NOTICE OF INTENT Form No. BAAC-01
Section (s.) 1007.33(5)(d), Florida Statutes (F.S.), and Rule 6A-14.095, Florida Administrative Code (F.A.C.), outline the requirements for Florida College System baccalaureate program proposals. The completed Notice of Intent form, incorporated in Rule 6A-14.095, F.A.C., Site Determined Baccalaureate Access, shall be submitted by the college president to the chancellor of the Florida College System at ChancellorFCS@fldoe.org.

CHECKLIST
The notice of intent requires completion of the following components: ☒Program summary ☒Program description ☒Workforce demand, supply, and unmet need ☒Planning process

FLORIDA COLLEGE SYSTEM INSTITUTION INFORMATION	
Institution Name:	Florida State College at Jacksonville
Institution President:	John Avendano

PROGRAM SUMMARY		
1.1	Program name.	Cybersecurity
1.2	Degree type.	☐Bachelor of Science ☒Bachelor of Applied Science
1.3	How will the proposed degree program be delivered? (check all that apply).	☐Face-to-face (F2F) (Entire degree program delivered via F2F courses only) ☐Completely online (Entire degree program delivered via online courses only) ☒Combination of face-to-face/online (Entire degree program delivered via a combination of F2F and online courses)
1.4	Degree Classification of Instructional Program (CIP) code (6-Digit). CIP code refers to the taxonomic scheme developed by the U.S. Department of Education's National Center for Education Statistics.	11.1003
1.5	Anticipated program implementation date.	Fall 2027
1.6	What are the primary pathways for admission to the program? Check all that apply.	☒Associate in Arts (AA) ☒Associate in Science (AS) ☐Associate in Applied Science (AAS) If you selected AS/AAS, please specify the program: IT Security
1.7	Is the degree program a STEM (science, technology, engineering or mathematics) focus area?	☒Yes ☐No
1.8	List program concentration(s) or track(s) (if applicable).	AI for Cybersecurity

PROGRAM DESCRIPTION
2.1 This section is the **executive summary** of this notice of intent. We recommend providing an abbreviated program description including but not limited to: the program demand, current supply, and unmet need in the college's service district; primary pathways to program admission; overview of program curriculum; career path and potential employment opportunities; and average starting salary. We encourage approximately 300 words for a sufficient description.
Florida State College at Jacksonville (FSCJ) proposes a Bachelor of Applied Science in Cybersecurity to address significant workforce demand for skilled cybersecurity professionals in Northeast Florida. Regional labor market data indicate sustained growth in cybersecurity-related occupations, including Information Security Analysts and Security Managers, with projected annual openings exceeding the current supply of qualified graduates within FSCJ's service district. Employers across finance, healthcare, logistics, defense, and technology sectors report ongoing challenges in recruiting professionals with advanced security and risk management expertise. The proposed BAS in Cybersecurity is designed to help close this gap by expanding baccalaureate-level access for place-bound students seeking career advancement in this high-wage, high-demand field. Average entry-level salaries for cybersecurity professionals in the region range from approximately $65,000 to $80,000 annually, with experienced professionals earning significantly more. The program primarily serves graduates of Associate in Science degrees in IT Security. Associate of Arts graduates may also enter the program upon completion of prerequisite coursework to ensure strong foundational competencies. The curriculum builds on technical IT knowledge and emphasizes applied learning in cybersecurity architecture, digital forensics, risk management, systems analysis, and security policy. Embedded industry-recognized certifications, including CompTIA Security+ and preparation for Certified Information Systems Security Professional (CISSP), enhance graduates' credentials and workforce readiness. An optional Artificial Intelligence (AI) track further strengthens the program by integrating coursework in machine learning, automated threat detection, predictive analytics, and AI-driven security operations. Graduates will be prepared for roles such as Information Security Analyst, Cybersecurity Specialist, Security Administrator, IT Manager, and related occupations, contributing to the region's economic development and organizational resilience in an increasingly complex digital environment.

WORKFORCE DEMAND, SUPPLY, AND UNMET NEED

3.1 Describe the workforce demand, supply, and unmet need for graduates of the program that incorporates, at a minimum, the shaded information from Sections 3.1.1 to 3.1.4. The Standard Occupational Classification (SOC) system is used to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. For proposed programs without a listed SOC linkage, provide a rationale for the identified SOC code(s). If using a SOC that is not on the CIP to SOC crosswalk, please justify why the SOC aligns with the baccalaureate program.

