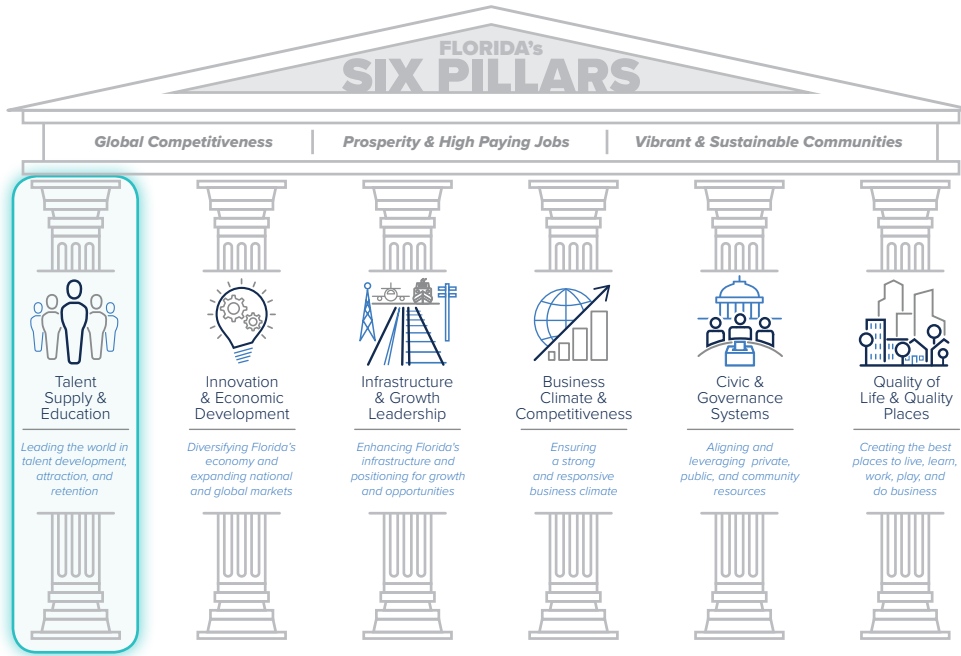


TALENT SUPPLY & EDUCATION



Florida 2030 is creating Florida's next strategic plan—a blueprint for how we can remain globally competitive, create prosperity and high-wage jobs, and foster vibrant and sustainable communities.

This blueprint is organized around the Six Pillars of Florida's Future Economy. This document discusses opportunities, challenges, and potential goals and strategies related to the first pillar, Talent Supply & Education.

Talent is the key currency of the future. To continue to secure Florida's future, we must develop, attract, and retain a disproportionate share of the global talent pool. We must recommit to long-term, continuous strengthening of every stage of our talent development system in a "cradle-to-career" cycle focused on industry needs and entrepreneurship.

FLORIDA 2030

FLORIDA CHAMBER FOUNDATION

What is changing?

Growth: Florida needs to add 1.7 million net new jobs by 2030 to accommodate growth in the state's population and keep unemployment rates low (*Source: Florida Chamber Foundation*).

Global competition: Demand for talent is increasing as emerging economies mature. Globally, 1.8 to 2.3 billion new jobs will be needed by 2050 to accommodate growth in consumer demand, population, and labor force participation (*Source: Florida Chamber Foundation*).

Generational change: The Baby Boomer generation is moving into retirement, while Millennials have become the largest segment of the U.S. workforce (*Source: Pew Research Center*).

Shifting skills: Job growth nationwide has been strongest in knowledge-based and non-routine occupations. The majority of jobs now require some form of postsecondary education or training. Employers increasingly value both technical skills and employability skills such as communication and critical thinking.

Innovation and disruption: Innovation is transforming industries and jobs. At least half of today's jobs could be automated using currently available technologies. Up to 85 percent of the jobs in 2030 may be in occupations that do not exist today (*Source: McKinsey Global Institute, Institute of the Future*).

Nature of work: Formal employment at a single establishment is increasingly expected to shift to multiple, on-demand work opportunities. The number of "gig" employees nationwide is projected to double between 2017 and 2021. More mobile workers increasingly are choosing to locate in places like Florida with a high quality of life (*Source: Emergent Research and Intuit*).

Learn more, get involved, and help write Florida's future by visiting

www.Florida2030.org

WHERE ARE WE TODAY?

