

Entity Information

Owner	Sherilyn Pickels	Record Type	Workforce
Proposal Name	WF-08012	Proposal Status	Proposed
Name of Entity ⓘ	Madison County Board of County Commissioners	Stage ⓘ	Proposed
FEIN	[REDACTED]		
Contact	Sherilyn Pickels		
Secondary Contact Name	Theresa Sterling		
Second Contact Title	Project Director		
Second Contact Phone	(352) 514-7655		
Azure Folder Name	WF-08012a9G8y00000009Y7		
County	Madison		
RAO ⓘ	Yes		

Program Requirements

Training Title and Description

Madison County Timber Harvesting Equipment Training Program:
Training Workers, Sustaining Communities and Reaching for One Goal: Florida Becoming the Number One State for Workforce Education by 2030

A Public-Private Partnership between the County of Madison, North Florida College and Big Bend Technical College

North Florida is forest country. It is part of the Wood Basket, the name timber industry professionals have given the region. The same professionals have also named an acute industry need, one they have been grappling with over the past several years, the key to maintaining economies, communities and families supported by forestry work: qualified staff.

Even before the wreckage from Hurricane Idalia, the concern that the industry and in turn, the

economic vitality of communities across the region, are in a precarious position was valid: workers are aging out of the timber industry, and finding and retaining employees to sustain logging, cruising, site prep, reforestation and transport operations is proving more difficult each day. By all accounts the average age of timber equipment operators is in the mid-50s, and companies need younger operators who will have the longevity in the field to advance in pay and skills they will achieve through special training such as what is offered in this program. The timber industry, a major economic driver in North Florida, supports families and local economies as well as the natural green spaces that are characteristic of the northernmost parts of our state.

In Florida, the forest industry contributes \$25 billion to the state's economy and helps provide more than 124,000 jobs, and 10 counties are economically dependent on the forest industry. There are more than 150 privately owned companies running east to west along the state line, and 17 million acres of forestland cover most of the top half of the state's total land area (Florida Forestry Association Economic Impact Study, 2017). These companies evaluate, harvest, sell, broker and mill timber, and produce hundreds of wood products that support economies, communities and families throughout North Florida.

In the wake of Idalia, the need for operators trained on heavy timber equipment is even more pressing. Salvage crews are still needed for clean up in communities devastated by the storm. Having more trained crews available after such disasters would get our communities cleared, safe and running quickly, avoiding extensive periods of economic loss and keeping people earning all the while. Our North Florida communities are at this moment reeling from the results of natural disaster and corporate decisions, and this new training program could be one solution to the problem.

Recent mill closings are but a temporary setback; the high demand for product remains, especially as production continues to move toward cellulose and away from plastics. In fact, there is no better time for those who lost mill jobs to cross train within the industry, rounding out their knowledge base and skillsets, thus strengthening the ability to work across services within the same industry. Employers will hire those with specialized training over others: specialization equals enhanced skills, which equals improved safety and, in turn, equals higher wages. The opportunity for the workforce to stay in their home communities and in Florida, building community and family wealth, is one of the goals of this project.

To further illustrate the forestry industry's contributions to Florida's economy, we present more statistics from the 2017 Economic Impact Study:

- Forestry production provided more than 8,000 jobs and \$719 million in revenue
- Wood and paper manufacturing provided more than 21,000 jobs and revenue of nearly \$9 billion
- Other industries aligned with forestry (ancillary industries) accounted for more than 6,000 jobs and almost \$3 billion in revenue
- Exports of forest products to international destinations were valued at \$1.8 billion
- For every \$1 of direct output in the forest industry, \$2 of output goes into Florida's economy
- For every 1 direct job in the forestry industry, 3 jobs are supported throughout Florida's economy

To address this skills gap, the County of Madison, Florida endeavors to start an industry-specific training program using generous funds from the Florida Job Growth Grant. Madison County's Timber Harvesting Equipment Training Program (THET) will prepare adults for immediate family-sustaining

employment locally and throughout Florida's Wood Basket. Participants, recruited not only from Madison County but from neighboring rural counties as well, will participate in training that is both classroom-based and experiential fieldwork leading to multiple certifications and preparation for various aspects of employment with forestry-related companies.

To quote one local professional, "If we can just get qualified workers who will embrace this career, show up every day, and work along with the rest of us, and who are willing to train, we can keep things going," he said. "Train them on the equipment, and we'll show them the rest."

This is precisely what Madison County will provide.

Development of the THET is informed by uniquely qualified entities:

- An Advisory Committee of local and regional industry experts;
- Technical and state colleges that developed the curriculum and implemented the program successfully;
- Regional College partners where students will obtain enhanced skills that support timber industry and ancillary operations throughout North Florida.

Because the THET program is a Madison County initiative, the County will serve as the fiscal agent through which funds, if awarded, will be managed.

THET program completers will help sustain operations and economies in our area. We are committed to branding North Florida as the Forestry Training Hub of the Southeast and bringing more attention and support to the Wood Basket while scaling the training scope to address other industry needs necessary for building and sustaining a strong economic region.

The Timber Harvesting Equipment Training program is unique—there is only one other in our state, in Levy County, and that program is suspended at present. The College of Central Florida – Levy County offered the program some years back, but their geographic location at the very end of forestlands made it difficult to fill seats and gain program completers. Lack of available housing was an issue, so we have started developing plans to solve this if such a challenge arises. Additionally, their marketing and recruiting efforts were next to nil; in contrast, our proposal includes substantial advance outreach and promotions investment, including community education about the timber industry and common misperceptions. Our promotion and education targets are large-scale, and our plan removes transportation barriers that rural participants may face, another element lacking in the Levy project.

It is important to note that the THET program Advisory Committee is comprised of the same industry professionals who worked tirelessly for years to help create the CDL Training Program at North Florida College (NFC) in Madison, Florida. In addition, some of them served on the Advisory committee for the College of Central Florida – Levy County training project as well, and we use their valuable first-hand experience to enhance design and implementation of the THET program in Madison County. See Additional Information Section for Advisory Committee members.

Not exclude unemployed or underemployed

Support Description

B. Describe how this proposal supports programs at state colleges or state technical centers. Aligning Madison County's THET program to support existing programs at neighboring institutions addresses the dire need for qualified trained employees throughout the industry in our region, as skills do overlap within and among companies related to forestry and wood production in Florida. We feel it is important to implement a training program before significant negative economic impact hits the region, but while this proposal was in the final stages of development Hurricane Idalia hit and the Perry mill's closing was announced. The need is more pressing now.

Through a strong partnership with North Florida College (NFC) in Madison, program completers will gain knowledge and skills within a broad scope of work in addition to obtaining Master Logger Certification and others.

The College's CDL program at this writing is formalizing a timber training module wherein student drivers will focus on loading, unloading and transporting timber from harvesting sites to mills, and navigating private logging roads and forestlands. This targeted training will enhance CDL employment options in our region and will result in a certificate of specialization for completers in addition to the CDL license. The College will open the specialization certificate to currently licensed drivers who want to enroll only in that section of the course to enhance their skillset working in forests and timber transporting environments.

The College just recently purchased a second day cab and log trailer in order to expand logging and timber curriculum in the current CDL program. NFC's training program runs approximately 18 loads of timber during each session, and with the new truck they expect to double that, providing even more targeted practice. Having the two programs work together gives students working in the timber harvesting program the opportunity to interact with CDL instructors and students and vice versa, thus enhancing understanding of the industry as a whole, and further realizing job potential and growth by providing cross-exposure opportunities.

Madison County's Timber Harvesting Equipment Training program will be the base site for NFC's timber specialization, and partnerships with remaining mills in our region will enhance this specialized training. The two programs will dovetail activities and processes just as would occur in the real world.

Additionally, Big Bend Technical College has agreed to foster job shadowing opportunities in Madison County's Timber Harvesting Equipment Training Program for students in their Diesel Technician/Maintenance program. This real-world exposure to heavy equipment maintenance in the field will provide an aspect perhaps not covered in the classroom or school-shop setting. (Our hope is to later contract with BBTC's Diesel program for equipment maintenance, thus helping students learn the business/entrepreneurial side of Diesel Maintenance and creating a student-staffed business model. We will explore this possibility after the grant term ends, and equipment warranties and maintenance contracts expire, and as we are ready to expand the program.)

The timber industry has suffered from a dearth of employees for the past several years, workers are retiring each year and our region is in near crisis when it comes to finding workers, let alone highly qualified staff trained in advance for specific forestry operations and physical work in our climate. There is no doubt that this collaborative approach will cast a net wide enough to train scores of adults and fortify a local workforce that sustains North Florida families and economies.

Economic Opportunity Description

With the Florida Job Growth Grant, the time is right for the County to create a training program specific to the region, one that can dovetail with existing technical programs to create a strong collaboration that trains participants across various aspects of local industry and puts them to work in our rural North Florida counties. We envision increased partnerships with neighboring counties and we are committed to making the program available through creative transportation operations.

Madison County is part of the 6-county rural service area of CareerSource North Florida (LWDB 6). Between 2010 and 2020, Madison County's population remained consistent.

The average wage in Region 6 annually (2022Q3) was \$42,134 and in Madison County was \$38,071. Both of these indicators show an upward trend, as average employment also has increased in the region and the county. The Madison County labor force has increased just shy of 132 workers from 2021Q3 to 2022Q3 while the regional labor force has gained 835 workers during the same timeframe.

All employment in Region 6 is projected to grow 2.6% from 2022 to 2030, with occupations typically needing at least post-secondary training or certificate forecasted to grow at a faster rate over that time period than others.

JobsEQ by Chmura, the labor market research company, projects little job growth for Logging Equipment Operators annually over the next three years for a 45-minute radius of Madison County (in Florida areas only), however this equates to an annual demand of 36. Another 28 workers are needed annually to encompass the demand for the broader occupation of Forest, Conservation and Logging Workers. We feel these numbers are low because many of companies do not post their positions online and they are therefore more difficult to trend.

Among those employed in this field in the same area, over 8% are nearing retirement age, which will add to the demand for these trained technicians. Of the current Forest, Conservation and Logging Workers in the 45-minute radius of Madison County, more than 20 will be retiring over the next year—that's over 100 workers leaving just the Madison area in the next 5 years (Chmura).

Chmura lists the average hourly wage of \$23.99/hour, for an annual salary of \$49,900 for Logging Equipment Operators. Job postings in this occupation and industry is not a reliable indicator of need

as most vacancies are filled by word of mouth and networked rather than by answering an advertisement.

In the Forestry and Logging industry in general, within the same-defined region, 914 people are employed, at an average annual salary of \$49,246. The region is a hub for logging workers, as the industry's location quotient is 6.95 (typically an LQ over 1 is considered to have substantial concentration) with nearly 1,000 jobs supporting the region's GDP.

196 Projected Completers over the Four-Year Program Funded by the Florida Job Growth Grant Fund
Calendar Year 2024 2025 2026 2027

Completers 28 56 56 56

Total Completers 196

Estimating at the lowest end of the annual salary range of \$40,000 for novice equipment operators, each year (after the inaugural year) the newly employed 56 completers can earn a combined \$2,240,000 – spending that will boost local economies and tax bases.

If they are hired at \$45,000, that annual number grows to \$2,520,000. At \$55,000 annually, the average starting salary for a loader operator, combined earnings are \$3,080,000 per year. Such an infusion into North Florida communities would be transformative.

Aware of attrition rates in adult education/training programs, we estimate initial enrollment of 18 participants in each session with 14 actually completing the course, for a total of approximately 196 program completers earning multiple certifications over a 3 ½ year period. Larger class sizes will limit seat time on equipment; this student number is the ideal recommendation from this project's Advisory Committee.

Besides Equipment Operator positions, other aspects of the program will prepare completers for non-operator work in the forestry industry. Additionally, South Georgia is part of the Wood Basket as well, and a substantial portion of Florida timber operations reach into South Georgia. It is entirely feasible that completers will live in Florida and work in Georgia (especially in this post-hurricane, post-mill closing period) where timber is the number one industry, and will spend their earnings in Florida communities.

*Needs surveys from North Florida companies are included in this application. Please refer to them for immediate needs, projected needs and salary ranges.

