



## 2019-2020 Florida Job Growth Grant Fund Workforce Training Grant Proposal

Proposal Instructions: The Florida Job Growth Grant Fund Proposal (this document) must be completed and signed by an authorized representative of the entity applying for the grant. Please read the proposal carefully as some questions may require a separate narrative to be completed. If additional space is needed, attach a word document with your entire answer.

### Entity Information

Name of Entity: Sister Of NEW Pre-Apprenticeship of South Florida

Federal Employer Identification Number (if applicable): [REDACTED]

Primary Contact Name: Luisa Ines Ortiz

Title: CEO / President

Mailing Address: 1035 SW 12th Court, Miami , Florida 33135

Phone Number: (239) 440-9846

Email: ortiz@sisterofnew.org

Secondary Contact Name: Sgt. Waddell McGee

Title: Director

Phone Number: (305) 200-7492

### Workforce Training Grant Eligibility

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

Eligible entities must submit proposals that:

- Support programs and associated equipment at state colleges and state technical centers.
- Provide participants with transferable and sustainable workforce skills applicable to more than a single employer.
- Are offered to the public.
- Are based on criteria established by the state colleges and state technical centers.
- Prohibit the exclusion of applicants who are unemployed or underemployed.

## 1. Program Requirements:

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

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

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

Sister Of NEW Pre- Apprenticeship of South Florida Adult Education programs include a mix of hands-on shop skills, classroom instruction, physical fitness assessment, job development and placement services, social service referrals, and case management. To prepare women, displaced homemakers for jobs in Florida's rapidly growing construction sector. Sister of NEW Pre-Apprenticeship of South Florida Corp (Sister Of NEW ) was created to provide training to female veterans,

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

Sister of NEW Pre-Apprenticeship of South Florida (Sister Of NEW). will improve the construction industry workforce of Florida by preparing reliable, motivated women for the skilled trades. We understand the specialized nature of the construction industry and the demands of a career in construction. All graduates of our program will be evaluated and approved as trades-ready by a journey-level tradesperson. We will provide occupational training construction skills and on-site-experience as well

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

Currently, 36.2% of the available population is in the blue collar, labor force. Much of this can be traced to the lack of available employable skills, or a mismatch between the skills of the residents and those required by regional industries. Broward and Miami-Dade Counties are in need of new employment possibilities. In these circumstances training for the construction trades has the potential to have a major impact on the local labor force. The likelihood of both union and non-union employment in

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

Through our innovative training program, Sister of NEW graduates successfully compete for skilled blue-collar careers that enable women to achieve economic self-sufficiency. For many families, self-sufficiency cannot be achieved in a single step. It requires strategies that create ladders out of poverty- strategies that provide the assistance, guidance and time needed for families to become self-sufficient. Targeting Higher-Wage

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

Sister of NEW Pre-Apprenticeship of South Florida is a National Registered Apprenticeship Program. Register with the Department of Education in the State of Florida program number 090 The construction industry of southern Florida has a deficit of workers. A large number of the local jobs are being filled by tradespeople from outside the area due to lack of trained tradespersons within the expansive growth area of southern Florida.

**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 program completers anticipated to be created from the proposed training. Further, please include the economic impact on the community, region, or state and the associated metrics used to measure the success of the proposed training.

There is a significant population of people in poverty, people on welfare, and female veterans. As 8.2% of all jobs in Broward County are construction based, Sister of NEW Pre-Apprenticeship of South Florida is committed to retraining persons of need in the various construction specialties, resulting in higher pay and career opportunities. Although our program will be based in Miami-Dade County, it will be open to surrounding counties such as Broward. The community is an ethnic blend with a predominance of minorities. The population has been in continual increase throughout the last decade and has created a demand for construction capabilities, creating an environment of opportunity for women to enter this traditionally, non-female industry

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## 2. Additional Information:

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

- A.** Is this an expansion of an existing training program?  Yes  No  
If yes, please provide an explanation for how the funds from this grant will be used to enhance the existing program.

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

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

If no, with which industries does the proposal align?

Simulation and Training, Sister of NEW Pre-Apprenticeship of South Florida Corp aligns with multiple occupations included on the Statewide Demand Occupations List. Such as 472181 Roofers, 472152 Plumbers, Pipefitters, and Steamfitters, 472031 Carpenters and 474011 HSHW Construction and Building Inspectors, 251194 HSHW Vocational Education Teachers, Postsecondary -

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

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

If no, with which occupation does the proposal align?

