

Community Colleges and Workforce Education:



Meeting Florida's Critical Workforce Needs

Presentation to the
House Committee on Community Colleges and Workforce
February 8, 2005

State Board of Education

Strategic Imperative #6

- Align Workforce Education Programs with Skill Requirements of the New Economy
 - “Every workforce education program graduate has competencies required to succeed in his or her field.”

Presentation Goals

- Identify some of Florida's critical workforce needs
- Review current means for meeting the critical workforce needs from the Community College and Workforce Education System
- Identify barriers to meeting the critical workforce needs
- Identify strategies to overcome barriers

Fastest Growing Occupations

RANK	OCCUPATIONAL TITLE	ANNUAL PERCENT GROWTH	AVERAGE HOURLY WAGE	EDUCATION ATTAINMENT
1	Medical Assistants	5.29	\$11.60	Voc. Cert. +
2	Network Systems and Data Communications Analysts	4.94	28.23	Voc. Cert. +
3	Medical Records and Health Information Technicians	4.73	12.54	Voc. Cert. +
4	Home Health Aides	4.38	9.12	Voc. Cert. +
5	Personal Financial Advisors	4.34	40.47	Bachelors +
6	Tile and Marble Setters	4.31	15.22	Voc. Cert. +
7	Kindergarten Teachers, Except Special Education	4.18	26.26	Bachelors +
8	Database Administrators	4.18	25.95	Associate +
9	Fitness Trainers and Aerobics Instructors	4.08	13.61	HS
10	Public Relations Specialists	4.07	21.45	Associate +

Source: Florida Agency for Workforce Innovation, Labor Market Statistics, 2004 Wage Data, Forecast to 2012.

Fastest Growing Occupations

- 4 of the 5 fastest growing occupations require a vocational certificate.
- 7 of the top 10 fastest growing occupations require either a certificate or an associate degree.

Economic Development Targeted Sectors

- Life Sciences
 - Information Technology
 - Aviation / Aerospace
 - Homeland Security / Defense
 - Financial / Professional Services
 - Manufacturing
- 6 of the top 10 fastest growing occupations fall within an Enterprise Florida targeted sector for economic development. *5 of those 6 are trained in the CCWE system.*
 - 9 of the top 20 fastest growing occupations fall within an Enterprise Florida targeted sector for economic development. *8 of those 9 are trained in the CCWE system.*

