

**24 credit hours (College Prep) –** State diploma requirements + 2 years of a world language.

24 credit hours (Standard) – State diploma requirements.

**18 credit hours (ACCEL) –** State diploma core requirements + 3 elective credits (HOPE is excluded from the requirements).

AICE Diploma - Goal to complete AICE Diploma end of year 11.

**Option 1** is the 7 AICE exams and courses from Groups 1, 2, and 3 and Global Perspectives. Group 4 is not required but can count towards the AICE Diploma. Using this pathway students do NOT need to meet the SAT/ACT score requirements. The box below illustrates this option.

### Optoin 1 Pathway: [

nway:	Grade 9	Grade 10		
	AICE DIPLOMA CORE:	AICE DIPLOMA CORE:		
	English General Paper, Thinking Skills	English Language + (1 or 2 AICE Electives)		
	Grade 11	Grade 12		
	DIPLOMA CORE:	Elective(s)		
	Literature, Global Studies + (1 or 2 AICE Electives)	No English required (Gr 9 Eng Hon1 + Eng Gen Paper)		
	AICE ELECTIVES: Environmental Management, Travel & Tourism, Psychology, Spanish Language, Physical			

Education, Marine Science

**Capstone Recognition Diploma** – Complete AP Capstone Seminar & Research courses + 4 AP courses of your choosing. **Earning High School Credits** – On Campus - Online (FLVS Florida Virtual, HVk12 Hillsborough Virtual) – HCC/USF Dual Enrollment **Weighting System** – Classes of 2024, 2025, 2026 remain on the old weighting system: .04 for any <u>honors</u> course and .08 for any <u>AP, AICE, Dual Enrollment, IB</u> course with NO cap on the weighted GPA.

Classes of 2027 & beyond will have a weighting system shown to the right with a cap of 5.000. This will standardize our weighting system with schools across the Nation and with all universities.

GRADE	REGULAR	HONORS	AP, IB, DE, AICE
A	4.0	4.5	5.0
В	3.0	3.5	4.0
С	2.0	2.5	3.0
D	1.0	1.0	1.0
F	0.0	0.0	0.0

**Graduation Exams –** Florida requires students to meet a minimum score on the F.A.S.T. English Language Exam and the Algebra 1 end of course (EOC) exam. The Biology, U.S. History and Geometry exams do not require a minimum score for graduation but will count as the semester 2 exam grade on the student's transcript.

**Concordant Scores** – If a student is unable to earn the minimum score on the F.A.S.T. ELA or Alg 1 EOC exams, a student can earn a score on the PSAT, SAT, ACT or CLT exams. A student must meet minimum score requirements or the student will earn a Certificate of Completion and not a Diploma.

Grade Point Average (GPA) – A student must have a state (unweighted) GPA of 2.000 or higher to earn a diploma.

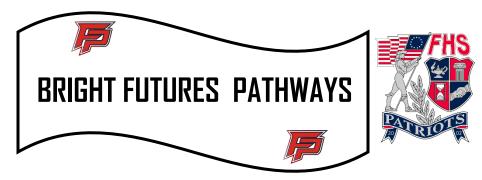
**Biliteracy Distinction** – A high school graduate must earn 4 foreign language course credits in the same foreign language with a cumulative 3.000 GPA or higher on a 4.0 scale. Gold & Silver distinctions are made based on test scores on a nationally recognized test score or by a portfolio evaluation. [Scores: SAT Subj. Test 600+, CLEP Lang Exam Spanish, French, German 50+, IB Lang Exam 4+, AP Lang. Exam 3+, AICE Subj Test A-E, Amer. Sign Lang 3+]

**Graduation Distinction** – Classes of 2024, 2025, 2026 will have a designated Valedictorian, Salutatorian and Top 10 while all students having a weighted GPA of 4.000 or higher will be recognized in the program and will wear a white honors stole.

