



ASPIRE

**annual
report
2021**

about **ASPIRE**

Since 2018, A.S.P.I.R.E. Capital Region, or Accelerating Student Performance Into Realms of Excellence, has convened a cross-sector of community partners, or guiding team, dedicated to leveraging assets to bridge gaps and scale education and workforce opportunities for all Leon, Wakulla and Gadsden County students. ASPIRE uses a data-driven, collective impact approach to improve educational access and success beyond high school for underserved, underrepresented, and vulnerable student populations in these areas.

Non-profit, business, education, and government agency leaders joined to collectively address talent and educational attainment in the Capital Region.

ASPIRE, a local college access network, or LCAN, addresses the community's complex educational attainment issues. ASPIRE began its work by establishing its common agenda then developed its shared measurements, also known as the key point indicators. The guiding team used those key point indicators to create a forum for other community stakeholders to join the work.

“ Together we must focus on developing and building a pipeline of talent that meets the needs of our community. This can't be done by one entity alone as it takes a cohesive group of stakeholders, with a shared vision, working collaboratively to address the greatest opportunities and challenges facing our talent pipeline. As a group, we can work to leverage the assets of our community as we take a strategic approach to education and workforce development in our own backyard.

- SHELLY BELL
DIRECTOR OF CAREER AND ADULT EDUCATION, LEON COUNTY SCHOOLS

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the future of **WORK**

Education and training beyond high school are critical to ensuring that Capital region residents are prepared for the jobs of the future. Moreover, many state-wide and national economists suggest that as early as 2021 but no later than 2030, 60% of gainful employment will require education and training beyond high school, including 2- and 4-year degrees, apprenticeships or high-quality, industry level certification. With the increase in demand for a postsecondary credentials, those citizens relegated to low-skilled jobs may find themselves more susceptible to under-employment or unemployment, thus contributing to the community's poverty rate.

The future of work is now. National experts on the future of work assert that technology and automation advances, the concepts of work, workers and the workplace will continue to evolve. In the near future: jobs will be created and eliminated more quickly; existing roles will be redefined, requiring essential skills to shift to adapt to new roles; and, participation rates will evolve and shift more towards "gig," modularized, entrepreneurial work.

Therefore, to ensure the region's economic prosperity, high school graduates and workers will need to be able to adapt and shift more quickly. Moreover, workforce, education and community leaders will need to work together to ensure that the graduates and workers have the tools and resources available to gain additional skills and pursue their individual life paths and become contributors to their communities.

Skilled workers are also more resilient to economic downturns. During the Great Recession, low-skill and clerical jobs were decimated, but the recovery added mainly high-skill managerial and professional jobs. According to a study by Georgetown Center for Education and Workforce, over 95% (11.5 million of the 11.6 million) of the jobs created between 2008-2018 were obtained by people with some college education.

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Our region is going to have to create **18,500 new jobs** by 2030, with approximately 60% requiring education beyond high school. The collaboration of economic development, workforce, education and community leaders all focused on talent is job number one. Talent development and pathway solutions being driven by ASPIRE will ensure this region's economic prosperity.

- CORRIE MELTON
GREATER TALLAHASSEE CHAMBER OF COMMERCE

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what is collective impact?

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Collective impact is the commitment of a group of important actors from different sectors to a common agenda for solving a specific social problem. Unlike most collaborations, collective impact initiatives involve a centralized infrastructure, a dedicated staff, and a structured process that leads to a common agenda, shared measurement, continuous communication, and mutually reinforcing activities among all participants. *Source: Stanford Social Innovation Review https://ssir.org/articles/entry/collective_impact*

This report provides an overview of several key factors impacting the Capital Region: talent and educational attainment in the region, jobs of the future, demographic information and key progress indicators to monitor as the region moves to increase talent. It also reflects the work of ASPIRE Capital Region over the last year. The report captures the collective thought process from the cross-sector group - including key data reviewed, discussions and decisions made by the steering committee, an assessment of where the group is to date and next steps.

For this report, the data and activities focus on Leon County, Activities and resources piloted here will then be assessed and, where appropriate, scaled throughout the Capital Region.

The goal is systems change, with multiple organizations working together with aligned missions and actions to fully realize the goal of equipping all students with the necessary tools to reach their desired level of success in a fast-paced global economy. While this work will require analysis and coordination of talent development at all stages, for the initial phase of the project college and career readiness was identified as the focus. Though much work has been completed, there is undoubtedly more that must be done across the K-12 continuum and beyond to develop talent across the Capital Region.

