



### Florida Atlantic Workforce Alliance

#### Virtual Meeting of the FAWA Consortium

February 21, 2024





### Welcome

Marci Murphy

**CareerSource Brevard** 







Agenda

0900-0905	Welcome	Marci Murphy	CareerSource Brevard
0905-0910	Space Florida Update	Karin Hoffman	Space Florida
0910-1000	Introduction to Talent Pipeline Management	Jaimie Francis	US Chamber of Commerce Foundation
1000-1005	FAWA and Industry Council Overview	Brian Bauer	CareerSource Research Coast
1005-1015	IT/Cybersecurity Industry Council Project Plan	Bryan Gardner	Level 4 Telecom
1015-1025	Advanced Manufacturing Industry Council Project Plan	•	AO Precision Manufacturing City of Ormond Beach
		Brian Rademacher	City of Official Deach
1025-1035	Aerospace/Aviation Industry Council Project Plan	Patrick Johnson	AAR Government Services
1035-1045	FAWA Website Update	FAWA Coordinators	
1045-1050	Local Initiatives/Events	FAWA Coordinators and Partners	
1050-1100	Closing Remarks	Robin King	CareerSource Flagler/Volusia







### Space Florida Update

**Karin Hoffman** 

**Space Florida** 

#### SPACE FLORIDA TALENT HEAT MAP

Locate Florida's in-demand credentials:

https://spaceflorida.web.app

#### FLORIDA'S MASTER CREDENTIALS LIST

Florida's Master Credentials List: Identify key industry credentials that are a priority to implement in Florida's workforce training programs





#### FLORIDA'S TRAINING PROVIDERS

Connect with Florida's training providers to create essential and specific workforce programs to meet critical talent demands. SPACE FLORIDA SPACE ACADEMY Aerospace and related industries career pathway verticals in secondary and postsecondary education including aviation, advanced manufacturing, cybersecurity, IT, construction, semiconductors, and logistics.



### **Aerospace**/Aviation

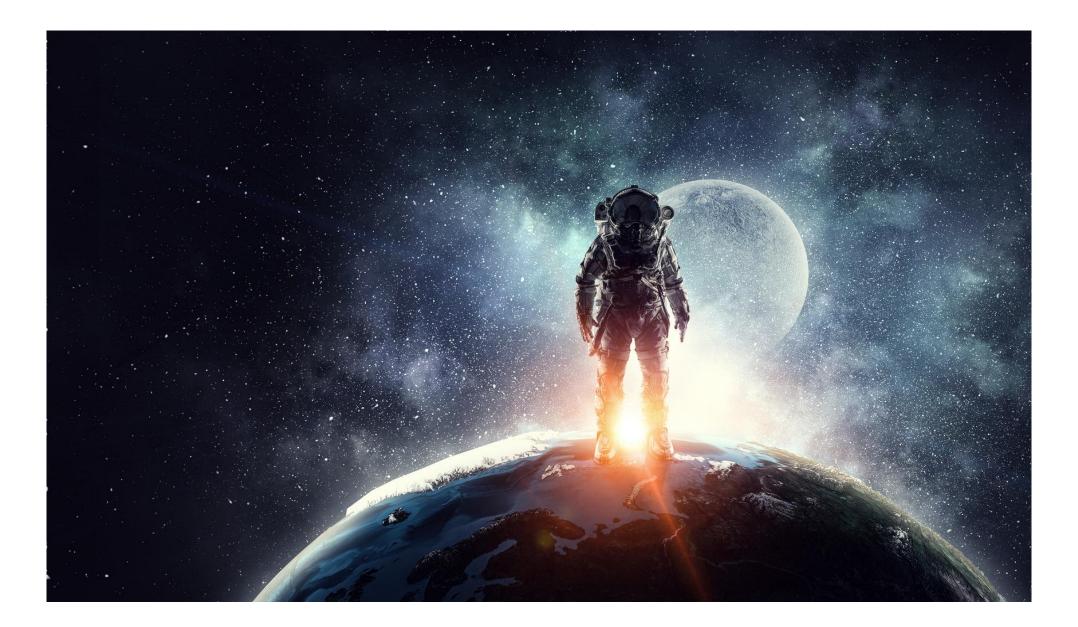
High School/Credentials Drafter Tech 1 Heavy Equip Operator Truck Drivers - 18 years old DOT forklift cert Security Logistics Support Launchpad Tech Auto Mech Aircraft mech Packers, Handlers Welder Pipefitter welder Electrical

