

APPRENTICE FLORIDA



Pathways to Career Opportunities Grant

Funding Opportunities Webinar

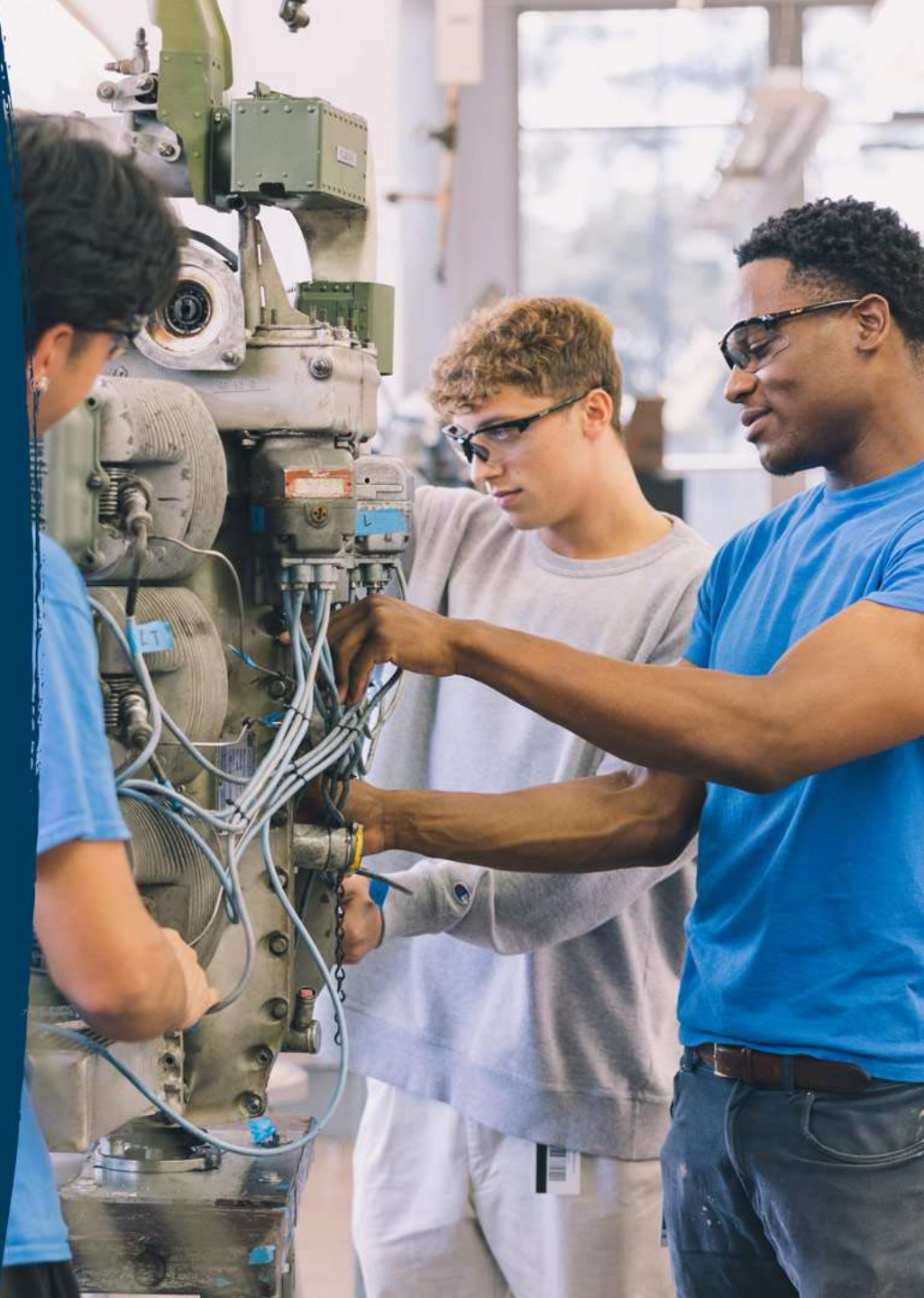
April 13, 2026

Webinar Agenda

1. Webinar Agenda and Purpose
2. Registered Apprenticeship 101
3. Funding Purpose and General Information
4. Overview of Project Concept Requirements
5. Submission and Review of the Project Concept
6. Questions

Registered Apprenticeship 101

Kathryn Wheeler
Director of Apprenticeship



Overview

- Federal and State Laws
- Purpose of Apprenticeship/Components
- Common Terminology
- Registered Apprenticeship Sponsorship
- Apprenticeship Models
- Structure of Registered Apprenticeships in Florida

Federal Laws

- **Title 29 CFR part 29** – Labor Standards for the Registration of Apprenticeship Programs.
 - Commonly referred to as “29.29”

- **Title 29 CFR part 30** – Equal Employment Opportunity In Apprenticeship.
 - Commonly referred to as “29.30”

State Laws

- **Chapter 446 – Job Training**
 - Section 446.011-092, Florida Statutes (F.S.)

