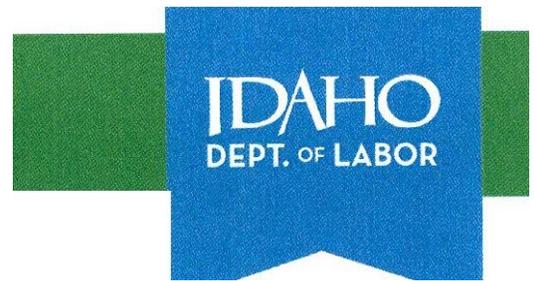


# WDTF 2017 Industry Sector Grant Application



## APPLICANT INFORMATION

<i>Business/Entity Legal Name</i>	Idaho State University
<i>"Doing business as" entity name</i>	Idaho State University
<i>Federal Tax ID Number</i>	82-6000924
<i>Business street address</i>	921 5. 8 <sup>th</sup> Ave. STOP 8046
<i>PO Box</i>	
<i>City, State, zip code</i>	Pocatello, ID 83209-8046
<i>Business website</i>	www.isu.edu/

## INDUSTRY CONSORTIUM

The applicant must be a business entity representing a consortium of at least three industry partners with a similar occupational training need; all three partners must meet current WDTF company requirements which can be viewed at:

<https://labor.idaho.gov/dnn/Businesses/Training-Resources/Workforce-Development-Training-Fund/Employer-Grants>

<b>Industry Partner Business Name</b>	<b>Physical location in Idaho (complete address)</b>	<b>Verified by IDOL (I/OOLUSEONIV)</b>
<i>T-0 Engineers</i>	<i>2471 s Titanium Place Meridian, ID 83642-6703</i>	
<i>Keller Associates</i>	<i>305 N 3<sup>rd</sup>. Ave., Suite A Pocatello, ID 83201</i>	
<i>J-U-B. Engineers</i>	<i>250 South Beechwood Boise, ID 83709</i>	
<i>Idaho Society of Professional Surveyors</i>	<i>PO Box 7886 Boise, ID 83707</i>	
<i>American Council of Engineering Companies of Idaho</i>	<i>5440 W. Franklin Rd, Ste 108 Boise, ID 83705</i>	

## **PARTNERSHIP WITH DEPARTMENT OF LABOR**

*The industry consortium must partner with the Department of Labor for assistance in identification of skill gaps and research of training options, to develop a targeted occupation labor market analysis that identifies the current and future projected gaps in employment for the industry, and to select a training solution to alleviate identified skill gaps (may be selection of a public/private post-secondary training provider, or may be development of work-based training components, or a combination of the two).*

*Provide the name of the Department of Labor staff person you are working with and a synopsis of the partnership with the Department of Labor to identify current and projected skill gaps in employment for the industry and the research completed to identify training options.*

Lon Crowell, Idaho Department of Labor, has been assisting the Surveying and Geomatics Engineering Technology program at Idaho State University (ISU) in identifying skill gaps and training options for a critical technician workforce in Idaho: **individuals who will assist Professional Land Surveyors in carrying out their work.** ISU and the Public Land Surveyor community have met on numerous occasions with Mr. Crowell to discuss the extent of the challenge facing the land surveying community in Idaho, including the need to provide further education and training for non-credentialed technicians currently working in the field. A related concern is the need to "grow our own" licensed surveyors to replace an aging land surveyor population in Idaho. ISU's Surveying and Geomatics Engineering Technology program is the only ABET-accredited program in Idaho to offer these courses. It is one of the few accredited four-year programs in the Pacific Northwest.

Surveying is one of the oldest known professions. Surveyors work with civil engineers, architects, attorneys, planning commissions, etc. Surveying encompasses Astronomy, Photogrammetry, Boundaries and Legal Descriptions, Construction and Route surveying and the Public Land Survey System. Surveyors play an integral role in developing society's infrastructure by establishing land boundaries, subdivision design, construction layout of roads highways, dams, utilities, topographic and aerial mapping and monitoring the earth's crustal movement and deformation.

