



## 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: Lake-Sumter State College

Federal Employer Identification Number (if applicable):

Primary Contact Name: Dr. Laura Byrd

Title: VP of Institutional Advancement/ Executive Director, LSSC Foundation

Mailing Address: 9501 U.S. Highway 441 Leesburg, FL 34788

Phone Number: (352) 365-3518

Email: byrdl@lssc.edu

Secondary Contact Name: Dr. Amy Albee-Levine

Title: Dean, Workforce Development

Phone Number: (352) 435-6331

### **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.

see attached

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

see attached

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

see attached

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

see attached

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

see attached

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

Yes

No

see attached

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- 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.

see attached

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**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.

see attached

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- B.** Does the proposal align with Florida's Targeted Industries?  
([View Florida's Targeted Industries here.](#))  Yes  No

If yes, please indicate the specific targeted industries with which the proposal aligns.  
If no, with which industries does the proposal align?

see attached

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- C.** Does the proposal align with an occupation(s) on the Statewide Demand Occupations List and/or the Regional Demand Occupations List?  
([View Florida's Demand Occupations Lists here.](#))  Yes  No

If yes, please indicate the specific occupation(s) with which the proposal aligns.  
If no, with which occupation does the proposal align?

see attached

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**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.

see attached

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

see attached

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

Begin Date: 7/1/2020 End Date: 6/31/2025

see attached

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

see attached

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**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.

see attached

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**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.)

see attached

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

see attached

### 3. Program Budget

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

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

<b>1.) Total Amount Requested \$</b>	1,443,390.00
Florida Job Growth Grant Fund	

A. Other Workforce Training Project Funding: Sources:

City/County	\$ 0.00
Private Sources	\$ 75,000.00
Other (grants, etc.)	\$ 0.00
<b>Total Other Funding</b>	<b>\$ 75,000.00</b>

Please Specify:

\_\_\_\_\_  
\_\_\_\_\_

B. Workforce Training Project Costs:

Equipment	\$ 397,000.00
Personnel	\$ 150,000.00
Facilities	\$ 696,640.00
Tuition	\$ 100,000.00
Training Materials	\$ 100,000.00
Other	\$ 0.00
<b>Total Project Costs</b>	<b>\$ 1,518,390.00</b>

Please Specify:

**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.

see attached

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#### 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)?

Lake-Sumter State College District Board of Trustees

see attached

- 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.

see attached

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- 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.

see attached

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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: Lake-Sumter State College

Name and Title of Authorized Representative: Stanley M. Sidor, Ed.D. President

Representative Signature: 

Signature Date: 3/24/2020

## 1. Program Requirements

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

The title of the workforce training is **D.I.R.E.C.T. (Demand-driven Initiative for Regional Energy, Construction, and Transportation) Training Triad**. *The D.I.R.E.C.T. Training Triad* is an innovative combination of college credit and workforce training programs proposed by Lake-Sumter State College (LSSC) to address three clusters of high demand in the region: energy; construction, and transportation.

Founded in 1962, Lake-Sumter State College is consistently ranked in the top 150 community colleges nationwide and among the best in the state of Florida. LSSC takes pride in providing a high-quality education at an affordable price, and has three locations in the rapidly expanding suburbs of the Orlando metropolitan area. The Leesburg Campus, South Lake Campus (Clermont) and the Sumter Center (Sumterville) collectively serve over 6,000 students annually. LSSC positively impacts the economy when 97.4% of its graduates find employment or continue their education in the first year following graduation.

“Lake-Sumter State College is responding to our community with innovative, cost-effective partnerships and programs that benefit students and Florida’s workforce.”

Dr. Stanley Sidor,  
President, LSSC

As a member of the Florida College System, LSSC is part of Florida’s workforce engine with programs and certificates designed to support and prepare students for today’s dynamic workforce. Currently the regional workforce in the LSSC region has demands for energy, construction, and transportation workers and LSSC will meet the need through flexible, accessible programming offered by the **D.I.R.E.C.T. Training Triad**. The specific programs offered include the following:

#### D.I.R.E.C.T. Training Triad

<b>Career Cluster</b>	<b>Lake-Sumter State College Program</b>	<b>Type of Program</b>
<b>Energy</b>	Electrical Distribution Technology; Electric Utility Lineworker	College Credit and Workforce Program
<b>Construction</b>	Construction Management (in progress)	College Credit
<b>Transportation</b>	Commercial Driver License (CDL)	Workforce Program



While these three clusters are distinct, the standards and training programs for each overlap in ways that can result in increased efficiencies for training and LSSC has seized on this opportunity. The ***D.I.R.E.C.T. Training Triad*** will maximize resources, reduce program completion time, and share staff across programs by centralizing the training at the Sumter Site of LSSC. Opportunities for shared training include employability skills training which is integrated in all three programs as well as integrated safety and technology training. CDL training is also an important dimension of the electric utility lineworker and cross-training across career clusters will result in more marketable workers. Additionally, a simulated work environment will ensure that students have experiences that approximate the workplace across all courses and programs.



Sumter Site

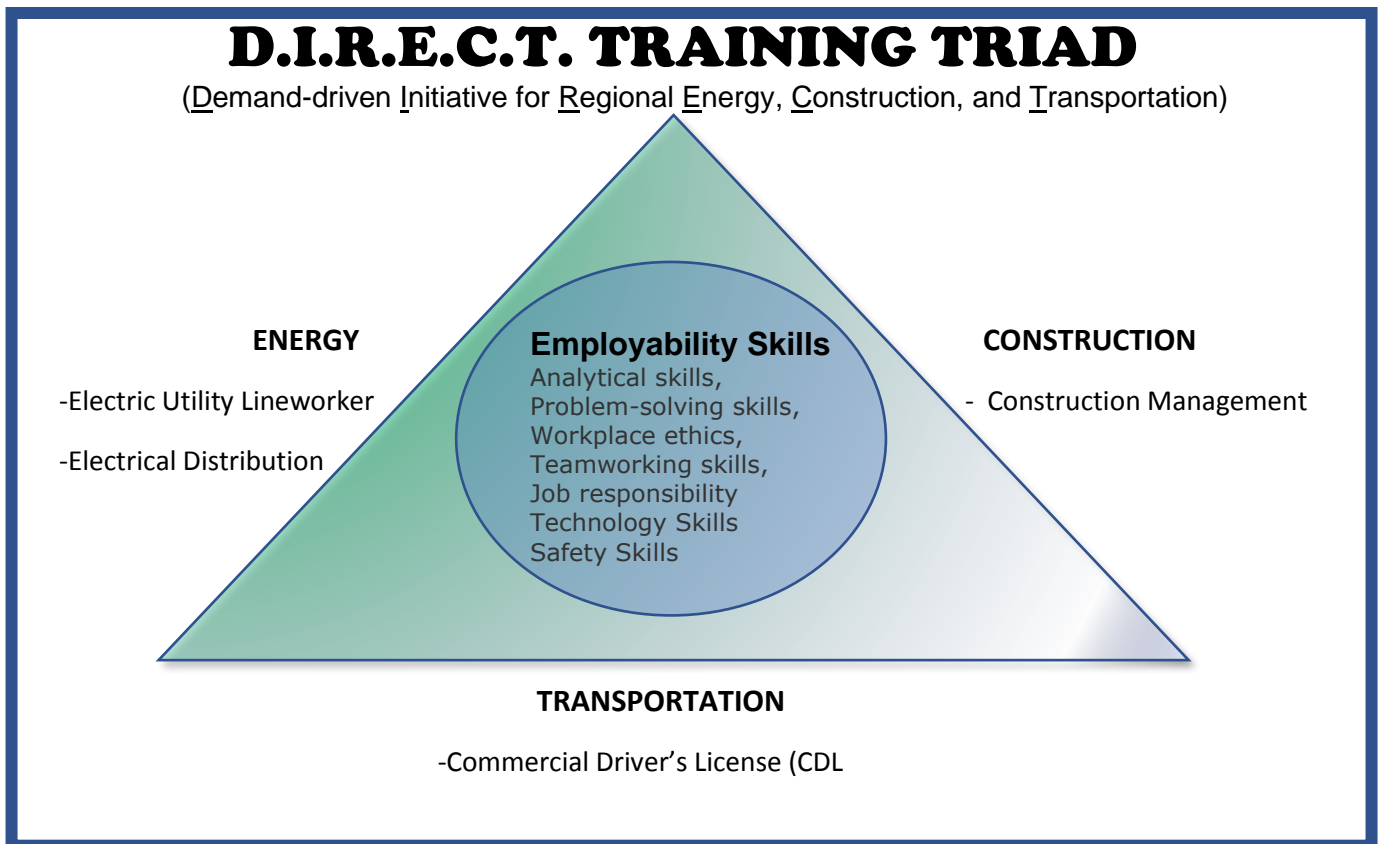
The Electric Utility Lineworker training is an established LSSC program in the energy cluster complete with a “pole farm ” at the Sumter Site. There is a wait list for the program, however, and funding for expansion is needed to to meet the regional and state demand for lineworkers. In the current program students may earn an AAS in Electrician Distribution Technology or a Basic College Credit Certificate in Electric Utility Linework. The program was implemented due to area industries, such as Duke Energy Florida, reinforcing the critical need for lineworkers. In February 2020, there are **115** openings for lineworkers in Florida according to web-based employment sites such as INDEED.

