

## **Application Score Sheet**

Proposed Project: AMIKids, Pensacola, Workforce Development Program (217)

Proposed Project/Program County: Escambia

Board of County Commission Support: Funding Partner

Total Projected Project Cost: \$1,055,918

Match Provided: \$647,981

Triumph Funds Requested: \$408,000

Triumph Funds Recommended by Staff: \$408,000

Score: A

ROI: \$25.6 per dollar of Triumph cost

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### **Economic Analysis and Score**

The AMIKids Pensacola proposal is part of a suite of services provided by this organization to justice-system involved youth aged 18 – 24. Here they propose to provide a number of certificate training programs to participants to help them discover their potential to transform their lives, strengthen the community, and break the cycle of failure and poverty.

Dr. Fuller has identified 130 of these certificates to be delivered at a cost to Triumph of \$3,000 each for a total award of \$408,000. Matching funding will be provided by a U.S. Department of Labor grant through September 30, 2022 as well as Escambia County and additional private and public contributions. Those certifications that Triumph proposes to fund include NCCER Core plus OHS 10, NCCER Carpentry 1, and Commercial Driver License (CDL). \$18,000 of the \$408,000 is to be provided up-front to fund a recruiter, while the remainder is to be paid on a per-cert-completed basis at a rate of \$3,000 per cert.

At a reimbursement rate of \$3,000 per certification, the discounted total increase in household incomes expected from the program will be \$25.6 per dollar of Triumph cost. For these reasons, staff rate this program “A” in terms of economic impact.

### **Project Summary (based on information provided by the applicant)**

AMIKids Pensacola is requesting a \$408,000 Triumph grant to expand the workforce development training programs in construction and commercial driving. The programs are offered at their facility in West Pensacola and provide comprehensive integrated vocational training for justice-involved young adults (age 18-24) individualized to each participant’s needs.

The program was first designed and implemented with funding from the US Department of Labor’s Face Forward 3 Grant program in 2016 and most recently sustained again by US Department of Labor’s Reentry grant program. Program services include evidence-informed interventions such as Intensive Case Management, Legal Services, Motivational Interviewing,

Employer Engagement, Social Skills training, Mentoring, Financial Incentives for participants and Support Services such as assistance with child care and transportation.

The AMIkids Workforce Development program was created in response to community needs. The local labor market needs skilled workers to carry out recovery-related construction and rehabilitation projects, and justice-involved individuals in the community need skills training to obtain living-wage jobs.

Many young people in Escambia County are disconnected from school and work. Lack of participation in post-secondary education, trade school, and the workforce puts these young adults at a higher risk for chronic unemployment, lower lifelong productivity and a lack of accumulated earning potential resulting in a large economic loss in earnings over the next ten years for the youth themselves, and the loss of potential tax revenues in their communities.

Past involvement with the justice system is a significant barrier to employment for the young adults served by AMIkids. Time spent in the justice system often means time taken away from pursuing training and educational opportunities. The program goal is to eliminate this barrier by providing training and job placement, ultimately resulting in reduced recidivism.

AMIkids Pensacola works with community stakeholders to ensure that the training program meets the needs of local employers, to support the economic recovery in Escambia County. The population served is ideally suited to pursue meaningful employment in construction trades and related jobs. A high school diploma coupled with nationally recognized industry certifications will provide graduates with good jobs and the construction industry with qualified employees which will positively impact Escambia County and the region.

This program model has proven to be effective across a variety of AMIkids programs in various locations. The AMIkids Pre-Apprenticeship/Apprenticeship Program uses evidence-informed interventions, and the model itself has been shown to reduce the risk of recidivism. In a 2018 study of independently validated recidivism data, the youth in the AMIkids Pre-Apprenticeship/Apprenticeship program who were placed in a job reoffended at a rate of just 6% compared to the 12-month recidivism rate of 14% across the program overall. Both recidivism rates are significantly lower than the state recidivism average of 33% (Bates & Corrigan, in review).

Job retention, employment status, and recidivism rate are tracked up to 2 years after program completion in order to assess the long term impact of the project. When a participant completes the program he or she enters a 12-month follow up period. A Case Manager is responsible for case management during the follow up period, and checks in with each participant to monitor employment retention and assist with removing barriers to success.

In addition to the above performance goals, AMIkids reports on Workforce Innovation and Opportunity Act (WIOA) performance indicators. These performance indicators are used to measure the effectiveness of federal workforce development programs under WIOA.

AMIkids has developed exceptionally strong partnerships in Florida including educational partners such as the Florida Masonry Education and Apprentice Foundation, Associated Builders and Contractors Inc. (ABC) and community colleges; recruiting partnerships such as local justice agencies and law enforcement; and employers such as Lennar Homes and Canteen. These partnerships support all 5 of AMIkids' Reentry programs in the State of Florida.

Locally, AMIkids Pensacola has received financial support and/or endorsements from Escambia County, Escambia County Sheriff's Department, CareerSource EscaRosa and more than a half dozen local construction companies.

This project will provide vocational training services in Construction, a fast-growing industry in which trained employees are highly sought-after. According to the U.S. Bureau of Labor Statistics, "Employment of construction and extraction occupations is projected to grow 11 percent from 2016 to 2026, faster than the average for all occupations, a gain of about 747,600 new jobs. Overall growth in the economy and population will increase demand for new buildings, roads, and other structures, which will create new jobs in construction and extraction occupations."

In Escambia County, the Construction industry is expected to grow by 11.4%, resulting in 1,000 new jobs. Participants in the AMIkids training program will be prepared to fill this employment gap, many of them in high-paying fields such as Carpentry and similar construction trades.