Classes of 2027 & beyond – The designation of cum laude: 3.0 (blue), magna cum laude: 3.5 (silver), summa cum laude: 4.0+ (gold) will be noted in the graduation program and students will wear one of three colored stoles during the ceremony. The 3<sup>rd</sup> quarter GPA report card will be utilized to identify graduates with distinction.

**Merit Designation** – Any student who meets the 24 credit diploma requirements in addition to earning one or more industry certifications from the State of Florida approved list of certifications will receive distinction on their transcript.

National Honors Society (NHS) – Any student who is inducted into NHS receives the distinction on their diploma.



Apply for as many scholarships as you can. Many scholarships have few applicants who take the time to apply. [A scholarship matrix is publish every month, FHS publishes on Canvas]

Florida Academic Scholars/Florida Medallion Scholars Requirements Chart: FAS-FMS.pdf (floridastudentfinancialaidsg.org) Gold Seal Vocational Chart: GSV.pdf (floridastudentfinancialaidsg.org)

- General Requirements: Be a Florida resident/US Citizen as determined by the college/university.
  - Complete the FFAA(Florida Financial Aid Application), application opens October 1.
  - Earn a Florida standard high school diploma from a Florida public high school or a registered FLDDE private high school or a home education program.
  - Complete two years of the same foreign language.
  - Not have been found guilty of or pled nolo contendere to, a felony charge, unless the student has been granted clemency by the Governor and Cabinet sitting as the Executive Office of Clemency.
  - Be accepted by, and enroll in a degree or certificate program at, an eligible Florida public or independent postsecondary institution.
  - Be enrolled for a least six non-remedial semester credit hours per term.
  - If not funded in the academic year immediately following high school graduation, apply within five years of high school graduation ot have your award reinstated.

Bright Futures Handbook: <u>www.floridastudentfinancialaidsg.org</u>

Grade Point Average:Florida Academic Scholar(FAS) 3.000Florida Medallion Scholars(FMS) 2.750Florida Gold Seal Vocational Scholars 2.750

Community Service Hours (or paid work hours): FAS - 100 FMS – 75 (pick up form from your counselor)

Pathways to Qualify:

Merit Recognition Program	College Entrance Exams by High School Graduation Year		Volunteer Service*	Paid Work Hours*	Combination of Volunteer/ Paid Hours	Bright Futures Award
	2023-24	2024-25		Hours	Faid Hours	Awaru
National Merit <sup>®</sup> Finalists and			100 hours	100 hours	100 hours	FAS
Scholars			75 hours			FMS
National Hispanic Recognition			100 hours	100 hours	100 hours	FAS
Program			75 hours			FMS
Advanced International Certificate			100 hours	100 hours	100 hours	FAS
of Education (AICE) - Diploma			75 hours	-		FMS
International Baccalaureate (IB) -			100 hours	100 hours	100 hours	FAS
Diploma	*		75 hours			FMS
AICE Contrals a	29/96/1340	29/96/1340	100 hours	100 hours	100 hours	FAS
AICE - Curriculum	25/84/1210	25/84/1210	75 hours	100 hours	100 hours	FMS
International Baccalaureate (IB) -	29/96/1340	29/96/1340	100 hours	100 hours	100 hours	FAS
Curriculum	25/84/1210	25/84/1210	75 hours	100 hours	100 hours	FMS

# Exams ACT/CLT/SAT

### Bright Future Pathways:

#### Florida Academic Scholars 100% paid tuition at a State University 3.5 weighted gpa required

AICE Diploma + 100 community service hours [no specific SAT/ACT score required]

