



FUTURE OF TALENT



GOOD MORNING



THANK YOU



SPEAKERS



Mr. Paul J. Luna
President, CEO
Helios Education Foundation



Mark B. Rosenberg, Ph. D.
President
Florida International University



Michael Preston Ed. D.
Executive Director
Florida Consortium of Metropolitan Research Universities



Mr. Doug Heckman
University Data Solutions
EMSI



Opening Remarks

Michael Preston, Ed. D.

Executive Director, Florida Consortium of Metropolitan Research Universities



Future of Talent Central Florida: Recap

- Private Industry/Local Employers
- Colleges/Universities
- State/Local Government
- Nonprofit/Charitable Foundation
- Consultants



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Future of Talent Central Florida





Partnership and the Value of Education

Mr. Paul J. Luna

President/CEO, Helios Education Foundation





Fueling Florida's Talent Pipeline

Mark B. Rosenberg, Ph.D.

President, Florida International University



A photograph of two young women sitting at a desk, looking at a laptop. The woman on the left has long blonde hair and is wearing a grey t-shirt. The woman on the right has curly dark hair and is wearing a striped shirt. The laptop screen shows some text. The background is a bright window with a view of trees. The image is overlaid with a semi-transparent blue filter.

South Florida Talent Outlook

Mr. Doug Heckman

University Data Solutions, EMSI

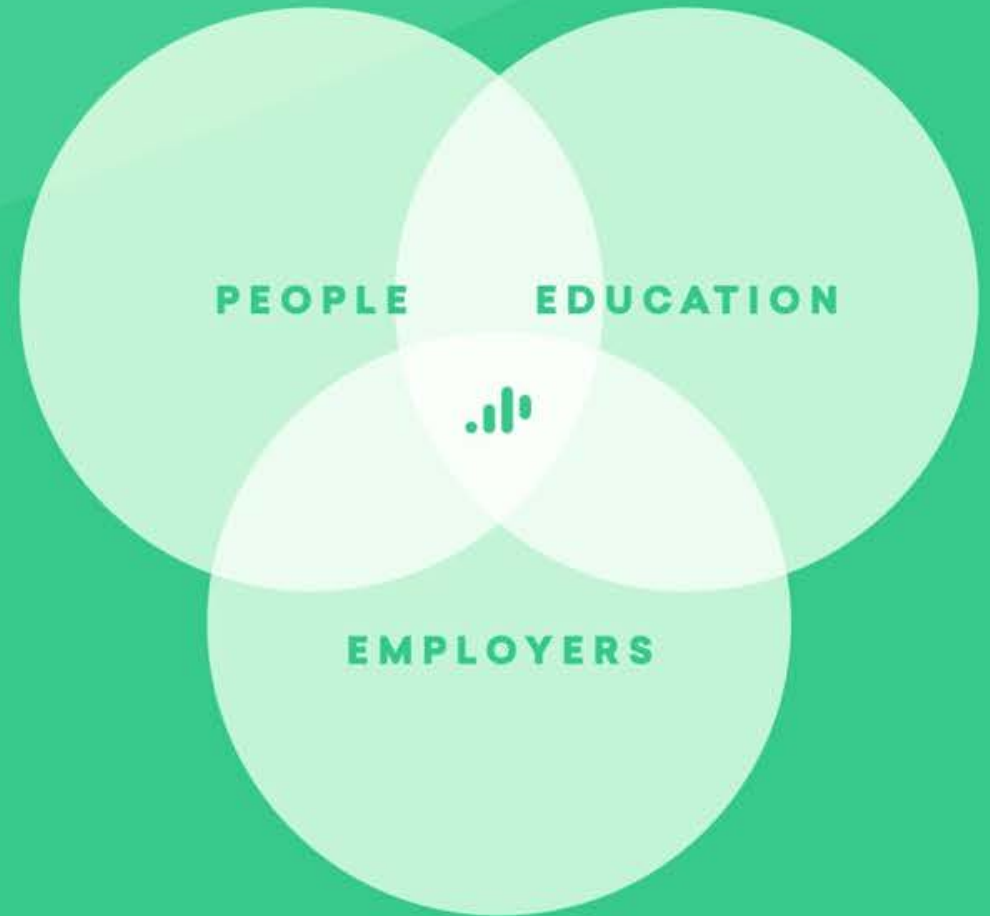




The Past and Future of Talent Development

Doug Heckman
University Data Solutions
Emsi

Emsi's mission is to use
labor market data
to inform and connect
people, education,
and employers.



Emsi Data



Labor market data

Data from government sources like US Census Bureau and the Department of Labor



Job postings

Data from job advertisements made by employers (aka real-time labor market data)



Résumés and profiles

Data from online profiles and résumés created by students and jobseekers

Our Teams



Higher Education

Helping colleges meet the needs of their regional economy and drive student success.



Community Insights

Providing labor market & economic insights to help your community prosper.



Enterprise

Supplying key insight to help employers drive talent strategy and align recruiting efforts.





Miami

By the Numbers

Miami Overview

Educational Attainment

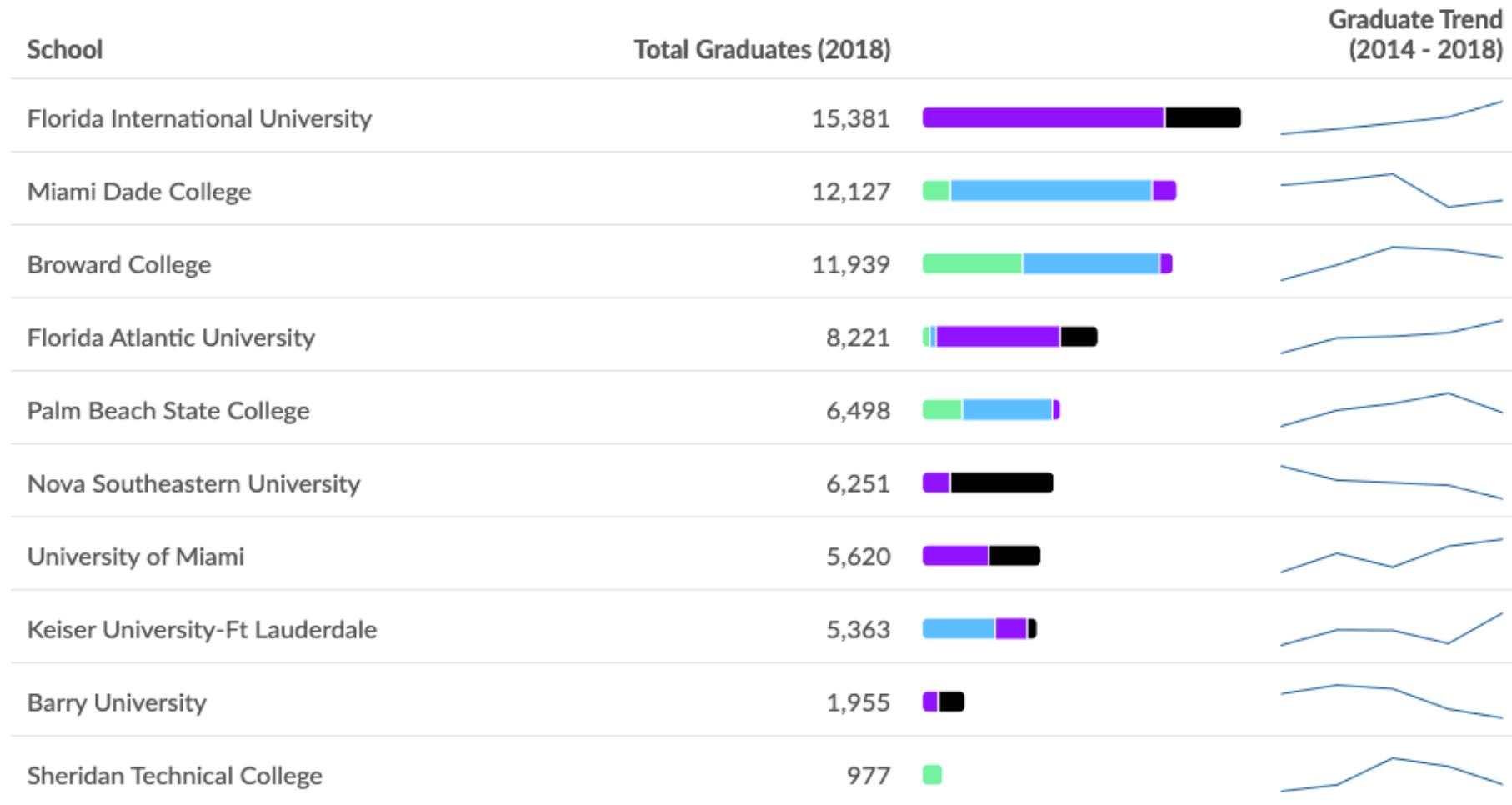
Concerning educational attainment, 18.6% of Miami-Fort Lauderdale-Pompano Beach, FL residents possess a Bachelor's Degree (0.2% below the national average), and 9.2% hold an Associate's Degree (1.1% above the national average).



