Join the Conversation!

Site Address: csf.cnf.io
Network: Hyatt-Meeting
WiFi Password: Summit19
Poll: What part of Florida are you from?

What part of Florida are you from?

- Northwest: 50%
- Northeast: 11%
- Central: 22%
- Southwest: 6%
- Southeast: 11%
Poll: Which category best describes your profession?

Which category best describes your profession?

- Business & Industry: 11%
- Education: 15%
- Workforce Development: 56%
- Economic Development: 7%
- Community Development: 7%
- Other: 4%
Poll: Who do you consider the primary customer of the CareerSource Florida network?

Who do you consider the primary customer of the CareerSource Florida network?

- Businesses: 67%
- Job Seekers: 33%
Welcome & Remarks

Kevin Doyle
Chairman
Mission Moment

Mimi Coenen
COO, CareerSource Central Florida
## ENHANCED SUMMER YOUTH PROGRAM

<table>
<thead>
<tr>
<th></th>
<th>GOAL</th>
<th>ACTUAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Youth Engaged</td>
<td>1,000</td>
<td>882</td>
</tr>
<tr>
<td>Experience Work Through Internships</td>
<td>670</td>
<td>700</td>
</tr>
<tr>
<td>NEW – Explorer Track (Exposed to higher education)</td>
<td>180</td>
<td>97</td>
</tr>
<tr>
<td>NEW – Accelerator Track (Immersion in training for construction or IT careers)</td>
<td>150</td>
<td>85</td>
</tr>
<tr>
<td>Earned Wages Impacting Local Economy</td>
<td><strong>$1,617,000</strong></td>
<td><strong>$1,680,000</strong></td>
</tr>
<tr>
<td>NEW – Local Business Investment to Develop Youth</td>
<td><strong>$250,000</strong></td>
<td><strong>$165,000</strong></td>
</tr>
</tbody>
</table>

100% of Participants Learned Valuable Soft Skills
• May 23, 2019, Board of Directors Meeting Minutes
• Rescind Strategic Policy 2014.08.28.A. 1 – Periodic Review of CareerSource Florida Policies (Sunset Policy)
• CareerSource Research Coast One-Stop Operator Request

For Consideration
Approve Consent Agenda
President’s Report

Michelle Dennard
President and CEO
ABOUT CAREERSOURCE FLORIDA

Vision

Florida will be the global leader for talent.

Mission

To connect employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic prosperity.
OUR GOAL

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

Keep Florida’s Workforce System Accountable
by emphasizing data-driven decisions, encouraging performance achievement and boosting talent pipeline alignment

Communicate the Vision
to enhance thought leadership, strategies, and policies that strengthen excellence to Florida businesses, job seekers, and workers

Leverage Strategic Partnerships
to cultivate local, regional and state capacity building that increases economic opportunity
Communicate Our Vision

• Best practices
• Board engagement
• Opportunity populations
Leverage Strategic Partnerships

- Work-based learning
- Continuous Improvement Performance Initiative
- Talent pipeline alignment
Keep Florida’s Workforce System Accountable

• Training opportunities
• WIOA Plan
The Hartford

THEY’LL THRIVE
Join the Conversation!

Site Address: csf.cnf.io
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Poll: What is Florida’s educational attainment goal for percentage of working-age Floridians with a high-value postsecondary certificate, degree or training experience by 2030?

- 55 percent: 3%
- 70 percent: 18%
- 60 percent: 73%
- 45 percent: 6%
Poll: Where does Florida currently rank nationally for educational attainment among the 50 states?
Charting a Course for Florida to Become No. 1 in the Nation in Workforce Education and Opportunities for Collaboration & Continuous Improvement
Florida’s Educational Attainment Goal

Madeline Pumariega
Executive Vice President & Provost, Tallahassee Community College
Charting Florida’s Future

CareerSource Florida
Board Meeting

Madeline Pumariega
Executive Vice President & Provost
Tallahassee Community College
Focusing on Florida’s Talent

• Focusing on talent development is critical now because Florida continues to grow and unpredictable change in the world of work.
• As Florida sets a goal to be a national leader in talent, an intentional focus on aligning skills and credentials to workforce demand and addressing critical gaps is needed.
• Employability skills, including both technical skills and higher order thinking and reasoning skills, are essential in today’s competitive, global workforce.
Focusing on Florida’s Talent
“Florida’s economy will need a skilled labor force for opportunities in health services, education, transportation, trade utilities, computing as well as jobs that require an industry certification or license. Enhancing Florida’s workforce education will provide more economic opportunities for our graduates and support further diversification of Florida’s economy.”

