



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.

Entity Information

Name of Entity: Hillsborough Community College

Federal Employer Identification Number (if applicable): ██████████

Contact Information:

Primary Contact Name: Bianca Hernandez

Title: College Grants Manager

Mailing Address: Dr. Gwendolyn W. Stephenson District Administration Center
39 Columbia Dr

Phone Number: 813-253-7005

Email: bhernandez49@hccfl.edu

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:

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.

Please see attached word document: pages 1-3.

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

Please see attached word document: pages 3-4.

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

Please see attached word document: page 4.

- D. Does this proposal support a program(s) that is offered to the public?

Yes No

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

Please see attached word document: page 4

- 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 jobs anticipated to be created from the proposed training. Further, please include the economic impact on the community, region, or state and the associated metrics used to measure the success of the proposed training.

Please see attached word document: pages 5-7.

2. Additional Information:

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.

Please see attached word document: page 8.

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

Yes No

If yes, please indicate the targeted industries with which the proposal aligns.

If no, with which industries does the proposal align?

Please see attached word document: page 8.

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

Yes No

If yes, please indicate the occupation(s) with which the proposal aligns.

If no, with which occupation does the proposal align?

Please see attached word document: page 8.



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.

Please see attached word document: page 8.

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

Please see attached word document: page 9.

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

Begin Date: 9/29/2017 End Date: 9/29/2019

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

Please see attached word document: page 9.

H. Identify any certifications, degrees, etc. that will result from the completion of the program. Please include the Classification of Instructional Programs (CIP) code if applicable.

Please see attached word document: page 9.



I. Does this project have a local match amount?

Yes No

If yes, please describe the entity providing the match and the amount.

Please see attached word document: page 10.

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

Please see attachments to include marketing materials, budget and pathways PPT.

3. Program Budget

Estimated Costs and Sources of Funding: Include all applicable workforce training costs and other funding sources available to support the proposal.

A. Workforce Training Project Costs:

Equipment	\$ 361,351		
Personnel	\$ 126,242		
Facilities	\$ 161,897		
Tuition	\$ 0		
Training Materials	\$ 117,000		
Other	\$ 358,720	Please Specify:	_____
Total Project Costs	\$ 1,125,210		

B. Other Workforce Training Project Funding Sources:

City/County	\$ _____		
Private Sources	\$ _____		
Other (grants, etc.)	\$ _____	Please Specify:	_____
Total Other Funding	\$ _____		

Total Amount Requested \$ 1,125,210

Note: The total amount requested must equal the difference between the workforce training project costs in 3.A. and the other workforce training project funding sources in 3.B.



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

Please see attached word document: pages 11-13.

4. Approvals and Authority

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

Please see attached word document: page 14.

- 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.

Please see attached word document: page 14.

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

Please see attached word document: page 14.

- 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.



I, the undersigned, do hereby certify that I have express authority to sign this proposal on behalf of the above-described entity.

Name of Entity: Hillsborough Community College

Name and Title of Authorized Representative: Bianca Hernandez, Grants Manager

Representative Signature: *Brian Hudson*

Signature Date: 8/23/2017



Human Resources Action Request Assignment Data

**HRAR
2**

Use this form to report a new assignment change of assignment report change in wages/salary work location building room work phone Do not use this form to report personal or employment data changes

1 Action Requested Start Assignment	1b Work Location District	1c Colleague ID Num 1042951
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2a First Name Bianca	2b Last Name Hernandez	2c Middle Initial	2d Suffix
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3a Position Number EFCF0023	3b Asgmt Title Grants Manager	3c Asgmt Wage/Salary
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4a Asgmt Start Date 7/26/17	4b Reason for Starting Asgmt New Hire	4c Asgmt is in a Regular Status
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5a Asgmt End Dt	5b Reason for Ending Asgmt
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6a New Work Location District	6b Building GWSC	6c Room 411
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6b Office Phone (813) 253 7005	6c HICC Email
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Handwritten note: At base building work phone HICC.

Justification explanation other data not shown above

Current email and phone number

-6/29 @ 10AM left VM

(S)

CBC 7/3/17

Fri 6/30 @ 9³⁰AM District

Unit Administrator/Manager Human Resources

9a Printed Name and Signature Paul Nagy 	9b Date 6/28/17	Approved by	Date
		Input by 	Date 7/3/17

Hillsborough Community College
Attachment 1: Word Document Narrative

Florida Job Growth Grant Fund Workforce Training Grant Proposal

Program Requirements:

Each proposal must include the following information describing how the program satisfies the eligibility requirements listed on page 1.

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

Title: Hillsborough County Manufacturing Alliance: Supporting the Growth of Manufacturing in Florida.

Detailed Description: This funding will leverage an existing alliance of private sector companies, training institutions and local government to expand existing and new training opportunities for Florida residents seeking a meaningful career in manufacturing. State funding will advance the project's current talent pipeline growth experienced within the last few years to an even faster pace. All proposed noncredit trainings are free of charge to participants, short term and designed to provide stackable, nationally recognized, credentials that fully transfer to an Associate in Science Degree in Engineering Technology.

Currently the Hillsborough County Manufacturing Alliance is supported by way of training platform investments of more than \$1 million in local funds. The funds requested in this proposal would support five different, but interconnected credentials, all of which are transferrable towards an Associate of Science (AS) in Engineering Technology. Funded credentials would include:

1. **Manufacturing Skill Standards Council Certified Production Technician (CPT).** This credential demonstrates to employers the mastery of the core competencies of manufacturing production at the front-line (entry-level through front-line supervisor) through successful completion of the certification assessments. The goal of the CPT certification program is to raise the level of performance of production workers both to assist the individuals in finding higher-wage jobs and to help employers ensure their workforce increases the company's productivity and competitiveness. The areas covered by this certification include Safety; Quality Practices & Measurement; Manufacturing Processes & Production; Maintenance Awareness and Green Production. This credential transfers 15 credits into the Engineering Technology (ET) AS degree at HCC or any State College that offers this degree through a statewide articulation agreement. The requested funding will provide for training, teaching materials, registration and testing and equipment to be able to provide the training at 2 additional campuses in areas that have been underserved in regards to manufacturing training even though there has been an important growth in manufacturing activity in these areas. This equipment will allow for the expansion of the Engineering Technology program to satisfy local demand for advanced manufacturing technicians.
2. **The National Institute for Metalworking Skills (NIMS).** This funding will provide facility retrofit, equipment, furniture, and training and certification costs to attain 4 Computer Numerical Control (CNC) Credentials: CNC Milling: Operator, CNC Milling:

Programming Setup & Operations, CNC Turning: Operator, and CNC Turning: Programming Setup & Operations These credentials are in high demand and will help boost machining production in Hillsborough County. These 4 credentials transfer 6 credits into the ET degree. This new CNC training center will be the first post-secondary CNC center in Hillsborough County and will satisfy a longstanding need for our county.