7 AICE Courses + 100 community service hours + 29 on ACT or 1330 on SAT

100 community service hours + 29 on ACT or 1330 on SAT

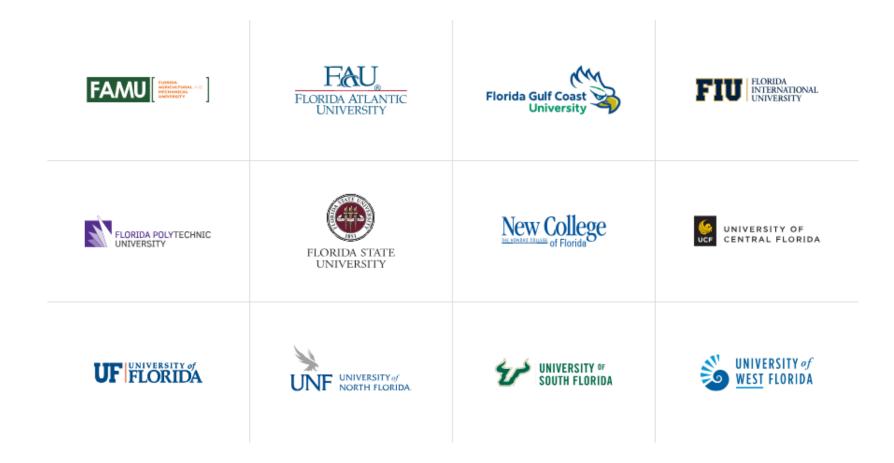
#### Florida Medallion Scholars 75% paid tuition at a State University 3.0 weighted gpa required

AICE Diploma + 75 community service hours [no specific SAT/ACT score required]

7 AICE Courses + 75 community service hours + 25 on ACT or 1210 on SAT

75 community service hours + 25 on ACT or 1210 on SAT

Bright Futures Can Be Used At Any Florida Public Community College or State College/University:





**Freedom High School – Bowers Whitley Partnership:** Attend both schools to obtain vocation certifications while earning your high school diploma. Begin at Bowers Whitley periods 1 & 2 and bus will transport to Freedom HS during period 3.

Career & Technical Areas of Study: <a href="https://www.fldoe.org/academics/career-adult-edu/">https://www.fldoe.org/academics/career-adult-edu/</a>

Hillsborough Technical Colleges: <a href="https://www.hillsboroughschools.org/page/5226">https://www.hillsboroughschools.org/page/5226</a>

Aparicio-Levy Technical College	Brewster Technical College	Erwin Technical College
10119 E. Ellicott Street	2222 N. Tampa Street	2010 E. Hillsborough Avenue
Tampa, FL 33610	Tampa, FL 33602	Tampa, FL 33610
Monday – Friday	Monday – Friday	Monday – Friday
8:00 a.m. – 4:00 p.m.	8:00 a.m. – 4:00 p.m.	8:00 a.m. – 9:00 p.m.

- Apprenticships & Public Service
- Business & Marketing Management
- Early Childhood
- Health Science
- Hospitatlity & Human Services
- Industrial & Manufacturing Technology
- Information Technology



# **Financial Aid**

### • Determining Eligibility for Aid

Fill out Free Application for Federal Student Aid (<u>www.fafsa.ed.gov</u>)

### Eligibility for Federal Funds

- demonstrate financial need (for most programs);
- be a U.S. citizen or an eligible noncitizen (for Pell grant funds);
- have a valid Social Security number (with the exception of students from the Republic of the Marshall Islands, Federated States of Micronesia, or the Republic of Palau);
- be registered with Selective Service, if you're a male (you must register between the ages of 18 and 25);
- be enrolled or accepted for enrollment as a regular student in an eligible certificate program;
- maintain satisfactory academic progress in college or career school;

Note: Need for other funding is established by the online FAFSA application. However, other funding sources may have different eligibility criteria. Financial aid advisors at your campus of interest will provide information on the variety of other funds available and the eligibility criteria.