Idaho is a large and very sparsely populated state with ISU located in its southeast corner. In addition to teaching on-campus, ISU has a history of delivering distance-learning courses via live audio/visual platform to remote locations. With the phenomenal growth Idaho is experiencing, in both population and economy, this statewide workforce demand is critical.

*With the help of this award, ISU will transition the Surveying and Geomatics Engineering Technology program into delivery of a fully online curriculum in addition to the option to take courses face-to-face on campus.* The initial recruiting strategy will be to reach out to incumbent workers in Idaho already working under a Professional Land Surveyor. The course content, theory, and assessment will be developed and delivered by the full-time program faculty and arrangements will be made for the laboratory component of courses to be overseen by a Mentor who is a Professional Land Surveyor. After the first year of online course delivery, necessary modifications and improvements will be made to the online curriculum and steps will be taken to promote this program regionally and nationally.

Even though the program faculty are currently off their nine-month academic year contracts and not being paid, all faculty are currently participating in professional development through completion of the eight-week "**Teaching Online with Moodle**" workshop offered through ISU's Instructional Technology Resource Center. This training will help ensure that courses faculty develop will be of high quality and the nationally-recognized Quality Matters rubric will be used as the standard for quality assurance. At no cost to the project, instructional

designers/technologists will help program faculty to create and develop the online course content for the proposed project. All courses will undergo a comprehensive quality assurance check, which includes a student evaluation to assess ease of navigation and clarity of information; an accessibility review; and a review of the essential standards of the Quality Matters rubric before they are made available.

Grant funds will be used to develop instructional materials, assessments, and learning activities to deliver the courses in a fully online format. In addition, funds will be allocated for recruiting to build up the numbers of students in this program to ensure that it will continue to produce surveying graduates not only in Idaho but also throughout the country in order to address the shortage of trained survey technicians and licensed surveyors.

An award will help the program to update the technologies necessary for the creation of multimedia instructional materials such as instructor lectures and demonstrations. While the course materials and assessments will be fully available and delivered online through the Moodle learning management system, there is still a need to have live face-to-face interactions between faculty, staff, and students at times. The face-to-face sessions will include special speaker workshops, problem solving sessions, and demonstrations of surveying technology, equipment, and software.

This award will be used to promote and market this program. The Idaho Society of Professional Land Surveyors has contributed a substantial amount of money (\$40,000) for the specific purpose of promoting this outreach program and recruiting people into the surveying profession. Marketing and recruiting will be done through various media outlets along with faculty travel to the Society's nine regional section chapters.

This award will give an unprecedented learning opportunity for incumbent workers who cannot relocate or physically attend classes on campus. The ability to complete this program through online delivery will increase the likelihood that students will enroll in the program to receive their education in this essential field. The provision of a professional land surveyor as a mentor is very appealing to both employers as well as students. This online program will make it possible for an incumbent worker/student to be able to continue working while receiving an education in surveying and the employer will benefit from the advancement of knowledge and technical expertise of the employee while he/she continues to work while taking courses. In the end, everyone benefits with new surveyors being added to the ranks of survey technicians and professional surveyors.

This proposal primarily targets **incumbent technical workers in land surveying, most who fall within the SOC 17 - 3031**. The project will help incumbent workers who wish to advance their careers through online education and training that prepares them for national certification through the National Society of Professional Surveyors. A Fall 2017 Qualtrics survey sent by ISU to all land surveyors in Idaho indicates that there is 1) great interest in online surveying education and training for technical workers, and that 2) technician wages will increase with additional certification(s), two-year and four-year degrees and ultimately professional licensure.

The relatively small workforce of land surveying technicians (an estimated 260 employees in SOC 17 -3031 in Idaho, according to Idaho Department of Labor) is nonetheless critically important to the growth and development of the Idaho economy. This workforce is employed primarily with small businesses dispersed across the state of Idaho, with concentrations of workers in southwestern Idaho and the panhandle, and to a lesser extent in southern and southeastern Idaho.

