



# The New Landscape of Florida's Workforce for Today & Tomorrow – Trends & Data



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# Disability Inclusion & Employment Trends Survey

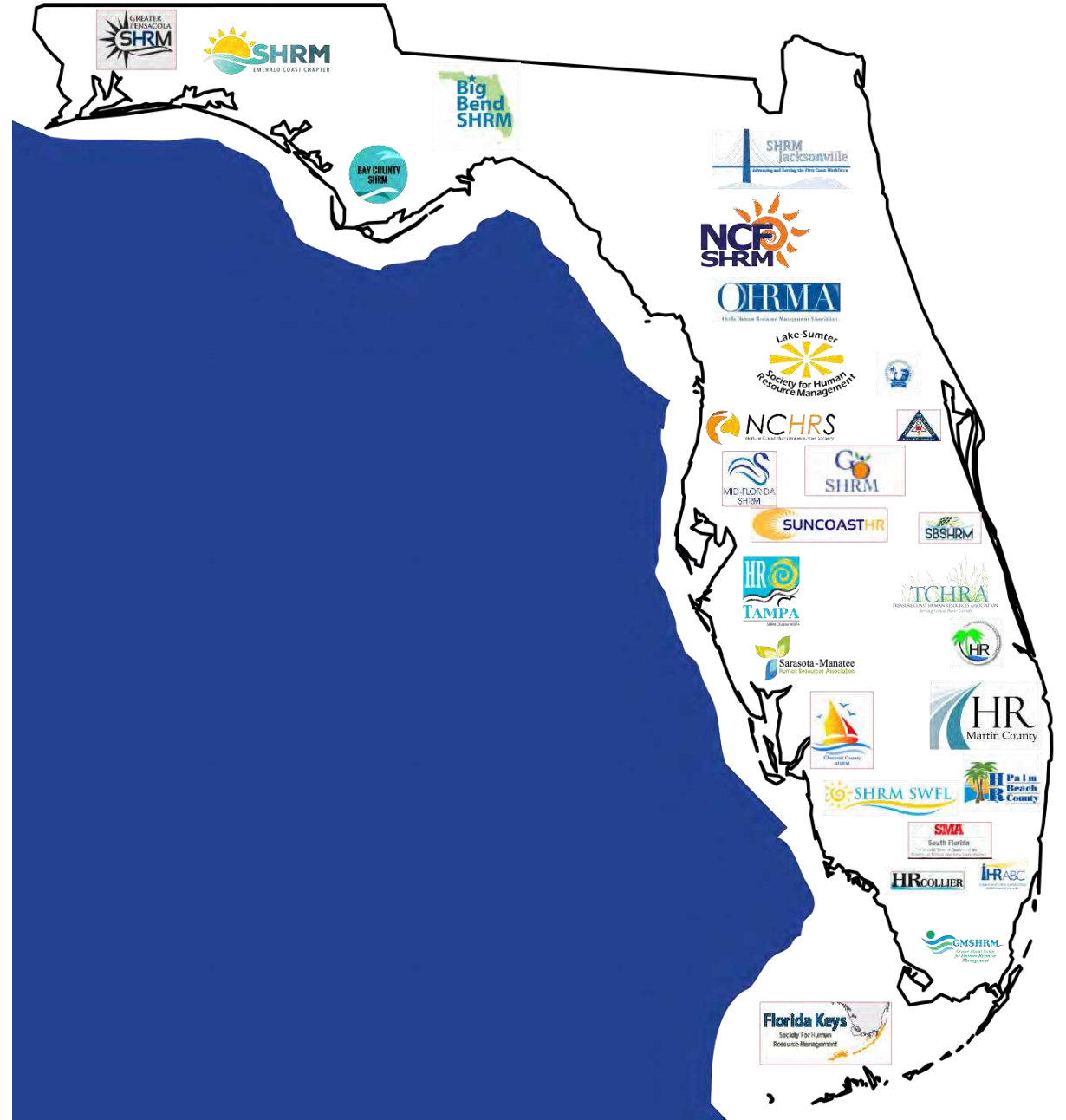
48% Organizations have Formal Policies in Place for D&I

81% Who have Formal D&I policies, Say Policies Provide Guidance on Hiring People with Disabilities.



**Heather Deyrieux, MSM,  
SHRM-SCP, SPHR  
President  
HR Florida Council, Inc.**







**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 FOSSLIE



30<sup>th</sup> Anniversary of ADA

100<sup>th</sup> Anniversary of Vocational  
Rehabilitation





**Florida works best when  
everybody works.**

[AbilitiesWork.EmployFlorida.com](http://AbilitiesWork.EmployFlorida.com)

- Recruitment Services
- Tax Credits
- Apprenticeships & OJT





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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.

TAKE THE PLEDGE

Let others know that there is hope and understanding. You can change the way the world sees mental health.

*stigmafree*

<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



# RELAUNCH FLORIDA

Uniting Business For Good  
To Relaunch Florida's  
Economy.

SIGN UP TO HELP RELAUNCH 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 Resource Center

LEARN MORE >

**COVID-19**  
**Resource**  
**Center**

## 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 County 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
  - Who? What? Where? When? How?
- Remote Work? (Accommodations)



# 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



**Adrienne Johnston**  
**Bureau Chief**  
**Workforce Statistics & Economic Research**  
**Florida Department of Economic Opportunity**