Governor DeSantis, Executive Order 19-31 Charting a Course for Florida to become number 1 in the nation in Workforce Education by 2030 and ensuring Florida’s students are prepared for the jobs of the future
The future of work in the next decade will have enormous disruption as a result of a series of factors. The key to remaining competitive is to have a strong talent pipeline. Today K-12 and higher education are the primary delivery modes of formal education. The future will see expanding delivery models that include increased on the job training and on demand training programs to meet industry needs.
The Florida Talent Development Council is created for the purpose of developing a coordinated, data-driven, statewide approach to meeting Florida’s needs for a 21st century workforce that employers and educators use as part of Florida’s talent supply system.

The council shall submit a strategic plan for talent development to accomplish the goal to have 60 percent of working-age Floridian’s hold a high-value postsecondary credential by 2030.

Nationally, 64 percent of jobs will require education beyond high school which represents 1,000,000+ additional credentials in Florida. Additionally, the state will add six million more residents and need to create 1.7 million net new jobs by 2030, according to Florida Chamber Foundation.
Talent Metric: Attainment

Working-Age Adults (Age 25-64) with a High-Quality Degree or Credential

**FLORIDA**
49.3% ↑ 10.7% since 2013
ranks 20th among all states in the U.S.

**UNITED STATES**
47.6% ↑ 7.6% since 2013

Source: U.S. Census Bureau, American Community Survey 1-year estimate and Lumina Foundation Stronger Nation Report

*An estimated 8% of Florida residents and 5.2% of U.S. residents hold a workforce-relevant certificate, according to Lumina Foundation. These data are not yet available at the county level.*
Attainment: Why It Matters

Higher attainment levels positively impact the individual, the local community and the state of Florida.

**FLORIDA’S WORKERS:**
Increased job opportunity, higher earnings, decreased likelihood of unemployment over a lifetime, enhanced skills

**LOCAL BUSINESS LEADERS:**
Increased ability to meet current and future talent needs, enhanced worker productivity, business development and growth, economic development

**TAXPAYERS:**
Increased civic engagement, improved economic impact, decrease in population needing public assistance

**PROSPERITY:**
Increased pathways to prosperity through innovation, a globally competitive workforce and job growth in a knowledge economy
The Opportunity: Align education, training, and learning to a diverse workforce that is adaptable to industry demand.
Florida is a diverse state and there are differences in capacity and talent needs from northern, central, southern, urban and rural areas. A coordinated talent development strategy should fully engage stakeholders that reflect the business community of the region, leaders from both the education and nonprofit sectors, as well as chambers, workforce boards, and economic development organizations. The last sentence should read: This will ensure that the strategy is responsive to the local needs of the community, addressing key gaps and opportunities for residents, and aligns to the workforce demand for the area.

Gaps in educational attainment in Florida exist between racial and ethnic and urban and rural populations. In order to achieve Florida’s full economic potential, state leaders, community leaders, and the business community have to commit to increasing the state’s postsecondary attainment rates for all residents.
Strategic Approach to Talent Management

- Seamless alignment between demand and production
- Comprehensive, data-driven strategic plan
- High-quality Credentials
- Future-proof skills
**Recommendations**

<table>
<thead>
<tr>
<th>COLLABORATE</th>
<th>ALIGN</th>
<th>DATA-DRIVEN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leverage cross-sector collaboration that promotes the talent conditions optimal for economic development and job growth success.</td>
<td>Increase credential completion by aligning attainment to high-demand jobs with a focus on industries targeted by the state and regions for growth.</td>
<td>Develop pathways for incumbent workers to upskill and earn advanced credentials.</td>
</tr>
</tbody>
</table>
The Department of Education, Department of Economic Opportunity and Florida College Access Network currently track several key progress indicators to show progress towards Florida becoming number 1 in workforce education.

<table>
<thead>
<tr>
<th>Florida’s top high-demand and high-wage jobs</th>
<th>Production of degrees and credentials by award type</th>
<th>Educational attainment rate by race, ethnicity, gender</th>
<th>Educational attainment rates by county</th>
<th>Employment and labor participation rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Florida’s educational attainment rates</td>
<td>Educational attainment rates by top 10 states</td>
<td>Postsecondary continuation rates and enrollment by age, gender, race/ethnicity</td>
<td>Earnings data by credential level</td>
<td>Median household income</td>
</tr>
</tbody>
</table>
NEXT STEPS

1. Establish a transformative model to build state and regional talent pipelines, that addresses skill gaps and creates meaningful career pathways for a range of workers with varying skillsets.