The proposal provides a career pathway for technical workers to further develop and certify their skills and abilities through the **National Society of Professional Surveyors - Certified Survey Technicians examinations**.

The project will serve a minimum of 32 incumbent technical workers who desire the national certification offered through National Society of Professional Surveyors Certified Survey Technician national examinations. At least 16 will complete the entire series *during the grant period*. The remainder will complete one year of the program during the grant period, and will be on track to finish the courses and take the certification exam.

The following types of individuals will be encouraged to complete the eight-course sequence:

- Non- degree seeking technical workers seeking national certification
- Incumbent workers seeking an Associate's Degree {Emphasis in Land
- Individuals seeking a Bachelor's Degree in Surveying/Geomatics

This technician - focused DOL Industry Sector Grant project will be an initial catalyst to help reach ISU's ultimate goals designed to meet the **statewide workforce development needs** of the professional surveying community.

*Identify the specific occupational skill gaps of the industry consortium that this proposal will address.*

*As part of the Surveying and Geomatics Engineering Technology Outreach Project proposal development*, ISU and the consortium surveyed Idaho Professional Licensed Surveyors who either work for an engineering company or own their own businesses, or work for governmental organizations such as the Bureau of Land Management. Many Professional Land Surveyors oversee survey helpers, instrument persons, and crew chiefs (SOC 17-3031). These incumbent workers perform under the supervision of a Professional Land Surveyor. Over 72% of survey respondents (representing 53 firms) indicated that they have *current employees* who would like to advance their education in surveying if they could do so while keeping their job. Survey data show that an estimated 110 current employees would be interested in obtaining a national certification as a Survey Technician. Looking ahead, 90+ of these incumbent workers might be interested in pursuing licensure as a PLS. In a strong show of statewide support for this project, over 78% of PLS respondents said they would serve as a mentor for individuals completing the online courses.

Follow-up contact with the land survey community in May 2018 confirmed that a minimum of 32 prospective participants currently work for 21 employers (this list includes two consortium partners who have also provided match money for the project).

The land surveying profession in Idaho has been impacted by the retirement of surveyors and an increasing need for professional land surveyors and technicians. To assist with a growing state economy Idaho sorely needs trained professionals to work in: public and private construction projects, land development, subdivision design and layout, boundary surveys, highway route surveying, design surveys, bathymetric surveys, etc. This current application addresses **one specific part** of the overall workforce development challenge facing the land surveying community, and that is: *meeting the education and training needs of non-licensed incumbent persons which will lead to national certification and career/wage advancement*. Their biggest challenge is that they work full time in their respective jobs across the state -- relocation to ISU's Pocatello campus to take classes is simply not practical.

ISU's program will offer eight surveying courses to incumbent workers through a blended delivery system - essentially taking the courses to the students! ISU will deliver the didactic (lecture) portion through an accessible online learning management system. Where the student lives in the

state becomes irrelevant. Because land surveying is hands-on, courses containing a laboratory component will involve a professional mentor to oversee and approve each student's lab field work. With this new capacity to deliver key survey courses at a distance ISU will make it possible for technical workers statewide to obtain certification and advance in their careers.

As said earlier, the Idaho land survey community faces several workforce challenges that put the future of land surveying in the state at risk. However, a robust workforce that can meet future needs and opportunities must include both professional land surveyors and **well-trained survey technicians**. As one partner said in support of this project, **"Without motivated, well-educated graduates, I wouldn't be in business!"** The project is an effort of ISU and five consortium members--three professional land survey firms, the Idaho Society of Professional Land Surveyors, and the American Council of Engineering Companies of Idaho. The Idaho Licensing Board for Professional Engineers and Professional Land Surveyors is also supportive. These organizations seek to address the training and certification needs of incumbent technical workers.

