Workforce Development & Tourism Subcommittee

Wednesday, October 23, 2019
3:00 PM – 5:00 PM
12 HOB

Meeting Packet

Jose Oliva
Speaker

Rene Plasencia
Chair

The Florida House of Representatives

Commerce Committee

Workforce Development & Tourism Subcommittee

Jose R. Oliva
Speaker

Rene Plasencia
Chair

Meeting Agenda

Wednesday, October 23, 2019
3:00 pm – 5:00 pm
12 HOB

I. Call to Order

II. Roll Call

III. Welcome and Opening Remarks

IV. Presentation and discussion relating to workforce impacts and workforce development efforts following Hurricane Michael

- Michelle Dennard, President and CEO, CareerSource Florida
- Kimberly Bodine, Executive Director, CareerSource Gulf Coast; Past President, Florida Workforce Development Association
- Richard Williams, Executive Director, CareerSource Chipola

V. Presentation by the Department of Economic Opportunity relating to workforce issues in Florida

- Adrienne Johnston, Bureau Chief, Bureau of Workforce Statistics and Economic Research

VI. Closing Remarks

VII. Adjournment

317 House Office Building, 402 South Monroe Street, Tallahassee, FL 32399-1300
(850) 717-4870

ONE YEAR LATER: HURRICANE MICHAEL RECOVERY

HOUSE WORKFORCE DEVELOPMENT & TOURISM SUBCOMMITTEE

OCT. 23, 2019

CareerSource FLORIDA

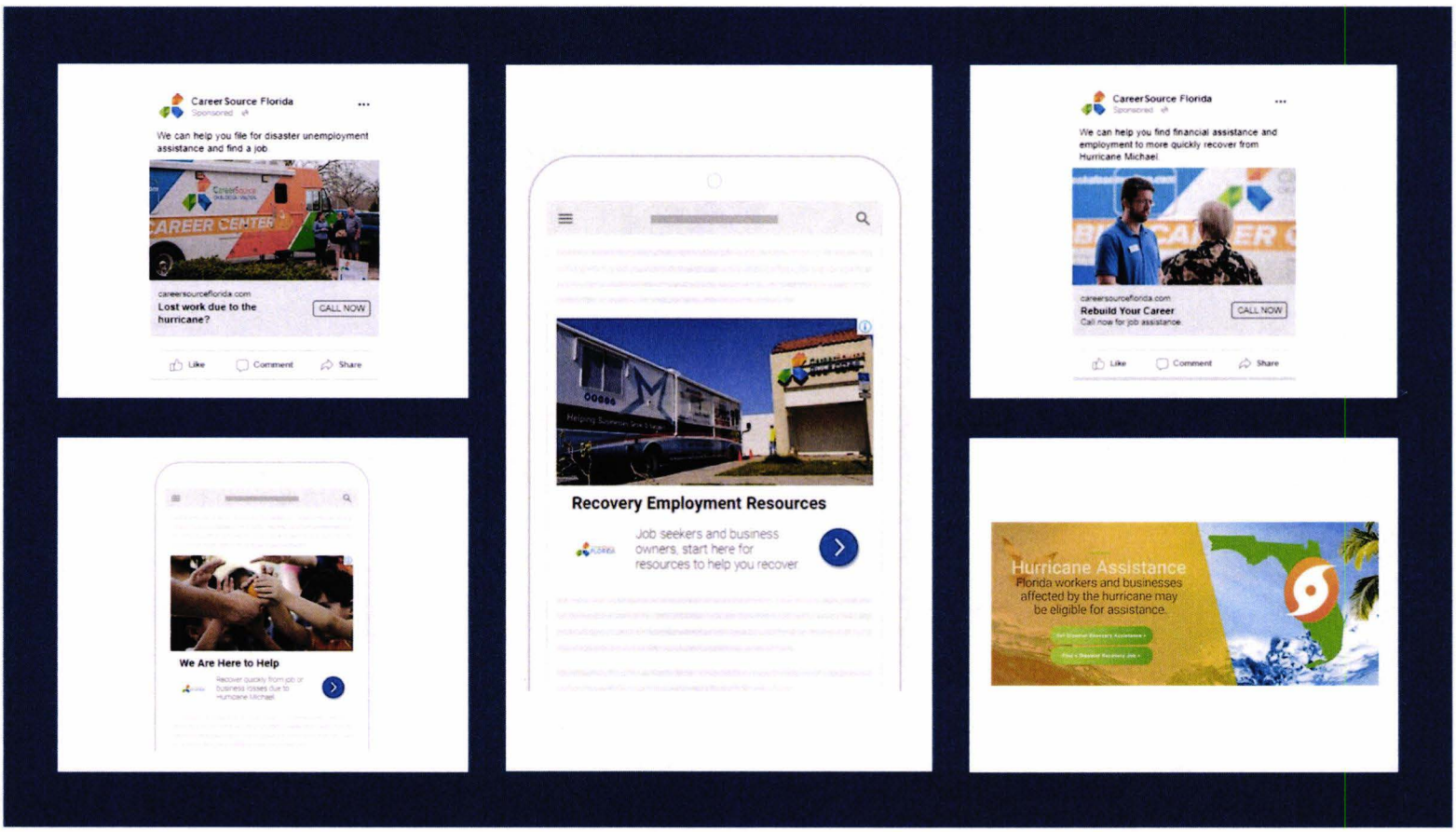
- **Michelle Dennard**, President and CEO, CareerSource Florida
- **Kim Bodine**, Executive Director, CareerSource Gulf Coast; Past President, Florida Workforce Development Association
- **Richard Williams**, Executive Director, CareerSource Chipola

CareerSource FLORIDA

CAREERSOURCE FLORIDA RESPONSE

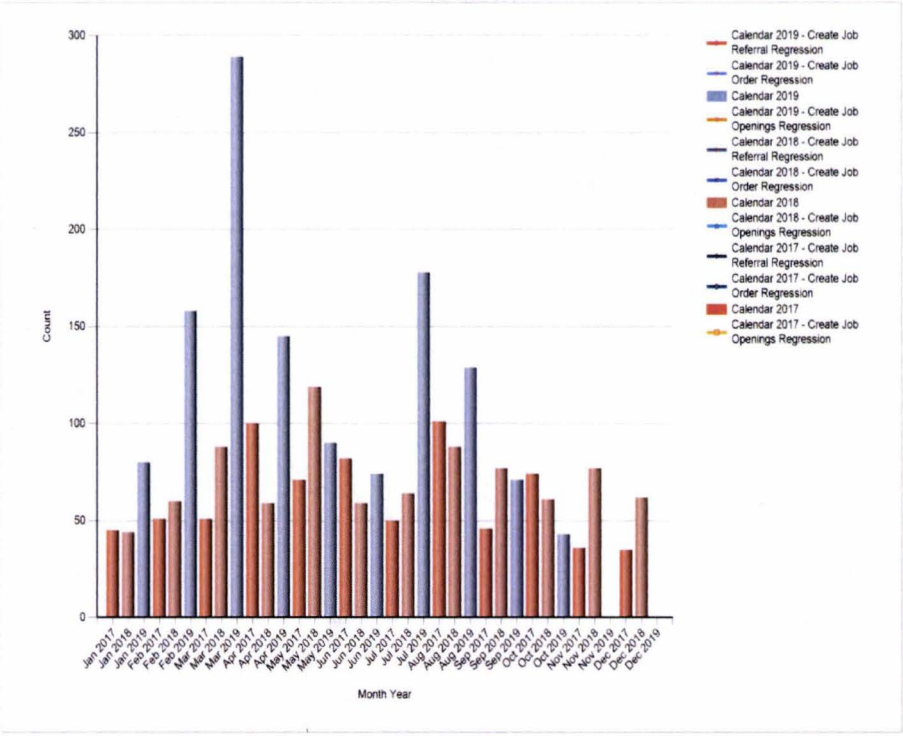
- Digital outreach campaign
  - Promoting awareness of available programs
  - 8.4 million impressions
- $1 million disaster recovery fund
  - Enhanced job seeker services
  - Provided for long-term recovery

CareerSource FLORIDA


Career Source Florida
Sponsored
We can help you file for disaster unemployment assistance and find a job
CAREER CENTER
careersourceflorida.com
Lost work due to the hurricane?
CALL NOW
Like
Comment
Share
Recovery Employment Resources
Job seekers and business owners, start here for resources to help you recover
Career Source Florida
Sponsored
We can help you find financial assistance and employment to more quickly recover from Hurricane Michael.
careersourceflorida.com
Rebuild Your Career
Call now for job assistance.
CALL NOW
Like
Comment
Share
We Are Here to Help
Hurricane Assistance
Florida workers and businesses affected by the hurricane may be eligible for assistance.

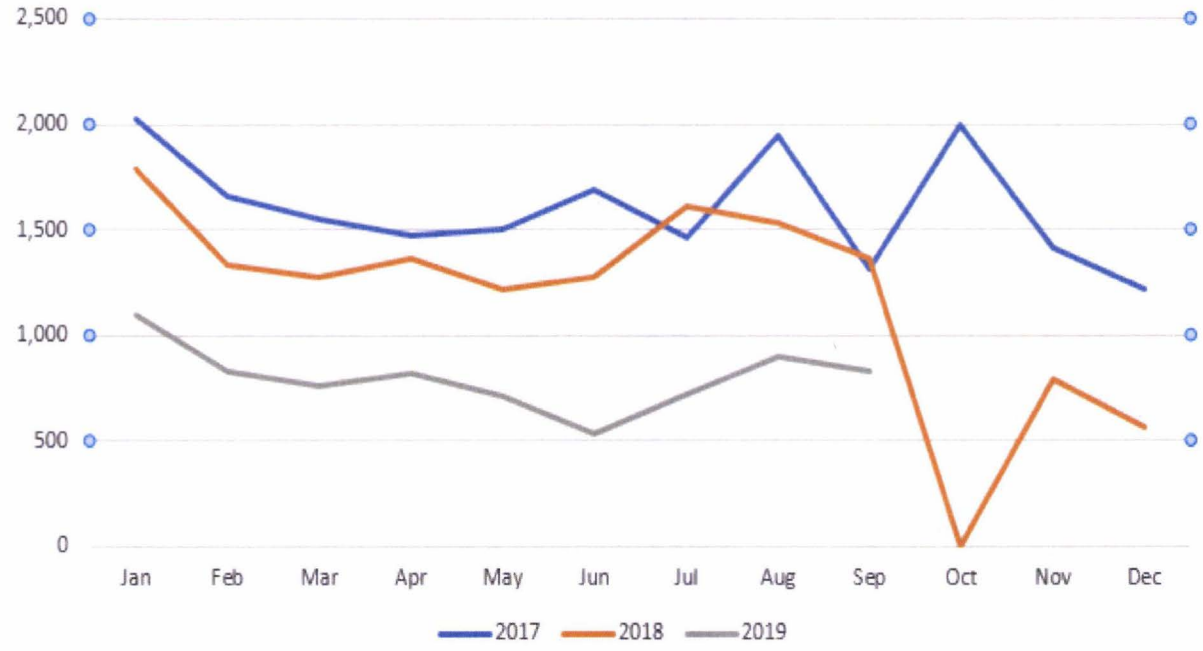

CareerSource
OKALOOSA
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GULF COAST
CareerSource
GULF COAST
CareerSource
OKALOOSA | WALTON
MOBILE CAREER CENTER