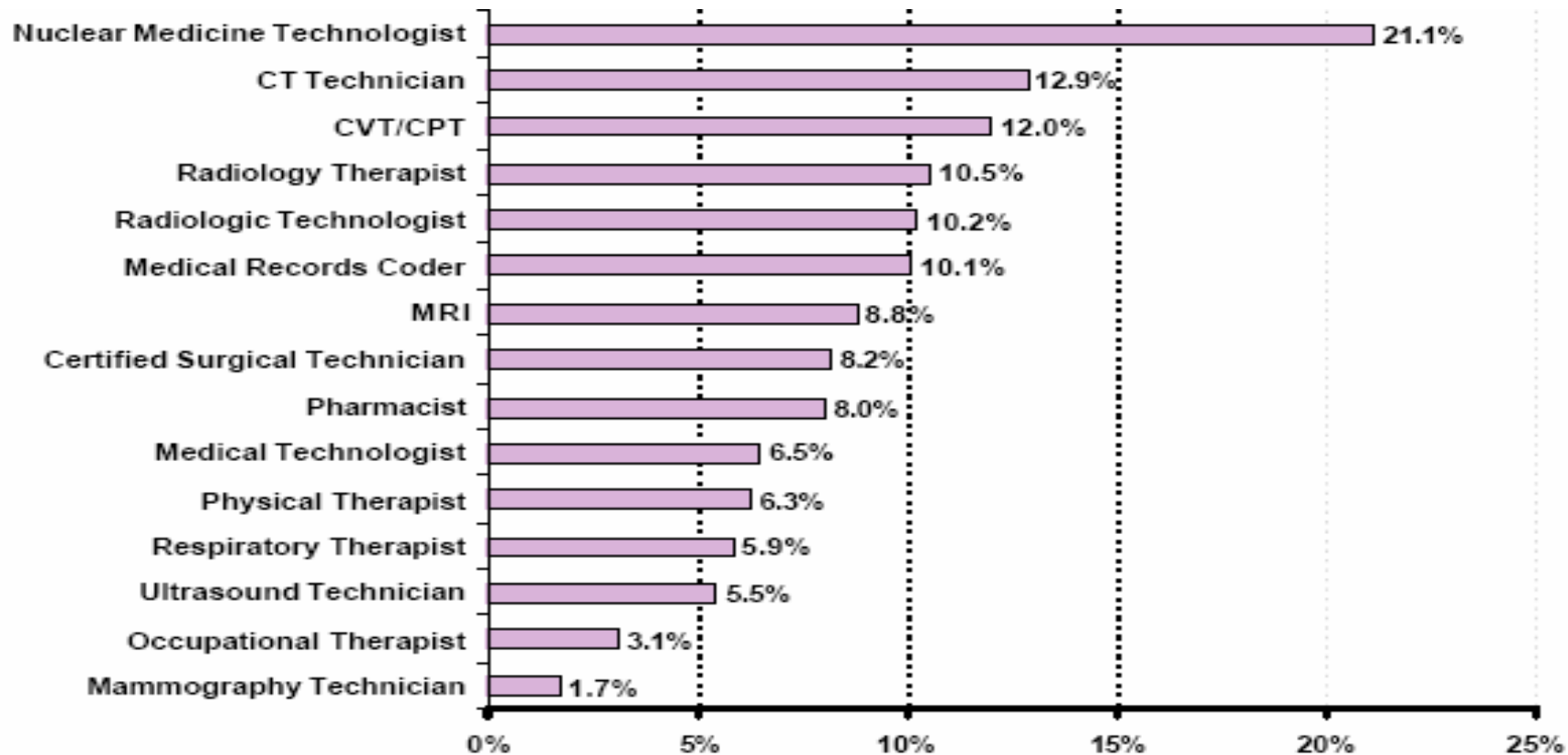
Critical Shortages - Nursing

- “...health-care professionals and support workers will be in great demand through 2012. The projected need...places a great burden on the education system to produce new and the employment settings to retain current nurses.”
- **In Florida, Agency for Workforce Innovation projects annual openings of 8,060 RN and 2,305 LPN positions each year through 2011.**

Critical Shortages – Nursing

- “Florida, with the highest percentage of elderly residents, will face a care crisis unlike any other when the demand for RNs significantly outstrips the supply. The National Center for Healthcare Workforce Analysis projects that by 2020, **Florida will need 61,000 more nurses than are currently projected to be available.**”

Critical Shortages – Allied Health



Source: Florida Hospital Association Survey on Allied Health Staffing Issues, May 2003

Critical Shortages - Teaching

- 2004-05: 21,313 teachers needed =
 - 13,692 to replace terminations
 - 3,297 to cover enrollment growth
 - 4,324 for class size reduction

Critical Shortages - Teaching

Based on current enrollment projections and class-size reduction:

- ***Florida will face a 20% increase in teachers needed over the next five years (2003-2008).***

Critical Shortages - Teaching

Projected Number of Positions to be Filled

	2004-05	2005-06	2006-07
ESE	2,265	2,223	2,289
Reading	576	529	936
ESOL	630	601	1,100
Math	1,644	1,289	2,308
Science	1,376	1,070	1,938
Elem. Ed.*	7,680	7,884	12,574

Critical Shortages – Child Care

- House Bill 1A creates the Voluntary Prekindergarten Education program and mandating the minimum education at the Child Development Associate level.
- “Due to the limited number of individuals presently trained (with a Child Development Associate) it is expected that a **major shortage** of professionals to meet the demands within this area and the specific requirements of this legislation.” (AWI, board materials, December 29, 2004)