### **Grants and Work Study**

Depending on the campus of interest the following grants and work may be available:

- Federal Pell Grants
- Federal Campus Based Grants and Work Study
- Florida Student Assistance Grants
- Florida Work Study
- District Financial Aid



<u>Why a Military Career</u>- Although the military is not for everyone, those who are drawn to this calling desire the honor to serve one's country, protect their nation, and defend the Constitution from enemies both foreign and domestic. Individuals who serve also have a desire to challenge themselves, learn highly technical skills, or can lead and help those under their leadership, achieve more than they could alone. Military personnel defend a country's land, air, and sea boundaries and may be deployed in advance or defend the interests of their government. Mental and physical agility, readiness, and grit are characteristics of those who may take part in combat or support missions that may involve risk and serve a purpose higher than themselves.

#### There are six branches of the armed forces:

Air Force - The Air Force is responsible for military aviation - its assets and operations, and support for other branches of the military. Its mission is to achieve air and space superiority.

**<u>Army</u>**- The Army's primary environment is land-based and is responsible for operations in this type of environment. Its mission is to help the nation win wars by advancing through and controlling enemy lands and resources.

Navy- The Navy's central responsibility is to oppose seaborne aggression and maintain the freedom to navigate the seas. Its aim is to control air, sea, and subsurface areas.

Marine Corps- The U.S. Marines work closely with the Navy on missions and have three main responsibilities:

- 1. To defend its naval facilities and seize the enemy's.
- 2. To conduct asymmetrical warfare that adapts to the nature of the enemy and has the capability to deploy in any part of the world within days.
- 3. To fulfill the orders of the president.

**Coast Guard**- The Coast Guard has several maritime missions. Securing ports and waterways, maintaining navigational equipment such as lighthouses and buoys, and conducting search and rescue operations as well as, interdicting illegal drug traffickers bringing in illegal drugs by sea.

**Space Force**- The newest branch of the armed forces, its mission is to protect the U.S. and allied interests in space and to provide joint operations capabilities with our allies.

<u>A Military Career Outlook</u>- Like civilian career paths, military career paths have various pay scales based upon training and certifications, along with rank. In addition, many military career paths can lead to lucrative careers after serving out your enlistments. The length of enlistment may be based upon the type of training and skills set a recruit may qualify for and learn. Enlistments may be 4, 6, or more years and certifications, rank, pay, and post-military careers options can differ depending on the desires of the recruit. Post-military career options include, law enforcement, Federal Government career (FBI, CIA, NSA, Secret Service), Aircraft Mechanic, Jet Engine Mechanic, Digital and satellite Communications, Computer Technologies, Nuclear Energy, Human Resources, Accounting, and many, many other career paths.

ASVAB BATTERY TEST: (Armed Services Vocational Apptiude Battery)

**<u>Recruit Classifications</u>**- How a person enters the military may take several directions.

**Enlisted Personnel**- These include most personnel in the military (82%). The enlisted personnel work their way up from the bottom ranks in each military organization. They are assigned specific tasks and roles based upon their training and certifications. Depending upon the type of career path and training, some recruits enter service at a higher rank and pay and may spend a quarter of their service in school preparing for their roles once deployed. For instance, service members may be assigned to combat operations, humanitarian missions, maintaining military equipment, driving transportation vehicles, operate a ballistic weapons system, or look provide healthcare to other service members.

#### Categories of Enlisted Personnel:

- Administrative personnel- finance, legal affairs, maintenance, supply, and transportation.
- Construction personnel- plumbing, electrical and water treatment
- Electronic and electrical repair personnel- aircraft, computers, optical, communications, or weapons systems.
- Engineering/science/technical personnel- environmental, information technology, and intelligence.
- Healthcare personnel- doctors, nurses, dentists, optometrists, pharmacists, physical therapy, occupational therapy, psychologists, physician assistants.
- Human resources personnel- personnel management, recruitment, training.
- Machine operator and repair personnel- nuclear reactors, water pumps, metalwork, survival gear.
- Protective service personnel- firefighters, military police, security specialists.
- Support service personnel- food service, religious programs.
- Transportation and material-handling personnel- air crew, automotive and heavy equipment, heating/cooling, powerhouse

Salaries commensurate with training- depending on training and certification, salaries may be different- For instancecarpenter- \$39,940/year, mechanic- \$36,610/year, aircraft repair- \$55,230/year, and firefighter- \$42,250/year.

