

Modification List to 4-Year Plan (2020 – 2024)

Changes since submission in February 2020

Date: 8/3/2020

Page(s): 38

REVISED PAGE

Item: Revision of targeted industry sectors for the purpose of CSF's Continuous Improvement Performance Initiative (first full paragraph on the page): Removed Agriculture; Forestry, Fishing and Hunting; replaced that with Legislative Bodies. The revised list reads: [Accommodation and Food Services](#); [Legislative Bodies \(Public Administration\)](#); [Construction](#); [Health Care and Social Assistance](#); and [Retail Trade](#).)

Date: 10/28/2020

Page(s): 67

REVISED PAGE

Item: Revision of the thresholds for allowable investment (ITA caps), increased by the Board on 10/28/2020. The sentence [The threshold for allowable investment is \\$7,500 per customer for training specific to the Sector Strategies Advanced Manufacturing Initiative, \\$5,000 per customer entering training in a Targeted Industry \(other than manufacturing\), and \\$4,000 per customer entering training in a Non-Targeted Industry.](#) Has been revised to read [The threshold for allowable investment is \\$7,500 per customer for training specific to the Sector Strategies Advanced Manufacturing Initiative, \\$6,000 per customer entering training in a Targeted Industry \(other than manufacturing\), and \\$5,000 per customer entering training in a Non-Targeted Industry.](#)

Date: 12/3/2020

Page(s): 6

REVISED PAGE

Item: 1) Chief Elected Official(s)- [Revised removing Commissioners Mike Thompson and Don Elwell. Added Commissioners George and Roberts. Changed Executive Board Chair and Chief Elected Official to Commissioner Kelly Owens.](#)

Date: 1/6/2021

Page(s): 18

REVISED PAGE

Item: (3) Local Grant Recipient C. – [Response paragraph 1 has been updated to indicate the approved extension to serve as Direct Service Provider. Dates updated - Attachment 3 – CSH Feb. 28, 2020 letter to CSF requesting extension of authorized designation as Direct Service Provider, approved by the CSF Board of Directors on June 4, 2020 –](#)

Date: 2/24/2021

Page(s): 6

REVISED PAGE

Item: (1) Chief Elected Official(s)- [Revised to remove Commissioner Terry Hill and add Commissioner Juril “Buddy” Mansfield as the Commissioner and Local Elected Official for DeSoto County.](#)

Date: 7/12/2021

Page(s): 6

REVISED PAGE

Item: : (1) Chief Elected Official(s)- Revised to remove Commissioner Juril “Buddy” Mansfield and add Commissioner Jerod Gross as the Commissioner and Local Elected Official for DeSoto County.

Date: 7/12/2021

Page(s): 16

REVISED PAGE

Item: (2) Local Workforce Development Board (LWDB) A & B- Revised to identify newly elected Chair and Vice Chair of the LWDB effective July 1, 2021- Chair is Raymond Royce, Vice Chair is David Royal.

Design]; Information Technology; and Agriculture. Career pipelines promoting and utilizing Science, Technology, Engineering, and Math (STEM) skills continue to be promoted.

For the purpose of CSF's Continuous Improvement Performance Initiative, to ensure quality service delivery to all local businesses, CSH has identified the following targeted industry sectors: **Accommodation and Food Services; Legislative Bodies (Public Administration); Construction; Health Care and Social Assistance; and Retail Trade.**)

Innovative and evolving, our workforce system focuses on leveraging strategic partnerships to meet the region's unique labor market needs. Vision, focus, and priority-based resource allocation are required to build the capacity and competency to become a more customer-focused, demand-driven workforce system. Locally, we promote and support synergy among workforce, economic development, businesses, and job training (education) entities. With workforce development as the "people part" of economic development, CSH believes the following issues matter most from a workforce perspective, as we work with our partners to realize economic prosperity:

- Support Regional Capacity-Building
- Understand and Stay Abreast of Supply & Demand Needs of Local Industry
- Focus on Tomorrow's Talent
- Help Develop Talent in Support of Area Needs Aligned with Targeted Industries
- Support Business Growth and Retention
- Recognize and Assist with Industry Sustainability
- Prioritize Projects Based on Support of Targeted Industry Clusters

Our vision and goals are designed to align talent development, economic development, and sustainable growth within our four-county area. Our strategic imperatives are aligned with the Florida Chamber Foundation's Six Pillars Concept.

Vision: "CareerSource Heartland will become an innovative leader in identifying and developing a skilled talent force in our community."

Strategic Imperatives:

1. Develop and maintain a regional talent development strategy through diversified public and private-sector partnerships.
2. Develop and recruit talent to support economic development priorities in the region's targeted and emerging industries.
3. Support and encourage technological enhancements and innovation in industry.
4. Identify and improve factors that influence the area's business climate.
5. Support local strategies that enhance business development and value-added job creation.
6. Balance growth management with economic development to preserve quality of life.

(11) Individual Training Accounts: Describe the process and criteria for issuing Individual Training Accounts (ITAs) (WIOA §108(b)(19)).

A. Describe any ITA limitations established by the board;

ITAs are used to provide financial assistance for traditional job training to eligible WIOA Adults and Dislocated Workers. CSH has established a priority/most in need policy to identify individuals with barriers to employment and to ensure priority of service to Veterans. Those customers identified who are Veterans and/or have barriers to employment (TANF, SNAP recipients, homeless, basic skills deficient) will be placed as the first to be served through an ITA.