Workforce

10.1 million workers
3rd largest in the nation
(U.S. Bureau of Labor Statistics, 2017)

1.7 million net new jobs needed by **2030** to accommodate growth and maintain unemployment at current levels
(Florida Chamber Foundation 2018 projection)

244,300 open jobs in April 2018 **NOW HIRING**
398,000 unemployed Floridians
(Conference Board, April 2018; U.S. Bureau of Labor Statistics, April 2018)

64% of Florida jobs will require some form of **postsecondary education or training** by **2021**
(Florida Chamber Foundation, Florida Jobs 2030, 2017)

! Florida employers report **soft skill gaps** **2X** as much as **hard skill gaps**
(Florida Department of Economic Opportunity and CareerSource Florida 2018 report)

Postsecondary Education

61.3% of students earning an Associate's degree transfer into the **next postsecondary level**
(Florida Department of Education, 2015-2016 school year)

36.5% of Florida College Associate's degree or certificate holders complete program requirements within **150% of program time**
(Florida Department of Education, 2015-2016 school year)

Florida ranks **#11** in the nation for **2-year collage affordability** & **#2** in the nation for **4-year college affordability**
(College Board, 2016-2017 school year)

K-12 Education

18.7% of Black residents & **22.4%** of Hispanic residents aged **25 and over** have **not completed high school**, compared with

11.3% of White residents
(U.S. Census Bureau, 2016)
Florida **leads the nation** in **closing the gap**

55% of high school graduates completed one or more **accelerated courses or certifications**

62.5% of high school graduates enrolled in **postsecondary education**
(Florida Department of Education, 2015-2016 school year)

41% of Florida **4th graders** score **at or above** proficient in **reading** & **35%** of Florida **8th graders** score **at or above** proficient in **reading**

& **48%** of Florida score **at or above** proficient in **math** & **29%** of Florida score **at or above** proficient in **math**
(National Association of Education Progress, 2017)

28.8% of Black residents &

34.2% of Hispanic residents aged **25-64** have **completed an Associate's degree or higher**, compared with

44.2% of White residents
(Lumina Foundation, 2018)

Early Learning

Nearly **175,000** **4-year olds** were enrolled in **pre-K** in **2017**

77% of Florida children that age
(National Institute for Early Education Research)

49% of Florida children younger than **6** are from **low income families**
(Florida Department of Education Office of Early Learning, 2017)

WHERE DO WE WANT TO BE?

Vision: Florida will create an integrated talent ecosystem to provide a sustainable, skilled workforce that ensures the current and future prosperity of Florida employers, employees, and residents.

Goals	Where Are We Now?	Where Do We Want to Be in 2030?
Skilled and Prepared Workforce	About 75% of businesses report current entry workforce lacks employability skills (MGT Consulting Group synthesis of industry studies).	< 20%
Market-Relevant Postsecondary Education and Training	47% of Florida residents ages 25-64 have some form of post-secondary education and training (certificates, Associate's, Bachelor's, Graduate degrees) (Lumina Foundation, 2016).	60%
High-Quality K-12 Education	57% of Florida's 3rd graders read at or above grade level (Florida Department of Education, Florida Standards Assessment).	100%
	55% of Florida's 8th graders read at or above grade level and 46% perform math at or above grade level (Florida Department of Education Florida Standards Assessment).	100%
	82.3% of entering high school students graduate within four years (Florida Department of Education, 2017).	95%
Access to High Quality Early Learning	The percentage of children ready for kindergarten by county ranges from 30.7% to 72.6% (Florida Department of Education, 2017).	100%

HOW DO WE GET THERE?

Example strategies that could be applied in your region

Goal	Strategies
Skilled and Prepared Workforce	<ul style="list-style-type: none">• Foster opportunities for targeted skill development that are responsive to the shifting needs of a global economy.• Expand access and reduce barriers so all Floridians have an opportunity to enroll in high quality training programs.• Provide anytime/anyplace training that allows workers to continually develop skills.• Adopt a data-driven approach to meeting Florida's needs for a 21st-century workforce.
Market-Relevant Postsecondary Education and Training	<ul style="list-style-type: none">• Deepen and expand cross-sector collaboration to align higher education programs with target industry needs.• Shift education programs to more digital learning and simulation combined with hands-on real-world experience.• Cultivate essential 21st century skills such as creativity, communications, cultural literacy, and critical thinking.• Adopt targeted strategies to increase certifications and degrees among minority groups, low-income workers, and older workers.
High Quality K-12 Education	<ul style="list-style-type: none">• Provide all students with opportunities to engage in real world workforce experiences.• Streamline transitions between high school, postsecondary education, and workforce.• Improve statewide career awareness and counseling for middle and high school students.• Increase the number and percentage of students who earn market-relevant industry certifications in high school.• Ensure that all students can read at grade level.
Access to High Quality Early Learning	<ul style="list-style-type: none">• Improve the quality and quantity of outreach and services to families with children from birth to age 3.• Ensure a multi-generational perspective for addressing family and child development.• Improve the quality and quantity of training programs for persons working in early learning settings.• Strengthen the accountability system for all of Florida's early learning providers.

Connections to other Pillars

Pillar	Opportunity
Innovation	<ul style="list-style-type: none">• Develop, attract, and retain talent needed to support development of value-added, innovation economy.
Infrastructure	<ul style="list-style-type: none">• Provide better connectivity (digital and transportation) to increase access to training, jobs, and markets from all communities.
Business Climate	<ul style="list-style-type: none">• Streamline occupational licensing and other regulations to make Florida more attractive to employees and employers.
Quality of Life	<ul style="list-style-type: none">• Attract and retain talent by providing quality places and choices to live, learn, work, play, and run a business.
