



K-12 WORK GROUP

CREDENTIALS & APPRENTICESHIPS

CareerSource Central Florida
CareerSourceCentralFlorida.com



5/14/2024 K-12 WORK GROUP MEETING DETAILS

<div>Meeting Details</div> <div>Meeting Agenda</div> <div>Welcome</div> <div>Roll Call</div> <div>Information/ Discussion/</div> <div>Other Business</div> <div>Adjournment</div>	Agenda Item #	Topic	Presenter
	1.	Welcome	Nilda Blanco
	2.	Introductions	
	3.	Information / Discussion / Action Items	
		A. Central Florida Talent Landscape	Nilda Blanco
		B. Apprenticeship Overview	Brenda Chrisman
		C. Education Roundtable	
		1. What new workforce programs are you planning or considering?	
		2. How can industry partners support this work?	
		D. Industry Roundtable	
		1. What are the emerging skill needs in your industry?	
		2. How do you recruit talent? How could education partners support these efforts?	
	6.	Other Business	
	7.	Adjournment	



Who is Out There? Central Florida Talent Landscape

DEMOGRAPHIC SNAPSHOT



POPULATION (SEP 2023)
2,969,498



TOTAL REGIONAL EMPLOYMENT (FEB 2024)
1,516,400

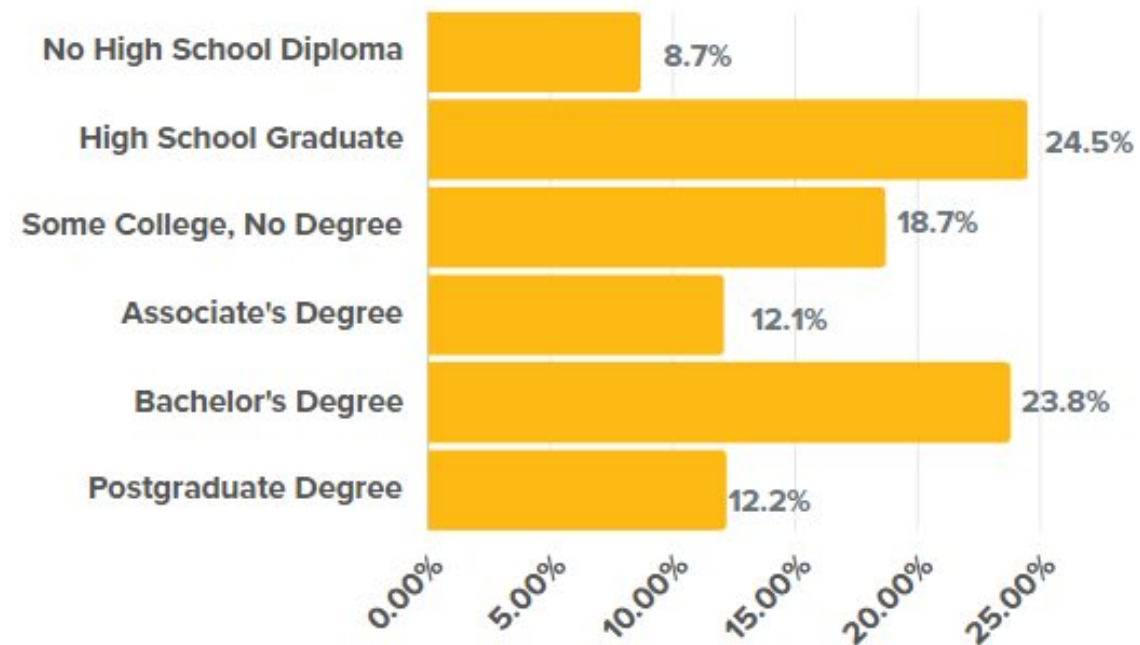


MEDIAN HOUSEHOLD INCOME
\$71.8K

Source: JobsEQ®



