

BOARD OF DIRECTORS MEETING

OCT. 1, 2020

Welcome and Remarks

Kevin Doyle

Chairman



Mission Moment

Emily DeRocco

Operation Next Project Director

Eileen Pickett

Operation Next Project Manager



★
**OPERATION
NEXT**

TESTED ON THE FRONT LINE READY FOR THE PRODUCTION LINE.

In the Army, discipline and personal responsibility are standard issue. Now, a new training program is arming separating soldiers to fill the over 200,000 advanced manufacturing jobs that go unfilled each year.

THEY'VE SERVED THEIR COUNTRY.
THEY'RE READY TO SERVE YOU.

Find out more at:
WWW.OPNEXTJOBS.COM



POWERED BY  lift

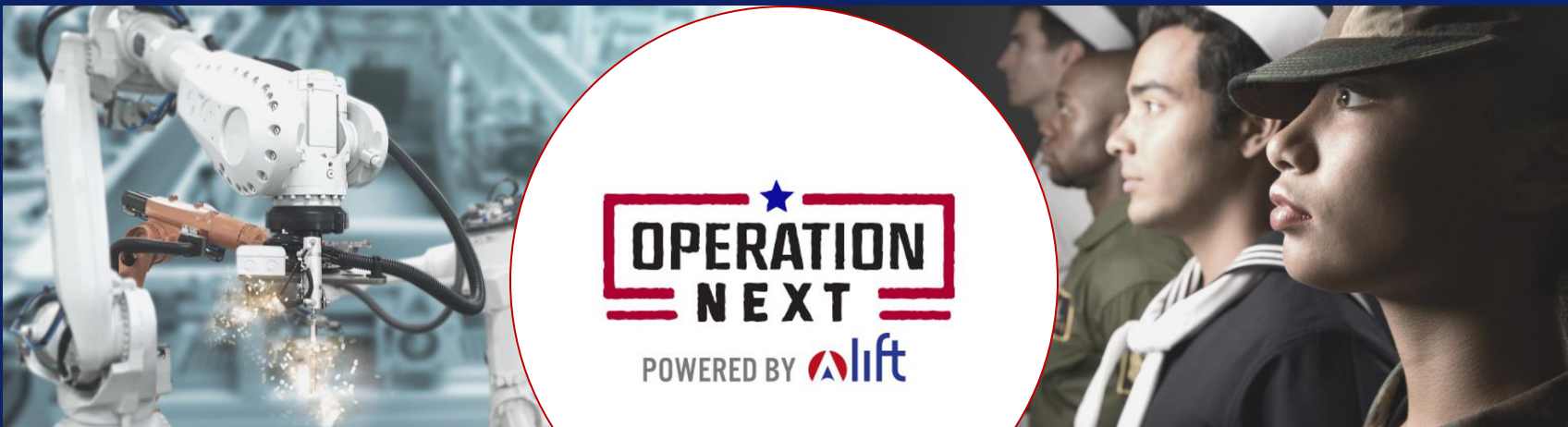
Preparing military personnel for
the most in-demand
manufacturing jobs across the
nation

CONTACT INFORMATION

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ederocco@gmail.com

EILEEN PICKETT
eileen@epickettconsulting.com

WEBSITE
opnextjobs.com



2.5 MILLION

Manufacturing jobs are expected to go unfilled in the next decade due to a lack of skilled and ready talent.

OVER 200,000

Service members transition out of the military each year, prepared with critically needed technical skills as well as the skills acquired through service.

A SOLUTION

Operation Next features a hybrid curriculum, allowing transitioning military to learn the theory online through simulations and multimedia and then demonstrate their new skills on real world manufacturing equipment in the last six months of service.

Upon completion of Operation Next, they are prepared to earn nationally portable, industry recognized credentials and secure a job in one the most in-demand advanced manufacturing fields.

