

# Partnership Meeting

May 27, 2020



# Welcome & Overview

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# Agenda

- Welcome & Overview
- Industry Update–  
Nilda Blanco, CSCFL
- Community Needs, Gaps  
and the Response–  
Ray Larsen, HFUW
- Shifts in Education–  
Anthony Cook, SDOC
- FAFSA Challenge Winners
- UpliftED Programming
  - Updates &  
Announcements

## Virtual Housekeeping

- ✓ **Tweet** @UpliftedCF
- ✓ Use the **Chat** feature to ask questions/share information
- ✓ Use the “**Reactions**” (handclap and thumbs up)
- ✓ **Mute** your line
- ✓ This is being **recorded**



# Industry Update

**Nilda Blanco**

Director, Business Intelligence  
CareerSource Central Florida

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CareerSource  
CENTRAL FLORIDA

WE **CONNECT** CENTRAL FLORIDIANS TO CAREERS  
AND **DEVELOP** SKILLED TALENT FOR BUSINESSES.

TALENT SOLUTIONS TO  
IGNITE YOUR POTENTIAL...  
YOUR JOURNEY LIVES HERE



# CAREERSOURCE CENTRAL FLORIDA



**Nilda Blanco**

*Director, Business Intelligence*

[Nblanco@careersourcecf.com](mailto:Nblanco@careersourcecf.com)

407-531-1214

WE ARE  
CAREERSOURCERS  
WHO **INSPIRE**  
**PEOPLE,**  
TRANSFORM  
BUSINESSES AND  
**ELEVATE**  
**COMMUNITY.**





# WHO WE SERVE

## Niche Markets



### CAREER SEEKERS

35 YEARS OLD OR YOUNGER  
H.S. DIPLOMA OR SOME COLLEGE  
EARN LESS THAN \$15 /HR.  
HOUSEHOLD INCOME OF \$35k OR LESS



### BUSINESSES

SMALL BUSINESS  
5 – 150 STAFF MEMBERS  
REPRESENTED IN 5 COUNTIES

# WHO WE SERVE

## High-Growth Industries



# HOW WE SERVE

Service Model



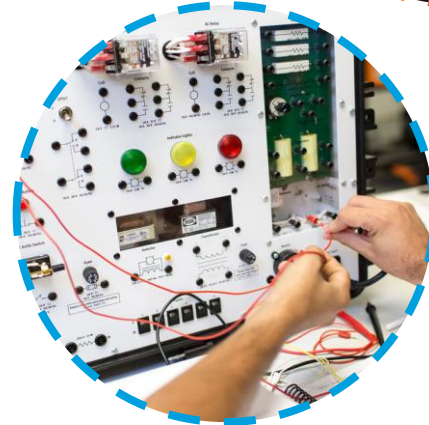
## CAREER COACHING

- Career Discovery Assessments
- Resume Building Workshops
- Employment Services
- Interview Skills Workshops



## TRAINING & UPSKILLING

- On-the-Job Training
- Training Programs & Scholarships
- Soft Skills Training



# OUR SERVICES

Businesses

## FINDING & HIRING QUALIFIED TALENT

- Pre-screenings
- Hiring Events
- Interview Locations
- Job Postings



## WORKFORCE INTELLIGENCE

- Employment Data
- Job and Labor Market Trends
- Labor Resources

## NEW HIRE TRAINING

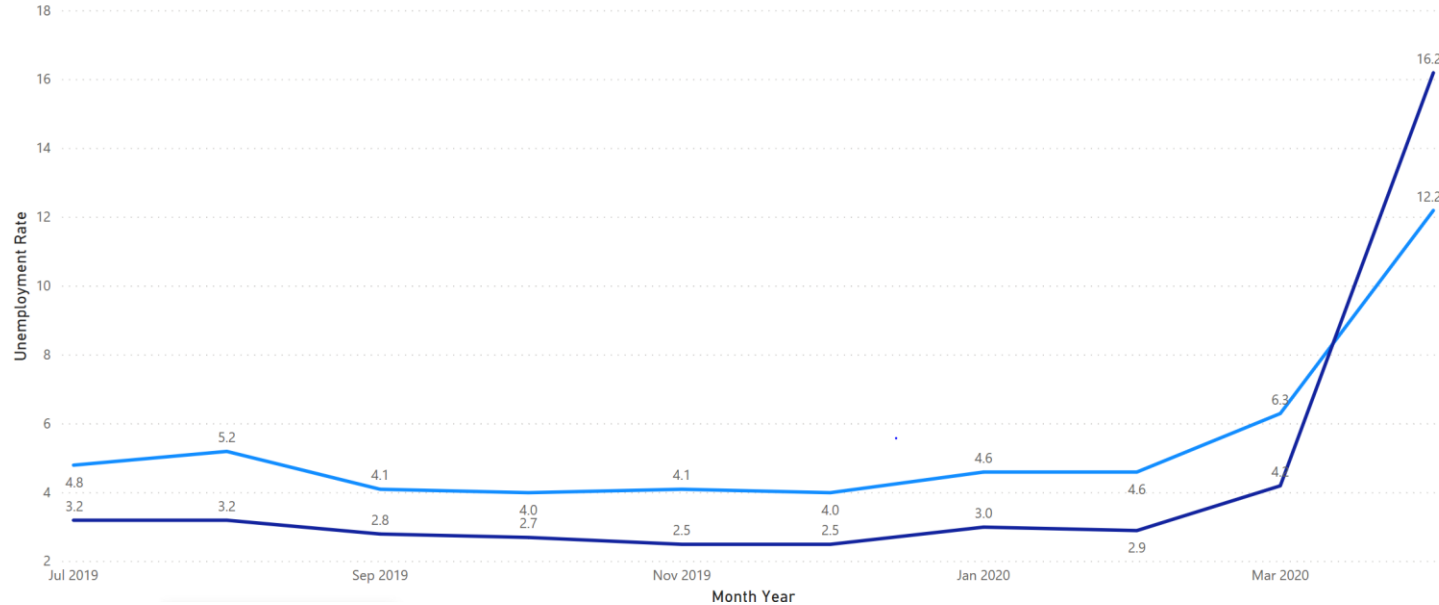
- Apprenticeships
- Internships
- Training Programs

# COVID-19 CENTRAL FLORIDA LABOR FORCE

## Unemployment Impact – Metropolitan Statistical Area

### Unemployment Rate by Month Year and MSA (%)

MSA ● The Villages, FL (MSA) ● Orlando-Kissimmee-Sanford, FL (MSA)



### April 2020 Report:

Orlando MSA – 16.2%

The Villages – 12.2%

State of Florida – 12.9%

U.S. – 14.4%

Source: Florida Department of Economic Opportunity, April 2020

# COVID-19 CENTRAL FLORIDA LABOR FORCE

## Unemployment Impact – County by County

County	Unemployment Rate	Number Unemployed	State Rank
Osceola	20.3%	36K	1 <sup>st</sup>
Orange	16.5%	116K	3 <sup>rd</sup>
Lake	14.7%	21K	9 <sup>th</sup>
Seminole	13.1%	29.7K	23 <sup>rd</sup>
Sumter	12.3%	3.6K	28 <sup>th</sup>

April 2020 Report - Orlando MSA :

- Job Decreased by 15% - about 180K – Over the Year
- Hospitality / Tourism Lost Most Jobs Over the Year – 113K
- Construction Gained the Most Jobs Over the Year – 600

# COVID-19 CENTRAL FLORIDA LABOR FORCE

## Unemployment Impact

### Central Florida Region - Re-employment Assistance Claims

County	Claimant Count	Average Labor Force	% of Labor Force Impacted	State Rank by Volume
Lake	23,186	159,027	14.6%	15th
Orange	128,353	762,737	16.8%	2nd
Osceola	44,433	184,329	24.1%	7th
Seminole	26,557	255,529	10.4%	13th
Sumter	2,949	32,682	9.0%	38th

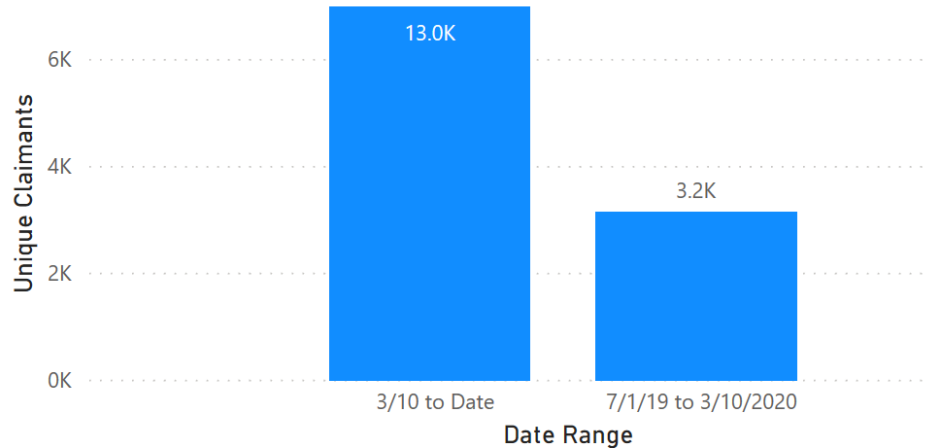
#### Through May 9, 2020:

- About 225,000 Central Florida Individuals Filed for Re-employment Assistance
- Orange County Ranks 3<sup>rd</sup> in Florida for Number of Claims Filed
- Osceola County has Highest Impact to Labor Force of all Five Counties in Region



# COVID-19 IMPACT CSCF CAREER SEEKERS

The number of individual who filed for unemployment accessing CSCF services more than doubled.



Data Source: Employ Florida, Individual Registrations  
July 1, 2019 – May 26, 2020

Individuals separated from industry – Top 3:

## Retail/Nonprofit/Education

- Clerks
- Program assistants
- Contract staffing

## IT/Finance

- Customer service representative
- Sales managers

## Hospitality & Tourism

- Food and beverage
- Hotel staff

# CAREER SEEKERS SOLUTIONS

- 36,910 New Customers between Mar 1 and May 15
  - 115% Increase in Customers
- Primary Focus is Connecting to Hiring Businesses in Healthcare, Logistics, Call Center Support, Manufacturing, IT & Finance (Most In-Demand)
- CSCF Website:
  - +43,000 New Visitors, a 184% increase
  - Dedicated, New Coronavirus Support Page:
    - +1,700 Individuals (new leads) Completed Consultation Request
  - +800 Clicks to Summer Youth Application
- Virtual Learning
  - 20 Virtual Workshops Classes Delivered
  - 365 Individuals Participated
  - Most Popular: “Microsoft Rock Your LinkedIn Profile”, “Working Virtually During COVID-19”, “10 Tips for Acing a Virtual Interview”, and “Tips for a Stellar Resume”
  - +300 individuals Accessed Online Learning Courses Since April 12 Debut

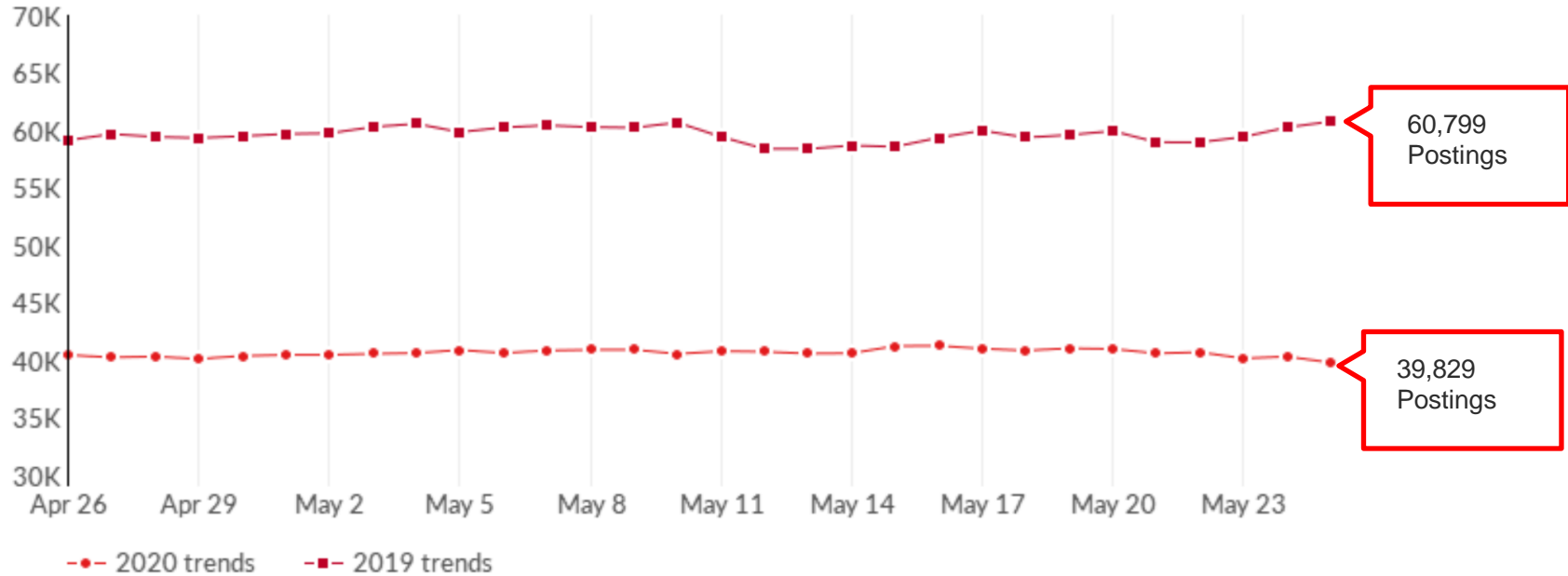


**Resume Assistance | Online Profile  
Updating | Virtual Interviewing Skills |  
Individualized Plan to Re-enter Workforce |  
Job Search & Connection to Businesses |  
Upskilling**

**Paid Internship | Virtual Workshop | Skill UP  
Metrix E-Learning Program**

# COVID-19 CENTRAL FLORIDA JOB MARKET

## Impact on Opportunities



### Through May 23, 2020:

- 35% decrease in job postings year over year

Source: EMSI, May 2020

# COVID-19 CENTRAL FLORIDA JOB MARKET

## Top Posted Occupations



Occupation (SOC)	Total/Unique (Apr 2020)	Posting Intensity	Median Posting Duration
Registered Nurses	35,769 / 3,019	12 : 1	30 days
Retail Salespersons	12,011 / 1,888	6 : 1	43 days
First-Line Supervisors of Retail Sales Workers	10,338 / 1,826	6 : 1	44 days
Heavy and Tractor-Trailer Truck Drivers	8,575 / 1,710	5 : 1	30 days
Customer Service Representatives	11,686 / 1,516	8 : 1	37 days
Software Developers, Applications	10,440 / 1,223	9 : 1	34 days
First-Line Supervisors of Office and Administrative Support Workers	5,204 / 920	6 : 1	34 days
Computer Occupations, All Other	6,460 / 804	8 : 1	44 days
First-Line Supervisors of Food Preparation and Serving Workers	5,864 / 780	8 : 1	61 days
Computer User Support Specialists	4,860 / 734	7 : 1	32 days

Source: EMSI, May 2020

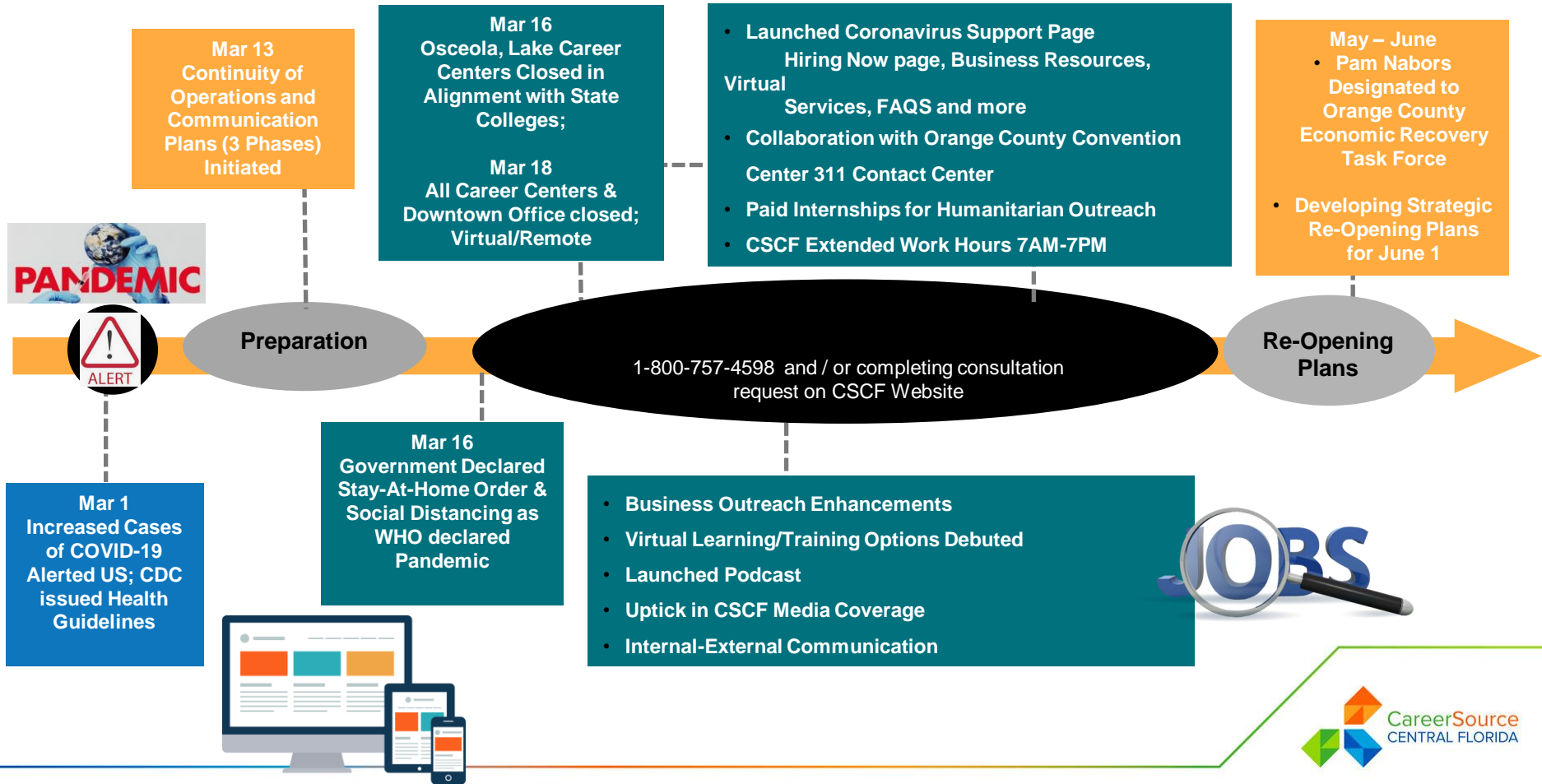
# BUSINESS SERVICES SOLUTIONS

- 69% Increase in Number of Businesses Served From Mar 1 – May 15
- Relationships Cultivating More Individualized Support
  - 50% Decrease in Job Postings since Mar 1
- 75% Businesses Served are <250 Employees
- Majority of Business Services are Labor Market Information, Candidate Search Assistance and Referral, Connection to Resources
- More than doubled the number of New Businesses served since March 1, from 582 to 1,127.



**Job Listing | Candidate Referral | Applicant  
Screening | Virtual Job Fairs | Recruitment |  
Paid Internship | Virtual Workshop**

# COVID-19 CRISIS - CSCF RESPONSE



THANK YOU!

VISIT US:  
[WWW.CAREERSOURCECF.COM](http://WWW.CAREERSOURCECF.COM)

# Community Needs, Gaps and the Response

**Ray Larsen**

Vice President, Collective  
Impact

Heart of Florida United Way

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# Shifts in Education

**Anthony Cook**

Coordinator of College and  
Career Counseling Services  
School District of Osceola  
County

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# FAFSA Challenge Winners

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# Florida FAFSA Challenge

## What is the FAFSA Challenge?

**59%** of Florida high school seniors who complete the Free Application for Federal Student Aid (FAFSA) qualify for a Pell Grant, one of the largest forms of federal aid available to low-income students.

But Florida ranks **30th** in the nation for FAFSA completion.

Florida College Access Network started the Florida FAFSA Challenge in 2014 to encourage all Florida schools and districts to increase FAFSA completion by **5% over the previous year**.

<http://floridacollegeaccess.org/initiatives/florida-fafsa-challenge/>

# FCAN FAFSA Challenge Winners

## MVP (Highest FAFSA completion rate through April 24, 2020)

**Large School:** Suncoast Community High School, Riviera Beach, Palm Beach County

**Medium School:** School For Advanced Studies – South, Miami, Miami-Dade County

◇ **Small School:** Acceleration East, Orlando, Orange County

**Large District:** Sarasota County Schools

**Small District:** Glades County School District

## Most Improved (Compared to last year, through April 24, 2020)

◇ **Large School:** Tohopekaliga High School, Kissimmee, Osceola County

◇ **Medium School:** Professional & Technical High School, Kissimmee, Osceola County

**Small School:** Florida Southwestern Collegiate High School, Punta Gorda, Charlotte County

◇ **Large District:** Osceola County School District

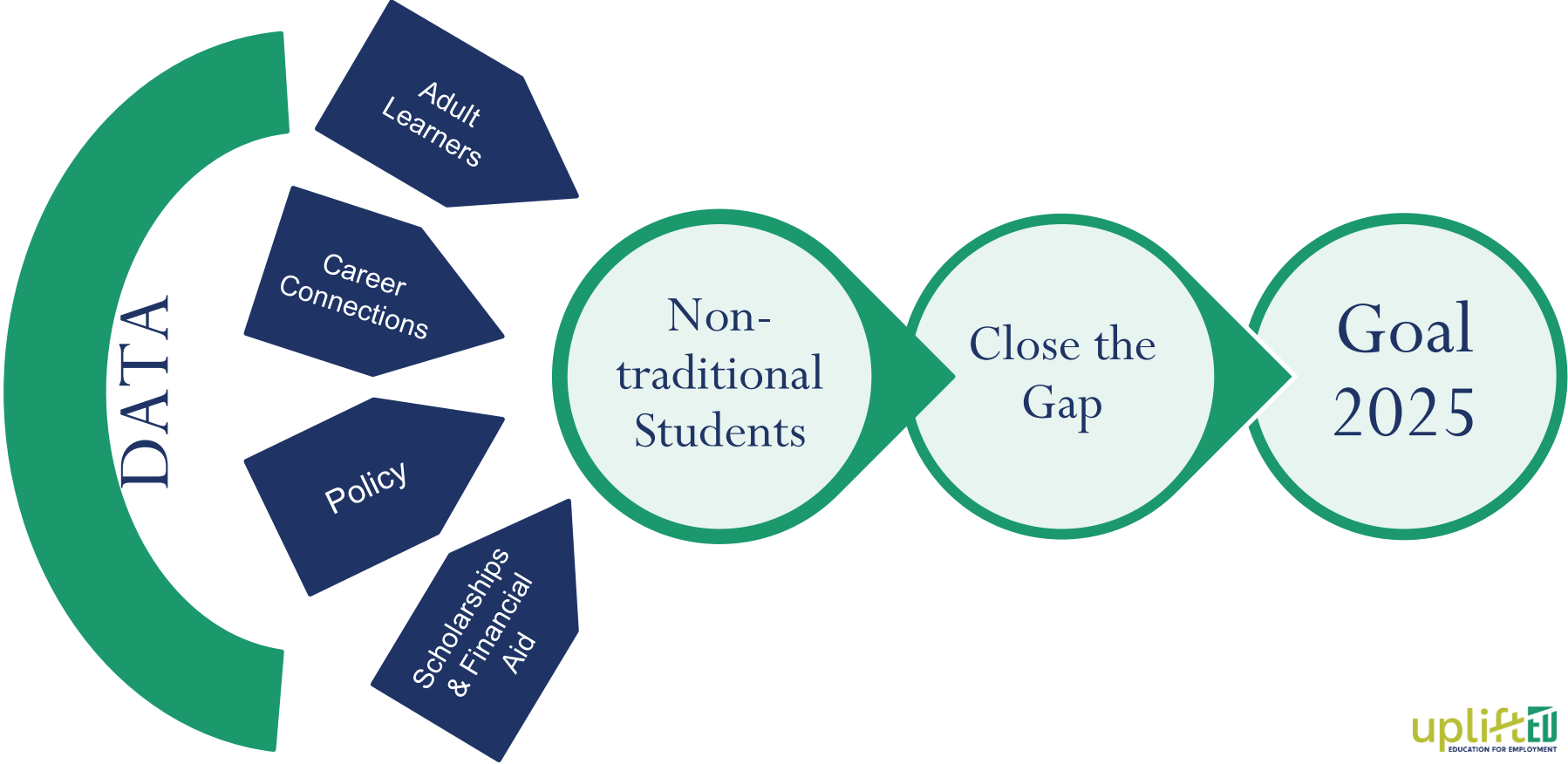
**Small District:** Glades County School District

UpliftED's  
Programming -  
Update

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# Theory of Change



# Programming

FCAN's Apply Yourself Florida

To increase the number of low-income and first-generation students applying to college

UpliftED's Apply Yourself  
Central Florida

To increase the number of low-income, first-generation students and those coming from ALICE families applying to college

We will work with our partners to offer adults (in both direct and intergenerational efforts) opportunities to apply for admission to post-secondary programs

# Programming

## FCAN's Plan It Florida

To ensure every Florida student graduates high school with a college or career plan

## UpliftED's Plan It Central Florida

To ensure every Central Florida student (traditional and non-traditional) graduates high school and/or earns a GED with a college or career plan

UpliftED will identify 2 - 3 key partners offering GED classes to start implementing this program and/or adjust their own efforts to align with those of Plan it (Central) Florida.

UpliftED will work closely with FCAN to create new and/or adjust existing resources and tools to be relevant to the adult learner (or other non-traditional groups).

UpliftED will share the Plan It Florida Toolkit (existing and/or adjusted for other populations) to its CBO partners and offer it to potential new partners (which is expand the UpliftED partnership base and reach)



## Programming

### FCAN's FAFSA Challenge

To encourage all Florida schools and districts to increase FAFSA completion by 5% over the previous year.

### UpliftED's FAFSA Challenge

- (a) To encourage all (Central) Florida schools and districts to increase FAFSA completion by 5% over the previous year.
- (b) To encourage adult learners to complete the FAFSA

## Programming

### FCAN's FAFSA Challenge

To encourage all Florida schools and districts to increase FAFSA completion by 5% over the previous year.

### UpliftED's FAFSA Challenge

- (a) To encourage all (Central) Florida schools and districts to increase FAFSA completion by 5% over the previous year.
- (b) To encourage adult learners to complete the FAFSA

## Florida College Access Network

Apply Yourself  
Florida

To increase the number of low-income and first-generation students applying to college

Apply Yourself  
Central Florida

To increase the number of low-income, first-generation students and those coming from ALICE families applying to college

Plan It  
Florida

To ensure every Florida student graduates high school with a college or career plan

Plan It  
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To ensure every Central Florida student (traditional and non-traditional) graduates high school and/or earns a GED with a college or career plan

FAFSA  
Challenge

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(b) To encourage adult learners to complete the FAFSA

## UpliftED

# Updates & Announcements

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# Let's Stay Connected



/upliftedcf



goingtocollege@hfuw.org



@upliftedcf



upliftedcf.org

# upliftED

EDUCATION FOR EMPLOYMENT