

ATTACHMENT 1

Attachment 1: Narrative Response to application questions

1. PROGRAM REQUIREMENTS

A. PROVIDE THE TITLE AND DETAILED DESCRIPTION OF THE PROPOSED WORKFORCE TRAINING:

Introduction:

Polk State College, the Suncoast Utilities Construction Association, key businesses and business leaders, and CAAM, a multi-college training alliance led by Polk State, have formed a unique and lasting partnership to address critical workforce skills gaps in infrastructure construction and facilitate a new approach to connect unemployed and underemployed workers, including recent high school graduates, with a blended work/training pathway to fast-track students' careers in infrastructure construction.

The Central Florida **Infrastructure Construction Training Consortium (ICTC)** seeks to utilize the Florida Job Growth program to create a workforce training and job creation program that integrates regional economic and workforce development to improve the skills and employment of individuals and in turn, foster a business growth climate that offers more opportunities for all members of the community.

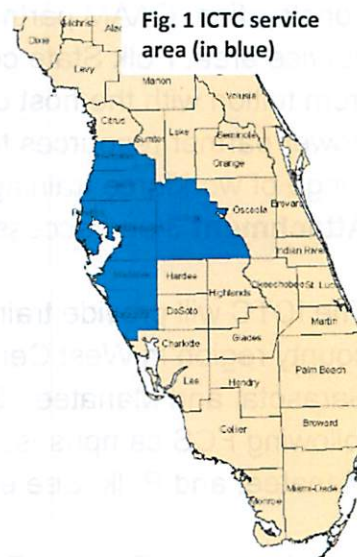


Fig. 1 ICTC service area (in blue)

The Partners and Service Area:

Polk State College is one of twenty-eight public colleges making up the Florida College System (FCS). Polk State's Corporate College, the continuing education and training division at Polk State, provides non-credit workforce training to 8,000 plus individuals each year. The workforce training aligns with nationally recognized industry certifications that articulate to college credits where appropriate to give interested trainees a jumpstart on earning a college degree.

The Suncoast Utilities Construction Association (SUCA) is a trade association representing over 100 businesses in the underground infrastructure construction industry. Companies in this industry construct and maintain Florida's water, sewer, gas, electric, and telecommunications underground infrastructure as well as excavation and construction site development. SUCA is one of six regional chapters of the National Utilities Contractors Association of Florida whose membership stands at 450 businesses statewide. SUCA's region is West Central Florida. See **Attachment 6** for letter of commitment.

Business partners include Vogel Brothers Building Co., Nelson Construction, Kearney Companies, Pepper Contracting Services, Ripa Associations Civil Contractors, Kamming and Roodvoets, Primoris Distribution Services, Dallas 1 Corporation, and Burgess Civil. See **Attachment 6** for letters of commitment.

CAAM (the College Alliance for Advanced Manufacturing) is a training alliance of FCS institutions in central Florida led by the Polk State Corporate College (Polk State CC). CAAM makes it simple and cost effective for the continuing education and training departments (sometimes referred to as corporate or community training) at partner institutions to provide a broader array of specialized industrial training to meet regional employers' workforce needs; training that they may otherwise not provide.

Through CAAM agreements with each partner institution, Polk State CC identifies and organizes training resources and provides single-point-of-contact access for specialized industrial training in advanced manufacturing, utilities, and now infrastructure construction. CAAM partner colleges host training at their facilities for employers in their service area. Polk State covers the costs of instruction and then shares net revenue from tuition with the host college. In short, the CAAM agreements allow Polk State's power partner resources to leverage assets so the CAAM colleges can offer a broader range of workforce training options. More information about CAAM can be found in **Attachment 3** and accessed at <https://www.polk.edu/corporate-college/caam/>.

The ICTC will provide training for infrastructure construction employers in a seven-county region in West Central Florida: Polk, Hernando, Pasco, Pinellas, Hillsborough, Sarasota, and Manatee. See Figure 1 on page one. Training will be held at the following FCS campuses: St. Petersburg, Hillsborough, Pasco-Hernando, Sarasota-Manatee, and Polk. See executed CAAM agreements in **Attachment 5**.

The Workforce Training Program

SUCA approached Polk State in early 2017 because their member businesses were facing critical workforce shortages; workers and job applicants did not have the skills they needed to do the work. The workforce shortages and skills gaps not only negatively impacted the ability to fill job openings but it was a significant obstacle to business expansion. To address this issue, Polk State Corporate College worked with SUCA's Education Committee to develop an Infrastructure Construction training program.