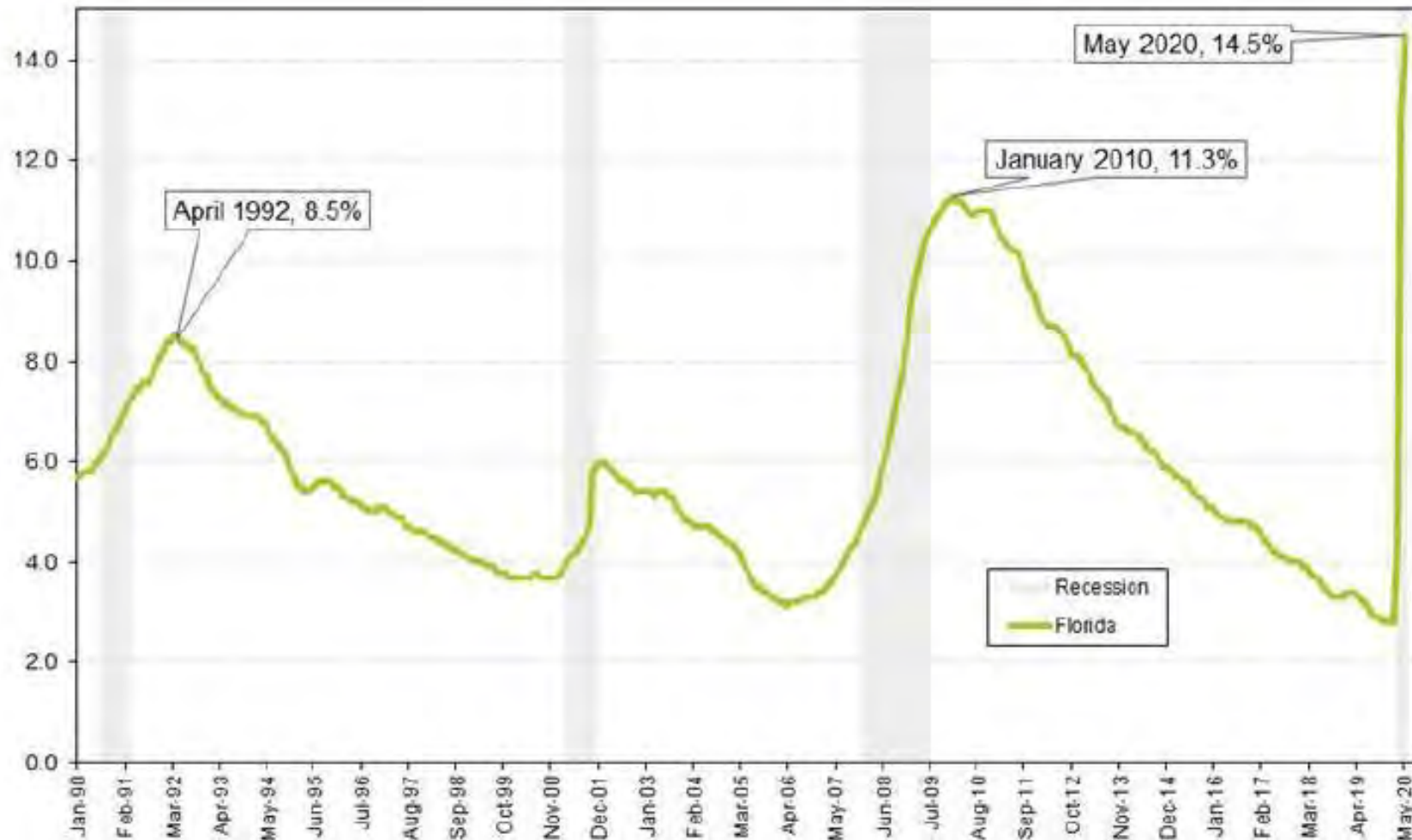
## The New Landscape of Florida's Workforce for Today & Tomorrow – Trends & Data

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

June 2020



# Florida Recessionary Periods since 1990

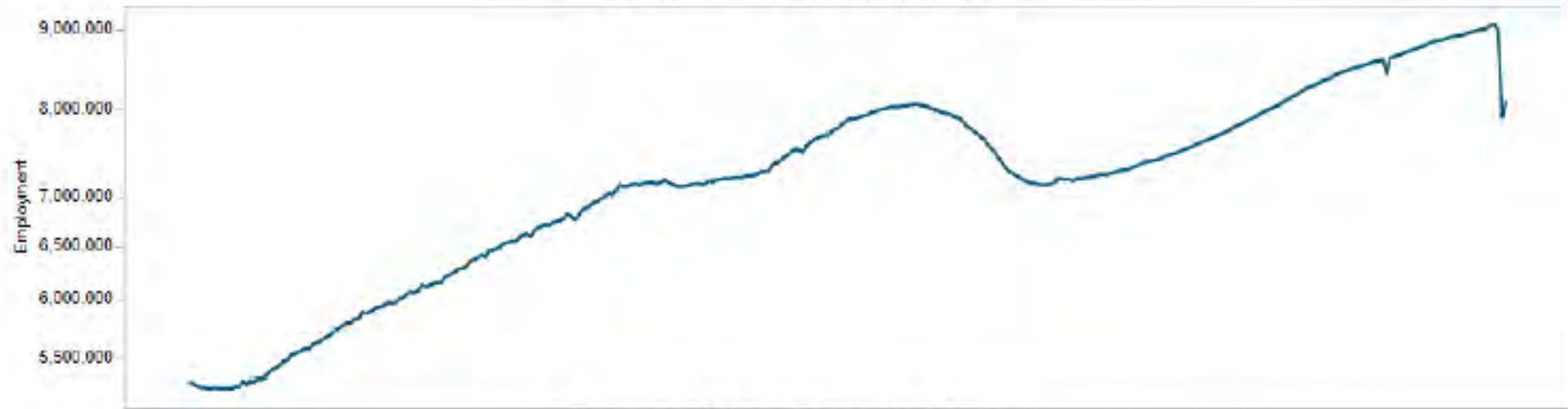


Source: U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics in cooperation with the Florida Department of Economic Opportunity, Bureau of Workforce Statistics & Economic Research. Prepared: June 2020

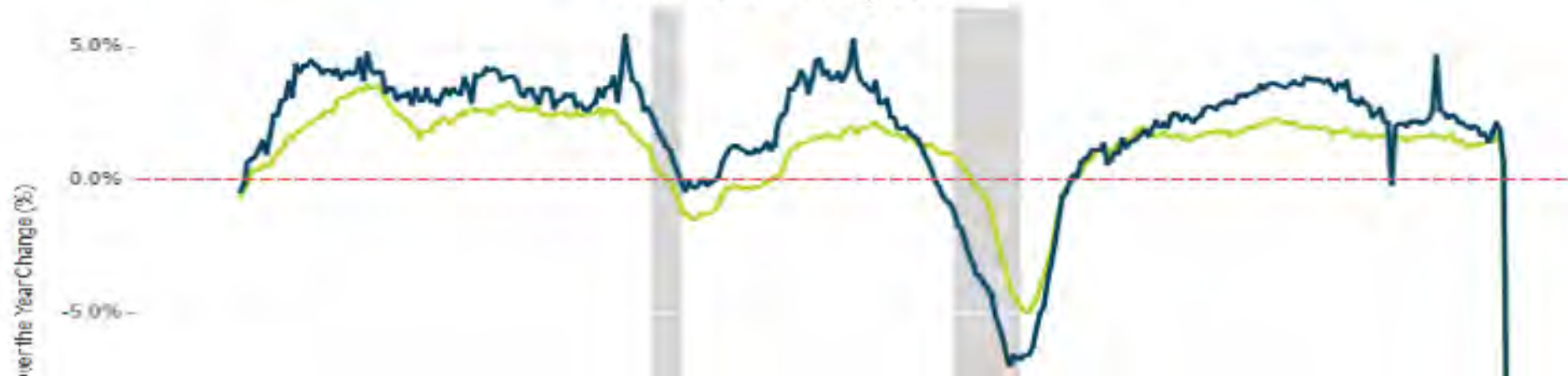
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research, Local Area Unemployment Statistics. Prepared June 2020

