



**TALENT  
STRONG**  
FLORIDA

**Florida College System, Workforce Education Council**

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# 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.

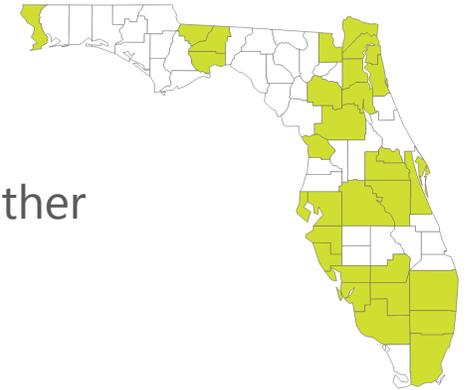


# FCAN's Work



**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.



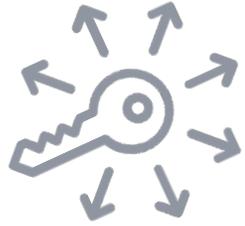
**COLLEGE  
READY  
FLORIDA**

**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.



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# Seven Conditions That Create a Resilient Workforce and Spark Economic Mobility



Equitable access  
and supports



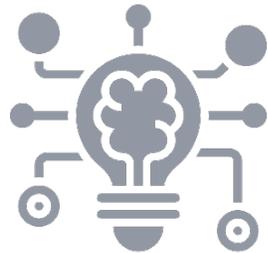
Counseling and  
information



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



# Far-reaching Economic Losses from COVID-19



**Clear Reality:**  
**Additional training or education is needed**

Source: Breakthrough  
Research survey, May 2020.



# Changes Students' Education Plans

**42%**

**of Florida college students,  
originally stated that they were likely  
to change their college plans due to COVID-19**



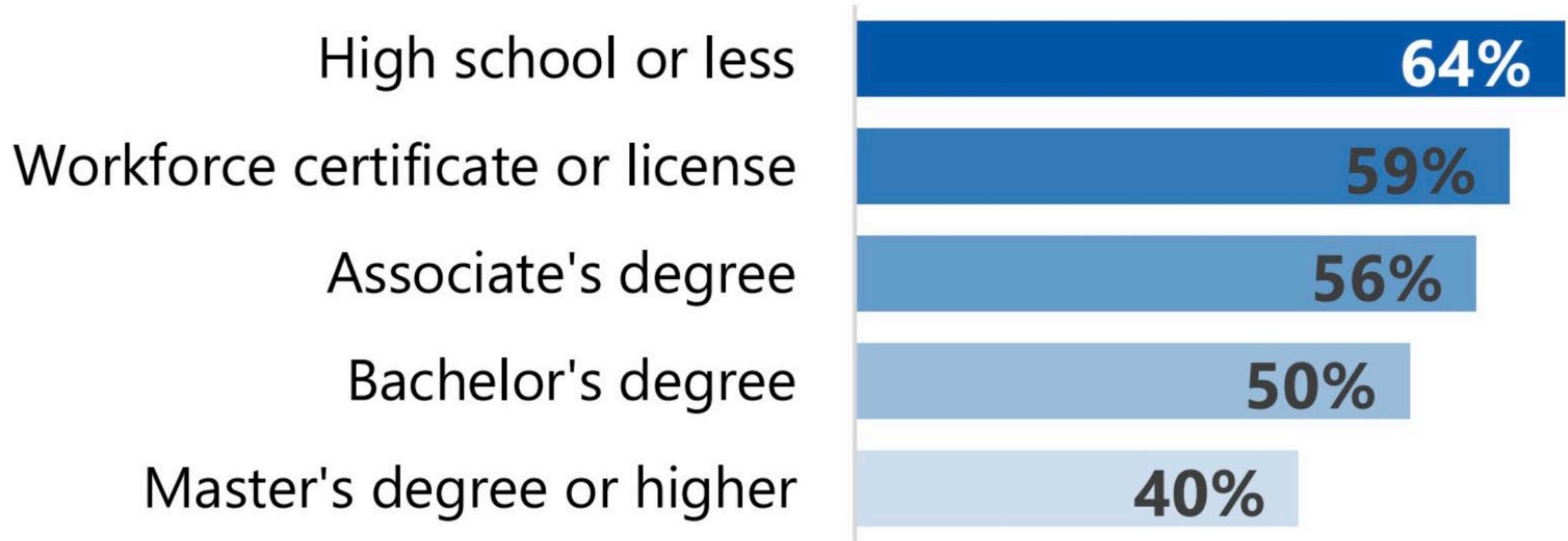
Source: Breakthrough  
Research surveys, May 2020.