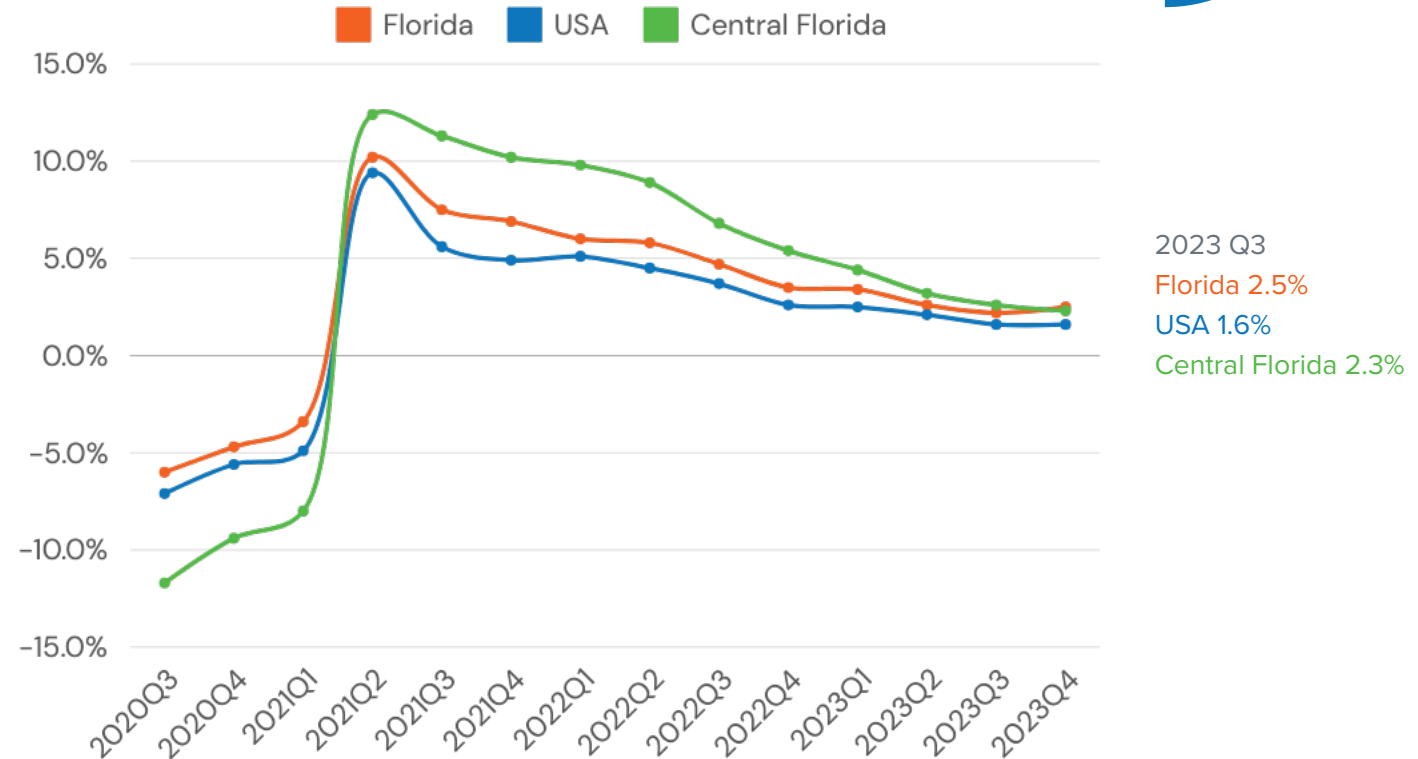
EDUCATIONAL ATTAINMENT



EMPLOYMENT TRENDS

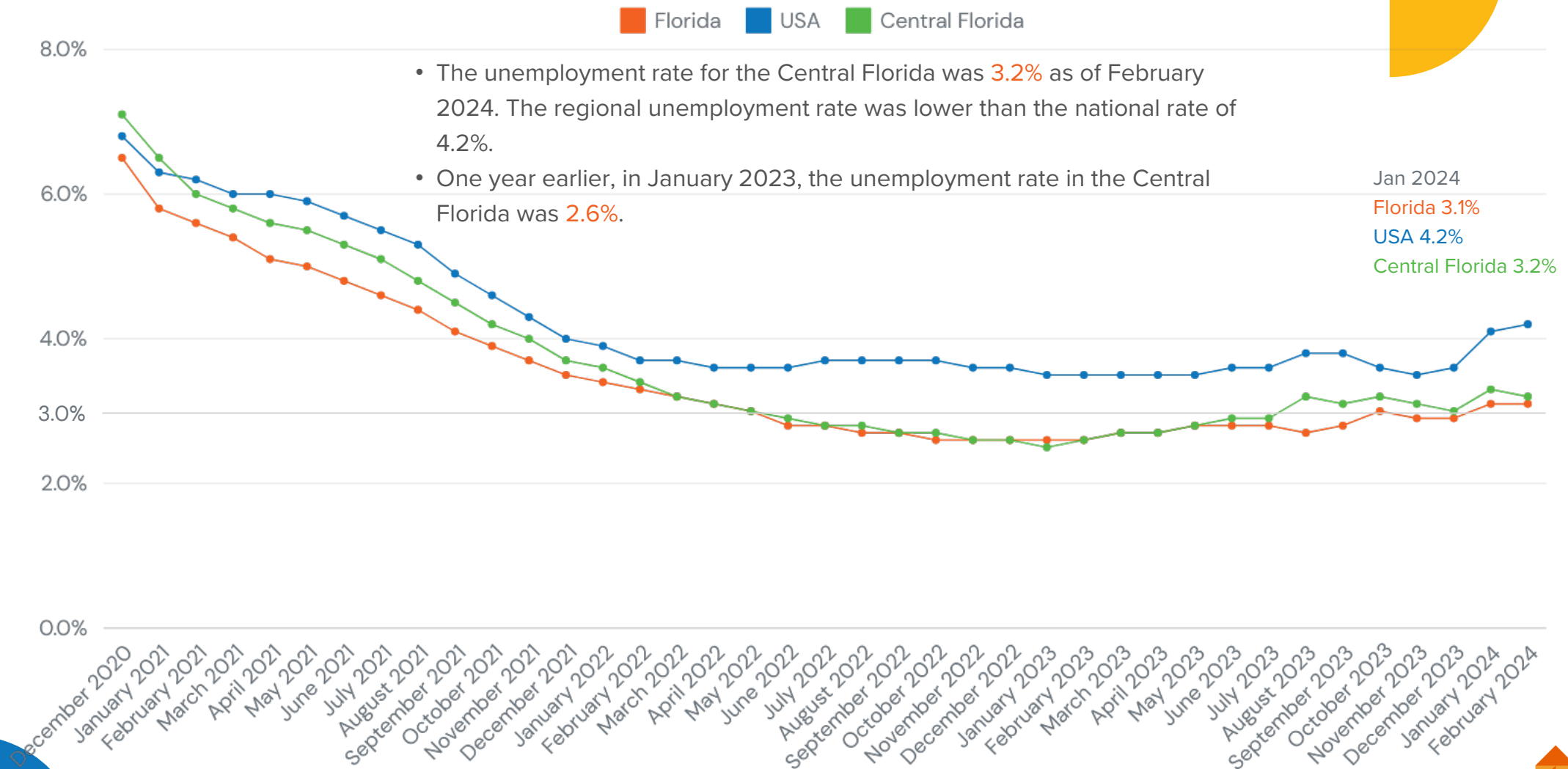
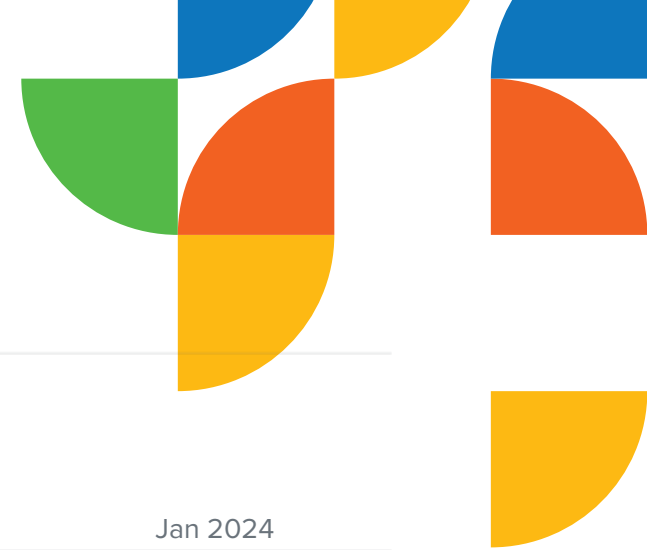
- In February 2024, nonagricultural employment in Central Florida was **1,516,400**.
- The region has a civilian labor force of 1,515,823, with a **participation rate of 62.3% (January 2024)**. **Decreased 1.0%** over the year.
- From 2018 to 2023, jobs increased by **9.8%** in Central Florida from 1,401,877 to 1,539,221.
- Over the year ending 2023Q3, employment increased **2.6%** in the region.