	% of Population	Population
Less Than 9th Grade	8.5%	385,042
9th Grade to 12th Grade	7.1%	321,899
High School Diploma	27.5%	1,238,296
Some College	17.8%	801,885
Associate's Degree	9.2%	412,914
Bachelor's Degree	18.6%	838,878
Graduate Degree and Higher	11.3%	509,605



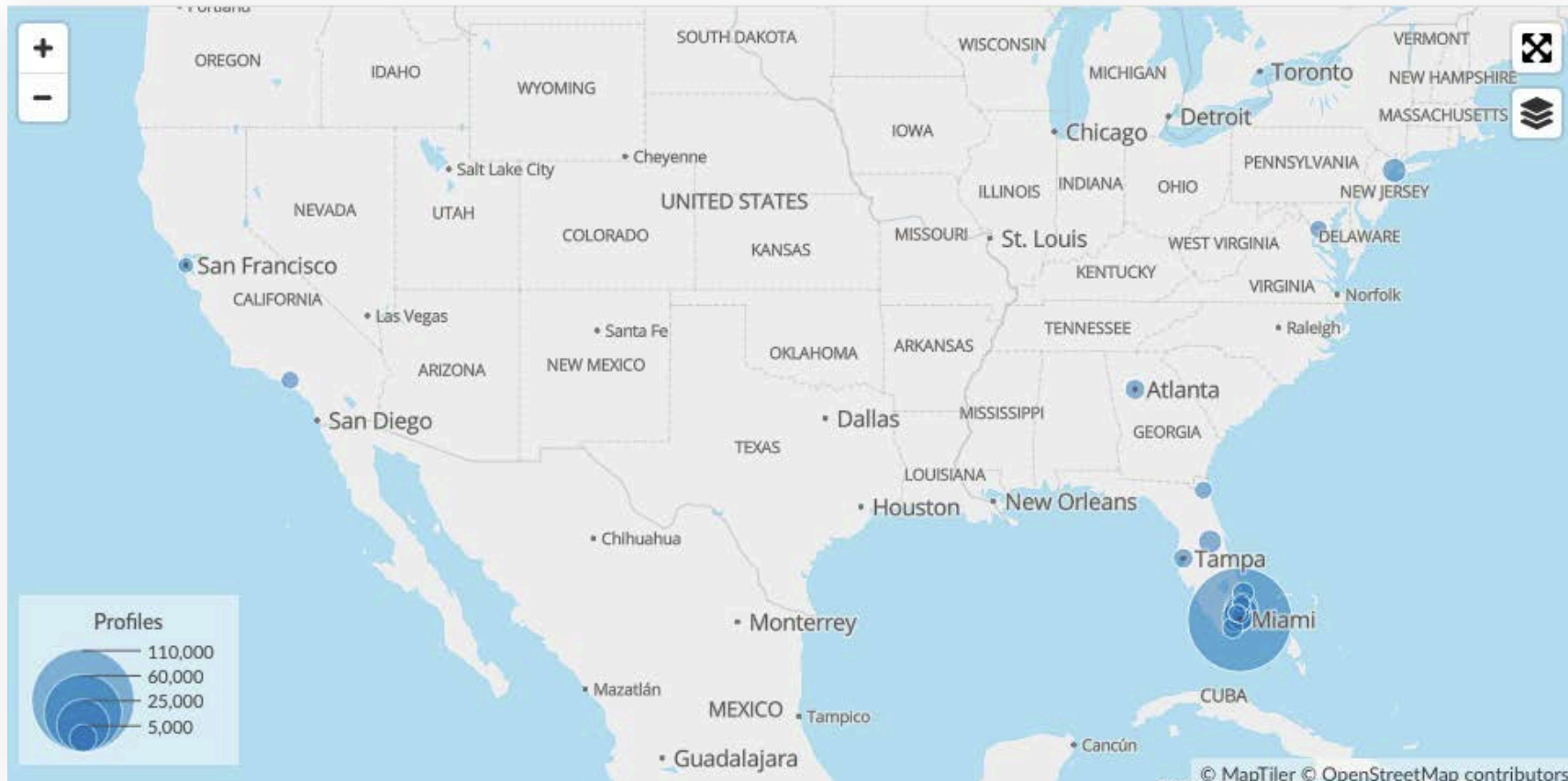
In 2018, there were 97,448 graduates in Miami-Fort Lauderdale-Pompano Beach, FL. This pipeline has remained stable (neither grown nor shrunk) over the last 5 years. The highest share of these graduates come from Liberal Arts and Sciences/Liberal Studies, Registered Nursing/Registered Nurse, and "Business Administration and Management, General".



● Certificate
 ● Associate's
 ● Bachelor's
 ● Master's or Higher



Migration of FIU Alumni

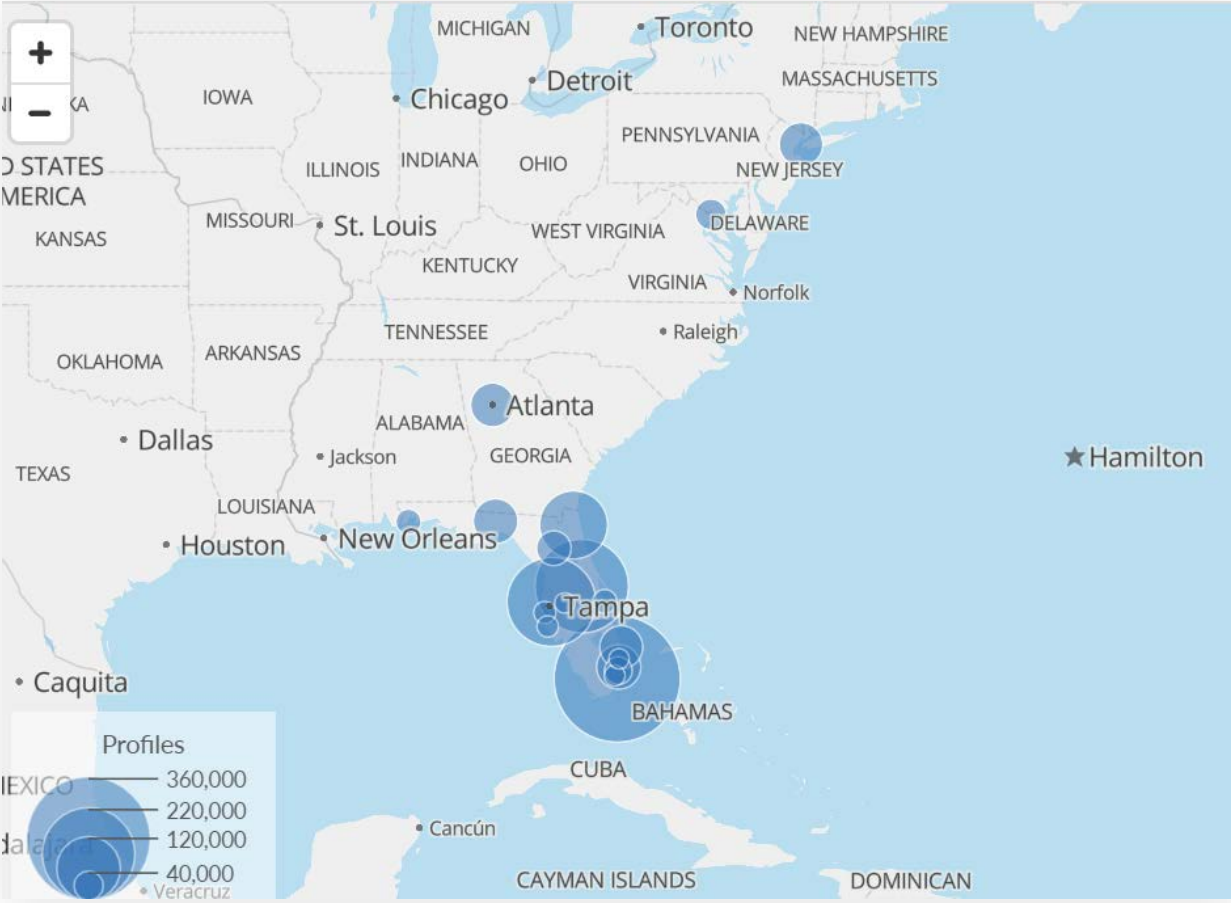


Top States

State	Profiles	Percent
Florida	180,943	80.85%
New York	5,750	2.57%
California	5,497	2.46%
Georgia	4,434	1.98%
Texas	3,833	1.71%
North Carolina	2,681	1.20%
Illinois	1,541	0.69%
District of Columbia	1,508	0.67%
Virginia	1,435	0.64%
Maryland	1,360	0.61%



Migration of Florida Graduates (2- and 4-year)



- Top States**
- FL: 61%
 - GA: 4%
 - CA: 3.6%
 - NY: 3.3%
 - TX: 3.3%
 - NC: 2.1%
 - VA: 1.6%

Top Schools Providing Talent

Top Schools

School	Profiles	Percent
Miami Dade College	181,292	5.95%
Florida International University	162,865	5.34%
Broward College	87,166	2.86%
Florida Atlantic University	87,114	2.86%
University of Miami	62,590	2.05%
Nova Southeastern University	54,116	1.78%
Palm Beach State College	46,649	1.53%
University of Florida	46,375	1.52%
Florida State University	34,292	1.13%
Barry University	26,106	0.86%

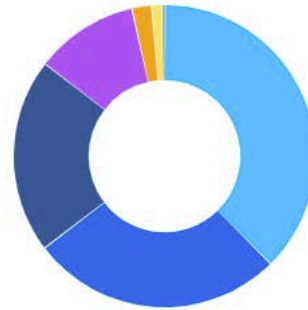


770,705 Companies Employ Your Workers

Online profiles for your workers mention 770,705 companies as employers, with the top 10 appearing below. In the last 12 months, 51,047 companies in Miami-Fort Lauderdale-Pompano Beach, FL posted job postings, with the top 10 appearing below.

