



Entity Information	
Owner	Record Type
 <a href="#">Matt Matthews</a>	Workforce
Proposal Name	Proposal Status
WF-07081	In Review
Name of Entity ⓘ	Stage ⓘ
College of Central Florida	Proposed
FEIN	
	
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County	
<a href="#">Marion</a>	
RAO ⓘ	
Yes	

### Training Title and Description

Title: Commercial Driver's Training Program at College of Central Florida

#### Detailed Description

The Commercial Driver's Training Program (CDTP) at the College of Central Florida (CF) provides students with industry leading training resulting in a Class A or Class B Commercial Driver License (CDL), which is necessary for employment in the trucking industry.

Trucking is a major part of growing and maintaining a strong economy and a life-changing career opportunity for many people. In 2022, Florida Commerce, formerly the Department of Economic Opportunity, reported an astounding 2,622 heavy and tractor trailer (Class A) job openings with an additional 2,526 light truck (Class B) openings, which equates to 5,148 unfilled trucking positions in Citrus, Levy, and Marion Counties (CLM) through 2030. This translates to 328 and 316 annual job openings for Class A and Class B drivers, respectively. Professional drivers are the backbone of this state and our

country because they keep our shelves stocked, our tanks full, and our economy moving. Even though the CLM Workforce Region currently has an extremely low unemployment rate of 3.9%, it does not mean that there are not individuals looking to upskill and improve their employment opportunities via short-term training. As training providers, we must ensure a skilled workforce that is ready to meet the needs of local employers, as well as address the current statewide demand for drivers. Therefore, the equation must balance out in order to ensure employers have drivers by providing the training opportunity for the individuals who need it the most through high-quality and cost-effective training close to home. This program serves both the individuals who wish to start a career in the trucking industry and employers who need to recruit, train, and retain drivers to keep the economy rolling.

Additionally, the grant will support student enrollment and completion of CF's College Credit Certificate (CCC), and/or Associate in Science (A.S.) offerings in Supply Chain and Logistics. Florida Commerce projections for these occupations shows a 26.5% growth for 11-3071 Trans., Storage, and Distribution Managers. CF's Supply Chain Management program offers broad-based content to reflect the cross-functional relationships prevalent in supply chain management. Students can begin their transportation and logistics career pathway with certificates preparing them for entry-level employment or pursue an A.S. degree. The certificates and degrees associated with this program build upon each other. Students are exposed to standard operating procedures, negotiation techniques, planning, organizing, and accounting concepts, purchasing, sustainability, warehousing, project management, quality control, import/export, and asset management theory. Florida Commerce data projects 26.5% growth for 11-3071 Transportation, Storage, and Distribution Managers in the next ten years. Therefore, it is critical to provide career pathway options that address multiple occupations.

Per the Florida Commerce occupational projections for Workforce Region 10 (CLM), heavy duty trucking jobs expect a 6.4% growth and light duty trucking jobs expect a 13.3% growth by 2030. For the workforce region to provide a labor force for this immediate need, and plan for future growth, having training opportunities inside the service area is essential. This training proposal addresses the concerns of employers who cannot find qualified drivers within CLM.

#### Program Goals

- Increase awareness within the CLM of the trucking profession and existing jobs through intensive outreach and recruitment.
- Provide 200 eligible individuals with a scholarship to complete CDTP to earn their CDL.
- Provide 40 eligible individuals with a scholarship to complete the Logistics and Supply Chain CCC and/or A.S. Supply Chain Management
- Assist program completers in securing employment within the region with earnings that allow them to become self-sufficient.
- Provide training space for: 1) program expansion to increase the number of students eligible to receive training, and 2) new requirements for CDL testing and licensure from the Florida Department of Highway Safety and Motor Vehicles (FDHSMV).

#### Corporate College

The CDTP is offered through CF's Corporate College division, assisting non-credit students seeking reentry into the workforce with a credential to meet industry demands within the trucking and logistics profession. Students will enroll through the Corporate College and once enrolled, students will complete a 160-hour Entry Level Driver Training (ELDT) course offered at the Ocala campus. Training is provided by Fleet Force Truck Driving School as the on-campus fulfillment provider. Students must meet Federal Motor Carrier Safety Administration (FMCSA) guidelines prior to enrollment. Students interested in enrolling must apply and interview prior to their program admittance. Students must be at least 18 years

of age, hold a valid Florida CDL permit, provide documentation of a clean Florida driving record, and pass a Department of Transportation physical and drug screen.

#### Training Program Outline

The ELDT program is divided into three phases within the CDTP with competencies evaluated in each phase to address: (1) knowledge, (2) skill/work performance, and (3) career pathways. Critical thinking, skills competency, and evaluations are threaded throughout the program to ensure successful completion for the driver.

Phase One: CDTP Recruitment, Assessment, Trucking Industry Career Counseling, and Pre-Training Requirements.

Phase Two: Trucking Industry Orientation, Specialized Training Permitting Course, ELDT Rules, and Regulations of the Federal Motor Carrier Safety Administration (FMCSA) CDL Licensure Exam.

Phase Three: Job Placement, Career Pathway Development, and Job Retention.

Courses are created and instructed in accordance with the ELDT Rules and Regulations of the FMCSA, so the curriculum is pursuant to 49 CFR Part 380 Section 383.

