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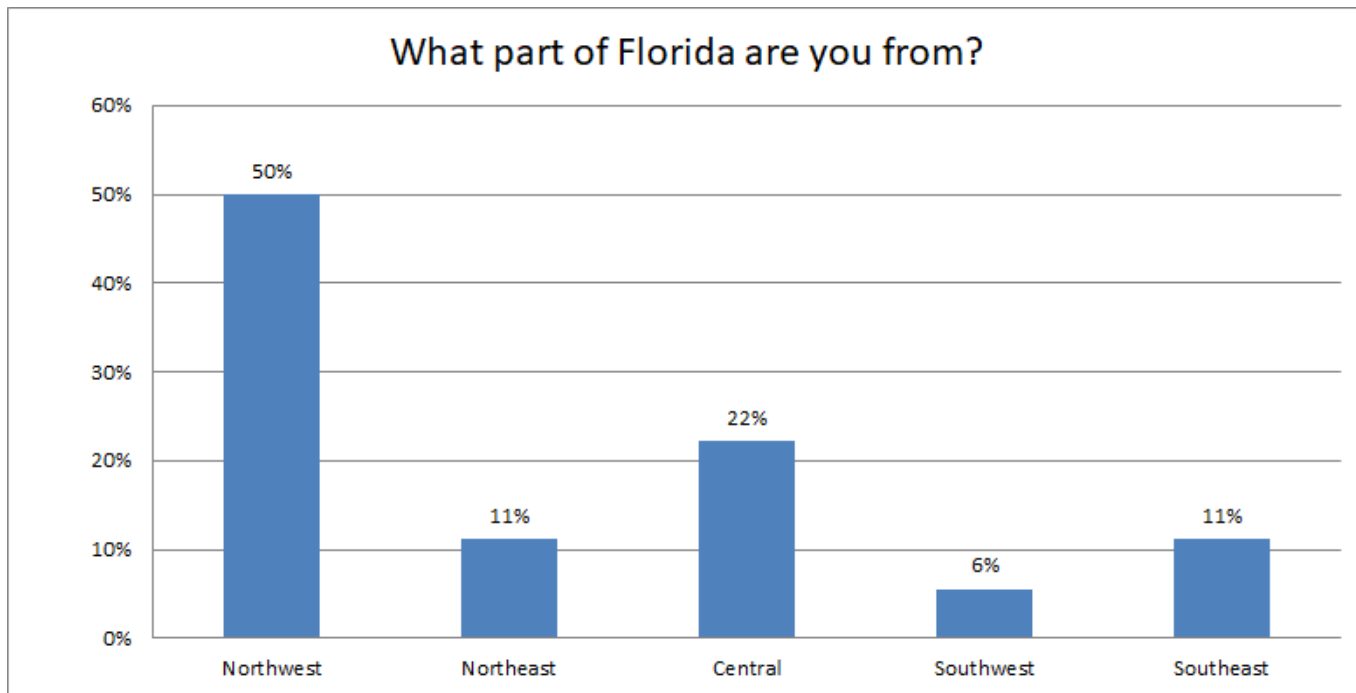
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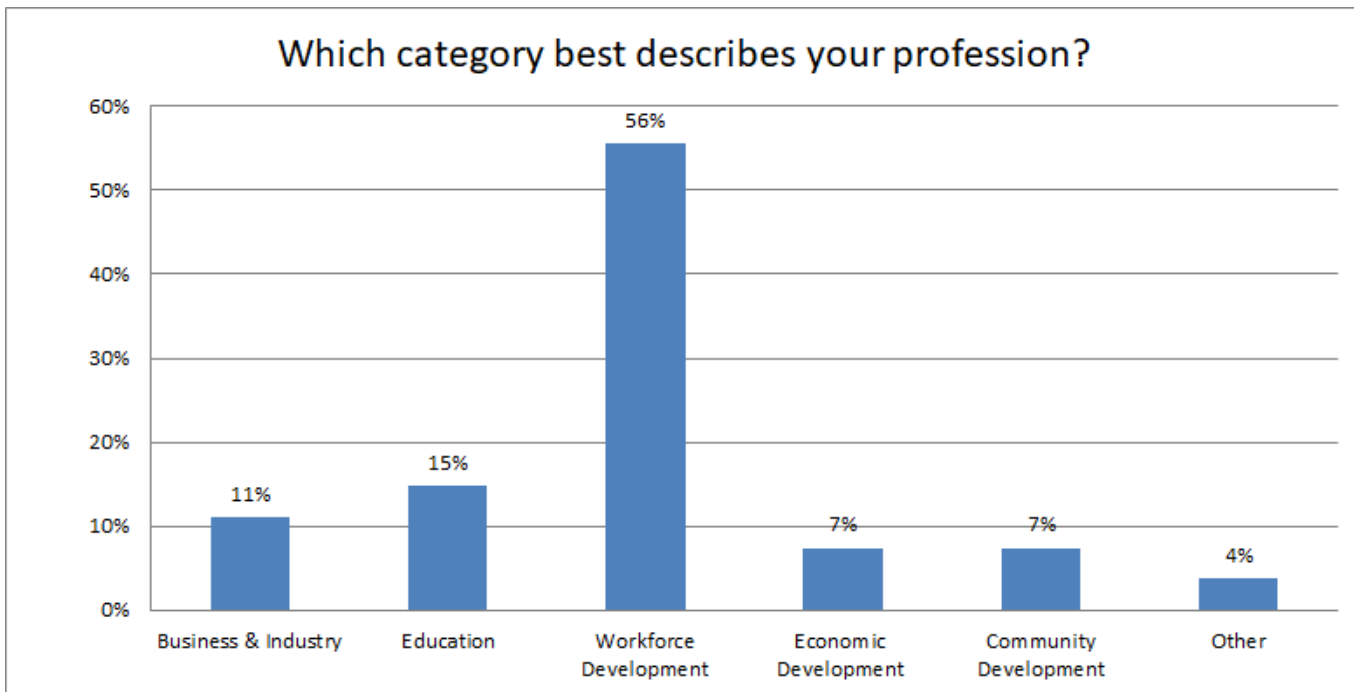