TOTAL JOB ORDERS – MONTHLY TREND



CareerSource GULF COAST

CAREER CENTER VISITOR TRAFFIC



CareerSource GULF COAST

ONGOING NEEDS

- Housing shortage creates workforce shortage
- Consider utilizing Sadowski Funds for disaster recovery housing
- Utilize the workforce system to market housing funds to job seekers
- Work with Florida Housing Finance Corporation on concepts to attract private investment for workforce housing


CareerSource
CHIPOLA



THE NOT FORGOTTEN COAST – RECOMMENDATIONS

- Affordable Housing Initiatives
- Additional Training Resources
- Help with Data
- Keep Michael Money in Florida
- Rural Economic Development Plan

QUESTIONS?

CareerSource FLORIDA

DEO



Innovation and the Future of Work in Florida

Bureau of Workforce Statistics and Economic Research
Adrienne Johnston, Bureau Chief

FLORIDA DEPARTMENT of ECONOMIC OPPORTUNITY

October 2019

Bureau of Workforce Statistics and Economic Research

Our mission is to produce, analyze and deliver labor statistics to improve economic decision-making

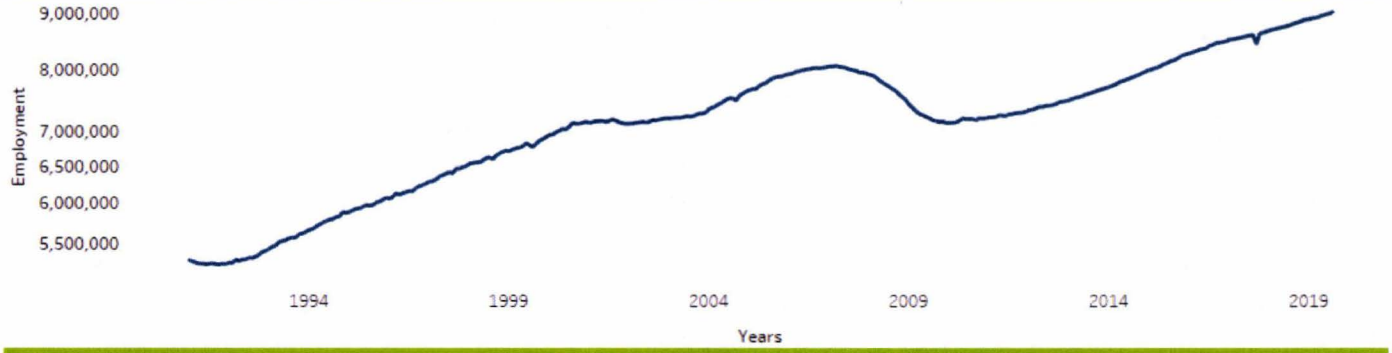
- Employment data are the state's most important economic indicators.
- Data collected under Federal/State Cooperative Statistical Programs.
- Comparable nationwide for all states, counties and metro areas.
- Collected through a combination of employer surveys, modeling and administrative records.

Thanks to Florida employers, without them we would not be able to provide data.

Sustained Growth in Employment

Florida - Total Nonagricultural Employment

Employment (Seasonally Adjusted)



Over the Year Percent Change (Seasonally Adjusted)



Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

Job Openings have Surpassed Hires



Source: Bureau of Labor Statistics, Job Opening and Labor Turnover Survey.

Job Roles in Florida's Economy

Transform Florida

Science / Engineering / Design / Technology / Art

This segment drives innovation and improved productivity.



Specialization

These jobs tend to be highly specialized and require an advanced degree and/or are more technical in nature.

Inform Florida

Teachers / Counselors / Professional Services

This segment ensures citizens have information, education and services needed for a high quality of life.





Management and Professional Services

Jobs tend to be professional or management related. They often require several years of experience in the field and/or a Bachelor's degree or higher.

Protect Florida

Emergency Services / Trades / Repair

This segment provides essential services necessary for any community to function and grow.





Career Building

These jobs tend to be skilled professional or career building in nature. They often require a post-secondary certificate or certification and/or a license.

Face of Florida

Sales / Entertainment / Basic Services

This segment serves as the primary source of state revenue through sales tax.





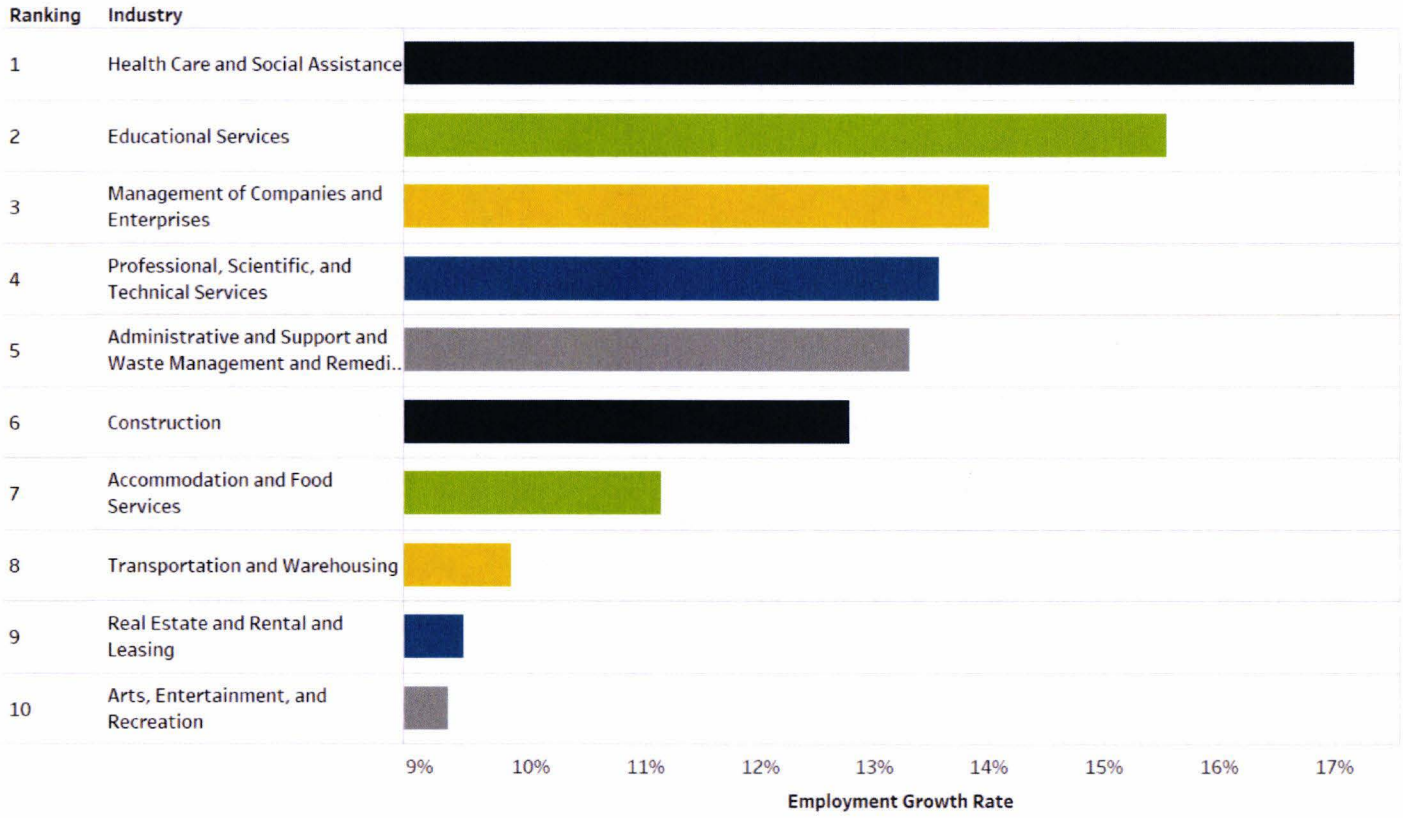


Soft Skill Development

Many are part-time jobs and do not require education beyond high school. They may serve as chance to build experience, gain soft skills and often are entry points in the labor market.