472181 Roofers, 472152 Plumbers, Pipefitters, Steamfitters, 472031 Carpenters, 474011 HSHW Construction and Building Inspectors, 251194 HSHW Vocational Education Teachers, Postsecondary

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- D.** Indicate how the training will be delivered (e.g., classroom-based, computer-based, other).  
If in-person, identify the location(s) (e.g., city, campus, etc.) where the training will be available.

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

The trainees will work with our program for a period of 6 months, with a minimum of 6 hours per day, and a maximum of 8 hours per day. The time will be spent in training classes and hands-on application training within the targeted range of trade's specialties. Hands-on training for plumbing, roofing, carpentry, and painting, will take place at a residential apartment facility, instructed by professionals of each type of trade. ~~As the women in our program are from low-income demographics, we do not~~

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

Our program will work with 60 women per six-month session, thus training a total of 360 women throughout the grant period. Due to our facility constraints, available training staff, and expected funding, our training capacity will remain at 60 women per six months. We will look to expand our capabilities following the first two-year grant period. Our initial offering of the program received approximately 100 applications. Based on word of mouth and outreach efforts, we expect the applications to increase by no less than 20% per session. We will strive to maintain a consistent 60 trainees per session, thus in the event a ~~trainee drops from the program, and a new trainee will be added. Due to the varied class schedule, if a trainee enters in mid~~

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

May 2020

Begin Date: \_\_\_\_\_

End Date: \_\_\_\_\_

Sister Of NEW Pre-Apprenticeship of South Florida Corp program is register with the Department of Education in the State of Florida program with various certificate programs embedded with the curriculum. The anticipated program launch date is May 2020,

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

Program training is offered to students at no cost. To offer this program, Sister Of NEW is committed to working within communities for support, both financial and donation of materials and supplies to property train the students.

- H.** Identify any certifications, degrees, etc. that will result from the completion of the program. Please include the Classification of Instructional Programs (CIP) code and the percent of completers in each code, corresponding with Section E.

In house Required Courses:

OSHA Certification

- I.** Does this project have a local match amount?

Yes

No

If yes, please describe the entity providing the match and the amount. (Do not include in-kind.)

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

Sister Of NEW Pre-Apprenticeship of South Florida is currently in collaboration with:  
 United States and Latin Veterans Support Embassy  
 Veterans World Bank  
 US and Latin Veterans Construction Consultants LLC  
 US and Latin Veterans International Chamber of Commerce

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**3. Program Budget**

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

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

**1.) Total Amount Requested** \$2,031,000.00

Florida Job Growth Grant Fund

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

City/County \$0

Private Sources \$0

Other (grants, etc.) \$0

Please Specify: \_\_\_\_\_

**Total Other Funding** \$0

**B. Workforce Training Project Costs:**

Equipment \$ 143,200.00

Personnel \$ 320,800.00

Facilities \$ \$48,000.00

Tuition \$ 0.00

Training Materials \$ 64,000.00

Other \$0

Please Specify: Day Care,  
Transportation and  
marketing

**Total Project Costs** \$677,000.00

**Note:** The total amount requested must be calculated by subtracting the total other workforce training project funding sources in A. from the total workforce training project costs in B.

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

Florida Job Growth Grant Fund Workforce Training Grant , will be used for the program in its entirety. We estimate that between 120-140 women will be served in the two-year long program. The program's Administrative cost will be 41.56 percent of the grant budget.

Florida Job Growth Grant Fund Workforce Training Grant , (Targeted Topics) cost breakdown is as follows:

Training Component - \$291,200.00

Administrative Cost (salaries, and office supplies) - \$385,800.00

Total Grant Budget PER YEAR - \$677,000.00

The Training Component costs include salaries, staff, liability insurance, tools required by each trainee (that becomes their toolkit to keep) job placement, legal expenses, recruitment, and tools and materials for training and education and construction work.

#### 4. Approvals and Authority

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

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

N/A

- B.** If approval of a board, commission, council or other group is needed prior to execution of an agreement between the entity and the Florida Department of Economic Opportunity:

- i. Provide the schedule of upcoming meetings for the group for a period of at least six months.
- ii. State whether entity is willing and able to hold special meetings, and if so, upon how many days' notice.

N/A

- 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 and to the best of my knowledge, that all data and information submitted in proposal is truthful and accurate and no material fact has been omitted.