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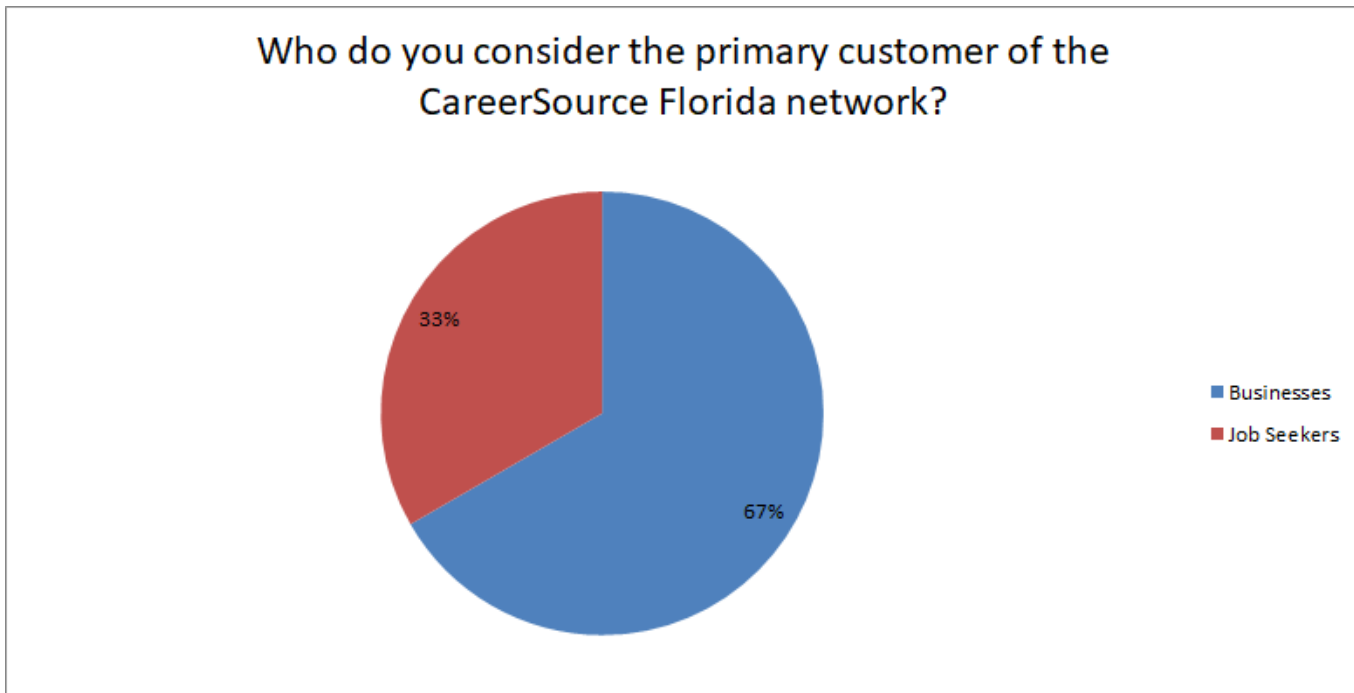
Poll: What part of Florida are you from?



Poll: Which category best describes your profession?



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



CareerSource Florida Board of Directors Meeting

Sept. 12, 2019 | Orlando



Welcome & Remarks

Kevin Doyle
Chairman





Mission Moment

Mimi Coenen
COO, CareerSource Central Florida



ENHANCED SUMMER YOUTH PROGRAM

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

100% of Participants Learned Valuable Soft Skills

Consent Agenda

- **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



Communicate Our Vision

- **Best practices**
- **Board engagement**
- **Opportunity populations**

Leverage Strategic Partnerships

- **Work-based learning**
- **Continuous Improvement Performance Initiative**
- **Talent pipeline alignment**



