Future Ready: Aligning industry and higher education so students earn credentials towards in-demand jobs

September 25, 2020
Thank you to:

For supporting this webinar
Welcome!

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Guest Presenter

Tessa LeSage
Director
FutureMakers Coalition

Southwest Florida
Community Foundation
Guest Presenter

Jennifer Thayer
Workforce Planning & Development
Program Manager
Lee Health
Guest Presenter

Megan Cochran
Healthcare Sector Strategist
CareerSource Brevard
Guest Presenter

Teri Jones
Founder and Executive Director
Macedonia Education Technology & Career Academy

https://metcaecc.org/
Questions & Conversation

• Submit your questions in the box

• Share on social media
  Twitter:  @FLCollegeAccess
           #FCAN
           #TalentStrongFL

This webinar is being recorded; all materials will be available within a week of recording
Our mission:
We lead the collaborative movement to ensure every Floridian achieves an education beyond high school and a rewarding career.

Our vision:
A Florida working together, where education is the pathway to economic mobility for all.
FCAN’s Work

Research and Data FCAN publishes research and data on evidence-based practices and policy opportunities to strengthen Florida’s talent pool.

Local college access networks (LCANs) LCANs represent 82% of the state’s population. These organizations are made up of community leaders who come together to create solutions and partnerships to support local talent development.

Statewide Initiatives FCAN coordinates 4 College Ready Florida initiatives that support students in continuing their education after high school.
Opportunity for everyone: To build a talent-strong economy, all Floridians need access to a postsecondary education and the supports to complete it.

Clear information and guidance: Students and families need exposure and counseling early and often to make informed decisions about their futures.

Affordable: Postsecondary education needs to be within everyone’s financial reach, regardless of household income or life circumstances.

Multiple pathways to success: Floridians benefit from multiple learning opportunities for academic achievement and career advancement.

Lifelong learning: No degree or credential is “one and done;’ Floridians need to prepare for career changes through continuous learning.

Effective use of data: Transparent access to data on education and economic outcomes, especially for Florida’s diverse populations, helps achieve our goals.

Community collaboration: When community partners work together toward a shared vision, they remove barriers, build a robust workforce, and improve the quality of life for their regions.
INTRODUCTION

Susan Bosse
Director, Business & Workforce Development
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THE CAREERSOURCE FLORIDA NETWORK

1. CareerSource Escarosa
2. CareerSource Okaloosa Walton
3. CareerSource Chipola
4. CareerSource Gulf Coast
5. CareerSource Capital Region
6. CareerSource North Florida
7. CareerSource Florida Crown
8. CareerSource Northeast Florida
9. CareerSource North Central Florida
10. CareerSource Citrus Levy Marion
11. CareerSource Flagler Volusia
12. CareerSource Central Florida
13. CareerSource Brevard
14. CareerSource Pinellas
15. CareerSource Tampa Bay
16. CareerSource Pasco Hernando
17. CareerSource Polk
18. CareerSource Suncoast
19. CareerSource Heartland
20. CareerSource Research Coast
21. CareerSource Palm Beach County
22. CareerSource Broward
23. CareerSource South Florida
24. CareerSource Southwest Florida
SECTOR STRATEGIES
THE BUSINESS & WORKFORCE DEVELOPMENT TEAM

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ELISIA NORTON
Director, Business & Workforce Development
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Industry Focus: Apprenticeships/Information Technology
Far-reaching Economic Losses from COVID-19

58% of Floridians report job loss, reduced hours, or pay cuts from COVID-19

COVID-19 Expected to Make Risk of Job Automation Worse

50% of U.S. jobs at risk of automation

Source: McKinsey Global Institute
Florida’s Fastest Growing Occupations
all require education beyond high school

Market Research Analyst
Nurse Practitioners
Information Security Analysts

Source: Florida Department of Economic Opportunity
Local College Access Networks in Florida

LCANs serve 82% of Floridians!
Poll: How is your community ensuring alignment between postsecondary credentials and in-demand jobs?
About Us

- Population - 1,152,276
- Working Age - 605,015
- Skilled Workers – 41.2%
- 300+ Cross-sector Partners
- Backbone Organization – Southwest Florida Community Foundation
Healthcare System Alignment Pilot Project

- 2014 – Lee Health sought funding to pay for CNAs due to persistent vacancies
- Vacant seats in CNA training programs
- Convened CareerSource SWFL, Lee Health, Fort Myers and Cape Coral Technical Colleges
- Hypothesis - $$ was the barrier to filling seats and jobs
What's really going on?

