

## 2018-2019 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. If additional space is needed, attach a word document with your entire answer.

### Entity Information

Name of Entity: ICTC Governing Board dba American Manufacturing Skills Initiative – AmSkills

Federal Employer Identification Number (if applicable): [REDACTED]

Primary Contact Name: Thomas A. Mudano

Title: Executive Director

Mailing Address: 7825 Campus Drive, Building 6

New Port Richey, FL 34653

Phone Number: 727-301-1282 ext. 122

Email: TMudano@AmSkills.org

Secondary Contact Name: Christine Whelan (CWhelan@AmSkills.org)

Title: Bookkeeper

Phone Number: 727-301-1282 ext. 128

### Workforce Training Grant Eligibility

Pursuant to 228.101, 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:

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

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.

See attached for detailed description

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

See attached for detailed description

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

See attached for detailed description

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- D.** Describe how this proposal supports a program(s) that is offered to the public?

See attached for detailed description

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

See attached for detailed description

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

Yes

No

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See attached for detailed description

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- G. Describe how this proposal will promote economic opportunity by enhancing workforce training. Please include the number of program completers 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.

See attached for detailed description

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**2. Additional Information:**

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

- 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.

See attached for detailed description

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- B. Does the proposal align with Florida's Targeted Industries?  Yes  No  
 (View Florida's Targeted Industries here.)  
 If yes, please indicate the specific targeted industries with which the proposal aligns.  
 If no, with which industries does the proposal align?

See attached for detailed description

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- 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 Occupations List here.)  Yes  No

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

See attached for detailed description

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- 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.

See attached for detailed description

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- E.** Indicate the number of anticipated annual enrolled students and completers in the proposed program.

See attached for detailed description

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

Begin Date: <sup>attached</sup> \_\_\_\_\_

End Date: <sup>attached</sup> \_\_\_\_\_

See attached for detailed description

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- G.** Describe the plan to support the sustainability of the program after grant completion.

See attached for detailed description

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- H.** Identify any certifications, degrees, etc. that will result from the completion of the program. Please include the Classification of Instructional Programs (CIP) code and the percent of completer in each code, corresponding with Section E.

See attached for detailed description

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- I.** Does this project have a local match amount?

Yes       No

If yes, please describe the entity providing the match and the amount (Do not include in-kind).

See attached for detailed description

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- J. Provide any additional information or attachments to be considered for the proposal.  
 See attached for detailed description

### 3. Program Budget

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

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

1.) **Total Amount Requested**      \$ 850,000  
 Florida Job Growth Grant Fund \_\_\_\_\_

2.) Other Workforce Training Project Funding Sources:

City/County                              \$ 175,000 \_\_\_\_\_  
 Private Sources                         \$ 49,300 \_\_\_\_\_

Other (grants, etc.)                     \$ NA \_\_\_\_\_  
 Total Other Funding                    \$ 224,300 \_\_\_\_\_

Please Specify: \_\_\_\_\_

3.) Workforce Training Project Costs:

Equipment                                \$ 304,538 \_\_\_\_\_  
 Personnel                                 \$ 503,060 \_\_\_\_\_  
 Facilities                                 \$ 111,982 \_\_\_\_\_  
 Tuition                                     \$ 96,000 \_\_\_\_\_  
 Training Materials                      \$ 58,720 \_\_\_\_\_

Other                                        \$ NA \_\_\_\_\_  
**Total Project Costs**                    \$ 1,074,300 \_\_\_\_\_

Please Specify: \_\_\_\_\_

**Note:** The total amount of the project should equal the total amount requested plus the total other funding.

- 4.) 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.

See attached for detailed description

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#### 4. Approvals and Authority

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

- 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)?

See attached for detailed description

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- 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.
- ii. State whether entity is willing and able to hold special meetings, and if so, upon how many days' notice.

See attached for detailed description

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- 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.

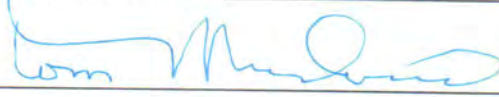
See attached for detailed description

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I, the undersigned, do hereby certify that I have express authority to sign this proposal on behalf of the above-described entity and to the best of my knowledge, that all data and information submitted in proposal is truthful and accurate and no material fact has been omitted.

Name of Entity: ICTC Governing Board dba American Manufacturing Skills Initiative (AmSkills)

Name and Title of Authorized Representative: Tom Mudano, Executive Director

Representative Signature: 

Signature Date: August 29, 2018



## 1. Program Requirements:

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

**Title:** *AmSkills Manufacturing Recruitment, Skills Training & Apprenticeship Placement Expansion Initiative (AmSkills)*

### **Detailed Description:**

**State of Manufacturing Workforce:** It is estimated the US Manufacturing Industry will face a shortage of two million workers over the 2015–2025 period. According to the Manufacturing Institute and Deloitte, creating a supply of workers with manufacturing skills will be critical to the future competitiveness of companies and the industry.<sup>1</sup>

One of the major reasons the supply of workers continues to dwindle is the negative public perception of the manufacturing industry as a whole. “The vast majority of Americans surveyed (roughly 8 in 10) continue to view US manufacturing as vital to maintaining the economic prosperity of the country. However, less than 5 in 10 Americans surveyed believe manufacturing jobs are interesting, rewarding, clean, safe, stable, and secure.”<sup>2</sup> Unfortunately, only 37% of respondents in the Manufacturing Institute and Deloitte study stated they would encourage their children to pursue a manufacturing career, as 77% were concerned about job security/stability, 70% did not believe it was a strong career path, 64% believed the pay was not sufficient and 56% cited negative perception of the industry. The fact is these concerns are unfounded. For example, the average tenure in the manufacturing industry is the highest among all private-sector industries at 9.1 years (2016); and many of these jobs have become high-tech and innovative.<sup>3</sup>

Regrettably, recruiting and hiring qualified employees in the State of Florida and the Tampa Bay area parallels the national problem. In 2016, CareerSource conducted the Tampa Bay Manufacturing Workforce Analysis Survey that included over 450 local manufacturing employers to better understand the desperate need for skilled employees. Respondents indicated they had collectively interviewed almost 4,000 potential hires, of which only 47% were qualified. The most cited reason respondents indicated the interviewees were not qualified was a lack of necessary technical skills. In addition, they were rejected for lack of work ethic and basic skills, poor communication skills and poor self-presentation. The study also found that Manufacturing Technicians and CNC Machinists have the highest overall anticipated vacancies moving forward.<sup>4</sup>

The question now becomes, how do manufacturing companies attract qualified and passionate employees? Deloitte’s 2017 Manufacturing Industry Study recommends, “Investing in programs directed toward skill development, such as internships, apprenticeships, and certification programs, as these are the types of programs Americans find most attractive.”<sup>5</sup> AmSkills is the program to invest in and has the solutions to address the concerns summarized above. Our unique Tampa Bay Regional program started operations in 2015 to specifically address the economic development workforce needs and to support the needs of manufacturers in Hernando, Pasco and Pinellas Counties. All three Counties currently uses AmSkills as a recruitment tool for businesses interested in relocating to the Tampa Bay area, as we address the issue of providing skilled labor to employers.

<sup>1</sup> Giffi, C., et al. 2015. *The skills gap in U.S. manufacturing: 2015 and beyond*. Washington, D.C.: Deloitte Development LLC and The Manufacturing Institute.

<sup>2</sup> Rodriguez, M., et al. 2017. *A look ahead: How modern manufacturers can create positive perceptions with the U.S. public*. Washington, D.C.: Deloitte Development LLC, The Manufacturing Institute and National Association of Manufacturers.

<sup>3</sup> Giffi, C., et al. 2015. *The skills gap in U.S. manufacturing: 2015 and beyond*.

<sup>4</sup> Tampa Bay Manufacturing Workforce: Analysis Report. (2016). Tampa, FL: Tampa Bay Gap Analysis.

<sup>5</sup> Rodriguez, M., et al. 2017. *A look ahead: How modern manufacturers can create positive perceptions with the U.S. public*.



**Statement of Work:** The AmSkills Program is in the third year of operations and has created a successful skills training and job placement program that is not only helping manufacturers fill vacant jobs, but more importantly helping to change people’s lives. People like Nikki, a single mother of three living in a homeless shelter, who completed the AmSkills Adult Pre-Apprenticeship and was hired at a local manufacturer upon completion. She is now able to provide for her children and in the process of looking for more permanent housing.

As stated above, manufacturing is one of the most difficult industries to recruit skilled talent. However, AmSkills has identified several creative ways to accomplish this and has succeeded thus far. This Job Growth Grant Fund Request is important to help AmSkills continue to develop our program and recruitment efforts to help manufacturers in the Tampa Bay Region. The primary goals of this grant request are to focus on:

- Recruitment for the Manufacturing Industry through the AmSkills Pre-Apprenticeship Program
- Increasing Connections between Education and Industry by Moving AmSkills Youth Pre-Apprenticeship Program from After-School to an In-School Program Providing Increased Talent Pipeline
- Increasing Adult Training Participation for Young Adults, Veterans, Economically Disadvantaged and Women through Establishment of Neighborhood Training Center
- Increasing Hiring of Semi-Skilled Candidates and Apprentices by Manufacturers
- Development of Apprenticeship Programs with Industry
- Working with Schools, Colleges and Universities Creating a Path from Apprentice to Higher Education

AmSkills offers a Youth and Adult Pre-Apprenticeship programs, which leads to job placement and an Apprenticeship with manufacturers within the Tampa Bay Region. The AmSkills Youth Pre-Apprenticeship Program is designed for juniors and seniors in high school. Students receive hands-on training in a real manufacturing production environment with highly skilled industry leaders and instructors. The Adult Pre-Apprenticeship Program helps adults ages 18 and up, veterans, those with disabilities and the economically disadvantaged, acquire the skills needed to launch a successful career in manufacturing. Through an Interlocal agreement between the three Counties, School Districts, local colleges and manufacturers, AmSkills has multiple training centers housed within local high schools and technical colleges.

In today’s world, many of our young adults do not have the parental involvement or guidance to help them determine a practical career path, especially when they lack a desire to pursue further academic studies or cannot afford college. Sadly, many of them are intimidated by Universities and Technical Colleges. In many cases, the school systems have pushed college so hard that there is a large group of young adults who are lost when they graduate. AmSkills is providing an alternative to those lost young adults, veterans and adults who are underemployed and looking to increase their career opportunities and wages. AmSkills provides this path for them, as well as future engineers who want to go to college. The AmSkills Pre-Apprenticeship Program is the first step to launching a career in manufacturing or other industries. It provides foundational skills training, manufacturing job exploration through hands-on projects, manufacturer tours and job placement at local companies, with on-going coaching and Apprentice training.

