

Postsecondary Education & Workforce Subcommittee

December 6, 2023
11:30 AM
Morris Hall (17 HOB)

Meeting Packet

Paul Renner
Speaker

Lauren Melo
Chair

Committee Meeting Notice

HOUSE OF REPRESENTATIVES

Postsecondary Education & Workforce Subcommittee

Start Date and Time:	Wednesday, December 06, 2023 11:30 am
End Date and Time:	Wednesday, December 06, 2023 01:30 pm
Location:	Morris Hall (17 HOB)
Duration:	2.00 hrs

Consideration of the following bill(s):

HB 501 Renaming of Tallahassee Community College by Shoaf

Presentation by CareerSource Florida on its responsibilities under the REACH Act

To submit an electronic appearance form, and for information about attending or testifying at a committee meeting, please see the "Visiting the House" tab at www.myfloridahouse.gov.

NOTICE FINALIZED on 11/29/2023 4:16PM by Vernon.Andrea

HB 501

HOUSE OF REPRESENTATIVES STAFF ANALYSIS

BILL #: HB 501 Renaming of Tallahassee Community College
SPONSOR(S): Shoaf
TIED BILLS: **IDEN./SIM. BILLS:** SB 522

REFERENCE	ACTION	ANALYST	STAFF DIRECTOR or BUDGET/POLICY CHIEF
1) Postsecondary Education & Workforce Subcommittee		Kiner	Kiner
2) Higher Education Appropriations Subcommittee			
3) Education & Employment Committee			

SUMMARY ANALYSIS

The bill changes the name of 'Tallahassee Community College' to 'Tallahassee State College'. Tallahassee Community College has met the criteria for seeking a name change from the Legislature.

There may be costs associated with the name change, such as those related to signage, publication, documentation, advertising, and other related items. These costs are estimated at approximately $500,000, will be absorbed by the institution and expended over two fiscal years.

The bill is effective July 1, 2024.

FULL ANALYSIS

I. SUBSTANTIVE ANALYSIS

A. EFFECT OF PROPOSED CHANGES:

Present Situation

Florida College System

The Florida Constitution provides for a single state college system comprised of all public community and state colleges in the state.[1] This system is known as the Florida College System and is comprised of 28 institutions. The purpose of the Florida College System is to maximize open access for students, respond to community needs for postsecondary academic education and career degree education. Each Florida College System institution is governed by a local board of trustees.[2]

Tallahassee Community College

Tallahassee Community College (TCC) opened in 1966 as 'Tallahassee Junior College'.[3] In 1970, the college's name was changed to Tallahassee Community College to better reflect its community orientation and involvement.[4] TCC is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACS) to award associate's and baccalaureate degrees.[5] TCC offers baccalaureate degrees in the following programs: nursing; business administration; elementary education; and exceptional student education.

Florida College System Institution Name Change

With the approval of its board of trustees, a Florida College System institution may change the institution's name and use the designation 'college' or 'state college' if it has been authorized to grant baccalaureate degrees and has been accredited as a baccalaureate-degree-granting institution by an accrediting agency or association recognized by the United States Department of Education.[6]

With the approval of its board of trustees, a Florida College System institution that either has not been authorized to grant baccalaureate degrees or has not been accredited as a baccalaureate-degree-granting institution by an accrediting agency or association recognized by the United States Department of Education may request approval from the State Board of Education (SBE) to change the institution's name and use the designation 'college'.[7] The SBE may approve the request if the Florida College System institution enters into an agreement with the SBE to do the following:

- Maintain as its primary mission responsibility for responding to community needs for postsecondary academic education and career degree education.
- Maintain an open-door admissions policy for associate-level degree programs and workforce education programs.
- Continue to provide outreach to underserved populations.
- Continue to provide remedial education.
- Comply with all provisions of the statewide articulation agreement that relate to 2-year and 4-year public degree-granting institutions as adopted by the SBE.