# Total Non Agricultural Employment

Florida - Total Nonagricultural Employment  
Employment (Seasonally Adjusted)



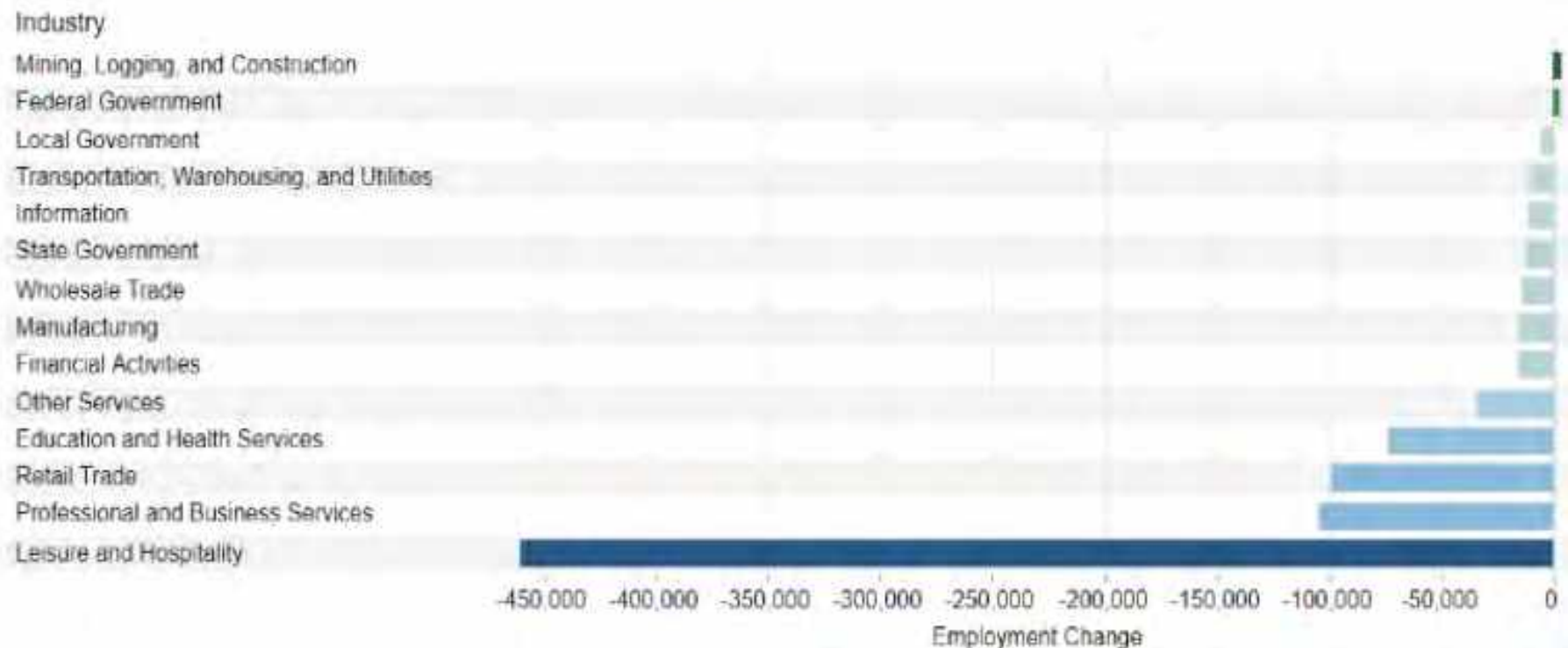
Over the Year Percent Change  
Jan-1992 To May-2020



# 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



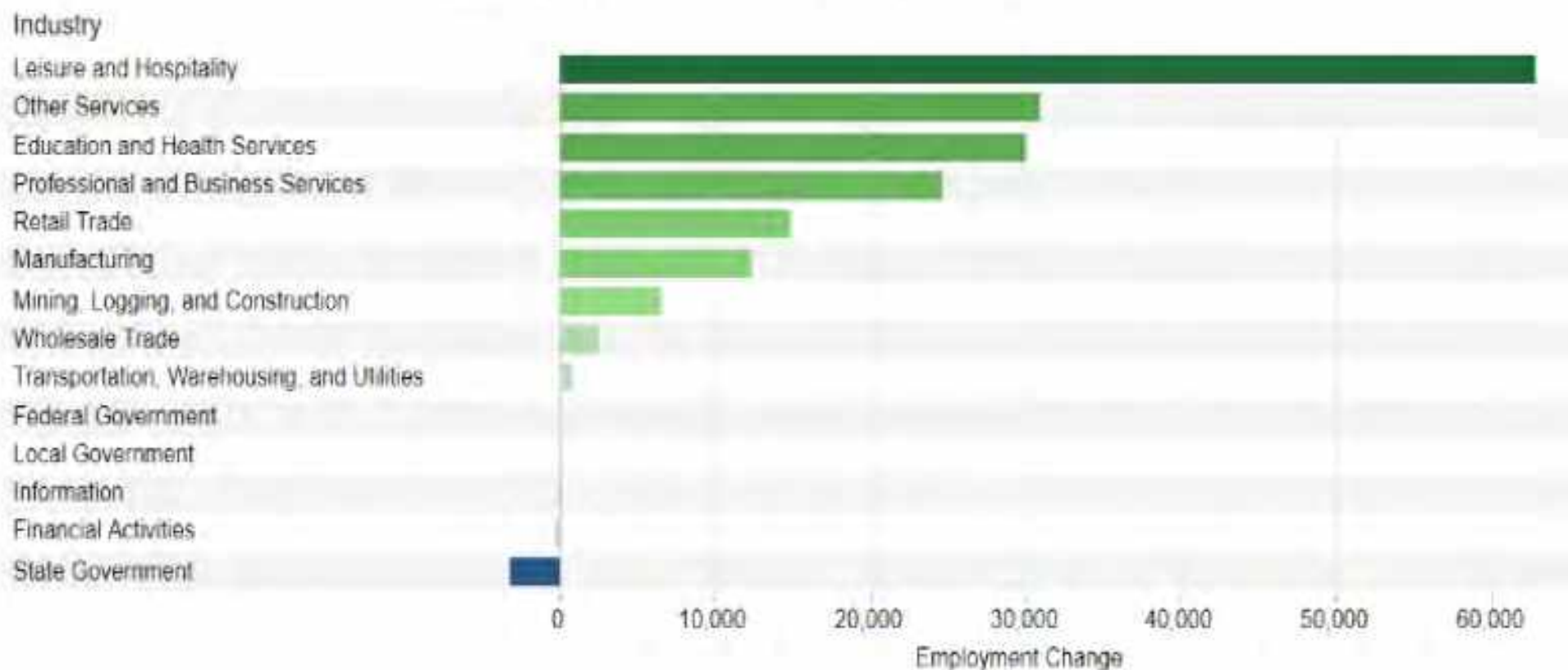
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research, Current Employment Statistics. Prepared June 2020.



