

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: Tampa Bay Workforce Alliance, Inc. dba CareerSource Tampa Bay
Federal Employer Identification Number (if applicable): ██████████

Primary Contact Name: John Flanagan
Title: CEO
Mailing Address: 4902 Eisenhower Blvd., Suite 250
Tampa, FL 33634
Phone Number: 813-397-2024
Email: flanaganj@careersourcetb.com

Secondary Contact Name: Michelle Schultz
Title: Director of Development
Phone Number: 813-397-2030

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.

Title: InfoTech Tampa Bay

Please refer to the attached narrative for a detailed description of the program.

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

Please refer to the attached narrative for a detailed description.

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

Please refer to the attached narrative for a detailed description.

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

Please refer to the attached narrative for a detailed description.

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

Please refer to the attached narrative for a detailed description.

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

Yes No

Yes, this program directly serves unemployed and underemployed individuals, in addition to dislocated and incumbent workers.

- 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.

Please refer to the attached narrative for a detailed description.

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.

The proposed program will build on existing curriculum offered at educational providers Hillsborough Community College and University of South Florida to develop a customized program focused on the innovative skills required by AI, machine learning and data science processes.

- 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?

Yes, the proposal aligns with four of Florida’s Targeted Industries: InfoTech, Homeland Security, Financial/Professional Services and Emerging Technologies – Cloud Computing.

- C.** Does the proposal align with an occupation(s) on the Statewide Demand Occupations List and/ or the Regional Demand Occupations List? Yes No
 ([View Florida’s Demand Occupations Lists here.](#))

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

InfoTech Tampa Bay will prepare individuals for targeted occupations included on the 2019-2020 CareerSource Tampa Bay Regional Demand Occupations List and 2019-20 Florida Statewide Demand Occupations List. Please refer to the attached narrative for a detailed description.

- 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, etc.) where the training will be available.

Please refer to the attached narrative for a detailed description.

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

- Number of anticipated enrolled students: 300
 - Number of anticipated completers: 270
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- F.** Indicate the length of program (e.g., quarters, semesters, weeks, etc.), including anticipated beginning and ending dates.

May 2020
Begin Date: _____

April 2024
End Date: _____

Depending on the course, training programs range from 40-hour, 5-day/week bootcamp programs to 96-hour programs.

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

Please refer to the attached narrative for a detailed description.

- 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 completers in each code, corresponding with Section E.

Please refer to the attached narrative for a detailed description.

- 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.)

Yes, the local match amount is \$1,075,000 (42% of the requested funding amount). Please see Attachment B: Budget Narrative for additional detail.

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

- Attachment A: 2019-2020 Florida Job Growth Grant Fund – InfoTech Tampa Bay Narrative
- Attachment B: Budget Narrative
- Attachment C: Letter of Support
- Attachment D: CEO Employment Agreement Excerpt

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** \$ 2,537,183.00
 Florida Job Growth Grant Fund

A. Other Workforce Training Project Funding: Sources:

City/County	<u>\$ 0.00</u>
Private Sources	<u>\$ 0.00</u>
Other (grants, etc.)	<u>\$ 976,743.00</u>
Total Other Funding	<u>\$ 1,075,000.00</u>

Please Specify: CSTB and partner match

B. Workforce Training Project Costs:

Equipment	<u>\$ 0.00</u>
Personnel	<u>\$ 440,440.00</u>
Facilities	<u>\$ 120,000.00</u>
Tuition	<u>\$ 1,000,000.00</u>
Training Materials	<u>\$</u>
Other	<u>\$ 976,743.00</u>
Total Project Costs	<u>\$ 3,612,183.00</u>

Please Specify: See Budget Narrative

Note: The total amount requested must be calculated by subtracting the total other workforce training project funding sources in A. from the total workforce training project costs in B.

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

Please see Attachment B: Budget Narrative for detail.

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)?

Approvals are not required.

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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.

Not applicable.

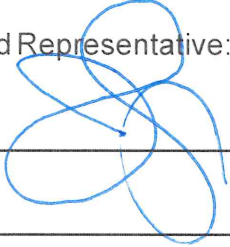
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- C. Attach evidence that the undersigned has all necessary authority to execute this proposal on behalf of the entity. This evidence may take a variety of forms, including but not limited to: a delegation of authority, citation to relevant laws or codes, policy documents, etc.

As the Chief Executive Officer of Tampa Bay Workforce Alliance, Inc. dba CareerSource Tampa Bay, John Flanagan has the authority to execute the proposal on behalf of the organization. An excerpt from the employment agreement for John Flanagan, CEO, is attached (Attachment D).

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: Tampa Bay Workforce Alliance, Inc. dba CareerSource Tampa Bay

Name and Title of Authorized Representative: John Flanagan, CEO

Representative Signature:  _____

Signature Date: March 18, 2020

Attachment A: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal
Tampa Bay Workforce Alliance, Inc. dba CareerSource Tampa Bay, Hillsborough
County – Workforce Development, Tampa Innovation Partnership (!p), Hillsborough
Community College (HCC), and University of South Florida (USF) Partnership
Proposal

Entity Information

NAME OF ENTITY: Tampa Bay Workforce Alliance, Inc. dba CareerSource Tampa Bay

Proposal submitted on behalf of and in partnership with Hillsborough Community College (HCC), Hillsborough County – Workforce Development, Tampa Innovation Partnership (!p), and University of South Florida.

Federal Employer Identification Number (if applicable):

Primary Contact Name: John Flanagan

Title: CEO

Mailing Address: 4902 Eisenhower Blvd, Suite 250, Tampa, FL 33634

Phone Number: 813-397-2024

Email: flanaganj@careersourcetb.com

Secondary Contact Name: Michelle Schultz

Title: Director of Development

Phone Number: 813-397-2030

1. Program Requirements

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

Title: InfoTech Tampa Bay

Summary: Building on the regional success of a \$3.8 million US Department of Labor (USDOL) TechHire Partnership grant and White House designation as a member of the TechHire Community national network, InfoTech Tampa Bay will offer technical skills training to prepare the future workforce for rapidly advancing information technology careers. InfoTech Tampa Bay will provide workers with the skills for a career pathway to emerging in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations. Creating a pipeline of talent with the foundational skills, aptitude and experience for artificial intelligence and data science careers, 300 individuals will receive accelerated skills training, certifications, and/or work experience to obtain employment or advance along career pathways leading to high-demand, middle to high skill jobs in the InfoTech industry. Training courses and industry-recognized certifications include skills imperative to AI such as Cloud Computing, Data Analytics and Business Intelligence, AI for Big Data and Text, Java Programming, Python Programming, Cybersecurity Analytics, and CompTIA A+, Network+ and Security+.

InfoTech Tampa Bay Program

Under this initiative, CareerSource Tampa Bay (CSTB) proposes to implement the second phase of the local TechHire movement - to continue the development of the talent pipeline inclusive of underrepresented populations, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

InfoTech Tampa Bay will:

- Increase access to tech training and learning pathways leading to tech careers;
- Transform hiring practices to expand opportunities to underrepresented populations; and
- Build a diverse and inclusive tech workforce that supports the development of a strong, vibrant regional economy where businesses thrive and people want to live and work.

InfoTech Tampa Bay will expand current training and resources to address the region's urgent need for tech workers and digital natives skilled in Artificial Intelligence (AI), machine learning, data science, and cybersecurity analytics. Incorporating industry-customized, accelerated training models that provide access, foundational skills and a pathway to high-demand positions, this initiative will aid in critical talent development to address foundational and technical skills gaps in the rapidly evolving tech industry and provide training, industry-recognized certifications, and work experience to local unemployed, underemployed and incumbent workers. The anticipated number served by this initiative is 300, with expected sustainability of the program through integration with existing and planned workforce initiatives.

AI technology is prevalent in the news and public discourse but often misunderstood in terms of its capability and purpose. Much of the AI functions in the marketplace encompass machine learning processes, requiring individuals skilled in programming (including Python and Java) and data analytics. While AI technology is rapidly advancing beyond the pace of many education programs, attention to in-demand competencies demonstrates that AI skills are beginning to gather together. We need to be aware of these skill assemblies and create training programs to address novel skills that create new jobs in the economy. This program will build the foundational skills for AI and machine learning, which includes data access and development skills, to create digital natives accustomed to approaching business solutions in new ways.

Skills cluster data points to emerging skills in the rapidly evolving field of AI and technology, providing insight to the shifting landscape of future positions and informing local talent strategies. The USF Institute for AI + X views the previous era as the decade of big data, in which institutions now can gather and store an enormous amount of data, much of it in textual form. However, turning the information in the data into actionable decisions has been lagging. AI is the tool that is facilitating and accelerating the transition from data to decision to actions. The innovative courses developed for this initiative cover both foundational and advanced concepts and methods in machine learning to enable participants, with minimal background in technology, to understand the foundational basics and how to use them in practice. Furthermore, participants will understand the basic concepts of machine learning, with emphasis on data modeling, along with an appreciation of their strengths and weaknesses and the ability to assess real world problems involving reasoning over text-based big-data and

formulate AI solutions. Data scientists are needed to collect and analyze quality data, creating opportunities for innovative products, efficiencies and automation of existing processes.

