



**MARCH 11, 2010 MEETING
FSU CENTER FOR ADVANCED POWER SYSTEMS, TALLAHASSEE, FL**

SUMMARY

Members in attendance: Steve Balius, Audrey Brown, Andra Cornelius, Kim Gay, Jennifer Grove, Rosanne Heard, Carol Higley, Vesselka McAalarney, Rick Meeker, Derek Robertson, Susan VanBuren, and Jamie Van Voorhis.

Participating by conference call were Marilyn Barger, Kevin Gay, Ron Goss, Sharon Patterson, and Jackie Skyrd.

Guests: Colleen Englert, Lila Jaber, Melanie Simmons

After self-introductions, Andra welcomed everyone and recognized Lila Jaber, WFI Board Member and Chair of the Infrastructure and Sustainability Committee. Jennifer thanked the meeting host Rick Meeker and CAPS. She reviewed the agenda and reported that Betsy Levingston was representing FEWC by giving a presentation to the Midwest Energy Association. Jennifer introduced Colleen Englert for her presentation.

Florida Ready to Work Presentation – Colleen Englert, Executive Director

Ms. Englert explained that the Florida Ready to Work program is aligned with many of the objectives of the FEWC. It is about building a strong, sustainable workforce for Florida. The program endeavors to ensure the workforce has the foundational skills – across industries and occupations - necessary to move into training programs and post-secondary education programs.

Primary program components include:

- Online Courseware – Targeted jobseeker/ incumbent worker training in nine foundational skill areas identified by employers as necessary for job success across industries and occupations.
- Online Placement and Post Tests – Embedded in courseware as an initial skill assessment to pinpoint skill gaps, focus instruction and track learning gains.
- Credential – Standardized career readiness certificate issued by the State of Florida, validating a jobseeker has the foundational skills required for most jobs today from entry-level to professional.
 - Gold – Minimum score of 5, ready for 90% of jobs
 - Silver – Minimum score of 4, ready for 65% of jobs
 - Bronze – Minimum score of 3, ready for 30% of jobs
 - Portable, 30+ states with similar programs
- Proctored Assessments – To earn the credential, a jobseeker must take three proctored assessments to validate mastery of core workplace communication, reasoning and problem-solving skills.
 - Applied Math – Workplace math i.e., calculating percentage discounts and markups

Reading for Information – Using memos, letters, directions, signs, notices, bulletins, policies and regulations

Locating Information – Working with charts, graphs, tables, forms, flowcharts, diagrams, floor plans, maps and instrument gauges

- Job Profiling – Process to identify the skills and skill levels necessary for a specific job, providing employers quantitative benchmarks for hiring, training and promotion.

The FRW program maintains a database of more than 15,000 jobs profiled nationally.

The program has been in operation for almost three years. During that period 243,000+ courseware hours have been logged. The courseware is online and delivered through a web-based application. Over 140,000 individuals have participated in the program having used the courseware, taken at least one assessment and/or earned the credential. More than 72,000 have earned credentials. Preliminary employment and wage data indicates credential earners are outperforming those without the credential in both job placement and earnings.

In preparing individuals for community college enrollment, the FWR program is working on initiatives to address this situation. Results of return on investment for employers include a 30 percent reduction in performance related turnover and 50 percent cut in training time (6 to 3 months).

One company who used the program showed \$309.94 savings per new hire in recruiting costs and \$670.39 savings per new hire in reduced turnover. The Florida manufacturing sector had 165,289 new hires in 2007, resulting in $\$309.94 \text{ savings} \times 165,289 = \$51.2 \text{ million potential savings}$ and $\$670.39 \text{ savings} \times 165,289 = \$110.8 \text{ million potential savings}$.

Other useful advantages of using the program include the use of objective, standardized measurements of skills; incumbent worker training and development; new hire screening; workforce decision-making and strategic planning tools; reduce hiring, training and turnover costs; increase productivity and profitability; and, no direct cost to employers.

A copy of Ms. Englert's presentation is posted on the FEWC website.

FEWC Committee Reports

Each committee reviewed their 2009 accomplishments and set forth goals for 2010. The entire "2009 Key Accomplishments/2010 Action Plan" is posted on the FEWC website.

Executive Committee – Jennifer Grove gave an overview of the FEWC including other state consortia (26). Jennifer provided a power point (copy posted on FEWC website) showing 2009 accomplishments for each committee that were reported on by each committee chair.

Career Awareness – Carol Higley reported on the many committee accomplishments in 2009. Suggested 2010 goals for the committee included: increased collaboration with local, regional and national partnerships (ex. STEMflorida and CEWD) on Career Awareness efforts for Energy Industry; increased energy career awareness communication with Florida's education system; and, increased student engagement in activities promoting energy careers. Andra Cornelius briefed attendees on the Science, Technology, Engineering and Mathematics (STEM) program.

Carol announced she has a poster made from last year's winning student design competition. It will be delivered to Niceville High School by Susan Van Buren. If there is interest, the poster could be replicated for further distribution and posting. Rick Meeker shared that the Center holds an annual open house (February) in conjunction with the mag lab and FEWC may want to participate next year. Carol concluded by reporting that shirts with the Get Into Energy Florida logo will be purchased for dues paying members and available for order by others.

Ms. Higley's presentation is posted on the FEWC website.

Policy and Education – Jennifer Grove provided this report in Betsy Levingston's absence. The committee's major accomplishment in 2009 was the creation of the new Energy Course Frameworks for Florida Dept. of Education and gaining approval for the addition of an Energy Industry Cluster to those recognized by the FLDOE. Additional information can be found in the presentation posted on the FEWC website.

State and National Outreach – Jennifer Grove presented this report. FEWC supported the Florida Department of Education's application for the federal Race to the Top dollars and Florida was recently selected as one of the top 16 states for the next phase of competition. This could result in \$700 million allocated to Florida, of which 70% would focus on teacher development. Note: since our meeting, FDOE announced the Race to the Top Round 1 winners – Florida was not one of them.

Untapped Labor Pools – Kevin Gay provided this report. Due to the current status of the economy, the committee is struggling to find direction because there is now an abundance of labor and no longer a need to develop additional pools from untapped sources. The committee decided to table meetings to a quarterly basis to determine if it is still viable.

Andra reported that this issue has been discussed with Ann Randazzo at CEWD. When FEWC meets with the other state consortia, the question of the need for untapped labor pool committees will be discussed.

Funding and Resources – Susan VanBuren began her report by acknowledging the work/accomplishments achieved by her predecessor, Cindy Amor. The draft expenditures for 2010 include allocations to Career Awareness - \$9,050; and Policy & Education - \$10,000. Current available funds amount to \$27,944.04. Susan distributed a handout that showed details of the budget.

Meeting dates for 2010 are listed at the end of the power point presentation. Jennifer encouraged all FEWC members to consider which committee they are most interested in and contact that committee chair to indicate their interest to join in.

The group received a presentation from Dr. Melanie Simmons, Asst. Director of Program Development at the Institute for Energy Systems, Economics and Sustainability, on the proposed Professional, Science Master's in Sustainable Energy at Florida State University. Her presentation is posted on the FEWC website.

Mr. Rick Meeker, Program Development Manager of Industry Partnerships at the CAPS Institute provided a brief overview of FSU Energy-Related Curriculum and CAPS. His presentation is posted on the FEWC website. Prior to his presentation he introduced Dr. Braketta Ritzenthaler,

Asst. Dean of Industry & Research, Career Services who spoke about the FSU College of Engineering.

Members enjoyed a very informative tour of the Center for Advanced Power Systems before adjourning.