



**TALENT
STRONG**
FLORIDA

Florida Pathways Institute II

Charleita M. Richardson
Executive Director, Florida College Access Network

Florida College Access Network

Our mission:

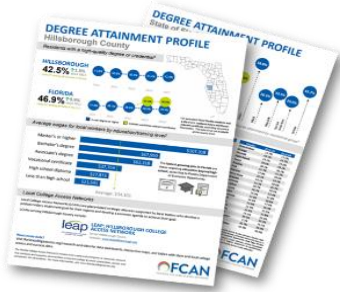
We lead the collaborative movement to ensure every Floridian achieves an education beyond high school and a rewarding career.

Our vision:

A Florida working together, where education is the pathway to economic mobility for all.

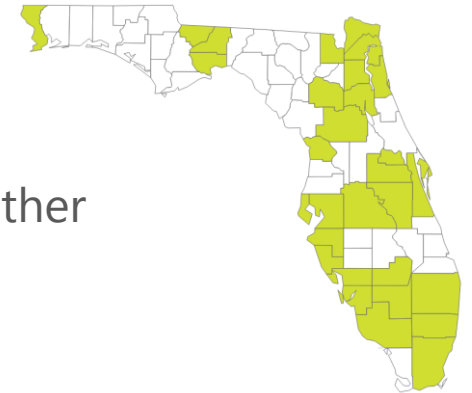


FCAN's Work



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.

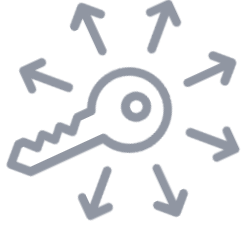


**COLLEGE
READY
FLORIDA**

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.



Seven Conditions That Create a Resilient Workforce and Spark Economic Mobility



Equitable access
and supports



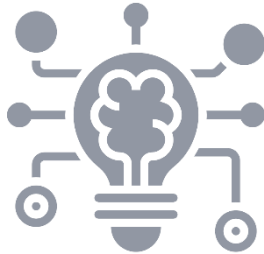
Counseling and
information



Affordability



Multiple
pathways



Lifelong
learning



Data-driven
decision-making



Community
partnerships

A Talent Strong Florida means..

Preparing our future workforce with the skills and education necessary to remain **competitive in the global economy**

Prosperity for Florida families and our state in good times and bad

Building **economy more resilient** to recover from inevitable disruptions



Far-reaching Economic Losses from COVID-19



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

Source: Breakthrough
Research survey, May 2020.

