

Form **990**
 Department of the Treasury
 Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter social security numbers on this form as it may be made public
 ▶ Information about Form 990 and its instructions is at www.irs.gov/form990

OMB No 1545-0047
2017
Open to Public Inspection

A For the 2017 calendar year, or tax year beginning 07-01-2017, and ending 06-30-2018

B Check if applicable:
 Address change
 Name change
 Initial return
 Final return/terminated
 Amended return
 Application pending

C Name of organization
 CAREER PATH SERVICES
 EMPLOYMENT AND TRAINING

Doing business as _____

Number and street (or P.O. box if mail is not delivered to street address) Room/suite
 10 N POST STREET NO 200 _____

City or town, state or province, country, and ZIP or foreign postal code
 SPOKANE, WA 99205

D Employer identification number
 91-1032846

E Telephone number
 (509) 326-7520

F Name and address of principal officer
 GEORGE IRANON
 10 N POST SUITE 200
 SPOKANE, WA 99201

G Gross receipts \$ 16,968,543

H(a) Is this a group return for subordinates? Yes No
H(b) Are all subordinates included? Yes No
 If "No," attach a list (see instructions)
H(c) Group exemption number ▶ _____

I Tax-exempt status 501(c)(3) 501(c) () ◀ (insert no) 4947(a)(1) or 527

J Website: ▶ [HTTPS //CAREERPATHSERVICES ORG/](https://careerpathservices.org/)

K Form of organization Corporation Trust Association Other ▶ _____

L Year of formation 1971 **M** State of legal domicile WA

Part I Summary

1 Briefly describe the organization's mission or most significant activities
 CAREER PATH SERVICES IS A WORKFORCE DEVELOPMENT AND HUMAN SERVICES NONPROFIT CORPORATION

2 Check this box if the organization discontinued its operations or disposed of more than 25% of its net assets

3 Number of voting members of the governing body (Part VI, line 1a)	9
4 Number of independent voting members of the governing body (Part VI, line 1b)	9
5 Total number of individuals employed in calendar year 2017 (Part V, line 2a)	1,583
6 Total number of volunteers (estimate if necessary)	0
7a Total unrelated business revenue from Part VIII, column (C), line 12	0
7b Net unrelated business taxable income from Form 990-T, line 34	0

	Prior Year	Current Year
8 Contributions and grants (Part VIII, line 1h)	15,242,380	16,967,995
9 Program service revenue (Part VIII, line 2g)	40,150	0
10 Investment income (Part VIII, column (A), lines 3, 4, and 7d)	2,171	548
11 Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	250	0
12 Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12)	15,284,951	16,968,543
13 Grants and similar amounts paid (Part IX, column (A), lines 1-3)	5,730,770	6,371,800
14 Benefits paid to or for members (Part IX, column (A), line 4)	0	0
15 Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	7,730,439	8,659,072
16a Professional fundraising fees (Part IX, column (A), line 11e)	0	0
b Total fundraising expenses (Part IX, column (D), line 25) ▶		
17 Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e)	1,660,942	1,833,640
18 Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	15,122,151	16,864,512
19 Revenue less expenses Subtract line 18 from line 12	162,800	104,031

	Beginning of Current Year	End of Year
20 Total assets (Part X, line 16)	6,619,474	7,891,016
21 Total liabilities (Part X, line 26)	3,111,517	4,279,028
22 Net assets or fund balances Subtract line 21 from line 20	3,507,957	3,611,988

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here

 Signature of officer _____ Date 2019-05-16
 GEORGE IRANON CEO
 Type or print name and title _____

Paid Preparer Use Only

Print/Type preparer's name DARCY A SKJOTHAUG CPA	Preparer's signature DARCY A SKJOTHAUG CPA	Date 2019-05-16	Check <input type="checkbox"/> if self-employed	PTIN P00537762
Firm's name ▶ SCHOEDEL & SCHOEDEL CPAS PLLC			Firm's EIN ▶ 91-0614823	
Firm's address ▶ 422 W RIVERSIDE AVE STE 1420 SPOKANE, WA 992010395			Phone no (509) 747-2158	

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission

CAREER PATH SERVICES IS A WORKFORCE DEVELOPMENT AND HUMAN SERVICES NONPROFIT CORPORATION

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No

If "Yes," describe these changes on Schedule O

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported

4a (Code) (Expenses \$ 481,821 including grants of \$) (Revenue \$ 607,793)
See Additional Data

4b (Code) (Expenses \$ 450,804 including grants of \$) (Revenue \$ 570,309)
See Additional Data

4c (Code) (Expenses \$ 509,397 including grants of \$) (Revenue \$ 575,922)
See Additional Data

See Additional Data Table

4d Other program services (Describe in Schedule O)
(Expenses \$ 15,297,079 including grants of \$ 6,371,800) (Revenue \$ 15,214,520)

4e Total program service expenses ▶ 16,739,101

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	Yes	
2 Is the organization required to complete <i>Schedule B, Schedule of Contributors</i> (see instructions)?	Yes	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		No
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? <i>If "Yes," complete Schedule C, Part II</i>		No
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? <i>If "Yes," complete Schedule C, Part III</i>		No
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		No
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		No
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		No
9 Did the organization report an amount in Part X, line 21 for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		No
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		No
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? <i>If "Yes," complete Schedule D, Part VI</i>	Yes	
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VII</i>		No
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part VIII</i>		No
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? <i>If "Yes," complete Schedule D, Part IX</i>	Yes	
e Did the organization report an amount for other liabilities in Part X, line 25? <i>If "Yes," complete Schedule D, Part X</i>	Yes	
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? <i>If "Yes," complete Schedule D, Part X</i>		No
12a Did the organization obtain separate, independent audited financial statements for the tax year? <i>If "Yes," complete Schedule D, Parts XI and XII</i>	Yes	
b Was the organization included in consolidated, independent audited financial statements for the tax year? <i>If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional</i>		No
13 Is the organization a school described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		No
14a Did the organization maintain an office, employees, or agents outside of the United States?		No
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? <i>If "Yes," complete Schedule F, Parts I and IV</i>		No
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? <i>If "Yes," complete Schedule F, Parts II and IV</i>		No
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? <i>If "Yes," complete Schedule F, Parts III and IV</i>		No
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? <i>If "Yes," complete Schedule G, Part I</i> (see instructions)		No
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		No
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		No

Part IV Checklist of Required Schedules (continued)

	Yes	No
20a Did the organization operate one or more hospital facilities? <i>If "Yes," complete Schedule H</i>		No
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	Yes	
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	Yes	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>		No
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		No
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		No
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>		No
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		No
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions)		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		No
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		No
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		No
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		No
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		No
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		No
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		No
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		No
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>		No
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?		No
b If 'Yes' to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		No
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		No
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O	Yes	

Part V Statements Regarding Other IRS Filings and Tax Compliance

Check if Schedule O contains a response or note to any line in this Part V []

Table with columns for question ID, question text, and Yes/No response boxes. Includes sections for backup withholding, employee reporting, foreign accounts, prohibited transactions, charitable contributions, and organizational details.

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to lines 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O See instructions

Check if Schedule O contains a response or note to any line in this Part VI [X]

Section A. Governing Body and Management

Table with 3 columns: Question, Yes, No. Rows include: 1a (Voting members), 1b (Independent members), 2 (Family/Business relationships), 3 (Delegation of control), 4 (Changes to governing documents), 5 (Asset diversion), 6 (Members/stockholders), 7a (Power to elect/appoint), 7b (Governance decisions), 8 (Meeting documentation), 8a/b (Committee authority), 9 (Officer/director/trustee reachability).

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

Table with 3 columns: Question, Yes, No. Rows include: 10a (Local chapters), 10b (Policies for chapters), 11a (Form 990 distribution), 11b (Review process), 12a (Conflict of interest policy), 12b (Disclosure of interests), 12c (Compliance monitoring), 13 (Whistleblower policy), 14 (Document retention), 15 (Compensation review), 15a/b (CEO/Other officers), 16a (Investment/ventures), 16b (Participation policy).

Section C. Disclosure

Table with 3 columns: Question, Yes, No. Rows include: 17 (States for Form 990), 18 (Public inspection methods), 19 (Governing documents availability), 20 (Books and records location).

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII

			(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514	
Contributions, Gifts, Grants and Other Similar Amounts	1a Federated campaigns . . .	1a					
	b Membership dues . . .	1b					
	c Fundraising events . . .	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e	17,107,213				
	f All other contributions, gifts, grants, and similar amounts not included above	1f	-139,218				
	g Noncash contributions included in lines 1a-1f \$ _____						
	h Total. Add lines 1a-1f		16,967,995				
Program Service Revenue	2a _____	Business Code					
	b _____						
	c _____						
	d _____						
	e _____						
	f All other program service revenue						
	g Total. Add lines 2a-2f						
Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)		548	548			
	4 Income from investment of tax-exempt bond proceeds						
	5 Royalties						
	6a Gross rents	(i) Real	(ii) Personal				
		b Less rental expenses					
		c Rental income or (loss)					
		d Net rental income or (loss)					
	7a Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
		b Less cost or other basis and sales expenses					
		c Gain or (loss)					
		d Net gain or (loss)					
	8a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c) See Part IV, line 18	a					
		b Less direct expenses	b				
		c Net income or (loss) from fundraising events					
	9a Gross income from gaming activities See Part IV, line 19	a					
b Less direct expenses		b					
c Net income or (loss) from gaming activities							
10a Gross sales of inventory, less returns and allowances	a						
	b Less cost of goods sold	b					
	c Net income or (loss) from sales of inventory						
Miscellaneous Revenue	Business Code						
11a _____							
b _____							
c _____							
d All other revenue							
e Total. Add lines 11a-11d							
12 Total revenue. See Instructions		16,968,543	548	0	0		

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21.				
2 Grants and other assistance to domestic individuals. See Part IV, line 22.	6,371,800	6,371,800		
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, line 15 and 16.				
4 Benefits paid to or for members.				
5 Compensation of current officers, directors, trustees, and key employees.	523,127	523,127		
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B).				
7 Other salaries and wages.	5,773,077	5,755,084	17,993	
8 Pension plan accruals and contributions (include section 401 (k) and 403(b) employer contributions).				
9 Other employee benefits.	2,362,868	2,334,808	28,060	
10 Payroll taxes.				
11 Fees for services (non-employees)				
a Management.				
b Legal.				
c Accounting.				
d Lobbying.				
e Professional fundraising services. See Part IV, line 17.				
f Investment management fees.				
g Other (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O).	23,442	15,636	7,806	
12 Advertising and promotion.	22,660	21,842	818	
13 Office expenses.				
14 Information technology.	143,907	143,612	295	
15 Royalties.				
16 Occupancy.	941,957	941,660	297	
17 Travel.				
18 Payments of travel or entertainment expenses for any federal, state, or local public officials.				
19 Conferences, conventions, and meetings.	481,835	472,744	9,091	
20 Interest.				
21 Payments to affiliates.				
22 Depreciation, depletion, and amortization.				
23 Insurance.	22,434	22,410	24	
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a CONTRACTS	202,902	202,902		
b SUPPLIES	145,734	124,949	20,785	
c SMALL EQUIPMENT	80,185	80,179	6	
d EQUIPMENT RENTAL	68,223	28,055	40,168	
e All other expenses	-299,639	-299,707	68	
25 Total functional expenses. Add lines 1 through 24e.	16,864,512	16,739,101	125,411	0
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720).				