1st Year/Credentials \*\* Security Clearance for Required Truck Drivers Hazmat, CDL Class A Welder Pipefitter welder Heavy Equip Operator (Hazmat) Aircraft Mech Aerospace welder Mechatronics tech Aerospace cybersecurity Maintenance mech Fiber composites tech pneumatic hydraulics

2nd Year/AS Degrees/Credentials \*\* Security Clearance Required Additive manufacturing technician Machine operator Aerospace welder Mechatronics tech Maintenance technician Industry 4.0 Robotics Tech Aerospace cyber security Tech II Welder Pipefitter Welder A & P Aerospace welder Maintenance technician Launch Pad Supervisor Fiber composites technician HVAC tech Mechanic Hypergolic Fluids/Fuels Quality safety inspection workplace safety/risk management environmental health and safety

#### 4th year/BS Degrees/Credentials

\*\* Security Clearance Required Gov. Relations Electronics Technician Intergalactic electrical engineer Aerospace Engineer Diversified Maintenance Supervisor Tech II A&P Production supervisor Design Engineer PR Flight Sim (cert. flight instructor) Project Manager Flight FAA



### **Advanced Manufacturing**

High School/Credentials	1st Year/Credentials	2nd Year/AS Deg./Credentials	4th year/BS Deg./Credentials
Maint. & Repair workers	Machinists (NIMS)	Mechatronics Tech	*Robotics
Welders (AWS NCCR & Orbital)	Welders (AWS NCCER)	Materials Engineer	Chemical Engineering (STEM &
Machinists (NIMS)	Mechatronics Tech	(integration, fabrication etc)	Eng)
Manufacturing Skillset Council	Maintenance Technician	Welders (AWS NCCER)	Hypergolics
Electrical Technician	Electrical Technician	Machine Operator	Cryogenics
"Heavy" equipment operator	Additive Manufacturing	Service Tech	Project Manager (STEM & Eng)
GTAW (AWS certs)	Machine Operator	Advanced CNC Machinist	Propellants
Electric (NCCER)	Materials Engineering	Production Worker	Electrical Engineer
Maint. Asst.	(integration fabrication etc)	Fiber composites technician	Additive Manufacturing Tech
Basic Solder (IPC)	Service Tech	Project Coordinator (STEM RENG)	Mechanic Engineer
Tech I (CNC pneumatics	Electrical technician	Electrical Tech	Quality Eng.
mechatronics)	GTAW (AWS Certs)	Space Welder	Maint. Supervisor
Assembler	"Heavy" equipment operator	Quality assurance	Manufacturing Engineer
Drafter	thermal protection	Harness (AA, Gert)	Plant Operator
	Production worker	CADD & BIM (STEM & Eng)	
	Strain Gauge	Industry 4.0 Robotics tech	
	Electrical Tech	Assembler & Fabricator	
	Torque crimping	Electrical Cabling	
	Maintenance Asst.	Mfg. Tech	
	PC 1-5 (IPC Space Addendum,	Maint. Supervisor	
	NASA8739.1, NASA 8739.4)	Maint Mech.	
	Harkness (AA, Gert)	Eng. Tech	
	TECH I	soft goods technician	
	(CNC, pneumatics,	seamstress	
	mechatronics)		
	IPC.610, IPC.620		
	Assembler & Fabricator		
	Electrical Cabling		
	Maintenance Mech.		
	Orbital tube weld		
	Drafter		







### Cybersecurity

High School/Credentials	1st Year/Credentials	2nd Year/AS Degrees/Credentials	4th year/BS Degrees/Credentials
A+ Certification Tag	A+ Certification Tag	Aerospace IT Cybersecurity	Computer Programmers
Computer User Support	Computer Operations	Computer Network Support Analysts F2	
Specialist	Aerospace IT Cybersecurity	Security Clearance Al	Software Developers
Help Desk Technician Computer Network Support Computer Programmers Software Developers	Computer User Support Specialist Information Tech (CTE cluster) Security Clearance Computer Programmers Software Developers forensic computer analysis	Project Manager Computer Programmers Software Developers Computer Network Architect	Cybersecurity Engineers Statistician Computer Network Architect Security Clearance Al Information Security Analyst



