

# LAKE COUNTY **WORKFORCE SUMMIT 2023**

*The Future of Work*



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**Commissioner Kirby Smith**  
Chairman, Lake County Board  
of County Commissioners







**Diane Kornegay**

Superintendent, Lake County Schools

Our Future Workforce





**Lake County Schools  
exists to ensure that every  
student graduates with the  
skills needed to succeed in  
post-secondary education  
and the workplace.**



# Lake County Schools



54,770  
Students



40  
Traditional Public Schools



4  
Alternative Schools

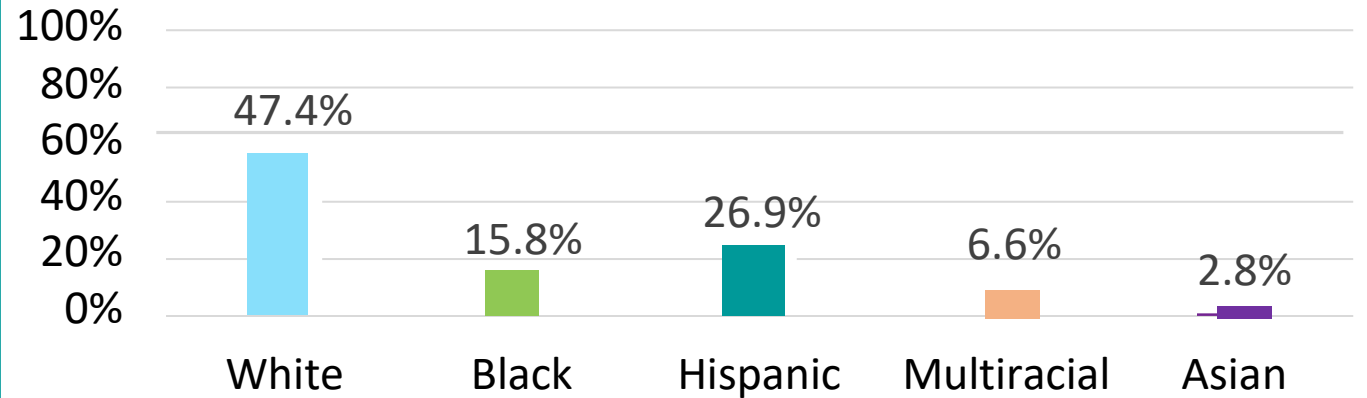


11 + 1 (LTC)  
Charter Schools



1  
Public Virtual School

Percent of Students by Race/Ethnicity  
All District, PK-12 Students



Economically Disadvantaged  
43%

Students with Disabilities  
17%

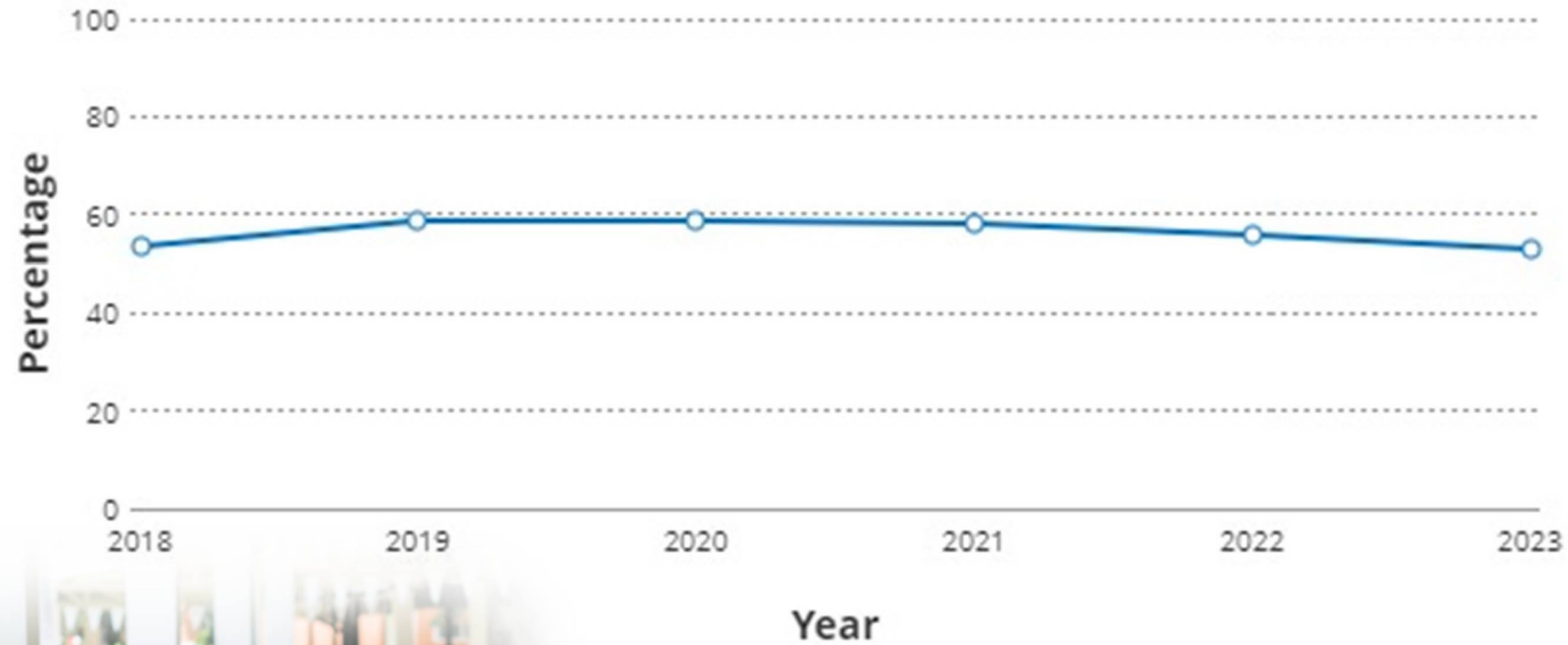
English Language Learners  
4.7%

Students Who Are Homeless  
1.9%





## Kindergarten Readiness

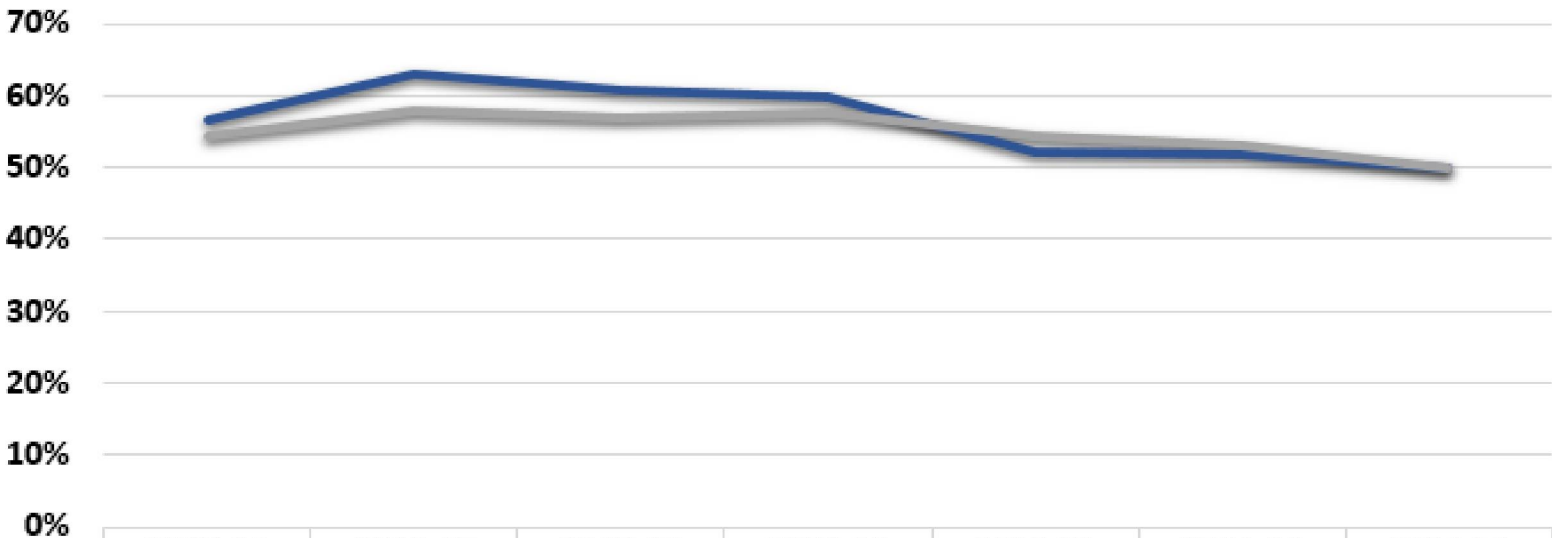


**KINDERGARTEN  
READINESS**

**53%**  
(Declining)

## Grade 3 ELA Assessment Results

Percentage Scoring Level 3+



	2015-16	2016-17	2017-18	2018-19	2020-21	2021-22	2022-23
Lake	57%	63%	61%	60%	52%	52%	50%
Florida	54%	58%	57%	58%	54%	53%	50%

— Lake — Florida



### 3RD GRADE READING SCORES

**50%**

(Declining)

**1,824**

# Not Reading at Grade Level  
(Increasing)





**KINDERGARTEN  
READINESS**

**53%**

(Declining)



**VPK COMPLETERS**

**55.0%**

(First Data)



**3RD GRADE  
READING SCORES**

**50%**

(Declining)



**3RD GRADE MATH  
SCORES**

**62%**

(Improving)

