



## **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: Santa Fe College

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

#### Contact Information:

Primary Contact Name: Jodi Heather D. Long, Ph.D.

Title: Associate Vice President for Academic Affairs

Associate Vice President for Academic Affairs  
Address: 3000 NW 83rd St.

Mailin Gainesville

Phone Number: (352)395-5200

Email: jodi.long@sfcollge.edu

### **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: 21st Century Training in Healthcare. Detailed description: Technology has been seamlessly woven into the daily tools and activities of professionals providing medical and diagnostic services. This clear change in healthcare is driving the way colleges must train students. No longer a distinct subject in the healthcare curriculum, colleges must provide critical experience in the use of technology-integrated equipment and tools that are changing the nature of work for healthcare professionals.

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

This proposal requests funding for updated medical and diagnostic equipment to support essential technical training and experience for students in healthcare professions. In being responsive to healthcare employers, colleges must produce technically competent professionals who can immediately perform at a high level, providing the greatest assurance of competency and safety in the workplace. Colleges serve students by preparing them for employment, which includes the necessary technical knowledge and skills to operate equipment in the professional healthcare setting. On-the-job training is becoming less prevalent in healthcare because of employers' tremendous staffing demands. Thus, there is a greater expectation that students will have access to contemporary equipment in labs and simulation centers prior to clinical training. Students who are highly trained to provide exceptional patient care, and positively contribute to their team, organization, and community at large, are valuable employees who are quickly hired.

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

This proposal will provide students with highly transferable and sustainable workforce skills applicable to more than a single employer because skills built through experience with current equipment and technology are needed by employers across all healthcare sectors in the state and nation. Healthcare organizations are undergoing transformational shifts as digital expertise is increasingly integrated into healthcare occupational skill requirements. In



response, colleges train technology-literate healthcare program students using concept-based methods so that graduates will own skills that easily transfer between different organizations and technology applications. The Santa Fe College workforce skills curriculum of technology-literacy combined with concept-based thinking gives healthcare professionals the ability to transfer their skills to new and emerging applications and equipment. This ensures their future professional mobility between various employers.

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

Yes     No

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

All offerings in Health Sciences Programs are based on the state of Florida department of education program frameworks, course numbers, and course descriptions, including prerequisite courses. Thus, any enhancement of the equipment available for training students in these programs directly supports the learning outcomes articulated by the state. In addition to following state program criteria, all Santa Fe College degree and certificate programs are recognized by external third-party accreditors and are offered in response to the current healthcare needs of the community.

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

Yes     No

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

This proposal will create economic opportunity by enhancing workforce training in healthcare occupations that are in high demand in the north central Florida region. These include: Diagnostic Medical Sonographer, Surgical Technologist, Physical Therapist Assistant, Respiratory Therapist and Dental Hygienist. Students will be trained using the most contemporary technology and equipment to enhance their digital healthcare literacy and the application of requisite associated skills.

Santa Fe anticipates that the number of graduates placed in jobs will remain 100% in high demand disciplines. The number of jobs impacted regionally from the training could begin to fulfill the current needs identified by the State and the Indeed.com website as follows: over 60 locally and over 200 statewide in Surgical Technology; 20 locally and over 200 statewide in Diagnostic Medical Sonography; 40 locally and over 300 statewide in Respiratory Therapy; 25 locally and over 300 statewide in Physical Therapist Assistant, and 40 locally and 400 statewide in Dental Hygiene.

The economic impact on the community, region and state is significant in that each of these occupations is in a field that is expanding its scope of care in response to changes in insurance and the health care industry. Thus, new skills are required for success in these positions. Formal instruction is required for students to attain the skills. Once completed, graduates will enter the workforce, immediately able to provide patient care and add to the economic base of the community.

The success of the proposed training will be measured by employment rates and employer satisfaction surveys. It is anticipated that employers will rate graduates as above average or excellent on identified entry-level skills. At least 85% of graduates will be employed in some capacity related to their degree and training.

## 2. Additional Information:

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

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

Because the scope of care is extending in the identified disciplines, student training must be expanded to allow formal instruction in all aspects of the discipline. In order to accomplish this successfully, new equipment that is contemporary with current practices must be used. The equipment updates requested through this grant proposal will allow students the opportunity to practice skills in a lab or clinical simulation setting. This will prepare them as highly trained entry-level technologists for employers.



B. Does the proposal align with Florida's Targeted Industries? (View Florida's [Targeted Industries here.](#))

Yes     No

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

If no, with which industries does the proposal align?

This proposal aligns with the EFI targeted industry of life sciences/healthcare.

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

The proposal aligns with both the Statewide Demand Occupations List and the Regional Demand Occupations List for the following 5 occupations: Surgical Technologists, Diagnostic Medical Sonographers, Respiratory Therapists, Physical Therapist Assistants, and Dental Hygienists.



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

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

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

The training will be classroom and lab-based on the campus of Santa Fe College in Gainesville, FL in the health sciences complex. In 2007-2008, this area underwent a significant renovation and new construction. It now contains spaces purposefully designed to simulate a hospital environment for practice and simulations. The Diagnostic Medical Sonography, Surgical Technology, Respiratory Technology, and Physical Therapy equipment acquired through grant funding for training will provide needed updates to the lab and clinical simulation spaces in the health sciences complex.

In addition to having simulation areas for student practice and training, the Santa Fe Dental Clinic serves as a health clinic for approximately 2500 patients per year and as a learning facility for students in SF Dental Hygiene degree and Dental Assistant certificate programs who perform services for the public under the supervision of faculty. Dental equipment provided through DEO/EFI grant funding will be located and used for in-service training to the public in the Dental Clinic.