Based on the Florida Statewide Demand Occupations List, this workforce skills gap is not unique to West Central Florida. ICTC is aligned with five of the occupations on the Statewide Demand List: Operating Engineers/Construction Equipment Operators (SOC 47.2073), Cement Masons and Concrete Finishers (SOC 47.2051), First Line Supervisors

of Construction and Extraction Workers (SOC 47.1011), Construction and Building Inspectors (SOC 47.4011), and Construction Managers (11-9021). Since the beginning of 2017 there have been 3,440 unique job openings in the demand occupations and the occupational forecast shows that in the next five years there will be a 2.4% increase, with 536 new jobs. (EMSI Analyst). Over this same time period the Infrastructure Construction industry will add over 800 new jobs in West Central Florida. (EMSI- Economic Modeling Specialists International, Analyst Industry Report accessed 8/7/17). With over 9 billion dollars of construction projects planned for Central Florida in the next few years, the need for skilled workers in infrastructure construction will only increase.

The proposed Infrastructure Construction (IC) curriculum and blended work-training program model was developed by the SUCA Education Committee and Polk State Corporate College. It was adopted by SUCA earlier this summer and NUCA of Florida endorsed the program at their statewide conference July 2017.

The training is appropriate for recent high school graduates and unemployed or underemployed novices with no construction experience as well as incumbents who need upskills training or who have experience but no industry credentials. Acceleration options are available for experienced workers.

The most unique feature of the workforce training project is that SUCA member companies have agreed to select and hire workers pre-training and once hired, participants will attend training two days a week and work three days a week until training has been completed, after which the successful participants will begin to work fulltime. Each cohort will be limited to twenty students. Polk State and SUCA will develop an initial competency assessment for prospective participants. The assessment will be designed to help determine suitability, dependability, experience, and soft skills understanding.

The IC curriculum is designed in four modules, each aligned with multiple nationally recognized industry certifications from NCCER (National Center for Construction Education and Research) as well as safety certifications. Each module can be offered as a stand-alone training program and individual components within modules can be mixed and matched for ultimate customization to address local workforce skill gaps. IC can also be adapted to align with the Florida Construction Craft Laborer Registered Apprenticeship requirements. ICTC will seek to develop articulation agreements with other FCS institutions to award college credit for appropriate industry certifications.

The entire program is 904 training hours and can be completed in less than a year. By the end of the year-long workforce training program, completers will have clocked nearly 1,200 hours of work experience and earned nine nationally recognized industry

certifications. See **Attachment 2: Infrastructure Construction Competencies and Industry Certifications.**

Training will be delivered through the continuing training and education divisions of five FCS institutions: Polk State College, Hillsborough Community College, State College of Florida Sarasota/Manatee, Pasco-Hernando State College, and St. Petersburg College.

ICTC will reach out to local Career Source organizations and high school career academies in seeking candidates for the program, as well as referrals through existing programs, press releases, marketing initiatives through regional channels, and word of mouth communication. While the ultimate goal is to recruit unemployed individuals seeking new career options, the initial training cohorts will include some incumbents or recently hired employees to obtain critical mass.

Timeline:

Task	Month/Year by Quarter				
	10/17	1/18	4/18	7/18	10/18
Kick off meeting with ICTC Advisory Board	x				
Kick off meeting(s) with CAAM partners	x				
Finalized training schedule	x				
Develop pre-training assessment, surveys	x				
Order equipment and training materials	x				
Outreach to participants	x				
ICTC Advisory Board Meetings	x	x	x	x	x
Launch IC training at each site		x			
Surveys to employers, instructors and students			x		x
Final Report					x

B. DESCRIBE HOW THIS PROPOSAL SUPPORTS PROGRAMS AT STATE COLLEGES OR STATE TECHNICAL CENTERS

The ICTC project gives state colleges the ability to provide a broad array of specialized high-quality infrastructure construction training to meet regional workforce needs. Articulation agreements will provide on-ramps to two-year workforce degree programs. The ICTC will work with high school career academies and adult education technical training programs to grow a training/education pipeline to meet infrastructure construction industry workforce needs across the ICTC service area, increasing the number of students served at the ICTC colleges and building each college's training capacity. Further, the ICTC represents a new way to connect unemployed and underemployed

workers, including recent high school graduates, with a work/training pathway aligned with industry certifications and work experience to fast-track their career in infrastructure construction.