# Improving Early Reading Achievement: Action Plan

- Expanded VPK to all elementary schools and increased the number of classes district-wide
- School renovations to increase classroom space
- Daily, targeted small group instruction
- Artificial Intelligence Reading Tutoring Supplemental Program with Dyslexia Screener
- District-Wide Phonics and Phonemic Awareness Program
- Academic Tutors for K and 1 Classes
- Parent Training and Support in Title 1 (Economically Disadvantaged) Schools



# VPK Enrollment and Access 2023-2024

- **921 Students Enrolled in a Lake County Schools VPK Program**
- **198 Students on a Waiting List**
- **20 VPK Classrooms District-wide in 2021 - 2022**
- **42 VPK Classrooms District-wide in 2023 - 2024**

## Guiding Questions:

1. **How might we as a county support the expansion of VPK programs?**
2. **How can we increase parent/guardian awareness and support for early learning skills?**



**HIGH SCHOOL  
GRADUATION RATE**

**88.6%**  
(Declining)

[View Statewide Heat Map](#)



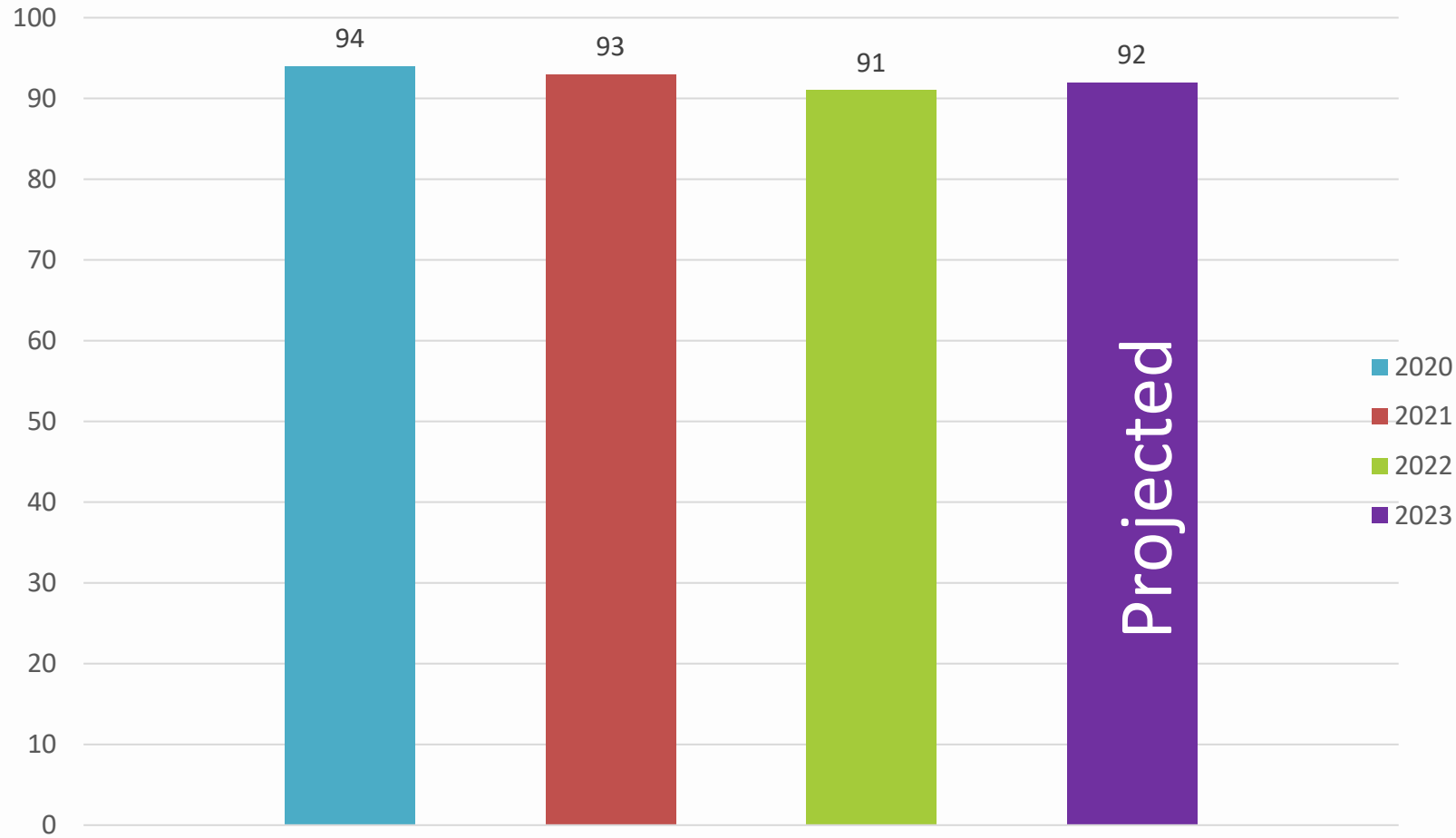
**HIGH SCHOOL  
GRADUATION RATE  
WITH DISABILITY**

**84.6%**  
(Getting Higher)



# Graduation Rates

## District-Operated High Schools







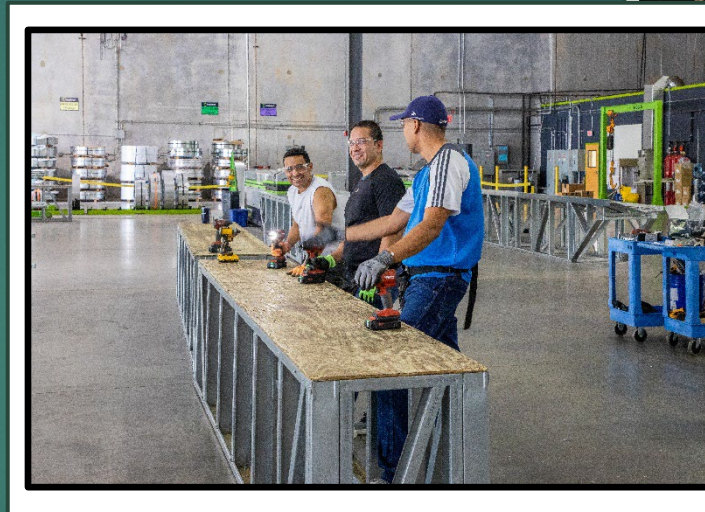
# Industry Certifications Earned

Entity	2020	2021	2022	2023
East Ridge HS	415	475	286	809
Eustis HS	196	144	208	338
Lake Minneola HS	242	369	331	750
Leesburg HS	292	152	164	347
Mount Dora HS	337	265	242	676
South Lake HS	481	406	497	878
Tavares HS	403	321	155	384
Umatilla HS	108	143	227	297
District	2,474	2,275	2,110	4,479
Indicates Increase from Previous Year				
Indicates Decline from Previous Year				