The demand for skilled cybersecurity professionals continues to grow rapidly, both regionally and nationally. Information Security Analysts, a key occupation within the field, are projected to experience a 35% growth over the next decade, reflecting the increasing reliance of organizations on secure digital infrastructure. Employers are seeking graduates with expertise in information security, risk assessment, incident response, security governance, and emerging technologies such as artificial intelligence (AI) applied to cybersecurity. In Northeast Florida, the expanding technology sector, major corporations, and government agencies intensify this demand, creating opportunities for graduates to assume critical roles in protecting sensitive data and digital systems.

Despite this strong demand, the current supply of graduates with specialized cybersecurity preparation remains insufficient to meet workforce needs. Local colleges and universities produce many talented graduates in information technology, computer science, and related fields; however, IPEDS completion data indicates that relatively few graduates are completing programs specifically focused on cybersecurity. As a result, while the region is producing skilled technology graduates, many are not receiving the focused cybersecurity training required for these roles, leaving employers to compete for a limited pool of candidates with the specialized expertise needed to address increasingly complex cybersecurity challenges.

The proposed Bachelor of Applied Science in Cybersecurity at FSCJ is designed to address this unmet need by preparing graduates with advanced technical knowledge, practical skills, and embedded industry certifications such as CompTIA Security+ and CISSP. A distinctive feature of the program is the AI track, which is uniquely tailored to meet the needs of today's cybersecurity landscape. This track integrates AI technologies such as machine learning, automated threat detection, and predictive analytics, enabling students to anticipate, identify, and respond to sophisticated cyber threats. By combining foundational cybersecurity knowledge with AI-focused coursework, the program produces graduates equipped to fill the talent gap and contribute effectively to organizations implementing cutting-edge, AI-driven security solutions.

DEMAND: FLORIDA DEPARTMENT OF COMMERCE (FloridaCommerce) EMPLOYMENT PROJECTIONS

3.1.1 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to "Worksheet Object", and then "Open". To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

INSTRUCTIONS FOR COMPLETING THE DEMAND SECTION

Occupation			Number of Jobs				Salary		Education Level	
Name/Title	SOC Code	County/ Region	2026	2033	**Level Change	***Total Job Openings	Average Hourly Wage	Annualized Salary	FL	BLS
Information Security Analysts	15-1211	Duval/Nassau	1011	1374	35.91	881	49.82	$ 103,626	B	B
Computer Systems Analysts	15-1211	Duval/Nassau	2809	3315	18.01	1902	48.51	$ 100,901	B	B
Network and Computer Systems Adminstrators	15-1244	Duval/Nassau	1366	1424	4.25	642	44.00	$ 91,520	B	B
								$ -		
								$ -		
								$ -		
								$ -		
								$ -		
								$ -		
								$ -		
					Total	428	$ 47.44	$ 98,682		

*Please replace the "Base Year" and "Projected Year" headers with the years reflected in the projections portal (e.g., Base Year is 2024, Projected Year is 2032).

**Please note that the "Level Change" column in Table 3.1.1 corresponds to the "Percent Growth" employment projections data produced by FloridaCommerce.

***Please note that the "Total Job Openings" columns is preset to be divided by 8.

DEMAND: OTHER ENTITY INDEPENDENT OF THE COLLEGE – Lightcast

3.1.2 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to "Worksheet Object", and then "Open". To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

Occupation			Number of Jobs				Salary		Education Level	
Name/Title	SOC Code	County/ Region	2024	2032	Level Change	Total Job Openings	Average Hourly Wage	Annualized Salary	FL	BLS
								$ -		
								$ -		
								$ -		
								$ -		
								$ -		
								$ -		
								$ -		
								$ -		
								$ -		
								$ -		
					Total	0				

*Please replace the "Base Year" and "Projected Year" headers with the corresponding years reported.

SUPPLY: NATIONAL CENTER FOR EDUCATION STATISTICS, IPEDS

3.1.3 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to "Worksheet Object", and then "Open". To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

INSTRUCTIONS FOR COMPLETING THE SUPPLY SECTION: If institutions do not have data available for completers in the service district, please report statewide data. You may note these are statewide figures.

