



## 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: Daytona State College

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

Primary Contact Name: Lisa Koogle

Title: Director, Resource Development

Mailing Address: 1200 W. International Speedway Blvd.

Daytona Beach, FL 32114

Phone Number: 386-506-4459

Email: lisa.koogle@daytonastate.edu

Secondary Contact Name: Colin Chesley

Title: Associate Vice President, College of Health and Public Services

Phone Number: 386-506-4429

### 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.

All responses are provided on the attached pages.

---

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

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

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

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

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

Yes

No

---

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

**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.
- 

- 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?
- 

- C. Does the proposal align with an occupation(s) on the Statewide Demand Occupations List and/or the Regional Demand Occupations List? (View Florida’s Demand Occupations List here.)  Yes  No  
 If yes, please indicate the specific occupation(s) with which the proposal aligns.  
 If no, with which occupation does the proposal align?
-

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

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

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

Begin Date: 1/1/2020

End Date: 12/31/2026

---

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

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

- 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).

---

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

### 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.

|  |                      |                                   |
|--|----------------------|-----------------------------------|
| <b>1.) Total Amount Requested</b>                            | <b>\$ 5,955,477</b>  |                                   |
| Florida Job Growth Grant Fund                                |                      |                                   |
|  |                      |                                   |
| <b>2.) Other Workforce Training Project Funding Sources:</b> |                      |                                   |
| City/County  | \$ 9,292,361         |                                   |
| Private Sources  | \$ 210,000           |                                   |
| Other (grants, etc.)   | \$ 1,446,414         | Please Specify: <u>see budget</u> |
| <b>Total Other Funding</b>                                   | <b>\$ 10,948,775</b> |                                   |
|  |                      |                                   |
| <b>3.) Workforce Training Project Costs:</b>                 |                      |                                   |
| Equipment  | \$ 962,800           |                                   |
| Personnel  | \$ 1,105,792         |                                   |
| Facilities   | \$ 12,727,757        |                                   |
| Tuition  | \$ 30,000            |                                   |
| Training Materials   | \$ 30,000            |                                   |
| Other  | \$ 2,047,903         | Please Specify: <u>see budget</u> |
| <b>Total Project Costs</b>                                   | <b>\$ 16,904,252</b> |                                   |

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

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

See attached

---

#### 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)?

Approval by the Daytona State College District Board of Trustees is required for the execution of a formal grant agreement or contract.

- 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.

The Daytona State College District Board of Trustees is scheduled to meet as follows: September 26, 2019; November 21, 2019; January 16, 2020; and February 20, 2020.

Special meetings are possible; 14 days advance notice is required to hold such a meeting.

- 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.

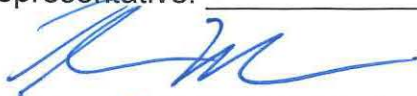
Daytona State College policy 5.14 (based on Legal Authority F.S. 1001.64) 2): To assure that externally funded projects are consistent with the College mission, purposes and operating procedures, each proposal for external grant or contract support shall be . . . approved by the President of the College. Each proposal shall then be presented to the Board for its approval.

---

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: Daytona State College

Name and Title of Authorized Representative: Thomas LoBasso, President

Representative Signature: 

Signature Date: 9/23/19

**Daytona State College**  
**Job Growth Grant Application 2019-2020**  
**Healthcare Education and Accelerated Learning (HEAL)**

**1. Program Requirements**

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

Daytona State College enrolls 570 nursing students annually through its College of Health and Public Services. There is a lengthy wait list each semester of well-qualified applicants who seek nursing careers in the local community, as well as strong demand within the healthcare employment sector. The College is currently unable to accommodate demand for enrollment and production of qualified nurses without additional dedicated classrooms and the sophisticated technology and equipment required to deliver its nationally accredited program. Expanding the program will enable the College to meet both student demand and the workforce gap experienced by healthcare employers in the region.

Through the proposed project – **Healthcare Education and Accelerated Learning (HEAL)** - Daytona State College will expand its successful nursing education program on two regional campuses, one each in Flagler and Volusia counties. *HEAL* will allow the College to enroll 190 additional nursing students each year by 2022. By expanding access to nursing education, *HEAL* will help hospital facilities and other healthcare providers in the region meet growing workforce needs. The project will enable students to complete an associate of science degree in nursing leading to high skill, high wage jobs in a growing regional occupation.

Flagler County, Flagler/Palm Coast Campus

In Flagler County, Daytona State College (DSC, the College) will use Job Growth grant funds to renovate an existing building on its Flagler/Palm Coast campus to create classroom and laboratory space dedicated to nursing education. The project will enable the College to offer its traditional two-year **associate of science degree in nursing (ADN)**, as well as an **accelerated, 12-month associate degree program for current healthcare professionals**. Both programs lead to Registered Nurse licensure upon satisfactory passage of the required national examination.

Volusia County, Deltona Campus

Expansion in Volusia will result in a **traditional ADN program** on the Deltona Campus, which serves the county's west side and largest city. The College will use capital improvement funds, allocated by the state, to construct a new facility in Deltona to house healthcare and other workforce programs. Job Growth funds will be used to purchase instructional equipment and technology for the program. The College will temporarily retrofit existing classroom space to deliver nursing education while new construction is underway to avoid any delay in expanding nursing educational offerings.

In both locations, Job Growth funds would support new faculty during the first three years to deliver instruction and supervise clinical rotations, as well as operational personnel to coordinate program recruitment, student support services, and post-program placement.



### Workforce Demand

HEAL will boost DSC's production of Registered Nurses in the region by 33%, adding 190 entering students to the current annual enrollment of 570 by 2022. The Regional Labor Supply Dashboard (Floridajobs.org) shows Registered Nurse as the third highest occupation gaining the most new jobs through 2026. The O\*NET employment outlook for Registered Nurse in Florida projects 21% growth and 14,310 annual job openings projected between 2016 and 2026. Registered Nurse is on the Regional Occupations Demand lists for DSC's service area (Region 11 - Flagler/Volusia counties), as well as the three surrounding regions to the north, west, and south (Regions 8, 12, and 13) which represent 12 additional counties.

Both Flagler and Volusia counties are witnessing rapid expansion of healthcare facilities and services, producing a rising need for Registered Nurses. HEAL has strong support from the healthcare industry and community leaders, as evidenced by the attached letters of commitment. The project is expected to have a positive impact on the availability of skilled nursing in the county and on the economic status of individuals who complete the program. Employers support traditional associate degree training as well as transitional programs, which allow licensed practical nurses (LPNs) to upskill and advance in the workplace.

### HEAL provides two training options

The proposed program provides two points of entry: one for individuals who are new to nursing, and one for individuals already licensed in certain related healthcare occupations who seek to transition into a professional role as a Registered Nurse.

