



# EDUCATION INDUSTRY COLLABORATION

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# PAM NABORS

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President & CEO  
CareerSource Central Florida





UNIVERSITY OF  
CENTRAL FLORIDA



# DR. ALEXANDER CARTWRIGHT

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President  
University of Central Florida  
and strategic partner



# ADRIENNE JOHNSTON

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President & CEO  
CareerSource Florida



# OVERVIEW

**Mission:** Align educational programming with industry needs at the local level

**Who:** CareerSource Central Florida, University of Central Florida, education organizations, and industry leaders

**Focus:** Unite education with industry needs to respond to the community's economic growth and the demands of the future workforce





# RACHEL LUDWIG

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Vice President

Talent Development for the Future of Work

Florida Chamber Foundation

# The Florida 2030 Blueprint: Uniting Businesses For Good



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

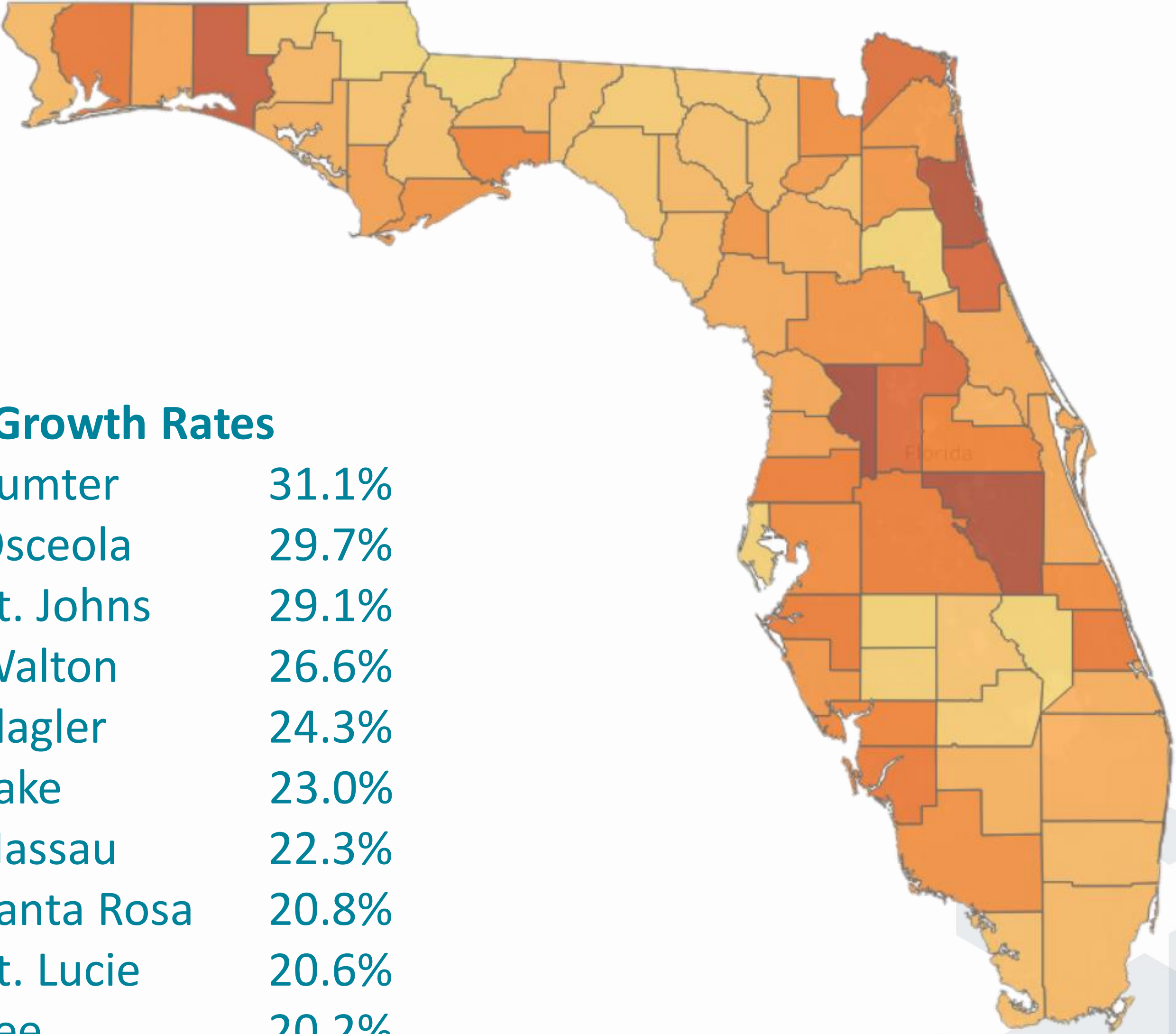
15<sup>th</sup> to 10<sup>th</sup>  
  
 39 Goals

- +2.8 Million Net New Residents
- +1.34 Million Net New Jobs
- +40 Million More Annual Visitors
- +2.5 Million More Drivers



# Florida's Demographics Are Changing

*Florida's Next  
2.8 Million People*



### Top Projected Increases

**Top 5:  
52.5%**

- 1. Miami-Dade 368K
- 2. Orange 330K
- 3. Hillsborough 317K
- 4. Broward 261K
- 5. Palm Beach 231K

**Top 10:  
82.4%**

- 6. Duval 196K
- 7. Lee 192K
- 8. Polk 182K
- 9. Osceola 151K
- 10. Pasco 137K

### Top Growth Rates

- 1. Sumter 31.1%
- 2. Osceola 29.7%
- 3. St. Johns 29.1%
- 4. Walton 26.6%
- 5. Flagler 24.3%
- 6. Lake 23.0%
- 7. Nassau 22.3%
- 8. Santa Rosa 20.8%
- 9. St. Lucie 20.6%
- 10. Lee 20.2%



# Florida's Aging Population Contributes to Workforce Struggles

## Projected Population Change 2023-2024

**Ages 20-65: +61,000**

56.5% of Current Total Population

**Ages 70+: +70,400**

15.7% of Current Total Population

## Population Decline for:

Ages 9 and Under

Ages 25-35

Ages 50-60

## New Talent



## Top GDP Contributors

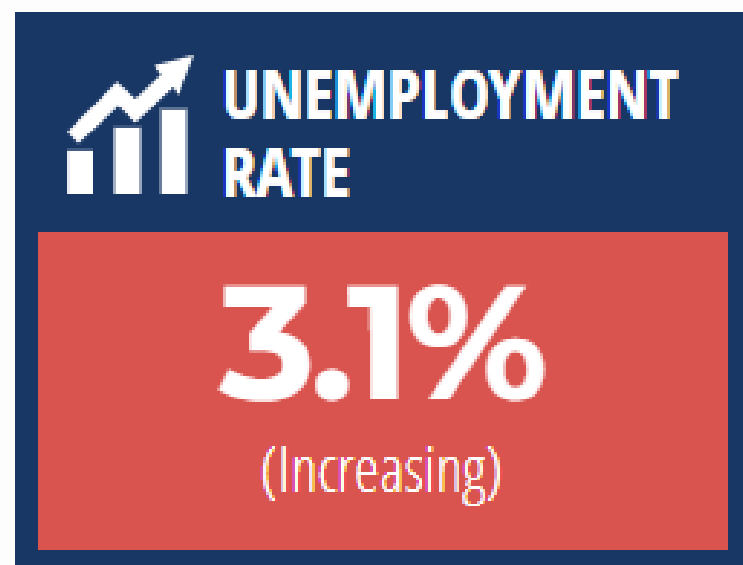
**FUTURE OF WORK**  
FLORIDA

Powered by The Florida Chamber Foundation

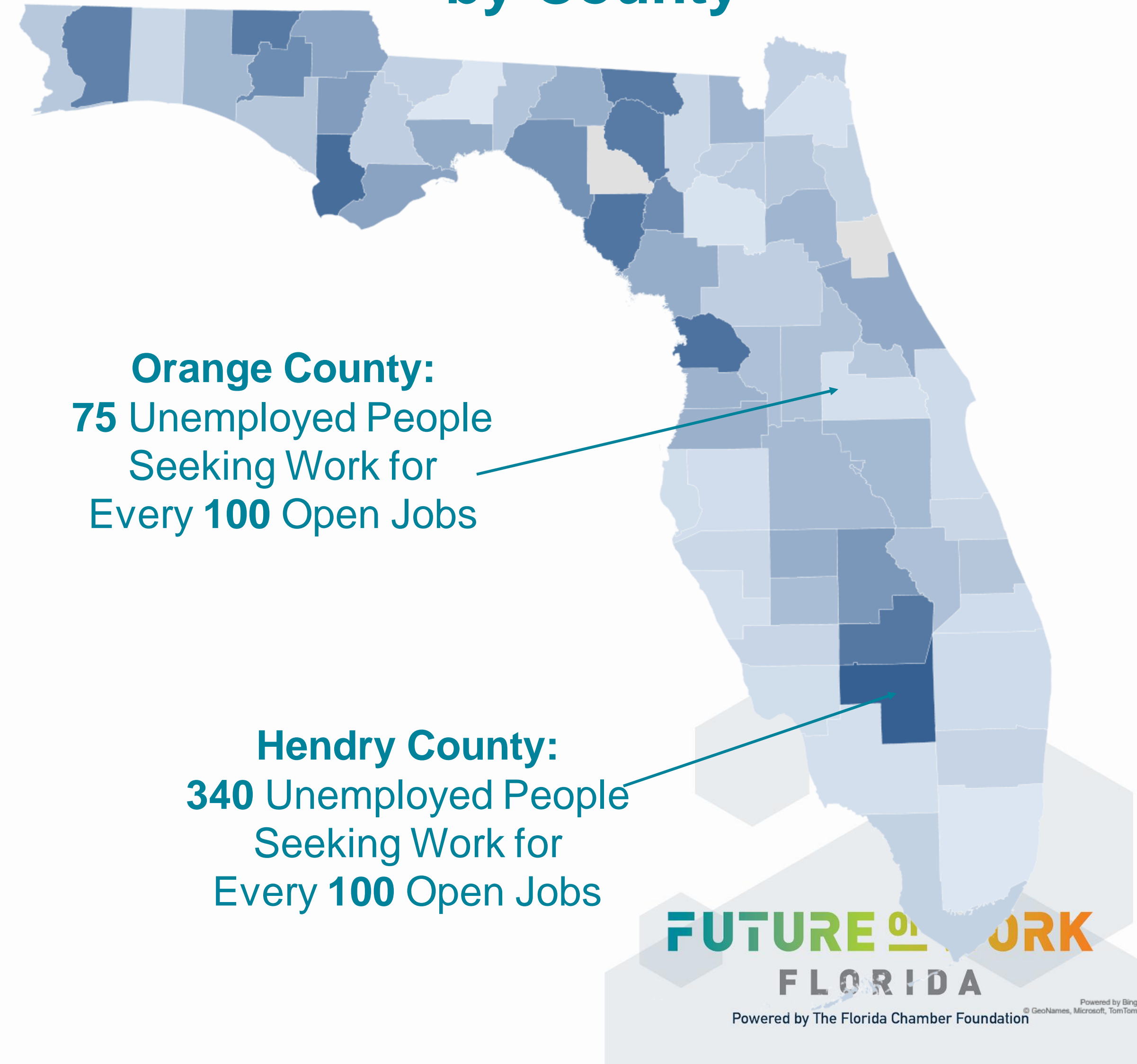
# For Every 100 Open Jobs, 84 Floridians are Looking for Work



