

CareerSource
GULF COAST

5230 West Highway 98 | Panama City FL 32401

P: 850.913.3285 | F: 850.913.3269

careersourcegc.com

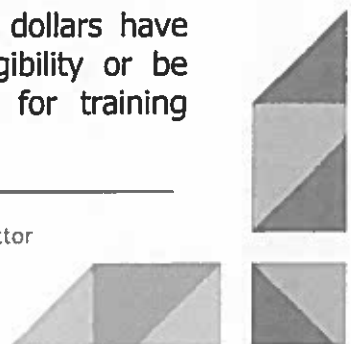
October 5, 2018

Florida Triumph Gulf Coast, Inc.
P.O. Box 12007
Tallahassee, FL 32317

Dear Triumph Board and Staff;

On behalf of the CareerSource Boards serving the 8 disproportionately affected counties, CareerSource Gulf Coast respectfully submits this pre-application for your consideration. Our CareerSource Boards have come together to form the Triumph Workforce Consortium (TWC) to implement an employment and training strategy patterned after Alabama's economic development training division, AIDT, to create and provide training for new and expanding industry. This proposal also allows us to meet the ongoing needs for workers in demand occupations. This proposal aligns with Goal 1 of 'Northwest Florida Forward,' (NFF) the strategy for regional economic transformation developed by Florida's Great Northwest. Goal 1 is to "Connect the talent sets of Northwest Florida to key industry clusters and ensure a dynamic and diverse workforce for new and growing business". Our starting point in supporting this goal is Strategy 1.1, "create a regional workforce training and development initiative." The CareerSource Boards making up the Triumph Workforce Consortium (TWC) all have been participating members of Florida's Great Northwest and are vested partners in Northwest Florida Forward. The scope of this CareerSource proposal is regional, the focus is business and employer needs.

Should this proposal be selected for funding, the TWC will create a strong talent pipeline for Northwest Florida that allows us to compete with Alabama and other states for targeted industries with good paying jobs. These jobs will help to diversify our economy while supporting the population growth that we are experiencing. At this point, the Triumph Workforce Consortium regions are short almost 800 Registered Nurses, over 700 IT professionals and 263 truck drivers just to meet current needs (per the Department of Economic Security's Supply/Demand tool). Although CareerSource Boards receive federal dollars for demand occupational training, those dollars have shrunk by 43% since 2001 and students must meet low income eligibility or be unemployed through no fault of their own in order to be eligible for training





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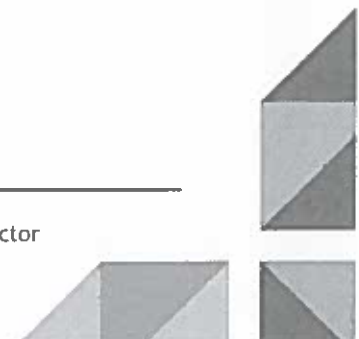
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scholarships through CareerSource. As previously mentioned, the need for skilled workers in demand occupations has gone up while federal funds to train these workers have decreased. Baby boomers are rapidly retiring and not enough new workers with the right skills are entering the workforce. This is an opportunity to meet current and future needs for a skilled workforce without importing talent via H1C and H1B visas and international staffing companies.

The TWC wants to put the emphasis on 'home-grown' talent to fill the positions going empty and eliminate the skills gap. This is a low risk, high reward proposal as the principals for the project have extensive and successful experience in recruiting and supporting individuals in training to completion and job placement or retention. Our collective organizations have a sincere interest in being able to contribute to the economic diversification and prosperity of Florida's Great Northwest through this project. Thank you in advance for your consideration of this proposal.

Sincerely,

Kimberly L. Bodine on behalf of the Triumph Workforce Consortium
Executive Director, CareerSource Gulf Coast



TRIUMPH GULF COAST, INC. PRE-APPLICATION FORM

APPLICANT INFORMATION:

Name of Individual/Entity/Organization: CareerSource Gulf Coast for the Triumph Workforce Consortium (TWC), made up of the 4 CareerSource regions containing the 8 most disproportionately affected counties.

Brief Description of Background of Individual/Entity/Organization: CSGC is one of 24 Local Workforce Development Areas providing Employer and Labor Exchange Services, Demand Training Services and support to our Economic Development agencies across the state of Florida. CSGC serves three of the disproportionately affected counties and with our partners, CareerSource Escarosa, CareerSource Okaloosa-Walton and CareerSource Capital Region this proposal covers all eight of the disproportionately affected counties.

Contact Information:

Primary Contact Information:

Kimberly L. Bodine

Title: Executive Director, CSGC

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Panama City FL 32401

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Website: careersourcegc.com

Names of co-applicants, partners or other entities, organizations that will have a role in the proposed project or program: Gulf Coast State College will act as fiscal entity.