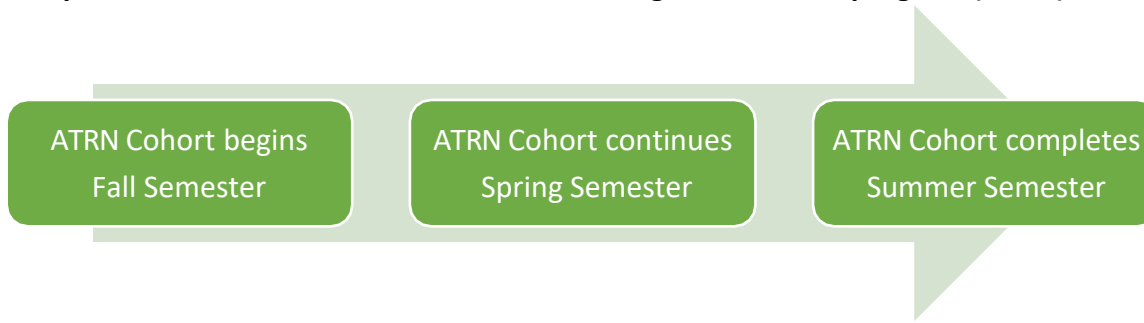
**Individuals new to nursing** may enter the **associate of science in nursing degree (ADN)** program, starting in either the fall or spring semesters, as full-time students. The program is designed to be completed in four semesters across two academic years (see graphic below). Upon completion of all specified courses and clinical experiences (72 credit hours) and all other academic requirements, students are eligible to sit for the National Council Licensing Examination (NCLEX). Passing NCLEX is required to become a Registered Nurse.

### **Sample timeline for traditional Associate of Science Degree in Nursing (ADN)**



The **Accelerated Transition to Registered Nursing program (ATRN)**, is designed for **healthcare professionals** working as Licensed Practical Nurses or related licensed healthcare occupations (i.e. paramedics, respiratory therapists). ATRN students would start in fall as full-time students and remain enrolled three consecutive semesters for twelve months (see graphic below). Upon completion of the required 72 credit hours (including advanced standing credits for licensure/prior work experience) and all other academic requirements, students are eligible to sit for the NCLEX to attain Registered Nurse status.

**Sample timeline for Accelerated Transition to Registered Nurse program (ATRN)**



DSC’s current LPN-to-RN Transition program, offered on the Daytona Beach campus, takes 18 months to complete. The new, 12-month ATRN program includes summer courses, thus allowing students opportunity for more accelerated learning and faster career advancement.

Students in both the ADN and ATRN programs will gain stackable credentials during their enrollment, including Basic Cardiac Life Support certification and automatic external defibrillator (AED) training. Students who complete either program are eligible to enroll in DSC’s Bachelor of Science in Nursing (BSN) degree program, which prepares graduates for a broader scope of nursing practice and access to higher skill, higher wage positions in the field.

Expanding in both locations will allow the College to increase the number of students in nurse education by 190, from 570 to 760. The project will enroll the first expansion cohort of 30 students in the two-year ADN program in spring 2020. As building renovation and new construction are completed, additional cohorts will be added to reach the capacity of 150 new ADN students in 2022. The first cohort of 20 students in the one-year ATRN program will begin in fall 2021. A second cohort will be added for a total of 40 students annually in the accelerated program by 2022. The projected enrollment and completion table below demonstrates *HEAL* will address the workforce gap by preparing more than 800 registered nurses by 2026.

| <b>Year</b>  | <b>ADN Enrollment (2 years)</b> | <b>ADN Completion (2 years)</b> | <b>ATRN Enrollment (1 year)</b> | <b>ATRN Completion (1 year)</b> | <b>Total Completers</b> |
|--------------|---------------------------------|---------------------------------|---------------------------------|---------------------------------|-------------------------|
| 2019-20      | 30                              |                                 |                                 |                                 |                         |
| 2020-21      | 60                              | 28                              |                                 |                                 | <b>28</b>               |
| 2021-22      | 150                             | 56                              | 20                              | 18                              | <b>74</b>               |
| 2022-23      | 150                             | 138                             | 40                              | 38                              | <b>176</b>              |
| 2023-24      | 150                             | 138                             | 40                              | 38                              | <b>176</b>              |
| 2024-25      | 150                             | 138                             | 40                              | 38                              | <b>176</b>              |
| 2025-26      | *                               | 138                             | 40*                             | 38                              | <b>176</b>              |
| <b>Total</b> | <b>690</b>                      | <b>636</b>                      | <b>180</b>                      | <b>170</b>                      | <b>806</b>              |

\*While the table projects enrollment and completion only through 2026 to demonstrate initial and immediate impact to the workforce, DSC will continue to enroll students beyond 2025-26.

### Flagler/Palm Coast Campus renovation

To create additional training capacity, the College requests funds to renovate an existing building on the Flagler/Palm Coast campus. Building 1 will be gutted, reconfigured and renovated to meet the classroom and technology needs of both the ADN and ATRN programs. The renovation project will result in classrooms and laboratories featuring state-of-the-art patient simulation equipment and technology, computer facilities, faculty offices, study/meeting space for student use, and other spaces required to support program functions. The College has procured initial design and renovation estimates. Plans call for a 12 month project to renovate 7,780 square feet at cost of approximately \$438 per sq. ft.

### Deltona Campus construction

The College is scheduled to begin construction of its approved Workforce Training facility in 2020, which will house programs for healthcare, industrial machining, and HVAC. While construction is underway, DSC will temporarily adapt existing classrooms on the Deltona campus to begin initial nursing education classes in spring 2020. Funds are requested to provide equipment required for program delivery.

Renovation, equipment, personnel, and other project expenses and funding match sources for both locations are detailed in the attached budget.

### Project implementation timeline and activities

To undertake the *HEAL* project, DSC will manage the facilities work and implement the planned expansion of training. DSC's Associate Vice President for Facilities Planning will oversee the renovation and construction activities, assisted by temporary staff and the Campus Directors in Flagler/Palm Coast and Deltona. The Associate Vice President for the College of Health and Public Services and the Chair of the School of Nursing will be responsible for overseeing the expansion of training, including hiring personnel (i.e., faculty, clinical adjuncts, and program operations staff), ordering equipment, coordinating recruitment with Enrollment Services and Marketing, and ensuring sufficient clinical placements are available. A summary of key activities and projected timeline required for project implementation is provided in the table below.