**TRAINING DETAILS**

*Proposed training must alleviate the skills gap(s) identified in the labor market analysis under "Partnership with Department of Labor", above, which documents the necessity of the skill(s) for specific economic opportunities and industrial expansion initiatives, and/or the necessity to upgrade the skills of new job candidates or enhancing the skills of incumbent workers leading to a wage gain or promotion as a direct result of the training.*

Training may include work-based learning opportunities or classroom training that addresses the skill gaps identified by the industry consortium

*Describe the training that will be provided with these grant resources.*

<p><i>What specific skills training will be provided? Include any planned enhancements that will be made to current training.</i></p>	<p>This project will offer incumbent workers and the general public an opportunity to develop knowledge and skills that will prepare them to seek national certification as a survey technician Level 1, Level 2 and/or Level 3. This training will be offered for college credit. Students will pay tuition and fees. Some employers will have tuition reimbursement plans.</p> <p>In addition, while not the major focus of this project, the training provided will help individuals who have a related bachelor's degree qualify to sit for the PLS exam. (The State of Idaho requires a four-year degree in surveying to qualify for licensure. People with a four- year degree in a related field must taking a minimum of 30 credits in surveying.)</p>
<p><i>Who will provide the training?</i></p>	<p><small>(Identify the entity that will provide training, the qualifications of the trainer, (s) and location of training site.)</small></p> <p>Robert Liimakka, Surveying and Geomatics Engineering Technology Program Coordinator, will lead this project. ISU offers both the AAS degree in Civil Engineering Technology, and the BS in Surveying and Geomatics Engineering Technology. As previously noted, ISU's program is the only ABET accredited program in land surveying in Idaho. The faculty will provide the online training. ISU will engage licensed land surveyors as teaching consultants/mentors to provide on-site laboratory experiences for individuals taking the classes across the state.</p>

<p><i>Where will the training be provided?</i></p>	<p>These eight courses will feature a "blended" delivery methodology that prepares individuals for career-enhancing national certification. The project will make academic preparation for a surveying career more broadly accessible to incumbent workers and the interested public across Idaho. All courses will be offered online and will be supplemented with hands-on and laboratory exercises. These activities will be conducted on-site throughout the state with assistance from land surveying professionals. This blended delivery will allow individuals to take full advantage of ISU resources and do so without travelling to or relocating to Pocatello. (In a survey of land survey firms across Idaho, 78% of respondents said they would be willing to serve as mentors for incumbent workers taking these courses.)</p>
<p><i>How many training sessions will be held during the 24 months of the grant?</i></p>	<p>This is a two-year project. Eight surveying courses (totaling 24 semester credits) will be developed for online delivery. This series of courses prepares the student/incumbent worker to take the National Society of Professional Surveyors - Certified Survey Technician (CST) Level 1 Exam. Depending on experience, the student may also be ready for the CST Level 2 or 3 Exam.</p> <p>These courses will also be accepted at ISU towards an Associate of Applied Science degree in Civil Engineering Technology and/or an Advanced Technical Certificate. (For those students interested in further professionalization, completion of a Bachelor of Science degree- Surveying and Geomatics Engineering Technology- can lead to licensure as a PLS.)</p>

## **SELECTION**

*Who will receive training from this project, (examples - general public or current employees)?*

- 1) Incumbent non-credentialed and/or non-certified workers within the three employer representatives on the consortium.
- 2) Incumbent non-credentialed and/or non-certified individuals who work elsewhere within the industry in Idaho for private sector and government employers.
- 3) The general public will also be eligible to enroll in these eight online courses, but this audience is secondary to the incumbent worker in the field who lacks a credential or certification.

This proposal specifically targets students dispersed across Idaho who are already working for a Public Land Surveyors, allowing students to remain at their job wherever they are located. There are several advantages to targeting individuals already working for a surveyor as opposed to someone who has no knowledge or experience in this field. For example, those working for a surveyor will likely have access to: *surveying equipment, surveying software, scanners, printers and a PLS to serve as a teaching consultant. Also, these are workers already familiar with the field of land surveying and potentially more likely to aspire to become a PLS. Finally, incumbent workers are already attached to*

*an employer in the state of Idaho and less likely to contribute to "talent leakage," a concept used by the Idaho Department of Labor to refer to skilled workers who leave Idaho for employment in other states.*

In addition to the development and delivery of eight online courses, this project will offer a marketing initiative designed to promote the profession of land surveying and increase enrollment in the project. Consortium partners will work closely with ISU to develop and implement a marketing strategy directed towards high schools, veteran's groups, and others. The marketing campaign will provide exposure to the profession, educate the general public about what surveyors do, and encourage people to consider surveying as a career in Idaho.