The construction cluster will be supported by a new LSSC program in Construction Management. As with the Lineworker program, the construction program is being developed due to overwhelming demand by the booming local construction industry. This growth is being spurred, in part, by The Villages, the fastest growing metro region in the nation where the population has grown by 38% since 2010. In September 2019 LSSC hosted a meeting for local construction companies and it was determined that new resources will be needed to fully implement the construction

management program in an expedient manner. In February 2020 there are **118** construction management jobs listed on INDEED within a 20-mile radius of LSSC.

The transportation cluster includes a variety of occupations but the skill set in highest demand is the Commercial Driver License (CDL). A CDL program is currently offered at LSSC as an outsourced, contact hour workforce education training program. This ***D.I.R.E.C.T Training Triad*** will bring the CDL program “in-house” in terms of the training location. Currently the Sumter Site is not prepared for driver training parking lot space required for the CDL, however, and to fully implement and expand the program a paved parking lot will need to be added. As of February 2020, there are **693** jobs in the Leesburg area that require CDL licensing.

The ***D.I.R.E.C.T. Training Triad*** will provide a centralized location at the LSSC Sumter Site to meet the demands for training in energy (Electric Utility Lineman), construction (Construction Management), and transportation (CDL training) as displayed below. It will also provide an opportunity to centralize employability skills training while providing a range of training from certificates to degrees.



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

The *D.I.R.E.C.T Training Triad* supports the following career clusters that have been adopted by the Florida Department of Education for Career and Technical Education, the Florida State College System, and the Florida Department of Transportation. Program descriptions from the Florida 2019-2020 CTE Curriculum Frameworks for the *D.I.R.E.C.T Training Triad* workforce programs are included in the chart below.

<b>Architecture and Construction</b> <i>Construction Management Technology (AS) 1646041201</i>	<b>Energy</b> <i>-Electrical Utility Lineworker (CCC) 0646030103</i> <i>-Electrical Distribution Technology (AAS) 0646030104</i>	<b>Transportation, Distribution and Logistics</b> <i>-Commercial Class "B" Driving</i> <i>-Commercial Class "A" Driving</i>
<b>Program Description</b>	<b>Program Description</b>	<b>Program Description</b>
<p>The purpose of this program is to prepare students for employment as Construction Project Manager/Engineer, Estimator, Superintendent, Scheduler, Expeditor, or Purchasing Agent</p> <p>This program offers a sequence of courses that provides coherent and rigorous content aligned with challenging academic standards and relevant technical knowledge and skills needed to prepare for further education and careers in the Architecture and Construction career cluster; provides technical skill proficiency, and includes competency-based applied learning that contributes to the academic knowledge, higher-order reasoning and problem-solving skills, work attitudes, general employability skills, technical skills, and occupation-specific skills, and knowledge of all aspects of the Architecture and Construction career cluster.</p>	<p>The purpose of this program is to prepare students for employment as utility electrical line workers, or in related work on private industry owned and operated electrical distribution systems. Workers in this industry are employed by public power, cooperative or municipal utilities, privately owned systems such as the mining industry and electrical distribution system contractors.</p> <p>This program offers a sequence of courses that provides coherent and rigorous content aligned with challenging academic standards and relevant technical knowledge and skills needed to prepare for further education and careers in the Energy career cluster; provides technical skill proficiency, and includes competency-based applied learning that contributes to the academic knowledge, higher-order reasoning and problem-solving skills, work attitudes, general employability skills, technical skills, and occupation-specific skills, and knowledge of all aspects of the Energy career cluster.</p>	<p>This program offers a sequence of courses that provides coherent and rigorous content aligned with challenging academic standards and relevant technical knowledge and skills needed to prepare for further education and careers in the Transportation, Distribution and Logistics career cluster; provides technical skill proficiency, and includes competency-based applied learning that contributes to the academic knowledge, higher-order reasoning and problem-solving skills, work attitudes, general employability skills, technical skills, and occupation-specific skills, and knowledge of all aspects of the Transportation, Distribution and Logistics career cluster.</p> <p>The purpose of this program is to prepare students for Commercial Driver License. This program focuses on broad, transferable skills and stresses understanding and demonstration of the following elements of the Commercial Vehicle Driving industry; planning, management, labor issues, community issues and health, safety, and environmental issues.</p>

In addition, the ***D.I.R.E.C.T. Training Triad*** will address the employability soft skills that are embedded in the standards and outcomes for each program. These include:

- Analytical skills;
- Problem-solving skills;
- Workplace ethics;
- Teamworking skills;
- Job responsibility;
- Technology Skills;
- Safety Skills.

According to work currently underway by the Necessary Skills Now Network, a national program to improve soft skills in college programs, employers in high-tech fields have complained that entry-level employees often lack "employability skills," which are also called "soft skills." These skills are the non-technical skills necessary for success in the workplace, including working in teams, problem solving, verbal communication, written communication, dependability/work ethic, and planning/organizing. Reports have called on colleges to redesign courses and curricula to address the deficiency in employability skills, and many projects have been launched to do so, often with a focus on a particular discipline. The *Florida Skills Gap and Job Vacancy Survey 2018* also detailed at the state level the soft skills gaps from an employer perspective that impede the workforce.

LSSC will address these soft skills as they occur within the adopted curriculum and courses offered through the ***D.I.R.E.C.T. Training Triad***. When students complete their programs of study, they will have acquired well-developed soft skills that make them more employable.

Additionally, LSSC will establish a simulated work environment as part of the ***D.I.R.E.C.T. Training Triad*** that requires students to engage in activities that occur in the workplace, such as clocking in, wearing safety devices, being on time, etc. The simulated environment will be based on best practices from the Alabama State Simulated Environment model that promotes work ready values and behaviors.

“Among employers reporting skills gaps, soft skills gaps were reported twice as often as hard skills gaps. The greater prevalence of soft skills gaps at the statewide level is consistent with initial findings in DEO’s pilot study based in Broward County.”

Source: *Florida Skills Gap and Job Vacancy Survey 2018*, sponsored by CareerSource Florida and the Florida Department of Economic Opportunity.

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

The chart below depicts the **transferable workforce skills** for the three training programs based on training outcomes and standards and the available jobs in the Lake-Sumter State College region.

