



## **Education and Industry Consortium**

CareerSource Tampa Bay

4350 West Cypress Street, Suite 875, Tampa FL 33544

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## Strategic Policy

2023.09.19.A.2

<b>Title:</b>	<b>Education and Industry Consortiums</b>
<b>Adopted:</b>	09/19/2023
<b>Effective:</b>	09/19/2023

### I. PURPOSE AND SCOPE

Section 445.007(15), Florida Statutes, requires each local workforce development board to create an education and industry consortium composed of representatives of educational entities and businesses in the designated workforce service delivery area.

This policy requires local workforce development boards to appoint education and industry consortiums composed of local leaders who provide independent information from stakeholders in their local area. Local workforce development boards shall consider this information in creating strategies and local plans that describe efforts to provide educational and workforce opportunities to businesses and job seekers. The goal is to align educational programming with industry needs at the local level.

This policy applies to local education and industry consortiums and the local workforce development boards that appoint them. Education and industry consortiums act as independent advisory groups. Members do not have any direct or implied authority over local workforce development boards, their membership or employees.

### II. BACKGROUND

Signed into law May 15, 2023, Senate Bill 240, an act relating to education, amended section 445.007(15), Florida Statutes, requiring each local workforce development board to create an education and industry consortium composed of representatives of educational entities and businesses in the designated service delivery area.

CareerSource Florida surveyed local workforce development boards and education institutions to determine what ongoing activities existed and obtain information and recommendations from local education and industry stakeholders about the availability of education, employment and

training opportunities available to businesses and job seekers in local workforce development areas.

A workgroup was convened to develop a collaborative strategic policy that meets statutory requirements of Senate Bill 240 and aligns all relevant federal, state and local laws and policies. The goal for these consortia is for the local workforce development board to obtain local community-based information related to educational programs and industry needs and provide that information to local workforce development boards to inform programs, services and partnerships in the service delivery area. This approach ensures local workforce development boards are informed about the current workforce and talent needs of their targeted industries and existing educational and training offerings. This approach also affords businesses the opportunity to closely collaborate with workforce and education stakeholders to eliminate barriers and identify innovative talent pipeline opportunities like work-based learning experiences, internships, preapprenticeship, registered apprenticeship, on-the-job training, customized training, Incumbent Worker Training and other training opportunities.

The workgroup, which included stakeholders from education, business, state government and local workforce development boards, met six times and made recommendations informing the strategic policy elements listed below.

### **III. POLICY**

#### **Required Membership**

Each local workforce development board shall create an education and industry consortium composed of representatives of educational entities and businesses in the designated service delivery area. The chair of the local workforce development board shall appoint the consortium members. A member of a local workforce development board shall not serve as a member of the consortium. Consortium members shall be appointed for two-year terms beginning on Jan. 1 of the year of the appointment, and any vacancy on the consortium must be filled for the remainder of the unexpired term in the same manner as the original appointment.

The membership of the education and industry consortium must meet the following requirements:

#### **Industry Representative Requirements:**

- Chief Executive Officers or presidents or other executive level staff from the top public and private employers in the local area.
- Industry representatives should reflect the priority industries in the local area.

#### **Education Representative Requirements:**

- Superintendents, presidents, or other leadership staff from education institutions in the local area that represent both public and private education entities in:
  - K-12 education
  - District Technical Colleges
  - State Colleges
  - Universities
  - Other degree or credential granting institutions in the local area

If a member of the education and industry consortium is unable to attend a meeting, a designee from the members' executive team may attend.

## Meetings

Each education and industry consortium composed of representatives of educational entities and businesses in the designated service delivery area must meet at least quarterly. The local workforce development board will ensure that administrative support is provided to the consortium as needed and will be specifically responsible for the following:

- Maintaining a roster of consortium members and posting the current roster on the local workforce development board website.
- Posting scheduled consortium meetings on the local workforce development board website.
- Posting the quarterly reports from each meeting on the local workforce development website.

It is not required that consortium meetings be separately conducted from existing, similar meetings in the local area. Consortium meetings' discussions need only focus on the local labor market needs including:

1. Industry representatives sharing their specific talent development needs or observations on talent in the local area.
2. Education representatives sharing what specific education offerings are available in the local area.

## Reports

Education and industry consortiums in each local area shall provide quarterly reports to the applicable local workforce development board (and locally designated areas) which provide community-based information related to educational programs and industry needs to inform the local workforce development board on programs, services, and partnerships in the service delivery area.

Quarterly reports shall include:

- A record of the consortium members in attendance.
- A summary analysis of the local labor market based on industry representative needs and education offerings.
- Information on priority industry sectors and occupations for the local area.
- Information on the status of existing talent pipelines for in-demand occupations and the need to expand or leverage existing and/or new resources.

Local workforce development boards are encouraged to consider information obtained from the education and industry consortium to determine effective ways to grow, retain and attract talent to the service delivery area.

As noted above, quarterly education and industry consortium reports shall be published on the local workforce development board's website. Links to education and industry consortium reports and rosters shall be included in each local workforce development board's Workforce Innovation and Opportunity Act local plan.

## IV. AUTHORITY

[Public Law 113-128, Workforce Innovation and Opportunity Act \(2014\)](#)

[Chapter 445.004, Florida Statutes](#)

[Chapter 445.007, Florida Statutes](#)

## **V. ATTACHMENTS**

[Consortium Member Appointment Letter Template](#)

[Consortium Roster Matrix Template](#)

[Quarterly Report Template](#)



## Targeted Sector Industry Snapshots

**Background:** Below are links to Industry Snapshots for the five Targeted Industry Sectors for CareerSource Tampa Bay. All Industry Snapshots are specifically for Hillsborough County.

