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

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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
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
  - “Get There Florida,” Chancellor Henry Mack, Florida Department of Education
  - “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.
November 24, 2020
3:00 PM
Agenda

I. Welcome and Introductions
   - Invocation
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VIII. Next Steps

IX. Next Council Meeting
    Monday, December 21, 2020 at 2:00 pm

X. Adjourn
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
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.
SP1: Policy and Systems Alignment

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?

SP 4: Data and Accountability
What measures should determine progress toward our goal of being number one in workforce education?

SP 5: Equity and Access
How do we ensure that policies and practices provide equitable access to pathways to prosperity?
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
CAREER-RELATED EDUCATION AND EXPOSURE

- COVID-19 Disproportionate Impacts
- Florida Shines
- Get There Florida
RESILIENT SKILLS IN JOB POSTINGS

- Critical Thinking: 2%
- Teamwork: 4%
- Problem Solving: 11%
- Leadership: 13%
- Management: 19%
- Communications: 35%

Source: EMSI
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
“Talent is quickly replacing the tax incentive as the economic development tool of choice.”
– Mark Wilson
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

www.TheFloridaScorecard.org
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

Global Competitiveness | Prosperity & High Paying Jobs | Vibrant & Resilient Communities

Talent, Supply & Education
- Improving Florida's talent pipeline for a better workforce

Innovation & Economic Development
- Creating good jobs by diversifying Florida's economy

Infrastructure & Growth Leadership
- Preparing Florida's infrastructure for smart growth and development

Business Climate & Competitiveness
- Building the perfect climate for business

Civic & Governance Systems
- Making government and civics more efficient and effective

Quality of Life & Quality Places
- Championing Florida's quality of life

Help secure Florida's future at Florida2030.org
Track Florida's progress at TheFloridaScorecard.org
Florida’s 2030 Goals and Strategies

**WHERE DO WE WANT TO GO?**

**2030 Targets**

<table>
<thead>
<tr>
<th>Global Competitiveness</th>
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### GOALS

**WHERE DO WE WANT TO GO?**

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### 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 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 Floridians 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

### 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 <10% 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

- 100% Kindergarten Readiness
- 100% 3rd Graders Reading
- 100% 8th Grader Reading and Performing Math
- 95% High School Graduation in 4 Years
- > 60% Postsecondary Certificate, Degree or Training
- > 80% Employability Skills
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
Aligning workforce systems (supply) with industry needs (demand) helps secure Florida's Future and keep the momentum going.
Florida 2030 Workforce Research Says…
Job Creators Identified Workforce Priorities

Over the next year, do you expect to hire new employees in Florida?
- 6% No
- 92% Yes
- 2% Unsure

How concerned are you about the lack of key skills (employability skills, soft skills, digital skills) as a threat to your business?
- 1% Unsure
- 34% Extremely Concerned
- 47% Somewhat Concerned
- 18% Not Concerned

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?
- 6% Unsure
- 21% Extremely Disruptive
- 56% Somewhat Disruptive
- 17% Not at All Disruptive

www.FLChamber.com/FloridaWorkforce2030
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

www.FLChamber.com/FloridaWorkforce2030
2. Work-based learning

- Internships
- Apprenticeships
- Industry certification Upon Graduation

www.FLChamber.com/FloridaWorkforce2030
3. Equity Gaps

- Educational Attainment
- Labor Participation
4. Scalable Training Programs

- Digital Training
- Tuition Reimbursement

www.FLChamber.com/FloridaWorkforce2030
5. Data Informed Policy Decisions

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

www.FLChamber.com/FloridaWorkforce2030
Talent Development Council
Preparing Florida’s Future Workforce and What Employers Need to Know
Mark Wilson, President & CEO, Florida Chamber of Commerce
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
Public Comment
Next Steps
Florida Talent Development Council

Next Meeting

Monday, December 21, 2020
2:00 pm