# Employment Change by Industry Apr 2020 to May 2020

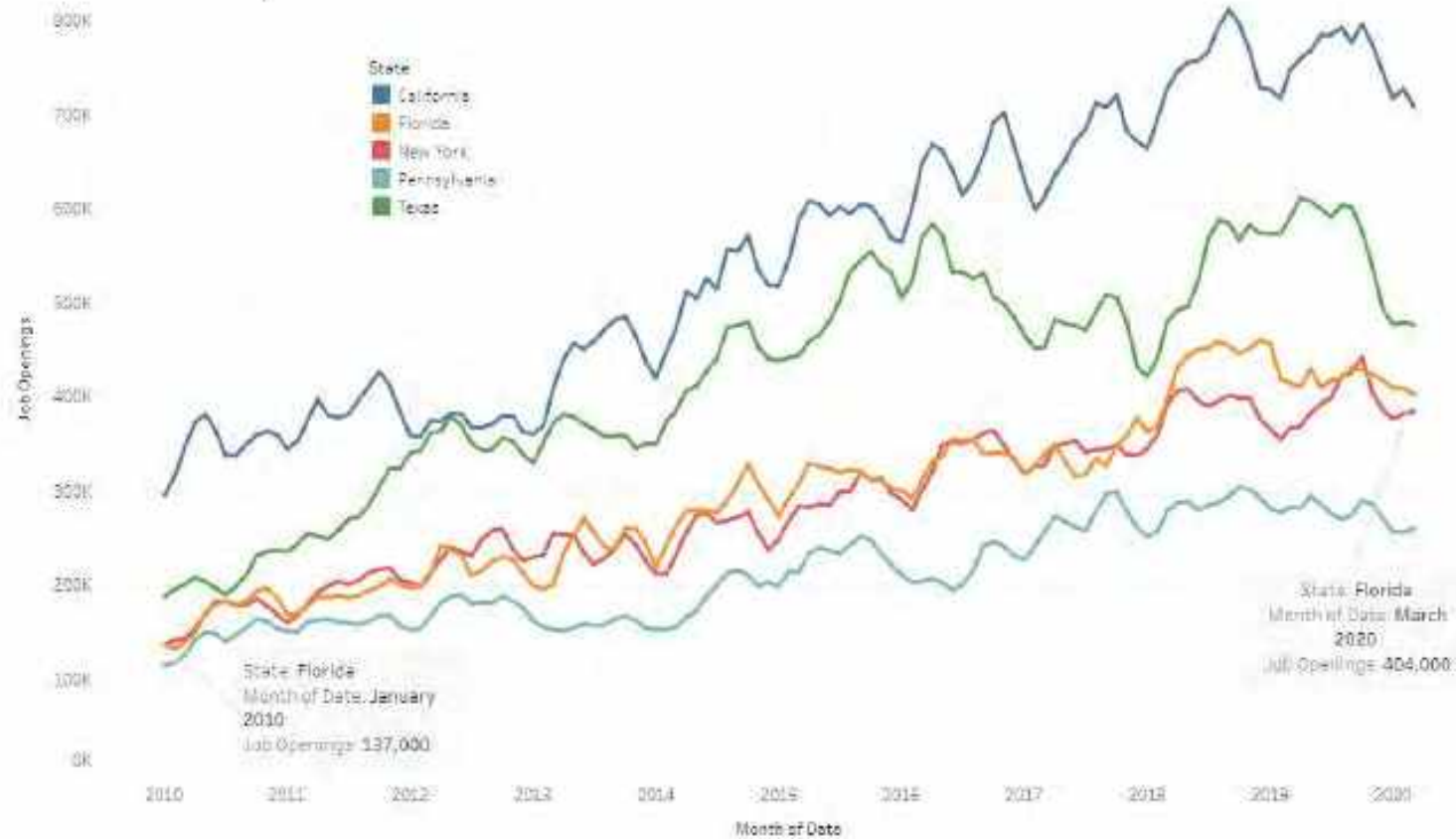
## Top Industries in Florida by Change in Employment Apr-2020 to May-2020

\* 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

<b>Total Claims Received</b>
<b>3,172,360</b>
Confirmed Unique Claims Received
<b>2,966,494</b>
Unique Claimants
<b>2,525,265</b>

Claims Filed Through Connect	Claims Filed Through Paper & Mobile Friendly Site
<b>1,398,547</b>	<b>1,773,813</b>

Paper Applications Entered by State Employees
<b>259,359</b>

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

<b>Claim Verification Queues</b>
<b>275,161</b>

### CLAIM VERIFICATION QUEUES

Identity	Out of State Claims	Fraud Detection	Employer and Wage
<b>10,570</b>	<b>3,429</b>	<b>24,990</b>	<b>14,113</b>

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.

