



# **EDUCATION & INDUSTRY CONSORTIUM**

CareerSource Central Florida  
[CareerSourceCentralFlorida.com](http://CareerSourceCentralFlorida.com)







# 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.

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



UNIVERSITY OF  
CENTRAL 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



UNIVERSITY OF  
CENTRAL FLORIDA





06/13/2025 EDUCATION AND INDUSTRY CONSORTIUM MEETING DETAILS

Agenda Item #	Topic	Presenter
1.	Welcome	Nilda Blanco, SVP Strategic Initiatives, CareerSource Central Florida
2.	Consortium Purpose	
3.	Information / Discussion	
	A. Central Florida Talent Landscape	Nilda Blanco
	B. Talent Supply Survey Project	Sara Reynolds, Associate Director, Research & Strategy, Orlando Economic Partnership
	C. UCF Career Services & Strada Foundation	Emily Flositz, Career Development Training Specialist, University of Central Florida
	D. Consortium Roundtable / Discussion - What is the best way to engage industry leaders to understand workforce opportunities?	
6.	Other Business	
7.	Adjournment	





# CENTRAL FLORIDA TALENT LANDSCAPE



CENTRAL FLORIDA  
DEMOGRAPHIC SNAPSHOT  
(LAKE, ORANGE, OSCEOLA, SEMINOLE, SUMTER)



POPULATION (2024)  
3,023,414



GENDER RATIO(FEMALE:MALE)  
50.9% : 49.1%



TOTAL REGIONAL NONAGRICULTURAL  
EMPLOYMENT (APRIL 25)  
1,570,500



ETHNICITY ( HISPANIC OR LATINO :  
NON-HISPANIC OR LATINO)  
31.2% : 68.8%



MEDIAN HOUSEHOLD INCOME  
\$72.4K



HIGH SCHOOL GRADUATION RATE  
89.7%

Source: [JobsEQ®](#)



# CENTRAL FLORIDA DEMOGRAPHIC SNAPSHOT



**RETIRING SOON (ACCOUNTS FOR THE  
WORKING POPULATION OLDER THAN 55)**

**897,347**

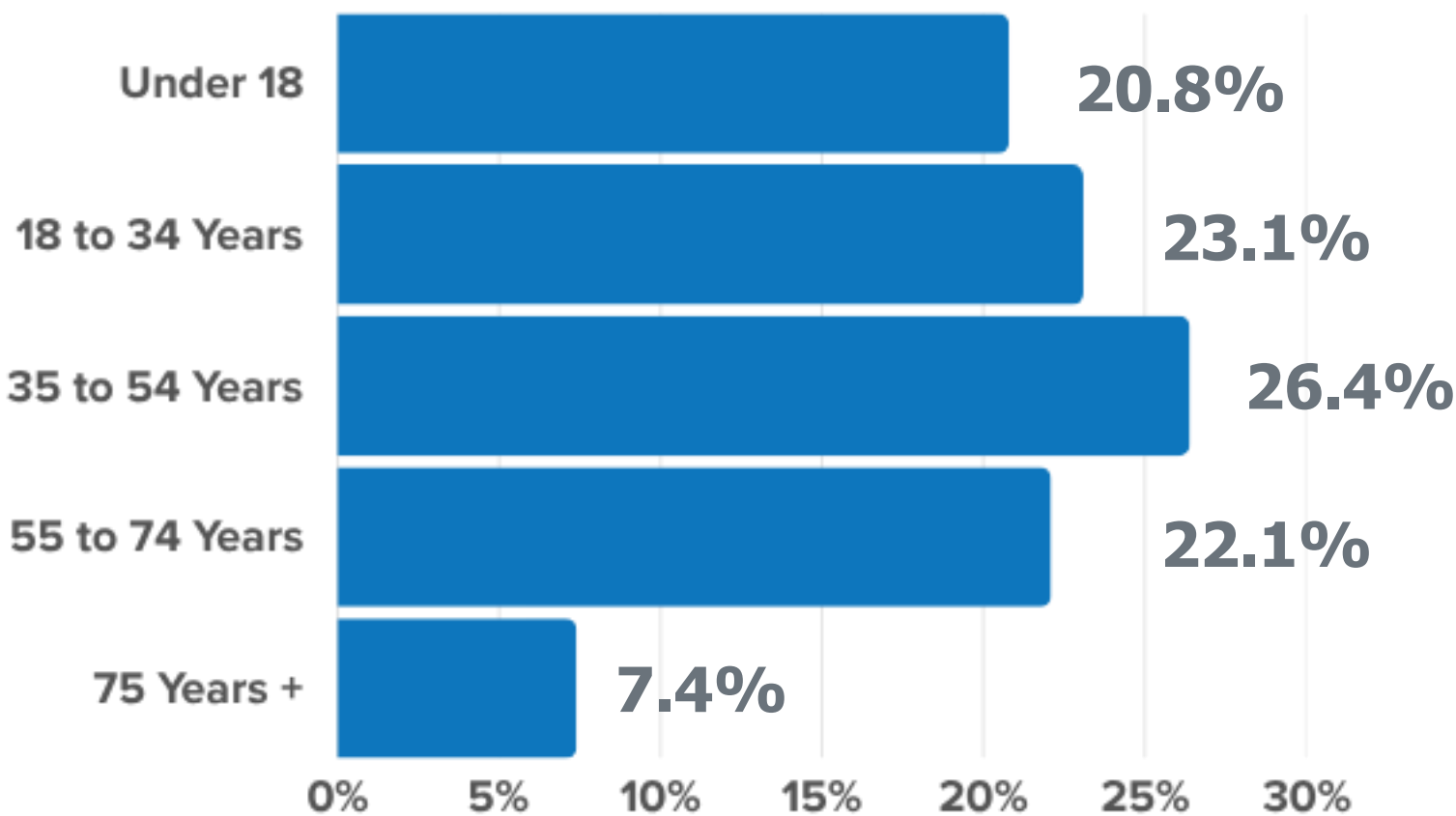


**VETERANS**

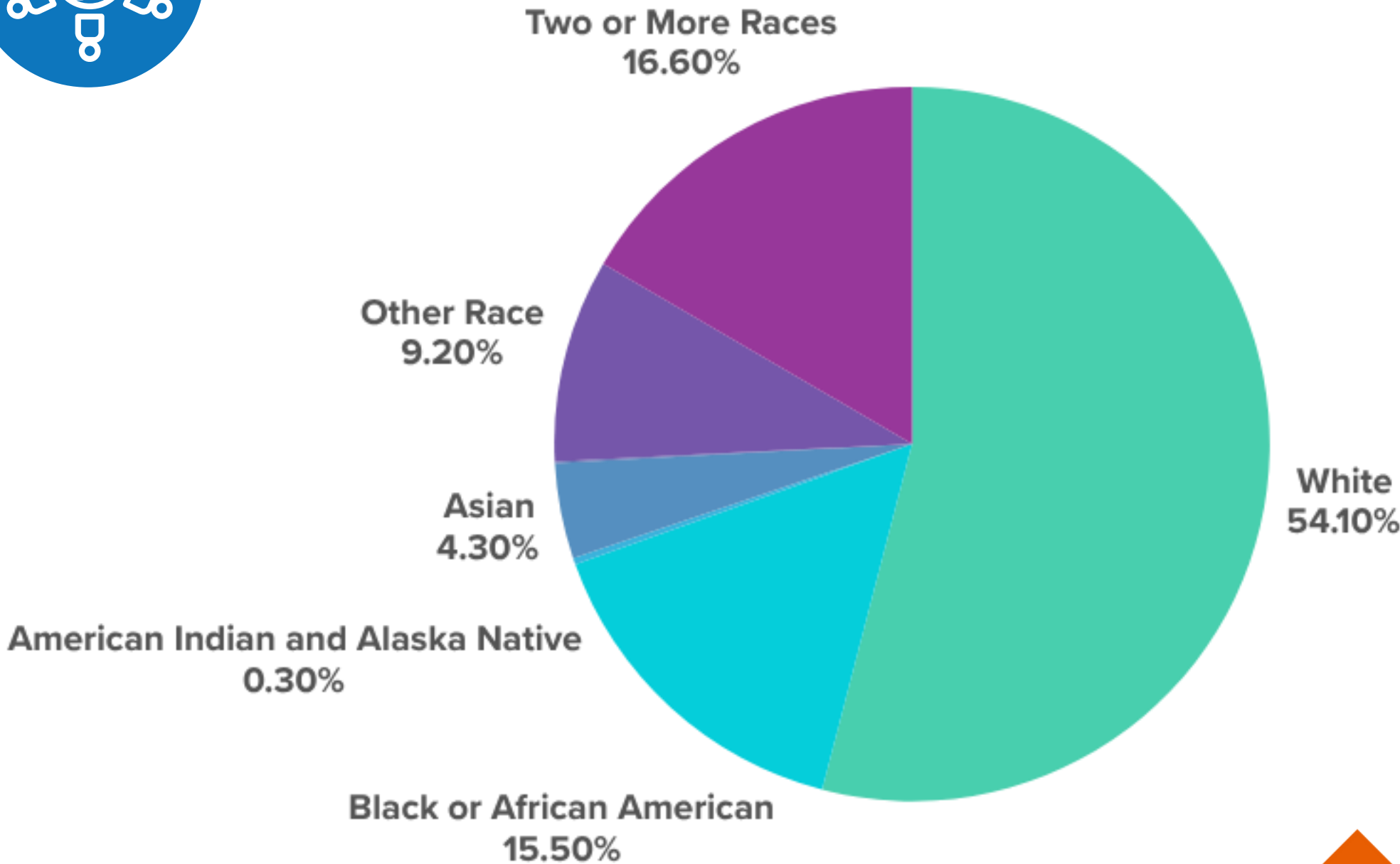
**159,270**



## AGE DISTRIBUTION



## RACE DISTRIBUTION



Source: [JobsEQ®](#)



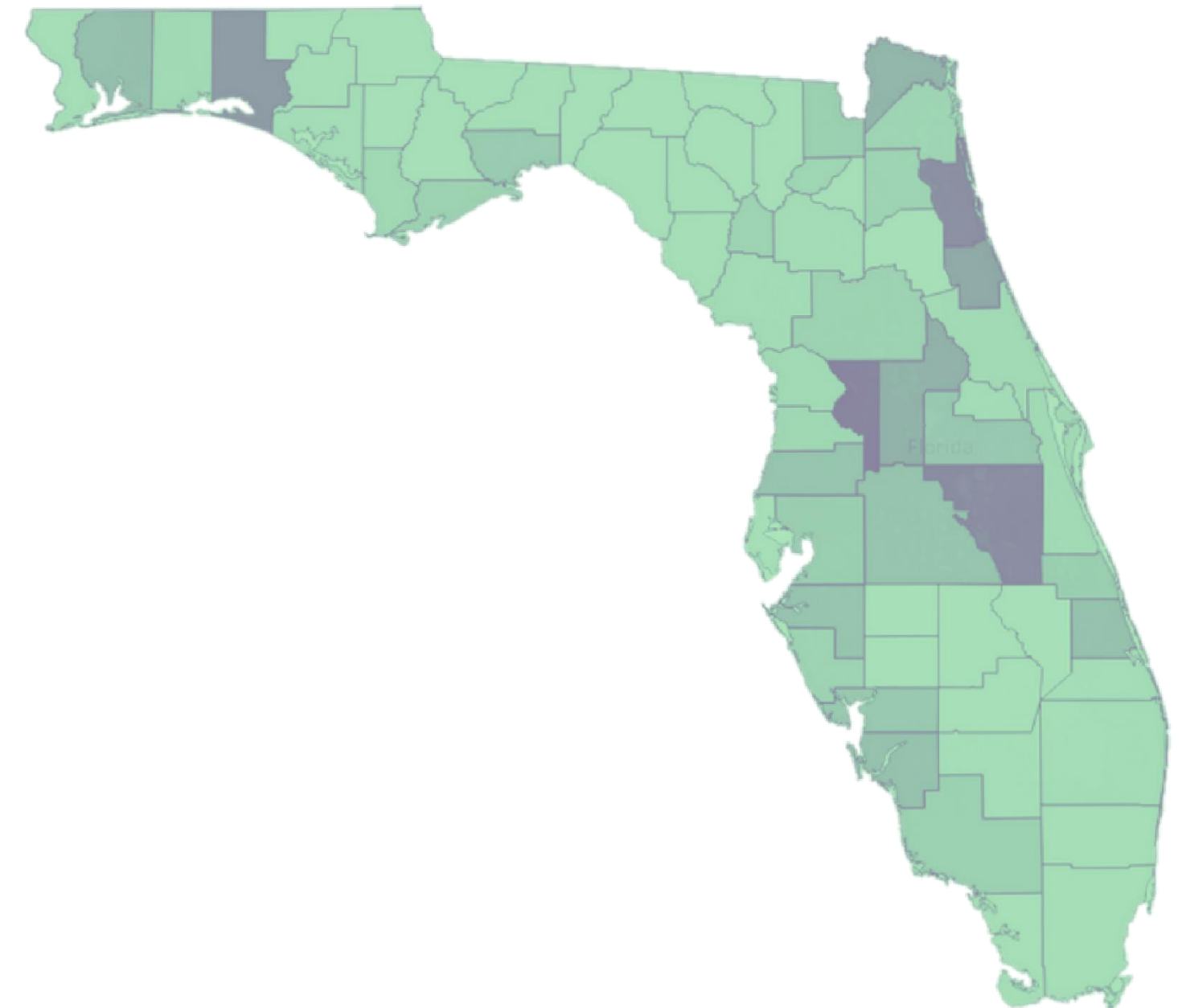
# FLORIDA POPULATION CHANGES



POPULATION (2024)  
21,928,881

## TOP PROJECTED POPULATION GROWTH 2024 - 2029

1. St. Johns County	20%
2. Osceola County	18%
3. St. Lucie County	17%
4. Pasco County	17%
5. Walton County	17%
6. Polk County	16%
7. Flagler County	16%
8. Lake County	16%
9. Sumter County	15%
10. Gulf County	15%

