,		16	% %
	ction D. Computation of Inves					1 10	70
	Investment income percentage for 20			ne 13. column (fl)		17	%
	Investment income percentage from 2					18	
	a 33 1/3% support tests - 2021. If the						
	more than 33 1/3%, check this box ar						. —
ŀ	33 1/3% support tests - 2020. If the						
•	line 18 is not more than 33 1/3%, che						
20	Private foundation If the organization						

Van Na

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

- 1 Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.
- 2 Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in **Part VI** how the organization determined that the supported organization was described in section 509(a)(1) or (2).
- **3a** Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer lines 3b and 3c below.
- **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)? If "Yes," describe in **Part VI** when and how the organization made the determination.
- c Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.
- **4a** Was any supported organization not organized in the United States ("foreign supported organization")? *If* "Yes," and if you checked box 12a or 12b in Part I, answer lines 4b and 4c below.
- **b** Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in **Part VI** how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.
- 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)? 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.
- 5a Did the organization add, substitute, or remove any supported organizations during the tax year? 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).
- **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? If "Yes," provide detail in Part VI.
- 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? If "Yes," complete Part I of Schedule L (Form 990).
- 8 Did the organization make a loan to a disqualified person (as defined in section 4958) not described on line 7?

 If "Yes." complete Part I of Schedule L (Form 990).
- 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))? If "Yes," provide detail in Part VI.
- **b** Did one or more disqualified persons (as defined on line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes." provide detail in **Part VI.**
- c Did a disqualified person (as defined on line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI.
- 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)? If "Yes," answer line 10b below.
 - **b** Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)

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	10b		

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Par	rt IV Supporting Organizations (continued)			
			Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?			
а	A person who directly or indirectly controls, either alone or together with persons described on lines 11b and			
	11c below, the governing body of a supported organization?	11a		
b	A family member of a person described on line 11a above?	11b		
	A 35% controlled entity of a person described on line 11a or 11b above? If "Yes" to line 11a, 11b, or 11c, provide			
	detail in Part VI.	11c		
Sect	tion 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 office			
	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 support			
	organization, describe how the powers to appoint and/or remove officers, directors, or trustees were allocated among the	e 1		
	supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.			
	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,	2		
Sect	supervised, or controlled the supporting organization. tion C. Type II Supporting Organizations			
	tion of type it supporting organizations		Vaa	Na
_	Many a majority of the approximation is discontinuous and many about the start of the discontinuous and a second start of the		Yes	No
	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	4		
Sact	the supported organization(s). tion D. All Type III Supporting Organizations	1		
Jeci	tion b. All Type III Supporting Organizations		.,	
			Yes	No
	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		
	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		
	By reason of the relationship described on 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			
Saat	supported organizations played in this regard. tion E. Type III Functionally Integrated Supporting Organizations	3		
	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instruction)	ctions).		
a	The organization satisfied the Activities Test. Complete line 2 below.			
b	The organization is the parent of each of its supported organizations. Complete line 3 below.			
С	The organization supported a governmental entity. Describe in Part VI how you supported a governmental entity	(see instruction		
	Activities Test. Answer lines 2a and 2b below.		Yes	No
	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		
	, , ,			
	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		
	Parent of Supported Organizations. Answer lines 3a and 3b below.			
		_		
	trustees of each of the supported organizations? If "Yes" or "No" provide details in Part VI.	3a		
	of its supported organizations? If "Yes." describe in Part VI the role played by the organization in this regard.	3b		

Sche		LNC		59-3659026 Page 6
Pai	t V Type III Non-Functionally Integrated 509(a)(3) Supporting	ng Organ	nizations	
1	Check here if the organization satisfied the Integral Part Test as a qualifying	ng trust on	Nov. 20, 1970 (<i>explain in</i>	Part VI). See instructions.
	All other Type III non-functionally integrated supporting organizations mus	st complete	Sections A through E.	
Sect	ion 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		
Sect	ion 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):			
а	Average monthly value of securities	1a		
b	Average monthly cash balances	1b		
С	Fair market value of other non-exempt-use assets	1c		
d	Total (add lines 1a, 1b, and 1c)	1d		
е	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		
Sect	ion 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			

Schedule A (Form 990) 2021

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

emergency temporary reduction (see instructions).

instructions).

Par	t V Type III Non-Functionally Integrated 509	(a)(3) Supporting Orga	inizations _{(continued}	<u>d)</u>					
Secti	ction D - Distributions Current Year								
1	Amounts paid to supported organizations to accomplish exe								
2	Amounts paid to perform activity that directly furthers exemp								
	organizations, in excess of income from activity			2					
3	Administrative expenses paid to accomplish exempt purpose	es of supported organizations	3	3					
4	Amounts paid to acquire exempt-use assets			4					
5	Qualified set-aside amounts (prior IRS approval required - pro	ovide details in Part VI)		5					
6	Other distributions (describe in Part VI). See instructions.			6					
7	Total annual distributions. Add lines 1 through 6.			7					
8	Distributions to attentive supported organizations to which the	ne organization is responsive							
	(provide details in Part VI). See instructions.			8					
9	Distributable amount for 2021 from Section C, line 6			9					
10	Line 8 amount divided by line 9 amount		1	10					
Secti	on E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2021		(iii) Distributable Amount for 2021				
1	Distributable amount for 2021 from Section C, line 6								
2	Underdistributions, if any, for years prior to 2021 (reason-								
	able cause required - explain in Part VI). See instructions.								
3	Excess distributions carryover, if any, to 2021								
a	From 2016								
b	From 2017								
с	From 2018								
d	From 2019								
e	From 2020								
f	Total of lines 3a through 3e								
g	Applied to underdistributions of prior years								
h	Applied to 2021 distributable amount								
i_	Carryover from 2016 not applied (see instructions)								
_ <u>i</u>	Remainder. Subtract lines 3g, 3h, and 3i from line 3f.								
4	Distributions for 2021 from Section D,								
	line 7: \$								
a	Applied to underdistributions of prior years								
b	Applied to 2021 distributable amount								
с	Remainder. Subtract lines 4a and 4b from line 4.								
5	Remaining underdistributions for years prior to 2021, if								
	any. Subtract lines 3g and 4a from line 2. For result greater								
	than zero, explain in Part VI. See instructions.								
6	Remaining underdistributions for 2021. Subtract lines 3h								
	and 4b from line 1. For result greater than zero, explain in								
	Part VI. See instructions.								
7	Excess distributions carryover to 2022. Add lines 3j								
8	and 4c. Breakdown of line 7:								
	Excess from 2017								
	Excess from 2017 Excess from 2018								
	Excess from 2019								
	Excess from 2020			\dashv					
	Excess from 2021			\dashv					
_	ENOUGO HOTH AUA I								

INC

Schedule A (Form 990) 2021

Schedule B

(Form 990)

Department of the Treasury Internal Revenue Service

Schedule of Contributors

Attach to Form 990 or Form 990-PF.

► Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2021

Name of the organization

CAREERSOURCE FLORIDA, INC

59-3659026

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

X 501(c)(3) (enter number) organization

4947(a)(1) nonexempt charitable trust not treated as a private foundation

527 political organization

Check if your organization is covered by the General Rule or a Special Rule.

501(c)(3) exempt private foundation

501(c)(3) taxable private foundation

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.

4947(a)(1) nonexempt charitable trust treated as a private foundation

General Rule

Form 990-PF

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), 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), 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).