Employment YOY% Change



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

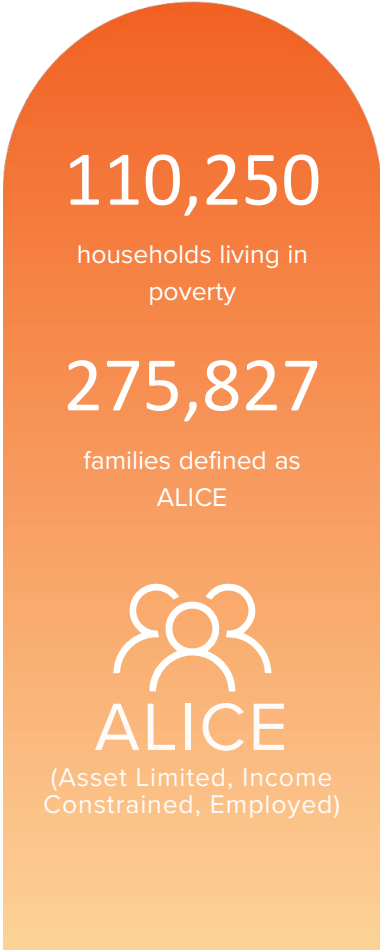
UNEMPLOYMENT RATE



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



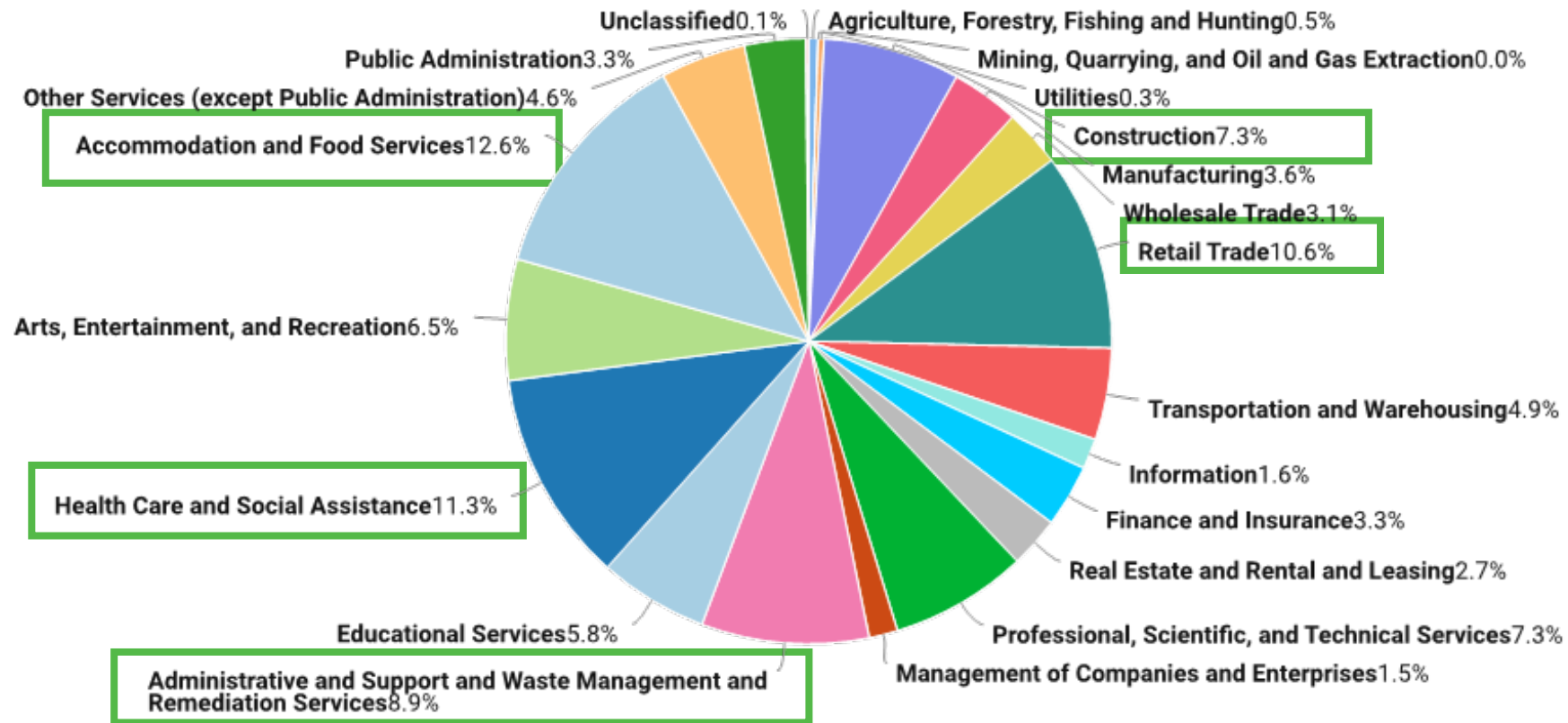
CONSIDERATIONS TO ENTERING WORKFORCE



Source: U.S. Department of Labor.
Bureau of Labor Statistics;
Zillow; Tootris.com

INDUSTRY SNAPSHOT

Total Employment in Central Florida: 1,516,400



Source: JobsEQ® Data as of 2023Q4

Source: [JobsEQ®](#)

JOB POSTINGS 23-24



UNIQUE POSTINGS

357,102



EMPLOYERS COMPETING

26,586



ADVERTISED SALARY

\$21.60/hr

TOP HIRING COMPANIES

Company	Total/Unique (Mar 2023 - Mar 2024)
AdventHealth	28,128 / 8,697
Orlando Health	19,275 / 7,720
Hilton	12,700 / 3,535
HCA Healthcare	16,371 / 3,372
Lockheed Martin	13,789 / 3,301
Disney	11,933 / 3,281
Marriott International	14,109 / 2,762
Randstad	4,115 / 2,333
University of Central Florida	9,190 / 1,893
UnitedHealth Group	6,567 / 1,686

TOP POSTED OCCUPATIONS

Occupation (SOC)	Total/Unique (Mar 2023 - Mar 2024)
Registered Nurses	66,754 / 16,993
Retail Salespersons	35,190 / 11,024
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	25,801 / 9,683
First-Line Supervisors of Retail Sales Workers	20,566 / 6,935
Customer Service Representatives	20,772 / 6,724
Maintenance and Repair Workers, General	15,665 / 5,426
Fast Food and Counter Workers	15,251 / 5,104
Managers, All Other	12,283 / 5,074
Medical and Health Services Managers	13,678 / 4,930
Software Developers	14,433 / 4,797