#### Training Description

##### Class A Training

160 hours Week 1: Classroom/Lab (40 hours)

Weeks 2 - 4: Skills Course, Vehicle Inspections, Basic Skills, & Driving Experience (120 hours)

Week 4: Test Preparation\*

\*Week 4 is based on student achievements and needs.

Licensure requires passing a Three-Part Skills Test.

##### Class B Training

40 hours Day 1: Classroom/Lab (8 hours)

Day 2: Skills Course, Vehicle Inspections, and Basic Control Skills (8 hours)

Day 3: Road Skills, Driving Experience, & Refresher (8 hours)

Day 4: Road Skills, Driving Experience, & Refresher (8 hours)

Day 5: Refresher (8 hours)

Licensure requires passing a Three-Part Skills Test.

##### Hazardous Materials Endorsement Classroom Study (4 Hours)

Prepares individuals for the written HAZMAT Exam to obtain the Hazardous Materials (H) endorsement. In addition to passing Hazmat written exam, individual must also complete a background history check from the TSA to obtain endorsement, conducted at the DMV.

##### Passenger Transport

Endorsement Day 1: Classroom/Lab (4 hours), Skills Course, Basic Control Skills (4 hours)

Endorsement requires passing a Three-Part Skills Test.

School Bus Endorsement Day 1: Classroom/Lab (4 hours), Skills Course, Basic Control Skills (4 hours)

Endorsement requires passing a Three-Part Skills Test.

#### Detailed Program Description and Course Outline:

##### Class A: Week One

CDLC1 Orientation is held in the classroom to provide a program overview and the industry of trucking.

During this session, a review of the ELDT curriculum, student rules, and regulations is provided.

CDLC2 Introduction to the Trucking Industry is classroom study that includes the FMCSA, to attain one's CDL, different classes of CDTP (A and B), cargo securement, physical qualifications, driver disqualifications and violations, alcohol and drug testing, size and weight limitations, the Bridge Formula (handout), weigh stations, and height limitations.

CDLC3 Control Systems Dashboard is classroom study that includes engine controls, transmission controls, brake controls, interaxle differential lock, secondary vehicle controls, driver safety, vehicle

instruments, and warning devices.

CDLC4 Air Brake Fundamentals is classroom study that gives a comprehensive overview of air brakes systems, brake types, component identification, and air brake operation.

CDLC5 Pre and Post Trip Inspections is classroom study that includes the importance of inspections, inspection locations, types of required inspections, pre-trip inspections, on-road inspections, post trip inspections, and special rigs.

CDLC6 Basic Control is classroom study that includes starting, warming up and shutting down the vehicle, putting the vehicle in motion and stopping, straight-line backing, turning, and key learning points.

CDLC7 Shifting and Operating Transmissions is classroom study that includes the fundamentals of various transmissions and the key elements of shifting.

CDLC8 Backing and Docking is classroom study that includes general backing guidelines, backing dangers, steering principles, blind side, and sight side backing, basic backing maneuvers, backing safely, loading docks, and parking lots.

CDLC9 Coupling and Uncoupling is classroom study that includes the fundamentals of coupling and uncoupling tractor-trailers, coupling, and uncoupling double and triple trailers, and other combinations.

Class A: Week Two

CDLC10 Visual Search is classroom study that reviews the key learning of scanning driver's entire sight area and the different types of mirrors.

CDLC11 Communication is classroom study that teaches communicating driver's intent while driving, communicating your presence while driving, recognizing communication from others, and types of communication.

CDLC12 Distracted Driving is classroom study that teaches how to recognize driving distractions, cab technology, how to manage driving distractions, and other key learning.

CDLC13 Speed Management is classroom study that teaches stopping distances, road designs, handling different road conditions, handling different weather conditions, handling heavy traffic, maintaining a safe speed, and the use of cruise control.

CDLC14 Space Management is classroom study that teaches how to manage space between the vehicle in front and behind and managing the space needed to make turns.

CDLC15 Night Operation is classroom study that teaches key learning in night driving factors.

CDLC16 Extreme Driving Conditions is classroom study that teaches vehicle and driver preparation, tire chain installation, cold weather starting, operating a commercial motor vehicle in hot and extreme weather conditions, operating on slippery surfaces, freeing a stuck vehicle, breakdowns, mountain driving, and operating the commercial motor vehicle around sharp curves.

CDLC17 Hazard Perception is classroom study that teaches how to recognize a road hazard, various road hazards, and how to respond to an emergency.

CDLC18 Skid Control is classroom study that teaches the causes of skids, recovering from a skid, tractor-trailer skids, slippery surfaces in a tractor-trailer, using evasive steering, emergency braking, off-road recovery, jackknifing, how to handle a tire blow out, and what to do in a rollover.

CDLC19 Railroad Crossings is classroom study that teaches railroad crossing regulations, how to recognize the signs and signals of a railroad crossing, and safety tips.

Class A: Week Three

CDLC20 ID and Diagnosis of Malfunctions is classroom study that teaches the various tractor-trailer systems that include but are not limited to frame, suspension system, axles, engine, fuel system, air intake and exhaust system, lubrication system, cooling system, electrical system, drive train, brake system, wheels and tires, steering system, and coupling system. Once the system is identified this study will teach how to diagnose the malfunction.

CDLC21 Roadside Inspections is classroom study that includes the basics of the roadside inspection process, roadside inspection reports, and results.

CDLC22 Maintenance is classroom study that teaches the downfalls of poor maintenance habits, regulatory requirements, the types of maintenance, and what is your responsibility.