- Need for flexible, gap funding for program fees
- Increase advertising knowledge of the program
- Need for dynamic collaboration between workforce and educational partners
- Poor communication with the testing company
- Wait-time to test for certification
- Need for employability and soft skill sets, resume writing and interview skills preparation training
- Need for professional attire for utilization during formally scheduled interviews
- Need for better collaboration among system partners
Results

Adapt and continuously work on partnership health

- Replicated with MAs
- Filled 80% of vacant CNA positions and 95% of MA graduates are currently employed within the local workforce
- 91% of students enrolled within health science programs are women.
  - 27% of program participants are from Cape Coral.
  - 34% of program participants are from Lehigh Acres.
  - 19% of program participants are from Fort Myers.
  - 8% of program participants are from North Fort Myers.
  - 6% of program participants are from LaBelle.
  - 2% of program participants are from the cities of Estero, Bonita Springs, and Port Charlotte.
Employer Impact: Lee Health

- Educational Partnership to ensure curriculum aligns with practice needs
- Fill in-demand, entry level positions
- Offer a Career Pathway to a high paying job in healthcare
Why Bring Employers to the Table?

• Bridge the gap between employers and educators to meet real-time industry needs
• Develop future pipelines to prepare for anticipated growth and industry shift
• To ensure you are building a sustainable workforce at the local/community level
What’s next?

➢ Increase program offerings
➢ Expand educational and workforce partnerships
➢ Market for program awareness
➢ Replicate virtual recruitment
➢ Invite participants to annual career fairs and to serve as advisory members
➢ Recognition events to highlight the success of end outcomes
➢ Seek funding partnerships with employers to continue to operate, grow and expand the program
Thank you
HEALTHCARE SECTOR PARTNERSHIPS

PROVIDE CAREER PROGRESSION RESOURCES
FOR BREVARD’S UNDERSERVED RESIDENTS
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Teri Jones
Founder / Executive Director, Macedonia Education Technology and Career Academy (METCA) – Elderly Compassionate Care Program
metca.ecc@gmail.com
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Talent Pipeline Development, Recruitment and Retention

- Home Health Aides
- Certified Nursing Assistants (CNAs)
- Licensed Practical Nurses (LPNs)
- Registered Nurses
## EDUCATIONAL CAPACITY VS ENROLLMENTS

<table>
<thead>
<tr>
<th>Eastern Florida State College LPN Program</th>
<th>Brevard Nursing Academy LPN Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capacity 30</td>
<td>Capacity 52</td>
</tr>
<tr>
<td>Enrollments 23</td>
<td>Enrollments 40</td>
</tr>
</tbody>
</table>
## 2019 Florida Occupational Employment and Wages

Palm Bay - Melbourne - Titusville

<table>
<thead>
<tr>
<th>Occupational Code</th>
<th>Occupational Title</th>
<th>Employment</th>
<th>2019 Hourly Wage (wage estimates expressed in dollars)</th>
</tr>
</thead>
<tbody>
<tr>
<td>29-2061</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>1,210</td>
<td>Mean: 21.20, Median: 21.22, Entry**: 16.10, Exp**: 23.76</td>
</tr>
</tbody>
</table>

*Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research*
A veteran and faith-based program that provides Brevard’s low-income members scholarship funds for healthcare training in Home Health Aide (HHA), Certified Nursing Assistant (CNA), Licensed Practical Nursing (LPN) and LPN to RN Transition career fields.
PARTNER COLLABORATIONS

- Brevard Adult Ed
- Brevard Nursing Academy
- Brevard Public Schools
- Be Wise Marketing
- CareerSource Brevard
- Eastern Florida State College
- Goodwill Job Industries
- Keiser University
- Macedonia Missionary Baptist Church
- MCDC

- Palm Bay Chamber
- DOXA Academy
- Health First
- Sutton Properties
- Amplify SoMe
- Space Coast Economic Development Commission
- Educare Envision College of Nursing
- Housing Authority of Brevard
- Ready for Life Brevard
LPN RECRUITMENT FAIR FLYER

Healthcare is Calling... WE’LL HELP YOU GET THE JOB!

