

**CONTRACT FOR SERVICES BETWEEN  
CAREERSOURCE FLORIDA, INC.  
AND  
WORLDWIDE INTERACTIVE NETWORK, INC.  
AMENDMENT 1  
CONTRACT 2025-26  
FEID #: 62-1642428**

---

**Project Name: Florida HIRES**

---

On July 9, 2024, CareerSource Florida, Inc. (“CareerSource Florida” or “CSF”) and Worldwide Interactive Network, Inc. (“Contractor”) entered into a contract to implement Florida HIRES (Helping Inmates Realize Employment Success) for the purpose of enhancing the employability skills and technical skills of incarcerated individuals pre-release. CareerSource Florida and Contractor are sometimes referred to herein individually as a “Party” and collectively as “the Parties.”

WHEREAS, Section XII. of the Contract provides that modifications to the Contract shall only be valid when they are in writing and signed by the Parties; and

WHEREAS, the Parties wish to modify the Contract as set forth herein and renew the contract for one year effective July 1, 2025;

NOW THEREFORE, in consideration of the mutual covenants and obligations set forth herein, the receipt and sufficiency of which are hereby acknowledged, the Parties agree to the following:

1. Section II., Term, is hereby deleted in its entirety and replaced with the following:

This Contract shall commence on July 1, 2024, and shall expire on June 30, 2026. As this project receives funding through an annual appropriation from the Florida Legislature, this Contract is subject to the availability of funds. Funding for this Contract is made available by the 2025-2026 State of Florida General Appropriations Act, Specific Appropriation 713 and Florida Department of Corrections authority per section 944.801, Florida Statutes, to use permissive funds to assist in the operation of the Department’s career/technical education instruction. CareerSource Florida retains sole authority to determine the availability of funds.

2. Section III., Scope of Services and Deliverables, is hereby deleted in its entirety and replaced with the following:

Florida HIRES (Helping Inmates Realize Employment Success) is an innovative partnership between the Florida Department of Corrections (FDC) and CareerSource

Florida (state workforce development board and principal workforce policy organization for the state) focused on enhancing the employability skills and technical skills of incarcerated individuals pre-release.

**Strategic objectives include:**

1. Expand the scope and number of incarcerated individuals receiving pre-release technical training and intensive employability services.
2. Further align pre-release technical training with statewide/regional employer demand and more specifically, industries/employers willing to hire returning citizens.
3. Share CSF expertise to build FDC capacity at the institutional level to enhance the scope and effectiveness of pre-release technical training and intensive employability services.
4. Advance FDC and CSF collaboration in developing a pre-release readiness model to expedite and increase post-release employment with potential replication statewide.
5. Develop and test methods for tracking returning citizen employment and earnings post-release.
6. Develop best practices, identify opportunities for continuous improvement, and evaluate continued viability.

The project started in fiscal year 2018-19 with a series of stakeholder engagement and strategic planning sessions centered on concept development, project governance, management structure, and administrative/operational logistics. Participant-facing services were launched in early fiscal year 2019-20 at three pilot FDC institutions.

For fiscal year 2024-25, Florida HIREs provided direct pre-release work readiness services to more than 2,200 incarcerated individuals, spanning 12 projects in collaboration with 12 FDC institutions, 5 current CSF network partners, and various technical training, community-based, and employer partners statewide. Preliminary research indicates that as many as 63 percent of Florida HIREs participants are employed within the first few months of completion/release.

Florida HIREs services are delivered through the CSF network (local workforce development boards), public/private technical training providers, and Florida Ready to Work (state-sponsored career readiness program). WIN Learning—a national career readiness solutions company selected through competitive bid—is the project manager.

Florida HIREs participants are generally within approximately 180 days of release. Participation is voluntary. Motivation is the primary criterion for selection. Participants are mutually selected by the FDC and training providers.

In 2025-26, Florida HIRES programming will focus on advancing the strategic objectives described herein by building on the successes of current projects underway statewide. Specifically, **Attachment A – Schedule of Deliverables and Payments** defines the services and critical timelines to be met by the Contractor, which will subsequently be paid by CSF.

