

CareerSource Flagler Volusia EDUCATION AND INDUSTRY CONSORTIUM QUARTERLY REPORT

A. GENERAL INFORMATION

Report quarter: Q2

Date of meeting: April 30, 2024

Report prepared by: Thomas LaFlore and Trish McGetrick

Local workforce development board contact: Trish McGetrick **Date:** 5/9/2024

B. ATTENDANCE

Name	Organization	Industry or Education Organization	Contact Information
Jeffery Jurinak	Health First	Industry	Jeffrey.Jurinak@hf.org
Renee Kirkland	Flagler Technical College	Education	kirklandr@flaglerschools.com
Serena Fisher	Halifax Health	Industry	Serena.Fisher2@halifax.org
Juan Avendano	FL Institute of Technology	Education	javendan@fit.edu
Lorri Benjamin	Brevard Public Schools – Adult Education	Education	Benjamin.Lorri@Brevardschools.org
Kristen Pierce	Volusia County Schools	Education	kpierce@volusia.k12.fl.us
Adam Blair	Flagler County Schools	Education	BlairA@Flaglerschools.com

Amy Sullivan	Indian River Networks	Industry	amy.sullivan@indianrivernetworks.com
Rachel Rutledge	Brevard Schools	Education	Rutledge.Rachel@Brevardschools.org
Guest – Thomas LaFlore	CareerSource Brevard	Workforce	tlafore@careersourcebrevard.com
Guest – Lori Robinson	CareerSource Brevard	Workforce	lrobinson@careersourcebrevard.com
Guest – Michelle Jones	CareerSource Brevard	Workforce	mjones@careersourcebrevard.com
Guest – James Alvarado	CareerSource Flagler Volusia	Workforce	jamesalvarado@careersourcefv.com
Guest – Trish McGetrick	CareerSource Flagler Volusia	Workforce	trishmcgetrick@careersourcefv.com

B. SUMMARY REPORT

The Education & Industry Consortium met on April 30th, 2024, convening both in-person and virtually, to discuss the current talent development needs of industry leaders and the programs available to address these needs as presented by educational representatives.

Thomas LaFlore, VP of Industry Relations at CareerSource Brevard, commenced the meeting by outlining the capabilities of the Lightcast labor market software, spanning economic overviews, demographics, industry comparisons, company data, and job postings. He then delved into a detailed analysis of the healthcare industry across the tri-county region of Brevard, Flagler, and Volusia counties, covering labor supply, wages, job availability, and workforce trends. He also showcased how the software can give information on the migration and commuting patterns of the area, as well as age ranges and staffing patterns across the sector.

The discussion then turned to the educational partners to hear an overview about the types of programs and offerings are:

Kristen Pierce shared the highlights of Volusia County Schools CTE programs beginning with the trades, which include HVAC, electrical, automotive, manufacturing, welding, repair and 6 different construction and 6 different engineering programs. There are 10 healthcare programs, with 2 new programs being added soon, a teaching academy, a finance academy, expansion of the aerospace programs and several middle school programs that will feed into the high school programs. In total there are 37 academies and over one hundred career and technical programs spanning over the 10 high school campuses.

Rachael Rutledge shared their programs from the 15 different Brevard County High Schools including automotive, automotive collision, manufacturing, aviation maintenance, aquaculture, cybersecurity, CNA, EMR, teaching, digital arts/video, criminal justice and firefighting. She shared that Brevard schools has been focused on pathways that start in elementary and continue through middle school that grow their skills throughout and raise awareness about career opportunities. Community partnerships have led to new programs, including the new space mechatronics program which will be beginning in August, and they will be revising middle school curriculum in space and aviation related programs, and will be adding their first middle school healthcare program next year.

Lorri Benjamin from Brevard Public Schools - Adult Education shared that they have been working hard over the past 4 years to ensure that workforce is a huge piece of adult education. Their offerings focus heavily on post-secondary career certificate programs as well as pre-apprenticeship programs. These include construction pathways, with a focus on electrical, HVAC, plumbing, pipefitter, sheet metal and line erector. Several additional programs including CPT training, manufacturing, cybersecurity, logistics pathways and paraprofessional IET (Integrated Educational Training) were highlighted. She shared that the next cohort of automotive service technicians will begin May 13th, and that more hands-on training was anticipated as they have recently become a registered apprenticeship sponsor and are offering the only registered apprenticeship in the state of Florida for transportation, offering the CDL program with multiple additional opportunities for adult learners in the pipeline.