2. Develop and implement sector strategies that are demand driven and industry sector-focused and engage “talent pipeline contributors” and employers.

3. Connect all partners, including chambers, economic development, workforce, education and employers, in creating talent pipelines for critical growth industries and strengthening employability skills for incoming and incumbent employees.

4. Develop, in partnership with employers, programs that support the creation of diverse talent pipelines. (i.e. pre-apprenticeships, apprenticeships, customized training, on the job training)

5. Develop advocacy policies that incentivize investments in talent pipeline programs that include both hard (technical and academic) and soft skills (employability skills).
Preparing Tomorrow’s Workforce Today Through Work-Based Learning Opportunities

Eric Hall, Ed.D.
Chancellor for Innovation,
Florida Department of Education
CareerSource Florida Board Engagement –
Career and Technical Education Audit

Arnie Girnun
President, New Horizons South Florida
Chief Success Officer, Florida Vocational Institute
TechHire Summer Boot Camp
CareerSource Florida Board Engagement – Career and Technical Education Audit

Elisha Gonzalez
Vice President of Community Relations & Government Affairs, FAIRWINDS Credit Union
Poll: Which program indicator of quality do you think is most important when assessing the value of a career and technical education program?
Poll: In ExcelinEd’s new research, how many states were found to be “highly aligned” in terms of supply of credentials earned by high school students and demand for those credentials in the job market?
What Constitutes a Robust College & Career Pathway*?

*Example from Tennessee

High School Mechatronics Pathway

Sub-Associate Credentials
- Industry Certification
- Siemens Level 2 Certified Mechatronics Systems Associate Technical College
- Mechatronics Technician (TCAT Nashville)
- Dyersburg Community College
- Industrial Electricity Certificate
- Mechanical Components I
- Programmable Logic Controller I

Sub-Associate
- Industrial Engineering Technician ($53,110)
- Electromechanical Technician ($58,540)

Associate
- A.S., Mechanical Pre-Engineering Motlow State Community College
- A.S., Advanced Integrated Technology Columbia State Community College

Associate
- Industrial Engineering Technologist ($61,900)
- Electromechanical Technologist ($61,900)

Bachelors
- B.S., Mechatronics Engineering Middle Tennessee State University
- B.S., Mechanical Engineering Middle Tennessee State University

Bachelors
- Mechatronic Engineers ($76,300)
- Mechanical Engineer ($85,060)
- Industrial Engineer ($80,270)
High-Quality CTE Programs:

**Non-Negotiables for State Policymakers**

1. All promoted programs of study align with state and/or regional industry and labor market data.
2. Programs of study incorporate experiential learning and capstone experiences valued by industry.
3. Secondary programs of study vertically align with postsecondary programs.
4. Courses are sequential and progressive in a given program of study.
5. Secondary programs of study incorporate courses and exams eligible for postsecondary credit or hours where appropriate.
6. Course standards are robust and accurately represent the academic, technical and employability skills learners must master.
7. Educators receive ongoing, progressive training and professional development to ensure their instruction is reflective of course standards and current industry work environments.
8. Federal, state and local funding are utilized to leverage and drive programmatic changes leading to the implementation of vertically aligned education-to-career learning pathways.

A Commitment to “No Dead Ends”

By and large - there is general consensus on what comprises CTE Program Quality

However, clear differences emerge between states that define and measure their Program Quality and states that do not
IMPROVING STUDENT PATHWAYS
The Essential Role of the Business Community

The What
Transforming Pathways

The How
Strong Business and Industry Partnerships

The Why
CTE is Not a Jobs Program
Industry recognized credentials are a critical outcome of education to workforce training.

But are high school students earning credentials valued by employers?

Credentials Matter Research

50-state Analysis & Interactive Online Map
- How many states are collecting data on student credential attainment and what methods are they using?
- How do these credentials align with labor market demand?

State Case Studies on Long-Term Outcomes
- Do students who earn specific industry credentials have differential outcomes in terms of postsecondary attainment, employability, and wage earnings?
**FINDINGS**

1. Just over half of all states (28) collect quantitative data on the attainment of credentials.

2. States do not have consistent definitions for what constitutes an industry-recognized credential.

3. Many credentials are not explicitly requested in employer job listings, despite the fact that the credentials may be required or desired for the position.

4. Of the 24 states where data were available and analyzed, no state is highly aligned in terms of supply for credentials earned by high school students and the demand for those credentials in the job market.

