Florida Talent Development Council: Workgroup 1 – Policy and System Alignment

October 22, 2019

FLORIDA DEPARTMENT OF EDUCATION
fldoe.org

Agenda

- Introductions & roll

- Approval of minutes

- Review strategic priority & recap discussion from 10/18

- Presentations
  - Department of Education
  - Department of Economic Opportunity
  - CareerSource Florida
  - FloridaMakes

- Discussion

- Work plan

- Next steps

Strategic Priority

Assess whether postsecondary degrees, certificates, and other credentials awarded by Florida's postsecondary institutions align with high-demand employment needs and job placement rates

Recap of First Meeting

Discussed Potential Action Steps

1. take inventory of current program offerings across Florida's delivery systems

2. identify high-demand employment needs

3. identify unmet need

4. identify placement rates for programs

Requested presentations from partners across the state for a full picture on current activities related to this strategic priority

Career and Technical Education in K-12

Kathleen Taylor

Bureau Chief

Division of Career and Adult Education

Florida Department of Education

Developing Career Pathways in Middle and High School

Talent Development Council Policy and System Alignment Subcommittee
October 22, 2019
Kathleen Taylor, Division of Career and Adult Education

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FLORIDA COLLEGE SYSTEM
- College Credit Certificate
- Career Certificate
- Applied Technical Diploma
- Industry Certification
- Baccalaureate
- Associates

2 + 2

STATE UNIVERSITY SYSTEM

TECHNICAL COLLEGES/ CENTERS
- Career Certificate
- Applied Technical Diploma
- Industry Certification

ADULT EDUCATION
- High School Equivalency Diploma, Adult High School Diploma
- Adult Basic Literacy
- English Language Acquisition
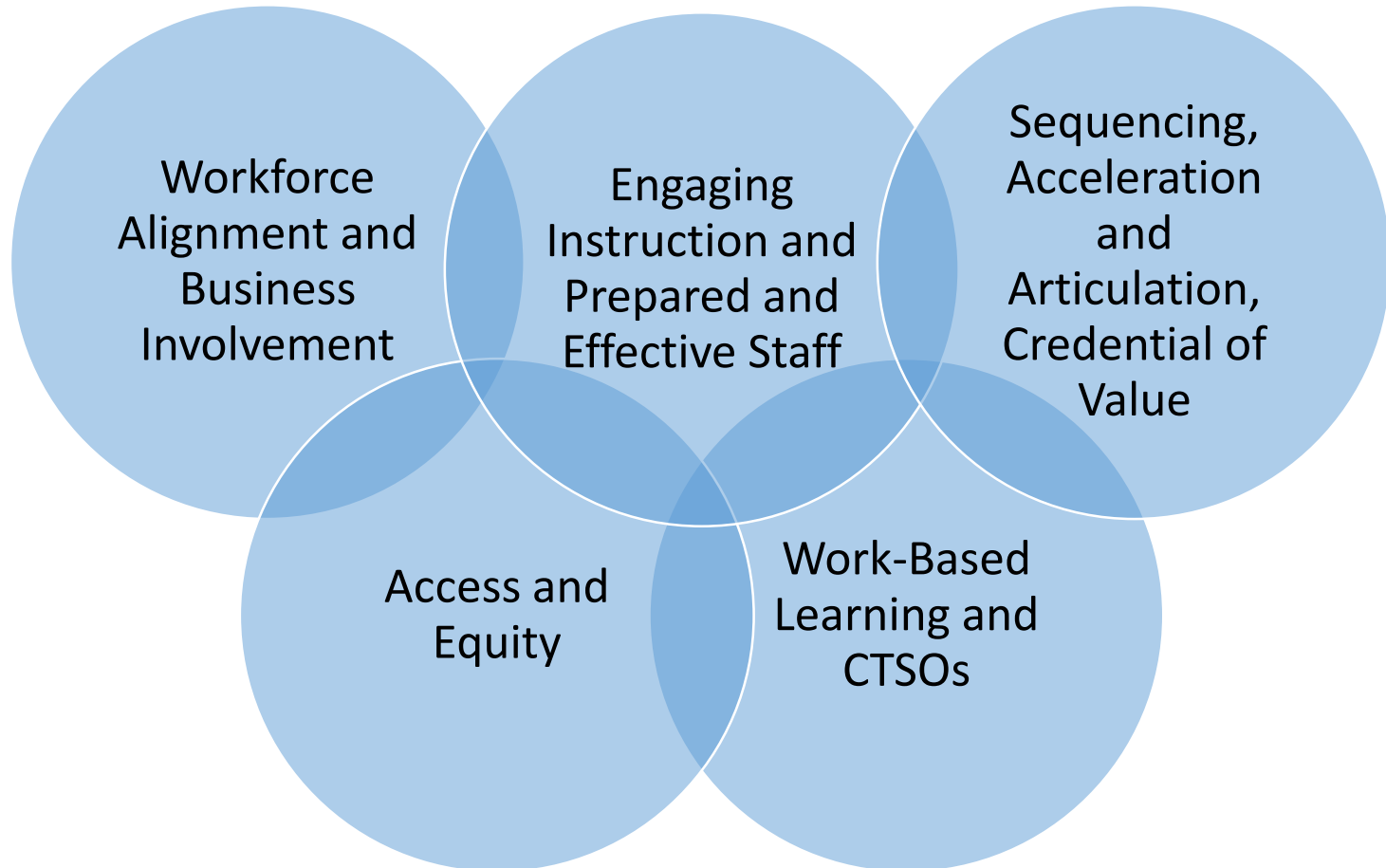
APPRENTICESHIP
- Certificate

High Schools
- Career and Technical Program
- Industry Certification

Middle Schools
- Digital Tool Certificate
- Industry Certification

Industry Advisors

Quality Components of CTE Programs

- Workforce Alignment and Business Involvement
- Engaging Instruction and Prepared and Effective Staff
- Sequencing, Acceleration and Articulation, Credential of Value
- Access and Equity
- Work-Based Learning and CTSOs

Florida's Career and Technical Education (CTE) Career Clusters

Agriculture, Food & Natural Resources

Architecture & Construction

Arts, A/V Technology & Communication

Business, Management & Administration

Education & Training

Energy

Engineering & Technology Education

Finance

Government & Public Administration

Health Science

Hospitality & Tourism

Human Services

Information Technology

Law, Public Safety & Security

Manufacturing

Marketing, Sales & Service

Transportation, Distribution & Logistics

CTE® Learning that works for Florida

9

Intentionally Designed CTE Programs

- **Grades 6-8 Middle School and Career Exploratory Courses in all 17 Career Clusters**

  -Introduction to Career Clusters and Pathways (6th grade)

  - Introduction to Health Science Pathways (7th grade)

  - Orientation to Nursing (8th grade)

- **Grades 9-12 Career Preparatory Programs (with associated courses) in all 17 Career Clusters**

  - Nursing Assistant Program

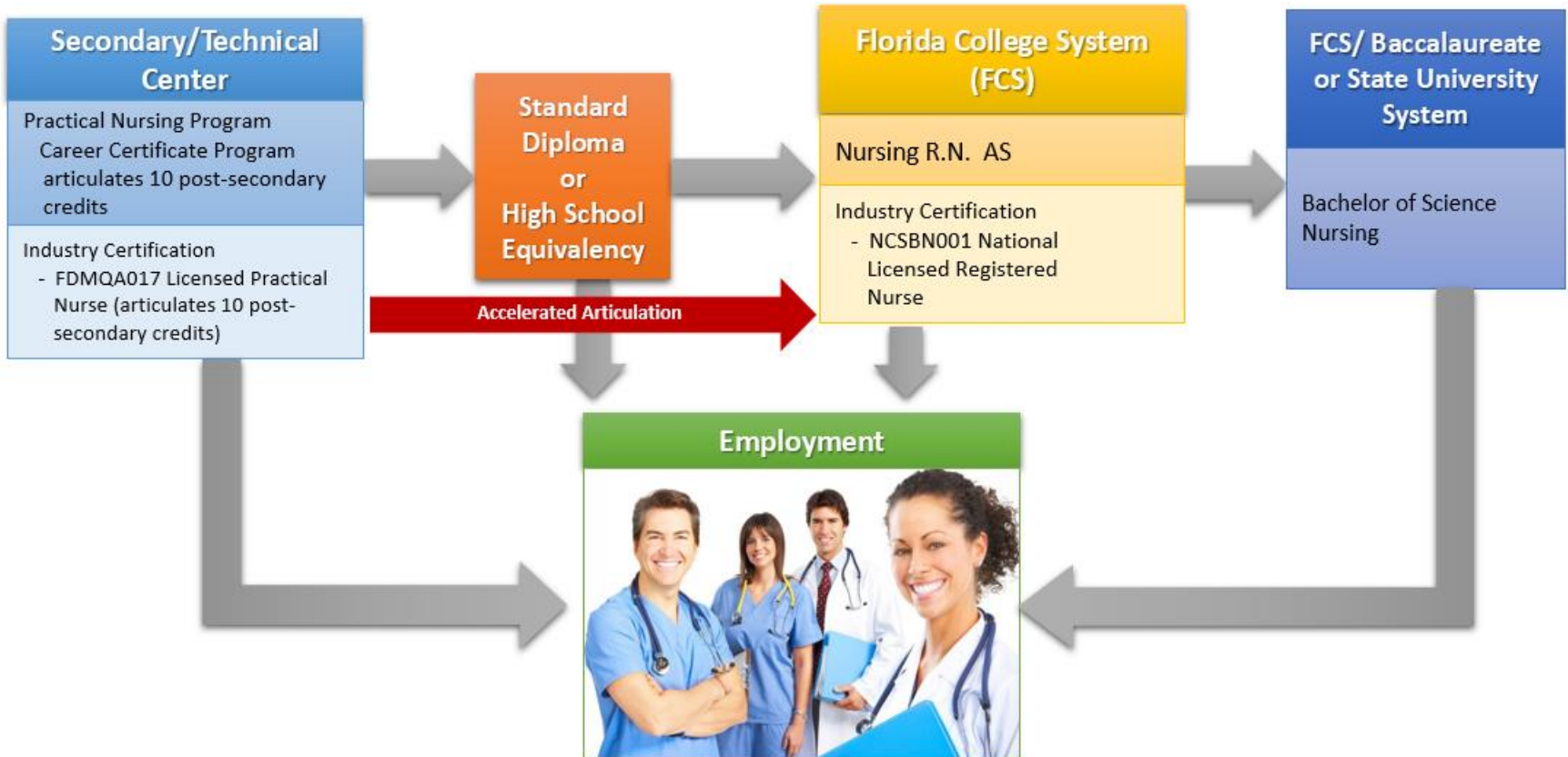| 8417100	Health Science Anatomy and Physiology
8417110	Health Science Foundations
8417211	Nursing Assistant 3