- **Chapter 6A-23**
 - Rule 6A-23.001-012, Florida Administrative Code (F.A.C.)

Purpose of Apprenticeship

- To enable **employers** to develop and apply industry recognized standards to training programs with the intention of:
 - increasing productivity;
 - improving quality of the workforce;
 - retaining company knowledge; and
 - reducing turnover.
- Registered Apprenticeship is an **employer-driven** process.

Components of Registered Apprenticeship



BUSINESS INVOLVEMENT

Employers are the foundation of every Registered Apprenticeship Program.



STRUCTURED ON-THE-JOB TRAINING

Apprentices receive on-the-job training from an experienced mentor for typically not less than a year.



RELATED TECHNICAL INSTRUCTION (RTI)

Apprentices combine on-the-job learning with technical education at community colleges, technical schools, apprenticeship training schools, the jobsite or provided online.



REWARDS FOR SKILL GAINS

Apprentices receive increases in wages as they gain higher level skills.



OCCUPATIONAL CREDENTIAL

Registered Apprenticeship Programs result in a nationally-recognized credential — a 100% guarantee to employers that apprentices are fully qualified for the job.

Registered Apprentices

- At least 16 years of age.
- Engaged in learning a recognized occupation through work experience under the supervision of journey-workers/mentors.
- Training is combined with related technical instruction.
- Individual has entered into a written agreement, known as an apprentice agreement, with a registered apprenticeship sponsor (employer, association of employers, local education agency or a local joint apprenticeship committee).

Common Terms

- **Registered Apprenticeship Program** – a plan containing all terms and conditions for the qualification, recruitment, selection, employment and training of apprentices, including the requirement for a written apprenticeship agreement.
- **Standards of Apprenticeship** – the minimum requirements established for each apprenticeable occupation under which an apprenticeship program is administered.

Common Terms

- **Registered Preapprentice** – any person 16 years of age or over engaged in a course registered as a preapprenticeship program with the Department; this instruction may take place in the public school system or elsewhere, as permitted by state law and rule.
- **Registered Preapprenticeship Program** – an organized course of instruction in an apprenticeable occupation or occupational grouping, which is designed to prepare a person 16 years of age or older to become an apprentice, and which is approved by and registered with the Florida Department of Education and sponsored by a registered apprenticeship program.

Common Terms

- **Registration Agency** – a recognized State Apprenticeship Agency that has responsibility for registering apprenticeship programs and apprentices; providing technical assistance; and conducting reviews for compliance and quality assurance assessments for federal purposes. The Florida Department of Education (FDOE) is the registration agency approved by the U.S. Department of Labor (DOL).

Common Terms

- **Related Technical Instruction (RTI)** – An organized and systematic form of instruction designed to provide the apprentice with knowledge of the theoretical subjects related to a specific occupation (minimum of 144 hours per year recommended).

Common Terms

- **Related Technical Instruction (RTI) (Continued):**
 - Can be spread out over the course of the apprenticeship, front-loaded, segmented or articulated (prior experience credit).
 - Can be delivered by an educational institution, in-house, on-line, correspondence or any combination.
 - Apprentices can be enrolled in either clock hour or credit hour courses, when appropriate.

Common Terms

- **National Program Standards (NPS)** – Standards of Apprenticeship registered, managed and serviced by DOL’s Office of Apprenticeship, Division of Standards and National Industry Promotion. The DOL Office of Apprenticeship is the Registration Agency for these programs, not FDOE.
- Sponsors of NPS who have registered in Florida for reciprocity purposes as per 29 CFR part 29.13(b)(7), are eligible to apply for the Pathways to Career Opportunity Grant Program in the expansion category only.

Registered Apprenticeship Sponsors

Sponsors are responsible for the administration of all aspects of a Registered Apprenticeship program.

- **Who can sponsor?**

- A single employer;
- A trade association;
- A group of employers;
- Local workforce board;
- An educational institution;
- Community or faith-based organization; or
- Other approved entity.