Name of Entity: SISTER OF NEW PRE-APPRENTICESHIP OF SOUTH FLORIDA

Name and Title of Authorized Representative: MS. LUISA INES ORTIZ

Representative Signature:  045BDA80D4FA4AE...

Signature Date: 3/3/2020



Florida Job Growth Grant Fund Workforce Training Grant will be used for the program in its entirety. We estimate that between 120-140 women will be served in the two-year long program. The program's Administrative cost will be 41.56 percent of the grant budget.

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The Training Component costs include salaries, staff, liability insurance, tools required by each trainee (that becomes their toolkit to keep) job placement, legal expenses, recruitment, and tools and materials for training and education and construction work. Administrative costs include all of the appropriate financial and program reporting requirements, accounting and auditing costs, payroll and secretarial work and other standard administrative costs. This section includes the salaries to the program officers.

**Budget and Budget Justification**

<b>Staff Name</b>	<b>% of Time Devoted</b>		<b>Per 1 Year</b>	<b>Training</b>
Luisa Ortiz	100%	100%	Director/CEO	\$95,000.00
Waddell McGee	100%	100%	Executive Director	\$65,000.00
TBD	10%	100%	Treasurer/Accounting	\$20,000.00
Noswaa Stewart	25%	100%	Admin Secretary	\$24,000.00
Trades Instructors (3)	50%	100%	Trades Instructors	\$82,000.00
Fitness Instructor (1)	20%	100%	Fitness Instructor	\$16,800.00
Math Instructor (1)	10%	100%	Math Instructor	\$6,000.00
Ethics Instructor (1)	10%	100%	Ethics Instructor	\$6,000.00
Career Instructor (1)	10%	100%	Career Instructor	\$6,000.00

**Total Personnel Cost: \$320,800.00**

<b>Fringe Benefits:</b>	\$24,000.00
Liability & Related Coverage:	\$10,000.00
Health Insurance for 100% full time staff (2):	\$14,000.00

**Total Fringe Benefits Cost: \$48,000.00**

**Equipment:**

Company Truck (Super Duty F-250XL): Quantity 1	\$40,000.00
Bus (transportation for student to and from training locations)	\$38,200.00

**Total Equipment Cost: \$78,200.00**

**Office Supplies:**

Computers: Admin Staff; 3 community computer for trainees QTY 6	\$25,000.00
Copy machines QTY 2	\$25,000.00
Supplies (Printing paper, pens, pencils, markers, etc.)	\$15,000.00

**Total Office Supplies Cost: \$65,000.00**

**Tools for Training – (60 sets):**

Safety Gear – (60 sets):	\$6,000.00
Classroom Supplies (manuals, books)	\$8,000.00
Construction:	\$50,000.00

**Total Tools for Training – (60 sets) and construction \$64,000.00**

Daycare Assistance: Daycare for children of trainees: \$800 subsidy given per child for up to 3 children. Estimated yearly costs are \$96,000. (Using an average of 1 children per trainee).

The total cost for the 1-year program would be	\$96,000.00
Marketing and Advertising, including website development:	\$5,000.00

Daycare Cost -	\$96,000.00
Marketing and Advertising, including website development:	\$5,000.00

**Total Other Cost: \$101,000.00**

Personnel Cost:	\$320,800.00
Fringe Benefits Cost:	\$48,000.00
Equipment Cost:	\$78,200.00
Office Supplies Cost:	\$65,000.00

Tools for Training – (60 sets) and construction	\$64,000.00
Other:	\$101,000.00

**Total Grant Budget per year - \$677,000.00**

First Year	Second Year	Third Year	Total
\$677,000.00	\$677,000.00	\$677,000.00	\$2,031,000.00



## *Sister Of NEW*

LET THE WOMEN MAKE AMERICA GREAT AGAIN!

**1. Program Requirements: (If additional space is needed, attach a word document with your entire answer.)**

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

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

Sister Of NEW Pre- Apprenticeship of South Florida Adult Education programs include a mix of hands-on shop skills, classroom instruction, physical fitness assessment, job development and placement services, social service referrals, and case management. To prepare women, displaced homemakers for jobs in Florida's rapidly growing construction sector.

Sister of NEW Pre-Apprenticeship of South Florida Corp (Sister Of NEW) was created to provide training to female veterans, low income women, and women on welfare in the construction trades:

- Carpentry
- Plumbing
- Painting
- Roofing

SISTER OF NEW will be uniquely positioned to help contractors and Developers employ more trades women. Sister Of New will improve Florida's Construction industry workforce by preparing reliable, motivated individuals for the skilled trades.

