



**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: ICTC Governing Board dba American Manufacturing Skills Initiative - AmSkills

Federal Employer Identification Number: [REDACTED]

**Contact Information:**

Primary Contact Name: Thomas A. Mudano  
Title: Executive Director  
Mailing Address: 7825 Campus Drive, Building 6  
New Port Richey, FL 34653  
Phone Number: 727-331-2917  
Email: TMudano@AmSkills.org

**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: AmSkills Manufacturing Career Launch & Apprenticeship Program (AmSkills)**

#### Economic Development Concerns:

A recent survey of U.S. Corporate Executives regarding Critical Site Selection for location and/or expansion plans indicated that the #1 Factor is the Availability of Skilled Labor<sup>1</sup>. The survey stated:

*“With U.S. economic growth on a firmer footing, and demand ticking up, the availability of skilled labor has become the #1 factor in site decisions, according to latest survey of company executives by Area Development magazine, rising from the #3 factor in the year-earlier survey.*

*Growing companies now apparently are more worried about adequately fulfilling demand than generating it.”*

Bill Cronin, President/CEO of the Pasco County Economic Development County confirmed this by stating:

*“When companies come to us looking to make their location decisions for relocation or expansions, one of the first things they normally ask is ‘what about the quality of our workforce.’ A building and a site is really just a building and a site, but without a quality workforce those companies cannot guarantee the sustainability of a good talent pipeline for their business growth of the future.”*

#### Workforce Concerns:

In today’s world, many of our youth and young adults are not provided parental guidance on their career options; our school systems have been unable to provide appropriate hands-on skills training; and our colleges and universities provide certifications and/or degrees, without real-world experiences to adequately prepare them to enter the workforce. College graduates receive Engineering Degrees with very little hands-on experience necessary to understand the various materials they will be asked to design or build.

In 2016, the Florida Chamber Foundation completed a Statewide survey and asked **Colleges** “How well prepared are college graduates ready to go directly into the workforce” and 89% indicated they were “well prepared”; however when **employers** were asked the same question, only 11% indicated that college graduates are ready for work. This indicates a huge gap in what is perceived by our colleges/universities and the reality of what they are producing.



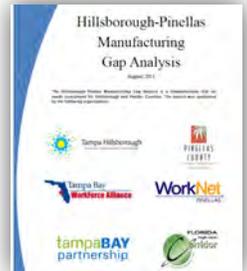
<sup>1</sup> Dale D. Buss, Staff Editor, Area Development - <http://www.areadevelopment.com/skilled-workforce-STEM/Q4-2014/skilled-labor-critical-site-selection-factors-7221554.shtml>

Manufacturing Concerns:

On a national level in the next 10 years more than 3.4 million manufacturing jobs are estimated to be needed, however 2 million of them are expected to go unfilled due to lack of skilled labor<sup>2</sup>.

On a local level, the Hillsborough-Pinellas County Manufacturing Gap Analysis Needs Assessment (per 2016 Update) showed an increasing shift from traditional manufacturing methods to more advanced methods. One of the questions posed to local manufacturers asked “how many potential hires has your company interviewed in the last six months that you feel were qualified for the position?” and the manufacturers indicated 75% were unqualified.

The report identified three key areas of improvement including; (1) increase interest in manufacturing, (2) increase workers’ knowledge of the industry, and (3) connect industry with education. In addition, it identified three solutions to address these areas including; (1) Organize manufacturing job opportunities public relations campaign, (2) Increase internship and apprenticeship offerings, and (3) Improve coordination between industry, education, and government.



Apprenticeship Program Concerns:

Florida currently has 201 active apprenticeship programs, ranking it in the bottom 20 states nationwide. Nationally, active apprenticeship programs have decreased by 30%, from 12,146 active programs in 2008 to just 8,610 programs in 2016. Participants cite the reasons for failed apprenticeship programs as obsolescence of the training by the time the worker is ready for placement, lack of an onboarding program, and failure of programs to address the real needs of the manufacturer.

**Proposed Workforce Training Program Description:**

AmSkills is building a solution to address the concerns outlined above. This unique tri-county program, started operations in 2015 to specifically address the economic development workforce needs and to support the needs of manufacturers in Hernando, Pasco and Pinellas Counties. Our Board is composed of key members from each county including 3 Manufacturers, 3 County Commissioners, 3 County School Superintendents and the Presidents of St Petersburg College and Pasco Hernando State College. AmSkills is working toward creating a successful European-Style Apprenticeship Workforce Training Program that can be replicated in other Counties in Florida and the United States, and our Board involves key stakeholders in order to make this a reality.

Through an Interlocal agreement between the Counties, the School Districts and local colleges, AmSkills has 5 training centers housed within local high schools and technical colleges for easy access by Apprentice Candidates to take part in the AmSkills Youth or Adult Pre-Apprenticeship & Apprenticeship Training Programs.

The Pre-Apprenticeship Program allows the “Apprentice Candidates” to learn basic safety and foundational skills; explore various advanced manufacturing career tracks to help them determine their interests, and guide them into making a decision on the best career path for them. There are three career paths to securing a job through AmSkills including semi-skilled positions, skilled Apprenticeship positions (which will require continued training for up to three years) or engineering positions (requiring advanced education at local colleges).



<sup>2</sup> Giffi, C., et al. 2015. *The skills gap in U.S. manufacturing: 2015 and beyond*. Washington, D.C.: Deloitte Development LLC and The Manufacturing Institute

The AmSkills Pre-Apprentice Program is designed to replicate a real-work environment to prepare them for real-world jobs. Pre-Apprentices must clock-in and out, meet attendance goals, participate in team building exercises and complete hands-on projects. Based on skill level, adults and veterans who complete either the youth or adult pre-apprenticeship program have the opportunity for job placement and start their paid apprenticeship within four to six months.

Upon completion of the Pre-Apprenticeship Program, Apprentice Candidates begin a 90-day “Career Launch Phase” working at a manufacturer that has been identified as the “best fit” for the candidate, which includes their interest in a specific career track, the company and successful completion of all program goals.



To help Apprentice Candidates succeed on a long-term basis, AmSkills intends to develop and implement an innovative “dual-coaching” system, which ensures that program participants receive the assistance and support needed for long-term success.

The manufacturer is asked to identify potential “mentors” within their company who are required to take part in a series of Mentor Training classes. Once the Apprentice Candidate starts working for the company, during the Career Launch Phase, an AmSkills Coach and Company Mentor are assigned and work together to help candidates develop the skills and support needed as they launch their career.



Finally, at the conclusion of the 90-day Career Launch Phase, the manufacturer, the Apprentice Candidate and AmSkills map out the Candidates Training Plan; and the Candidate officially becomes an Apprentice, working for the manufacturer and supported by the AmSkills Coach.

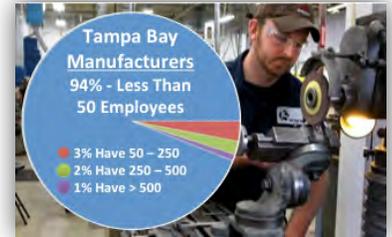
The opportunity for paid, on-the-job skills building with top manufacturing and trade businesses while in high school, college, or training helps students gain greater insight to determine the appropriate progression to achieve their career goals. This program is innovative because students’ technical and soft skills are assessed before placement and matched with the needs and culture of corporate partners awaiting skilled workers. Students employed following AmSkills certification have a greater chance of a long-term career.

The process chart is a quick look at the AmSkills Manufacturing Career Launch Process:



*How This Proposal Supports Economic Development:*

Tampa Bay currently has the largest concentration of manufacturers in the State of Florida, however 94% have less than 50 employees. The shortage of skilled labor has a greater impact on the long-term sustainability for these smaller companies. Most do not have an effective recruiting strategy and are too small to effectively recruit good talent in order to survive.



AmSkills has created an effective hands-on skills & apprenticeship training program, but needs additional funding to recruit apprentice candidates into the Pre-Apprenticeship Program and to provide semi-skilled and skilled Apprentice Candidates at a low cost to candidates and placements with local manufacturers. This will support the economic health of the existing manufacturing industry; as well as support the local Economic Development Agencies to recruit new manufacturers to the Tampa Bay area.

In an effort to effectively create a European-Style Apprenticeship model that can be replicated in other Florida Cities and Counties, AmSkills needs to work closer with the County Economic Development, schools and Workforce Boards to create an effective program that will attract new businesses and funding is needed facilitate this.

*How This Proposal Supports Manufacturers:*

1. ***Creates a “Vetted” Pipeline of Semi-Skilled & Skilled Apprentice Candidates*** – One of the unique features of the AmSkills program is that all candidates must complete a minimum of 400-600 hours of hands-on work in a real-world manufacturing training environment before they are considered for job placement at a manufacturer. This process allows for the Apprentice Candidates to be vetted and evaluated determining the best fit for the employer. Positions that can be filled through the AmSkills process include both semi-skilled jobs and skilled Apprentice Candidates.
2. ***Mentor Training for Manufacturer Employees*** - In an effort to help local manufacturers implement an Apprenticeship Program, AmSkills will develop a training program on “How to Be a Mentor” for company selected employees. This training program will provide information about the AmSkills Pre-Apprenticeship & Apprenticeship program and interactive mentor training.
3. ***Apprentice On-Boarding Program*** – Most Manufacturers do not have an on-boarding program established for Apprentices. AmSkills will develop a program to effectively assist companies to accept new apprentices and enhance their on-the-job learning experience.
4. ***Dual Coaching for Long-Term Success*** – Once the AmSkills Apprentice Candidate is placed, AmSkills assigns a “Coach” and in partnership with the company “Mentor”, work together to assist the Apprentice throughout their training. An Agreement is prepared and signed by all three parties to ensure everyone’s role is clearly defined. The AmSkills Dual Coaching process increases the long-term success of the Apprentice.

This grant will be utilized to enhance item #1; and to design and implement items 2-4.



*How This Proposal Supports Workforce Development:*

A portion of this proposal will enhance our equipment needs for the Pre-Apprenticeship & Apprenticeship Training Programs including Mechatronics, Industrial Maintenance, Machining (CNC) and welding. as well as assist with Apprenticeship Recruitment efforts.



**Apprenticeship Training Programs for Youth, Adults & Veterans**

- Youth Pre-Apprenticeship (2 years)\* : 15 to 17 Years, 11<sup>th</sup> and 12<sup>th</sup> Grade or seeking GED
- Adult Pre-Apprenticeship (600 hours)\* : 18 and over with GED or HS Diploma
- Registered Apprenticeships: Industrial Mechanic, Machinist (CNC), and Mechatronics Technician
- Department of Veteran Affairs Registered Training Center
- Registered Vocational Rehabilitation Training Center
- Career Source Registered Training Center

**Pre-Apprentice Hands-On Foundational Skills Training (600Hours)**

Apprentice Candidates explore three AmSkills Florida Department of Labor Registered Apprenticeship tracks during the Pre-Apprentice program including Mechatronics, Industrial Maintenance and Machining (CNC). Activities include both theoretical (20%) and practical hands-on (80%) projects and tours to local manufacturers; all in an effort to help them make a decision on what career track they want to pursue. Competency skills tests are completed during the program on their technical and soft skills.

**Apprenticeship Phase**

The length of time for the Apprenticeship varies based on the career track selected and the number of working hours and training hours completed per week. Apprentices in the AmSkills Registered Apprenticeship Program must work a minimum of 40 hours per week combined with an additional 8 hours of training at the AmSkills Training Center. Training for Apprentices is focused specifically on the track selected.

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

AmSkills is a tri-county program with a Board composed of Manufacturers, County Commissioners, School County Superintendents and the Presidents of St Petersburg College (SPC) and Pasco Hernando State College (PHSC). We have 5 training centers in the three counties, three are housed on college campuses, one in a High School in and a standalone facility next to a school in Hernando County.

Each County, with the exception of Pasco County, have Technical Schools which have some programs geared to Advanced Manufacturing; as well as St. Petersburg College and Pasco Hernando State College. The AmSkills program, through our Pre-Apprenticeship Program, helps young adults to explore various career tracks in Advanced Manufacturing and guides them to making a decision on the best career path for them. Some of the AmSkills students choose to participate in AmSkills as well as seeking a degree from SPC, PHSC, Pinellas Technical or SunTech Technical Colleges; therefore AmSkills has become a feeder system to these colleges.





