

Diving into Data to Drive Partnerships

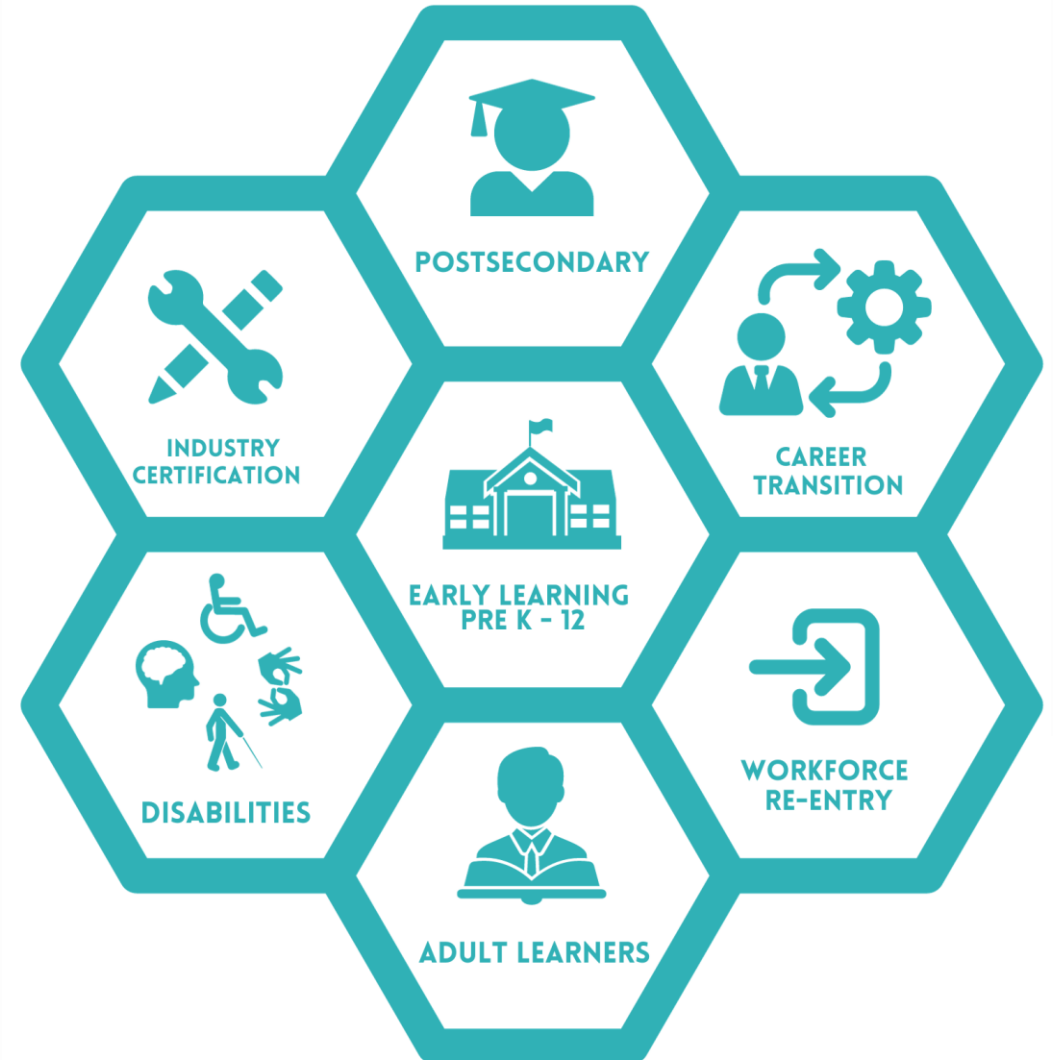
ACE Summer Symposium

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Vice President

Florida Chamber
Foundation

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FUTURE OF WORK FLORIDA



The Florida 2030 Blueprint: Uniting Businesses For Good

16th to 10th



39 Goals

- +2.7 Million Net New Residents
- +1.29 Million Net New Jobs
- +40 Million More Annual Visitors
- +2.5 Million More Drivers



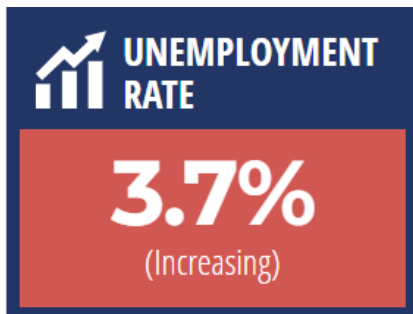
www.Florida2030.org

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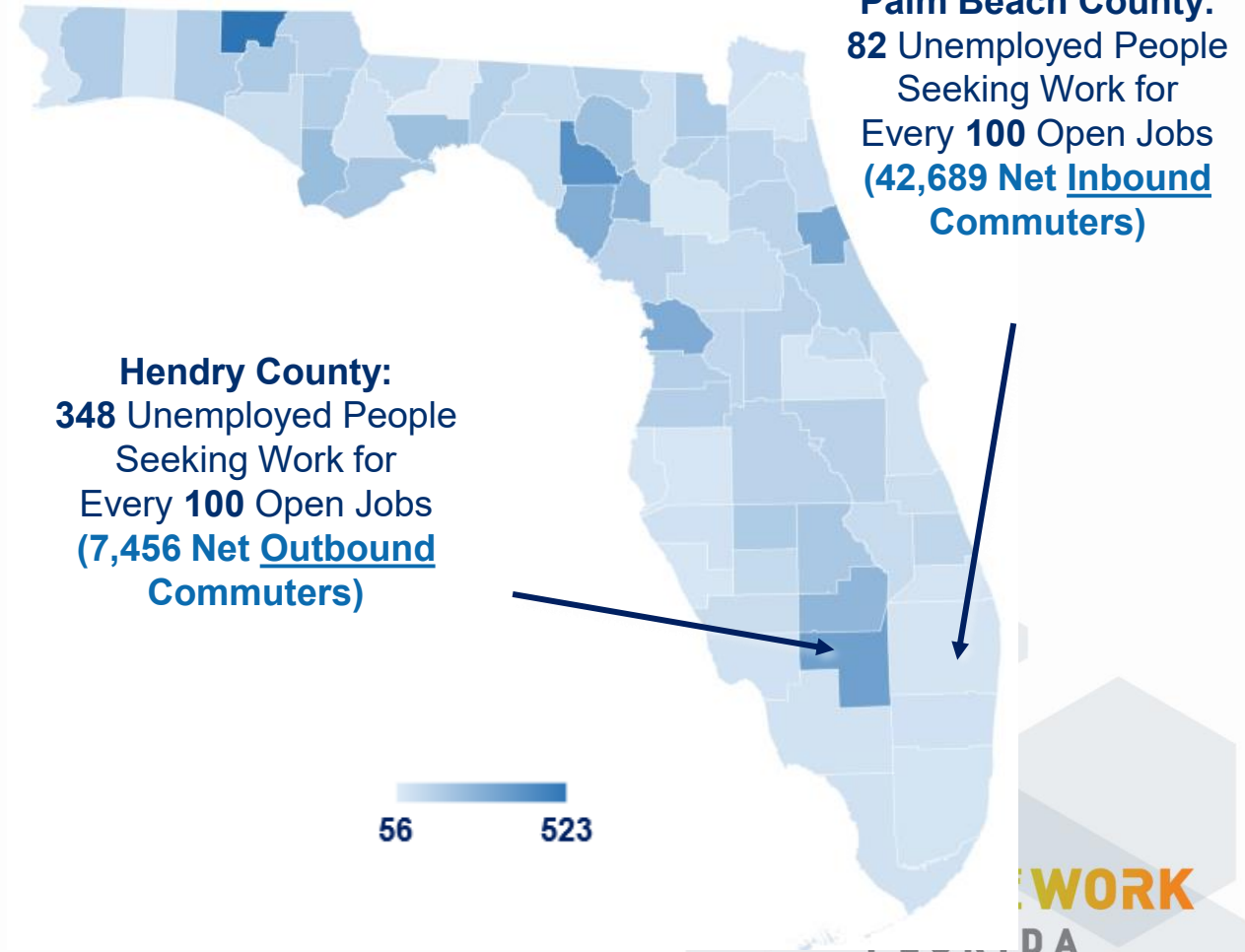
Employers Still Struggle to Find Talent in a Balanced Labor Market



100 Unemployed Floridians
Seeking Work for
Every **100** Open Jobs



Workforce Needs Vary by County



Join Us at Florida's Largest Workforce Convening!

2025 FLORIDA LEARNERS TO EARNERS WORKFORCE Solution Summit

JUNE 24, 2025
GRAND HYATT TAMPA BAY

**FLORIDA
CHAMBER**
Foundation



ABC

PRESENTING
EDUCATION PARTNER:


**Florida Virtual
SCHOOL™**

Join Us!

