

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

Proposal Instructions: The Florida Job Growth Grant Fund Proposal (this document) must be completed and signed by an authorized representative of the entity applying for the grant. Please read the proposal carefully as some questions may require a separate narrative to be completed. If additional space is needed, attach a word document with your entire answer.

Entity Information

Name of Entity: _____

Federal Employer Identification Number (if applicable): XXXXXXXXXX _____

Primary Contact Name: _____

Title: _____

Mailing Address: _____

Phone Number: _____

Email: _____

Secondary Contact Name: _____

Title: _____

Phone Number: _____

Workforce Training Grant Eligibility

Pursuant to 288.101, F.S., the Florida Job Growth Grant Fund was created to promote economic opportunity by improving public infrastructure and enhancing workforce training. This includes workforce training grants to support programs offered at state colleges and state technical centers.

Eligible entities must submit proposals that:

- Support programs and associated equipment at state colleges and state technical centers.
- Provide participants with transferable and sustainable workforce skills applicable to more than a single employer.
- Are offered to the public.
- Are based on criteria established by the state colleges and state technical centers.
- Prohibit the exclusion of applicants who are unemployed or underemployed.

1. Program Requirements:

(If additional space is needed, attach a word document with your entire answer.)

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

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

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

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

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

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

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

Yes

No

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

2. Additional Information:

(If additional space is needed, attach a word document with your entire answer.)

- A.** Is this an expansion of an existing training program? Yes No
 If yes, please provide an explanation for how the funds from this grant will be used to enhance the existing program.
-

- B.** Does the proposal align with Florida’s Targeted Industries? Yes No
 ([View Florida’s Targeted Industries here.](#))
 If yes, please indicate the specific targeted industries with which the proposal aligns.
 If no, with which industries does the proposal align?
-

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

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

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

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

Begin Date: _____

End Date: _____

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

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

- I.** Does this project have a local match amount? Yes No

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

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

3. Program Budget

(If additional space is needed, attach a word document with your entire answer.)

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

1.) **Total Amount Requested** \$ _____
 Florida Job Growth Grant Fund

A. Other Workforce Training Project Funding: Sources:

City/County \$ _____

Private Sources \$ _____

Other (grants, etc.) \$ _____

Please Specify: _____

Total Other Funding \$ _____

B. Workforce Training Project Costs:

Equipment \$ _____

Personnel \$ _____

Facilities \$ _____

Tuition \$ _____

Training Materials \$ _____

Other \$ _____

Please Specify: _____

Total Project Costs \$ _____

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

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

4. Approvals and Authority

(If additional space is needed, attach a word document with your entire answer.)

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

-
- B. If approval of a board, commission, council or other group is needed prior to execution of an agreement between the entity and the Florida Department of Economic Opportunity:

- i. Provide the schedule of upcoming meetings for the group for a period of at least six months.
- ii. State whether entity is willing and able to hold special meetings, and if so, upon how many days' notice.

-
- 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 and to the best of my knowledge, that all data and information submitted in proposal is truthful and accurate and no material fact has been omitted.

Name of Entity: _____

Name and Title of Authorized Representative: _____

Representative Signature: *Brenda Tate*

Signature Date: _____



2019-2020 FLORIDA JOB GROWTH GRANT FUND

(additional documentation)

1. Program Requirements:

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

Earn to Learn FL™ is a proven and innovative matched-savings program for low- and moderate-income students which provides the financial resources they need to attain their educational goals by enrolling and completing their Career and Technical Training (CTE) with little or no student debt. **Earn to Learn FL™** matches students' savings of up to \$500 with up to \$4,000 in financial assistance, which is renewable each year, until graduation or program completion. It is a simple formula for work force training that combines student savings with financial literacy training, success coaching, and financial assistance to achieve career advancement through technical education.

The required completion of the **Earn to Learn FL™** financial literacy training will satisfy one of Governor's DeSantis' **Workforce Education** initiative goals to provide high school students with opportunity for credited financial literacy training. **Earn to Learn FL™** is also aligned with the **Strengthening Alignment between Industry and Learning (SAIL) to 60** Initiative to increase to 60 percent Florida's working-age adults with a high-value post-secondary certificate, degree, or training experience by 2030.

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

The state colleges and state technical centers support by this proposal include, but are not limited to:

- i. Florida Southwestern State College
- ii. Charlotte Technical College
- iii. Immokalee Technical College
- iv. Lorenzo Walker Technical College
- v. Cape Coral Technical College

27911 Crown Lake Blvd., Suite 223, Bonita Springs, FL 34135

www.earntolearnfl.org – contact@earntolearnfl.org – (239) 908-0301

- vi. Fort Myers Technical College
- vii. Southwest Florida Public Service Academy
- viii. Hendry County Schools Workforce Development

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

Earn to Learn FL™ prepares students for post-secondary success measured by on-time completion of their CTE certification, career readiness, and avoiding the accumulation of burdensome student loan debt. The program helps students realize their full potential by providing support in key areas of post-secondary education planning and success. The students complete their FAFSA, participate in money management and financial empowerment training, and build habits to gain the financial confidence needed to be good stewards of the resources they acquire to complete their education or training.

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

This proposal expands the capacity of **Earn to Learn FL™** to offer financial literacy training, success coaching, and financial assistance to eligible students to pursue Career and Technical Education (CTE) and/or some college. This approach is aligned with the FutureMakers Coalition goal of transforming Southwest Florida's workforce by increasing the proportion of working-age adults with degrees, certificates, and other high-quality credentials.

