

Securing Florida's Future Together





Learners to Earners Workforce Solution Seminar

Part 1: Preparing Florida's Future Workforce and What Employers Need to Know

Mark Wilson, President & CEO, Florida Chamber of Commerce

**FLORIDA
CHAMBER**
Foundation

Community Development Partners Are Unifying Florida Business for Good



Holland & Knight



Contact Aaron Kinnon at akinnon@flfoundation.org

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Learners to Earners Solution Summit

A FREE 4-Part Virtual Workforce Solution Series



Preparing Florida's Future Workforce and What Employers Need to Know
Tuesday, November 10, 10am – Noon

Creating a Seamless Path from the Classroom to the Workroom
Thursday, November 12, 10am – Noon

The Need for Higher Quality Education Pre-K Through Grade 12
Tuesday, November, 17, 10am – Noon

Improving Access and Outcomes for Early Learning and Kindergarten Readiness
Thursday, November 19, 10am – Noon

Today's Discussion Leaders



Michelle Dennard
President & CEO
CareerSource Florida



Madeline Pumariega
Executive Vice President and Provost
Tallahassee Community College



Tony Carvajal
President & CEO
The Able Trust



Joe Marino
Executive Director
Veterans Florida

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

– Mark Wilson



The Florida 2030 Blueprint: Uniting Businesses For Good

17th to 10th

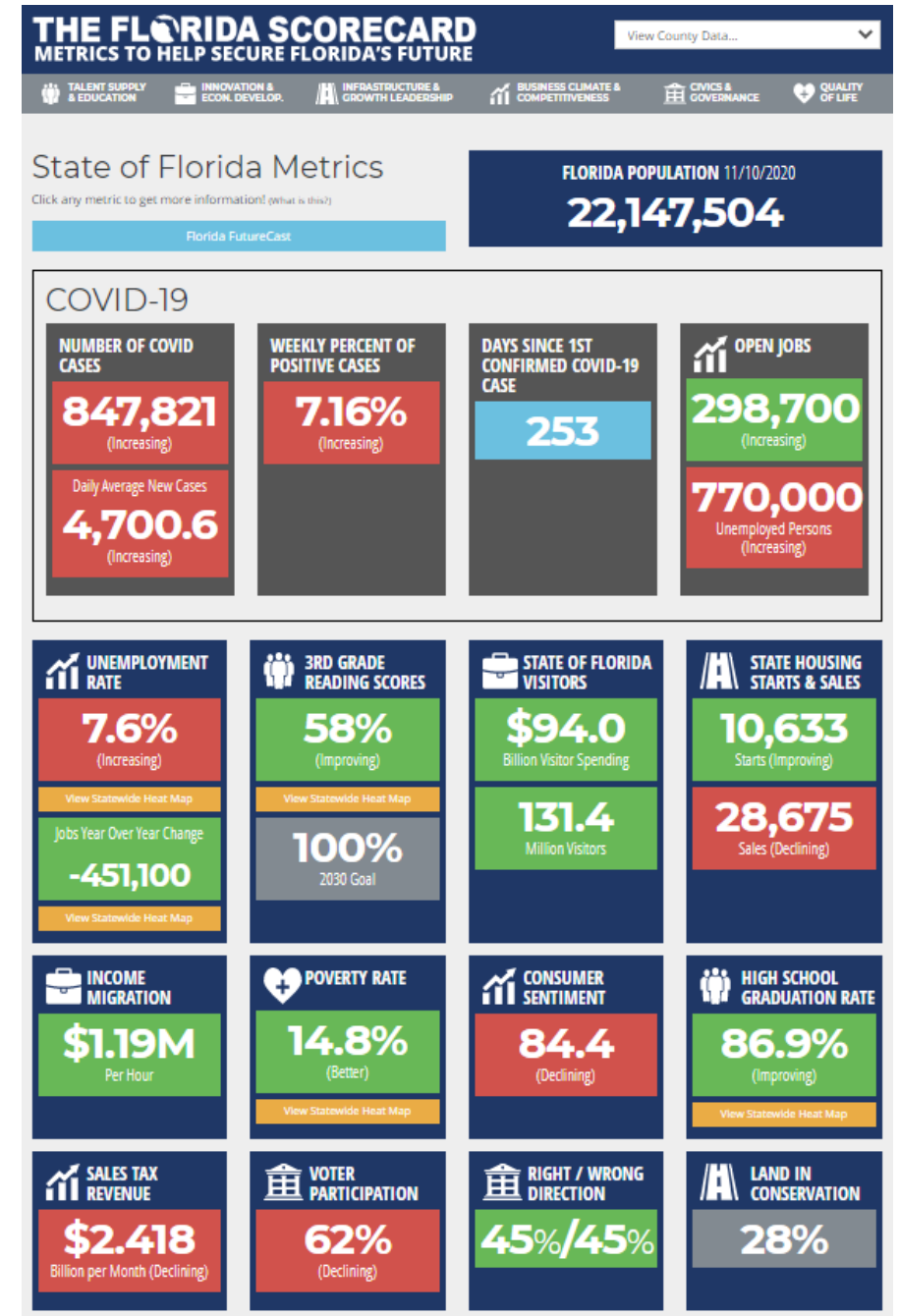


39 Goals



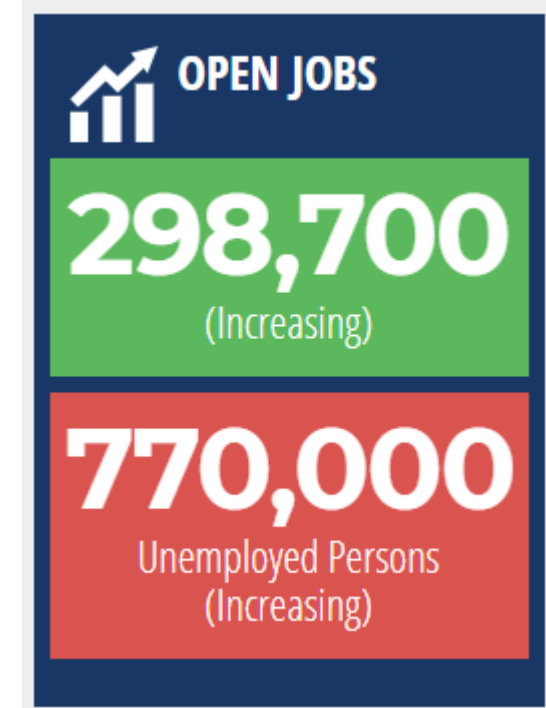
Florida At A Glance

- Florida's Economy \$1.1 Trillion GDP (17th)
- 22 Million Residents
 - 3rd / 26M By 2030 / More Than 900/Day
- 131.4 Million Visitors In 2019 (+50M by 2030)
- Florida Created 1 Out Of Every 11 New U.S. Jobs since 2015

