



September 4, 2025

Mr. Jay Trumbull, Chairman
Triumph Gulf Coast, Inc.
Post Office Box 12007
Tallahassee, Florida 32317

Dear Mr. Trumbull and Triumph Gulf Coast Board of Directors,

On behalf of the Home Builders Institute (HBI), I am pleased to submit HBI's Pre-Application to the Triumph Gulf Coast Board of Directors for consideration of our project to **Enhance, Expand, and Establish a Pathway to Careers in the Residential Construction Industry** for the Gulf Coast region.

HBI's mission is to change lives every day by educating, inspiring, and preparing individuals for careers in the residential building industry. Our workforce development programs provide skilled-trades education, industry-recognized certification, and job placement services in the building trades to displaced workers, secondary and nontraditional students, veterans and transitioning military personnel, and justice-involved youth and adults.

We have a successful and long history of skilled-trades training in Florida and the Gulf Coast counties disproportionately affected by the Deepwater Horizon oil spill. Triumph Gulf Coast's partnership will help HBI prepare a minimum of 1,650 Gulf Coast students and adults annually for future occupations and careers in the construction trades, positively impacting the local economy by closing the severe labor shortages and ensuring a ready workforce for housing construction and disaster recovery. Students will receive industry certifications, career readiness, and transferable, sustainable workforce skills, preparing them for a variety of jobs in the building trades.

Sincerely,

Ed Brady
President & CEO
ed.brady@hbi.org | 203-907-4388

Emily Price
Senior Vice President, Development and Partnership Engagement
epriec@hbi.org | 202-740-6476

TRIUMPH GULF COAST, INC. PRE-APPLICATION FORM

Triumph Gulf Coast, Inc. ("Triumph Gulf Coast") has created a pre-application process to provide initial consideration of eligibility for potential ideas of projects or programs that may seek an award of funding. Applicants are required to participate in the pre-application process.

Notwithstanding the response from Triumph Gulf Coast on the pre-application form, an Applicant may still elect to submit an Application.

APPLICANT INFORMATION

Name of Individual/Entity/Organization: **Home Builders Institute (HBI)**

Proposal Title: **Enhance, Expand, and Establish a Pathway to Careers in the Residential Construction Industry**

Amount of Triumph Funds Requested: **\$9,331,270 Total**

Estimated Project Cost: **\$12,781,270**

Brief Description of Individual/Entity/Organization:

The Home Builders Institute (HBI) is a 501(c)(3) nonprofit with a mission to change lives every day by educating, inspiring, and preparing individuals for careers in the building industry. We are the nation's leading provider of skilled-trades education and certification in residential construction. Our workforce development programs provide industry-recognized pre-apprenticeship certification and job placement services to displaced workers, secondary and nontraditional students, veterans and transitioning military personnel, and justice-involved youth and adults.

With 600 programs in 48 states serving more than 21,000 individuals annually, HBI's trades training aims to tackle important social and economic issues while solving the severe labor market shortage influencing housing affordability and accessibility. With an average placement rate of 80 percent, HBI empowers individuals to achieve economic mobility, strengthen family stability, and build a skilled construction workforce to boost local economies.

Contact Information Primary Contact: **Emily Price**

Title: **Senior Vice President, Development and Partnerships Engagement**

Mailing Address: **1201 15th Street, NW, Sixth Floor**

City: **Washington** State: **DC** Zip Code: **20005**

Telephone Number: **(202) 740-6476**

Email Address: **eprice@hbi.org**

Website: **www.hbi.org**

Names of co-applicants, partners or other entities, organizations that will have a role in the proposed project or program:

- HBI has strong local industry partners in the [Home Builders Association \(HBA\) of West Florida](#) (Escambia and Santa Rosa), the [Building Industry Association \(BIA\) of Okaloosa-Walton Counties](#), the [Bay BIA](#) (Bay, Gulf, and Franklin), and the [BIA of Big Bend](#) (Wakulla), as well as the [Florida HBA](#) and the [National Association of Home Builders](#). These employer partners will assist in identifying expansion sites, provide volunteer career awareness and industry engagement opportunities, and provide local industry workforce development insight and job opportunities for graduates.
- HBI partners with school districts to provide Future Builders of America curriculum and US DOL-approved, NAHB-recognized, PACT Certification for career-focused educational programs at secondary schools. Current partners include the Escambia, Santa Rosa, and Okaloosa County School Districts.