3. **College Credit Certificate CNC Machinist.** The 4 NIMS CNC credentials described above plus 2 additional ET courses complete a College Credit Certificate at HCC worth 12 credits. This is a postsecondary credential detailed in the State frameworks in an area of need.
4. **PMMI, The Association for Packaging and Processing Technologies.** PMMI has completed a set of stackable credentials based on Industry developed standards. These 8 credentials are: Fluid Power 1, Industrial Electricity 1, Industrial Electricity 2, Mechanical Components 1, Mechanical Components 2, Motor and Motor Controls, Programmable Logic Controllers (PLCs) 1, and Programmable Logic Controllers (PLCs) 2. This funding will provide for the purchase of some equipment needed to be able to offer all 8 credentials, training, and certification cost for participants. The jobs available for participants in this program have many different names in Industry, such as industrial machinery technician, mechatronics technician, industrial maintenance technician, electromechanical technician, etc. The equipment purchased under this project will allow for continuous delivery and testing for this certification after the project is completed.
5. **College Credit Certificate Mechatronics Technician.** The above-mentioned credentials transfer 15 credits into this 30-credit certificate. The rest are current Engineering Technology courses available at HCC. This credential enhances the capabilities of completers, allowing them to obtain higher paying jobs and contribute higher-level services to partner companies.

Funding would also support project costs to include operational expenses associated with hiring a Grant Manager, travel expenses and supplies for all administrative and reporting functions. The Grant Manager will recruit participants, meet with local industry and trade organizations, coordinate training and instructors, purchase equipment, books and supplies, and produce reports to the fiscal agent of the grant as well as the funding agency and our partners.

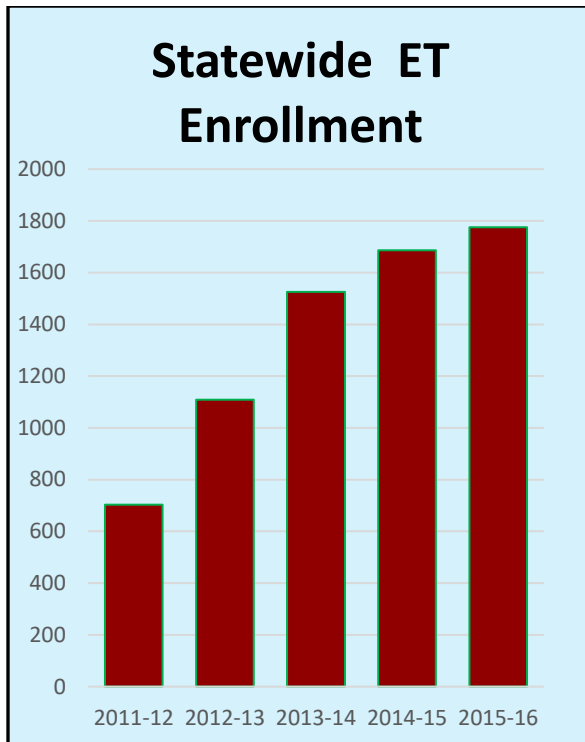
In support of the project HCC will supply: the existing equipment in the Engineering Technology laboratory (20 trainers in total); an online content delivery Learning Management System; software needed for the training; 10,000 square feet of lab space in 4 different locations in the county (Ybor, Brandon, Plant City and South Shore); and a reading tutor to support participants with Language deficiencies- a major obstacle in testing success. More than half of the participants, that do not complete certifications, possess the technical knowledge but are inhibited by language deficiencies, of which many are unemployed or underemployed. To assist with project delivery, an industry partner has granted access and use of a 5-axis CNC machine at no cost for 3 years.

All industry certification programs will be offered **free of charge to the participants**. In total, 496 participants are anticipated to receive program services with over 1,100 industry certifications completed.

The AS Engineering Technology program at HCC currently has 323 students enrolled in the program. Of which: an average of 85 take courses every semester; 25% are incumbent manufacturing workers; 20% obtain a job prior to course completion upon acquiring desired skill

via HCC training objectives; a small number of students complete the degree in 4 years while working in industry and enrolled in courses.

The Engineering Technology AS degree (ET) has experienced sustained growth in the State of Florida due to the high demand for skilled technicians to support manufacturing and logistics. The graph below displays the growth over a five year period.



All ET degree programs in the State are working very hard to support industrial growth in the state and all graduates are getting high wage salaries.

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

This funding will support the Engineering Technology program at HCC in several different ways:

1. The retrofit and equipping of a Computer Numerical Control Laboratory. This is a collaboration effort between 2 different HCC campuses and local industry. The Engineering Technology program at HCC has an existing CNC Machinist College Credit Certificate that has not been offered due to lack of appropriate Laboratory space and equipment. The goal of the CNC lab will be to provide short term, stackable National Institute for Metalworking Skills (NIMS) certification based training that articulates credits into HCC's ET program.
2. Expanded Manufacturing Skill Standards Council Certified Production Technician (CPT). This is a manufacturing basics certification that prepares participants to work in any manufacturing setting. HCC has been providing CPT training for over 12 years and

Hillsborough County manufacturers value this certification. This certification transfer 15 credits into the Engineering Technology AS degree at HCC and 22 other State Colleges in the state. The current enrollment and completions of all ET programs in the state would not be possible without this certification as most students are nontraditional and have some skills that are demonstrated through the CPT. This certification accelerates time to degree as it articulates 15 credits towards the ET degree. With this funding HCC will be able to offer CPT training in our Ruskin and Plant City campuses, areas that have experienced industrial growth and where there are no other opportunities for residents to get a jump start into manufacturing.

3. The Association for Packaging and Processing Technologies (PMMI) mechatronics certification program. HCC is a partner school of this nonprofit organization that has become the foremost mechatronics society. PMMI certifications are designed and tested by industry, guaranteeing relevance and acceptance by all constituents. HCC offers for credit courses in mechatronics that cover most of all 8 current PMMI certifications and this funding will allow to purchase equipment to provide the training for all 8 certifications. The credentials earned also transfer into the ET program at HCC through existing articulations.

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

All the Industry credentials proposed under this funding (NIMS CNC Machining, MSSC Certified Production Technician and PMMI Mechatronics) are nationally and internationally industry recognized credentials that apply to a variety of manufacturing employers. The training, books and materials, and certification costs will be fully covered by the funding and free of charge to the participants. It has been our experience with training, sponsored by other state and federal agencies, that even a small fee curtails qualified participants to obtain these valuable and marketable credentials.

