



## 2019-2020 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: Board of Trustees of St. Petersburg College

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

Primary Contact Name: Brian Frank

Title: Dean, College of Public Safety

Mailing Address: 3200 34th Street S.

St. Petersburg, FL 33711

Phone Number: 727-341-4143

Email: frank.brian@spcollege.edu

Secondary Contact Name: Katie Shultz

Title: Executive Director, Grants

Phone Number: 727-341-3002

### Workforce Training Grant Eligibility

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

Eligible entities must submit proposals that:

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

**1. Program Requirements:**

(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 description.

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

See attached 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 description.

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

See attached 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 description

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

Yes

No

See attached 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 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 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 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 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 description.

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

See attached 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: 7/1/2020

End Date: 6/30/2023

See attached description.

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

See attached 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 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).

n/a

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- J. Provide any additional information or attachments to be considered for the proposal.  
 See attached Letters of Commitment--Attachment A.

**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**      \$ 1,912,546  
 Florida Job Growth Grant Fund

2.) **Other Workforce Training Project Funding Sources:**

City/County                              \$ n/a

Private Sources                            \$ n/a

Other (grants, etc.)                      \$ n/a

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

Total Other Funding                      \$ n/a

3.) **Workforce Training Project Costs:**

Equipment                                  \$ 392,766

Personnel                                    \$ 562,960

Facilities                                     \$ 725,000

Tuition                                        \$ 0.00

Training Materials                         \$ 53,565

Other    \$ 178,255

Please Specify: Indirect also

**Total Project Costs**                      \$ 1,912,546

**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 budget narrative.

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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 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 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 documented evidence of signing authority--Attachment B.

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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: Board of Trustees of St. Petersburg College

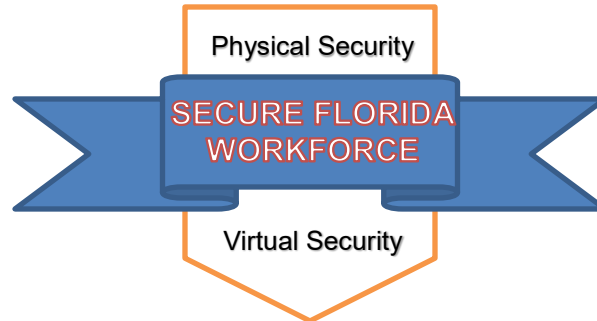
Name and Title of Authorized Representative: Dr. Tonjua Williams, President

Representative Signature: Tonjua Williams

Signature Date: 10/24/19

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

**Title: Secure Florida Workforce**



In collaboration with local and federal agencies and industry partners, St. Petersburg College (SPC) proposes the **Secure Florida Workforce** initiative, a direct response to the national, state, and local needs for professionals that support the **Information Technology** and **Homeland Security and Defense** sectors. These industries are growing exponentially in the Tampa Bay region, and the need for well-trained personnel has become even more imperative to meet rising job demand, attract businesses to Florida, and ensure ability to respond in the event of a physical or virtual threat.

The Homeland Security and Information Technology strategic industries encompass multiple employment sectors aimed at keeping both physical and virtual resources safe. As TriOrbs CEO and cybersecurity expert Joseph Hall remarked at a recent SPC event, “Physical and virtual security require the same mindset—protecting your environment.” According to Pinellas County Economic Development (PCED), **more than 100,000 jobs in this region are directly or indirectly related to information technology, cybersecurity, and homeland security and defense sector employment.**<sup>1 2</sup> These jobs represent a **multi-billion dollar** economic generator in the Tampa Bay MSA. From public safety personnel and digital forensic experts to defense contractors and cybersecurity analysts, this region is ripe with high-wage, high-skilled employment opportunities and industry investments.

**Secure Florida Workforce** represents a coordinated effort to provide multiple avenues for accelerated job training—from short-term certificates to associate and baccalaureate degrees—that will close the talent gap and strengthen the Targeted Strategic Industries of **Homeland Security and Defense** and **Information Technology** in Pinellas County, Tampa Bay, and across Florida.

**Secure Florida Workforce: Virtual Security**

The workforce outlook for cybersecurity and related occupations is extremely competitive in Florida. Cybercrime costs the U.S. approximately \$3 trillion per year, with some estimates as high as \$6 trillion by 2021<sup>3</sup>. Florida cities have felt the pressure of cyberattacks, with more than \$1 million in ransom paid by state municipalities to hackers in 2019 alone. The Tampa Bay region is home to 19 global corporate headquarters representing billions of dollars in capital, four major military installations, and thousands of corporations and infrastructure agencies, all of which are vulnerable to cyberattack and require trained cybersecurity professionals on staff. A recent report lists the Tampa Bay metro area as

<sup>1</sup> Pinellas County Economic Development (2017, June). *Defense & Homeland Security*. Retrieved from [www.pced.org](http://www.pced.org)

<sup>2</sup> Pinellas County Economic Development (2019, January). *Information Technology*. Retrieved from [www.pced.org](http://www.pced.org)

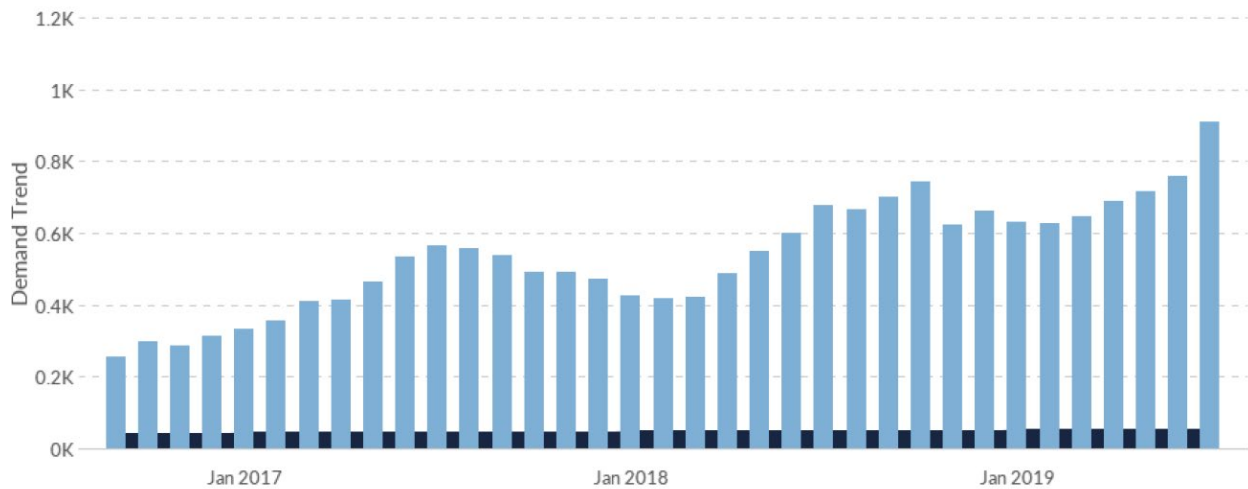
<sup>3</sup> Herjavec Group, 2019. *Official Annual Cybercrime Report*. Retrieved from <https://www.herjavecgroup.com/the-2019-official-annual-cybercrime-report/>.



the 10<sup>th</sup> most potentially vulnerable community in the U.S. due in part to the large presence of defense and financial service firms, as well as an above average aging population<sup>4</sup>. Beyond financial and technology institutions, societal infrastructure systems such as public safety, transportation, and medical facilities also face their own weaknesses related to cyberterrorism and hacking.

Parallel to these vulnerabilities, cybersecurity has also become the burgeoning identity of Tampa Bay’s tech and startup industry, representing more than \$450 million in deals in recent years.<sup>5</sup> According to KnowBe4, a billion-dollar tech firm headquartered in Clearwater, Tampa Bay provides a “massive competitive advantage” in both location and cost of living for cybersecurity firms as well as the corporate headquarters they serve, including financial scions like Raymond James. Tampa Bay leads as Florida’s technology hub, with unlimited potential for growth.<sup>6</sup> The cybersecurity/information technology industry’s success in this region, and presence of “unicorn trailblazers” like KnowBe4, has led multiple companies to indicate their desire to move operations to Tampa Bay.<sup>7</sup>

The influx and growth of both cybersecurity and international IT and financial corporate entities in Florida has created a distinctive uptick in the number of jobs available, as well as a broadening of talent pool needs. Approximately **658 employers** in Tampa Bay were competing for cybersecurity talent in 2018, with **3,248 unique job postings** during that year.<sup>8</sup> Figure 1 shows the demand trend in the last two years alone.



**Figure 1:** Demand for cybersecurity-related occupations in the Tampa Bay region, 2018. EMSI.

As agencies of all sizes continue to beef up cybersecurity personnel and corporations are founded in or relocate to this region, this demand will only continue to grow. In addition, data shows that the retirement risk for current cybersecurity employees in the Tampa Bay MSA is higher than the national average, contributing further to an employment shortage.<sup>9</sup> Cyber hackers and dark web threats

<sup>4</sup> Danielson, R. (2018, June 1), “Tampa Bay Area Ranked 10<sup>th</sup> Most Vulnerable,” Tampa Bay Times.  
<sup>5</sup> Coffey, L. (2019, Aug. 9), “Tampa Bay’s Tech and Startup Sector Has Long Been in Search of an Identity,” Tampa Bay Business Journal, pp. 14-15.  
<sup>6</sup> Pinellas County Economic Development (January 2019). *Information Technology*. Retrieved from www.pced.org  
<sup>7</sup> Lauren Coffey (2019, Aug. 9), “Tampa Bay’s Tech and Startup Sector Has Long Been in Search of an Identity,” Tampa Bay Business Journal, pp. 14-15.  
<sup>8</sup> Demand for cybersecurity-related occupations in the Tampa Bay region, 2018. EMSI.  
<sup>9</sup> “Cyber Incident Responders in Tampa-St. Petersburg-Clearwater, FL,” Cyber Incident Responders in Tampa-St. Petersburg-Clearwater, FL (Moscow, ID: Emsi, 2019).

continue to refine their approaches and sophistication in attacking vulnerabilities at every scale, creating the need not only for training that keeps pace with emerging threats but that also assists decision-makers in knowing how to best mitigate those threats proactively. Corporations are also often focused on hiring individuals with a baccalaureate degree and several years' experience—a barrier for those looking to enter the field and a juggernaut in filling the growing demand.