**Mark Wilson**  
President and CEO  
Florida Chamber of Commerce







# The Future of Work

Lake County Workforce Summit 2023  
November 9, 2023

Mark Wilson, President and CEO, [mwilson@flchamber.com](mailto:mwilson@flchamber.com)

To request a copy of this presentation, visit [www.FLChamber.com/PresentationRequest](http://www.FLChamber.com/PresentationRequest)



**FLORIDA  
CHAMBER**  
*Foundation*



# The Florida 2030 Blueprint: Uniting Businesses For Good

16<sup>th</sup> to 10<sup>th</sup>



- **+2.8 Million Net New Residents**
  - Lake = 71,000 to 125,000
- **+1.23 Million Net New Jobs**
  - Lake = 28,135
- **+40 Million More Annual Visitors**
- **+2.5 Million More Drivers**



[www.Florida2030.org](http://www.Florida2030.org)

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

**“There is a massive information gap between employers and job seekers, between today’s students and the career opportunities they may pursue.”**

***– Mark Wilson, President & CEO, Florida Chamber of Commerce and Foundation***

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## **Florida Chamber president says businesses should do more to address early learning gaps**

Florida Chamber of Commerce President and CEO Mark Wilson urged the business community to take substantive action to help fix the state's lackluster child care system during a speech in Tampa last week. Wilson spoke at an event organized by the Early Learning Coalition of Hillsborough County.

The chamber estimates that child care issues result in a \$5.38 billion annual loss to Florida's economy. To make matters worse, 15% of parents with young children have left the Florida workforce in the past six months due to challenges accessing child care, particularly impacting women.

**SOUTH FLORIDA  
BUSINESS JOURNAL**



# Over 50% of Florida's Kids Living in Poverty Live in Only 15% of Florida's 983 Zip Codes

## Florida



CHILDREN IN  
POVERTY

**18.2%**

(Decreasing)

**<10%**

2030 Goal

**763,527**

(Decreasing)

## Lake County (5/22)



CHILDREN IN  
POVERTY

**17.0%**

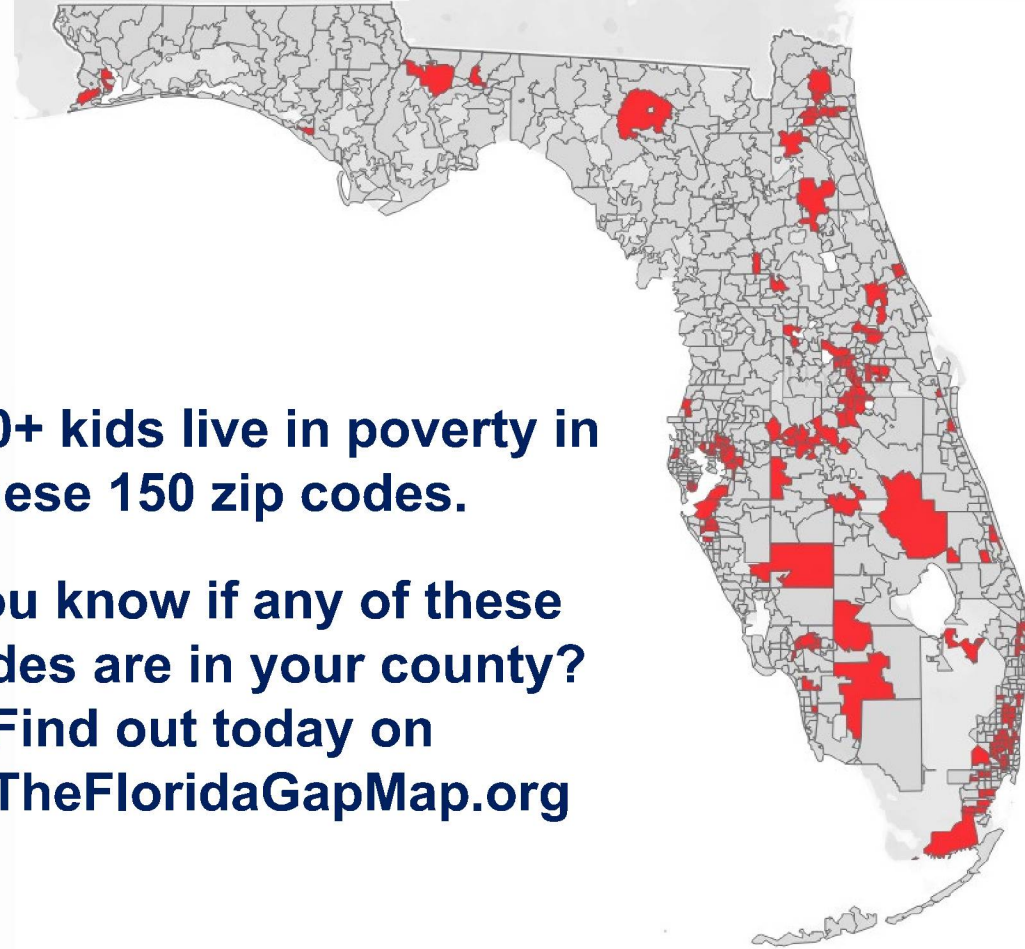
(Decreasing)

**<10%**

2030 Goal

**12,029**

(Increasing)



**387,000+ kids live in poverty in these 150 zip codes.**

**Do you know if any of these zip codes are in your county?  
Find out today on  
[www.TheFloridaGapMap.org](http://www.TheFloridaGapMap.org)**



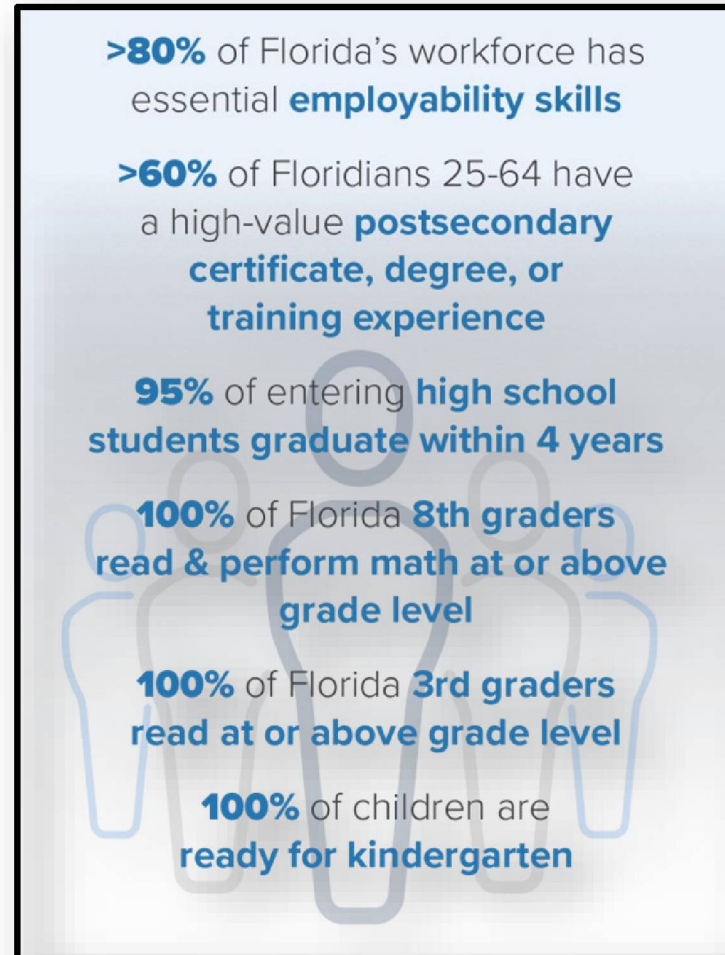
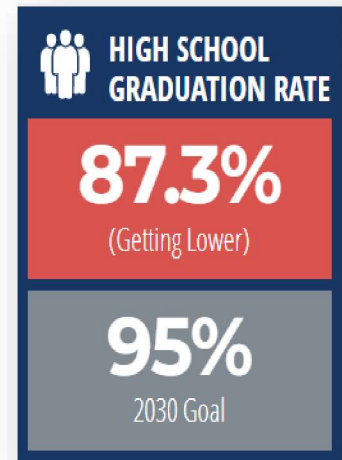
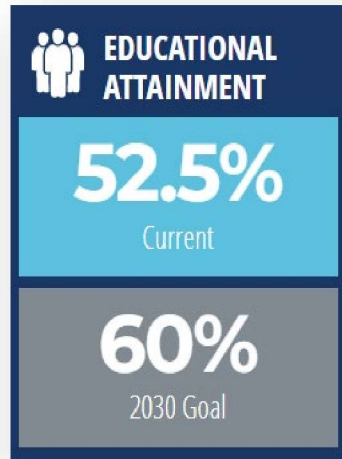
**Florida Prosperity Project**