CDLC23 Handling and Documenting Cargo is classroom study that teaches the importance of proper cargo handling, principles, and methods of cargo securement, having a cargo securement plan, principles of weight distribution, safe loading responsibilities, loading and unloading tools, your bill of lading, pick-up and delivery procedures, and in-transit security to avoid theft.

CDLC24 Environmental Compliance is classroom study that teaches hazardous materials, fuel efficiency, and air pollution.

CDLC25 Fatigue and Wellness is classroom study that teaches the stresses of driving, personal health and driving, fatigue, alcohol and drug abuse, safe work practices, back safety, and personal security.

CDLC26 Post Crash Procedures is classroom study that teaches key learning in securing the scene of an accident, reporting an accident, vehicle fires, and hazardous materials.

CDLC27 External Communications is classroom study that teaches the roadside inspection process and outcomes, and interpersonal communication.

CDLC28 Whistleblower/Coercion is classroom study that teaches the agencies and protection available regarding whistleblower or coercion cases.

CDLC29 Logging/Hours of Service is classroom study that teaches hours of service regulations, paper logging, electronic logging, and other key learning. There is a test at the end of this session.

CDLC30 Trip Planning/Mapping is classroom study that teaches how to complete paperwork, route selection, vehicle, and cargo selection, estimating time and fuel usage that will be the best on fuel economy, estimating trip expenses, and other key learning experiences.

Class A: Week Four

CDLC31 Drugs and Alcohol is classroom study that teaches the effects of drug and alcohol use and driving, drugs and alcohol testing, refusing a drug or alcohol test, consequences of failing a drug or alcohol test, different types of tests, and other key learning.

CDLC32 Medical Requirements is classroom study that teaches the medical requirements to obtain a DOT physical, the general disqualifications, and other key learning.

CDLC33 Human Trafficking is classroom study that informs students what human trafficking is, what to watch for, and how to report it.

CDLC34 CSA Compliance, Safety, Accountability is classroom study that teaches the value of CSA, Safety Measurement System (SMS), data collection, and roles in CSA.

CDLC35 Special Rigs is classroom study that reviews multiple articulation vehicles, oversize vehicles, low-clearance vehicles, vehicles with unstable loads, construction vehicles, and other key learning.

CDLC36 Canadian Border is classroom study that teaches the general requirements for crossing the Canadian border, returning to the United States from Canada, vehicle size and weights, metric measurements and conversions, and other key learning.

CDLC37 Basic Business Practices is classroom study that teaches the trucking industry image, what employers look for, customer relations, contact with the public, growing revenue, and other key learning.

CDLC38 Assessment - Final Written Exam, Signature of Required Documents includes a final written exam of the classroom studies and will be given based on the classroom quizzes. The final exam will consist of 50 questions for a 160-hour Class A training and 25 questions for a Class B training. A student must score 80% to pass.

Title: Associate of Science, Supply Chain Management and College Credit Certificate, Logistics and Supply Chain

The College of Central Florida offers Associate of Science program in Supply Chain Management with content that is broad-based to reflect the cross-functional relationships prevalent in supply chain management. This degree is comprised of 63 college credits with an embedded College Credit Certificate

in Logistics Transportation Specialist which can be earned along the way. Students are exposed to related business practices such as standard operating procedures, negotiation techniques, planning, organizing, and accounting concepts, purchasing, sustainability, warehousing, project management, quality control, import/export, and asset management theory. Emphasis is placed on understanding the planning, acquisition, flow, and distribution of goods and services while managing the complexity of operational linkages in a fast-paced global supply chain. Learning is promoted via team work, case studies, practitioner guest lectures, and visits to work sites.

The College Credit Certificate in Logistics Transportation Specialist is 18 credit hours and meant to prepare students for entry level employment in the transportation, distribution, and logistics industry. It exposes students to the business of supply chain including; operations, purchasing, warehousing and distribution, project management, legal concepts and import/export concepts. Learning is promoted by incorporating an array of educational opportunities including: group projects, case studies, quizzes/exams, practitioner guest lectures and work site visits.

#### Student Services Support

CF's Corporate College provides affordable training to individuals looking to skill-up or re-skill for work advancement. Students who are interested in enrolling in the CDTP can locate information on the Corporate College department of CF's website. As part of the fulfillment provider roles and responsibilities, Fleet Force provides a recruiter to ensure individuals are aware of the trucking profession, growing demand, and training opportunities available in the region. A designated recruiter and student services coordinator is assigned to CF to assist applicants with recruitment, assessment, training, job placement, and follow-up services. The Fleet Force staff will work closely with Corporate College staff to ensure program eligibility and completion. To address the growing number of CDL jobs within the CLM area, it is vital to leverage our partnership with other workforce practitioners to ensure a seamless pipeline from outreach to employment.

After the individual secures their CDL, staff will provide job search and job development assistance. Staff will provide career pathway guidance for enrollment in college career certificates (CCC) and/or associate degree coursework. Students will have opportunities to pursue additional workforce certifications such as OSHA or forklift. Job development strategies will concentrate on securing employers who offer insurance and other benefits for workers. The goal is to place program completers in trucking jobs that have the potential for growth and permanency, to recruit employers who provide workers with stepladder increases or promotion opportunities, and to customize career pathway opportunities for participants who have specific skills or educational qualifications. Corporate College staff and the Fleet Force business development team will assist in providing referrals for CDL job openings, which may come from the CareerSource job bank listings, and assist the participant in contacting the employer.

