



FLORIDA'S WORKFORCE SYSTEM:
Creating the Strategy for Today's Needs & Tomorrow's Talent

Taking Care of Business
November 8-10, 2011

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Workforce Florida Inc.



WORKFORCE FLORIDA: WHO WE ARE

- Created in 2000 by Florida Workforce Innovation Act
- A nonprofit directed by a nearly 40-member, business-led, board appointed by the Governor, House and Senate to help Floridians enter, remain and advance in the workforce while strengthening the state's business climate and supporting Florida's economic development priorities
- Directors represent business and industry, labor, economic development, education, elected officials and more

THE FOUNDATION

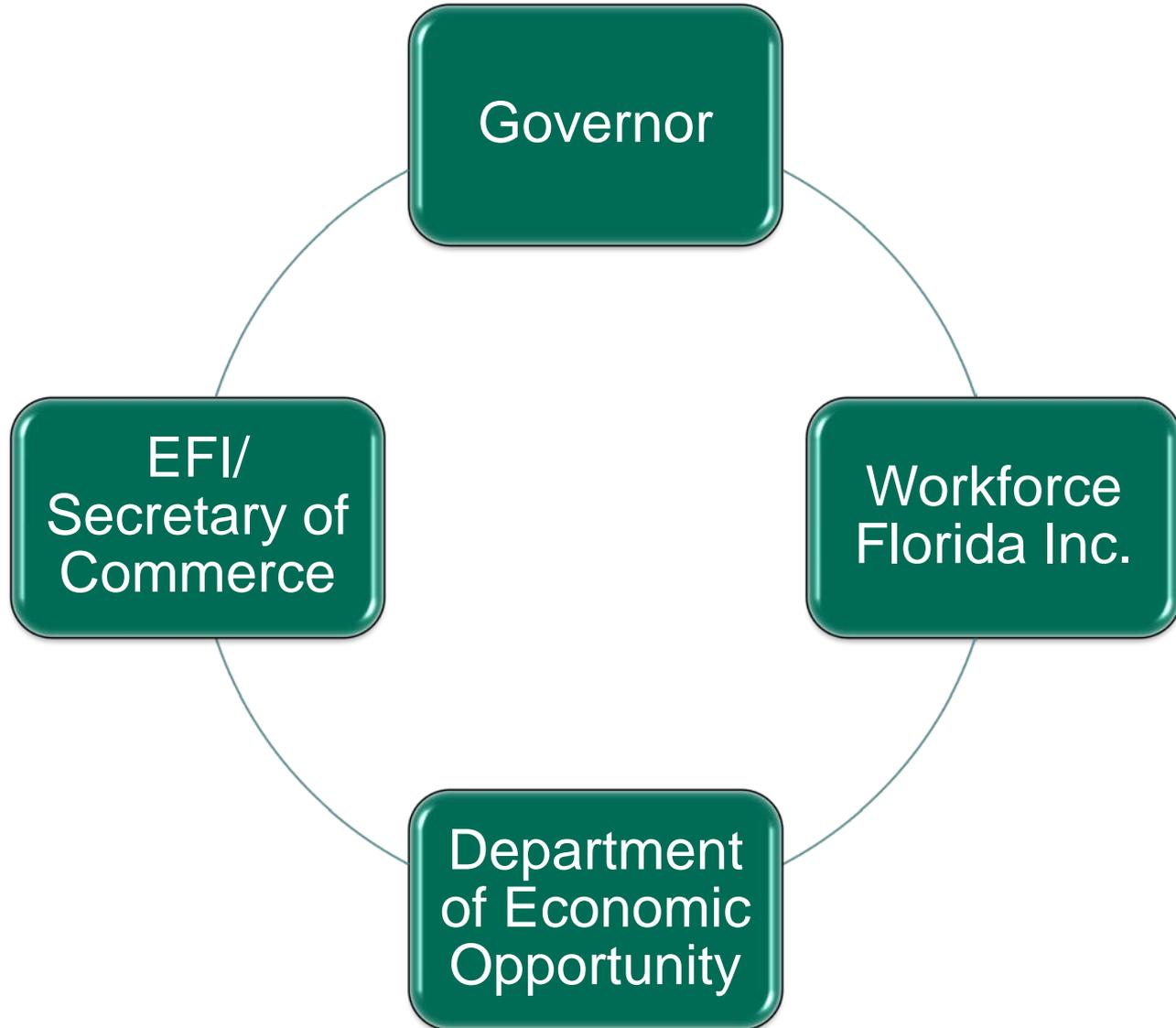
Vision

Florida will develop a **globally competitive** workforce

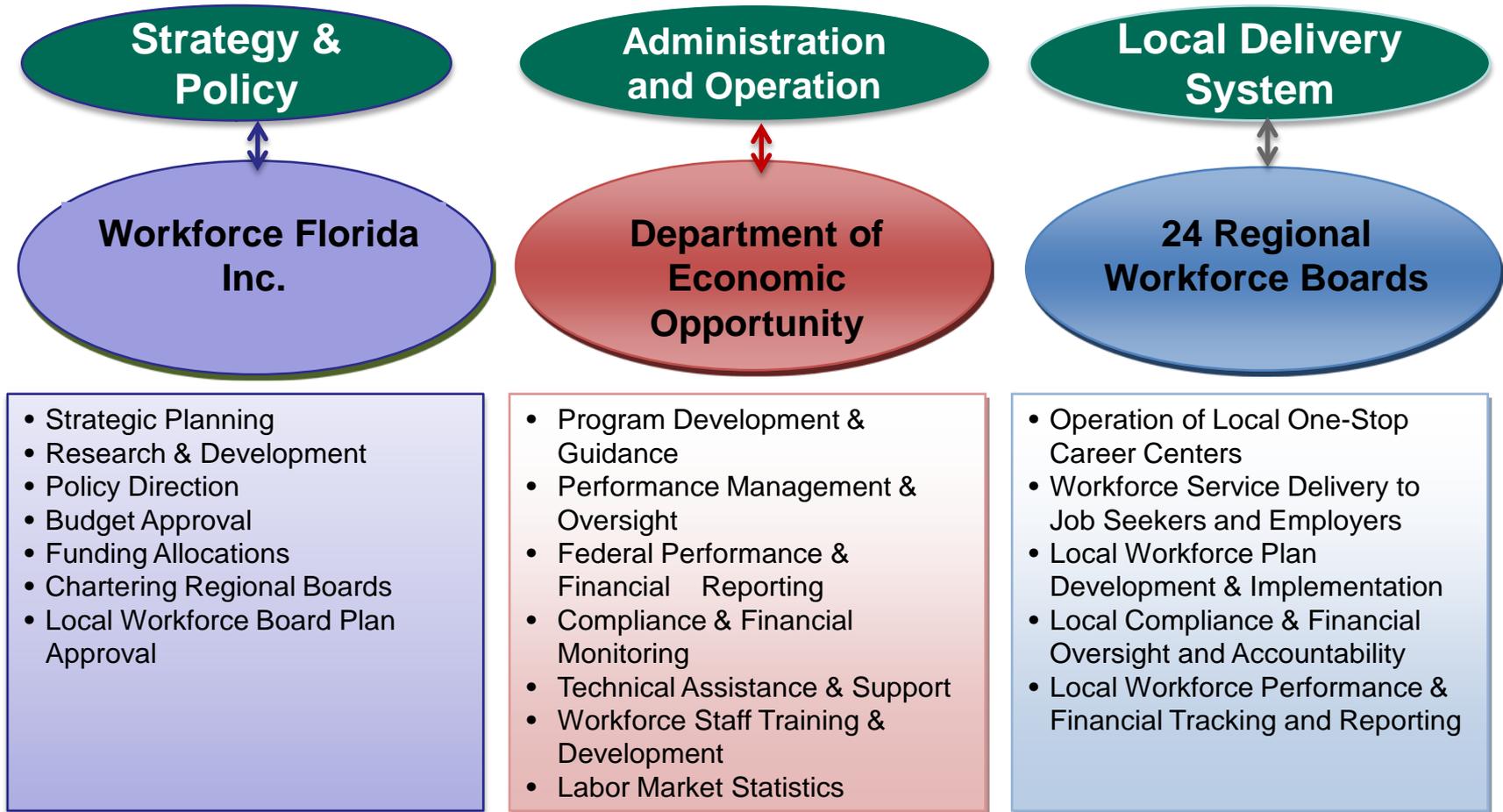
Mission

Florida will develop the state's business climate by designing and implementing strategies that help Floridians **enter, remain and advance** in the workforce, becoming more highly skilled and successful, benefiting Florida business and the entire state

