

Building Relationships to Foster Employment for Students with Disabilities

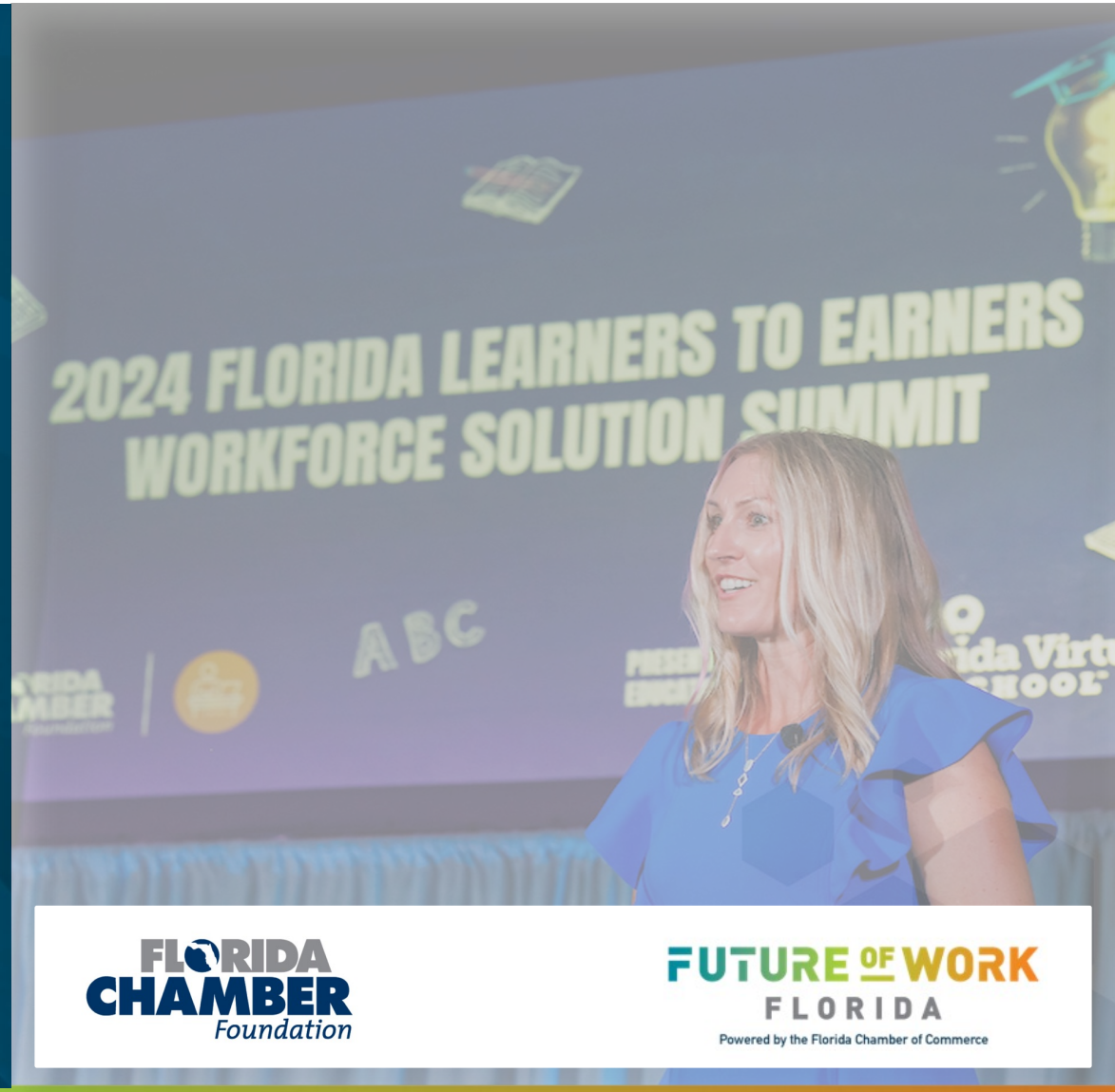
Rachel Ludwig

Vice President

Florida Chamber
Foundation

Phone: (850) 521-1254

E: rludwig@flchamber.com



**FLORIDA
CHAMBER**
Foundation

FUTURE OF WORK
FLORIDA

Powered by the Florida Chamber of Commerce

The Florida 2030 Blueprint: Uniting Businesses For Good



16th to 10th

 39 Goals

- +2.8 Million Net New Residents
- +1.45 Million Net New Jobs
- +40 Million More Annual Visitors
- +2.5 Million More Drivers

