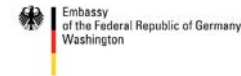


TAMPA BAY GERMAN SKILLS INITIATIVE PILOT ITC PROJECT

A TAMPA BAY REGIONAL ALLIANCE
TO IMPLEMENT A SUCCESSFUL WORKFORCE
DEVELOPMENT INITIATIVE USING THE GERMAN
APPRENTICESHIP MODEL



German American
Chambers of Commerce
Deutsch-Amerikanische
Handelskammern



Consulate General
of the Federal Republic of Germany
Miami



Career Technical Education Foundation, Inc.

"Changing the face of education today to meet the needs of tomorrow"

The Skills Initiative



PROJECT DESCRIPTION

- German Skills Initiative Publicly/Officially Endorsed By German Embassy & US Dept. Of Commerce (05/16/12)
 - Recognized Worldwide For Blend Of Theoretical & Practical Hands-on Apprenticeship Programs (Mentioned in President Obama's 2012 & 2013 State of Union Address)
 - German Government Offering Curriculum And Training Manuals To Companies And School Systems in USA (350 Occupations)
 - **CAN NOT** Be Implemented Exactly As In Germany, But Can be Modified In USA To Fill Educational Voids Currently Not Provided
 - **DOES NOT** Compete with Post Secondary Education but Sets up Pipeline to Keep Students Local (2 years Post Secondary Required)
 - Is Possible When All Community Stakeholders Are Committed
 - German Companies Have Made Huge Investments In Advanced Manufacturing In The US, But Are Dissatisfied With The Workforce Skills Available In The Market



PURPOSE

- FOLLOW SUCCESSFUL CHARLOTTE MEKLENBURG APPRENTICE 2000 MODEL
- INDUSTRY-DRIVEN INNOVATION TRAINING CENTERS IN 3 COUNTIES (1 IN EACH)
- 3 ITC' S TO BE FULLY EQUIPPED & TOOLED FOR ADVANCED MFG TRAINING
- FORM CONSORTIUM OF MANUFACTURERS TO HIRE APPRENTICES
- FILL WORKFORCE SKILLS VOID USING GERMAN APPRENTICESHIP MODEL
- GROW OWN LOCAL TECHNICAL WORKFORCE PIPELINE STARTING AGE 16
- STRENGTHEN TAMPA BAY ECONOMY IN ADVANCED MFG & ENGINEERING
- CREATE HIGHLY SKILLED WORKFORCE TO ATTRACT ADVANCED MFG COMPANIES TO TAMPA BAY AREA
- THEREBY FILLING EXISTING JOB VACANCIES AND CREATING NEW JOBS

Tampa Bay Regional Planning Council

– 2013 Manufacturing Gap Analysis



JOB VACANCIES IN 107 SKILL SETS

(April 2013 – 2,139; 2,765 in 12 mo; 3,457 within 12-36 MO)

Top 25 - 12 Month Vacancies

- | | |
|-------------------------------------|----------------------------------|
| 1. Production Solderer | 14. Electro-Mechanical Assembler |
| 2. CNC Machinist | 15. Production Lead |
| 3. Industrial Maintenance Mechanics | 16. Assembler - Fabricator |
| 4. CNC Machine Operators | 17. Electronics Test Technician |
| 5. MIG Welders | 18. Electrical Assembler |
| 6. TIG Welders | 19. Circuit Board Assembler |
| 7. Cable Assemblers | 20. Electrical Test Technician |
| 8. Welder-Fabricators | 21. Final Unit Assembler |
| 9. Warehouse Workers | 22. Repair Solderer |
| 10. Quality Inspector | 23. Maintenance Technician |
| 11. Mechanical Design Engineer | 24. Electrical Technician |
| 12. Fitter | 25. Mill Operator |
| 13. Fabricator | |



COMMUNITY STAKEHOLDERS

- **Commitment from Four Stakeholder Groups Required:**
 - **Industrial (Manufacturers and Regional Industry Clusters)**
 - **Government, Policy Makers and EDC's** (local, state, regional and federal)
 - **Educational Institutions** (K-20 including all types (home, private, charter and public, school districts, community colleges, vo-tech and university)
 - **Parents, Students, Teachers and the General Public**



VISION OF PILOT PROGRAMS

■ Pinellas County Pilot ITC Circle

- ☐ Champion HS – East Lake Engineering Career Academy
- ☐ Champion Business – Melitta, Kramski or Oscor
- ☐ Targeted Core Group of Manufacturers – Melitta, Kramski, Oscor, KUP Solutions, Tampa Bay Machining, McCormick Stevenson, PCM Precision, Advanced Protection Technologies, Pero Engineering & Sales
- ☐ Champion Vo-Tech College - PTEC
- ☐ Champion College – SPC

