



## **Florida Job Growth Grant Fund Workforce Training Grant Proposal**

Proposal Instructions: The Florida Job Growth Grant Fund Proposal (this document) must be completed and signed by an authorized representative of the entity applying for the grant. Please read the proposal carefully as some questions may require a separate narrative to be completed.

### **Entity Information**

Name of Entity: Indian River State College

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

#### Contact Information:

Primary Contact Name: Kevin Cooper, Ph.D.

Title: Associate Dean of Advanced Technology

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Fort Pierce, FL 34981-5596

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### **Workforce Training Grant Eligibility**

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

Eligible entities must submit proposals that:

- Support programs and associated equipment at state colleges and state technical centers.
- Provide participants with transferable and sustainable workforce skills applicable to more than a single employer.
- Are offered to the public.
- Are based on criteria established by the state colleges and state technical



- centers.
- Prohibit the exclusion of applicants who are unemployed or underemployed.

## 1. Program Requirements:

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

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

Title: Indian River state College Aviation and Marine Training Program (AMP).

IRSC currently has a trio of highly successful, robust workforce training programs (quick response, clock hour, and degree) that address all levels of skilled worker positions in manufacturing, welding, robotics, photonics, and energy fields. The 2017 Treasure Coast Skills Gap Study, developed in partnership with St. Lucie County, the St. Lucie County Economic Development Council, CareerSource Research Coast, and 110 local industry employers indicates a workforce gap in the marine and aeronautical manufacturing sectors. Specifically, results of the study indicate 62% of the companies seeking hires in manufacturing and 94% of the companies seeking hires in the trades both experience difficulty in filling positions.

The Marine and Aerospace Industries are key economic development fields for the Treasure Coast. Companies including Maverick Boats, Pursuit Boats, Triumph, Piper, and Paradigm Precision currently have combined more than 300 high wage job openings. In fact, growth of these large manufacturers is limited by a lack of skilled labor across all skill levels.

With this funding, IRSC will build and launch quick response, clock hour, and degreed tracks in the marine and aerospace fields to address this current gap. By adopting highly successful training models that standardize initial training, exposing students to on the job training, and then aligning training with supply and demand of current job openings; IRSC has a workforce training model in place that is sustainable, scalable as needed, and can address these unique fields.

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

The proposed project will support programs at state colleges and/or state technical centers by providing a model program with proven outcomes that is sustainable, scalable, and easily replicable. IRSC has had this model in place for more than ten years and has utilized this model program to rapidly respond to the workforce needs of our service district, with 85% of program completers placed into high skill high wage jobs.

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

The proposed program will provide participants with nationally recognized industry certifications (OSHA-10, Manufacturing Skilled Standards Council (MSSC)) and specialized certifications in Aviation, Marine technologies, and Welding. The MSSC certificate is part of a state articulated, 18-hour program of study with proven transfer and job placement rates,



applicable to more than a single employer. The proposed program will build on this successful model, focusing on current workforce gaps by offering specialized certifications in Aviation and Marine technologies. Program participants will complete coursework at IRSC followed by hands-on internships and training in the field.

Following a successful Department of Labor Employment and Administration grant, IRSC has maintained the Fast Track to Manufacturing Quick Response Training program. Since the program's inception in 2012, over 200 students have completed with more than 50% earning an MSSC, and 85% of program completers placed in high skill high wage jobs. IRSC is the only state college to receive federal funding to support two Advanced Technological Education Centers, the Regional Center for Nuclear Education and Training (RCNET) and the Regional Center for Lasers and Fiber Optics Training (LASER-TEC). These two Centers are national models for workforce training. RCNET leads 55 colleges and universities, 91 industry partners, along with multiple agencies in nuclear technician workforce training. LASER-TEC leads 22 colleges, 3 universities, 42 FL laser companies, 425 laser and fiber optics companies throughout the southeast in laser and fiber optic technician training. These Centers have provided our partner colleges with guided pathways, a clear and coherent map that integrates academic and support services across the student experience.

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

Yes     No

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

IRSC, in partnership with FL Trade and FLATE, a National Science Foundation Advanced Technological Education Center, helped to create a standardized state articulation agreement (18-credit hours) between the MSSC certification and Electrical Engineering Technology Program recognized by the Florida Department of Education and fully transferable among Florida state colleges and 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 jobs anticipated to be created from the proposed training. Further, please include the economic impact on the community, region, or state and the associated metrics used to measure the success of the proposed training.