The advertisement for Operation Next is a vertical poster. At the top left is the "OPERATION NEXT" logo. The main image is a man in a white hard hat and safety glasses, wearing a blue work jacket, holding a rolled-up white document. The background is a blurred industrial setting. Text on the poster includes the headline "TAKE COMMAND OF YOUR FUTURE" in large, bold, italicized letters, followed by a paragraph of text: "You're dependable. Disciplined. Loyal. Adaptable. Driven. And ready for the next challenge. Your career. Get the advanced manufacturing training you need to get the job -- and the future -- you want. OPERATION NEXT is now enrolling." At the bottom left, there is a box with the text "YOU'VE SERVED YOUR COUNTRY. NOW SERVE YOUR CAREER." and another box with "Find out more at: WWW.OPNEXTJOBS.COM".

**OPERATION
NEXT**

***TAKE COMMAND
OF YOUR FUTURE***

You're dependable. Disciplined. Loyal. Adaptable.
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YOU'VE SERVED YOUR COUNTRY.
NOW SERVE YOUR CAREER.

Find out more at:
WWW.OPNEXTJOBS.COM

MAJORS



CNC OPERATIONS

Perform
on computer-controlled
machines or robots to
produce or modify machined
parts



INDUSTRIAL TECHNOLOGY MAINTENANCE

Keep machines in working
order by detecting and
correcting errors before the
machine or its products are
damaged



WELDING

Use hand-welding or flame-
cutting equipment to join
metal components or to fill
holes, indentations, or
seams of fabricated metal
products

THE OPERATION NEXT DIFFERENCE

● STATE-OF-THE-ART HYBRID CURRICULUM

Learning the theory online through simulations and multimedia and then demonstrating their new skills on real world manufacturing equipment.

● SELF PACED

Learn at an individual pace and get credit for what they already know or can do.

● NATIONALLY PORTABLE CREDENTIALS

Earn nationally portable credentials that employers anywhere in the country recognize and value.

● ACCELERATED TRAINING

Start and finish the training and earn their credential within the 6-month transition period.

OPERATION NEXT

EXPANSION STRATEGIES



REPLICATE

Operation Next at select military installations across the nation.



EXPAND

Operation Next to include military spouses



ADAPT

For implementation with the National Guard and Reserve.



ADD

Robotics technician training curriculum and credential.

Consent Item

For Consideration

Approve the Consent Item as presented, to include any modifications or changes noted by the Board.



President's Report

Michelle Dennard

President and CEO



Dan McGrew

Vice President, Strategic Policy and Performance



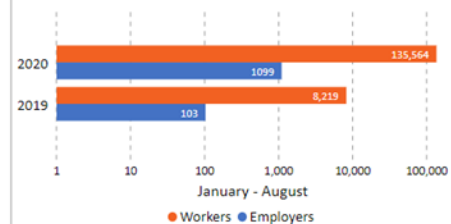
THE GOAL

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

Business & Workforce Data Index

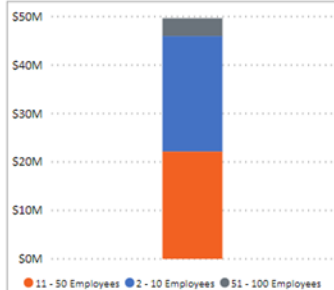
Business Impact Metrics

Number of WARN Notices Filed and Affected Workers



The federal Worker Adjustment and Retraining Notification (WARN) Act helps ensure advance notice in cases of qualified plant closings and mass layoffs.