APPRENTICE
FLORIDA

Keep Florida's Workforce System Accountable

- **Training opportunities**
- **WIOA Plan**

The Hartford



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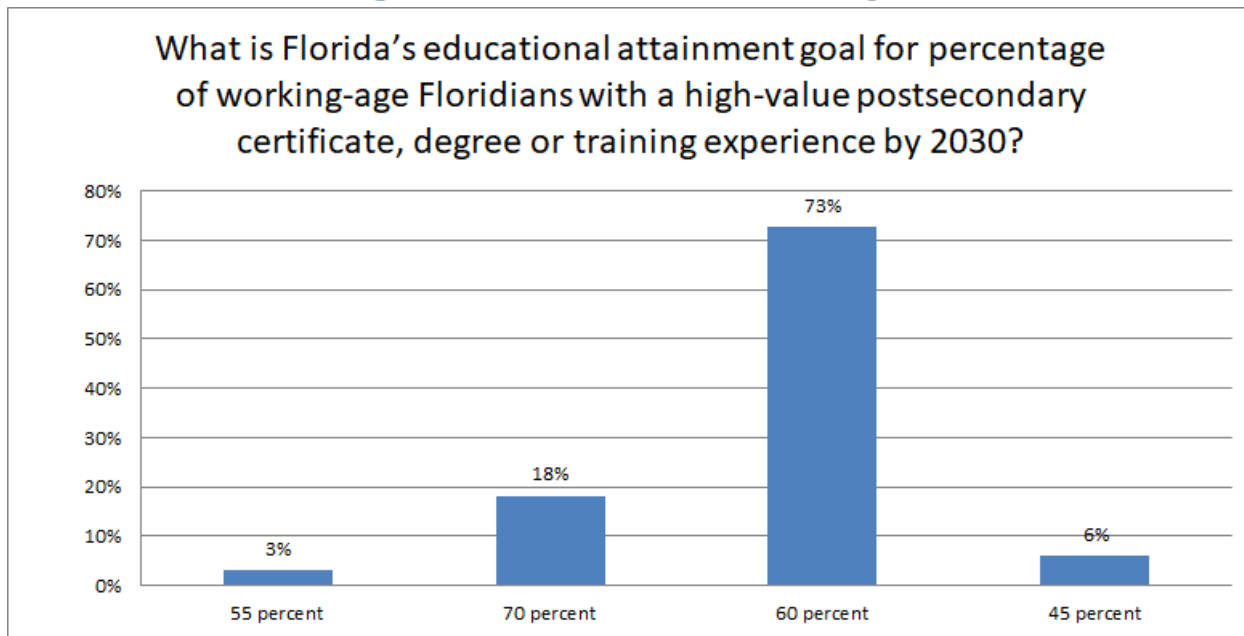
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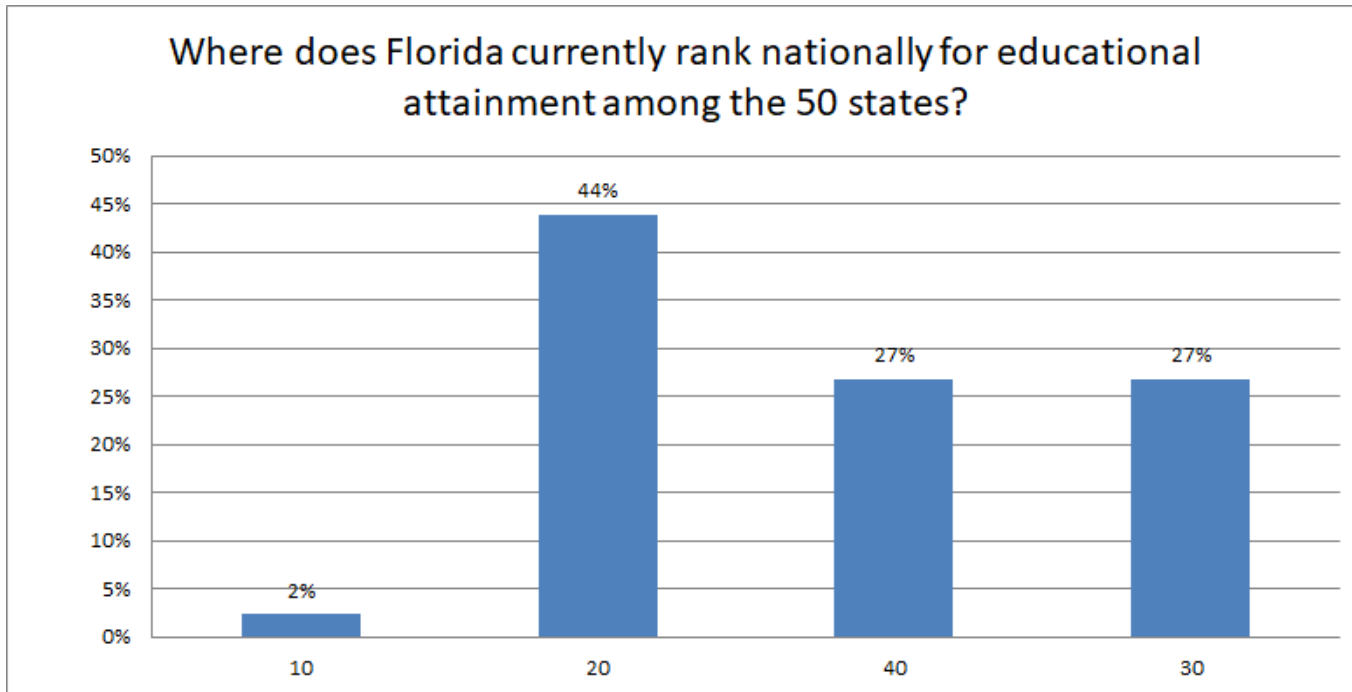


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Poll: What is Florida's educational attainment goal for percentage of working-age Floridians with a high-value postsecondary certificate, degree or training experience by 2030?