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

Open-door access and affordability are integral aspects of the Florida College System. Florida's 28 colleges are open to everyone and offer GED training, adult basic education, as well as certificate, associate, and bachelor's degree programs. Certificate and degree programs offered at the colleges range from automotive service technology to nursing to the Associate in Arts degree, which guarantees transfer to one of Florida's 12 state universities or a Florida College System institution. Many colleges are now offering bachelor's degrees in high demand fields such as Nursing, Technology, and Education.

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

To support underemployed individuals, **Earn to Learn FL™** students must be willing to be employed and save a portion of their earnings to receive financial assistance. Unemployed, but otherwise eligible individuals, will be referred to their local CareerSource for job search, education, or training needs to realize their employment goals.

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

This proposal will provide the opportunity for at least 425 students to complete their post-secondary CTE training and/or complete some college. The students who persist and complete their CTE certifications will have skills aligned with employment opportunities and exposure to local jobs with career pathways. Standards of measurement by which efficiency, performance, progress, and quality of the **Earn to Learn FL™** program is assessed to demonstrate the economic impact will include initial conditions and capacities, inputs, outputs, capacity outcomes, and realized outcomes as defined by Innovative Metrics for Economic Development published in 2017 through a cooperative agreement between U.S. Department of Commerce, Economic Development Administration and the Center for Innovation Strategy and Policy at SRI International.

2. **Additional Information:**

- a. **Is this an expansion of an existing training program? Yes**

The proposal will expand the capacity of **Earn to Learn FL™** to support and provide financial assistance for eligible students to pursue Career and Technical Education (CTE) and/or some college. The **Earn to Learn FL™** method to support post-secondary education students to receive CTE, undergraduate or advanced degrees shows trends that demonstrate a new financial assistance approach to empower low to moderate income students to reach their educational goals. By leveraging student savings, government funding, corporate support, and community support, we have achieved the following since 2016 inception:

- i. Over 550 students completed a pre-registration form to express interest.
- ii. Over 175 students started or completed required financial literacy training.
- iii. 102 students qualified to open their **Earn to Learn FL™** savings account.
- iv. Those students have cumulatively saved over \$51,000.
- v. Over \$250,000 total has been paid to students' accounts to various academic institutions.
- vi. Almost \$600,000 is reserved for financial assistance to be paid during 2020 and 2021.
- vii. We have made 92 payments on behalf of **Earn to Learn FL™** students.
- viii. Students have used their **Earn to Learn FL™** financial assistance to attend Florida state colleges and universities.

Earn to Learn FL™ students have an average GPA of 3.45 as of the end of spring 2019 semester.

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

The proposal aligns with all Florida's Targeted Industries with need for a skilled workforce developed by CTE and/or some college.

c. Does the proposal align with an occupation(s) on the Statewide Demand Occupations List and/or the Regional Demands Occupations List? Yes

Southwest Florida Employment Growth Occupations From 2017 to 2025 Requiring CTE or Some College			
Occupation	Average Annual Growth	Median Wage	Minimum Education
Customer Service Representatives	1376	\$ 14.41	CTE
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1348	\$ 15.92	CTE
Cooks, Restaurant	1302	\$ 13.31	CTE
First-Line Supervisors of Retail Sales Workers	1022	\$ 20.10	CTE
Nursing Assistants	1019	\$ 13.24	CTE
Carpenters	867	\$ 18.45	CTE
Registered Nurses	866	\$ 31.18	Some College
First-Line Supervisors of Food Preparation and Serving Workers	754	\$ 16.31	CTE
Bookkeeping, Accounting, and Auditing Clerks	648	\$ 17.91	Some College
Maintenance and Repair Workers, General	634	\$ 17.27	Some College
First-Line Supervisors of Office and Administrative Support Workers	588	\$ 25.03	Some College
First-Line Supervisors of Construction Trades and Extraction Workers	568	\$ 27.50	Some College
Hairdressers, Hairstylists, and Cosmetologists	557	\$ 13.52	CTE
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	555	\$ 22.91	CTE
Farmers, Ranchers, and Other Agricultural Managers	546	\$ 49.75	Some College
Childcare Workers	537	\$ 10.89	CTE
Security Guards	536	\$ 12.63	CTE
Personal Care Aides	529	\$ 10.84	CTE
Medical Assistants	497	\$ 15.97	CTE
Painters, Construction and Maintenance	486	\$ 14.82	CTE
Heavy and Tractor-Trailer Truck Drivers	482	\$ 18.28	CTE
General and Operations Managers	433	\$ 50.64	Some College
Light Truck or Delivery Services Drivers	429	\$ 14.42	CTE
Automotive Service Technicians and Mechanics	385	\$ 18.78	CTE
Home Health Aides	365	\$ 12.28	CTE
Source: Southwest Florida Work Force Overview Study 2018 WorkForce NOW prepared by the FutureMakers Coalition research team of Florida Southwestern State College, Hodges University and Florida Gulf Coast University.			

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

The post-secondary state college and state technical centers listed below provide the training as described in their respective course offerings.

- i. Florida Southwestern State College
- ii. Charlotte Technical College
- iii. Immokalee Technical College
- iv. Lorenzo Walker Technical College
- v. Cape Coral Technical College
- vi. Fort Myers Technical College
- vii. Southwest Florida Public Service Academy
- viii. Hendry County Schools Workforce Development

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

Assuming the average student funding gap is \$2,250 for a student to complete a 2-year CTE program at a state college or state technical center or earn some college credits, it is projected a \$1million Florida Job Growth Grant Fund investment, matched by \$598,450 local funds, will produce the following results (actual numbers will vary based on each programs price and number of months to complete):

- i. 425+ eligible students will complete required financial literacy training
- ii. 425+ eligible students save up to \$250 from their earnings
- iii. 425+ eligible students will secure up to \$2,000 **Earn to Learn FL™** financial assistance
- iv. Up to \$2,250 per eligible student will be transferred to their school's student account to cover tuition, fees, books, and equipment

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

Begin Date: January 1, 2020 End Date: December 31, 2022

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

Earn to Learn FL™ is scalable to serve the entire state of Florida based on expansion areas with a state college anchor and state technical centers organized like the program area in Southwest Florida. Sustainable funding will result from reliable investments over time from a balance of government, academic, and philanthropic resources.