The goal of *Secure Florida Workforce*, therefore, is to ensure educational and training opportunities exist “to diminish the inherent talent gap that goes with the growth [and specialization] of the sector.”<sup>10</sup> Tampa Bay must have a well-trained and nimble talent pool ready to fill vacancies as well as attract additional competitors to the region.

As one of Florida's largest state colleges, SPC strives to remain on the forefront of cutting-edge curriculum and technology to meet these regional and global workforce needs. SPC currently offers a cadre of training options, including non-credit and for-credit industry certificates as well as A.S. Degrees in Cybersecurity and the related fields of Data Technology and Computer Programming and Analysis. A B.A.S. in Cybersecurity is currently in the state approvals process; upon approval, it is anticipated to begin enrolling students in Fall 2020. Cybersecurity offerings are among the most rapidly filled programs within the College, enrolling over 400 students in the 2018-2019 academic year alone and nearly doubling enrollment since 2015.<sup>11</sup>

Student and employer demand has led to the need for multiple adjunct faculty hires and new course section offerings. The curriculum in the A.S. degree program aligns with entry-level industry certifications such as CompTIA A+, CompTIA Net+, CompTIA Sec+, CCNA Cyber Ops, and EC-Council's Certified Ethical Hacking, which provide students a pathway of milestone opportunities and on-and-off ramps in the field of cybersecurity. SPC was also recently designated this region's only Two-Year Education National Center of Academic Excellence in Cyber Defense (NAEC2Y) by the Department of Homeland Security and National Security Agency. Centers of Academic Excellence in Cybersecurity institutions meet rigorous requirements and are determined to have robust degree programs and close alignment to salient cyber-security related knowledge units, validated by subject matter experts in the field.

Adding to SPC's expertise in cybersecurity and defense is an emphasis on responding to and investigating events once a cybercrime has occurred. As cybercrimes continue to grow exponentially, so too does the demand for trained personnel, typically from law enforcement sectors, that know how to recover and investigate evidence from digital devices. Labor statistics data demonstrates the growth of the digital forensics sector alone numbers 570 job postings in the next six years in Florida, with **average wages at \$91,770** for the Tampa Bay MSA.<sup>12</sup> SPC offers a certificate in Computer Related Crime Investigation and an A.S. degree in Digital Forensics and Computer Investigations, which includes stacked credentials via CompTIA A+ and CompTIA Security+ industry certifications.

SPC has a robust group of industry partners representing organizations at every level, from small start-ups to federal defense agencies to multinational financial corporations (*see attached Letters of Commitment*). The College has worked with these partners and faculty to identify ongoing needs and best ways to fill cybersecurity and digital forensics training opportunities and gaps, strengthen the talent pool, and maximize the economic impact of this industry within the state of Florida. The following themes have emerged:

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<sup>10</sup> Coffey, L. (2019, Aug. 9), “Tampa Bay's Tech and Startup Sector Has Long Been in Search of an Identity,” Tampa Bay Business Journal, pp. 14-15.

<sup>11</sup> St. Petersburg College, Pulse Business Intelligence. *Student Enrollment Dashboard, 2018*.

<sup>12</sup> U.S. Department of Labor. *Career One Stop: Information Security Analysts*. Retrieved from: <https://www.careeronestop.org/Toolkit/Careers/Occupations/occupation-profile.aspx?keyword=Information%20Security%20Analysts&onetcode=15-1122.00&location=33716>

- The need for **more on-campus classes and a physical site for secure simulation and hands-on training** for students in cybersecurity and digital forensics;
- The need for **training expertise in Threat Management and Intelligence**, an emerging cybersecurity and digital forensics domain that takes a holistic approach to identifying, mitigating, and responding to cyber threats; and
- The need for **improved skills and experience recognition** to help identify individuals who have the aptitude and ability to succeed as cybersecurity professionals, going beyond the traditional emphasis on a baccalaureate degree and several years' experience.

By addressing these needs through *Secure Florida Workforce*, SPC and its partners will be able to ensure a more robust pipeline of cybersecurity personnel. In tandem with these efforts, *Secure Florida Workforce* will also ongoing homeland security needs in public safety and defense.

### **Secure Florida Workforce: Physical Security**

As the Tampa Bay MSA and Florida continue to ride an influx of both new citizens and corporations moving into the state, vulnerabilities to physical threats also rise. Entities looking to invest in this region must have reassurance that their resources are secure and the appropriate infrastructure is in place to protect both human and financial capital.

Tampa Bay's multiple military installations include the largest and busiest U.S. Coast Guard Air Station base in the world in Clearwater as well as MacDill Air Force Base, home to U.S. Central Command and U.S. Special Operations Command. Any one of the military sites represents a base for security-related operations and personnel needing expertise in security and defense. However, these sites also serve as a target for those seeking to do harm.

Pinellas County, and the Tampa Bay region, face a unique threat from natural disasters as well. With over 700 miles of coastline and a large number of ports, Tampa Bay is highly vulnerable to natural disasters such as hurricanes and flooding. A World Bank study on disaster response has called Tampa Bay one of the 10 most at-risk zones in the world. Should a category 4 or 5 hurricane hit, simulations predict at least 2 million residents would require medical treatment and death tolls could top those of Hurricane Katrina—desperately straining all emergency resources.<sup>13</sup> The potential for this scenario became all too real when Hurricane Irma made landfall in Florida in September 2017, narrowly missing a direct hit on Tampa Bay and necessitating mobilization of hundreds of emergency personnel.

Defense and physical security are also at the forefront of many minds due in part to the climbing number of active shootings in the United States each year. Although numbers vary, at least 30 active shooting events—defined by the FBI as someone actively killing or attempting to kill people in a populated area—occurred in the United States in 2017 alone.<sup>14</sup> This number does not account for single-person or targeted shootings at schools and other public venues, which some sources number in the hundreds. Sadly, Florida is not immune to these scenarios, as evidenced by the Marjory Stoneman Douglas High School shooting in Parkland that claimed the lives of 17 students in 2018. Every municipality and county must have well-trained and coordinated personnel to respond in the event of an active shooting incident.

In the face of a robust homeland security and defense installations as well as threats of natural and manmade disaster events, Pinellas and Tampa Bay pose an ongoing high workforce demand for adequate physical security and defense services. Aging personnel in all first response and security

<sup>13</sup> Fears, D. (2017, July 28). Tampa Bay's coming storm. *The Washington Post*. Retrieved from [washingtonpost.com/graphics/2017/health/environment/tampa-bay-climate-change/?utm\\_term=.0f132dce28da](https://www.washingtonpost.com/graphics/2017/health/environment/tampa-bay-climate-change/?utm_term=.0f132dce28da).

<sup>14</sup> Hayes, C. (2018, May 23). FBI: More Active Shooting Incidents in 2017. Retrieved from <https://www.usatoday.com/story/news/2018/05/04/fbi-active-shooter-increase-2017-high-death-toll/581198002/>.

sectors also add to the workforce burden as employees retire and new recruits are needed. Pinellas County Sheriff's Office employs more than 2,700 personnel alone; St. Petersburg Police Department numbers law enforcement personnel at over 560. According to a survey of Florida employers, more than 80% of incumbent workers in law enforcement and corrections will require continuing education and skills upgrade training to remain employed or advance in their field. For many of these sectors, two or four year degrees are required for promotional advancement. This program will allow incumbent workers to acquire certificates that stack toward an associate or baccalaureate degree in a flexible, responsive setting. Workers are able to sustain their employment while growing their expertise. As these workers move up, entry-level personnel will be able to fill those vacancies, creating an even stronger economic impact.

Recent legislative changes in response to the Parkland school shooting have added School Resource Officers and Guardians to every elementary and secondary school. This mandate creates additional training needs for those officers and guardians, as well as openings for more police officers and sheriff's deputies as some move into the Resource Officer and Guardian roles. According to PCED, this sector shows steady employment and no projected reduction in demand, with approximately **41,951** replacement-level jobs predicted from 2018-2029.<sup>15</sup>

St. Petersburg College (SPC) has long been the educational leader of choice to support local, regional, and federal agencies involved in homeland security and defense. SPC's Allstate Center in southern Pinellas County is a regional hub of training academies and certificate programs, including the Law Enforcement Academy. In the past five years, these programs have graduated 1,000 Law Enforcement and Corrections Officers, with rapid employment in all fields. School Resource Officer trainings, now mandated by the state of Florida, have filled quickly and train an average of 40 students per cycle. These jobs represent **\$47,000,000 in annual wages** in the Tampa Bay region.

The Allstate Center also hosts firearms and in-service trainings for more than 50 local and federal agencies including the U.S. Coast Guard, Bay Pines Veterans Association, Florida National Guard, Pinellas County Sheriff's Office, Department of Defense, U.S. Customs and Border Patrol, and all municipal police departments within the county. Federal trainees alone account for over 1300 trainees at SPC's Allstate training center each year. The Training Center is unique in its indoor shooting range capabilities, allowing for ongoing training without delays for weather or outdoor conditions.

SPC is also **one of only five training sites in Florida** providing Equivalency of Training certification for out-of-state police officers seeking employment in the state of Florida. This program has trained approximately 850 officers in the past five years, readying them for homeland security-related employment in Pinellas and throughout the state.

In collaboration with the local, state, and federal partners working to address physical and homeland security workforce training gaps, SPC has identified the following concerns:

- The need for **enhanced, adaptive training equipment** and scenarios to ensure that students are effectively prepared for the homeland security workforce.
- The need for **additional articulations for veterans** to recognize skills gained during service and expedite training time to job placement.

*Secure Florida Workforce* will address these concerns through a cohesive program plan that emphasizes training, job readiness, and responsiveness to employer needs.

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<sup>15</sup> Pinellas County Economic Development Presentation, August 28, 2019.

### **Program Design**

In order to address the region's virtual and physical security training needs in the Homeland Security and Information Technology sectors and meet workforce demand, *Secure Florida Workforce* will focus on two key areas:

- Expansion of academic pathways to provide robust short-term certificate and long-term degree opportunities for advancement, including articulations and on-campus options for current military personnel and veterans; and
- Enhancement of training in virtual and physical threat response through simulation activities.