To get engaged, contact Kyle Baltuch at [kbaltuch@flfoundation.org](mailto:kbaltuch@flfoundation.org)

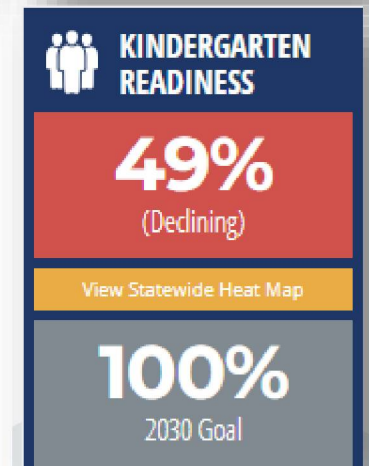
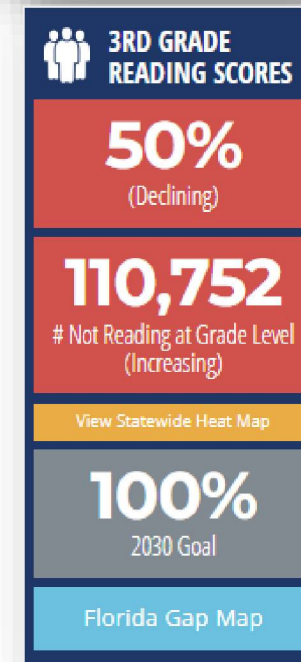
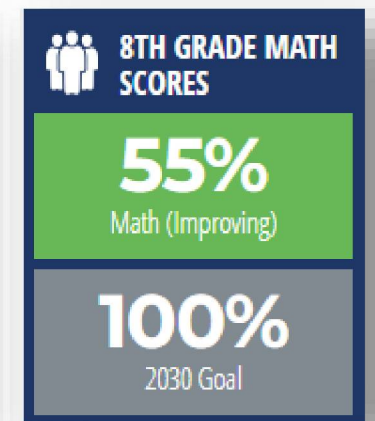
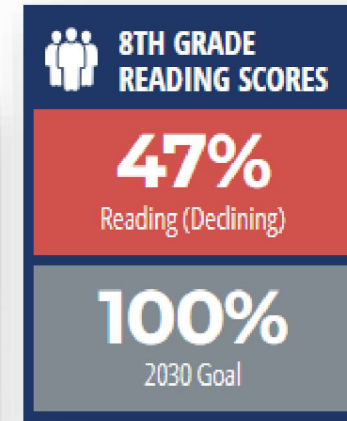
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# Improving Florida's Talent Pipeline for a Better Workforce



[TheFloridaScorecard.org](http://TheFloridaScorecard.org)





# For Every 100 Open Jobs, 76 Floridians are Looking for Work

## Florida



OPEN JOBS

**409,697**

(Declining)

**309,000**

Unemployed Persons  
(Increasing)

**76**

Unemployed People per 100  
Jobs

## Lake County



OPEN JOBS

**4,968**

(Increasing)

**6,025**

Unemployed Persons  
(Declining)

**122**

Unemployed People per 100  
Jobs

## How Does the Rest of the Country Compare?



**NC - 75** Unemployed People  
Seeking Work for  
Every **100** Open Jobs



**MI - 97** Unemployed People  
Seeking Work for  
Every **100** Open Jobs



**NY - 137** Unemployed People  
For Every **100** Open Jobs

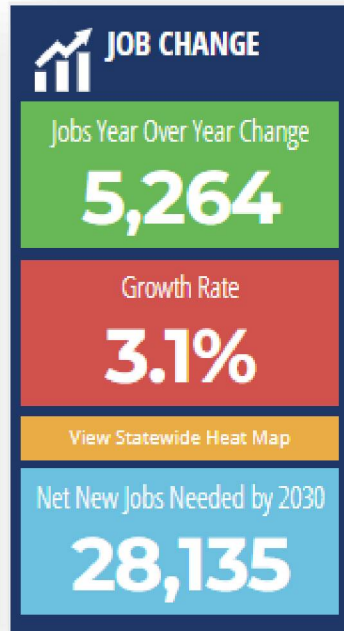
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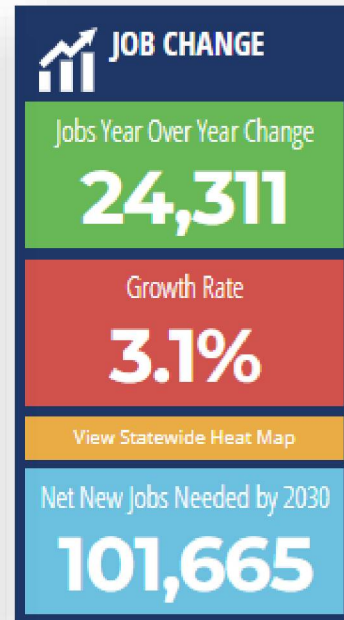