Before engaging the services of any affiliate or subcontractor for work under this Contract, the Contractor shall provide notice of its intent to use such services to CSF.

The Contractor is tasked with strategic planning and day-to-day operations, including, but not limited to:

1. Subcontracting, contractual/operational oversight, and payment of all third-party services including, but not limited to, participating training providers;
2. Reporting as mutually defined by Florida HIRES, the FDC, and CSF;
3. Facilitating continuous communication and coordination among stakeholders; and
4. Leading continuous progress monitoring and evaluation.

**Supporting implementation, the Florida Department of Corrections will:**

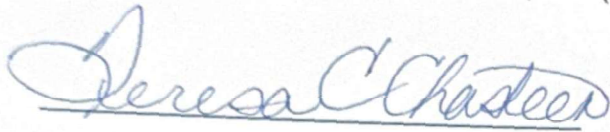
1. Provide access to all applicable FDC rules and regulations and inform stakeholders of any regulatory or operational changes impacting the delivery of services;
2. Make all reasonable efforts to provide adequate training space at each approved service location, with room for computers, tables, and chairs to accommodate all approved participants and provide internet-enabled devices and internet access;
3. Identify and support recruitment of participants who meet the agreed upon criteria and identify replacement participants as needed/appropriate; and
4. Establish days and times during which identified participants will be permitted to participate in programming and make all reasonable efforts to ensure that participants are in attendance on established days and times.

CareerSource Florida will provide policy guidance and finance/administrative technical assistance.

3. The total contract amount of \$2,625,000.00 is deleted and replaced with \$5,111,000.00.
4. Attachment A, Schedule of Deliverables and Payments, is hereby deleted in its entirety and replaced with the new Attachment A attached hereto.
5. All other terms and conditions remain in effect.

IN WITNESS WHEREOF, by signature below, the Parties agree to abide by the terms, conditions, and provisions of this Contract as amended. This Amendment is effective on the date the last Party signs this Amendment.

For Worldwide Interactive Network, Inc. (dba WIN Learning):



7/7/2025

Teresa C. Chasteen, Ph.D., President and CEO Date  
WIN Learning

For CareerSource Florida:



07/08/2025

Adrienne Johnston, President and CEO Date  
CareerSource Florida, Inc.

## Attachment A - Schedule of Deliverables and Payments

### Schedule of Deliverables and Payments

The following Schedule of Deliverables and Payments is subject to approval by the Florida Department of Corrections and CareerSource Florida and is further subject to change based on modifications to the plan during the programming year.

### **FLORIDA HIRES | 2025-26 Proviso Budget Allocation / \$1,000,000**

<b>Deliverables</b>	<b>Tasks – Target Implementation Dates</b>	<b>Total Costs</b>
<b>Deliverable 1A</b>	<p><b>Baker Re-Entry Center – Cohort 2025-26-1 UNF Warehousing and Logistics + Forklift</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$52,000.00</b>
<b>Deliverable 1B</b>	<p><b>Baker Re-Entry Center – Cohort 2025-26-2 UNF Warehouse and Logistics + Forklift</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$52,000.00</b>
<b>Deliverable 2A</b>	<p><b>Polk Correctional Institution – Cohort 2025-26-1 iBuild Core Construction + Heavy Equipment Operator + Road Construction (Pre-Apprenticeship)</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p> <p>* Partial. \$30,000 start-up funding included in 2024-25 IWTF budget.</p>	<b>\$85,000.00 *</b>
<b>Deliverable 2B</b>	<p><b>Polk Correctional Institution – Cohort 2025-26-2 iBuild Core Construction + Heavy Equipment Operation + Road Building (Pre-Apprenticeship)</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$115,000.00</b>