| <b>Table B: Estimate of key project activities and timeline</b> |   |   |
|---|---|---|
| <b>Year</b>   | <b>Task/Activity</b>  | <b>Responsible</b>  |
| 2019-20   | <b>Flagler:</b> <ul style="list-style-type: none"><li>• Renovation of Building 1 is completed by architect and construction firm, according to procurement procedures</li><li>• Temporary construction manager hired to oversee renovations</li><li>• Simulation equipment and other technology is purchased and installed for training use</li><li>• Program marketing begins</li><li>• Agreements with healthcare facilities are adopted to facilitate ATRN enrollment, clinical training site arrangements, nurse preceptor assignments, post-program placement/hiring</li></ul> | <ul style="list-style-type: none"><li>• Facilities Dept.</li><li>• Flagler Campus Director</li><li>• College of Health and Public Services</li><li>• Business Services/Purchasing</li><li>• Enrollment Services</li><li>• Marketing/Communication</li></ul> |

| Table B: Estimate of key project activities and timeline |   |  |
|--|---|--|
| Year   | Task/Activity   | Responsible  |
|  | <b>Deltona:</b> <ul style="list-style-type: none"> <li>• New workforce training building design is completed, construction begins</li> <li>• Existing classrooms modified for use during new construction</li> <li>• Simulation equipment and other technology is purchased and installed for training use</li> <li>• Program marketing begins</li> <li>• Nursing Education Coordinator hired to provide enrollment/advising support, deliver student services</li> <li>• Initial cohort of 30 ADN students begins</li> <li>• Fulltime and adjunct faculty hired for instruction, clinical supervision</li> <li>• Agreements with healthcare facilities are adopted to facilitate recruitment, clinical training site arrangements, nurse preceptor assignments, post-program placement/hiring practices</li> </ul> | <ul style="list-style-type: none"> <li>• Facilities Dept.</li> <li>• Deltona Campus Director</li> <li>• College of Health and Public Services</li> <li>• Business Services/ Purchasing</li> <li>• Enrollment Services</li> <li>• Marketing/ Communication</li> <li>• HR</li> </ul> |
| 2020-21  | <b>Flagler:</b> <ul style="list-style-type: none"> <li>• Fulltime and adjunct nursing faculty hired</li> <li>• Nursing Education Coordinator hired to provide enrollment/advising support, deliver student services</li> <li>• Initial cohort of 30 ADN students begins</li> </ul>  | <ul style="list-style-type: none"> <li>• College of Health and Public Services</li> <li>• HR</li> <li>• Enrollment Services</li> </ul>   |
| 2021-22  | <b>Flagler:</b> <ul style="list-style-type: none"> <li>• Initial cohort of 20 accelerated/ATRN students begins</li> </ul> <b>Deltona:</b> <ul style="list-style-type: none"> <li>• Fulltime and adjunct nursing faculty hired</li> <li>• All nursing education transitions to new Workforce facility following building completion</li> </ul>   | <ul style="list-style-type: none"> <li>• College of Health and Public Services</li> <li>• Enrollment Services</li> <li>• HR</li> </ul>   |

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

The *HEAL* project will build on Daytona State College’s established, successful nursing program by extending the reach of the program into Flagler County and on the west side of Volusia County. Expanding programs not currently offered in these areas increases access to training opportunities leading to high skill, high wage, in demand nursing occupations. DSC has completed the rigorous process and achieved national accreditation for its nursing education programs. As a result, standards for hiring, curricular content, instruction, program outcomes, and student services are already in place to assure delivery of the highest quality education to local residents and regional employers.

The nature of modern nursing education relies on access to sophisticated technology and equipment as well as significant work-based learning experiences to which students must have access. This project will provide state-of-the-art simulation equipment on the local campuses and clinical placements at a variety of healthcare facilities throughout the county via

partnerships with multiple healthcare employers. Project personnel will assist participants who complete the program to achieve initial employment, advance their current employment status, or seeking further training by enrolling in DSC’s Bachelor of Science in Nursing program.

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

Nursing graduates who become RNs have multiple employment options including hospitals, physician and outpatient settings, long-term care facilities, public health agencies, and home health care roles. Associate and baccalaureate degree programs offered through DSC’s School of Nursing (housed in the College of Health and Public Services), are accredited by the Accreditation Commission for Education in Nursing (ACEN). National accreditation ensures DSC nursing graduates are equipped with transferrable, sustainable workforce skills applicable to multiple employers within and well beyond the borders of DSC’s service region.

Graduates of DSC’s nursing programs demonstrate skill attainment through their performance on the NCLEX, which consistently ranks above 85%. Recent DSC graduate licensing exam scores are provided in the table below.

| <b>Table C: DSC Performance on National Council Licensing Examination for Registered Nurses</b> |                    |                     |                  |
|---|--------------------|---------------------|------------------|
| <b>Year</b>   | <b>Exams Taken</b> | <b>Exams Passed</b> | <b>Pass Rate</b> |
| 2019 – 1 <sup>st</sup> Qtr.   | 119                | 109                 | 91.6%            |
| 2019 – 2 <sup>nd</sup> Qtr.   | 93                 | 86                  | 92.47%           |
| 2018  | 250                | 217                 | 86.80%           |
| 2017  | 241                | 218                 | 90.46%           |
| 2016  | 221                | 189                 | 85.52%           |

*Source: Florida Board of Nursing*

DSC nursing programs provide high quality instruction in classroom, laboratory, and clinical/ work-based learning environments. In addition to meeting accreditation standards, DSC nursing programs have a robust industry advisory board made up of healthcare employers who serve the Flagler and Volusia county region. The advisory board convenes annually to provide feedback to program leaders and faculty regarding nursing skills and competencies, the impact of technology, emerging employment trends, and other industry changes.

HEAL will serve the growing healthcare industry in Flagler and Volusia Counties by meeting the workforce demand for registered nurses. In particular, the project will assist local employers as they shift to hiring fully trained RNs as well as supporting their currently employed LPNs to gain advanced knowledge and skills through the Accelerated Transition to RN program.

The list below illustrates a high level of commitment to the HEAL project by major healthcare employers as well as municipal, K-12, and workforce development leaders across the region.

- Advent Health
- Halifax Health
- CareerSource Flagler Volusia
- Flagler Economic Development Advisory Committee
- Flagler County School District
- Deltona High School

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

Community colleges play a crucial role in nursing education by providing opportunity for those who may not be able to afford or have access to nurse training elsewhere (AACC 2019). Community colleges educate more than 50% of all newly licensed registered nurses, an average of 81,000 annually (OADN.org). Community college nursing programs directly support the local and regional workforce, since registered nurse associate degree graduates are more likely to work professionally in the community where they trained. Further, local graduates not only gain high wage jobs with which they can economically sustain their families, they add value to their employer because they understand and want to serve the health needs of their own community (AACC 2019).

Daytona State College will implement a comprehensive marketing plan for *HEAL* within Flagler County and neighboring counties to reach the broadest possible audience of those seeking a career in nursing or related healthcare occupations. Direct marketing will be conducted with healthcare employers. Incumbent workers who are LPNs and other qualified professions, will be invited to apply to participate in the accelerated program. DSC will work with CareerSource, Flagler and Volusia school districts, municipalities, and related non-profit organizations, such as United Way of Volusia-Flagler, to ensure the broadest possible reach of information about the program. The project director will ensure key steps are taken to recruit prospective participants from all populations including un/underemployed, low income, incumbent workers, military veterans and spouses, displaced workers, disadvantaged and underrepresented populations, and those with barriers to employment.

Marketing materials will be developed in-house by the DSC Marketing and Communications team, and distributed in print and digital formats, including via social media platforms. The College also will use WDSC-TV (public television station) to broadcast announcements/information within the community.