# Region 12 – Lake, Orange, Osceola, Seminole, Sumter

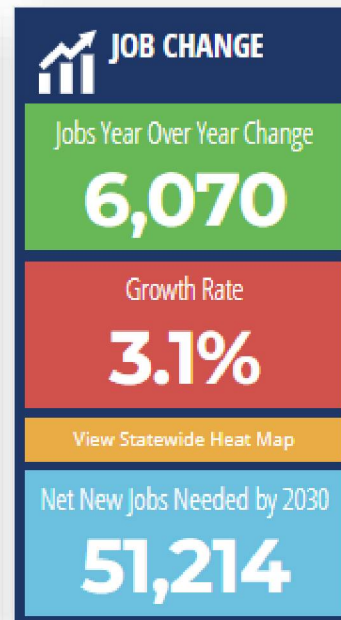
## Lake



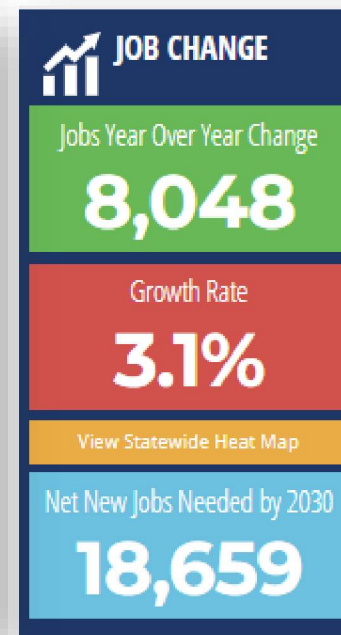
## Orange



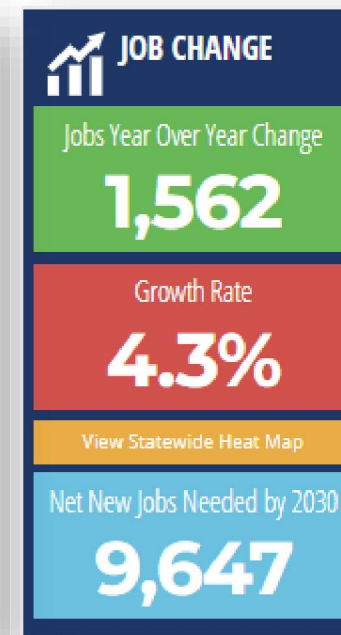
## Osceola



## Seminole



## Sumter

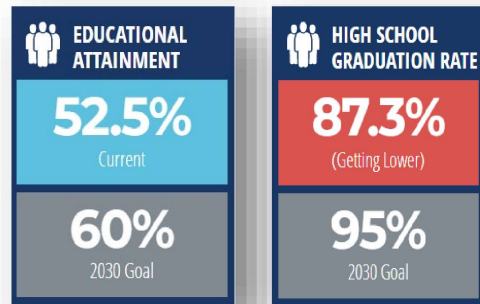


## Florida



# Florida Chamber Foundation Talent Pipeline Research Hub

## Florida



## County



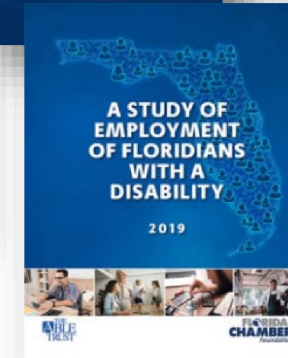
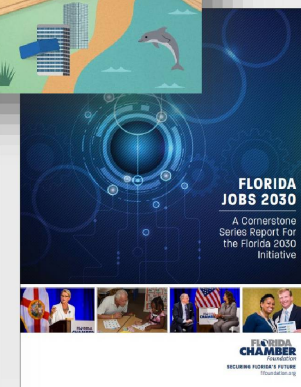
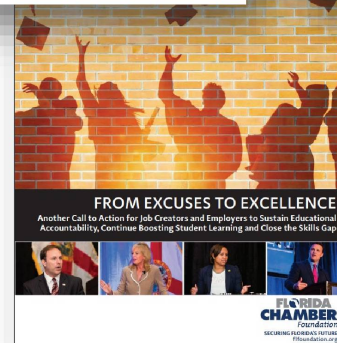
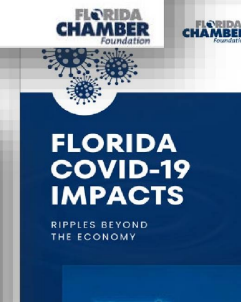
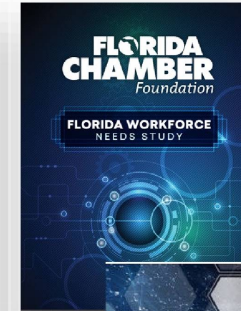
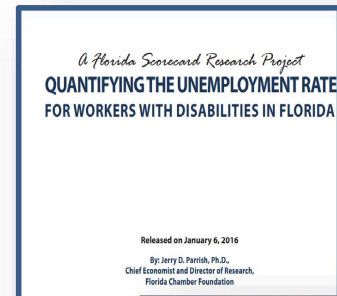
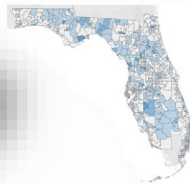
## School

Zip County Metric

(All) (All) Childhood Poverty Percentage

## Zip Code

The Florida  
**GAP MAP**



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# Untapped Potential Research Report

## Analyzing How Childcare Impacts Florida's Workforce Productivity and the State's Economy



- Childcare issues result in an estimated **\$5.38 billion loss** annually for Florida's Economy
- **15%** of parents with young children have **left the workforce in the past six months** due to challenges accessing childcare / early learning
- **64%** of parents with young children have **had to miss work in the past three months** for childcare-related challenges

If you would like to learn more about this report and share it with your team and community, email  
Kyle Baltuch at [kbaltuch@flfoundation.org](mailto:kbaltuch@flfoundation.org)

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# Future of Work Florida Initiative

- Promote **Career Pathways** and **Training Programs** for **High-Demand Careers**
  - Highlight the “**Top 30 in 2030**” **High-Demand Careers** by State and Workforce Region
- Prioritize **Career Exploration**, **Work-based Learning**, and **Career Center Connections**
- Promote **Careers** in **STEM** and **Emerging Industries**
- Expansion of **Apprenticeships** and **Pre-apprenticeships**
- **Employability Skills** across all Industries
- **Second Chance Hiring**
- **Upskilling** and **Reskilling Talent**

## Statewide Partners



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Contact Rachel Ludwig at [rludwig@flchamber.com](mailto:rludwig@flchamber.com)

# Focus: You Cannot Manage What You Don't Measure

## The Florida Scorecard – Lake County

12,029 Children in Poverty – 22 Zip Codes

1,824 Children Not Reading at Third Grade Level – 32 Schools

48.7% of 3 & 4 Yr Olds Enrolled in School

55.2% Housing Burdened

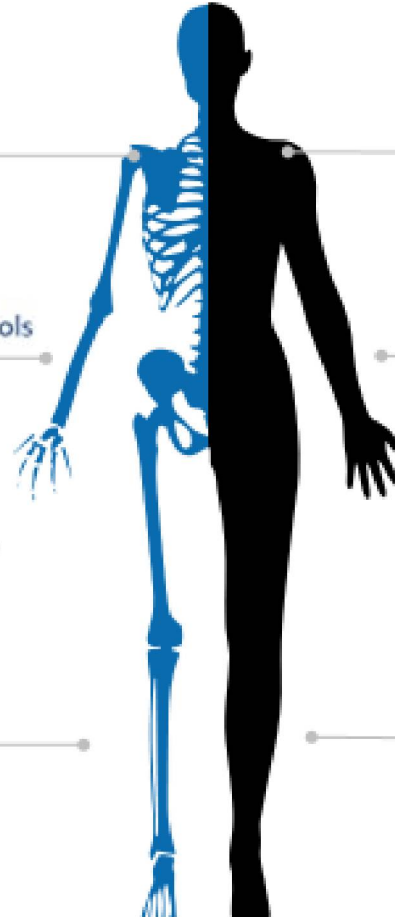
## The Florida Gap Map – Lake County

6,563 Live in Just 5 Zip Codes

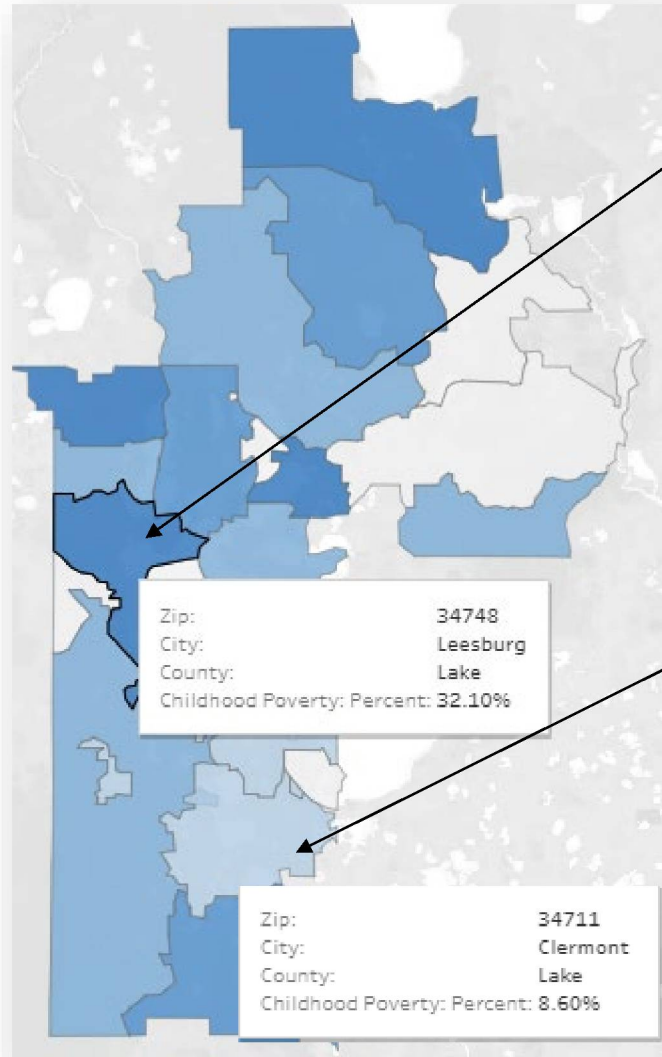
Half in Just 11 Schools

34705 - 10.7% of 3 & 4 Yr Olds Enrolled in School

32776 – 81.7% Housing Burdened



# Replacing Poverty with Prosperity



3rd Grade Reading Scores (2023)

