

## Industry Sector Grant

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Applicant	Marita Diffenbaugh
Applicant ID	APP-000545
Company Name	Elevate Academy North
Recipient Address	Elevate Academy North PO Box 1162 Rathdrum, ID 83858
Email	mdiffenbaugh@elevate-north.org
Funding Requested	\$869,956.00
Status	Submitted
Funded	<input type="checkbox"/>

Application Title: Elevate Academy Industry Sector Grant

Review Notes:

October 26th Grant Review Committee Notes:

Elevate Academy - Industry Sector Grant

Elevate Academy is building a new facility in Post Falls. The grant request is specific to the new Post Falls site and seeks funding for equipment and personnel for the career technical education school. The mission is to make connections between education and career opportunities for participating students (targeting 6th-12th grade students meeting the states at-risk qualifications). The Post Falls center will focus on construction, welding/manufacturing, business/marketing, health professions, culinary arts, drones/technology, and potentially aerospace. In as early as three years the Post Falls center will have a graduating class.

Mr. Thomsen visited the existing Caldwell school.

- Its non-traditional structural design was noticeably open and welcoming.
- It was visible the faculty actively work with local industry to further the connectivity between curriculum and employer needs.

WDTF Request: \$869,956

Discussion:

Is there a foreseen need within the community?

- The facility analysis scored the program need "Well" overall.
- Addresses the need for a broader talent pipeline targeting at-risk and providing those at-risk multiple choices for schooling.
- CTE schools like Elevate Academy, need to procure additional funding as they are more costly to operate than traditional schools.

Motion by Ms. Griffin to recommend approval of the Elevate Academy Industry Sector Grant in the full amount of \$869,956 to the Executive Committee. Second by Mr. Reynolds. Motion carried.

WDTF Request: \$869,956

## Company Information

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**Question:** Business entity name

Elevate Academy North

**Question:** "Doing business as" entity name

Elevate Academy North

**Question:** Federal Tax ID Number

86-2581737

**Question:** Street address

SW Corner of Killdeer Ave and Bogie Drive in Post Falls - Street Address TBD during

construction process

**Question:** PO Box (If applicable)

PO Box 1162

**Question:** City

Rathdrum

**Question:** State

ID

**Question:** Zip code

83858

**Question:** Business website

[www.elevate-north.org](http://www.elevate-north.org)

**Question:** First name of person to be contacted about this application

Marita

**Question:** Last name

Diffenbaugh

**Question:** Job title

Charter Administrator/Principal

**Question:** Street address

SW Corner of Killdeer Ave and Bogie Drive in Post Falls, Idaho - New Construction - Address will be shared upon receiving

**Question:** City

Post Falls

**Question:** State

ID

**Question:** Zip Code

83854

**Question:** Email address

mdiffenbaugh@elevate-north.org

**Question:** Contact phone

208-863-8691

## Consortium

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The applicant must be an employer or educational entity representing a consortium of at least three employer partners with a similar occupational training need. All members of the consortium will be required to complete a Memorandum of Understanding (MOU). A link to the grant MOU is provided below. Please upload all completed and signed MOU's by the consortium to this section of the application.

### [Employer Partner MOU](#)

**Question:** Please describe how employer partners are involved in the project and how they will engage with trainees who receive training.

Elevate Academy North's employer partners provide our instructional team with information about needed skills and knowledge in their industry area. Through research and communication with our employer partners, we have selected Career Technical Education offerings that align to the job opportunities and needs in our area. Elevate Academy staff will continue collaboration with employer partners throughout each school year to provide opportunities for guest speakers, skill-building events, internships, and for mapping out educational opportunities to align to the skill sets needed for jobs that are needed and connect to students' interest and strengths. Our employer partners are serving as thought partners and are looking to hire our graduates, as well as supporting our educational offerings. Please note, we have non-profit organization partners who have supported us financially through Idaho Communities of Excellence Charter School Program (CSP Grant attached in Question 21) and J.A. & Kathryn Albertson Foundation (JKAF Grant attached in Question 21) and these meet the requirements of the matching grant. This request of Industry Sector grant fills the gap between what we are receiving from start up construction/facility grants and public school dollars in order to support us in providing Career Technical Equipment and start up personnel to activate our career technical training, starting in the school year of 2022-23. Our school is starting with 6th-10th grade students and this is welcome by our employer partners, as early career exploration and employability/life skills are needing to be supported and offered earlier than what is currently available in our region. By 2024-25, we will be serving 336 students in grades 6th-12th grade, with 48 students prepared to enter the workforce and apply for open jobs in our communities.