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

Schedule B (Form 990) (2021)

Schedule B (Form 990) (2021)

Name of organization Employer identification number

CAREERSOURCE FLORIDA, INC 59-3659026

Part I	Contributors (see instructions). Use duplicate copies of Part I if additional additional actions and the copies of Part I if additional actions are copies	itional 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	\$7,562,896.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
2	US DEPARTMENT OF HEALTH AND HUMAN SERVICES 200 INDEPENDENCE AVENUE SW WASHINGTON, DC 20201	\$ 613,122.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
3	STATE OF FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY 107 EAST MADISON STREET TALLAHASSEE, FL 32399-0810	\$ 4,435,662.	Person X Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
4	STATE OF FLORIDA DEPARTMENT OF EDUCATION 325 W GAINES ST TALLAHASSEE, FL 32399-0810	\$ 899,876.	Person X Payroll
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
		\$	Person Payroll Noncash (Complete Part II for noncash contributions.)
(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
123452 11-1			Person Payroll Noncash (Complete Part II for noncash contributions.)

Name of organization Employer identification number

CAREERSOURCE FLORIDA, INC

59-3659026

Part II	Noncash Property (see instructions). Use duplicate copies of Pa	art II if additional space is needed.	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
_		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
_		\$	
(a) No. from Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. rom Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		\$	
(a) No. rom Part I	(b) Description of noncash property given	(c) FMV (or estimate) (See instructions.)	(d) Date received
		 \$	
<u> </u> 53 11-11-	.21	*	Schedule B (Form 990) (20

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

Inspection

Name of the organization

CAREERSOURCE FLORIDA, INC

Employer identification number 59-3659026

Pai	organizations Maintaining Donor Advised organization answered "Yes" on Form 990, Part IV, line		r Funds or Ac	counts. Complete if the
		(a) Donor advised fund	s	(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 w	riting that the assets held in de	onor advised fund	ds
	are the organization's property, subject to the organization's e	exclusive legal control?		Yes No
6	Did the organization inform all grantees, donors, and donor ad	lvisors in writing that grant fund	ds can be used o	nly
	for charitable purposes and not for the benefit of the donor or	donor advisor, or for any other	r purpose conferr	ing
	impermissible private benefit?			Yes No
Pai	rt II Conservation Easements. Complete if the organization	anization answered "Yes" on F	orm 990, Part IV,	line 7.
1	Purpose(s) of conservation easements held by the organization	n (check all that apply).		
	Preservation of land for public use (for example, recreati	ion or education) Pres	ervation of a histo	orically important land area
	Protection of natural habitat	Pres	ervation of a certi	fied historic structure
	Preservation of open space			
2	Complete lines 2a through 2d if the organization held a qualifie	ed conservation contribution ir	the form of a co	nservation easement on the last
	day of the tax year.			Held at the End of the Tax Year
а	Total number of conservation easements			2a
b	- · · · · · · · · · · · · · · · · · · ·			2b
С	Number of conservation easements on a certified historic structure	cture included in (a)		2c
d	Number of conservation easements included in (c) acquired af	fter 7/25/06, and not on a histo	oric structure	
	listed in the National Register			2d
3	Number of conservation easements modified, transferred, rele			zation during the tax
	year ▶			
4	Number of states where property subject to conservation ease	ement is located		
5	Does the organization have a written policy regarding the period	odic monitoring, inspection, ha	ındling of	
	violations, and enforcement of the conservation easements it l	holds?		Yes No
6	Staff and volunteer hours devoted to monitoring, inspecting, h	nandling of violations, and enfo	rcing conservation	on easements during the year
	>			
7	Amount of expenses incurred in monitoring, inspecting, handli	ing of violations, and enforcing	conservation ea	sements during the year
	> \$			
8	Does each conservation easement reported on line 2(d) above	satisfy the requirements of se	ction 170(h)(4)(B)	(i)
	and section 170(h)(4)(B)(ii)?			Yes No
9	In Part XIII, describe how the organization reports conservation			
	balance sheet, and include, if applicable, the text of the footnot	ote to the organization's financ	ial statements tha	at describes the
	organization's accounting for conservation easements.			
Pai	t III Organizations Maintaining Collections of	Art, Historical Treasure	s, or Other S	imilar Assets.
	Complete if the organization answered "Yes" on Form 9	990, Part IV, line 8.		
1a	If the organization elected, as permitted under FASB ASC 958	3, not to report in its revenue st	atement and bala	ance sheet works
	of art, historical treasures, or other similar assets held for publ	lic exhibition, education, or res	earch in furtherar	nce of public
	service, provide in Part XIII the text of the footnote to its finance	cial statements that describes	these items.	
b	If the organization elected, as permitted under FASB ASC 958	3, to report in its revenue stater	ment and balance	e sheet works of
	art, historical treasures, or other similar assets held for public	exhibition, education, or resea	rch in furtherance	e of public service,
	provide the following amounts relating to these items:			
	(i) Revenue included on Form 990, Part VIII, line 1			
	(m) A			. .
2	If the organization received or held works of art, historical treat	sures, or other similar assets for	or financial gain, _l	provide
	the following amounts required to be reported under FASB AS	SC 958 relating to these items:		
а	Revenue included on Form 990, Part VIII, line 1			> \$
	Assets included in Form 990, Part X			
	For Paperwork Reduction Act Notice, see the Instructions			Schedule D (Form 990) 2021

132051 10-28-21

Complete if the organization answered "Ves" on Form 990 Part IV line 11a See Form 990 Part Y line 10

Complete if the organization answered if	Complete if the organization answered these on Form 990, Part IV, line That See Form 990, Part X, line To.								
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.	17,167.	338.					
d Equipment		528,770.	401,411.	127,359.					
e Other									
Total. Add lines 1a through 1e. (Column (d) must equa	l Form 990. Part X. colun	nn (B). line 10c.)	>	127,697.					

Schedule D (Form 990) 2021

Part VII	Investments -	Other Securities.				
Schedule D	(Form 990) 2021	CAREERSOURCE	FLORIDA,	TNC	59-3659026	Pag

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. (h) must equal Form 990, Part X, col. (R) line 13.)		

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) DEPOSITS	500.
(2) LEASE ASSETS	984,923.
(3)	
<u>(5)</u>	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	▶ 985,423.

Other Liabilities. Part X

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	200,535.
(3) LEASE PAYABLE	1,151,863.
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	1,352,398.