5-YEAR INDUSTRY PROJECTION

Estimated Net New Jobs
121K

Local Growth All Industries
1.6% vs. 1.2% State

Top 10 Industries by Volume

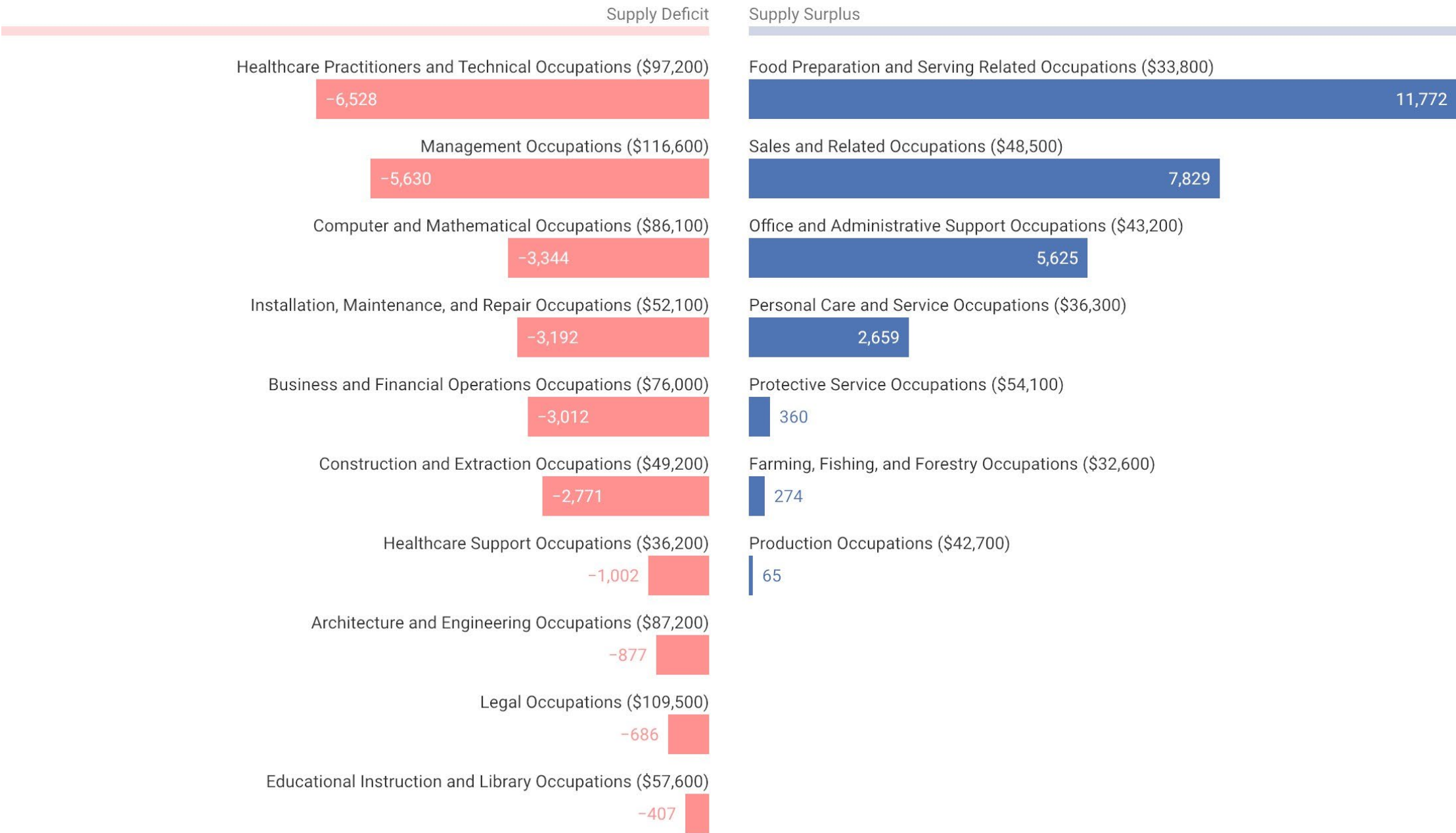
Healthcare and Social Assistance	18K
Accommodation and Food Service	14.7K
Professional, Scientific, Technical	10.8K
Administrative, Support, Waste	10.3K
Management/Remediation Services	
Retail Trade	8.6K
Construction	8.3K
Arts, Entertainment	8.4K
Transportation/Warehousing	7.4K
Education Services	5.9K
Other Services	5.6K

5-YEAR OCCUPATION GAP PROJECTION

Top 10 Occupational Gaps

- Healthcare and Social Assistance
- Management Occupations
- Computer and Mathematical Occupations
- Installation, Maintenance Repair
- Business and Financial Occupation
- Construction and Extraction Occupations
- Architectural and Engineering
- Legal Occupations
- Healthcare Support
- Life, Physical, and Social Occupations
- Arts, Design, Entertainment, Media
- Education Instruction and Library Occupations

Occupation Gaps
Potential Average Annual Occupation Gaps over 10 Years in Florida



The background features several decorative elements: a green geometric shape at the top left, a blue geometric shape at the top right, a blue wavy line pattern in the top right corner, a blue wavy line pattern in the bottom left corner, and an orange geometric shape at the bottom right.

Apprenticeship Overview

A thin vertical blue line is positioned below the title.

What is an Apprenticeship?



- ▶ Apprenticeship is **not** an internship.
- ▶ Apprenticeship is a job/career opportunity. Employers screen, select, and hire the Apprentice(s). It is a full-time position.
- ▶ Apprenticeship is a work-based, structured learning program consisting of mentorship, classroom instruction, and paid on-the-job training.

Earn while you Learn!

