



**TALENT4TOMORROW**  
PARTNERSHIP

## **College Access Network: Community Scan**

**September 2015**





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# Executive Summary

The *Talent4Tomorrow* Partnership seeks to build a competitive workforce by supporting data-driven programs and collective actions which increase the number of college\* graduates in fields that are high demand and high wage. The Partnership is comprised of area leaders committed to ensuring our local economy is resilient and competitive. Given that improving post-secondary attainment is imperative for the long term success of our region, *Talent4Tomorrow* leaders recently targeted higher education enrollment as a key objective, and commissioned an analysis of variables impacting college access.

This “Community Scan” was conducted in order to identify organizations providing college and career planning services to Sarasota County youth, and to gather feedback about possible ways to increase enrollment. Participant suggestions for expanding college-going rates focused on the themes of ***Awareness, Aspirations*** and ***Affordability***. Particular emphasis was placed on targeted strategies to address the following:

-  Student awareness of local high demand, high wage jobs - especially in technical/ trade and STEM-related fields;
-  Career exploration and planning opportunities for middle and high school students;
-  FAFSA completion rates in order to tap more Federal Pell Grant dollars and other financial assistance; and
-  Increased eligibility for Florida Bright Futures Scholarships through SAT/ ACT test preparation.

\*Throughout this report, college is defined as any post-secondary credential, including industry-recognized 1-year certifications from technical colleges.

## Background

In 2013, the Gulf Coast Community Foundation funded the first of a multi-year initiative to improve student outcomes and to cultivate a competitive workforce for our region. A broad-based business and education “cradle to career” collaborative, the *Talent4Tomorrow* Partnership, was then established as a regional effort to increase the number and placement of ready-to-work high school and postsecondary graduates in jobs that are high demand, high wage and high skill in the region. This built upon the *Sarasota Tomorrow NEXT* work, led by the Greater Sarasota Chamber of Commerce.

Research was carried out by Dr. Laurey Stryker to review best practices of successful cradle to career councils, and to conduct structured interviews with local stakeholders. A comprehensive *Talent4Tomorrow* report was completed in December 2013 and included an implementation plan with organizational structure, staffing and budget recommendations.



In March 2014, the *Talent4Tomorrow* Vision Council was established as a think tank comprised of a cross-section of area leaders in business, education, philanthropy and workforce development to focus on big picture solutions for transforming local career pathways. A roster of current members can be found in the Appendix. Once convened, the Council developed a shared vision through a business plan, defining its mission and goal as:

**Mission:** *To build a competitive local workforce prepared to lead our 21<sup>st</sup> century marketplace.*

**Goal:** *To create a career pathways system that will provide inspiration, encouragement and support for students to consider, prepare for, enter and develop STEM-related jobs locally.*

# Background

With the Greater Sarasota Chamber of Commerce acting as the convener, and CareerEdge Funders Collaborative as a key implementation partner, the Vision Council focused on two main actions over the last year: identifying and promoting high demand, high paying careers in two targeted industries; and developing student career exploration programs that encourage post-secondary attainment. These projects included the following:

## Focus on High Demand Careers

- **Manufacturing**
- **IT/ Computer Science**

## Career Exploration Programs

- **State of Jobs Conference**
- **Young Entrepreneurs Academy**
- **EdExplore SRQ - Career Explorations**
- **Road Trip Nation**

The Partnership also recently established a Data Action Team which identified seven Core Indicators that represent essential community-level outcomes. With support from SCOPE (*Sarasota County Openly Plans for Excellence*), trend line data are currently being loaded onto an online dashboard program, called the Results Scorecard, in order to track progress across these cradle to career metrics, and to ensure a data-driven approach. Details on these core and contributing indicators are included in the Appendix.

In May 2015, *Talent4Tomorrow* aligned with the Florida College Access Network (FCAN), a grant-funded entity at USF-Tampa, to identify strategies for improving college attainment rates for Sarasota youth. FCAN presented a *Goal 2025 Report* on Sarasota County statistics, and recommended that a “Community Scan” be implemented to assess what college and career services for youth already exist, as well as to gain insights about barriers to college and to identify opportunities for increasing enrollment rates. This report provides a summary of the Community Scan, which was conducted by consultant Deborah Chapman over a six-week period from July to September 2015.

# Why College Attainment Matters

The **economic** impact of increasing college attainment is significant for our community, as the quotes below indicate:

*“Having one more worker with a college degree instead of only a high school diploma boosts a city’s output by approximately **\$100,000** a year. “*

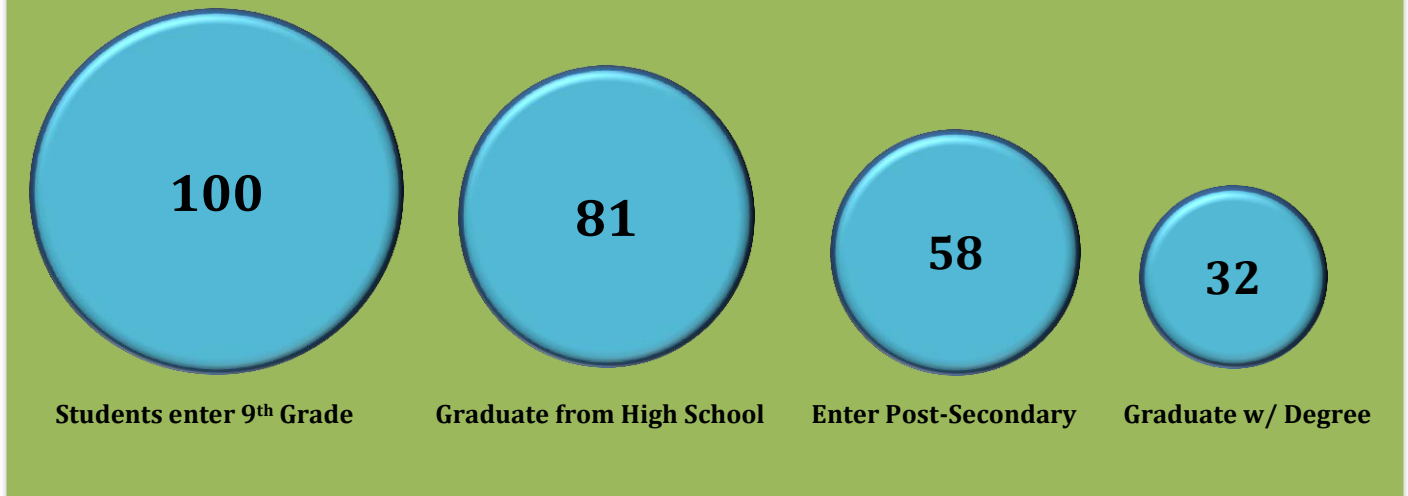
Source: Bureau of Business & Economic Research – University of Florida, 2012

*“Increasing college attainment by 1% produces an annual talent dividend of more than a **\$350 Million** annual increase for our Sarasota – Manatee region.”*

Source: *Talent4Tomorrow* Report –Dr. Laurey Stryker, 2013

Our economy requires a pipeline of qualified workers to meet the demands of local employers. This pipeline is highly dependent upon high school graduation, post-secondary enrollment and college completion rates.

## LEAKS IN THE WORKFORCE PIPELINE



According to FCAN data: For every 100 Sarasota County students entering 9<sup>th</sup> grade, 81% graduate from high school four years later, 71% (or 58) of those students enter a post-secondary institution, and approximately 55%, or just over half, actually complete a 2-year or higher degree.

# College Access Network Metrics

The *Talent4Tomorrow* Partnership identified the following metrics for assessing College Access Network outcomes. These represent both core and contributing indicators from the initiative’s cradle to career continuum, which is explained further in Appendix B.

Additional data disaggregated by demographics such as race/ ethnicity, gender and free & reduced lunch status will also be analyzed and tracked as the project advances. Baseline numbers were gathered using the most recent data available, as provided by FCAN. Appendix C includes several of these metrics for each Sarasota County high school.

Key Indicators	Metric	Baseline	Trend
High School Graduation	Percent of students who graduate in four years with a regular high school diploma	81% (2014)	↑
FAFSA Completion	Percentage of seniors completing the FAFSA	42% (Class of '15)	↓
Pell Grant Funding	Estimated <i>untapped</i> Pell Grant award dollars for Sarasota County	\$2.1 M (2013)	↑
Bright Futures Eligibility	Percent of high school graduates eligible for Bright Futures Scholarships	21% (2014)	↓
Post-Secondary Enrollment	Percentage of high school graduates enrolled in postsecondary institution w/in 16 months	71% (2012)	↑
Degree Attainment	Percentage of young adults (25-34) with an Associate Degree or higher	32% (2013)	↓
	Percentage of adults (25-64) with an Associate Degree or higher	39% (2013)	↑

Source: Florida College Access Network

# Community Scan Process

The objectives of the Community Scan are:

- To identify stakeholders in the community already dedicated to helping students prepare for and enroll in a post-secondary institution
- To gather feedback on perceived barriers to college enrollment
- To identify possible strategies for improving college-going rates, including systemic reforms
- To build a coalition, and increase collaboration and communication among partners

Over 60 community members were interviewed by consultant Deborah Chapman. Participants included representatives of the school district, foundations, youth organizations, colleges, the faith-based community, libraries, law enforcement, and workforce development. Individuals were asked about barriers to college enrollment and their ideas for increasing post-secondary attainment for area youth. Opportunities for collaboration were also explored, and best practices in the areas of college enrollment and attainment were researched and discussed in many of the meetings.