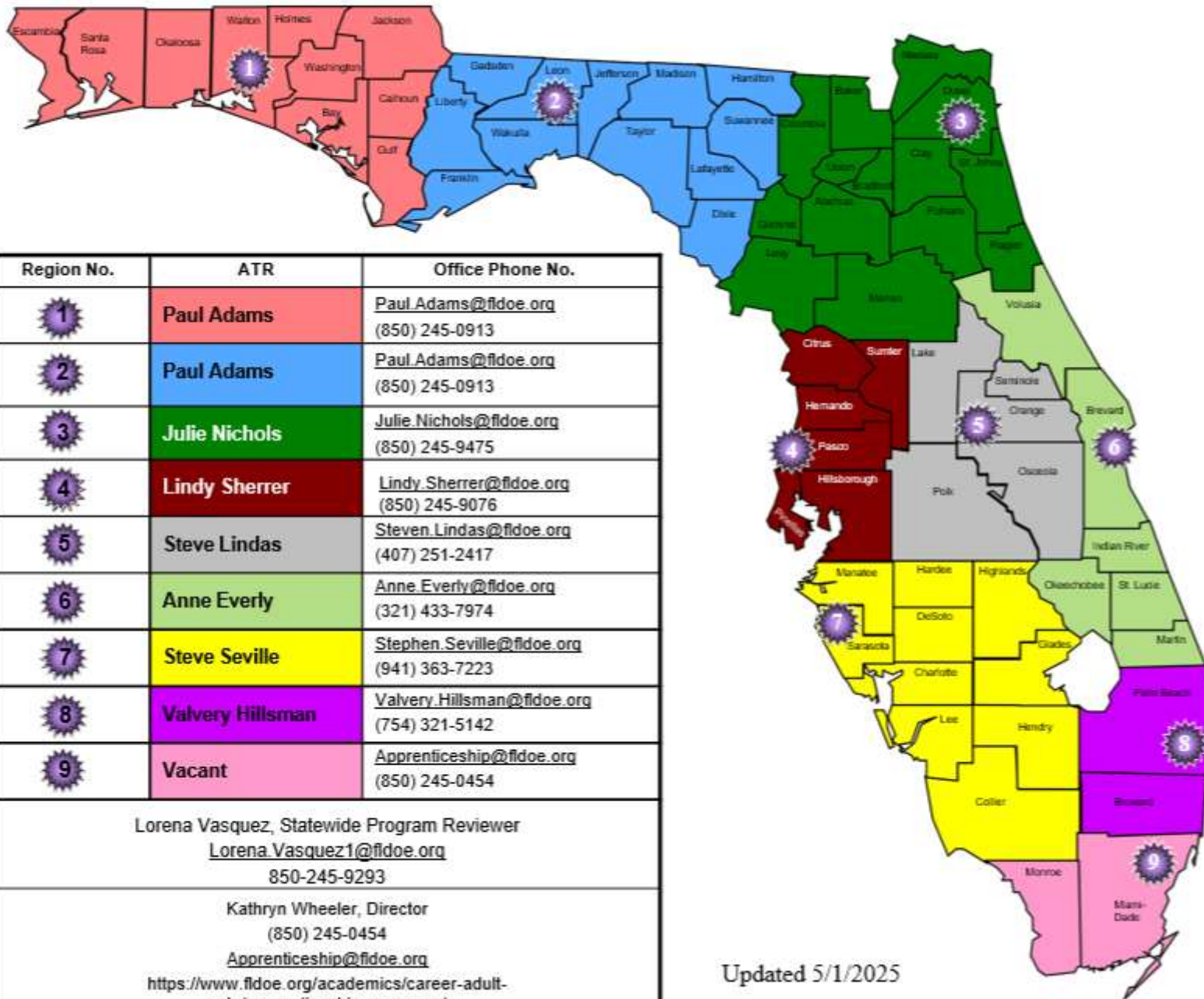
Criteria for Apprenticeable Occupations

Per 29 CFR 29.2, an apprenticeable occupation is one which is specified by industry and which must:

- (a) Involve skills that are customarily learned in a practical way through a structured, systematic program of on-the-job supervised learning;
- (b) Be clearly identified and commonly recognized throughout an industry;
- (c) Involve the progressive attainment of manual, mechanical or technical skills and knowledge which, in accordance with the industry standard for the occupation, would require the completion of at least 2,000 hours of on-the-job learning to attain; and
- (d) Require related instruction to supplement the on-the-job learning.

Registered Apprenticeship Models

- **Time-Based:** Apprentices complete a required number of hours in on-the-job training.
- **Competency-Based:** Apprentices progress at their own pace, demonstrating competency in skills and knowledge through proficiency assessments.
- **Hybrid-Based:** Using minimum and maximum range of hours and the successful demonstration of identified and measured competencies.



