



Jobs in Florida, Today & Tomorrow Trends & Data

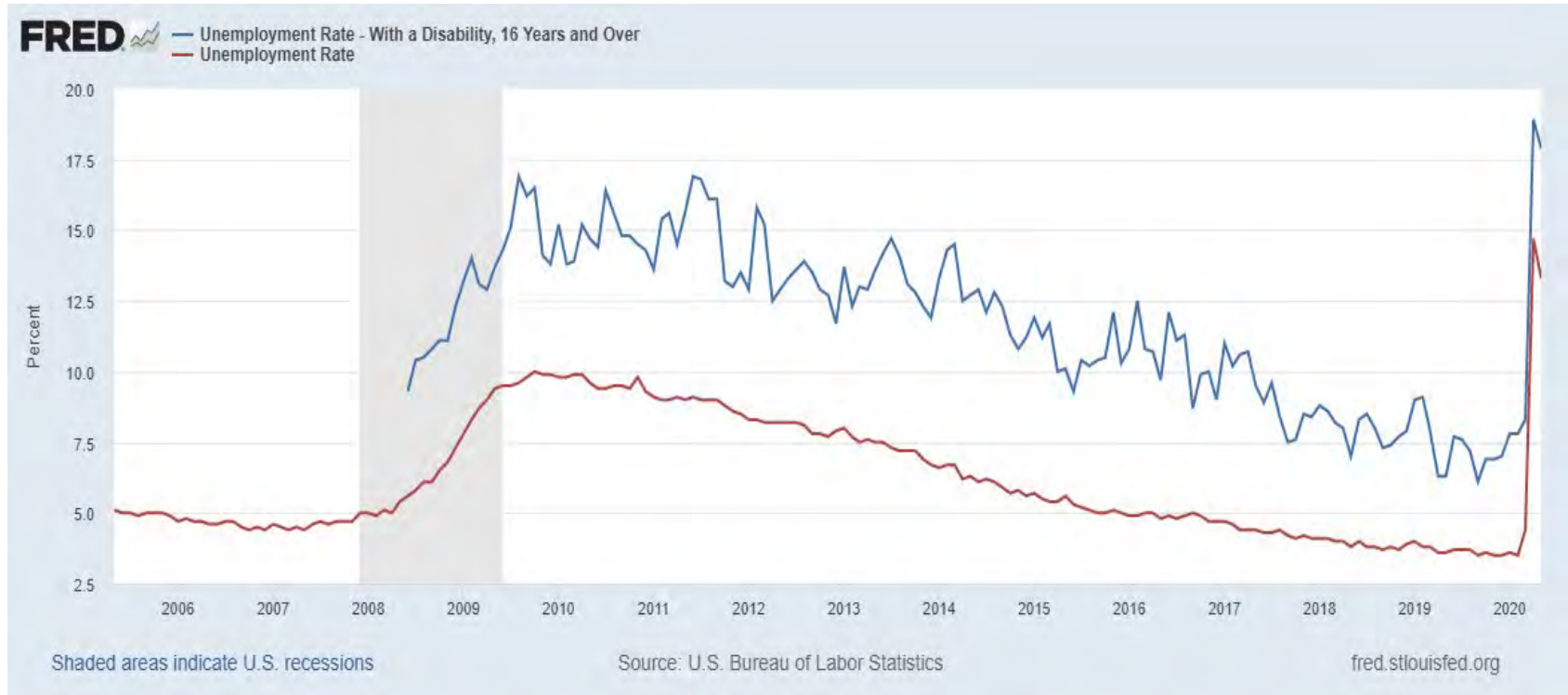
Talk Time with The Able Trust



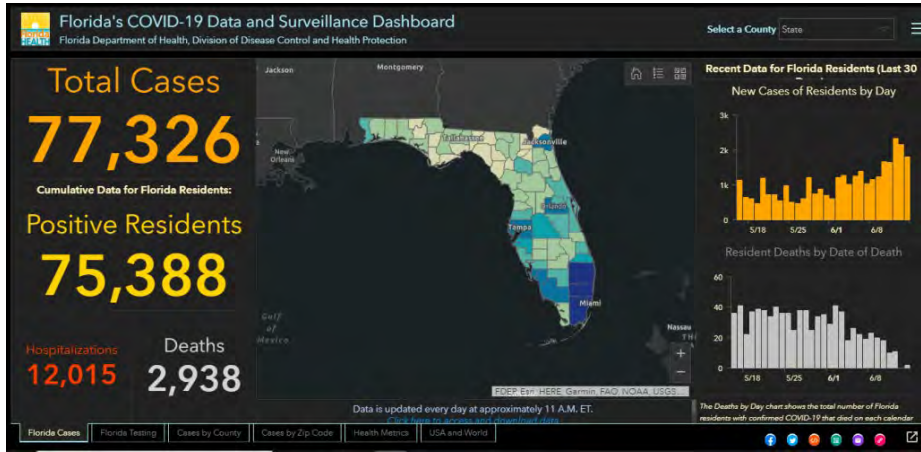
The views and opinions expressed here today are those of the thought-leaders and do not necessarily reflect the policy or position of any of the agencies or The Able Trust.



Shift in Employment Trend – Short or Long Term?

