



## **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: Lake Technical College

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

#### Contact Information:

Primary Contact Name: Dr. Diane Culpepper

Title: Executive Director

Mailing Address: 2001 Kurt Street  
Eustis, FL 32726

Phone Number: 352-589-2250

Email: culpepperD@lake.k12.fl.us

### **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.

The Center for Advanced Manufacturing - Regional Workforce Training

Description: Lake Technical College's Advanced Manufacturing Workforce Development program will seamlessly connect high quality career and technical education programs, a state of the art manufacturing facility, and industry partners to increase the number of graduates primed to create and advance into innovative well-paying jobs in the manufacturing workforce community.

Lake County in conjunction with region leaders are working to increase manufacturing activity to help diversify the economy and raise wages. This is of particular importance for once rural communities like Lake County. A regionally serving Center for Advanced Manufacturing training facility at Lake Technical College will enable Lake County as well as our region to support local manufacturing and attract new manufacturing employers to the region in a way that historically has been unachievable. Such a program would create a unified strategy for providing workers with state-of-the-art training and early-stage manufacturing and IT companies with the tools, training and infrastructure they need to create financially stable companies.

---

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

The vision of the Florida state technical college/center system is to ensure Florida has the skilled workforce to grow and expand its economy and be competitive at a global level while providing high quality, affordable career and technical training programs meeting the challenging needs of Florida's workforce. The Center for Advanced Manufacturing will offer programs to include Welding Technology, CNC Machining, Mechatronics and Industrial Machinery Maintenance in order to provide an opportunity for the region's business and industry sector to have access to a skilled workforce.



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

Florida manufacturers are a prevailing economic engine for the state's economy. Many Florida manufacturing operations benefit from the presence of advanced research facilities at Florida's universities and colleges, military installations and NASA. The industry cluster counts nearly 18,000 manufacturers who employ some 311,300 workers across the state. Florida's manufacturing industries are diverse and include companies in traditional manufacturing industries such as plastics, food processing and printing, as well as those that are engaged in breakthrough technologies such as electronics, medical devices and aviation/aerospace.

With the highest concentration of manufacturing employees in all of Central Florida, Lake County's economy is especially sensitive to the needs of the manufacturing sector, which currently accounts for almost seven percent of Lake County's workforce, making it Lake County's second-largest industry sector. Lake County's manufacturing heritage plays a vital role in Lake County's economic development strategy. Currently, there are almost 300 manufacturing companies in Lake County alone, many of which are small enterprises. Of specific importance are the machine shops, which support East Central Florida's aerospace/aviation, medical device, and clean tech clusters. These companies also represent the best opportunity to develop an advanced manufacturing cluster in Lake County. The Center for Advanced Manufacturing will help to bridge this workforce skills gap by training students in machining, welding, and other manufacturing processes.

- 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.

All programs and projects developed by the state technical colleges/centers and in particular Lake Technical College must adhere to these four guiding principles:



- They must be market driven
- They must be responsive to business and industry needs
- They must be cost effective to both the student and the state (taxpayer)
- They must be focused on results – job placement and nationally recognized industry credentials

Curriculum frameworks developed by the Department of Education and vetted through statewide technical committees are the basis for the programs that will be implemented through the Center for Advanced Manufacturing. Regional business and industry review the state-wide curriculum and make recommendations for implementation at the local level. If curriculum is not developed for a particular occupation, educators and industry experts work together to develop the training outcomes.

The program structure in the classroom is competency-based, often self-managed, and contextualized. This educational model represented by the technical colleges/centers contrasts sharply with how conventional postsecondary education in Florida is organized and produces very different results, particularly in terms of the rates of student success in completing their programs. Florida's Technical Colleges/Centers most recent statewide data demonstrates its impact by serving over 233,000 student with a statewide completion rate of 87% and an average statewide job placement rate of 90%. A "Career in a Year" is the theme of the technical colleges/centers and the programs offered in the new Center for Advanced Manufacturing will provide solutions for improving and growing a skilled Florida workforce.

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.