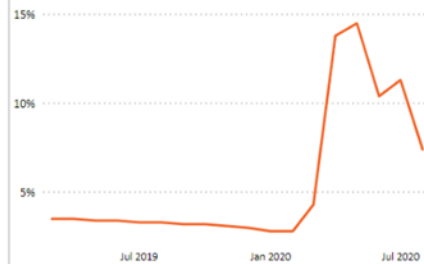
Small Business Emergency Bridge Loans



952

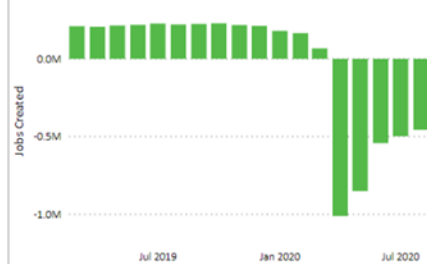
Approved Loans
as of 4/27/2020

Unemployment Rate



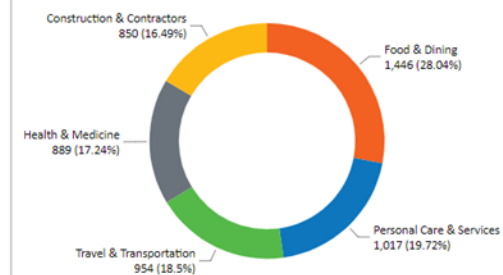
[View The Florida Scorecard](#)

Jobs Year Over Year Change

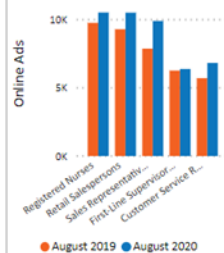


[View The Florida Scorecard](#)

Damage Assessment Survey Top 5 Affected Sectors

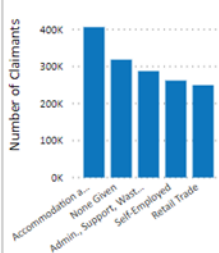


Sectors Hiring



[More Information](#)

Sectors Reducing

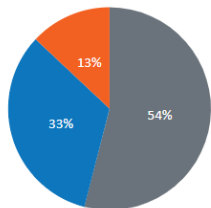


[More Information](#)

Resident Impact Metrics

2018 ALICE* Population

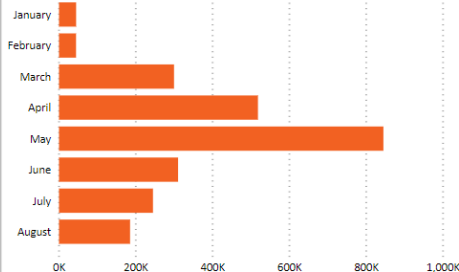
*Asset Limited, Income Constrained, Employed



● Above ALICE Threshold ● ALICE ● Poverty

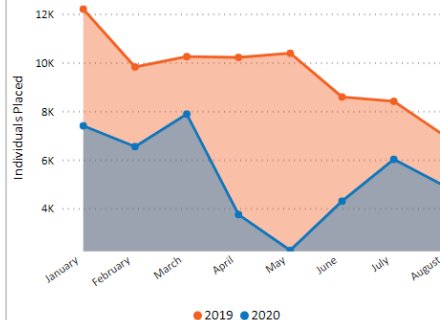
[View the 2020 ALICE Highlights Report](#)

Reemployment Assistance Claimants



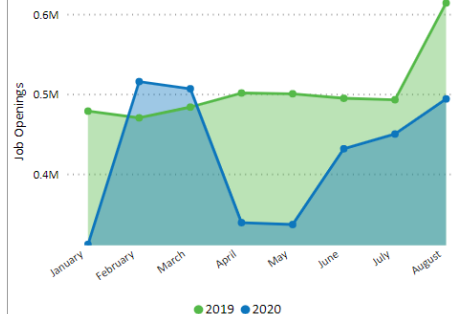
[The Reemployment Assistance Claims Dashboard](#)