Top Companies	Profiles
Miami-Dade County Public Scho...	15,260
University of Miami	11,934
Miami-Dade County	9,160
County Of, Palm Beach	8,076
Publix Super Markets, Inc.	8,040
Florida International University	7,813
Broward County Schools	7,800
Baptist Health South Florida, Inc.	7,468
Wal-Mart Stores, Inc.	6,979
AT&T Inc.	6,721

Business Size



	Percentage	Business Count
1 to 4 employees	37.5%	104,328
5 to 9 employees	27.0%	75,080
10 to 19 employees	20.8%	57,926
20 to 49 employees	11.1%	30,713
50 to 99 employees	2.1%	5,908
100 to 249 employees	1.1%	2,965
250 to 499 employees	0.3%	756
500+ employees	0.1%	259



A Year of Job Postings

Top Companies Posting

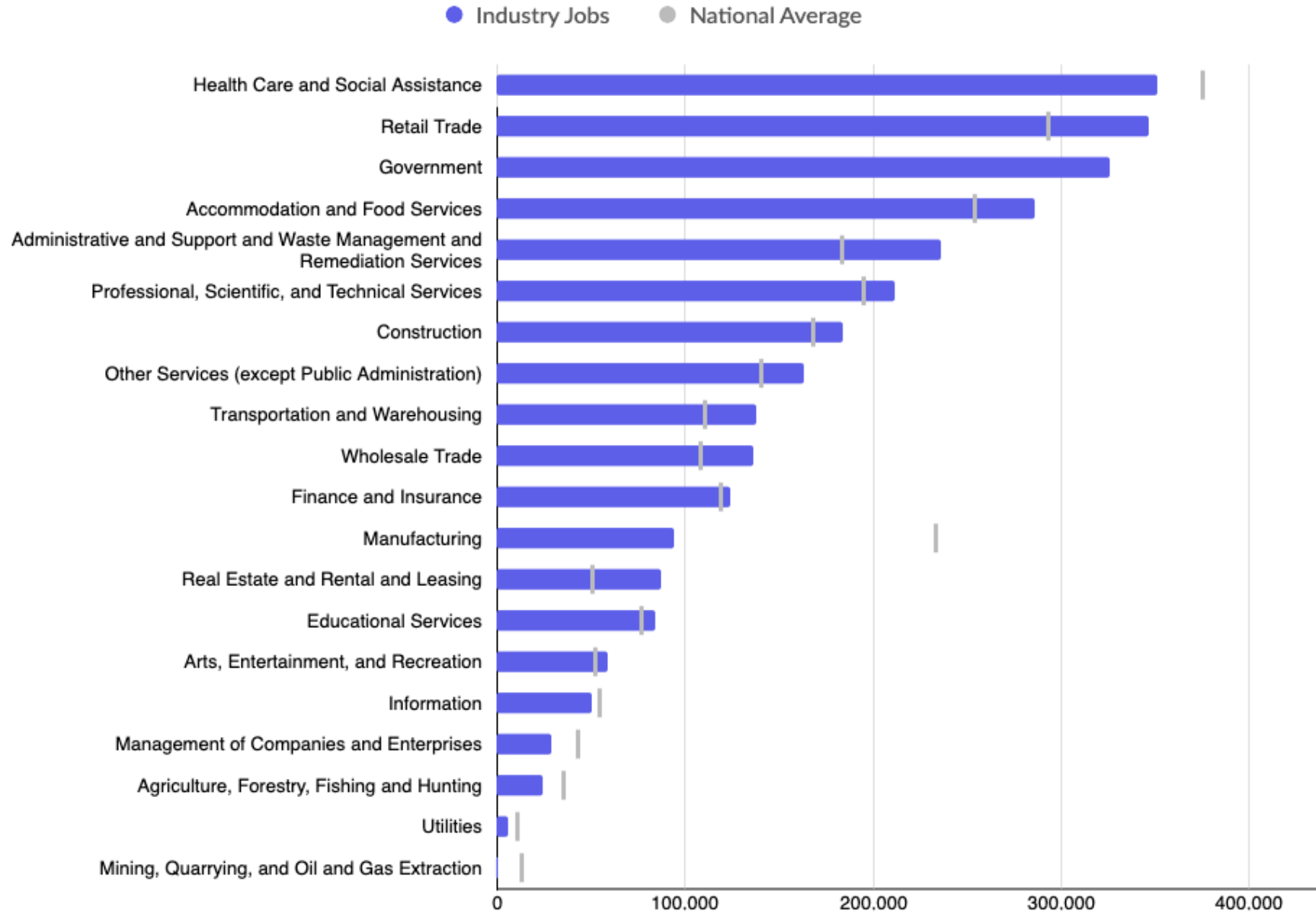
Company	Total/Unique (Dec 2018 - Dec 2019)	Posting Intensity	Median Posting Duration
Anthem, Inc.	38,259 / 12,979	3 : 1	23 days
University of Miami	39,733 / 7,040	6 : 1	39 days
Oracle Corporation	33,320 / 6,914	5 : 1	46 days
HCA Holdings, Inc.	31,683 / 2,964	11 : 1	48 days
Baptist Health	11,414 / 2,631	4 : 1	40 days
Nextera Energy, Inc.	12,264 / 2,235	5 : 1	45 days
Revature	25,199 / 1,850	14 : 1	19 days
Magic Leap, Inc.	8,560 / 1,759	5 : 1	56 days
Tenet Healthcare Corporation	21,958 / 1,728	13 : 1	49 days
Broward Health	5,286 / 1,385	4 : 1	44 days

Desired Education Level

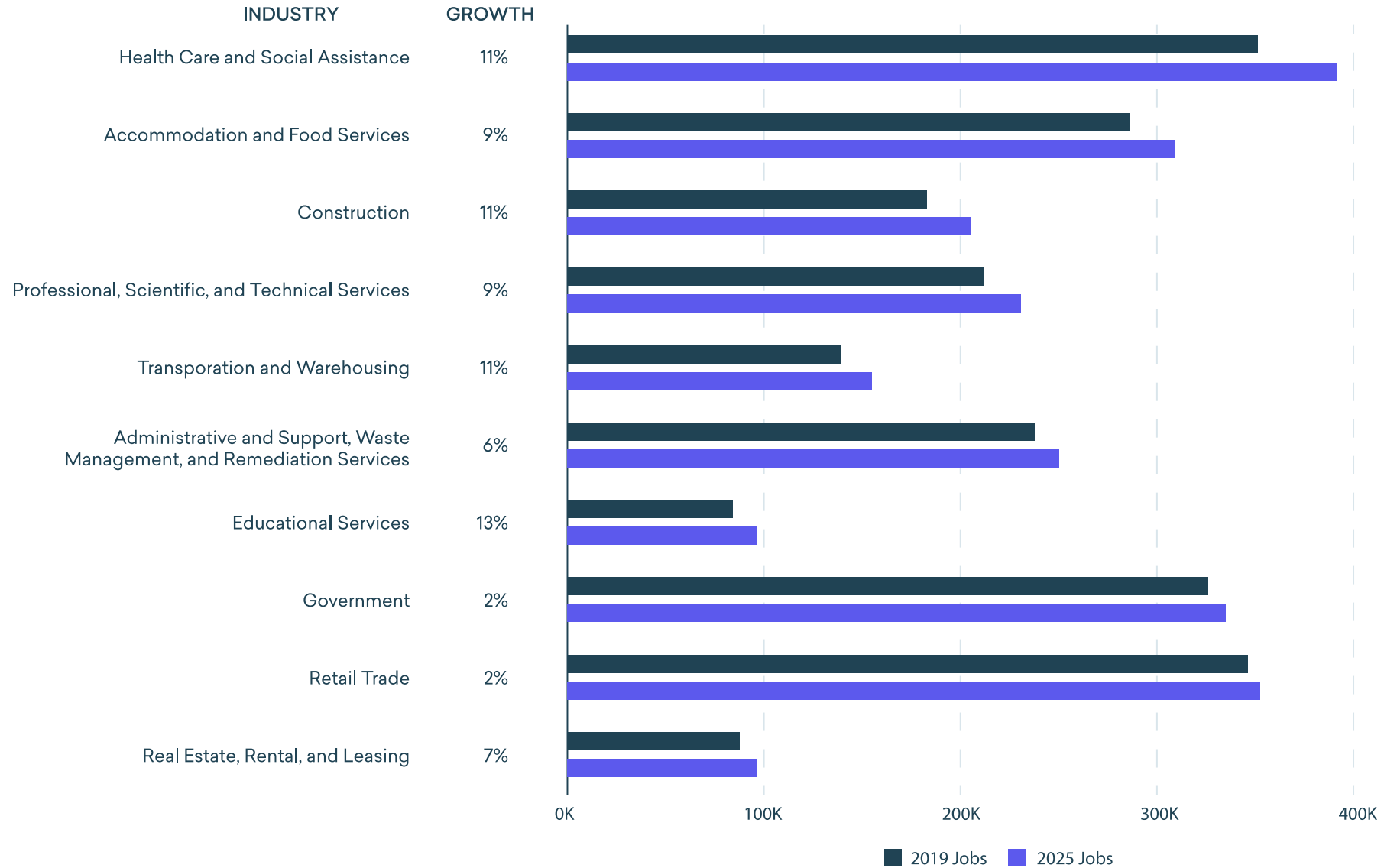
Education Level	Unique Postings	% of Total
Unspecified	0	0%
High school or GED	37,709	16%
Associate's degree	48,210	20%
Bachelor's degree	196,244	82%
Master's degree	44,290	18%
Ph.D. or professional degree	12,937	5%