New:
Digital Data Walk
Networking



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Thank You to the Future of Work Advisory Board



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AVP of Career Services



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VP & Chief People Officer



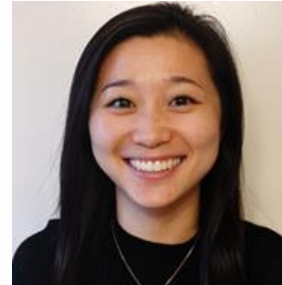
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Programs Manager



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AVP, Innovative Education
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Chief Operations Officer



4 Seats Available

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New Resources





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Career Spotlight Series



ALEX RODRIGUEZ
Assistant Project Manager



MIKE ELBRECHT
Commercial Pilot



ANITA SCOTT
Semiconductor
Manufacturing Technician



TRUCK DRIVER
CTE CERTIFICATION
12 WEEKS



LEISA DAVIS
Firefighter Paramedic

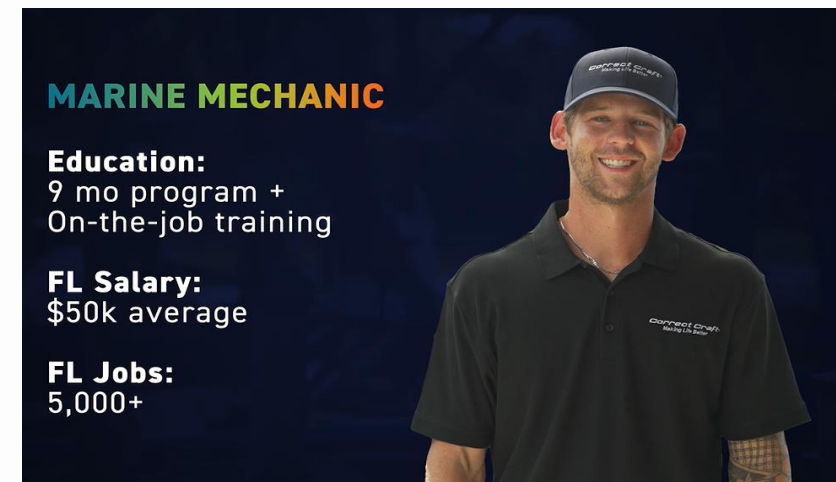


LINEWORKER

Education:
18 mo program

FL Salary:
\$66k average

FL Jobs:
7,400+



MARINE MECHANIC

Education:
9 mo program +
On-the-job training

FL Salary:
\$50k average

FL Jobs:
5,000+

Florida Talent Center Data Hub

Explore Data

Early Learning

K-12

Postsecondary

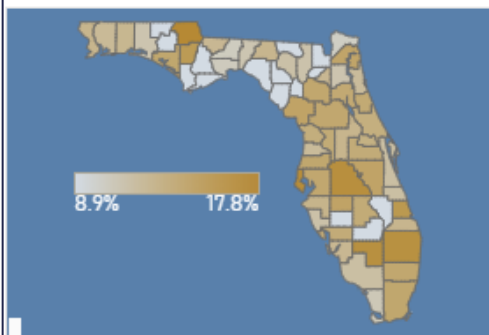
Workforce

Data Sources



Early Learning

Infant Center Care Cost % Share of Family Income by County



% of Household Income Spent on 1 Infant in Child Care

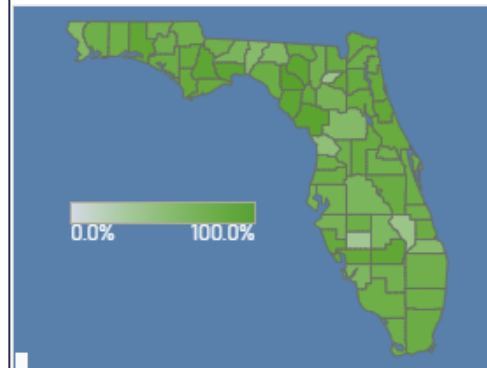
13.4%

% of Children Ready for Kindergarten

50.8%

K-12 Education

High School Graduation Rate



Statewide 8th Grade Math Students With Passing Score

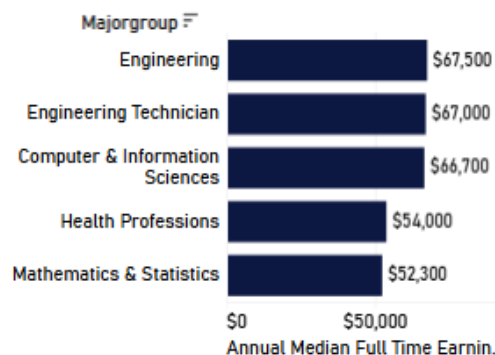
65.0%

Statewide All Grade Biology Students With Passing Score

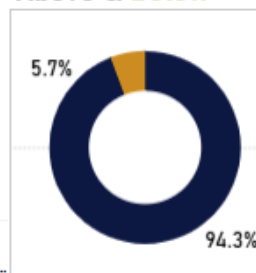
67.9%

Postsecondary Education

Top 5 Majors - Annual Median Earnings



Percent Of Bachelors Graduates Living Above & Below



Workforce Education

Statewide Unemployment Rate



Statewide Labor Force Participation Rate For People With Disabilities



Early Learning Dashboard

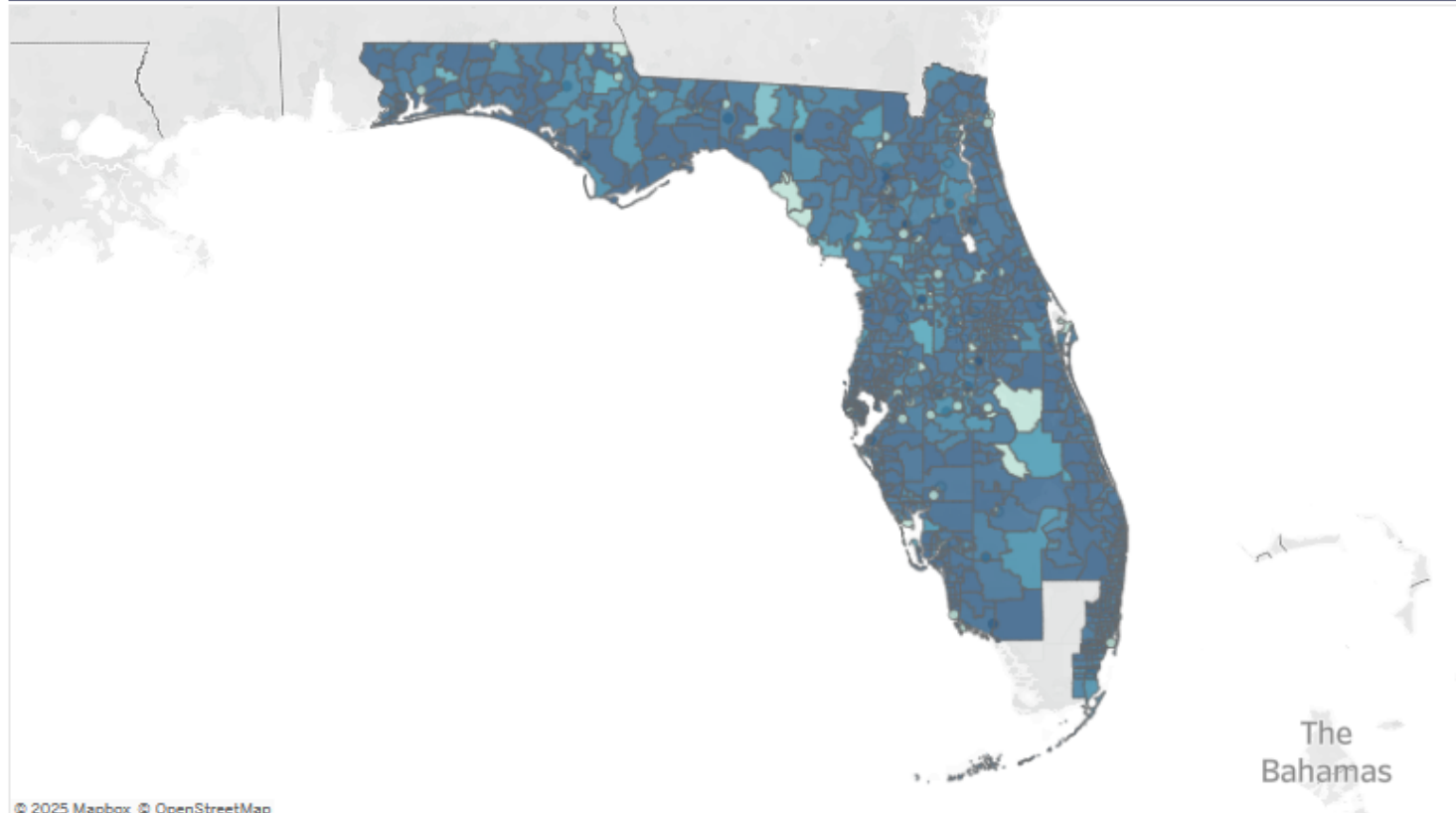


Early Learning Access is a Workforce Issue

How Does Child Care Access Impact Florida's Workforce?

Florida's talent pipeline doesn't start in high school, third grade, or even kindergarten—it starts at birth. Without access to affordable, reliable, high-quality early learning opportunities or “child care”, working parents reduce work hours or leave the workforce entirely. This creates a ripple effect on productivity, employer retention, and the state's economic competitiveness. Simply put, child care is a workforce issue, and solving it is essential to strengthening Florida's economy.

% of Households with Children Under 6 where All Parents Work



% of Households with Children Under 6 where All Parents Work

When households with children under six have all available caregivers (parents/guardians) in the workplace, working parents need access to affordable quality child care so they can go to work, provide for their families, and contribute to Florida's growing economy.