Lineworker (Energy)		CDL (Transportation)		Construction Management	
*Potential Employers	Transferable Skills	*Potential Employers	Transferable Skills	*Potential Employers	Transferable Skills
<ul style="list-style-type: none"> <li>Team Fishel</li> <li>Metronet</li> <li>Florida Communications Concepts</li> <li>PowerTown Line Concepts</li> <li>Infratech Corporation</li> <li>Pike Corporation</li> <li>MasTec Utility Services</li> <li>Florida Power and Light</li> <li>Duke Energy Florida*</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate general safe work practices promulgated under Federal, State and industry regulation.</li> <li>Demonstrate rescue, CPR and lifesaving strategies particularly related to the industry.</li> <li>Demonstrate proficiencies in rigging pole climbing and basic pole framing.</li> <li>Demonstrate proficiencies in setting distribution poles.</li> <li>Demonstrate techniques for maintenance of underground facilities.</li> <li>Demonstrate proficiency in utility construction equipment operation and maintenance.</li> </ul>	<ul style="list-style-type: none"> <li>Will-Sites Truck Lines</li> <li>Schneider</li> <li>Quality Custom Distribution</li> <li>Central Florida Transport</li> <li>Groome Transportation</li> <li>Liberty Tire Recycling</li> <li>Greenbush Logistics</li> <li>Waste Connections</li> <li>SkyHigh Liftmaster</li> <li>JRT Logistic Solutions</li> <li>H and A Farm Logistics</li> <li>Waste Pro USA</li> <li>Browne Distributors and Landscapers</li> </ul>	<ul style="list-style-type: none"> <li>Operating commercial vehicles</li> <li>Transporting cargo</li> <li>Handling hazardous materials</li> <li>Workforce preparedness soft skills</li> <li>Conducting Pre-trip Air Brake Inspection</li> <li>Knowing Your Route</li> <li>Recognizing Blind Spots/Danger Zones and 'Mirrors</li> <li>Demonstrating Backing and Turnabout Maneuvers</li> <li>Understanding Inclement Weather and Adverse Conditions</li> <li>Driving On the Road</li> <li>Road Awareness and Safety</li> <li>Sharing the Road</li> <li>Traffic Lanes and Turning</li> <li>The Threat of Road Rage</li> </ul>	<ul style="list-style-type: none"> <li>Schmid Construction</li> <li>Store Space Self Storage</li> <li>Florida Food Products</li> <li>Lake County Water Authority</li> <li>Builders First Source</li> <li>Corix</li> <li>Leware Construction</li> <li>Bowman Steel</li> <li>Equity LifeStyle</li> <li>Properties</li> <li>Villages Center Community Development District</li> <li>ASI Progressive Home</li> <li>Akcel Construction</li> <li>Southland</li> </ul>	<ul style="list-style-type: none"> <li>Recognize basic safety hazards on a construction site and standard prevention measures.</li> <li>Interpret and apply codes, regulations and technical literature.</li> <li>Survey and assess construction sites.</li> <li>Estimate basic quantities and costs for the bidding process in a construction project.</li> <li>Discuss basic principles of ethics in the construction industry.</li> <li>Demonstrate employability skills.</li> <li>Demonstrate understanding of entrepreneurship.</li> <li>Schedule and coordinate work sequence.</li> <li>Learn to manage subcontract and material supplier contract.</li> <li>Learn to effectively "buy out" a project as required.</li> <li>Interpret drawings and documents.</li> <li>Demonstrate knowledge of construction materials.</li> </ul>

**Employability Soft Skills**

\*Sample job openings as advertised in INDEED for the Leesburg, Florida region as of February 16, 2020.

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

Lake-Sumter State College (LSSC) is a member of the Florida State College System and as such is an open-admissions, public institution that offers credit based, non-credit, and workforce programs. Open-admissions at LSSC means that programs are accessible to a wider range of students with the potential for better paying jobs and a better life upon program completion. Students are supported through financial aid, student services, learning support systems, career counseling, and advising services to ensure successful matriculation through their programs of study.

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

Each program offered at Lake-Sumter State College must go through an internal review process that is aligned with the course and program processes established by the Florida Department of Education. This process includes the following criteria for program development:

- Determine Program Need by reviewing the Department of Economic Opportunity's State Colleges Projection Portal;
- Review and Research Department of Education's Program Frameworks/Curriculum;
- Submit preliminary prospectus to the Lake-Sumter State College Teaching and Learning Committee for review and recommendation for adoption;
- If approved, President transmits a letter of notification to SACS regarding the proposed new program in order to determine if approval will be required. When approved by Cabinet, Dean and faculty begin full prospectus with curriculum;
- Prospectus is submitted to the Lake-Sumter State College Curriculum and Instruction Committee;
- Prepare prospectus for SACS if appropriate;
- When SACS approval is received and the Curriculum and Instruction Committee has reviewed and approved the prospectus, submit new or modified program to the District Board of Trustees for approval;
- Submit program to State Department of Education Statewide Course Numbering System;

- Enter approved changes or new programs into LSSC computer system Catalog Master; and
- Include changes annually in the printed College Catalog.

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

**Yes.** Unemployed or underemployed individuals will benefit from the numerous services available at LSSC to support students with diverse needs and backgrounds. LSSC hosts Career Source Central Florida (CSCF) which is the first-ever college-based CSCF career center to align with an educational institution with the local workforce board. This collaboration makes it easier to connect career seekers – particularly those students or alumni who may be working towards a certificate, associate degree or advanced skills training – with businesses to deliver qualified talent. CSCF provides talent solutions ranging from career coaching services, skills training, educational programs, and screening and hiring talent. Based on workforce intelligence and needs of the local high-growth industries, CSCF served more than 6,000 individuals in Lake and Sumter Counties and provided training to over 500 residents to help advance their skills in 2018-19. More than 1,000 career seekers were connected to employment opportunities and over 380 local businesses partnered with CSCF to support their hiring and training needs in both counties.

To provide all students a better opportunity for success once they enter the workplace, LSSC will implement a simulated work environment based on the Alabama state model. According to Dr. Philip Cleveland, Deputy Superintendent at the Alabama State Department of Education, there are eleven basic steps to transform the culture of the learning environment by creating a high-performance, simulated workplace that will increase student success once they become employees:

1. Use time clocks or another form of formal attendance recordkeeping.
2. Adhere to the school system's random drug testing policy (if applicable).
3. Conduct an application and interview process for enrolling students.
4. Develop a company name and procedures manual.

5. Ensure all students receive quality safety training.
6. Submit quarterly and annual reports developed by students and instructors.
7. Establish work teams and an organizational system rotating across teams.
8. Ensure all instructors and students have computer access.
9. Participate in business and industry annual onsite evaluations.
10. Utilize a portfolio system to document learning, credentials earned, etc.
11. Celebrate year-end accomplishments.

**F. 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.**

<b>Program</b>	<b>Anticipated Completers</b>	<b>*ECONOMIC Impact</b> <i>*INDEED <u>Find Jobs</u> website at indeed.com</i>	<b>Metrics for success</b>
Electric Utility Lineman	65	Provide workers for the <b>115</b> jobs currently open in the state of Florida.	Participants Completion of Electric Utility Lineworker Basic College Credit Certificate (CCC) from Lake-Sumter State College
CDL	190	Provide workers for the <b>693</b> jobs currently open in the Leesburg, FL area	Participants Passing scores on the Commercial Drivers' License (CDL) written examination for Florida
Construction Management	73	Provide workers for the <b>118</b> jobs currently open in the Leesburg, FL area	Participants Passing scores on the National Center for Construction Education and Research (NCCER) Gold Standard Test: Manufactured Construction technology Level 1 and 2.

LSSC will establish a simulated work environment as part of the ***D.I.R.E.C.T. Training Triad***. In states and schools where simulated work environments are in place, they are recognized as tools for promoting economic development, particularly in instances where adoption occurred at the statewide level. For example, one administrator in West Virginia shared how staff were marketing the simulated work environment used in career and technical programs to attract industry to the state, because its emphasis on employability skill development helped guarantee a ready and skilled workforce.



**2. Additional Information**

A. Is this an expansion of an existing training program?

Yes, and an explanation for how the funds from this grant will be used to enhance the existing program is below.

Funds from this grant will be used to expand one currently existing program at Lake-Sumter State College that will be part of the **D.I.R.E.C.T. Training Triad**, the Electric Utility Lineman program. The second and third programs, Construction Management and CDL, are new programs for LSSC.

- Expansion of Electric Utility Lineman program. The funding will be used to purchase a bucket truck and a digger truck to support the Electric Utility Lineman program. The addition of this equipment will allow rotational training of more students and will replicate what is used in the field.

B. Does the proposal align with Florida’s Targeted Industries?

Yes, and specific targeted industries with which the proposal aligns are described below.

