



Tessa LeSage
April 13th, 2023

Education & Workforce April Branch Meeting

Lee County Recovery Task Force



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Introductions

Recovery Task Force Updates

Problem Solving Process

Research and Data

Next Steps

Discussion and Questions

Public Comment



Introductions



Membership

- **Branch Leads:**
 - Dr. Mike Martin
- **Branch Members:**
 - Katy Errington
 - John Roth
 - Dr. Guido A. Minaya
 - T. Sharon Woodbery
 - Mike Wukitsch
 - Ayesege Timur
 - Dr. Denise Carlin
 - Laura Siebenmorgen
 - Jamie Lienhardt- Engle
 - Jamie Weisinger

Introductions



Branch Meeting Support Team

Facilitator(s)

- Tessa LeSage
- Harrison Newton

Branch Support

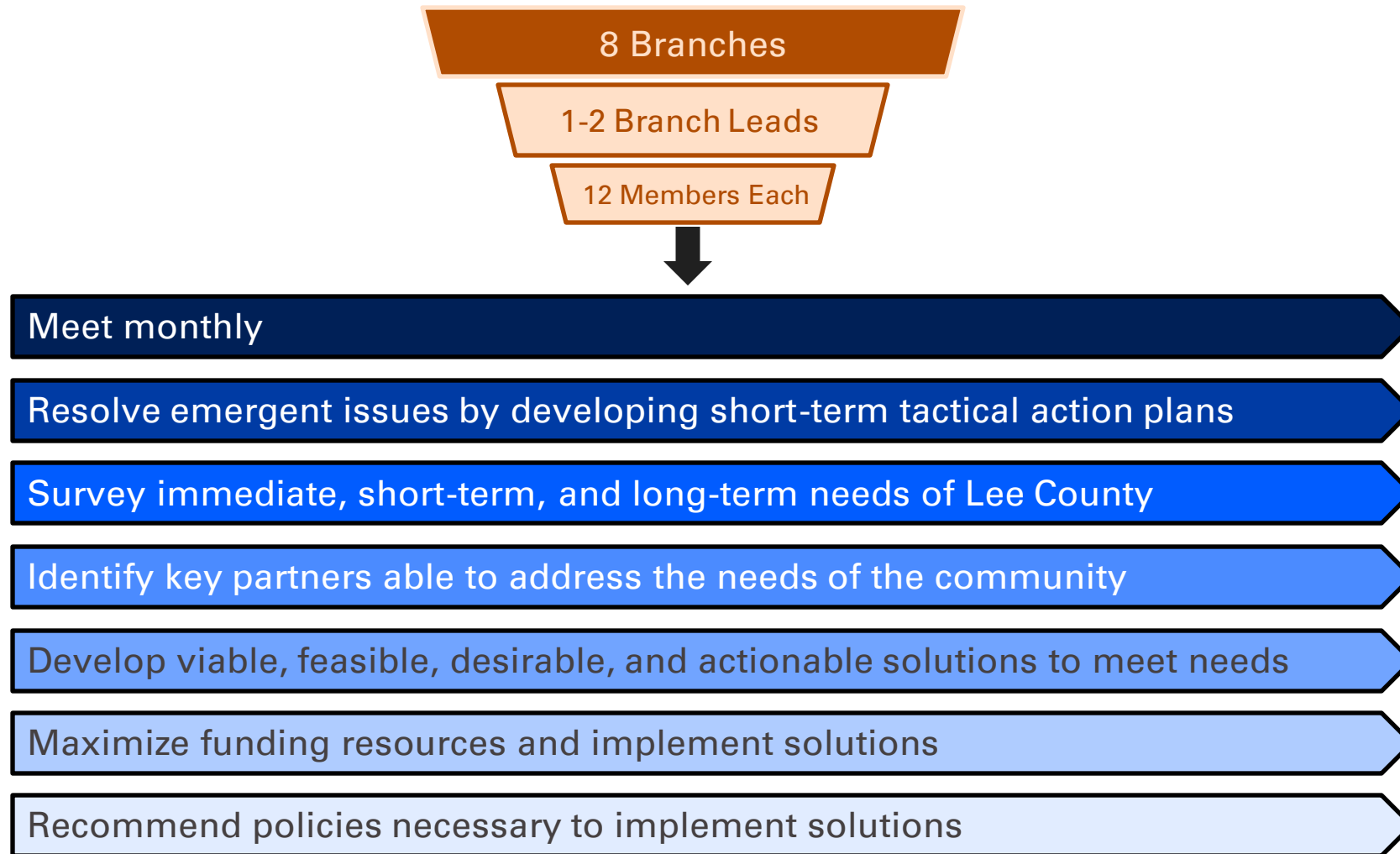
- Robbie Heere

Recovery Task Force Membership

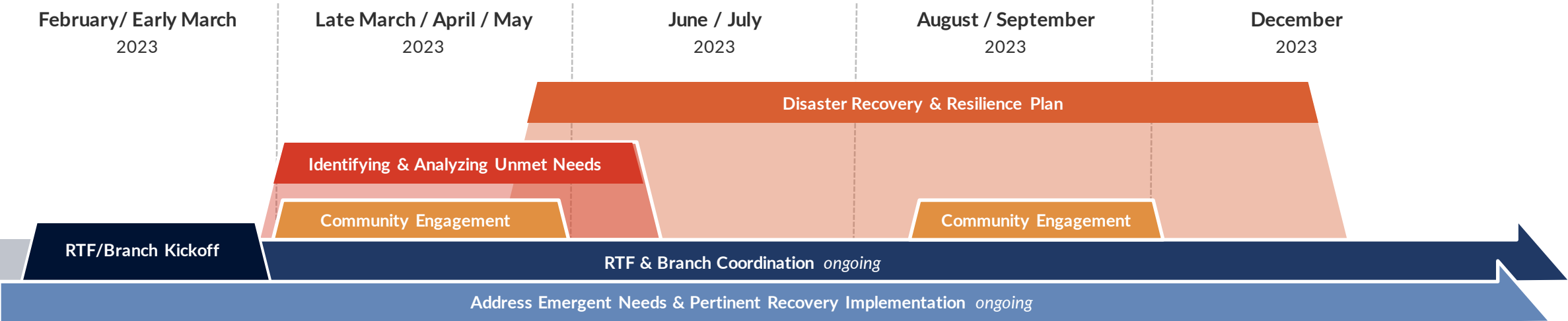


Agency	Position	Representative
Board of County Commissioners	Commissioner	Kevin Ruane, Chair
City of Bonita Springs	Councilman	Chris Corrie
City of Cape Coral	Mayor	John Gunter
Village of Estero	Mayor	Jon McLain
City of Fort Myers	Mayor	Kevin Anderson
Town of Fort Myers Beach	Councilman	Bill Veach
City of Sanibel	Councilwoman	Holly Smith
Law Enforcement	Undersheriff	John Holloway
Lehigh Acres Fire District	Fire Chief	Robert Dilallo
Lee County School Board	Chairman	Armor Persons
Lee Health	Board Member	David Collins
Legislative Delegation	Representative	Jenna Persons-Mulicka
Constitutional Office	Property Appraiser	Matt Caldwell

RTF Structure: Branches



High Level Process for Long-term Recovery Planning



RTF / Branch Kickoff

Establish the working structure for RTF and launch branches. Identify immediate needs and goals to address.

Launch website.

RTF & Branch Coordination

Identify recovery objectives; inform impact and needs assessment; establish projects; incorporate community's priorities; inform long term planning; oversee recovery plan implementation

Identifying & Analyzing Unmet Needs

Hurricane Ian storm impact analysis, and a cursory look at outstanding needs that will begin to shape recovery priorities

Community Engagement*

Comprehensive community outreach to inform and validate needs, identify solutions, and validate planning.

Hurricane Ian Disaster Recovery & Resilience Plan

A framework for Lee County's recovery from Hurricane Ian, including prioritized projects, funding sources, and key stakeholders

Emergent Needs & Pertinent Recovery Implementation

Conduct recovery operations and manage recovery funding streams: short-term, intermediate, long-term.

RTF is forum to identify emergent and time sensitive needs and identifying best path forward.

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Updates from the Recovery Task Force Meeting



RTF Updates

1

Community Engagement Strategy

2

Emergent Issues

3

No New Priorities

4

CDBG-DR Process and Progress

Branch Priorities



Branches	Branch Priorities/Initial Themes
Planning & Capacity 	• Plan for improved short-term recovery response (immediately post-disaster) • Increase inter-governmental coordination for long-term planning for resiliency • Propose planning community priorities based on those hardest hit
Economic Recovery 	• Identify partnerships and incentives supporting the workforce, such as affordable housing near jobs • Identify Short-term actions that support the rapid recovery of businesses, including access to financing, and marketing the tourism-based economy • Rebuild more public access to natural resources • Prioritize industry-sector growth to build a resilient economy
Education & Workforce 	• Improve workforce participation by increasing skilled and credentialed workers to fill jobs in Lee County • Create ways to partner and leverage resources to increase shared ownership of education, to improve outcomes and opportunities from early childhood education to career • Create systems that foster lifelong learning and training opportunities for all • Address outside variables (housing, transportation, mental health, childcare, etc.) that hinder education and workforce
Health & Social Services 	• Access through mobile services and for special needs environments that includes necessary services and accessibility to facilities built to provide services, pharmacies, mental health services • Coordination of a resilience hub with dependable and real time information and based on prior mapping critical care infrastructure • Identify mental health responses in real-time, especially one-year anniversaries, with support for staff and considerations for workforce retention and well-being • Identify regulatory requirements for special services and supportive living centers, options for providers

Branch Priorities



Branches	Branch Priorities/Initial Themes
Infrastructure 	• Preserve and harden critical infrastructure such as water, power, transportation, communications and sanitary infrastructure systems • Pre-disaster planning for supplies, evacuation, and shelter, especially for special needs during emergencies fuel, and cascading points of failure of weak links • Address increased shelter needs and return to normal operations for schools • Identify redundancy in infrastructure, systems, and partnerships, and sharing assets among jurisdictions and outside areas • Determine long-term improvements for livability
Housing 	• Deregulation to reduce costs of housing and consistency of codes and permitting for efficiency • Zoning changes to comprehensive planning that increases density and redevelopment • Address housing issues and development incentives for vulnerable populations and communities
Natural Resources 	• Determine regulatory actions and incentives to address impacts of natural resources • Direct actions to improve hydrological and ecological conditions • Create public education and awareness campaigns to reduce the impact on natural resources
Cultural Resources 	• Identify short-term recovery and stabilization of the arts • Convene the arts community supporting cultural facilities and individual artists • Identify regional cultural planning and representation for the arts

Meeting Purpose



1 What other information do you need to design, identify or evaluate solutions in this space? Are there information gaps?

2 Are there other experts, organizations or institutions you would like to hear from?

3 What kinds of solutions are you already considering for exploration?



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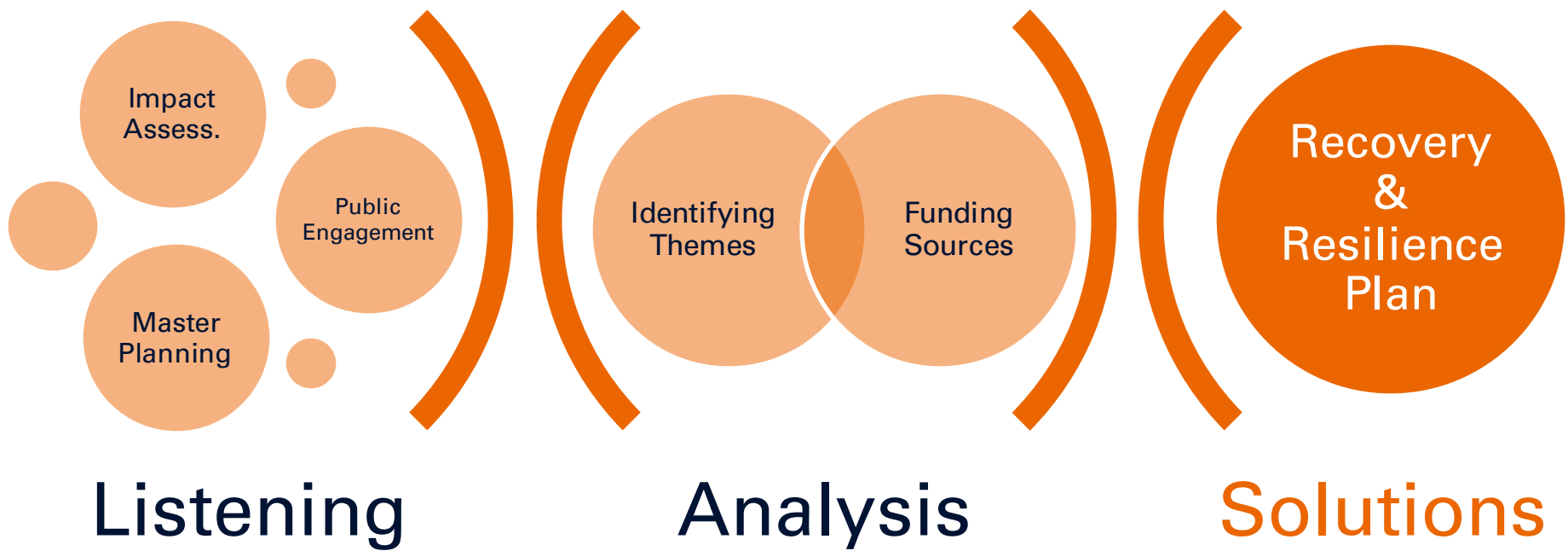
Next Steps

Discussion and Questions

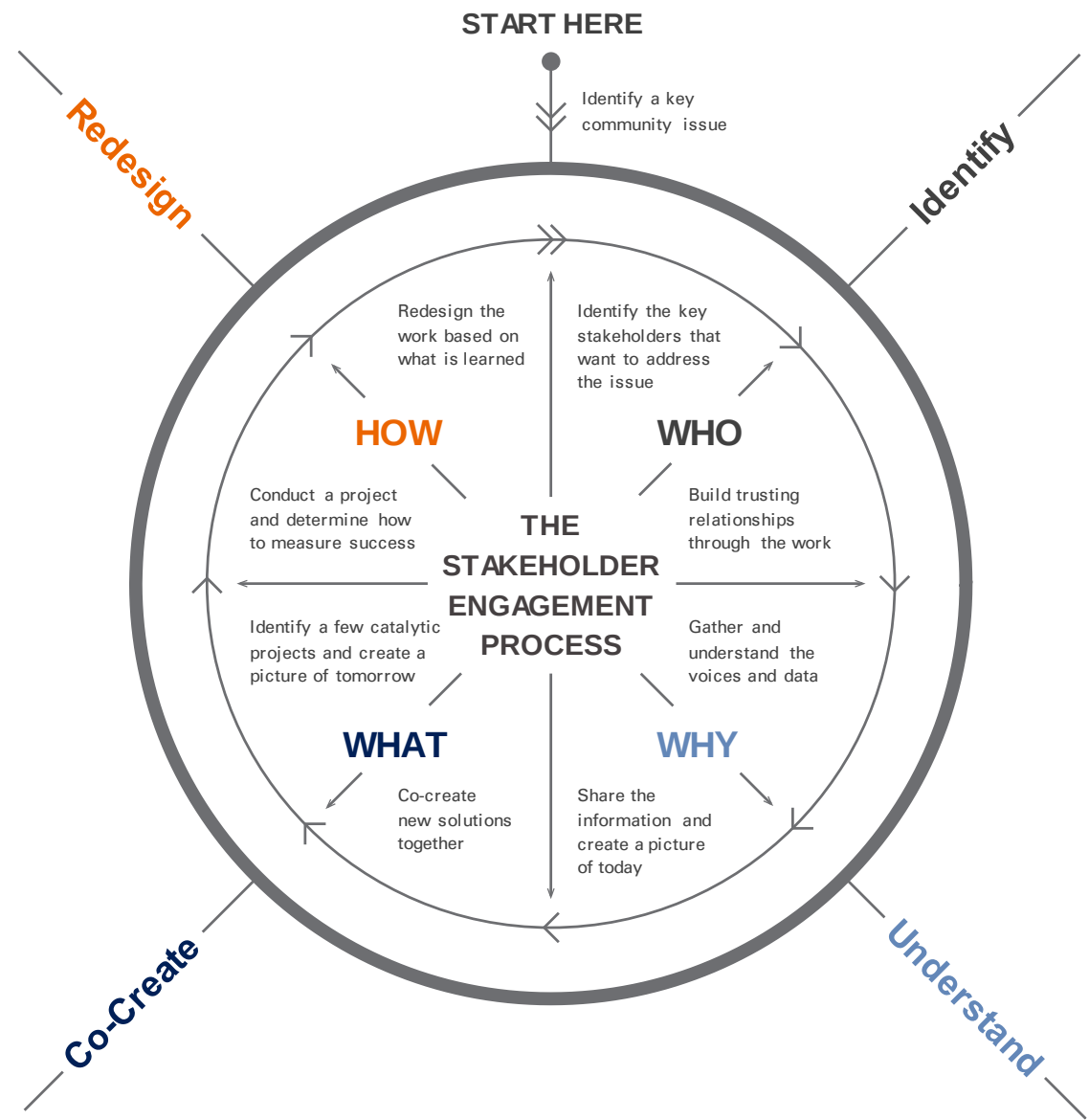
Public Comment



Overview of Branch Problem Solving Process



Process



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Priority 1 Key Challenges



Improve workforce participation by increasing skilled and credentialed workers to fill jobs in Lee County

- The region lost nearly 500 jobs between December 2021 and December 2022 due to the COVID-19 pandemic, which disrupted education and degree attainment and Hurricane Ian, which depressed the area's tourism industry
- Lee County had the largest skilled workforce in the region, with 150,304 residents in 2020 (42.3% of total working age population), but is still behind the state average
- The region has an untapped workforce – nearly 60% of working age adults do not currently hold a high-quality credential beyond high school
 - Only one of the top 10 occupations in southwest Florida required a high school diploma, five required postsecondary education, and two occupations required an associate degree and at least a master's degree

Priority 1 Key Findings



- The health care and social assistance industry is projected to be the fastest-growing industry in Southwest Florida, adding an average of 1,757 employees each year from 2021 to 2029
- A survey of students in Lee County Students named these as the top barriers to higher education:
 - Lack of accessible information about college and scholarships
 - Time constraints
 - Financial barriers to higher education
 - Feeling pressured and overwhelmed
- Local programs have benefitted from partnerships with the state

Key Research

- FutureMakers Coalition website
- Career Source Southwest Florida – 2022 Labor Market Trends
- Florida Department of Economic Opportunity – Occupation Projections
- The School District of Lee County website

Priority 2 Key Challenges



Create ways to partner and leverage resources to increase shared ownership of education, to improve outcomes and opportunities from early childhood education to career

- A combined 90% of surveyed organizations (up from 79% in 2021) reported that it is “very likely” or “likely” that recruiting and hiring new, qualified employees will be a priority in 2022
 - This priority was shared almost equally between small and large organizations
- Lee County has 41% of its kindergartener's test as being ready for school
- A region-wide survey of free or low-cost Pre-K could not be identified

Priority 2 Key Findings



- Lee County School District offers free Pre-K for 3 & 4-year-olds for “income-eligible families”
- Children with documented disabilities or special needs are encouraged to apply
- Transportation is provided for students who reside two miles and more away from the school site
- The district is making room for 200 new preschool seats a year, with the hopes of reaching the 66% mark by 2030

