



FLORIDA TALENT DEVELOPMENT COUNCIL

Workgroup Meeting Minutes

Group 2: Workforce Readiness

Tuesday, October 29, 2019

1:30 pm – 3:00 pm

Roll Call

Members Present:

Carrie Henderson
Art Hoelke
Patricia Levesque
Steven Birnholz
Chris Cazayoux

Warren Davis
Keantha Moore
Dale Winkler
Carmen Mims

Tiffany Barfield
Ted Norman
Bob O'Leary
Peg Walton

Others Present:

- Joel Schleicher, Council Chair

Department of Economic Opportunity Support Staff Present:

- Katie Crofoot Liebert
- Megan Moran
- Nicole Duque
- Katherine Morrison
- Monica Rutkowski
- Lorena Clark

Introduction: Welcome, Roll Call and Approval of Minutes

- Joel Schleicher welcomed members and Katie Crofoot Liebert called roll.
- Workgroup members approved the October 22, 2019 meeting minutes as presented.

Presentations

- Dale Winkler, Vice President, Southern Regional Education Board presented on Region's Economic Outlook and Credentials for All.

Discussion

- Discussion topics among workgroup members included:
 - Stackability of certifications and degrees.
 - Articulation agreements with educational institutions.
 - Pathway, courses and certifications.
 - Identifying the deficiencies statewide and in specific areas or regions.
 - Qualified workforce.
 - Attainment of industry certifications.



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- Incentivize credentials with specific criteria through secondary and post-secondary institutions.
- Pre-apprenticeship and apprenticeship programs.
- Dual enrollment.
- Katie Crofoot Liebert reviewed the statutory requirement and requested goals and strategies.
 - Goals and strategies discussed:
 - Incumbent worker and veteran grants.
 - Identify the various demographic groups represented in certifications and degrees.
 - State level dashboard of current regional and local data.
 - Guiding principles to frame pathways and programs.
 - Stackable credentials focused on a direct path to a particular job or career goal.
 - Technology shifts and how it impacts the workforce.
 - Foundational skills serve as a basis to allow for movement to other jobs in or out of the state.
 - Expanding apprenticeships.
- Katie Crofoot Liebert reviewed the most recent draft work plan that was supplied prior to the meeting and requested input.
 - Topics discussed included:
 - Previous surveys.
 - Value apprenticeships.
 - Impact of dual enrollment, pre-apprenticeships and apprenticeships on manufacturing.
 - Targeted industry focus and identifying fastest growing industries.

Next Steps

- Representative Plasencia will give report on the progress of the work plan to the full Talent Development Council on Monday. The Representative will share any comments or recommendations from the Council on the goals and strategies during next week's meeting.

Public Comment

Katie Crofoot Liebert opened the meeting for public comment. No members of the public commented on the call.

Closing

Katie Crofoot Liebert gave closing remarks. Meeting was adjourned.

The next meeting of this workgroup will take place on Tuesday, November 5, 2019 at 1:30 pm.

Strategic Priority 2: Workforce Readiness

Statutory Requirements:

- (d) Establish targeted strategies to increase certifications and degrees for all populations with attention to closing equity gaps for underserved populations and incumbent workers requiring an upgrade of skills.
- (e) Assess the role of apprenticeship programs in meeting targeted workforce needs and identify any barriers to program expansion.

Goals	Strategies
WR 1. Expand Apprenticeships in Florida	WR 1.1. Survey private partners to develop and inventory of offered and/or available apprenticeships.
	WR 1.2. Survey (might be an update of a survey previously administered) of businesses to assess their workforce needs related to work-based learning and apprenticeships.
	WR 1.3. Determine integration of existing apprenticeships' related technical instruction in paid and nonpaid credit instruction.
	WR 1.4. Survey local nonprofits and community associations to determine awareness of and participation in apprenticeship programs.
WR 2. Identify Current Barriers to Participation	WR 2.1. Identify needs and challenges of populations targeted to be served through apprenticeships.
	WR 2.2. Increase enrollment and reduce barriers to participation.
	WR 2.3. Formalize efforts to gather employers input on current and future workforce (training) needs.
WR 3. Increase Education and Awareness	WR 3.1. Build and promote awareness of apprenticeships as a critical workforce strategy.
	WR 3.2. Select and implement policies and programs that increase participation and access to apprenticeships.
	WR 3.3. Develop statewide educational campaign to increase visibility and understanding of benefits of apprenticeships.
WR 4. Increase Early Career-Related Education and Exposure	WR 4.1. Build partnerships among K-12, Postsecondary Ed, Adult Education, industry, and other partners to facilitate earlier engagement in career exploration and work-based learning opportunities for all student populations.
	WR 4.2. Influence policy shifts to allow more time for students in K-12 to have more hands-on training, internship, and co-op education.
	WR 4.3. Expose K-12, postsecondary education, adult education, and other populations to in-demand career opportunities in employer-defined career pathways.

WR 5. Address Essential and Occupational Skill Gaps	WR 5.1. Embed essential employability framework (sometimes referred to as “soft skills”) across the curriculum, specifically in “hard”/technical programs and courses, ideally through work-based components that complement classroom-based academic work.
	WR 5.2. Increase the use of employer-driven applied/work-based learning in both credit and non-credit programming.
WR 6. Establish Career Pathways as the Framework for Florida’s Workforce System	WR 6.1. Develop career pathways systems.
	WR 6.2. Embed career advancement in existing career pathways programs.
	WR 6.3. Expand the scope of the learning environment to include workplaces and communities, positioning work-based learning as integral to career preparation and student success.
WR 7. Increase Postsecondary Transitions and Credential Attainment	WR 7.1. Establish a system to enable multiple entry points into postsecondary education for various student and adult learners that are aligned to clearly identified student readiness levels and credentials, certifications, and/or degrees to employment in high-growth, family-supporting jobs.
	WR 7.2. Make career-related services and tools readily accessible to all students.
	WR 7.3. Establish the concept of stackable credentials as a norm.