

The Florida 2030 Blueprint: Uniting Businesses For Good

15th to 10th



39 Goals

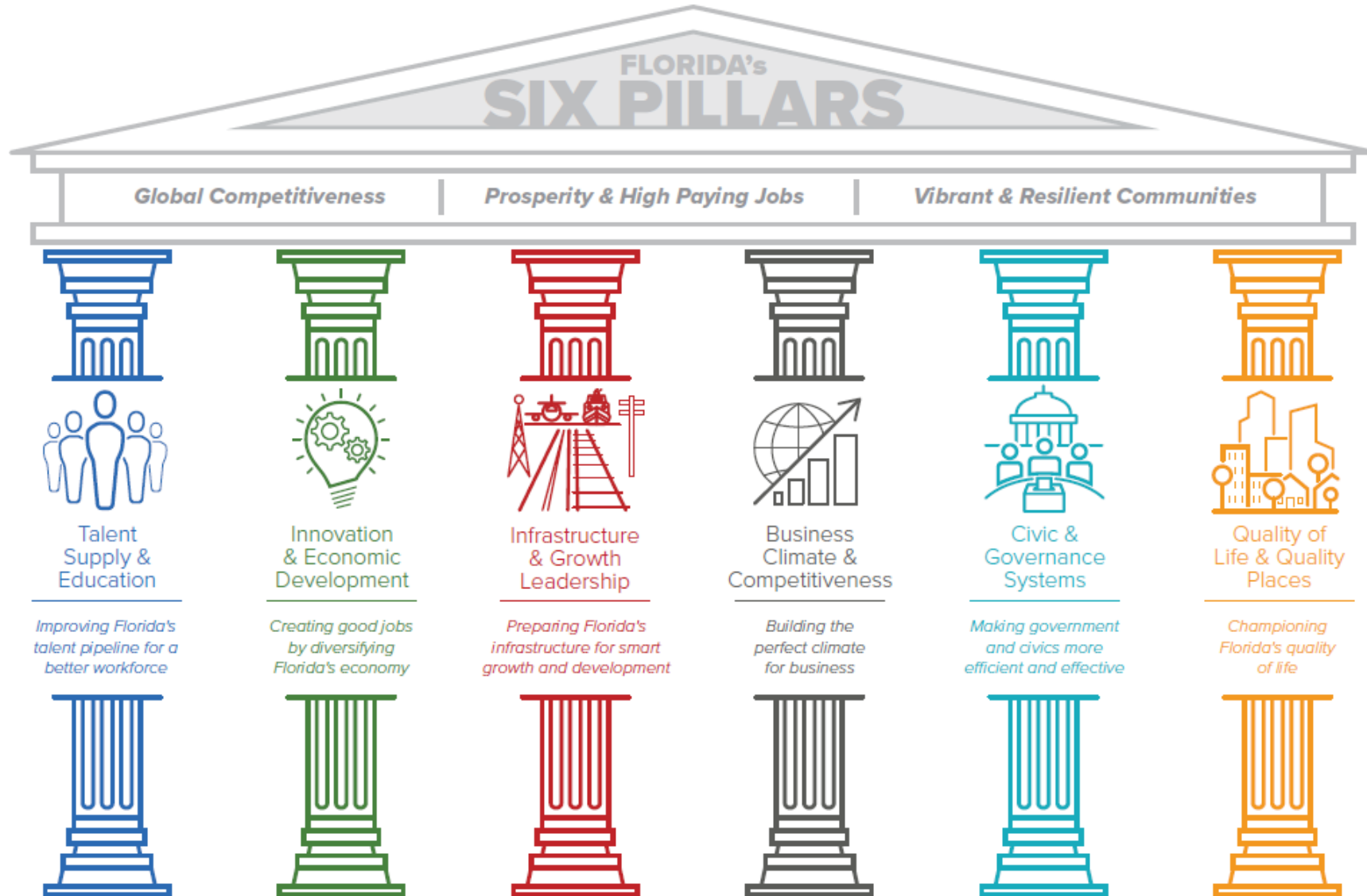
- +2.8 Million Net New Residents
- +1.22 Million Net New Jobs
- +40 Million More Annual Visitors
- +2.5 Million More Drivers

FLORIDA 2030
THE BLUEPRINT TO SECURE FLORIDA'S FUTURE

KEY TARGETS & STRATEGIES

FLORIDA CHAMBER Foundation | **50 YEARS** 1968 - 2018

Six Pillars Are Uniting Business For Good



39 Goals to Create Economic Opportunity in Every Zip Code

WHERE DO WE WANT TO GO?

2030 Targets

GOALS

Global Competitiveness

Prosperity & High Paying Jobs

Vibrant & Resilient Communities

Grow Florida into a top 10 global economy

Create a path to prosperity for all zip codes in Florida

Position Florida among the top states for attracting and retaining talent and visitors of all ages

Improving Florida's talent pipeline for a better workforce

Creating good jobs by diversifying Florida's economy

Preparing Florida's infrastructure for smart growth and development

>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**

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 gross domestic product **doubles**

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 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**

WHERE DO WE WANT TO GO?

2030 Targets

GOALS

Global Competitiveness

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Vibrant & Resilient Communities

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Building the perfect climate for business

Making government and civics more efficient and effective

Championing Florida's quality of life

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 **top 5** in the nation

Environmental permitting and local land use processes rated among **top quartile in the nation**

Occupational licensing laws rated among **top 5 in the nation**

Legal climate improves to **top quartile in the nation**

100% of **state agencies** aligned with Florida 2030 goals

100% of **regional economic development plans** aligned with Florida 2030 goals

100% of Florida residents 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**

Top 5 state for **overall well being**

Florida's brand and reputation as **best place to live, work, raise a family, visit, learn, play, relocate, and compete** remains **top in the nation**

<10% of Florida children **live in poverty** and **100%** have a **pathway out**

< 10% of Florida residents live in **housing-cost burdened households**

Crime rates rank among the **lowest 10 states**

Florida **protects and enhances** the value of its **arts, culture, heritage, and sense of place**