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Intentionally Designed Programs

- **Grades 9-12 Engineering and Technology Education**

  - Applied Robotics Program

Course Number	Course Title
9410110	Foundations of Robotics
9410120	Robotic Design Essentials
9410130	Robotic Systems
9410140	Robotic Applications Capstone

- **Grades 9-12 Work-based Learning and Capstone Courses**

  - **-** Principles of Teaching Internship

  - - Financial Services Internship

  - - Work-Based Learning available in all 17 career clusters

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Nursing Pathway for CTE Students: Health Science

Secondary/Technical Center

Practical Nursing Program
  Career Certificate Program
  articulates 10 post-secondary
  credits

Industry Certification
  - FDMQA017 Licensed Practical
    Nurse (articulates 10 post-
    secondary credits)

Standard Diploma or High School Equivalency

Accelerated Articulation

Florida College System (FCS)

Nursing R.N. AS

Industry Certification
  - NCSBN001 National
    Licensed Registered
    Nurse

FCS/ Baccalaureate or State University System

Bachelor of Science Nursing

Employment

Grades 6-12 Credentials of Value

- **Digital Tool Certificate** – an independent, 3rd party assessment of digital skills in the following areas: word processing; spreadsheets; sound, motion, and color presentations; digital arts; cybersecurity. Awarded to students in elementary school and middle school grades. Grades K-8

- **Industry Certification** – a time-limited credential issued by an independent, 3rd party certifying entity. Middle School through Postsecondary

- **Pre-Apprenticeship Certificate of Completion** – signifies a registered pre-apprentice has successfully completed the technical and academic standards of a registered apprenticeship program. (Issued by FDOE.) High School through Postsecondary

- **High School Diploma**– signifies a student has successfully completed specific High School Graduation requirements (earned specific subject area credits, passed the statewide assessments, and earned a minimum 2.0 GPA) High School

Percent of Graduates Exiting High School with Industry Certifications
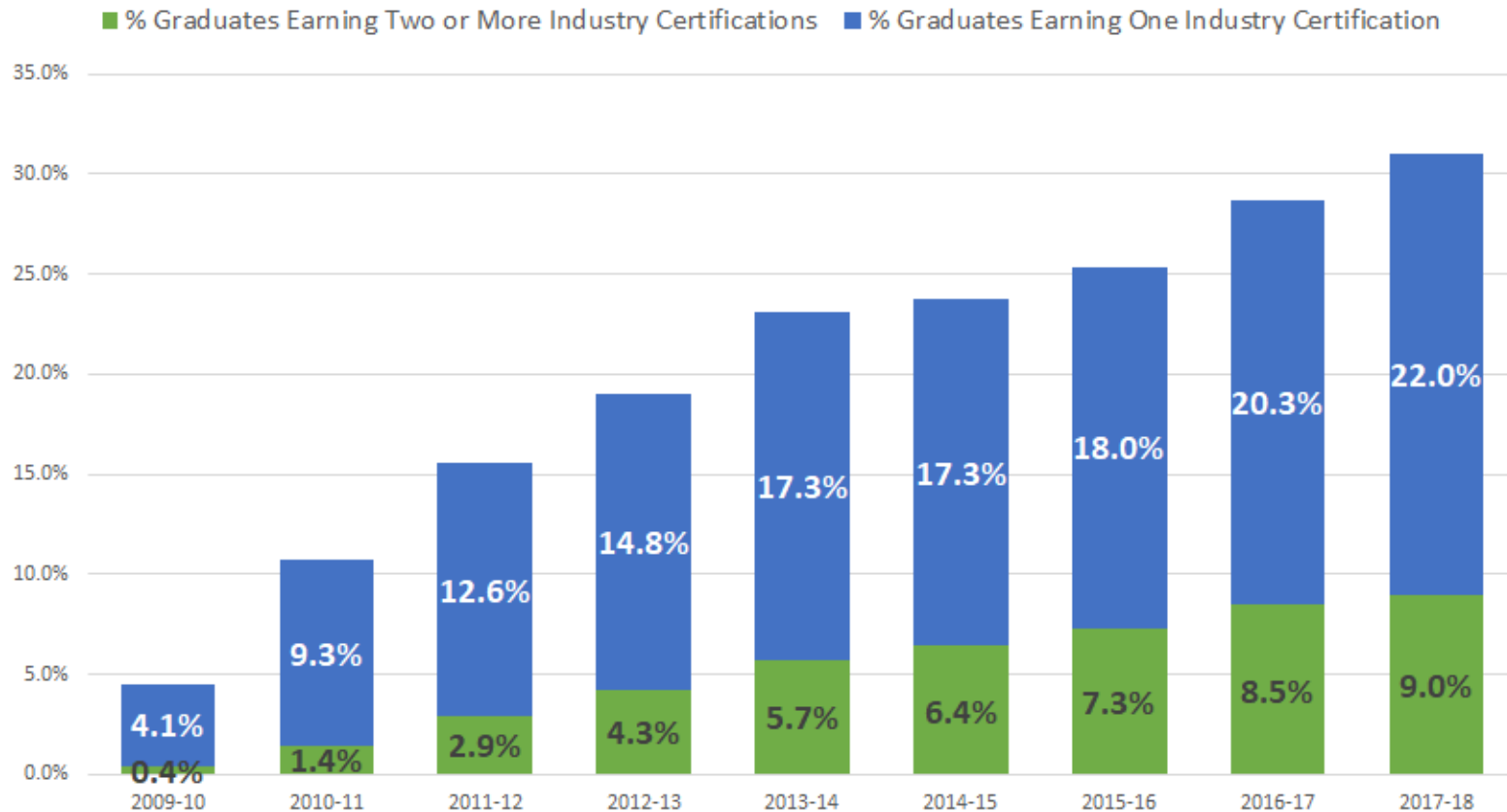
Source: Florida Department of Education

Enrollment in K-12 CTE Programs by Cluster

| Cluster	17-18 Enrollment	Percent
Agriculture, Food, and Natural Resources	42,873	7.9%
Architecture & Construction	19,166	3.5%
Arts, A/V Technology & Communication	133,317	24.6%
Business Management and Administration	42,670	7.9%
Education & Training	25,547	4.7%
Energy	482	0.1%
Engineering and Technology Education	23,633	4.4%
Finance	9,325	1.7%
Government & Public Administration	383	0.1%
Health Science	49,276	9.1%
Hospitality & Tourism	58,455	10.8%
Human Services	4,818	0.9%
Information Technology	68,250	12.6%
Law, Public Safety & Security	17,145	3.2%
Manufacturing	5,592	1.0%
Marketing, Sales & Services	20,638	3.8%
Transportation, Distribution & Logistics	21,199	3.9%

Source: K-12 Student Information System

Benefits for Students

- Earlier exposure to careers and the ability to plan for life after high school sooner
- Earn high school electives credit or satisfy equally rigorous science or economics
- Applied academics – real time application of the Florida Standards
- Application opportunities

- CTSO - leadership/scholarship/competitions

- Internships, shadowing, network building with business and industry
- Postsecondary opportunities

   -Dual Enrollment

   -Articulated Credit
- Industry Certifications

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Addressing the Needs of _ALL_ Students
Student Make-up of a Typical CTE Classroom

ESE

Gen Ed

Teacher

Gifted

504

ELL
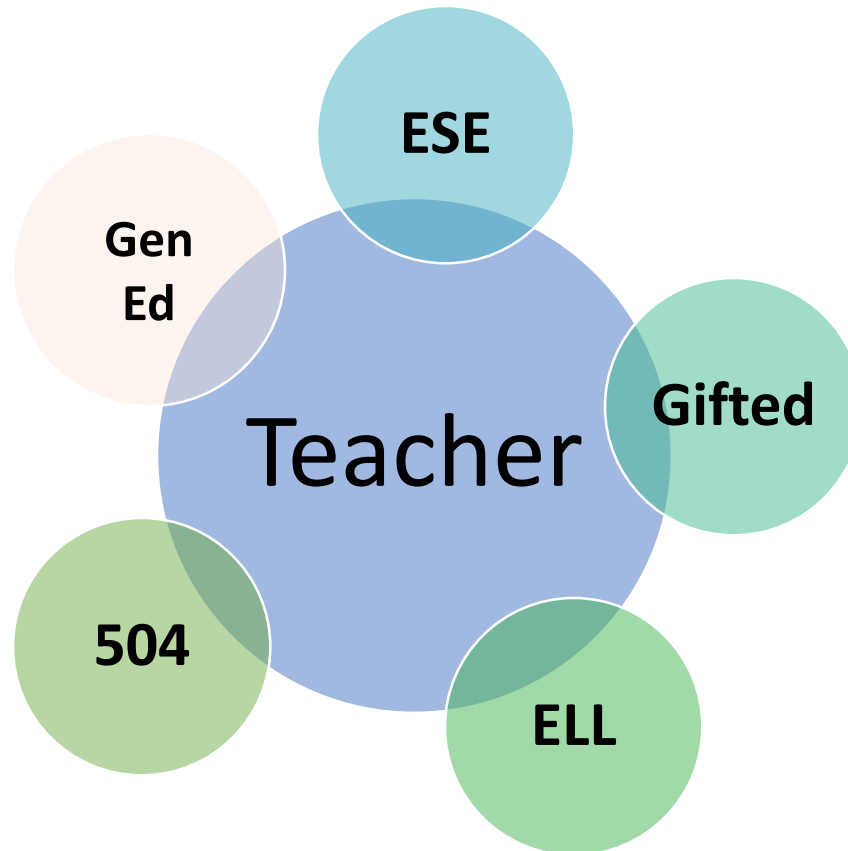
Career and Technical Education…

It's not your grandparent's wood shop or home economics class!

