



Florida Job Growth Grant Fund Workforce Training Grant Proposal

Proposal Instructions: The Florida Job Growth Grant Fund Proposal (this document) must be completed and signed by an authorized representative of the entity applying for the grant. Please read the proposal carefully as some questions may require a separate narrative to be completed.

Entity Information

Name of Entity: Santa Fe College

Federal Employer Identification Number (if applicable): ██████████

Contact Information:

Primary Contact Name: Thomas Ackerman

Title: Director, Institute of Public Safety

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Workforce Training Grant Eligibility

Pursuant to 288.101, F.S., The Florida Job Growth Grant Fund was created to promote economic opportunity by improving public infrastructure and enhancing workforce training. This includes workforce training grants to support programs offered at state colleges and state technical centers.

Eligible entities must submit proposals that:

- Support programs and associated equipment at state colleges and state technical centers.
- Provide participants with transferable and sustainable workforce skills applicable to more than a single employer.
- Are offered to the public.
- Are based on criteria established by the state colleges and state technical centers.
- Prohibit the exclusion of applicants who are unemployed or underemployed.



1. Program Requirements:

Each proposal must include the following information describing how the program satisfies the eligibility requirements listed on page 1.

A. Provide the title and a detailed description of the proposed workforce training.

TITLE:

Public Safety & Homeland Security Training Simulation Technology System

DESCRIPTION:

The Institute of Public Safety (IPS) at Santa Fe College (SF) requests funding for a state-of-the-art training simulation technology system. With this system, IPS will become the first training center in Florida to offer high-tech, real-time, scenario-based training in community-orientated policing strategies. The system will allow IPS to present realistic training for law enforcement, corrections, homeland security, and emergency medical service (EMS) responses to critical incidents and other emergencies. A major component of the system will include Firearms Training Simulation (FTS) technology. These innovative tools will ensure that public safety and homeland security personnel in Florida receive the most up-to-date, relevant, and effective training possible.

The Main Street Training System

In realistic settings, law enforcement officers and officers in training will develop and increase their understanding of various community groups, improve communication skills, tolerance, practice incident de-escalation techniques, as well as gain motivation and skills necessary to protect the public. Homeland security training will focus on counterterrorism exercises and responses to critical incidents and natural disasters. EMS training will be geared toward day-to-day medical emergencies, as well as medical support functions during law enforcement, corrections, and homeland security incidents.

Instructional technologies at the core of the system will consist of more than 300 electronic devices—closed-circuit video cameras, speakers, microphones, motion sensors, video monitors, and computers—that will be strategically placed in and around IPS's new 24,000 square-foot facility that encompasses the "Downtown Main Street" training complex. The Main Street complex significantly augments IPS's long-standing emphasis on the application of scenario-based training.

Main Street consists of a city block that incorporates fully-operational facilities such as a free-standing bar and restaurant, an outdoor café, a fitness center, a furnished two story townhouse, a hospital emergency room entrance that leads to EMS labs, a defensive tactics lab, and commercial establishments that can be outfitted and converted as needed as retail stores,

private offices, medical clinics, government agencies, social service organizations, motel rooms, or other realistic environments. The requested training simulation technology system will greatly enhance the usefulness of the Main Street complex.

This technical equipment will enhance the realism of training and increase the effectiveness of the learning experience, including instructor feedback. Speakers installed in training environments will permit instructors to introduce special effects such as crowd noise, music, other environmental sounds, and announcements. Permanently-installed microphones will detect and record conversations and other sounds that instructors will monitor in a control room. Motion sensors will allow instructors to introduce special effects during scenarios, triggering devices such as speakers to emit a wide range of sounds in rooms, hallways, on Main Street, and in other areas; smoke; odors; and explosive devices.

Scenarios recorded by video cameras and microphones can be replayed to offer student-centered feedback during after-action reviews and can be presented during classroom training. These technologies and software have been employed successfully at the Federal Law Enforcement Training Center (FLETC) and are widely used in training programs presented by U.S. Department of Defense (DoD) agencies. IPS designed and developed training laboratories, the Main Street Complex, and the instructional technologies associated with these facilities with the assistance of FLETC and the U.S. Naval Air Systems Command (NAVAIR).