Rapidly evolving technology presents opportunities for diverse career pathways leading to AI capability, such as help desk, data science, data analyst, web hosting support, fintech, health care informatics, and cybersecurity analyst/incident responder. Specific jobs include machine learning researchers, AI engineers, data mining and analysis, machine learning engineers, data scientists, business intelligence developers, cybersecurity analyst, cyber crime analyst/investigator, incident analyst/responder, and IT auditor.

Tampa Bay is a Tech-Hire hub - coordinating stakeholders, supporting the development of local tech talent and helping employers find skilled workers who may be overlooked by traditional recruiting methods. Building on the TechHire movement and fueled by a network of employers, education institutions and community organizations, this program will expand access to tech training and digital literacy skills and transform hiring practices to shape a diverse and inclusive workforce.

Leading tech employers with the demonstrated need for these skills based on regional job posting analytics also include Oracle Corporation, Deloitte, Verizon Communications, Amgen, Accenture, JPMorgan Chase, Abacode, ReliaQuest, and Net2Source. Furthermore, Citibank has plans to hire for 500 high-tech, high-growth jobs by the end of 2020 in the Tampa Bay area. InfoTech Tampa Bay will provide the skilled talent needed to fill local tech positions – now and in the future.

Community Need

With an estimated 2019 population of over 1.4 million, Hillsborough County's metro area is the fourth most populous county in Florida, estimated to have grown by nearly 17 percent since 2010 according to the U.S. Census Bureau. Hillsborough County's population growth is projected to outpace MSA, state and national growth through 2025, supporting rapid regional development. Hillsborough County's labor force has grown significantly in the past decade with a gain of 160,100 residents employed (27 percent increase) between 2009 and 2019 (US Department of Labor, Bureau of Labor Statistics). Furthermore, Hillsborough County experienced the lowest unemployment rate in more than 20 years (2.7 percent) in November 2019. Hillsborough County also had the state's second highest population gain in 2017-2018 and ranked third in the nation for net migration year over year in that same time period.

Tampa's reputation as a top talent market has grown over the last ten years, as companies ranging from Fortune 500 organizations to fast-growing newcomers have chosen to locate or expand here. Recent national recognition such as ranking in the top 20 of both Inc.'s Surge Cities and Computing Technology Industry Association's Tech Towns further fuel the region's growth and emerging impact in key industry sectors such as information technology.

Tampa Bay is a region of increasing significance in the tech sector, emerging as a driving force behind the state's fast-growing IT industry. Proposal partners CSTB, Tampa Innovation Partnership (IP), Hillsborough Community College (HCC) and University of South Florida (USF) have successfully leveraged federal resources in the Tampa Bay region, most recently with the \$3.8 million USDOL H-1B TechHire Partnership grant awarded in 2016, impacting more than 1,300 unemployed, underemployed and incumbent workers to train, certify and employ or advance in the healthcare and IT sectors.

There are more than 530,000 open tech jobs nationwide, with many positions remaining unfilled in the Tampa Bay area. Tampa Bay's high job growth and low unemployment rates are contributing to the short- and long-term gaps between the available positions and the skills employers require. InfoTech Tampa Bay aims to build on the foundation of TechHire to rewire the technology job market, education, training, and support ecosystem for growth and inclusion.

The IT industry provides a massive opportunity for economic growth.

- The current IT workforce in Hillsborough County represents nearly 26,000 jobs (22 percent above the national average), and more than 41,000 in the Tampa-St. Petersburg-Clearwater Metropolitan Statistical Area (MSA).
- There are nearly 3,500 open IT jobs in Hillsborough County and more than 4,600 in the Tampa-St. Petersburg-Clearwater MSA. Unmet demand for tech talent results in jobs remaining unfilled. For every 11,803 unique postings in Hillsborough County, only 931 positions were filled (8 percent).¹
- IT occupations are projected to grow 8.3 percent in Hillsborough County through 2025 with more than 2,000 new jobs, outpacing the overall Tampa-St. Petersburg-Clearwater MSA growth of 7.2 percent and nearly 3,000 new jobs.²
- The average annual salary for IT occupations in Hillsborough County is \$81,744, 116% higher than the average for all occupations of \$37,830, and higher than the average for the overall Tampa-St. Petersburg-Clearwater MSA of \$77,513.³
- Nationwide, IT jobs represent approximately 15 percent of open jobs and are growing fast.
- There are a growing number of ways to learn rapidly and assess mastery of IT skills – including traditional degree programs, accelerated bootcamp programs, online learning, and apprenticeships.
- IT jobs are available and essential to company operations in nearly all industries and regions worldwide.
- IT jobs are growing – more jobs are becoming IT jobs every year.

CSTB's targeted outreach plan includes strategies to identify eligible individuals in the newly designated Uptown District of Hillsborough County, encompassing the University area, as well as the entirety of the county. Training will be available to eligible residents regardless of age; however, many young adults possess intuitive aptitude for IT skills and will be a subset outreach target of this grant. Youth and young adults comprise nearly 40 percent of the residents of the University area of Hillsborough County, a census-designated place of an estimated 41,000 residents in proximity to the University of South Florida, with a significant transient population reflected in a home ownership rate of 14.6 percent and crime index rates nearly twice the national average.⁴ ⁵With a median age of 27, residents in this community experience 17.6 percent unemployment, 55 percent of households earn below \$25,000, and 43.9 percent experienced individual income below the federal poverty level within the past 12

¹ Emsi (2020). Occupation Snapshot, Q1 2020 Dataset

² Ibid

³ Ibid

⁴ U.S. Census Bureau. (2010). QuickFacts

⁵ Esri. (2013). Tampa Bay Crime Index Data

months in 2014.⁶ This program will focus efforts to connect residents in the University and greater Tampa Bay area with the resources, access to training, and opportunity to overcome systemic barriers to attain long-term, sustainable employment and economic self-sufficiency.

Partnership Structure

Building on the connection of shared goals to serve the Tampa Bay community and commitment to the development of personal economic mobility, CSTB, Hillsborough County Economic Development, Tampa Innovation Partnership, Hillsborough Community College, and University of South Florida will collaborate to build a job-driven network of stakeholders focused on meeting the needs of tech workers and businesses. InfoTech Tampa Bay will build an ecosystem where workforce development, government, employers, training providers, and other stakeholders collaborate to foster opportunities to develop tech talent to meet the region's growing demand for a skilled, inclusive and diverse IT workforce.

As an American Job Center, **CareerSource Tampa Bay** provides access to training and employment programs that are essential to lift individuals out of poverty or advance in the workplace and serves as a conduit to community resources, programs and services through the one-stop system.

Tampa Innovation Partnership is a business-related non-profit industry association partner and multi-jurisdictional organization anchored by globally recognized institutions driving economic activity in Hillsborough County, such as AdventHealth, Busch Gardens, James A. Haley Veterans' Hospital, and Moffitt Cancer Center, and will provide their expertise in the industry sector partnership model. Activities include outreach to their hundreds of member organizations to coordinate AI Roundtables with the purpose of advancing the AI agenda, creating awareness of AI opportunities, conducting education and events to increase understanding and utilization of AI technologies, and developing internship and direct placement opportunities for qualified training completers.

Hillsborough County Economic Development works to improve Hillsborough County's business climate and make the county more attractive for job and wealth creation. The department focuses on a wide array of economic drivers, including offering employers a well-trained workforce, attracting high-wage jobs, and diversifying the county's economic base while helping traditional industries like convention, tourism and sports.

Hillsborough Community College is a public institution of higher education with the proper accreditations and capacity to effectively provide the training programs. Partnering with InfoTech Tampa Bay to develop customized curriculum focused on career pathways in AI, HCC's Division of Workforce Development - Institute for Corporate and Continuing Education (ICCE) offers practical, effective and affordable ways to build broad-based workforce systems to meet the labor needs in the Tampa Bay area.

University of South Florida, the fourth-largest public university in the state of Florida, is a high-impact, global research university serving the Tampa Bay area and will provide its expertise in the rapidly evolving field of AI through its education programs and Institute for Artificial Intelligence +X, a university wide research and education center for Artificial

⁶ U.S. Census Bureau. (2014). Selected Economic Characteristics, 2010-2014 ACS 5-Year Estimates.

Intelligence that focuses on collaboration across disciplines. The Institute includes interdisciplinary AI, integrating artificial intelligence into application domains such as biology, medicine, face recognition and cybersecurity. The researchers affiliated with the Institute do basic research in machine learning (including deep learning), reasoning, robotics and more. Additionally, USF partners with nonprofit organization The Undercroft/cYbor through the College of Education and in collaboration with CyberFlorida and the Florida Center for Instructional Technology to deliver cybersecurity training.