Largest Industries



Fastest Growing Industries



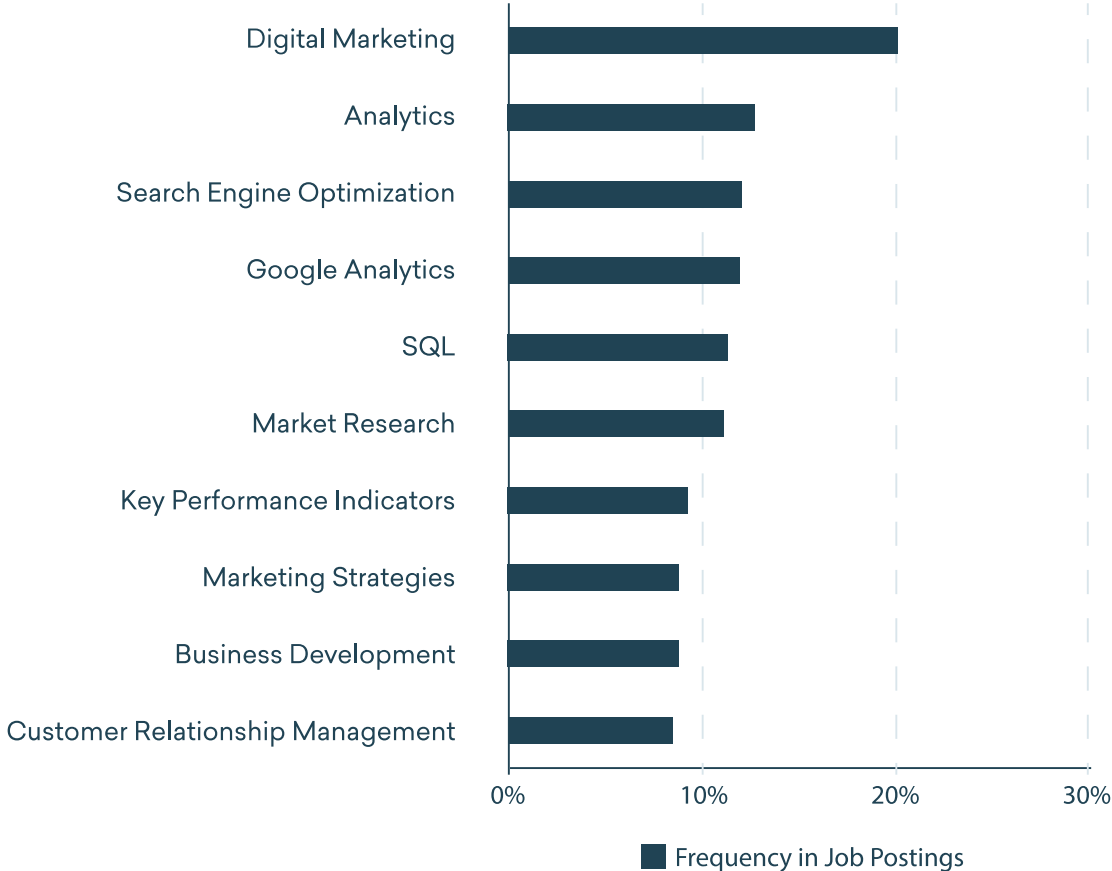
Highest Growth Occupations: Professional, Scientific and Technical Services

Occupation	Employed in Industry (2019)	Employed in Industry (2025)	% Change (2019-2025)	Typical Entry Level Education
Software Developers, Applications	4,270	5,347	25%	Bachelor's Degree
Computer Occupations, All Other	1,091	1,354	24%	Bachelor's Degree
Software Developers, Systems Software	1,684	2,010	19%	Bachelor's Degree
Market Research Analysts and Marketing Specialists	3,948	4,696	19%	Bachelor's Degree
Computer and Information Systems Managers	1,581	1,850	17%	Bachelor's Degree
Veterinary Technologists and Technicians	1,525	1,780	17%	Associate's Degree
Web Developers	1,656	1,927	16%	Associate's Degree
Computer Systems Analysts	2,888	3,353	16%	Bachelor's Degree
Computer User Support Specialists	3,267	3,776	16%	Some college, no degree
Management Analysts	9,520	10,992	15%	Bachelor's Degree



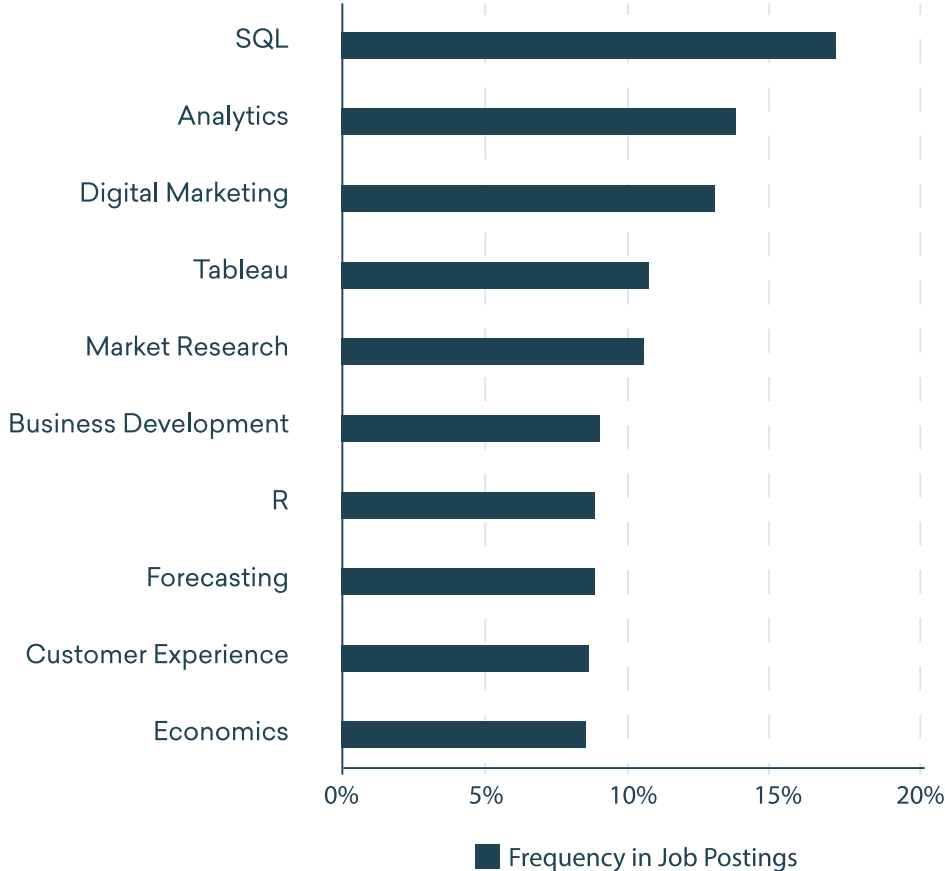
Miami

TOP HARD SKILLS



Atlanta

TOP HARD SKILLS



The Challenge

- Employers struggle to articulate and communicate the skills they value most
- Higher ed reads the wrong information or old information
- States, regions, and organizations don't know the capabilities, aspirations, and potential of incumbent workers
- Learners are unable to demonstrate what they know and what they can do