NSC Research Center, December 2021

**2%**

**of the graduating class of 2020  
who took a gap year enrolled in Fall 2021**

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

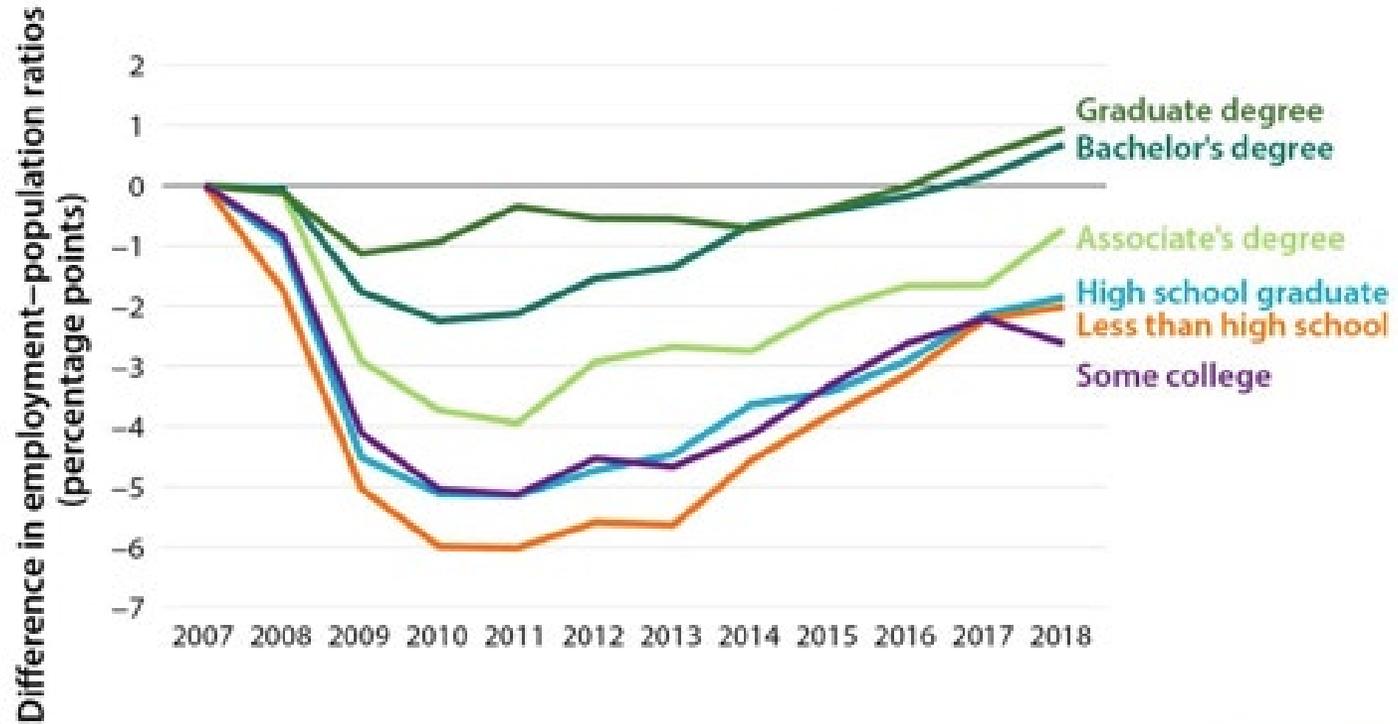


Source: Breakthrough  
Research surveys, May 2020.

# Higher Education Levels Recover Faster

FIGURE 2.  
Demographically Adjusted Employment Rate Gap, by Level of Education

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



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.

Source: Brookings Institution



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# The Job Market is Changing

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

Source: McKinsey Global Institute



**67%**  
of Florida jobs will  
require some form  
of post-secondary  
education

Source: FL Department of Economic  
Opportunity

# 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?



- **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

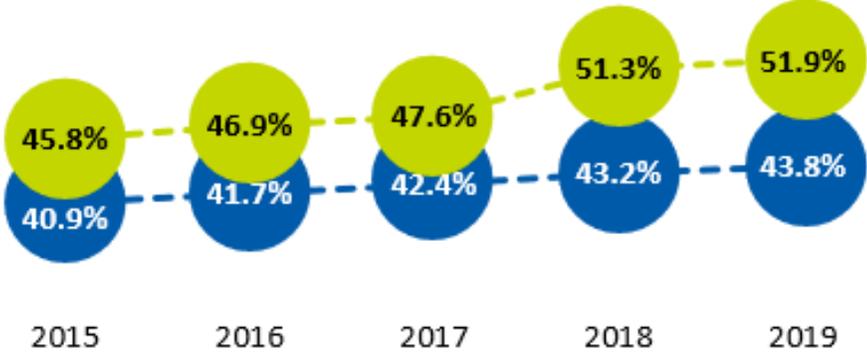


- **Only one in five** Florida voters believe high school students have enough resources to make informed decisions.
- **Two in five** see lack of access to career and education planning guidance as a barrier for students being able to make informed decisions about post-high school options.