Corporation to Develop Communities (CDC) of Tampa creates opportunities for people to build prosperous futures and vibrant communities by deploying comprehensive community development strategies that connect workforce development, housing and real estate with education, resident leadership and community safety to drive economic prosperity. CDC of Tampa will assist with recruitment, case management and financial literacy activities, particularly providing services to low-income and disadvantaged populations with barriers to training and employment.

The regional workforce sector partnership model is centered on industry needs in the most critical labor shortages and is built around strategic alignment of workforce, education, business, economic development, and community partners to transform service delivery to the targeted population. This regional public/private effort is led by CSTB as the workforce intermediary, fiscal and administrative agent for the grant award, ensuring compliance with all regulations. CSTB will lead outreach, recruitment, assessment, case management, training, placement, and follow-up activities for participants. CSTB will also be responsible for all data collection, procurement activities, and fiscal and programmatic reporting.

Employment and Training Strategy

InfoTech Tampa Bay will provide workers with the skills necessary to step onto a career ladder toward future work in evolving in-demand technology occupations, such as Artificial Intelligence (AI), Machine Learning, Cybersecurity, and Data Science, while supplying the skilled workforce today that local companies need to grow and expand operations. Skills essential to AI and data science careers are developed on a continuum ranging from basic introductory AI; math competencies, including statistics, linear algebra, and calculus; programming, such as Java and Python; big data, like Hadoop and Spark; data science techniques to draw meaningful insights from data such as acquisition, preparation, analysis and manipulation; to advanced skills leading to machine learning, deep learning, and business intelligence. The programs targeted by this initiative will offer multiple entry points from beginner to advanced IT skills, with a focus on practical applications to AI technologies.

InfoTech Tampa Bay will expand the scope of training and resources to address the region's urgent need for tech workers and digital natives skilled in Artificial Intelligence (AI), machine learning and data analysis. The training programs were developed in response to the quickly emerging needs of the tech industry, are certification, portfolio or bootcamp based, transferable, stackable, portable and applicable to multiple employers across a multitude of industries.

Training programs include:

- Certified Cloud Professional
- Data Analytics and Business Intelligence
- AI for Big Data and Text
- Cybersecurity – Foundations of Cybersecurity
- Cybersecurity – Cyber Pathways
- Oracle Certified Associate Java SE 8 Programmer I (OCAJ)
- Python Programming
- CompTIA A+
- CompTIA Network+
- CompTIA Security+

Workplan

Project term timeframe: Four years from grant award

Objective	Activities	Milestones and Deliverables
Outreach and Participant Identification	Identify and screen eligible participants	<ul style="list-style-type: none"> - Outreach plan developed - Outreach targeted participants through centers, EFM, partners, and media - 300 participants served
Addressing Needs of Participants	<ul style="list-style-type: none"> -Suitability assessments -Work readiness and resume assistance -Support services 	<ul style="list-style-type: none"> -Comprehensive application package to determine eligibility and suitability - Skills assessments and interviews - Career counseling and career pathway guidance - Eligible participants receive temporary assistance to overcome training and employment barriers - Work readiness and employability skills training, financial counseling, and resume assistance provided to participants
Training and Certification	<ul style="list-style-type: none"> -Training, classroom instruction and certification as applicable -Training programs vary in length 	<ul style="list-style-type: none"> - Participants complete training and obtain certifications as applicable. -300 enroll in training programs -270 complete training -Participants obtain industry credential/certifications as applicable to the program
Placement and Advancement	Placement into employment, retain or advance to a new position upon successful completion of training.	<ul style="list-style-type: none"> - 270 participants placed into employment, retain or advance to new positions. - Candidates referred to partner employers for paid work experience and OJT opportunities, in addition to direct placement - Additional assistance provided following placement as needed - Employment retention tracking conducted to report outcomes
Performance Tracking and Reporting	<ul style="list-style-type: none"> -Programmatic and Fiscal Performance Tracking and Evaluation -Performance Reporting 	<ul style="list-style-type: none"> - Collect and analyze data to track program outcomes and support program improvement - Provide updates to project staff and partners on progress of deliverables against goals and fiscal tracking of expenditures - Quarterly program and financial reports submitted as required

Employer Engagement, Partnerships and Sustainability	Employer outreach and relationship development AI Roundtables	- Continue to build a network of employers, education and community partners committed to investment in growing local talent. -Coordinate a minimum of 50 stakeholders to participate in AI Roundtable committees with the purpose of advancing the AI agenda, creating awareness of AI opportunities, and conducting education and events to increase understanding and utilization of AI technologies.
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Employer Engagement

Understanding future workforce trends is critical to the development of successful sector strategies and the design of effective customer-centered services and programs. Sector partnerships are integral to CSTB programs and services to create sustainable, industry-driven sector strategies, and the sector partnership model is applied in targeted initiatives to include industry analysis, employer engagement, partnership building, design of industry-relevant training programs, and measurement of system change and effectiveness. By aligning workforce, industry and educational partnerships concentrated on comprehensive, tech sector-based career pathways, a common employer-led vision will produce effective, efficient and agile training programs to provide the pipeline of talent local employers need. By leveraging existing partnerships and developing new connections, CSTB will build on established alliances with local economic development organizations, government agencies, employers, business associations, industry groups, faith-based and community organizations, and education and training partners to connect job seekers with opportunities for employment throughout the grant period and in the future.

In addition to strategic coordination with our employer, economic development and education partners, such as Tampa Bay Economic Development Council, Hillsborough Community College and University of South Florida, industry outreach to leader organizations such as Tampa Bay Tech will be integral to the success of the program designed to meet employer demand. CSTB will also leverage existing relationships and expand outreach to community and faith-based organizations to promote these training opportunities in the community, in addition to connections with new and existing employers for paid internships, on-the-job-training and direct placement opportunities.

AI Roundtables

Building on the White House's selection of Tampa Bay as part of the national network of TechHire Communities and the development of the Tampa Bay TechHire Advisory Committees, this program will support the development of AI Roundtable industry panels comprised of regional representatives from business, education, and economic development organizations with goals to engage non-traditional students and workers, expand access to tech training and digital literacy skills, reduce the skills gap for tech jobs, and transform hiring practices to shape a diverse and inclusive workforce. The program sector partnership model is employer-led, supported by data, and aligned with community and education partners to engage the industry in regional planning in the identification of industries, occupations and skills needed to address gaps in the local workforce. Industry surveys, advisory committees and workforce groups are additional sources of data to identify emerging occupations and projected local critical shortages.

This industry sector partnership model will focus on a targeted approach to:

1. Assess resources, culture, needs, and readiness to provide opportunities to local workers, with consideration to low-income and disadvantaged populations with barriers to training and employment;
2. Engage in the local tech ecosystem of fellow IT organizations, business incubators, industry groups, community-based organizations, government, education, and economic development partners to build the talent pipeline; and
3. Share results to provide feedback on needs and experiences so we can continue to build an initiative that improves over time. Benchmarks will be developed for continuous evaluation and improvement to ensure relevance and long-term sustainability of the initiative.

Under the sustainability of this initiative, a summary report of the sessions will be disseminated and follow up partnership meetings will be held to continue the work established by the initial committee. This model will lay a foundation to be replicated and expanded to additional targeted industries, as well as other regional workforce boards and partner initiatives. By leveraging existing partnerships and developing new connections, CSTB will build on established alliances with local economic development organizations, government agencies, employers, business associations, industry groups, and education and training partners to connect job seekers with opportunities for employment throughout the grant period and in the future.

Collaborative partners and organizations in support of this initiative include Corporation to Develop Communities (CDC) of Tampa, Tampa Bay Economic Development Council, The Undercroft/cYbor, Synapse, CyberFlorida, and numerous tech companies. By aligning workforce, industry and educational partnerships concentrated on comprehensive, sector-based career pathways, a common employer-led vision will produce effective, efficient and agile training programs to provide the pipeline of talent local employers need. Upon award, Tampa Innovation Partnership and CSTB will lead efforts to outreach to additional partners to continue building a network of employers, education and community partners committed to investment in growing local talent for lasting community impact.

Outcomes

The following outcomes are anticipated:

Outcome Measure	Projected Performance
Total Participants Enrolled in Education/Training Activities	300
Total Participants Completing Education/Training Activities	270
Total Participants Who Complete Training Activities and Obtain Employment, or Retain or Advance in their Position	270

Furthermore, this program will aid in the revitalization and stabilization of low- to moderate-income communities in Hillsborough County, such as the Uptown District, including activities that contribute to the rehabilitation of neighborhoods and help distressed communities by attracting new, or retaining existing, businesses or residents.

The appropriate performance measures, data collection procedures, and evaluation methods have been developed to correspond with the desired outcomes in support of continuous monitoring and improvement of the program. Focused on customer-centered design, the continuous improvement process includes a measure of satisfaction of participants, employers and stakeholders. CSTB will implement additional evaluation procedures to capture longitudinal outcomes, post-completion checks and quarterly follow ups of active participants.