Benefits of Registered Apprenticeship



- **Employer-designed and driven**
- Build and grow your own skilled workforce
- **A work-based learning opportunity**
- Long-term talent development solution
- Time-tested, proven, and strategic workforce solution
- **Adaptable, flexible, and innovative**
- Accredited by the Florida Department of Education | USDOL
- Nationally-recognized, portable credential



\$ Employer-focused Benefits \$



- Employers develop their future workforce
- Customized training for business needs
- **Higher retention and employee loyalty**
- **Reduces costs of recruiting and hiring**
- **Decreases attrition rates**
- Pipeline of more diverse applicants
- **Improved productivity and safety**
- Enhanced work culture through mentorship
- Potential for training grants, tax credits, and funding incentives
- Return on Investment:

\$1.50 for every \$1.00 invested!



Apprentice Benefits



- **Fulltime Employee - wages / benefits**
- Ability to earn while they learn
- **Scheduled wage increases**
- Advance career without student loan debt
- **Established career pathway**
- On-the-job training with a mentor
- Related instructional training
- New career, change career, or upskill
- **Earn nationally-recognized credential and/or academic credit toward degree**



Five Components of Registered Apprenticeships



Business Involvement: Employer-driven and designed



Structured on-the-job training



Related technical instruction



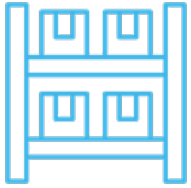
Wage increases for skill gains



Nationally-recognized credential

Registered Apprenticeships Work!

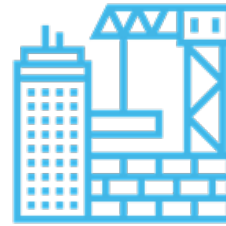
All Industries: 1,200+ occupations!



Supply Chain,
Logistics, and
Transportation



Manufacturing



Construction



Hospitality



Healthcare



Information Technology
Cybersecurity



Energy
Solar & EMV

Focus on Florida Apprenticeship

2022-2023 Apprenticeship Accomplishments

- 17,435 active apprentices
- 5,005 new apprentices registered
- 33% increase in the total number of newly registered apprentices
- 303 active Registered Apprenticeship Programs (RAPs)
- 36 new RAPs
- Total of 120 apprenticeable occupations - 21% increase over previous year
- 2,135 apprentices completed their program, an increase of 218
- 1, 2, 3, 4-year options – Occupations | *2,000 hrs./yr. OJT w/ 144 hrs./yr. RTI*



The apprentices who completed their apprenticeship earned an *average exit wage* of \$25.70 per hour, which equates to an annual salary of \$53,642, an increase of \$4,013.

It's All About The Numbers



- ▶ 97% of Employers Recommend
- ▶ 94% of Apprentices Stay
- ▶ 50% Return on Investment
- ▶ 15% Cost Savings over Traditional Hires



Apprenticeship Industries - Occupations



Construction Trades:

- HVAC Technician - Air Conditioning Contractors of Central Florida (ACCA)
- Electrical Vehicle Technician - Central Florida Auto Dealers
- Electrician - Electrical Training Alliance of Central FL
- Ironworker - Mid Florida Ironworkers
- Painters/Glazier - Florida Finishing Trades Institute

Medical / Behavioral:

- Medical Assistant - Osceola Technical College
- Behavioral Aide / Addition Counselor / Peer Specials - Florida Behavioral Health
- Community Health Care Worker - UF Health

Manufacturing:

- Quality Control Tech, Production Technologist, Certified Production Technician - Florida Makes

Business/Professional:

- Disability Insurance Claims Associate - The Hartford
- Human Resource Specialist - SHRM
- Teacher Apprenticeship - Seminole Public Schools

Information Technology:

- Network Support Specialist - Orange County Public Schools
- Solar Energy Technician - Florida Solar Energy

Agribusiness:

- Landscape, Irrigation and Horticultural Tech - Florida Nursery Growers and Landscape

Education Roundtable



<https://www.menti.com/almucp2zpw5>

DISCUSSION QUESTIONS:

1. What new workforce programs are you planning or considering?
2. How can industry partners support this work?



<https://www.menti.com/almucp2zpwi5>





Industry Roundtable

DISCUSSION QUESTIONS:

1. What are the emerging skill needs in your industry?
2. How do you recruit talent?
3. How could education partners support these efforts?





Other Business



Next Meeting

July 9, 2024

**Valencia School of Public Safety
Auditorium**

8600 Valencia College Lane, Orlando