The AmSkills Pre-Apprenticeship Programs teach basic safety and foundational skills needed by the manufacturing industry. Students then complete various hands-on projects, while exploring various advanced manufacturing career tracks (ie. Machinist {CNC}, Mechatronics, Industrial Maintenance, Tool and Die Maker and Electronics) to help them determine their interests and guide them into making a decision on the best career path for them. There are five career paths to securing a job through AmSkills including semi-skilled positions, skilled Apprenticeship positions (which will require continued training for up to four additional years) or engineering positions (requiring advanced education at local colleges).



The AmSkills Pre-Apprenticeship Programs are designed to replicate a real-work environment, with 80% hands-on training to prepare them for real-world jobs. Pre-Apprentices must clock-in and out, meet attendance goals, participate in team building exercises and complete hands-on projects. In addition, to help them better understand the jobs they are considering, AmSkills provides tours for the candidates at local manufacturers, so they can see first hand what the jobs entail, helping them make a decision on the best career track for them. Based on skill level, those who complete the Pre-Apprenticeship Program have the opportunity for job placement and to start in a paid job after successful completion of the adult program or upon turning 18 for Youth Pre-Apprentices. Candidates begin a 90-day “Career Launch Phase” working at a manufacturer that has been identified as the “best fit” for the candidate. An ideal match is determined by their interest in a specific career track, their transportation abilities, the company’s needs and successful completion of all program goals. The AmSkills Pre-Apprenticeship and Career Launch Programs are a value to local manufacturers because they act as a “vetting process”.

To help Apprentice Candidates succeed on a long-term basis, AmSkills has created an innovative “dual-coaching” system, which ensures program participants receive the assistance and support needed for long-term success. The manufacturer is asked to identify potential “mentors” within their company who are required to take part in a series of Mentor Training classes. Once the Apprentice Candidate starts working for the company during the Career Launch Phase, an AmSkills Coach and Company Mentor are assigned and work together to help candidates develop the skills needed as they launch their career. Finally, at the conclusion of the 90-day Career Launch Phase, the manufacturer, Apprentice Candidate and AmSkills map out the Candidates Training Plan and the Candidate officially becomes an Apprentice, working for the manufacturer and supported by the AmSkills Coach. In addition, since most manufacturers do not have Apprentices, AmSkills works with them to ensure training for the Apprentice works in conjunction when on the job and/or during AmSkills training.

The opportunity for paid, on-the-job skills building with top manufacturing and trade businesses while in high school, college, or training helps students gain greater insight to determine the appropriate progression to achieve their career goals. This program is innovative because students’ technical and soft skills are assessed before placement and matched with the needs and culture of corporate partners awaiting skilled workers. Students employed following AmSkills certification have a greater chance of a long-term career; students like 19-year-old Justyn Bowes, who first learned of our program in his high school engineering course. Before coming to AmSkills, he had a very difficult time finding a job, as he lacked the technical and foundational skills necessary to obtain employment. Justyn shared, “I had a very difficult time finding a job the conventional way (ie. filling out applications, talking to managers and handing out my resume). No employer ever gave me a call back because of a lack of job experience. Without the skills I gained from classes AmSkills offered, I may have had to wait years for an opportunity to get into this career field.” Today, Justyn is an official Apprentice at Pharmaworks, continues his training at AmSkills and is pursuing his Associates Degree at Pasco Hernando State College. Upon completion, he plans to pursue his Mechanical Engineering Degree and has an opportunity to take advantage of the tuition reimbursement program provided by Pharmaworks. In essence, Justyn has the opportunity to complete his Mechanical Engineering Degree and have five years experience as an Apprentice by the time he turns 24, making him an extremely valuable employee to Pharmaworks and the industry as a whole. (See Justyn’s letter in attachments).

#### Proposed Expansion of AmSkills Workforce & Apprenticeship Training Program:

Until this year, the Youth Pre-Apprenticeship Program had been an afterschool program, which limited participation due to lack of transportation or other school activities (sports activities, clubs, etc.). In late 2017, AmSkills partnered with Pinellas County Schools to move the AmSkills Program as part of the school day for the Northeast High School Manufacturing Academy. AmSkills set up a training workshop within the school and provides instructors who teach hands-on activities and curriculum more relevant to the needs of the manufacturing industry. This Job Growth Grant request will help AmSkills further develop the Youth Pre-Apprenticeship Program as a part of the school day in Pinellas and other participating Counties. This will increase participation from an average of 6-8 students in the after-school program to more than 100 students per County. The result will be a much greater pool of “ready-for-work” high school students immediately upon their high school graduation.

In 2017, AmSkills started a pilot “Adult” Pre-Apprenticeship Program. This 400-hour program initially took 4-months to complete; however, AmSkills has since reduced this to 3-months, giving students the ability to start a job or Apprenticeship in manufacturing much faster than the traditional technical college or university

path. To date, AmSkills has placed 23 of our student in jobs with local manufacturers in semi-skilled position or as Apprentice Candidates. AmSkills has the capacity to provide training for up to 48 adults, per location, per year. Our objective is to have a minimum of two locations per County. Combined with those who complete the Youth Pre-Apprenticeship Program, there is significant opportunity to increase the pipeline of candidates for the manufacturing industry.

AmSkills goal this year is to put major focus on our recruiting/marketing efforts to help change public perception in order to attract more talent, both young and old, into both the Youth and Adult Pre-Apprenticeship Programs, and in turn, the industry. Tampa Bay currently has the largest concentration of manufacturers in the State of Florida; however 94% have less than 50 employees. The shortage of skilled labor has a greater impact on the long-term sustainability for these smaller companies. Most do not have an effective recruiting strategy and are too small to effectively recruit good talent in order to survive.

Marketing and Recruitment Strategy: AmSkills has identified several strategies for recruitment into the industry utilizing creative ways to attract candidates for the Pre-Apprenticeship Programs including conducting multiple types of workshops at schools and community events through a Creative Metal Arts Program; a “Mobile Workshop”; establishing a “neighborhood” training center; partnering with local non-profits and community organizations; and connecting with veteran organizations to provide job training opportunities for veterans transitioning into the civilian workforce.

- Creative Metal Arts Program: A 2015 Deoitte Study commissioned by the national Manufacturing Institute APICS completed a study of women in manufacturing. The study indicated women make up 47% of the total labor force, but only 27% of the manufacturing workforce.<sup>6</sup> With women representing less than a third of the manufacturing workforce, it is clear manufacturers are missing out on a critical talent pool, which could aid remarkably in closing the skills gap. To help increase awareness in manufacturing among women and underserved populations, we plan on implementing the AmSkills Creative Metal Art Program to demonstrate how to use hand tools, measuring equipment, layout, design concepts and spot-welding in the creation of various art projects. The program is designed to introduce career opportunities and spark interest in the AmSkills Pre-Apprenticeship. Our plan will be to promote the program in area middle and high schools, PACE for Girls, churches, and the general public. Programs will be conducted within AmSkills facilities, at special events within the community or at CareerSource locations utilizing the “Hands-On Mobile Workshop.”
- Mobile Workshop: This project is intended to provide “hands-on” workshops directly to our youth, young adults and veterans, allowing them to learn about the true manufacturing industry, helping dispel concerns about career trajectory, stability, security and pay. We believe if more people understand the true facts about the manufacturing industry, a channel to build a talented workforce will be created and skill gaps will begin to decrease. Our plan is to purchase a box truck type of vehicle and convert it to a “Hands-On Mobile Workshop” by adding lighting, workbenches, air conditioning, generator, chairs, hand tools and 3D Printers. This workshop will provide hands-on activities for up to 20 at a time. We are having significant success in helping youth, young adults and veterans start careers leading to high paying jobs in the manufacturing industry. We believe by having a “Hands-On Mobile Workshop” it will help us reach more at-risk youth and adults, helping them see a better future with the support they need to succeed. Our goal is to transition those who attend the workshops into the AmSkills Pre-Apprenticeship Program, thus increasing the channel of talent to our local manufacturing environment. According to the 2016 Tampa Bay Manufacturing Workforce Analysis Report, “The economic recovery has led manufacturers to increase production, but they are facing challenges in hiring qualified workers for critical positions. Building a pipeline of skilled manufacturing workers will support local manufacturers and attract new businesses to the region.”<sup>7</sup> In this report, AmSkills was named one of eight partnership organizations in the area providing a solution to the local need for skilled manufacturing applicants.
- Referral Program: AmSkills main objective is to help our students overcome challenges and succeed. Therefore, depending on the needs of the student, we will call upon other non-profits to help. There are many non-profit organizations helping youth, adults and veterans and our objective is to collaborate with

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<sup>6</sup> Giffi, C., et al. 2015. *Women in manufacturing study: Exploring the gender gap*. Washington, D.C.: Deloitte Development LLC, The Manufacturing Institute and APICS Supply Chain Council.

<sup>7</sup> Tampa Bay Manufacturing Workforce: Analysis Report. (2016). Tampa, FL: Tampa Bay Gap Analysis.

each of them to ensure we are all providing the highest level of service to our clients. AmSkills often has students who would benefit from the services of other non-profits, but may not know how to go about asking for help. As an example, Alex Grewe was a 22-year-old veteran who did not have transportation to get to and from the Adult Pre-Apprenticeship Program. On the second day of class, AmSkills learned he was walking 3-miles to attend the program. Once AmSkills staff learned of this, we contacted a non-profit Bike Ministry that donated a bike to Alex. By the third day of class, Alex had his own bicycle and reduced rates from the County bus system to help him get to and from training. AmSkills can also help clients of other non-profits gain skills needed to launch their careers. Therefore, we are planning to launch an initiative to bring them together and develop a referral program.

- Veteran Skills Transitioning Program: AmSkills Pre-Apprenticeship Program is the perfect skills training program to assist veterans in transitioning to civilian careers. Many of the skills veterans have learned in the military can be applied in the manufacturing industry and their disciplined approach will help ensure success. AmSkills will secure a veteran liaison that can help educate and recruit veterans into the AmSkills programs.
- Neighborhood Training Center: One way of increasing youth and adult involvement in the Pre-Apprenticeship Programs is to bring training to the neighborhood level by securing space within local recreation/community centers to conduct workshops for existing youth camps, adults and persons with disabilities. These types of facilities are a natural place for youth to come after school to participate in recreational activities; for parents to bring their kids; for teenagers to hang-out; and for adults to participate in sports leagues. This, in turn, provides the ideal situation to conduct our marketing and recruitment efforts. By partnering with local city/county departments, we can introduce programs, such as the Creative Arts Program and Introduction to Hand-Tools, Lathes, Mills, etc. Having an AmSkills Training Center located within a neighborhood setting would help eliminate transportation issues for youth and those unemployed, while also allowing AmSkills the ability to recruit for the manufacturing industry in a creative way.