1(D) Does this proposal support a program(s) that is offered to the public?

Yes

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

The Engineering Technology program at HCC is part of a network of 23 colleges that participate in the Engineering Technology Forum, a biannual rotating meeting supported by industry, vendors and the colleges. Participants include local industry, students, Florida Department of Education, local government, faculty and guests from other colleges and states. In this event the focus is the current state of technician training in Florida and the nation and what changes must be made to stay on top of new technology coming to our industry. The Florida Advanced Technological Education Center (FLATE) housed at HCC has been the promoter and supporter of stackable credentials training and articulation in Florida.

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

Yes

1(G) Describe how this proposal will promote economic opportunity by enhancing workforce training. Please include the number of jobs 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.

The Hillsborough County Manufacturing Alliance (HCMA), achieving success since 2015, is a three-pronged approach to addressing the identified skills gap in Hillsborough County by creating a pipeline of manufacturing talent and engaging manufacturers in the proposed Manufacturing Academy as follows:

- **Awareness:** Raise community awareness of production type jobs, especially among minorities, women and veterans, to increase enrollment in identified manufacturing-related programs and increase number of applicants for these positions
- **Training:** Improve the quality of candidates for production type jobs through manufacturing-related training, certifications, safety and workplace readiness training
- **Coordination:** Coordinate with manufacturers, manufacturing-related organizations, educational institutions, and workforce development partners to develop work experience opportunities and job placements and create a more efficient system of information sharing and connecting resources

Across the county and across this state, communities are experiencing what is being described as a “skills gap” or a mismatch between what manufacturers need in terms of worker skills, and the skills offered by the available workforce. A survey of local manufacturers also indicated a need for skilled workers in “shop floor” level skills to more advanced skill levels. In Hillsborough County, we are doing something about this skills gap. Partners such as Hillsborough Community College (HCC), Hillsborough County, the School Board of Hillsborough County, CareerSource Tampa Bay and private sector employers came together to develop a continuum of training opportunities guided by private sector input to enhance needed skills and attract new talent to a rewarding career in manufacturing. Special emphasis has been placed on the recruitment of minorities, women and veterans into the program as well.

Funding and equipment has been provided through the partners, and has been led by \$1 million in funding from the County for the past two fiscal years and an additional \$1 million commitment in the upcoming FY18-19 County budget. The program sends a message nationally that we are serious about supporting manufacturers and related educational partners. Our program is fiscally prudent because we leverage existing assets in the community and have not added any administrative overhead.

In addition to aiding the expansion of existing manufacturers, the HCMA is a benefit to the region and state when competing for new job opportunities against communities in other states. In working with our local EDC and EFI, we know that available, skilled workforce rises to the top of most prospect’s criteria to be shortlisted for a new project. This program is a benefit to the local and state economic development strategies.

Recent successes of the HCMA include:

- HCMA recognized as a Best Practice in 2016 by the Florida Career Pathways Network.
- Funded Alignment of the Engineering Technology program's curriculum with those of the National Institute for Metalworking Skills (NIMS) and American Welding Society (AWS) to provide students an accelerated pathway to an AS degree in Engineering Technology.
- Funded purchase and installation of new milling equipment for the Engineering Technology program to support enhanced alignment with current industry certification standards.
- Funded purchase and installation of new welding equipment for the Welding Technology program to support expansion of the welding lab and allow for accredited on-site student industry recognized certification testing, the 1st in Hillsborough County.
- Worked with manufacturer employers, staffing agencies and CareerSource Tampa Bay to host a Manufacturing Job Expo in April 2016 at the HCC Brandon Campus.
- Developed a strategic marketing and promotions plan to promote the Manufacturing Alliance of Hillsborough County program through a marketing campaign titled, "Made in Hillsborough". Campaign included an overall strategy, creative brand concepts, key messaging, and collateral materials including print, online and website development and an advertising.
- Created and launched a website to promote the manufacturing industry in Hillsborough County and assist website visitors in finding manufacturing-related information and educational resources. Website content includes quick facts on the manufacturing industry; links to associated local, state and national manufacturing associations and partner organizations; videos of local manufacturers' places of business and the work that is performed; success stories and testimonials of manufacturing employees and employers; promotion of activities that raise awareness and perceptions of manufacturing such as National Manufacturing Day; highlight current "top" vacancies in local manufacturing; and, manufacturing career pathways and ladders with the education required and average wages. www.madeinhillsborough.com
- Fast track training to teach 132 participants the basics of manufacturing in preparation for the nationally recognized Certified Production Technician (CPT) certification and a career in manufacturing. The certificate holder receives up to 15 credit hours towards an AS degree in Engineering Technology at Hillsborough Community College. This training is provided free of charge to participants.
- Led two (2) tours of manufacturing facilities for twenty (20) veterans and soon-to-be veterans to introduce them to career opportunities available within manufacturing, meet fellow veterans employed at a manufacturer and discuss how to transfer their military skills to a career in manufacturing.
- Provided funding to allow forty (40) high school students to attend Engineering Technology Summer Camps to receive an introduction to careers in manufacturing, tour an advanced manufacturing facility and learn about how Science, Technology, Engineering and Math is used in today's manufacturing.
- Facilitated classroom presentations and plant tours with middle and high school students in conjunction with National Manufacturing Day to change their perception of manufacturing and inspire next-generation workers to pursue careers in manufacturing. 367 students participated in 2015 and 430 students participated in 2016

- New CNC machine installed at Armwood HS. This investment helped fund the startup of this brand new program (started in school year 2016-2017) to meet industry demand for workers.
- Working with BAMA (Bay Area Manufacturers Association) to host the 1st ever “Made in Tampa Bay Expo” on October 19th at HCC’s Dale Mabry Campus. This event will be open to the public and will showcase products made here in Tampa Bay (Hillsborough, Pinellas and Pasco counties).
- Expansion of the MSSC Certified Production Technician (CPT) curriculum for the Pathways to Engineering Program at Middleton High School to increase the number of students eligible for this industry recognized certification. The certificate holder receives up to 15 credit hours towards an AS degree in Engineering Technology at Hillsborough Community College. As of January 2017, the number of students earning this certification was 14. However, additional students are earning this certification over the summer.
- Funded the purchase and installation of flux core welding equipment and welding simulators for welding programs at Hillsborough, Jefferson and Tampa Bay Tech High Schools to facilitate hands-on training and enhanced alignment with current industry training standards.
- Funded purchase and installation of a new CNC Lathe for the new machining program at Armwood High School to increase hands-on learning using current industry equipment.
- Hillsborough Education Foundation accomplishments:
 - Funding to provide paid Internship opportunities for three (3) high school students that participate in one of the manufacturing-related programs supported by our funding agreement with the Hillsborough School District (welding, machining technology, engineering programs). These internships are for a minimum of 80 hours and no more than 240 hours per student, and pay the student an hourly wage equivalent to or higher than the Florida minimum wage.
- Overall number of students assisted = 1,117:
 - HCC = 606 (as of May/June 2016)
 - Hillsborough County Schools = 511 (as of May/June 2016)
 - We expect that approximately 600 of the 1,100 students will go on to join the manufacturing workforce, making Florida more attractive to manufacturers and positively benefit the economy.