The Florida 2030 Blueprint

Florida2030.org

Florida's Growing Economy: By the Numbers



15th

Largest Economy
in the World

\$1.44T

Gross Domestic Product

↑ 55%

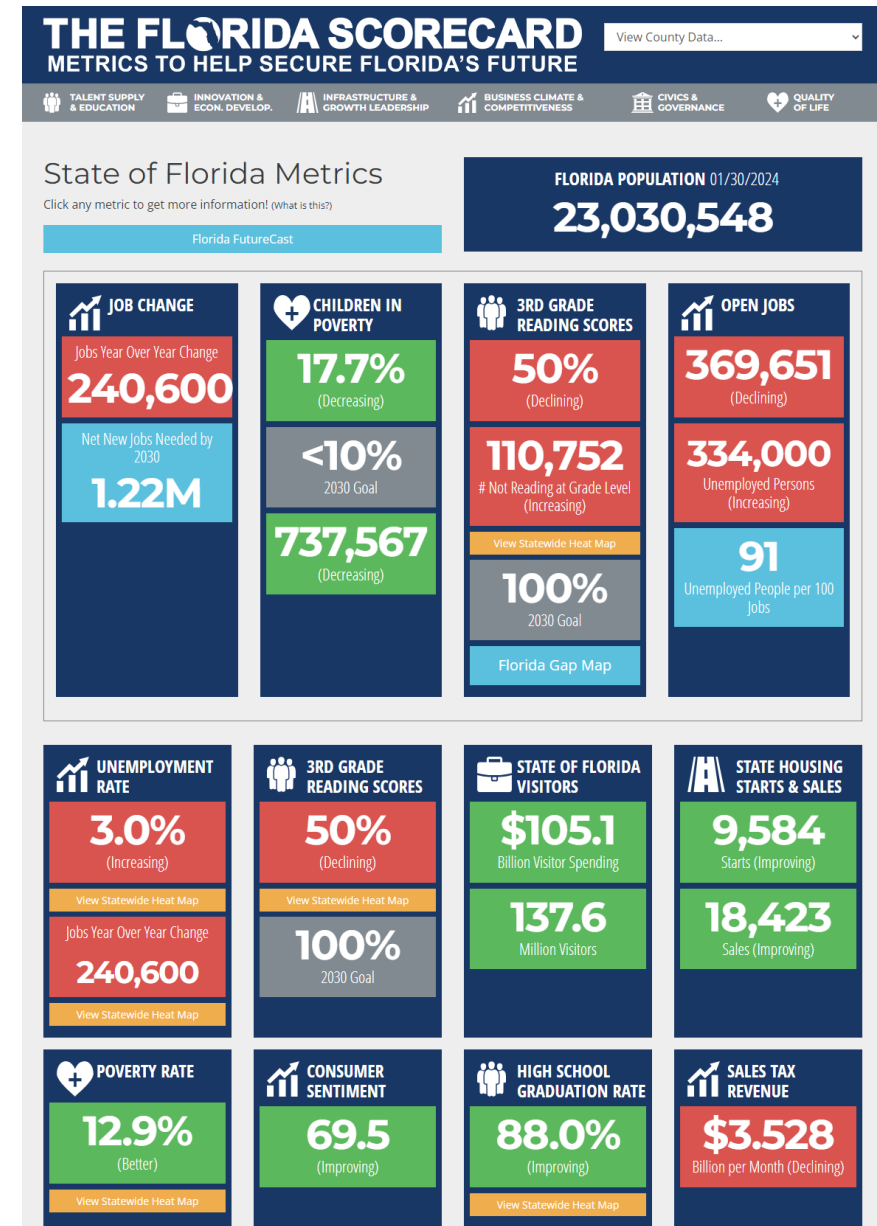
Since 2030 Blueprint Release

Top 3 Private Industries by Share of GDP

1. Financial Activities (24%)
2. Professional and Business Services (14%)
3. Educational Services and Healthcare (9%)

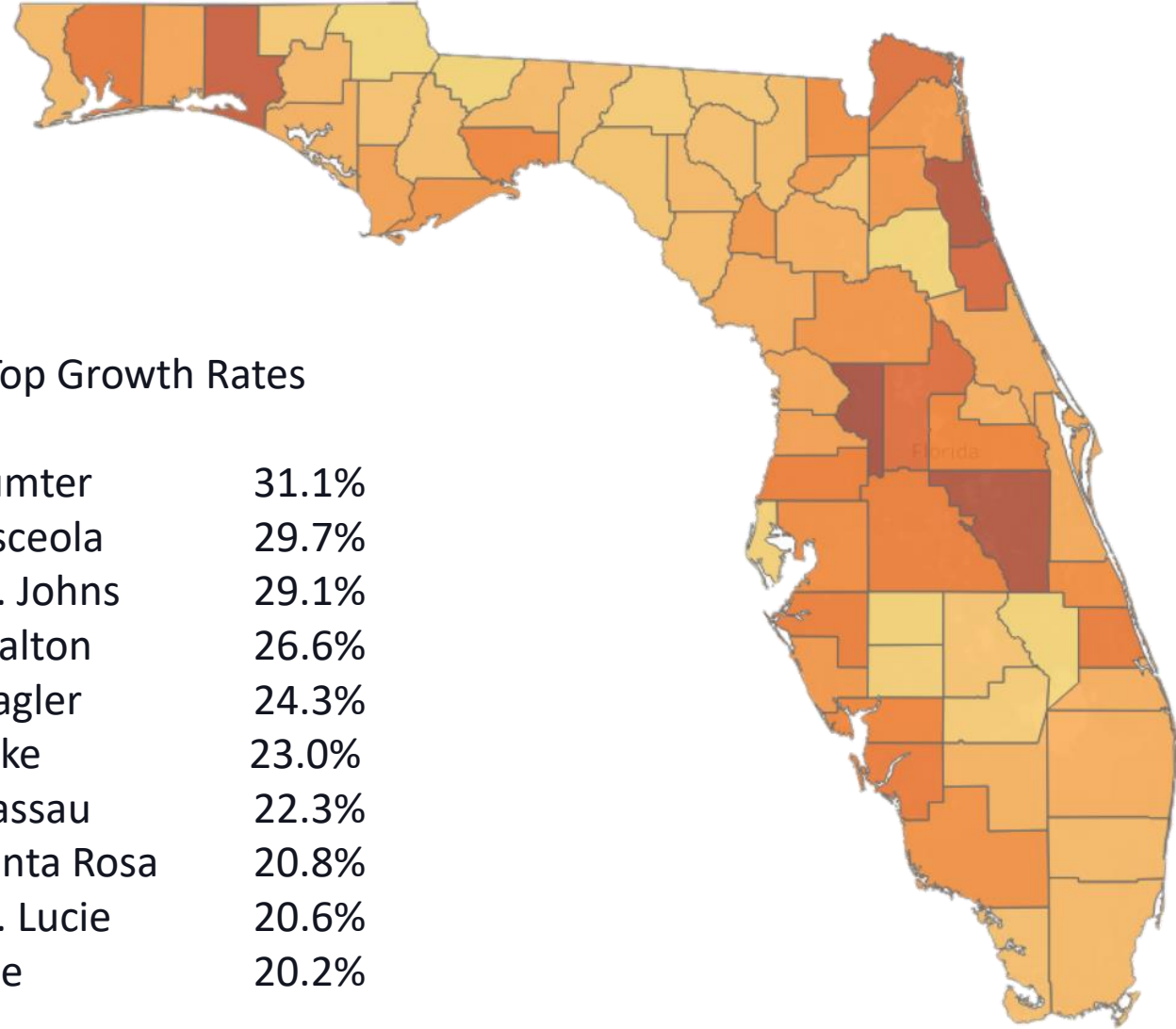
The Florida Scorecard Helps Leaders Lead

- 1.22 Million Net New Jobs Needed by 2030
- Open Jobs ↓ to 369,651
- Number of Unemployed Persons ↑ 10,000 to 334,000
- Unemployment Rate at 3.0% (↑ 0.1% from November 2023)
- Consumer Sentiment to ↑ 69.5
- Housing Sales: 18,423, Housing Starts: 9,584



Florida's Demographics Are Changing

*Florida's Next
2.8 Million People*



Top Projected Increases

Top Growth Rates

Top 5: 52.5%	1. Miami-Dade	368K	1. Sumter	31.1%
	2. Orange	330K	2. Osceola	29.7%
	3. Hillsborough	317K	3. St. Johns	29.1%
	4. Broward	261K	4. Walton	26.6%
	5. Palm Beach	231K	5. Flagler	24.3%
Top 10: 82.4%	6. Duval	196K	6. Lake	23.0%
	7. Lee	192K	7. Nassau	22.3%
	8. Polk	182K	8. Santa Rosa	20.8%
	9. Osceola	151K	9. St. Lucie	20.6%
	10. Pasco	137K	10. Lee	20.2%

Florida Leads the Nation in Net Income Migration

#1 in the United States



Florida has a Net Income Migration from 48 of 50 States:

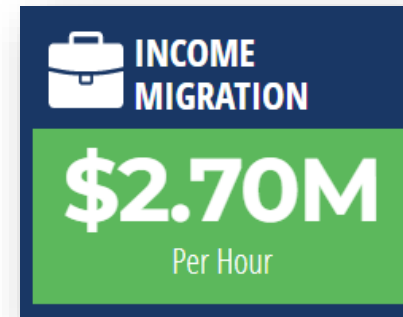
Top 5 Net Gained Income From:

- New York (\$9.8 Billion)
- Illinois (\$3.9 Billion)
- New Jersey (\$3.8 Billion)
- California (\$3.5 Billion)
- Pennsylvania (\$1.9 Billion)

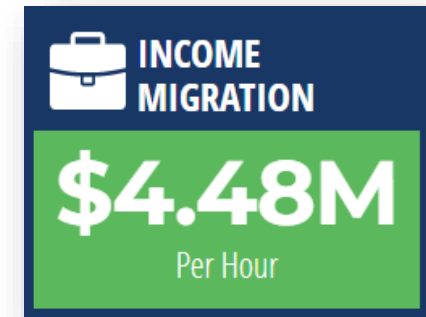
Net Lost Income To:

- Tennessee (-\$4.9 Million)
- Wyoming (-\$104.9 Million)

Previously



Current

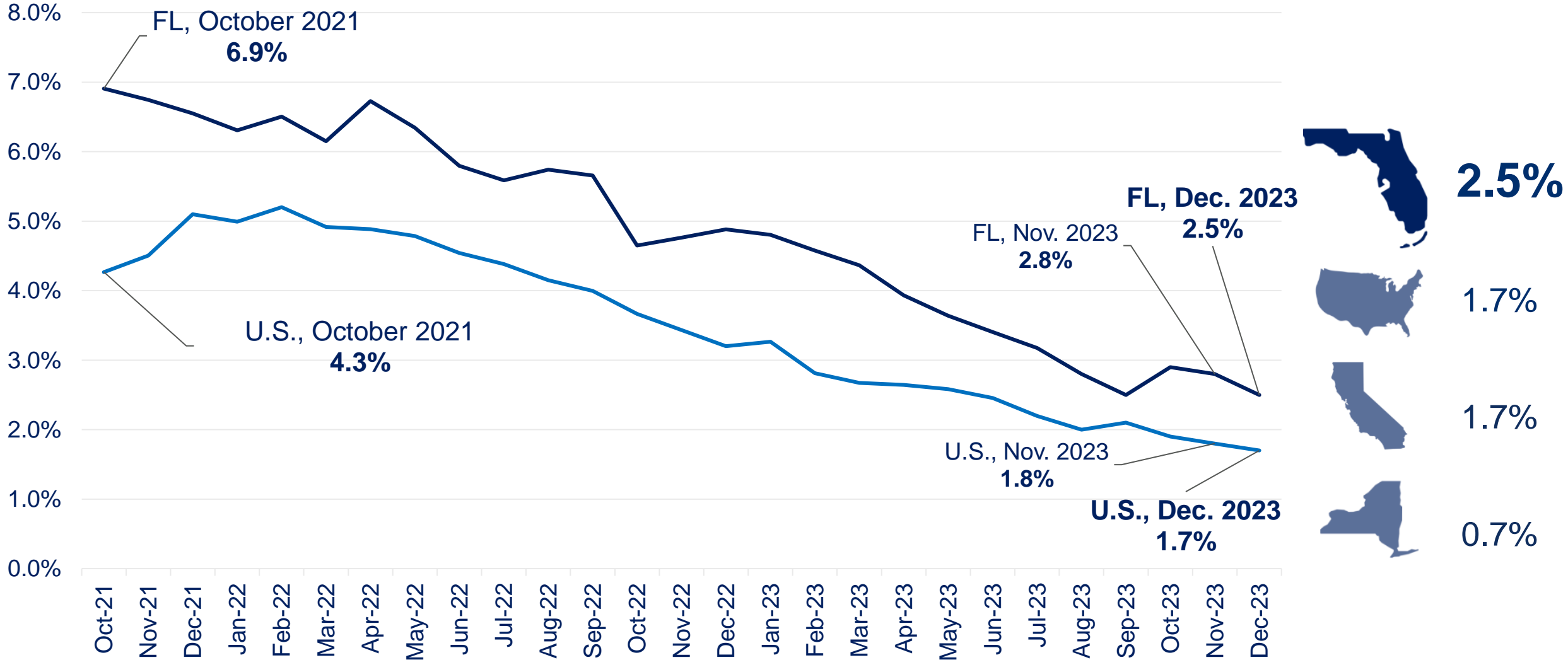


Competitors' Current Income Migration Per Hour:

- California: **-\$3.32M**
- New York: **-\$2.80M**
- Illinois: **-\$1.24M**
- Texas: **\$1.25M**

Florida's Annual Job Growth Sees Continued Declines in December

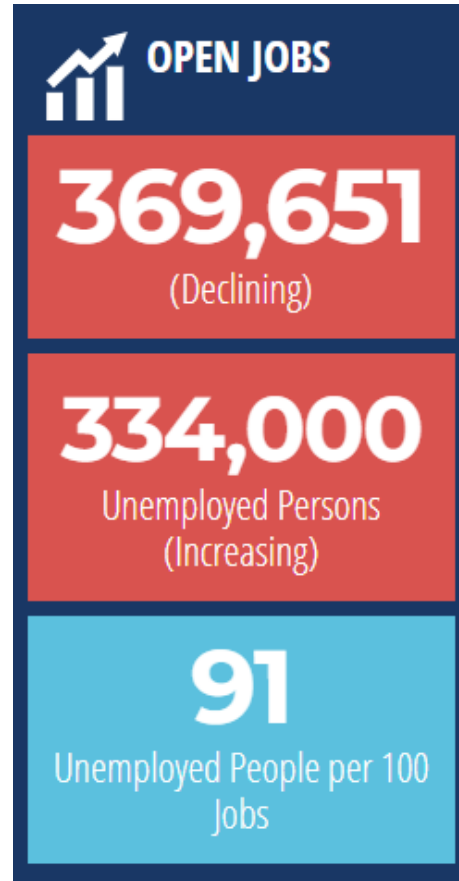
Florida's Rolling Annual Job Growth



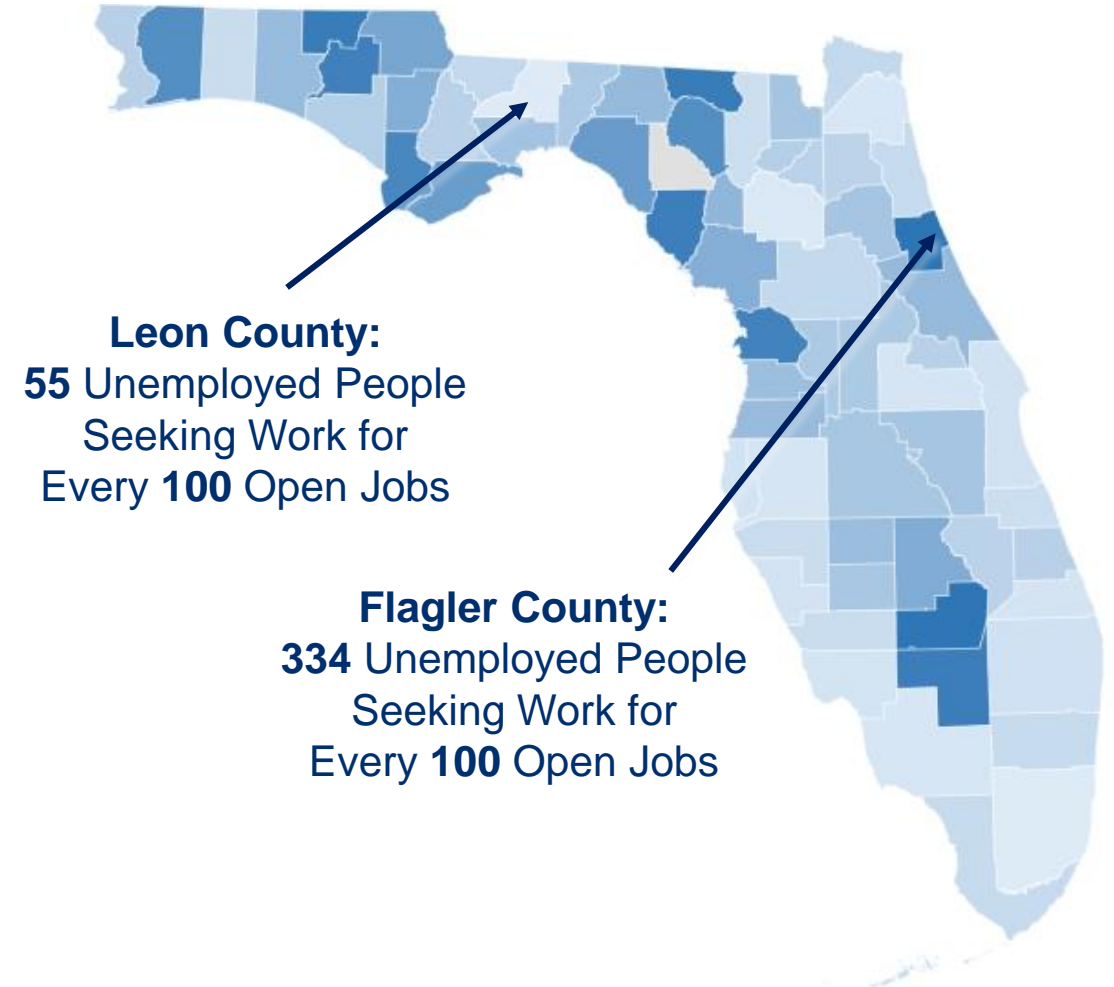
For Every 100 Open Jobs, 91 Floridians are Looking for Work