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



Talent as a Driver for a Strong Economy

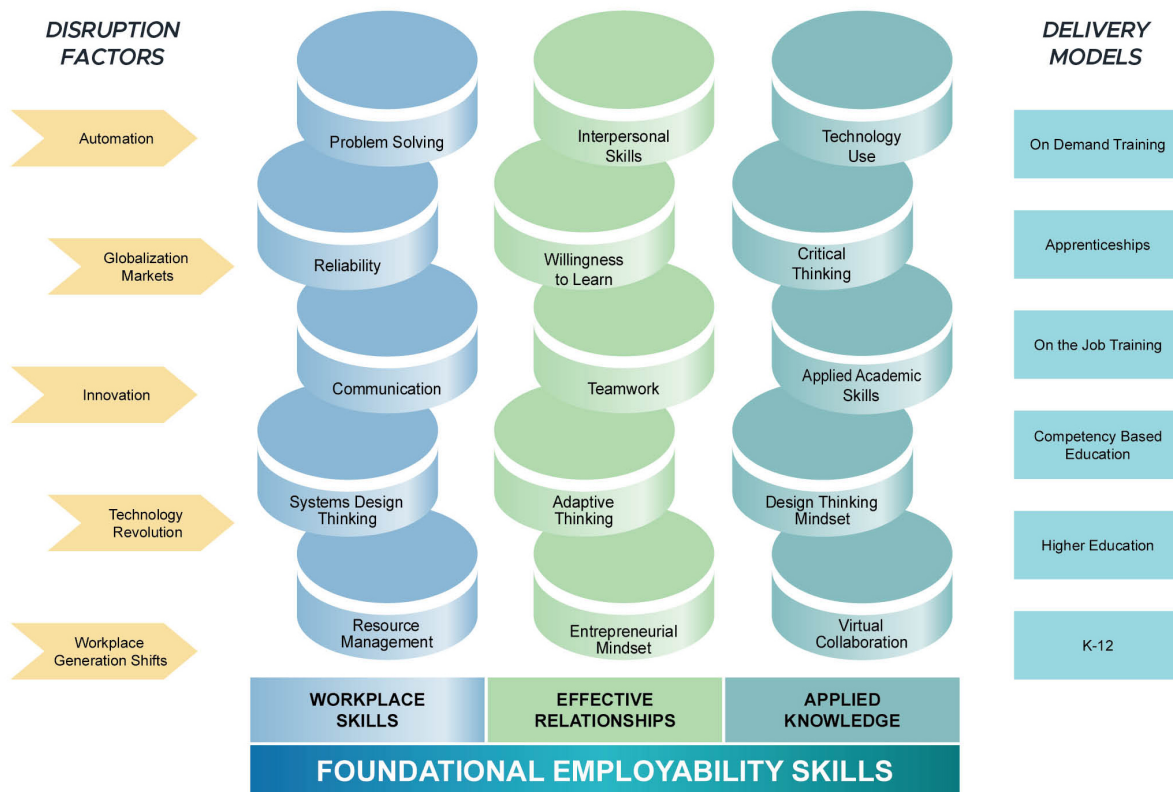


“Florida’s economy will need a skilled labor force for opportunities in health services, education, transportation, trade utilities, computing as well as jobs that require an industry certification or license. Enhancing Florida’s workforce education will provide more economic opportunities for our graduates 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



Future of Work



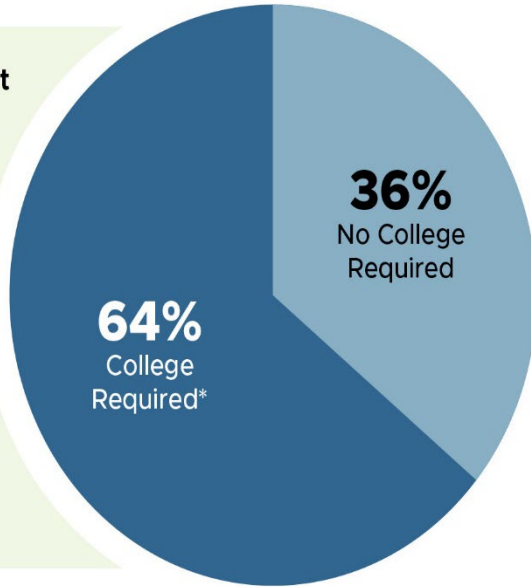
- The future of work in the next decade will have enormous disruption as a result of a series of factors.
- The key to remaining competitive is to have a strong talent pipeline.
- Today K-12 and higher education are the primary deliver modes of formal education
- The future will see expanding delivery models that included increased on the job training and on demand training programs to meet industry needs.

Statewide Strategic Plan



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.



HB 7071 (2019) - Workforce Education

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.

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



*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



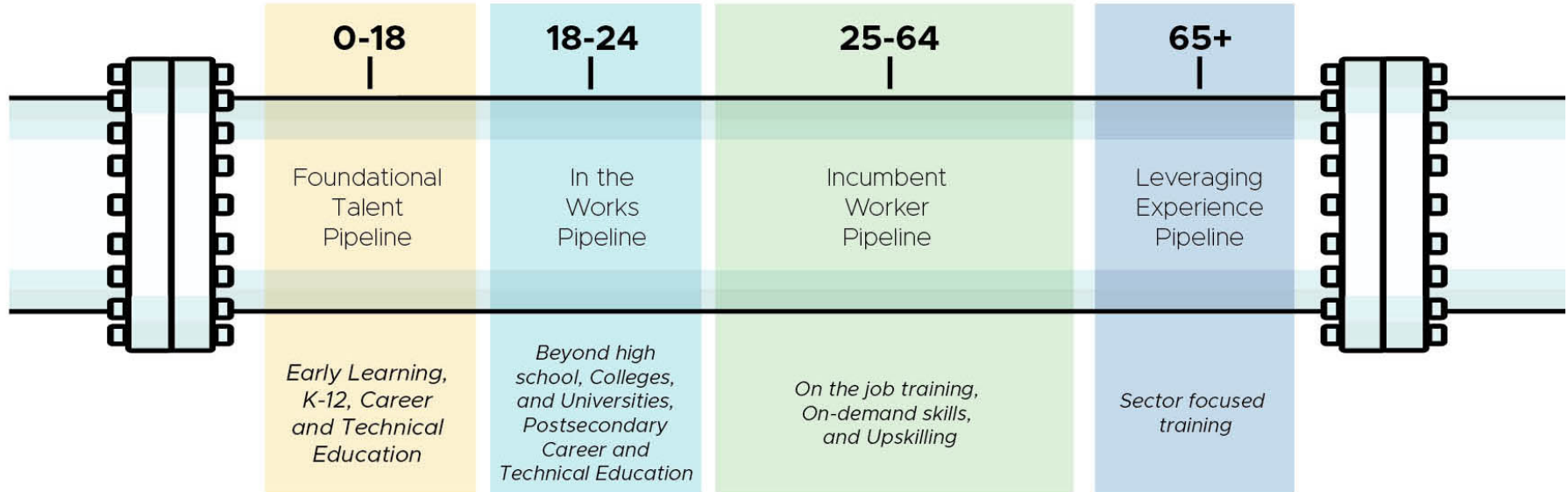
PROSPERITY:

Increased pathways to prosperity through innovation, a globally competitive workforce and job growth in a knowledge economy

Human Capital Pipeline

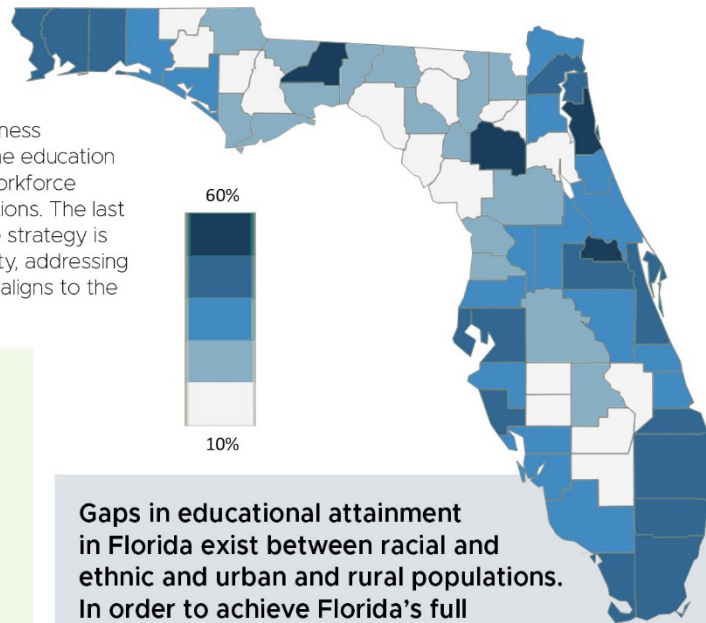
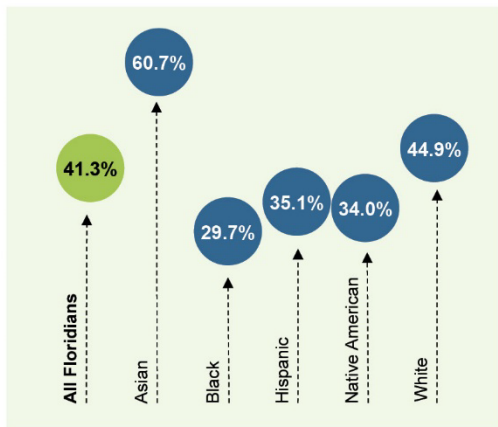


The Opportunity: Align education, training, and learning to a diverse that is adaptable to industry demand.