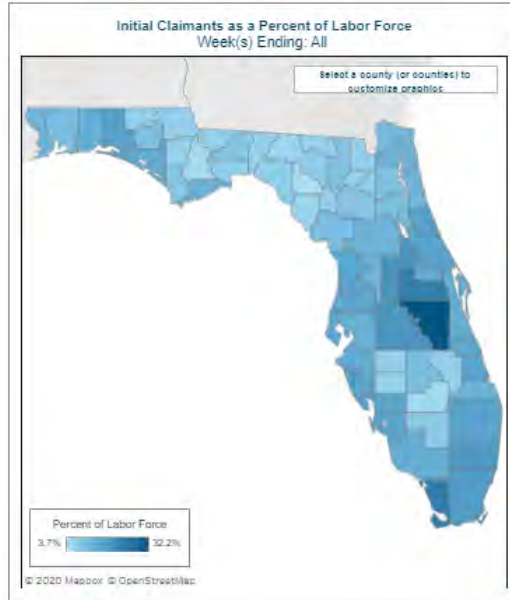


Two Pandemics



As Usual, Florida Story *Is* the Global Story

COVID-19 Related Reemployment Assistance Claimants by County

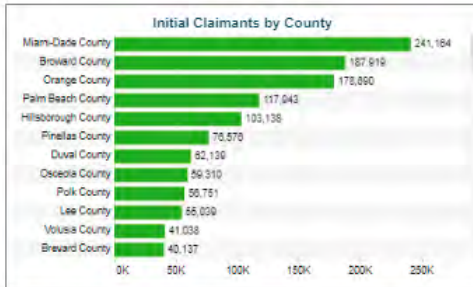


Note: Initial claimant counts on this dashboard represent preliminary estimates of Interstate Reemployment Assistance applications for the week they were submitted. These estimates are subject to revision. Additionally, all claimant data are screened for confidentiality to protect the identity of Florida citizens and businesses. This may include individuals claiming Reemployment Assistance for reasons other than COVID-19 related causes.

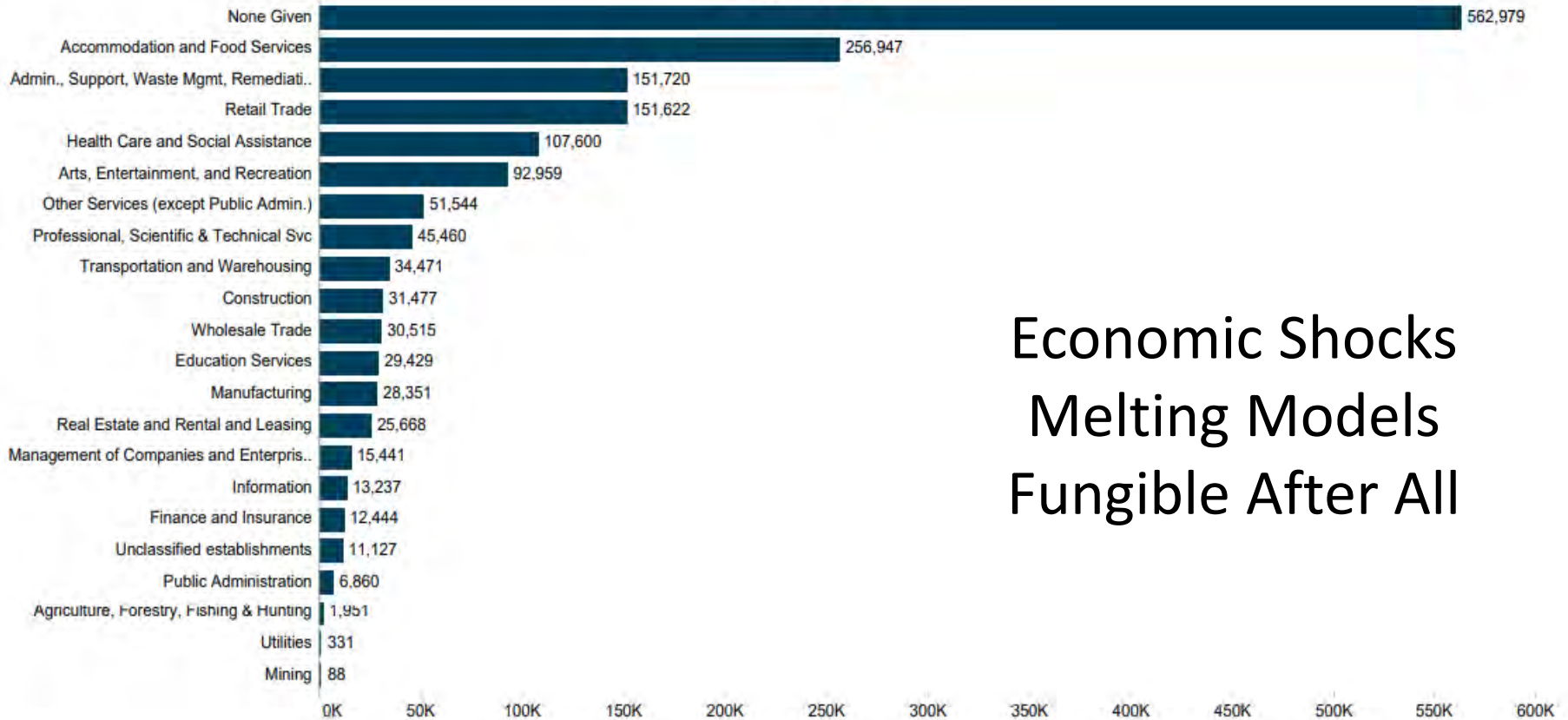
Choose Week(s) by Ending Date (All) Choose a County (All)

COVID-19 Related Initial Claimants All County(ies)