School Name	Children Below Reading Lev..	At/Above Reading Level
Beverly Shores Elementary School	66	29%
Leesburg Elementary School	119	25%

3rd Grade Reading Scores (2023)

School Name	Children Below Reading Lev..	At/Above Reading Level
Clermont Elementary School	66	35%
Cypress Ridge Elem. School	24	73%
Imagine Schools At South Lake	44	65%
Lost Lake Elementary School	63	68%
Pine Ridge Elementary School	59	50%
Pinecrest Lakes Academy	27	79%

**“Hire and retain great teachers, then focus on one school and one zip code at a time”**



# Region 12 – Lake, Orange, Osceola, Seminole, Sumter

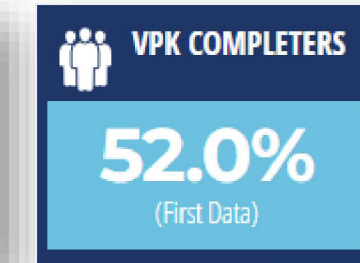
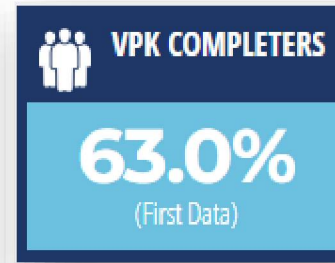
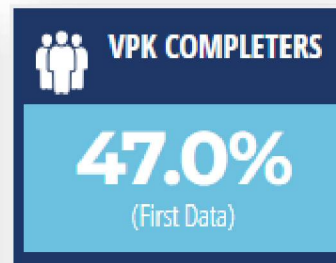
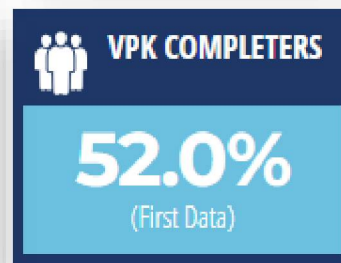
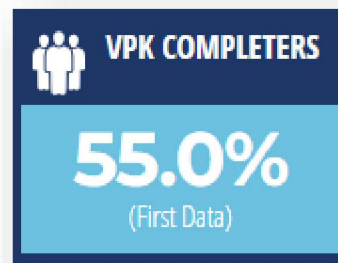
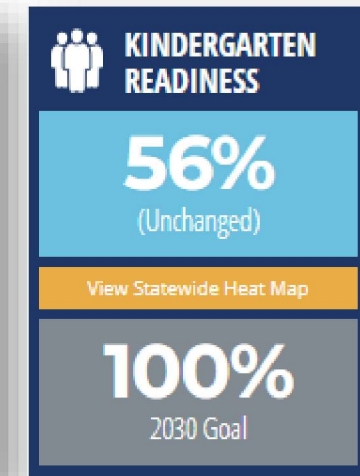
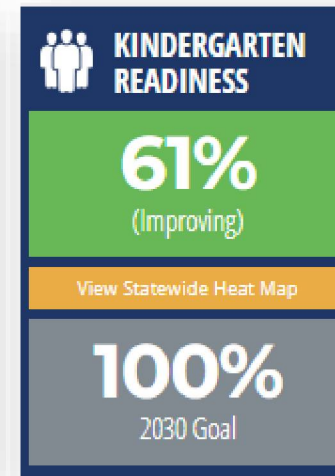
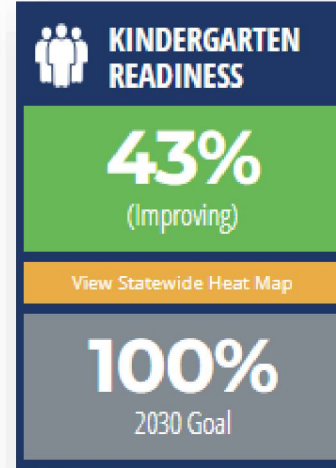
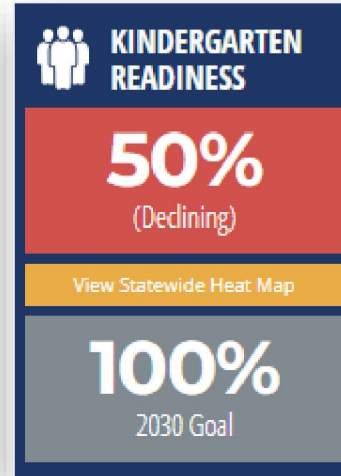
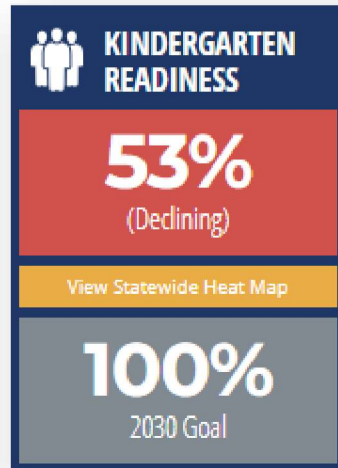
Lake

Orange

Osceola

Seminole

Sumter

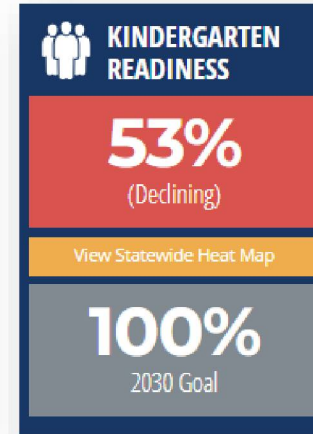


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# Greater Access to Early Learning = Greater Outcomes

Lake County



→ 55% of Students Completed VPK (1,163 did not)

VPK Completers: **65%**  
“Ready for Kindergarten”

Non-VPK Completers: **39%**  
“Ready for Kindergarten”

