



FLORIDA TALENT DEVELOPMENT COUNCIL

Meeting Minutes

November 20, 2019

1:00 pm – 4:00 pm

Members Present:

Joel Schleicher, Chair

Bob Boyd

Representative Rene Plascencia

Ken Lawson, Executive Director

Allen Northam for Brandon Biederman

Dr. Jerry Parrish for Mark Wilson

Dr. Carrie Henderson for Commissioner Richard Corcoran, Kathy Hebda and Henry Mack

Michelle Dennard

Bob Ward

Marva Johnson (via telephone)

Chancellor Marshall Criser

Tim Cerio (via telephone)

Members Excused: Senator Travis Hutson, Commissioner Richard Corcoran, Jamal Sowell, Kathy Hebda, Chancellor Henry Mack, Mark Wilson, Brandon Biederman

Others Present:

- Katie Crofoot Liebert
- Emily Sykes
- Adrienne Grant
- Bob O'Leary
- Nicole Duque
- Katherine Morrison
- Monica Rutkowski
- Lorena Clark

I. Welcome, Roll Call and Approval of Minutes

- Joel Schleicher welcomed members and Katie Crofoot Liebert called roll.
- Council members approved the November 4, 2019 meeting minutes as presented.
- Chair Schleicher provided introductory remarks.

II. Meeting Objectives

- Chair Schleicher discussed meeting objectives and timeline.

III. Discussion of the Vision

- Discussion included:
 - First sentence could be limiting.



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- Adding K-12 system role and career readiness.
- Clarifying intent.
- Including certification-based element.

IV. Presentation

- Chancellor Marshall Criser gave a presentation regarding online education.

V. Workgroup Presentations and Discussion

- Workgroup One: Policy and System Alignment. Dr. Carrie Henderson gave overview of goals and strategies. Discussion included:
 - Cost of degree versus earnings/student return on investment.
 - Correlating data on emerging trends.
 - Timing of implementation.
 - Updating data.
 - Job placement rates.
- Workgroup Two: Workforce Readiness. Representative Rene Plascencia gave presentation overview of goals and strategies. Discussion included:
 - Rising minimum wage levels.
 - Using an on-the-job training model.
 - Essential/soft skills.
 - Reviewing and incorporating programs or processes that have already been recommended in the past.
 - Expanding apprenticeships.
- Workgroup Three: Cross-Sector Collaboration and Engagement. Ken Lawson gave overview of goals and strategies. Discussion included:
 - How do we encourage cross-sector collaboration?
 - What role do state colleges play in helping mid-level and smaller companies?
 - Adding K-12 language to one of the strategies.
 - Receiving credit for job-related technical experience.
- Workgroup Four: Data and Accountability. Dr. Jerry Parrish gave presentation and overview of goals and strategies. Discussion included:
 - Awareness and alignment.
 - Expanding regional forecasts.
 - Concentrated effort to help rural areas.
 - Targeted industries.
- Workgroup Five: Equity and Access. Michelle Dennard gave overview of goals and strategies. Discussion included:
 - Adults with disabilities.
 - Develop/identify framework to understanding equity gaps.
 - How to inform students of educational opportunities.

VI. Strategic Plan Discussion



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- Potential Obstacles/Shortcomings:
 - Unity/agreement in data.
 - Disconnect of workforce demand and certificates/degree production.
 - Myths that exist about various entities.
 - Our message.
- Prioritized recommendations:
 - Workforce estimating to include regional workforce needs.
 - Educated approach but make it simple.
 - Must have agreement of direction.
 - How we implement.
 - Improve outcomes in rapid advancement.
- Impediments:
 - Lack of knowledge.
 - Rush to get things done.
 - Risk in maintaining the status quo.
 - Lack of follow through.
- Strategic Plan
 - Condense recommendations.
 - Revising the plan throughout the implementation process.
 - Measuring results in a meaningful way.
 - Continue to focus on the end result.
 - Layout of strategic plan.
 - Creating a more robust plan during implementation.
 - Leadership expectation.

VII. Public Comment

Katie Crofoot Liebert opened the meeting for public comment. There was no public comment.

VIII. Next Steps/Timeline

- December 3rd: Review strategic plan for final content.
- December 10th: Final review of strategic plan
- January 28, 2020: In-person meeting.
- Monthly meeting dates via telephone/in-person in 2020.

IX. Next Council Meetings

- December 5, 2019: Conference call
- December 11, 2019: 10:00 am – 12:00 pm, Tallahassee

X. Adjourn.

Chair Schleicher adjourned the meeting.