1,662,221



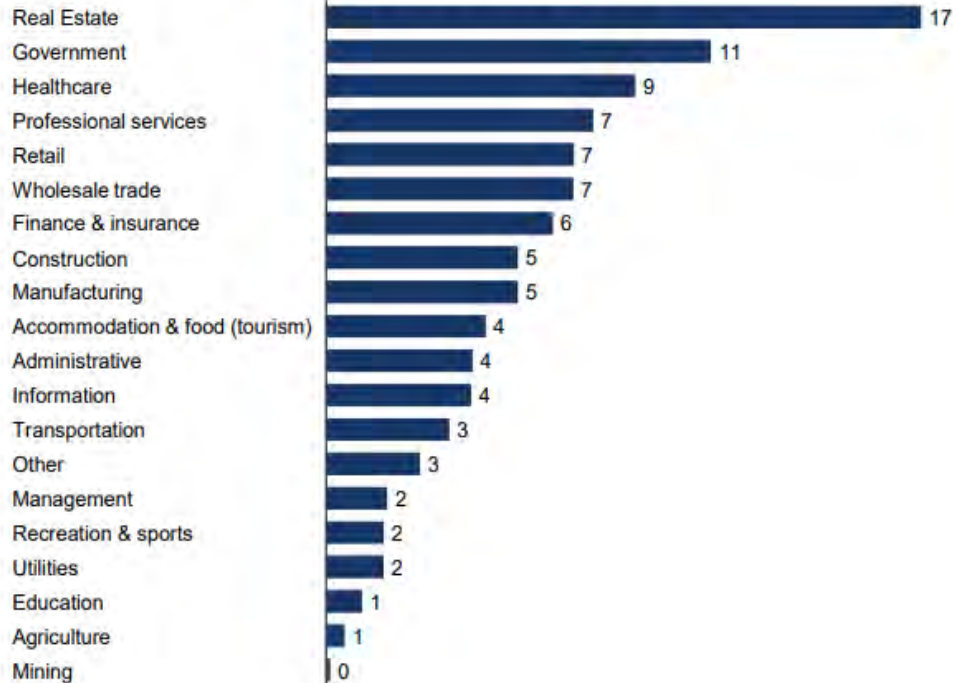
Initial Claimants by Industry All County(ies)



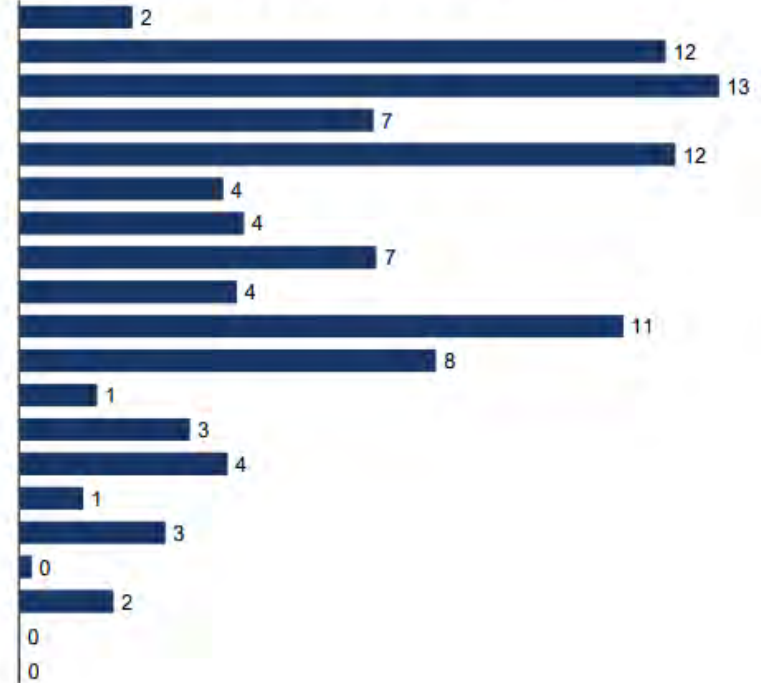
Economic Shocks
Melting Models
Fungible After All

GDP and jobs share by sector

2019 GDP share of total, %



2019 employment share of total, %



Potential risk by sector and company size

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

Risk

Low (<20% jobs at risk)

Healthcare (58%)
Agriculture (91%)
Management (12%)
Government (0%)
Professional services (66%)
Finance & insurance (26%)

Medium (20-40% jobs at risk)

Utilities (21%)
Education (51%)
Administrative (16%)
Wholesale trade (60%)
Manufacturing (54%)
Mining (52%)
Information (30%)

High (40%+ jobs at risk)

Accommodation & food (Tourism) (55%)
Recreation & sports (47%)
Retail (27%)
Real Estate (60%)
Construction² (87%)
Transportation (32%)

	Low (<20% jobs at risk)	Medium (20-40% jobs at risk)	High (40%+ jobs at risk)
% of Florida GDP ¹	35.5	23.3	38.5
% of Florida jobs ¹	37.7	19.5	38.8
# SME firms	141K	82K	182K
Total Employment	3.4M	1.8M	3.5M
#jobs in firms with <100 employees	24.8%	24.7%	37.6%
#jobs in firms with 100-499 employees	10.6%	12.4%	11.7%
# jobs in firms with 500+ employees	64.6%	62.9%	50.7%

