



FLORIDA
CONSORTIUM
OF METROPOLITAN
RESEARCH UNIVERSITIES

TALENT DEVELOPMENT



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Transforming **Learning** into **Talent** for Florida.

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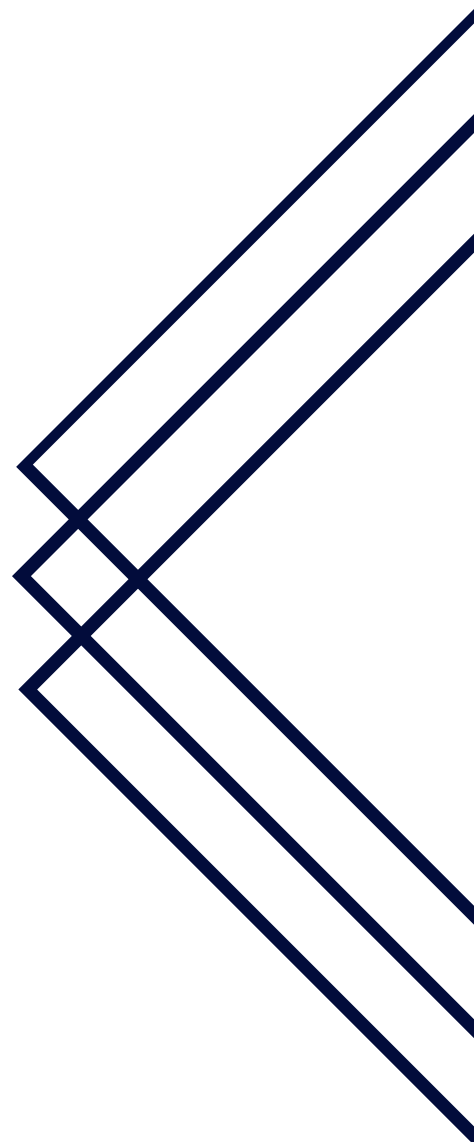


Burning Glass Technologies is higher education's partner throughout the learners journey. Burning Glass analyzes millions of job postings and labor market patterns. This information provides regional and national trends that empowers institutions.

Access

FIU, UCF, and USF have had access to Burning Glass solutions as a part of the College to Career Grant, from the Helmsley Charitable Trust for over two years.

The Florida Consortium renewed its partnership agreement to maintain access through 2021.





Teams at FIU, UCF, and USF have learned how to leverage Burning Glass solutions to:

- Simplify curriculum reviews
- Provide labor market data /third party insights for departments that don't have employer advisory boards
- Leverage supplemental hiring data for existing advisory boards
- Expand the list of employers where students can complete practicums
- Foster new internship and or coop opportunities with regional employers
- Share career readiness insights that elevate badging, skills tagging for students
- Help faculty integrate skills and career readiness messaging into courses/assignments/guest speakers
- Streamline annual employability data required by State University System of Florida and accrediting boards
- Increase student facing meetings in career services
- Further customize advising



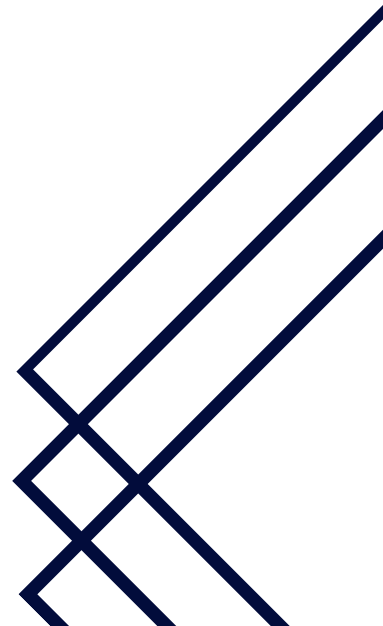
Florida International University

"We developed an entire workshop series for both academic advisors and students focused on the 8 NACE career readiness competencies. To help inform our content, we ran reports from Burning Glass which showed the number of jobs in our area, per academic discipline, that requested those very same competencies to highlight the importance of students developing and articulating these skills."

