



FLORIDA TALENT DEVELOPMENT COUNCIL

September 12th, 2023
2:30 PM
Virtual



FLORIDA TALENT DEVELOPMENT COUNCIL

Agenda

- Roll Call / Welcome
- Opening comments by the Chair
- Approval of the Minutes
- Workforce Education Training Updates
- Work-based Learning Panel
- Partner Updates
- Public Comment
- Timeline & Next Steps
- Adjourn



FLORIDA TALENT DEVELOPMENT COUNCIL

Roll Call / Welcome



FLORIDA TALENT DEVELOPMENT COUNCIL

**Opening comments by
the Chair**



FLORIDA TALENT DEVELOPMENT COUNCIL

Approval of the Minutes



FLORIDA TALENT DEVELOPMENT COUNCIL

**Workforce Education
Training Updates**
Secretary Alex Kelly

Economic & Workforce Development 2023-2025

Discussion on Workforce Education and Training Investments in Connected
Innovation Clusters



Workforce Education and Training Investments in Connected Innovation Clusters

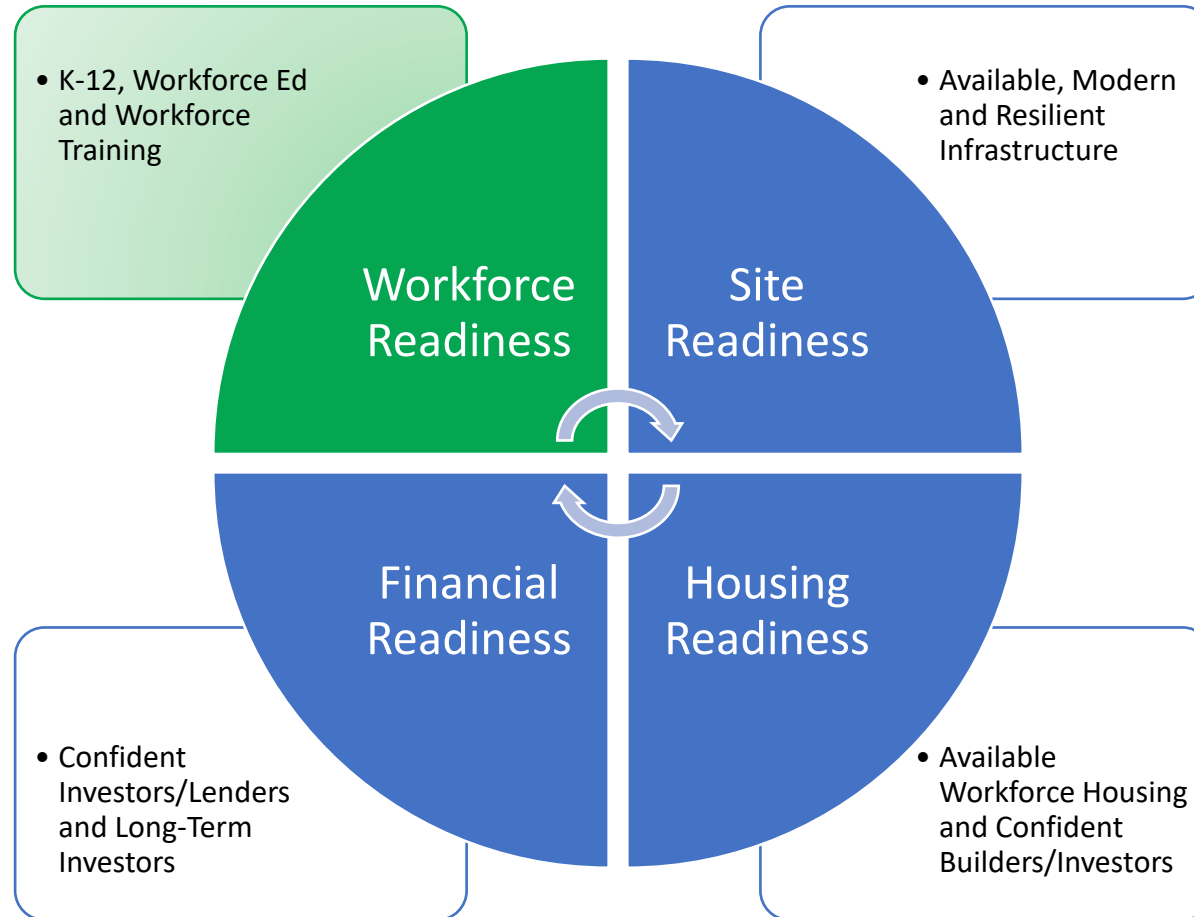
- ☐ Chips/Semiconductors/Advanced Packaging
- ☐ Broadband
- ☐ Aerospace/Aviation/Military/Defense
 - ☐ Manufacturing
 - ☐ Flight Training and MRO
 - ☐ Advanced Air Mobility
- ☐ Artificial Intelligence, Cybersecurity, Supply Chain and Data Resiliency