www.FLDOE.org

CTE Today...

www.FLDOE.org

Department of Economic Opportunity

Adrienne Johnston

Chief, Bureau of Workforce Statistics & Economic Research

Department of Economic Opportunity

Florida Measures of Labor Demand
Bureau of Workforce Statistics and Economic Research

October 2019

Bureau of Workforce Statistics and Economic Research

Our mission is to produce, analyze and deliver labor statistics to improve economic decision-making
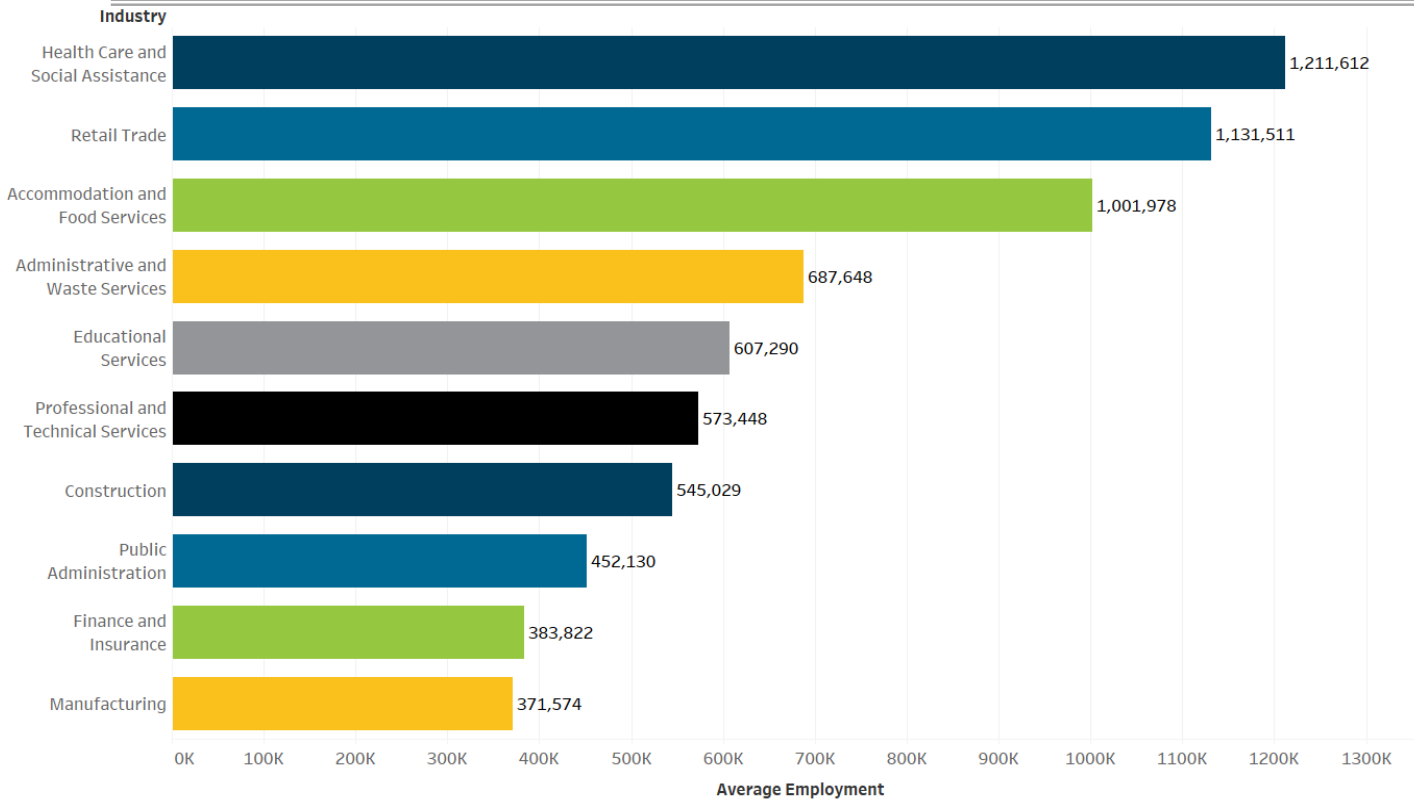
- Employment data are the state's most important economic indicators.

- Data collected under Federal/State Cooperative Statistical Programs.

- Comparable nationwide for all states, counties and metro areas.

- Collected through a combination of employer surveys, modeling and administrative records.

Thanks to Florida employers – without them we would not be able to provide data.

Federal / State Statistical Programs

- **Quarterly Census of Employment and Wages (QCEW) -** Produces employment and wages by industry based on all employers covered by reemployment assistance.

- **Current Employment Statistics (CES) -** Produces employment, hours and earnings by industry based on a sample of employers.

- **Occupational Employment Statistics (OES) -** Produces employment and wages by occupation based on a sample of employers.

- **Local Area Unemployment Statistics (LAUS) -** Produces labor force, employment, unemployment and unemployment rates based on a survey of households and a statistical model.

- **Employment Projections (EP) -** Produces annually eight-year employment projections for all industries and occupations using QCEW, OES and CPS data.

FLORIDA DEPARTMENT *of* ECONOMIC OPPORTUNITY

Quarterly Census of Employment and Wages (QCEW)

Industry

Industry	Average Employment
Health Care and Social Assistance	1,211,612
Retail Trade	1,131,511
Accommodation and Food Services	1,001,978
Administrative and Waste Services	687,648
Educational Services	607,290
Professional and Technical Services	573,448
Construction	545,029
Public Administration	452,130
Finance and Insurance	383,822
Manufacturing	371,574

Average Employment

Did you know… In 2009 Health Care and Social Assistance passed Retail Trade as the largest industry in Florida by employment?

- Understand employment and wages by industry, size and local area.

    - Available statewide, metropolitan statistical areas (MSAs), counties and workforce regions.

- Serves as the foundation for most labor market and economic data.

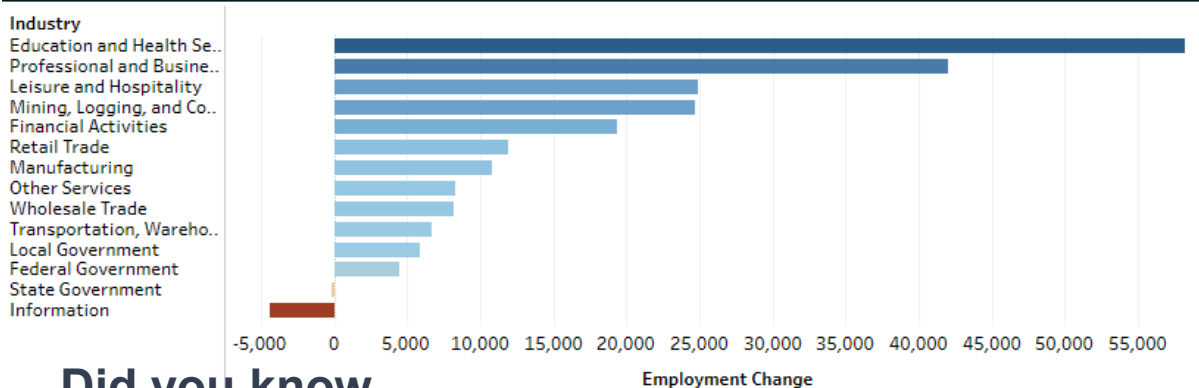**FLORIDA DEPARTMENT *of* ECONOMIC OPPORTUNITY**

Current Employment Statistics (CES)

Top Industries by Employment
Not Seasonally Adjusted
Aug-2019
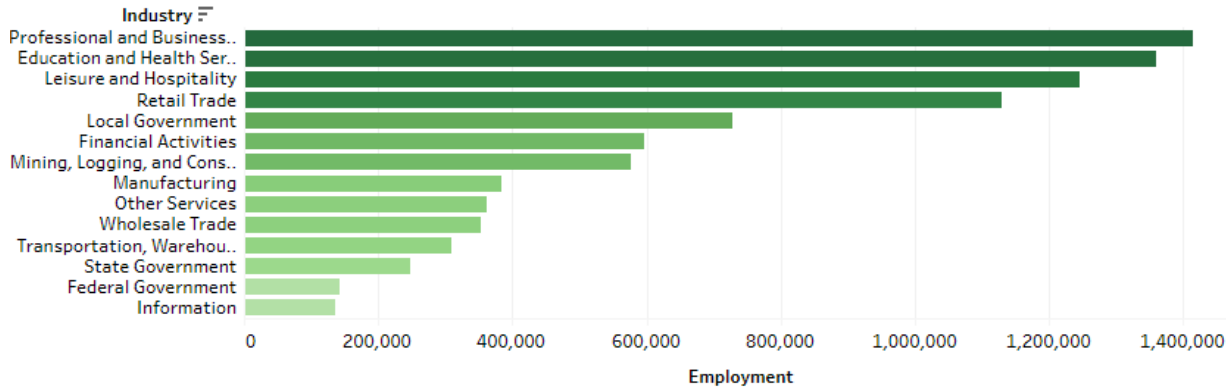
Top Industries by Change in Employment
Not Seasonally Adjusted
Aug-2018 To Aug-2019

- Monthly nonagricultural employment and earnings by industry and metro area.

- One of the most timely leading indicators of current economic conditions.