Specifically, SPC will work with academic and industry partners as well as local, regional, and federal agencies to:

- ***Create the Cyber Innovation Lab at SPC:*** Most of SPC's cybersecurity coursework and all of its digital forensics certificate and degree courses are currently only offered in an online format. This format allows for flexibility for students who may be working full-time while earning their credential. However, both industry partners and cybersecurity students have noted that a physical, on-campus space would benefit students by providing the opportunity to train on state-of-the-art equipment and software in a collaborative, hands-on environment that mimics the real-world workplace. Through *Secure Florida Workforce*, SPC will **transform a current classroom and computer lab space into the Cyber Innovation Lab**, complete with current technology, dedicated virtual firewalls for secure networking and hacking training, and access to locally-installed and online software. The Cyber Innovation Lab will allow digital forensics students to perform forensic exams on digital devices such as computers, cell phones, tablets, gaming systems, hard drives, and other electronic devices that store data, searching for and obtaining critical information and artifacts to solve cybercrimes and enhance learning. In addition, cybersecurity simulations will be able to run cross-disciplinarily to highlight system vulnerabilities. The Lab will foster industry/educational collaboration in promoting industry partners to lead classroom instruction in order to demonstrate best practice methods, techniques, and skills to students.
- ***Integrate Digital Credentialing and Badging for Short-Term Training:*** One of the primary identified barriers to the cybersecurity workforce is employers' emphasis on required degrees and years of experience when hiring. Candidates without a baccalaureate degree and 3-5 years of experience may be overlooked if they are not able to adequately demonstrate the skills they have acquired during training. Yet, required skills and threats are changing at a rapid pace, creating a gap in training versus experience. According to one partner, "As industries are reshaped by new technologies such as data science, cloud computing, security, blockchain, and artificial intelligence, the number of jobs being created is far outpacing the number of qualified applicants." SPC has recently partnered with IBM to help bolster classroom training in emerging technologies as well as access IBM's online badging system that will allow students to identify and demonstrate areas of mastery to potential employers. As several members of a recent SPC cybersecurity employers' panel stated, if applicants' resumes don't blatantly show the requisite skills and experience, their resumes will be overlooked.

*Secure Florida Workforce* will help students demonstrate their skill mastery and improve employment opportunities by each year providing badging license vouchers to approximately 25 cybersecurity certificate and degree students. Students will be selected based on their proximity to graduation and employment as well as success rates in cybersecurity coursework.

- ***Develop a NEW Threat Management and Intelligence Certificate series in Cybersecurity:*** As a field straining to constantly stay ahead of cyber threats, there are a wide range of competencies needed for well-trained cybersecurity personnel to anticipate potential issues and respond appropriately and effectively. One emerging field is known as threat intelligence. Simply defined,

threat intelligence uses raw data as well as evidence-based practices and patterned behaviors to predict, prevent, and/or mitigate cyberattacks. It takes a holistic, nuanced view at security using essential skills such as critical thinking, strategic threat identification and assessment, threat modeling, and open source intelligence development. In essence, those trained in this field know how to think like a sophisticated attacker—an essential skill when millions of dollars may be at stake. While currently incorporated into the Cybersecurity A.S. degree program, Threat Intelligence is quickly becoming its own employment subsector within the Cybersecurity occupational field. Industry partners have noted a distinct need for further training in this area, particularly as businesses can't build success threat intelligence programs without staff who able to understand both sides of the fight and produce well-informed reports that support strategic decision-making and daily operational decisions throughout an organization.

Through *Secure Florida Workforce*, SPC will **develop a series of Threat Management and Intelligence certificates** to align with industry standards and frameworks and position trainees for employment as intelligence analysts. These non-credit certificates, ranging from 5 to 40 hours, will then be cross-walked to for-credit associate and baccalaureate degree programs in Cybersecurity, allowing students to continue their education through stackable credentials. In addition, certificate training will also be used to train executives on how to develop a threat intelligence plan and identify appropriate threat assessment skills and competencies for future hires, connecting trainees' capabilities with the hiring needs of employers.

- **Develop NEW articulations and in-class training options for veterans:** As the cybersecurity workforce demand continues to broaden, a key market in the Tampa Bay region is currently military service personnel and veterans. Tampa Bay is home to the largest enclave of veterans in the state, with more than 221,000 vets calling the region home.<sup>16</sup> According to the U.S. Department of Homeland Security, "With five distinct mission areas related to securing the homeland, the Department of Homeland Security is the ideal employer to maximize the skills and training veterans have acquired while serving our country, as well as the commitment to serve and protect our nation."<sup>17</sup> Active military personnel and veterans have skills that readily transfer to the homeland security and information technology industries, but often need additional education to support the transition to civilian employment or to pursue promotion within their branch of service. By using a competency-based assessment model and stackable certifications, veterans are able to translate skills and knowledge into a shorter time to a degree.

SPC has created a "one stop" model of advising and dedicated support that addresses the educational needs of veterans and their families. Recognizing prior learning of veterans and easing the transition to civilian life by shortening time to a degree and work will only serve to improve veteran success rates. Program staff will work with SPC's Academic Services and Veterans Affairs departments to crosswalk articulation credits from military service to the Threat Management certificate, Cybersecurity degrees, and Homeland Security and Law Enforcement credentials, providing options for accelerated time to a degree. Program staff will also work with Veterans Affairs to ensure compliance with and eligibility for financial aid and GI Bill benefits.

Creation of an on-campus Cyber Innovation Lab and integration of face-to-face cybersecurity coursework will also benefit veterans pursuing a degree in cybersecurity or digital forensics. Currently, veterans in the Tampa Bay MSA enrolled in Exclusively Online Training receive just under \$900 in monthly housing allowance. Those enrolled in one or more on-campus courses receive an estimated \$1,900 in monthly housing allowance—a substantial increase that can be used in marketing the cybersecurity program as an attractive and affordable option to veterans.

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<sup>16</sup> National Association of Veterans' Research and Education Foundations. Retrieved from: [www.naveref.org](http://www.naveref.org).

<sup>17</sup> U.S. Department of Homeland Security (n.d.). *Homeland Security Careers and Veterans*. Retrieved from <https://www.dhs.gov/homeland-security-careers/veterans>

- **Enhance Simulation Training Equipment and Technology:** Critical to the training of local, state, and federal homeland security, military, and public safety officers is the SPC Allstate Center firing range, which provides a hands-on teaching and simulation experience in weapons use, target practice, and ammunition. According to reports, “one of the segments of public safety that is vital to a first responder’s success is training...firearms training is paramount to their surviving a critical incident” and protecting the lives of others.<sup>18</sup> More than 2,300 individuals representing students in multiple academic programs and as well as workers in local, state, and federal agencies received firearms training at SPC in 2018 alone.

As incidents like active shooter events continue to increase, the need for specialized training to prepare new and potential officers is acute. SPC’s current facilities have aged and are rapidly showing decline in functionality. Loss of this center’s fidelity would result in fewer new employee hires as training options for new recruits would be limited.

Through *Secure Florida Workforce*, 30 lines of modular shooting stalls with interchangeable ballistic panels will be installed at the Allstate Center. Each stall will also contain an All-Wheel Drive Retriever with simulated training scenarios for all skill levels, advanced lighting, and turning functions for tactical training and qualification. These upgrades will ensure that students across a wide range of in-service, certificate, and degree programs receive state of the art training in a safe and secure environment. In addition, it will maintain economic investment in Florida from federal entities that use the shooting range, such as the U.S. Coast Guard and FBI.

*Secure Florida Workforce* also proposes to shore up new officer training through installation of a state of the art Use of Force Simulation System. This Augmented Reality technology will help law enforcement students and other trainees learn to “deescalate situations appropriately based on the suspect’s behaviors, actions, and circumstances.”<sup>19</sup> In the past, training new officers was the responsibility of a seasoned officer who shared their years of experience and guidance; yet, this approach is limited to relying on one individuals’ expertise. In addition, as budgets contract and shortages of long-term personnel grow with retirements, training of new recruits suffers. This can lead to higher rates of attrition, creating a never-ending cycle of vacancies and less secure physical areas.

According to resources, “Virtual reality training simulators have been created with the concept of immersing trainees in a visual, auditory and physical experience which is known to enhance the learning curve. Using this format of training through sensory input stimulus and muscle action is very effective at improving officer reaction times, the critical decision making process and officer safety skills.”<sup>20</sup> By providing true-to-life experiences that are customizable to various threat scenarios, students will be better prepared for the realities they will face in the security field.

Through these efforts, programs under *Secure Florida Workforce* will meet local, state, and regional workforce demands in multiple occupation sectors while promoting the safety and well-being of its citizens.

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<sup>18</sup> Turnbow, J. (2011, January 6), “Rangemaster: Behind the Scenes in Firearms Training.” Retrieved from [www.https://www.actiontarget.com/rangemaster-behind-the-scenes-in-firearms-training/](https://www.actiontarget.com/rangemaster-behind-the-scenes-in-firearms-training/).

<sup>19</sup> Retrieved from: [www.virtra.com](http://www.virtra.com)

<sup>20</sup> Ibid

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

Designed in partnership with homeland security, IT, and defense-related employers, SPC's *Secure Florida Workforce* initiative supports an array of educational and training programming focused on helping individuals and agencies overcome the gaps in knowledge, technical skills, and credentials necessary to fulfill Florida's growing need for security professionals. Pathways from technical certificates to baccalaureate degrees and articulations to master's programs will be supported and explored through this project, potentially aligning multiple education institutions across the region. Through the alignment of public and private partnerships, the program will offer access to enhanced and new stackable, short-term certificates and pathways to degree programs to address the skilled workforce shortage and strengthen the current workforce in a field that is ever-evolving.

Founded in 1927, St. Petersburg College (SPC) was the first two-year institution of higher education in the state of Florida and was the first community college to become a baccalaureate degree-granting institution in 2001. SPC now serves approximately 40,000 credit and non-credit students, and offers more than 100 degree and certificate programs. Students represent a broad base of individuals—from those unemployed seeking quick training in order to enter the job market, to those who are pursuing an undergraduate degree prior to moving into a career, to those needed continuing education to maintain credentials or seek promotion. By offering multi-level options in a variety of fields, students are provided the flexibility to achieve their goals within their own self-paced timeframe, anywhere from a few weeks in an online environment to a two-year degree based in the classroom. Regardless of the track or delivery model, SPC will be focused on training that addresses the immediate needs of employers in the region.

