

LWDB 20, CareerSource Research Coast (CSRC) Workforce Readiness Taskforce QUARTERLY REPORT

A. GENERAL INFORMATION

Report quarter: Quarter 3, 2024

Date of meeting: September 5, 2024

Report prepared by: Christina Coble, CSRC Business Services Manager

Local workforce development board contact: Christina Coble, Business Services Manager

Date: 09/30/2024

B. ATTENDANCE

| Name | Organization | Industry or Education Organization | Contact Information |
|-------------------------|----------------------------------|------------------------------------|--|
| Linda Fitzpatrick | Keiser University | Keiser University | 772-398-9990 lfitzpatrick@keiseruniversity.edu |
| Prasanth Pilly | Indian River State College | Indian River State College | 772-462-7212 ppilly@irsc.edu |
| Lana Barros | Martin County School District | Martin County School District | 772-219-1200 barros@martinschools.org |
| Aliesha Seitz | St. Lucie Public Schools | St. Lucie Public Schools | 772-429-5559 Aliesha.seitz@stlucieschools.org |
| Christi Shields | Treasure Coast Technical College | Treasure Coast Technical College | 772-564-5006 Chirsti.shields@indianriverschools.org |
| Karen Giovengo | HCA | Healthcare | 772-468-4500 karen.giovengo@hcahealthcare.com |
| Christina Coble (guest) | CareerSource Research Coast | | |

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|------------------------------------|--|-----------------------|---------------------|
| Anita Fisher (guest) | St. Lucie County Economic Development Council | | |
| Jennifer Eimann (guest) | CareerSource Research Coast | | |
| Tracey McMorris (guest) | CareerSource Research Coast | | |
| Rachel Ludwig (guest) | Florida Chamber of Commerce | | |
| Natalia Chekhovskaya (guest) | Indian River State College | | |
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B. SUMMARY REPORT

1. Summary analysis of the local labor market based on the industry representative needs and education offerings. (Provide summary)

Rachel Ludwig, Vice President of Talent Development for the Future of Work, Florida Chamber Foundation, presented the Florida 3030 Blueprint, outlining key trends and factors that drive local and regional economies within Florida.

Ms. Ludwig explained that Florida is now the third most populous state, and by 2030, 26 million Floridians will call Florida home; over 1 million net new jobs will be needed to accommodate expected population growth. To prepare for this continued growth and ensure Florida remains successful, the Florida Chamber Foundation has released the blueprint for Florida’s future—*Florida 2030*.

Florida 2030 offers a strategic blueprint for achieving Florida’s potential. It defines goals and strategies to guide private, public, and civic partners as they work together to shape Florida’s economic future. Led by the Florida Chamber Foundation and based on three years of research and input from more than 10,000 Floridians, this initiative

lays out a path for the transformation of Florida into a top 10 global economy that attracts and retains talent at all ages and provides a path to prosperity for every community in the state. This blueprint is organized around the Six Pillars of Florida's Future Economy. The focus is on achieving targets that would transform Florida by 2030 - such as ensuring all 3rd graders can read at grade level or providing connectivity to all residents of Florida. This blueprint identifies the state we want to be in 2030 and explores strategies to help us get there.

Ms. Ludwig identified the following key targets in the Florida 2030 Blueprint grouped within the Foundation's Six Pillars framework.

Improving Florida's Talent Pipeline for a Better Workforce

- >80% of Florida's workforce has essential employability skills
- 54% of the total population is aged 25-64
- >60% of Floridians 25-64 have a high-value postsecondary certificate, degree, or training experience
- 95% of entering high school students graduate within four 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

Creating Good Jobs by Diversifying Florida's Economy

- Top state for gross domestic product and top quartile most diversified state economy
- #1 state for overseas visitors
- Goods exports double, and services exports triple
- Top 5 state for manufacturing jobs
- Top 3 state for technology jobs
- #1 state for business startups
- Top 3 state for venture capital investments
- Top 3 state for research and development funding and patents issued
- Rural county share of Florida's gross domestic product doubles

Preparing Florida's Infrastructure for Smart Growth and Development

- Diverse, attainable housing to meet future demand
- Every resident has access to public and private mobility services
- All major population and economic centers connected to regional, national, and global markets by high-capacity corridors
- World's most capable spaceport; top-tier airports, seaports, and surface transportation hubs in the U.S.
- 100% of Florida residents have access to high-speed communications connectivity