Building the perfect climate for business	Making government and civics more efficient and effective	Championing Florida's quality of life
<p>Actuarially sound property insurance rates based on actual risk and competition</p> <p>#1 business tax climate in the nation</p> <p>Regulatory, labor, and operating risk environments rated among top 5 in the nation</p> <p>Environmental permitting and local land use processes rated among top quartile in the nation</p> <p>Occupational licensing laws rated among top 5 in the nation</p> <p>Legal climate improves to top quartile in the nation</p>	<p>100% of state agencies aligned with Florida 2030 goals</p> <p>100% of regional economic development plans aligned with Florida 2030 goals</p> <p>100% of Florida residents covered by...</p>	<p>Top 5 state for overall well being</p> <p>Florida's brand and reputation as best place to live, work, raise a family, visit, learn, play, relocate, and compete remains top in the nation</p> <p>Cut Florida childhood poverty in...</p>
	Improving Florida's talent pipeline for a better workforce	Creating good jobs by diversifying Florida's economy
	<p>>80% of Florida's workforce has essential employability skills</p> <p>>60% of Floridians 25-64 have a high-value postsecondary certificate, degree, or training experience</p> <p>95% of entering high school students graduate within 4 years</p> <p>100% of Florida 8th graders read & perform math at or above grade level</p> <p>100% of Florida 3rd graders read at or above grade level</p> <p>100% of children are ready for kindergarten</p>	<p>Top state for gross domestic product and top quartile most diversified state economy</p> <p>#1 state for overseas visitors</p> <p>Goods exports double and services exports triple</p> <p>Top 5 state for manufacturing jobs</p> <p>Top 3 state for technology jobs</p> <p>#1 state for business startups</p> <p>Top 3 state for venture capital investments</p> <p>Top 3 state for research and development funding and patents issued</p> <p>Rural county share of Florida gross domestic product doubles</p>
		Preparing Florida's infrastructure for smart growth and development
		<p>Diverse, attainable housing to meet future demand</p> <p>Every resident has access to public and private mobility services</p> <p>All major population and economic centers connected to regional, national, and global markets by high-capacity corridors</p> <p>World's most capable spaceport; top-tier airports, seaports, and surface transportation hubs in U.S.</p> <p>100% of Florida residents have access to high-speed communications connectivity</p> <p>Diverse and reliable energy, water, and waste management resources to meet future demand</p> <p>All Florida residents protected by resiliency plans</p>

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FLORIDA CHAMBER Political Operations

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Florida's Growing Economy: By the Numbers



16th

Largest Economy
in the World

\$1.72T

Gross Domestic Product

↑ 62.7%

Since 2030 Blueprint Release

Top 3 Private Industries by Share of GDP

1. Financial Activities (22%)
2. Professional and Business Services (9%)
3. Educational Services and Healthcare (9%)

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Florida's Employment Sees Large Increase

10,013,700

December 2024
Nonagricultural Employment

Dec. '23 – Dec. '24
Job Change

+147,900

(+1.5%)



Nov. '24 – Dec. '24
Job Change

+18,000

(+0.2%)

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Annual Job Changes by Industry

Industry	#	Rate
Construction	28,900	4.5%
Leisure & Hospitality	29,500	2.3%
Education & Health Services	30,900	2.1%
Total – All Industries	147,900	1.6%
Information	2,200	1.4%
Trade, Transportation & Utilities	21,200	1.1%
Professional & Business Services	3,000	0.2%
Financial Activities	-4,900	-0.7%
Manufacturing	-6,300	-1.5%

