

The logo features a cluster of 3D cubes in shades of blue, red, yellow, and white, arranged in a geometric pattern.

FLORIDA TALENT DEVELOPMENT COUNCIL

Agenda

November 24, 2020

3:00 pm

- I. Welcome and Introductions**
 - Invocation
 - Pledge of Allegiance
 - Roll Call
 - Approval of the Minutes – Bob Ward
- II. Calendar Discussion and Approval**
- III. Meeting Objectives – Chair, Joel Schleicher**
- IV. Discussion: Strategic Priority Two (30 min)**
- V. Discussion: Strategic Priority Three (30 min)**
- VI. Presentation (30 min)**
 - Jamie Grant, State Chief Information Officer
- VII. Public Comment**
- VIII. Next Steps**
- IX. Next Council Meeting**

Monday, December 21, 2020 at 2:00 pm
- X. Adjourn**



FLORIDA TALENT DEVELOPMENT COUNCIL

**November 24, 2020
3:00 pm
Call-In Information**

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<https://global.gotomeeting.com/join/463270733>

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FLORIDA TALENT DEVELOPMENT COUNCIL

Meeting Minutes

October 27, 2020

3:00 pm

Members Present:

Joel Schleicher, Chair
Bob Boyd
Chancellor Marshall Criser
Michelle Dennard
Casey Penn for Dane Eagle
Chancellor Eric Hall for Commissioner Richard Corcoran
Chancellor Kathy Hebda
Marva Johnson
Chancellor Henry Mack
Allen Mortham for Justin Berkowitz
Jamal Sowell

Members Excused: Tim Cerio, Representative Rene Plasencia, Bob Ward and Mark Wilson

Others Present:

- Katie Crofoot

I. Welcome, Roll Call, Approval of Minutes and Meeting Objectives

- Joel Schleicher welcomed members.
- Jamal Sowell led the invocation and the pledge of allegiance.
- Katie Crofoot called roll.
- Council members approved the September 22, 2020 meeting minutes as presented.
- The council appointed Michelle Dennard as Vice Chair.
- Joel Schleicher reviewed the meeting objectives.

II. Discussion: Strategic Priority Four

The council members reviewed attainment and economic outlook metrics that provide information and context critical to determining the state's progress in workforce education.

These metrics included:

- Educational attainment
- Annual credential production
- Unemployment rate
- Labor force participation rate
- Poverty rate



FLORIDA TALENT DEVELOPMENT COUNCIL

- ALICE
- Average earnings by education credential
- Median household income

III. Discussion: Strategic Priority Five

The discussion primarily focused on educational attainment data by race/ethnicity and by county. Members also discussed access to broadband in rural communities and digital literacy as key components of educational pathways to prosperity. Below are the key question and topics that framed the conversation:

- How do we ensure that policies and practices provide equitable access to educational pathways to prosperity?
 - Identify attainment and opportunity gaps that must be addressed to reach the goal
 - Highlight best practices to increase access to target populations
 - Increase information and guidance around career pathways
 - Impact of COVID-19

IV. Follow Up Items

- Review of Strategic Priority One Discussion
- Presentations
 - i. “Get There Florida,” Chancellor Henry Mack, Florida Department of Education
 - ii. “Talent Strong Florida,” Florida College Access Network

V. Calendar Discussion

Joel Schleicher presented the potential meeting dates for members to review and provide feedback on to staff.

VI. Public Comment

No public comment.

VII. Next Steps

- Council members will review Strategic Priority Two and Strategic Priority Three at the next meeting.
- Data group will assess metrics to present to the council.
- Staff will send out poll to council members for 2021 meeting availability.
- Staff will reach out to the state chief information officer to request a presentation.
- The next council meeting is scheduled as a conference call on November 24, 2020 at 3:00 pm.

VIII. Adjourn

Joel Schleicher adjourned the meeting.



FLORIDA TALENT DEVELOPMENT COUNCIL

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VI. Presentation (30 min)

- Jamie Grant, State Chief Information Officer

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Florida Talent Development Council