#### Marketing and Outreach

To reach and engage individuals who are underemployed or unemployed, CF will provide a robust marketing and outreach plan. The plan will focus on leveraging existing business and industry relationships that rely on the trucking industry to transport their goods and services. In addition, strategic marketing efforts will target underemployed or unemployed individuals by leveraging community relationships with CareerSource CLM, United Way, CF Foundation, Lockheed Martin, and FedEx. CF's Marketing and Public Relations department will utilize their contacts to distribute these opportunities throughout the community as well as with the CF Supply Chain Management advisory committee. Finally, CF is a core partner in the College Park Elementary Community Partnership school (located next to the Ocala campus) and allows CF access to the parents and family members. These opportunities will also be marketed there through the already established process.

#### Community and Industry Awareness

Corporate College works closely with industry stakeholders to provide necessary training to ensure a

skilled pipeline of workers. Potential partners in Marion County: Premier Transportation, ABCO Transportation Inc., YRC Freight Ocala, Old Dominion Freight Line, Swift Transportation, Southeastern Freight Lines, Freight X, R+L Global Logistics, ABF Freight, FedEx Freight, Brook Ledge Horse Transportation, Stagecoach Transportation, AAA Copper Transportation, Creech Horse Transportation, UPS Freight, Loves Transportation LLC.

Additional, possible partners in Citrus County: AJM Madison Trucking, Citrus County Transit, Cassidy's Transport Inc., Glacier Logistics Inc., Rook Enterprises-Citrus County, FedEx Onsite, Jonathan Bidwell Hauling, Flying JLogistics Inc., Nicholas Transport, Joan Ogara Trucking Inc., and Radford Delivery Services. Further, potential partners in Levy County: Tidewater Trucking Inc., McCray & Sons Trucking LLC, Plush Transport, A J Trucking LLC, Riley Trucking Inc., Roberts Trucking Inc, Santerfeit Trucking, 3W Transport, Big Iron Transportation LLC, Levy County Transit, EAC LLC, and Rucker & Sons LLC.

### Support Description

CF is submitting the current application and as such, will use the grant to support the CDTP. CF will continue to contract with Fleet Force as the training fulfillment partner and will provide a sub-contract outlining the scope of the project, projected outcomes, and program budget. The scope of the project activities is within the parameters of non-credit workforce development services provided by Florida College System institutions to students and the community. Increased resources specific to CDL will strengthen the trucking industry within the CLM by providing well-trained drivers to fill the thousands of open jobs.

Students who are already enrolled in a Corporate College program, such as electrical, warehouse operation, or forklift could also enroll in the CDTP to gain stackable and relatable industry credentials resulting in the individual being a stronger applicant. The CDTP is a pathway to additional certifications or degree course work at CF. Often individuals are unsure of their commitment towards attaining a workforce certificate and/or associate degree. However, once successfully passing their CDL license they are often inspired to pursue further education for skills attainment. Therefore, the CDTP serves as an entry (first experience) and/or exit (completing the program) point for students. Additional funding is being requested for credit students wanting to pursue a workforce certificate and/or continue their education by pursuing an A.S. in logistics and supply chain management.

### Economic Opportunity Description

CF Commercial Truck Driving Training Program

Program Year Enrollees Completers

Year 1 100 85

Year 2 100 90

Total for Grant Period 200 175

The table shows the projected number of students enrolled in the CDTP and the projected number of program completers, which have completed the 160-hour training course and mastered the ELDT competencies, resulting in a completion certificate.

The CDTP was developed to help address Governor DeSantis' Reimagining Education and Career Help (REACH) Act to remove barriers to education and employment in the workforce therefore assisting more Floridians to become self-sufficient. The CDTP primarily focuses on non-credit, industry certification that

leads to a self-sustaining waged job, while providing career pathway opportunities for additional industry certifications, CDL apprenticeship, or articulation to a workforce certification or degree program.

The requested funds will provide tuition and training fees for 240 individuals to earn a CDL, CCC, and/or an A.S. in transportation over the next 24 months. Two hundred and ten completers, fully employed with an annual salary of \$55,000, represents an economic impact of \$11,550,000 annually, totaling over \$23 million after the two-year grant period.

Transportation Related CCC and AS Enrollment and Completers 2019-2022

Degree Program 2019-2020 2020-2021 2021-2022

Enroll Comp. Enroll Comp. Enroll Comp.

A.S. Supply Chain Management 23 5 19 3 17 2

CCC Logistic & Transportation Spec. 0 4 3 1 4 3

### Transferable Skills Description

The critical need to train and hire commercial truck drivers is high and continues to grow steadily. With a state and national decrease in available truck drivers, employers are looking for individuals to hire and train to fill the demand for truck drivers. There are 114,810 trucking companies located in Florida and they are primarily small, locally owned businesses, who serve a wide range of supporting businesses. Specific to the Workforce Development Region 10 area, there are more than 3,000 businesses that rely on trucking companies for consumer transport. Throughout Florida, over 84.9% of communities depend completely on trucks to move their goods. Per FloridaCommerce Employment Projection Data for 2022-2023, the Ocala metro area is expected to see a 12% increase in trucking-related careers, which encompasses industrial, passenger, and tractor trailer drivers. Until training assistance is provided in this region for individuals wanting to pursue a career in truck driving, we will be unable to meet the immediate demands of this industry. If an incentive program is not offered in the CLM, then there will be a halt in goods being transported in the region and potentially in the state as whole.