**84** Unemployed Floridians Seeking Work for Every **100** Open Jobs

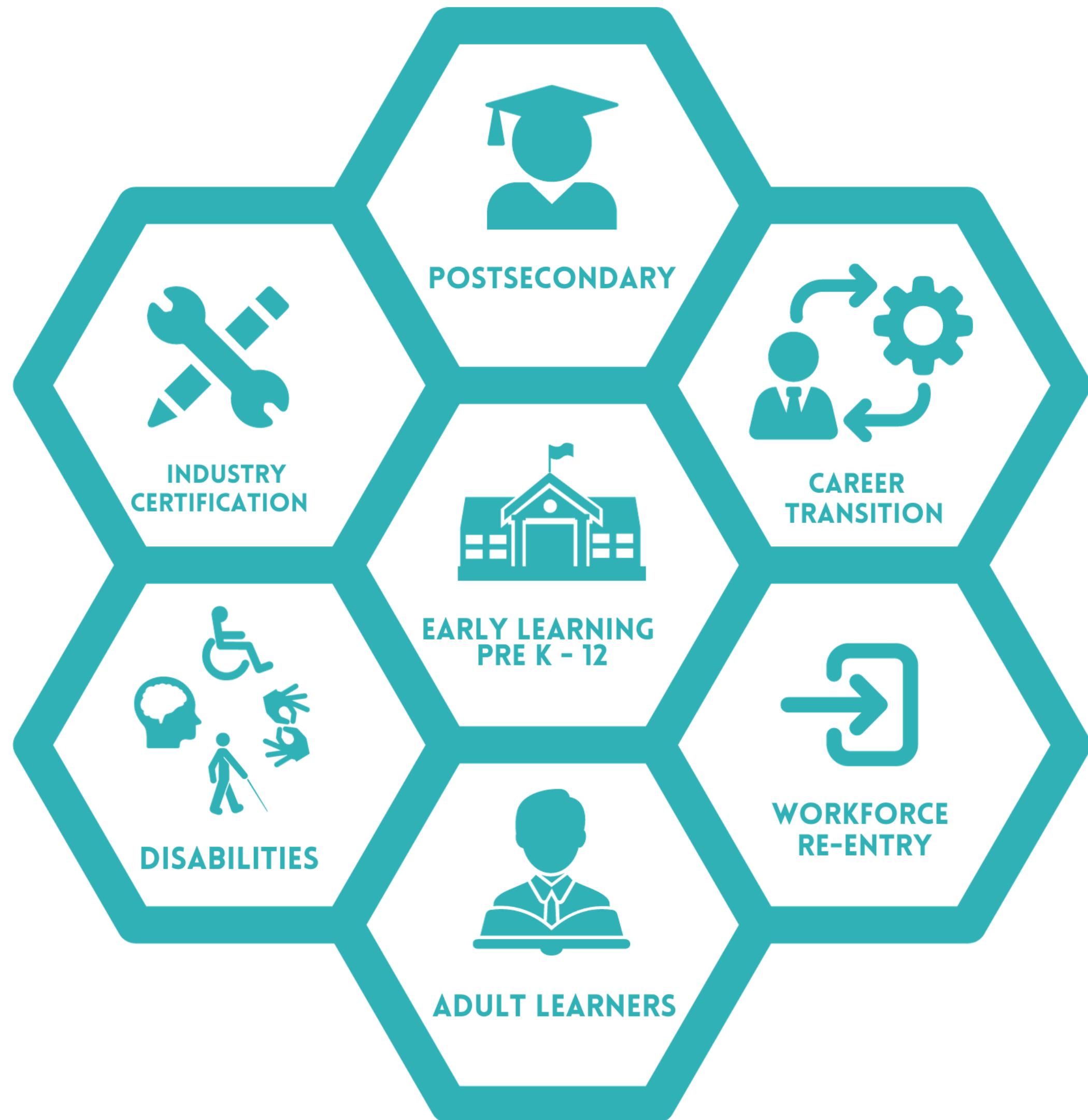


## Workforce Needs Vary by County



# FUTURE OF WORK

## FLORIDA



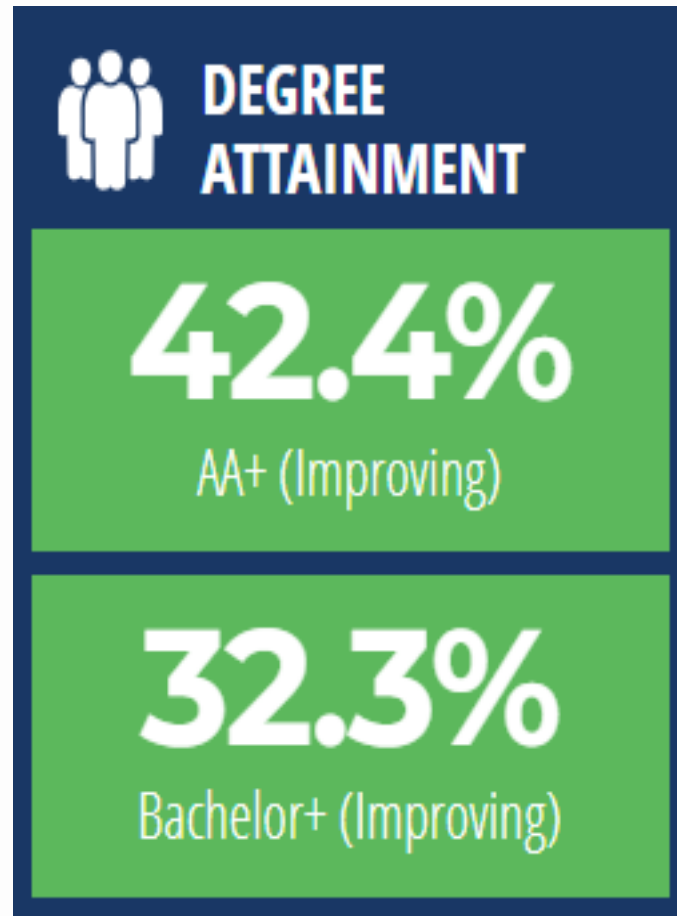
Unite the business community, workforce, and education partners to create the nation's #1 workforce by 2030



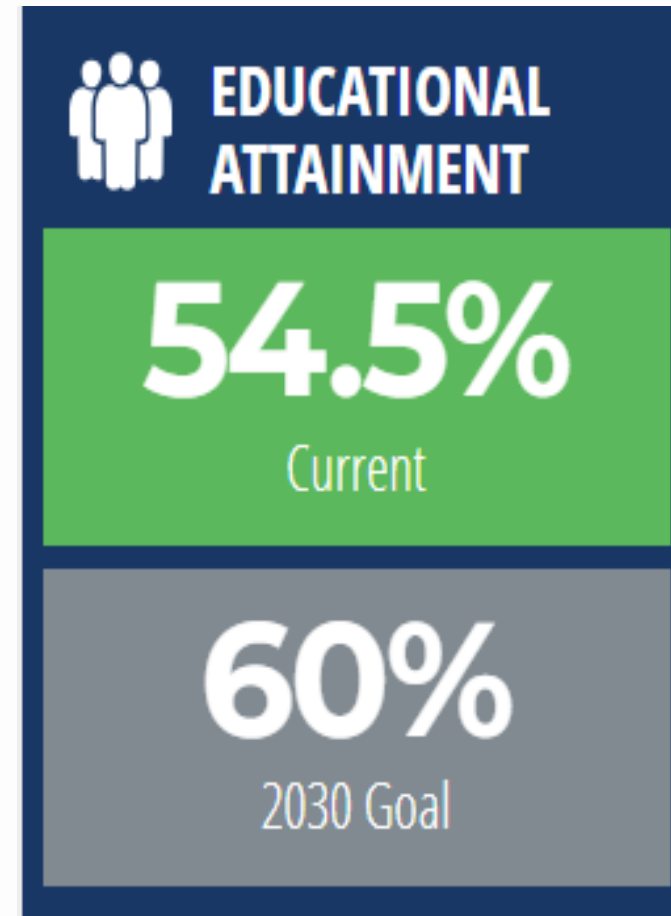
Powered by The Florida Chamber Foundation

# Improving Florida's Talent Pipeline for a Better Workforce

## Florida



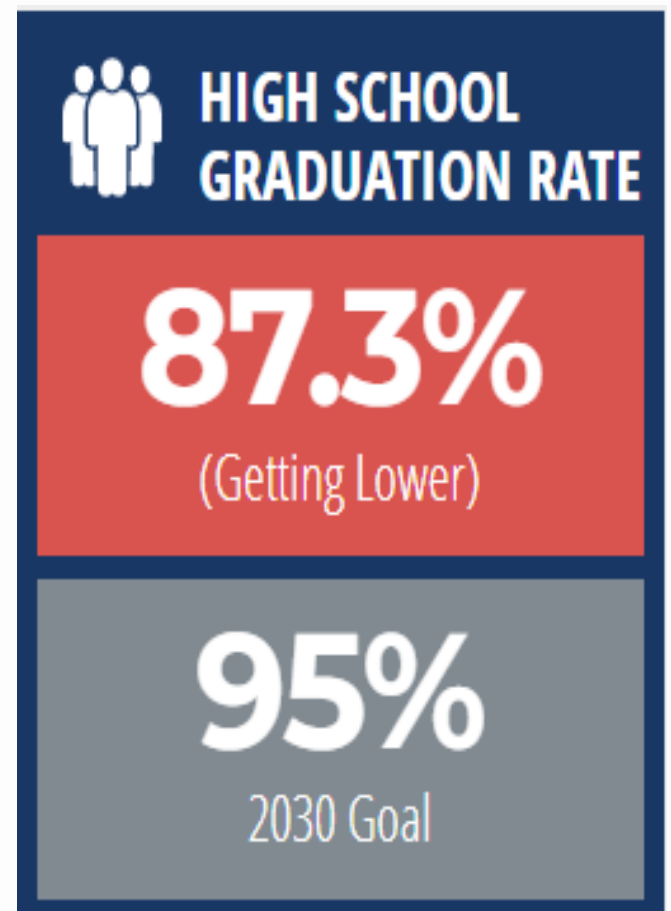
## Florida



## Florida



## Florida



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

**>60%** of Floridians 25-64 have a high-value **postsecondary certificate, degree, or training experience**

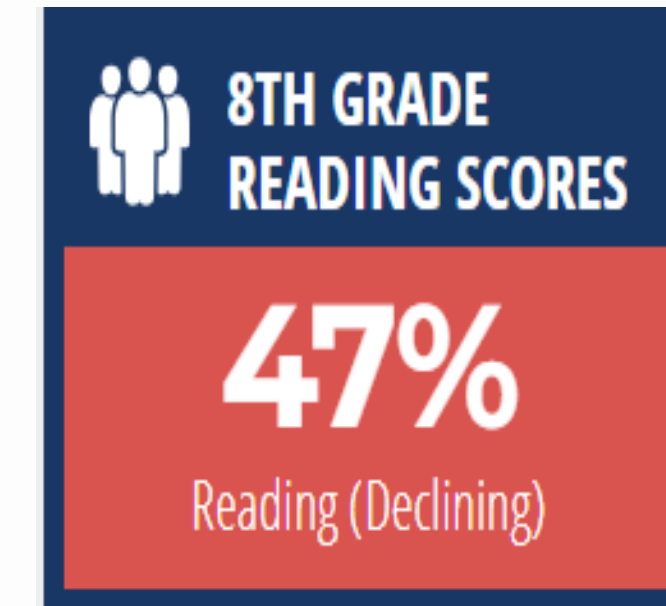
**95%** of entering **high school students graduate within 4 years**

**100%** of Florida **8th graders read & perform math at or above grade level**

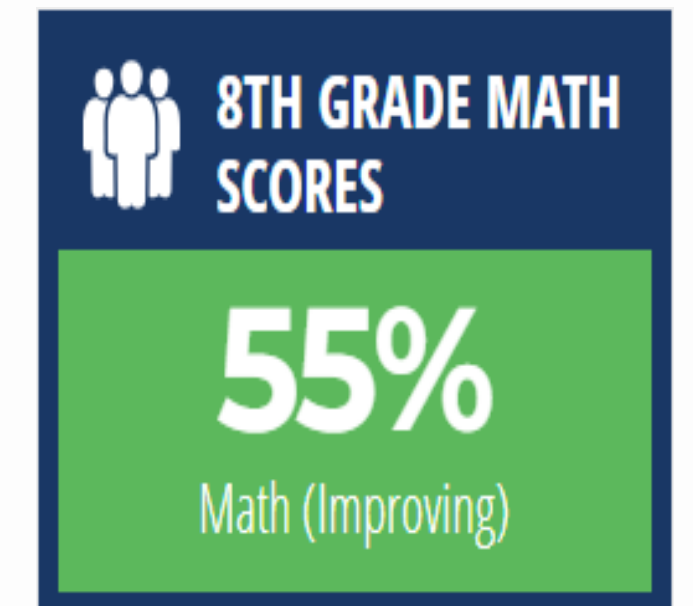
**100%** of Florida **3rd graders read at or above grade level**