C. DESCRIBE HOW THIS PROPOSAL PROVIDES PARTICIPANTS TRANSFERABLE, SUSTAINABLE WORKFORCE SKILLS APPLICABLE TO MORE THAN A SINGLE EMPLOYER.

The IC workforce training curriculum is aligned with nine nationally recognized industry certifications. Each industry certification evidences the holder's competency related to specific skill sets transferrable to a broad range of employers in the infrastructure construction industry, as well as employers in other construction and related industries. Participants earn the certifications through knowledge and performance-based exams proctored by certified personnel at approved testing sites. Students will have the opportunity to earn the following industry credentials:

- NCCER (National Center for Construction Education and Research) Core Card (prerequisite for all other NCCER certifications)
- NCCER Construction Craft Laborer Level 1
- NCCER Construction Craft Laborer Level 2
- NCCER Pipe Fitter 1
- NCCER Pipe Layer 1
- NCCER Heavy Highway Construction Level 1
- NCCER Heavy Highway Construction Level 2
- OSHA 10
- CPR and First Aid Card

D. DOES THIS PROPOSAL SUPPORT A PROGRAM THAT IS OFFERED TO THE PUBLIC?

This program **will be** offered to the public. Any individual can apply to participate in the program.

E. DESCRIBE HOW THE PROPOSAL IS BASED ON CRITERIA ESTABLISHED BY THE STATE COLLEGES AND STATE TECHNICAL CENTERS.

The IC program was developed by Polk State College based on criteria regularly used to develop workforce training programs, namely that it addresses an identified workforce need, has industry support, was developed with industry input, and is aligned with nationally recognized portable industry certifications sought after by employers in the region.

F. DOES THIS PROPOSAL SUPPORT A PROGRAM THAT WILL NOT EXCLUDE UNEMPLOYED OR UNDEREMPLOYED INDIVIDUALS

This project **will not** exclude unemployed or underemployed individuals. Any individual can apply to participate in the program.

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 PROGRAM.

Enhancing workforce training in underground infrastructure construction, excavation, and construction site development industries will promote economic opportunity by immediately creating 100 new jobs, costing the State of Florida just over \$5,545 per job. The average annual salary of workers in the infrastructure construction industry in the region is \$58,713 (2016, EMSI- Economic Modeling Specialists International, Analyst Industry Report accessed 8/7/17). The ICTC will allow infrastructure construction businesses to expand, develop local talent, and ensure that Florida workers provide the infrastructure construction work necessary for Florida's growing economy.

In the ICTC service area there are 968 businesses in the infrastructure construction industry. The ICTC workforce training program will directly benefit these businesses. Statewide there are 4,723 infrastructure construction businesses. Given NUCA of Florida's endorsement of the IC program, in upcoming years the training program has the potential to be scaled throughout the state to make an even greater economic impact.

In 2016, Infrastructure Construction companies in the ICTC service region purchased goods and services from other businesses totaling over 1.1 billion dollars, over half of which came from businesses in the region. The total 2016 in-region supply chain purchases in 2016 was \$588,329,502. (EMSI Analyst accessed 8/7/17). For every one job created in the infrastructure construction industry an additional job will be created; this multiplier effect will result in a total of 200 new jobs. Expansion of this industry will support new infrastructure construction projects by ensuring these projects are undertaken by Florida companies using Florida workers. Additionally the IC program pairs infrastructure improvements with job creation, linking two of the Governor's highest priorities.

To determine if the IC program is effective, the ICTC Program Coordinator will collaborate with colleges in the CAAM alliance, an ICTC Industry Advisory Board, employer *partners*, and IC instructors. During the grant period, instructors will provide a survey instrument to

the students and employers at the end of each of the four modules to obtain qualitative data. The survey to participants will address outcome perceptions and how the training has prepared them for specific on the job responsibilities, as well as overall training satisfaction. The survey to employers will address their perceptions of how the curriculum meets the needs of trainees and attains the goals of satisfactory workforce preparation and workplace performance. The results will be used to improve the program. The results of student competency assessments and written exams will represent the quantitative data. At the conclusion of the project year, the Program Coordinator will prepare a final report collating data from the CAAM partners, employers and participants to be submitted 60 days after the end of the grant period. Outcome Measurements:

- New jobs created
- Number of participants working fulltime at end of grant period
- Competency assessments per certification
- Employer feedback from pre and post training of each module
- Pay increases per module completion as reported by employers
- Retention of participants through the completion of each module
- Using a Likert Scale, students rate their satisfaction of the training and curriculum, instructor engagement, and knowledge

2. ADDITIONAL INFORMATION

A. IS THIS AN EXPANSION OF AN EXISTING TRAINING PROGRAM

This is not an expansion of an existing training program. While the curriculum and program model were developed and finalized with industry partners in July, 2017, this program has not yet been launched.

B. DOES THIS PROPOSAL ALIGN WITH FLORIDA'S TARGETED INDUSTRIES

The proposed workforce training and job creation program aligns with the infrastructure construction industry made up of the following sectors:

- NAICS 23-7110: Water and Sewer Line and Related Structures Construction
- NAICS 23-7120: Oil and Gas Pipeline and Related Structures Construction
- NAICS 23-7130: Power and Communication Line and Related Structures Construction
- NAICS 23-7310: Highway, Street, and Bridge Construction
- NAICS 23-7990: Other Heavy and Civil Engineering Construction
- NAICS 23-8919: Site Preparation Contractors

C. DOES THE PROPOSAL ALIGN WITH AN OCCUPATION ON THE STATEWIDE DEMAND OCCUPATIONS LIST AND/OR THE REGIONAL DEMAND OCCUPATIONS LIST

Demand Occupations: The proposed program aligns with five occupations on the Statewide Demand Occupations List:

- Operating Engineers/Construction Equipment Operators- SOC 472073
- Cement Masons and Concrete Finishers- SOC 462051
- First Line Supervisors of Construction and Extraction Workers- SOC 471011
- Construction and Building Inspectors- SOC 474011
- Construction Managers- SOC 119021

D. INDICATE HOW THE TRAINING WILL BE DELIVERED

Training sites: Through CAAM, Infrastructure Construction training will be delivered in-person on five Florida College campuses (referred to as host or training sites):

- Polk State College (Winter Haven)
- St. Petersburg College (St. Petersburg)
- Hillsborough Community College (Tampa)
- Pasco/Hernando State College (New Port Richey), and
- State College of Florida, Manatee-Sarasota (Bradenton)

E. INDICATE THE NUMBER OF ANTICIPATED ENROLLED STUDENTS AND COMPLETERS

Given the work/training program design and based on Polk State CC's experience, we anticipate a 90% completion rate; 100 students will be enrolled and at least 90 will complete the program and begin fulltime employment.

F. INDICATE THE LENGTH OF PROGRAM

Begin Date: October, 2017 End Date: December, 2018

G. DESCRIBE THE PLAN TO SUPPORT THE SUSTAINABILITY OF THE PROGRAM.

The ICTC workforce training program will be sustained in six ways:

1. SUCA and its member businesses have identified this as a priority need and expressed a willingness to sponsor all of the participant training costs after the grant period.
2. Residual tuition revenue remaining after the grant period will be used to provide partial scholarships in subsequent years.
3. The plan is to scale the program throughout Florida within the next five years.
4. Only 10% of the 968 businesses in the ICTC service area can be served in the first year, strongly suggesting an ongoing need for the IC training program.

5. Polk State College will help new business partners seek Florida Flex grants and other economic development incentives to increase their workforce.
6. Equipment and non-recurring materials costs are covered with initial grant funds, positioning each training site to continue to provide the IC training beyond the grant period.

H. IDENTIFY ANY CERTIFICATIONS, DEGREES, ETC. THAT WILL RESULT FROM THE COMPLETION OF THE PROGRAM.

- NCCER (National Center for Construction Education and Research) Core Card (prerequisite for all other NCCER certifications)
- NCCER Construction Craft Laborer Level 1
- NCCER Construction Craft Laborer Level 2
- NCCER Pipe Fitter 1
- NCCER Pipe Layer 1
- NCCER Heavy Highway Construction Level 1
- NCCER Heavy Highway Construction Level 2
- OSHA 10
- CPR and First Aid Card

I. DOES THIS PROJECT HAVE A LOCAL MATCH AMOUNT? YES

IF YES, PLEASE DESCRIBE THE ENTITY PROVIDING THE MATCH AND THE AMOUNT:

Total match: \$618,660

SUCA business members sponsoring a trainee will pay 60% of tuition. Tuition is \$10,000 including exam fees. 100 students multiplied by \$6,000 per student (60% of tuition) = **\$600,000**

Employer partners associated with each CAAM training site will allow ICTC to use the following list of equipment needed for training purposes: Rental value of equipment is \$1,600 per training site multiplied by five sites = **\$8,000**

- Aerial lift
- Rough terrain forklift
- Concrete saw

Subject matter experts (SME) from SUCA will serve on the ICTC Advisory Board and as guest lecturers/trainers for relevant portions of the training program.

- Advisory Board: **\$4,160**
 - Estimated number of hours: 8

- Number of representatives: 8
- Average hourly wage: \$65
- SME lecturers/trainers: **\$6,500**
 - Estimated number per site: 4
 - Estimated number of hours each: 4
 - Number of sites: 5
 - Average hourly wage: \$65

J. PROVIDE ANY ADDITIONAL INFORMATION OR ATTACHMENTS TO BE CONSIDERED FOR THE PROPOSAL:

Polk State College is submitting the following attachments to supplement the signed grant application:

- **Attachment 1:** The narrative response to the application questions (this document)
- **Attachment 2:** Infrastructure Construction Competencies and Certifications List
- **Attachment 3:** CAAM information
- **Attachment 4:** Polk State College Rule 1.09: Authority to Sign Contracts
- **Attachment 5:** CAAM Agreements
- **Attachment 6:** Commitment Letters

3. PROGRAM BUDGET

SECTIONS A & B: See application form.

C. DETAILED BUDGET NARRATIVE

Training Equipment: \$292,300

Training equipment to be purchased with grant funds for each training site:

These items are non-consumables and once purchased, can be used to provide IC training after the grant period.

Item	Quantity	Purchase Cost	Extended Price
Oxygen Fuel Cutting System With Tanks	3	\$800	\$2,400
Air Monitoring Equipment 4 Gas Meter	2	\$1,500	\$3,000
Pipe laser	1	\$4,100	\$4,100
Engine-Driven Welding machine and accessories	2	\$3,100	\$6,200
Electric Welder	3	\$2,000	\$6,000
Generator	1	\$1,000	\$1,000

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Geared Threader and Accessories	1	\$4,000	\$4,000
Scaffold tower, 10 ft	1	\$900	\$900
Platform ladder	1	\$400	\$800
Lockout/Tagout Demonstrator	1	\$300	\$300
Framing nailer, full rnd, 30 deg paper	2	\$322	\$644
Stepladder, fiberglass, 8 ft.	2	\$132	\$264
Stepladder, fiberglass, 10 foot, 300 lbs cap	2	\$192	\$384
Extension ladder, fiberglass, 28 ft.	2	\$366	\$732
Stepladder, fiberglass, 6 ft, 300 lbs cap	2	\$100	\$200
Circular saw, 7 ¼ inch	4	\$150	\$600
Cordless drill/driver kit, 18 v	4	\$200	\$800
Hammer drill ½ inch	4	\$119	\$238
Hammers, various types	1	\$200	\$200
Hand saws, various sizes and types	1	\$300	\$300
Electric air compressor, portable	1	\$450	\$450
Power Miter Saw, 12 inch	2	\$425	\$850
Scaffold tower, 10 ft	1	\$900	\$900
Portable scaffold 4 ft steel	2	\$200	\$400
Protecta harness and lanyard kit, unv. 310 lbs	5	\$104	\$520
Sawhorse 22 ½ x 5 x 32	6	\$60	\$240
Industrial vacuum with two stage motor	2	\$269	\$538
Extension cord, 50 feet, 12/3	4	\$50	\$200
Extension cord 100' 12/3	2	\$100	\$200
Hand excavating tools	1	\$400	\$400
Black poly mortar box	1	\$400	\$400
Calculators (construction)	20	\$50	\$1,000
Assorted levels	1	\$600	\$600
Sieve filter	5	\$65	\$325
Slump cone mold and scoop	5	\$60	\$300
Tamping rod	5	\$15	\$75
Concrete buggies	2	\$200	\$400
Concrete finishing tools	2	\$300	\$600
Rebar cutting and bending tools	2	\$400	\$800
Orange traffic cones	10	\$20	\$200
Mobile radio	4	\$300	\$1,200
Assorted diameters of pipe	1	\$50	\$50
Chain vises	2	\$300	\$600
Yoke vises	2	\$300	\$600