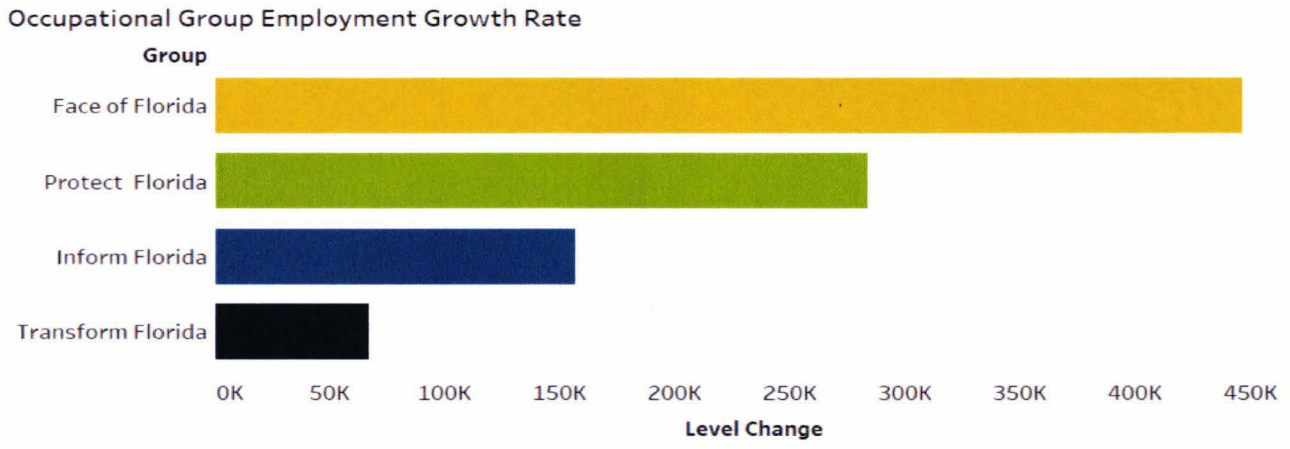
Fastest Growing Industries in Florida 2018-2026

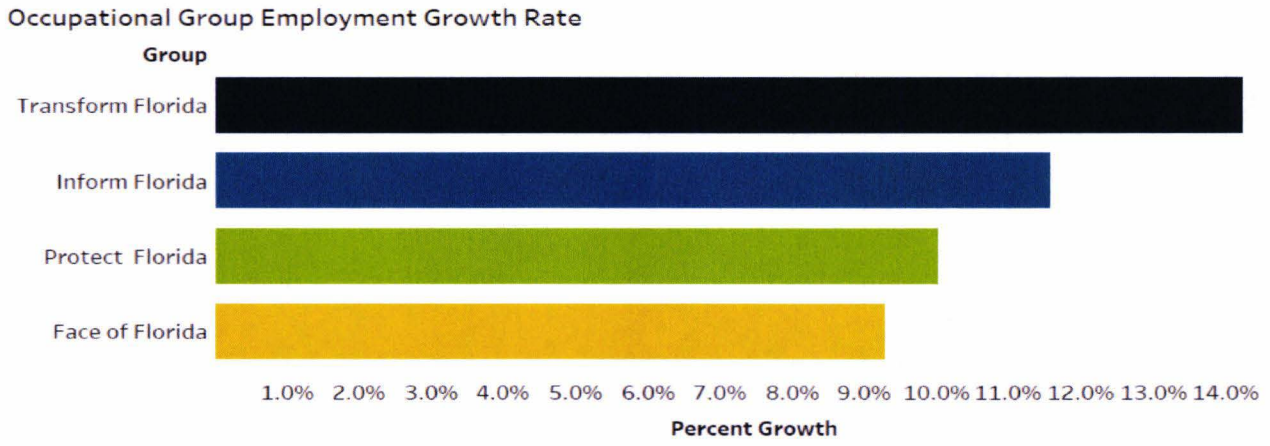
Top Industries by Employment Growth Rate
Florida



Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research, Occupational and Industry Employment Projections 2018-2026.

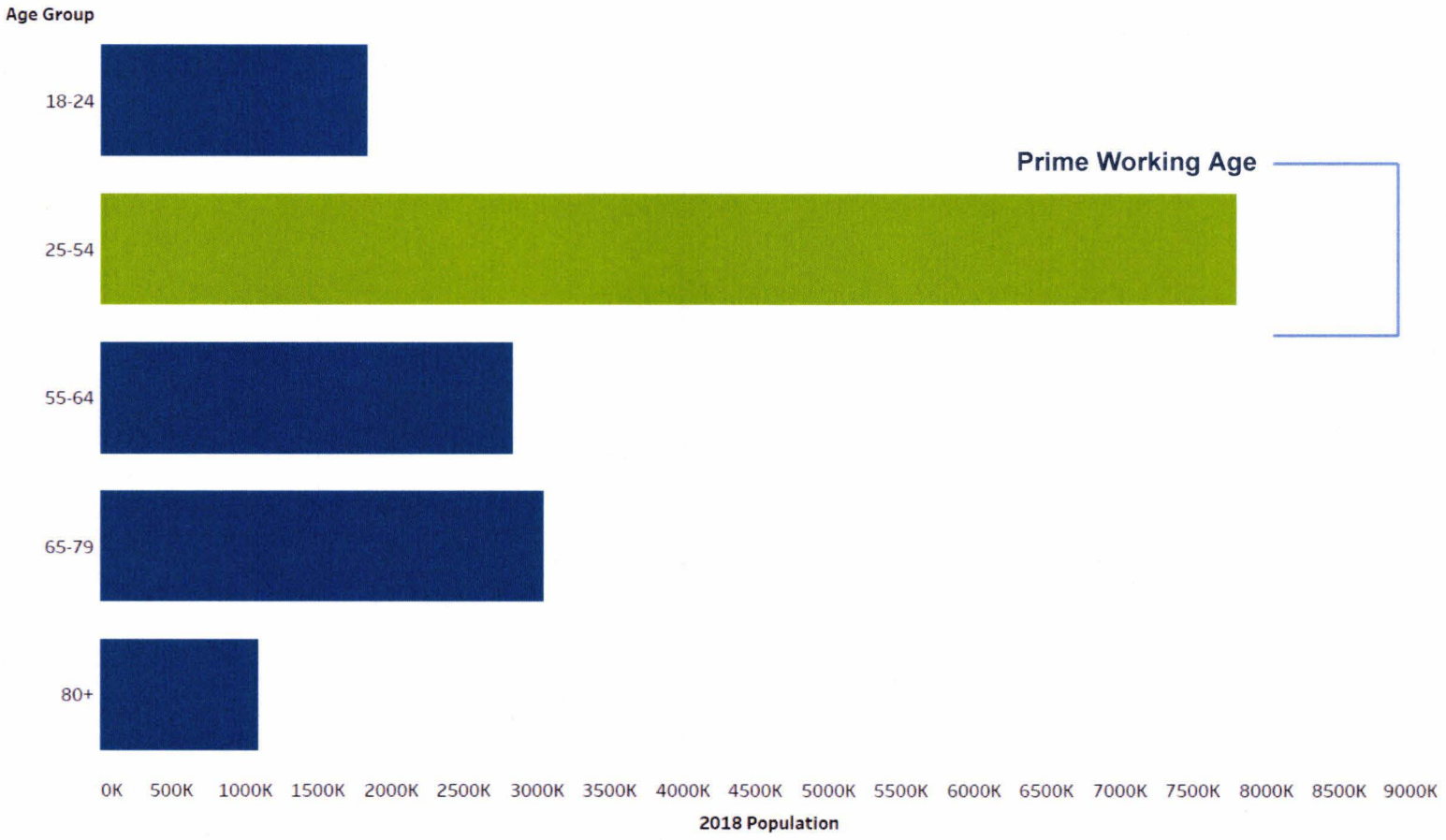
Occupational Projections – Employment Changes 2018-2026





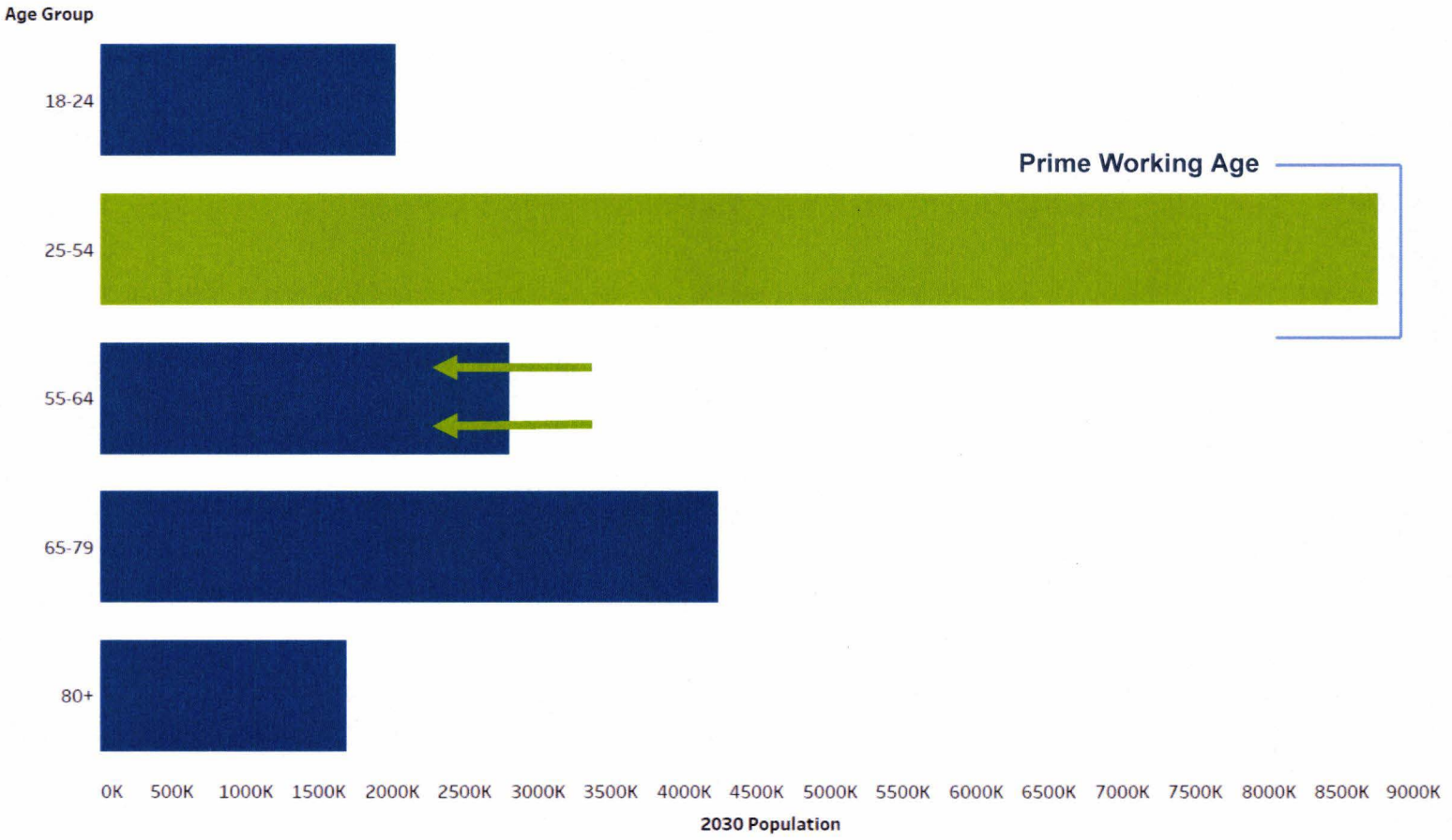
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

