

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.

APPLICATION INFORMATION

Name of Individual/Entity/Organization: Gulf District Schools

Proposal Title: “[Preparing Gulf Coast Mariners: A Workforce Pathways Initiative for Gulf District Schools and Gulf County](#)” - The focus of this initiative is to establish comprehensive Maritime career pathways within Gulf District Schools through a strategic collaboration with the Gulf County Board of Commissioners and Tom P. Haney Technical College. The Gulf County Board of Commissioners is contributing a donated facility that will be upgraded to support program implementation, while Tom P. Haney Technical College will provide expertise in workforce training, credentialing alignment, and postsecondary articulation opportunities. Together, these partners will ensure a seamless pipeline from K–12 education to industry-recognized certifications and career placement in the maritime sector.

This initiative is designed to deliver hands-on, industry-aligned training that prepares both students and adult learners for high-demand maritime careers. Through coordinated programming, shared instructional resources, and dual-enrollment or advanced training opportunities with Tom P. Haney Technical College, participants will gain access to specialized equipment, experienced instructors, and credential pathways that meet current workforce standards. The program will also prioritize accessibility for community members seeking to upskill or transition into maritime occupations, further strengthening the regional talent pool.

Through sustained collaboration with local maritime employers, industry partners, and Tom P. Haney Technical College, this initiative will create a robust and sustainable workforce pipeline aligned with regional labor market needs. With a projected reach of at least 100 student participants and 200 community members over the next nine years, the program leverages existing community assets and institutional partnerships to ensure immediate impact and long-term sustainability. Ultimately, this initiative will enhance economic mobility for residents, support the continued growth and competitiveness of Gulf County’s maritime economy, and position Gulf District Schools as a leader in innovative, community-centered workforce development.

Amount of Triumph Funds Requested: \$10,040,600

Total Estimated Project Cost: \$11,422,462

Supporting funds paralleled with a donated facility located in Port St Joe, Florida adjacent to Eastern Shipbuilding Port St Joe Facility valued at \$841,862 according to the Gulf County Property Appraiser’s website (33.29 acres on Industrial Road) [Proposed Building Site](#).

Brief Description of Individual/Entity/Organization:

Gulf District Schools is home to four public schools: two Pre-K through 5 elementary schools and two 6-12 junior/high schools. There are approximately 1,800 students in the district. Over 60% are considered economically disadvantaged.

Contact Information:

Primary Contact: Melissa Hancock

Secondary Contact: Karen Shiver

Title: Assistant Superintendent for Instruction

Title: CTE Director

Mailing Address: 150 Middle School Road

Number: 850.229.6940 Ext 23130

City: Port St Joe **State:** FL **Zip Code:** 32456

Telephone Number: 850.229.6490 Ext 23126

Email: mhancock@gulf.k12.fl.us

Website: <https://www.gulfcoschools.com/>

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

proposed project or program: Tom P Haney Vocational College (or an equivalent agency); Gulf County Commissioners; and Eastern Shipbuilding Port St Joe Facility.

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 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.

REQUIRED EXECUTIVE SUMMARY

Proposed project and anticipated outcomes:

- (i) Amount Sought: \$10,040,600.00
- (ii) Other source of funds:
 - \$841,862 – Gulf County Board of Commissioners – Land
 - \$150,000 - Eastern Shipyard - Work Based Learning Site
 - \$100,000 - Gulf County School District – Transportation
 - \$200,000 – Gulf County School District – Administrative Oversight
 - \$45,000 – Projected FLDOE CTE/CAPE Funding
- (iii) Location: Secondary Gulf District School Sites
 - 1. Port St Joe Junior/Senior High School (PSJHS) – **575** 6th – 12th grade students
 - 2. Wewahitchka Junior/Senior High School (WHS) – **450** 6th – 12th grade students

Over course of grant cycle, every Gulf District Schools student will be reached.
- (iv) Summary description of proposed program

Executive Summary:

Preparing Gulf Coast Mariners: A Workforce Pathways Initiative for Gulf District Schools

Gulf District Schools proposes the establishment of comprehensive Maritime Career Pathways designed to prepare students for high-demand, service-driven careers while strengthening workforce capacity and economic resilience in Gulf County and surrounding disproportionately affected areas. This initiative leverages strong partnerships, existing infrastructure, and industry-aligned training to deliver measurable, long-term economic and community impact. Central to this effort is a strategic collaboration with Tom P. Haney Technical College, which will provide advanced technical expertise, industry-recognized credentialing opportunities, and postsecondary pathways that ensure seamless transitions from secondary education to workforce entry. In addition, the initiative is supported by active engagement from community members, local employers, and civic stakeholders, who will contribute to program design, provide real-world learning opportunities, and support workforce placement. This collective approach ensures the

program is responsive to regional labor market demands while fostering broad community investment and long-term sustainability.

(i) Amount of Funds Being Sought from Triumph Gulf Coast

Gulf District Schools is seeking \$10,040,600 in funding from Triumph Gulf Coast to support facility upgrades, instructional equipment, curriculum development, certification costs, and program startup expenses necessary to launch and sustain Maritime training programs.

(ii) Other Sources of Funds

In addition to TRIUMPH funding, the project will be supported through a combination of in-kind and anticipated funding sources, including:

•**Gulf County Board of Commissioners** – Donation of a dedicated training facility requiring minimal updates to meet program needs (in-kind contribution valued at approximately - \$841,862).

•**Haney Technical College** – Staffing support and instructional coordination (approximately - \$1,400,000)

•**Local Maritime Partners** – Instructional support, equipment access, mentorship, and work-based learning opportunities (in-kind support).

•**Future Sustainability Funding** – Potential Perkins V, workforce, and state CTE/CAPE funds to support ongoing program operations and expansion.

This blended funding model demonstrates strong local investment and ensures responsible stewardship of TRIUMPH resources.

(iii) Location of the Project or Program

The Maritime programs will be housed in Gulf County, Florida, adjacent to the Eastern Shipbuilding Port St. Joe facility, utilizing a donated, county-owned site that is centrally located to serve students across Gulf District Schools as well as adult learners in the local community, supporting regional workforce development. Instruction will also include on-site training at partner locations, as appropriate, to support real-world, hands-on learning experiences.

(iv) Summary Description and Transformational Impact

This project will establish structured, career-connected pathways for students and adult learners interested in maritime industries, including welding, electrical, HVAC, and marine engine repair—sectors that are critical to Gulf County’s economic stability, workforce needs, and long-term growth. With major local employers such as Eastern Shipbuilding and related maritime industries driving the regional economy, developing a skilled, local workforce is essential to sustaining and expanding these opportunities.

Program Design and Components

- Maritime-focused coursework embedded within the high school experience
- Hands-on training using professional-grade, industry-aligned equipment
- Opportunities to earn industry-recognized certifications
- Partnerships with local maritime employers to support workforce alignment

- Career exploration, mentoring, and work-based learning opportunities

Transformational Impact

This initiative is transformational because it moves beyond traditional classroom instruction to create direct pipelines from education to high-demand maritime careers that are vital to Gulf County's economy. By preparing students and adult learners locally for local careers, the program helps reduce workforce shortages, strengthens employment readiness, and retains talent within the region.

The program also supports economic recovery and diversification by:

- Strengthening the local maritime workforce pipeline
- Creating clear pathways from training to high-wage, in-demand careers
- Leveraging existing county assets to minimize startup costs while maximizing impact
- Providing equitable access to career opportunities for students and adult learners in a rural community

Over the next nine years, the program is projected to serve at least 100 student participants and 200 community members, delivering a strong return on investment through industry certification attainment, job placement, and sustained workforce development aligned to Gulf County's maritime economy.