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

The AmSkills Pre-Apprenticeship Program trains Apprentice Candidates on the basic foundational skills needed in manufacturing, which can be utilized by a variety of manufacturers. AmSkills not only focuses the technical skills needed, but also soft skills including team work, communications, presentations, attendance and many other. In addition we also incorporate lessons on life skills including finance, managing money and setting goals. We believe if we can create a well-rounded candidate, they will have greater success not only in their career but also in life. Basic Skills taught include:

- Foundational Skills • Basic Tools • Standard & Metric • Intro to Career Tracks • Manufacturer Tours
  - Manual Lathe & Mill • Intro to Welding • Fabrication & Assembly • 3D Printing Design & Build
  - Electronics • Pneumatics • Hydraulics • Preparing a Resume • Interviewing Skills Training
- Working in Teams • Presentation Skills • Ethics in the Workplace • Time Clock Tracking • O-J-T

One portion of this proposal is intended to continue to address the shortage of CNC machinists in the Tampa Bay area, whether it be for CNC Mill Operators, CNC Lathe Operators, CNC Mill Machinists, CNC Lathe Machinists, CNC Programmers or fully trained CNC Set Up/Machinist/Programmers. The training for the identified jobs ranges from three months to three+ years. AmSkills has Emco and Haas equipment, the former being educational training machines and the latter being typical productions machines. We wish to add additional Haas equipment. There are many machining companies in the Tampa Bay area and there is a general shortage of trained machinists in the job market. Skills acquired through AmSkills are very transferable to many employers and with Haas equipment being the predominant manufacturers' equipment of choice, with these skills in high demand.

AmSkills will also launch an Additive Manufacturing (3-D Printing) training program Apprentice Candidates, School Teachers and Manufacturers through this grant. Additive Manufacturing is considered a “disruptive technology”. The Florida Chamber Foundation recently published “Florida Jobs 2030 – A Cornerstone Series Report For the Florida 2030 Initiative” and in their report they stated “disruptive technologies are transforming both the overall economy and the economy of the advanced industries sector. The cross-cutting nature of these disruptive technologies is leading to a convergence of production and innovation, manufacturing and services, and material and digital.

- 3-D printing: Also known as additive manufacturing, 3-D printing is the building of objects by layering ultra-thin materials one by one—reducing the cost of prototyping in production industries and enabling the mass customization of products. 3-D printing is already being used in both manufacturing and prototyping; it also has potential applications that stretch from food printing to bio printing research to a military “chemputer” that can chemically grow military drones.”

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

- Yes    No

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

This proposal is primarily focused on meeting the requirements of manufacturing companies in the Tampa Bay area and providing certifications recognized and desired by employers. However, it needs to be borne in mind that over 90% of Florida manufacturing companies have less than 50 employees and the feedback manufacturers are constantly feeding back to training organizations and colleges is that candidates do not have sufficient relevant hands on skills. So, while certifications are important it is of greater importance to have the requisite hands on skills. AmSkills programs are very heavily biased towards achieving this requirement and 80% of our training is hands on.

The primary focus in machining is on attaining NIMS certifications which are generally recognized by most machining companies and based on demonstrating hands on capability by performing identified machining test pieces. In Mechatronics the packaging industry (PMMI) has established excellent certifications to evaluate Mechatronics Technicians working on automated equipment and whilst the tests are performed in the classroom the candidate needs to have extensive hands on experience to be successful. We have been working with both NIMS and PMMI to establish appropriate testing of our students.

E. Does this proposal support a program(s) that will not exclude unemployed or underemployed individuals?  
 Yes     No

F. 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.

*How this proposal will promote economic opportunity by enhancing workforce training:*

The National Association of Manufacturers has always contended that every dollar spent in manufacturing more than doubles in the general US economy. Additionally from local surveys in 2014 and 2016 we have heard that many manufacturing companies are limited in their ability to grow because of skill shortages. Providing skilled workers to fill vacancies allows both the manufacturer and the local economy to grow.

Additionally, AmSkills is following the European style apprentice-training system and has helped the three local Economic Development Councils to sell their respective counties by having a training program producing craftsmen for the future. This has been a significant advantage in attracting European companies to invest in Tampa Bay. e.g. the relocation of Mettler Toledo to Pasco County.



AmSkills is also dedicated to introducing new ideas to our school, County and economic development officials, therefore we coordinate annual trips to Switzerland & Germany so they can see first hand how the European Apprenticeship Model works. A key emphasis of this trip includes organizing meetings with European companies to introduce them to the opportunities of relocating or expanding to Florida and the Tampa Bay area. In 2017, ten European Companies participated in a luncheon and another eight provided tours of their facilities for the AmSkills Delegation.



*# of Jobs Anticipated to Be Created from proposed training:*

- Youth (Ages 15-18) Pre-Apprenticeship Program: AmSkills started a our Youth Pre-Apprenticeship program in the three counties in Fall 2015, targeting high school students, ages 15+, and entering their Junior Year of High School or in Home School. This Youth Pre-Apprenticeship Program currently operates 10 hours per week after school in four locations and runs for two years during their Junior and Senior Year of High School.

Since most manufacturers will not hire youth under the age of 18, AmSkills has established a four to six week paid summer internship program with three departments (Public Works, Utilities & Stormwater Treatment) with the three County Governmental Agencies. Youth Pre-Apprentices work during the summer in paid positions within these departments. As a result of this program, these County departments are interested in partnering with AmSkills to develop an Apprenticeship Program because they are faced with the same skills gap issues, and AmSkills Pre-Apprentices are capable of filling job vacancies they have.

The AmSkills Youth Pre-Apprenticeship Program intends to work with the three County School Agencies in 2018 to establish a dual-enrollment program, so that students may be able to participate during school hours. This should help to increase enrollment and eliminate the transportation problems and competition for after school activities. Upon Completion of the Youth Pre-Apprenticeship Program, it is anticipated that

a range from 24 to 48 Semi-Skilled or Skilled Apprentice Candidates will be ready to be placed working at local manufacturers.

**# of Jobs Anticipated to Be Created from proposed training (continued):**

- Adult (Ages 18+) Pre-Apprenticeship Program: AmSkills started our first Adult Pre-Apprenticeship program in the Pasco county, in Summer 2017. This Adult Pre-Apprenticeship Program will be expanding to all locations, almost full-time per week, which allows for students to be vetted and ready for placement within 3-6 months. Our goal is to have Apprentice Candidates ready for job placement every quarter.

Upon Completion of the Adult Pre-Apprenticeship Program, it is anticipated that a range from 72 to 192 Semi-Skilled or Skilled Apprentice Candidates will be ready to be placed working at local manufacturers per year.

The following is a chart indicating potential job ready placements per year after Candidates complete a minimum of 400 hours:

Program	1 <sup>ST</sup> Quarter (Oct – Dec)	2 <sup>ND</sup> Quarter (Jan-Mar)	3 <sup>RD</sup> Quarter (Apr-Jun)	4 <sup>TH</sup> Quarter (Jul-Sep)	Total Annual Projections*
Youth Pre-Apprentice Candidates	N/A	N/A	12 / 24	12 / 24	24 / 48
Adult Pre-Apprentice Candidates	24 / 48	24 / 48	24 / 48	24 / 48	96 / 192
<i>Total Minimum / Maximum =</i>	<i>24 / 48</i>	<i>24 / 48</i>	<i>48 / 96</i>	<i>24 / 48</i>	<i>120 / 240</i>
*Note: Projected #'s are based on having a minimum of 6 per class up to a maximum of 12 per class at each facility. #'s may fluctuate based on location, recruitment & marketing. Youth Candidates can only be placed once they turn 18					

**2. Additional Information:**

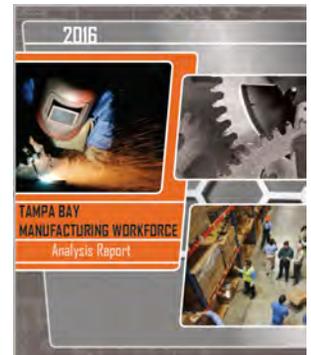
**A. Is this an expansion of an existing training program?**

- Yes     No

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

AmSkills was initially established in late 2014 through a FDEO grant of \$1.2M. During the 1<sup>st</sup> year (2015) most of the time was dedicated to fulfilling the grant deliverables and getting five Apprenticeship training centers up and running. 2016 was dedicated to curriculum development and starting up the Youth Pre-Apprenticeship Program; and 2017 has been focused on starting up the Adult Pre-Apprenticeship Program, implementing the Apprenticeship program; and securing registrations as a Veterans, Career Source and Vocational Rehabilitation Training Center.

The 2016 Hillsborough-Pinellas Manufacturing Skills Gap Analysis identified three primary areas of improvement for the overall Tampa Bay area and recommended solutions to increase the pipeline of talent based on interviews, focus groups, and survey responses:



**Areas for improvement:**

1. A lack of interest in manufacturing is causing a shortage of skilled workers.
2. Potential workers lack knowledge of industry.
3. A greater connection between industry & education.

**Solutions:**

1. Organize manufacturing job opportunities public relations campaign.
2. Increase internship and apprenticeship offerings.
3. Improve coordination between industry education and government.

Under this funding proposal AmSkills is seeking to address all three “Solutions” that were identified in the 2016 Hillsborough-Pinellas Manufacturing Skills Gap Analysis; primarily in the areas of organizing a public relations

campaign in cooperation with our partners (manufacturers, County Agencies, Schools and Colleges); increasing Apprenticeship offerings; and improving coordination between industry, education and government.

Since our inception, we have been building a program that specifically addresses the skills gap needs of the manufacturing industry through 80% hands on training activities. Recruiting Apprentice Candidates into AmSkills

programs has continued to be a challenge for us, just as the manufacturing industry has had challenges recruiting skilled labor. One goal through this grant will be to organize a Tampa Bay public relations campaign to increase the visibility of Apprenticeships and the career opportunities in the manufacturing industry.

Some of the funds from this grant will also be used to enhance our machining program in Hernando and Pasco Counties, to grow our existing Mechatronics programs in all three counties and to commence offering further adult courses both during the day and on evenings. We are also working with local manufacturers to identify appropriate courses for incumbent workers to enhance their skills and potentially undertake an adult apprenticeship to become a skilled craftsman.

AmSkills has recently been designated as a Veterans Training Center by the Florida Department of Veteran Affairs and through this proposal intends to increase marketing and recruitment efforts to our veterans.

Lastly, it is our goal to facilitate a joint meeting (s) between all participating counties and inviting other Counties to discuss how we might be able to incorporate a European-style apprenticeship program starting in the school systems and through a joint effort to promote Apprenticeship opportunities.

**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 this proposal align?

AmSkills aligns directly with the **manufacturing industry**, but is a training program that **supports all industries** targeted by Enterprise Florida on the list of Qualified Targeted Industries:

- Manufacturing
- Info Tech
- Aviation/Aerospace
- Homeland Security/Defense
- Financial/Profession Services – Engineering

**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?

- 499041 - Industrial Machinery Mechanics (Mechatronics);
- 472211 - Sheet Metal Workers;
- 514041 - Machinists





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

AmSkills has outlined how we are an industry-led, European-Style Apprenticeship Training Program focused first on helping youth ages 15 – 18 and young adults ages 18+, learn about the career opportunities in manufacturing in a hands-on real-world environment; taught by instructors from industry who teach the basic manufacturing foundational skills; and then we guide them to selecting a manufacturing track they are interested in and based on the instructors assessment. AmSkills focuses on three primary registered Apprenticeship Tracks including CNC Machinist, Mechatronics & Industrial Maintenance and as our students complete their Pre-Apprenticeship Program, AmSkills will be placing them in paid semi-skilled jobs or Apprenticeship positions.

Our sustainability plan includes charging fees for our Adult Pre-Apprentices when enrolling in the program; and then charging placement fees to manufacturers once the AmSkills Coach has identified the best match for the Apprentice Candidate and the manufacturing.

In addition, we are currently exploring either partnering with a staffing agency or becoming a staffing agency ourselves. Many manufacturers already utilize staffing agencies, however most of them don't vet their candidates, they only interview and place based off of the candidates resume. AmSkills actually vets all candidates a minimum of 400 hours before placement, therefore we are capable of providing candidates that have been matched as the best fit for a specific company. This model is in the process of getting started and this grant proposal will help to create the processes and marketing materials to launch this sustainable program.