Job Placements



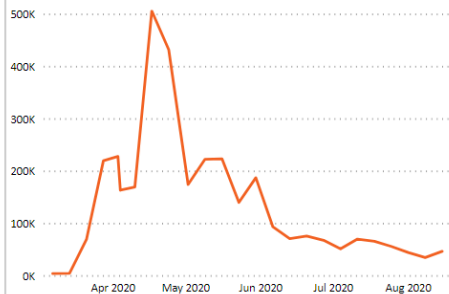
● 2019 ● 2020

Job Openings



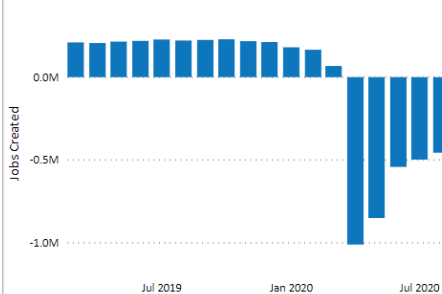
● 2019 ● 2020

Weekly Initial Unemployment Claims



[The Reemployment Assistance Claims Dashboard](#)

Jobs Year Over Year Change



[View The Florida Scorecard](#)

Rate of Educational Attainment

49.6%
Florida

48.4%
Nation

[Visit the Lumina Foundation](#)

Service to Florida's Job Seekers and Businesses

From March 1 through Sept. 13, 2020, the CareerSource Florida network continued providing high-quality services to Floridians during the COVID-19 pandemic.

Who we serve	Number Served	Number of Services	Placed in Employment
Job seekers	984,825	2,025,975	30,081
Business Establishments	22,883	287,381	

- 3,535 new job seekers enrolled in training
- More than 99,612 jobs posted

Corporate Goals



Communicate the Vision

- Services to Opportunity Populations
- Reimagine Workforce Preparation Grant
- Assisting Floridians with Recovery

Leverage Strategic Partnerships

- Awareness of Network Services
- Access to Work-Based Learning
- Build Strategic Partnerships

Keeping the System Accountable

- Florida Workforce Training Institute
- Continuous Improvement Performance Initiative
- Federal Reserve Bank of Atlanta Partnership

The Four R's



Education Stabilization Fund – Reimagine Workforce Preparation Grant

Adriane Grant

Vice President, External Affairs

Andra Cornelius, CEcD

Senior Vice President, Business & Workforce Development



Reimagine Workforce Preparation Grant

- U.S. Department of Education, Office of Career, Technical and Adult Education
- \$127,500,000 (Coronavirus Aid, Relief and Economic Security Act Funding)
- Eligible Applicants: State Workforce Development Boards
- Applications and Awards: 38 States; 8 Projects Received Funding
- Range of Competitive Grant Awards: \$13M-\$18M
- Project Period: 36 Months

Florida Grant Application Project Team

- CareerSource Florida (Board Leaders and Professional Team), Department of Economic Opportunity, Department of Education, Local Workforce Development Boards, Economic Development Organizations
- Five Work Groups
 - Project Design and Executive Summary
 - Employer Engagement
 - Data, Performance, Metrics and Resources
 - Budget and Finance
 - Communications, Outreach and Branding

Preparing a Future-Ready Workforce: A Roadmap for Systems Change

- Florida Funding Request: **\$19,985,000**
- Overarching Florida Project Goal: Improve access to employer-endorsed, short-term education and training opportunities that result in valued credentials and career pathways for Floridians adversely affected by the COVID-19 pandemic, helping them to return to work and improve their resilience through skills upgrade training

Preparing a Future-Ready Workforce: A Roadmap for Systems Change

- Three Primary Goals/Activities
 1. Build a statewide ecosystem to promote lifelong learning in distressed and other economically challenged communities
 2. Engage employers in four industry sectors: Advanced Manufacturing, Aviation/Aerospace, Financial Technology and Healthcare
 3. Provide Floridians with opportunities and support to earn, in-demand, high-value credentials through short-term distance education and remote training

- Lessons learned:
 - Evaluate technical reviewers' comments on strengths and weaknesses
- Recommend grant elements that can be advanced with existing or future resources
- Continue the focus on collaboration and assisting businesses and Floridians in need