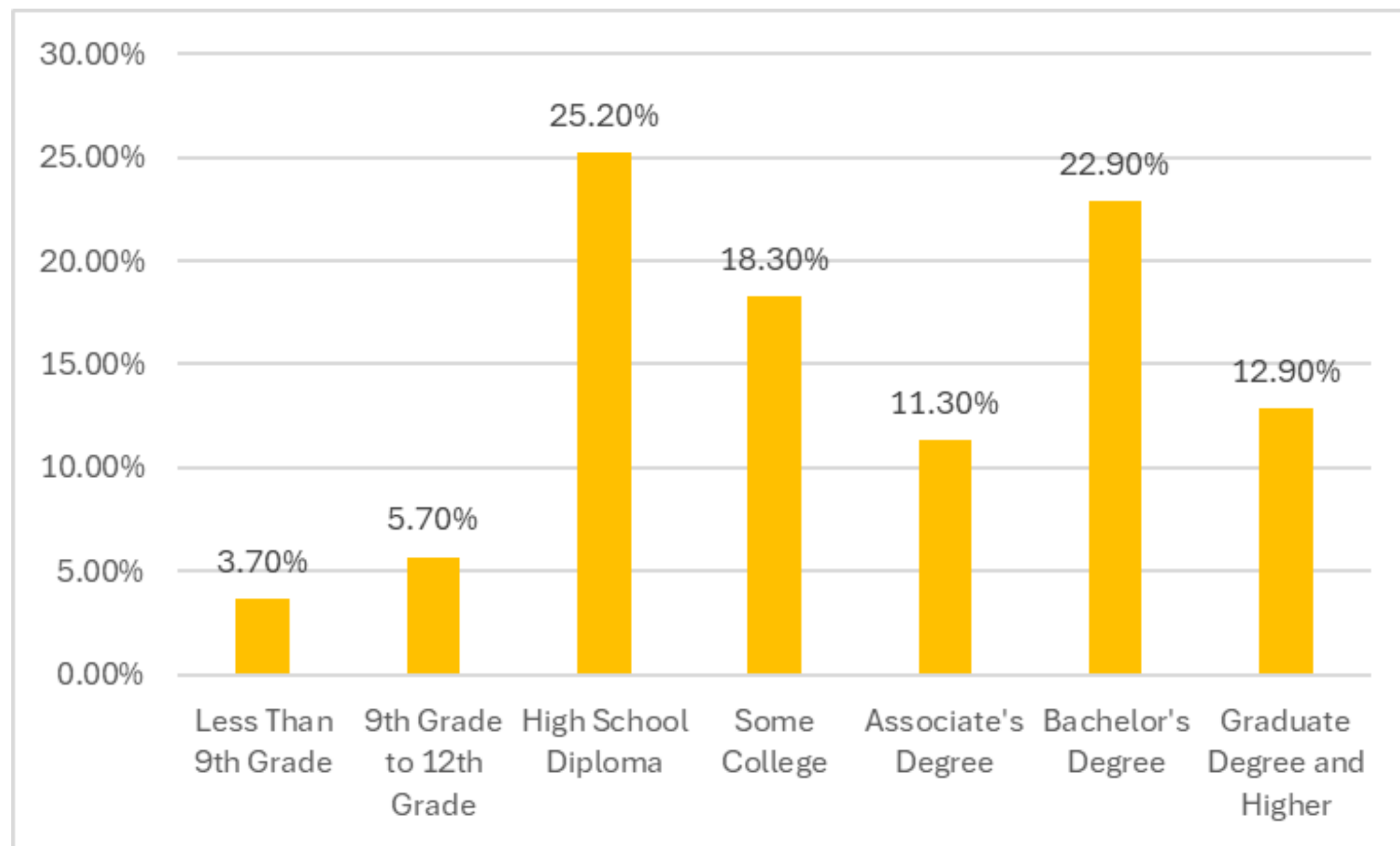




# CENTRAL FLORIDA EDUCATION SNAPSHOT



## CENTRAL FLORIDA EDUCATIONAL ATTAINMENT (2024)

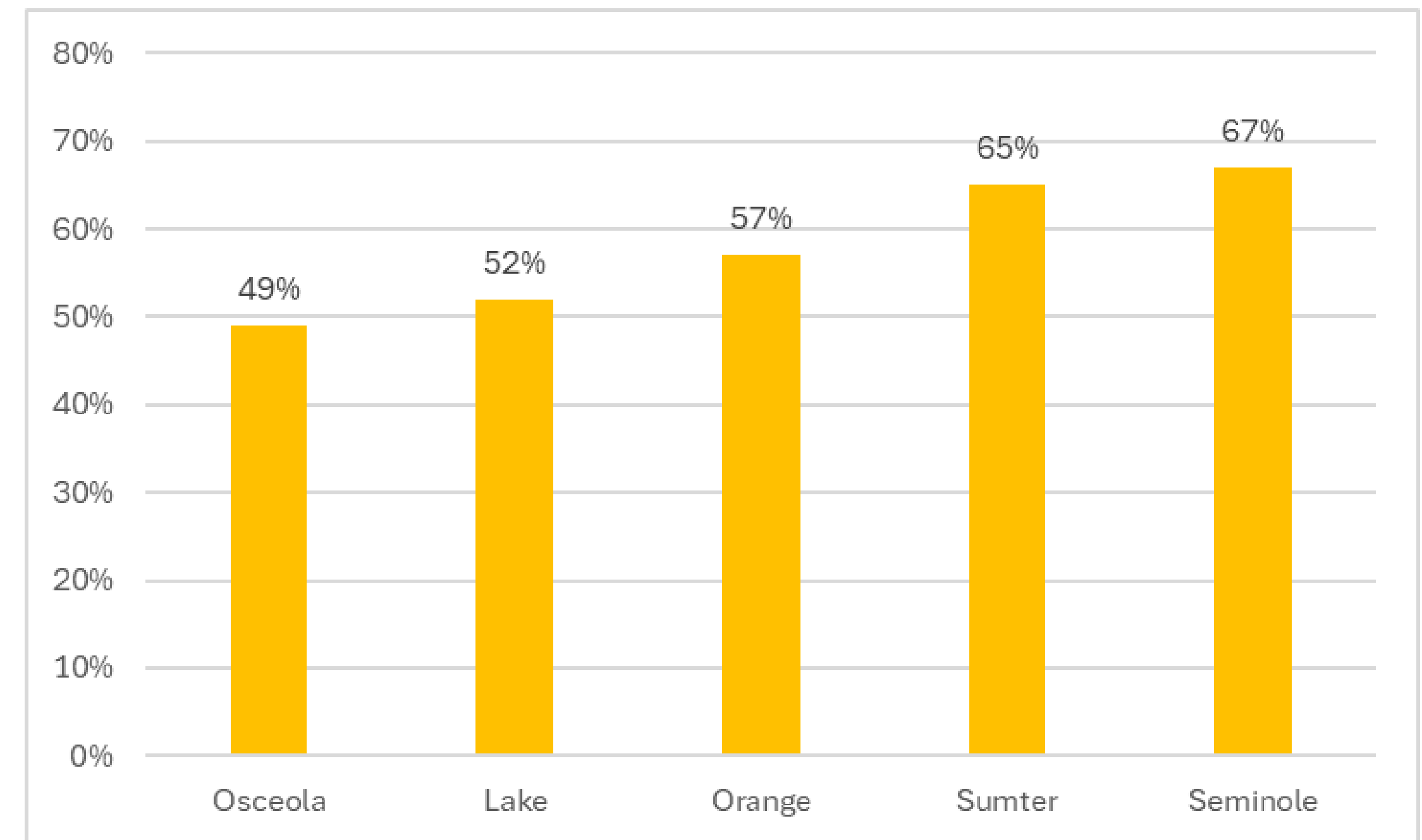


Data represents individuals living in the region who are 25 and older.

Source: [JobsEQ®](#)



## 3RD GRADE READING SCORES (2024)



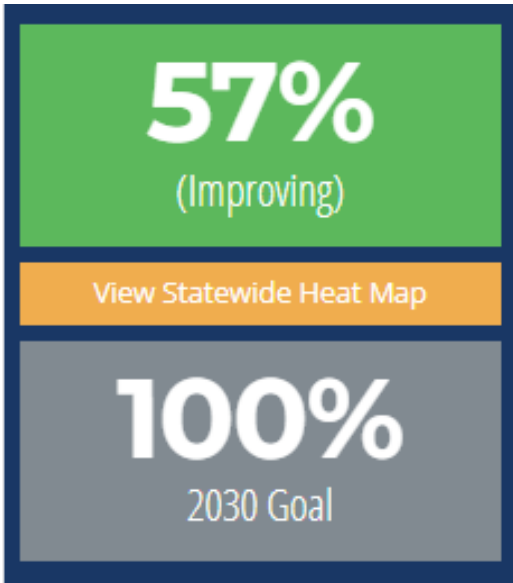
Source: Florida Scorecard, Florida Department of Education



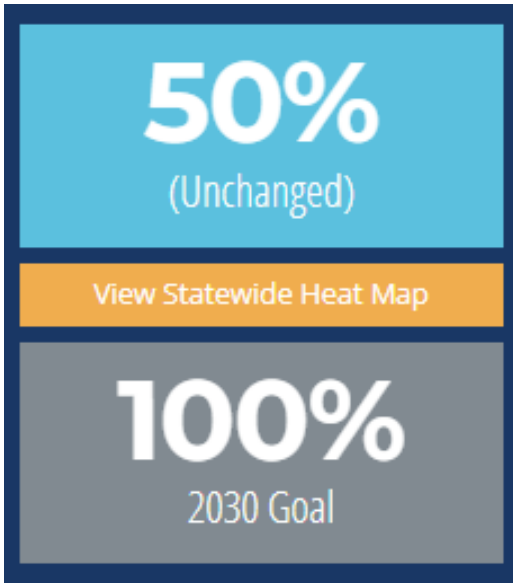
# EDUCATIONAL SUCCESS

## Kindergarten Readiness

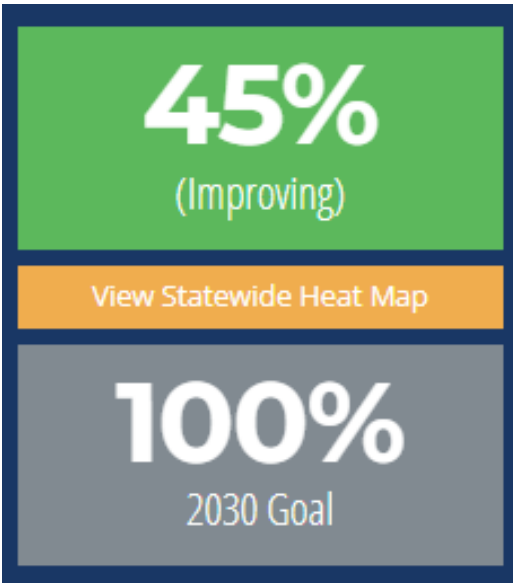
Lake



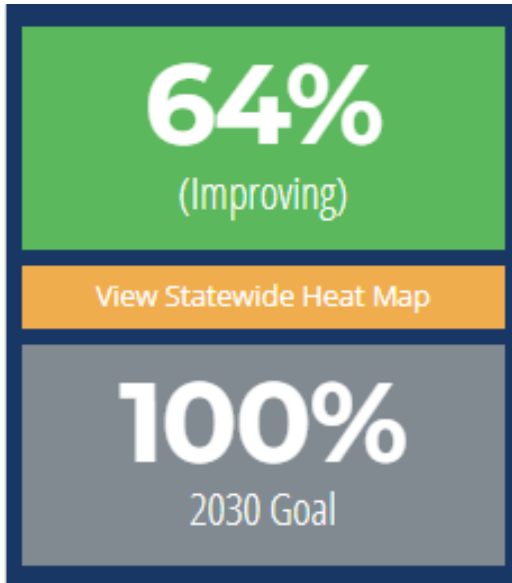
Orange



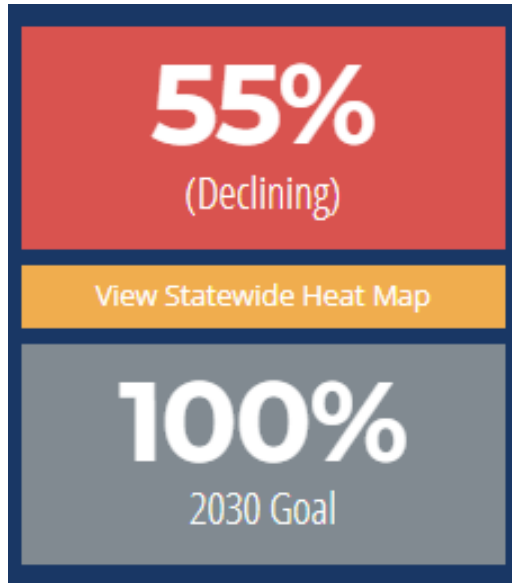
Osceola



Seminole

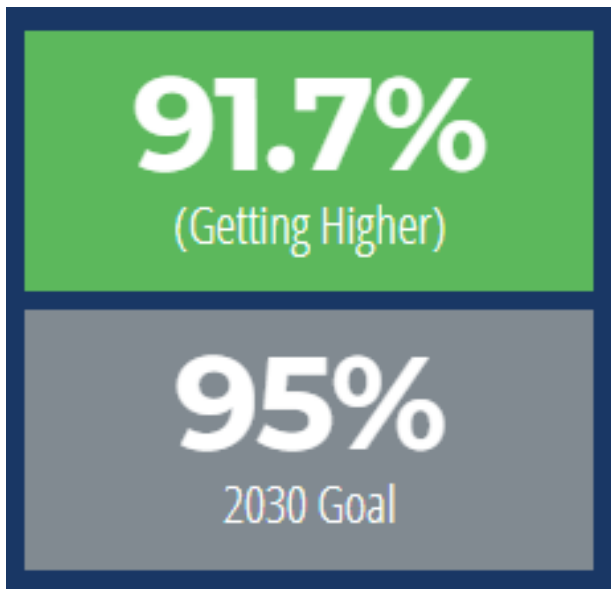


Sumter

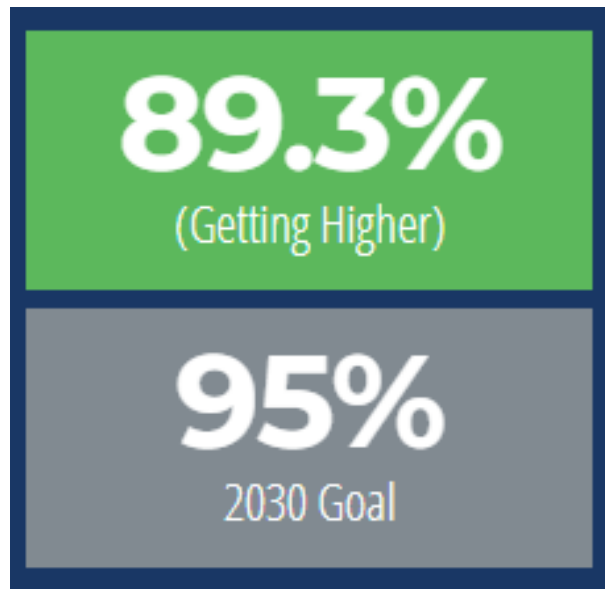


## High School Graduation Rate

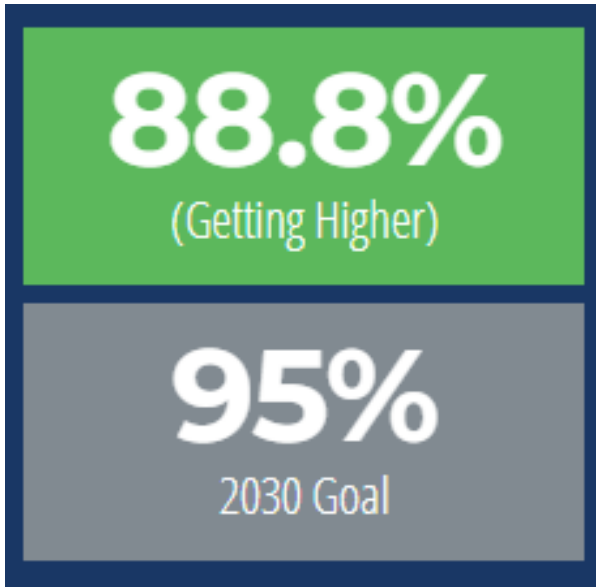
Lake



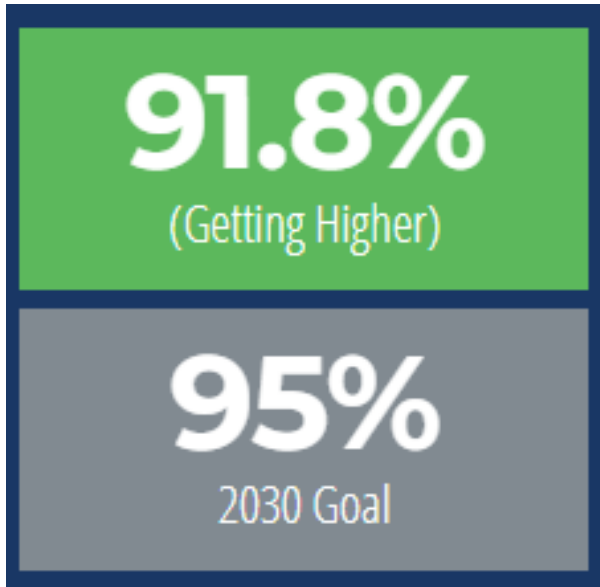
Orange



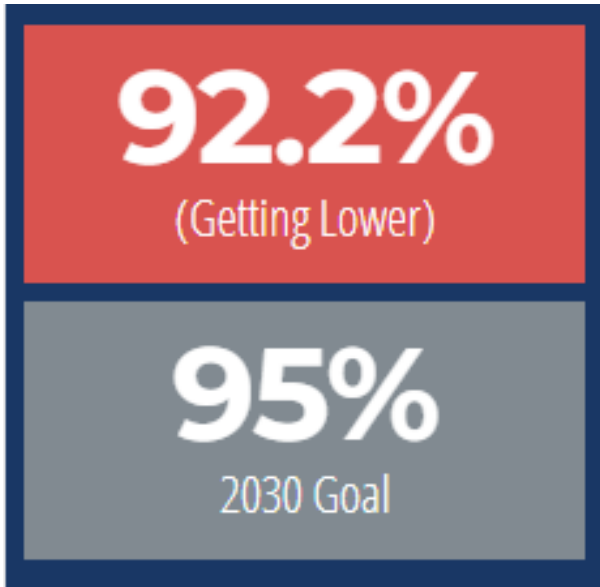
Osceola



Seminole



Sumter



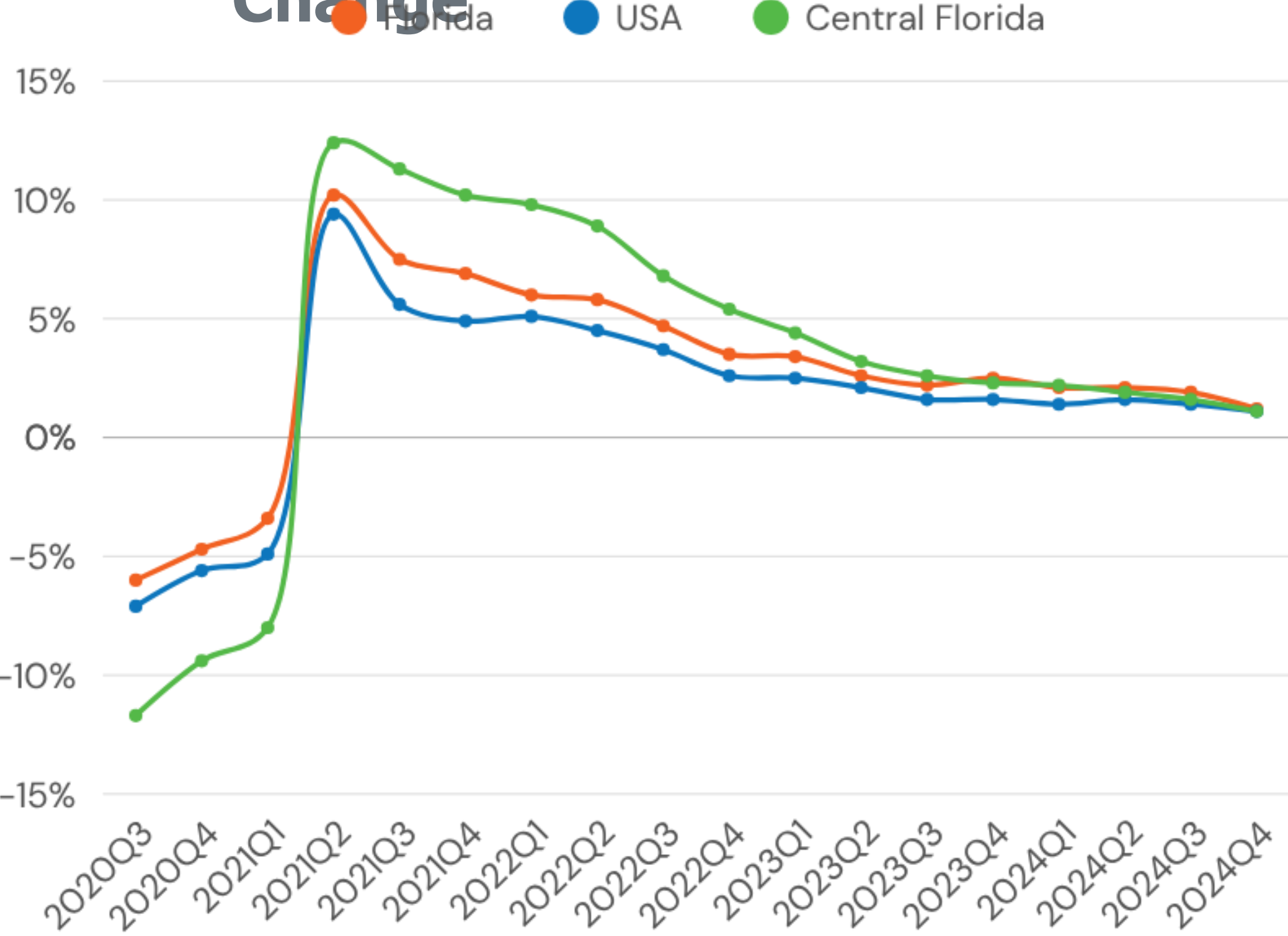


# EMPLOYMENT TRENDS

- In April 2025, nonagricultural employment in Orlando-Kissimmee-Sanford was **1,570,500**.
- The **labor force participation** in Central Florida, according to the latest data, was **63.1% in April 2025**, decreasing 0.2% since 2023. Pre-pandemic labor force participation rate was **62.70%**.