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[1] FLA. CONST., Art. IX, s. 8(a).
[2] FLA. CONST., Art. IX, ss. 8(a), (b).
[3] *See* memorandum on 'Renaming of Tallahassee Community College,' District Board of Trustees meeting on November 14, 2023, available here. (last visited November 27, 2023).
[4] Id.
[5] Southern Association of Colleges and Schools, Commission on Colleges, Tallahassee Community College, https://sacscoc.org/institutions/?institution_name=Tallahassee+COmmunity+COllege&results_per_page=25&curpage=1&institution=0011N00001h9EGAQA2. (last visited November 28, 2023).
[6] S. 1001.60(2)(b)1., F.S.
[7] S. 1001.60(2)(b)2., F.S.

A Florida College System institution whose board of trustees approves a name change must seek statutory codification of such name change during the next regular legislative session.

Tallahassee Community College Name Change

In June 2023, TCC convened a task force to begin the process of seeking a name change and rebrand for the institution.[8] The task force included internal representatives from each division of the College, a staff council, members of the Faculty Senate, Alumni and Friends Association, and Student Government Association.[9] Through a competitive bidding process, the task force also hired a consulting firm to assist the process by[10]:

- Providing a report that evaluates TCC's current brand through research, surveys, and focus groups.
- Developing and testing a new name and logo, if applicable, that keeps with TCC's mission and vision, reflects the already-defined brand position, and helps to improve its position and strength in the market.
- Developing primary logo variations and additional branding for departments and initiatives.
- Providing a rebrand communications strategy and implementation plan for execution by the task force.

As a result of the research conducted and report provided by the consulting firm, the task force provided recommendations to the president of TCC, who evaluated them and provided his recommendation to the TCC Board of Trustees.[11] On November 14, 2023, the TCC Board of Trustees approved the president's recommendation to change TCC's name to 'Tallahassee State College'.

As TCC is accredited by SACS as a baccalaureate-degree-granting institution and the Board of Trustees has approved the name change, TCC has met the statutory criteria to seek a name change from the Legislature.

There may be costs associated with the name change, such as those related to signage, publication, documentation, advertising, and other related items. These costs are estimated at approximately $500,000, will be absorbed by the institution and expended over two fiscal years.

B. SECTION DIRECTORY:

Section 1. Changes the name of 'Tallahassee Community College' to 'Tallahassee State College'.
Section 2. Provides an effective date.

II. FISCAL ANALYSIS & ECONOMIC IMPACT STATEMENT

A. FISCAL IMPACT ON STATE GOVERNMENT:

1. Revenues:

   None.

2. Expenditures:

   None.

B. FISCAL IMPACT ON LOCAL GOVERNMENTS:

1. Revenues:

   See fiscal comments.

[8] *See* memorandum on 'Renaming of Tallahassee Community College,' District Board of Trustees meeting on November 14, 2023, available here. (last visited November 27, 2023).
[9] *Id*.
[10] *Id*.
[11] *Id*.

2. Expenditures:

See fiscal comments.

C. DIRECT ECONOMIC IMPACT ON PRIVATE SECTOR:

See fiscal comments.

D. FISCAL COMMENTS:

There may be costs associated with the name change, such as those related to signage, publication, documentation, advertising, and other related items. These costs are estimated at approximately $500,000, will be absorbed by the institution and expended over two fiscal years.

The name change and rebrand may have an indeterminate positive fiscal impact as it may lead to an increase in enrollment, particularly in its baccalaureate programs.

III. COMMENTS

A. CONSTITUTIONAL ISSUES:

1. Applicability of Municipality/County Mandates Provision:

Not applicable.

2. Other:

None.

B. RULE-MAKING AUTHORITY:

None.

C. DRAFTING ISSUES OR OTHER COMMENTS:

None.