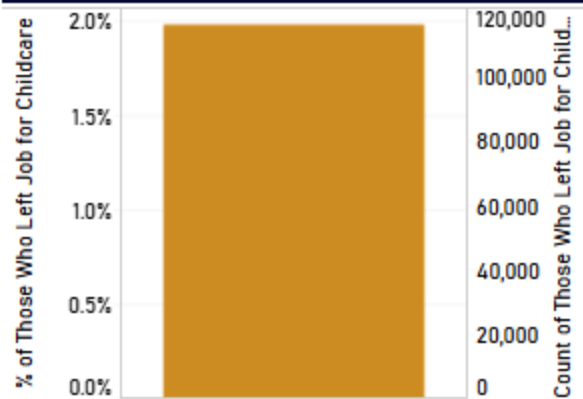
0.0% 100.0%

Zip Code

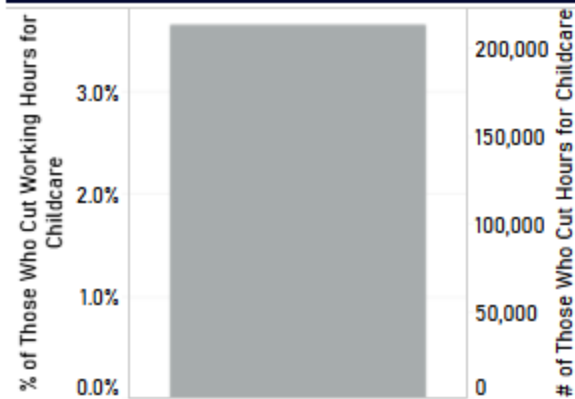
[All]

Early Learning Access is a Workforce Issue

Statewide % & Total People Who Left Their Job for Childcare



Statewide % & Total People Who Cut Working Hours for Childcare



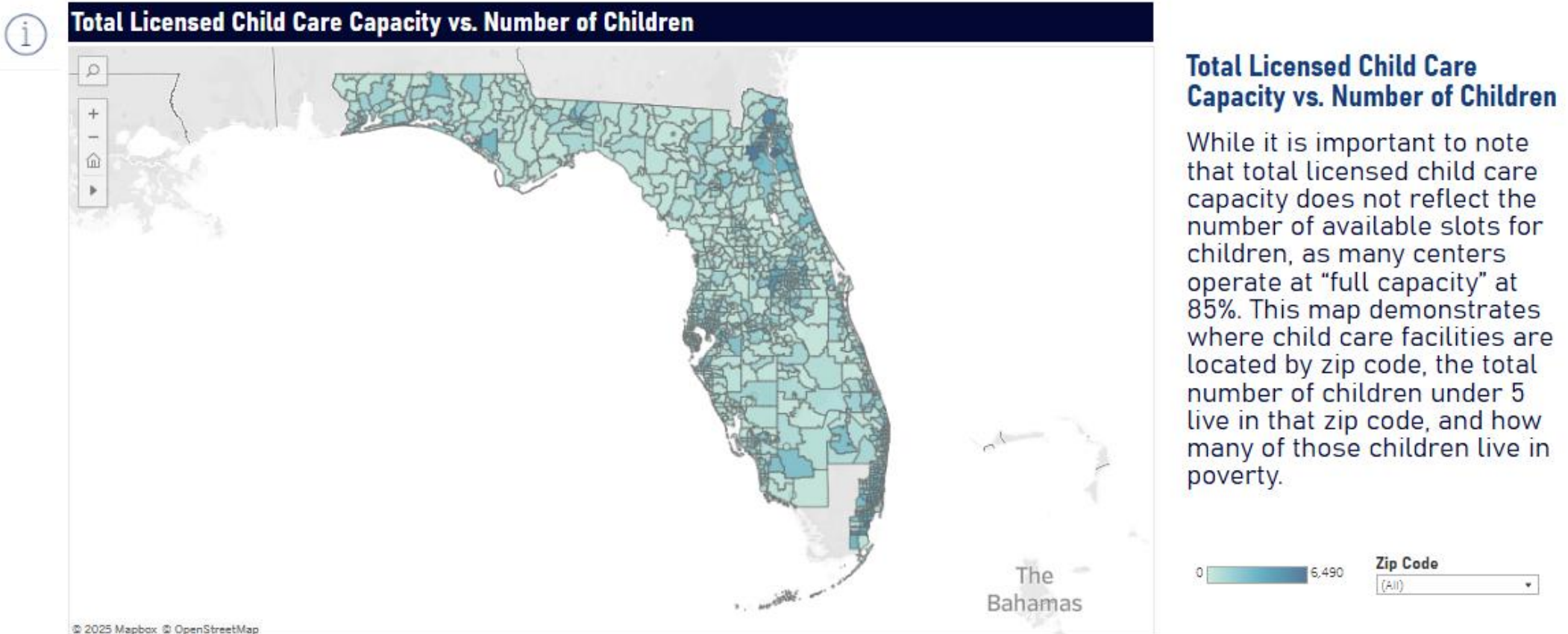
of Parents Who Cut Work Hours or Left a Job to Care for Child(ren)

Child care issues are the #1 reason that working parents in Florida with children under 6 quit their jobs in Florida. In fact, 281,621 Floridians reported not working in the last 12 months to take care of a child. Child care issues cost Florida's economy about \$5.4 billion annually.

Early Learning Access is a Workforce Issue

What is the Availability, Accessibility, and Quality of Early Learning Opportunities?

Where lack of high-quality early learning programs exist, opportunity gaps widen—especially for children living in poverty. Ensuring access to early learning is not only essential for a child's development and for Florida's future workforce.



Cost of Childcare Exceeds In-State Tuition

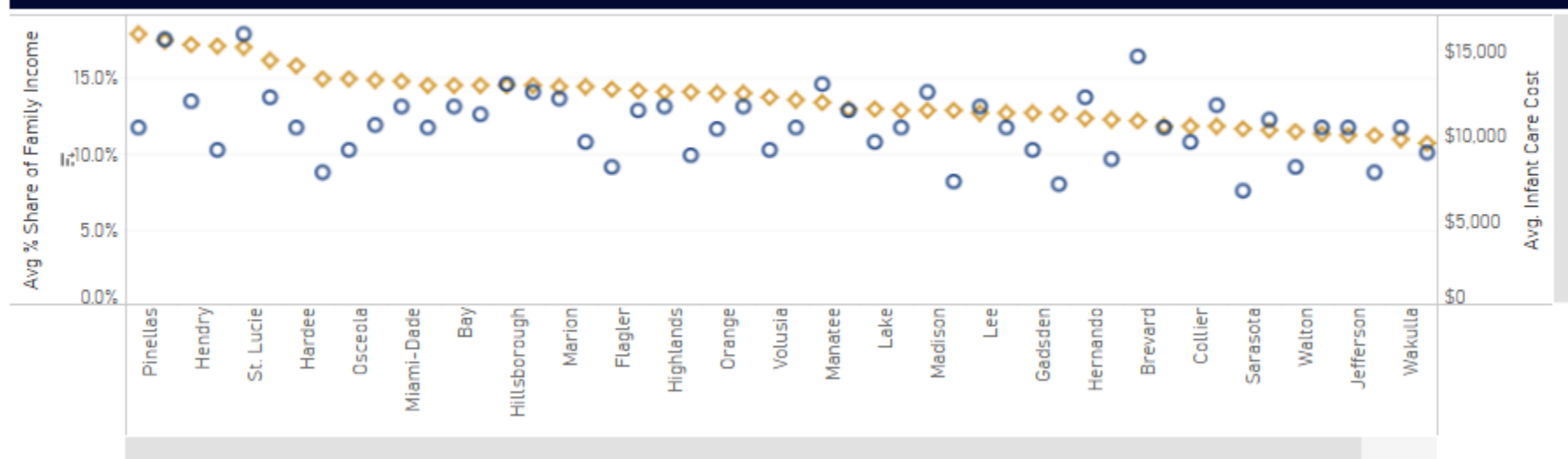


Median Costs of Child Care vs. % Share of Household Income by Care-Level

Child care costs can consume 20-30% of median household incomes, exceeding in-state college tuition costs by \$8,000+ annually.

Median Infant Care Cost Vs. % Share of Household Income

Infant Care



K-12 Dashboard



Grades 3-10 Outcomes (ELA, Math, Science)

How do we ensure our learners gain the foundational skills needed to choose their path beyond high school?

The *Florida 2030* Blueprint calls for 100% of third graders to be reading at grade level by 2030. Third grade is a pivotal year for learners as they transition from learning to read to reading to learn. Within this dashboard, users can select among district, school, grade level (3-10), subject, and more to understand areas of excellence and areas of need.

Your Future Talent Pipeline

Statewide 8th Grade Math
Students With Passing Score

54.0%

Statewide All Grade Biology
Students With Passing Score

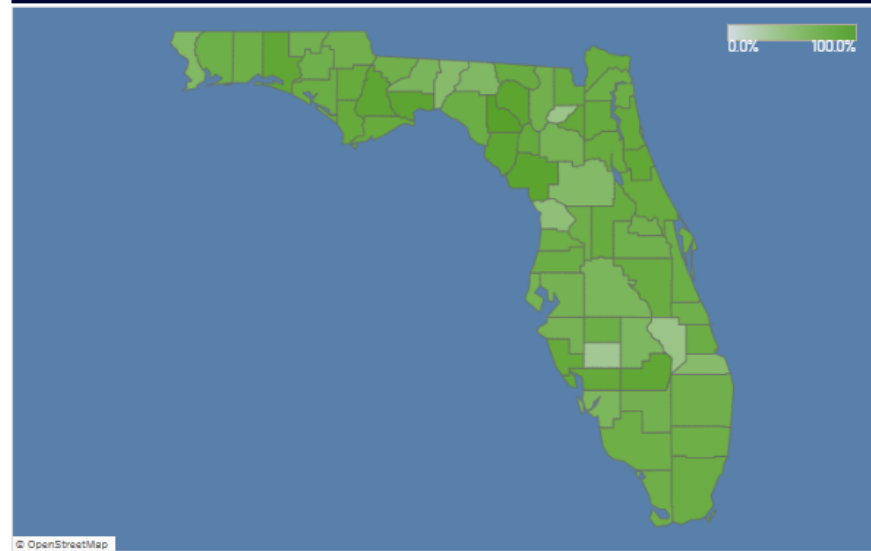
67.9%

Select Breakout: Grade Year: Schoolyear: Subject Area:

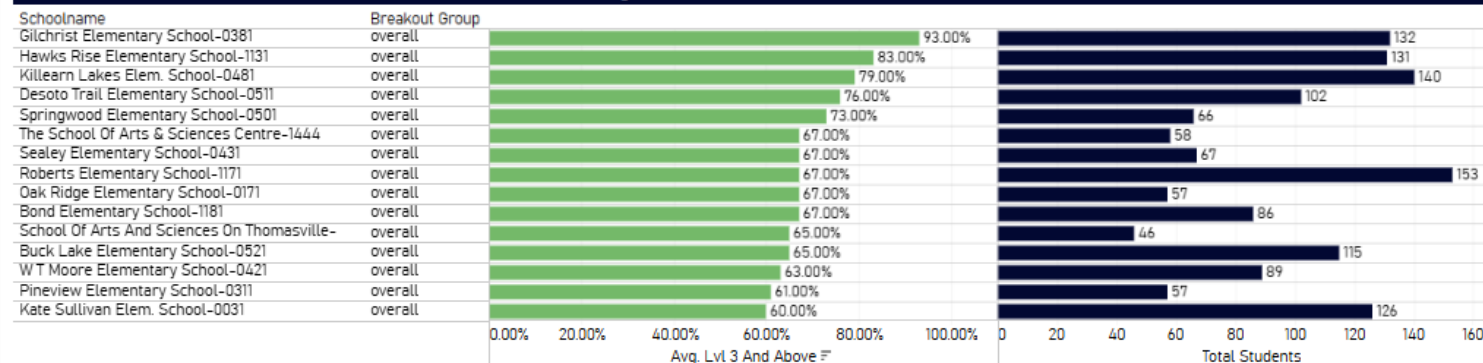
School Name: District: Gender: Race:

Disability Status: Eco Disadvantage Status: Eng Lang Learning Status:

High School Graduation Rate by County



03-Third Grade Mathematics - B.E.S.T. Students With Passing Score



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Comparing Outcomes by Socioeconomic Status



Eco. Disadvantaged
Non-Eco. Disadvantaged

School Year

(All)

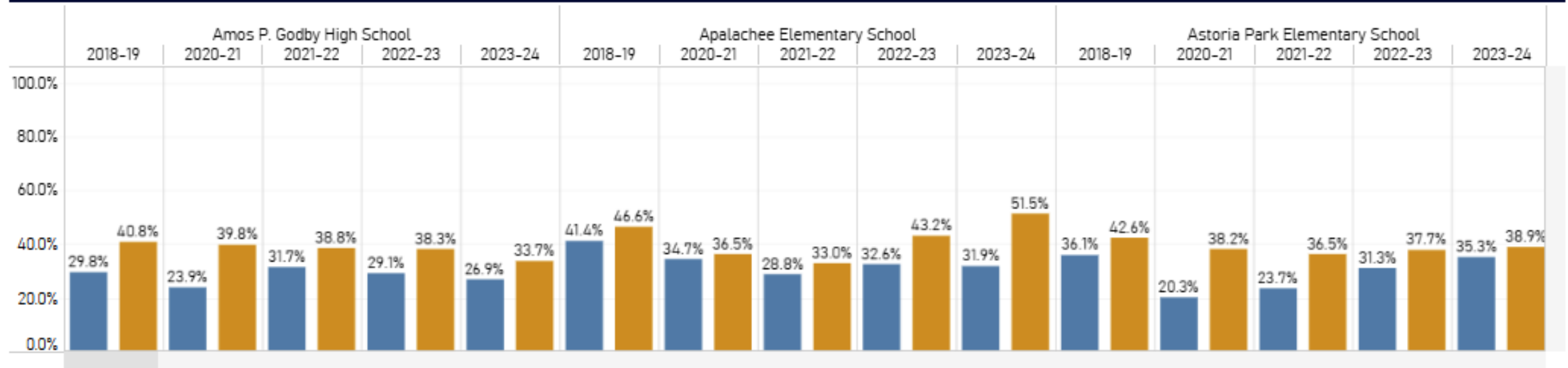
District Name

Leon

School Name

(Multiple values)

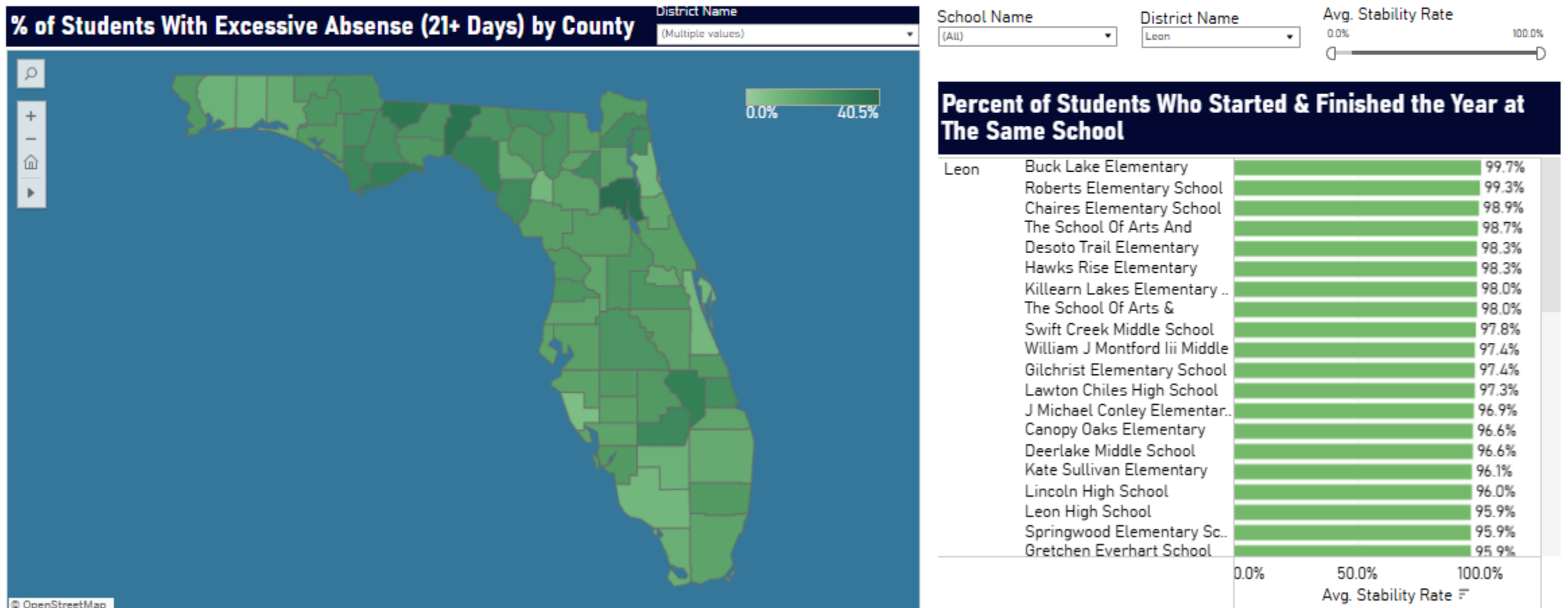
% of Economically Disadvantaged Students Vs. Non-Economically Disadvantaged Students Scoring Level 3 or Above by School and Year



Diving into Absenteeism and Mobility

How Do Absenteeism and Mobility Impact Florida's Learners?

Student attendance rates and mobility during the school year vary across the state, which impacts learner outcomes.



Planning Talent Pipelines

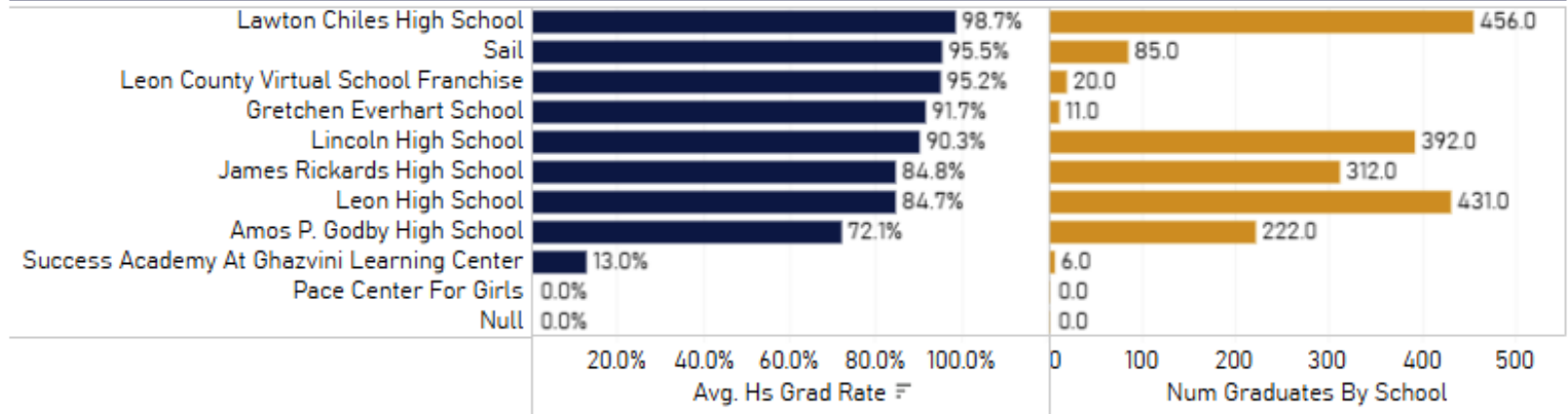
District Name
Leon

School Name
(All)