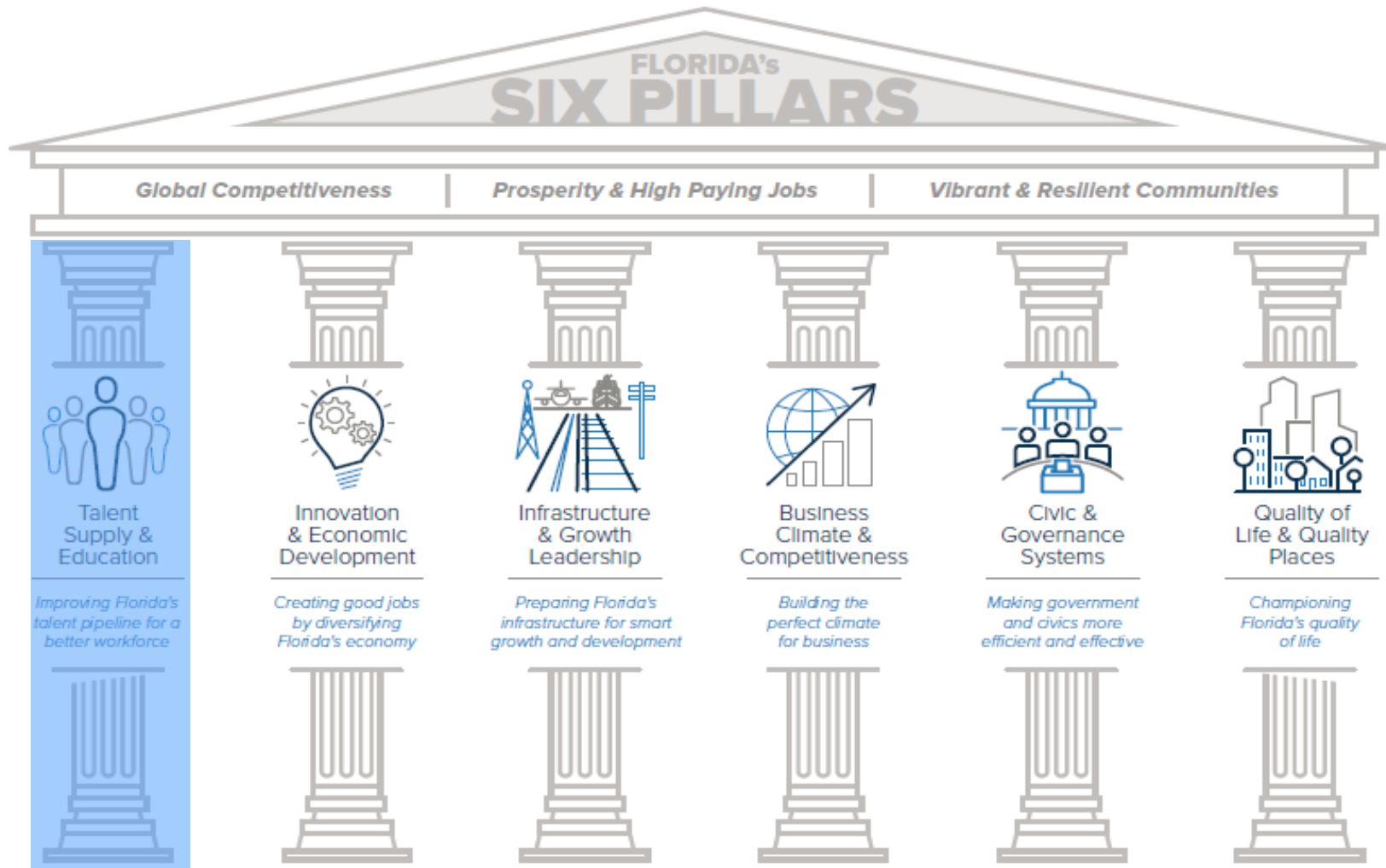


COVID-19 and the Impact on Florida's Workforce

- **Number of Floridians working: 8.5325 Million**
 - Down from 9.0716 Million in February
- **Unemployment Rate: 7.6%**
 - Up 4.7 percentage points from a year ago
- **Number of Unemployed Floridians: 770,000**
 - Up from 304,000 last year



The Florida 2030 Blueprint



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**

WHERE DO WE WANT TO GO?

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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**

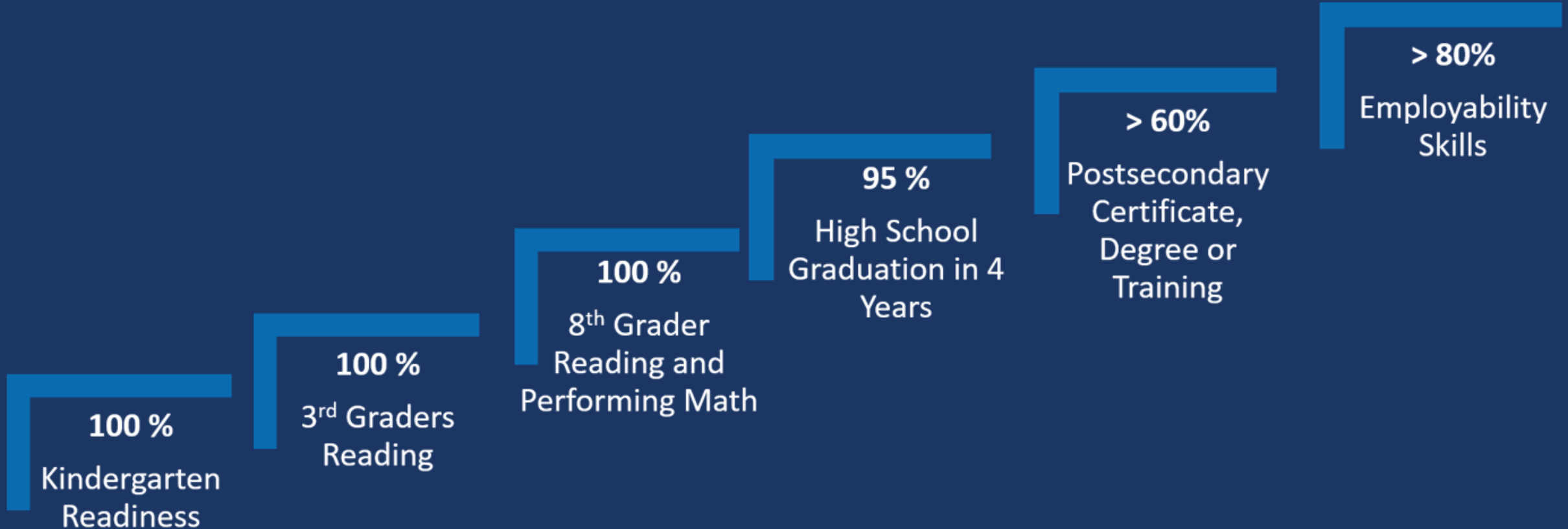
<10% of Florida children **live in poverty** and **100%** have a **pathway out**

< 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**

Florida 2030 Blueprint (6 Talent Goals): Improving Florida's Talent Pipeline for a Better Workforce



Florida 2030 Blueprint:
Improving Florida's Talent Pipeline for a Better Workforce

By 2030:

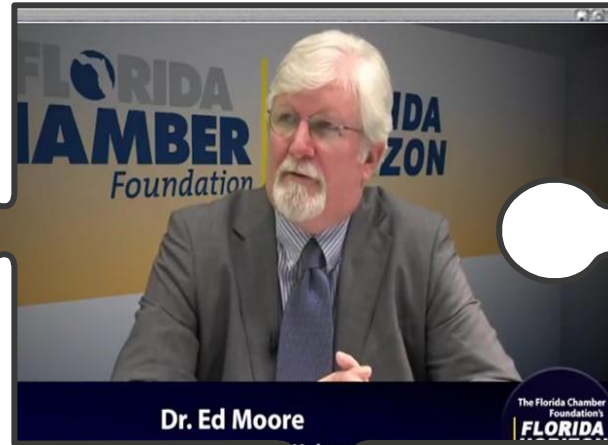
> 80% of Florida's
workforce has essential
employability skills



