The New Landscape of Florida’s Workforce for Today & Tomorrow – Trends & Data
Disability Inclusion & Employment Trends Survey

48% Organizations have Formal Policies in Place for D&I

81% Who have Formal D&I policies, Say Policies Provide Guidance on Hiring People with Disabilities.
HR FLORIDA'S MISSION:

Serve, advise and empower Florida workforce communities through education, partnerships and connections.

HR FLORIDA'S VISION:

To lead the way and make Florida the best place to work.
Inclusion & Diversity
Diversity: “the collective mixture of differences and similarities that includes for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors.”

Inclusion: “the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization’s success.”
Diversity is having a seat at the table.

Inclusion is having a voice. And

Belonging is having that voice be heard.

-Liz Fosslien
30th Anniversary of ADA

100th Anniversary of Vocational Rehabilitation
• Recruitment Services
• Tax Credits
• Apprenticeships & OJT
The StigmaFree campaign is NAMI’s effort to end stigma and create hope for those affected by mental illness. Through powerful words and actions, we can shift the social and systemic barriers for those living with mental health conditions.

https://www.nami.org/Get-Involved/Pledge-to-Be-StigmaFree
Employing Abilities @Work

Individuals with disabilities are a high-performing labor force who are facing employment challenges.

The SHRM Foundation, in partnership with the Workplace Initiative By Understood, has launched this initiative to strengthen the skills and abilities of professionals to hire, develop, advance and retain individuals with disabilities in their workplace. Read the Press Release

Workplace Initiative
By Understood

EARN THE EMPLOYING ABILITIES @WORK CERTIFICATE

This free, multi-faceted educational program will increase your knowledge and skills to hire, develop, advance and retain individuals with disabilities. This Certificate is an introduction to the benefits and implementation of disability inclusion in the workplace.

REGISTER NOW | LEARN MORE
How to Get Started

• Where are you?
• Form a committee
• Establish goals
Rehiring Trends
Reopening Florida
Florida Business Leaders Summit Series on Prosperity & Economic Opportunity

Diversity, inclusion and equality of opportunity matters, and the Florida Chamber Foundation's Prosperity Initiative is uniting business for a 5-part webinar series on what's happening in Florida and what business leaders can do about it. July 22 kicks off our 5-part series hosted by our Florida Chamber Foundation Prosperity Initiative to unite business leaders behind our effort in Florida to create equality of opportunity and end generational poverty one zip code at a time.

COVID-19 is hitting our nation's poorest neighborhoods the hardest, and in Florida, children who live in poverty live in only 15% of our zip codes.

– JOBS & EDUCATION | Wednesday, August 12th, 10 a.m. – Noon
Thaddeus Bullard, Founder, Bullard Family Foundation
Michelle Dennard, President & CEO, CareerSource Florida
Michael Griffin, VP, Public Affairs, AdventHealth
COVID-19 Response (have a question... ask the Florida Chamber below)

Key Guidance and Direction

Phase 2: Safe. Smart. Step-by-Step Executive Order
NEW Miami-Dade Country Emergency Order 26-20

DBPR Emergency Order 2020-09: Suspending On-Premises Consumption of Alcohol at Bars
New Laws & Workforce Issues

- FMLA, EFMLA
- FFCRA
- CARES Act
- I-9 Verifications
- COOP
- Unions
What concerns you most to return to work?

a. Safety
b. Employees back in the office
c. Benefits
d. Compensation
e. Communication
Tips for a Safer Return to Work
Things to Consider

Safety:
• Health Screenings
• PPE
• Exposure Response Plan
Things to Consider

Work
• Recall Employees
• Remote Work? (Accomodations)
Things to Consider

Benefits
• Healthcare Eligibility
• Flexible Spending Accounts
• 401k Pension Plans
• Paid Leave
• EAP
Things to Consider

Compensations

• Reduced hours/pay?
• Bonuses? Annual Increases?
• Hazard Pay?
Things to Consider

Communication – Communication – Communication

• Stay at Home
• Training
• Exposure Plan
• Changes
KEEP CALM AND CALL HR
Disability Inclusion & Employment Trends Survey

87% Identified D&I as Important

49% D&I is Significant to Hiring Decisions

23% Will Place More Emphasis on D&I in Rehiring/Hiring Through Pandemic

63% Will Place as Much Emphasis on D&I as Prior to Pandemic
The New Landscape of Florida’s Workforce for Today & Tomorrow – Trends & Data

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

June 2020
Florida Recessionary Periods since 1990


Total Non Agricultural Employment

Florida - Total Nonagricultural Employment
Employment (Seasonally Adjusted)

Over the Year Percent Change
Jan-1992 To May-2020
Employment Change by Industry May 2019 to May 2020

Top Industries in Florida by Change in Employment
May-2019 to May-2020

* Total Nonagricultural Employment Change: -992,400

Employment Change by Industry Apr 2020 to May 2020

Top Industries in Florida by Change in Employment
Apr-2020 to May-2020

* Total Nonagricultural Employment Change: +182,900
Monthly Job Openings from January 2010 to March 2020

Monthly Job Openings for the Top 5 Populous States
State and Federal Reemployment Assistance Claim Workflow
March 15, 2020 - July 17, 2020

Select a green number on the left side to see more details about that section.