Thank You

- *Everyone* who contributed to Florida's ESF-RWP Grant application project
- Project MVP: Jacqueline Barreiros, PMP, Senior Program Analyst, Strategic Policy and Performance

Florida Department of Education

CARES Act Updates

Henry Mack

Chancellor, Division of Career, Technical and Adult Education




Rapid Credentialing




FLORIDA DEPARTMENT OF
EDUCATION
CAREER AND ADULT EDUCATION

OVERVIEW: RAPID CREDENTIALS

- Funds are directed to connecting those unemployed, underemployed, or furloughed with training in an in-demand area of the regional workforce board
 - Awards to 28 Florida College System (FCS) institutions and 48 Technical Colleges to increase capacity to enroll and complete students in short-term, high value career and technical education (CTE) credentialing and certificate programs
 - Funds may be used to purchase equipment, underwrite instructional costs, outreach and recruitment efforts for in-demand, non-credit industry certification preparation courses, clock hour career certificate programs, or FCS credit short-term CTE certificates
- 

OVERVIEW: RAPID CREDENTIALS

- Goal: Complete as many students with valuable job ready skills by May 2021 while also improving FCS and technical colleges capacity for CTE enrollment and completion
 - Grant values ranged from \$157,000 to \$2.4 million
 - Programs: advanced manufacturing, aerospace, healthcare, IT, business, entrepreneurship, supply chain and logistics, and financial technology
- 

OVERVIEW: RAPID CREDENTIALS



**\$7,130,453 TO TECHNICAL
COLLEGES**



**\$27,869,547 TO FCS
INSTITUTIONS**



**TOTAL VALUE OF GRANT
PROGRAM INCLUDING MATCHING
FUNDS = \$43,749,980**

PROJECTED UNDUPLICATED COMPLETERS

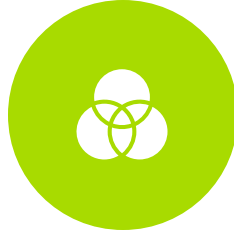
By May 2021, the
projected number
of completers is
13,516

Grant funds per
completer: \$2,590

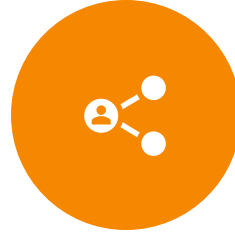
STATUS AS OF 9/21/20



**59 GRANT
APPLICATIONS
RECEIVED**



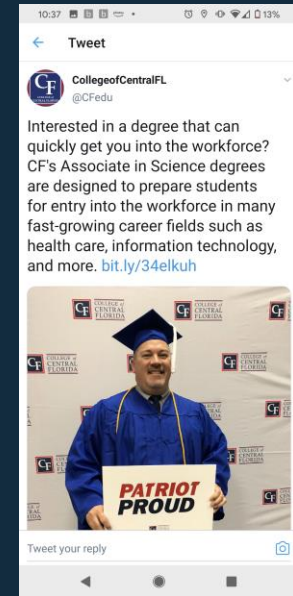
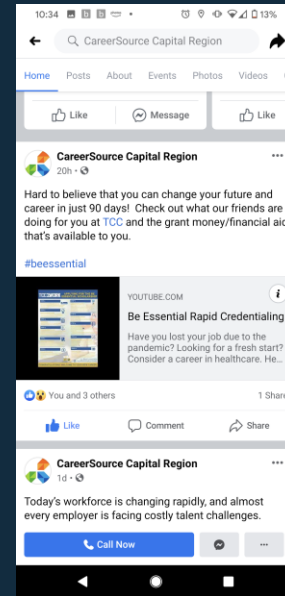
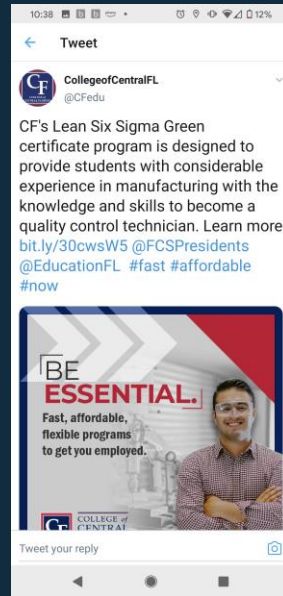
**59 PROGRAMS
APPROVED (100%)**



