

Careers & Workforce Subcommittee

Tuesday, October 14, 2025
11:00 AM
Morris Hall (17 HOB)

Daniel Perez
Speaker

Tiffany Esposito
Chair

Committee Meeting Notice

HOUSE OF REPRESENTATIVES

Careers & Workforce Subcommittee

Start Date and Time: Tuesday, October 14, 2025 11:00 AM

End Date and Time: Tuesday, October 14, 2025 01:00 PM

Location: Morris Hall (17 HOB)

Duration: 2.00 hrs

Closing Florida’s Skills Gap: The Employer Perspective

Panel discussion with employers on challenges hiring and retaining qualified talent.

NOTICE FINALIZED on 10/07/2025 2:32PM by Hamilton.Kendall







FLORIDA COMMERCE

Careers & Workforce Subcommittee 10.14.25

J. Alex Kelly, Secretary
FloridaCommerce

FloridaCommerce and SelectFlorida



Economic Development



Community Development



Workforce Development



International Commerce

Life Science (incl. Digital Health)

Aviation & Aerospace (incl. MRO, Pilot Training, Air Traffic Control, AAM, Drones)

Manufacturing (incl. AgTech, Food Processing, Maritime Industrial Base)



Information Technology (incl. Data Innovations, Cybersecurity)

Military, Defense (incl. Dual Use, Law Enforcement)

Financial Services (incl. Insurance, FinTech)

Energy Security (Semiconductors, Superconducting, Nuclear, etc.)

Transportation (incl. Logistics & Distribution, Packaging)

Vertical Alignment of Workforce Pathways for Job Creation

- University
- State College
- Technical College
- OJT: Internship, Apprenticeship
- Community-Based, Mentorship
- K-12

Vertical Alignment of Economic Development for Business Formation

- Exporting
- Manufacturing
- Full Commercialization
- Venture Capital/Fundraising
- Prototype/Accelerate/Incubate
- Postsecondary Innovation

Manufacturing Leader in…

- ❑ Aerospace and Aviation
- ❑ Military and Defense
- ❑ Computer and Electronics Products
- ❑ Boating/Marine
- ❑ Medical Devices
- ❑ Medicine/Pharma
- ❑ Chemical
- ❑ Food/AgTech
- ❑ Microelectronics

Successes and Challenges

Successes

- ❑Approaching $1.8 Trillion Economy ($1.1 Trillion in January 2019)
- ❑#1 in Business Formation since 2019 (3.7 million)
- ❑#1 in Talent Development and Recruitment 3 Consecutive Years (Lightcast)
- ❑#1 in Higher Education, 2-Year and 4-Year Systems, 10 Consecutive Years (US News)
- ❑#1 in Manufacturing Establishments Growth
- ❑#1 in Tech Establishments Growth

Challenges

- ❑Nationwide: Younger Learners Losing Interest in Skilled Labor
  - ❑ Information Gap about High Tech, High Wage, Exciting Aspects of Modern Skilled Labor
- ❑>50% of Florida's Manufacturing Workforce Aged 45+, Disproportionately Older than Most Sectors
- ❑Significant Competition for the Same Skilled and High Tech Talent
  - ❑ Convergence of Demand Across Industries
- ❑Quantifying Emerging Demand
- ❑High Demand for Up-Skilling

Thank You!

Cell: (850) 443-8626
Email: Alex.Kelly@Commerce.fl.gov