(v) Summary TimeLine

Year 1

- Finalize partnerships and agreements
- Complete minimal facility upgrades
- Purchase equipment and instructional materials (mobile welding unit)
- Develop curriculum and certification alignment
- Recruit and enroll initial student cohort

Year 2 – 3

- Full program implementation
- Expansion of student enrollment
- Expansion of new programs – HVAC; Electrical; Marine Engine
- Launch work-based learning and certification opportunities
- Ongoing evaluation and refinement

Year 4 – 9

- Program sustainability and growth
- Continued student enrollment serving an average of 12 students & 13 adult learners annually
- Strengthened employment pipelines and workforce outcomes
- Evaluation of long-term impacts on workforce development

Anticipated Outcomes

- At least 100 student participants and 200 community members enrolled in the Maritime career pathways over nine years
- Increased attainment of industry-recognized maritime credentials and certifications
- Strengthened local maritime workforce capacity to support existing and emerging industry demand
- Enhanced economic resilience and workforce diversification within Gulf County

Immediate Impact and Sustainability:

Immediate Impact

The proposed Maritime Workforce Pathways Initiative will deliver immediate impact by leveraging a donated training facility provided through a partnership with the Gulf County Board of Commissioners, allowing program implementation to begin quickly with minimal infrastructure investment. Upon award, funds will support targeted facility enhancements, acquisition of industry-standard equipment, and the launch of hands-on maritime instruction for students across Gulf District Schools and adult learners in the community.

The program will immediately expand access to high-demand maritime career training, increase participant engagement through applied, real-world learning experiences, and address critical workforce needs within Gulf County's maritime sector. Early cohorts will begin earning industry-recognized certifications aligned to local employer needs, strengthening the pipeline of skilled workers to support regional industry growth.

Sustainability

Long-term sustainability is embedded in the program design through strong partnerships, strategic use of existing facilities, and alignment with established career and technical education funding streams. Gulf District Schools will integrate the Maritime Workforce Pathways program into its ongoing CTE framework, leveraging Perkins V and other workforce funding sources to support instruction and program continuation.

Ongoing collaboration with regional maritime employers will ensure curriculum alignment with industry standards, provide meaningful work-based learning opportunities, and create clear pathways to employment for program participants. By continuously aligning training with workforce demand, the program will remain responsive to evolving industry needs while maintaining strong placement outcomes.

With a projected reach of at least 100 students and 200 adult learners over nine years, this initiative represents a sustainable, high-impact investment in Gulf County's maritime workforce, supporting long-term economic stability and growth.

Long-Term ROI and Certifications:

Long-Term Return on Investment

The Maritime Workforce Pathways Initiative represents a strategic, high-impact investment in Gulf County's long-term economic stability and workforce capacity. Over an eight-year period, the program is projected to serve at least 100 students and 200 adult learners, creating a sustained pipeline of trained, credentialed individuals prepared to enter high-demand maritime careers. By utilizing a donated facility and leveraging existing partnerships, startup and operational costs are minimized while maximizing participant access and overall community impact.

The long-term return on investment extends beyond participant outcomes to measurable economic benefits, including a stronger local workforce, reduced reliance on external labor, increased job placement within the maritime sector, and improved workforce retention. Graduates who remain in the region contribute to the local tax base, support the expansion of maritime industry operations, and strengthen Gulf County's economic resilience. By aligning training with the needs of regional employers, the program reduces recruitment and onboarding costs while ensuring a consistent pipeline of skilled workers to sustain industry growth.

Certifications and Credential Attainment

Participants in the Maritime Workforce Pathways program will have opportunities to earn industry-recognized certifications aligned with state and national standards, increasing employability and career readiness within the maritime sector. Anticipated certifications include, but are not limited to:

- NCCER Welding Level I and Level II
- AWS Certified Welding FCAW Plate and GMAW Plate
- OSHA-10 Public Safety or Maritime Safety
- Maritime Industry Certifications, including basic seamanship, vessel operations, and safety credentials aligned with regional employer needs

Certification attainment will be embedded within program coursework and tracked as a key performance indicator. These credentials provide immediate workforce value, support advancement into apprenticeships or continued technical training, and ensure participants gain practical, industry-aligned skills recognized by employers.