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

AmSkills Apprentices will continue their training for up to three additional years after completing their Pre-Apprenticeship program. Certificates that can be achieved or will be offered through ToolingU

CIP	Credential	Name
1615000001	MSSC Hours Applied Towards A.S. Degree	Engineering Technology / Advanced Manf.
064805030	NIMS	Machining Technologies
0615000013	PMMI	Mechatronics
0615061303	PMMI	Pneumatics, Hydraulics & Motors for Manufacturing

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

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

The ICTC Governing Board dba AmSkills was initially launched in 2015 through a \$1.2 Million grant from the Florida Department of Economic Opportunities to establish five training centers across three Tampa Bay Counties. Upon the completion of the FDEO grant, each County contributed \$200,000 per County, creating an annual budget match of \$1.2 Million through FY16/17; and is extending contributions for FY17/18 in the amount of \$575,000 and the expecting the same for FY18/19. In addition, AmSkills received a \$300,000 grant from the Florida Department of Education in FY 16/17 and completed all deliverables to expand our Pre-Apprenticeship Program to adults; added additional machinery & tooling; two-stations of welding equipment to provide an introduction to welding class; and 3D Printers at one location. The School districts in Pinellas & Pasco Counties also provide facilities in-kind to house the AmSkills training centers.



All three Counties, school districts and local colleges are committed to helping the AmSkills program continue to grow and to become self-sustaining through program and placement fees. AmSkills is also in the process of establishing the AmSkills Apprenticeship Foundation, Inc., a 501c3 non-profit to expand our financial contributions for industry, private foundations and other private contributors.

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

The attached **Letters of Commitment** demonstrate the broad base of support from industry, industry associations, government and other educational partners, including:

- Economic Development Agencies & County Agencies and School Districts
  - Pasco County Commissioner Kathryn Starkey
  - Pasco County Economic Development – President & CEO Bill Cronin
  - Hernando County Commissioner & Board Chairperson Wayne Dukes
  - Pinellas County Economic Development, Director Mike Meidel
  - Pinellas County Schools – Executive Director of Adult, Technical & Career Education Mark Hunt
- Manufacturers & Associations
  - Upper Tampa Bay Manufacturing Association – Jerry Custin
  - PharmaWorks President Peter Buczynsky (Pasco County)
  - Southern Manufacturing Technologies – SMT, President Roy Sweatman (Hillsborough County)
  - Bic Graphic, Inc., Manufacturing Engineer Derek Diaz (Pinellas County)
  - Accuform, Inc., Vice President John Murphy
- Parent & Student Letter & AmSkills in the News
- AmSkills Newsletters



### 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	\$ 226,760.00
Personnel	\$ 1,537,394.00
Facilities	\$ 273,464.00
Tuition	\$ 55,020.00
Training Materials	\$ 62,400.00
Other	\$ 224,842.00
<b>Total Project Costs</b>	<b>\$ 2,379,880.00</b>
B. Other Workforce Training Project Funding Sources	
City/County	\$ 1,150,000.00
Private Sources	\$ 418,000.00
Other	
<b>Total Other Funding</b>	<b>\$ 1,568,000.00</b>
<b>Total Amount Requested</b>	<b>\$ 811,880.00</b>

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.

- A. 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.

Capital Equipment Purchases DEO Grant 2017/18	Quarter Installed						
Equipment		Quantity	Cost	Extended Cost	Freight	Installation	Grand Total
Chevalier FSG618M Manual Surface Grinder	FY17/18 Q1	2	\$ 8,750.00	\$ 17,500.00	\$ 1,200.00	\$ 2,000.00	\$ 20,700.00
Haas CNC ST10 Lathe & Tailstock	FY17/18 Q1	1	\$ 50,500.00	\$ 50,500.00	\$ 2,000.00	\$ 2,500.00	\$ 55,000.00
Tailstock for Haas CNC ST10 (Exisiting Machine)	FY17/18 Q1	1	\$ 7,500.00	\$ 7,500.00	\$ 500.00	\$ 1,500.00	\$ 9,500.00
Amatrol - Mechanical Drives	FY17/18 Q1	1	\$ 40,350.00	\$ 40,350.00	\$ 1,000.00	\$ 500.00	\$ 41,850.00
MSSC Total Certified Production Technician Program	FY17/18 Q2	1	\$ 24,510.00	\$ 24,510.00	\$ 500.00	\$ 2,000.00	\$ 27,010.00
Welding Equipment (Hernando)	FY17/18 Q2	1	\$ 17,500.00	\$ 17,500.00	\$ 1,000.00	\$ 500.00	\$ 19,000.00
Manual Lathe (2)	FY17/18 Q2	2	10000	20000	1500	5000	\$ 26,500.00
3 D Printing (Hernando)	FY17/18 Q2	8	\$ 17,200.00	\$ 17,200.00	\$ -	\$ -	\$ 17,200.00
Miscellaneous Tools (Finishing Tools)	FY17/18 Q1	1	\$ 10,000.00	\$ 10,000.00	\$ -	\$ -	\$ 10,000.00
<b>Grand Total</b>			<b>\$ 176,310.00</b>	<b>\$ 195,060.00</b>	<b>\$ 7,700.00</b>	<b>\$ 14,000.00</b>	<b>\$ 226,760.00</b>

Operating Expenses	Year 1, 17/18	Year2, 18/19	Total	Comments
Tooling U Licenses - 2 ye	\$ 3,750.00	\$ 3,750.00	\$ 7,500.00	Tooling U Licenses (Curriculum) for additional student seats.
Facilities	\$ 38,500.00	\$ 10,000.00	\$ 48,500.00	Preparation of facilities for additional equipment - Electrical, Pneumatics, Extraction, Renovation at Hernando
Training Materials	\$ 18,600.00	\$ 18,600.00	\$ 37,200.00	Raw materials, training kits, small tools, consumables
Student Test Fees				
(NIMS) - 24 students	\$ 5,760.00	\$ 5,760.00	\$ 11,520.00	Test fees for 6 NIMS modules per year for CNC Machining Students
(PMMI) - 48 students	\$ 18,000.00	\$ 18,000.00	\$ 36,000.00	Test Fees for 3 PMMI modules per year for Mechatronics Technicians
<b>Grand Total</b>	<b>\$ 84,610.00</b>	<b>\$ 56,110.00</b>	<b>\$ 140,720.00</b>	

Operating Expenses	No.	Year 1 2017/18	Year 2 2018/19	Total	
Personnel					
Project Manager	1	48,000	48,000	96,000	PM will coordinate all deliverables of Project.
Marketing Manager (part-time)	1	36,000	36,000	72,000	Coordination of 3-County Marketing/Recruitment.
Instructors (part-time - one in each county)	3	90,000	90,000	180,000	Instructors for Pre-Apprenticeship Programs
Administrative Support ICTC (part time)	1	28000	28000	56,000	Technical, Administrative & Other support functions.
Total Personnel (part-time)	5	202,000	202,000	404,000	
FICA/SS/WC		20200	20200	40,400	
Grand Total		222,200	222,200	444,400	

#### 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)?**

All grant funds the ICTC Governing Board dba the American Manufacturing Skills Initiative (AmSkills) applies for are pre-approved by the Executive Director and the Board of Trustees (BOT). Therefore, they are pre-approved even before the AmSkills receives notification of an award or rejection. This approval affords AmSkills to accept the funding, enter into any amendments, extensions or agreements as necessary, within the original intent and purpose of the grant. A second or follow-up approval by the BOT is not needed if and when an award is made.

- 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  
The ICTC Governing Board's upcoming meeting dates are scheduled for September 20 2017 and December 8 2017.
- ii. State whether that group can hold special meetings, and if so, upon how many days' notice.  
The ICTC Governing Board can hold special meetings via the designated Executive Committee or the full Board when necessary. All meetings require a seven-day notice.



- C. **Attach evidence that the undersigned has all necessary authority to execute this proposal on behalf of the entity. This evidence may take a variety of forms, including but not limited to: delegation of authority, citation to relevant laws or codes, policy documents, etc.**

Article II of the ICTC Governing Board By-Laws state the following as evidence that the undersigned has all necessary authority to execute the proposal on behalf of the entity.

## **ARTICLE II – EXECUTIVE DIRECTOR**

### **Section 2.01 Executive Director**

There shall be an Executive Director to serve as the chief administrative officer and chief executive officer of the ICTC. The Executive Director shall be appointed by and serve at the pleasure of the Board of Directors. The Executive Director may be an independent contractor of the ICTC.

## An Open Parent Letter From One of the First Adults to Participate in the AmSkills Career Launch Program

Samuel Gates lives in Hernando County and participated in the AmSkills “pilot” Adult Pre-Apprenticeship Program. The following is an open letter received from his mother, Michaela Gates on July 17, 2017:

*“Dear Tom, I want to take a minute to explain what finding AmSkills has meant to my family and my son, Sam Gates. From the time Sam was in 8th grade, he knew he wanted to work with his mind and his hands. He spent a whole summer in 9th grade in the Automotive Shop of a friend of ours who let him spend time there to learn. I dropped him off on my way to work and picked him up on the way home. Sam went faithfully every day. He was enthralled. Later we looked into Automotive School, but Sam wasn’t sure that was the trade and career choice that was right for him. After High School, Sam took several college courses, and while Sam is extremely intelligent, he was not really engaged in them and didn’t do very well. I think we, (Sam, his Dad and I), were looking for the right combination of intellectual and manual/mechanical challenge.*

*It was during my own job search that I came across AmSkills through my friend’s husband, Trevor Charlton. Sam is 27 years old and he has tried different jobs (office and mortgage work), but he knew those weren’t right for him. Finding AmSkills was truly a Godsend. When I told Sam about the Adult Program that was being started, it was the first time in years that he was excited and willing to engage fully. He enjoyed the program, learned excellent skills, feels confident and is looking forward to what the future holds ...both the additional learning he will acquire and the fact that it will lead to the TYPE of work in which he is interested.*

*I am a huge advocate of AmSkills. While Sam’s Dad and I ushered both our boys toward college, it was obvious that was not the right fit for Sam. I will promote AmSkills wherever I go and to other parents whose kids may have interests other than the college route. You can depend on me to be a supporter forever!*

*Sincerely, Michaela Gates”*

## What AmSkills Has Meant to Samuel Gates (The following are excerpts from Samuel’s letter.)



*Hello, my name is Samuel Gates and I am 27 years old. Near the end 2016, I became unemployed after my contractual employment ended with a mortgage company. I’m the type of person who does not like sitting in a cubicle all day and have always enjoyed being able to work with my hands and being on my feet. I was an apprentice auto mechanic when I was younger and have always been good at fixing, repairing, and making things work. I was at a crossroads in my life and I had the option of getting another job in the mortgage industry or trying to find a new path.*

*I decided to look for a new path, but not being a certified mechanic or having any certified skills to offer employers, I was having a hard time finding a job that would lead me towards that new direction. One day, my mother told me about a new program she had heard about named AmSkills. This program offered to teach knowledge and skills relating to CNC machining, industrial mechanics, and mechatronics. I was very interested as these were exactly the types of knowledge and skills I wanted to learn. I applied to AmSkills and was accepted into the program...*

*From day one I was hooked. The program is set up so that the vast majority of the time in class is spent learning “hands on” skills. I learned about many different applications used every day in the manufacturing industry and how to use many of the tools and machines one would find there. My classmates and I learned how to use a wide array of hand tools, manual mills, manual lathes, drill presses and more. We also learned about electronics, pneumatics, hydraulics, CNC mills, CNC lathes, 3D printers and much more.*

*I learned a lot, loved being there, had fun and was excited to go back every day. Having spent much of my youth searching for the right job fit, not knowing what I wanted to do for a career, starting and stopping college a few times, I wish this program had been around when I was younger. I would highly recommend this program to anyone who is mechanically inclined, likes to build/repair things, likes to work with his/her hands, is looking for a career change or has even the slightest interest in the program, to apply and find out if AmSkills could lead him/her to a bright future.*

## AmSkills Apprentice Featured on ABC Action News @ PharmaWorks, Inc.



*Christopher Baker hasn’t finished college yet, but he’s already on his way to becoming a mechanical engineer. “This is a good beginning because it gives you the first step that you might need to actually think what do I want to do,” he said. After graduating from high school in Spring Hill, Baker came to work here at Pharmaworks in Odessa as an apprentice. The company makes hi-tech packing equipment for the pharmaceutical industry. “It’s quite an amazing opportunity for me,” he said. Pharmaworks was at the forefront of supporting Am Skills in the Bay area. Apprentice training centers here are modeled after those in Germany.*

*“The apprentices have actually been involved in some key projects and were able to help us to fulfill our commitments to our customers,” said Pharmaworks Apprentice Coordinator Bill Huyett.*

*President Donald Trump is backing apprenticeship programs nationwide... (To read the full article, go to page 3 & [www.AmSkills.org](http://www.AmSkills.org) to view the video)*

## Congressman Gus Bilirakis & Senate Candidate Ed Hooper Visit AmSkills



**Congressman Gus Bilirakis & AmSkills Adult Pre-Apprentices**

On Friday, July 21st, U.S. Representative Gus Bilirakis (FL-12) and on Tuesday, July 25<sup>th</sup>, former State Representative & current Senate Candidate Ed Hooper visited AmSkills to tour the facility, and meet a few of the current AmSkills Pre-Apprentices and learned how the AmSkills program is helping our youth, adults and veterans learn the skills they need to secure a long-term career in advanced manufacturing.



