

# EQUITY AND ACCESS WORKGROUP

FLORIDA TALENT DEVELOPMENT COUNCIL

OCT. 31, 2019

# Today's Agenda

- Introductions and Roll Call
- Approval of Minutes
- Recap of Workgroup Charge & 10/24 Meeting Discussion
- Presentations
  - Steve Collins, CareerSource Florida
  - Bob O'Leary, Independent Colleges and Universities of Florida
  - Allen Mortham Jr., Florida Association of Postsecondary Schools and Colleges
- 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

**Steve Collins**, CareerSource Florida

**Bob O'Leary**, Independent Colleges and Universities of Florida

**Allen Mortham Jr.**, Florida Association of Postsecondary Schools and Colleges

# **Breaking Down Barriers to Employment: Improving Equity and Access for Florida's Job Seekers**



# THE GOAL

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



# LOCAL WORKFORCE DEVELOPMENT BOARDS

- CareerSource Escambia | Escambia, Santa Rosa
- CareerSource Okaloosa Walton | Okaloosa, Walton
- CareerSource Chipola | Calhoun, Holmes, Jackson, Liberty, Washington
- CareerSource Gulf Coast | Bay, Gulf, Franklin
- CareerSource Capital Region | Gadsden, Leon, Wakulla
- CareerSource North Florida | Hamilton, Jefferson, Lafayette, Madison, Suwannee, Taylor
- CareerSource Florida Crown | Columbia, Dixie, Gilchrist, Union
- CareerSource Northeast Florida | Baker, Clay, Duval, Nassau, Putnam, St. Johns
- CareerSource North Central Florida | Alachua, Bradford
- CareerSource Citrus Levy Marion | Citrus, Levy, Marion
- CareerSource Flagler Volusia | Flagler, Volusia
- CareerSource Central Florida | Orange, Osceola, Seminole, Lake, Sumter
- CareerSource Brevard | Brevard
- CareerSource Pinellas | Pinellas
- CareerSource Tampa Bay | Hillsborough
- CareerSource Pasco Hernando | Pasco, Hernando
- CareerSource Polk | Polk
- CareerSource Suncoast | Manatee, Sarasota
- CareerSource Heartland | DeSoto, Hardee, Highlands, Okeechobee
- CareerSource Research Coast | Indian River, Martin, St. Lucie
- CareerSource Palm Beach County | Palm Beach
- CareerSource Broward | Broward
- CareerSource South Florida | Miami-Dade, Monroe
- CareerSource Southwest Florida | Charlotte, Collier, Glades, Hendry, Lee



## WHAT WE DO

### For Career Seekers

Our programs benefit a wide variety of job seekers, including veterans, students and candidates with advanced and/or specialized degrees. We help with:



*Developing a compelling resume*



*Preparing for interviews*



*Researching companies and openings*



*Training for a high-demand career*



*Hosting recruitment events*

## WHAT WE DO

### For Businesses

Our workforce professionals help employers of all sizes recruit, hire, train and retain their greatest asset – their employees. Based on a company's individual needs, we provide guidance through every step of the hiring process:



*Accessing local  
and state labor  
market data*



*Reviewing  
resumes and  
screening  
candidates*



*Scheduling  
interviews*



*Hosting  
recruiting  
events*



*Providing  
customized  
training*

# Barriers to Employment

- Continuous Improvement is a CareerSource Florida core value
- Building from the PFM - Next iteration of performance system design
- Focuses on employment, training and businesses
- Additional credit for placing persons with barriers to employment

# Florida's Performance Funding Model (PFM)

- Designed to identify, measure and replicate success
- Benchmarked and tracked performance by local workforce development board
- Resulted in stronger utilization of data related to serving individuals with barriers to employment, both within the network and with federal WIOA core partners

# Continuous Improvement Performance Initiative

- Defined by the Workforce Innovation and Opportunity Act (WIOA)
- Applies to all WIOA program core partners: CareerSource Florida, Department of Economic Opportunity, Department of Education
- 16 opportunity groups defined as having barriers
- Highest volume groups
  - Low-income individuals
  - Single parents / single pregnant women
  - Ex-offenders
  - Individuals with Disabilities



# Independent Colleges and Universities of Florida



# **Florida Association of Postsecondary Schools and Colleges**



## Florida's Private Career Colleges



Students at Career Colleges...

SUCCEED  
ARE SATISFIED  
FIND EMPLOYMENT

Florida Association of Postsecondary Schools and Colleges (FAPSC)  
150 South Monroe Street #306, Tallahassee, FL 32301  
850 577 3439 [www.FAPSC.org](http://www.FAPSC.org)

Providing ACCESS

Developing TALENT

Promoting SUCCESS

In the last decade:

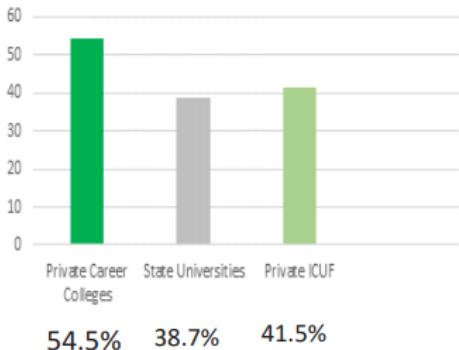
**934,268**

People earned a degree or diploma  
at a private career school, college or  
university in Florida.