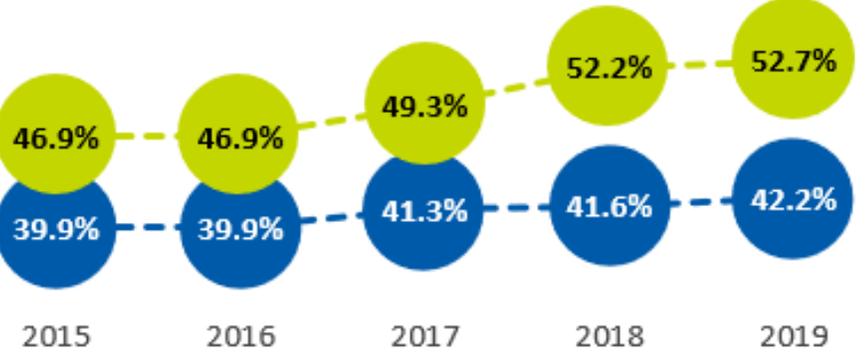
Source: Breakthrough  
Research surveys, March 2020 , August 2020 and August 2021.

# Florida Continues to Make Progress Toward the SAIL to 60 Goal

**UNITED STATES**  
**51.9%** ↑ **6.1%**  
 since 2015



**FLORIDA**  
**52.7%** ↑ **5.8%**  
 since 2015



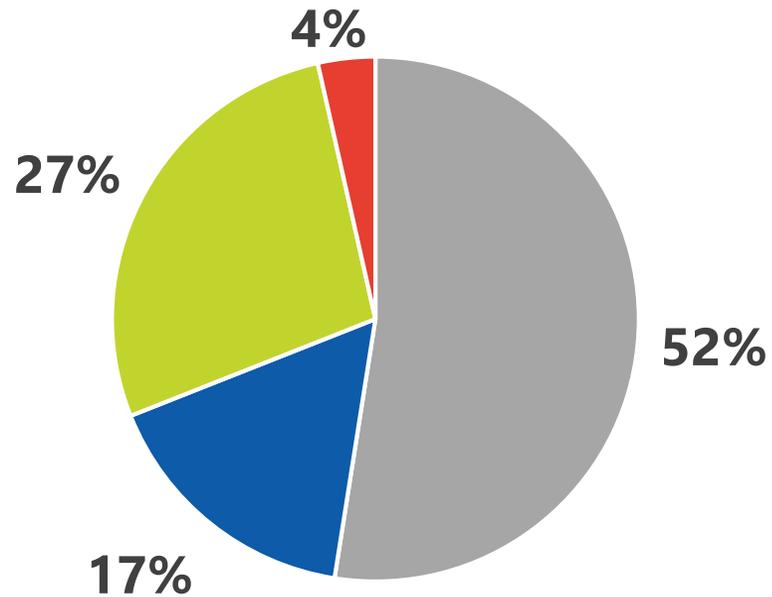
\*An estimated **10.5% of Florida residents and 8.1% of U.S. residents hold a workforce-relevant short-term credential**, according to Lumina Foundation. Short-term credential data are not yet available at the county level.