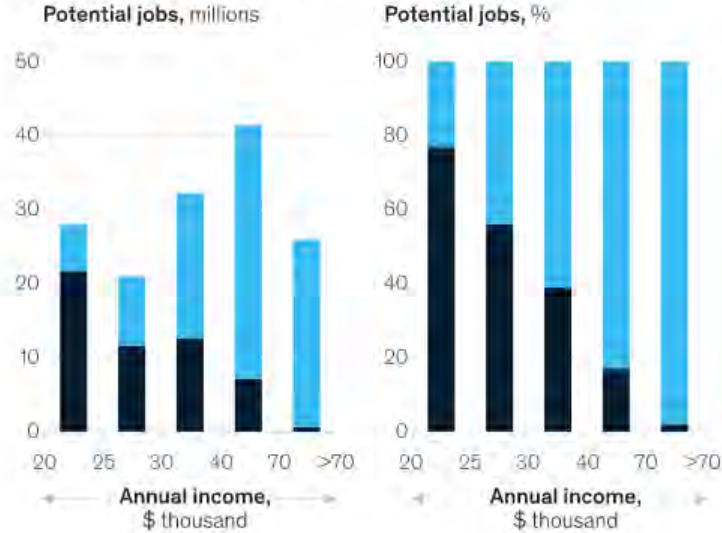
1. Does not include others

2. Approach will be adapted to different subsectors

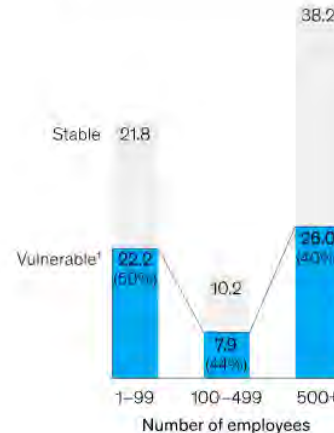
Vulnerable Are the Most Vulnerable

Level of job vulnerability,¹ by income band

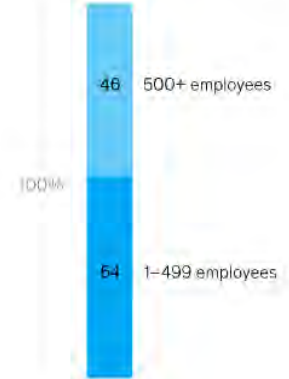
■ Vulnerable jobs ■ Stable jobs



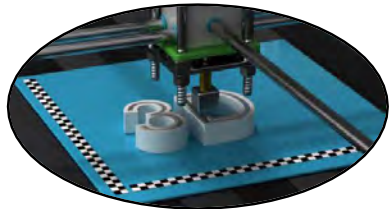
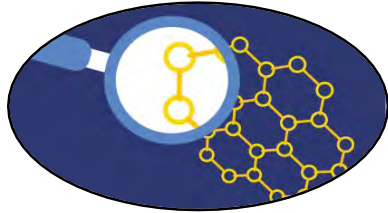
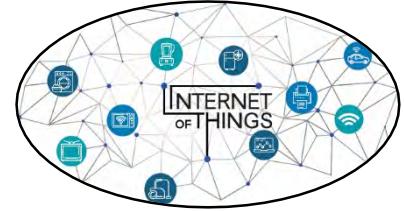
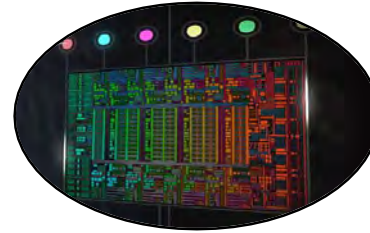
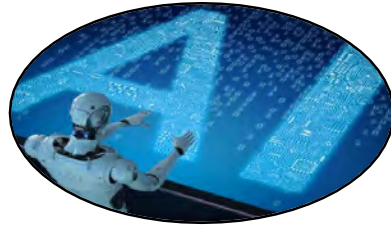
All private-sector jobs by company size, million



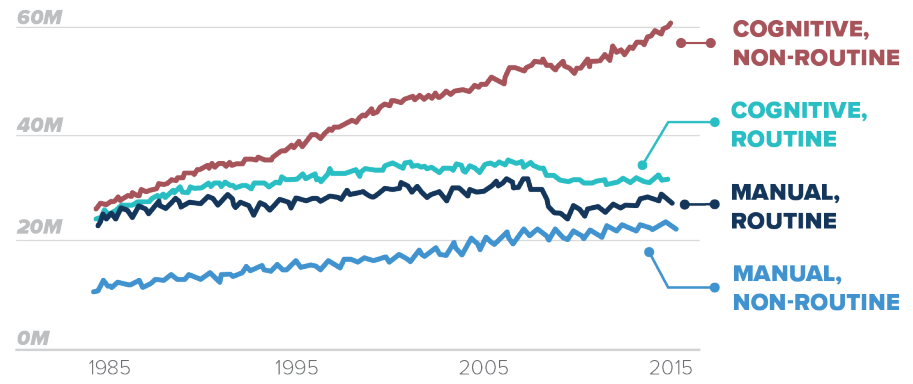
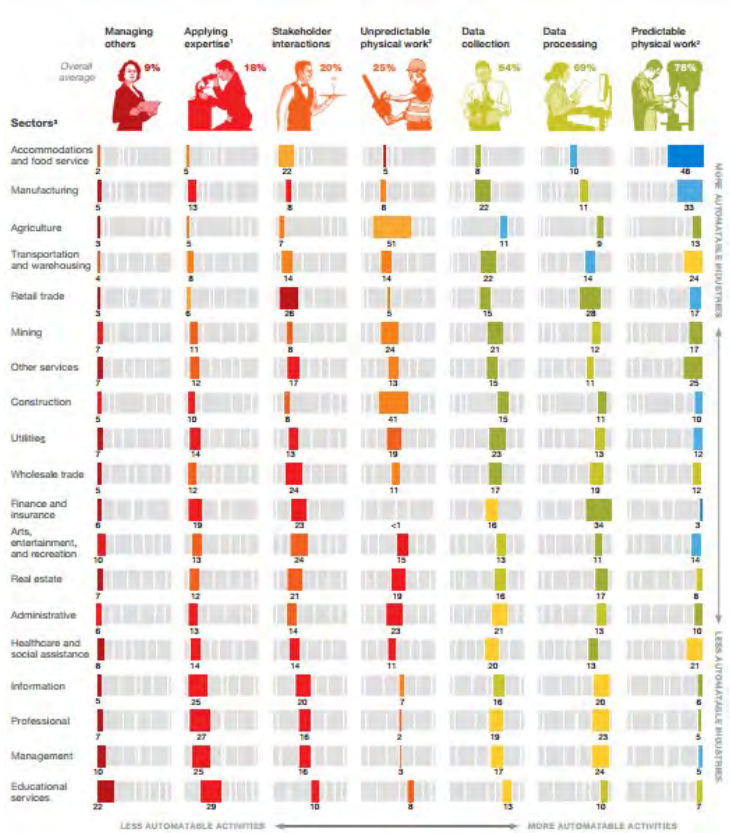
Vulnerable¹ private-sector jobs, by company size, % of total