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

As a state college, St. Petersburg College (SPC) is in the unique position to support the development and strengthening of Florida's workforce through the provision of a holistic educational and training model. The structure of SPC and *Secure Florida Workforce* allows for rapid employment into high-wage, high-demand jobs through the attainment of a wide range of pertinent skills. The extensive list of occupations included in this project (see [Table 1](#)) reflects the growing need for workers skilled in cybersecurity, digital forensics, and homeland and physical security-focused occupations.

The design ultimately offers a series of interconnected, transferrable educational and training programs all along the pathway that result in industry recognized workforce certificates and certifications, Postsecondary Advanced Vocational (PSAV) Certificates, Associate degrees (AS), and Bachelor Degrees (BAS), as identified in [Figure 2](#). The goal for students is to receive both college credit and industry recognized credentials, which can be used to build upon as they advance up the career ladder. For example, a student may enter the cybersecurity training certificate program and, upon graduation, seek employment as an entry-level information analyst. That certificate will then allow them to pursue the A.S. degree in Cybersecurity while still employed, which could lead to an eventual Information Technology Management or Cybersecurity Baccalaureate Degree. Training opportunities can also cross sectors. Police officers trained by SPC's police academy can then access cyber forensics training, allowing them to be employed in a forensic analyst role.

As noted in the needs statement, employment in cybersecurity and its related fields spans across all sectors in the Tampa Bay region, from financial institutions to multi-national corporations to global positioning and defense firms. *Secure Florida Workforce* has partnered with a wide range of companies and agencies who have pledged support of the initiative. These entities include KnowBe4, Raymond James, IBM, Global Strategic Solutions, and many others. Multiple local homeland security



employers across diverse sectors have also pledged their support of and commitment to the *Secure Florida Workforce* program, as noted in the attached Letters of Commitment. These employers include the Pinellas County Sheriff’s Office and multiple local police departments. Each employer has indicated a distinct need for ongoing new hires and incumbent trainings in their respective fields, and the ability for activities proposed under *Secure Florida Workforce* to sufficiently meet that need. Employers will be engaged throughout the program in industry advisement on training materials, career mentoring and job shadowing, internship opportunities, and hiring and career fairs.

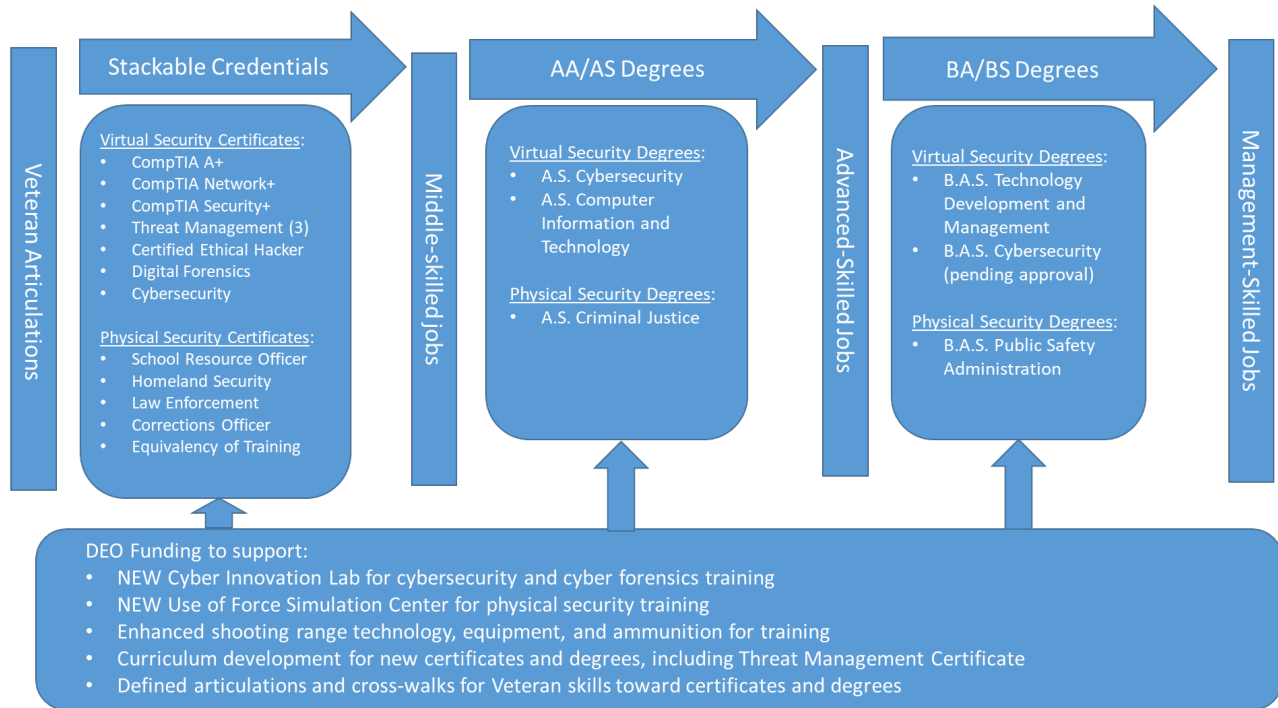


Figure 2

**D. Does this proposal support a program(s) that is offered to the public?  Yes  No**

All certificate and degree programs are open to the public, with eligibility for certain programs determined by completion of prerequisite courses or equivalency of training in another state.

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

The Florida State College system is responsive to the needs of both the public and private sectors in the state of Florida, and strives to align programs with industry-recognized certifications and credentials. The Florida Department of Education coordinates all industry certification alignment and provides oversight on federal or state regulatory agency, industry, proprietary, and third-party developed assessments leading to certification. SPC follows these regulatory guidelines to ensure that academic programs are responsive to employer needs and demand, resulting in students appropriately trained for high-wage, high-demand employment. Based on employer demand and advisory board feedback, SPC integrates industry-driven competencies into college curricula to ensure that students can obtain credentials valued by the labor market.

Each of the PSAV, certificate, and associate degree programs supported and developed under the *Secure Florida Workforce* initiative are aligned to state curriculum frameworks determined by the Florida Department of Education and supported by the Florida College System. These frameworks define the content to be learned, clear standards and benchmarks for achievement, and assessments tied to those standards. Frameworks are assessed every three years to maintain compliance with industry standards and labor market needs. All programs of study within these frameworks must also include a pathway leading to a postsecondary credential (i.e. certificate, diploma, associate, or baccalaureate degree, industry certification, or licensure).

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

Yes     No

*Secure Florida Workforce* supports individuals at all stages of employment, from incumbent workers needing additional certificates or degrees to advance in their career to unemployed individuals seeking training for job eligibility to new students seeking a first career path.

**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.**

Promoting Economic Opportunity

Cybersecurity, homeland security, and safety are top priorities and top business for Florida and the Tampa Bay region – and for good reason. Economic impacts from the growing cybersecurity talent hub potentially number in the billions. According to PCED, the multiplier effect of one new cybersecurity or information analyst position is 2.6—that is, for each new job created, an additional 1.6 related jobs are created as well, resulting in a **net estimated impact of \$452,000 per job added, per year.**<sup>21</sup> Defense contracts in Pinellas totaled more than **\$1.1 billion in 2018 alone**, up from \$900M just the year prior.<sup>22</sup> *Secure Florida Workforce* capitalizes on this multiplier effect by supporting the development of a robust talent pool comprised of skilled, credentialed employees at each level of occupational need.

By the year 2030, Florida is expected to add six million more residents and attract more than 150 million annual visitors<sup>23</sup>; Pinellas County accounts for upwards of 50,000 new residents each year. In addition to the influx of corporate headquarters and cybersecurity firms as detailed in subsequent sections, Pinellas and Tampa Bay are major hubs for tourism, commerce, maritime activities, and defense centers. All of these additional employers, residents, visitors, activities, and expanding infrastructure needs will require additional personnel in order to be adequately prepared in the event of a virtual or physical threat. *Secure Florida Workforce* will help to ensure a steady pipeline of workforce-ready individuals at all levels of economic entry, boosting individual and regional financial gains.

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<sup>21</sup> Pinellas County Economic Development Presentation, August 28, 2019.

<sup>22</sup> Ibid

<sup>23</sup> Lamback, S. (2017). Florida Jobs 2030: A Cornerstone Series Report for the Florida 2030 Initiative. Tallahassee, FL: Florida Chamber Foundation. Retrieved from flchamber.com/wp-content/uploads/2017/01/Florida-Jobs-2030-Report-012617\_website.pdf

Based on partner response as detailed in the attached letters of support, advisory board input, and job growth in targeted occupations, it is anticipated that programs in the *Secure Florida Workforce* initiative will graduate approximately **1,205** individuals across multiple targeted sectors for employment over the three-year grant period, creating both a well-employed and well-prepared region. This is based on the program’s ability to help businesses address their workforce shortage and support industry growth.

Success Metrics

The overarching mission of *Secure Florida Workforce* is to support economic development and prosperity in Florida by enhancing regional infrastructure and training opportunities to ensure a prepared and ready workforce in the event of a homeland security event or natural disaster. In order to determine program efficacy and success of the proposed training, the following metrics will be tracked and analyzed:

Goal: Increase workforce opportunities and employment in first response, homeland security, and defense across all targeted occupations.

- Objective 1.1: Increase educational offerings through the development and enhancement of short-term certifications, PSAV, and degree programs.
- Objective 1.2: Increase student preparedness through hands-on experiential learning and simulation centers, providing transferable and sustainable workforce skills.
- Objective 1.3: Increase educational pathways and skills transfer for military veterans.
- Objective 1.4: Increase student enrollment, retention, and persistence in targeted programs.
- Objective 1.5: Support employment in targeted sectors through industry connections and job placement assistance.

