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

October 22, 2019
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
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
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

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>8417100</td>
<td>Health Science Anatomy and Physiology</td>
</tr>
<tr>
<td>8417110</td>
<td>Health Science Foundations</td>
</tr>
<tr>
<td>8417211</td>
<td>Nursing Assistant 3</td>
</tr>
</tbody>
</table>
Intentionally Designed Programs

- Grades 9-12 Engineering and Technology Education
  - Applied Robotics Program

<table>
<thead>
<tr>
<th>Course Number</th>
<th>Course Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>9410110</td>
<td>Foundations of Robotics</td>
</tr>
<tr>
<td>9410120</td>
<td>Robotic Design Essentials</td>
</tr>
<tr>
<td>9410130</td>
<td>Robotic Systems</td>
</tr>
<tr>
<td>9410140</td>
<td>Robotic Applications Capstone</td>
</tr>
</tbody>
</table>

- 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

www.FLDOE.org
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)

Florida College System (FCS)
- Nursing R.N. AS
  - Industry Certification - NCLEX-NP National Licensed Registered Nurse

FCS/ Baccalaureate or State University System
- Bachelor of Science Nursing

Accelerated Articulation

Employment

www.FLDOE.org
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

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

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
Addressing the Needs of **ALL** Students

**Student Make-up of a Typical CTE Classroom**
Career and Technical Education...

It’s not your grandparent’s wood shop or home economics class!
CTE Today...
Department of Economic Opportunity

Adrienne Johnston
Chief, Bureau of Workforce Statistics & Economic Research
Department of Economic Opportunity
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.
Quarterly Census of Employment and Wages (QCEW)

- 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.

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

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.
Current Employment Statistics (CES)

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

- 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?

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

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

<table>
<thead>
<tr>
<th>Area Name</th>
<th>Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Palm Bay-Melbourne-Titusville MSA</td>
<td>$28.79</td>
</tr>
<tr>
<td>Crestview-Fort Walton Beach-Ocala Grant</td>
<td>$23.20</td>
</tr>
<tr>
<td>Naples-Immokalee-Marco Island MSA</td>
<td>$20.95</td>
</tr>
<tr>
<td>West Palm Beach-Boca Raton-Delray</td>
<td>$20.85</td>
</tr>
<tr>
<td>Orlando-Kissimmee- Sanford MSA</td>
<td>$20.70</td>
</tr>
<tr>
<td>Sebastian-Vero Beach MSA</td>
<td>$18.64</td>
</tr>
<tr>
<td>Jacksonville MSA</td>
<td>$18.83</td>
</tr>
<tr>
<td>Gainesville MSA</td>
<td>$18.82</td>
</tr>
<tr>
<td>Pensacola-Ferry Pass-Brent MSA</td>
<td>$18.74</td>
</tr>
<tr>
<td>Fort Lauderdale-Pompano Beach-Deerfield Beach</td>
<td>$18.10</td>
</tr>
<tr>
<td>Port St. Lucie MSA</td>
<td>$17.97</td>
</tr>
<tr>
<td>Lakeland-Winter Haven MSA</td>
<td>$17.94</td>
</tr>
<tr>
<td>Tampa-St. Petersburg-Clearwater</td>
<td>$17.92</td>
</tr>
<tr>
<td>North Port-Sarasota-Bradenton MSA</td>
<td>$17.87</td>
</tr>
<tr>
<td>Panama City MSA</td>
<td>$17.62</td>
</tr>
<tr>
<td>The Villages MSA</td>
<td>$17.41</td>
</tr>
<tr>
<td>Cape Coral-Port Myers MSA</td>
<td>$17.23</td>
</tr>
<tr>
<td>Deltona-Daytona Beach-Ormond Bch</td>
<td>$17.09</td>
</tr>
<tr>
<td>Tallahassee MSA</td>
<td>$16.54</td>
</tr>
<tr>
<td>Ocala MSA</td>
<td>$15.96</td>
</tr>
<tr>
<td>Punta Gorda MSA</td>
<td>$15.49</td>
</tr>
<tr>
<td>Miami-Miami Beach-Kendall MD</td>
<td>$15.34</td>
</tr>
<tr>
<td>Sebring MSA</td>
<td>$15.14</td>
</tr>
<tr>
<td>Homosassa Springs MSA</td>
<td>$14.85</td>
</tr>
</tbody>
</table>

# Top Job Ads in Central Florida

## Top Advertised Occupations

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

## Sources:

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**FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY**
## Fastest Growing Industries