COVID Changes Students' Education Plans

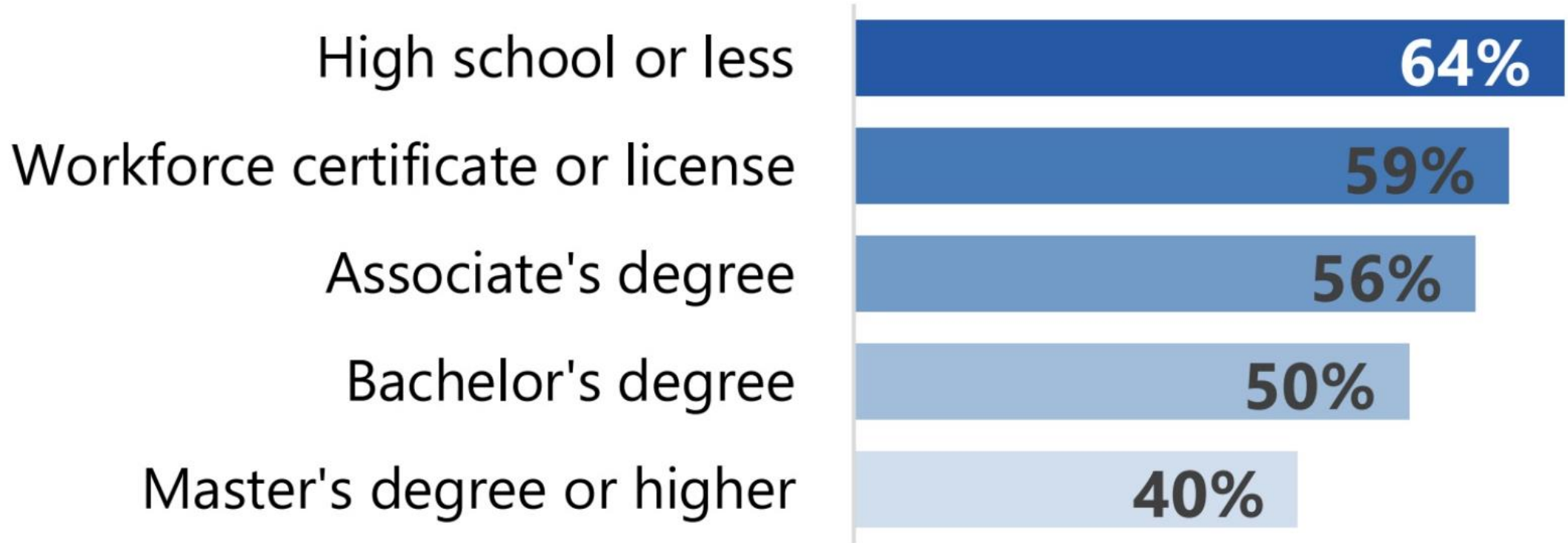


42%

of Florida college students say
they are likely to change their
college plans due to COVID-19

Source: Breakthrough
Research surveys, May 2020.

Due to COVID-19, Lowest Education Levels Had Greatest Job-Related Losses



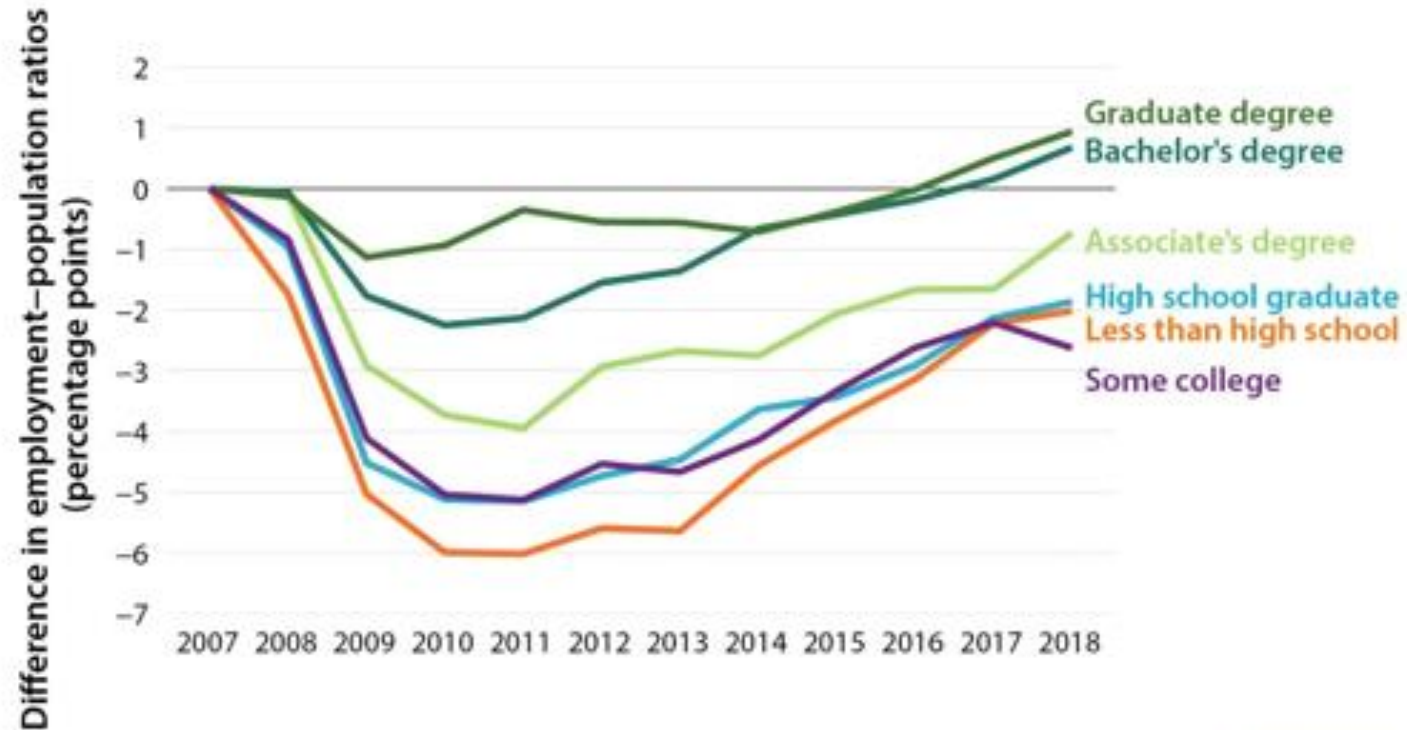
Source: Breakthrough
Research surveys, May 2020.