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

AmSkills has developed a number of professional partnerships with local colleges and technical colleges to help transition AmSkills Pre-Apprenticeship Program graduates to their Manufacturing programs. We have successfully partnered with St. Petersburg College (Mechatronics Program), Pinellas Technical College (Machining Program) and Pasco-Hernando State College (Manufacturing Program). Essentially, AmSkills acts as a “feeder system” for these programs, which enables them to enroll more qualified students. In addition, by providing a more in-depth hands-on training to our Apprentices, AmSkills allows our graduates to better determine their ideal career path before entering an educational institution, saving time, money and resources by reducing the number of student transfers or withdrawals.

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

The AmSkills Pre-Apprenticeship Program trains Apprentice Candidates on the basic foundational skills specifically requested by the manufacturing industry. AmSkills has Emco and Haas equipment; the former being educational training machines and the latter being typical production machines which are primarily used by the local machining companies. There are many machining companies in the Tampa Bay area and there is a general shortage of trained machinists in the job market. The high-demand skills acquired through AmSkills are transferable to a variety of employers, with Haas equipment being the predominant manufacturers' equipment of choice. In addition, we are in the process of partnering with local city and county agencies, including public works, natural gas and utilities departments to build skilled positions for those agencies as well.

AmSkills not only focuses on the technical skills needed, but also soft skills including team work, communications, presentations, attendance and many others. In addition, we also incorporate lessons on life skills including finance, managing money and setting goals. We believe if we can create a well-rounded candidate, they will have greater success not only in their career, but also in life. Skills taught include:

- Foundational Skills • Basic Tools • Standard & Metric • Intro to Career Tracks • Manufacturer Tours
  - Manual Lathe & Mill • Intro to Welding • Fabrication & Assembly • 3D Printing Design & Build
  - Electronics • Pneumatics • Hydraulics • Preparing a Resume • Interviewing Skills Training
- Working in Teams • Presentation Skills • Ethics in the Workplace • Time Clock Tracking • O-J-T

AmSkills has five Florida Department of Education Registered Apprenticeships, which were created based on Tampa Bay Regional top jobs needed, including Mechatronics, Industrial Maintenance, Machining (CNC), Tool and Die Maker and Electronics. AmSkills has either placed or is in the process of placing semi-skilled and skilled Apprentice candidates into paid jobs at companies such as Mettler Toledo, Tru-Simulation, Polaris, LeaderTech, FACT's, Oscor, Pharmaworks, BK Plastics, H & S Swanson, Integral Machining, Surge Suppression, Micromatic, Jabil, Polypack, RevTech, Molex, MSP, Mastercut, Promotion Engineering, ICTC Global, Bic Graphic, West FL Precision Machining, Seaway Plastics, Barrette's, Bosch Osgood, SMT and others.

D. Describe how this proposal supports a program(s) that is offered to the public?

AmSkills has created a successful Apprenticeship Workforce Training Program that can be replicated in other Counties in Florida and the United States. Our board of directors include key stakeholders dedicated to making this a reality, including 3 Manufacturers, 3 County Commissioners, 3 County School Superintendents and the Presidents of St Petersburg College (SPC) and Pasco Hernando State College. AmSkills objective is to support any program offered to the public that falls in line with our mission of helping youth, adults and veterans obtain hands-on technical skilled and trade experience, helps local manufacturers secure qualified long-term employees and drives competitive economic growth by providing a well-trained community workforce.

We are currently working with the Packing Machinery Manufacturers Institute (PMMI) to develop a Mechatronics Apprentice Program in conjunction with their 15 Tampa Bay member companies, including Mettler Toledo, Bosch, Bic Graphics, Polypack and others. Currently, there is no standardized curriculum available for teaching Mechatronics. AmSkills, in partnership with SPC, the Society of Manufacturing Engineers and others, is establishing an Apprenticeship Training Curriculum that will be introduced during the AmSkills Pre-Apprenticeship Program. It will then be continued during the AmSkills Apprenticeship, while receiving on-the-job training and attending SPC Mechatronics classes. This combination is expected to increase participation in SPC courses, while also providing a true Apprenticeship Program for the local PMMI Member and other companies.

Mark Goodman, Industry Training Consultant for Amatrol, Inc. stated “As a professional consultant who specializes in industrial technology training, I have the opportunity to tour facilities and manufacturing plants across the entirety of North America, and very few of them can compare to the level of industry specific training you (AmSkills) are providing your students. I am confident you are providing the type of training that American Industry is in dire need of. You should be very proud of the work you are doing, and I look forward to watching your program continue to grow.”

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

Based on our intention to help local colleges and technical colleges enroll more qualified students, our program is designed to align with their educational structure and industry certification requirements, in addition to the needs of manufacturing companies. Over 90% of Florida manufacturing companies have less than 50 employees. The feedback manufacturers are constantly giving to training organizations and colleges is that candidates need more relevant hands-on skills. So, in addition to our theoretical based curriculum offering a pathway to educational institutions, AmSkills training is heavily focused on providing the hands-on skills most students lack when not completing our program.

In addition, AmSkills continually examines the Florida Department of Education Curriculum Framework, various agencies (ie. NIMS, PMMI) certification requirements and local manufacturing company needs to guarantee we are providing quality programs to our students. This, in turn, will lead them to success as they pursue higher education.

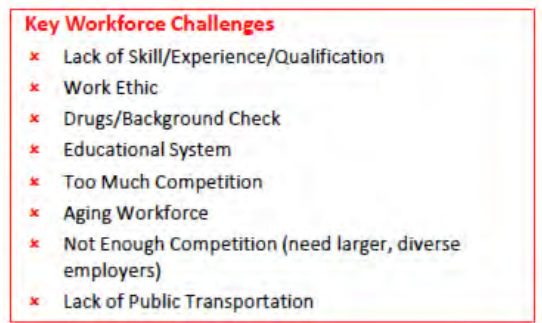
F. Does this proposal support a program(s) that will not exclude unemployed or underemployed individuals?

Yes    No

- G. Describe how this proposal will promote economic opportunity by enhancing workforce training. Please include the number of program completers 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.

Pinellas County Economic Development commissioned a **Comprehensive Regional Workforce Assessment**, which was completed by the Site Selection Group in November 2017. This Assessment identified the Key Workforce Challenges (see Chart A) in the Tampa Bay Region. A few of the top challenges identified included “Lack of Skill/Experience/ Qualification,” “Work Ethic,” “Educational System,” and “Aging Workforce.”<sup>8</sup>

Chart A.



The National Association of Manufacturers has always contended that every dollar spent in manufacturing more than doubles in the general US economy. Additionally, from local surveys in 2014 and 2016, we have heard many manufacturing companies are limited in their ability to grow because of skill shortages. Providing skilled workers to fill vacancies allows both the manufacturer and the local economy to grow.

Bill Cronin, President and CEO of the Pasco Economic Development Council, states, “When companies come to us looking to make their location decisions for relocation or expansions, one of the first things they normally ask is ‘what about the quality of our workforce.’ Without a quality workforce, companies cannot guarantee the sustainability of a good talent pipeline for their business growth. AmSkills is helping us to provide a talent pipeline for the manufacturing industry in our county.” To date, our unique programs and partnerships have helped attract several companies to Pasco County, bringing more than 800 new jobs, including Mettler Toledo and TouchPoint Medical.

According to the Florida Chamber of Commerce, manufacturing contributes more than \$40 billion to Florida’s economy, where for every 10 jobs created in Florida’s export-oriented manufacturing, 12 more jobs are created in transportation, warehousing and retail. Wages earned by manufacturing employees in Tampa Bay reached over \$71,000, far more than the state’s manufacturing average wage of \$54,000.<sup>9</sup> This fact means workers have more purchasing power to invest back into the economy.

Tampa Bay currently has more than 5,000 businesses representing more than 61,000 employees. Those employees income contribution adds nearly \$9 billion to the local economy and each manufacturing job created results in an additional 2.65 jobs. AmSkills Training & Apprenticeship Programs directly addresses the workforce shortage and industry growth. We are expected to expand on our current successes by creating **150 new jobs** over the next two years. This number does not include the additional jobs created from the local Economic Development recruitment efforts using AmSkills as a tool to lure new manufactures to Florida and the Tampa Bay Region.

AmSkills is also dedicated to introducing new ideas to our school, County and economic development officials, therefore we coordinate trips to Switzerland and Germany so they can see firsthand how the very successful European Apprenticeship Model works. A key emphasis of this trip includes organizing meetings with European companies to introduce them to the opportunities of relocating or expanding to Florida and the Tampa Bay area. In 2017, ten European Companies participated in a luncheon and eight gave tours of their facilities for the AmSkills Delegation.

<sup>8</sup> Pinellas County Economic Development: *Comprehensive Regional Workforce Assessment*. (2017). Site Selection Group: Strategic Location Solutions.

<sup>9</sup> Florida Chamber of Commerce. (n.d.) Advocacy – Issues – Manufacturing. [Web page]. Retrieved from [fichamber.com/advocacy/issues/manufacturing/](http://fichamber.com/advocacy/issues/manufacturing/)

**Success Metrics:**

Objective 1: Increase the number of participants in the Youth Pre-Apprenticeship

- Fully convert from an after-school program to a during school program in at least two counties
- Total # of participants that start the program
- # of Certificates earned during the program
- Total # of participants that finish the program
- # of Apprentices
- Total # of participants that attend college or are placed in a semi-skilled job or as an Apprentice Candidate at completion of the program

Objective 2: Increase the number of participants in the Adult Pre-Apprenticeship

- Secure at least one location to operate adult programs in Pinellas County
- Total # of participants that start the program
- # of Certificates earned during the program
- Total # of participants that finish the program
- # of Apprentices
- Total # of participants that attend college or are placed in a semi-skilled job or as an Apprentice Candidate at completion of the program

**2. Additional Information:**

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

- 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.

AmSkills has established the framework that is on the verge of becoming one of the best workforce training models in the State of Florida and beyond. In order to accomplish this, additional funding is needed to take AmSkills to the next level.