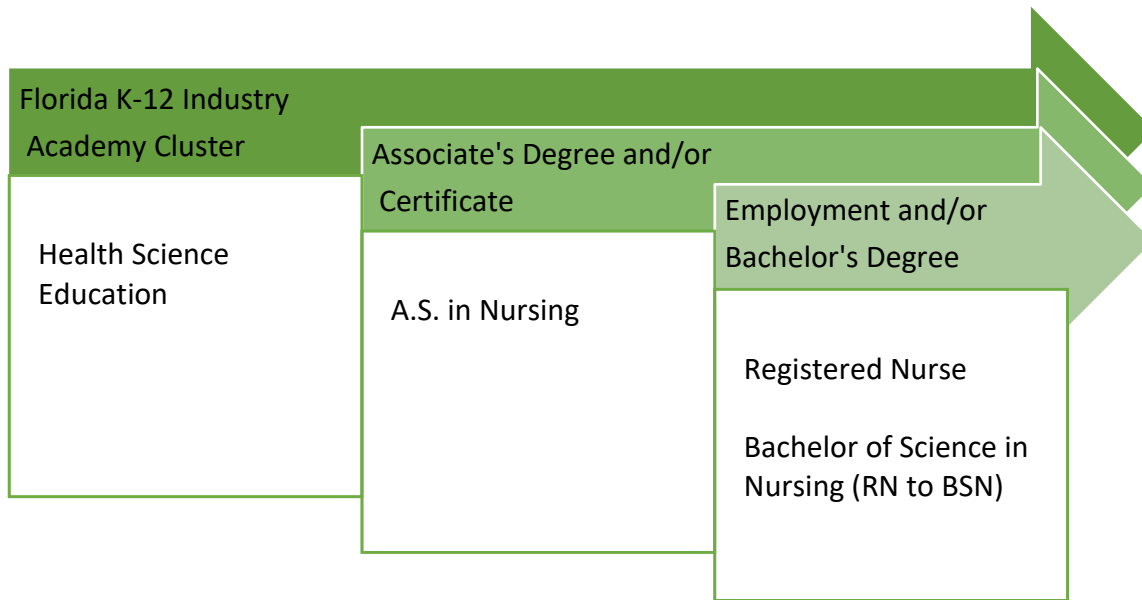
**E. Describe how this proposal is based on criteria established by the state colleges and state technical centers.**

In accordance with F.S. 1001.64(6), the DSC District Board of Trustees “has responsibility for the establishment . . . of program and course offerings. . . provision for instructional and non-instructional community services, location of classes, and services provided.” Further, each board “shall develop a strategic plan specifying institutional goals and objectives for . . .

recommendation to the State Board of Education”, F.S. 1001.64(14). DSC’s current strategic plan, adopted by the District Board of Trustees in 2017, directs the College to “offer quality educational programs that meet the . . . workforce needs of Volusia and Flagler counties and beyond. Specifically, the plan directs DSC to “Establish clear, learning-based pathways that link coursework to a range of credentials and careers” and “align academic program options with the economic development of the region.” (*DSC Strategic Plan 2017-2020*).

Academic and career pathways

The *HEAL* project is aligned to Florida Department of Education career pathways from K-12 through postsecondary.



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

*HEAL* will not exclude any unemployed or underemployed individual who meets the qualifications for entry into the program. Outreach and marketing will specifically target those who are out of the workforce as well as those who are working and wish to advance their careers. By expanding healthcare education opportunities within local communities, DSC will make it more feasible for unemployed and underemployed persons to participate since time and travel costs will be minimized, helping to reduce cost and transportation barriers to participation. In addition, this program will bring direct opportunity for upskilling among the local healthcare workforce including current licensed practical nurses, paramedics, and respiratory therapists who want to transition to RN status.

Ranked among the 50 most affordable institutions, according to the U.S. Education Department’s College Affordability and Transparency Center, DSC provides rigorous, high quality training at the lowest cost in the region. Annual tuition for full-time enrollment (30 credits) at DSC is \$3,072. Tuition at the neighboring for-profit college is more than 9 times

DSC’s cost at \$28,512 per year. Annual tuition at the nearest private, not-for-private university is \$13,844, or 4.5 times DSC’s cost. In addition to its low price tag, the College annually provides annual scholarships for eligible nursing students to cover the cost of tuition and related educational expenses.

**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 proposed training.**

A recent economic impact study revealed the average associate degree graduate of DSC will gain \$6,100 in annual compensation each year compared to an individual with a high school diploma (EMSI, 2019). Over a working lifetime of 40 years, **the accumulated economic benefit of an associate degree over a high school diploma is conservatively valued at \$244,000 in higher earnings per graduate.** These data reflect the earning potential and experiences across the broad range of occupations for which DSC students receive training and credentials. Nursing graduates, specifically RNs, can expect to earn **entry-level annual compensation** of \$45,677 across Flagler and Volusia counties, more than \$12,000 above the median income for associate degree holders in the region.

LPNs working in the region who participate in the accelerated program to achieve RN status also will see economic gains. In the Deltona, Daytona Beach, Ormond Beach area, average LPN salary is \$40,690 while average salary for RNs is \$58,000, a gain of \$18,000 (Source: Bureau of Labor Statistics).

| Table D: DSC Nursing Completion Rates |             |                      |                 |
|---------------------------------------|-------------|----------------------|-----------------|
| Cohort Term                           | Cohort Size | Program              | Completion Rate |
| Program Completion Year 2017-18       |             |                      |                 |
| Fall 2016                             | 117         | ADN                  | 81%             |
| Spring 2017                           | 117         | ADN                  | 89%             |
| Fall 2016                             | 29          | LPN-to-RN Transition | 95%             |
| Spring 2017                           | 29          | LPN-to-RN Transition | 85%             |
| Program Completion Year 2018-2019     |             |                      |                 |
| Fall 2017                             | 114         | ADN                  | 83%             |
| Spring 2017                           | 117         | ADN                  | 83.76%          |
| Fall 2017                             | 29          | LPN-to-RN Transition | 96.55%          |
| Spring 2018                           | 29          | LPN-to-RN Transition | 100%            |

High rates of graduation and near perfect rates of post-degree employment by DSC nursing students reinforce the fact that dollars invested in the education of nurses at the College are well spent. Performance rates are shown at left for students enrolled in the regular ADN program and the LPN to RN transition program.

*Source: DSC Institutional Research*



Daytona State College’s nursing program prepares students to compete successfully for employment. Employment rates for recent graduates are summarized in Table E. (Source: Florida Education Training Placement Information Program Annual Outcome Reports – FETPIP)

| Table E: DSC Nursing Graduate Employment Rates |           |          |
|--|-----------|----------|
| Year   | Graduates | Employed |
| 2016   | 223       | 100%     |
| 2017   | 175       | 99%      |
| 2018   | 223       | Pending  |

| Table F: HEAL Projected Performance Outcomes 2020-2027        |     |
|---|-----|
| Total participants served                                     | 870 |
| Total completers (degree received)                            | 806 |
| Industry-recognized credential (licensure examination passed) | 766 |
| Total Employed within 1 year of completion                    | 800 |

**2. Additional Information**

**A. Is this an explanation 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.**

DSC does not have adequate space or equipment on its Flagler/Palm Coast or Deltona campuses to offer the full two year nursing degree. Funds will be used to renovate existing facilities to house nursing and purchase needed equipment. Expansion will enable the College to increase annual enrollment in nursing education programs from 570 to 760 by the year 2022. Current programs are consistently wait-listed with demand far outstripping available seats.