We have three listed with MOU paperwork (GINNO Construction, Mandere Construction, and Pacific Steel) and we are fortunate to work with these incredible teams. Please not that for each of our CTE programs (Construction, Manufacturing/Welding, Culinary Arts, Health Professions, Medical Arts, Business/Marketing, Drones/Technology), we have 3 or more industry/employer partners who will be also be a part of our technical advisory groups and support for training. We are also partnering with KTEC (11th-12th grade Career Technical School shared between the three districts that we will also be serving, and North Idaho College's workforce development/apprenticeship programs. Elevate Academy North serves students at the beginning of the continuum of the incredible community effort of providing education to support

needs in the trades and within local businesses. We are excited to be a part of this and see how the Idaho Workforce Development Council is a powerful partner in our steps moving forward, not only through grant opportunities, but through collaboration and resources.

**Question:** Do each of the industry partners pay at least \$12 per hour

Yes

No

**Question:** Please upload completed MOU here.

[Mandere Construction - Proof of Medical Coverage.pdf](#) (8/12/2021 12:09 PM)

[Mandere Construction - Evidence of Benefits - pdf.pdf](#) (8/12/2021 11:28 AM)

[Pacific Steel - MOU.pdf](#) (8/12/2021 8:50 AM)

[Mandere MOU.pdf](#) (8/12/2021 8:49 AM)

[GINNO MOU.pdf](#) (8/12/2021 8:47 AM)

[GINNO Benefits 2021.pdf](#) (8/12/2021 8:46 AM)

[North Elevate Executed Grant JKAF \(2\).pdf](#) (7/16/2021 11:41 AM)

[Signed CSP SubGrantee Award EleNorth PleaseSign \(1\) \(2\).pdf](#) (7/16/2021 11:40 AM)

## Project Overview

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**Question:** Please provide a brief overview/executive summary of the training need(s), current/projected skills gaps, and what you're trying to accomplish with this project. (You are limited to 2000 characters for this section so please be concise.)

Elevate Academy North is a Career Technical Education school of choice for students in 6th through 12th grades that are considered at-risk under the state of Idaho's At-Risk qualifiers. Elevate Academy North has a goal to offer a school option to local communities (Coeur d'Alene, Hayden, Post Falls, Rathdrum) that are looking to create a pipeline of highly-skilled, employable workers to meet their local industry and business needs. As part of the Elevate Academy Network, our school shares the key tenets of Community and Opportunity Driven, Career Technical, Beat the Odds for At-Risk Youth, Integrated Purpose Driven Curriculum, and Mastery-Based Education that are empowering students at the first Elevate Academy in Caldwell founded by veteran educators Monica White and Matt Strong. Marita Diffenbaugh, Elevate Academy North Administrator, has spend the past year researching industry/employer needs and has developed a plan for Career Technical Education offerings that will fill the gap between the workforce needs and skilled workers available. Elevate Academy North breaks ground August 23, 2021, with doors opening to students the following year on August 23, 2022. This grant will help us provide necessary equipment and supplies within our Career Technical Learning Spaces, along with providing personnel to serve as a liaison between our community and school to ensure that we continue to provide relevant training, to partner with employers for apprenticeship/internship offerings for our students, and to connect our graduates with local employment opportunities. Our first graduating class will be ready to enter the workforce upon completion of this three year grant. Our partnership with Idaho Department of Labor will support

our goals to ensure that training matches workforce needs and to measure the success of how Elevate's education/training contributes to the success of our students while filling the employment gap in our local communities and in Idaho.