“Future” Forces of Disruption Today



Fundamentals For Work & Workers Are Changing



Source: McKinsey Quarterly, July 2016; The Florida 2030 Blueprint



Total Online Ads

May 2020	April 2020	May 2019	Over the Month Change	Over the Month Percent Change	Over the Year Change	Over the Year Percent Change
235,308	314,359	287,648	-79,051	-25.1%	-52,340	-18.2%

Online Ads by Job Type *



Top 15 Cities with the Most Online Ads

Rank	City	May 2020	May 2019	Percent Change
1	Tampa	29,551	36,547	-19.1%
2	Miami	29,265	39,232	-25.4%
3	Jacksonville	24,299	34,697	-30.0%
4	Orlando	23,317	30,766	-24.2%
5	Fort Lauderdale	10,867	14,244	-23.7%
6	Saint Petersburg	7,999	10,279	-22.2%
7	Hollywood	4,676	6,775	-31.0%
8	West Palm Beach	4,614	5,666	-18.6%
9	Clearwater	4,373	4,805	-9.0%
10	Hialeah	4,254	4,092	4.0%
11	Tallahassee	3,711	5,346	-30.6%
12	Fort Myers	3,320	4,925	-32.6%
13	Gainesville	3,190	4,209	-24.2%
14	Melbourne	3,020	3,438	-12.2%
15	Boca Raton	2,928	4,504	-35.0%

Top 20 Advertised Occupations

Occupation	May 2020	May 2019	Online Ads
Registered Nurses	11,078	13,133	
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,422	9,952	
Software Developers, Applications	6,907	6,480	
Retail Salespersons	6,524	10,348	
Customer Service Representatives	5,501	7,455	
First-Line Supervisors of Retail Sales Workers	4,865	6,846	
Managers, All Other	4,431	5,752	
Heavy and Tractor-Trailer Truck Drivers	3,290	3,965	
Maintenance and Repair Workers, General	3,218	3,771	
Medical and Health Services Managers	2,949	3,979	
Combined Food Preparation and Serving Workers, Including Fast Food	2,786	3,338	
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,593	4,271	
Security Guards	2,504	2,855	
Nursing Assistants	2,503	2,888	
Laborers and Freight, Stock, and Material Movers, Hand	2,495	2,936	
Food Service Managers	2,492	2,600	

Top 15 Requested Skills by Online Ads





Jobs in Florida – Today and Tomorrow

Nicole Washington
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Florida Policy Consultant, Lumina Foundation
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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



GOAL: Florida
#1 in Talent



CURRENTLY:
Florida ranked
#20 in the nation
postsecondary attainment
(Lumina Stronger Nation Report)

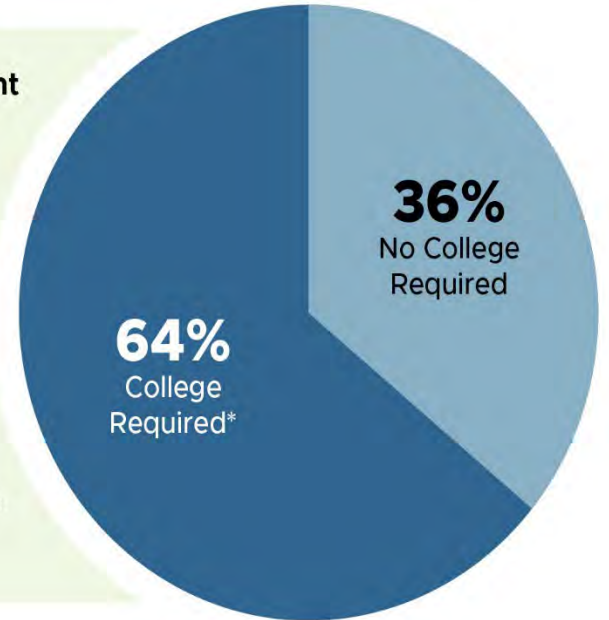
Focusing on Florida's Talent



- 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 1.7 million net new jobs by 2030, according to Florida Chamber Foundation.