Florida should align Policy and Systems to Workforce Needs

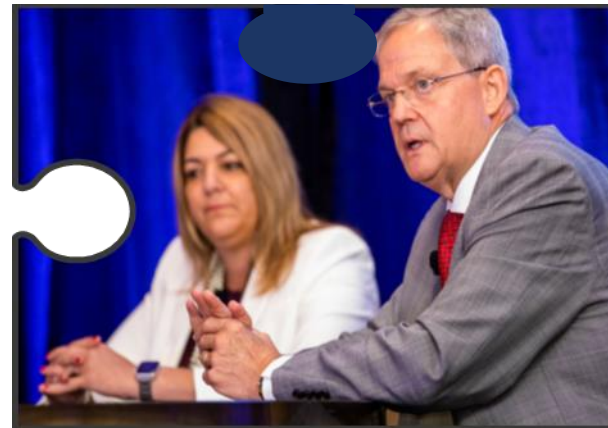
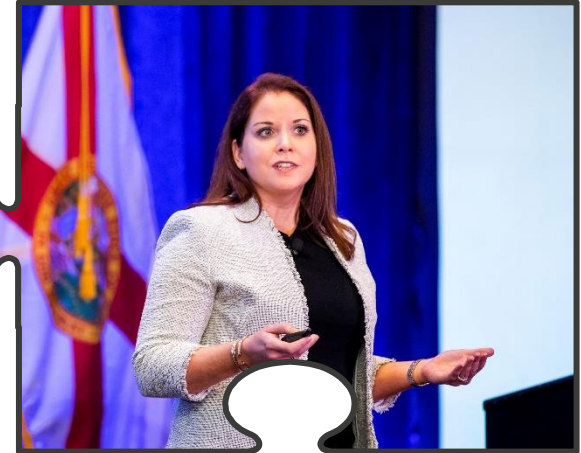


FLORIDA
CHAMBER
of Commerce



Dr. Ed Moore

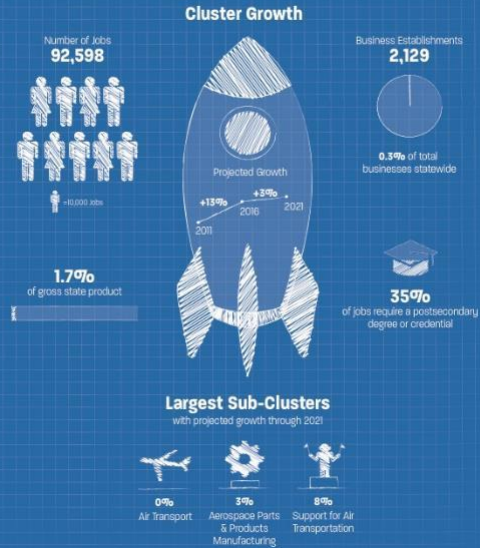
Univers



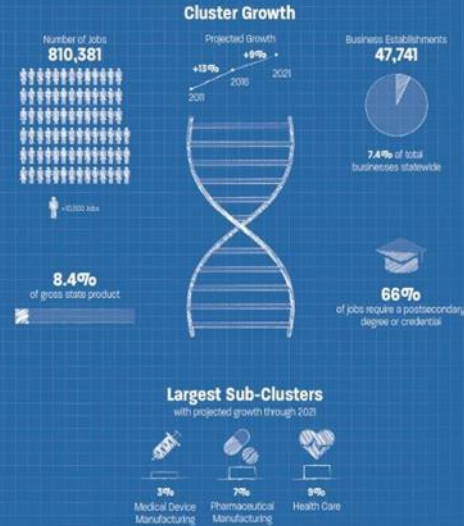


Aligning workforce systems (supply) with industry needs (demand) helps secure Florida's Future and keep the momentum going.