## Community Scan Process

The Appendix contains a list of community members interviewed, along with a sample questionnaire script. And it includes an inventory of youth organizations and college partners, with summaries of the career planning services they provide and an accompanying asset map chart.

The Community Scan process also involved capturing input directly from high school students who were surveyed and interviewed in order to gain insights about their interests and college planning experiences. A copy of the student survey can be found in the Appendix.

Attempts were made to include all relevant parties in this analysis, and the asset mapping and communication process is expected to be continuous. The goals of the Community Scan include galvanizing stakeholders and laying the groundwork for developing new partnerships, so it is anticipated that additional individuals and organizations will be identified as the initiative progresses. In addition, ongoing guidance from students and their families will be sought.

Qualitative input from Community Scan participants was documented and then coded and analyzed to glean the most frequent responses. A summary of this feedback follows, with results categorized into two primary areas: Barriers and Recommendations. Student survey results are also captured in the subsequent section.



# Barriers to College Attainment

Community members identified the following barriers, listed in order of response prevalence, as the greatest obstacles for Sarasota County youth to attain a post-secondary credential.



## Affordability

- Both actual and perceived
- Access to Pell Grants (~\$2.1 Million is left on the table in Sarasota County in untapped federal funding)
- Eligibility for Bright Futures and other scholarships



## College & Career Counseling

- Limited career and college guidance at school
- Guidance Counselor ratios too high
- Counselors pulled into too many other tasks
- Lack of student awareness of options
- No funding for Career Advisors at school district



## Student Motivation

- No hope for a better future; not inspired
- Lack of real world exposure
- Fear of failure
- Lack of student access to college campus visits

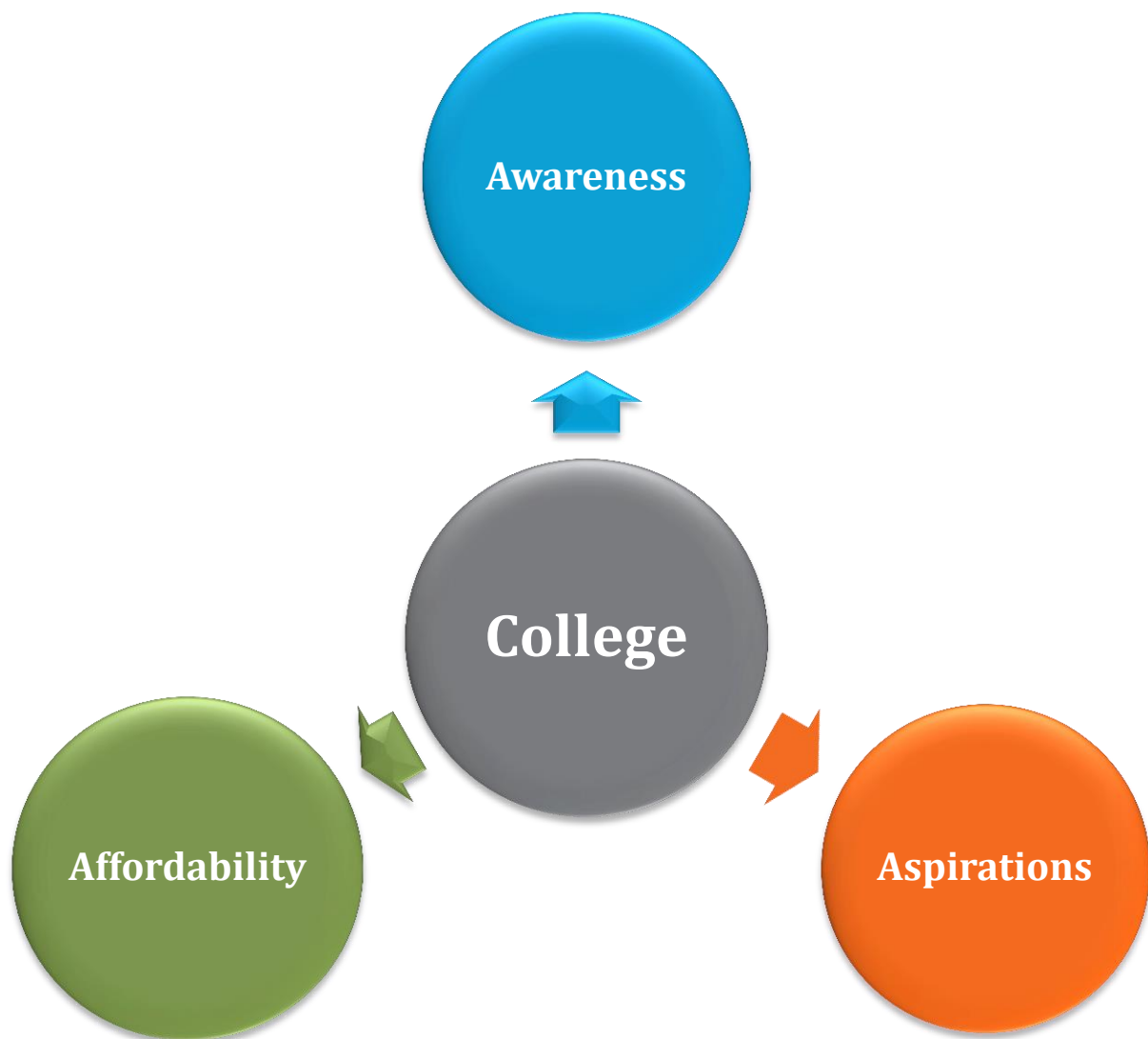


## Parent Engagement

- Lack of involvement throughout the college planning process
- Little awareness of options
- Language barriers
- Need assistance with FAFSA

# Community Recommendations

Recommendations by community members regarding ways to increase post-secondary enrollment can be categorized into three common themes: *Awareness, Aspirations and Affordability.*



NOTE: Throughout this report, college is defined as any post-secondary credential, including industry-recognized 1-year certifications from technical colleges.

# Awareness Recommendations



## Awareness

Awareness encompasses a variety of areas including an understanding of high demand local jobs and the educational pathways for acquiring them, as well as details about specific career fields. Community feedback focused on three primary recommendations:



**Career Awareness Materials** – Develop awareness plan for online, print, and possible video content that communicates the high demand, high wage jobs in our area. Include opportunities for the technical and trade professions, as well as traditional college pathways. Add wage information. Distribute to students and families via a mix of channels such as social media, websites, rack cards, Active Boards, PSA's. Target all audiences including partner organizations, mentors, volunteers, general public, etc.



**Experiential Opportunities** – Help students to connect with employers through field trips, tours (virtual or actual), guest speakers, job shadowing and internships. Offer opportunities for both middle and high schoolers. Develop central database of organizations and individuals willing to provide such experiences. Career planning and exposure needs to begin in middle school.



**High School Career Advising** – Expand role of current Guidance Counselors to include college advising, or add professional-level Advisor positions at each high school. Ensure manageable student ratios. Explore all possible avenues for funding these critical roles. Consider modeling after Venice High's *Rotary Futures* program. Require seniors to complete post-secondary plan; assist with college application process.

# Aspirations Recommendations

## Aspirations

Given that student motivation was frequently referenced as an obstacle, many suggestions centered on inspiring students to see themselves as college graduates. Specific recommendations offered for addressing this include:



**Peer Mentoring** – Identify opportunities to increase peer to peer communications with high school “ambassadors” sharing information about careers and college planning directly to peers and via social media channels. Have local college students, especially first generation students, share their stories and experiences with youth.



**Adult Mentoring** – Recruit additional community members to provide one-on-one mentoring through established programs. Enhance opportunities for youth exposure to positive role models.



**Leadership Programs** – Expand current leadership programs to target at-risk youth, as well as provide specific programming for female youth to increase their exploration of STEM fields and non-traditional careers, and to encourage them to pursue leadership roles.





**College Campus Visits** – Increase opportunities for youth to visit college campuses to support “social integration,” which refers to students’ ability to see themselves as belonging to a group or environment. (Research indicates that campus visits have the greatest impact on increased enrollment.) Expand summer programs on college campuses.


# Affordability Recommendations


## Affordability

Affordability is considered a major obstacle for students to pursue a post-secondary credential. Community members suggested the following ways to increase student access to educational funding:

 **FAFSA Support** – Add FAFSA (*Free Application for Federal Student Aid*) help to the United Way’s VITA tax assistance program and the Education Foundation’s Digital Learning Labs. Train mentors and youth-serving professionals on financial aid processes. Provide FAFSA events at all high schools, engaging local colleges for support. Sponsor a student PSA video contest. Utilize federal database to target FAFSA non-completers. Use “Remind” app to send text message reminders to students.

