

Triumph Gulf Coast, Inc.

Application for Funds

Applicant Information

Name of Individual (if applying in individual capacity): Name of Entity/Organization:

University of West Florida

Background of Applicant Individual/Entity/Organization:

The University of West Florida is one of the region's most treasured resources. Established in 1963 as a member of the State University System of Florida, UWF serves as the premier intellectual and cultural hub in the Northwest Florida region. UWF features courses rich with innovation and high-impact practices taught by instructors who emphasize quality work and high standards. Our small class sizes provide students personalized, hands-on learning experiences that help them reach their full potential.

UWF is committed to the pursuit of excellence by inspiring the highest levels of student engagement, creativity, learning and success.

With an expanding regional presence, UWF is poised to meet the challenges of a rapidly changing educational environment. We cultivate strong community partnership by collaborating with leaders in healthcare, business, technology, engineering, logistics, government, cultural, military and education.

UWF offers distinctive, nationally recognized baccalaureate, master's, specialist and doctoral programs that prepare students for success in the 21st century.

Federal Employer Identification Number: 59-1151736

Contact Information:

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Primary Contact Information:

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Title: Dean Usha Kundu, MD College of Health

Website: <https://uwf.edu/ukcoh/>

Identify any co-applicants, partners, or other entities or organizations that will have a role in the proposed project or program and such partners proposed roles.

No additional partners or entities will have a role in this proposed project.

Total amount of funding requested from Triumph Gulf Coast:

\$7,094,757.00

Has the applicant in the past requested or applied for funds for all or part of the proposed project/program?

No

Eligibility

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):

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.

2. Provide the title and a detailed description of the proposed project or program, including the location of the proposed project or program, a detailed description of, and quantitative evidence demonstrating how the proposed project or program will promote economic recovery, diversification, and enhancement of the disproportionately affected counties, a proposed timeline for the proposed project or program, and the disproportionately affected counties that will be impacted by the proposed project or program.

Title: Expanding and Enhancing Healthcare Programs at the University of West Florida

The proposed program will expand the capacity for, and increase the preparation and skills of healthcare students at the University of West Florida. Workforce data prepared by the UWF Haas Center suggests that in the next 5 years there will be regional growth rate increases of 7.5% for Medical Lab Technicians, 23% in Nursing, and 5% in Respiratory Therapy. Currently the number of job postings is far exceeding the number of educational completions in the region for these occupations. This data (source: Lightcast) is reinforced by discussion at the latest Usha Kundu, MD College of Health Advisory Board where C-level administrators and Human Resource Directors from the major health care providers in Escambia and Santa Rosa county share that these were priority areas for UWF to be focused on.

The proposed program will enhance the education and preparation of the existing students in our Medical Laboratory Science and undergraduate Nursing programs. This is critical as the nursing students need to prepare for the Next Generation NCLEX examination in order to be licensed in the State of Florida, and the Medical Laboratory Science students need to have hands-on training with equipment that is found in hospital and private labs. Further, the program will assist with starting two new nursing programs at UWF. One will be an evening/weekend bachelor's degree that will allow current employees of healthcare providers or other students with barriers to enrollment associated with the traditional 'bell schedule' access to nursing education outside of normal business hours, the other will be a direct entry Master's degree that will allow students who have a bachelors in a science to become a nurse. The two programs will enhance the number of new RN's that UWF is able to contribute to the workforce.

The evening/weekend BSN program is designed to allow more flexible access to nursing education to those who are challenged by the traditional academic schedule. In particular it is anticipated that these students will likely be employed in a healthcare setting working full time. Students who have experience in healthcare settings represent a great opportunity, as this pre-existing knowledge will enhance their probable retention in the workforce after graduation. It is well understood that not only is there a nursing shortage, but also a problem with turn-over and

burnout in the existing workforce. Students who have an appreciation for the nature of employment in the sector, will be better equipped to manage the transition from nursing student to full time nurse. It is estimated that it can cost employers in excess of 30,000 dollars when a nurse leaves employment, thus attracting a population of students who may have an advantage in resilience can reduce the costly turn-over and enhance the stability of the local workforce. Additionally, these students would be up-skilling into a career with good pay and job security. According to data gathered by the UWF Haas Center, the projected growth in Medical Lab Science is 3.6% and Respiratory Therapy is 16.4% in Escambia and Santa Rosa county (data source: LightCast). In both cases the current educational completions do not meet the workforce needs. In Nursing there is a well documented national shortage, and a critical shortage in Florida particularly in the panhandle area (Data Source: Hanover Digital).