<b>Deliverable 3A</b>	<p><b>St. Petersburg Community Release Center – Cohort 2025-26-1 PERC Core Construction – Carpentry / Tiny House + Forklift</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$66,000.00</b>
<b>Deliverable 3B</b>	<p><b>St. Petersburg Community Release Center – Cohort 2025-26-2 PERC Core Construction – Carpentry / Tiny House + Forklift</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$66,000.00</b>
<b>Deliverable 4A</b>	<p><b>Sago Palm Re-Entry Center – Cohort 2025-26-1 iBuild Introduction to Heavy Equipment Operation – Road Construction + Forklift</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, instructor travel / housing, and project management.</p>	<b>\$65,000.00</b>
<b>Deliverable 4B</b>	<p><b>Sago Palm Re-Entry Center – Cohort 2025-26-2 iBuild Introduction to Heavy Equipment Operation – Road Construction + Forklift</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, instructor travel / housing, and project management.</p>	<b>\$65,000.00</b>
<b>Deliverable 5A</b>	<p><b>Kissimmee Community Release Center / Orlando Community Release Center – Cohort 2025-26-1 FleetForce CDL B</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, licensure fees, and project management including CDL consultant.</p>	<b>\$74,600.00</b>
<b>Deliverable 5B</b>	<p><b>Kissimmee Community Release Center / Orlando Community Release Center – Cohort 2025-26-2 FleetForce CDL B</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, licensure fees, and project management including CDL consultant.</p>	<b>\$74,600.00</b>
<b>Deliverable 5C</b>	<p><b>Kissimmee Community Release Center / Orlando Community Release Center – Cohort 2025-26-3 FleetForce CDL B</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, licensure fees, and project management including CDL consultant.</p>	<b>\$74,600.00</b>

<b>Deliverable 6</b>	<b>Training Supplies and Equipment</b>  Reimbursement of out-of-pocket training supplies, equipment, and other direct costs pre-approved by the Department to support pre-release employability programming.	<b>\$10,200.00</b>
<b>Deliverable 7 Q1</b>	<b>Q1 Project Management - July – September 2025</b>  <b>Pre-release employability project management services including:</b>  1. Scheduling, participant recruitment / pre-qualification, operational logistics, technical assistance, stakeholder communication, progress monitoring, and reporting for technical training projects described herein 2. CareerSource Florida network and community-based partner outreach / engagement to augment pre-release employability programming described herein 3. Related resources development 4. Related staffing, travel, and administrative services	<b>\$50,000.00</b>
<b>Deliverable 7 Q2</b>	<b>Q2 Project Management - October – December 2025</b>  <b>Pre-release employability project management services including:</b>  1. Scheduling, participant recruitment / pre-qualification, operational logistics, technical assistance, stakeholder communication, progress monitoring, and reporting for technical training projects described herein 2. CareerSource Florida network and community-based partner outreach / engagement to augment pre-release employability programming described herein 3. Related resources development 4. Related staffing, travel, and administrative services	<b>\$50,000.00</b>
<b>Deliverable 7 Q3</b>	<b>Q3 Project Management - January – March 2026</b>  <b>Pre-release employability project management services including:</b>  1. Scheduling, participant recruitment / pre-qualification, operational logistics, technical assistance, stakeholder communication, progress monitoring, and reporting for technical training projects described herein 2. CareerSource Florida network and community-based partner outreach / engagement to augment pre-release employability programming described herein 3. Related resources development 4. Related staffing, travel, and administrative services	<b>\$50,000.00</b>

<b>Deliverable 7 Q4</b>	<b>Q4 Project Management - April – June 2026</b>  <b>Pre-release employability project management services including:</b> <ol style="list-style-type: none"> <li>1. Scheduling, participant recruitment / pre-qualification, operational logistics, technical assistance, stakeholder communication, progress monitoring, and reporting for technical training projects described herein</li> <li>2. CareerSource Florida network and community-based partner outreach / engagement to augment pre-release employability programming described herein</li> <li>3. Related resources development</li> <li>4. Related staffing, travel, and administrative services</li> </ol>	<b>\$50,000.00</b>
<b>TOTAL</b>		<b>\$1,000,000.00</b>