**2. Additional Information:**

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

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

The *Secure Florida Workforce* initiative represents expansion and enhancement of curriculum, facilities, and equipment affect multiple existing security, defense, and information technology training programs at St. Petersburg College. The certificates and degrees included in *Secure Florida Workforce* are part of an academic pathway that leads from short-term training certificates to B.A.S. degrees. Figure 1 demonstrates how each sector will be enhanced through grant funding. In addition, funding will be used to support a project coordinator and administrative support that will oversee grant activities, data collection on student enrollment/completion, and fiscal reporting, ensuring that deliverables are met and compliant with all state reporting requirements.

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

Yes     No

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

The *Secure Florida Workforce* proposal aligns directly with the identified targeted industries of *Homeland Security and Defense* as well as *Information Technology*. In addition, the proposal also aligns with the Public Safety industry, a key component of Homeland Security and Defense, as noted by the 2018 Florida Economic Opportunity report.

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

Yes     No

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

*Secure Florida Workforce* will strengthen a seamless talent supply chain that encapsulates a wide number of occupations related to homeland security, public safety, and first response. Table 1 demonstrates the targeted occupations on the Florida Statewide Demand Occupations and/or the Regional Demand Occupations Lists that will be served through the program, including projected demand over the next seven years.

Table 1. Target Industries and Occupations; Current and Future Demand		Employment– Pinellas		% Growth	Total Job Openings	Employment– Florida		% Growth	Total Job Openings
SOC Code	SOC Occupational Title	2018	2026	Pinellas	Pinellas	2018	2026	Florida	Florida
15-1122	Information Security Analysts*^	357	452	26.6%	310	5,160	6,849	25.8%	4,423
15-1121	Computer Systems Analysts*^	1,204	1,342	11.5%	779	19,913	21,959	10.3%	12,586
15-1152	Computer Network Support Specialists*^	808	925	14.5%	615	10,886	12,179	11.9%	7,917
15-1151	Computer User Support Specialists	2,861	3,314	15.8%	2,226	37,458	42,802	14.3%	28,392
15-1142	Network and Computer Systems Administrators	1,328	1,453	9.4%	804	19,020	20,756	9.1%	11,451
15-1143	Computer Network Architects	1,171	1,299	10.9%	753	18,574	20,227	8.9%	11,477
11-3021	Computer and Information Systems Managers	834	955	14.5%	637	12,548	14,237	13.5%	9,414
<b>Protective Service Occupations</b>									
33-1012	First-Line Supervisors of Police and Detectives	161	174	8.1%	91	4,194	4,545	8.4%	2,405
33-3051	Police and Sheriff’s Patrol Officers*^	2,218	2,423	9.2%	1,377	41,729	45,821	9.8%	26,197
33-9032	Security Guards	3,691	4,095	11%	4,448	90,346	97,236	7.6%	104,312
33-9093	Transportation Security Screeners	211	219	3.8%	160	5,580	5,846	4.8%	4,302
33-9099	Protective Service Workers, All Other	496	551	11.1%	1,077	7,635	8,341	9.3%	16,300
Sources: Florida Department of Economic Opportunity Employment Projections Data - Statewide and WDA 14 Pinellas County (Jobs by Occupation); U.S. Department of Labor CareerOneStop									
* Denotes a Florida Department of Economic Opportunity 2019-2020 <u>Regional Demand Occupation</u> - Statewide and/or WDA 14 Pinellas County									
^Denotes a <u>High Skill, High Wage Job</u> in Florida Department of Economic Opportunity 2018-2019 <u>Regional Demand Occupation</u> - Statewide and/or WDA 14 Pinellas County									

**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.**

In-person training and classes will occur on multiple St. Petersburg College campus sites throughout Pinellas County. These sites include the Allstate Campus in St. Petersburg (south Pinellas County), St. Petersburg Gibbs Campus (West St. Petersburg), and the SPC EpiCenter (north Pinellas County). These campuses provide regional coverage and easy access for potential students and trainees. It is also anticipated that the Cyber Innovation Lab will be located at the Gibbs campus.

Select courses, certificates, and degree programs will also be available online. Programming will primarily target Pinellas County residents, but will be able to service the entire state through online access.

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

SPC anticipates enrolling an estimated **1,805** students in *Secure Florida Workforce*-related programs, of which approximately **1,205 (67%)** will complete during the three-year grant period. These students will be served in a range of degree, PSAV, certificate courses identified in Table 2, which will prepare students for the targeted occupations included in Table 1.

<b>Table 2. Related Program Certificates and Degrees</b>				
<b>CIP Code</b>	<b>Certificates and Degrees</b>	<b># of Students Enrolled</b>	<b># of Students Completing**</b>	<b>% of Students Completing</b>
	<b>Public Safety/First Responder/Homeland Security</b>			
43.0301	Homeland Security Certificate	40	35	88%
43.0114	Law Enforcement Certificate	300	280	93%
43.0102	Corrections Officer Certificate	300	280	93%
43.0100	School Resource Officer Certificate	50	45	90%
43.01	A.S. Criminal Justice	200	85	43%
	<b>Cybersecurity / IT</b>			
n/a	Threat Management Certificate	50	30	60%
43.0116	Computer Related Crime Investigation Certificate	50	45	90%
11.1003	Cybersecurity Certificate (Includes CompTIA+, CompTIA Network+, CompTIA Security+, and Certified Ethical Hacker Certifications)	275	250	91%
11.1003	A.S. Cybersecurity	150	50	33%
11.0103	A.S. Computer and Information Technology	300	60	20%
43.0116	A.S. Digital Forensics and Computer Investigations	90	45	50%
	<b>TOTAL</b>	<b>1805</b>	<b>1205</b>	<b>67%</b>
	<i>**Enrollment and completion numbers may not align to the same students due to varying program lengths and completion times for state college students; i.e. students who enroll in an A.S. degree typically complete that degree in 4 years. BAS programs are not included as enrollees/completers since students typically complete in 4 years or longer.</i>			

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

The length of individual programs under the *Secure Florida Workforce* model vary depending on certificate or degree type. Program length ranges from one semester for certificates to two or more years for A.S. and B.A.S. degree programs.

**Begin Date:** July 1, 2020

**End Date:** June 30, 2023

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

The *Secure Florida Workforce* initiative is intended to be a long-term effort at St. Petersburg College. Project funding allows for the investment in restoring and improving key capital equipment like the shooting range to best implement the proposed training programs. This equipment will be productive for many years, and ongoing maintenance and upkeep will be integrated into the College’s regular operating budget. As an innovative program meeting the needs of a wide range of local, regional, and state employers, *Secure Florida Workforce* will attract broad base of new trainees and incumbent personnel, ultimately increasing enrollment and providing ongoing financial support through tuition and program fees. In addition, enhanced training capabilities at the Allstate Center Firing Range will ensure ongoing financial support from tuition and fees for in-service trainings with local, state, and federal agencies.

**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.**

*Secure Florida Workforce* targets occupations requiring credentials from entry level certifications, state licensure, and continuing education to college certificates and degrees. Table 3 outlines the relevant certificate and degree programs that participants will be eligible to complete by participating in this initiative, along with the anticipated percent of completers. The Threat Management certificate has a lower completion rate due to its development during course of the grant period.

<b>Table 3. Related Program Certificates and Degrees</b>			
<b>CIP Code</b>	<b>FL CIP Code</b>	<b>Certificates and Degrees</b>	<b>%Students Completing</b>
		<b>Public Safety/First Responder/Homeland Security</b>	
43.0301	0743010700	Homeland Security Certificate	88%
43.0114	0743010200	Law Enforcement Certificate	93%
43.0102	0743011202	Corrections Officer Certificate	93%
43.0100	1743011601	School Resource Officer Certificate	90%
43.01	1743010300	A.S. Criminal Justice	43%
		<b>Cybersecurity / IT</b>	
n/a	n/a	Threat Management Certificates	60%
43.0116	1743011601	Computer Related Crime Investigation Certificate	90%
11.1003	0511100311	Cybersecurity Certificate (Includes CompTIA+, CompTIA Network+, CompTIA Security+, and Certified Ethical Hacker Certifications)	91%
11.1003	1511100307	A.S. Cybersecurity	33%
11.0103	0511010309	A.S. Computer and Information Technology	20%
43.0116	1743011601	A.S. Digital Forensics and Computer Investigations	50%
		<b>TOTAL</b>	<b>67%</b>

I. Does this program have a local match amount?  Yes  No

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

Please see Attachment A—Letters of Commitment, which demonstrate a broad base of support for Secure Florida Workforce from community partners, industry, and government agencies, including:

- Pinellas County Economic Development Council
- KnowBe4
- IBM
- Raymond James Financial
- Port Tampa Bay
- TriOrb Solutions
- St. Petersburg Police Department
- Clearwater Police Department
- Pinellas County Sheriff's Office
- Pasco County Sheriff's Office

### 3. Program Budget

SPC is requesting a total of **\$1,912,546** in grant funding over a three-year period. With an anticipated 1,205 certificate and degree completers over three years, the estimated ROI for students that successfully complete related programs during the grant is \$1,587 per student. Table 4 details the estimated costs.

