



FLORIDA WORKFORCE 2030

*AN UPDATED LOOK AT BUILDING
AMERICA'S BEST WORKFORCE*

*Summary of Employer
Surveys and Roundtables*

**FLORIDA
CHAMBER**
Foundation

Introduction

The Florida Chamber Foundation conducted a series of roundtables and surveys with business leaders in five sectors which include: Aviation and Aerospace, Financial and Professional Services, Healthcare and Life Sciences, Manufacturing, and Trade and Logistics to gain insights on talent development and the job outlook for each of the respective sectors.

Executive Summary

In manufacturing, more than 90 percent of those surveyed indicated they will be hiring new employees in the next year; and over 80 percent stated that those new hires will need additional training. This was similar in the other sectors. The survey revealed that outside of manufacturing, all Florida business leaders will be hiring in the next year. It is anticipated that about 70 percent will need additional training to be ready to work (with Logistics and Distribution being the lowest and Healthcare and Life Sciences being the highest). This suggests there is a need for clearer, better aligned, career pathways for traditional and non-traditional students as well as incumbent workers.

Leaders in the five sectors also noted the importance of work-based learning opportunities in developing a talented workforce. Florida business leaders in the Finance and Professional Services sector described internships and apprenticeships as “extremely valuable” and “a core component” when it comes to evaluating and hiring talent. In Aviation and Aerospace, employers recognized that they play a key role in providing opportunities to scale work-based opportunities.

More than 80 percent of stakeholders emphasized the importance of employability skills. These skills which include communication, critical thinking and problem solving are universally valuable work competencies that are essential to adapting to shifting demands within and between careers. As technology continues to advance and automation increasingly changes the world of work, strong employability skills will enable Floridians to interact critically with technology, collaborate effectively, and demonstrate agility as jobs and responsibilities continue to shift.

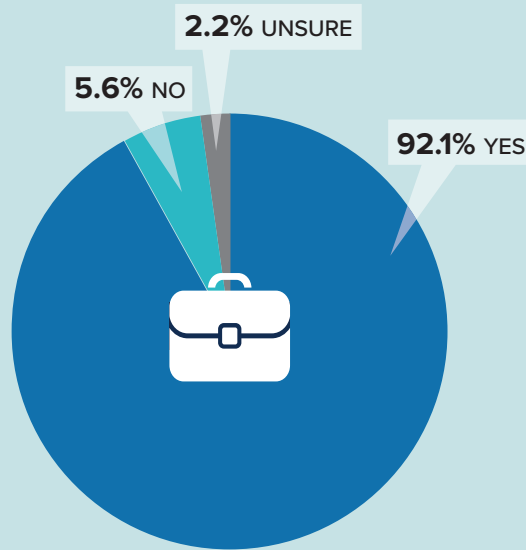
Employers were also keenly aware of the role that technological disruption will play in their sectors in the coming years. More than three-quarters of business leaders who participated in the roundtable and surveys indicated that disruption will play a factor in their business over the next 10 years. These disruptions include changes in core technologies, workforce generational shifts and impacts from artificial intelligence and automation.

Overall, leaders expressed the importance of exposure to real-world learning experiences. They emphasized that work-based learning should be a central aim of education and of developing employability skills.

Summary of the Report for Workforce: Talent and Skills Gap

About 90 stakeholders representing various companies throughout Florida responded to a survey on the state of the Talent Skills Gap within Florida’s workforce. These companies specialize in healthcare, education, and insurance amongst many others. The first question shows that an overwhelming majority, 92 percent of companies, are planning to hire new employees sometime in 2020.

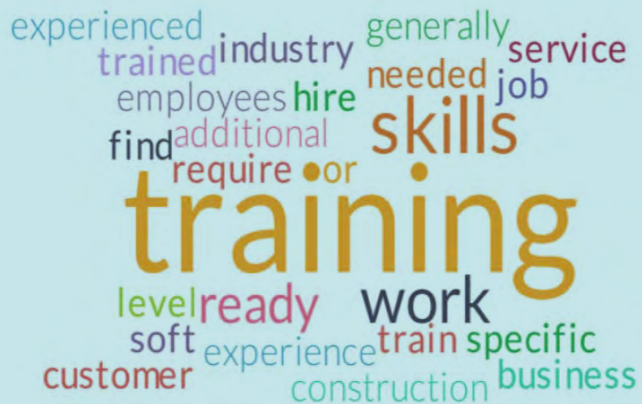
1
Over the next year, do you expect to hire new employees in Florida?