# CYBER FLORIDA

at the UNIVERSITY OF SOUTH FLORIDA



#### Semiconductors

High School/Credentials1st Year/Credentials2nd Year/AS Deg./Credentials4th year/BS Deg./ CredentialsChemical equipment operatorsElectrical TechnicianPublic Relations SpecialistsMaterial scientistSimple electronic testingOperatorElectrical techniciansMaterial scientistGeneral mathManagerVacuum Systems, gauges & pumpsElectrical techniciansHR ManagersBasic Duilding of electronicsgauges & pumpsRepairFrab Processes Designer Computer and InformationElectrical EngineersBasic Computer SkillsRobotic/AutomationSemiconductor TechProject CoordinatorBasic Properties of MaterialElectronic packagingSemiconductor TechProject CoordinatorElectronics AssistantMachinistsAutomationFab Processes Designer Computer and InformationBasic Properties of tretch and sci products)Electronic packagingSemiconductor TechProject CoordinatorSecurity GuardsChemical safetlyFacility TechsStudural Supply ChainStudural Supply ChainOrder clerks/ProcurementJupitersData analystProduct Materials SpecialistJanitors and CleanersDrafterSemiconductor process EnchDatabase AdministratorJanitors and CleanersDrafterSemiconductor process EnchSoftics certified operatorJanitors and CleanersDrafterSemiconductor process EnchProject ManagementJanitors and CleanersDrafterSemiconductor process EnchSoftics certified operatorBasic rocultsRoboti				
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Shipping/Receiving         Semiconductor overview         Electronic Engineer         Industrial engineer           Production workers         Hazardous waste management         Technician         Automation	Misc. Assembly	~		Chemical engineering
Production workers Hazardous waste management Technician Automation	Shipping/Receiving			Industrial engineer
	Production workers			Automation
	Cleaners		Production	Vendor/supplier logistics



# Florida Semiconductor Institute



### Logistics

High School/Credentials	1st Year/Credentials	2nd Year/AS Degrees/Credentials	4th year/BS Degrees/Credentials
Payload Processing Tech	Heavy tractor trailer (CDL)	Automotive Service Tech (ASL)	GR
Labors freight stock materials	Supervisor -	Deisel Mechanics (ASL)	Traffic Engineer
moneys (Global logistics cert)	Front line movement	Map Maker	Production Planner
Packing & Packers (OSHA)	Global logistics cert	Surveyor (Auto Cod Civil Engineer)	Transportation Engineer
Light Truck Driver (CDL)	Cleaners	Inspector	Traffic Control Supervisor
Industrial Truck (CDL)	Bus Driver (CDL)	Security (firearm)	Security (firearm)
Heavy equip (OSHA forklift cert)	Traffic Technician	**security clearance	Security Supervisor
Security (Unarmed security)`	Surveyor		**security clearance
Bus Driver (CDL)	Auto Cod Civil Engineer		
	Inspector		
	DOT		





Charlotte County Airport Authority







#### Construction

1st Year/Credentials	2nd Year/AS Deg./Credentials	4th year/BS Deg./Credentials
OSHA 30 credential	Maintenance Technician	Service Technician
		Aerospace Electrical Engineer
		Electrician
		Superintendent
		Construction Management
		(NCCER 1,2,3)
		OSHA 30
		Maintenance Supervisor
(NCCER 1,2,3,4)		Maintenance Supervisor
General Contractor	(Huzur dou's Material)	
Certification		
Service Technician		
Automotive Technician		
	General Contractor Certification Service Technician	Maintenance Technician (Umbilical Technician) Tech I (STEM & Eng) Avionics Technician Electrical Ground Support Tech. (NCCER 1,2,3,4) 



# **ABC Florida** East Coast

### Associated Builders and Contractors







#### KARIN HOFFMAN

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KHOFFMAN@KEYINNOVATES.COM





# Introduction to Talent Pipeline Management

**Jaimie Francis** 

**US Chamber of Commerce Foundation** 





## FAWA and Industry Council Overview

**Brian Bauer** 

**CareerSource Research Coast** 



### What is FAWA?

 In 2019 Governor DeSantis set a goal to make Florida the best state in the nation for workforce education by 2030.

•Nearly \$30M was dedicated to support workforce development in the Space and Treasure Coast regions as part of a multi-agency initiative to support competitive industries in the area (colleges, apprenticeship and pre-apprenticeship programs, etc.)