CSH provides ITAs for eligible WIOA clients in need of financial assistance to obtain the job skills necessary for employment leading to self-sufficiency. ITAs are issued for approved training programs and training providers and may be used for the payment of tuition and books necessary for academic progress, or other expenses associated with education and training, as previously authorized on the specific program expense sheet and billed by the training provider.

All ITA training is limited to two years in duration and must result in the attainment of industry-recognized credentials or certifications, an Associate's degree, or a Bachelor's degree. Priority of ITAs is given to vocational and technical programs lasting not more than twelve (12) consecutive calendar months. However, consideration is given to those programs not lasting more than twenty-four (24) consecutive months including those instances of customers having current academic credit. In no instance will CSH fund all four (4) years of a customer's post-secondary education. Funding for baccalaureate level training must receive prior approval by the CSH President/CEO or designee. Funding for education and training beyond the baccalaureate level is limited to certifications. Exceptions to these limitations require the prior approval of the CSH President/CEO or designee. **The threshold for allowable investment is \$7,500 per customer for training specific to the Sector Strategies Advanced Manufacturing Initiative, \$6,000 per customer entering training in a Targeted Industry (other than manufacturing), and \$5,000 per customer entering training in a Non-Targeted Industry.** Exceptions to this threshold must be approved in advance by the CSH President/CEO. The above thresholds do not include supportive services required for participation in training.

B. Describe any exceptions to the use of ITAs.

Exceptions to the use of an ITA are work-based training opportunities (On-the-Job, Customized and, Work Experience training), and, in some cases, youth training options.

(12) Microenterprise and Entrepreneurial Training: Describe mechanisms currently in place or in consideration that provide microenterprise and entrepreneurial training. Describe mechanisms in place that support programs and co-enrollment, where appropriate, in core programs as described in WIOA section 134(a)(3)(A)(i) (WIOA §108(b)(5)).

In support of microenterprise and entrepreneurial efforts, CSH partners with the University of South Florida Small Business Development Center and Highway Park Neighborhood Council. These organizations provide support and guidance to budding entrepreneurs.

ORGANIZATIONAL STRUCTURE

(1) Chief Elected Official(s)

- A. Identify the chief elected official(s) by name, title, mailing address, phone number and email address.

The Executive Board Chair and Chief Elected Official for CareerSource Heartland (CSH) is:

Kelly Owens, Commissioner (Chair)
Okeechobee County Board of County Commissioners
304 NW 2nd St., Room 123
Okeechobee, FL 34972
Phone: 863-763-6441
kowens@co.okeechobee.fl.us

Along with Commissioner Owens, the Local Elected Officials (LEO) serving on our Executive Board are:

Terry Hill, Commissioner
DeSoto County Board of County Commissioners
201 E Oak St., Suite 201
Arcadia, FL 34266
Phone: 863-993-4800
t.hill@desotobocc.com

Judith George, Commissioner
Hardee County Board of County Commissioners
412 W Orange St., Room 103
Wauchula, FL 33873
Phone: 863-773-9430
jgeorge@hardeecounty.net

Kevin Roberts, Commissioner
Highlands County Board of County Commissioners
600 S Commerce Ave.
Sebring, FL 33870
Phone: 863-402-6500
kroberts@highlandsfl.gov

Article 1, Section 3 of the CSH By-laws designates the Executive Board Chair as the Local Workforce Development Area's (LWDA) Chief Elected Official, for authentication purposes.

- B. If the local area includes more than one unit of general local government in accordance with WIOA sec. 107(c)(1)(B), attach the executed agreement that defines how parties carry out roles and responsibilities of the chief elected official.

Plan will be shared with the Board at the April 2020 Board meeting. If Plan changes are needed as a result of public comments, an amendment will be submitted.

(3) Local Grant Subrecipient (local fiscal agent or administrative entity)

- A. Identify the entity selected to receive and disburse grant funds (local fiscal agent) if other than the chief elected official. WIOA section 107(d)(12)(B)(1)(iii); 20 CFR 679.420

The Consortium has identified Heartland Workforce Investment Board, Inc., dba CareerSource Heartland as the local grant recipient (fiscal agent) and administrative entity.

- B. Identify the entity selected to staff the LWDB (commonly referred to as the administrative entity) and assist it in carrying out its responsibilities as a board organized under WIOA. (May be the same as the fiscal agent). 20 CFR 679.430

The Consortium has selected the Heartland Workforce Investment Board, Inc., dba CareerSource Heartland as the local grant recipient and administrative entity.

- C. Identify if a single entity is selected to operate in more than one of the following roles: local fiscal agent, local board staff, one-stop operator or direct provider of career services or training services, and describe how the entity will carry out its multiple responsibilities, including how it develops appropriate firewalls to guard against conflicts of interest as described in CareerSource Florida strategic policy [2012.05.24.A.2 – State and Local Workforce Development Board Contracting Conflict of Interest Policy](#).

Please see Attachment 1 – the Heartland Workforce Investment Consortium Interlocal Agreement – [Attachment 3 \(Open Attachment Panel\) – CSH Feb. 28, 2020 letter to CSF requesting extension of authorized designation as Direct Service Provider, approved by the CSF Board of Directors on June 4, 2020](#) – and Attachment 6 (Open Attachment Panel) - CSH May 31, 2017 letter to CSF requesting approval to continue to serve as One-Stop Operator, approved by the CSF Board of Directors on August 9, 2017.

