The views and opinions expressed here today are those of the thought-leaders and do not necessarily reflect the policy or position of any of the agencies or The Able Trust.
Shift in Employment Trend – Short or Long Term?
Two Pandemics

Source: FDOH.maps.arcgis.com, google.com/finance as of 6.15.20
As Usual, Florida Story Is the Global Story

Source: Lmsresources.labormarketinfo.com/covid19 as of 6.15.2020
Economic Shocks
Melting Models
Fungible After All

Source: lmsresources.labormarketinfo.com/covid19 as of 6.15.2020
GDP and jobs share by sector

2019 GDP share of total, %
- Real Estate: 17%
- Government: 11%
- Healthcare: 9%
- Professional services: 7%
- Retail: 7%
- Wholesale trade: 7%
- Finance & insurance: 6%
- Construction: 5%
- Manufacturing: 5%
- Accommodation & food (tourism): 4%
- Administrative: 4%
- Information: 4%
- Transportation: 3%
- Other: 3%
- Management: 2%
- Recreation & sports: 2%
- Utilities: 2%
- Education: 1%
- Agriculture: 1%
- Mining: 0%

2019 employment share of total, %
- Real Estate: 13%
- Government: 12%
- Healthcare: 11%
- Professional services: 7%
- Retail: 7%
- Wholesale trade: 4%
- Finance & insurance: 4%
- Construction: 4%
- Manufacturing: 4%
- Accommodation & food (tourism): 4%
- Administrative: 3%
- Information: 3%
- Transportation: 2%
- Other: 2%
- Management: 1%
- Recreation & sports: 1%
- Utilities: 0%
- Education: 0%
- Agriculture: 0%
- Mining: 0%

Source: Florida Chamber Foundation, 5.2020
## Potential risk by sector and company size

Share of jobs at risk in SMEs (<500 employees) in parentheses.

<table>
<thead>
<tr>
<th>Low (&lt;20% jobs at risk)</th>
<th>Risk</th>
<th>High (40%+ jobs at risk)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare (58%)</td>
<td>Utilities (21%)</td>
<td>Accommodation &amp; food (Tourism) (55%)</td>
</tr>
<tr>
<td>Agriculture (91%)</td>
<td>Education (51%)</td>
<td>Recreation &amp; sports (47%)</td>
</tr>
<tr>
<td>Management (12%)</td>
<td>Administrative (16%)</td>
<td>Retail (27%)</td>
</tr>
<tr>
<td>Government (0%)</td>
<td>Wholesale trade (60%)</td>
<td>Real Estate (60%)</td>
</tr>
<tr>
<td>Professional services (66%)</td>
<td>Manufacturing (54%)</td>
<td>Construction* (87%)</td>
</tr>
<tr>
<td>Finance &amp; insurance (26%)</td>
<td>Mining (52%)</td>
<td>Transportation (32%)</td>
</tr>
</tbody>
</table>

### % of Florida GDP

- **Low**: 35.5%
- **Medium**: 23.3%
- **High**: 38.5%

### % of Florida jobs

- **Low**: 37.7%
- **Medium**: 19.5%
- **High**: 38.8%

### # SME firms

- **Low**: 141K
- **Medium**: 82K
- **High**: 182K

### Total Employment

- **Low**: 3.4M
- **Medium**: 1.8M
- **High**: 3.5M

### # jobs in firms with <100 employees

- **Low**: 24.8%
- **Medium**: 24.7%
- **High**: 37.6%

### # jobs in firms with 100-499 employees

- **Low**: 10.6%
- **Medium**: 12.4%
- **High**: 11.7%

### # jobs in firms with 500+ employees

- **Low**: 64.6%
- **Medium**: 62.9%
- **High**: 50.7%

---

1. Does not include others
2. Approach will be adapted to different subsectors

Source: Florida Chamber Foundation, 5.2020
Vulnerable Are the Most Vulnerable

Level of job vulnerability, by income band
- Vulnerable jobs
- Stable jobs

Potential jobs, millions
- Annual income, $ thousand

Potential jobs, %
- Annual income, $ thousand

“Future” Forces of Disruption Today
Fundamentals For Work & Workers Are Changing

Source: McKinsey Quarterly, July 2016; The Florida 2030 Blueprint
## Florida Online Job and Demand Tool