Source: [JobsEQ®](#) ; Lightcast  
Florida Department of Commerce, Bureau of Workforce Statistics and Economic Research

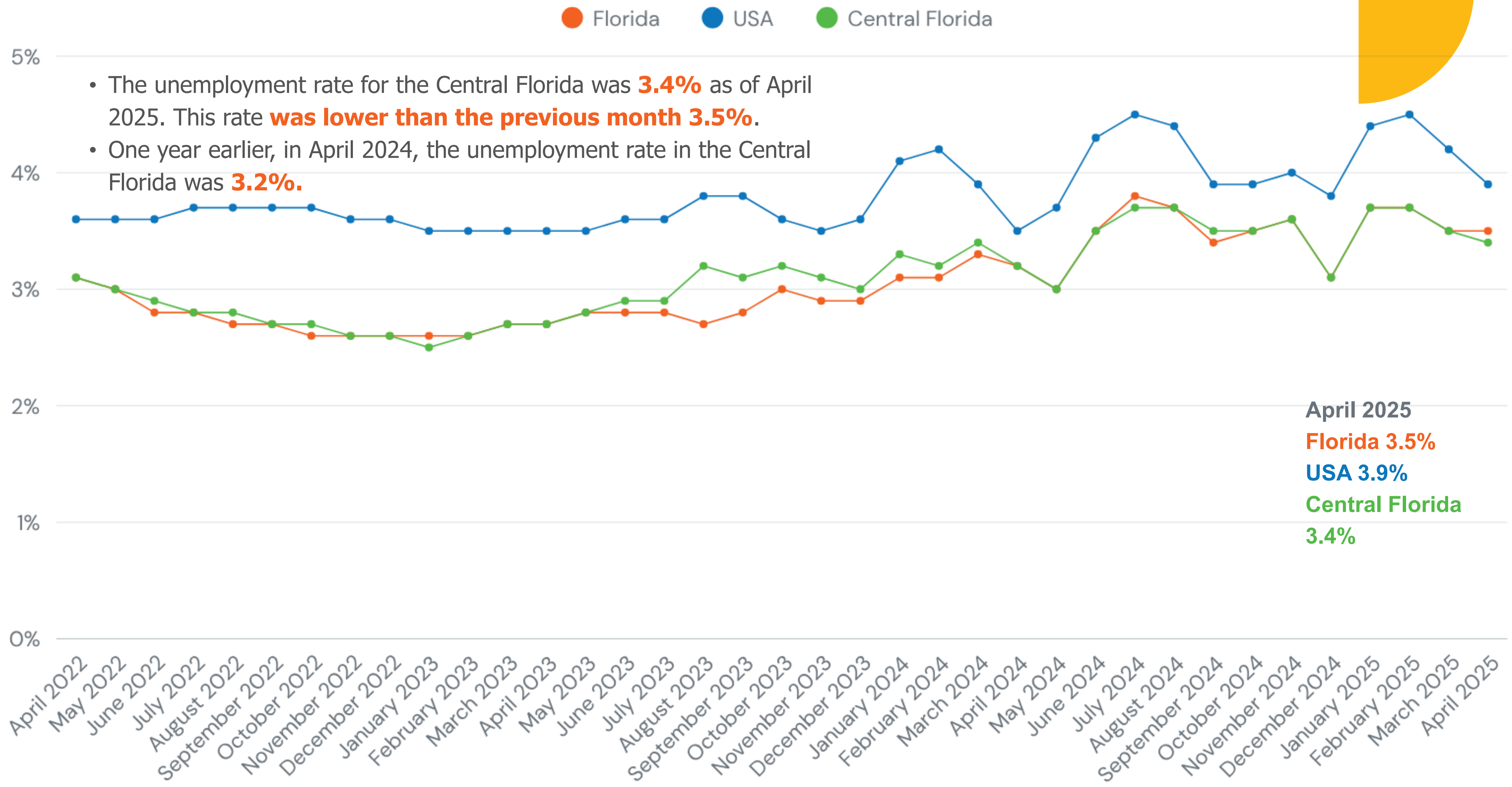
Employment YOY%  
Change



2024 Q4  
**Florida 1.2%**  
**USA 1.1%**  
**Central Florida 1.1%**



# UNEMPLOYMENT RATE

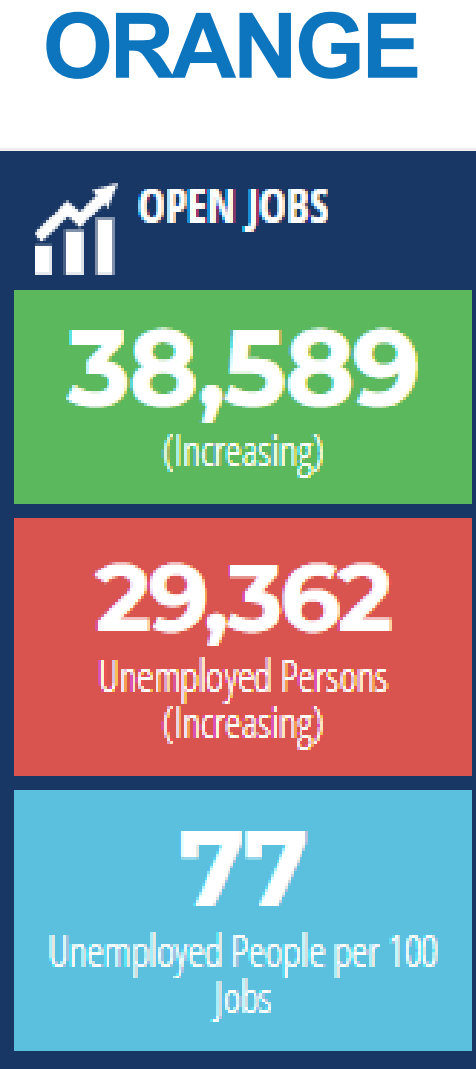


Source: U.S. Department of Labor. Bureau of Labor Statistics

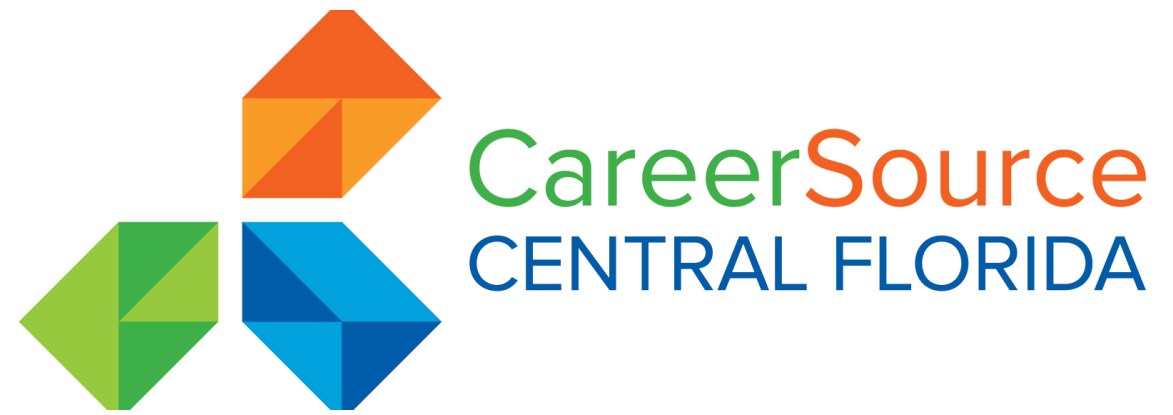


# JOB SEEKERS VS. OPEN JOBS

FOR EVERY 100 OPEN JOBS, 94 FLORIDIANS ARE LOOKING FOR WORK







# **TALENT SUPPLY SURVEY PROJECT**







# Central Florida Education Industry Consortium

June 13, 2025

*Advancing* Broad-based Prosperity™

EIGHT YEARS OF ECONOMIC IMPACT

**+30,000**  
New Jobs

**200**  
Projects

**\$3.6 Billion**  
In Capital Investment

**\$3.5 Billion**  
Annual Payroll



- About **RESEARCH & STRATEGY** at the OEP
- **CURRENT** Business Sentiment (through Q1 2025)
- Q2 Survey / **ORLANDO REGIONAL TALENT SUPPLY ANALYSIS**
- How **YOU** Can Help

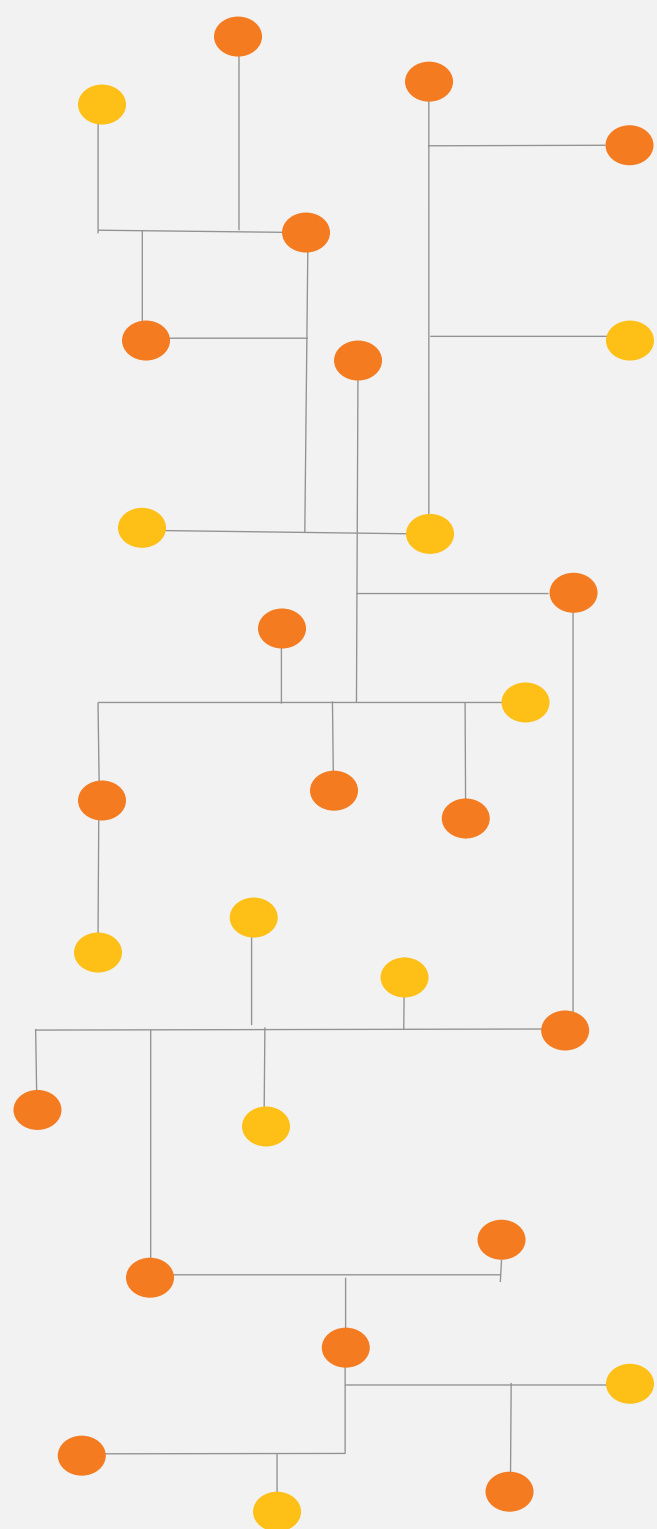


# Research & Strategy at the OEP

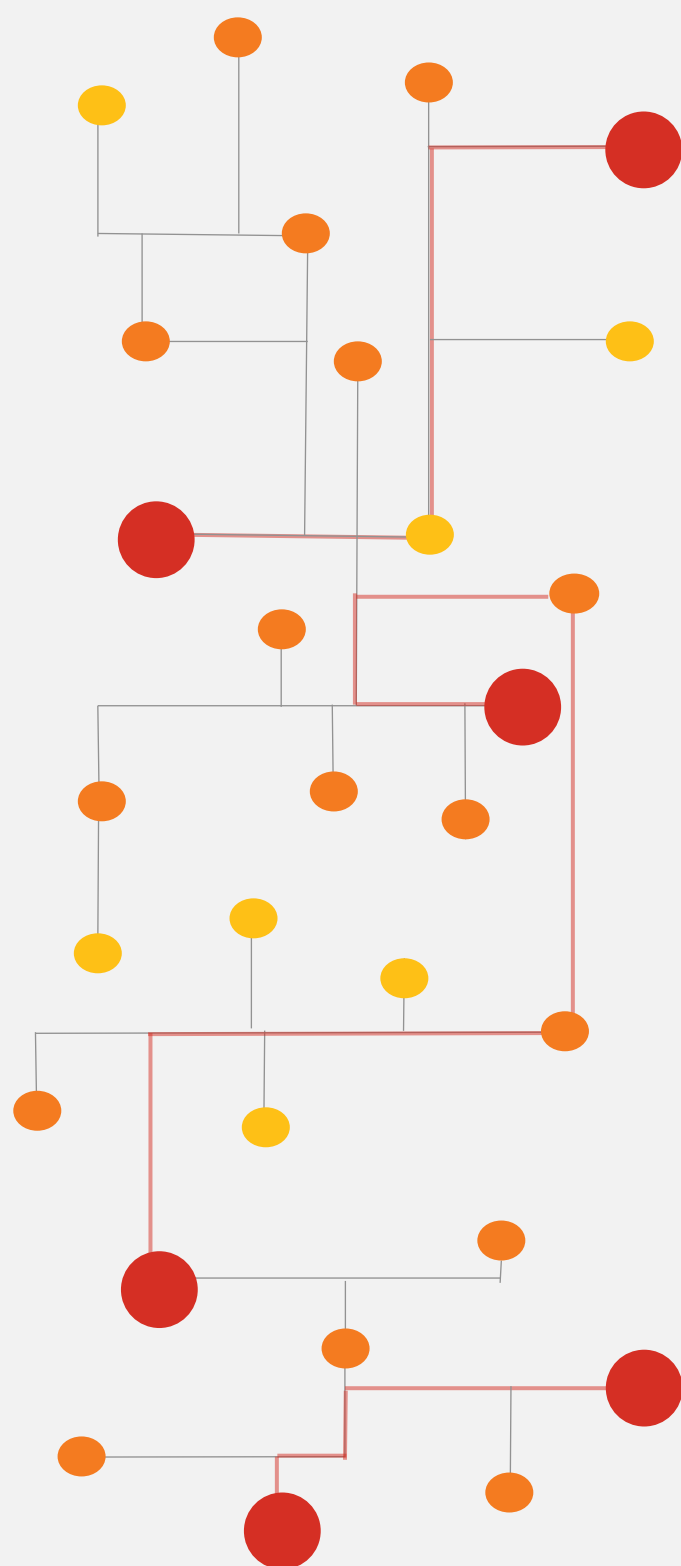
Data



Meaning

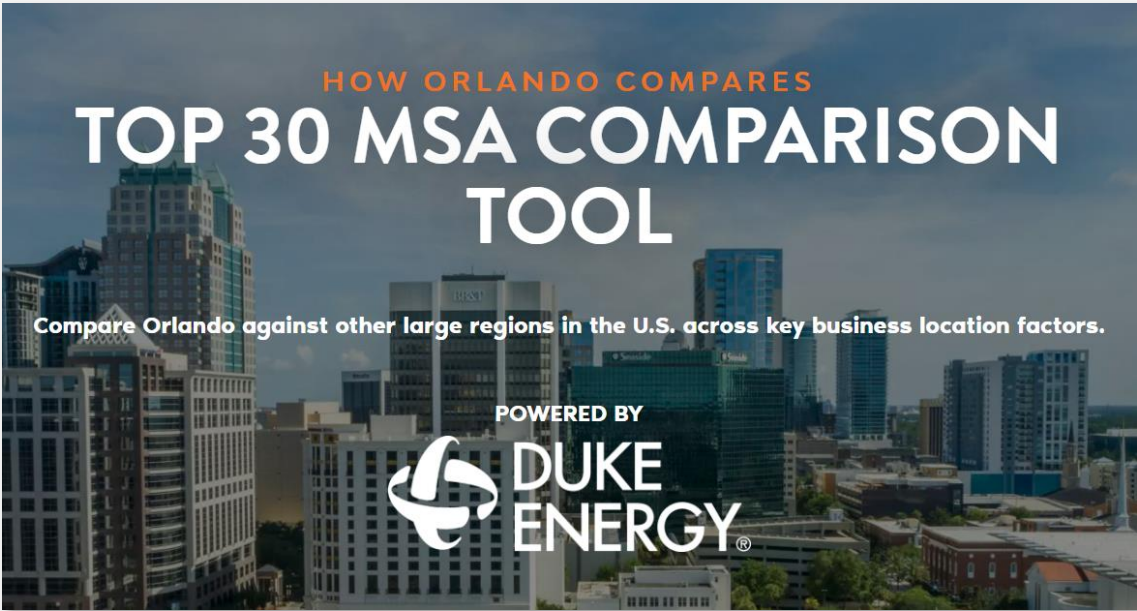



Insight





# Signature Outputs





# ORLANDO MSA MARKET SNAPSHOT | JANUARY 2025

### POSITIVE

**Business confidence** closed the third quarter up 41.2 percentage points from a year earlier as sentiment towards the national economy improved.