- Diverse and reliable energy, water, and waste management resources to meet future demand
- All Florida residents protected by resiliency plans

Building the Perfect Climate for Business

- Actuarially sound property insurance rates based on actual risk and competition
- #1 business tax climate in the nation
- Regulatory, labor and operating risk environments rated among the top 5 in the nation
- Environmental permitting and local land use processes rated among the top quartile in the nation
- Occupational licensing laws among the top 5 in the nation
- Legal climate improves to top quartile in the nation

Making Government and Civics More Efficient and Effective

- 100% of state agencies aligned with Florida's 2030 goals
- 100% of regional economic development plans aligned with Florida 2030 goals
- 100% of Florida residents are covered by regional visioning processes
- Increased size and impact of nonprofit and philanthropic sectors
- Doubling the rate of Floridians who volunteer and participate in civic and public service, moving us from the bottom to the top quartile
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Championing Florida's Quality of Life

- Top 5 state for overall well-being
- Florida's brand and reputation as the best place to live, work, raise a family, visit, learn, play, relocate, and compete remains top in the nation
- Cut Florida childhood poverty in half, and 100% have a pathway out
- < 10% of Florida residents live in housing cost-burdened households
- Crime rates rank among the lowest ten states
- Florida protects and enhances the value of its arts, culture, heritage, and sense of place

Ms. Ludwig stated that taking steps to create an integrated talent system will provide a skilled and prepared workforce that ensures the future prosperity of Florida employees, employers, and communities.

Skilled and Prepared Workforce:

- 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 that employers and educators use as part of Florida’s talent supply “system.”

Market-Relevant Postsecondary Education and Training:

- Deepen and expand cross-sector collaboration to align higher education programs with targeted 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, communication, cultural literacy, and critical thinking
- Adopt targeted strategies to increase certifications and degrees for all populations, focusing on at-risk groups, low-income populations, and older workers

Talent Supply and Education:

- Provide all learners opportunities to engage in real-world workforce experiences, including apprenticeships, internships, externships, and other workplace training models
- Streamline transitions between the high school, postsecondary training and education, and the workforce
- Improve statewide career awareness and counseling for middle and high school students
- Increase the number and percentage of students who earn market-relevant certifications valued by industry while still in high school
- Ensure that all students can read at grade level

2. Information on priority industry sectors and occupations for the local area. (Provide summary)

A follow up discussion regarding the Master Credentials List was initiated among the task force. The Master Credentials List is a comprehensive list of state-approved degree and non-degree credentials of value that prepare Floridians for in-demand occupations.

Christina Coble, Business Services Manager, reiterated that the Master Credentials List is a comprehensive list of state-approved degree and non-degree credentials of value that prepare Floridians for in-demand occupations.

Ms. Coble further reminded the taskforce that the Master Credentials List application is open year-round for Florida school districts, Florida College System institutions, and local workforce development boards to submit credentials for consideration and remove those no longer eligible.

Ms. Coble stated that credentials flagged for removal will not be removed until two years after they are flagged, so there is time for the consortium members/industry partners to discuss further how their removal from the Master Credentials List could impact credentialing requirements for hiring purposes and submit documentation to have them reinstated under local demand. Previously, flagged credentials would be removed in a one-year time frame. Additionally, the most recent state Local Targeted Occupations List from the state is now used when determining demand for credentials, which has allowed for the reinstatement for many credentials previously flagged for removal.

Lana Barros, Director of Innovation & Choice, Martin County School District, added that the Workforce Readiness Task Force's work is essential in ensuring that the programs and certifications offered in our high schools appear on the master credential list and align with what our employers want and need.

Prashanth Pilly, Associate Vice Provost Academic Affairs, Indian River State College stated that he is working in conjunction with representatives of other State Colleges in Florida for determining the best entities/areas of the state to put forth local demand considerations for credentials pending removal. He will continue to provide updates to CSRC as well as the Workforce Readiness Taskforce about their work so that we can support those applications, as needed, at the local level.

The taskforce agreed to continue to work together with CSRC to identify any credentials needed within our area and to gather the required documents to support the local demand, as needed.

3. Information on the status of existing talent pipelines for in-demand occupations. (Provide summary)

During the Florida 2030 Blueprint presentation, Rachel Ludwig provided additional details surrounding the status and development of talent pipelines in Florida. She stated that taking steps to create an integrated talent system will provide a skilled and prepared workforce that ensures the future prosperity of Florida employees, employers, and communities.

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