An additional enhancement for Nursing is planned within the project period. The University will create a Living, Learning Community for Nursing. This will provide enhanced educational opportunities for nursing students and earlier access to NCLEX preparation materials. Students in the LLC will also have earlier exposure to our healthcare partners and exposure to clinical settings. This enhancement will also assist with recruiting and retaining more of the high performing students in the immediate area by accelerating their immersion in nursing discipline and providing extra programming to enhance their workforce readiness.

Finally, this program will allow for UWF to prepare for and start a bachelors degree in Respiratory Therapy. There are no existing programs in either Escambia or Santa Rosa counties, therefore this program will make an immediate impact. Respiratory therapy has been a request from multiple healthcare organizations in both Escambia and Santa Rosa counties. Respiratory therapists are employed in many healthcare settings, from hospitals to assisted living facilities. After the pandemic the workforce in respiratory therapy has struggled to recover, this fact combined with the lack of a local education program have made the shortage significantly worse in the two county area surrounding Pensacola.

In order to accomplish these goals, the University of West Florida will commit recurring and one time funds acquired from the state to hire new nursing faculty and purchase educational technology to support the existing and new Nursing programs. Funds are requested from Triumph Gulf coast to assist with renovations to Building 37 (Nursing) that would increase the Nursing clinical and simulation spaces by over 1500 sq feet, as well as funds to improve the nursing simulation and laboratory equipment for the MLS student education, and final to help with the start up costs for a Respiratory therapy program. UWF is committed to the sustainability of this program and will budget for the recurring costs of the program beyond the project period.

The support from Triumph Gulf Coast is requested to accomplish several necessary components of the proposed program. Firstly, the current nursing building (building 37) at the University of West Florida has less than 1600 sq feet of simulation space for nursing students to practice and enhance their skills. This places restrictions on the scheduling and growth of the nursing program. We are requesting funds from Triumph to help renovate this existing building

on the UWF campus to enhance the square footage available for Nursing skills simulation, create areas dedicated to high fidelity simulation and to embed a simulated medical lab area so that students in both nursing and medical lab sciences have on campus educational experiences that are more realistic to a hospital setting. This renovation would not alter the footprint of the building (i.e. no net new space) but would recover a large computer lab as high fidelity simulation space for med/surgical, ICU and pediatric simulation suites. Additional existing space would be renovated into a home health suite. The existing simulation space in the building will be repurposed to allow for more students to be engaged in low-fidelity simulation and basic skills training. We are also requesting that Triumph Gulf Coast support the acquisition of new, hospital grade medical dispensing carts, barcoded storage systems, and medical laboratory equipment (bench top, microscopes) so that our UWF students in Nursing and Medical Lab Sciences are utilizing the same equipment on campus that they would encounter in a real healthcare setting. This will reduce the learning curve for these students when they first engage in their clinical education experience out in the community, enhance their engagement with practitioners, better prepare them for credentialing exams and entry into the workforce. Further this enhanced space and equipment will allow for a greater number of the qualified applicants to these programs to be accepted, educated and enter the workforce.

In order to address the lack of respiratory therapy educational completions in the Escambia/Santa Rosa area, we are proposing to start a specialization in our Bachelor's Degree in Health Science in Respiratory Therapy. To accomplish this we are requesting funds from Triumph Gulf Coast to help support faculty hires, and the purchase of clinical education equipment. The students from this program would be educated in the enhanced spaces in the Nursing building and would be able to practice skills alongside the Nurses and Medical Lab Science students as they would in a hospital setting. Starting this program not only fills a critical healthcare workforce need for Escambia/Santa Rosa but also increases the value of the renovations to the Nursing Building as the reconfigured space not only supports enhancing the existing nursing and planned nursing programs but also supports the establishment of this brand new specialization in Respiratory Therapy.

3. Explain how the proposed project or program is considered transformational and how it will effect the disproportionately affected counties in the next ten (10) years.