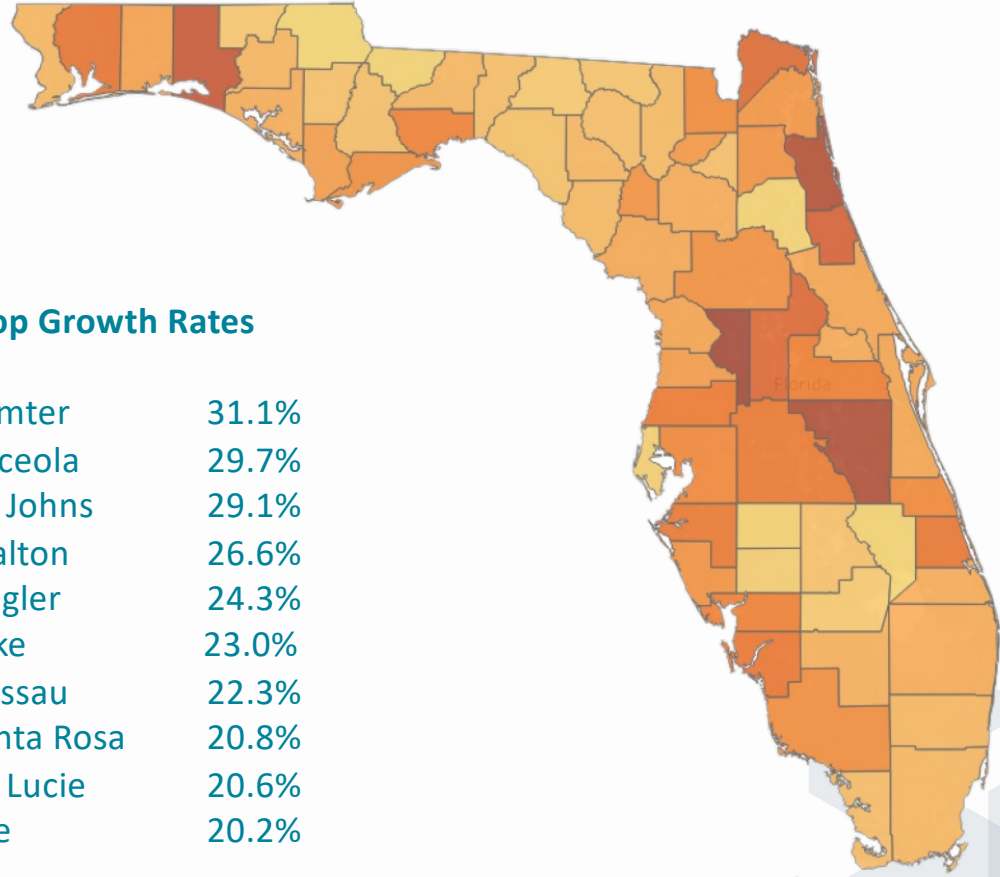
Dec. '23 – Dec. '24

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Florida's Demographics Are Changing

*Florida's Next
2.8 Million People*



Top Projected Increases

Top 5: 52.5%	1. Miami-Dade	368K
	2. Orange	330K
	3. Hillsborough	317K
	4. Broward	261K
	5. Palm Beach	231K
Top 10: 82.4%	6. Duval	196K
	7. Lee	192K
	8. Polk	182K
	9. Osceola	151K
	10. Pasco	137K

Top Growth Rates

1. Sumter	31.1%
2. Osceola	29.7%
3. St. Johns	29.1%
4. Walton	26.6%
5. Flagler	24.3%
6. Lake	23.0%
7. Nassau	22.3%
8. Santa Rosa	20.8%
9. St. Lucie	20.6%
10. Lee	20.2%

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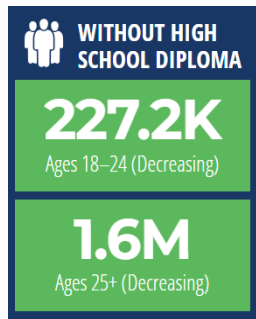
A Snapshot of Florida's Workforce Opportunities



1.45 Million Jobs Needed By 2030

900,000 retirements expected in the next 3 years

~150,000 have left the workforce due to issues with childcare



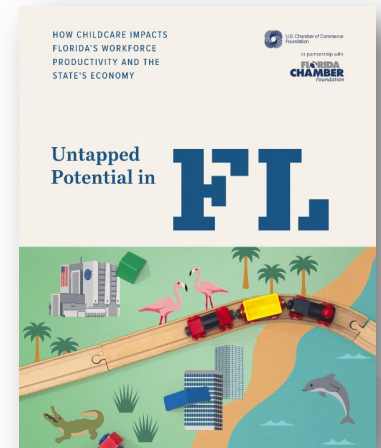
~20% of job growth

Opportunity Populations

250,000
Disconnected Youth

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Get Involved!
Be a Part of the Solution



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Florida's Aging Population Contributes to Workforce Struggles

Projected Population Change 2023-2024

Ages 20-65: +61,000

56.5% of Current Total Population

Ages 70+: +70,400

15.7% of Current Total Population

Population **Decline** for:

Ages 9 and Under

Ages 25-35

Ages 50-60

Outbound: 72% Have an AA+

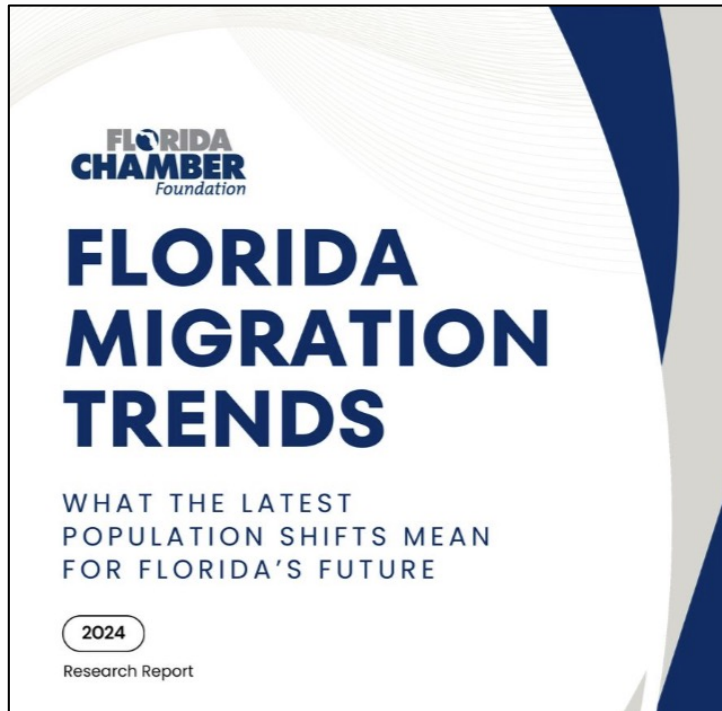


New Talent

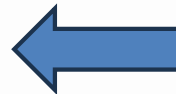


Top GDP
Contributors

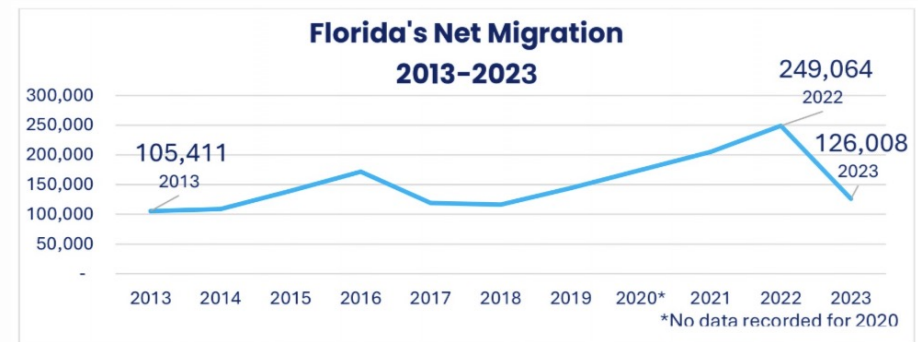
Talent Migration Report



Access Report



- Second highest net migration in the country: 126,000
 - Highest Inflow
 - Second Highest Outflow
- Ages 20-29 are leaving at a high rate
 - Top 2 reasons for leaving: housing costs, job opportunities



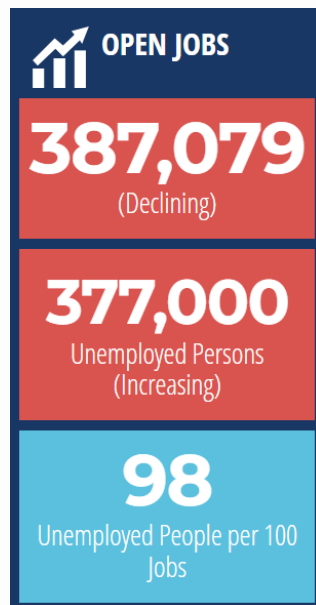
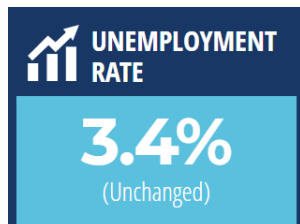
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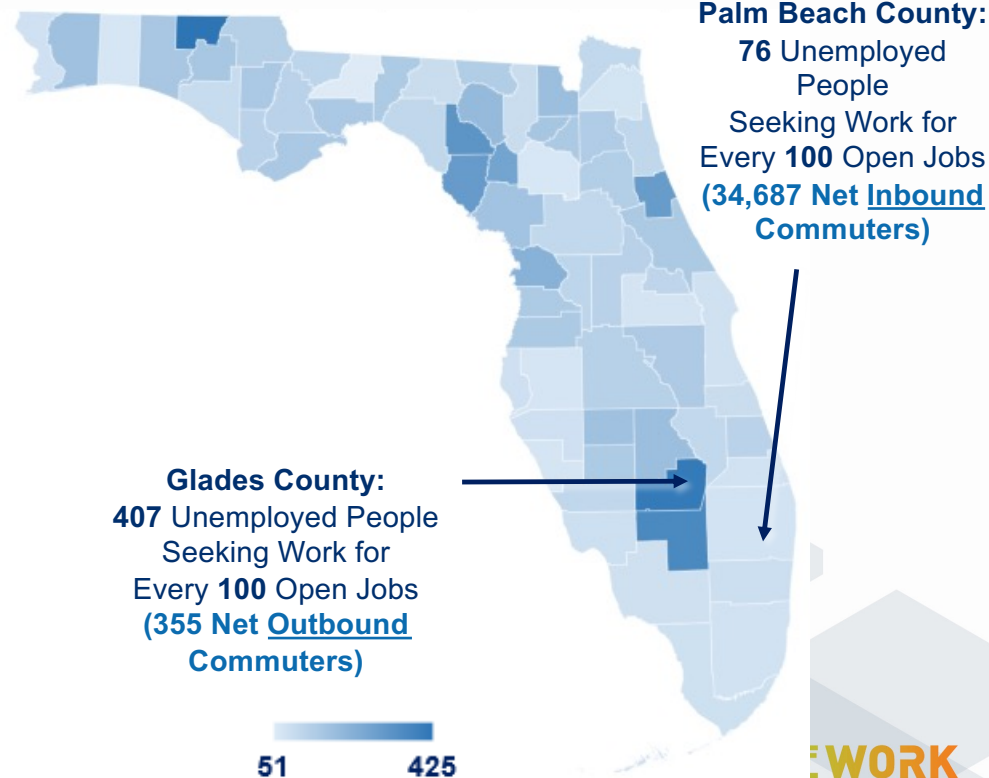
For Every 100 Open Jobs, 98 Floridians are Looking for Work



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



Workforce Needs Vary by County



www.TheFloridaScorecard.org

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Unite the business community, workforce, and education partners to create the nation's #1 workforce by 2030

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FLORIDA ready to work
powered by **WIN**