**100%** of children are **ready for kindergarten**

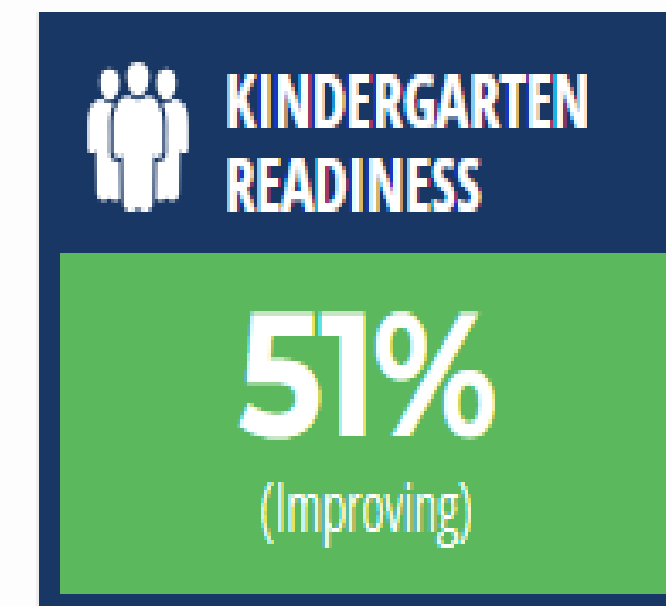
## Florida



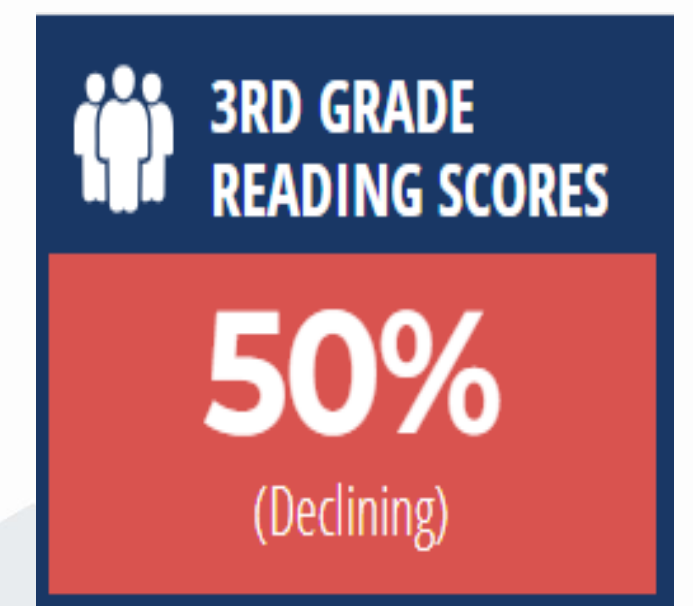
## Florida



## Florida



## Florida

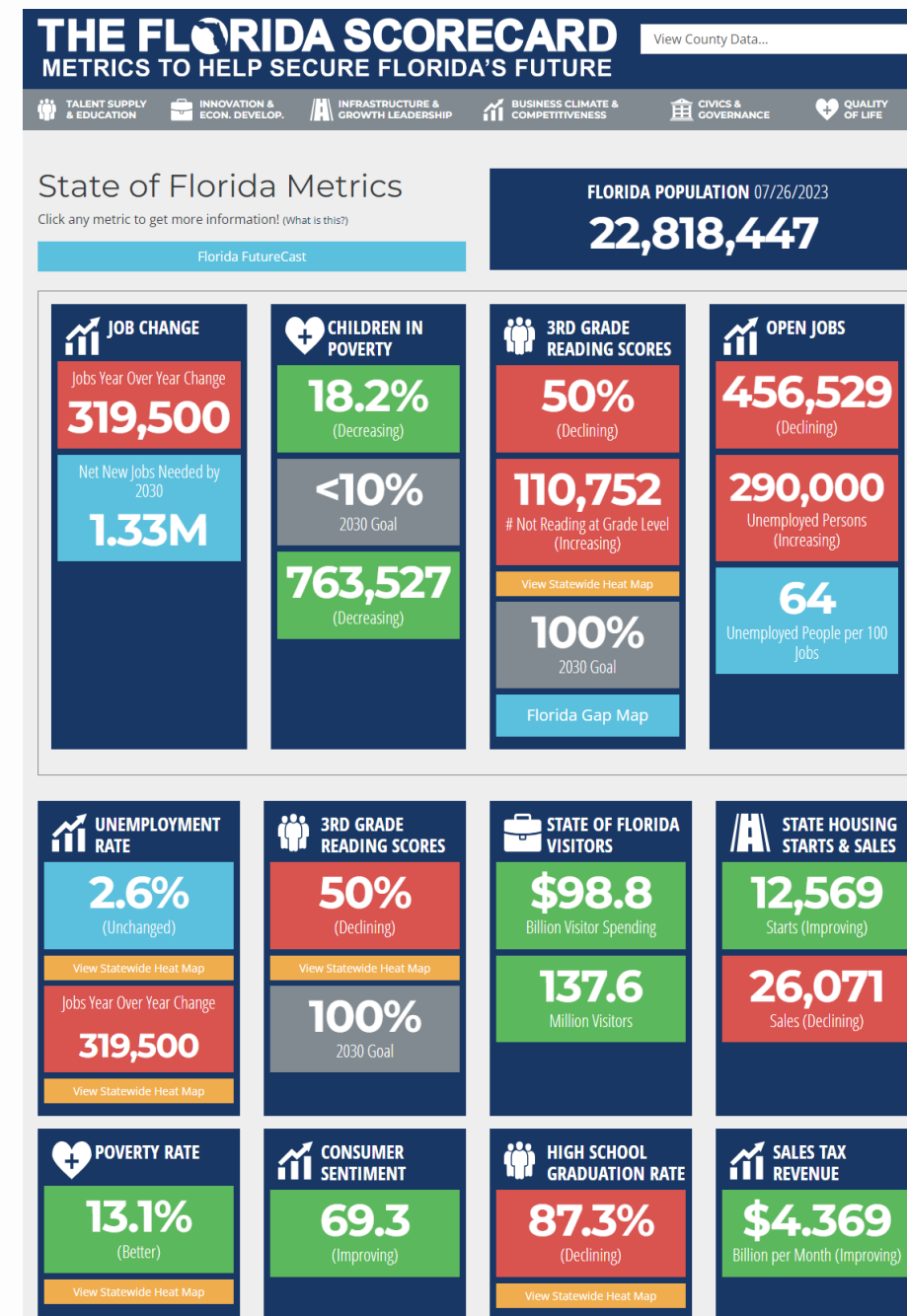


# Florida Center for Workforce & Talent Development

Talent Pipeline Research Hub

Talent Identification & Development

Alignment & Connections Corner



Website coming soon!

**2023 FLORIDA PROSPERITY & ECONOMIC OPPORTUNITY SOLUTION SUMMIT**  
MAY 25, 2023  
Hyatt Regency Jacksonville Riverfront  
9:00am-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**  
Monthly Newsletter for Leaders Looking to Secure Florida's Future

**2023 FLORIDA LEARNERS TO EARNERS WORKFORCE SOLUTION SUMMIT**

**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 challenges.

**Future of Work Florida Career Spotlight Series**

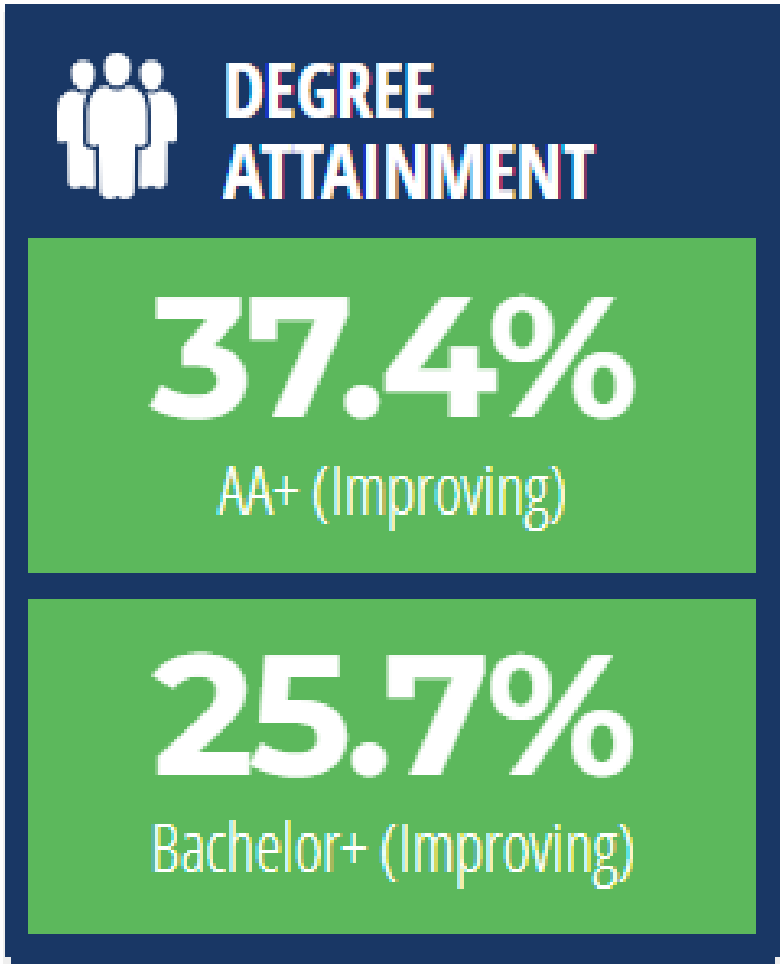
**Workforce Wednesday Webinar Series**  
Reskilling & Upskilling Talent: Developing Industry-led Integrated Education & Training Programs  
November 15, 2023 | VIA ZOOM | 10:00AM-11:00AM ET

**Orlando Sentinel**  
GUEST COMMENTARY  
The future of work is career and technical education | Commentary  
By Sam Varghese | Guest Columnist  
Mar 24, 2023 at 5:30 am

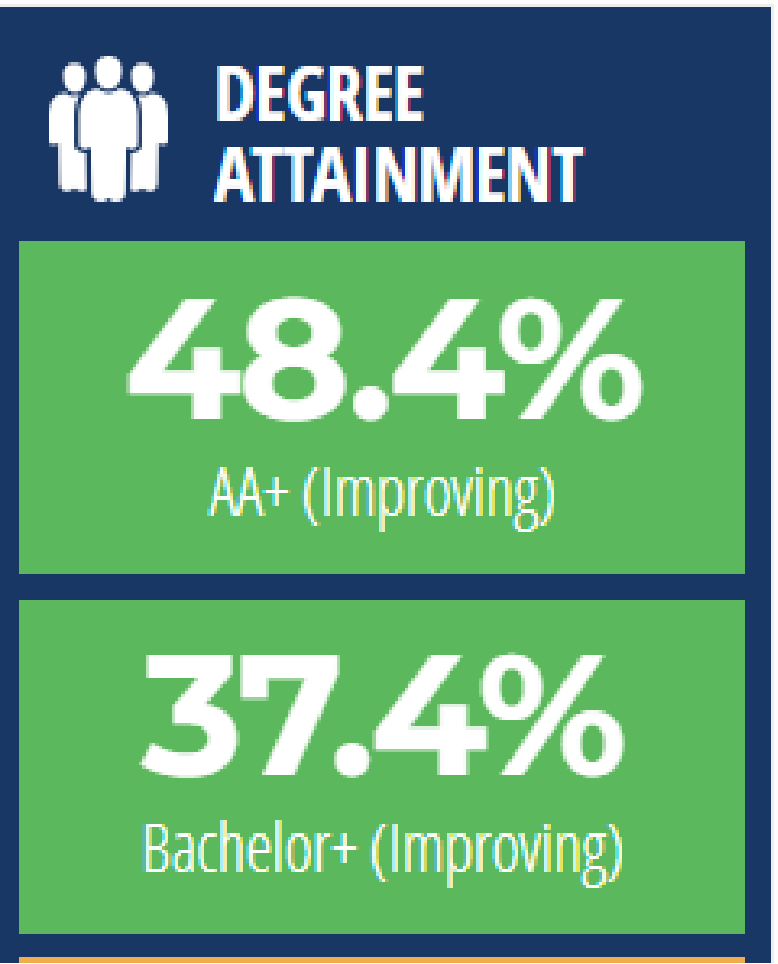
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# Education Attainment Across Region 12