- HBI partners with the Florida Department of Juvenile Justice and the Florida Department of Corrections to provide skilled trades instruction and PACT certification at two justice-involved training sites, and the Florida Department of Commerce to train veterans.
- Additionally, we have a strong regional partnership with [Northwest Florida State College](#), where HBI's PACT Building Construction Specialist curriculum is taught, and graduates of the programs in this project are PACT certified and may choose to continue their education.

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 reviewed and then considered for award at the discretion of Triumph Gulf Coast Board.

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 longterm 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.

Executive Summary

Pre-Apprenticeship Pathways to Careers in the Building Trades

(i) Overview of Funding Request

HBI seeks funding of \$9,331,270 over 36 months from Triumph Gulf Coast, Inc., to enhance, expand and establish high-quality pre-apprenticeship certification programs in the building trades in eight Gulf Coast counties in Northwest Florida for approximately 1,650 secondary students, justice-involved youth, adults in re-entry corrections programs, and veterans and transitioning military members annually. The funds will 1) enhance the student training experience at HBI's current pre-apprenticeship programs with tools and technology for students, 2) expand pre-apprenticeship programs to serve and certify more individuals with additional trades, and 3) establish new pre-apprenticeship certification training programs across the region to serve the hardest-to-reach individuals.

(ii) Other Sources of Project Funds

The Home Depot Foundation - Future Builders of America \$827,500 (2025)

The National Housing Endowment – Future Builders of America \$77,500 (2025)

Florida Department of Corrections - Century Correctional Facility \$200,000/year | \$600,000 over 36 months

Florida Department of Commerce - Crestview Career Center \$225,000/year | \$675,000 over 36 months

Florida Department of Juvenile Justice - Walton Career Center \$300,000/year | \$900,000 over 36 months

(iii) Project Locations

Existing services for enhancement and expansion of pre-apprenticeship training include 22 Future Builders of America (FBA) programs in secondary schools (Escambia, Santa Rosa, Okaloosa counties); Walton Career Center (justice-involved youth in Walton County); Century Correctional Facility (adult re-entry program in Escambia County); and Crestview Career Center near Elgin Air Force Base (Okaloosa County). Fifteen new FBA programs for secondary students will be established throughout the eight counties. A planning phase study will examine community needs and local support to determine which of the more populated counties will house a new Community Training Program (to be located in Escambia, Santa Rosa, Okaloosa, or Bay County).

(iv) Project Summary

Community Need

HBI's pre-apprenticeship programs address three of the region's greatest challenges: the persistent skilled labor shortage that undermines the Northwest Florida Gulf Coast economy, the affordability and availability of homes amid an already staggering national housing crisis, and career and economic growth for residents of the region. An aging workforce (about 45% of construction workers are 45 and older), paired with a shortage of younger workers entering the trades to replace retirees, is exacerbating labor shortages in the building trades. According to the Association of General Contractors of Florida, more than 80% of contractors report difficulty finding qualified workers. The Florida Builders Association estimates that at least 439,000 new workers are needed in the state to meet demand and avoid project delays. Furthermore, the Shimberg Center for Housing Studies 2024 [Annual Report](#) found that in Northwest Florida, where counties like Bay, Escambia, Walton, and Okaloosa face a combined shortage of over 17,000 affordable housing units across income levels, the demand for skilled trades workers in residential construction is urgent and growing. Entry-level tradespeople can expect steady wage progression and long-term career advancement—from apprenticeships to supervisory roles—while helping to close the housing gap in a region where new home construction is rising but still insufficient to meet community needs.

HBI's PACT Curriculum

HBI utilizes its industry-recognized Pre-Apprenticeship Certificate Training (PACT) to train a new generation of home builders in the skilled trades and help close the gap in workforce shortages. One of only three pre-apprenticeship curricula approved by the U.S. Department of Labor and also endorsed by the Florida Department of Education, PACT integrates project-based learning with career, technical, and academic skills training through a blended learning approach that includes workshops, classrooms, and web-based modules. No prior construction experience is necessary. The rigorous, evidence-based training certifies graduates in high-demand fields like carpentry, electrical, plumbing, and HVAC. Graduates earn valuable industry certificates and can choose to seek employment or enter apprenticeship programs after completing the training.