The effectiveness of the AI Roundtable initiative will be considered under measurement instruments to include industry analysis, employer engagement, partnership building, and design of industry-relevant training programs both prior to and following the initial workshop session. Further success will be evidenced by design replication and expansion to additional targeted industries and/or regions and the strength of the initiative to continue to build a network of employers, education and community partners committed to investment in growing local talent.

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

InfoTech Tampa Bay will expand the scope of training and resources to address the region's urgent need for tech workers and digital natives skilled in Artificial Intelligence (AI), machine learning and data analysis. The Florida Job Growth Grant will directly advance the capacity to offer programs such as Cloud Computing, Data Analytics and Business Intelligence, and AI for Big Data and Text at local colleges, providing key entry points into tech career pathways. Furthermore, this program will expand education program service delivery methods through the support of innovative and accelerated learning models, such as bootcamp programs, portfolio-based curricula, and public-private training partnerships, at local universities.

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

The skills targeted by this initiative are validated by employers and labor market data to be highly in-demand, portable, and stackable credentials leading to higher wages and career advancement. Furthermore, the Microsoft Certified Professional – Azure Fundamentals, Certified Google Associate Cloud Engineer, Amazon AWS Certified Cloud Practitioner, CompTIA – Cloud Essentials, Oracle Certified Associate Java SE 8 Programmer I (OCAJ), CompTIA A+, CompTIA Network+, and CompTIA Security+ certifications are industry-recognized and transferable to all employers seeking these skills. In addition to organizational and industry sustainability, the skills provided under this initiative advance the long-term opportunities of the individual through a direct link to a structured career ladder in the high-demand, high-wage IT industry.

The training programs were selected not only based on regional economic and employer occupational demand, but also because they focus on accredited community college and university programs along a defined career pathway that are shorter-term, stackable, portable, and culminate with an industry credential directly correlated to employment (certification and/or certificate of completion).

The occupations selected for training directly align with research regarding industry needs of local employers and the state and regional economy. To further align with the sector demands of the industry, CSTB and Isp will lead an AI regional consortium of industry practitioners and administrators with the goal to develop recommendations for statewide policy to facilitate a sufficient supply of highly skilled talent to meet the region's current and future technology workforce needs.

By aligning workforce, industry and educational partnerships concentrated on comprehensive, sector-based career pathways, a common employer-led vision will produce effective, efficient and agile training programs to provide the pipeline of talent local employers need. Isp is engaged in sectoral work to strengthen and expand existing partnerships and will partner to aggregate resources, align strategies and programs, and develop a shared vision that includes employer and sector-driven workforce development and service delivery among regional partners, in addition to conducting employer outreach to connect qualified participants with internship and direct placement opportunities.

Table 2: AI Roundtable Partnership Structure

Partner	Representation	Contribution
CareerSource Tampa Bay	Local workforce development board	Employer and community organization conduit
Tampa Innovation Partnership	Non-profit industry association	Employer convener, marketing and outreach
CDC of Tampa	Community-based organization	Community partner, recruitment services
Hillsborough Community College	Educational institution	AI, data science, programming and foundational skills training programs
University of South Florida	Educational institution	Institute for AI+X, College of Education – The Undercroft/cYbor partnership, bootcamp training program
Tech Employers	Business and tech community	Input on in-demand and emerging skills and occupations
Industry Associations (ex. Tampa Bay Tech)	Tech community	Direction regarding the future of tech, coordination of member organizations and community engagement

The following skills targeted by the program are valued employers locally and worldwide, and are transferable, stackable, portable and applicable to more than a single employer.

Training Program	Hard Skills	Example Career Fields
Certified Cloud Professional	AI, machine learning, data analytics, data management	Cloud Associate, Network Associate, Cloud Engineer
Data Analytics and Business Intelligence	Data analytics, data management, PowerBi, SQL, Access, and Excel	Business Analyst, Data Analyst, Data Scientist, Business Intelligence Analyst
AI for Big Data and Text	Foundational and advanced machine learning skills	AI Engineer, ML Architect
Cybersecurity – Foundations and Cyber Pathways	Cybersecurity, operating systems, foundational AI skills	Information Security Analysts, Cybersecurity Technician, Incident Responder, IT Auditor, Cybersecurity Specialist/Technician
Oracle Certified Associate Java SE 8 Programmer I (OCAJ)	Programming, foundational AI skills	Java Developer, Software Engineer, Data Engineer, Cloud Engineer Architect
Python Programming	Programming, foundational AI skills	Software Engineer, Cloud Engineer Architect, Data Engineer, Data Scientist, Python Developer, Systems Engineer
CompTIA A+	Operating systems, foundational AI skills	IT Help Desk Specialist, Desktop Support Technicians
CompTIA Network+	IT infrastructure, networks, foundational AI skills	Network Engineer, Systems Administrator, Systems Engineer
CompTIA Security+	Cybersecurity, foundational AI skills	Information Security Analysts, Security Engineers

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

Yes, the training programs targeted by this initiative are offered to the public.

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

The proposed program will build on existing curriculum offered at educational providers Hillsborough Community College and University of South Florida to develop customized programs focused on the innovative skills required by AI, machine learning and data science processes, with expansion opportunities available to additional institutions providing accredited and relevant training. Wherever possible, options will be explored for credits to articulate to degree-based programs. For example, the Oracle Certified Associate Java SE 8 Programmer I (OCAJ) certification articulates to three credits toward the Computer Programming and Analysis Associate Science degree.

This program aligns with the Florida College System institutions; governance, mission, and responsibilities elements as outlined in section (s.) 1004.65, Florida Statutes (F.S.), namely:

- The commitment to be responsive to local education needs and challenges, including expansion of programs and capacity based on regional demands;
- Providing high-quality, affordable education and training opportunities, fostering a climate of excellence, and combining high standards with open-access opportunities to all, inclusive of underrepresented individuals and those with barriers to employment; and
- Promoting economic development through the provision of special programs.

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

Yes, this program directly serves unemployed and underemployed individuals, in addition to dislocated and incumbent workers.

- 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.

InfoTech Tampa Bay will align workforce development, business, education, and industry partners to create a foundation for financial stability, economic mobility and social progress. This program will promote economic opportunity by addressing the needs of local IT employers, providing residents with relevant training and resources to result in unemployed, underemployed, dislocated, and incumbent workers obtaining or advancing employment in high demand occupations which will lead to high wage careers. Furthermore, InfoTech Tampa Bay offers residents, particularly low-income and disadvantaged individuals, as well as employed workers in need of upskilling, a crucial pathway into the IT workforce, in which they can obtain and keep employment and reduce barriers to workforce and asset development, leading to financial security. Significant research supports the value of workforce training and employment programs like InfoTech Tampa Bay to create pathways to economic success, aiding individuals to overcome barriers to employment, develop workforce readiness skills and position them to improve their financial future while building a more inclusive and diverse workforce.

A total of 300 individuals will be impacted over the course of the four-year grant period. It is anticipated that 270 will complete their training program and 270 will either obtain employment or retain or advance to a new position (90 percent).

Table 4: InfoTech Tampa Bay Deliverables and Outcomes

Outcome Measure	Projected Performance
Total Participants Enrolled in Education/Training Activities	300
Total Participants Completing Education/Training Activities	270
Total Participants Who Complete Training Activities and Obtain Employment, or Retain or Advance in their Position	270

4. Additional Information

A. Is this an expansion of an existing training program?

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

The proposed program will utilize existing curriculum offered at educational providers Hillsborough Community College and University of South Florida to develop a customized program focused on the innovative skills required by AI, machine learning and data science processes.

B. Does the proposal align with Florida's Targeted Industries?

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

Yes, the proposal aligns with four of Florida's Targeted Industries:

- InfoTech
- Homeland Security
- Financial/Professional Services
- Emerging Technologies – Cloud Computing

C. Does the proposal align with an occupation on the Statewide Demand Occupations List and/or Regional Demand Occupation List?

- *If yes, please indicate the occupations with which the proposal aligns. If no, with which occupation does the proposal align?*

InfoTech Tampa Bay will prepare individuals for the following targeted occupations, which are included on the 2019-2020 CareerSource Tampa Bay Regional Demand Occupations List and 2019-20 Florida Statewide Demand Occupations List.