Calendar Discussion



Potential Meeting Dates for 2021

Monday, January 25

Monday, February 22

Monday, March 22 — Virtual

Monday, April 26

Monday, May 24 — Virtual

Monday, June 21

Monday, July 26 — Virtual

Wednesday, August 25

Monday, September 27 — Virtual

Monday, October 25

Monday, November 22 — Virtual

Friday, December 17



Florida Talent Development Council

Meeting Objectives



Florida Talent Development Council

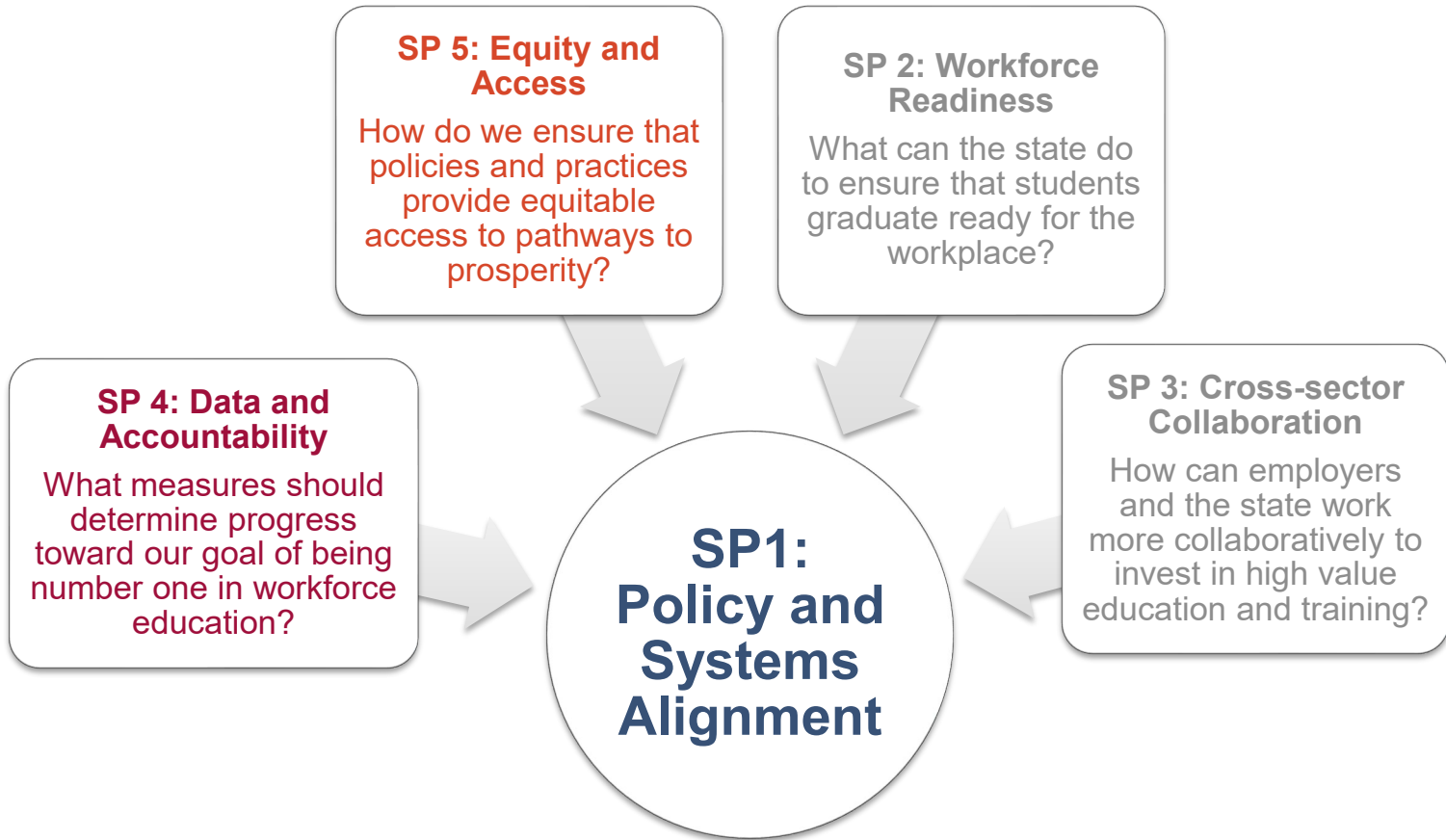
Strategic Plan Review



Goal

Develop a set of integrated business, education, workforce and economic development strategies that will result in Florida's becoming a national leader for talent.





Strategic Priorities - Key Questions

SP 2: Workforce Readiness - What can the state do to ensure that students graduate ready for the workplace?

SP 3: Cross-Sector Collaboration - How can employers and the state work more collaboratively to invest in high value education and training?



Strategic Priority 2 : Workforce Readiness

What can the state do to ensure that students graduate ready for the workplace?

- Expand apprenticeships to meet targeted workforce needs
- Increase early career-related education and exposure
- Address essential and occupational skills gaps
- Establish career pathways as the framework for Florida's talent development system
- Increase postsecondary transitions and credential attainment

What skills do graduates need to be prepared for the 21st Century workplace?