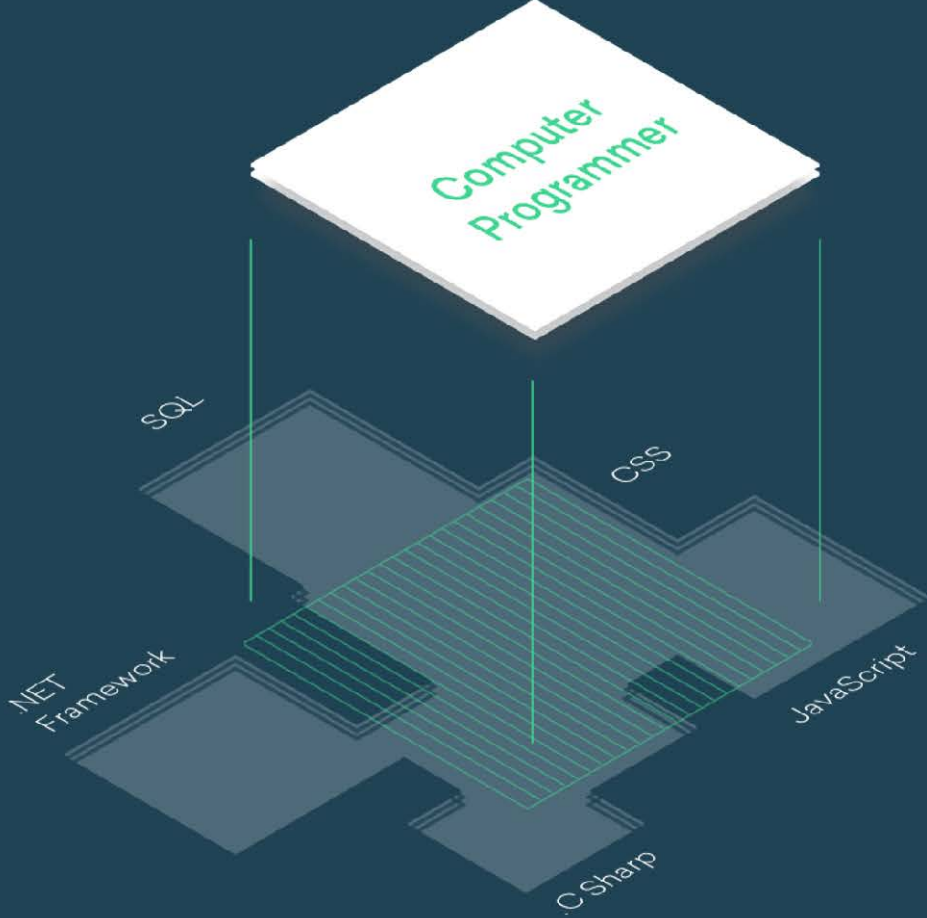




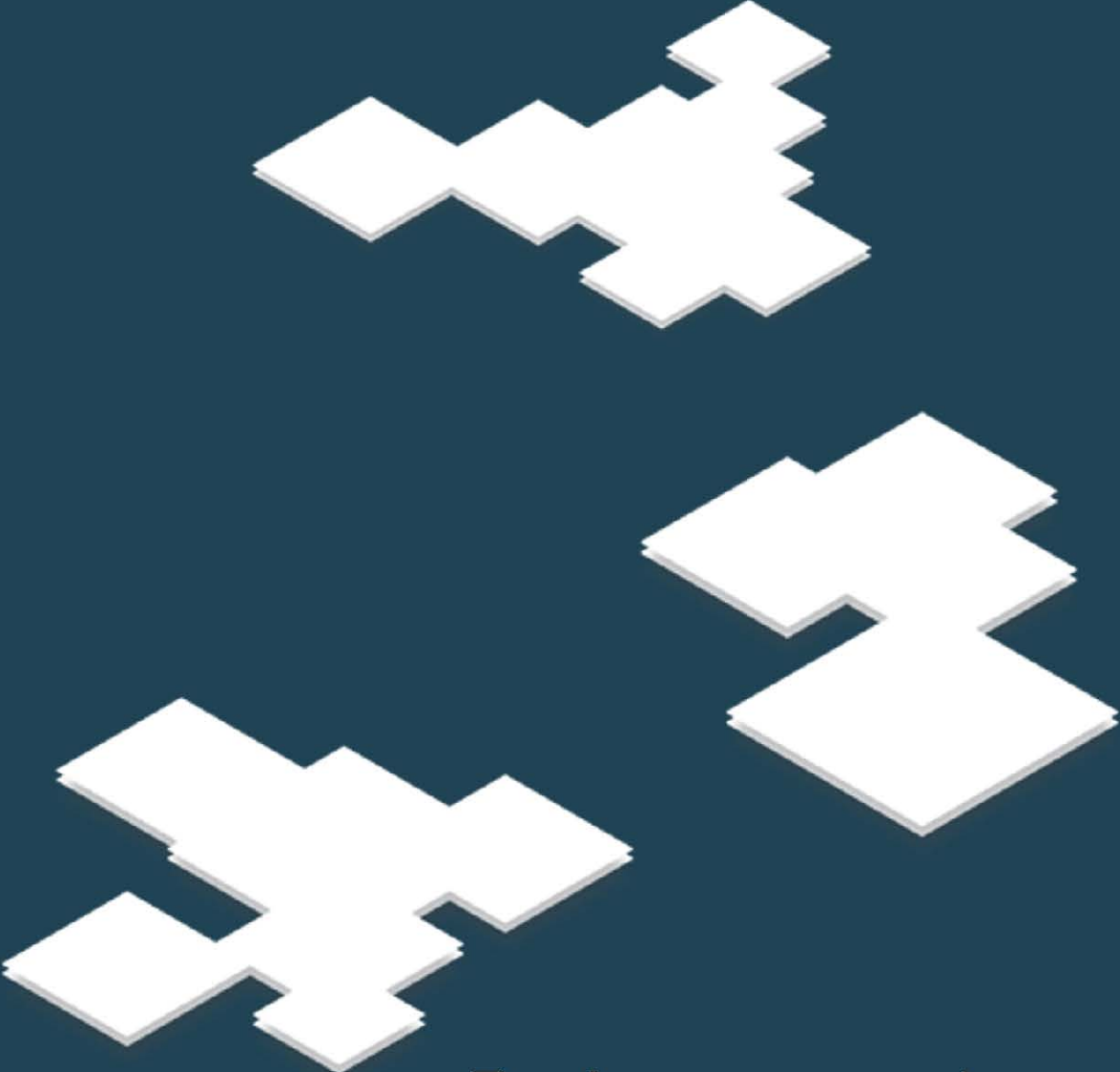
Skills Mapping



Traditional taxonomies are not detailed enough



People have unique skill sets



Regions are made up of those people

Taxonomic Approach

Related by category

19-0000 Life, Physical, and Social Science Occupations

19-1000 Life Scientists

19-1011 Animal Scientists

19-1012 Food Scientists and Technologists

19-1013 Soil and Plant Scientists

19-1021 Biochemists and Biophysicists

19-1022 Microbiologists