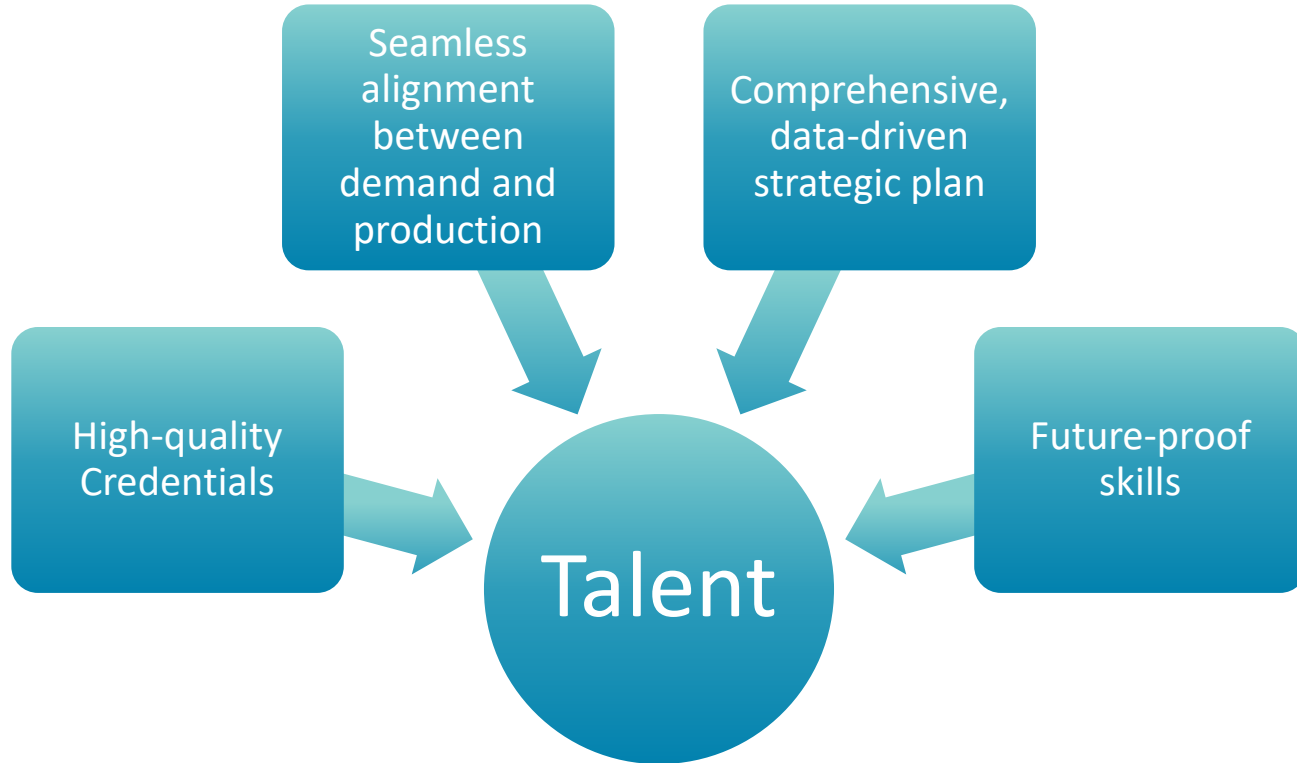
Addressing the Gaps

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



Recommendations



COLLABORATE	ALIGN	DATA-DRIVEN
Leverage cross-sector collaboration that promotes the talent conditions optimal for economic development and job growth success.	Increase credential completion by aligning attainment to high-demand jobs with a focus on industries targeted by the state and regions for growth.	Develop pathways for incumbent workers to upskill and earn advanced credentials.

Measuring progress



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.

**Florida's top
high-demand and
high-wage jobs**

**Production of
degrees and
credentials by
award type**

**Educational
attainment rate
by race, ethnicity,
gender**

**Educational
attainment rates
by county**

**Employment
and labor
participation
rates**

**Florida's
educational
attainment rates**

**Educational
attainment rates by
top 10 states**

**Postsecondary
continuation rates
and enrollment
by age, gender,
race/ethnicity**

**Earnings data
by credential level**

**Median
household
income**

Next Steps



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



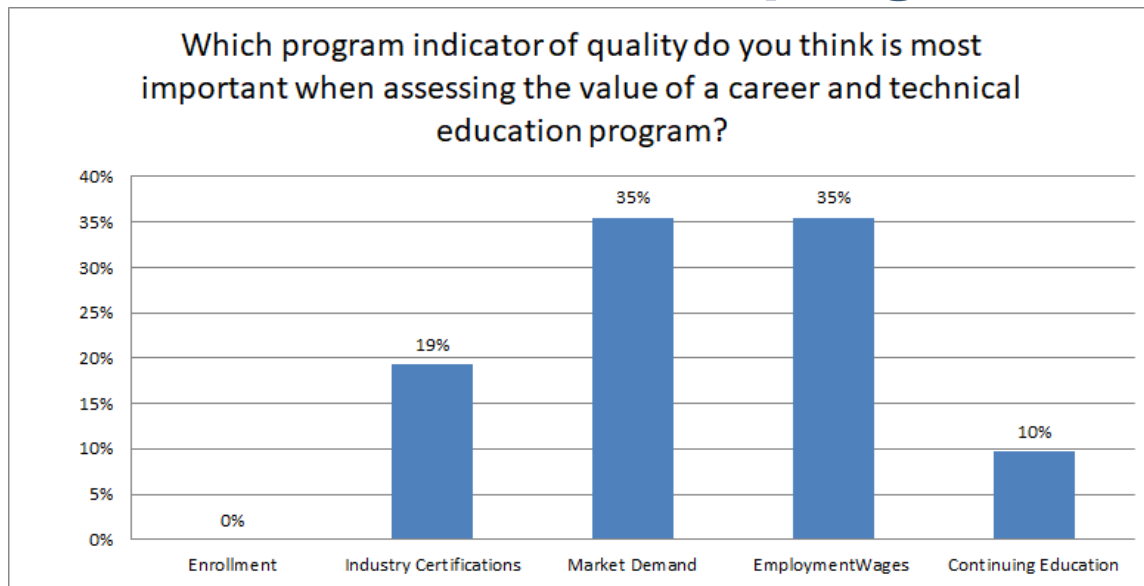
CareerSource Florida Board Engagement – Career and Technical Education Audit