Does This Proposal Align With Florida's Targeted Industries

Yes

Transferable Skills Description

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

Florida's timber industry contributes \$25 billion to the state's economy and helps provide more than 124,000 jobs, and 10 counties are economically dependent on the forest industry. There are an estimated 150 privately owned companies running east to west along the state line, and Florida's 17 million acres of forestland cover most of the top half of the state's total land area (Florida Forestry Association Economic Impact Study, 2017). These companies evaluate, harvest, sell, broker and mill timber, produce and export hundreds of wood products that support economies, communities and families throughout North Florida.

Program completers will find work at logging companies, site prep companies, reforestation organizations, state forestry and conservation agencies, county and state parks, forestry consultant agencies, and contracted forestry crews for cruising and surveying. We will provide a list of Florida companies with immediate needs for trained employees and will host job fairs featuring local companies at the end of each training session.

Participants in BBTC's Diesel Technician program and NFC's CDL program will have up-close, first-hand experience in aspects of those fields as they relate to the timber industry, and we will encourage cross-program recruiting. Transferable skills have always been part of the industry's work—self-maintained equipment and machinery by staff shop mechanics; harvesters, brokers and consultants are also timber cruisers—but with this partnership, exposure to various industry-specific skills and employment possibilities can be experienced in one program.

In addition, by implementing Florida Ready to Work's Basic Skills Certification program we can help participants improve communication skills and build the basics required for any job such as basic workplace math and reading. Forestry training includes basic geomatics and map reading skills, the latter of which is becoming a lost skill as society relies now on smart phones for directions and routes.

Madison County wants to make obsolete the practice of leaving the community or the state for meaningful, life-sustaining employment.

Diverse employment options include:

- Nearly 30 logging companies in North Florida seeking reliable workers who will actually show up and be trained on the job;
- These companies need trained operators of the five main types of logging equipment used industry-wide for timber harvesting/extraction;
- 72* wood-using mills statewide seeking staff to maintain equipment and work with timber brokers (*adjusted down after recent mill closings);
- Local sole proprietors who need stable crews to cruise timber for large contracts. These Florida entities turn down lucrative work because they cannot find help;

- Heavy equipment dealers seeking sales and maintenance staff with operator experience;
- Land management firms who broker logger-mill transactions;
- Large well-established site-prep companies needing equipment operators;
- Aside from loggers, these companies keep diesel technicians on staff and on call, ready to head to logging sites to repair equipment immediately to keep crews working;
- The industry needs CDL operators who know how to haul timber safely, efficiently and without damaging landowners' properties;
- Re-plant operations needing workers to maintain the 2:1 replant-to-harvest ratio that keeps Florida beautiful;
- State forests that need workers trained in conservation and forest management;
- Those with entrepreneurial spirits who might start their own businesses doing any of the above.

Across North Florida, employers are distressed by the lack of a qualified staff pool. Staffing is a challenge that leads to reduced business hours and impacts income and bottom line. At the most fundamental level, employees come with weak soft skills; deficits range from inappropriate dress to a disregard for punctuality and solid attendance to a lack of basic communication abilities.

Madison County's program will incorporate the Florida Ready to Work credentialing program which leads to a Florida Soft Skills/Employability Credentials issued by the State of Florida, signed by Governor Ron DeSantis and recognized as ensuring common measures of employability readiness for most jobs today.

Madison's THET participants will complete Florida Ready to Work credentials online, and the sections will be open to any interested student at NFC and BBTC. The Employability Skills section includes Work Ready Math and Work Ready Reading, basic skills screening/training that timber industry professionals have requested and that, along with the Soft Skills training, will benefit completers in any field of employment. Additionally, the Employability Skills screening will help identify adults who struggle with reading. These applicants will be intercepted and redirected into appropriate adult reading intervention services provided by the Project Director, a seasoned practitioner with 20 years' experience in the Adult Literacy field.

Support Public Programs

D. Describe how this proposal supports a program that is offered to the public.

This program will be offered and marketed to the public in Madison County and in neighboring Florida counties. All interested adult learners will be welcome: adults seeking a career change, re-entering the workforce, those who are unemployed and those who are underemployed, male and female, recent high school graduates entering the workforce for the first time, and seasoned adult life long learners. We expect the Timber Harvesting Equipment Training Program to be popular because high-paying jobs in our community are limited; this program could be life-changing for many individuals and their families.

This Madison County program will provide transportation or cost of travel for those who want to participate but for whom reliable transportation or fuel costs are barriers. This commitment extends to neighboring counties and we will work creatively to establish ride-sharing and will identify and advertise designated pick-up points, transportation schedules and fuel gift cards as needs are identified.

Classes will be open to all interested persons: anyone can register on a first-come, first-served basis and a wait list will be established if necessary. Both Big Bend Technical College and North Florida College, our regional higher education partners, follow this common practice.

Florida Targeted Industries Description

*Sector 11 is not on the current Target Industries NAICS Code List found on DEO's website, but all Code 11 operations below represent an area for training and employment that will be featured in the Timber Harvesting Equipment Training Program. Sector 11 processes and jobs align very closely with Target Industries 321 Wood Product Manufacturing and 322 Paper Manufacturing. Without the former, the latter two are not possible.

Sector 11 – Agriculture, Forestry, Fishing and Hunting.

The Agriculture, Forestry, Fishing and Hunting sector comprises establishments primarily engaged in growing crops, raising animals, harvesting timber, and harvesting fish and other animals from a farm, ranch, or their natural habitats. (2022 North American Industry Classification System - NAICS)

The sector distinguishes two basic activities: agricultural production and agricultural support activities. The latter is relevant to the THET Program: Agricultural support activities include establishments that perform one or more activities associated with farm operation, such as soil preparation, planting, harvesting and management, on a contract or fee basis. (2022 NAICS)

The program supports timber harvesting operations that support extraction and transport of timber for production of hundreds of wood products for international export as well as for local, regional and national use. Participants will be exposed to and engage in knowledge-building of several aspects of the industry:

- 11-3110 Timber tract operations
 - 11-3210 Forest nurseries for reforestation, growing trees
 - 11-5310 Cruising timber
 - 11-5310 Estimating timber
 - 11-5310 Forest management plans preparation
 - 11-5310 Forestry services
 - 11-5310 Reforestation
- (2022 NAICS)

Timber and forestry operations support wood product manufacturing and paper manufacturing. Roughly 50 mills, the majority of which are in North Florida and employ thousands of people, rely on wood harvested from North Florida forests.

321 Wood Product Manufacturing

Establishments in the Wood Product Manufacturing subsector manufacture wood products, such as lumber, plywood, veneers, wood containers, wood flooring, wood trusses, manufactured homes (i.e., mobile homes), and prefabricated wood buildings. The production processes of the Wood Product Manufacturing subsector include sawing, planing, shaping, laminating, and assembling wood products starting from logs that are cut into bolts, or lumber that then may be further cut, or shaped by lathes or other shaping tools. The lumber or other transformed wood shapes may also be subsequently planed or smoothed, and assembled into finished products, such as wood containers. The Wood Product Manufacturing subsector includes establishments that make wood products from logs and bolts that are sawed and shaped, and establishments that purchase sawed lumber and make wood products. With the exception of sawmills and wood preservation establishments, the establishments are grouped into industries mainly based on the specific products manufactured. (2022 NAICS)

322 Paper Manufacturing

Industries in the Paper Manufacturing subsector make pulp, paper, or converted paper products. The manufacturing of these products is grouped together because they constitute a series of vertically connected processes. More than one is often carried out in a single establishment. There are essentially three activities.

The manufacturing of pulp involves separating the cellulose fibers from other impurities in wood or used paper. The manufacturing of paper involves matting these fibers into a sheet. The manufacturing of converted paper products involves converting paper and other materials by various cutting and shaping techniques and includes coating and laminating activities.

The Paper Manufacturing subsector is subdivided into two industry groups, the first for the manufacturing of pulp and paper and the second for the manufacturing of converted paper products. Paper making is treated as the core activity of the subsector. Therefore, any establishment that makes paper (including paperboard), either alone or in combination with pulp manufacturing or paper converting, is classified as a paper or paperboard mill. Establishments that make pulp without making paper are classified as pulp mills. Pulp mills, paper mills, and paperboard mills comprise the first industry group.

Establishments that make products from purchased paper and other materials make up the second industry group, Converted Paper Product Manufacturing. This general activity is then subdivided based, for the most part, on process distinctions. Paperboard container manufacturing uses corrugating, cutting, and shaping machinery to form paperboard into containers. Paper bag and

coated and treated paper manufacturing establishments cut and coat paper and foil. Stationery product manufacturing establishments make a variety of paper products used for writing, filing, and similar applications. Other converted paper product manufacturing includes, in particular, the conversion of sanitary paper stock into such things as tissue paper and disposable diapers. (2022 NAICS)

It is important to note that industry researchers are forecasting an imminent substantial increase in production of wood cellulose products that can replace plastics. This predicts substantial increase in Wood Product Manufacturing—NAICS Sector 321—which is fully supported by Sector 11 operations, and the need for which is certainly not accounted for in employment needs estimates calculated by set algorithms. (Marshall Thomas, President, F&W Forestry Services Inc., presented at the 2022 Florida Forestry Association Annual Meeting)

Description of Criteria Match

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

This new non-credit Career and Workforce Education (CWE) Timber Harvesting Equipment Training program offered by Madison County is a non-credit training program. The program is not required to align with Florida Frameworks for credit programs.

However, educational partners North Florida College and Big Bend Technical College work under established Florida Frameworks for Workforce Training. Programs at both institutions meet criteria established by the Florida Department of Education for State Colleges and adhere to standards established by the accrediting body Commission of the Council on Occupational Education. All programs offered at both institutions are approved by the Florida Department of Education Division of Career and Adult Education.

Demand Occupation List

Yes

Demand Occupation Lists Description

In addition to Occupations on the Regional Demand List, this comprehensive program will expose participants to and provide non-certified training in several additional areas relevant to the forestry and wood-production industry as noted in Part 2, Section B above.

The proposal aligns with several occupations on Florida's Department of Economic Opportunity 2022-23 Regional Demand Occupations List as indicated below:

Please see the OCCUPATIONS CHART in the Supplemental Documents section.

Program Specifics

Existing Program Expansion

No

Training Delivery Description

There are three (3) aspects of the Timber Harvesting Equipment Training Program:

- Classroom-based: The instruction portion will be facilitated in person in classrooms located at North Florida College in Madison. Frequent guest speakers who are professionals across the industry will be featured on a weekly basis. Florida Ready to Work Credentialing is delivered online at NFC.
- Fieldwork: This portion takes place after learners have completed the classroom-based modules and safety training. Used heavy equipment purchased with grant funds will be secured on acreage donated by the city of Madison and managed by the Project Assistant.
- Job Fairs: At the conclusion of each eight-week session, industry professionals from across the Big Bend region will gather to interview and recruit program completers. These mini-fairs will rotate around the region to facilitate access to hiring events in neighboring counties. Transportation will be provided for those in need of such service.

Length of Program

Courses begin after the preparation/promotional period. In 2024, the inaugural year, two sessions will be offered after the outreach/promotional/recruiting period. There will be four sessions each subsequent calendar year (2025-2027), each session lasting eight weeks, with evaluation and reporting built into the week after each session's completion.

The first months of this project (March through early June) will focus on creating marketing materials, facilitating intense education and outreach, recruiting, site preparation and equipment purchase. Implementing the comprehensive marketing plan developed by a rural-based company that has worked with the Florida Forestry Association will give the program the edge needed to successfully recruit participants.

Outreach and promotions will begin immediately. Through informal/anecdotal research on the perceptions of timber harvesting practices, we determined that a broad re-education on the forestry/timber industry is necessary. Working through key partnerships, we must break down

outdated and inaccurate perceptions about industry practices in order to recruit participants to the field. This will include deep regional saturation with various educational tools, the costs for which are built into this grant application. This is one element that was not in place when the College of Central Florida – Levy County attempted this program a few years back and, though a substantial investment, we believe it is vital to attracting sizeable groups of participants and creating the sea change in perception that is necessary to sustain this workforce. See this item on the Forest Landowners Association website for a quick introduction: <https://www.forestlandowners.com/loggings-ongoing-public-relations-battle/>

The projected schedule (calendar years) is as follows and is subject to change based on approval/funding timeline:

2024

January Submit grant application

March Notification anticipated

March - June Implement marketing plan: create materials/outreach/participant recruiting.

Hire staff, compile educational materials, schedule contracted trainings.

Purchase equipment and maintenance plans. Finalize schedules with Education Partners.

Prep site: fuel station set up, building construction, water and electricity.