The training simulation technology system will allow trainees to learn in an interactive and immersive environment with real-time scenario adjustment capability. Combining these strategies with curricula based on existing validated models, input from the field, and recent research findings will create a vitally important training hub for first responders in Florida and nationwide.

IPS staff will develop training scenarios with the assistance of our partner organizations, such as the law enforcement agencies in our area; FLETC; the Inspector General Criminal Investigator Academy (IGCIA) based at the FLETC campus in Glynco, Georgia; and NAVAIR. These entities have agreed to provide this assistance at no cost to IPS. IPS also will be assisted by the IPS Community Advisory Board



composed of local law enforcement agencies, non-sworn community members, nonprofit organizations, social service providers, private businesses, and IPS staff.

The Firearms Training Simulation System

The second component of this critical training for law enforcement and homeland security is the Firearms Training Simulation (FTS) technology system. The FTS employs interactive high-definition audio/video projection to train law enforcement, corrections, and homeland security personnel to assess and respond to potential threats they could face in the field. Trainees encounter life-sized video projection scenarios based on actual situations that have resulted in officer fatalities in the past. Scenarios most often are selected from an existing library, but also

can be videotaped or created through computer-generated processes by the system administrator to address specific training needs.

The FTS system will feature wraparound technology, in which video images are projected on three adjacent walls for 270-degree coverage, requiring trainees to address potential threats not only in front of them but also to each side. The IPS system will be the first in Florida to offer continuous room-to-room capabilities, whereas people in video scenarios can travel from one room to another to create realistic environments that require trainees to move and respond to situations throughout a building. In various settings, trainees will advance their abilities to react to various threats, improve communication skills, practice incident de-escalation techniques, and learn to employ techniques that are consistent with the law and the policies of their agencies. Research has consistently shown that FTS training improves decision-making abilities and reaction times, both of which can save lives. The FTS system will be installed in four adjacent 12' x 12' training laboratories within IPS' Main Street complex.

As with the Main Street system, IPS staff will develop new firearms training simulation scenarios with the assistance of the FTS equipment experts, our partner organizations, FLETC, and NAVAIR, all of which have agreed to provide this assistance at no cost to IPS.

- B. Describe how this proposal supports programs at state colleges or state technical centers.

The Public Safety & Homeland Security Training Simulation Technology System will

significantly enhance—and in many ways will define—the Law Enforcement Officer Basic Recruit, Correctional Officer Basic Recruit, Emergency Medical Technician, and Paramedic training programs at Santa Fe College’s Institute of Public Safety. Industry accreditation standards and Florida Department of Education (FDOE) Curriculum Frameworks for these certificate programs require a substantial amount of practical, hands-on training. Students also can apply academic credits earned in these training programs to the College’s Criminal Justice and Emergency Medical Services (EMS) Degree Programs. The training simulation technology system will enable IPS to better facilitate the entry of qualified and trained candidates into public safety and homeland security agencies in Florida, and to enhance the professional development of current public safety and homeland security personnel.

- C. Describe how this proposal provides participants transferable, sustainable workforce skills applicable to more than a single employer.

The proposed project will provide participants with transferable, sustainable workforce skills compliant with Florida Department of Education Curriculum Framework certification for the specified law enforcement and security sectors. The proposed scenario based training system

and firearm training simulation will be critical components to train qualified professionals that are prepared for the issues of today’s world.

Effective law enforcement training prepares officers to protect some of the most vulnerable members of society and to respond to unpredictable, stressful, and dangerous situations that evolve rapidly. The proposed training simulation systems will enable IPS to present and evaluate realistic scenarios involving public demonstrations, disturbances, domestic violence, homeless persons, traffic crashes, crimes in progress, and medical emergencies, among other types of circumstances. With this technology and the environments in which it will be used—including the ability to introduce special effects such as sounds, odors, smoke, or explosions—IPS will have the ability to re-enact virtually any controversial or highly-publicized incident that occurs anywhere in the world. This will allow trainees to experience situations encountered previously by actual officers in the field, providing them opportunities to face the same challenges and to correct errors made, in safe and controlled settings.