IV. AMENDMENTS/COMMITTEE SUBSTITUTE CHANGES

A bill to be entitled

An act relating to the renaming of Tallahassee Community College; amending s. 1000.21, F.S.; changing the name of "Tallahassee Community College" to "Tallahassee State College"; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

Section 1. Paragraph (aa) of subsection (5) of section 1000.21, Florida Statutes, is amended to read:

1000.21 Systemwide definitions.—As used in the Florida Early Learning-20 Education Code:

(5) "Florida College System institution" except as otherwise specifically provided, includes all of the following public postsecondary educational institutions in the Florida College System and any branch campuses, centers, or other affiliates of the institution:

(aa) Tallahassee State ~~Community~~ College, which serves Gadsden, Leon, and Wakulla Counties.

Section 2. This act shall take effect July 1, 2024.

CODING: Words ~~stricken~~ are deletions; words underlined are additions.

CareerSource Florida

CAREERSOURCE FLORIDA'S RESPONSIBILITIES UNDER THE REACH ACT

DECEMBER 6, 2023

CAREERSOURCE FLORIDA

CareerSource Florida, the state's workforce policy and investment board, drives outcomes by writing policy, directing funding, and determining a roadmap for the CareerSource Florida network.

The CareerSource Florida Network connects Floridians experiencing barriers to employment to jobs and career development opportunities, and employers with qualified, skilled talent.

REACH ACT

"Addresses the evolving needs of Florida's economy by increasing the level of collaboration and cooperation among state businesses and education communities while improving training within and equity and access to a more integrated workforce and education system for all Floridians."

Section 14.36, Florida Statutes

For CareerSource Florida, the REACH Act:

- Prescribed the realignment and accountability of local workforce development boards.
- Minimized duplication and maximized resources to enhance outcomes for businesses and individuals.
- Strengthened alignment of workforce system to needs of industry and defined credentials of value.

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SENATE BILL 240, KNOWN AS REACH ACT 2.0

Together with the REACH Act, it further solidifies Florida's position as the number one state for higher education by:

- Expanding apprenticeship, pre-apprenticeship, and other work-based learning models.
- Streamlining efforts to recruit and onboard new apprentices, pre-apprentices, students, and employers interested in work-based learning opportunities.
- Creating a consortium of representatives from educational entities and business industries for each local workforce development board.

CareerSource FLORIDA

CAREERSOURCE FLORIDA REACH ACT IMPLEMENTATION

2021

Jul. 1 Change state Incumbent Worker Training award priority

Aug. 26 Board of Directors appoints inaugural Credentials Review Committee

Sep. 8 Inaugural meeting and adoption of Committee Charter

Sep. 15 Added board members from Dept. Of Children and Families and Div. Of Blind Services

Dec. 1 Additions to Annual Report

Dec. 8 Comprehensive Employment, Education, and Training Policy

2022

Mar. Additions to State Plan

Mar. Local board realignment evaluation

Mar. 9 2022-2023 Initial Master Credentials List adopted

Oct. Labor Market Estimating Conference data released

Oct. 18 Issue baseline letter grades to LWDBs

Nov. 1 - 30 CAPE Application window opened

Dec. 7 Definition of Credentials of Value adopted by committee

2023

Feb. 9 2023-2024 Masters Credentials List adopted using the committee-approved Framework of Quality, and online MCL application launches

Feb. 23 Florida Workforce System Transformation Plan

Jul. 14 Labor Market Estimating Conference data released

Sep. 6 Framework of Quality updated, new application for agriculture credentials approved, committee charter updated to reflect legislative changes

Dec. 12 Board of Directors consider Apprenticeship Strategic Process and establish state templates for contracts

Items in blue are initiatives related to the Credentials Review Committee

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POLICIES ADOPTED SINCE REACH ACT