June - August Session 1

Sept. – Nov. Session 2

December Year end reporting

2025

January – March Session 3

March Session reporting

April – June Session 4

June Session reporting

July – September Session 5

September Session reporting

October – December Session 6

December Session reporting

2026

January – March Session 7

March Session reporting

April – June Session 8

June Session reporting

July – September Session 9

September Session reporting

October – December Session 10

December Session reporting

2027

January – March Session 11

March Session reporting

April – June Session 12

June Session reporting

July – September Session 13

September Session reporting

October – December Session 14

December Session reporting

Anticipated Annual Number of Enrollments

72

Number Completers

56

Program Sustainability Description

After 2027 and the expenditure of the grant award, Madison County will re-evaluate the fee structure for the program. Participant fees will then cover more of the costs.

It is important to note we have secured a commitment from the regional forestry and wood-producing industry (in Florida and Georgia) to sustain the program once the award funding is expended.

This support could take the form of staff salaries, providing program instructors, purchasing personal safety equipment, in-kind machinery maintenance services and housing. This commitment stems from a recognized region-wide need for training that sustains operations, good land management and timber producing practices as well as ancillary processes in the industry. It is an investment the industry has communicated they are willing to make once the program is running.

The greatest up-front cost is the purchase of good used equipment. With the Job Growth Grant Fund, we can purchase the five pieces of equipment vital to training a local workforce of Master Loggers and other staff. Maintenance plans for equipment are also covered by the grant funds. After funds are expended, the machinery could also be maintained through the partnership with Big Bend Technical College's Diesel Tech program as outlined earlier in this proposal.

There is a far-reaching vision for this program. Because of industry-aligned training programs at North Florida College and Big Bend Technical College, our higher education partners, we see the Timber Harvesting Equipment Training Program as part of a Workforce Training triad where

preparation for all aspects of the forestry and wood-producing industry is offered through one unique regional partnership. We plan to develop further private funding support and, one day, include on-site housing for program participants if the number of out-of-area enrollees warrants such an endeavor. We have already identified a local park home manufacturer that is excited to join us in this initiative and have begun talks with local motels about the possibilities that may arise with the program's success. County bed tax income could increase as a result of this program.

Certifications, Degrees with CIP Codes

In each eight-week session, all students will earn the following certifications:

Master Logger - The program is designed to enhance the professionalism of loggers through training in safety, timber harvesting, business and environmental regulations. The following Master Logger Certification curriculum topics are integrated throughout the training course:

- Sustainable Forestry Principles and the Sustainable Forestry Initiative Program
- Best Management Practices (BMPs)
- Streamside Management Zone (SMZ) practices
- Road construction, maintenance and retirement
- Reforestation
- Invasive Exotic Plants and Animals
- Forest Resource Conservation
- Aesthetics
- Special Sites
- Endangered Species Act; Wildlife
- Rare Forested Natural Communities
- Logging Safety
- Transportation Issues
- Business Management
- Public Policy & Outreach
- Emerging Technologies
- Site Visits

OSHA - 10-hour Certification

Basic First Aid

CPR

Florida Ready to Work Employability Credential – Work Ready Math and Reading

Florida Ready to Work Soft Skills Credential – Basic Employability/Soft skills for any workplace

Program Begin Date

3/4/2024

Program End Date

12/17/2027

Local Match

Yes

Local Match Amount Details

Forestry industry partners will purchase the required personal safety equipment, named as scholarships for students, for the inaugural session. Value: \$2800.00

The State Implementation Committee (FL-SIC) of the Sustainable Forestry Initiative (SFI) has committed to offsetting the inaugural session's certification costs with a \$3000 donation, almost half of the certification cost for one session.

There is substantial in-kind support that warrants mention:

The City of Madison offers a 10-acre tract of land for this project. Located on city outskirts to alleviate noise concerns for residential areas, the tract is an ideal site for this project. The collaboration between the city of Madison and the County as it translates to this project is invaluable, but market-rate value is estimated at \$2000 per month for land lease for an in-kind total of \$96,000.00 for the four-year period.

The City of Madison will run water and electricity to the site at no cost to this Project, work that would normally tally into the thousands of dollars.

North Florida College will provide education space and computers for the classroom-based portions of each session. Market space rental value: \$125,440 total for the four-year period (\$8960.00 per 8-week session).

Program Budget

Requested Total

\$2,657,126.00

Source - City / County

\$96,000.00

Source – Private

\$132,640.00

Source – Other

\$68,600.00

Source - Other Details

This sum is comprised of Participant Tuition/Program Fees.

Source – Total

\$297,240

Cost- Equipment

\$1,161,747.00

Cost – Personnel

\$654,400.00

Cost – Facilities

\$294,440.00

Cost – Training Materials

\$147,042.00

Cost – Tuition

\$68,600.00

Cost – Other

\$628,137.00

Cost – Other Details

Comprehensive 4-year Marketing Plan: \$572,137.00 Participant Transportation – Reimbursement gas cards for program completers (reduces a frequent barrier for non-traditional adult learners)

\$56,000.00.

Cost - Total

\$2,954,366

Detailed Budget Narrative

BUDGET NARRATIVE

EXPENDITURE TIMING/STEPS

Advisory committee contacts have already begun searching for good used equipment required for this unique training program and maintenance plan details are secured. Equipment purchases can be made immediately after funds are released. Further, insurance quotes for all equipment have been secured and staff, who have obtained personal liability insurance quotes, have been identified and have cleared their calendars so work can start once funding is granted.

Estimates for all other services (fuel, transportation costs, etc.) are in place as well, and start plans have been outlined for marketing, outreach, promotions, etc.

Community contacts were tapped to explore in-kind support to help promote community investment in this project.

Madison County will hold grant funds in a designated account from which they will pay all expenditures for this program.

Total costs based on time frame March 2024 through December 2027.
Offsets/in-kind amounts detailed in the Budget Summary.

COST PROJECTION:

CATEGORY COST

Equipment Total \$1,161,747.00

Purchase of five pieces 850,150.00

Feller buncher, skidder, knuckle boom log loader,
bulldozer, front end loader w/root rake.

Insurance on equipment 88,500.00

Maintenance contracts 134,369.00

Fuel 88,728.00

Facilities Total \$294,440.00

City property & utilities 96,000.00

Building construction 73,000.00

Classroom space at North Florida College 125,440.00

Training Materials Total \$147,042.00

Personal gear: 196 completers x \$250.00 each 49,000.00

Boots, safety glasses, hard hat, vest, chaps, hearing protection.

Education materials: 196 completers x \$50.00 9800.00

Certifications 88,242.00
Tuition/Participant Fees Total \$68,600.00
196 completers x \$350.00 each

Other Total \$628,137.00
Comprehensive Marketing Plan – Four-year contract 572,137.00**
Participant transportation – Reimbursement gas cards 56,000.00

Personnel Total \$654,400.00
Part time Instructor - Master Logger 134,400.00
Contracted, project-based; \$1200.00/week per 8-week session.

Full time Project Director 320,000.00
Contracted, self-insured (health/personal liability borne by staff).
\$80,000/year x 4 years.
Project development – from initial research to proposal preparation/submission through project implementation.
Site and classroom coordination, training management, instructor support, materials management, registration management, partner organizations liaison, outreach/education, marketing plan coordination, transportation coordination, staff management, recruiting, education partners liaison, grant reporting, accounts payable, conference presentations, etc.

.
Full time Project Assistant 200,000.00
Contracted, self-insured (health/personal liability costs borne by staff)
\$50,000/year x 4 years.
Transporting participants, recruiting, administrative support, field site/facility management, logistics support, site keyholder, etc.

.
PROJECT TOTAL COST: \$ 2,954,366.00

FUNDING REQUEST: \$ 2657,126.00

**Comprehensive Marketing Plan

A thorough outreach and education period is necessary for the recruitment process. The negative perspective about the logging industry must change and that communities must be informed about the modern reality: conservation and safety efforts required by industry and government are strictly followed, and forestry experts and loggers are now the stewards of our green spaces an in turn of natural habitats and the clean air residents of North Florida enjoy each day.

The Marketing Plan assumes a focus on Madison County and surrounding areas for impact in 8 counties, including reaches to Tallahassee, Gainesville and Ocala. The formal proposal is included in this application but is summarized as:

Costs include branding, logo, brochure design, website, social media set up, Search Engine Optimization (SEO), advertising account set up and one-time fees. A strong comprehensive approach will follow including TV, radio, online ads, Every Door Direct Mailing with postcards to all of Madison County, social media posting, ad management, social media management, and website management. After the first 90 days, the next 9 nine months' ad budget decreases by approximately 25%. The total ad budget for years 2 through 4 levels down to 50% of the first 12 months, yet still includes all management of web, social media, and ads.

\$10,500.00 - Initial One Time Costs (branding, website, outreach materials, etc.)

\$181,012.00 - First 12 months

\$380,625.00 - Years 2 - 4

TOTAL: \$572,137.00

Approvals and Authority	
Authorized signatory on Board's behalf ⓘ	Attestation Name of Entity ⓘ Madison County Board of County Commissioners
Approvals Needed ⓘ Madison Board of County Commissioners approval is required.	Attestation Name and Title of Auth Rep ⓘ Sherilyn Pickels, County Manager
Meeting Schedule ⓘ BOCC meetings occur twice a month on the second and fourth Wednesday.	Attestation Representative Signature ⓘ Sherilyn Pickels
Meeting Notice Days ⓘ Yes. The Madison BOCC is willing and able to hold special meetings with 48 hours' notice.	Attestation Signature Date ⓘ 1/19/2024
Authority Proof ⓘ	

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

YES.

In addition to Occupations on the Regional Demand List, this comprehensive program will expose participants to and provide non-certified training in several additional areas relevant to the forestry and wood-production industry as noted in Part 2, Section B above.

The proposal aligns with several occupations on Florida’s Department of Economic Opportunity 2022-23 Regional Demand Occupations List as indicated below:

SOC Code	HSHW**	Occupation Title	Annual Percent Growth	Annual Openings	2020 Hourly Wage - MEAN	2020 Hourly Wage - ENTRY
47-1011	YES	First Line Supervisors of Trades & Extraction Workers	.56	11 (5670 statewide)	\$25.47	\$18.30
49-3031		Diesel Engine Specialists	1.75	11 (1356 statewide)	\$19.93	\$16.20
53-7051	*	Industrial Truck & Tractor Operators	1.45	13 (3260 statewide)	17.19*	12.63*
47-2073	*	Operating Engineers & Other Construction Equipment Operators	1.43	22 (2593 statewide)	\$15.60*	\$12.75*

Source: Workforce Development Area 6 – Hamilton, Jefferson, Lafayette, Madison, Suwannee, Taylor counties.

** Local companies pay more than salaries provided on the Regional Demand Occupations List. Because job postings for these positions are often networked and word-of-mouth, annual openings may be low estimates.*

*** High Skill/High Wage = Mean Wage of \$22.67/hour and Entry Wage of \$14.47/hour.*

FUEL ESTIMATE 3-Year Project

Information provided by J+J Strong Fuel
Madison, FL

Jodie Cooper,
Administrative Assistant
(850) 973-1431 Ext. 105
www.jj-strong-fuel.com

500-gallon double-wall tank rental w/ 12-volt pump	\$200/month x 36 months	\$7,200
Diesel fuel, estimate	\$17,564.00/yr. x 3 years	\$52,692
TOTAL FUEL COSTS, 3-YEAR PROJECT		\$59,892.00

Theresa-

Great speaking to you. Based upon our conversation, the program in looking to purchase the following units, with the estimated following values, which would generate the estimated annual premiums:

<u>Item:</u> <u>premium</u>	<u>Value</u>	<u>Estimated annual</u>
Front end loader with a root rake	150,000	1,500 - 2,500
Bulldozer	150,000	1,500 - 2,500
Knuckle boom Log loader	225,000	2,500 - 4,000
Rubber tired feller buncher	250,000	4,500 - 7,500
Skidder	225,000	3,600 - 5,625
<i>Estimated Equipment purchase cost: \$1,000,000 (low end = \$850,000)</i>		<i>\$22,125.00 x 3 yrs. = \$66,375.00</i>

Estimated costs could be higher or lower and estimated rates could change depending on year make model of units purchased market conditions.