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

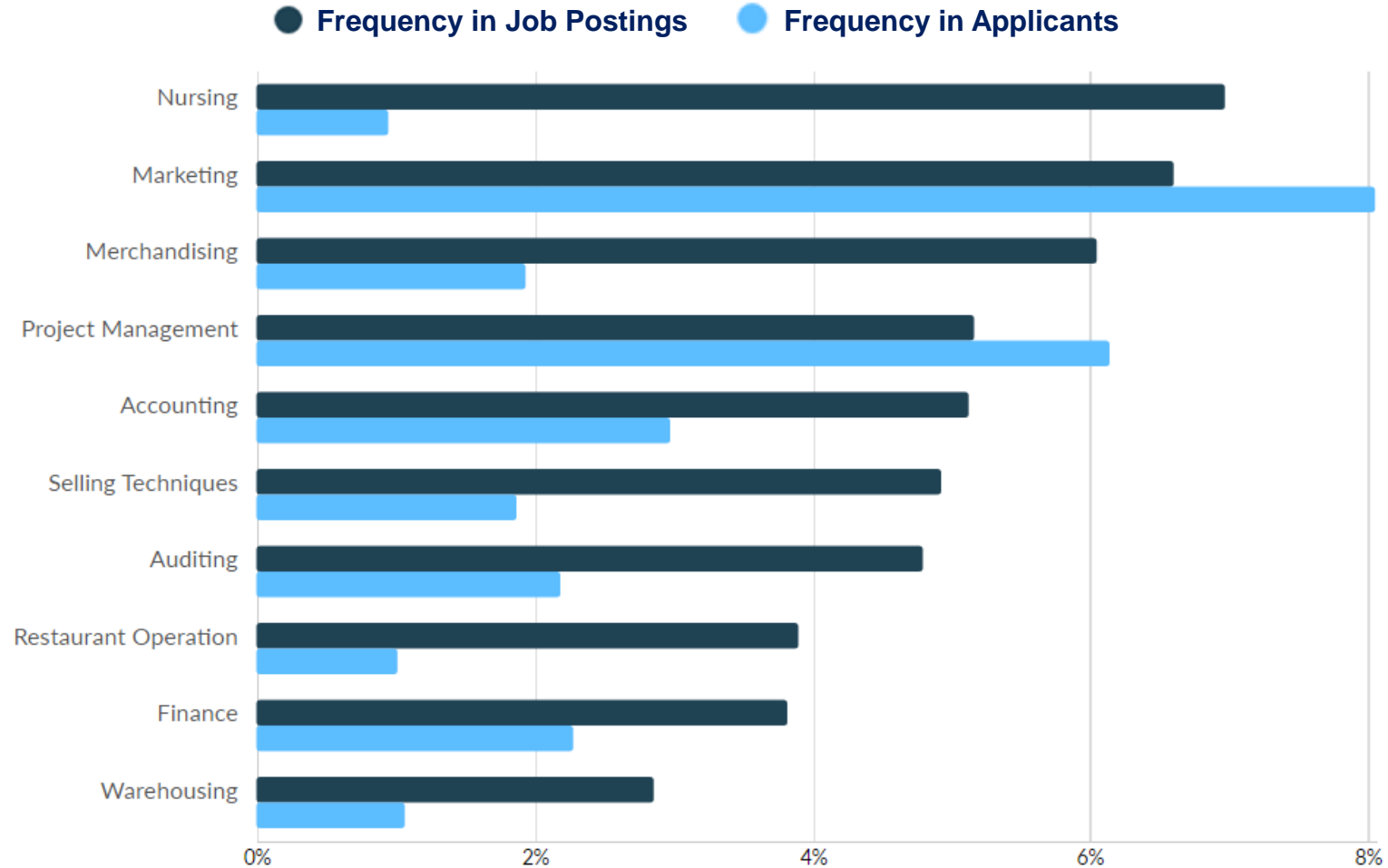


Workforce Needs Vary by County



Florida's Labor Market Needs

Top Specialized Skills

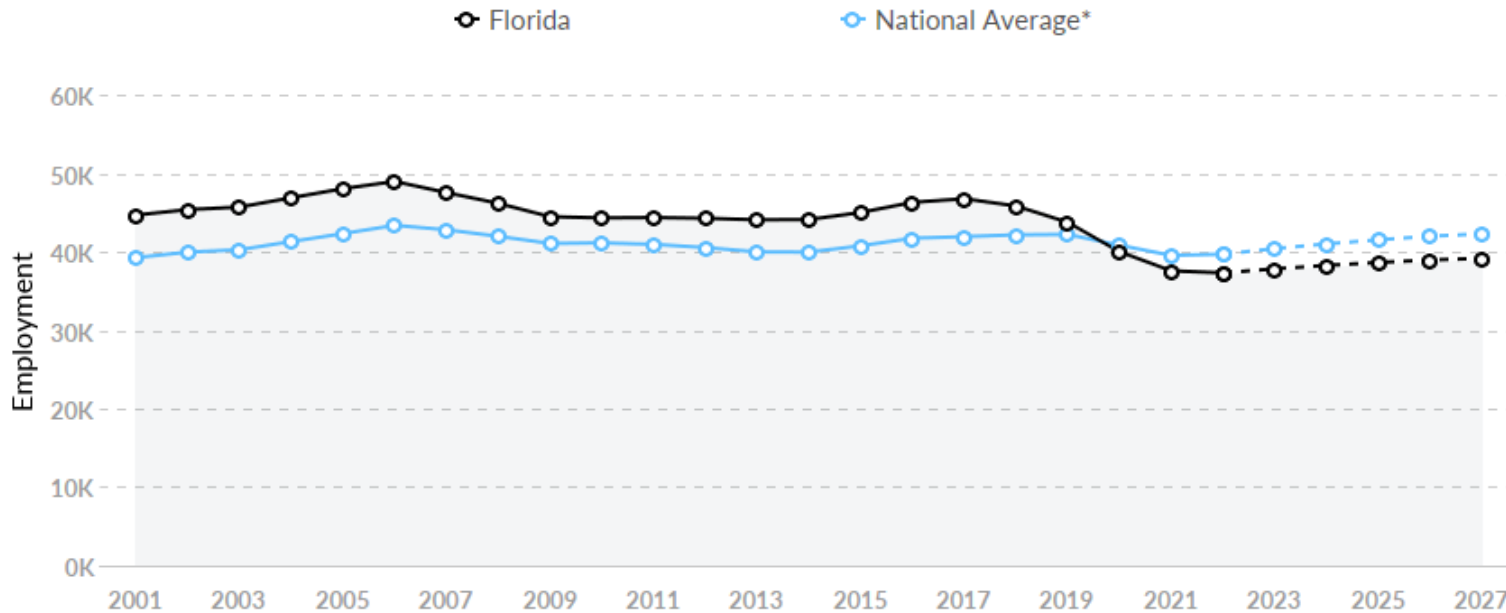


Florida's Labor Market Needs: LPNs

LPN Supply is Lower in Florida than the National Average



-20% Past Growth (2017 - 2022) 5% Projected Growth (2022 - 2027)



2,328
Completions

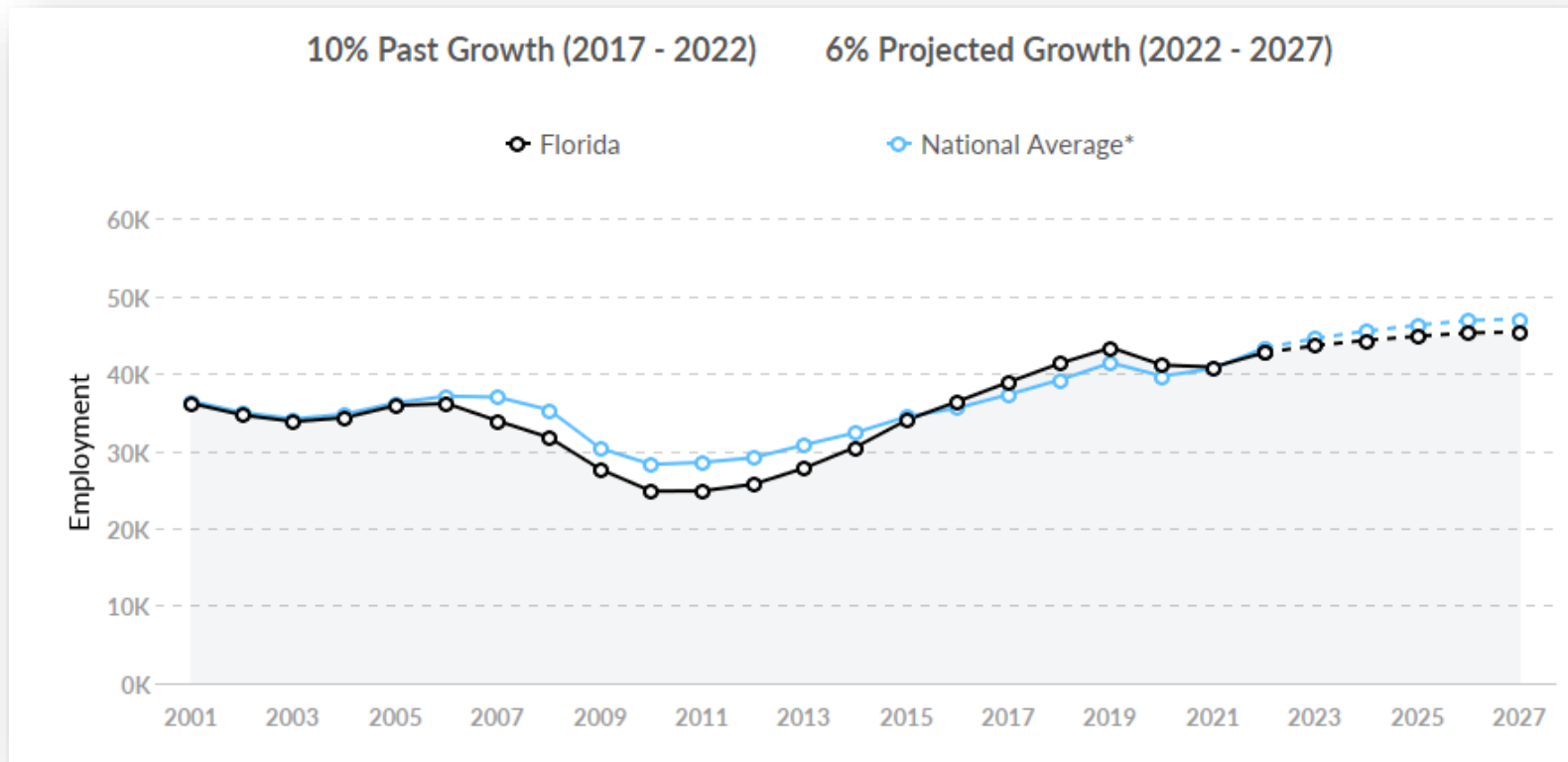
3,432
Openings

1,104

More Openings than
Completions

Florida's Labor Market Needs: Electricians

Florida's Electrician Supply is Projected to Drop Below National Average



1,040
Completions

4,698
Openings

3,658

More Openings than
Completions

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

Florida's Growth Outpaces the Rest of the Country

FL Real GDP Growth is Fastest Among the Nation

Real GDP Growth Rank
Q3 2019 – Q3 2023 

Real GDP Rank
Q3 2023 

#1 18.7%

#16 9.0%

#8 12.7%

#38 3.8%

#45 1.9%

Florida 

California 

Texas 

New York 

Illinois 

#4

#1

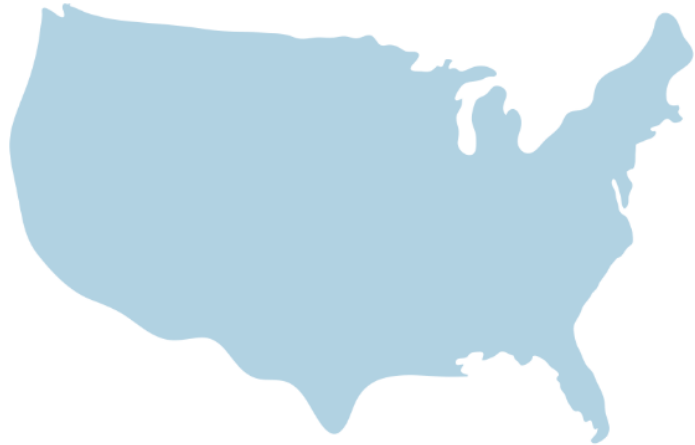
#2

#3

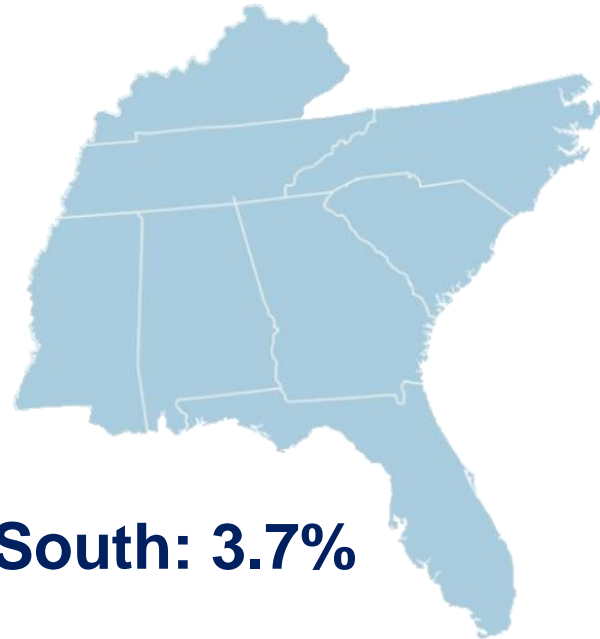
#5

 United States: 8.0%

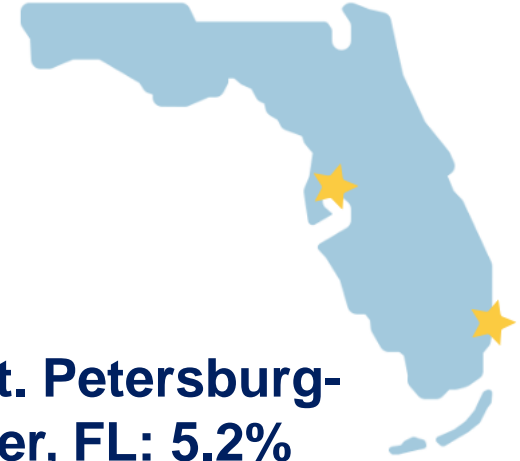
Inflation in Florida Cities is Highest in the Nation