<b>Total Claims Processed</b>
<b>2,691,333</b>
90.7% of Confirmed Unique Claims Submitted
Total Eligible Claims Processed
<b>1,805,168</b>

### MONETARY ELIGIBILITY STATUS

Eligible for State Reemployment Assistance	Eligible for Federal Pandemic Emergency Unemployment Compensation	Eligible for Federal Pandemic Unemployment Assistance	Ineligible for State and/or Federal Reemployment Assistance*
<b>1,291,214</b>	<b>198,920</b>	<b>315,034</b>	<b>571,131</b>

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.

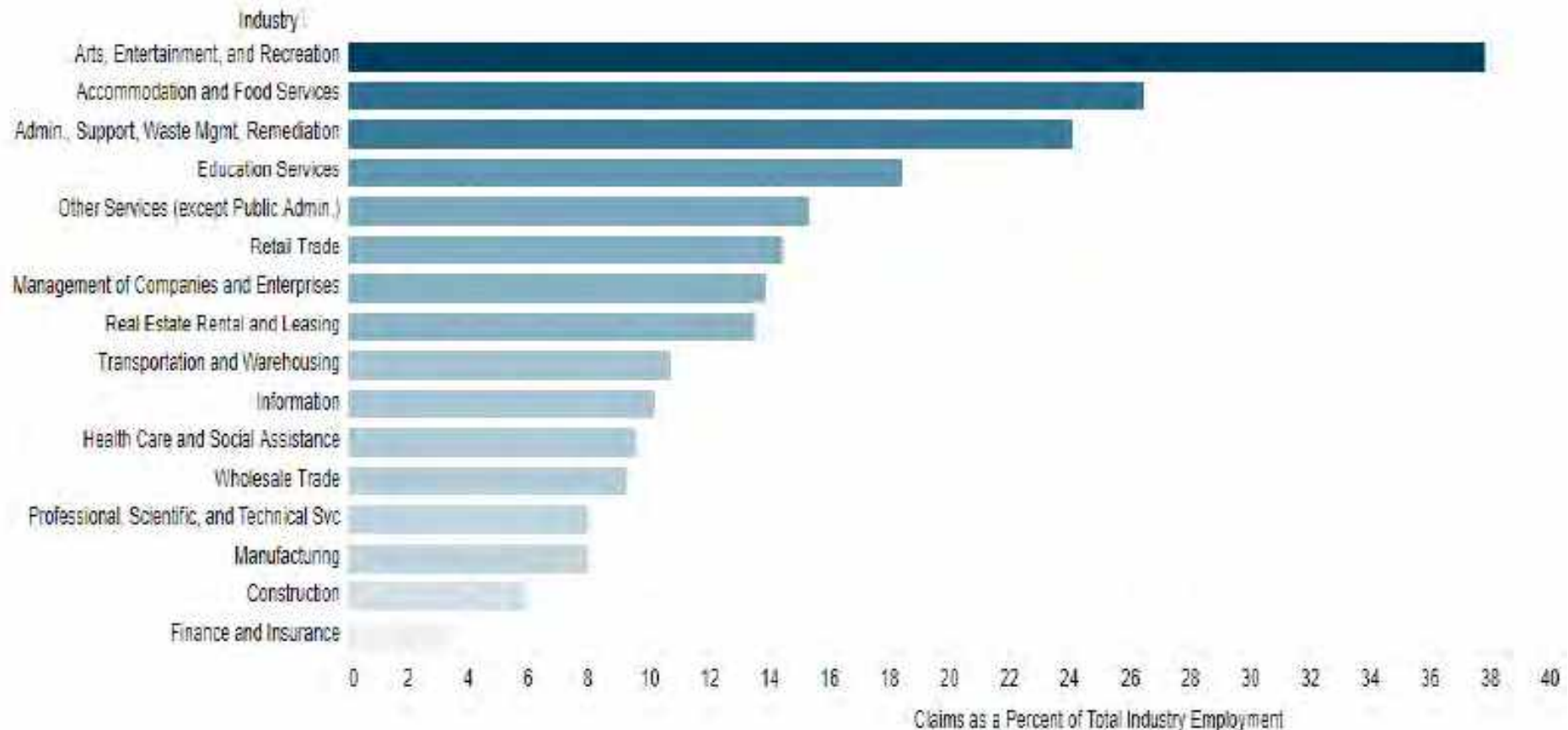
<b>Total Claimants Paid</b>
<b>1,739,774</b>
96.4% of Eligible Claimants Paid
Federal PUA Claimants Paid
<b>280,361</b>
Federal PEUC Claimants Paid
<b>180,285</b>

### SOURCE OF FUNDING

State Reemployment Assistance (RA)	Federal Pandemic Emergency Unemployment Compensation (FPEUC)	Federal Pandemic Unemployment Assistance (FPUA)	Federal Pandemic Unemployment Compensation (FPUC)
<b>\$2,449,537,506</b>	<b>\$142,648,720</b>	<b>\$328,493,054</b>	<b>\$7,772,193,600</b>