**Weekly wages** rose 8.5% in the year ending November, above the rate of inflation.

**Construction payrolls** expanded 5.3% between November 2023 and November 2024, the most of any sector in the region.

### NEGATIVE

**Preliminary data suggest total sales** declined year-over-year in December for the first time in 16 months, falling 4.3%.

**The region's labor force** contracted by nearly 20,400 in the year ending November 2024, approximately half the amount added in the corresponding period a year earlier.

**Home sales** fell 9.6% in November, the 10th consecutive year-over-year decline.

### NEUTRAL

**Unemployment** was unchanged in November at 3.5% as the region continued to inch towards a more balanced labor market.

**Orlando added 18,500 jobs** in the year ending November 2024, approximately half the amount added in the corresponding period a year earlier.

**Area hotels** reported an increase in occupancy in November despite a decline in passenger volume through local airports.

## BUSINESS ACTIVITY

		Current	Previous Month/Quarter	Year Earlier	Change from Previous	Change from Year Earlier
Total Sales <sup>1</sup>	Dec '24	\$16.6 billion	\$17.4 billion	\$17.2 billion	-5.3%	-4.3%
Florida Consumer Sentiment Index	Dec '24	86.4	81.1	69.5	5.3pp	16.9pp
Consumer Spending <sup>2</sup>	Dec '24	\$8.3 billion	\$8.5 billion	\$8.7 billion	-3.3%	-4.8%
VC Funding	Q3 '24	\$67.5 million	\$132.1 million	\$39.5 million	-49.0%	70.9%
Business Confidence	Q3 '24	82.1%	42.4%	40.9%	39.7pp	41.2pp
Revenue Expectations	Q3 '24	61.6%	53.5%	40.9%	8.1pp	20.7pp
Hiring Expectations	Q3 '24	28.0%	36.8%	34.8%	-8.8pp	-6.8pp

## LABOR MARKET

		Current	Previous Month	Year Earlier	Change from Previous	Change from Year Earlier
Labor Force	Nov '24	1,465,933	1,473,011	1,486,331	-0.8%	-1.4%
Employed	Nov '24	1,413,911	1,422,155	1,440,773	-0.6%	-1.9%
Unemployed	Nov '24	52,022	50,856	45,558	2.3%	14.2%
Orlando MSA	Nov '24	3.5%	3.5%	3.1%	0.0pp	0.4pp
Lake County	Nov '24	3.8%	3.8%	3.3%	0.0pp	0.5pp
Orange County	Nov '24	3.4%	3.3%	2.9%	0.1pp	0.5pp
Osceola County	Nov '24	4.0%	3.9%	3.5%	0.1pp	0.5pp
Seminole County	Nov '24	3.4%	3.3%	2.9%	0.1pp	0.5pp
Average Weekly Wage	Nov '24	\$1,095.07	\$1,070.26	\$1,008.86	2.3%	6.5%
Job Postings	New Nov '24	23,326	26,261	23,027	-11.2%	1.3%
Total	Nov '24	59,690	61,056	62,703	-2.2%	-4.8%

1/9/2025

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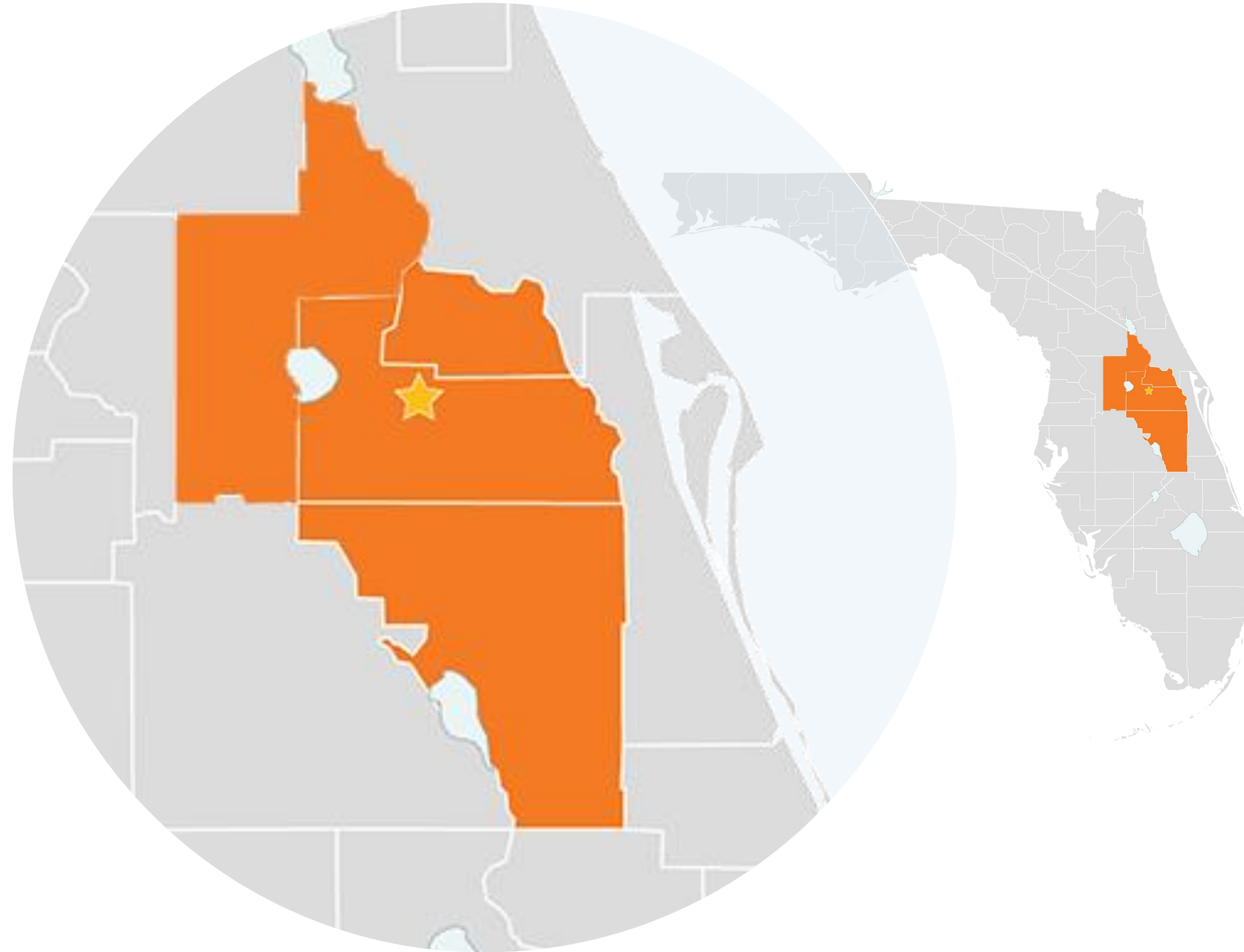


# Signature Outputs



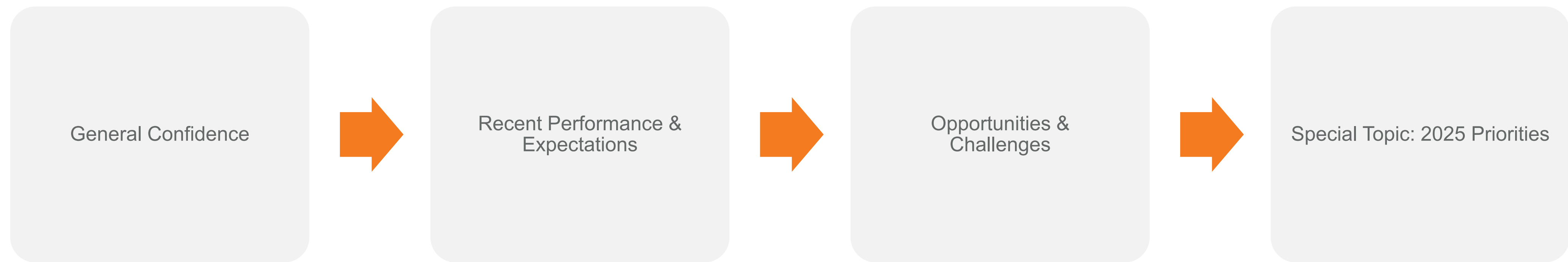


# Orlando MSA



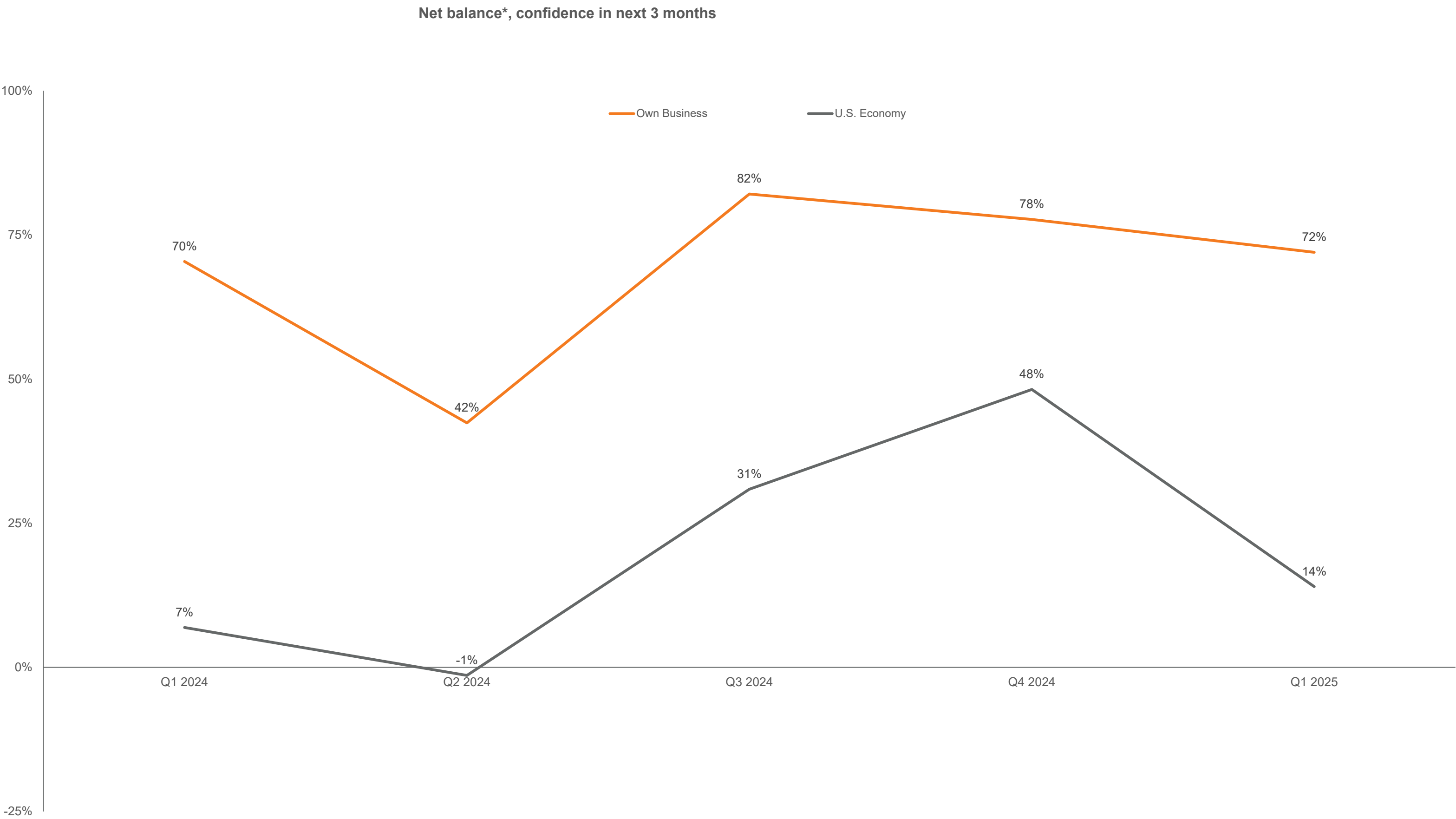


# Results: Q1 2025 Business Conditions Survey





# Local business confidence in the national economy fell sharply in the first quarter amid considerable policy uncertainty.



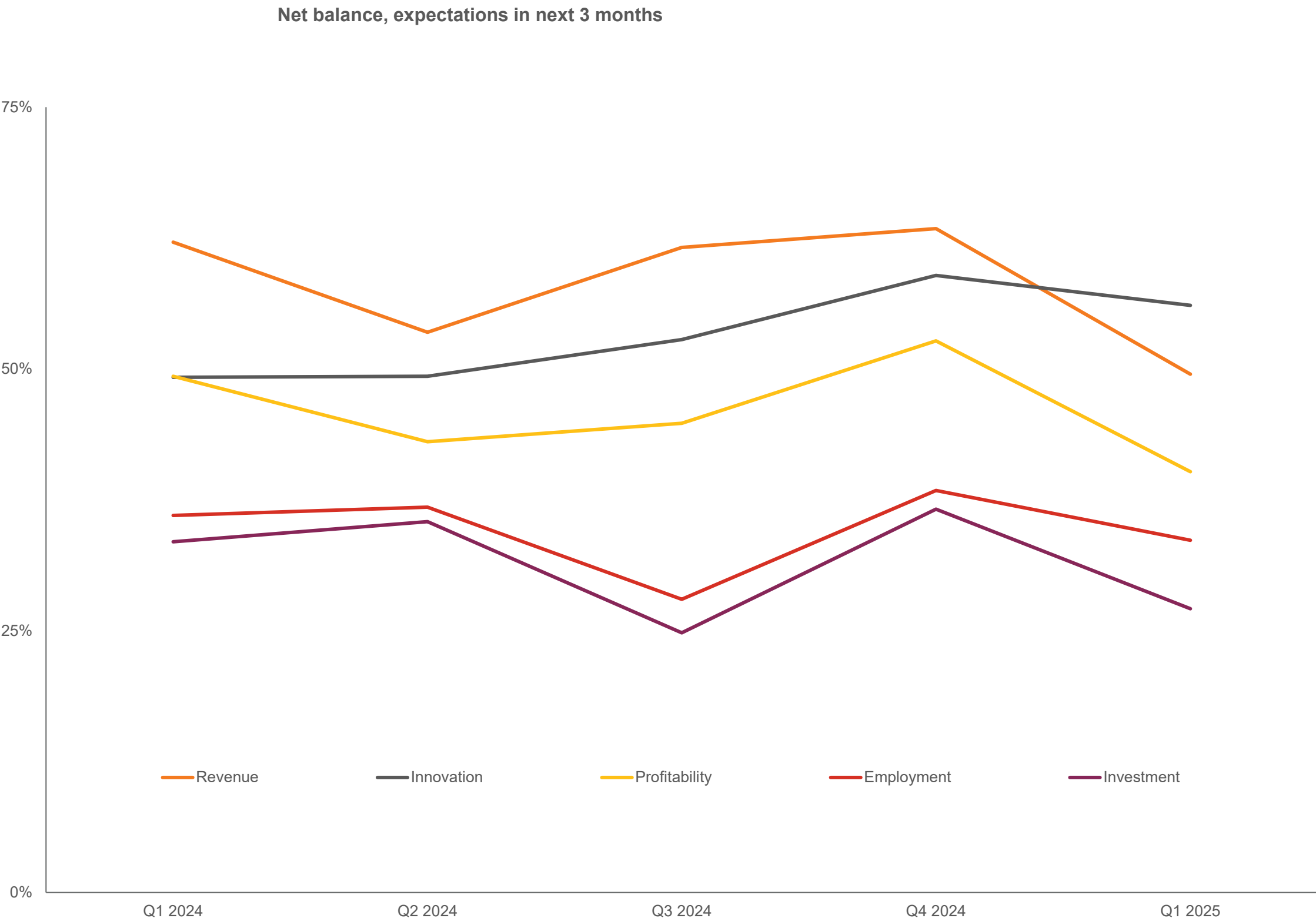
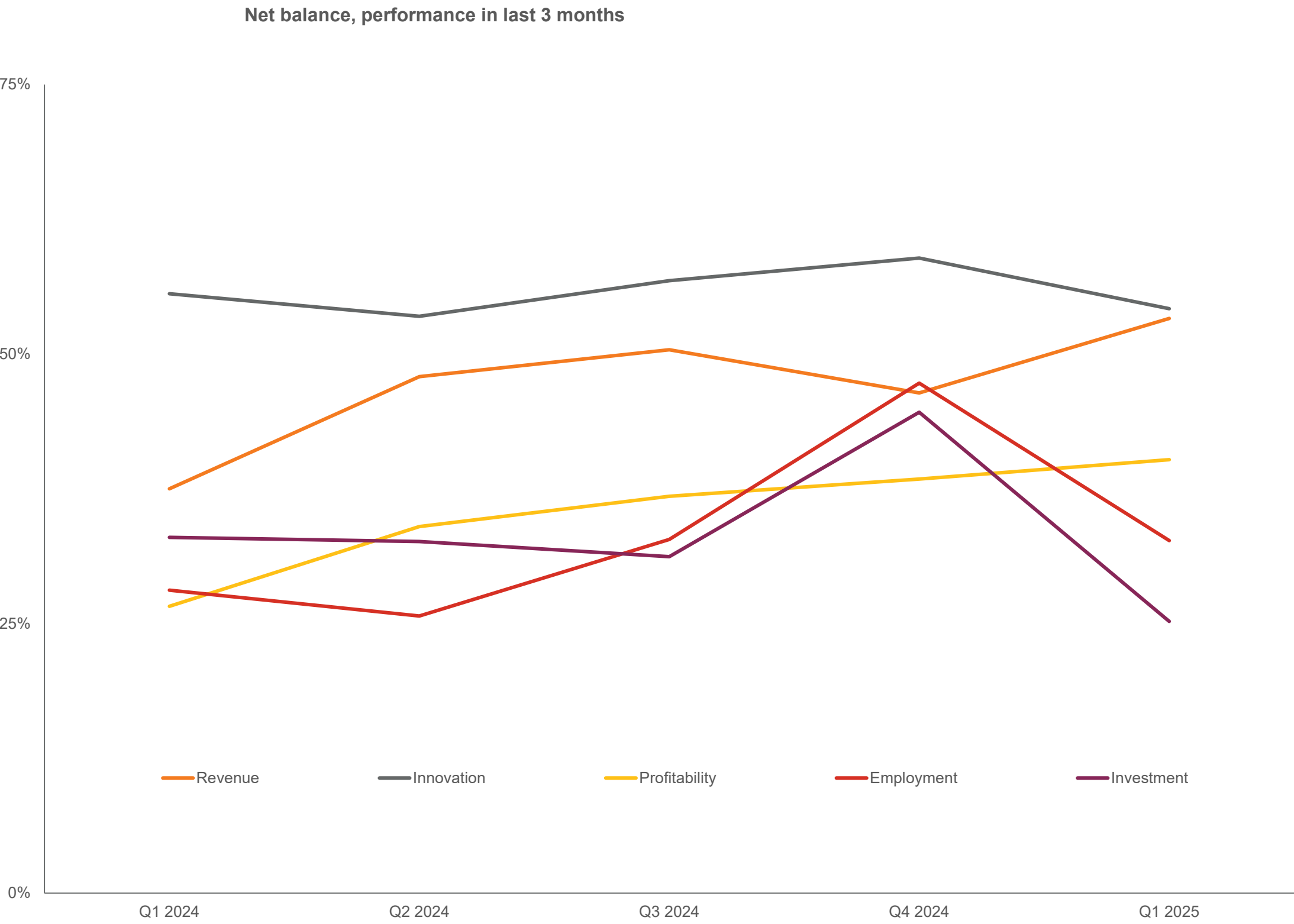
*\*percentage of businesses confident in economic outlook less percentage not confident*  
*Source: Orlando MSA Business Conditions Survey, Orlando Economic Partnership*