Part X Balance Sheet

Check if Schedule O contains a response or note to any line in this Part IX

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing	1,748,973	1	1,058,236
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	4,658,927	4	3,835,548
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions) Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	134,795	9	229,366
	10a Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	277,323		
	b Less accumulated depreciation	210,975		
		76,779	10c	66,348
	11 Investments—publicly traded securities		11	
	12 Investments—other securities See Part IV, line 11		12	
	13 Investments—program-related See Part IV, line 11		13	
	14 Intangible assets		14	
15 Other assets See Part IV, line 11	0	15	2,701,518	
16 Total assets. Add lines 1 through 15 (must equal line 34)	6,619,474	16	7,891,016	
Liabilities	17 Accounts payable and accrued expenses	2,975,048	17	539,851
	18 Grants payable		18	
	19 Deferred revenue	136,469	19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24) Complete Part X of Schedule D	0	25	3,739,177
	26 Total liabilities. Add lines 17 through 25	3,111,517	26	4,279,028
Net Assets or Fund Balances	27 Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34. Unrestricted net assets	3,658,813	27	3,693,136
	28 Temporarily restricted net assets	-150,856	28	-81,148
	29 Permanently restricted net assets		29	
	30 Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34. Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	3,507,957	33	3,611,988
	34 Total liabilities and net assets/fund balances	6,619,474	34	7,891,016

Part XI Reconciliation of Net Assets

Check if Schedule O contains a response or note to any line in this Part XI

1	Total revenue (must equal Part VIII, column (A), line 12)	1	16,968,543
2	Total expenses (must equal Part IX, column (A), line 25)	2	16,864,512
3	Revenue less expenses Subtract line 2 from line 1	3	104,031
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	3,507,957
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	3,611,988

Part XII Financial Statements and Reporting

Check if Schedule O contains a response or note to any line in this Part XII

		Yes	No
<p>1 Accounting method used to prepare the Form 990 <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O</p>			
<p>2a Were the organization's financial statements compiled or reviewed by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>	2a		No
<p>b Were the organization's financial statements audited by an independent accountant? If 'Yes,' check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis</p>	2b	Yes	
<p>c If "Yes," to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O</p>	2c	Yes	
<p>3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?</p>	3a	Yes	
<p>b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits</p>	3b	Yes	

Additional Data

Software ID:

Software Version:

EIN: 91-1032846

Name: CAREER PATH SERVICES
EMPLOYMENT AND TRAINING

Form 990 (2017)

Form 990, Part III, Line 4a:

WIOA ADULT - SPOKANE - PY 17 IN OUR 2017 PROGRAM YEAR, CAREER PATH SERVICES SERVED 261 INDIVIDUALS WITH WIOA ADULT FUNDS AT THE INDIVIDUALIZED/TRAINING LEVEL OF SERVICE, COMPLETED SERVICES TO 105, AND PLACED 89 IN SELF-SUFFICIENT EMPLOYMENT, EARNING A MEDIAN HOURLY WAGE OF \$15 00, WHICH EXCEEDED OUR GOAL OF \$11 38 AVERAGE HOURLY WAGE WAS \$17 45 SERVICES INCLUDED CAREER INTEREST, APTITUDE AND SKILL ASSESSMENT, BASIC AND ADVANCED JOB SEARCH TECHNIQUES, PLACEMENT ASSISTANCE, CLASSROOM AND ON-THE-JOB TRAINING, SUPPORTIVE SERVICES, INTERNSHIPS AND EMPLOYER MENTORSHIPS, AND CO-ENROLLMENT IN OTHER APPROPRIATE PROGRAMS WITH THE HELP OF STAFF ACROSS THE WORKSOURCE CENTER, WORKING IN OUR NEW INTEGRATED MODEL, WE ENROLLED 3112 CUSTOMERS AT THE BASIC SERVICES LEVEL THIS ALLOWED US TO SERVE A WIDER RANGE OF CUSTOMERS THAN EVER BEFORE, AND ENABLED US TO HELP MANY MORE CUSTOMERS ACHIEVE SELF-SUFFICIENT EMPLOYMENT

Form 990, Part III, Line 4b:

WIOA SP PY17 DISLOCATED WORKER IN OUR 2017 PROGRAM YEAR, CAREER PATH SERVICES SERVED 261 DISLOCATED WORKERS, COMPLETED SERVICES TO 128, AND PLACED 111 IN SELF-SUFFICIENT EMPLOYMENT, EARNING A MEDIAN HOURLY WAGE OF \$18 00 AND AVERAGE WAGE OF \$20 56 THROUGH THE SPOKANE WIOA DISLOCATED WORKER PROGRAM WE PROVIDED SERVICES INCLUDING CAREER INTEREST, APTITUDE AND SKILL ASSESSMENT, BASIC AND ADVANCED JOB SEARCH TECHNIQUES, PLACEMENT ASSISTANCE, CLASSROOM AND ON-THE-JOB TRAINING, SUPPORTIVE SERVICES, INTERNSHIPS AND EMPLOYER MENTORSHIPS, AND CO-ENROLLMENT IN VARIOUS APPROPRIATE PROGRAMS

Form 990, Part III, Line 4c:

WIOA YOUTH - SPOKANE - PY17 CAREER PATH SERVICES SERVED 456 YOUTH, COMPLETED SERVICES TO 246, PLACED 21 IN POSTSECONDARY EDUCATION/ADVANCED TRAINING, AND PLACED 152 IN EMPLOYMENT, EARNING AN AVERAGE HOURLY WAGE OF \$12 51 AND A MEDIAN OF \$11 50 DURING THE 2017 PROGRAM YEAR THROUGH THE SPOKANE WIOA YOUTH PROGRAM 79 YOUTH RECEIVED A GED AND 62 COMPLETED WORK EXPERIENCE/INTERNSHIP WE PROVIDED SERVICES INCLUDING CAREER INTEREST, APTITUDE AND SKILL ASSESSMENT, BASIC AND ADVANCED JOB SEARCH TECHNIQUES, PLACEMENT ASSISTANCE, CLASSROOM AND ON-THE-JOB TRAINING, SUPPORTIVE SERVICES, INTERNSHIPS AND EMPLOYER MENTORSHIPS, AND CO-ENROLLMENT IN OTHER APPROPRIATE PROGRAMS

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 439,941 including grants of \$) (Revenue \$ 541,612)

WIOA YOUTH OSY - BENTON - FRANKLIN PY17 THROUGH OUR BENTON FRANKLIN WIOA YOUTH PROGRAM, WE SERVED 192 YOUTH AGED 16-24 YEARS OLD 67 EARNED CREDENTIALS THROUGH INDIVIDUAL TRAINING ACCOUNTS OR A GED AND 42 SUCCESSFULLY COMPLETED ON-THE-JOB TRAINING OR A PAID WORK EXPERIENCE OPPORTUNITY STAFF ASSISTED OUR JOB SEEKERS WITH VIABLE JOB SEARCH METHODS AND GUIDANCE INCLUDING JOB CLUB ACTIVITY, LEADING TO AN ABUNDANCE OF JOB OPPORTUNITIES AS SELF-SUFFICIENT WAGES WE PLACED 104 YOUTH PARTICIPANTS INTO COMPETITIVE EMPLOYMENT, AVERAGING \$11 50 WE PLACED 9 YOUTH INTO POST-SECONDARY EDUCATION COLLECTIVELY, WE SPENT 97 2% OF OUR ENTIRE BUDGET

(Code) (Expenses \$ 277,438 including grants of \$) (Revenue \$ 328,659)

BF - GUEST SERVICES PY 17 THE BENTON FRANKLIN GUEST RESOURCE SERVICES CONTRACT IS MODELED AROUND A GUEST-CENTERED APPROACH TO CAREER SERVICES ACTIVELY SUPPORTING WORKSOURCE COLUMBIA BASIN (WSCB) IN ACCOMPLISHING THE MISSION OF PROVIDING UNSURPASSED CUSTOMER SERVICE TO EVERY GUEST EVERY DAY COLLECTING 671 COMMENT CARDS THIS PY WITH AN OVERALL 98 2% SATISFACTION RATING OUR DOORS WERE OPEN FOR 250 BUSINESS DAYS AND EXPERIENCED ABOUT 76,586 GUEST VISITS GREETING AN AVERAGE OF 306 GUESTS EACH DAY AND PROVIDE ASSISTANCE IN THREE LANGUAGES (ENGLISH, SPANISH, AND AMERICAN SIGN LANGUAGE) WE SPENT 97% OF OUR BUDGET

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 408,670 including grants of \$) (Revenue \$ 493,381)

WIOA ADULT - BF PY17 THROUGH OUR BENTON FRANKLIN WIOA ADULT PROGRAM, WE SERVED 218 ADULTS 48 EARNED CREDENTIALS THROUGH INDIVIDUAL TRAINING ACCOUNTS AND 31 SUCCESSFULLY COMPLETED ON-THE-JOB TRAINING OR A PAID WORK EXPERIENCE OPPORTUNITY STAFF ASSISTED OUR JOB SEEKERS WITH VIABLE JOB SEARCH METHODS AND GUIDANCE INCLUDING JOB CLUB ACTIVITY, LEADING TO AN ABUNDANCE OF JOB OPPORTUNITIES AS SELF-SUFFICIENT WAGES WE PLACED 133 ADULT PARTICIPANTS INTO COMPETITIVE EMPLOYMENT, AVERAGING \$14 40 COLLECTIVELY, WE SPENT 95 4% OF OUR ENTIRE BUDGET

(Code) (Expenses \$ 525,069 including grants of \$) (Revenue \$ 643,722)

WIOA BF DW PY17 THROUGH OUR BENTON FRANKLIN WIOA DISLOCATED WORKER (DW) PROGRAM, WE SERVED 158 DISLOCATED WORKERS 27 EARNED CREDENTIALS THROUGH INDIVIDUAL TRAINING ACCOUNTS AND 14 SUCCESSFULLY COMPLETED ON-THE-JOB TRAINING OR A PAID WORK EXPERIENCE OPPORTUNITY STAFF ASSISTED OUR JOB SEEKERS WITH VIABLE JOB SEARCH METHODS AND GUIDANCE INCLUDING JOB CLUB ACTIVITY, LEADING TO AN ABUNDANCE OF JOB OPPORTUNITIES AS SELF-SUFFICIENT WAGES WE PLACED 89 DW PARTICIPANTS INTO COMPETITIVE EMPLOYMENT, AVERAGING \$17 00 COLLECTIVELY, WE SPENT 93 8% OF OUR ENTIRE BUDGET

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 102,378 including grants of \$) (Revenue \$ 111,366)

PY16 PACMTN RR SPECIAL INITIATIVE THROUGH OUR PACMTN RAPID RESPONSE SPECIAL INITIATIVES PROGRAM, WE SERVED 61 DISLOCATED WORKERS 19 EARNED CREDENTIALS THROUGH INDIVIDUAL TRAINING ACCOUNTS AND 2 SUCCESSFULLY COMPLETED ON-THE-JOB TRAINING STAFF ASSISTED OUR JOB SEEKERS WITH VIABLE JOB SEARCH METHODS AND GUIDANCE INCLUDING JOB CLUB ACTIVITY, LEADING TO AN ABUNDANCE OF JOB OPPORTUNITIES AS SELF-SUFFICIENT WAGES WE PLACED 26 DW PARTICIPANTS INTO COMPETITIVE EMPLOYMENT, AVERAGING \$17 43/HOUR COLLECTIVELY, WE SPENT 88% OF OUR ENTIRE BUDGET

(Code) (Expenses \$ 6,389 including grants of \$) (Revenue \$ 6,389)

PY16 WIOA PACMTN GRAYS HARBOR FOUNDATION THROUGH THE GRAYS HARBOR FOUNDATION, WE HAVE SUPPORTED 53 INDIVIDUALS THE FOCUS OF THIS GRANT IS TO SUPPORT GRAYS HARBOR RESIDENTS WHO ARE SEEKING EMPLOYMENT AND/OR ARE EMPLOYED BUT REQUIRE MINIMAL SUPPORT (FOR EXAMPLE, GAS ASSISTANCE TO GET TO THEIR FIRST DAY OF WORK, PROFESSIONAL ATTIRE, DRIVER'S LICENSE, ETC) THE GRANT ALLOWS US TO SERVE INDIVIDUALS WHO IT WOULDN'T MAKE SENSE TO SEND THROUGH THE LENGTHY ENROLLMENT PROCESS EITHER BECAUSE THEY DON'T QUALIFY FOR FORMAL FUNDING OR IT'S A ONE-TIME, IMMEDIATE NEED THROUGH JUNE 30, 2018, WE SPEND 87% OF OUR BUDGET WE WILL CONTINUE TO PROVIDE SUPPORT UNTIL WE REACH 100% SPENT

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 22,737 including grants of \$) (Revenue \$ 23,021)

WIOA PACMTN PY16 ADV MFG INTERNSHIP THROUGH OUR PACMTN ADVANCED MANUFACTURING PROGRAM, WE SERVED 20 DISLOCATED WORKERS WHO SUCCESSFULLY COMPLETED INTERNSHIPS EARNING A STIPEND, THE SOLE OBJECTIVE OF THE GRANT 6 PARTICIPANTS TRANSITIONED INTO ON-THE-JOB TRAINING OR PAID WORK EXPERIENCE OPPORTUNITIES COLLECTIVELY, WE SPENT 70% OF OUR ENTIRE BUDGET THROUGH THE CONTRACT END DATE OF AUGUST 31, 2017

(Code) (Expenses \$ 20,177 including grants of \$) (Revenue \$ 24,506)

WIOA PACMTN RRIE PY17 THROUGH OUR PACMTN RAPID RESPONSE INCREASED EMPLOYMENT PROGRAM, WE SERVED 45 DISPLACED HOMEMAKERS 5 EARNED CREDENTIALS THROUGH INDIVIDUAL TRAINING ACCOUNTS STAFF ASSISTED OUR JOB SEEKERS WITH VIABLE JOB SEARCH METHODS AND GUIDANCE INCLUDING JOB CLUB ACTIVITY, LEADING TO AN ABUNDANCE OF JOB OPPORTUNITIES AS SELF-SUFFICIENT WAGES WE PLACED 8 DISPLACED HOMEMAKERS INTO COMPETITIVE EMPLOYMENT, AVERAGING \$16 50/HOUR COLLECTIVELY, WE SPENT 22% OF OUR ENTIRE BUDGET THROUGH JUNE 30, 2018 AND WILL CONTINUE WORKING ON COMPLETING ALL CONTRACTUAL DELIVERABLE THROUGH THE CONTRACT END DATE OF JUNE 30, 2019

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 0 including grants of \$) (Revenue \$ 0)

WIOA PACMTN APPRENT PLCMNT CCL THROUGH OUR PACMTN CAREER CONNECTED LEARNING PROGRAM, WE PLACED 3 JOB SEEKERS INTO APPRENTICESHIP OPPORTUNITIES THE INTENT OF THE PROGRAM IS TO PLACE ADULTS INTO REGISTERED APPRENTICESHIPS COLLECTIVELY, WE SPENT 20% OF OUR ENTIRE BUDGET THROUGH JUNE 30, 2018 AND WILL CONTINUE WORKING ON COMPLETING ALL CONTRACTUAL DELIVERABLE THROUGH THE CONTRACT END DATE OF SEPTEMBER 30, 2019