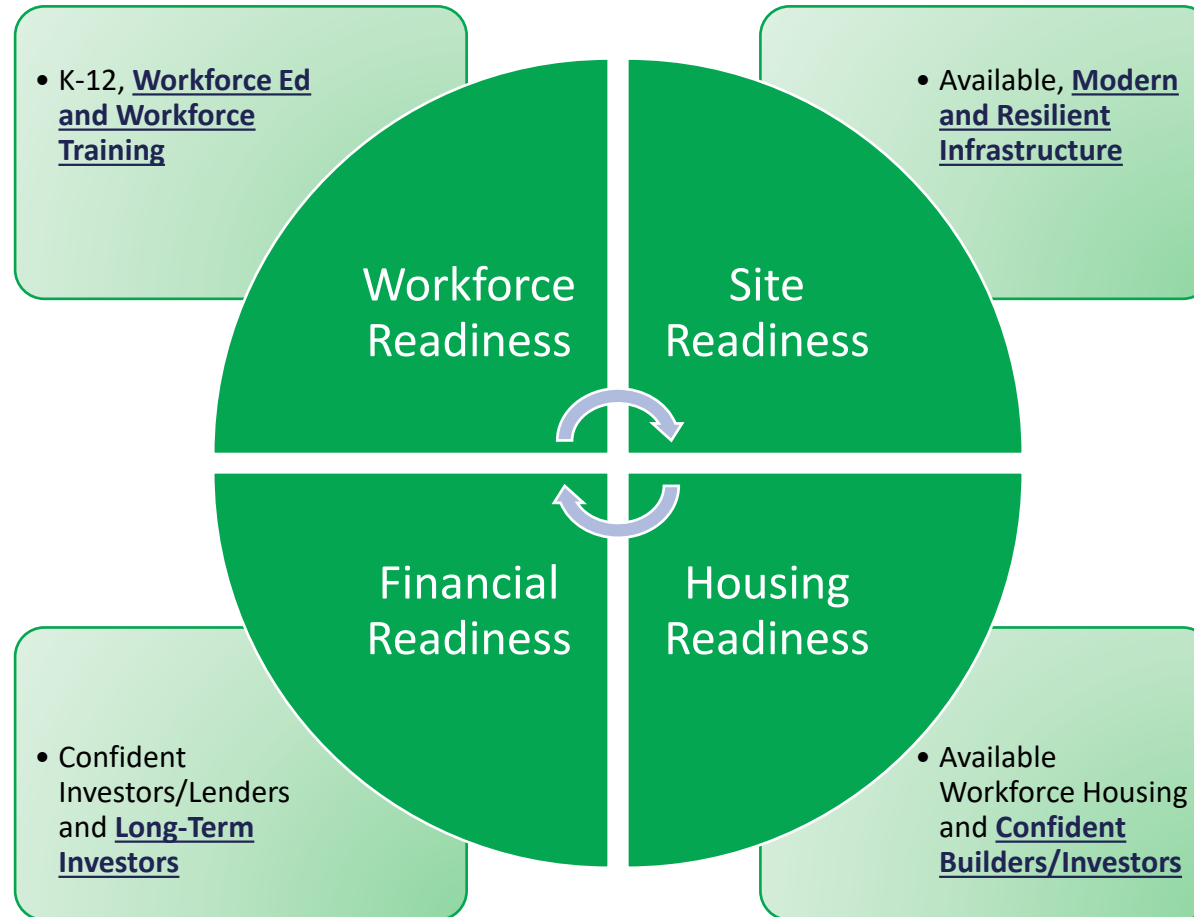
Florida's Economic Growth Approaches



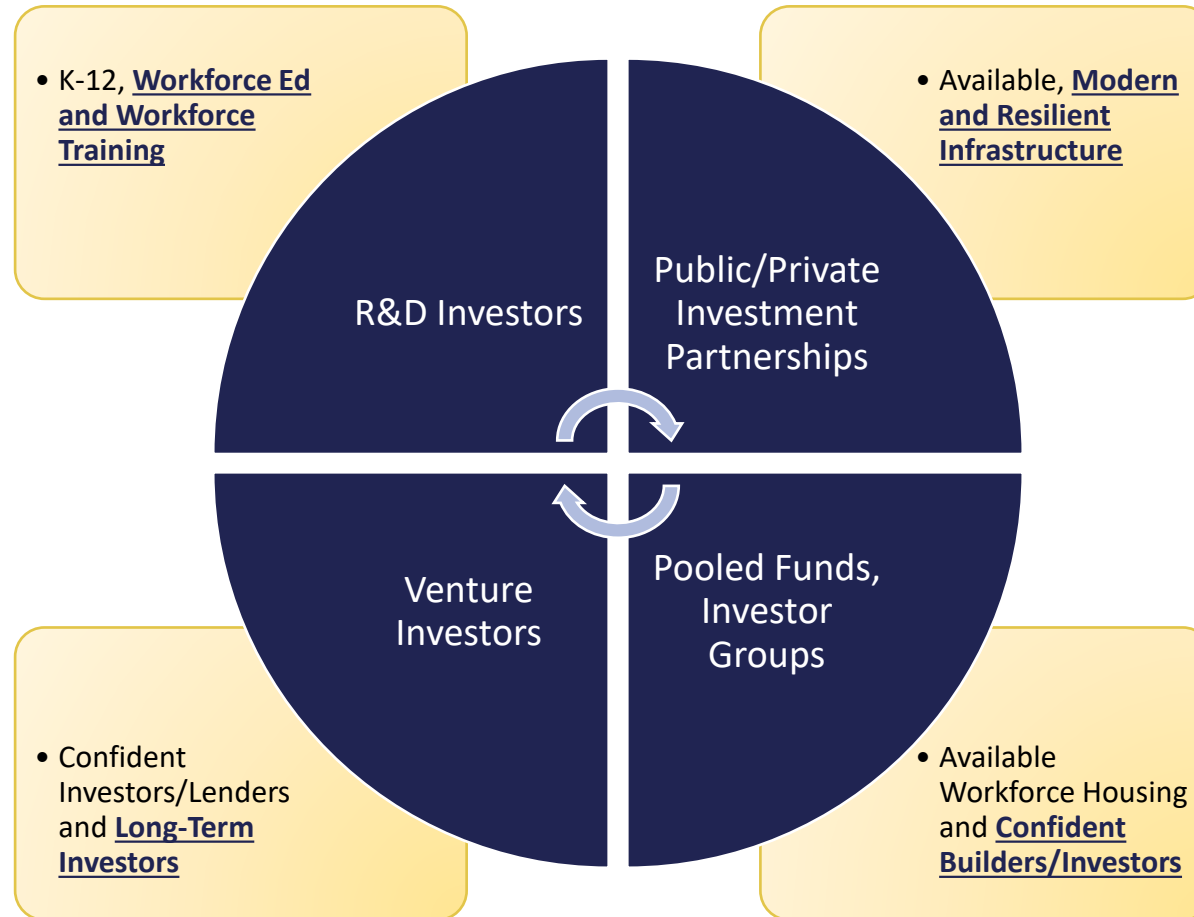
Listening to what Business and Industry Say are their Must-Haves