Individuals who earn their CDL license have the opportunity to build upon their credentials by getting additional certifications and transferable skills. Individuals in the program will have the opportunity to complete additional industry related certifications including OSHA, forklift operation, and warehouse operations, each of which would benefit them working in the transportation industry. Another option is enrolling in the for-credit logistics and supply chain management workforce CCC or AS degree program. By offering options for students to earn additional certificates and an associate degree, this provides local employers with a robust workforce not only addressing the demand for entry level drivers but also higher skill level positions. Employers will also have the opportunity to participate in the CDL Apprenticeship program by offering current employees the opportunity to earn up to 2,000 hours of on-the-job training. The CDTP will serve as a related technical instruction (RTI) location for FleetForce's Registered Apprenticeship Program. By offering the related technical instruction on the Ocala campus, this provides local employers the opportunity to participate.

### Support Public Program(s)

CDTP will be offered to the public through open-enrollment courses within CF's Corporate College division. Individuals will have to meet FMCSA qualifications prior to enrollment. Grant funds will be used to help supplement training costs for individuals who qualify. Through this funding proposal, CF will offer 200 training scholarships for individuals to earn their CDL plus an additional 40 scholarships for CCC and/or associate degrees. Knowing the demand within the workforce region is not only for heavy and



tractor trailer drivers but also industrial and delivery drivers, additional add-on certification opportunities for Hazmat and Passenger Endorsements will be provided. Area school districts will benefit from this training opportunity, as the need for school bus drivers is dire.

### **FL Targeted Industries Description**

According to Enterprise Florida, there are nine key business industries in Florida (<https://www.enterpriseflorida.com/industries>). Logistics and Distribution is listed as one of the nine key sectors. More specifically within the Logistics and Distribution sector, transportation and warehousing jobs are listed employing over 404,000 individuals in the state of Florida, averaging an annual salary of \$56,720, resulting in \$22,967,512,757 total wages. There is an avid skilled labor shortage nationally, statewide, and locally. This training proposal will provide individuals with the competencies needed to gain and retain employment associated with the trucking industry, in addition to providing a career pathway for further industry certifications and credit course work.

As seen nationally and throughout Florida, a “mass exit” of truck drivers occurred throughout the COVID pandemic. Not only does trucking play a key role in the global supply chain, but it is also responsible for transporting over 72% of the freight in the U.S. An aging workforce (20% of Americans will be 65 or older by 2030), and an increase in early retirements triggered by the pandemic, are likely the main reasons behind the shortage. In addition, the baby boomers are retiring at a higher than anticipated rate, while Florida continues to be the fastest-growing state in the nation. The result is an increased number of job vacancies and the need for additional training opportunities.

The implementation of the CDTP is a result of industry demand within the tri-county area. As mentioned in the proposed workforce training section, over 2,000 CDL jobs currently remain unfilled. These unfilled jobs do not factor in the 15% industry growth forecasted over the next seven years. Providing training assistance to allow more eligible individuals the opportunity to pursue a career in the trucking industry will reduce the critical shortage of workers that employers are experiencing now.

### **Description of Criteria Match**

As stated in Florida Statute 1004.65, Florida College System institutions; governance, mission, and responsibilities: (5) The primary mission and responsibility of Florida College System institutions is responding to community needs for postsecondary academic education and career degree education. The CDTP is a non-credit workforce offering provided through the Corporate College division of CF. Feedback from local trucking companies and a Florida Trucking Association (FTA) survey indicates additional training is needed to support the transportation and logistics growth within central Florida. The Florida Department of Education (FLDOE) supports non-credit workforce training as a collaboration for both public and private sectors to strengthen the Florida transportation pipeline. The AS in Supply Chain Management (and corresponding CCC in Logistics Transportation Specialist) are a part of the current Florida CTE Curriculum Frameworks.

### Local Match Amount

Yes

### Demand Occupation Lists

Yes

### Local Match Amount Details

Open Door Scholarship Grant from Florida Department of Education. \$48,000.00

### Demand Occupation Lists Description

The need for heavy and tractor trailer drivers is found on both the Statewide and Regional Demand Occupations List. In addition, the CDL is on the FLDOE master credential list. Trucking/Transportation Workforce Development Area 10 Occupational Demands List

Soc Code	Soc Title	Growth #	Percent Growth	Total Job Openings	Median Wage	Degree Required
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11-3071	Trans., Storage, & Distribution Managers	30	26.5%	106	\$37.26	Ass.
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53-3032	Heavy & Tractor-Trailer Truck Drivers	175	6.4%	2,622	\$18.16	PS
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53-3033	Light Truck or Delivery Service Drivers	316	13.3%	2,526	\$14.49	PS
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53-3052	Bus Drivers, Transit & Intercity Drivers	10	5.3%	189	NA	PS
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53-7051	Industrial Truck & Tractor Operators	95	24%	474	\$17.48	
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### Existing Program Expansion

Yes

### Length of Program

CF provides CDTP through Corporate College offering weekly cohorts for enrollment. The Class A CDTP is four weeks, 160-hours of theory and hands-on training. The Class B CDTP is one week, 40-hour course of theory and hand-on training. Both Class A and Class B are short-term workforce programs offered full time Monday through Friday, 7:00am-4:00pm. A Saturday will be required for skills-based testing. It is anticipated that the program funding proposal will provide training assistance for students enrolling in the CDTP in November 2023. Cohorts of four CDL Class A students would start each Monday ensuring a steady pipeline of graduates to fill the current job vacancies. A CDL Class B cohort would be offered monthly for up to eight participants.

