

EQUITY AND ACCESS WORKGROUP

FLORIDA TALENT DEVELOPMENT COUNCIL

NOV. 7, 2019

Today's Agenda

- Introductions and Roll Call
- Approval of Minutes
- Recap of Workgroup Charge & 10/31 Meeting Discussion
- Presentations
 - Emily Sikes, Assistant Vice Chancellor, State University System of Florida
 - Julie Kates, Deputy Director, Florida Division of Vocational Rehabilitation
- Discussion — Work Plan
- Next Steps
- Public Comment

SAIL to 60

Section 1004.013(1), Florida Statutes

The Strengthening Alignment between Industry and Learning (SAIL) to 60 Initiative is created to increase to **60 percent** the percentage of **working-age adults** in this state with a **high-value postsecondary certificate, degree or training experience** by 2030.

Statutory charge assigned to this group:

(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.

Presenters/Speakers

- **Emily Sikes**, Assistant Vice Chancellor, State University System of Florida
- **Julie Kates**, Deputy Director, Florida Division of Vocational Rehabilitation



State University System Equity & Access

Emily Sikes, Assistant Vice Chancellor

November 7, 2019

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The % of high school graduates with a college prep diploma is declining

60.5%

of **ALL** high school graduates
(2016-17)



6.4%
since
2014-15

61.5%

of **Hispanic** high school graduates
(2015-16)



6.4%
since
2014-15

53.1%

of **African-American** high school graduates
(2015-16)



4%
since
2014-15

The background of the central image is a blurred photograph of a graduation ceremony, showing several graduates in black caps and gowns. The text is overlaid on this image.

Increase access and efficient
degree completion for
all students

2025 State University System Strategic
Plan

Strategic Plan: Metrics on Access & Equity



2025 Goal

**% of Bachelor's degrees
awarded to African-
American &
Hispanic Students**

46%

**Number of institutions
with at least 30% of
undergraduates
receiving Pell**

All

Strategic Plan: Metrics on Access & Equity



	2025 Goal
Pell Recipient 4-year Graduation Rate	54%
Florida College System AA Transfer 3-year Graduation Rate	62%

(New metrics adopted October 30, 2019)



Metrics Related to Access & Equity

**University
Access Rate**

% of undergraduates with a
Pell grant

Affordability

Net cost to the student for a
bachelor's degree
(120 credit hours)

**Student
Success**

Student retention,
graduation rates, &
employment outcomes



**Increasing Access through
Online Education**

**2+2
Enhanced Pathways**







Florida Department of Education

Division of Vocational Rehabilitation and Division of Blind Services



DISCUSSION — WORK PLAN

Next Steps

- Upcoming Equity and Access Workgroup Meeting
 - Nov. 14
- Recommended goals and strategies due by Nov. 20
- Upcoming Florida Talent Development Council Meetings
 - Nov. 20
 - Dec. 11

PUBLIC COMMENT



FLORIDA TALENT DEVELOPMENT COUNCIL

Group 5: Equity and Access

Thursday, October 31, 2019

10:00 am – 11:30 am

Roll Call

Members Present:

Michelle Dennard, Workgroup Chair

Dr. Carrie Henderson

Beth Cicchetti

Bob Ward

Laurie Meggesin

Bob O'Leary

Stefanie Steele

Nicole Washington

Kathy Hebda

Others Present:

- Joel Schleicher, Council Chair
- Adriane Grant
- Allen Morthan, Jr.

Department of Economic Opportunity Support Staff Present:

- Katherine Morrison
- Nicole Duque
- Megan Moran
- Monica Rutkowski
- Lorena Clark

Introduction: Welcome, Roll Call and Approval of Minutes

- Michelle Dennard provided opening remarks.
- Katherine Morrison called roll.
- Workgroup members approved the October 24, 2019 meeting minutes as presented.
- Michelle reviewed the meeting agenda and discussed the education attainment goal and statutory charge for the Workgroup.

Presentations

- Steve Collins, CareerSource Florida, presented on Breaking Down Barriers to Employment: Improving Equity and Access for Florida's Job Seekers.
- Bob O'Leary, Independent Colleges and Universities of Florida, presented on Equity and Access.
- Allen Morthan, Jr., Florida Association of Postsecondary Schools and Colleges, presented on Florida's Private Career Colleges.

Discussion

Topics included:

- Alignment between colleges career centers and CareerSource Florida.
- Veteran's programs.