# Revenue rebounded from Q4 2024 but hiring and investment retreated, and future expectations weakened across all areas.

Looking Back ← → Looking Forward

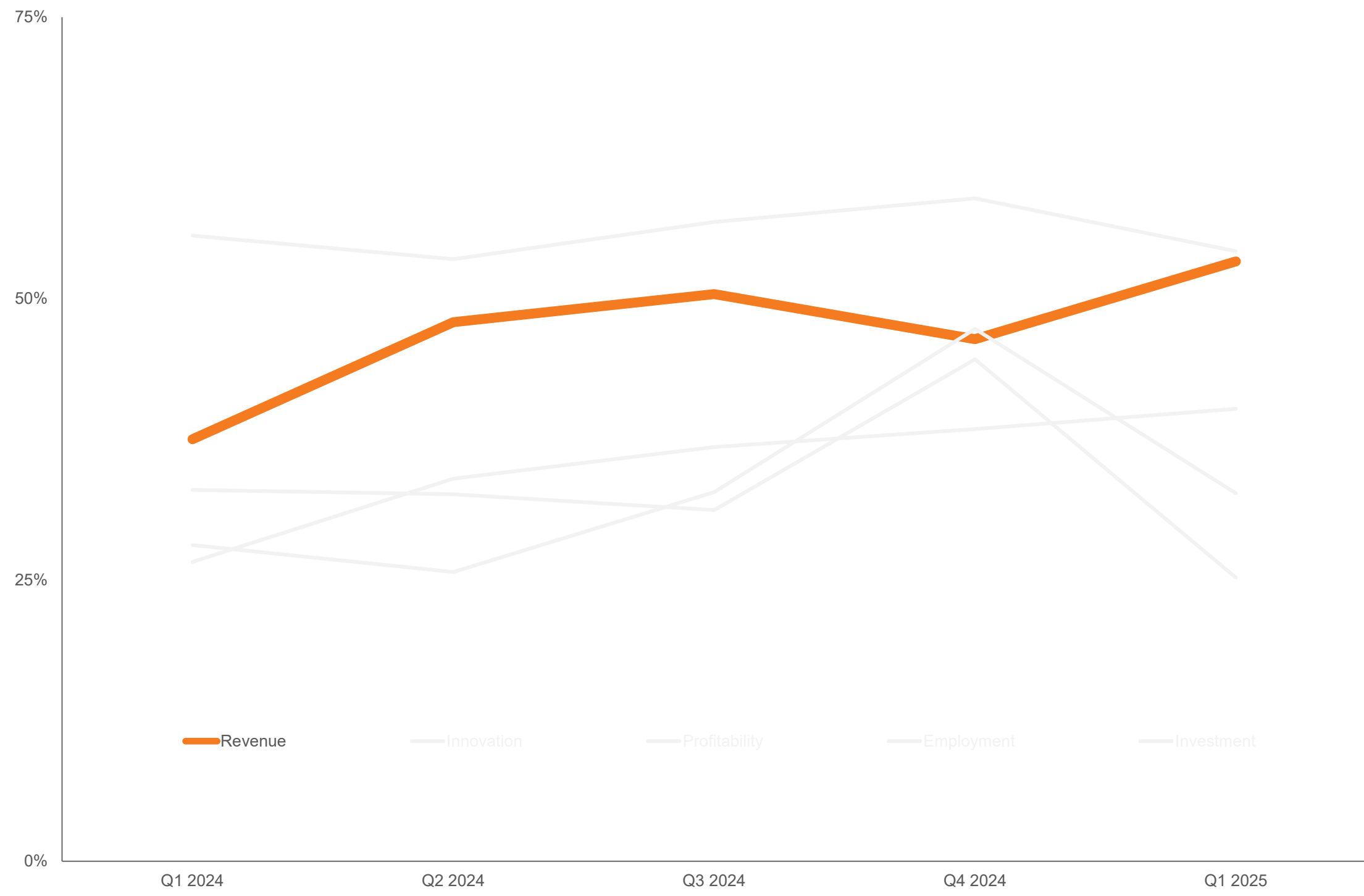


Source: Orlando MSA Business Conditions Survey, Orlando Economic Partnership





Net balance, performance in last 3 months

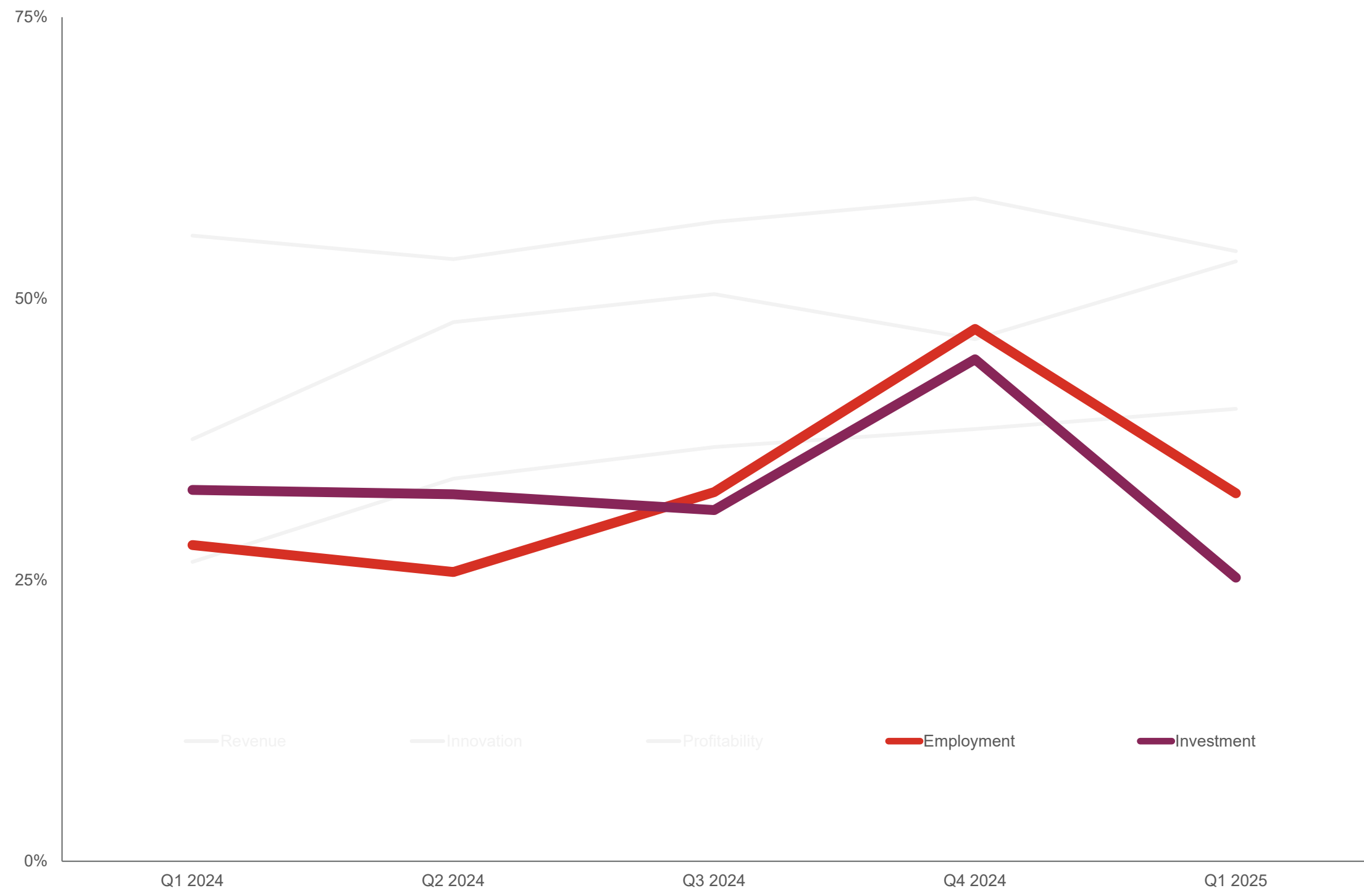


Net balance, expectations in next 3 months



Source: Orlando MSA Business Conditions Survey, Orlando Economic Partnership

Net balance, performance in last 3 months

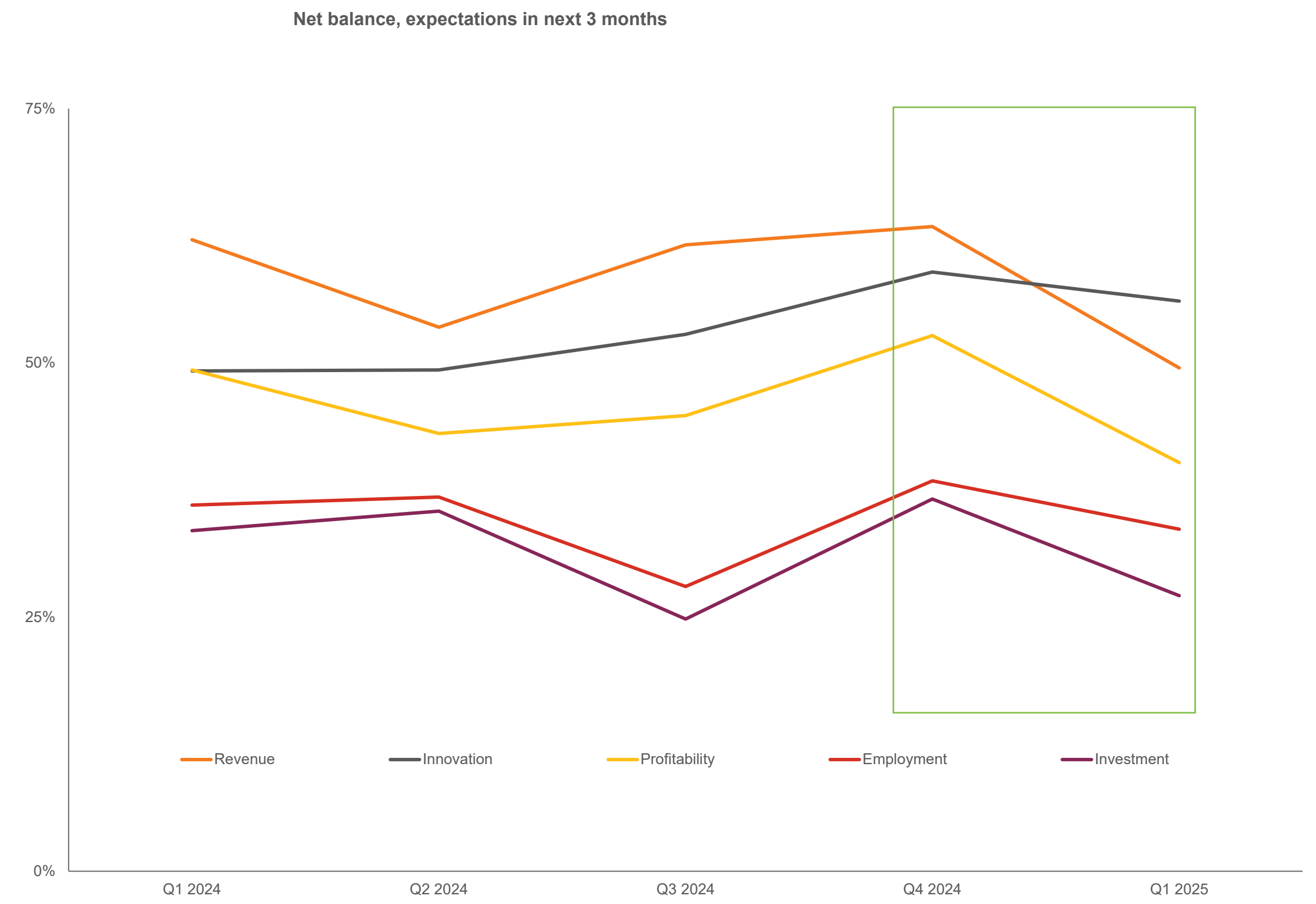
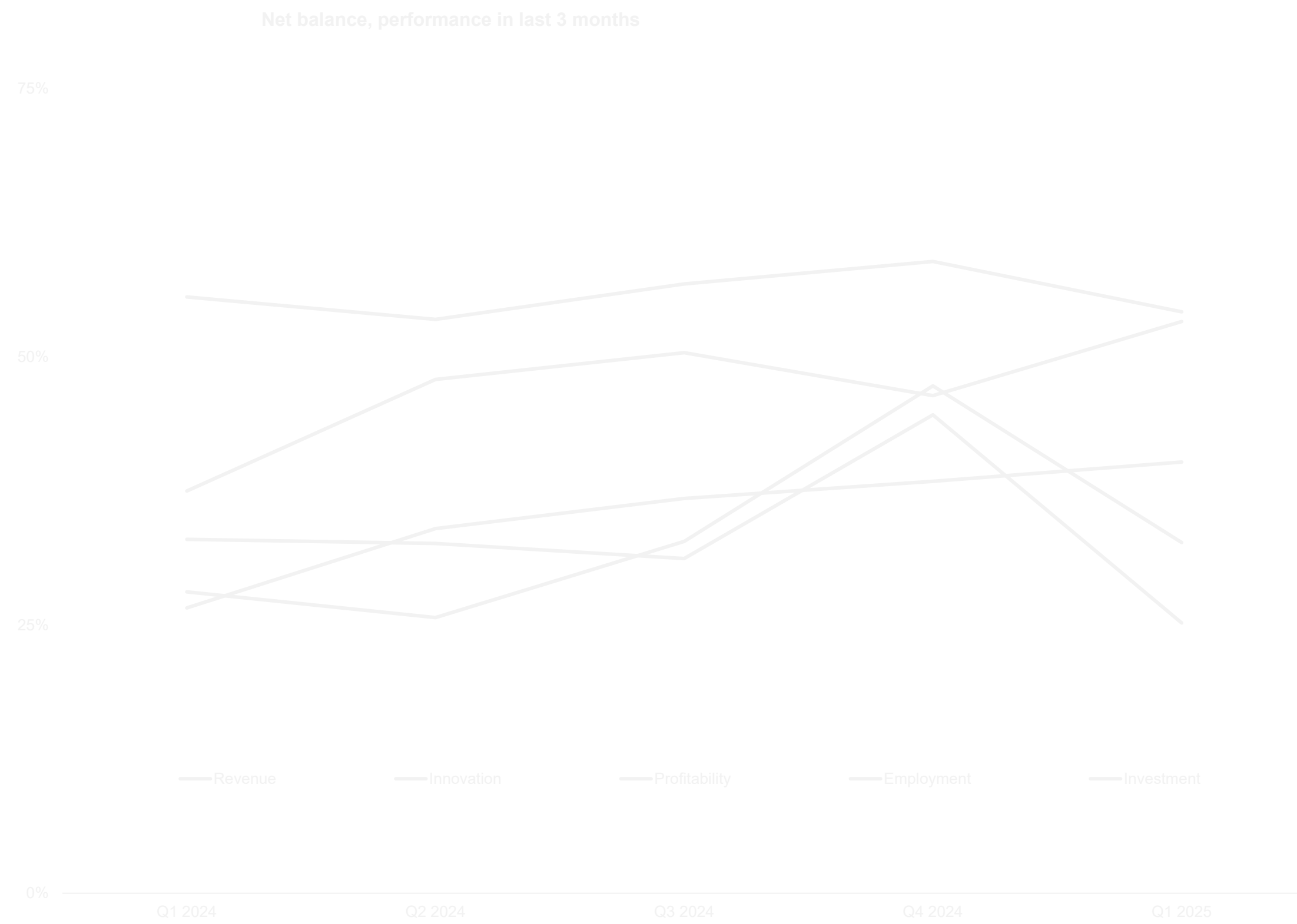