YOUR WAY
Florida Adult Education

GET THERE
Florida's Workforce Education Initiative



 **FLORIDA DEPARTMENT OF EDUCATION**
fldoe.org



Florida Department of **JUVENILE JUSTICE**
★ ★ Over Children. Over Future

 **CareerSource FLORIDA**

HR
FLORIDA
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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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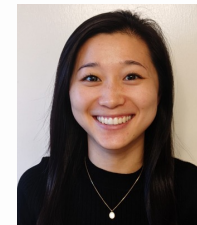
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Workforce Development
Programs Manager



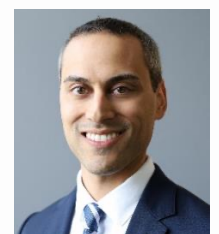
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Kristen Vanselow
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Sam Verghese
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7 Seats Available

Future of Work Florida: Driving Awareness Among Key Partners

Uniting the business community, workforce, and education partners to create the nation's #1 workforce by 2030

Building Awareness



Convening



Promising Practices



Future of Work Florida Podcast

Florida Chamber of Commerce and Florida Chamber Foundation



To get involved, contact Rachel Ludwig at rludwig@flchamber.com.

Join Us at Florida's Largest Workforce Convening!



**2025 FLORIDA
LEARNERS TO EARNERS
WORKFORCE
Solution Summit**

**JUNE 24, 2025
GRAND HYATT TAMPA BAY**

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ABC

**PRESENTING
EDUCATION PARTNER:**

**Florida Virtual
SCHOOL**

The poster features a central illustration of a glowing lightbulb with a dollar sign inside, topped with a graduation cap. Surrounding the lightbulb are various educational and professional icons: a calculator, a laptop, a notebook, and a pencil. The background is dark blue with faint, scattered text and lines.



Join Us!

**New: Digital Data
Walk Networking**



FLORIDA CHAMBER Foundation

**Your Summit
Connection
Passport**

**2025 FLORIDA
LEARNERS TO EARNERS WORKFORCE
SOLUTION SUMMIT**

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The block contains a map of Florida divided into regions, each labeled with a specific industry or sector. To the left of the map is a small graphic of a lightbulb with a dollar sign inside, similar to the one in the main poster. Below the map is a graphic of a passport cover with the text 'Your Summit Connection Passport' and '2025 FLORIDA LEARNERS TO EARNERS WORKFORCE SOLUTION SUMMIT'. At the bottom is the 'FUTURE OF WORK FLORIDA' logo and the text 'Powered by The Florida Chamber Foundation'.

Improving Florida's Talent Pipeline for a Better Workforce

Florida



DEGREE ATTAINMENT

42.4%

AA+ (Improving)

32.3%

Bachelor+ (Improving)

Florida



EDUCATIONAL ATTAINMENT

54.5%

Current

60%

2030 Goal

>80% of Florida's workforce has essential **employability skills**

>60% of Floridians 25-64 have a high-value **postsecondary certificate, degree, or training experience**

95% of entering **high school students graduate within 4 years**

100% of Florida **8th graders** read & perform math at or above grade level

100% of Florida **3rd graders** read at or above grade level

100% of children are ready for kindergarten

Florida



8TH GRADE READING SCORES

47%

Reading (Declining)

Florida



8TH GRADE MATH SCORES

55%

Math (Improving)

Florida



COLLEGE AFFORDABILITY

1st

4 Year (Improving)

6th

2 Year (Unchanged)

Florida



HIGH SCHOOL GRADUATION RATE

88.0%

(Getting Higher)

95%

2030 Goal

Florida



KINDERGARTEN READINESS

51%

(Improving)

Florida



3RD GRADE READING SCORES

50%

(Declining)

TheFloridaScorecard.org

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Scores for Students with Disabilities

3rd Grade English-Language Arts:



Of Florida Students Without a Disability Scored a Level 3 and Above

Of Florida Students With a Disability Scored a Level 3 and Above

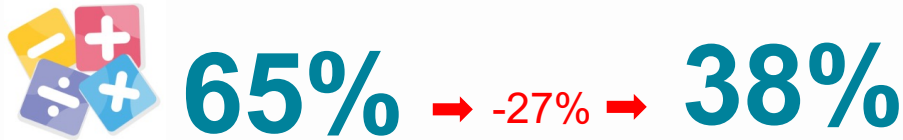
8th Grade English-Language Arts:



Of Florida Students Without a Disability Scored a Level 3 and Above

Of Florida Students With a Disability Scored a Level 3 and Above

3rd Grade Mathematics:



Of Florida Students Without a Disability Scored a Level 3 and Above

Of Florida Students With a Disability Scored a Level 3 and Above

8th Grade Mathematics:



Of Florida Students Without a Disability Scored a Level 3 and Above

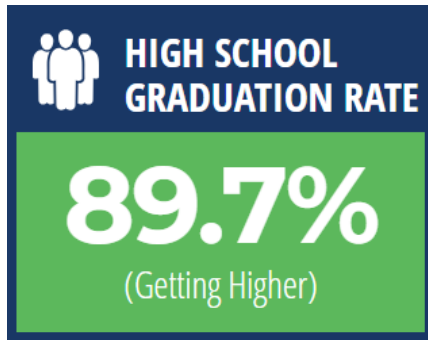
Of Florida Students With a Disability Scored a Level 3 and Above



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High School Graduation and Continued Education

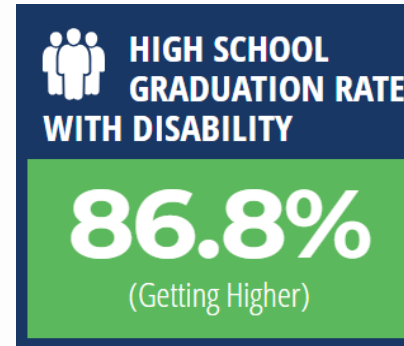


53.7%

Of Florida Students Enroll in
Postsecondary Education

64.5%

Of Florida Students Have Some
College/Associate's Degree or
Higher



27.5%

Of Florida Students With a
Disability Enroll in Postsecondary
Education

50.1%

Of Florida Students With a Disability Have
Some College/Associate's Degree or Higher





The Able Trust 2024 Annual Census Update

Florida Report Card

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CTE and Autism: By the Numbers

	Autism Spectrum Disorder	Overall
 Retention or Completion	84.3%	77.1%
 Leaving with a Credential	61.2%	59.7%
 Continuing Education or Employed	86.6%	85.9%
 Annual Wages (Full-Time)	\$38,228	\$56,526

EMOP - Florida Department of Education, Postsecondary Figures

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Florida's Workforce with Disabilities: By the Numbers



Total Population

3.4%

Unemployment Rate

↑ 3.7%

Population with Disabilities

7.1%

Disability Unemployment Rate for
People with Disabilities



58.0%

Florida Labor Force
Participation Rate

↓ 38.4%

19.6%

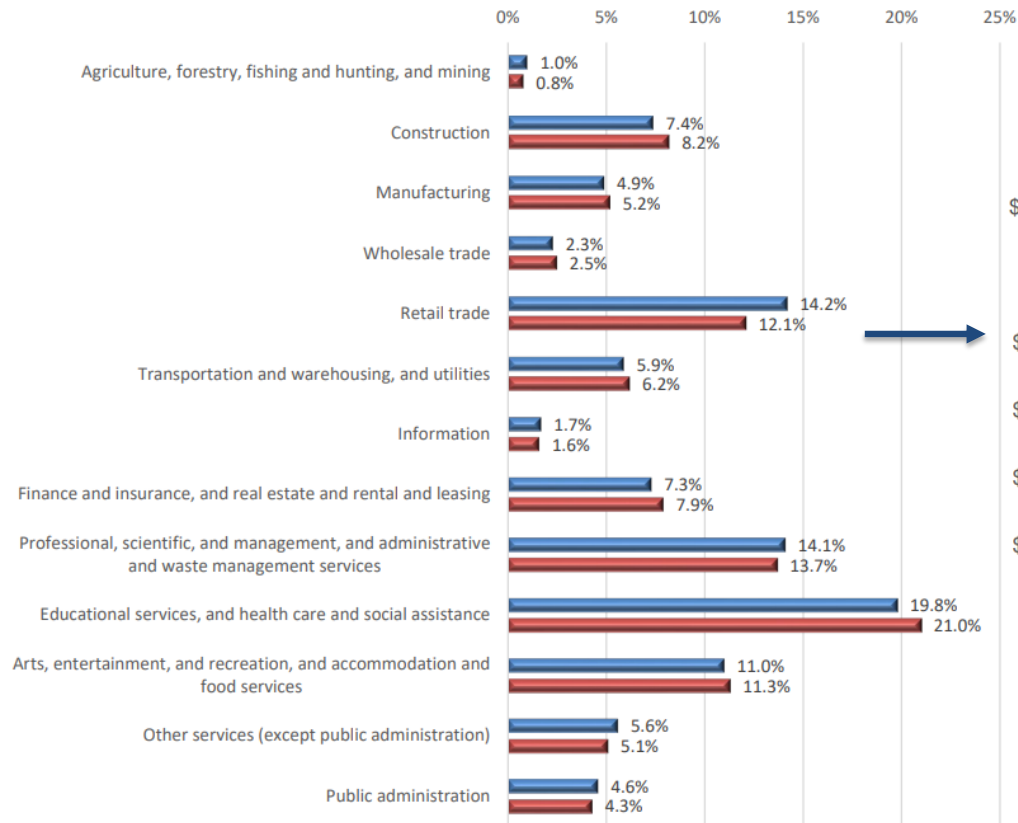
Labor Force Participation Rate for
People with Disabilities

