



Talent Supply & Education Advisory Committee

Meeting #2

April 19, 2017 3:30 p.m. EST

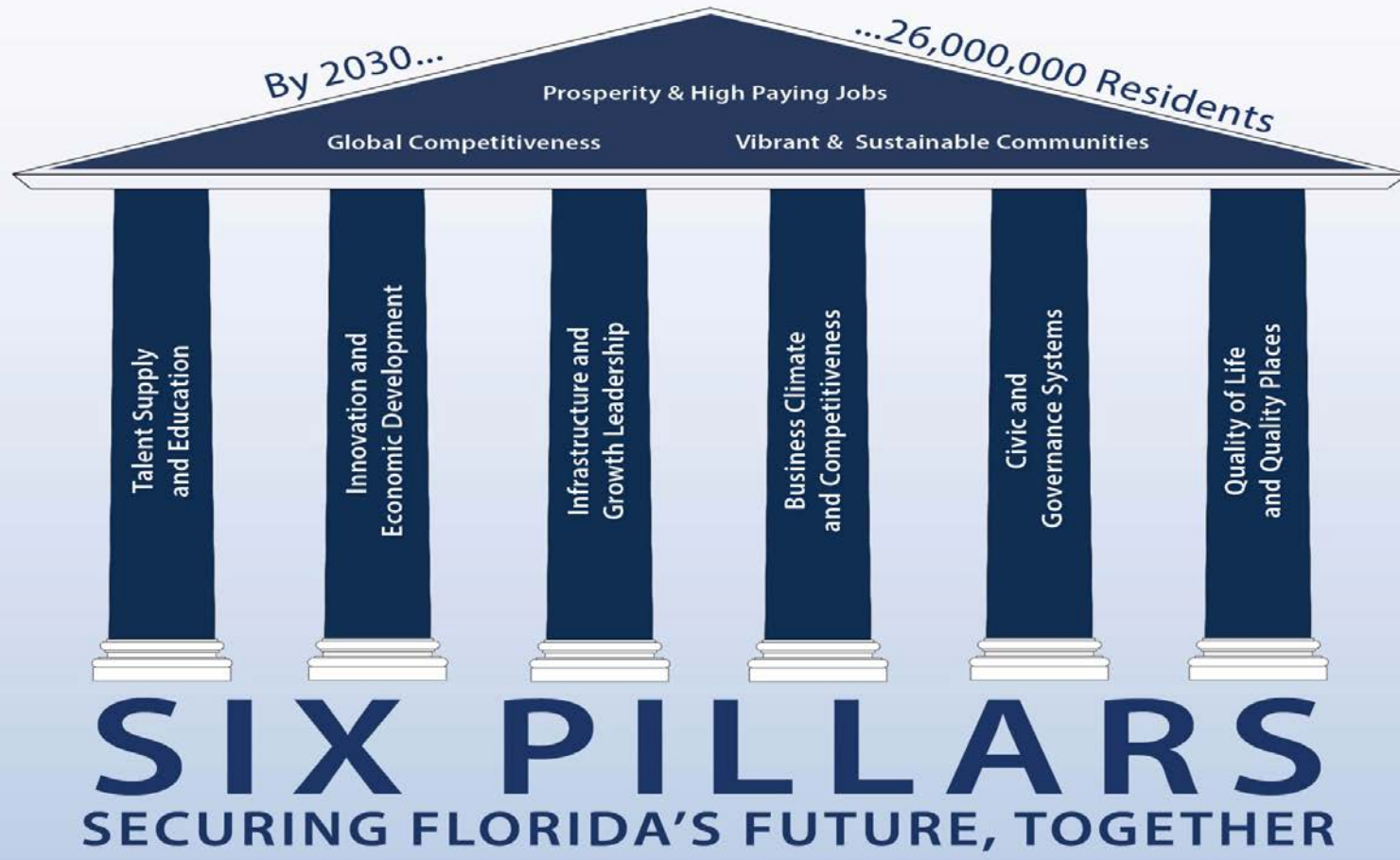
Housekeeping

- **Please do not place your line on hold**
- **Moderated conference lines**
- **To raise questions and participate**
 - Through the conference call:
 - Listen for operator cues
 - Press * 1 on your phone when prompted
 - All lines will be open during the Q&A/Discussion sections
 - Through the webinar:
 - You can type in a question directly through the webinar under the questions section.

* 1

Today's Agenda

- **Introductions**
- **Project Overview**
- **Recap of March meeting**
- **Pillar Issues and Needs**
- **Pillar Priorities**
- **Next Steps and Action Items**



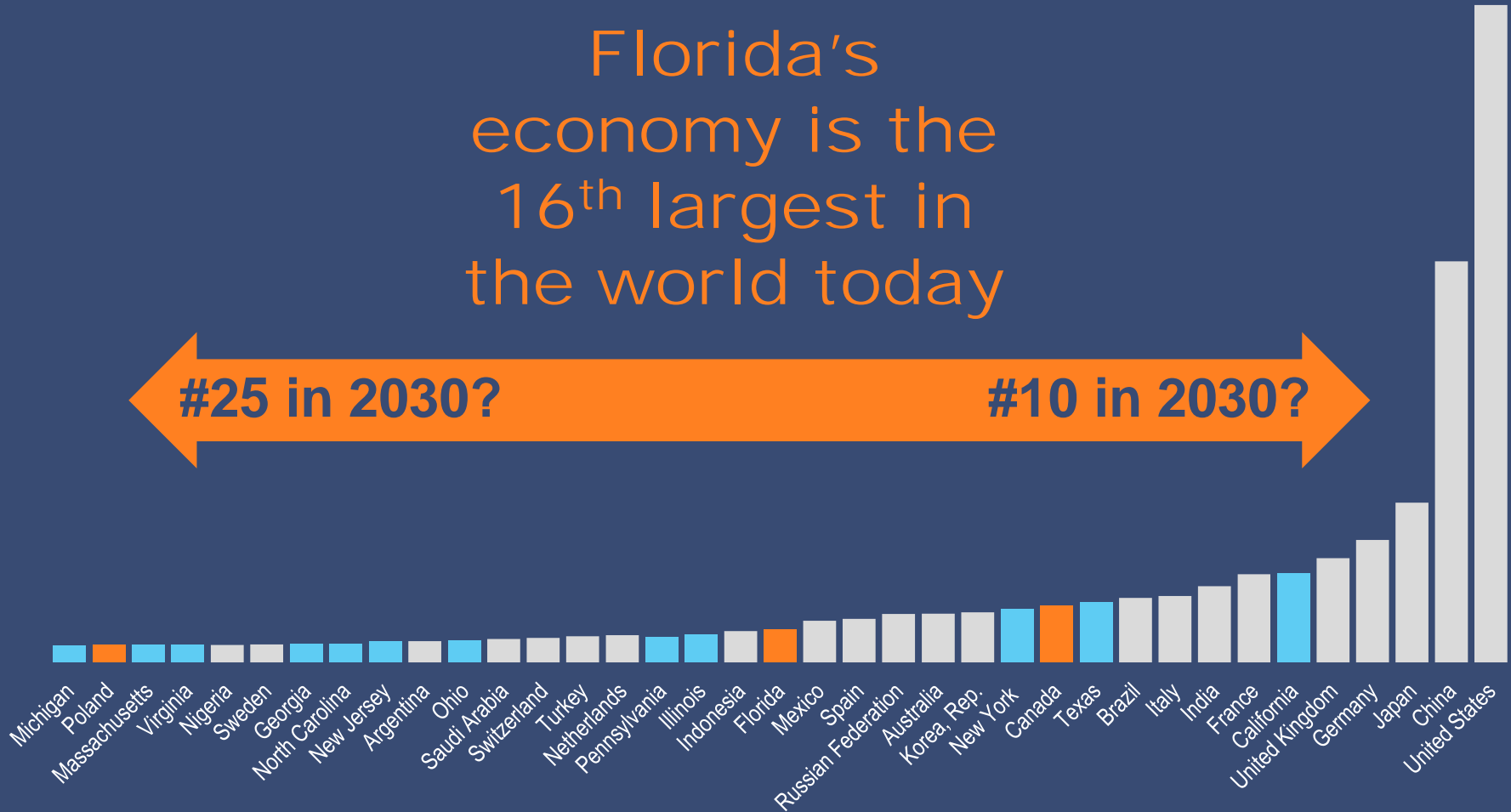
“We must plan better for the next 6 million Floridians than we did for the last 6 million”

Where Will We Be?

Florida's economy is the 16th largest in the world today

#25 in 2030?

#10 in 2030?



Florida Chamber Foundation Trustees

Florida 2030
Executive Steering
Committee

Stakeholder,
Association, and
Agency Partners

Talent Supply &
Education
Advisory
Committee

Innovation &
Economic
Development
Advisory
Committee

Infrastructure &
Growth
Leadership
Advisory
Committee

Business Climate
&
Competitiveness
Advisory
Committee

Civic &
Governance
Systems
Advisory
Committee

Quality of Life &
Quality Places
Advisory
Committee

Caucus Members

Caucus Members

Caucus Members

Caucus Members

Caucus Members

Caucus Members

Anticipated Committee Work Plan

Date	Activity
March 22-23	Kickoff meeting
April 18	Joint call of all committees
April 19	Webconference to review initial research results
May 8	Webconference to review additional research results
May 22	Joint call of all committees
June 14-15, Orlando	In person meeting to begin identifying 2030 targets and strategies
July-August	Additional webconferences as needed to refine 2030 targets and strategies
September 27-29, Orlando	Future of Florida Forum– in person meeting to review draft Pillar research report
Early 2018	Rollout of Florida 2030 report



Robert Holloway
Economics



Susan Zoller
Pk-12



Dr. Ray Thompson
Higher Education



Dr. Fred Seamon
Workforce

- Workforce Needs
- Education Research & Analysis
- Strategic Planning
- Capital Needs
- Program Delivery Options
- Operational Efficiencies
- Policy Review & Formulation
- Funding Opportunities

- Economic Development Organizations
- Workforce Agencies
- Postsecondary Education Systems
- Governing Boards
- Colleges & Universities
- Departments of Education
- School Districts

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Key Takeaways from **March** Meeting

- **Early Learning** – successive support systems, FL VPK, DOE School Readiness, early learning worker shortage
- **K-12** – Class size, curriculum, teacher credentialing, hierarchical delivery model, technology impacts, experiential learning scenarios, soft skills/technical skills
- **Higher Education** – Align postsecondary programs and industry needs, barriers to institutional collaboration, technology revolutionizing access & delivery, outdated teacher education model
- **Workforce** - Innovation across business sectors, workers require lifelong learning, workforce data analytics. Today's education/training paradigms vs. tomorrow's business/industry needs



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Impacts on Talent Supply / Education

By 2030:

- Florida will add 6 million more residents
- **1/4** of Florida's population will be over age 65
- **1/3** of current workers could retire
- Will need 2 million new jobs to maintain existing employment rate
- **Half** of all jobs may be in industries or occupations that do not exist today

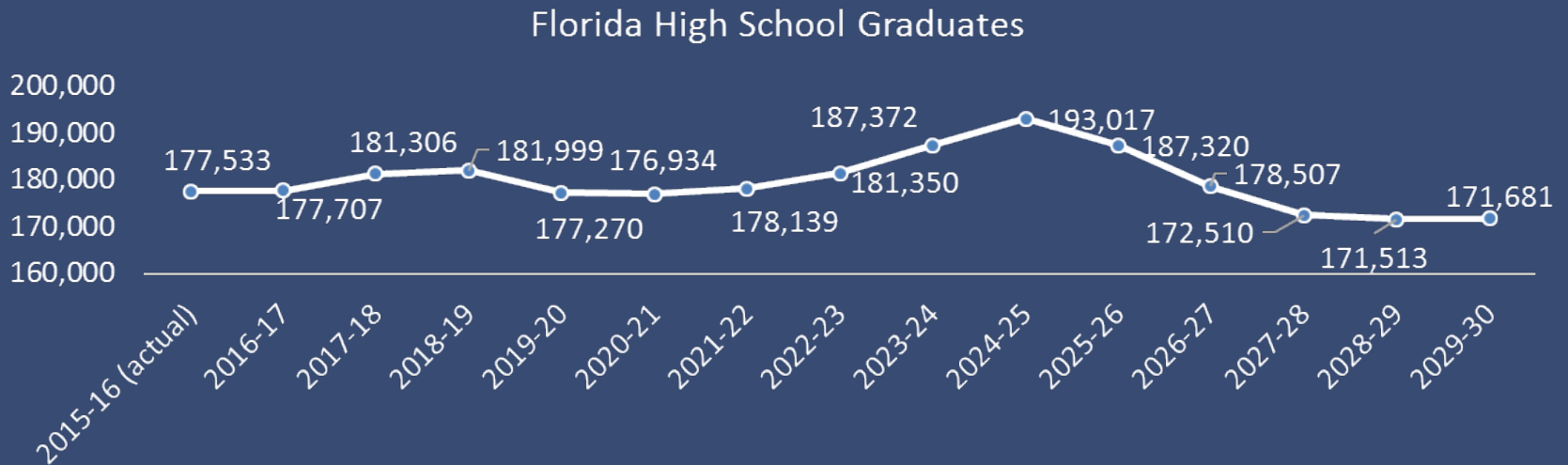
Impacts on Talent Supply / Education

- **Coming shifts in traditional education pipeline**
- **Strong relationship between educational attainment and employment/income levels**
- **Continued gaps in educational attainment between socio-economic groups**
- **Rising demand for STEM, creative, and mid-skill workers**
- **Increasing automation of existing processes and functions**

Florida High School Graduations

- Number of high school grads = 180,670 (2014-15)
- 2014-15 high school four-year adjusted cohort graduation rate
 - U.S. = 83.2%
 - Florida = 77.9% (41st in the nation)
 - Since 2010-11, Florida's rate has improved 7.2%, while U.S. improved 4.2%

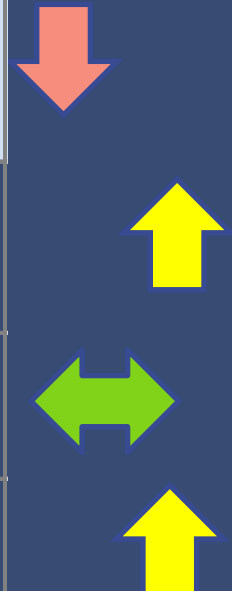
Source: US DOE NCES, 2016.



Source: WICHE, 2017.

Florida Public Higher Education Expenditure Trends

	FY 2015	Change since		
		2008	2010	2014
Public higher education FTE enrollment	601,292	11.2%	-1.0%	-1.1%
State educational appropriations per FTE	\$6,271	-27.3%	-4.3%	6.6%
Net tuition revenue per FTE	\$3,188	28.6%	21.5%	-1.7%
Total educational revenue per FTE*	\$9,460	-14.8%	3.1%	3.7%



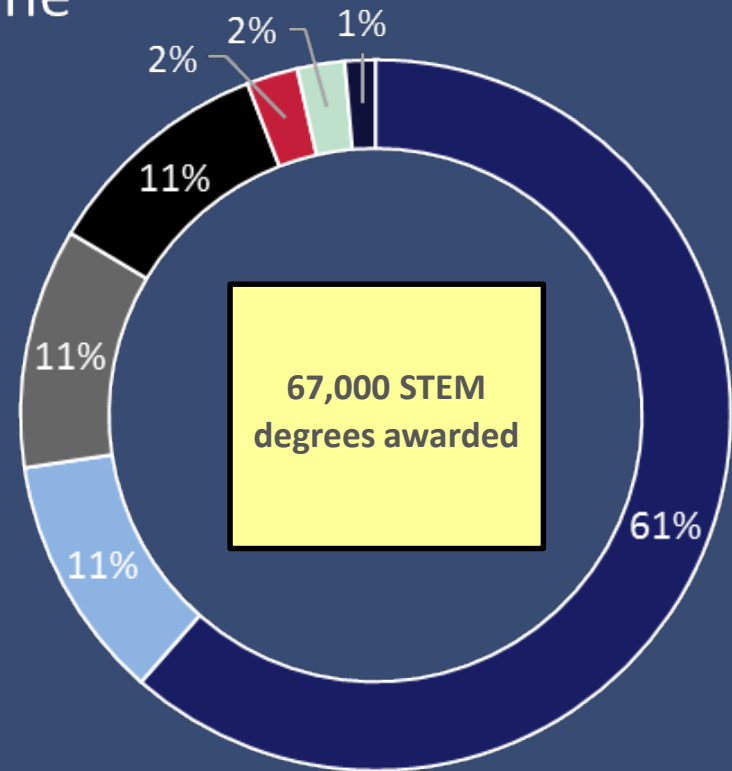
*The 2015 total educational revenue per FTE in Florida is 73% of the US average (ranked 50th).

Source: SHEEO, 2016.

SUPPLY - Florida STEM Degree Awards

2014-15 STEM Degrees Awarded in Florida by Discipline

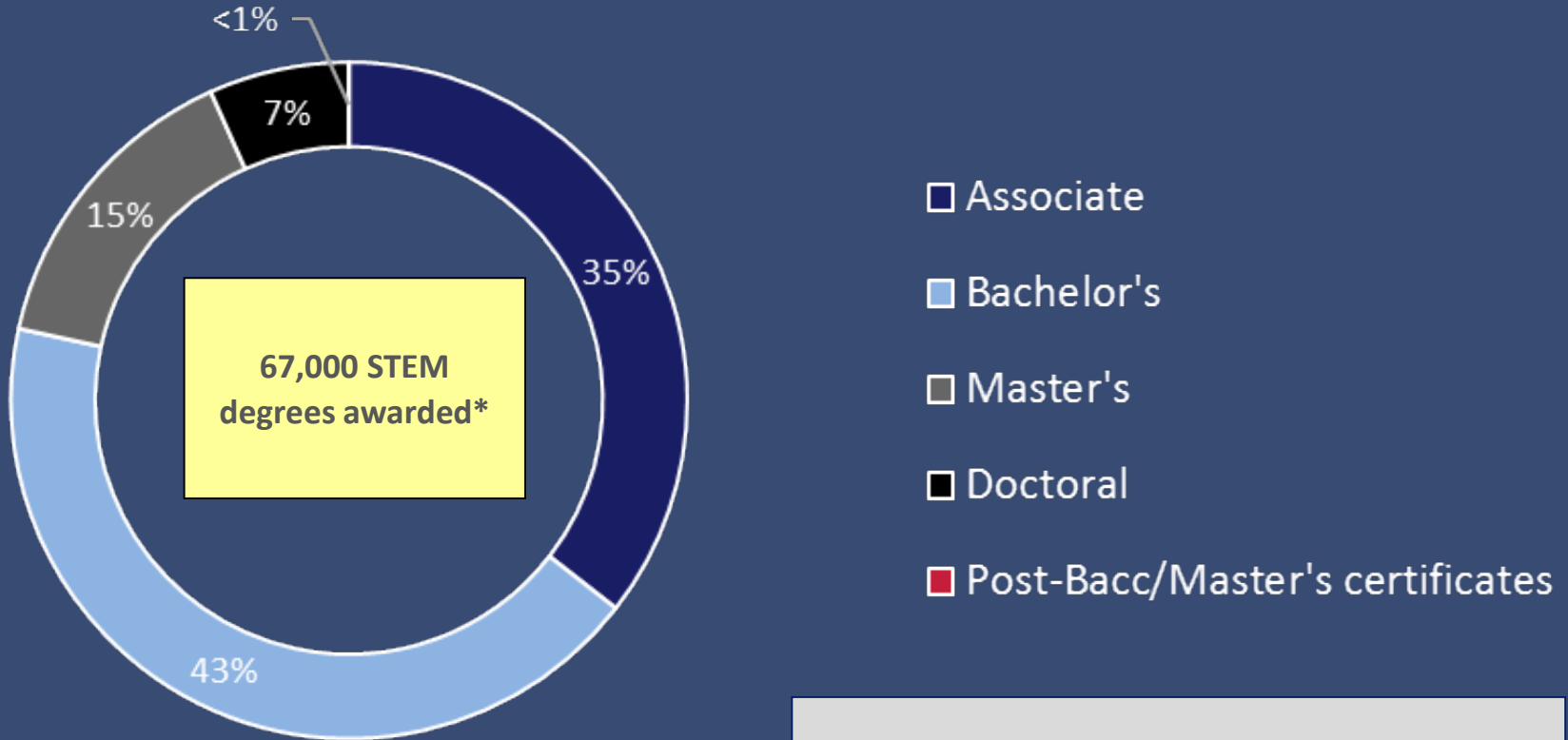
- Health Professions and Related Programs
- Computer and Information Sciences and Support Services
- Biomedical and Biomedical Sciences
- Engineering
- Engineering Technologies and Engineering-Related Fields
- Physical Sciences



Source: IPEDS, 2017.

SUPPLY - Florida STEM Degree Awards

2014-15 STEM Degrees Awarded in Florida by Level

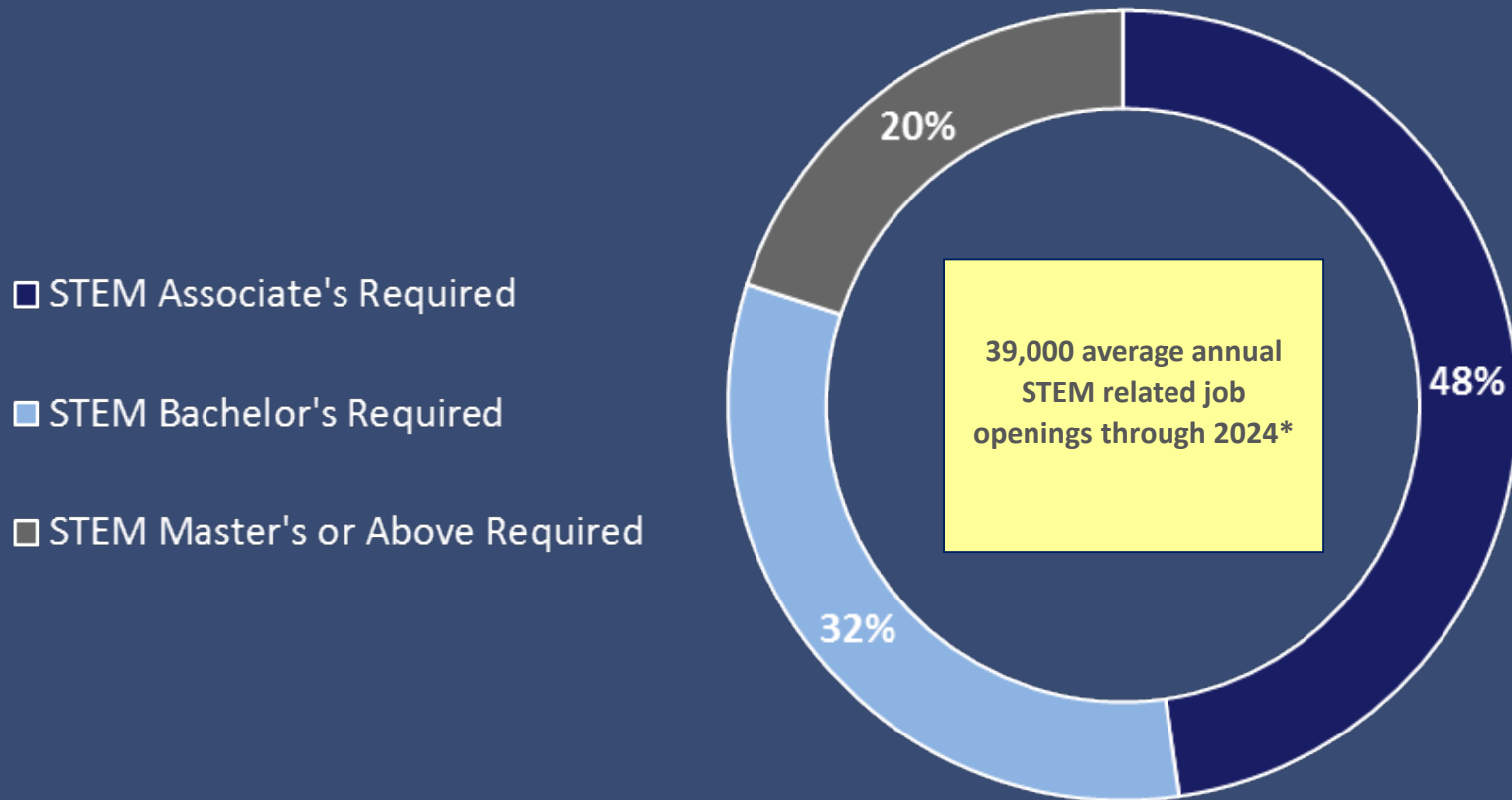


27% of all degrees awarded (associate and higher) = STEM

*An additional 36K post-secondary vocational certificates in STEM disciplines were awarded in 2014-15.
Source: IPEDS, 2017.

DEMAND - STEM Related Job Openings to 2024

Share of Annual Openings Requiring a STEM Degree, by Level



*An additional 20K positions requiring post-secondary vocational certification will be available annually.

High Growth Occupations

- **Bachelor's level occupations gaining most new jobs in FL 2014-21:**
 - **Registered Nurses (29,100)**
 - **Elementary School Teachers (10,900)**
 - **Accountants and Auditors (10,600)**
 - **Management Analysts (8,000)**
 - **Construction Managers (5,900)**
- **Among the top 15 occupations gaining the most new jobs in Florida, are four teaching categories totaling more than 22,000 positions, and four business/management/marketing occupations totaling more than 21,000 openings.**
- **Only two occupations of the top 15 are non health related STEM - software developers and computer systems analysts.**
- **Advances in automation will result in significant reductions in a number of occupations (such as truck driving), leaving parts of the workforce in need of retraining.**

Source: Florida Department of Economic Opportunity.

Online Job Postings

- **Florida's Help Wanted OnLine (HWOL) offers a short-term indication of demand.**
- **Top bachelor's degree ads from 2014 include:**
 - **Registered Nurses (14,000)**
 - **Medical and Health Services Managers (3,200)**
 - **Accountants (3,150)**
- **STEM related online job postings have increased 3.3% since 2013.**

Source: Florida Department of Economic Opportunity.

Higher Education Trends for the Next Decade

- Increased access to “anytime-anywhere” programming
- New ways of program delivery
- Focus on Return On Investment
- Lifelong learning
- Stackable credentials/skill badges
- Supply and demand mismatch
- Shifting applicant pool

Source: The Chronicle of Higher Education, 2016 (2026: The Decade Ahead).

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Talent Supply / Education Priorities

- **What are major challenges we face in Florida?**
- **What are areas of focus to enhance the future talent supply?**
- **Which must be our priority?**



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Share Your Thoughts

- Existing research, studies, and plans we should review?
- Other partners who should be at the table?

Next Steps

- **Upcoming dates:**
 - Talent and Education Pillar Advisory Committee call: **May 8**
 - Joint call of all committees: **May 22**
 - In person meetings: **June 14-15, Orlando**
- **Additional action items:**
 - Will be conducting a short survey to increase outreach on education and workforce issues specifically. Please share with your network.

1,000s of Floridians

6 Pillars

2 Years

1 Plan

FL 2030 @FLChamber.com