Targeted Sector	Web Address
Finance and Professional Services	<a href="https://careersourcetampabay.com/wp-content/uploads/Finance-Professional-Services-Industry-Hills.-County-Yr-21-23.pdf">https://careersourcetampabay.com/wp-content/uploads/Finance-Professional-Services-Industry-Hills.-County-Yr-21-23.pdf</a>
Healthcare and Life Sciences	<a href="https://careersourcetampabay.com/wp-content/uploads/Health-Care-Life-Science-Industry-Hills.-County-Yr-21-23.pdf">https://careersourcetampabay.com/wp-content/uploads/Health-Care-Life-Science-Industry-Hills.-County-Yr-21-23.pdf</a>
Information Technology	<a href="https://careersourcetampabay.com/wp-content/uploads/Information-Technology-Industry-Hills.-County-yr-21-23.pdf">https://careersourcetampabay.com/wp-content/uploads/Information-Technology-Industry-Hills.-County-yr-21-23.pdf</a>
Hospitality, Retail and Tourism	<a href="https://careersourcetampabay.com/wp-content/uploads/HospitalityRetail-and-Tourism-Hills.-County-Yr.-21-23.pdf">https://careersourcetampabay.com/wp-content/uploads/HospitalityRetail-and-Tourism-Hills.-County-Yr.-21-23.pdf</a>
Manufacturing and Logistics	<a href="https://careersourcetampabay.com/wp-content/uploads/Manufacturing-Logistics-Industry-Hills.-County-Yr-21-23.pdf">https://careersourcetampabay.com/wp-content/uploads/Manufacturing-Logistics-Industry-Hills.-County-Yr-21-23.pdf</a>
Transportation and Trade	<a href="https://careersourcetampabay.com/wp-content/uploads/Transportation-Trade-Industry-Hills.-County-Yr-21-23.pdf">https://careersourcetampabay.com/wp-content/uploads/Transportation-Trade-Industry-Hills.-County-Yr-21-23.pdf</a>

# Apprenticeship Navigator Quarterly Report - Cover Sheet

## Quantitative Summary July 1 - Sept. 30

Activity	Reporting Quarter	Total	Notes (optional)
Expenditures	<i>\$78,580.77</i>	<i>\$78,580.77</i>	<i>Includes ITA&amp; OJT budget for Apprenticeships Only</i>
Registered Apprenticeship Programs created or expanded	<i>1</i>	<i>1</i>	<i>UnitedHealth Group/Optum Created</i>
Registered Pre-Apprenticeship Programs created or expanded	<i>2</i>	<i>2</i>	<i>Computer Coach &amp; Finlay Institute of Training Expanded</i>
New apprentices and pre-apprentices enrolled	<i>11</i>	<i>11</i>	<i>11 new apprentices &amp; 0 pre-apprentice</i>
Employers added to apprenticeships	<i>4</i>	<i>4</i>	<i>Erwin Electric, Optum Services, Crisis Center of Tampa Bay &amp; Energy Control Consultants</i>

## Quantitative Summary Oct. 1 - Dec. 31

Activity	Reporting Quarter	Total	Notes (optional)
Expenditures	<i>\$88,751.00</i>	<i>\$167,331.77</i>	<i>Includes ITA&amp; OJT budget for Apprenticeships Only</i>
Registered Apprenticeship Programs created or expanded	<i>2</i>	<i>3</i>	<i>Perimeter Solutions Group, LLC, INJ &amp; Career Training Institute dba CNA Training &amp; Testing Center, GNJ Created</i>
Registered Pre-Apprenticeship Programs created or expanded	<i>0</i>	<i>2</i>	
New apprentices and pre-apprentices enrolled	<i>13</i>	<i>24</i>	<i>13 new apprentices &amp; 0 pre-apprentice</i>
Employers added to apprenticeships	<i>0</i>	<i>4</i>	

# ACE Summary

## Overview

The ACE program is designed to serve young adults in low-income households, exiting the foster care system and escaping from human trafficking, to connect them with skills training and on the job training opportunities that serve as meaningful work experiences with local employers and result in industry-recognized certifications and a pathway for a brighter future.

## Goals and Objectives



### Enrollments Q3

- 28 enrollments in 3 tracks
- 2 upcoming cohorts in 2 tracks



### Employment

- \$17.77 entered employment rate
- 8 employer partners

## ACE Model

Key Area	Strategy
Innovation	9 established tracks Variety of industries Continued track design and creation Rolling cohorts
Services	Placement services Career readiness assistance Occupational skills training
Model	\$15/hr during training 24 hours per week Up to 18 weeks





## Apprenticeship-to-Career Empowerment Program (ACE)

Through the ACE Program, CSTB helps businesses with employment needs, while young talent is provided classroom training while receiving the hands-on training they need to succeed. The program is designed to connect young adults to employers, with a focus on skill development in Financial Shared Services, Information Technology (IT), Healthcare, and Trades.

### SEEKING EMPLOYERS FOR:

- Front End or Software Development (10-week program)
- Digital Marketing (8-week program)
- Accredited Claims Adjuster (8 weeks)
- Cyber Security (10-week program)
- Phlebotomy Training (12-Week Program)
- Aircraft Electronics Technician (12-week program)
- CNC – Milling, Programming, and Operations (10-week program)
- Patient Care Tech (16-week program)
- Green Construction (10-week program)

**CONNECT YOUNG ADULTS  
TO EMPOWERING CAREERS  
WITH 100% OF WAGES PAID  
OVER A TRAINING PERIOD**



### Benefits to Employers

- 100% of wages paid over a training period
- Ability to mentor young talent as they receive classroom training
- Possibility to provide young talent a trial period before permanent employment.



[www.CareerSourceTB.com/ACE](http://www.CareerSourceTB.com/ACE)

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NOTES:



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