2018 Population by Age Group - Florida



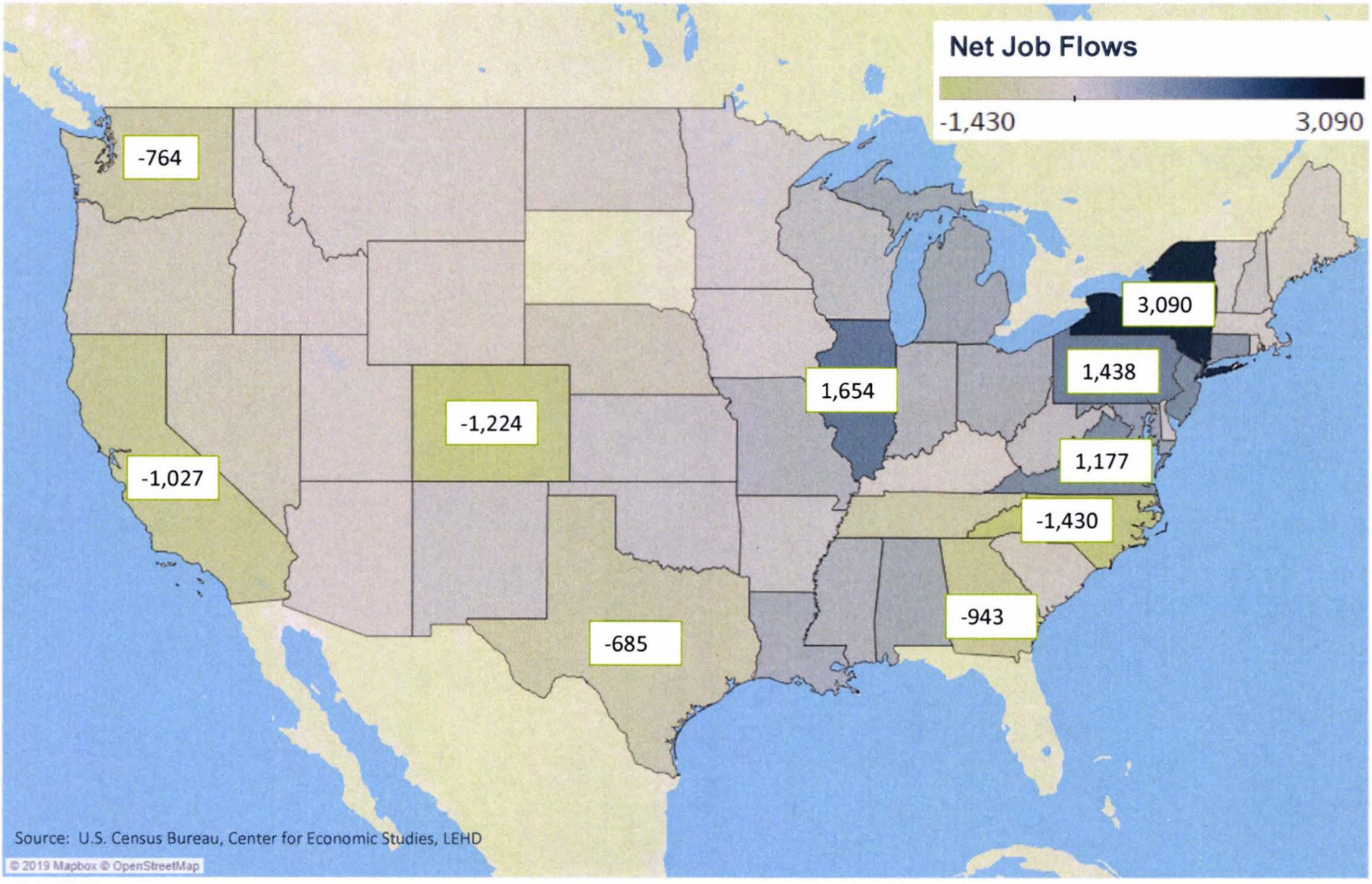
Source: Source: U.S. Census Bureau, Center for Economic Studies, LEHD (2017 Data)

2030 Population by Age Group - Florida



Source: Source: U.S. Census Bureau, Center for Economic Studies, LEHD (2017 Data)

Who Comes and Leaves Florida for Work - 2017



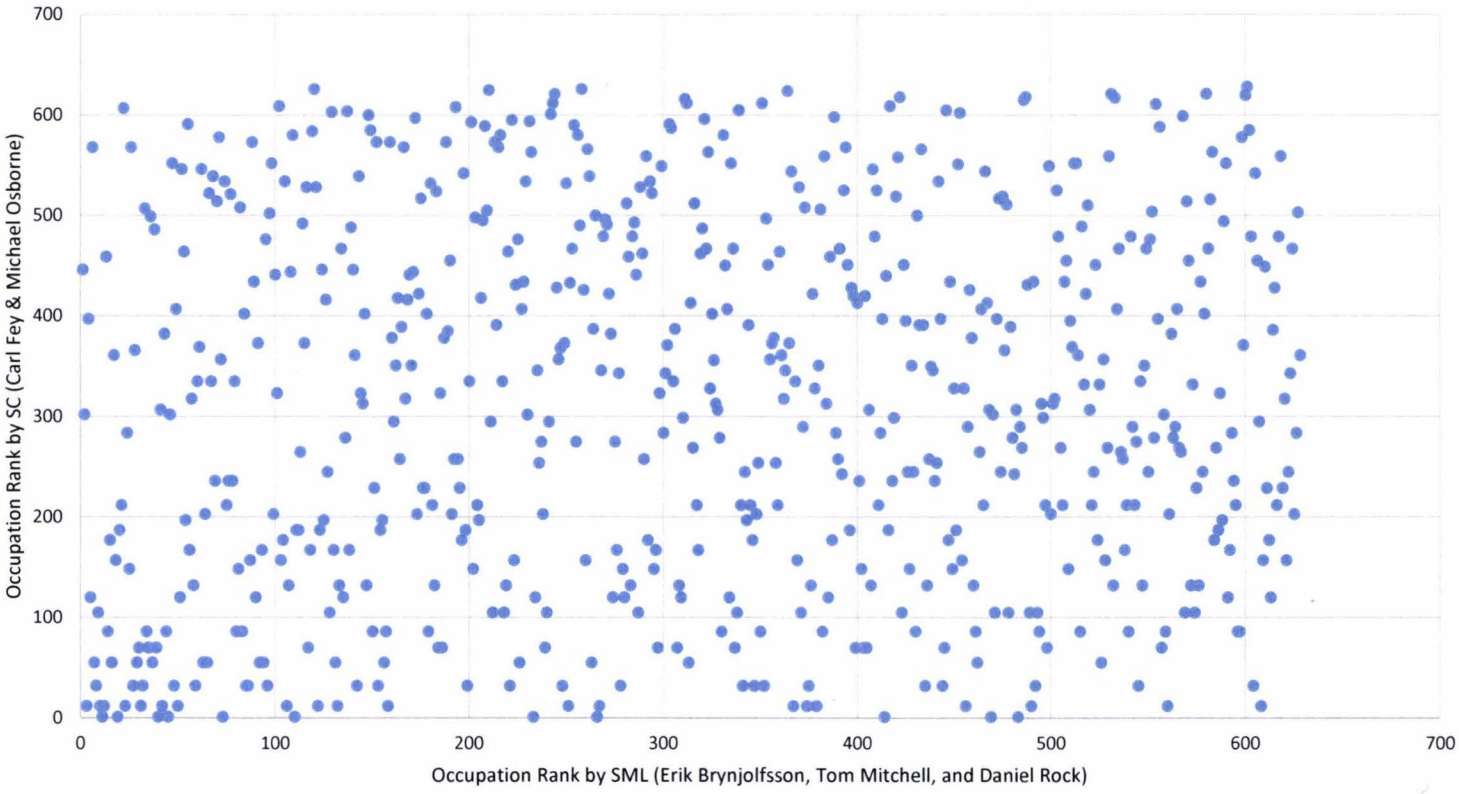
Future of Work

- Task Automation
- Machine Learning / Artificial Intelligence
- Autonomous Vehicles
- Platforms for Gig Work
- Improved Mobile Technology
- Changes in Employer / Employee Relationships
- Demographic Shifts
- Changing Consumer Preferences