**Senate Candidate Ed Hooper, Commissioner Kathryn Starkey, Tom Mudano & Samuel Gates**



## BOARD OF COUNTY COMMISSIONERS

20 NORTH MAIN STREET ♦ ROOM 263 ♦ BROOKSVILLE, FLORIDA 34601  
P 352.754.4002 ♦ F 352.754.4477 ♦ W [www.HernandoCounty.us](http://www.HernandoCounty.us)

August 16, 2017

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

RE: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of the Hernando County Economic Development Office, the Hernando County Board of County Commissioners, and partner with the ICTC Governing Board, dba American Manufacturing Skills Initiative (AmSkills), I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Hernando County has partnered with AmSkills, an industry-led economic and workforce development organization, to develop a European-style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership with Hernando, Pasco and Pinellas counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board, and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

AmSkills has a unique program that is helping attract new manufacturers to Hernando County by creating a well-trained workforce through apprenticeships. By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills Program to increase the number of apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

A handwritten signature in black ink that reads "Wayne Dukes". The signature is written in a cursive style with a large, prominent "W" and "D".

Wayne Dukes, Chairman  
Board of County Commissioners  
Hernando County, Florida  
ICTC Governing Board Member

WD:trd



Ron Oakley, District 1  
Mike Moore, District 2  
Kathryn Starkey, District 3  
Mike Wells, District 4  
Jack Mariano, District 5

August 16, 2017

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

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Pasco County, and Past Chairperson and Current Member of the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Pasco County has partnered with AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board; and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

  
Kathryn Starkey  
Pasco County Commissioner  
District 3

**BOARD OF COUNTY COMMISSIONERS**

☐ 352.521.4111 | Historic Pasco County Courthouse | 37918 Meridian Avenue | Dade City, FL 33525  
☐ 727.847.2411 | West Pasco Government Center | 8731 Citizens Drive | New Port Richey, FL 34654



**POLICY COUNCIL**

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Tampa Electric/Peoples Gas  
**Dr. Timothy Beard**  
Pasco-Hernando State College  
**Denny Moller**  
Saint Leo University  
**Sarah Naumowich**  
Morton Plant North Bay Hospital/BayCare  
**Randy Surber**  
Florida Hospital Zephyrhills

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

August 15, 2017

Re: Letter of Support for Florida Job Growth Grant Fund  
Workforce Training Grant Proposal

**BOARD OF DIRECTORS**

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**Lawrence Rupp**  
Suncoast Credit Union  
**Lex Smith**  
SunTrust Bank  
**Trey Starkey**  
Starkey Land Company, LLC  
**Eric Weekes**  
Saint Leo University  
**Ken West**  
Medical Center of Trinity

Dear Ms. Proctor:

On behalf of the Pasco Economic Development Council (Pasco EDC) and partner with the ICTC Governing Board, dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities as well as increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Pasco EDC is a strong supporter of AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board, and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

When companies come to us looking to make their location decisions for relocation or expansions, one of the first things they normally ask is 'what about the quality of our workforce.' A building and a site is really just a building and a site, but without a quality workforce those companies cannot guarantee the sustainability of a good talent pipeline for their business growth of the future. AmSkills is helping us to provide a talent pipeline for the manufacturing industry in our county.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

Bill Cronin  
President & CEO

**EX OFFICIO**

Commissioner Mike Wells  
Mayor Camille Hernandez  
Dan Biles, Pasco County  
Jerome Salatino, CareerSource



PINELLAS  
COUNTY  
ECONOMIC DEVELOPMENT

August 16, 2017

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

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Pinellas County Economic Development and Delegate Member of the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Pinellas County Economic Development is a strong supporter of AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board; and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

Mike Meidel  
Director, Pinellas County Economic Development  
13805 58th Street N., Suite 1-200  
Clearwater, FL 33760  
(727) 464-8114



August 15, 2017

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

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Florida Suncoast Manufacturing Association and a supporter of the **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

The Florida Suncoast Manufacturing Association is working with AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board; and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

Jerry Custin

101 State Street W Suite 101 Oldsmar Florida 34677  
813 855-4233



**SOUTHERN MANUFACTURING TECHNOLOGIES**

August 15, 2017

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

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Southern Manufacturing Technologies Inc. and Advisory Council Member to the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

SMT has partnered with AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board; and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

A handwritten signature in blue ink that reads "Roy Sweatman". The signature is written in a cursive, flowing style.

Roy Sweatman  
President  
Southern Manufacturing Technologies, Inc.



August 11, 2017

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

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Pharmaworks, Inc, one of the largest manufacturers in Pasco County, and Chairperson of the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Pharmaworks has partnered with AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board; and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

Pharmaworks is whole-heartedly committed to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

A handwritten signature in black ink that reads "Peter Buczynsky". The signature is fluid and cursive, with a long horizontal stroke at the end.

Peter Buczynsky  
President  
Phamaworks, Inc.



August 14, 2017

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

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Accuform Manufacturing, Inc and Member of the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Accuform has partnered with AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board; and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,

A handwritten signature in blue ink, appearing to read 'J. Murphy', is positioned above the printed name.

John Murphy

Accuform Manufacturing, Inc. – Vice President, Human Resources  
ICTC Governing Board Member

August 15, 2017

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

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

As a member of the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I strongly believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our communities and will increase economic opportunities for the State of Florida. I fully support their proposal to expand on the success they have achieved thus far.

Accuform has partnered with AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board; and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

By signing this letter, I demonstrate a strong commitment to continue our partnership with the AmSkills program to increase the number of Apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this highly inclusive project.

Sincerely,



Derek Diaz  
BIC Graphic - CI Engineering / Manufacturing Engineer  
ICTC Governing Board Member



**Vision:**  
100% Student Success

**Mission:**  
"Educate and prepare each student for college, career and life."

August 14, 2017

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

**ADMINISTRATION BUILDING**  
301 Fourth St. SW  
P.O. Box 2942  
Largo, FL 33779-2942  
Ph: (727) 588-6000

**SCHOOL BOARD OF  
PINELLAS COUNTY, FLORIDA**

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Peggy L. O'Shea

**Vice Chairperson**  
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Carol J. Cook  
Terry Krassner  
Joanne Lentino  
Linda S. Lerner  
Eileen M. Long

**Superintendent**  
Michael A. Grego, Ed.D.

Re: Letter of Support for Florida Job Growth Grant Fund Workforce Training Grant Proposal

Dear Ms. Proctor:

On behalf of Pinellas County Schools and a Member of the ICTC Governing Board dba **American Manufacturing Skills Initiative (AmSkills)**, I believe that the AmSkills Apprenticeship Program will continue to have a positive economic impact for the Tampa Bay Region by growing the skilled advanced manufacturing workforce to meet employer needs in our community. I support their proposal to expand on the success they have achieved thus far.

Pinellas County Schools has partnered with AmSkills, an industry-led economic and workforce development organization, to develop a European-Style apprenticeship and training program to Tampa Bay residents seeking a career in advanced manufacturing. Their unique tri-county partnership of Hernando, Pasco and Pinellas Counties, manufacturing companies, government agencies, school districts, local colleges, veteran organizations, workforce board and social service providers are working together to fill the Tampa Bay area's high demand for a variety of Advanced Manufacturing jobs.

As past Chairperson of the ICTC Governing Board, I demonstrate a commitment to continue our partnership with the AmSkills program to increase the number of apprentices within the manufacturing industry and support their proposal for the Florida Job Growth Grant Fund Workforce Grant Proposal.

Thank you for your consideration of this project.

Sincerely,

Mark Hunt  
Executive Director  
Career, Technical and Adult Education  
Pinellas County Schools

**AmSkills Pre-Apprenticeship & Apprenticeship Program Presentation to National Association of Counties**

Pasco County Commissioner/ICTC Governing Board Member Kathryn Starkey and AmSkills Executive Director, Tom Mudano made a presentation to 80+ County Commissioners, Administrators and Economic Development representatives on July 21, 2017.



**AmSkills On The Radio**



Tom Mudano, Executive Director of AmSkills was recently interviewed by Ryan Gorman of iHeart Radio's "Tampa Bay Tomorrow" Radio Show, which aired on eight different radio stations at various times during the weekend of July 8<sup>th</sup> & 9<sup>th</sup>. In case you missed it go to the AmSkills.org home page and click on the Listen to iHeart Radio logo. As a result, we also received the following post on Facebook:

*"Hello! Wow! I just learned of this great organization -- AmSkills -- tonight while listening to 970 AM. I have a 16 year old son who is homeschooled and I am very interested in learning more about AmSkills for my son, Dylan. For several years now, I have believed that we, as a society, needs to go back to some of the old ways, and this is a perfect example." - Chrisine H., Pasco County*

**7 Pasco Pre-Apprentices Put Their Skills to Work for Pasco County Departments for 4-Week Work Program**

This year, Pasco County has again accepted 7 of our Pasco County Pre-Apprentices in paid jobs for 4-week summer internship program. Candidates worked in Utilities, Public Works and Stormwater Treatment departments and AmSkills has received very positive feedback about all of our Pre-Apprentices.

Unfortunately, Hernando and Pinellas County were unable to participate this year, however both have expressed interest in getting the program up and running by next summer.



**AmSkills Becomes Vocational Rehabilitation Training Center & FDOE Post-Secondary Vendor**

We are happy to announce that AmSkills has recently been designated as a Vocational Rehabilitation Training Center and FDOE Post-Secondary Vendor and has already enrolled two people into the Adult Pre-Apprenticeship program.



**Festo Mechatronics Interested in Partnering With AmSkills**

During my trip to Ohio or the NACo conference, I took the opportunity to visit with Andreas Brockmann, Head of Technical Training & Education, U.S. for Festo Didactic, Inc. in Mason, Ohio. AmSkills has Mechatronics Trainers in each facility and is working with Festo to fully develop our Mechatronics Apprenticeship program. Festo is a German company and is a leading global manufacturer of pneumatic and electromechanical systems, components, and controls for process control and factory automation solutions.



**Pre-Apprentice Training For High School Students**

- Free Technical Skills Training
- High School Juniors and Seniors
- 80% + Hands-On Projects
- Explore 3 Career Tracks
- Job Preparation & Career Coaching
- Job Placement Upon Graduation\*
- Paid Apprentice Positions\*
- Pasco, Pinellas & Hernando Counties  
(\* Based on Successful Completion & Jobs Available)

AmSkills has partnered with Pasco, Pinellas and Hernando County Agencies, Schools and Local Manufacturers to provide a European-Style Apprenticeship Training Program for Advanced Manufacturing in the Tampa Bay Area.

**www.AmSkills.org**  
727-301-1282, ext. 126





**Adults/Veterans Apprentice Training Advanced Manufacturing**

- Affordable Skills Training
- 80%+ Hands-On Projects
- Veterans Training Site
- Explore 3 Career Tracks
- Paid Apprenticeships\*
- Job Prep/Career Coaching
- Job Placement\*

\*Based on Career Launch Agreement

AmSkills partners with Pasco, Pinellas and Hernando County Agencies and Local Manufacturers to provide European-Style Apprenticeship Training for Advanced Manufacturing in the Tampa Bay Area.




**www.AmSkills.org**  
727-301-1282, ext. 126

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## AmSkills Apprenticeships in the News In June

The following are recent articles published related to AmSkills

### AmSkills Apprentice Featured on ABC Action News @ PharmaWorks, Inc.



#### Pasco company leading the way with apprentice program

President Trump supports program

BY: Erik Winder  
POSTED: 7:11 PM, Jul 27, 2017



ODESSA, Fla. -

Christopher Baker hasn't finished college yet, but he's already on his way to becoming a mechanical engineer.