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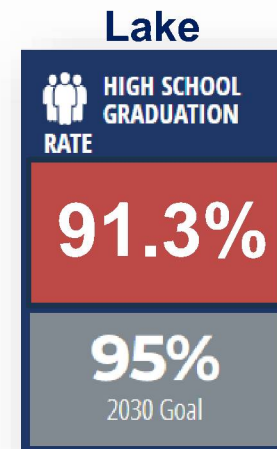
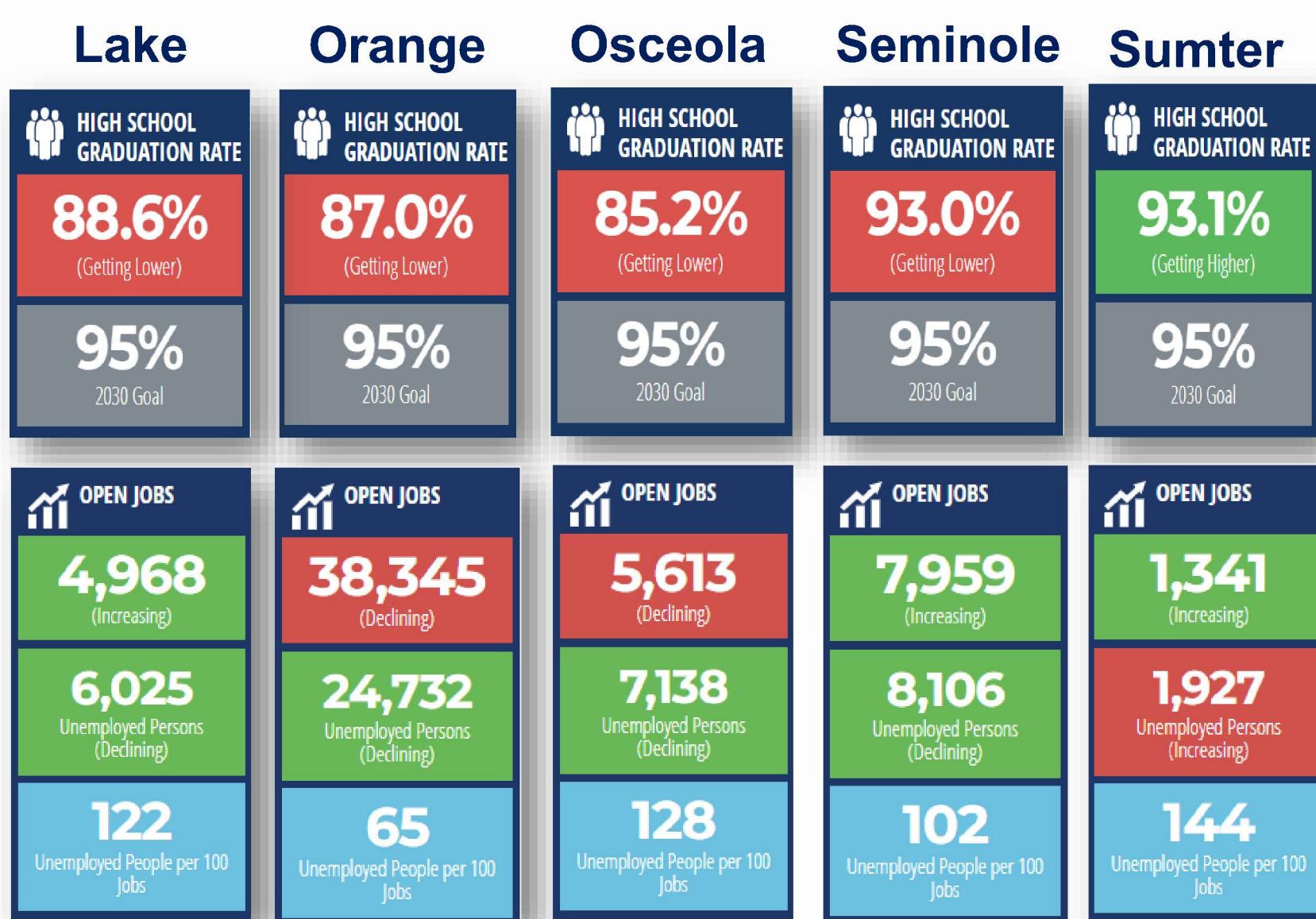
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# Region 12 – Lake, Orange, Osceola, Seminole, Sumter





# Region 12 – Lake, Orange, Osceola, Seminole, Sumter



**\*Without Alee Academy 13%**



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# Lincoln Park Education Center (Promising Practice!)



**LAKETECH**  
Lake Technical College



Lake Sumter  
State College

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# Top 30 High Demand Careers in 2030

## (Region 12-Lake, Orange, Osceola, Seminole, Sumter)

	Career	2022 Median Wage	Education
1	Sales Reps of Services (except-advertising, insurance, financial, travel)	\$25.93	HS
2	General & Operations Managers	\$42.90	A
3	Heavy & Tractor-Trailer Truck Drivers	\$22.44	PS
4	Project Management & Business Operations Specialists	\$39.89	A
5	First-Line Supervisors of Office & Administrative Support Workers	\$28.62	A
6	Registered Nurses	\$37.36	A
7	Software Developers & Software Quality Assurance Analysts & Testers	\$51.66 (Developers) \$39.84 (Analysts & Testers)	B
8	Maintenance & Repair Workers, General	\$21.62	PS
9	Bookkeeping, Accounting & Auditing Clerks	\$21.28	A
10	Accountants & Auditors	\$35.26	B



# FUTURE OF WORK FLORIDA

## Opportunity Populations

Apprenticeships,  
microcredentials &  
integrated education  
& training

4.0% of adults with  
disabilities are  
unemployed



~24,000 previously  
incarcerated individuals  
are released annually

11.3% of Floridians age 18+  
(1,924,770) do not have a high  
school diploma or equivalency

Lake County:  
10.2% (30,850)

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# **Leveraging Second Chance Hiring Opportunities**

## **Retaining Talent in Florida and Beyond: A Training to Assist Employers in Effectively Promoting & Retaining Second Chance Hires**



Florida Center for Workforce  
+ Talent Development  
Powered by the Florida Chamber Foundation



**To participate, email Rachel Ludwig at [rludwig@flchamber.com](mailto:rludwig@flchamber.com)**

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# Lake Employers Should Further Increase Access to Work-Based Learning

## Pre-College and Career Exploration

IRSC Pre-College and Career Exploration Camps can help you choose your career through hands-on activities and one-on-one interaction with professionals who are experts in their field.

Quest Summer Program—Boys and Girls Ages 14-16

Expanding Horizons—Boys and Girls Ages 14-16

Health Science Summer Academy—Boys and Girls Ages 14-18

TechKnow Camp—Boys and Girls Grades 6-8



WORK IN THE FIELD

## MAKE YOUR MARK IN THE ELECTRICAL INDUSTRY



About The Test Study Grads and Transcripts Blog

- GED Program Overview
- Why GED?
- College Readiness
- Workforce Development
- GEDWorks Program
- In Session Blog
- Teaching the GED® Test
- State Policies



GEDWorks™ is the official GED® program for employers to sponsor their employees to earn their GED credential. Employees get all the tools they need to pass the GED test at no cost to them. They can earn their GED diploma while remaining in their jobs, and companies benefit from workers with improved skills and higher retention rates.



Who we are

[Back to Early Careers Home](#) | Internships

## Internships

Join the Next Generation of Innovation

SEARCH INTERN OPPORTUNITIES →

Internships



Free, Open-Source Energy Curriculum (Grades 4-8)

Comprehensive lesson plans and easy hands-on activities.

ACCESS CURRICULUM



Robotics, Drones & Underwater ROVs

The future and potential of robotics and related autonomous machines is vast. Learn more and apply for grants here.

SEE PROGRAMS



STEM Grants & Scholarships

Learn more about robotics funding, SED scholarship and classroom makeover grants.

LEARN MORE



Elementary Teachers: Sign up here for a free show

How does energy flow? Want your students to



Electrathon America

FPL has joined the electrifying race to the future by supporting Electrathon America competitions.



Manatee Lagoon

Manatee Lagoon - An FPL Eco-Discovery Center offers a variety of educational programs.