Community policing scenarios taught through the training simulation technology system will be designed upon recommendations from experienced instructors,



community advisors, and our partner organizations to focus on the need for effectiveness, fairness, compassion, tolerance, and cultural sensitivity toward a wide-variety of diverse populations. Similarly, scenarios that focus on corrections, homeland security, EMS, and other law enforcement incidents will be developed with the assistance of subject matter experts. Through FTS scenarios, trainees will improve their abilities to assess and respond to potential threats, which can protect the public, save lives, and preserve civil rights. These critical public safety and homeland security skills will be applicable to a wide range of workforce positions and be completely transferable and sustainable to keep Florida citizens and visitors safe.

Experiential learning strategies that involve active versus passive learning—while highlighting problem-solving strategies—will allow IPS to prepare new public safety personnel for the challenges they will face in the field. These strategies will enable experienced law enforcement officers, correctional officers, emergency medical technicians, paramedics, homeland security and emergency management personnel to increase their knowledge, skills, and abilities. The training simulation technology system will benefit all employers whose personnel participate in IPS training that utilizes the system, and all employers that hire graduates of our certificate and degree programs.

D. Does this proposal support a program(s) that is offered to the public?

Yes No

E. Describe how this proposal is based on criteria established by the state colleges and state technical centers.

Industry accreditation standards and Florida Department of Education (FDOE) Curriculum Frameworks for these training programs require students to demonstrate proficiency in specific skills through practical, hands-on training. The training simulation technology system will significantly improve the quality and effectiveness of instruction in these critical homeland security areas.

F. Does this proposal support a program(s) that will not exclude unemployed or underemployed individuals?



Yes No

G. Describe how this proposal will promote economic opportunity by enhancing workforce training. Please include the number of jobs anticipated to be created from the proposed training. Further, please include the economic impact on the community, region, or state and the associated metrics used to measure the success of the proposed training.

This proposal will promote economic opportunity by enhancing workforce training in homeland security/defense sector professions. IPS basic training programs will be improved by the inclusion of the training simulation technology system. These critically important programs graduate approximately 235 professionals per year to enter the workforce in homeland security and public safety careers as well as providing training for current professionals from over 50 agencies.

The high demand occupation positions supported by these programs are Corrections Officers and Jailers (SOC Code 333012) and Police and Sheriff's Patrol Officers (SOC Code 333051) as well as other critical law enforcement positions. Thousands of current local, state, and federal public safety and homeland security personnel participate in advanced, specialized, and in-service training opportunities each year at IPS to enhance their knowledge, skills, and abilities, as well as to advance their careers through promotions to higher-level positions. All of these activities have a positive economic impact on the community, the region, and the state.

SF will continue to track and report enrollment and completion data to the Florida Department of Law Enforcement, FDOE, and other appropriate government agencies regarding IPS programs.

Another area of growth that should produce additional positive economic impact is IPS's partnership with federal law enforcement and homeland security agencies. Over the last two years, IPS has partnered with the Inspector General Criminal Investigator Academy, which is

located at the Federal Law Enforcement Training Center (FLETC), and the U.S. Department of Homeland Security to deliver training to federal agents nationwide and to state and local law enforcement officers employed by agencies within Florida. SF's new training facility that will utilize the proposed technology is a Main Street complex based on similar FLETC training facilities. SF plans to partner with additional FLETC training divisions beginning in 2018. This will increase the number of federal personnel who travel to IPS for training, and likewise the number of state and local



officers from throughout Florida who will enroll in programs co-sponsored with FLETC.

Economic impact will be measured using Emsi, Economic Modeling system, and graduate/employment data tracked by Santa Fe College's Institutional Research Office.

