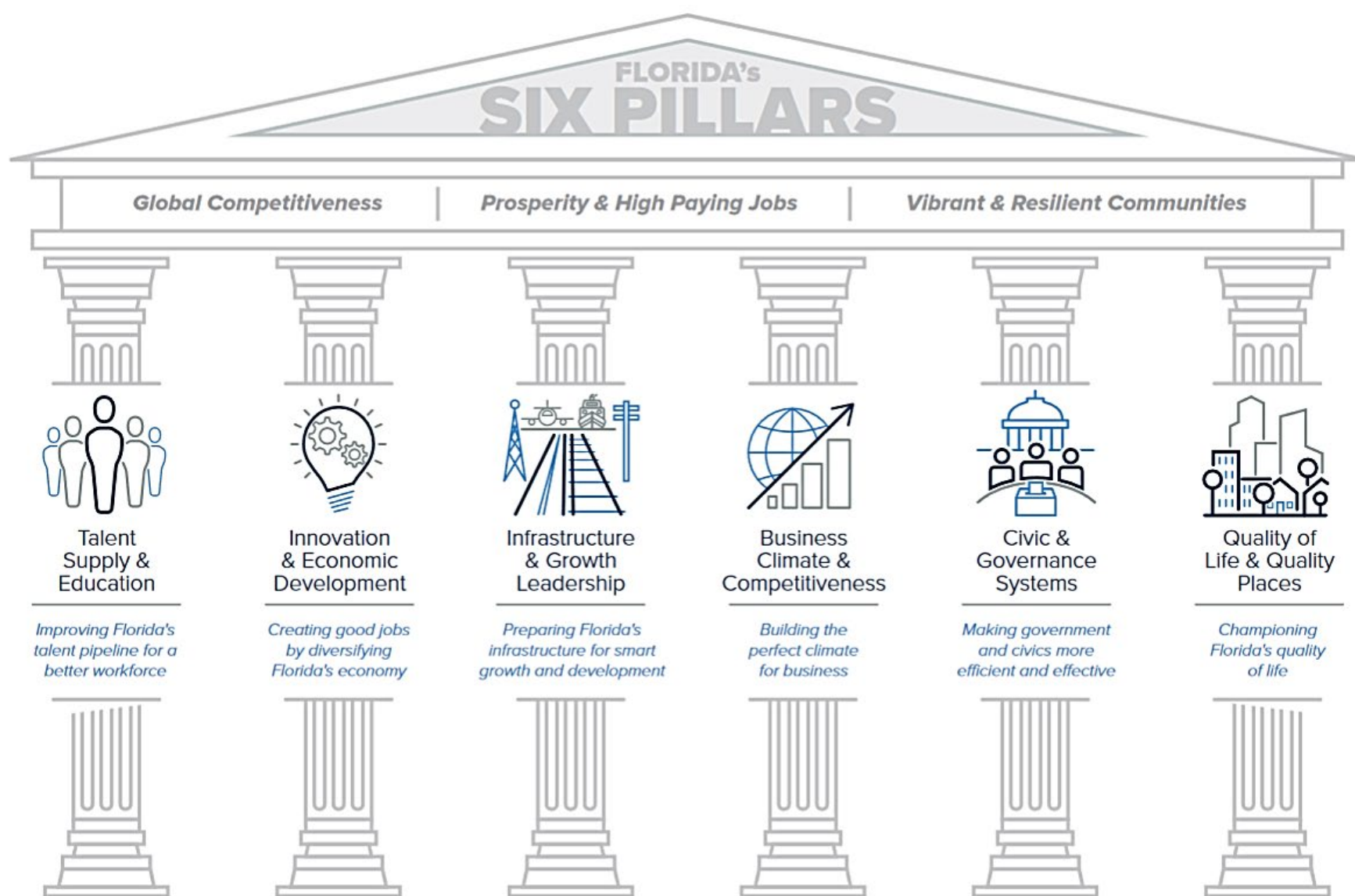




How Florida Will Win the Talent Wars: Preparing for Disruption & Opportunities

**FLORIDA
CHAMBER**
Foundation

Mark Wilson, President & CEO, Florida Chamber of Commerce



Help secure Florida's future at
Florida2030.org

Track Florida's progress at
TheFloridaScorecard.org

“Talent is quickly replacing the tax incentive as the economic development tool of choice.”