The registered nursing shortage in Florida is projected to increase from 11,500 to 37,400 RNs by 2035 based on data from the Florida Physician and Nursing Workforce 2021 report commissioned by the Florida Hospital Association and the Safety Net Hospital Alliance of Florida. The Florida panhandle area and rural areas that surround the University of West Florida will be one of the hardest hit areas impacted by a shortage of Registered Nurses. The Workforce report concluded that Florida needs an estimated 2,300 additional RNs entering the workforce each year. The report's main recommendation is to train more nurses in Florida, but factors such as low NCLEX 1st

time pass rates in the state remain a barrier to having highly skilled and qualified nurses entering the workforce. Further data suggest that medical laboratory scientists and respiratory therapists are areas of critical workforce shortages for the Florida Panhandle.

In order to address the current and projected nursing workforce needs, increased program capacity and academic resources for nursing students at academic institutions that offer a high quality education is critical. Our overall goal is to increase nursing student enrollment and prepare graduates to enter the nursing workforce in Florida. UWF proposes to do this through two unique initiatives. We propose to offer a Direct Entry Master's Degree in Nursing. This program would allow students who already have a bachelor's degree in a major that has a strong core of basic science education to become a registered nurse. Students could be recruited from majors such as biomedical sciences, exercise science, or health science. The program would produce a more mature graduate, and similar programs nationally have demonstrated strong NCLEX pass rates and performance in the workforce. Additionally, we propose to offer an evening/weekend BSN program. This program will allow students who are working full time during the normal business day to have access to education to become a registered nurse. There are many students who are already working in entry level positions in healthcare, who desire to become a nurse. However, these potential students cannot leave their current jobs in order to attend a program that meets during the traditional 'bell schedule' hours of undergraduate education programs. Therefore, this program will allow those students access to education and increase the number of students being prepared to enter the workforce as a registered nurse.

In addition to nursing, the Escambia/Santa Rosa areas have shortages in both Medical Lab Scientists and Respiratory Therapists. The proposed programs will not only allow for more educational completions in these areas, but will enhance the preparation of these students. In total, over the course of 10 years, the proposed program will be of great value to addressing the healthcare workforce needs of both Escambia and Santa Rosa counties.

4. Describe data or information available to demonstrate the viability of the proposed project or program.

The three workforce areas identified in the proposal nursing, medical laboratory sciences and respiratory therapy have been examined using external data resources

available at the University of West Florida. These data resources include LightCast and Hanover Digital that collate and provide data analytics from national data sources such as the Integrated Postsecondary Education Data System (National), Bureau of Workforce Statistics and Economic Research (WSER - Florida), Standard Occupational Classifications data (SOC - National), and aggregated job posting data. Further this proposal relies on reports prepared by the Florida Hospital Association and national reports prepared by groups such as the American Association of Colleges of Nursing. Lastly, and possibly most importantly, the proposal is based upon direct conversations with local health care providers in the two county area. The groups are all represented on the Usha Kundu, MD College of Health Advisory Board which has as its stated purpose to engage in workforce discussions.

Charge of the Usha Kundu, MD Advisory Board

“The UKCOH advisory board is composed of a group of experts from relevant industry that are aligned to academic programs, or research programs within the College. The advisory board’s purpose is to offer guidance on workforce needs, workforce alignment, R&D alignment as well as community engagement. The board will provide insight into strategic directions currently being considered by the college, but will also help fill in knowledge gaps that exist within the organization. The board will have a chair, who shall be charged with conducting the bi annual meetings of the board. The board is representative of a broad range of community organizations and interests by design, and will be the voice of the larger community. Membership on the advisory board is by invitation, and to maintain membership individuals must be active participants and not miss consecutive meetings of the board. “

5. Describe how the impacts to the disproportionately affected counties will be measured long term.

The University of West Florida has access to a number of data sources that can be used to understand the impact of this proposed project. Firstly, the use of Lightcast and Hanover Digital platforms will allow the University to assess the impact of the proposed project on reducing the healthcare workforce shortage in Escambia and Santa Rosa counties. The systems allow the University to track job applications, and education completions over time with the gap between these two data streams serving as an indication of workforce shortage. Over time the goals will be to see the trend lines show more alignment. Secondly, the University has a strong presence and active role in AchieveHealthyEscaRosa. This non-profit organization maintains a community health dashboard for both Escambia and Santa Rosa counties in partnership with the University of West Florida Haas Center. Data in the dashboard is regularly updated and

can be used to longitudinally track the impact of the proposed project on community health.