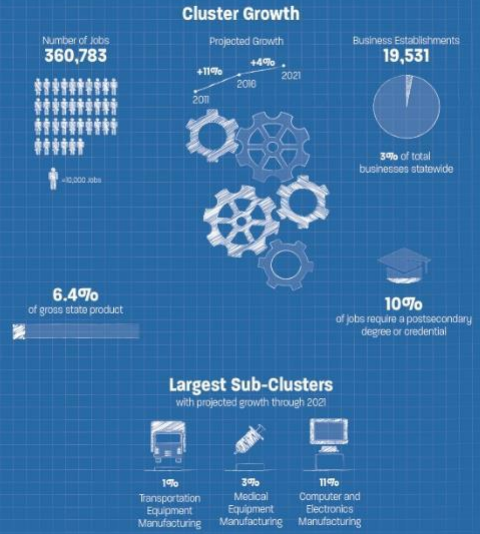
Aerospace & Aviation



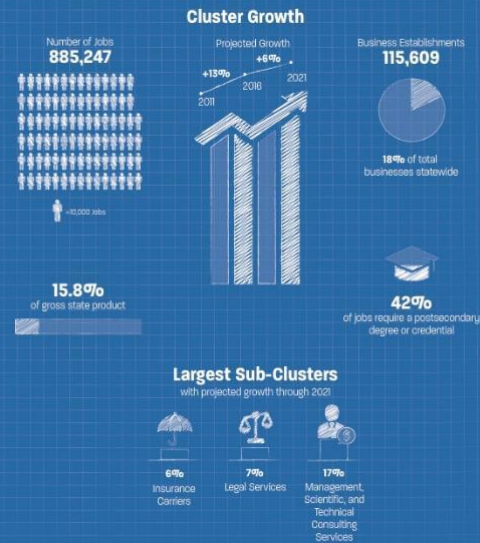
Health Care and Life Sciences



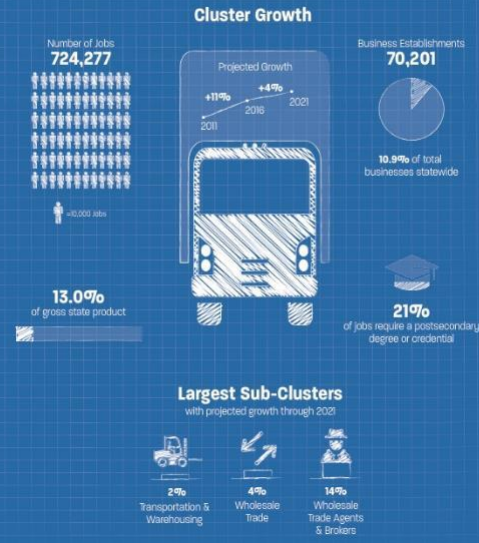
Manufacturing

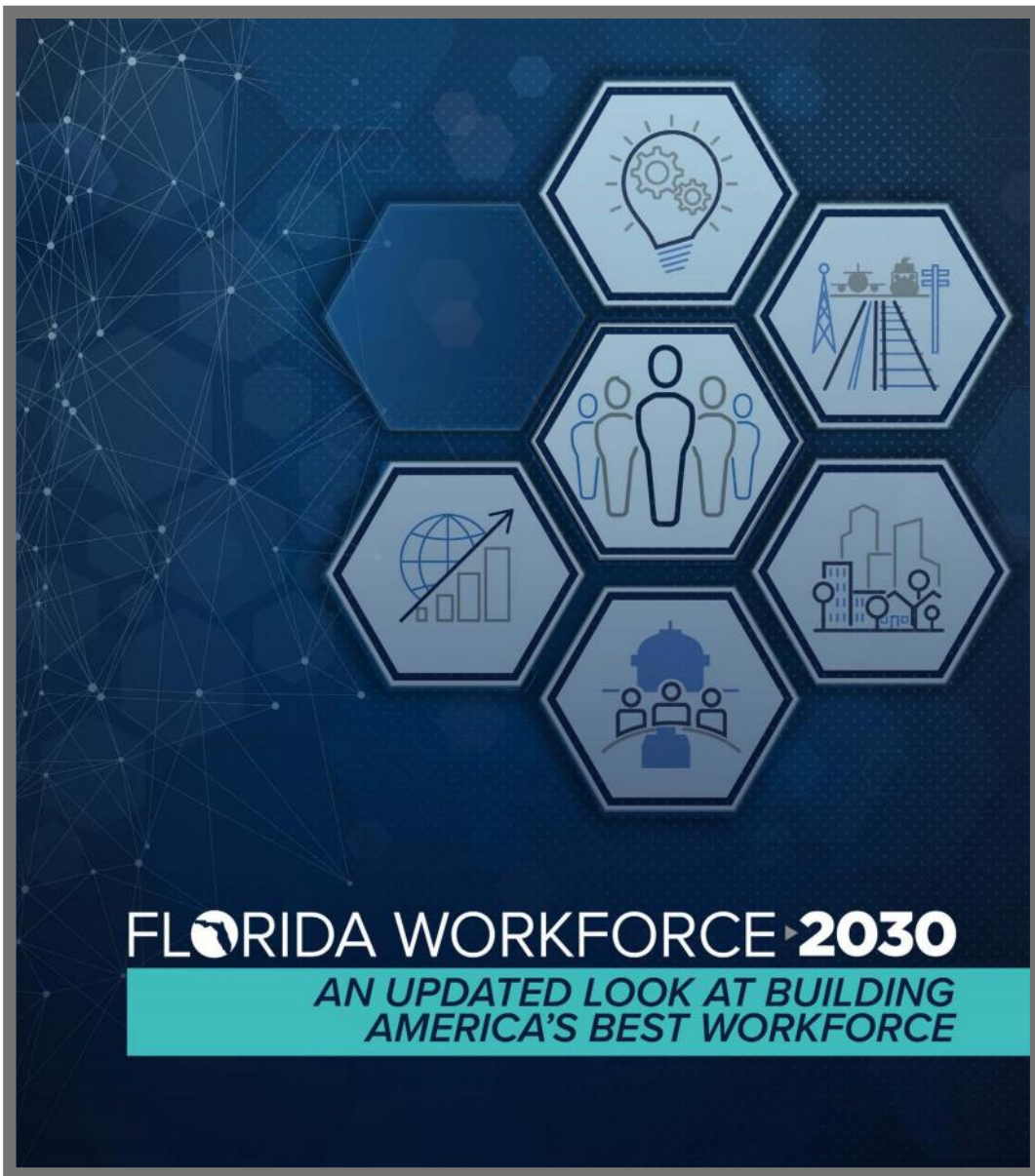


Finance and Professional Services



Logistics and Distribution

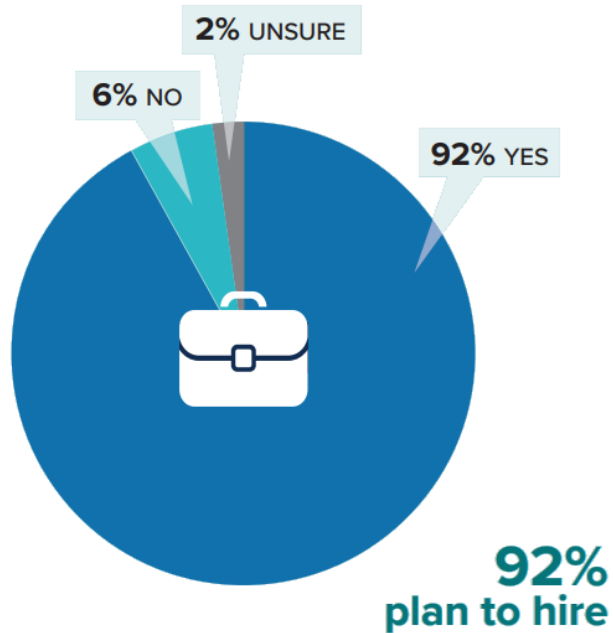




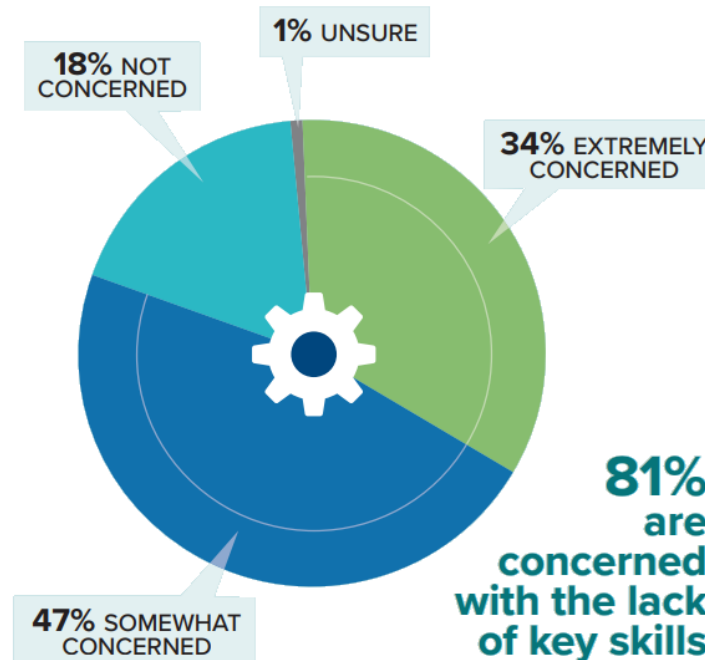
Florida 2030 Workforce Research Says...

Job Creators Identified Workforce Priorities

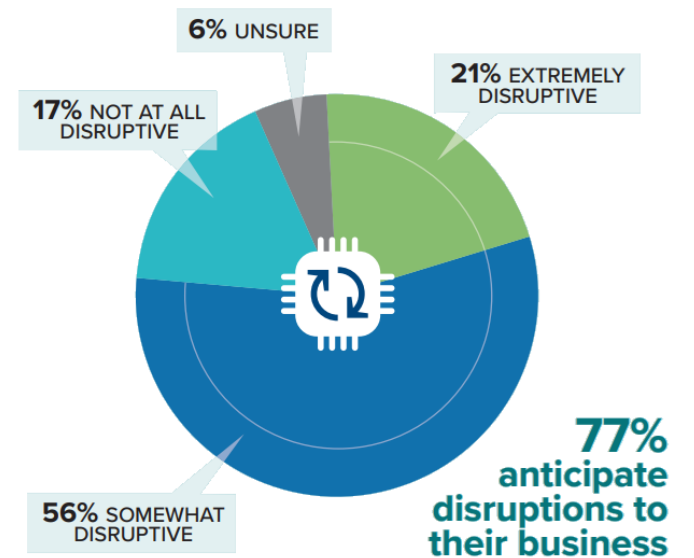
Over the next year, do you expect to hire new employees in Florida?



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



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



Strategies for Building America's Best Workforce and Aligning to the Florida 2030 Blueprint Goals

1. Career pathways focused on industry needs

- Upskilling
- Middle and High School Programs



Strategies for Building America's Best Workforce and Aligning to the Florida 2030 Blueprint Goals

2. Work-based learning

- Internships
- Apprenticeships
- Industry certification
Upon Graduation



Strategies for Building America's Best Workforce and Aligning to the Florida 2030 Blueprint Goals

3. Equity Gaps

- Educational Attainment
- Labor Participation



Strategies for Building America's Best Workforce and Aligning to the Florida 2030 Blueprint Goals

4. Scalable Training Programs

- Digital Training
- Tuition Reimbursement



Strategies for Building America's Best Workforce and Aligning to the Florida 2030 Blueprint Goals

5. Data Informed Policy Decisions



- Florida Department of Education
- Florida Department of Economic Opportunity
- Talent Development Council