FLORIDA'S ECONOMIC DEVELOPMENT STRUCTURE

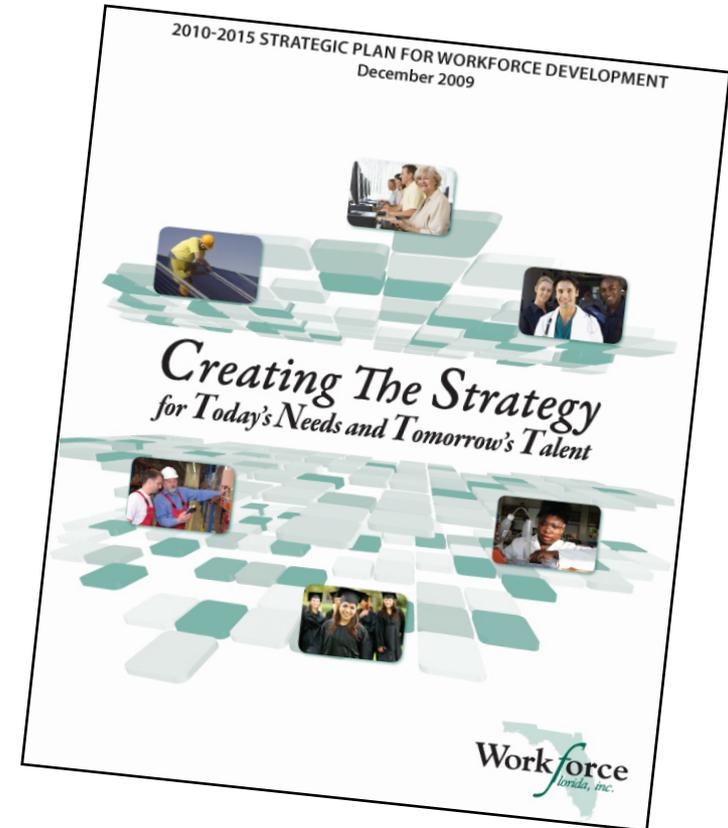


FLORIDA'S WORKFORCE SYSTEM



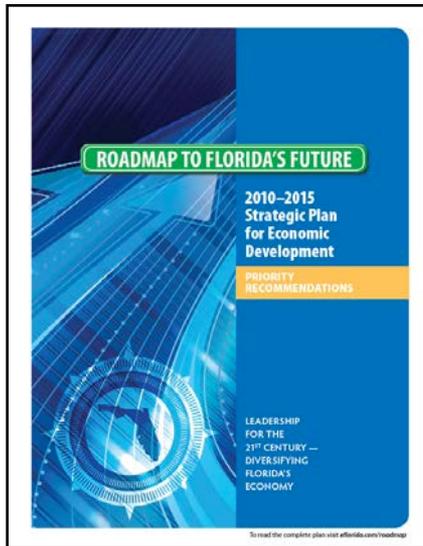
ABOUT THE STRATEGIC PLAN

- Five-year strategic blueprint with one-year annual updates
- Created through an inclusive and transparent process led by Workforce Florida's Strategy Council with the toolkit available online at www.WorkforceFlorida.com
- Written to:
 - Leverage resources to highest potential
 - Ensure a more competitive Florida
 - Spur demand-driven decision-making
 - Put Floridians in an ever-improving position to participate in the job market

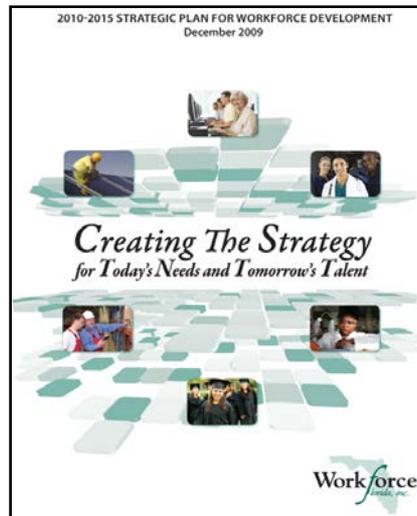


SUPPORTING FLORIDA'S ECONOMY THROUGH TALENT DEVELOPMENT

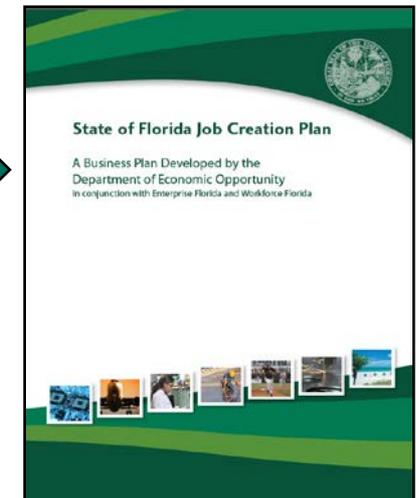
Florida's Strategic Plan for Economic Development



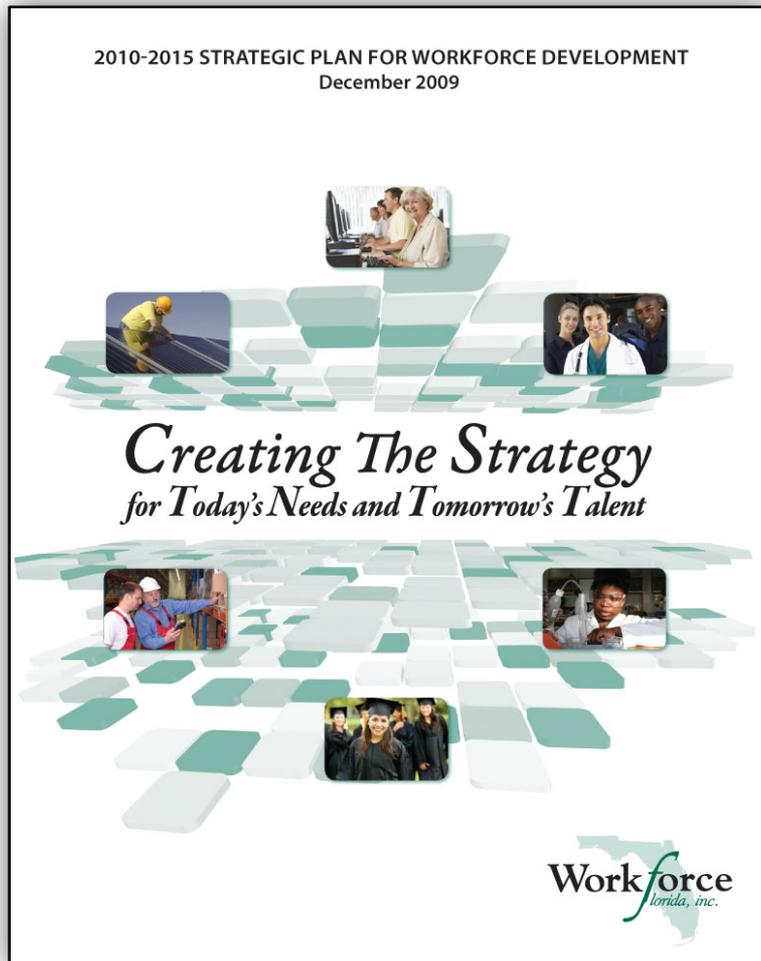
Florida's Strategic Plan for Workforce Development