Higher Education Levels Recover Faster

People with higher education levels **recovered fastest** from Great Recession

FIGURE 2.

Demographically Adjusted Employment Rate Gap, by Level of Education



Source: Current Population Survey, Bureau of Labor Statistics, January 2007–May 2018 and authors' calculations.

Note: Education levels are mutually exclusive and are demographically adjusted for population aging and growth. Values plotted for 2018 are the average of January–May of that year.

THE
HAMILTON
PROJECT
BROOKINGS



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FLORIDA

Source: Brookings Institution

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



Is College for Everyone?



- **Two out of three** new jobs will require education beyond high school by 2025
- **Nine out of ten** Florida voters support making education beyond high school more accessible.
- Almost **90%** of Floridians believe that a college degree or credential beyond high school is important for the average Floridian to be successful in today's workforce.

Sources: Breakthrough Research surveys, March 2020 and August 2020, Florida Chamber of Commerce

Knowledge is Power

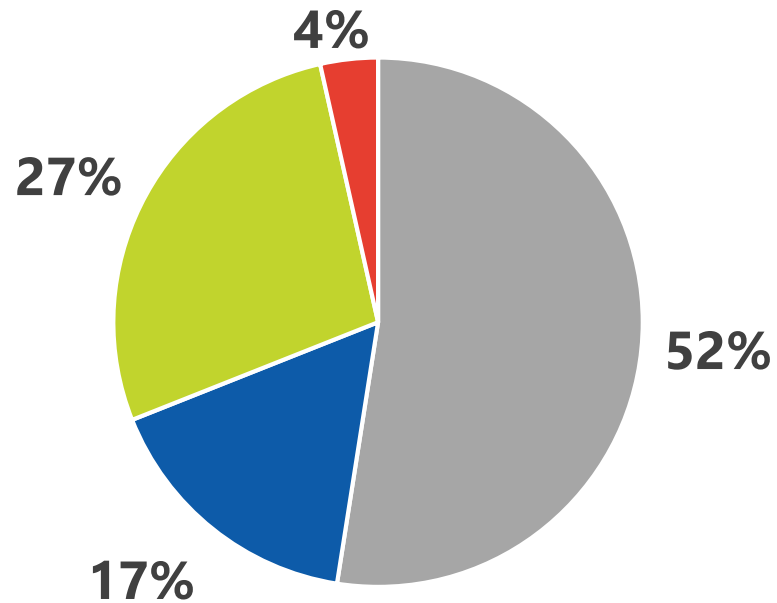


- **Only one in five** Florida voters believe high school students have enough resources to make informed decisions.
- **Two in five** see lack of access to career and education planning guidance as a barrier for students being able to make informed decisions about post-high school options.