*(Finally, in support of a related workforce goal [not central to the current project] of increasing the number of licensed Professional Land Surveyors in the state of Idaho, this project also offers a path for incumbent workers who have a baccalaureate degree in a related program but lack the required 30 credits of surveying coursework to apply for licensure. Under IDAPA 10 rules, an applicant must have 30 college semester credit hours of surveying science and surveying practice to include the eight courses to be offered through this proposed Industry Sector grant.)*

## TRAINING SCHEDULE

Provide a quarterly training break-out for year one and a total for year two to show number of planned NEW participants entering training and number of individuals exiting training for each course of training, for each quarter, as shown in example below.

**EXPLANATORY NOTE:** Training activities are projected on a semester basis. The applicant will utilize Summer 2018 to prepare for online course offerings beginning Fall 2018. A minimum of 32 incumbent workers in the land survey industry will participate in this training program. They will be enrolled in two groups of students (AY18 and AY19). Group AY18 will begin Fall 2018 and will complete all four semesters (8 courses); they will sit for the national testing. Group AY19 will begin Fall 2019 (Year Two of this program schedule). This second group will complete 2 semesters of courses during the grant award period. These students will complete the remaining courses in the following two semesters, followed by CST testing. The 8 courses developed by the project will continue to be offered by ISU beyond the grant period for students residing throughout the state.

A detailed schedule follows.

Type of Training/Course Title	YR 1 FALL Semester	YR 1 SPRING Semester	YR 2 FALL Semester	YR 2 SPRING Semester	Completion Fall AY19 Group	Completion Spring AY19 Group
CET0111 Drawing with CAD	AY18		AY19			
CET0112 Beginning Surveying	AY18		AY19			
CET0121 Civil Engineering Technology Drafting		AY18		AY19		
CET0122 Intermediate Surveying and Spatial Analysis		AY18		AY19		
GEMT 2231 Survey Computations			AY18		AY19	
CET 0216/GEMT 2216 Route Survey and Design			AY18		AY19	
CET 0226 Construction Surveying				AY18		AY19
GEMT 3312 Public Land Surveying				AY18		AY19
Certified Survey Technician Exam - Level 1 or Level 2 or Level 3				Mandatory Exam for Certification		Mandatory Exam for Certification

**EXPLANATORY NOTE:** *The above course schedule is for students with no formal training or education in the subject matter and is only an example of course offerings. More advanced surveying courses will be available to those incumbent workers who have already taken those in the proposed schedule.*

**TOTAL PROJECT OUTCOMES**

*Grant objectives must have measurable results on an individual participant level. Employees or job candidates should learn new skills that were not previously available and gain enhanced skills that allow them to achieve to a higher earning level.*

*Enter total outcomes numbers anticipated during the 24-month length of the grant.*

**For current employees (incumbent workers) of the INDUSTRY CONSORTIUM:**

Number of incumbent workers who receive classroom training	3
Number of incumbent workers who complete classroom training	3
Number of incumbent workers who receive structured OJT	
Number of incumbent workers who completed structured OJT	
Average wage prior to training/average wage after training	
Number attaining recognized credential/skill badge*	3

**For other individuals (not currently employed by the INDUSTRY CONSORTIUM): EMPLOYED BY OTHER COMPANIES**

Number of individuals who receive training	29
Number of individuals entering training-related employment within 30 days of training completion <b>Continuing employment in the field</b>	29
Number of individuals entering training-related employment with one of the project's business partners <b>Incumbents</b>	N/A
Anticipated average hourly wage of new hires (minimum of \$12/hour) <b>Are Incumbents</b>	N/A
Number attaining recognized credential/skill badge*	29

\*Skill badging is a new state project to provide workers with a recognized badge for attainment of a specific job skill through structured classroom training or through on the job learning. These skill badges will eventually be recognized by employers and transferrable between post-secondary training institutions to improve career ladders for workers.