Alignment with Florida’s Targeted Industries	Lake-Sumter D.I.R.E.C.T. Training Triad Programs	Florida Department of Education Career Cluster Alignment
Clean Tech (Energy Storage Technologies)	Electric Utility Lineman	Energy
Clean Tech (Sustainable Building Products)	Construction Management	Architecture and Construction
Homeland Security and Defense (Transportation)	Commercial Driver’s License	Transportation, Distribution and Logistics

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

Yes, and the specific occupation(s) with which the proposal aligns are included in the two tables below:

**2019-2020 Florida Statewide Demand Occupations List**

SOC Codes	Occupational Title	Annual Percent	Annual Openings	2017 Hourly Wage	
				Mean	Entry
		Growth			
533021	Bus Drivers, Transit, Intercity	1.38	1,524	16.28	12.48
119021	Construction Managers	1.55	2,913	44.04	26.12
533032	Heavy and Tractor-Trailer Truck Drivers	1.21	11,150	19.78	13.10

**2019-2020 Regional Demand Occupations List**

Workforce Development Area 12 (Lake, Orange, Osceola, Seminole, and Sumter Counties)

SOC Codes	Occupational Title	Annual Percent	Annual Openings	2017 Hourly Wage	
				Mean	Entry
		Growth			
499052	Telecommunications Line Installers and Repairers	0.27	119	16.98	12.38
119021	Construction Managers	1.57	517	40.22	24.51
533032	Heavy and Tractor-Trailer Truck Drivers	1.39	1,760	20.75	14.09

**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.**

<b>Training Program</b>	<b>How Training is Delivered</b>	<b>Location of Training</b>	<b>Training Available</b>
Electric Utility Lineman	Classroom based with hands-on and worksite based internship included. Performance-based skill demonstration at LSSC pole farm.	Sumter Site of Lake-Sumter State College	Sumter Site
CDL	Classroom based and hands-on performance based. Driving demonstration is included at LSSC Sumter site with licensed examiners.	Sumter Site of Lake-Sumter State College	Sumter Site
Construction Management	Online learning with participation in the simulated on-campus work environment required once a week. Simulated work environment will replicate the workplace for job ready training. Internship included in addition to simulated training.	Lake-Sumter State College and Online	Statewide

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

<b>Occupation/Trade</b>	<b>Anticipated Annual Enrolled Students and Completers</b>										<b>Sum of 2020-21 to 2024-25</b>	
	<b>2020-21</b>		<b>2021-22</b>		<b>2022-23</b>		<b>2023-24</b>		<b>2024-25</b>		<b>ENR</b>	<b>COM</b>
	<b>Enr</b>	<b>Com</b>	<b>Enr</b>	<b>Com</b>	<b>Enr</b>	<b>Com</b>	<b>Enr</b>	<b>Com</b>	<b>Enr</b>	<b>Com</b>		
Electric Utility Lineman (one-year program)	15	13	15	13	15	13	15	13	15	13	75	65
CDL (1-3 week program)	40	38	40	38	40	38	40	38	40	38	200	190
Construction Management (two-year program)	NA (new)	NA (new)	20	18	25	23	25	23	25	23	95	73
<b>TOTAL</b>	<b>55</b>	<b>51</b>	<b>75</b>	<b>69</b>	<b>80</b>	<b>74</b>	<b>80</b>	<b>74</b>	<b>80</b>	<b>74</b>	<b>370</b>	<b>328</b>

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

<b>Occupation</b>	<b>Program Title</b>	<b>Length</b>	<b>*Beginning Date</b>	<b>Ending Date</b>
Electric Utility Lineman (two to four semesters)	AAS in Electrical Distribution Technology; College Credit Certificate in Electric Utility Lineworker Basic	60 college credit hours with embedded 24 credit hour basic certificate for Electric Utility Lineman	July 1, 2020	June 30, 2025
CDL (one to three weeks)	Commercial Driving Training (under development)	One to three week training cycles for workforce/continuing education credit.	July 1, 2020	June 30, 2025
Construction Manager (four semesters)	AS in Construction Management (under development)	60 college credit hours with embedded certificates	July 1, 2020	June 30, 2025

*\*Although the Electric Utility Lineman already exists at LSSC, the beginning date for the grant-funded upgrade of the program will be July 1, 2020.*

It is important to note that the length of training accommodates the needs of the students and their busy schedules. If students want a shorter program with a high return on their investment of time and resources, the CDL program may fit their needs. If a longer program is possible, then a two semester lineman program could prove beneficial. If an associate degree is the goal, then the four semester programs in construction management or electrical distribution technology may be appropriate.

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

The program will be sustained in the following ways:

- a) Tuition revenue generated by student FTE.
- b) Industry support and donations.
- c) Grant support.
- d) Fees generated by the ***D.I.R.E.C.T. Training Triad***.

It is anticipated that the three programs in the ***D.I.R.E.C.T. Training Triad*** will have sufficient student enrollment after year five to cover salaries, educational materials, supplies, and travel.

**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 percent of completers in each code, corresponding with Section E.**

Program	Degree	CIP Codes	*% of completers
Electric Utility Lineman (one year for CCC; two years for AAS)	AAS in Electrical Distribution Technology with a College Credit Certificate in Electric Utility Lineworker Basic	(AAS) 0646030104 (CCC) 0646030103	87% (CCC level)
CDL (one to three weeks)	LSSC Workforce Certificate of Completion (continuing education)	06490205	90%
Construction Management (two years)	AS in Construction Management (pending)	(AS) 1646041201	78%

*\*Past trends indicate that the percentage of completers decreases with the length of the program.*

**I. Does this project have a local match amount? If yes, please describe the entity providing the match and the amount. (Do not include in-kind.)**

**Yes.** The amount is \$75,000 and it is a corporate match that has been deposited with the LSSC Foundation.

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

**Building an Early Pipeline for the D.I.R.E.C.T. Training Triad**

The pipeline to the **D.I.R.E.C.T. Training Triad** is important because it provides employees new to the workforce . For example, The Villages Charter High School, one of LSSC’s sites, has a new construction management program for high school students. The program supports the new construction in The Villages where up to 250 new homes are built monthly. Additionally, as children of workers and contractors in The Villages, many of these students have parents who work in the industry. Pursuing the construction management track gives these students the chance to get a head start and

continue the tradition of working in the industry.

The Academy of Construction Technologies (ACT) also works closely with Lake, Orange, Osceola, and Seminole high schools to utilize curricula developed by industry professionals. High school students are trained to support the construction industry within their chosen trades of Carpentry; Automatic Fire Sprinkler; Electrical; Heating, Ventilations & Air Conditioning (HVAC); Masonry; and Plumbing/Pipefitting.

Both Leesburg High School and Eustis High School in the LSSC region have established a Construction Academy which arms students with skills for a successful construction career after high school. These students will be encouraged to enter the ‘pipeline’ in construction management and receive a college credential that will have value in the workplace.

## Building the Pipeline Early

- High School Students
- Technical College Students
- Adult Basic Education Students
- College Students



Work ready employees for construction, energy, and transportation who are prepared and appropriately credentialed. Soft skills for successful employment have been integrated into the training to improve worker retention.

## 1. Program Budget

**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 **\$1,443,390.00**

Florida Job Growth Grant Fund

<b>A. Other Workforce Training Project Funding Sources</b>	
a. City/County	
b. Private Sources	\$75,000.00
c. Other (grants, etc)	
Total Other Funding:	\$75,000.00
<b>B. Workforce Training Project Costs:</b>	
a. Equipment	\$397,000.00
b. Personnel	\$150,000.00
c. Facilities	\$696,640.00
d. Tuition	\$100,000.00
e. Training Materials	\$100,000.00
f. Other	\$0
<b>Total Project Costs:</b>	<b>\$1,518,390.00</b>

### C. Workforce Training Project Costs

#### Narrative Overview:

The chart below provides an overview of the budgeted items with a brief description for the requested categories. Requested funds with timeline and connection to the project are further described in the following narrative.