KINDERGARTEN READINESS

Support greater access to high quality evidence based programs that help parents and families to foster their children's development

COLLEGE & CAREER READINESS

Establish programs designed to expand awareness of and strengthen access to educational opportunities that are reflective of students, businesses, and community needs

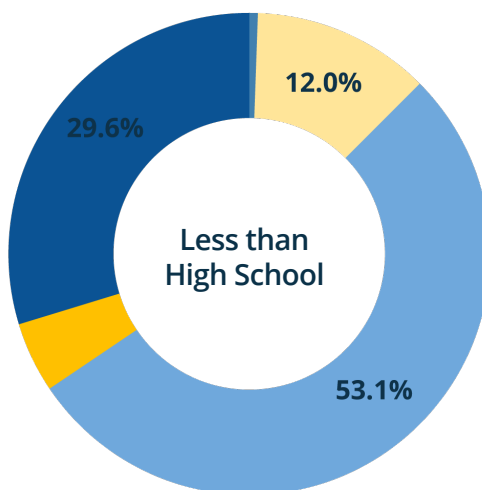
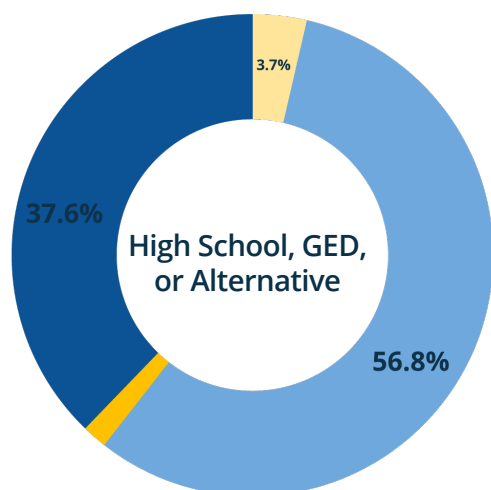
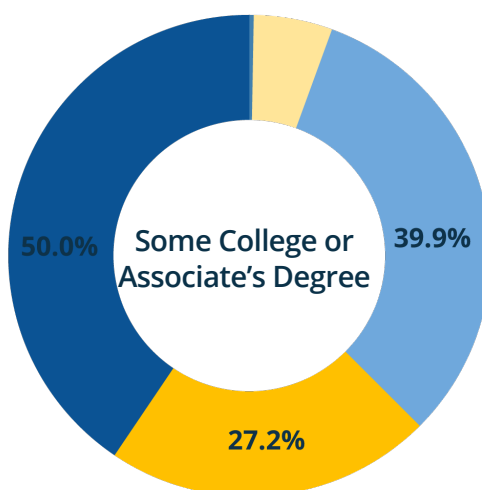
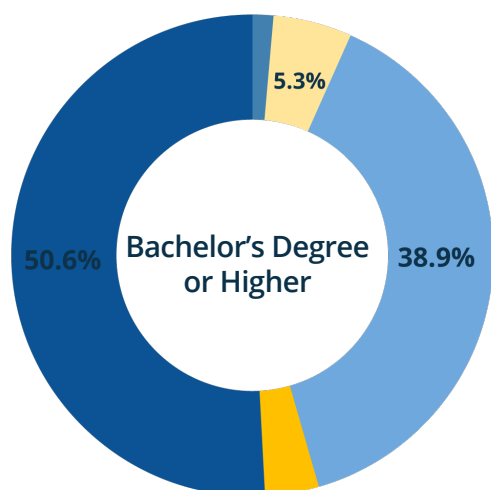
TALENT DEVELOPMENT

Create robust programs that address talent shortages, gaps, and potential

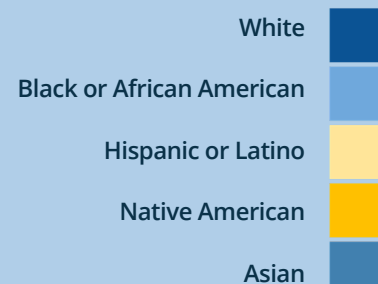
talent & educational attainment

The work of ASPIRE aligns with Governor DeSantis's goal for Florida to become number one in the nation for workforce talent and the Florida legislature's SAIL to 60 goal to strengthen alignment between industry and learning to achieve 60 percent educational attainment by 2030. Employers and businesses are increasingly naming talent as the most important asset and a key factor in decision making when considering moving to a state or region. Talent is measured by a region's educational attainment - the percentage of working-age adults in a community with a degree or high-quality credential.