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) 2021

Par	t XI	Reconciliation of Revenue per Audited Financial Statement	ts Wit	h Revenue per F	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	13,537,394.
2	Amou	ints included on line 1 but not on Form 990, Part VIII, line 12:				
а	Net u	nrealized gains (losses) on investments	2a			
b	Donat	ted services and use of facilities	2b			
С	Recov	veries of prior year grants	2c			
d	Other	(Describe in Part XIII.)	2d			_
е		nes 2a through 2d			2e	0.
3		act line 2e from line 1			3	13,537,394.
4		ints included on Form 990, Part VIII, line 12, but not on line 1:				
а		tment expenses not included on Form 990, Part VIII, line 7b			_	
b		(Describe in Part XIII.)	4b			0
		nes 4a and 4b			4c	12 527 204
5 D ai	Total	revenue. Add lines 3 and 4c. (This must equal Form 990, Part I, line 12.) Reconciliation of Expenses per Audited Financial Statemer	te Wi	ith Evnances nor	Dotur	13,537,394.
rai	LAII	.	ite AAI	itii Experises per	netur	II.
_	.	Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.			Т.	13,534,605.
1		expenses and losses per audited financial statements			1	13,334,003.
2		ints included on line 1 but not on Form 990, Part IX, line 25:	ا ہم ا			
a		ted services and use of facilities	2a		_	
b		year adjustments	2b		_	
C		losses	2c		_	
d		(Describe in Part XIII.)	2d		-	0.
		ines 2a through 2d			2e	13,534,605.
3		act line 2e from line 1			3	13,334,003.
4		ints included on Form 990, Part IX, line 25, but not on line 1:	ا مه ا			
a		tment expenses not included on Form 990, Part VIII, line 7b (Describe in Part XIII.)	4a 4b		-	
b					4c	0.
5						13,534,605.
	rt XIII	expenses. Add lines 3 and 4c. (This must equal Form 990, Part I, line 18.) Supplemental Information.			. 3	13,331,003
		descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV	lines 1	1h and 2h· Part V line	4· Part `	X line 2: Part XI
		I 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any addition			, , , , , ,	, mo 2, r are 70,
	La anc	in is, and i arrivin, into 24 and is. Thos complete the part to provide any addition	orial irriv	omation.		
PAF	RT X	, LINE 2:				
CAF	REER	SOURCE FLORIDA HAS REVIEWED AND EVALUATE	ED T	HE RELEVANT	TEC:	HNICAL
MEI	RITS	OF EACH OF ITS TAX POSITIONS IN ACCORDA	NCE	WITH ACCOU	NTIN	G
PR:	INCI	PLES GENERALLY ACCEPTED IN THE UNITED ST	'ATE	S OF AMERIC	A FO	R
AC(COUN	TING FOR UNCERTAINTY IN INCOME TAXES, AN	1D D	ETERMINED T	HAT '	THERE ARE
NO	UNC	ERTAIN TAX POSITIONS THAT WOULD HAVE A M	IATE.	RIAL IMPACT	ON	THE
F.TI	IANC	IAL STATEMENTS OF THE ORGANIZATION.				
יגם	от ч	TT IINE AD OMUED ADTHOMENIMO.				
PAF	CT. X	II, LINE 4B - OTHER ADJUSTMENTS:				
ס∧ד	ד רואו	NC				
NUC	JNDI	NG .				

Schedule D (Form 990	0) 2021	CAREERSOURCE	FLORIDA,	INC	59-3659026	Page 5
Part XIII Supple	mental Infor	CAREERSOURCE mation (continued)				J
Tant zam Galphio		(continued)				

SCHEDULE I (Form 990)

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.

2021
Open to Public

Inspection

Employer identification number

OMB No. 1545-0047

Name of the organization

Department of the Treasury Internal Revenue Service

,

59-3659026 CAREERSOURCE FLORIDA, INC Part I **General Information on Grants and Assistance** 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 1 criteria used to award the grants or assistance? X Yes 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. (f) Method of 1 (a) Name and address of organization (b) EIN (c) IRC section (d) Amount of (e) Amount of (g) Description of (h) Purpose of grant valuation (book, or government (if applicable) cash grant noncash noncash assistance or assistance FMV, appraisal, assistance other) 1ST CLASS PARKING CORP 12550 BISCAYNE BOULEVARD, SUITE 207 EMPLOYEE TRAINING 46-4036211 FOR PROFIT NORTH MIAMI, FL 33181 0 ASSISTANCE 64,500. A&M MANUFACTURING, INC. 315 NW 11TH AVENUE EMPLOYEE TRAINING CHIEFLAND, FL 32626 59-3354550 FOR PROFIT ASSISTANCE 6,000 0. ACR ELECTRONICS, INC. 5757 RAVENSWOOD ROAD EMPLOYEE TRAINING 65-0160389 FOR PROFIT FORT LAUDERDALE, FL 33312 81,418 0 ASSISTANCE ALAKAT DEFENSE SYSTEMS 8285 BRYAN DATRY ROAD SUITE 125 EMPLOYEE TRAINING 27-0491176 FOR PROFIT ASSISTANCE LARGO FL 33773 9 000 0. APOLLO BANK 1150 SOUTH MIAMI AVENUE EMPLOYEE TRAINING MIAMI, FL 33130 65-1066544 FOR PROFIT 0. ASSISTANCE 7 576 AUSTEN BUILDERS 6200 W. 21ST COURT EMPLOYEE TRAINING HIALEAH FL 33016 81-3084826 FOR PROFIT 10 800 0 ASSISTANCE 2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table 95. Enter total number of other organizations listed in the line 1 table

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

Schedule I (Form 990) 2021

Part II Continuation of Grants and Other	Assistance to Do	mestic Organizations	and Domestic Go	vernments (Sch	edule I (Form 990), Pa	rt II.)	
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
AUSTEN ELECTRIC, INC.							
6200 W. 21ST COURT							EMPLOYEE TRAINING
HIALEAH, FL 33016	03-0463245	FOR PROFIT	19,650.	0.			ASSISTANCE
AUSTEN ENTERPRISES, INC.							
6200 W. 21ST COURT							EMPLOYEE TRAINING
HIALEAH, FL 33016	27-0320294	FOR PROFIT	21,000.	0.			ASSISTANCE
AUTISM SPECIALTY GROUP, LLC							
4040 NE 2ND AVE							 EMPLOYEE TRAINING
MIAMI, FL 33101	45-5136850	FOR PROFIT	90,000.	0.			ASSISTANCE
·							
AYANNA PLASTICS & ENGINEERING INC.							
4701 110TH AVENUE NORTH							EMPLOYEE TRAINING
CLEARWATER, FL 33762	59-3691538	FOR PROFIT	18,799.	0.			ASSISTANCE
BANKERS HEALTHCARE GROUP, LLC							
10234 W STATE RD 84	65 0256606		160 000	_			EMPLOYEE TRAINING
DAVIE, FL 33324	65-0376686	FOR PROFIT	169,000.	0.			ASSISTANCE
BEREKOWITZ POLLACK BRANT ADVISORS							
& ACCOUNTANTS - 200 S BISCAYNE							EMPLOYEE TRAINING
BLVD - MIAMI, FL 33131	59-2742314	FOR PROFIT	99,126.	0.			ASSISTANCE
			·				
BILLER GENIE SOFTWARE LLC							
3550 BISCAYNE BLVD #704							EMPLOYEE TRAINING
MIAMI, FL 33137	84-2013304	FOR PROFIT	8,066.	0.			ASSISTANCE
DINE APPOCRACE IIC							
BLUE AEROSPACE LLC							EMDI OVEE EDATMING
6211 NOB HILL ROAD	27 4212205	HOD DDOHLE	30.760	_			EMPLOYEE TRAINING
TAMARAC, FL 33021	27-4313205	FOR PROFIT	32,760.	0.			ASSISTANCE
BOCA AIRCRAFT MAINTENANCE, LLC							
4281 NW 145TH STREET, HANGAR 40							EMPLOYEE TRAINING
OPA-LOCKA, FL 33054	27-0436824	FOR PROFIT	17,498.	0.			ASSISTANCE