<b>Brief Description of Requested Budget Items</b>		
<b>Equipment</b>	\$396,750.00	2020 ALTEC DM47B-TR digger truck @ \$216,000 and 2020 ALTEC LR760 bucket truck @ \$180,750
<b>Personnel</b>	\$150,000.00	\$30,000 per year X 5 years for adjunct faculty support
<b>Facilities</b>	\$462,168.00	Pave parking lot at Sumter Site to accommodate CDL training
	\$234,472.00	Retrofit existing space for simulated work environment to support D.I.R.E.C.T. Training Triad
<b>Tuition</b>	\$100,000.00	Provide tuition support as incentive for enrollment and completion @ \$20,000 per year for five years.
<b>Training Materials</b>	\$100,000.00	Materials needed for certification examination preparation; five-year computer site licensing for training.
<b>TOTAL PROJECT COSTS</b>	<b>\$1,443,390.00</b>	



Equipment:

To support the electric utility lineworker program, LSSC will purchase one bucket truck and one digger truck. Having one of each will allow students to rotate during training, thus doubling the number of students who can be trained. Students will be trained on equipment that is used in the field.

Timeline: Both trucks will be purchased in Year One.

<b>Product/Description</b>	<b>Unit Cost</b>	<b>Quantity</b>	<b>Total</b>
Altec LR760 Bucket Truck with 65.3 ft. working height and a 14.5 cubic yard chip dump body. Manufactured by International Truck Stock # 2762554638	\$180,750.00	1	\$180,750.00
Altec DM47B-TR Digger Truck with maximum lifting capacity of 25,085 lbs. This digger has a T box with a flatbed body and traditional curbside controls on the rear of the truck. Manufactured by Freightliner Stock #3764869676	\$216,000.00	1	\$216,000.00
<b>TOTAL</b>			<b>\$396,750.00</b>

Personnel:

To accommodate the anticipated enrollment across the three training programs, adjunct faculty will need to be hired. Adjunct (part-time) faculty will be selected from experienced professionals who have relevant credentials from each of the training areas. For fall and spring semesters, four faculty will be hired each semester @ \$2,500 per class per faculty member for a total of \$10,000 per semester. For the summer months four adjunct faculty will be hired @\$2,500 per class for a total of \$10,000. For the fall, spring, and summer months the combined adjunct faculty teaching salary is \$30,000. The total each year for five years is \$30,000 per year with a grand total for five years of \$150,000.

Timeline: Adjunct faculty will be hired Years 1 through 5.

Facilities:

To accommodate the CDL program, it is necessary to pave 2.5 acres of parking lot at the LSSC Sumter Site located in Sumterville. Having the training location moved “in house” will enable the CDL program to accommodate more students and therefore meet the high demand and need in the region.

Timeline: Paving the Sumter Site parking lot for CDL will occur in Year One.

DESCRIPTION	QUANTITY	UNIT COST	MATERIALS COST	TOTAL (MATERIAL AND CREW RATE)	TOTAL COST
<b>1. GENERAL CONDITIONS</b>	QUANTITY	UNIT COST	MATERIALS COST	TOTAL (MATERIAL AND CREW RATE)	TOTAL COST
Mobilization/Admin	1	\$25,000.00	\$25,000.00	\$25,000.00	\$ 25,000.00
Erosion Control Silt Fence	1200	\$4.50	\$5,400.00	\$5,400.00	\$ 5,400.00
Construction Entrance	1	\$1,850.00	\$ 1,850.00	\$1,850.00	\$ 1,850.00
Total Site Work					\$ 32,250.00
<b>2. CLEARING AND DEMO</b>	QUANTITY	UNIT COST	MATERIALS COST	TOTAL (MATERIAL AND CREW RATE)	TOTAL COST
Clear and Grade Site/ Haul Off	2.5	\$6,500.00	\$16,250.00	\$16,250.00	\$ 16,250.00
Total Clearing and Demo					\$ 16,250.00
<b>3. EARTHWORK</b>	QUANTITY	UNIT COST	MATERIALS COST	TOTAL (MATERIAL AND CREW RATE)	TOTAL COST
Strip 4" of Topsoil and Haul Off	1200	\$21.50	\$25,800.00	\$28,860.00	\$ 28,860.00
Sod (green area)	26000	\$0.90	\$23,400.00	\$23,400.00	\$ 23,400.00
Import Fill	2500	\$9.00	\$22,500.00	\$22,500.00	\$ 22,500.00
Doze and Compact Import Fill	2500	\$2.50	\$6,250.00	\$17,875.00	\$ 17,875.00
Final Grade Site	1	\$25,000.00	\$25,000.00	\$25,000.00	\$ 25,000.00
Excavate, Doze, and Compact	250	\$4.00	\$1,000.00	\$2,162.50	\$ 2,162.50
Total Earthwork					\$ 119,797.50
<b>4. PAVING</b>	QUANTITY	UNIT COST	MATERIALS COST	TOTAL (MATERIAL AND CREW RATE)	TOTAL COST
12" Stabilized Subgrade LBR 40	7112	\$5.15	\$36,626.80	\$58,674.00	\$ 58,674.00
Compacted Subgrade	7112	-	-	\$ 22,047.20	\$ 22,047.20
6" Concrete w/ Reinforced	1200	\$167.00	\$200,400.00	\$200,400.00	\$ 200,400.00
Clay (Mixing)	680	\$18.75	\$12,750.00	\$12,750.00	\$ 12,750.00
Total Paving					\$ 293,871.20
<b>TOTAL</b>					<b>\$462,168.00</b>

Facilities (continued):

In addition to paving the Sumter Site parking lot for CDL, LSSC will retrofit a current space for the Simulated Work Environment. Following the model adopted from Alabama, the space will be flexible, user friendly, mobile, and developed for collaborative, engaged teamwork. This space will also be used for reinforcing the “soft skills” that are embedded in the training across all three programs.

Timeline: The retrofitting of the current space into a Simulated Work Environment will occur in Year One.

<b>Product/Description</b>	<b>Unit Cost</b>	<b>Quantity</b>	<b>Total</b>
Steelcase Verb Team Table with Side Dock and Whiteboard Display and Storage	\$666.00	16	\$10, 656.00
Authentic Steelcase Verb Personal Whiteboard   STVWB21823 for Verb Team Tables	\$131.00	16	\$2,096.00
Verb Easel by Steelcase, 36” wide STVE3670754750	\$1,171.00	6	\$7,026.00
Steelcase Node with a 5-Star Base with High Back	\$277.00	32	\$8,864
Steelcase 5-Shelf Bookcase	\$471.00	3	\$1,413.00
Steelcase SOTO Mobile Caddy for Under Table Storage	\$321.00	16	\$5,136.00
Slatwall Panel 48” to Maximize Wall Space	\$140.00	6	\$840.00
Front-facing Epson BrightLink 697Ui Wireless Full HD 3LCD Ultra Short-Throw Interactive Projector and Ideapaint	\$2,399.00	1	\$2,399.00
Steelcase Universal 15-Locker System for Shared Spaces with Whiteboard Backing	\$930.00	3	\$2,790.00
Apple 11-inch iPad Pro with Wi-Fi 64GB.	\$799.00	32	\$25,568.00
Bretford PowerSync+ Cart for 40 iPad Pros lockable storage	\$3,340.00	1	\$3,340.00
LSSC Room Retrofit (drywall, paint, flooring, wiring, server) for Simulated Work Environment Space	-	-	\$175,000.00
<b>TOTAL</b>			<b>\$234,472.00</b>

Tuition:

The cost for the CDL training is not covered with traditional financial aid. For this reason, LSSC will use grant funds to support students with the greatest need by covering 50% of their Commercial Driving License A or B. Students will apply for the funds and LSSC Foundation staff will make the awards. The following rate schedule will apply:

Timeline: Awards will be made beginning in **Year One.**

Type of CDL License	Tuition Per Student	What Tuition Covers	Maximum Number of Students Eligible for Assistance Per Year
Class B CDL (one week class)	\$1,500.00	Sun-State Bond, insurance, hands-on training, equipment fuel, testing fee.	12
Class A CDL (three week class)	\$4,500.00	Sun-State Bond, insurance, hands-on training, equipment fuel, testing fee.	5

Training:

Funds are requested to cover the costs of examinations (preparation and actual) for students taking the National Center for Construction Education and Research (NCCER) examination for Manufactured Construction Technology Level 1 and 2. Funds are also being requested to prepare LSSC to become an NCCER Accredited Training Sponsor (ATS). NCCER accredits organizations that can submit results to the NCCER Registry System. Organizations can be accredited to provide training, to conduct journey-level assessments and performance verifications, or both.