Building Florida's Future Workforce



Michelle
Dennard

—
President & CEO
CareerSource Florida

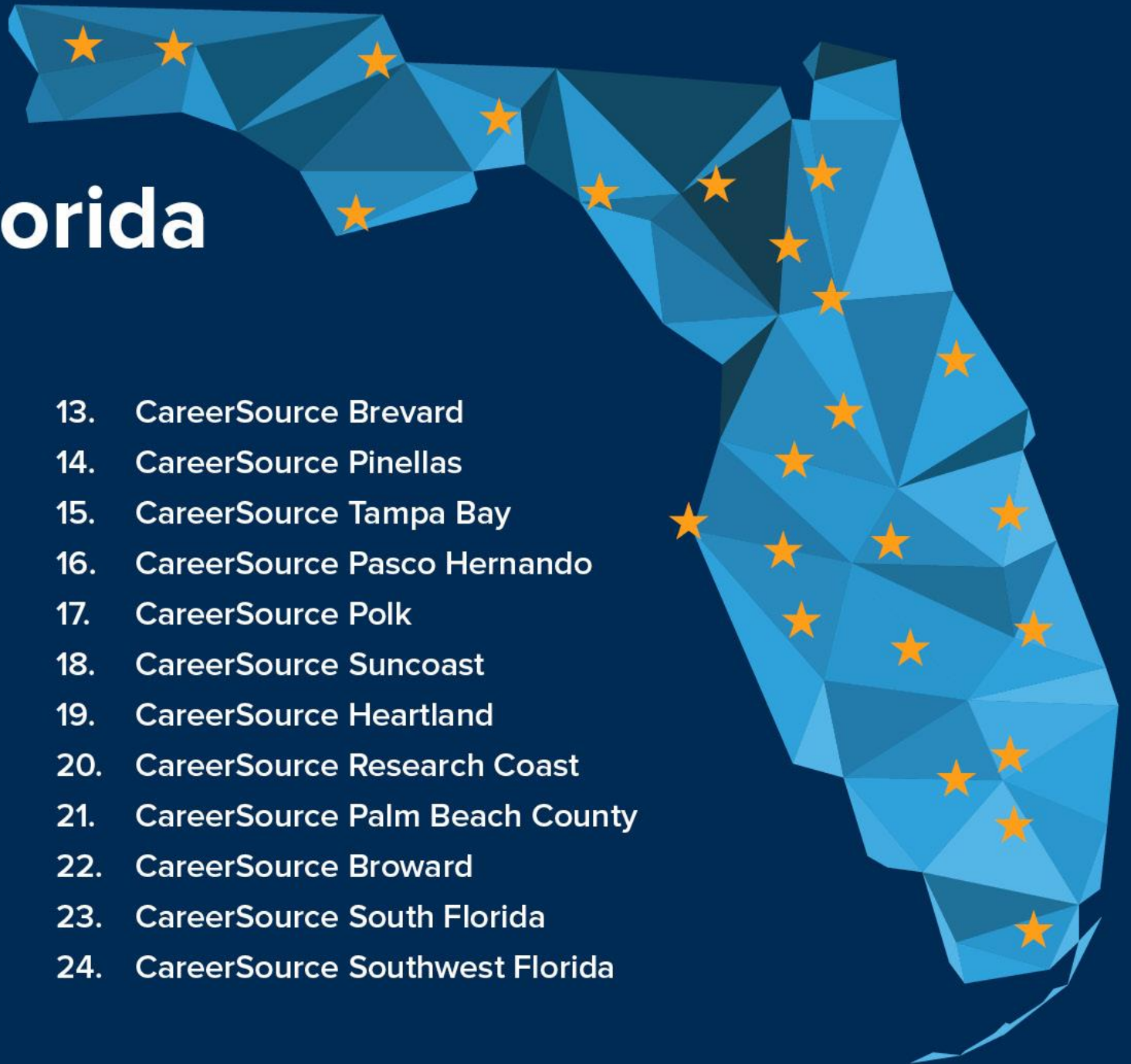
Florida Chamber
Foundation Board of
Trustees

BUILDING A RESILIENT WORKFORCE IN FLORIDA

CareerSource Florida
is the state's workforce policy
and investment board —
dedicated to enabling economic
prosperity for all Floridians.

CareerSource Florida Network

1. CareerSource Escarosa
2. CareerSource Okaloosa Walton
3. CareerSource Chipola
4. CareerSource Gulf Coast
5. CareerSource Capital Region
6. CareerSource North Florida
7. CareerSource Florida Crown
8. CareerSource Northeast Florida
9. CareerSource North Central Florida
10. CareerSource Citrus Levy Marion
11. CareerSource Flagler Volusia
12. CareerSource Central Florida
13. CareerSource Brevard
14. CareerSource Pinellas
15. CareerSource Tampa Bay
16. CareerSource Pasco Hernando
17. CareerSource Polk
18. CareerSource Suncoast
19. CareerSource Heartland
20. CareerSource Research Coast
21. CareerSource Palm Beach County
22. CareerSource Broward
23. CareerSource South Florida
24. CareerSource Southwest Florida



ABOUT CAREERSOURCE FLORIDA

Vision

Florida will be the global leader for talent.

Mission

To connect employers with qualified, skilled talent and Floridians with employment and career development opportunities to achieve economic prosperity.

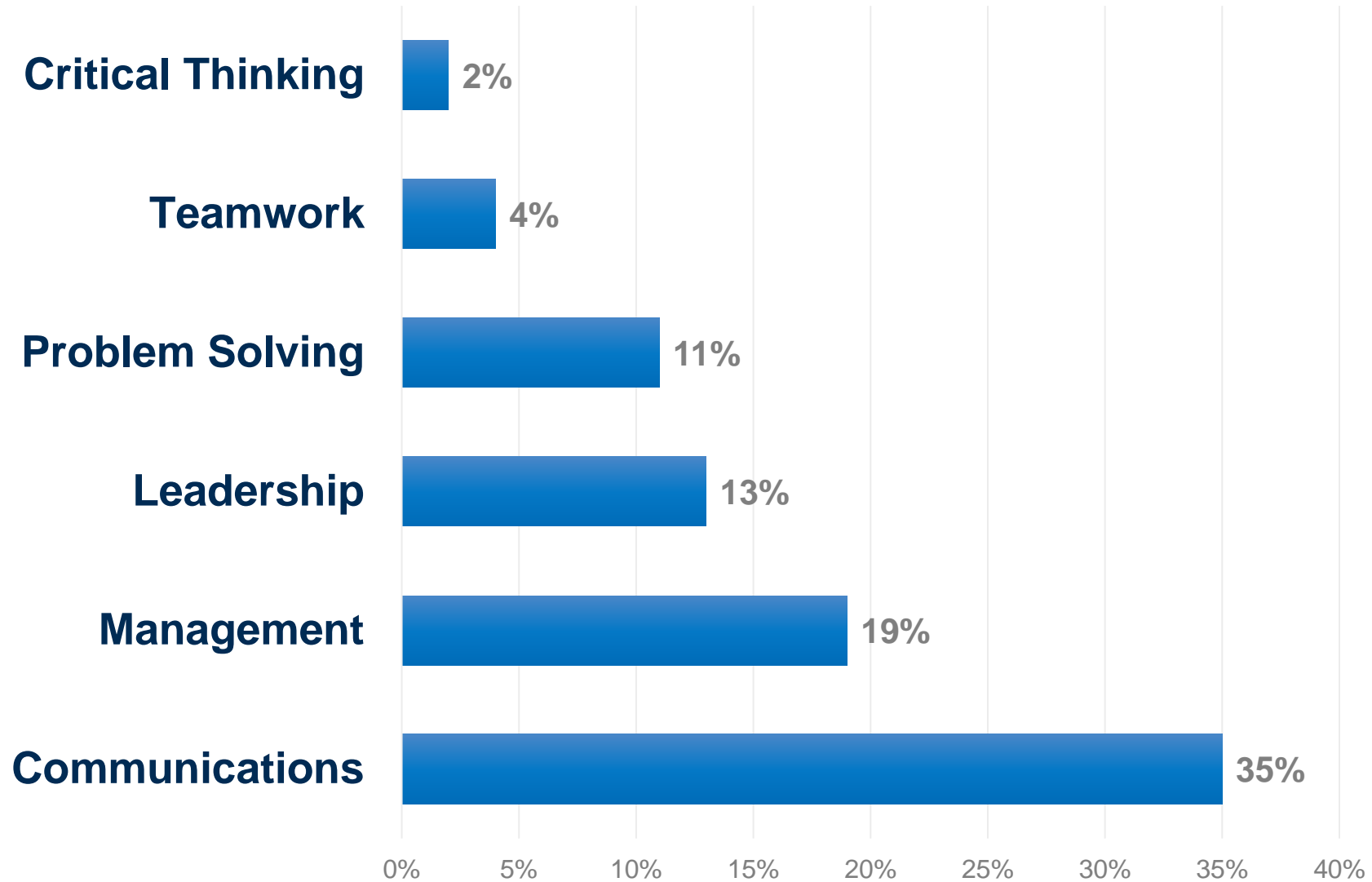
A person wearing a blue and white plaid shirt is holding a white tablet computer. They are standing in front of a server rack with many green indicator lights. The background is a blue geometric pattern.