Along the Treasure Coast, the Marine and Aerospace Industries are not only key employers but they are key agents of economic development. Companies including Maverick Boats, Pursuit Boats, Triumph, Piper, and Paradigm Precision currently have combined more than 300 high wage job openings. In fact, growth of these large manufacturers and advancement of the current labor force is limited by a lack of skilled labor across all skill levels. With a proper workforce pipeline, that will be designed, equipped, and launched through this funding, these industries have the potential for tremendous growth over the next five years. This growth will result in an increase in jobs and an increase in revenue for the Treasure Coast and the State of Florida. This grant will allow IRSC to train 65 future marine and aerospace workers annually with an average starting salary of approximately \$44K (more than \$11K over the average regional salary) which translates to a direct increase of \$2.8M being added to the local economy per year and an indirect increase of \$14M per year.

The associated metrics to be utilized to measure the success of this program expansion will be enrollment, graduation, and placement rates of the aeronautical and marine tracks.

**2. Additional Information:**

A. Is this an expansion of an existing training program?  Yes  No

If yes, please provide an explanation for how the funds from this grant will be used to enhance the existing program.

Funds will be used to build curriculum, buy necessary equipment, rent facility space (at St. Lucie County Airport), and provide tuition assistance. Please see the budget justification for additional details on how funds from this grant will be used to enhance the existing workforce training programs in place at IRSC.

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

[Targeted Industries here.](#))

Yes  No

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

If no, with which industries does the proposal align?



Aviation/Aerospace and Other Manufacturing (Marine) industries.

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

Yes     No

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

If no, with which occupation does the proposal align?

This proposal aligns with the following occupations on the Statewide Demand Occupations List and the Regional Demand Occupations List: Aircraft Mechanics and Service Technicians (SOC Code 493011), Machinists (SOC Code 514041), Sheet Metal Workers (SOC Code 472211), and Welders, Cutters, Solderers, and Brazers (SOC Code 514121).

D. Indicate how the training will be delivered (e.g., classroom-based, computer-based, other).

If in-person, identify the location(s) (e.g., city, campus, etc.) where the training will be available.

If computer-based, identify the targeted location(s) (e.g. city, county, statewide) where the training will be available.

Training will be delivered via classroom, computer-based, and hands-on instruction. Classroom training will be delivered at the Brown Center on IRSC's main campus in Ft. Pierce, FL. Computer-based training will be available at any of IRSC's five campuses and/or at the industry partners' locations. Hands-on training will be provided at either IRSC or the industry partners' locations.

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

Marine tracks), 8 additional students in the welding program, and 48 additional students in the EET program over the next year. Based on these programs past successes (95% completion rates), the QRT will have 57 complete the program, 7 will complete the Clock Hour program, and 45 will complete the EET program.



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

Begin Date: 10/01/2017      End Date: 9/30/2018

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

At the conclusion of the funding period, the IRSC AMP program will be fully sustainable. Building on the successful model already in place and utilizing grant funds to expand current program offerings to allow for additional tracks in high skill high wage programs. The current partnerships in place will defray costs, build on community assets, and provide sustainability for this program expansion.

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

This three-tiered program will train quick response, clock hour, and degree graduates in aviation and marine sectors and will result in the following certificates and degrees:

- Certificate: OSHA 10
  - Certificate: Manufacturing Skills Standard Certification (MSSC) Certified Production Technician
  - Certificate: AWS Certified Welder
  - Certificate: NCCER Welding Level 1
  - Certificate: NCCER Welding Level 2
  - Certificate: NCCER Welding Level 3
  - Degree: Electronic Engineering Technology with Marine Maintenance and Operation Focus (CIP: 1615030301)
  - Degree: Electronic Engineering Technology with Avionics Focus (CIP: 1615030301)
  - Degree: Applied Welding Technology (CIP: 0648050802)
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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.

IRSC has a local match for this project in the amount of \$40,000. These funds are being provided by the IRSC Foundation as student scholarships and in-kind matching funds by IRSC for infrastructure already in place to support the current training programs.