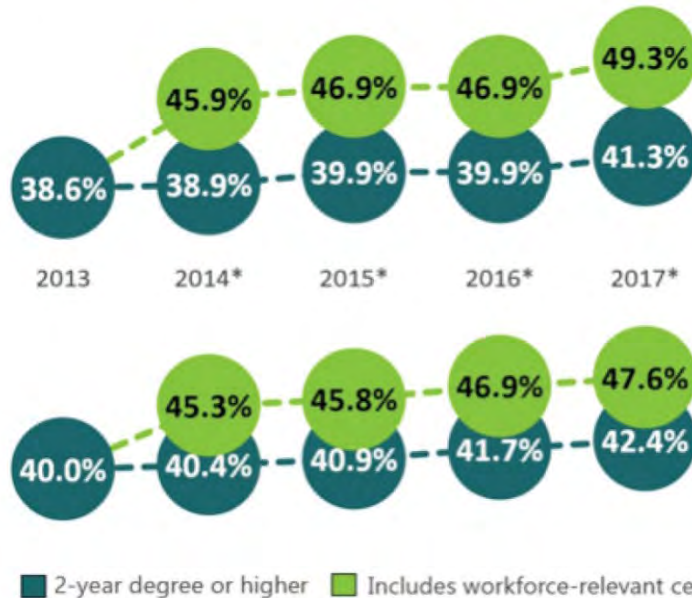
Talent Metric: Attainment



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

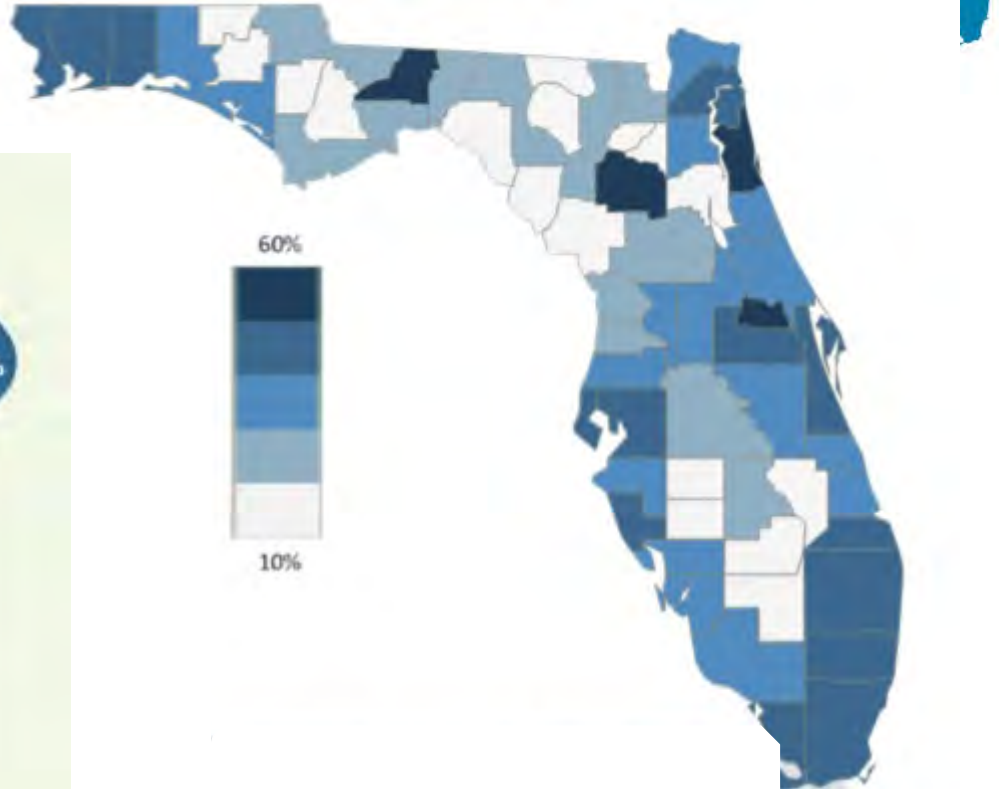
FLORIDA
49.3% ↑ 10.7%
since 2013
ranks 20th among all states in the U.S.

UNITED STATES
47.6% ↑ 7.6%
since 2013



*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.