REQUIRED EXECUTIVE SUMMARY:

In a maximum of two (2) pages, please describe the proposed project or program and anticipated outcomes including (i) the amount of funds being sought from Triumph Gulf Coast; (ii) the amount and identity of other sources of funds for the proposed project or program; (iii) the location of the project or program; (iv) summary description of the proposed program, including how the program will be transformational and promote economic recovery, diversification, and enhancement of the disproportionately affected counties, and (v) a summary timeline for the proposed project or program.

IMPORTANT NOTICE

This pre-application process will **not** result in an award of funding by Triumph Gulf Coast. Rather, this process is designed to facilitate submission of ideas for potential projects or programs before the Applicant expends time and/or resources to complete a full Application. All Applicants for funding are required to complete an Application, which will be scored, and then considered for award in the discretion of Triumph Gulf Coast Board.

Executive Summary

- (i) **Amount Requested:** \$22,283,836
- (ii) **Amount and Identity of other funds:** \$6,235,145 Job Training funds
- (iii) **Location of Project or Program:** The program will be located across the eight disproportionately affected counties, including Rural Areas of Opportunity: Escambia, Santa Rosa, Okaloosa, Walton, Bay, Gulf, Franklin and Wakulla.
- (iv) **Summary Description of the Proposed Program, including how the program will be transformational and promote economic recovery, diversification, and enhancement of the disproportionately affected counties:**

The Triumph Workforce Consortium (TWC), consists of the four regional workforce boards who provide workforce services throughout the eight disproportionately impacted counties. With this pre-application, the TWC proposes a low risk, high yield program patterned after Alabama's AIDT (Alabama Industrial Development Training) which, for 2017, generated a *6.5 billion dollar return on investment (ROI). This project will serve as a pilot to attract state-level dollars to build the talent pool of Northwest Florida. Currently, training the workforce depends on self-funding by students, limited scholarship dollars from CareerSource Boards and other organizations. It simply isn't enough. The TWC proposes to implement a program that will build success in Florida as AIDT has for Alabama. Florida's workforce system is nationally recognized for its performance and success, and some of the highest performing boards in the state are right here in Northwest Florida. Over the past three years, the workforce regions from Escambia County to Wakulla counties placed over 1,600 individuals into employment after they had completed sponsored training programs at an average wage of \$16.57 per hour. The placement rate for students in these programs was over 93%. When awarded Triumph funding, the TWC will record all participants in a tracking system that will allow reports by county, by training area, by specific demographic as well as training completions, wages and employer. The TWC projects serving 2,271 workers through training and placing at least 1,707 into employment. To create a pipeline of training and work ready adults, the TWC will reach into area high schools and serve at least 3,495 juniors and seniors to connect them with employment information, career pathways and internships. This will bring the total number served to 5,766 for a cost per head of just over \$3,800.00. Although the TWC doesn't create jobs per se, we create the skilled workers to fill jobs that currently go unfilled due to lack of appropriate talent. This proposal seeks to fill the openings for skilled workers we currently have while training for the targeted growing sectors in Northwest Florida. According to Mark Wilson, president and CEO of the Florida Chamber of Commerce, talent "is the most important thing for Florida's future. The truth is that talent has already replaced the tax incentive as the number one most important tool in the economic development toolkit."**

CareerSource Boards provide the recruitment of individuals likely to succeed in training and the hands-on guidance and support that leads to training completion and employment. The proposed project will address skills-gap issues through pre-employment industry-specific training, the development of internships, work experience, and on-the-job training opportunities. Finally, the TWC proposes to increase the number of individuals that can be sponsored into demand occupation training by eliminating barriers to eligibility for training that are inherent in federally funded training scholarships.

- **Pre-employment Training** – In working with our economic development partners to bring new industries to our communities, we have found that certain basic skills pertinent to those industries are missing from our current workforce. In partnership with local educational institutions and employers, pre-employment skills training will be refined for demand and targeted industries.

*Tomberlin, Michael "Alabama News Center," February 1, 2018

** Brink, Graham, "Tampa Bay Times", June 13, 2018

- Internships/Work Experience – The TWC plans to use Internships and Work Experience opportunities to get Job Seekers into the facilities that require greater skills than they have but don't require advanced training. The TWC will provide pre-placement screening, support in the form of transportation vouchers/gas/debit cards and training allowances as well as any specialty clothing (i.e. steel toed boots) required.
- Classroom to Careers – The TWC will engage the school districts in the counties served to offer teen-oriented job fairs both to connect juniors and seniors to employment and to future employment opportunities in targeted industries. Some students will also be placed in internships/work experiences as a result of participating in Classroom to Careers events.
- On-the-Job Training (OJT) – In some instances, OJT may be the tool to build the skills a business is seeking. There are businesses that require experience to result in a hire, regardless of the training background, so OJT may be used in conjunction with training or as a stand-alone training. The TWC will reimburse employers up to 100% of a wage for a training period to be determined and provide transportation, specialized clothing and/or equipment to the trainee as needed.
- Demand Occupation Training - The CareerSource Boards involved in this project will expand their capacity to provide occupational training for in demand jobs in the health care fields, transportation, construction trades, information technology and other locally determined fields.
- What TWC proposes is a similar, but expanded version of the successful Alabama Industrial Development Training (AIDT) program in Alabama. AIDT prides itself on providing just-in-time pre-employment, on the job and technical training programs for employers, at no cost to the student or employer. Alabama doesn't depend on Federal dollars for this work, but funds this training initiative through general revenue. This is Northwest Florida's opportunity to join Alabama in having funds other than federal for job training. We believe the return on investment in jobs created and industries that expand or locate in the area may provide the opportunity to make a good case with the legislature for a statewide investment in training.