**55 GRANT
MANAGER
APPROVED (93.2%)**



**54 AWARD LETTERS
ISSUED (91.5%)**



What they are saying




What they are saying




What they are saying


OVERVIEW: K12 CTE GRANT

- Funds are providing resources to school districts to increase enrollment and capacity in high-demand CTE programs
 - Goal: accelerate students' readiness for work and/or immediate entry into an in-demand postsecondary CTE program
 - Funds are allocated to 73 agencies, including charter districts and laboratory schools
- 

OVERVIEW: K12 CTE GRANT

- Grant values ranged from \$10,000 to \$1,1012,095
 - Awards were based on minimum allocation for each agency with remaining funds pro-rated based upon enrollment on select high demand CTE programs
 - FDOE identified 111 in-demand CTE programs for the allocation formula, representing **364,482** program enrollments
- 

GRANT FUNDS ALLOCATED

- \$10.9 million
 - Expenses are limited to cost associated with equipment or learning-infrastructure related needs associated with offering a multi-course secondary CTE program to help districts **scale** sustainable solutions to high-quality instruction of CTE programs
- 

STATUS AS OF 9/21/20

73

Grant
Allocations

1

Application
Incomplete

6

Applications in
Consultation with
the FLDOE

66

Applications
Received

66


Programs
Approved (100%)

59

Grant Manager
Approved (89%)

54

Award Letters
Issued (82%)



GET THERE

Florida's Workforce Education Initiative

Business Perspective: Short-term Training and Certifications

Arnie Girnun

President, New Horizons South Florida and
Executive Vice President, Florida Vocational Institute



Pathways to Meaningful Careers

How Credentials can flatten the unemployment curve and drive the state's vision of "Being the Global Leader for Talent."

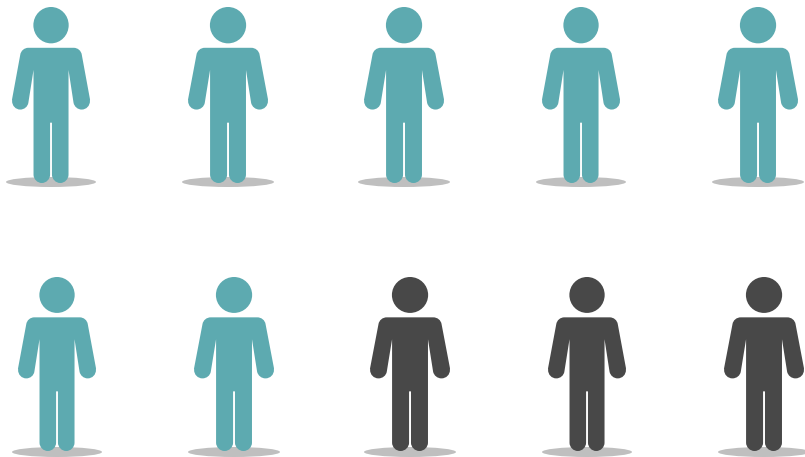


Bridging the Gap Between Education and Employment

- ☐ Business Community
- ☐ Graduates
- ☐ Employers
- ☐ Educators
- ☐ Now is the Time
 - Florida's Vision – Global Leader for Talent
 - Covid-19 is the great accelerator