- **Comprehensive Education, Employment and Training Strategic Policy** *(445.003(1) & 445.004(6), F.S.)*
- **Certification of Local Workforce Development Areas and Local Workforce Development Boards***(Sec. 106 & 107 WIOA, 445.004 & 445.007, F.S.)*
- **Board Governance and Leadership Strategic Policy** *(445.003 - 445.007, F.S.)*
- **Florida CLIFF Strategic Policy** *(445.004(6)(d), F.S.)*
- **Regional Planning Area Strategic Policy** *(Sec. 106(c) WIOA, 445.006, F.S.)*
- **Education Industry Consortium Strategic Policy** *(445.007(15), F.S.)*
- **State Standardization of Tools and Services Strategic Policy** *(445.003(1), F.S.)*

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CAREERSOURCE FLORIDA NETWORK FUNDING

3-Year Budget History

Federal Grant	2021-22	2022-23	2023-24
Workforce Innovation and Opportunity Act (WIOA) Adult	$38,463,078	$37,240,624	$34,107,604
WIOA Dislocated Worker	$30,774,437	$28,029,932	$25,706,153
WIOA Youth	$37,660,534	$36,467,295	$33,341,191
WIOA Wagner-Peyser	$38,157,663	$38,879,016	$38,791,016
Temporary Assistance for Needy Families (TANF)	$58,300,723	$58,294,377	$58,339,163
TOTAL	**$203,356,435**	**$198,911,244**	**$190,285,127**

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TARGET POPULATION OUTCOME DATA

	PY 2022			
	Total Served	Entered Employment Rate Q2 Post Exit	Entered Employment Rate Q2 Median Wage	Credential Attainment
WIOA Participants (Adults, Dislocated Workers & Youth)	14,973	84.0%	$7,986	66.0%
Individuals with a Disability	1,077	72.4%	$5,488	65.3%
English language learners, individuals with low levels of literacy or facing substantial cultural barriers	4,375	80.8%	$4,713	64.9%
Dislocated workers	1,231	83.3%	$10,053	76.0%
Low-income individuals	11,123	81.6%	$6,857	65.6%
Older individuals (55+)	745	74.2%	$8,935	67.4%
Ex-offenders	1,282	77.7%	$6,969	58.7%
Homeless individuals or runaway youth	620	78.1%	$6,184	64.1%
Single parents (Including single pregnant women)	2,018	85.6%	$8,293	66.7%
Long-term unemployed (27 or more consecutive weeks)	1,939	76.9%	$8,619	71.6%

Individuals with multiple barriers may be counted in more than one category; numbers served by category do not add to total participant count.

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LEVERAGING FUNDING AND REMOVING BARRIERS AMONG PARTNERS

Aviation Aerospace and Defense Manufacturing Sector Strategy

Direct Support to Single, Pregnant Women

Hope Florida

Letter Grades

WIOA Youth Waiver

WIOA COMBINED PLAN

In 2024, CareerSource Florida will submit a combined plan to USDOL with the following goals:

- Increase state labor force participation to 63%
- 60% of Floridians age 25-64 will have a high value credential by 2030 (SAIL to 60)
- Median wages for all participants greater than or equal to 75% of the median hourly wage in Florida
- 10% increase in the total number employed 2nd quarter after exit and employment rates of:
    - Youth: **83%**
    - Participants 55 years old or older: **35%**
    - Receiving SNAP or TANF: **65%**
    - Individuals without HS Diploma or ESL: **40%**
    - Individuals with Disabilities: **49.3%**
- Total of 10,000 new registered apprentices per year and 900 registered apprenticeships and 200 pre-apprenticeships by 2030.
- Increase percentage of 12th grade secondary CTE concentrators to 25% of total enrollment.
- Build the talent pipeline for targeted new and emerging industries of focus by assisting 1,000 individuals per sector earn credentials that are directly linked to occupations in the sector.

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CREDENTIALS REVIEW COMMITTEE OVERVIEW

Established a Credentials Review Committee for the state to:

- Develop a definition for Credentials of Value (Framework of Quality)
- Create a Master Credentials List

Membership includes:

- Public and private education, local workforce development boards, business, and industry.