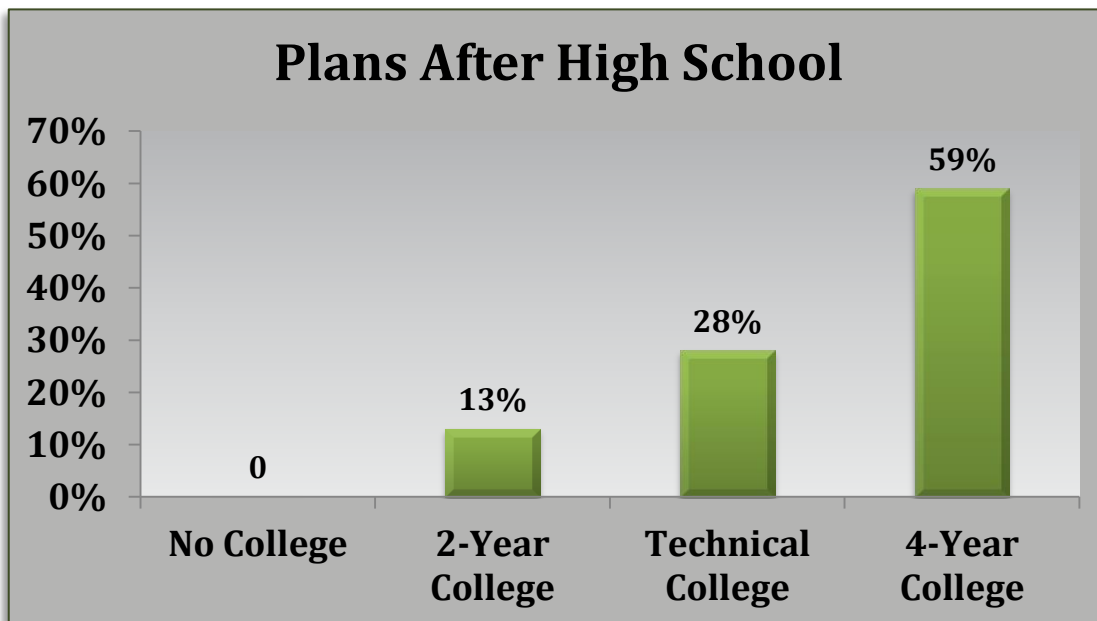
 **Bright Futures Eligibility** – Identify strategies to increase the number of Florida Bright Futures scholarship recipients. Expand student access to SAT/ACT preparation opportunities. Promote resources such as the County Libraries *Learning Express* platform with practice tests, and Kahn Academy’s new SAT website. Partner with USF Sarasota-Manatee & SCF to offer free or discounted test preparation classes.

 **Other Scholarship Resources** – Streamline the application process for local foundation scholarships. Promote the availability of funds for technical/ trade programs. Make available *Rotary Futures* scholarship database to all high schools.

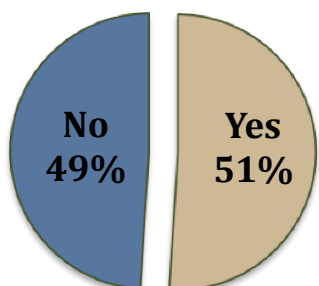
 **Family Financial Literacy** – Offer financial literacy classes for families. Include Spanish versions. Explore school-supported trainings through “Parent Academies,” employing a two-generational approach.

# Student Feedback

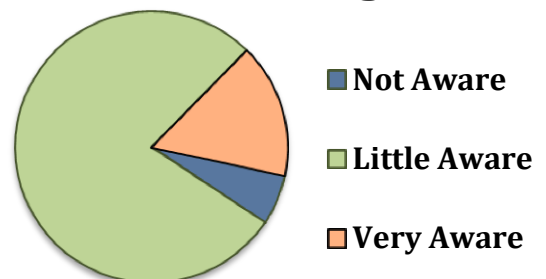
Approximately 90 Sarasota High School freshmen attended a Career Fair at Selby Library in September 2015. Of those, 68 students completed a survey and were interviewed for this project. A copy of the survey can be found in Appendix H. While this information enhances the learnings from the Community Scan, it is in no way meant to represent a formal study. The intent was to gain additional insights and perceptions directly from youth. Student responses are captured in the charts below.



### Have You Discussed College Plans With Your Parents?

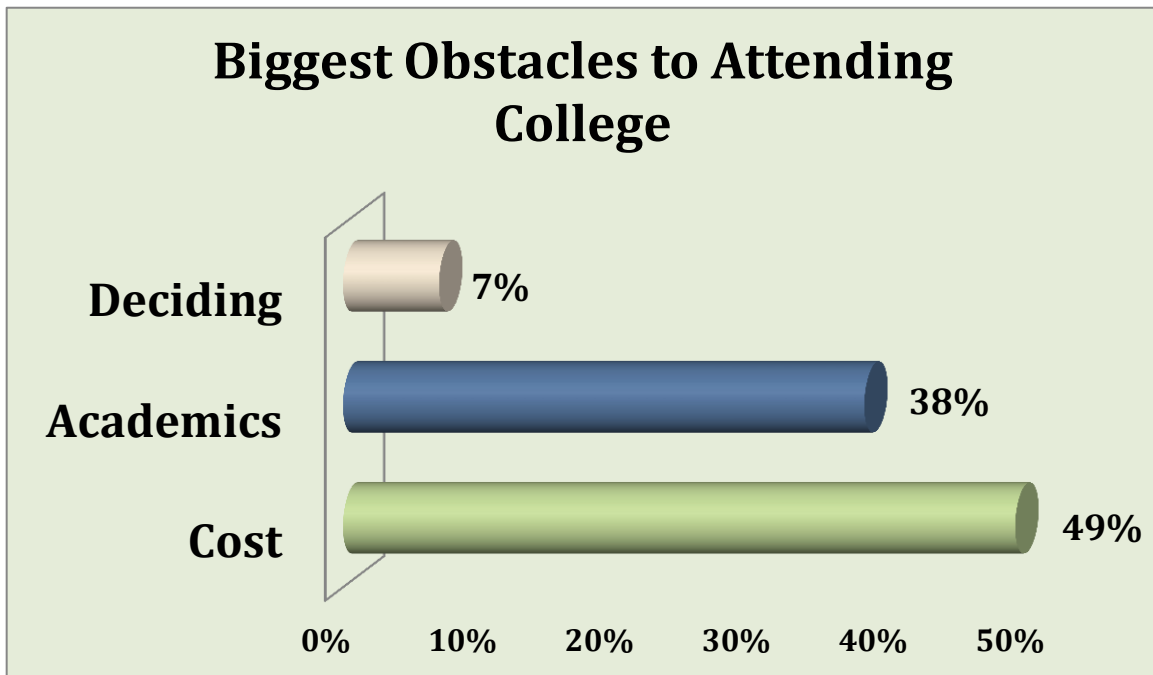


### Are You Aware of Financial Resources Available for College?

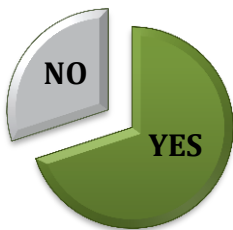


# Student Feedback

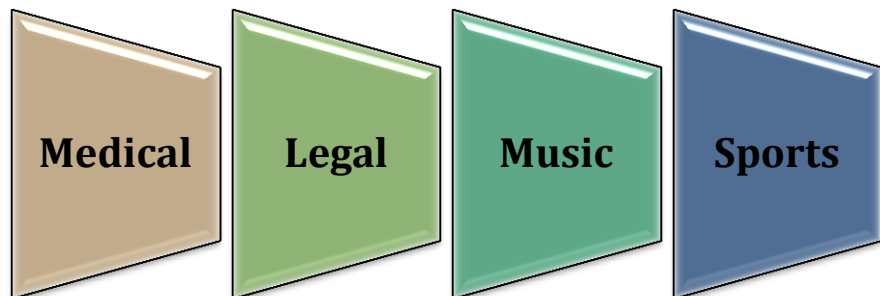
## Biggest Obstacles to Attending College



**Do You Know  
What Career  
You Are  
Interested In?**



**Most Common Career Interests:**



Student feedback reinforces the need for greater parent involvement, and the results imply that there may be an opportunity to better market 2-year degrees since so few are considering this path. The high schoolers also have little to no awareness of financial resources and are most concerned about costs keeping them from attending college. Youth also would benefit from more real world exposure to career options given their interests were concentrated around pop culture images of work.



## Next Steps: Action Planning

The next step in the formation of a College Access Network is to convene interested partners and create action plans for agreed upon strategies. The goal is to develop a clear roadmap for moving the needle on the key college access metrics. Building a coalition of committed partners and ensuring a flow of quality communication, along with employing a continuous improvement model, will be essential to the long term success of this initiative.

*Talent4Tomorrow* leaders and community partners will have the opportunity to review this report and determine how best to align the shared goals and build capacity. Policy implications and advocacy may also need to be addressed.

The project steps and timeline for the first year of implementation are denoted below in the 2015/2016 calendar.

### TIMELINE

JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MARCH	APRIL	MAY	JUNE
Community Scan & Report											
			Coalition Building & Action Planning								
						Implementation					
											Eval

## Sample Actions

Of the eleven recommendations listed on the previous pages, the following four not only resonated strongly with participants, but preliminary exploration already has begun on some implementation strategies.

Career Awareness Materials	Experiential Opportunities	FAFSA Support	Bright Futures Eligibility
The Ringling College of Art & Design's Collaboratory has offered to assist with the production of awareness materials about the high demand/ high wage jobs available in our area, along with the educational pathways to get there.	The Sarasota County School District is creating a database to identify organizations willing to provide experiential opportunities - such as guest speakers, field trips, job shadowing & internships. And Middle schools are adorning walls & halls with college and career paraphernalia.	United Way Suncoast and the Education Foundation are adding FAFSA support to their programs. The Florida DOE is providing local mentors with financial aid training. A high school student <i>FAFSA Awareness</i> video contest is being explored, as is a district-wide text reminder process.	Sarasota Library is promoting its new online platform called <i>Learning Express</i> which includes SAT/ ACT practice tests. And USF Sarasota-Manatee has offered to conduct low cost test preparation workshops for high school students.

While detailed action plans have yet to be developed, such immediate engagement demonstrates the enthusiasm and commitment of participants to begin collaborating. All opportunities for improving college-going rates will be explored in the action planning phase.