United States: 3.3%



South: 3.7%

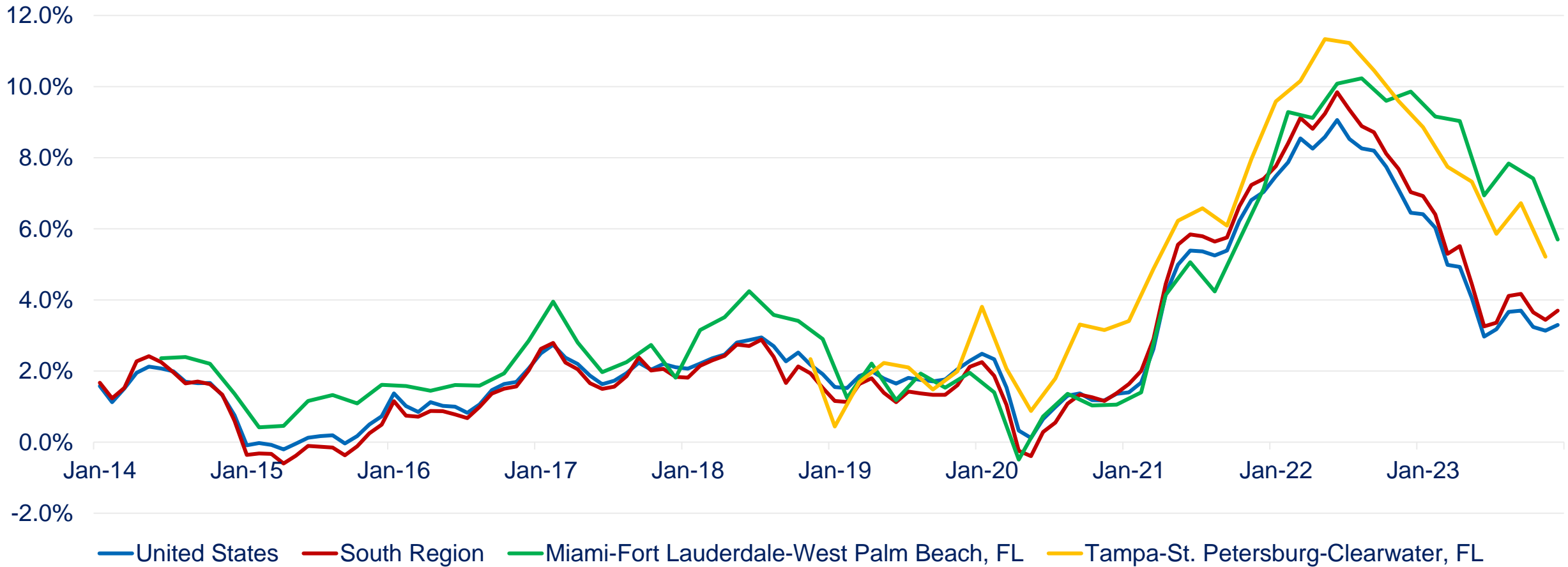


**Tampa-St. Petersburg-
Clearwater, FL: 5.2%**

**Miami-Fort Lauderdale-
West Palm Beach, FL: 5.7%**
***Highest Metro Area Inflation**

2023 Sees Historically High Inflation

Inflation Rate by Area 2014 to Present



Housing Market Continues to See Slowing Annual Home Sales

STATE HOUSING STARTS & SALES

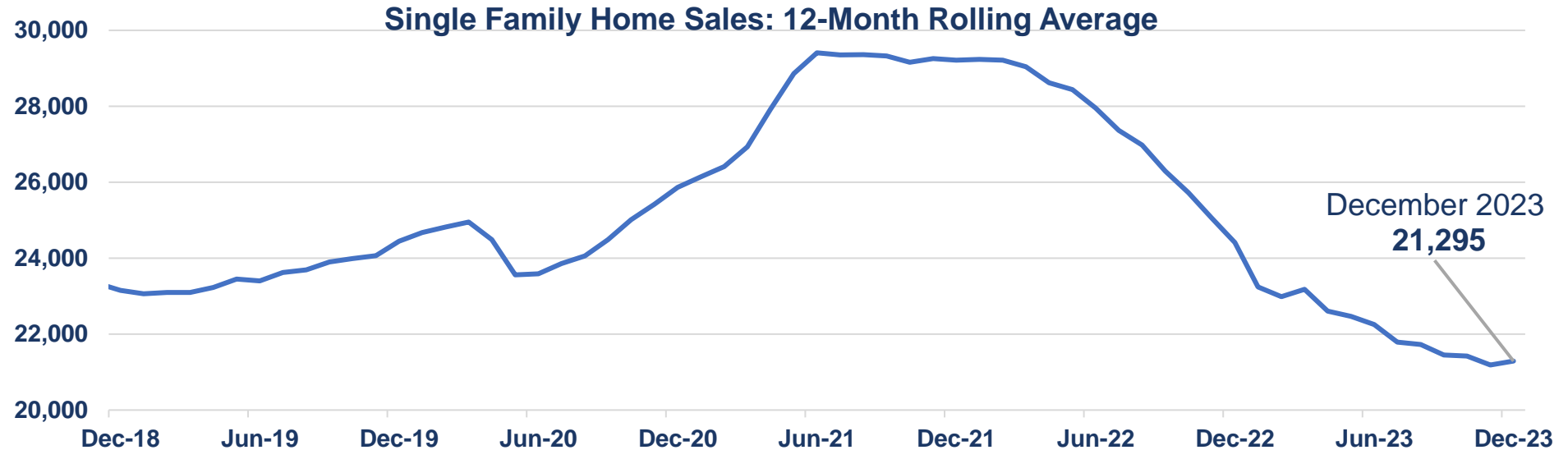
9,584
Starts (Improving)

18,423
Sales (Improving)

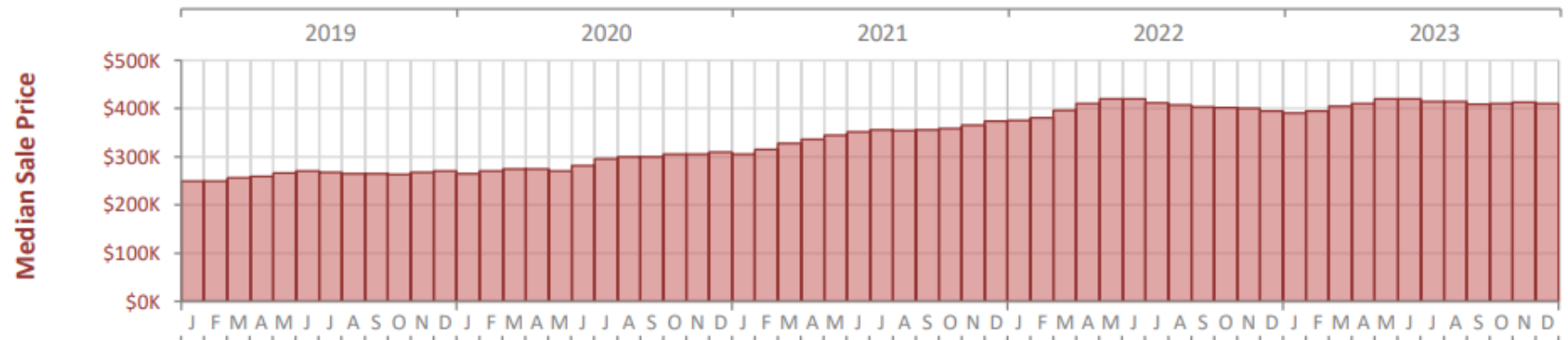
Starts: December '23
Sales: December '23