6. Describe how the proposed project or program is sustainable. (Note: Sustainable means how the proposed project or program will remain financially viable and continue to perform in the long-term after Triumph Gulf Coast, Inc. funding.)

The project is sustainable as the recurring costs beyond the project term are mostly based upon personnel. The cost share allocated from UWF to this project covers the majority of the personnel costs associated with the project, and there are plans to ensure that any personnel costs that are requested from Triumph Gulf Coast would be budgeted for in the budget for the College beyond the project period.

7. Describe how the deliverables for the proposed project or program will be measured.

Deliverables will be based upon the number of new Registered Nurses, Medical Lab Scientists and Registered Respiratory Therapist from the Triumph Gulf Coast counties generated by the programs.

Deliverables for the project will be in the form of graduates from three critical healthcare programs.

of new Bachelor of Science in Nursing graduates

of new Bachelor of Science in Medical Lab Sciences graduates

of new Bachelor of Science in Respiratory Therapy graduates

Priorities

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

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 K-20 educational institutions or school districts located within the disproportionately affected counties as of January 1, 2017.

2. Please explain how the proposed project meets the priorities identified above.

The proposed program is a partnership with the University of West Florida, which is located in Escambia county. The program will enhance the facilities of the University of West Florida and allow for an expansion of the Universities capacity to respond to the needs for workforce development in Escambia and Santa Rosa Counties.

3. Please explain how the proposed project or program meets the discretionary priorities identified by the Board.

The salaries for the students who graduate from this proposed program leverage funding provided by the State of Florida to enhance nursing education. Additionally, the program is designed with long term financial stability in mind, as the majority of expenses are based upon personnel expenses that are contributed by the University of West Florida. Further there are clear target metrics for the number of RN's, MLS, and RRT generated by the program.

4. In which of the eight disproportionately affected county/counties is the proposed project or program located? (Circle all that apply)

Escambia

6. Was this proposed project or program on a list of proposed projects and programs submitted to Triumph Gulf Coast, Inc., by one (or more) of the eight disproportionately affected Counties as a project and program located within its county?

Yes **No**

If yes, list all Counties that apply:

Does the Board of County Commissioners for each County listed in response to question 5, above, recommend this project or program to Triumph?

Yes **No**

**Please attach proof of recommendation(s) from each County identified.

Approvals and Authority

1. If the Applicant is awarded grant funds based on this proposal, what approvals must be obtained before Applicant can execute an agreement with Triumph Gulf Coast, Inc.?

N/A

2. If approval of a board, commission, council or other group is needed prior to execution of an agreement between the entity and Triumph Gulf Coast:
 - Provide the schedule of upcoming meetings for the group for a period of at least six months.
 - State whether that group can hold special meetings, and if so, upon how many days' notice.

N/A

3. Describe the timeline for the proposed project or program if an award of funding is approved, including milestones that will be achieved following an award through completion of the proposed project or program.

Expanding and Enhancing Health Care Programs at the University of West Florida								
Activity	2023 (2nd Half)	2024	2025	2026	2027	2028	2029	
Nursing Students Prepare for Next Generation NCLEX exam	[Active]							
Evening/Weekend Bachelor of Science in Nursing Program	[Active]							
Direct Entry Master's Program	[Active]							
Enhanced Medical Laboratory Scientist Education	[Active]							
Nursing Program Living Learning Community		[Active]						
Bachelor's Degree in Respiratory Therapy				[Active]				

Major Milestones:

2023 - Nursing Students prepared for the Next Generation NCLEX exam

Consultant Retained to Develop the Bachelor of Science in Respiratory Therapy

Architectural Services Completed for Nursing Building Renovation

Equipment updated for Medical Lab Science Program

Nursing Personnel Hiring Begins

Direct Entry Master's Degree program in Nursing Begins

Evening/Weekend Bachelor's of Science in Nursing Program Begins

2024 - Construction Begins on Nursing Building

Nursing Personnel Hiring Concludes

Program Director for Respiratory Therapy Hired

2025 - Equipment Purchased for Renovated Nursing Simulation Spaces

Second Respiratory Therapy Faculty Member Hired

Respiratory Therapy Program applies for Accreditation

Living Learning Community Starts for Nursing Students

2026- Bachelors Degree in Respiratory Therapy admits first students

2027 - All programs utilizing renovated spaces and new equipment

2028 - First Respiratory Therapy Students graduate

2029 - First full cohort of Respiratory Therapy Students graduate

4. Attach evidence that the undersigned has all necessary authority to execute this proposal on behalf of the entity applying for funding. This evidence may take a variety of forms, including but not limited to: a delegation of authority, citation to relevant laws or codes, policy documents, etc. In addition, please attach any support letters from partners.