# Funding

Initial funding for this College Access Network Community Scan was provided by CareerEdge Funders Collaborative and the Gulf Coast Community Foundation, along with support from the Greater Sarasota Chamber of Commerce which serves as the backbone organization for the *Talent4Tomorrow* Partnership. Additional grant applications have been submitted to the Florida College Access Network and another grant funder.

In order to move forward with implementing action plans and developing a communications strategy, further resources will be necessary to sustain the College Access Network and leverage its collective impact. *Talent4Tomorrow* leadership and community partners can play an instrumental role in mobilizing financial support for the Network, and in conveying the importance of this community-wide initiative. Using the *Strive Together* model, which this Partnership is based on, requires resource allocation and community engagement to ensure long term sustainability.



## Framework for Building a Cradle to Career Civic Infrastructure



© Strive 2011

## Conclusion

The *Talent4Tomorrow* Partnership has identified essential cradle to career core indicators and established 2025 goals for each. It is in our collective best interest that students succeed along this educational outcome continuum, which spans from kindergarten readiness to post-secondary attainment. The College Access Network fits within this framework in a significant way by focusing on the key transition point from high school to college.

According to FCAN, Florida ranks 34<sup>th</sup> in the nation for college attainment for young adults. Yet, labor economists predict that by 2020 at least 65% of jobs in Florida will require some form of education or training beyond high school. Higher education boosts earnings, sustains families and can help to break the cycle of poverty. It also impacts the community as a whole since the growth and prosperity of our economy depends on a highly skilled workforce. If the Sarasota area is to be competitive on a state, national and global level, it is imperative that we make college access a collaborative priority.

Given the vital need for and substantive effect of increasing attainment, a systematic approach to improving rates is necessary for meaningful and lasting change. A critical first step is to understand the local landscape in the area of college access. This report provides that step and identifies opportunities to support a college-going culture through strategies which target ***Awareness, Aspirations*** and ***Affordability***. These results can be used to forge alliances and partnerships, build public will and drive investments in a community collaboration to raise college attainment rates for our region.

# Appendices

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# **Appendix A: Vision Council Roster**

**Al Carlson, President/CEO, Sun Hydraulics**

**Jennifer Compton, Partner, Shumaker, Loop & Kendrick, LLP**

**Mireya Eavey, Executive Director, CareerEdge Funders Collaborative**

**Ted Erlichman, President, CareerSource Suncoast**

**Jeff Hazelton, President, Lucid Global**

**Rod Hershberger, President/CEO, PGT Industries**

**Mark Huey, President/CEO, Sarasota Economic Development Corporation**

**Dr. Donald O'Shea, President, New College of Florida**

**Mark Pritchett, Senior Vice President for Community Investment, Gulf Coast Community Foundation**

**Dr. Carol Probstfeld, President, SCF Manatee-Sarasota**

**Steve Queior, CCE, President, Greater Sarasota Chamber of Commerce**

**Bill Sadlo, CEO, Boys & Girls Club of Sarasota County**

**Dr. Sandra Stone, Regional Chancellor, USF Sarasota-Manatee**

**Dr. Larry Thompson, President, Ringling College of Art and Design**

**Lori White, Superintendent, Sarasota County Schools**

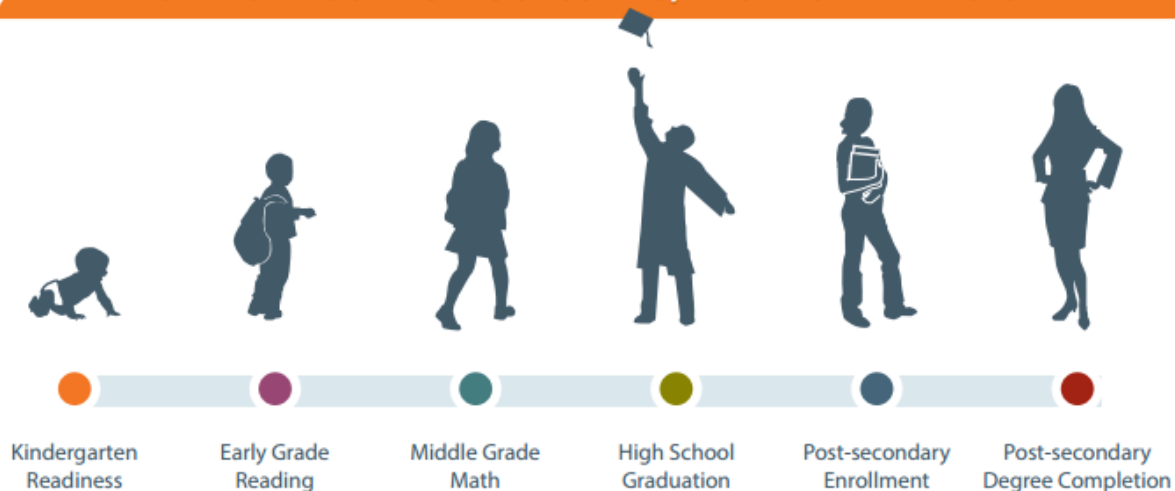
## Appendix B:

# *Talent4Tomorrow* Core Indicators

Modeling the “cradle to career” roadmap developed by *Strive Together*, a collective impact organization, the *Talent4Tomorrow* Partnership identified critical milestones of a student’s journey along the education continuum. The following seven **Core Indicators** are being tracked as community level outcomes in order to drive decisions and evaluate success:

- **Kindergarten Readiness**
- **3<sup>rd</sup> Grade Reading Proficiency**
- **Algebra I Proficiency**
- **Accelerated Curricula Completion\***
- **High School Graduation**
- **Post-Secondary Enrollment**
- **Post-Secondary Attainment**

### IMPROVING EDUCATION OUTCOMES, FROM CRADLE TO CAREER



The College Access Network metrics include the last three core indicators on the continuum, as well as contributing indicators such as FAFSA completion rates and Bright Futures eligibility.

\* Accelerated Curricula includes AP, AICE, IB, Dual Enrollment, as well as industry certifications.

## *Talent4Tomorrow* Core Indicators

Trend line data, as well as defined goals, for each of the core indicators are currently being loaded into SCOPE's (*Sarasota County Openly Plans for Excellence*) online platform, called the *Results Scorecard*, which provides graphic displays of the data and promotes a results-based approach to collective impact initiatives. Below is the baseline dashboard for each of the seven indicators.

Objective	Core Indicator	Metric	Baseline	Trend
Ready For Kindergarten	Kindergarten Readiness	FAIR-K	77% (2013)	↑
Succeeds Academically in K-12	3 <sup>rd</sup> Grade Reading Proficiency	FCAT	71% (2014)	↑
	Algebra 1 Proficiency	EOC	66% (2014)	↑
	Accelerated Curricula Completion	Percent of graduates who completed at least one AP, IB, AICE or Dual Enrollment course	50% (2013)	↓
		# of CTE Certifications Earned	997 (2014)	↑
	High School Graduation Rate	Percent of students who graduate in four years with a regular high school diploma	81% (2014)	↑
Obtains Post-Secondary Education	Post-Secondary Enrollment	Percentage of high school graduates enrolled in postsecondary institution w/in 16 months	71% (2012)	↑
	Post-Secondary Attainment	Percentage of young adults (25-34) with an Associate Degree or higher	32% (2013)	↓
		Percentage of adults (25-64) with an Associate Degree or higher	39% (2013)	↑



# Appendix C:

## High School Metrics

The following five pages contain high school data tables and charts from Florida College Access Network's *Goal 2025 Report* for Sarasota County, presented May 2015. These are examples of disaggregated data from *Talent4Tomorrow's* core and contributing indicators.