**EXPLANATORY NOTE:** *A minimum of 32 total incumbent workers will participate in this project. Three will be employees of consortium partners. The remaining twenty-nine will be current employees of other land surveying and engineering companies throughout Idaho. The two consortium partners that represent surveying and engineering companies but do not employ technicians, will assist with referrals to the project and advocacy for development of the workforce. The Qua/tries survey results confirm that employers are prepared to increase the salaries of those who attain the certifications. Employers who have identified incumbent workers interested in this education have been identified and are listed in this application.*

## CONSORTIUM'S OUTCOMES

*Each industry consortium partner is expected to value this training to meet their workforce needs. For each partner, provide the hiring/incumbent training/wage increase numbers anticipated at their worksite.*

**1. NAME OF INDUSTRY PARTNER: T-0 Engineers (0)**

*This industry partner currently has no incumbents to take the training, but has provided match money for the project.*

**2. NAME OF INDUSTRY PARTNER providing participants: Keller Associates**

**For current employees (incumbent workers) of the INDUSTRY CONSORTIUM:**

Number of incumbent workers who receive classroom training	1
Number of incumbent workers who complete classroom training	1
Number of incumbent workers who receive structured OJT	
Number of incumbent workers who completed structured OJT	
Average wage prior to training/average wage after training	
Number attaining recognized credential/skill badge*	1

**"Salaries would likely range between \$37,440-\$41,600 - depending upon experience, LSI, etc."**

**3. NAME OF INDUSTRY PARTNER: J-U-8**

**For current employees (incumbent workers) of the project's business partners:**

Number of incumbent workers who receive classroom training	2
Number of incumbent workers who complete classroom training	2
Number of incumbent workers who receive structured OJT	
Number of incumbent workers who completed structured OJT	
Average wage prior to training/average wage after training	
Number attaining recognized credential/skill badge*	2

**"We pay field technicians around \$18/hour. A survey party chief will be around \$24/hour. Exact pay depends on experience and qualifications." Passing one of the CST Levels 1, 2 or 3 would result in a pay increase.**

**4. NAME OF INDUSTRY PARTNER: American Council of Engineering Companies of Idaho**

**This industry partner will not provide participants, but will provide REFERRAL AND ADVOCACY**

**5. NAME OF INDUSTRY PARTNER: Idaho Professional Society of Surveyors**

**This industry partner will not provide participants, but will provide REFERRAL AND ADVOCACY**

<b>Statewide Employers with incumbent workers for this project (w/industry partner figures)</b>	<b>Location</b>	<b>Incumbents interested in taking project courses</b>
Land Surveyors Inc.	Hayden	1
J-U-B Engineers*	Boise	2
FOX Land Surveys	Boise	1
J.C. M inser	St Maries	1
Dioptra	Chubbuck	2
High Country Land Surveying	Pierce	1
Keller Associates*	Pocatello	1
Ames Construction (licensed to practice in Idaho)	West Valley City, UT	3
AW Engineering	Victor, ID	1
OBEC Consulting Services	Salem	1
BLM	Statewide	1
Ruen Yeager & Associates	Coeur d'Alene	2
Wade Surveying	Salmon	1
Idaho Power   Corporate Real Estate	Statewide	1
Garcia Land Surveying, LLC	Idaho Falls	1
Compass Land Surveying	Nampa	1
Quadrant Consulting	Boise	2
Idaho Survey Group	Meridian	2
Idaho Transportation Department	DS	3
Glahe & Associates, Inc.	Sand Point	4
Dowl (licensed to practice in Idaho)	Redmond, WA	1
		33

\*this is an industry partner providing both participants and financial support

**This table represents initial statewide interest based on information gathered from employers by ISU and the Idaho Society of Professional Land Surveyors in May 2018.**