### Existing Program Expansion Description

Funds from this grant will allow CF to provide scholarships to unemployed or underemployed individuals to receive workforce training resulting in an industry certification. Currently interested students must pay out of pocket for their CDL training or apply for CareerSource WIOA training funds. This program is not eligible to receive federal funding.

To date, 45 students have been awarded their CDL completion certificates since program establishment in May 2023. This training model has yielded an innovative way to empower more individuals access to earn their CDL, resulting in multiple job opportunities. The need for financial assistance continues to be the number one barrier for interested individuals. The recruitment team has fielded more than 450 inquiries from interested individuals within the area, resulting in a high number indicating a need for tuition assistance.

CF recognizes the importance for individuals to have a stake in the results, paying out-of-pocket for the training. With the substantial financial hurdle, most individuals can pay \$500 to \$1,000 towards their training. Currently, to help address the CDL demand in central Florida, a student is referred to CareerSource CLM for WIOA screening and eligibility when a student is unable to pay. This proposal would allow a greater reach giving more students the opportunity to receive financial assistance. Funds secured from this proposal would allow the CF to expand their current training pad resulting in the opportunity to train more individuals. The current training pad provides the required space for three tractor trailers to serve up to nine students at a time. However, a larger field training location would be able to more than double the number of students served at one time. A larger field training area is needed to meet the updated testing and licensing requirements from the FDHSMV. The current pad does not meet the minimum width requirements for new guidelines effective the summer of 2024. Funds are crucial for both individual training opportunities and training capacity enhancements.

### Number Enrolled

200

### Number Completers

175

### Training Delivery Description

The CDTP is located on the Ocala campus. Students must enroll in CF's Corporate College and submit the required documents (i.e., CDL permit, drug screen, DOT physical) to Fleet Force prior to enrolling in the course. Students are required to attend 160 hours of instruction over a 4-week cohort, attending class daily from 7:00am-4:00pm. Students must master the 40 hours of theory provided in the week 1 instruction prior to advancing to week 2, which involves hands-on instruction and field training. Students are required to pass skills-based competency checkoffs daily and weekly to ensure successful advancement during the short-term training program. Instruction is instructor-led with a 4-to-1 student-to-instructor ratio.

### Program Sustainability Description

CF's innovation, priorities, and training approach speaks to the support for program continuation after the funding ends. College leadership understands grants are awarded to address a specific need often on a

one-time basis; therefore, sustainability must be in place prior to the grant being executed.

Innovation: we are committed to providing high-quality, cost-effective training in the three-county region until the workforce shortage is addressed. Through innovative collaborations such as this one with Fleet Force, we are helping our local employers develop the workforce for the next generation.

Priorities: CF's commitment to providing an industry-leading training environment extends well beyond the teaching that is occurring today. The Corporate College team focuses on outreach to engage with new businesses, educating them on the training opportunities as well as offering customized training to meet their specific needs. Though the tri-county service area currently has a combined low unemployment rate of 3.9%, this does not mean there is a lack of interest in individuals wanting to receive short-term training for upskilled employment opportunities. Even though unemployment is low potential candidates may be earning \$30,000 or less per year and are interested in upskilling to earn significantly more money, which would close the skill gap in the service area. The priority must be for both individuals who wish to start a career in the trucking industry and employers who need to recruit, train, and retain drivers to keep the economy rolling. Having dedicated funds to provide scholarships within CLM will allow opportunities for Corporate College to strengthen industry relationships in the area and potentially open doors for additional corporate or workforce training opportunities outside of the trucking industry.

Training Approach: CF incorporates sustainability across how we operate, from being a WIOA ETPL provider to providing customized training programs for business partners. The success of this integration is continually evolving through our engagement with stakeholders, including local workforce boards (CareerSource), employers, municipalities, and individuals. CF recognizes operational expenses are high to maintain a CDTP. Therefore, contracting with a fulfillment partner eliminates the instructional personnel, truck maintenance, and fuel because these are the three largest expenses. Minimizing overhead by allowing Fleet Force to lead recruitment and student services eliminates duplication of services, therefore focusing funds on tuition and training (200 scholarships) and expansion (larger training pad).

The question is how will we address employee shortages and provide innovative workforce training resulting in high-waged jobs throughout central Florida? The solution must include industry-driven training along with career pathway opportunities and job placement for the employment demand within the trucking industry to be addressed. CF and Fleet Force have the proven ability to train motivated, under-employed and unemployed individuals to become commercially licensed drivers in just four weeks with potential starting salaries in the \$50,000 to \$60,000 range. Simply stated: trucking drives the economy.

### Certifications, degrees with CIP codes

The CDTP results in a CF Corporate College Completion Certificate after successfully passing the 160 hours of ELDT. This certificate is needed for the individual to sit for the FMCSA CDL licensure exam and road test. The corresponding CIP code is 490205 and SOC code is 533032. CF is a college partner within the state-wide CDL Consortium. The CDL Consortium based out of State College of Florida, Manatee-Sarasota along with Broward College will work collaboratively to develop a statewide articulation agreement. The agreement will allow students at the six participating Florida College System colleges to articulate certifications towards a CCC and or associate degree. The CDL Consortium will meet regularly to ensure progression of this statewide agreement with a goal of implementing it by Fall of 2024.