The future of work has arrived.

OUR OPPORTUNITY

- Resilient skills
- Work-based learning opportunities
- Inclusive recovery

RESILIENT SKILLS IN JOB POSTINGS





**APPRENTICE
FLORIDA**

INCLUSIVE ECONOMIC RECOVERY


- Emphasis for growth in STEM occupations
- COVID-19 disproportionate impacts
 - Age
 - Education level
 - Underrepresented populations



Michelle Dennard

President and CEO, CareerSource Florida

 mdennard@careersourceflorida.com

 careersourceflorida.com

 CareerSource Florida

 @MDennardCEO

 Michelle Dennard

Rapid Credentialing in Florida



Madeline
Pumariega

*Executive Vice
President and Provost
Tallahassee
Community College*



BE ESSENTIAL

*Flexible and affordable options
to get you working*

Be Essential

Rapid Credentials



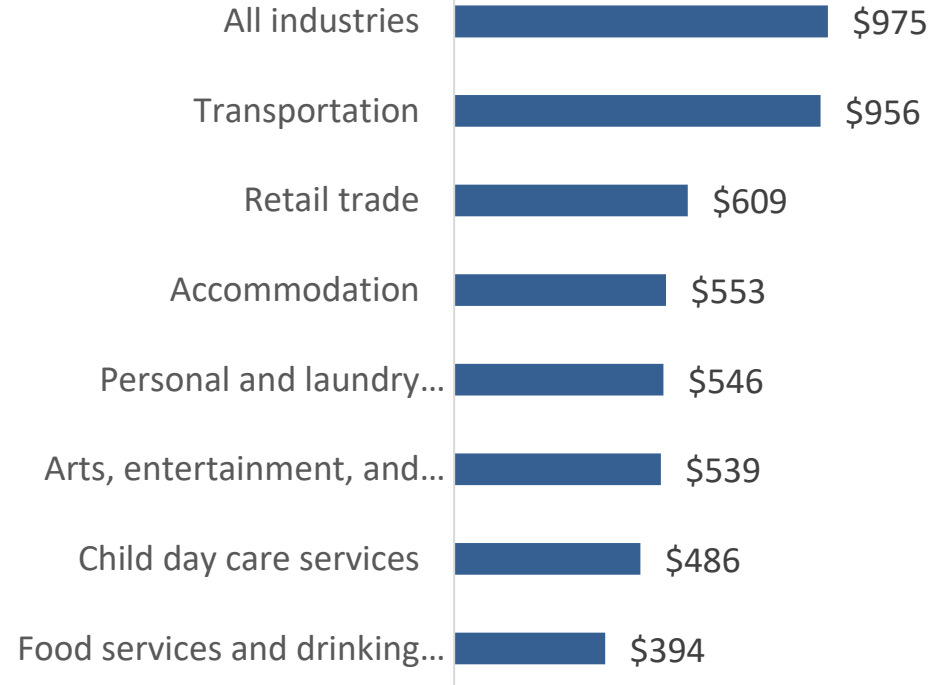
10 largest immediate-risk industries

Industry (3-digit NAICS)	Workers (millions)
Food services and drinking places	9,765
General merchandise stores	2,841
Personal and laundry services	2,603
Amusement, gambling and recreation	2,198
Motor vehicle and parts dealers	2,010
Miscellaneous store retailers	1,706
Accommodation	1,692
Child day care services (NAICS – 6244)	1,586
Building material and garden supply stores	1,526
Clothing and clothing accessories stores	1,471
Other industries	9,814
Total, all immediate-risk industries	37,212

Most workers at a higher risk of job loss due to COVID-19 are low-wage workers

Average weekly earnings, by industry, January 2020

Industries with workers at higher risk of job loss:



Objective: Align employer workforce needs to the training programs and individuals completing the programs.

Employer Champions

- Tallahassee Memorial Healthcare
- Capital Regional Medical Center (HCA)
- Home Instead Senior Care
- Inspired Technologies
- Tallahassee Police Department
- Orange County Sheriff Office
- Hillsborough County Sheriff Office
- Westminster Oaks
- North FL Medical Centers
- Seminole Trusses
- Wakulla Health Department
- Centurion
- Coaxis
- Moore Bass Consulting
- Tradesman International
- MetroNet
- PMG
- Hopewell In-Home Senior Care

**480
employers
contacted**



Employer Engagement

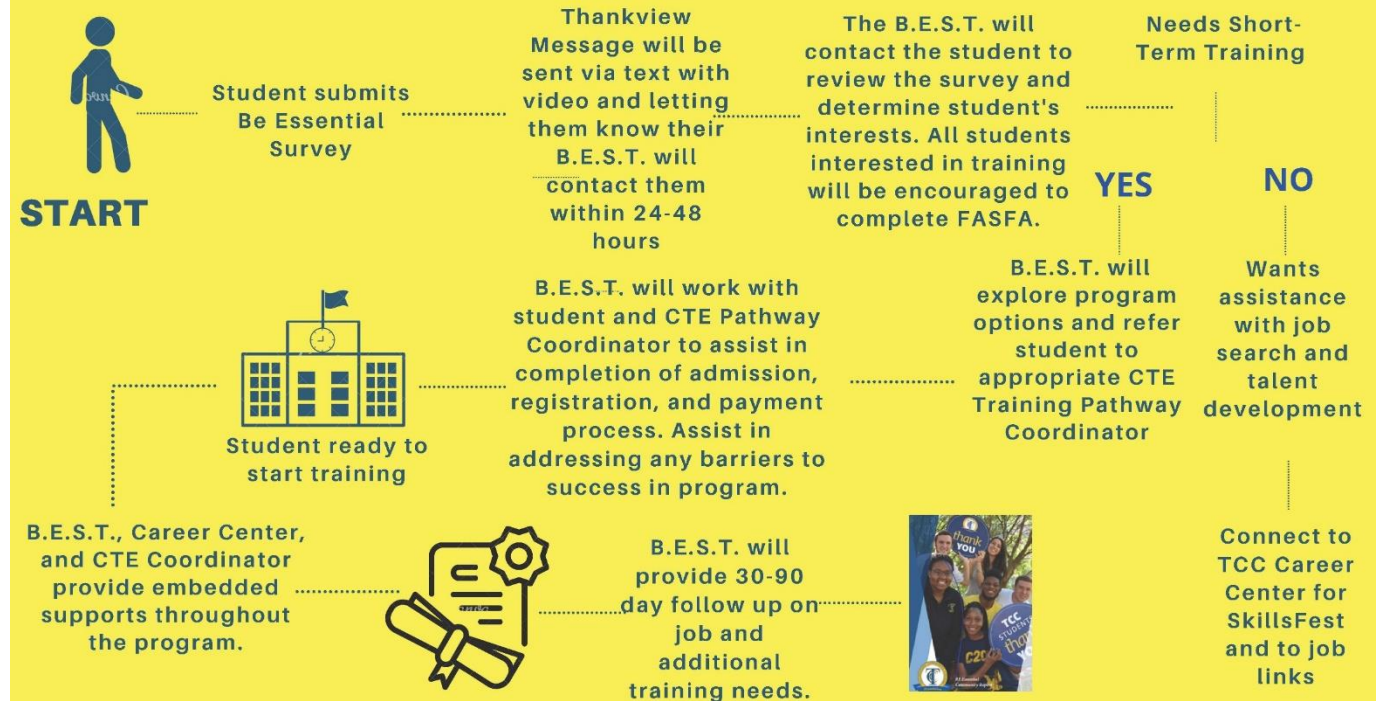
BE ESSENTIAL

TCC
WORK



TCC: Be Essential Campaign

CONNECT TO YOUR OWN PERSONAL B.E.S.T.
(BE ESSENTIAL SUPPORT TRAINER)