I hope this helps and don't hesitate to reach out if you have any questions
Got tied up this morning but working on the letter of support
Have a Great day
Ryan

Ryan L. Pavlik CIC 

Stoutamire-Pavlik & Associates  | an AssuredPartners Agency

850.997.2533

850.997.8660 fax

Ryan.pavlik@assuredpartners.com

rpavlik@spamonticello.com

AssuredPartners

POWER

through Partnership

In response to Coronavirus ASSURED PARTNERS has recently launched a COVID-19 resources page on our [website](#).

*Estimated insurance premiums
3-year project = \$66,375.00*

ADDITIONAL INFORMATION:

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

YES. This training program will be heavily marketed to several key groups and will be open to all interested individuals. Specifically, recruiting will target adults who are:

- Unemployed
- Underemployed
- Females
- Veterans
- Recent high school graduates entering the workforce
- Career changers
- Re-entering after incarceration
- English Language Learners with advanced-level English language skills (NRS levels 5-7).

Marketing efforts will involve collaboration with key entities including:

- CareerSource North Florida
- Federal TRIO Program at Florida Agricultural & Mechanical University
- Adult education programs in neighboring counties
- Local colleges
- Recent high school graduates
- State and national professional organizations:
 - Florida Forestry Association
 - Florida Forest Service
 - Forest Landowners Association
 - The Longleaf Alliance
 - Southeastern Wood Producers Association
- Social, faith-based and service organizations
- School parent groups
- Forestry-related degree programs at Florida colleges and universities

Outreach and promotional activities will specifically target potential adult learner groups and will include development of promotional videos and print brochures for varying audiences to be distributed/shared remotely and in organized outreach settings. Social media will be just one aspect of information sharing, and permission to address certain individuals in the pre-release stage in the corrections environment has been secured from the Florida Department of Corrections (see enclosed Letter of Support).

****NOTE REGARDING RECIPIENT NAME AND DATES ON SUPPORT LETTERS****

It may be noted that some support letters have dates from one or more years ago, and some may be addressed to Dane Eagle, then Meredith Ivey, former DOE directors.

While we were able to obtain updated support letters from some entities, in the interest of time we did not get them from all. However, it is assured that these same organizations continue to support this initiative because even though the applicant has changed, the project will still benefit the counties that supported this program from the beginning. Transportation assistance is built into this proposal to remove barriers from participants in neighboring counties.

The delay in submission is due to:

- Traction for project support, after nearly 2 years of work, could not be secured in Jefferson County (support letters had been obtained, however); the project moved to Madison County.
- DEO/Commerce directed JGG funds to South Florida after Hurricane Ian, halting grant awards to other projects.
- Working through the process with Madison County and project partners took one year.

We are fully aware that the Secretary of the Florida Department of Commerce is Mr. J. Alex Kelly, and certainly no disrespect is meant. In the interest of avoiding further delay, we submit the support letters as they are. We are confident that Secretary Kelly and his staff realize the sentiments stand and the need and support are still very much real, and we look forward to working with him on this very innovative public/private partnership that will undoubtedly benefit North Florida communities.

ADDITIONAL INFORMATION

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

Project Advisory Committee

The following experts comprise our Advisory Committee:

Jerry Gray, Gray Logging, LLC

Matt Webb, Genesis Timber, LLC

Jimmy Bielling, Bielling Site Prep & Reforestation

Josh Ensminger, Valor Trucking, LLC

Jimmy Bielling, Bielling Site Prep & Reforestation; President, Florida Forestry Association

Eric Handley, Usher Land & Timber, Inc.

Chad Schwab, M. A. Rigoni, Inc.

David Dunkle, Associate Dean of Economic Development and Workforce Education, North Florida College

Michael Beardsley, Southeastern Wood Producers Association, Inc.

Diane Head, CareerSource North Florida

Letters of Support

Support letters from the following entities are included in this application.

*****NOTE: Because this project has been in development for two years, first under Jefferson County Schools Adult Education, some letters have dates and references that reflect that earlier time frame. In the interest of time, all entities were not asked to submit an updated letter. The support and sentiment, however, remain the same.)***

Congressman Neal Dunn, MD

Senator Corey Simon

Representative Jason Shoaf

Representative Allison Tant

Representative Kat Cammack

Taylor County Chamber of Commerce

Madison County Chamber of Commerce

Florida Department of Corrections

CareerSource North Florida

Florida Forestry Association

Sustainable Forestry Initiative, State of Florida

Southeastern Wood Producers Association

Assured Partners/Stoutamire-Pavlik & Associates

Roberts Land & Timber Investment Corp.

Florida Forestry Service

Southern Forestry Consultants, Inc.

Mitch L. McElroy Private Forester, Inc.

Bielling Site Prep & Reforestation

Usher Land & Timber, Inc.

Langdale Industries, Inc.

Rayonier, Inc.

Plantation Timber
WestRock, Inc.
Quality Equipment & Parts, Inc
Boland Timber Company
Williams Timber Inc.
Genesis Timber, LLC
Gray Logging, LLC
M.A. Rigoni, Inc.
Pritchett Trucking, Inc.
North Florida Restoration, Inc.
Long Branch Land & Timber
Loncala, Inc.

Job Shadowing

The following have committed to providing job shadowing opportunities to THET participants:

Usher Land & Timber, Inc.
Bielling Site Prep & Reforestation
Genesis Timber, LLC
Gray Logging, LLC.
Big Bend Technical College: BBTC has agreed to provide opportunities for Diesel Technician/Maintenance students to shadow repairs and maintenance on program equipment.

Job Fairs

Job Fairs at the end of each eight-week session will match program completers with companies in need of employees. Location will rotate, ample advance promotions will take place and transportation will be provided.

Reporting

The Project Director will provide a report at the end of each calendar year (or on any other schedule required) detailing completions, expenditures, certifications and any key adjustments made during the year, in addition to other reporting requirements stipulated by the Department of Commerce.

Comprehensive Marketing Plan

Because we anticipate the need for re-educating communities about the forestry industry and for a broad recruiting strategy in rural North Florida counties, we have reached out to a Florida-based marketing firm that focuses on rural communities and projects. DeBerry Services, LLC of Gilchrist County has worked with the Florida Forestry Association among other rural-based organizations, including Usher Land and Timber, Florida Cattle Ranchers, Central Florida Electric Cooperative and Nature Coast Business Development Council.

The plan will educate, build awareness, change perceptions, build passion and a new brand around this initiative to recruit the ideal participants for the training program. The target area will include 6-8 counties, reaching down to Gainesville/Ocala, the southernmost tip of forestry land. Cost for designing, implementing and supporting the comprehensive plan over the 4-year period are included in the costs summary.

PROJECTED NEED – EQUIPMENT OPERATORS

Following are projected needs testimonials from 15 private companies in and directly related to the logging/timber industry in North Florida.



665 SW Harvey Greene Dr.
Madison, FL 32340
Office: 850-973-3863 Fax: 850-973-3924

We expect 3-5 openings within the next year. The salary for woods crew is between 45-50K and truck drivers is between 50-55K.

Long Branch Land & Timber
Lake Park, GA

To whom it may concern:

COMPANY NAME: Long Branch Land & Timber, LLC

Total number of current employees: 25+

CURRENT NEED

Job title 1: Equipment Operators

Number of employees needed in this position: 2+

Starting salary or salary range: \$44,000 - \$55,000

Certification Required: Heavy Equipment Operator

Job title 2: Class A Truck Drivers

Number of employees needed in this position: 2+

Starting Salary or salary range: \$52,000 - \$75,000

Certification required: Class A Driver with current medical card and clean driving record

Job title 3: Mechanic

Number of employees needed in this position: 1+

Starting salary or salary range: \$44,000 - \$75,000

Certification required: mechanic certifications



PROJECTED NEED

Number of employees projected to exit/retire by December 2023: 0

Projected number of employees needed by December 2023 to fill retiring/exiting and growth/new positions: 5

Job title 1: Equipment Operators

Number of employees needed in this position: 2+

Starting salary or salary range: \$44,000 - \$55,000

Certification Required: Heavy Equipment Operator

Job title 2: Class A Truck Drivers

Number of employees needed in this position: 2+

Starting Salary or salary range: \$52,000 - \$75,000

Certification required: Class A Driver with current medical card and clean driving record

Job title 3: Mechanic

Number of employees needed in this position: 1+

Starting salary or salary range: \$44,000 - \$75,000

Certification required: mechanic certifications



To Whom it may concern:

COMPANY NAME: M.A. Rigoni, Inc.

Total number of current employees: 25

CURRENT NEED

Number of employees needed now: 3

Job title 1: Operators

Number of employees needed in this position: 3

Starting salary or salary range: \$50,000 - \$75,000

Certification required: Heavy Equipment Operator

Job title 2: Mechanic

Number of employees needed in this position: 0

Starting salary or salary range: \$50,000 – \$100,000

Certification required: Heavy Diesel Mechanic

PROJECTED NEED

Number of employees projected to exit/retire by December 2023: 0

Projected number of employees needed by December 2023 to fill retiring/exiting and growth/new positions: 3

Job title 1: Operators

Projected number of employees needed in this position: 3

Starting salary or salary range: \$50,000 - \$75,000

Certification required: Heavy Equipment Operator

Job title 2: Mechanic

Projected number of employees needed in this position: 0

Starting salary or salary range: \$50,000 – \$100,000

Certification required: Heavy Diesel Mechanic

To Whom it may concern:

Company Name: Trinity Timber, LLC

Total Number of Current Employees: 10

Current Need: 1

Job Title: Mechanic

Salary Range \$50,000-\$90,000

Experience Required

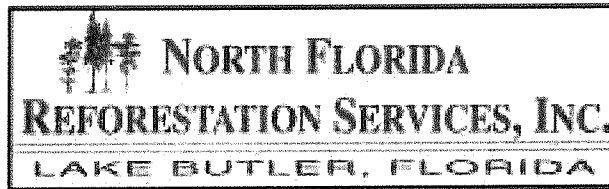
Projected Need: 3

Projected number of employees needed based on possible growth.

Job Title: Operators

Salary Range \$50,000-\$70,000

Experience Preferred



To Whom it may concern:

COMPANY NAME: North Florida Reforestation Services, Inc

Total number of current employees: 8

CURRENT NEED

Number of employees needed now: 14

Job title 1: Operators

Number of employees needed in this position: 4

Starting salary or salary range: \$28,000 – \$35,000

Certification required: Heavy Equipment Operator

Job title 2: Mechanic

Number of employees needed in this position: 2

Starting salary or salary range: \$32,500 – \$40,000

Certification required: Heavy Diesel Mechanic

PROJECTED NEED

Number of employees projected to exit/retire by December 2023: 0

Projected number of employees needed by December 2023 to fill retiring/exiting and growth/new positions: 14

Job title 1: Operators

Projected number of employees needed in this position:4

Starting salary or salary range: \$28,000 - \$35,000

Certification required: Heavy Equipment Operator

Job title 2: Mechanic

Projected number of employees needed in this position: 2

Starting salary or salary range: \$32,500 – \$40,000

Certification required: Heavy Diesel Mechanic

**DM Stratton LLC / 3D Trucking LLC
5633 US Highway 17 S
Green Cove Springs, FL 32043**

DM Stratton LLC / 3D Trucking LLC

Total number of current employees: 16

CURRENT NEED

Number of employees needed now: 1

Job title 1: Logging Tractor Operator

Number of employees needed in this position: 1

Starting salary or salary range: \$50,000.00

Certification required: Yes

Job title 2: Logging Truck Driver

Number of employees needed in this position: 1

Starting salary or salary range: \$50,000.00

Certification required: Yes

PROJECTED NEED

Number of employees projected to exit/retire by December 2023: 2

Projected number of employees needed by December 2023 to fill retiring/exiting and growth/new positions: 2

Job title 1: Logging Tractor Operator

Projected number of employees needed in this position: 1

Starting salary or salary range: \$50,000.00

Certification required: Yes

Job title 2: Logging Truck Driver

Projected number of employees needed in this position: 1

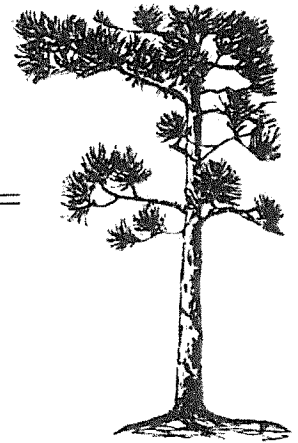
Starting salary or salary range: \$50,000.00

Certification required: Yes



USHER LAND & TIMBER, INC.