Sister of Nontraditional Employment for Women Institutionalizing nontraditional employment focuses the workforce development and welfare systems on what they should be doing-moving families out of poverty by training women for self-sufficiency wage jobs with a future. We can improve low-income individuals' access to higher-wage employment.

The program will include certifications in:

- OSHA Certification  
The 10 Hour Construction Safety Orientation is intended to provide an entry level construction worker' general awareness on recognizing and preventing hazards on a construction site.
- Hazardous Materials  
This course gives you a basic understanding of how to deal with hazardous materials and how we can protect ourselves from their lethal hazards to prevent injury, illness, and/or death.
- Hazmat Basic  
This course will provide students with an understanding of the wide variety of hazardous materials regulated by the US Department of Transportation (DOT); a basic description of how to use the

hazardous materials table and navigate the DOT regulations; when specific hazard labels, placards, and markings are required, as well as exceptions to the requirements; and packaging requirements for hazardous materials.

In addition, Our program includes day care resources for the women in the program with children age twelve and under, requiring daycare or after school care.

After graduating from our pre-apprenticeship training program, NEW graduates enter apprenticeship programs and begin working in the construction, utilities, and transportation industries. Sister of NEW prepares women for nontraditional careers in the construction, utilities, and transportation industries.

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

Sister of NEW Pre-Apprenticeship of South Florida (Sister Of NEW). will improve the construction industry workforce of Florida by preparing reliable, motivated women for the skilled trades. We understand the specialized nature of the construction industry and the demands of a career in construction. All graduates of our program will be evaluated and approved as trades-ready by a journey-level tradesperson. We will provide occupational training construction skills and on-site-experience as well as basic physical and mental training.

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

Currently, 36.2% of the available population is in the blue collar, labor force. Much of this can be traced to the lack of available employable skills, or a mismatch between the skills of the residents and those required by regional industries. Broward and Miami-Dade Counties are in need of new employment possibilities. In these circumstances training for the construction trades has the potential to have a major impact on the local labor force. The likelihood of both union and non-union employment in construction for building of housing and the resulting infrastructure improvements is likely to be a growth industry. Training dollars for the purposes of instructing women in the capacity of performing construction work and related tasks is liable to be well spent. Thus the need for retraining and apprenticeship opportunities will primarily be the province of public-private partnerships, with the backing of community support and the capability of producing women properly trained in the construction trades.

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

Through our innovative training program, Sister of NEW graduates successfully compete for skilled blue-collar careers that enable women to achieve economic self-sufficiency.

For many families, self-sufficiency cannot be achieved in a single step. It requires strategies that create ladders out of poverty-strategies that provide the assistance, guidance and time needed for families to become self-sufficient. Targeting Higher-Wage Employment

Nontraditional employment for women is one high-wage option that can enable families to move out of poverty.

Increasing women's access to nontraditional jobs is a compelling strategy for family economic self-sufficiency for several reasons. Most importantly, compared to jobs that are traditional for women, nontraditional jobs can provide better wages and benefits than the traditionally female jobs. Unfortunately, most female job training participants and public assistance recipients are steered towards traditionally female occupations. Because this approach looks at labor market issues from both supply and demand perspectives, it helps communities strengthen their local economies while reinvesting in families and neighborhoods. Targeted training is necessary to help low-income client's access high-demand, high-wage jobs.

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

Sister of NEW Pre-Apprenticeship of South Florida is a National Registered Apprenticeship Program. Register with the Department of Education in the State of Florida program number 090

The construction industry of southern Florida has a deficit of workers. A large number of the local jobs are being filled by tradespeople from outside the area due to lack of trained tradespersons within the expansive growth area of southern Florida.

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

Yes

**3**

**WORKFORCE TRAINING GRANT PROPOSAL**

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

There is a significant population of people in poverty, people on welfare, and female veterans. As 8.2% of all jobs in Broward County are construction based, Sister of NEW Pre-Apprenticeship of South Florida is committed to retraining persons of need in the various construction specialties, resulting in higher pay and career opportunities. Although our program will be based in Miami-Dade County, it will be open to surrounding counties such as Broward. The community is an ethnic blend with a predominance of minorities. The population has been in continual increase throughout the last decade and has created a demand for construction capabilities, creating an environment of opportunity for women to enter this traditionally, non-female industry.

Broward and Miami-Dade Counties are particularly vulnerable and dependent on expanding employment opportunities for both cultural and demographic reasons. Culturally, the predominance of Hispanic populations feature large extended families with many children and therefore require greater financial resources to sustain themselves in difficult times.