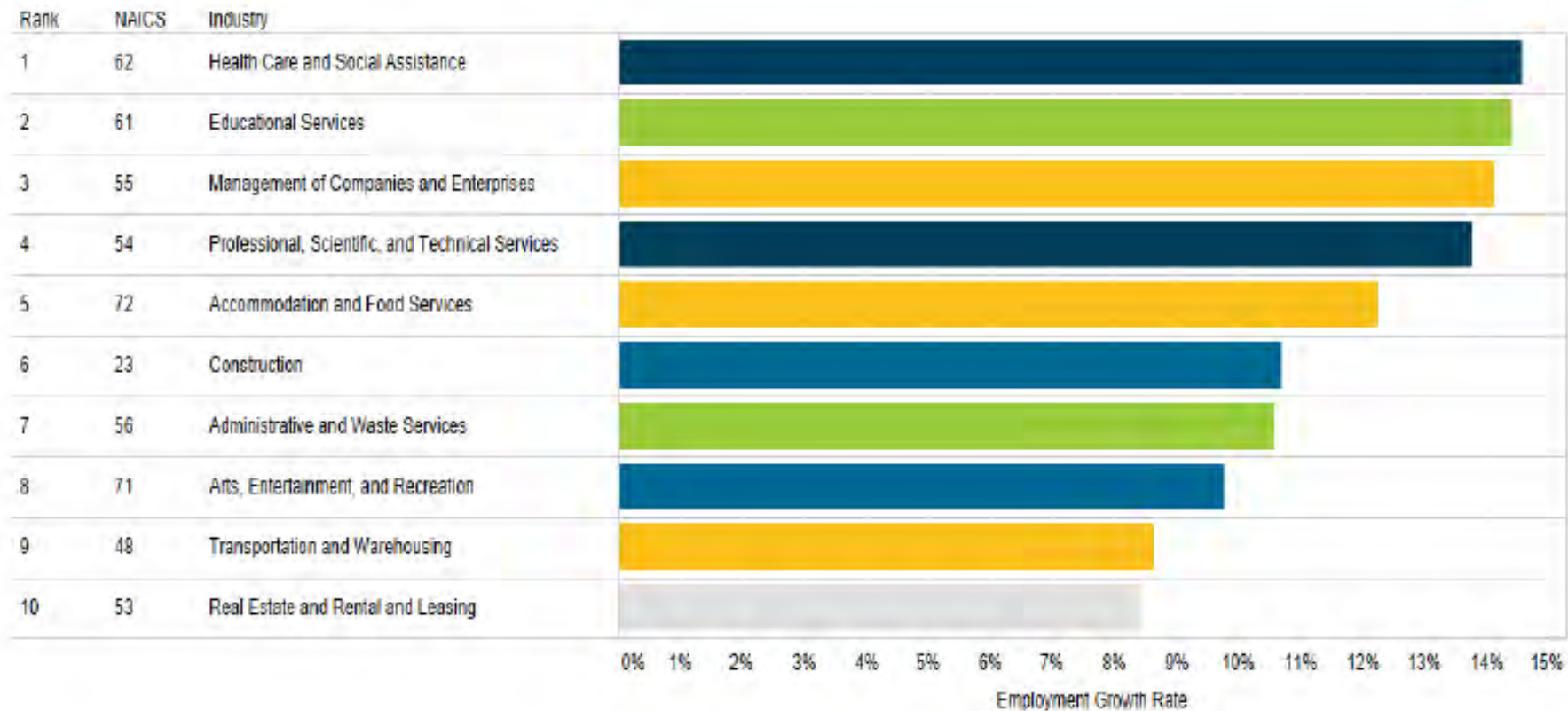
**\$10,692,872,880  
Paid to Claimants**

## Initial Claimants by Industry from March 7 to June 13 as a Percentage of Total February Employment



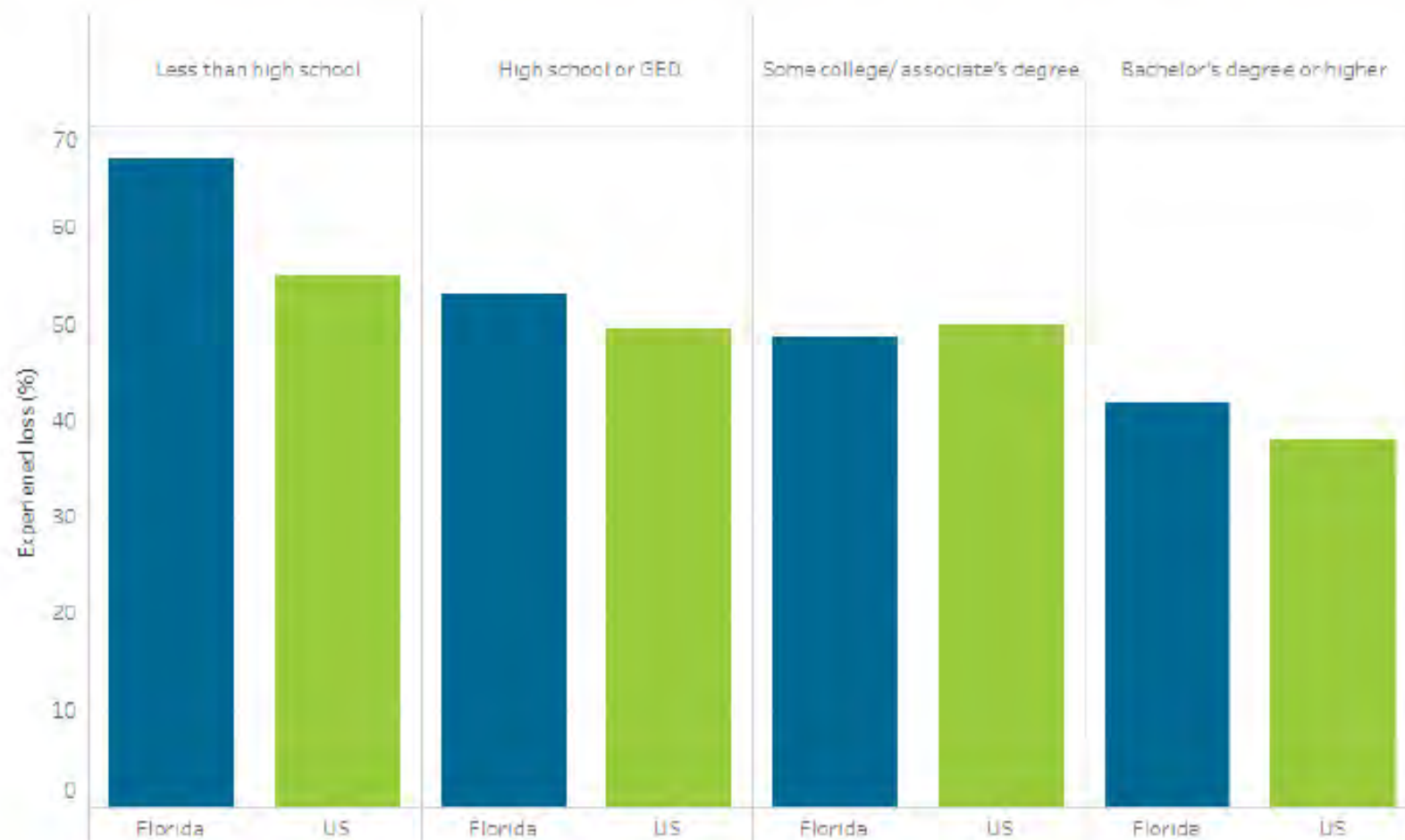
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research. Prepared June 2020

