



# FLORIDA TALENT DEVELOPMENT COUNCIL

**Agenda**  
**October 27, 2020**  
**3:00 pm**

**I. Welcome and Introductions**

- Invocation
- Roll Call
- Approval of the Minutes – Bob Ward
- Appointment of Vice Chair

**II. Meeting Objectives – Chair, Joel Schleicher**

**III. Discussion: Strategic Priority Four (25 min)**

Discussion Question:

- What measures and metrics should FTDC use to determine progress toward the SAIL to 60 by 2030 goal?

**IV. Discussion: Strategic Priority Five (25 min)**

Discussion Question:

- How do we ensure that policies and practices provide equitable access to educational pathways to prosperity?

**V. Follow Up Items (40 min)**

- Review of Strategic Priority One Discussion
- Presentations
  - i. “Get There Florida,” Chancellor Henry Mack, Florida Department of Education
  - ii. “Talent Strong Florida,” Florida College Access Network

**VI. Calendar Discussion**

**VII. Public Comment**

**VIII. Next Steps**

**IX. Next Council Meeting**

Tuesday, November 24, 2020 at 3:00 pm

**X. Adjourn**



# FLORIDA TALENT DEVELOPMENT COUNCIL

**October 27, 2020  
3:00 pm  
Call-In Information**

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# FLORIDA TALENT DEVELOPMENT COUNCIL

## Meeting Minutes

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September 22, 2020

3:00 pm

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### **Members Present:**

Joel Schleicher, Chair  
Justin Berkowitz  
Bob Boyd  
Tim Cerio  
Chancellor Marshall Criser  
Michelle Dennard  
Casey Penn for Dane Eagle  
Chancellor Eric Hall for Commissioner Richard Corcoran  
Chancellor Kathy Hebda  
Marva Johnson  
Chancellor Henry Mack  
Jamal Sowell  
Bob Ward  
Mark Wilson

**Members Excused:** Senator Travis Hutson and Representative Rene Plasencia

### **Others Present:**

- Katie Crofoot

Council Secretary, Bob Ward presided over the meeting in the temporary absence of Chair Schleicher.

### **I. Welcome, Roll Call, Approval of Minutes and Meeting Objectives**

- Bob Ward welcomed members.
- Marva Johnson led the invocation.
- Katie Crofoot called roll.
- Council members approved the July 21, 2020 meeting minutes as presented.
- Bob Ward reviewed the meeting objectives.

### **II. Discussion: Strategic Priority One**

The council reviewed Strategic Priority One as the central priority area that the other priority areas tie into. The discussion primarily focused on defining credentials, legacy and emerging industries, and a short review of current high-impact policies and programs. Below are the key questions and takeaways from the conversation.

The logo features a cluster of 3D cubes in blue, red, yellow, and white, arranged in a staggered pattern. To the right of the cubes, the text "FLORIDA TALENT DEVELOPMENT COUNCIL" is written in a bold, white, sans-serif font against a dark blue background.

# FLORIDA TALENT DEVELOPMENT COUNCIL

- Does Florida have a clear understanding of what credentials it should value and incentivize?
  - The guiding principles or conditions that determine value must recognize Florida's legacy and emerging industries as well as state and local needs.
  - Ensure all career pathways provide opportunity for individuals to earn credentials that build on skills and enhance economic mobility.
- How well positioned are Florida's current policies, practices and systems to incentivize credential-of-value production?
  - Florida has several policies to incentivize production of certain credentials; there is a need to bolster consensus around quality, specifically addressing ROI for students and the state.

### **III. Public Comment**

No public comment.

### **IV. Next Steps**

- Council members have agreed to review Strategic Priority Four and Strategic Priority Five at the next meeting.
- Staff will begin reviewing Strategic Priority One.
- Staff will follow up with council members that requested specific data.
- The next council meeting is scheduled as a conference call on October 27, 2020.

### **V. Adjourn**

Bob Ward adjourned the meeting.