Additional Information

2(A) Is this an expansion of an existing training program? If yes, please provide an explanation for how the funds from the this grant will be used to enhance the existing program.

Yes, this grant will be used to enhance the Hillsborough County Manufacturing Alliance training program which was recognized as a Best Practice in 2016 by the Florida Career Pathways Network. Training programs include Welding, Certified Production Technician, Mechatronics Technician, CNC Machinist, and Engineering Technology. With these funds, HCC will be able to provide NIMS CNC Machining training in Hillsborough County and well as expand mechatronics training opportunities to Hillsborough County residents by allowing the establishment of a centrally located CNC lab in Ybor City and the equipment of HCC's current Engineering Technology Lab in Brandon.

2(B) Does the proposal align with Florida's Targeted Industries? If yes, please indicate the targeted industries with which the proposal aligns.

Yes, this proposal is intended to strengthen the Manufacturing Industry, which is one of Florida's targeted industries. This includes Aircraft and Aircraft Parts Manufacturing, Energy Equipment Manufacturing, Space Vehicles and Guided Missile Manufacturing, Ammunition, Electronics, Military Vehicles, Food and Beverage, Plastics and Rubber, and Machine Tooling

2(C) Does the proposal align with an occupation(s) in the Statewide Demand Occupations List and/or the Regional Demand Occupations List? If yes, please indicate the occupation(s) with which the proposal aligns.

Yes, this proposal aligns with the Statewide Demand Occupation List *and* the Regional Demand Occupation List for Workforce Development Area 15 - Hillsborough County for the following occupations: First-Line Supervisor of Production and Operating Workers; Industrial Machinery Mechanics; Machinists; and Welders, Cutters, Solderers and Brazers.

2(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.

The proposed training will be delivered using face-to-face classroom training, online live or synchronous training, and online theory delivery with in person at equipment hands on. The locations for classroom (in-person) and hands-on training include the Brandon Campus for CPT and Mechatronics training, Ybor City for CNC programs, Plant City for CPT training and Ruskin (South Shore Campus) for CPT training. Plant City and Ruskin campuses, located in two of the most underserved areas of Hillsborough County, will use this project as a jump-start for mechatronics programs. Manufacturers in Plant City include Mosaic, International Paper, James Hardie Building Products, Highland Packaging Solutions, and Dart Container Corporation, among others. Manufacturers and employers around Ruskin include Amazon, Farmco Manufacturers, Kennco Manufacturing, Mid-State Plastics, B & M Precision, Tampa Tank - Florida Structural Steel, among others.

2(E) Indicate the number of anticipated enrolled students and completers.

The proposed training is expected to prepare 496 participants with the potential of achieving 1296 Industry Certifications. Completion rates overall should be around 60%.

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

CPT: Face to face 3 weeks, online live 10 weeks at 8 hrs./week. This training will start immediately in Brandon and online upon funding. Training in Plant City and Ruskin will begin at month 4 of funding.

CNC: 48 hrs. per course, 4 courses total (1 per certification). This training will start as soon as the CNC lab is completed. First cohort is expected to begin training at month 10 of funding.

PMMI Mechatronics: 48 hrs./course, 8 courses total. The content is delivered online and the students come to perform hands on exercises in the lab. This training will start immediately upon funding with the most advanced courses beginning as soon as the new equipment is in place (3 months)

2(G) Describe the plan to support the sustainability of the proposal.

For the past three years, Hillsborough County, Hillsborough County Community College, Hillsborough County Schools and private sector employers have supported the development, growth and sustainability of the Hillsborough County Manufacturing Alliance into a proven program that gets results. Hillsborough County has committed \$1 million in funds to this effort in the past and plans to continue this level of support in the future. The equipment purchased through this funding allows offering industry training for the same certificates through our corporate college as professional development. This allows for sustainability and refresh of this equipment. In addition, increased enrollment in the Engineering Technology Program will help funding for supporting these efforts through state programs like CAPE Industry Certification funding.

2(H) Identify any certifications, degrees, etc. that will result from the completion of the program. Please include the Classification of Instructional Programs (CIP) code if applicable.

Manufacturing Skill Standards Council Certified Production Technician (CPT)

NIMS Computer Numerical Control Credentials: CNC Milling: Operator, CNC Milling: Programming Setup & Operations, CNC Turning: Operator, and CNC Turning: Programming Setup & Operations

Fluid Power 1, Industrial Electricity 1, Industrial Electricity 2, Mechanical Components 1, Mechanical Components 2, Motor and Motor Controls, Programmable Logic Controllers (PLCs) 1, and Programmable Logic Controllers (PLCs) 2

College Credit Certificate CNC Machinist (SOC Code 51-4012 – Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic)

College Credit Certificate Mechatronics (SOC Codes 17-3024 – Electro-Mechanical Technicians and 17-3027 – Mechanical Engineering Technicians). All these certifications articulate credit into the AS degree in Engineering Technology (CIP 1615000001)

2(l) Does this project have a local match amount? If yes, please describe the entity providing the match and the amount.

Yes, Hillsborough County is committing \$1 million to the overall HCMA program which includes the continuation of training opportunities, funding of new training equipment and marketing of manufacturing career opportunities with partners at Hillsborough County Public Schools and HCC. The subject grant funds will be used to augment this \$1 million commitment.

Program Budget

Estimated Costs and Sources of Funding: Include all applicable workforce training costs and other funding sources available to support the proposal.

3(A) Workforce Training Project Costs

Equipment	\$361,351	
Personnel	\$126,242	
Facilities	\$161,897	
Tuition	\$0	
Training Materials	\$117,000	
Other:	\$358,720	Please Specify: Computer desks, NIMS Registration, Instructor cost, testing and certification costs, travel
Total Project Costs	\$1,125,210	

3(B) Other Workforce Training Project Costs Funding Sources

City/County	\$
Private Sources	\$
Other (grants, etc.)	\$
Total Other Funding	\$

Total Amount Requested \$1,125,210

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

CPT Training

Learning Management System access (\$10,000, 5,000/yr.) This provides access to all electronic materials to the participants.