Earn to Learn FL™ was launched in mid-2016 with \$200,000 seed funding. Subsequent funding to further develop and demonstrate the impact of **Earn to Learn FL™** has come primarily from community and corporate philanthropy. We are working to identify additional sources of funding to support **Earn to Learn FL™**. We work with corporate, foundation and individual philanthropists to identify and secure funding to leverage government funding. **Earn to Learn FL™** is modeled after Earn to Learn™ in Arizona that launched in 2013 with well documented outcomes showing vastly improved retention, persistence, and graduation rates for income challenged students. Our early results in Florida demonstrate we are on track to achieve similar stellar outcomes for our students. **Earn to Learn FL™** is part of an emerging national coalition lead by Arizona's Earn to Learn™ to establish Earn to Learn™ as the new public/private model for student financial assistance for higher education in the United States.

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

Earn to Learn FL™ students who qualify, enroll, and complete a CTE certification and/or some college from the 2019/20 Florida Statewide Demand Occupation List and are also included in the Southwest Florida Employment Growth Opportunities from 2017 through 2025 in Section G will be given priority. Those occupations include:

Employment Growth Occupations From 2017 to 2025 Requiring CTE or Some College			
Occupation	Average Annual Growth	CIP Code	% of Completers
Customer Service Representatives	1376	52.0411	8%
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1348	52.0401	8%
Cooks, Restaurant	1302	12.05	5%
First-Line Supervisors of Retail Sales Workers*	1022	52.02	10%
Nursing Assistants	1019	51.3902	5%
Carpenters	867	46.02	5%
Registered Nurses	866	51.3801	6%
First-Line Supervisors of Food Preparation and Serving Workers*	754	52.02	10%
Bookkeeping, Accounting, and Auditing Clerks	648	52.03	6%
Maintenance and Repair Workers, General	634	47.00	6%
First-Line Supervisors of Office and Administrative Support Workers*	588	52.02	10%
First-Line Supervisors of Construction Trades and Extraction Workers*	568	52.02	10%
Hairdressers, Hairstylists, and Cosmetologists	557	12.04	2%
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products*	555	52.18	10%
Farmers, Ranchers, and Other Agricultural Managers	546	1.0104	4%
Childcare Workers	537	13.99	2%
Security Guards	536	43.0109	3%
Personal Care Aides	529	51.3902	2%
Medical Assistants*	497	51.1004	10%
Painters, Construction and Maintenance	486	46.00	2%
Heavy and Tractor-Trailer Truck Drivers	482	49.0205	2%
General and Operations Managers*	433	52.02	10%
Light Truck or Delivery Services Drivers	429	49.0299	2%
Automotive Service Technicians and Mechanics	385	47.06	2%
Home Health Aides	365	51.3902	1%
TOTAL Projected Program Completers			100%
*2019/20 Florida Statewide Demand Occupation List			
Source: Southwest Florida Work Force Overview Study 2018 WorkForce NOW prepared by the FutureMakers Coalition research team of Florida Southwestern State College, Hodges University and Florida Gulf Coast University.			

h. Does this project have a local match amount? Yes.

\$598,450 local match will be provided as described in budget narrative.

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

Letters of support attached.

3. Program Budget:

Total Amount Requested		\$ 1,000,000
Other Workforce Training Program Funding		
Private Sources: Currently Committed Earn to Learn FL™ Financial Assistance for 2020-2021	\$ 437,500	
Other: Student Savings Investment	\$ 160,950	
Total Other Funding		\$ 598,450
Total Funding		\$ 1,598,450
Workforce Training Program Costs		
Equipment	\$ -	
Personnel (Wages & Benefits, Contracted Services)	\$ 150,000	
Facilities	\$ -	
		<i>Financial assistance for program participant tuition, fees, books, and equipment</i>
Tuition & Training Materials	\$ 1,448,450	<i>expenses</i>
Other	\$ -	
Total Program Costs		\$ 1,598,450

- 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.

PROGRAM BUDGET BY YEAR

	2019*	2020	2021	TOTAL
FUNDING				
Florida Job Growth Grant Proposal	\$ -	\$ 1,000,000	\$ -	\$ 1,000,000
Other Funding Sources	\$ 437,500	\$ -	\$ -	\$ 437,500
Student Savings	\$ -	\$ 82,825	\$ 78,125	\$ 160,950
TOTAL PROGRAM FUNDING	\$ 437,500	\$ 1,082,825	\$ 78,125	\$ 1,598,450
EXPENSES				
Financial Assistance	\$ -	\$ 745,325	\$ 703,125	\$ 1,448,450
Personnel & Contracted Services	\$ -	\$ 75,000	\$ 75,000	\$ 150,000
TOTAL PROGRAM EXPENSES	\$ -	\$ 820,325	\$ 778,125	\$ 1,598,450

*2019 funding currently held in reserve for grants to be issued 2020-2021

Program Overview:

With Florida Job Growth Grant funding anticipated in early 2020, upon **Earn to Learn FL™**'s Board approval, this program will provide approximately 425 students with Career and Technical Education (CTE) funding through the **Earn to Learn FL™** program. This two-year program (2020-2021) is designed to cover multiple program enrollment terms during this time period, to maximize ability to reach as many eligible students as possible.