### Florida Talent Development Council Attendance

Council Members	10/7	11/4	11/20	12/11	12/18	1/28	2/20	6/22	7/21	9/22
Chair Joel Schleicher	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Senator Travis Hutson	Y	N	N	N	N	N	N	N	N	N
Representative Rene Plasencia	Y	Y	Y	N	Y	Y	N	Y	Y	N
Michelle Dennard, CareerSource	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Jamal Sowell, Enterprise Florida	Y	Y	N	Y	Y	Y	Y	Y	Y	Y
Dane Eagle, DEO <sup>1</sup>	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y*
Richard Corcoran, Commissioner of DOE	Y*	Y*	Y*	Y*	Y*	Y*	Y*	Y*	Y*	Y*
Bob Ward, Council of 100	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Mark Wilson, Florida Chamber of Commerce	Y	Y	Y*	N	Y	Y	Y	Y	Y	Y
Tim Cerio, BOG	Y	Y	Y	Y	N	N	Y	N	N	Y
Marva Johnson, State Board of Education	Y	Y	Y	Y	Y	Y	N	Y	Y	Y
Marshall Criser, BOG	Y	Y	Y	Y	Y	Y	Y	Y	Y*	Y
Kathy Hebda, Florida College System	Y	Y	Y*	N	Y*	Y	Y	Y	Y	Y
Bob Boyd, ICUF	Y	Y	Y	Y	Y	Y*	Y	Y	Y	Y
Justin Berkowitz, FAPSC <sup>2</sup>	Y	Y	Y*	N	Y*	N	N	Y*	Y	Y
Henry Mack, DOE <sup>3</sup>	Y	Y	Y*	Y	Y	Y	Y	Y	Y	Y

\*Denotes that the Council member was not present, but a designee was present in their place.

<sup>1</sup> Dane Eagle is the new Executive Director of DEO as of October 2020.

<sup>2</sup> Justin Berkowitz is the new President of FAPSC for 2020-2021.

<sup>3</sup> Eric Hall attended in place of Henry Mack prior to Mr. Mack joining the Department of Education as Chancellor.



# FLORIDA TALENT DEVELOPMENT COUNCIL

October 27, 2020  
3:00 PM

# Agenda

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# Florida Talent Development Council