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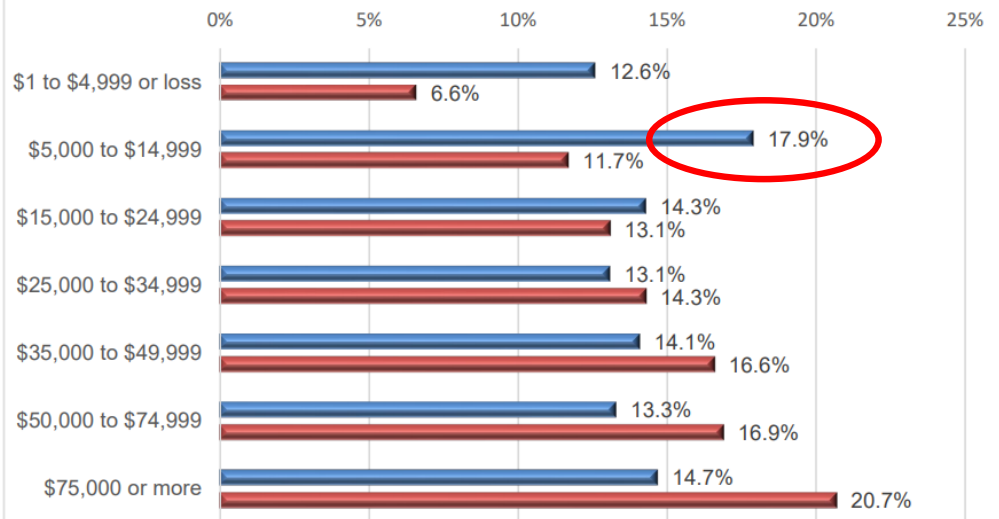
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The Workforce with Disabilities Sees a Difference in Wages

Differences in Employment by Industry



Earnings



■ With a Disability ■ No Disability

[The Able Trust 2024 Annual Census Update](#)

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	Career	Median Wage	Education
1	General & Operations Managers	\$47.80	B
2	Bookkeeping, Accounting & Auditing Clerks	\$22.22	SC
3	Heavy & Tractor-Trailer Truck Drivers	\$23.57	PS
4	Registered Nurses	\$38.92	A
5	First-Line Supervisors of Office & Administrative Support Workers	\$29.42	SC

TOP 30 HIGH-DEMAND CAREERS UPDATED

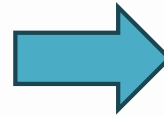
“Talent is quickly replacing the tax incentive as the economic development tool of choice.”

- Mark Wilson, *President*, Florida Chamber of Commerce and Foundation



Contact Rachel Ludwig
rludwig@flchamber.com to get involved!

Access Here



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Top 30 in 2032 High-Demand Careers (Statewide), 1-10

	Career	2023 Median Wage	Education
1	General & Operations Managers	\$47.80	B
2	Bookkeeping, Accounting & Auditing Clerks	\$22.20	SC
3	Heavy & Tractor-Trailer Truck Drivers	\$23.57	PS
4	Registered Nurses	\$38.92	A
5	First-Line Supervisors of Office & Administrative Support Workers	\$29.42	SC
6	Sales Reps of Services (except-advertising, insurance, financial, travel)	\$28.47	B*
7	First-Line Supervisors of Retail Sales Workers	\$22.79	SC
8	Accountants & Auditors	\$36.77	B
9	Sales Reps, Wholesale & Manufacturing (except-tech & scientific products)	\$29.49	SC
10	Management Analysts	\$39.61	B

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Top 30 in 2032 High-Demand Careers (Statewide), 11-20

	Career	2023 Median Wage	Education
11	Real Estate Sales Agents	\$26.42	PS
12	Carpenters	\$22.85	PS
13	Market Research Analysts & Marketing Specialist	\$34.45	B
14	Business Operations Specialists	\$37.03	B
15	First-Line Supervisors of Construction Trades & Extraction Workers	\$30.98	SC
16	Software Developers	\$58.80	B
17	Automotive Service Technicians & Mechanics	\$22.02	PS
18	Project Management Specialists	\$44.50	B
19	Human Resources Specialists	\$29.57	B
20	Elementary School Teachers (except-special ed)	\$56,849 annual	B

Top 30 in 2032 High-Demand Careers (Statewide), 21-30

	Career	2023 Median Wage	Education
21	Insurance Sales Agents	\$27.10	PS
22	Farmers, Ranchers & Agricultural Managers	\$38.80	B*
23	Electricians	\$24.10	PS
24	Paralegals & Legal Assistants	\$29.16	A
25	Managers, All Other	\$57.38	B
26	Computer User Support Specialists	\$25.00	PS
27	First-Line Supervisors of Transportation & Material-Moving Workers (except-aircraft cargo handling supervisor)	\$27.43	SC
28	Police & Sheriff's Patrol Officers	\$32.81	A
29	Property, Real Estate & Community Assoc. Managers	\$30.55	B
30	Dental Assistants	\$22.40	PS

Examples of Promising Practices

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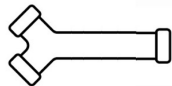
Youth Programs:

- High School High Tech
 - Comprehensive high school program
- Futures in Focus
 - Exploration and introduction program for middle school through high school



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A working pipeline example



pitney bowes



Hope Haven
2,068 followers
18h •

nerse Your Child in Reading with Hope Haven!