Meeting the Need - Nursing

67% of nursing degrees in Florida are produced in the community colleges

Community College RN Programs

Year	Full Completions
1999-00	2,647
2000-01	2,652
2001-02	2,644
2002-03	3,199
2003-04	3,595

Meeting the Need - Nursing

Technical Centers & Community Colleges LPN Programs

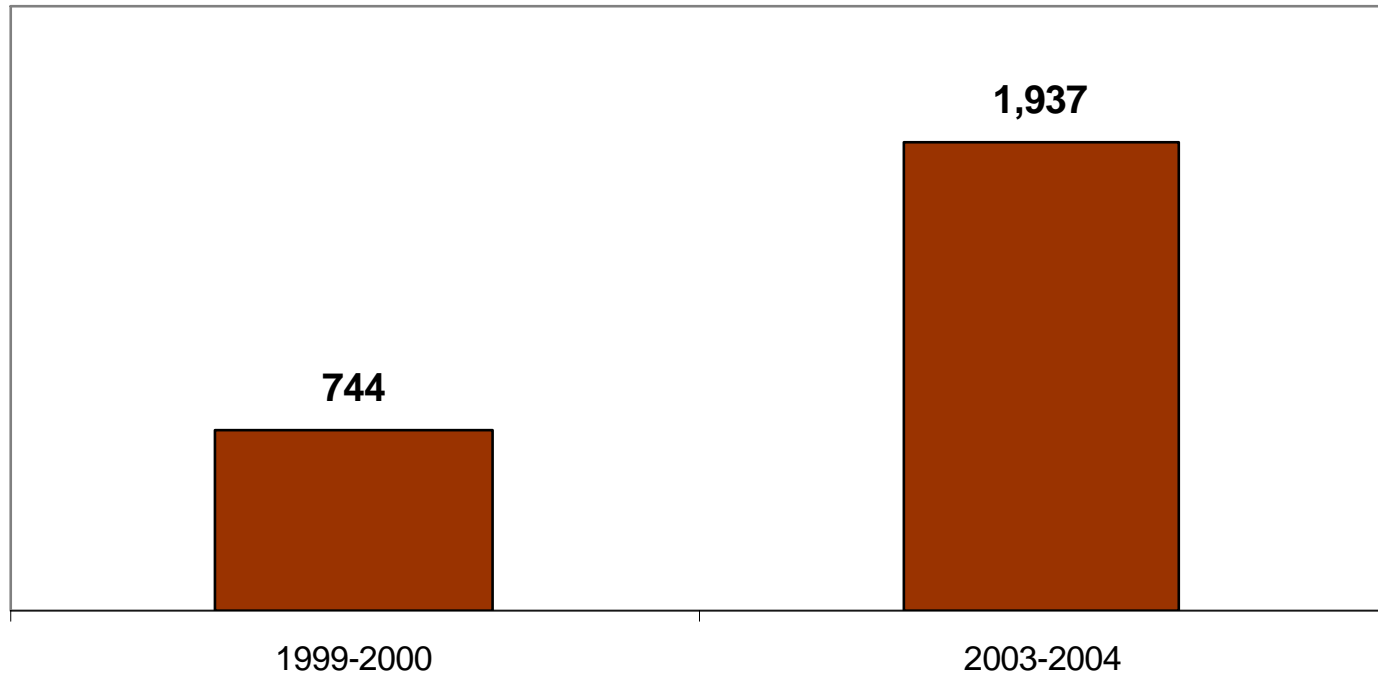
Year	Full Completions
1999-00	1,542
2000-01	1,683
2001-02	1,781
2002-03	1,880
2003-04	2,196

Meeting the Need – Allied Health

Program	2003-04 Completions
Radiologic Technologist	374
Medical Technologist	52
Nuclear Medicine Technologist	46
Respiratory Therapist	163
Medical Records Coder	206
Certified Surgical Technician	131
CVT/CPT	41
Ultrasound Technician	68
Radiology Therapist	33
Total	1,114