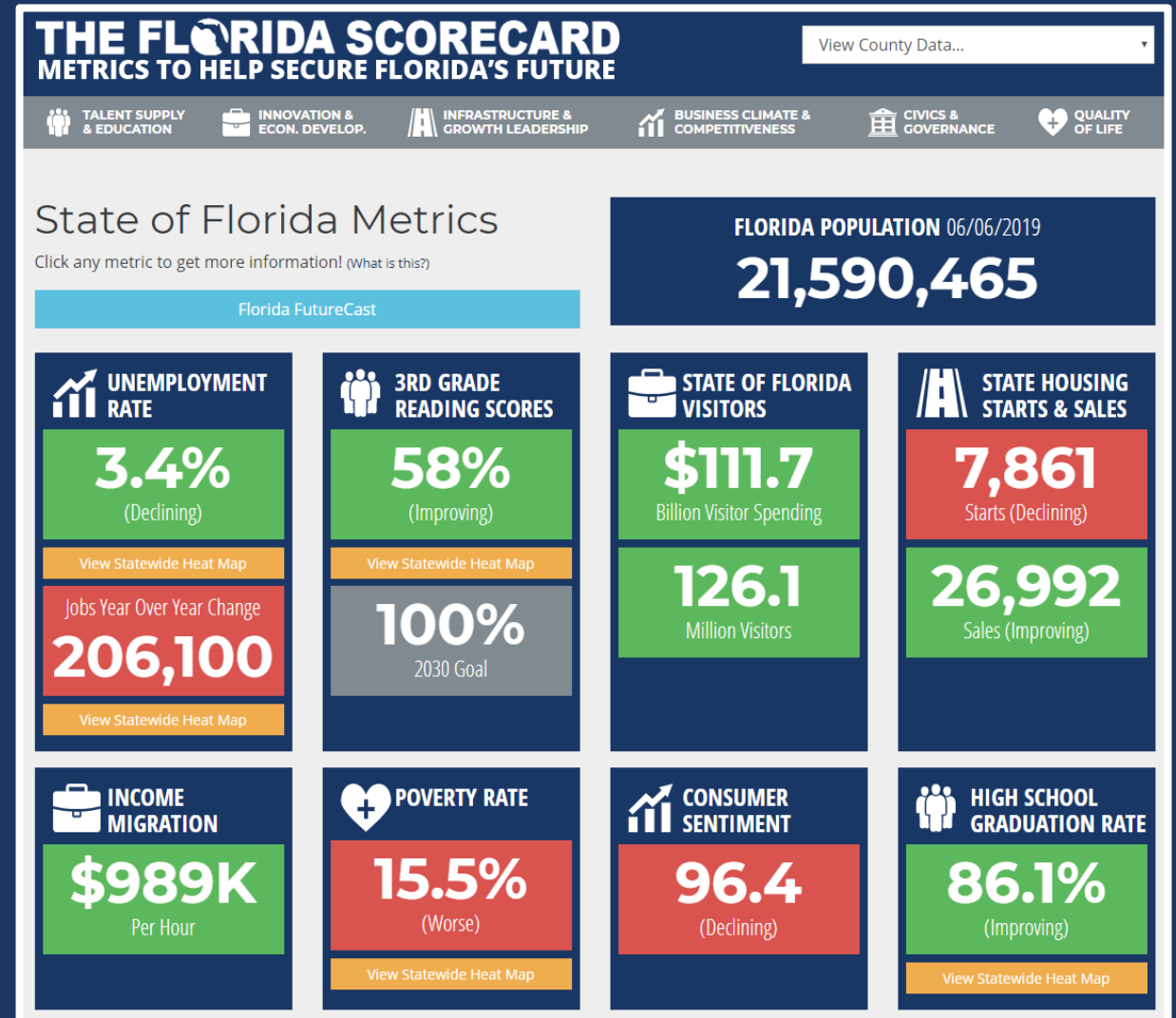
– Mark Wilson



Florida At A Glance

- Florida's Economy \$1 Trillion GDP (17th)
- 21.5 Million Residents
 - 3rd / 26M By 2030 / More Than 900/Day
- 126.1 Million Visitors In 2018 (+50M by 2030)
- Florida Creates 1 Out Of Every 13 New U.S. Jobs
- 289,700 Jobs Looking for People. 357,000 People Looking for Jobs.

www.TheFloridaScorecard.org



Florida's 2030 Goals and Strategies

WHERE DO WE WANT TO GO?