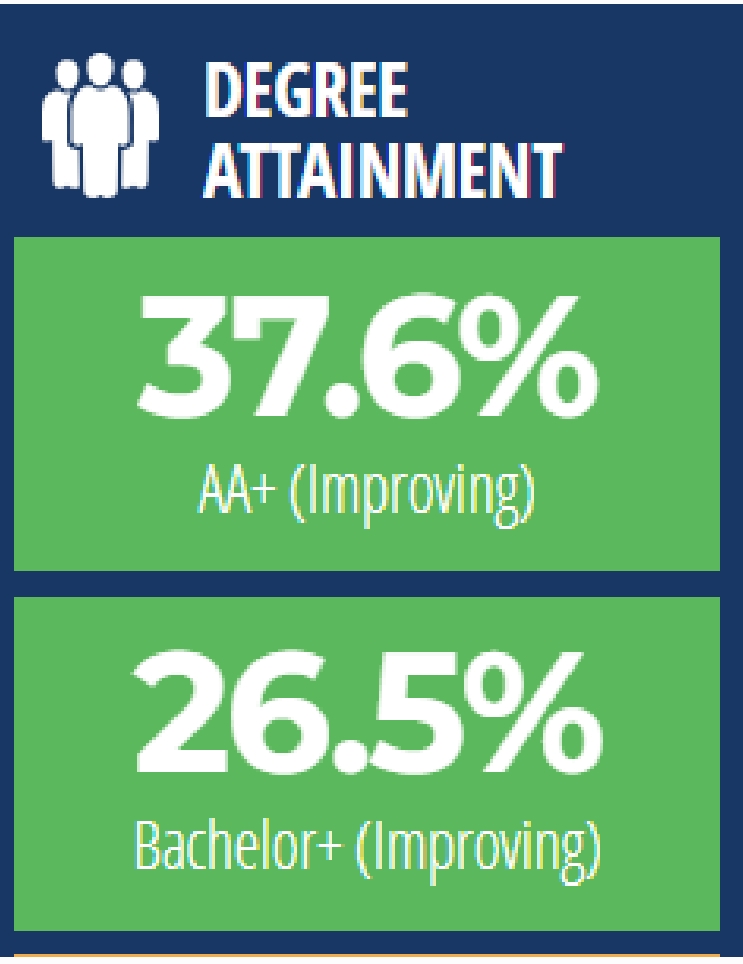
## Lake



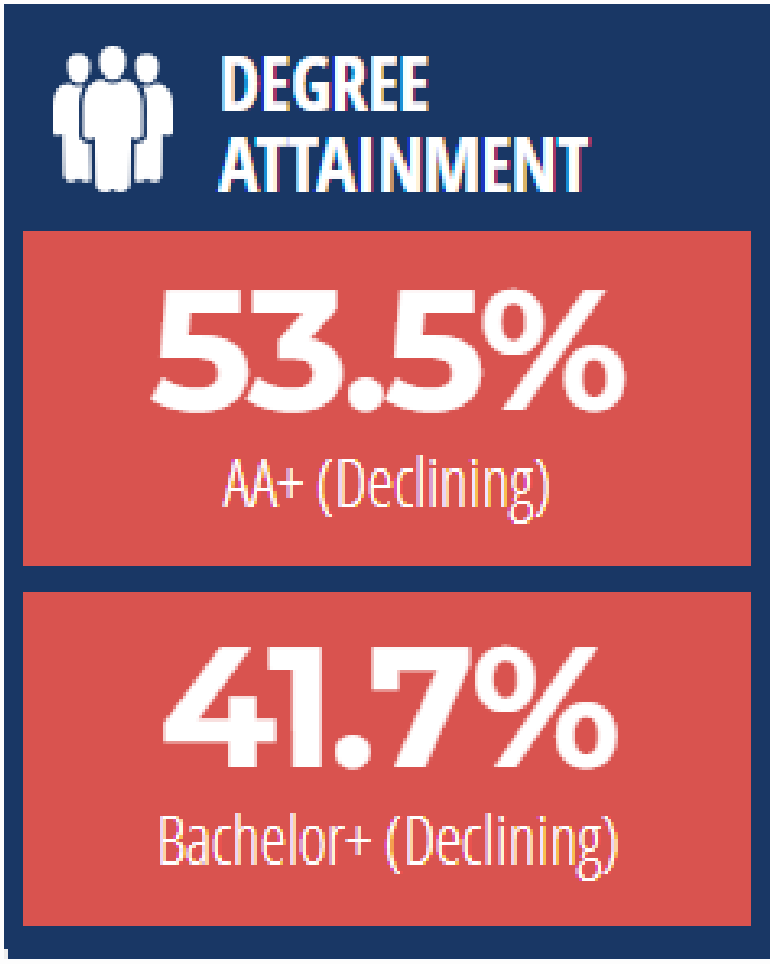
## Orange



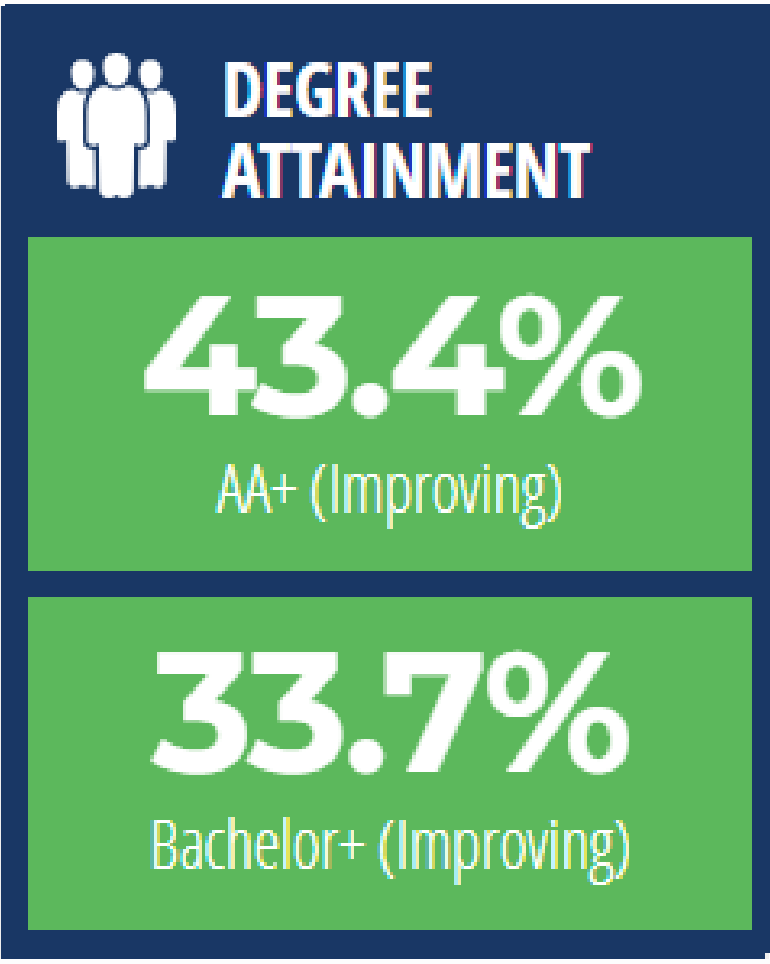
## Osceola



## Seminole



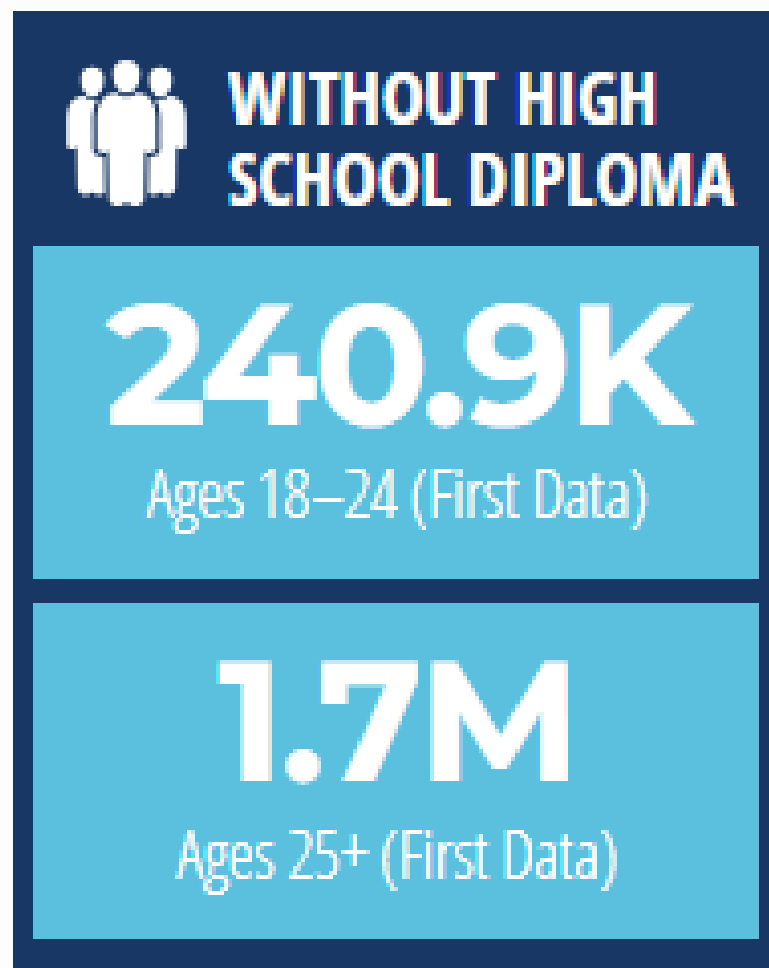
## Sumter



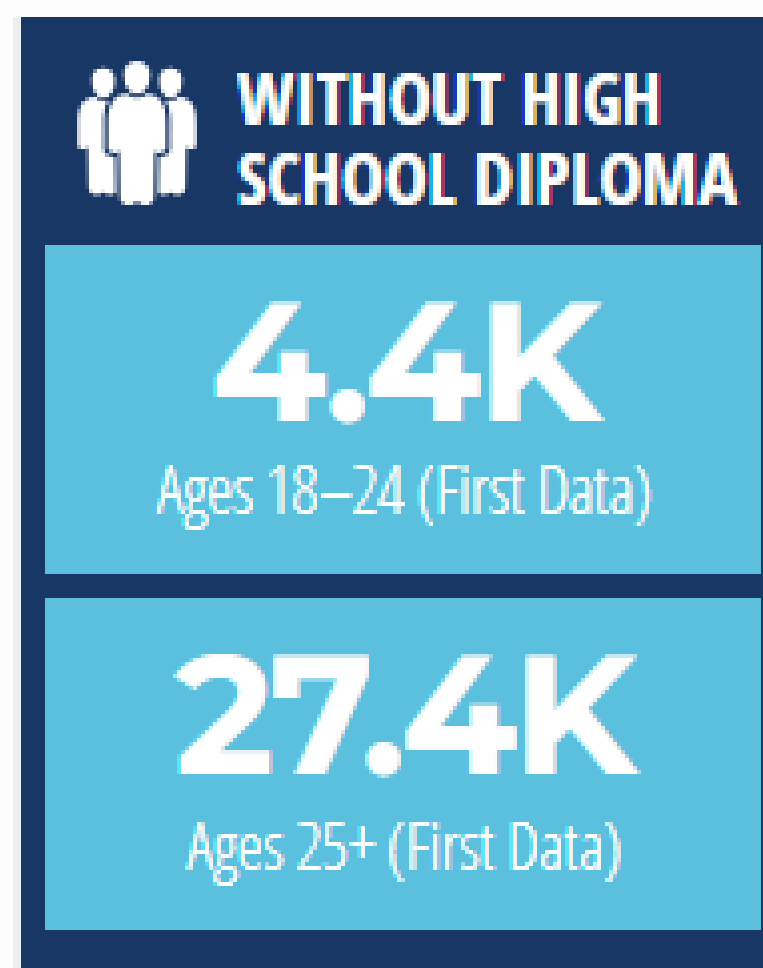
To learn more, visit [TheFloridaScorecard.org](https://TheFloridaScorecard.org) or contact Rachel Ludwig at [rludwig@flchamber.com](mailto:rludwig@flchamber.com)