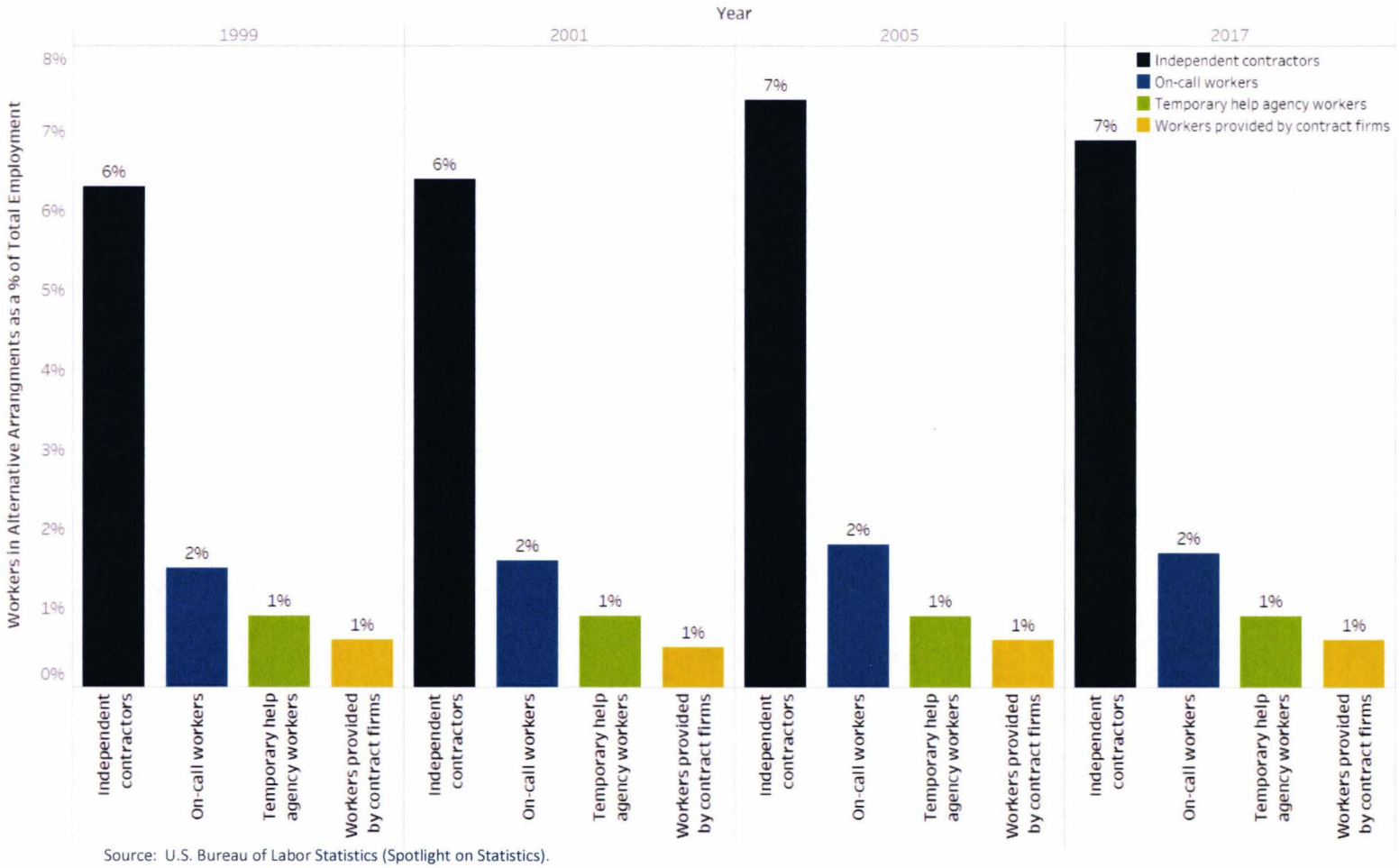
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Future of Work



The Gig Economy's Employment Hasn't Been Growing Nation Wide



Source: U.S. Bureau of Labor Statistics (Spotlight on Statistics).

Automation Potential by Industry – US by 2030

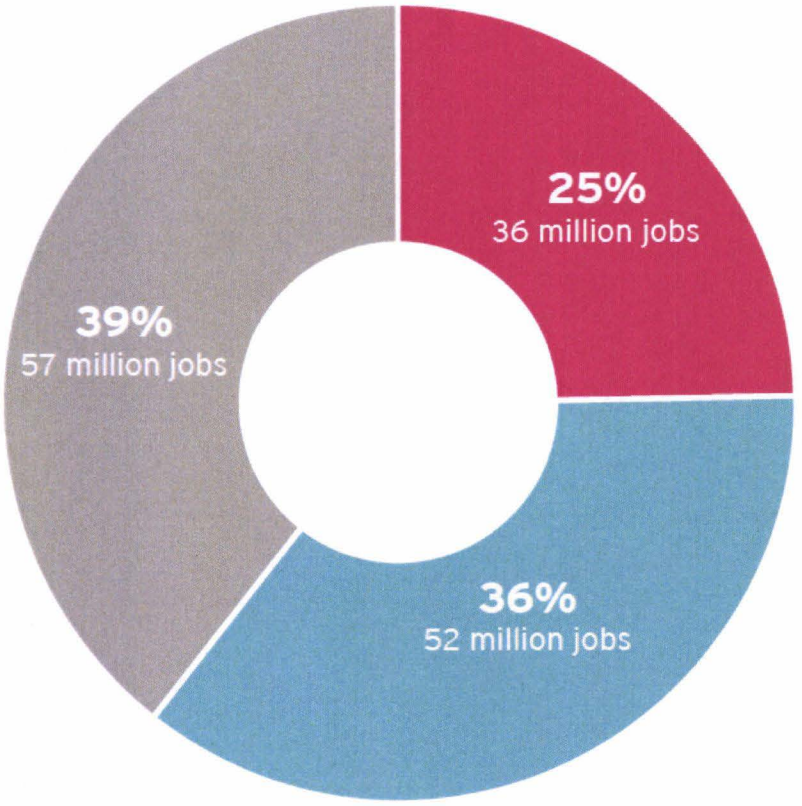
Industrial family	Annual labor productivity growth, 2000-16	Automation potential
Accommodation and Food Services	-0.8%	73%
Manufacturing	2.9%	59%
Transportation and Warehousing	0.2%	58%
Agriculture, Forestry, Fishing and Hunting	3.3%	57%
Retail Trade	0.9%	53%
Mining, Quarrying, and Oil and Gas Extraction	3.2%	51%
Other Services (except Public Administration)	-1.6%	49%
Construction	-1.0%	47%
Wholesale Trade	1.7%	44%
Utilities	-0.2%	43%
Finance and Insurance	1.1%	42%
Arts, Entertainment, and Recreation	0.4%	41%
Administrative and Support and Waste Management and Remediation Services	2.1%	41%
Real Estate and Rental and Leasing	2.1%	40%
Government	-0.1%	37%
Health Care and Social Assistance	0.2%	36%
Information	6.2%	35%
Management of Companies and Enterprises	0.1%	34%
Professional, Scientific, and Technical Services	0.9%	34%
Educational Services	-0.7%	27%
U.S. total	**0.8%**	**46%**

Source: Brookings analysis of 2016 American Community Survey 1-Year microdata

Most Jobs are Not Highly Susceptible to Automation - 2030

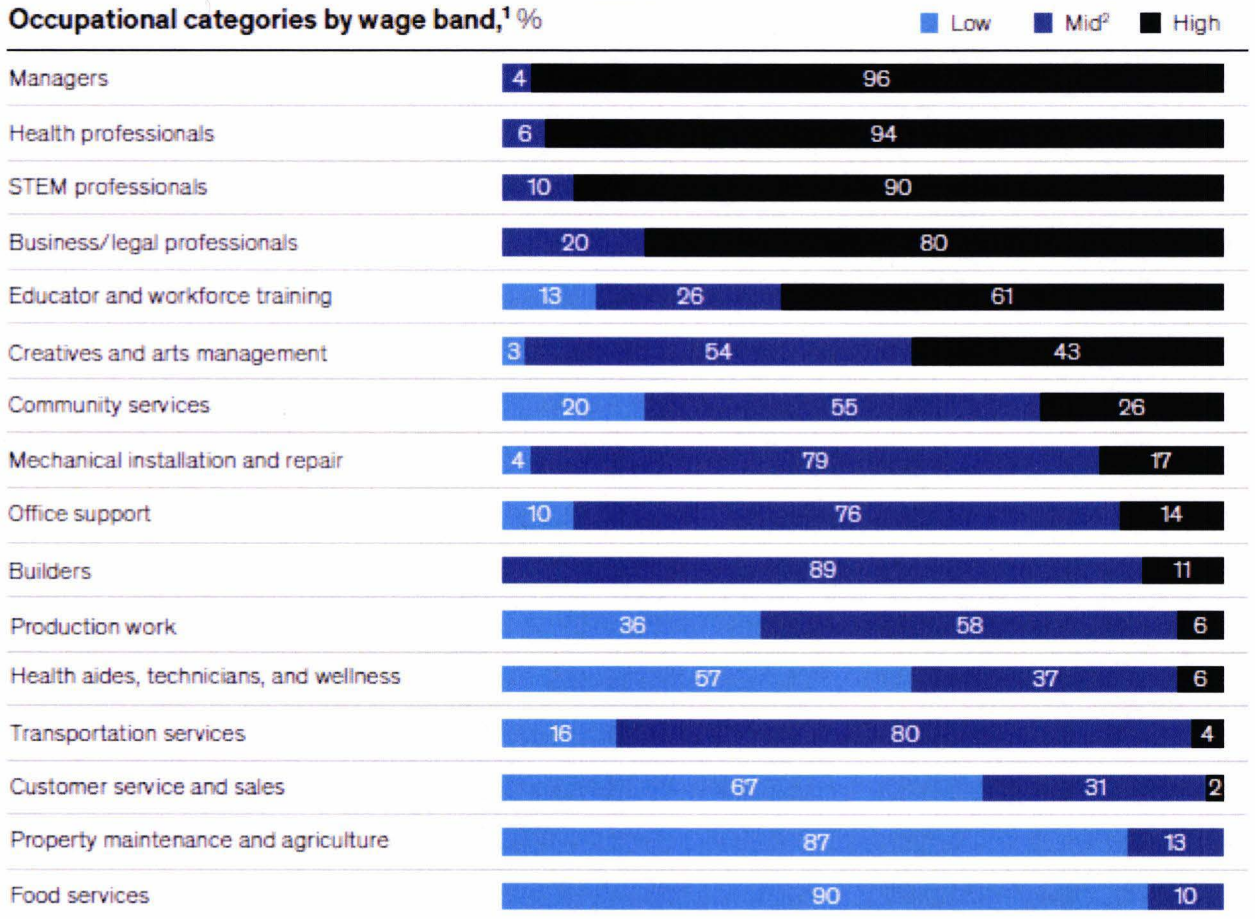
Potential for automation
(volume of tasks within the job that are susceptible to automation)