(Code) (Expenses \$ -1,359 including grants of \$) (Revenue \$ -1,359)

COMMERCE LPA GRANT CAREER PATH SERVICES ACTED AS THE FISCAL AGENT FOR THE LPA INNOVATION GRANT IN PY 2017 THAT ALLOWED THE PIERCE COUNTY LPA TO OFFER 1 SESSION OF THE GETTING AHEAD WORK GROUPS THE GROUP MET ONCE A WEEK FOR A TOTAL OF 16 WEEKS DURING THEIR TIME THEY WORKED ON THE FOLLOWING MODULES MY LIFE NOW, THEORY OF CHANGE, THE RICH/POOR GAP AND RESEARCH ON CAUSES OF POVERTY, HIDDEN RULES OF ECONOMIC CLASS, THE IMPORTANCE OF LANGUAGE, ELEVEN RESOURCES, SELF-ASSESSMENT OF RESOURCES, COMMUNITY ASSESSMENT, BUILDING RESOURCES, AND PERSONAL AND COMMUNITY PLANS

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 0 including grants of \$) (Revenue \$ 0)

BANKWORKS DURING 2018, FIRST COHORT OF THE BANKWORKS TRAINING PROGRAM IN PIERCE COUNTY OPERATED UNDER CAREER PATH SERVICES BEGAN DURING THIS 8 WEEK BANK TRAINING CLASS A TOTAL OF 22 INDIVIDUALS PARTICIPATED AND 14 COMPLETED SUCCESSFULLY AT THIS TIME, 7 PEOPLE HAVE FOUND EMPLOYMENT WITH AN AVERAGE WAGE OF \$15 00/HRS

(Code) (Expenses \$ 993,886 including grants of \$) (Revenue \$ 1,177,267)

RISE - RES TO INITIATE SUCCESSFUL EMP THE RISE PROGRAM IN PEIRCE COUNTY, KING COUNTY AND SPOKANE COUNTY STARTED SERVING CLIENTS IN DECEMBER 2015 BETWEEN JULY 01, 2017 AND JUNE 30, 2018 WE HAVE SERVED A TOTAL OF 327 RISE PARTICIPANTS THE RISE PROGRAM IS FUNDED BY THE U S DEPARTMENT OF AGRICULTURE THE RISE PROJECT HAS BEEN DESIGNED TO FILL THE GAP CURRENTLY EXPERIENCED BY BFET PARTICIPANTS WHO FACE MULTIPLE BARRIERS AND LACK THE NEEDED WORK EXPERIENCE TO OBTAIN EMPLOYMENT RESULTING IN SELF-SUFFICIENCY THE PILOT WILL EMPHASIZE BARRIER REDUCTION THROUGH THE FOLLOWING SERVICES A STANDARDIZED APPROACH TO CASE MANAGEMENT LEADING TO SELF-SUFFICIENCY, PROVIDE OPPORTUNITIES TO SHARPEN PERSONAL SKILLS THROUGH A STRATEGIES FOR SUCCESS TRAINING, AND THE OPPORTUNITY FOR EMPLOYMENT AND TRAINING TO OFFER SNAP RECIPIENTS WORK-BASED LEARNING ACTIVITIES

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 27,373 including grants of \$) (Revenue \$ 30,236)

BFET SP BFET FUNDING WAS USED TO MATCH A WASHINGTON YOUTH AND FAMILIES FUND (WYFF) PROGRAM SERVING LGBT YOUTH AND YOUTH OF COLOR (AGES 16 TO 24 YEARS) WHO ARE DISPROPORTIONATELY AT RISK OF HOMELESSNESS BFET PROVIDED ADDITIONAL EMPLOYMENT AND TRAINING SERVICES AS WELL AS LEVERAGED THE FLEX FUNDING FOR WORK SUPPORTIVE SERVICES FROM THE WYFF GRANT BFET RUNS ON A FEDERAL FISCAL YEAR (OCTOBER 1ST THROUGH SEPTEMBER 30TH) DURING THE LAST FEDERAL FISCAL YEAR (10/01/2017 TO 09/30/2018) WE SERVED 56 OF OUR WYFF PARTICIPANTS WITH BFET FUNDING PROVIDING THEM EXTRA ASSISTANCE WITH TRANSPORTATION ASSISTANCE, VOCATIONAL TRAINING OPPORTUNITIES (I E NAC CERTIFICATION), WORK CLOTHES, AND OTHER WORK-RELATED SUPPORTS OF THOSE 56, 13 ENROLLED INTO BASIC EDUCATION, 52 ENGAGED IN JOB SEARCH TRAINING, 2 IN DIRECT JOB SEARCH, AND 6 INTO VOCATIONAL EDUCATION 27 COMPLETED SATISFACTORILY AND 10 ENTERED INTO EMPLOYMENT

(Code) (Expenses \$ 517 including grants of \$) (Revenue \$ 517)

BFET - UNREST MATCH USED TO SERVE BFET ELIGIBLE CLIENTS WHO DO NOT MEET THE CRITERIA OF OUR MATCH FUNDING

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 2,309,641 including grants of \$) (Revenue \$ 2,582,347)

COMMERCE - EASTERN WASHINGTON COMMERCE - SPOKANE COUNTY LEP EASTERN WASHINGTON COMMERCE PROGRAMS SERVED 603 MAINSTREAM AND LEP PARTICIPANTS OF WHICH 170 ENTERED EMPLOYMENT AT AN AVERAGE WAGE OF \$12 04/HOUR THESE PROGRAMS ARE TRANSITIONAL JOB OPPORTUNITIES FUNDED BY THE DEPARTMENT OF COMMERCE IN PARTNERSHIP WITH WASHINGTON'S WORKFIRST PROGRAMS WE ASSIST PARENTS RECEIVING TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) TO OBTAIN PERMANENT EMPLOYMENT BY GAINING JOB SKILLS AND EXPERIENCE THROUGH TRANSITIONAL, HANDS-ON TRAINING AS WELL AS INDIVIDUALIZED JOB PLACEMENTS SERVICES THAT INCLUDE WEEKLY JOB CLUB OFFERINGS AND INDUSTRY TOURS EMPLOYERS WHO HIRED COMMERCE CLIENTS FROM THIS TARGET POPULATION ARE ESTIMATED TO HAVE QUALIFIED FOR ANYWHERE FROM \$2400 TO \$4500 IN WORK OPPORTUNITY TAX CREDITS TO REDUCE THEIR TAX LIABILITY AT THE END OF THE YEAR

(Code) (Expenses \$ 1,057,994 including grants of \$) (Revenue \$ 1,228,148)

COMMERCE - PIERCE COUNTY - LAKEWOOD COMMERCE - PIERCE COUNTY - PUYALLUP PIERCE COUNTY COMMERCE PROGRAMS SERVING THE LAKEWOOD AND PUYALLUP AREAS, SERVED 283 PARTICIPANTS OF WHICH 65 ENTERED EMPLOYMENT AT AN AVERAGE WAGE OF \$13 67 AN HOUR THESE PROGRAMS ARE TRANSITIONAL JOB OPPORTUNITIES FUNDED BY THE DEPARTMENT OF COMMERCE IN PARTNERSHIP WITH WASHINGTON'S WORKFIRST PROGRAM WE ASSISTED PARENTS RECEIVING TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) TO OBTAIN PERMANENT EMPLOYMENT BY GAINING JOB SKILLS AND EXPERIENCES THOUGHT TRANSITIONAL, HANDS-ON TRAINING AS WELL AS INDIVIDUALIZE JOB PLACEMENT SERVICES EMPLOYERS WHO HIRED OUR CLIENTS FROM THIS TARGET POPULATE ARE ESTIMATED TO HAVE QUALIFIED ANYWHERE FROM \$2400 TO \$4,500 IN WORK OPPORTUNITY TAX CREDITS TO REDUCE THEIR TAX LIABILITY AT THE END OF THE YEAR

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 2,325,685 including grants of \$) (Revenue \$ 2,565,130)

COMMERCE - SOUTH KING COUNTY , DSHS - KING CNTY WF LIFE SKILLS , COMMERCE - CENTRAL KING COUNTY THE KING COUNTY COMMERCE PROGRAMS SERVED 438 PROGRAM PARTICIPANTS IN OUR MAINSTREAM CONTRACT DURING YEAR WITH OF WHICH 150 OF THEM ENTERED EMPLOYMENT AT AN AVERAGE WAGE OF \$14 48 PER HOUR IN ADDITION WE HAVE SERVED LIMITED ENGLISH PROFICIENCY (LEP) COMMUNITY JOBS PARTICIPANTS THESE PROGRAMS ARE TRANSITIONAL JOB OPPORTUNITIES FUNDED BY THE DEPARTMENT OF COMMERCE IN PARTNERSHIP WITH WASHINGTON'S WORKFIRST PROGRAM WE ASSIST PARENTS RECEIVING TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) TO OBTAIN PLACEMENT SERVICES THAT INCLUDE WEEKLY CAREER CLUBS, WEEKLY LIFE ENRICHMENT CLASSES THAT ASSIST IN LIFE SKILLS, WORK ETHICS, AND BUDGETING, AS WELL AS COMPUTER TRAINING COURSES TO ASSIST IN JOB TRAINING AND SKILL ENHANCEMENT EMPLOYERS WHO HIRED OUR CLIENTS FROM THIS TARGET POPULATION ARE ESTIMATED TO HAVE QUALIFIED FOR \$425,000 IN WORK OPPORTUNITY TAX CREDITS (WOTC)

(Code) (Expenses \$ 142,185 including grants of \$) (Revenue \$ 156,403)

WIOA SP ONE STOP OPERATOR PY17 THIS CONTRACT FUNDS THE ONE-STOP OPERATOR POSITION AT WORKSOURCE SPOKANE, ALONG WITH SOME FUNDING FOR STAFF TRAINING THE ONE-STOP OPERATOR IS RESPONSIBLE FOR THE OPERATIONS AT WORKSOURCE, AS WELL AS ENSURING THE ONE-STOP CENTER AND THE NEXT GENERATION ZONE OPERATE COLLECTIVELY AS THE WORKSOURCE ONE-STOP CAMPUS THE CREATION OF THE POSITION HAS PROVIDED AN AVENUE TO IMPACT AND CHANGE WORKSOURCE INTO A MORE FULLY INTEGRATED CAREER CENTER THE STAFF TRAINING PORTION OF THE CONTRACT HAS ALLOWED FOR AN INCREASED FOCUS ON STAFF PROFESSIONAL DEVELOPMENT TO FACILITATE INTEGRATION

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 116,022 including grants of \$) (Revenue \$ 147,491)

WYFF - BUILDING BRIDGES THE WYFF - BUILDING BRIDGES GRANT FUNDS A NAVIGATOR TO COORDINATE EMPLOYMENT, EDUCATION, AND HOUSING SERVICES FOR YOUTH EXPERIENCING HOMELESSNESS, WITH A GOAL OF EMPLOYMENT, OREducation AND PERMANENT, SAFE HOUSING WE ALSO PROVIDE FLEX FUNDS (CASH ASSISTANCE) TO HELP RESOLVE BARRIERS TO EMPLOYMENT THAT ARE COMMON FOR YOUTH AND YOUNG ADULTS FOR EXAMPLE, FLEX FUNDS CAN PAY FOR TRANSPORTATION TO AND FROM WORK, WORK CLOTHES, TRAINING PROGRAMS, CERTIFICATION FEES, OR TUITION FOR CONTINUING EDUCATION THE FUNDS ALSO MAY PAY FOR WORK-BASED LEARNING OPPORTUNITIES FOR YOUTH AND YOUNG ADULTS WHO CURRENTLY ARE NOT ELIGIBLE EMPLOYMENT ACTIVITIES INCLUDE IDENTIFYING TARGET INDUSTRY OR OCCUPATION, CREATING A TARGETED RESUME, PROVIDING INFORMATION ON PAID INTERNSHIP (WEX) OPPORTUNITIES TO EMPLOYERS, AND FACILITATING MOCK INTERVIEWS FOR OUR PARTICIPANTS DEVELOPING RELATIONSHIPS WITH THE LOCAL SCHOOL DISTRICT MCKINNEY-VINTO HOMELESS LIAISONS, THE NEXT GENERATION ZONE, AND THE SPOKANE FALLS GATEWAY PROGRAM HAS ALLOWED A GOOD FLOW OF REFERRALS AS WELL AS THE OPPORTUNITY TO TAKE CLIENTS TO MAINSTREAM OR ALTERNATIVE EDUCATION PROGRAMS FOR ENTRY IN OUR 2017 PROGRAM YEAR, WE ENROLLED 20 YOUTH, AND 14 WERE ENROLLED INTO AN EDUCATIONAL PROGRAM SUCH AS GED OR SHORT-TERM CERTIFICATE PROGRAM 34 INDIVIDUALS COMPLETED IN JUNE 2018, AT THE END OF OUR 2017 PROGRAM YEAR

(Code) (Expenses \$ 31,457 including grants of \$) (Revenue \$ 36,442)