The Challenge



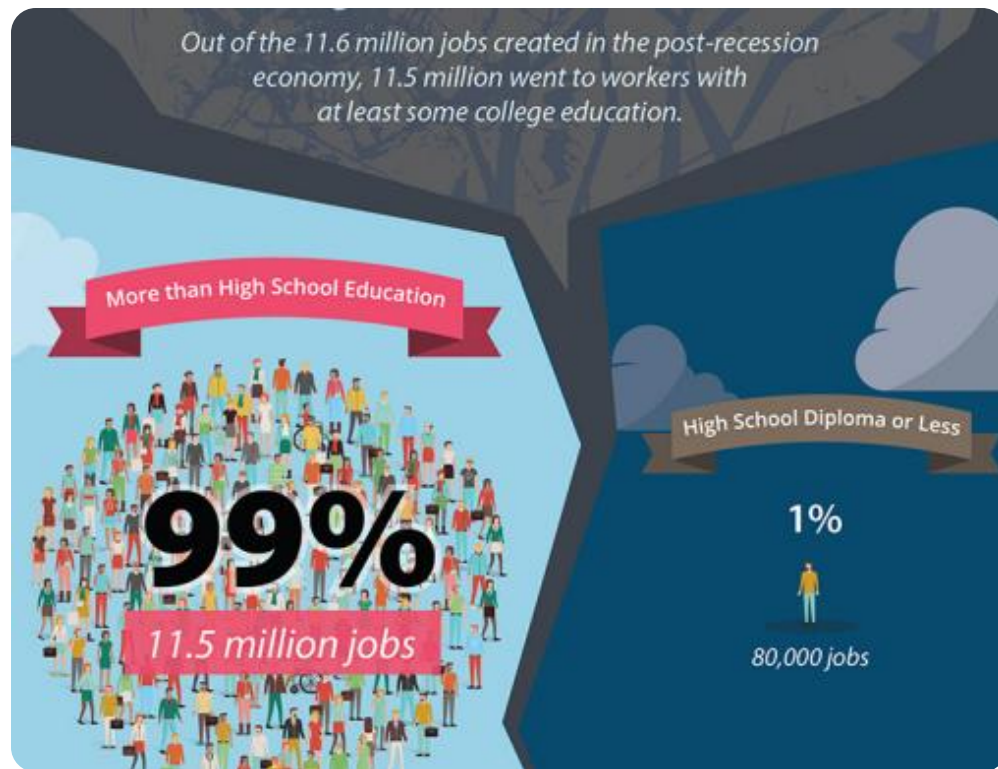
The percentage of Floridians that do not have a Bachelors degree or higher

70%

The Opportunity

Companies are increasingly looking for certifications and not just four-year college degrees





The Imperative

The Importance of Middle Skill Careers

- Pathway to a meaningful job
- More than a high school credential and less than a four-year degree

Middle Skills = 54% of the U.S. Labor Market

The Value of Certifications

Door Openers

- Auto repair 30% require certification
- IT Help Desk 20% - it's a proxy for experience
- ASE Premium - \$9,587
- A+ = 5% wage premium

Career Escalators

- A+ - CCNA-CCNP (\$5-\$10K Wage Premium)
- Security+ - MCSA - CISSP (\$5K - \$17K Wage Premium)

Top 5 Certifications*

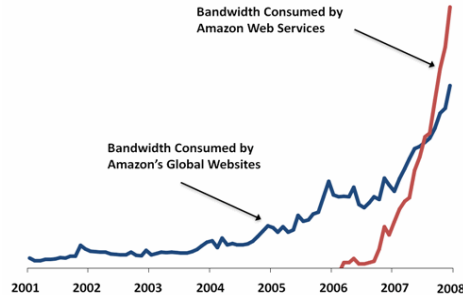
- Certified Public Accountant (CPA) **276,880**
- Project Management Certification (PMP) **202,971**
- Certified Information Systems Security Professional (CISSP) **91,981**
- Automotive Service Excellence Certificate (ASE) **67,973**
- Cisco Certified Network Associate (CCNA) **67,746**

Job Requirements

New Times = New Skills

Consider the change in the last 12 years

Companies since 2008: Airbnb – WhatsApp – Venmo
– Uber – Pinterest



Marketing Technology Specialist

- HTML5 and CSS
- Google Analytics Certified



IT Support technician

- Certifications (e.g. ITIL, CompTIA A+ /Network+ /Security+, Microsoft certs, etc.)