Collectively, the certifications earned through this program will strengthen Gulf County's maritime workforce, expand career opportunities for participants, and deliver a measurable return on investment for TRIUMPH Gulf Coast funding.

Future Expansion Plans:

The Maritime Workforce Pathways Initiative is designed to scale in response to evolving workforce demands and to support the continued development of Gulf County's maritime economy. As the program demonstrates strong participant outcomes, Gulf District Schools will pursue strategic opportunities to broaden training options and increase overall impact.

Planned additions include HVAC, electrical, and plumbing pathways, which are essential to shipbuilding, vessel maintenance, and maritime facility operations. These programs will build upon the initial focus on welding and small engine repair, creating a more comprehensive training pipeline aligned with regional industry needs.

As the initiative matures, additional maritime-related coursework and certifications may be introduced based on employer demand, such as advanced fabrication, marine systems, and equipment maintenance. This ensures the program remains responsive while equipping participants with relevant, high-value skills.

Expansion efforts will utilize the existing training facility, established partnerships, and instructional infrastructure to limit additional startup costs. To support new pathways, the district will pursue funding through workforce development grants, Perkins V expansion funds, and public-private partnerships.

These enhancements will increase participation capacity, diversify career opportunities, and strengthen the program's long-term return on investment by addressing critical workforce needs within Gulf County's maritime sector.

Conclusion:

(vi) Timeline (proposed through December 2035)

Summer 2026

- Meet with Gulf County Commissioners and Eastern Shipyard
- Finalize a partnership with a technical college
- Identify instructors
- Timeline for mobile facility- start infrastructure
- Finalize CTE pathways

August 2026 – June 2027

- Purchase mobile unit
- Complete renovations of current facility
- Begin Recruitment
- Develop curriculum and certification alignment
- Enroll initial student cohort

August 2027 – June 2029

- Full program implementation
- Expansion of student enrollment & other maritime pathways
- Launch work-based learning and certification opportunities
- Ongoing evaluation and refinement

August 2029 – December 2035

- Program sustainability and growth
- Continued student enrollment serving an average of 12 students and 13 adult learners annually
- Strengthened employment pipelines and workforce outcomes
- Evaluation of long-term impacts on workforce development

**All dates subject to change upon grant approval and collaboration with other districts and vendors currently providing like programs.*



TRIUMPH GRANT PROJECTED BUDGET (January 1, 2027-December 31, 3035)

