



The Florida Senate

Local Funding Initiative Request

Fiscal Year 2024-2025

LFIR # 1431

1. Project Title

2. Senate Sponsor

3. Date of Request

4. Project/Program Description

To help alleviate the workforce shortage crisis in Florida's assisted living (ALF) & memory care communities, the Legislature provided Florida Senior Living Association (FSLA), through its educational non-profit the Florida Senior Living Institute (FSLI), with \$500,000 in both FY 2022-23 & FY 2023-24 to implement a program enabling newly recruited & existing ALF employees to become certified nursing assistants (CNAs). The cost of CNA training is usually borne individually by the person or ALF. This creates obstacles for many individuals who would otherwise pursue CNA training as CNA certification costs range between \$1,500 and \$2,000 (often not inclusive of exam fees and other associated certification costs). FSLI is utilizing these funds to provide CNA training, cost of the State Exam, and instructor assistance at no cost to the participants via a blended learning and teaching approach utilizing multiple vendors to deploy CNA training programs at participating ALFs throughout Florida.

5. State Agency to receive requested funds

State Agency contacted? Yes

6. Amount of the Nonrecurring Request for Fiscal Year 2024-2025

Type of Funding	Amount
Operations	500,000
Fixed Capital Outlay	0
Total State Funds Requested	500,000

7. Total Project Cost for Fiscal Year 2024-2025 (including matching funds available for this project)

Type of Funding	Amount	Percentage
Total State Funds Requested (from question #6)	500,000	100%
Matching Funds		
Federal	0	0%
State (excluding the amount of this request)	0	0%
Local	0	0%
Other	0	0%
Total Project Costs for Fiscal Year 2024-2025	500,000	100%

8. Has this project previously received state funding? Yes

Fiscal Year (yyyy-yy)	Amount		Specific Appropriation #	Vetoed
	Recurring	Nonrecurring		
2023-24	0	500,000	458	No

9. Is future funding likely to be requested? Yes

a. If yes, indicate nonrecurring amount per year.

b. Describe the source of funding that can be used in lieu of state funding.

Traditionally, the cost of CNA training is borne individually by the person or ALF. This can create an obstacle for many individuals who would otherwise pursue training to becoming a CNA.



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Fiscal Year 2024-2025

LFIR # 1431

10. Has the entity requesting this project received any federal assistance related to the COVID-19 pandemic?

If yes, indicate the amount of funds received and what the funds were used for.

Complete questions 11 and 12 for Fixed Capital Outlay Projects

11. Status of Construction

a. What is the current phase of the project?

- Planning
 Design
 Construction
 N/A

b. Is the project "shovel ready" (i.e permitted)?

c. What is the estimated start date of construction?

d. What is the estimated completion date of construction?

12. List the owners of the facility to receive, directly or indirectly, any fixed capital outlay funding. Include the relationship between the owners of the facility and the entity.

13. Details on how the requested state funds will be expended

Spending Category	Description	Amount
Administrative Costs:		
Executive Director/Project Head Salary and Benefits	Project Manager will dedicate 50% effort. Grant management, Communications, and sending information to participants and attendees. This position will schedule office hours and ensure clinicals are scheduled and report on the success of them. Administration for directing all grant activities including accounting, reporting, and monitoring.	50,000
Other Salary and Benefits	Tech Support will dedicate 5% effort for technical support associated with Learning Management System and online office hours.	6,070
Expense/Equipment/Travel/Supplies/Other	This expense is for any supplies needed for the program (Computer, computer peripherals, paper, envelopes, binding, etc.).	3,000
Consultants/Contracted Services/Study	This expense will cover associated costs of promoting the CNA program to ALFs. The total expense will be set with an initial program launch, quarterly emails, social media ads.	7,000
Operational Costs: Other		
Salary and Benefits		0
Expense/Equipment/Travel/Supplies/Other	*(Equipment) Computer. \$2,130 *(Other) Indirect Facilities & Administration costs (15%) Costs incurred for a common or joint purpose benefiting more than one cost objective, and not readily assignable to the cost objectives specifically benefited, without effort disproportionate to the results achieved. \$75,000	77,130



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Consultants/Contracted Services/Study	FSLI is partnering with vendors, with the ability to expand to other organizations, preferably non-profit, to provide CNA training. The average cost of a CNA certification is between \$1,500 and \$2,000, which often does not include exam fees and other costs associated with certification; however, through the program the training can be provided for less, at costs ranging from \$500 to \$1000, depending on the program choice. The grant program would provide training at no cost to trainees.	356,800
Fixed Capital Construction/Major Renovation:		
Construction/Renovation/Land/Planning Engineering		0
Total State Funds Requested (must equal total from question #6)		500,000

14. Program Performance

a. What specific purpose or goal will be achieved by the funds requested?