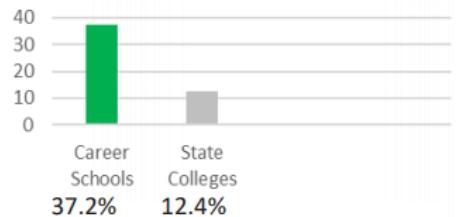
Sources: CIE Annual Reports 2008-09 through 2017-18

## OUR STUDENTS GRADUATE

How Many Students Complete a 4-Year Program in 4 Years



How Many Students Complete A 2-Year Program in 2 Years



Source: [http://collegecompletion.chronicle.com/state/#state=fl&sector=private\\_four](http://collegecompletion.chronicle.com/state/#state=fl&sector=private_four)

## OUR STUDENTS BECOME WORKFORCE TALENT

In times of need, career schools and colleges implement strategies to meet employer needs.



### OUR STUDENTS ARE WORKING IN FLORIDA

What percentage of Florida graduates of these programs were educated in private career schools?

RNs, Physical Therapists, Physical Therapy Assistants, Psychologists (PhD)

25%

Home Health Aides, Electrocardiogram Techs, Cosmetologists & Barbers, Medical Coders and Billers

90%

Commercial Truck Drivers, Pharmacy Techs, Dental & Medical Assistants, Communication Technology Specialists

80%

### Sources: U.S. DOE IPEDs and FL DOE Commission for Independent Education (CIE)

## OUR STUDENTS ARE PROTECTED

Three organizations provide oversight of career schools and colleges:

**The State of Florida:** Most private postsecondary schools in Florida are required to be licensed by the Commission for Independent Education (CIE).

**Accreditation Agencies:** Accredited schools are reviewed regularly by regional or national accrediting bodies which are recognized by the U.S. Department of Education (USDOE).

**Federal government:** The USDOE regulates all schools that participate in federal student financial aid programs such as Pell grants and federal student loans. Institutions that accept veteran and military funding through the federal government are subject to additional federal oversight.

## OUR STUDENTS ARE UNIQUE

- 80% - financially independent of their parents
- 64% - Pell grant recipients
- 50% - are parents
- 62% - aged 25 or older
- 35% - work full time
- 71% - first generation to attend college

Source: The Imagine America Foundation

Florida's private career schools and colleges **meet the needs** of today's students. We **understand** the challenges and design education to **optimize opportunities to succeed**.

## WHY OUR STUDENTS TRANSFER TO US

- 37% - want a shorter program time
- 22% - want more hands-on experience
- 21% - want to have flexible class times

## OUR STUDENTS REPORT

- 62% - report an increase in earnings
- 63% - employed in field of study
- 65% - transfer students satisfied with education

## OUR MILITARY & VETERAN STUDENTS REPORT

- 71% - satisfied with their education
- 76% - have credential related to employment
- 63% - would recommend their institution to friends, family or colleagues

[https://www.gallup.com/education/245909/explore-outcomes-career-colleges-universities.aspx?utm\\_source=link\\_newsy&utm\\_campaign=item\\_245870&utm\\_medium=copy](https://www.gallup.com/education/245909/explore-outcomes-career-colleges-universities.aspx?utm_source=link_newsy&utm_campaign=item_245870&utm_medium=copy)

## **DISCUSSION — WORK PLAN**

# Next Steps

- Upcoming Equity and Access Workgroup Meetings
  - Nov. 7
  - Nov. 14
- Update Florida Talent Development Council on progress
  - Nov. 4
- Recommended goals and strategies due by Nov. 20

# PUBLIC COMMENT



# FLORIDA TALENT DEVELOPMENT COUNCIL

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## Group 5: Equity and Access

Thursday, October 24, 2019

10:00 am – 11:30 am

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### Roll Call

#### Members Present:

Michelle Dennard, Workgroup Chair

Bob Ward

Stefanie Steele

Dr. Carrie Henderson

Laurie Meggesin

Nicole Washington

Adriane Grant

Bob O'Leary

Steven Birnholz

#### Others Present:

- Joel Schleicher, Council Chair

#### Department of Economic Opportunity Support Staff Present:

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

#### Introduction: Welcome, Roll Call and Approval of Minutes

- Michelle Dennard provided opening remarks.
- Katherine Morrison called roll.
- Workgroup members approved the October 21, 2019 meeting minutes as presented.
- Michelle reviewed the meeting agenda and discussed the education attainment goal and statutory charge for the Workgroup.