AmSkills intends to enhance existing programs by completing the following:

- Recruitment: Funding from this grant will be used to increase marketing & recruitment efforts in creative ways such as conducting “Creative Metal Arts” and other programs; securing and utilizing the “hands-on mobile workshop” to conduct workshops at special events, local businesses (such as Home Depot) and for middle & high school students; and providing basic foundational skills training in partnerships with local staffing agencies who are having difficulty finding skilled labor for their clients. The goal of the AmSkills recruitment process will be to increase participation of youth, young adults (18 – 24+ years), veterans, economically disadvantaged and women in AmSkills programs.
- Youth Pre-Apprenticeship: Currently AmSkills is providing curriculum and instruction to 80+ high school students in a pilot program in Pinellas County in an effort to transition the Pre-Apprenticeship from an afterschool program to during school. AmSkills is bearing the full cost of this pilot program. Funding from this grant will be used to cover the costs and overhead of the pilot program, as we work to secure school funding in 2019 and 2020. In addition, AmSkills is working with Pasco and Hernando County School Systems as well. Funding from this grant will help cover costs as we work with the school systems to accomplish this. If achieved, there will not only be a significant increase in participation in the program, but will also ensure a greater industry influence over the curriculum resulting in increase job and Apprentice placements as students graduate high school.
- Adult Pre-Apprenticeship: The AmSkills Adult Pre-Apprenticeship Program is helping to change lives of young adults and veterans who do not know what career to pursue, however this is one of the most difficult target markets to recruit. Funds from this grant will help to increase recruitment efforts to young adults, women, the economically disadvantaged, veterans and persons with disabilities, as well as overall operating costs for materials and conducting field trips to local manufacturers.

- Hands-On Bootcamp for Engineering Graduates:** The Florida Chamber Foundation conducted a survey in 2016 and asked colleges and employers “How well prepared are new graduates to go directly into the workforce?” Colleges overwhelmingly responded with 89% indicating they ARE ready for work, while only 11% of employers said they were ready. This clearly shows there is a huge gap between what colleges perceive students are learning and what employers are seeing in the workplace. Richard Valdez is a current AmSkills Pre-Apprentice who is 32-hours away from receiving his Mechanical Engineering degree. Richard indicated, “I had more hands-on experience in the first two weeks of the AmSkills program than I had my entire time at a State University here in Florida...it made me realize great engineers need hands-on understanding on how things are made.” With funding from this grant, AmSkills intends to develop a Hands-On Engineering Bootcamp for students currently enrolled in engineering classes or graduates. The program will be designed to have hands-on projects in each of the AmSkills career tracks that will maximize what they learned in college. In addition, projects will be designed to assess their abilities, provide tours to local manufacturers and may include placement in with local manufacturers upon completion of the program.
- Apprentice On-Boarding, Training & Curriculum:** AmSkills has been, in construction terms, a “design-build” project. This means we have been designing all aspects of the Pre-Apprenticeship and Apprenticeship Programs, while we are in operation. The first two years of operation has resulted in a good quality program; however we now have students who are becoming Apprentices in five career tracks. Most manufacturers do not have Apprenticeship Programs, therefore we are in the process of working directly with them to develop curriculum and projects to enhance Apprentice learning, while working on the job and at AmSkills or a local college.

B. Does the proposal align with Florida’s Targeted Industries?  
 (View Florida’s Targeted Industries here.)  Yes  No

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

AmSkills aligns directly with the **manufacturing industry**, but is a training program that **supports all industries** targeted by Enterprise Florida on the list of Qualified Targeted Industries:

- Manufacturing
- Info Tech
- Aviation/Aerospace
- Homeland Security/Defense
- Financial/Profession Services - Engineering

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 List here)  
 Yes  No

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

- 491011 – First-Line Superv. of Mechanics, Installers and Repairers
- 511011 – First-Line Superv. of Production and Operating Workers
- 111021 – General and Operations Managers
- 499041 – Industrial Machinery Mechanics
- 514041 – Machinists
- 493042 – Mobile Heavy Equipment Mechanics, Except Engines
- 472073 – Operating Engineers/Construction Equipment Operators
- 514121 – Welders, Cutters, Solderers, and Brazers



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.

The AmSkills Apprenticeship Training Program primarily is 80% hands-on combined with 20% classroom/online utilizing the SME (Society of Manufacturing Engineers) computer based learning program called Tooling-U. There are three training centers located between the three counties, Pasco (Marchman Technical College), Pinellas (Northeast High School) and Hernando (Brooksville Airport Industrial Park Training Center); with the goal to establish up to two more locations (one in Pasco and one in Pinellas). In addition, AmSkills coordinates tours of local manufacturers to help the candidates see first-hand what the job will look like. This helps them determine what career path to take upon completion of the Pre-Apprenticeship. Through the “Mobile Workshop” we also anticipate being able to provide very basic training within the community.

E. Indicate the number of anticipated annual enrolled students and completers in the proposed program.

**Adult Pre-Apprenticeship:**

Typically, we can train up to 12 adults per class, per location. AmSkills can schedule up to four programs per year for the Marchman facility. We are awaiting confirmation to conduct adult classes at Northeast High School. In addition it is our goal to add another location in Pinellas County in the Neighborhood Training Center or possibly at a manufacturer. We conducted three adult pilot programs in 2017 in Pasco County with an attendance of 21 and had 20 completers. Through this grant, we anticipate being able to increase marketing and recruitment efforts, however it is still a difficult target market to recruit, therefore we are being conservative and will project 20 – 30 for each location in 2019 and 25 – 35 for 2020, per county totaling 45 to 65 enrolled with a 95% estimated completion rate totaling 40 – 62.

**Youth Pre-Apprenticeship:**

Pasco and Hernando Counties: Currently this is an after-school program for high school Juniors and Seniors, which competes against school sports/social activities and has some transportation problems; therefore enrollment is more challenging. We are moving our start dates for the after-school program to begin after Manufacturing Day in October, giving us the opportunity to recruit during the months of September and October; therefore for these two Counties we are projecting 10 – 20 new enrolled. AmSkills currently has 15 enrolled in these two Counties. Part of the grant funds will enable AmSkills to work with the school districts in these two counties in an effort to move the program as a part of the school day, thus increasing participation. The goal is to have this accomplished in Pasco County Schools by Fall 2019.

Pinellas County: In 2017, AmSkills transitioned the after school program into the school day at Northeast High School as part of the Automotive and Manufacturing Academy. AmSkills is providing full time technical instructors, however no funding is currently allocated by the school system to cover our costs. The goal is to build the program in order to warrant a paid teacher funded by the school system in fall of 2019. Currently there are 30 freshman, 40 sophomores, 10 juniors and 6 seniors in the program. Our goal will be to have a 75% retention rate of sophomores finish the program by the time they are seniors. In addition the goal is to increase total program enrollment to 30 each grade for at total of 120 in the program. Since this is the first year of the program, retention rates are difficult to project.

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

**Adult Pre-Apprenticeship:** This program is planned to operate every quarter. Upon successful completion of 400 hours, candidates will be placed at local manufacturers in semi-skilled jobs or as Apprentices with a combination of on-the-Job training and training based on the track they selected.

- 2018: October – December
- 2019: January – March
- 2019: April – June
- 2019: July – September
- 2019: October - December
- 2020: January – March
- 2020: April – June
- 2020: July – September
- 2020: October – December

**Youth Pre-Apprenticeship:**

Pasco and Hernando Counties:

- October 2018 – May 2020 (After-School Program for Juniors & Seniors)
- August 2019 – May 2023 (Once it is part of the school day offered to freshman)

Pinellas County:

- August 2019 – May 2023 (for current Freshmen)

**G. Describe the plan to support the sustainability of the program after grant completion.**

Florida Statute 1009.25 states that there are “no tuition fees for registered apprentices for related instruction provided through Local Education Agencies (LEA) as stipulated in Florida Statute 1009.25. The only costs would be tools, books, and materials needed for the trade. This program does not supply vouchers or loans for those seeking to participate in the apprenticeship program, nor would they provide relocation expenses.”

AmSkills was established as a separate entity from the Local Education Agencies in order to ensure greater manufacturing industry input into the curriculum/training offered and to be more flexible to adjust based on the industry needs. Unfortunately, this means AmSkills is considered a “Private Apprenticeship” in the eyes of the State of Florida Department of Education, as it relates to funding. Therefore, AmSkills does not qualify for the State Funding for Apprenticeship Training under Florida Statute 1009.25.

We have been exploring options to capture this funding for our Youth and Adult Pre-Apprenticeship Programs and Apprenticeship Training Program, including seeking licensure through the Independent Education Institution or partnering with a Charter School or School System in order for us to take advantage of Full-Time Equivalent (FTE) state funding. A portion of this grant funding will allow AmSkills to further explore those options.

In addition, our current sustainability plan includes charging fees for the Adult Pre-Apprenticeship program. If students are unable to pay those fees, AmSkills directs them to CareerSource, as we are an Approved Training Provider in Pasco and Hernando counties. We are in the process of securing that status in Pinellas and Hillsborough counties as well. If they qualify, CareerSource will pay their enrollment fees; last year, 35% of our enrollees were able to take advantage of this important resource. Upon completion of the Pre-Apprenticeship (both youth and adult programs) an AmSkills Coach works with the Candidate to place them working at a local manufacturing company where they complete a 90-Day Career Launch Phase. AmSkills charges the manufacturer a placement fee for candidates placed, which generates additional revenue. Fees are also charged to cover Apprenticeship Training, when no other source is available.

AmSkills also intends to develop additional programs as outlined within this grant application to include on-site training for staffing or other companies utilizing our mobile workshop; the Engineering Hands-On Bootcamp; and other programs.

Furthermore, in June, 2018, AmSkills created the AmSkills Apprenticeship Foundation, which is designated as exempt under Internal Revenue Code (IRC) Section 501 (c)(3). We are further classified as a Type I supporting organization under IRC Section 509 (a)(3). Through this Foundation, AmSkills is able to seek additional funding as a nonprofit organization. The AmSkills Apprenticeship Foundation has already secured pledges of support from individual donors and Foundations.

Finally, AmSkills will actively apply for additional funding, continually submit grants and network with the local businesses, community members and other philanthropic organizations to raise awareness about our important and necessary program. We will also continue to partner with local manufacturers to assist with equipment and instructor needs. AmSkills has long-standing partnerships with several organizations dedicated to our cause in Pasco, Pinellas and Hernando counties. Also, it is anticipated that several prospective funders will offer support in the following year.

- H. Identify any certifications, degrees, etc. that will result from the completion of the program. Please include the Classification of Instructional Program (CIP) code and the percent of completer in each code, corresponding with Section E.

The AmSkills Pre-Apprenticeship and Apprenticeship Training will lead to industry certifications that are a part of the NAM-Endorsed Manufacturing Skills Certification System, which can be expanded into articulation options for students. During the Pre-Apprenticeship, students begin a range of industry recognized certifications available through credential bodies including the National Institute for Metalworking Skills (NIMS), Packaging Machinery Manufacturers Institute (PMMI), Occupational Safety and Health Administration (OSHA) and the Society of Manufacturing Engineers (SME) Certificates; in addition to their Registered Apprenticeship Certificate provided by the Florida Department of Education (FLDOE) upon completion of their AmSkills Apprenticeship Program at the manufacturer. Basic certifications may be achieved during the Pre-Apprenticeship Program; however the majority will be completed during the Apprenticeship.

