



# The Florida Senate

## Local Funding Initiative Request

### Fiscal Year 2023-2024

LFIR # 1774

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) and memory care communities, the Florida Legislature provided the Florida Senior Living Association (FSLA) with \$500,000 in FY 2022-23 to implement a program enabling ALF employees to become certified nursing assistants (CNAs). 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, as the average cost to obtain a CNA certification can range between \$1,500 and \$2,000 (which often does not include exam fees and other costs associated with certification). FSLA 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 senior living communities throughout Florida.

5. State Agency to receive requested funds

State Agency contacted?  Yes

6. Amount of the Nonrecurring Request for Fiscal Year 2023-2024

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

7. Total Project Cost for Fiscal Year 2023-2024 (including matching funds available for this project)

Type of Funding	Amount	Percentage
Total State Funds Requested (from question #6)	500,000	100%
<b>Matching Funds</b>		
Federal	0	0%
State (excluding the amount of this request)	0	0%
Local	0	0%
Other	0	0%
<b>Total Project Costs for Fiscal Year 2023-2024</b>	<b>500,000</b>	<b>100%</b>

8. Has this project previously received state funding?  Yes

Fiscal Year (yyyy-yy)	Amount		Specific Appropriation #	Vetoed
	Recurring	Nonrecurring		
2022-23	0	500,000	451	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.

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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

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
<b>Administrative Costs:</b>		
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
<b>Operational Costs: Other</b>		
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 multiple 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 \$3,000, 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
<b>Fixed Capital Construction/Major Renovation:</b>		
Construction/Renovation/Land/Planning Engineering		0
<b>Total State Funds Requested (must equal total from question #6)</b>		<b>500,000</b>

#### 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 January 2023, 76 participants have enrolled in the training. Based on current demand, FSLI will enroll an average of 60 participants per month from February to May 2023, culminating in more than 300 participants enrolled in the first year of the program.

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

FSLI is leveraging these 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 online training course.
3. Blue Track (for all ALF Staff): This track costs \$1,000 and includes a 12-week online course and on-the-job training.

##### 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 cities: Bradenton, Tallahassee, St. Petersburg, Fort Myers, Clearwater, Bartow, Pensacola, Cape Coral, Madison, Jupiter, and Vero Beach. These ALFs serve more than 1,000 residents combined. And, as individuals continue to be enrolled in the program in the next four months, the number of communities and cities served will continue to increase. This new appropriation request will be used to continue the program for another year, resulting in hundreds more CNAs being created.

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

The target population is job seekers that, with the CNA certificate, can enter into the workforce and help alleviate the health care workforce shortage. These job seekers 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 Career Sources 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.

##### 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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**Floridians:** This program provides training at no cost to participants, which removes economic barriers that prevent people from becoming certified as a CNA. Receiving the CNA designation will likely result in a pay increase for the employee, as well as create a career pathway. ALF residents also benefit from this effort to address the ALF staffing shortage.

**State:** Helping individuals become CNAs will increase their wages and buying power, strengthening the state and local economy. The program will also help keep ALFs open, which keeps seniors from being forced prematurely into a nursing home on Medicaid at the taxpayer expense.

**ALFs:** This grant program helps communities by reducing the cost of hiring temporary staff and onboarding new staff. A FSLA survey found that over 90% of ALFs are experiencing a staffing shortage. This program will enable residents to receive the care they need to live independently.

**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 2023-2024. 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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d. Phone Number