<b>Table 4: Secure Florida Workforce Program Budget</b>				
	<b>2020-2021 YEAR 1</b>	<b>2021- 2022 YEAR 2</b>	<b>2022- 2023 YEAR 3</b>	<b>TOTAL</b>
<b>EQUIPMENT - \$5,000+ unit cost</b>				
<b>Equipment:</b> <u>Cyber Innovation Lab</u> - Estimating <b>\$142,766</b> for cybersecurity and cyber forensics equipment to develop the Cyber Innovation Lab, including towers, monitors, servers, and cyber security workstations. <u>Allstate Simulator Lab</u> - Estimating <b>\$250,000</b> for purchase and installation of public safety Use of Force Simulator system, including augmented reality projector and screens. All equipment will be purchased and installed in Yr 1 of the grant.	\$ 392,766	\$ -	\$ -	\$ 392,766
<b>TOTAL EQUIPMENT</b>	<b>\$ 392,766</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 392,766</b>
<b>PERSONNEL</b>				
<b>Salaries/Stipends</b>				
<b>Full time Personnel:</b> Secure Florida Project Coordinator (New Hire) to assist program faculty and staff in oversight of day-to-day project implementation, responsible for monitoring program objectives and deliverables to ensure goals are met, collection of student data and metrics, equipment purchase, and reporting. Estimating full time salary @ <b>\$46,226</b> for Yr 1-3.	\$ 46,226	\$ 46,226	\$ 46,226	\$ 138,679
<b>Other Personnel:</b> <u>Faculty Deliverables</u> for faculty to assist in development of career pathways, veteran articulation agreements, and curriculum for new cybersecurity certificates. Estimating 10 deliverables per year @ \$1,306 per year in Yr 1 = <b>\$13,060</b> and estimating 3 deliverables in Year 2 @ \$1,307 each = <b>\$3,918</b> . <u>Adjunct Faculty</u> to deliver cybersecurity certificate training and in-person cybersecurity coursework. Estimated at 6 ECH per faculty x 2 faculty x 3 semesters = 36 ECH x \$753 = <b>\$27,108</b> in Yr 2-3. <u>Part-Time Senior Administrative Services Specialist (New Hire)</u> to assist in project deliverables and reporting. Estimating 25 hours per week @ \$15.58/hour x 48 weeks = <b>\$18,696</b> in Yr 1-3.	\$ 31,756	\$ 49,722	\$ 45,804	\$ 127,282
<b>Fringe Benefits</b>				
<b>Fulltime Personnel:</b> Estimated at 38% in Y1, 39% in Y2, and 40% in Y3 for health insurance, retirement, FICA/SSA for fulltime personnel.	\$ 17,566	\$ 18,028	\$ 18,491	\$ 54,085
<b>Other Personnel:</b> Estimated at 18% in Y1, 19% in Y2, and 20% in Y3 covering retirement and FICA/SS for other personnel.	\$ 5,716	\$ 9,447	\$ 9,161	\$ 24,324
<b>TOTAL PERSONNEL</b>	<b>\$ 168,751</b>	<b>\$ 204,116</b>	<b>\$ 190,093</b>	<b>\$ 562,960</b>
<b>FACILITIES</b>				
<b>Facilities:</b> <u>Allstate Center Shooting Range</u> - Estimated refurbishment for the Allstate Center Shooting Range, including new equipment and floor reburbishment on 30 stalls @ \$21,660 each = <b>\$650,000</b> . Estimated cost for renovations to install Use of Force Simulator = <b>\$25,000</b> . <u>Cyber Innovation Lab</u> - Estimated costs for renovations to existing classroom space for Cyber Innovation Lab, including rewiring and port entry = <b>\$50,000</b> . Renovations will support increased access and program capacity to meet regional training demands. Renovations and installation of purchased equipment will take place in Yr 1. Renovation estimates are based on price quotes and previous renovation costs at SPC.	\$ 725,000	\$ -	\$ -	\$ 725,000
<b>TOTAL FACILITIES</b>	<b>\$ 725,000</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 725,000</b>



<b>Table 4: Secure Florida Workforce Program Budget (cont.)</b>				
	<b>2020-2021 YEAR 1</b>	<b>2021- 2022 YEAR 2</b>	<b>2022- 2023 YEAR 3</b>	<b>TOTAL</b>
<b>TRAINING MATERIALS AND SUPPLIES</b>				
<b>Training Materials and Supplies:</b> Cyber Innovation Lab material and supplies, including classroom training manipulatives and software, for the Cyber Innovation Lab estimated @ <b>\$17,855</b> in Yr 1-3.	\$ 17,855	\$ 17,855	\$ 17,855	\$ 53,565
<b>TOTAL TRAINING MATERIALS</b>	<b>\$ 17,855</b>	<b>\$ 17,855</b>	<b>\$ 17,855</b>	<b>\$ 53,565</b>
<b>OTHER DIRECT COSTS</b>				
<b>Other- Badging:</b> Estimated costs for 30 licenses for Online Training Access for badging for cybersecurity students @ \$350 each = <b>\$10,500</b> in Yr 1-3.	\$ 10,500	\$ 10,500	\$ 10,500	\$ 31,500
<b>Other-Printing:</b> Estimated costs for design, publication, and distribution of printed materials related to program outreach for new Cyber Innovation Lab and Allstate Simulation Center. Estimated @ <b>\$3,500</b> in Yr 1 to include design costs; <b>\$2,500</b> in Yr 2-3.	\$ 3,500	\$ 2,500	\$ 2,500	\$ 8,500
<b>Other-Outreach:</b> Estimated costs for marketing and outreach costs related to new certificates and current degree programs for targeted populations such as veterans. Program marketing will increase public awareness and enrollment in programs. Estimated @ <b>\$2,000</b> per year for Yr 1-3.	\$ 2,000	\$ 2,000	\$ 2,000	\$ 6,000
<b>TOTAL OTHER</b>	<b>\$ 16,000</b>	<b>\$ 15,000</b>	<b>\$ 15,000</b>	<b>\$ 46,000</b>
<b>Indirect Costs</b>				
Requesting 20% of Modified Total Direct Costs for onsite direct costs less equipment, facilities, tuition and contracts >\$25k for indirect and administrative costs associated with the grant.	\$ 40,521	\$ 47,394	\$ 44,340	\$ 132,255
<b>TOTAL PROJECT COSTS</b>	<b>\$ 1,360,893</b>	<b>\$ 284,365</b>	<b>\$ 267,288</b>	<b>\$ 1,912,546</b>

#### 4. Approvals and Authority

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

All grant funds St. Petersburg College applies for are submitted for pre-approval by the President and the Board of Trustees (BOT). Therefore, they are pre-approved even before the College receives notification of an award or rejection. This approval affords the College to accept the funding, enter into any amendments, extensions or agreements as necessary, within the original intent and purpose of the grant. Applications also are reviewed by the College's General Counsel Office. A second or follow-up approval by the BOT is not needed if and when an award is made. These measures, part of the College's grant policy, will be followed for a Florida Department of Economic Opportunity agreement, should the agency fund the College's proposal.

**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 Board of Trustees meets every third Tuesday of the month. Upcoming meetings will be: November 19, 2019; January 21, 2020; February 18, 2020; March 17, 2020; April 21, 2020; and May 19, 2020.

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

The Board of Trustees can hold special meetings, but they are approved at the board's annual Organizational Meeting, held in August. 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: delegation of authority, citation to relevant laws or codes, policy documents, etc.**

Please see attached documented evidence of signing authority, Attachment B.

**ATTACHMENT A: LETTERS OF SUPPORT**

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1. Pinellas County Economic Development Council
2. KnowBe4
3. IBM
4. Raymond James Financial
5. Port Tampa Bay
6. TriOrb Solutions
7. St. Petersburg Police Department
8. Clearwater Police Department
9. Pinellas County Sheriff's Office
10. Pasco County Sheriff's Office



PINELLAS  
COUNTY

ECONOMIC DEVELOPMENT

October 3, 2019

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

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

Dear Mr. Lawson:

**Pinellas County Economic Development Council (PCED)** is excited to join businesses and organizations across Tampa Bay to support St. Petersburg College's (SPC) Florida Job Growth Grant Fund proposal for the *Secure Florida* initiative. This program will have a positive impact on our local economy, helping both job seekers and businesses in high-demand industries including Information Technology, Financial Services, and Corporate Headquarters and serving as an economic generator to draw employers to Florida.

At PCED, we work with existing businesses to encourage expansion and seek to attract new companies with high-wage careers to Central Florida's Gulf Coast. Through investment tools, professional courses and business counseling sessions, trade missions to open new markets, as well as local, regional and statewide partnerships, PCED fosters a pro-business climate that is ideal for companies to locate in Pinellas County.

*Secure Florida* will target key talent occupations within this region, particularly those in cybersecurity. Tampa Bay is a national leader in technology and is Florida's tech hub. Cybersecurity is quickly becoming the identity of Tampa Bay's technology and startup industry. By emphasizing the growth of a skilled cybersecurity workforce through hands-on training, simulation, and multiple certificate and degree pathways, *Secure Florida* will help to build a secure pipeline of talent to meet this expanding employment demand in multiple target industries that require cybersecurity specialists.

PINELLAS COUNTY ECONOMIC DEVELOPMENT

13805 58th Street North, Suite 1-200 • Clearwater, FL 33760 • (727) 464-7332 • (888) 759-JOBS • FAX (727) 464-7053

[www.PCED.org](http://www.PCED.org)

PCED enjoys a strong relationship with SPC and partners on multiple training and education initiatives. Our staff was engaged with SPC and its partners from the onset of the development of a Department of Labor grant-funded project to boost apprenticeships and on-the-job training in Tampa Bay and other key Florida regions, as well as most recently through the state-funded *Mechatronics and Electromechanical Technician Training* (METT) grant. In commitment to this partnership, PCED will work with SPC to identify industry partners that are interested in training and career opportunities for program participants and will work with industries to inform them of the training program to help meet their hiring and expansion needs.

Thank you for your consideration of SPC's *Secure Florida* proposal for the Florida Job Growth Grant Fund. We commend the College for focusing on training and education in areas critical to our region's safety and economic prosperity. Please know that PCED and other organizations and businesses look forward to collaborating on this effort and supporting the College to promote economic opportunity in the Tampa Bay region and beyond.

Sincerely,



Mike Meidel, CEcD  
Director

# KnowBe4

Human error. Conquered.

October 17, 2019

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

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

Dear Mr. Lawson:

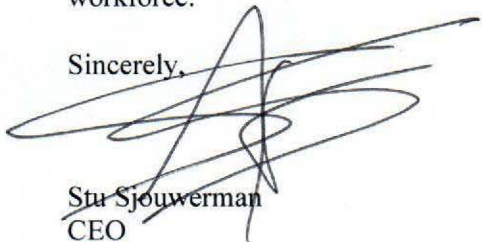
On behalf of KnowBe4, Inc. (KnowBe4), I am pleased to offer my commitment to St. Petersburg College (SPC) for their *Secure Florida* proposal in response to the Florida Job Growth Grant Fund Workforce Training Grant initiative. Cybersecurity has become a prevailing issue on a national and global scale, and the need for trained cybersecurity professionals with middle and high-level skills grows exponentially each year. SPC's proposed *Secure Florida* program is a direct and welcome response to cyber personnel needs.