The poverty rate is overwhelming. Broward County has a 15.5% poverty rate, and the neighboring county of Miami-Dade has a 19.1% poverty rate. Over 31% of the residents are foreign born. The unemployment rate is over 4.8%, not accounting for the hidden unemployment and underemployment that is pervasive in the local area.

Currently, 36.2% of the available population is in the blue collar, labor force. Much of this can be traced to the lack of available employable skills, or a mismatch between the skills of the residents and those required by regional industries. Broward and Miami-Dade Counties are in need of new employment possibilities. In these circumstances training for the construction trades has the potential to have a major impact on the local labor force. The likelihood of both union and non-union employment in construction for building of housing and the resulting infrastructure improvements is likely to be a growth industry. Training dollars for the purposes of instructing women in the capacity of performing construction work and related tasks is liable to be well spent. Thus the need for retraining and apprenticeship opportunities will primarily be the province of public-private partnerships, with the backing of community support and the capability of producing women properly trained in the construction trades.

**2.Additional Information: (If additional space is needed, attach a word document with your entire answer.) A. Is this an expansion of an existing training program? No**

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

**Yes No**

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

Yes

Simulation and Training, Sister of NEW Pre- Apprenticeship of South Florida Corp aligns with multiple occupations included on the Statewide Demand Occupations List. Such as 472181 Roofers, 472152 Plumbers, Pipefitters, and Steamfitters, 472031 Carpenters and 474011 HSHW Construction and Building Inspectors, 251194 HSHW Vocational Education Teachers, Postsecondary -

**C. Does the proposal align with an occupation(s) on the Statewide Demand Occupations List and/ or the Regional Demand Occupations List? (View Florida’s Demand Occupations Lists here.) Yes**

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

472181 Roofers, 472152 Plumbers, Pipefitters, Steamfitters, 472031 Carpenters, 474011 HSHW Construction and Building Inspectors, 251194 HSHW Vocational Education Teachers, Postsecondary

**D. Indicate how the training will be delivered (e.g., classroom-based, computer-based, other). If in-person, identify the location(s) (e.g., city, campus, etc.) where the training will be available. If computer-based, identify the targeted location(s) (e.g. city, county, statewide, etc.) where the training will be available.**

The trainees will work with our program for a period of 6 months, with a minimum of 6 hours per day, and a maximum of 8 hours per day. The time will be spent in training classes and hands-on application training within the targeted range of trade’s specialties. Hands-on training for plumbing, roofing, carpentry, and painting, will take place at a residential apartment facility, instructed by professionals of each type of trade. As the women in our program are from low-income demographics, we do not assume that our trainees have access to personal computers. We will provide a community computer, located within our business office, for the use of our trainees when needed. Our plan will focus on Miami-Dade County in southern Florida however it will be available to applicants for areas surrounding Broward County. The curriculum includes a series of 13 classes, some in a classroom setting, others in practical hands-on settings. Each trainee will receive a course syllabus detailing the class descriptions and learning requirements. The syllabus will be provided in written form to each trainee and will also be available for viewing within our website. All RAPs will be performed in person, not via Internet or remote classwork. Proper, extensive, in-person training will be necessary in preparing each trainee for an apprenticeship within the trade discipline of her choosing. She will require the confidence gained from hands-on training experience to be successful in her new apprenticeship. The trainees’ confidence of her skills will lead to higher retention within her trade industry.

Sister Of NEW provides placement services to all women who graduate from the Program. During training, students are evaluated by journey-level tradesmen and women to determine their suitability for the trades. At the completion of training, each woman decides which trade she would like to pursue. Guidance will be provided to each graduate through every step of process. Trades and employers may require interviewing, testing, or additional training before accepting a candidate.

Sister Of NEW can help you meet your employment needs by providing the following:

- Group of job-ready women available for long-term careers or interim jobs;
- Screen applicants against an employee’s requirements and send qualified candidates;
- Sister of New teaches sexual harassment/discrimination prevention to equip women with tools to diffuse the beginnings of any harassment.

- Students are given job readiness and interview skills to prepare them for entering apprenticeships.

#### Trades Math (Fractions/Reading the Ruler)

Sister Of New provides intensive, structured trades-focused math instruction as a vital component of each cycle of the training program. Trainees are given the opportunity to demonstrate mastery of trades-related math areas including whole numbers, fractions, decimals, algebra, and geometry.