■ 2-year degree or higher ■ Includes workforce-relevant certificates\*

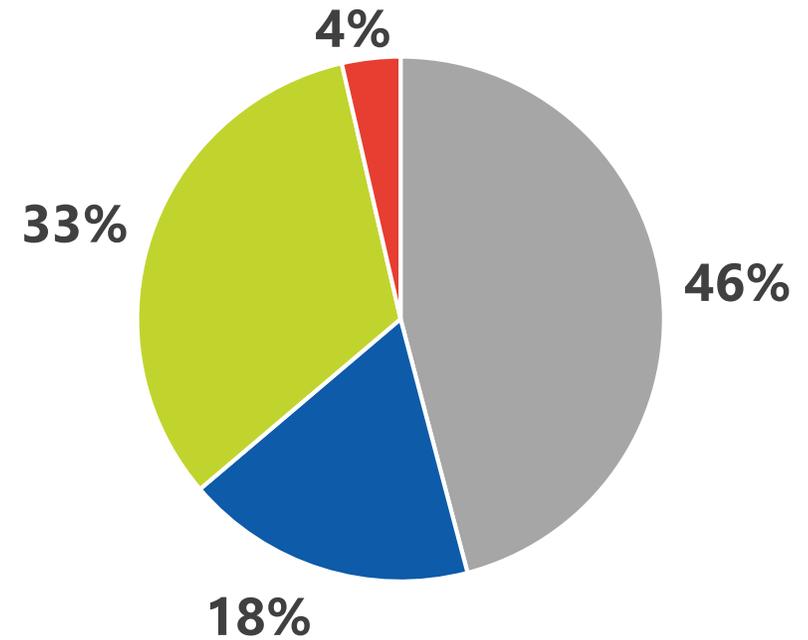


# Most Floridians of Working Age Will Be Non-White by 2030

Working-Age Adults: 2019



Working-Age Adults: 2030

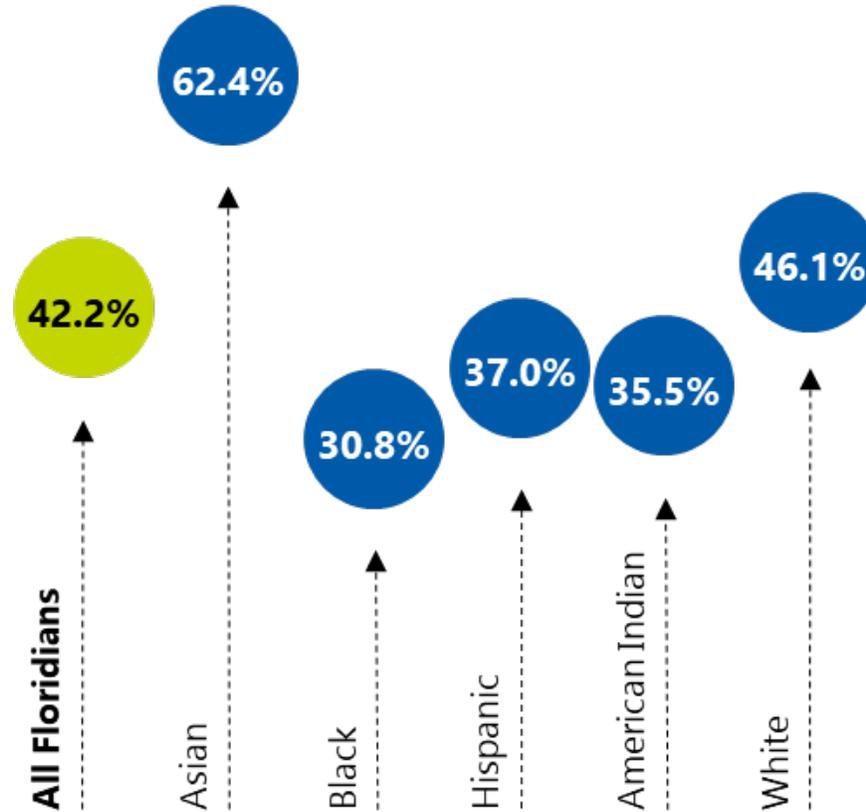


■ White ■ Black ■ Hispanic ■ Other

Source: University of Florida Bureau of Economic and Business Research



# While 42.2% of all Floridians have a 2-year degree or higher, differences in attainment exist by race and ethnicity...



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



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

**\$300 million** in unclaimed Pell Grants are left on the table each year because Florida high school seniors did not complete their FAFSA