- **High** *(70% of more)*
- **Medium** *(30% - 70%)*
- **Low** *(0% - 30%)*



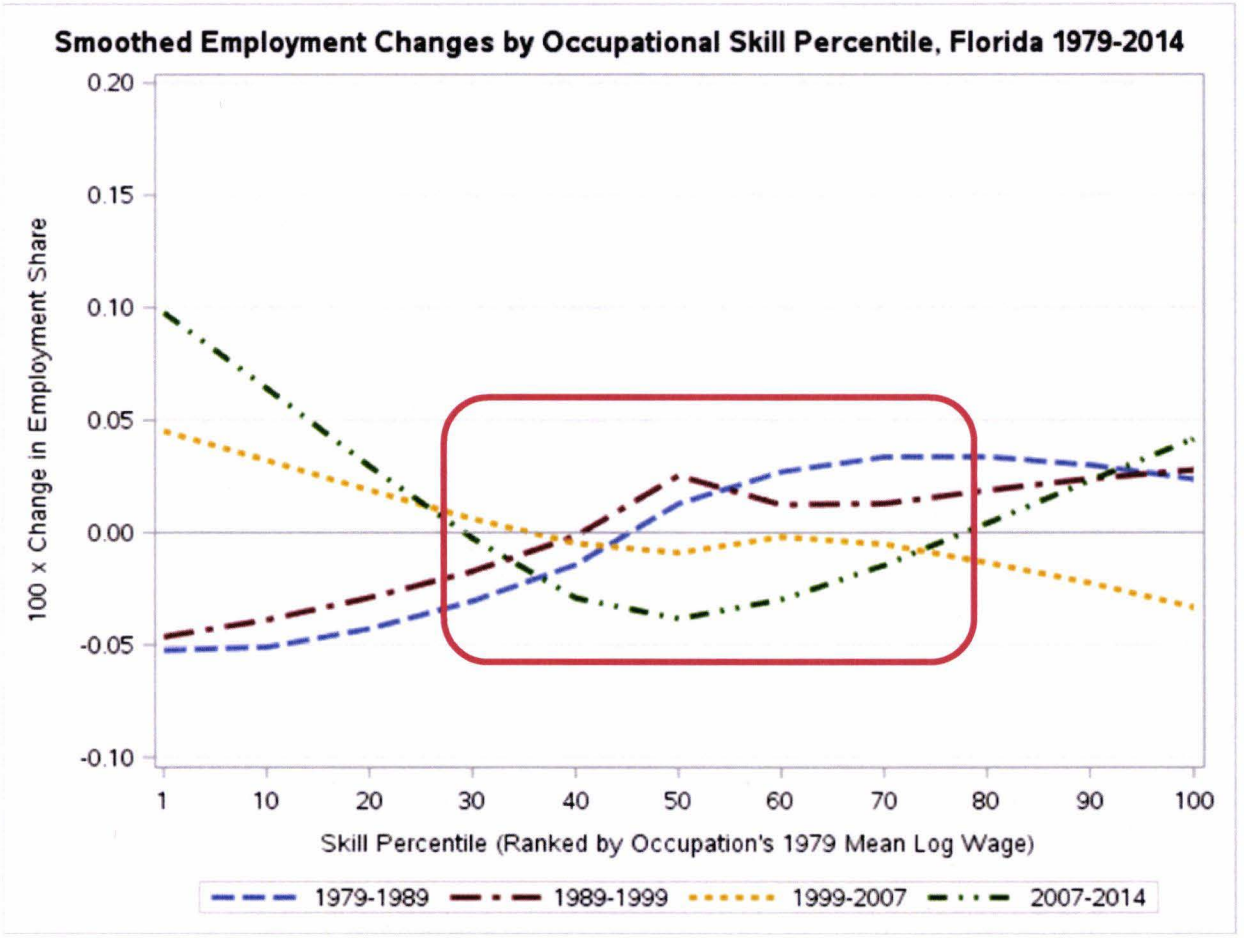
Source: Brookings analysis of BLS, Census, EMSI, and McKinsey data

The Share of Middle-Wage Jobs May Decline Further in the US

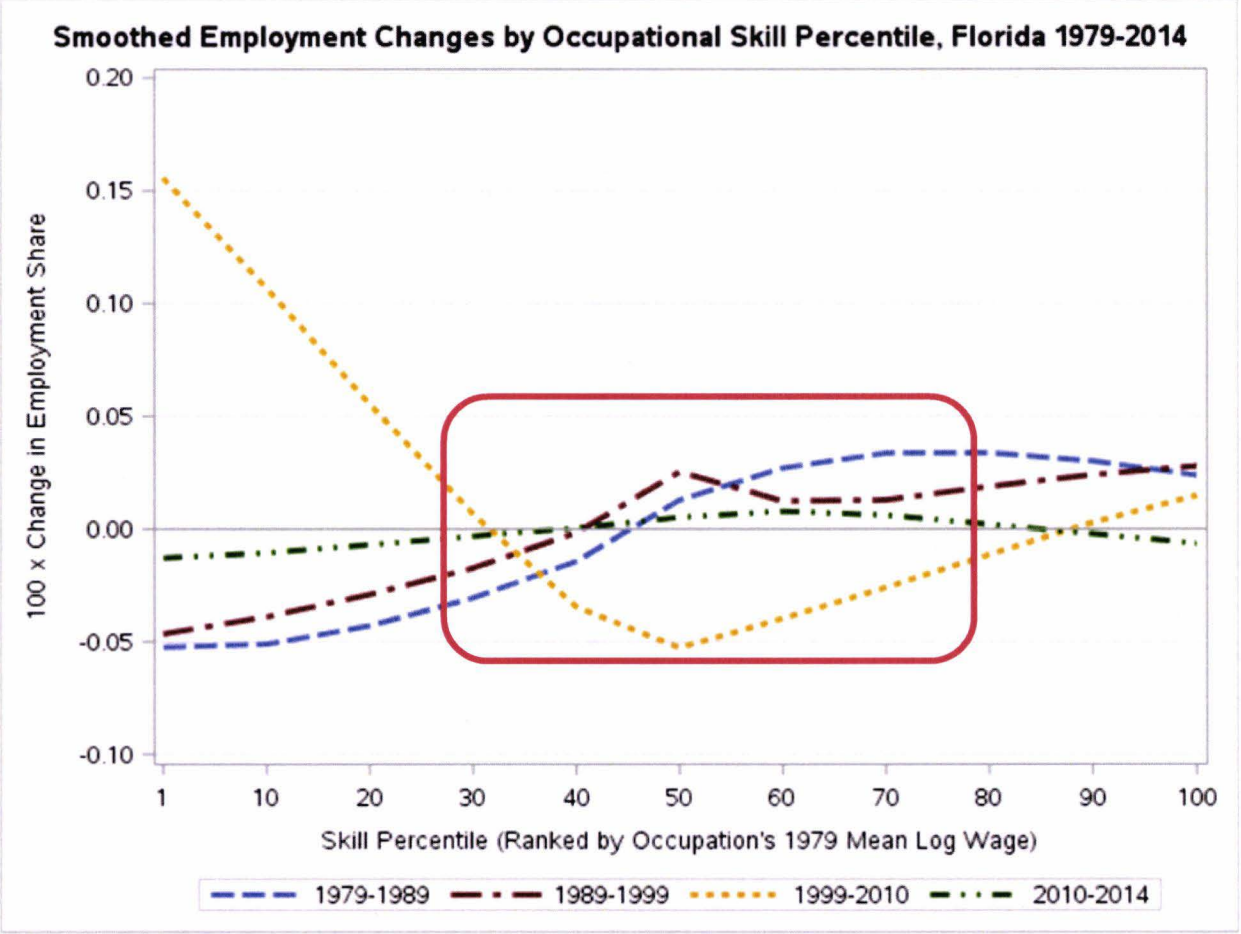


Source: US Bureau of Labor Statistics; McKinsey Global Institute analysis.