### Graduation Rates

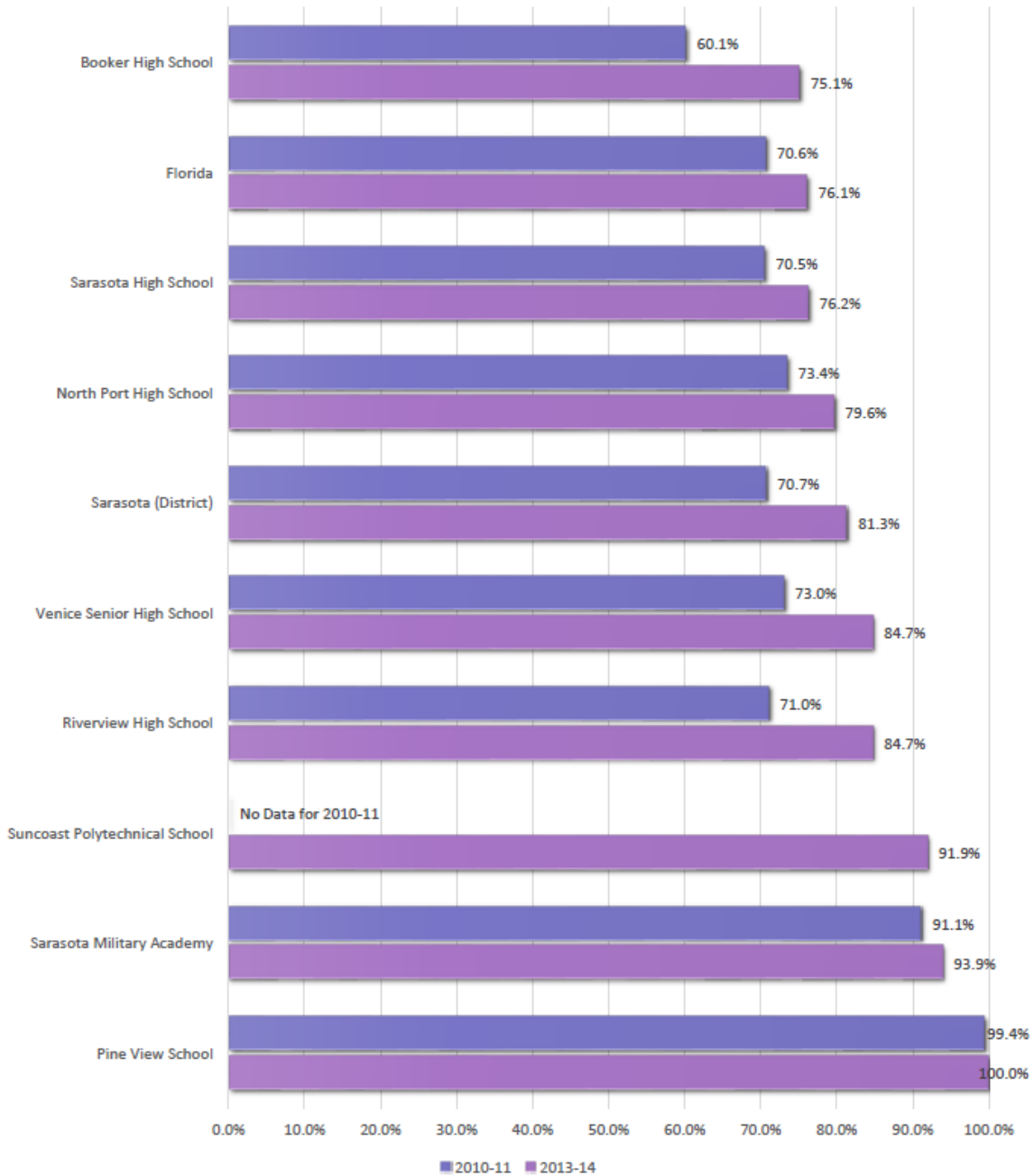
Federal adjusted cohort high school graduation rate: 2010-11 and 2013-14

	2010-11			2013-14			3-year change
	Cohort	Graduated	Grad Rate	Cohort	Graduated	Grad Rate	
<i>By State</i>							
White	95,705	72,945	76.2%	87,344	71,349	81.7%	5.5%
Black	49,100	28,796	58.6%	44,493	28,781	64.7%	6.1%
Hispanic	47,648	33,055	69.4%	53,190	39,893	75%	5.6%
Asian	4,978	4,277	85.9%	5,119	4,565	89.2%	3.3%
Low-income	78,193	47,124	60.3%	95,194	64,492	67.7%	7.4%
Female	99,352	74,815	75.3%	97,086	77,528	79.9%	4.6%
Male	104,153	68,787	66.0%	99,045	71,816	72.5%	6.5%
<b>ALL</b>	<b>203,505</b>	<b>143,602</b>	<b>70.6%</b>	<b>196,234</b>	<b>149,397</b>	<b>76.1%</b>	<b>5.5%</b>
<i>By County</i>							
White	2,566	1,901	74.1%	2,132	1,781	83.5%	9.4%
Black	314	163	51.9%	273	175	64.1%	12.2%
Hispanic	338	198	58.6%	481	388	80.7%	22.1%
Asian	55	44	80.0%	70	62	88.6%	8.6%
Low-income	964	548	56.8%	1,287	946	73.5%	16.7%
Female	1,630	1,239	76.0%	1,497	1,285	85.8%	9.8%
Male	1,760	1,158	65.8%	1,622	1,250	77.1%	11.3%
<b>ALL</b>	<b>3,390</b>	<b>2,397</b>	<b>70.7%</b>	<b>3,119</b>	<b>2,535</b>	<b>81.3%</b>	<b>10.6%</b>
<i>By School</i>							
Riverview High School	744	528	71.0%	693	587	84.7%	<b>13.7%</b>
North Port High School	703	516	73.4%	583	464	79.6%	<b>6.2%</b>
Venice Senior High School	551	402	73.0%	497	421	84.7%	<b>11.7%</b>
Sarasota High School	604	426	70.5%	470	358	76.2%	<b>5.7%</b>
Booker High School	336	202	60.1%	269	202	75.1%	<b>15.0%</b>
Pine View School	175	174	99.4%	198	198	100%	<b>0.6%</b>
Sarasota Military Academy	146	133	91.1%	196	184	93.9%	<b>2.8%</b>
Suncoast Polytechnical School	No Data	No Data	--	124	114	91.9%	--

Source: Florida Department of Education. Notes: Data for schools with 2013-2014 cohort size over 100 were included in this report, more school data exists and can be provided upon request.

# Graduation Rates by High School

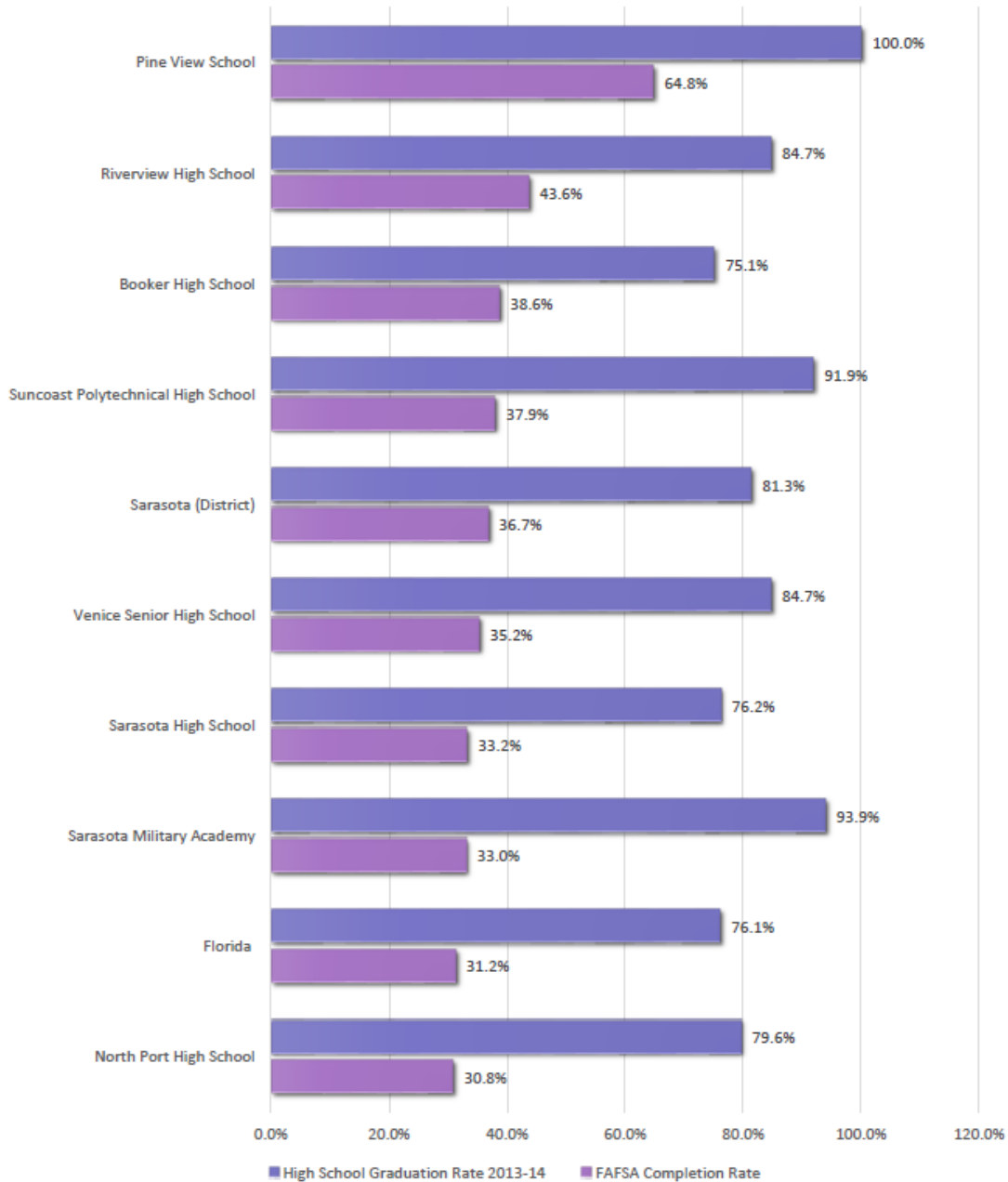
Federal adjusted cohort high school graduation rate: 2010-11 and 2013-14 (cont.)



Source: Florida Department of Education. Notes: Data for schools with 2013-2014 cohort size over 100 were included in this report, more school data exists and can be provided upon request.

# FAFSA Completion Rates by High School

FAFSA completion rate as of 4/24/2015 for 12th graders enrolled in public schools (cont.)



Source: Florida Department of Education, U.S. Department of Education with calculations made by the Florida College Access Network. For more detailed FAFSA completion data, visit [www.floridacollegeaccess.org/research-and-data/](http://www.floridacollegeaccess.org/research-and-data/). Notes: Data for schools with 2013-2014 cohort size over 100 were included in this report, more school data exists and can be provided upon request.