 \$9M was dedicated to WIOA to create the Florida Atlantic Workforce Alliance (FAWA), a collaborative effort between workforce boards, educational institutions, school systems, and employers in aerospace/aviation, IT/cybersecurity and advanced manufacturing from Flagler to Martin counties (including CareerSource Brevard, CareerSource Flagler Volusia, CareerSource Research Coast)

#### FAWA's Objective: Fortify the talent pipeline on Florida's east coast

# FAWA Consortium Leadership

Brian Bauer, President/CEO

CareerSource

RESEARCH COAST

**Colleen Gill**, Project Coordinator

Industry: IT/Cybersecurity



Marci Murphy, President/CEO

**Stephanie Robinson**, Project Coordinator

Industry: Aerospace/Aviation



Robin King, President/CEO

Ashley Ziemann, Project Coordinator

Industry: Advanced Manufacturing



# How is the FAWA Consortium Different?

- Broader reach that includes 3 regions (Research Coast, Brevard, Flagler-Volusia) / 6 counties all working together to meet our area's growing demand for skilled talent
- Opportunity to connect with other leaders in workforce development, education, economic development, and businesses
- Funded by a grant from the Governor through CareerSource Florida to fortify workforce talent across three critical sectors
- More resources, more brainpower
- Solutions have potential to have a greater regional impact





# Why Participate in the FAWA Industry Councils?

•Personally drive the solutions to your industry's most pressing problems

•Unique networking opportunities for you and your business

•Front-row seat to latest workforce and economic development information

•Contribute to the regional economy







FAWA IT/Cybersecurity Industry Council Project Plan

**Bryan Gardner** 

Level 4 Telecom



# **Our Objective**

Problem: Lack of hands-on experience

**Solution:** A dynamic marketing campaign to educate employers and students about the benefits and opportunities of Registered Apprenticeships and Internships in IT

By improving awareness of Registered Apprenticeship (RAP's) and Internships:

- Employers and students will have a better understanding of RAP's and Internships
- Students will learn the importance of hands-on experience in the IT field
- Employers will learn how to make RAP's and Internships more financially feasible for their company
- There will be an increase in RAP's and Internships in the FAWA region
- Employers will have more qualified job candidates and employees



# **Measurable Outcomes**

#### **Immediate Impact:**

 Deliver content from the 3-region area to include on the FAWA website and other media outlets.

#### **After Implementation:**

- Website and Social Media engagement
- Increase in employer participation in IT/Cybersecurity RAP's and Internships





### In Scope

### **Out of Scope**

Compile information for FAWA website:

- Success Stories
- Registered Apprenticeships
- Resources
- Internships

#### CareerSource responsibility:

- Execute marketing campaign including website, TV commercial and social media
- Tracking long-term metrics



Task	Due Date
Gather success stories	15 Mar
Submit contact information for internship and	
apprenticeship completers willing to be interviewed	
Gather information about registered apprenticeships	15 Mar
Identify and contact sponsors to verify apprenticeships	
are active	
Submit relevant resources for FAWA website	15 Mar
Career pathways	
<ul> <li>Training providers and programs</li> </ul>	
Books/movies	
Social Media Platforms	
Lesson resources for educators	
Internship opportunities	30 Apr
Contact businesses to inquire if they are willing to hire	
interns and would like to be listed on FAWA website	





FAWA Advanced Manufacturing Council Project Plan

Tyrone Walker AO Precision Manufacturing LLC

> Brian Rademacher City of Ormond Beach



### FAWA Advanced Manufacturing Industry Council

### Short-Term Project Plan



# **Our Objective**

Problem Statement: Employers struggle to find qualified hires.

Solution: A shared database of potential hires for businesses to use in recruiting new employees, hosted on the FAWA website.

This database will:

- Provide employers a resource for recruiting qualified new hires
- Help job-seekers find new opportunities





# **Measurable Outcomes**

#### **Immediate Impact:**

• Deliver requirements for the FAWA website for an online database of potential employees.