As outlined in Attachment 4 (Open Attachment Panel), CSH follows the principles of the “Carver Model.” The Board maintains its role as a strategic planning and policy board and oversight body. The President/CEO acts as the sole point of accountability. The establishment of this practice provides a sufficient “firewall” between the CSH Board of Directors and daily operations.

As CSH has followed all required processes to be designated as a direct provider of Career Services, all services within our system, with the exception of contracted youth services, are provided directly. The majority of youth services are provided through competitively procured contracted providers; however, some eligible youth may receive basic career services through CSH’s career centers, or may be served through On-the-Job Training, Work Experience, or Individual Training Account mechanisms.

(4) One-Stop System

- A. Describe the local one-stop system (including the number, type and location of the comprehensive center(s)³, and other service delivery points).



February 28, 2020

Michelle Dennard, President/CEO
CareerSource Florida, Inc.
1580 Waldo Palmer Lane, Suite 1
Tallahassee, Florida 32308

Dear Mrs. Dennard:

Since 2008, CareerSource Heartland – Local Workforce Development Area (LWDA) 19 (formerly Heartland Workforce), has requested and been granted authorization to perform as a Direct Provider of Basic and Individualized Career Services, and Follow-up Services. Our current authorization expires on June 30th of this year.

Heartland Workforce Investment Board, Inc., d/b/a CareerSource Heartland (herein referred to as CSH), with prior approval of the CSH Executive Board (Local Elected Officials), submits the following Request for Extension to operate as a Direct Provider of workforce services as described below. The Request for Extension form is included.

- 1. Review of how the provision of direct services during the prior period fit the business model that the LWDB proposed in its original request, and any proposed changes in the business model or the particular workforce services the LWDB intends to provide during the extension period.***

CSH has been a Direct Provider of services since 11/1/2008 and via the Career Center System, delivers Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, some Out-of-School Youth and Temporary Assistance to Needy Families (TANF) services. In addition, CSH provides case management for participants in training in all four counties of DeSoto, Hardee, Highlands and Okeechobee. CSH also provides services, as appropriate, through “Special Grants and Projects” that are awarded through the Workforce System. Through the Department of Economic Opportunity (DEO) Grantee-Subgrantee Agreement, CSH provides direct supervision for staff conducting the DEO funded Wagner-Peyser (WP) labor market exchange, Veterans, Trade Adjustment Assistance (TAA) and Migrant Seasonal Farm Worker program services.

In April 2016, CSH submitted a four-year local plan covering the period 2016-2020, with an update submitted in March 2018. This current, accepted and approved, plan includes a detailed overview of anticipated planning, goals, labor market needs, and current activities. CSH follows Federal guidelines in the competitive selection process of service providers.

An equal opportunity employer/program

CSH has submitted a new four-year local plan covering the period July 1, 2020 through June 30, 2024 and is awaiting feedback and approval. Our recently submitted plan outlines progress made in local partnerships, strategic planning, and job training programs and their impact on local workforce development for this area.

CSH's goals are to advance talent development to meet our businesses' needs, to increase employment opportunities for our job seekers, to improve the quality of the local workforce, to reduce welfare dependency, and to increase economic self-sufficiency of our residents. Since our current business model has produced effective improvement toward each of these goals, no changes are anticipated in operational oversight. CSH will continue to follow federal and state guidance to ensure full compliance in the delivery of workforce services.

CSH oversees the provision of workforce services within our four-county LWDA. The Board adheres to the "Carver Model", and focuses on governance, strategy, oversight, ethics, financial integrity, and performance standards. This model permits the President/CEO to manage day-to-day operations and provides the firewall which defines the role of the Board of Directors as the oversight body. The Board sets the strategies and governance and holds the President/CEO accountable to translate those items into operational policies, procedures and implementation. This model has been effective, and the Board continues to utilize the Carver Model.

The greatest cost saving impact to the LWDB in assuming its direct service provision was that CSH became the employer of record for Center personnel who were previously employed by the contracted service provider. Funds saved by the elimination of payments of management fees and direct and indirect administrative costs have been reinvested into programs and services to customers. This, too, has been working well, and no changes are intended.

2. *Effective date.*

The effective date of this extension will be July 1, 2020.

3. *The period of time, not to exceed three years, for when the extension would be in effect.*

The extension would be in effect from July 1, 2020 – June 30, 2023 as allowed by regulations that govern direct service.

4. *Review of the LWDB's stated reasons in its previous request why the LWDB has decided to directly provide the workforce services, and an explanation of how it is still in the best interest of the LWDB's customers that the LWDB continue to provide these services.*

For many years, base funding steadily declined for the grant programs requiring mandated workforce services, making it necessary to scale back operations and reduce services. The funding reductions in the past resulted in the downsizing of centers, relocation of administrative offices, reductions in staff at all levels, and tighter controls over spending for service delivery. In July 2008, in response to the ongoing need to provide more services with less funding, CSH assumed direct management of the Career Centers by eliminating the service provider's regional management level and its corporate level administrative functions.