Requirements:

- Meet quarterly
- Establish a definition for Credentials of Value
- Develop a Master Credentials List

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MASTER CREDENTIALS LIST

Includes degree and non-degree credentials

Credential types include:

- Apprenticeships
- Industry Certifications
- Licenses
- Advanced Technical Certifications
- College Credit Certificates
- Career Certificates
- Applied Technology Diplomas
- Associate in Applied Science and Associate in Science
- Bachelor of Applied Science and Bachelor of Science

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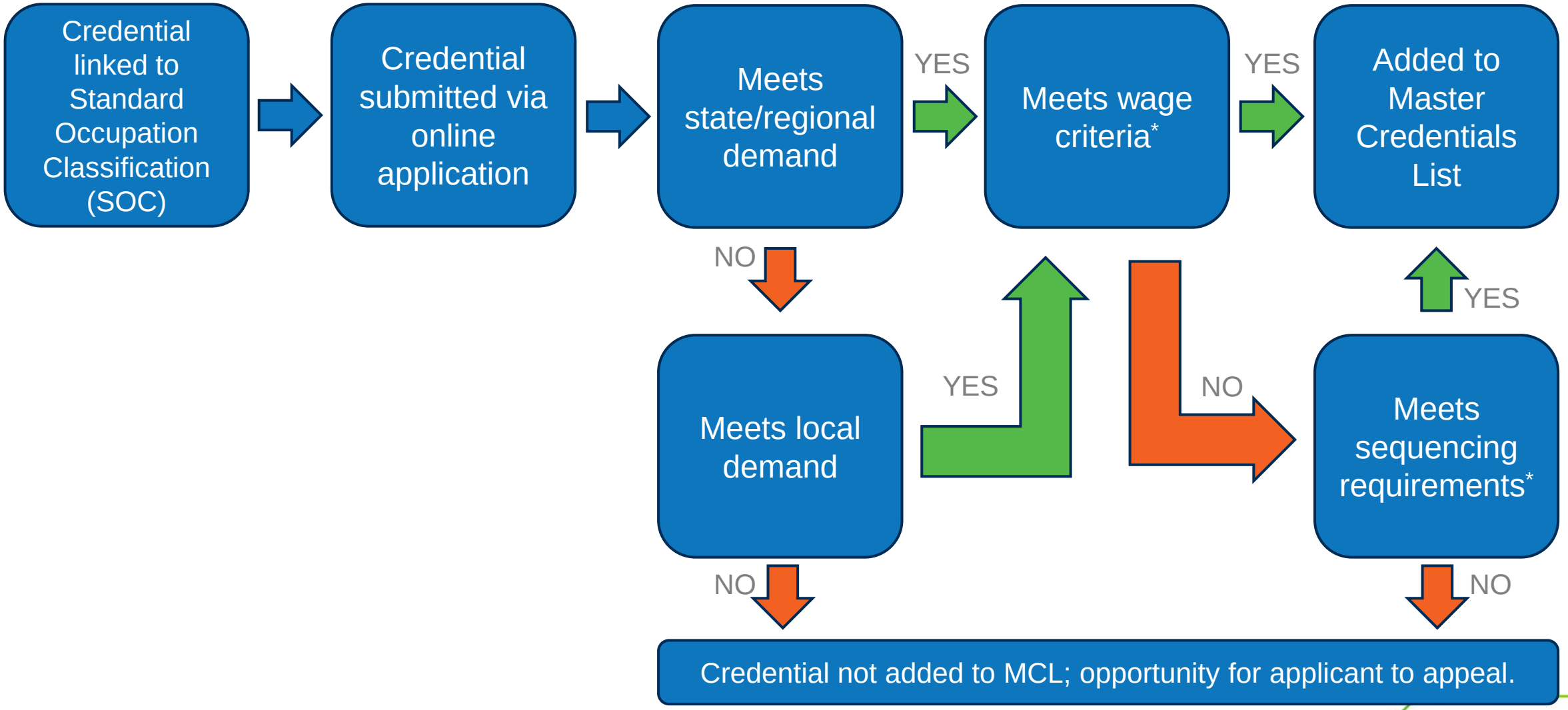
DEVELOPING THE FRAMEWORK OF QUALITY