**B. Does the proposal align with Florida’s Targeted Industries?  Yes \_\_\_ No**  
**If yes, please indicate the specific targeted industries with which the proposal aligns.**

Life Sciences/Healthcare

**C. Does the proposal align with an occupation(s) on the Statewide Demand Occupations List and/or the Regional Demand Occupations list?  Yes \_\_\_ No**  
**If yes, please indicate the specific occupation(s) with which the proposal aligns.**

SOC code: 29-1141.00 Registered Nurses

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

The programs are delivered face-to-face, although some pre-requisite courses may be completed online, as needed. Locations for nursing are DSC’s Flagler/Palm Coast campus in Flagler County and Deltona campus in Volusia County. Required clinical nurse training will be conducted onsite in healthcare facilities in both Flagler and Volusia counties.

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

| <b>Table G: HEAL projected enrollment and completion by program type and year</b> |                                 |                                 |                                 |                                 |                         |
|---|---------------------------------|---------------------------------|---------------------------------|---------------------------------|-------------------------|
| <b>Year</b>   | <b>ADN Enrollment (2 years)</b> | <b>ADN Completion (2 years)</b> | <b>ATRN Enrollment (1 year)</b> | <b>ATRN Completion (1 year)</b> | <b>Total Completers</b> |
| 2019-20   | 30                              |                                 |                                 |                                 |                         |
| 2020-21   | 60                              | 28                              |                                 |                                 | <b>28</b>               |
| 2021-22   | 150                             | 56                              | 20                              | 18                              | <b>74</b>               |
| 2022-23   | 150                             | 138                             | 40                              | 38                              | <b>176</b>              |
| 2023-24   | 150                             | 138                             | 40                              | 38                              | <b>176</b>              |
| 2024-25   | 150                             | 138                             | 40                              | 38                              | <b>176</b>              |
| 2025-26   | *                               | 138                             | 40                              | 38                              | <b>176</b>              |
| <b>Total</b>  | <b>690</b>                      | <b>636</b>                      | <b>180</b>                      | <b>170</b>                      | <b>806</b>              |

\*While the table projects enrollment and completion only through December 2026 to demonstrate initial and immediate impact to the workforce, DSC will continue to enroll students beyond 2025-26.

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

The associate of science degree in nursing requires completion of 72 credit hours. Students are expected to complete the program in four semesters, although some may take as many as five semesters to fulfill all nursing and general education requirements. The College currently offers two enrollment opportunities for the ADN program each year aligned with the fall and spring semester starts. Courses are not offered during the summer term for the traditional, two-year associate degree (ADN).

The proposed accelerated program (ATRN) will have one enrollment opportunity per year with students attending year-round. Only licensed individuals (LPNs, paramedics, and respiratory therapists) will be accepted into the program. Participants will be granted 10 credits for previous licensure. Enrolled participants are expected to complete the remaining 62 credits in 12 consecutive months of attendance. The complete program comprises two 15-week semesters (fall and spring) as well as two 7-week terms in summer.

Students who complete the academic requirements via either the ADN or ATRN are eligible to sit for the national licensure examination, which is required to attain Registered Nurse status.

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

HEAL will deliver long-term impact to the region, given the importance of healthcare to every community. The proposed expansion of nursing will remain in place beyond the grant term in order to continue meeting the workforce needs of the region where healthcare employers are

expanding and hiring is expected to remain robust. Nurses are a critical link in the healthcare system, merging the art of caring with the science of healthcare to promote health and wellness, prevent disease, and help patients cope with illness. Registered Nurse, already the fifth largest occupation in the U.S. at 2,955,000, will continue growing. In Florida’s healthcare sector, nearly a quarter million registered nurses are expected to be employed by 2026. More than 14,000 RN job openings are anticipated each year, including strong demand in DSC’s service region and the surrounding counties.

Nursing programs at DSC have waiting lists of well-qualified applicants. With the addition of more seats available in more locations, enrollment will remain strong and students will have more local options for completing their education and obtaining high skill, high wage employment. The investment of Florida Job Growth grant funds to establish additional sites for healthcare education will provide a valuable return on investment to the state and the region. Once the needed facilities and instructional equipment are in place, tuition and fees generated by the program will be sufficient for the College to maintain the ongoing costs of instruction, operational oversight, and student support services.

The DSC Foundation will continue to provide scholarships for tuition and related educational costs for low-income students enrolled healthcare programs. Childcare subsidies also are available through the College’s Child Care Means Parents In School (CCAMPIS) grant, a multi-year grant funded by the U.S. Education Department.

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

Credentials, CIP codes, and completer information is provided in the table below.

| <b>Table H: Program type, credentials, CIP code, % completers</b>      |   |                            |                 |                     |
|--|---|----------------------------|-----------------|---------------------|
| <b>Program</b>   | <b>Program type/length</b>                                      | <b>Industry Credential</b> | <b>CIP Code</b> | <b>% Completers</b> |
| A.S. Nursing (ADN)   | 4-5 semesters<br>72 credits                                     | Registered Nurse           | 51.1601         | 92                  |
| A.S. Nursing via the Accelerated Transition to Registered Nurse (ATRN) | 3 semesters<br>72 credits (includes credit for prior licensure) | Registered Nurse           | 51.1601         | 94                  |

I. Does this program have a local match? X Yes \_\_\_ No

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

State funds in the amount of \$9,292,361 have been allocated for design and construction of the Workforce Training building on the Deltona Campus.

Private foundations have committed \$195,000 for equipment and training materials on the Deltona and Flagler campuses.

The DSC Foundation has designated \$15,000 for student support for eligible students.

Daytona State College will provide match of \$92,555 in personnel for administrative oversight of the project as well as costs for initial design and renovation estimates for the Flagler facility. The College also has waived 25% of its federally negotiated indirect cost rate of 35%, which is valued at \$1,353,859.