Did you know…

Fifty nine percent of the private-sector jobs added over the past eight years were created in industries with an average annual wage greater than $45,000?

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

Released August 2019

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Local Area Unemployment Statistics (LAUS)

Did you know…
Since the end of the recession, Florida's labor force has grown more than 10 percent?

Florida's Unemployment Rates by County - August 2019

Unemployment Rate
2.4% ▭ 8.2%
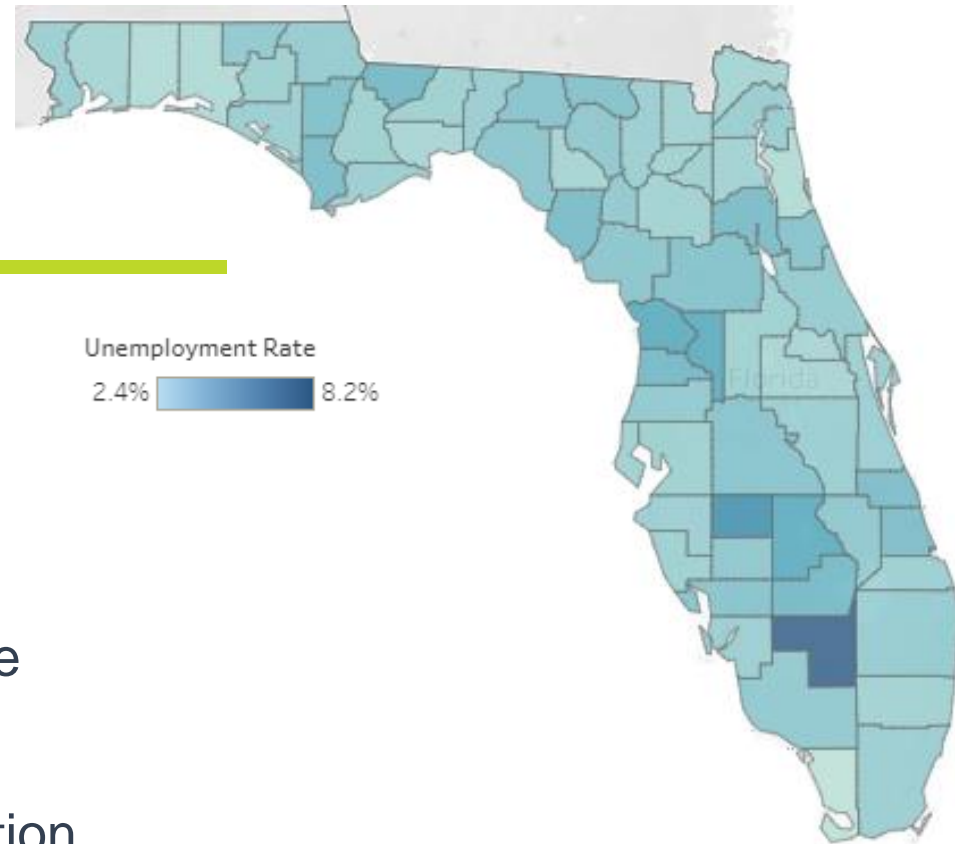
- This program answers the questions:

  - Who is in our labor force?

  - How many people in my area are unemployed?

  - What is our labor force participation rate?

Released August 2019

FLORIDA DEPARTMENT *of* ECONOMIC OPPORTUNITY

Occupational Employment Statistics

Florida Metro Areas Ranked by Median Wage of Total, All Occupations (31-33- Manufacturing)

Area Name	Median Wage
Palm Bay-Melbourne-Titusville MSA	$28.79
Crestview-Fort Walton Beach-Desti..	$23.20
Naples-Immokalee-Marco Island MSA	$20.95
West Palm Beach-Boca Raton-Delra..	$20.85
Orlando-Kissimmee-Sanford MSA	$19.32
Sebastian-Vero Beach MSA	$18.84
Jacksonville MSA	$18.83
Gainesville MSA	$18.82
Pensacola-Ferry Pass-Brent MSA	$18.74
Fort Lauderdale-Pompano Beach-De..	$18.10
Port St. Lucie MSA	$17.97
Lakeland-Winter Haven MSA	$17.94
Tampa-St. Petersburg-Clearwater ..	$17.92
North Port-Sarasota-Bradenton MSA	$17.67
Panama City MSA	$17.62
The Villages MSA	$17.41
Cape Coral-Fort Myers MSA	$17.23
Deltona-Daytona Beach-Ormond Be..	$17.09
Tallahassee MSA	$16.54
Ocala MSA	$15.96
Punta Gorda MSA	$15.49
Miami-Miami Beach-Kendall MD	$15.34
Sebring MSA	$15.14
Homosassa Springs MSA	$14.85

Select Chart Variable
Median Wage

Select Wage Rate Type
Hourly

Select Occupation
000000- Total, All Occupations

Select Industry
31-33- Manufacturing

Region Shown:

Hovering over the table data will highlight the area selected.

Source: Occupational Employment Statistics Program, Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.
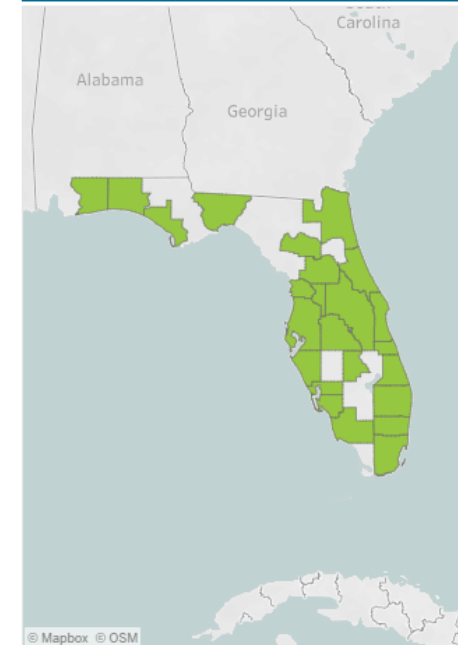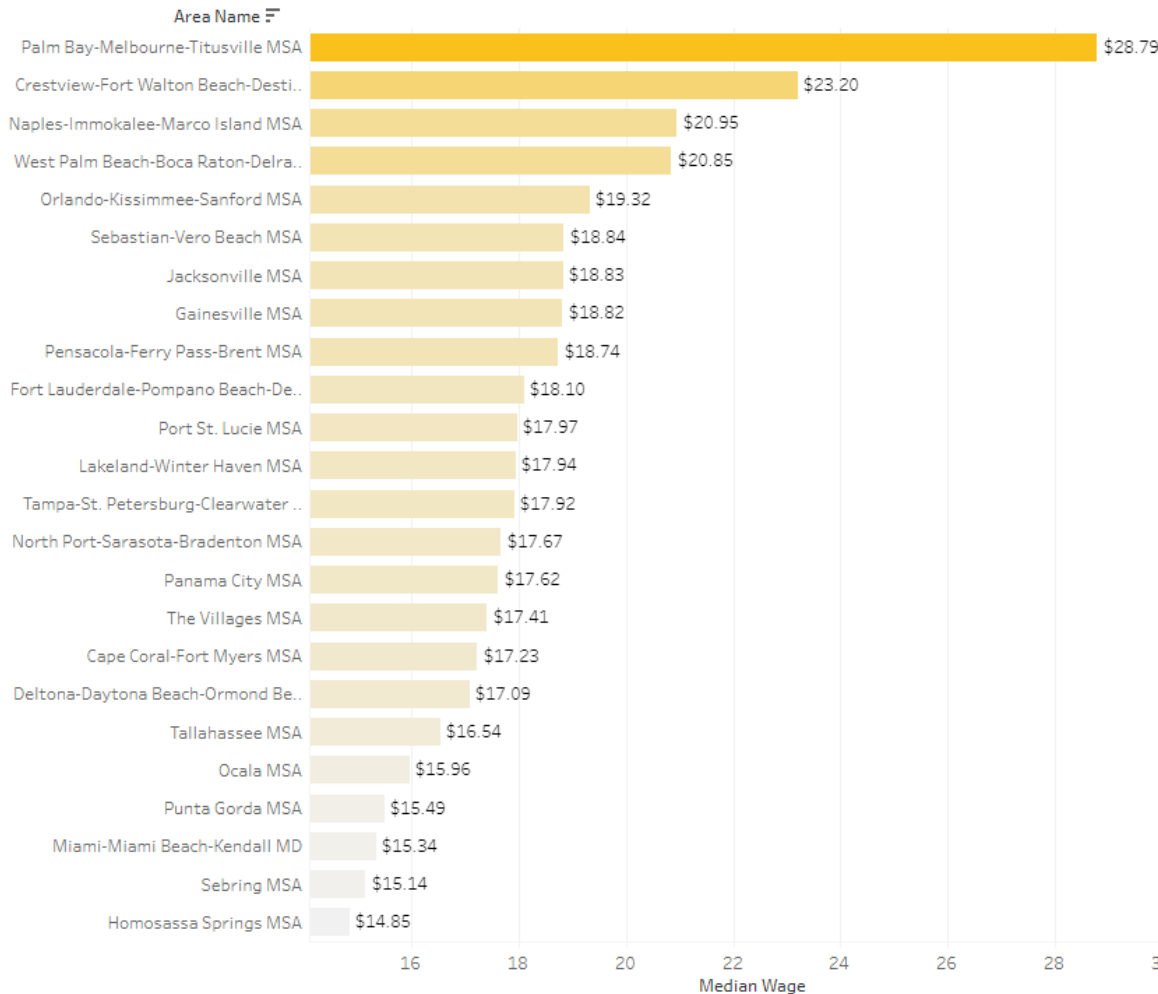
FLORIDA DEPARTMENT of ECONOMIC OPPORTUNITY