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## Meeting Objectives





# Florida Talent Development Council

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## Strategic Plan Review

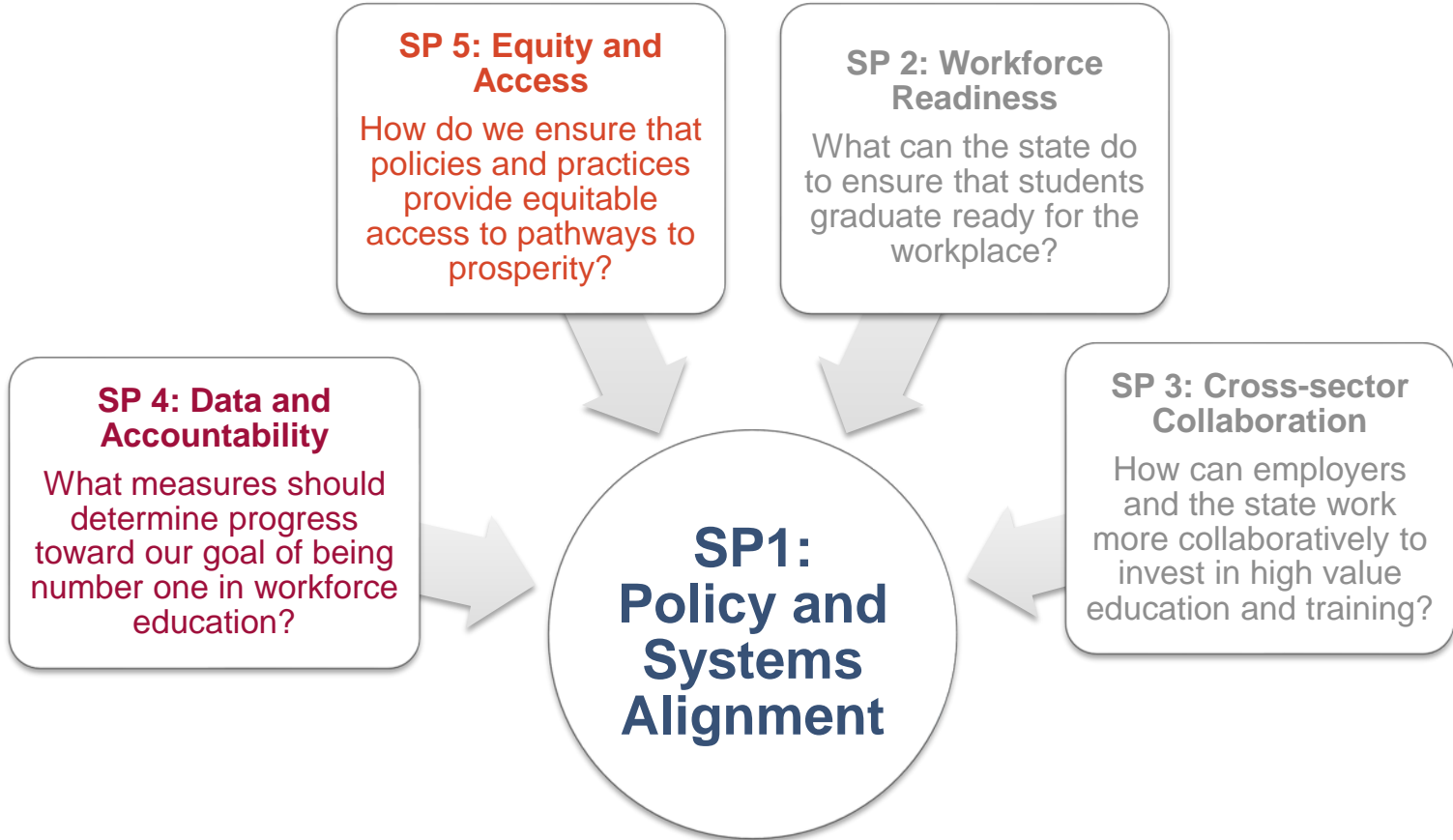


# Goal

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Develop a set of integrated business, education, workforce and economic development strategies that will result in Florida's becoming a national leader for talent.





# Strategic Priorities - Key Questions

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- SP 4:** **Data and Accountability** - By what measure(s) should we determine progress toward becoming number one in workforce education?
- SP 5:** **Equity and Access** - How do we ensure that policies and practices provide equitable access to educational pathways to prosperity?



# Strategic Priority 4: Data and Accountability

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What measures and metrics should FTDC use to determine progress toward the SAIL to 60 by 2030 goal?



# Attainment and Economic Outlook Metrics

## EDUCATIONAL ATTAINMENT

**52.2%** ↑

FLDOE STRATEGIC PLAN

## UNEMPLOYMENT

**7.4%**

FLDEO, FLORIDA SCORECARD

## AVERAGE EARNINGS BY EDUCATION CREDENTIAL

LESS THAN HS - **\$23,392**

HS - **\$30,064**

SOME COLLEGE OR AA - **\$34,752**

BACHELOR'S DEGREE - **\$47,810**

ADVANCED DEGREE - **\$62,425**

FLDEO

## EDUCATIONAL ATTAINMENT IN TOP 5 STATES

MASSACHUSETTS - 61.1%

COLORADO – 59.8%

WASHINGTON 59.4%

MINNESOTA – 58.6%

CONNECTICUT – 57.3%

## LABORFORCE PARTICIPATION

**57.2%**

(decreasing OTY)

## POVERTY

**14.8%**

FLORIDA SCORECARD

## ANNUAL CREDENTIAL PRODUCTION

**298,902**

## ALICE

**33%**

UNITED WAY FLORIDA

## MEDIAN HOUSEHOLD INCOME

**\$59,227**

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# Strategic Priority 5: Equity and Access

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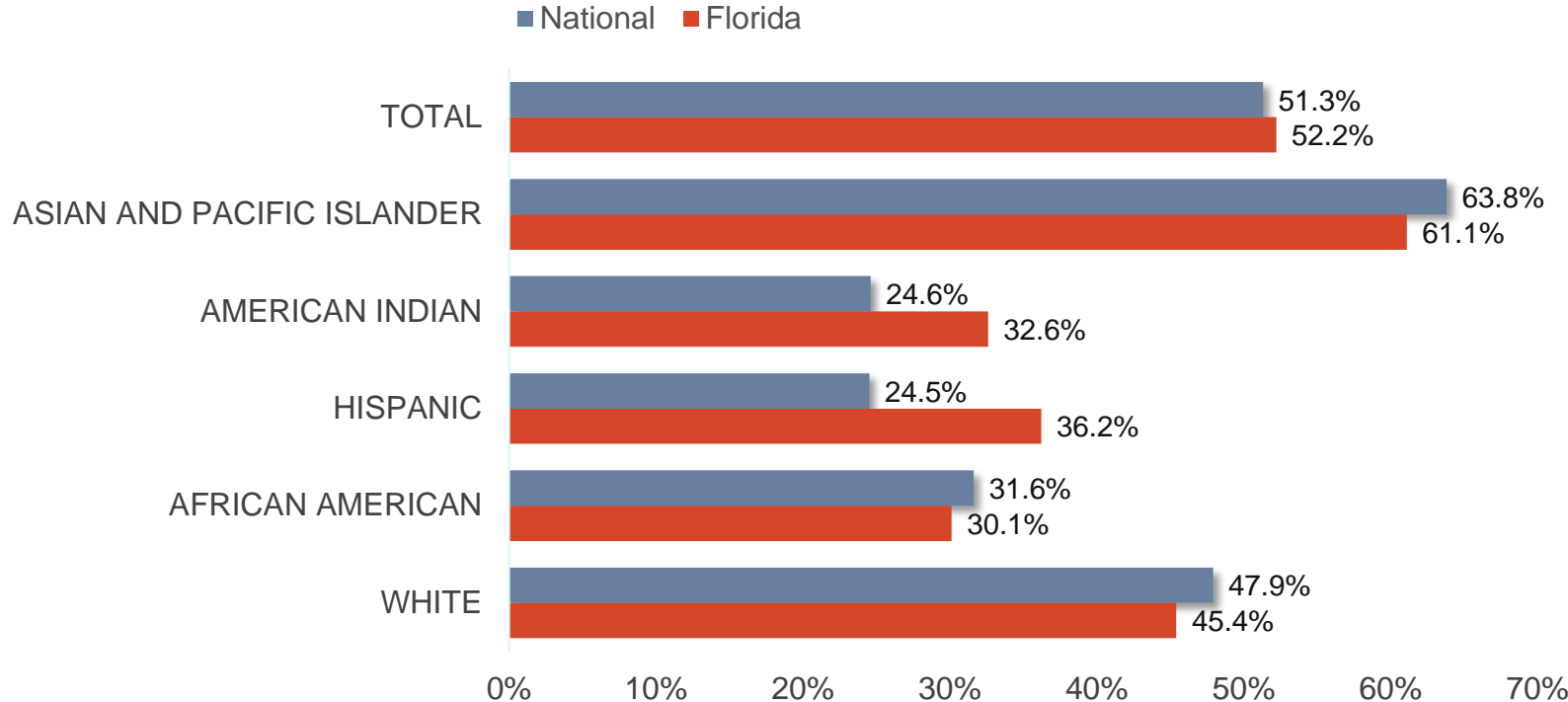
How do we ensure that policies and practices provide equitable access to educational pathways to prosperity?

