

**THE AGENCY FOR WORKFORCE INNOVATION AND
THE COUNCIL FOR EDUCATION POLICY, RESEARCH AND IMPROVEMENT**

**AN ANALYSIS OF THE NEED FOR NEW OR EXPANDED
WORKFORCE EDUCATION AND TRAINING PROGRAMS**

STUDY OUTLINE

Purpose

The Agency for Workforce Innovation (AWI) and the Council for Education Policy, Research and Improvement (CEPRI) were directed to conduct a needs analysis for workforce education and apprenticeship programs in House Bill 769. Statutory language in Chapter No. 2004-357 amends s. 1011.83, Florida Statutes, as follows:

The Agency for Workforce Innovation and the Council for Education Policy Research and Improvement (CEPRI) shall conduct a joint study on the need for new and expanded apprenticeship and other workforce education programs within each workforce region. The study shall include all apprenticeship programs registered pursuant to chapter 446, Florida Statutes. A specific emphasis shall be placed upon apprenticeships in construction and educational programs, including, but not limited to, biotechnology, information technology, allied health, or other identified areas of critical need. The Agency for Workforce Innovation and CEPRI shall jointly submit a report of their findings and recommendations by December 31, 2004, to the Governor, the President of the Senate, and the Speaker of the House of Representatives.

Background

The Florida Council for Education Policy, Research and Improvement has conducted several studies recently on workforce education/apprenticeship programs, particularly on state funding for these programs. These studies highlighted the importance of workforce education programs, which include certificate, associate degree and apprenticeship training, in meeting the needs of Florida's economy.

- ❑ A New Emphasis and Funding Methodology for Adult and Career Education (January 2004)
- ❑ Evaluation of the Role of Community Colleges and School Districts in Apprenticeship Programs (February 2002)
- ❑ Workforce Development Education Cost/Reimbursement Analysis (December 2001)
- ❑ Workforce Development Funding Issues (December 2000)

The Agency for Workforce Innovation provides a wealth of information on the workforce needs for the state and for the regions of Florida through their Labor Market Statistics division. Occupational employment projections are produced annually and forecast the future employment levels for specific industry and occupational categories in Florida. Projections are provided eight years into the future with the most recent projections forecasting through 2011. The employment projections provide information on growth rate as well as annual openings. The educational training required for the occupations is also provided from both a federal list and from the Florida Department of

Education. These data are produced for the state, for the twenty four workforce regions, and for counties with employment greater than 100,000.

Policy Issues

A skilled workforce is critical to Florida's ability to remain competitive in a global, knowledge-based economy. Congruence between the needs of Florida's employers and the skilled training provided by Florida's education providers is essential for meeting the economic and workforce development needs of the State. The need for skilled workers in Florida will be significant. Among the fastest growing jobs, most require at least one year of postsecondary training.

Florida is among the nation's leaders in the availability of data to assess the supply of and demand for skilled workers. Through the Agency for Workforce Innovation's labor statistics and the Department of Education's student databases, the tools for an analysis of workforce needs are readily available.

Assessing the state's current capacity to meet workforce needs requires that the following questions be examined:

- 1) By overall state and workforce region, what occupations have the fastest growth and most annual openings among those that require long-term on-the-job training or one to two years of postsecondary training in a certificate or associate degree program? What is the demand for programs in construction, biotechnology, information technology and allied health?
- 2) Of these occupations, does the occupation qualify by state or regional criteria as a high-wage, high-skill occupation? If not, does a critical need for this occupation exist (as evidenced by a significant number of annual openings)?
- 3) Of these occupations, can an apprenticeship training program be used to provide the skills training?
- 4) For these occupations, what skilled training is available by public and private providers for occupations of critical need or those meeting the high wage, high skill criteria? Do these training opportunities meet the local training needs?

Methodology

The project will require an analysis of the employment projections of the Agency for Workforce Innovation's Labor Market Statistics division and the enrollment in programs which train for the occupations. Employment projections are available by the twenty-four workforce regions through 2011. AWI and CEPRI will focus on occupations requiring long-term on the job training or postsecondary education of up to two years and/or those occupations for which apprenticeship training is possible. A snapshot of each workforce region will be produced that identify the following:

- ❑ Occupations that currently have training programs either in apprenticeship or workforce education programs offered by public and private providers along with an estimate of the local production of trained workers for those occupations.
- ❑ Occupations for which no training is currently provided regionally.
- ❑ High skill, high wage occupations and those of critical need to state for which no training opportunities currently exist, using procedures and definitions developed by the Workforce Estimating Conference (Florida Statutes s. 216.136 (9)).

Timeline

August 2004

- Discussion and approval of study outline

September – October 2004

- Preliminary joint analysis of the labor market demand by workforce region for skilled workers in occupations requiring long-term on the job training or one to two years of postsecondary training.

November 2004

- Presentation and review of draft report

December 2004

- Approval of final report for transmission to the Governor, Speaker of the House and President of the Senate