State of Florida Job Creation Plan



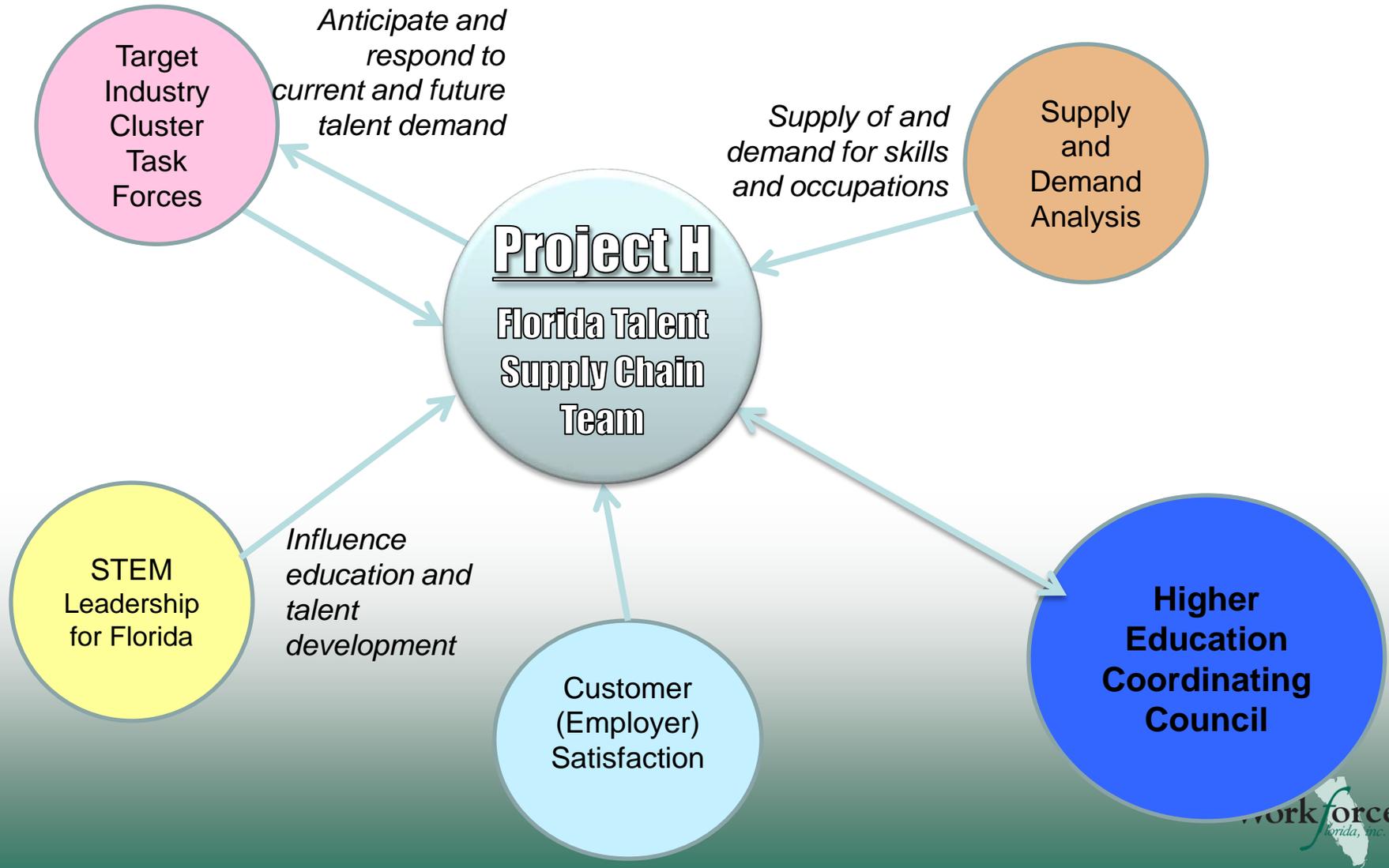
FIVE-YEAR STRATEGIC PLAN FOR WORKFORCE DEVELOPMENT



Six Strategic Goals

- World-Class Service to Florida's Target Industry Clusters
- World-Class Service to Florida's Infrastructure Innovators
 - Top National and State Leadership for the Demand-Driven Solution
- Aligned, Responsive, Jointly Engaged Talent Supply Chain Team
 - Outstanding Business Communications and Intelligence for Performance and Accountability
- Dedicated Commitment to Change Management and Transformation