Registration and Certification costs (\$80,640) (\$60 registration and \$45 per test for four tests per participant)

Equipment (\$72,000)

Four Amatrol SkillBoss at \$18,000 each. This compact unit allows covering all technical aspects of the CPT training. 2 units will be housed in Ruskin and 2 in Plant city, allowing for the delivery of CPT training to these underserved regions of the county.

CNC training

Equipment total \$206,751

HAAS VF3 w TR160 (\$112,866), HAAS ST-20Y CNC Lathe w/Y Axis (\$93,885) These are the 2 major components in the CNC lab. The equipment will be purchased following HCCs procurement process and has a delivery time of 4 months

20 computer stations composed of configurable desk/computer stations and a desktop computer (\$40,000).

Facilities

Lab retrofit. This will allow our current Ybor City facility to house the CNC lab. This includes remodeling, power supply, ventilation changes, etc. (\$161,897)

NIMS registration (\$10,000, \$5,000/yr.) This provides unlimited registration and testing for participants.

Materials \$40,000. This includes consumables, tooling, metals, etc. for the training.

Books \$19,200. This book is produced in conjunction with NIMS and provides the theoretical background for machining.

Instruction costs (\$46,080, \$11,520 in yr. one and \$34,560 in yr. two.)

Mechatronics Training

Certification costs \$48,000 (\$75 per test, 8 tests per participant. This is a reduced cost due to HCC being a partner school to PMMI, regular price \$125 per test))

Materials \$8,000. This includes consumables for the mechatronics training.

Books \$38,400. Each module and certification is supported by one book at \$60.

Equipment. This equipment allows completing what is available in the Engineering Technology Lab to be able to provide all eight PMMI certifications to industry.

Laser Shaft Alignment Learning System \$15,700

Electrical Wiring Learning System \$25,100

Portable PLC Troubleshooting Learning System \$20,800

Personnel

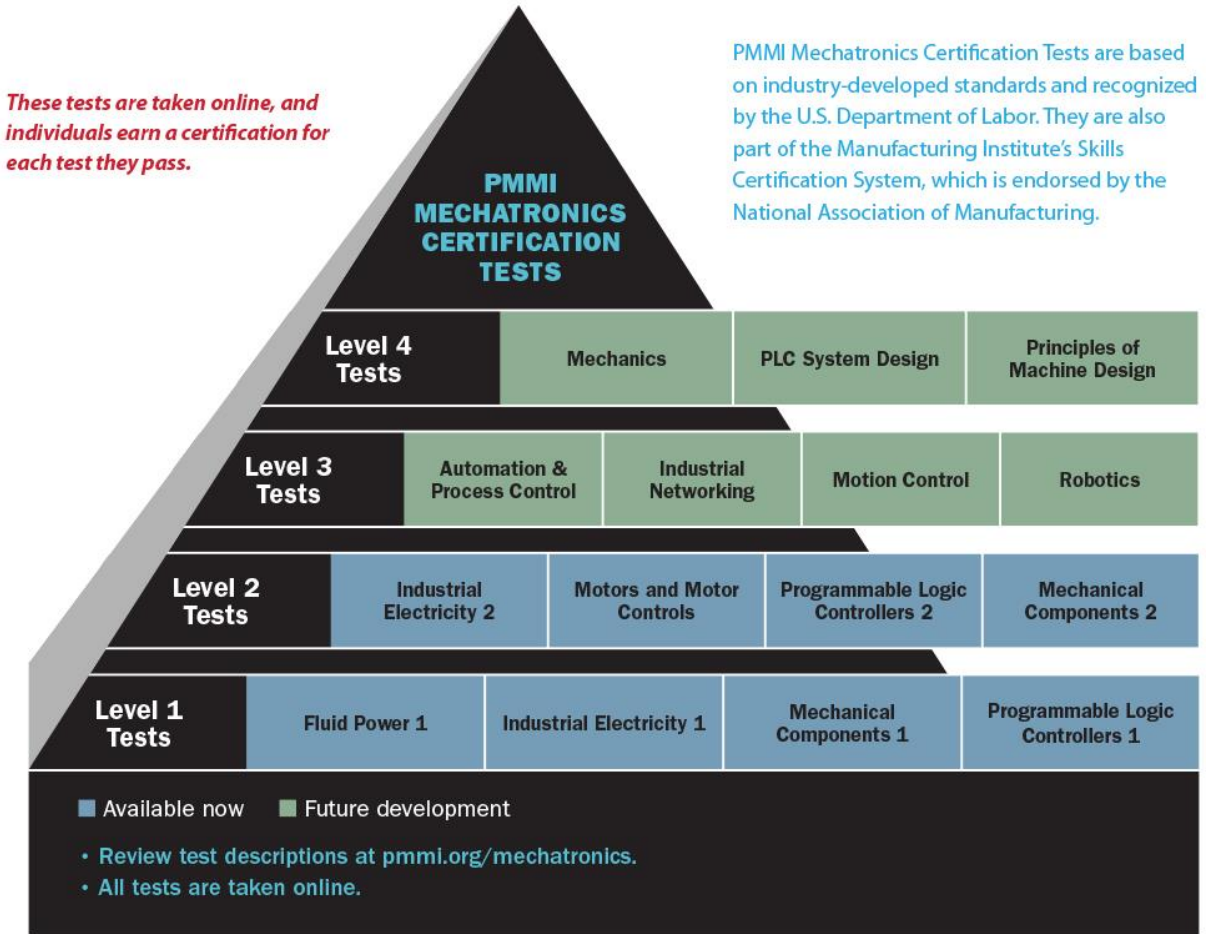
One grant manager will be hired for the duration of the project. This person will oversee all grant related activities and will provide reports to all constituents \$123,941 for the duration of the project including all benefits.

Travel \$10,000

Computer \$1,000

Supplies \$1,400

This infographic could be included if needed.



PMMI Infographic

Approvals and Authority

4(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 a board, commission or council)?

If awarded the grant funds on this proposal, HCC must receive approval from the College's in-house Legal Office and the College President.

4(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 meeting for the group for a period of at least six months:***
N/A
- ii. ***State whether that group can hold special meetings, and is so, upon how many days' notice:***
N/A

4(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.

The undersigned has the authority to execute this proposal on behalf of HCC as evidenced by adherence to the "HCC's Grant Process" procedure (please see https://www.hccfl.edu/media/1048283/hcc_grants_process_10-29-14.pdf).