# Bright Futures Eligibility

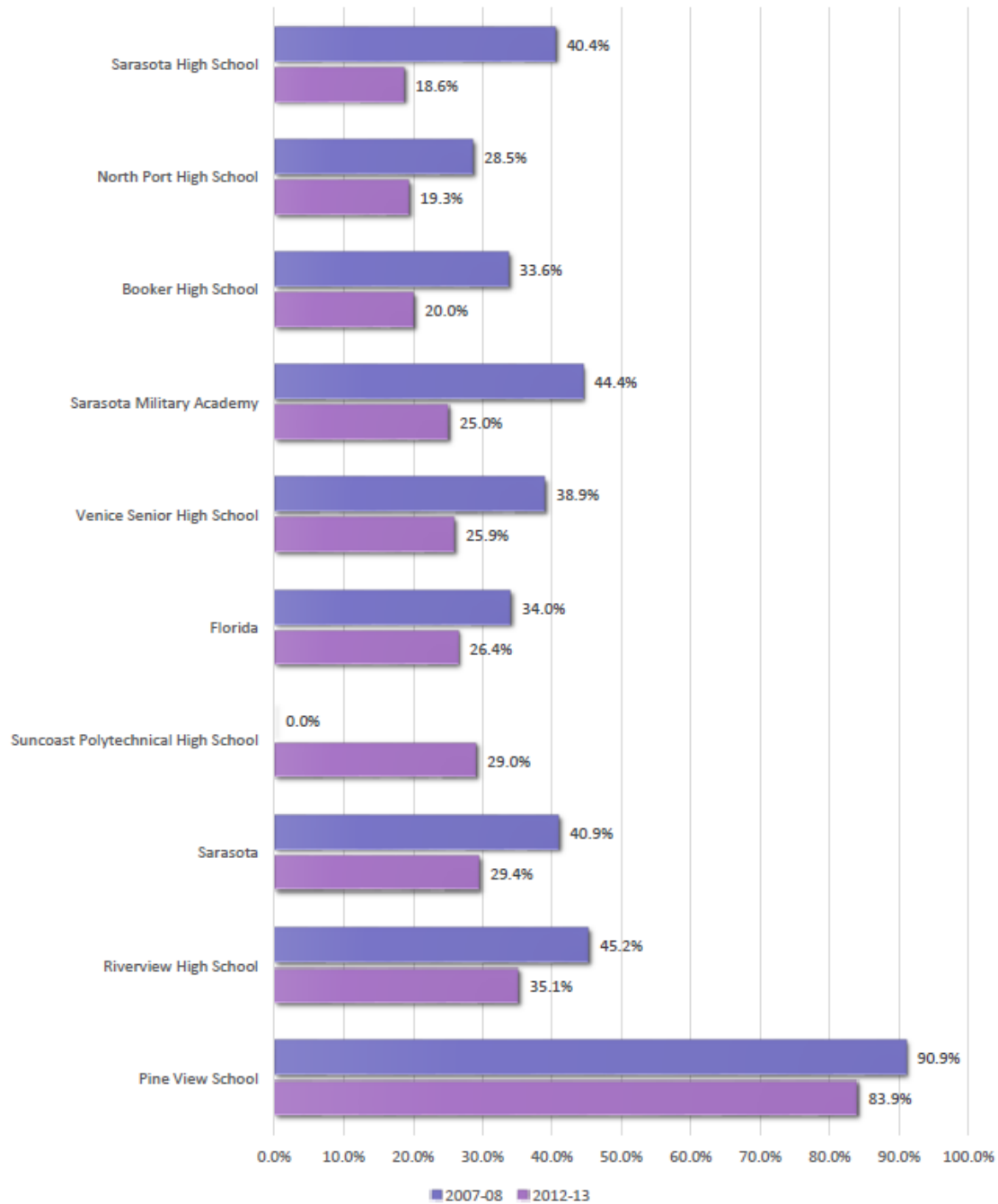
Percent of high school graduates eligible for Florida Bright Futures scholarship:  
2007-08 and 2012-13

	2007-08			2012-13			5-year change
	Graduates	Eligible for Bright Futures	%	Graduates	Eligible for Bright Futures	%	
<i>By State</i>							
White	<i>Data not yet available</i>						
Black							
Hispanic							
Asian							
Low-income							
Female							
Male							
<b>ALL</b>	<b>144,379</b>	<b>49,046</b>	<b>34.0%</b>	<b>155,125</b>	<b>40,953</b>	<b>26.4%</b>	<b>-7.6%</b>
<i>By County</i>							
White	<i>Data not yet available</i>						
Black							
Hispanic							
Asian							
Low-income							
Female							
Male							
<b>ALL</b>	<b>2,640</b>	<b>1,080</b>	<b>40.9%</b>	<b>2,634</b>	<b>774</b>	<b>29.4%</b>	<b>-11.5%</b>
<i>By School</i>							
Riverview High School	535	242	45.2%	618	217	35.1%	<b>-10.1%</b>
North Port High School	494	141	28.5%	491	95	19.3%	<b>-9.2%</b>
Sarasota High School	530	214	40.4%	440	82	18.6%	<b>-21.8%</b>
Venice Senior High School	483	188	38.9%	402	104	25.9%	<b>-13.0%</b>
Pine View School	165	150	90.9%	199	167	83.9%	<b>-7.0%</b>
Booker High School	304	102	33.6%	190	38	20.0%	<b>-13.6%</b>
Sarasota Military Academy	99	44	44.4%	180	45	25.0%	<b>-19.4%</b>
Suncoast Polytechnical High School	No Data	No Data	--	107	31	29.0%	--

Source: Florida Department of Education. Note: Bright Futures scholarship awardees may earn up to \$103 per credit hour depending on level of award and institution attended. Notes: Data for schools with 2013-2014 cohort size over 100 were included in this report, more school data exists and can be provided upon request.

# Bright Futures Eligibility by High School

Percent of high school graduates eligible for Florida Bright Futures scholarship: 2007-08 and 2012-13 (cont.)



Source: Florida Department of Education. Note: Bright Futures scholarship awardees may earn up to \$103 per credit hour depending on level of award and institution attended. Notes: Data for schools with 2013-2014 cohort size over 100 were included in this report, more school data exists and can be provided upon request.

## Appendix D: Community Scan Contact List

<b>NAME</b>	<b>ORGANIZATION</b>
Mireya Eavey	CareerEdge Funders Collaborative
Bill Sadlo	Boys & Girls Club of Sarasota Country
Nate Brown	Boys & Girls Club of Sarasota County
Sandra Terry	Laurel Civic Association
Dawn Wiley	Girls Inc. of Sarasota County
Sue Stewart	Girl Scouts of Gulfcoast Florida
Joy Mahler	Big Brothers Big Sisters of the Sun Coast
Rebecca McCafferty	4-H Youth Development
Tanice Knopp	K-12 Volunteer Coordinator Sarasota County Schools
Donna Hanley	ALSO Youth
Lisa Bechtold	Take Stock in Children Sarasota
Mandy O'Malley	Take Stock in Children Sarasota
Candice McLeod	Take Stock in Children Sarasota
Janet Kahn	Early Learning Coalition
Sarabeth Kalajian	Sarasota Libraries
Ann Hardy	Sarasota Libraries
Kelsey Roehr	Suncoast Technical College
Jone Williams	Y Achievers Sarasota Family YMCA
Kim Kindell	Rotary Futures
Lem Andrews	Booker High School
Trish McConnell	United Way Suncoast
Holly Bullard	United Way Suncoast
Karen Bouges	CYD- Community Youth Development
Suriya Khong	CYD- Community Youth Development
John McCarthy	SCOPE
Mary Butler	SCOPE
Josh Matlock	CareerSource Suncoast
Fedora Ford-Kendricks	CareerSource Suncoast
Steve Cantees	K-12 High Schools Sarasota County
Page Dettmann	K-12 Middle Schools Sarasota County

<b>Andrea Knies</b>	<b>New College Internships</b>
<b>Kim Franklin</b>	<b>New College Career Center</b>
<b>Hector Tejada</b>	<b>Unidos Now</b>
<b>Catalina Kaiyoorawongs</b>	<b>Unidos Now</b>
<b>Susan Scott</b>	<b>Sarasota Education Foundation</b>
<b>Robyn Faucy</b>	<b>Sarasota Education Foundation</b>
<b>Greg McDaniel</b>	<b>Gamma Xi Boule Fraternity</b>
<b>Teresa Perkins</b>	<b>Dreamers Program @ Trinity Muticultural</b>
<b>Peni Riedinger</b>	<b>K-12 Guidance Sarasota County Schools</b>
<b>Dr. Terry Osborne</b>	<b>USF-SM Administration</b>
<b>Andy Telatovich</b>	<b>USF-SM Admissions/Financial Aid</b>
<b>Nicole Stablein</b>	<b>SCF- Admissions</b>
<b>Mike Mears</b>	<b>SCF Administration</b>
<b>Earl Young</b>	<b>Community Foundation Sarasota County</b>
<b>Evan Jones</b>	<b>Selby Foundation</b>
<b>Dominque Harris</b>	<b>Brotherhood of Men Mentoring</b>
<b>Kristin Taylor</b>	<b>Gulf Coast Community Foundation</b>
<b>John Ryan</b>	<b>Venice Chamber</b>
<b>Steve Queior</b>	<b>Greater Sarasota Chamber</b>
<b>Mimi Fleck</b>	<b>Greater Sarasota Chamber- Young Professionals Group</b>
<b>Cynthia Gravino</b>	<b>Ringling College of Art and Design Collaboratory</b>
<b>Lt. Randy Boyd</b>	<b>Sarasota Police</b>
<b>Ronnie Roberson</b>	<b>Sarasota Police</b>
<b>Vince Riva</b>	<b>Sarasota County Sherriff's Office</b>
<b>Bill Nease</b>	<b>Restoration Fellowship</b>
<b>Derek Thompson</b>	<b>More Too Life</b>
<b>Mollie Cool</b>	<b>SSO/ Victim Assistance</b>
<b>Leon Campbell</b>	<b>Westcoast Center</b>
<b>Leslie Harrell</b>	<b>Light of the World Church</b>
<b>Aaron Bellamy</b>	<b>SPARCC</b>
<b>Dr. John Walker</b>	<b>Bethel CME Church</b>
<b>Jae Williams</b>	<b>Suncoast Community Capital</b>
<b>Pastor Kevin Lumpkin</b>	<b>Light of the World Church</b>