TCC's Response – COVID Impacted Unemployed/Job Seekers

Business Information & Technology (BIT)
Program
Accounting Technology Management Certificate
Accounting Technology Operations Certificate
Accounting Technology Specialist Certificate
Applied Cybersecurity, Career and Technical Certificate
Business Entrepreneurship Certificate
CAD Foundations Certificate
Computer Programming and Analysis Certificate
Computer Programming Specialist Certificate
Empowered 2 Entrepreneurship (ENT0004)
Engineering Technologies Support Specialist Certificate
Entrepreneurship Introduction Course (ENT0001)
Medical Administrative Specialist Certificate
Network Infrastructure Certificate
Network Security: Cyber Forensics, College Credit Certificate
Network Support Technician Certificate
Office Management Certificate
Office Specialist Certificate
Office Support Certificate
Risk Management – Introduction to Risk Management and Insurance Certificate
Small Business Management Certificate
Trades 2 Entrepreneurship (ENT0002)

Construction, Manufacturing & Engineering
Program
Building Construction Specialist Certificate
CNC Production Specialist

Digital Media
Program
Digital Media/Multimedia Certificate
Graphic Design Support Certificate

Environmental
Program
Drones - Introduction to Unmanned Systems
Drones - Unmanned Ground Flight School (FAA 107 Course)
Drones - Advanced Editing (Using Unmanned Aerial Systems)

Healthcare
Program
Central Sterile Processing Technologist Certificate*
Dental Assisting Technology & Management Applied Technology Diploma*
Endoscopy Technician Certificate**
Nurse Assistant, Long Term Care Career and Technical Certificate
Paramedic Certificate***
Surgical Technology Specialist Certificate

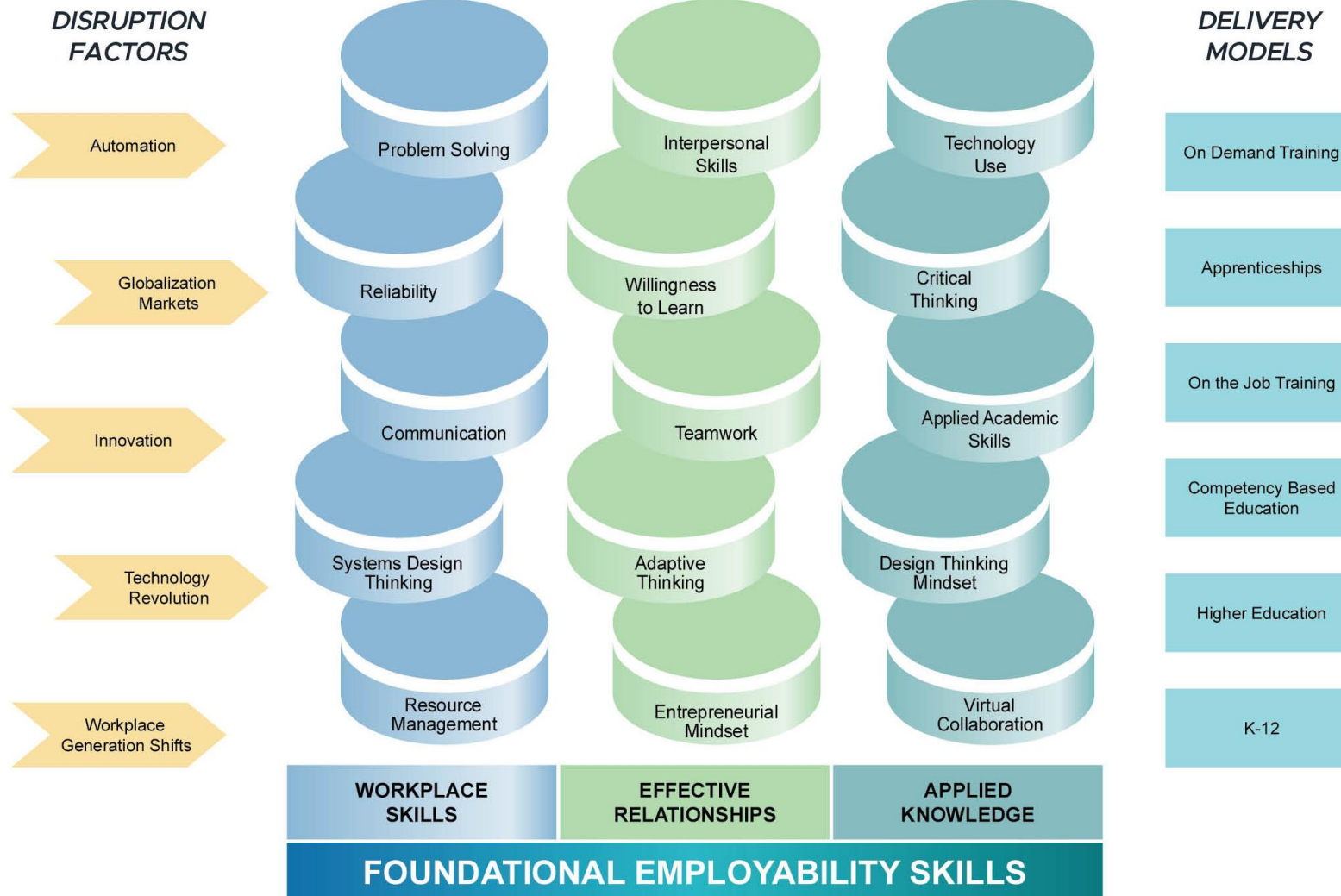
Public Service
Program
Correctional Probation Basic Recruit Career and Technical Certificate
Correctional Probation Crossover: Corrections to Correctional Probation Career and Technical Certificate
Corrections Basic Recruit Career and Technical Certificate
Corrections Crossover: Correctional Probation to Corrections Career and Technical Certificate
Corrections Crossover: Law Enforcement to Corrections Career and Technical Certificate
Emergency Medical Technician Applied Technology Diploma***
Firefighter Career and Technical Certificate
Law Enforcement Basic Recruit Career and Technical Certificate
Law Enforcement Crossover: Correctional Probation to Law Enforcement Career and Technical Certificate
Law Enforcement Crossover: Corrections to Law Enforcement Career and Technical Certificate

Transportation & Logistics
Program
Commercial Vehicle Driving Career and Technical Certificate



Be Essential Training List

FUTURE OF WORK



- The future of work in the next decade will have enormous disruption as a result of a series of factors.
- The key to remaining competitive is to have a strong talent pipeline.
- Today K-12 and higher education are the primary deliver modes of formal education
- The future will see expanding delivery models that included increased on the job training and on demand training programs to meet industry needs.

Future Ready Badging

Essential skills required to earn “Future Ready” badge:

1. Communication
2. Teamwork
3. Leadership
4. Problem Solving
5. Change Management
6. Diversity



“A knowledgeable and skilled workforce is essential for future economic growth...”

Gov. Ron DeSantis, Executive Order Number 19-31 (Charting a Course for Florida to Become Number 1 in the Nation in Workforce Education by 2030 and Ensuring Florida Students are Prepared for the Jobs of the Future).