Headquartered in Clearwater, FL, KnowBe4 is dedicated to helping users manage IT security problems of social engineering, spear phishing, and ransomware attacks through Security Awareness Training. Our training consists of the world's most popular integrated platform for security awareness training combined with simulated phishing attacks. We currently employ just under 1,000 employees to serve nearly 28,000 clients, and have grown exponentially in the last three years. We depend on the local Tampa Bay workforce to fill many of these critical positions; therefore, we are supportive of innovative training and skill development programs that meet the ongoing need for cybersecurity professionals.

In order to grow this talent pool, KnowBe4 has partnered with SPC and its College of Computers and Information Technology through career and education events to ensure students have the most up to date training and workforce information available to secure high-skilled, high-wages jobs in the cyber industry. We will continue that partnership under the *Secure Florida* program, and will explore additional opportunities such as internships and career shadowing.

KnowBe4 is excited and ready to partner with SPC on this endeavor. Together, we can ensure that today's students are on the cutting edge of cybersecurity technological training to meet demand for tomorrow's workforce.

Sincerely,



Stu Sjouwerman  
CEO



*International Business Machines Corporation  
1101 Kitchawan Road  
Yorktown Heights, NY 10598*

October 23, 2019

Mr. Ken Lawson  
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 Mr. Lawson:

International Business Machines Corporation (IBM), the world's top provider of computer products and services, supports St. Petersburg (SPC) for their proposal, **Secure Florida**, in response to the Florida Job Growth Grant Fund Workforce Training Grant initiative. In its focus on Homeland Security/Defense and Cybersecurity, *Secure Florida* has the potential for a positive impact on the State of Florida by strengthening our workforce in the area of cybersecurity.

For over 100 years, IBM has remained on the forefront of information technology and revolutionizes the way enterprises, organizations, and people operate and thrive. IBM employs over 350,000 across the globe in all information technology sectors. We directly understand the need for individuals trained in cybersecurity to protect our citizens and prevent threats. With information technology changing rapidly and security threats at an all-time high, the need for rapid skills development is acute. Academia and industry, working together, can address the skills gap in many of today's markets. IBM is committed to continuously improving the tools and resources needed to empower students and faculty with the technology required for skills development

To support student development in cybersecurity, IBM is engaged with SPC on our IBM Skills Academy. Through this program, students can earn digital badges demonstrating technical skills that can be conveyed on a resume, social and professional networking sites, and as a digital signature. IBM credentials are valued and recognized by the global IT industry and can shorten the time to skilled employment. We look forward to seeing SPC implement the program and utilize these badges as a part of the *Secure Florida* initiative.

We are impressed with SPC and their partners' comprehensive efforts to prepare students for the cybersecurity and homeland security workforce. Thank you for your consideration of this letter and of SPC's *Secure Florida* proposal.

Sincerely,

Naguib Attia  
Vice President  
IBM Global University Programs

# RAYMOND JAMES<sup>®</sup>

October 23, 2019

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

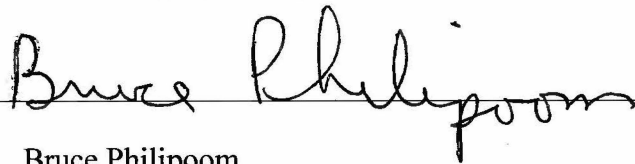
Re: Letter of Commitment for Florida Job Growth Grant Fund Workforce Training Grant Proposal

On behalf of Raymond James Financial, I would like to offer my enthusiastic support for St. Petersburg College's proposed *Secure Florida* program, in response to the Florida Job Growth Grant Fund Workforce Training Grant initiative. We strongly believe this proposal will help strengthen the education and workforce opportunities for students in the high-demand cybersecurity field in Tampa Bay and throughout the state of Florida.

Founded in 1962, Raymond James is a Fortune 500 company with \$883 billion in client assets under administration within the United States and globally. As a financial services firm we directly understand the impact that cyberattacks have on industries and customers. This has been a critical concern in the global financial services industry, and the need for well-trained personnel able to rapidly respond to cyberattacks is growing exponentially.

With our international headquarters located in St. Petersburg, Florida, we have enjoyed a close working relationship with St. Petersburg College's Computer and Information Technology (CCIT) programs. SPC students have participated in our regional Capture the Flag competitions for the past two years, placing high among other colleges and universities. Raymond James has hosted multiple SPC interns and is an active participant in the B.A.S. in Information Technology Management student capstone presentation evaluations. We also serve on the CCIT Advisory Board. We are excited for the opportunities that SPC will offer through the *Secure Florida* program for current and potential students and for the workforce in our region, and will continue these activities as part of the grant project.

Thank you for your consideration of St. Petersburg College for your grant program. These educational and career opportunities are critically important, and we strongly believe that Raymond James can play an impactful role in partnering with SPC to support cybersecurity careers and fill employment gaps.



Bruce Philipoom  
VP, Technology Infrastructure







October 17, 2019  
Ken Lawson  
Executive Director  
Florida Department of Economic Opportunity  
107 East Madison Street  
Caldwell Building  
Tallahassee, FL 32399-4120

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

Dear Mr. Lawson:

As Founder and Principal lead of TriOrb Solutions, LLC, I would like to pledge my support and commitment to St. Petersburg College (SPC) for their ***Secure Florida*** proposal in response to the Florida Job Growth Grant Fund Workforce Training Grant program. I firmly believe that SPC's program will generate interest in the Homeland Security and Cybersecurity fields, in our community, and beyond.

Established in 2012, TriOrb Solutions provides information technology, cybersecurity, and telecommunication services to both public and private sector businesses. We are a Service Disabled Veteran owned, Minority owned, and HUBZone company, with offices in St. Petersburg, Winter Park FL, and Northern Virginia. TriOrb mirrors the centralized support capabilities of large corporations for clients of every size; we have seen a rapid growth in this industry, particularly in the Tampa Bay region. TriOrb has partnered with SPC for several years to support a robust cybersecurity workforce. I am a proud graduate of SPC's B.A.S. in Technology Management degree, and now serve as adjunct faculty in cybersecurity coursework.

Having come to SPC's IT degree program directly from 24 years of military service, I am pleased to see the College's emphasis on outreach to veterans and utilization of our skills and training through articulated pathways in *Secure Florida*. I also believe that the proposed Cyber Innovation Lab will bring necessary experiential learning and connections to industry and faculty that will support students' growth as cyber professionals. In partnering on this proposal, TriOrb will continue to provide SPC and its cybersecurity program with subject matter expertise and industry input, as well as consider employment initiatives such as career fairs, internships, and considering SPC graduates for positions.

Thank you for your review of this application to expand learning opportunities in our community. This will translate into long-term educational attainment and sustainable careers. Please do not hesitate to contact us if we can be of further assistance.

Sincerely,

  
Joseph Hall II  
Founder

7547 Aloma Avenue, Suite 305, Winter Park, FL 32792 Tel: (833) 874-6727 <https://TriOrbSolutions.com>



## ST. PETERSBURG POLICE DEPARTMENT

Anthony Holloway, Chief of Police

1301 First Avenue North, St. Petersburg, Florida 33705

Telephone: (727) 893-7780

[www.stpete.org/police](http://www.stpete.org/police)

October 21, 2019

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

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

Dear Mr. Lawson:

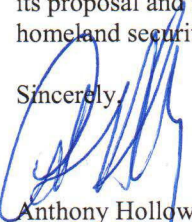
On behalf of the **St. Petersburg Police Department**, it is my pleasure to offer this letter of support for St. Petersburg College (SPC) and its proposal for the Florida Job Growth Grant Fund Workforce Training program. SPC has proposed implementing *Secure Florida*, which will have a positive impact on economic development in our region by preparing a workforce of individuals with the skills, degrees, and/or credentials needed for employment in the critical industries of homeland security/defense and information technology.

The mission of the St. Petersburg Police Department is to deliver professional police services, to protect and ensure the safety of the community, to enforce laws and preserve the peace, and to protect the rights of all citizens by policing with the tenets of loyalty, integrity, and honor. We work tirelessly with other community organizations and other local, state and national partners on public safety, police education and outreach and career enhancement projects. Our department currently employs 562 law enforcement personnel, with proposed demand for 38 new officers in the next five to ten years.

We have a long-standing relationship with SPC, which has several campuses within the city limits of St. Petersburg, including its Center for Public Safety Innovation and Allstate Center. Our command staff serves or have served on SPC's Florida Regional Community Policing Institute Advisory Committee. We know first-hand that the College offers top-notch training to those individuals seeking a career and/or advancement with the fields of law enforcement and homeland security. Quality training opportunities and cutting-edge equipment are critical to meet the growing demand for security-related personnel in our region. I firmly believe this project will have a marked positive impact on the quality and training of our workforce.

Thank you for your careful review of this letter and of SPC's proposal for the Florida Job Growth Grant program. I commend SPC for its proposal and its efforts already to engage multiple community partners to support new training and employment opportunities in homeland security and defense through the *Secure Florida* initiative.

Sincerely,

  
Anthony Holloway  
Chief of Police



A NATIONAL AND STATE ACCREDITED LAW ENFORCEMENT AGENCY



October 23, 2019

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

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

Dear Mr. Lawson:

Port Tampa Bay Authority is pleased to present this letter of commitment to support the proposed *Secure Florida* program by St. Petersburg College (SPC) for the Florida Job Growth Grant Fund Workforce Training Grant initiative. In its focus on Homeland Security/Defense and Cybersecurity, *Secure Florida* has the potential to impact key industries of interest and security in the Tampa Bay region and the state of Florida.

As the largest port in the state of Florida, Port Tampa Bay handles over 37 million tons of cargo per year and encompasses a space of over 5,000 acres. Port Tampa Bay is also home to several global exporters, such as Amalie Oil and Tampa Tank/Florida Structural Steel. With a local market of over 8 million people and 60 million tourists per year, the Tampa Bay/Orlando I-4 Corridor region is the fastest growing region of the state. Additionally, the I-4 corridor is home to the largest concentration of distribution centers in Florida, as it is central to reaching almost any part of the state.

This depth of infrastructure necessitates extensive security measures, both physical and technological. The need for well-trained personnel is paramount, particularly those who can identify, plan for, and respond to potential threats. I am particularly excited for SPC's inclusion of a new Threat Intelligence certificate series as part of the *Secure Florida* plan, as it will help to ensure that students are equipped with the skills and knowledge necessary for today's cybersecurity professional.