“Interconnectedness” of Projects in WFI’s 5-Year Plan

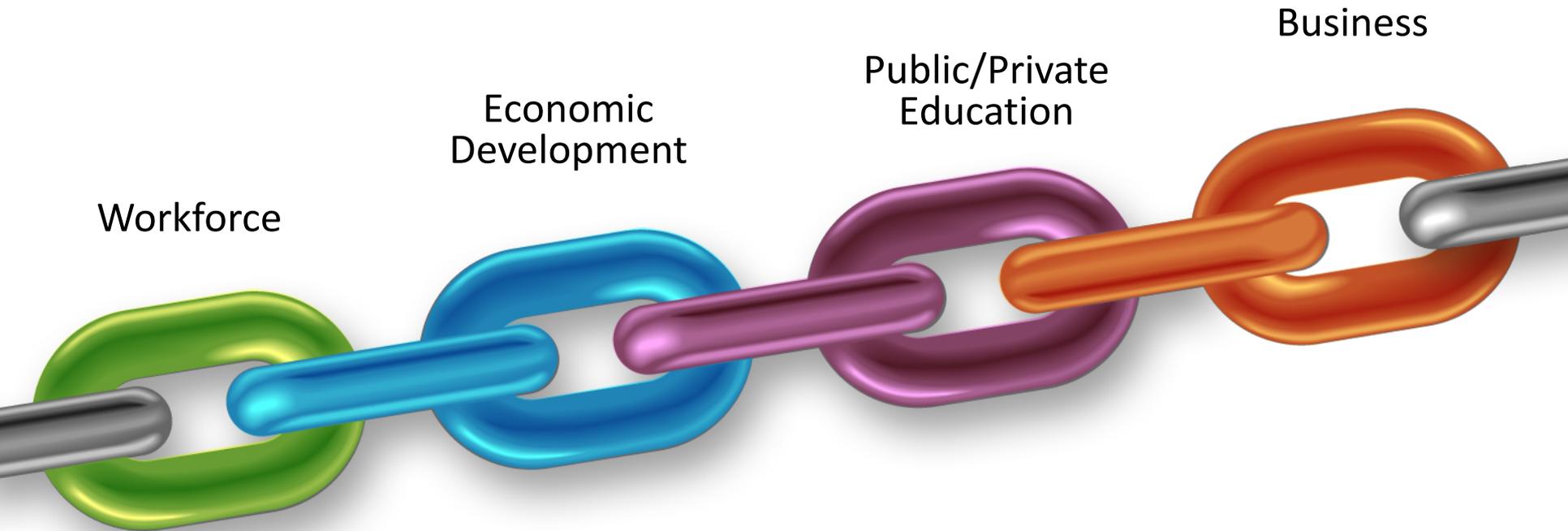


Qualified Target Industry List

Clean Tech	Life Sciences	Information Technology	Aviation/ Aerospace	Homeland Security/ Defense	Financial/ Professional Services	Emerging Technologies
 Corporate Headquarters Research & Development Manufacturing 						
Biomass & Biofuels Processing Energy Equipment Mfg Energy Storage Technologies Photovoltaic Environmental Consulting	Biotechnology Medical Devices - Laboratory and Surgical Instruments - Diagnostic Testing Pharmaceuticals	Modeling, Simulation and Training Optics and Photonics Digital Media Software Electronics Telecommunications	Aviation: - Aircraft and Aircraft Parts Mfg - Maintenance Repair and Overhaul of Aircrafts - Navigation Instrument Mfg - Flight Simulator Training Aerospace: - Space Vehicles and Guided Missile Mfg - Satellite Communications - Space Technologies - Launch Operations	Equipment: - Optical Instruments - Navigation Aids - Ammunition - Electronics Transportation: - Military Vehicles - Shipbuilding and Repair Technology: - Computer Systems Design - Simulation and Training	Financial Services: - Banking - Insurance - Securities and Investments Professional Services: - Corporate Headquarters - Engineering - Legal - Accounting - Consulting	Global Logistics Marine Sciences Materials Science Nanotechnology Other Manufacturing Food and Beverage Automotive and Marine Plastics and Rubber Machine Tooling Other

Businesses able to locate in other states and serving multi-state and/or international markets are targeted. Call Centers and Shared Service Centers may qualify as a Target Industry if certain economic criteria are met. Retail activities, utilities, mining and other extraction or processing businesses, and activities regulated by the Division of Hotels and Restaurants of the Department of Business and Professional Regulation are statutorily excluded from consideration. All projects are evaluated on an individual basis and therefore operating in a target industry does not automatically indicate eligibility.

TALENT SUPPLY CHAIN



What is Demand-Driven?

“A demand-driven talent supply chain is a 21st century seamless ecosystem linking business, workers (new and existing) and educators.”

To be demand-driven requires knowledge of business needs and assessment of workers’ skills and competencies throughout their career to include lifelong learning and contribution.

Demand-driven workforce agencies, educators and external training providers at all levels are poised to respond immediately within business and economic cycles through established and proactive communication networks. Demand-driven talent supply chains are agile and responsive to rapid economic transitions in a globally integrated economy.”

DEMAND DRIVEN

Linking business, workers (new and existing) and educators

Poised to respond immediately

Responsive to rapid economic transitions

Florida's
Talent Supply Chain

CUSTOMERS

OUTPUTS lead to
OUTCOMES resulting
in **POSITIVE IMPACT.**

“Florida’s demand-driven talent supply chain advances economic prosperity through agile and responsive actions delivering just-in-time knowledge and skills to meet the current and future occupational needs of Florida’s businesses in a diverse globally-integrated economy.”

