



Tomorrow's Workforce: a Trilogy

Summary Report 2021





CareerSource Southwest Florida delivers a variety of employment and training programs through a network of full-service career centers in Clewiston, Fort Myers, Immokalee, Naples, and Port Charlotte, with a satellite office in LaBelle. The organization is part of a statewide (24 regions) network consisting of one hundred career centers.

Tomorrow's Workforce: a Trilogy

IDENTIFY SOLUTIONS TO MEET SWFL'S FUTURE WORKFORCE NEEDS

Symposium I

01.21.21

Future Workforce Needs

Symposium II

03.25.21

Emerging Roles in Education

Symposium III

06.24.21

Next Steps for Tomorrow's Workforce

Mission

Our mission is to initiate and support effective strategies through collaboration with business, education, and social services to facilitate the development of programs and activities that reduce dependency, encourage personal growth, and provide economic benefits to individuals, businesses, and communities of Southwest Florida.

Introduction



"The rate of change is exponential and requires a new mindset to address future workforce needs. "

In 1903, Wilbur and Orville Wright achieved the first successful airplane flight. Sixty-six years later Neil Armstrong and Buzz Aldrin took the first steps on the moon. Today, the U.S. Aerospace and the U.S. Aviation Industries employ more than one million people and the new goal is Mars.

In 2007, Apple released its first iPhone. Thirteen years later, ten billion smart devices are connected around the world.

The rate of change is exponential and requires a new mindset to address future workforce needs.

CareerSource Southwest Florida is studying Tomorrow's Workforce to help align education, policies and legislation to meet the future workforce needs of Southwest Florida. What follows is a summary of these meetings and a challenge to work together to develop strategies and solutions.



Ed Fritz



Janeth Castrejon

Thank you, CareerSource Southwest Florida Workforce Development Board for your support; Joe Paterno, our Executive Director, for his vision; the moderators for keeping the meetings on time and the speakers and panelists for sharing their views. Finally, thank you to my colleagues, Janeth Castrejon and Ed Fritz, for their contributions and teamwork.

Symposium I - Future Workforce Needs

GUEST SPEAKER
Dane Eagle



MODERATOR
John Talmage



Key Messages from Business Leaders

- Foundational skills remain a challenge specifically time management, communication skills, work ethics, accountability, teamwork, the ability to handle stress and empathy in the healthcare field.
- Changing technology requires software, application and backend developers, people who work with robotics, the Internet of Things and machine learning technologists.
- Manufacturing, Construction and Computer Science Engineering talent pipeline require expansion.
- Business Management skills are needed, specifically Data Analysts and Account Managers.
- Southwest Florida's growth in construction, supply chain logistics and aviation is creating unmet workforce needs. The talent pipeline for computer science and engineering also needs to expand.
- Diversity of workforce including age and speakers of languages other than English are creating training challenges.
- It is never too early to begin career exploration in our schools.

PANELISTS



Alex Allen
Two39

SWFL has the technology focus to entice individuals to relocate. We have the space and we have the housing; we are developing attractions for a younger demographic.



Ted Bill
Wire Experts Group

Productivity requires bringing in more automation and sophistication into the manufacturing environment. That sophistication drives the need for new skill sets. Adding to the challenge, we must explore new ways of training our diverse workforce.



Mike Biskie
B&I Contractors

Baby boomers are aging out and not enough workforce pipeline is coming up through high schools and trade schools for construction. It is never too early to start students thinking about their career - start in elementary school and allow their interests to be nourished and to be changed.



Ryan Carter
Scotlynn Industries

Supply chain logistics is a tough industry; it is non-stop. To offset stress, we have a gym, a cafeteria, basketball court, a walking track which is great for those working here but also to attract talent who are eager and to promote a culture of positivity.



Lillie Rodriguez
Airglades International Airport

We are creating 1,700 direct jobs within the airport and 1.5 to 2 times that off airport in trade, logistics, manufacturing, distribution and aerospace.



