

Details SBD Processing Related

Entity Information

Owner
Brendie Hawkins [REDACTED]
Proposal Name
WF-05898
Name of Entity
Tallahassee Community College
[REDACTED]
Contact
Brendie Hawkins [REDACTED]
Secondary Contact Name
Amy Bradbury
Secondary Contact Title
Director of Financial Services
Secondary Contact Phone
850-901-8519 ext.8500-201 (8519)
Alternate Name
[REDACTED]
County
Leon
AGD
No

Proposal Status
In Review
Stage
Proposed

Program Requirements

Training Title and Description
Florida Department of Corrections (FDC) - Workforce Readiness through Online Educational Advisement and Career Success Coaching

Tallahassee Community College (TCC) is a recognized regional leader in innovative workforce development programs. We offer programs on TCC's main campus, at the Florida Public Safety Institute, and statewide through our partnership for workforce development with the Florida Department of Corrections (FDC). These programs include an Associate of Arts degree in Criminal Justice, Florida Correctional Basic Recruit Training, and the Florida Correctional/Probation Basic Recruit Training. The programs prepare students for high-demand criminal justice careers as certified corrections and correctional probation officers.

There is a critical demand for recruiting and retaining qualified, well-trained correctional personnel in Florida. To assist in meeting the increased demand for correctional officers and the development of strategies to retain existing officers, for this grant, we propose pursuing a partnership for FDC with a provider of online educational advisement and career success coaching to provide complimentary workforce readiness services to FDC's 24,000 employees, of which 17,000 are correctional officers and their immediate families.

Contracting with an online provider of educational advisement services and career success coaching presents a unique opportunity to offer a learner experience that moves from initial awareness of available offerings through thoughtful intake, action planning and follow-up, ongoing coaching, and successful goal completion. Available providers may address recruitment and retention concerns by providing personalized plans for test preparation, continuing education, career advancement, and exploration of available financial assistance. In conjunction with FDC, the provider may develop a learning scorecard to provide a goal-oriented roadmap to meet career aspirations, yield higher employee retention and competitive compensation, and foster overall career satisfaction.

Support Description
This project with FDC will allow TCC and colleges throughout Florida that support public safety education to continue their history of primarily serving non-traditional students age 21 or older and incumbent workers who want to learn or improve marketable skills in a high-demand occupation and industry. The program will improve workforce awareness of skills-building opportunities, provide mentorship to increase the pursuit of technical and leadership training, and offer pathways to aid workforce readiness and retention. Throughout the state and nation, educational institutions are joining forces with the business and community to create a difference in their workforce and economic development landscape. Community challenges require a proactive and innovative response. Bringing together key stakeholders and leveraging existing online curricula and infrastructure will exponentially increase the odds of making a positive difference. These sectors align with CareerSource Florida targets, assuring the talent pipeline serves what area employers seek in skills for job creation.

The overarching goal of this program is to incentivize correctional personnel to leverage the coaching and advising services provided to improve skills and yield competitive compensation. A secondary but equally important consideration is the benefits of extending the services to the families of corrections employees to assist in long-term educational and career goals.

Transferable Skills Description
In conjunction with FDC, the online service provider will create a scorecard to assist correctional personnel and their families with various services ranging from test preparation for higher education, career coaching and advisement, resume assistance, and interview preparation. These online services will facilitate employee career advancement goals by providing a goals roadmap, and the online service provider will rotate ongoing mentoring support. The skill sets developed through the online testing, and the service provider's success coaching will allow FDC to retain viable personnel capable of promotion or transfer within the FDC's 128 facilities statewide. Additionally, corrections personnel possessing advanced training and leadership skills are invaluable to the public safety workforce of Florida, and avenues for ancillary education and transfer into the field of correctional probation officer and certified law enforcement officer already exist.