**EXPLANATORY NOTE:**

It has been difficult to determine a set salary for survey employees and insert it into the outcomes table. That pay scale is dependent on many factors, i.e. current experience, education, talent, attitude, economic climate, etc. In addition, employers tend to be reluctant to disclose their employee's salaries. We have already received some salary ranges that indicate this. A licensing board member stated that a 10-15% increase for each CST milestone achieved would be a reasonable expectation. Results of the Qualtrics *Surveying DOL Sector Grant Industry Needs Survey* - January 12, 2018 (referred to on page 3 of this proposal) do give some insight as to how passing the CST Exam at various levels affects the workers hourly wage rate (Base starting salary \$0.00).

Approximately 50 PLS respondents replied anonymously to the projected hourly pay rate increase. See following information. The question read:

*"For each National Society of Professional Surveyors - Certified Survey Technician certification listed below, estimate the increase in hourly rate (dollars/hour) that an incumbent worker at your company might expect if attained. For each estimation, assume that they progressed only one certification level."*

	Field	Minimum	Maximum	Mean	Std Deviation	Variance	Count
1	NSPS CST Level I	0.00	6.00	1.34	1.14	1.29	47
2	NSPS CST Level II	0.00	6.60	1.87	1.33	1.78	50
3	NS PSCST Level III	0.00	7.50	2.61	1.69	2.85	49
4	NSPS CST Level IV	0.00	9.00	3.48	2.48	6.13	49

***Next Page-Budget and Required Match***

**BUDGET & REQUIRED MATCH**

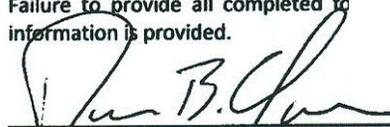
**WDTF  
Sector Grant  
Budget Summary  
Surveying and Geomatics Outreach Project**

		WDTF Cost per Participant	\$ 4,987.36
<b>WDTF Grant Request</b>		<b>\$159,595.50</b>	
Personnel/Salary	\$ 92,811.00		43.66%
Fringe Benefits	\$ 7,395.00		3.48%
Travel	\$ 5,000.00		2.35%
Equipment	\$ 41,509.50		19.53%
Training Materials	\$ -		
Contracted Services	\$ 12,880.00		6.06%
Other	\$ -		
Admin Costs	\$ -		
<b>Partnership Cash</b>	<b>\$ 53,000.00</b>		<b>24.93%</b>
Personnel/Salary	\$ -		
Fringe Benefits	\$ -		
Travel	\$ -		
Equipment	\$ -		
Training Materials	\$ -		
Contracted Services	\$ -		
Other	\$ 53,000.00		24.93%
<b>Partnership In-Kind</b>	<b>\$ -</b>		
Personnel/Salary	\$ -		
Fringe Benefits	\$ -		
Travel	\$ -		
Equipment	\$ -		
Training Materials	\$ -		
Contracted Services	\$ -		
Other	\$ -		
<b>Total Project</b>	<b>\$212,595.50</b>		

Complete

1. The application must provide a detailed budget identifying the direct personnel costs, fringe benefits, equipment cost, facility costs and other identified costs to deliver this training. For each line item on the budget, provide the budget amount, a detailed narrative describing how the line item amount was determined, the necessity of the item to develop/deliver training, and whether the cost is supported by grant funds or partner match (cash or in-kind).
2. **Administrative costs** covered by the WDTF resources cannot exceed 5 percent of grant request. Administrative costs will calculate automatically. If requesting administrative costs as part of the grant, enter Yin the QTY column on the Administrative Costs line.
3. The industry consortium, together with its training provider partner, must provide resources that directly support the proposed training at one of the following rates:
  - o 25 percent cash match of the total grant request, or
  - o 100 percent in-kind match equal to the total grant request, or
  - o A proportionate combination of cash and in-kind match.

Failure to provide all completed form information is provided.

  
\_\_\_\_\_  
Signature of Lead Applicant

3-16-2018