Florida's Target, Legacy and Infrastructure Industries

**Right Skills,
Right Time for
Growth**

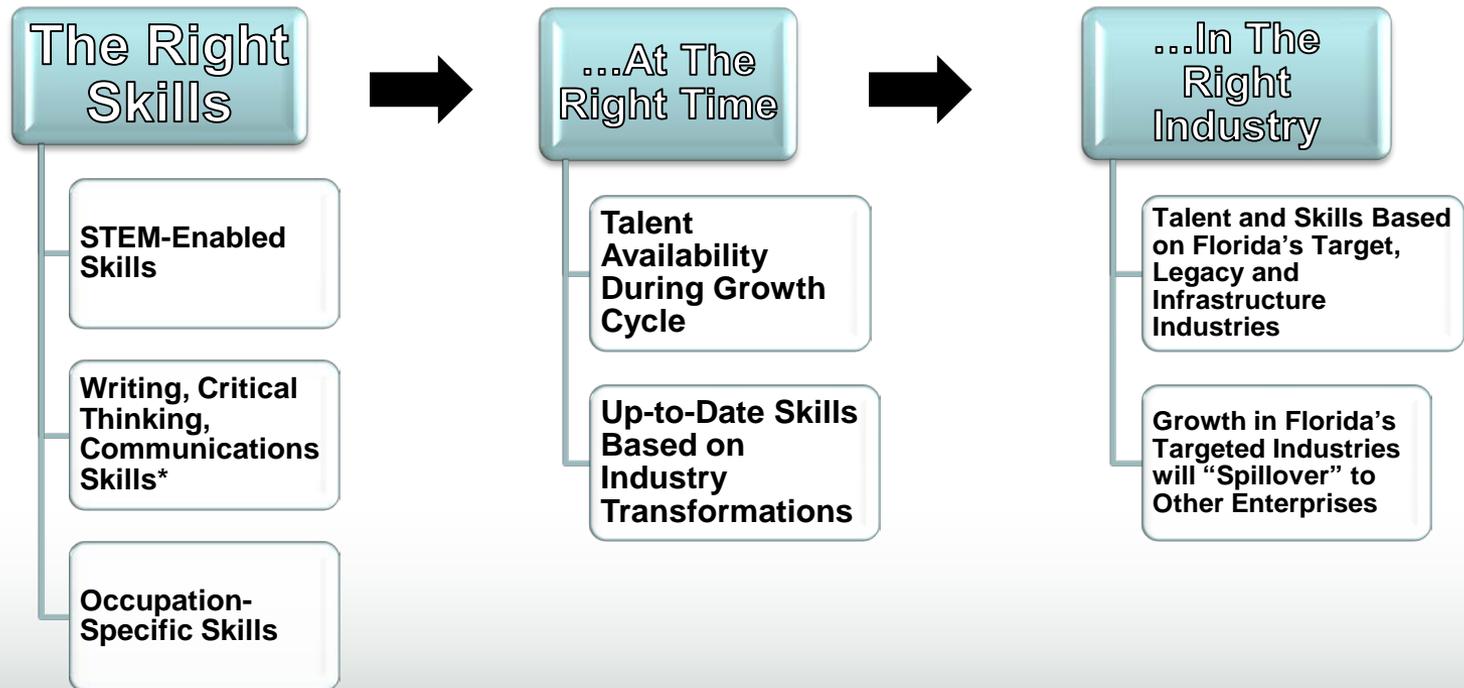
Floridians

**High Wage Job
Creation**

State of Florida

**Economic Expansion
Economic Diversification**

Florida's Talent Supply Chain



FLORIDA'S TALENT SUPPLY CHAIN TEAM

MISSION AND GOALS



The Talent Supply Chain must be responsive and in tune with the needs of a growing and changing business climate.

Our Mission

- Assess the existing Florida Talent Delivery System, then make recommendations to strengthen and transform Florida's talent development mechanisms into a demand-driven, globally relevant and powerful resource for all Floridians

Our Goals

- Develop a “first-of-its-kind” model
 - Propelling Florida to the national and global forefront of talent development and delivery
- Create a Fluid Dynamic System of Lifelong Learning and Contribution

TALENT SUPPLY CHAIN TEAM PARTNERS

Agency for Workforce Innovation (soon to become the Department of Economic Opportunity and the Office of Early Learning)

Commission for Independent Education

Florida State Colleges

Florida Chamber Foundation

Florida Council of 100

Florida Department of Education

Independent Colleges & Universities of Florida

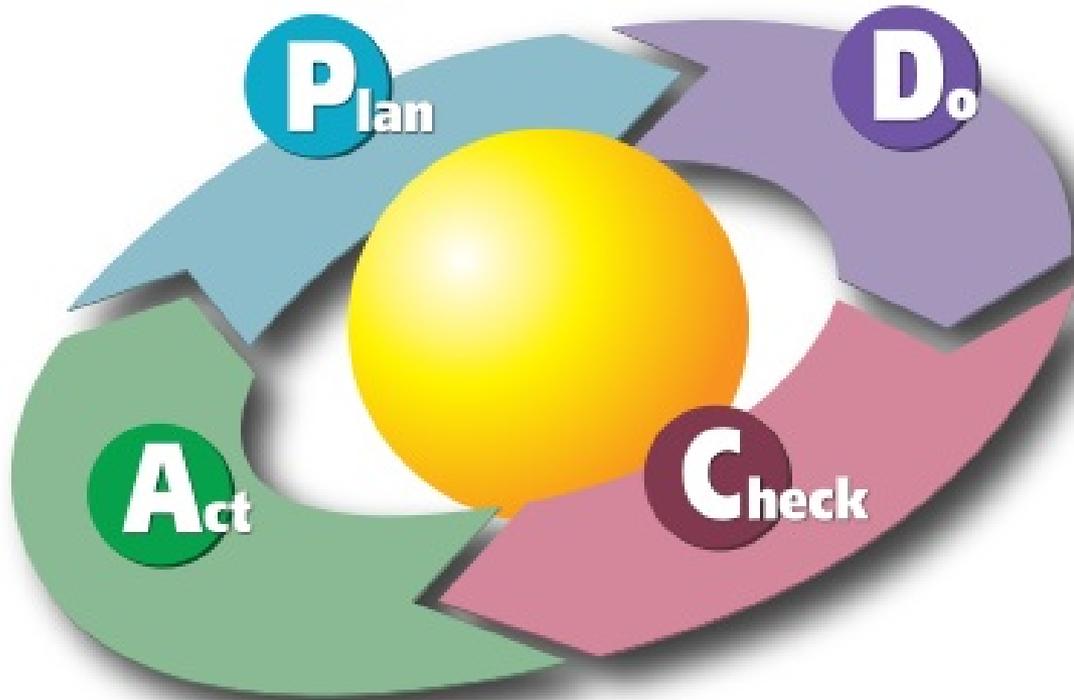
State University System

Workforce Florida Inc.