SP LNI PRE-APPRENTICESHIP DOL - PY15-20 THE AMERICAN APPRENTICESHIP INITIATIVE SUPPORTS THE EXPANSION OF QUALITY AMERICAN APPRENTICESHIP PROGRAMS INTO HIGH GROWTH INDUSTRIES AND AIMS TO INCREASE APPRENTICESHIP OPPORTUNITIES FOR UNDERREPRESENTED POPULATIONS, INCLUDING WOMEN, YOUNG MEN AND WOMEN OF COLOR, TRANSITIONING SERVICE MEMBERS, PEOPLE WITH DISABILITIES, AND LOW-SKILLED POPULATIONS SPOKANE COMMUNITY COLLEGE'S APPRENTICESHIP AND JOURNEYMAN TRAINING CENTER PARTNERED WITH THE ADULT BASIC EDUCATION DIVISION TO DEVELOP A PRE-APPRENTICESHIP PROGRAM WITH A GOAL OF PROVIDING A QUALIFIED POOL OF MINORITY AND FEMALE APPLICATIONS TO THE APPRENTICESHIP PROGRAMS TO PROMOTE DIVERSITY IN THE TRADES OUR BUSINESS NAVIGATOR WORKS CLOSELY WITH THIS PROGRAM TO SUPPORT THESE EFFORTS, AND IN OUR 2017 PROGRAM YEAR, MOST INDIVIDUALS ENROLLED IN THIS SKILLED TRADES PREPARATION CLASS ARE FROM UNDERREPRESENTED POPULATIONS IN OUR PY17 PROGRAM YEAR, 263 INDIVIDUALS WERE ENROLLED IN THE CLASS, WITH AT LEAST 196 HAVING OBTAINED A CREDENTIAL

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 25,178 including grants of \$) (Revenue \$ 27,968)

SP WS PY16-18 WIOA YOUTHWORKS SPOKANE WIOA YOUTH WORKS - YOUTHWORKS SPOKANE CREATED PERMANENT AND GROWING CAPACITY TO MAXIMIZE THE NUMBER OF YOUTH ACCESSING MENTORS, INTERNSHIPS, AND OTHER WORK-BASED LEARNING OPPORTUNITIES, AS WELL AS IDENTIFYING A CAREER PATHWAY AND SETTING A PLAN TO ACHIEVE THEIR INDIVIDUAL GOALS YOUTH PARTICIPATED IN 40 BUSINESS INTERNSHIPS, 142 OTHER WORK-BASED LEARNING OPPORTUNITIES, AND WERE EXPOSED TO 80 BUSINESS MENTORS IN OUR 2017 PROGRAM YEAR, 113 YOUTH ENROLLED IN YOUTHWORKS WERE ENROLLED INTO POSTSECONDARY EDUCATION OR ENTERED INTO EMPLOYMENT THIS INNOVATIVE PROGRAM UTILIZES THE SAME PARTNERSHIP THAT IMPLEMENTED THE CAREER READINESS FOR A WORKING WASHINGTON PROJECT

(Code) (Expenses \$ 22,928 including grants of \$) (Revenue \$ 24,290)

PY16 SP DVR-PETS THE PURPOSE OF THE DVR/PETS CONTRACT IS TO PROVIDE PRE-EMPLOYMENT TRANSITION SERVICES TO STUDENTS AGES 14-21 WITH DISABILITIES, WHICH HAVE INDIVIDUALIZED EDUCATIONAL PROGRAMS (IEPS), 504 PLANS, OR DISABILITIES THAT QUALIFY THEM FOR SPECIAL EDUCATION THIS CONTRACT ASSISTS STUDENTS BY PROVIDING WORK-BASED LEARNING OPPORTUNITIES, SUPPORTIVE SERVICES, AND ON-THE-JOB TRAINING, AS WELL AS HELPING STUDENTS TRANSITION FROM SECONDARY EDUCATION COMPLETION INTO POST-SECONDARY EDUCATION OR EMPLOYMENT IN PY17, 72 STUDENTS WERE ENROLLED AND 23 STUDENTS PARTICIPATED IN A WEX (WORK EXPERIENCE / INTERNSHIP)

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 7,832 including grants of \$) (Revenue \$ 8,615)

PY16 SP WIOA RR MITIGATION - TRAINING WORKSOURCE SPOKANE WIOA RAPID RESPONSE MITIGATION TRAINING AS WORKSOURCE SPOKANE BEGAN THE MOVE FROM STAFF WORKING WITH INDIVIDUAL PROGRAMS TO WORKING AS INTEGRATED FUNCTIONAL TEAMS, STAFF CENTER-WIDE WERE IN NEED OF TRAINING TO ENSURE THAT EVERYONE HAD SUFFICIENT SKILLS TO DO THEIR JOBS IN THIS NEW ENVIRONMENT (INCLUDING COMMUNICATION, TECHNICAL SKILLS, LEADERSHIP, AND MORE) THIS TRAINING BEGAN IN OUR 2016 PROGRAM YEAR AND HAS BEEN PUT IN PLACE TO ENABLE STAFF TO PERFORM AT A HIGH LEVEL TO IMPROVE SERVICES SYSTEM-WIDE AN EXAMPLE OF THE TRAINING MADE AVAILABLE TO CENTER STAFF WAS A COMPREHENSIVE SERIES ON EFFECTIVE COMMUNICATION FOCUSING ON ELIMINATING SILOS AND FORMING STRONG, TRUSTING TEAMS THAT CAN WORK TOWARD PROVIDING EVEN GREATER OUTCOMES FOR OUR JOB SEEKER AND EMPLOYER CUSTOMERS

(Code) (Expenses \$ 107,847 including grants of \$) (Revenue \$ 120,355)

PY16 SP WIOA RR MITIGATION EE MGR TRNG WORKSOURCE SPOKANE WIOA RAPID RESPONSE MITIGATION PROGRAM - WE ARE WORKING IN PARTNERSHIP WITH OTHER WORKSOURCE STAFF WHO PROVIDE RAPID RESPONSE SERVICES AND CONNECT THOSE AFFECTED BY LAYOFFS TO WORKSOURCE FOR EMPLOYMENT SERVICES THIS IS ADDITIONAL FUNDING TO SUPPORT DISLOCATED WORKER WITH SERVICES TO GET BACK INTO THE WORKFORCE, INCLUDING OJT AND COHORT TRAININGS WITH A GOAL OF 32 OJTS FOR THE ENTIRE GRANT PERIOD, WE STARTED THREE OJTS DURING PY17 AT LEAST TEN CUSTOMERS PARTICIPATED IN CONTRACTED CLASSROOM TRAINING DURING PY17

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 29,956 including grants of \$) (Revenue \$ 32,952)

SP SFCC BFET PY17 THE WORKSOURCE SPOKANE - SPOKANE FALLS COMMUNITY COLLEGE BFET PROGRAM SERVED BFET STUDENTS WITH THE GOAL OF ENGAGING THEM WITH EMPLOYERS IN THEIR FIELDS OF STUDY WORK BASED LEARNING (WBL) IS A KEY COMPONENT OF THE PROGRAM WE EXCEEDED PROGRAM GOALS AND FULFILLED THE CONTRACT 308 MEETINGS WITH A SPECIALIST AND 272 SPECIALIST-ARRANGED INTERACTIONS WITH EMPLOYERS STUDENTS PARTICIPATED IN 87 WBL EXPERIENCES WITH EMPLOYERS AT TIME OF CLOSEOUT, SIX STUDENTS HAD GRADUATED AND NAVIGATORS CONTINUED TO ASSIST STUDENTS SEEKING PART-TIME EMPLOYMENT WHILE CONTINUING THEIR STUDIES WE HAD INITIAL MEETINGS WITH 47 STUDENTS, ALL ELECTING TO ENGAGE IN THE PROGRAM AND GET INVOLVED WITH EMPLOYERS STUDENTS PARTICIPATED IN A NUMBER OF DIFFERENT ACTIVITIES INCLUDING JOB SHADOWING, COMPANY TOURS, RESUME TIPS, INTERVIEW TIPS, MOCK INTERVIEWS, AND INFORMATIONAL INTERVIEWS WITH EMPLOYERS THIS YEAR WAS FOCUSED ON HIRING EVENTS TARGETED TO SPECIFIC PROGRAMS

(Code) (Expenses \$ 22,192 including grants of \$) (Revenue \$ 24,412)

SP SFCC WF PY17 THE WORKSOURCE SPOKANE - SPOKANE FALLS COMMUNITY COLLEGE WORKFIRST PROGRAM SERVED WORKFIRST STUDENTS WITH THE GOAL OF ENGAGING THEM WITH EMPLOYERS IN THEIR FIELDS OF STUDY WORK BASED LEARNING (WBL) IS A KEY COMPONENT OF THE PROGRAM WE EXCEEDED PROGRAM GOALS AND FULFILLED THE CONTRACT 177 MEETINGS WITH A SPECIALIST AND 127 SPECIALIST-ARRANGED INTERACTIONS WITH EMPLOYERS STUDENTS PARTICIPATED IN 19 WBL EXPERIENCES WITH EMPLOYERS AT TIME OF CLOSEOUT, FIVE STUDENTS HAD GRADUATED AND THREE GAINED FULL-TIME EMPLOYMENT ADDITIONAL JOB-SEEKER SERVICES WERE INITIATED FOLLOWING THE END OF THE 2018 SPRING QUARTER WE HAD INITIAL MEETINGS WITH 41 STUDENTS, WITH 19 ELECTING TO ENGAGE IN THE PROGRAM AND GET INVOLVED WITH EMPLOYERS STUDENTS PARTICIPATED IN A NUMBER OF DIFFERENT ACTIVITIES INCLUDING JOB SHADOWING, COMPANY TOURS, RESUME TIPS, INTERVIEW TIPS, MOCK INTERVIEWS, AND INFORMATIONAL INTERVIEWS WITH EMPLOYERS THIS YEAR WAS FOCUSED ON HIRING EVENTS TARGETED TO SPECIFIC PROGRAMS

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 30,470 including grants of \$) (Revenue \$ 33,517)

WS SP SCC WF PY17 THE WORKSOURCE SPOKANE - SPOKANE COMMUNITY COLLEGE WF PROGRAM SERVED WORKFIRST STUDENTS WITH THE GOAL OF ENGAGING THEM WITH EMPLOYERS IN THEIR FIELDS OF STUDY WORK BASED LEARNING (WBL) IS A KEY COMPONENT OF THE PROGRAM WE EXCEEDED PROGRAM GOALS AND FULFILLED THE CONTRACT 118 MEETINGS WITH A SPECIALIST AND 107 SPECIALIST-ARRANGED INTERACTIONS WITH EMPLOYERS STUDENTS PARTICIPATED IN 22 WBL EXPERIENCES WITH EMPLOYERS AT TIME OF CLOSEOUT, SIX ENTERED EMPLOYMENT WE HAD INITIAL MEETINGS WITH 22 STUDENTS, ALL ELECTING TO ENGAGE IN THE PROGRAM AND GET INVOLVED WITH EMPLOYERS STUDENTS PARTICIPATED IN A NUMBER OF DIFFERENT ACTIVITIES INCLUDING JOB SHADOWING, COMPANY TOURS, RESUME TIPS, INTERVIEW TIPS, MOCK INTERVIEWS, AND INFORMATIONAL INTERVIEWS WITH EMPLOYERS THIS YEAR WAS FOCUSED ON HIRING EVENTS TARGETED TO SPECIFIC PROGRAMS

(Code) (Expenses \$ 58,654 including grants of \$) (Revenue \$ 60,173)

SPOKANE WS TAP PY17 18 TALENT AND PROSPERITY FOR ALL (TAP) CREATES THE INFRASTRUCTURE NECESSARY TO SUPPORT ENTRY-LEVEL INCUMBENT WORKERS AS THEY SEEK TO SUCCESSFULLY COMPLETE THE PRE-REQUISITE COURSEWORK AND ENTER SPOKANE COMMUNITY COLLEGE'S ASSOCIATE IN NURSING PROGRAM SIXTEEN INCUMBENT WORKERS, EITHER MEDICAL ASSISTANTS OR CNAS, WERE INITIALLY ENROLLED WITH ANOTHER JOINING PART-WAY THROUGH WE HAVE PROVIDED THEM CLASSROOM TRAINING AND SUPPORTIVE SERVICES, INCLUDING BOOKS AND TUTORING THEY ARE DUE TO GRADUATE MARCH OF 2019 WITH THEIR LPN, TO MOVE INTO THE RN PROGRAM

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 34,972 including grants of \$) (Revenue \$ 38,470)

SP WS OPP PARTNERSHIP PY17 THE SPOKANE WIOA OPPORTUNITY PARTNERSHIP PROGRAM (OPP) IS A PROGRAM TO ENGAGE LOW INCOME FIRST GENERATION COLLEGE STUDENTS WITH EMPLOYERS FOR WORK BASED LEARNING (WBL) OPPORTUNITIES AND MENTORSHIP EXPERIENCES THE GOALS FOR FOUR OF FIVE CATEGORIES WERE MET, INCLUDING OPP ENROLLMENT (30 STUDENT), STUDENT-EMPLOYER ENGAGEMENT (30 STUDENTS), INDIVIDUAL MENTORSHIPS (24), AND EXIT INTERVIEWS (30) STUDENTS COMPLETING COURSE OF STUDY (8 STUDENTS, WITH A GOAL OF 24) COULD NOT BE MET AS THE STUDENT CASE LOAD WAS NOT PRIORITIZED TO ENROLLING STUDENTS THAT WOULD COMPLETE THEIR STUDIES AT THE END OF THE 2017 FALL OR 2018 WINTER QUARTER EMPLOYMENT WAS NOT A MEASURED OUTCOME FOR THIS PROGRAM