# New Florida Scorecard Tiles Reveal Opportunity for Upskilling & Reskilling Talent

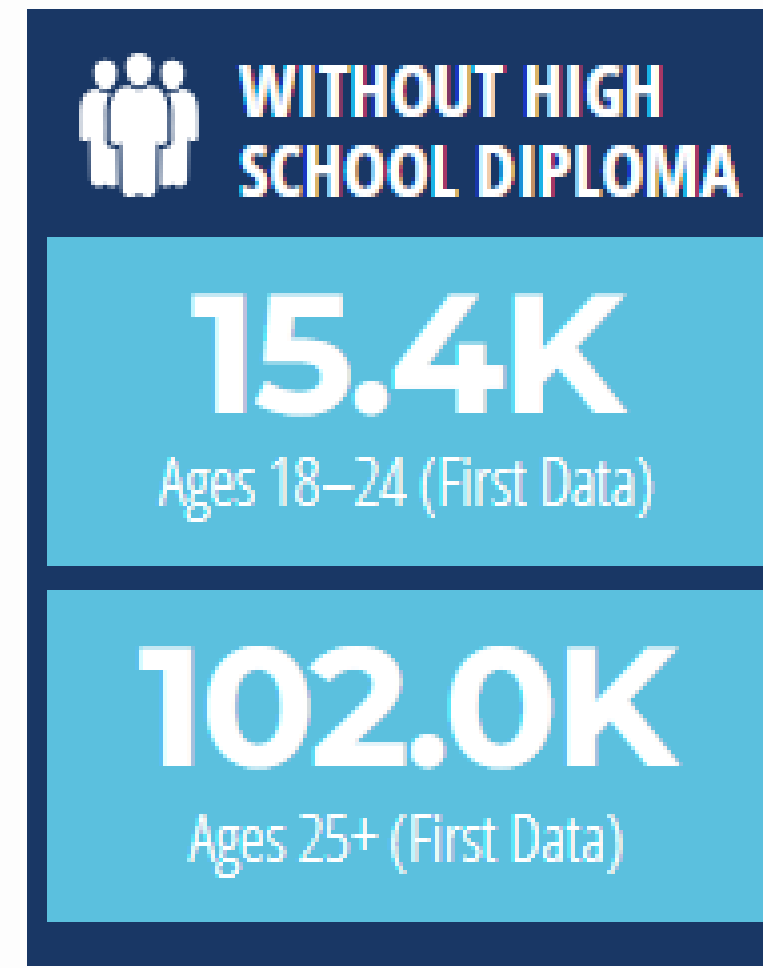
## Statewide



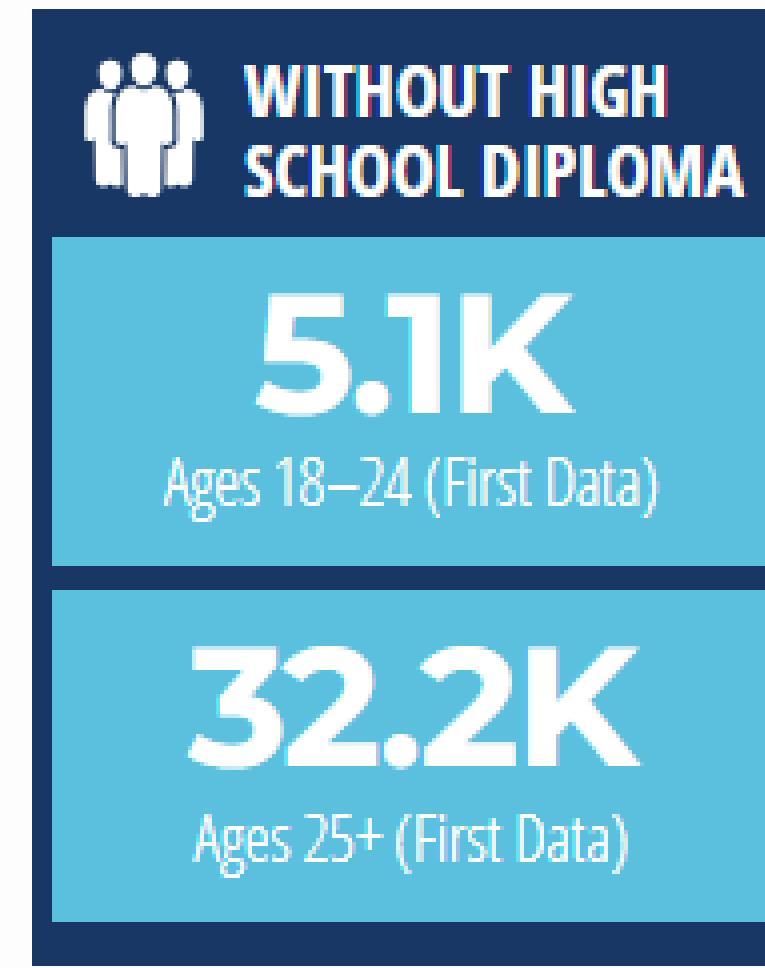
## Lake



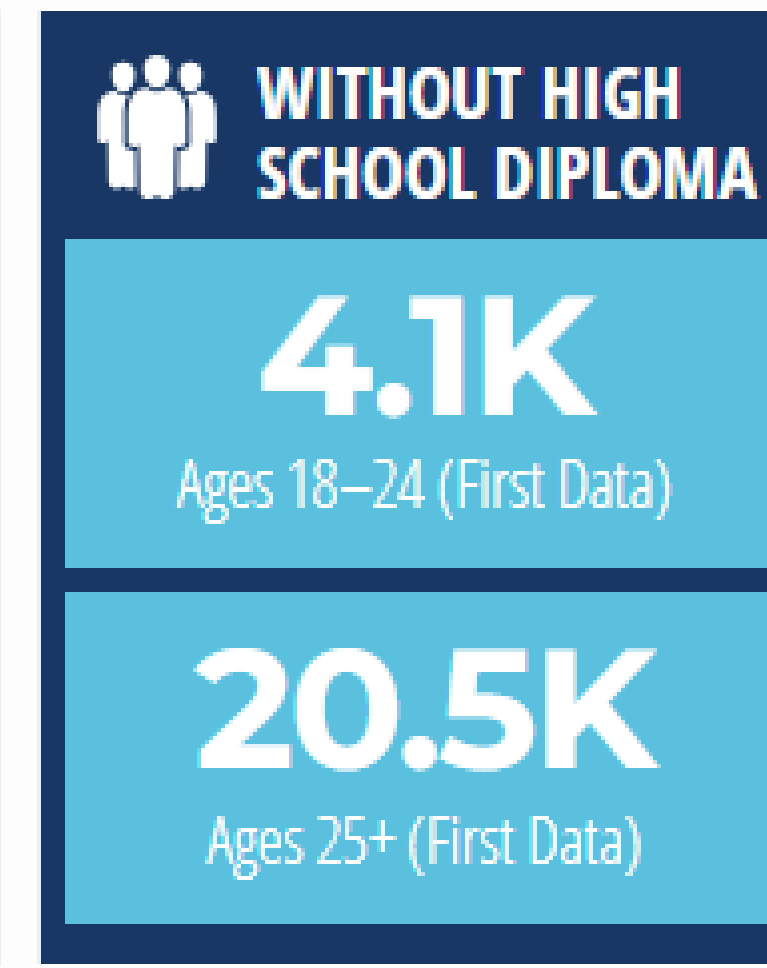
## Orange



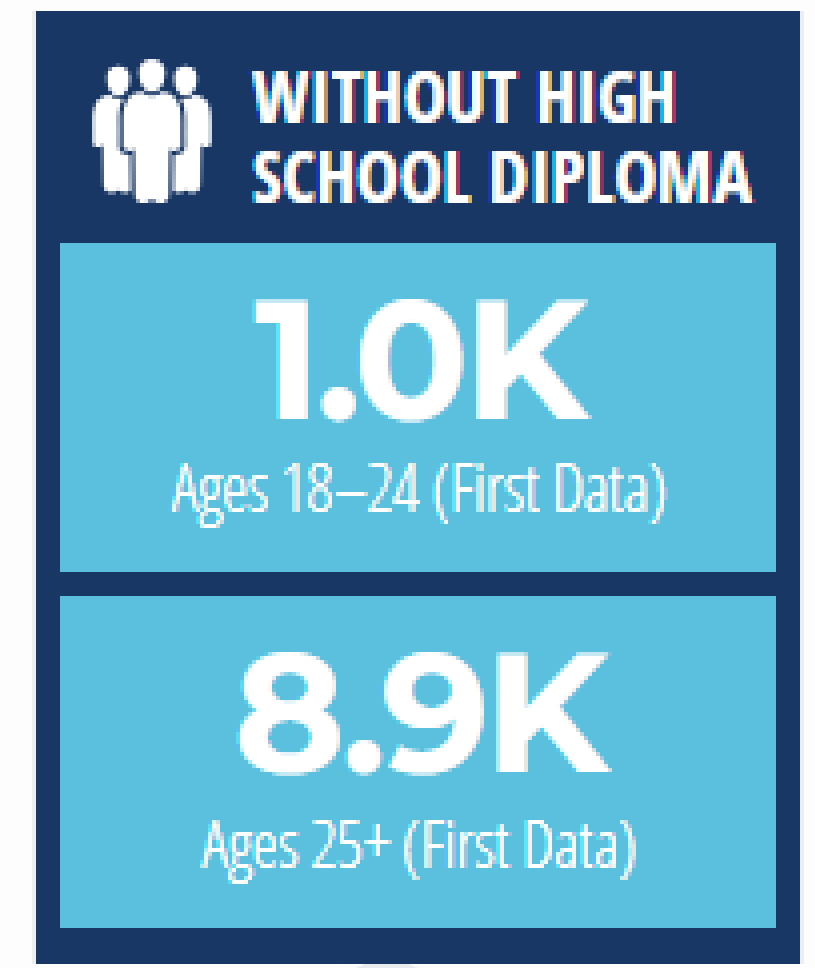
## Osceola



## Seminole



## Sumter



To learn more, visit [TheFloridaScorecard.org](https://TheFloridaScorecard.org) or contact Rachel Ludwig at [rludwig@flchamber.com](mailto:rludwig@flchamber.com)

