

University of South Florida

“I want this state to be the place where any family from whatever country or zip code, ..., you can live any dream. The dream is you can get a great job and your children can get a great education so they can live the dream.”

- Governor Rick Scott



USF Muma College of Business Internship & Mentoring Program

- The USF Muma College of Business **paid internship program** provides the Tampa Bay business community with talented students who earn academic credit while learning on the job.
- Nearly **350 employers** are regularly engaged in the internship program at USF Muma College of Business- **92% of those students had job offers at graduation**
- USF's Corporate Mentor Program- **Last year, 100% of the graduating seniors** paired with a mentor, **had a job offer — in their area of study** — within weeks of graduation.



How did the Muma College of Business successfully implement its internship program?

It is like clapping ...

but we realized you cannot clap
with only one hand.



How did the Muma College of Business successfully implement its internship program?

- **Step 1:** Making internships part of the curriculum and raising student awareness
- **Step 2:** Partnering with businesses and explaining the benefits for them
- **Step 3:** Leveraging organizations in the business community



Engineering Internships = Jobs

Pharmaworks – “Been hiring engineering interns since 2010 as a long-term solution to shortages in quality talent.” *President Peter Buczynsky*

Ericsson – “Ericsson places a high value on interns because they are the future of the organization. It’s an innovative partnership between Ericsson and USF COE is a great example of reimagining engineering education and workforce development.” *VP Dennis Blankenship*

Example of effective engineering program: BEST

- Bulls Engineering Success Training (BEST) Program prepares students for their first job and enables them to hit the ground running.
- Students are supervised by a faculty member and mentored by an industry partner.
- Participating companies benefit directly from having a project completed and gain recruiting advantages in hiring new engineers.
- 100% of USF BEST participants have job offers upon graduation.



How to do it: Engineering Workforce Development

1. Encourage companies to recruit interns and coop students and hold them accountable.
2. Create a Governor's Office 'Degrees to Jobs Leadership Council' with measurable outcomes including number of engineering students recruited after graduation, number of interns & coops, salaries, and number of high-tech companies attracted to the State of Florida.
3. Incentivize engineering excellence in academia in Florida by fostering the entrepreneurial and business-oriented spirit among Deans of Engineering.



Sampling of USF COE Partners



Companies that donate, have programs in place for student experiential learning, and hire graduates.



Consulate Health Care: Post Acute Center at USF Health



Consulate Health Care: Post Acute & SNF Center at USF Health

- 110 Bed, \$20 million, inpatient facility, 100% funded by Consulate on the USF Tampa Campus
- CON issued 2015, 2018 expected opening for student training, internships, clinical rotations, faculty practice and residencies.
- Classroom space, large private rooms, conducive to interdisciplinary team rounding, faculty administrative space
- USF Health Medical Director
- Partnership statewide with DEO to develop Health workforce programs and curriculum
- Nursing LPN & RN, Nurse Practitioner, DNP, Doctor of Physical Therapy, Occupational Therapists, Speech Therapists, Doctor of Pharmacy, PAs, Healthcare Administration, Health Educators, HCC program support, CNAs, lab tech & patient care technicians, with local vo-tech & high schools

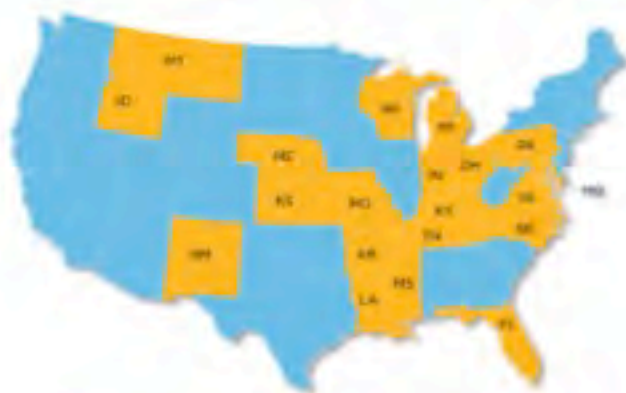


Consulate Jobs in Florida



CONSULATE HEALTH CARE

At the Heart of Caring



Company Overview

- 6th largest post-acute care provider nationwide
- More than 200 centers in 21 states
- 22,000 employees strong

Florida – Largest Provider

- 81 centers
- 9,608 beds (9,224 SNF; 374 ALF; 74 ILF)
- 11,000 employees



Consulate Jobs by the Numbers

By the Numbers

FLORIDA

DISCIPLINE	# of Employees	2015 Spend
CNA	4,963	
NURSING	2,588	
ADMINISTRATOR	81	\$9.72M
THERAPY	1,546	\$65M

NATIONAL (Outside FL)

DISCIPLINE	# of Employees	2015 Spend
CNA	4,500	
NURSING	3,155	
ADMINISTRATOR	120	\$14.4M
THERAPY	2,280	\$97.5M



Building Industry in Florida

C. R. Abernathy

Dean, Herbert Wertheim College of
Engineering

University of Florida



Talent Supply Will Drive Job Location

- In 2012, there were 6.2 million scientists and engineers employed in the United States
- Between 2012 and 2022, ~1.8M jobs in computer occupations and engineering will open
- The US currently produces ~100,000 engineering and CS degrees annually (from colleges of engineering)

The U.S. Science and Engineering Workforce: Recent, Current, and Projected Employment, Wages, and Unemployment, John F. Sargent Jr., *Congressional Research Service*, February 19, 2014



BS and PhD degrees granted by engineering colleges

Florida is the third largest state, but stands fifth in BS degrees granted and eighth in doctoral degrees granted

BS Degrees	
CA	11,511
NY	6,902
TX	6,772
PA	5,069
FL	4,797
MI	4,056
OH	3,960
MA	3,745
IL	3,697
VA	3,178

PhD Degrees	
CA	1,112
TX	840
MA	568
NY	567
PA	449
MI	440
IL	411
FL	409
OH	367
GA	363

BS degree data from ASEE 2014 Online Data Mining Tool includes CS and engineering degrees

PhD degree data from NSF (<http://www.nsf.gov/statistics/2016/nsf16300/data-tables.cfm>) includes only engineering degrees



Public/Private Partnerships

Herbert Wertheim College of Engineering

Top ten in eng/CS degrees nationally, diverse, innovative (2X national average for startups)

Wertheim Transformation:

\$300M to transform engineering at UF (\$67M SOF, \$53M UF, \$180M private support)

ROI: Double number of startups and research expenditures, 300 more eng. degrees, economic development for Florida

Company Recruitment Examples

Mindtree – Gainesville

Access to IT talent, supportive business climate, *community/university alliance*

Northrup Grumman – Melbourne

Access to engineering talent, workforce development, *State/community/university alliance*

UF Innovation Station Sarasota – Florida Engineering Extension (FLEX)

K-12 Outreach, Gator Engineering at SCF, Internships, Continuing Education

Florida Innovators Program

Engineering Innovation Minor: Entrepreneurship, Leadership and Internship

Cost of minor forgiven if student starts business or joins a startup after graduation

Funding: County/Community Foundations/UF HWCOE



Degrees to Job Summit

Leslie Slover

Regional Head of Jacksonville and Cary, Deutsche Bank

Topics:

- Deutsche Bank in the US and Jacksonville
- Career opportunities in Jacksonville
- Growth trajectory since 2008
- Internship and graduate recruitment profile
- Schools we recruit from
- What Florida universities can do to prepare talent for 2020



Jacksonville's momentum

THE WALL STREET JOURNAL

Home World U.S. Politics Economy Business Tech Markets Opinion Arts Life Real Estate

Deutsche Bankers Warm Up to Florida
As a Shift South, Staff Are Trading Subways for Surfboards...Plus All That Parking

By **LARA STEVENS**
Washington, Aug 20, 2015 1:04 pm EDT

JACKSONVILLE, Fla.—Giving up New York means to some of the

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FINANCIAL TIMES

Edward Luce
Another brick in
Trump's wall

Hedge f
Call for
perman

Home World Companies Markets Global Economy

Highlights • The Street View • Japan Inc. • Africa needs an industrial revolution • Dis

Brexit: In or Out - The FT Guide

Move over NY — here comes Jacksonville

Oil Jumps as Threat Intensifies
Political instability in the production countries has driven fuel

Trump seeks spot from Cameron
Republican presidential hopeful requests backing Leave campaign

efc.com/news

Deutsche Bank's biggest U.S. office outside of Wall Street is hiring 350 people

By Dan Richter

From office banking jobs in the U.S. we no longer contend w/ Wall Street. Many client-facing jobs are expected to move away from New York in 2016, as finance professionals seek to be closer where they have businesses for the long run.



Jacksonville's growth

Employee growth trajectory



Career opportunities in Jacksonville

Infrastructure opportunities:

- Finance
- Compliance
- Operations
- Technology
- CISO
- Legal

Business lines opportunities:*

- Sales and trading
- Research
- Product development
- Investment management

* Global Markets, Corporate & Investment Banking, Asset Management, Wealth Management and Global Transaction Banking



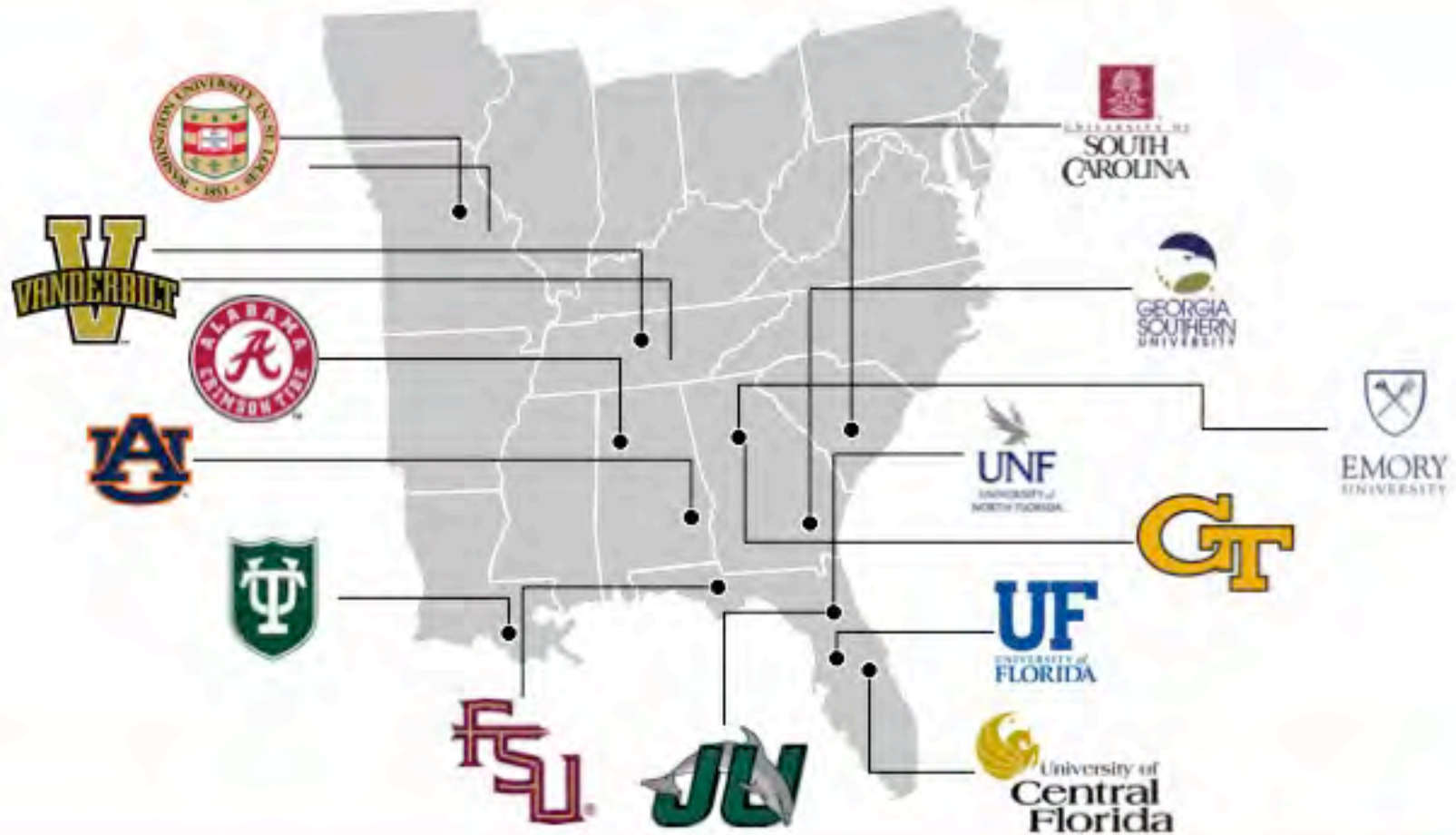
Internship and graduate recruitment profile

Approximately 120 recent graduate and interns are hired yearly

- 20 Interns: Rising seniors from top universities in the Southeast US; 10 week on the job training program.
- 30 Graduates: Graduating seniors complete a 12-month rotation and then interview for permanent roles; *the 2-year retention rate is approximately 86%.*
- 70 AGILE hires: Post graduates convert from 4-month paid internship to full-time roles; *the 2-year retention rate is approximately 62%.*

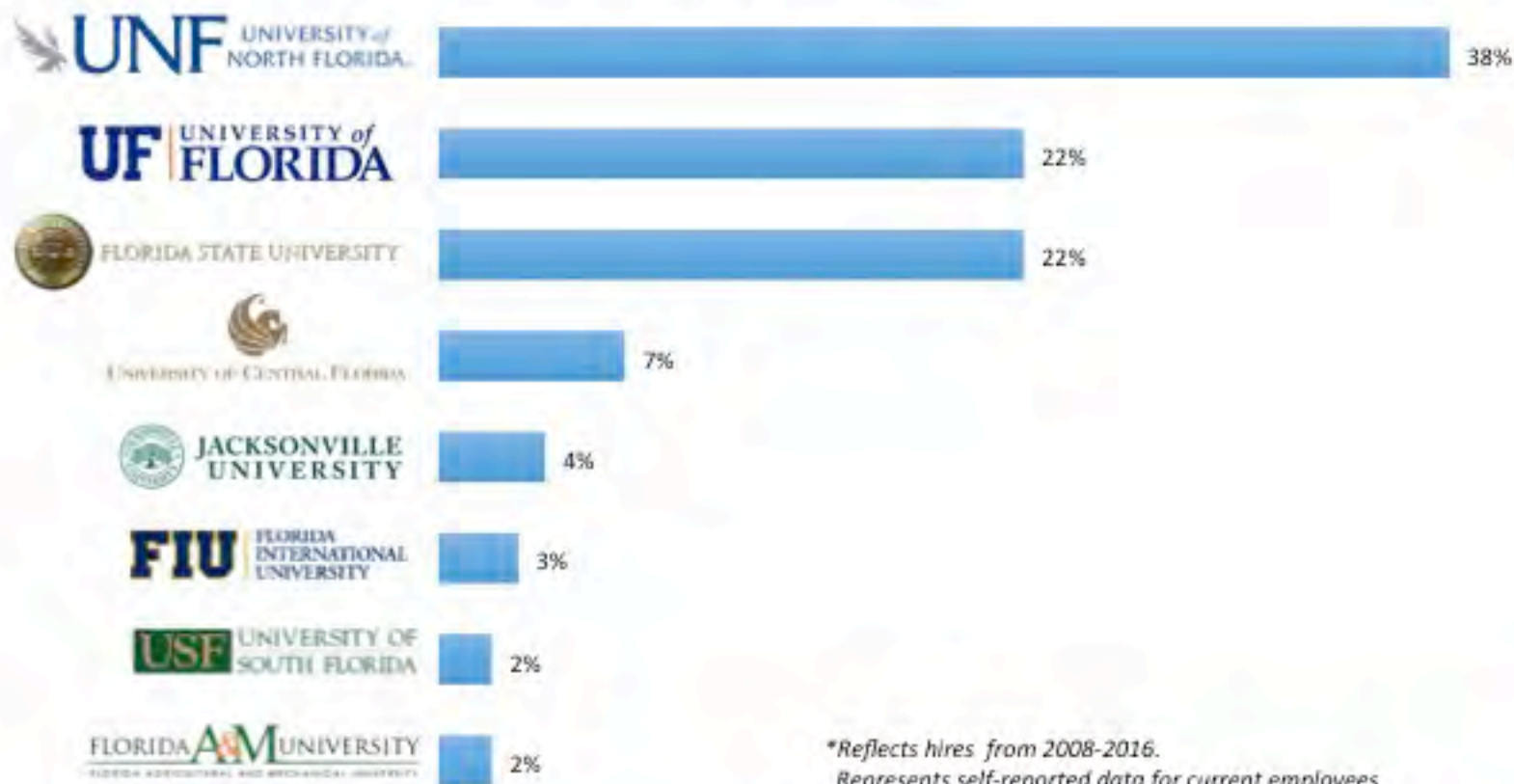


Schools we recruit from



Schools we recruit from

Florida Public/Private Degree Holders* (Schools with 10 or more degree holders)



*Reflects hires from 2008-2016.
Represents self-reported data for current employees.



Preparing talent for 2020

- Attract top students from across the country.
- Train on commercial and business acumen.
- Shape curriculum to reflect corporate needs (i.e. coursework on regulatory and compliance issues)
- Increase the number of US students studying STEM
- Boost awareness of STEM career opportunities
- Demand for analytical problems solvers in IT functions:
 - Network Engineering
 - Cyber Security
 - Systems Administration
 - IT Project Management
 - Business Analysis.



The Blackstone LaunchPad at UCF

One-on-one advising, start-up resources for student entrepreneurs.

- 1400+ unique student ventures advised
- 200+ early-stage ventures launched
- 200+ jobs created, 250+ contractors hired
- \$15M+ projected revenue 2016



The Blackstone LaunchPad at UCF

The most successful of the Blackstone Foundation's 17 sponsored centers nationwide and in Ireland.

- Most students engaged and starting businesses
- 2015 graduate Jesse Wolfe's O'Dang Hummus company expects to gross \$10 million this year!



Jesse Wolfe



UCF Center for Entrepreneurial Leadership

College of Business Administration hosts, tools available to *all* UCF students

- Academic courses complement LaunchPad resources
- Collaboration space with virtual reality equipment, 3D printing, graphic design
- Competitive events for start-ups
- Accelerator program aids advanced start-ups



UCF College of Engineering and Computer Science

- Largest college of its kind among Florida state universities
- Major talent supplier to U.S. aerospace, defense and power generation firms
- Home to UCF's Cyber Defense Team, defending three-time national champion!



UCF College of Engineering and Computer Science

- College's Engineering Leadership and Innovation Institute allows students to build skills beyond a degree
- The Institute offers lab spaces *any* UCF student can use to turn a product idea into a prototype



UCF's Entrepreneur Network

Resources include:

- Orlando based National Entrepreneur Center
- UCF business incubators in partnership with Central Florida local governments
- The GrowFL program for advancing second-stage businesses throughout Florida
- UCF Small Business Development Center