🔓 Unlock the Code of Reading and boost your child's literacy skills! Our camps a passion for reading while enhancing comprehension and writing abilities.

📖 With small groups of just 12 students, your child will get the personalized attention they need to thrive. We offer tailored sessions for rising K through 4th graders!

🔍 Schedule a consultation today to ensure your child's spot in this transformative reading adventure! Let's unlock the wonders of reading together! <https://lnkd.in/d/WuRxQG>

#UnlockTheCodeOfReading #ReadingAdventure #HopeHaven

UNLOCKING THE CODE OF READING Summer 2024 Reading Academic Camp

Dive into a transformative academic experience with our Reading Academic Summer Camp!

This immersive camp is specially crafted to elevate the reading proficiency of students currently below the desired level. Embracing the Orton Gillingham approach, our camp promises a comprehensive and engaging learning environment. Join us on a journey of literary exploration and skill enhancement, ensuring a summer filled with academic growth and achievement!

Each camp will focus on:

- Phonemic Awareness
- Phonics
- Spelling
- Handwriting
- Vocabulary/Morphology
- Fluency
- Comprehension

Florida Blue
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Hope Haven
2,068 followers
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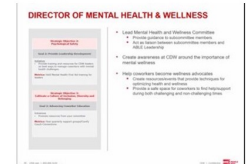
🌟 Chart Your Course at Hope Haven's Summer 2024 Career Camp! 🌟

🖨 Attention Future Career Stars! Registration is now open for an incredit ...see more

50 HOUR CAREER CAMP SUMMER 2024



CDW Keeps Commitments to Coworkers



Employee Engagement ->

Community Involvement ->

Creating Connections

Florida Blue Recognized as “Best Place to Work for Disability Inclusion” for 7th Year

Health insurer earns a score of 100 on Disability Equality Index

Engagement Opportunities



Florida Industry Immersion for Career Influencers

(Coming Summer 2025)



**FLORIDA CHAMBER
INDUSTRY IMMERSION
FOR CAREER INFLUENCERS**


Improve Florida's Talent Pipeline Through Partnerships with Career Influencers

Now Seeking Host Companies for Summer 2025!

The Florida Chamber Industry Immersion for Career Influencers connects K-12 educators, counselors & postsecondary career advisors with Florida businesses to raise awareness of high-demand careers & essential technical & employability skills. Participants join virtual sessions with the Florida Chamber Foundation & Future of Work Advisory Board, followed by local business visits for hands-on industry insights. Career influencers gain practical knowledge of in-demand careers to empower students in preparing for the future workforce.

Equip educators, counselors & advisors to inspire & prepare students for careers in your field.



-  Career influencers participate in a series of virtual convenings culminating in an onsite experience.
-  Career influencers visit your organization, learn about your industry, high-demand careers & skills needed.
-  Career influencers connect with students to increase their understanding of high-demand careers, pathways & skills.
-  Businesses shape future talent by establishing relationships with key influencers in career exploration.

Sponsor and host an Industry Immersion for Career Influencers in Summer 2025

To learn more, contact:
Rachel Ludwig, VP, Talent Development for the Future of Work
Florida Chamber Foundation
P: 850.521.1254 | Email: rludwig@fchamber.com






TOP 30 HIGH-DEMAND CAREERS



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Florida is on the path to becoming a top 10 global economy by 2030. With hundreds of thousands of open jobs in Florida, we must align market needs with talent supply and implement the right training for mid- to high-wage, high-demand jobs. In doing so, we improve our students' chances for a more prosperous future. Workforce education will propel us there – faster, farther.



CAREER PATHWAY QUIZ

Engage in a journey of self-discovery with this dynamic career readiness exploration and assessment quiz. This quiz delves into your unique strengths, passions, and aptitudes to provide tailored insights that empower you to make informed decisions about your professional path. Uncover hidden potentials, align your aspirations with market demands, learn more about careers of the future and find a program near you.

[LAUNCH QUIZ NOW](#)

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Get Involved!

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Join Us at Florida's Largest Workforce Convening!



**2025 FLORIDA
LEARNERS TO EARNERS
WORKFORCE
Solution Summit**

**JUNE 24, 2025
GRAND HYATT TAMPA BAY**

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ABC

**PRESENTING
EDUCATION PARTNER:**

**Florida Virtual
SCHOOL**

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Join Us!

**New: Digital Data
Walk Networking**



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**Your Summit
Connection
Passport**

**2025 FLORIDA
LEARNERS TO EARNERS WORKFORCE
SOLUTION SUMMIT**

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Workforce Wednesday Webinar Series

**Leveraging AI to Fuel Talent
Development in Florida & Beyond**

April 16, 2025 | VIA ZOOM | 10:00AM-11:00AM ET





Interested in Getting Involved? Let's Connect!

Rachel Ludwig

Vice President

Florida Chamber Foundation

Phone: (850) 521-1254

Email:
rludwig@flchamber.com



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