2030 Targets

GOALS

Global Competitiveness
Grow Florida into a top 10 global economy

Prosperity & High Paying Jobs
Create a path to prosperity for all zip codes in Florida

Vibrant & Resilient Communities
Position Florida among the top states for attracting and retaining talent and visitors of all ages

Improving Florida's talent pipeline for a better workforce

- >**80%** of Florida's workforce has essential **employability skills**
- >**60%** of Floridians 25-64 have a high-value **postsecondary certificate, degree, or training experience**
- 95%** of entering **high school students graduate within 4 years**
- 100%** of Florida **8th graders read & perform math at or above grade level**
- 100%** of Florida **3rd graders read at or above grade level**
- 100%** of children are **ready for kindergarten**

Creating good jobs by diversifying Florida's economy

- Top state for gross domestic product and top quartile most diversified state economy**
- #1 state for overseas visitors**
- Goods exports **double** and services exports **triple**
- Top 5 state for manufacturing jobs**
- Top 3 state for technology jobs**
- #1 state for business startups**
- Top 3 state for venture capital investments**
- Top 3 state for research and development funding and patents issued**
- Rural county share of Florida gross domestic product doubles**

Preparing Florida's infrastructure for smart growth and development

- Diverse, attainable housing** to meet future demand
- Every resident has access to **public and private mobility services**
- All major population and economic centers connected** to regional, national, and global markets by **high-capacity corridors**
- World's **most capable spaceport; top-tier airports, seaports, and surface transportation hubs** in U.S.
- 100%** of Florida residents have access to **high-speed communications connectivity**
- Diverse and reliable energy, water, and waste management resources** to meet future demand
- All Florida residents** protected by **resiliency plans**

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Building the perfect climate for business

- Actuarially sound **property insurance** rates based on **actual risk and competition**
- #1 business tax climate** in the nation
- Regulatory, labor, and operating risk environments** rated among **top 5** in the nation
- Environmental permitting and local land use** processes rated among **top quartile in the nation**
- Occupational licensing laws** rated among **top 5 in the nation**
- Legal climate** improves to **top quartile in the nation**

Making government and civics more efficient and effective

- 100%** of **state agencies** aligned with Florida 2030 goals
- 100%** of **regional economic development plans** aligned with Florida 2030 goals
- 100%** of Florida residents covered by **regional visioning processes**
- Increased** size and impact of **nonprofit and philanthropic sectors**
- Doubling** the rate of Floridians who **volunteer and participate in civic and public service**, moving us from the bottom to the **top quartile**

Championing Florida's quality of life

- Top 5 state for overall well being**
- Florida's brand and reputation as **best place to live, work, raise a family, visit, learn, play, relocate, and compete** remains **top in the nation**
- <**10%** of Florida children **live in poverty** and **100%** have a **pathway out**
- < **10%** of Florida residents live in **housing-cost burdened households**
- Crime rates** rank among the **lowest 10 states**
- Florida **protects and enhances** the value of its **arts, culture, heritage, and sense of place**

Improving Florida's Talent Pipeline for a Better Workforce

HOW DO WE GET THERE?

Talent Supply and Education

Skilled and Prepared Workforce

- Foster opportunities for targeted skill development that are responsive to the shifting needs of a global economy.
- Expand access and reduce barriers so all Floridians have an opportunity to enroll in high quality training programs.
- Provide anytime/anyplace training that allows workers to continually develop skills.
- Adopt a data-driven approach to meeting Florida's needs for a 21st century workforce that employers and educators use as part of Florida's talent supply "system."

Create an integrated talent system to provide a sustainable, skilled workforce that ensures the current and future prosperity of Florida employers, employees, and communities.

Market-Relevant Postsecondary Education and Training

- Deepen and expand cross-sector collaboration to align higher education programs with targeted industry needs.
- Shift education programs to more digital learning and simulation combined with hands-on, real-world experience.
- Cultivate essential 21st century skills such as creativity, communications, cultural literacy, and critical thinking.
- Adopt targeted strategies to increase certifications and degrees for all populations with attention to at-risk groups, low-income populations, and older workers.

HOW DO WE GET THERE?