From its inception until November 2008, CSH had procured service delivery from private for-profit and private not-for-profit organizations, with no benefit realized in terms of quality of service delivery or cost savings. Subcontracting for service delivery created unnecessary and insulated layers of programmatic and fiscal management staff, on and off-site, issues with fiscal and administrative reporting, and overall performance levels which had fallen below CSH standards. The direct provision of services has allowed CSH to increase direct communication with front-line staff, as well as recognize fiscal savings through the elimination of contracted service provider indirect costs and profit. CSH continues to streamline service delivery by directing more funds toward the provision of services as a direct result of the reduction of unnecessary third-party management and administrative costs.

5. *Review of the effectiveness of the “firewall” established by the LWDB to clearly separate existing roles as the oversight body for the LWDB’s workforce delivery system and its role as the operational services directly provided by the LWDB, and an explanation of changes to be made to the firewall.*

Following the principles of the “Carver Model”, the Board maintains its role as a strategic planning and governance body. The President/CEO acts as the sole point of accountability. The adoption of the Board’s Carver Model of governance provides a sufficient “firewall” between the CSH Board of Directors and the President/CEO by clearly establishing oversight responsibilities of the Board of Directors and clarifying the delegation of authority to the President/CEO, who has been given full and direct control over staff and day-to-day operations.

The organizational structure of the Board provides assurance that the Board remains focused on strategic thinking, planning, and oversight. The Business Enhancement Committee serves as a catalyst among business and industry, economic development organizations, and education and training providers to identify the skills needed to fill critical jobs and to promote business retention, expansion, and recruitment. Additionally, the committee defines the local goals and objectives needed to assist underemployed workers attain skills and reach self-sufficiency. This committee seeks ways to better serve all groups in the community including special populations, with emphasis on the support and development of the regional talent pipeline.

The Youth Council develops strategies to enlist business, education and community support to promote successful entry into the workforce. This council focuses on increasing services to the area’s youth, especially to youth defined as at-risk. Key components include the development of partnerships that promote academic achievement, attainment of nationally recognized credentials, and employment at self-sufficient wage rates.

The Finance and Operations Committee formulates the Board’s Bylaws for Board approval, reviews, analyzes and recommends approval or disapproval of the annual budget and all budgetary and/or financially related matters prior to consideration by the CSH Board. This committee oversees monitoring, evaluation, and auditing of all aspects of the organization’s program performance to assure compliance with all laws, regulations, State and local policies, and the Plan(s) of Service. Other responsibilities include review of all fiscal and programmatic monitoring reports.

The Board's structure also includes the Executive and Joint Administrative Review committees, carrying out additional oversight responsibilities. This model has been working effectively and no changes are intended.

6. *Identification of the grant program(s) that fund the workforce service delivery model.*

The general description of grant programs and/or services currently contained in our Local Plan will not change. The current funding model includes:

- Workforce Innovation and Opportunity Act – Adult, Dislocated Worker and Youth
- Wagner-Peyser
- Veterans Services – DVOP/LVER
- Migrant Seasonal Farm Worker Program
- Priority Re-employment Services
- Trade Adjustment Assistance
- Temporary Assistance to Needy Families
- Supplemental Nutrition Assistance Program
- Migrant Seasonal Farm Worker Program

CareerSource Heartland regularly seeks additional funding through competitive grant applications that are consistent with our workforce mission.

7. *Cost analysis that documents the actual reduction in costs with the LWDB providing the services rather than contracting that service to another provider and an estimate of such costs and savings for the upcoming three-year period.*

CSH was initially approved as a direct service provider beginning November 1, 2008 and will have realized an estimated cost avoidance of approximately \$1,427,598 during the eleven-year period ending June 30, 2019. These funds were placed back into the programs to assist with training and general operating costs. It is estimated that such continued cost avoidance for the upcoming three-year period from July 1, 2020 through June 30, 2023, if approved by CareerSource Florida, Inc., would be proportionally equal to this amount.

The information below summarizes the reduction in costs associated with directly operating the management of the One-Stop Career Center system during 2008, when we contracted with Arbor E&T LLC to operate our One-Stop Career Centers. The information, as applicable in 2008, was a benchmark in which to estimate annual potential savings.

Historical Background

During Fiscal Year 2007-2008, a cost-reimbursement contract was issued with a third-party provider for One-Stop Operations and Business Operations. Both contract components met with ineffective communication of Board directives from the contracted management to contracted operational staff for implementation, complex corporate structure which delayed payments to training vendors and staff expense reimbursements and additional layers of management/administrative personnel and associated costs which did not prove to be a positive return on investment.

During Fiscal Year 2008-2009, after the third-party provider was not able to successfully organize its PEO within the first 90 days of the contract period, as stipulated, the contract was terminated and CSH requested Direct Services Provider status from Workforce Florida, Inc., which was granted, effective November 1, 2008.

From November 2008, and projected through June 30, 2019, CSH has realized the approximate savings of \$1,427,598. We estimate this amount will increase for the July 1, 2020 through June 30, 2023 time period by an additional \$573,887.

8. *Review of any other realized improvement to service delivery and performance outcomes, and description of anticipated improvements.*

Along with the above stated cost savings, local direct control of hiring and of general human resource processes has allowed for prompt action when positions become vacant or when staff members are not performing to acceptable standards. Filling vacant positions previously involved a long and intricate process which left positions unfilled for long periods of time and negatively impacted customer service delivery. In instances where provider staff performed below expected standards, under the provider model, Board staff could only make strong recommendations for any action to be taken. Under CSH control, we can fill vacant positions more quickly, as well as ensure greater individual accountability for service delivery, resulting in better trained staff, unification of mission, and more positive and timely responses to Board initiatives.