#### Presentations

- Dr. Carrie Henderson, Executive Vice Chancellor, Florida Department of Education, presented on the Equity and Access in the Florida College System.
- Nicole Washington, Principal, Washington Education Strategies, Florida Policy Consultant, Lumina Foundation, presented on Equity and Access.
- Laurie Meggesin, Florida College Access Network, presented on Reaching Sail to 60 through Equity and Access.

#### Discussion

The workgroup members engaged in a discussion following the presentations. Topics included:

- What can we learn from the college equity plans that we can build on?
- Review the disaggregated data to best understand the equity gaps.
- How do we equip students for their best chance of success?



# FLORIDA TALENT DEVELOPMENT COUNCIL

- How are schools supporting and integrating the skills related to structure, teamwork, personal interaction and problem solving?
- Collaborative learning in a non-competitive environment. How do you replicate this system on a larger scale?
- Tying students interests early in their educational experience with future employment opportunities. Making a direct connection between classroom learning and careers allows for students to build their aspirations.
- Providing information to parents regarding careers and financial assistance at the elementary and middle school level. How are we providing access to students and parents about opportunities?
- Review of the metrics to identify targeted areas.
- What populations are we identifying to get the most gain? Are we leveraging the correct populations?
- Work toward continuously improving Florida's attainment rate, considering the starting point.

## Next Steps

- Michelle Dennard discussed the example Work Plan provided in the meeting materials.
- Michelle Dennard requested the members review and think about high-level goals and strategies in reference to the statutory requirements.

## 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, October 31, 2019 at 10:00 am with subsequent meetings November 7 and 14.

The Florida Talent Development Council will be Monday, November 4 for a progress update with recommended goals and strategies due by November 20.

## 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 to identify and develop strategies to eliminate key equity gaps that propel Florida toward achieving the state's postsecondary attainment goal	<p>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 such as socio-economic, geographic, race/ethnicity and other indicators deemed essential to achieve the state postsecondary attainment goal.</p> <p>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.</p> <p>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 increasing to 100 percent 3<sup>rd</sup> graders reading at or above grade level and 8<sup>th</sup> graders reading and performing math at or above grade level.</p>
EA 2. Evaluate current practices to identify, share and, where appropriate, replicate proven practices that expand access to postsecondary degrees, certificates and other credentials and support closing equity gaps	<p>EA 2.1. 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.</p>
EA 3. Provide Florida students access to quality, comprehensive and coordinated information regarding postsecondary education and career opportunities to support their decisions regarding postsecondary attainment, employment and careers	<p>EA 3.1. Identify and assess existing college and career information tools and resources in Florida including state-level investments to ensure state investment is focused on evidence-based, results-driven information in collaboration with business, education, workforce and community partners.</p> <p>EA 3.2. 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.</p> <p>EA 3.3. 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.</p>
EA 4.	

EA 5.	

**Note:** Please add more rows as needed.

Checklist and Timeline					
Item	Due Date	Status	Actual Start Date	Actual End Date	Responsible Staff
EA Workgroup Meeting 1.	10/21/19	On Schedule Not on Schedule Complete Decision Required			Michelle Dennard, Workgroup Chair DEO staff, technical support
Meeting 1 Action Items:					
Action Item 1: Request presentations at upcoming meetings from subject matter experts including Florida leaders in education and workforce training	10/24/19	On Schedule	10/18/19	10/24/19	Adriane Grant, Workgroup Chair's designee; Presentations provided by Florida Department of Education; Washington Education Strategies/Lumina Foundation; Florida College Access Network
EA Workgroup Meeting 2.	10/24/19	On Schedule			Michelle Dennard, Workgroup Chair DEO staff, technical support
Meeting 2 Action Items:					
Action Item 1: Request presentations at upcoming meetings from subject matter experts including Florida leaders in education and workforce training	10/31/19	On Schedule	10/24/19	10/31/19	Adriane Grant, Workgroup Chair's designee

Action Item 2: Workgroup members asked to contemplate potential goals and strategies for work plan for next meeting's discussion	10/31/19	On Schedule	10/24/19		Michelle Dennard, Workgroup Chair
EA Workgroup Meeting 3.	10/31/19	On Schedule			Michelle Dennard, Workgroup Chair DEO staff, technical support
Meeting 3 Action Items:	11/7/19				
Action Item 1:					
Action Item 2:					
Action Item 3:					
Action Item 4:					
Finalize goals and strategies, including incorporating any feedback from full FTDC.	11/18/19				Michelle Dennard, Workgroup Chair DEO staff, technical support
FTDC Strategic Plan (including goals and strategies) approved by full FTDC.	12/20/19				Michelle Dennard, Workgroup Chair DEO staff, technical support

**Note:** Please add more rows as needed.