



The Florida Senate

Local Funding Initiative Request

Fiscal Year 2022-2023

LFIR # 2468

1. Project Title

2. Senate Sponsor

3. Date of Request

4. Project/Program Description

The proposal is to create an on-going program aimed at investing in the training of certified nursing assistants (CNAs) in assisted living and memory care communities throughout the state in order to help alleviate the workforce shortage crisis being experienced by these senior living communities. The funds will be used to alleviate the financial burdens associated with pursuing CNA certifications, which can often prevent qualified candidates from gainful employment. Establishing a recurring fund to support on-the-job training for prospective CNAs will enable assisted living and memory care communities to recruit new staff who want the additional education but cannot personally afford the cost. The Florida Senior Living Institute, in partnership with the American Red Cross, will deploy CNA training programs throughout the state at participating senior living communities using a blended learning approach to train employees on the job and place them into critical care roles quicker.

5. State Agency to receive requested funds

State Agency contacted?

6. Amount of the Nonrecurring Request for Fiscal Year 2022-2023

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

7. Total Project Cost for Fiscal Year 2022-2023 (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 2022-2023	500,000	100%

8. Has this project previously received state funding?

Fiscal Year (yyyy-yy)	Amount		Specific Appropriation #	Vetoed
	Recurring	Nonrecurring		

9. Is future funding likely to be requested?

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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Currently, the cost of CNA training is borne individually by the student or by the facility. This creates an obstacle for many people who otherwise would pursue becoming a CNA. Once trained as a CNA, many people also go on to become nurses or other higher-trained professionals.

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.

11. 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
Consultants/Contracted Services/Study	FSLI will partner/contract with other non-profits such as the Red Cross 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 significantly less, approximately \$800. The grant program would provide training at no cost to trainees, enabling FSLI and vendors to train hundreds of individuals in the first year.	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

12. Program Performance

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



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Establishing a program to support on-the-job training for prospective CNAs will enable communities to recruit new staff, who need the additional education for employment. FSLI, in partnership with other non-profits such as the American Red Cross, will deploy CNA training programs throughout the state at participating senior communities who agree to go ahead and hire the candidates for on-the-job training. The training will use a blended learning approach to help train employees on the job and place them into critical care roles quicker.

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

The grant program would provide training at no cost to trainees, enabling FSLI and its vendor(s) to train hundreds of individuals in the first year of funding to get their CNA certification.

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

FSLI, in partnership with other non-profits such as the American Red Cross, will deploy CNA training programs throughout the state at participating senior communities, using a blended learning approach to help get employees trained on the job and into critical care roles quicker. The grant program would provide training at no cost to trainees, enabling this program to train hundreds of individuals in the first year of funding to get their CNA certification.

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 a ALF but do not have CNA certificate. Effort will be made to connect ALF's with their local Career Sources to provide 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?

Floridians: 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. The grant program would provide training at no cost to trainees, enabling FSLI and its vendor(s) to train hundreds in the first year of funding to get their CNA certification. State: This grant program saves state Medicaid funding by aligning with the Legislature's stated goal of reducing nursing home placement. 65% of ALFs are, or anticipate, limiting resident admissions if the staffing shortage does not improve, which could result in increased nursing homes Medicaid expenditures. ALFs: The grant program helps communities by reducing the cost of onboarding new staff. A recent survey by FSLI found that over 90% of ALFs are experiencing a staffing shortage, with 63% experiencing a shortage of licensed staff. FSLI and its vendor(s) will keep track of program participants through completion of the course and afterward.

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?

Underutilized funds may be returned to the State if not enough people are served to utilize the full \$500,000. If the program under performs, the State may choose to cancel the program.

13. 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.

The program does not include any fixed capital outlay funding.



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14. Requestor Contact Information

a. First Name Last Name
b. Organization
c. E-mail Address
d. Phone Number Ext.

15. 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

16. Lobbyist Contact Information

a. Name
b. Firm Name
c. E-mail Address
d. Phone Number