The Credentials Review Committee met from January – December 2022 to develop the Framework of Quality, establishing four workgroups:

- **Credential Identification**
- **Demand Thresholds**
- **Wage Thresholds**
- **Credential Sequencing**

Workgroup members included representatives from CareerSource Florida, the Department of Education, FloridaCommerce, the Department of Business and Professional Regulation, the REACH Office, local college and school districts, local workforce development boards, Council of 100, and industry leaders.

FRAMEWORK OF QUALITY PROCESS



*Applies only to non-degree credentials

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APPLYING THE FRAMEWORK OF QUALITY

1. **Credentials must be directly linked to a Standard Occupation Classification (SOC) Code.**

   Linkage is assessed based on skills that are both necessary and sufficient, per F.S. 445.004(3)(h)(8).

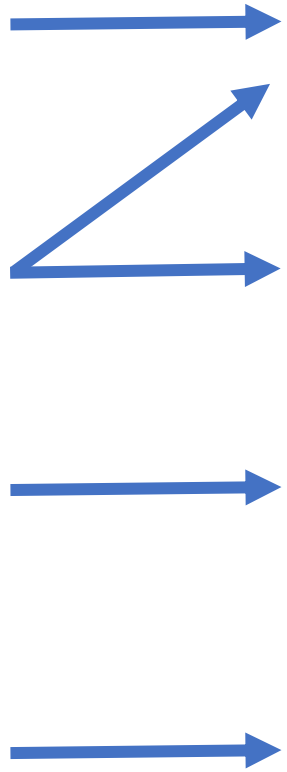
2. **Once linked, the SOC is tested against demand and wage criteria.**

3. **Industry certifications also assessed to validate they meet definition of industry certification per the Framework of Quality.**

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LINKING CERTIFICATIONS TO OCCUPATIONS

CIW AI Data Science Specialist	Data Scientist (SOC 15-2051)
Implement data acquisition, analysis, and retention methodologies	Design surveys, opinion polls, or other instruments to collect data
Application of the data life cycle: selection, collection, preprocessing, transformation	Create graphs, charts, or other visualizations to convey results of data analysis using specialized software
Apply statistical concepts/methods	Analyze, manipulate, process large sets of data using statistical software
Develop AI frameworks, and how AI solutions and data science intersect to create scalable solutions in a variety of businesses and industries	Identify business problems or management objectives that can be addressed through data analysis



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APPLYING THE FRAMEWORK OF QUALITY

Demand Criteria *(must meet ONE of these)*

- Designated by the Labor Market Estimating Conference (LMEC) as area of concern for state or individual region.
- Included on the FloridaCommerce Regional Demand Occupation Lists, either statewide or region.
- Meets local demand criteria set forth by the Credentials Review Committee.

Wage Criteria *(must meet ONE of these)*

- Representative starting, average, or high-level wage threshold for the occupation as established by the LMEC must be greater than or equal to the respective wage for all occupations requiring a postsecondary non-degree award.
- Wages reported one year (or five years) after completion must be greater than or equal to 80% of the median year one (or year five) wages for all non-degree credential completers in Florida Education and Training Placement Information Program.

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APPLYING THE FRAMEWORK OF QUALITY *(CONT.)*

Credential Sequencing *(must meet **BOTH** of these)*

- Must be linked to SOC code with an average wage greater than or equal to the median wage of high school graduates with no other credential using FETPIP.
- Demonstrate evidence that the credential is part of an established sequence of credentials that leads to an occupation that does meet the wage criteria.