Coca-Cola internship offers window to mechanical engineering opportunities

Visit

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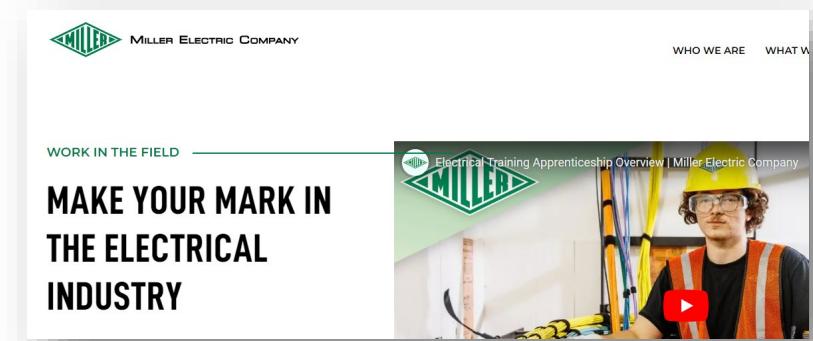


# Talent Pipeline Solution: Apprenticeships

- 14% increase in active apprentices and preapprentices
- 11% growth in registered apprenticeship and preapprenticeship programs in the past year
- 21% increase in the number of apprenticeable occupations ➡ 120 distinct occupations
- Graduates who complete an apprenticeship earned an average exit wage of \$25.70/hr (\$53,642/yr)



Click here to view Florida's annual apprenticeship & preapprenticeship report



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# Workforce Wednesday Webinar Series



Register  
Here:



## Reskilling & Upskilling Talent: Developing Industry-led Integrated Education & Training (IET) Programs

- Florida Department of Education
- Collier County Public Schools
- Lee Health

Contact Rachel Ludwig at [rludwig@flchamber.com](mailto:rludwig@flchamber.com)

# Introducing the New Future of Work Advisory Board



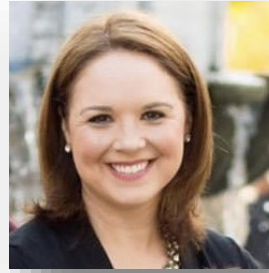
**Mike Brannen**

SVP, Industrial and Workforce  
Development



**David Cross**

SVP, HR & Administration



**Brooke Malsberger**

Director  
Global Talent Acquisition



**Kristen Vanselow**

AVP, Innovative Education &  
Partnerships



**Bill Solomon**

Dean, Workforce Education



**Vicki Greene**

SVP, America's Workforce



**Sam Verghese**

Chief Operations Officer



**Sarah Marmion**

Sr. Manager of Education &  
Outreach Centers



**Rachel Ludwig**

Senior Director, Future of Work  
Florida Chamber Foundation  
[rludwig@flchamber.com](mailto:rludwig@flchamber.com)

For information on helping build Florida's workforce for the  
future, email Rachel Ludwig at [rludwig@flchamber.com](mailto:rludwig@flchamber.com)

**FUTURE OF WORK**  
FLORIDA

Powered by The Florida Chamber Foundation



# Join Us For Our 2024 Florida Learners to Earners Workforce Solution Summit



Florida Learners to Earners  
Workforce Solution Summit  
*June 26, 2024*  
Tampa



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**FLORIDA**

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**Mike Kelly**

Director of Business Retention  
and Expansion LEAD





# EDUCATION PANEL DISCUSSION



**Nilda Blanco**

Senior Vice President of  
Workforce Operations,  
CareerSource Central Florida



**Dr. Heather Bigard**

President,  
Lake Sumter State College



**Melissa Bradley**

Director of the Center for  
Career Preparation,  
Beacon College



**Melissa Stephan**

Director of Curriculum  
and Instruction,  
Lake Technical College



**Diane Kornegay**

Superintendent,  
Lake County Schools







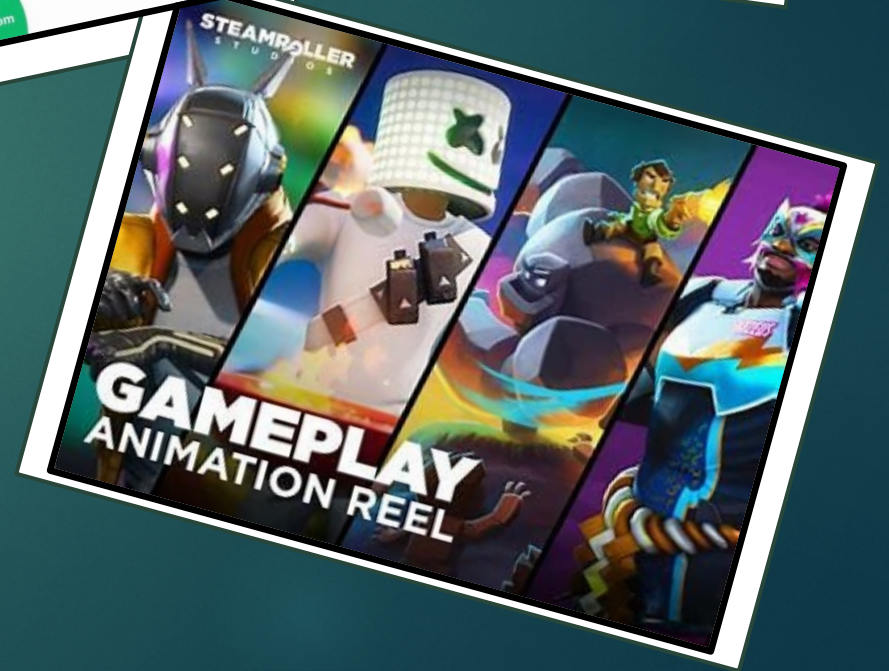
**Tadar Muhammad**  
Chief Operating Officer and  
First Vice President,  
Career Source Central Florida







**Paul Sohl**  
CEO, Florida High Tech Corridor



# BUSINESS AND INDUSTRY PANEL DISCUSSION



**Lance Sewell**

President and CEO,  
South Lake Hospital and  
Senior Vice President,  
North Central Region  
Orlando Health



**Rachel Ludwig**

Senior Director,  
The Florida Chamber  
Future of Work



**Keith Lackey**

CEO/Co-Founder,  
Steamroller Technologies



**Dr. Tammy Humphrey**

Senior Director of Talent Development,  
Orlando Economic Partnership

**ORLANDO HEALTH**

**FUTURE OF WORK**  
FLORIDA

**STEAMROLLER**  
TECHNOLOGIES

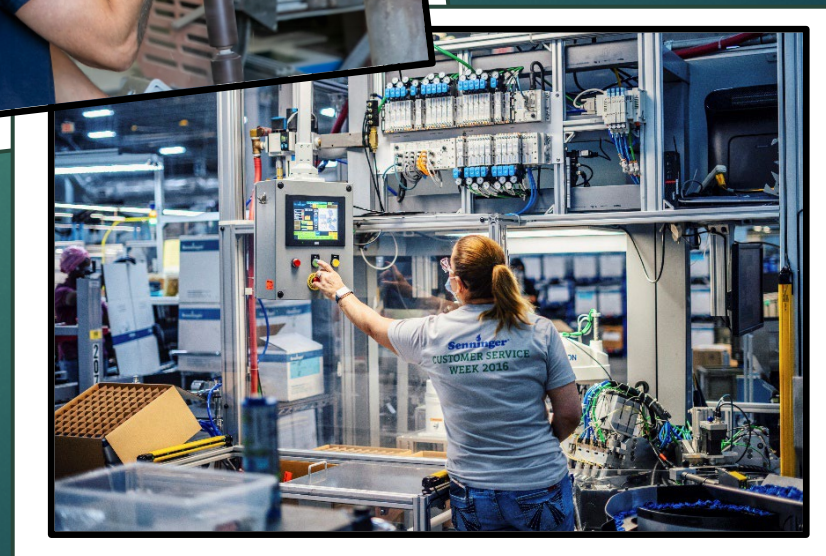






**Mary Ellen Stern**

Executive Director of Economic Growth,  
Lake County



# Roundtable Discussion Questions

- How can we encourage more students to pursue Career and Technical Education?
- What should our immediate goals be? What should our goals be in the next five years?
- What resources does your organization have to bring to the table to help strengthen the talent development pipeline and address the future of work?
- Please share emerging roles in the next 5 years throughout your company, your industry, the County, or the region.
- What is resonating with you about what we have discussed today?
- What skills and capabilities are the most critical going forward and offer Lake County a true competitive advantage?



# Lake Technical College

## A Student Story



Ayesha Charles





# Thank you for coming!

Please scan the QR code and take a brief survey about today.

For more information, to share ideas, or connect, please email [kathleen.dial@lakecountyfl.gov](mailto:kathleen.dial@lakecountyfl.gov).



Scan me!