"This is a good beginning because it gives you the first step that you might need to actually think what do I want to do," he said. After graduating from high school in Spring Hill, Baker came to work here at Pharmaworks in Odessa as an apprentice.

The company makes hi-tech packing equipment for the pharmaceutical industry. "It's quite an amazing opportunity for me," he said. Pharmaworks was at the forefront of supporting Am Skills in the Bay area. Apprentice training centers here are modeled after those in Germany.

"The apprentices have actually been involved in some key projects and were able to help us to fulfill our commitments to our customers," said Pharmaworks Apprentice Coordinator Bill Huyett.

President Donald Trump is backing apprenticeship programs nationwide, with the goal of giving American workers more job skills. The Federal Labor department says 90% of those in apprenticeship programs had a job waiting for them with an average salary of about \$60,000. "The industry needs qualified skilled technicians," said Huyett.

There are plans to call on Congress to pass reforms expanding apprenticeships and raising awareness that they are a viable career path outside of traditional college. Even with a full time job here, Baker plans to get his degree. Then the goal is to continue at Pharmaworks. But as a full fledge engineer. "I've learned how to do a huge amount in this field and I know without actually having the experience of being here, I wouldn't have been able to get it," said Baker.

While apprenticeships programs are centered on manufacturing right now, officials hope to see them used in a wide variety of industries in the future.

For more information on AmSkills, click here.

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### The Suncoast News

Tampa Bay Newspapers

#### Bilirakis visits apprenticeship program

Tour at Marchman related to veterans benefit

BY ERIC HORCHY Suncoast News Staff Jul 31, 2017

NEW PORT RICHEY – U.S. Rep. Gus Bilirakis, R-Palm Harbor, toured a New Port Richey manufacturing apprenticeship center last month that would benefit from legislation working its way through Congress. Bilirakis visited AmSkills, at the Marchman Technical College on July 21 to receive an up-close look at the technical training offered to residents wishing to advance their careers.

According to the representative's press secretary, Elena Hernandez, Bilirakis met with AmSkills CEO Tom Mudano during the visit and got to discuss the Harry W. Colmery Veterans Educational Assistance Act of 2017.

The new GI Bill received unanimous support from the House Veterans' Affairs Committee, of which Bilirakis is the vice chairman, before being approved by the House 405-0 on July 24.

The legislation would remove the 15-year time restriction to use the GI Bill benefit, enabling future eligible recipients to use their GI Bill benefits for their entire lives. Reservists, Guardsmen, dependents, surviving spouses and surviving dependents would also see increases in GI Bill tuition funding.

"Education and career training programs offer veterans the opportunity to enter a new chapter of their lives," Bilirakis said July 19, when the legislation was advanced by the Veterans' Affairs Committee. He described the bill as "a major step toward improving, expanding, and modernizing the GI Bill."

Since AmSkills is certified by the U.S. Department of Veterans Affairs to offer apprenticeships to veterans, Bilirakis wrote on his Facebook page that the legislation working its way through Congress "would help make programs like AmSkills more accessible."

Included in the bill is Bilirakis' provision, known as the VETERAN Act, which would authorize \$30 million to help the VA invest in modernizing their information technology systems for processing claims. The goal of the provision is to help veterans receive benefits in a more timely and efficient manner.



U.S. Rep. Gus Bilirakis, front, taking a tour of the AmSkills facility in New Port Richey. PHOTO COURTESY OF GUS BILIRAKIS

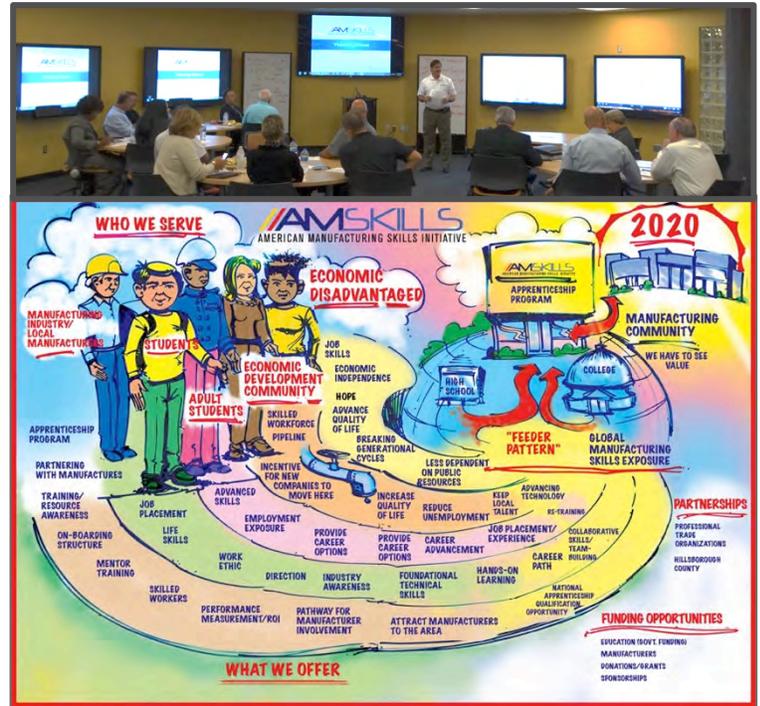
“Bridging the Gap Between Education & Industry”

## By Tom Mudano, Executive Director

In an effort to increase communications with the ICTC Governing Board Members, Advisory Committee and others in the community, we will be publishing a monthly report to highlight the accomplishments and hurdles from the past month. I hope you find this information informative.

### AmSkills 2020 Strategic Planning Session

On Thursday, December 8<sup>th</sup>, the ICTC Governing Board participated in the AmSkills 2020 Strategic Planning Session at St. Petersburg College Collaborative Lab in an effort provide input into the future of AmSkills. Utilizing interactive smart boards, hand-held voting devices and other state-of-the-art technologies, participants were able to provide input in crafting the 2020 strategic plan and establishing priorities for the future. Jonathon Massie, a talented Business Illustrator, captured all of the information in an artistic illustration (see image on the right and see attached report).



### AmSkills Exploring Dual Enrollment for High School Students



Photo by PEDC

During the month of December and January, we have held several meetings with Mark Hunt, Pinellas County Schools; Dr. Austin, Hernando County Schools and Terry Aunchman, Pasco County Schools to discuss the feasibility of converting the AmSkills after school program into a Dual Enrollment program, which could be conducted during the school day. There are many challenges to implementing this by Fall 2017 because each school district is unique and operates differently. But, successful implementation of the Pre-Apprenticeship program would increase our participation because the school system will bus students to the AmSkills program in Pinellas (it has not been determined in Pasco or Hernando). In addition, the school system may cover costs of the instructors, supplies and assist with recruitment. AmSkills would have oversight of the curriculum and student placement.

We were hopeful that it could start this fall, however it may be too difficult to implement in all three counties at the same time, therefore we are considering starting a pilot program in just one county for now. We will update you next month on our progress.

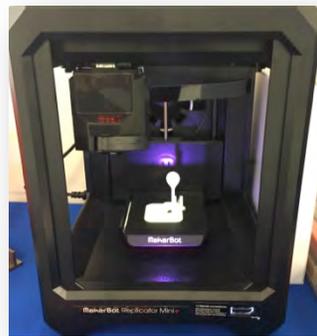
“Bridging the Gap Between Education & Industry”

## Florida Department of Education Grant Update

We have been progressing with the FDOE grant and received the first \$75,000 of \$300,000. All deliverables for the first two quarters have been completed and paperwork has been submitted to receive the 2<sup>nd</sup> payment of \$75k. Per the FDOE grant requirements, 90% of all funds must be expended prior to submitting the next payment. A few of the items received include table-top marketing displays for each County, outdoor AmSkills flags, 3-D Printer, furniture, a HAAS Mini-Mill which has been installed in Hernando and we are awaiting delivery of a HAAS Lathe. Additional deliverables we are working on include creating a marketing plan and starting adult and veteran programs, creating skills and competency tests for enrolled students and purchasing additional mechatronics equipment, electronics workbenches and tools.



**Marketing Display**



**3D Printer**



**HAAS Mini-Mill**

## 2017 Tentative Board Meeting Dates

The following are the scheduled dates for 2017 (see attached calendar):

- Executive/Finance Committee (Peter Buczynsky, Derek Diaz, Lori Romano) scheduled based on availability of Members (Times & Dates may vary)
  - January 13, 2017, March 23, June 8, July 13, August 24, September 7, October 19 & November 16
- Executive Director’s Advisory Meetings – These meetings may be called to discuss specific topics (i.e. funding, manufacturer recruitment, etc.)
  - Meeting Dates to be determined based on specific needs/issues and Members invited based on expertise
- ICTC Governing Board Meetings – (All Board Members)
  - April 20th – Preliminary Budget
  - September 14 – Approval of FY17/18 Budget
  - December 8 – FY 16/17 Budget Recap

Note: We are in process of confirming dates with Board Members and a revision may be required.

“Bridging the Gap Between Education & Industry”

## You’re Invited to Tour Apprenticeship Programs in Germany & Switzerland

We are planning a trip to Germany and Switzerland to experience first-hand how the European Apprenticeship models work and capture ideas on how to bring their best practices to the AmSkills program. Tentative dates are May 9<sup>th</sup> to 12<sup>th</sup> in Switzerland and May 14<sup>th</sup> thru 18<sup>th</sup> in Frankfurt Germany. If you are interested in participating or learning more, please contact Tom Mudano, 727-301-1282 ext. 122.

## 1<sup>st</sup> Mentoring Workshop Conducted for Bic Graphics

In December 2016, Jo-Rohn Payne from East Lake High School started working at Bic Graphics as a candidate for Mechatronics Apprentice. AmSkills has implemented a Dual Coaching Program, which begins with Pamela Skyrme, PhD conducting training to Bic Graphic employees on “Being an Effective Mentor”. The program is designed to help employees learn about the AmSkills Apprenticeship Program and their role as mentors for the student. The interactive workshop covered topics such as defining the role of a mentor, how to make the mentoring relationship successful and building trust. Eight Bic Employees participated and initial feedback was very positive.



## Career Edge Pays Startup Costs for AmSkills Student At Bic Graphics

If we can help overcome hurdles that prevent local manufacturers from investing in young adults, we believe it will help them to be more receptive to sponsoring AmSkills students as long-term Apprentices. One way of doing this is to provide funding sources that cover the initial investment costs of hiring.



CareerEdge is a non-profit organization that helps employers by providing small grants to offset internship costs. AmSkills successfully coordinated and secured a \$1,500 grant for Bic Graphics, which will go directly towards paying the wages for Jo-Rohn during his initial probationary period. Currently this program is only available to our students in Pinellas or Hillsborough Counties, however we will be working to identify other funding sources available to other counties, or identify other potential funding sources.

“Bridging the Gap Between Education & Industry”

## Instructor Training Held in January For Start of Winter Pre-Apprenticeship Term



On Saturday, January 14<sup>th</sup> AmSkills instructors were busy at work getting ready for the Winter Term, reviewing the curriculum and participating in hands-on activities. The Year 1 and Year 2 students returned in January after a much needed Christmas break.

## Adult Pilot Program Starts Monday, January 30th for Manufacturing Career Launch

AmSkills is starting our first adult program called “Manufacturing Career Launch.” The program is modeled after our existing Pre-Apprenticeship program where students will explore manufacturing, specifically in CNC Machining, Mechatronics or Industrial Maintenance. We are starting the first pilot program at our Marchman Technical College location and will be receiving continuous evaluations from students in an effort to make improvements prior to rolling it out to the other locations.

We are planning to stagger the start dates in each County to provide more opportunities for students to enroll at different times of the year. This program is targeted to help adults who are economically disadvantaged, unemployed, veterans or those just seeking a new career.

## Time Clocks Installed to Help Track Training Hours & Simulate Real Work Experience

We recently installed wireless time clocks in our locations, which will be used to track the Pre-Apprentice and Apprentice hours while they are at the AmSkills Training Center. Students are issued a student number and their time is tracked in a database after clocking in and out. All information including their attendance, evaluations, emergency information and other pertinent information is stored in the database. Not only does the time clock provide us with a more accurate tracking system, but it also helps the students learn what it will be like once they start working for a new employer.