# Fastest Growing Industries in Florida for 2019–2027



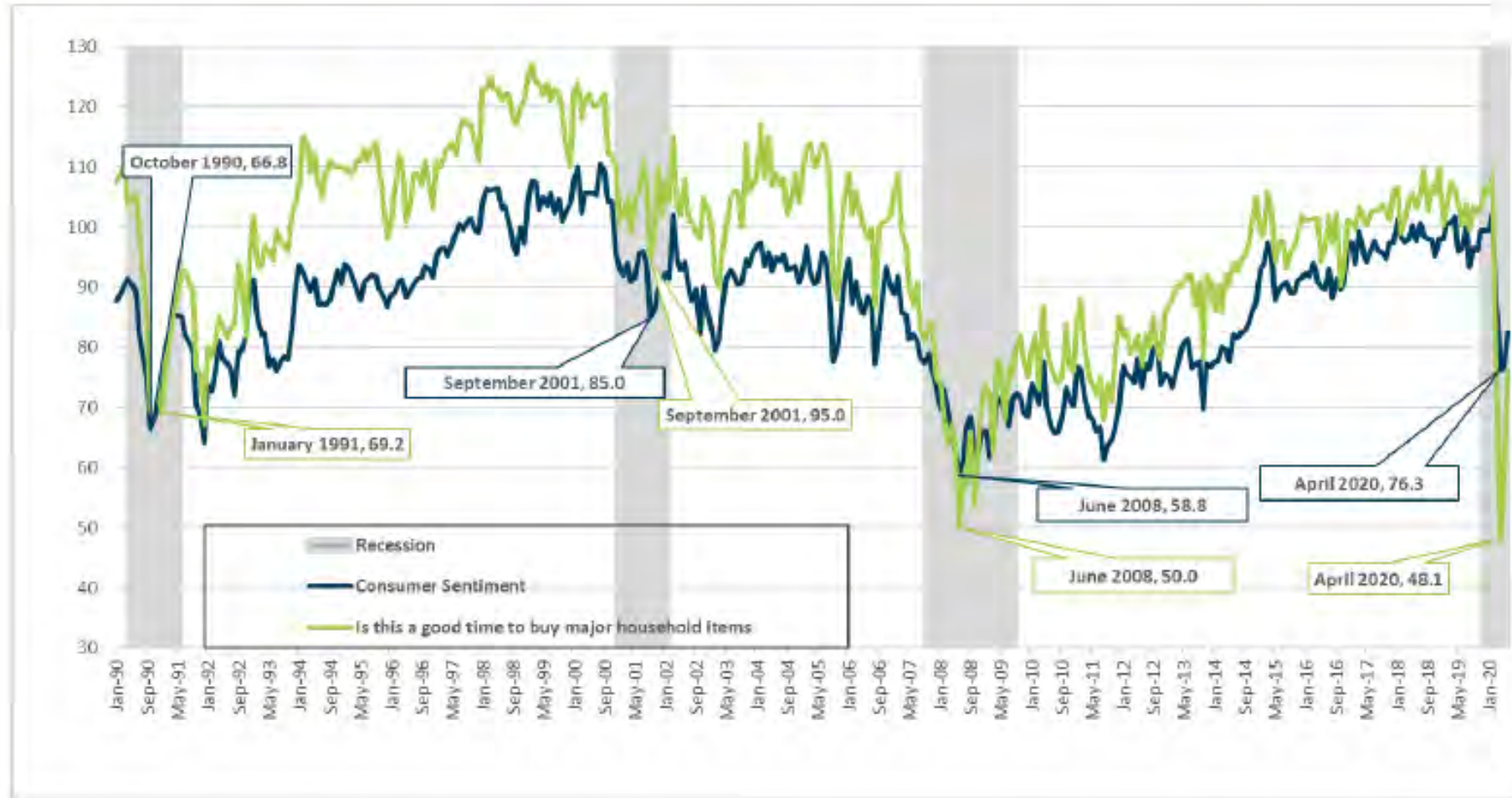
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research. Occupational and Industry Employment Projections 2019-2027

## Loss of income since March 13<sup>th</sup> by educational attainment



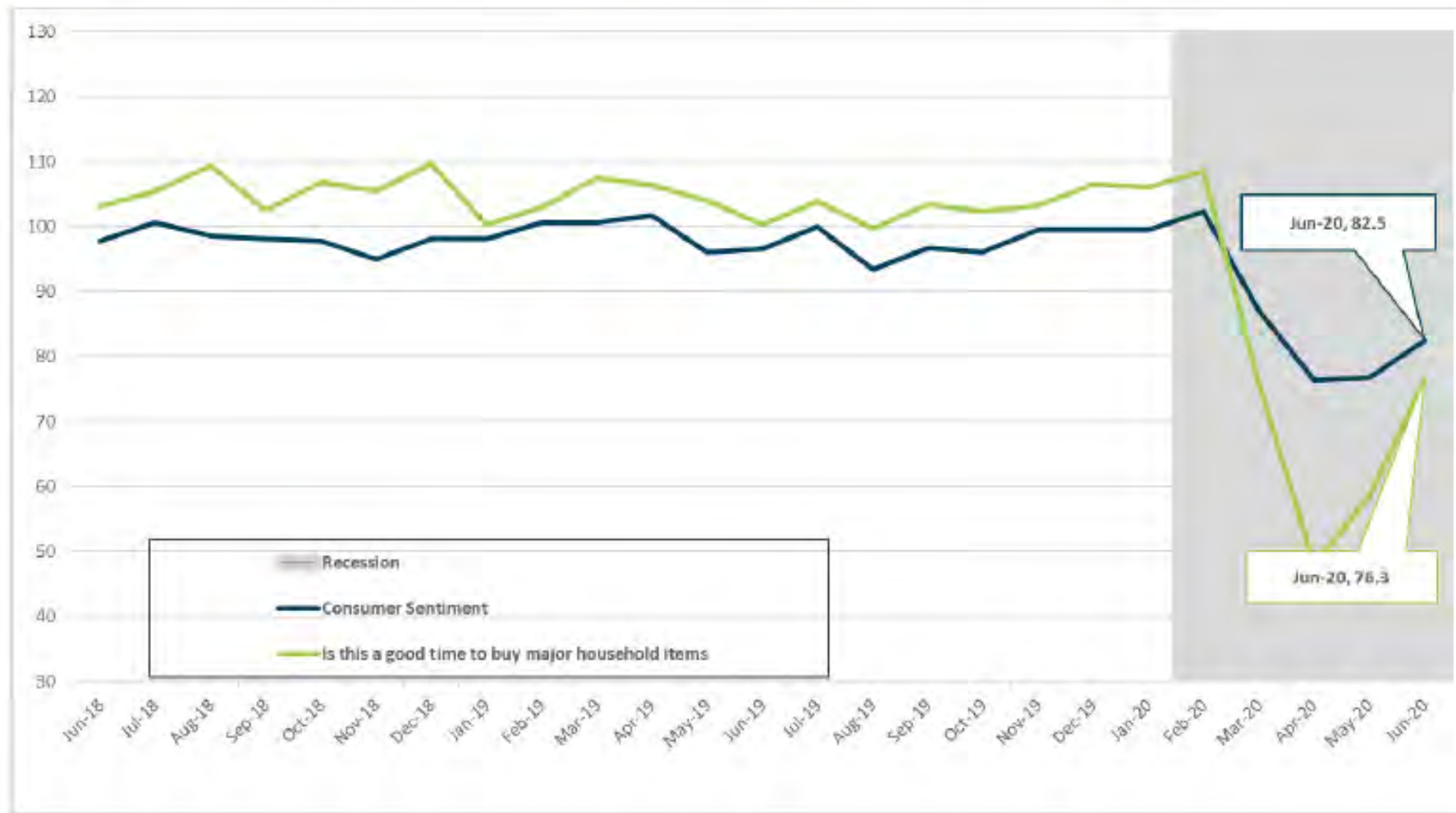
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research. Prepared June 2020