(Code) (Expenses \$ 78,965 including grants of \$) (Revenue \$ 87,345)

SP WS PY16 RISE NAVIGATOR, WIOA SP RISE BUS NAV PY17-18 RISE (RESOURCES TO INITIATE SUCCESSFUL EMPLOYMENT) IS A THREE YEAR PILOT PROGRAM AIMED AT ADDRESSING GAPS IN THE BASIC FOOD EMPLOYMENT AND TRAINING (BFET) PROGRAM FOR THOSE WITH MULTIPLE BARRIERS RISE ENROLLMENT IS RANDOMIZED, AND ENROLLEES RECEIVE ENHANCED SERVICES, INCLUDING COMPREHENSIVE CASE MANAGEMENT, STRATEGIES FOR SUCCESS CLASS (SFS), AND WORK-BASED LEARNING (WBL) OPPORTUNITIES IN OUR 2017 PROGRAM YEAR, 62 STUDENTS COMPLETED THE STRATEGIES FOR SUCCESS (SFS) CLASS, AT WHICH POINT THEY MAY GET INVOLVED IN WBL OR JOB DEVELOPMENT WITH OUR RISE BUSINESS NAVIGATOR IN PY17, OUR CUSTOMERS PARTICIPATED IN WBL AND/OR JOB DEVELOPMENT AFTER COMPLETING SFS 41 SFS GRADUATES TOOK PART IN (WBL) AFTER COMPLETING THE SFS CLASS THE MAJORITY OF THESE WBL OPPORTUNITIES WERE PAID WORK EXPERIENCES SEVEN SFS GRADUATES IN THE RISE PROGRAM ENTERED UNSUBSIDIZED EMPLOYMENT IN 2017

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 84,001 including grants of \$) (Revenue \$ 91,457)

WIOA SPOKANE SPNEG PY17 THE SECTOR PARTNERSHIP NEG GRANT SERVED DISLOCATED WORKERS THROUGH A COMBINATION OF CLASSROOM TRAINING AND WORK-BASED LEARNING, AND ORIGINALLY ENDED IN APRIL 2017 WE RECEIVED ADDITIONAL FUNDING AND BEGAN WORKING ON THE GRANT AGAIN IN DECEMBER 2017 THROUGH THE END OF THE GRANT, WHICH ENDED AT THE END OF PY17, WE ENROLLED 184 INDIVIDUALS INTO THE GRANT (FOR A TOTAL OF 302 FOR THE ENTIRE PROGRAM), WITH AN OVERALL ENROLLMENT GOAL OF 150 OUR PARTICIPANTS WERE ENROLLED IN 40 COURSES IN PY17 (FOR A TOTAL OF 106 FOR THE WHOLE GRANT), EXCEEDING THE OVERALL GOAL FOR THE GRANT

(Code) (Expenses \$ 8,001 including grants of \$) (Revenue \$ 9,697)

SP NON WIOA STAFF THE SPOKANE NON-WIOA STAFF CONTRACT PROGRAM WAS FUNDED BY A PRIVATE SECTOR GRANT FOR YOUTH STAFF TO WORK WITH DISADVANTAGED YOUTH OTHERWISE INELIGIBLE FOR SERVICES UNDER ANY PROGRAM WE MIRRORED SERVICES PROVIDED UNDER WIOA YOUTH PROGRAMS THESE FUNDS WERE USED TO SERVE A LIMITED NUMBER OF PARTICIPANTS THIS ALSO FUNDED DIGITAL LITERACY EDUCATION FOR CUSTOMERS AT WORKSOURCE AND WORKFORCE READINESS AT THE NEXT GENERATION ZONE

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 121,540 including grants of \$) (Revenue \$ 137,280)

BF WIOA RAPID RESPONSE INITIATIVE PY16 THROUGH OUR BENTON FRANKLIN RAPID RESPONSE INCREASED EMPLOYMENT (RRIE) PROGRAM, WE SERVED 38 DISLOCATED WORKERS THE PRIMARY FOCUS OF THIS GRANT WAS OJT, AND OCCUPATIONAL SKILLS TRAINING 1 PARTICIPANT SUCCESSFULLY COMPLETED ON-THE-JOB TRAINING THROUGH JUNE 30, 2018 STAFF ASSISTED OUR JOB SEEKERS WITH VIABLE JOB SEARCH METHODS AND GUIDANCE INCLUDING JOB CLUB ACTIVITY, LEADING TO AN ABUNDANCE OF JOB OPPORTUNITIES AS SELF-SUFFICIENT WAGES WE HAVE PLACED 22 DW PARTICIPANTS INTO COMPETITIVE EMPLOYMENT, AVERAGING \$17 40 COLLECTIVELY, WE SPENT 96 5% OF OUR BUDGET

(Code) (Expenses \$ 47,266 including grants of \$) (Revenue \$ 56,836)

WIOA BENTON FRANKLIN RRIE PY17-18 THROUGH OUR BENTON FRANKLIN PY17 RAPID RESPONSE INCREASED EMPLOYMENT (RRIE) PROGRAM, WE SERVED 49 DISLOCATED WORKERS 8 EARNED CREDENTIALS THROUGH INDIVIDUAL TRAINING ACCOUNTS AND 1 SUCCESSFULLY COMPLETED ON-THE-JOB TRAINING OR A PAID WORK EXPERIENCE OPPORTUNITY STAFF ASSISTED OUR JOB SEEKERS WITH VIABLE JOB SEARCH METHODS AND GUIDANCE INCLUDING JOB CLUB ACTIVITY, LEADING TO AN ABUNDANCE OF JOB OPPORTUNITIES AS SELF-SUFFICIENT WAGES WE PLACED 21 PARTICIPANTS INTO COMPETITIVE EMPLOYMENT, AVERAGING \$15 COLLECTIVELY, WE SPENT 64 9% OF OUR BUDGET PROGRAM END DATE IS JUNE 30TH 2019

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 28,638 including grants of \$) (Revenue \$ 39,650)

WIOA PIERCE CO PY16 MULTICARE 2 THROUGH OUR PIERCE MULTICARE CONTRACT, WE SERVED 25 INCUMBENT HEALTH CARE WORKERS IN ACCESSING TUITION REIMBURSEMENT AND PROVIDED 455 INCUMBENTS WITH BASIC CAREER SERVICES 24 TOTAL EXITS WERE TAKEN AT AN AVERAGE WAGE OF \$20 23

(Code) (Expenses \$ 115,607 including grants of \$) (Revenue \$ 132,385)

WIOA PIERCE CO PY16-17 RAPID RESPONSE THROUGH OUR PIERCE RAPID RESPONSE PROGRAM, WE SERVED 59 DISLOCATED WORKERS ALL WERE CO-ENROLLED INTO DISLOCATED WORKER FORMULA, GAINING ACCESS TO WRAP AROUND SUPPORT 16 EMPLOYED EXITS WERE TAKEN, WITH AN AVERAGE EXIT WAGE OF \$17 12/HOUR WE SPENT 100% OF OUR BUDGET

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 826,227 including grants of \$) (Revenue \$ 931,928)

WIOA PIERCE COUNTY PY17 ADULT THROUGH OUR PIERCE ADULT PROGRAM, WE SERVED 360 ADULTS 91 EARNED CREDENTIALS THROUGH INDIVIDUAL TRAINING ACCOUNTS AND 4 SUCCESSFULLY COMPLETED ON-THE-JOB TRAINING OR A PAID WORK EXPERIENCE OPPORTUNITY STAFF ASSISTED OUR JOB SEEKERS WITH VIABLE JOB SEARCH METHODS AND GUIDANCE INCLUDING JOB CLUB ACTIVITY, LEADING TO AN ABUNDANCE OF JOB OPPORTUNITIES AS SELF-SUFFICIENT WAGES WE PLACED 96 ADULT PARTICIPANTS INTO COMPETITIVE EMPLOYMENT, AVERAGING \$16 98 COLLECTIVELY, WE SPENT 86 6% OF OUR ENTIRE BUDGET

(Code) (Expenses \$ 884,844 including grants of \$) (Revenue \$ 995,894)

WIOA PIERCE COUNTY PY17 DW THROUGH OUR PIERCE WIOA DISLOCATED WORKER (DW) PROGRAM, WE SERVED 540 DISLOCATED WORKERS 76 EARNED CREDENTIALS THROUGH INDIVIDUAL TRAINING ACCOUNTS STAFF ASSISTED OUR JOB SEEKERS WITH VIABLE JOB SEARCH METHODS AND GUIDANCE INCLUDING JOB CLUB ACTIVITY, LEADING TO AN ABUNDANCE OF JOB OPPORTUNITIES AS SELF-SUFFICIENT WAGES WE PLACED 175 DW PARTICIPANTS INTO COMPETITIVE EMPLOYMENT, AVERAGING \$20 00/HOUR COLLECTIVELY, WE SPENT 83 78% OF OUR ENTIRE BUDGET

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 152,324 including grants of \$) (Revenue \$ 168,713)

PY17 PIERCE C2C , WIOA PIERCE C2C PY17-18 OUR GRANT CAMO TO COMMERCE GRANT SERVED 94 JOB SEEKERS, 67 OF WHOM PARTICIPATED IN ELIGIBLE TRAINING THIS CONTRACT WILL END DECEMBER 31, 2018, SO PLACEMENT WILL CONTINUE TO BE TAKEN THROUGH THE CONTRACT PERIOD, TO DATE WE HAVE PLACED 1 INTO EMPLOYER AT A WAGE OF \$19/HOUR

(Code) (Expenses \$ 197,891 including grants of \$) (Revenue \$ 214,996)

PIERCE WIOA SPNEG PY17 THROUGH OUR PIERCE SECTOR NEG PROGRAM, WE SERVED 46 TRANSITIONING MILITARY SERVICE MEMBERS OR VETERANS 27 EARNED CREDENTIALS THROUGH INDIVIDUAL TRAINING ACCOUNTS OR A COHORT TRAINING MODEL STAFF ASSISTED OUR JOB SEEKERS WITH VIABLE JOB SEARCH METHODS AND GUIDANCE INCLUDING JOB CLUB ACTIVITY, LEADING TO AN ABUNDANCE OF JOB OPPORTUNITIES AS SELF-SUFFICIENT WAGES WE PLACED 57 NEG PARTICIPANTS INTO COMPETITIVE EMPLOYMENT, AVERAGING \$22 00/HOUR

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 709,049 including grants of \$) (Revenue \$ 822,528)

WIOAPACMTN THURSTON PY17 CO ADULT , WIOA PACMTN GRAYS HARBOR PY17 ADULT , WIOA PACMTN LEWIS COUNTY PY17 ADULT , WIOA PACMTN MASON COUNTY PY17 ADULT , WIOA PACMTN PACIFIC COUNTY PY17 ADULT THROUGH OUR PACMTN ADULT PROGRAM, WE SERVED 353 ADULTS 45 EARNED CREDENTIALS THROUGH INDIVIDUAL TRAINING ACCOUNTS AND 42 SUCCESSFULLY COMPLETED ON-THE-JOB TRAINING OR A PAID WORK EXPERIENCE OPPORTUNITY STAFF ASSISTED OUR JOB SEEKERS WITH VIABLE JOB SEARCH METHODS AND GUIDANCE INCLUDING JOB CLUB ACTIVITY, LEADING TO AN ABUNDANCE OF JOB OPPORTUNITIES AS SELF-SUFFICIENT WAGES WE PLACED 152 ADULT PARTICIPANTS INTO COMPETITIVE EMPLOYMENT, AVERAGING \$14 00/HOUR COLLECTIVELY, WE SPENT 89% OF OUR ENTIRE BUDGET

(Code) (Expenses \$ 869,067 including grants of \$) (Revenue \$ 980,227)

WIOA PACMTN THURSTON CO PY17 DW , WIOA PACMTN GRAYS HARBOR PY17 DW , WIOA PACMTN LEWIS COUNTY PY17 DW , WIOA PACMTN MASON COUNTY PY17 DW , WIOA PACMTN PACIFIC COUNTY PY17 DW THROUGH OUR PACMTN WIOA DISLOCATED WORKER (DW) PROGRAM, WE SERVED 428 DISLOCATED WORKERS 88 EARNED CREDENTIALS THROUGH INDIVIDUAL TRAINING ACCOUNTS AND 29 SUCCESSFULLY COMPLETED ON-THE-JOB TRAINING OR A PAID WORK EXPERIENCE OPPORTUNITY STAFF ASSISTED OUR JOB SEEKERS WITH VIABLE JOB SEARCH METHODS AND GUIDANCE INCLUDING JOB CLUB ACTIVITY, LEADING TO AN ABUNDANCE OF JOB OPPORTUNITIES AS SELF-SUFFICIENT WAGES WE PLACED 203 DW PARTICIPANTS INTO COMPETITIVE EMPLOYMENT, AVERAGING \$15 25/HOUR COLLECTIVELY, WE SPENT 86% OF OUR ENTIRE BUDGET

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 112,453 including grants of \$) (Revenue \$ 120,333)