To meet the substantial demand for trained workers in the logistics and supply chain field in Ocala, CF offers an Associate of Science in Supply Chain Management (CIP: 52.0209) and an embedded corresponding College Credit Certificate in Logistics Transportation Specialist (CIP: 52.0209), both of which are a part of the current Florida CTE Curriculum Frameworks. This type of training is vital to helping upskill the front line, entry level workers in the field as well as plays an important role in attracting recent high school graduates into the logistics and supply chain profession.

**Program Begin Date**

11/1/2023

**Program End Date**

10/31/2025

**Requested Total**

\$1,945,250.00

**Source - City / County**

\$0.00

**Source - Private**

\$0.00

**Source - Other**

\$48,000.00

**Cost - Equipment**

\$0.00

**Cost - Facilities**

\$585,000.00

**Cost - Training Materials**

\$0.00

**Cost - Tuition**

\$1,314,000.00

**Cost - Other**

\$94,250.00

**Cost - Other Details**

Indirect Cost (5%)

**Cost - Total**

\$1,993,250

**Detailed Budget Narrative**

The proposed budget provides details for student tuition support and a training pad expansion. The proposal offers 66% of the requested funds for student assistance in earning an industry certification, workforce certificate, associate degree or bachelors. In addition, the training pad will provide an expanded opportunity for several workforce programs to deliver hands-on instruction. See attached budget resulting in over 99% of the requested funds for direct student impact.

Seeding this project now, and permitting a "braided" funding model approach, will increase the impact of the funding and build a more sustainable model over time. For example, beyond the life of the Grant CF and FleetForce will be able to resource student tuition/fees through other state aid programs, such as Open Door and WIOA dollars. This initial investment of Job Growth monies will permit the program to grow, rapidly at scale with eventual other aid (or even self-pay) dollars taking over in years ahead. The partnership between FleetForce, CF, and CareerSource CLM mean there will be no wrong door for interested students who will be referred to CareerSource CLM for screening and eligibility and/ or asked to apply for all possible aid for credit programs. For credit programs, there's the additional possibility of federal aid and institutional scholarships.

Timing plays a crucial role in this proposal as the Ocala metro area is already experiencing a high volume of driver storage and is one of the fastest growing areas in Florida. Students are interested in enrolling in the CDTF; however, the lack of funds remains the number one barrier. With funding secured, students have the opportunity to enroll in the ELDT program every month. Thus, resulting in a new cohort of drivers entering the workforce monthly.

Approvals and Authority	
Authorized signatory on Board's behalf ⓘ	Attestation Name of Entity ⓘ College of Central Florida
Approvals Needed ⓘ The Board of Trustees of CF approves grants and contracts for the college, which meets monthly.	Attestation Name and Title of Auth Rep ⓘ Matt Matthews Director Resource Development & Accreditation
Meeting Schedule ⓘ The CF Board of Trustees meeting dates for the next six months will be held: October 25th, December 6th, January 24, 2024, February 28, 2024, March 27, 2024, and April 24, 2024.	Attestation Representative Signature ⓘ Matt Matthews
Meeting Notice Days ⓘ Twelve days' notice is required to schedule a special Board of Trustee meeting.	Attestation Signature Date ⓘ 10/31/2023
Authority Proof ⓘ	

22 September 2023

The Honorable Governor Ron DeSantis  
State of Florida  
The Capitol  
400 S. Monroe Street  
Tallahassee, FL 32399

**RE: College of Central Florida CDL Training Program**

Dear Governor DeSantis:

I am excited to support the College of Central Florida's continued commitment to providing employer driven workforce training that yields an industry credential and high waged job. Central Florida's Commercial Driver's Training program expansion will provide tuition assistance for underemployed or unemployed individuals looking to start a career in the trucking and logistics industry. Central Florida continues to be a key player in developing quality employees for our community and is one of the region's most affordable choices for a college education. The commercial driver's training provides technical instruction and hands-on skills development which prepares program completers to secure a job within the trucking career. Career pathway opportunities exist within the commercial driver's training program for individuals to earn stackable credentials such as forklift and OSHA.

Central Florida has partnered with FleetForce Truck Driving School to serve as the fulfillment provider by leveraging existing campus resources, such as space for training. By combining public and private entities, this strengthens the state's trucking ecosystem. Companies and trucking carriers partnering with Central Florida and FleetForce have the opportunity to capture a pipeline of well trained, ready-to-work individuals who want to secure work within the state of Florida. I believe Central Florida and FleetForce can continue to make an impact in training CDL drivers resulting in drastically reducing the thousands of unfilled jobs within the state's trucking industry. I strongly encourage the continued support and funding for training commercial truck drivers.

Sincerely,



Kevin T. Sheilley, CCE  
President/CEO



Florida Job Growth Grant Fund  
Enterprise Florida and  
Florida Department of Economic Opportunity  
Tallahassee, Florida

September 18, 2023

Dear Governor DeSantis:

CareerSource Citrus Levy Marion is pleased to offer its full support to the regional workforce training and employment initiative that is being proposed by the College of Central Florida to the Florida Job Growth Grant Fund. We have a long and effective partnership with the College in meeting the workforce needs of our area. There is a critical need for more commercial drivers, and we believe supporting this proposal would allow individuals the opportunity to jump-start their career and provide employers with well-trained, quality candidates.