POST OFFICE BOX 843 • CHIEFLAND, FLORIDA 32644-0843 • 352-493-4221/2568 • FAX 352-493-7102



Current Need

Job Title: Mechanic (1)

This job would include mechanic work on various types of logging, farming, and tractor trailers.

Starting pay would depend on experience but would range from \$40,000 to \$55,000 per year with benefits. Pay would be hourly.

No Certificate needed

Job Title: Truck Drivers (1)

Truck Driver: This would need to be someone with at least 2 years of driving experience. The pay is production based but would range between \$50,000 to \$60,000 per year with benefits.

CDL license needed.

Projected Need in next 5 years:

3-4 Equipment Operators:

I would project we would have 3-4 of our long-time employees retiring in the next 5 years.

Pay would be between \$45,000 to \$55,000 per year with benefits, depending on experience.

No certificates needed.

3-4 Truck Drivers:

I would project at least 2 drivers will be retired in the next 5 years.

This would need to be someone with at least 2 years of driving experience. The pay is production based but would range between \$50,000 to \$60,000 per year with benefits.

CDL license needed.

KEN D. GRINER - PRESIDENT • JOHN S. FISHER - VICE PRESIDENT • LYNETTA USHER GRINER - SECRETARY/TREASURER

2003 National Logger of the Year

TEL. 386 454-1511
FAX 386 454-4831
WWW.LONCALA.COM

LONCALA, INCORPORATED

Ms. Theresa

Attached, is the information you requested. Thank you for all your work.

Total number of current employees: 15

CURRENT NEED

Number of employees needed now: 3

Job title 1: Knuckle boom Loader Operator
Number of employees needed in this position: 1
Starting salary or salary range: Up to \$60,000/yr
Certification required: Master Logger

Job title 2: Feller Buncher Operator
Number of employees needed in this position: 1
Starting salary or salary range: Up to \$40,000/yr
Certification required: None

Job title 3:
Number of employees needed in this position: 1
Starting salary or salary range: Up to \$40,000/yr
Certification required: None

PROJECTED NEED

Number of employees projected to exit/retire by December 2023: 0

Projected number of employees needed by December 2023 to fill retiring/exiting and growth/new positions: 0

Job title 1:
Projected number of employees needed in this position:
Starting salary or salary range:
Certification required:

Job title 2:
Projected number of employees needed in this position:
Starting salary or salary range:
Certification required:

Wesley A Carter



President
Loncala, Inc.



Lin Webb Coye Webb Shawn Webb
850-971-5565

October 13, 2022

COMPANY NAME: CF Webb & Sons Logging, LLC

Total number of current employees: 8

CURRENT NEED

Number of employees needed now: 0

Job title 1: n/a

Number of employees needed in this position:

Starting salary or salary range:

Certification required:

Job title 2: n/a

Number of employees needed in this position:

Starting salary or salary range:

Certification required:

PROJECTED NEED

Number of employees projected to exit/retire by December 2023: 1

Projected number of employees needed by December 2023 to fill retiring/exiting and growth/new positions: 1

Job title 1: loader operator/crew foreman

Projected number of employees needed in this position: 1

Starting salary or salary range: \$850.00-\$1,000.00 per week, based on experience

Certification required: Master Logger

Job title 2: n/a

Projected number of employees needed in this position:

Starting salary or salary range:

Certification required:

Thank you,

A handwritten signature in black ink that reads "Shawn Webb". The signature is written in a cursive, flowing style.

Shawn Webb, co-owner
CF Webb & Sons Logging, LLC



3698 SE County Road 255
Lee, Florida 32059
850-464-1653

October 13, 2022

COMPANY NAME: Webb Timber Harvesting, LLC

Total number of current employees: 10

CURRENT NEED

Number of employees needed now: 1

Job title 1: skidder operator

Number of employees needed in this position: 1

Starting salary or salary range: \$750.00-\$850.00 per week, based on experience

Certification required: none

Job title 2: n/a

Number of employees needed in this position:

Starting salary or salary range:

Certification required:

PROJECTED NEED

Number of employees projected to exit/retire by December 2023: 1

Projected number of employees needed by December 2023 to fill retiring/exiting and growth/new positions: 1

Job title 1: loader operator/crew foreman

Projected number of employees needed in this position: 1

Starting salary or salary range: \$850.00-\$1,000.00 per week, based on experience

Certification required: Master Logger

Job title 2: n/a

Projected number of employees needed in this position:

Starting salary or salary range:

Certification required:

Thank you,

Shawn Webb, owner
Webb Timber Harvesting, LLC



Theresa,

Below are our needs currently and future projected needs.

GENESIS TIMBER, LLC:

We currently are utilizing 7 contract logging crews.

CURRENT NEED

Number of employees needed now:

2 Logging Contractors:

Number of employees needed in this position: There is an opportunity for 3 field operators per crew and 4-5 truck driving opportunities per crew. Approximate Salary \$45,000-\$55,000 based on experience.

Certification required: 1 Master Logger Certification per crew

4-5 Contract Haulers:

These would be full time operators to work for the current contract crews we currently subcontract. Approximate Salary \$50,000-\$60,000 based on experience.

Certification required: Able to haul in both Florida and Georgia

PROJECTED NEED:

Number of employees needed by December 2023:

2-5 Logging Contractors:

Number of employees needed in this position: There is an opportunity for 3 field operators per crew and 4-5 truck driving opportunities per crew.

Certification required: 1 Master Logger Certification per crew

10-15 Contract Haulers:

These would be full time operators to work for the current contract crews we currently subcontract.

Certification required: Able to haul in both Florida and Georgia

Sincerely,

Matthew G. Webb, President

John A Cruce Jr Inc

John A Cruce Jr Inc

22 Employees

Current Need

1 Employee

Skidder Operator -\$46,800 up to \$10,000 in Production Bonus

No Certificate Required

Projected Need

Ongoing need will be there for quality operators, I would say even though we only have 1 opening we have a few employees under qualified for there current position.

Matt Cruce

Matt Cruce

COMPANY NAME: The Forestry Company Perry, FL
Total number of current employees:

CURRENT NEED

Number of employees needed now: Forest Technician

Job title 1:

Number of employees needed in this position: 2

Starting salary or salary range: \$45-55K plus benefits

Certification required: yes

Job title 2:

Number of employees needed in this position: 2

Starting salary or salary range: \$45-55K "

Certification required: yes

PROJECTED NEED

Number of employees projected to exit/retire by December 2023:

Projected number of employees needed by December 2023 to fill retiring/exiting and growth/new positions: /

Job title 1:

Projected number of employees needed in this position:

Starting salary or salary range:

Certification required:

Job title 2:

Projected number of employees needed in this position:

Starting salary or salary range:

Certification required:

(pre-Idalia + mill closing)

COMPANY NAME: BILLING SITE TREP: REFORESTATION INC
Total number of current employees: 8

CURRENT NEED

Number of employees needed now:

Job title 1: CDL DRIVERS SEMI/LOWBOY OR DUMP TRUCK

Number of employees needed in this position: 2

Starting salary or salary range: 17.00 - 20.00 + OVERTIME

Certification required: CDL CLASS A + CLEAN LICENSES

Job title 2: SKIDDER - RAMPING/LOADERS OPERATORS

Number of employees needed in this position: 2-3

Starting salary or salary range: \$17.00 - 20.00/HR + OVERTIME

Certification required: CLEAN DRIVERS LICENSES, OPERATOR CERTIFICATES A PLUS.

PROJECTED NEED

Number of employees projected to exit/retire by December 2023:

Projected number of employees needed by December 2023 to fill retiring/exiting and growth/new positions:

Job title 1:

Projected number of employees needed in this position: 1-2

Starting salary or salary range: 17.00 - 20.00 + OVERTIME

Certification required: CDL CLASS A AND CLEAN LICENSES

Job title 2:

Projected number of employees needed in this position: 1-2

Starting salary or salary range: 17.00 - 20.00 + OVERTIME

Certification required: CLEAN DRIVERS LICENSES



PRITCHETT TRUCKING, INC.

1050 SE 6th Street • Post Office Box 311 • Lake Butler, FL 32054
Telephone: (386) 496-2630 • Fax: (386) 496-2883

To Whom it may concern:

COMPANY NAME: North Florida Reforestation Services, Inc

Total number of current employees: 8

CURRENT NEED

Number of employees needed now: 14

Job title 1: Operators

Number of employees needed in this position: 4
Starting salary or salary range: \$28,000 – \$35,000
Certification required: Heavy Equipment Operator

Job title 2: Mechanic

Number of employees needed in this position: 2
Starting salary or salary range: \$32,500 – \$40,000
Certification required: Heavy Diesel Mechanic

PROJECTED NEED

Number of employees projected to exit/retire by December 2023: 0

Projected number of employees needed by December 2023 to fill retiring/exiting and growth/new positions: 14

Job title 1: Operators

Projected number of employees needed in this position: 4
Starting salary or salary range: \$28,000 - \$35,000
Certification required: Heavy Equipment Operator

Job title 2: Mechanic

Projected number of employees needed in this position: 2
Starting salary or salary range: \$32,500 – \$40,000
Certification required: Heavy Diesel Mechanic



**FLORIDA
DEPARTMENT of
CORRECTIONS**

Governor

RON DESANTIS

Secretary

RICKY D. DIXON

501 South Calhoun Street, Tallahassee, FL 32399-2500

www.dc.state.fl.us

April 22, 2022

Mr. Dane Eagle, Director
c/o Florida Department of Economic Support
107 East Madison Street
Tallahassee, FL 32399-4120

RE: Florida Job Growth Grant Fund

Dear Mr. Eagle:

The Florida Department of Corrections (FDC) is pleased to provide this letter of support to the Jefferson County School District (JSCD) for the creation of a Timber Harvesting Equipment Certification Program for adults.

It is our understanding that Florida Job Growth Workforce Training Grant funds target programs that support all adult learners, but especially those who are unemployed, underemployed, career changers, re-entering, and other non-traditional students. It is also our understanding the program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

Upon award of funding the FDC will support the Jefferson County School District by:

- Assisting JCS D with the identification of prospective program participants and
- Coordinating access to correctional institutions for in-person presentations for recruitment purposes.

This program supports FDC's mission to provide a continuum of services to meet the needs of those entrusted to our care, creating a safe and professional environment with the outcome of reduced victimization, safer communities and an emphasis on the premium of life.

Sincerely,

Mark Tallent
Chief Financial Officer



BOARD OF COUNTY COMMISSIONERS

JEFFERSON COUNTY, FLORIDA

THE KEYSTONE COUNTY-ESTABLISHED 1827

1484 SOUTH JEFFERSON STREET; MONTICELLO, FLORIDA 32344

PHONE: (850)-342-0287

Chris Tuten

District 1

Gene Hall

District 2- Chair

J T Surles

District 3

Betsy Barfield

District 4-Vice Chair

Stephen Walker

District 5

November 3, 2022

Dane Eagle
Director
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Mr. Eagle:

I am pleased to provide full support to the Jefferson County School District's (JCSD) proposal to create a Timber Harvesting Equipment Certification Program for adults.

My understanding is this new program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible. More learners are opting for certifications in the skilled trades such as these and it is necessary that Jefferson County residents can follow their career paths and find gainful employment without leaving their community or the state all while helping our local industries thrive.

With this grant Jefferson County Schools, with North Florida College as the submitting organization, will significantly advance economic development, help sustain the Florida timber industry and multiply employment opportunities in our region.

We look forward to having an active supporting role in JCSD's Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities here in North Florida. Please feel free to reach out to our County should there be anything further we can do to help make this project happen.

Sincerely,

Commissioner JT Surles
District 3

Kirk Reams
Clerk of Courts

Shannon Metty
Interim County Coordinator

Heather Encinosa
County Attorney



ANGELA C. GRAY, CFA

JEFFERSON COUNTY PROPERTY APPRAISER

480 W. WALNUT STREET, MONTICELLO, FLORIDA 32344



April 19, 2022

Mr. Dane Eagle
Director
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Mr. Eagle:

On behalf of the Jefferson County Property Appraiser's Office, I am pleased to provide full support to the Jefferson County School District's (JCSD) proposal to create a Timber Harvesting Certification Program for adults.

The Jefferson County Property Appraiser is responsible for identifying, locating and fairly valuing all property, both real and personal, within Jefferson County for tax purposes. The property appraiser duties also include but are not limited to, analyzing trends in sales prices, construction costs, and rents to best estimate the value of all assessable property.