Assistant Office Manager

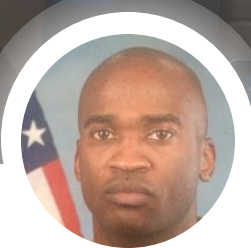
- Knowledge of office programs like Excel, Word and familiarization with email marketing is a plus



Healthcare Recruiter

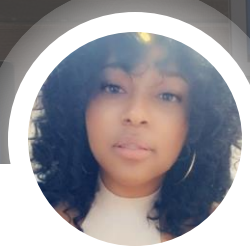
- Social media marketing and Salesforce experience is a plus

Different Backgrounds Similar Outcomes



Ron

Systems Admin



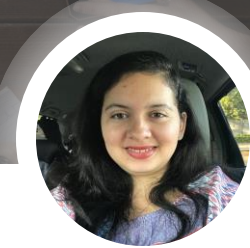
Vanessa

QA Analyst



Michael

Service Desk Tech



Yelba

Help Desk Tech

A Way Forward

Short Term Credential Focused Education

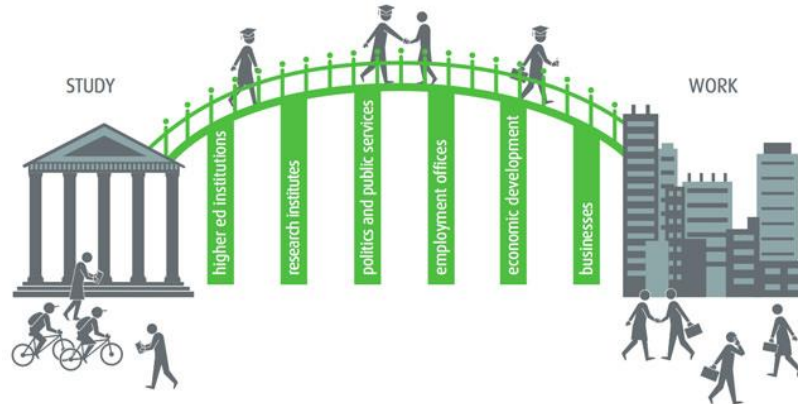
- Career and Technical Education
- Short term community college programs
- Career colleges

Short Term Credential Focused Education

- Leverage apprenticeships
- On-the-Job Training (OJT) & Paid Work Experience (PWE)
- Employer sponsored + subsidy
 - Incumbent Worker Training (IWT)/ Employed Worker Training (EWT)

Short Term Credential Focused Education

- Leverage WIOA/CareerSource Florida network
- Existing employer focused system
- Financial infrastructure
- Performance management



Strategic Policy and Performance Council Report

Brittany Birken

Council Chair



Florida Department of Economic Opportunity Update

Pam Johnson

Deputy Director of Workforce Services,
Department of Economic Opportunity



Partners Report

Robin King

President, Florida Workforce Development Association
President and CEO, CareerSource Flagler Volusia



A blue-tinted photograph of a business meeting. A man in a light blue shirt and striped tie stands in the center, gesturing with his hands while speaking to a group of people seated around a table. The seated individuals, including a woman on the left and a man on the right, are looking towards the speaker. The background shows a modern office setting with large windows.

Open Discussion | **Public** Comments



Closing Remarks

Kevin Doyle

Chairman



Upcoming Meetings

- **Future of Florida Forum – Oct. 20-22**
- **Board Meeting and Finance Council – December**
TBA