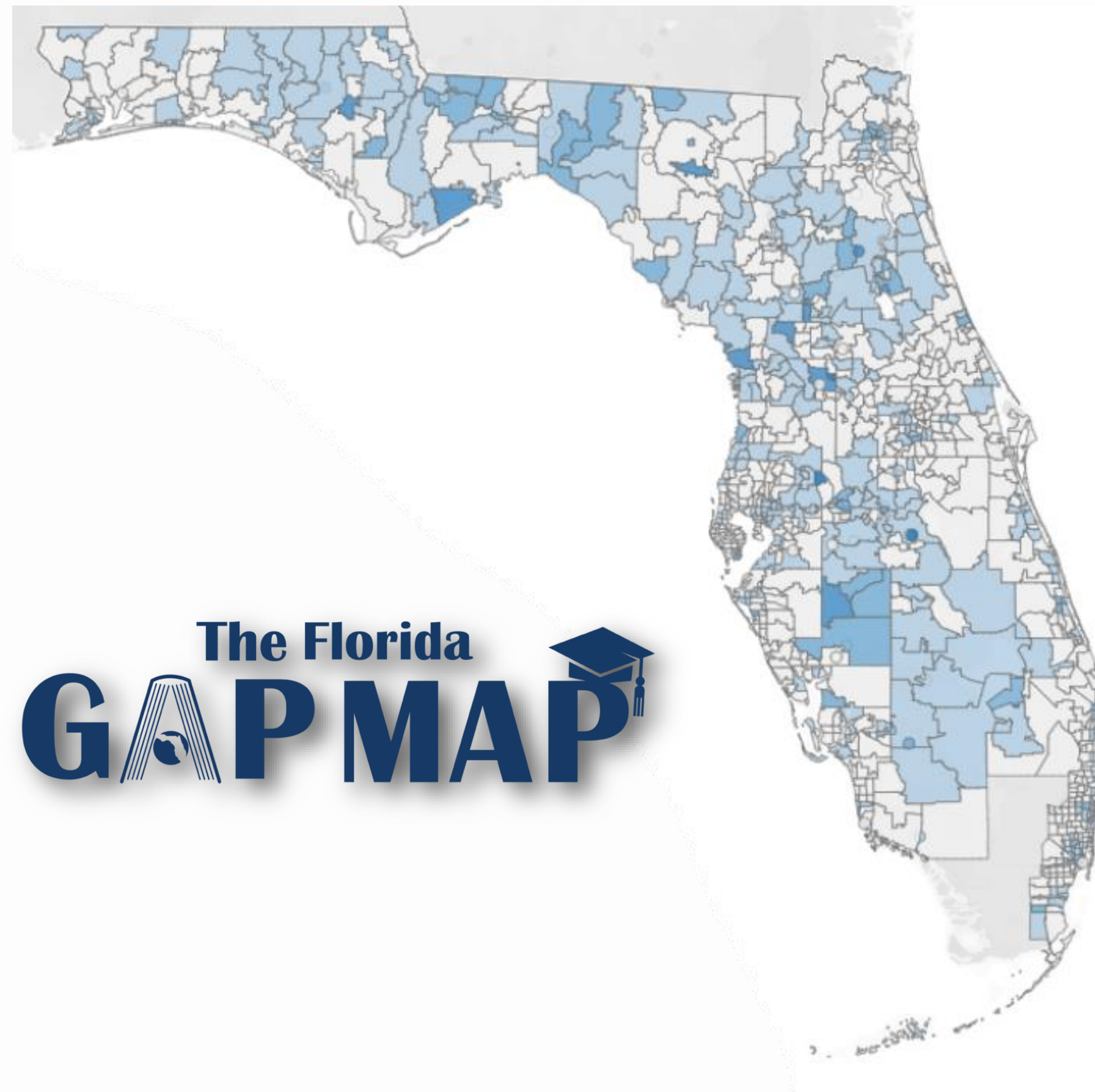
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# Community Specific Understanding For Community Specific Investments

The Florida Gap Map

Zip: (All) | County: (All) | Metric: Childhood Poverty Percentage



3rd Grade Reading Scores (2022)		
School Name	Children Below Reading Level	At/Above Reading Level
Franklin Park Elementary School	76	15%
Tice Elementary School	72	24%
Colonial Elementary School	103	25%
Orange River Elementary School	94	28%
G. Weaver Higgs Elementary School	109	29%
Dr Carrie D Robinson Littleton Elementary	65	31%
Six Mile Charter Academy	54	31%
Villas Elementary School	88	32%
Allen Park Elementary School	113	33%
Avalon Elementary School	44	33%
Eden Park Elementary School	76	33%
Edgewood Academy	53	33%
Peace River Elementary School	52	33%
Bonita Springs Elementary School	57	34%
Oak Creek Charter School Of Bonita Springs	46	34%
Ray V. Pottorf Elementary School	102	34%
West Elementary School	79	35%
Lehigh Elementary School	134	36%
Moore Haven Elementary School	35	36%
Hancock Creek Elementary Schl	83	37%
Mike Davis Elementary School	57	37%
Nocatee Elementary School	51	37%
Tortuga Preserve Elementary School	118	37%
Golden Gate Elementary School	48	39%
Harlem Heights Community Charter School	18	40%
San Carlos Park Elementary School	76	40%
Veterans Park Academy For The Arts	113	40%



## Top 30 in 2030 High-Demand Careers Methodology

- **Source:** Florida Commerce Employment Projections
- **Qualifier:** Salary must be at or above the median (\$19.62/\$40,800)
- **Total Openings = Growth Openings + Replacement Openings**
  - **Growth Openings** = Number of new positions expected to become available jobs because of growth in the industry or occupation.
  - **Replacement Openings** = attempts to account for changes in an occupation or industry based on people leaving that occupation and the labor force.
- **Table Key:**

PS = Some Postsecondary    A = Associate    B = Bachelor    M+ = Master or Above





Florida Center for Workforce  
+ Talent Development  
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# Top 30 High-Demand Careers in 2030 (Region 12 - Lake, Orange, Osceola, Seminole, Sumter)

	Career	2022 Median Wage	Education
1	General & Operations Managers	\$44.25	B
2	Heavy & Tractor-Trailer Truck Drivers	\$22.58	PS
3	Sales Reps of Services (except-advertising, insurance, financial, travel)	\$25.37	HS
4	Bookkeeping, Accounting & Auditing Clerks	\$20.67	PS
5	First-Line Supervisors of Office & Administrative Support Workers	\$28.57	PS
6	First-Line Supervisors of Retail Sales Workers	\$21.77	HS
7	Registered Nurses	\$37.00	A
8	Accountants & Auditors	\$34.55	B
9	Management Analysts	\$39.35	B
10	Market Research Analysts & Marketing Specialists	\$30.05	B

# Top 30 High-Demand Careers in 2030

## (Region 12 - Lake, Orange, Osceola, Seminole, Sumter)

	Career	2022 Median Wage	Education
11	Human Resources Specialists	\$28.31	B
12	Carpenters	\$22.41	PS
13	Project Management Specialists	\$39.56	B
14	First-Line Supervisors of Construction Trade & Extraction Workers	\$30.71	PS
15	Paralegals & Legal Assistants	\$24.74	A
16	Computer User Support Specialists	\$23.78	PS
17	Electricians	\$23.24	PS
18	First-Line Supervisors of Transportation & Material-Moving Workers (except-aircraft cargo handling supervisor)	\$26.23	PS
19	Construction Managers	\$48.07	A
20	Elementary School Teachers (except-special ed)	\$49,119 annual	B

# Top 30 High-Demand Careers in 2030

## (Region 12 - Lake, Orange, Osceola, Seminole, Sumter)

	Career	2022 Median Wage	Education
21	First-Line Supervisors of Non-Retail Sales Workers	\$38.14	HS
22	First-Line Supervisors of Housekeeping & Janitorial Workers	\$19.75	HS
23	Automotive Service Technicians & Mechanics	\$22.35	PS
24	Food Service Managers	\$30.60	PS
25	Flight Attendants	\$72,880 annual	HS
26	Medical & Health Services Managers	\$48.76	B
27	Financial Managers	\$63.61	B
28	First-Line Supervisors of Mechanics, Installers & Repairers	\$30.32	PS
29	Secondary School Teachers (except-special & career/tech ed)	\$52,447 annual	B
30	Property, Real Estate & Community Association Managers	\$29.54	HS

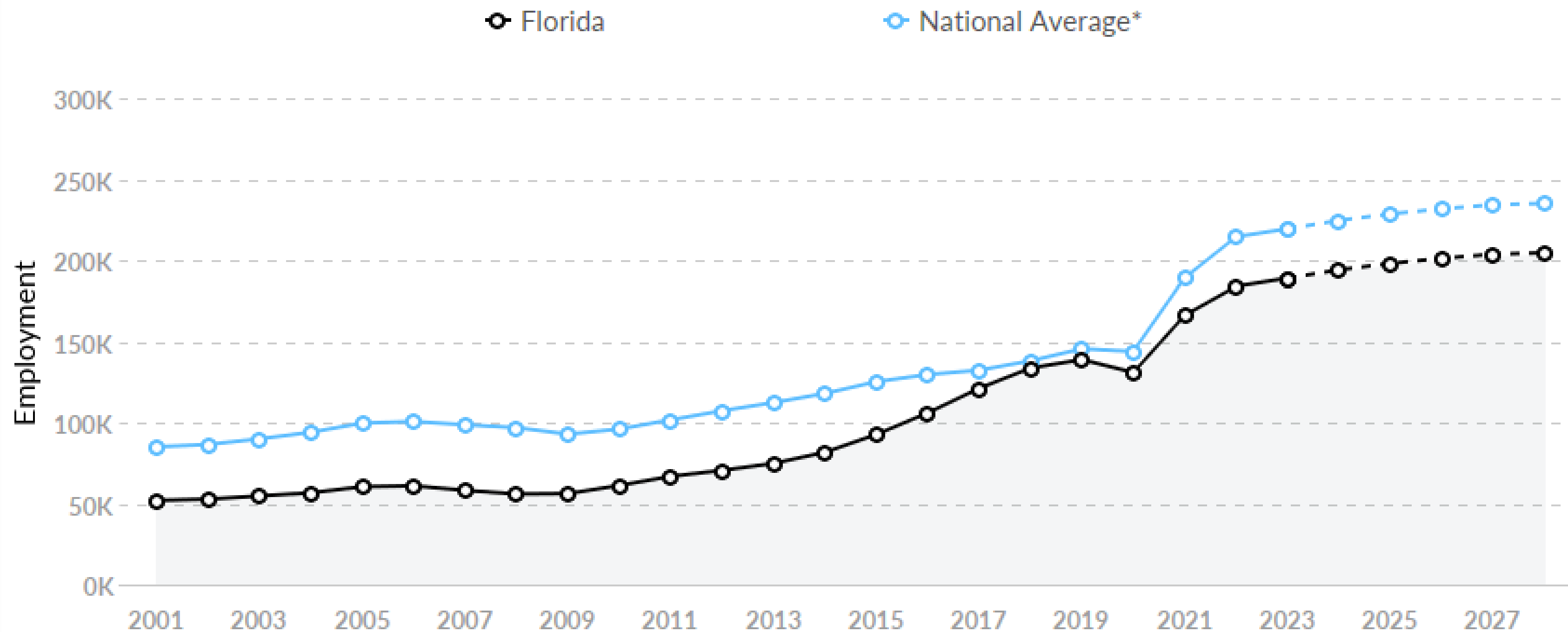
# Florida's Labor Market Needs: General & Operations Managers



## Low talent supply makes it difficult to find candidates

41% Past Growth (2018 - 2023)

8% Projected Growth (2023 - 2028)



## Retiring Soon 50,086

## Key Skills

- Operations Management
- Marketing
- Project Management
- Finance
- Auditing
- Profit & Loss Management
- Accounting
- Process Improvement