Shane Simmons
Cheney Brothers

Younger workforce does not have the management experience and we need to cultivate their skills. We are willing to train in-house.



Renee Thigpen
Naples Community Hospital

Working in healthcare requires heightened levels of empathy. Employees require good time management skills to connect with patients while technically and physically caring for the patient.

Symposium I - Emerging Roles in Education

GUEST SPEAKER
Dr. Eric Hall



MODERATOR
Michael Dalby



Key Messages from Education Leaders

- New program development takes too much time. Develop rapid prototyping, simplify approval processes and fund pilot programming.
- Create financial incentives (tax deduction, etc.) for industries to share or donate equipment.
- Expand and simplify processes to credit students for prior learning.
- Recruiting teachers is a challenge. Policies regarding the use of business expert volunteers in the classroom need to be more flexible.
- Performance funding criteria needs more flexibility.
- Structural impediments need to be redefined. For example, what is a credit hour? Why are Associate Degrees 60 hours and Baccalaureate Degrees 120 hours?, What is the definition of workforce education?

PANELISTS



Deelynn Bennett

Charlotte Technical College

It's been a very exciting time for Charlotte County Schools to start the Airframe Mechanic Program - a state of the art program. Getting the school district, economic development and community partners on the same page is key. We rely heavily on our employer advisory boards as they tell us what kind of employee and what skills are needed.



Rita Davis

The School District of Lee County

Hands-down our biggest issue is recruiting talent, especially in the world of Career and Technical Education. We are asking professionals to leave their careers and come into the classroom. We need more flexibility with adjunct teacher and full-time equivalent (FTE) policies. We need out-of-the box ways to allow more professionals into the classroom.



Dr. Michael Martin

Florida Gulf Coast University

Higher education is an evolving picture. Florida is clearly committed to performance funding. We have criteria which is all valid but sometimes we focus too much on the criteria and not on the end game. We need flexibility and we need to focus on preparing an individual for a life-long career... Technical and university education are not separate; they intersect.



Susan McManus

Champions for Learning

There is a tremendous collaboration occurring across the region. Mentoring is a great way for the community to share their knowledge and stories and help a young person. One of the greatest opportunities in our area is the entrepreneurial programming. This pathway allows our students to take a transferable skill set with them to higher education.



Dr. John Meyer

Hodges University

Higher education is facing disruption. Higher Education's Uber moment is coming. Structural impediments need to be evaluated. How, as a society, can we allow higher education perform its job better? If we are freed from some of the shackles we are laboring under, we could do an infinitely better job.



Dr. Thomas Norman

Florida SouthWestern State College

We need labor market information and industry input to accelerate new programs; it is a community opportunity to share information and to share intelligence. We have a collaborative nature that allows the region to have a continuum of learning with articulation agreements.



Michael Swindle

Hendry County Schools

The opportunity to diversify Hendry County's economy through Airglades International Airport is a phenomenal opportunity. We are looking at how the Hendry County School District can expand our workforce's skill sets so we can attract light manufacturing and other industries outside of the agricultural field.

Symposium III- Legislation

MODERATOR
Mike Jackson



Key Messages from Legislators and Policy Makers

- Legislators need to think long-term as this is not a short-term fix. Our focus should be on the needs of business today, tomorrow and twenty years from now.
- The needs of businesses are first and foremost. The role of the Labor Force Estimating Conference is to identify employers' needs and to identify the demand and supply. The product of this conference will be to drive what credentials have value and then drive what education can and should offer.
- House Bill 1507 made significant reform to career training programs with the purpose of centering on the student and not on the school. This will increase access, alignment, and outcomes.
- The REACH Act with its no wrong door approach is much less a handoff and more of a huddle, braiding services and braiding funding to work together for successful outcomes. We will all work together to bring our areas of expertise.
- Addressing the foundation skills gaps, HB 1507 creates a digital credential program which allows individuals to gain employer recognized badges in problem solving, critical thinking and communication.
- Florida has an adult population of about 15 million and of those almost 4 million lack a high school diploma or basic literacy and math skills. Those adults are our potential workforce. We need to couple adult education with career and technical education.

