



Lightcast Representative: Chris Laney

Work Agreement: Credential Development

This Custom Consulting Work Agreement (the "Agreement") is between Economic Modeling LLC of Moscow, Idaho (hereinafter, "Lightcast") and CareerSource Florida, Inc. of Tallahassee, Florida (hereinafter, "Client") sets forth the terms and conditions for Lightcast to provide Custom Consulting to Client.

I. Scope of Work

Stage I

Client will provide Lightcast with an inventory of all credentials collected, including both credentials that have already been linked to or have a relationship with an SOC code. Client will also provide additional data sources useful for Lightcast to evaluate, analyze, and consider as part of the overall evaluation of credentials for this Agreement.

Using data provided by Client, Lightcast will establish SOC code linkages to identified credentials as follows:

- Set up a series of job text keyword searches for the credential names and query Lightcast datasets (Job Postings & Online Profiles) to see what SOC occupations are requesting those credentials.
- Using Online Profiles, Lightcast will generate SOC mapping and will use this methodology to fill in gaps for apprenticeships, industry certifications, and generic/career readiness credentials.
- Lightcast will manually review each SOC mapping to ensure accuracy and accountability.
- Lightcast will provide Client with a step-by-step methodology used to link the SOC codes to certifications.
- Lightcast will reconcile final SOC linkages against other known linkages including why final linkages were recommended over other linkages.

Target date to completion: January 10, 2023*

Deliverable: An Excel or CSV file with a master list of credentials and its direct relationship with SOC codes.

Stage II

Lightcast will evaluate, identify, and propose qualitative elements that establish a sequence of credential as follows:

- Lightcast will look at realized pathways of those who advertise credentials on their social profiles. This analysis will include additional credentials that a recipient advertises on their social profile, and what is the career history of people who attain a certain credential and advertise on their social profiles.
- Lightcast will look at the skills similarity between occupations that require different credentials.
- Lightcast will look at skills overlap between credentials, regardless of occupations, by querying Lightcast datasets for top skills associated with each credential to develop occupation and skills clusters.
- Lightcast will manually evaluate a fixed sequence of credentials.

Target date to completion: March 30, 2023*

Deliverable: A designed report (PDF) of the findings, key insights, and recommendations related to the credentials inventory for the state of Florida.

Stage III

Lightcast will identify industry sector career pathways or maps for the state of Florida to be utilized by Client's Credential Review Committee to establish a "well-defined sequence of credentials" as follows:

- Lightcast will develop career maps by industry to include degree and non-degree credentials to determine the relationship between programs and occupation in the state of Florida.
- Credentials include those named in FL Statute 14.36.

Target date to completion: May 15, 2023*

Deliverable: A designed report (PDF) to include industry-specific career maps.

Final Deliverables and Timeline

Lightcast will provide Client with an Excel or CSV with a master list of credentials and its direct relationship with SOC, a designed report (PDF) with the industry-specific career maps, and a designed report (PDF) of the findings, key insights, and recommendations related to the credentials in Florida's inventory of credentials.

*Timeline – Lightcast will work with Client to adhere to the target delivery dates listed in the Scope of Work. The parties acknowledge that this timeline is contingent upon timely execution of this Agreement and timely communication from Client. Any delays on Client's end in providing Lightcast with the needed data outlined in the Scope of Work may delay final deliverables accordingly.

II. Fee

The fee for this agreement is \$245,000.00, invoiced as follows:

- \$85,000.00, invoiced upon delivery of Stage I deliverables
- \$85,000.00, invoiced upon delivery of Stage II deliverables
- \$75,000.00, invoiced upon delivery of Stage III deliverables

Invoices are due 30 days from receipt. Sales tax (including, as applicable, VAT, GST, HST, PST, etc.) will be added for non-tax-exempt institutions where applicable.

III. Data Use Agreement

The data provided by Lightcast may be published only with citation to Lightcast. Neither the report itself nor any data included in the report may be resold.

If the deliverables under this agreement include provision of data other than within static (e.g., pdf format) reports, Client may only make outputs of the non-static data file available to third parties. Any data modeling contained in the data files is the sole intellectual property of Lightcast and is provided to Client solely for Client's internal use and to generate outputs for external use with citation to Lightcast. Client may not make any data models available to any third party. For clarity, examples of non-static data files include, but are not limited to, Excel and Tableau.

IV. Work Samples

Unless instructed otherwise by Client, Lightcast may share the deliverables with a third party as samples of work previously completed.

V. Publishing Lightcast Data

All report data must be referenced to Lightcast when results are presented publicly. No unreferenced public usage or presentation of data is allowed.

VI. Responsibility for Outcomes

Lightcast' products and services use data, reports, and forecasts which are generated using government data sources and proprietary analytical processes. Lightcast uses estimates when there are suppressed or missing data points, and such estimates are subject to error. Data, reports, and forecasts included in Lightcast' products and services may differ significantly from actual circumstances or outcomes. Lightcast' products and services are provided "as is," without warranty for a particular purpose or project. Lightcast is not liable for their misuse, or for the results of any planning errors based thereon. The Client is fully responsible for the decisions that are made based on Lightcast' products or services and the outcomes of those decisions. By purchasing Lightcast' products or services, the Client shall not hold Lightcast liable for economic loss arising from their use.

BY PURCHASING THIS DATA, REPORT, PRODUCT, OR SERVICE, CLIENT AGREES THAT LIGHTCAST SHALL NOT BE LIABLE FOR ANY INDIRECT, INCIDENTAL, SPECIAL, OR CONSEQUENTIAL DAMAGES, OR OTHER ECONOMIC LOSS ARISING FROM THEIR USE. LIGHTCAST' MAXIMUM LIABILITY, WHETHER BASED IN CONTRACT, TORT, WARRANTY, OR OTHERWISE, SHALL NOT EXCEED THE AMOUNT THAT LIGHTCAST RECEIVED FOR THE DATA, REPORT, FORECAST, OR SERVICE IN QUESTION.

VII. Applicable Law

Any litigation regarding interpretation or enforcement of this agreement shall be brought in the state of Florida, and this agreement shall be interpreted according to the laws of the state of Florida without regard to any conflict of law provisions.

VIII. Compliance with Laws

Lightcast warrants that its performance under this agreement complies with all applicable laws. If at any time during the term of this agreement it becomes unlawful for Lightcast to continue performance, Lightcast may immediately terminate its performance under this agreement without penalty. If Lightcast terminates under this section, Lightcast will refund the unused portion of any prepaid fees.

IX. Complete Agreement

This is the complete agreement between the parties. Any amendments to this agreement, including any terms that the Client is required by law to include in a contract for services, must be in writing and signed by both parties.

For Lightcast

Art Feldman 11/08/2022
 Authorized Signature Date
 Art Feldman
 Printed Name
 Economic Modeling, LLC
 232 N. Almon St.
 Moscow, ID 83843

For Client

[Signature] 9 Nov 2022
 Authorized Signature Date
 Andrea Collins
 Printed Name
 CareerSource Florida, Inc.
 PO Box 13179
 Tallahassee, Florida 32317

Invoicing Information (to be completed by Client at time of signature)			
Invoice Contact			
Name	Josh Booth		
Email	accountspayable@careersourceflorida.com		
PO #	1163		
Is a PO required? (check one)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Is Client tax-exempt? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
If yes, Client must provide PO at time of signature		If yes, Client must provide tax-exempt certificate	