■ Pasco County Pilot ITC Circle

- ☐ Champion HS – River Ridge Engineering Career Academy
- ☐ Champion Business – Pharmaworks
- ☐ Targeted Core Group of Manufacturers: Pharmaworks, Bauer, Turbine Diagnostics, Bay Tech Industries, Seaway Plastics, EMS, Zeppelin Systems
- ☐ Champion Vo-Tech College – Marchman
- ☐ Champion College – PHCC

■ Hillsborough County Pilot ITC Circle

- ☐ Champion HS – Tampa Bay Technical Institute (or Middleton) initially, then proposed MOSI STEAM HS
- ☐ Champion Business – RUAG Ammotec or SMT
- ☐ Target Core Group of Manufacturers and Engineers (SMT, RUAG Ammotec, Heat Pipe Technologies, Tampa Tank, Leslie Controls, Hillsborough County)
- ☐ Champion Vo-Tech College – Erwin Technical Center
- ☐ Champion College – HCC

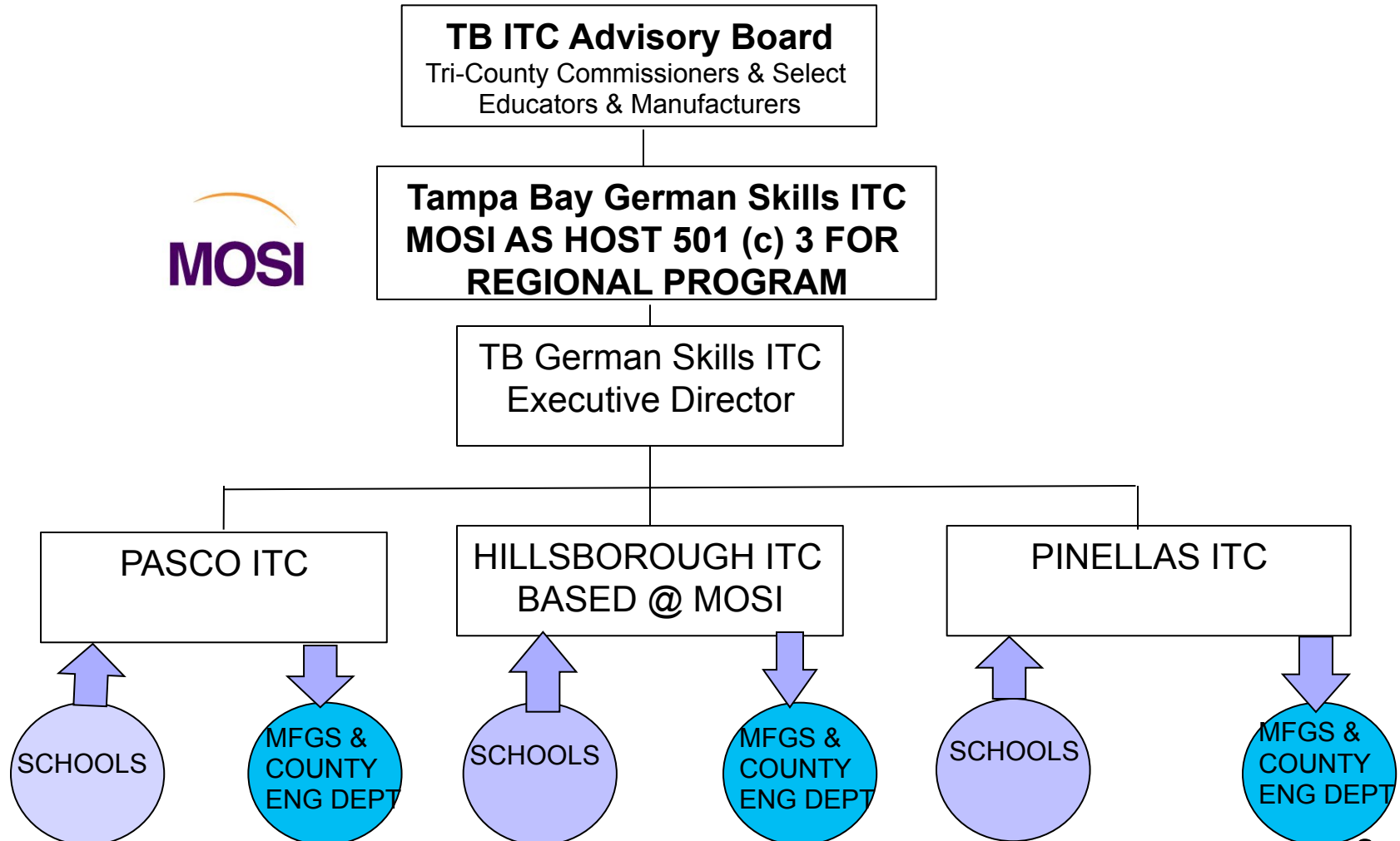


LOCATION OF COUNTY PILOT ITC' S

- ☐ **5,000 SF ITC Must Be Within 30 Minute Driving Radius from Manufacturers and Education Facilities (One in each County)**
- ☐ **Can be Co-located at a Manufacturer, rented space in Industrial Park, or co-located at an Educational Institution (HS, College, Vo-Tech, University)**
- ☐ **Must Be Managed as A Separate Entity by the TB German Skills ITC**
- ☐ **Pilot Circles including Manufacturers and Educational Institutions in Map below:**

<https://mapsengine.google.com/map/edit?hl=en&mid=zYZ3eEZvdaNo.kxSkm9XwmRH0>

Org Chart for Tampa Bay German Skills ITC





PROPOSED FUNDING STRUCTURE

- **P3 Public/Private Partnership (Manufacturers, County, State and Federal)**
 - To Provide Space For German Style Skills Training And Equipment
 - To Provide German IHK Qualified Instructors For Training And Mentoring
 - To Provide Four Year German Skills Apprenticeship Training To 180 Students (60/Co)
- **Equal Seed funding Commitments from each County (3 Counties)**
- **Lobby through Legislature for State Match**
- **US Department of Commerce Match of State and County Total**
- **Example**
 - 3 counties seed \$500K = \$1.5 M