**Question:** How will the project change and/or enhance the current landscape of Idaho's talent pipeline/development efforts.

As a community-driven school, our hope is to help fill the employment gap for industries that are in the most need and we will begin by offering Construction, Welding/Manufacturing, Business/Marketing, Health Professions, Culinary Arts, Drones/Technology, and potentially Aerospace. The Idaho Workforce Development Council Industry Sector grant funds will help us provide necessary equipment and supplies within our Career Technical Learning Spaces, along with providing personnel to serve as a liaison between our community and school to ensure that we continue to provide relevant training, to partner with employers for apprenticeship/internship offerings for our students, and to connect our graduates with local employment opportunities. As we work with our design/engineering team to get our hard construction costs down, along with industry partners and local contractors to seek their support for the building structures, it would be incredible to know that we have funding to supply our CTE learning spaces with resources and personnel needed to begin school with students on August 23, 2022. Our first graduating class will be ready to enter the workforce upon completion of this three year grant. We are excited to partner with the Idaho Department of Labor, through this grant, to follow the success of our students as they move from education/training to contributing in our community through employment opportunities through our partnership with our local industries.

**Question:** What specific skills training will be provided? Include any planned enhancements that will be made to current training.

Elevate Academy North provides students with a 6th-12th Grade Integrated Purpose Driven Curriculum as we believe students should not have to learn information in isolation. All learning will come with a purpose behind it, an explanation of why we are learning it, content standards are crosswalked with the careers they are studying, and community/industry connections are made clear. We provide purpose and the 'why' behind everything we teach.

At Elevate Academy North all of the core learning (math, science, reading, writing, social studies, arts) are taught through the trades. Our goal is to provide hope and opportunity to each student, by helping them develop life skills, along with their academic and technical skills that will have them next step ready for career and employment opportunities.

This grant will provide a full-time Career Placement Coordinator for our school who will support our instructional staff, help lead our CTE Advisory teams where we connect industry needs with our educational offering, curate community resources, and connect our graduates to local employment opportunities.

**Question:** How will the project accelerate the pathway to a career for individuals being trained.

Our school's mission/vision is to help connect the dots between education/training of middle and high school and career/employment opportunities. Throughout our research, employer partners have shared that they are struggling to find employees who are ready to be employees. They are looking for people to hire who will choose to show up, be kind, be safe, and be willing to learn. By embedding the soft skills/essential life skills into the academic and technical learning experiences, we are working with our community partners to help our students be next step ready. We will do this by providing transparency to what is being taught, how this is valuable to them as an individual and how the skills, knowledge, or dispositions connects to career and

employment opportunities. In addition, students will have the youth apprenticeships/internships options and access to earn certifications in the specific career skillsets. Career possibilities will be endless as our will students bundle their mastered skills to prepare for a workplace where they can contribute to and earn a wage that helps them thrive. Some specific job gaps in our areas that students will be given the opportunity to train and apply for upon graduation of Elevate Academy North will include Carpentry, Welding, Fabrication/Manufacturing, Health Professions (Assistants, EMT, CNA), Culinary Arts/Hospitality (Cook, Kitchen Team Member, Event Planner/Coordinator), Aerospace (Drone Pilot, Airport Operations, Intern for Flight/Mechanics). Elevate Academy North work with local industry partners in the development and implementation of CTE programs to ensure students connect directly to employment after high school.

**Question:** If training exists in the marketplace, describe why this project better meets employer and/or workforce needs.

In North Idaho, we are fortunate to be a part of the workforce pipeline that is being developed through KTEC, North Idaho College, and through the CDA Tribal Education. Elevate Academy North will help begin the continuum of resources and opportunities available through the early exploration with our middle school grades, and supported high school experiences. Many of the students that we serve would not qualify for the existing resources, as we are reaching out to students who are not finding success in their current educational setting. Our school provides an integrated approach, where students need to navigate only one campus, and will be provided with wrap around support to meet their individual needs. We have developed relationships with others who are providing apprenticeships/internships and will integrate as a part of the needed educational offerings to connect education, industry, and community.