Timeline: Testing materials and site licensing will begin in **Year One.**

Description	Cost per Unit	Quantity	Total
NCCER Construction Workforce Development Professional Trainee Guide	\$120.00	1	\$120.00
NCCER Test Package (5,000 test bundle)	\$13,200.00	1	\$13,200.00
NCCER Master Trainer Kit	\$130.00	1	\$130.00
NCCER Assessment Administrator Kit	\$50.00	3	\$150.00
NCCER Career Day Kits	\$1,400.00	5	\$7,000.00
<b>Total for NCCER Training Materials</b>			<b>\$20,600.00</b>

In addition, training funds will be used for annual licenses for the PSI's *Am I Job Ready* training program for soft employability skills.

Description	Cost per Unit	Quantity	Total
The <i>Am I Job Ready</i> platform is used by a range of education institutions to drive competency-based learning initiatives that prepare students and job seekers with the employability skills that business leaders say are essential to success in the 21st Century workforce like initiative, decision-making, and teamwork. Companies also use <i>Am I Job Ready</i> for recruitment and employee engagement programs as well as to develop next-generation leaders with the right soft skills to grow with their business.	\$20.00 per student license per year	750 licenses per year	\$15,000 per year and \$75,000.00 for five years
Stipend for the administration of site licensing, which includes monitoring users in the LSSC D.I.R.E.C.T. Training Triad students.	One staff	\$880 per year	\$4,400 for five years
<b>Total for Am I Job Ready licenses for 5 years</b>			<b>\$79,400</b>

The total cost for training is:

a) NCCER assessment materials	\$20,600
b) Am I Job Ready Soft Skills Licenses	<u>\$79,400</u>
<b>TOTAL</b>	<b>\$100,000</b>

**Lake-Sumter State College D.I.R.E.C.T. Training Triad  
Expenditures by Year 2020-2025**

<b>Description</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Total</b>
	20-21	21-22	22-23	23-24	24-25	
<b>Equipment</b>	\$396,750	0	0	0	0	\$396,750.00
<b>Personnel</b>	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000	\$150,000.00
<b>Facilities</b>	\$696,640	0	0	0	0	\$696,640.00
<b>Tuition</b>	\$20,000	\$20,000	\$20,000	\$20,000	\$20,000	\$100,000.00
<b>Training Materials</b>	\$36,480	\$15,880	\$15,880	\$15,880	\$15,880	\$100,000.00
<b>TOTAL PROJECT COSTS</b>	<b>\$1,179,870.00</b>	<b>\$65,880.00</b>	<b>\$65,880.00</b>	<b>\$65,880.00</b>	<b>\$65,880.00</b>	<b>\$1,443,390.00</b>

# Approvals and Authority

1. District Board of Trustees Meeting Schedule
2. Florida Statutes 1001.65 District Board of Trustees and President Powers and Authority

**Lake-Sumter State College District Board of Trustees Meeting Schedule June 2019-April 2020**

Meeting Date	Meeting Title
April 23, 2020 @ 01:00PM	Collective Bargaining Negotiations
April 03, 2020 @ 12:00PM	Collective Bargaining Negotiations
March 25, 2020 @ 04:00PM	District Board of Trustees Meeting
March 10, 2020 @ 01:00PM	HSCA Operations Committee
March 10, 2020 @ 08:30AM	District Board of Trustees Executive Committee Meeting
February 28, 2020 @ 10:00AM	Collective Bargaining Negotiations
February 26, 2020 @ 02:30PM	Site Visit for Initial Accreditation of RN to BSN Program by ACEN
February 20, 2020 @ 05:00PM	District Board of Trustees Meeting
February 11, 2020 @ 08:30AM	District Board of Trustees Executive Committee Meeting
January 31, 2020 @ 10:00AM	Collective Bargaining Negotiations
January 22, 2020 @ 05:00PM	District Board of Trustees Meeting
January 14, 2020 @ 08:30AM	District Board of Trustees Executive Committee Meeting
December 03, 2019 @ 12:00PM	Foundation Executive Committee Meeting
December 03, 2019 @ 11:00AM	Foundation Finance Committee Meeting
November 20, 2019 @ 04:00PM	District Board of Trustees Meeting
November 12, 2019 @ 08:30AM	District Board of Trustees Executive Committee Meeting
October 16, 2019 @ 05:00PM	District Board of Trustees Meeting
September 24, 2019 @ 12:00PM	Foundation Executive Committee Meeting
September 24, 2019 @ 11:00AM	Foundation Finance Committee Meeting
September 18, 2019 @ 04:00PM	District Board of Trustees Meeting
July 25, 2019 @ 10:00AM	Collective Bargaining Negotiations with United Faculty of Florida
July 24, 2019 @ 04:30PM	District Board of Trustees Meeting
July 24, 2019 @ 01:00PM	HSCA Operations Committee
July 16, 2019 @ 08:00AM	District Board of Trustees Special Meeting
July 09, 2019 @ 04:00PM	District Board of Trustees Special Meeting
July 09, 2019 @ 02:30PM	DBOT Facilities Committee
June 25, 2019 @ 12:00PM	Foundation Executive Committee Meeting
June 25, 2019 @ 11:00AM	Foundation Finance Committee Meeting
June 24, 2019 @ 09:00AM	HSCA Governance Committee
June 19, 2019 @ 04:00PM	District Board of Trustees Meeting
June 12, 2019 @ 08:30AM	District Board of Trustees Executive Committee Meeting
June 04, 2019 @ 04:00PM	HSCA Governance Committee



**LAKE-SUMTER  
STATE COLLEGE  
BOARD RULE**

TITLE: Powers and Duties of the District Board of Trustees

NUMBER: 1.01

AUTHORITY: Florida Statutes 1001.63; 1001.64; 120  
State Board of Education Rules

PAGE 1 OF 1

HISTORY: New - 8/1/68  
AMENDED -  
9/12/73,  
10/16/80,  
6/19/96,  
4/20/04  
REVIEWED -  
5/1/09  
DATE ADOPTED: 4/20/04

- I. The District Board constitutes a corporation with all the powers and duties of a body corporate.
- II. The District Board shall be governed by the powers and duties of state college district boards of trustees as prescribed in Florida Statutes 1001.64 and the State Board of Education Rules.
- III. The District Board is authorized to establish rules in accordance with the Administrative Procedures Act [Florida Statutes 120.536 (1)] that insure the proper operation, improvement, and management of the College consistent with the rules adopted by the State Board of Education.
- IV. The basic function of the District Board shall be to establish policy, reflected in Rules, as opposed to implementing the day to day administration of the College.
- V. The rules of the District Board may supplement the rules prescribed by the State Board of Education if they contribute to the more orderly and efficient operation of the College.

**LAKE-SUMTER  
STATE COLLEGE  
BOARD RULE**

TITLE: Powers and Duties of The President

NUMBER: 1.04

AUTHORITY: Florida Statutes 1001.65  
State Board of Education Rules

PAGE: 1 of 1

HISTORY: New - 8/1/68  
AMENDED:  
6/19/96, 6/17/98,  
4/20/04 Reviewed  
- 5/1/09 DATE  
ADOPTED:  
4/20/04

**I. GENERAL**

- a. The President is required to meet and fully comply with all statutory and regulatory requirements of the State of Florida as related to his/her office.
- b. The President shall assume the specific powers and duties as listed in the Florida Statutes 1001.65 and the State Board of Education Rules.
- c. The President is responsible for carrying out the rules of the District Board in the daily operation of the College.
- d. The President shall fulfill additional duties as assigned by the District Board.

## Letters of Support



Lake Sumter  
State College

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OFFICE OF THE PRESIDENT

March 10, 2020

Office of Governor Ron DeSantis  
400 South Monroe Street  
Tallahassee, Florida 32399-0001

RE: Florida Job Growth Grant Fund, Workforce Training Grant Proposal to Establish the **Demand-driven Initiative for Regional Energy, Construction, and Transportation (D.I.R.E.C.T.) Training Triad**

Dear Governor DeSantis,

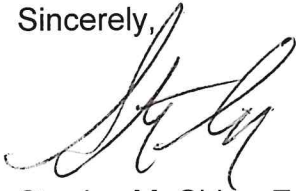
Lake-Sumter State College (LSSC) supports your vision to ensure Florida communities are resilient and have the opportunity to achieve their economic goals through relevant workforce development. As President of LSSC, it is with great pleasure that we apply for the Governor's Florida Job Growth Grant fund to expand workforce development opportunities for Floridians. Our LSSC plan includes an innovative regional training program that will meet the need for workers in three high demand clusters: energy, transportation, and construction. The new **D.I.R.E.C.T. Training Triad** proposed by LSSC will centralize training opportunities for these three economic clusters in a way that is cost-effective, far-reaching, flexible, and innovative. The specific occupations within the clusters for which students will be trained include CDL commercial truck drivers, electric utility line workers, and construction managers.