### Top Industries by Employment Growth Rate

**Florida**

<table>
<thead>
<tr>
<th>Ranking</th>
<th>Industry</th>
<th>Employment Growth Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Health Care and Social Assistance</td>
<td>17%</td>
</tr>
<tr>
<td>2</td>
<td>Educational Services</td>
<td>16%</td>
</tr>
<tr>
<td>3</td>
<td>Management of Companies and Enterprises</td>
<td>15%</td>
</tr>
<tr>
<td>4</td>
<td>Professional, Scientific, and Technical Services</td>
<td>14%</td>
</tr>
<tr>
<td>5</td>
<td>Administrative and Support and Waste Management</td>
<td>13%</td>
</tr>
<tr>
<td>6</td>
<td>Construction</td>
<td>12%</td>
</tr>
<tr>
<td>7</td>
<td>Accommodation and Food Services</td>
<td>11%</td>
</tr>
<tr>
<td>8</td>
<td>Transportation and Warehousing</td>
<td>10%</td>
</tr>
<tr>
<td>9</td>
<td>Real Estate and Rental and Leasing</td>
<td>9%</td>
</tr>
<tr>
<td>10</td>
<td>Arts, Entertainment, and Recreation</td>
<td>9%</td>
</tr>
</tbody>
</table>

### Fastest Growing Occupations

**2018 - 2026**

**Occupation Group: All**

**Area (Counties): All (All)**

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Occupation</th>
<th>Education Level</th>
<th>2018 Employment</th>
<th>2026 Employment</th>
<th>Employment Growth</th>
<th>Growth Rate</th>
<th>Median Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>29-1071</td>
<td>Physician Assistants</td>
<td>Bachelor's Degree</td>
<td>5,719</td>
<td>7,835</td>
<td>2,116</td>
<td>37.0%</td>
<td>$48.08</td>
</tr>
<tr>
<td>31-1011</td>
<td>Home Health Aides</td>
<td>Postsecondary Vocational</td>
<td>28,233</td>
<td>36,481</td>
<td>10,248</td>
<td>36.3%</td>
<td>$19.97</td>
</tr>
<tr>
<td>29-1171</td>
<td>Nurse Practitioners</td>
<td>Master's Degree or Higher</td>
<td>9,669</td>
<td>12,893</td>
<td>3,228</td>
<td>33.4%</td>
<td>$46.39</td>
</tr>
<tr>
<td>39-9021</td>
<td>Personal Care Aides</td>
<td>Postsecondary Vocational</td>
<td>28,325</td>
<td>36,677</td>
<td>8,352</td>
<td>29.5%</td>
<td>$10.36</td>
</tr>
<tr>
<td>31-9092</td>
<td>Medical Assistants</td>
<td>Postsecondary Vocational</td>
<td>55,271</td>
<td>70,624</td>
<td>15,353</td>
<td>27.0%</td>
<td>$15.07</td>
</tr>
<tr>
<td>31-2021</td>
<td>Physical Therapist Assistants</td>
<td>Associate Degree</td>
<td>5,554</td>
<td>7,126</td>
<td>1,572</td>
<td>27.4%</td>
<td>$29.78</td>
</tr>
<tr>
<td>15-1132</td>
<td>Software Developers, Applications</td>
<td>Associate Degree</td>
<td>37,467</td>
<td>47,889</td>
<td>9,422</td>
<td>26.4%</td>
<td>$42.21</td>
</tr>
<tr>
<td>15-1122</td>
<td>Information Security Analysts</td>
<td>Postsecondary Vocational</td>
<td>5,160</td>
<td>6,489</td>
<td>1,329</td>
<td>25.0%</td>
<td>$39.73</td>
</tr>
<tr>
<td>25-1071</td>
<td>Health Specialties Teachers, Postsecondary</td>
<td>Master's Degree or Higher</td>
<td>11,332</td>
<td>14,216</td>
<td>2,886</td>
<td>25.5%</td>
<td>$27.81</td>
</tr>
<tr>
<td>13-1161</td>
<td>Market Research Analysts and Marketing Specialists</td>
<td>Bachelor's Degree</td>
<td>30,584</td>
<td>37,888</td>
<td>7,295</td>
<td>24.3%</td>
<td>$27.81</td>
</tr>
</tbody>
</table>

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.
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.
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
CareerSource Florida - Sector Strategies

Elisia Norton
Project Director, ApprenticeshipUSA
CareerSource Florida
Providing Business Talent Solutions Through Sector Strategy Partnerships

Florida Talent Development Council
October 22, 2019
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

- Supported Partnership
- Built Around Great Data
- Guided by Industry
- Founded on Shared Vision
- Strategically Aligned
- Transform Service Delivery
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 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

<table>
<thead>
<tr>
<th>Title:</th>
<th>Sector Strategy Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adopted:</td>
<td>February 14, 2018</td>
</tr>
<tr>
<td>Effective:</td>
<td>February 14, 2018</td>
</tr>
</tbody>
</table>

2018.02.14.A.2
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 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 Top5

2019 FLORIDA CHAMBER OF COMMERCE SCORECARD
SECTOR STRATEGIES
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
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
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.
Leadership is the capacity to translate vision into reality.