This funding provides for **Earn to Learn FL™** program expansion to increase the percentage of Florida's working-age adults with a high-value post-secondary CTE and/or some college experience. As illustrated in the budget, 85% of requested Florida Job Growth Grant funding (\$850,000) will be used for financial assistance for program participants, with the remaining 15% (\$150,000) allocated to program administration/personnel to also provide financial literacy training and success coaching. This allocation follows the Federal-established guidelines for the **Earn to Learn FL™** program currently in place,

Program Details:

As shown in the budget, 85% of the requested funding (\$850,000) is budgeted to be distributed as financial assistance for an estimated 425 students. This is based on an estimated need and funding gap per student of \$2,250.

Additional program funding is currently in place, committed to financial assistance for 2020-2021 for current, or soon to be enrolled, in **Earn to Learn FL™**. This reserved funding is estimated to serve over 80 current, or soon to be enrolled, students in multi-year programs based on students maintaining their eligibility. Student savings are also part of the program funding, with students funding 1:8 match.

With the 15% program administration allocation, the \$150,000 budget is dedicated to Personnel and Contracted Services to execute and manage the program. Dedicated personnel positions anticipated include:

- Program Director (1.00 FTE)
- Success Coach (0.40 FTE)
- Success Coach (0.40 FTE)
- Administrative Support Specialist (0.25 FTE)

Personnel expense includes wages and benefits. Additional support may be provided by the CEO and other **Earn to Learn FL™** staff as needed, as well as by contracted accounting, website and marketing services.

Program Funds Management:

Florida Job Growth Grant funds will be held by **Earn to Learn FL™** as specified by the grant terms. In alignment with Federal funding guidelines and requirements, we propose:

- The \$850,000 in grant funds allocated for financial assistance will be held in a separate bank account(s). Funds will be released to the school(s) for payment (along with the student's savings match) upon student's fulfillment of obligations for program participation and documentation of school expense(s) including tuition and fees.
- Grant funds retained for program expenses will be retained in a separate bank account, with funds released for documented program expenses once expense(s) realized.

Attachments:

Letter of Support

Earn to Learn FL, Inc. Bylaws

FRANCIS ROONEY

19TH DISTRICT, FLORIDA

FRANCISROONEY.HOUSE.GOV

COMMITTEE ON FOREIGN AFFAIRS

COMMITTEE ON
EDUCATION AND THE WORKFORCE

JOINT ECONOMIC COMMITTEE

Congress of the United States
House of Representatives
Washington, DC 20515-0919

120 CANNON HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-2536

3299 TAMiami TRAIL EAST, SUITE 105
NAPLES, FL 34112
(239) 252-6225

1039 SE 9TH AVENUE, SUITE 308
CAPE CORAL, FL 33990
(239) 599-6033

September 18, 2018

The Honorable Rick Scott
Governor of Florida
Plaza 05, The Capitol
400 South Monroe Street
Tallahassee, FL 32399-0001

Governor Rick Scott:

I am writing to express my support of the Florida Job Growth Fund grant application for Earn to Learn FL, an initiative of the Southwest Florida Women's Foundation. If approved, this grant would open the door for low- and moderate-income students within my district to have unique access to financial aid. The goal is for students to pursue career and technical education (CTE) based on short- and long-term projected employment demand by occupation.

Local business owners depend on CTE programs to bridge the skills gap in the workforce and increase the number of job-ready candidates. This program will be another tool to grow the workforce and meet the expanding career demands of Southwest Florida.

Further, Earn to Learn FL requires students to complete financial literacy training and teaches them the skills needed to be ready for adulthood and a successful career. Students are getting the required skills and avoiding debt.

I am very encouraged by the work of the Southwest Florida Women's Foundation and I appreciate your consideration of their pending grant application. If you have any questions, please contact Kenneth Clifford of my staff at 202-225-2536.

Sincerely,



Francis Rooney
Member of Congress



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

To whom it may concern,

Lipman Family Farms is a founding supporter of Workforce Now, A regional research initiative to identify current and future talent requirements for the five counties of Southwest Florida. The initiative is designed to provide better information on Southwest Florida workforce gaps including skills, knowledge, and characteristics desired by regional employers.

That is why I am especially pleased to support the **Florida Job Growth Fund grant proposal submitted by the Southwest Florida Women's Foundation**. The grant would produce financial aid opportunities for Earn to Learn FL-eligible students to pursue career and technical education and graduate workforce ready. Earn to Learn FL students also complete required financial literacy training.

As the 2017 Southwest Florida Workforce Now report illustrates, there are hundreds of jobs available going unfilled due to lack of a trained workforce requiring the skills built through career and technical education provided by our state colleges and technical colleges. In fact, the "skills gap" between available candidates and open positions is only projected to grow. In the U.S. there are already half a million core technical workers in the high tech industry who do not have a bachelor's degree. Therefore, I encourage you to support the grant proposal sent to you by the SW Florida Women's Foundation recently. I know I will.

Sincerely,

Jaime Weisinger
Director of Community and Government Relations
Lipman Family Farms
(239)657-4421

chico's FAS

August 31, 2018

To: Florida Department of Economic Opportunity

Chico's FAS is a founding supporter of Workforce Now, a regional research initiative to identify current and future talent requirements for the five counties of Southwest Florida. The initiative is designed to provide better information on Southwest Florida workforce gaps including skills, knowledge, and characteristics desired by regional employers.