## Daytona State College - Healthcare Education and Accelerated Learning (HEAL) - Detailed Project Budget

| Expense Category                   | Description  | Request Year 1 | Request Year 2 | Request Year 3 | Grant Funds    | Other source Year 1 | Other source Year 2 | Other source Year 3 | Match total    | Total project  |
|------------------------------------|--|----------------|----------------|----------------|----------------|---------------------|---------------------|---------------------|----------------|----------------|
| <b>Equipment</b>                   |  |                |                |                |                |                     |                     |                     |                |                |
| Infant simulator                   | 2 @ 53,000 each  | 106,000        |                |                | 106,000        |                     |                     |                     | -              | 106,000        |
| Pediatric simulator                | 2 @ 56,000 each  | 112,000        |                |                | 112,000        |                     |                     |                     | -              | 112,000        |
| Adult simulator                    | 2 @ 55,000 each  | 110,000        |                |                | 110,000        |                     |                     |                     | -              | 110,000        |
| OB simulator                       | 1 @ 70,000. Matching funds by private foundation.  |                |                |                |                | 70,000              |                     |                     | 70,000         | 70,000         |
| Hospital beds                      | 10 @ 6,500 each. Matching funds by private foundation.   | 5,000          |                |                | 5,000          | 60,000              |                     |                     | 60,000         | 65,000         |
| Hospital headwalls                 | 10 @ 1,500 each  | 15,000         |                |                | 15,000         |                     |                     |                     | -              | 15,000         |
| Storage carts                      | 3 @ 2,000  | 6,000          |                |                | 6,000          |                     |                     |                     | -              | 6,000          |
| Air compressor                     | 1 @ 10,000   | 10,000         |                |                | 10,000         |                     |                     |                     | -              | 10,000         |
| Standard classroom for 30 students | student worktables, chairs, teacher console, projector, screen, speakers, wall-mounted PC, wireless kbd & mouse, airmidia, whiteboards - standard spec package @ \$95,000. Matching funds by private foundation. | 80,000         | 95,000         |                | 175,000        | 15,000              |                     |                     | 15,000         | 190,000        |
| Computer classroom for 30 students | work stations, chairs, teacher console, networked PCs, projector, screens, speakers, whiteboards - standard spec package @ \$129,000. Matching funds by private foundation.                                      | 129,000        | 89,000         |                | 218,000        | 40,000              |                     |                     | 40,000         | 258,000        |
| Faculty & staff office furniture   | desks, chairs, credenza, file cabinets - 4,000 per office  |                | 16,000         |                | 16,000         |                     |                     |                     | -              | 16,000         |
| Washer/dryer                       | one washer & dryer per campus @ \$1200 per machine   | 2,400          | 2,400          |                | 4,800          |                     |                     |                     | -              | 4,800          |
| <b>Equipment Subtotal</b>          |  | <b>575,400</b> | <b>202,400</b> | -              | <b>777,800</b> | <b>185,000</b>      | -                   | -                   | <b>185,000</b> | <b>962,800</b> |
| <b>Personnel</b>                   |  |                |                |                |                |                     |                     |                     |                |                |
| AVP Health/Public Srvc             | HEAL oversight - Dr. Chesley @ .5 FTE. Matching funds source is DSC.   |                |                |                |                | 5,450               | 5,450               | 5,450               | 16,350         | 16,350         |
| Nursing Program Chair              | Nursing implementation - Dr. Szoka @ .15 FTE. Matching funds source is DSC.  |                |                |                |                | 12,229              | 12,229              | 12,229              | 36,687         | 36,687         |
| Construction Manager               | Temporary full-time to oversee Flagler building renovation   | 80,000         |                |                | 80,000         |                     |                     |                     |                | 80,000         |
| Nursing Faculty                    | Full-time nursing faculty hired per cohort, minimum salary \$66,900  | 66,900         | 133,800        | 200,700        | 401,400        |                     |                     |                     |                | 401,400        |
| Adjunct Faculty                    | Adjunct faculty (2 per cohort) to supervise clinical training, @ 9675 per semester (\$43 per hour x 15 hours per week x 15 weeks per semester)   | 19,350         | 38,700         | 96,750         | 154,800        |                     |                     |                     |                | 154,800        |

| Daytona State College - Healthcare Education and Accelerated Learning (HEAL) - Detailed Project Budget |  |                  |                |                |                  |                     |                     |                     |                  |                   |
|--|--|------------------|----------------|----------------|------------------|---------------------|---------------------|---------------------|------------------|-------------------|
| Expense Category   | Description  | Request Year 1   | Request Year 2 | Request Year 3 | Grant Funds      | Other source Year 1 | Other source Year 2 | Other source Year 3 | Match total      | Total project     |
| Educational Services Coordinator   | Program staff (1 per campus) to assist in recruitment, testing coordination, placement on each campus (hired at 6 months into year 1)  | 34,600           | 69,200         | 69,200         | 173,000          |                     |                     |                     |                  | 173,000           |
| <b>Personnel Subtotal</b>  |  | <b>200,850</b>   | <b>241,700</b> | <b>366,650</b> | <b>809,200</b>   | <b>17,679</b>       | <b>17,679</b>       | <b>17,679</b>       | <b>53,037</b>    | <b>862,237</b>    |
| <b>Benefits</b>  |  |                  |                |                |                  |                     |                     |                     |                  |                   |
| AVP Health/Public Svc.   | 5% of standard benefits. DSC match.  |                  |                |                |                  | 1,214               | 1,214               | 1,214               | 3,642            | 3,642             |
| Nursing Program Chair  | 15% of standard benefits. DSC match.   |                  |                |                |                  | 2,972               | 2,972               | 2,972               | 8,916            | 8,916             |
| Construction Manager   | standard DSC benefits  | 20,928           |                |                | 20,928           |                     |                     |                     |                  | 20,928            |
| Faculty  | standards benefits package   | 20,161           | 40,322         | 60,483         | 120,966          |                     |                     |                     |                  | 120,966           |
| Adjunct Faculty  | soc. sec., medicare, retirement only   | 3,290            | 6,580          | 16,448         | 26,318           |                     |                     |                     |                  | 26,318            |
| Educ Srv Coord   | standards benefits package   | 12,557           | 25,114         | 25,114         | 62,785           |                     |                     |                     |                  | 62,785            |
| <b>Benefits Subtotal</b>   |  | <b>56,936</b>    | <b>72,016</b>  | <b>102,045</b> | <b>230,997</b>   | <b>4,186</b>        | <b>4,186</b>        | <b>4,186</b>        | <b>12,558</b>    | <b>243,555</b>    |
| <b>Facilities</b>  |  |                  |                |                |                  |                     |                     |                     |                  |                   |
| Flagler - architectural & design fee   | Initial building assessment and estimate of design/renovation costs. Match source is DSC.  |                  |                |                |                  | 26,960              |                     |                     | 26,960           | 26,960            |
| Flagler - design and construction/renovations  | Renovate Building #1 to house new nursing programs - ADN and ATRN (7,780 sq. ft. @ \$438 per sq. ft.)  | 3,408,436        |                |                | 3,408,436        |                     |                     |                     |                  | 3,408,436         |
| Deltona - design and construction/renovations  | State Legislature has allocated capital improvement funds to construct Workforce Training facility   |                  |                |                |                  | 9,292,361           |                     |                     | 9,292,361        | 9,292,361         |
| <b>Facilities Subtotal</b>   |  | <b>3,408,436</b> | <b>-</b>       | <b>-</b>       | <b>3,408,436</b> | <b>9,319,321</b>    | <b>-</b>            | <b>-</b>            | <b>9,319,321</b> | <b>12,727,757</b> |
| <b>Tuition/fees</b>  |  |                  |                |                |                  |                     |                     |                     |                  |                   |
| Additional program support for unemployed and/or low-income participants                               | Eligible students may receive assistance for required exam fees, background checks, drug screenings, etc. \$500 per student x 30 students. Matching source is DSC Foundation.  |                  | 7,500          | 7,500          | 15,000           |                     | 7,500               | 7,500               | 15,000           | 30,000            |
| <b>Tuition Subtotal</b>  |  | <b>-</b>         | <b>7,500</b>   | <b>7,500</b>   | <b>15,000</b>    | <b>-</b>            | <b>7,500</b>        | <b>7,500</b>        | <b>15,000</b>    | <b>30,000</b>     |
| <b>Training Materials</b>  |  |                  |                |                |                  |                     |                     |                     |                  |                   |
| Required course/classroom supplies & student consumables   | Consumable materials and training supplies - training arms for IV skills, IV poles and pumps, stethoscopes, blood pressure cuffs, simulated medications, infection control and biohazard supplies. Cost @ 10,000 per year. Private foundation match. |                  | 10,000         | 10,000         | 20,000           |                     |                     |                     | 10,000           | 30,000            |
| <b>Training Materials Subtotal</b>   |  | <b>-</b>         | <b>10,000</b>  | <b>10,000</b>  | <b>20,000</b>    | <b>10,000</b>       | <b>-</b>            | <b>-</b>            | <b>10,000</b>    | <b>30,000</b>     |