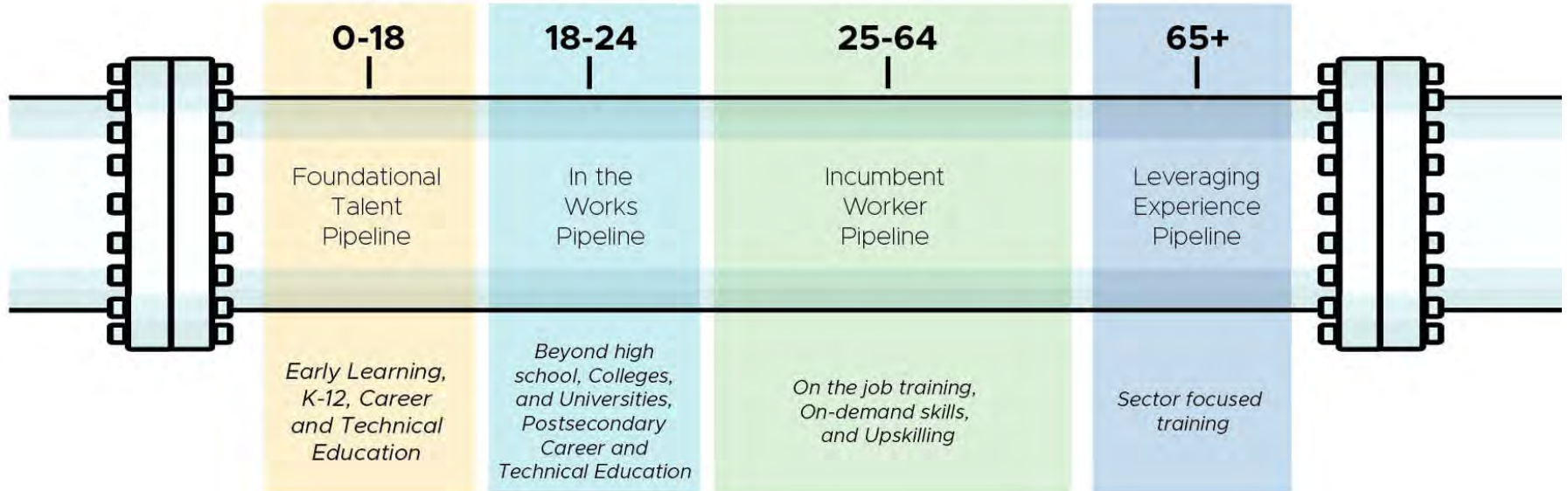
Addressing the Gaps



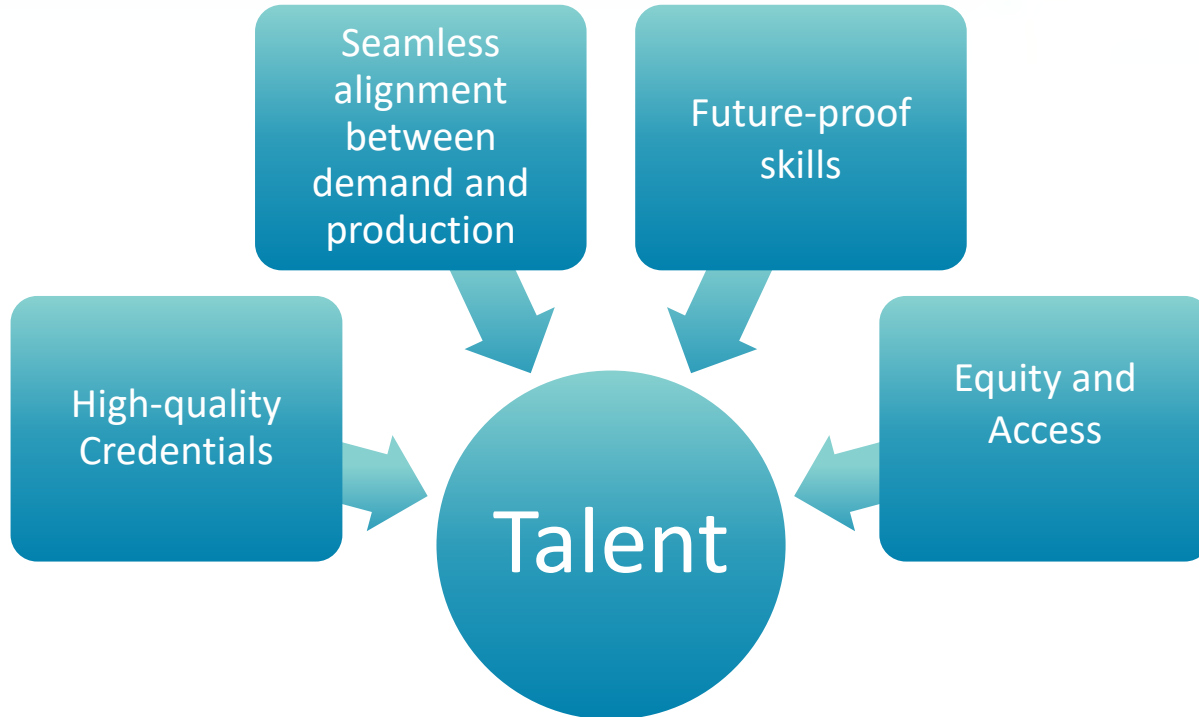
Human Capital Pipeline



The Opportunity: Align education, training, and learning to a diverse that is adaptable to industry demand.



Talent Development Council



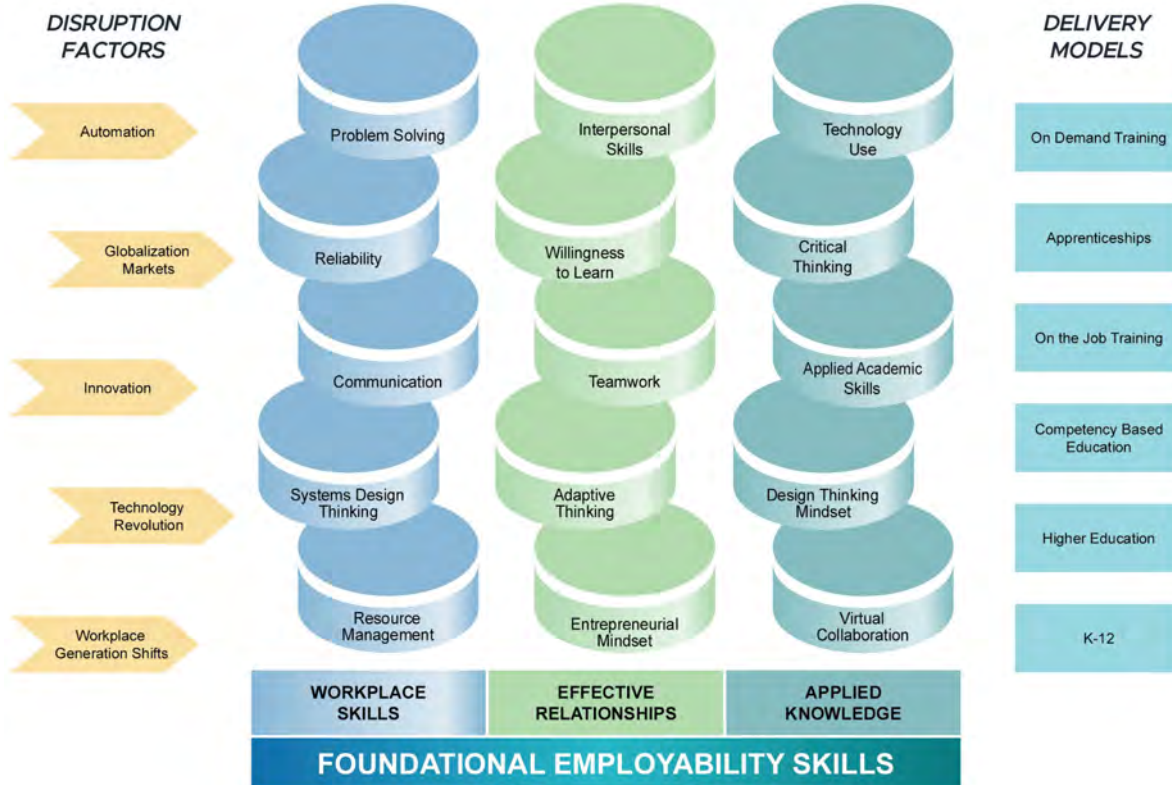
So What Does the Future Hold?