 - Match from State of \$1.5 M = \$3 M
 - Match from US Department of Commerce of \$3 M = \$6 M
 - Total 3 year Pilot Project with Potential \$6 M Funding



COUNTY/STATE SEED FUNDING COMMITMENT NEEDED

COUNTY	YEAR 1	YEAR 2	YEAR 3	TOTAL
Hillsborough	0	TBD	TBD	TBD
Pasco	0	\$250K	\$250K	\$500K
Pinellas	0	TBD	TBD	TBD
State Match	\$1.3 M	TBD	TBD	\$1.5M
US DOC	TBD	TBD	TBD	TBD
TOTAL	\$1.3 M	\$850K	\$850K	\$3 M



ESTIMATED ANNUAL EXPENDITURES

EXPENSES	DESCRIPTION	\$
ADMIN OVERHEAD	YEARLY - Project Administrator, 3 ITC Coordinators, 6 Instructors, Rent, Cleaning, Phone, Electric, etc.	\$802K
EQUIPMENT & TOOLING	1ST YEAR ONLY	\$450K
RAW MATERIALS	YEARLY	\$45K
1ST YEAR		\$1.297 M
2ND YEAR		\$847K
3RD YEAR		\$847K
TOTAL 3 YRS	Includes all Costs – In Kind Contributions Not Deducted	\$2.991 M



SUSTAINABLE ANNUAL INCOME GOALS

SOURCE	DEFINITION	TOTAL
ADVANCED MFG APPRENTICESHIP TRAINING	180 Apprentices per year – 3 locations (60 each) (\$3,333/student/year)	\$600,000
CNC OPERATOR TRAINING	240 students – 3 locations (80 each) 6 WK CERTIFICATIONS (8/YR) \$1,250/STU	\$300,000
WELDING TRAINING	240 students – 3 locations (80 each) 6 WK CERTIFICATIONS (8/YR) \$1,250/STU	\$300,000
MECHATRONICS TRAINING	240 students – 3 locations (80 each) 6 WK CERTIFICATIONS (8/YR) \$1,250/STU	\$300,000
SUMMER CAMP	120 students – 3 locations (40 each) 6 WEEK GERMAN IHK ORIENTATION \$833/STU	\$100,000
COMPANY CASH CONTRIBUTIONS	30 or more companies (10,000 cash contribution each year)	\$300,000
STATE WORKFORCE	Workforce Training Grants	\$250,000
FEDERAL GRANTS	Workforce/Economic Dev Grants	\$250,000
PHILANTHROPIC	Individual Philanthropists	\$250,000
CHARITABLE ORGANIZATIONS	Such as Gates Foundation, SME, etc.	\$250,000
TOTAL	(Min) 1020 STUDENTS IMPACTED YEARLY	\$2,900,000



CONTACT INFORMATION

Bryan Kamm

Assistant Chapter Director
GACC South, Florida Chapter
(OFFICE LOCATED AT MOSI)

Bryan.kamm@mosi.org

813-987-6340 (MOSI direct line)

813-415-7514 (cell)