IPS will measure the technical success of programs utilizing the training simulation technology system by employing components of the Kirkpatrick Four Levels of Evaluation Model. This will include Level 1 (Reactions to Training) and Level 2 (Learning) evaluations, and possibly Level 3 (Behavior Transfer) and Level 4 (Results) evaluations. Applying Kirkpatrick Model components will allow IPS staff to assess how participants responded to the training, whether they learned the material, whether they have used it on the job, and if the training had a positive impact on their agencies. Pre- and post-training survey instruments will be used and personal interviews are likely to be conducted.

2. Additional Information:

- A. Is this an expansion of an existing training program? Yes No

If yes, please provide an explanation for how the funds from this grant will be used to enhance the existing program.

The training simulation technology system will expand the Law Enforcement Officer Basic Recruit, Correctional Officer Basic Recruit, Emergency Medical Technician, and Paramedic training programs at IPS. Law enforcement professionals and program students can apply academic credits earned in these training programs to the College's Criminal Justice and EMS Degree Programs. The critical need for Homeland Security and Defense training has never been more urgent. IPS provides training for thousands of current law enforcement and security personnel as well as education of new sworn officers and others. The scenario based training system and the firearms training simulation component will greatly enhance the current programs. Instructors will use real world incidents to prepare Florida's security and law enforcement professionals with the highest level of training to protect our citizens.



B. Does the proposal align with Florida’s Targeted Industries? (View Florida’s [Targeted Industries here.](#))

✓ Yes No

If yes, please indicate the targeted industries with which the proposal aligns.
If no, with which industries does the proposal align?

This proposal aligns with two targeted industries shown in the Enterprise Florida Qualified Targeted Industries for Incentives document, including (1) “Infotech” (Modeling, Simulation, and Training subcategory) and (2) “Homeland Security & Defense” (Simulation & Training subcategory).

C. Does the proposal align with an occupation(s) on the Statewide Demand Occupations List and/or the Regional Demand Occupations List? (View Florida’s [Demand Occupation Lists here.](#))

✓ Yes No

If yes, please indicate the occupation(s) with which the proposal aligns.
If no, with which occupation does the proposal align?

“Police and Sheriff’s Patrol Officers” (SOP code 333051) and “Correctional Officers and Jailers” (SOC code 333012) are on the Florida Statewide Demand Occupations List, as well as the Regional Demand Occupations List for Workforce Development Area #9 (Alachua and Bradford Counties).
Emergency Medical Technicians and Paramedics (as well as students earning certifications in these fields at IPS) also will benefit from the training simulation technology system, but these occupations presently are not shown on the demand lists.

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

If in-person, identify the location(s) (e.g., city, campus, etc.) where the training will be available.

If computer-based, identify the targeted location(s) (e.g. city, county,



statewide) where the training will be available.

Training will be delivered via scenario-based platforms at the College's IPS campus in Gainesville.

E. Indicate the number of anticipated enrolled students and completers.

IPS currently trains approximately 235 students per year to enter the workforce in the homeland and security sectors, as well as thousands of current local, state, and federal public safety and homeland security personnel who participate in advanced, specialized, and in-service training opportunities each year. With the new facility, it is anticipated that there will be a 25 percent annual increase in enrollment in IPS's basic programs over the next two years and a 50 percent annual increase over the next five years. Similar annual increases are also expected in participation in advanced and specialized programs for current public safety personnel, as well as for the use of the facilities for in-service training attended by public safety and homeland security agencies.

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



Begin Date: IPS offers dozens of basic, advanced, and specialized training programs on an ongoing basis each year, beginning dates vary.

End Date: IPS offers dozens of basic, advanced, and specialized training programs on an ongoing basis each year, ending dates vary.