- Academic
- Technology/digital
- Employability





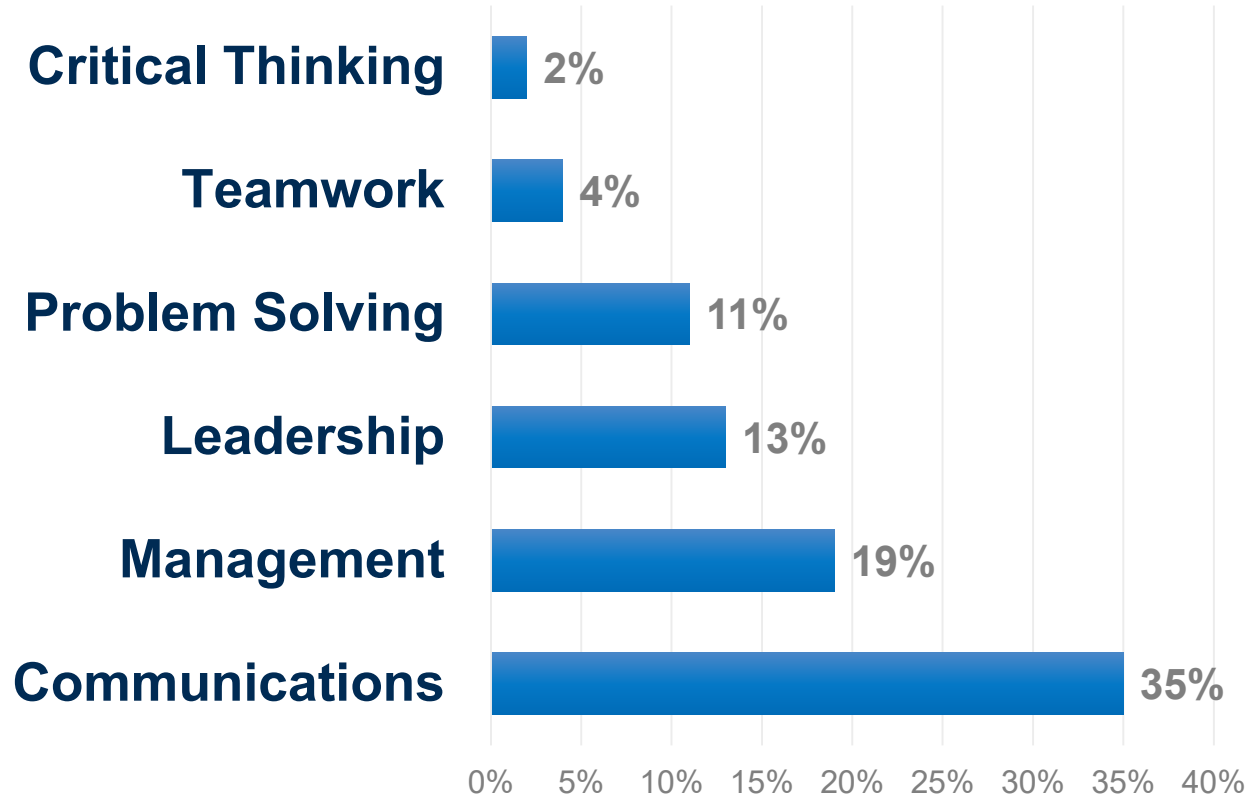
APPRENTICE FLORIDA



CAREER-RELATED EDUCATION AND EXPOSURE

- COVID-19 Disproportionate Impacts
- Florida Shines
- Get There Florida

RESILIENT SKILLS IN JOB POSTINGS



ESTABLISH CAREER PATHWAYS

- CareerSource Florida Sector Strategies
- Credentials of Value

INCREASE POSTSECONDARY TRANSITIONS AND CREDENTIAL ATTAINMENT

- Expanding Opportunities
- Necessary for Economic Recovery



Talent Development Council

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

Mark Wilson, President & CEO, Florida Chamber of Commerce

**FLORIDA
CHAMBER**
Foundation



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“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 2030
THE BLUEPRINT TO SECURE FLORIDA'S FUTURE