### Total Online Ads

<table>
<thead>
<tr>
<th>Month</th>
<th>May 2020</th>
<th>April 2020</th>
<th>May 2019</th>
<th>Over the Month Change</th>
<th>Over the Year Change</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>235,308</td>
<td>314,359</td>
<td>287,648</td>
<td>-79,051</td>
<td>-25.1%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>-52,340</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>-18.2%</td>
</tr>
</tbody>
</table>

### Online Ads by Type

- Part Time: 96,414
- Full Time: 20,507
- Internship: 1,910

### Top 20 Advertised Occupations

<table>
<thead>
<tr>
<th>Occupation</th>
<th>May 2020</th>
<th>May 2019</th>
<th>Percent Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Registered Nurses</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sales Representative, Wholesale and Manufacturing, Except Technical and Scientific Products</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Software Developer, Applications</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retail Salespersons</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Customer Service Representatives</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>First-Line Supervisors of Retail Sales Workers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Managers, All Other</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Heavy and Tractor Trailer Truck Drivers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maintenance and Repair Workers, General</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medical and Health Services Managers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Combined Food Preparation and Serving Workers, Including Fast Food</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Secretaries and Administrative Assistants, Except Legal, Medical, and Executive</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Security Guards</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nursing Assistants</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lobers and Freight, Stock, and Material Movers, Hand</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Food Service Managers</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Top 15 Cities with the Most Online Ads

<table>
<thead>
<tr>
<th>Rank</th>
<th>City</th>
<th>May 2020</th>
<th>May 2019</th>
<th>Percent Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Tampa</td>
<td>29,551</td>
<td>36,547</td>
<td>-19.1%</td>
</tr>
<tr>
<td>2</td>
<td>Miami</td>
<td>29,265</td>
<td>39,232</td>
<td>-25.4%</td>
</tr>
<tr>
<td>3</td>
<td>Jacksonville</td>
<td>24,299</td>
<td>34,637</td>
<td>-30.0%</td>
</tr>
<tr>
<td>4</td>
<td>Orlando</td>
<td>23,317</td>
<td>30,766</td>
<td>-24.2%</td>
</tr>
<tr>
<td>5</td>
<td>Fort Lauderdale</td>
<td>10,867</td>
<td>14,244</td>
<td>-23.7%</td>
</tr>
<tr>
<td>6</td>
<td>Saint Petersburg</td>
<td>7,999</td>
<td>10,279</td>
<td>-22.2%</td>
</tr>
<tr>
<td>7</td>
<td>Hollywood</td>
<td>4,676</td>
<td>6,775</td>
<td>-31.0%</td>
</tr>
<tr>
<td>8</td>
<td>West Palm Beach</td>
<td>4,614</td>
<td>5,666</td>
<td>-18.6%</td>
</tr>
<tr>
<td>9</td>
<td>Clearwater</td>
<td>4,373</td>
<td>4,605</td>
<td>-5.0%</td>
</tr>
<tr>
<td>10</td>
<td>Hialeah</td>
<td>4,254</td>
<td>4,092</td>
<td>4.0%</td>
</tr>
<tr>
<td>11</td>
<td>Tallahassee</td>
<td>3,711</td>
<td>5,345</td>
<td>-30.6%</td>
</tr>
<tr>
<td>12</td>
<td>Fort Myers</td>
<td>3,320</td>
<td>4,925</td>
<td>-32.6%</td>
</tr>
<tr>
<td>13</td>
<td>Gainesville</td>
<td>3,190</td>
<td>4,209</td>
<td>-24.2%</td>
</tr>
<tr>
<td>14</td>
<td>Melbourne</td>
<td>3,020</td>
<td>3,438</td>
<td>-12.2%</td>
</tr>
<tr>
<td>15</td>
<td>Boca Raton</td>
<td>2,928</td>
<td>4,504</td>
<td>-35.0%</td>
</tr>
</tbody>
</table>

Source: lmsresources.labormarketinfo.com/hwol_stem/index.html as of 6.15.2020
Jobs in Florida – Today and Tomorrow

Nicole Washington
Principal, Washington Education Strategies
Florida Policy Consultant, Lumina Foundation
@nicolewesgroup
Talent is an Economic Driver

“Florida’s economy will need a skilled labor force for opportunities in health services, education, transportation, trade utilities and computing as well as jobs that require an industry certification or license. Enhancing Florida’s workforce education will provide more economic opportunities for our graduates and support further diversification of Florida’s economy.”