High School Graduation Rates and Talent Pipeline

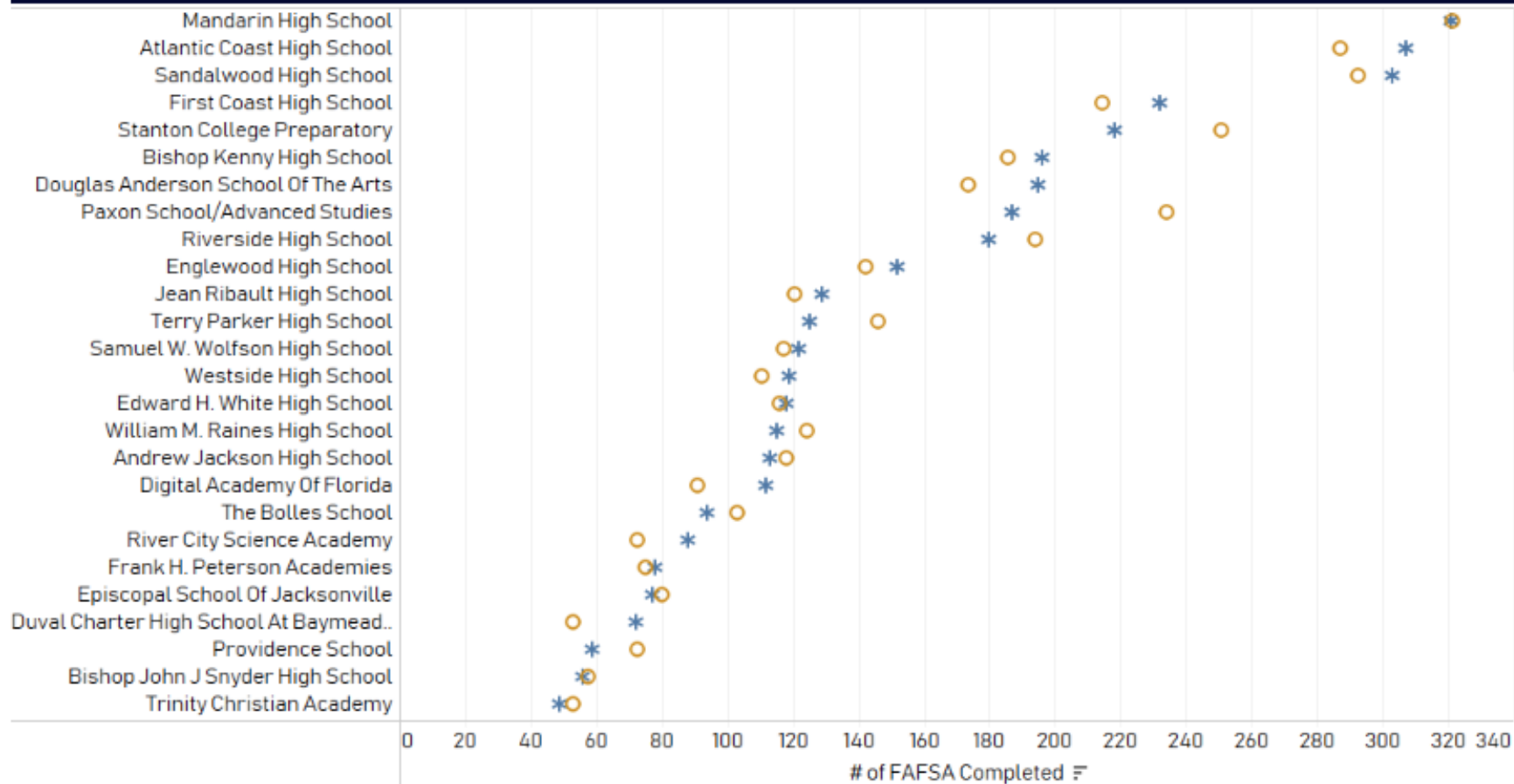
To plan talent pipelines and partnerships, business leaders can use this school-level data to understand both graduation rates and number of high school graduates by school.

High School Grad Rates by School



Funding Postsecondary Opportunities

Number of Completed FAFSA Applications



Number of Apps Complete Nov24
Number of Apps Complete Nov23

City School Name

FAFSA Completion

FAFSA completion rates indicate the proportion of high school seniors who submit the Free Application for Federal Student Aid, an essential step in accessing financial support for college. Students who complete the FAFSA are more likely to enroll in postsecondary education.

Postsecondary Dashboard



Comparing Education Levels and Poverty Rates

How does postsecondary education impact long-term success?

The *Florida 2030* Blueprint calls for >60% of Floridians ages 25-64 to have a high-value postsecondary certificate, degree, or training experience by 2030. Data shows that higher postsecondary education attainment is linked to lower poverty rates.

The *Future of Work Florida* initiative unites business leaders, education, and workforce partners to raise awareness of high-demand careers and align education programs and skills to industry needs. By leveraging data and strategic partnerships, we are building the nation's #1 workforce.

Within this dashboard, users can view postsecondary outcomes by District Technical College (48), State College (28), or State University (12). Business leaders are encouraged to use this dashboard to strategically plan talent pipelines and partnerships with education institutions.



Statewide Percent of Bachelor Grads Below Poverty

5.7%

Statewide Percent of Some College Below Poverty

9.5%

Statewide Percent of High School Grads Below Poverty

13.9%

Statewide Percent of Less Than High School Below Poverty

24.1%

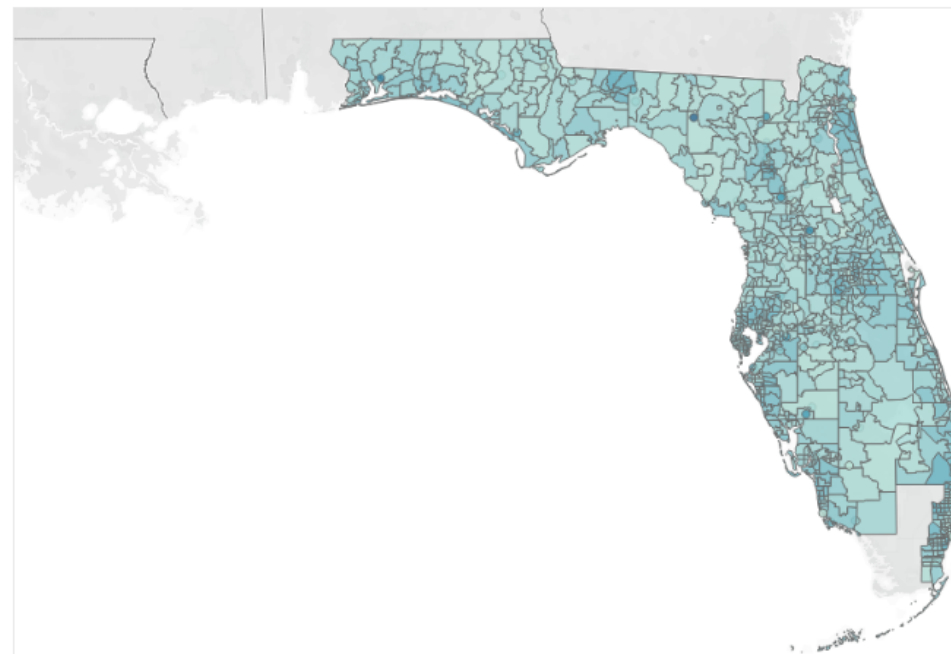
Percent Of 25+ Yr Olds With a Associates Degree Or Higher

Zipcode

(All)

25+ Degree

Associates Degree



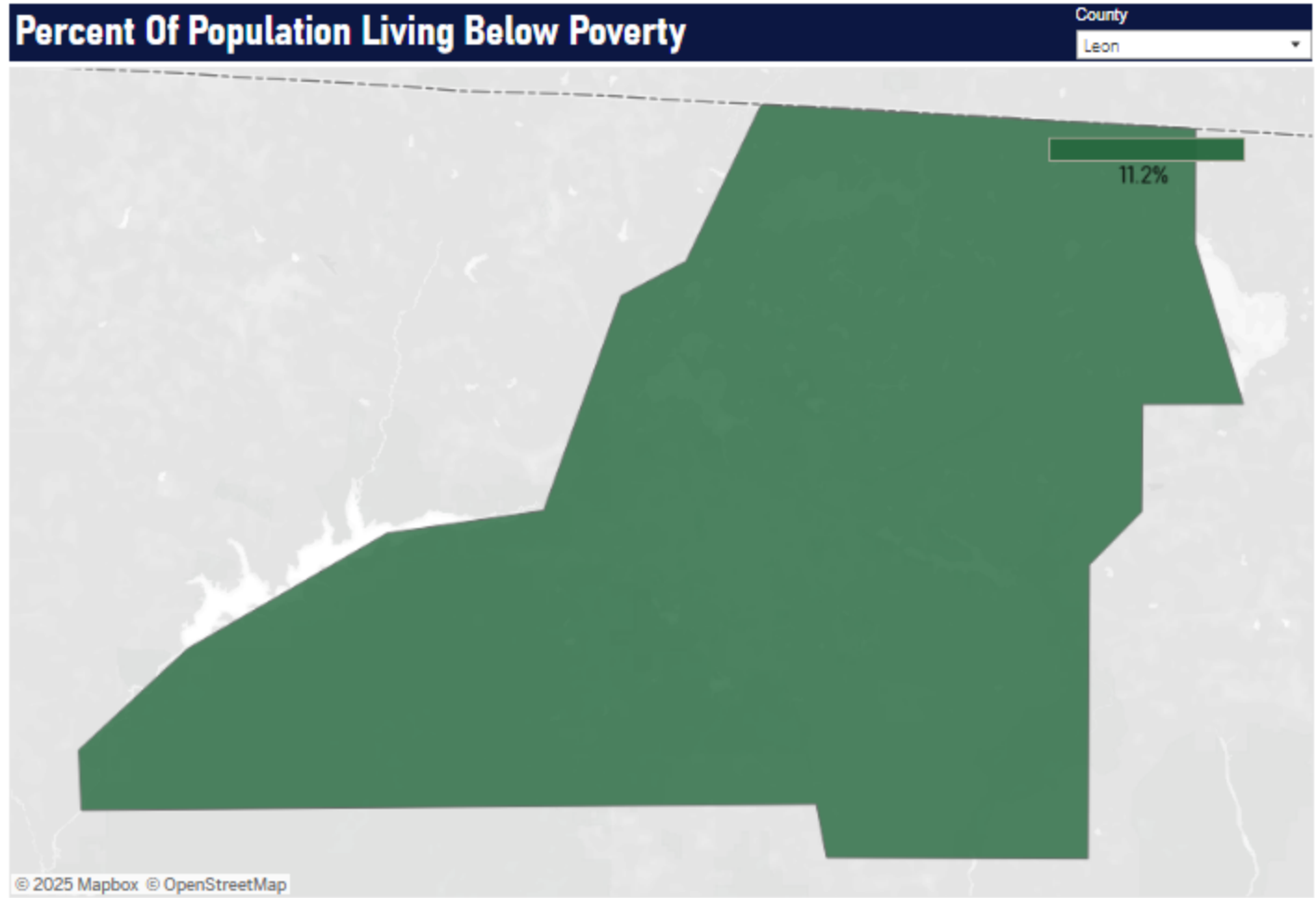
© 2025 Mapbox © OpenStreetMap

The
Bahamas

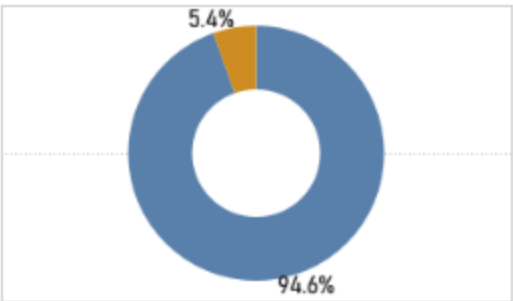
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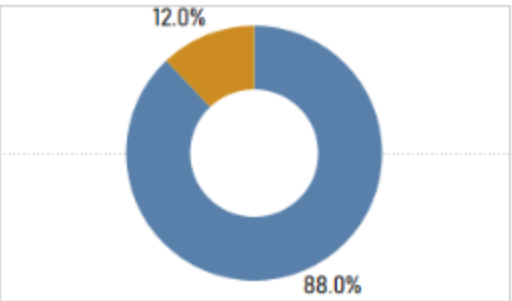
Comparing Education Levels and Poverty Rates