KEY TARGETS & STRATEGIES

FLORIDA CHAMBER Foundation
50 YEARS 1968 - 2018

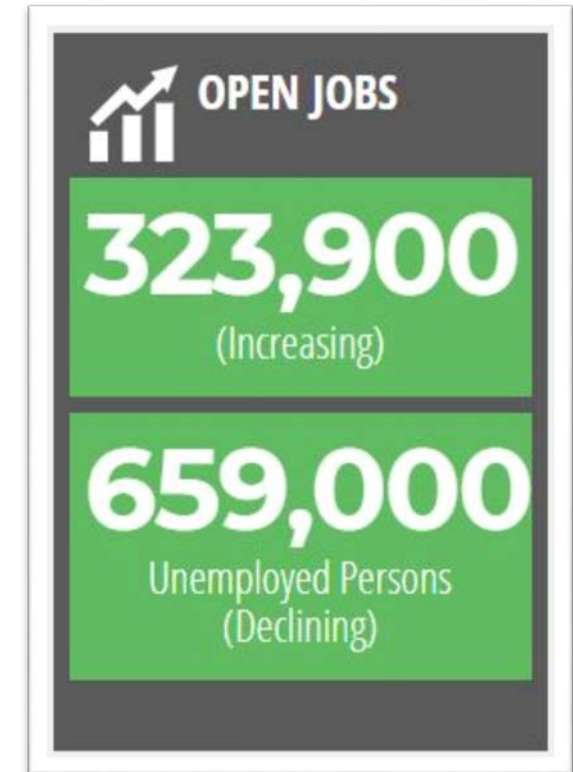
Florida At A Glance

- 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

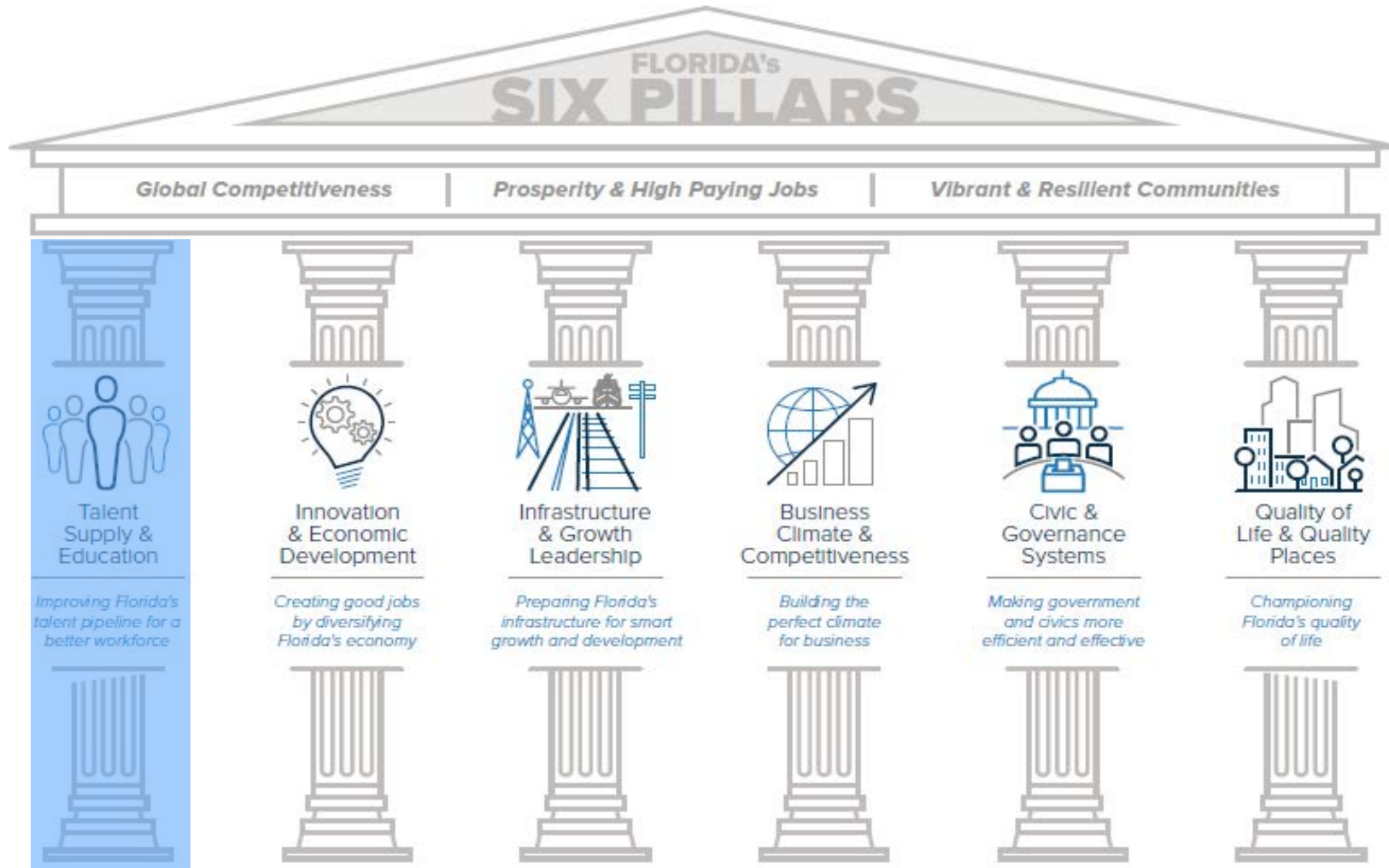


COVID-19 and the Impact on Florida's Workforce

- **Number of Floridians working: 8.5325 Million**
 - Down from 9.0716 Million in February
- **Unemployment Rate: 6.5%**
 - Up 3.3 percentage points from a year ago
- **Number of Unemployed Floridians: 659,000**