We look forward to supporting the CF Commercial Driver's Training in its efforts in the following ways:

- 1) Serving in an advisory role to help define strategies and goals to address the workforce shortage related to the trucking industry;
- 2) Providing community awareness of this training opportunity by our social media platforms and website to promote the program;
- 3) Assisting in the recruitment process for qualified program completers.
- 4) Providing support services to eligible trainees
- 5) Offering employers training assistance for On-the Job training and employed worker contracts.

Thank you for strongly considering funding the commercial driver's training proposal to provide the opportunity to capture a pipeline of well trained, ready-to-work individuals who want to secure work within the Ocala metro area.

Sincerely,

Thomas E. Skinner, Jr.  
CEO, CareerSource CLM  
3003 SW College Road  
Suite 205  
Ocala, FL 34474  
352-873-7939 ext. 1204  
rskinner@careersourceclm.com

3003 SW College Road | Suite 205  
Ocala, Florida 34474  
p: 352-873-7939 | 800-434-5627







September 22, 2023

The Honorable Governor Ron DeSantis  
State of Florida  
The Capitol  
400 S. Monroe Street  
Tallahassee, FL 32399

Dear Governor DeSantis:

*As a community stakeholder, Mid-FL Regional Manufacturers Association is proud to be a partner with such a strong and responsive educational system. MRMA respectfully requests and strongly supports the grant request to support the continued training and education of CDL drivers through the College of Central Florida and FleetForce Truck Driving School program.*

Mid-FL Regional Manufacturers Association (MRMA) purpose is to provide an environment for manufacturing, distribution, logistics, supply chain, service support providers and educators to exchange ideas, share knowledge, discuss opportunities and share solutions for the mutual benefit of the manufacturing environment in Marion, Levy, Citrus and Sumter counties.

The MRMA has partnered with the College of Central Florida for many years and applauds their commitment to meeting the needs of industry in our region by providing relevant and impactful programs. We can attest to the high value FleetForce Truck Driving School ("FF") has provided to the Ocala metro area by understanding and answering the urgent demand for more CDL drivers. Since June 2023, FF has been the onsite commercial drivers training fulfillment partner at the College of Central Florida . By partnering with public and private entities, this strengthens the state's trucking ecosystem. Companies and trucking carriers connecting with FF and CF now have a pipeline of well trained, ready-to-work individuals who want to secure work within the state of Florida. In addition, students earning their CDL license with FF through the College of Central Florida can pursue additional certifications and Associate of Science Degrees by applying their CDL certificate as experiential learning. The goal of CF is to ensure all individuals have a vital career pathway to pursue additional educational opportunities.

As we continue to work with area companies in the four-county region we represent, employers continue to strive to find talented job applicants in specific skill areas. The work the College of Central Florida is doing to identify and fill this gap, sets this area apart by having programs in place to build the talented workforce identified by our region.

MRMA believes the College of Central Florida and FleetForce Truck Driving School can continue to make an impact in training CDL drivers resulting in drastically reducing the thousands of unfilled jobs within the state's trucking industry. **We strongly encourage the continued support for training commercial truck drivers. In addition, a few of our members have added their comments below for your review:**



"It is very important that College of Central Florida receives a grant to support their initiative for their new CDL Driver Training program here in Ocala. Ocala has become a central hub for the logistics industry and with the American Trucking Association predicting a shortage of approximately eighty thousand drivers in 2024 as the economy recovers it is critical that we are building a pipeline of new drivers".

**Tracy Harper, Jr | Vice President of Business Improvement**



“When a product you order is delivered damaged, who do you blame? Typically, the manufacturer, not the 3<sup>rd</sup> party carrier. We put our very best into every product we manufacture for our customers.

A great driver is seen as an extension of our company. Having trained professionals in our community with the same passion for excellence to transport our hard work to our customers greatly enhances their purchasing experience. Currently, there is a gap in trained drivers and having local programs to fill this gap is critical to our success.”

**Mitchell Twardosky, Chief Executive Officer**



“As a local businessperson, I feel FleetForce is a valuable addition to our community. Our local business economy depends on CDL drivers to keep us all running. The pandemic put a spotlight on just how important our CDL drivers are and how we all depend on them in both our business and personal lives.

Along with the shortage of CDL drivers comes the shortage of options for training. The programming that is offered by FleetForce and the College of Central Florida is the perfect solution to the CDL shortage as they offer efficient, top-notch training.”

**Tammy Blizzard, Operations Manager, Packaging Alternatives Corporation**

Over the years, Mid-FL Regional Manufacturers Association has worked diligently with the local schools, colleges, CareerSource CLM, and other partners to grow the “pipeline” of talented and skilled individuals in our region. Sustaining and strategic growth of targeted educational programs in our school system is a key to our economic future especially with the growing influx of manufacturing, distribution and supply chain companies into our region. This continues to push the importance of the skills obtained through this program. Students graduating with this particular skillset and experience will be an asset to our regional workforce and quickly employed.

As a community stakeholder, Mid-FL Regional Manufacturers Association is proud to be a partner with such a strong and responsive educational system. MRMA respectfully requests and strongly supports the grant request to support the continued training and education of CDL drivers through the College of Central Florida and FleetForce Truck Driving School educational program.

Sincerely,

Kathleen A. Betz  
Executive Director  
Mid-FL Regional Manufacturers Association