Updated 5/1/2025

Data, Monitoring and Compliance



Enrollment

- Enrollment information must be provided at several stages. This is one factor in gauging performance and is necessary for recipients and the state to comply with reporting requirements.
 - Registrations for Apprenticeship (RAPIDS) and preapprenticeship
 - Completers
 - PCOG Project Concept Excel Workbook (historical, current and projected)
 - PCOG quarterly reports
 - Monitoring and Compliance surveys
 - Public agency data reporting (this is in addition to items above)

Completers

- Per Rule 6A-23.003(6), F.A.C., Eligibility and Procedure for Apprenticeship Program Registration, the program sponsor must notify FDOE within forty-five (45) calendar days of persons who have successfully completed apprenticeship programs, transfers, cancellations of apprenticeship agreements and a statement of the reasons by the program sponsor.

PCOG Project Concept Excel Workbook

- This will be discussed in this presentation.
- If you are unsure of registration information, your ATR can assist you.

PCOG Quarterly Reports

- Updated training will be announced for those invited to submit an RFA.
- This is recommended for all awardees, but especially for those new to the process.
- Apprenticeship/preapprenticeship agreements are no longer submitted with the Performance Outcome Form to the PCOG Team. An identification number is assigned once ATRs review potential registrants. PCOG focuses on registered Florida apprentices/preapprentices.

Monitoring and Compliance

- Monitoring and compliance ensures that funds have been used and reported correctly.
- Awardees selected for monitoring, after the end of the award, must complete a brief enrollment survey.

Local Education Agencies

- Some PCOG awardees are neither a Local Education Agency (LEA) nor partner with one.
- When LEAs do provide related technical instruction (RTI), they must follow state data reporting requirements.
- **Even if a non-LEA sponsor provides the instructors, an LEA reporting enrollment to the state data systems may still be considered an RTI-provider.**
- In accordance with s.1011.80(9), F.S., institutions that serve as the LEA and provide RTI for registered apprenticeship or preapprenticeship programs shall report students by discipline category and should use appropriate data reporting guidance when reporting apprentices to the state via the Community College and Technical Center Management Information System (CCTCMIS), the Workforce Development Information System (WDIS) or the PK-12 Education Information Services (EIS). For state reporting questions, please contact the Division of Career and Adult Education, Office of Research & Evaluation.

Consistency

- Enrollment numbers reported for apprenticeship registration, the PCOG team, the FDOE Monitoring and Compliance and the Office of Research & Evaluation should match.
- If there are special circumstances, such as non-Florida apprentices/preapprentices, or apprentices who have enrolled in the program but who have not yet been registered with FDOE, communicate with the PCOG Team to avoid issues with data reporting and compliance.

PCOG: Funding Purpose and General Information

Dr. John Nelzén
Pathways to Career
Opportunities Grants
Manager

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Specific Fund Source

State of Florida General Appropriations Act (GAA)

- The Legislature designated \$14.6 million from the General Revenue Fund for the Pathways to Career Opportunities Grant (General Release).
- The amount is contingent upon the Governor's approval of the GAA.

Funding Purpose

Funds may be used to establish new, operate existing or expand existing registered apprenticeship or preapprenticeship programs.

New Programs

- Seek to establish brand new apprenticeship or preapprenticeship programs as evidenced by a training plan for the program that meets the requirements for registration under Rules [6A-23, F.A.C.](#), or [6A-23.010, F.A.C.](#), and which must be registered with the Florida Department of Education within 120 days of the grant award. Upon registration, the program will be issued a unique program number.

Funding Purpose

Funds may be used to establish new, operate existing or expand existing registered apprenticeship or preapprenticeship programs.

Expanding Programs

- Seek to increase the seating capacity for apprentices/preapprentices in an existing program that is registered with the Florida Department of Education (state apprenticeship agency). For example, if a program trains a cohort of 30 welder apprentices in a single year, it could plan to add an additional 8 seats (in the funding year) to train a total of 38 welder apprentices. Adding an occupation or employer partner are two common approaches for increasing seating capacity.
- If adding a new occupation(s), complete the update to the existing registered standards for the program within 120 days of the project award notification.

Funding Purpose

Funds may be used to establish new, operate existing or expand existing registered apprenticeship or preapprenticeship programs.

Operating Programs

- A program that is registered with the Florida State Apprenticeship Agency, with an existing certificate of registration awarded under Rules [6A-23.004, F.A.C.](#), or [6A-23.010, F.A.C.](#), and has the intention of utilizing this funding opportunity to operate an existing program.
- Project concepts for operation funds for existing apprenticeship/preapprenticeship programs are limited to those programs that do not partner during the funding year with a public Local Educational Agency (LEA) for related technical instruction. The project concept must be submitted by the registered sponsor.
- Funds awarded may only be used to help cover the cost of conducting and maintaining an apprenticeship training program.

Program Requirements

New Project

Must have program registered with FDOE within 120 days of issuance of the grant award notification.