Part II Continuation of Grants and Other	Assistance to Don	nestic Organizations	and Domestic Go	vernments (Sch	edule I (Form 990), Pa	rt II.)	
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
CAPITOL CARPET, INC.							
500 INDUSTRIAL WAY							EMPLOYEE TRAINING
BOYNTON BEACH, FL 33426	59-2635820	FOR PROFIT	51,450.	0.			ASSISTANCE
			,				
CARDIOCOMMAND, INC.							
4920 W CYPRESS ST SUITE 110							EMPLOYEE TRAINING
TAMPA, FL 33607	65-0084694	FOR PROFIT	12,291.	0.			ASSISTANCE
CENTRATEL SERVICES INTERNATIONAL							
INC - 11193 SEMINOLE BOULEVARD -				_			EMPLOYEE TRAINING
LARGO, FL 33778	59-2143550	FOR PROFIT	6,263.	0.			ASSISTANCE
OLIO ING							
CLIC, INC. 3401 NW 82 AVE #350							EMPLOYEE TRAINING
	27 1504207	HOD DDOHTM	11 000	0.			
DORAL, FL 33122	37-1594307	FOR PROFIT	11,820.	0.			ASSISTANCE
CLOUDHESIVE LLC							
2419 E COMMERCIAL BLVD,							EMPLOYEE TRAINING
FORT LAUDERDALE, FL 33308	46-4561958	FOR PROFIT	36,000.	0.			ASSISTANCE
,			,,,,,,,				
COLLEGE OF CENTRAL FLORIDA							
3001 SW COLLEGE RD							EMPLOYEE TRAINING
OCALA, FL 34474	59-1213999	NON-PROFIT/EDUCA	1,228,500.	0.			ASSISTANCE
COMRES, INC.							
424 SW 12TH AVENUE							EMPLOYEE TRAINING
DEERFIELD BEACH, FL 33422	65-0685727	FOR PROFIT	5,408.	0.			ASSISTANCE
CRITICAL FREQUENCY DESIGN							
2412 IRWIN STREET							EMPLOYEE TRAINING
MELBOURNE, FL 32901	27-4490678	FOR PROFIT	9,225.	0.			ASSISTANCE
CUICHOM MANUEACHUDING AND							
CUSTOM MANUFACTURING AND							EMPLOYEE TRAINING
ENGINEERING, INC 3690 70TH AVE	50_3406900	EOD DDOETM	7 360	0.			
N PINELLAS PARK, FL 33781	59-3406888	FOR PROFIT	7,368.	<u> </u>			ASSISTANCE

(a) Name and address of (b) EIN (c) IRC section (d) Amount of (e) Amount of (f) Method of (g) Description of (h) Figure 2 (a) Name and address of (b) EIN (c) IRC section (d) Amount of (e) Amount of (f) Method of (g) Description of (h) Figure 2 (a) Name and address of (g) Description of (g) Description of (h) Figure 2 (a) Name and address of (g) Description of (g) Descript							
organization or government		if applicable	cash grant	noncash assistance	valuation (book, FMV, appraisal, other)	non-cash assistance	or assistance
CVG STRATEGY, LLC							
5445 MURRELL ROADSUITE 102-120							EMPLOYEE TRAINING
VIERA, FL 32955	26-4545037	FOR PROFIT	7,420.	0.			ASSISTANCE
DELFLO INDUSTRIES, INC.							
1364 GWENZELL AVE							EMPLOYEE TRAINING
DELRAY, FL 33444	82-1497039	FOR PROFIT	9,360.	0.			ASSISTANCE
			7,000.	•			
DISPENSER PACKAGING, INC.							
780 S SCENIC HWY,							EMPLOYEE TRAINING
FROSTPROOF, FL 33843	83-1609685	FOR PROFIT	17,500.	0.			ASSISTANCE
EASTERN ACUPUCTURE & WELLNESS							
13224 W BROWARD BLVD							EMPLOYEE TRAINING
PLANTATION, FL 33325	46-4514247	FOR PROFIT	7,013.	0.			ASSISTANCE
EDMONTON ETDOM ING							
EDUCATION FIRST INC							ENDI OVEE EDATATA
17191 PINES BLVD	04 2250001		5 000				EMPLOYEE TRAINING
PEMBROKE PINES, FL 33027	94-3350801	FOR PROFIT	5,200.	0.			ASSISTANCE
ELECTRO MECHANICAL SOLUTIONS INC							
1555 GUNN HIGHWAY							EMPLOYEE TRAINING
ODESSA, FL 33556	59-3706228	FOR PROFIT	10,800.	0.			ASSISTANCE
•			, , , ,				
ER PRESION OPTICAL CORP.							
1676 E. SEMORAN BLVD							EMPLOYEE TRAINING
APOPKA, FL 32703	59-3106504	FOR PROFIT	18,428.	0.			ASSISTANCE
TWO DOOD & MINDON II S							
EVO DOOR & WINDOW LLC							
6250 NORTH MILITARY TRAIL							EMPLOYEE TRAINING
WEST PALM BEACH, FL 33407	47-5430080	FOR PROFIT	60,000.	0.			ASSISTANCE
EXACTECH, INC.							
2320 NW 66TH COURT							EMPLOYEE TRAINING
GAINESVILLE , FL 32653	59-2603930	FOR PROFTT	44,910.	0.			ASSISTANCE

(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
EXPERT SHUTTER SERVICES INC.							
1626 SW BILTMORE ST							EMPLOYEE TRAINING
PORT SAINT LUCIE, FL 34984	65-0582737	FOR PROFIT	5,930.	0.			ASSISTANCE
FATTMERCHANT							
25 WALL STREET, SUITE 1							EMPLOYEE TRAINING
ORLANDO, FL 32801	47-3551973	FOR PROFIT	102,000.	0.			ASSISTANCE
FINE AWARDS & GIFTS INC							
250 N. DIXIE HIGHWAY, #13							EMPLOYEE TRAINING
HOLLYWOOD, FL 33020	20-2196872	FOR PROFIT	26,250.	0.			ASSISTANCE
FIRST CLASS PARKING SYSTEMS							
12550 BISCAYNE BLVD		L					EMPLOYEE TRAINING
NORTH MIAMI BEACH, FL 33181	41-2257684	FOR PROFIT	10,500.	0.			ASSISTANCE
FLORIDA PALM CONSTRUCTION, INC.							
6900 SW 21ST COURTSUITE 16							EMPLOYEE TRAINING
DAVIE, FL 33317	47-2259113	FOR PROFIT	17,706.	0.			ASSISTANCE
DI ODIDA GOLUMUNINGMEDA GOLUMA							
FLORIDA SOUTHWESTERN STATE COLLEGE							EMDIOVEE MDAINING
8099 COLLEGE PKWY SW, K-240	E0 10110E1	NON-PROFIT/EDUCA	061 000	0			EMPLOYEE TRAINING ASSISTANCE
FORT MYERS, FL 33919	59-1211051	NON-PROFIT/EDUCA	861,000.	0.			ASSISTANCE
GHOSTPUNCH GAMES LLC							
14201 W. SUNRISE BLVD, SUITE 202							EMPLOYEE TRAINING
FORT LAUDERDALE, FL 33323	47-4035778	NON-PROFIT/EDUCA	7,000.	0.			ASSISTANCE
GRACE AEROSPACE, LLC							
13541 LAKE NEWMAN STREET							EMPLOYEE TRAINING
JACKSONVILLE, FL 32221	11-3620316	FOR PROFIT	15,456.	0.			ASSISTANCE
			13,130.	<u> </u>			
IKON CAPITAL, LLC							
17070 COLLINS AVE, SUITE 250	01 4554465			_			EMPLOYEE TRAINING
SUNNY ISLES BEACH, FL 33160	81-4754426	FOR PROFIT	21,000.	0.			ASSISTANCE