Net balance, expectations in next 3 months



Source: Orlando MSA Business Conditions Survey, Orlando Economic Partnership

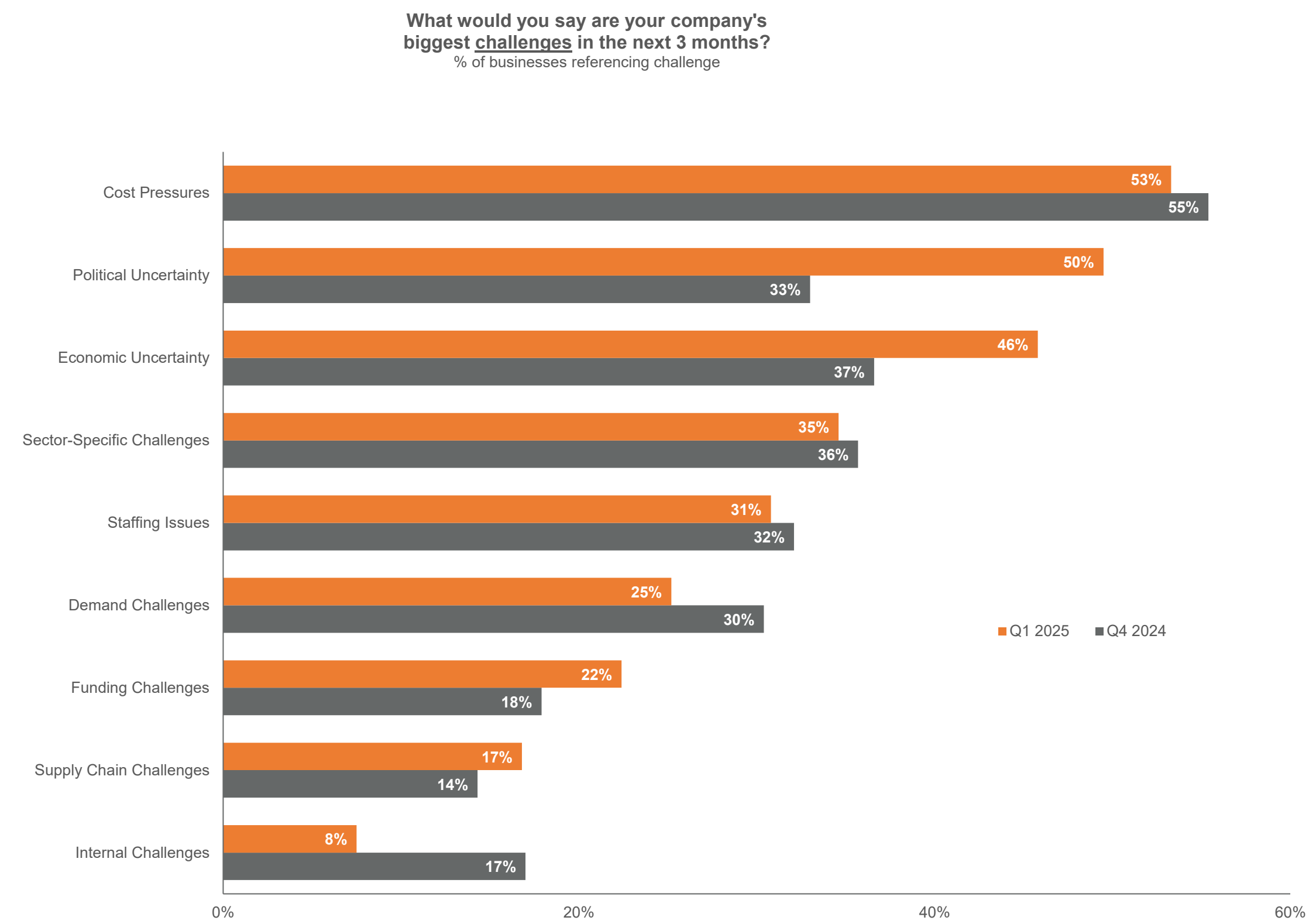
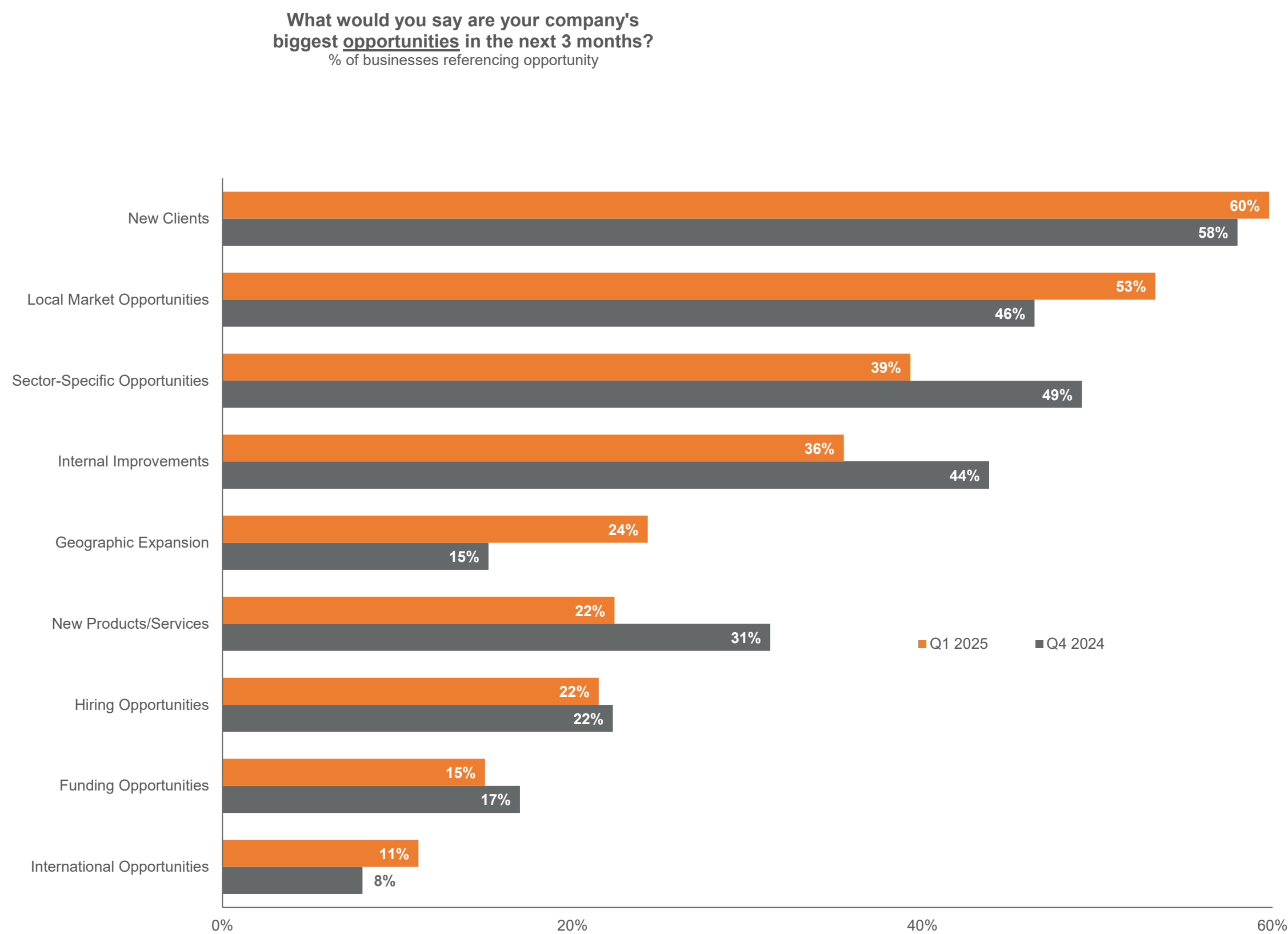




Source: Orlando MSA Business Conditions Survey, Orlando Economic Partnership



# Businesses appear to be turning to the local market for growth opportunities as national events play out.

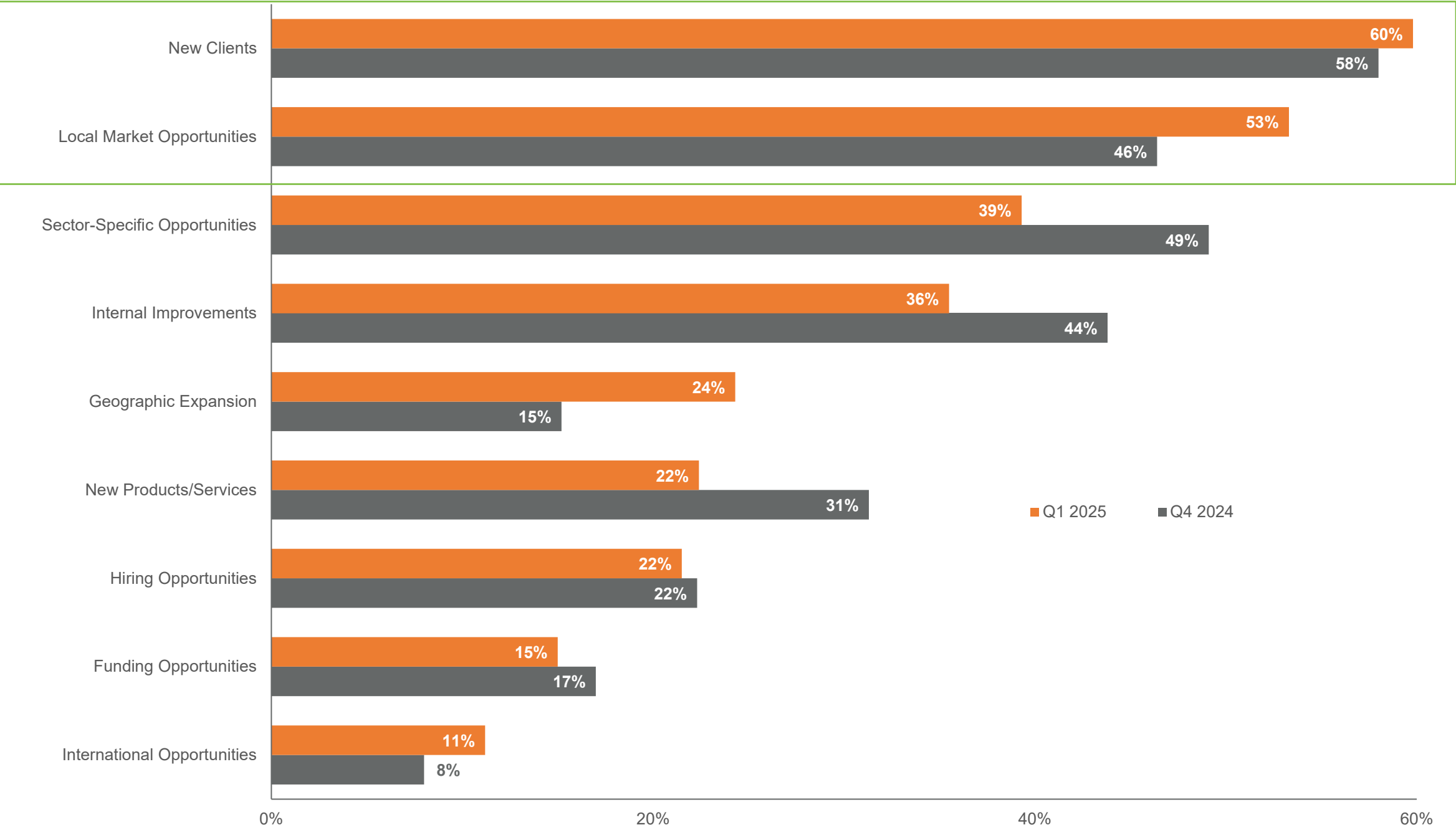


Source: Orlando MSA Business Conditions Survey, Orlando Economic Partnership

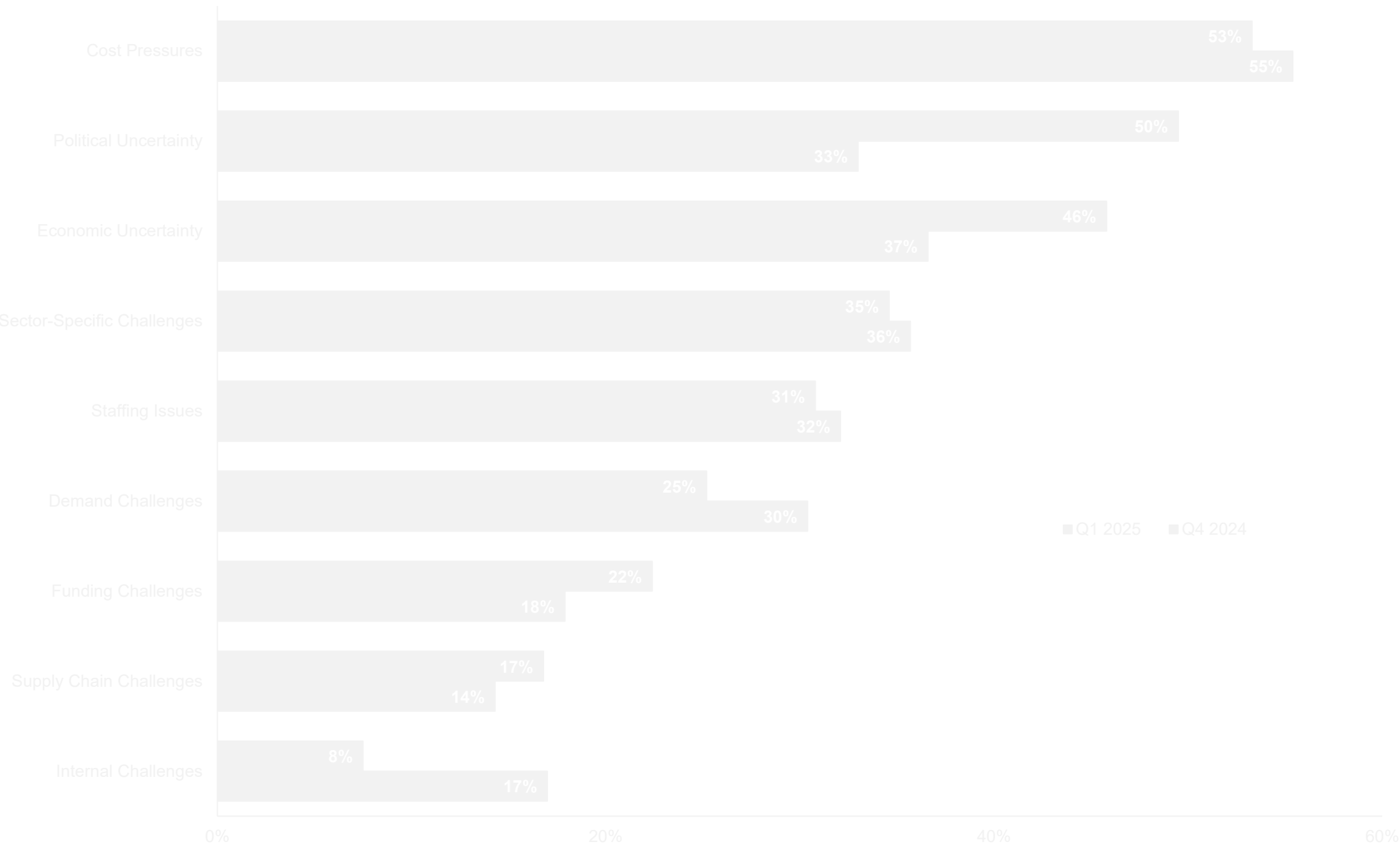




What would you say are your company's biggest opportunities in the next 3 months?  
% of businesses referencing opportunity