Hillsborough Community College

Attachment 2: Budget

Budget Numbers

CNC Training

CNC Lab

#	Description	Unit Cost	Total	Yr 1	Yr 2	Total	Grand Total	Student total	Certification total
1	Space Retrofit	\$161,897	\$161,897				\$1,125,210	496	1,296
10	Student Computer/Desk	\$2,000	\$20,000						
20	Desktop computers	\$1,000	\$20,000						
1	HAAS VF3 w TR160	\$112,866	\$112,866						
1	HAAS ST-20Y CNC Lathe w/Y Axis	\$93,885	\$93,885						

\$408,648 \$408,648

NIMS Yearly Registration and unlimited testing

Number of certifications	4			\$5,000	\$5,000	\$10,000			
Students per cohort	20							80	320
number of cohorts (each student taking all 4 courses)/yr	3								
Instructor pay/hr	\$60								
Contact time/course	48								
Instruction cost at \$60/hr				\$11,520	\$34,560	\$46,080			
Materials/student	\$500			\$10,000	\$30,000	\$40,000			
Books/student	\$240			\$4,800	\$14,400	\$19,200			

CPT Training

Yearly unlimited users LMS access

Number of certifications	1			\$5,000	\$5,000	\$10,000			
Students per cohort	24							336	336
number of cohorts/yr	7								
Materials/student	0								
Books/course	\$0								
Instructor time/course	80								
Instructor pay/hr	\$60								
Instruction cost				\$33,600	\$33,600	\$67,200			
Certification costs/student	\$240								
Certification costs				\$40,320	\$40,320	\$80,640			
Equipment for satellite centers each	\$18,000								
Number of pieces of equipment	4			\$72,000		\$72,000			

Mechatronics Training

Number of certifications	8								
Hands on time per certification course	20								
Students per cohort	20							80	640
number of cohorts (each student taking all 8 courses)/yr	2								
Materials/student	100			\$4,000	\$4,000	\$8,000			
Books/course	\$60			\$19,200	\$19,200	\$38,400			
Instructor time/course	40								
Instructor pay/hr	\$60								
Instruction cost				\$38,400	\$38,400	\$76,800			
Certification costs/test	\$75								
Certification costs				\$24,000	\$24,000	\$48,000			
Equipment				\$15,700		\$15,700			
				\$25,100		\$25,100			
				\$20,800		\$20,800			