That is why I am especially pleased to support the Florida Job Growth Fund grant proposal submitted by the Southwest Florida Women's Foundation. The grant would produce financial aid opportunities for Earn to Learn FL eligible students to pursue career and technical education and graduate work force ready. Earn to Learn FL students also complete required financial literacy training.

As the 2017 Southwest Florida Workforce Now report illustrates, there are hundreds of jobs available going unfilled due to lack of a trained workforce requiring the skills built through career and technical education provided by our state colleges and technical colleges.

Sincerely,

Kristin Gwinner

SVP and Chief Human Resources Officer
Chico's FAS, Inc.



Sept. 11, 2018

To: Florida Department of Economic Opportunity

Florida SouthWestern State College is a founding supporter of Workforce Now, a regional research initiative to identify current and future talent requirements for the five counties of southwest Florida. The initiative is designed to provide better information on southwest Florida workforce gaps including skills, knowledge, and characteristics desired by regional employers. Florida SouthWestern State College provides multiple essential programs for students to gain certification and employment in the areas of business, information technology, criminal justice, healthcare, and more.

That is why I am especially pleased to support the Florida Job Growth Fund grant proposal submitted by the Southwest Florida Women's Foundation. The grant would produce financial aid opportunities for Earn to Learn FL eligible students to pursue career and technical education and graduate work ready.

Sincerely,

Dr. Robert R. Jones
Vice President, Economic Development and External Affairs

8099 College Parkway

Ft. Myers, FL 33919

www.FSW.edu

Florida SouthWestern State College is an equal access, equal opportunity organization.



THE SCHOOL DISTRICT OF LEE COUNTY

2855 COLONIAL BLVD. ♦ FORT MYERS, FLORIDA 33966 ♦ WWW.LEESCHOOLS.NET

GREGORY K. ADKINS, Ed.D.
SUPERINTENDENT
(239)337-8300 FAX (239)337-8378

CATHLEEN O'DANIEL MORGAN
CHAIRMAN, DISTRICT 7

PAMELA H. LARIVIERE
VICE CHAIRMAN, DISTRICT 5

MARY FISCHER
DISTRICT 1

MELISA W. GIOVANNELLI
DISTRICT 2

CHRIS N. PATRICCA
DISTRICT 3

STEVEN K. TEUBER
DISTRICT 4

JANE E. KUCKEL, PHD
DISTRICT 6

GREGORY K. ADKINS, Ed. D.
SUPERINTENDENT

ROBERT DODIG, ESQ.
BOARD ATTORNEY

August 29, 2018

To: Florida Department of Economic Opportunity

The School District of Lee County recognizes the importance of developing a strong, viable workforce. Workforce Now is a regional research initiative to identify current and future talent requirements for the five counties of Southwest Florida. The initiative is designed to provide better information on Southwest Florida workforce gaps including skills, knowledge, and characteristics desired by regional employers.

With this in mind, the School District of Lee County is pleased to support the Florida Job Growth Fund grant proposal submitted by the Southwest Florida Women's Foundation. The grant would produce financial aid opportunities for Earn to Learn FL eligible students to pursue career and technical education and graduate work force ready. Earn to Learn FL students also complete required financial literacy training.

As the 2017 Southwest Florida Workforce Now report illustrates, there are hundreds of jobs available going unfilled due to lack of a trained workforce requiring the skills built through career and technical education provided by our state colleges and technical colleges. Lee County's two technical colleges and one public service academy afford adult students from our region the opportunity to acquire workforce-ready skills from accredited career programs that will positively impact their earning potential over the life of their career. The Earn to Learn FL opportunity would expand our reach and afford even more adults in our community access to these career programs. We are grateful for the potential of this partnership.

Sincerely,

Gregory A. Adkins, Ed.D.
Superintendent



City of Naples

BILL BARNETT
MAYOR

August 22, 2018

To: Florida Department of Economic Opportunity

As Mayor of the City of Naples, Florida, I am writing in support of Workforce Now, a regional research initiative to identify current and future talent requirements for the five counties (Collier, Lee, Charlotte, Hendry, Glades) of Southwest Florida. The initiative is designed to provide better information on Southwest Florida workforce gaps including skills, knowledge, and characteristics desired by regional employers.

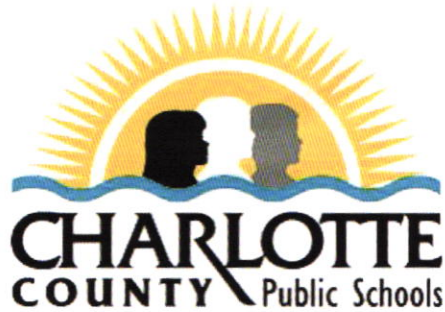
That is why I am especially pleased to support the Florida Job Growth Fund grant proposal submitted by the Southwest Florida Women's Foundation. The grant would produce financial aid opportunities for Earn to Learn FL eligible students to pursue career and technical education and graduate work force ready. Earn to Learn FL students also complete required financial literacy training.

As the 2017 Southwest Florida Workforce Now report illustrates, there are hundreds of jobs available going unfilled due to lack of a trained workforce requiring the skills built through career and technical education provided by our state colleges and technical colleges.

Sincerely,

Mayor Bill Barnett

Steve Dionisio
Superintendent



School Board

Ian Vincent, Chairman
Lee Swift, Vice-Chairman
Kim Amontree
Wendy Atkinson
Bob Segur

August 27, 2018

Florida Department of Economic Opportunity
107 E. Madison Street
Tallahassee, FL 32399

To Whom It May Concern:

I am writing in support of Workforce Now, a regional research initiative to identify current and future talent requirements for the five counties (Collier, Lee, Charlotte, Hendry, Glades) of Southwest Florida. The initiative is designed to provide better information on Southwest Florida workforce gaps including skills, knowledge, and characteristics desired by regional employers.

