

**TERMS AND CONDITIONS FOR A FUNDING AGREEMENT
BETWEEN THE CITY OF JACKSONVILLE AND THE
JACKSONVILLE GENERAL APPRENTICESHIP ASSOCIATION,
INC.**

Any substantial change to this FY 2025-2026 City Fee for Service Proposal Term Sheet (the “Term Sheet”) will require City Council approval.

PROGRAM OVERVIEW:

The Jacksonville General Apprenticeship Association, Inc. trains in the fields of electrical, plumbing, pipefitting/pipe welding, HVAC/R service, sheet metal fabrication and installation, carpentry as well as crane and heavy equipment operators. **Our multi-year programs are tuition free and all are registered with the Florida Department of Education.** Our registered apprenticeship and pre-apprenticeship programs are open to anyone 18 years or older and meet the minimum requirements of the State Standards of Apprenticeship.

The parties acknowledge that the construction market in Duval County, Florida is currently experiencing a sustained and well-documented shortage of skilled construction workers, including but not limited to trade labor in carpentry, mechanical, plumbing, electrical, sheet metal, and specialty subcontracting disciplines. Contributing factors include increased regional construction volume, demographic workforce shifts, competition from concurrent public and private projects, and limitations in the availability of licensed, certified, or apprenticeship-trained workers.

PROGRAM TERMS: May 1, 2026 – September 30, 2028

CITY FUNDING REQUEST: \$675,000

PROGRAM TERMS:

- The parties desire to enter into a funding agreement pursuant to which the City of Jacksonville (the “City”) will provide funding to the Jacksonville General Apprenticeship Association, Inc. (“JGAA”) for purposes of providing the apprentice certification program(s) as described herein, subject to the terms and conditions outlined herein, and including any additional conditions and legal requirements as deemed necessary or appropriate by the City’s Office of General Counsel and Risk Management Division (the “Agreement”).
- JGAA consists of the Electrical Training Alliance of Jacksonville, Jacksonville Plumbers and Pipefitters J.A.T.T., North – Central Florida Operating Engineers, North Florida Sheetmetal Workers J.A.T.C. and Southern District Training Trust Fund Carpenters.
- Consumable materials are used for the trades of Building Construction, Electrical, HVAC/R, Operating Engineers, Plumbing, Pipefitting/Pipe welding, and Sheetmetal programs. The City funding will assist JGAA in defraying the cost of these materials, including but not limited to copper pipe, conduit, copper conductors, welding supplies, lumber, drywall and metal studs as well as the cost of training staff.

- The City’s maximum indebtedness under the Agreement shall be an up-to amount not-to-exceed \$675,000.00 (the “**City Funds**”).
- JGAA is committed to procuring consumable materials from local (Duval County) vendors and utilizing JGAA instructors whenever possible.

INVOICING AND DISBURSEMENT OF CITY FUNDS:

The City shall pay JGAA \$2,500 for each Qualified Enrollee. A “Qualified Enrollee” shall be defined as a Program-eligible Duval County resident who is enrolled to participate in one of the JGAA apprenticeship programs referenced herein. The number of Qualified Enrollees shall be determined once annually as of September 1 of each year during the Program Term, starting on September 1, 2026. JGAA shall be entitled to no more than one reimbursement (\$2,500) for each Qualified Enrollee.

When submitting for disbursement, JGAA shall provide the City with a Florida Department of Education Apprenticeship Agreement (R.A.P.I.D.S. Form 671, or other applicable document supporting enrollment in the Program) and proof of Duval County residency for each Qualified Enrollee and shall invoice the City no more than once annually. Disbursement shall be made upon the City’s receipt and approval of required documentation.

By September 15th of each year of the Agreement, JGAA shall provide the City with an annual report on the status of Qualified Enrollees from the prior year. JGAA shall repay the City \$2,500 for each Qualified Enrollee the City made payment for that is no longer enrolled in the Program as of September 1st of the following year.

