



Key Takeaways from: The New Landscape of Florida’s Workforce – Trends & Data HR Florida Council and Florida Department of Economic Opportunity on July 23, 2020 with The Able Trust

The New Landscape of Florida’s Workforce – Trends & Data is the first of many business-focused webinars that The Able Trust has planned for 2020. The Able Trust is bringing together experts from various industries to provide businesses with useful information to increase diversity and inclusion among Florida’s workforce. This event focused on:

1. The ever evolving economy and labor market in Florida, and how those changes affect our work as we try to recover through the pandemic and more specifically as we are working to achieve a diverse and inclusive workforce.
2. Insights of Florida’s HR leaders, and how they continue to value and emphasize diversity and inclusion even during these most challenging times.

Highlights of ***The Able Trust Disability & Inclusion Survey*** are provided in this presentation. A full highlight report is included as an attachment. The full report of the survey data will be available in August, 2020 on the Able Trust website, www.abletrust.org

“Diversity is having a seat at the table. Inclusion is having a voice. Belonging is having that voice heard.”
-- Liz Fossliue

HR Florida Council – Heather Deyrieux, President

Vision: To lead the way and make Florida the best place to work...for ALL people.

Mission: Service, advise, and empower Florida’s workforce communities through education, partnership, and connection.

Fostering Diversity and Inclusion (D&I) in the Workplace

- First, assess where your organization is with encouraging, fostering, and achieving D&I
- Create an internal D&I leadership team to oversee assessment, establish goals, develop policies, and provide oversight & evaluation

Top 5 Concerns of Florida’s Employers for Return to Work – COVID 19

1. Safety of Workers
2. Bringing Workers Back into the Office
3. Benefits
4. Compensation
5. Communication

Tips for a Safer Return to Work

- Implement Health Screening (i.e. temporal temperature checks, health checklists, daily screening)
- Provide Personal Protective Gear – free or discounted rates, policies for face coverings, policies for cleaning office space
- Exposure Response Plan – be prepared for different scenarios including employees and customers

- Recall Plan – **Who** will come back? **What** will you do to insure safety? **Where** in the office will employees work? **When** will staff come back? In waves? Split shifts? **How** will recall be organized, communicated, monitored, etc.?

**Florida Department of Economic Opportunity, Bureau of Workforce Statistics &
Economic Research – Adrienne Johnston, Chief**

Unemployment Rates

- Unemployment Rate for June 2020: 10.4% (down 3.3% from May 2020)
- Unemployment was at a historic low in February 2020 and a historic high in May 2020 (even higher than during the Great Recession)
- Estimates of Florida’s unemployment rate are most likely lower than actuality
- Florida lost about 1 million jobs in April which represents 5 years of job gains since the Great Recession
- **As of June 2020, jobs have come back by 50% since the initial losses began in March**

Florida industries impacted the most by the pandemic:

1. Leisure & Hospitality
2. Business & Professional Services
3. Retail Trade
4. Education & Health Services – negative impact was unexpected, but most likely temporary

Fastest Growing Industries in Florida (2019 – 2027)

It is still important to use this information even during the pandemic to evaluate growth & potential.

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| 1. Healthcare & Social Assistance | 6. Construction |
| 2. Educational Services | 7. Administration & Waste Services |
| 3. Management of Companies & Enterprises | 8. Arts, Entertainment, & Recreation |
| 4. Professional, Science, & Tech Services | 9. Transportation & Warehousing |
| 5. Accommodations & Fast Food | 10. Real Estate, Rental, & Leasing |

Florida Consumer Index: Consumers were most pessimistic in April, 2020, seeing a rebound as of June

Florida Consumer Spending: Dramatic decline in April, 2020; almost fully rebounded by beginning of July, 2020 (almost back to January, 2020 spending levels)

Thank you for your interest and support of The Able Trust and our business engagement efforts. To learn more about the ABLE Network, our B2B leadership exchange for D&I, contact Allison Chase at allison@abletrust.org or 850-566-9606

The Able Trust is an independent, nonprofit, endowment foundation. We are dedicated to providing Floridians with disabilities opportunities for successful employment. We also provide assistance to businesses as they seek to employ people with disabilities. Our business leadership network and resource library help businesses remove barriers and engage all of Florida’s talent pool. We have a long history of charitable giving to support numerous workforce development projects and career preparation programs for Floridians with a broad range of differing abilities. We were established in 1990 by the Florida Legislature, and over the past 30 years, The Able Trust has worked with organizations in every county in Florida to put thousands of people with disabilities to work. We are the community foundation for the disabled community. To find out more about how you can benefit from and contribute to Able Trust resources and opportunities contact us at info@abletrust.org or 850-224-4493.