19-1023 Zoologists and Wildlife Biologists

19-1029 Biological Scientists, All Other

19-2000 Physical Scientists

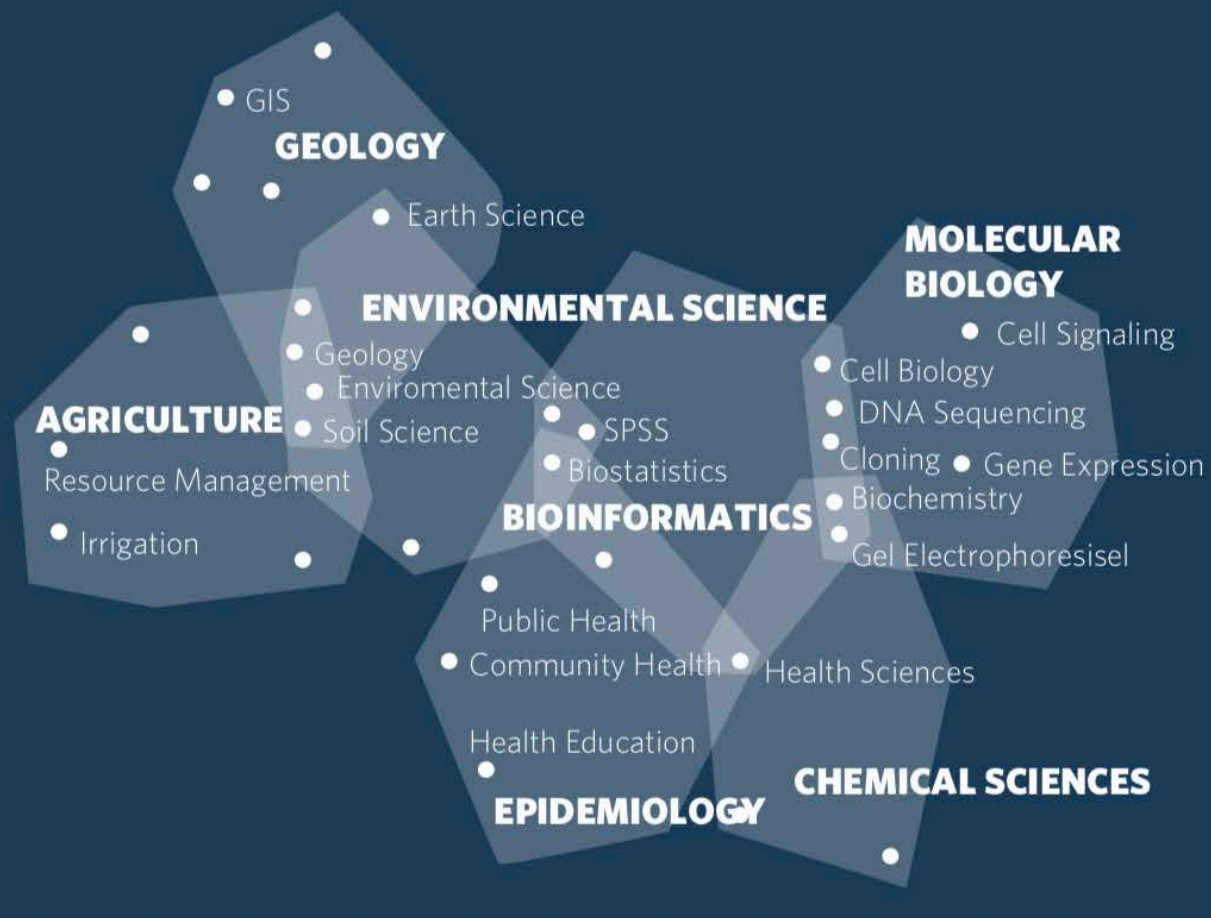
19-2011 Astronomers

19-2012 Physicists

19-2021 Atmospheric and Space Scientists

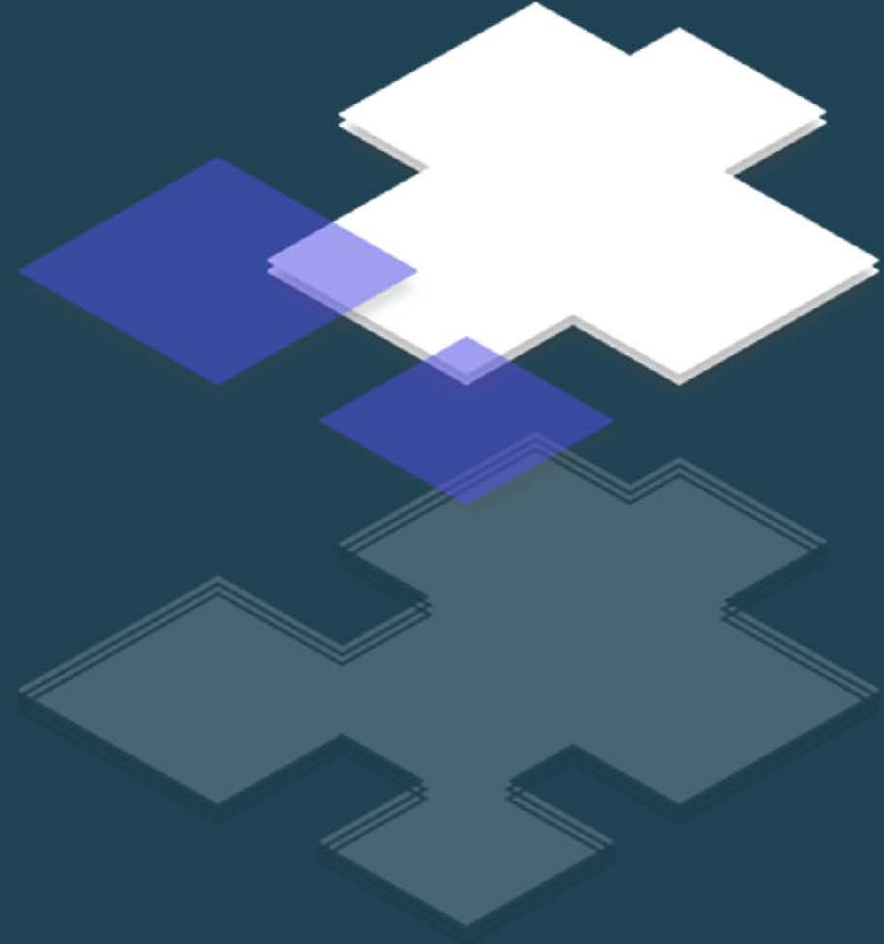
Skill Shape Approach

Categorized by relationship



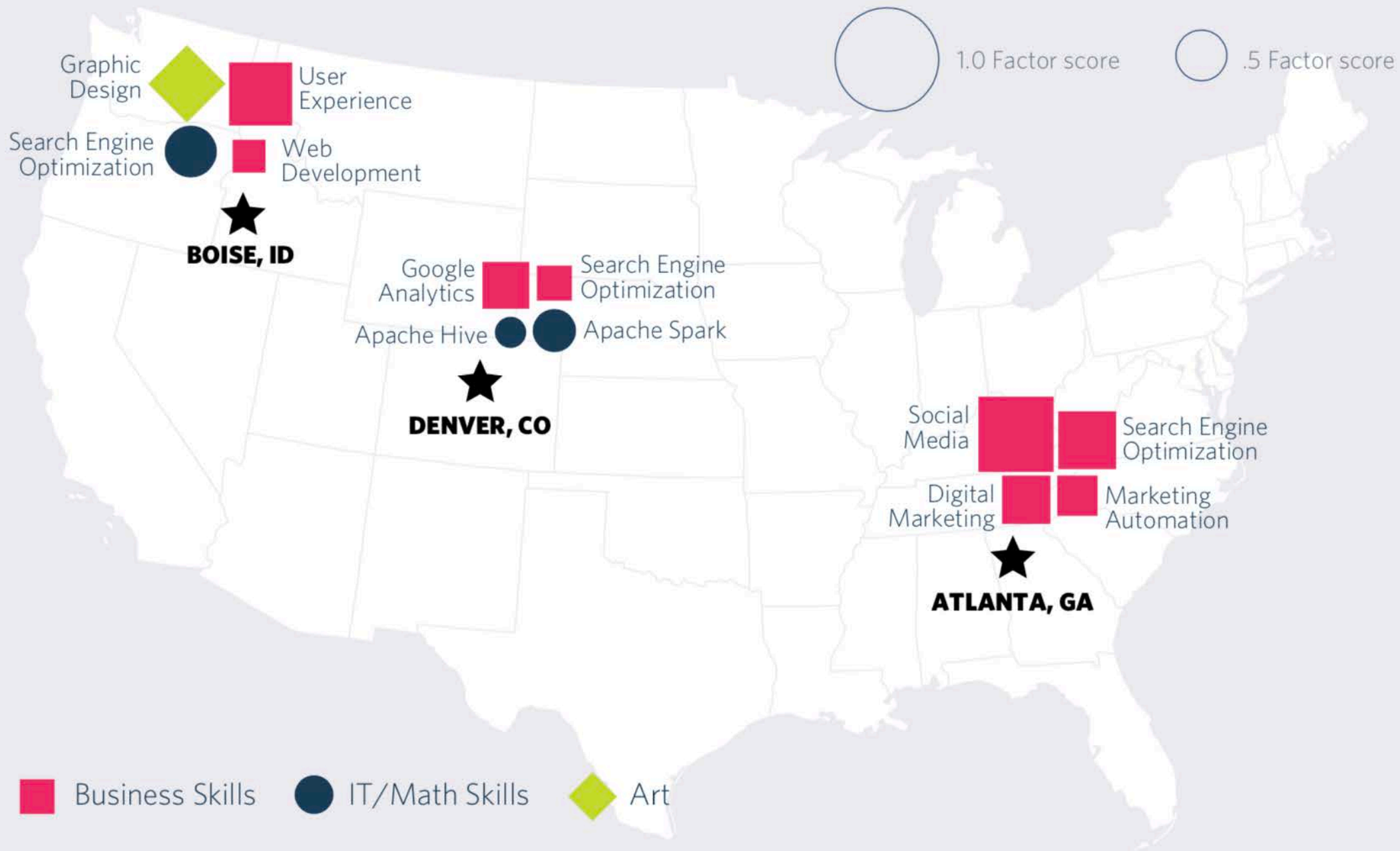
The Skills "Shape"

- Of a person
- Of a curriculum
- Of a job posting
- Of a region



Skill Shape

Unique skills associated with a given career field, region, or individual.