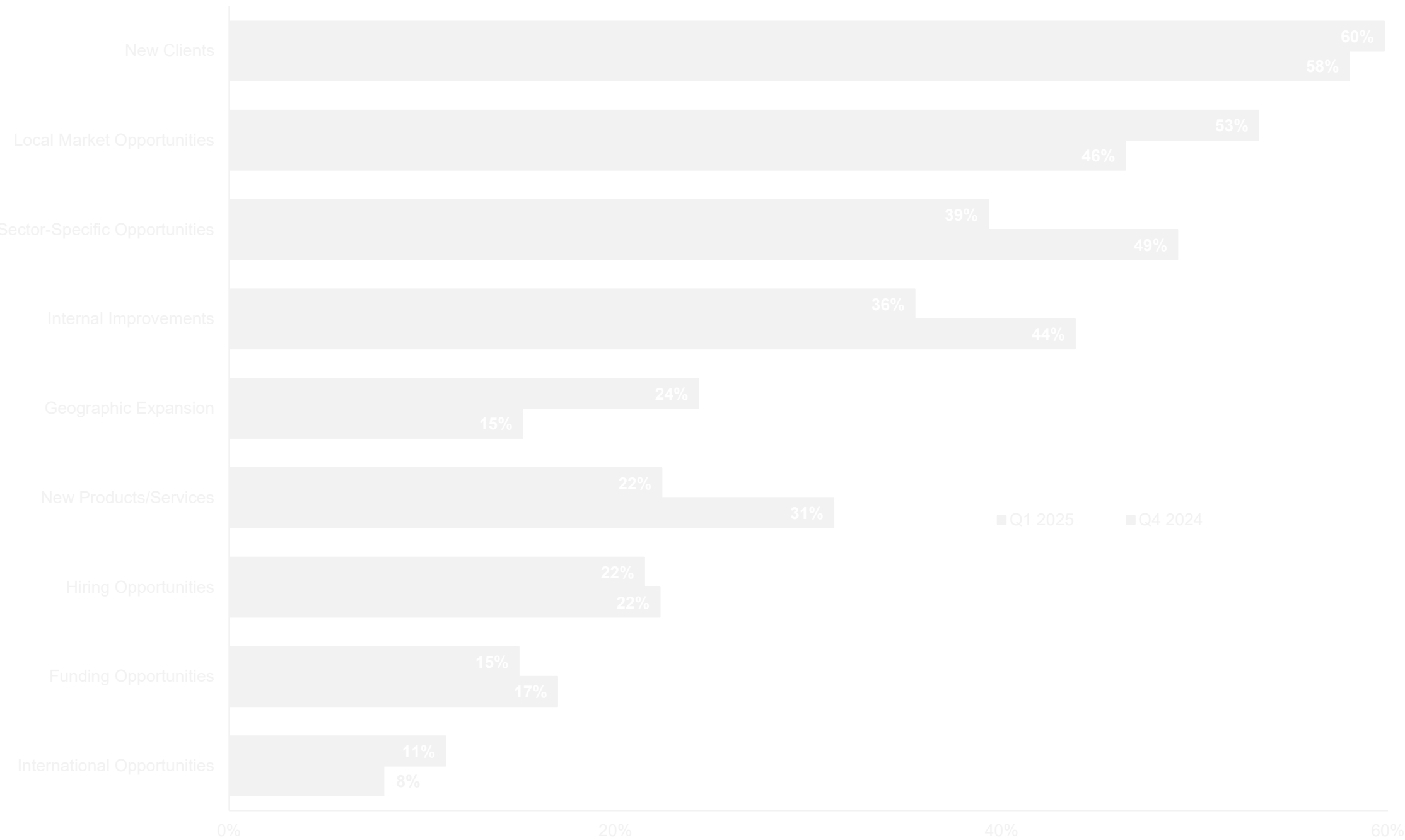
What would you say are your company's biggest challenges in the next 3 months?  
% of businesses referencing challenge



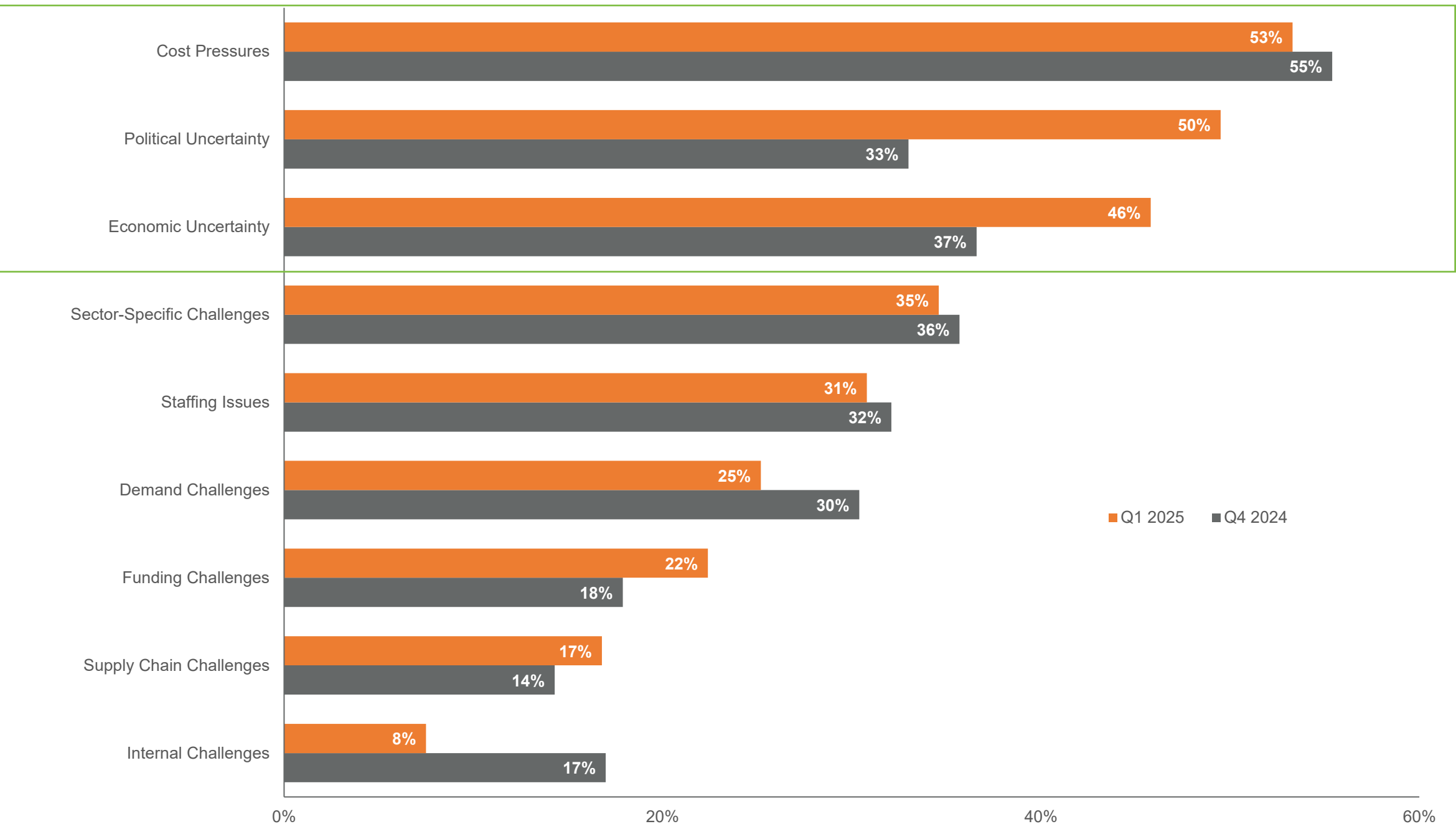
Source: Orlando MSA Business Conditions Survey, Orlando Economic Partnership



What would you say are your company's biggest opportunities in the next 3 months?  
% of businesses referencing opportunity



What would you say are your company's biggest challenges in the next 3 months?  
% of businesses referencing challenge

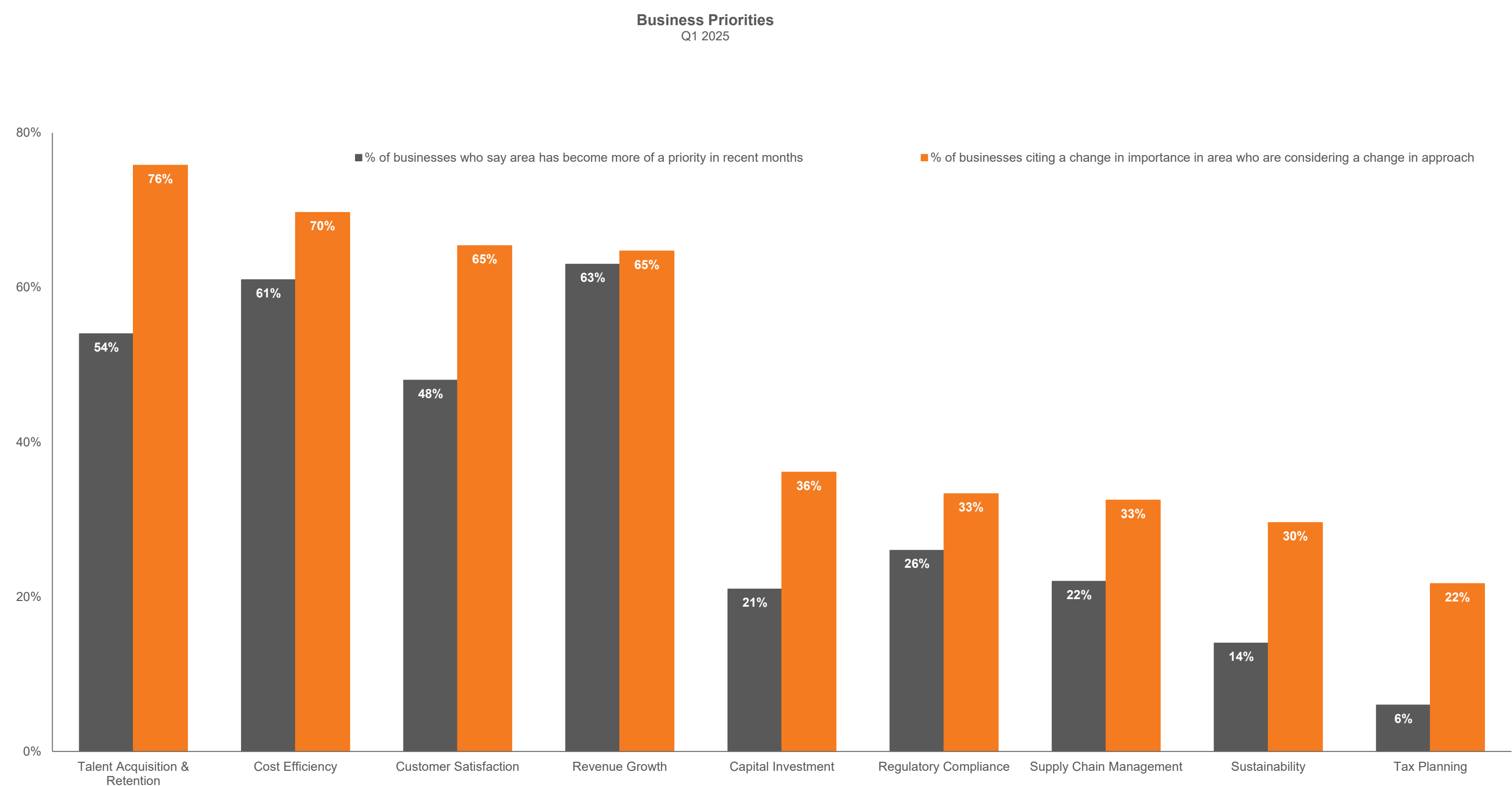


Source: Orlando MSA Business Conditions Survey, Orlando Economic Partnership





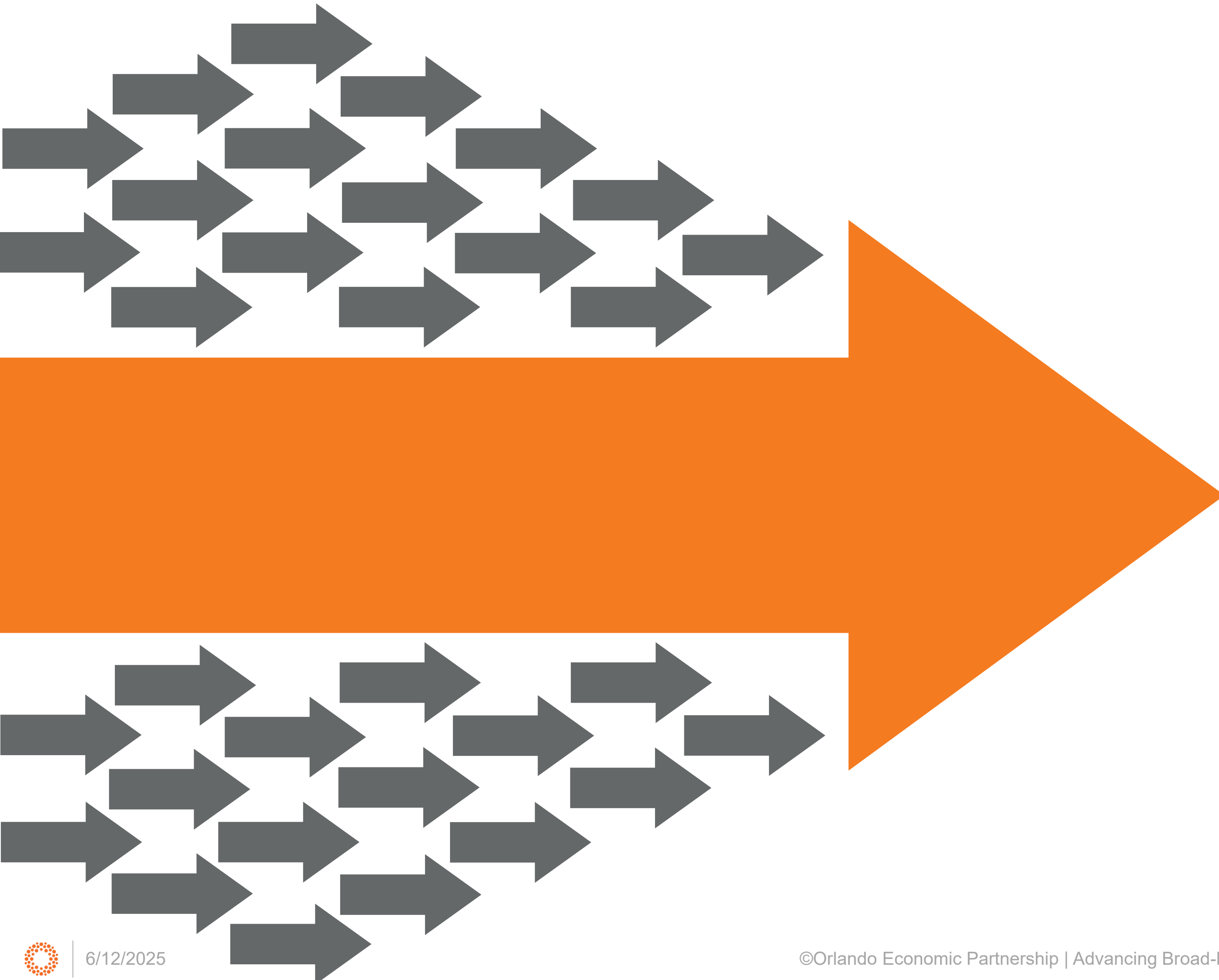
# Talent acquisition and cost efficiency are emerging as key strategies to navigate uncertain outlook as businesses increasingly look inward.



Source: Orlando MSA Business Conditions Survey, Orlando Economic Partnership



# What's Next



Exploring Talent in Q2  
with the  
**Orlando**  
**Regional Talent Supply**  
**Analysis**



# Orlando Regional Talent Supply Analysis

## Purpose

- Identify **talent needs** to meet
- short-term employer demand
  - long-term aspirations from ***Orlando 2045 Vision***

## Goal

Provide a **roadmap** to prepare the workforce for a changing economy

## Focus Areas

- Workers **already** here
- Workers who **move** here each year
- New **graduates** who join the workforce each year

## Key Drivers

- Emerging trends (**AI, automation**)
- Determine the **critical skills** needed for Orlando's future economy

# Orlando Regional Talent Supply Analysis

## Approach

Quantitative data from secondary sources



Qualitative feedback from the



Q2 2025 Orlando  
MSA Business  
Conditions Survey

## Q2 Special Topic

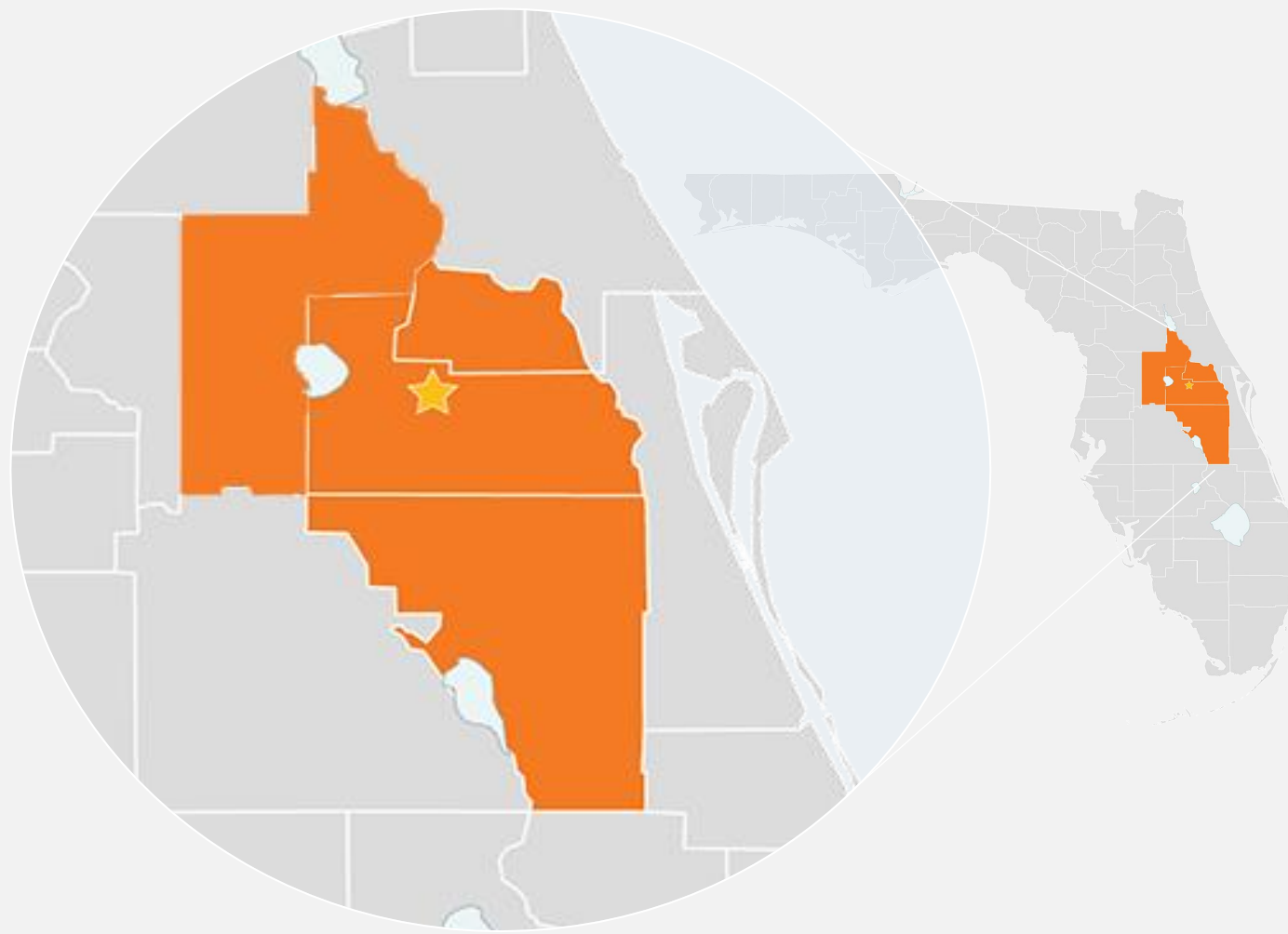
Organized around **3 key talent areas**:

1. Assessment of current workforce
2. Experience in the labor market in the last year
3. Workforce expectations over the next 5 years



# Orlando Regional Talent Supply Analysis

Survey open to Lake, Orange, Osceola, and Seminole county businesses.



