



Central Florida Education Industry Consortium: Aerospace & Defense Workforce

Tuesday, September 29, 2026 | 2:00–4:00 p.m.
12809 Science Drive, Orlando, FL 32826 | Room 160, Partnership 4

Meeting Agenda

2:00–2:05 PM | Welcome & Opening Remarks

Pam Nabors, President & CEO, CareerSource Central Florida

2:05–2:20 PM | Central Florida's Aerospace & Defense Industry Outlook

Paul Sohl, CEO, Florida High Tech Corridor

2:20–3:05 PM | Industry Panel: Building the Aerospace & Defense Talent Pipeline

Moderated discussion and audience Q&A featuring leaders from Lockheed Martin, Space Florida, and the Naval Air Warfare Center Training Systems Division (NAWCTSD)

3:05–3:10 PM | Roundtable Discussion Overview

Introduction of discussion topics and group assignments

3:10–3:40 PM | Facilitated Roundtable Discussions

Industry, education, and workforce partners discuss talent needs, education and training alignment, and opportunities for collaboration. Includes group report-outs.

3:40–3:45 PM | Closing Remarks & Next Steps

3:45–4:00 PM | Networking & Adjournment

Industry Panel

Moderator

Pam Nabors, President & CEO, CareerSource Central Florida

Panelists

Brian Baluta

Director, State and Local Government Relations – FL, LA, MS, Lockheed Martin

Mike Miller

Vice President of External Affairs, Space Florida

Long Nguyen, Ph.D.

Engineering Manager, Naval Air Warfare Center Training Systems Division (NAWCTSD)
Research, Development, Test and Evaluation Department (RDT&E)



Proposed Panel Discussion Questions

1. **Current and Future Workforce Needs:** What are your organization's most pressing workforce needs over the next three to five years, and which occupations or skill sets will be in greatest demand?
 2. **Skills and Talent Gaps:** What are the biggest challenges you face in recruiting qualified talent, and where do you see the greatest gaps between the skills employers need and those of individuals entering the workforce?
 3. **Apprenticeships and Work-Based Learning:** What role do apprenticeships, internships, and other work-based learning opportunities play in developing your workforce? How can education and workforce partners help expand these pathways?
 4. **Education and Industry Alignment:** How can K–12 schools, colleges, universities, and workforce development organizations better align their programs with your industry's evolving needs? What would make these partnerships most valuable to your organization?
 5. **Opportunities for Regional Collaboration:** Looking ahead, what is one concrete action that industry, education, and workforce partners could take together to strengthen Central Florida's aerospace and defense talent pipeline?
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Facilitated Roundtable Discussions

Roundtable Discussion Questions

1. **Workforce Needs**
 - o What are the most significant workforce challenges and emerging talent needs facing Central Florida's aerospace and defense industry?
 - o Which occupations, technical skills, and professional competencies are most needed now and in the coming years?
2. **Education and Training Alignment**
 - o How can education and workforce partners better prepare individuals for careers in aerospace and defense?
 - o Where are the gaps in existing programs, credentials, career awareness, or work-based learning opportunities?
3. **Partnership Opportunities**
 - o What specific opportunities exist for industry, education, and workforce partners to collaborate?
 - o Identify one or two actionable opportunities that could strengthen the regional talent pipeline.

Group Report-Outs

Each roundtable will be invited to share:

- One key workforce challenge or gap identified during the discussion.
- One actionable opportunity for collaboration among industry, education, and workforce partners.