LSSC provides high-quality, accessible programs from enrichment and career training to associate and baccalaureate degrees to nearly 5,000 credit-seeking students. Lake-Sumter State College is a leader in higher education and the destination of choice for education, training, and cultural activities in central Florida. In recent months CareerSource Central Florida (CSCF) announced its new location at Lake-Sumter State College, the first-ever college-based CSCF career center that aligns an educational institution with the local workforce board to connect career seekers. Nationally, the College has been recognized by the Aspen Institute as one of the Top 150 community colleges in the nation. LSSC embraces excellence, diversity, and innovation to maximize student learning and success.

LSSC has a cadre of business partners who support our workforce development innovation plan and the **D.I.R.E.C.T. Training Triad** as evidenced through the attached

letters of support. Our partners are confident LSSC will deliver excellent training and that the **D.I.R.E.C.T. Training Triad** will emerge as a premier resource for the region and the state. The funding provided through the Governor's Job Growth Workforce Development Grant will ensure that we continue to meet the needs of our community, our students and our Florida economy with high quality programming.

Sincerely,

A handwritten signature in black ink, appearing to read 'S. Sidor', written in a cursive style.

Stanley M. Sidor, Ed. D.  
President, Lake-Sumter State College



March 5, 2020

Office of Governor Ron DeSantis  
400 South Monroe Street  
Tallahassee, Florida 32399-0001

RE: Florida Job Growth Grant Fund, Workforce Training Grant Proposal to Establish the **Demand-driven Initiative for Regional Energy, Construction, and Transportation (D.I.R.E.C.T.) Training Triad**

Dear Governor DeSantis,

It is with great pleasure that Evergreen Construction supports the Lake-Sumter State College (LSSC) regional training proposal to meet the need for workers in three high demand clusters: energy, transportation, and construction. The new **D.I.R.E.C.T. Training Triad** proposed by LSSC will centralize training opportunities for these three economic clusters in a way that is cost-effective, far-reaching, flexible, and innovative. The specific occupations within the clusters for which students will be trained include CDL commercial truck drivers, electric utility line workers, and construction managers.

Evergreen Construction is supportive of LSSC's new construction management program that is part of the **D.I.R.E.C.T. Training Triad**. Evergreen is a full-service construction manager and design-builder with an integrated approach specializing in healthcare, education, institutional, local government and interiors around Florida. Evergreen's staff has completed billions of dollars of construction management and design-build projects for education, healthcare, institutional and interiors clients. The new LSSC construction management program will help fill the pressing and critical need for construction managers in Central Florida.

Because Evergreen also values building trust, exceptional character, and helping others, we are very interested in the **D.I.R.E.C.T. Training Triad's** emphasis on employability and soft skill development. These skills will add a dimension to the training that reinforces successful workforce behaviors and promotes job retention.

Evergreen acknowledges that LSSC has a strong, positive reputation in Central Florida for educating students and is confident that the **D.I.R.E.C.T. Training Triad** will be successful. Evergreen is looking forward to the opportunity to support this new initiative that will meet the workforce needs of Central Florida.

Sincerely,

A handwritten signature in blue ink, appearing to be "M. Starcher", written over a light blue horizontal line.

Mark Starcher, President  
Evergreen Construction



National Science Foundation  
[www.madeinflorida.org](http://www.madeinflorida.org)  
[www.fl-ate.org](http://www.fl-ate.org)

March 5, 2020

Office of Governor Ron DeSantis  
400 South Monroe Street  
Tallahassee, Florida 32399-0001

RE: Florida Job Growth Grant Fund, Workforce Training Grant Proposal to Establish the **D**emand-driven **I**nitiative for **R**egional **E**nergy, **C**onstruction, and **T**ransportation (**D.I.R.E.C.T.**) **T**raining **T**riad

Dear Governor DeSantis,

It is with great pleasure that the Florida Advanced Technological Education Center of Excellence (FLATE) supports the Lake-Sumter State College (LSSC) regional training proposal to meet the need for workers in three high demand clusters: energy, transportation, and construction. The new **D.I.R.E.C.T. Training Triad** proposed by LSSC will centralize training opportunities for these three economic clusters in a way that is cost-effective, far-reaching, flexible, and innovative. The specific occupations within the clusters for which students will be trained include CDL commercial truck drivers, electric utility line workers, and construction managers.

FLATE, a National Science Foundation Center of Excellence in high-technology manufacturing, is committed to supporting technicians for all aspects of advanced manufacturing. FLATE also provides exemplary industry partnerships, workforce opportunity, and educational synergy throughout the state of Florida by connecting industry and workforce needs to target educational endeavors at many community and state colleges across Florida.

FLATE acknowledges the strong, positive reputation LSSC has in Central Florida for educating students and is very confident that the **D.I.R.E.C.T. Training Triad** will be successful. FLATE is looking forward to the opportunity to support this new initiative that will help meet the workforce needs of Central Florida and beyond in these sectors.

Sincerely,

Sincerely,

Hillsborough

Marilyn Barger, Ph.D., PE  
barger@fl-ate.org

St. Petersburg Campus • 10414 East Columbus Drive • Tampa, Florida • 33619

Richard Gilbert, Ph.D.  
Principal Investigator, USF  
(813) 974-2139  
gilbert@fl-ate.org

Bradley Jenkins, M.S.  
Principal Investigator, SPC  
(727) 341-4378  
jenkins@fl-ate.org



March 5, 2020

Office of Governor Ron DeSantis  
400 South Monroe Street  
Tallahassee, Florida 32399-0001

RE: Florida Job Growth Grant Fund, Workforce Training Grant Proposal to Establish the **D**emand-driven **I**nitiative for **R**egional **E**nergy, C**onstruction, and T**ransportation **(D.I.R.E.C.T.) Training Triad**

Dear Governor DeSantis,

It is with great pleasure that SECO Energy supports the Lake-Sumter State College (LSSC) regional training proposal to meet the need for workers in three high demand clusters: energy, transportation, and construction. The new **D.I.R.E.C.T. Training Triad** proposed by LSSC will centralize training opportunities for these three economic clusters in a way that is cost-effective, far-reaching, flexible, and innovative. The specific occupations within the clusters for which students will be trained include CDL commercial truck drivers, electric utility line workers, and construction managers.

SECO Energy is a not-for-profit electric cooperative serving over 200,000 families and businesses across seven counties in Central Florida, making SECO the third largest electric co-op in Florida and the seventh largest in the nation. In both 2017 and 2016, SECO Energy was ranked “Highest in Customer Satisfaction among Cooperatives” in the J.D. Power Electric Utility Residential Customer Satisfaction Study. In 2015, SECO Energy was ranked “Highest in Customer Satisfaction among Midsize Utilities in the South” by J.D. Power.

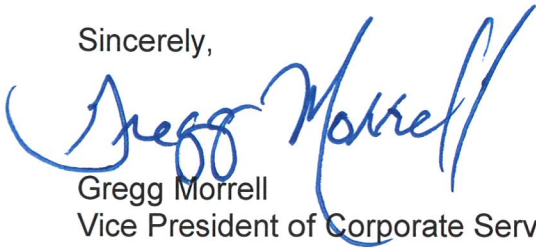
In 2018, SECO Energy donated a bucket truck to the LSSC Foundation for LSSC’s Energy Programs, affording students in the Electrical Distribution Technology program a new level of real-world training. Over a decade ago SECO Energy recognized the private/public partnership potential with Lake-Sumter State College to train an important part of Florida’s workforce and as such, helped finance the inception of the LSSC’s electric utility lineworker program.