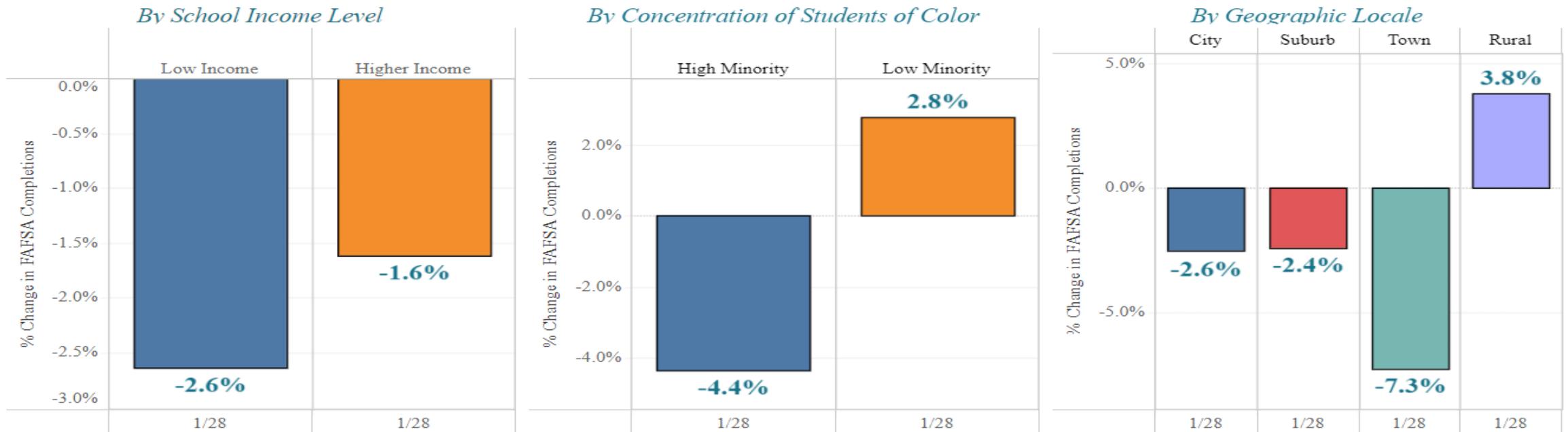
Started in 2014, **Florida FAFSA Challenge** is a friendly competition to encourage schools and districts to provide FAFSA support to students, with a goal to increase the proportion of high school seniors that complete the FAFSA.

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



# Florida FAFSA Completions are Still Down

## % Change in FAFSA Completion Year-Over-Year by Selected Characteristics (Florida)



Source: NCAN Form Your Future FAFSA Tracker, through 1/28/22

# How Can Florida Become Talent Strong?



**COLLEGE  
READY  
FLORIDA**



**PLAN IT  
FLORIDA**



**FLORIDA  
FAFSA  
CHALLENGE**



**APPLY  
YOURSELF  
FLORIDA**



**FLORIDA  
COLLEGE  
DECISION DAY**

# How Can Florida Become Talent Strong?



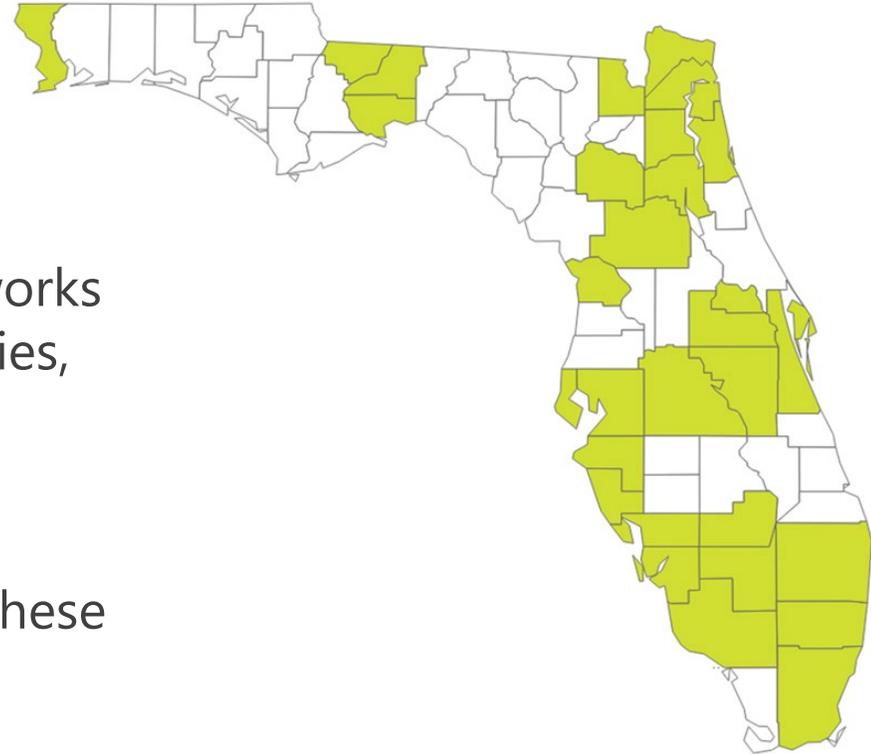
Leverage **Local College Access Networks** and **business partnerships** to build a **robust talent force** for their regions

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

**17** regional networks throughout Florida

**800** 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.

**UpliftED** 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](https://TalentStrongFL.org)

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