Meeting the Need – Child Care

Early Childhood Program Completions in Community Colleges and Tech Centers



Meeting the Need – Teaching

- *The 2004 Florida Legislature passed Senate Bill 2986, authorizing Educator Preparation Institutes to provide:*
- Professional development opportunities to assist teachers in improving classroom instruction and in meeting certification and/or recertification requirements
- Instruction to assist potential and existing substitute teachers in performing their duties
- Instruction to assist paraprofessionals in meeting education and training requirements
- Instruction for Baccalaureate degree holders to become certified teachers through competency-based alternative certification programs

Meeting the Need – Teaching

To gain approval, Institutes must provide sufficient evidence of instruction in professional knowledge and subject matter that:

- **Includes the same Educator Accomplished Practices and competencies specified in State Board of Education rule for graduates of traditional education programs**
- Meets subject matter content requirements
- Meets professional competency testing requirements
- Prepares individuals with competencies associated with teaching scientifically-based reading instruction and strategies
- Provides field experiences with supervision from qualified educators (Master's degree + experience)

Meeting the Need – Teaching


- For continued approval, Institutes must submit annual performance evaluations to DOE that measure effectiveness based upon:
 - Pass rates of participants on Florida Teacher Certification Exams (General Knowledge Test, Subject Area Test, and Professional Knowledge Test)
 - Employment and retention rates
 - Employer satisfaction surveys

Barriers

- Capacity
 - Cost
 - Faculty
 - Clinical Slots
 - Facilities
- Preparation
 - Remediation
 - Adult Education

Barriers – Capacity

- An AS in Nursing (72 Credit Hours) **costs 77% more** than an AA degree (60 hours).
- Community Colleges and Tech Centers are **utilizing every hospital in Florida and several in Georgia** for clinical slots.
- Many colleges and centers are **running clinical slots at off peak hours** (evenings, weekends).
- Most colleges and centers are **partnering with hospitals and nursing homes** for faculty, equipment, clinical slots.

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- Community Colleges have almost 8,800 qualified applicants vying for just over 5,500 available spaces in RN programs.
 - They turned away over 3,600 qualified applicants this year.
 - Technical Centers are experiencing similar capacity issues for LPN and CNA programs.

Barriers – Preparation

Status	Academic Success	
	Number	Rate
College Ready	6,079	60.5%
Need only Mathematics	3,246	41.9%
Reading	713	53.9%
Writing	286	52.1%
Need Mathematics and Reading	1,693	40.7%
Mathematics and Writing	647	35.9%
Reading and Writing	695	50.8%
Need all three areas	3,236	34.6%
Needing any remediation	10,516	40.0%
Total Cohort	16,595	45.7%

Strategies to address barriers

- Jobs for Florida's Future
- Increase Partnerships
- Improve Preparation
 - Career Education Task Force Recommendations – increase preparation in high school
- Increase Retention, Completion
 - Community College Survey of Student Engagement (CCSSE)
 - Lumina Achieving the Dream project
 - Program Review
 - Development Education (remediation)
 - Adult Education

Strategies - Targeting Jobs For Florida's Future

Purpose

- Grants to school districts/community colleges for the creation or expansion of high skill/high wage or high demand programs
- Respond to existing or emerging local or statewide economic development needs

Focus

- Enterprise Florida's key economic development sectors and in rural communities initiative
- Adults who are economically disadvantaged, disabled, not proficient in English, or dislocated workers

Examples (Over Five Years of Funding)

- Nursing and Allied Health- 22 programs were expanded
- Technology (i.e.: Information, E-Commerce, Multimedia)- 30 programs were created or expanded
- Other programs created or expanded include criminal justice, environmental science, industrial technology, automotive, avionics, and business management