**Question:** Who will receive training from this project (examples – general public or current employees) and how will they be recruited?

Elevate Academy North is a public charter school for students in 6th-12th grades. We will begin 2022-23 by serving 6-10th grade students 240 students, adding 11th grade 2023-24 to serve a total of 288 students, and by 2024-2025 we will add 12th grade for a total school capacity of 336 students. We plan on having 48 graduates for the 2024-25 that will enter the workforce.

**Question:** Please describe any credentials that participants will obtain.

At Elevate Academy North, we are working with each student to ensure that upon graduation, they have their diploma, along with needed certifications or experiences needed to take advantage of employment opportunities. Our Career Placement Coordinator will help our instructional team curate and plan for these needed credentials in the industry fields that we offer training in. The following are samples of certifications/credentials that relate to our CTE offerings and will be available and activated as they are related to input from our industry partners and our technical advisory committees:

Construction - OSHA 10 Certification

Manufacturing/Welding - AWS Certified Welder

Culinary Arts/Hospitality - Food and Safety Certification, Tourism Management Certification Program,

Health Professions - Emergency Medical Technician Certification, CNA Certification

Business/Marketing - Cloud-Based Computing Certification, Entrepreneurship & Small Business - Student-Run Business

Aerospace - Drone Certification

**Question:** Who will provide the training? (Identify the entity that will provide training, the qualifications of the trainer(s), and location of training site.)

Elevate Academy North instructional staff will provide educational experiences that are aligned to the Career Technical Education (CTE) offerings that we offer. CTE teachers hired will come with industry experience, along with credentials/certifications required to teach their designated content area. Our teachers will also involve our employer partners to offer guest speakers, field trips, community service projects, and internship opportunities to our students.

**Question:** Where will the training be provided?

Elevate Academy North is located at the SW Corner of Killdeer Ave and Bogie Drive in Post Falls, Idaho. Our school will be ready to open August 2022, and will have state of the art academic and technical buildings combined at about 40,000 square feet (24,832 sq feet - Academic building and 14,588 sq feet - Technical building) and includes fully functioning shops for construction, manufacturing, welding, along with a culinary arts kitchen, business/technology center and medical arts room, in addition to our 6th-12th grade content learning spaces. Training will be provided at our school and through other venues/spaces that are organized in partnership with our industry and community partners.

**Question:** Please provide a detailed description of why funding is needed for this project?

The Idaho Workforce Development Council Industry Sector grant funds will help us provide necessary equipment and supplies within our Career Technical Education (CTE) Learning Spaces in the areas of Construction, Welding/Manufacturing, Culinary Arts, Health Professions, Business/Marketing, Technology, and potentially Aerospace. As we work with our design/engineering team to get our hard construction costs down, along with industry partners and local contractors to seek their support for the building structures, grant funding will be needed to offset these unexpected elevated costs to supply our CTE learning spaces with resources needed to begin school with students on August 23, 2022. This grant funds will also support us in hiring a full-time Career Placement Coordinator in our start-up years. These funds will help fill the gap, as we move to our full student capacity in the 2024-25, where after that we will be able to sustain this position with our school budget. Hiring this position early, ensures that the relationships and relevant trainings continues between our industry partners and our Elevate Academy North staff.

**Question:** Will tuition be charged? If yes, please explain.

Elevate Academy North is a free public charter school, and no tuition is charged.

## Training Schedule

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Provide a quarterly training break-out for year one and year two. For year three show the number of planned NEW participants entering training and number of individuals exiting training for each course of training, for each quarter. Any example is provided on the provided training schedule.

