

Career Ready: How Employers are Leveraging HBCUs For Diverse Leader Talent

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Welcome!



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Thank you to:



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For their generous support of this webinar.



Questions & Conversation

- Submit your questions in the box
- Share on social media

Twitter: @FLCollegeAccess
#FCAN
#TalentStrongFL

This webinar is being recorded; all materials will be available within a week of recording



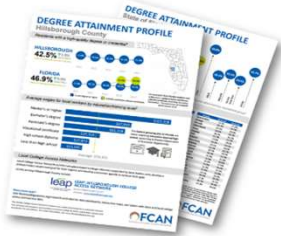
Our mission:

We lead the collaborative movement to ensure every Floridian achieves an education beyond high school and a rewarding career.

Our vision:

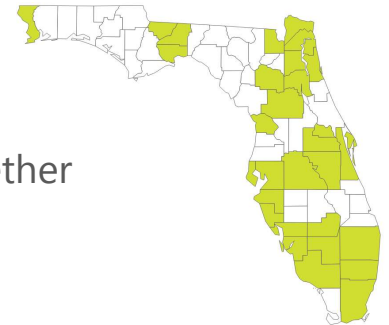
A Florida working together, where education is the pathway to economic mobility for all.

FCAN's Work



Research and Data FCAN publishes research and data on evidence-based practices and policy opportunities to strengthen Florida's talent pool.

Local college access networks (LCANs) LCANs support 82% of the state's population. These organizations are made up of community leaders who come together to create solutions and partnerships to support local talent development.



Statewide Initiatives FCAN coordinates 4 College Ready Florida initiatives that provides schools and community organizations resources to help students continue their education after high school.



7 Conditions for Success

Opportunity for everyone: To build a talent-strong economy, all Floridians need access to a postsecondary education and the supports to complete it.

Clear information and guidance: Students and families need exposure and counseling early and often to make informed decisions about their futures.

Affordable: Postsecondary education needs to be within everyone's financial reach, regardless of household income or life circumstances.

Multiple pathways to success: Floridians benefit from multiple learning opportunities for academic achievement and career advancement.

Lifelong learning: No degree or credential is "one and done;" Floridians need to prepare for career changes through continuous learning.

Effective use of data: Transparent access to data on education and economic outcomes, especially for Florida's diverse populations, helps achieve our goals.

Community collaboration: When community partners work together toward a shared vision, they remove barriers, build a robust workforce, and improve the quality of life for their regions.

Poll: What type of organization are you with?



Opening remarks



Whitney Walker
Senior Community Relations Specialist

Florida Power and Light Company

Poll: How are you currently partnering with HBCUs?



Introduction



Increasing DEIB is good for business

- 25-36% more likely to outperform on **profitability**
- Up to 20% higher rate of **innovation**
- **Decision-making**: Up to 30% greater ability of spotting / reducing business risks
- Statistically significant causal relationship with **engagement & retention** for all employees
- Expanding hiring to include diverse talent provides **new avenues to staff hard-to-fill roles**

Source: World Economic Forum, *[“Diversity, Equity and Inclusion 4.0: A toolkit for leaders to accelerate social progress in the future of work”, June 2020](#)*

Guest Presenters

Walter P. Cooper, Sr.

Director of Career Education/
Leadership Development Center
Tuskegee University



Guest Presenters

Diana Nguyen

Human Resources College Recruiting
and Placement Specialist
NextEra Energy



Guest Presenters

Stephen Ball

Senior Vice President
External Engagement,
Wells Fargo



Questions?

Conclusion



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