Elisha Gonzalez

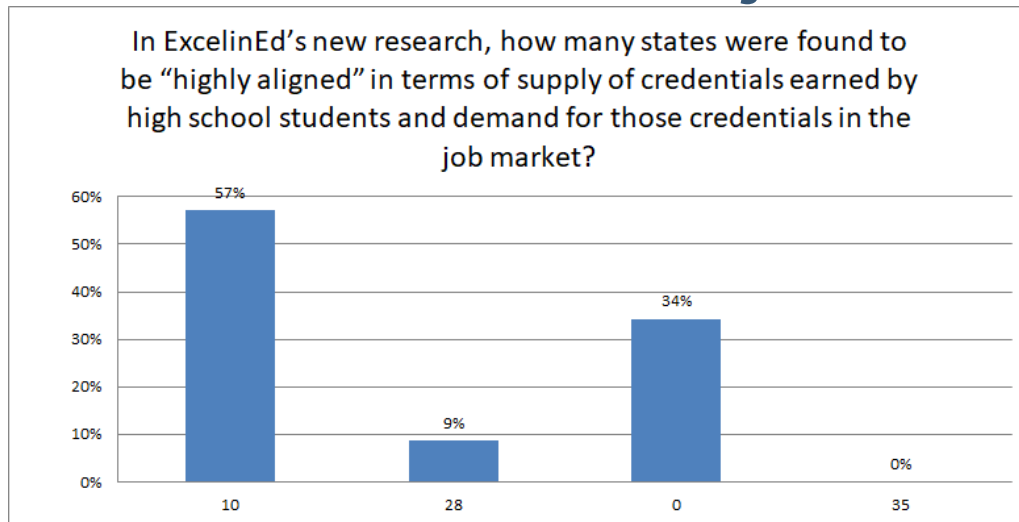
**Vice President of Community Relations &
Government Affairs, FAIRWINDS Credit Union**



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?



College & Career Pathways: Florida & the Nation

Quentin Suffren

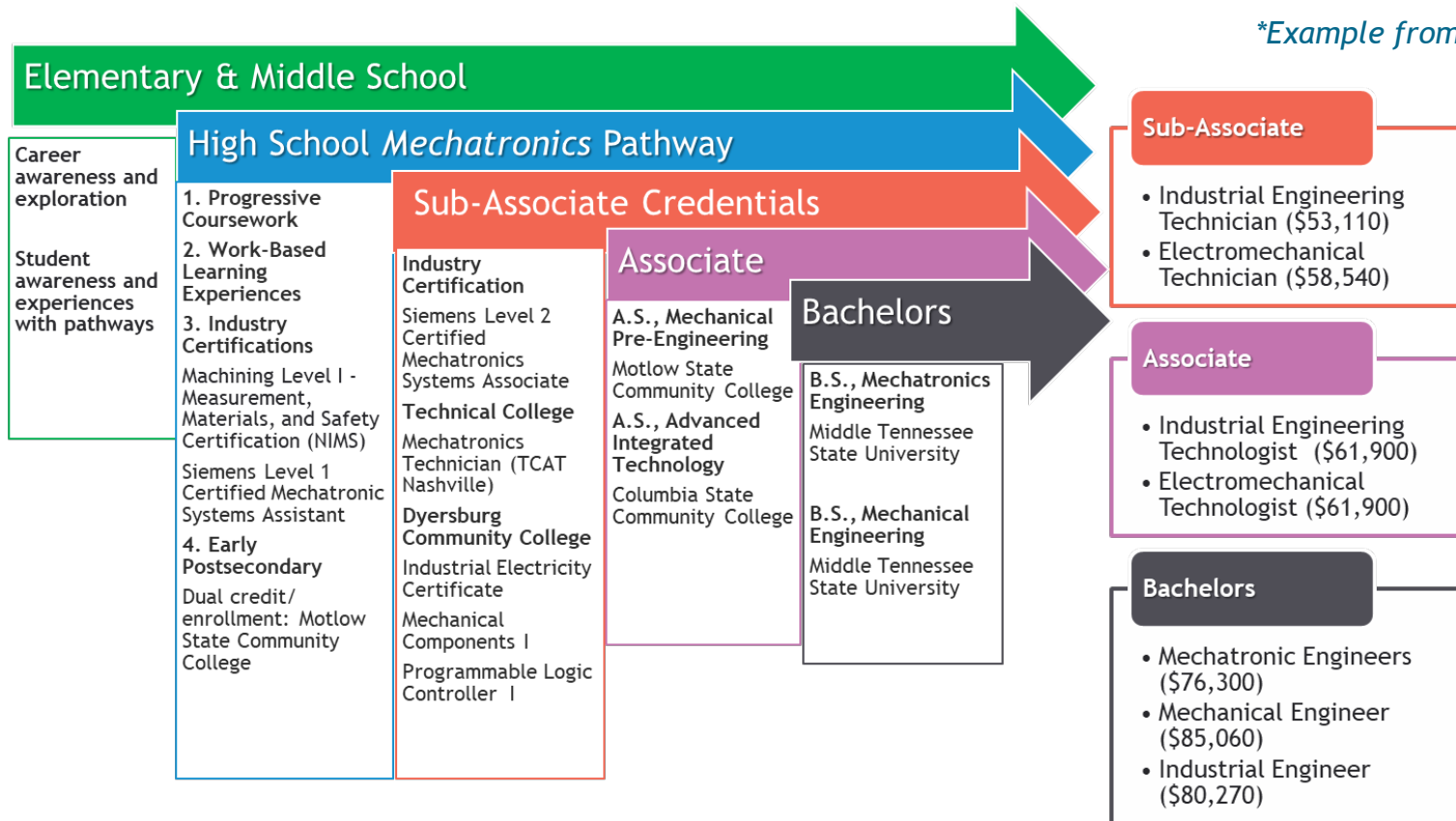
National Policy Director, ExcelinEd



What Constitutes a Robust College & Career Pathway*?



**Example from Tennessee*



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

Credentials Matter Research

Industry recognized credentials are a critical outcome of education to workforce training.

But are high school students earning credentials valued by employers?



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?



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.

FINDINGS

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.

