Career Ready: How Employers are Leveraging HBCUs For Diverse Leader Talent

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Welcome!

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Thank you to:

For their generous support of this webinar.
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 support 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 provides schools and community organizations resources to help students continue their education after high school.
7 Conditions for Success

**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.
Poll: What type of organization are you with?
Opening remarks

Whitney Walker
Senior Community Relations Specialist
Florida Power and Light Company
Poll: How are you currently partnering with HBCUs?
Introduction
Increasing DEIB is good for business

• 25-36% more likely to outperform on **profitability**
• Up to 20% higher rate of **innovation**
• **Decision-making**: Up to 30% greater ability of spotting / reducing business risks
• Statistically significant causal relationship with **engagement & retention** for all employees
• Expanding hiring to include diverse talent provides **new avenues to staff hard-to-fill roles**

**Source**: World Economic Forum, *“Diversity, Equity and Inclusion 4.0: A toolkit for leaders to accelerate social progress in the future of work”*, June 2020
Guest Presenters

Walter P. Cooper, Sr.
Director of Career Education/
Leadership Development Center
Tuskegee University
Guest Presenters

Diana Nguyen
Human Resources College Recruiting and Placement Specialist
NextEra Energy
Guest Presenters

Stephen Ball
Senior Vice President
External Engagement,
Wells Fargo
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