PROGRAM SCOPE OF WORK AND DELIVERABLES:

Program Activities:

- Provide tuition-free training for any Duval County resident who is accepted into our programs. Our programs also include job placement with one of our signatory contractors.
- Provide instructors, student manuals, Program curriculum and consumables, lab materials, and equipment rentals.
- Provide nationally recognized certifications, licenses, credentials and certificates of completion.

Program Courses:

ELECTRICAL TRAINING ALLIANCE CURRICULUM

- Program Length: 4 years
- 8,000 hours of supervised field experience & 720 hours of classroom instruction
- Training Model: Paid On-the-Job Training (OJT) + Classroom/Lab Instruction
- Credential Earned: Journeyman Electrician

NORTH FLORIDA SHEETMETAL WORKERS J.A.T.C

- Program Length: 4 Years
- 8,000 hours of supervised field experience & 744 hours of classroom instruction
- Training Model: Paid On-the-Job Training (OJT) + Classroom/Lab Instruction
- Credential Earned: Journeyman Sheet Metal Worker

JACKSONVILLE PLUMBERS AND PIPEFITTERS J.A.T.T. CURRICULUM

- Program Length: 5 years
- 8,500-10,000 hours of supervised field experience & 1,160 hours of classroom instruction
- Training Model: Paid On-the-Job Training (OJT) + Classroom/Lab Instruction
- Credential Earned: Journeyman Plumber, or Journeyman HVAC Service or Certified Welder/Pipefitter

OPERATING ENGINEERS APPRENTICESHIP PROGRAM CURRICULUM

- Program Length: 3 to 4 years
- 6,000 – 8,000 hours of supervised field experience & 400-600 hours of classroom instruction
- Training Model: Paid On-the-Job Training (OJT) + Classroom/Lab Instruction
- Credential Earned: Journeyman Operating Engineers

CARPENTERS APPRENTICESHIP PROGRAM CURRICULUM

- Program Length: 4 years
- 8,000 hours of supervised field experience & 144 hours of classroom instruction per year
- Training Model: Paid On-the-Job Training (OJT) + Classroom/Lab Instruction
- Credential Earned: Journeyman Carpenter

Other Program Details:

Governing Bodies

JGAA's - governing bodies include: the Department of Labor, Florida Department of Education, United Association of Plumbers and Pipefitters International Training Fund, Electrical Training Alliance, S.M.A.R.T. International Training Institute, Carpenters International Training Fund, and the Operating Engineers Training Fund.

Successful Completion

Successful completion of the Program will require students to actively participate in all coursework, fulfill attendance requirements, and pass both written and practical assessments. Upon meeting these criteria, apprentices will be awarded the relevant certifications, licenses and credentials which will enhance their career employability in the construction industries.

Academic Performance and Assessment

Apprentices and Pre-Apprentices must successfully pass quizzes and tests of each training module. A minimum passing score of 70% is required to successfully complete each module/chapter.

REPORTING/FINAL REPORT:

JGAA shall provide detailed annual reports to the City concerning the overall Program and Qualified Enrollees including, but not limited to, status of enrollees from prior period, graduation rates, anticipated starting salaries and other related information demonstrating JGAA's compliance with the terms and conditions of the Agreement and commitment to addressing the City's documented shortage of skilled construction workers.

ADDITIONAL PROGRAM TERMS:

- The City shall be granted access to all JGAA facilities at all reasonable times during the Program Term to inspect the facilities.
- The City's administrative staff and the City Council Auditors office shall have the right to audit enrollment records and supporting documentation related to this Agreement.

JGAA shall adhere to the terms and conditions of any contract entered into between the City and JGAA in addition to such terms and conditions as required by the Office of General Counsel and the City's Risk Management Division. JGAA shall use the City funds for the Program in accordance with the City Council approved Term Sheet. The City's Grant Administrator may amend this Term Sheet consistent with the Program's needs, provided that any substantial change to this Term Sheet change will require City Council approval.