**Nationally Recognized:**

CIP	Credential	Name	% of Completers
161500001	MSSC Hours Applied Towards A.S. Degree	Engineering Technology / Advanced Manufacturing	75%
064805030	NIMS	Machining Technologies	95%
061500013	PMMI	Mechatronics	95%
0615061303	PMMI	Pneumatics, Hydraulics & Motors for Manufacturing	95%

- I. Does this program have a local match amount?

Yes     No

If yes, please describe the entity providing the match and the amount (Do not include in-kind)

The ICTC Governing Board, dba AmSkills, was initially launched in 2015 through a \$1.2 Million grant from the Florida Department of Economic Opportunities to establish training centers across three Tampa Bay Counties. Upon the completion of the FDEO grant, each County contributed \$200,000 per County, creating an annual budget match of \$1.2 Million through FY16/17; and extended contributions in FY17/18 in the amount of \$575,000. In addition, AmSkills received a \$300,000 grant from the Florida Department of Education in FY 16/17 and completed all deliverables to start-up the pilot program for the Adult Pre-Apprenticeship Program; added additional machinery and tooling; two-stations of welding equipment to provide an introduction to welding class; and 3D Printers at one location. In FY18/19, AmSkills will be receiving a State Appropriation in the amount of \$50,000 which is being used to develop software for tracking Apprentices time while at work, in training or at school; marketing, overhead and 10% to seek other grants and funding. The School districts in Pinellas and Pasco Counties also provide facilities in-kind to house the AmSkills training centers.

Pasco County has committed \$175,000 (pending final budget approval in September 2018) for upcoming fiscal year 18/19. Hernando County has already indicated they cannot contribute because of budget issues. Also, in November 2018, the Homestead Exemption is on the ballot to increase. If this passes, Pinellas County has indicated they will not be able to contribute funding for the upcoming fiscal year. They currently have \$150,000 pending until after the November vote, however AmSkills is planning that this funding will not be available.

All three Counties, school districts and local colleges are committed to helping the AmSkills program continue to grow and to become self-sustaining through program and placement fees. AmSkills has established a separate 501c3 non-profit to expand financial contributions from industry, private foundations and other private contributors. To date AmSkills has received more than \$50,000 donations and intends to increase our fundraising efforts; however funding from the Job Growth Grant Fund is needed to carry us through 2020 where we anticipate being self-sustaining.

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

The attached Letters of Commitment demonstrate the broad base of support from industry, industry associations, government and other educational partners. The attached Thank you Letters from AmSkills students and their parents represent the direct positive impact AmSkills has on the lives of those we serve.

- **Economic Development Agencies/School Districts/Other Government Agencies**
  - United States Congressman Gus M. Bilirakis
  - The White House, Ivanka Trump
  - Hernando County Commissioner Wayne Dukes
  - Pasco County Commissioner, Kathy Starkey
  - Pasco County Economic Development, President and CEO Bill Cronin
  - Pinellas County Economic Development, Director Mike Meidel
  - Pasco County Schools, Superintendent of Schools, Kurt Browning
  - Pinellas County Schools – Executive Director of Adult, Technical & Career Education Mark Hunt
- **Manufacturers and Associations**
  - Upper Tampa Bay Manufacturing Association, Jerry Custin
  - PharmaWorks, President and ICTC Governing Board Chairperson Peter Buczynsky
  - Southern Manufacturing Technologies, President Roy Sweatman
  - Accuform, Inc., Vice President John Murphy
  - A-B-C Packing Machine Corp., President Mark Reichert
  - Bosch Packing Technology/Osgood Industries, Inc., Materials Manager Uwe Richter
- **Parent/Student/Apprentice Thank you letters**
  - Justyn Bowes
  - Justin Tozzi/Junique Silva-Tozzi
  - Richard Valdez
  - Len W. Mortensen
  - Carolyn Baker
  - Samuel Gates/Michaela Gates

**3. Program Budget**

4.) 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.

AmSkills is requesting funds to support the following budget items, which will maintain and enhance the AmSkills Youth & Adult Pre-Apprenticeship, Job Placement & Coaching and Apprenticeship Training programs. Budgeted funds are based on an estimated timeline of two years. The timeline for hiring, equipment purchases, renovations and other items are outlined below in the budget narrative. The proper procurement procedures and approvals, including a quote or bid process and review, will take place prior to the purchase/lease of all equipment.

**AmSkills Manufacturing Recruitment, Skills Training & Apprentice Placement Expansion Initiative**

Grant Period: October 1, 2018 - October 1, 2020

Grant Budget	2018-2019 YEAR 1	2019-2020 YEAR 2	TOTAL
<b>EQUIPMENT</b>			
AmSkills does not have a location to conduct programs in Pinellas County, therefore our plan is to open a "Neighborhood Training Center" or a location at a manufacturer in Pinellas County in Year 1. Then, in year 2, we will expand from one location to two for Pasco County (east Pasco). In order to do this we will need the following equipment: 2 Grizzly Surface Grinders 8x20, 1 Haas CNC ST10 Lathe and Tailstock, 1 Tailstock for Haas CNC ST10 (Existing Machine), 1 Amatrol - Mechanical Drives, Welding Equipment, Manual Lathes (2), Misc. Tooling for Apprenticeship Class (ie. Gauges, Measuring Equip.), 2 Tooling Packages for CNC Mill & Lathe, 2 Air Compressors (5HP), 1 Amatrol Hydraulic/Trainer, 1 Amatrol Gear Pulley Trainer, 450' Conduit 1/2" (2), 2 Small Mill Drills (G0759), 2 Small Mill Drills (G0755) and 2 Small Drill Lathes.	\$152,269	\$152,269	\$304,538
<b>TOTAL EQUIPMENT</b>			<b>\$304,538</b>

Grant Budget	2018-2019 YEAR 1	2019-2020 YEAR 2	TOTAL
<b>FACILITIES</b>			
Estimated costs for the preparation of facilities for additional equipment - Electrical, Pneumatics, Extraction	\$76,491	\$35,491	\$111,982
<b>TOTAL FACILITIES</b>			<b>\$111,982</b>

Grant Budget	2018-2019 YEAR 1	2019-2020 YEAR 2	TOTAL
<b>TUITION</b>			
AmSkills does not charge for the Youth Pre-Apprenticeship Program and is currently not receiving any funding from the school system, therefore these tuition/instructor costs are for the Youth Pre-Apprenticeship Programs which are conducted at Northeast High School and in Pasco & Hernando Counties. AmSkills is working with all school systems to move the program into the school day, which will then be mostly funded by the schools (targeting fall 2019).	\$66,000	\$30,000	\$96,000
<b>TOTAL TUITION</b>			<b>\$96,000</b>

Grant Budget	2018-2019 YEAR 1	2019-2020 YEAR 2	TOTAL
<b>TRAINING MATERIALS</b>			
AmSkills utilizes the Society of Manufacturing Engineers Tooling-U online program to support the academic portion of the Pre-Apprenticeship and Apprenticeship Programs.	\$5,000	\$5,000	\$10,000
Software licenses must be purchased on an annual basis. AmSkills programs are 80% hands on project based learning, which requires various raw materials, training kits, small tools and other consumables in order to properly provide hands-on experience.	\$18,600	\$18,600	\$37,200
During the Pre-Apprenticeship and Apprenticeship Program, there are testing fees required in order for the student to receive national certifications in 6 NIMs modules per year. Funding is being requested to pay for 24 CNC Machining Students.	\$5,760	\$5,760	\$11,520
<b>TOTAL TRAINING MATERIALS</b>	<b>\$29,360</b>	<b>\$29,360</b>	<b>\$58,720</b>

Grant Budget	2018-2019 YEAR 1	2019-2020 YEAR 2	TOTAL
<b>PERSONNEL</b>			
<b>Executive Director</b> - (Existing position) With the loss of funding from Pinellas & Hernando Counties, additional funding is needed for the Executive Director to continue the progress of the program with the intent to become fully self-sustaining after 2020. Time spent will be on leadership in establishing the Youth & Adult Pre-Apprenticeship and Apprenticeship Programs; Marketing & Recruitment of Industry and students; working with Local Education Agencies & Universities regarding consistent curriculum pathways based on "industry needs"; working to secure sustainable funding options working with the LEA's, Career Source and other agencies; as well as overseeing all fundraising efforts from the non-profit.	75% of total salary	75% of total salary	
<b>Recruitment &amp; Placement Manager</b> - (Existing) This position focuses on recruitment for the Youth & Adult Apprenticeship Programs, including conducting workshops, attending job fairs, school open houses, college events, community events, etc. to recruit students into programs; works with students while they are participating in AmSkills programs; meets with parents and/or students and the Apprenticeship Coach to discuss placements; and works with manufacturers to coordinate hiring and placements.	80% of total salary	80% of total salary	
<b>Mobile Workshop Coordinator</b> - (Existing) This person handles both AmSkills Administration and is the coordinator/instructor for the Mobile Workshop and the Creative Metal Arts Program for women. The primary purpose of this funding is to increase our community recruitment efforts for industry opportunities available to women, economically disadvantaged and high risk youth.	65% of total salary	65% of total salary	
<b>Project Manager &amp; Project Accounting</b> - This person is responsible for coordinating project purchases, obtaining bids, managing and monitoring project deliverables, providing project reports and overall project accounting. In addition, this person monitors Apprenticeship Placements & Training Reports.	65% of total salary	65% of total salary	
<b>Master Instructor</b> - The person oversees the development of the curriculum for all Apprenticeship Tracks (5) working with industry and manufacturers, schools, etc., identifying/creating related hands-on projects that are related/consistent with the curriculum; works with the manufacturers to ensure their on-the-job training is consistent with their Apprenticeship Training.	100% of total salary	100% of total salary	
<b>Grant Writer</b> - This contract role is responsible for overall grant management and reporting, as well as development and program growth.	100% of work completed	100% of work completed	
<b>Industry Liaison &amp; Apprentice Coaching Coordinator</b> - This new position will be responsible for being the direct contact with local manufacturers, recruiting new companies, securing contracts and works with the Recruitment & Placement Manager for new placements. This person will be responsible for creating an Apprentice Coaching Program, recruiting new "volunteer" coaches who are retiring from manufacturing. Once the Apprentice is hired, this person will be responsible for working with all Apprentice Coaches and maintaining a good relationship with all Manufacturers to ensure Apprentices are successful. It is projected this position will be hired within 2 months of grant start date.	100% of total salary	100% of total salary	
<b>Veteran Liaison/Recruiter</b> - This new position is intended to be a veteran who can help introduce and recruit veterans into AmSkills programs. They will attend events held on local military stations or other military events to promote AmSkills Programs.	100% of total salary	100% of total salary	
<b>FICA/SS/WC</b> - These are the indirect payroll and other taxes associated with all personnel listed above.	100% of total salary	100% of total salary	
<b>TOTAL PERSONNEL</b>			<b>\$503,060</b>

**4. Approvals and Authority**

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

- 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)?