Juan Avendano provided an overview of Eastern Florida State College's workforce and career technology programs, accompanied by general demographics on student composition. Notably, the average student age was 25 for the Associate of Arts track and 29 for the Associates of Science track, highlighting that many of these students are already active in the workforce, seeking opportunities to upskill and acquire additional credentials. In their Health Sciences, Public Safety, and Career and Technical programs, their focus lies in providing individuals with hands-on skills for immediate job placement or

advancement within their careers. They prioritize high-skill, high-wage, and in-demand positions, aligning with the dynamic growth within their county. With industry giants like L3 Harris, Northrop Grumman, and burgeoning newcomers such as Blue Origin, SpaceX, and Rogue Valley Semiconductor, they actively engage with these companies to tailor their curriculum to evolving needs. Their array of Career and Technical Education programs include aerospace technology, FAA-approved aviation maintenance, diverse business courses, cybersecurity, drafting, HVAC, engineering technology, and welding, among others. They emphasize employer satisfaction as the ultimate measure of success, ensuring their graduates meet industry standards and excel in their roles. Additionally, they are expanding their focus on information technology and cybersecurity, enhancing their aerospace offerings at the Titusville campus, and transitioning their aviation maintenance program to facilitate further growth.

Adam Blair, CTE Curriculum Specialist from Flagler County public schools, provided an overview of the 16 unique programs within the K-12 system, spanning from applied cybersecurity to culinary arts and building trades. These programs offer students a broad spectrum of skills, preparing them for immediate entry into the workforce if they choose. Health care remains a top priority for Flagler, with one high school boasting a strong allied health assisting program and plans to expand into additional healthcare programs. With 44% of students enrolled in CTE courses, Flagler County sees a remarkable 99% graduation rate among CTE program participants. Popular programs include culinary arts and hospitality, addressing the county's tourism-driven economy. Additionally, the Principles of Teaching program aims to address teacher shortages by nurturing future educators. The firefighting program stands out as particularly popular, offering seamless transitions to full firefighter roles and EMT certification through Flagler Technical College. Each year, graduates from this program find success in their chosen careers, illustrating the effectiveness of career-focused education initiatives in Flagler County.

Renee Kirkland shared information on the programs offered by Flagler Technical College, and how these programs are integrated into career pathways within the K-12 system. Florida Technical College offers niche fields within construction trades, with a focus on providing students with a well-rounded understanding of the construction industry. This is exemplified by the transition of their carpentry program to construction technologies, reflecting a broader array of skills necessary for success in the construction trade. Post-secondary offerings include apprenticeship programs in electrical, HVAC, and heavy equipment operation, the latter of which pairs with a commercial vehicle driving program to meet growing industry demands. Additionally, pre-apprenticeship programs in HVAC and electrical within the county jail aim to reduce recidivism rates by facilitating direct transitions into apprenticeship programs upon release. Collaborations with

local restaurants and the Sheriff's Department provide opportunities for certification in culinary management, further aiding in reducing recidivism and integrating individuals into the workforce. The institution also offers cosmetology, early childhood education, clinical programs, and health sciences programs such as nursing assistant, phlebotomy, and EMT training. Dual enrollment options allow students to earn certifications in some of these programs, as well as in heavy equipment operation, and phlebotomy alongside their diplomas. Plans for expansion include the addition of a medical assistant program and renovations to accommodate program growth. Legislative appropriations have facilitated the acquisition of equipment and expansion of programs, with a focus on increasing entrance dates for apprenticeship programs to accommodate student demand and the length of program durations.

Juan Avendano, representing Florida Institute of Technology, shared how they are actively engaged in fostering an entrepreneurial mindset within the community, particularly targeting underrepresented minorities in technology sectors. Recently, the institution received recognition from the Small Business Administration for its efforts and is organizing a local event called the Florida Accelerator. This initiative aims to bring together companies to learn about emerging technologies over a two-day period, subsequently leading to tailored training programs specific to their industry needs. The long-term vision includes the development of a 10-month training program for both current and prospective employees in targeted industries. Additionally, plans are underway to expand the Center for Advanced Manufacturing and Innovative Design, focusing on aerospace and cybersecurity equipment investment. Community development and training programs will be implemented, including satellite certification and cybersecurity training, geared towards high school students nearing graduation. Scheduled to commence this summer, these workshops will cover electronic manufacturing, additive manufacturing, and other skilled workshop programs, offering valuable skills to graduating students.