**Officers**- Military officers hold leadership roles in a specific branch of service and may command varying sizes of personnel aligned with their rank. Officers have increased privileges based upon advanced academic credentials.

Paths to become an officer include the following 3 ways:

<u>Military Service Academies</u>- Attending and graduating from one of the five Federal service academies: West Point (Army), Annapolis (Navy or Marines), AirForce Academy (Airforce), Merchant Marine Academy, or the Coast Gurad Academy. These institutions are very competitive with 8 to 17% of applicants gaining entry. Tuition within these academies is waived.

**Reserved Officers Training Corps (ROTC)**- While pursuing a college degree through the ROTC program, these two of fouryear programs, recruits may acquire a commission to be an officer upon graduation. Throughout a recruit's college attendance, they will partake in officer's training, which will give them the skills to lead within the armed services. Scholarships may include tuition, room, and board.

**Earning a bachelor's degree in college and enlisting in the service**- The completion of a 2 or 4-year degree will allow you to join the service and acquire a commission. For instance, a bachelor's degree in military science or nursing will allow you to enlist in the service and become an officer.

Life After Military Service-The type of certifications, training, and experience gained while in military service can pay big bucks in the private sector once discharged. Highly technical careers, security-based careers, mechanical and communications careers, human resource careers, finance and accounting, pilots, nuclear energy, and logistics are career fields that can provide a rewarding and important way of life. One thing to consider is a career in the military. A person may complete 2D years of military service and be under 4D years old. You can collect a pension from the service while starting a second career and retire from that with two pensions and investments made along the way.



We recommend students to begin the accelerated coursework with AP & AICE courses. Once a student has worked their way through the first two years of these courses, then explore the option of Dual Enrollment.

There is no risk in colleges seeing how you perform on AP & AICE end of the year exams. However, in Dual Enrollment, you earn an instant college GPA. If you do not do well, you have superceded your high school GPA and critically damnaged your chances of acceptance into a 4-year university. Also, students need to be mature enough to sit on a college campus with adults to take courses.

## Advanced Placement (AP) – College Board (USA) Weighted GPA Potential College Credit

AP Courses Offered: Human Geography, Computer Science Principles, Psychology, Capstone Seminar, Capstone Research, Music Theory, Art (2D or 3D or Drawing), US Govt & Politics, US Comparative Govt, Pre-Calculus, Calculus AB or BC, Statistics, Biology, Chemistry, Physics, Spanish Literature

**Cambridge (AICE)** – Cambridge International (England) Weighted GPA Potential College Credit Bright Futures Qualifier **Dual Enrollment\*** – Hillsborough Community College (HCC) University of South Florida (USF)

Students must take classes on the high school campus and the college campus (or online). A 3.000 minimum GPA is required and HCPS will pay up to 10 cr. hrs. per semester + books. Qualifying test scores required. Application on HCC website.

\*A student must begin dual enrollment with a community college in any county.

USF is only allowed for curriculum not offered at the community college.

**Early Admit** – A student may elect to go full time at the university/college in lieu of their senior year on the high school campus. Only seniors qualify for this arrangement and students give up all academic ranking privileges. A 3.500 minimum GPA is required and HCPS will pay up to 15 cr. hrs. per semester + books. The HS Diploma is <u>not</u> awarded early.

International Baccaluerate (IB) – Specified coursework with very little freedom to design your own program of study.