G. Describe the plan to support the sustainability of the proposal.

The training simulation technology system will be incorporated into current training systems at IPS. The IPS Director has operated similar training technology systems while serving as an instructor and program manager at Federal Law Enforcement Training Center, and can facilitate familiarization and training. IPS staff will complete the "Roleplay Scenarios for Facilitative Learning" course, a training program that is offered through the Florida Criminal Justice Standards and Training Commission. (IPS staff co-authored this course with Florida Department of Law Enforcement curriculum designers.) Santa Fe College IPS administration and faculty will continue to work closely with local law enforcement and EMS agencies, non-sworn community members, nonprofit organizations, social service providers, private businesses, and IPS staff to ensure that the training simulation technology system facilitates the achievement of our mission and goals.

H. Identify any certifications, degrees, etc. that will result from the completion of the program. Please include the Classification of Instructional Programs (CIP) code if applicable.

Law Enforcement Officer Basic Recruit Certificate (CIP code 43.0107); Correctional Officer Basic Recruit Certificate (CIP code 43.0102); Emergency Medical Technician Certificate (CIP code 51.0904); Paramedic Certificate (CIP code: 51.0904).

I. Does this project have a local match amount?

Yes No

If yes, please describe the entity providing the match and the amount.

Santa Fe College will provide the match in salary/benefits for the following full-time staff:

IPS EMS Program Laboratory Coordinator - 6 hrs/week - 15% of time = \$10,162

IPS Basic Recruit Class Coordinator - 4 hrs/week - 10% of time = \$9,634



IPS Associate Director - 4 hrs/week - 10% of time = \$7,167

IPS Director - 2 hrs/week - 5% = \$4,870

IPS Associate Director - 1 hr/week - 2.5% of time = \$2,541

IPS Administrative Assistant - 1 hr/week - 2.5% of time = \$1,126

1st EMS Professor - 1 hr/week - 2.5% of time = \$1,966

2nd EMS Professor - 1 hr/week - 2.5% of time = \$1,990

IPS Adv. & Specialized LE Training Coordinator - 0.5 hr/week - 1.25% of time = \$2,928

SF Information Technology Specialist - 0.5 hr/week - 1.25% of time = \$743

IPS Business Manager - 0.5 hr/week - 1.25% of time = \$901

Total estimated salary/benefits match = \$44,028

These faculty and staff work full time at IPS. The percentage of salary included is for match purposes.

J. Provide any additional information or attachments to be considered for the proposal.

IPS typically trains personnel representing about 50-60 local, state, and federal law enforcement agencies per year. Shown below are examples:

1. Alachua County Sheriff's Office
2. City of Alachua Police Department
3. Baker County Sheriff's Office
4. Bradford County Sheriff's Office
5. Cedar Key Police Department
6. Chiefland Police Department
7. Clay County Sheriff's Office
8. Columbia County Sheriff's Office



9. Daytona Beach Police Department
10. Daytona Beach Shores Public Safety Department
11. Dixie County Sheriff's Office
12. Federal Law Enforcement Training Center
13. Florida Department of Agriculture & Consumer Services
14. Florida Department of Corrections
15. Florida Fish and Wildlife Commission
16. Florida Gateway College Police Academy
17. Florida Highway Patrol
18. Gainesville Police Department
19. Gilchrist County Sheriff's Office
20. Hamilton County Sheriff's Office
21. High Springs Police Department
22. Jacksonville Sheriff's Office
23. Lady Lake Police Department
24. Lake City Police Department
25. Lawtey Police Department
26. Levy County Sheriff's Office
27. Madison County Sheriff's Office
28. North Florida Evaluation & Treatment Center
29. Ocala Police Department
30. Office of the State Attorney
31. Orange Park Police Department



32. Osceola County Sheriff's Office
33. Putnam County Sheriff's Office
34. Santa Fe College Police Department
35. Starke Police Department
36. Suwannee County Sheriff's Office
37. Treasure Island Police Department
38. Trenton Police Department
39. Union County Sheriff's Office
40. U.S. Air Force Office of Special Investigations
41. U.S. Department of Agriculture Office of Inspector General (OIG)
42. U.S. Department of Commerce OIG
43. U.S. Department of Health & Human Services OIG
44. U.S. Department of Homeland Security OIG
45. U.S. Department of Justice OIG
46. U.S. Department of Labor OIG
47. U.S. Department of State OIG
48. U.S. Department of Transportation OIG
49. U.S. Department of Veteran Affairs Police Department
50. U.S. Drug Enforcement Administration
51. U.S. Environmental Protection Agency OIG
52. U.S. General Services Administration OIG
53. U.S. Inspector General Criminal Investigator Academy
54. U.S. Marshal's Service/Federal Court Security