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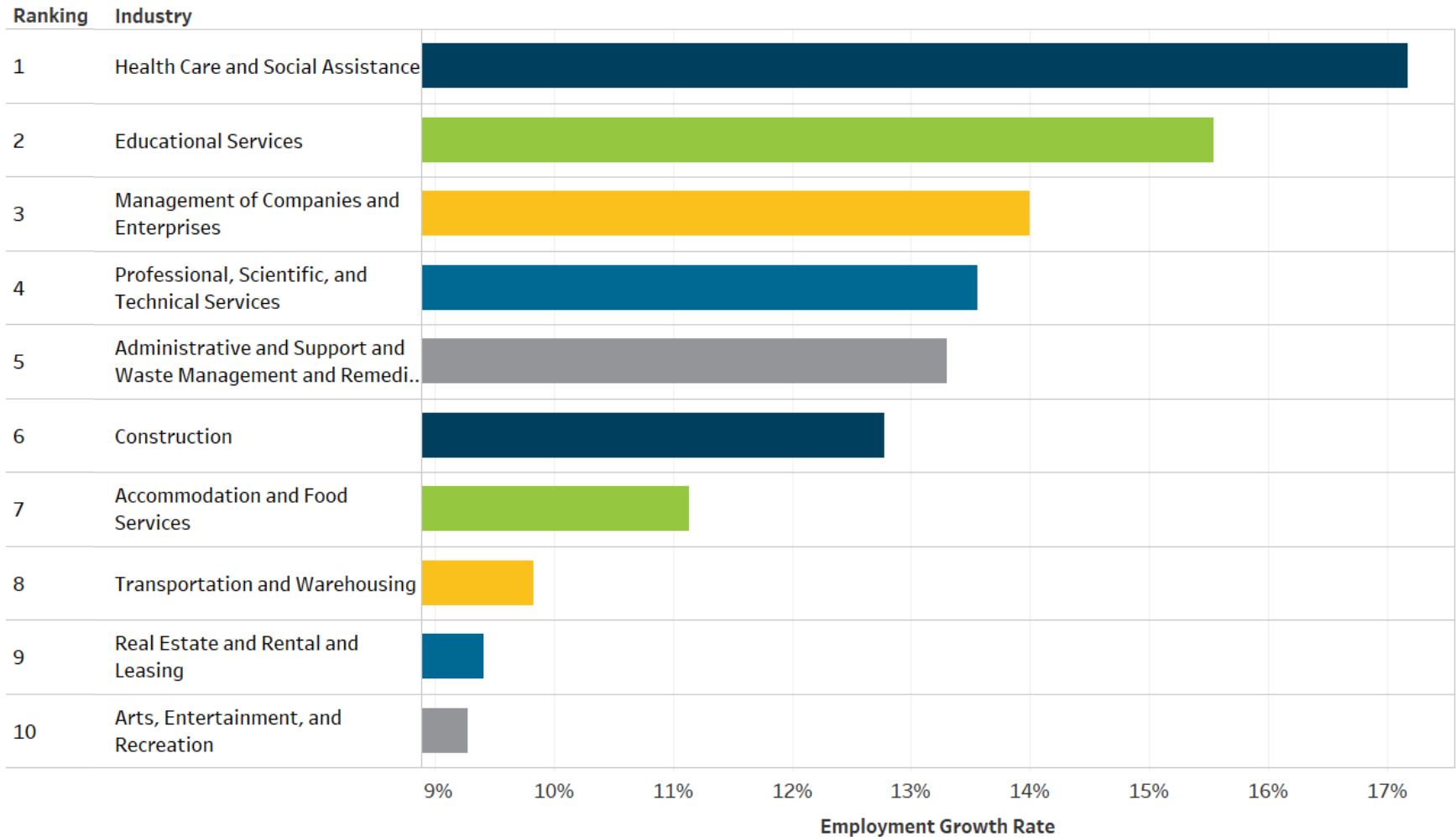# Top Job Ads in Central Florida

Top Advertised Occupations

Occupation		Over the Month Change	Over the Month Percent Change	Over the Year Change	Over the Year Percent Change		Online Ads
Registered Nurses		-274	-9.3%	291	12.2%	August 2019	2,686
						July 2019	2,960
						August 2018	2,395
Retail Salespersons		70	4.2%	88	5.3%	August 2019	1,740
						July 2019	1,670
						August 2018	1,652
First-Line Supervisors of Retail Sales Workers		77	4.7%	345	24.9%	August 2019	1,732
						July 2019	1,655
						August 2018	1,387
Customer Service Representatives		17	1.2%	50	3.6%	August 2019	1,455
						July 2019	1,438
						August 2018	1,405
Software Developers, Applications		12	1.0%	29	2.6%	August 2019	1,164
						July 2019	1,152
						August 2018	1,135
First-Line Supervisors of Office and Administrative Support Workers		59	6.2%	-32	-3.1%	August 2019	1,005
						July 2019	946
						August 2018	1,037

Sources:
• The Conference Board, Help Wanted OnLine, prepared by the Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

Fastest Growing Industries

Top Industries by Employment Growth Rate
Florida

Ranking	Industry	Employment Growth Rate
1	Health Care and Social Assistance	~17.2%
2	Educational Services	~15.5%
3	Management of Companies and Enterprises	~14.0%
4	Professional, Scientific, and Technical Services	~13.5%
5	Administrative and Support and Waste Management and Remedi..	~13.3%
6	Construction	~12.8%
7	Accommodation and Food Services	~11.1%
8	Transportation and Warehousing	~9.8%
9	Real Estate and Rental and Leasing	~9.4%
10	Arts, Entertainment, and Recreation	~9.2%

Employment Growth Rate

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research, Occupational and Industry Employment Projections 2018-2026.
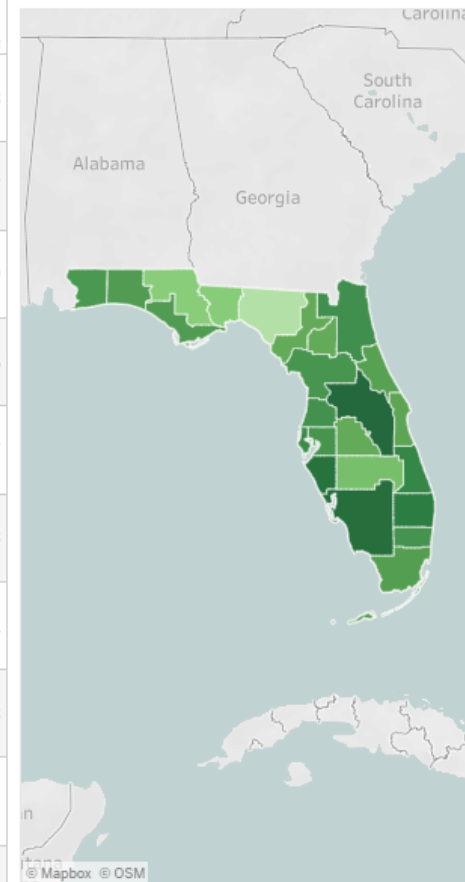
Fastest Growing Occupations

Fastest Growing Occupations
2018 - 2026
Occupation Group: All
Area (Counties): All (All)

SOC Code	Occupation	Education Level	2018 Employment	2026 Employment	Employment Growth	Growth Rate	Median Wage
29-1071	Physician Assistants	Bachelor's Degree	5,719	7,835	2,116	37.0%	$48.08
31-1011	Home Health Aides	Postsecondary Vocational	28,233	38,481	10,248	36.3%	$10.97
29-1171	Nurse Practitioners	Master's Degree or Higher	9,665	12,893	3,228	33.4%	$46.39
39-9021	Personal Care Aides	Postsecondary Vocational	28,325	36,677	8,352	29.5%	$10.36
31-9092	Medical Assistants	Postsecondary Vocational	55,271	70,624	15,353	27.8%	$15.07
31-2021	Physical Therapist Assistants	Associate Degree	5,594	7,126	1,532	27.4%	$29.78
15-1132	Software Developers, Applications	Associate Degree	37,467	47,389	9,922	26.5%	$42.21
15-1122	Information Security Analysts	Postsecondary Vocational	5,160	6,489	1,329	25.8%	$39.73
25-1071	Health Specialties Teachers, Postsecondary	Master's Degree or Higher	11,332	14,218	2,886	25.5%	
13-1161	Market Research Analysts and Marketing Specialists	Bachelor's Degree	30,594	37,889	7,295	23.8%	$27.81

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

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Gap Analysis

Skills gaps refer to a mismatch between the talent employers or businesses need to produce goods and services, and the availability of that talent in the labor market. This can be viewed two ways:

- Occupational Supply Gaps:

  - As the healthcare industry continues to grow in Florida, will there be enough trained nurses and doctors to meet the demand for healthcare services?

  - Gaps may be due to relatively low wages, too few training programs, or population shifts.

- Skill Supply Gaps:

  - As a local retail store, I find that job applicants do not have the customer service or math skills I rely on in my business.

  - Gaps may be due to structural changes that occur due to population and economic shifts or business needs outpacing changes to training/education programs.

Contact Information

Thank You.

If you have questions or comments about this presentation or need to discuss a future project, please contact us.