Thank you for your consideration of this letter and of SPC's *Secure Florida* proposal. I applaud SPC for its dedication to ensuring a prepared workforce to address the security needs of our region. We look forward to partnering on this proposal and continuing our work with SPC.

Sincerely,

A handwritten signature in blue ink, appearing to read 'K. Washington', is written over a light blue circular stamp.

Kenneth L. Washington  
Vice President & Chief Information Officer



# CITY OF CLEARWATER

POST OFFICE BOX 4748, CLEARWATER, FLORIDA 33758-4748

CLEARWATER POLICE DEPARTMENT, 645 PIERCE STREET, CLEARWATER, FLORIDA 33756

TELEPHONE (727) 562-4336

OFFICE OF THE CHIEF  
OF POLICE

October 10, 2019

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

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

Dear Mr. Lawson:

On behalf of the Clearwater Police Department (CPD), it is my pleasure to pledge our support for St. Petersburg College's (SPC) proposal for the Florida Job Growth Grant Fund Workforce Training program for *Secure Florida*. This project will have a positive impact on economic development in our region by preparing a workforce of individuals with the skills, degrees, and/or credentials needed for employment in the critical industries of homeland security and defense.

The mission of CPD is to consistently provide effective, professional and dependable law enforcement services to every citizen, visitor and business within the city of Clearwater. We currently employ more than 245 law enforcement personnel. We have a longstanding history of working closely together with SPC on security education and career enhancement projects, including frequent use of the Allstate Center firing range for training and certification. Our command staff also serves or have served on SPC's Florida Regional Community Policing Institute Advisory Committee.

Our department is always actively looking for new opportunities to expand the capabilities of Clearwater's brave men and women on the force, improve training and preparedness for new recruits, and provide high quality security services for our citizens and visitors. I strongly believe *Secure Florida* has the potential to do all three in addition to meeting the growing demand for public safety and homeland security personnel.

Thank you for your careful review of this letter and of SPC's proposal for the Florida Job Growth Grant program. Please know that SPC has many engaged partners that will support it to grow training and employment opportunities in the Tampa Bay area in homeland security and defense.

Sincerely,

A handwritten signature in blue ink, appearing to read "Daniel W. Slaughter".

Daniel W. Slaughter  
Chief of Police





**Sheriff Bob Gualtieri**

**Pinellas County Sheriff's Office**

*"Leading The Way For A Safer Pinellas"*

October 15, 2019

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

Dear Mr. Lawson:

On behalf of the Pinellas County Sheriff's Office, I am pleased to support St. Petersburg College (SPC) and its Florida Job Growth Grant Fund Workforce Training proposal for *Secure Florida*. This proposal will help job seekers gain transferable, sustainable workforce skills in the key industries of homeland security, defense, and public safety. As the sheriff of an agency with more than 2,700 employees, I am fully aware of the impact a highly trained staff has in carrying out our sworn duty to protect and serve our communities.

The Pinellas County Sheriff's Office has long partnered with SPC on security initiatives. We currently use the Allstate Center Shooting Range in the training and certification of numerous deputies each year. Our executive and command staff serve in an advisory capacity on committees at the College's Community Policing Institute and work with SPC staff to ensure college employees and students are cognizant of the social services and resources we offer. We also have hired graduates of, and helped our employees attain continuing education and training at, the College's Center for Public Safety Innovation. The Pinellas County Sheriff's Office anticipates needing to fill 1100 sworn and 1600 non-sworn positions over the course of the next 10 years, and SPC will play an integral role in helping to fill these vacancies.

We are confident SPC has the vision, personnel and ability to successfully implement *Secure Florida*, which will boost dynamic, real world training to participants seeking a career in public safety, homeland security and defense, and various interconnected industries such as cybersecurity. The proposed simulation training will greatly enhance preparedness and threat response training for Pinellas County officers; in addition, the new Cybersecurity and Cyber Forensics Training Lab will enhance our region's ability to protect citizens and mitigate threats online.

October 15, 2019

Page 2

I would like to thank you for considering SPC for this important program to support growth and employment in Florida's diverse industries. Homeland security and defense has been identified as a leading industry cluster for Florida, largely contributing to our state's economic competitiveness and success. The Pinellas County Sheriff's Office is proud to support SPC and its efforts to expand this training in the Tampa Bay area and beyond, making all of Florida more secure.

Sincerely,

A handwritten signature in black ink, appearing to read "Bob Gualtieri". The signature is fluid and cursive, with a prominent initial "B" and "G".

Sheriff Bob Gualtieri  
Pinellas County, Florida

BG/DC/cm



**CHRIS NOCCO, SHERIFF**

# **PASCO SHERIFF'S OFFICE**

**TEAMWORK ♦ PROFESSIONALISM ♦ SERVICE**

**October 23, 2019**

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

Re: Letter of Support for St. Petersburg College's Secure Florida Grant Proposal for the Florida Department of Economic Opportunity—Florida Jobs Growth Grant 2019

Dear Mr. Lawson:

The Pasco Sheriff's Office supports St. Petersburg College's (SPC) grant application entitled *Secure Florida* for the Florida Jobs Growth Grant 2019. As a law enforcement agency, we strive to recruit highly-trained individuals with specialized knowledge, as well as provide continuing education and training for our members, in national defense and homeland security. As security becomes more technologically-focused, we also see a greater need for specialized training and knowledge in key areas of cybersecurity, such as Threat Intelligence. The PSO collaborated with SPC to identify the possibility of creating advanced training capabilities for law enforcement in the above identified areas and are pleased to see it included in their *Secure Florida* proposal.

It is our belief SPC has the vision, personnel, and resources to successfully implement *Secure Florida*. A trained workforce with skills to assess and prevent these dangers is in high demand, and I am excited for the opportunities and benefits this program presents for our region.

Thank you for your consideration of this letter and of SPC's proposal. We commend SPC for its dedication to ensuring the citizens of Tampa Bay have access to quality Homeland Security/Defense and Cybersecurity programs, as well as highly trained law enforcement officers with an advanced understanding of the current threat environment.

Sincerely,

Chris Nocco  
Sheriff

**Sheriff's Administration**  
8700 Citizen Drive  
New Port Richey, FL 34654  
727-847-5878

**District I**  
7432 Little Road  
New Port Richey, FL 34654  
727-847-5878

**District II**  
36409 State Road 52  
Dade City, FL 33525  
352-518-5000

**District III**  
11530 Trinity Boulevard  
Trinity, FL 34655  
727-372-5920

**Pasco Detention Center**  
20101 Central Boulevard  
Land O' Lakes, FL 34637  
813-996-6982



**ATTACHMENT B: 4.C. Evidence of Authority to Execute Proposal**

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1. Board of Trustees of St. Petersburg College Rules and College Procedures: 6Hx23-1.06 – Responsibility and Authority of the President



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**ATTACHMENT B: 4.C. Evidence of Authority to Execute Proposal**

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1. Board of Trustees of St. Petersburg College Rules and College Procedures: 6Hx23-1.06 – Responsibility and Authority of the President

# RULE

SUBJECT	RESPONSIBILITY AND AUTHORITY OF THE PRESIDENT	PAGE
		1.06-1
LEGAL AUTHORITY	6Hx23-1.06	10/13/15 Revision #15-10

## 6Hx23-1.06 RESPONSIBILITY AND AUTHORITY OF THE PRESIDENT

- I. The Board of Trustees delegates to the President administrative authority over the College and holds the President responsible for the efficient direction and operation of the College pursuant to federal and state law, the rules of the State Board of Education, and the rules adopted by the Board of Trustees.
- II. The President may delegate authority to the staff to perform administrative functions necessary to the efficient operation of the College. The responsibility for the performance of these functions shall remain with the President.
- III. The President shall provide to the Board each year, for their review and approval, a legislative package with all attending materials and information in support of the College's written plan and requests for the upcoming Florida legislative session at least 120 days prior to the beginning of the session.
- IV. The President is hereby authorized to sign, on behalf of the Board, all contracts and other documents reflecting action previously approved or authorized by the Board. In addition, all contracts including those involving expenditures not exceeding the amount as specified in Section 287.017, Florida Statutes, for Category Five may be approved and signed by the President or designee. Contracts involving expenditures will be listed in an informational report to the Board quarterly.
- V. Alternatively, at the discretion of the President, a Request for Contract may be:
  - A. Considered by the President's Executive Committee prior to final approval; or
  - B. Considered by the President in consultation with the Board Chair prior to final approval; or
  - C. Presented to the Board for approval.

# RULE

SUBJECT	RESPONSIBILITY AND AUTHORITY OF THE PRESIDENT	PAGE
		1.06-2
LEGAL AUTHORITY	6Hx23-1.06	10/13/15 Revision #15-10

- VI. The President is hereby authorized to designate an individual to serve in place of the President during his or her temporary absence, incapacity or in emergencies when the President is unavailable. In the event that the President has not so designated, the chief academic officer, and if the chief academic officer is not available to serve, the chief administrative officer, shall temporarily serve in the President's place until such time as the Board can designate an acting president, if necessary.
- VII. It shall be the responsibility of the President or a committee appointed by the President, where he deems such to be necessary, to ensure that all elections held within the College, except those held pursuant to Chapter 447, Florida Statutes, which are supervised by the public employees relations commission, are carried out in a fair and equitable manner.

Specific Authority: 1001.64(2) & (4), F.S.

Law Implemented: 1001.64, 1001.65, F.S.; Rule 6A-14.026, F.A.C.

History: This history reflects changes to the rule and procedure which were formerly combined. Formerly - 6Hx23-2.201; Adopted - 7/2/68; Readopted - 7/15/71, 10/25/77; Amended - 9/25/73, 2/27/77, 5/17/79, 11/20/79, 9/17/81, 3/3/82, 8/19/82; Filed - 8/19/82; Effective - 10/1/82; 11/21/00. Filed - 11/21/00. Proposed Date To Become Effective - January 1, 2001; 8/16/11. Filed - 8/16/11. Effective - 8/16/11; 10/13/15. Filed - 10/13/15. Effective - 10/13/15.