“Bridging the Gap Between Education & Industry”

## Marketing Highlights

### Christopher Baker, PharmaWorks Apprentice & Tom Mudano on CW 44's Bayside Show

Recently AmSkills was featured on the 30-minute “Bayside” television show on CW 44. Chris Baker, a current Apprentice at PharmaWorks joined Tom Mudano answering questions from the host Sheli Sanders. Chris participated in his first television interview and he was an excellent representative for AmSkills. Sheli did an exceptional job making us feel welcome and comfortable during the interview. Once we receive a video copy of the show, we’ll publish it on our website.



### Did You Notice Our New Tag Line?

During the recent ICTC Governing Board Retreat, there was discussion about the role of AmSkills in the community. Peter Buczynsky, President of PharmaWorks made a statement that truly communicates who we are and concisely explains our role which is “Bridging the Gap Between Education & Industry.” Thanks Peter for coming up with a great tagline (even though you didn’t know you were doing that)!



### AmSkills Website Has a New Refreshed Design

We have recently given our website a new fresh look, adding more videos, graphics and an integrated registration system, allowing us to capture more information from our prospects registering to become a part of the AmSkills program. We are continuing to update this on a regular basis with relevant content that will clearly communicate our programs. Visit the site at [www.amskills.org](http://www.amskills.org).



### AmSkills Participates in FLATE Roundtable on Internships & Apprenticeships

On January 19<sup>th</sup>, Tom Mudano participated in a roundtable discussion at PTC – Clearwater about the benefits for companies to have interns or apprentices. The discussion included representatives from industry, St Petersburg College, PTC and current interns. Prior to the discussion, a tour was completed which included a visit to the AmSkills workshop.



“Bridging the Gap Between Education & Industry”



### Three AmSkills Pre-Apprentices Highlighted by MSSC as Industry Students

Congratulations to Justyn, Christopher, and Mark who were selected as Students of the Month by MSSC. Twelve students from across the nation were selected and 3 are from Nature Coast High School and Pre-Apprentices in the AmSkills Program. They are being featured in the January issue of the MSSC Community Update and in social media.



Congratulations are also extended to Ed Fry, Production Technology and Manufacturing teacher at Nature Coast and an AmSkills instructor who should be recognized for his dedicated service as their teacher, MSSC and AmSkills instructor.

### AmSkills Hosts International Business Leaders



INTERNATIONAL COMMITTEE

On January 26th, AmSkills hosted the Pasco EDC International Committee at our Training Center in Pasco County. The Pasco Economic Development

Council officially launched their International Program in 2016 after recognizing an opportunity to significantly increase the number of Pasco-based companies competing in the global marketplace. Pasco County Commissioner and Committee Chair Kathryn Starkey led the meeting of numerous

international and domestic companies interested in international initiatives. AmSkills staff provided a tour of the facility and a presentation about our programs.



### Pasco Economic Development Council Photographs AmSkills Students

The PEDC recently came to the AmSkills Training Center to photograph students taking part in our program. The purpose? Marketing AmSkills to potential companies looking to relocate to the Tampa Bay Area and to existing businesses.



### Executive Director of NIMS Visits AmSkills



James Wall from the National Institute of Metalworking Skills, Inc. recently visited AmSkills to learn about our programs and to discuss the potential for AmSkills to become a NIMS Certified Training Center. Special thanks to Roy Sweatman, President of SMT, for coordinating his visit and providing transportation to one of our Training Centers.

### Congressman Gus Bilirakis Provides Insight into Manufacturing Future

Recently the Upper Tampa Bay Manufacturing Association sponsored a luncheon, which included Congressman Gus Bilirakis providing insight into the political future for manufacturing. It was a great opportunity to hear what the priorities are of the new administration and how it may impact us all.



## “Bridging the Gap Between Education & Industry”

### Executive Director’s Update By Tom Mudano

February proved to be another busy month, however per requests, I have prepared a more concise report for the Board. During the past 18-months, AmSkills has primarily focused on establishing the high school Pre-Apprenticeship Program. Many of our current students have yet to be placed at local manufacturers primarily due to under-18 age restrictions and school factors; however many of these students are approaching their 18<sup>th</sup> birthday. As a result, we are currently meeting with these students and parents to discuss their future career in manufacturing; and those interested and capable will be placed at local companies. In addition, we have started our first pilot adult program called “Manufacturing Career Launch.” As we prepare our annual schedule, once we have all “Launch” programs in operation, we project a significant increase in revenue and potentially may be able to provide up to 200 potential apprentices & semi-skilled placements per year across all three counties.



Herb Schmidt, 89 demonstrates how to use his 1944 Southbend 10” Manual Lathe to AmSkills students. Herb donated his lathe & shared his experiences as an apprentice in Germany.

### New Manufacturer Connections

AmSkills first class of high school students (Pre-Apprentices) began in 2015 and most are unable to be placed working at a manufacturer until they are 18. Many of these students are now approaching 18 and with the start of the adult & veterans programs, we have started reaching out to local manufacturers to introduce them to AmSkills & placement.

#### Pasco County

- Mettler Toledo: Commissioner Starkey facilitated this meeting for a company relocating to Pasco & needs 150-200 new employees by 2018, which we will be helping to recruit, train & provide.
- Tru Simulation + Training: AmSkills Introductory presentation completed & proposal being developed

#### Pinellas County

On Feb. 24, the following manufacturers were invited by Peter Buczynsky & toured AmSkills

- Osgood Industries, Inc.: Attended AmSkills tour
- Tri-Tronics Company: Attended AmSkills tour
- A-B-C Packaging Machine Corp: Attended AmSkills tour

#### Hernando County

- Qorvo: Scheduling Plant Tour & Intro-Presentation
- Accuform: Scheduling Mentor Training Class

#### Hillsborough County

- Tri-Tronics Company: Scheduling Plant Tour & Intro

### New Community Connections

The following are various meetings, presentations or tours conducted to introduce AmSkills.

#### Pasco County

- Senator Wilton Simpson: Update Meeting
- Ultimate 3D Printing Store: Intro-Presentation
- Pasco-Hernando Career Source: Jerome Salantino, CEO discussion on funding
- PACE for Girls: Tour of their facility
- Pasco-Hernando Career Source: Intro-Presentation to Career Placement Specialists
- Youth Education College & Career Night: AmSkills Booth

#### Pinellas County

- Bic Graphic: Commissioner Seel tour & AmSkills Update
- Tampa Bay Auto Event: AmSkills Booth

#### Hernando County

- STEAM event: Speaker & Career Fair
- County Administrator Len Sossamon & Commissioner Dukes: Met & Provided AmSkills Update

#### Other

- GACC Economic Outlook: Attended Event
- GACC South Skills Initiative: 2-Day Visit by Nicole Heimann, Skills Manager to discuss AmSkills IHK Cert.
- National Institute of Metalworking Skills (NIMS): Discussion on establishing AmSkills NIMS Certifications
- Attended Festo Bluegrass Mechatronics Workshop



Tampa Bay Packaging Manufacturers Tour AmSkills



Festo Bluegrass Mechatronics Workshop



German American Chamber of Commerce (GACC) South & SPC Visit AmSkills



AmSkills Staff Tour TRU-Simulation

**“Bridging the Gap Between Education & Industry”****Adult Manufacturing Career Launch Update**

AmSkills started our first pilot adult program called “Manufacturing Career Launch” in January modeled after our existing Pre-Apprenticeship program where students will explore manufacturing, specifically in CNC Machining, Mechatronics or Industrial Maintenance. This program is full-time and operates four or five days per week for up to 32 hours per week. Students will complete their “foundational skills training & assessment” within three months and upon successful completion will be eligible to be placed working at a local manufacturer.

**May 2017 Trip Planned for Germany & Switzerland**

Plans for a trip to Germany and Switzerland are moving along for attendees to experience first-hand how the European Apprenticeship model works and capture ideas on how to bring their best practices to the AmSkills program. In addition, we will have the opportunity to present the Tampa Bay Area to numerous companies for consideration of bringing future business to our area. Dates are May 12th to 19th. If you are interested in participating or learning more, please contact Tom Mudano, 727-301-1282 ext. 122.

**Florida Department of Education Grant Update**

We continue to progress with the deliverables for the FDOE grant and are expecting our next payment of \$75,000 within the next few weeks. Just this past week we received delivery of a HAAS Lathe at the Pasco location. Deliverables completed this past quarter-included drafting a marketing plan and starting the pilot adult program. We achieved a significant amount of capital expense savings from some of the budgeted equipment items due to reductions in equipment prices (such as the new HAAS), which allows us to make adjustments to the grant. These adjustments will allow us to purchase much needed computers for our students, additional 3D printers, increase marketing of programs for adults and veterans; and some welding equipment, which will allow us to provide basic introductory welding skills.

**The Embassy of the Federal Republic of Germany Invites AmSkills to Visit Germany**

The Embassy of Consulate of the Federal Republic of Germany has invited Tom Mudano, AmSkills Executive Director to visit Germany for a fact-finding tour under the Visitors Programme of the Federal Government. The trip will include visiting technical schools and companies with active apprentice programs & is schedule for March 26 to April 1, 2017.

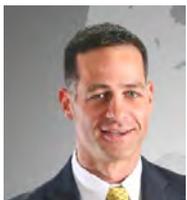
**AmSkills to be Approved as Certified Career Source Training Center**

All paperwork has been submitted and during the March Pasco-Hernando Career Source Board Meeting, AmSkills is expected to be officially approved as a certified Career Source Training Center. This certification will increase our marketing efforts utilizing the Career Source channels as well as opening up funding opportunities for AmSkills students and for manufacturers who sponsor our Apprentices.

**2017 Board Meeting Dates (Times Planned are 12:30<sup>pm</sup> to 3:30<sup>pm</sup>)**

The following are the final scheduled dates for 2017:

- April 18<sup>th</sup> – Hernando County: Review Preliminary Budget & Non-Profit
- September 20<sup>th</sup> - Pasco County: Approval of FY17/18 Budget
- December 8<sup>th</sup> – Pinellas County: FY 16/17 Budget Recap & Election of Officers

**New Hernando County Manufacturer Representative Recommended for ICTC Governing Board**

Recently, I received notice from Chip Howison of Alumi-Guard that he will no longer be able to participate on our Board due to his job demands. I want to thank Chip for his contribution and time on our Board.

In February, I met with Commissioner Wayne Dukes and Len Sossamon, County Administrator and they recommended John Murphy, Vice President of Human Resources for Accuform; to become the Hernando County Manufacturer Representative on the ICTC Governing Board. For most of its history Accuform has operated right out of Hernando County. Located in the Airport Industrial Park, Accuform occupies four buildings throughout the park and employs over 300 people in a variety of positions from key manufacturing jobs, to e-commerce and web, customer service, design, and more. Accuform is proud to support American manufacturing jobs, and is proud to be the county’s largest manufacturer.

John Murphy is a 28 year resident of Hernando County and serves locally on the Board of Directors for Jericho Road Ministries, the Greater Hernando Chamber of Commerce and the Hernando Republican Executive Committee. He has previously served on the Boards of Impact Tampa Bay, the United Way of Hernando County, The Hernando County Housing Authority, Christian Church in the Wildwood and Harvest Christian Church. John is passionate about economic opportunity; job creation and helping organizations build an awesome culture!

Please contact Tom Mudano if you have any questions, otherwise John will be attending the April meeting for the Board to vote acceptance.

## Bridging The Gap Between Education & Industry

### Executive Director's Update By Tom Mudano

March proved to be another busy month which included several tours and preliminary meetings at AmSkills for the purpose of initiating the process to secure additional accreditations as well as potential funding opportunities. The following is a brief summary:



The Association for Packaging and Processing Technologies

Glen Long, Senior Vice President of PMMI, a nationally recognized Association for Packaging and Processing Technologies visited to learn about AmSkills and to discuss procedures for us to apply for grant funding. As a result of our initial meeting, another meeting has been scheduled with PMMI's Stephen Gerard, Director of Workforce Development and we have been invited to make a presentation to the PMMI Board in April to request funding to develop our Mechatronics program. Special thanks to Peter Buczynsky, President of PharmaWorks, for setting up the meeting and to Derek Diaz, Bic Graphic; Uwe Richter, Bosch Packaging Technologies; Mark & Michael Reichert of A-B-C Packaging Machine Corp; and Tim Kelley, Tri-Tronics for attending the meetings in support of our efforts.