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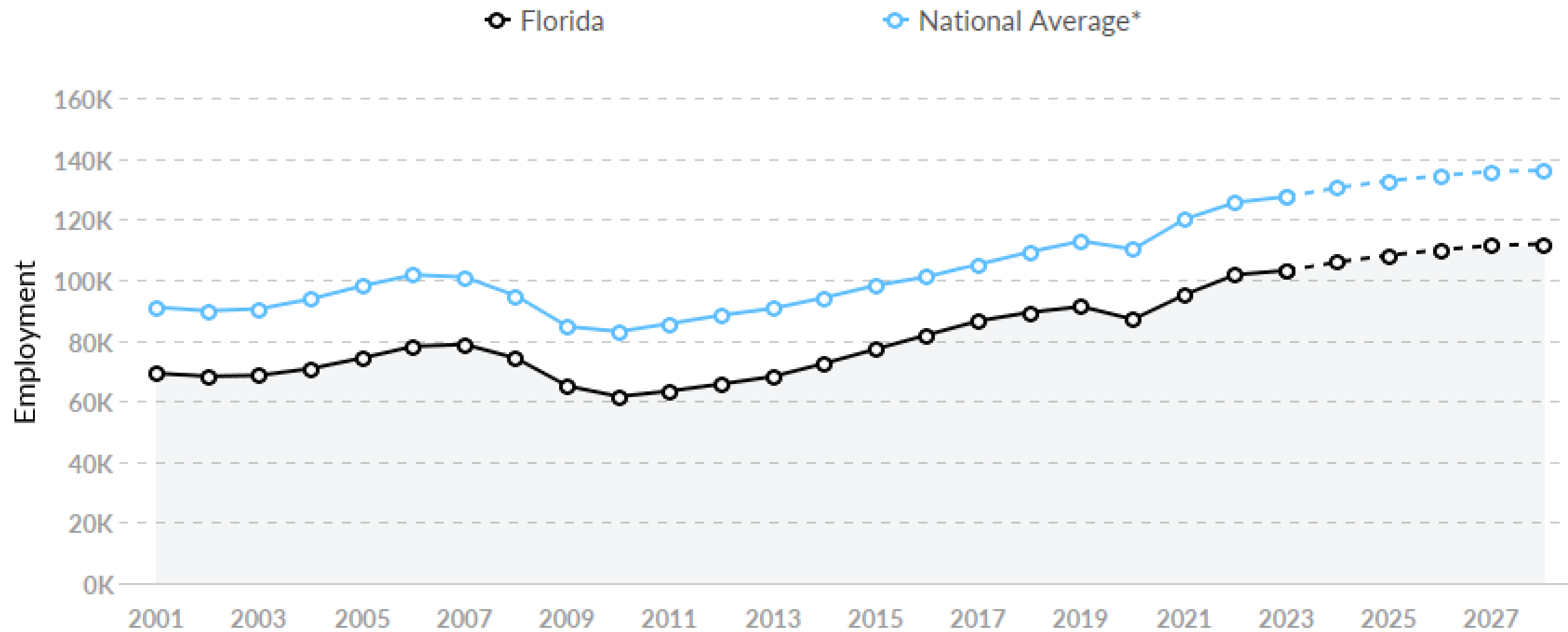
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# Florida's Labor Market Needs: CDL-A Truck Drivers

## Low talent supply makes it difficult to find candidates

15% Past Growth (2018 - 2023)

9% Projected Growth (2023 - 2028)



**970**  
Completions

**12,178**  
Openings

**11,208**  
More Openings than  
Completions

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FLORIDA

# Workforce Wednesday Webinar Series

**Untapped Potential:  
Embracing Second Chance Hiring**

March 20, 2024 | VIA ZOOM | 10:00AM-11:00AM ET



Florida Center for Workforce  
+ Talent Development  
Powered by the Florida Chamber Foundation





## 2024 Florida Prosperity & Economic Opportunity Workforce Solution Summit Coral Springs, FL | May 23, 2024

Complimentary Training  
May 22<sup>nd</sup>



## 2024 Florida Learners to Earners Workforce Solution Summit Tampa, FL | June 26, 2024

Complimentary Training  
June 25<sup>th</sup>



## 2024 Florida Transportation, Growth & Infrastructure Solution Summit Orlando, FL | May 23, 2024

Complimentary Training  
December 2, 2024

Supported by:



To reserve your spot at an in-person training,  
contact Rachel Ludwig at [rludwig@flchamber.com](mailto:rludwig@flchamber.com)



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# Alignment and Connections Corner

Florida Center for Workforce + Talent Development  
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## Future of Work Florida Career Spotlight Series



Mike Rowe – What Would I Say to Kids?



Career Spotlight – Marine Mechanic



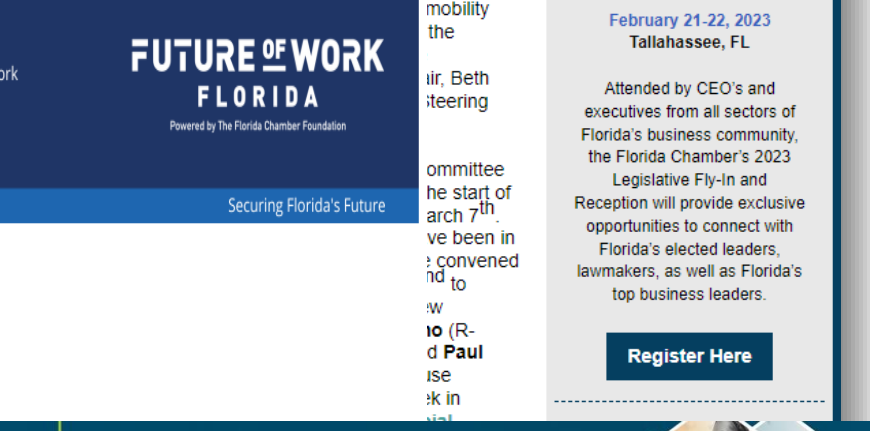
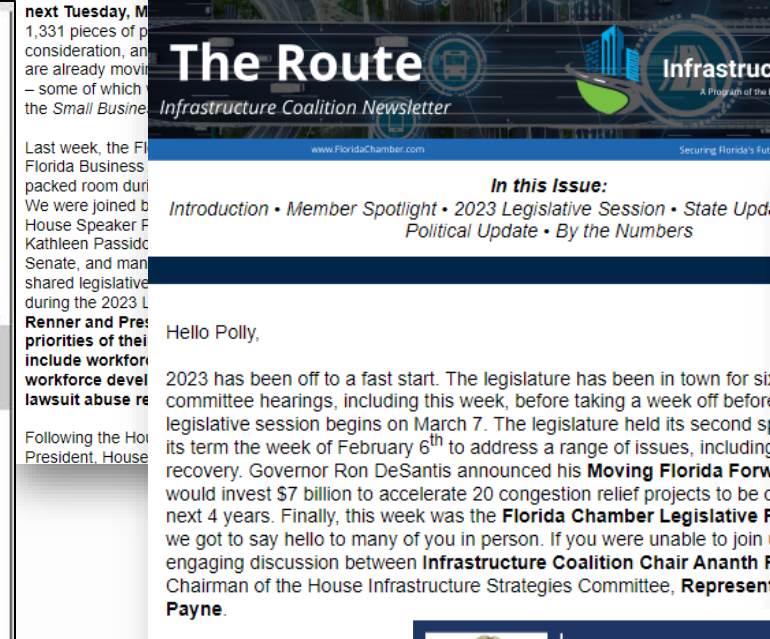
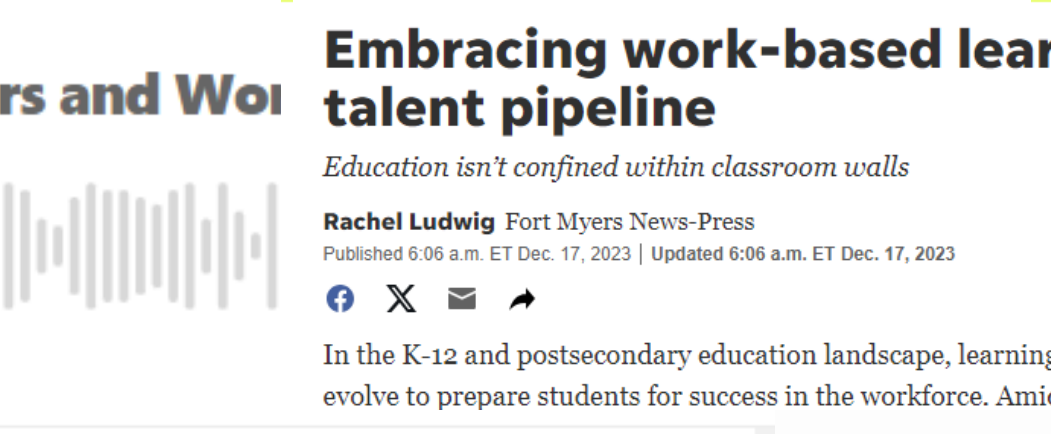
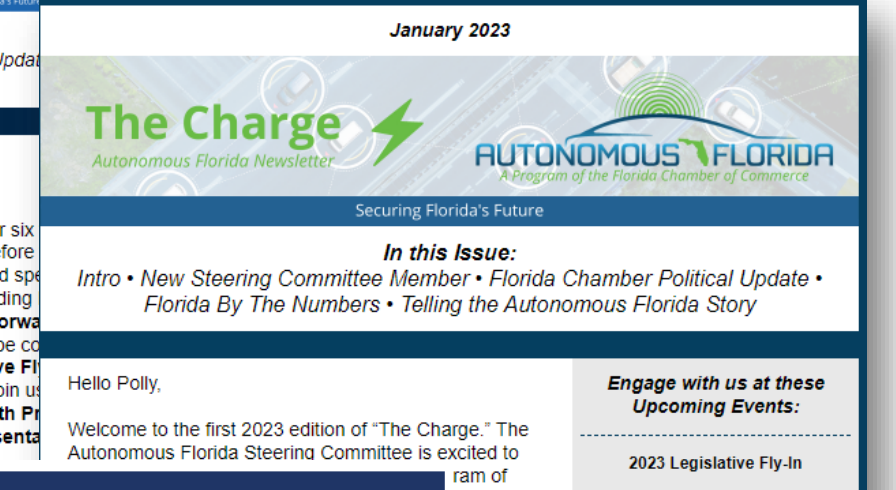
Career Spotlight – Line Worker



Career Spotlight – Firefighter Paramedic



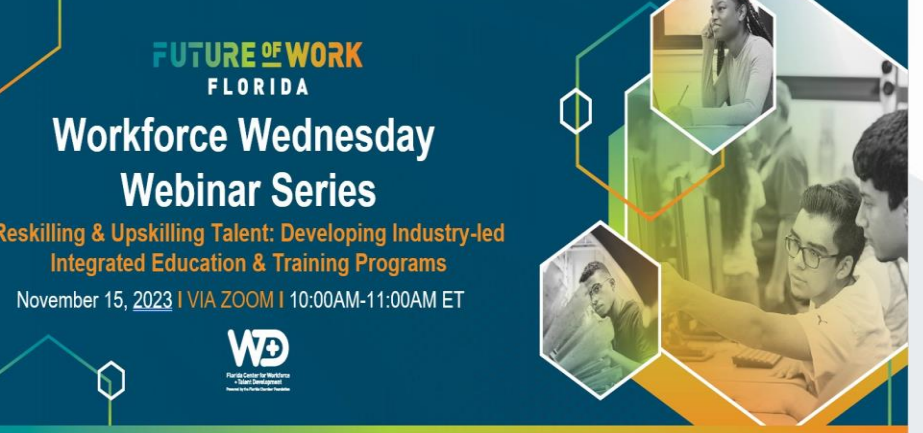
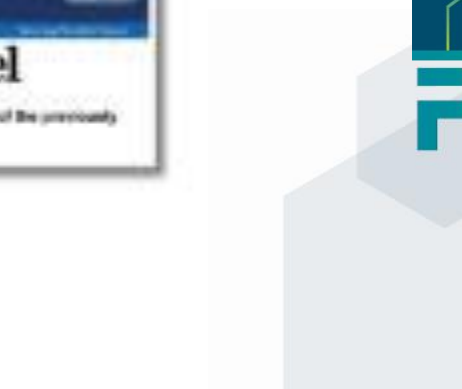
Career Spotlight – Commercial Pilot



## Future of Work Florida Podcast Player



Episode Title	Duration
Dr. Annie Wofford on STEM Careers and Work-Based Learning	36:20
Sam Verghese on Florida's Talent Crisis	33:44
Lee Chipps-Walton (DOE) on Florida's Talent Crisis	25:35
Jason Lange on Solving the Teacher Shortage	29:23
David Cross on Florida's Talent Crisis	25:58



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# Register For Our Upcoming Solution Summits & Events



**Leadership Conference on Safety, Health + Sustainability**  
Orlando, FL | May 9-10, 2024  
*(Board of Directors Meeting | May 9, 2024)*