Lynn Gomez, MSW, Career Counselor II, Center for Advising & Student Success - College of Arts, Sciences & Education

Faculty and administrators from the following colleges or departments have received training and access to Burning Glass Solutions

Department of Teaching and Learning
College of Arts, Sciences & Education (including the Chair)
Robert Stempel College of Public Health and Social Work
College of Communication, Architecture + the Arts
Career and Talent Development
Green School of International & Public Affairs
Academic and Career Success team
School of Computing and Information Sciences
Honors College
Chaplin School of Hospitality



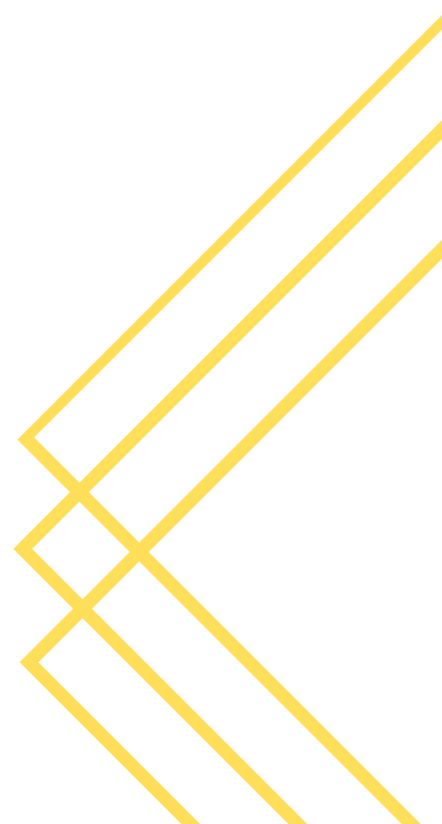
University of Central Florida

"Looking at demand and what the labor market is seeking is something we've kept an eye on, but especially when we made the push into online more broadly, the data is needed. I am excited about having access to more information, that is key."

UCF Marketing

Faculty and administrators from the following colleges or departments have received training and access to Burning Glass Solutions

Student Development and Enrollment Services
Division of Teaching and Learning
Career Services
Institutional Knowledge Management
UCF Marketing



University of South Florida

"I use Burning Glass quite extensively when USF is looking at proposing a new degree program or whether to discontinue a program. Also, discussions related to changes to existing programs is when I pull Burning Glass data."

Cynthia Brown Hernandez

Associate Director, ODS-USF System Academic Planning

Faculty and administrators from the following colleges or departments have received training and access to Burning Glass Solutions

Academy of Teaching and Learning Excellence

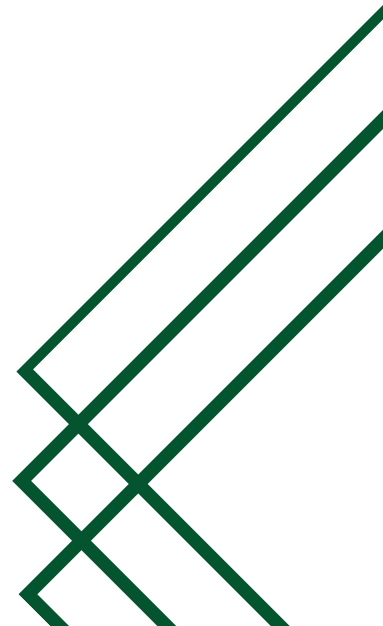
College of Arts and Sciences

Career Services

Innovative Education

Office of Decision Support

System Academic Planning



Other Engagement

**Doubling Florida Job Opportunities for
Biology & Psychology Majors Research Brief
Doubling Florida Job Opportunities Virtual Seminar
Skills, Skills, Skills: Using Labor Market Data in Academic
Program Development & Curricular Design Presentation
National Student Success Conference
University of South Employer Institution 2018
University of South Florida Consolidation Convening's
Student Success 3.0: Curriculum Analysis Regional
Labor Market Insights Presentation
USF College of Arts & Science Case Study**

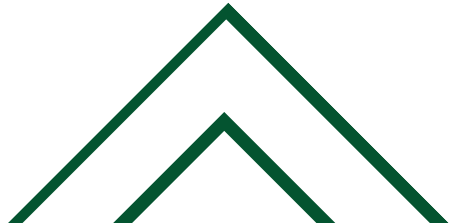
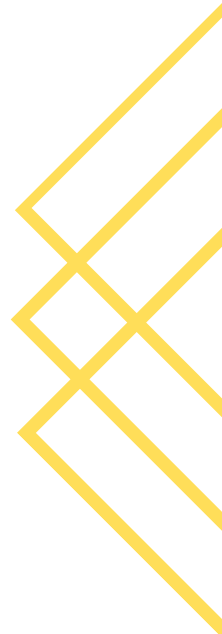




EMSI labor market data covers more than 99% of the workforce, is compiled from a wide variety of government sources, job postings, and online profiles and résumés. Emsi data can be used to solve a variety of problems such as: aligning programs with regional needs, career readiness, and regional economic and workforce activity. Also noteworthy EMSI's customers hail from the US, the UK, Canada, and Australia.