[Training Schedule](#)

**Question:** Please provide an anticipated project start date?

7/13/2021

**Question:** How many training sessions will be held during the 36 months of the grant?

Elevate Academy North has integrated training sessions into our year-round school calendar. Our first school year begins August 23, 2022, and will provide continual training for each year after this. Our school calendars will be approved by our board members and posted on our website, [www.elevate-north.org](http://www.elevate-north.org) each school year. We have added today's date as a start up date, as the equipment and supplies may need to be purchased now to ensure that they arrive for our August 23, 2022 school start up date. Our Career Placement Coordinator would begin August 2022.

**Question:** Please upload Training Schedule form here. A link to the form is provided at the top of this section.

[Elevate Academy North Training Schedule Updated 8.12.21.xls](#) (8/18/2021 9:46 AM)

## Sustainability

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The industry consortium will need to show if and how the project will be sustained past the grant period.

**Question:** Please describe if and how the project will be sustained past the grant period?

Elevate Academy North's mission, vision, and goals ensure that this project will sustain past the Industry Sector grant period. The skills, knowledge and dispositions that students will be learning in each of the classrooms/workshops will serve as a kind of pre-internship training program that will prepare our graduates to be ready to enter workforce, and therefore fill help fill the gap for local businesses and industry partners. The Elevate Academy North Performance Certificate 2022-2027 has been approved through the Idaho Public Charter School Commission to provide a 6th-12th learning environment committed to serving at-risk students. Through purposeful instruction students will take responsibility for leading their own lives and studying a career track that may include vocational and college paths or a combination thereof. By owning their educational pathway, students will become contributing members of their community and local economy upon graduation. Elevate Academy North is a public charter school that receives the same kind of state and federal dollars that a school district does to support the education of our students. Some of these state dollars include help for the maintenance of our Career Technical Programs. Overall these funds come after students are enrolled and attending school, therefore we have a gap in providing the needed equipment to get our Career Technical Programs started. This Industry Sector grant will fill this gap, and help us with the start up personnel needed.

## Project Outcomes

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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.

**Question:** Number of participants/incumbent workers who will receive classroom training?

336.00

**Question:** Number of participants/incumbent workers who will complete classroom training?

48.00

**Question:** Number of participants/incumbent workers who will receive structured on-the-job training?

96.00

**Question:** Number of participants/incumbent workers who will complete structured on-the-job training?

48.00

**Question:** Number of individuals attaining some type of recognized credential, including degrees, occupational licenses, industry certifications and/or Idaho SkillStack Badges.

48.00

**Question:** Average wage for incumbent workers prior to training?

\$0.00

**Question:** Average wage for incumbent workers after training?

\$12.00

**Question:** Number of open enrollment individuals entering training-related employment within 30 days of training completion?

48.00

## Budget

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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).

## [Budget Sheet](#)

**Question:** How else have you sought to fund this project?

Elevate Academy North is supported through the Elevate Academy Network's board and central office and has received start-up funding from the J.A. and Kathryn Albertson Family Foundation, An Idaho New School Fellowship through BLUUM Partnership, and has been awarded a federal grant through Idaho's Communities of Excellence Federal CSP Program hosted by BLUUM. These funds are providing construction/land costs. The industry sector grant will provide necessary equipment and personnel to begin our education to workforce infrastructure and that will sustain after the three year grant is complete.

**Question:** Why do you think WDTF is a good source of funding for this project?

Elevate Academy North shares the common mission and vision of the WDTF Our Vision We envision a future where Idaho's diverse and prepared workforce meets the needs of our unique communities and employers, as listed on your website - Our Mission We champion strategies that prepare Idahoans for careers that meet employers' needs. Please check out our website [www.elevate-north.org](http://www.elevate-north.org) to see how closely aligned we are with WDTF goals. WDTF has been a powerful support in North Idaho (North Idaho College, University of Idaho, KTEC), and we are excited to be a part of this great continuum that will be a pipeline for students to prepare for the workplace. We are looking forward to helping connect the dots with between the great work happening in career technical educational offerings and through the support of many who are working to fill the gap between education, industry, and community.

**Question:** Please download the attached budget. Once completed, upload budget here. A link to the budget is provided above.