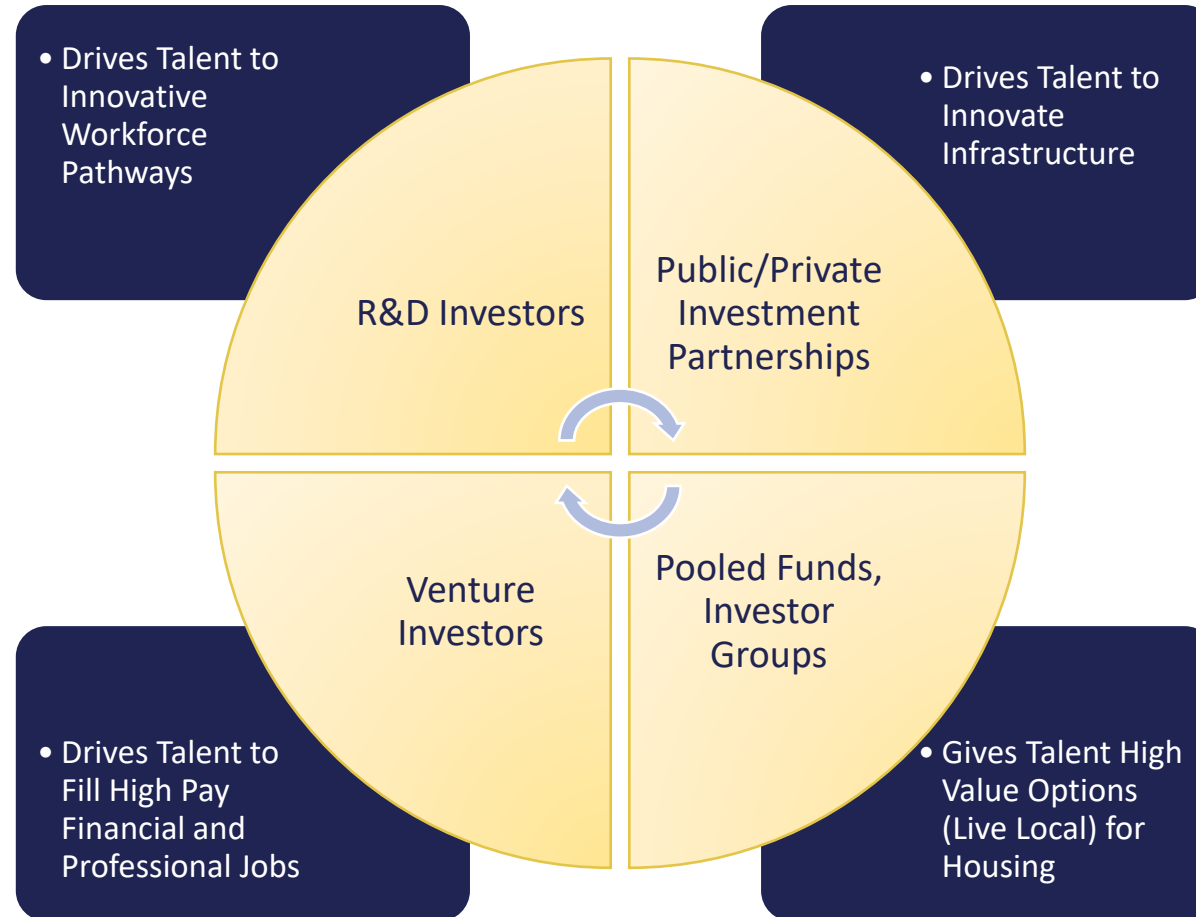
Workforce Ed/Training Fuels the Long-Term Success for all the Must-Haves



Workforce Ed/Training Fuels Confidence and Opportunities to Invest in the Must-Haves



Investment in Innovative Clusters Attracts Talent



Florida Already has Strong Foundations for Innovation Clustering

☐ Well established Tourism and Agriculture industries

- ☐ The world's tourism leader
- ☐ In many ways, Florida feeds the world

☐ Military and Defense

- ☐ Caught up to the Agriculture industry
- ☐ >20 military installations
- ☐ >1.5 million veterans

☐ Aerospace and Aviation

- ☐ Space Coast/Cape, Cecil Spaceport
- ☐ >125 public-use airports, including 19 primary commercial service airports
- ☐ 16 seaports
- ☐ STARCOM
- ☐ Advanced Air Mobility (eVTOL, etc.) is coming!