Warren Bennis

tina.berger@floridamakes.com
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.

<table>
<thead>
<tr>
<th>Goals</th>
<th>Strategies – DRAFT 10/22/19</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSA 1. Identify the postsecondary degrees, certificates, and other credentials awarded by Florida's postsecondary institutions</td>
<td>PSA 1.1. Work with staff for the postsecondary education systems to identify the range of postsecondary program offerings&lt;br&gt;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&lt;br&gt;PSA 1.3. Create an Excel inventory of program offerings across the state’s delivery systems, organized by workforce region</td>
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<tr>
<td>PSA 2. Identify high-demand employment needs</td>
<td>PSA 2.1. Identify high-demand employment needs by workforce region using DEO data&lt;br&gt;PSA 2.2. Identify additional employment needs through other mechanisms including sector strategies and FloridaMakes&lt;br&gt;PSA 2.3. Create an Excel inventory of employment needs, organized by workforce region</td>
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<tr>
<td>PSA 3. Identify unmet need</td>
<td>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</td>
</tr>
<tr>
<td>PSA 4. Connect business/industry with postsecondary delivery systems to discuss strategies to fill the gaps and build a talent pipeline</td>
<td>PSA 4.1. Analyze data on job placement rates of current programs to assess student outcomes&lt;br&gt;PSA 4.2. Publish data on unmet need and identify the areas (occupations and regions) where there is a need for a particular program&lt;br&gt;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&lt;br&gt;PSA 4.4. Publish best practices on partnerships, leveraging the career and technical education audit</td>
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<td>Item</td>
<td>Due Date</td>
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<tr>
<td>PSA Workgroup Meeting 1.</td>
<td>10/18/19</td>
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<tr>
<td>Meeting 1 Action Items: Request additional information from subject</td>
<td>10/22/19</td>
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<tr>
<td>matter experts to inform group 1’s action steps</td>
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<tr>
<td>Action Item 1: Request presentation from CareerSource on Sector</td>
<td>10/22/19</td>
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<tr>
<td>Strategies</td>
<td></td>
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<tr>
<td>Action Item 2: Request presentation from FloridaMakes</td>
<td>10/22/19</td>
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<tr>
<td>Action Item 3: Request presentation from DEO on data collection</td>
<td>10/22/19</td>
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<tr>
<td>Action Item 4: Request presentation from DOE on K-12 CTE</td>
<td>10/22/19</td>
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<td>PSA Workgroup Meeting 2.</td>
<td>10/22/19</td>
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<td>Meeting 2 Action Items:</td>
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<td>PSA Workgroup Meeting 3.</td>
<td>10/29/19</td>
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<td>Meeting 3 Action Items:</td>
<td>11/5/19</td>
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<td>Action Item 4:</td>
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<tr>
<td>Finalize goals and strategies, including incorporating any feedback</td>
<td>11/18/19</td>
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<tr>
<td>FTDC Strategic Plan (including goals and strategies) approved by full FTDC.</td>
<td>12/20/19</td>
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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:
  o Collaborative efforts with CareerSource Florida and FloridaMakes
  o CareerSource Florida efforts to transition to a sector strategy focus driven by data. CareerSource Florida will send related documents
  o Datasets and availability
  o Apprenticeships – value, related costs, expansion of the program
  o Cross-sector collaboration to produce higher quality education for students, e.g. industry experts assisting in teaching in schools
  o Student preparation for postsecondary education
  o 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?
  o 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
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.
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.
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.
• 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.
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

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

• 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

Baccalaureate

• 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

www.FLDOE.org
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?
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

<table>
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<tr>
<th>Occupation</th>
<th>Number of Jobs</th>
<th>Salary</th>
<th>Education Level</th>
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<td>County Region</td>
<td>Base Year</td>
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**Total**

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# Supply – Degree Production

## SUPPLY: NATIONAL CENTER FOR EDUCATION STATISTICS, INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM

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<th>Institution Name</th>
<th>CIP Code</th>
<th>Number of Degrees Awarded</th>
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<th>Prior Year 3</th>
<th>Prior Year 2</th>
<th>Prior Year 1</th>
<th>Most Recent Year</th>
<th>5-year average or average of years available if less than 5 years</th>
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[www.FLDOE.org](http://www.FLDOE.org)
## Unmet Need

### ESTIMATES OF UNMET NEED

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<th>A.1.3</th>
<th><strong>DEMAND</strong></th>
<th><strong>SUPPLY</strong></th>
<th><strong>RANGE OF ESTIMATED UNMET NEED</strong></th>
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<td>(B)</td>
<td>(C)</td>
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<td>Total Job Openings (divided by 8)</td>
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<td>5-year average or average of years available if less than 5 years</td>
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<td>DEO</td>
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<td>Other: (List here)</td>
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www.FLDOE.org
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