Streamlining the organizational structure has resulted in improved quality of services, higher performance levels, cost savings, more organizational control, better accountability of staff and resources, consistency and unification of goals and direction, more effective follow-through, improved response time to identified training needs, decreased monitoring findings, and encouragement and fostering of innovative processes.

To further demonstrate our success as a direct service provider, CSH has participated in the Performance Funding Model (PFM) since its inception in 2015-16 and has been the recipient of performance awards funding for each program year since. In fiscal year 2017-18, CSH earned an Excel rating as being one of the seven top-ranked local boards in terms of global performance scores.

9. *Documentation that the public was provided a meaningful opportunity for review and comment on the proposed extension for a period not less than 10 days. Any submitted comments must be included.*

Please see Public Notices. Please note that no comments have been received to date.

10. *Documentation that the Chief Elected Official has agreed to the planned extension.*

Please see Signature Page.

Upon receipt of this request, should additional information be required, please contact me at (863) 385-3672 x 1303, or via email to ddoubleday@careersourceheartland.com.

Sincerely,

A handwritten signature in blue ink, appearing to read "Donna Doubleday".

Donna Doubleday
President/CEO

Attachments: Public Notices
Signature Page



CareerSource Heartland Public Notices

PUBLIC NOTICE

CareerSource Heartland is seeking comments on its' four-year 2020 Local Plan.
Please [click here](#) for more information and access to the Plan.

PUBLIC NOTICE

CareerSource Heartland is requesting an extension of its status as a Direct Provider of Workforce Services for DeSoto, Hardee, Highlands, and Okeechobee counties to provide for the direct operation and delivery of certain workforce services.
Please [click here](#) for more information.

PUBLIC NOTICE

Request For Proposals

CareerSource Heartland, 5901 US Hwy 27 S, Suite 1, Sebring, Florida 33870, a 501(c)3 organization, is soliciting proposals from qualified CPA firms to provide Auditing Services for the 2019-2020 fiscal year. Deadline for proposal submission is March 2, 2020, 3 p.m. EST. Please see the entire procurement timetable in the RFP, located on www.careersourceheartland.com

Please direct questions/comments regarding the RFP to Brian Mercurio at bmercurio@careersourceheartland.com

Please [click here](#) to view questions submitted, and responses, regarding the RFP.



CAREERSOURCE HEARTLAND PUBLIC NOTICE

CareerSource Heartland is requesting an extension of its status as a Direct Provider of Workforce Services for DeSoto, Hardee, Highlands, and Okeechobee counties, to provide for the direct operation and delivery of certain workforce services.

The extension applies to a three-year period, effective July 1, 2020, if approved by CareerSource Florida.

The comment period began **February 17, 2020** and will close **February 26, 2020**. All comments received will be incorporated into the extension request to be submitted to CareerSource Florida.

Comments should be submitted to Brian Mercurio via email at bmercurio@careersourceheartland.com or via fax @ 863-382-9067.

An equal opportunity employer/program. Auxiliary aids and services available upon request to individuals with disabilities.

INDEPENDENT NEWSMEDIA INC. USA

Lake Okeechobee News
107 SW 17th Street, Suite D
Okeechobee, Florida 34974
863-763-3134

STATE OF FLORIDA
COUNTY OF OKEECHOBEE

Before the undersigned authority personally appeared Katrina Elsen Muros, who on oath says she is the Publisher of the Lake Okeechobee News, a three times a week Newspaper published in Okeechobee County, Florida, that the attached copy of an advertisement being a Public Notice

in the matter of Notice

in the 19th Judicial District of the Circuit Court of Okeechobee County, Florida, was published in said newspaper in the issues of

2/19/2020

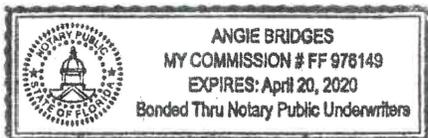
Affiant further says that the said Lake Okeechobee News is a newspaper published at Okeechobee, in said Okeechobee County, Florida, and that said newspaper has heretofore been published continuously in said Okeechobee County, Florida each week and has been entered as second class mail matter at the post office in Okeechobee, in said Okeechobee County, Florida, for a period of one year next preceding the first publication of the attached copy of advertisement, and affiant further says that she has neither paid nor promised any person, firm or corporation any discount, rebate, commission or refund for the purpose of securing this advertisement for publication in the said newspaper.