Comparison:

Advanced Placement	AICE	HCC/USF
AP College Board	Cambridge	Dual Enrollment
Student may submit course of score 3 -5 for college credit. Optional credit by student choice.	Student may submit course of score A-E for college cred [Grab your reader's attention with a	Automatic college credit & gpa established. No student choice.
Receive an additional weight on the District GPA.	Receive an additional weight on the District GPA.	Receive an additional weight on the District GPA.
3 passing levels on exams Score <b>3</b> (C), <b>4</b> (B) or <b>5</b> (A) No Risk	5 passing levels on exams Score A, B, C, D, E No Risk	No exam Risk
On Campus / Online	On Campus / Online	Off Campus / Online
District Paid Fees	District Paid Fees	District Paid Tuition/Books (Up to 10 credit hours) (Early Admit up to 15 credit hours)
Voluntary drop thru 10 <sup>th</sup> day of school then no drops allowed.	Voluntary drop thru 10 <sup>th</sup> day of school then no drops allowed.	Drop controlled solely by college and may result in a WF on college transcript.
		CLEP Exams: USF Host subject area exams which receive automatic college credit without being enrolled in a course.



**AP & AICE:** Students typically scoring a 4 or 5 on AP, A - E on AICE can submit to a college/university for college credit. Every post-secondary institution independently sets the score required and the course in which the student will receive college credit. It is always best to reach out to the college/university you plan to attend to inquire about AP/AICE score credit.

**Dual Enrollment:** HCPS will pay a student 10 hrs of college credit + books (dual enrolled) or 15 hrs of college credit + books (early admit) if the student meets minimum requirements to qualify. Dual enrollment can be done anytime during the student's four years but recommended not to start until grade 11.



With CLEP, students earn college credit for what they already know, at a fraction of the cost of a college course. There is no course enrollment required. Students can take a CLEP exam, similar to an AP exam and earn instant college credit by obtaining a qualifying score. Students who did poorly on an AP exam can choose to register for a CLEP exam or students who have a natural talent in a subject area but has never taken the corresponding course can earn college credit with a qualifying score.

Industry Certifications = Free College Credits: Over 275 certifications can earn a student college credit. (ask counselor for list) Career Tech Course = Free College Credits: Examples: TV Production 1 – 4 = 12 credit hours @ HCC, Marketing 1 – 3 = 9 credit hours @ HCC. When combined with an industry certification, credit hours can transfer to a 4 year university.



Each university has its own algorithm of accepting freshmen into their institution. High schools are not informed of these parameters so it is critical for students to build a solid high school resume to compete for acceptance.

Items to include on your resume: Accelearted classes (AP, AICE, Dual Enrollment, IB, Honors)

Leadership roles

Volunteer commitments (School, Church, Community)

School Clubs (Member or Office Holder)

Grades 🛛 😊 A, B --- C --- D,F 😕

Awards - Recognitions

Scholarships

Workshops

Summer Classes

Extracurricular Activities

Sports

Hobbies



AP (Advanced Placement), CLEP, SAT [CLEP is an exam a student can take for instant college credit w/o sitting in the course.]

www.CollegeBoard.org (College Search, Scholarships, Major Study Search, Career Finder)

SAT exam can also be used as a concordant score for the State graduation exams.
Directory of Universities & Credit Requirements: <a href="https://www.collegeboard.org/apcreditpolicy">www.collegeboard.org/apcreditpolicy</a>
Direcotry of Universities & CLEP exam requirements: <a href="https://clep.collegeboard.org/school-policy-search#">https://clep.collegeboard.org/school-policy-search#</a>
All about AP courses and exams: <a href="https://www.greatschools.org/gk/articles/ap-courses-exams/">https://www.greatschools.org/gk/articles/ap-courses-exams/</a>

### AICE (Advanced International Certificate of Education) Cambridge Curriculum



 $\mathbf{\hat{n}}$  CollegeBoard

AP

www.cambridgeinternational.org/usa (College Credit, Advanced Placement, Scholarships, Benefits by State, Credit Requirements)
AICE Program Video Supports: Google Search "Videos of Cambridge Curriculum and Resources for Students"
AICE US Transcript Services: <a href="https://gradetranscripts.cambridgeinternational.org/">https://gradetranscripts.cambridgeinternational.org/</a>

### HCC/USF Dual Enrollment (DE)

## Dual Enrollment and Early Admissions | HCC (hccfl.edu)

Recommended to take dual enrollment after AP, AICE options have been exhausted. DE courses have no protection from poor performance and creates an instant college gpa for a student. This could be detrimental to a student applying for colleges prior to graduating high school. All DE courses begin at HCC and do not advance to USF unless HCC does not carry the course or the course of study has maxed out.