Expansion Project

Must be prepared to submit documentation showing how the program has expanded seating capacity.

Operating Project

Must be prepared to submit documentation showing registered apprentices or preapprentices.

Program-Performance Period

- July 1, 2026, to June 30, 2027.
- Those awarded for the 2026–27 program period are **NOT** guaranteed any additional funds beyond the 2026–27 grant year.
- Project concepts should be written with the expectation of operating within the grant period ending June 30, 2027; an extension is **NOT** guaranteed.

Eligible Applicants

1. Public High Schools
2. School District Career Centers
3. Charter Technical Career Centers
4. Florida College System Institutions
5. State University System Institutions
6. Other entities authorized to sponsor an apprenticeship or preapprenticeship program, as defined in sections 446.011 – 446.92, F.S.
7. Applicants may be expected to register with SunBiz, MyFloridaMarketPlace and/or be able to provide a W-9.

Target Population(s)

- Florida apprentices or preapprentices already registered in an FDOE-approved apprenticeship or preapprenticeship program.
- Potential Florida apprentices or preapprentices.

The Process

- The Division of Career and Adult Education (DCAE) announced the PCOG General Release funding opportunity on **April 1, 2026**.
- Project Concept — eligible applicants may submit high-level project concepts by 5:00 Eastern Time on **April 27, 2026**.
- Project Concept Internal Review — all project concepts received on or before the published deadline will be evaluated by FDOE professional staff, who will prioritize project concepts and make funding recommendations to the Commissioner. The Commissioner will identify final project concepts that will move forward for funding through the request for application process.
- Request for Application (RFA) — DCAE will publish an RFA that will include an allocation of funded project concepts. Select eligible applicants will submit the RFA (anticipated in mid-July) in order to receive a project award notification that will identify the project's performance and budget period. The RFA submission may involve a new system.

General Information

Unallowable Expenses (Examples)

- Funds may not be used for ***indirect costs***.
- Funds may not be used for ***administrative costs***.
- Funds may not be used for ***tuition and fees***.
- Funds may not be used to pay apprentice wages or journey-worker wages (i.e., no journey-worker wages for OJT supervising).
- ***Review the Project Concept Excel Workbook for additional details.***

Allowable Expenses (Examples)

- Instructional personnel.
- Instructional equipment.
- Instructional materials.
- ***Review the Project Concept Excel Workbook for additional details.***

Project Concept Requirements



Project Concept Excel Workbook

- Location and Instructions
- Notes for This Award Year
- Highlights
- Eligibility
- Awards and Amounts
- Number of Submissions
- Shared Budgetary Resources
- Operating Programs
- Checklist and Overview

Location and Instructions

- The project concept can be found on the PCOG site: <https://www.fldoe.org/pathwaysgrant/index.shtml>.
- You can navigate to this page by going to fldoe.org -> Division of Career and Adult Education -> Registered Apprenticeship -> Pathways to Career Opportunities Grant.
- Instructions, FAQs and project concept forms have been combined into a single Project Concept Excel Workbook.
- This Excel Workbook includes a checklist of submission items. There are several informational tabs (green). These include instructions and examples for specific forms.
- The project concept includes substantive updates this year. Please allow yourself time to read the instructions carefully. Ask questions if you are unsure of how to complete the required materials.

Notes for 2026–27

- The workbook has been updated.
- If you receive an award, please discuss any changes to your project, including line-item budget overages, with the PCOG Team. We can advise whether an amendment is required.
- For awardees, also note that additional forms were updated in 2025–26. There are now forms, for example, to update contact information and request out-of-state travel approval. These are available on the PCOG website.

Highlights

- Consolidated Workbook
- Updated questions
- Registrant information
- Minimum total amount of funds that may be requested in the project concept
- See notes regarding the number of project concept submissions
- Additional budgetary guidance

Frequently Asked Question

Q: What type of funding can our program apply for?

- A: The chart below is a visual guide to outline the different types of applicants and the type of project concept they may submit.

Eligibility			
This table indicates the Project Concepts various types of Applicants may submit.			
Types of Applicants	Project Concept Type		
	Expansion	Operating	New
Entity authorized to sponsor a program NOT already registered before April 1 of the application year. (A program may be registered as of April 1 of the application year and still be considered "new.")	No	No	Yes
Existing program sponsors that do NOT have an LEA/state university partnership for related technical instruction or other fiscal relationships. If an LEA or state university is completing the application, it serves as the fiscal agent, which is another form of fiscal relationship.	Yes	Yes	No
Existing program sponsor who partners with an LEA/state university for related technical instruction or other fiscal relationships. If an LEA or state university is completing the application, it serves as the fiscal agent, which is another form of fiscal relationship.	Yes	No	No
LEAs/state universities that are not program sponsors.	Yes	No	Yes
LEAs/state universities that are sponsors for programs registered before April 1 of the application year.	Yes	No	No
Applicant of 2 or more sponsors with shared budgetary resources.	Yes	No	No

LEA = Local education agency, RTI = Related Training Instruction.
 School districts and state colleges are classified as LEAs.
 LEAs typically serve as the fiscal and data-reporting agents for high schools and technical colleges/charter career technical centers.