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- Fiscal benefits – high volume groups looking for assistance.
- Pathways to prosperity initiative.
- Distance learning.
- Affordability of independent and private institutions.
- Dual enrollment.
- Apprenticeship programs.
- Review of the most recent draft work plan that was sent out prior to the meeting. Included three goals and several strategies for each goal.
- Discussion for Goal 1:
 - Separating this goal into two goals.
 - Consider including accelerated course work.
 - Capture all opportunity populations.
 - Interventions at different stages; pre-preparation.
 - Focus on hands on work experience, broad high school strategy.
 - Research on distance learning by rural communities.
- Discussion for Goal 2:
 - Include completion of credentials.
 - Include practices at educational institutions and with partners outside of school setting.
- Discussion for Goal 3:
 - Where are students, parents and potential returning students getting information?
 - How can the information be best suited to make decisions on education, opportunities and career pathways?
 - Amend working by adding: “guidance,” “support,” “and collaboration.”
 - Businesses to include nonprofit and government organizations.
 - Where are the equity gaps and how do we target those populations?

Next Steps

- Michelle Dennard requested the members to review goals and strategies as discussed and to send in any edits or comments to DEO by noon on November 1, 2019.
- Michelle Dennard will provide progress report to the full Talent Development Council on Monday, November 4, 2019.

Public Comment

Michelle Dennard opened for public comment. No members of the public commented on the call.

Closing

Michelle Dennard provided closing remarks, and the meeting was adjourned. The next meeting for this workgroup will take place on Thursday, November 7, 2019 at 1:30 p.m.

Strategic Priority 5: Equity and Access

Statutory Requirement: (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.

Goals	Strategies
EA 1. Conduct a rigorous analysis of economic and demographic indicators of key equity gaps that must be addressed to propel Florida toward achieving the state's postsecondary attainment goal	EA 1.1. Develop a framework to identify the opportunity groups that have the lowest rates of postsecondary attainment historically and examine whether there are groups that may be excluded from competing for high-wage, high-demand jobs and careers due to their lagging educational attainment. The framework must include information regarding critical gaps for underserved and underrepresented groups in focus areas including but not limited to socio-economic, geographic, race/ethnicity, veterans and other indicators deemed essential to achieve the state postsecondary attainment goal.
	EA 1.2. Utilize data to identify benchmarks and targets for postsecondary attainment by the underserved and underrepresented opportunity groups for whom equity gaps exist to eliminate gaps.
	EA 1.3. Identify opportunities to enhance postsecondary attainment completion for all Floridians by further addressing existing college and career readiness achievement gaps in secondary education including but not limited to increasing to 100 percent 3 rd graders reading at or above grade level, 8 th graders reading and performing math at or above grade level and accelerated coursework.
EA 2. Identify statewide priorities and develop strategies that address closing critical equity gaps in postsecondary education and training	EA 2.1. Using the framework outcomes, benchmarks and targets, identify key strategies for addressing statewide priorities for closing critical equity gaps in education and training, which may include but not be limited to dual enrollment, increasing work-based learning opportunities for Florida students and incumbent workers as well as expanded access to online education.
EA 3. Evaluate current practices to identify, share and, where appropriate, replicate proven practices that expand access to and completion of postsecondary degrees, certificates and other credentials and support closing equity gaps	EA 3.1. Conduct an inventory of current practices in secondary and postsecondary education (public and private) to close equity gaps by gathering stakeholder input regarding programs and practices that are assets in addressing equity issues with proven results to increase certification and degree completion.
	EA 3.2. Identify and highlight strategies, programs and practices by community partners and other entities that effectively address closing equity gaps in education and training resulting in postsecondary attainment.

EA 4. Provide Florida students access to quality, comprehensive and coordinated information and guidance regarding postsecondary education and career opportunities to support their decisions regarding postsecondary attainment, employment and careers	EA 4.1. Identify and assess existing tools and resources in Florida that offer college and career information, guidance and support through state-level investments to ensure the state investment is focused on evidence-based, results-driven information and guidance in collaboration with employers, education, workforce and community partners.
	EA 4.2. Gather information for each tier of the education system regarding existing methods for making college and career information available to students and evaluate opportunities for audience-focused continuous improvement and collaboration.
	EA 4.3. Develop and support funding for a statewide outreach campaign to enhance awareness of the value of postsecondary attainment including a focused communication strategy to target underserved and underrepresented Floridians to increase their postsecondary attainment outcomes.

Note: Please add more rows as needed.