*Making Florida the safest, healthiest and most sustainable state in America*



**2024 Florida Prosperity & Economic Opportunity Workforce Solution Summit**  
Coral Springs, FL | May 23, 2024



*On a mission to cut Florida's childhood poverty in half by 2030 and ensure 100% have a pathway out*



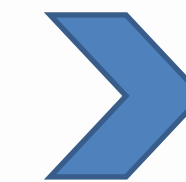
**2024 Florida Learners to Earners Workforce Solution Summit**  
Tampa, FL | June 26, 2024  
*(Board of Trustees Meeting | June 25, 2024)*



*Aligning education systems with the needs of our modern workforce and preparing today's learners for tomorrow's career opportunities*



**2024 Florida Technology & Innovation Solution Summit**  
Orlando, FL | August 22, 2024



*Creating the solutions to build an advanced business climate while looking to innovation to secure Florida's future*



**2024 Florida Chamber Annual Meeting & Future of Florida Forum**  
Orlando, FL | October 21-22, 2024  
*(Board of Trustees Meeting: October 22 | Board of Directors: October 23)*



*Measuring Florida's progress towards becoming the 10<sup>th</sup> largest economy through the Florida 2030 Blueprint's 39 goals*



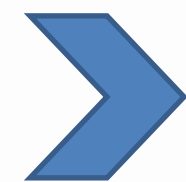
**2024 Florida Transportation, Growth & Infrastructure Solution Summit**  
Orlando, FL | December 3, 2024



*Preparing Florida's infrastructure and transportation systems to cultivate the 10<sup>th</sup> largest global economy by 2030*



**2024 Florida Chamber Annual Insurance Summit**  
Orlando, FL | December 4-5, 2024



*Insuring Florida the right way*



[www.flchamber.com/events](http://www.flchamber.com/events)

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# Thank You to the Future of Work Advisory Board



**Mike Brannen**

SVP, Industrial and Workforce Development



**Marian Cacciatore**

VP, Human Resources



**Andrea Cichon**

Sr. Director, Talent Acquisition & Development



**David Cross**

SVP, HR & Administration



**Vicki Greene**

SVP, America's Workforce Skills



**Dr. Amy Hecht**

VP of Student Affairs



**Brooke Malsberger**

Director  
Global Talent Acquisition



**Kara Marante**

VP & Chief People Officer



**Sarah Marmion**

Sr. Manager of Education & Outreach Centers



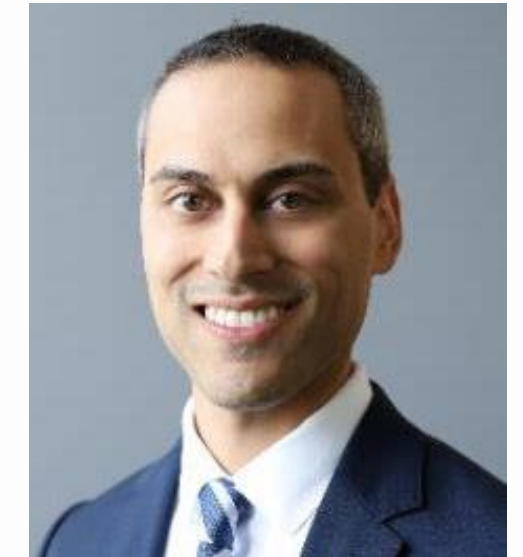
**Bill Solomon**

Dean, Workforce Education



**Kristen Vanselow**

AVP, Innovative Education & Partnerships



**Sam Verghese**

Chief Operations Officer



**FUTURE OF WORK**  
FLORIDA

Powered by The Florida Chamber Foundation

**8 Seats Available**



# Interested in Getting Involved? Let's Connect!

**Rachel Ludwig**

*Vice President*

Florida Chamber Foundation

Phone: (850) 521-1254

Email:

[rludwig@flchamber.com](mailto:rludwig@flchamber.com)



**Florida Center for Workforce  
+ Talent Development**

Powered by the Florida Chamber Foundation

**FUTURE OF WORK  
FLORIDA**

Powered by The Florida Chamber Foundation



# CSCCF VISION

**BOLD**

**Brilliant** at  
the Basics

**Optimizing**  
Innovation

**Leading**  
People

**Driving**  
Resiliency

# OUR STRATEGIC PRIORITIES



Diversify revenue streams to create resiliency.



Identify and deliver talent solutions for businesses and address labor market demands.



Deliver career solutions to Central Florida residents to ignite their potential.



Optimize workforce innovations to maximize organizational value.



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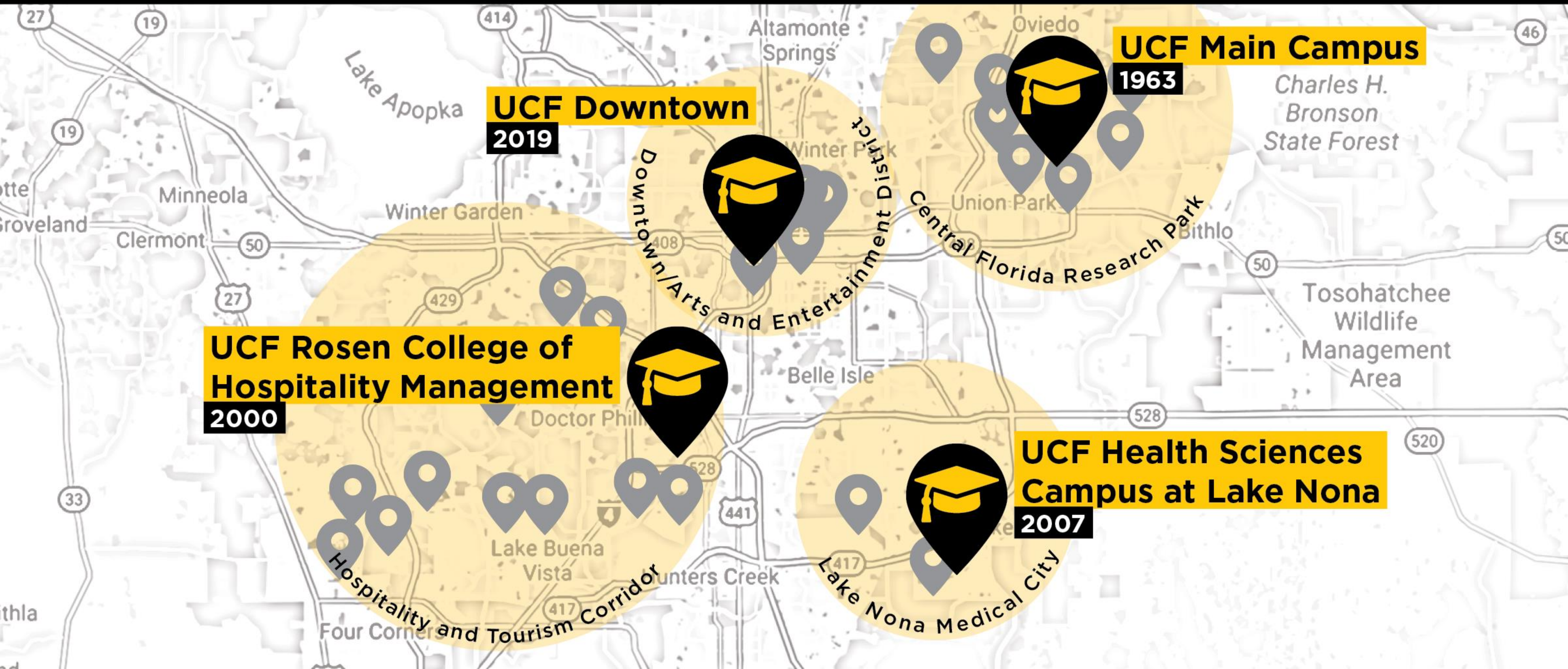


# DR. ALEXANDER CARTWRIGHT

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President  
University of Central Florida  
and strategic partner

# A LEADING METROPOLITAN RESEARCH UNIVERSITY







UCF

# QUICK FACTS

## 68,684

STUDENTS ENROLLED

FALL 2023

## 419,317

DEGREES CONFERRED

AS OF AUGUST 2023

## 1323

AVERAGE SAT

INCOMING 2023 FALL FRESHMEN CLASS

## 4.24

AVERAGE GPA

INCOMING 2023 FALL FRESHMEN CLASS

## 75%

6-YEAR GRAD RATE

2023

## 346

NATIONAL MERIT

SCHOLARS FALL 2023

## \$217M

RESEARCH FUNDING

FISCAL YEAR 2023

## 50+

PATENTS ANNUALLY

57 PATENTS ISSUED IN 2023

# #1

SUPPLIER OF GRADUATES TO  
U.S. AEROSPACE AND DEFENSE  
INDUSTRIES *AVIATION WEEK*

# #1

FOR HOSPITALITY AND TOURISM  
MANAGEMENT IN THE NATION  
*SHANGHAI RANKING*

# #1

TOP CYBERSECURITY TEAM BY  
# OF NATIONAL CHAMPIONSHIPS  
COLLEGIATE CYBER DEFENSE: 2014, 2015, 2016, 2021, 2022  
DOE CYBERFORCE: 2018, 2021, 2022

# #2

GRADUATE VIDEO GAME DESIGN  
PROGRAM IN THE WORLD  
*THE PRINCETON REVIEW AND PC GAMER MAGAZINE*

# #14

MOST INNOVATIVE UNIVERSITY  
IN THE COUNTRY  
*U.S. NEWS & WORLD REPORT*



# FLORIDA'S CHANGING DEMOGRAPHICS

# 2.8M

*Projected Increase  
in Florida Residents*



# New Legislative Initiative

**What:** Signed into law on May 15, 2023, Senate Bill 240, requires each local workforce development board to create an education and industry consortium to include key industries and all education partners in the region

**Who:** Composed of representatives of educational entities and businesses in Central Florida



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# Goal & Purpose

## Central Florida Education-Industry Collaborative

**Goal:** To align educational programming with industry needs at the local level

**How:** Identify and create strategies to address workforce needs. Collaborative findings will inform strategic plans for Central Florida's educational organizations, businesses and job seekers. Members appointed by CSCF board chair.



# Requirements

## Industry Representative Requirements:

- Executives and decision makers
- Industry representatives to reflect the priority industries across Central Florida

## Education Representative Requirements:

- Superintendents, presidents, or other leadership staff from education institutions in the local area that represent both public and private education entities in:
  - K-12 education
  - District Technical Colleges
  - State Colleges
  - Universities
  - Other degree or credential granting institutions in the local area



# Proposed Central Florida Collaborative Design

Education and industry leaders in the Central Florida region will establish three working groups focused on a specific level of talent needs for the region.

The collaborative will create reports and formulate recommendations on future needs and talent preparation gaps.

- **K-12/Apprenticeships, Career and Technical Education**
- **\*Vocational certificates Associates/Bachelor's Level Needs (implementing the requirements of SB 240)**
- **Central Florida Research & Development working group**

Findings from the three working groups will be disseminated and published on the CSCF website.

- *\*This group will meet the needs of the SB 240 requirement. CSCF board members cannot participate. Quarterly reports will be required.*



# Next Steps

Collaboration Interests Survey - Today

Next Central Florida Education & Industry Consortium meetings: June, September and November

Virtual working groups scheduled between April and June

[Careersourcecentralflorida.com/meeting\\_type/education-industry-consortium/](https://careersourcecentralflorida.com/meeting_type/education-industry-consortium/)



# Education Industry Collaboration Survey

Please scan the QR Code below or on your table:





# Survey Questions At-A-Glance

The survey will help us collect information on your interest and areas of support for this initiative. It will promote you to answer the following questions:

- Contact information
- If you'd like to participate in:
  - K-12/Apprenticeships, Career and Technical Education
  - \*Vocational certificates Associates/Bachelor's Level Needs (implementing the requirements of SB 240)
  - Central Florida Research & Development working group
- Is your organization willing to host and/or sponsor an Education Industry meeting?
- What industry(s) do you want the collaboration to focus on?
- What information was most insightful for you today?





# EDUCATION INDUSTRY COLLABORATION

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T h a n k   Y o u