Grant Manager

Travel \$62,188 \$64,054 \$126,242

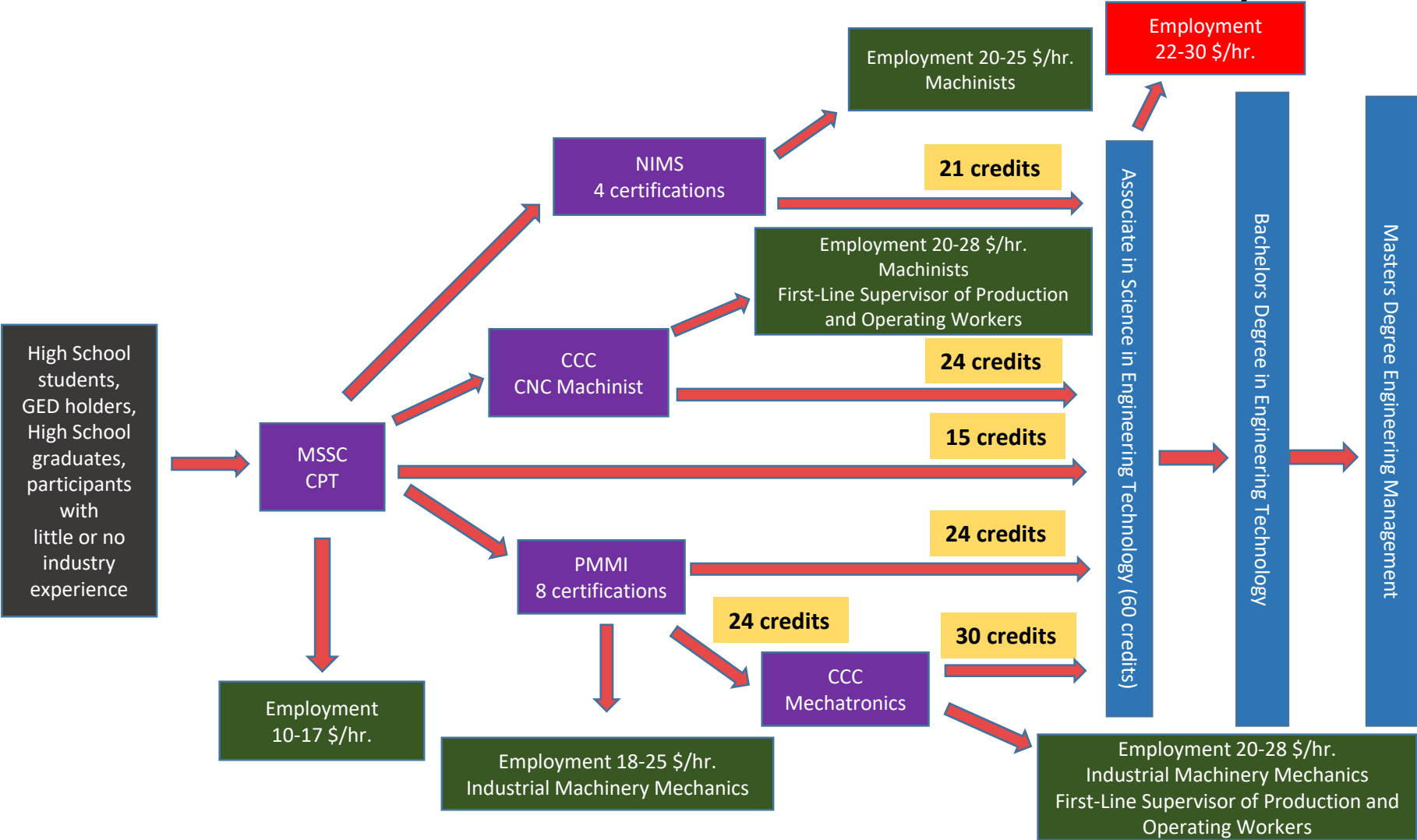
Computer \$5,000 \$5,000 \$10,000

\$1,000 \$1,000

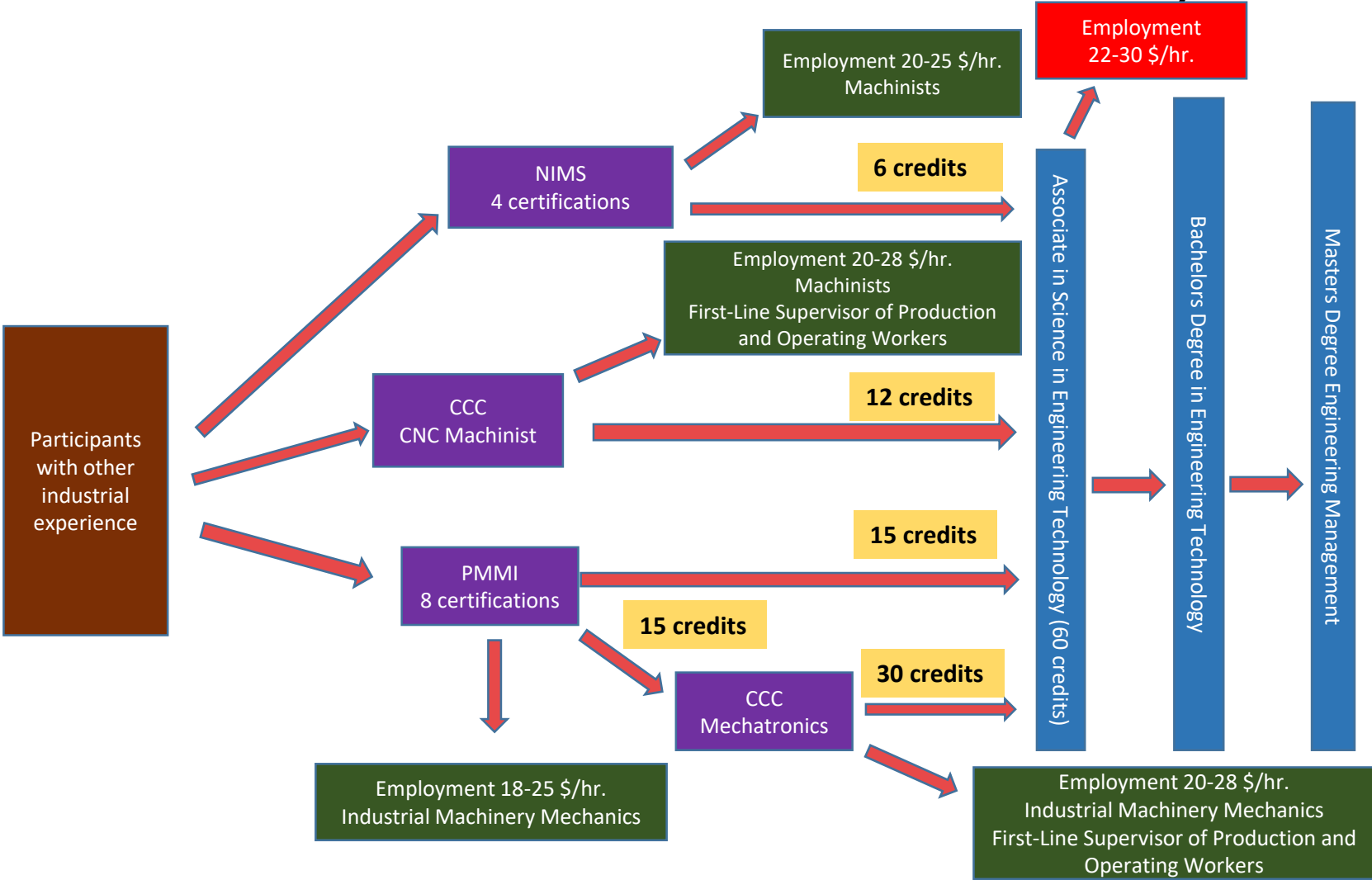
Hillsborough Community College

Attachment 3: Pathways

Education and Career Pathways



Education and Career Pathways



Hillsborough Community College
Attachment 4: Marketing Materials



MANUFACTURING ALLIANCE OF HILLSBOROUGH COUNTY

BUILDING THE INDUSTRY
— THAT IS —
BUILDING THE WORLD!



MadeInHillsborough.org

Founding partners





GREATNESS IN THE MAKING

Propelled by rapid innovation, today's manufacturers rely on increasingly advanced technology—and they need skilled workers to develop and operate it. So our community's leaders joined forces to create the Manufacturing Alliance of Hillsborough County. By providing students, teachers and job seekers with the resources they need, we will help our manufacturing sector to succeed for generations to come.

Together, we are forging a solid future for the industry that is building our world.

THE ALLIANCE IN ACTION

Preparing students to thrive. We help students and parents learn about the Hillsborough County manufacturing sector and its many opportunities.

Designing curriculum to fit workforce needs. We design training programs to meet existing and emerging talent needs of Hillsborough County manufacturers.

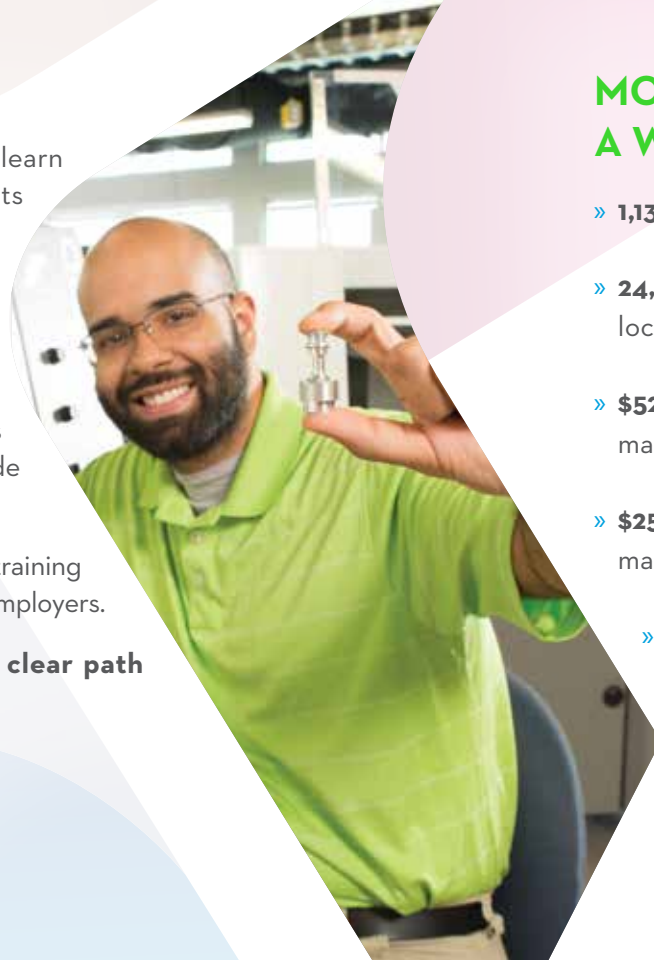
Training and connecting job seekers. We train people for today's most in-demand positions and connect them to our sector's wide array of manufacturers.