FLORIDA


Very
Undersupplied


Moderately
Undersupplied


Moderately
Oversupplied


Supply Meets
Demand


Very
Oversupplied

 Top Credentials by Demand		Credentials Demanded	Supply/Demand Category
1	Microsoft Office Specialist	259,546	
2	Licensed Practical Nurse	24,546	
3	Certified Medical Assistant	18,124	
4	Automotive Service Excellence Certification	13,580	
5	Dental Assistant	10,739	
6	Certified Pharmacy Technician	9,658	
7	Adobe Certified Associate	9,104	
8	Adobe Certified Expert	9,104	
9	QuickBooks Certified User	8,475	
10	CompTIA A+	5,554	

 Top Credentials Earned		Credentials Earned	Supply/Demand Category
1	Adobe Certified Associate	40,695	
2	Microsoft Office Specialist	22,866	
3	IC3 Certification	21,086	
4	Certified Internet Web Certification	8,319	
5	ICT Multimedia Essentials	7,080	
6	ServSafe Certification (Manager/Food Handler/Allergens/Alcohol)	6,261	
7	Autodesk Certified User	5,397	
8	Certified Medical Administrative Assistant	3,034	
9	ICT Gaming Essentials	2,339	
10	Certified EEG/EKG/ECG Technician	2,181	

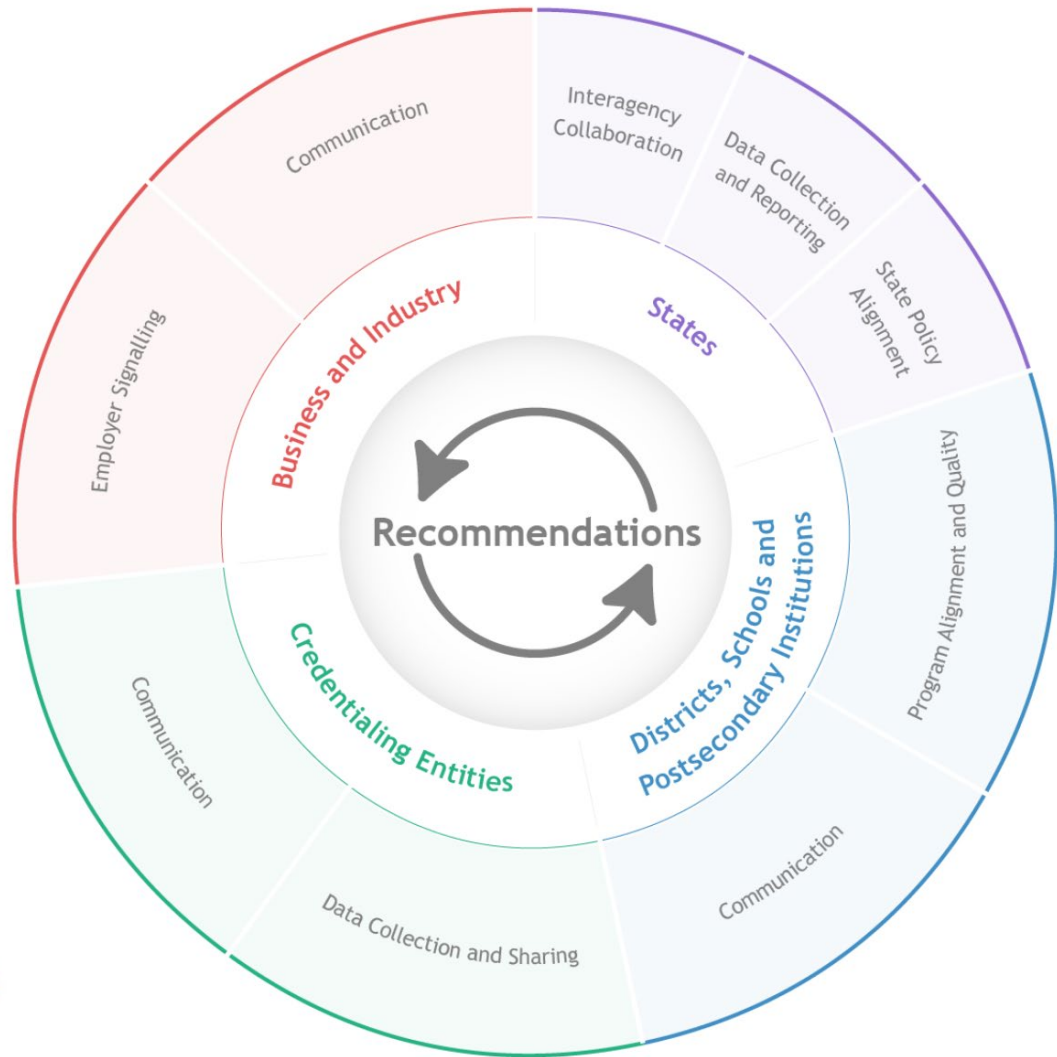
Effect of Earning an Industry Credential on Educational and Labor Market Outcomes

	Effect of Earning an Industry Credential on CTE Students		
	Florida	Indiana	Kentucky
Graduating from High School on Time	+	+	+
Enrolling in Community College	+	N/A	N/A
Graduating from Community College/Earning an Associate's Degree, Conditional on Enrollment	+	N/A	+
Enrolling in University	+	N/A	N/A
Graduating from University/Earning a Bachelor's Degree, Conditional on Enrollment	No Effect	N/A	-
Wages for Full-Time Workers after High School	+	+	N/A

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.





ExcelinEd

Thank You!

Quentin Suffren
National Director of Policy
Quentin@excelined.org

Foundation for Excellence in Education

P.O. Box 10691

Tallahassee, FL 32302

850.391.4090

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