degree attainment by race/ethnicity



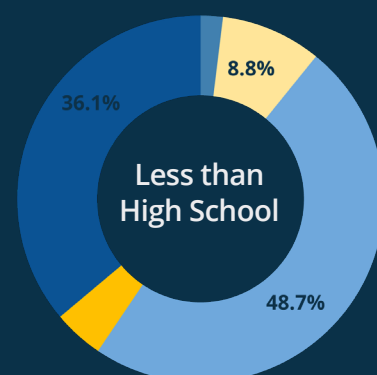
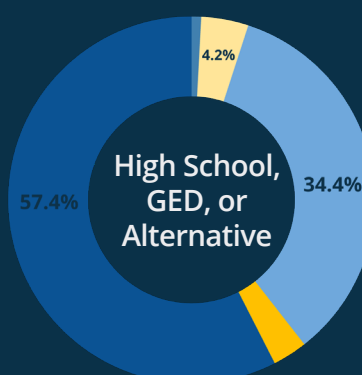
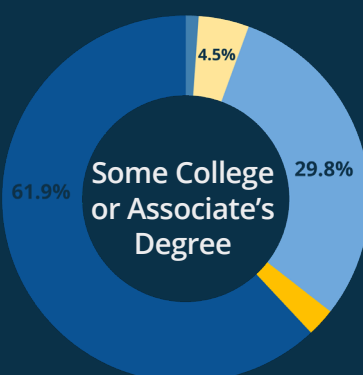
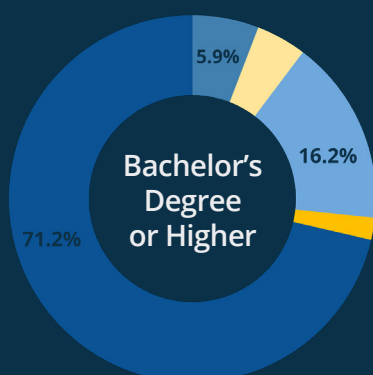
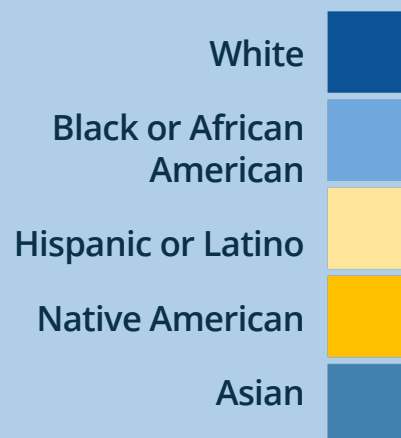
**gadsden
county**



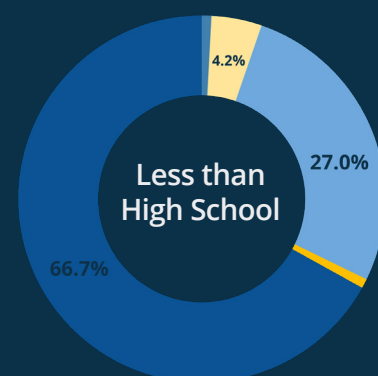
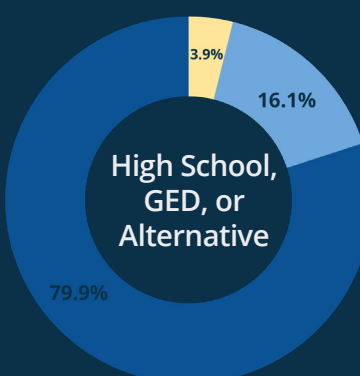
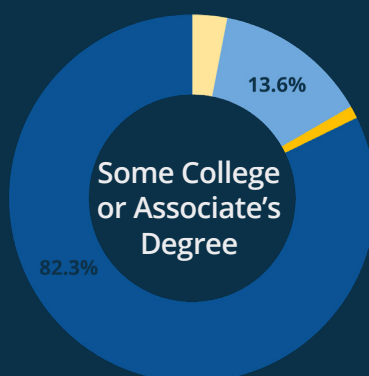
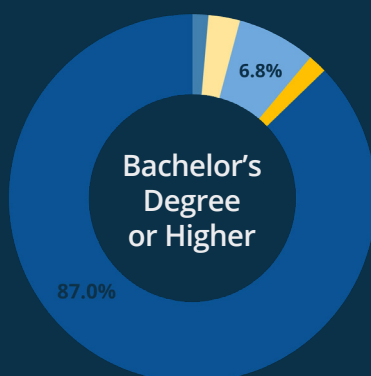
Source: US Census Bureau American Community Survey 1-year estimates (US and Florida) 2016; US Census Bureau, American Community Survey 5-year estimates (county), 2012-2016