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As the 2017 Southwest Florida Workforce Now report illustrates, there are hundreds of jobs available going unfilled due to lack of a trained workforce requiring the skills built through career and technical education provided by our state colleges and technical colleges.

Sincerely,

A handwritten signature in blue ink that reads "Wendy Atkinson".

Wendy Atkinson
Charlotte County School Board Member
District 5

GLADES COUNTY SCHOOL DISTRICT

Building Academic Excellence

Scott Bass
Superintendent

▪

Janet Harris
*Director of
Elementary
Academic Services*

▪

Sue Woodward
Director of Finance

▪

Jim Brickel
*Administrative
Services
Director*

▪

Vivian Bennett
*Director of ESE
and Student Services*

▪

Andi Canaday
*Director of
Secondary
Academic Services*

School Board

▪ **Janet Storey**
District 1

▪ **Jenny Allen**
District 2

▪ **Jeri Wilson**
District 3

▪ **Mike Pressley**
District 4

▪ **Patricia Pearce**
District 5

August 29, 2018

To: Florida Department of Economic Opportunity

Workforce Now is a regional research initiative to identify current and future talent requirements for the five counties of Southwest Florida. The initiative is designed to provide better information on Southwest Florida workforce gaps including skills, knowledge, and characteristics desired by regional employers.

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As the 2017 Southwest Florida Workforce Now report illustrates, there are hundreds of jobs available going unfilled due to lack of a trained workforce requiring the skills built through career and technical education provided by our state colleges and technical colleges.

Sincerely,



Scott Bass
Superintendent of Schools



Accredited



8/28/2018

Florida Department of Economic Opportunity
107 E Madison St,
Tallahassee, FL 32399

Re: Florida Jobs Growth Fund Grant

To Whom It May Concern:

I am writing in support of Workforce Now, a regional research initiative to identify current and future talent requirements for the five counties (Collier, Lee, Charlotte, Hendry, Glades) of Southwest Florida. The initiative is designed to provide better information on Southwest Florida workforce gaps including skills, knowledge, and characteristics desired by regional employers.

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As the 2017 Southwest Florida Workforce Now report illustrates, there are hundreds of jobs available going unfilled due to lack of a trained workforce requiring the skills built through career and technical education provided by our state colleges and technical colleges.

Sincerely,

Tuesday R. Tritt

Tuesday R. Tritt
Chairman



HENDRY COUNTY
Board of County Commissioners
P.O. Box 2340
LaBelle, Florida 33975-2340
863-675-5220

Charles T. Chapman IV
County Administrator

Mark F. Lapp
County Attorney

Barbara Butler
Clerk of the Courts

8/27/2018

Florida Department of Economic Opportunity
107 E Madison St,
Tallahassee, FL 32399

Re: Florida Jobs Growth Fund Grant

To Whom It May Concern:

I am writing in support of Workforce Now, a regional research initiative to identify current and future talent requirements for the five counties (Collier, Lee, Charlotte, Hendry, Glades) of Southwest Florida. The initiative is designed to provide better information on Southwest Florida workforce gaps including skills, knowledge, and characteristics desired by regional employers.

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As the 2017 Southwest Florida Workforce Now report illustrates, there are hundreds of jobs available going unfilled due to lack of a trained workforce requiring the skills built through career and technical education provided by our state colleges and technical colleges.

Sincerely,

Mitchell Wills

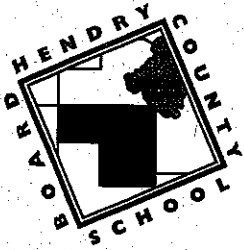
Emma Byrd
District I

Darrell Harris
District 2

Mitchell Wills
District 3

Michael Swindle
District 4

Karson Turner
District 5



Hendry County District School Board

Paul K. Puletti

Superintendent

District Office
Hendry County Court House
P.O. Box 1980
LaBelle, Florida 33975-1980
(863)674-4642 FAX (863)674-4090

Sub-Office
475 East Osceola Ave.
Clewiston, Florida 33440-3140
(863)902-4244
FAX (863)902-4247

August 28, 2018

To: Florida Department of Economic Opportunity

I am writing in support of Workforce Now, a regional research initiative to identify current and future talent requirements for the five counties (Collier, Lee, Charlotte, Hendry, Glades) of Southwest Florida. The initiative is designed to provide better information on Southwest Florida workforce gaps including skills, knowledge, and characteristics desired by regional employers.

That is why I am especially pleased to support the Florida Job Growth Fund grant proposal submitted by the Southwest Florida Women's Foundation. The grant would produce financial aid opportunities for Earn to Learn FL eligible students to pursue career and technical education and graduate work force ready. Earn to Learn FL students also complete required financial literacy training.

As the 2017 Southwest Florida Workforce Now report illustrates, there are hundreds of jobs available going unfilled due to lack of a trained workforce requiring the skills built through career and technical education provided by our state colleges and technical colleges.

Sincerely,

A handwritten signature in black ink that reads "Paul K. Puletti".

Paul K. Puletti
Superintendent

Hendry County Schools...our future starts here.

HENDRY SCHOOL DISTRICT IS AN EQUAL OPPORTUNITY FOR EDUCATION AND EMPLOYMENT



Florida Department of Economic Opportunity
ATTN: Florida Job Growth Fund
07 E. Madison Street
Tallahassee, FL 32399

To whom it may concern,

I would like to express our implicit support for the Southwest Florida Women's Foundation's application for a Florida Job Growth Fund grant to provide Earn to Learn Florida financial aid to students attending Florida colleges and technical colleges.