[Elevate Academy North ISG Budget 8-18-21.xlsx](#) (8/18/2021 11:33 AM)

[Elevate Academy North CTE Budget 21-22.xlsx](#) (8/12/2021 12:41 PM)

## Tracking and Reporting

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WDTF grant funds must be expended within a 36-month period. Award of funds will require the lead applicant/grant recipient to provide "skill training plans" for each job classification, identification of vendor training, training descriptions, skill attainments and costs. If the consortium provides internal training, the training must be a structured on-the-job training with a specific outline of the training curriculum, skills gained, expected outcomes and details on the effectiveness of the training.

**Question:** Entity responsible for tracking and reporting.

Elevate Academy North

**Question:** Contact Person First Name

Marita

**Question:** Contact Person Last Name

Diffenbaugh

**Question:** Job Title

Administrator

**Question:** Contact Phone

208-863-8691

**Question:** Email Address

mdiffenbaugh@elevate-north.org

**Question:** Street Address

SW Corner of Killdeer Ave and Bogie Drive.

**Question:** City

Post Falls

**Question:** State

ID

**Question:** Zip Code

83854

## Organizational and Fiscal Capacity

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The grant recipient – either the lead applicant or the training provider identified above – must have the organizational and fiscal capacity to track funds and safeguard spending.

**Question:** Please provide a short summary outlining your organizational capacity to complete this project?

Elevate Academy North is supported through the Elevate Academy Network's board and central office and has received start-up funding from the J.A. and Kathryn Albertson Family Foundation, An Idaho New School Fellowship through BLUUM Partnership, and has been awarded a federal grant through Idaho's Communities of Excellence Federal CSP Program hosted by BLUUM. Elevate Academy North has received local support through industry partnerships and city leadership that has made our land purchase possible, within our budget. Many have been

working to help get Elevate Academy North to the goal of providing hope, opportunity, and community to students who are in the most need. The resources that have been provided through philanthropy and grants have given us a great start with a construction budget of a little over 7.2 million, however, due to the high costs of construction, we have recently discovered that we are 2.5 million over what we can afford and sustain. It's critical that we have enough in our budget to pay teachers and staff an appropriate North Idaho wage, so reaching into other buckets to fill this gap, is not possible. As we work with our design/engineering/construction team to get our hard construction costs down, along with industry partners and local contractors to seek their support for the building structures, we are discovering an unexpected need for additional funding due to current increased construction costs. It would be incredible to know that we have the Industry Grant Sector funding available to supply our CTE learning spaces with resources and personnel needed to begin school with students on August 23, 2022.

**Question:** Please describe the grant recipient's accounting structure, job titles, and qualifications of staff responsible for fiscal actions.

Marita Diffenbaugh - Administrator/Principal - Elevate Academy North - Hiring staff and management/oversight of school

Monica White - CEO - Elevate Academy Network - Central office support and management oversight

Darren Uranga - CFO - Elevate Academy Network - Central office support and financial oversight

Kellie Foreman - Board Chair - Elevate Academy North Board of Trustees

Please note that as we are a new Career Technical school, beginning our build year, and will open in August 2022 with students to begin our training. As we share a board and central office support (CEO, CFO) with Elevate Academy in Caldwell, along with key tenets, we have included an audit for Question 60, from Elevate Academy in Caldwell, as a sample to show the expectation of an Elevate Academy Network school to have fiscal security and responsibility.

**Question:** Please provide a statement from the entity's independent auditing firm regarding the entity's most recent fiscal audit to include a statement of any audit findings. The application may be rejected if audit findings exist. Attach signed statement here.

[Elevate Academy - Audit Report 2019-20.pdf](#) (7/14/2021 5:29 PM)

## Terms and Conditions

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[Terms and Conditions](#)

**Question:** I certify I have read the terms and conditions governing the Workforce Development Training Fund grant and agree to comply if awarded a training grant. Click on the link above to view a copy of the terms and conditions.

Yes

No