#### Hands-On Experience

The curriculum includes hands-on instruction (carpentry, blueprint reading, basic electricity and painting) all taught by members of the individual trade.

To assist employers, Sister Of NEW guides the graduate through every step of employment application. Trades and employers may require interviewing, testing, or additional training before accepting a candidate, therefore assisting the Employers to meeting their employment needs.

At the completion of each Program, Sister Of NEW has a group of job-ready women available for long-term careers or interim jobs. Sister Of NEW will screen applicants against your requirements and send you qualified candidates. Sister Of NEW teaches sexual harassment/discrimination prevention to equip women with tools to diffuse the potential of any harassment.

#### **Trades Math**

Sister Of NEW provides intensive, structured trades-focused math instruction as a vital component of each cycle of the training program. Sister Of NEW students are given the opportunity to demonstrate mastery of trades-related math areas including whole numbers, fractions, decimals, algebra, and geometry. The curriculum includes hands-on instruction (carpentry, blueprint reading, basic roofing and painting) all taught by members of the individual trade.

Who can apply to be a Sister Of NEW Pre-Apprenticeship of South Florida student?

Females who are:

- Are at least 18 years of age;
- Are interested in pursuing a skilled blue-collar career;
- Are willing and able to perform 8 hours of physical work each shift.

What makes skilled blue-collar work an excellent choice for women?

- High pay. Wages in your first year generally range between \$15 -\$17. Once a woman completes the Apprenticeship Program, she can earn as much as \$36.00/hr.;
- Excellent medical benefits, Pensions and paid Annuities;
- Training to include technical classroom training as well as on-the-job.

Sister Of NEW helps women face the challenges of working in a blue-collar field:

- Construction work starts very early; Sister Of NEW helps women find early morning childcare;
- Blue collar professions are physically and mentally demanding. Most jobs require early hours and lots of lifting and carrying. Sister Of NEW helps women physically prepare for these challenges;
- Year-round outdoor work is required in most jobs;
- As less than 3% of all construction workers are women, we provide a support system to help women prepare to work in a predominately male environment.

Sister Of NEW will help you determine if the program is right for you and can assist you in succeeding in your NEW non-traditional career!

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

Our program will work with 60 women per six-month session, thus training a total of 360 women throughout the grant period. Due to our facility constraints, available training staff, and expected funding, our training capacity will remain at 60 women per six months. We will look to expand our capabilities following the first two-year grant period. Our initial offering of the program received approximately 100 applications. Based on word of mouth and outreach efforts, we expect the applications to increase by no less than 20% per session. We will strive to maintain a consistent 60 trainees per session, thus in the event a trainee drops from the program, and a new trainee will be added. Due to the varied class schedule, if a trainee enters in mid cycle, she would continue the training into the following session, until all training has been completed.

We are fully prepared to keep documentation and report on the progress of the program including trainee retention.

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

**Begin Date: May 2020**

Sister Of NEW Pre-Apprenticeship of South Florida Corp program is register with the Department of Education in the State of Florida program with various certificate programs embedded with the curriculum. The anticipated program launch date is May 2020,

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

Program training is offered to students at no cost. To offer this program, Sister Of NEW is committed to working within communities for support, both financial and donation of materials and supplies to properly train the students.

H. Identify any certifications, degrees, etc. that will result from the completion of the program. Please include the Classification of Instructional Programs (CIP) code and the percent of completers in each code, corresponding with Section E.

**I. Does this project have a local match amount?**

No

**If yes, please describe the entity providing the match and the amount. (Do not include in-kind.)**

**WORKFORCE TRAINING GRANT PROPOSAL**

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

Sister Of NEW Pre-Apprenticeship of South Florida is currently in collaboration with:

United States and Latin Veterans Support Embassy

Veterans World Bank

US and Latin Veterans Construction Consultants LLC

US and Latin Veterans International Chamber of Commerce

Sister Of NEW is not only a construction training program for women, but also a new fresh way to HELP homelessness:

Consider SoNEW Pocket homes the first step into housing.

Even the name SoNEW Pocket homes was created to stay away from the negativity that comes from the word shelter.

We cannot fix homelessness using the same tactics that have been in place for years.

Pocket homes will help transform homeless people that have been in the streets for years.

Most homeless people grew accustomed to their freedom, therefore making it difficult to live or get help from shelters.

During their training, students of Sister Of NEW will be helping build the Pocket Home Village, keeping the cost of labor very low and giving the students the hands-on training, they need to complete their training.