Talent Supply Chain Team Statement of Intent

- The overarching strategy for a Successful Talent Supply Chain is:
 - Attracting** new business to Florida and expanding existing enterprises (strong integration with TICTFs) by serving as an advertisement for Florida's talent delivery mechanism
 - Balancing** talent supply and demand to meet the needs of a new Florida economy (strong ongoing Supply and Demand analysis)
 - Creation** of a repository of all programs and talent development options available to citizens of Florida
 - Development** of a series of measures and/or benchmarks to assess the quality and year to year improvement of Florida's Talent Supply Chain
 - Elevating** the STEM-aptitude of students at all levels within the Florida education delivery system (strong integration with STEMflorida)
- Collaboration is a must. Universities and higher education are core links of the Talent Supply Chain.***

How will “the data” drive process improvement?



The Talent Supply Chain will be a continuous process improvement cycle with each participant in the chain focused on collaborative planning (P), executing (D), measuring (C) and adjusting (A).

A LOOK AT FLORIDA'S TARGET INDUSTRIES

Florida's Target Industry Clusters

Foundation Clusters

- Advanced Manufacturing
- Agriculture
- Construction
- Marine
- Space
- Tourism

High-Impact Clusters

- Aviation and Aerospace
- Clean Energy
- Financial/Professional services
- Homeland Security and Defense
- Information Technology
- Life Sciences

These are the focus of new Target Industry Task Forces being created by Workforce Florida

Emerging Clusters

- Creative Industries
- Global Logistics
- Emerging Technologies

*ROADMAP TO FLORIDA'S FUTURE,
Enterprise Florida, www.eflorida.com/Roadmap*

*Florida's Target Industry Cluster Task
Force*

Aviation & Aerospace
Clean Technology

The “Anatomy” of an Industry Cluster Task Force

- The task forces are designed to be self-sustaining organizations.
- Each task force member needs to be a C-Level* executive with experience in national or multi-national markets, the ability to reach into networks, associations or areas of their enterprise to test ideas, data and messages.
- Task force members need a strong sensibility to, or a skill set in, Supply Chain Management.
- An interest in (or better yet a passion for) economic and workforce development.
- Finally, members must maintain a willingness to engage in candid, informational discussions with other task force members inside and outside the formal task force venue.

Highlights from Target Industry Cluster Task Forces

- To date five task force meetings have been held (two for Aviation/Aerospace and three for Clean Technology)
- Zero drop-off in enthusiasm for task force goals
 - Attendance has increased
- In addition to executives, task forces have included representatives from
 - Embry Riddle Aeronautical University, University of Florida and University of Central Florida
 - Enterprise Florida, Inc., Space Florida, Inc. and Workforce Florida, Inc.

Significant Task Force Talent Issues Raised – Clean Technology

- **Intellectual Property, Research Partners and Navigation** – The task force elevated issues with collaboration at the College and University Level
- **Oversupply in critical engineering disciplines** – Based on information in the Clean Technology Supply and Demand Analysis, the task force sees an oversupply will evolve into a shortage over time.
- **Is the student the main client?** – The task force challenged the “conventional wisdom” that the student is the main customer or client of the university.
- **Cross-disciplinary skill sets** – Required for success – there is much discussion about pros and cons.
- **Task Force Action Plan includes** –
 - A. State to Regional Collaboration Workforce
 - B. Analytics for Clean Technology
 - C. Definition of Clean Technology in Florida
 - D. Awareness of Clean Technology in Education**
 - E. More Comprehensive University Engagement.**

Significant Task Force Talent Issues Raised – Aviation and Aerospace

- **Matters with university collaboration** – As with Clean Technology, Aviation and Aerospace has significant issues with university collaboration.
- **Critical need for STEM support**– STEM education is critical for future talent in Florida to support the Aviation and Aerospace industry.
- **Variance in the K-12 system**– Perceived lack of ambition and passion for science and aviation is “seeded” in the K-12 system.
- **Government and education alliance**– Florida government and education must go “All In” to support the Aviation and Aerospace industry.
- **Collaboration in Florida’s education framework**– Florida’s education infrastructure needs to be more collaboratively aligned with the Aviation and Aerospace industry.
 - More collaboration and less competition among colleges and universities.