 - Up from 331,000 this time 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 <ul style="list-style-type: none"> >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 <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 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

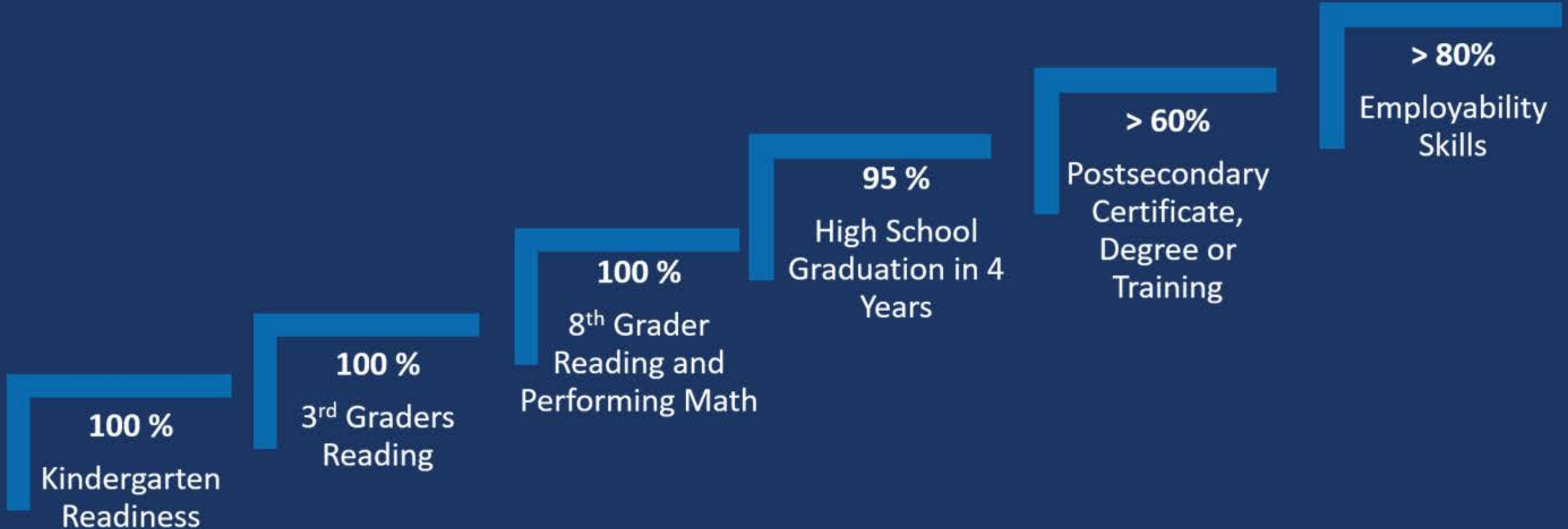
WHERE DO WE WANT TO GO?

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Building the perfect climate for business <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 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:

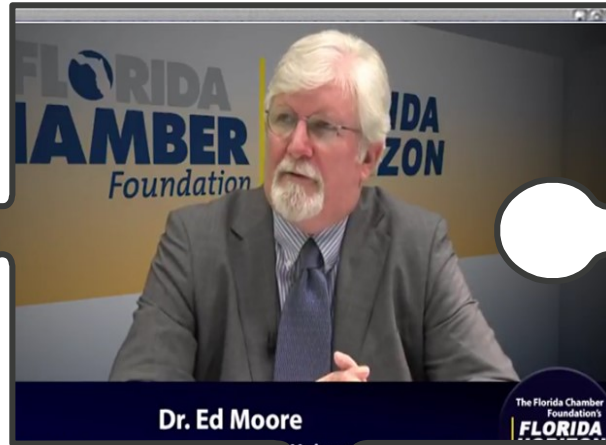
> 80% of Florida's workforce
has essential employability
skills