Governor DeSantis, Executive Order 19-31
Focusing on Florida’s Talent

• More than 90 percent of the jobs recovered in the decade after the Great Recession went to college-educated individuals.

• By 2022, there will be a shortfall of 3.4 million skilled technical workers.

Nationally, 64 percent of jobs will require education beyond high school, which represents 1,000,000+ additional credentials in Florida. Additionally, the state will add six million more residents and need to create 17 million net new jobs by 2030, according to Florida Chamber Foundation.
Talent Metric: Attainment

Working-Age Adults (Age 25-64) with a High-Quality Degree or Credential

FLORIDA
49.3% ↑ 10.7% since 2013
ranks 20th among all states in the U.S.

2013 38.6% 2014* 45.9% 2015* 46.9% 2016* 46.9% 2017* 49.3%

UNITED STATES
47.6% ↑ 7.6% since 2013

40.0% 40.4% 40.9% 41.7% 42.4%

*An estimated 8% of Florida residents and 5.2% of U.S. residents hold a workforce-relevant certificate, according to Lumina Foundation. These data are not yet available at the county level.

Source: U.S. Census Bureau, American Community Survey 1-year estimate and Lumina Foundation Stronger Nation Report
Addressing the Gaps
The Opportunity: Align education, training, and learning to a diverse workforce that is adaptable to industry demand.

- **0-18**
  - Foundational Talent Pipeline
  - Early Learning, K-12, Career and Technical Education

- **18-24**
  - In the Works Pipeline
  - Beyond high school, Colleges, and Universities, Postsecondary Career and Technical Education

- **25-64**
  - Incumbent Worker Pipeline
  - On the job training, On-demand skills, and Upskilling

- **65+**
  - Leveraging Experience Pipeline
  - Sector focused training
Talent Development Council

Seamless alignment between demand and production

Future-proof skills

High-quality Credentials

Equity and Access

Talent
So What Does the Future Hold?

• Covid-19
• Automation
• Gig economy
• Remote working
The future of work in the next decade will have enormous disruption as a result of a series of factors.

The key to remaining competitive is to have a strong talent pipeline.

Today K-12 and higher education are the primary deliver modes of formal education.

The future will see expanding delivery models that included increased on the job training and on demand training programs to meet industry needs.
Businesses Invest in Talent

Is your organization currently engaged in any public-private partnerships regarding workforce training or skills development including partnerships with local universities, community/state colleges, technical centers/colleges?

- 42% NO
- 52% YES
- 6% UNSURE

52% engaged in partnerships

Is your company currently investing in digital (online/virtual) training?

- 36% NO
- 6% UNSURE
- 58% YES

58% of Florida companies invest in digital/online training
• Just-in-time training
• Based on competencies
• Clear pathways to obtain skills, credentials and jobs
• Accessible to an increasingly diverse population
Resources
Skills and Training: Why It Matters

**FLORIDA’S WORKERS:**
Increased job opportunity, higher earnings, decreased likelihood of unemployment over a lifetime, enhanced skills

**LOCAL BUSINESS LEADERS:**
Increased ability to meet current and future talent needs, enhanced worker productivity, business development and growth, economic development

**TAXPAYERS:**
Increased civic engagement, improved economic impact, decrease in population needing public assistance

**PROSPERITY:**
Increased pathways to prosperity through innovation, a globally competitive workforce and job growth in a knowledge economy
<table>
<thead>
<tr>
<th>Reaction &amp; Adjustment</th>
<th>Next Normal</th>
<th>The Future</th>
</tr>
</thead>
<tbody>
<tr>
<td>C19, Economy, Job Shifts (6-24 mos)</td>
<td>&quot;Post-Covid&quot; &amp; New World of Work (1-2 yrs)</td>
<td>Preparing for Next Paradigm Shift (2022 &amp; Beyond)</td>
</tr>
</tbody>
</table>

**Explosion**

**Erosion**

**Entrenched**

**Emerging**

**Share your trends & projections:** Info@AbleTrust.org