Workforce Development is Synonymous with Economic Development in Florida

❑ Economic Development by means of Workforce Development and Public-Private R&D Partnerships is already embedded in our DNA:

❑ Existing Tools:

- ❑ 2019-2023: \$6.8 billion in discretionary workforce education investments.
- ❑ \$75 million Job Growth Grant Fund (FloridaCommerce)
- ❑ \$100 million Workforce Capitalization Fund (DOE)
- ❑ \$1.169 billion BEAD Program allocation for Florida (FloridaCommerce)

❑ Existing Examples:

- ❑ FSU's Mag Lab
- ❑ CyberFlorida at USF
- ❑ The University of Florida's AI initiative
- ❑ Business Incubation Program at UCF
- ❑ Center for Supply Chain Excellence at FGCU
- ❑ The Embry-Riddle Research Park
- ❑ Space Florida's partnerships with UF, UCF and Embry-Riddle
- ❑ NeoCity and UF's new Florida Semiconductor Institute (FSI)
- ❑ Miami Dade College just approved for first AI Bachelors programs in FL
- ❑ Indian River State College is siting a data center park in Okeechobee County
- ❑ Etc.



Connected Workforce Innovation Clusters

- ☐ Chips/Semiconductors/Advanced Packaging
- ☐ Broadband
- ☐ Aerospace/Aviation/Military/Defense
 - ☐ Manufacturing
 - ☐ Flight Training and MRO
 - ☐ Advanced Air Mobility
- ☐ Artificial Intelligence, Cybersecurity, Supply Chain and Data Resiliency



How to Ready Connected Workforce Innovation Clusters for Long-Term Investment and Attracting Talent

- ☐ Credential Mapping
- ☐ Workforce Asset Mapping:
 - ☐ Investments
 - ☐ Programs
 - ☐ Institutes
 - ☐ Public-Private Partnerships
 - ☐ Accelerators
 - ☐ Incubators
 - ☐ Apprenticeships
- ☐ Visual Mapping:
 - ☐ Industries
 - ☐ Broadband Connectivity
 - ☐ Opportunity/Prosperity
- ☐ Additional Input Opportunities
 - ☐ e.g., FloridaCommerce's BEAD Program plan



How to Ready Connected Workforce Innovation Clusters for Long-Term Investment and Attracting Talent

- ☐ Credential Mapping

- ☐ Workforce Asset Mapping:

 - ☐ Investments

 - ☐ Programs

 - ☐ Institutes

 - ☐ Public-Private Partnerships

 - ☐ Accelerators

 - ☐ Incubators

 - ☐ Apprenticeships

- ☐ Visual Mapping:

 - ☐ Industries

 - ☐ Broadband Connectivity

 - ☐ Opportunity/Prosperity

- ☐ Additional Input Opportunities

 - ☐ e.g., FloridaCommerce's BEAD Program plan

Great News!
Much of this
work is already
ongoing.



Register for the Florida Broadband Summit



FLORIDA BROADBAND SUMMIT

September 21-22, 2023

Location

Rosen Shingle Creek
9939 Universal Blvd
Orlando, FL 32819





FLORIDA TALENT DEVELOPMENT COUNCIL

Work-based Learning Panel

- Steven Birnholz
- Lee Chipps-Walton
- Rachel Ludwig
- Dan McGrew
- Emily Sikes

1004.015 - Florida Talent Development Council, *Florida Statutes*

(7) The council shall identify barriers and best practices in the facilitation of work-based learning opportunities for students in middle and high school. By December 1, 2023, the council shall submit to the Governor, the President of the Senate, and the Speaker of the House of Representatives recommendations on best practices for collaboration between district school boards, local workforce development boards, and local businesses and business groups. The recommendations must include any necessary legislative action to facilitate work-based learning opportunities for students in middle and high school, including the identification of potential targeted financial incentives that may help to facilitate work-based learning opportunities for students.

446.0915 Work-based learning opportunities, *Florida Statutes*

(1) As used in this section, the term “work-based learning opportunity” means an interaction with industry or community professionals that occurs in a workplace setting, to the extent possible, or a simulated environment at an educational institution that allows firsthand experience with tasks required in a given career field, is aligned with curriculum and instruction, and is provided in partnership with an educational institution.

(2) A work-based learning opportunity must meet all of the following criteria:

- (a) Be developmentally appropriate.
- (b) Identify learning objectives for the term of experience.
- (c) Explore multiple aspects of an industry.
- (d) Develop workplace skills and competencies.
- (e) Assess performance.
- (f) Provide opportunities for work-based reflection.
- (g) Link to next steps in career planning and preparation in a student's chosen career pathway.
- (h) Be provided in an equal and fair manner.
- (i) Be documented and reported in compliance with state and federal labor laws.

A work-based learning opportunity should prioritize paid experiences, such as apprenticeship, preapprenticeship, and diversified education programs.

(3) Each district school board shall ensure that each student enrolled in grades 9 through 12 has access to at least one work-based learning opportunity.

(4) The State Board of Education shall adopt rules to implement this section which must include uniform minimum standards and guidelines for determining student eligibility, obligations of employers, and requirements of institutions that offer work-based learning opportunities.