Florida should align Policy and Systems to Workforce Needs

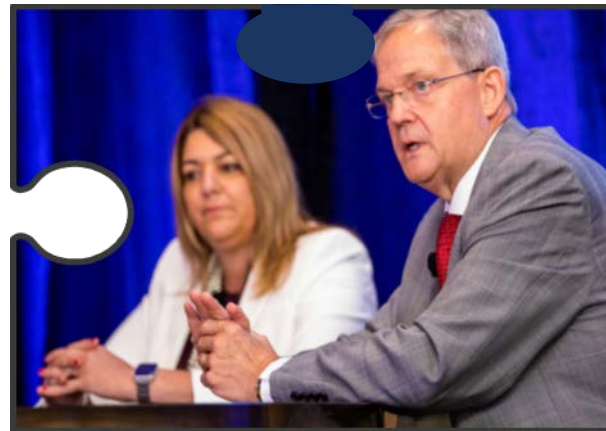


Florida Chamber of Commerce



Dr. Ed Moore

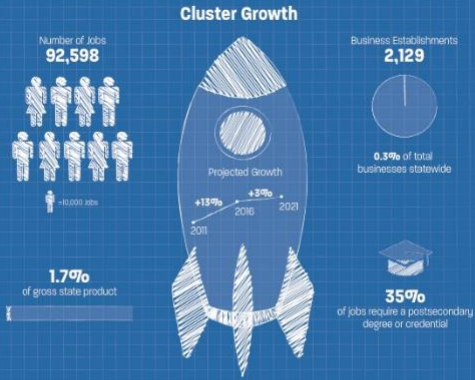
Univers



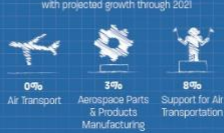


Aligning workforce systems (supply) with industry needs (demand) helps secure Florida's Future and keep the momentum going.