**2025-26 Supplemental Budget Allocation / \$1,486,000.00**

<b>Deliverables</b>	<b>Tasks – Target Implementation Dates</b>	<b>Total Costs</b>
<b>Deliverable 1C</b>	<p><b>Baker Re-Entry Center – 2024-25-3</b>  <b>UNF Warehouse and Logistics + Forklift</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$52,000.00</b>
<b>Deliverable 2C</b>	<p><b>Polk Correctional Institution – 2025-26-3</b>  <b>iBuild Core Construction + Heavy Equipment Operation + Road Building (Pre-Apprenticeship)</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$115,000.00</b>
<b>Deliverable 2D</b>	<p><b>Polk Correctional Institution – 2026-27-1</b>  <b>iBuild Core Construction + Heavy Equipment Operation + Road Building (Pre-Apprenticeship)</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p> <p>*Partial for program continuity, new cohort projected to start June 2026.</p>	<b>\$40,500.00*</b>
<b>Deliverable 3C</b>	<p><b>St. Petersburg Community Release Center – 2025-26-3</b>  <b>PERC Core Construction / Tiny House + Forklift</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$66,000.00</b>
<b>Deliverable 4C</b>	<p><b>Sago Palm Re-Entry Center – 2025-26-3</b>  <b>iBuild Introduction to Heavy Equipment Operation – Road Construction + Forklift</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$65,000.00</b>
<b>Deliverable 5D</b>	<p><b>Kissimmee Community Release Center / Orlando Community Release Center – 2025-26-4</b>  <b>FleetForce CDL B</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$74,600.00</b>

<b>Deliverable 5E</b>	<b>Kissimmee Community Release Center / Orlando Community Release Center – 2025-26-5 FleetForce CDL B</b>  Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.	<b>\$74,600.00</b>
<b>Deliverable 6A</b>	<b>DeSoto Correctional Institution – 2025-26-1 iBuild Core Construction + Forklift</b>  Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.	<b>\$66,000.00</b>
<b>Deliverable 6B</b>	<b>DeSoto Correctional Institution – 2025-26-2 iBuild Core Construction + Forklift</b>  Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.	<b>\$66,000.00</b>
<b>Deliverable 7A</b>	<b>Taylor Correctional Institution – 2024-25-3 iBuild Core Construction + Forklift</b>  Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.  * Partial. \$32,000 start-up funding included in 2024-25 IWTF budget.	<b>\$30,000.00 *</b>
<b>Deliverable 7B</b>	<b>Taylor Correctional Institution – 2025-26-1 iBuild Core Construction + Forklift</b>  Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.	<b>\$64,000.00</b>
<b>Deliverable 7C</b>	<b>Taylor Correctional Institution – 2025-26-2 iBuild Core Construction + Forklift</b>  Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.	<b>\$64,000.00</b>
<b>Deliverable 8A</b>	<b>Putnam Correctional Institution – 2025-26-1 UNF Warehouse and Logistics + Forklift</b>  Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.	<b>\$55,000.00</b>

<b>Deliverable 8B</b>	<p><b>Putnam Correctional Institution – 2025-26-2 UNF Warehouse and Logistics + Forklift</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$55,000.00</b>
<b>Deliverable 8C</b>	<p><b>Putnam Correctional Institution – 2025-26-3 UNF Warehouse and Logistics + Forklift</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$55,000.00</b>
<b>Deliverable 9A</b>	<p><b>Kissimmee Community Release Center – 2025-26-1 iBuild Electrical</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$61,100.00</b>
<b>Deliverable 9B</b>	<p><b>Kissimmee Community Release Center – 2025-26-2 iBuild Electrical</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$61,100.00</b>
<b>Deliverable 9C</b>	<p><b>Kissimmee Community Release Center – 2025-26-3 iBuild Electrical</b></p> <p>Integrated technical training and employability services including, but not limited to, strategic planning, curriculum, training delivery, and project management.</p>	<b>\$61,100.00</b>
<b>Deliverable 10</b>	<b>Deliverable Removed</b>	<b>\$0</b>
<b>Deliverable 11</b>	<b>Deliverable Removed</b>	<b>\$0</b>
<b>Deliverable 12</b>	<p><b>Training Supplies and Equipment</b></p> <p>Reimbursement of out-of-pocket training supplies, equipment, and other direct costs pre-approved by the Department to support pre-release employability programming.</p>	<b>\$40,000.00</b>
<b>Deliverable 13 Q1</b>	<p><b>Q1 Supplemental Project Management</b> July – September 2025</p> <p>Pre-release employability project management services including:</p> <ol style="list-style-type: none"> <li>1. Scheduling, participant recruitment / pre-qualification, operational logistics, technical assistance, stakeholder communication, progress monitoring, and reporting for technical training projects described herein</li> <li>2. Research, development, and start-up of new technical</li> </ol>	<b>\$80,000.00</b>

	<p>training projects described herein</p> <ol style="list-style-type: none"> <li>3. CareerSource Florida network and community-based partner outreach / engagement to augment pre-release employability programming described herein</li> <li>4. Stakeholder collaboration including, but not limited to, CareerSource Florida, Florida Foundation for Correctional Excellence / FFCE, Florida Chamber of Commerce Second Chance Hiring Technical Work Group, and Florida Department of Commerce to advance pre-release work readiness policy / procedures / programming</li> <li>5. Related staffing, travel, and administrative services</li> </ol>	
<b>Deliverable 13 Q2</b>	<p><b>Q2 Supplemental Project Management</b> October – December 2025</p> <p>Pre-release employability project management services including:</p> <ol style="list-style-type: none"> <li>1. Scheduling, participant recruitment / pre-qualification, operational logistics, technical assistance, stakeholder communication, progress monitoring, and reporting for technical training projects described herein</li> <li>2. Research, development, and start-up of new technical training projects described herein</li> <li>3. CareerSource Florida network and community-based partner outreach / engagement to augment pre-release employability programming described herein</li> <li>4. Stakeholder collaboration including, but not limited to, CareerSource Florida, Florida Foundation for Correctional Excellence / FFCE, Florida Chamber of Commerce Second Chance Hiring Technical Work Group, and Florida Department of Commerce to advance pre-release work readiness policy / procedures / programming</li> <li>5. Related staffing, travel, and administrative services</li> </ol>	<b>\$80,000.00</b>
<b>Deliverable 13 Q3</b>	<p><b>Q3 Supplemental Project Management</b> January – March 2026</p> <p>Pre-release employability project management services including:</p> <ol style="list-style-type: none"> <li>1. Scheduling, participant recruitment / pre-qualification, operational logistics, technical assistance, stakeholder communication, progress monitoring, and reporting for technical training projects described herein</li> <li>2. Research, development, and start-up of new technical training projects described herein</li> <li>3. CareerSource Florida network and community-based partner outreach / engagement to augment pre-release employability programming described herein</li> <li>4. Stakeholder collaboration including, but not limited to, CareerSource Florida, Florida Foundation for Correctional Excellence / FFCE, Florida Chamber of Commerce Second Chance Hiring Technical Work Group, and Florida Department of Commerce to advance pre-release work</li> </ol>	<b>\$80,000.00</b>

	<p>readiness policy / procedures / programming</p> <p>5. Related staffing, travel, and administrative services</p>	
<b>Deliverable 13 Q4</b>	<p><b>Q4 Supplemental Project Management</b> April – June 2026</p> <p>Pre-release employability project management services including:</p> <ol style="list-style-type: none"> <li>1. Scheduling, participant recruitment / pre-qualification, operational logistics, technical assistance, stakeholder communication, progress monitoring, and reporting for technical training projects described herein</li> <li>2. Research, development, and start-up of new technical training projects described herein</li> <li>3. CareerSource Florida network and community-based partner outreach / engagement to augment pre-release employability programming described herein</li> <li>4. Stakeholder collaboration including, but not limited to, CareerSource Florida, Florida Foundation for Correctional Excellence / FFCE, Florida Chamber of Commerce Second Chance Hiring Technical Work Group, and Florida Department of Commerce to advance pre-release work readiness policy / procedures / programming</li> <li>5. Related staffing, travel, and administrative services</li> </ol>	<b>\$80,000.00</b>
<b>TOTAL</b>		<b>\$1,486,000.00</b>