WIOA PAC MTN NDWG THROUGH OUR PACMTN SECTOR NEG PROGRAM, WE SERVED 49 DISLOCATED WORKERS THE FOCUS OF THIS GRANT WAS TO PLACE JOB SEEKERS INTO THE TOP 6 SECTOR INDUSTRIES IN THE PACMTN REGION 14 EARNED CREDENTIALS THROUGH INDIVIDUAL TRAINING ACCOUNTS AND 3 SUCCESSFULLY COMPLETED PAID WORK EXPERIENCE OPPORTUNITIES STAFF ASSISTED OUR JOB SEEKERS WITH VIABLE JOB SEARCH METHODS AND GUIDANCE INCLUDING JOB CLUB ACTIVITY, LEADING TO AN ABUNDANCE OF JOB OPPORTUNITIES AS SELF-SUFFICIENT WAGES WE HAVE CURRENTLY PLACED 10 DW PARTICIPANTS INTO COMPETITIVE EMPLOYMENT, AVERAGING \$21.55 COLLECTIVELY, WE SPENT 100% OF OUR BUDGET

(Code) (Expenses \$ 241 including grants of \$) (Revenue \$ 241)

BENTON FRANKLIN ESD 123 PRE-ETS THROUGH OUR PARTNERSHIP WITH ESD123, WE SERVED 21 STUDENTS WITH DISABILITIES 19 SUCCESSFULLY COMPLETED A 90 HOUR PAID WORK EXPERIENCE OPPORTUNITY AT \$13/HR STUDENTS ALSO RECEIVED WORK READINESS COACHING, JOB SHADOWS AND DEVELOPED AN INDIVIDUAL PARTICIPATION PLAN DESIGNED TO INCREASE OUTCOMES IN EMPLOYMENT AND PLACEMENT IN POST-SECONDARY EDUCATION

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 32,254 including grants of \$) (Revenue \$ 32,909)

BF WIOA SECTOR NEG PY17 THROUGH OUR SECTOR NEG (NDWG) PROGRAM, WE SERVED 93 DISLOCATED WORKERS WE PLACED 58 CUSTOMERS INTO UNSUBSIDIZED EMPLOYMENT, AT AN MEDIAN WAGE OF \$15 50 13 CUSTOMERS PARTICIPATED IN ON-THE-JOB TRAINING AND/OR PAID INTERNSHIPS WE EXPENDED 86 1% OF OUR TOTAL BUDGET

(Code) (Expenses \$ 38,120 including grants of \$) (Revenue \$ 49,977)

BF ONE STOP OPERATOR PY17 THIS CONTRACT FUNDS THE ONE-STOP OPERATOR POSITION AT WORKSOURCE COLUMBIA BASIN, WITH SOME FUNDING FOR STAFF TRAINING THE ONE-STOP OPERATOR IS RESPONSIBLE FOR OPERATIONS AT WORKSOURCE, INCLUDING FACILITIES IN COLLABORATION WITH THE BENTON-FRANKLIN WORKFORCE CONSORTIUM (BFWC), THIS POSITION IS RESPONSIBLE FOR COORDINATION OF PLANNING AND INTEGRATION OF SERVICES ACROSS MULTIPLE PROGRAMS, ENSURING THAT EMPLOYMENT AND TRAINING SERVICES, AVAILABLE THROUGH MULTIPLE SERVICE PROVIDERS, ARE INTEGRATED THROUGH A ONE-STOP DELIVERY SYSTEM THAT SUPPORTS ACCESSIBILITY OF HIGH-QUALITY SERVICES FOR JOB SEEKERS AND BUSINESSES FUNDING ALLOCATED FOR STAFF TRAINING FURTHER SUPPORTS THIS CULTURE OF DELIVERING QUALITY SERVICES TO OUR CUSTOMERS THROUGH KNOWLEDGEABLE, WELL-TRAINED STAFF

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ -875 including grants of \$) (Revenue \$)

WIOA PIERCE RSA THROUGH OUR AGREEMENT WITH THE FIVE WORKSOURCE PIERCE JOB CENTER RSA CONTRACTPARTNERS WE ARE ABLE TO MANAGE THE RESOURCES INCLUDING OVERSIGHT AND OPERATIONAL FUNCTIONSIN SUPPORT OF THE ONE-STOP SERVICES AT THE WORKSOURCE PIERCE JOB CENTER

(Code) (Expenses \$ 11,265 including grants of \$) (Revenue \$ 13,785)

WIOA SP 17 RR MIT WORKSOURCE SPOKANE WIOA RAPID RESPONSE MITIGATION PROGRAM - WE ARE WORKING IN PARTNERSHIP WITH OTHER WORKSOURCE STAFF WHO PROVIDE RAPID RESPONSE SERVICES AND CONNECT THOSE AFFECTED BY LAYOFFS TO WORKSOURCE FOR EMPLOYMENT SERVICES THIS IS ADDITIONAL FUNDING TO SUPPORT DISLOCATED WORKER WITH SERVICES TO GET BACK INTO THE WORKFORCE, INCLUDING OJT AND COHORT TRAININGS WITH A GOAL OF 32 OJTS FOR THE ENTIRE GRANT PERIOD, WE STARTED THREE OJTS DURING PY17 AT LEAST TEN CUSTOMERS PARTICIPATED IN CONTRACTED CLASSROOM TRAINING DURING PY17

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ 77 including grants of \$) (Revenue \$ 85)

WIOA SP CCL PY17 THE CAREER CONNECTED LEARNING NAVIGATOR (CCLN) HAS BEEN INSTRUMENTAL IN THE CAREER CONNECTED LEARNING TEAM'S EFFORTS TO CREATE INTEREST AND PATHWAYS INTO "FUTURE READY" CAREERS, PARTICIPATING IN APPROXIMATELY 50 HOURS OF TRAINING WITH INNOVATIONSED CONSULTANTS TO BETTER INTEGRATE CAREER AWARENESS, EXPLORATION, AND PREPARATION IN CLASSROOM SPACES TERMED COLLABORATIVE TEAM COACHING?WITH BEST PRACTICE PRINCIPLES FROM THE BEST OF PUBLIC EDUCATION, THE CROSS-FUNCTIONAL TEAM OF EDUCATORS, CASE MANAGERS, AND THE CCLN ENSURED THESE PRACTICES WOULD BE THREADED THROUGHOUT THE STUDENT ONBOARDING TO COMPLETION EXPERIENCE, CONTINUING INTO THE 21ST CENTURY WORKPLACE SKILLS ACADEMY THROUGH THE 21ST CENTURY WORKPLACE SKILLS ACADEMY, THE CCLN PROVIDED 36 HOURS OF COACHING AND MENTORSHIP TO 34 YOUNG ADULTS DURING PY17 LIFE SKILLS TRAINING UTILIZING THE THREE-PHASE DESIGN-THINKING APPROACH OF EMPATHIZE, IDEATE, AND POROTYPE WAS UTILIZED THROUGHOUT THE ACADEMY IN AREAS RANGING FROM CAREER EXPLORATION TO CIVIC ENGAGEMENT AND LEADERSHIP DEVELOPMENT

(Code) (Expenses \$ 1,093 including grants of \$) (Revenue \$ 1,154)

NON-WIA STAFF CONTRACT THE SPOKANE NON-WIOA STAFF CONTRACT PROGRAM WAS FUNDED BY A PRIVATE SECTOR GRANT FOR YOUTH STAFF TO WORK WITH DISADVANTAGED YOUTH OTHERWISE INELIGIBLE FOR SERVICES UNDER ANY PROGRAM WE MIRRORED SERVICES PROVIDED UNDER WIOA YOUTH PROGRAMS THESE FUNDS WERE USED TO SERVE A LIMITED NUMBER OF PARTICIPANTS THIS ALSO FUNDED DIGITAL LITERACY EDUCATION FOR CUSTOMERS AT WORKSOURCE AND WORKFORCE READINESS AT THE NEXT GENERATION ZONE

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code) (Expenses \$ -300,746 including grants of \$) (Revenue \$ -138,930)

CAREER PATH SERVICES RESERVE CAREER PATH SERVICES RESERVE AND PROPERTY, PLANT & EQUIPMENT FUNDS REFERS TO EQUIPMENT DEPRECIATION FOR EQUIPMENT USED BY OTHER PROGRAMS, ACCRUED LEAVE COSTS, AND OTHER MISCELLANEOUS PROGRAM COSTS INCLUDES PRIOR YEAR ADJSUTMENTS

(Code) (Expenses \$ including grants of \$ 6,371,800) (Revenue \$)

TOTAL GRANTS AND OTHER ASSISTANCE TO DOMESTIC INDIVIDUALS GED CLASSROOM EXPENSES, CONTRACTED SERVICES - OTHER, INTERPRETER SERVICES, OJT, VOCATIONAL EDUCATION, ITA COSTS, CLIENT WAGE, SUPPORT SERVICES

Form 990, Part III - 4 Program Service Accomplishments (See the Instructions)

(Code)	(Expenses \$ 2,133,548	including grants of \$	(Revenue \$)
ADMINISTRATIVE EXPENSES ALLOCATED TO PROGRAMS			

TY 2017 Reasonable Cause Explanation**Name:** CAREER PATH SERVICES

EMPLOYMENT AND TRAINING

EIN: 91-1032846**Explanation:** LATE FILED RETURN DUE TO CCH SOFTWARE OUTAGE.

SCHEDULE A
(Form 990 or 990-EZ)

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

▶ Attach to Form 990 or Form 990-EZ.

▶ Information about Schedule A (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
CAREER PATH SERVICES
EMPLOYMENT AND TRAINING

Employer identification number

91-1032846

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is (For lines 1 through 12, check only one box.)

- 1 A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ))
- 3 A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state _____
- 5 An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II)
- 6 A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II)
- 8 A community trust described in **section 170(b)(1)(A)(vi)** (Complete Part II)
- 9 An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land grant college of agriculture See instructions Enter the name, city, and state of the college or university _____
- 10 An organization that normally receives (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975 See **section 509(a)(2)**. (Complete Part III)
- 11 An organization organized and operated exclusively to test for public safety See **section 509(a)(4)**.
- 12 An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g
 - a **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization **You must complete Part IV, Sections A and B.**
 - b **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s) **You must complete Part IV, Sections A and C.**
 - c **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions) **You must complete Part IV, Sections A, D, and E.**
 - d **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions) **You must complete Part IV, Sections A and D, and Part V.**
 - e Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization

f Enter the number of supported organizations _____

g Provide the following information about the supported organization(s)

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1- 10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv), 170(b)(1)(A)(vi), and 170(b)(1)(A)(ix)

(Complete only if you checked the box on line 5, 7, 8, or 9 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

	Calendar year (or fiscal year beginning in) ▶	(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grant.")	12,463,825	12,365,389	11,859,534	15,243,030	17,107,546	69,039,324
2	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3	The value of services or facilities furnished by a governmental unit to the organization without charge						
4	Total. Add lines 1 through 3	12,463,825	12,365,389	11,859,534	15,243,030	17,107,546	69,039,324
5	The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6	Public support. Subtract line 5 from line 4						69,039,324

Section B. Total Support

	Calendar year (or fiscal year beginning in) ▶	(a)2013	(b)2014	(c)2015	(d)2016	(e)2017	(f)Total
7	Amounts from line 4	12,463,825	12,365,389	11,859,534	15,243,030	17,107,546	69,039,324
8	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	3,119	5,851	3,423	0	548	12,941
9	Net income from unrelated business activities, whether or not the business is regularly carried on						
10	Other income Do not include gain or loss from the sale of capital assets (Explain in Part VI)						
11	Total support. Add lines 7 through 10						69,052,265

12 Gross receipts from related activities, etc (see instructions) **12**

13 **First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here**

Section C. Computation of Public Support Percentage

14	Public support percentage for 2017 (line 6, column (f) divided by line 11, column (f))	14	99.980 %
15	Public support percentage for 2016 Schedule A, Part II, line 14	15	99.750 %

16a **33 1/3% support test—2017.** If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶

b **33 1/3% support test—2016.** If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and **stop here.** The organization qualifies as a publicly supported organization ▶

17a **10%-facts-and-circumstances test—2017.** If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶

b **10%-facts-and-circumstances test—2016.** If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and **stop here.** Explain in Part VI how the organization meets the "facts-and-circumstances" test The organization qualifies as a publicly supported organization ▶

18 **Private foundation.** If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 10 of Part I or if the organization failed to qualify under Part II. If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►		(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
1	Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2	Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3	Gross receipts from activities that are not an unrelated trade or business under section 513						
4	Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5	The value of services or facilities furnished by a governmental unit to the organization without charge						
6	Total. Add lines 1 through 5						
7a	Amounts included on lines 1, 2, and 3 received from disqualified persons						
b	Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c	Add lines 7a and 7b						
8	Public support. (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►		(a) 2013	(b) 2014	(c) 2015	(d) 2016	(e) 2017	(f) Total
9	Amounts from line 6						
10a	Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b	Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c	Add lines 10a and 10b						
11	Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12	Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
13	Total support. (Add lines 9, 10c, 11, and 12.)						