Funding and Budget:

Pursuant to Section 288.8017, awards may not be used to finance 100 percent of any project or program. An awardee may not receive all of the funds available in any given year.

1. Identify the amount of funding sought from Triumph Gulf Coast, Inc. and the time period over which funding is requested.

The project seeks \$7,094,757 over a 6 year project period.

2. What percentage of total program or project costs does the requested award from Triumph Gulf Coast, Inc. represent?

The requested funds from Triumph Gulf Coast represent 38.9% of the project total.

3. Please describe the types and number of jobs expected from the proposed project or program and the expected average wage.

The types of jobs are:

Registered Nurses with an average annual salary of \$63,419

Total number for project period: 900

Medical Lab Scientists with an average annual salary of \$49,899

Total number for project period: 100

Respiratory Therapists with an average annual salary of \$59,134

Total number for project period: 30 (graduates only in final 2 project years)

4. Does the potential award supplement but not supplant existing funding sources? If yes, describe how the potential award supplements existing funding sources.

Yes **No**

5. Please provide a Project/Program Budget. Include all applicable costs and other funding sources available to support the proposal.

A. Project/Program Costs:

Example Costs (Note: Not exhaustive list of possible Cost categories.)

Renovations: The budget allocated to renovations will be used to support the costs of architectural services and physical renovations to Building 37 (School of Nursing) on the University of West Florida campus. The renovations are proposed to the existing building, with

no net new space constructed, but rather existing spaces reconfigured to devote more square footage to the clinical education of students.

Personnel: Personnel costs are devoted to hiring of Respiratory Therapy and Nursing Faculty members. The majority of these expenses will be supplied as match by the University of West Florida, with the exception of the respiratory therapy faculty members (3) and the project manager (1) that are requested from Triumph Gulf Coast. All personnel will persist as UWF employees beyond the project period with the exception of the project manager.

Equipment: The equipment requested as part of the budget will be state of the art nursing, respiratory therapy and medical laboratory equipment that will be used directly in the education of students in the Usha Kundu, MD College of Health.

Student Programming: Students in the planned living learning community will have opportunities to visit local healthcare employers and have speakers from major health care systems. Funds are requested to allow for this programming to occur to enhance the workforce readiness of the nursing students.

Consultants: In order to expedite the start up of the Respiratory Therapy program, we are requesting funds from Triumph Gulf Coast to retain the services of an experienced consultant with knowledge of program establishment and administration and national accreditation.

Proposed Budget:

Proposal 293 UWF Healthcare						
Budget		17,892,932				
Estimated construction start date if applicable		2024				
Estimated education component start date if applicable		2023				
	Renovation	Personnel/Consultants	Equipment	Student Programming Support	Total	
	-	-	-	-	-	-
	-	-	-	-	-	-
Project Total	1,591,000.00	13,430,932.00	2,541,000.00	330,000.00	17,892,932.00	
Triumph						
2023	184000	55000	500000	35000	774,000.00	
2024	1407000	220760	0	35000	1,662,760.00	
2025	0	353893	1721000	35000	2,109,893.00	
2026	0	492026	320000	65000	877,026.00	
2027	0	492026	0	65000	557,026.00	
2028	0	492026	0	65000	557,026.00	
2029	0	492026	0	65000	557,026.00	
					-	
					-	
					-	
					-	
Triumph Total	1,591,000.00	2,597,757.00	2,541,000.00	365,000.00	7,094,757.00	
Grantee						
2023	0	564,763	0	0	0	
2024	0	1711402	0	0	0	
2025	0	1711402	0	0	0	
2026	0	1711402	0	0	0	
2027	0	1711402	0	0	0	
2028	0	1711402	0	0	0	
2029	0	1711402	0	0	0	
					-	
					-	
					-	
					-	
Grantee Total	-	10,833,175.00	-	-	-	

Total Project Costs: \$17,892,932.00

Other Project Funding Sources:

Example Funding Sources (Note: Not an exhaustive list of possible Funding Sources.)