Take a few weeks or more to train for a future in:
- Licensed Practical Nurse (LPN)
- LPN Transition to Registered Nurse (RN)

Recruiting energetic, compassionate and caring individuals who want a career in any of the above healthcare career fields.
*NOTE: MUST BE ABLE TO PASS A LEVEL 2 BACKGROUND CHECK.

ZOOM Recruitment Fair
Tuesday, September 8, 2020
6:00 p.m. - 8:00 p.m.

Full & Partial tuition scholarships available!
Training Dates and Enrollment Processes will be Discussed

Recruitment Fair is for interested candidates only!
ZOOM PRESENTATION (ONLINE)
Join Zoom Meeting
Meeting ID: 878 4557 6601 • Call In Number: (301) 715-8592
Teri Jones: (321) 286-6511 metca.ecc@gmail.com www.metcaecc.org

CareerSource FLORIDA
PROGRAM ORIENTATION
## THE LPN UNIVERSAL CHECKLIST

### METCA AND CSB LPN Scholarship Program Checklist
**"THINGS TO DO for 2021 Training at Brevard Nursing Academy (BNA) REVISED Jun 20, 2020**

<table>
<thead>
<tr>
<th>Activities</th>
<th>Deadline Dates</th>
<th>Dates Completed</th>
<th>Initials from METCA, CSB Staff or Tng Program Director</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Attend METCA Program Application Orientation at Macedonia Missionary</td>
<td>NA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Baptist Church. Complete METCA Scholarship Application.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Attend LPN METCA TABE Boot Camp Registration.</td>
<td>Jun 15th</td>
<td></td>
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</tr>
<tr>
<td>3. Complete CSB <a href="http://www.employflorida.com">www.employflorida.com</a> to</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>include full Background, Employment History and Resume information.</td>
<td></td>
<td></td>
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<tr>
<td>4. Complete CSB’s Job Skills Training Live Orientation via Adobe Connect</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Go to <a href="https://careersourcebrevard.com/events">https://careersourcebrevard.com/events</a> for workshop dates and follow instructions to register. Once you have participated in the workshop, CSB will assign you a counselor. You must ask your counselor to schedule your TABE Test. Your counselor will also assign to you the Essential Soft Skills training online modules.</td>
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<tr>
<td>5. Complete CSB Essential Soft Skills Training (link will be emailed to you). Components are:</td>
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<tr>
<td>- Online Training (4 Modules)</td>
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<tr>
<td>- Soft Skills Assessment Test (40 Questions)</td>
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<tr>
<td><em>(NOTE: Your Soft Skills Assessment test will be assigned by your Career Counselor once you have completed the training modules.)</em></td>
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</tbody>
</table>
Provides basic skills refresher to meet training program entry TABE and TEAS test score qualifications

Demonstrates a student’s commitment

Establishes training cohorts
CNAS ENTER THE LPN TRAINING PROGRAM

- METCA-Elderly Compassionate Care Program offers continued mentoring and support
- CareerSource Brevard Career Counselors check in regularly to assess training progress, provide scholarship resources and other supportive services
- Employers visit students in the classroom to present information on career opportunities
- Students who successfully complete their training and pass the NCLEX PN licensure exam have many options for employment
“When the day came for me to take the NCLEX I was nervous out of my mind. I kept believing my doubt, and telling myself I wasn’t ready. But I refused to reschedule my test. I took my test and I felt like I passed, but I wasn’t sure because I did not receive the results the same day. The next day couldn’t get here fast enough, as soon as I woke up at 0803 am, I checked my results. I screamed with excitement, and relief to know that all of my efforts had paid off.”
PROGRAM GROWTH AND SUSTAINMENT

• CareerSource Brevard initially received an Emerging Initiatives - Nursing Grant from CareerSource Florida

• A Brevard County healthcare foundation continues to support the partnership and provide scholarship funding

• CareerSource Brevard designates a healthcare set aside allotment from the WIOA funds received for healthcare training scholarships

• METCA-Elderly Compassionate Care Program receives grants from private funders
Questions?

**FutureMakers Coalition**

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**CareerSource Brevard**

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Conclusion