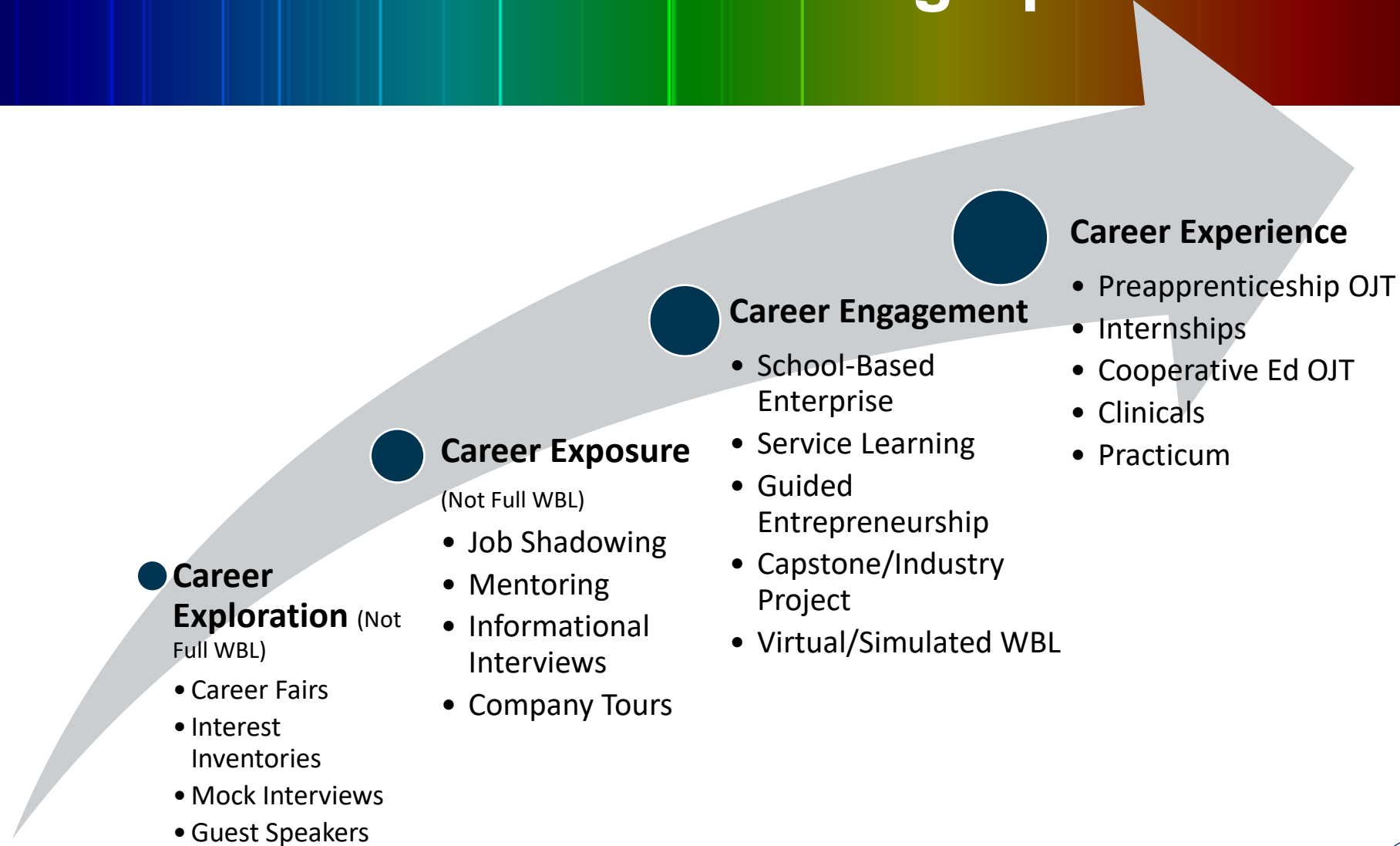
What Is Work-Based Learning?

s. 446.0915, F.S., gives a three-part definition of WBL:

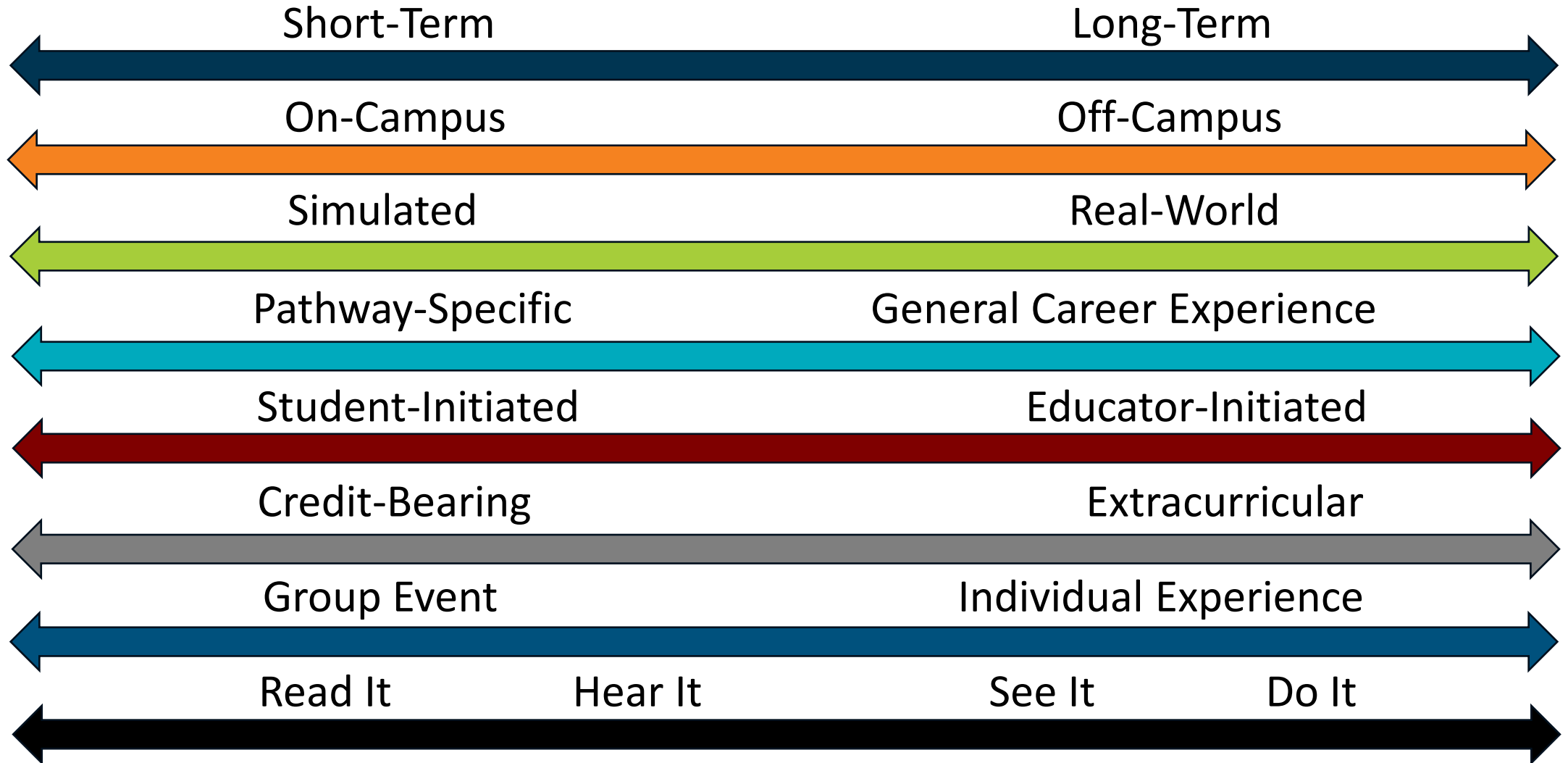
"Firsthand Experience with Tasks Required of a Given Career Field"	"Interaction with Industry or Community Professionals"	"Aligned with Curriculum and Instruction"
It's Not: <ul style="list-style-type: none"> • Passive • Listening, reading or watching It Is: <ul style="list-style-type: none"> • Active • Career-specific • Hands-on • Work! 	It's Not: <ul style="list-style-type: none"> • Just working with the instructor. It Is: <ul style="list-style-type: none"> • Meeting experts • Building relationships • Social! 	It's Not: <ul style="list-style-type: none"> • Just a job. It Is: <ul style="list-style-type: none"> • Skill-building – academics, technical, employability and career navigation • Aligned to the student's career aspirations. • Connected back to the classroom. • Learning!