This grant will allow the Foundation to provide financial aid to students accepted to attend Southwest Florida Career and Technical Education (CTE) programs offered by Florida Southwestern State College, Immokalee Technical College, Lorenzo Walker Technical College, Charlotte Technical College, Cape Coral Technical College, Fort Myers Technical College, and SWFL Public Service Academy.

This type of financial aid is life-changing for students in these programs and can break the cycle of poverty in one generation. In addition, this grant would support the much-needed workforce development programs in Southwest Florida. We continue to have a shortage of a qualified and skilled workforce in technical careers which is greatly restricting the growth of our business community.

On behalf of the Bonita Springs Area Chamber of Commerce's Board of Directors and our membership representing over 800 businesses and nearly 50,000 employees, I urge you to approve the Southwest Florida Women's Foundation grant application to further their work in our community.

Please feel free to contact me with any questions.

Sincerely,

Tiffany Esposito
President & CEO
Bonita Springs Area Chamber of Commerce
Tiffany@BonitaSpringsChamber.com

BYLAWS
EARN TO LEARN FL, INC.
Amended and Board Approved on September 5, 2019

Article I Name

The corporation shall be known as Earn to Learn FL, Inc. (E2L-FL)

Article II Mission

We envision a world without barriers to higher education and will strive to empower low to moderate income students the opportunity to successfully complete their post-secondary education.

Article III Board of Directors

Section 1. Management and Duties. The business and affairs of E2L-FL shall be governed by the Board of Directors (the "Board"). The Board shall have the powers and authority conferred by its Articles of Incorporation and Bylaws, or by the laws of the State of Florida.

Section 2. Membership. The number of members of the Board shall be at least seven (7) and no more than fifteen (15). Such number may be increased or decreased by the Board. Directors shall be elected by the existing members of the Board at the last meeting of the Board each fiscal year.

Section 3. Terms of Office. Each director shall hold office for a term of three (3) years. Directors whose terms have expired may be elected for one additional term, but not more than two (2) successive terms. The Board shall be divided into three classes, which will be of approximately equal size.

Section 4. Resignation. Any director may resign at any time upon written notice to the SWFLWF. Any resignation shall become effective at the time or upon the happening of the condition, if any, specified therein, or, if no such condition or time is specified, upon its receipt. Unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

Section 5. Removal. Any director may be removed from office with or without cause by the affirmative votes of two thirds of the whole Board.

Section 6. Vacancy. Any vacancy in the Board occurring by reason of the resignation, removal, disqualification, incapacity, or death of a director shall be filled by a majority vote of the remaining members of the Board, even if the remaining directors shall constitute less than a quorum of the Board. The person elected to fill such vacancy shall hold office for the unexpired portion of the term related to such vacancy.

Section 7. Annual Meeting. The annual-meeting of the Board shall be held each year on a date and at a time and place as shall be determined by the Board. The Board may establish a schedule of other regular meetings of the Board.

Section 8. Special Meetings. Special meetings of the Board may be called by either the Chair of the Board or any 3 directors.

Section 9. Notice of Meetings. Written notice of the time, day, and place of meetings of the Board shall be given to all members of the Board e-mail, by or at the direction of the Chair of the Board or the persons who called the meeting ten (10) days in advance. The notice of meeting shall further specify the purpose or purposes for which the meeting is being called.

Section 10. Quorum. A majority of the directors then in office shall constitute a quorum at any meeting of the Board for the transaction of business. The act of a majority of the directors present at any meeting at which there is a quorum shall be an act of the Board, except as may be otherwise specifically provided by law or by the Articles of Incorporation of E2L-FL or by these Bylaws. Members of the Board may participate in any meeting of the Board by means of a conference telephone-or similar communications equipment by means of which all persons participating at the meeting can hear each other at the same time, and participation by such means shall constitute presence in person at a meeting.

Section 11. Written Consent Actions. Any action required to be taken or permitted to be taken by the Board may be taken without a meeting if consent in writing or electronically (email), setting forth the action so taken, shall be signed by all of the members of the Board. The written consent action shall have the same force and effect as a unanimous vote of the Board and shall be filed with the minutes of the proceedings of the Board. Approved actions shall be ratified at the proceeding scheduled Board Meeting and shall be filed with the minutes of the proceedings of the Board.

Section 12. Compensation. Directors shall not receive compensation for their services in such office; provided, however, that the Board may provide for the reimbursement of reasonable expenses.

Section 13. Board and Executive Committee Attendance. A Board or Executive Committee Member who shall be absent from three (3) consecutive meetings of the Board without a valid reason, shall be deemed to have resigned as a member of the Board and/or Executive Committee and shall cease to be a member thereof. A Board or Executive Committee Member may at any time, resign either by oral tender of resignation at any Board meeting, or by giving written notice thereof, to the Chair of the Board or the Secretary. The acceptance of such resignation is not necessary to make it effective.

Article IV Committees

Section 1. General. The Board may create such committees as it may deem necessary to promote the purposes and carry on the work of the E2L-FL. All committees will be chaired by a Board member but may include both Board members and non-Board members unless otherwise prohibited by the Bylaws or resolutions of the Board. The committee chair and number of members on each committee will be determined by the Chair of the Board. Committees will include as needed, but not be limited to an Executive Committee, Governance Committee, Finance Committee, Audit Committee, and Grants Committee.

Section 2. Terms. Each member of a committee shall continue in such capacity until the next annual meeting of the Board or until such person's successor is appointed, unless the committee shall sooner be terminated by the Board.