Starts: **↑ 26.7%**
from December '22

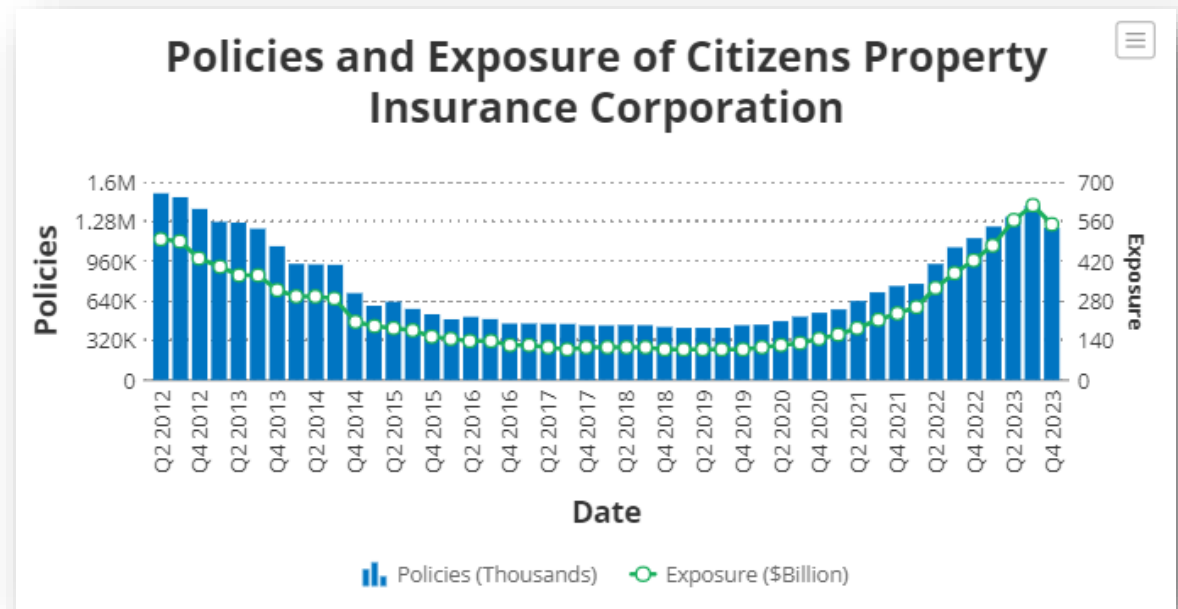
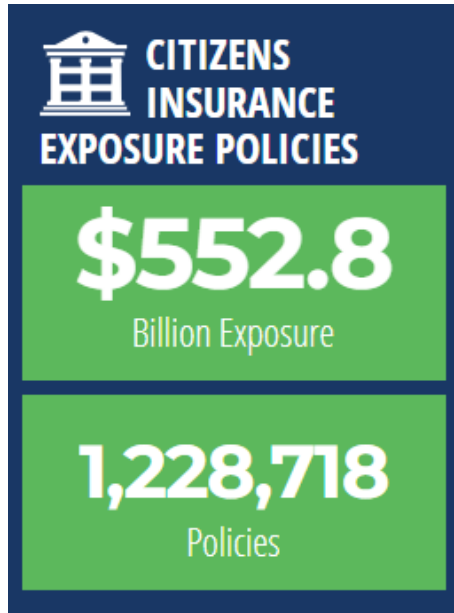
Sales: **↓ 3.8%**
from December '22



Median Sale Price: \$410,000, +3.8% YOY (+ 51.8% Since 2/2020)



Citizens Insurance Policies Continue to Decline



From Last Month

 **-2.5%**

 **-1.8%**

Since 2020

 **+395% (4.0x)**

 **+177% (2.8x)**

Consumer Sentiment Sees Third Lowest Annual Average in 2023

CONSUMER SENTIMENT

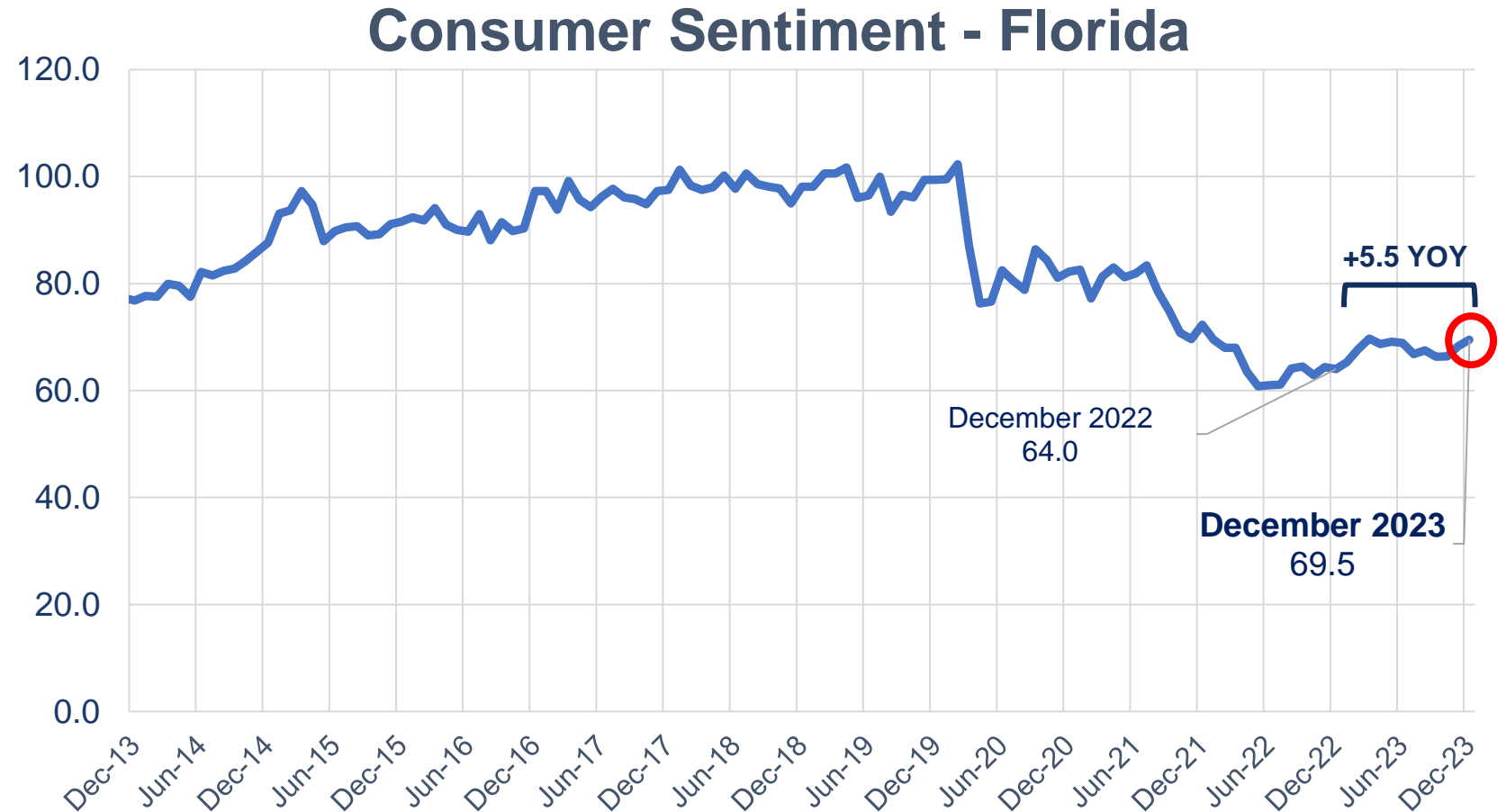
69.5
(Improving)

+1.2 Points From November



Oct: 63.8
Nov: 61.3
Dec: 69.7

2023 Consumer Sentiment Annual Average: **67.9**



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



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Improving Florida's Talent Pipeline for a Better Workforce

Florida

 DEGREE ATTAINMENT

42.4%

AA+ (Improving)

32.3%

Bachelor+ (Improving)

Florida

 EDUCATIONAL ATTAINMENT

52.5%

Current

60%

2030 Goal

Florida

 8TH GRADE READING SCORES

47%

Reading (Declining)

Florida

 8TH GRADE MATH SCORES

55%

Math (Improving)

Florida

 COLLEGE AFFORDABILITY


1st

4 Year (Improving)

6th

2 Year (Unchanged)

Florida

 HIGH SCHOOL GRADUATION RATE

87.3%

(Getting Lower)

95%

2030 Goal

>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

 KINDERGARTEN READINESS

49%

(Declining)

Florida

 3RD GRADE READING SCORES

50%

(Declining)

TheFloridaScorecard.org

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Thank You to the Future of Work Advisory Board



Mike Brannen
SVP, Industrial and Workforce
Development



David Cross
SVP, HR & Administration



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



Vicki Greene
SVP, America's Workforce Skills



Sam Verghese
Chief Operations Officer



Kristen Vanselow
AVP, Innovative Education
& Partnerships



Andrea Cichon
Sr. Director, Talent Acquisition
& Development



10 Seats Available

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FUTURE OF WORK FLORIDA



Promising Practices for **Recruiting** and **Retaining Talent**



Highlight the “**Top 30 in 2030**” **High-Demand Careers** by State and Workforce Region



Promote **Career Pathways** and **Training Programs** for **High-Demand Careers**



Prioritize **Career Exploration**, **Work-based Learning**, and **Career Center Connections**



Promote **Careers in STEM** and **Emerging Industries**



Expansion of **Apprenticeships** and **Pre-apprenticeships**



Employability Skills across all Industries



Second Chance Hiring



Upskilling and **Reskilling Talent**

To get involved or learn more, contact
Rachel Ludwig at rludwig@flchamber.com

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Opportunity Populations

Apprenticeships,
microcredentials &
integrated education
& training

4.0% of adults with
disabilities are
unemployed



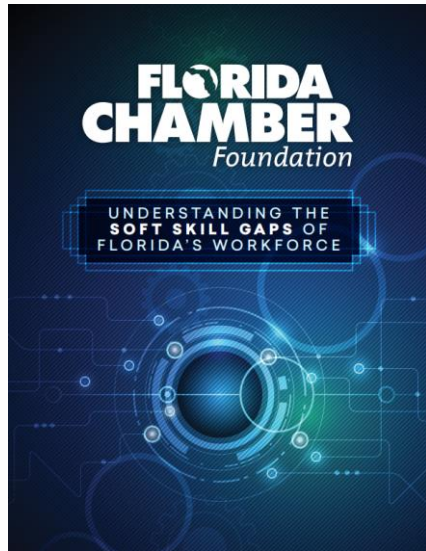
~24,000 previously
incarcerated individuals
are released annually

11% of Floridians age 18+
(1,911,772) do not have a high
school diploma or equivalency