Empowering veterans. We connect veterans with accelerated training programs and networking opportunities with top manufacturing employers.

Our focused training and education programs create a clear path to the hottest career opportunities in manufacturing today:

- » CNC Machinists
- » CNC Operators
- » Maintenance Mechanic
- » Welders

MadeInHillsborough.org



MODERN MANUFACTURING: A WORLD OF OPPORTUNITY

- » **1,136 manufacturers** in Hillsborough County
- » **24,770 people employed** by manufacturers located in the county
- » **\$52K average salary** of county manufacturing employees
- » **\$25 average hourly salary** of county manufacturing employees
- » **Less than 2 years** of post-high school training required for an entry-level position
- » **28.8% growth** projected in nonmetallic mineral manufacturing, the fastest growing field in the county



BUILDING THE INDUSTRY
— THAT IS —
BUILDING THE WORLD!



MANUFACTURING ALLIANCE
OF HILLSBOROUGH COUNTY

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think
thinkcreativeinc.com

BRAND COMMITMENT #1

We commit to...

CHANGING THE PERCEPTION OF MODERN MANUFACTURING IN TAMPA BAY

Too many people still think "manufacturing" is a dirty word. Literally. Dark factories, bleak assembly lines, dead-end jobs...this is the image people have in their heads. We will spread the true story of modern manufacturing: a diverse sector featuring a wide range of facilities, technologically rich environments and a highly skilled workforce with a wealth of career opportunity.

BRAND COMMITMENT #2

We commit to...

SHARING THE PRIDE FELT BY PEOPLE WHO WORK IN MANUFACTURING TODAY

Manufacturing workers create things that the rest of the world relies on to live, to thrive, and to survive. That's a pretty awesome thing to do. By conveying that to people outside the industry, we will inspire a new generation to explore manufacturing as a potential career path.

BRAND COMMITMENT #3

We commit to...

SIMPLIFYING THE PATH TO A SUCCESSFUL MANUFACTURING CAREER

From internships to fast-track certification programs, we will create focused training and education programs at every level, and make existing options even more accessible. All to make it as easy as possible for people to enter the workforce and rise through the ranks.

BRAND COMMITMENT #4

We commit to...

FOSTERING CRITICAL CONNECTIONS ACROSS THE MANUFACTURING COMMUNITY.

From helping freshly trained workers find the employers who need them, to giving business leaders a direct line to the educators who develop new curriculum, we create the strong connections that spawn great opportunities.

Hillsborough County Manufacturing Academy Program

Strategic Planning Kick-Off
December 2015



STRATEGIC INSIGHTS

Hillsborough Manufacturing Academy

- The Academy thought of as an institution or brick and mortar entity. Those involved are spending a lot of time explaining. Perhaps the word "Academy" in the name is a misnomer.
- Overall, branding and a "home" for the Academy is needed
- Word of mouth, one-on-one communication is important, particularly among older second-career candidates, and employers
- Parents are gatekeepers to decisions/information
- Need more involvement from the manufacturing sector - or need to identify how to best use/mobilize manufacturers
- Sense of community needed among those involved



Hillsborough County Manufacturing Academy Program | December 2015

Target Audience: PERSONAS

DEREK & AMY Parents

- Married for 19 years. Have 2 kids: Emily, 17, headed to college to pursue a Business degree. Anna, 13, is smart and does well in school but doesn't seem to have a direction or affinity for one thing.
- Amy has an Associate's degree and works as an Executive Assistant
- Derek started out waiting tables at a restaurant chain and worked his way up to a District Manager.
- They want their daughters to pursue their dreams and passions, but also want them to make a good living to support themselves.

MESSAGES THAT MATTER TO THEM:

- Solid career pathway with great earning potential
- High demand for skilled manufacturing workers
- Diverse options - different types of manufacturing, positions and environments
- Female-friendly
- Strong network of education resources right in HCC



Hillsborough County Manufacturing Academy Program | December 2015

Target Audience: PERSONAS

JOHN Veteran

- John's divorced with a 4-year old daughter
- He joined the armed forces right out of high school
- During his two tours of active duty in Afghanistan, he felt useful and challenged
- After serving in the military John found it difficult to find a steady job. He's been working a nighttime security guard to pay bills and take care of his family, but is bored by the job and doesn't have advancement opportunities with this employer.



MESSAGES THAT MATTER TO HIM

- Solid career pathway with great earning potential
- Challenging and rewarding work that makes an impact on the world
- High demand for skilled manufacturing workers
- Excellent education and professional resources to help vets transition to manufacturing careers



Hillsborough County Manufacturing Academy Program | December 2015

Tactic: BRAND COMMUNICATIONS

Goal: Change perception of manufacturing industry. Raise awareness, excitement and participation in the programs and resources. Provide ongoing news and updates.

COLLATERAL

- Brochures
- Displays
- Pamphlets
- Rack cards
- Promotional items
- Banners
- Posters

CAMPAIGNS

- Advertising
 - Business community
- Direct Mail
 - Audience TBD

ONGOING

- Newsletter
 - Audience TBD
 - Print and/or digital
- Reports
 - Print and/or digital
- Public Relations
- Social Media



Hillsborough County Manufacturing Academy Program | December 2015

Tactic: CULTURE & COMMUNITY

Goal: Create a strong, interdependent network of individuals and institutions who will drive the future of manufacturing. Make it easy for relevant entities to support one another's efforts. Drive participation and facilitate access to programs.

AMBASSADORS

Identify a group of people from each target audience who will serve as the representatives and advocates for this effort. We can use them in/as:

- Creative
- Website
- Earned Media
- Focus Groups
- Tour leaders
- Tour Hosts

COMMUNITY PARTNERSHIPS

Connect with organizations and businesses who serve similar target audiences to create a co-promotion and/or rewards program for people who participate in academy initiatives. Potential partners:

- School Clubs (manufacturing, engineering, STEM)
- The Hive
- Hackerspace
- MOSI



Hillsborough County Manufacturing Academy Program | December 2015

Tactic: EXPERIENCE

Goal: Create dynamic experiences that engage the target audience in our mission.

RECURRING EVENTS

- Lunch & Learns - product or equipment demonstrations by local manufacturing professionals
- Speaking Engagements - short talks by noteworthy manufacturing personalities, i.e. Titan president, military personnel
- Veterans Lunch or Happy Hour - hosted by local manufacturing companies
- Employer / employee speed dating

EXISTING EVENTS

Support with collateral and PR, and mobilize ambassadors to participate

- Manufacturing Day (October)
- Career Fairs (April)
- Great American Teach-In (November)
- Summer camps
- College nights (spring / fall)
- Amazing Race (April 1)



Hillsborough County Manufacturing Academy Program | December 2015