Section 3. Resignation and Removal. Any member of a committee may resign at any time upon notice to the E2L-FL or to its Chair or Secretary. The Board, by majority vote, may remove any member of a committee from such office with or without cause.

Article V Officers

Section 1. General. The officers of E2L-FL shall consist of a chair, a vice chair, a secretary, and a treasurer. Such officers shall be elected by the Board, by majority vote, and shall serve upon such conditions as the Board deems appropriate. The Board, by majority vote, may employ such other officers, assistant officers, and agents (including a Chief Executive Officer) as it deems necessary to carry out the business of E2L-FL. The Chief Executive Officer (CEO) has a non-voting seat on the Board by virtue of staff position. In recognition of their extraordinary commitment to E2L-FL, the Board has designated a standing Founder designation. The Founder shall not affect the number of persons constituting the Board, and shall have all rights, provided that the Founder is an active member of the Board, including voting rights as a regular member. However, if the Founder chooses to resign from the Board, he/she shall relinquish those voting rights.

Section 2. Terms. Each officer of E2L-FL shall hold office for a term of one year or until such person's respective successor is chosen and qualified or until such person's earlier resignation, removal, disqualification, incapacity, or death. Any officer of the E2L-FL may be re-elected or re-appointed by the Board. Notwithstanding any other provision of these Bylaws, any officer may be removed at any time, with or without cause, by the majority vote of the members of the Board then in office.

Section 3. Vacancies. A vacancy in any office because of death, resignation, removal, disqualification, or otherwise, may be filled by the majority vote of the members of the Board then in office for the unexpired portion of the term related to the vacancy.

Section 4. Duties

- A. Chair of the Board shall, when present, preside at all meetings of the Board. In general, such person shall perform all the duties the office of Chair of the Board. The Chair of the Board shall perform such other duties as may be prescribed by these Bylaws or assigned to such person by the Board. The Chair shall be the chief executive officer of the Fund and shall be subject to the general direction of the Board.

The Chair shall exercise general supervision over the property, business, and affairs of E2L-FL, shall perform such other duties as may be prescribed by these Bylaws or assigned to such person by the Board, and shall coordinate the work of the other officers of the E2L-FL.

- B. The Vice Chair shall, in the absence, inability, or disability of the Chair, perform the duties and exercise the powers of said office, and when so acting shall be subject to all restrictions upon the Chair. At all other times the Vice Chair shall perform such other duties and exercise such other powers as the Board may prescribe, or as the Chair may delegate.
- C. The Secretary shall record the minutes of the meetings of the Board and shall perform such other duties as may be delegated to the Secretary by the Chair and the Board. The Secretary shall be subject to the general direction of the Chair and the Board.
- D. The Treasurer shall be responsible for the receipt, investment, safeguarding, and disbursement

of the Funds of E2L-FL. The Treasurer may endorse checks, drafts, and other instruments for the payment of money for deposit or collection by the Fund and shall deposit the same in such bank or banks as the Board may designate, and the same shall not be withdrawn except by checks, drafts, or orders to be signed in the manner designated by the Board pursuant to Article V of these Bylaws. The Treasurer shall be subject to the general direction of the Chair and the Board.

- E. The CEO, if one is appointed by the Board, shall have general supervision over the daily management of the business of E2L-FL and shall be responsible for carrying into effect all actions and resolutions of the Board to the extent that such actions and resolutions are not made the responsibility of another officer of E2L-FL. The CEO shall make such reports to the Board as it may require. The CEO shall be subject to the general direction of the Chair of the Board.

Section V. Execution of Documents. The Board may authorize the Chair or the Vice Chair or any other officer or officers or agent or agents to enter into any contract or execute and deliver any instrument in the name of and on behalf of E2L-FL, and such authority may be delegated by the person so authorized; but, unless so authorized by the Board or these Bylaws, no officer, agent, or employee shall have any power or authority to bind E2L-FL by any contract or engagement or to pledge its credit or to render it liable for any purpose or to any amount. The Treasurer, the Secretary, or any Assistant Treasurer or Assistant Secretary are authorized to attest the signature of the Chair of the Board, the chair-elect; provided, however, that no officer shall attest her own signature.

Article VI. Members. E2L-FL is not a membership organization.

Article VII. Fiscal Year. The Fiscal year of the E2L-FL shall begin on January 1 and shall end on December 31.

Article VIII. Amendments. These Bylaws may be amended, repealed, or altered in whole or in part by the affirmative votes of a majority of the whole Board at any meeting which is duly convened after notice of such purpose.

Article IX. Indemnification. E2L-FL shall indemnify its directors and officers to the full extent allowed by Section 79-11-281, General Laws of Florida as amended. E2L-FL shall have power to make any further indemnity to, and to enter into contracts of indemnity with, any director, officer, employee, or agent.

Article X. Dissolution. Upon the liquidation, dissolution or other discontinuance of the business and operation of E2L-FL, no surplus remaining after the payment of the just debts and liabilities of E2L-FL shall be distributed to or among the members or Directors of E2L-FL. Rather, after making provision for the payment of all of the liabilities of E2L-FL, the remaining assets shall be distributed, in the discretion of the Board of Directors, to such other organization or organizations as are exempt under Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, or the corresponding provision of any future United States Internal Revenue Law. Recipient organizations(s) must have a mission similar to E2L-FL.

ARTICLE XI. Amendments.

Subject to the Florida statues and to the Certificate of Incorporation, these Bylaws may be amended or repealed only upon the affirmative vote of two-thirds of the members at a duly held meeting or, without a meeting, upon the written consent of all the members.

Approved: 09/05/19

Board Secretary: Lori Monserrat

Signature *Lori Navarro Monserrat*

Date Signed: 09/05/19