

**State University System
Education and General
2015-2016 Legislative Operating Budget Issue
Form I**

University(s):	All
Work Plan Issue Title:	Targeted Educational Attainment (TEAm) Initiative
Priority Number	
Recurring Funds Requested:	
Non-Recurring Funds Requested:	\$15,000,000
Total Funds Requested:	\$15,000,000
Please check the issue type below:	
Shared Services/System-Wide Issue	<input type="checkbox"/>
2014-2015 Non-Recurring Issue	<input type="checkbox"/>
New Issue for 2015-2016	<input checked="" type="checkbox"/>

I. Description *(Describe the service or program to be provided and how this issue aligns with the goals and objectives of the strategic priorities and the 2014 Work Plan established by your institution. Include whether this is a new or expanded service/program. If expanded, what has been accomplished with the current service/program?)*

Background:

There are three areas where the supply of graduates from public and private colleges and universities in Florida at the bachelor's degree level is more than 1,000 less than what is needed by business and industry in Florida, annually. This gap was identified as part of the collaborative work undertaken by the Access and Educational Attainment Commission of the Board of Governors which included a collaboration between researchers from the Board of Governors, the Florida College System, the Florida Department of Economic Opportunity, the Florida Council of 100, the Independent Colleges and Universities of Florida, and the Commission for Independent Education.

The Targeted Educational Attainment (TEAm) initiative is a competitive allocation program open to all universities, and administered by the Board of Governors, that incentivizes the recruitment and graduation of students in the high-wage, high-demand fields of Computer and Information Technology,

Accounting and Financial Services, and Middle School Teacher retention (see Table 1).

Table 1: Annual Projected Under-Supply in Florida in Occupations Requiring a Bachelor’s Degree

Occupation		Projected Annual Under-Supply	
Computer Occupations		2,361	
	<i>Computer Network Architects</i>	439	
	<i>Computer Systems Analysts</i>	564	
	<i>Computer Programmers</i>	316	
	<i>Software Developers - Applications</i>	459	
	<i>Software Developers - Systems Software</i>	370	
	<i>Graphic Designers</i>	213	
Middle School Teachers		1,024	
Accountants & Auditors & Financial Analysts		971	
Training & Development Specialists		348	
Operations Research Analysts		217	
Kindergarten Teachers		210	
Industrial Engineers		177	
Medical & Clinical Laboratory Technologists		169	
Insurance Underwriters		132	
Credit Counselors		118	
Public relations Specialists		116	

Source: Commission on Higher Education Access and Educational Attainment, “Aligning Workforce the Higher Education for Florida’s Future,” p. 6.

If Florida desires to raise its national standing, we need to do a better job letting prospective students know where the jobs will be and what programs are available to prepare them for these jobs. Ultimately the choice is theirs, but the opportunities must be there for them to choose.

This means smart, strategic decisions about the program offerings the state’s universities expand to meet the workforce needs of the future. Recognizing there is a need for continual growth in educational attainment, especially in particular areas, it is the expressed intent of the Targeted Educational Attainment (TEAM) initiative to support Florida’s public universities, and their partners, provision of strategically identified access points to the high demand areas employers are seeking to fill by expanding academic program capacity. Furthermore, the initiative will aid in meeting the State University System of Florida, Board of Governor’s mission to provide undergraduate, graduate and professional education, research, and public service of the highest quality through a coordinated system of institutions of higher learning, each with its own mission

and collectively dedicated to serving the needs of a diverse state and global society.

The objectives of the TEAm initiative are to: 1) assist institutions of higher education in Florida grow programs that lead to high-skill jobs, 2) increase the number of Floridians completing programs in high demand areas, and 3) wisely leverage the strengths of institutions of higher education for a sustainable future.

In light of the results of the gap analysis conducted by the Access and Educational Attainment Commission, applicants will be encouraged to expand existing Targeted Programs that focus on graduating substantially more students in three Targeted Program Areas: Computer and Information Technology, Middle School Teacher Retention, and Accounting, Financial Services and Auditing.

This initiative builds upon the TEAm grant program, funded with \$15M in 2013, to further meet demand and leverage institutional collaboration for the benefit of the students, business and industry, and the State. Four partnerships were funded with the first round of support; three focused on Computer and Information technology, one partnership was focused on Accounting and Financial Services and a grant focused on Middle School Teacher retention was not awarded. The currently funded partnerships focused on Computer and Information Technology will graduate over 500 more students than they would have served without the support in the 2017-2018 award year; leaving a gap of 1,700 additional graduates in this area still needed. By 2017-2018 the Accounting and Financial Services partnership currently funded will graduate 200 more students than they would have otherwise, reducing the gap from roughly 1,000 to 800. The need to middle school teachers remains unaddressed with an estimated 1,024 openings going unfilled each year.

Funding Requested: \$15 million is being requested to administer another round of funding to address the gap between the high-wage, high-demand jobs Florida needs and the number of graduates from public and private colleges and universities in Florida.

II. Return on Investment *(Describe the outcome(s) anticipated, dashboard indicator(s) to be improved, or return on investment. Be specific. For example, if this issue focuses on improving retention rates, indicate the current retention rate and the expected increase in the retention rate.)*

Preparing students for jobs in high-wage, high demand areas is a state priority. By funding this program the State of Florida will continue its commitment to providing a solution to meet the needs of both students and employers.

The gap analysis developed in support of the Board of Governor’s Access and Attainment Commission identified high-wage, high-demand fields needed by business and industry in Florida. This initiative will result in an increased number of graduates from high demand disciplines and increased employment in the occupations identified as being in demand. The net result will be a closing of the gap between supply and demand.

Allocating the available funds will provide public and private institutions of higher education an opportunity to collaborate in preparing graduates for the jobs employers in Florida need to fill, thereby increasing individual earnings and State revenues from those earnings, while also incentivizing business and industry to stay in, or move to, Florida.

This request is consistent with previously-articulated goals of the Board of Governors, the Governor and the Legislature to strengthen the connection between the fields in which students study and the jobs that employers in Florida need to fill. Furthermore, this request is consistent with the Board of Governors 2012-2025 Strategic Plan with a stated goal to “seek ways to organize and collaborate for increased efficiencies and a stronger System and State.”

III. Facilities *(If this issue requires an expansion or construction of a facility and is on the Capital Improvement List complete the following table.):*

	Facility Project Title	Fiscal Year	Amount Requested	Priority Number
1.	n/a			
2.				