



## Farmworker Career Development Program

**Florida Department of Education  
Division of Career and Adult Education  
Farmworker Career Development Program  
Quarter Three  
Virtual Quality Assurance and Compliance Fiscal Monitoring Review  
for  
Hillsborough County School District  
Project Number 290-4056C-6CFJ1  
Program Year (PY) 2025-2026 / TAPS 26B001**

### **I. PURPOSE OF MONITORING**

The purpose of monitoring is to identify the specific areas in which a provider is in compliance or non-compliance with federal law and regulations, state statutes and rules, and OMB Circulars. The timely identification of non-compliance provides a framework to make changes that are expected to result in programs becoming more efficient and effective. However, a comprehensive and multi-dimensional Quality Assurance System is a foundation for continuous improvement of services and systems both internally and externally. Our commitment to excellence supports accountability, collaboration, targeted technical assistance, continuous improvement and positive systemic change.

### **II. RISK BASED MONITORING**

Risk assessment is a process used to evaluate variables associated with workforce education grants and assign a rating for the level of risk to the Florida Department of Education and the Division of Career and Adult Education associated with each provider. The risk assessment is conducted by the Quality Assurance Team to determine the monitoring strategy appropriate for each provider. A range of monitoring strategies includes conference calls, improvement plans, full or partial self-assessment, grant reviews, etc., with a more comprehensive strategy such as an onsite visit designated for providers deemed to be at higher risk.

### **III. PROTOCOLS**

Protocols have been developed for the Farmworker Career Development Program (FCDP) and their fiscal components. The protocols include interview questions aligned with the regulatory requirements; forms and checklists to be used for the on-site visits and other monitoring strategies and additional documents addressing the individual processes.

### **IV. FISCAL MONITORING STRATEGY**

The fiscal monitoring strategy is for all Florida Department of Education (FDOE), FCDP sub-recipients to have quarterly fiscal progress monitoring on items that require periodic assessments. Quarterly

monitoring provides the state office with an opportunity to offer guidance, share updated information and ensure the project remains in compliance with local, state and federal regulations, laws, policies and procedures.

## V. FCDP MONITORING RESOURCES

As deemed necessary by the United States Department of Labor/Employment and Training Administration, monitoring of FCDP direct service providers is completed on an annual basis that addresses areas of compliance including special investigations of specific grant awards. Collaboration and cooperation with Grants Management, the Inspector General's office, the Comptroller's office and others, as appropriate, is fundamental to the success of the Quality Assurance System. The [FCDP Monitoring Manual](#), [NFJP-Core NFJP-Core Monitoring Guide-Supplement](#) and additional monitoring information is available on the FDOE FCDP website on the following link: <https://www.fldoe.org/academics/career-adult-edu/farmworker-jobs-edu-program/>.

## VI. AUTHORITY

The FDOE receives federal funding from the United States Department of Labor (USDOL) for Workforce Innovation and Opportunity Act (WIOA) of 2014, Title I, Section 167 National Farmworker Jobs Program (NFJP), CFDA # 17.264 to strengthen the ability of eligible farmworkers and their families to achieve economic self-sufficiency. The program serves eligible farmworkers and their dependents who have socio-economic and educational barriers, as identified by the United States Department of Labor. The FDOE's FCDP awards sub-recipients to eligible providers to administer local programs. FCDP must monitor sub-recipients to ensure compliance with the National Farmworker Jobs Program per the [NFJP Program Guide](#).

## VII. QUARTERLY MONITORING ACTIVITIES

Quarterly monitoring activities included a virtual desktop review of award records and reports for the second quarter period of July 1, 2025, through March 31, 2026.

DESIGNATING PERSONNEL, STAFF AND HIRING REVIEW refers to FCDP staffing patterns, staff documentation for position descriptions and salary schedules, semi-annual time and effort certifications and/or monthly personal activity reports.

- Job descriptions and salary schedules submitted with the application met FCDP staffing requirements and approved upon award. No new FCDP staff in this program year.
- FCDP Staffing pattern is minimum of 2.0 full time equivalent (FTE).
  - Hillsborough staffing breakout form approved for 4.00 FTE.
- FCDP maximum allocation is 80% of project funding allowed for salaries and benefits.
  - Hillsborough staffing breakout form approved for 76% salary/benefits allocation.
- Semi-Annual Time and Effort Certifications up to date.

Note: Hillsborough County funds 1.0 FTE Resource Teacher to stay below FCDP cap.

REPORTING AND SPENDING REVIEW refers to the Florida Department of Education Project Disbursement Report (DOE 599) cumulative quarter three (Q3) disbursements. (from July 1 through March 31, 2026).

- FDOE 599 function and object coding verified to the Red Book reporting manual upon award.
- DOE 599's received prior to the 20<sup>th</sup> day of the following month deadlines.
- FCDP Hillsborough Q3 target of \$259,943.25 is 75% of \$336,591.00 project funding.
  - Hillsborough Q3 spending of \$202,600.29 is 17% below target, which is reasonable due to an extension period through September 2025 of PY 2024-2025.

AMENDMENTS REVIEW refers to any changes to the awarded 101S budget and/or program changes that change the scope of the project.

- 09/23/2025: Program amendment one (A1) reduced participant target goals.
- 12/05/2025: Program A2 changed FCDP supervisor contact to Shefali Bakshi.
- 04/13/2026: (Q4) Budget A3 increased funding for by \$10,000.00 for exceeding Q2 new adult participant targets. Additional funding increased participant allowances.