Informal definition in the fewest words possible: standards-based work with experts!

The Work-Based Learning Spectrum



The Spectrum(s!) of WBL



WBL Works

WBL Works for Students

WBL increases:

- High school graduation rates
- Grade Point Averages (GPAs)
- Employment rates after graduation
- Starting salaries
- Postsecondary matriculation

It does this because WBL:

- Builds real-world skills.
- Improves student education perceptions.
- Increases competitiveness of student resumes/applications.
- Allows students to explore careers.
- Develops industry social capital.

WBL Works for Employers

WBL offers:

- A sustainable, talented and diverse workforce pipeline.
- Improved brand awareness and community image.
- Low-cost, customizable employee training.
- Stronger work culture of community service.
- Tax credits for experiential learning through s. 220.198, F.S.

Which can result in:

- Lowering position vacancy rates.
- Increased job commitment and engagement rates.
- Faster time to employee full productivity.
- Lower training and recruitment costs.

See final slide for citations.

High School Internships

- 2/3 of businesses would be more likely to hire graduate who interned (paid or unpaid)
 - 4/5 of businesses more likely if the business sponsored the internship
- 3/4 of businesses would definitely (22%) or probably (54%) pay a new graduate a higher starting salary if they had interned, especially if the business hosted the internship
- 2/5 of businesses would pay a new graduate a higher starting salary if they had interned and the intern's former employer provided an employment recommendation

High School Internships

- 1/2 of respondents subsequently hired program interns
 - Nearly all cited students' internship performance as being important to their decision to hire the students
- > 1/4 paid interns they hired higher starting wages than they normally would have
- Almost all believed that student internships benefit both their firms and the overall workforce
- Nearly all would like to continue hiring interns in the future

College Internships

- 64% said interning makes significant or meaningful difference in job candidate's appeal (increases with business size)
 - Interning especially valuable if with the business and/or lasted for more than one semester
- 58% valued paid internships more, but only 23% felt strongly about it
- Nearly 80% of businesses who hosted an intern in the past 5 years hired someone for FT position post-internship
 - 52% of small businesses (<10 employees)
 - 85% of mid-to-large businesses

The Florida 2030 Blueprint: Uniting Businesses For Good



16th to 10th

 39 Goals

- +2.8 Million Net New Residents
- +1.29 Million Net New Jobs
- +40 Million More Annual Visitors
- +2.5 Million More Drivers