Preparing Gulf Coast Mariners

| | Year | January 1, 2027- December 31, 2027 | January 1, 2028- December 31, 2028 | January 1, 2029- December 31, 2029 | January 1, 2030- December 31, 2030 | January 1, 2031- December 31, 2031 | January 1, 2032- December 31, 2032 | January 1, 2033- December 31, 2033 | January 1, 2034- December 31, 2034 | January 1, 2035- December 31, 2035 | |
|--|--|---------------------------------------|---------------------------------------|--|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------|
| Proposed Expense | FTE POSITION | YEAR 1 | YEAR 2 | YEAR 3 | YEAR 4 | YEAR 5 | YEAR 6 | YEAR 7 | YEAR 8 | YEAR 9 | |
| Personnel | Salary for Academy Coordinator | 0.5 | \$ 42,500.00 | \$ 42,500.00 | \$ 45,000.00 | \$ 45,000.00 | \$ 45,000.00 | \$ 47,500.00 | \$ 47,500.00 | \$ 47,500.00 | |
| | Benefits 20% at 50% | | \$ 8,500.00 | \$ 8,500.00 | \$ 9,000.00 | \$ 9,000.00 | \$ 9,000.00 | \$ 9,500.00 | \$ 9,500.00 | \$ 9,500.00 | |
| | Insurance- base plan | | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | |
| | Salary for CTE Assistant (50%) | 0.5 | \$ 28,000.00 | \$ 28,000.00 | \$ 30,000.00 | \$ 30,000.00 | \$ 30,000.00 | \$ 30,000.00 | \$ 30,000.00 | \$ 30,000.00 | |
| | Benefits 20% at 50% | | \$ 5,600.00 | \$ 5,600.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | |
| | Insurance- base plan (50%) | | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | \$ 6,000.00 | |
| | Salary for Maritime Instructor | 1 | | \$ 42,500.00 | \$ 85,000.00 | \$ 90,000.00 | \$ 90,000.00 | \$ 90,000.00 | \$ 90,000.00 | \$ 95,000.00 | \$ 95,000.00 |
| | Benefits (20%) | | | \$ 8,500.00 | \$ 17,000.00 | \$ 18,000.00 | \$ 18,000.00 | \$ 19,000.00 | \$ 19,000.00 | \$ 19,000.00 | \$ 19,000.00 |
| | Insurance- base plan | | | \$ 6,000.00 | \$ 12,000.00 | \$ 12,000.00 | \$ 12,000.00 | \$ 12,000.00 | \$ 12,000.00 | \$ 12,000.00 | \$ 12,000.00 |
| | Salary for Bus Driver | 1 | \$ 18,000.00 | \$ 18,000.00 | \$ 18,000.00 | \$ 18,000.00 | \$ 18,000.00 | \$ 18,000.00 | \$ 18,000.00 | \$ 18,000.00 | \$ 18,000.00 |
| Benefits (20%) * ins. pd by district | | \$ 3,600.00 | \$ 3,600.00 | \$ 3,600.00 | \$ 3,600.00 | \$ 3,600.00 | \$ 3,600.00 | \$ 3,600.00 | \$ 3,600.00 | \$ 3,600.00 | |
| Equipment, Material, Supplies, Curriculum, Cert Fees, Software | Office supplies-consumables | | \$ 4,000.00 | \$ 4,000.00 | \$ 3,500.00 | \$ 3,000.00 | \$ 2,500.00 | \$ 2,500.00 | \$ 2,500.00 | \$ 2,500.00 | |
| | Office Furniture-lockers | | \$ 30,000.00 | \$ 30,000.00 | | | | | | | |
| | Equipment for Maritime Academy | | \$ 15,000.00 | \$ 150,000.00 | \$ 75,000.00 | \$ 75,000.00 | \$ 75,000.00 | \$ 75,000.00 | \$ 75,000.00 | \$ 75,000.00 | |
| | Certification exams and curriculum | | \$ 50,000.00 | \$ 50,000.00 | \$ 50,000.00 | \$ 50,000.00 | \$ 50,000.00 | \$ 50,000.00 | \$ 50,000.00 | \$ 50,000.00 | |
| | Professional Learning and training | | \$ 25,000.00 | \$ 25,000.00 | \$ 25,000.00 | \$ 10,000.00 | | | | | |
| Infrastructure | Insurance for sites | | \$ 30,000.00 | \$ 30,000.00 | \$ 50,000.00 | \$ 50,000.00 | \$ 50,000.00 | \$ 50,000.00 | \$ 50,000.00 | \$ 50,000.00 | |
| | Site analysis | | \$ 50,000.00 | | | | | | | | |
| | Architect- consultancy and design | | \$ 200,000.00 | \$ 200,000.00 | | | | | | | |
| | Mobile Building 1st year and begin permanent facility 3rd year | | \$ 850,000.00 | | \$ 5,000,000.00 | | | | | | |
| | | 3 | \$ 1,372,200.00 | \$ 664,200.00 | \$ 5,441,100.00 | \$ 431,600.00 | \$ 421,100.00 | \$ 425,100.00 | \$ 425,100.00 | \$ 430,100.00 | \$ 430,100.00 |
| Grand Total | | | \$ 10,040,600.00 | <i>*based on current projections, subject to be modifications due to union negotiations, inflation, etc.</i> | | | | | | | |

District match- provide bus and fuel for student transportation, facility maintenance