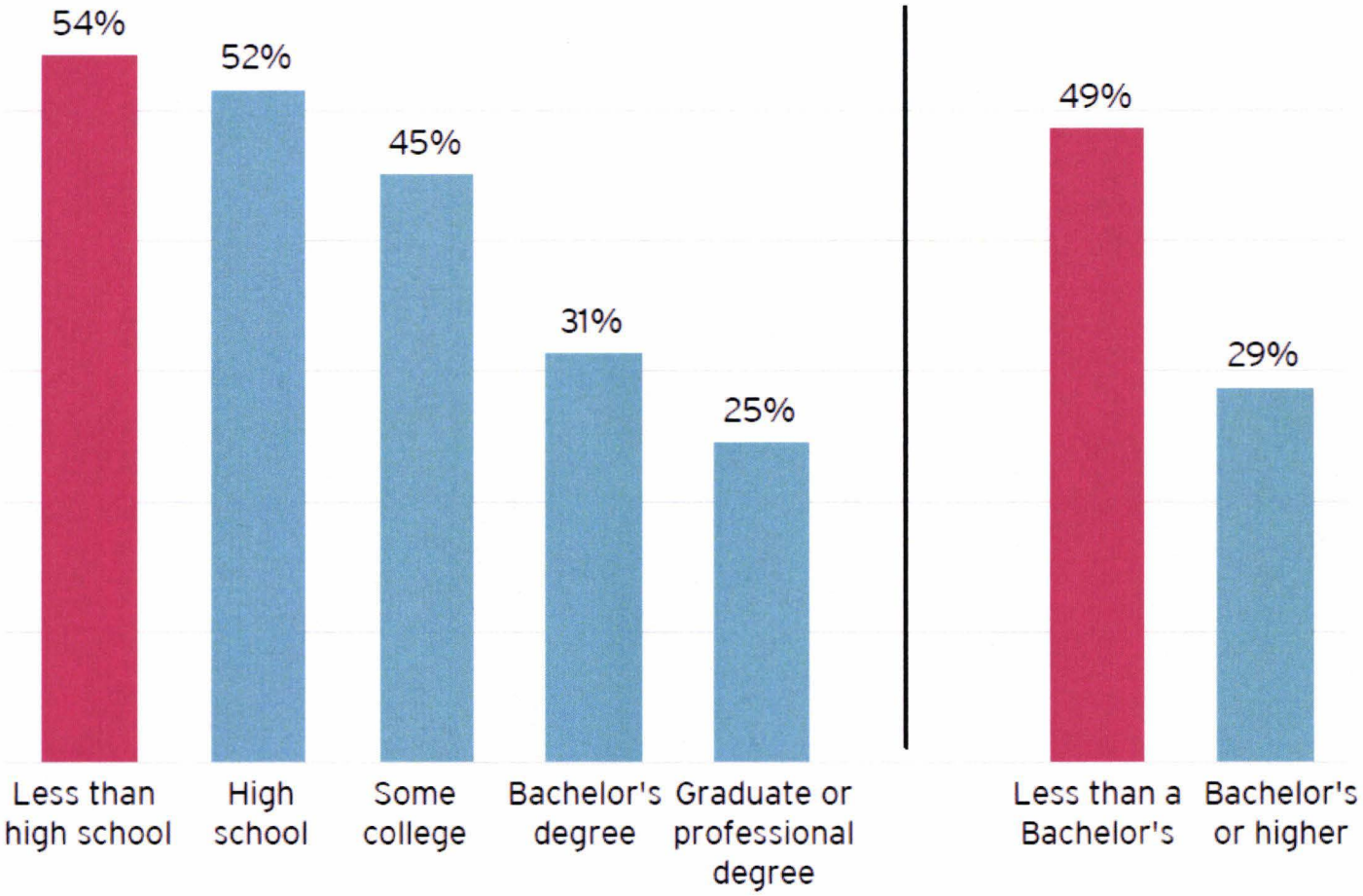
Employment Changes by Skill - Florida



Employment Changes by Skill - Florida

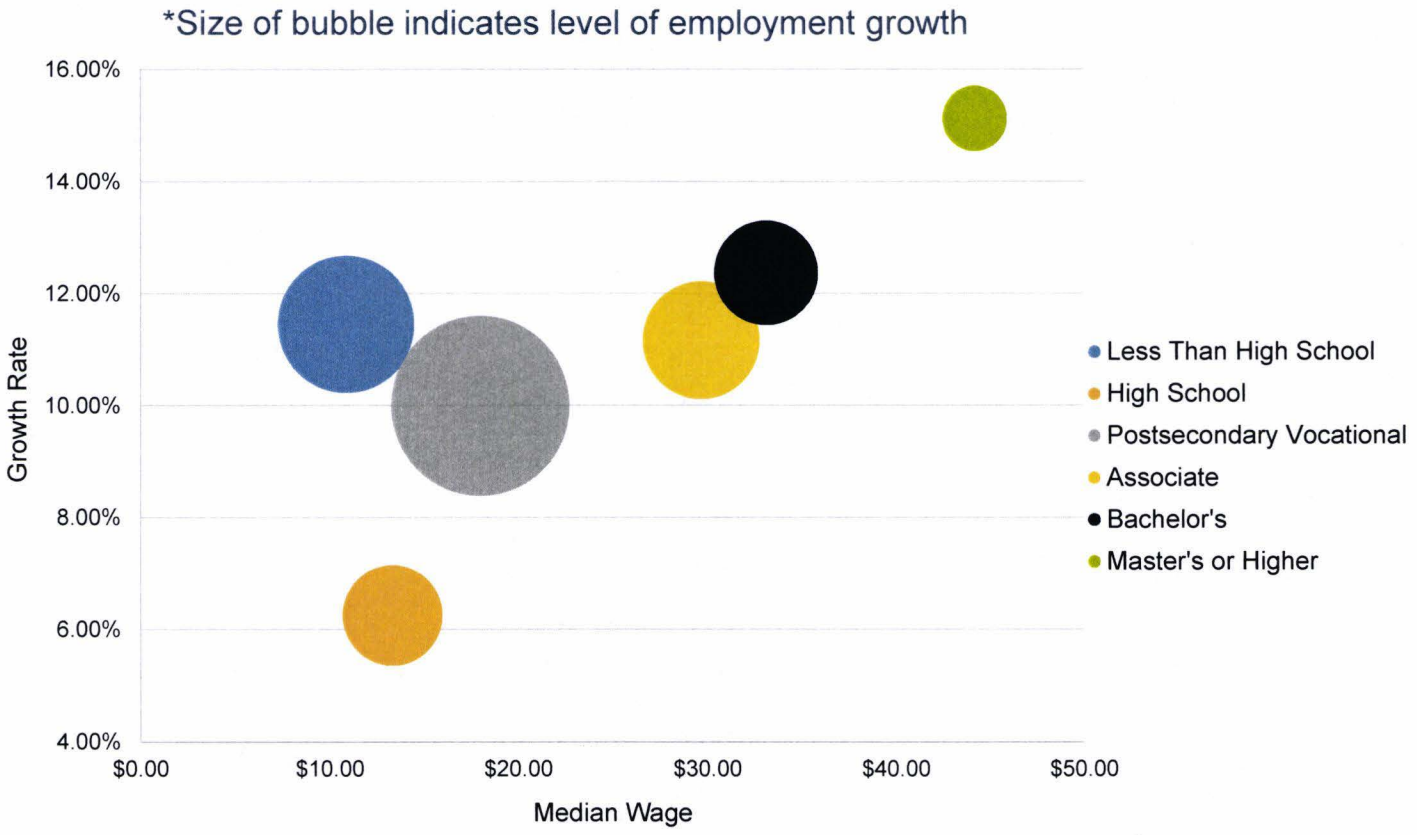


Non-College Workers Will See Greater Job Change from Automation - 2030



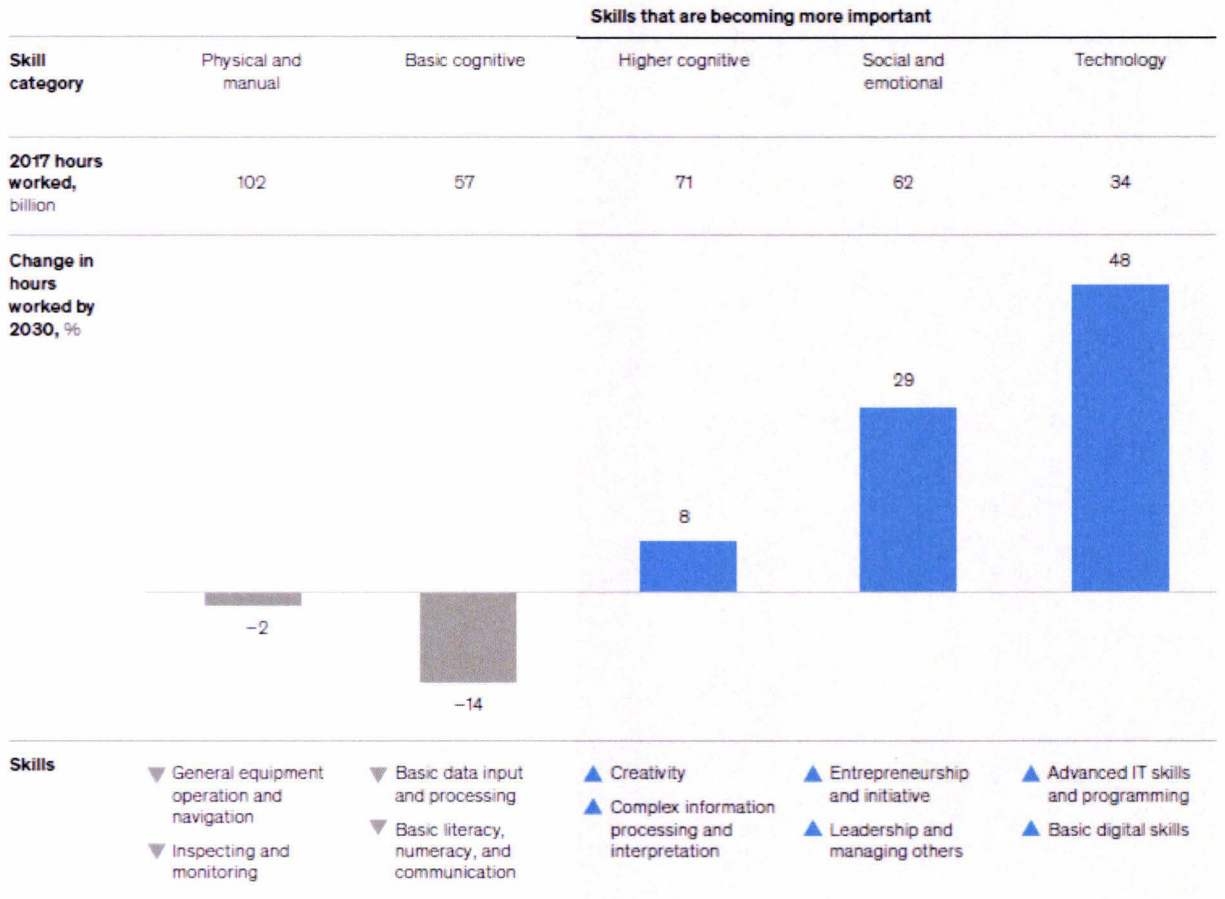
Source: Brookings analysis of 2016 American Community Survey 1-Year microdata

Florida's Job Growth and Wage by Training Level



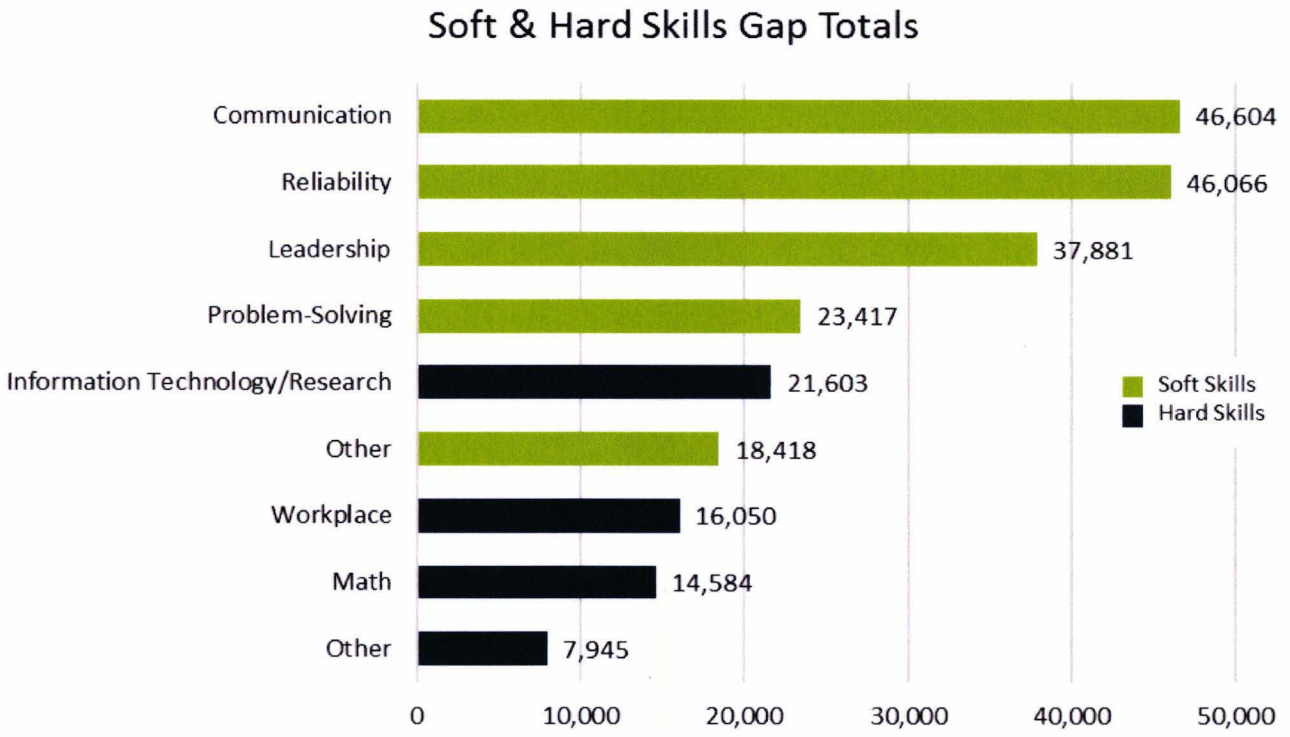
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