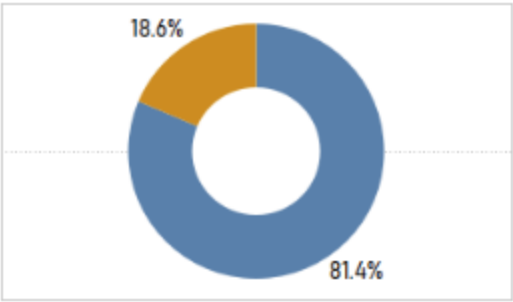
Percent Of Bachelors Graduates Living Above & Below Poverty - Leon County



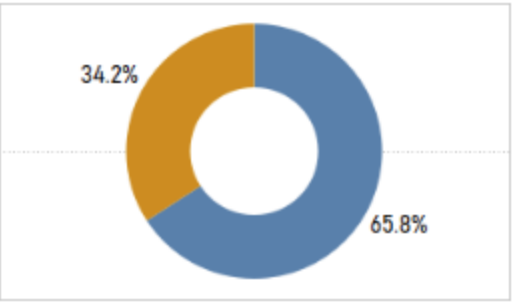
Percent Of Some College Living Above & Below Poverty - Leon County



Percent Of High School Graduates Living Above & Below Poverty - Leon County



Percent Of Less Than High School Living Above & Below Poverty - Leon County



Postsecondary Program Outcomes and Salary

How do Career and Technical Education (CTE) Programs Prepare Learners for Future Careers?

There are several pathways to enter the workforce, and many careers begin with career and technical education (CTE) training.

This dashboard highlights districts, technical colleges, and state college CTE programs, enrollments, and salaries as well as transition outcomes such as entering the workforce or continuing education. Business leaders are encouraged to use this data to strategically plan their talent pipelines and partnerships.



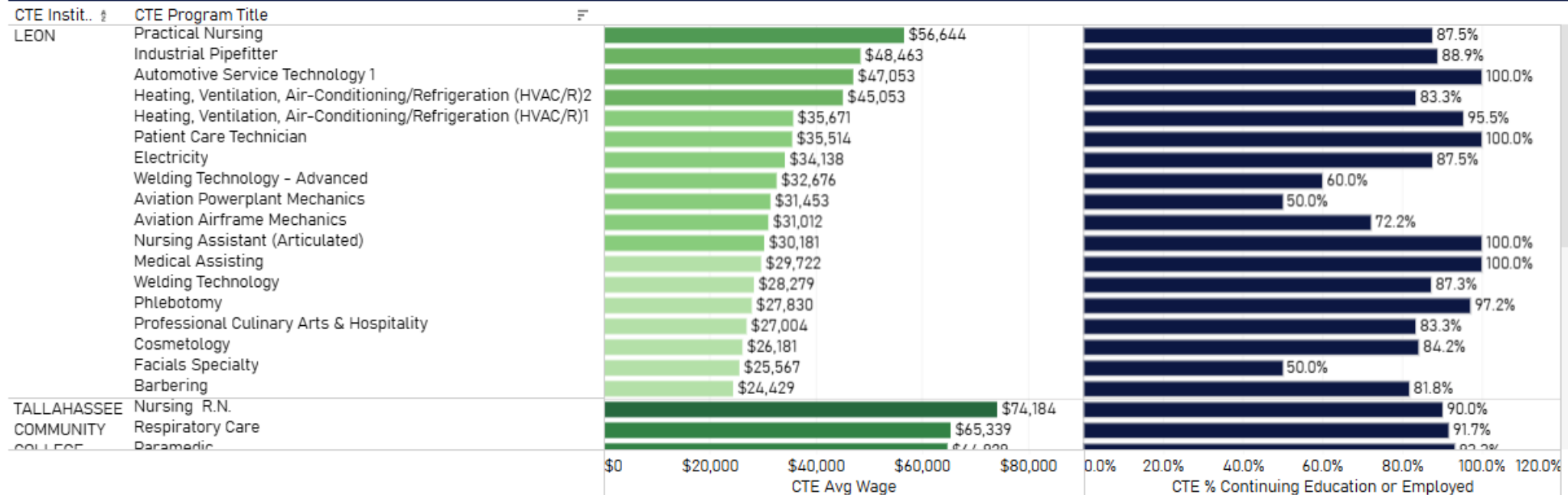
CTE Institution
(Multiple values)

CTE Program Title
(All)

CTE Career Cluster
(All)

CTE Avg Wage Bucket
(Multiple values)

Average Wage Band by Institution and Program Title



Postsecondary Program Outcomes and Salary

How do Career and Technical Education (CTE) Programs Prepare Learners for Future Careers?

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CTE Institution

(Multiple values)

CTE Program Title

(All)

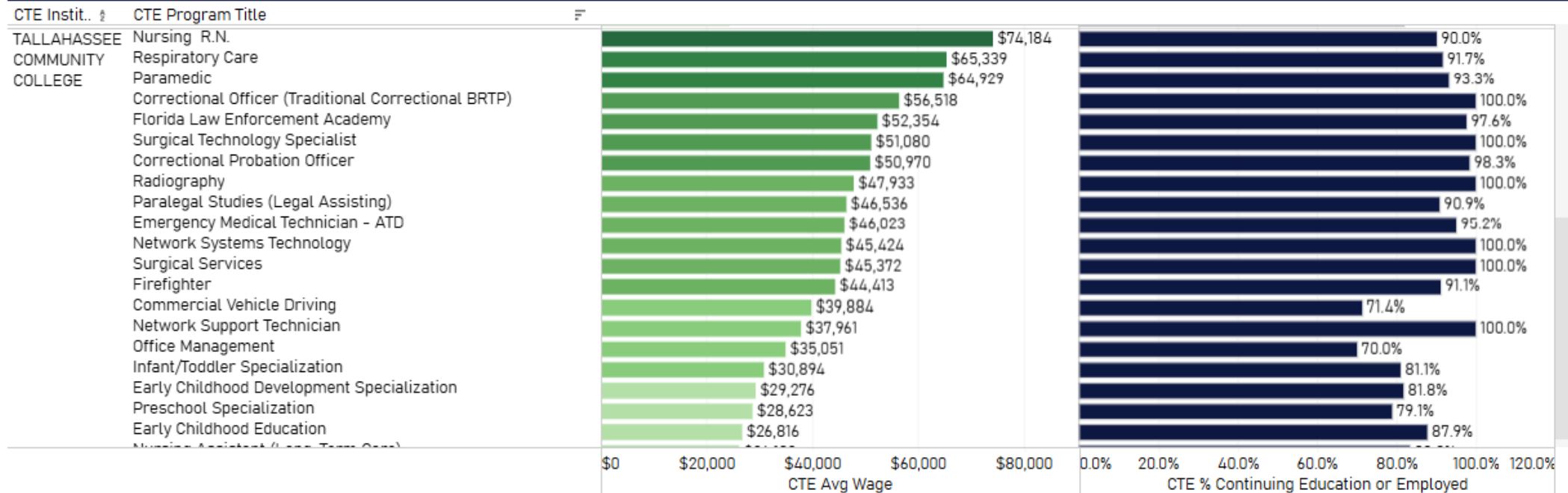
CTE Career Cluster

(All)

CTE Avg Wage Bucket

(Multiple values)