Manufacturing jobs in Lake County generate a very high overall economic impact. Multiple data points are analyzed to measure economic opportunity and impact. The first data point is the number of manufacturing companies. In Florida, there are over 19,000 manufacturers. Florida ranks among the nation's top 10 states for manufacturing. In Lake County, there are over 300 manufacturing companies, many of which are small enterprises. However, these manufacturing companies, whether across the nation, in Florida, or in Lake County, are having difficulty finding the right talent to fill open positions. The new Center for Advanced Manufacturing at Lake Technical College with the afore mentioned workforce training programs will help to bridge the workforce skills gap by training students in advanced manufacturing, machining, welding, and other manufacturing processes to meet the employer demand.

Lake County currently has an exceptionally strong manufacturing workforce foundation; specifically, seven percent of the workforce is employed in manufacturing today which equates to about 7,000 people working in the industry. While that number has slightly decreased in the last year, it is not due to downsizing or lack of jobs. It solely due to companies not being able to find trained, skilled employees to fill the vacancies caused by baby boomers retiring or by the growth in their companies. For Lake County's existing manufacturing businesses to grow and keep pace with industry and to ensure that Lake County continues to be a desirable location for new manufacturing companies, it is imperative that Lake County's workforce training Eco-system posses the tools needed to ensure the workforce is properly trained. The new Center for Advanced Manufacturing will help to solidify Lake County's economic future by equipping our local workforce with the skills needed to not only fill manufacturing positions but more importantly, to provide significant value and enhance that hire them.

The IMPLAN Economic Impact Model software is used to track the overall impact of projects in Lake County. According to the IMPLAN model, economic impact from a manufacturing job in Lake County ranges from a low of \$202,000 annually to our local economy and 1.5 jobs in our community to a high of \$386,000 and 2.5 jobs in our community.



If 100 students are trained through the Center for Advanced Manufacturing and they are employed within Lake County, in one year the total economic impact of those students becoming employees in Lake County is over \$20,000,000 annually with 150 associated jobs in our community. This doesn't even include the economic impact caused by Lake Technical College and the Center for Advanced Manufacturing operating in Lake County and the impact of the construction of the new facility; it is solely from Lake Technical College graduates earning jobs in Lake County's manufacturing industry.

Based on project data that tracks business recruitment, and retention efforts by Lake County's EDT it is clear that the rate of success for compelling new businesses to come to Lake County, as well as facilitating an environment conducive for retaining current Lake County businesses is directly tied to a program that can adequately train a younger, and technologically shrewd workforce. It is believed that the benefits of the Center for Advanced Manufacturing will result in the successful recruitment, retention or expansion of at least one (1), 50 employee manufacturing company per year, and hopefully more, in Lake County.

The economic and fiscal impacts of a 50 employee manufacturing company are significant. The annual economic output would exceed \$13 million, while generating almost \$3.5 million in personal income and 80 total jobs. The fiscal impacts, both local and state, would exceed \$200,000 per year. Therefore, within 10 years of opening, and with only one (1) new 50 employee manufacturing company per year, we would expect the Center for Advanced Manufacturing to return in excess of \$130 million in economic impact, just in Lake County, alone; and over \$2,000,000 in state and local tax revenue.

A regionally serving Center for Advanced Manufacturing training facility at Lake Technical College offering advanced manufacturing programs addressing industry needs such as CNC Machining, Welding, Industrial Machinery Maintenance, and Mechatronics would enable Lake County and the region to support local manufacturing businesses and attract new manufacturing employers to the region in a way that historically has been unachievable. Such programs would create a seamless strategy for providing workers with state-of-the-art training and early-stage manufacturing companies with the tools, training and infrastructure they need to create financially stable companies.



## 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.

New program in Advanced Manufacturing including CNC Machining, Advanced Welding, Industrial Maintenance, and Mechatronics

- 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?

Manufacturing including Aircraft Parts Manufacturing, Energy Equipment Manufacturing, Food & Beverage, Automotive and Marine, Plastics and Rubber, & Machine Tooling.

- 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?

SOC Code 514041 - Machinists

SOC Code 511011 - First-Line Supervision of Production and Operating Workers

SOC Code 514121 - Welders, Cutters, Solderers, and Brazers

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

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



training will be available.

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

The Advanced Manufacturing program offered at Lake Technical College will be delivered using classroom/lab-based delivery methods at the Lake Technical College main campus located in Eustis, FL at the Center for Advanced Manufacturing. Students are enrolled for intense, focused training in the career field in order to acquire the skills needed for the industry. Instructors are technical experts from the field and provide the hands-on training in labs and classrooms that mimic those of the workplace.

Highly specialized CNC simulation software and on-line training will also be used to enhance the classroom experience and provide additional access to the training.

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

Lake Technical College's Center for Advanced Manufacturing program will enroll up to 100 students a year in areas such as Welding, CNC Machining, Mechatronics and Industrial Machinery Maintenance. This number includes advanced specialized classes that will be made available to incumbent workers seeking to upgrade their current skills.

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

Begin Date: October 2017      End Date: Continuously

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

The Workforce Training Grant funding will provide essential resources to jump start critical workforce development programs and sustainability will be assured through ongoing institutionalization including college leadership linking the funding to programs and goals with accountability for outcomes. The Advanced Manufacturing training program's operating team is charged with the development and implementing its programmatic and fiscal processes and system to ensure sustainability. Once the advanced manufacturing programs are in place, funding through the Florida Workforce





Development Allocation will contribute towards program sustainability. Grounded with external and industry partners with expertise in the manufacturing trades operation and product development, additional funding potential for sustainability beyond the scope of the grant includes industry support through donations of materials and supplies and a campus wide enrollment management initiative to provide students in funded meaningful integrated experiences. In addition to tuition and course lab fees, industry partners will also bring funding opportunities as it is anticipated that they will see benefit in using the new Center for Advanced Manufacturing for continuing education and advanced specialized courses determined by local manufacturing needs. Lake Technical College recently created a new position for a Corporate and Community Training Coordinator to work with the regions business and industry's customized training needs which will generate additional funding.

- 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.

Upon completion of a program, the student will earn a Lake Technical College certificate of completion. In addition, students will be prepared for a variety of industry certifications including AWS (American Welding Society certifications), IHK for CNC and Machining, CPT (Certified Production Technician) through the National Manufacturers Skill Standards Council, Six Sigma, etc. In addition, the program will be positioned to stay abreast of the trends and offer the next generation of industry certifications as soon as employers are requesting them.



I. Does this project have a local match amount?

Yes  No

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

State and local government, along with private industry have supported the construction of Lake Technical College's new Center for Advanced Manufacturing and its programs with funding and donations in the amount of \$4,297,000 for the renovation of two existing buildings and the building of two new buildings on the Lake Technical College's campus in Eustis, FL.

In addition, the private sector in Lake County has contributed to date approximately \$200,000 in equipment to support the Advanced Manufacturing - Regional Workforce Training Program. Many of the current manufacturers in Lake County are small business owners. While they many not have large sums of money to donate, they are more than willing to serve in an advisory capacity, provide internship and apprenticeship opportunities, and champion the effort as they know it takes public-private partnerships to make an impact on the workforce community and region.

In partnership, Lake-Sumter State College established a trust fund in the amount of \$560,000 towards scholarships to transition students from their certificate programs at Lake Technical College to articulated college programs, further strengthening the ability for students to continue their education and advance in their careers.

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

According to CareerSource Central Florida, 84% of the manufacturing businesses in the region have problems hiring skilled workers. And according to the Manufacturing Association of Florida, there are 4,000 open positions in manufacturing across the state. While not all of these positions will be filled by Lake Technical College graduates, the new Center for Advanced Manufacturing offering programs directly linked to the industry workforce needs will make a difference for many companies who are desperately seeking the skilled workforce.

The new Center for Advanced Manufacturing programs of CNC Machining, Advanced Welding, Mechatronics and Industrial Machinery Maintenance will serve as a significant asset for Lake County's economic development efforts. Not only will it allow the County to market a more diverse and well-trained workforce, in general, but it will also enable the County to create custom programs for targeted businesses. Given Lake County's



limited financial incentive resources, a program of this magnitude will have a significant impact on both business recruitment and business retention and expansion in Lake County.

The East Central Florida Comprehensive Economic Development Strategy (CEDS) recognizes that the biggest hurdle for economic development in this region is lack of economic diversification. The region is still very dependent on the leisure and hospitality and construction and real estate industries to generate economic growth. Both industries tend to depend on boom and bust cycles and pay lower wages. In order to diversify the local economy and prepare the region for long-term prosperity, the CEDS Strategy Committee has committed to increasing advanced manufacturing in East Central Florida.

Business partnerships are an integral component of this project. Numerous local manufacturers have indicated they would be willing to hire graduates, provide internship opportunities, and support the Center for Advanced Manufacturing and programs. Several letters of support are included.

In addition, Lake Technical College's partnership with Lake-Sumter State College are developing pathways and articulation agreements so students can continue their education towards an AS degree in engineering. This commitment further strengthens the educational strategy in the community with the intended purpose of providing a skilled, educated manufacturing workforce for the region.

See attached letters of support for Lake Technical College's new Center for Advanced Manufacturing - Workforce Training Program.

### 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	<u>\$ 1,166,908</u>		
Personnel	<u>\$ N/A</u>		
Facilities	<u>\$ N/A</u>		
Tuition	<u>\$ N/A</u>		
Training Materials	<u>\$ N/A</u>		
Other	<u>\$ N/A</u>	Please Specify:	<u>N/A</u>



**Total Project Costs** \$ 1,166,908

**B. Other Workforce Training Project Funding Sources:**

City/County \$

Private Sources \$

Other (grants, etc.) \$

**Total Other Funding** \$

Please Specify: N/A

**Total Amount Requested** \$ 1,166,908

**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.

Lake Technical College has an experienced team for managing federal, state, and private grants. We have a demonstrated track record of being good stewards of the public's trust and money. In preparing the budget for the planning and implementation phase of the new Center for Advanced Manufacturing's – Regional Workforce Training Program, we made every effort to identify efficiencies and leverage existing college infrastructure and processes to maximize the use of the available building construction funding while building our new facility. We are confident that the resulting request for \$1,166,908 will enable us to effectively meet our stated objectives during the planning, implementation phase, and ongoing enrollments in this program at a cost that represents significant value to Lake County, Lake County manufacturing companies, and its citizens. The following budget narrative provides details for the completed budget:

A. Equipment - Consultations with local and state businesses about the size and modernity of equipment needed was conducted with the Lake Technical College manufacturing advisory committee. Having received input, college administrative representatives have contacted and worked with various vendors generating equipment proposals that meet the needed skill set required of the current and future manufacturing workforce. These proposals were then reviewed by the advisory committee and are presented. Total advanced manufacturing equipment amount is \$1,166,908.

Upon receipt of the grant funding, appropriate final quotes and bids (as applicable) will be secured and equipment purchased following DEO guidelines and Lake Technical College's purchasing protocols. It is anticipated the new Center for Advanced Manufacturing building will be complete in October, 2017 and students have already begun registering for the programs. Therefore, equipment will be purchased expeditiously based on industry recommendation. A spreadsheet of projected equipment expenditures is attached.



#### 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)?

When awarded grant funds the Lake Technical College Charter Board of Directors will provide approval before an executed grant agreement with the Florida Department of Economic Opportunity is granted.

- 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.

Lake Technical College's Board of Directors hold 5 annual meetings per its by-laws. Special meetings may be held if required. For the FY18 school year they will be held July 2017, September 2017, December 2017, March 2018, and May 2018. Upon approval of the grant funding, a special called board meeting will be scheduled.

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

Lake Technical College's Board of Directors may hold special meetings with a required 10 day notice as per the its by-laws.

- 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: Lake Technical College

Name and Title of Authorized Representative: Dr. Diane Culpepper, Executive Director

Representative Signature: Dr. Diane Culpepper

Signature Date: July 28, 2017