Thomas redirected the conversation towards industry partners, inquiring about the skill requirements for recent job postings and upcoming projects that could impact workforce needs. He sought insights into specific types of training or skills that would benefit the workforce, aiming to align organizational strategies with industry demands and foster effective workforce development initiatives.

Serena Fisher from Halifax Health in Daytona Beach shared insights into the diverse array of positions within their hospital, likening it to a small city with roles spanning from plumbers and HVAC technicians to brain surgeons and everything in between. She underscored the significant skill requirement of transitioning between medical electronic records software, which will lead to increased demand for IT positions. To address these evolving needs, Halifax Health

collaborates closely with CTE high school partners, CareerSource, and implements apprenticeship programs. They prioritize internal promotion, offering opportunities for advancement and upskilling. Essential positions like nurses, CNAs, and LPNs are consistently in demand. She emphasized the importance of partnerships, communication, and adaptability in navigating workforce challenges. She highlighted recent initiatives including apprenticeship programs in radiology imaging for MRI and CT, as well as nursing, IT, and medical coding, providing entry-level opportunities and pathways for career advancement or second careers. Additionally, Halifax Health offers internship opportunities, providing valuable hands-on experience for individuals interested in healthcare careers. Serena concluded by discussing the rigorous training and candidate testing processes for medical coding positions, ensuring individuals possess the aptitude for programming and coding roles.

Jeffery Jurinak from Health First discussed the persistent challenges in healthcare workforce dynamics, noting that while the skill requirements and fundamentals of various roles remain unchanged, there is a continual flux of individuals either relocating or advancing in their careers. The aging workforce and retirements further exacerbate the supply-demand imbalance, particularly in critical positions like radiology technicians, respiratory technicians, phlebotomists, and surgical anesthesiologists. To address these challenges, Health First has forged strong partnerships with educational institutions to develop solutions and is exploring the creation of assistant roles as a pathway to fill critical gaps in the workforce. This initiative aims to establish an ecosystem within departments where individuals with a positive attitude and a high school diploma or GED equivalent can embark on a pathway towards certification with the support of various partners.

In terms of upcoming projects, Health First is transitioning to new medical records software and is in the process of constructing a new hospital in Merritt Island. Jurinak emphasized the importance of expanding apprenticeship opportunities and highlighted the impact of the software transition on their health insurance organization, which will require roles focused on customer service, data entry, and attention to detail. Additionally, training programs are being developed to address workforce needs in the laboratory, with a focus on roles such as lab technologists, lab scientists, and histology. Health First is actively working on career pathways and development strategies to meet the demands of these roles within the organization.

Amy Sullivan shared insights from her company, Indian River Networks, a technology consulting firm representing small businesses in the community. She emphasized the significance of communication regarding job openings and high-

paying opportunities within the small business sector to graduates, adult learners, and individuals undergoing various levels of education. Sullivan expressed interest in having representatives from her company engage with students to discuss career pathways and growth opportunities, highlighting the diverse roles available within their organization.

Among the available positions, Sullivan mentioned a System Administrator role requiring multiple certifications and practical experience, offering exposure to various business clients across sectors such as CPA firms, healthcare, small businesses, and local government agencies. She expressed a desire to collaborate with educational partners to facilitate internships and entry-level opportunities, emphasizing the importance of persistence and training support provided by partnerships with CompTIA and CareerSource.

Regarding engagement with educational institutions, Sullivan sought to understand how schools communicate and collaborate with small businesses in the community. She expressed interest in establishing connections with schools to offer internships and career advancement opportunities, noting existing initiatives such as career centers and employer engagement programs at institutions like Eastern Florida and Daytona State. The discussion further explored avenues for businesses to connect with post-secondary students through platforms like "Handshake" and various engagement strategies.

With a commitment to ongoing dialogue, action-oriented initiatives, and fostering connections within the community, the meeting concluded with plans set for the next consortium meeting, scheduled to take place in the new program year starting July 1st.