- Identify attainment and opportunity gaps that must be addressed to reach the goal
- Highlight best practices to increase access to target populations
- Increase information and guidance around career pathways
- Impact of COVID-19



# Education Attainment by Race/ Ethnicity

Percentage of residents, ages 25-64 with at least an associate degree





# Education Attainment by County

Percentage of residents, ages 25-64 with at least an associate degree

County	25 to 64	County	25 to 64	County	25 to 64
Alachua	55.1%	Hardee	13.8%	Okeechobee	18.4%
Baker	22.6%	Hendry	14.6%	Orange	47.2%
Bay	34.1%	Hernando	29.8%	Osceola	33.6%
Bradford	18.8%	Highlands	24.7%	Palm Beach	45.1%
Brevard	44.0%	Hillsborough	44.4%	Pasco	37.6%
Broward	44.2%	Holmes	16.3%	Pinellas	43.0%
Calhoun	15.1%	Indian River	37.6%	Polk	29.7%
Charlotte	31.0%	Jackson	19.6%	Putnam	19.7%
Citrus	26.1%	Jefferson	28.4%	Santa Rosa	55.1%
Clay	36.7%	Lafayette	18.6%	Sarasota	31.0%
Collier	39.1%	Lake	34.7%	Seminole	43.5%
Columbia	27.1%	Lee	36.1%	St. Johns	41.9%
DeSoto	13.4%	Leon	56.5%	St. Lucie	55.4%
Dixie	14.0%	Levy	22.9%	Sumter	30.8%
Duval	40.6%	Liberty	18.5%	Suwannee	20.9%
Escambia	41.9%	Madison	23.5%	Taylor	17.2%
Flagler	32.9%	Manatee	37.1%	Union	18.2%
Franklin	21.9%	Marion	27.2%	Volusia	35.7%
Gadsden	22.1%	Martin	44.6%	Wakulla	26.9%
Gilchrist	26.1%	Miami-Dade	41.4%	Walton	35.9%
Glades	15.0%	Monroe	41.4%	Washington	16.7%
Gulf	24.0%	Nassau	36.1%	Florida	41.6%
Hamilton	13.1%	Okaloosa	42.9%	United States	43.2%

Source: Degree attainment by county and age: U.S. Census Bureau, 2018 American Community Survey 5-year estimates.



# Florida Talent Development Council

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## Follow Up Items



# Review of SP1: Policy and Systems Alignment

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Does Florida have a clear understanding of what credentials it should value and incentivize?

- The guiding principles or conditions that determine value must recognize Florida's legacy and emerging industries as well as state and local needs.
- Ensure all career pathways provide opportunity for individuals to earn credentials that build on skills and enhance economic mobility.

How well positioned are Florida's current policies, practices and systems to incentivize credential-of-value production?

- Florida has several policies to incentivize production of certain credentials, need to bolster consensus around quality (ROI for student and the state).



# Regional Demand Overlay

Is there a way to overlay/map regional targeted industries with need and production?

## Manufacturing Job Outlook and Degree Programs

Updated August 2020

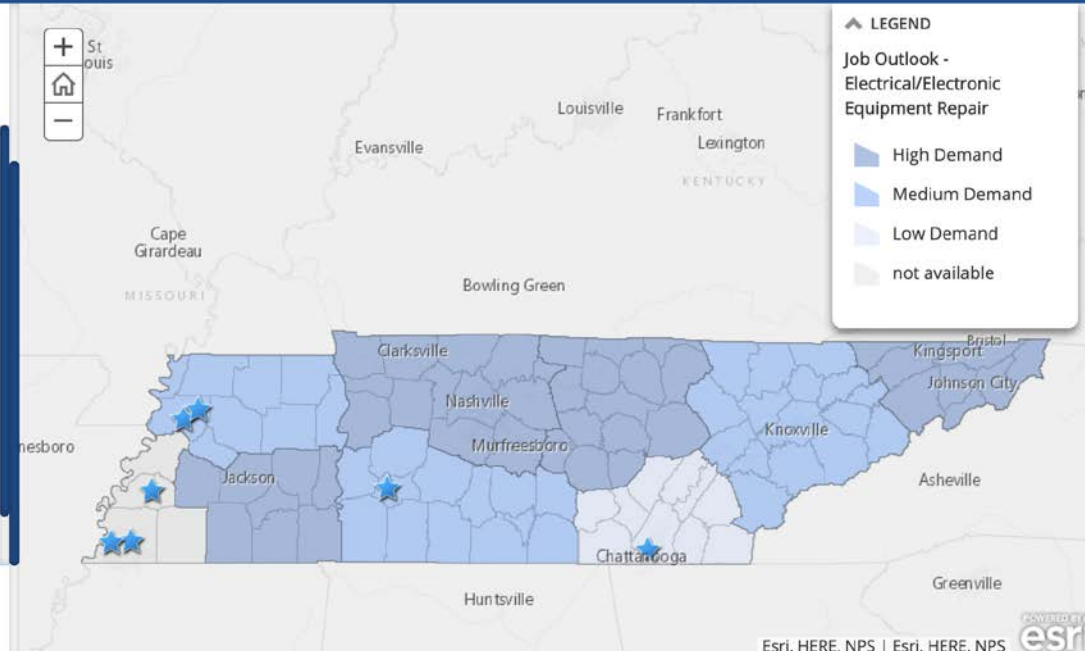
tbr THE COLLEGE SYSTEM  
of TENNESSEE

### Electrical/Electronic Equipment Repair

This map shows the outlook for electrical/electronic equipment repair jobs, as well as all colleges that currently offer programs in Industrial Electronics or Electronics Technology. A ratio of graduates to jobs above 1.0 indicates that there are more graduates with Industrial Electronics or Electronics Technology degrees in that region than electrical/electronic equipment repair jobs in that region.



### Engineering Technology



Source: The College System of Tennessee <https://www.tbr.edu/policy-strategy/tn-education-and-workforce-maps>



# Outreach Efforts for Credential Attainment

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- Get There Florida
- Talent Strong Florida



# GET THERE

## Florida's Workforce Education Initiative

- [www.gettherefl.com/](http://www.gettherefl.com/)

## SUCCESS STARTS NOW

Get There, an initiative from the Florida Department of Education, accelerates students' success. Students move towards their future while ensuring the talented workforce meets our state's needs. Learn how Career and Technical Education (CTE) programs provide educational opportunities and career pathways at our state's 76 state and technical colleges.

### GAIN NEW SKILLS. GET INTO A NEW JOB.



CTE is faster and more affordable than the 4-year or more traditional university track. It's a path to livelihood right out of school.



Students enroll in in demand, high-quality workforce programs and gain critical skills that Florida employees are looking for.



Despite a challenging economy, students don't have to wait to start or progress in their careers, and start earning sooner.

### AN EXCITING OPTION FOR COLLEGE EDUCATION



Programs offer the latest industry-recognized, and in some cases nationally-recognized credentialing, at a rapid pace.



CTE programs attract students to career pathways, providing specialized talent for businesses and Florida's workforce.



Curriculum can be flexible. Industry professionals pass on their unique skills and expertise through training.

Ready to move towards a successful future?  
Talk to a CTE program expert.

[GETTHEREFL.COM](http://GETTHEREFL.COM)



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FLORIDA

**Florida Talent Development Council Meeting**

Charleita M. Richardson

Executive Director, Florida College Access Network



# Florida College Access Network

## Our mission:

We lead the collaborative movement to ensure every Floridian achieves an education beyond high school and a rewarding career.

## Our vision:

A Florida working together, where education is the pathway to economic mobility for all.





# Far-reaching Economic Losses from COVID-19



**58%**  
of Floridians reported  
job loss, reduced hours,  
or pay cuts  
from **COVID-19**

Source: Breakthrough  
Research survey, May 2020.



# COVID Changes Students' Education Plans

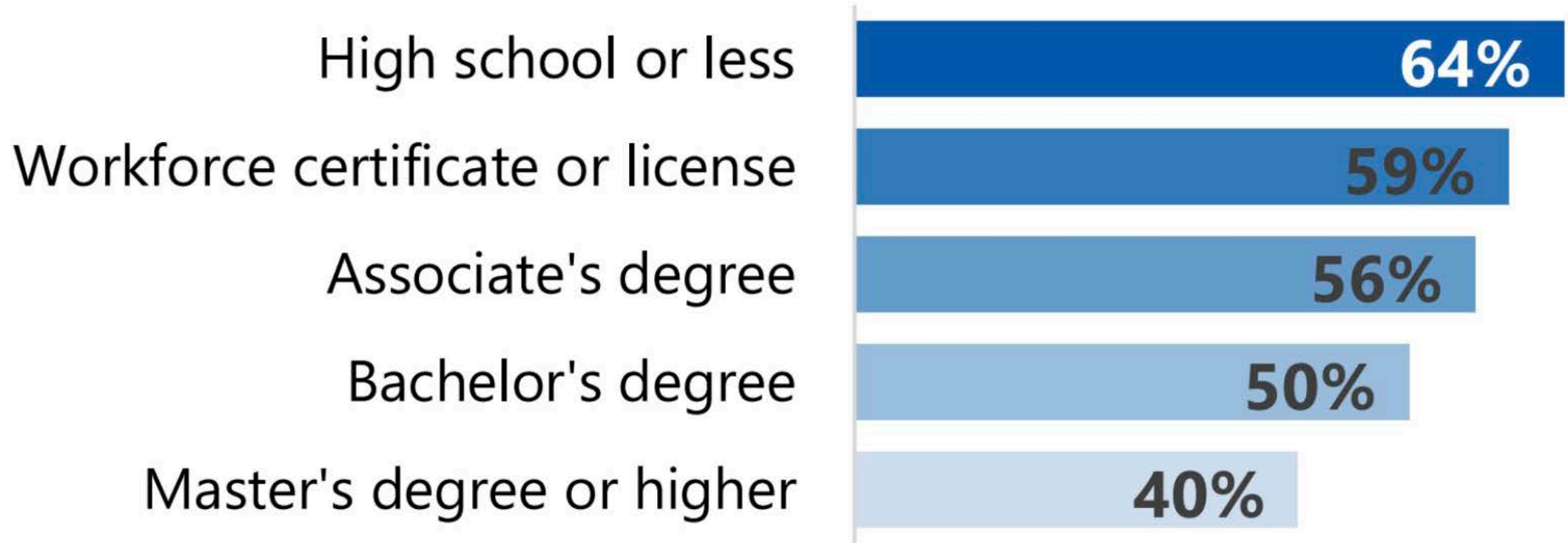


# 42%

**of Florida college students say they are likely to change their college plans due to COVID-19**

Source: Breakthrough  
Research surveys, May 2020.