All grant funds the ICTC Governing Board dba the American Manufacturing Skills Initiative (AmSkills) applies for are pre-approved by the Executive Director and the Board of Trustees (BOT). Therefore, they are pre-approved even before the AmSkills receives notification of an award or rejection. This approval affords AmSkills to accept the funding, enter into any amendments, extensions or agreements as necessary, within the original intent and purpose of the grant. A second or follow-up approval by the BOT is not needed if and when an award is made.

- 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.

The ICTC Governing Board's upcoming meeting dates are scheduled for September 18, 2018 and December 6, 2018.

- ii. State whether entity is willing and able to hold special meetings, and if so, upon how many days' notice.

The ICTC Governing Board can hold special meetings via the designated Executive Committee or the full Board when necessary. All meetings require a seven-day notice.

- 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.

Article II of the ICTC Governing Board By-Laws state the following as evidence that the undersigned has all necessary authority to execute the proposal on behalf of the entity.

**ARTICLE II – EXECUTIVE DIRECTOR****Section 2.01 Executive Director**

There shall be an Executive Director to serve as the chief administrative officer and chief executive officer of the ICTC. The Executive Director shall be appointed by and serve at the pleasure of the Board of Directors. The Executive Director may be an independent contractor of the ICTC.

GUS M. BILIRAKIS  
12TH DISTRICT, FLORIDA

COMMITTEE ON ENERGY AND COMMERCE  
SUBCOMMITTEE ON HEALTH  
SUBCOMMITTEE ON  
COMMUNICATIONS AND TECHNOLOGY  
SUBCOMMITTEE ON  
DIGITAL COMMERCE AND CONSUMER  
PROTECTION

COMMITTEE ON VETERANS' AFFAIRS  
VICE-CHAIRMAN  
SUBCOMMITTEE ON HEALTH  
SUBCOMMITTEE ON  
ECONOMIC OPPORTUNITY

Congress of the United States  
House of Representatives  
Washington, DC 20515-0912

- WASHINGTON OFFICE:  
 2112 RAYBURN HOUSE OFFICE BUILDING  
WASHINGTON, DC 20515-0912  
(202) 225-5755
- DISTRICT OFFICES:  
 7132 LITTLE ROAD  
NEW PORT RICHEY, FL 34654-5514  
(727) 232-2921
- 600 KLOSTERMAN ROAD  
ROOM BB38  
TARPON SPRINGS, FL 34689-1299  
(727) 940-5860

August 20, 2018

Re: Letter of Support for AmSkills Training & Apprenticeships (AmSkills)

To whom it may concern:

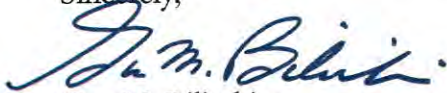
It is my pleasure to express my support of the grant application submitted by AmSkills. The AmSkills programs have had a significant positive economic impact in the Tampa Bay region. It has created a unique training program that is providing a skilled workforce to not only the manufacturing industry, but several other local city and county agencies, as well.

As a member of the House Manufacturing Caucus, one of my major areas of focus is fostering job creation and economic prosperity for our region by promoting policies to help American manufacturers find trained, educated workers. The AmSkills programs have proven to increase economic opportunities for the State of Florida. To date, its unique programs and partnerships have helped attract several companies to the state, bringing more than 800 new jobs to the area, as they address the issue of providing skilled labor to employers. Additionally, as Vice-Chairman of the House Committee on Veterans' Affairs, and specifically a member of the Economic Opportunity Subcommittee, I am committed to advocating for the education, employment, and training of Veterans. AmSkills provides important and necessary training and support to our Veterans, offering them opportunities they may not receive otherwise.

In closing, I fully support the efforts of AmSkills as it seeks external funding to support its much needed and successful programs. By signing this letter, I demonstrate a strong commitment to continue our partnership with AmSkills to increase the number of skilled apprentices within the manufacturing industry.

Thank you for your consideration of this highly inclusive project. Please ensure that the grant awardees are selected on competitive basis so that taxpayers can be sure the most qualified applicants are chosen. If I can be of further assistance in this matter, please do not hesitate to contact my Deputy Chief of Staff, Summer Robertson, at (727) 232-2921.

Sincerely,



Gus M. Bilirakis  
Member of Congress



THE WHITE HOUSE

WASHINGTON

Thomas A. Mudano  
AmSkills- American Manufacturing Skills Initiative  
7825 Campus Dr  
New Port Richey, Florida 34653

August 1, 2018

Dear Thomas,

Thank you for signing the “Pledge to America’s Workers.” In doing so, you are boldly stepping forward and committing to creating enhanced employment opportunities for students and workers of all ages and at all stages in their careers.

Our country is faced with a vocational crisis, and we are doing what Americans do best – by partnering with State and private sector leaders, we are uniting to overcome this challenge. Leaders like AmSkills are reaffirming the need to invest in the workforce and ensure American workers develop the skills needed to obtain in-demand jobs and ultimately succeed in the modern economy.

I look forward to our continued work together. Reach out to me anytime.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ivanka Trump', written over a faint, light-colored background.

Ivanka Trump



## BOARD OF COUNTY COMMISSIONERS

20 NORTH MAIN STREET ♦ ROOM 263 ♦ BROOKSVILLE, FLORIDA 34601  
P 352.754.4002 ♦ F 352.754.4477 ♦ W [www.HernandoCounty.us](http://www.HernandoCounty.us)

August 16, 2017

Cissy Proctor, Executive Director  
Florida Department of Economic Opportunity  
Caldwell Building  
107 East Madison Street  
Tallahassee, FL 32399-4120

RE: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of the Hernando County Economic Development Office, the Hernando County Board of County Commissioners, and partner with the ICTC Governing Board, dba American Manufacturing Skills Initiative (AmSkills), I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Hernando County has partnered with AmSkills, an industry-led economic and workforce development organization, to develop a European-style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership with Hernando, Pasco and Pinellas counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board, and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

AmSkills has a unique program that is helping attract new manufacturers to Hernando County by creating a well-trained workforce through apprenticeships. By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills Program to increase the number of apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

A handwritten signature in black ink that reads "Wayne Dukes". The signature is written in a cursive, flowing style.

Wayne Dukes, Chairman  
Board of County Commissioners  
Hernando County, Florida  
ICTC Governing Board Member

WD:trd



Ron Oakley, District 1  
Mike Moore, District 2  
Kathryn Starkey, District 3  
Mike Wells, District 4  
Jack Mariano, District 5

August 16, 2017

Cissy Proctor  
Executive Director  
Florida Department of Economic Opportunity  
107 East Madison Street  
Caldwell Building  
Tallahassee, FL 32399-4120

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Pasco County, and Past Chairperson and Current Member of the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Pasco County has partnered with AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board; and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,



Kathryn Starkey  
Pasco County Commissioner  
District 3

**BOARD OF COUNTY COMMISSIONERS**

☐ 352.521.4111 | Historic Pasco County Courthouse | 37918 Meridian Avenue | Dade City, FL 33525  
☐ 727.847.2411 | West Pasco Government Center | 8731 Citizens Drive | New Port Richey, FL 34654



**PASCO EDC**  
NORTH TAMPA BAY, FLORIDA

Pasco Economic Development Council  
16506 Pointe Village Drive, Suite 101 • Lutz, Florida 33558  
p: (813) 926-0827 • f: (813) 926-0829  
[www.pascoedc.com](http://www.pascoedc.com)

**POLICY COUNCIL**

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Tampa Electric/Peoples Gas  
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Cissy Proctor  
Executive Director  
Florida Department of Economic Opportunity  
107 East Madison Street, Caldwell Building  
Tallahassee, FL 32399-4120

August 15, 2018

Re: Letter of Support for Florida Job Growth Grant Fund  
Workforce Training Grant Proposal

**BOARD OF DIRECTORS**

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BB&T  
**Mike Lawson**  
Metro Development  
**Rick Lentz**  
Cutler Associates, Inc.  
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**Joseph Munier**  
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**Lex Smith**  
SunTrust Bank  
**Trey Starkey**  
Starkey Land Company, LLC  
**Eric Weekes**  
Saint Leo University  
**Ken West**  
Medical Center of Trinity

Dear Ms. Proctor:

On behalf of the Pasco Economic Development Council (Pasco EDC) and partner with the ICTC Governing Board, dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities as well as increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Pasco EDC is a strong supporter of AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board, and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

When companies come to us looking to make their location decisions for relocation or expansions, one of the first things they normally ask is 'what about the quality of our workforce.' A building and a site is really just a building and a site, but without a quality workforce those companies cannot guarantee the sustainability of a good talent pipeline for their business growth of the future. AmSkills is helping us to provide a talent pipeline for the manufacturing industry in our county.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

Bill Cronin  
President & CEO

**EX OFFICIO**

Commissioner Mike Wells  
Mayor Camille Hernandez  
Dan Biles, Pasco County  
Jerome Salatino, CareerSource



PINELLAS  
COUNTY  
ECONOMIC DEVELOPMENT

August 16, 2017

Cissy Proctor  
Executive Director  
Florida Department of Economic Opportunity  
107 East Madison Street  
Caldwell Building  
Tallahassee, FL 32399-4120

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Pinellas County Economic Development and Delegate Member of the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Pinellas County Economic Development is a strong supporter of AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board; and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

Mike Meidel  
Director, Pinellas County Economic Development  
13805 58th Street N., Suite 1-200  
Clearwater, FL 33760  
(727) 464-8114



# Pasco County Schools

Kurt S. Browning, Superintendent of Schools  
7227 Land O' Lakes Boulevard • Land O' Lakes, Florida 34638

---

August 11, 2017

Cissy Proctor  
Executive Director  
Florida Department of Economic Opportunity  
107 East Madison Street  
Caldwell Building  
Tallahassee, FL 32399-4120

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Pasco County Schools and a Member of the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Pasco County Schools has partnered with AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board; and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

Kurt Browning  
Superintendent of Schools



**Vision:**  
100% Student Success

**Mission:**  
"Educate and prepare each student for college, career and life."

August 14, 2017

Cissy Proctor  
Executive Director  
Florida Department of Economic Opportunity  
107 East Madison Street  
Caldwell Building  
Tallahassee, FL 32399-4120

**ADMINISTRATION BUILDING**  
301 Fourth St. SW  
P.O. Box 2942  
Largo, FL 33779-2942  
Ph: (727) 588-6000

**SCHOOL BOARD OF  
PINELLAS COUNTY, FLORIDA**

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Peggy L. O'Shea

**Vice Chairperson**  
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Linda S. Lerner  
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**Superintendent**  
Michael A. Grego, Ed.D.