Project Objectives

1) Enhance Existing Pre-Apprenticeship Programs

- At the Walton Career Center in DeFuniak Springs, HBI trains 20 youth annually to provide justice-involved juveniles with a re-entry path towards a career in the building trades and help reduce recidivism rates. Youth attend the Florida Virtual School for academics while participating in hands-on skilled trades training over 12-15 weeks. Funding will allow HBI to purchase Virtual Reality (VR) headsets and other technology and tools that will enhance instruction, student engagement, and provide simulation-based training to increase the safety and proficiency of students.

2) Expand Existing Pre-Apprenticeship Programs

- Funding will ensure continued Future Builders of America PACT training for over 1,100 students annually at 22 secondary schools in Escambia, Santa Rosa, and Okaloosa counties through two-year Schools to Skills grants that cover the costs of instructor training, curriculum, and student certifications. HBI will also facilitate a deeper connection between the FBA programs and local Home Builders Associations (HBAs), which can provide building site field trips, internships, and career exploration opportunities for students. All FBA students will have the opportunity to participate in the annual state-wide FBA Leadership Summit, with a convening to be held in the region during the grant period.
- HBI has over 20 years of experience working with the Florida Department of Corrections to help inmates nearing release learn new job skills and reduce recidivism rates. HBI provides PACT training and certification to 46 adults at the Century Corrections Facility, where the program is under-capacity and currently only offers carpentry certifications, due to government funding cuts. Funding will allow the expansion of the program to provide electrical trade certification and double the number of men who can participate in this life-changing vocational opportunity. An additional Career Development Coordinator will provide extensive soft-skills and career counseling, plus re-entry job placement support services.
- At the Crestview Career Center in Okaloosa County, veterans and transitioning military members learn marketable trade skills in the building trades. Funding will expand the number of individuals served with skilled trades training from 35 to 65 and provide an additional Career Development Coordinator to provide extensive career counseling and job placement assistance.

3) Establish New Pre-Apprenticeship Programs Throughout the Region

- HBI will establish FBA programs in at least 15 new schools throughout the eight Gulf Coast counties over the next 36 months, enabling approximately 300 more secondary students annually to benefit from FBA Leadership chapters and PACT courses. Two-year Schools to Skills grants will be provided for each school to initiate the FBA program, covering the cost of instructor training, curriculum, and student certifications. FBA students will have the opportunity to participate in the annual state-wide FBA Leadership Summit, with a convening to be held in the region during the grant period.
- Funding will support the planning, implementation, and establishment of a new Community Training Center to be located in Escambia, Santa Rosa, Okaloosa, or Bay County, depending on community workforce training needs and support. The program will provide pre-apprenticeship training and certification, career readiness, and job placement support to approximately 100 students annually.

Anticipated Outcomes

1. 1,400 secondary youth will be served annually throughout the Gulf Coast counties with construction trades training and Future Builders of America leadership chapters.
2. 65 veterans and transitioning military members will be served annually with pre-apprenticeship training and career placement services at the Crestview Career Center.
3. 90 adults in Century Corrections Facility will be served annually with pre-apprenticeship training, including the addition of Electrical Trades certification, and re-entry job placement assistance.
4. The Walton Career Center for justice-involved youth will implement new technologies and tools to enhance skilled trades training for 20 youth annually.
5. A new Community Training Center will be established, serving approximately 100 adult students with pre-apprenticeship training, certification, and career placement services annually.
6. Collaborative industry partnerships with local and state HBAs will be deepened, and employer members will have increased awareness of HBI's job-ready graduates in the region.

(v) Summary Timeline

- Year 1:** Purchase and implement technologies, tools, and materials to benefit students at the Walton Career Center; Initiate Schools to Skills grants to retain 22 schools in the FBA program; Collaborate with local HBAs to identify and establish relationships with potential FBA expansion schools, establishing MOUs with 5 new schools and providing Schools to Skills start-up support; Hire and train additional Instructors and Career Development Coordinators to launch expanded program at Century Corrections Facility and Crestview Career Center; Launch planning phase study to determine site for a new Community Training Center.
- Year 2:** Pre-apprenticeship programs continue across all sites; Establish 5 additional MOUs with new schools and provide Schools to Skills start-up support; Community Training Center prepares to launch by hiring and training staff, obtaining tools and materials, and marketing the free training program to the community.
- Year 3:** Pre-apprenticeship programs continue across all sites; Establish 5 additional MOUs with new schools and provide Schools to Skills start-up support. Community Training Center continues to enroll students to serve 50 individuals annually.