Value	Percent	Responses
YES	92.1%	82
NO	5.6%	5
UNSURE	2.2%	2
		Totals: 89

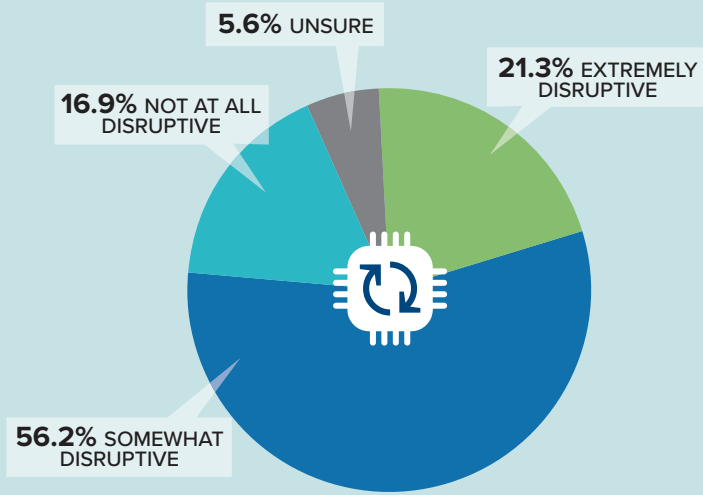
The next question, in the image the right, asked employers about the skill level of their new hires. All 89 participants responded with one sentence on average. The responses varied but a large majority shared that their new hires do initially need skills training that are job specific. Some named these skills as “in house procedures and policies,” “industry specific skills,” and “soft skills.” The next most common response was that new employees need some training, followed closely by a “no training” response.

2
Generally speaking, when you hire new employees, are they ready to work or do they need additional skills training? Please explain.



Question three asks the companies how much the changes in technology, workforce generation shifts, or AI will shift their business over the next decade. Just over half of the respondents find the changes taking place over the next decade to be fairly disruptive and just less than a quarter find these technologies to be an extreme disruption.

3
How disruptive do you think the changes in core technologies, workforce generational shifts, or artificial intelligence will be for your business over the next 10 years?

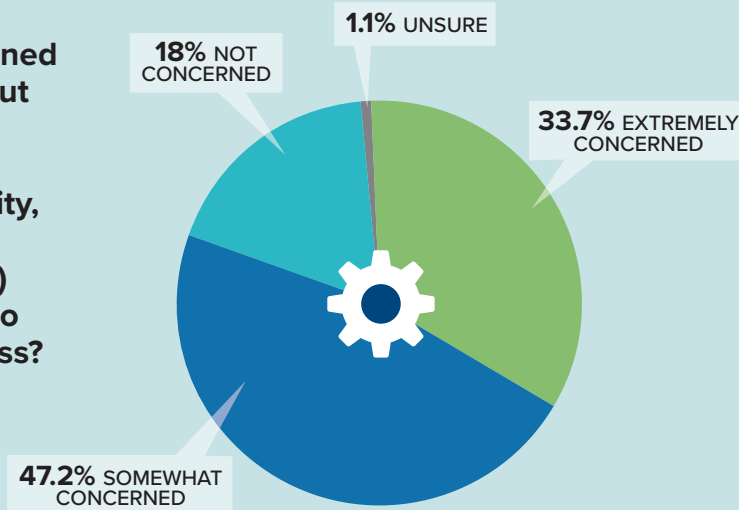


4
How are changes in technology informing your talent development and/or strategies currently?



The following question, the image to the left, focuses on the short term and asks how the current changes in technology are informing talent development and strategies. A majority of the companies say the new technology requires more training for their current employees and about 15 percent of companies have negative experiences with technology revealing that it creates a gap that companies can't keep up with, making tasks more difficult. The next most common response was that having new technologies allows for the workplace to run more efficiently and makes things easier.