Key Research

- Early Childhood Learning Centers website
- The News-Press article on Lee County school district launching preschool expansion

Priority 3 Key Challenges



Create systems that foster lifelong learning and training opportunities for all

- There is a need to establish a Children Services Council (CSC) that would serve to invest in prevention and early intervention programs that produce measurable results
- Diversification of skills
 - Skill diversity reduces risk by giving individuals, teams, and organizations more than one way to respond to the environmental shocks
 - Communities with diverse and connected skills will be more adaptable and resilient. They will be better able to reconfigure under stress and then to adapt to take advantage of new opportunities

Priority 3 Key Findings



- Lee County is committed to providing resources and programs around education and workforce training and preparation. Some examples include:
 - The Foundation for Lee County Public Schools
 - Literacy Programs
 - The Adult, Career, & Technical Education Department of the School District of Lee County
- The Senior Community Service Employment Program (SCSEP) is a community service and work-based job training program for older Americans
 - SCSEP serves unemployed low-income (125% of Poverty Guidelines) Floridians aged 55 and older who have poor employment prospects
- Retired staff and faculty are often an untapped resource for colleges and universities

Key Research

- Children's Services Council website
- Skill diversity article
- Foundation for Lee County Public Schools website
- The School District of Lee County website

Priority 4 Key Challenges



Address outside variables (housing, transportation, mental health, childcare, etc.) that hinder education and the workforce

- Hurricane Ian's impact on the workforce health of Lee County has further compounded challenges that existed as a result of COVID-19
 - Short-term unemployment is not unusual following a disaster event; reports of workforce activity show a decline of nearly 50 percent in the weeks following Ian's landfall, and an increase of 5,000 unemployed individuals a month post-impact
- Though the monthly census of job openings in the Lee County area show 28,973 openings in March 2023, the availability of affordable housing may be preventing Lee County residents from applying to open positions as well as preventing new job seekers from relocating to the area

Priority 4 Key Findings



- The 2022 Futuremaker's Workforce Employer Survey Report found that the proportion of employers offering housing cost assistance increased from 3 percent in 2021 to 22 percent in 2022. Remote working options also increased from 27 percent in 2021 to 42 percent the following year
- These findings perhaps reflect the evolving needs of the Southwest Florida workforce, and the challenges businesses are having in recruiting qualified employees to the region
- This year, the SWFL Equitable Jobs Pipeline will be facilitating roundtable discussions with regional leaders in healthcare and education to develop sustainable workforce solutions to address these challenges, including engagement with school districts and health care hiring events

Key Research

- Futuremaker's Workforce Employer Survey Report, 2022
- Workforce Employer Survey Report, 2021
- Employ Florida County Profile, Lee County, 2023

Meeting Recap



1 What other information do you need to design, identify or evaluate solutions in this space? Are there information gaps?

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Next Steps



Calendar of Meetings	
Date	Time
Thursday, April 13, 2023*	11 a.m. - 12:30 p.m.
Thursday, May 18, 2023*	11 a.m. - 12:30 p.m.
Thursday, June 8, 2023*	11 a.m. - 12:30 p.m.
Thursday, June 15, 2023 (as needed)	11 a.m. - 12:30 p.m.
Thursday July 13, 2023*	11 a.m. - 12:30 p.m.
Thursday, July 20, 2023 (as needed)	11 a.m. - 12:30 p.m.
Thursday, August 3, 2023	11 a.m. - 12:30 p.m.
Thursday, August 17, 2023 (as needed)	11 a.m. - 12:30 p.m.
Thursday, September 7, 2023	11 a.m. - 12:30 p.m.
Thursday, September 21, 2023 (as needed)	11 a.m. - 12:30 p.m.

*Rescheduled

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Discussion and Questions



Discussion to close after final member questions, before opening to Public Comment.

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Public Comment



Adjourn

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Education & Workforce Branch



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