# Due to COVID-19, Lowest Education Levels Had Greatest Job-Related Losses

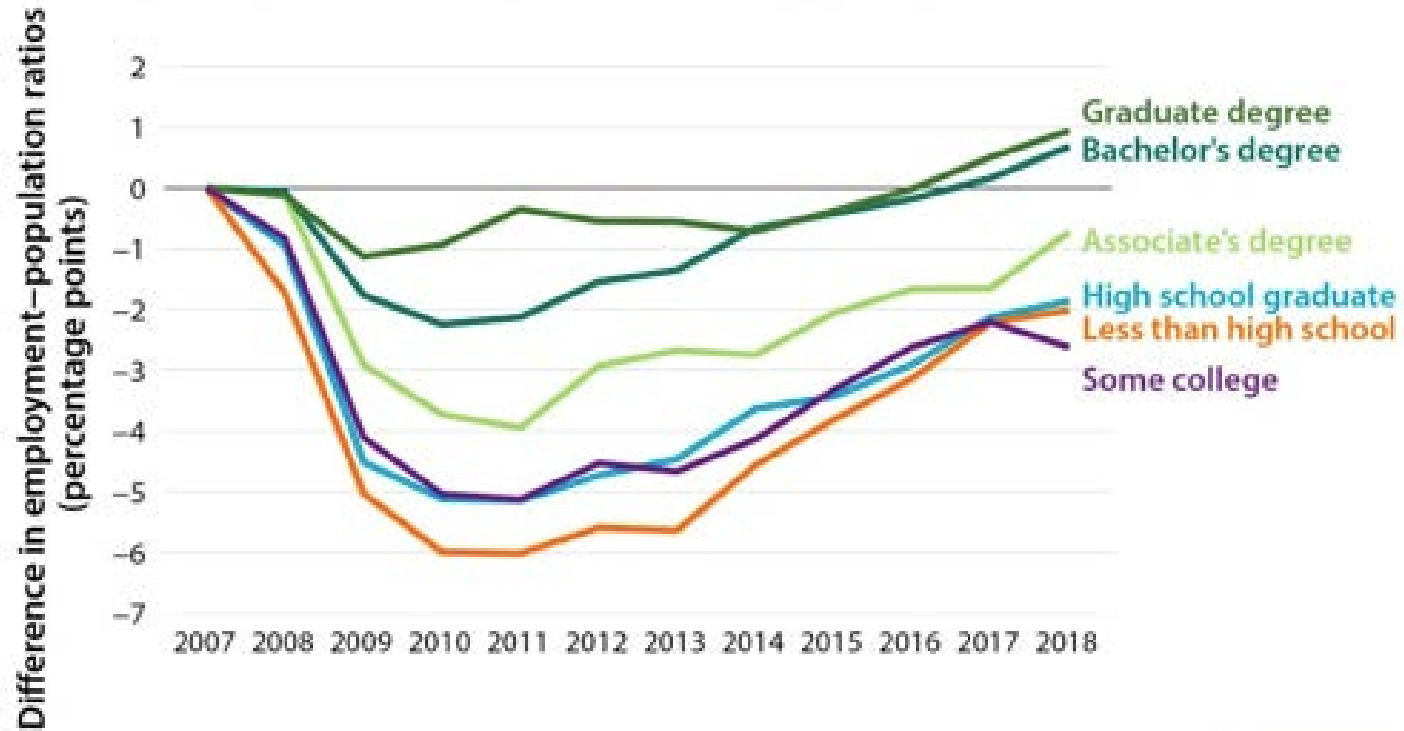


Source: Breakthrough  
Research surveys, May 2020.

# Higher Education Levels Recover Faster

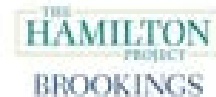
People with higher education levels **recovered fastest** from Great Recession

FIGURE 2.  
Demographically Adjusted Employment Rate Gap, by Level of Education



Source: Current Population Survey, Bureau of Labor Statistics, January 2007–May 2018 and authors' calculations.  
Note: Education levels are mutually exclusive and are demographically adjusted for population aging and growth. Values plotted for 2018 are the average of January–May of that year.

Source: Brookings Institution



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FLORIDA**

# COVID-19 Expected to Make Risk of Job Automation Worse



**50%**  
of U.S. jobs at  
risk of automation

Source: McKinsey Global Institute

# Florida's Fastest Growing Occupations

all require education beyond high school



**Market Research Analyst**



**Nurse Practitioners**



**Information Security  
Analysts**

Source: Florida Department of Economic Opportunity



# Is College for Everyone?



- **Two out of three** new jobs will require education beyond high school by 2025
- **Nine out of ten** Florida voters support making education beyond high school more accessible.
- Almost **90%** of Floridians believe that a college degree or credential beyond high school is important for the average Floridian to be successful in today's workforce.

Sources: Breakthrough Research surveys, March 2020 and August 2020, Florida Chamber of Commerce

# Knowledge is Power



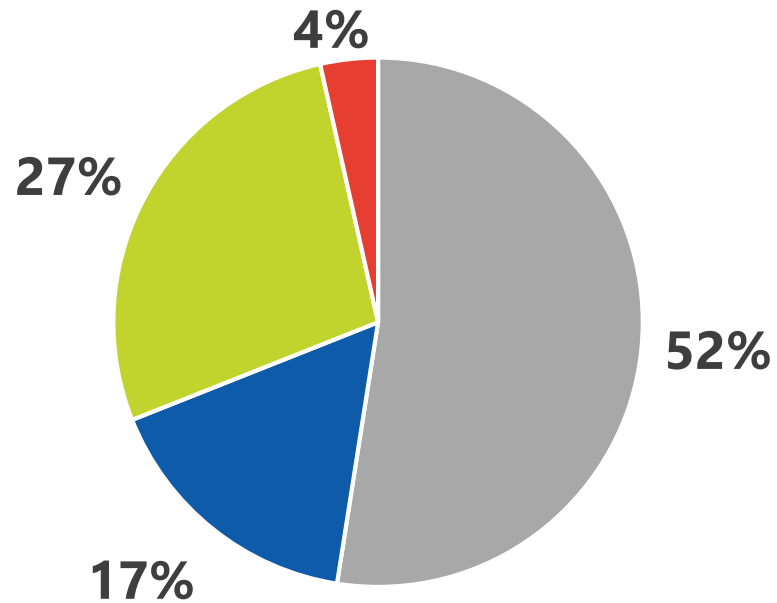
- **Only one in five** Florida voters believe high school students have enough resources to make informed decisions.
- **Two in five** see lack of access to career and education planning guidance as a barrier for students being able to make informed decisions about post-high school options.