(a) Name and address of	(b) EIN	(c) IRC section	(d) Amount of	(e) Amount of	(f) Method of	(g) Description of	(h) Purpose of grant
organization or government	(2) =	if applicable	cash grant	noncash assistance	valuation (book, FMV, appraisal, other)	non-cash assistance	or assistance
ILUMA AGENCY							
15476 NW 77TH CT #318							EMPLOYEE TRAINING
MIAMI LAKES, FL 33016	65-1081578	FOR PROFIT	49,103.	0.			ASSISTANCE
IMAGIK INTERNATIONAL CORPORATION							
2299 SW 37TH AVE.							EMPLOYEE TRAINING
MIAMI, FL 33145	65-0589323	FOR PROFIT	5,850.	0.			ASSISTANCE
IRVIN TECHNOLOGIES, INC.							
1081 WILLA SPRINGS DRIVE							EMPLOYEE TRAINING
WINTER SPRINGS, FL 32708	02-0682249	FOR PROFIT	14,333.	0.			ASSISTANCE
JEAN NAJJAR DBA JOY'S			·				
INTERNATIONAL FOODS, INC - 2600							
AURORA ROAD SUITE Q - MELBOURNE,							EMPLOYEE TRAINING
FL 32935	16-1662331	FOR PROFIT	13,054.	0.			ASSISTANCE
JORDAN DAUBLE DBA SIMBLOCKS LLC							
3259 PROGRESS DRIVE							EMPLOYEE TRAINING
ORLANDO, FL 32826	81-2787934	FOR PROFTT	10,575.	0.		1	ASSISTANCE
OKDANDO, FD 32020	01-2707954	FOR FROFII	10,373.	0.			ASSISTANCE
KEY LIME INTERACTIVE LLC							
8350 NW 52ND TER						1	EMPLOYEE TRAINING
DORAL, FL 33166	26-4599996	FOR PROFIT	13,770.	0.			ASSISTANCE
KIRA LABS, INC.							
3400 GATEWAY DRIVE, SUITE 100							EMPLOYEE TRAINING
POMPANO BEACH, FL 33069	20-0018289	FOR PROFIT	20,262.	0.			ASSISTANCE
KOPP DEVELOPMENT INC							
785 NE DIXIE HWY							EMPLOYEE TRAINING
JENSEN BEACH, FL 34957	20-0666629	FOR PROFTT	5,625.	0.		1	ASSISTANCE
onion, in oayor	20 0000025	- O. I.O. II	3,023.				IIIIIIIIII
LIMITLESS TECHNOLOGY, LLC							
1540 INTERNATIONAL PARKWAY	00 5000161			_			EMPLOYEE TRAINING
LAKE MARY, FL 32746	20-5983461	FOR PROFIT	7,275.	0.			ASSISTANCE

Part II Continuation of Grants and Other	Assistance to Dor	nestic Organizations	and Domestic Go	vernments (Sch	edule I (Form 990), Pa	rt II.)	_
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
LOC PUMP & EQUIPMENT COMPANY OF							
FLORIDA INC 2597 SE DELMAR							EMPLOYEE TRAINING
STREET - STUART, FL 34997	59-1969901	FOR PROFIT	5,375.	0.			ASSISTANCE
•			,				
LOVING LIFE TODAY INC							
300 EAST MADISON STREET, STE 201							EMPLOYEE TRAINING
TAMPA, FL 33602	82-4501707	FOR PROFIT	6,000.	0.			ASSISTANCE
MAXIFORCE, INC							EMDIOVEE EDATING
10900 NW 30TH STREET	65-0468481	EOD DDOELE	10 720	0.			EMPLOYEE TRAINING ASSISTANCE
DORAL, FL 33172	03-0400401	FOR FROFII	18,720.	0.			ASSISTANCE
MEDIMAR CORPORATION							
3016 NW 82ND AVENUE							EMPLOYEE TRAINING
DORAL, FL 33122	65-0743439	FOR PROFIT	13,455.	0.			ASSISTANCE
MELBOURNE SUITES, LLC							
4455 W. NEW HAVEN AVE.							EMPLOYEE TRAINING
MELBOURNE, FL 32904	47-4553914	FOR PROFIT	40,173.	0.			ASSISTANCE
MTGDOLUMEN TNG							
MICROLUMEN, INC. 1 MICROLUMEN WAY							EMPLOYEE TRAINING
OLDSMAR, FL 34677	59-3222011	EUD DDUEIM	111,964.	0.			ASSISTANCE
JUDSMAK, FU 34077	33-3222011	FOR FROFII	111,904.	0.			ASSISTANCE
MOONGLOW LLC							
140 ARVIDA PARKWAY							EMPLOYEE TRAINING
CORAL GABLES, FL 33156	11-3775247	FOR PROFIT	19,432.	0.			ASSISTANCE
NEX-XOS WORLDWIDE, LLC							
3922 PEMBROKE RD							EMPLOYEE TRAINING
PEMBROKE PARK, FL 33021	27-4447433	FOR PROFIT	18,720.	0.			ASSISTANCE
MODBUDOD CDIMMAN CYCERYC							
NORTHROP GRUMMAN SYSTEMS CORPORATION - 2000 W. NASA BLVD -							EMPLOYEE TRAINING
MELBOURNE, FL 32904	95-1055798	FOR PROFTM	60,225.	0.			ASSISTANCE
HILLDOOKNE, FI JZJU4	1 22 1033/30	OK FROFTI	1 00,223.	· ·			FIDDIDIANCE

Assistance to Dom	estic Organizations	and Domestic Go	vernments (Sche	edule I (Form 990), Pa	rt II.)	1
(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
						EMPLOYEE TRAINING
47-2003853 F	OR PROFIT	30,771.	0.			ASSISTANCE
						EMPLOYEE TRAINING
26-4493849 F	OR PROFIT	18,855.	0.			ASSISTANCE
						EMPLOYEE TRAINING
45-4319381 F	OR PROFIT	29 531	0			ASSISTANCE
10 1013001		25,001.				
						EMPLOYEE TRAINING
45-4862818 F	OR PROFIT	54,060.	0.			ASSISTANCE
						EMPLOYEE TRAINING
46-1877883 F	OR PROFIT	17,520.	0.			ASSISTANCE
						EMPLOYEE TRAINING
81-4832268 F	OR PROFTT	57 927	0			ASSISTANCE
01 4032200 1	OK IKOIII	37,327.			+	NOTOTINEE
						EMPLOYEE TRAINING
83-2101656 F	OR PROFIT	22,583.	0.			ASSISTANCE
						EMPLOYEE TRAINING
81-3254722 F	OR PROFIT	12,741.	0.			ASSISTANCE
						EMPLOYEE TRAINING
1 1	ON-PROFIT/EDUCA	1	0.	1		ASSISTANCE
	(b) EIN 47-2003853 F 26-4493849 F 45-4319381 F 45-4862818 F 46-1877883 F 81-4832268 F	(b) EIN (c) IRC section	(b) EIN (c) IRC section if applicable (d) Amount of cash grant 47-2003853 FOR PROFIT 30,771. 26-4493849 FOR PROFIT 18,855. 45-4319381 FOR PROFIT 29,531. 45-4862818 FOR PROFIT 54,060. 46-1877883 FOR PROFIT 17,520. 81-4832268 FOR PROFIT 57,927. 83-2101656 FOR PROFIT 22,583.	(b) EIN (c) IRC section if applicable (d) Amount of cash grant (e) Amount of noncash assistance 47-2003853 FOR PROFIT 30,771. 0. 26-4493849 FOR PROFIT 18,855. 0. 45-4319381 FOR PROFIT 29,531. 0. 45-4862818 FOR PROFIT 54,060. 0. 46-1877883 FOR PROFIT 17,520. 0. 81-4832268 FOR PROFIT 57,927. 0. 83-2101656 FOR PROFIT 22,583. 0.	(b) EIN (c) IRC section if applicable (d) Amount of cash grant (e) Amount of noncash assistance (f) Method of valuation (book, FMV, appraisal, other) 47-2003853 FOR PROFIT 30,771. 0. 26-4493849 FOR PROFIT 18,855. 0. 45-4319381 FOR PROFIT 29,531. 0. 45-4862818 FOR PROFIT 54,060. 0. 46-1877883 FOR PROFIT 17,520. 0. 81-4832268 FOR PROFIT 57,927. 0. 83-2101656 FOR PROFIT 22,583. 0.	if applicable cash grant noncash assistance (book, FMV, appraisal, other) non-cash assistance (book, FMV, appraisal, other) non-cash assistance (47-2003853 FOR PROFIT 30,771. 0. 26-4493849 FOR PROFIT 18,855. 0. 45-4319381 FOR PROFIT 29,531. 0. 45-4862818 FOR PROFIT 54,060. 0. 46-1877883 FOR PROFIT 17,520. 0. 81-4832268 FOR PROFIT 57,927. 0.