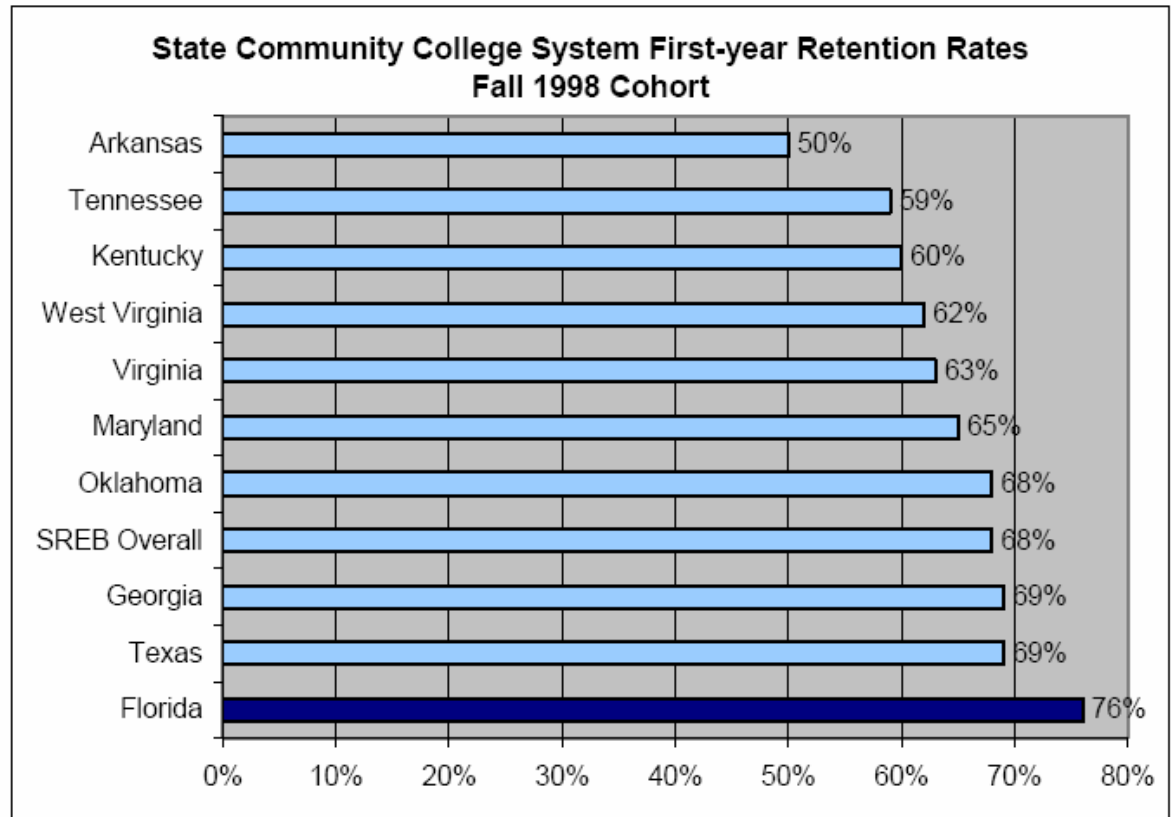
Strategies – Increase Partnerships

- A partnership with Blue Cross Blue Shield of Florida (BCBSF) has been established by both Community Colleges/Workforce Education and the State's Colleges and Universities.
- Specifically, **BCBSF donated \$2.8 million** to the Foundation for Florida's Community Colleges last year for scholarships in nursing and allied health, which was **fully matched by the Legislature** last session.
- This is **in addition to over \$10 million** in giving to individual universities over the past two years.

Strategies – Improving Retention

Leading the Nation

- Four of Florida's community colleges rank among the top five of associate degree producers in the nation.
- 13 points above the SREB average in graduation rate.
- 8 points above the SREB average in retention.



*Source: SREB *Fact Book Bulletin* (Released January, 2003)

*Data not available for Alabama, Delaware, Louisiana, Mississippi, South Carolina, and Tennessee at time of publication in Bulletin.