- Covid-19
- Automation
- Gig economy
- Remote working



Future of Work

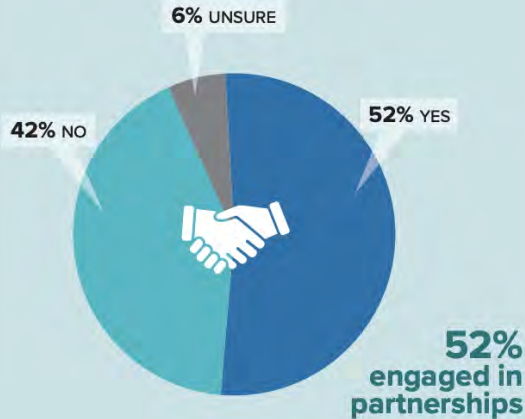


- The future of work in the next decade will have enormous disruption as a result of a series of factors.
- The key to remaining competitive is to have a strong talent pipeline.
- Today K-12 and higher education are the primary deliver modes of formal education
- The future will see expanding delivery models that included increased on the job training and on demand training programs to meet industry needs.

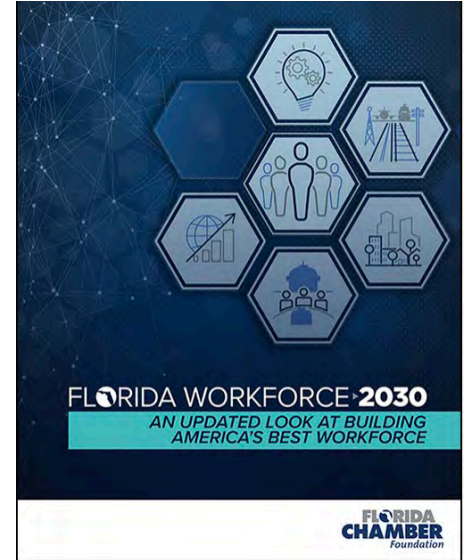
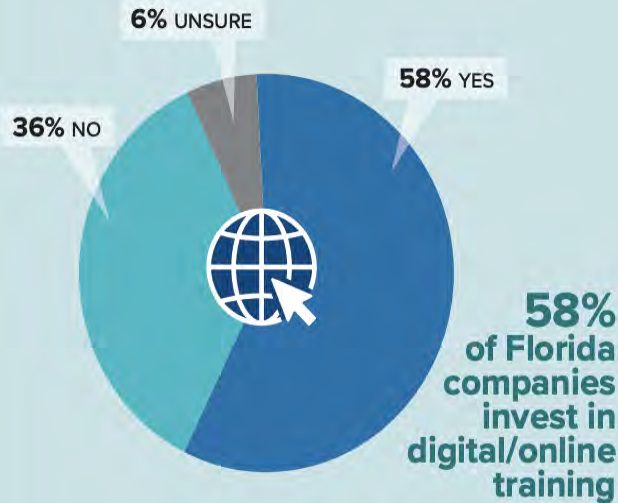
Businesses Invest in Talent



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?



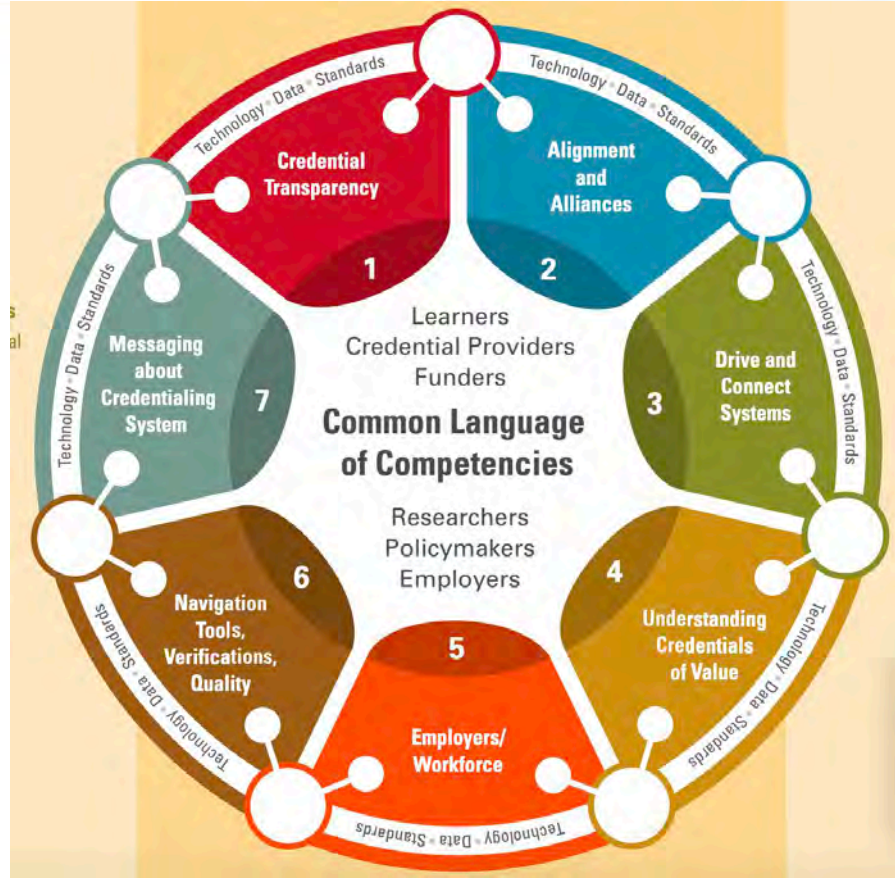
Is your company currently investing in digital (online/virtual) training?



Connected Work and Learn Ecosystem



- 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

	<u>Reaction & Adjustment</u> C19, Economy, Job Shifts (6-24 mos)	<u>Next Normal</u> "Post-Covid" & New World of Work (1-2 yrs)	<u>The Future</u> Preparing for Next Paradigm Shift (2022 & Beyond)
Explosion			
Erosion			
Entrenched			
Emerging			

Share your trends & projections: Info@AbleTrust.org