| Daytona State College - Healthcare Education and Accelerated Learning (HEAL) - Detailed Project Budget |   |                |                |                |                |                     |                     |                     |             |                |
|--|---|----------------|----------------|----------------|----------------|---------------------|---------------------|---------------------|-------------|----------------|
| Expense Category   | Description   | Request Year 1 | Request Year 2 | Request Year 3 | Grant Funds    | Other source Year 1 | Other source Year 2 | Other source Year 3 | Match total | Total project  |
| <b>Other project costs</b>   |   |                |                |                |                |                     |                     |                     |             |                |
| Simulator warranties   | Required annual warranty = \$7,000 per simulator                | 49,000         | 49,000         | 49,000         | 147,000        |                     |                     |                     |             | 147,000        |
| Office supplies/materials  |   | 250            | 500            | 500            | 1,250          |                     |                     |                     |             | 1,250          |
| printing/copying   |   | 250            | 500            | 500            | 1,250          |                     |                     |                     |             | 1,250          |
| marketing/advertising  |   | 1,500          | 1,500          | 1,500          | 4,500          |                     |                     |                     |             | 4,500          |
| <b>Other subtotal</b>  |   | <b>51,000</b>  | <b>51,500</b>  | <b>51,500</b>  | <b>154,000</b> |                     |                     |                     |             | <b>154,000</b> |
| <b>Direct Costs</b>  |   |                |                |                |                |                     |                     |                     |             |                |
| Indirect Costs - DSC federally negotiated rate = 35%   |   | 4,292,622      | 585,116        | 537,695        | 5,415,433      | 9,536,186           | 29,365              | 29,365              | 9,594,916   | 15,010,349     |
| <b>Total Request</b>   | HEAL project includes 10% charged to grant, 25% waived as match | 429,262        | 57,762         | 53,020         | 540,044        | 1,073,156           | 146,279             | 134,424             | 1,353,859   | 1,893,903      |
| cost per participant (N=870)   |   | 4,721,884      | 642,878        | 590,715        | 5,955,477      | 10,609,342          | 175,644             | 163,789             | 10,948,775  | 16,904,252     |
| cost per completer (N=806)   |   |                |                |                | 6,845          |                     |                     |                     |             | 19,430         |
|  |   |                |                |                | 7,389          |                     |                     |                     |             | 20,973         |

# Daytona State College – Palm Coast Campus, Building 01

## Building Condition Assessment – ASA-01: Nursing Design Criteria for Grant Proposal

### Section 5B

### EXISTING LAYOUT



#### Department Legend

- BUILDING SUPPORT
- CIRCULATION
- CLASSROOM
- FACULTY OFFICES
- LABORATORY
- MECH./ELEC./TEL.
- STUDENT CENTER / STUDY AREAS



**Daytona State College – Palm Coast Campus, Building 01**  
**Building Condition Assessment – ASA-01: Nursing Design Criteria for Grant Proposal**

Section 5C

NURSING TRANSITION PROGRAM



**Department Legend**

- BUILDING SUPPORT
- CIRCULATION
- CLASSROOM
- FACULTY OFFICES
- LABORATORY
- MECH./ELEC./TEL.
- STUDENT CENTER / STUDY AREAS

September 12, 2019

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

**RE: Daytona State College proposal for 2019 Job Growth Grant**

Dear Mr. Lawson:

Advent Health offers its full support to the Healthcare Education and Accelerated Learning (HEAL) project proposed by Daytona State College. Expanding registered nurse training in Flagler County and the west side of Volusia County will support the growth of our organization and the continued demand for these important highly skilled healthcare employees. The accelerated transition program for current LPNs, paramedics, and respiratory therapists to obtain RN licensure will be especially valuable to Advent Health as we strive to maintain effective balance within the nursing workforce throughout our network of facilities.

Advent will work with Daytona State to ensure effective implementation of the proposed project, if funded, by helping to promote enrollment opportunities for potential students, serving as a clinical training site, and welcoming applicants who have completed the program and attained licensure.

We value our partnership with Daytona State College and the College's efforts to meet current and projected workforce needs within Flagler and Volusia counties. The proposed HEAL project is a targeted measure that aligns well with the workforce objectives of Advent Health. We are confident the expanded production of well-trained nurses will serve healthcare providers and the health needs of our regional population.

Sincerely,



David Weis, Chief Operating Officer



**HALIFAX  
HEALTH**

September 18, 2019

**JEFF FEASEL, A.C.H.E.**  
PRESIDENT AND CEO

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

**RE: Daytona State College proposal for 2019 Job Growth Grant**

Dear Mr. Lawson:

Halifax Health offers its full support to the Healthcare Education and Accelerated Learning (HEAL) project proposed by Daytona State College. Expanding registered nurse training in Flagler County and the west side of Volusia County will support the growth of our organization and the continued demand for these important highly skilled healthcare employees. The accelerated transition program for current LPNs, paramedics, and respiratory therapists to obtain RN licensure will be especially valuable to Halifax Health as we strive to maintain effective balance within the nursing workforce throughout our network of facilities.

Halifax will work with Daytona State to ensure effective implementation of the proposed project, if funded, by helping to promote enrollment opportunities for potential students, serving as a clinical training site, and welcoming applicants who have completed the program and attained licensure.

We value our partnership with Daytona State College and the College's efforts to meet current and projected workforce needs within Flagler and Volusia counties. The proposed HEAL project is a targeted measure that aligns well with the workforce objectives of Halifax Health. We are confident the expanded production of well trained nurses will serve healthcare providers and the health needs of our regional population.

Sincerely,

Jeff Feasel  
President & CEO

PO Box 2830  
DAYTONA BEACH, FL 32120  
T: 386.425.4771  
F: 386.425.4772

[halifaxhealth.org](http://halifaxhealth.org)



**Robin R. King**  
President & CEO

August 20, 2019

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

**RE: Daytona State College proposal for 2019 Job Growth Grant**

Dear Mr. Lawson:

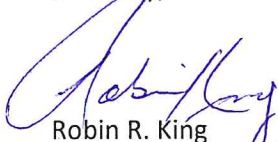
CareerSource Flagler Volusia (CareerSourceFV) supports the Healthcare Education and Accelerated Learning (HEAL) project proposed by Daytona State College. Expanding registered nurse training in Flagler County and on the west side of Volusia County will address critical workforce needs among regional healthcare providers by providing valuable postsecondary training at an affordable cost.