Talent Supply and Education

Improving Florida's Talent Pipeline for a Better Workforce

High Quality Pre-K to 12 Education

- Provide all learners with opportunities to engage in real world workforce experiences, including apprenticeships, internships, externships, and other workplace-training models.
- Streamline transitions between high school, postsecondary training and education, and workforce.
- Improve statewide career awareness and counseling for middle and high school students.
- Increase the number and percentage of students who earn market-relevant certifications valued by industry while still in high school.
- Ensure that all students can read at grade level.

Access to High Quality Early Learning

- Improve the quality, quantity, and efficacy of outreach and services to families with children from birth to age 3.
- Ensure a multi-generational perspective for addressing family and child development.
- Improve the quality and quantity of training programs for persons working in early learning settings.
- Strengthen the accountability system for all of Florida's early learning providers.

Connections to Six Pillars Framework

Pillar	Opportunity
Innovation & Economic Development	• Develop, attract, and retain talent needed to support development of a value-added, innovation economy.
Infrastructure & Growth Leadership	• Provide better connectivity (transportation and/or high-speed communications) to increase access to training, jobs, and markets from all communities.
Business Climate & Competitiveness	• Streamline occupational licensing and other regulations to make Florida more attractive to employees and employers.
Civic & Governance Systems	• Build partnerships between the private, public, and civic sectors to develop and deliver future workforce and education programs.
Quality of Life & Quality Places	• Attract and retain talent by providing quality places and choices to live, learn, work, play, and run a business.

The Florida Business Alliance for Early Learning



In Florida, 30 percent of children going into kindergarten are not ready to be there.

- VANCE ALOUPIS
CEO, The Children's Movement
Florida House of Representatives, District 115

By 2020, **65%** of all U.S. jobs will require post-secondary education and training beyond high school.¹



Three quarters of high school students who are poor readers were poor readers in third grade.⁵



Florida's 3rd Grade Reading Scores

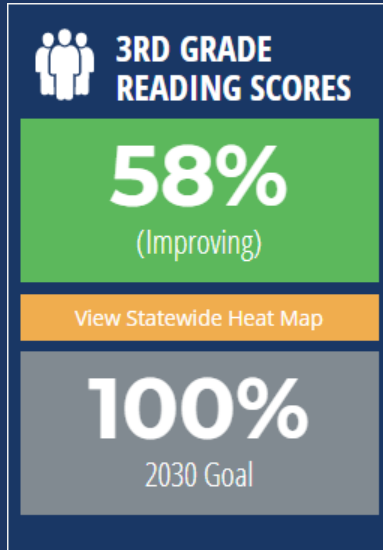
91,066 3rd graders not reading at grade level

Top Counties

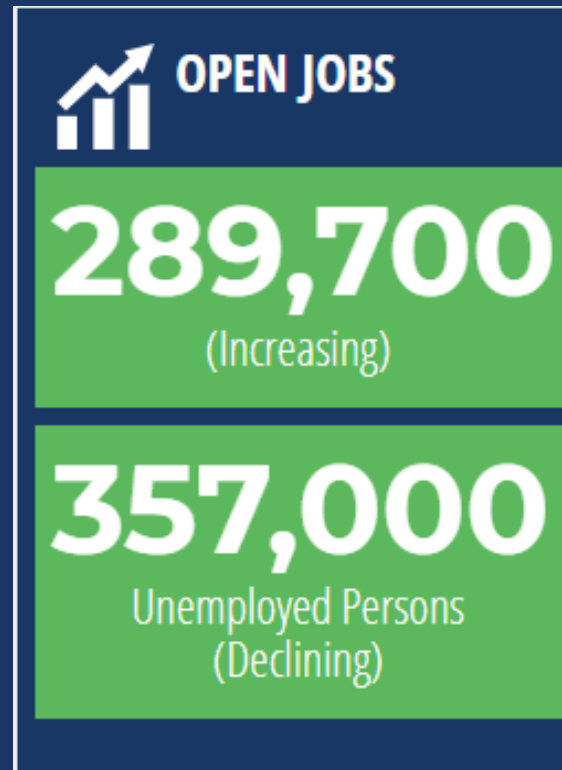
1. St. Johns	78
2. Nassau	75
3. Baker	73
4. Santa Rosa	71
5. Sarasota	70
6. Monroe	70
7. Gilchrist	70

Bottom Counties

1. Desoto	34
2. Gadsden	37
3. Madison	40
4. Putnam	41
5. Marion	44
6. Jefferson	45
7. Hendry	47



Florida's Jobs Gap



6,713

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