(a) Name and address of	(b) EIN	(c) IRC section	(d) Amount of	(e) Amount of	(f) Method of	(g) Description of	(h) Purpose of grant
organization or government	(S) Env	if applicable	cash grant	noncash assistance	valuation (book, FMV, appraisal, other)	non-cash assistance	or assistance
LANSOURCE FINANCIAL SERVICES,							
INC 101 S. GARLAND AVE, SUITE							EMPLOYEE TRAINING
203 - ORLANDO, FL 32801	59-3707284	FOR PROFIT	126,000.	0.			ASSISTANCE
·			,				
PLDM OPERATING COMPANY LLC							
10400 NW 29TH TERRACE							EMPLOYEE TRAINING
DORAL, FL 33172	35-2461719	FOR PROFIT	16,453.	0.			ASSISTANCE
DOING DIANG DAMEDDDIGEG ING							
POINT BLANK ENTERPRISES INC. 14100 NW 58 COURT							EMPLOYEE TRAINING
MIAMI LAKES, FL 33014	45-3646868	FOR PROFTT	41,138.	0.			ASSISTANCE
MIMI BARBO, IL 33014	43 3040000	TON TROITE	41,130.	••			NOTOTIME!
PREEMO, LLC							
9655 SOUTH DIXIE HWYSUITE 202							EMPLOYEE TRAINING
MIAMI, FL 33156	26-4344582	FOR PROFIT	28,547.	0.			ASSISTANCE
QUICK TIE PRODUCTS, INC.							
13300 VANTAGE WAY	50 2604045	L	56 504				EMPLOYEE TRAINING
JACKSONVILLE, FL 32218	59-3601815	FOR PROFIT	56,781.	0.			ASSISTANCE
RAMPART GUN WORKS, INC.							
1450 KASTNER PLACE UNIT 104							EMPLOYEE TRAINING
SANFORD, FL 32771	46-1831183	FOR PROFIT	10,088.	0.			ASSISTANCE
·			,				
REDEMPTION MEDIA HOLDINGS, LLC							
3511 W COMMERCIAL BLVD, SUITE 200							EMPLOYEE TRAINING
FORT LAUDERDALE, FL 33309	45-3363171	FOR PROFIT	23,500.	0.			ASSISTANCE
DEVOLOGY GARGILLG							
REVOLOGY CARS LLC							EMDIOVEE MDATATAG
6756 EDGEWATER COMMERCE PARKWAY	36-4869568	EOD DDOETM	19,883.	0.			EMPLOYEE TRAINING ASSISTANCE
ORLANDO, FL 32810	30-4003368	FOR PROFIT	13,083.	0.			WOOTOLWINCE
ROOMY DESIGN ORGANIZERS LLC							
330 A COOPER PALMS PARKWAY							EMPLOYEE TRAINING
APOPKA, FL 32703	02-0754169	FOR PROFIT	26,100.	0.			ASSISTANCE

Schedule I (Form 990)

(a) Name and address of	(b) EIN	(c) IRC section	(d) Amount of	(a) Amount of	(f) Method of	(a) Description of	(h) Durnoss of grant
organization or government	(b) EIN	if applicable	cash grant	(e) Amount of noncash assistance	valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SHEER SERVICE, LLC							
6250 NORTH MILITARY TRAIL							EMPLOYEE TRAINING
WEST PALM BEACH, FL 33407	82-3720198	FOR PROFIT	60,000.	0.			ASSISTANCE
SHIPS MACHINERY INTERNATIONAL,							
INC 13005 SW 124TH AVE - MIAMI,							EMPLOYEE TRAINING
FL 33186	65-0347162	FOR PROFIT	8,775.	0.			ASSISTANCE
SHREDQUICK							
8374 MARKET ST							EMPLOYEE TRAINING
BRADENTON, FL 34202	48-1272232	FOR PROFIT	5,625.	0.			ASSISTANCE
SOBE HOSPITALITY MGMT, INC.							
12550 BISCAYNE BOULEVARD, SUITE 207							EMPLOYEE TRAINING
NORTH MIAMI, FL 33181	82-3270212	FOR PROFIT	50,000.	0.			ASSISTANCE
NORTH MIRMI, TE 33101	02 3270212	I OK TROTTI	30,000.	••			NODIDITATED
SOSA FAMILY CHIROPRACTIC CENTER PA							
DBA WESTCHASE CHIROPRACTIC - 10981							EMPLOYEE TRAINING
COUNTRYWAY BLVD - TAMPA, FL 33626	59-3332683	FOR PROFIT	13,884.	0.			ASSISTANCE
SPURS MARINE MANUFACTURING, INC.							
201 SW 33RD STREET							EMPLOYEE TRAINING
FORT LAUDERDALE, FL 33315	59-2323786	FOR PROFIT	7,020.	0.			ASSISTANCE
ST. PETERSBURG COLLEGE/EPI CENTER							
P.O. BOX 13489							EMPLOYEE TRAINING
CLEARWATER, FL 33733-3489	59-1211489	NON-PROFIT/EDUCA	143,325.	0.			ASSISTANCE
				- •			
STERN BRANDS, INC. DBA TRINETICS							
GROUP - 3153 SKYWAY, SUITE 101 -							EMPLOYEE TRAINING
MELBOURNE, FL 32934	82-1844206	FOR PROFIT	11,250.	0.			ASSISTANCE
STRYKER/MAKO SURGICAL CORP.							
3365 ENTERPRISE AVENUE							EMPLOYEE TRAINING
WESTON, FL 33331	20-1901148	FOR PROFIT	128,000.	0.			ASSISTANCE

Part II Continuation of Grants and Other	Assistance to Do	mestic Organizations	and Domestic Go	vernments (Sch	edule I (Form 990), Pa	rt II.)	Γ
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SUMMATION RESEARCH, INC							
305 EAST DR, SUITE D							EMPLOYEE TRAINING
MELBOURNE, FL 32904	59-2969413	FOR PROFIT	22,694.	0.			ASSISTANCE
TAMPA BRASS & ALUMINUM CORP							
8511 FLORIDA MINING BLVD							EMPLOYEE TRAINING
TAMPA, FL 33634	59-0944472	FOR PROFIT	12,631.	0.			ASSISTANCE
THE GUARDIAN LIFE INSURANCE							
COMPANY OF AMERICA - 14021							
METROPOLIS AVE - FORT MYERS, FL				_			EMPLOYEE TRAINING
33912	13-5123390	FOR PROFIT	110,720.	0.			ASSISTANCE
THE SCHOOL BOARD OF HILLSBOROUGH							
COUNTY - 5410 N 20TH STREET -							EMPLOYEE TRAINING
TAMPA, FL 33610	59-6000660	NON-PROFIT/EDUCA	33,611.	0.			ASSISTANCE
	33 000000	NON TROTTE ABOUT	33,011.	••			I D I I I I I I I I I I I I I I I I I I
THE VERO BEACH INN LLC							
8797 20TH STREET							EMPLOYEE TRAINING
VERO BEACH, FL 32966	90-1008663	FOR PROFIT	27,031.	0.			ASSISTANCE
THOMPSON PUMP & MANUFACTURING							
COMPANY, INC - 4620 CITY CENTER	50 4006000	L	4.5.00				EMPLOYEE TRAINING
DR PORT ORANGE, FL 32129	59-1286389	FOR PROFIT	16,085.	0.			ASSISTANCE
TOWER SYSTEMS SOUTH, INC.							
3075 NORTH FORSYTH ROAD							EMPLOYEE TRAINING
WINTER PARK, FL 32792	59-3241946	FOR PROFIT	10,497.	0.			ASSISTANCE
TREMBLY LAW FIRM							
9700 S DIXIE HWY, PENTHOUSE 1100							EMPLOYEE TRAINING
MIAMI, FL 33156	80-0368639	FOR PROFIT	26,035.	0.			ASSISTANCE
TURN TWO ELECTRIC							
991 S. STATE RD. 7, #C3							EMPLOYEE TRAINING
FORT LAUDERDALE, FL 33317	30-0128423	FOR PROFIT	21,810.	0.			ASSISTANCE