## Appendix E: Sample Interview Questions

- In what ways does your organization work with youth in terms of: college & career planning, exploration curriculum, SAT/ACT prep, FAFSA completion, college research (incl. campus visits) & applications, scholarship applications, field trips to employers, tutoring, mentoring, volunteer hours, etc. Events: college week or signing day? College fairs?
- Approximately how many students do you serve per year?
- Are there any eligibility criteria for your services?
- Besides, demographics, are there any performance outcomes you track?
- Where do you provide your services?
- How do you communicate with prospective students to both market your services and to stay in touch with those in your programs?
- Do you partner with any other youth organizations? How?
- What do you see as the biggest barriers to post-secondary attainment for local youth? What are the root causes of those barriers?
- What are your ideas for increasing college-going rates?
- How do you feel your organization could benefit from a community partnership like the College Access Network? What are the ways you think we could collaborate/ support each other?
- Would you be interested in partnering on a grant application?
- Who else should we talk to?



# Appendix F:

## Youth Organization Inventory

### **Sarasota County Extension 4-H Youth Development Program**

<http://sarasota.ifas.ufl.edu/4-H/4-H.shtml>

4-H Youth Development is focused on citizenship, healthy living and STEM-related programs. All projects and programs incorporate a career exploration component and link to educational pathways. The objective is to offer youth educational & experiential opportunities based on community needs. There are currently 30 clubs in Sarasota serving over 500 youth, ages 5- 18. Participants receive a weekly newsletter. The 4-H Foundation also offers college scholarships to graduating members. In addition to traditional clubs, in-school enrichment programs are offered, such as the Tropicana Public Speaking competition and the Radish Seed Growing Program. Extension Agent Rebecca McCafferty is also developing a “Healthy Body/ Healthy Minds” girl empowerment program to be piloted in January. She is interested in partnering with other organizations in any way to provide resources to area youth. For more information about 4-H, contact Rebecca McCafferty at: [rmccaffe@scgov.net](mailto:rmccaffe@scgov.net)

### **Community Youth Development (CYD)**

<http://www.cydonline.org/>

Community Youth Development’s (CYD) mission is to empower youth as leaders in service to their community. CYD provides the skills necessary for success in the 21<sup>st</sup> century workplace (communication, collaboration, creativity, critical thinking, and adaptability) through programs focused on leadership development and volunteerism. Its STAR Leadership Training Program (open to incoming 9<sup>th</sup> through 11<sup>th</sup> graders) empowers young people to become civically engaged and to create positive change throughout Sarasota County. Participants completing this nationally recognized program are eligible to serve on a local advisory board or a non-profit board of directors. CYD’s SRQVolunteer program (open to middle school students) connects teens to meaningful volunteer opportunities through a service-learning curriculum that empowers members to become stewards of change. CYD also offers skill building trainings to local organizations, schools, and community partners. For more information about CYD programs, contact Suriya Khong at: [suriya@cydonline.org](mailto:suriya@cydonline.org).

### **Take Stock in Children Sarasota**

<http://takestock Sarasota.org/>

Take Stock in Children of Sarasota County provides a unique opportunity for low-income and at-risk students, many from minority families, to escape the cycle of poverty through education. TSIC mentors over 220 low income, at-risk students beginning in middle school, through high school and into college. Each student meets weekly with a mentor and is provided with a college scholarship through Florida’s Prepaid Plan. Participants must agree to maintain good grades, attend school regularly, meet with their college success coach and mentor and remain drug and crime free. High school students are required to complete the FAFSA and they receive 1 on 1 time with a coach to help them plan for college. For more information, contact Candice McLeod at:

[candice@takestock Sarasota.org](mailto:candice@takestock Sarasota.org)

**Laurel Civic Association**

<http://www.laurelcivic.org/programs/education/>

Laurel Civic Association provides services county-wide. Their youth programming includes homework assistance, teen empowerment and educational field trips. They work with students on both life skills and job skills, offering them help with college and career planning. They have partnered with CareerSource Suncoast to offer resume preparation, financial literacy and mock interviews. For more information, contact Sandra Terry at: [Laurelcivic@aol.com](mailto:Laurelcivic@aol.com)

**Girl Scouts of Gulfcoast Florida**

<http://www.gsgcf.org/>

The Girl Scouts focus on confidence and leadership through experiential opportunities, connecting with the environment and community service. Approximately 2000 Sarasota girls participate, most in the K-3<sup>rd</sup> grade range. The GSGCF facility is available for community meetings and events. They are interested in female mentors and role models, especially in non-traditional jobs, to speak to the girls and offer insights and inspiration. For more information, contact Sue Stewart at: [sues@gsgcf.org](mailto:sues@gsgcf.org)

**Big Brothers Big Sisters of the Sun Coast**

[http://www.bbbssun.org/site/c.6oLDKOPqE7LQH/b.6701127/k.EF5F/Home\\_Page.htm](http://www.bbbssun.org/site/c.6oLDKOPqE7LQH/b.6701127/k.EF5F/Home_Page.htm)

Big Brothers Big Sisters makes, monitored matches between adult volunteers ("Bigs") and children ("Littles"), ages 6 through 18. Their mission is to provide children facing adversity with strong and enduring, professionally supported 1-to-1 relationships that change their lives for the better. They serve 10 Counties from Manatee to Collier, with about 1000 children from elementary, middle and high school. They would like to connect their students with more leadership programs and to have access to more field trips and internships within the community. For more information, contact Joy Mahler at: [jmahler@bbbssun.org](mailto:jmahler@bbbssun.org)

**Girls Inc. of Sarasota County**

<http://www.girlsincsrq.org/>

Girls Inc. works with girls K-12<sup>th</sup> grade and begins career exploration activities at a young age. From their MicroSociety model of experiential learning, to their economic literacy programing, their goal is to expose students to a variety of careers and the women working in these fields. Their high school program includes college visits, application support including FAFSA and scholarships, tutoring, field trips and community service opportunities. For more information on their high school outreach, contact Dawn Wiley at: [dawn@girlsincsrq.org](mailto:dawn@girlsincsrq.org)

**Boys & Girls Clubs of Sarasota County**

<http://www.bgcsarasota.com/>

Boys & Girls Clubs of Sarasota County provide after-school and summer programs for more than 5,500 children and youth ages 6-18 with four Clubs spread strategically throughout the County. Their programs focus on three areas of impact: Academic Success, Good Character and Citizenship and Healthy Lifestyles. Ensuring that all members are on track to graduate from high school with a plan for the future is one of the key objectives of BGC. The organization is exploring the development of a Career Resource Center on its Lee Wetherington Club site to expose students to high demand trades and the educational pathways to attain them. For more information, contact Bill Sadlo at: [bsadlo@bgcsarasota.com](mailto:bsadlo@bgcsarasota.com)

### **Y-Achievers Sarasota Family YMCA**

<http://www.sarasotaymca.org/achievers>

Y-Achievers offers enrichment programs that promote success for at-risk, low income, minority and other disadvantaged youth. Y-Mentor provides one-on-one adult mentoring services to youth identified by school administrators as severely at-risk and most in need of an adult figure in their lives. Y-Achievers offers individual mentoring, as well as small and large group mentoring and educational, life and career skill development for middle and high school youth who are at risk of failing academically or socially. Elements of Y-Achievers include: monthly large group mentoring programs; monthly youth meetings at various schools in Sarasota to communicate program and volunteer opportunities; peer-to-peer mentoring and tutoring; career and leadership development summer camps; Career Clusters; college prep programs; educational enhancement programs; yearly local and statewide college tours for senior participants; college/trade school scholarship program; teen health and safety programs; health related programs and a free membership to the Sarasota Y. For more information, contact Jone Williams at: [jwilliams@thesarasotay.org](mailto:jwilliams@thesarasotay.org)

### **ALSO Youth**

<http://www.alsoyouth.org/#!/about-us/c1t84>

ALSO Youth provides advocacy, leadership, support, and outreach to LGBTQIA youth and their allies. This includes peer support services, educational programs, advocacy, and referrals for gay, lesbian, bisexual, transgender, intersex, and questioning youth ages 13 to 21, their families and friends, and the community, thereby enhancing self-esteem, promoting healthy dialogue, and increasing awareness of sexual minority youth issues. For more information about ALSO, contact Donna Hanley at: [executive.director@alsoyouth.org](mailto:executive.director@alsoyouth.org)

### **Unidos Now**

<http://unidosnow.org/>

Unidos Now's vision is to empower Latinos to achieve their American dream, with their defined mission as: *To become the trusted link between the Latino population and the community that serves them.* Their Future Leaders Academy targets high achieving students who are predominately low income and/or first generation. The objective of the program is to empower leaders of tomorrow to be agents of social change through college preparation, leadership development and community service. They are currently piloting a 9<sup>th</sup>-12<sup>th</sup> grade program at both Sarasota and Palmetto High Schools, acting as a link between the guidance department, the students and families they serve and the resources within the community. All of their programs are bilingual. For more information, contact Hector Tejada at: [hector@unidosnow.org](mailto:hector@unidosnow.org)