WSER.info@deo.myflorida.com

Visit: floridajobs.org/wser

DEO Bureau of Workforce Statistics and Economic Research
Adrienne Johnston: (850) 245-7257

CareerSource Florida - Sector Strategies

Elisia Norton

Project Director, ApprenticeshipUSA

CareerSource Florida

THE GOAL

Increase the prosperity of workers and employers; reduce welfare dependency; increase economic self-sufficiency; meet employer needs; and enhance productivity and competitiveness.
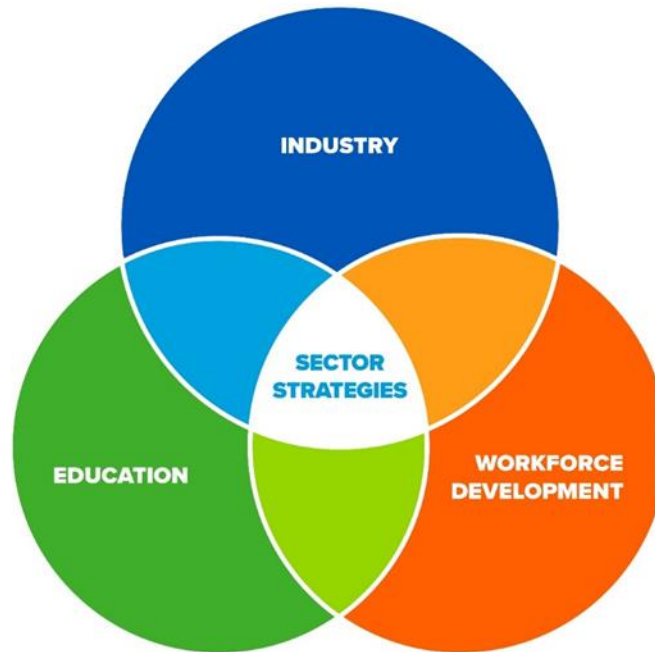
Common Vision, Common Goals

Educational Systems

Economic Development

Workforce System

Targeted Growth Sectors

The Talent Pipeline: Workforce as an asset for regional prosperity
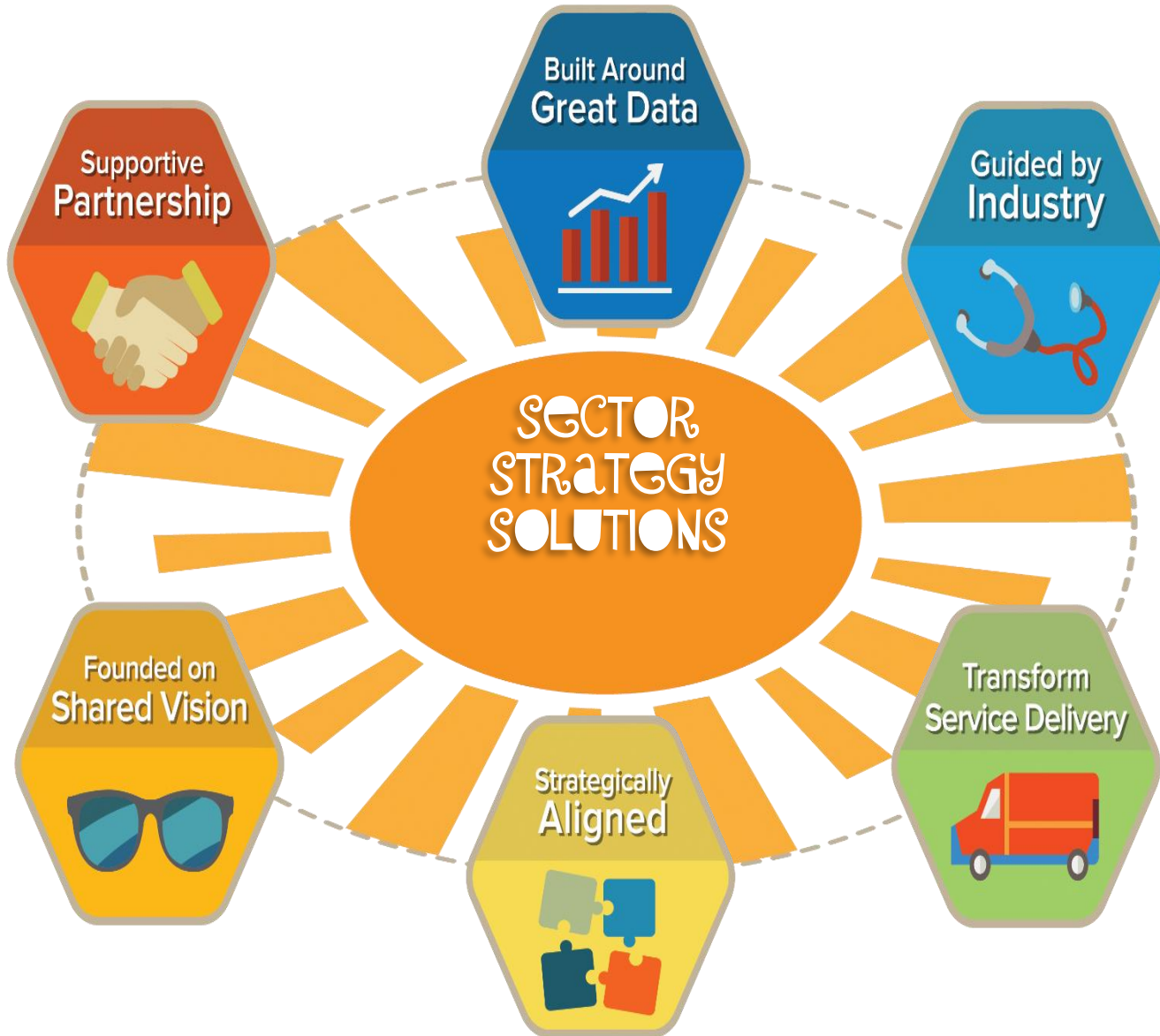
Sector Strategies:
Marine Manufacturing

Sector Strategies

Sector Strategies

RATIONALE

- Builds on statutory mandate that requires sector partnership strategies

- Enables Florida to quickly respond to talent needs of existing and new companies

- Aligns business needs to seamless talent delivery system that is industry led

REACH

Local Workforce Development Boards

CareerSource Escarosa | Escambia, Santa Rosa
CareerSource Okaloosa Walton | Okaloosa, Walton
CareerSource Chipola | Calhoun, Holmes, Jackson, Liberty, Washington
CareerSource Gulf Coast | Bay, Gulf, Franklin
CareerSource Capital Region | Gadsden, Leon, Wakulla
CareerSource North Florida | Hamilton, Jefferson, Lafayette, Madison, Suwannee, Taylor
CareerSource Florida Crown | Columbia, Dixie, Gilchrist, Union
CareerSource Northeast Florida | Baker, Clay, Duval, Nassau, Putnam, St. Johns
CareerSource North Central Florida | Alachua, Bradford
CareerSource Citrus Levy Marion | Citrus, Levy, Marion
CareerSource Flagler Volusia | Flagler, Volusia
CareerSource Central Florida | Orange, Osceola, Seminole, Lake, Sumter
CareerSource Brevard | Brevard
CareerSource Pinellas | Pinellas
CareerSource Tampa Bay | Hillsborough
CareerSource Pasco Hernando | Pasco, Hernando
CareerSource Polk | Polk
CareerSource Suncoast | Manatee, Sarasota
CareerSource Heartland | DeSoto, Hardee, Highlands, Okeechobee
CareerSource Research Coast | Indian River, Martin, St. Lucie
CareerSource Palm Beach County | Palm Beach
CareerSource Broward | Broward
CareerSource South Florida | Miami-Dade, Monroe
CareerSource Southwest Florida | Charlotte, Collier, Glades, Hendry, Lee

- Shifts workforce development from supply-driven to demand-driven system

- Builds capacity to move beyond training programs to developing career pathways and addressing skill shortages

- Transformational instead of Transactional

RESULTS

- Expansive training empowered network to embrace strategies driven by demand

- Progress optimized through policy development, technical assistance and sharing of best practices

- Expanding Business Engagement Dashboard tracks high-value services to businesses in targeted sectors

	Strategic Policy	2018.02.14.A.2
Title:	Sector Strategy Policy	
Adopted:	February 14, 2018	
Effective:	February 14, 2018	

- Complementary Florida Sector Strategy Toolkit helps local workforce development boards build talent pipelines based on local demand

- CareerSource Florida Board of Directors approved a Regional Targeted Occupations list to better serve employers in industries lacking skilled workers

?

Questions

FloridaMakes

Zoraida Velasco

Vice President, External Affairs

FloridaMakes

BUILDING THE TALENT PIPELINE

CONNECTING MANUFACTURERS WITH WORKFORCE PARTNERS

Tina Berger
FloridaMakes
Director of Talent Development
Executive Director,
Advanced Manufacturing Workforce Leadership
Council

FLORIDAMAKES VISION

FloridaMakes is the statewide, industry-led partnership that strengthens and measurably advances Florida's manufacturing economy.

Florida's Manufacturing Extension Partnership of the national NISTNetwork

WHY MANUFACTURING

- **Modern manufacturing is undergoing a fundamental transformation; a new fourth industrial revolution.**

- **Rapid technological advances and the convergence of physical and digital manufacturing are helping change the way manufacturers operate and raising the bar for required employee skillsets.**

- **Talent at all levels is becoming a key competitive differentiator. In fact, manufacturing executives around the world rank talent as the top driver of manufacturing competitiveness.[1]**

- **At the same time, the US manufacturing industry faces an estimated two-million-worker shortfall over the next decade, and industry executives report that six out of 10 positions are currently unfilled due to a manufacturing skills gap.[2]**

FLORIDA MANUFACTURING
Share of Jobs 4.9%

**Annual Wages $61,686 (Increasing)
Wage Share 6.1%**

**MANUFACTURING JOBS
371,527 (Increasing)
12th National ranking (Unchanged)
2030 Goal Top 5**

2019 FLORIDA CHAMBER OF COMMERCE SCORECARD

FloridaMakes

SECTOR STRATEGIES

TOGETHER EVERYONE ACHIEVES MORE

TALENT DEVELOPMENT COMMITTEE

The fundamental responsibility of the Committee is to assist the executive management team with the identification and promotion of workforce strategies that promote and expand manufacturing knowledge for critical skills to current and future manufacturing industries served by FloridaMakes.

- **Expansion of Apprenticeship Opportunities**

- **Career Perceptions Marketing Campaign**

- **Upskilling Employed and Incumbent Workers: Retaining and Retraining the existing workforce to meet everchanging needs of advanced manufacturing**

FloridaMakes

Florida's Advanced Manufacturing Workforce Leadership Council, through a sector strategy approach, will develop and continue an essential business feedback loop to ensure Florida's training and workforce system has a deep understanding of, and is responsive to, the talent needs of the advanced manufacturing industry sector.