14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and **stop here** ►

Section C. Computation of Public Support Percentage

15	Public support percentage for 2017 (line 8, column (f) divided by line 13, column (f))	15	
16	Public support percentage from 2016 Schedule A, Part III, line 15	16	

Section D. Computation of Investment Income Percentage

17	Investment income percentage for 2017 (line 10c, column (f) divided by line 13, column (f))	17	
18	Investment income percentage from 2016 Schedule A, Part III, line 17	18	

19a 33 1/3% support tests—2017. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ►

b 33 1/3% support tests—2016. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3% and line 18 is not more than 33 1/3%, check this box and **stop here.** The organization qualifies as a publicly supported organization ►

20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ►

Part IV Supporting Organizations

(Complete only if you checked a box on line 12 of Part I. If you checked 12a of Part I, complete Sections A and B. If you checked 12b of Part I, complete Sections A and C. If you checked 12c of Part I, complete Sections A, D, and E. If you checked 12d of Part I, complete Sections A and D, and complete Part V.)

Section A. All Supporting Organizations

		Yes	No
1	Are all of the organization's supported organizations listed by name in the organization's governing documents? If "No," describe in Part VI how the supported organizations are designated. If designated by class or purpose, describe the designation. If historic and continuing relationship, explain.		
	1		
2	Did the organization have any supported organization that does not have an IRS determination of status under section 509(a)(1) or (2)? If "Yes," explain in Part VI how the organization determined that the supported organization was described in section 509(a)(1) or (2).		
	2		
3a	Did the organization have a supported organization described in section 501(c)(4), (5), or (6)? If "Yes," answer (b) and (c) below.		
	3a		
b	Did the organization confirm that each supported organization qualified under section 501(c)(4), (5), or (6) and satisfied the public support tests under section 509(a)(2)? If "Yes," describe in Part VI when and how the organization made the determination.		
	3b		
c	Did the organization ensure that all support to such organizations was used exclusively for section 170(c)(2)(B) purposes? If "Yes," explain in Part VI what controls the organization put in place to ensure such use.		
	3c		
4a	Was any supported organization not organized in the United States ("foreign supported organization")? If "Yes" and if you checked 12a or 12b in Part I, answer (b) and (c) below.		
	4a		
b	Did the organization have ultimate control and discretion in deciding whether to make grants to the foreign supported organization? If "Yes," describe in Part VI how the organization had such control and discretion despite being controlled or supervised by or in connection with its supported organizations.		
	4b		
c	Did the organization support any foreign supported organization that does not have an IRS determination under sections 501(c)(3) and 509(a)(1) or (2)? If "Yes," explain in Part VI what controls the organization used to ensure that all support to the foreign supported organization was used exclusively for section 170(c)(2)(B) purposes.		
	4c		
5a	Did the organization add, substitute, or remove any supported organizations during the tax year? If "Yes," answer (b) and (c) below (if applicable). Also, provide detail in Part VI , including (i) the names and EIN numbers of the supported organizations added, substituted, or removed, (ii) the reasons for each such action, (iii) the authority under the organization's organizing document authorizing such action, and (iv) how the action was accomplished (such as by amendment to the organizing document).		
	5a		
b	Type I or Type II only. Was any added or substituted supported organization part of a class already designated in the organization's organizing document?		
	5b		
c	Substitutions only. Was the substitution the result of an event beyond the organization's control?		
	5c		
6	Did the organization provide support (whether in the form of grants or the provision of services or facilities) to anyone other than (i) its supported organizations, (ii) individuals that are part of the charitable class benefited by one or more of its supported organizations, or (iii) other supporting organizations that also support or benefit one or more of the filing organization's supported organizations? If "Yes," provide detail in Part VI .		
	6		
7	Did the organization provide a grant, loan, compensation, or other similar payment to a substantial contributor (defined in section 4958(c)(3)(C)), a family member of a substantial contributor, or a 35% controlled entity with regard to a substantial contributor? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
	7		
8	Did the organization make a loan to a disqualified person (as defined in section 4958) not described in line 7? If "Yes," complete Part I of Schedule L (Form 990 or 990-EZ).		
	8		
9a	Was the organization controlled directly or indirectly at any time during the tax year by one or more disqualified persons as defined in section 4946 (other than foundation managers and organizations described in section 509(a)(1) or (2))? If "Yes," provide detail in Part VI .		
	9a		
b	Did one or more disqualified persons (as defined in line 9a) hold a controlling interest in any entity in which the supporting organization had an interest? If "Yes," provide detail in Part VI .		
	9b		
c	Did a disqualified person (as defined in line 9a) have an ownership interest in, or derive any personal benefit from, assets in which the supporting organization also had an interest? If "Yes," provide detail in Part VI .		
	9c		
10a	Was the organization subject to the excess business holdings rules of section 4943 because of section 4943(f) (regarding certain Type II supporting organizations, and all Type III non-functionally integrated supporting organizations)? If "Yes," answer line 10b below.		
	10a		
b	Did the organization have any excess business holdings in the tax year? (Use Schedule C, Form 4720, to determine whether the organization had excess business holdings.)		
	10b		

Part IV Supporting Organizations (continued)

		Yes	No
11	Has the organization accepted a gift or contribution from any of the following persons?		
a	A person who directly or indirectly controls, either alone or together with persons described in (b) and (c) below, the governing body of a supported organization?		
b	A family member of a person described in (a) above?		
c	A 35% controlled entity of a person described in (a) or (b) above? <i>If "Yes" to a, b, or c, provide detail in Part VI</i>		

Section B. Type I Supporting Organizations

		Yes	No
1	Did the directors, trustees, or membership of one or more supported organizations have the power to regularly appoint or elect at least a majority of the organization's directors or trustees at all times during the tax year? <i>If "No," describe in Part VI how the supported organization(s) effectively operated, supervised, or controlled the organization's activities. If the organization had more than one supported organization, describe how the powers to appoint and/or remove directors or trustees were allocated among the supported organizations and what conditions or restrictions, if any, applied to such powers during the tax year.</i>		
2	Did the organization operate for the benefit of any supported organization other than the supported organization(s) that operated, supervised, or controlled the supporting organization? <i>If "Yes," explain in Part VI how providing such benefit carried out the purposes of the supported organization(s) that operated, supervised or controlled the supporting organization.</i>		

Section C. Type II Supporting Organizations

		Yes	No
1	Were a majority of the organization's directors or trustees during the tax year also a majority of the directors or trustees of each of the organization's supported organization(s)? <i>If "No," describe in Part VI how control or management of the supporting organization was vested in the same persons that controlled or managed the supported organization(s).</i>		

Section D. All Type III Supporting Organizations

		Yes	No
1	Did the organization provide to each of its supported organizations, by the last day of the fifth month of the organization's tax year, (i) a written notice describing the type and amount of support provided during the prior tax year, (ii) a copy of the Form 990 that was most recently filed as of the date of notification, and (iii) copies of the organization's governing documents in effect on the date of notification, to the extent not previously provided?		
2	Were any of the organization's officers, directors, or trustees either (i) appointed or elected by the supported organization (s) or (ii) serving on the governing body of a supported organization? <i>If "No," explain in Part VI how the organization maintained a close and continuous working relationship with the supported organization(s).</i>		
3	By reason of the relationship described in (2), did the organization's supported organizations have a significant voice in the organization's investment policies and in directing the use of the organization's income or assets at all times during the tax year? <i>If "Yes," describe in Part VI the role the organization's supported organizations played in this regard.</i>		

Section E. Type III Functionally-Integrated Supporting Organizations

1	Check the box next to the method that the organization used to satisfy the Integral Part Test during the year (see instructions)		
a	<input type="checkbox"/> The organization satisfied the Activities Test. Complete line 2 below.		
b	<input type="checkbox"/> The organization is the parent of each of its supported organizations. Complete line 3 below.		
c	<input type="checkbox"/> The organization supported a governmental entity. Describe in Part VI how you supported a government entity (see instructions).		
2	Activities Test Answer (a) and (b) below.		
a	Did substantially all of the organization's activities during the tax year directly further the exempt purposes of the supported organization(s) to which the organization was responsive? <i>If "Yes," then in Part VI identify those supported organizations and explain how these activities directly furthered their exempt purposes, how the organization was responsive to those supported organizations, and how the organization determined that these activities constituted substantially all of its activities.</i>		
b	Did the activities described in (a) constitute activities that, but for the organization's involvement, one or more of the organization's supported organization(s) would have been engaged in? <i>If "Yes," explain in Part VI the reasons for the organization's position that its supported organization(s) would have engaged in these activities but for the organization's involvement.</i>		
3	Parent of Supported Organizations Answer (a) and (b) below.		
a	Did the organization have the power to regularly appoint or elect a majority of the officers, directors, or trustees of each of the supported organizations? <i>Provide details in Part VI.</i>		
b	Did the organization exercise a substantial degree of direction over the policies, programs and activities of each of its supported organizations? <i>If "Yes," describe in Part VI the role played by the organization in this regard.</i>		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations

- 1** Check here if the organization satisfied the Integral Part Test as a qualifying trust on Nov. 20, 1970 (explain in Part VI) **See instructions.** All other Type III non-functionally integrated supporting organizations must complete Sections A through E

Section A - Adjusted Net Income		(A) Prior Year	(B) Current Year (optional)
1	Net short-term capital gain	1	
2	Recoveries of prior-year distributions	2	
3	Other gross income (see instructions)	3	
4	Add lines 1 through 3	4	
5	Depreciation and depletion	5	
6	Portion of operating expenses paid or incurred for production or collection of gross income or for management, conservation, or maintenance of property held for production of income (see instructions)	6	
7	Other expenses (see instructions)	7	
8	Adjusted Net Income (subtract lines 5, 6 and 7 from line 4)	8	
Section B - Minimum Asset Amount		(A) Prior Year	(B) Current Year (optional)
1	Aggregate fair market value of all non-exempt-use assets (see instructions for short tax year or assets held for part of year)	1	
a	Average monthly value of securities	1a	
b	Average monthly cash balances	1b	
c	Fair market value of other non-exempt-use assets	1c	
d	Total (add lines 1a, 1b, and 1c)	1d	
e	Discount claimed for blockage or other factors (explain in detail in Part VI)		
2	Acquisition indebtedness applicable to non-exempt use assets	2	
3	Subtract line 2 from line 1d	3	
4	Cash deemed held for exempt use Enter 1-1/2% of line 3 (for greater amount, see instructions)	4	
5	Net value of non-exempt-use assets (subtract line 4 from line 3)	5	
6	Multiply line 5 by .035	6	
7	Recoveries of prior-year distributions	7	
8	Minimum Asset Amount (add line 7 to line 6)	8	
Section C - Distributable Amount			Current Year
1	Adjusted net income for prior year (from Section A, line 8, Column A)	1	
2	Enter 85% of line 1	2	
3	Minimum asset amount for prior year (from Section B, line 8, Column A)	3	
4	Enter greater of line 2 or line 3	4	
5	Income tax imposed in prior year	5	
6	Distributable Amount. Subtract line 5 from line 4, unless subject to emergency temporary reduction (see instructions)	6	
7	<input type="checkbox"/> Check here if the current year is the organization's first as a non-functionally-integrated Type III supporting organization (see instructions)		

Part V Type III Non-Functionally Integrated 509(a)(3) Supporting Organizations (continued)

Section D - Distributions	Current Year
1 Amounts paid to supported organizations to accomplish exempt purposes	
2 Amounts paid to perform activity that directly furthers exempt purposes of supported organizations, in excess of income from activity	
3 Administrative expenses paid to accomplish exempt purposes of supported organizations	
4 Amounts paid to acquire exempt-use assets	
5 Qualified set-aside amounts (prior IRS approval required)	
6 Other distributions (describe in Part VI) See instructions	
7 Total annual distributions. Add lines 1 through 6	
8 Distributions to attentive supported organizations to which the organization is responsive (provide details in Part VI) See instructions	
9 Distributable amount for 2017 from Section C, line 6	
10 Line 8 amount divided by Line 9 amount	

Section E - Distribution Allocations (see instructions)	(i) Excess Distributions	(ii) Underdistributions Pre-2017	(iii) Distributable Amount for 2017
1 Distributable amount for 2017 from Section C, line 6			
2 Underdistributions, if any, for years prior to 2017 (reasonable cause required-- explain in Part VI) See instructions			
3 Excess distributions carryover, if any, to 2017			
a			
b From 2013.			
c From 2014.			
d From 2015.			
e From 2016.			
f Total of lines 3a through e			
g Applied to underdistributions of prior years			
h Applied to 2017 distributable amount			
i Carryover from 2012 not applied (see instructions)			
j Remainder Subtract lines 3g, 3h, and 3i from 3f			
4 Distributions for 2017 from Section D, line 7			
\$			
a Applied to underdistributions of prior years			
b Applied to 2017 distributable amount			
c Remainder Subtract lines 4a and 4b from 4			
5 Remaining underdistributions for years prior to 2017, if any Subtract lines 3g and 4a from line 2 If the amount is greater than zero, explain in Part VI See instructions			
6 Remaining underdistributions for 2017 Subtract lines 3h and 4b from line 1 If the amount is greater than zero, explain in Part VI See instructions			
7 Excess distributions carryover to 2018. Add lines 3j and 4c			
8 Breakdown of line 7			
a Excess from 2013.			
b Excess from 2014.			
c Excess from 2015.			
d Excess from 2016.			
e Excess from 2017.			