The purpose is to continue to develop and provide a program to support on-the-job training that will enable communities to recruit new staff and train existing staff desiring to become CNAs. FSLI is deploying CNA training programs throughout the state at participating senior communities. The training uses a blended learning approach to help train employees on the job and place them into critical care roles quicker. As of the end of October 2023, 288 participants have enrolled in the training: 84 in the teal track, 107 in the coral track, and 97 in the silver track. Additionally, 94 have completed their track, with 9 participants already passing the state exam and 116 preparing to take the state exam. Rapid expansion continues to occur as the program has only been operational for approximately one full year as of October 2023.

b. What activities and services will be provided to meet the intended purpose of these funds?

FSLI is leveraging multiple vendors to enable three customized training tracks that account for the varying skill level and knowledge of participants. This customized training enables FSLI to differentiate training - and program costs - based on providing participants with options for their various skill levels. FSLI's three tracks include:

1. Teal Track (for experienced ALF staff): This track costs \$500 and includes 75 hour training course.
2. Coral Track (for newer ALF staff): This track costs \$500 and includes a Google classroom setting of a 2-7 week on-line training course.
3. Silver Track (for all ALF Staff): This track costs \$325-450 per student based on class size and location, and is a weekend boot camp that brings the training to the facility.

c. What direct services will be provided to citizens by the appropriation project?

FSLI is deploying these training tracks throughout the state at participating senior communities. The training is currently being provided in ALFs in the following 26 cities: Bradenton, Titusville, Tallahassee, St. Petersburg, Fort Myers, Clearwater, Bartow, Pensacola, St. Joseph, Panama City Beach, Niceville, Cape Coral, Madison, Jupiter, New Port Richey, Navarre, Crestview, Tampa, Lawtey, Punta Gorda, Boca Raton, Deerfield Beach, Greenville, Estero, Bonita Springs, and Vero Beach. These ALFs serve more than 2,500 residents combined. As individuals continue to be enrolled in the program, the number of communities and cities served will continue to increase. This appropriation request will be used to continue the program for another year, resulting in hundreds more CNAs being created to serve seniors in ALFs.

d. Who is the target population served by this project? How many individuals are expected to be served?

The target population is job seekers and existing untrained ALF employees that, with the CNA certificate, can enter into the workforce and help alleviate the health care workforce shortage. These CNA candidates will meet the screening requirements to work in an ALF but do not have a CNA certificate. Effort will be made to connect ALF's with their local CareerSource Centers to recruit possible job seekers. Recruiting by individual ALF's will ensure a large cross section of the public will be reached while specifically targeting the economically disadvantaged, unemployed, and veterans. Several hundred individuals per year can be trained to address the ALF workforce shortage.

e. What is the expected benefit or outcome of this project? What is the methodology by which this outcome will be measured?



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Fiscal Year 2024-2025

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Floridians: This program provides training at no cost to participants, which removes economic barriers that prevent people from becoming CNAs. Receiving the CNA designation will likely result in a pay increase for the employee, as well as create a career pathway to higher levels of training, such as nursing. ALF residents also benefit from this effort as it addresses the ALF staffing shortage. FSLI keeps track of data supporting the program's success.
 State: Helping individuals become CNAs increases their wages and buying power, strengthening the state and local economy. The program also assists ALFs with critical workforce shortages, which improves care for seniors, allowing them to live independently longer and preventing premature admittance to Medicaid-funded nursing homes.
 ALFs: This program helps ALFs by addressing workforce shortages and reducing the cost of hiring and onboarding new staff. An FSLA survey found that over 90% of ALFs are experiencing a staffing shortage.

f. What are the suggested penalties that the contracting agency may consider in addition to its standard penalties for failing to meet deliverables or performance measures provided for the contract?

This program is already under a grant agreement with DOH. We recommend leaving such terms and conditions (standard for state contracts) the same when renewing the contract for FY 2024-2025. However, if the program under performs, the State may choose to cancel the program.

15. Requester Contact Information

a. First Name Last Name

b. Organization

c. E-mail Address

d. Phone Number Ext.

16. Recipient Contact Information

a. Organization

b. Municipality and County

c. Organization Type

- For Profit Entity
- Non Profit 501(c)(3)
- Non Profit 501(c)(4)
- Local Entity
- University or College
- Other (please specify)

d. First Name Last Name

e. E-mail Address

f. Phone Number

17. Lobbyist Contact Information

a. Name

b. Firm Name

c. E-mail Address



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Local Funding Initiative Request

Fiscal Year 2024-2025

LFIR # 1431

d. Phone Number