Program		Number of Degrees Awarded					
Institution Name	CIP Code	2024	2023	2022	2021	2020	5-year average or average of years available if less than 5-years
	Total	0	0	0	0	0	0

*Please replace the "Most Recent Year" through "Prior Year 4" headers with the corresponding years reported.
FSCJ Note: Data using the same CIP Code is not available; therefore, above data uses CIP: 11.0000 – Computer and Information Sciences and Support Services.

ESTIMATES OF UNMET NEED

3.1.4 The Excel spreadsheet below is set up with predefined formulas. To activate the spreadsheet, right click within the spreadsheet, go to "Worksheet Object", and then "Open". To exit, save any changes and exit out of the spreadsheet. Alternatively, double click anywhere on the table. To exit the spreadsheet, single click anywhere outside of the table.

INSTRUCTIONS FOR COMPLETING THE ESTIMATES OF UNMET NEED SECTION: If institutions do not have data available for completers in the service district, please report statewide data. You may note these are statewide figures.

	Total Job Openings	Most Recent Year	5-year average or average of years available if less than 5 years	Difference	Difference
FloridaCommerce Total	428			428	428
Other Totals				0	0

Note: Data for Jacksonville University using comparable CIP Code is not available; therefore, Florida College System (FCS) data is used as the most comparable reference. While regional demand data for FSCJ's workforce area would also demonstrate need, the figure above reflects the total number of job openings for Information Systems Analysts across the state.

3.2 Describe any other evidence of workforce demand and unmet need for graduates as selected by the institution, which may include qualitative or quantitative data and information not reflected in the data presented in Sections 3.1.1 to 3.1.4, such as local economic development initiatives, emerging industries in the area, or evidence of rapid growth.
Additional regional economic indicators further demonstrate the need for graduates with cybersecurity expertise in Northeast Florida. The Jacksonville region continues to experience strong economic growth as companies relocate and expand operations in the area. According to the JAXUSA Partnership, growth in sectors such as financial services, logistics, e commerce, healthcare, advanced manufacturing, and technology is increasing the demand for a workforce with cybersecurity knowledge and skills to support modern digital operations and information systems. While cybersecurity roles have traditionally been concentrated in technology and financial services, cybersecurity capabilities are increasingly embedded across nearly every industry. Organizations in healthcare, transportation, manufacturing, government, and retail now require professionals who can manage cyber risk, secure data systems, and ensure the integrity of digital infrastructure. As industries adopt cloud computing, connected devices, and data driven operations, the need for cybersecurity expertise continues to expand across the broader economy. Regional investments further reinforce this demand. Major corporate expansions, including the relocation of Dun and Bradstreet's headquarters and the development of a new global headquarters for FIS, are bringing high wage jobs and increasing demand for cybersecurity talent. Jacksonville's growing digital infrastructure, including the JAX NAP and SBA Edge data center hub, also strengthens the region's position as an emerging technology center. Together, these economic development trends highlight the need for a stronger local pipeline of cybersecurity professionals to support the continued growth of multiple industries throughout Northeast Florida.

3.3 If the education level for the occupation identified by FloridaCommerce or the Bureau of Labor Statistics (BLS) presented in Sections 3.1.1 to 3.1.2 is below or above the level of a baccalaureate degree, provide justification for the inclusion of that occupation in the analysis.
NA

3.4 Describe the career path and potential employment opportunities for graduates of the program.
Graduates of the Bachelor of Applied Science in Cybersecurity will be prepared for a variety of career pathways in the rapidly growing field of information security. Cybersecurity professionals are in demand across multiple sectors, including healthcare, finance, government, defense, logistics, and technology. Major regional employers include large financial institutions and technology firms such as Bank of America, Randstad, Citigroup, and FIS, along with government agencies and defense contractors throughout Northeast Florida. Common entry- and mid-level job titles for graduates include Information Security Analyst, Cybersecurity Engineer, IT Auditor, Security Specialist, and Cloud Security Architect. According to Lightcast™ Analyst data, there are an average of 81 newly posted job openings per month for Information Security Analysts in the region, with approximately 47 hires per month. This hiring ratio indicates strong employer demand and a continued need for qualified cybersecurity professionals. The program will also support continued educational advancement by creating a pathway for graduates to pursue a master's degree in cybersecurity at the University of North Florida. This collaboration provides a seamless transition for students who wish to continue their education while strengthening the regional cybersecurity workforce pipeline. In addition to academic coursework, the curriculum will emphasize preparation for industry-recognized certifications such as CompTIA Security+, Certified Ethical Hacker (CEH), and Certified Information Systems Security Professional (CISSP). These certifications are widely valued by employers and will enhance graduates' competitiveness and readiness for employment in the cybersecurity workforce.