(v) A summary timeline for the proposed project or program.

Projected Timeline:

Grant Award Date – schedule meeting with economic development, education, business and industry partners to announce receipt of grant and discuss implementation of program. Begin outreach and recruitment for students in demand occupational training.

First six months – have recruited ten percent of total participants for demand occupational training. Stand up pre-employment training for existing and proposed industries (in coordination with economic development partners).

End of 2nd quarter – review project operation and success/progress for adjustments. In first quarterly meeting, consult with all partners to insure ground truth is being used to operate and advance program goals

End of year one – have 25% of planned participants enrolled. Monitor program for compliance with operational plans, (data tracking, appropriate expenditures, etc.). Monitoring to occur in fourth quarter of each year going forward. Second quarterly partner meeting.

Second year – have completed and placed in employment 15% of total, recruit the next 25%. Review outcomes, wages and economic development partners' satisfaction. Adjust as needed. Quarterly partner meetings.

Third year – Enrollments should stand at 70% of total at this point. Evaluate performance and operations, adjust as needed.

Fourth year – Enrollments at ninety percent of plan, completions and placements at 60%.

Fifth year – Enrollments reach 100%.

Please Select the Proposal's Eligibility Category(s)

Pursuant to Section 288.8017, Triumph Gulf Coast, Inc. was created to make awards from available funds to projects or programs that meet the priorities for economic recovery, diversification, and enhancement of the disproportionately affected counties. The disproportionately affected counties are: Bay County, Escambia County, Franklin County, Gulf County, Okaloosa County, Santa Rosa County, Walton County, or Wakulla County. See, Section 288.08012.

1. From the choices below, please check the box that describes the purpose of the proposed project or program (check all that apply):

- Ad valorem tax rate reduction within disproportionately affected counties;
- Local match requirements of s. 288.0655 for projects in the disproportionately affected counties;
- Public infrastructure projects for construction, expansion, or maintenance which are shown to enhance economic recovery, diversification, and enhancement of the disproportionately affected counties;
- Grants to local governments in the disproportionately affected counties to establish and maintain equipment and trained personnel for local action plans of response to respond to disasters, such as plans created for the Coastal Impacts Assistance Program;
- Grants to support programs that prepare students for future occupations and careers at K-20 institutions that have campuses in the disproportionately affected counties. Eligible programs include those that increase students' technology skills and knowledge; encourage industry certifications; provide rigorous, alternative pathways for students to meet high school graduation requirements; strengthen career readiness initiatives; fund high-demand programs of emphasis at the bachelor's and master's level designated by the Board of Governors; and, similar to or the same as talent retention programs created by the Chancellor of the State University System and the Commission of Education, encourage students with interest or aptitude for science, technology, engineering, mathematics, and medical disciplines to pursue postsecondary education at a state university or a Florida College System institution within the disproportionately affected counties;
- Grants to support programs that provide participants in the disproportionately affected counties with transferable, sustainable workforce skills that are not confined to a single employer; and
- Grants to the tourism entity created under s. 288.1226 for the purpose of advertising and promoting tourism and Fresh From Florida, and grants to promote workforce and infrastructure, on behalf of all of the disproportionately affected counties.

Please Select the Priorities this Proposal's Outcomes will Achieve

1. Please check the box if the proposed project or program will meet any of the following priorities (check all that apply):

- Generate maximum estimated economic benefits, based on tools and models not generally employed by economic input-output analyses, including cost-benefit, return-on-investment, or dynamic scoring techniques to determine how the long-term economic growth potential of the disproportionately affected counties may be enhanced by the investment.
- Increase household income in the disproportionately affected counties above national average household income.
- Leverage or further enhance key regional assets, including educational institutions, research facilities, and military bases.
- Partner with local governments to provide funds, infrastructure, land, or other assistance for the project.
- Benefit the environment, in addition to the economy.
- Provide outcome measures.
- Partner with K-20 educational institutions or school districts located within the disproportionately affected counties as of January 1, 2017.
- Are recommended by the board of county commissioners of the county in which the project or program will be located.
- Partner with convention and visitor bureaus, tourist development councils, or chambers of commerce located within the disproportionately affected counties.