Average Wage Band by Institution and Program Title



Workforce Dashboard



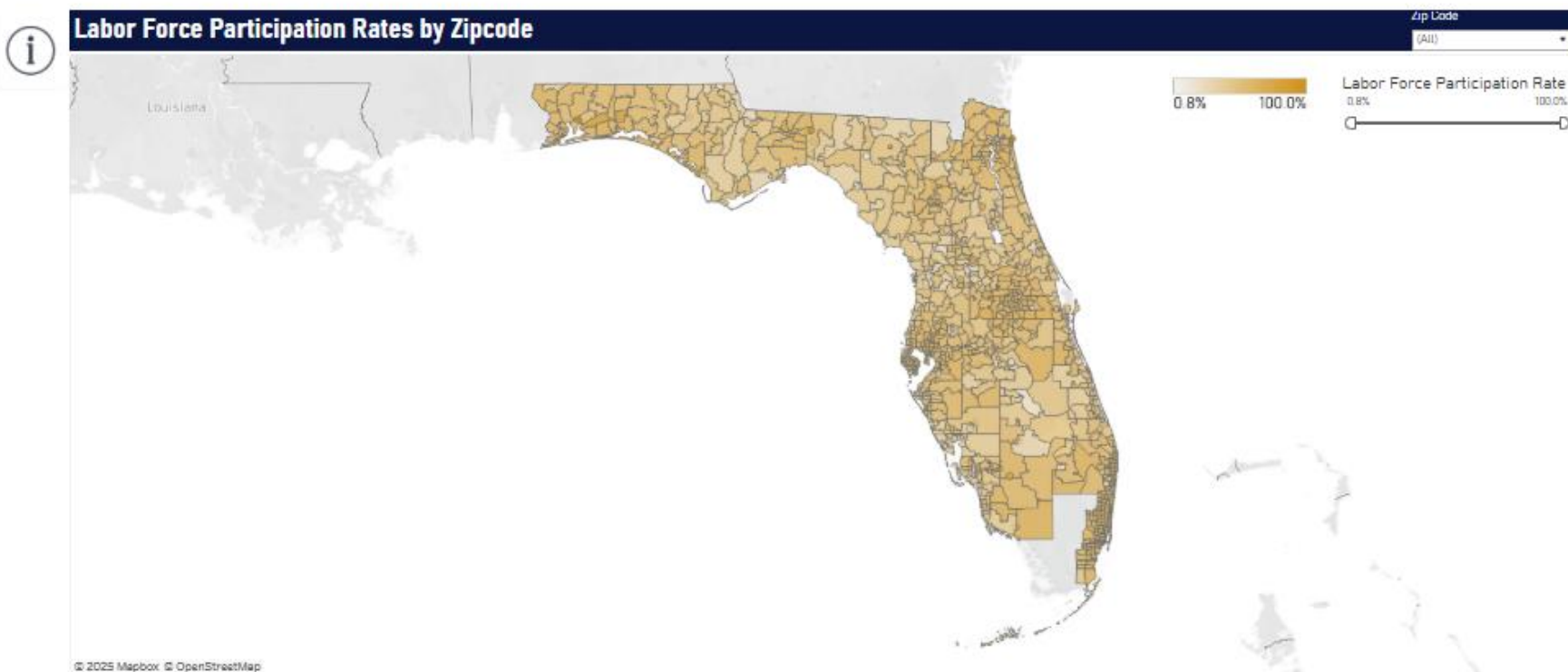
Increasing Labor Force Participation Rate

What Opportunities Exist to Increase Labor Force Participation in Florida?

The *Florida 2030* Blueprint calls for >60% of Floridians ages 25-64 to have a high-value postsecondary certificate, degree, or training experience by 2030.

The Future of Work Florida initiative unites business leaders, education, and workforce partners to raise awareness of high-demand careers and align education programs to industry needs. By leveraging data and partnerships, we are building the nation's #1 workforce.

Within this dashboard, users can identify labor force participation rates and opportunities to engage more Floridians in the workforce. We know upskilling and reskilling efforts are key to ensuring opportunity populations are prepared for high-demand careers.



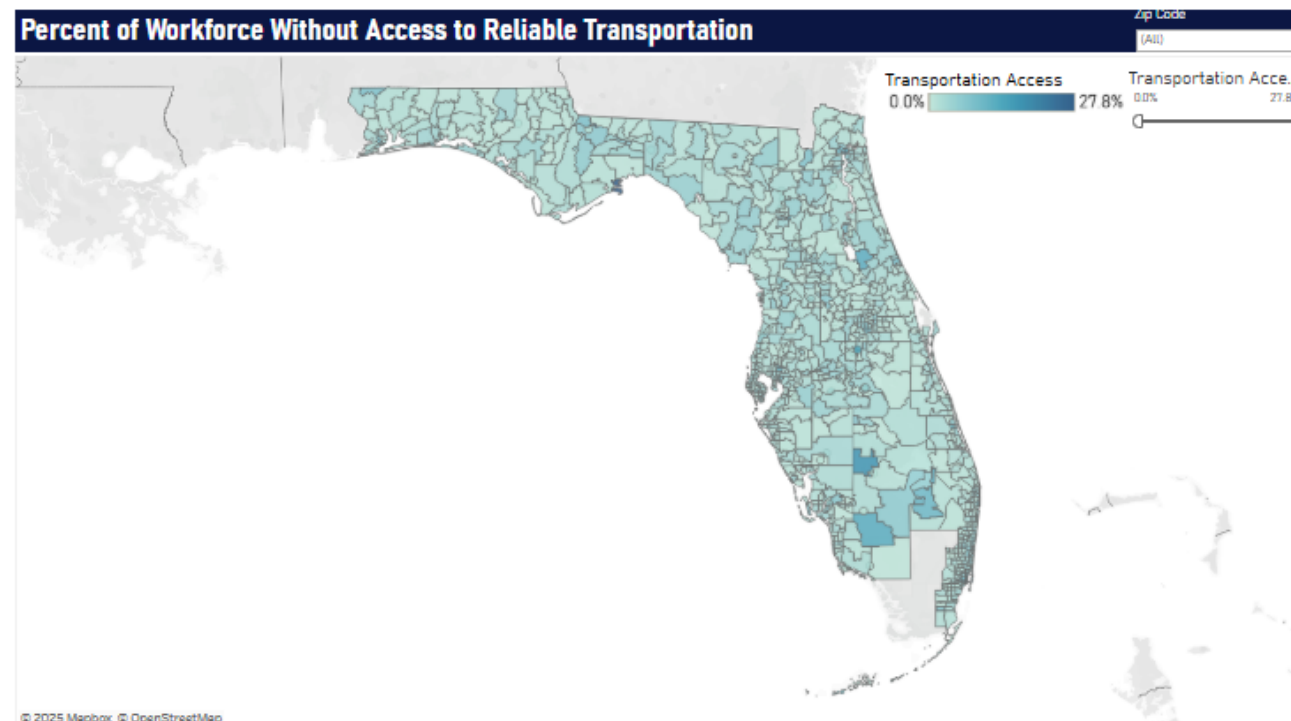
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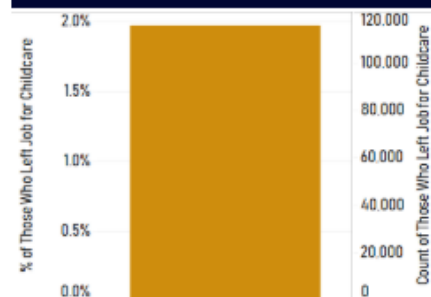
Barriers to Labor Force Participation

What Barriers Exist to Joining or Continuing in the Workforce?

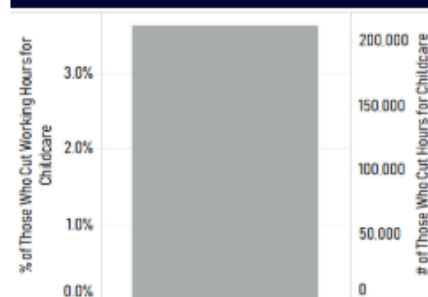
Lack of access to reliable transportation--such as not having a personal vehicle available and living in a low-transit area for public transportation--is a notable barrier to entering or staying in the workforce. This map identifies the areas of need related to access to reliable transportation.



Statewide % & Total People Who Left Their Job for Childcare



Statewide % & Total People Who Cut Working Hours for Childcare



of Parents Who Cut Work Hours or Left a Job to Care for Child(ren)

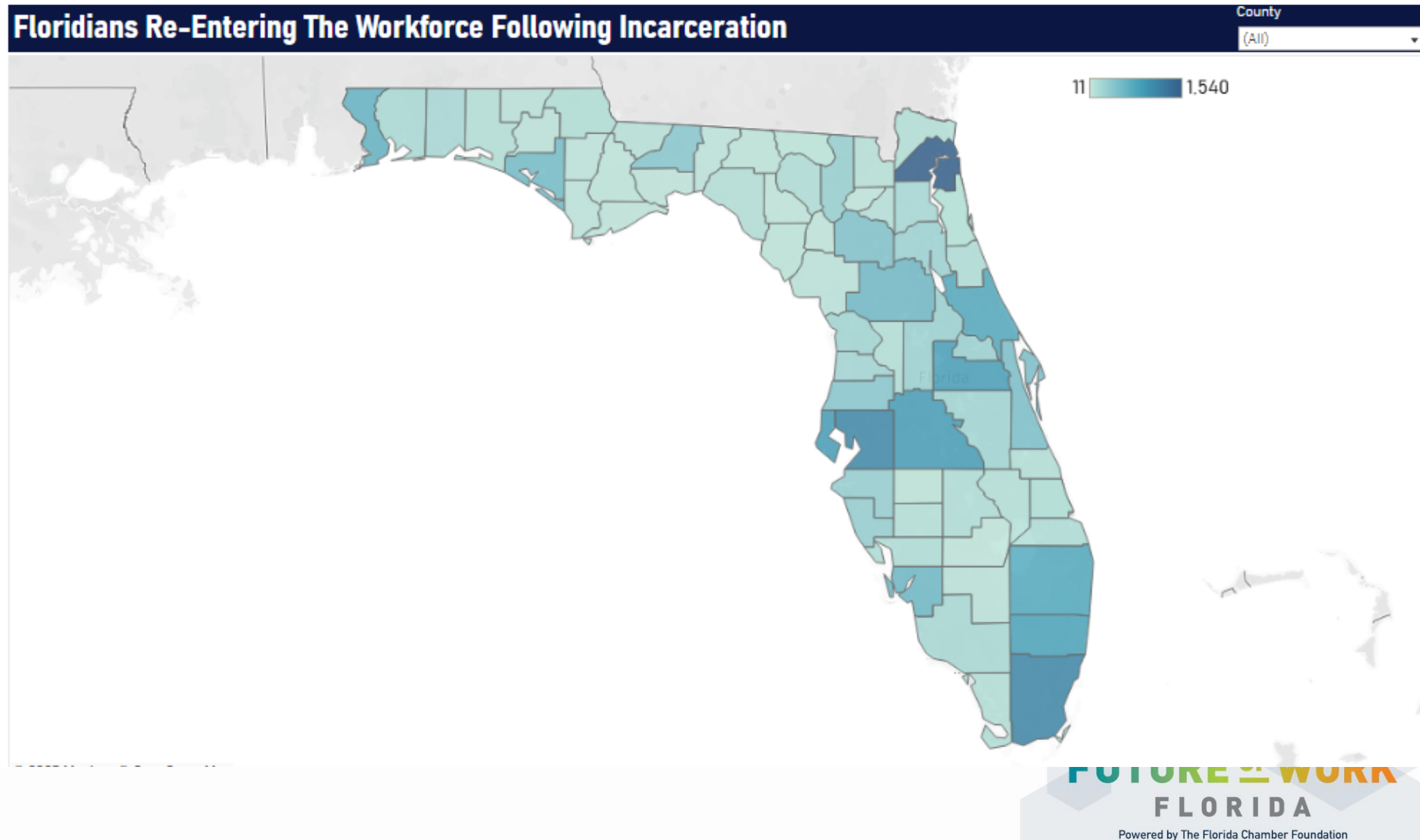
Child care issues are the #1 reason that working parents in Florida with children under 6 quit their jobs in Florida. In fact, 281,621 Floridians reported not working in the last 12 months to take care of a child. Child care issues cost Florida's economy about \$5.4 billion annually.