Katrina Elsen Muros
Katrina Elsen Muros

Sworn to and subscribed before me this
19th day of February 2020 AD

Notary Public, State of Florida at Large

Angie Bridges



PUBLIC NOTICE
CareerSource Heartland, 5901 US Hwy 27 S, Suite 1, Sebring, Florida-33870, a 501(c)3 organization, will be requesting an extension of its status as a Direct Provider of Workforce Services for DeSoto, Hardee, Highlands, and Okeechobee counties to provide for the direct operation and delivery of certain workforce services. The extension applies to a three-year period, effective July 1, 2020, if approved by CareerSource Florida. Comments regarding the extension should be directed to Brian Mercurio at bmercurio@careersourceheartland.com 391605 ON 2/19/2020

AFFIDAVIT OF PUBLICATION
The Herald-Advocate
Published Weekly at Wauchula, Florida

STATE OF FLORIDA,
COUNTY OF HARDEE

Before the undersigned authority personally appeared Kim Beas
who on oath says he is the Secretary of The Herald-Advocate, a
newspaper published at Wauchula, in Hardee County, Florida; that the attached copy of advertise-
ment, being a Public Notice - Request of Extension of
in the matter of Career Source Heartland status as a
in the _____ Court, was published in said newspaper in the issues Direct
of Feb. 20, 2020 Workforce
Services

Affiant further says that the said Herald-Advocate is a newspaper published at Wauchula, in
said Hardee County, Florida, and that the said newspaper has heretofore been continuously published
in said Hardee County, Florida, each week and has been entered as periodicals matter at the
post office in Wauchula, in said Hardee County, Florida, for a period of one year next preceding the
publication of the attached copy of advertisement; and affiant further says that he has neither paid nor
promised any person, firm or corporation any discount, rebate, commission or refund for the purpose
of securing this advertisement for publication in the said newspaper.

Sworn to and subscribed before me this 20th day of Feb.
A.D. 2020
Nancy P. Davis
Notary Public
My Commission Expires May 26, 2020



PUBLIC NOTICE

CareerSource Heartland, 5901 US Hwy 27 S, Suite 1, Sebring, Florida 33870, a 501(c)3 organization, will be requesting an extension of its status as a Direct Provider of Workforce Services for DeSoto, Hardee, Highlands, and Okeechobee counties to provide for the direct operation and delivery of certain workforce services. The extension applies to a three-year period, effective July 1, 2020, if approved by CareerSource Florida. Comments regarding the extension should be directed to Brian Mercurio at bmercurio@career-sourceheartland.com.

2:20c

AFFIDAVIT OF PUBLICATION

HIGHLANDS NEWS-SUN
Published – Daily
SEBRING, HIGHLANDS COUNTY, FL

STATE OF FLORIDA,
COUNTY OF HIGHLANDS

Before the undersigned authority personally appeared Janet Emerson, who on oath says that she is an authorize published at Sebring, in Highlands County, Florida; that the attached copy of advertisement, being a notice in the matter of
PUBLIC NOTICE
REQUEST FOR EXTENSION OF STATUS
AS DIRECT PROVIDER OF WORKFORCE SERVICES
FOR DESOTO, HARDEE, HIGHLANDS AND
OKEECHOBEE COUNTIES
was published in said newspaper in the issues of
FEBRUARY 18, 2020

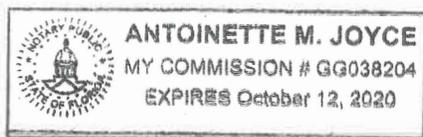
Affiant further says that the said HIGHLANDS NEWS-SUN is a newspaper published at Sebring, in said Highlands County, Florida, and that the said newspaper has heretofore been continuously published in said Highlands County, Florida, and has been entered as second class, mail matter at the post office in Sebring, in said Highlands County, Florida, for a period of one year next preceding the first publication of the attached copy of advertisement; and affiant further says that she has neither paid nor promised any person, firm or corporation any discount, rebate, commission or refund for the purpose of securing this advertisement for publication in the said newspaper.

Janet Emerson

Sworn to and subscribed before me this 20th day of February, 2020

Antoinette M Joyce
Notary Public

(Notary Stamp)





PUBLISHER'S AFFIDAVIT OF PUBLICATION
STATE OF FLORIDA
COUNTY OF DESOTO:

Before the undersigned authority personally appeared **Melinda Dickinson**, who on oath says that she is an employee of the Sun Newspapers, a newspaper published at Charlotte Harbor in Charlotte County, Florida; that the attached copy of advertisement, being a **Legal Notice** that was published in said newspaper in the issue(s)

02/19/2020

as well as being posted online at www.yoursun.com and www.floridapublicnotices.com. Affiant further says that the said newspaper is a newspaper published at Charlotte Harbor, in said Charlotte County, Florida, and that the said newspaper has heretofore been continuously published in said Charlotte County, Florida, Sarasota County, Florida and DeSoto County, Florida, each day and has been entered as periodicals matter at the post office in Punta Gorda, in said Charlotte County, Florida, for a period of 1 year next preceding the first publication of the attached copy of advertisement; and affiant further says that he or she has neither paid nor promised any person, firm or corporation any discount, rebate, commission or refund for the purpose of securing this advertisement for publication in the said newspaper.

Melinda Dickinson
(Signature of Affiant)

Sworn and subscribed before me this
19th day of February, 2020.

Donna Marie King
(Signature of Notary Public)

Personally known OR Produced
Identification

PUBLIC NOTICE

CareerSource Heartland, 5901 US Hwy 27 S, Suite 1, Sebring, Florida 33870, a 501(c)3 organization, will be requesting an extension of its status as a Direct Provider of Workforce Services for DeSoto, Hardee, Highlands, and Okeechobee counties to provide for the direct operation and delivery of certain workforce services. The extension applies to a three-year period, effective July 1, 2020, if approved by CareerSource Florida. Comments regarding the extension should be directed to Brian Mercurio at bmercurio@careersourceheartland.com.
Publish: 02/19/2020
401318 3736724



REQUEST FOR EXTENSION

LOCAL WORKFORCE AREA INFORMATION

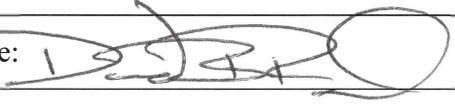
Name of Local Area: Heartland Workforce Investment Board, Inc. dba CareerSource Heartland	
LWDB Number: 19	
Date of Submission: 2-28-20	
Contact Person Name: Donna Doubleday	Phone: (863) 385 - 3672 Email Address: ddoubleday@careersourceheartland.com

AMENDMENT TO THE LOCAL WORKFORCE SERVICES PLAN

The Local Workforce Development Board seeks to extend its designation as a direct service provider of certain services by agreement of the Chief Elected Official and the Governor. This extension to the designation of the Local Workforce Development Board as a direct service provider of certain services is to be effective for the period 7/1/2020 through 6/30/2023.

The signatures below certify agreement to the request for extension submitted by the Local Workforce Development Board and the assurance that the Local Workforce Development Board will operate in accordance with this extension, its Workforce Service Plan, and applicable federal and state laws and regulations.

LOCAL WORKFORCE DEVELOPMENT BOARD CHAIRMAN

Name: David Royal	Title: Board Chair
Signature: 	Date: 2/28/2020

LOCAL CHIEF ELECTED OFFICIAL

Name and Title: Mike Thompson, Commissioner	County: Hardee
Signature: 	Date: 2/28/2020

Approved _____
Disapproved _____

Consent Item 2

WORKFORCE INNOVATION AND OPPORTUNITY ACT LOCAL WORKFORCE DEVELOPMENT BOARD FOUR-YEAR (2020-2024) PLAN APPROVAL

The Workforce Innovation and Opportunity Act 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 local chief 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). CareerSource Florida issued local plan instructions to the local workforce development boards on October 11, 2019. Plans were due to CareerSource Florida on April 30, 2020. The local plans have been reviewed by the Department of Economic Opportunity and are available for review by the CareerSource Florida board [at this link](#).

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

FOR CONSIDERATION

Approve the Workforce Innovation and Opportunity Act (WIOA) local plans for all 24 local workforce development boards.

Consent Item 1

Approved _____
Disapproved _____

Consent Item 1

JUNE 2020 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 June 4, 2020, Board Meeting Minutes, to include any modifications or changes noted by the board.

**MINUTES
CAREERSOURCE FLORIDA
BOARD OF DIRECTORS MEETING
June 4, 2020**

CALL TO ORDER

Chairman Kevin Doyle called the meeting of the CareerSource Florida Board of Directors to order at approximately 9 a.m. ET on June 4, 2020, by welcoming board members and partners to the meeting. Chairman Doyle asked Lisa Cramer to call roll.

ROLL CALL/QUORUM

A quorum was present with the following board members in attendance:

Kevin Doyle	Bill Johnson
Brittany Birken	Rep. Chris Latvala
Tim Center	Ken Lawson
Duane De Freese	Tony McGee
Ruth Dillard*	Alex Moseley
Eric Hall*	Mike Myhre
Robert Doyle	Todd Rebol
Arnie Girnun	Stephanie Smith
Elisha Gonzalez	

*Designee

Board members not in attendance were: Gov. Ron DeSantis, Rose Conry, Elli Hurst, Rick Matthews, Sen. Bill Montford, Bryan Nelson and Joe York.

CHAIRMAN'S WELCOME & REMARKS

Chairman Doyle reminded the board a series of operational and strategic policies to further strengthen compliance and accountability within the state workforce system was approved at the last meeting. The board also approved a list of industry certifications available to Florida's middle and high school students through the state Career and Professional Education Act for the coming school year.

In February, Florida's unemployment rate was at a record low of 2.8% and quadrupled to 12.9% in April. More than two million Reemployment Assistance claims have been submitted to the state Department of Economic Opportunity since March 15. This created a challenge for CareerSource Florida's partners at the Department of Economic Opportunity, as well as local workforce development boards serving their communities while protecting their customers and employees.

The CareerSource Florida network has provided uninterrupted employment and training services throughout the pandemic. Local workforce development boards began providing virtual, telephone and email services and, in some cases, in-person services by appointment early on in this crisis. The CareerSource Florida network also assisted Floridians applying for unemployment benefits through the Reemployment Assistance program managed by the Florida Department of Economic Opportunity.

CareerSource Florida launched an integrated public and business outreach campaign, *Help is Here*, to direct job seekers and businesses to support needed for employment, recruitment, hiring and training as well as COVID-19 relief programs.

MISSION MOMENT

Chairman Doyle introduced Kelly Smallridge, President and CEO of Palm Beach County's public/private economic development agency, the Business Development Board of Palm Beach County. Ms. Smallridge also is chair of the Florida Economic Development Council.

A copy of Ms. Smallridge's presentation can be located [here](#).

CONSENT AGENDA

Chairman Doyle introduced the Consent Agenda:

Consent Item 1 – Consideration of February 2020 Board Meeting Minutes

Consent Item 2 – Local Workforce Development Boards – Approval of Local Plans

Consent Item 3 – Local Workforce Development Boards – Direct Providers of Workforce Services

Consent Item 4 – CareerSource Florida Administrative Policies

Motion: Tim Center

Second: Arnie Girnun

Chairman Doyle opened the floor for discussion and corrections. Hearing none, Chairman Doyle opened the floor for public comment. Hearing none, Chairman Doyle called for a vote. The motion passed. None opposed. President Dennard will sign and annotate the Meeting Minutes for the official record.

PRESIDENT'S REPORT

President Dennard reflected upon the corporate goals and provided updates on the strategic initiatives identified by the board in alignment with the Governor's vision.

Communicate the Vision

The CareerSource Florida professional team has been in frequent contact with local workforce development board executives to be sure their needs are met. The Help is Here outreach campaign focused on ensuring that every Florida job seeker or business looking for help knows that Florida's workforce system has continued assisting the public with virtual services.

CareerSource Florida participated in webinars with the Florida Chamber of Commerce, learning from Dr. Jerry Parrish and Mark Wilson about the impact of the pandemic on Florida's economy and recovery-related issues. The board's efforts in response to COVID-19 are framed around 4 R's:

ORGANIZATIONAL STRUCTURE

(1) Chief Elected Official(s)

- A. Identify the chief elected official(s) by name, title, mailing address, phone number and email address.

The Executive Board Chair and Chief Elected Official for CareerSource Heartland (CSH) is:

Kelly Owens, Commissioner (Chair)
Okeechobee County Board of County Commissioners
304 NW 2nd St., Room 123
Okeechobee, FL 34972
Phone: 863-763-6441
kowens@co.okeechobee.fl.us

Along with Commissioner Owens, the Local Elected Officials (LEO) serving on our Executive Board are:

Judith George, Commissioner
Hardee County Board of County Commissioners
412 W Orange St., Room 103
Wauchula, FL 33873
Phone: 863-773-9430
jgeorge@hardeecounty.net

Juril "Buddy" Mansfield, Commissioner
DeSoto County Board of County Commissioners
201 E. Oak St., Suite 201
Arcadia, FL 34266
Phone: 863-993-4800
b.mansfield@desotobocc.com

Kevin Roberts, Commissioner
Highlands County Board of County Commissioners
600 S Commerce Ave.
Sebring, FL 33870
Phone: 863-402-6500
kroberts@highlandsfl.gov

Article 1, Section 3 of the CSH By-laws designates the Executive Board Chair as the Local Workforce Development Area's (LWDA) Chief Elected Official, for authentication purposes.

- B. If the local area includes more than one unit of general local government in accordance with WIOA sec. 107(c)(1)(B), attach the executed agreement that defines how parties carry out roles and responsibilities of the chief elected official.

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Jerod Gross, Commissioner
DeSoto County Board of County Commissioners
201 E. Oak St., Suite 201
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Phone: 863-993-4800
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- B. If the local area includes more than one unit of general local government in accordance with WIOA sec. 107(c)(1)(B), attach the executed agreement that defines how parties carry out roles and responsibilities of the chief elected official.

New members are appointed to fill the same category of membership in which the vacancy occurred to maintain the balance of membership. There is no requirement for new members to be from the same organization, institution, or company, as the former member unless the position is mandatory under WIOA.

- E. Describe how the chief elected official is involved in the development, review and approval of the local plan.

The Executive Board of CSH is comprised of one locally elected official (LEO) from each of its four Boards of County Commissioners. The LEOs attend all board meetings, overseeing and approving actions taken. Additionally, the President/Chief Executive Officer keeps the Executive Board aware of legislative, federal or state mandates that affect daily operations of the organization.

Specifically, the Chief Elected Official (CEO) is invited to, and regularly participates in, CSH Board and committee meetings during which this plan's development, along with related meetings held with community partners regarding this plan, have been discussed and vetted.

A draft of this Plan has been presented to the CEO for review, comment and approval. Similarly, any public comments received, along with responses to those comments, will also be presented to the CEO upon receipt.

(2) Local Workforce Development Board (LWDB)

- A. Identify the chairperson of the Local Workforce Development Board by name, title, mailing address, phone number and email address. Identify the business that the chair represents.

The Chairperson of the CareerSource Heartland Board of Directors is Raymond (Ray) D. Royce, Executive Director, Highlands Citrus Growers Association, 6419 US Hwy 27 S, Sebring, FL 33870. (863) 385-8091. rroyce@hccga.com

- B. If applicable, identify the vice-chair of the Local Workforce Development Board by name, title, mailing address, phone number and email address. Identify the business or organization the vice-chair represents.

The Vice-Chairperson of the CareerSource Heartland Board of Directors is David Royal, Nutrient Stewardship Director, The Nature Conservancy, PO Box 1800, Wauchula, FL. 33873. (863) 781-3490. yumaroyal@yahoo.com.

- C. Describe how the LWDB was involved in the development, review, and approval of the local plan.

CSH maintains a continuous process of planning, implementation, and evaluation, with Board members regularly providing input into both philosophical and strategic planning processes. The committee structure of the Board allows for small group discussion and the development of specific aspects of the plan, along with its overall objectives and processes. Planning efforts focus on public and local agency partner input into the implementation of WIOA and its integration with other programs such as Adult Education and Literacy, Division of Vocational Rehabilitation, Division of Blind Services, Welfare Transition, Veterans Services, Carl Perkins, Migrant Seasonal