**Submission Method**

<table>
<thead>
<tr>
<th>Method</th>
<th>Claims Filed Through Connect</th>
<th>Claims Filed Through Paper &amp; Mobile Friendly Site</th>
<th>Paper Applications Entered by State Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Claims Received</td>
<td>3,172,360</td>
<td>2,966,494</td>
<td>269,360</td>
</tr>
<tr>
<td>Confirmed Unique Claims Received</td>
<td>2,966,494</td>
<td>1,773,813</td>
<td></td>
</tr>
<tr>
<td>Unique Claimants</td>
<td>2,525,265</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Individuals may have submitted an application through multiple methods. The Total Claims may include duplicate or triplicate claim counts. These numbers may fluctuate as duplicated or incomplete claims are identified and removed.

**Claim Verification Queues**

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Identity</td>
<td>10,570</td>
</tr>
<tr>
<td>Out of State Claims</td>
<td>3,429</td>
</tr>
<tr>
<td>Fraud Detection</td>
<td>24,990</td>
</tr>
<tr>
<td>Employer and Wage</td>
<td>14,113</td>
</tr>
</tbody>
</table>

A claim may be in the queue for one or more of these processes at any given time, causing the sum of all categories to be greater than the “Claim Verification” total.

**Monetary Eligibility Status**

<table>
<thead>
<tr>
<th>Eligible for State Reemployment Assistance</th>
<th>Eligible for Federal Pandemic Emergency Unemployment Compensation</th>
<th>Eligible for Federal Pandemic Unemployment Assistance</th>
<th>Ineligible for State and/or Federal Reemployment Assistance*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,291,214</td>
<td>189,920</td>
<td>315,034</td>
<td>571,131</td>
</tr>
</tbody>
</table>

Claims by status will not sum to Claims Processed. Individuals determined to be ineligible for State Reemployment Assistance may be eligible for other benefits under the C.A.R.E.S. Act, such as Federal Pandemic Unemployment Assistance.

**Source of Funding**

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>State Reemployment Assistance (RA)</td>
<td>$2,449,537,506</td>
</tr>
<tr>
<td>Federal Pandemic Emergency Unemployment Compensation (FPEUC)</td>
<td>$142,648,720</td>
</tr>
<tr>
<td>Federal Pandemic Unemployment Assistance (FPUA)</td>
<td>$328,493,064</td>
</tr>
<tr>
<td>Federal Pandemic Unemployment Compensation (FPUC)</td>
<td>$7,772,193,600</td>
</tr>
</tbody>
</table>

**Total** $10,692,872,880

Paid to Claimants
Fastest Growing Industries in Florida for 2019–2027

<table>
<thead>
<tr>
<th>Rank</th>
<th>NAICS</th>
<th>Industry</th>
<th>Employment Growth Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>62</td>
<td>Health Care and Social Assistance</td>
<td>15%</td>
</tr>
<tr>
<td>2</td>
<td>61</td>
<td>Educational Services</td>
<td>14%</td>
</tr>
<tr>
<td>3</td>
<td>55</td>
<td>Management of Companies and Enterprises</td>
<td>14%</td>
</tr>
<tr>
<td>4</td>
<td>54</td>
<td>Professional, Scientific, and Technical Services</td>
<td>14%</td>
</tr>
<tr>
<td>5</td>
<td>72</td>
<td>Accommodation and Food Services</td>
<td>13%</td>
</tr>
<tr>
<td>6</td>
<td>23</td>
<td>Construction</td>
<td>13%</td>
</tr>
<tr>
<td>7</td>
<td>56</td>
<td>Administrative and Waste Services</td>
<td>12%</td>
</tr>
<tr>
<td>8</td>
<td>71</td>
<td>Arts, Entertainment, and Recreation</td>
<td>12%</td>
</tr>
<tr>
<td>9</td>
<td>48</td>
<td>Transportation and Warehousing</td>
<td>11%</td>
</tr>
<tr>
<td>10</td>
<td>53</td>
<td>Real Estate and Rental and Leasing</td>
<td>11%</td>
</tr>
</tbody>
</table>

Loss of income since March 13th by educational attainment

Florida Consumer Sentiment  June 2018 – June 2020


FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY
Consumer Spending in 2020

Percent Change in All Consumer Spending*

In Florida, as of July 2020, total spending by all consumers decreased by 5.1% compared to January 2020.

*Change in spending: consumer credit and debit card spending, indexed to January 1, 2020 and seasonally adjusted.

Source: Chart courtesy of tracktherecovery.org

FLORIDA DEPARTMENT OF ECONOMIC OPPORTUNITY
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
Disability Inclusion & Employment Trends Survey

81% PWD Perform the Same as Persons without Disabilities

15% PWD Perform Better Than Persons w/o Disabilities

12% It is More Expensive to Hire a PWD

85% Hiring a PWD Would Cost the Same as a Person w/o Disabilities
Thank you for joining us today!

A recording of today’s discussion will be posted on our website along with a Key Takeaway Summary

Follow us on Twitter, LinkedIn, and Facebook to stay up to date on all our work

Full Report of Disability Inclusion & Employment Trends Survey - August

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