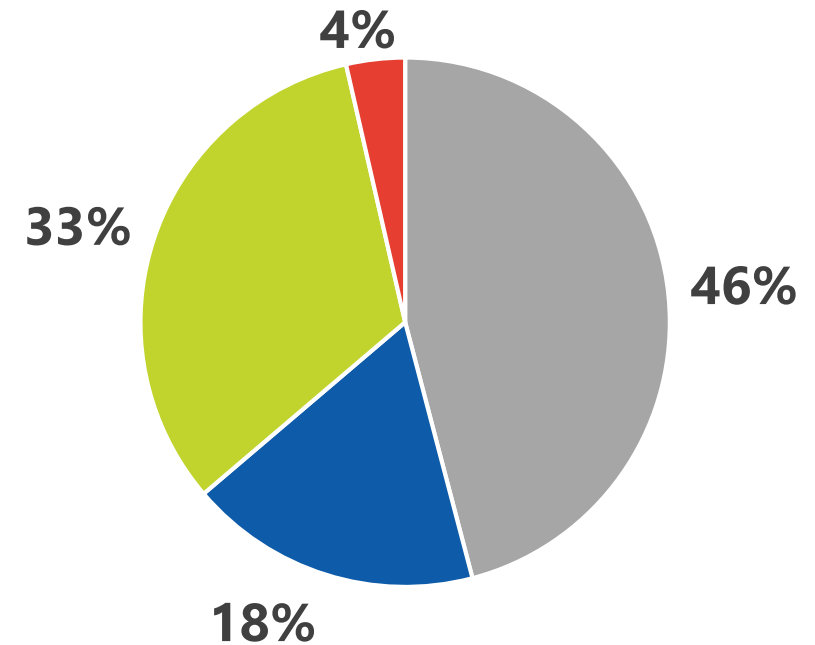
Source: Breakthrough
Research surveys, March 2020 and August 2020.