Takes 10 minutes.

Key dates:

Jun 30: survey closes

July/Aug: analysis/desktop research

*Aug 31: draft report ready for stakeholder review*

Sep: report launch

# How You Can Help

- Include the survey as an entry in any regular **upcoming communications**/newsletters
- Promote on **social channels**, including sharing posts by the OEP
- Include a slide at the end of any **local presentation** before June 30<sup>th</sup>
- **Invite us** along to any meetings that make sense





ORLANDO MSA BUSINESS CONDITIONS SURVEY  
IN SUPPORT OF

# The Orlando Regional Talent Supply Analysis



*Add your voice.  
Improve your understanding of  
our economy.*

Powered by



[orlando.org/survey](https://orlando.org/survey)



*Add your voice to the  
Regional Talent  
Supply Analysis.*

# Thank you

sara.reynolds@orlando.org

*Advancing* Broad-based Prosperity™

EIGHT YEARS OF ECONOMIC IMPACT

**+30,000**  
New Jobs

**200**  
Projects

**\$3.6 Billion**  
In Capital Investment

**\$3.5 Billion**  
Annual Payroll







**Institutional Initiatives to prepare students for the Workforce**  
**Creating a Career-Ready Campus**

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**CSCF & UCF Education and Industry Consortium Meeting**

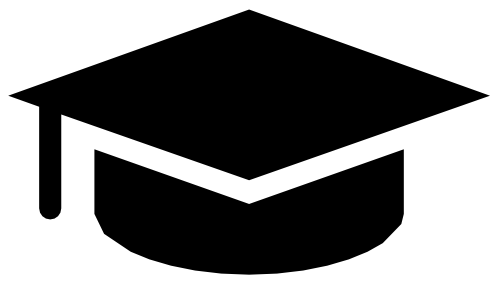
*June 13, 2025*

# Career Readiness Has to Be Everyone's Business



The number of **good jobs** in Florida for workers with bachelor's degrees **will grow by 15 million** between 2024-2031.

*(Center on Education and the Workforce 2031 Projections Report)*



- 17% of graduating students that plan on seeking employment **have not yet started their job searches** by Commencement.

*(UCF Operational Excellence and Assessment Support, First Destination Survey, Undergraduate Students 2023-2024)*



- 43% of graduating students that plan on continuing their educations **have not yet applied** to an institution.

*(UCF Operational Excellence and Assessment Support, First Destination Survey, Undergraduate Students 2023-2024)*



# Kenneth G. Dixon Career Development Center

- Career exploration, planning and preparation
- Internships and co-ops
- Undergraduate research opportunities
- Graduate and professional school preparation
- Other High-Impact Practices (HIP)





# Strada Education Foundation Grant

- 1 of the 8 universities chosen for career services innovation
- Focus on developing innovations in career services
  - Curriculum Integration
  - Career Readiness Training for Coaching Community
  - Technology
- Designing, implementing, and evaluating new approaches
- Alignment with education-to-career guidance principles

# strada

EDUCATION FOUNDATION





# Embedding Career Readiness at UCF



1 CURRICULUM  
INTEGRATION



2 PROFESSIONAL  
DEVELOPMENT FOR  
FACULTY/STAFF



3 CAREER SERVICES  
TECHNOLOGY

# CURRICULUM INTEGRATION

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# HIP Course Designations and AAC&U Framework



- **Service Learning (SL)**: Learning out of the classroom by partnering with non-profits, public schools, and government agencies, to work on philanthropic projects.
- **Integrative Learning Experience (IE)**: Students have a chance to explore integrative pathways that connect the core knowledge and skills of their major to real-world professional and civic contexts.
- **Research Intensive (RI)**: Curriculum-based active engagement in a guided line of inquiry that adheres to some aspect of the research or academic scholarship process and includes a research deliverable.
- **Global Learning (GL)**: Students develop intercultural competencies through analysis of symbiotic, international systems and their impacts on humanity.



# Career Integration Course Designations

## Career Foundations

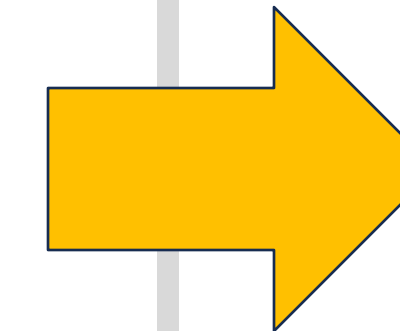
Focuses on early career exploration and introduction to career readiness concepts

*Piloting May 2025*

## Career Intensive

Focused on hands-on application of NACE Career Readiness Competencies

*In development*



4 Options Proposed:  
Professionalism,  
Communication,  
Teamwork, & Critical  
Thinking







## Don't Cancel That Class

- UCF faculty can request a speaker to cover career topic(s) when they need to cancel a class:
- Research or internship experience
- Plan for graduate school
- Career exploration
- Employability skills

 Career Services

# DON'T CANCEL THAT CLASS

**ENGAGE YOUR STUDENTS TODAY!**

Don't let unexpected absences disrupt your students' learning. Sign up now for Career Services' **"Don't Cancel That Class"** initiative!


Transform your canceled class time into a valuable career readiness session. Slots are filling up fast—ensure your students stay on track. Act now to secure your spot and make every class count!



**"I found the sessions very helpful and learned more about what Career Services makes available for students. The emphasis on a current deficit in graduates' soft skills is one that needs to be addressed in all of our classes."**  
-Dr. Danielle Pratt, College of Undergraduate Studies

**"I learned so much on how to better prepare my students for their career."**  
-Dr. Ilenia Colón Mendoza, College of Arts and Humanities

Scan to request a session



**CONTACT US:**  
☎ (407) 823-2361 ✉ [careereducation@ucf.edu](mailto:careereducation@ucf.edu)



# TRAINING OPPORTUNITIES

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# Classroom to Careers Track FCTL Institute

## 3 Day Professional Development Track

Select faculty participants attend a series of presentations and working sessions on infusing career readiness in the classroom and learning about Career Services resources and support

## Outcome

Faculty participants will submit their course for a review process to receive one of two Career Readiness course designation levels



## **Career Champion: Instructor-Level Recognition**

**2020-2021:** Career Champions program pilot formed from the UIA BGEE project, focused on integrating NACE Competencies into course syllabus

**2025 Draft Program:** New online training course on career theory, NACE Competencies, and syllabus integration

**Completers:** Digital badge, completion certificate, and letter of recognition to department chair



UNIVERSITY  
INNOVATION  
ALLIANCE







# Work+

SKILLS FOR TODAY, SUCCESS FOR TOMORROW

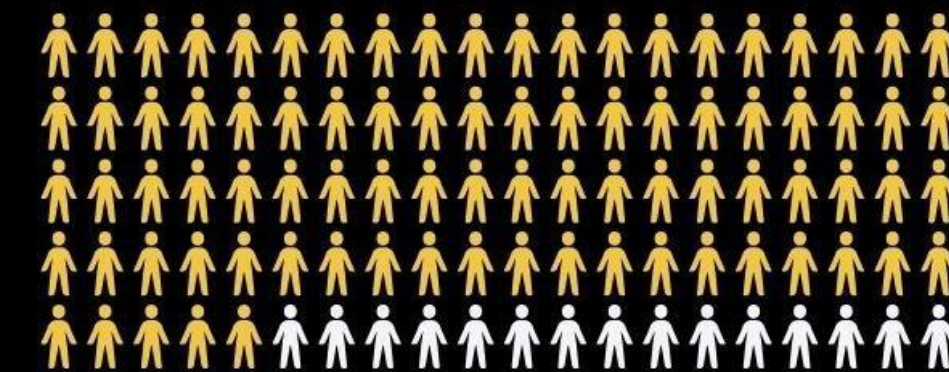
- UCF Work+ connects learning and on-campus work
- Supports supervisors of student employees
- Provides tools for career-oriented opportunities
- Focuses on students balancing work and academics
- Supervisors help align tasks with career goals
- Turns on-campus jobs into growth opportunities

## UCF WORKING LEARNERS & THEIR SUPERVISORS

- UCF has 1,168 supervisors
- 3,733 student employees



Of these 3,733 working learners at UCF, 3,163 are undergraduate working learners.



OF WORKING  
LEARNERS  
ARE FIRST-  
GENERATION

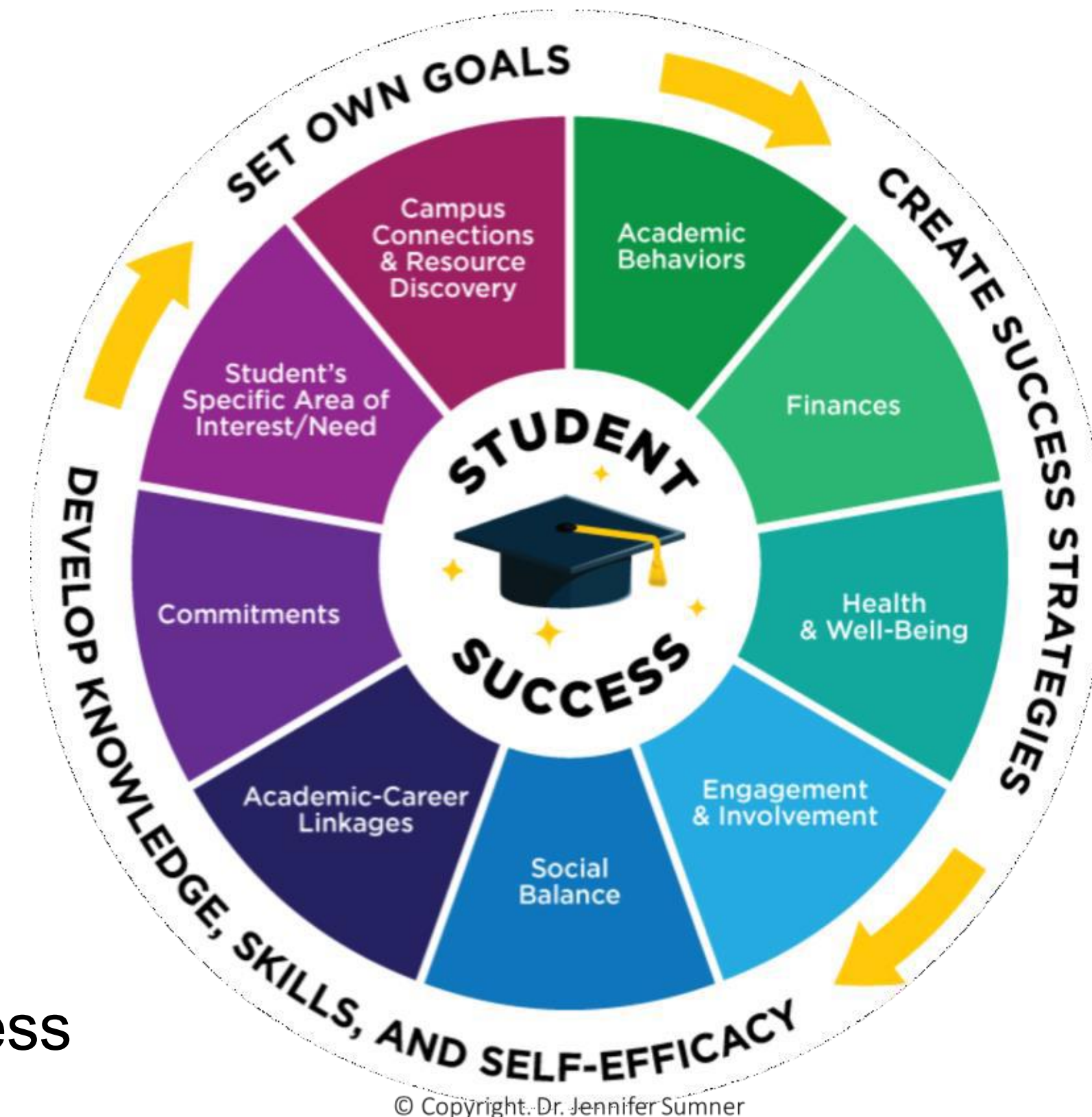


OF WORKING  
LEARNERS  
ARE LOW-  
INCOME



## Connect with the Coaching Community

- Starting April 2025, Career Services will partner with ASC leadership to facilitate intensive career development training for coaches to foster intentional career conversations between ASCs and their assigned students.
- UCF Currently employs 150+ Academic Success Coaches
- Academic Success Coaching model:
  - Assigns students with a college-based Academic Success Coach (ASC) to work together from orientation to graduation
  - Work together to establish goals/academic plans and monitor success
  - Assigned ASC is both academic advisor and success coach
- Training will include career development theory, assessment review and interpretation, and strategies to respond/refer



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# CAREER SERVICES TECHNOLOGY

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## Supporting Faculty and Staff At-Scale


 **handshake**



 **vmock**

 **Focus<sup>TM</sup> 2**  
MAJOR SELECTION AND CAREER DECISION MAKING STARTS HERE








# Career Services Toolkit

FOR UCF FACULTY & STAFF

Welcome to our online resource library for UCF Faculty & Staff!

In this **Career Services Toolkit**, you will find lesson plans, presentations, and assignment ideas to include in your curriculum. We want to help your students connect their classroom experience to their careers! Our modules are available for you to use and refer to in instructing your students on popular career topics and assign useful career readiness tasks.

-  [Start Here](#)
-  [Toolkit Modules](#)
-  [Resources](#)
-  [Stay Up-to-Date](#)

Our staff will share relevant news and upcoming events in Announcements. Those that are student-facing will be made available in Canvas Commons for you to import into your course announcements. Review this [How-To-Import-Announcements](#) guide to start sharing Career Services news and events with your students!

For questions, please contact [careereducation@ucf.edu](mailto:careereducation@ucf.edu)



## Career Services Toolkit for Faculty & Staff

- Online toolkit with instructional materials and resources for faculty and staff:
  - Sample lesson plans and presentations
  - Plug-and-Play assignments and activities
  - Access to resources to support classroom and advising activities



“We now know that students need career readiness interventions early and often in their campus experience, and that career readiness must be integrated into their classroom experience and across campus.”

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*Dr. Alexander N. Cartwright*  
*UCF President*



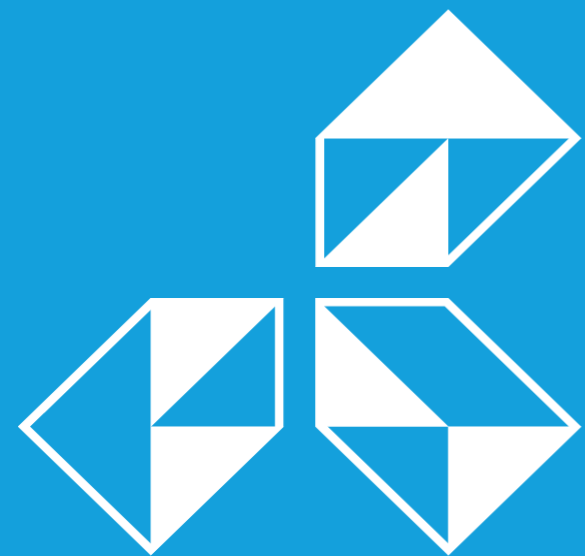


# Thank you!

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CareerSource  
CENTRAL FLORIDA

ACHIEVEMENT  
BEGINS WITH A **DREAM.**




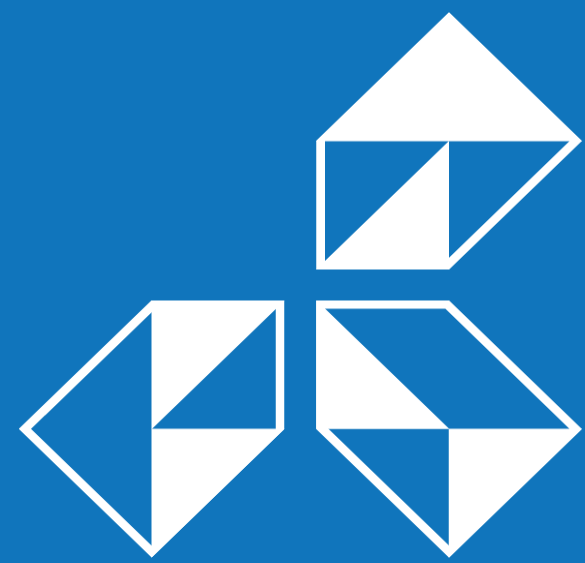
# DISCUSSION





# **Employer Feedback:**

- 1. How and how often is employer feedback on industry needs currently cultivated?**
  - 2. What is the best way moving forward to understand workforce opportunities?**
  - 3. What sectors is insight more needed?**
- 



CareerSource  
CENTRAL FLORIDA

# THANK YOU

Phone: 800.757.4598  
Website: [www.CareerSourceCentralFlorida.com](http://www.CareerSourceCentralFlorida.com)

**CONNECT WITH US**