Participants in the program currently have the opportunity to earn the following certifications:

- High School Diploma
- NCCER (National Center for Construction Education and Research) Core Certification and OSHA 10
- NCCER Carpentry 1 Certification
- Commercial Driver's License (CDL)
- Florida SafeStaff Food Handler Certification

AMIkids, Inc., parent organization of AMIkids Pensacola, is sponsoring deliver NCCER training by the Florida Masonry Education and Apprentice Foundation, that affirms that AMIkids Pensacola Workforce Development program adequately prepares participants to transition into their Apprenticeship program in a variety of construction trades.

The program components work together to identify and remove the most significant barriers to a participant's success in obtaining and maintaining gainful employment. Current program funding is not sufficient to support NCCER Masonry training, in addition to the Core Curriculum and Carpentry.

The Triumph grant would expand NCCER Core Certifications

- OSHA 10
- NCCER Carpentry Level 1
- And could include NCCER Masonry training in the future.

The current program at AMIkids Pensacola began July 1, 2019 and is partially funded by a DOL grant (approximately 55% of program cost) through September 30, 2022. The program is designed for four cohorts of participants to attend the training program for 6 months each beginning October 1, 2019; March 1, 2020; October 1, 2020; and March 1, 2021. AMIkids is requesting funds from Triumph to hire a Participant Recruiter to enhance student recruiting through the remainder of the project period.

It is expected that at least 85% (51 per year) of the young adults who complete the program will obtain employment; nearly all of these jobs will be in the construction field. The average wage earned is \$15-20 per hour once they receive their NCCER Core and OSHA certifications.

The award from Triumph would address the gap in funding, and allow funding for an additional staff member, a Participant Recruiter, who will increase the program's impact by reaching more young adults in Escambia County. This staff member will improve AMIkids ability to meet the outcomes described in this proposal.

It is expected that students will earn 60 certifications per year during each year of the program. In addition, the young adults in the program will have the opportunity to work toward their high school diploma or GED as part of the program. The program includes in depth career readiness training resulting in young adults in Escambia County who are prepared to compete for good paying jobs in the community.

Once a participant completes the AMIkids Job Readiness Curriculum, he or she will earn an internal certificate and leave the program with a job readiness portfolio that includes all of the tools needed to successfully find employment including resume, cover letter, reference letters, sample job applications, interview attire, vocational certificates, and tax credit information. Working with Florida Masonry ensures that the training provided by AMIkids Pensacola meets the needs of industry employers, and will prepare participants to enter a registered apprenticeship upon graduation.

Curriculum and instructional materials will be purchased from the National Center for Construction Education and Research (NCCER). NCCER is a not-for-profit 501(c)(3) education foundation created in 1996 with the support of more than 125 construction CEOs and various association and academic leaders who united to revolutionize training for the construction industry.

If the grant is funded, AMIkids will hire a Participant Recruiter. The most pressing program difficulty is recruiting a large enough potential student pool to ensure enrollment levels and help candidates most dedicated and motivated to improve their employment skills. A full-time Participant Recruiter is expected to enhance the program's ability to make the most effective use of what will always be limited financial resources.

### **Letter of Support**

Florida Department of Health in Escambia County  
Opening Doors

**Funding and Budget (as provided by the applicant)**  
Attached.

**Exhibit A**

**217 AMIKids Pensacola**

Budget

Estimated construction start date if applicable

Estimated education component start date if appli Q3 2020

		Recruitment	Certs Completed	Personnel & Operations	Category #4	Total
<b>Project Total</b>						
	2020	18,000.00	90,000.00	75,000.00	-	183,000.00
	2021		195,000.00	263,459.00	-	458,459.00
	2022	-	105,000.00	309,459.00	-	414,459.00
Calendar Year 4		-	-	-	-	-
Calendar Year 5		-	-	-	-	-
Calendar Year 6		-	-	-	-	-
Calendar Year 7		-	-	-	-	-
Calendar Year 8		-	-	-	-	-
Calendar Year 9		-	-	-	-	-
Calendar Year 10		-	-	-	-	-
Calendar Year 11		-	-	-	-	-
<b>Project Total</b>		<b>18,000.00</b>	<b>390,000.00</b>	<b>647,918.00</b>	<b>-</b>	<b>1,055,918.00</b>

<b>Triumph</b>						
	2020	18,000.00	90,000.00			108,000.00
	2021		195,000.00			195,000.00
	2022		105,000.00			105,000.00
Calendar Year 4						-
Calendar Year 5						-
Calendar Year 6						-
Calendar Year 7						-
Calendar Year 8						-
Calendar Year 9						-
Calendar Year 10						-
Calendar Year 11						-
<b>Triumph Total</b>		<b>18,000.00</b>	<b>390,000.00</b>	<b>-</b>	<b>-</b>	<b>408,000.00</b>

<b>Grantee</b>						
	2020			75,000.00		75,000.00
	2021			263,459.00		263,459.00
	2022			309,459.00		309,459.00
Calendar Year 4						-
Calendar Year 5						-
Calendar Year 6						-
Calendar Year 7						-
Calendar Year 8						-
Calendar Year 9						-
Calendar Year 10						-
Calendar Year 11						-
<b>Grantee Total</b>		<b>-</b>	<b>-</b>	<b>647,918.00</b>	<b>-</b>	<b>647,918.00</b>

<b>Match Source 1</b>						
Calendar Year 1						-
Calendar Year 2						-
Calendar Year 3						-
Calendar Year 4						-
Calendar Year 5						-
Calendar Year 6						-
Calendar Year 7						-