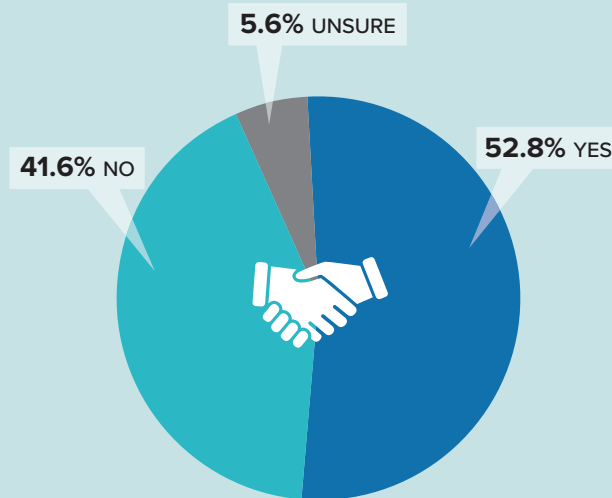
5
How concerned are you about the lack of key skills (employability, soft skills, digital skills) as a threat to your business?



Questions five and six delve into the state of the current workforce’s skill set. While question five asks about the concern surrounding a lack of key skills and question six focuses on current partnerships to dissolve those concerns. It can be seen that there is more concern for lack of skills than the current engagement taking place to fix the issue. The questions and responses for both questions can be seen on this page.

Value	Percent	Responses
EXTREMELY CONCERNED	33.7%	30
SOMEWHAT CONCERNED	47.2%	42
NOT CONCERNED	18.0%	16
UNSURE	1.1%	1
Totals: 89		

6
Is your organization currently engaged in any public-private partnerships regarding workforce training or skills development including partnerships with local universities, community/state colleges, technical centers/colleges?



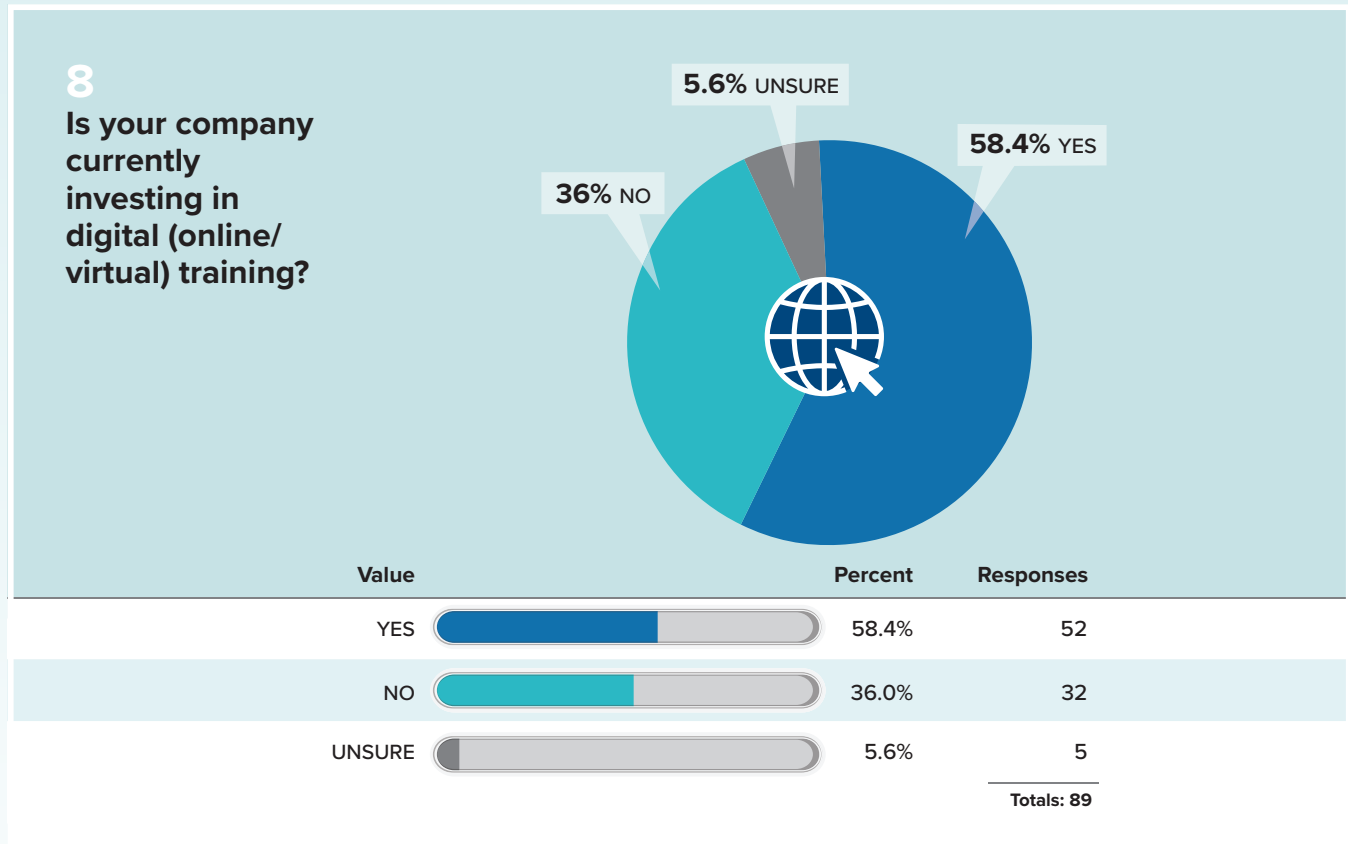
Value	Percent	Responses
YES	52.8%	47
NO	41.6%	37
UNSURE	5.6%	5
Totals: 89		