City/County \$ 0

Private Sources \$ Other (e.g., grants, etc.) \$0

Total Other Funding \$ 0

Total Amount Requested: \$7,094,757

Note: The total amount requested must equal the difference between the costs in 3A. and the other project funding sources in 3.B.

- Provide a detailed budget narrative, including the timing and steps necessary to obtain the funding and any other pertinent budget-related information.

The proposed project would begin in the second half of 2023 and would be completed in 2029. The University of West Florida has received an allocation of funds to support the School of Nursing. These funds will be used to hire new faculty who will begin employment in August of 2023 to coincide with the initiation of the Evening/Weekend and Direct Entry Master's Nursing programs.

Applicant understands that the Triumph Gulf Coast, Inc. statute requires that the award contract must include provisions requiring a performance report on the contracted activities, must account for the proper use of funds provided under the contract, and must include provisions for recovery of awards in the event the award was based upon fraudulent information or the awardee is not meeting the performance requirements of the award.

Yes No

Applicant understands that awardees must regularly report to Triumph Gulf Coast, Inc. the expenditure of funds and the status of the project or program on a schedule determined by Triumph Gulf Coast, Inc.

Yes No

Applicant acknowledges that Applicant and any co-Applicants will make books and records and other financial data available to Triumph Gulf Coast, Inc. as necessary to measure and confirm performance metrics and deliverables.

Yes No

Applicant acknowledges that Triumph Gulf Coast, Inc. reserves the right to request additional information from Applicant concerning the proposed project or program.

Yes No

ADDENDUM FOR WORKFORCE TRAINING PROPOSALS

1. Program Requirements

A. Will this proposal supports programs that prepare students for future occupations and careers at K-20 institutions that have campuses in the disproportionately affected counties? If yes, please identify where the campuses are located and provide details on how the proposed programs will prepare students for future occupations and at which K-20 institutions that programs will be provided.

Yes No

(If additional space is needed, please attach a Word document with your entire answer.)

- Will the proposed program (check all that apply):
Increase students' technology skills and knowledge
Encourage industry certifications
Fund high-demand programs of emphasis at the bachelor's and master's level designated by the Board of Governors
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 (similar to or the same as talent retention programs created by the Chancellor of the State University System and the Commission on Education)
- Will this proposal provide participants in the disproportionately affected counties with transferable, sustainable workforce skills but not confined to a single employer? If yes, please provide details.

Yes No

(If additional space is needed, please attach a Word document with your entire answer.)

- Identify the disproportionately affected counties where the proposed programs will operate or provide participants with workforce skills.

Students in the nursing program and in the Medical Laboratory Sciences program currently engage clinical education experiences in both Escambia and Santa Rosa County. These students are often offered positions at the location of their clinical placement.

For students in the new specialization in Respiratory Therapy program, clinical placements in Escambia and Santa Rosa county will be sought. Without a competitor

program in the area, placements should be available with a high probability of job placement upon program completion.

- Provide a detailed description of, and quantitative evidence demonstrating how the proposed project or program will promote:
- Economic recovery.

The proposed program will enhance economic recovery in two manners. Firstly, the graduates from these programs will enter the workforce in jobs with strong wages. Nurses currently make on average thirty four dollars per hour in the Pensacola area according to Indeed.com. Further average compensation for medical laboratory scientists in Escambia and Santa Rosa counties is twenty four dollars per hour and for respiratory therapists the average salary is twenty eight dollars per hour (Source: Lightcast Q4 2022 dataset). In addition to strong wages that will enhance the economy in the greater Pensacola area, these jobs will fill a workforce need that will enhance the healthcare available to residents, and assist with encouraging further development in the area.

- Economic Diversification

In the Escambia and Santa Rosa areas there were zero education completions for respiratory therapists, but 189 postings (Source: Lightcast Q4 2022 dataset). The diversification of the programs in the Usha Kundu, MD College of Health will help diversify the healthcare workforce for Escambia and Santa Rosa county and provide students prepared locally to fill the obvious workforce gap.

o Enhancement of the disproportionately affected counties

In both Santa Rosa County and Escambia County there is a shortage of healthcare workers. According to the American Hospital Association's Strengthening the Healthcare Workforce Report ([Link](#)) for every dollar spent in healthcare an additional \$2.30 is spent in business activity. Thus, enhancing the healthcare workforce in these two affected counties will also stimulate additional business activity and enhance the overall economies.

o Enhancement of a Targeted Industry.