Source: Emsi Job Postings and Profile Analytics, 2019



Market Skillscape

Regionalized
skill clusters



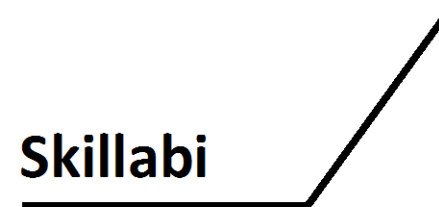
Market Skillscape

Regionalized
skill clusters



Skillabi

Skillify your
syllabi



Market Skillscape

Regionalized
skill clusters



Skillabi

Skillify your
syllabi

SkillSync

Sync your taught skills
with sought skills



Market Skillscape

Regionalized skill clusters



SkillsForce

Optimize your talent

SkillSync

Sync your taught skills with sought skills

Skillabi

Skillify your syllabi



Refine your dreams
Find your means

Skills Match

**Market
Skillscape**

Regionalized
skill clusters



Skillabi

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Sync your taught skills
with sought skills



Skill Shape Early-adopters

- The **Business Higher Education Forum** is utilizing skill shapes to build partnerships between regional employers, higher education institutions, and workforce and economic development agencies to close those gaps.
- **United Healthcare** is one of several companies using skill shapes to understand the talents of its employees to inform its business strategy and talent-development initiatives.
- **Western Governors University** and **Southern New Hampshire University** have started



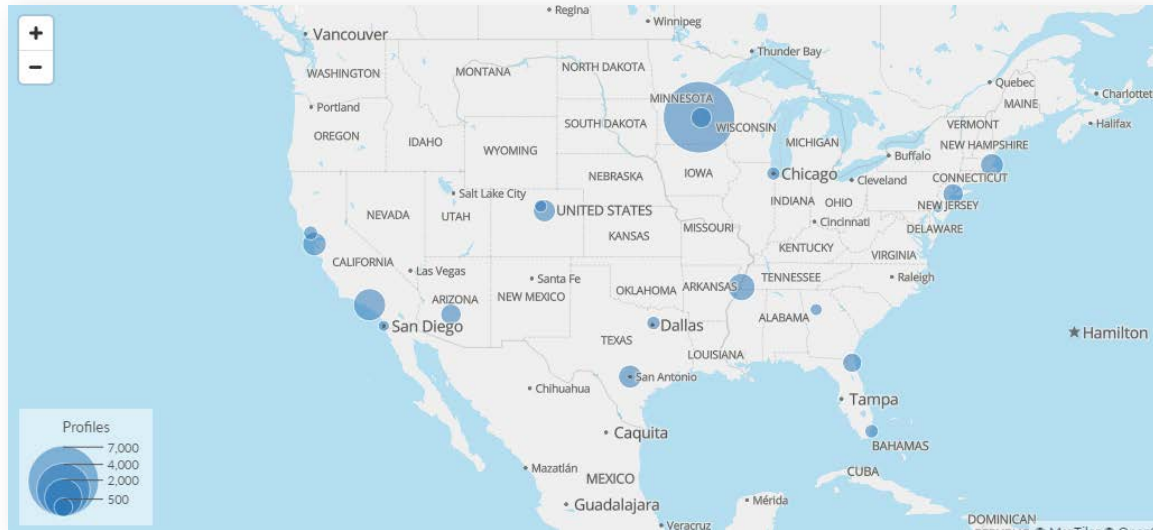
Skill Shape Vision: Employers

- When employers understand the talent supply in their region, they can target recruitment efforts and engage in upskilling and reskilling their incumbent workforce, as well as better communicate their skills needs to workers, learners, and learning providers.



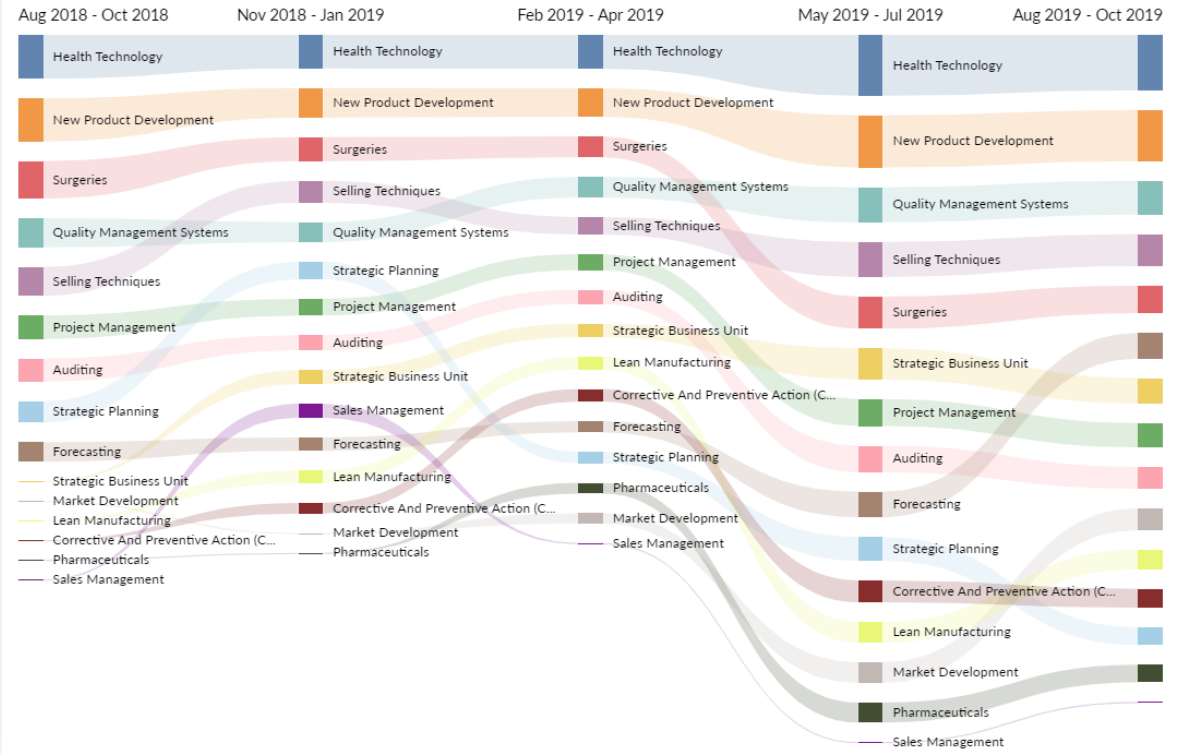
Case Study: Medtronic

- Medical device company
- MDT (NYSE) - \$107.15
- US headquarters: Fridley, MN



Top 15 Skills for All Job Types Sought by Medtronic, Inc. by Quarter

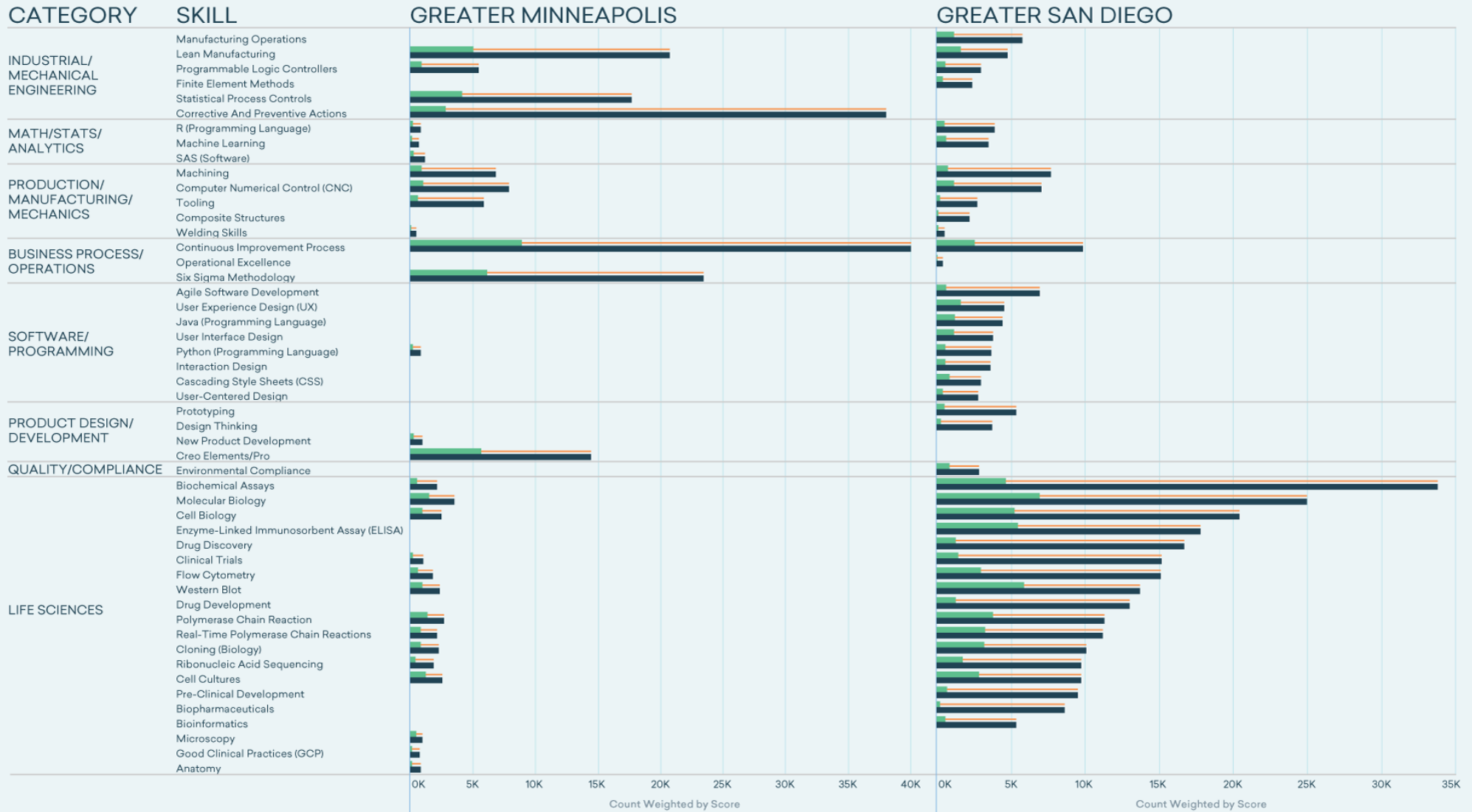
Skills help us understand not only where a company is trying to go, but how they intend to get there.