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Opportunities to Increase Labor Force Participation

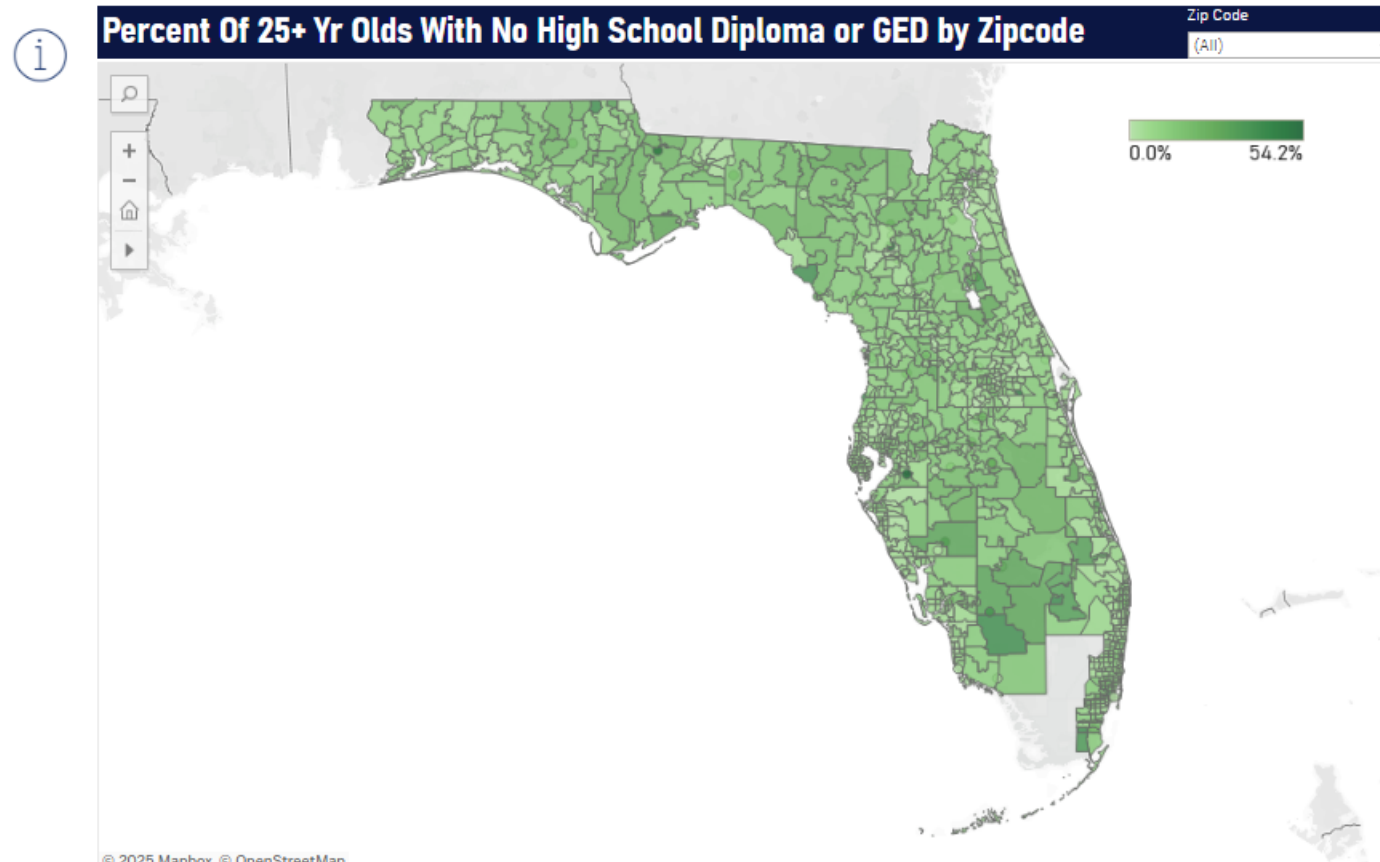
Floridians re-entering the workforce after incarceration present another opportunity for investment in a skilled and hardworking workforce. As businesses struggle to find available and qualified workers, “Second chance hiring” can serve as a talent solution. Use the graph below to see what the magnitude of that population looks like in your area.



Opportunities for Upskilling & Reskilling

What Upskilling and Reskilling Efforts are Needed to Prepare Opportunity Populations for High-Demand Careers?

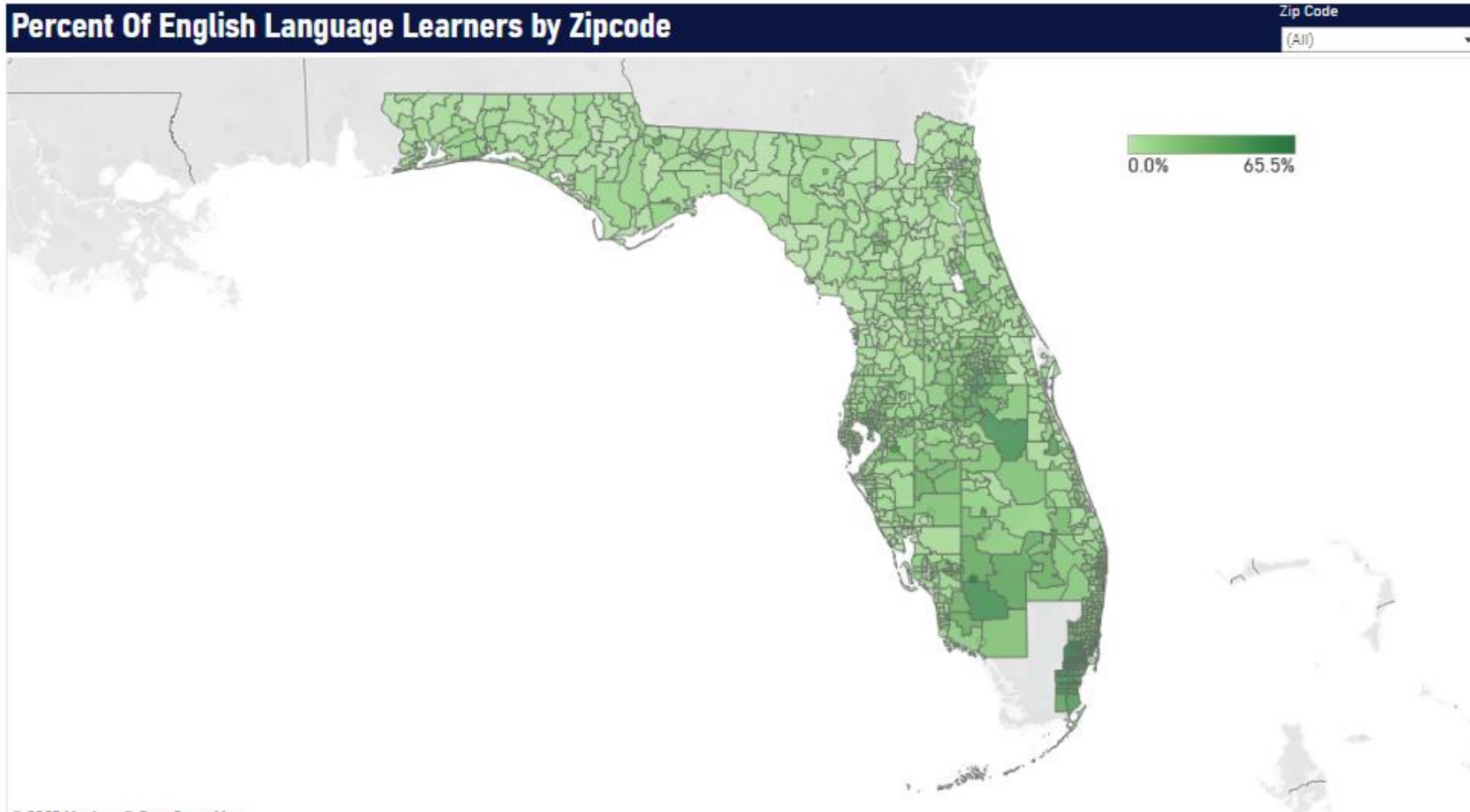
Thoughtful strategies are needed to fuel Florida's workforce and raise Florida's labor force participation rate to improve Florida's talent pipeline and help businesses to find quality workforce. There are many populations in Florida that present an opportunity for businesses to invest in upskilling, untapping a workforce that could be qualified for Florida's most in demand careers. The graphs below can help you to see what untapped workforces are prevalent in your community.



More than 1.6 million Floridians over age 25—nearly 10% of that population—lack a high school diploma or GED. At the same time, many of Florida's in-demand jobs require some postsecondary experience (but not necessarily a four-year degree), making a high school diploma a critical gateway to career opportunities and further credentials like industry certifications, career certificates, and associate degrees.

Tapping into this underutilized talent pool presents a powerful opportunity for businesses to strengthen their workforce and meet growing labor market needs.

Opportunities for Upskilling & Reskilling



In Florida, 15% of Floridians are English language learners. Targeted training and upskilling—particularly in improved English and job-specific skills—can help this population to flourish in Florida's workforce.

Understanding where English language learners are in your community helps identify high-potential areas for talent development.

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Interested in Getting Involved? Let's Connect!

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Vice President

Florida Chamber Foundation

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Email:
rludwig@flchamber.com



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