GOAL: Florida
#1 in Talent

CURRENTLY: Florida ranked
#20 in the nation
post-secondary attainment
(Lumina Stronger Nation Report)

2030 GOAL:
80%
of working adults have
employability skills by 2030

VITA  NAVIS

Workforce Development
Giving the community an edge

Community Reemployment Plan

Call to
Action

Triggers:

- Increasing Unemployment Numbers
- Exhausted Unemployment Benefits
- Community Safety-Net (Housing*, Food, Utilities, etc)
- Vulnerable Industries

*Currently under
federal/state/provincial jurisdiction



29,885
2,775





Questions?

Hiring Employees with Disabilities



Tony
Carvajal

—
President & CEO
The Able Trust

Florida Chamber
Foundation Board of
Trustees

Hiring Veterans in Florida



Joe Marino

—
Executive Director
Veterans Florida



VETERANS
FLORIDA

Your Pursuit • Our Power

Hiring Veterans in Florida

Purpose

veteransflorida.org

Veterans Florida is a non-profit corporation created by the State of Florida in 2014 to help veterans fully transition to civilian life in the Sunshine State and to promote Florida, the most veteran-friendly state in the country, as the best place to reside upon leaving the military.

Mission

veteransflorida.org

Attract and retain Veterans and their families by connecting them to employment, training and educational opportunities

Strengthen Florida businesses by educating them on the value and skill sets Veterans bring to the workforce and providing training resources for their Veteran hires

Enhance the entrepreneurial skills of Veterans

VETS Program

Veterans Employment and Training Services, Section 295.22, Florida Statutes

veteransflorida.org

Statute	Services
Market the state to veterans	Marketing with VISIT Florida
Assist veterans seeking employment	Career Services
Assist employers hiring veterans	Workforce Recruiting
Provide workforce grant for employers	Workforce Training Grant
Administer veteran entrepreneur initiative	Entrepreneurship Program and Partners

Marketing

veteransflorida.org

US Servicemembers within 12 months prior to, and veterans within 24 months after, separating or retiring from the military

200,000

Geographically located at major and minor military installations in Florida and around the country, predominantly in the Southeast US, Texas, California, and East Coast US

Marketing

Branding and Messaging

veteransflorida.org



Veterans Florida

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A high-growth economy, no taxes on income or military retirement, and beautiful weather all year. Create a profile to let us power your pursuit.

HIGH SPEED, LOW DRAG.

Careers. Resumes. Placement.



The appearance of U.S. Department of Defense (DoD) seal information does not imply or constitute DoD endorsement.



Veterans Florida

Published by Hootsuite [?] · January 3 at 6:00 PM ·

The country's top schools? ☒
Veteran resource centers on every campus? ☒
Booming economy? ☒
Florida's the top state for veterans and it's not even close.
<https://www.veteransflorida.org/veteran-r.../higher-education/>



#1 FOR HIGHER EDUCATION



VETSFL

Career Services

veteransflorida.org

Transition Services

- Inform about Florida industries and opportunities
- Activity checkpoints as retirement or separation approaches

Career Services

- Skills and career preference assessments
- Resume assistance
- Interview preparation

Job Placement

Coach veterans through start date at new job

Available to transitioning service members, veterans, Guard/Reserve, and spouses

Veterans Skills

veteransflorida.org

Soft Skills

- Leadership
- Teamwork
- Adaptable
- Mission focused

Hard Skills

- Engineering and Engineering Tech
- Logistics and Transportation
- Information Technology and Cyber Security
- Law Enforcement

Workforce Services

veteransflorida.org

Workforce Recruiting

- Seek to fill open jobs with military veterans
- **Review resumes with military experience and make job match recommendations based on transferable skills**

Workforce Training Grant

- 50% reimbursement for employer paid, skills based training for veteran employees, new or existing
- Up to \$8,000 per veteran
- Up to \$200,000 total per year
- High tech industries have preference

DoD Skillbridge

veteransflorida.org

A Department of Defense Program which enables transitioning servicemembers:

- with less than 180 days until separation or retirement
- to gain workforce training at an employer or industry partner under an apprenticeship or internship in lieu of their military duties
- while retaining their full DoD pay and benefits.

Employers do not provide salary or benefits for the servicemember during the training.

Statewide Skillbridge Initiative

Florida has the opportunity to stay in the lead at this important time establishing its own Skillbridge initiative. Doing so trains the veteran workforce of tomorrow and keeps the state competitive for employers and industry.

Other states' governments, some working in conjunction with their states' chamber of commerce, have enacted statewide Skillbridge initiatives.

Florida Statewide Skillbridge Initiative

Florida needs a new statewide initiative to blend Skillbridge into existing services for transitioning servicemembers and the employers who need them.

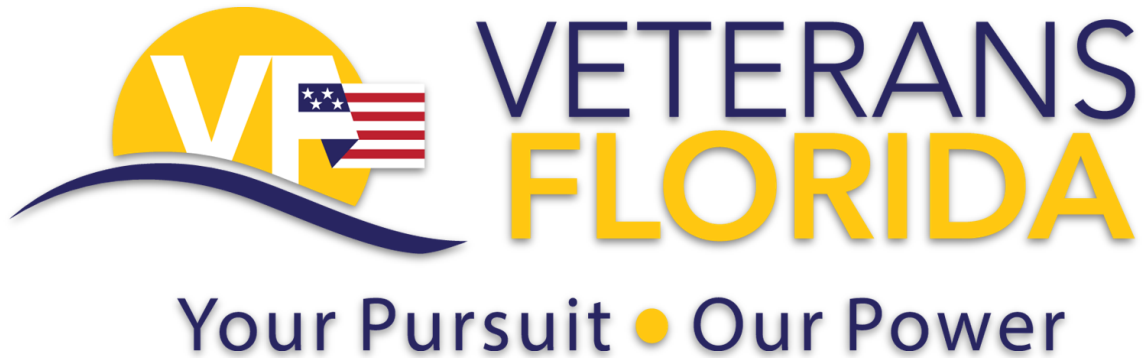
Veterans Florida is uniquely positioned to lead the initiative.

Florida Statewide Skillbridge Initiative

Through administering the Veterans Employment and Training Services (VETS) Program, Veterans Florida works daily with transitioning servicemembers all over the country and employers in growth industry sectors.

Additionally, we collaborate with Florida Department of Veterans Affairs, Enterprise Florida, CareerSource Florida, Florida Chamber Foundation, and others, to enhance economic opportunity for transitioning servicemembers in Florida and across the country.

Hiring Veterans in Florida



veteransflorida.org

Copies of these slides and additional materials may be requested and obtained by emailing
marino@veteransflorida.org

Open Discussion and Q&A

Join Us on Thursday, Nov 12:

Creating a Seamless Path from the Classroom to the Workroom



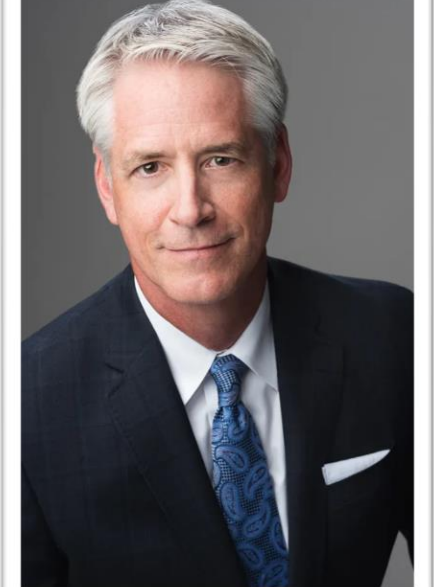
Henry Mack
*Chancellor, Division of Career
and Adult Education*
Florida Department of Education



Kathy Hebda
*Chancellor, Division of
Florida Colleges*
Florida Department of Education



Marshall Criser, III
Chancellor, State University System
Florida Department of Education



Bob Boyd
President & CEO
Independent Colleges and
Universities of Florida (ICUF)



Learners to Earners Workforce Solution Seminar

Part 1: Preparing Florida's Future Workforce and What Employers Need to Know

Mark Wilson, President & CEO, Florida Chamber of Commerce

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