Workgroup Meeting Minutes

Group 2: Workforce Readiness
Tuesday, November 5, 2019
1:30 pm – 2:00 pm

Roll Call

Members Present:

Representative Rene Plasencia, Workgroup Chair

Warren Davis	Keantha Moore	Ted Norman
Patricia Levesque	Bob O'Leary	Carmen Mims
Peg Walton	Bob Ward	Greg Holden

Department of Economic Opportunity Support Staff Present:

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

Introduction: Roll Call, Approval of Minutes and Welcome

- Katherine Morrison called roll.
- Workgroup members approved the October 29, 2019 meeting minutes as presented.
- Representative Rene Plasencia discussed completing the final draft work plan.

Discussion

- Review of the draft work plan that was presented at the full council meeting on November 4, 2019. Discussion included:
  - Clarity of surveys or survey instruments.
  - What does formalization look like?
  - Suggestions for wording of goals and strategies.
  - Qualifying language for apprenticeships.
  - Current apprenticeship program information; high-quality apprenticeships and definitions.
  - Different surveys.
  - Veterans/military/adult workers with workplace experience receiving credits toward a degree.
  - Articulation of career pathways.
  - CareerSource Florida strategies and outcomes.
  - Current career development programs/lists and best practices.

Next Steps
- Workgroup members may send suggested language for goals and strategies to Katie Crofoot Liebert.
- Finalize draft work plan to be presented at the full council meeting on November 20, 2019.

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

Closing
Representative Rene Plasencia gave closing remarks. Meeting was adjourned. The next meeting of this workgroup will take place on Tuesday, November 12, 2019 at 1:30 pm.

Strategic Priority 2: Workforce Readiness

Statutory Requirements:
(d) Establish <u>targeted strategies to increase certifications and degrees for all populations</u> with attention to closing equity gaps for underserved populations <u>and incumbent workers requiring an upgrade of skills</u>.
(e) Assess the role of apprenticeship programs in meeting targeted workforce needs and identify any barriers to program expansion.

Goals	Strategies
WR 1. Expand Apprenticeships in Florida	WR 1.1. Survey private partners to develop and inventory of offered and/or available apprenticeships.
	WR 1.2. Survey (might be an update of a survey previously administered) of businesses to assess their workforce needs related to work-based learning and apprenticeships.
	WR. 1.3. Determine integration of existing apprenticeships' related technical instruction in paid and nonpaid credit instruction.
	WR 1.4. Survey local nonprofits and community associations to determine awareness of and participation in apprenticeship programs.
WR 2. Identify Current Barriers to Participation	WR 2.1. Identify needs and challenges of populations targeted to be served through apprenticeships.
	WR 2.2. Increase enrollment and reduce barriers to participation.
	WR 2.3. Formalize efforts to gather employers input on current and future workforce (training) needs.
WR 3. Increase Education and Awareness	WR 3.1. Build and promote awareness of apprenticeships as a critical workforce strategy.
	WR 3.2. Select and implement policies and programs that increase participation and access to apprenticeships.
	WR 3.3. Develop statewide educational campaign to increase visibility and understanding of benefits of apprenticeships.
WR 4. Increase Early Career-Related Education and Exposure	WR 4.1. Build partnerships among K-12, Postsecondary Ed, Adult Education, industry, and other partners to facilitate earlier engagement in career exploration and work-based learning opportunities for all student populations.
	WR 4.2. Influence policy shifts to allow more time for students in K-12 to have more hands-on training, internship, and co-op education.
	WR 4.3. Expose K-12, postsecondary education, adult education, and other populations to in-demand career opportunities in employer-defined career pathways.