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

Coop Diesel to provide... IRSC along with the St. Lucie County Economic IRSC along with the St. Lucie County Economic Development Council served as a catalyst for the creation of the Treasure Coast Manufacturing Association (TCMA).

### 3. Program Budget

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

A. Workforce Training Project Costs:

Equipment	\$ 910,000
Personnel	\$ 150,000
Facilities	\$ 200,000
Tuition	\$ 100,000
Training Materials	<u>\$ 120,000</u>
Other	<u>\$ 450,000</u>
<b>Total Project Costs</b>	<u><b>\$ 1,930,000</b></u>

Please Specify:

Evaluation,  
Subject Matter  
Experts

B. Other Workforce Training Project Funding Sources:

City/County	\$ _____
Private Sources	\$ _____
Other (grants, etc.)	<u>\$ 40,000</u>
<b>Total Other Funding</b>	<u><b>\$ _____</b></u>

Please Specify:

IRSC  
and  
IRSC  
Foundation

**Total Amount Requested** **\$ 1,970,000**



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

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

Indian River State College AMP program - Budget Justification

A. EQUIPMENT (\$910,000)

Grant funding will be spent to purchase the following equipment:

•Aviation Training Equipment:

- o Virtual Reality System for hands-on training on large scale aircraft (\$50,000)
- o Mock fuselage and airplane wing for hands-on installation of electronics, cabling, and synchronizing systems (\$80,000)

• Marine Training Equipment:

- o Boat on stilts (to be put in Manufacturing lab) for hands-on installation of electronics, cabling, and synchronizing systems (\$40,000)
- o Boating systems equipment (\$40,000)
- o Boat motors (inboard and outboard) (\$30,000)
- o Composite furnace (\$70,000)

• Equipment to support both industries:

- o Ten virtual welding stations (\$25,000 per station) to accommodate 20 students and support welding activities from the welding lab. This equipment will support types of welding not available in the lab (slag and aluminum) and will assist with problem solving exercises that are difficult to replicate (\$250,000)
- o Ten robotics stations (\$25,000 per station) to support automation of both the aviation and marine industries. This equipment is specifically used to teach key robotic principles in degrees of freedom, state of view, affordability (room to operate), haptic response, feedback, reliability, and safety (\$250,000).
- o Non-Destructive Examination equipment to teach Quality Assurance/Quality Control, review welds and faults, prototype parts, wear and tear (key aeronautical concerns), and to build a spectral library of key issues with parts from industry (\$100,000).

B. PERSONNEL (\$150,000)

All personnel provide direct project support over the course of the project. All salaries are based on the current salary schedule in effect at Indian River State College, approved by the District Board of Trustees in June 2016. The salary is enhanced by a conservative



anticipated increase of 3% effective each August 1 for the duration of the grant. The College also pays 1% of salary in lump sum payments in August and December of each year, in accordance with the collective bargaining agreement currently in effect. Fringe benefits are computed at current Indian River State College rates.

Project Manager (\$100,000 including benefits)

The Project Manager will be working full time on a 12-month contract, to ensure successful outcomes for this training program. Specific duties and responsibilities are:

- Creates the contracts and statement of work for all consultants
- Evaluates and approves the quarterly reports, invoices, and work of all contractors and consultants
- Acts as the liaison between IRSC and the partner organizations
- Oversees the gathering of data and generation of reports
- Determines new educational materials to develop, selects & contracts with subject matter experts
- Manages and approves all budget requests

Administrative Assistant (\$50,000 including benefits)

The Administrative Assistant will be working full time, managing day-to-day activities of the program. Specific duties and responsibilities are:

- Responsible for communicating with partner organizations, coordinating efforts and events, collecting and distributing evaluation data
- Distributes and collects all evaluation instruments and provides external evaluator needed data
- Organizes internships and hands-on experiences
- Organizes and executes public outreach events
- Creates and executes recruiting campaigns for underrepresented groups

#### **4. Approvals and Authority**

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

The Indian River State College President, Dr. Edwin R. Massey, has been given the authority by the Indian River State College District Board of Trustees to approve all grant agreements.



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.

N/A

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

N/A

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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.



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

Name of Entity: Indian River State College

Name and Title of Authorized Representative: Edwin R. Massey, Ph.D., President

Representative Signature: *Edwin R. Massey*

Signature Date: 07/13/2017