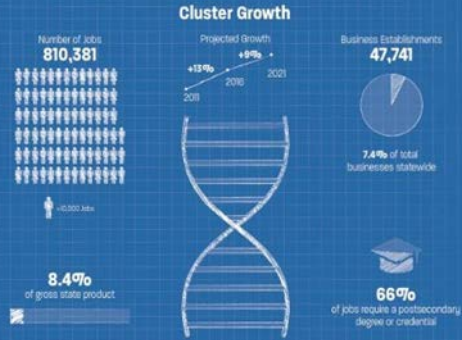
Aerospace & Aviation



Largest Sub-Clusters



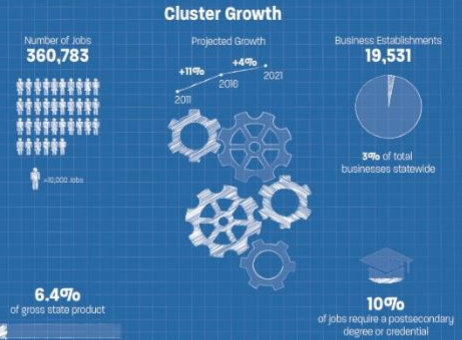
Health Care and Life Sciences



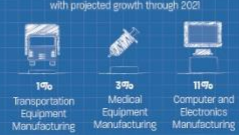
Largest Sub-Clusters



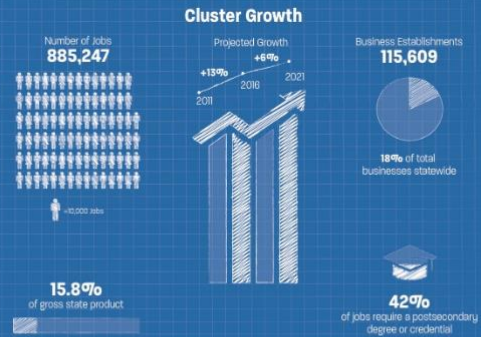
Manufacturing



Largest Sub-Clusters



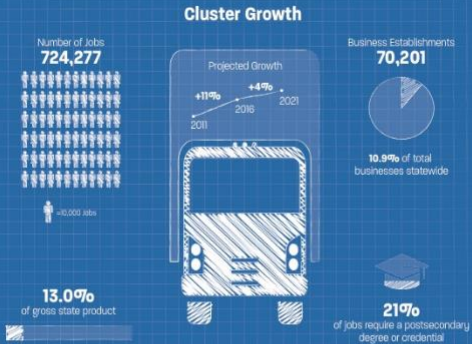
Finance and Professional Services



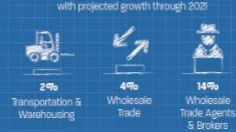
Largest Sub-Clusters

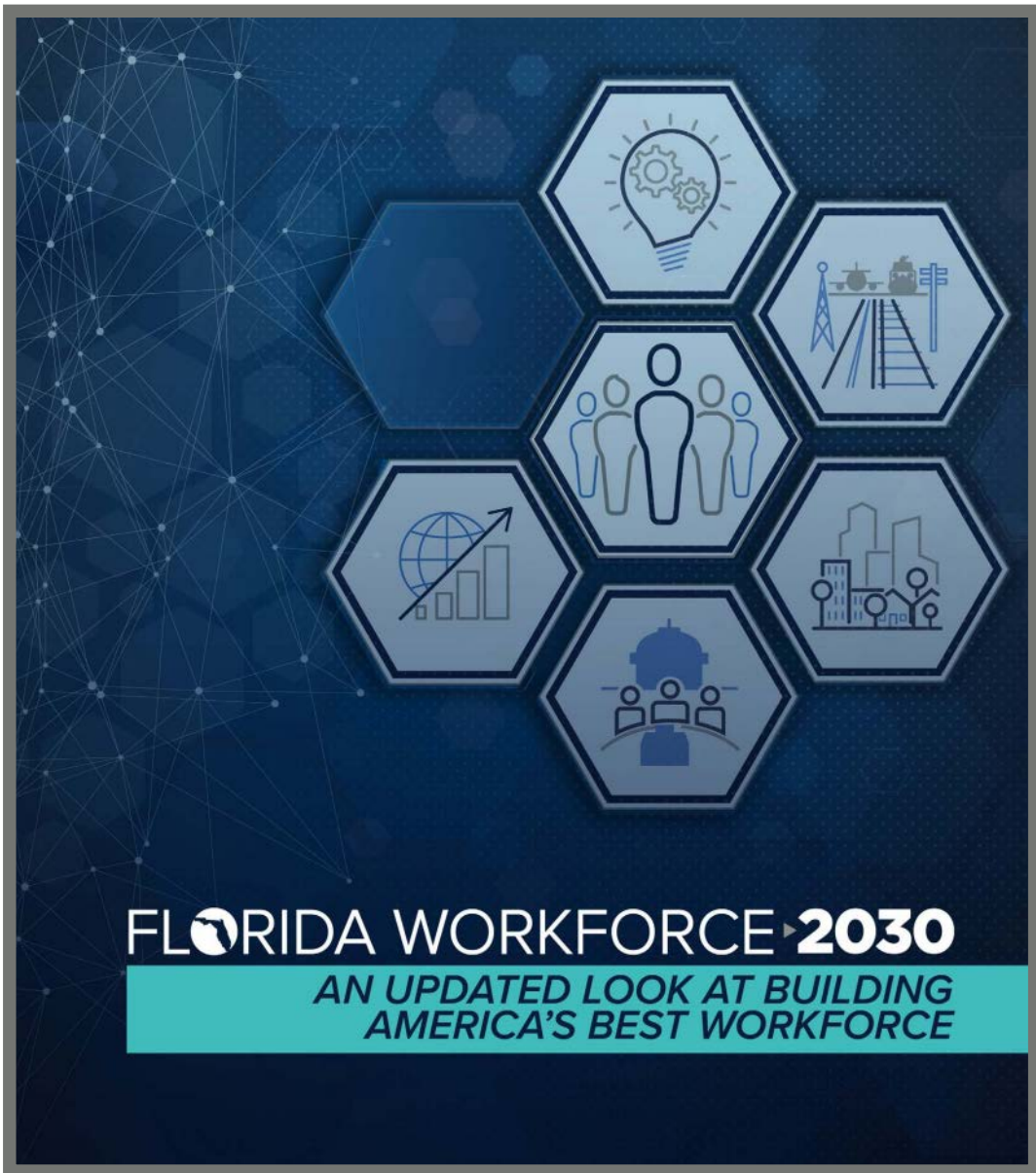


Logistics and Distribution



Largest Sub-Clusters

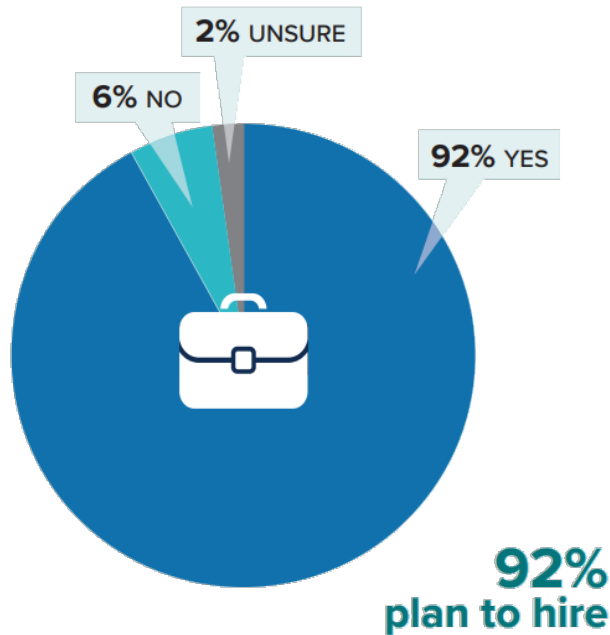




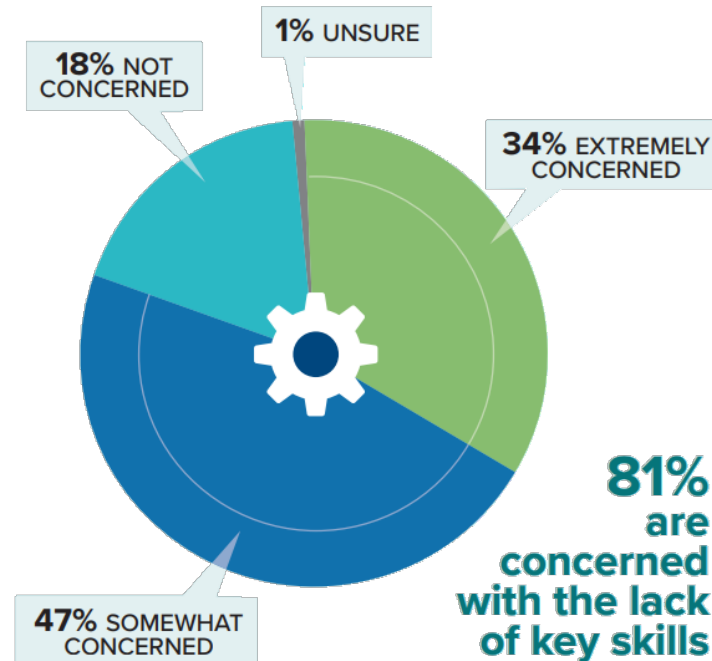
Florida 2030 Workforce Research Says...

Job Creators Identified Workforce Priorities

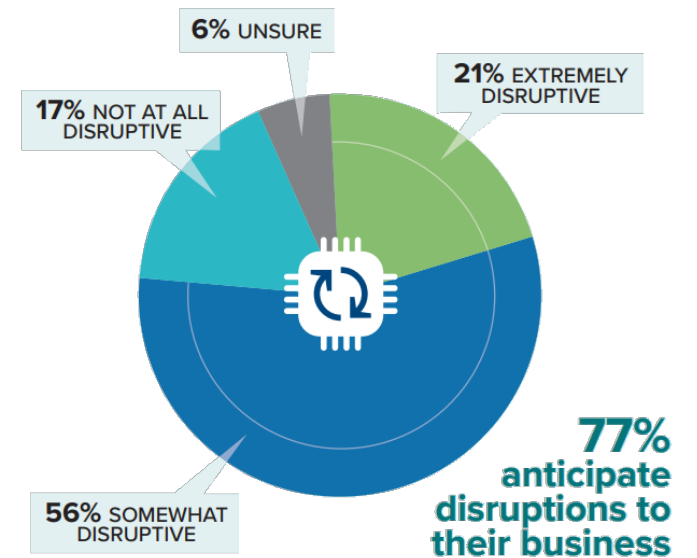
Over the next year, do you expect to hire new employees in Florida?



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

THE FLORIDA SCORECARD
METRICS TO HELP SECURE FLORIDA'S FUTURE





Talent Development Council

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

Mark Wilson, President & CEO, Florida Chamber of Commerce

**FLORIDA
CHAMBER**
Foundation



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Strategic Priority 3: Cross-Sector Collaboration

How can employers and the state work more collaboratively to invest in high value education and training?



Florida Talent Development Council

Jamie Grant
State Chief Information Officer



Florida Talent Development Council

Public Comment



Florida Talent Development Council

Next Steps



Florida Talent Development Council

Next Meeting

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2:00 pm