#### **After Implementation:**

- Usage of the website
- Number of hires of individuals found on the website





### In Scope

- Determine what employers want to see in potential hires (skills, locations, etc)
- Determine the content of the jobseeker profile

#### **Out of Scope**

- Hosting database (CareerSource responsibility)
- Tracking long-term metrics





Task	Due Date
<ul> <li>Gather requirements for employers' interface</li> <li>Talk to employers and gather information about the jobs they are trying to fill, the skill sets they are looking for, and the gaps with existing services</li> </ul>	15 Mar
Gather requirements for job-seekers interface <ul> <li>Self-registration form</li> </ul>	15 Mar
<ul><li>Competitive analysis of existing solutions</li><li>Describe what else is out there and why this is different</li></ul>	15 Mar
Compile the requirements into a document to guide the development of the resource	30 Apr





## FAWA Advanced Manufacturing Industry Council

#### Long-Term Project Plan



# **Our Objective**

*Problem:* Students aren't aware of careers in Advanced Manufacturing. One cause of this problem is lack of clear and concise messaging to educators & parents.

Solution: A clear, concise, and compelling marketing strategy to educators and parents about the most needed advanced manufacturing careers.

By improving awareness of careers in Advanced Manufacturing,

- Educators and parents will have a better understanding of these opportunities
- Students will be encouraged to pursue these careers
- Companies will have a larger pool of interested applicants





# **Measurable Outcomes**

#### **Immediate Impact:**

 Deliver a marketing strategy for CareerSource to execute via the FAWA website and other media outlets.

#### **After Implementation:**

- Reach and impact of marketing campaign
- Increase in sign-ups at regional events





### In Scope

- Front end work to design a marketing campaign
  - FAWA website
  - Social media
  - TV/streaming commercials
- Concepts for aspirational characters

### **Out of Scope**

- Executing marketing campaign (CareerSource responsibility)
- Tracking long-term metrics





Task	Due Date
Scoping the marketing strategy	15 Mar
Describe the process for developing a marketing plan	
that we as a council can execute	
Identify the jobs we want to promote	15 Mar
<ul> <li>Talk to employers to find out what jobs are most</li> </ul>	
critical to market	
Identify the channels we want to use	15 Mar
Social media, TV, etc	
Draft marketing plan	30 Apr
Include aspirational characters	







# FAWA Aviation/Aerospace Industry Council Project Plan

**Patrick Johnson** 

**AAR Government Services** 



# **Our Objective**

*Problem Statement:* Job seekers don't have the required skills for jobs in the Aerospace/Aviation industry. Many opportunities for developing these skills exist, but job seekers are not aware of them.

Solution: A shared repository for the training opportunities in the industry, hosted on the FAWA website.

This database will:

- Increase visibility for industry-specific opportunities
- Help job-seekers find new skill development opportunities





# **Measurable Outcomes**

#### **Immediate Impact:**

• Deliver requirements for the FAWA website for an online database of skill development opportunities.

#### **After Implementation:**

- Usage of the website
- Number of job seekers attending training opportunities will increase





### In Scope

- Collecting existing opportunities
- Determining the search criteria for job-seekers looking for skills training
- Documenting how the database should be available on the website

### **Out of Scope**

- Hosting database (CareerSource responsibility)
- Tracking long-term metrics





## **Tasks**

Task	Outcome	Due Date
Understand how many people are currently	Baseline standards for the measurable	28 Feb
involved in training opportunities	outcome	
Gather opportunities for job training	Information for the database	28 Feb
Develop understanding of what the users of	User stories	28 Feb
the repository need to be able to do		
Identify the metadata for each opportunity	Contact info, descriptions, formats,	28 Feb
	locations, etc. for all opportunities that	
	will serve as search terms	
Describe the differentiators between this site	Competitive analysis of other solutions	28 Feb
and others that exist	out there and a justification for our	
	approach	
Document the features and functions for the	Requirements documentation for the	15 Apr
website	website	



## **Progress To Date**

- Existing Local and Online Technical Training
  - Secondary
  - Post Secondary
  - Credit
  - Non Credit
  - Degree
- Existing Local and Online Soft Skills Training
- Existing Apprenticeships







## FAWA Website Overview

**FAWA Coordinators** 



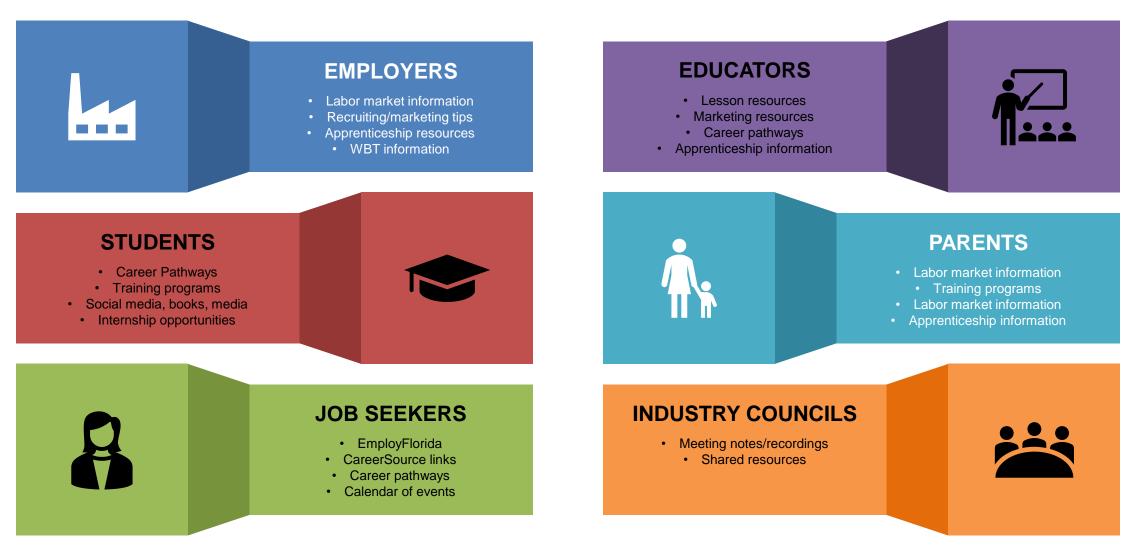
# Why a Website?

# Each Industry Council independently concluded that an opportunity to share information would significantly impact workforce challenges.

- IT/Cybersecurity: Lack of awareness of apprenticeships & internships
- Advanced Manufacturing: Employers struggle to find qualified hires; lack of clear and concise messaging to educators & parents about careers
- Aerospace/Aviation: Lack of awareness of skills training opportunities

The FAWA Website will provide a unified location to find information about these topics and many more!

# Who is it for?





# **Transition for Industry Council Products**







## Local Initiatives and Events

#### FAWA Coordinators and Collaborative Partners



## Upcoming Events

February 22: Palm Bay Chamber Space Coast Alliance for Tech and Innovation- CAMID at Florida Tech, Palm Bay

February 29: Daytona State College CTE Expo- Advanced Technology College, Daytona Beach

March 2: FIRST Robotics Tech Challenge State- Advent Field House, Winter Haven

March 14: Soldering Boot Camp Students Meet, Greet, & Eat- EFSC Palm Bay

March 20-23: FIRST Robotics Orlando Regional- University of Central Florida

March 15: Astronaut Memorial Foundation College and Career Readiness Event - Center for Space Education, Kennedy Space Center Visitor Complex

April 16: Volusia County Schools Job Fair- University High School, Orange City

April 18: Volusia County Schools Job Fair- Mainland High School, Daytona Beach



Bringing together both large and small companies to collaborate, network, discuss government contracting, and share best practices. Greater Palm Bay Chamber: 321.951.9998



**College and Career Readiness** 

An aerospace and technology-focused conference, where students can learn step-by-step how to effectively network, make connections in the industry, explore career opportunities along both academic and trade routes. Isabel Kennedy: Ikennedy@amfcse.org Julia Barney:

jbarney@amfcse.org



#### FIRST Robotics BUILDING a 21<sup>st</sup> CENTURY WORKFORCE

Building Essential soft skills, technical skills, and workforce skills

Wendy Austin: <u>waustin@firstinspires.org</u> Alex Bingham: <u>alex.bingham13@gmail.com</u>



Meet, Greet, & Eat Recruit your next Employees! Srobinson@CareerSourceBrevard.com

#### Daytona State College CTE EXPO

## CTE EXPO

#### FEBRUARY 29, 2024 9:30 A.M. - 1 P.M.

Daytona State College will host high school students affording them an exciting and unique opportunity to experience the world of high-level, high-tech workforce training.

Students will learn about academic and career pathways in these high-wage in-demand occupations and how credits earned can lead to training certificates, stackable credentials, and college degrees.

#### ADVANCED TECHNOLOGY COLLEGE (ATC) 1770 N. Technology Blvd. Daytona Beach, FL 32117

- Automotive Collision
- Automotive Service Technology
   Building Trades and Construction
- Technology
- CNC Machining
- Cyber Security
- FAME Program (Federation for Advanced Manufacturing Education)
- HVAC (Heating, Ventilation and Air Conditioning)
- Mid-Florida GNJ Electrical Non-Union Apprenticeship
   Virtual Reality Welding Showcase
- DSC Admissions Presentations

DAYTONA STATE COLLEGE (DSC) 1200 W. International Speedway Blvd. Daytona Beach, FL 32114

- Broadcast TV Production
   Cosmetology and Barbering Showcase
- Photographic Technology

DSC Admissions Presentations

NEWS-JOURNAL CENTER AT DAYTONA STATE (NJC) 221 N. Beach St. Daytona Beach, FL 32114 • Music Production Technology

DSC Admissions Presentations

#### Lunch will be provided.



MARY KARL COLLEGE OF WORKFORCE & CONTINUING EDUCATION



Daytona State College (DSC) Mary Karl College of Workforce and Continuing Education will host high school students at the CTE Expo from 9:30 a.m. to 1 p.m. Feb. 29. The expo provides students with an opportunity to experience the world of high-level, high-tech workforce training. Students will learn about academic and career pathways in these high-wage in-demand occupations and how credits earned can lead to training certificates, stackable credentials, and college degrees.

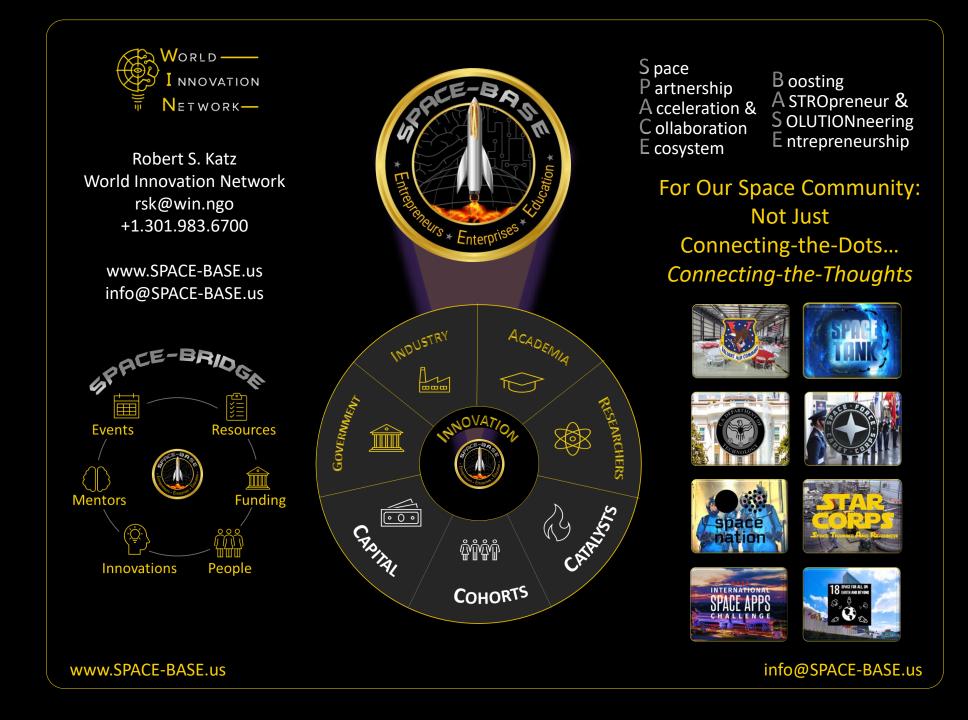
Industry professionals that align with the programs featured are invited to speak to students in different sessions during the event. Those interested should contact Sherryl Weems at <u>Sherryl\_weems@daytonastate.edu</u> or call 386-506-3618.



#### **Volusia County Schools Upcoming Job Fairs**

April 16<sup>th</sup> - University High School April 18<sup>th</sup> - Mainland High School

If you are interested in having a booth please contact James Alvarado at jamesalvarado@careersourcefv.com







# **Closing Remarks**

**Robin King** 

#### **CareerSource Flagler Volusia**