### **Rotary Futures College Resource Center**

<http://rotaryfutures.org/about-us/>

The Rotary Futures is a community based non-profit resource center located at Venice High School that provides FREE post-secondary planning services to area students of all ages. Their innovative approach utilizes a resource center with 13 Internet computers, numerous printed materials, and volunteers to assist students, parents, and community members. This comprehensive program provides assistance with post-secondary planning including: college and technical school research, school applications, resumes, SAT/ACT information, scholarships, Federal Aid, Bright Futures, and volunteer service hours. The Rotary Futures Program developed and implemented the first local scholarship database, which now houses over 900 local, national and institutional scholarships valued at more than \$6 million. For more information, contact Kim Kindell at:

[Kim.Kindell@sarasotacountyschools.net](mailto:Kim.Kindell@sarasotacountyschools.net)

### **The Education Foundation of Sarasota County**

<http://www.sarasotacountyschools.net/educationfoundation/>

The Education Foundation supports numerous high impact educational projects and initiatives. Its Texcellence Program has provided computers, training and tech support to more than 29,000 students and families in need since the project was launched in April 2007 through home computer distributions, Digital Learning Labs, and paid student internships. The objective is to make technology resources available to every student in Sarasota County regardless of socioeconomic status. The Foundation is interested in supporting a FAFSA completion program using its 23 Digital Learning Labs throughout the County. The Foundation is also open to partnering on projects to increase college and career readiness and exploration. For more information, contact Robyn Faucy at: [robyn@edfoundation.net](mailto:robyn@edfoundation.net)

### **United Way Suncoast**

<http://www.unitedwaysuncoast.org/>

In addition to their youth education efforts around literacy and middle school career exploration , United Way offers tax assistance with their VITA program. They are very interested in the possibility of including FAFSA completion support in this initiative, and would like to get input on FAFSA training as well as help with recruiting additional volunteers for VITA. They are open to expanding the program to additional locations like high schools to reach the FAFSA filing population. For more information on VITA, contact Holly Bullard at: [hbullard@uwsuncoast.org](mailto:hbullard@uwsuncoast.org)

### **Sarasota County Libraries**

<https://www.scgov.net/Library/Libraries/Pages/Teens.aspx>

The Sarasota County Libraries support college and career attainment in several ways: through sponsored career fairs, access to SAT/ACT (and other college) test preparation materials with the *Learning Express* online platform, hosting Teen Advisory Boards, offering volunteer service hours to support Bright Futures scholarship eligibility, etc. To learn more about youth programming, contact Holly Anderson at: [handerso@scgov.net](mailto:handerso@scgov.net)

### **CareerSource Suncoast**

<https://careersourcesuncoast.com/youth/>

Careersource Suncoast Youth programs serve eligible young adults 14-24 years old. Services may include career counseling, work readiness, career exploration with emphasis on in-demand occupations, financial literacy, individual and/or group mentoring, financial assistance with post-secondary tuition, work experience and financial support for transportation, books and uniforms. Current youth activities are being modeled after our Journey to Success summer program where rising seniors and recent high school graduates were provided a five week summer session with a major emphasis on career exploration in four high demand industries: Construction, Healthcare, I.T. and Manufacturing. CareerSource Suncoast collaborates with local training institutions, employers, and community organizations to address the needs of area youth. For more information about youth programs contact:

Fedora Ford-Kendricks, [fford-kendricks@careersourcesc.com](mailto:fford-kendricks@careersourcesc.com) Manatee County

James Disbro, [jdisbro@careersourcesc.com](mailto:jdisbro@careersourcesc.com) Sarasota County

### **Suncoast Technical College**

<http://suncoast.edu/default.aspx>

Kelsey Roehr, Outreach Specialist at STC, targets high school seniors who do not have a post-secondary educational plan, as well as students already enrolled in STC courses through dual enrollment. She works directly with guidance, administration and teachers to identify possible candidates for recruitment. She also sends mailers to the approximately 2000 Sarasota County

seniors, makes classroom presentations, brings students to STC for tours and attends on-campus career events. She focuses on encouraging students to consider high placement certification programs like those in precision machining, auto & marine service, HVAC, electrician, plumbing, practical nursing, I.T. programs etc. For more information, contact Kelsey at: [kelsey.roehr@sarasotacountyschools.net](mailto:kelsey.roehr@sarasotacountyschools.net)

### **New College of Florida**

<http://www.ncf.edu/welcome>

New College representatives from the Center for Engagement and Opportunity (C.E.O.), which provides career services, programs and internship resources to enrolled students, are open to supporting the efforts of the College Access Network through such activities as student mentors, interns, first generation programs, field trips and possibly FAFSA support. For more information about New College's C.E.O., contact Kim Franklin at: [kfranklin@ncf.edu](mailto:kfranklin@ncf.edu)

### **State College of Florida**

<http://www.scf.edu/>

SCF is interested in partnering in any way with the College Access Network to support the overall mission, provide data on high placement programs, encourage first generation enrollment, and provide assistance with FAFSA completion events. The college is also open to exploring SAT/ ACT test preparation support. For more information on community alliances, contact Dr. Mike Mears at: [mearsm@scf.edu](mailto:mearsm@scf.edu)

In addition, SCF is offering to provide free workshops titled, *Ready for College, Ready for Life* that is a simulation game for middle and high school students. For more information, contact Nicole Stablein at: [stabilen@scf.edu](mailto:stabilen@scf.edu)

### **Ringling College of Art & Design**

<https://www.ringling.edu/>

The Ringling College of Art and Design's Collaboratory provides students the opportunity to participate in a professional work experience with real clients. The faculty-facilitated student teams solve branding, positioning, user experience, service innovation, and interior and product design challenges. The Collaboratory has agreed to partner with the College Access Network to help in the development of college and career awareness materials. The goal is have young minds inspire young minds with quality career exploration content. For more information about the Collaboratory, contact Cynthia Gravino at: [collaboratory@ringling.edu](mailto:collaboratory@ringling.edu)

### **USF Sarasota- Manatee**

<http://usfsm.edu/>

USF-SM will be providing additional career awareness materials to support this aspect of the initiative. They area also offering to provide low cost SAT/ ACT workshops, and financial aid assistance through FAFSA completion events, in addition to the ones they already offer to local high schools during financial aid nights. For more information about admissions or financial aid programs, contact Andy Telatovich at: [atelatovich@sar.usf.edu](mailto:atelatovich@sar.usf.edu)

### **Additional Mentor Groups**

Additional community members providing mentor services to area youth include:

\* Brotherhood of Men, Dominic Harris: [domharris@yahoo.com](mailto:domharris@yahoo.com)

\* *Dreamers* program at Trinity Muli-cultural Life Church, Theresa Perkins:  
[tluveverybody@yahoo.com](mailto:tluveverybody@yahoo.com)

\* Gamma Xi Boule mentoring program, Greg McDaniel: [gregdow2@aol.com](mailto:gregdow2@aol.com)

# Appendix G: College Access Network Asset Map



## SARASOTA COLLEGE ACCESS NETWORK ASSET MAP

### COLLEGE & CAREER SERVICES:

YOUTH ORGANIZATION	Population Served	Career Exploration Curric	Field Trips	Internships	FAFSA Support	SAT/ACT prep	College Fairs	College Research/ Apps	Scholarship Apps	Academic Tutoring	Mentoring	Volunteer Opy
Big Brothers /Big Sisters	At-Risk											
Boys & Girls Club	All, esp. at-risk											
Girls Inc.	All											
Take Stock in Children	At-risk											
Girl Scouts	All											
CYD	All											
Y Achievers	At-risk											
Laurel Civic Assoc	At-risk											
Unidos Now	All, esp Hispanic											
4-H	All											
ALSO Youth	LGBT											
United Way	At-risk											
Career Source	All, esp. At-risk											
County Libraries	All											
Rotary Futures - Venice	All											
CFES- Booker High	All											
Education Foundation	All											

## Appendix H: Student Survey

What do you think you will do after high school? Please check one:

- Attend a career/ technical college
- Attend a two-year college
- Attend a four-year college
- Not attend college

Have you and your parents discussed your college plans?

- YES
- NO

What do you feel is the biggest obstacle to attending college?

Do you know what career you are interested in?

- YES
- NO

If you can, list any career areas that might interest you:

How aware are you of resources such as grants and scholarships that can help pay for college?

- Very aware
- A little aware
- Not aware at all

Thank You!

## Contact Information

For more information about the *Talent4Tomorrow* Partnership, contact:

**Steve Queior, CCE, President**

The Greater Sarasota Chamber of Commerce

[Squeior@SarasotaChamber.com](mailto:Squeior@SarasotaChamber.com)

For more information about the Florida College Access Network (FCAN), contact:

**Laurie Meggesin, Executive Director**

Florida College Access Network

[lmeggesin@floridacollegeaccess.org](mailto:lmeggesin@floridacollegeaccess.org)

<http://www.floridacollegeaccess.org/>

Community Scan analysis and report production by:

**Deborah Chapman**

Chapman Consulting

[deborahchapman555@gmail.com](mailto:deborahchapman555@gmail.com)







# TALENT 4 TOMORROW

PARTNERSHIP

Special Thanks To:

