



CENTRAL FLORIDA TALENT GAP SURVEY

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THE PROCESS

- **Online Survey distributed to 5800+ employers in 8 county region**
- **Survey responses = 269 companies self select through an online survey**
 - 66% had less than 50 employees
 - Represented 91,393 of the employed workforce or 6% of the 1.5 million employed in the region
- **Of the Companies responding:**
 - 61% had difficulty hiring
 - 90% plan to hire in the near future.
 - Leadership was more likely to respond to the survey
 - Reasons for hiring difficulty
 - Lack of hard & soft skills
 - Competitive Compensation
 - Leadership/ Management

Supplemented with

- *20 + Formal Interviews*
- *Five Focus Groups*

JOB OPENING & NEW JOBS OF THE COMPANIES REPORTING...

- 1,861 positions were unfilled
- 3,681 projected new jobs
- 5,542 total jobs

- Manufacturing and Finance & Insurance have the greatest combined number of **Open** and **New** jobs.
- Education and Manufacturing survey response rates were greater than the % of companies they represent in the region

SURVEY

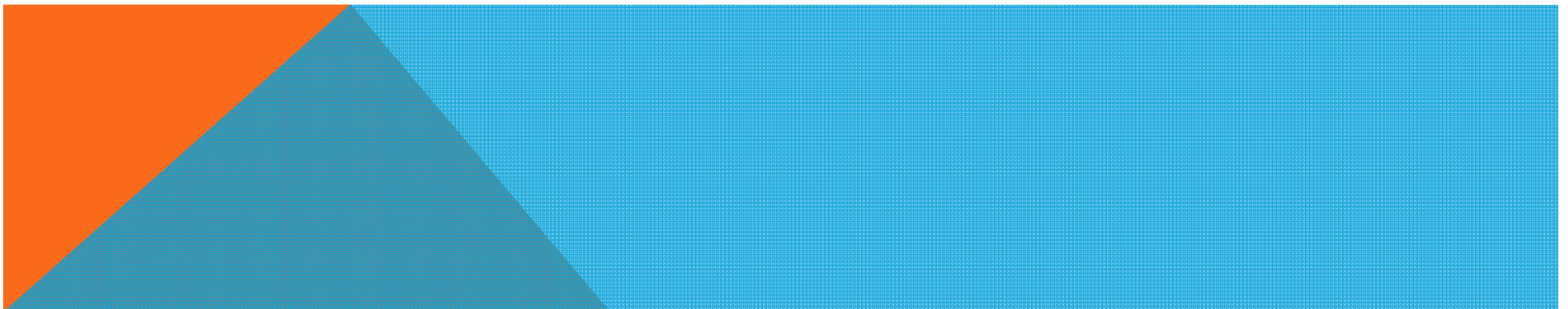
Assembler
Attorneys/Paralegals
CNC Machine Operators
Construction Workers
Cooks
Counter Clerks/Cashiers
Customer Service/Timeshare agents
Electricians and Helpers
Fire Fighters
Home Health Aides
Industrial Machine Operators
School Bus Drivers
School Counselors
Software engineers

Interviewees added

Accountants -
Experienced
Customer experience
Harbor Pilots
Inspectors (*Manufacturing*)
Laser and Photonic
Technicians
Nurses
Pharmacy
Port Engineers/Captains
Quality Engineers
Sales
Soderers
Tellers


#1 - TECHNOLOGY IS DRIVING THE PACE OF CHANGE IN ALL INDUSTRIES AND WE MUST RESPOND TO REMAIN COMPETITIVE

- **Employers are seeking employees with:**
 - **Multiple skills** that are not always aligned with the degree.
 - **Soft skills** and **technical skills** in new combinations
 - **New jobs** are being created that did not exist 5 years ago that need filling
- **Business is seeking to hire life-long learners**
- **Students will be required to update technical knowledge and skills throughout the four year education**
- **The pace of change will need to be incorporated into the learning process, or students will have obsolete skills**
- **Innovation occurring in all industries**



#2 - DEVELOP THE CURRENT TALENT POOL, WHILE NURTURING THE FUTURE

- **CareerSource Training was identified as a critical resource for companies**
 - ❑ Ability to promote from within
 - ❑ Expand to meet state standards for required certifications
- **Students are unaware of in-demand jobs and skills needed for success**
 - ❑ Career exploration
 - ❑ Cross disciplinary skills development
 - ❑ Teach future skills along side current skills
- **Opportunities to participate in internships**
 - ❑ Cross disciplinary opportunities
 - ❑ Exposure to various careers
- **Flexibility to deliver training for the rapidly changing needs**

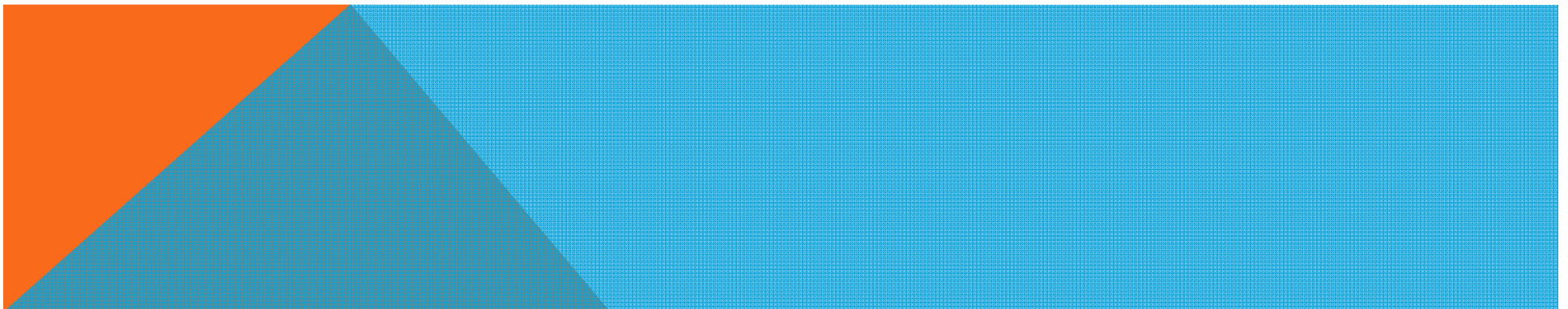


“...optimizing human potential will be the single most important determinant of future business success...”

Manpower Group, Thought Leadership, website

**#3 - WE HAVE THE INFRASTRUCTURE;
WE NEED FLEXIBILITY TO WIDEN THE PIPELINE**

- **Commitment from CareerSource Boards, education, business, and The Corridor to connect business with skilled talent**
- **The talent gap is traditionally defined by the number of open positions rather than by the range of resources to build the talent pipeline**
 - ❑ **Market the high quality of the educational resources**
 - ❑ **Market positive relationships with business, education, government, & community**
- **Focus on strengthening & expanding the options to develop skills**
- **The challenge is to find a balance between education and business collaborations and new innovative strategies that will widen the talent pool.**
- **Accomplished through partnerships & solution driven discussions**



Three Pillars of Talent Development

Business, Government & Education Partnerships

Continuous Learning

Education

K-12

Post Secondary
Public
Private

AA & BA/BS
IT
Business
Liberal Arts
Engineering

Adult Technical Schools

Innovative Zone

Rapidly Deployed Skills Training

Expanded Experiential Learning Opportunities

Internships

MOOC's

Business & Educational Partnerships

Life Long Learning

Multi-skilled

Continuous Conversations

Business

Foundational Skills

Tech Skills

Soft Skills

Analytical
Business Process
Interpersonal skills
Collaboration
Communication
Creative solution thinking
Critical Thinking
Culture Fit
Curious
Decision Making
Leadership
Motivation
Problem Solving

Expanding the skills development options will widen current & future talent pool



RECOMMENDATIONS

- #1 - Expand regional marketing efforts to attract new and experienced talent.
- #2 - Expand QRT and IWT programs.
- #3 - Expand opportunities for K-12 and post-secondary students to learn in demand technologies identified across all industries.
- #4 - Increase cross disciplinary skills development ... such as the exploration of double majors or minors or certifications for high demand technical skills
- #5 - Expand the Career Pathways model ... to increase the number of students who gain essential knowledge and skills, complete a degree or certificate program, and obtained a job with competitive wages at graduation.
- #6 - Allow marketing of jobs across CareerSource Board boundaries.
- #7 - Students who learn here should be able to earn here! Establish peer to peer groups between business and education to increase ... educators' knowledge of companies and skills needed in the region.
- #8 - Define the leadership strategies for the implementation of the recommendations.