In 2021, it was estimated that 35% of the parcels in Jefferson County were classified agricultural. The agricultural classification is available to lands which are used primarily for bona fide agricultural purposes. A large percentage of these lands are used for timber operations. Jefferson County currently has no workforce or technical training programs that address the workforce needs of the timber industry. We lose valuable human resources to surrounding counties due to lack of training opportunities available locally.

My understanding is this new program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

Phone (850) 997-3356 • Fax (850) 997-0988
www.jeffersonpa.net

Dana Eagle
April 19, 2022
Page 2

With this grant Jefferson County Schools, with North Florida College as the submitting organization, will significantly advance economic development, help sustain the Florida timber industry and multiply employment opportunities in our region.

We look forward to having an active supporting role in JCSD's Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses and communities here in North Florida.

Sincerely,

A handwritten signature in blue ink that reads "Angela Gray". The signature is fluid and cursive, with a long, sweeping tail on the "y".

Angela C. Gray, CFA
Property Appraiser

***Bielling Site Prep & Reforestation
6074 West State Road
Lake Butler, Florida 32054
386-755-4162 Office & 386-755-5987 Fax***

April 14, 2022

Mr. Dana Eagle
Director
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Mr. Eagle,

On behalf of Bielling Site Prep and Reforestation, Inc., I am pleased to provide full support to the Jefferson County School District's (JCSD) proposal to create a Timber Harvesting Certification Program for adults.

Our organization needs employees that are familiar with equipment that is used in the Timber Industry. Skidders, Dozers, Loaders and Graders are just a few units that we utilize to prepare timberlands for the next generation of pine stands. These jobs are necessary for the continued growth of our community and our industry. The jobs we offer are well paid and offer stability to young families and pride of accomplishments, that young and older workers need. We are very pleased to learn of this Certification Program and offer any assistance that would make this program a success.

My understanding is this new program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant Jefferson County Schools, with North Florida College as the submitting organization, will significantly advance economic development, help sustain the Florida timber industry and multiply employment opportunities in our region.

We look forward to having an active supporting role in JCSD's Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses and communities here in North Florida.

Sincerely,

A handwritten signature in blue ink that reads "Jesse R. Bielling, III". The signature is written in a cursive style with a large initial 'J' and a distinct 'III' at the end.

Jesse R. Bielling, III
President



4/20/2022

Dane Eagle
Director
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Mr. Eagle:

On behalf of Quality Equipment & Parts, Inc., I am pleased to provide full support to the Jefferson County School District's (JCSD) proposal to create a Timber Harvesting Certification Program for adults.

I am a former graduate of George Stone Vocational Technical College in Pensacola, FL. Now 35 years later I own and operate a Heavy Equipment Dealership. My business now employs 20 personnel and we see the need for trained and skilled workers for future expansion. Some of my best Clients are Forestry professionals and I see their workforce struggling to find trained workers. We all need your help with programs to help keep our industry healthy.

My understanding is this new program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant Jefferson County Schools, with North Florida College as the submitting organization, will significantly advance economic development, help sustain the Florida timber industry and multiply employment opportunities in our region.

We look forward to having an active supporting role in JCSD's Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses and communities here in North Florida.

Sincerely,

Randy McKenzie

Randy McKenzie

President



4894 NW US Highway 41

Lake City, Florida 32055

386-754-6186 Direct Line: 386-754-6187

Fax: 386-754-6189

www.Qepusa.com

"Your Best Choice for Equipment & Parts"



402 East Jefferson Street
Tallahassee, Florida 32301
Phone: 850.222.5646
www.FLForestry.org

November 8, 2023

J. Alex Kelly, Secretary
Florida Department of Commerce
107 East Madison Street
Tallahassee, FL 32399-4120

On behalf of the Florida Sustainable Forestry Initiative® (SFI®) State Implementation Committee, I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adult learners.

SFI is the governing body over all state SIC Committees, including Florida. SFI exists to promote the perpetual growing and harvesting of trees in a way that is compatible with the protection of wildlife, plants, soil, and water quality. Florida forestry is important to our state both economically and environmentally. To remain competitive and sustainable, we must attract and retain skilled workers who can help to increase productivity, reduce costs, and improve overall efficiency. There is a wide range of jobs available, including tree planting, harvesting, processing, and transportation. However, many of these jobs require specialized training and knowledge.

My understanding is this new program will draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this innovative program funded by the Florida Job Growth Grant, Madison County will significantly advance economic development, multiply employment opportunities for North Florida families and help sustain the Florida timber industry and related fields.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Alex Kelly".

Chairman Florida SFI SIC

WILLIAMS TIMBER INC.



P.O. Box 831
Wacissa FL 32361
850-997-2760
Fax 850-997-8029

215 Sunset Lane
Perry FL 32348
850-584-2760
Fax 850-584-2761

4/22/22

Dane Eagle
Director
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Mr. Eagle:

On behalf of Williams Timber Inc., I am pleased to provide full support to the Jefferson County School District's (JCSD) proposal to create a Timber Harvesting Certification Program for adults.

My understanding is this new program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant Jefferson County Schools, with North Florida College as the submitting organization, will significantly advance economic development, help sustain the Florida timber industry and multiply employment opportunities in our region.

We look forward to having an active supporting role in JCSD's Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses and communities here in North Florida.

Sincerely,

Bradley A. Williams
Williams Timber Inc.
215 Sunset Lane
Perry, FL 32348
Office: 850-584-2760
Cell: 850-519-1466

Plantation Timber
2343 South Jefferson Highway
Monticello, FL 32344
850-545-6598

April 18, 2022

Dane Eagle
Director, Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Mr. Eagle:

On behalf of Plantation Timber, I am pleased to provide full support to the Jefferson County School District's (JCSD) proposal to create a Timber Harvesting Certification Program for adults.

Plantation Timber is a company focused on Timber Cruising for government entities, private landowners, and industrial landholdings.

Currently, the industry is experiencing a shortage of qualified timber cruisers. Presently, there is a high demand for timber related work. Although most timber cruisers currently working hold a bachelor's or technical degree in Forestry, a degree is not necessary for collecting the data. I feel as though motivated and goal-oriented individuals can be trained in data collection, filling a need in the Forest Industry.

My understanding is this new program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant Jefferson County Schools, with North Florida College as the submitting organization, will significantly advance economic development, help sustain the Florida timber industry and multiply employment opportunities in our region.

We look forward to having an active supporting role in JCSD's Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses and communities here in North Florida.

Sincerely,



Mark Wirick
Plantation Timber
2343 South Jefferson Highway
Monticello, FL 32344
(850) 545-6598



POST OFFICE BOX 1088
VALDOSTA, GEORGIA 31603-1088

Area Code 229
242-7450

FAX
229-333-2534

LARRY K. FUDGE
Vice President - Procurement

April 20, 2022

Dane Eagle
Director
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Mr. Eagle:

On behalf of The Langdale Company, I am pleased to provide full support to the Jefferson County School District's (JCSD) proposal to create a Timber Harvesting Certification Program for adults.

The Langdale Company has a very strong concern regarding the growing shortage of professional loggers in our region. The inability to get trees from the woods to the mill will have catastrophic consequences to this region's timber industry as well as landowners. Professional loggers are a critical link in our supply chain.

My understanding is this new program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant Jefferson County Schools, with North Florida College as the submitting organization, will significantly advance economic development, help sustain the Florida timber industry and multiply employment opportunities in our region.

We look forward to having an active supporting role in JCSD's Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses and communities here in North Florida.

Sincerely,

A handwritten signature in blue ink that reads "Larry K. Fudge".

Larry K. Fudge
Office (229) 333-2545
lfudge@langdaleindustries.com



May 4, 2022

Dane Eagle
Director
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Mr. Eagle:

On behalf of Monticello-Jefferson County Chamber of Commerce, I am pleased to provide full support to the Jefferson County School District's (JCSD) proposal to create a Timber Harvesting Equipment Certification Program for adults.

Our mission is to be the frontline advocate for the Jefferson County business community. We will support activities that encourage economic growth and prosperity, while protecting our natural, historic and cultural resources. We will partner with area organizations to market a positive and progressive image of our community.

The need for trained timber industry employees is crucial to our community. Infrastructure is huge in a small community and this career path would be a welcomed part of our community.

My understanding is this new program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant Jefferson County Schools, with North Florida College as the submitting organization, will significantly advance economic development, help sustain the Florida timber industry and multiply employment opportunities in our region.

We look forward to having an active supporting role in JCSD's Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses and communities here in North Florida.

Sincerely,

Katrina Richardson

Katrina Richardson, TMP
Executive Director

City of Monticello

April 13, 2022

CITY COUNCIL

George Evans
Group 1

Gloria Cox
Group 2, Vice-Mayor

Julie Conley
Group 3, Mayor

John Jones
Group 4

Troy Avera
Group 5

Emily Anderson
City Clerk/Treasurer

Seth Lawless
City Manager

Dane Eagle, Secretary
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Secretary Eagle:

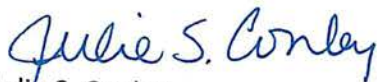
On behalf of the City of Monticello, I am pleased to provide full support to the Jefferson County School District's proposal to create a Timber Harvesting Certification Program for adults.

My understanding is this new program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Jefferson County Schools, working with North Florida College as the submitting organization, will significantly advance economic development, help sustain the Florida timber industry and increase employment opportunities in our region.

City officials understand that a trained workforce is vital to the strength of our economy and a training program in the timber industry is a perfect fit for our community. We look forward to supporting the program and are excited about the possibilities it will bring to our area.

Very truly yours,



Julie S. Conley
Mayor

245 South Mulberry Street • Monticello, Florida 32344-1307 • (850) 342-0153
Fax (850) 997-2217

E-mail: eanderson@mymonticello.net



Avery C. Roberts
Chief Executive Officer

April 13, 2022

Mr. Dane Eagle, Director
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Mr. Eagle,

We are pleased to write this letter in full support of the Jefferson County School District's ("JCS D") proposal to create a Timber Harvesting Certification Program for adults - as well as North Florida College's intention to apply for the grant funding for this program, the award of which will significantly support the development and implementation of the Timber Harvesting Certification Program. This program will prepare and train adults and workforce candidates for a wide range of skills in the timber industry, including operating equipment, site preparation, timber harvesting, timber replanting, conservation practices, timber loading and hauling, as well as timber cruising. It is especially beneficial to be able to expose and educate individuals in the form of job-shadowing - as early as possible in their careers, which this program will also help facilitate.

We applaud JCS D for making active strides to address the region and state's current and rapidly expanding need for skilled workforce in the timber industry. This program compliments, and will not only advance economic development, but will also help to sustain the Florida timber industry and create a multitude of employment opportunities in our region. Employment in this targeted industry will aid to increase per capita income, thereby augmenting the economies of the region and creating endless opportunities for our State.

We are in vast support of funding for vocational/technical training in both schools and state colleges in order to provide career and trade specific training and certifications - like the JCS D Timber Harvesting Certification Program, as these opportunities will strengthen workforce training so that people have the opportunities, as well as the necessary skills, for meaningful careers.

We encourage and strongly support the efforts of the Jefferson County School Board and North Florida College to develop and implement a Timber Harvesting Certification Program, and look forward to supporting the prospective workforce candidates.

If you should have any questions or if you need any additional information at this time, please do not hesitate to contact me direct at (386) 496-3509 or via email at avery@flaland.com.

We appreciate your time and consideration.

Sincerely,

Avery C. Roberts
Chief Executive Officer

P.O. Box 233, Lake Butler, Florida 32054
Phone: (386) 496-3509 * Fax: (386) 496-4309



1200 Franklin St.
Fernandina Beach, FL 32034

office: 904.291.7080
www.westrock.com

April 5th, 2022

Dane Eagle
Director
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Mr. Eagle:

On behalf of WestRock's Fernandina Forest Resources Region, I am pleased to provide full support to the Jefferson County School District's (JCSD) proposal to create a Timber Harvesting Certification Program for adults.

WestRock is a leading packaging manufacturer that relies on a consistent supply of raw material that support our manufacturing operations in meeting the needs of our customers. Timber harvesting, processing, hauling and other forest management practices are vital to WestRock and other wood fiber consuming facilities. Without an adequately trained labor force, our ability to provide markets to timberland owners and finished products to our customers is significantly impacted.

My understanding is this new program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant Jefferson County Schools and North Florida College as the submitting organization, will significantly advance economic development by helping sustain the Florida Forest Products Industry through increasing employment opportunities in our region.

WestRock looks forward to having an active supporting role in JCSD's Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities here in North Florida.

Sincerely,

A handwritten signature in black ink, appearing to read "David C. Jensen", written in a cursive style.

David C. Jensen
Regional Fiber Supply Manager
Fernandina Forest Resources



April 13, 2022

Dane Eagle
Director
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Mr. Eagle:

On behalf of Rayonier, I am pleased to provide full support to the Jefferson County School District's (JCSD) proposal to create a Timber Harvesting Certification Program for adults.

Rayonier (NYSE:RYN) is a leading timberland real estate investment trust with assets located in some of the most productive softwood timber growing regions in the United States and New Zealand. We own or lease under long-term agreements approximately 2.7 million acres of timberlands. We are More than trees because we recognize that our 90+ years of success in the timberland industry comes from our people, an empowering culture and the courage to constantly challenge "the way it's always been done." Get to know us at www.rayonier.com.

Rayonier's business model cannot work if we don't have an abundant supply of certified logging contractors to harvest trees across a wide geography and to service our customer's needs. We face logging capacity issues everywhere we operate but perhaps nowhere is as acute as what we face in Northeast Florida.

My understanding is this new program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant Jefferson County Schools, with North Florida College as the submitting organization, will significantly advance economic development, help sustain the Florida timber industry and multiply employment opportunities in our region.

We look forward to having an active supporting role in JCSD's Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses and communities here in North Florida.

Sincerely,

Michael M. Bell
Vice President, Public Affairs & Communications



SOUTHERN FORESTRY
CONSULTANTS

May 20, 2022

Dane Eagle
Director
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Mr. Eagle:

On behalf of Southern Forestry Consultants, Inc., I am pleased to provide full support to the Jefferson County School District's (JCSD) proposal to create a Timber Harvesting Certification Program for adults. Southern Forestry Consultants, Inc. is a full service forestry and wildlife consulting company in the southeastern United States, and has an office in Monticello, Florida.

My understanding is this new program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant Jefferson County Schools, with North Florida College as the submitting organization, will significantly advance economic development, help sustain the Florida timber industry and multiply employment opportunities in our region.

We look forward to having an active supporting role in JCSD's Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses and communities here in North Florida.

Sincerely,

Terry Lewis

Forester

Southern Forestry Consultants, Inc.

2897 South Jefferson Street | Monticello, Florida 32344

Office: 850-997-6254 | Fax: 850-997-1065 | sfcmonticello@soforest.com | www.soforest.com

Boland Timber Company
3616 US 19 S
Perry, FL 32348

April 26th, 2022

Dane Eagle
Director
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Mr. Eagle:

On behalf of Boland Timber Company, I am pleased to provide full support to the Jefferson County School District's (JCSD) proposal to create a Timber Harvesting Certification Program for adults.

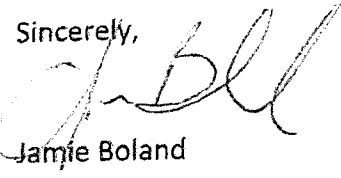
We are a family owned logging company that has been in business since the 1960's and we feel it has become increasingly difficult to hire qualified operators. It would benefit our industry if we could have trained individuals apply for jobs as opposed to people that have never been exposed to these new types of tractors and this type of work.

My understanding is this new program will draw from Jefferson as well as neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant Jefferson County Schools, with North Florida College as the submitting organization, will significantly advance economic development, help sustain the Florida timber industry and multiply employment opportunities in our region.

We look forward to having an active supporting role in JCSD's Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses and communities here in North Florida.

Sincerely,

A handwritten signature in black ink, appearing to read 'J Boland', written in a cursive style.

Jamie Boland

850-544-0581

KAT CAMMACK
3RD DISTRICT, FLORIDA

COMMITTEE ON HOMELAND SECURITY
RANKING MEMBER, SUBCOMMITTEE ON
EMERGENCY PREPAREDNESS,
RESPONSE & RECOVERY

COMMITTEE ON AGRICULTURE
SUBCOMMITTEE ON COMMODITY EXCHANGES,
ENERGY, AND CREDIT

SUBCOMMITTEE ON NUTRITION, OVERSIGHT, AND
DEPARTMENT OPERATIONS

CAMMACK.HOUSE.GOV

Congress of the United States
House of Representatives
Washington, DC 20515-0903

WASHINGTON OFFICE:
1626 LONGWORTH HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
PHONE: (202) 225-5744
FAX: (202) 225-3973

GAINESVILLE OFFICE:
5550 NW 111TH BOULEVARD
SUITE A
GAINESVILLE, FL 32653
PHONE: (352) 505-0838
FAX: (352) 505-3511

ORANGE PARK OFFICE:
35 KNIGHT BOXX ROAD
SUITE 1
ORANGE PARK, FL 32065
PHONE: (904) 276-9626
FAX: (904) 276-9336

May 17th, 2023

Meredith Ivey
Acting Secretary
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL32399

Dear Acting Secretary Ivey,

I write in support of Madison County's proposal to create a Timber Harvesting Equipment Training Program. This program would be in partnership with North Florida College and Big Bend Technical College, targeting our adult community.

As the lone Florida Republican on the House Agriculture Committee, it fills me with pride to support a training program that would be dedicated to the Florida timber industry. Forest and conservation workers are needed to improve the quality of our natural areas, including our forests and wetlands. This new program provides the resources to train workforce candidates and expose them to a wide range of skills in the timber industry. This includes operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about the industry.

With this grant funding, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state. As such, I request full and fair consideration of the Madison County's Proposal to create a Timber Harvesting Equipment Training Program. If you have any questions, please do not hesitate to contact our office at (352)-505-0838 or at Laura.Miner@mail.house.gov.

For Freedom,



Kat Cammack
Member of Congress
Proudly Serving Florida's Third Congressional District



7 April 2023

Florida Secretary of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

RE: Madison County Timber Industry Training Grant Application

CareerSource North Florida is in full support of Madison County's (in partnership with North Florida College) grant application that would institute Timber Harvesting Equipment Certification Program for adults.

As you know, CareerSource North Florida is an entirely rural Local Workforce Development Area which relies on traditional agricultural occupations. Our vibrant Timber Industry is vital to the health of our economic ecosystem as it supports other industries like Manufacturing. For this industry to continue to thrive, our employer partners need employees to start work with a baseline of technical skill, which will in turn help launch the trainee's career in the industry, dove-tailing into other occupations and even industry-based entrepreneurship.

This training program will impact the whole region, not just Madison County. It will also attract and train non-traditional and targeted populations. Through the hands-on learning opportunity this training will provide in many aspects of timber harvesting, completers will be able to be productive from Day 1 on the job.

This grant will impact our rural service area for decades, ensuring opportunity for individuals and business. CareerSource North Florida commits to actively supporting the program and look forward to the many positive effects it will have on the community and the region.

Sincerely,

Diane Head
Executive Director

705 E. Base Street | Madison, FL 32340

careersourcenorthflorida.com

p: 866.367.4758



Congress of the United States
House of Representatives
Washington, DC 20515-0902

May 11, 2023

Meredith Ivey
Acting Secretary
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Acting Secretary Ivey,

Thank you for the opportunity to submit this letter in support of Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults in partnership with North Florida College and/or Big Bend Technical College.

If awarded, the Timber Harvesting Equipment Training Program would be used to train interested workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. Additionally, it would provide candidates with critical job-shadowing opportunities which is an aspect especially key to exposing and educating individuals about the timber industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward to having an active supporting role in the Timber Harvesting Equipment Training Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region. Thank you for your consideration of this worthwhile request. If you have any questions, please contact Bethany Boggs in my office at (850) 785-0812.

Sincerely,



Neal P. Dunn, M.D.
Member of Congress



402 East Jefferson Street
Tallahassee, Florida 32301
Phone: 850.222.5646
www.FLForestry.org

March 30, 2023

Acting Secretary Meredith Ivey
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Secretary Ivey:

On behalf of the Florida Forestry Association, I am pleased to offer our full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults.

Florida forestry is important to our state both economically and environmentally. To remain competitive and sustainable, we must attract and retain skilled workers who can help to increase productivity, reduce costs, and improve overall efficiency. There is a wide range of jobs available, including tree planting, harvesting, processing, and transportation. However, many of these jobs require specialized training and knowledge.

My understanding is this new program could draw from Madison County and neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,

Alan Shelby
Executive Vice President



February 6, 2023

Secretary
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Florida Secretary:

On behalf of Genesis Timber, LLC, I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults.

We are a timber dealer located in North Florida that currently sub-contracts with logging crews to harvest timber for our company. We have been in business since 1954 and plan to provide opportunities for our children to carry on our legacy. One of the biggest challenges our industry faces is qualified workers to operate logging equipment.

My understanding is this new program could also draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,

Matthew G. Webb, President



665 SW Harvey Greene Drive
Madison, FL 32340
850.973.3863
www.graylogging.com
~ *Our Roots Run Deep* ~

January 30, 2023

Florida Secretary of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

To Whom It May Concern:

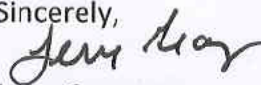
I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults.

Gray Logging, LLC is a Madison County based business that has been in operation for over 50 years. We harvest timber from many surrounding counties and currently have three crews in operation. We are proud of the fact that we do have a low employee turnover rate; however, our employees are aging, and we are in need of future replacements.

My understanding is this new program could also draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses and communities in North Florida and throughout the region.

Sincerely,

Jerry Gray, owner
Gray Logging, LLC

TEL. 386-454-1511
FAX 386-454-4831

LONCALA, INCORPORATED

March 1, 2023

Secretary
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Florida Secretary:

On behalf of Loncala, Inc., I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults.

Loncala, Inc. is a logging company who have been employing people in Florida for over 100 years. We currently employ 15 people. 10 of those employees work directly with our logging crew. We also utilize multiple contract crews during the year. We want to continue, & new a program like this could help our company & our contractors be more successful.

My understanding is this new program could also draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,



Wesley A Carter
President
Loncala, Inc.



Long Branch Land & Timber
Lake Park, GA

2/2/23

Secretary

Florida Department of Economic Opportunity

107 East Madison Street

Tallahassee, FL 32399-4120

Dear Florida Secretary:

On behalf of North Florida Reforestation Services, Inc., I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults.

At Long Branch Land & Timber, we handle all aspects of the forest industry.

PROJECTED NEED

Number of employees projected to exit/retire by December 2023: 0

Projected number of employees needed by December 2023 to fill retiring/exiting and growth/new positions: 5

Job title 1: Equipment Operators

Number of employees needed in this position: 2+

Starting salary or salary range: \$44,000 - \$55,000

Certification Required: Heavy Equipment Operator

Job title 2: Class A Truck Drivers

Number of employees needed in this position: 2+

Starting Salary or salary range: \$52,000 - \$75,000

Certification required: Class A Driver with current medical card and clean driving record

Job title 3: Mechanic

Number of employees needed in this position: 1+

Starting salary or salary range: \$44,000 - \$75,000

Certification required: mechanic certifications

My understanding is this new program could also draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,

Scott Berry

scott.longbranch@gmail.com



Madison County Chamber of Commerce

224 SW Range Ave. • Madison, FL • 32340
Office 850-973-2788

Website: www.madisonfl.org • Email: chamber@madisonfl.org

October 30, 2023

J. Alex Kelly, Secretary
Florida Department of Commerce
107 East Madison Street
Tallahassee, FL 32399-4120

On behalf of Madison County Chamber of Commerce, I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adult learners.

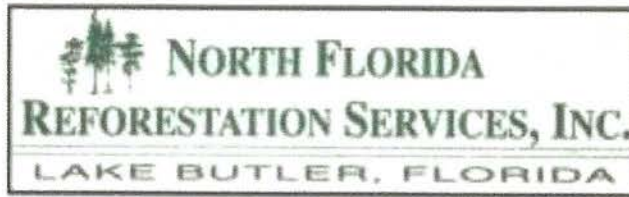
As the Executive Director of the Chamber of Commerce I am looking forward to this new program drawing from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about the timber industry as early in their careers as possible.

With this innovative program funded by the Florida Job Growth Grant, Madison County will significantly advance economic development, multiply employment opportunities for North Florida families and help sustain the Florida timber industry and related fields.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,

Jennifer Poore
Executive Director
Madison County Chamber of Commerce



2/2/23

Secretary

Florida Department of Economic Opportunity

107 East Madison Street

Tallahassee, FL 32399-4120

Dear Florida Secretary:

On behalf of North Florida Reforestation Services, Inc., I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults.

At North Florida Reforestation Services, Inc., we handle all aspects of the forest industry.

CURRENT NEED

Number of employees needed now: 14

Job title 1: Operators

Number of employees needed in this position: 4

Starting salary or salary range: \$28,000 – \$35,000

Certification required: Heavy Equipment Operator

Job title 2: Mechanic

Number of employees needed in this position: 2

Starting salary or salary range: \$32,500 – \$40,000

Certification required: Heavy Diesel Mechanic

My understanding is this new program could also draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,

Avery C Roberts



May 10, 2023

Secretary
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Florida Secretary:

On behalf of AssuredPartners of Florida, LLC dba. Stoutamire-Pavlik & Associates, I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults.

AssuredPartners is the 12th largest broker of insurance in the World with 250 offices across the country. Our office in Monticello has specialized in the logging, trucking, forest products and commercial ag industries for over 40 years. I was active in the development of the Timber Harvesters Equipment operators program at College of Central Florida and sit on the advisory board for the CDL program at North Florida College, which is one of the few CDL training programs in the southeast with a log hauling component. I serve on the board of the Florida Forestry Association, the Southeastern Wood Producers Association and Team Safe Trucking. I volunteer as a trainer for the Master Logger continuing education program in Florida, the Master Timber Harvester continuing education program in Georgia and the Professional Logging Manager continuing education program in Alabama.

My understanding is this new program could also draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,


Ryan L. Pavlik, CIC
Agency President, Monticello



Insurance

Surety

Employee Benefits

P.O. Box 569, Monticello, FL 32345
PH 850-997-2533 | FX 850-997-8660



PRITCHETT TRUCKING, INC.

1050 SE 6th Street • Post Office Box 311 • Lake Butler, FL 32054
Telephone: (386) 496-2630 • Fax: (386) 496-2883

2/2/23

Secretary

Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Florida Secretary:

On behalf of North Florida Reforestation Services, Inc., I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults.

At Pritchett Trucking, we handle all transportation aspects of the forest industry.

CURRENT NEED

Number of employees needed now: 14

Job title 1: Operators

Number of employees needed in this position: 4

Starting salary or salary range: \$28,000 – \$35,000

Certification required: Heavy Equipment Operator

Job title 2: Mechanic

Number of employees needed in this position: 2

Starting salary or salary range: \$32,500 – \$40,000

Certification required: Heavy Diesel Mechanic

PROJECTED NEED

Number of employees projected to exit/retire by December 2023: 0

Projected number of employees needed by December 2023 to fill retiring/exiting and growth/new positions: 14

Job title 1: Operators

Projected number of employees needed in this position: 4

Starting salary or salary range: \$28,000 - \$35,000

Certification required: Heavy Equipment Operator

Job title 2: Mechanic

Projected number of employees needed in this position: 2

Starting salary or salary range: \$32,500 – \$40,000

Certification required: Heavy Diesel Mechanic

My understanding is this new program could also draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,

Pam Wood

pwood@pritchetttrucking.com

Pritchett Trucking, Inc.

Office: (386) 496-2630 Ext 216

Fax: (386) 496-2883





2/2/23

Secretary

Florida Department of Economic Opportunity

107 East Madison Street

Tallahassee, FL 32399-4120

Dear Florida Secretary:

On behalf of North Florida Reforestation Services, Inc., I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults.

At M.A. Rigoni, Inc., we handle all aspects of the forest industry.

CURRENT NEED

Number of employees needed now: 3

Job title 1: Operators

Number of employees needed in this position: 3

Starting salary or salary range: \$50,000 - \$75,000

Certification required: Heavy Equipment Operator

Job title 2: Mechanic

Number of employees needed in this position: 0

Starting salary or salary range: \$50,000 – \$100,000

Certification required: Heavy Diesel Mechanic

PROJECTED NEED

Number of employees projected to exit/retire by December 2023: 0

Projected number of employees needed by December 2023 to fill retiring/exiting and growth/new positions: 3

Job title 1: Operators

Projected number of employees needed in this position: 3

Starting salary or salary range: \$50,000 - \$75,000

Certification required: Heavy Equipment Operator

Job title 2: Mechanic

Projected number of employees needed in this position: 0

Starting salary or salary range: \$50,000 – \$100,000

Certification required: Heavy Diesel Mechanic

My understanding is this new program could also draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site

preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,

Trevor Schwab

trevor@marigoniinc.com

M.A. Rigoni, Inc.



SOUTHEASTERN WOOD PRODUCERS ASSOCIATION, INC.

Post Office Box 187 • Tallahassee, Florida 32302

Phone: 904-845-7133 • Fax: 888-252-3919

February 06, 2023

www.swpa.ag

**2022 - 2024
Board of Directors**

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Jerry Gray

Vice President
Dillon Stratton, III

Secretary – Treasurer
Darlene McDonald

Chairman – Past Pres
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Richard Schwab

Association Staff

Michael Beardsley
Executive Director
Cell: (803) 554-2143
mbeardslev@swpa.ag

Pam Bennett
Operations Coordinator
pbennett@swpa.ag

Leslie Beardsley
Outreach Coordinator
lbeardslev@swpa.ag

Florida Secretary of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

On behalf of the Southeastern Wood Producers Association, Inc., I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults.

As you are aware, employers nationwide face great staffing challenges and Madison County businesses are no different. As more learners are opting for certifications in the skilled trades, it is necessary that we create the learning space where Madison County residents have the option to follow their career paths and find gainful employment locally without having to leave their community or the state.

My understanding is this new program could also draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,

Michael A. Beardsley

Florida House of Representatives

Representative Jason Shoaf

District 7

212 N. Ohio Ave
Live Oak, FL 32064
(850) 704-9937

1401 The Capitol
402 South Monroe Street
Tallahassee, FL 32399
(850) 717-5007
Fax: (888) 284-8540

103 East Ellis Street
Perry, FL 32347
(850) 259-5680

Email: Jason.Shoaf@myfloridahouse.gov

Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Secretary Ivey:

I would like to lend my support to Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults.

My understanding is this new program could also draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible. With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Best Regards,



Jason Shoaf
House Representative
District 7

- *Appropriations Committee- Higher Education (Chair)**
- Infrastructure Strategies Committee**
- * Regulator Reform & Economic Development Subcommittee**
- *Postsecondary Education & Workforce Subcommittee**
- *Select Committee on Hurricane Resiliency & Recovery**
- *Rules Committee**



THE FLORIDA SENATE

Tallahassee, Florida 32399-1100

COMMITTEES:

Education Pre-K -12, *Chair*
Agriculture
Appropriations Committee on Education
Appropriations Committee on Health
and Human Services
Education Postsecondary
Fiscal Policy
Regulated Industries
Rules

JOINT COMMITTEE:

Joint Legislative Auditing Committee

SENATOR COREY SIMON

3rd District

June 9, 2023

Acting Secretary Meredith Ivey
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

I am writing this letter of support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adult learners. There is a huge need in the timber harvesting industry for trained workers in all facets of the business and this program would help to fill that gap.

My understanding is this new program could also draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses and communities in North Florida and throughout the region.

Sincerely,

A handwritten signature in blue ink, appearing to read "Corey Simon".

Senator Corey Simon
Florida Senate District Three

□ 302 Senate Building, 404 South Monroe Street, Tallahassee, Florida 32399-1100 (850) 487-5003

KATHLEEN PASSIDOMO
President of the Senate

DENNIS BAXLEY
President Pro Tempore



SOUTHERN FORESTRY
CONSULTANTS

March 24, 2023

Secretary
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Florida Secretary:

On behalf of Southern Forestry Consultants, Inc., I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults. Logging skills and training are essential to the forest industry, especially as equipment continually gets more sophisticated and environmental concerns are increasingly important.

Southern Forestry Consultants is one of the leading natural resources consulting firms in the southeastern United States with operations in six southern states. Handling timber sales for our clients is a major part of our business, and we supervise logging operations on a daily basis. Our foresters often find that operators need more training than they are currently getting. Also, attracting young people into the field is critical to sustaining the work force.

My understanding is this new program could also draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state. We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,

David S. Lewis, ACF, CF
Vice President

Southern Forestry Consultants, Inc.

2897 South Jefferson Street | Monticello, Florida 32344

Office: 850-997-6254 | Fax: 850-997-1065 | sfcmonticello@soforest.com | www.soforest.com



01/04/24

J. Alex Kelly, Secretary
Florida Department of Commerce
107 East Madison Street
Tallahassee, FL 32399-4120

Mr. Kelly:

On behalf of the Perry-Taylor County Chamber of Commerce and Tourism office, I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adult learners.

This program could potentially assist with future economic development initiatives in the Taylor County area. My understanding is this new program will draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this innovative program funded by the Florida Job Growth Grant, Madison County will significantly advance economic development, multiply employment opportunities for North Florida families and help sustain the Florida timber industry and related fields.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses and communities in North Florida and throughout the region.

Sincerely,

A handwritten signature in blue ink that reads "Dawn V. Perez".

Dawn V. Perez
Executive Director



Florida House of Representatives

Representative Allison Tant

District 9

Tallahassee Office:
329 The Capitol
402 South Monroe Street
Tallahassee, FL 32399
(850) 717-5009

April 25th, 2023

Dear Secretary Ivey,

I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults. This training program would be a valuable addition to the local workforce because it would attract candidates from neighboring rural counties to train, in addition to the citizens of Madison County. Candidates would also be exposed to transferable skills in the timber industry such as, operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to educating individuals about our industry, as it provides hands-on experience early into the training process.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, while increasing employment opportunities throughout the state.

I look forward to having an active supporting role in the Timber Harvesting Certification Program and, I am excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,

A handwritten signature in cursive script that reads "Allison Tant".

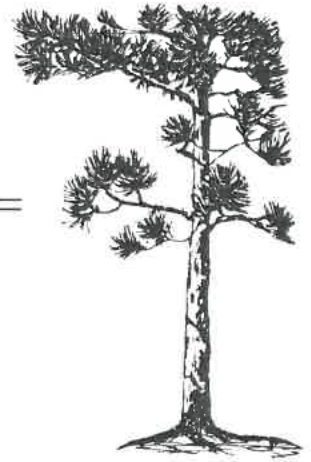
Representative Allison Tant

Florida House of Representatives, District 9

Committees: Commerce Committee | Insurance and Banking Subcommittee | Ways and Means Committee | Health Care Regulation Subcommittee | Postsecondary Education and Workforce Subcommittee | Rules Committee



USHER LAND & TIMBER, INC.



POST OFFICE BOX 843 • CHIEFLAND, FLORIDA 32644-0843 • 352-493-4221/2568 • FAX 352-493-7102

February 21, 2023

Secretary
Florida Department of Economic Opportunity
107 East Madison Street
Tallahassee, FL 32399-4120

Dear Florida Secretary:

On behalf of USHER LAND & TIMBER, INC., I am pleased to provide full support for Madison County's proposal to create a Timber Harvesting Equipment Training Program for adults.

Our company is a member of Florida's forestry industry and we employ heavy equipment operators for logging and site preparation, as well as log truck drivers. We know and understand the importance of hiring well-qualified individuals for the diverse jobs and responsibilities within our forestry community.

My understanding is this new program could also draw from neighboring rural counties to train workforce candidates and expose them to a wide range of skills in the timber industry, including operating equipment, harvesting, site preparation, replanting, conservation practices, timber loading and transport, and timber cruising. The job-shadowing aspect is especially key to exposing and educating individuals about our industry as early in their careers as possible.

With this grant, Madison County will significantly advance economic development, help sustain the Florida timber industry and related fields, and in turn multiply employment opportunities throughout the state.

We look forward to having an active supporting role in the Timber Harvesting Certification Program and are excited about the possibilities it will bring to the workforce, businesses, and communities in North Florida and throughout the region.

Sincerely,

Eric J. Handley
Forester

KEN D. GRINER - PRESIDENT • JOHN S. FISHER - VICE PRESIDENT • LYNETTA USHER GRINER - SECRETARY/TREASURER

2003 National Logger of the Year