- 1. Apply for acceptance on the HCC website under the Dual Enrollment tab. Minimum requirements are listed there.
- 2. Know the deadline dates for course registrations each semester.
- 3. Arrange with your counselor for a Form B authorization to upload for each course.

# ACT Exam (Equivalent to SAT)

<u>www.ACT.org</u> ACT exam can also be used as a concordant score for the State graduation exams.

## CLT Exam (Classic Learning Exam)

### CLT in Florida | CLT (cltexam.com)

Governor Ron DeSantis signed HB 1537 into law on May 9, 2023, making Florida the first state in the nation to fund all school districts to utilize the Classic Learning Test (CLT) for 11th graders. The bill also makes all Florida students eligible to earn Bright Futures Scholarships with CLT scores. CLT scores can also be used as a concordant score for the State graduation exams.







Florida Financial Aid Application (FFAA) <u>https://www.floridastudentfinancialaidsg.org/SAPHome/SAPHome</u>

High School Graduation Requirements <a href="http://www.fldoe.org/academics/graduation-requirements/">http://www.fldoe.org/academics/graduation-requirements/</a>

State University System Matrix <a href="https://www.flbog.edu/regulations/active-regulations/">https://www.flbog.edu/regulations/active-regulations/</a>

National Merit® Finalists and Scholars <u>http://www.nationalmerit.org/</u>

National Hispanic Recognition Program <u>https://collegereadiness.collegeboard.org/psat-nmsqt-psat-10/scholarships-and-</u> recognition/national-hispanic-recognition-program

Advanced International Certificate of Education (AICE) - Diploma <u>http://www.cie.org.uk/programmes-and-</u> <u>qualifications/cambridge-advanced/cambridge-aice-diploma/</u>

International Baccalaureate (IB) - Diploma <u>https://www.ibo.org/programmes/diploma-programme/</u>

PERT <a href="http://www.fldoe.org/schools/higher-ed/fl-college-system/common-placement-testing.stml">http://www.fldoe.org/schools/higher-ed/fl-college-system/common-placement-testing.stml</a>

FDDE GED Website <u>http://www.fldoe.org/academics/career-adult-edu/hse</u>

Industry Certifications <u>http://www.fldoe.org/academics/career-adult-edu/career-technical-edu-agreements/industry-</u> certification.stml

### Freedom High School Info: Canvas Freedom Announcements

Canvas Senior Page & Senior Corner in the Guidance Office

Obtain your <u>high school</u> transcript: <u>https://sdhc.scriborder.com</u> (transcripts must be ordered)

TheFutureCareerAcademy.com Questions? Contact Ayla Horan <u>Ayla@WorkforceDevelopmentPartners.com</u>

### College & Scholarship Info:

Scholarship Matrix (Posted monthly on Canvas Freedom Announcements)

FAFSA (Free Application for Federal Student Aid) – Workshop Nov 13 during Conference Night

<u>https://bigfuture.collegeboard.org/</u> (Career, College, Scholarship Matching Surveys)

<u>www.scholarships360.org</u> (Scholarship Search Engine) <u>www.scholarships.com</u> (Scholarship Search Engine)

<u>WWW.Cappex.com</u> (Scholarship Search Engine) <u>WWW.Com</u> [Grab your reader's attention with a great quote from the document or use this space to emphasize a key point. To place this text box anywhere on the page, just drag it.]

monapp.org (One application for more than 1,000 colleges)

www.16personalities.com (Personality Assessment) www.self-directed-search.com (Career Search Engine)

https://roadtripnation.com/ (Career Search Engine)

www.floridashines.org/find-a-career (Future Planning Resource)