degree attainment by race/ethnicity

leon county



wakulla county



key performance indicators

Key Point Indicators (KPIs) assist ASPIRE in understanding how well it is performing. Moreover, a KPI aids ASPIRE in determining what metrics matter most relative to its goals.

leon
gadsden
wakulla

state assessment

average reading
proficiency

grade 3

54%

31%

60%

grade 8

53%

35%

50%

average math
proficiency

grade 3

63%

55%

64%

grade 8

45%

39%

48%

accelerated curricular

Graduate who participates in Dual Enrollment, Advanced Placement (AP), International Baccalaureate (IB) participation

55.8%

40.9%

76.7%

career & technical education

industry-level certifications

4128 earned

unknown

unknown

attendance

chronic absenteeism

24%

16%

27%

free assistance financial student aid

FAFSA completion rate

55.9%

42.7%

41.3%

estimated pell grants earned

\$1,901,136

\$368,872

\$216,436

ASPIRE

year in review

How do we work together to ensure all Leon County students are college and career ready with the necessary skills to positively impact the community?

The ASPIRE guiding team worked together to develop and execute a series of webinars designed to service different sectors of the community.

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In order to remain competitive as a region we need to create nearly 18,000 new jobs by 2030. This job creation, along with addressing the talent shortage and bridging the skills gaps for individuals, will help elevate our economic growth and community success.

- TERRIE ARD
PRESIDENT & COO, MOORE
TALLAHASSEE CHAMBER, TALENT STRATEGIC
INITIATIVE CHAIR

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WEBINAR SERIES

ASPIRE PRESENTS

HOT JOBS:
Knowing who's hiring is not always the easiest thing to figure out and nor is what local employers are looking for when it comes to your skills. Well, Tallahassee Community College and CareerSource Capital Region have joined forces to help you take the guesswork out of your job search. This is the most important 60-minutes of your journey to meet your next employer. Virtual seats are limited, so register today!

Kimberly Moore
VP for Workforce
Innovation & TCC2WORK

Jim McShane
CEO
CareerSource Capital Region

July 15th, 2021
12:00pm - 1:00pm

REGISTER AT tcc.fl.edu/aspire

WEBINAR SERIES

ASPIRE PRESENTS

YOUR LINK TO THE FUTURE:
Secondary School, College/Career Planning, Financial Aid

We will focus on Secondary School information including but not limited to graduation requirements, dual enrollment, CTE opportunities 6-12 grades, college/career planning, Bright Futures, externship, DCT, apprenticeship, and any other opportunity available for high school students.

Teresa Dennis
M.S., Ed.S in School Counseling,
Transition Specialist/District Graduation
Coach for Leon County Schools

William K. Spiers, Jr., FAAC®
Director of Financial Aid,
Tallahassee Community College,
SASFAA Immediate Past President

August 19th, 2021
12:00pm - 1:00pm

REGISTER AT tcc.fl.edu/aspire

WEBINAR SERIES

ASPIRE PRESENTS

**TRAINING TOMORROW'S
WORKFORCE TODAY:**

The Need For Skilled Tradespeople
The shortage in the skilled trades is impacting our region, the state as well as the nation. Without new skilled laborers, wait times, work quality and costs in the building trades will have significant increases. Find out how you can get the training you need to fill in-demand jobs and help solve the skills gap problem in the trades.

This webinar will feature the following:

- Understand local training programs
- Learn how you can help spread the news to your friends and family

Shelly Bell
Director of
Lively Technical College

Manny Joanos
Coordinator at
Lively Technical College

August 26th, 2021
6:00pm - 7:00pm

REGISTER AT tcc.fl.edu/aspire

ASPIRE stakeholders