SECO Energy continues to need lineworkers because many of their line techs who have been with the company for 30 plus years are starting to retire. SECO Energy wants to replace them with local students who want to stay in the area, work for a competitive growing company and raise their families here. SECO Energy is supportive of the energy cluster of the **D.I.R.E.C.T. Training Triad** and the potential for providing employees to replace retiring workers.

SECO Energy acknowledges that LSSC has a strong, positive reputation in Central Florida for educating students and is confident that the **D.I.R.E.C.T. Training Triad** will be successful. SECO Energy is looking forward to the opportunity to support this new initiative that will meet the workforce needs of Central Florida.

Sincerely,



Gregg Morrell  
Vice President of Corporate Services & Human Resources



1805 Hammock Rd. Titusville, FL 32796  
PH: (321) 268-0540  
FAX: (321) 383-9477  
<http://www.southeastpower.com/>

March 5, 2020

Office of Governor Ron DeSantis  
400 South Monroe Street  
Tallahassee, Florida 32399-0001

RE: Florida Job Growth Grant Fund, Workforce Training Grant Proposal to Establish the **D**emand-driven **I**nitiative for **R**egional **E**nergy, **C**onstruction, and **T**ransportation **(D.I.R.E.C.T.) Training Triad**

Dear Governor DeSantis,

It is with great pleasure that the Southeast Power Corporation (SEPCO) supports the Lake-Sumter State College (LSSC) regional training proposal to meet the need for workers in three high demand clusters: energy, transportation, and construction. The new **D.I.R.E.C.T. Training Triad** proposed by LSSC will centralize training opportunities for these three economic clusters in a way that is cost-effective, far-reaching, flexible, and innovative. The specific occupations within the clusters for which students will be trained include CDL commercial truck drivers, electric utility line workers, and construction managers.

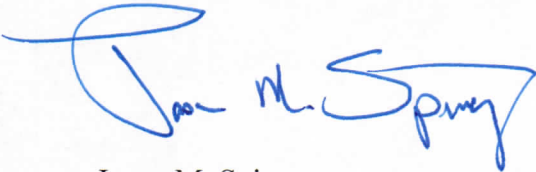
Southeast Power Corporation is a full-service electric power contractor that has unparalleled experience in overhead power line construction and maintenance. SEPCO's mission is to provide our clients with complete service on their contracts through safe working practices and quality of craftsmanship. SEPCO is supportive of the energy cluster of the **D.I.R.E.C.T. Training Triad** and the potential for providing employees for the electric power industry. SEPCO has ongoing projects that provide

the following and trained LSSC graduates for these ongoing projects would be very beneficial for SEPCO:

- Turnkey transmission, substation, distribution construction and maintenance;
- Fiber optic networks and telecommunications systems construction;
- Drilled pier, caisson, and electric tower foundation construction;
- Environmental construction efforts: silt fence, material yards, laydown yards, and right of way clearing;
- Electric car charging station construction.

SEPCO acknowledges that LSSC has a strong, positive reputation in Central Florida for educating students and is confident that the **D.I.R.E.C.T. Training Triad** will be successful. SEPCO is looking forward to the opportunity to support this new initiative that will meet the workforce needs of Central Florida.

Sincerely,

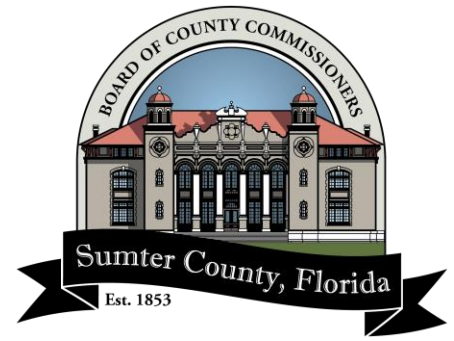


Jason M. Spivey

President, Southeast Power Corporation

# ***Board of County Commissioners Sumter County, Florida***

7375 Powell Road, Suite 200 • Wildwood, FL 34785 • Phone (352) 689-4400 • FAX: (352) 689-4401  
Website: <http://sumtercountyfl.gov>



March 10, 2020

Office of Governor Ron DeSantis  
400 South Monroe Street  
Tallahassee, Florida 32399

Dear Governor DeSantis:

Sumter County Economic Development strongly supports the Lake-Sumter State College (LSSC) regional training proposal to meet the need for workers in three high demand clusters: energy, transportation, and construction. The new **D.I.R.E.C.T. Training Triad** proposed by LSSC will centralize training opportunities for these three economic clusters in a way that is cost-effective, far-reaching, flexible, and innovative. The specific occupations within the clusters for which students will be trained include CDL commercial truck drivers, electric utility line workers, and construction managers.

Sumter County Economic Development is focused on supporting businesses with growth and helping them find the right employees. The LSSC **D.I.R.E.C.T. Training Triad** will contribute to the economic growth and career preparedness in Sumter County.

Sumter County Economic Development acknowledges the strong, positive reputation LSSC has in Central Florida for educating students and is confident that the **D.I.R.E.C.T. Training Triad** will be successful. Sumter County is looking forward to the opportunity to support this new initiative that will meet the workforce needs of Central Florida and beyond.

Sincerely,

Frank Calascione, CEcD  
Sumter County Economic Development Director

Al Butler, Dist 1  
Second Vice Chairman  
(352) 689-4400  
7375 Powell Road  
Wildwood, FL 34785

Don Burgess, Dist 3  
(352) 689-4400  
7375 Powell Road  
Wildwood, FL 34785

Steve Printz, Dist 5  
Chairman  
(352) 689-4400  
7375 Powell Road  
Wildwood, FL 34785

Doug Gilpin, Dist 2  
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Garry Breeden, Dist 4  
Vice Chairman  
(352) 689-4400  
7375 Powell Road  
Wildwood, FL 34785

Bradley S. Arnold,  
County Administrator  
(352) 689-4400  
7375 Powell Road  
Wildwood, FL 34785

Gloria R. Hayward, Clerk & Auditor  
(352) 569-6600  
215 East McCollum Avenue  
Bushnell, FL 33513

County Attorney  
The Hogan Law Firm  
Post Office Box 485  
Brooksville, Florida 34605



March 5, 2020

Office of Governor Ron DeSantis  
400 South Monroe Street  
Tallahassee, Florida 32399-0001

RE: Florida Job Growth Grant Fund, Workforce Training Grant Proposal to Establish the Demand-driven Initiative for Regional Energy, Construction, and Transportation **(D.I.R.E.C.T.) Training Triad**

Dear Governor DeSantis,

It is with great pleasure that CEMEX supports the Lake-Sumter State College (LSSC) regional training proposal to meet the need for workers in three high demand clusters: energy, transportation, and construction. The new **D.I.R.E.C.T. Training Triad** proposed by LSSC will centralize training opportunities for these three economic clusters in a way that is cost-effective, far-reaching, flexible, and innovative. The specific occupations within the clusters for which students will be trained include CDL commercial truck drivers, electric utility line workers, and construction managers.

CEMEX is supportive of LSSC's new CDL program that is part of the **D.I.R.E.C.T. Training Triad**. CEMEX is a global building materials company that provides high quality products and reliable service to customers and communities throughout the Americas, Europe, Africa, the Middle East, and Asia. They produce, distribute, and sell cement, ready-mix concrete, aggregates, and related building materials in more than 50 countries, and maintain trade relationships in close to 100 nations.

CEMEX's U.S. network includes 9 cement plants, more than 50 strategically located distribution terminals, 50 aggregate quarries and nearly 270 ready-mix concrete plants. CEMEX USA was named the EPA Energy Star Partner of the Year for 2019. In Florida, CEMEX was involved in the complete reconstruction of I-4 in the I-4 Ultimate Improvement Project. This project underscored CEMEX's goal of being part of the Central Florida community and building a better future for Florida's citizens.

CEMEX acknowledges that LSSC has a strong, positive reputation in Central Florida for educating students and is confident that the **D.I.R.E.C.T. Training Triad** will be successful. CEMEX is looking forward to the opportunity to support this new initiative that will meet the workforce needs of Central Florida.

Sincerely,  
Jenna Emerson  
CEMEX Florida Region  
Public Affairs Mgr.  
863-397-8910

800 N. Magnolia Ave Suite 300

Phone: 407-243-5400

[www.cemexusa.com](http://www.cemexusa.com)