Source: Breakthrough  
Research surveys, March 2020 and August 2020.

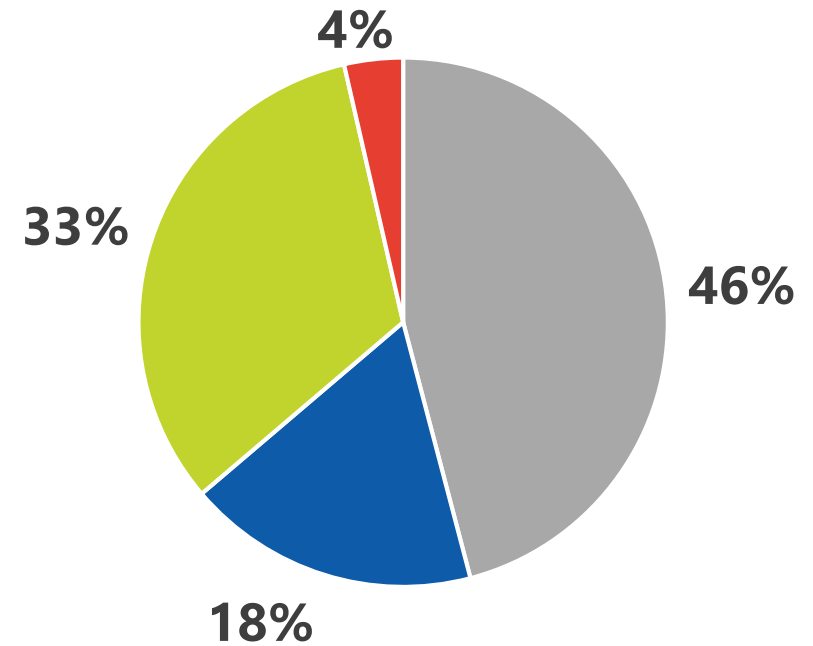


# Most Floridians of Working Age Will Be Non-White by 2030

Working-Age Adults: 2019



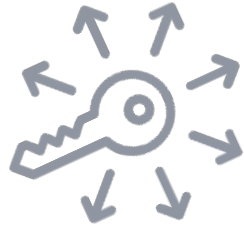
Working-Age Adults: 2030



■ White ■ Black ■ Hispanic ■ Other

Source: University of Florida Bureau of Economic and Business Research

# Seven Conditions That Create a Resilient Workforce and Spark Economic Mobility



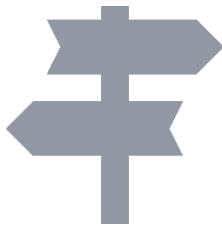
Equitable access  
and supports



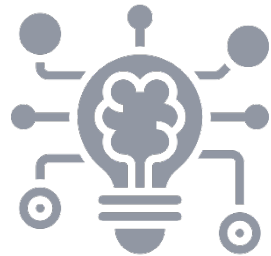
Counseling and  
information



Affordability



Multiple  
pathways



Lifelong  
learning



Data-driven  
decision-making



Community  
partnerships

To learn more visit [TalentStrongFL.org](https://TalentStrongFL.org)

**Charleita M. Richardson**

Executive Director

Florida College Access Network

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# Florida Talent Development Council

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## Calendar Discussion



# Potential Meeting Dates for 2021

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Monday, January 25

Monday, February 22

Monday, March 22 —Virtual

Monday, April 26

Monday, May 24 —Virtual

Monday, June 21

Monday, July 26 —Virtual

Wednesday, August 25

Monday, September 27 —Virtual

Monday, October 25

Monday, November 22 —Virtual

Friday, December 17



# Florida Talent Development Council

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## Public Comment



# Florida Talent Development Council

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## Next Steps



# Florida Talent Development Council

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## Next Meeting

Tuesday, November 24, 2020  
3:00 pm