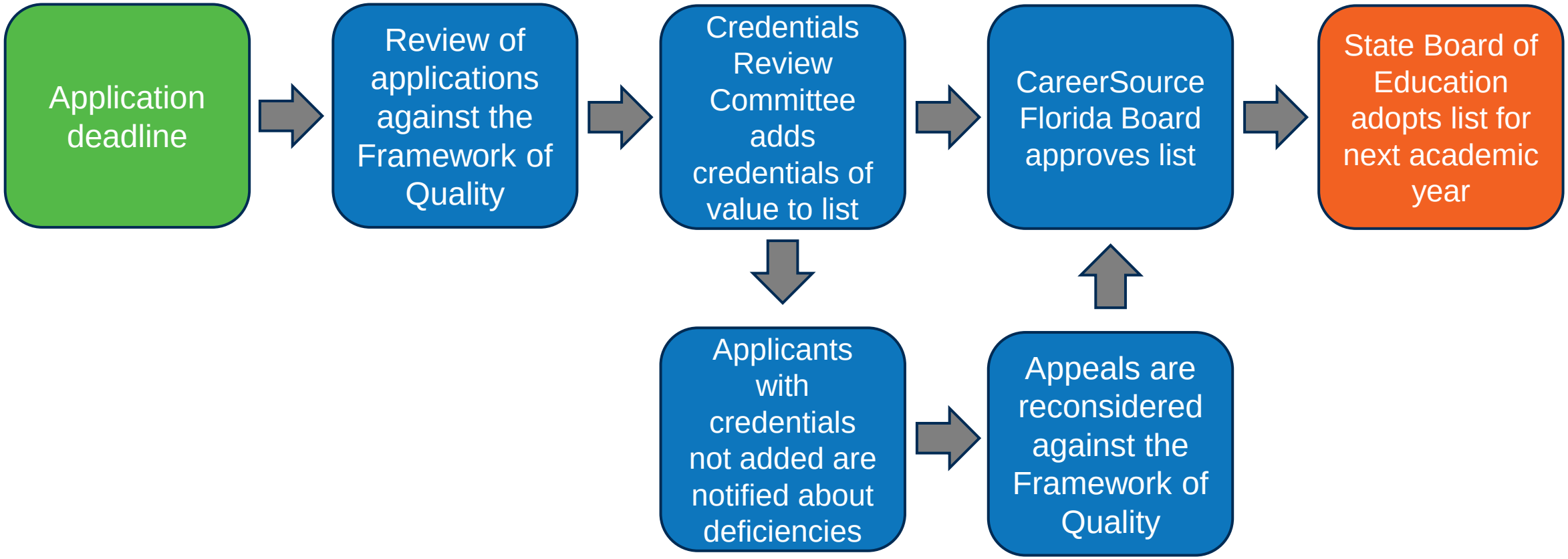
APPEAL PROCESS

1. **Notice**
   Applicants have 15 days from the notice of denial to appeal directly to the President and CEO of CareerSource Florida.

2. **Review**
   Appeals received are reviewed by an interagency team made up of members from CareerSource Florida, the Department of Education, and FloridaCommerce.

3. **Decision**
   Appeals are then brought to the CareerSource Florida Board of Directors for final decision.

OVERVIEW OF QUARTERLY APPLICATION CYCLE





Credentials considered for CAPE funding in August, must be submitted during prior September application window.

CareerSource FLORIDA

FUNDING CURRENTLY DIRECTED BY THE MASTER CREDENTIALS LIST

Career and Professional Education (CAPE) Act Secondary and Postsecondary Funding

Workforce Innovation and Opportunity Act (WIOA) Individual Training Accounts

State-Level Incumbent Worker Training

Open Door Grant

CONTINUED TRANSFORMATION

Master Credentials List - Upcoming Enhancements

- Heat maps showing demand by geographical area
- Adapting for emerging demand
- Framework of Quality review required biennially per statute