Question seven inquires about the role of internships and apprenticeships in talent development and/or hiring strategies. A striking majority, nearly three quarters of the respondents, felt that internships and apprenticeships have a positive influence on finding prospects for their candidate pool. Some commented that the ability to assess an intern's fit with the office culture is a benefit to the employer as well as creating opportunities to access early on. Less than 10 percent shared that they don't currently have either program but are in the works of



or want to create a program of their own. More than 15 percent said that these programs were not applicable to their industries or saw no benefit in them at all.

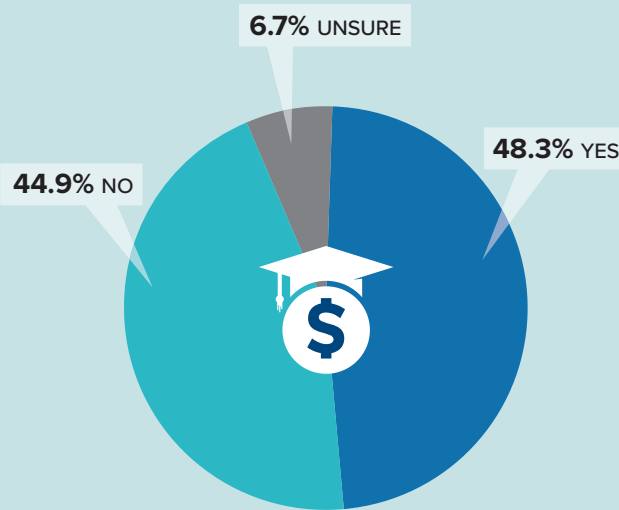
Question eight reveals that 58 percent of companies are currently investing in digital training, as seen below.



Companies today are almost evenly split about providing tuition reimbursement for re-skilling workers. Although 48.3 percent of companies do provide reimbursement, a close 44.9 percent do not provide that service.

9

Does your company provide tuition reimbursement for re-skilling workers?



Value	Percent	Responses
YES	48.3%	43
NO	44.9%	40
UNSURE	6.7%	6
		Totals: 89

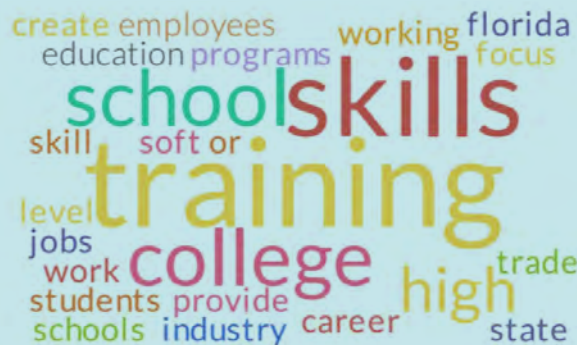
The last question asks the company leaders to think about what they would do to make Florida the best place on the planet for talented workforce. The leaders wrote in responses that averaged three sentences. Three ideas were the most mentioned when responding to this question. Around 15 percent make a case that we should start preparing our students for the workforce early on, revive our focus on skilled trade, and integrate soft skills training into our curriculum.

A smaller percentage of the participants suggested unity among employers and an increase in internships/apprenticeships/mentorships.

In addition to the Talent Skills Gap survey, individual surveys were completed in Manufacturing, Aviation and Aerospace, Logistics and Distribution, Financial and Professional Services, and Healthcare and Life Sciences sectors. The responses regarding growth and hiring, employability and technical skills training, technology and disruptions were consistent with the findings previously outlined. Regardless of the sector, business leaders from across Florida view talent and workforce development as key elements of their growth and success.