The demand for registered nurses and other highly skilled healthcare employees across the region is expected to remain strong. According to DEO's Workforce Statistics, the top five fastest growing occupations are all health care related. By providing a full associate degree in nursing on both the Flagler/Palm Coast and Deltona campuses, the College brings training closer to home and work for key areas of the region. In addition, the accelerated training program for current licensed healthcare professionals to achieve RN status in as little as one year is an especially valuable opportunity for upskilling in a high skill, high wage occupation.

CareerSourceFV will assist the project by referring students for training, providing job search assistance where needed, and promoting the program to regional healthcare and other organizations that employ registered nurses.

My board of directors and I value our partnership with Daytona State College and the College's efforts to meet current and projected workforce needs with in our service region. The proposed HEAL project is a targeted measure that aligns well with the economic development and workforce objectives of the area.

Sincerely,



Robin R. King  
President and CEO



CareerSourceFV.com  
329 Bill France Blvd.  
Daytona Beach, FL 32114  
p: 386.323.7074 | f: 386.323.2095  
TDD/Florida Relay 711



August 20, 2019

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

**RE: Daytona State College proposal for 2019 Job Growth Grant**

Dear Mr. Lawson:

On behalf of the Economic Opportunity Advisory Council of Flagler County, I am pleased to offer support to the Healthcare Education and Accelerated Learning (HEAL) project proposed by Daytona State College. Expanding registered nurse training in Flagler County will support the workforce needs of our healthcare providers as well as the broader health needs of our growing community.

The demand for registered nurses and other highly skilled healthcare employees in the region is expected to remain strong. The opportunity to offer a full associate degree in nursing on Daytona State's Flagler/Palm Coast campus will be a real gain for the County. In addition, the opportunity for current licensed healthcare professionals to gain additional training and achieve RN status in a little as one year will be especially valuable to the broad range of healthcare providers in the County.

The Economic Opportunity Advisory Council will work with Daytona State to ensure effective implementation of the proposed project, if funded, by promoting the program to regional healthcare organizations, helping to market enrollment opportunities for potential students, and supporting job fairs and employer recruitment efforts for those who complete the program.

We value our partnership with Daytona State College and the College's efforts to meet current and projected workforce needs in Flagler County. The proposed HEAL project is a targeted measure that aligns well with the economic development and workforce objectives of the County. We are confident the expanded production of well trained nurses will serve healthcare providers and the health needs of our regional population.

Sincerely,

A handwritten signature in dark ink, appearing to read "Helga van Eckert". The signature is fluid and cursive, with a large initial "H".

Helga van Eckert  
Executive Director



flaglerschools  
Engage. Educate. Empower.

P. O. Box 755 ■ 1769 E. Moody Blvd. ■ Bldg. 2 ■ Bunnell, FL 32110  
Phone (386) 437-7526 ■ Fax: 586-2641  
[www.flaglerschools.com](http://www.flaglerschools.com)

**BOARD OF EDUCATION**

Janet McDonald  
Chairman  
District 2

September 18, 2019

Colleen Conklin  
Vice Chairman  
District 3

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

Andy Dance  
Board Member  
District 1

**RE: Daytona State College proposal for 2019 Job Growth Grant**

Dear Mr. Lawson:

Trevor Tucker  
Board Member  
District 4

The Flagler County School District offers its full support to the Healthcare Education and Accelerated Learning (HEAL) project proposed by Daytona State College. Expanding registered nurse training into Flagler County will expand the career pathway opportunities open to our students. The program will be of special interest to students enrolled in the Health Science Education career pathway as they prepare for postsecondary study in nursing. The opportunity to complete a full associate degree program locally, will be particularly helpful for our high-achieving, low-income graduates whose opportunities are often limited by the cost of transportation and other educational expenses.

Dr. Maria P. Barbosa  
Board Member  
District 5

Flagler Schools will work with Daytona State to ensure effective implementation of the project, if funded, by promoting enrollment opportunities to students participating in the Health Science Education cluster/academy programs, and working to establish a formal Program of Study with documented articulation for healthcare programs.

Shelcey Garcia  
Student School Board Member  
Flagler Palm Coast H.S.

The District values its partnership with Daytona State College and ongoing efforts to establish seamless career pathways for the students of Flagler County. The proposed HEAL project is a targeted measure that aligns well with the projected workforce needs of the county and the Flagler Schools Classroom to Careers initiative. We are confident the expanded educational opportunities will serve both the healthcare providers in the region, and our high school graduates as they prepare for in demand, high skill, and high wage jobs.

Hunter Perez  
Student School Board Member  
Matanzas H.S.

Donelle Evensen  
Teacher of the Year  
Rymfire Elementary School

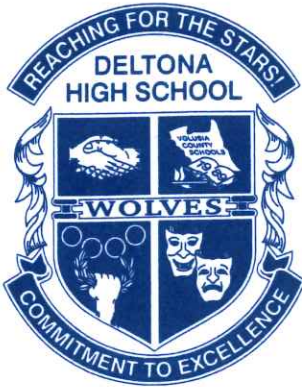
Enthusiastically Yours,

Eugenia Moore  
Employee of the Year  
Matanzas High School

James Tager  
Superintendent, Flagler Schools\

James Tager  
Superintendent

JT:lb



# DELTONA HIGH SCHOOL

## HOME OF THE WOLVES

100 Wolf Pack Run  
Deltona, Florida 32725  
(386) 575-4153  
Fax: (386) 968-0014  
Website: dhsolves.com

**Carolyn Carbonell**  
*Principal*

**Bobbie Jo Grieve**  
*Assistant Principal*  
**Dr. Christina Lapnow**  
*Assistant Principal*  
**Michael Micallef**  
*Assistant Principal*  
**Dr. Eidle Velez**  
*Assistant Principal*

September 19, 2019

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

### **RE: Daytona State College proposal for 2019 Job Growth Grant**

Dear Mr. Lawson:

The Deltona High School Health Services Academy offers its full support to the Healthcare Education and Accelerated Learning (HEAL) project proposed by Daytona State College. Expanding registered nurse training into Volusia County will expand the career pathway opportunities open to our students. The program will be of special interest to students enrolled in the Health Science Education career pathway as they prepare for postsecondary study in nursing. The opportunity to complete a full associate degree program in multiple locations throughout the county will be particularly helpful for our high-achieving, low-income graduates whose opportunities are often limited by the cost of transportation and other educational expenses.

Deltona High School Health Services Academy will work with Daytona State to ensure effective implementation of the project, if funded, by promoting enrollment opportunities to students participating in the Health Services and Biomedical Sciences academies, and working to establish a formal Program of Study with documented articulation for healthcare programs.

Deltona High School values its partnership with Daytona State College and ongoing efforts to establish seamless career pathways for the students of Volusia County. The proposed HEAL project is a targeted measure that aligns well with the projected workforce needs of the county and the educational goals of Volusia Schools. We are confident the expanded educational opportunities will serve both the healthcare providers in the region, and our graduates as they prepare for in demand, high skill, high wage jobs.

Sincerely,

Carolyn Carbonell  
Deltona High School  
Principal



Cambridge International School