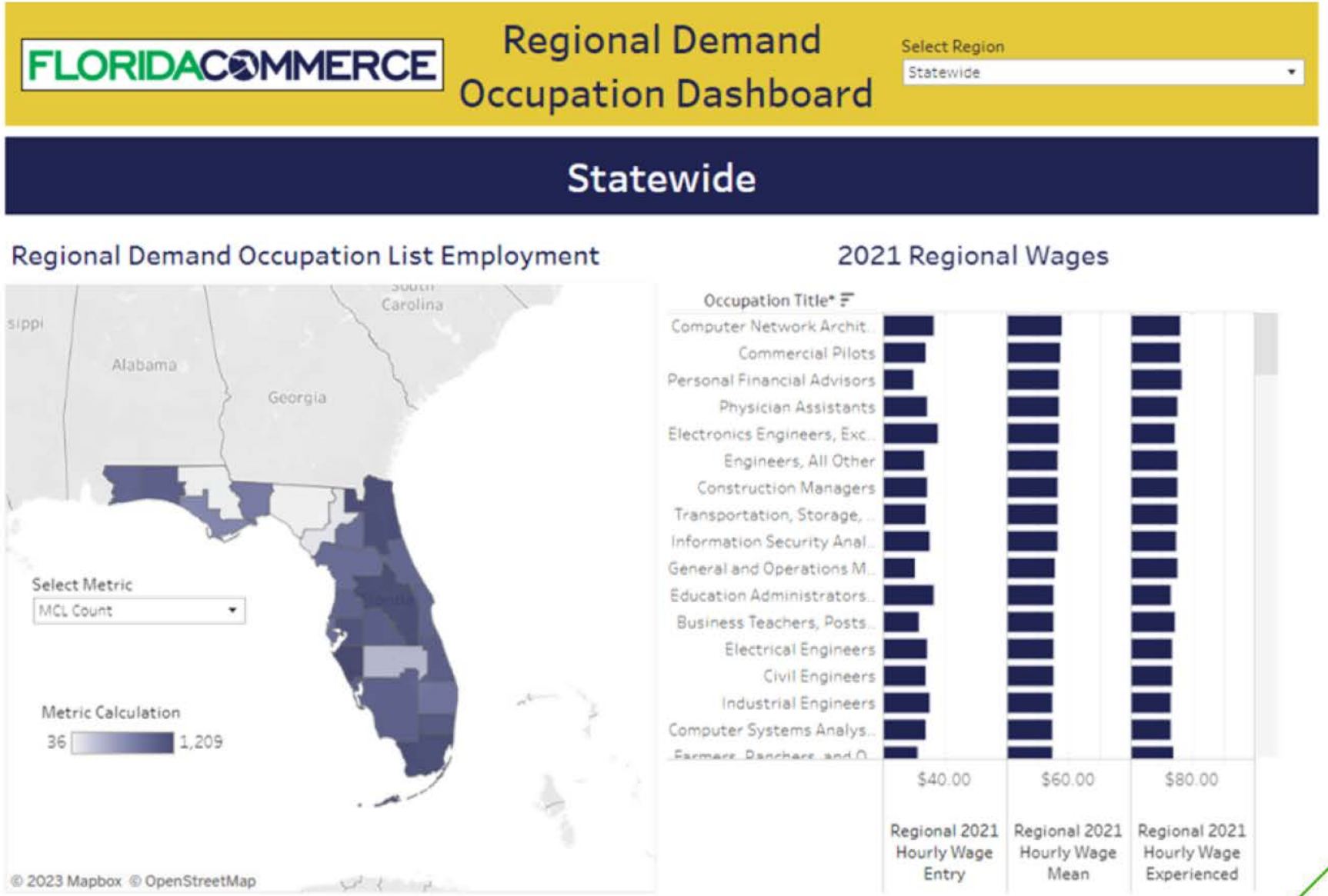
Workforce System Transformation Plan

Funding Initiatives

WIOA Combined State Plan

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REGIONAL DEMAND OCCUPATION LIST EMPLOYMENT



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THANK YOU

ADRIENNE JOHNSTON
PRESIDENT & CEO

CareerSource FLORIDA