Awards and Amounts

- Submission of a project concept does not guarantee an award. Efficiency, cost-effectiveness and impact are important elements of PCOG. Submit thoughtful, quality project concepts. If a project concept is designated, at the discretion of FDOE Leadership, to receive a project award, FDOE will invite the subrecipients to submit a Request for Application (RFA).
- Request the amount appropriate for your program for the award year (July 1–June 30). Request at least the minimum. Extensions are not guaranteed.
- **The minimum request for each project concept is \$15,000. No applicant may receive more than 10 percent of total PCOG amount appropriated.**
- There is effort to respect the amount requested. Though not guaranteed and depending on available funds, after the initial round of selections, additional awards may be granted (fully or partially), or established projects may be offered an increased award. There is precedent for awarding less than the requested amount, especially for unallowable expenses, though effort is made to minimize this practice.

Number of Submissions

- **Please do not submit more than three project concepts for this grant, #XX019.** Project concepts submitted for the teacher apprenticeship grant, #XX152, do not count toward that total.
- Important: As in years past, **for each program**, you may only submit a Project Concept for **one type of funding** (New/Expansion/Operating). For example, do not request New and Expansion for the same electrician apprenticeship program. Complete a separate project concept for each program. A program may include multiple occupations. You may apply for one type of award for preapprenticeship and a different type of award for apprenticeship. For applicants with more than one program, submitting multiple project concepts does not guarantee an award. Submit thoughtful, quality project concepts; do not simply copy-paste.

A Project Concept that Includes Shared Budgetary Resources

Must be submitted by one applicant who will be considered the fiscal agent. Shared resources are limited to two or more registered sponsors, such as an apprenticeship program and a preapprenticeship program.

Some examples of resources that might be shared include equipment, space, instructional personnel, outreach and wrap around services.

Because of the nature of new programs, and the unique funding model for operating programs, project concepts including shared budgetary resources are limited to those applying for an expansion program.

Operating Programs

Project concepts for operation funds are limited to those programs that are fully registered with the Florida Department of Education that do not partner during the funding year with a public Local Educational Agency (LEA) for related technical instruction. The Project Concept must be submitted by the registered sponsor.

Operating costs will consist of up to \$3,000 per apprentice or up to \$1,500 per preapprentice, disbursed in quarterly increments and subject to the availability of funds. Quarterly reports submitted must show the ongoing participation of the apprentices or preapprentices and a DOE-399 showing the funds have been expended to qualify for the funds.*

Expenditures must follow the allowable and nonallowable guidelines. Funds may not be used for non-allowable administrative functions or indirect costs.

*The payment type for the operating category is reimbursement only.

Checklist

- All applicants will submit at least 10 items:
 - 1) Applicant Information
 - 2) Program Summary
 - 3) General Information
 - 4) Fiscal information
 - 5) PCOG New/Expansion/Operating Program Worksheet (whichever one applies). Use the Eligibility Table and refer to Key Terms and Provisions under the Guidance tab to select the appropriate category.
 - 6) New or Expansion/Operating Deliverables (whichever one applies).
 - 7) Registration table
 - 8) Completers table
 - 9) DOE 101S proposed budget (do not forget this form)
 - 10) Projected equipment form (check box on form if N/A)
- Supplementary Items (if applicable)
 - 11) Letters of attestation/support (if applicable)
 - 12) Chart of accounts (if a non-public entity)
 - 13) Sample subcontract agreements (if applicable, do not need to be signed at this stage).

Project Concept Excel Workbook Overview

- Written responses should be clear and concise.
- Please follow directions on character limits.
- Please limit attachments only to letters of attestation/support, subcontract agreements (if applicable) and, for non-public entities, your chart of accounts.

Applicant Information, Program Summary and General Information

- Provide general information for the proposed project.
- Be sure to include information in each of the provided narrative boxes.
- Forms have been redesigned for clarity, thoroughness and ease-of-use.
- The program summary form allows you to submit information in table format.
- Refer to the guidance tabs in the workbook as needed.

Fiscal Information

- Provide a response to each of the fiscal information questions.
- Note that tuition and fees are not an allowable cost using PCOG funding, although instructor salary, materials and textbooks are allowable.
- Guidance regarding the assessment of tuition and fees can be found in s. 1009.25, F.S.

New, Expansion or Operating Program

- Dependent upon the type of PCOG grant selected on the general program information tab (New, Expansion or Operating), the corresponding tab should be filled in. The questions will relate to the type selected.

Program Deliverables

- A total of 5 deliverables should be provided for both new and expanding programs. Operating programs have 4 predetermined deliverables provided in the project concept instructions document that should be entered into the deliverable chart in the Project Concept.
- Deliverables must be measurable, qualitative, challenging yet achievable and support the program goal.
- Milestones and timeframes must be specific and realistic.
- All deliverables must be achieved within the grant period and may not contain outcomes beyond the grant period.

Registrant and Completer Tables

Registrants by Occupation

- Describe the expected registration outcomes.

Completers by Occupation

- Describe the number of anticipated completers in each occupation.
- A good-faith effort to register apprentices/preapprentices is expected.

Budget

- Present a budget that reflects the objectives and proposed costs of the program.
 - Separate salary from fringe benefits.
 - Be detailed and specific in the narrative.
 - The cells will expand to accommodate text length (no character limit here).
 - If you need additional space, contact the grant manager.
 - No indirect or administrative costs.
- Proposed expenditures must meet the following criteria to be considered for approval:
 - The proposed expenditures must be allowable, reasonable, necessary and allocable.

Budget Format

Commonly overlooked instructions

- Separate salary from fringe benefits. If a benefit is not listed in the budget, it cannot be claimed on the DOE-399.
- Provide a detailed narrative for each line item that includes both a description and a justification for the cost.
- Do not use terms like “etc.” or “but not limited to.”
- No indirect or administrative costs.
- No land or building improvements such as walk-in freezers or cutting holes for welding vents.
- Provide a brief narrative for every item on the budget. For personnel, lists responsibilities, but note the percentage-of-effort that is fundable. For example, if a position is 50 percent instructional and 50 percent administrative, PCOG would only fund 50 percent of the position. If selected for monitoring, you will want to be able to document this with timesheets.
- Do not include vague and undefined items in the narrative. For example, “instructional supplies” is undefined and allowability cannot be determined.
- If an unallowable cost is included in the requested budget, it will directly impact the amount awarded as that item will be removed.

Budget Takeaways

- Unallowable line items may be removed from the budget and the award amount determined based only on the allowable line items requested.
- Budget instructions and budget examples tabs are provided in the workbook.
- Every line item requested in the budget should provide a definition and justification.
- Personnel line items should indicate if they are a salary or contractual position. Include a narrative outlining the job duties for the position.
- Note that software and subscription-based line items can only be claimed for the grant period regardless of coverage period.
- Provide as much information as possible so that allowability can be determined.

Projected Equipment Purchases

- The projected equipment purchases form must be used for all equipment items that have a projected unit value of \$5,000 or more. Refer to Florida CFO Memo 13 and Rule Chapter 61I-72, F.A.C.
- This capitalized equipment must appear both on the budget form and the projected equipment form. Relevant expenses should appear as written on the Budget Narrative Form, DOE 101S.
- If you have no relevant equipment purchases, please indicate this by marking the appropriate box at the top of the form. This helps with the review process.

Submission of the Project Concept and Review Process



Submitting the Project Concept

- Review the entire project concept including the instructions and definitions tab prior to submitting. Correct submission of the PCOG Excel Workbook Application will consist of:
 - All narrative boxes completed.
 - All drop-down lists completed.
- If there are technical difficulties with the form, contact the PCOG team at PCOG@fldoe.org.

Submitting the Project Concept (Continued)

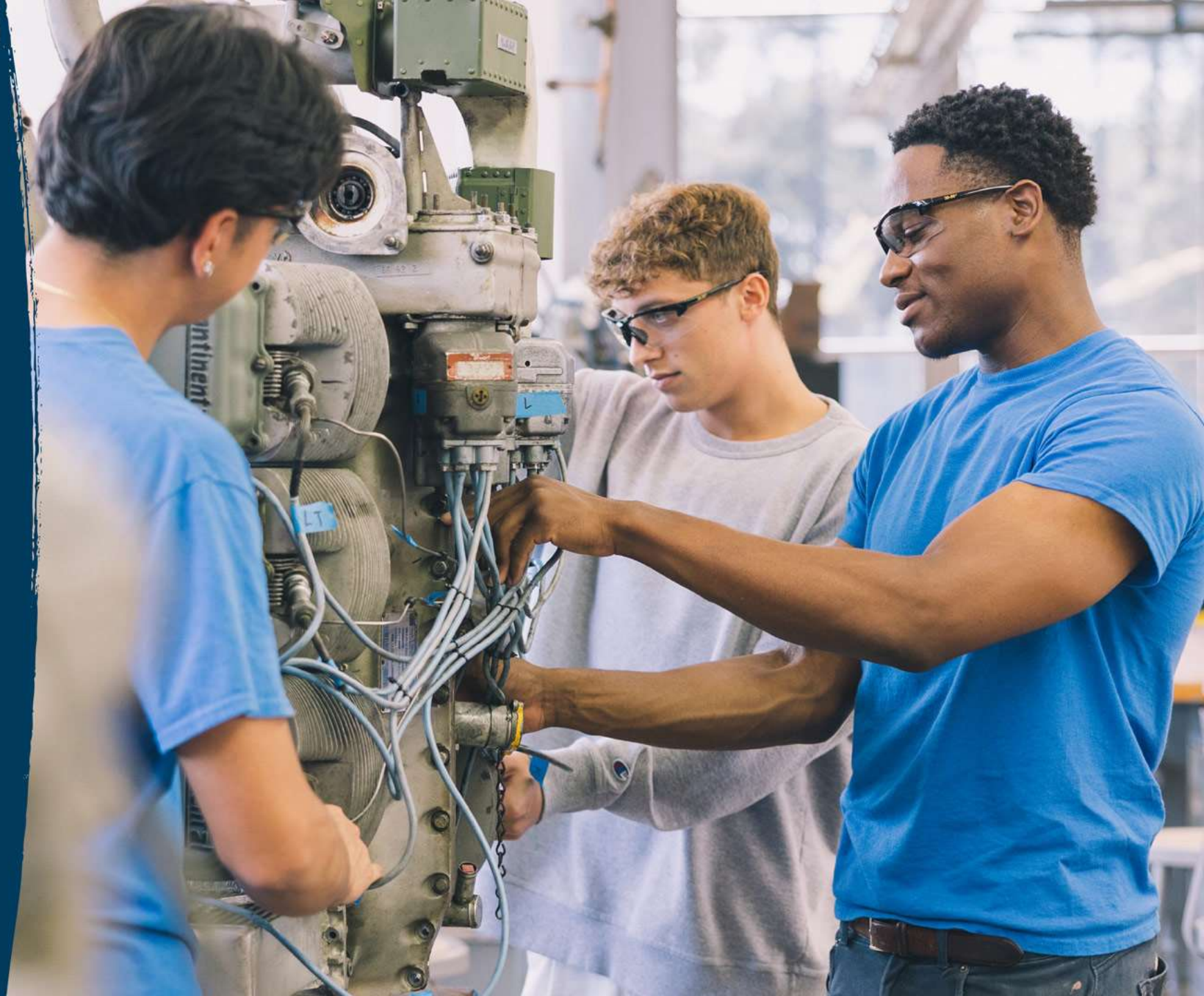
Submission must include:

- Project Concept Excel Workbook
- If applicable, letters of attestation or support
- For non-public entities, a chart of accounts
- Subcontract agreements, if applicable (unsigned draft is acceptable at this stage)
- Email the completed project concept, (subject line “2026–27 PCOG Project Concept, (Name of Applicant)” to PCOG@fldoe.org by 5:00 PM Eastern Time, April 27, 2026
- Check the email address before sending
- Please submit no more than a total of three project concepts for the general release awards, XXB019

Method of Review

- Screening will be done by FDOE staff to ensure conditions for acceptance are addressed and determine eligibility.
- Proposals that meet the conditions for acceptance will be evaluated and the programs that are selected will be invited to submit an application.
- Awards are subject to the availability of funds.
- After initial review, it is possible that funds could remain. These funds may be used to increase awards, or to offer funding to additional projects at a full or partial funding level.
- PCOG follows the RFA process. A project concept does not guarantee funding.

FAQs, Questions and Answers



FAQs

- A list of FAQs may be found in the project concept.

Contact Information

Thank you for attending!

If you have additional questions after today's webinar, refer to the information below.

1. Apprenticeship questions. General: Apprenticeship@fldoe.org. Your apprenticeship and training representative (ATR): Map and contacts displayed at the end of the Registered Apprenticeship 101 section. Kathryn Wheeler, Director of Apprenticeship: Kathryn.Wheeler@fldoe.org
2. Grant questions, technical support and general questions. The PCOG Team: PCOG@fldoe.org, Dr. John Nelzén, PCOG Manger: John.Nelzen@fldoe.org
3. Data. The contact list for FDOE's Division of Career and Adult Educations' Research and Evaluation Staff may be found on the FDOE web site: <https://www.fldoe.org/academics/career-adult-edu/research-evaluation/>