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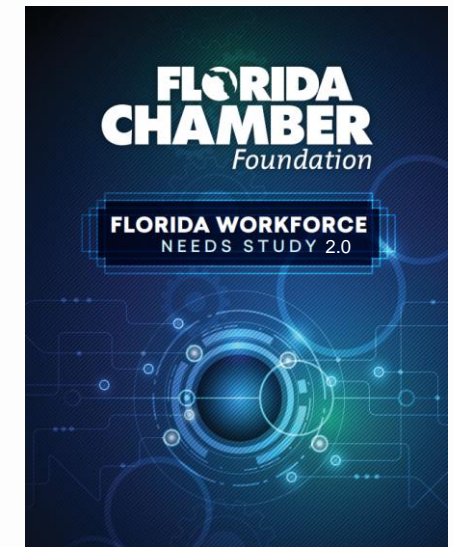
Upcoming Workforce Needs Study 2.0 Release Will Give New Insight



*“Many of the labor market inefficiencies employers experience come down to **poor communication between potential employees and employers**. Individuals do **not know how to properly highlight their skills** and employers **do not properly know how to vet them**.”*



*“A few years ago, we wouldn’t take any graduates from our local technical college because **they were not prepared when they graduated**. Then we **helped advise on the curriculum** and now the students are prepared and our health system hires their graduates.” – Healthcare Employer*



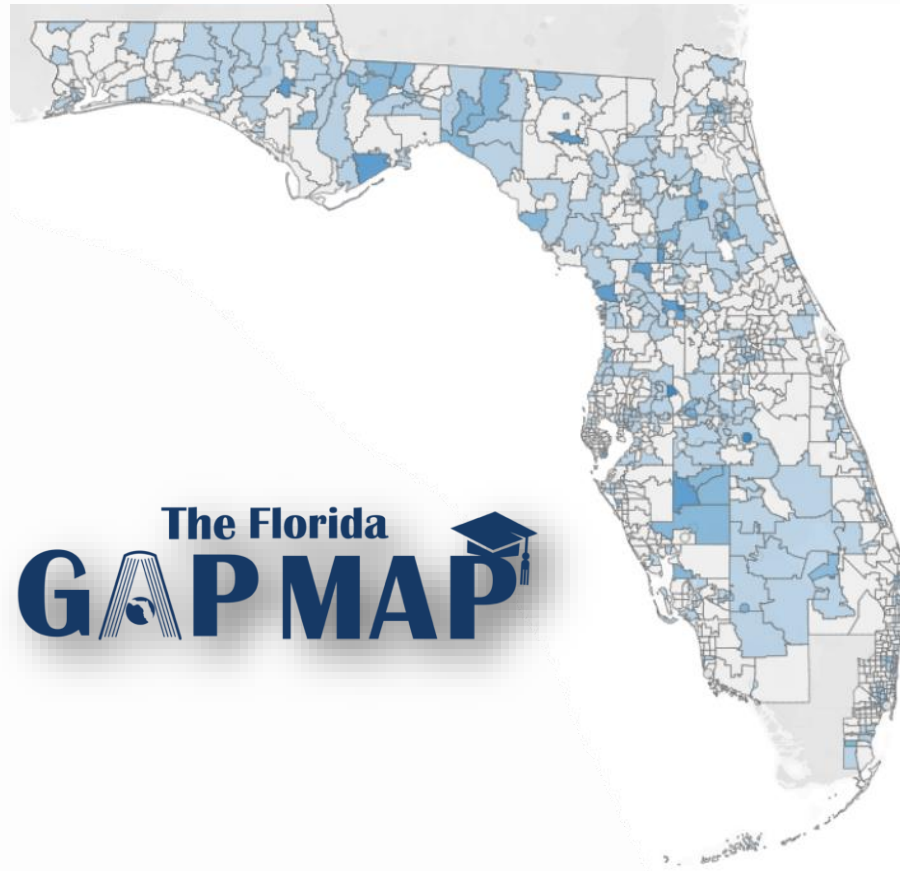
- Overview of Questions Facing Florida’s Job Creators
- Legislative Action
- Employer-Centric Strategies to Improve Workforce Outcomes

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Community Specific Understanding For Community Specific Investments

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



The Florida
GAP MAP

TheFloridaGapMap.org

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 Hipps 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%

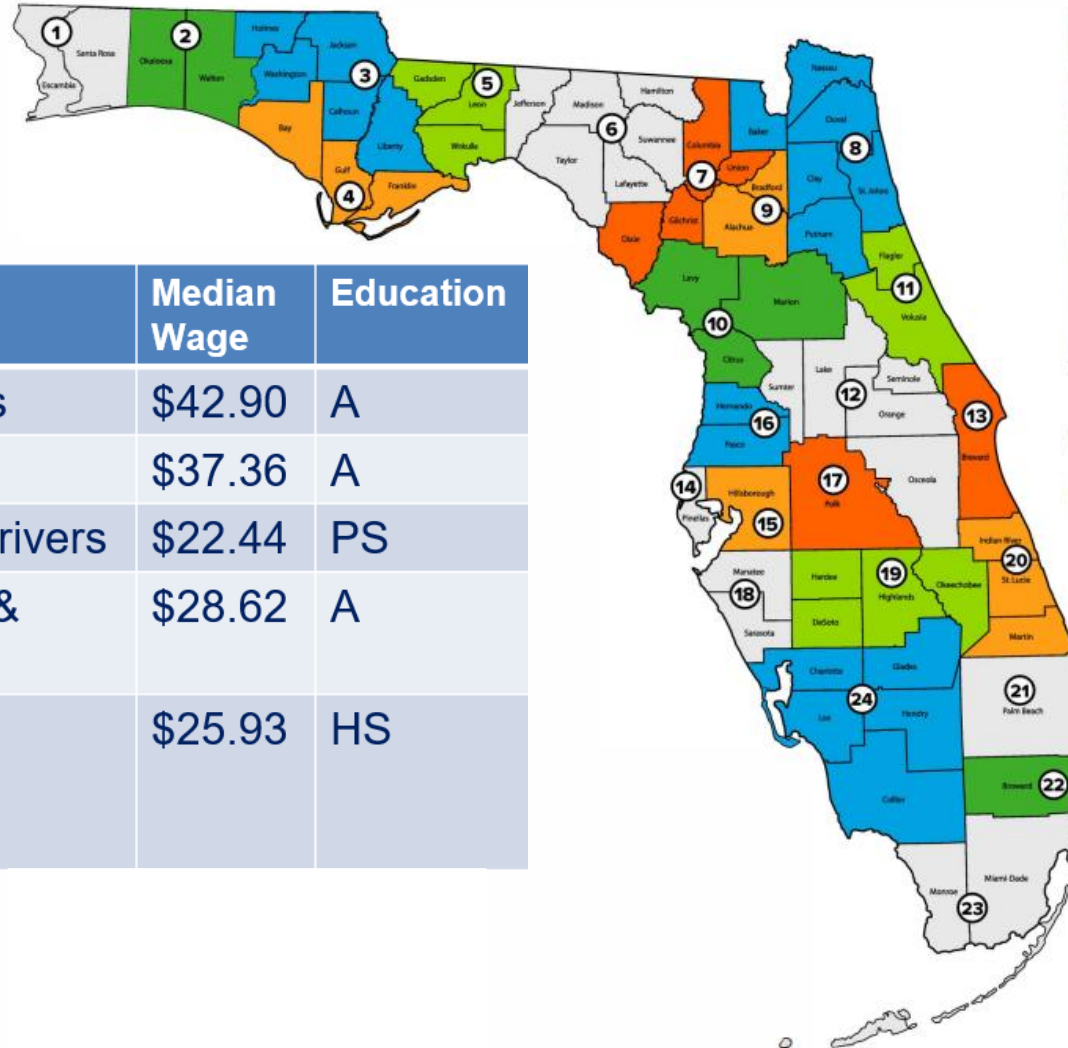
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Florida Center for Workforce
+ Talent Development
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“Top 30 in 2030” High-Demand Careers



	Career	Median Wage	Education
1	General & Operations Managers	\$42.90	A
2	Registered Nurses	\$37.36	A
3	Heavy & Tractor-Trailer Truck Drivers	\$22.44	PS
4	First-Line Supervisors of Office & Administrative Support Workers	\$28.62	A
5	Sales Reps of Services (except-advertising, insurance, financial, travel)	\$25.93	HS



Career Spotlight – Assistant Project Manager (Construction)

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Talent Pipeline Solution: Work-Based Learning

Pre-College and Career Exploration

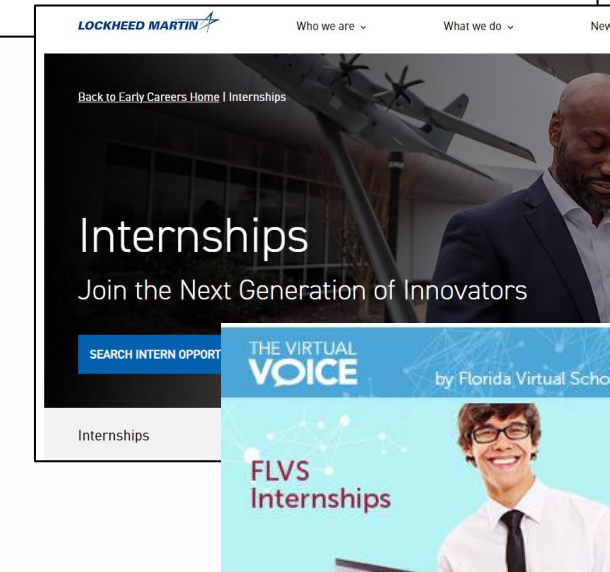
IRSC Pre-College and Career Exploration Camps can help you choose your perfect career through hands-on activities and one-on-one interaction with staff and faculty who are experts in their field.