## Florida Consumer Sentiment January 1990 – June 2020



Source: UF Survey Research Center. Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research. Prepared July 2020

## Florida Consumer Sentiment June 2018 – June 2020



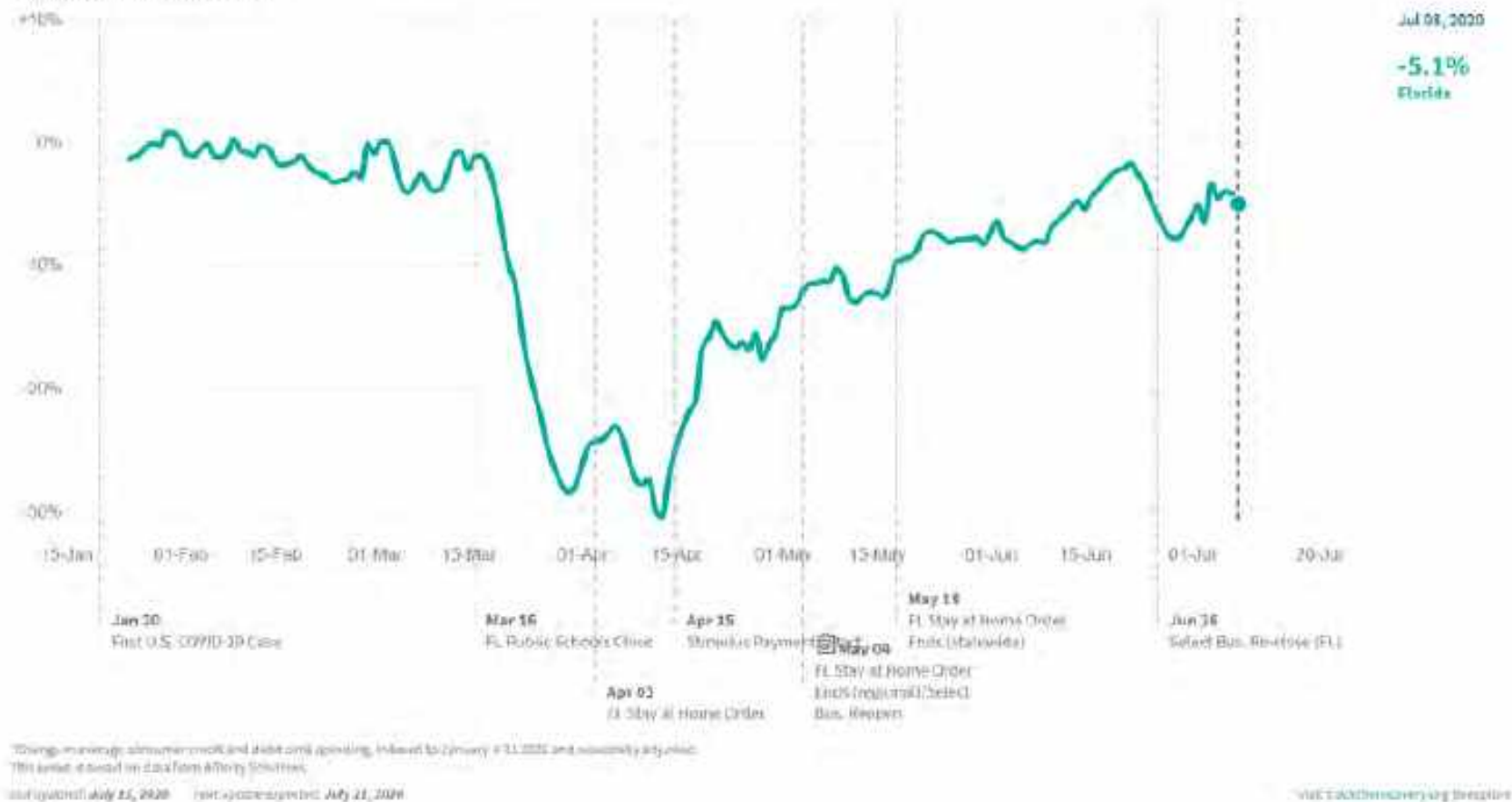
Source: UF Survey Research Center. Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research. Prepared July 2020



# Consumer Spending in 2020

## Percent Change in All Consumer Spending\*

in Florida, as of July 08 2020, total spending by all consumers decreased by 5.1% compared to January 2020.



Source: Chart courtesy of tracktherecovery.org

# 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](mailto:WSER.info@deo.myflorida.com)

**Visit: [floridajobs.org/WSER](http://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

### Connect with Our Panelists:

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Heather Deyrieux [heather.deyrieux@hrflorida.org](mailto:heather.deyrieux@hrflorida.org)