Support Public Programs
TCC is one of 28 members of the Public Florida College System and has extensive experience in managing significant federal, state, and private awards and has all of the necessary infrastructure to ensure successful support for fiscal monitoring of this project, including a Sponsored Program Office. TCC has operated for over 50 years and has seven campus locations in its three-county service district. In addition to the main campus in Tallahassee, the College also has service centers in Gadsden and Wakulla counties and downtown Tallahassee. TCC operates the Gadsden County-based Florida Public Safety Institute, home to the Pat Thomas Law Enforcement Academy, which offers the Corrections Recruit Basic training and the Correctional Probation Basic Recruit training. While tailored to address correctional personnel advancement and retention, the online service provider Success Coaching and Advising Program is not unlike educational advisement services offered throughout the Florida State College and State University systems.

TCC and FDC will choose an online service provider with a successful record of supporting students seeking higher education, and can also provide career coaching for in-demand jobs. The online service provider will welcome all students who desire to learn, regardless of previous academic experience. They will serve all segments of society by providing an open door to post-secondary education and career advancement training. The online service provider's range of programs, from short-term skills and adult educational support to the high-demand workforce and transfer programs, fuels the development of individuals in the corrections workforce and serves as an engine for wage growth.

Description of Criteria Met
This proposal identifies goals associated with available career and educational support services. Through this proposal and facilitated by TCC, the FDC will contract with the online service provider for educational guidance, career mentoring, and test preparation support to correctional personnel and their families at no charge.

TCC, for many years, has actively supported the offering of industry-recognized certifications college-wide by pairing relevant certifications with technical training programs (Associate in Science, College Credit Certificates, CTE, and Continuing Workforce Education) to enhance the employment of TCC students, but also meet the demands of Florida employees. These standards and curriculum frameworks align well across Florida's Technical Centers and the college system and articulations to state universities. The online provider's services will complement those programs already in existence while explicitly targeting personnel in the correctional field.

Demand Occupation List
No
Demand Occupation List Description
Standard Occupational Code 333012

Not exclude unemployed or underemployed
Yes

FL Targeted Industries
No

FL Targeted Industries Description
Corrections Officers and Jailers, Corrections Probation Officers

Local Match Amount
No

Local Match Amount Details

Length of Program
The FDC Workforce Readiness through Online Educational Advisement and Career Success Coaching will launch in September 2023 and will be available to Corrections employees and their families throughout a multi-year period. The length of program services is variable. Factors that affect usage include: 1) User career and educational goals, 2) Existing level of user education, 3) User engagement, and 4) User satisfaction.
Number Enrolled
4,900
Number Completers
3,700
Certification, degrees with CP codes
Certifications, degrees conferred and advancement opportunities vary upon end-user follow-through on recommended/established career and educational goals. Potential achievements include:
1. General Educational Development (GED) test
2. Associate of Arts or Science degree
3. Bachelor of Arts or Science degree
4. Master of Arts or Science degree
5. Certified Corrections Officer
6. Certified Correctional Probation Officer

Project Ready to Commence

Project Not Ready to Commence Details

Program Begin Date
9/1/2023
Program End Date
8/31/2025
Additional Information

Program Budget

Requested Total
\$1,906,250.00

Source - City / County
\$0.00
Source - Private
\$0.00
Source - Other
\$0.00
Source - Other Details
N/A
Source - Total
\$0

Detailed Budget Narrative
See Attached Document

Cost - Equipment
\$0.00
Cost - Personal
\$1,500,000.00
Cost - Facilities
\$0.00
Cost - Training Materials
\$400,000.00
Cost - Tuition
\$0.00
Cost - Other
\$6,250.00
Cost - Other Details
Administrative (Indirect) Costs per Federal Indirect Cost Rate of 44% on the first \$25,000 of contracted services
Cost - Total
\$1,906,250

Approvals and Authority
Authorized signatory on Board's behalf

Approvals Needed
Approval of College President, Dr. Jim Murdaugh
Meeting Schedule

Attestation Name of Entity
Tallahassee Community College
Attestation Name and Title of Auth Rep
Dr. Jim Murdaugh, President
Attestation Representative Signature

Upload Files
Previously Uploaded
OtherKRM_C33022071811390.pdf
undefinedFDC Workforce Readiness - Florida Job Growth Grant - 07182023.docx

Activity

Activity filters and content area.