- 55. U.S. Social Security Administration OIG
- 56. University of Florida Police Department
- 57. Williston Police Department
- 58. Winter Haven Police Department

3. Program Budget

Estimated Costs and Sources of Funding: Include all applicable workforce training costs and other funding sources available to support the proposal.

A. Workforce Training Project Costs:

Equipment	<u>\$ 592,325</u>	
Personnel	<u>\$ 44,028</u>	
Facilities	<u>\$ 0</u>	
Tuition	<u>\$ 0</u>	
Training Materials	<u>0</u>	
Other	<u>\$ 1,739</u>	Please Specify: camera licenses
Total Project Costs	<u>\$ 638,092</u>	

B. Other Workforce Training Project Funding Sources:

City/County	<u>\$ 0</u>	
Private Sources	<u>\$ 0</u>	
Other (grants, etc.)	<u>\$ 44,028</u>	Please Specify: Santa Fe College Budget
Total Other Funding	<u>\$ 44,028</u>	
Total Amount Requested	<u>\$ 594,064</u>	

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



- C. Provide a detailed budget narrative, including the timing and steps necessary to obtain the funding, how equipment purchases will be associated with the training program, if applicable, and any other pertinent budget-related information.

Cabling Infrastructure:	\$ 38,000
Control Room Hardware & Software:	\$ 68,881
Main System Components:	\$ 289,444
Camera Licenses:	\$ 1,739
Firearms Training Simulation Component:	\$196,000
Total Project Costs:	\$ 594,064

Costs for Control Room Hardware & Software, Main System Components, and Camera Licenses are actual figures as determined through a competitive bid process in April 2017 with bids from three firms. The Cabling Infrastructure cost is estimated. Discussion with FTS vendors disclosed that the total cost for the FTS component will be about \$196,000.

Immediately upon receipt of funding, the cabling infrastructure work will be undertaken and should be completed within 30 to 45 days. Following completion of the infrastructure work, approximately 30 days will be needed to install the remainder of the systems components. We anticipate that the first training classes could begin within 90 days from receipt of funding.

4. Approvals and Authority

- A. If entity is awarded grant funds based on this proposal, what approvals must be obtained before it can execute a grant agreement with the Florida Department of Economic Opportunity (e.g., approval of a board, commission or council)?

The proposal must be approved by the SF Board of Trustees. This proposal will be submitted to the Board of Trustees for approval at the September 19, 2017 meeting. A copy of this approval will be available to Florida Department of Economic Opportunity.



B. If approval of a board, commission, council or other group is needed prior to execution of an agreement between the entity and the Florida Department of Economic Opportunity:

- i. Provide the schedule of upcoming meetings for the group for a period of at least six months.

SF Board of Trustees meetings are scheduled for the following dates:

September 19, 2017; October 17, 2017; November 14, 2017; January 16, 2018; February 20, 2018; April 17, 2018; May 15, 2018; June 19, 2018; July 17, 2018.

- ii. State whether that group can hold special meetings, and if so, upon how many days' notice.

Special meetings of the Board can be called at any time by the Chairperson, or by the SF President, or by a majority of the Board. Except in the case of emergency meetings, seven days' notice is required (see Section 120.525 of the Florida Statutes).

C. Attach evidence that the undersigned has all necessary authority to execute this proposal on behalf of the entity. 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.



I, the undersigned, do hereby certify that I have express authority to sign this proposal on behalf of the above-described entity.

Name of Entity: Santa Fe College

Name and Title of Authorized Representative: Charles W. Clemons, Sr.
Vice President for Advancement

Representative Signature: _____

Signature Date: _____