TARGET INDUSTRY CLUSTER TASK FORCES

Designed to perform supply and demand analyses of six critical industry clusters to determine how best to assist them in their growth through talent development

2011 – 2012 | Aviation & Aerospace and Clean Energy

2010 – 2012 | Homeland Security & Defense and Life Sciences

2012 – 2013 | Financial & Professional Services

Expectations

- Connected Leaders
- Common Goals and Unified Teams
- Commitment to Incumbent Businesses
- Staying on the Project and Providing Relevancy
- Proof of Speed and Transparency
- Culture of Consultancy
- Customer Oriented Performance Measures
- What is the “One Stop”?
- Knowledge of Events and Engagements
- Communicate Success Soon
- Regulation

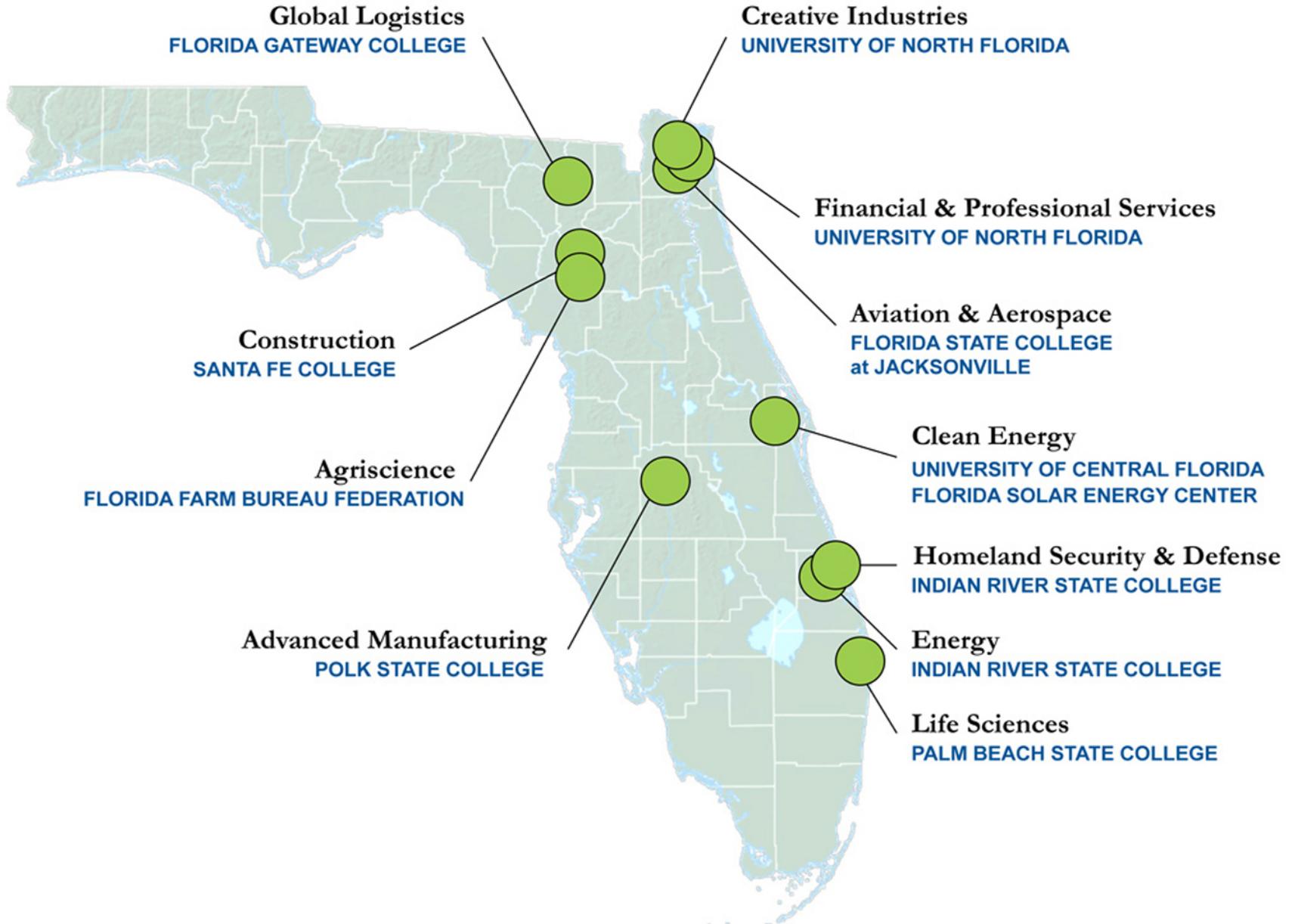
EMPLOY FLORIDA BANNER CENTERS

- Aims to become the statewide nexus for industry knowledge related to workforce needs of a targeted industry.
- Supports pipeline development needs of key Florida industries from entry-level to advanced workers.
- Delivers workforce development products, services, training and access to certifications valued by industry.
- Promotes and supports economic development in a targeted industry throughout the state.

EMPLOY FLORIDA BANNER CENTERS

- Trainees' wages increased an average 48.1 percent fifteen months after completing training.
- Since 2006, Banner Centers have helped to train more than 3,000 people working with leading companies such as:
 - Publix, Coca Cola, Harris Corporation, Lockheed Martin, Pepperidge Farm, The Mosaic Company, Mitsubishi Power Systems and Honeycomb Company of America, among others.

Employ Florida>>>
BannerCenters



Customer Satisfaction Index

- Develop and launch a customer satisfaction index
 - to determine if Florida is demonstrating global, benchmark talent development leadership
- Creation of an assessment for the state's target industry clusters and infrastructure industries
 - how well Florida is performing against state and global competitors
- Respond accordingly based on the findings of the market research
 - maximizing customer service, as well as understand how Florida is performing against state and global competitors

NEXT STEPS

Collaboration is a must.

Partnerships designed to align the talent needs of Florida businesses with state and regional economic development efforts are key.

CONTACT



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