Most Floridians of Working Age Will Be Non-White by 2030

Working-Age Adults: 2019



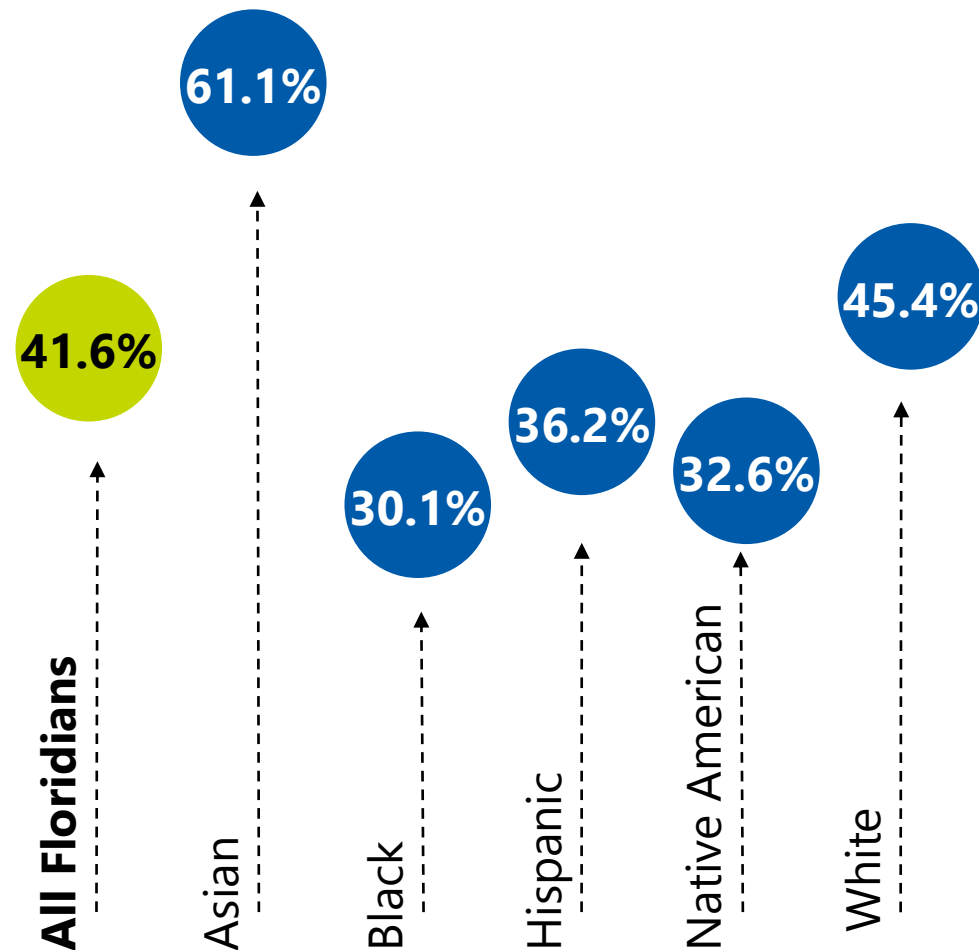
Working-Age Adults: 2030



■ White ■ Black ■ Hispanic ■ Other

Source: University of Florida Bureau of Economic and Business Research

Degree Attainment Disparities by Race and Ethnicity



Source: U.S. Census Bureau, American Community Survey

How Can Florida Become Talent Strong?



**COLLEGE
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FLORIDA**



**PLAN IT
FLORIDA**



**FLORIDA
FAFSA
CHALLENGE**



**APPLY
YOURSELF
FLORIDA**



**FLORIDA
COLLEGE
DECISION DAY**

FLORIDA
COLLEGE ACCESS NETWORK



53% of college students qualify for a needs-based Pell Grant.

\$100 million in unclaimed Pell Grants are left on the table each year because Florida high school seniors did not complete their FAFSA

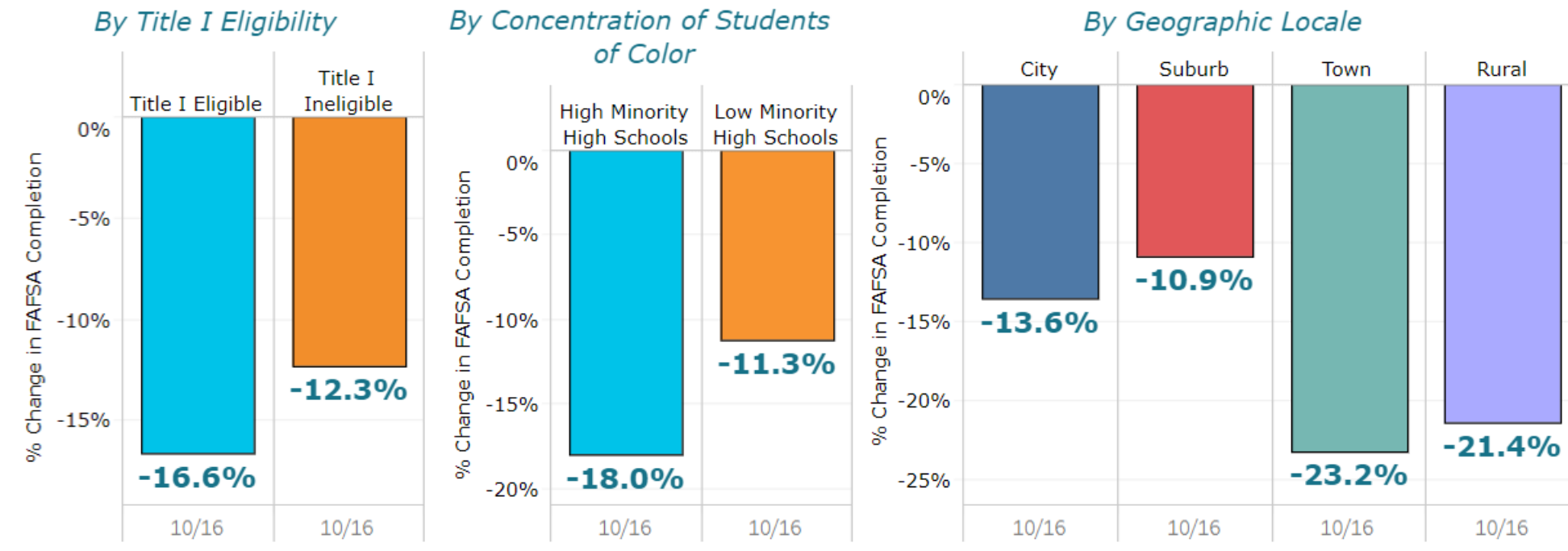
Started in 2014, **Florida FAFSA Challenge** is a friendly competition to encourage schools and districts to provide FAFSA support to students, with a goal to increase the proportion of high school seniors that complete the FAFSA.