Quest Summer Program—Boys and Girls Ages 14-16

Expanding Horizons—Boys and Girls Ages 14-16

Health Science Summer Academy—Boys and Girls Ages 14-18

TechKnow Camp—Boys and Girls Grades 6-8



LOCKHEED MARTIN | Who we are | What we do | News

Back to Early Careers Home | Internships

Internships

Join the Next Generation of Innovators

SEARCH INTERN OPPORTUNITIES

THE VIRTUAL VOICE by Florida Virtual School

FLVS Internships

Internships



Medical Services

Why Intern at Nicklaus Children's Hospital?

If you are seeking a challenging and rewarding opportunity where you'll receive:

- Hands on experience
- Collaboration with highly regarded professionals in the medical field
- Possible hiring opportunities after internship completion

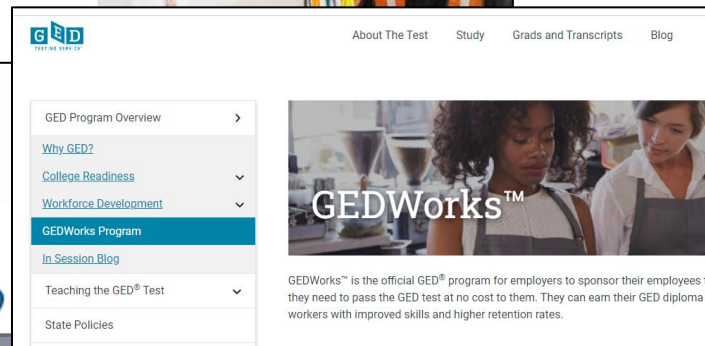


MILLER ELECTRIC COMPANY | WHO WE ARE | WHAT WE DO

WORK IN THE FIELD

MAKE YOUR MARK IN THE ELECTRICAL INDUSTRY

Electrical Training Apprenticeship Overview | Miller Electric Company



GED | About The Test | Study | Grads and Transcripts | Blog

GED Program Overview

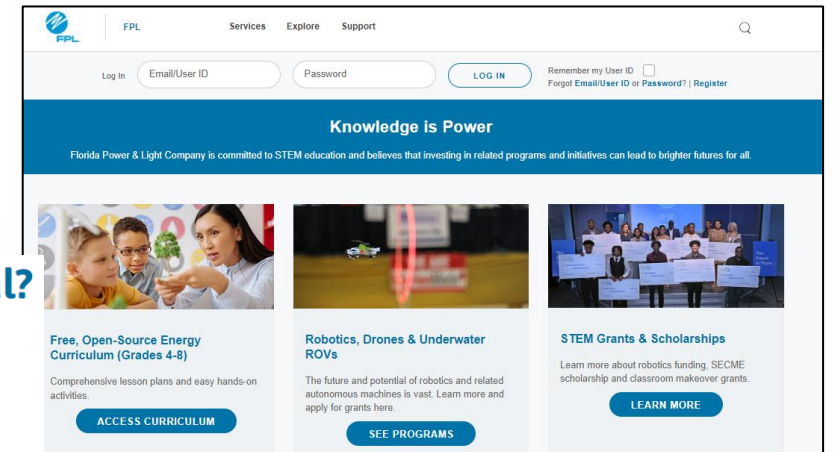
- Why GED?
- College Readiness
- Workforce Development
- GEDWorks Program
- In-Session Blog
- Teaching the GED® Test
- State Policies

GEDWorks™

GEDWorks™ is the official GED® program for employers to sponsor their employees to earn their GED diploma while they need to pass the GED test at no cost to them. They can earn their GED diploma while working with improved skills and higher retention rates.

Florida Gulf Coast University

Internships and Cooperative Programs



FPL | Services | Explore | Support

Log In | Email/User ID | Password | LOG IN | Remember my User ID | Forgot Email/User ID or Password? | Register

Knowledge is Power

Florida Power & Light Company is committed to STEM education and believes that investing in related programs and initiatives can lead to brighter futures for all.

- Free, Open-Source Energy Curriculum (Grades 4-8)
Comprehensive lesson plans and easy hands-on activities.
ACCESS CURRICULUM
- Robotics, Drones & Underwater ROVs
The future and potential of robotics and related autonomous machines is vast. Learn more and apply for grants here.
SEE PROGRAMS
- STEM Grants & Scholarships
Learn more about robotics funding, SECME scholarship and classroom makeover grants.
LEARN MORE



Elementary Teachers for a free show
How does energy flow? What

Coca-Cola BEVERAGES FLORIDA
YOUR LOCAL COCA-COLA BOTTLER



CLINICAL RESEARCH STUDENT/VOLUNTEER CREDENTIALING APPLICATION


Talent Pipeline Solution: Second Chance Hiring Recruiting & Retaining Talent



Florida Center for Workforce
+ Talent Development
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YOU'RE INVITED TO THE



FDC

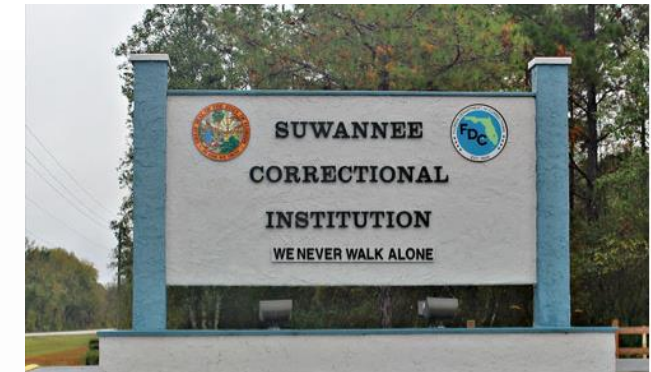
RE-ENTRY SIMULATION



You are cordially invited to join the Florida Department of Corrections to participate in a Re-Entry Simulation. This simulation will illustrate the journey to self-sufficiency and the barriers that may contribute to feelings of helplessness and decreased self-efficacy.

Participants will assume the identity of an ex-offender and perform tasks in four 15 minute sessions with each session representing a week. By the end of this eye-opening activity, participants will have simulated a month in the life of someone who has released from prison. Participants will encounter the same challenges faced by many ex-offenders as they try to complete their court-ordered obligations as well as maintain their day-to-day life. This simulation suggests that, ultimately, the ability to navigate "the system" may be a primary factor in the relationship between resiliency and recidivism.

Please feel free to send anyone who you think will benefit from the experiencing the simulation moving forward!



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Alignment & Connections Corner

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

Future of Work Florida Career Spotlight Series



Mike Rowe – What Would I Say to Kids?



Career Spotlight – Marine Mechanic



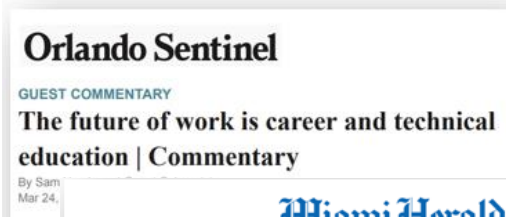
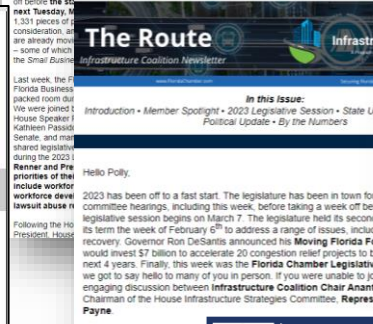
Career Spotlight – Line Worker



Career Spotlight – Firefighter Paramedic



Career Spotlight – Commercial Pilot



Future of Work Florida Podcast Player

Future of Work Florida Podcast

Lee Chipps-Walton (DOE) on Florida's Talent Crisis

00:00 | 25:35

- 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
- FDOE's Brent McNeal on Florida's Talent Crisis - 17:35
- Brooke Malsberger of Lockheed Martin on Florida's Talent Crisis - 18:21

FL 2030 FROM THE CAPITOL

THE FLORIDA LEGISLATURE PRIORITIZES EDUCATIONAL OPPORTUNITIES

The Florida Chamber believes that a child's zip code should not determine their educational and career opportunities. This bill takes significant steps towards accomplishing that goal.

FUTURE OF WORK FLORIDA

Securing Florida's Future

MEMO

TO: Future of Work Advisory Board

CC: Florida Workforce & Talent Development

FR: Rachel Ludwig, Senior Director of Future of Work

RE: May Update; Launch of the Florida Center for Workforce + Talent Development

FL 2030 FROM THE CAPITOL

THE FLORIDA LEGISLATURE PRIORITIZES EDUCATIONAL OPPORTUNITIES

This session, the legislature has been hard at work when Speaker Paul Rivera deemed the "largest expansion of school choice in the nation," he is creating universal school choice. This bill takes significant steps towards accomplishing that goal.

FUTURE OF WORK FLORIDA

Workforce Wednesday Webinar Series

Reskilling & Upskilling Talent: Developing Industry-led Integrated Education & Training Programs

November 15, 2023 | VIA ZOOM | 10:00AM-11:00AM ET

In the News

Tallahassee Record: The Florida Chamber Foundation's new report, 'FL 2030: A Roadmap for Florida's Future', highlights the state's economic challenges and the need for workforce development.

Sun Sentinel: The Florida Chamber Foundation's new report, 'FL 2030: A Roadmap for Florida's Future', highlights the state's economic challenges and the need for workforce development.

Orlando Sentinel: The Florida Chamber Foundation's new report, 'FL 2030: A Roadmap for Florida's Future', highlights the state's economic challenges and the need for workforce development.

FUTURE OF WORK FLORIDA

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FUTURE OF WORK
FLORIDA

Workforce Wednesday Webinar Series

**Special Edition:
Cybersecurity Career Spotlight**

February 28, 2024 | VIA ZOOM | 10:00AM-11:00AM ET



bitly



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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
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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 10th largest economy through the Florida 2030 Blueprint's 39 goals

www.flchamber.com/events

FUTURE OF FLORIDA

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Interested in Getting Involved? Let's Connect!

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