Building the perfect climate for business	Making government and civics more efficient and effective	Championing Florida's quality of life
<p>Actuarially sound property insurance rates based on actual risk and competition</p> <p>#1 business tax climate in the nation</p> <p>Regulatory, labor, and operating risk environments rated among top 5 in the nation</p> <p>Environmental permitting and local land use processes rated among top quartile in the nation</p> <p>Occupational licensing laws rated among top 5 in the nation</p> <p>Legal climate improves to top quartile in the nation</p>	<p>100% of state agencies aligned with Florida 2030 goals</p> <p>100% of regional economic development plans aligned with Florida 2030 goals</p>	<p>Top 5 state for overall well being</p> <p>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</p>
Improving Florida's talent pipeline for a better workforce	Creating good jobs by diversifying Florida's economy	Preparing Florida's infrastructure for smart growth and development
<p>>80% of Florida's workforce has essential employability skills</p> <p>>60% of Floridians 25-64 have a high-value postsecondary certificate, degree, or training experience</p> <p>95% of entering high school students graduate within 4 years</p> <p>100% of Florida 8th graders read & perform math at or above grade level</p> <p>100% of Florida 3rd graders read at or above grade level</p> <p>100% of children are ready for kindergarten</p>	<p>Top state for gross domestic product and top quartile most diversified state economy</p> <p>#1 state for overseas visitors</p> <p>Goods exports double and services exports triple</p> <p>Top 5 state for manufacturing jobs</p> <p>Top 3 state for technology jobs</p> <p>#1 state for business startups</p> <p>Top 3 state for venture capital investments</p> <p>Top 3 state for research and development funding and patents issued</p> <p>Rural county share of Florida gross domestic product doubles</p>	<p>Diverse, attainable housing to meet future demand</p> <p>Every resident has access to public and private mobility services</p> <p>All major population and economic centers connected to regional, national, and global markets by high-capacity corridors</p> <p>World's most capable spaceport; top-tier airports, seaports, and surface transportation hubs in U.S.</p> <p>100% of Florida residents have access to high-speed communications connectivity</p> <p>Diverse and reliable energy, water, and waste management resources to meet future demand</p> <p>All Florida residents protected by resiliency plans</p>

FLORIDA CHAMBER Foundation

FLORIDA CHAMBER of Commerce

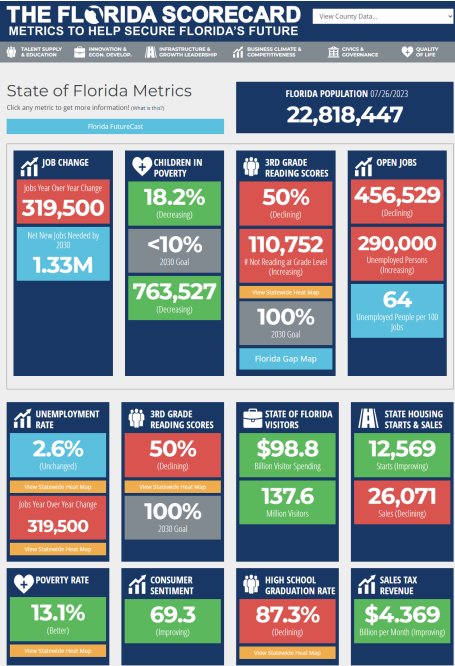
FLORIDA CHAMBER Political Operations

FUTURE OF WORK
FLORIDA

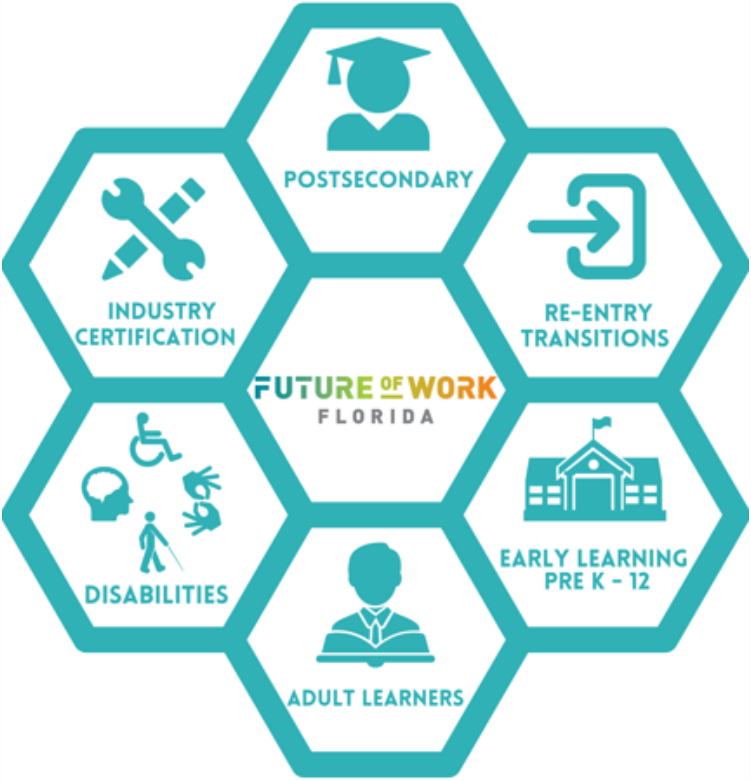
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Florida Center for Workforce & Talent Development

Talent Pipeline Research Hub



Talent Identification & Development



Alignment & Connections Corner

2023 FLORIDA PROSPERITY & ECONOMIC OPPORTUNITY SOLUTION SUMMIT
MAY 25, 2023
Hyatt Regency Jacksonville Riverfront
8:00am-4:00pm EDT

2023 FLORIDA LEARNERS TO EARNERS WORKFORCE SOLUTION SUMMIT
JUNE 27, 2023
Grand Hyatt Tampa Bay
9:00am-4:00pm EDT

FL 2030 BENCHMARKS
The Florida Chamber Foundation's 2030 benchmarks are a set of metrics that will track Florida's progress toward achieving its 2030 goals.

UNITE WITH FLORIDA
Please share our upcoming engagement opportunities and let us know your organization's role in them. Focus on the long-term solutions that we need.

Future of Work Florida Podcast Player
Tiffany Barfield Discusses NAF and Prepa

The Florida Times-Union
Best Workforce Requires Awareness of Career Ops Beyond Traditional Degrees

By 2030, Florida will be home to an additional 3.5 million more residents and will need to create 1.62 million net new jobs to sustain them and Florida's growing economy. Diverse and uncharted growth requires innovative and strategic solutions toward talent acquisition and workforce development challenge.