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Strap vises	2	\$300	\$600
Various jacks, stands, rollers, and supports	1	\$900	\$900
Straight pipe wrenches	2	\$200	\$600
Offset pipe wrenches	2	\$75	\$150
Compound leverage wrenches	1	\$350	\$350
Strap wrench	2	\$35	\$70
Chain wrench	2	\$75	\$150
Framing squares	5	\$20	\$100
Pipefitter's squares	5	\$60	\$300
Combination tri squares	10	\$10	\$100
Center finders	10	\$20	\$200
Straight butt welding clamps	2	\$100	\$200
Flange welding clamps	2	\$200	\$400
T-joint welding clamps	2	\$40	\$80
Elbow welding clamps	2	\$40	\$80
Surveying equipment	1	\$1,000	\$1,000
Grinder 4 ½ inch	4	\$80	\$320
Assorted mechanical joint and pipe parts	1	\$400	\$400
Assorted pipe and fitting alignment tools	1	\$850	\$850
Rigging hooks / eyebolts/ straps (demonstration kit)	1	\$1,400	\$1,400
Hot mix hand tools	1	\$400	\$400
Miscellaneous welding supplies	1	\$1,800	\$1,800
CPR first aid training supplies, trainer mannequins, training defibrillator	1	\$1,500	\$1,500
Total each training site			\$56,860
TOTAL all sites			\$284,300

Training equipment for in-seat time operating heavy equipment. In-kind match from business partners. The estimated value of this in-kind match is based on the weekly rental rate in central Florida.

Item	Weeks	Rental Rate per Week	Extended Price
Aerial lift Rental	1	\$400	\$400
Rough terrain forklift rental	1	\$900	\$900
Concrete Saw	1	\$300	\$300
Total per site			\$1,600
Total for five sites			\$8,000

Personnel: \$104,632

Program Coordinator: Full time position for one year to manage multi-county training project: \$47,432 salary and \$16,621 fringe

Program Assistant: Full time position for one year for administrative assistance and data collection duties: \$27,175 salary and \$13,404 fringe

Fringe includes: Social Security (6.2%), Medicare (1.45%), Florida Retirement System (7.52%), Health, Dental, Life and Disability Insurance (rates vary based on options)

Tuition: \$1,000,000

100 students @ \$10,000 tuition per student, including exam fees. Florida Job Growth Funds will be used to cover 40% of tuition and SUCA businesses sponsoring trainees will cover the other 60%.

Cost share:

SUCA member employer sponsors: \$6,000 per student

FL Job Growth Funds grant: \$4,000 per student

Employers will pay 60% of tuition quarterly through Polk State College's Higher Reach online training registration and payment system. Polk State College will hosting colleges 25% of net revenue.

Training Supplies: \$47,020

1. Consumable training supplies

Item	Quantity	Cost	Extended Price
Spade Bit Set	4	\$15	\$60
Masonry Bit Set	4	\$30	\$120
Assorted Wood Drill Bit Sets	4	\$60	\$240
Lumber Assorted Types and Sizes	1	\$1,000	\$1,000
Plywood	1	\$500	\$500
Concrete Mix / Sand	1	\$400	\$400
Assorted Fasteners / Hard Ware /Blades	1	\$500	\$500
Pipe and Fittings Assorted Types and Sizes	1	\$900	\$900
Rebar and Accessories Items	1	\$400	\$400
Welded-wire fabric	1	\$200	\$200

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Hearing Protection	1	\$60	\$60
Carbon steel plate (≥ 1/4" or 6 mm thick)	1	\$300	\$300
Conduit	1	\$100	\$100
Thread cutting oil	1	\$100	\$100
Copy and Print Budget	1	\$500	\$500
Total			\$5,380.00

2. Student Issued Tools, 20 students per cohort

Item	Quantity	Price	Cost
Rip Claw Hammer, 16 oz.	20	\$30.53	\$610.60
Hard Hat Slotted, 4 Rtcht, White	20	\$12.00	\$240.00
Tape Measure, 1 ¼ inch x 25 feet	20	\$16.22	\$324.40
Safety Glasses	20	\$5.99	\$119.80
Anti-Vibration Gloves	20	\$14.31	\$286.20
Tool Pouch, 46 inches, 6 pockets	20	\$25.00	\$500.00
Total per cohort			\$2,081.00
Total all cohorts			\$10,405

Other: \$54,016

Guest Instructors: \$6,500

Subject Matter Experts (SMEs) with experience in the field will provide specialized instruction, 5 SMEs each teach one session per site, 4 hours per session, \$65 per hour, 5 sites (match)

Advisory Board: \$4,160

SUCA representatives to review curriculum, project implementation, and evaluation, 8 representatives, 8 hours each, \$65 per hour (match)

Travel: \$1,068

200 miles per month @ .445 per mile for Program Coordinator

Administrative Costs: \$41,626

5% of direct costs for administrative and fiscal oversight

Total Cost of Workforce Training Program: \$1,497,931

Total Match: (41%) \$ 618,660

FLORIDA JOB GROWTH FUND GRANT REQUEST: \$ 887,271