Additional Data

Software ID:

Software Version:

EIN: 91-1032846

Name: CAREER PATH SERVICES
EMPLOYMENT AND TRAINING

Part VI Supplemental Information. Provide the explanations required by Part II, line 10, Part II, line 17a or 17b, Part III, line 12, Part IV, Section A, lines 1, 2, 3b, 3c, 4b, 4c, 5a, 6, 9a, 9b, 9c, 11a, 11b, and 11c, Part IV, Section B, lines 1 and 2, Part IV, Section C, line 1, Part IV, Section D, lines 2 and 3, Part IV, Section E, lines 1c, 2a, 2b, 3a and 3b, Part V, line 1, Part V, Section B, line 1e, Part V Section D, lines 5, 6, and 8, and Part V, Section E, lines 2, 5, and 6 Also complete this part for any additional information (See instructions)

Facts And Circumstances Test

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements
► Complete if the organization answered "Yes," on Form 990, Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b. Attach to Form 990.
Information about Schedule D (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047
2017
Open to Public Inspection

Name of the organization
CAREER PATH SERVICES
EMPLOYMENT AND TRAINING

Employer identification number
91-1032846

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.
Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		

- 5** Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? Yes No
- 6** Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? Yes No

Part II Conservation Easements. Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

- 1** Purpose(s) of conservation easements held by the organization (check all that apply)
- Preservation of land for public use (e g , recreation or education) Preservation of an historically important land area
- Protection of natural habitat Preservation of a certified historic structure
- Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year	
a Total number of conservation easements	2a	
b Total acreage restricted by conservation easements	2b	
c Number of conservation easements on a certified historic structure included in (a)	2c	
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d	

- 3** Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ► _____
- 4** Number of states where property subject to conservation easement is located ► _____
- 5** Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? Yes No
- 6** Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ► _____
- 7** Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ► \$ _____
- 8** Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? Yes No
- 9** In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.
Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

- 1a** If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items
- b** If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items
- (i)** Revenue included on Form 990, Part VIII, line 1 ► \$ _____
- (ii)** Assets included in Form 990, Part X ► \$ _____
- 2** If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items
- a** Revenue included on Form 990, Part VIII, line 1 ► \$ _____
- b** Assets included in Form 990, Part X ► \$ _____

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)
- a** Public exhibition
 - b** Scholarly research
 - c** Preservation for future generations
 - d** Loan or exchange programs
 - e** Other
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII
- 5** During the year, did the organization solicit or receive donations of art, historical treasures or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? Yes No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? Yes No
- b** If "Yes," explain the arrangement in Part XIII and complete the following table
- | | Amount |
|--|--------|
| c Beginning balance | |
| d Additions during the year | |
| e Distributions during the year | |
| f Ending balance | |
- 2a** Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? Yes No
- b** If "Yes," explain the arrangement in Part XIII Check here if the explanation has been provided in Part XIII

Part V Endowment Funds. Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as
- a** Board designated or quasi-endowment ▶
 - b** Permanent endowment ▶
 - c** Temporarily restricted endowment ▶
- The percentages on lines 2a, 2b, and 2c should equal 100%
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by
- | | | |
|--|------------|-----------|
| (i) unrelated organizations | Yes | No |
| 3a(i) | | |
| (ii) related organizations | | |
| 3a(ii) | | |
| b If "Yes" on 3a(ii), are the related organizations listed as required on Schedule R? | | |
| 3b | | |
- 4** Describe in Part XIII the intended uses of the organization's endowment funds

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings		268,612	204,337	64,275
c Leasehold improvements		8,711	6,638	2,073
d Equipment				
e Other				
Total. Add lines 1a through 1e (Column (d) must equal Form 990, Part X, column (B), line 10(c)) . . . ▶				66,348

Part VII Investments—Other Securities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other _____		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.)		

Part VIII Investments—Program Related. Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 13.)		

Part IX Other Assets. Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1) OTHER RECEIVABLE	2,701,518
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.)	2,701,518

Part X Other Liabilities. Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
WAGES AND TAXES PAYABLE	516,604
COMPENSATED ABSENCES PAYABLE	498,553
UNEMPLOYMENT LIABILITY	22,502
INTERFUND PAYABLE	2,701,518
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.)	3,739,177

2. Liability for uncertain tax positions In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740) Check here if the text of the footnote has been provided in Part XIII

Part XI Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	16,968,543
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	0
3	Subtract line 2e from line 1		3	16,968,543
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	0
5	Total revenue Add lines 3 and 4c . (This must equal Form 990, Part I, line 12)		5	16,968,543

Part XII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered 'Yes' on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	16,864,512
2	Amounts included on line 1 but not on Form 990, Part IX, line 25			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII)	2d		
e	Add lines 2a through 2d		2e	0
3	Subtract line 2e from line 1		3	16,864,512
4	Amounts included on Form 990, Part IX, line 25, but not on line 1 :			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII)	4b		
c	Add lines 4a and 4b		4c	0
5	Total expenses Add lines 3 and 4c . (This must equal Form 990, Part I, line 18)		5	16,864,512

Part XIII Supplemental Information

Provide the descriptions required for Part II, lines 3, 5, and 9, Part III, lines 1a and 4, Part IV, lines 1b and 2b, Part V, line 4, Part X, line 2, Part XI, lines 2d and 4b, and Part XII, lines 2d and 4b Also complete this part to provide any additional information

Return Reference	Explanation	
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Part XIII **Supplemental Information (continued)**

Return Reference	Explanation
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**Schedule I
(Form 990)**

Department of the Treasury
Internal Revenue Service

**Grants and Other Assistance to Organizations,
Governments and Individuals in the United States**

Complete if the organization answered "Yes," on Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.
▶ Information about Schedule I (Form 990) and its instructions is at www.irs.gov/form990.

OMB No 1545-0047

2017

Open to Public Inspection

Name of the organization
CAREER PATH SERVICES
EMPLOYMENT AND TRAINING

Employer identification number
91-1032846

Part I General Information on Grants and Assistance

- 1** Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? Yes No
- 2** Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States

Part II Grants and Other Assistance to Domestic Organizations and Domestic Governments. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Part II can be duplicated if additional space is needed

(a) Name and address of organization or government	(b) EIN	(c) IRC section (if applicable)	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of noncash assistance	(h) Purpose of grant or assistance
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							

- 2** Enter total number of section 501(c)(3) and government organizations listed in the line 1 table ▶ _____
- 3** Enter total number of other organizations listed in the line 1 table ▶ _____

Part III Grants and Other Assistance to Domestic Individuals. Complete if the organization answered "Yes" on Form 990, Part IV, line 22

Part III can be duplicated if additional space is needed

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of noncash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of noncash assistance
(1) OCCUPATIONAL/TRAINING SKILLS	96	158,881			
(2) ITA COSTS	783	1,850,289			
(3) CLIENT WAGES	257	2,732,615			
(4) OJT EXPENSE	109	209,208			
(5) SUPPORT SERVICES	1331	1,409,684			
(5)					
(6)					
(7)					

Part IV Supplemental Information. Provide the information required in Part I, line 2; Part III, column (b); and any other additional information.

Return Reference	Explanation

Schedule J
(Form 990)

Compensation Information

OMB No 1545-0047

For certain Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees
▶ **Complete if the organization answered "Yes" on Form 990, Part IV, line 23.**
▶ **Attach to Form 990.**
▶ **Information about Schedule J (Form 990) and its instructions is at www.irs.gov/form990.**

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
CAREER PATH SERVICES
EMPLOYMENT AND TRAINING

Employer identification number
91-1032846

Part I Questions Regarding Compensation

	Yes	No								
<p>1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed on Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items</p> <table border="0"> <tr> <td><input type="checkbox"/> First-class or charter travel</td> <td><input type="checkbox"/> Housing allowance or residence for personal use</td> </tr> <tr> <td><input type="checkbox"/> Travel for companions</td> <td><input type="checkbox"/> Payments for business use of personal residence</td> </tr> <tr> <td><input type="checkbox"/> Tax indemnification and gross-up payments</td> <td><input type="checkbox"/> Health or social club dues or initiation fees</td> </tr> <tr> <td><input type="checkbox"/> Discretionary spending account</td> <td><input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)</td> </tr> </table>	<input type="checkbox"/> First-class or charter travel	<input type="checkbox"/> Housing allowance or residence for personal use	<input type="checkbox"/> Travel for companions	<input type="checkbox"/> Payments for business use of personal residence	<input type="checkbox"/> Tax indemnification and gross-up payments	<input type="checkbox"/> Health or social club dues or initiation fees	<input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)		
<input type="checkbox"/> First-class or charter travel	<input type="checkbox"/> Housing allowance or residence for personal use									
<input type="checkbox"/> Travel for companions	<input type="checkbox"/> Payments for business use of personal residence									
<input type="checkbox"/> Tax indemnification and gross-up payments	<input type="checkbox"/> Health or social club dues or initiation fees									
<input type="checkbox"/> Discretionary spending account	<input type="checkbox"/> Personal services (e.g., maid, chauffeur, chef)									
<p>b If any of the boxes in line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain</p>	1b									
<p>2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all directors, trustees, officers, including the CEO/Executive Director, regarding the items checked in line 1a?</p>	2									
<p>3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director, but explain in Part III</p> <table border="0"> <tr> <td><input type="checkbox"/> Compensation committee</td> <td><input type="checkbox"/> Written employment contract</td> </tr> <tr> <td><input type="checkbox"/> Independent compensation consultant</td> <td><input type="checkbox"/> Compensation survey or study</td> </tr> <tr> <td><input type="checkbox"/> Form 990 of other organizations</td> <td><input type="checkbox"/> Approval by the board or compensation committee</td> </tr> </table>	<input type="checkbox"/> Compensation committee	<input type="checkbox"/> Written employment contract	<input type="checkbox"/> Independent compensation consultant	<input type="checkbox"/> Compensation survey or study	<input type="checkbox"/> Form 990 of other organizations	<input type="checkbox"/> Approval by the board or compensation committee				
<input type="checkbox"/> Compensation committee	<input type="checkbox"/> Written employment contract									
<input type="checkbox"/> Independent compensation consultant	<input type="checkbox"/> Compensation survey or study									
<input type="checkbox"/> Form 990 of other organizations	<input type="checkbox"/> Approval by the board or compensation committee									
<p>4 During the year, did any person listed on Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization</p> <p>a Receive a severance payment or change-of-control payment?</p> <p>b Participate in, or receive payment from, a supplemental nonqualified retirement plan?</p> <p>c Participate in, or receive payment from, an equity-based compensation arrangement?</p> <p>If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III</p>	4a	No								
	4b	No								
	4c	No								
<p>Only 501(c)(3), 501(c)(4), and 501(c)(29) organizations must complete lines 5-9.</p> <p>5 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of</p> <p>a The organization?</p> <p>b Any related organization?</p> <p>If "Yes," on line 5a or 5b, describe in Part III</p>	5a	No								
	5b	No								
<p>6 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of</p> <p>a The organization?</p> <p>b Any related organization?</p> <p>If "Yes," on line 6a or 6b, describe in Part III</p>	6a	No								
	6b	No								
<p>7 For persons listed on Form 990, Part VII, Section A, line 1a, did the organization provide any nonfixed payments not described in lines 5 and 6? If "Yes," describe in Part III</p>	7	No								
<p>8 Were any amounts reported on Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III</p>	8	No								
<p>9 If "Yes" on line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?</p>	9									

Part III **Supplemental Information**

Provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Return Reference	Explanation
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SCHEDULE O
(Form 990 or 990-EZ)

Supplemental Information to Form 990 or 990-EZ

OMB No 1545-0047

Complete to provide information for responses to specific questions on Form 990 or 990-EZ or to provide any additional information.

▶ Attach to Form 990 or 990-EZ.

▶ Information about Schedule O (Form 990 or 990-EZ) and its instructions is at www.irs.gov/form990.

2017

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

Name of the organization
CAREER PATH SERVICES
EMPLOYMENT AND TRAINING

Employer identification number

91-1032846

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 11B	SCHOEDEL & SCHOEDEL CPAS PLLC PREPARED THE FORM 990 AND ITS RELATED FORMS SENIOR MANAGEMEMENT REVIEWS THE 990 PRIOR TO PROVIDING A COPY TO ALL BOARD MEMBERS

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 12C	ANNUAL COMPLETION OF A "CONFLICT OF INTEREST DISCLOSURE FORM" IS REQUIRED OF ALL BOARD MEMBERS AND STAFF EACH JULY FORMS ARE REVIEWED BY THE HUMAN RESEROUCES MANAGER AND SENIOR MANAGEMENT TEAM

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION B, LINE 15	FULL SALARY SURVEY IS COMPLETED EVERY THREE YEARS AND SALARY RANGES APPROVED BY THE BOARD OF DIRECTORS DISCUSSION AND DECISIONS ARE DOCUMENTED IN THE BOARD MINUTES THE BOARD OF DIRECTORS CONDUCTS AN ANNUAL PERFORMANCE REVIEW OF THE CEO AND DETERMINES COMPENSATION

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART VI, SECTION C, LINE 19	GOVERNING DOCUMENTS, AUDIT REPORTS AND CONFLICT OF INTEREST POLICY ARE AVAILABLE ON OUR WEBSITE OR BY REQUEST OUR 990'S ARE AVAILABLE ON GUIDESTAR, OR BY REQUEST

990 Schedule O, Supplemental Information

Return Reference	Explanation
FORM 990, PART XII, LINE 2C	THE BOARD OF DIRECTORS ASSUMES RESPONSIBILITY FOR THE AUDITED FINANCIAL STATEMENTS AUDITED FINANCIAL STATEMENTS ARE PRESENTED TO THE BOARD OF DIRECTORS FOR THEIR REVIEW AND APPROVAL ANNUALLY