Orlando Sentinel
The future of work is career and technical education | Commentary

FUTURE OF WORK FLORIDA
Powered by The Florida Chamber Foundation

Leadership Matters: Future of Work Advisory Board



Mike Brannen
SVP, Industrial and Workforce
Development



MILLER ELECTRIC COMPANY



David Cross
SVP, HR & Administration



Sam Verghese
Chief Operations Officer



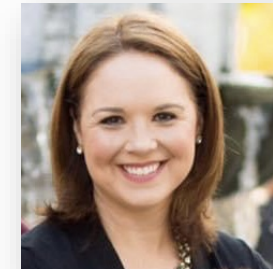
Sarah Marmion
Sr. Manager of Education &
Outreach Centers



Bill Solomon
Dean, Workforce Education



Vicki Greene
SVP, America's Workforce Skills



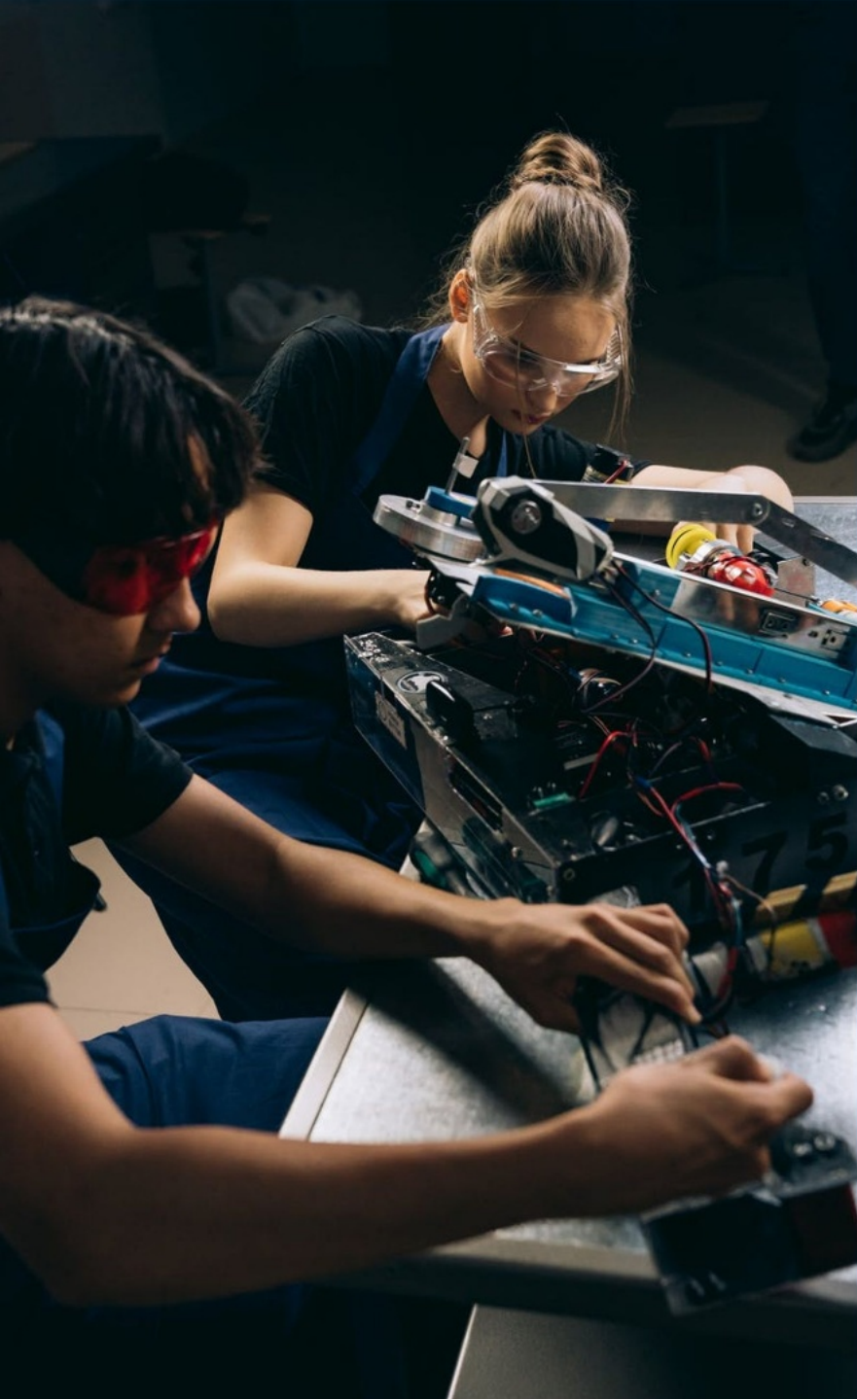
Brooke Malsberger
Director
Global Talent Acquisition



FUTURE OF WORK
FLORIDA

Powered by The Florida Chamber Foundation

13 Seats Available



CareerSource Florida Work-Based Learning Models

- Apprenticeship
- Incumbent Worker Training (IWT)
- On-the-Job Training (OJT)
- Transitional Jobs
- Work Experience
- Customized Training



Current Initiatives

- **Apprenticeship Expansion**
- **U.S. Department of Labor Youth Waivers**
- **Summer Youth Employment Programs**
- **Local Partnerships**



FLORIDA TALENT DEVELOPMENT COUNCIL

Partner Updates



FLORIDA TALENT DEVELOPMENT COUNCIL

Public Comment

The logo features a cluster of 3D cubes in blue, yellow, orange, and red on the left side of a dark blue banner.

FLORIDA TALENT DEVELOPMENT COUNCIL

Timeline and Next Steps



FLORIDA TALENT DEVELOPMENT COUNCIL

Adjourn