WR 5. Address Essential and Occupational Skill Gaps	WR 5.1. Embed essential employability framework (sometimes referred to as "soft skills") across the curriculum, specifically in "hard"/technical programs and courses, ideally through work-based components that complement classroom-based academic work.
	WR 5.2. Increase the use of employer-driven applied/work-based learning in both credit and non-credit programming.
WR 6. Establish Career Pathways as the Framework for Florida's Workforce System	WR 6.1. Develop career pathways systems.
	WR 6.2. Embed career advancement in existing career pathways programs.
	WR 6.3. Expand the scope of the learning environment to include workplaces and communities, positioning work-based learning as integral to career preparation and student success.
WR 7. Increase Postsecondary Transitions and Credential Attainment	WR 7.1. Establish a system to enable multiple entry points into postsecondary education for various student and adult learners that are aligned to clearly identified student readiness levels and credentials, certifications, and/or degrees to employment in high-growth, family-supporting jobs.
	WR 7.2. Make career-related services and tools readily accessible to all students.
	WR 7.3. Establish the concept of stackable credentials as a norm.

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Goals	Strategies
	WR 1.1. Set criteria for high quality apprenticeships. (e.g., High quality apprenticeship programs: 1) are aligned with state and/or regional industry and labor market data, 2) lead to mid-skill/mid-wage or higher jobs, 3) incorporate experiential learning and capstone experiences that are valued by industry, 4) can be part of a sequential and progressive coursework, 5) are part of programs of study that vertically align with postsecondary programs, 6) are part of programs of study that are eligible for postsecondary credit, where appropriate, etc.)
WR 1. Expand High Quality Apprenticeships in Florida	WR 1.~~1~~2. Survey private partners to develop and inventory of offered and/or available apprenticeships.
	WR 1.~~2~~3. Survey (might be an update of a survey previously administered) of businesses to assess their workforce needs related to work-based learning and apprenticeships.
	WR. 1.~~3~~4. Determine integration of existing apprenticeships' related technical instruction in paid and nonpaid credit instruction.
	WR 1.~~4~~5. Survey local nonprofits and community associations to determine awareness of and participation in apprenticeship programs.
WR 2. Identify Current Barriers to Participation	WR 2.1. Identify needs and challenges of populations targeted to be served through apprenticeships.
	WR 2.2. Increase enrollment and reduce barriers to participation.
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WR 4. Increase Early Career-Related Education and Exposure	WR 4.1. Build partnerships among K-12, Postsecondary Ed, Adult Education, industry, and other partners to facilitate earlier engagement in career exploration and work-based learning opportunities for all student populations.
	WR 4.2. Influence policy shifts to allow more time for students in K-12 to have more hands-on training, internship, and co-op education.

	WR 4.3. Expose K-12, postsecondary education, adult education, and other populations to in-demand career opportunities in employer-defined career pathways.
WR 5. Address Essential and Occupational Skill Gaps	WR 5.1. Embed essential employability framework (sometimes referred to as "soft skills") across the curriculum, specifically in "hard"/technical programs and courses, ideally through work-based components that complement classroom-based academic work.
	WR 5.2. Increase the use of employer-driven applied/work-based learning in both credit and non-credit programming.
WR 6. Establish Career Pathways as the Framework for Florida's Workforce System	WR 6.1. Develop career pathways systems that provide opportunities for apprenticeships and credentials earned in high school to articulate into associate's and bachelor's degree programs.
	WR 6.2. Embed career advancement in existing career pathways programs.
	WR 6.3. Expand the scope of the learning environment to include workplaces and communities, positioning work-based learning as integral to career preparation and student success.
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Goals	Strategies
WR 1. Expand Apprenticeships in Florida	WR 1.1. Survey private partners to develop and inventory of offered and/or available apprenticeships, apprenticeships needed or any barriers identified to expanding or improving apprenticeships in the state.
	WR 1.2. Survey (might be an update of a survey previously administered) of businesses to assess their workforce needs related to work-based learning and apprenticeships, and apprenticeships needed or any barriers identified to expanding or improving apprenticeships in the state.
	WR. 1.3. Determine integration of existing apprenticeships' related technical instruction in paid and nonpaid credit instruction.
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	WR 4.4. Work with the Florida Department of Education, Florida School Board's Association, and the Florida Association of District School Superintendents Association, and the Florida Association of School Administrators to identify existing early career related education programs in the state to catalogue what is available and any best practices that can be identified.
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