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Pinellas County Schools and a Member of the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our community. I support their proposal to expand on the success they have achieved thus far.

Pinellas County Schools has partnered with AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

As past Chairperson of the ICTC Governing Board, I demonstrate a commitment to continue our partnership with the AmSkills program to increase the number of apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this project.

Sincerely,

Mark Hunt  
Executive Director  
Career, Technical and Adult Education  
Pinellas County Schools



August 15, 2017

Cissy Proctor  
Executive Director  
Florida Department of Economic Opportunity  
107 East Madison Street  
Caldwell Building  
Tallahassee, FL 32399-4120

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Florida Suncoast Manufacturing Association and a supporter of the **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

The Florida Suncoast Manufacturing Association is working with AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board; and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

Jerry Custin

101 State Street W Suite 101 Oldsmar Florida 34677  
813 855-4233





August 11, 2018

Cissy Proctor  
Executive Director  
Florida Department of Economic Opportunity  
107 East Madison Street  
Caldwell Building  
Tallahassee, FL 32399-4120

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Pharmaworks, Inc, one of the largest manufacturers in Pasco County, and Chairperson of the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Pharmaworks has already benefited from AmSkills and currently has three Apprentices working at our company. These young adults have proven to be disciplined, express excitement in their Mechatronics training, and have become productive employees for us in a relative short period of time. We have attempted to recruit and hire using traditional staffing companies and placing advertisements, with little success. We are committed to utilizing AmSkills to help us find, train and maintain staff for the future and I suggest others to do the same.

Pharmaworks is whole-heartedly committed to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

A handwritten signature in black ink that reads "Peter Buczynsky". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Peter Buczynsky  
President  
Phamaworks, Inc.



**SOUTHERN MANUFACTURING TECHNOLOGIES**

August 15, 2017

Cissy Proctor  
Executive Director  
Florida Department of Economic Opportunity  
107 East Madison Street  
Caldwell Building  
Tallahassee, FL 32399-4120

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Southern Manufacturing Technologies Inc. and Advisory Council Member to the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

SMT has partnered with AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board; and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

A handwritten signature in blue ink that reads "Roy Sweatman".

Roy Sweatman  
President  
Southern Manufacturing Technologies, Inc.

*Southern Manufacturing Technologies, Inc.*

5910 Johns Road • Tampa, FL 33634-4422 • Tel: 813-888-8151 • Fax: 813-882-9961



August 14, 2017

Cissy Proctor  
Executive Director  
Florida Department of Economic Opportunity  
107 East Madison Street  
Caldwell Building  
Tallahassee, FL 32399-4120

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Accuform Manufacturing, Inc and Member of the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Accuform has partnered with AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board; and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,



John Murphy

Accuform Manufacturing, Inc. – Vice President, Human Resources  
ICTC Governing Board Member



# A-B-C PACKAGING MACHINE CORPORATION

811 Live Oak Street, Tarpon Springs, Florida 34689-4199 727/937-5144 - FAX 727/938-1239

February 1, 2018

A-B-C Packaging Machine Corporation, faces significant challenges in developing, recruiting, and maintaining a skilled workforce that meets our long term needs. We support the PMMI Education Mission, "To address the critical shortage of technically skilled employee candidates by elevating awareness of attractive careers in the packaging and processing industry while providing assistance to schools and programs that develop students to excel at those jobs."

In addition, we have had the opportunity to visit the AmSkills (American Manufacturing Skills Initiative) program, and we support their proposal to provide an "Industry-Led" European-Style Apprenticeship Training Program for PMMI members and the manufacturing industry, which is in alignment with the PMMI certification programs.

The AmSkills program recruits potential candidates from within the local community, school system and other organizations; provides an effective Pre-Apprenticeship program that vets and trains candidates on much needed foundational skills through hands-on experiences; provides continued Apprenticeship training opportunities working in conjunction with manufacturers; and provides a dual-coaching approach which assigns an AmSkills Coach, a pre-trained company Mentor, and the Apprentice for long-term sustainability.

It is our understanding that AmSkills currently has more than 175 participating in their youth and adult Pre-Apprenticeship & Apprenticeship programs, which is extremely encouraging to see we have a working program developing a potential pipeline to help us address our workforce needs. Our company is looking forward to working with AmSkills and we anticipate hiring AmSkills Apprentices as they become available.

I believe the AmSkills Apprenticeship Training Program has the ability to help us address the highly critical workforce shortage our company and others are facing, and I encourage the PMMI to partner with AmSkills which will benefit not only local PMMI Members, but many others as the AmSkills Model can be replicated in other States.

Sincerely

Mark Reichert  
President

A-B-C Packaging Machine Corp



AmSkills  
Tom Mudano  
7825 Campus Dr.  
New Port Richey, FL 34653

Osgood Industries, Inc.  
601 Burbank Road  
Oldsmar, FL 34677  
Tel +1 813 855 7337  
Fax +1 813 855 3068  
www.boschpackaging.com

Uwe Richter,  
uwe.richter@bosch.com

07 February 2018

Osgood Industries, Inc., Bosch Packaging Technology, is facing significant challenges in developing internal talent, recruiting, and obtaining a skilled workforce that meet our immediate and long term needs, especially when the economy is booming as it currently is today. With increasing competition and interest in our industry, there is a heightened need for talented workers.

We have had the opportunity to visit the AmSkills (American Manufacturing Skills Initiative) program, and **WE SUPPORT their proposal to provide an “Industry-Led” European-Style Apprenticeship Training Program for PMMI members and the manufacturing industry,** which is in alignment with the PMMI certification programs.

The AmSkills program recruits potential candidates from within the local community, school system and other organizations; provides an effective Pre-Apprenticeship program that vets and trains candidates on much needed foundational skills through hands-on experiences; provides continued Apprenticeship training opportunities working in conjunction with manufacturers; and provides a dual-coaching approach which assigns an AmSkills Coach, a pre-trained company Mentor, and the Apprentice for long-term sustainability.



It is our understanding that AmSkills currently has more than 175 participating in their youth and adult Pre-Apprenticeship & Apprenticeship programs, which is extremely encouraging to see we have a working program developing the potential pipeline to help us address our workforce needs. Our company is looking forward to working with AmSkills and we anticipate hiring AmSkills Apprentices as they become available.

07 February 2018

Page 2 of 2

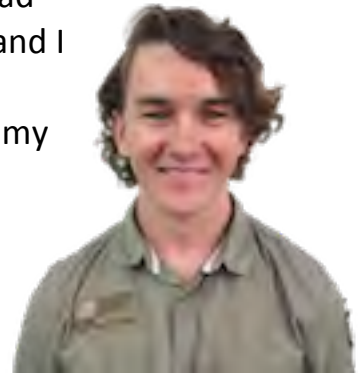
I believe the AmSkills Apprenticeship Training Program has the ability to help us address the highly critical workforce shortage our company and others are facing, and I encourage the PMMI Education Committee to partner with AmSkills to establish a Pilot Program, which will benefit not only local PMMI Members, but many others as the AmSkills Model can be replicated in other States.

Yours sincerely

Osgood Industries, Inc.  
Uwe Richter  
Materials Manager

A handwritten signature in black ink, appearing to read 'Uwe Richter', written over the printed name.

My name is Justyn Bowes and I am 19 years old. The first time I had heard of this program was in my high school engineering course and I jumped on it right away. I was accepted into the group at the Hernando AmSkills site, I even ended up with the familiar face of my engineering teacher Mr. Fry.



In the first couple years, one of which I was still in high school for, we learned a lot of the basics of hand tools, machining, and mechatronics applications. This helped me greatly in finding a sponsorship from a company close by, Accuform. But until then I had a very difficult time finding a job the conventional way i.e. filling out applications, talking to managers, and handing out my resume. No employer even gave me a call back because of a lack of job experience. Without the skills I gained from classes AmSkills offered I may have had to wait years for an opportunity to get into this career field.

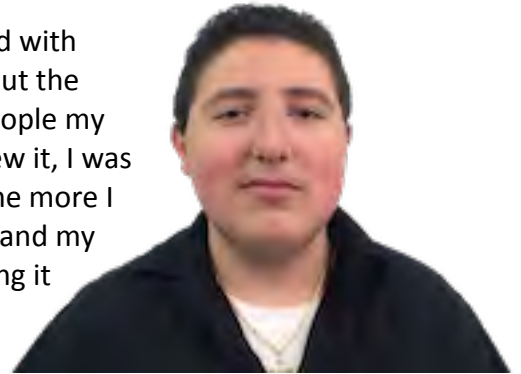
In 2018, I transferred to a new company, Pharmaworks and became an official Apprentice. I have been attending more in-depth mechatronics training at AmSkills and I am more interested in it than I ever thought I would be. So far my favorite area has been coding for a micro controller using the c++ coding language. We are currently working on building and coding a robotic arm and I look forward to going further with our projects every time I show with all my classmates.

I would encourage anyone interested in this career field to check out AmSkills for themselves, see what it has to offer for them, take some classes, and be open to new paths along the way to find out what they enjoy doing the most. That's what I did and I love it!



Dear Mr. Mudano,

From the first day I could tell I found the right place. The room was filled with machines I didn't know the names to and people I haven't met before but the instructors made me feel at home. To be surrounded by like-minded people my age who are ready to work and learn really hooked me and before I knew it, I was getting my hands dirty and my feet wet. The more classes I attended, the more I wanted to come back. I was doing work that would make my back sore and my arms quiver, but that was shrouded by how much fun I was having during it all. Years passed like weeks and I look back to the most harsh and painful projects with fondness and a few laughs.



The work I was doing got me closer and closer to understanding the field, which was amazing. However, what I find equally amazing is the people I've met along the way. I've met instructors I can consider life mentors that I can always call to when I need help. The friendships that were forged through WD40 and motor grease will continue to follow me through my life. These people I've met and spent the last three years of my life with are my family and I look at them as I would my own flesh and blood.

Many people go through their life moving from job to job, working their life away without a passion for what they're doing. Thanks to this program and everyone who supports it, I can proudly say I will never be one of those people. I know exactly what I want to do with my life and strive to improve my understanding of the industry with every steel shaving. AMSkills has been a guiding hand in the dark during a stage in my life fraught with uncertainty. I will always support this program because I know from experience how it can help a child through the most crucial stage in life. I encourage anyone to try out the program if they are willing to do work I show up to every class. I hope the program continues to help people like me find the job that will change their life forever.