INVENTORY REVIEW refers to any property/inventory items purchased with FCDP funding over the threshold of \$1,000.00.

- 03/21/2025: Hillsborough FCDP-Funded Inventory found to be FCDP compliant.

FISCAL TECHNICAL ASSISTANCE REVIEW refers to items requested by the state office, updated information shared by the state office and/or technical assistance provided by the state office upon request from Hillsborough FCDP.

- 01/09/2026: Closeout monitoring report issued for 290-4055C-5CFJ1, program year (PY) 24-25.
- 01/14/2026: SUNTAX account assistance.
- 01/14/2026: Annual monitoring letter, schedule and presentation meeting notice issued. (Hillsborough not selected for annual monitoring.)
- 01/14/2026: Notified of additional funding available for exceeding Q2 new adult participant targets.
- 01/23/2026: Received request of \$10,000.00 additional funding for participant allowances.
- 02/11/2026: Annual monitoring presentation via TEAMS.
- 02/24/2026: SUNTAX account assistance.
- 03/03/2026: Funding services for reportable individuals and related assistance ended for PY 25-26.
- 03/03/2026: Q2 fiscal monitoring review issued.
- 03/26/2026: Preliminary A3 review for increased funding.

## **VIII. RESULTS**

Hillsborough County is FCDP compliant through Q3.

- No Best Practices (Items that are implemented well).
- No Findings (Issue that violates federal or state statutes).
- No Concerns (Issue that could become a finding if not corrected).
- No Recommendations (For the process of improvements).

## **IX. SUMMARY**

Hillsborough FCDP is in fiscal compliance with regulations, laws and policies through Q3.

- Project 290-4056C-6CFJ1 funding of \$336,591.00 is 13% of FCDP subrecipient funding.
- Award budget period is 07/01/2025 through 09/30/2026.
- Award program period is 07/01/2025 through 06/30/2026.
- Time and Effort Certifications up to date.
- Participant goals reduced by state office in Program A1.
- Hillsborough County FCDP funded inventory over \$1,000.00 monitored in 2025.
- Q3 spending 17% below target due to extension period of PY 2024-2025 award.
- Increase of \$10,000.00 project funding received for exceeding new adult performance targets.
- There are no outstanding technical assistance items.

## **X. REFERENCES**

### PERSONNEL REVIEW

[NFJP-Core Monitoring Guide-Supplement](#) (CMG), Indicators 1.b.1: Designating Personnel, Staff, and Hiring, 2.h.1: Personnel Policy and Procedures, 2.h.2: Staff Positions, Indicator 2.h.3: Salaries, 3.g.2: Cost Allocation Plan.

Citations: [200.430](#)(a)(1)-(2),b, [200.113](#), [200.427](#), [200.416](#)(a) and (c).

FCDP Policies: Project Award / [FCDP RFP](#), Attachment H, Special Conditions for WIOA, Section 167 Project Awards Form, Personnel Requirements.

### REPORTING AND SPENDING REVIEW

CMG, Indicators 2.a.1: Specific Award Conditions, 2.b.1: Budget Controls, 3.b.3: Sub-recipient's Financial Reporting, 3.c.1: Cash Disbursements, 3.f.2: Financial Management Systems, 3.g.1: Cost Allocation Principles.

Citations: [200.302](#), [200.308](#), [200.331](#)(a)(3), [200.412](#), [200.403](#), [200.405](#).

FCDP Policies: Project Award / [FCDP RFP](#), Attachment H, Special Conditions for WIOA, Section 167 Project Awards Form, Fiscal Management, [Green Book](#), [Red Book](#), [FLAGS AgencyUser.pdf](#).

### AMENDMENTS REVIEW

CMG, Indicators: 2.a.2: Prior Approval of Project Modifications

Citations: [200.308](#), [200.407](#).

FCDP Policies: Project Award / [FCDP RFP](#), Attachment H, Special Conditions for WIOA, Section 167 Project Awards Form, Fiscal Management, Project Amendments: [Green Book](#), [Section B - Project Amendments](#).

### INVENTORY REVIEW

CMG, Indicators: 1.b.6: Timely Equipment Purchases, 2.c.1: Insurance Coverage, 2.c.3: Equipment, 2.c.4: Rental or Leasing Costs for Property, 2.c.5: Supplies.

Citations: [200.310](#), [200.313](#), [200.465](#), [200.314](#).

FCDP Policies: Project Award / [FCDP RFP](#), Attachment H, Special Conditions for WIOA, Section 167 Project Awards Form, Fiscal Management, Property Standards , [REFERENCE GUIDE FOR STATE EXPENDITURES](#).

### FISCAL TECHNICAL ASSISTANCE REVIEW

CMG, Indicator 2.e.2: Progress Monitoring, 2.f.4: Subrecipient Monitoring.

Citations: [200.329](#), [200.332](#)(f).

FCDP Policies: Project Award / [FCDP RFP](#), Attachment H, Special Conditions for WIOA, Section 167 Project Awards Form.

RESULTS REVIEW

CMG, Indicator 3.a.1: Effectiveness and Efficiency of Operations, Indicator 2.e.2.

Citations: [200.302](#), [200.303\(a\)](#), [200.400](#), [200.507](#), [200.514](#).

FCDP Policies: Project Award / [FCDP RFP](#), Attachment E, Special Conditions for WIOA, Section 167 Project Awards Form.

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