The Advanced Manufacturing Workforce Leadership Council was formed in April 2019

• Each RMA has at least one representative on the Council
• Working Committees to explore and advise on the Boards areas of focus for the year

FloridaMakes

TALENT FOCUSED

Expansion of Apprenticeship Opportunities

- **Support the launch of the AeroFlex Pre-Apprentice Model in Brevard and Palm Beach counties**

- **Secured a NIST Competitive Grant Award for $356,000 to fund the Program Manager and outreach marketing in the CareerSource Brevard and Palm Beach Centers**

- **FloridaMakes negotiating to become the statewide sponsor of the entry level MSSC Industrial Manufacturing Technician Apprenticeship model**

COOL JOBS

Career Perceptions Marketing Campaign

- **October Manufacturing Month**
- **Develop tools to share with manufacturers and their sector partners to increase awareness of career pathways, resources, training opportunities**
- **FloridaMakes website- interactive Workforce Resource microsite for employers.**
- **Develop an effective Communication strategy to reach the RMA leadership and the network members**
- **Develop " Best Practices" to maximize regional engagement with sector partners to increase awareness of manufacturing careers, pipeline needs and training opportunities etc.**
- **Statewide Skills Gap Survey tool and link that will provide consistent data verified by industry by region and a statewide summary to be shared with workforce partners.**

THANK YOU!

Leadership is the capacity to translate vision into reality.

Warren Bennis

tina.berger@floridamakes.com

Discussion

Florida Department of EDUCATION — fldoe.org

Review Draft Work Plan

Upcoming Meetings

- Tuesday, October 29: 10:00am – 11:30am

- Tuesday, November 5: 10:00am – 11:30am

- Tuesday, November 12: 10:00am – 11:30am

Strategic Priority 1: Policy and System Alignment

Statutory Requirement:
(a) Identify Florida's fastest-growing industry sectors and the postsecondary credentials required for employment in those industries
(b) Assess whether postsecondary degrees, certificates, and other credentials awarded by Florida's postsecondary institutions align with high-demand employment needs and job placement rates.

Goals	Strategies – DRAFT 10/22/19
PSA 1. Identify the postsecondary degrees, certificates, and other credentials awarded by Florida's postsecondary institutions	PSA 1.1. Work with staff for the postsecondary education systems to identify the range of postsecondary program offerings
	PSA 1.2. Collect data on program offerings for postsecondary institutions through IPEDS (national database), existing reporting systems or institutions—minimally, data on enrollments, completions and location of institution
	PSA 1.3. Create an Excel inventory of program offerings across the state's delivery systems, organized by workforce region
PSA 2. Identify high-demand employment needs	PSA 2.1. Identify high-demand employment needs by workforce region using DEO data
	PSA 2.2. Identify additional employment needs through other mechanisms including sector strategies and FloridaMakes
	PSA 2.3. Create an Excel inventory of employment needs, organized by workforce region
PSA 3. Identify unmet need	PSA 3.1. Identify unmet need by occupation by examining the difference between employment needs (identified under goal 2) and postsecondary production (identified under goal 1), organized by workforce region
PSA 4. Connect business/industry with postsecondary delivery systems to discuss strategies to fill the gaps and build a talent pipeline	PSA 4.1. Analyze data on job placement rates of current programs to assess student outcomes
	PSA 4.2. Publish data on unmet need and identify the areas (occupations and regions) where there is a need for a particular program
	PSA 4.3. Encourage employers and postsecondary institutions to hold regional convenings/conversations about aligning program offerings with employers' needs, leveraging existing resources including sector strategies
	PSA 4.4. Publish best practices on partnerships, leveraging the career and technical education audit

Checklist and Timeline					
Item	**Due Date**	**Status**	**Actual Start Date**	**Actual End Date**	**Responsible Staff**
PSA Workgroup Meeting 1.	10/18/19	Complete	10/18/19	10/18/19	Eric Hall, Workgroup Chair DEO staff, technical support
Meeting 1 Action Items: Request additional information from subject matter experts to inform group 1's action steps	10/22/19	On Schedule			Carrie Henderson, Chair's designee
Action Item 1: Request presentation from CareerSource on Sector Strategies	10/22/19	On Schedule			
Action Item 2: Request presentation from FloridaMakes	10/22/19	On Schedule			
Action Item 3: Request presentation from DEO on data collection	10/22/19	On Schedule			
Action Item 4: Request presentation from DOE on K-12 CTE	10/22/19	On Schedule			
PSA Workgroup Meeting 2.	10/22/19	On Schedule			Eric Hall, Workgroup Chair DEO staff, technical support
Meeting 2 Action Items:					
Action Item 1:					
Action Item 2:					
Action Item 3:					
Action Item 4:					
PSA Workgroup Meeting 3.	10/29/19	On Schedule			Eric Hall, Workgroup Chair DEO staff, technical support
Meeting 3 Action Items:	11/5/19				
Action Item 1:					
Action Item 2:					
Action Item 3:					
Action Item 4:					
Finalize goals and strategies, including incorporating any feedback from full FTDC.	11/18/19				Eric Hall, Workgroup Chair DEO staff, technical support

FTDC Strategic Plan (including goals and strategies) approved by full FTDC.	12/20/19				Eric Hall, Workgroup Chair DEO staff, technical support

Workgroup Meeting Minutes

Group 1: Policy and System Alignment
Friday, October 18
10:00 am – 11:00 am

Roll Call

Members Present:

Chancellor Eric Hall, Workgroup Chair	Executive Vice Chancellor Carrie Henderson
Emily Sikes	Peter Ring
Adriane Grant	Tara Goodman
Arthur "Art" Hoelke	Robert "Bob" Ward

Others Present:

- Joel Schleicher, Council Chair
- Ken Lawson
- Robin King
- Thomas Skinner
- Sharon Smoley
- Warren Davis
- Jessica Kummerle
- Elisia Norton
- Steve Collins
- Pam Johnson
- Angela Shave
- Richard Reeves
- Robert O'Leary

Department of Economic Opportunity Support Staff Present:

- Katie Crofoot Liebert
- Nicole Duque
- Katherine Morrison
- Emilie Oglesby
- Monica Rutkowski

Introduction: Welcome and Opening Remarks

- Joel Schleicher welcomed members and shared his vision and direction for the workgroup.
- Carrie Henderson from the Department of Education gave opening remarks to the group.

- Eric Hall gave additional opening remarks after joining the call.

Discussion
- Katie Crofoot Liebert reviewed a PowerPoint presentation **(attached)** outlining the purpose and expectations of the workgroups.
- Carrie Henderson provided several slides **(attached)** outlining how the workgroup approach developing the goals and strategies for the group's strategic priority, including some potential first steps. The presentation also provided background on data and previous initiatives.
- Workgroup members engaged in discussion throughout the Department of Education's presentation. Discussion topics included:
  - Collaborative efforts with CareerSource Florida and FloridaMakes
  - CareerSource Florida efforts to transition to a sector strategy focus driven by data. CareerSource Florida will send related documents
  - Datasets and availability
  - Apprenticeships – value, related costs, expansion of the program
  - Cross-sector collaboration to produce higher quality education for students, e.g. industry experts assisting in teaching in schools
  - Student preparation for postsecondary education
  - Brevard County as a case study for using data to address employment/industry sector shortages and needs in different areas of the county; the county is also partnering with local educational institutions and industry sectors to fill those needs. How can we create a similar collaboration statewide?
  - Department of Education will be releasing its new report; established programs that reduce redundancy and move them into postsecondary programs
- Carrie Henderson reviewed upcoming meeting dates and reviewed potential topics for the next meeting on October 22, 2019 which are available in the PowerPoint presentation.

Public Comment:

Katie Crofoot Liebert opened for public comment. No members of the public commented on the call.

Closing

Carrie Henderson asked for additional comments from the workgroup members and gave closing remarks.

Katie Crofoot Liebert thanked Carrie Henderson and Eric Hall for their participation and gave closing remarks. The next meeting of this workgroup will be Tuesday, October 22 at 10:00 am.

Agenda

Roll Call

Introduction

Workgroup Overview: Purpose & Expectations

Discussion

Public Comment

Workgroup Overview

Purpose & Expectations

Purpose & Timeline

- The Florida Talent Development Council (FTDC) is charged with providing a strategic plan by December 31, 2019.

- The strategic plan must address specific deliverables outlined in statute.
  - Section 1004.015(4)(a)-(h), Florida Statutes

- The FTDC has tasked five workgroups to provide recommendations by November 20, 2019.

- The workgroups will focus on developing goals and strategies that address their assigned deliverables.

Goals and Strategies

Goal

Each workgroup will develop goals for their Strategic Priority. Goals are a driving force in the realization of the strategic plan.

Definition:
A broad statement describing a desired future condition or achievement. The goal responds to identified needs or problems and states the ultimate mission or purpose of the program or collaborative.

Strategies

Each workgroup will identify a set of strategies that will collectively contribute towards the progress of the goals.

Definition: Strategies describe how objectives will be accomplished. Strategies can be used to develop programs and activities that enable the organization to pursue the objectives.

Types of Strategies:
- **Short Term/Quick Win:** Expect implementation and outcomes in next 6 months to 1 year.
- **Long Term:** Expect implementation and outcomes over 1+ years.
- **Policy:** Pursued and implemented over any time period, at local, regional or state, legislative or executive levels.
- **Learning Strategy/Prototype:** Expect implementation and outcomes over next 12 months. Opportunities to test a strategy in a targeted manner to learn and inform future strategies.

Tools

Assessment Tool

This tool provides a starting point for assessing data and information, so that the current status of Florida's workforce and education systems can be determined and needs/gaps identified. The tool is designed to be flexible and customizable to meet the scope of evaluations and analyses of needs.