PLANNING PROCESS
4.1 Summarize the internal planning process. In timeline format, please describe the steps your institution took in completing the internal review and approval of the baccalaureate program. For example, summarize actions taken by the academic department proposing the degree, any non-academic departments, the college-wide curriculum committee, the college president, the Board of Trustees and any other areas.
February 2021: The department began discussing the potential for a bachelor's degree in Cybersecurity and a program development team was established. March 2021: The team met to discuss next steps, resulting in the creation of the original Notice of Intent (NOI). Fall 2021: Although there was support to move forward, development was postponed. April 2023: As continued data and feedback from community partners demonstrated strong demand for additional Cybersecurity baccalaureate pathways, the team reconvened and submitted the NOI. June 2023: Program information was posted in the APPRiSe system. September 2023: The NOI was sent from the President's Office to the Chancellor's Office, prompting the Program Development Team to reconvene and begin course development. 2024: A leadership transition led to a temporary pause on all proposed baccalaureate programs. In October 2024, the Associate Provost's office learned that the original NOI submission had not been received by the Chancellor's Office due to an internal processing error. April 2025: Faculty reconvened to review the original proposal and added an AI for Cybersecurity track to align with current industry trends and emerging skill demands.

4.2 Summarize the external planning process with the business and industry community. In timeline format, please describe your institution's interactions and engagements with external stakeholders, including but not limited to industry advisory boards meetings, discussions with advisory committees, briefings from local businesses, consultations with employers, and conducting paper and online surveys.
September 2023: The Cybersecurity Business and Industry Leadership Team (BILT) met to discuss the proposal and received strong support. BILT committee members provided feedback on the proposed curriculum with recommendations to strengthen its alignment with industry by including topics such as Malware and ethical considerations.

March 2024: The BILT committee meeting highlighted industry partners' strong preference for graduates who possess both formal education and recognized industry certifications. The proposed cybersecurity degree addresses this need by offering advanced knowledge and comprehensive educational experiences in the field. During the meeting, faculty reviewed the program plan previously shared with several committee members. The committee concurred that the planned courses are appropriate, relevant, and aligned with current cybersecurity workforce demands.

June 2025: The decision to add an AI track to the Cybersecurity degree was informed by strong industry support expressed during the Cybersecurity Trends BILT meeting. This work is further reinforced by the college's participation in the National Applied AI Consortium mentorship program, which is being guided by an AI Committee dedicated to shaping curriculum and ensuring students gain the workforce-ready skills needed for emerging AI and Cybersecurity careers.

Throughout the development process, the department has engaged JAXUSA and other regional partners to gather in-person feedback on plans for the degree. JAXUSA's Senior Vice President of Strategy, Talent and Marketing provided a formal statement of support along with additional documentation demonstrating the continued need for baccalaureate-level preparation in cybersecurity.

4.3 List external engagement activities with public and nonpublic postsecondary institutions. This list shall include meetings and other forms of communication among external postsecondary institutions regarding evidence of need, demand, and economic impact.

4.3.1 Public Universities in College's Service District

Date(s): April 5, 2021; February 3, 2026

Institution(s): University of North Florida

Activity Descriptions and Outcomes:
Initial meeting in 2021: the FSCJ Associate Provost and Dean of Technology met with leadership from UNF's College of Computing, Engineering and Construction to discuss FSCJ's proposed programs and how they could align with UNF's master's program; February 2026: FSCJ obtained a letter of support from UNF's Director of the Center for Cybersecurity.

4.3.2 Institutions in College's Service District that are accredited by an agency recognized by the U.S. Department of Education.

Date(s): Click or tap here to enter text.

Institution(s): Click or tap here to enter text.

Activity Descriptions and Outcomes:
Click or tap here to enter text.

4.3.3 Institutions outside of College's Service District (If applicable)

Date(s): Click or tap here to enter text.

Institution(s): Click or tap here to enter text.

Activity Descriptions and Outcomes: