

# 2024-25 Workforce Development Capitalization Incentive Grant

## Concept Proposal Part 1: Narrative

Type of Proposal (check one box)  9-12 CTE  Dual Enrollment

### Eligible Applicant Information

#### Submitter Information

Complete the following table with the school district or FCS institution name that will be the fiscal agency. If the proposal is for a career center or charter school career dual enrollment, please list the school district that will act as the fiscal agent for the institution. Information on specific schools included in the application will be included in the Concept Proposal Part 2: Workbook.

#### Eligible Applicant Information (Entity reported must be the Fiscal Agent)

School District or FCS Institution Name	Seminole County Public Schools
Counties Served by the Institution	Seminole County

#### School Districts (9-12 projects) only

Does your district have charter schools?	Yes
Has your district contacted charter schools about this funding opportunity?	Yes

#### Contact for Questions about the Concept Proposal

Primary Contact Information		Secondary Contact Information	
Name	Shawn Gard-Harrold	Name	
Phone	(407) 320-0265	Phone	
Email	shawn_gard-harrold@scps.k12.fl.us	Email	

#### Estimated Program Completion Date (check one box)

June 30, 2025  June 30, 2026  June 30, 2027

#### Funding Summary

Total amount requested for this project	\$ 3,000,000
If applicable, targeted industry amount	\$
Previously awarded CAP Grant amount	\$

# **2024-25 Workforce Development Capitalization Incentive Grant**

## **Executive Summary and Business Case**

**Provide a brief executive summary of your concept proposal and how funds will be used to expand opportunities for high school students in your region or statewide. (1,000-word limit)**

The executive summary must address:

- How programs and the needs in your region were identified (e.g., your Perkins CLNA process, consultation with employers, workforce partners)
- How external workforce partners contributed to the determination of priorities
- Linkages of programs to the targeted industry (if applicable) and total funds requested for each program listed.

In line with the **Perkins Comprehensive Local Needs Assessment (CLNA)** and direct consultations with local fire departments and emergency services, Seminole County Public Schools has identified a critical need for trained professionals in fire and emergency services within our region. This need is further substantiated by SCPS's engagement with state and local workforce development boards, which emphasize the growing demand for skilled emergency responders.

The White Paper on Recruitment and Retention in the Florida Fire Service, published in June of 2023, identified that "the State of Florida fire service industry has experienced challenges associated with Recruitment and Retention." The proposed Bear Brigade Fire Academy at Winter Springs High School, as part of the already existing Public Service Academy, program aims to bridge this gap by providing high school students with specialized training in fire service operations.

As evidenced below, there is a steady demand for firefighters both regionally and statewide.

Regional				Statewide			
Annual	Annual	2022 Hourly Wage		Annual	Annual	2022 Hourly Wage	
% Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry
0.46	211	24.56	16.45	0.54	1,882	27.19	17.40

The concept development of the Fire Academy program has been heavily influenced by collaborations with external workforce partners, including local fire stations, seasoned fire service professionals, and Seminole State College. These partners have not only helped in defining the curriculum scope and sequence necessary for meeting industry standards but also in offering to provide practical training opportunities for students. Their commitment extends to offering internships and job shadowing programs, which are crucial for the experiential learning component of the Academy.

The Bear Brigade Fire Academy program is directly linked to the targeted industry of fire and emergency services—a sector identified by SCPS's local economic development boards as a high-priority area. Students in the Bear Brigade Academy would begin with Fire Fighting 1 (8918210) in 9<sup>th</sup> grade, continue in Fire Fighting 2 (8918220) in 10<sup>th</sup> grade and Fire Fighting 3 (8918230) in 11<sup>th</sup> grade, and conclude with dual enrollment courses through Seminole State College in 12<sup>th</sup> grade. Students who complete the Academy's program will be provided a preferred sponsorship into Seminole State College's Fire Academy upon graduation from high school.

To launch and sustain the program, a total fund of \$3,000,000 is requested. This funding will cover:

- Development of state-of-the-art training facilities and simulation labs.
- Acquisition of specialized firefighting and emergency response equipment.

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- Professional development for instructors to stay current with the latest fire service techniques and safety protocols.
- Transportation to provide students with hands-on field experiences.
- Personnel to provide grant management support as well as consultative services

By establishing the Bear Brigade Fire Academy, Winter Springs High School will expand its Public Service Academy offerings, enhancing career readiness and community involvement among students while addressing an essential regional workforce need.

***DO NOT EXCEED TWO PAGES – 1,000 WORDS***

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## **Support for Strategic Plan**

**Describe how the project will incorporate one or more of the Goals included in the State Board of Education's K-20 Strategic Plan, outlined at: <http://www.fl DOE.org/policy/state-board-of-edu/strategic-plan.shtml>. (1,000-word limit)**

The proposed Bear Brigade Fire Academy at Winter Springs High School is designed to align with several goals of the State Board of Education's K-20 Strategic Plan for Florida, which emphasizes student achievement, workforce readiness, and access to educational opportunities across diverse populations.

**Highest Student Achievement:** The Bear Brigade Fire Academy will contribute directly to this goal by offering a rigorous curriculum that includes both theoretical knowledge and practical skills development in fire service and emergency response. This specialized track will enable students to achieve proficiency in critical areas relevant to fire safety and emergency management, enhancing their academic and professional preparation.

**Seamless Articulation and Maximum Access:** By integrating the Bear Brigade Fire Academy into the existing Public Service Academy, the program will promote seamless articulation between high school education and post-secondary opportunities or direct employment in public service fields. The program is designed to provide pathways that either lead to further education in fire and emergency services or to immediate entry into the workforce, thereby increasing access to career opportunities for students across the region.

**Skilled Workforce and Economic Development:** In collaboration with local fire departments and emergency services, the Bear Brigade Fire Academy aims to address the regional demand for trained professionals in these critical sectors. This aligns with the state's strategic emphasis on building a skilled workforce to support economic development. Through partnerships with industry professionals and local businesses, the program will provide students with the skills needed to contribute effectively to the local economy.

**Quality Efficient Services:** The implementation of the Bear Brigade Fire Academy will also focus on quality and efficiency, ensuring that educational services provided are of high standards and directly meet the needs of students and the community. The program's design includes continuous evaluation and improvement processes to maintain high educational outcomes and service efficiency.

With a total funding request of \$3,000,000, the program seeks to establish comprehensive training facilities and ensure the professional development of instructors, all of which will support these strategic goals and enhance the educational landscape in Seminole County.

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## **Project Deliverable Schedule**

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In this section, the proposal should demonstrate that the applicant has a detailed plan for implementation to help ensure the project's success. The applicant must provide a high-level summary of the project milestones, activities required to meet the milestones and the completion date for the milestone.

**Note:** Do not alter this table in any form, use the designated space to enter your agency information. If working with multiple sites, enter milestones in chronological order for the project, do not separate by site/district/charter.

*NOTE: Upon recommendation for funding, the milestones with specific associated costs will be submitted in response to the Request for Application.*

Milestone	Description of Activities to Meet Milestone	Completion date for the milestone
<b>Example 1: Procurement</b>	<b>General contractor will complete – the submittals/approvals/ procurement process. 999 Agency – ABC Location – XYZ Program</b>	<b>11/30/2024</b>
<b>Example 2: Instructor training</b>	<b>Instructors will receive specialized training on new equipment as they prepare to teach this program.</b>	<b>04/30/2025</b>
<b>Example 3: Install laboratory equipment and required software</b>	<b>Delivery of computers, laboratory equipment, and classroom supplies.</b>	<b>04/30/2025</b>
<b>Example 4: New or expanded program start date</b>	<b>Begin classes for the first-level courses ABC, ZXY</b>	<b>08/15/2025</b>
Curriculum Development and Approval	Develop a comprehensive curriculum tailored for the Bear Brigade Fire Academy program that aligns with both the state framework and the post-secondary pathways: <ul style="list-style-type: none"><li>Conduct meetings with fire service professionals/Seminole State faculty and staff to gather input on curriculum components.</li><li>Collaborate with educational specialists to design course modules that meet state educational standards.</li></ul>	On-going-beginning in Fall of 2024
Facility and Resource Setup	Prepare the physical space and acquire necessary resources and equipment for the Bear Brigade Fire Academy: <ul style="list-style-type: none"><li>Identify, secure, and remodel/renovate a location within the school for practical training.</li><li>Purchase necessary firefighting equipment and protective gear.</li><li>Set up classrooms with the required instructional technology, furniture, and materials.</li></ul>	Fall of 2024 and Spring of 2025
Staffing and Professional Development	Hire a qualified instructor and provide him/her with professional development opportunities.	Spring 2025

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	<ul style="list-style-type: none"> <li>• Advertise for and recruit experienced firefighters for instructional roles.</li> <li>• Organize a series of professional development workshops focusing on teaching methodologies and safety protocols.</li> <li>• Attend state and local conferences.</li> <li>• Establish partnerships with local fire departments and Seminole State College for guest lectures and experiential learning opportunities.</li> </ul>	
Student Recruitment and Enrollment	<p>Successfully recruit and enroll students for the inaugural class of the Bear Brigade Fire Academy.</p> <ul style="list-style-type: none"> <li>• Launch a marketing campaign to promote the Bear Brigade Fire Academy within the school and the local community.</li> <li>• Hold information sessions for students and parents to provide details about the program and its benefits.</li> <li>• Begin the enrollment process with ePathways personnel and school counselors assisting interested students.</li> </ul>	On-going-beginning in January 2025
Launch of the Fire Academy	<p>Officially launch the Bear Brigade Fire Academy and begin instruction.</p> <ul style="list-style-type: none"> <li>• Host an opening ceremony with stakeholders, including local fire departments, school board members, and the media.</li> <li>• Begin instructional sessions as per the approved curriculum.</li> <li>• Implement continuous feedback mechanisms to monitor and adjust the program as needed.</li> </ul>	2025-26
Program Evaluation and Revision	<p>Evaluate the effectiveness of the Bear Brigade Fire Academy.</p> <ul style="list-style-type: none"> <li>• Conduct surveys and interviews with students, parents, and instructors to gather feedback on the program.</li> <li>• Analyze student performance data and employment outcomes.</li> <li>• Revise curriculum and provide additional professional development opportunities as needed.</li> </ul>	2026-27

*If needed, insert additional rows above this one*

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### **Assurances**

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Applicants must thoroughly read the assurances to determine whether to submit an application for the grant. If awarded funds, the applicant will become a grantee and must agree to all terms and conditions.

- The agency understands that the grant is a one-time, non-recurring grant to be used to create or expand eligible programs.
- Funding sources for this equipment have been evaluated. The amount received from this grant may be combined with other sources, but it must supplement and not supplant.
- The equipment will be purchased, installed and available for use by students by the earlier possible date.
- If fixed capital outlay expenditures are included, the agency confirms that all facilities impacted are owned and operated by the fiscal agent.
- If the agency is responsible for charter schools, these entities have been contacted regarding the availability of these funds and have been permitted to participate in the district's application.
- The agency agrees to comply with all applicable rules for expenditure of state funds as well as any conditions in the Request for Application upon award.