The Florida Consortium signed a one year agreement with EMSI to leverage its alumni insights and economic impact expertise.

EMSI solutions will help the Florida Consortium produce reports and thought pieces that further convey our collaborative economic impact and contribution to the state's high skilled workers talent pipeline.



EMPLOYABILITY

CASE STUDY: UNIVERSITY OF SOUTH FLORIDA



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Skills Mapping: Curriculum Review with Real Time Labor Market Data

Together Florida Consortium member institutions, FIU, UCF, and USF educate about half of the sunshine state's high skilled workforce.

College to Career

In 2017, the Florida Consortium received a \$1.5 million grant from The Leona M. and Harry B. Helmsley Charitable Trust to support the Florida Metropolitan STEM Continuum: From College to Career program. This case study is a component of this multifaceted work.

Navigating Student Success and Career Pathways

Now more than ever, higher education is charged with helping learners navigate academic success and career readiness prior to graduation. According to recent reports **"about 43% of college graduates are underemployed in their first job. Examined by major, underemployment rates vary by 50 percentage points, from 29% in engineering to 80% in personal and culinary services."**

As a part of USF's ongoing commitment to student success, the College of Arts & Sciences was asked to conduct a comprehensive curricular review of its undergraduate program. In short, sixty five programs were analyzed to determine whether they maintained high academic rigor, provided the National Association of Colleges & Employers (NACE) eight career competencies, and reinforced high impact practices. This project was led by Allison Cleveland-Roberts PH. D., the associate dean of undergraduate & graduate programs at USF. The Florida Consortium, and Burning Glass Technologies provided consultation through a series of in person and virtual sessions with staff and faculty. Cleveland Roberts also developed a curriculum matrix to record findings and conducted one on one interviews with select faculty. Burning Glass tools Labor Insight™ and Program Insight™ helped the team observe the demand for skills and competencies across industries. They also looked at jobs that are historically harder for employers to fill and compensation patterns in the Tampa Bay area. This was important as many learners reside in this region after graduation.



Observations

Ultimately, this collaborative effort offered many insights. Here are a few examples:

The women's and gender studies faculty took a look at the kinds of workforce opportunities and market expectations their learners would encounter. They quickly realized that their existing program excelled in project management through the program's emphasis of workplace-based course work and internships. They also determined that the project management aspects of their program were relatively unknown to regional employers. Faculty resolved to develop ways to emphasize project management skills in the classroom and in external communications with local employers.

In another instance, the physics department, concluded that the findings from the labor market reports confirmed their current approaches in the classroom. However, this group shared a desire to display the workplace-related skills that students develop in their courses. As a result, they created a map for faculty, current physics majors, and prospective students to tell this story.

Finally, the religious studies department experienced declining enrollment when compared to regional programs. Using Burning Glass employer profiles, this team of faculty discovered a number of local companies and organizations that were seeking ethical reasoning, decision-making, and research skills - much of which their students developed in their classes. This department resolved to focus on ways to highlight these skills and provide practical work experience to help prepare religious studies majors for employment and attract prospective students. The team also developed a list of local businesses to build relationships for internships and future employment.

In Summary

Some lessons from the collaboration between USF, the Florida Consortium, and Burning Glass Technologies include:

Executive Sponsorship

Provost Ralph Wilcox issued the initial directive. His executive sponsorship played a large role in producing overcome resistance and producing tangible findings with a short timeline. Also noteworthy, both the dean and associate dean of the college took ownership of the project and included faculty in a meaningful way.

Flexibility

The project was operationalized as a shared responsibility and adaptive work – the team spent time brainstorming solutions, rather than holding on to a rigid set of initial plans or ideals.

Time

In a four months, the college of arts & sciences at a large research one university conducted a comprehensive analysis that reviewed programs for academic rigor, career readiness, and job market alignment.

Elevating high impact practices with faculty, introducing NACE career readiness competencies to group and a custom built matrix that capture findings from this exercise helped contributors to see talent development as an extension of their work. As a result faculty and staff developed a better understanding of the skills learners need and ways to build those skills.



Sources

The Permanent Detour: Underemployment's Long-term Effects on the Careers of College Graduates *Strada Institute for the Future of Work Report*

The National Association of Colleges and Employers: Career Readiness Competencies

High-Impact Educational Practices: What They Are, Who Has Access to Them, and Why They Matter, by George D. Kuh (AAC&U, 2008).