Automation and Shifting Demand for Different Types of Skills



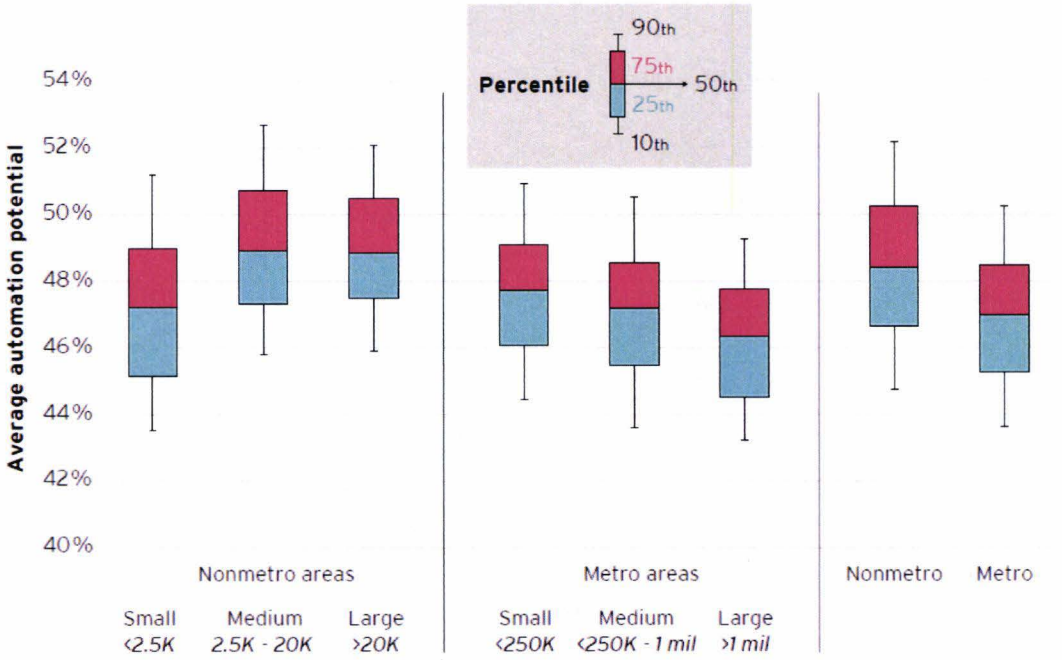
Source: US Bureau of Labor Statistics; McKinsey Global Institute analysis.

Workers Lack Soft Skills More Often than Hard Skills

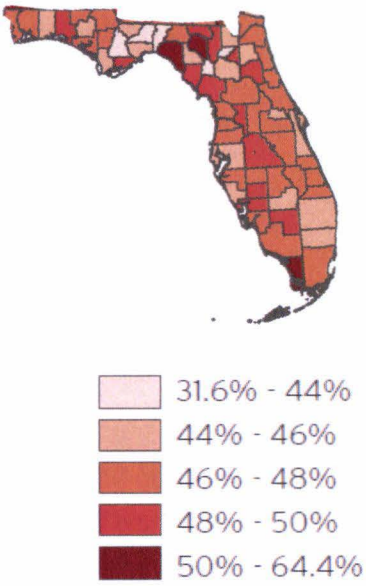


Source: Skills Gap and Job Vacancy Survey, Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research

Smaller & Rural Places Will Face More Automation Risk

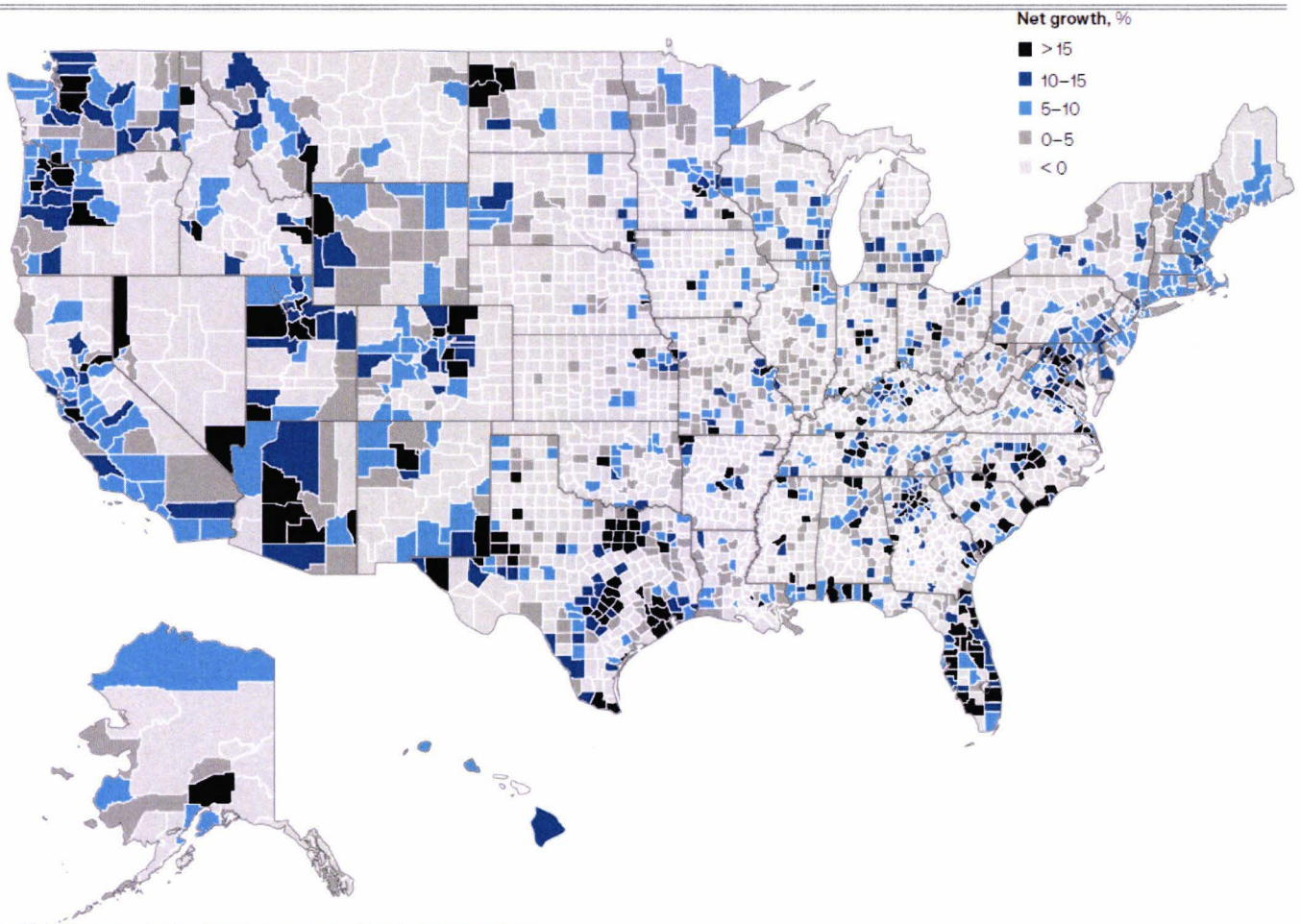


Average Automation Potential by County



Source: Brookings analysis of BLS, Census, EMSI, Moody's, and McKinsey data

Net job Gains are Concentrated in Urban Areas 2017-2030



Source: US Bureau of Labor Statistics; McKinsey Global Institute analysis.

Future of Work - What We Do Know

- **Common Themes among major studies:**
  - Job elimination is most likely in very routine office or production tasks. Most of this has already occurred.
  - In the future, most jobs will be redesigned not eliminated.
  - The shift to autonomous vehicles and machine learning is happening faster than disruptions of the past, but may not happen as fast as we once thought.
    - Although there will be an inflection point that is hard to predict.
- **Thinking back to our pyramid:**
  - Face of Florida – most susceptible, shift towards more specialized service delivery
  - Protect Florida – impact to speed and quality of services
  - Inform Florida – change access to education, information and high end services
  - Transform Florida – accelerate all of these changes

Contact Information

Thank You.

If you have questions or comments about this presentation or need to discuss a future project, please contact us.

WSER.info@deo.myflorida.com

Visit: floridajobs.org/wser



DEO Bureau of Workforce Statistics and Economic Research
Adrienne Johnston: 850-245-7257


FLORIDA TALENT
DEVELOPMENT COUNCIL



Overview

- The **Florida Talent Development Council** (FTDC) is tasked with creating a strategic plan to ensure 60 percent of working-age Floridians hold a high-value postsecondary credential by 2030.

- The FTDC is tasked with developing a strategic plan by December 31, 2019.

- The FTDC is administered by the Florida Department of Economic Opportunity.

Update

- The FTDC held its first meeting on October 7, 2019.
- During the meeting, stakeholders and subject matter experts provided background information on workforce efforts in the state of Florida.
- The FTDC created workgroups based on five strategic priorities.
  - The workgroups are tasked with developing and proposing goals, benchmarks and strategies for the strategic plan.
- FTDC members volunteered to participate in, lead and provide designees for the workgroups.