National Institute for Metalworking Skills

AmSkills also initiated the process to become an Accredited NIMS Training Center. NIMS (National Institute of Metalworking Society) is a nationally recognized certification program which will enhance the AmSkills Machining (CNC) and Industrial Maintenance programs. The process to become accredited can take up to a year, however, it will provide AmSkills with nationally recognized certifications for our Apprentices and provide additional funding opportunities.

The following are brief highlights of additional accomplishments completed during the month of March.

#### ICTC Board Meeting – April 18<sup>th</sup>

There is an ICTC Board Meeting Scheduled Wednesday, April 18<sup>th</sup> from 12:30pm to 3:30pm in Hernando County. The Board Meeting will be held at the AmSkills Training Center located at 16110 Aviation Loop Drive, Brooksville, FL 34604. Contact Tom Mudano at 727-331-2917 if you need further directions.

#### Community Connections

The following are various meetings, presentations or tours conducted to introduce AmSkills.

#### ICTC (Related to All Counties)

PMMI: Tour/Presentation at AmSkills  
Future Plans USA: Tour/Presentation at AmSkills  
National Tool Making Association: Attended Event March 9<sup>th</sup>  
Avalon Development Group: Tour/Presentation at AmSkills  
NIMS Credentialing: Webinar to Start Accreditation Process  
Tampa Bay Manufacturing Consortium: Attended Retreat  
Best of Tampa Bay: AmSkills Tour & Presentation

#### Pasco County

PHSC Job Fair: Marketing Booth  
Career Source: Attended Manufacturing Roundtable event

#### Pinellas County

FL West Coast NTMA: Attended Event on March 9

#### Hernando County

Hernando Progress Inc: AmSkills Tour & Presentation  
Career Source: Attended Manufacturing Roundtable event  
Hernando County Economic Development: Students Participated in "Whv Hernando" Economic Development Video Shoot

#### Manufacturer Connections

The following are brief highlights of meetings, events, tours completed during the past month.

#### Pasco County

Pall Aerospace: Completed Tour & Preparing Proposal for Apprentices  
Mettler Toledo: Preparing Proposal to Provide Apprentices  
Tru Simulation+: Preparing Proposal to Provide Apprentices

#### Pinellas County

Bosch Osgood: Preparing Proposal to Provide Apprentices  
A-B-C Packaging Machine Corp: Scheduled Plant Tour in April

#### Hernando County

Accuform: Scheduling Mentor Training Class & Proposal  
Monster Transmission: Discussion on Student Placement

#### School Connections

The following are brief highlights of meetings, events, and tours completed during the past month.

#### Pasco County

Pasco County Schools: Meeting with Kurt Browning, Superintendent & Ray Gadd, Assistant Superintendent regarding AmSkills marketing

#### Pinellas County

Pinellas Technical College: Met with Mark Hunt and the Directors of PTC Clearwater & St. Petersburg to discuss implementing adult programs and high school student recruitment.  
Clearwater High School: AmSkills Presentation to Students

#### Hernando County

Springstead High School: AmSkills Presentation to Students

## Bridging The Gap Between Education & Industry

### Manufacturing Recruitment Increases to Secure Placements for Upcoming Apprentices

Previously, we mentioned that most of our current Pre-Apprentices are under 18; therefore, we have been unable to place them working at local manufacturers; however, we have 9 students approaching 18 years of age and 5 adults who will be ready for placement in the next few months. We have recently increased our manufacturing recruitment efforts with the goal placing our students in semi-skilled jobs or as skilled Apprentices. All companies we met with indicated a strong interest in the AmSkills program, and we are currently in the process of preparing proposals for them. AmSkills has been asked to help fill up to 150 new jobs.



### 1-Day Production Workshop & Open House for Parents Scheduled in April & May

On Saturday, April 22<sup>nd</sup> from 8 am to 4 pm, AmSkills has scheduled a 1-Day Production Workshop in Pasco and Hernando; and on Saturday, May 8th at PTC Clearwater in Pinellas County. This workshop is designed to provide high school students and adults the opportunity to participate in a hands-on project and to learn how to become a part of the AmSkills Apprenticeship Program.

### Tom Mudano visits Germany as an Invited Guest of the Embassy of the Federal Republic of Germany



The Embassy of Consulate of the Federal Republic of Germany invited Tom Mudano, AmSkills Executive Director to an all-expense-paid trip to Germany for a fact-finding tour under the Visitors Programme of the Federal Government. The trip was completed from March 26 to April 1, 2017, and included tours of numerous technical schools and businesses with active apprentice programs as well as several government agencies. Twenty delegates representing 20 different countries participated in the educational program which is designed to educate other countries about the German Dual Education and Apprenticeship System. AmSkills would like to especially thank the Honorable Annette Klein, Consulate General of the Federal Republic of Germany in Miami for recommending me for the delegation participating in this extremely rewarding educational trip.



### Adult Manufacturing Career Launch Update

AmSkills started our first pilot adult program called "Manufacturing Career Launch" in January modeled after our existing Pre-Apprenticeship program where students will explore manufacturing, specifically in CNC Machining, Mechatronics or Industrial Maintenance. This program is full-time and operates four days per week. Once they complete our Career Launch Program in two months, they will be eligible to be placed with a local manufacturer as semi-skilled workers or Apprentices. Several manufacturers already have expressed interest in interviewing our students.

### May 2017 Trip Planned for Germany & Switzerland

Plans for a trip to Germany and Switzerland are moving along for attendees to experience first-hand how the European Apprenticeship model works and capture ideas on how to bring their best practices to the AmSkills program. Dates are May 12th to 19th. If you are interested in participating or learning more, please contact Tom Mudano, 727-301-1282 ext. 122.

### Florida Department of Education Grant Update

We continue to progress with the deliverables for the FDOE grant and are expecting our next payment of \$75,000 within the next few days. We received delivery of a HAAS Lathe at the Pasco location and a HAAS Mini-Mill in Hernando. Deliverables completed in the past quarter included drafting a marketing plan and starting the pilot adult program. We also negotiated significant savings and, due to reductions in equipment prices such as the new HAAS, we were able to amend the grant. These adjustments allowed us to purchase much-needed computers for our students: additional 3D printers; increased marketing budget for upcoming adult and veteran program promotion; and welding equipment for a new welding skills track, including a welding art class to appeal to high school girls and women to participate in the AmSkills Program and potentially fill a void in the industry.

**Bridging The Gap Between Education & Industry**

*Executive Director's Update* By Tom Mudano

**27 Pre-Apprentice Candidates Participate in AmSkills 1-Day Production Workshops in Pasco & Hernando**



On Saturday, April 22<sup>nd</sup>, 27 Pre-Apprentice Candidates participated in a 1-Day Production Workshop at the AmSkills Training Centers in Pasco and Hernando Counties. High school students participated in a variety of hands-on projects, including constructing a 2-Dimensional Eiffel Tower made out of aluminum. Parents attended a presentation, and question and answer session with Tom Mudano to learn how their young adults can become part of the AmSkills Pre-Apprenticeship Program.



The Pinellas County AmSkills 1-Day Production Workshop is scheduled for Saturday, May 6<sup>th</sup> from 8am to 4pm at Pinellas Technical College in Clearwater. If you know of any young adults ages 15-18, who may be interested please have them call AmSkills at 727-301-1282 ext. 126 for questions or register by going to AmSkills.org. This is a free event.

**ICTC Governing Board Votes to Establish 501c3 Non-Profit Foundation to Expand Fundraising Opportunities**



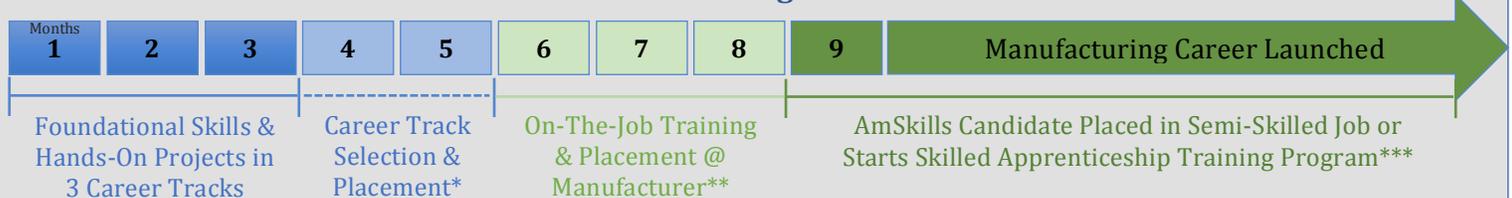
At the April 18<sup>th</sup> Board Meeting, the ICTC Governing Board voted to establish a 501c3 non-profit Foundation, to provide additional opportunities for members of our community to support the AmSkills Pre-Apprentice & Apprenticeship Training programs for our youth, adults, and veterans. AmSkills is currently a Special District Government Entity, which provides opportunities for

governmental funding but prevents AmSkills from applying for many grants that are only available to non-profit organizations. AmSkills is truly changing the lives of young adults, many of whom cannot afford to pay fees for training or to launch their own career. By establishing the "AmSkills Apprenticeship Foundation, Inc.," we will be able to offer individuals, businesses and others the opportunity to help our students launch careers in manufacturing, leading to well paid jobs and long-term success.

**Adult Manufacturing Career Launch Programs Scheduled to Start in Hernando, Pasco & Pinellas This Summer**

AmSkills is getting ready to start the "Manufacturing Career Launch" program for adults 18 and over in all three Counties this summer. Pasco & Hernando Counties will begin on Wednesday, July 5 and Pinellas County, which will begin Thursday, August 10<sup>th</sup>. Adult students will explore three manufacturing career tracks, CNC Machining, Mechatronics, and Industrial Maintenance. They will complete hands-on projects, and learn the basic foundational skills to launch a career. This program is 600 hours and will require full-time attendance; however, after completing 400 hours, candidates may be eligible for placement in paid positions with local manufacturers as semi-skilled workers or Apprentice candidates. The remaining 200 hours may consist of a combination of on-the-job training and/or more focused training on the specific track they select.

**AmSkills Adult Manufacturing Career Launch Timeline**



\*Placement is based on successful completion of a minimum of 400 AmSkills training hours, job availability & candidate match with the appropriate manufacturer. Candidates will have to complete an additional 200 hours of their selected career track training &/or combination of OJT if placed at a manufacturer. AmSkills cannot guarantee placement.

\*\*On-The-Job Training (OJT) & Placement Period may range from one to three months for all candidates placed. During this period, the manufacturer, candidate & AmSkills coach will determine if Candidate is to be considered for a Semi-Skilled or Skilled Apprenticeship.

\*\*\* If Candidate is considered for a Skilled Apprenticeship position, a separate Apprenticeship Training Plan and Agreement will be drafted and approved by all parties prior to starting Apprenticeship.

NOTE: Length of time shown above may vary depending on many factors including number of participating manufacturers in the AmSkills program, availability of jobs, and the Candidate's successful completion of the AmSkills Pre-Apprenticeship or Manufacturing Career Launch program.

**Thank You Kathryn Starkey for Donation for Shirts**

Recently, Kathryn Starkey donated \$1,500 to AmSkills to purchase shirts for all Apprentice Candidates to wear during their training at the AmSkills Training Center. The picture to the right shows a few of our students wearing their shirts prior to going on a tour of ABC Packaging, a local manufacturer. The back of the shirts prominently reads "AmSkills Manufacturing – Bridging the gap between education & industry." Thanks again Ms. Starkey, our students appreciate your generosity.



**Bridging The Gap Between Education & Industry**

**Summer High School Manufacturing Boot Camp Scheduled June 12<sup>th</sup> to June 30<sup>th</sup>**



Do you know a high school student aged 15 – 18 who likes to build things? AmSkills has scheduled our Summer Manufacturing Boot Camp program in all three Counties with activities to include projects such as building a 3-D printer, field trips to local manufacturers, team building activities, ropes course and many other fun projects. This camp allows high school students to see and experience potential career options available to them and to consider launching their manufacturing career in the AmSkills Pre-Apprentice Program starting this fall.

Camp fees are \$125 per week totaling \$375 for the 3-week camp, which will run from 8am to 4pm Monday through Friday. To register, sign up on our website at AmSkills.org. AmSkills does not want to turn anyone away from this great opportunity; therefore scholarships are available for those needing financial assistance. Donations are also accepted to help offset scholarship fees or camp costs. Please call 727-301-1282 ext. 126 for more information.