MEDICAL MANUFACTURING-RELATED SKILLS

for MINNEAPOLIS & SAN DIEGO

KEY: █ Gap █ Supply █ Demand



Skill Shape Vision: State and Regional Workforce

Enable policymakers, workforce investment boards, and economic developers to understand skill gaps and surpluses in specific regions and allocate scarce workforce development funds to the greatest labor market needs and opportunities for targeted workforce training.



HARD-TO-FIND SKILLS

FOR MINNEAPOLIS METROPOLITAN AREA

Category: Digital Skills

Occupation Types	Key, Hard-to-Find Skill Sets	Difficulty* of Finding Relevant Talent with These Skills
Accounting, Tax and Financial Services	Data Warehousing/Modeling	
Business and Financial Analysis	Data Warehousing/Modeling	
Data Management	Cloud / Information Security	
	Cloud Computing	
	Data Warehousing/Modeling	
Data Science/Analytics	Actuarial Science	
	Analytics & Data Science	
	Data Warehousing/Modeling	
Information Security	Cloud / Information Security	
	Cyber Security	
IT Networks and Systems	Cloud / Information Security	
	Cyber Security	
Logistics and Procurement	Data Warehousing/Modeling	
Software Development and Programming	Cloud Computing	
	Data Warehousing/Modeling	
<p>*Difficulty is calculated based on the degree of demand for a key skill to a given career (within a database of job listings) vs. the degree to which that skill appears in the resumés and professional profiles that are relevant to that career (within a database of professional profiles).</p>		<p>HARD HARDER HARDEST</p>

Skill Shape Vision: Higher Education

- Learning Providers: As employers' needs come into focus with the use of skill shapes, learning providers can align curriculum development to real-time workforce needs.
- Learners: Understanding not only the kinds of jobs but also the specific skills that are in demand in a region, learners can identify the learning experiences they need to compete for better jobs



Project Objective

WGU
Business
education

vs

In-demand,
marketable skills for
WGU grads

Taught Skills

Sought Skills



 **Emsi**

Thank You!

Doug Heckman – Data Solutions, University Team
doug.heckman@economicmodeling.com

Connecting the Talent Pipeline

Michael Preston, Ed.D.

Executive Director, Florida Consortium





FLORIDA
CONSORTIUM
OF METROPOLITAN
RESEARCH UNIVERSITIES

Transforming **Learning** into **Talent** for Florida.

Vision

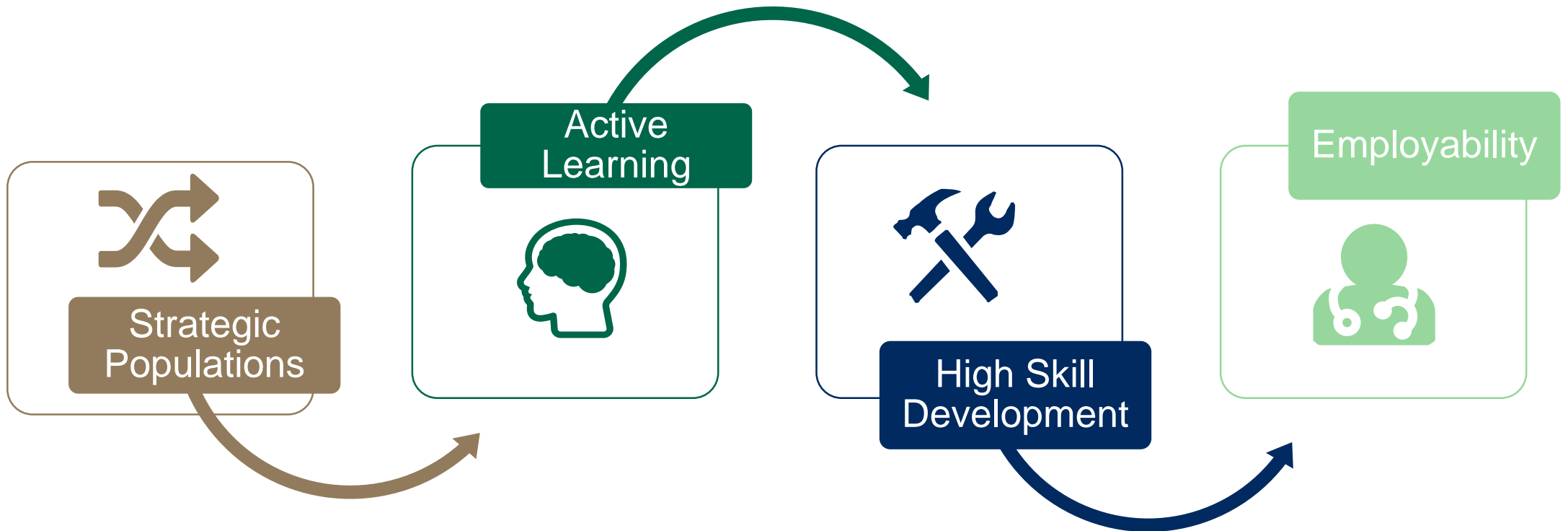
We leverage the unique assets of
Miami, Orlando, and Tampa Bay
to develop talent which enhances community well-being

Mission

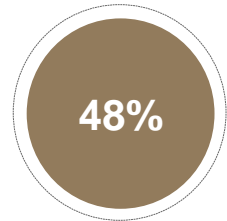
We strengthen Florida's talent pipeline through the of sharing ideas and
scalable solutions which accelerate learner achievement and access to
economic opportunity



2019-2023 Focus Areas



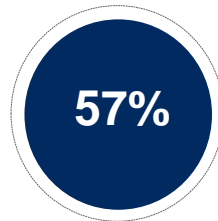
The Impact



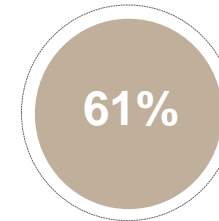
Total SUS Enrollment



Pell Eligible Students



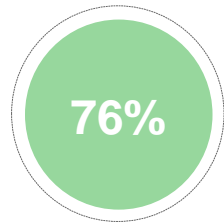
SUS Minority Enrollment



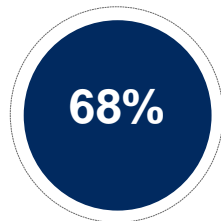
State College Transfers



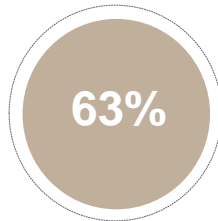
Degrees Earned By Minorities



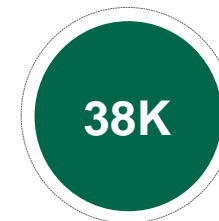
Stay in Florida to work



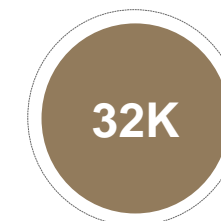
Employed within One Year



Six Year Minority Grad Rate



Average Starting Salary



Bachelors Degrees Awarded

Source: 2018 SUS Accountability Report, 16-17 FETPIP Data, Payscale Report

A low-angle photograph of a graduation ceremony. Numerous black mortarboard caps with red tassels are suspended in the air, having just been thrown by graduates. The graduates' hands and arms, wearing blue gowns with red cuffs, are visible at the bottom of the frame, reaching upwards. The background is a large, light-colored building with many windows. The image is split into two color-tinted sections: a teal section on the left and a blue section on the right.

Here's what we're
working on

A low-angle photograph of a graduation ceremony. Numerous black mortarboard caps with red tassels are suspended in the air, having just been tossed by graduates. The graduates, wearing blue gowns with red and yellow cuffs, have their hands raised in celebration. The background is a large, light-colored building with many windows. The image is split into two color-tinted sections: a teal section on the left and a blue section on the right.

Increase Talent Retention
in Florida from 76% to 80%

A photograph of three students in a library setting. A young man with a beard is leaning over a laptop, smiling as he shows something on the screen to two other students, a young man in a green jacket and a young woman in a plaid shirt. The background is filled with bookshelves. The image is overlaid with a green triangle on the left and a blue triangle on the right.

Comprehensive Curriculum Mapping to
help students attain in-demand skills

Q & A

SPECIAL THANKS





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