



THE FUTURE OF  
*Workforce Development*  
WHERE RESEARCH MEETS PRACTICE

**Session:**

The Nexus of Workforce and Economic Development

**Speaker:**

Rolando Montoya  
Miami Dade College

September 20, 2012

Federal Reserve Bank of Kansas City, Kansas City, Mo.

*For additional information about The Future of Workforce Development Conference, contact:  
Steven Shepelwich, Senior Community Development Advisor, Federal Reserve Bank of Kansas City  
[steven.shepelwich@kc.frb.org](mailto:steven.shepelwich@kc.frb.org)*

**Federal Reserve Bank of Kansas City  
The Future of Workforce Development Conference  
September 19-20, 2012**

**The Nexus of Workforce and Economic Development:  
A Perspective from Miami Dade College**

**Presented by Rolando Montoya, MDC Provost**

# Collective Planning for Workforce and Economic Development at Miami-Dade County: One Community One Goal Program

- Chambers of Commerce
- Economic Development Agencies
- Workforce Investment Board
- Colleges and Universities
- K-12 Public Education System
- Private Companies
- Non-profit Organizations & Foundations
- Professional Organizations
- Municipal and County Governments



# Phases of the Planning Process

1. Competitive Assessment / SWOT
2. Target Industry Identification
3. Education Assets Inventory
4. Target Industry Strategies



# Target Industries

1. Aviation

2. Creative Design (e.g., advertising, architecture, fashion, film)

3. Hospitality & Tourism

4. Information Technology

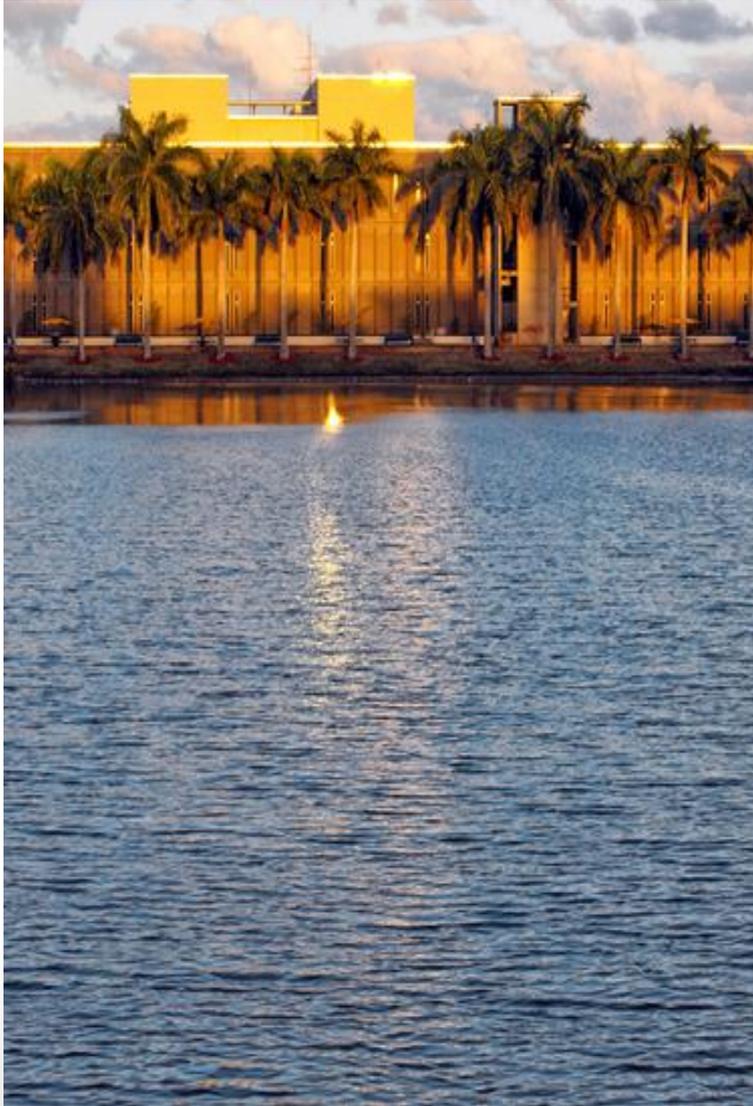
5. International Banking & Finance

6. Life Sciences

7. Trade & Logistics



# Miami Dade College at the Micro Level



- Organizational Structure Parallels One Community One Goal Targeted Industries
- Development of New Programs to Close Educational Gaps
- Advisory Committees for all Workforce Development Programs
- Partnerships with Private Businesses and South Florida Workforce Investment Board

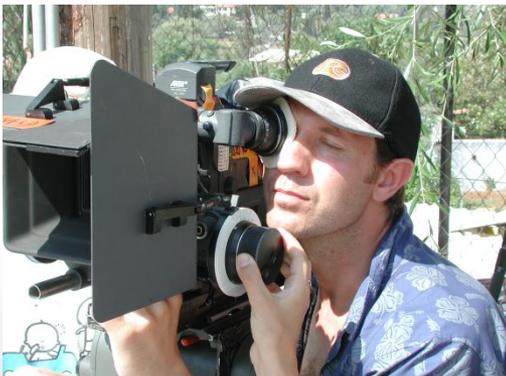
# Workforce Development Programs

- Applied baccalaureate degrees
- Advanced training diplomas
- Associate in arts
- Associate in science
- College credit certificates
- Vocational certificates
- Non-credit workforce development programs

# Baccalaureate Degrees Responsive to Industry Needs

Biological Sciences  
Electrical Engineering Technology  
Film and Video Production  
Nursing  
Public Safety Management

Early Childhood Education  
Exceptional Student Education  
Mathematics Secondary Education  
Physician Assistant  
Science Secondary Education



# Non-Credit Workforce Development Programs

- Traditional (Accounting, Management, Computer Applications)
- Career Success Boot Camp
- Casino Gaming (dealers, tellers, security & surveillance, pit boss/management, slot machine technicians)
- Certified Nursing Assistant
- Customer Service for Taxi Drivers and Airport Personnel
- Home Health Aide
- Insurance Claim Adjuster
- Logistics, Distribution, Warehousing Management, Custom Brokerage
- Photovoltaic Technology
- Social Media
- Weatherization

# Composition of Advisory Committees

- Representatives of professional organizations
- Representatives of employers
- Successful graduates
- Representatives from feeder schools
- Representatives from transfer universities

# Contributions of Advisory Committees

- Information on need and demand for new programs
- Information for curricular updates and relevance
- Donation of equipment and supplies
- Scholarships
- Paid and unpaid internships
- Referral of adjunct faculty
- Job placement of graduates

# Challenges of Advisory Committees

- Attendance
- Limited contributions
- Individual biases
- Unrealistic expectations
- Unidirectional conversation

# Partnerships with Workforce Investment Boards

- South Florida Board and University of Miami Hospital: ***Nursing***
- South Florida Board and University of Miami: ***Lab Technicians***
- South Florida Board: ***Biotechnology for Young Adults***
- South Florida Board: ***Hospitality Training for Refugees***
- South Florida Board and Take Stock in Children: ***Early Intervention Program***
- South Florida Board and Monster.com: ***Employment Skills for Veterans***
- South Florida Board and Center for Financial Training: ***Future Banker's Program***
- Workforce Florida and Mantha Group: ***Lean Manufacturing***



# Partnerships with Businesses

- Florida Power & Light: ***Nuclear Energy Program***
- Blue Cross Blue Shield: ***Dental Hygiene***
- Miami-Dade Expressway Authority: ***Entrepreneurship and Procurement***
- South Florida Educational Credit Union and Wells Fargo: ***Financial Literacy***
- Baptist Hospital: ***Nursing***
- Center for Financial Training: ***Banking & Financial Services***
- Overtown Community Redevelopment Agency: ***Hospitality Institute***
- Hilton Hotels: ***Hospitality Institute***
- Telemundo: ***Soap Opera Script Writers***
- City of Miami: ***Computer Literacy Program***