Table 5: Targeted Occupations

SOC Code	Occupational Title	Region 15 - Hillsborough County			Florida		
		2020 - 2025 Change	2020 - 2025 % Change	Avg. Hourly Earnings	2020 - 2025 Change	2020 - 2025 % Change	Avg. Hourly Earnings
15-1111	Computer and Information Research Scientists	12.00	27%	\$53.18	127.00	15%	\$48.62
15-1121	Computer Systems Analysts	269.00	9%	\$45.59	2,430.00	9%	\$40.89
15-1122	Information Security Analysts	118.00	16%	\$45.51	1,052.00	17%	\$44.21
15-1131	Computer Programmers	26.00	3%	\$39.19	141.00	1%	\$37.93
15-1132	Software Developers, Applications	780.00	14%	\$50.63	6,752.00	16%	\$45.97
15-1133	Software Developers, Systems Software	185.00	9%	\$50.79	1,750.00	9%	\$49.32
15-1134	Web Developers	35.00	5%	\$36.28	630.00	8%	\$30.85
15-1141	Database Administrators	47.00	6%	\$46.02	491.00	7%	\$41.76
15-1142	Network and Computer Systems Administrators	110.00	5%	\$40.88	1,143.00	6%	\$38.02
15-1143	Computer Network Architects	48.00	4%	\$50.18	458.00	4%	\$43.84
15-1151	Computer User Support Specialists	296.00	5%	\$25.73	3,044.00	7%	\$23.68
15-1152	Computer Network Support Specialists	53.00	5%	\$35.87	582.00	7%	\$29.34
15-1199	Computer Occupations, All Other	149.00	9%	\$44.05	1,466.00	12%	\$37.94
	TOTAL	2,128.00	8%	\$41.64	20,069.00	9%	\$37.94

Source: Emsi, Occupation Table, Q1 2020 Dataset

Related occupations within these industries may be added based on employer demand and alignment with regional and statewide economies, and upon approval from the funder.

- D. Indicate how the training will be delivered (e.g. classroom-based, computer-based, other).
- *If in person, identify the targeted locations (e.g. city, campus, etc.) where the training will be available.*
 - *If computer-based, identify the targeted locations (e.g. city, county, statewide) where the training will be available.*

The training programs will be delivered in a combination of classroom and computer-based methods. In-person instruction will be offered with additional online modules. Training will be offered at the following locations:

- HCC – Hillsborough County, Florida campus locations
- USF – Tampa, Florida campus location

To meet the demands of the business community, off campus training may be available upon request, to include community partner locations and the employer's worksite for upskill training of incumbent workers.

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

- Number of anticipated enrolled students: 300
- Number of anticipated completers: 270

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

- Begin date: Upon award (estimate: May 2020)
- End date: 4 years from award (estimate: April 2024)

Depending on the course, training programs range from 40-hour, 5-day/week bootcamp programs to 96-hour programs.

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

The benefits of this initiative will propagate far beyond the initial investment. The continuous service delivery of the targeted programs will be provided in partnership with education providers through workforce and education programs, such as WIOA and special grants through a braided funding model. Additionally, continuous service delivery for targeted IT occupations will be provided in partnership with employers through workforce programs, such as WIOA-funded Incumbent Worker Training, On-the-Job Training and Paid Work Experience for eligible candidates. Program participants will be supported through completion, placement and follow up, and provided additional guidance if needed to continue their education and career path through advanced training.

In addition to investigating and strategizing methods to address current skills gaps in the IT industry, the IT industry partnership model and AI Roundtable initiative design will lay a foundation to be replicated and expanded to additional targeted industries and throughout the

state. The establishment of these feedback channels between workforce, education, economic development, and business will position the partnership to become an informed conduit that develops over time. Furthermore, this will support the advancement and support of local public-private partnership training programs are based on in-demand skills identified by local employers and validated by local labor market data. InfoTech Tampa Bay will continue to build a network of employers, education and community partners committed to investment in growing local talent.

Positioning CSTB to become central leader in regional collaboration, InfoTech Tampa Bay will strengthen current community relationships and continue to outreach to new partners to build a network focused on addressing the growth and opportunities of the rapidly evolving IT industry. Finally, CSTB will continue to work with partner agencies to identify additional sources of funding, as well as conduct independent research to pursue additional grants and funding resources to build upon the lessons learned and relationships developed through this investment to support future training and talent development initiatives.

- 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 completers in each code, corresponding with Section E.

Program	Training Provider	Certification	CIP Code	% of Completers per CIP Code
Certified Cloud Professional	HCC	Certifications possible include Microsoft Certified Professional – Azure Fundamentals, Certified Google Associate Cloud Engineer, Amazon AWS Certified Cloud Practitioner, and CompTIA – Cloud Essentials Certification	11.0902, 11.0102	90%
Data Analytics and Business Intelligence	HCC	Portfolio based	11.0102, 11.0802, 11.0301	90%
AI for Big Data and Text	USF	Bootcamp format	11.0601, 11.0802, 11.0102	90%
Cybersecurity – Foundations of Cybersecurity	USF	Bootcamp format, portfolio based	11.1003	90%
Cybersecurity – Cyber Pathways	USF	Bootcamp format, portfolio based	11.1003	90%
Oracle Certified Associate Java SE 8 Programmer I (OCAJ)	HCC	Oracle Certified Associate Java SE 8 Programmer 1	11.0203, 11.0201	90%
Python Programming	HCC	Portfolio based	11.0201	90%
CompTIA A+	HCC	CompTIA A+ Help Desk Technician	11.1006	90%
CompTIA Network+	HCC	CompTIA Network+	11.0901, 11.1001, 11.1002	90%
CompTIA Security+	HCC	CompTIA Security+	11.1003	90%

Participants will engage in industry certification or portfolio-based courses, in addition to accelerated learning models such as bootcamps. All participants will attain a certificate of completion from the accredited educational institution (HCC and USF) upon successful

completion of the course. Additional programs may be added to meet industry demand upon funder approval.

- I. Does this project have a local match amount?
- *If yes, please describe the entity providing the match and the amount. Do not include in-kind.*

Yes, the local match amount is \$1,075,000 (42% of the requested funding amount). Please see Attachment B: Budget Narrative for additional detail.

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

Please refer to the attached documents.

- Attachment A: 2019-2020 Florida Job Growth Grant Fund – InfoTech Tampa Bay Narrative
- Attachment B: Budget Narrative
- Attachment C: Letter of Support
- Attachment D: CEO Employment Agreement Excerpt

Letters in support of this initiative are attached from:

- BeniComp Health Solutions
- Bookkeeping Repair Specialist
- Computer Generated Solutions
- Corporation to Develop Communities (CDC) of Tampa
- CyberFlorida at University of South Florida
- Cyberlicious
- Diamond View
- Entrophy Technology Design
- Hawk Business Group
- High Tech Connect
- HireVergence
- HR Tampa Bay
- IBM
- Insight Wellness Works
- Lunchpool
- PikMyKid
- Sourcetoad
- Synapse
- Tampa Bay Economic Development Council
- TechSherpas365
- The Undercroft and cYbor
- University of South Florida – College of Education
- University of South Florida – Institute for AI +X
- U.S. Representative, Florida District 14 - Kathy Castor

Upon award, InfoTech Tampa Bay will continue to build a network of employers, education and community partners committed to investment in growing local talent.

5. Program Budget

A. Workforce Training Project Costs

Please see Attachment B: Budget Narrative for detail.

B. Other Workforce Training Project Funding Sources

Please see Attachment B: Budget Narrative for detail.

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

Please see Attachment B: Budget Narrative for detail.

6. 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)?

Approvals are not required.

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 a schedule of upcoming meetings for the group for a period of at least six months.
- ii. State whether that group can hold special meetings, and if so, upon how many days' notice.

Not applicable

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.

As the Chief Executive Officer of Tampa Bay Workforce Alliance, Inc. dba CareerSource Tampa Bay, John Flanagan has the authority to execute the proposal on behalf of the organization. An excerpt from the employment agreement for John Flanagan, CEO, is attached (Attachment D).

Attachment B: Budget Narrative

Tampa Bay Workforce Alliance, Inc. dba CareerSource Tampa Bay - InfoTech Tampa Bay

2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Performance Period: 4 Years

Budget	Year 1	Year 2	Year 3	Year 4	Total 4-Year
Direct program costs					
Personnel					
Program Director - .10 FTE at \$95,000/year. Responsible for overall oversight and direction of the program.	\$ 9,500.00	\$ 9,500.00	\$ 9,500.00	\$ 9,500.00	\$ 38,000.00
Program Coordinator - .50 FTE at \$55,000/year. Responsible for daily program implementation, staff management, performance and reporting.	\$ 27,500.00	\$ 27,500.00	\$ 27,500.00	\$ 27,500.00	\$ 110,000.00
Career Counselor - 1 FTE at \$45,000/year. Responsible for participant case management, career development and support services.	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00	\$ 160,000.00
Fringe Benefits (43%) - Includes Benefit Stipend to purchase health and welfare benefits (28%), FICA (7.65%), State Unemployment Tax (.85%), Retirement (5%), and Workers Comp. (1.5%)	\$ 33,110.00	\$ 33,110.00	\$ 33,110.00	\$ 33,110.00	\$ 132,440.00
Subtotal Personnel	\$ 100,610.00	\$ 100,610.00	\$ 100,610.00	\$ 100,610.00	\$ 440,440.00
Training and Other Costs					
Training Costs - Tuition, books and certification costs based on current provider rates for education partners such as Hillsborough Community College, University of South Florida and institutions approved on the CSTB Eligible Training Provider List. Some participants will obtain multiple certifications. Training costs vary by type and length of training. Costs are estimated at \$5000 per participant and 50 participants per year (200 total).	\$ 250,000.00	\$ 250,000.00	\$ 250,000.00	\$ 250,000.00	\$ 1,000,000.00
Paid Internships - Internships with employers to provide paid work experience for participants who are ineligible for WIOA funding, with the goal of permanent employment. Estimated for a total of 60 participants and 15 participants per year. Hourly wages are estimated at up to \$20/hour, 24 hours/week for up to 6 weeks.	\$ 43,200.00	\$ 43,200.00	\$ 43,200.00	\$ 43,200.00	\$ 172,800.00
Outreach and Marketing - Costs of producing print and non-print outreach and recruitment materials for participant recruitment, employer engagement and community awareness of the program. Items include the design and production of flyers, brochures, and web-based information; social media and digital marketing campaigns; and web-based, television, print and/or radio advertisements.	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ 20,000.00
Allocation costs for program staff to include Facilities, IT Service Provider, and other overhead costs	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 120,000.00
Subtotal Training and Other Costs	\$ 328,200.00	\$ 328,200.00	\$ 328,200.00	\$ 328,200.00	\$ 1,312,800.00
Contractual					
Tampa Innovation Partnership - Business engagement partner with activities to include outreach and marketing to recruit participants and coordinate AI Roundtables with the purpose of advancing the AI agenda, creating awareness of AI opportunities, conducting education and events to increase understanding and utilization of AI technologies, and developing placement opportunities for qualified training completers.	\$ 60,000.00	\$ 60,000.00	\$ 60,000.00	\$ 60,000.00	\$ 240,000.00
Corporation to Develop Communities (CDC) of Tampa - Activities include recruitment and case management services of a dedicated Job Recruiter/Case Manager (1 FTE), inclusive of salary and benefits.	\$ 55,225.00	\$ 55,225.00	\$ 55,225.00	\$ 55,225.00	\$ 220,900.00
Subtotal Contractual	\$ 115,225.00	\$ 115,225.00	\$ 115,225.00	\$ 115,225.00	\$ 460,900.00
Total Direct Program Costs					\$ 2,214,140.00
Administrative Costs - 14.59%					\$ 323,043.00
Total					\$ 2,537,183.00

Attachment B: Budget Narrative

Tampa Bay Workforce Alliance, Inc. dba CareerSource Tampa Bay - InfoTech Tampa Bay
2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal
 Performance Period: 4 Years

Leveraged Resources						Total 4-Year
CSTB Contribution						
Training Costs - Tuition, books and certification costs based on current provider rates for approved training partners for participants eligible under WIOA, TANF or partner-funded programs. Total costs estimated for 100 participants at \$5000 per participant.	\$ 125,000.00	\$ 125,000.00	\$ 125,000.00	\$ 125,000.00	\$ 500,000.00	\$ 500,000.00
Supportive Services - Includes wrap-around services such as needs-based transportation assistance. Support services are estimated at \$50 for 100 participants.	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 5,000.00	\$ 5,000.00
Paid Work Experience (PWE)/On-the-Job Training (OJT) - Estimated for 30 total participants at \$5000 per participant.	\$ -	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 150,000.00	\$ 150,000.00
Total CSTB Contribution						\$ 655,000.00
Tampa Innovation Partnership Contribution						
Staff and Marketing Activities - To include the creation and execution of a targeted marketing plan, program events and staffing.	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 120,000.00	\$ 120,000.00
Corporation to Develop Communities (CDC) of Tampa Contribution						
Staff Program Support Activities - To include staff services to program participants, including employability skills and financial counseling.	\$ 75,000.00	\$ 75,000.00	\$ 75,000.00	\$ 75,000.00	\$ 300,000.00	\$ 300,000.00
Total Leveraged Resources						\$ 1,075,000.00

Attachment C: Letters of Support

March 11, 2020
Ken Lawson
Executive Director
Department of Economic Opportunity
107 East Madison Street
Caldwell Building
Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

My name is _____ with _____, and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state’s fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

InfoTech Tampa Bay will expand the scope of training and resources to address the region’s urgent need for tech workers and digital natives skilled in Artificial Intelligence (AI), machine learning and data analysis. The Florida Job Growth Grant will directly advance the capacity to offer programs such as Cloud Computing, Data Analytics and Business Intelligence at local colleges, providing key entry points into tech career pathways and creating a foundation for financial stability, economic mobility and social progress. Furthermore, InfoTech Tampa Bay will build an ecosystem where workforce development, government, employers, training providers, and other stakeholders collaborate to foster opportunities to develop tech talent to meet the region’s growing demand for a skilled, inclusive and diverse IT workforce.

We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,



Signature

First/Last Name

Organization

Title

March 11, 2020
Ken Lawson
Executive Director
Department of Economic Opportunity
107 East Madison Street
Caldwell Building
Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

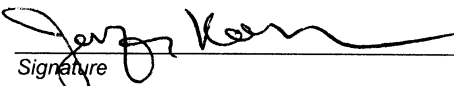
My name is Jennifer Koenen with Bookkeeping Repair Specialist, Inc., and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state’s fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

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We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,



Signature
Jennifer Koenen

First/Last Name
Bookkeeping Repair Specialist, Inc.

Organization
CEO

Title




4508 Woodland Corporate Blvd. \ Tampa, FL 33614
Tel: 813-249-5540 \ Fax: 813-249-3290 \ www.cgsinc.com

March 11, 2020
Ken Lawson
Executive Director
Department of Economic Opportunity
107 East Madison Street
Caldwell Building
Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson: My name is Shana Moore with Computer Generated Solutions and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state’s fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations. Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth. InfoTech Tampa Bay will expand the scope of training and resources to address the region’s urgent need for tech workers and digital natives skilled in Artificial Intelligence (AI), machine learning and data analysis. The Florida Job Growth Grant will directly advance the capacity to offer programs such as Cloud Computing, Data Analytics and Business Intelligence at local colleges, providing key entry points into tech career pathways and creating a foundation for financial stability, economic mobility and social progress. Furthermore, InfoTech Tampa Bay will build an ecosystem where workforce development, government, employers, training providers, and other stakeholders collaborate to foster opportunities to develop tech talent to meet the region’s growing demand for a skilled, inclusive and diverse IT workforce. We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,

Signature 
First/Last Name Shana Moore
Organization Computer Generated Solutions
Title Recruiter



**CYBER
FLORIDA**

at the **UNIVERSITY OF SOUTH FLORIDA**

CYBERFLORIDA.ORG

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Tampa, Florida 33620-7120

info@cyberflorida.org

813 974 2604

March 11, 2020

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

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

My name is Ernest Ferrarresso with Cyber Florida, and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state's fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

InfoTech Tampa Bay will expand the scope of training and resources to address the region's urgent need for tech workers and digital natives skilled in Artificial Intelligence (AI), machine learning and data analysis. The Florida Job Growth Grant will directly advance the capacity to offer programs such as Cloud Computing, Data Analytics and Business Intelligence at local colleges, providing key entry points into tech career pathways and creating a foundation for financial stability, economic mobility and social progress. Furthermore, InfoTech Tampa Bay will build an ecosystem where workforce development, government, employers, training providers, and other stakeholders collaborate to foster opportunities to develop tech talent to meet the region's growing demand for a skilled, inclusive and diverse IT workforce.

We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,

Ernest Ferrarresso
Ernest Ferrarresso

Associate Program Director
Cyber Florida



360 Central Ave, Suite 800
St. Petersburg, FL 33701

727.820.1988
www.cyberliciousinc.com

March 12, 2020
Ken Lawson
Executive Director
Department of Economic Opportunity
107 East Madison Street
Caldwell Building
Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

My name is Benjamin Guest with Cyberlicious®, and I strongly support the InfoTech Tampa Bay partnership proposal submitted by Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state's fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

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We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,

DocuSigned by:

Benjamin R. Guest
Cyberlicious®
President & CEO

March 11, 2020 Ken Lawson
Executive Director Department of
Economic Opportunity 107 East
Madison Street Caldwell Building
Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant
Proposal

Mr. Lawson:

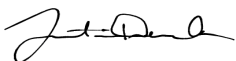
My name is Jonathan Davila, President at Diamond View, and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state's fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

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We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,



Jonathan Davila, President
Diamond View

March 11, 2020
Ken Lawson
Executive Director
Department of Economic Opportunity
107 East Madison Street
Caldwell Building
Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

My name is Tami Fitzpatrick with Entropy Technology Design, Inc., and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state’s fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

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We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,



Signature

Tami Fitzpatrick

First/Last Name

Entropy Technology Design, Inc.

Organization

CEO

Title

March 12, 2020

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

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

My name is Kellye Dash with Hawk Business Group, and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state’s fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

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We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me at 813-862-1808.

Thank you,

Kellye N Dash

Kellye N. Dash
Hawk Business Group, LLC
Founder & CEO

March 11, 2020
Ken Lawson
Executive Director
Department of Economic Opportunity
107 East Madison Street
Caldwell Building
Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

My name is Zachary Duffy with High Tech Connect, and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state’s fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

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We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,



Signature

Zachary Duffy

First/Last Name

High Tech Connect

Organization

Co-founder

Title



March 13, 2020

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

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:


My name is Lindsay Shirk with HireVergence, and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state's fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

InfoTech Tampa Bay will expand the scope of training and resources to address the region's urgent need for tech workers and digital natives, populations for which my company hires and employs, and where we see some of the largest skill gaps. Furthermore, InfoTech Tampa Bay will build an ecosystem where workforce development, government, employers, training providers, and other stakeholders collaborate to foster opportunities to develop tech talent to meet the region's growing demand for a skilled, inclusive and diverse IT workforce.

We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,



Signature

Lindsay M Shirk

First/Last Name

HireVergence

Organization

Communications Specialist

Title



HR Tampa Bay LLC

9804 West Park Village Drive
Tampa, FL 33626
Phone: 813-293-3719
E-Mail: claire@hrtampabay.com

March 11, 2020 Ken Lawson Executive Director Department of Economic Opportunity 107 East Madison Street

Caldwell Building Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

My name is with , and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state's fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

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We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,


Signature

Claire Clements
First/Last Name

HR Tampa Bay
Organization

Principal
Title



IBM
600 14th St, N.W.
Washington, D.C. 20005

March 10, 2020

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

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

IBM strongly supports the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing significance in the tech sector, emerging as a driving force behind the state's fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills necessary to step onto a career ladder toward future work in evolving in-demand technology occupations, such as Artificial Intelligence (AI), Machine Learning, Cyber Security, and Data Science, while supplying the skilled workforce today that local companies need to grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

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We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Sincerely,


Stephen P. Dodd
IBM Project Executive

March 11, 2020 Ken Lawson
Executive Director Department of
Economic Opportunity 107 East
Madison Street Caldwell Building
Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

My name is Deserie Valloreo with Insight Wellness Works, and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state’s fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

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We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,



Deserie Valloreo
President & CEO
Insight Wellness Works



March 11, 2020
Ken Lawson
Executive Director
Department of Economic Opportunity
107 East Madison Street
Caldwell Building
Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

My name is Alexander Abell and I am the CEO of a Tampa Bay based company, Lunchpool. I am writing today to voice my fervent support for the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development.

Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state's fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

InfoTech Tampa Bay will expand the scope of training and resources to address the region's urgent need for tech workers and digital natives skilled in Artificial Intelligence (AI), machine learning and data analysis. The Florida Job Growth Grant will directly advance the capacity to offer programs such as Cloud Computing, Data Analytics and Business Intelligence at local colleges, providing key entry points into tech career pathways and creating a foundation for financial stability, economic mobility and social progress. Furthermore, InfoTech Tampa Bay will build an ecosystem where workforce development, government, employers, training providers, and other stakeholders collaborate to foster opportunities to develop tech talent to meet the region's growing demand for a skilled, inclusive and diverse IT workforce.

We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,

A handwritten signature in black ink that reads "Alexander O. Abell".

Alexander O. Abell
Lunchpool, President & CEO



March 11, 2020

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

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

My name is John Morrow with Morrow Consultants, LLC, and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County - Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state's fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

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We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,

A handwritten signature in black ink that reads "John R. Morrow". The signature is fluid and cursive, with the first letters of each name being capitalized and prominent.

John Morrow
CEO
Morrow Consultants, LLC



Sachi Tech Inc
5115 memorial highway
Tampa FL 33634

March 11, 2020

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

[RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal](#)

Mr. Lawson:

My name is Chitra Kanagaraj with SachiTech Inc, and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state's fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

InfoTech Tampa Bay will expand the scope of training and resources to address the region's urgent need for tech workers and digital natives skilled in Artificial Intelligence (AI), machine learning and data analysis. The Florida Job Growth Grant will directly advance the capacity to offer programs such as Cloud Computing, Data Analytics and Business Intelligence at local colleges, providing key entry points into tech career pathways and creating a foundation for financial stability, economic mobility and social progress. Furthermore, InfoTech Tampa Bay will build an ecosystem where workforce development, government, employers, training providers, and other stakeholders collaborate to foster opportunities to develop tech talent to meet the region's growing demand for a skilled, inclusive and diverse IT workforce.

We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you

Chitra Kanagaraj

Position: COO | Sachi Tech Inc DBA PikMyKid and Kidio

Phone number: 201-362-1531 |Fax Number 813-533-5420 |Email: Chitra@pikmykid.com

KATHY CASTOR
14TH DISTRICT, FLORIDA

SELECT COMMITTEE ON
THE CLIMATE CRISIS
CHAIR

COMMITTEE ON
ENERGY AND COMMERCE
SUBCOMMITTEE ON HEALTH

SUBCOMMITTEE ON
CONSUMER PROTECTION AND
COMMERCE

SUBCOMMITTEE ON
OVERSIGHT AND INVESTIGATIONS



Congress of the United States
House of Representatives
Washington, DC 20515-0914

WASHINGTON OFFICE:

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WASHINGTON, DC 20515
(202) 225-3376

DISTRICT OFFICE:

4144 NORTH ARMENIA AVENUE
SUITE 300
TAMPA, FL 33607
(813) 871-2817

www.castor.house.gov

March 16, 2020

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

Dear Mr. Lawson,

I was excited to learn of InfoTech Tampa Bay's partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development to the 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant.

InfoTech Tampa Bay believes that fund through this initiative will provide workers with the skills necessary to step onto a career ladder toward future work in evolving in-demand technology occupations, such as Artificial Intelligence (AI), Machine Learning, Cyber Security, and Data Science while also supplying the skilled workforce today that local companies need to grow and expand operations.

Under this initiative, InfoTech Tampa Bay hopes to expand the scope of training and resources to address the region's urgent need for tech workers and digital natives skilled in AI, machine learning and data analysis. Furthermore, InfoTech Tampa Bay aims to build an ecosystem where workforce development, government, employers, training providers, and other stakeholders collaborate to foster opportunities to develop tech talent to meet the region's growing demand for a skilled, inclusive and diverse IT workforce.

If you have any questions regarding the work my office and I have done with InfoTech Tampa Bay and its partners in the past, please contact Mr. Steven Angotti, Grants Coordinator, at 813-871-2817 or steven.angotti@mail.house.gov.

Sincerely,

A handwritten signature in blue ink that reads "Kathy Castor".

Kathy Castor
United States Representative
Florida, District 14

March 11, 2020
Ken Lawson
Executive Director
Department of Economic Opportunity
107 East Madison Street
Caldwell Building
Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

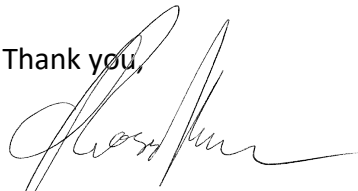
My name is Greg Ross-Munro, the CEO of Sourcetoad, and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state’s fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

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We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,

A handwritten signature in black ink, appearing to read "Greg Ross-Munro", written over the "Thank you," text.

Greg Ross-Munro
Sourcetoad, CEO

March 11, 2020
Ken Lawson
Executive Director
Department of Economic Opportunity
107 East Madison Street
Caldwell Building
Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:


My name is Brian Kauter with Synapse, and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state's fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

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We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,



Signature
Brian Kauter

First/Last Name
Synapse

Organization
President

Title

March 11, 2020

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

BOARD OF DIRECTORS

Krys Patterson
Chair

Andres Prida
Treasurer

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

Corporation to Develop Communities of Tampa strongly supports the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state's fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Suzy Begazo-McGourty
Board Member

Cynthia Few
Board Member

Tammy Haylock-Moore
Board Member

Albert Lee, Jr.
Board Member

Suleman Makhani
Board Member

Gwendolyn Myers
Board Member

David Ogburn
Board Member

Eric Page
Board Member

John Unger
Board Member

Ernest M. Coney, Jr.
President and CEO

Chloe Coney
Founder

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

InfoTech Tampa Bay will expand the scope of training and resources to address the region's urgent need for tech workers and digital natives skilled in Artificial Intelligence (AI), machine learning and data analysis. The Florida Job Growth Grant will directly advance the capacity to offer programs such as Cloud Computing, Data Analytics and Business Intelligence at local colleges, providing key entry points into tech career pathways and creating a foundation for financial stability, economic mobility and social progress. Furthermore, InfoTech Tampa Bay will build an ecosystem where workforce development, government, employers, training providers, and other stakeholders collaborate to foster opportunities to develop tech talent to meet the region's growing demand for a skilled, inclusive and diverse IT workforce.

We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,



Ernest M. Coney, Jr.
President and CEO



March 10, 2020

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

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

Tampa Bay Economic Development Council strongly supports the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state's fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire initiative to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

InfoTech Tampa Bay will expand the scope of training and resources to address the region's urgent need for tech workers and digital natives skilled in Artificial Intelligence (AI), machine learning and data analysis. The Florida Job Growth Grant will directly advance the capacity to offer programs such as Cloud Computing, Data Analytics and Business Intelligence at local colleges, providing key entry points into tech career pathways and creating a foundation for financial stability, economic mobility and social progress. Furthermore, InfoTech Tampa Bay will build an ecosystem where workforce development, government, employers, training providers, and other stakeholders collaborate to foster opportunities to develop tech talent to meet the region's growing demand for a skilled, inclusive and diverse IT workforce.

We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,

A handwritten signature in black ink, appearing to read "C. Richard".

Craig J. Richard, CEcD, FM
President and CEO



TechSherpas 365

11928 Sheldon Road

Tampa, FL 33626

(866) 704-9244

info@techsherpas.com

www.TechSherpas.com

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

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

My name is Della Wyler, and I am the Managing Partner of TechSherpas 365, an IT training and certification company headquartered in Tampa, FL. I am writing you to express that we strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. As a professional training company for over 25 years, TechSherpas 365 believes that education is the foundation to building a productive and thriving workforce. Tampa Bay is emerging as a national information technology hub, which requires skilled IT professionals to fill the ever-growing demand for tech jobs. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

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TechSherpas 365

11928 Sheldon Road

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(866) 704-9244

info@techsherpas.com

www.TechSherpas.com

We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me. Thank you.

Best Regards,

Signature

Della Wyler

First/Last Name

TechSherpas 365

Organization

Managing Partner

Title

March 18, 2020

Ken Lawson

Executive Director

Department of Economic Opportunity

107 East Madison Street

Caldwell Building

Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

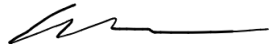
The Undercroft and cYbor strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing significance in the tech sector, emerging as a driving force behind the state’s fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills necessary to step onto a career ladder toward future work in evolving in-demand technology occupations, such as Artificial Intelligence (AI), Machine Learning, Cyber Security, and Data Science, while supplying the skilled workforce today that local companies need to grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth. InfoTech Tampa Bay will expand the scope of training and resources to address the region’s urgent need for tech workers and digital natives skilled in AI, machine learning and data analysis. The Florida Job Growth Grant will directly advance the capacity to offer programs such as Cloud Computing, Data Analytics and Business Intelligence at local colleges, providing key entry points into tech career pathways and creating a foundation for financial

stability, economic mobility and social progress. Furthermore, InfoTech Tampa Bay will build an ecosystem where workforce development, government, employers, training providers, and other stakeholders collaborate to foster opportunities to develop tech talent to meet the region's growing demand for a skilled, inclusive and diverse IT workforce.

We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,



03 / 18 / 2020

Adam Sheffield
Founder & CEO
The Undercroft



March 18, 2020

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

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant
Proposal

On behalf of the University of South Florida College of Education, I am writing to express my strong support for the initiative to develop and administer the Cyber Pathways program. Specifically, we welcome the opportunity to further connect our educational expertise and programs into the emerging field of cybersecurity education.

In addition to aligning broadly with the goals of both the University of South Florida and the College of Education, this effort will serve to foster connections between students, the emerging workforce, university faculty and resources, and a broader cybersecurity community. Drawing on the successes of the USF CyberCamp and the CyberFlorida SOC Analyst training programs, Pathways to Cyber will allow cybersecurity subject matter experts, supported by world-class educators, to engage directly with students as they work through hands-on exercises, providing opportunities for mentorship and guidance.

We believe that the development of community partnerships – such as this one, including the College of Education, the Undercroft, and Florida Cyber – are the key to the development of a strong, scalable cybersecurity workforce. By supporting the development of the Cyber Pathways program, we hope to help create a stronger, more equitable cybersecurity community, in service of both the Tampa Bay area and the State of Florida.

Sincerely,

Robert C. Knoeppel

Robert C. Knoeppel
Professor & Dean
College of Education
University of South Florida

March 11, 2020
Ken Lawson
Executive Director
Department of Economic Opportunity
107 East Madison Street
Caldwell Building
Tallahassee, Florida 32399-4120

RE: 2019-2020 Florida Job Growth Grant Fund - Workforce Training Grant Proposal

Mr. Lawson:

My name is Sudeep Sarkar with University of South Florida, Tampa, and I strongly support the InfoTech Tampa Bay partnership proposal submitted by CareerSource Tampa Bay, Tampa Innovation Partnership and Hillsborough County – Workforce Development. Tampa Bay is a region of increasing technology significance, emerging as a driving force behind the state’s fast-growing IT industry. InfoTech Tampa Bay will provide workers with the skills for a career pathway to evolving in-demand technology occupations while creating jobs to supply local companies with the talent essential to attract, grow and expand operations.

Under this initiative, the partnership will implement the second phase of the local TechHire movement to advance the development of the talent pipeline, increase digital literacy and access to technology careers, retain skilled tech graduates in our region, and support long-term employment with workforce initiatives that attract businesses, create jobs and promote economic growth.

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We look forward to the development and implementation of this project. If I can be of further assistance, please do not hesitate to contact me.

Thank you,



Digitally signed by Sudeep Sarkar
Date: 2020.03.16 12:19:21 -04'00'

Signature

Sudeep Sarkar

First/Last Name

University of South Florida, Tampa

Organization

Co-Director, USF Institute for AI+X

Title

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT (the “**Agreement**”) is made effective as of January 21, 2019 (“**Effective Date**”), by and between **TAMPA BAY WORKFORCE ALLIANCE, INC.** (d/b/a CAREERSOURCE TAMPA BAY), a Florida not-for-profit corporation, located at 4902 Eisenhower Blvd., Suite 250, Tampa, Florida 33634 (the “**Employer**”), and John Flanagan (the “**Employee**”).

RECITALS

WHEREAS, Employer is a 501(c)(3) non-profit organization that has requested and received certification from CareerSource Florida, (which serves as the State of Florida Workforce Development Board) as the Region ~~14~~ ¹⁵ Workforce Development Board; and

WHEREAS, Employer has been appointed and designated by the Hillsborough County Board of County Commissioners, to act as the Workforce Development Board in such region under the provisions of the “Workforce Innovation and Opportunity Act of 2014,” Chapter 445, Florida Statutes; and

WHEREAS, the Employer desires to employ the Employee as its **Chief Executive Officer** and the Employee desires to be employed by the Employer in this capacity and devote his full time and efforts to the business and affairs of the Employer, as described herein, all pursuant to the terms and subject to the conditions set forth in this Agreement.

NOW, THEREFORE, in consideration of the foregoing and of the respective covenants and agreements set forth herein, the receipt and sufficiency of which are hereby acknowledged, the parties agree as follows:

1. **Employment.** Effective as of the Effective Date, the Employer shall employ Employee, and Employee shall accept such employment and perform services for the Employer, upon the terms and conditions set forth in this Agreement.

2. **Term of Agreement.** The Company shall employ the Employee, and the Employee shall serve the Company as an employee, for a term beginning on the Effective Date and ending three (3) years after the date of this Agreement (the “**Initial Term**”), unless terminated earlier in accordance with this Agreement. At the expiration of the Initial Term, this Agreement will automatically renew for additional one (1) year periods (the “**Renewal Term**” or the “**Renewal Terms**”, and together with the Initial Term, the “**Term**”) unless either party provides written notice of non-renewal not less than ninety (90) days prior to the expiration of the Initial Term or then-current Renewal Term, as applicable, or unless the Agreement terminates in accordance with this Agreement.

3. Position and Duties.

(a) Employment with the Employer. During the Term, Employee shall perform such duties and responsibilities as the Employer shall assign to him from time to time consistent with his position. Employee's title shall be Chief Executive Officer. Employee will report to the Board of Directors of the Employer ("**Board of Directors**"). Employee will serve as a nonvoting member of the Board of Directors and as a director and officer of any subsidiary of the Employer, at the discretion of the Board of Directors.

(b) Performance of Duties and Responsibilities. Employee shall serve the Employer faithfully and to the best of his ability and shall devote his full working time, attention and efforts to the business of the Employer during his employment with the Employer. Employee hereby represents and confirms that he is under no contractual or legal commitments that would prevent him from fulfilling his duties and responsibilities as set forth in this Agreement. During his employment with the Employer, Employee may participate in charitable activities and personal investment activities to a reasonable extent, so long as such activities do not interfere with the performance of his duties and responsibilities hereunder.

4. Compensation. As his compensation for all services rendered to the Employer during the Term, the Employee shall receive the compensation provided for in this Section, subject to withholding and other applicable employment taxes.