Source: U.S. Department of Education, Federal Student Aid



COVID-19 is making it harder for students to complete their FAFSA

% Change in FAFSA Completion Year-Over-Year by Selected Characteristics



Source: NCAN Form Your Future FAFSA Tracker

How Can Florida Become Talent Strong?



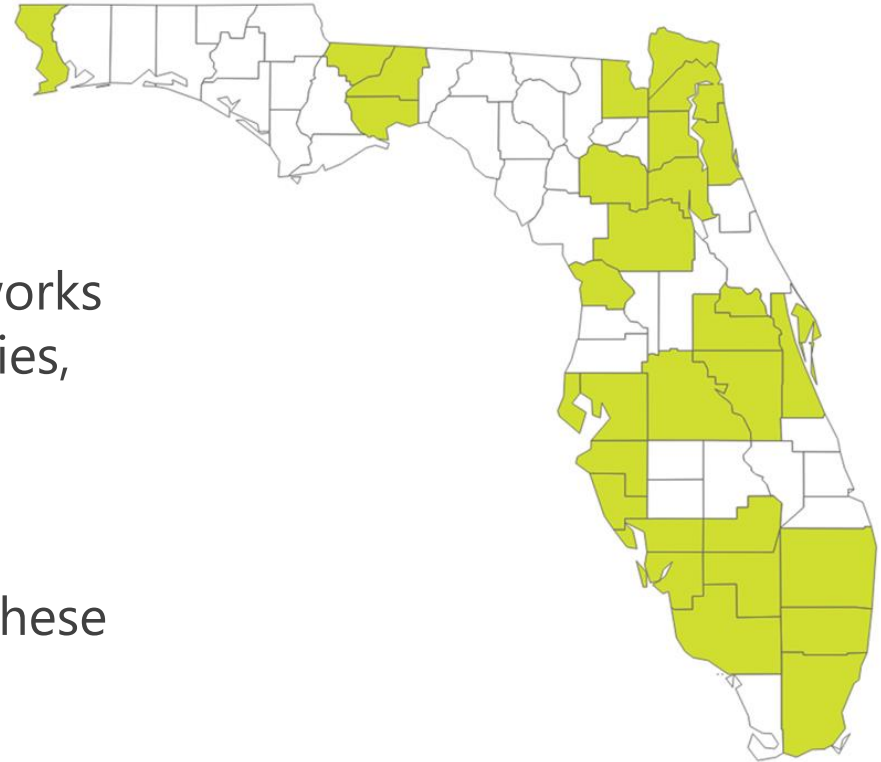
Leverage Local College Access Networks and business partnerships to build a robust talent force for their regions

Local College Access Networks are **multi-sector partnerships** that **create solutions** to support local **talent development**.

17 regional networks throughout Florida

600 organizations and institutions within these networks including school districts, colleges and universities, career and technical colleges, nonprofits, philanthropy, business and government leaders

82% of Florida's population is supported by one of these coalitions





LEAP Tampa Bay College Access Network brought community leaders together to support Fuse—an enhanced transfer agreement between USF and eight Florida State College System partners

The network has raised over **\$3 million in scholarship money** for Fuse students.

Central Florida College Access Network leveraged the Heart of Florida United Way's 2-1-1 social services network to meet the needs of Seminole State College students with life emergencies.

To date, Destination Graduation has **assisted over 900 students** and provided emergency funds to over 100 students with an **average award of \$775**.

76% of recipients enrolled in classes the following semester after receiving support—**25% higher** than low-income students in crisis who did not receive assistance

Don't Let Life Get in
the Way of Graduation.

DESTINATION: GRADUATION TEXT 2-1-1

Official partnership between United Way and Seminole State College of Florida



Through **FutureMakers Coalition**, Lee Health, CareerSource Southwest Florida, Southwest Florida Community Foundation, and local technical colleges solved a critical workforce shortage.



In 18 months, the coalition supported **60 unemployed and underemployed residents** to earn their CNA credentials and get full time jobs with benefits at Lee Health.

To learn more visit TalentStrongFL.org

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Crichardson@floridacollegeaccess.org