10

If you were in charge of training Florida’s future workforce, what would you do to make Florida the best place on the planet for a talented workforce?



Summary of Talent Roundtable Key Discussion Points

Four business roundtables were held across the state to gain insight from business leaders in key industries about their current talent, prospective needs and strategies the state can implement to improve the talent pipeline.

Aviation and Aerospace

Attendees to the Aviation and Aerospace Talent Roundtable included but were not limited to The Boeing Company, Northrup Grumman Companies, and Sentry View System. To be proactive, it was suggested that an increase in manufacturing, aviation and aerospace should be a part of the K12 education system along with corresponding wages and benefits for teachers.

Once students are in college, the golden ticket is hidden in retention rates. The attendees of this roundtable want to focus on Florida regional institutions due to their high retention rate of Florida based students. To ensure that these rates are up to par in Florida, it was suggested that the Florida higher education institutions identify, prioritize, and incentivize universities and colleges with higher than average retention rates, and offer incentives for colleges and universities that recruit Florida students in engineering, science, and math, in addition to a Florida relocation incentive to counter the challenges faced with relocation package limitations. Post college proposals include early in career internship rotations modeled after the State of Michigan's program and launching an 'Under 30' recruitment and retention talent program.

Healthcare and Life Sciences

The roundtable discussion took place on October 23rd and was held in conjunction with a FHA Rural Hospital Committee meeting that's a part of the Florida Hospital Association. The top 10 discussion points commented on the problems facing the incoming workforce and the challenges facing the rural community hospitals. When discussing the current state of the future workforce, professionals stated that some of the challenges they face are the result of hiring nurses who are not adequately preparing students for this industry, which is leading to failing test rates and a lack of skilled and technical professionals. Others considered the difficulty to retain personnel in rural communities. Some factors that influence the attrition are low wages, workplace violence, and the lack of appeal to rural cities in comparison to urban spaces.

Manufacturing

The manufacturing roundtable discussion was held in conjunction with the Sarasota Area Manufacturing Association after the group toured the PPI Technologies Group Headquarters and Manufacturing facility. The leaders that participated in the roundtables noted the importance of middle-skill jobs. Several mentioned the bottom-up design of the Wisconsin apprenticeship programs as a potential model for Florida.

The stakeholders noted that the biggest skills gaps in manufacturing are in the middle skills jobs—those that require a 10-month certification and/or an associate’s degree. However, it is important to note they also felt that middle-skill jobs could be subject to future automation. Apprenticeship programs are recognized as an effective strategy to help develop the pipeline for manufacturing talent. The group made several recommendations to improve the Florida Apprenticeship Grant including streamlining the FDOE process, clarifying the programs and requirements for individuals seeking apprenticeships, and embedding certification options.

Overall, the leaders believe that exposing parents and students to career opportunities early could lead to an increased interest in manufacturing careers.

Transportation and Logistics

The roundtable discussion, held in conjunction with Floridians for Better Transportation, was made up of 15 attendees total. When discussing talent within the Transportation and Logistics industry, attendees spoke broadly about Incumbent Worker Training (IWT) funding. Most discussed the need to increase IWT funding in order to provide training for the eight million employees in the state. It was also suggested that the State of Florida make separate matching funds available to balance the limitations that come along with IWT. Amidst the suggestions to enhance the funding, one attendee mentioned the benefit of being able to choose their own training provider under IWT.

Another area of focus was marketing strategies to retain and attract Transportation and Logistics talent. Some suggested targeting pre-retirees, while others highlighted opportunities to entice Florida students and their parents. There was a strong trend of those in favor of increasing funding for federal and state programs. One respondent suggested that the Unemployment Insurance provide sufficient funds for the Disabled Veteran Outreach Program (DVOP) and Local Veteran Employment Representatives (LVER) to improve veteran recruitment, retention, and retraining. One attendee spoke about securing full funding for the Sadowski Fund, which provides funds for the State Housing Trust Fund and Local Government Housing Trust Fund. This funding could play a role in the solution to the affordable housing issue in Florida that makes it difficult to attract and retain employees. Lastly, the importance of apprenticeships and the need to expand availability and funding was mentioned as a way to improve the industry.