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

The anticipated number of students enrolled and completed are as follows: Surgical Technologists = 18 enrolled and 16 completed. Diagnostic Medical Sonographers = 16 enrolled and 14 completed. Respiratory Therapists = 30 enrolled and 28 completed. Physical Therapy Assistants = 23 enrolled and 23 completed. Dental Hygienists (via traditional program) = 12 enrolled and 12 completed; Dental Hygienists (via Hygiene-Bridge program) = 12 enrolled and 12 completed. Santa Fe College enrollment and completions in these programs has remained steady, therefore, it is anticipated that these numbers will persist.

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

Begin Date: see attachment      End Date: see attachment

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

Santa Fe College will incorporate replacement costs for equipment upgrades into college planning. The College has a strong historical record of long-term commitment to sustaining these programs, and is supported by numerous local and regional affiliates of the programs as documented in the attached file named "Santa Fe College Healthcare Programs Affiliates".



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

The degrees and certifications that will result from the completion of these grant-related health programs include:

- Surgical Technology, Certificate (CIP 0351090905)
  - Diagnostic Medical Sonography, A.S. (CIP 1351092006)
  - Respiratory Therapy, A.S. (CIP 1351090701)
  - Physical Therapist Assistant, A.S. (CIP 1351080601)
  - Dental Hygiene A.S. (CIP 1351060200)
  - Dental Assisting to Dental Hygiene Bridge, A.S. (CIP 1351060200)
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I. Does this project have a local match amount?

Yes  No

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

Santa Fe College was established by the state legislature in 1965 as a "community college" to offer wide access to quality higher education for the citizens of Alachua and Bradford Counties. The demand for quality healthcare workers in the community continues to influence the health science offerings and associated allocated resources at Santa Fe College. Each year the College identifies and dedicates human, current, and capital resources to programs after a needs assessment process. The College meets unexpected interim needs through the assignment of adjunct instructors and speedy repair or replacement of equipment. Santa Fe will continue to dedicate appropriate portions of the budget to support the enhancement of these health sciences programs in order to sustain the high level of instruction for which the College is known.

Santa Fe College is providing a match of \$272,245. The match is comprised of the salaries of full-time faculty in the proposal-related healthcare programs.

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

Four additional attachments include: 1) Requested 21st Century Healthcare Training Equipment; 2) Response to Application Question #2F; 3) Santa Fe College Healthcare Program Affiliates; 4) Section 4C Signature Authority.

### 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	\$ 274,185.00	
Personnel	\$ 276,796.00	
Facilities	\$	
Tuition	\$	
Training Materials	\$	
Other	\$	Please Specify: _____
<b>Total Project Costs</b>	<b>\$ 550,981.00</b>	

B. Other Workforce Training Project Funding Sources:

City/County	\$	
Private Sources	\$	
Other (grants, etc.)	\$ 276,796.00	
	<b>Total</b>	Santa <b>Othe</b>



**r Funding**

**\$ 276,796.00**

Please Specify:

Fe  
College  
Match

**Total Amount Requested**

**\$ 274,185.00**

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

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

Santa Fe College has historically invested significant resources in its health sciences programs. There is existing infrastructure for the acquisition of equipment. Within two weeks' notice of awarded funds, Santa Fe will have three quotes and/or sole-provider declarations of cost for review. Selected equipment will be ordered within one week of that, with delivery on the vendor's time frame, not to exceed three weeks from the order date. Equipment will be delivered to the appropriate workforce training laboratory. Because the equipment needed through this grant is industry-current and the faculty remains up-to-date on procedures, there will be no requirement for faculty training. Faculty will immediately implement the equipment into the existing curriculum. For example, while the sonography students learn and practice many scanning techniques in the laboratory on existing ultrasound systems that remain in use clinically, the 4D ultrasound does cutting-edge image capturing that the students only experience in the clinical setting. Adding this equipment for laboratory and clinical simulation will allow students greater opportunity and exposure in the field of sonography, making a more clinically-relevant graduate with advanced skills. Similarly, the transport laser for the Physical Therapist Assistant program will be an excellent addition for students to practice a modality in the laboratory that would otherwise only be practiced during the clinical component of the program. Each piece of equipment that is requested is essential to the continuous improvement of Santa Fe successful health sciences programs for fully preparing graduates for hire in the high demand healthcare market. Graduates of programs with access to the requested equipment would be expected to perform in their entry-level jobs in a manner more similar to seasoned veterans. The time line, from point of the award to implementation of instruction with equipment, is targeted to be no more than six weeks. This is a suitable time frame for shorter certificate programs and longer degree programs.

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

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

The proposal must be approved by the SF Board of Trustees. This proposal will be submitted to the Board of Trustees for approval at the September 19, 2017 meeting. A copy of this approval will be available to the Florida Department of Economic Opportunity.

- 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.

SF Board of Trustees meetings are scheduled for the following dates:

September 19, 2017; October 17, 2017; November 14, 2017; January 16, 2018;

February 20, 2018; April 17, 2018; May 15, 2018; June 19, 2018; July 17, 2018.

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

Special meetings of the Board can be called at any time by the Chairperson, or by the President of Santa Fe College, or by a majority of the Board. Except in the case of emergency meetings, seven days' notice is required (see Section 120.525 of the Florida Statutes).

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



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

Name of Entity: Santa Fe College

Name and Title of Authorized Representative: Charles W. Clemons, Sr., Vice President for Advancement

Representative Signature: \_\_\_\_\_

Signature Date: \_\_\_\_\_