2. Additional Information

A. Is this an expansion of an existing training program? If yes, describe how the proposed program will enhance or improve the existing program and how the proposal program will supplement but not supplant existing funding sources.

Yes No

The proposed program is an expansion of the programs available in the School of Nursing and the Department of Medical Laboratory Sciences. These programs are currently unable to meet the workforce needs of Escambia and Santa Rosa counties. The programs will continue to utilize all funding provided by the State of Florida to support these programs, funds from this proposal will be used additionally to support the enhancement of these programs in addition to the start of a new Respiratory Therapy program.

B. Indicate how the training will be delivered (e.g., classroom-based, computer based, other).

All programs identified in this proposal are taught in person on the Pensacola campus of UWF. Students additionally engage in clinical education experience with local healthcare partners, which occur offsite.

C. Identify the number of anticipated enrolled students and completers.

Registered Nurses - current enrollment: pre- Nursing 252, Nursing 186

Total graduates for project period: 900

Medical Lab Scientists - current enrollment: pre-MLS 41, MLS 34

Total graduates for project period: 100

Respiratory Therapists (program initiated during the project period)

Total graduates for project period: 30 (graduates only in final 2 project years)

- Indicate the length of the program (e.g, quarters, semesters, weeks, months, etc.) including anticipated beginning and ending dates.

The undergraduate programs identified in this proposal are designed to be completed in 8 semesters. The graduate program (Direct Entry Master's Degree Program) is designed to be completed in 4 semesters. Students' length of study is dependent upon the number of completed credit hours they have prior to enrollment at UWF. Students

who have completed an Associate's Degree or have some college may have a reduced time to degree.

- Describe the plan to support the sustainability of the proposed program.

The majority of funding requested from Triumph Gulf Coast will enhance the facilities in building 37 on the Pensacola Campus. This facility will be maintained beyond the project period by the University of West Florida. The salaries that are supported through the request will be maintained by the University of West Florida after the project period. The project will support the start up costs of the Respiratory Therapy program, which thereafter, should produce sufficient enrollment to maintain financial viability.

- Identify any certifications, degrees, etc. that will result from the completion of the program.

For Nursing:

The students in all areas proposed would be enrolled in programs accredited by the Commission on Collegiate Nursing Education.

(<https://www.aacnnursing.org/CCNE>). This accreditation agency is recognized by the U.S. Secretary of Education, Council on Higher Education Accreditation (CHEA), and the Association of Specialized and Professional Accreditors. The students upon graduation sit for the Next Generation National Council Licensure Examination for Registered Nurses (NCLEX). (<https://www.nclex.com>). The students then seek a Florida or multistate license as a Registered Nurse (<https://floridasnursing.gov/licensing/licensed-practical-nurse-registered-nurse-by-examination/>)

For Medical Laboratory Sciences:

The students in medical lab sciences would be enrolled in programs accredited by the National Accrediting Agency for Clinical Laboratory Sciences.

(<https://www.naacls.org/about.aspx>). This accreditation agency is recognized by CHEA, and the Association of Specialized and Professional Accreditors. The students upon graduation sit for the American Society of Clinical Pathology Board of Certification Exam (<https://www.ascp.org/content/board-of-certification/get-credentialed#>). The students then seek a Florida license through the Florida Department of Health (<https://floridasclinicallabs.gov/licensing/>)

For the Proposed Respiratory Therapy Program:

The students in the proposed program would be enrolled in programs accredited by the Commission on Accreditation for Respiratory Care. (<https://coarc.com>). This accreditation agency is recognized by CHEA, the US Dept of Education, and the Association of Specialized and Professional Accreditors. The students upon graduation sit for the National Board for Respiratory Care Registered Respiratory Therapist Exam (<https://www.nbrc.org/examinations/rrt/>). The students then seek a Florida license through the Florida Board of Respiratory Care (<https://floridasrespiratorycare.gov>)

I, the undersigned, do hereby certify that I have express authority to sign this proposal on my behalf or on behalf of the above-described entity, organization, or governmental entity:

Name of Applicant: David Bellar, Dean Usha Kundu MD College of Health

Name and Title of Authorized Representative: Matthew Schwartz, Associate Vice President of Research Administration

Representative Signature:  EE54FB85E706412...

Signature Date: 04/24/2023

10/13/2017 FINAL