The tool consists of three parts:

1) Guiding Questions and Summarize Findings,
2) Identifying and Using Data and
3) Identifying Needs and Priorities.

Workgroup Work Plan

The assessment tool will assist workgroups with formatting and organizing goals and strategies for each Strategic Priority.

A checklist and timeline are also included so workgroups can keep track of meeting dates, list action items and due dates, assign workgroup members to action items, and monitor the overall progress of workgroup activities.

Expectations

- Each workgroup operates according to Florida's Sunshine Laws. All meetings will be noticed a week prior to the meeting date.

- Minutes from the workgroup's prior meeting will be approved at the beginning of each meeting.

- The opportunity for public comment will be given at the end of each meeting of the workgroup.

- Workgroup members will have access to a Sharepoint page where documents can be accessed and progress can be tracked.

Florida Talent Development Council: Workgroup 1 – Policy and System Alignment

October 18, 2019

Our Deliverables

- Primary
  - Assess whether postsecondary degrees, certificates, and other credentials awarded by Florida's postsecondary institutions align with high-demand employment needs and job placement rates

- Secondary*
  - Identify Florida's fastest-growing industry sectors and the postsecondary credentials required for employment in those industries

*Data & accountability workgroup will also examine this strategic priority

Breaking it Down

Assess whether **postsecondary degrees, certificates, and other credentials awarded** by Florida's postsecondary institutions align with high-demand employment needs and job placement rates

Potential first step – take inventory of current program offerings across Florida's delivery systems

- Look at production at award level (e.g., certificate, associate, baccalaureate)
  - Look at production at a program level (e.g., accounting, engineering, nursing)
- Understand state/institutional processes for adding new programs—are employment needs a consideration?

Example from RISE to 55 Campaign

Degree Production in Florida, 2015-16

Total: 341,291 Awards/Certifications
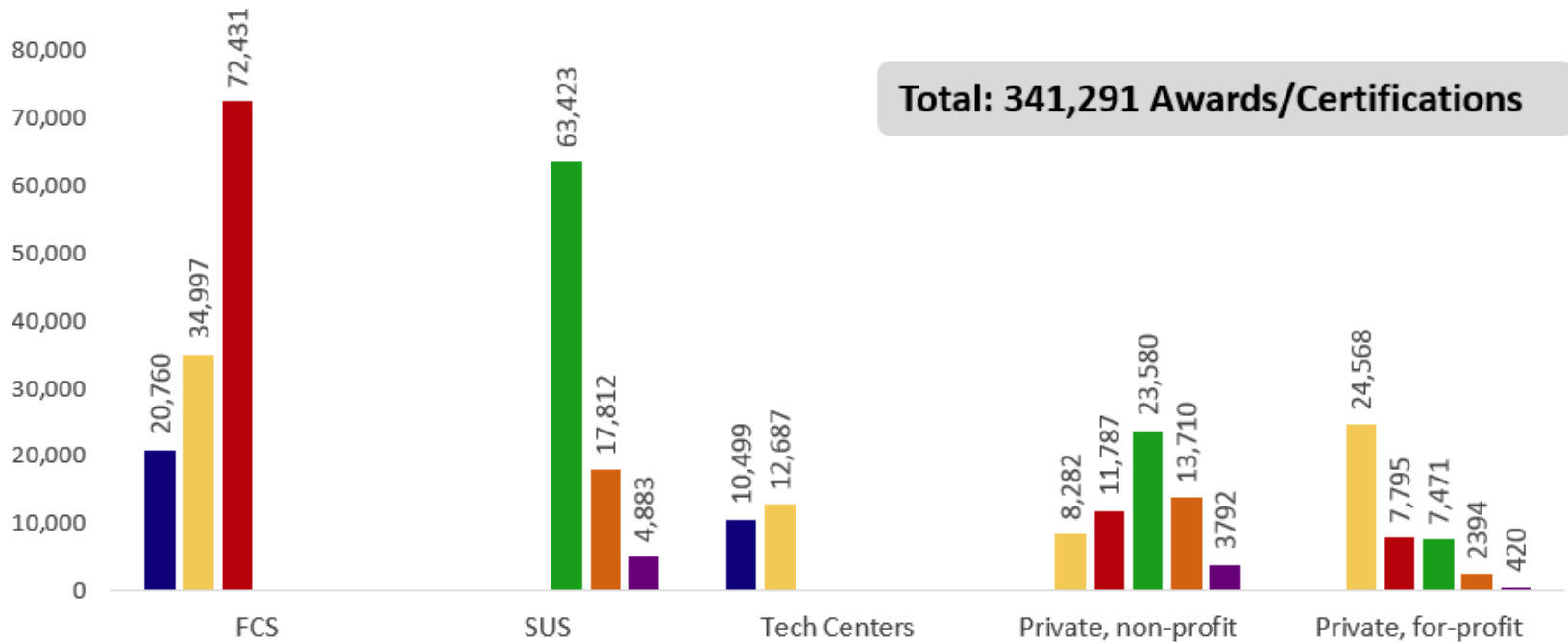
Legend: Industry Certifications (funded and non-funded) ■ Academic Certificates ■ Associate ■ Bachelor's ■ Master's ■ Doctoral

FCS:
- Industry Certifications: 20,760
- Academic Certificates: 34,997
- Associate: 72,431

SUS:
- Bachelor's: 63,423
- Master's: 17,812
- Doctoral: 4,883

Tech Centers:
- Industry Certifications: 10,499
- Academic Certificates: 12,687

Private, non-profit:
- Academic Certificates: 8,282
- Associate: 11,787
- Bachelor's: 23,580
- Master's: 13,710
- Doctoral: 3792

Private, for-profit:
- Academic Certificates: 24,568
- Associate: 7,795
- Bachelor's: 7,471
- Master's: 2394
- Doctoral: 420

Note: These data represent the count of awards conferred in 2015-16. It is possible for a student to have earned more than one degree. Students, particularly those in upper-division programs, may already hold a lower-division credential.

Source: FCS: FCS Fact Book; SUS: Board of Governors Staff; Tech Center: PERA; private non-profit and for-profit: IPEDS.

Current Program Approval Process: Districts and Florida College System Institutions

Certificate & Associate	Baccalaureate
• FDOE develops and maintains career & technical education (CTE) programs that align with 17 career clusters • Programs are detailed in curriculum frameworks developed with education, business and industry, and trade associations • Once SBOE* approves a program, it may be offered by any institution in Florida	• State colleges may seek approval from SBOE to offer baccalaureate degrees in limited, high-demand workforce areas • The process established in section 1007.33, Florida Statutes, requires colleges to partner with business/industry to show demand and demonstrate unmet need through data

*State Board of Education

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Breaking it Down

Assess whether postsecondary degrees, certificates, and other credentials awarded by Florida's postsecondary institutions align with **high-demand employment needs** and job placement rates

Potential second step – identify high-demand employment needs

- Using DEO data, identify high-demand employment needs by workforce region

- Other methods for identifying employment needs?

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Postsecondary Statewide Review: Workforce Program Quality Indicators

- Indicator of whether the program trains for an occupation on the Statewide Demand Occupation List

- Indicator of whether the program trains for an occupation on the Regional Statewide Demand Occupation Lists

- Indicator of whether the final program SOC in the framework is linked to an occupation that is expected to grow over the next eight years

- Indicator of whether the program trains for an occupation with middle to high wages

Breaking it Down

Assess whether postsecondary degrees, certificates, and other credentials awarded by Florida's postsecondary institutions **align** with high-demand employment needs and job placement rates

Potential third step – identify unmet need

- Using DEO data, identify employment needs by workforce region

- Using IPEDS data and institutional data, identify current degree production of all postsecondary institutions in workforce region

- Determine unmet need—the difference between employment needs and degree production

Demand - DEO Employment Projections

DEMAND: FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY (DEO) EMPLOYMENT PROJECTIONS

A.1.1	Occupation			Number of Jobs				Salary		Education Level
	Name/Title	SOC Code	County/ Region	Base Year	Projected Year	Level Change	Total Job Openings (divided by 8)	Avg. Hourly Wage	Annualized Salary	
								$--,---	$--,---	
								$--,---	$--,---	
								$--,---	$--,---	
								$--,---	$--,---	
								$--,---	$--,---	
							Total ---	$--,---	$--,---	

Supply – Degree Production

SUPPLY: NATIONAL CENTER FOR EDUCATION STATISTICS, INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM								
A.1.2	Program		Number of Degrees Awarded					5-year average or average of years available if less than 5 years
	Institution Name	CIP Code	Prior Year 4	Prior Year 3	Prior Year 2	Prior Year 1	Most Recent Year	
						Total	---	---

Unmet Need

ESTIMATES OF UNMET NEED

A.1.3	DEMAND		SUPPLY		RANGE OF ESTIMATED UNMENT NEED	
	(A)		(B)	(C)	(A-B)	(A-C)
	Total Job Openings (divided by 8)		Most Recent Year	5-year average or average of years available if less than 5 years	Difference	Difference
DEO						
Other: (List here)						

Breaking it Down

Assess whether postsecondary degrees, certificates, and other credentials awarded by Florida's postsecondary institutions align with high-demand employment needs and **job placement rates**

Potential forth step – identify placement rates for programs

- Using FETPIP data, match completers in jobs
  - Use additional data sources (Burning Glass, EMSI, etc) to supplement the data that are collected at the state

Considerations

- Ensuring ICUF and CIE are represented on committee

- Data availability

- Others?

Discussion

Upcoming Meetings

- Tuesday, October 22: 10:00am – 11:30am

- Tuesday, October 29: 10:00am – 11:30am

- Tuesday, November 5: 10:00am – 11:30am

- Tuesday, November 12: 10:00am – 11:30am

Next meeting (10/22) topics

- Pre-K-12 preparation for postsecondary

- Overview of sector strategies
    - CareerSource Florida
    - Florida Makes

- Overview of DEO data collection

- Business perspective

www.FLDOE.org