Part II Continuation of Grants and Other	Assistance to Dor	nestic Organizations	and Domestic Go	vernments (Scho	edule I (Form 990), Pa	rt II.)	T
(a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of noncash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
DINICT IIC							
TUUCI, LLC 1000 SE 8TH STREET							EMPLOYEE TRAINING
HIALEAH, FL 33010	37-1575679	FOR PROFTT	117,427.	0.			ASSISTANCE
	37 2373073	101111	117,127.	· ·			III III III III III III III III III II
VHL AIRCRAFT, INC.							
5000 NW 74TH AVE							EMPLOYEE TRAINING
MIAMI, FL 33166	59-1801501	FOR PROFIT	14,040.	0.			ASSISTANCE
,			,				
WEBER MANUFACTURING & SUPPLIES,							
INC 3430 TECHNOLOGY DR							EMPLOYEE TRAINING
NOKOMIS, FL 34275	59-2775979	FOR PROFIT	192,500.	0.			ASSISTANCE
XEC LLC							
6900 KINGSPOINTE PKWY							EMPLOYEE TRAINING
ORLANDO, FL 32819	83-2480248	FOR PROFIT	12,613.	0.			ASSISTANCE
ZELEN RISK SOLUTIONS, INC.							
7964 DEVOE STREET							EMPLOYEE TRAINING
JACKSONVILLE, FL 32220	51-0461071	FOR PROFIT	5,625.	0.			ASSISTANCE
							<u> </u>

Schedule I (Form 990) 2021 CAREERSOURCE F	LORIDA, I	NC			59-3659026	Page 2
Part III Grants and Other Assistance to Domestic Individual Part III can be duplicated if additional space is needed		e organization answ	ered "Yes" on Form 9	990, Part IV, line 22.		
(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 r	equired in Part I, lir	ı ne 2; Part III, columr	ı (b); and any other ac	I dditional information.		
PART I, LINE 2:						
A RECIPIENT OF FEDERAL FUNDS, CAR	EERSOURCE	FLORIDA IS	S REQUIRED	TO HAVE A		
MONITORING PLAN IN PLACE IN ACCOR	DANCE WITH	OMB CIRCU	JLARS AND G	RANT TERMS		
AND CONDITIONS. THIS PLAN IS SHAR	ED WITH TH	IE GRANTING	G AGENCY UP	ON REQUEST.		
CAREERSOURCE MONITORS ITS GRANTS	TO ENSURE	THAT SUCH	GRANTS ARE	USED FOR		
PROPER PURPOSES AND ARE NOT OTHER	WISE DIVER	RTED FROM '	THE INTENDE	D USE. THIS		
MAY BE ACCOMPLISHED USING A MIX O	F SEVERAL	DIFFERENT	MONITORING	TOOLS		
INCLUDING PERIODIC REPORTS, SITE	VISITS TO	SELECTED (GRANTEES, A	ND ADHERENCE		
TO POLICIES AND PROCEDURES OUTLINE						

SCHEDULE J (Form 990)

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.

2021

OMB No. 1545-0047

Open to Public Inspection

Internal Revenue Service

Name of the organization

Part I Questions Regarding Compensation

Department of the Treasury

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

CAREERSOURCE FLORIDA, INC

Employer identification number 59-3659026

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

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

Schedule J (Form 990) 2021

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.

		(B) Breakdown of W	I-2 and/or 1099-MIS0 compensation	C and/or 1099-NEC	(C) Retirement and other deferred	(D) Nontaxable benefits	(E) Total of columns (B)(i)-(D)	(F) Compensation in column (B)	
(A) Name and Title		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation	compensation			reported as deferred on prior Form 990	
(1) MICHELLE R. DENNARD	(i)	233,708.	0.	0.	33,193.	2,560.	269,461.	0.	
PRESIDENT/CEO	(ii)	0.	0.	0.	0.	0.	0.	0.	
(2) ANDREW COLLINS	(i)	202,958.	0.	0.	29,282.	16,861.	249,101.	0.	
COO/CFO	(ii)	0.	0.	0.	0.	0.	0.	0.	
(3) ANDRA CORNELIUS	(i)	147,857.	0.	0.	21,383.	10,150.	179,390.	0.	
SVP BUSINESS & WORKFORCE	(ii)	0.	0.	0.	0.	0.	0.	0.	
(4) ADRIANE GRANT	(i)	140,962.	0.	0.	20,936.	16,321.	178,219.	0.	
VP EXTERNAL AFFAIRS	(ii)	0.	0.	0.	0.	0.	0.	0.	
(5) DAN MCGREW	(i)	122,811.	0.	0.	18,918.	22,820.	164,549.	0.	
VP OF POLICY/PERFORMANCE	(ii)	0.	0.	0.	0.	0.	0.	0.	
	(i)								
	(ii)								
	(i)								
	(ii)								
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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.

SCHEDULE O (Form 990)

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 Form 990-EZ.

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

2021
Open to Public Inspection

OMB No. 1545-0047

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) 2021

Schedule O (Form 990) 2021 Page 2

Name of the organization **Employer identification number** 59-3659026

CAREERSOURCE FLORIDA, INC

THE SELECTION OF OTHER KEY MEMBERS OF THE ORGANIZATION IS ASSIGNED TO THE KEY POSITIONS ARE ADVERTISED IN SEVERAL VENUES, INCLUDING CEO. 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:

1,976. CHANGE IN COMPENSATED ABSENCES

168,041. CHANGE IN LEASE PAYABLE

-278,845.CAPITAL OUTLAY

Schedule O (Form 990) 2021 Page 2

Name of the organization CAREERSOURCE FLORIDA, INC 59-3659026

ROUNDING

TOTAL TO FORM 990, PART XI, LINE 9 -108,828.

FORM 990, PART XI, LINE 8

EFFECTIVE JULY 1, 2021, CAREERSOURCE FLORIDA ADOPTED GASB STATEMENT NO.

87 USING THE FULL RETROSPECTIVE METHOD, WHICH REQUIRES RESTATEMENT OF

THE FINANCIAL STATEMENTS FOR ALL PRIOR PERIODS PRESENTED. THE EFFECT OF

THE RESTATEMENT ON THE STATEMENT OF ACTIVITIES FOR THE YEAR ENDED JUNE

30, 2021, IS AS FOLLOWS: NET POSITION AT END OF YEAR ADJUSTMENT IN THE

AMOUNT OF (153,242).

FORM 990, PART XII, LINCE 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)

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.