PANELISTS



Senator Kathleen C. Passidomo
Florida State Senate

Legislators set broad parameters, we set goals and outcomes. Legislators provide framework but it is not our job to micromanage the education system. We are focusing on small business and industries as we want them to take this funding and parameters we offer and run with it. We want accountability for outcomes.



Representative Lauren Melo
Florida House of Representatives

HB 1505 amended into HB 1507 is truly a promise made and a promise kept to the people of Florida. It will transform our workforce system. We listened, we reacted and put a great plan in place.



Chancellor Henry Mack
Florida Dept. of Education

The Department is hyper-focused on elevating Career and Technical Education as well as Adult Education, dispelling traditional narratives that these pathways are somehow less than a traditional university pathway. It is not an either/or proposition... Neither should be devalued but the challenge is how to integrate career and technical education and the possibility of higher learning.



Dan McGrew
CareerSource Florida

Our goal is simple: to connect employers to qualified skilled talent, connect Floridians with employment and career development opportunities and to achieve economic prosperity. The REACH Act is a new momentum, with renewed energy and a sense of urgency around Florida's effort to improve its talent pipeline.

HB 1507

The bill creates a system-wide approach to workforce development and education in Florida.

Highlights of the bill:

- Creates the Office of Reimagining Education and Career Help (Office) in the Executive Office of the Governor to provide coordination and alignment in Florida's workforce development system.
- Requires the Office to create a "no-wrong-door" entry strategy whereby Floridians may access services from any workforce partner with a common intake form and case management system.
- Requires the Department of Economic Opportunity (DEO) and the Department of Children and Families to evaluate the impact of workforce services on participants receiving benefits and welfare transition programs, to include performance reports on participant earnings.
- Requires local workforce development boards to be assigned a letter grade, which must be made public based on improvement of participant long-term self-sufficiency and return on investment.
- Charges the Labor Market Estimating Conference as the entity responsible for determining Florida's real-time supply and demand in the labor market.
- Requires the Department of Economic Opportunity (DEO) to establish Workforce Innovation Opportunity Act (WIOA) eligible training provider criteria focused on participant outcomes.
- Requires the CareerSource state board to appoint a Credentials Review Committee to identify degree and non-degree credentials of value, develop a Master Credentials List for performance funding and establish policy direction for funding which prioritizes outcomes and leverages resources to support vulnerable populations.
- Creates the Open-Door Workforce Grant Program to provide grants to school districts and Florida College Systems (FCS) institutions to cover up to two-thirds of the cost of short-term, high-demand programs.
- Creates the Money-Back Guarantee Program, requiring each school district and Florida College System (FCS) institution to refund the cost of tuition to students who are not able to find a job within six months of completing selected programs.
- Creates a new workforce performance funding model for school districts and the Florida College System (FCS) institution workforce programs, requiring one-third of performance funding based on rewarding student job placement and the remaining two-thirds to be based on student earnings, with a focus on increasing the economic mobility of underserve populations.
- Requires that students entering a public postsecondary institution in 2022-2023, and thereafter, must be able to earn nationally recognized digital credentials for competencies within the general education core courses which demonstrate career readiness.

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- Dan McGrew - CareerSource Florida
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- Representative Lauren Melo - Florida House of Representatives
- Dr. John Meyer - Hodges University
- Dr. Thomas Norman - Florida SouthWestern State College
- Michael Swindle - Hendry County Schools
- Senator Kathleen C. Passidomo - Florida State Senate
- Lillie Rodriguez - Airglades International Airport
- Melanie Schmees - Greater Naples Chamber
- Shane Simmons - Cheney Brothers
- John Talmage - Lee County Economic Development
- Renee Thigpen - Naples Community Hospital
- Tracy Whirls - Glades County Economic Development

Thank you
for your
support in
preparing
Tomorrow's
Workforce.

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