**AmSkills Receives “Certificate of Regional Excellence” Recognition from the Future of the Region Awards**



The Future of the Regions Awards breakfast was held on Friday, April 28<sup>th</sup> to honor notable achievements in regional planning. The event was hosted by the Tampa Bay Regional Planning Council at the Hilton Carillon Park Hotel in St. Petersburg. AmSkills was acknowledged for innovation toward economic growth in the Economy & Energy category.

**PACE Center for Girls Participate in Metal Working & Machinery Project at AmSkills**

On April 14<sup>th</sup>, 15 girls visited AmSkills in Pasco County to complete various Metal Art Projects taught by AmSkills Melinda Paproski. AmSkills has made a powerful connection with the young ladies at the PACE Center for Girls in New Port Richey.



Each one of the girls has a very personal story leading up to her placement at the center; a common thread is a need for educational support and social services to make a healthy transition to adulthood. For these young ladies it is quite possibly the start of an uncommon career path for women.

Florida State Representative, District 36, Amber Mariano and Pasco County Commissioner Jack Mariano visited the event. Commissioner Mariano stated, “I am excited to see what AmSkills can do for young people and excited to see their involvement.” AmSkills will be reaching out to PACE Pinellas to coordinate a similar event.

**Community Connections**

The following are various meetings, presentations or tours conducted to introduce AmSkills:

**ICTC (Related to All Counties)**

- PMMI: AmSkills Presentation to Strategic Planning Committee
- German American Chamber of Commerce: Attended Event at MOSI
- ICTC Governing Board: Facilitated Board Meeting in Hernando
- Upper Tampa Bay Education Foundation: Attended Event
- Apprenticeship USA Webinar: Participated Regarding Funding Opps.

**Pasco County**

- Pasco Parks & Recreation Dept: AmSkills Tour & Presentation
- Career Source: AmSkills Tour & Presentation for Veteran Recruiters
- Commissioner & AmSkills Update Meetings: Met with (5) Commissioners
  - One scheduled in May
- NetFest: Networking Event

**Pinellas County**

- Commissioner & AmSkills Update Meetings: Met with (3) Commissioners
  - One scheduled in May
- Pinellas Technical College: Career Recruiters visited AmSkills for tour

**Hernando County**

- Hernando Education Foundation: Meeting with Executive Director
- Commissioner & AmSkills Update Meetings: (5) Scheduled in May
- Pasco/Hernando Career Source: Meeting regarding funding

**Manufacturer Connections**

**Pasco County**

- Pall Aerospace: Reviewing AmSkills Proposal
- Tru Simulation+: Preparing Proposal to Provide Apprentices
- Wellbilt: AmSkills Tour & Presentation

**Pinellas County**

- Bosch Osgood: Preparing Proposal to Provide Apprentices
- A-B-C Packaging Machine Corp: Student Plant Tour

**Hernando County**

- Quorvo: Scheduled Plant Tour in May
- Monster Transmission: Discussion on Student Placement

**Hillsborough County**

- Cardio Command: Plant Tour & Presentation on AmSkills

**School Connections**

**Pasco County**

- PHSC Student Tour of AmSkills
- Gulf High School: AmSkills Presentation to Students

**Pinellas County**

- PTC-Clearwater: Presentation to Students Regarding Dual Enrollment
- Bayside High School: AmSkills Presentation to Students
- Clearwater High School: AmSkills Presentation to Students
- Countryside High School: AmSkills Presentation to Students
- Dunedin High School: AmSkills Presentation to Students
- Largo High School: AmSkills Presentation to Students

**Hernando County**

- Central High School: AmSkills Presentation to Students
- Springstead High School: AmSkills Presentation to Students

**Bridging The Gap Between Education & Industry**

*Executive Director's Update* By Tom Mudano

**12 Apprentice Candidates Ready to Launch Careers in Manufacturing**

The first group of Youth Pre-Apprentices started AmSkills training as high school juniors in the fall of 2015. Now, they are turning 18 and starting their careers in manufacturing. Career conferences were conducted with each candidate to discuss their future plans and identify their preferred career track. Local manufacturers are selected based on the interest of the AmSkills Apprentice Candidate and the company projected to be the best fit. AmSkills is facilitating job interviews and scheduling the "Career Launch Phase" for our Apprentice Candidates.

**AmSkills Pre-Apprenticeship Program Can Reduce High School Dropout Rate**

In today's world, many of our youth (15 to 17) and young adults (18 to 26) do not have a clear view of their future. Often their parents are not available or not equipped to provide them with the guidance they need. The Bill and Melinda Gates Foundation commissioned a national survey of 470 high school dropouts in the US and "nearly 50 percent said they left school because their classes were boring and not relevant to their lives or career aspirations." The report, "The Silent Epidemic: Perspectives of High School Dropouts," based on research by Peter D. Hart Research Associates, goes on to say "Dropouts are more likely than high school graduates to be unemployed, in poor health, living in poverty, in prison or on public assistance, and to have children who also drop out of high school. On average, a high school dropout earns \$9,200 less per year than a high school graduate and about \$1 million less over a lifetime than a college graduate."

The AmSkills Apprenticeship program is a solution that can help prevent students from dropping out of high school by providing real-world skills to those who may need a clearer path in life. In addition to the technical skills needed in manufacturing, AmSkills provides a disciplined work-environment incorporating soft skills (team work, communications, work ethics, etc.) and life skills (goal setting, personal finance, etc.) necessary to succeed in life; however, reaching this population can be difficult.

One of the primary challenges AmSkills faces is effectively recruiting Apprentice Candidates into our program. For those in high school, we have worked with all three county school systems to help introduce the AmSkills After-School Pre-Apprentice Program. In the fall, we will begin our first dual-enrollment program in Pinellas County, which will allow students to attend during their school day and receive school credit. We are marketing and recruiting for our adult Pre-Apprentice & Career Launch Program. Traditional methods to market and recruit young adults do not work like they used to; therefore, we are implementing a plan that we hope will be cost effective and unique. More to come in the June Update.



A Few of the Youth & Adult Pre-Apprentices toured Qorvo Electronics Manufacturer in Hernando County

**AmSkills Adult Pre-Apprentices Invited to Cheer on HAAS Race Team at the Daytona Firecracker 400 Race**



Be sure to watch the Firecracker 250 in Daytona on June 30<sup>th</sup> and look for the AmSkills logo on the rear quarter panel of car No. 41, a Haas Automation/Monster Energy Ford Fusion driven by Kurt Busch. Six AmSkills Adult Pre-Apprentices and two instructors are special guests of HAAS racing and will join the pit crew with their XFINITY hot passes. When the HAAS race team wins again this year, our AmSkills Pre-Apprentices may have the opportunity to go to the "Winners Circle." Special thanks to Toni Neary, Director of Education for HAAS Education, for inviting AmSkills to participate in this exciting event.

**Be Our Guest at the June 30<sup>th</sup> Annual Awards & Production Showcase**



We hope you can join AmSkills Summer Manufacturing Boot Camp participants, Career Launch Candidates, Pre-Apprentices, instructors, manufacturing sponsors & community partners at our annual awards and barbecue on Friday, June 30, 2017 at the AmSkills Regional Headquarters & Training Center (Marchman Technical College, Building 6, 7825 Campus Drive, NPR) to celebrate our 2016-2017 milestones. Arrive at 11:30 to see a 3D printing demo and view the projects created by our Summer Manufacturing Boot Camp participants. Following a brief introduction and opening ceremony, Year 1 pre-apprentices will receive awards and certificates of completion and year 2 pre-apprentices will formally enter the "Manufacturing Career Launch" program with announcements of their

manufacturing sponsors. Lunch is at 12:00 pm (courtesy of our neighbors at Chef Ken's, Smokin' Out BBQ, Sonny's, and Publix). Please RSVP to Melinda at 727-310-1282 ext. 126.

**Florida Department of Education Grant Coming to a Close**

The FDOE grant is in the final close-out phase. We have completed all deliverables required and all payments for the \$300,000 grant have been received. The primary purpose of this grant was to secure additional equipment for our current Pre-Apprentice and Apprenticeship Program tracks. Specific purchases included a HAAS Mill and Lathe, HAAS CNC simulators, software and computers to begin introduction of design, welding equipment, 3D Printers, funding for curriculum development and marketing to start the Adult Pre-Apprenticeship and Career Launch Program.

**Bridging The Gap Between Education & Industry**

**Adult Career Launch Programs Scheduled to Start in Hernando, Pasco & Pinellas This Summer**

AmSkills has completed our pilot adult Pre-Apprenticeship Program and will start the "Manufacturing Career Launch" program for adults and veterans in all three counties. Pasco & Hernando Counties begin on Monday, July 10 and Pinellas County starts at our PTC campuses on August 10<sup>th</sup>. This 600-hour program requires full-time attendance; however, after completing 400 hours, candidates may be eligible for placement in paid positions with local manufacturers as semi-skilled workers or Apprentice candidates. The remaining 200 hours may consist of a combination of on-the-job training and/or more focused training on the specific track they select.



Adult Pre-Apprentices Learning to Program CNC

**AmSkills Apprenticeship Foundation, Inc.**

At the April 18<sup>th</sup> Board Meeting, the ICTC Governing Board voted to establish a 501c3 non-profit foundation. The Articles of Incorporation have been submitted and we are registered on Florida Sunbiz. We are in the process of preparing the budget, gathering Board Member biographies, and completing other required information to officially submit the rest of the paperwork.

**Year 1 Pre-Apprentices Help Prepare Summer Camp Projects**

One of the projects that Summer Manufacturing Boot Camp projects includes building and testing 3-D printers. Funding from the FDOE Grant was utilized to purchase a variety of 3-D Printers to be used to train our Pre-Apprentices, not only how to design and print, but also how they mechanically work. 3D Printing is considered a "disruptive technology" and will soon be utilized more in the manufacturing industry; therefore, the need for future technicians to repair them is going to be needed. This is one reason AmSkills incorporated this sought after technological training into our curriculum for Pre-Apprentice and Apprentice Candidates.



**Fiscal Year 2015/16 Audit in Progress**

Our annual audit conducted by Clifton, Larson, Allen, LLP started in May and expected to be completed by end of June. Results will be presented to the Executive/Finance Committee in August.

**Economic Development and Dual Education/Apprenticeship System to Switzerland & Germany Trip a Success**

May 15 – 19, 2016 representatives from Pasco, Pinellas & Hernando County Schools, Economic Development Councils, Education Foundations and Business' toured 12 technical schools, apprenticeship programs, and manufacturers to learn how their dual education system is reducing unemployment and introduce Tampa Bay as a great place to expand business. Overall a great learning opportunity for all attendees.



**Community Connections**

**ICTC (Related to All Counties)**

- Upper Tampa Bay Manufacturing Association: Board Meeting
- Florida Apprenticeship: Teleconference update on AmSkills
- Switzerland & Germany Trip for Economic Development & Apprentices
- Manufacturing Day Planning Meeting

**Pasco County**

- Pasco Economic Development Council Board: AmSkills Presentation
- Jobs & Economic Opportunities Committee: AmSkills Presentation
- Conducted Sun Lake High Robotics Team CNC Machinist Workshop
- Pasco County Internship Conference Call with Human Resources

**Pinellas County**

- Commissioner & AmSkills Update Meetings: Met with Commissioners (3)
- Career Source Tampa Bay: Meeting with Ed Peachy, CEO & Comm. Seal
- May 16th Pinellas County Internship Meeting with Human Resources
- May 17th UTBMA Advance Manufacturing Summit in Oldsmar
- May 25th Pinellas Ex-Offenders Re-Entry Coalition in St. Petersburg

**Hernando County**

- Commissioner & AmSkills Update Meetings: (2)
- Pasco/Hernando Career Source: Tour for Veterans
- May 19th Hernando County Community Summit in Brooksville

**School Connections**

**Pasco County**

- PHSC Student Tour of AmSkills
- Gulf High School: AmSkills Presentation to Students
- Sun Lake High School: CNC Machining Workshop

**Pinellas County**

- May 3rd Largo High School Information Table
- May 4th Countryside High School Information Table
- May 8th Pinellas Gulf Coast Academy Information Table
- May 9th Bayside High School Information Table
- May 11th Dunedin High School Information Table

**Hernando County**

- Central High School: AmSkills Presentation to Students
- Springstead High School: AmSkills Presentation to Students