Department of the Treasury Internal Revenue Service Name of the organization

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

OMB No. 1545-0047

Open to Public Inspection

Employer identification number

59-3659026

Part I Identification of Disregarded Entities. Comple	ete if the organization answered "Y	es" on Form 990, Part IV, line 33	3.				
(a) Name, address, and EIN (if applicable) of disregarded entity	(b) (c) Primary activity Legal domicile (state or foreign country)		r Total inco	eme End-of-year	assets Direct	(f) Direct controlling entity	
Part II Identification of Related Tax-Exempt Organiz organizations during the tax year.	ations. Complete if the organizati	on answered "Yes" on Form 990	, Part IV, line 34, I	because it had one	or more related tax-ex	empt	
(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	Section 5 contr	rolled
FL DEPT. OF ECONOMIC OPPORTUNITY 107 EAST MADISON STREET TALLAHASSEE, FL 32399-4120	ECONOMIC DEVELOPMENT	FLORIDA				165	X
,							

CAREERSOURCE FLORIDA, INC

		0 11 200 1 21	"\' " F 000	D 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	9.1 1 1 1 1 1
Part III	Identification of Related Organizations Taxable as a Partnership.	Complete if the organization answered	"Yes" on Form 990,	, Part IV, line 34, because	ent had one or more related
Part III	organizations treated as a partnership during the tax year.				
	organizations treated as a partitioning during the tax year.				

(a) Name, address, and EIN of related organization	(b) Primary activity	Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?				(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General managin partner	(k) Percentage ownership
		77		,									

Part IV Identification of Related Organizations Taxable as a Corporation or Trust. Complete if the organization answered "Yes" on Form 990, Part IV, line 34, because it had one or more related organizations treated as a corporation or trust during the tax year.

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership		tion b)(13) rolled tity?
		country						Yes	No

Note: Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

Yes No

X

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

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?

а	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)								
С	Gift, grant, or capital contribution from related organization(s)				1c	X		
	Loans or loan guarantees to or for related organization(s)				1d		X	
	Loans or loan guarantees by related organization(s)				1e		X	
f	Dividends from related organization(s)				1f		X	
	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		Х	
-1	Performance of services or membership or fundraising solicitations for related organizations				11		X	
n	Performance of services or membership or fundraising solicitations by related organize				1m		X	
	Sharing of facilities, equipment, mailing lists, or other assets with related organization				1n		X	
	Sharing of paid employees with related organization(s)				10		X	
р	Reimbursement paid to related organization(s) for expenses				1p		Х	
	Reimbursement paid by related organization(s) for expenses				1q		X	
	1 , 0 (, 1				•			
r	Other transfer of cash or property to related organization(s)				1r		Х	
	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	o must complete th	is line, including covered re	elationships and transaction thresholds.				
		(b)	(c)	(d)				
	(a) Name of related organization	Transaction	Amount involved	Method of determining amount inv	olved			
		type (a-s)						
1)	FL DEPT. OF ECONOMIC OPPORTUNITY	С	13,512,371.	COST				
2)								
3)								
4)								
5)								
6)								
3216	3 11-17-21			Schedule	R (Forr	n 990)	2021	

Page 4

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.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under sections 512-514)	Are all partners sec 501(c)(3) orgs.?	(g) Share of end-of-year assets	Dispretion allocat	opor- ate tions?		General manage partne	(k) Al or Percentage ownership
				Tes No		163	NO	(les	10
	-									
	-									<u> </u>
										<u> </u>
	-									000) 0004

IRS e-file Signature Authorization for a Tax Exempt Entity

For calendar year 2021, or fiscal year beginning $\begin{tabular}{c} \hline JUL & 1 \end{tabular}$, 2021, and ending $\begin{tabular}{c} \hline JUN & 30 \end{tabular}$

Department of the Treasury Internal Revenue Service

▶ Do not send to the IRS. Keep for your records.

► Go to www.irs.gov/Form8879TE for the latest information.

Name of	f filer	•		<u>_</u>			EIN or SSN	
	CAREI	ERSOURCE	FLOR	IDA, INC			59-3659	9026
Name ar	nd title of officer o			ANDREW CO	LLINS		•	
		. ,		COO/CFO				
Part	I Type	of Return ar	nd Retu	rn Informatio	n			
Form 5 or 10a whiche	330 filers may e below, and the	nter dollars and amount on that	cents. For the	or all other forms, le return being file	enter whole dollars on ed with this form was b	oplicable amount, if any, fror ly. If you check the box on li lank, then leave line 1b, 2b , n enter -0- on the applicable	ne 1a, 2a, 3a, , 3b, 4b, 5b, 6b	4a, 5a, 6a, 7a, 8a, 9a, 7b, 8b, 9b, or 10b,
1a	Form 990 ched	ck here I	X	b Total revenue	if any (Form 990 Par	t VIII, column (A), line 12)	1h	13,537,394.
2a	Form 990-EZ					line 9)		
3a	Form 1120-PC	***						
4a	Form 990-PF					Form 990-PF, Part V, line 5)		
5a	Form 8868 ch	***						
6a	Form 990-T ch			b Total tax (For	m 990-T Part III line 4			
7a	Form 4720 ch							
8a	Form 5227 ch				s at end of tax year (F			
9a	Form 5330 ch				n 5330, Part II, line 19)	omi ozzi, itom bj		
	Form 8038-CF			•	, , ,	ed (Form 8038-CP, Part III, I		
Part						erson Subject to Tax		<u> </u>
of entit 2021 e comple interme acknow of any i entry to financia later th paymen person.	lectronic return tete. I further decediate service provedgement of refund. If application to the financial in all institution to can 2 business don't of taxes to real identification. Leck one box of as my signat	and accompany lare that the amovider, transmit eceipt or reasonable, I authorize stitution accouldebit the entry trays prior to the ceive confidentinumber (PIN) as nly CARR, RI	ying scheo nount in Potenter, or ele of for reject the U.S. of this accopayment all information information of this accopayment all information information information.	dules and stateme art I above is the actronic return origino of the transm Treasury and its or do in the tax preprount. To revoke a (settlement) date attorn necessary to ature for the elect	, (EIN) ents, and, to the best of amount shown on the ginator (ERO) to send the dission, (b) the reason designated Financial Agaration software for patents, I must contain a payment, I must contain an	I am a person subject to ta and f my knowledge and belief, copy of the electronic return he return to the IRS and to refor any delay in processing tigent to initiate an electronic ment of the federal taxes or ancial institutions involved it resolve issues related to the licable, the consent to electronic to the the transport of the federal taxes or ancial institutions involved it resolve issues related to the licable, the consent to electronic to the transport of the federal taxes or the transport of the transport of the federal taxes or the transport of the federal taxes or the federal tax	I that I have example they are true, or I consent to a eceive from the he return or refigured withdraw wed on this retuial Agent at 1-8 in the processin payment. I have ronic funds with the enter my PIN to enter my PIN to copy of the retuing the copy of the copy of the retuing the copy of the	umined a copy of the correct, and llow my IRS (a) an und, and (c) the date al (direct debit) um, and the 88-353-4537 no g of the electronic e selected a ndrawal. O7991 Enter five numbers, but do not enter all zeros
	As an officer return. If I ha	ve indicated wi	ect to tax thin this re	with respect to the turn that a copy		PIN as my signature on the led with a state agency(ies) screen.		
Signature	of officer or person s	ubject to tax ication and	Authon	tication			Date >	
	r (EFIN) followed	-		filing identificatio ected PIN.	n	59178032308 Do not enter all zeros		
submit		•	•	, ,		tronically filed return indicate r-File (MeF) Information for A		
ERO's s	ignature ▶ <u>C</u> Z	ARR, RIG	GS &	INGRAM, 1	LLC	Date > <u>12</u> /	01/22	
		Do I			ain This Form - Se	e Instructions	So	

LHA For Privacy act and Paperwork Reduction Act Notice, see instructions.

Form **8879-TE** (2021)