**SOURCE:** ExcelinEd and Burning Glass Technologies, *Credentials Matter Report 1: A National Landscape of High School Student Credential Attainment Compared to Workforce Demand*, May 2019
### Top Credentials by Demand

<table>
<thead>
<tr>
<th>Rank</th>
<th>Credential</th>
<th>Credentials Demanded</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Microsoft Office Specialist</td>
<td>259,546</td>
</tr>
<tr>
<td>2</td>
<td>Licensed Practical Nurse</td>
<td>24,546</td>
</tr>
<tr>
<td>3</td>
<td>Certified Medical Assistant</td>
<td>18,124</td>
</tr>
<tr>
<td>4</td>
<td>Automotive Service Excellence Certification</td>
<td>13,580</td>
</tr>
<tr>
<td>5</td>
<td>Dental Assistant</td>
<td>10,739</td>
</tr>
<tr>
<td>6</td>
<td>Certified Pharmacy Technician</td>
<td>9,658</td>
</tr>
<tr>
<td>7</td>
<td>Adobe Certified Associate</td>
<td>9,104</td>
</tr>
<tr>
<td>8</td>
<td>Adobe Certified Expert</td>
<td>9,104</td>
</tr>
<tr>
<td>9</td>
<td>QuickBooks Certified User</td>
<td>8,475</td>
</tr>
<tr>
<td>10</td>
<td>CompTIA A+</td>
<td>5,554</td>
</tr>
</tbody>
</table>

### Top Credentials Earned

<table>
<thead>
<tr>
<th>Rank</th>
<th>Credential</th>
<th>Credentials Earned</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Adobe Certified Associate</td>
<td>40,695</td>
</tr>
<tr>
<td>2</td>
<td>Microsoft Office Specialist</td>
<td>22,866</td>
</tr>
<tr>
<td>3</td>
<td>IC3 Certification</td>
<td>21,086</td>
</tr>
<tr>
<td>4</td>
<td>Certified Internet Web Certification</td>
<td>8,319</td>
</tr>
<tr>
<td>5</td>
<td>ICT Multimedia Essentials</td>
<td>7,080</td>
</tr>
<tr>
<td>6</td>
<td>ServSafe Certification (Manager/Food Handler/Allergens/Alcohol)</td>
<td>6,261</td>
</tr>
<tr>
<td>7</td>
<td>Autodesk Certified User</td>
<td>5,397</td>
</tr>
<tr>
<td>8</td>
<td>Certified Medical Administrative Assistant</td>
<td>3,034</td>
</tr>
<tr>
<td>9</td>
<td>ICT Gaming Essentials</td>
<td>2,339</td>
</tr>
<tr>
<td>10</td>
<td>Certified EEG/EKG/ECG Technician</td>
<td>2,181</td>
</tr>
</tbody>
</table>
**Effect of Earning an Industry Credential on Educational and Labor Market Outcomes**

<table>
<thead>
<tr>
<th>Effect of Earning an Industry Credential on CTE Students</th>
<th>Florida</th>
<th>Indiana</th>
<th>Kentucky</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduating from High School on Time</td>
<td>+</td>
<td>+</td>
<td>+</td>
</tr>
<tr>
<td>Enrolling in Community College</td>
<td>+</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Graduating from Community College/Earning an Associate’s Degree, Conditional on Enrollment</td>
<td>+</td>
<td>N/A</td>
<td>+</td>
</tr>
<tr>
<td>Enrolling in University</td>
<td>+</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Graduating from University/Earning a Bachelor’s Degree, Conditional on Enrollment</td>
<td>No Effect</td>
<td>N/A</td>
<td>−</td>
</tr>
<tr>
<td>Wages for Full-Time Workers after High School</td>
<td>+</td>
<td>+</td>
<td>N/A</td>
</tr>
</tbody>
</table>

*Some credentials matter more than others.*

Of the three types of credentials earned in Florida, certifications, licenses and software credentials, **only certifications were associated with a wage increase (approximately 12%).**

All stakeholders must play a role in improving alignment to ensure that students are successful.
Thank You!

Quentin Suffren
National Director of Policy
Quentin@excelined.org

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Info@ExcelinEd.org
www.ExcelinEd.org
Charting the Course Board Discussion & Action Planning
Partners Report

Robin King
President, Florida Workforce Development Association
President & CEO, CareerSource Flagler Volusia
Open Discussion/Public Comment
Closing Remarks

Kevin Doyle
Chairman
Upcoming Meetings

• Finance Council and Board Teleconferences
  - Dec. 11

• Spring 2020 Board and Related Meetings
  - TBD