Sincerely,

Justin Tozzi

Dear Mr Mudano

I'd like to express how thrilled I was when my son Justin Tozzi decided to enroll in the AmSkills manufacturing program. Visiting the different companies and witnessing how they operate was an exciting and educational experience for him. I was amazed and proud to see him and his teammates building projects and operating them. The program teaches leadership, team work and has inspired Justin to pursue a career in engineering. I hope AmSkills continues so other students may benefit from what your program offers.

Sincerely,  
Junique Silva-Tozzi

**August 10 2018 - The following is a letter sent to Tom Mudano, AmSkills Executive Director from a current student, Richard "Ricky" Valdez, who is currently in the AmSkills Adult Pre-Apprenticeship Program**

Dear Mr. Mudano,

What you are doing at AmSkills is meaningful. The fact that AmSkills exists as a non-profit organization is a beautiful story of people making a difference.

I would like to explain my background and why I am currently enrolled at AmSkills. Hopefully I can contribute to this organization.

I decided to pursue Mechanical Engineering because I was great at math, liked to learn, and always asked how things were made. I studied drafting and design at Land O Lakes High School and enjoyed those courses immensely.

Fall 2015 was my first semester at USF after attending community college. My first semester was completely life changing because now I needed to learn how to study for engineering level math and physics courses. I had a difficult first semester but managed to get through making A's & B's.

Semester after semester went on and each semester was difficult and stressful. The stress and anxiety was not necessarily due to the course load, but was linked to my financial situation... I was accumulating student debt quickly, even with a Florida Bright Future's scholarship. After my first semester at USF I realized I needed to be close to the University because commuting was adding more stress. So in order to pay for my living expenses I needed to continue to work while at school, which created more stress.

In 2016 I started looking for engineering internships to gain experience. When I finally got an internship opportunity, I quickly realized that it was not for me. I really did not like being behind a desk.

I am thankful of my internship experiences because it made me realize that great engineers need hands-on understanding on how things are made. I discovered the best time I had at my internships was programming a CNC machine, pulling nested laser cut materials, operating manual machines, bending sheet metal, and designing things that were related to production.

My real burnout started in summer of 2017 when I was taking a manufacturing course and had no hands-on instruction. The course was all theoretical instruction, which frustrated me. I wanted to operate a mill, learn speeds and feeds, program a CNC, and those opportunities were not available for students... So I decided to take a break from my courses due to the lack of instruction.

Thankfully, through hard work, I was able to pay off my student loans. The debt was a large contributing factor to my stress while in school. I will only return to my engineering courses when I am able to study free of debt. I only have 32 credits to graduate with my Mechanical Engineering degree. I would like an opportunity to return at some point in the future.

I was searching for something to do as a profession that would allow me to travel while pursuing my goals. So I chose welding and purely pursuing welding did not sit right with me. Then I discovered AmSkills through Fox 13 news! I signed up the same night I saw the broadcast. I knew that it would be a great fit and so far it has been a wonderful opportunity.

From the first week of classes I have rediscovered my drive of learning and my ability to accomplish my goals.

I have no idea where AmSkills will take me but I feel like this course has already taken me farther than my college courses have so far, because of the hands on experience.

I am still debating whether to continue my pursuit of a Mechanical Engineering degree, but I believe that if I am placed with a company that will give me an incentive to continue my degree, it can be possible.

Thank you for your hard work at AmSkills. I am excited that I have been given this opportunity.

Sincerely,



Richard Valdez



June 8, 2018

Tom,

Thank you for your call. It was good to speak with you this morning. We are on the verge of the next "industrial revolution". Your students are going to be at the epicenter of that movement. One educator to another, we must be the champions for those students who need, more than ever, an alternative to a college education.

AmSkills has provided my Sons a new path to success. They tried college and found it to be leading them in a direction they did not want to go. They have enjoyed the work and skills they have been able to develop in the program. The remaining piece is to find one of the companies that need a skilled workforce for each of them. Chris and I had a good conversation about that the other day and I look forward to my Sons hearing from him often.

Thank you for your work, foresight and long term planning for those who are not interested in a college educated job. You are helping those with a desire for a career that is more hands-on and applied than theoretical in nature.

--

Sincerely yours,  
Len W. Mortensen

Mr. Mudano,

I wanted to take a moment to thank you for the opportunity your organization has provided my son Christopher Baker. He is one of your first year participants in the AmSkills program. We were thrilled to find out that your program would provide him hands on experience. We were looking for a way to continue his education in Engineering since he was a four year student at Nature Coast Tec in the Engineering cluster.

Your amazing program has helped develop actual skills that go along with the education system. He is currently a PHSC student pursuing his Engineering Degree while working with Pharmaworks Manufacturing as their Apprentice. You were able to connect him to a wonderful company that allows him to use the practical skills he is learning while attending your classes provided on weekends.

The support your company provides to students allows them to be connected to knowledgeable teachers and organizations . Your program is cultivating a bright future for our youth with skills that lead to good paying jobs for all of Hernando County . In a world where you apply for jobs online you need a way to make yourself rise to the top of the application pile.

This program allowed my son to rise to the top when pursuing his current position. His bosses have told me that they hope when the day comes he will work for them as an Engineer in their company. It is amazing that your program helped my son solidify a future position with a company that he loves to work at every day.

Thanks again for this wonderful opportunity

Carolyn Baker



 **Carolyn Baker**  
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## An Open Parent Letter From The Parent of an Adult who participated in the AmSkills Pre-Apprentice Program

Samuel Gates lives in Hernando County and participated in the AmSkills "pilot" Adult Pre-Apprenticeship Program. The following is an open letter received from his mother, Michaela Gates on July 17, 2017:

*"Dear Tom, I want to take a minute to explain what finding AmSkills has meant to my family and my son, Sam Gates. From the time Sam was in 8th grade, he knew he wanted to work with his mind and his hands. He spent a whole summer in 9th grade in the Automotive Shop of a friend of ours who let him spend time there to learn. I dropped him off on my way to work and picked him up on the way home. Sam went faithfully every day. He was enthralled. Later we looked into Automotive School, but Sam wasn't sure that was the trade and career choice that was right for him. After High School, Sam took several college courses, and while Sam is extremely intelligent, he was not really engaged in them and didn't do very well. I think we, (Sam, his Dad and I), were looking for the right combination of intellectual and manual/mechanical challenge.*

*It was during my own job search that I came across AmSkills through my friend's husband, Trevor Charlton. Sam is 27 years old and he has tried different jobs (office and mortgage work), but he knew those weren't right for him. Finding Amkills was truly a Godsend. When I told Sam about the Adult Program that was being started, it was the first time in years that he was excited and willing to engage fully. He enjoyed the program, learned excellent skills, feels confident and is looking forward to what the future holds ...both the additional learning he will acquire and the fact that it will lead to the TYPE of work in which he is interested.*

*I am a huge advocate of AmSkills. While Sam's Dad and I ushered both our boys toward college, it was obvious that was not the right fit for Sam. I will promote AmSkills wherever I go and to other parents whose kids may have interests other than the college route. You can depend on me to be a supporter forever!*

*Sincerely, Michaela Gates"*

## What AmSkills Meant to Samuel Gates (The following are excerpts from Samuel's letter. The full letter is contained on the following pages)



*Hello, my name is Samuel Gates and I am 27 years old. Near the end 2016, I became unemployed after my contractual employment ended with a mortgage company. I'm the type of person who does not like sitting in a cubicle all day and have always enjoyed being able to work with my hands and being on my feet. I was an apprentice auto mechanic when I was younger and have always been good at fixing, repairing, and making things work. I was at a crossroads in my life and I had the option of getting another job in the mortgage industry or trying to find a new path.*

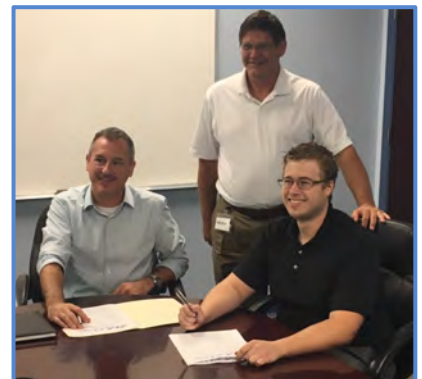
*I decided to look for a new path, but not being a certified mechanic or having any certified skills to offer employers, I was having a hard time finding a job that would lead me towards that new direction. One day, my mother told me about a new program she had heard about named AmSkills. This program offered to teach knowledge and skills relating to CNC machining, industrial mechanics, and mechatronics. I was very interested as these were exactly the types of knowledge and skills I wanted to learn. I applied to AmSkills and was accepted into the program...*

*From day one I was hooked. The program is set up so that the vast majority of the time in class is spent learning "hands on" skills. I learned about many different applications used every day in the manufacturing industry and how to use many of the tools and machines one would find there. My classmates and I learned how to use a wide array of hand tools, manual mills, manual lathes, drill presses and more. We also learned about electronics, pneumatics, hydraulics, CNC mills, CNC lathes, 3D printers and much more.*

*I learned a lot, loved being there, had fun and was excited to go back every day. Having spent much of my youth searching for the right job fit, not knowing what I wanted to do for a career, starting and stopping college a few times, I wish this program had been around when I was younger. I would highly recommend this program to anyone who is mechanically inclined, likes to build/repair things, likes to work with his/her hands, is looking for a career change or has even the slightest interest in the program, to apply and find out if AmSkills could lead him/her to a bright future.*

**Employment Update:** *Upon completion of the AmSkills Adult Pre-Apprenticeship Program, Samuel was hired by Leadertech, inc., a Hillsborough County manufacturer and he is the first AmSkills Tool & Die Maker Apprentice.*

*Letter from Parent of Hernando County Pre-Apprentice – Justin Tozzi. Justin started the AmSkills Youth Pre-Apprenticeship Program in 2015. Justin is currently attending Pasco Hernando State College and the AmSkills Mechatronics Training Program while he is pursuing an Engineering Degree; and is expected to be placed working in a part-time Apprenticeship with a local manufacturer while attending college.*



Gary Mandile, Director – Leadertech, Tom Mudano, Exec. Director – AmSkills, & Sam Gate – Signing Apprenticeship Agreement.

Dear Mr Mudano

I'd like to express how thrilled I was when my son Justin Tozzi decided to enroll in the AmSkills manufacturing program. Visiting the different companies and witnessing how they operate was an exciting and educational experience for him. I was amazed and proud to see him and his teammates building projects and operating them. The program teaches leadership, team work and has inspired Justin to pursue a career in engineering. I hope AmSkills continues so other students may benefit from what your program offers.

Sincerely,  
Junique Silva-Tozzi