

ONE VISION: TLH REGIONAL TALENT PLAN 2025

OVERVIEW: In 2021 the Tallahassee Talent Development Council (TDC) was established with representatives from leading workforce and education entities in the Capital Region. The TDC developed a strategic plan to guide the process. The One Vision strategic planning process included input from nearly 50 stakeholders and qualitative research. From this engagement the TDC developed and executed a comprehensive plan over the past three years. This plan continues to evolve to be responsive to community education and workforce development needs as we aim to create a successful talent pipeline for businesses and organizations.

Goals

- 1. TDC works collaboratively to support execution of the strategic priorities and identifies collaborative funding opportunities to expand the work and opportunities.
- 2. Raise awareness of training, education and employment opportunities, reaching students and adults.
- 3. Elevate engagement with business and industry to further understand talent needs, elevate opportunities and deliver resources with the community goal to create more than 14,000 new jobs by 2030 to remain competitive.

Overview of Strategic Priorities

- 1. Create a More Efficient Workforce Development Ecosystem**

From public school activities and university programs to community education initiatives, there are a variety of workforce resources and service providers in the Capital Region. Resources exist to help students, graduates and underemployed individuals with information and skill development needed to ensure pathways to advance education and career success. Yet, few people are fully aware of the comprehensive services and many providers could benefit from more efficient collaboration and partnership.
- 2. Develop a Pipeline of Highly Skilled Talent**

In order for the Capital Region to remain competitive we must create nearly 12,000 new jobs by 2030. Currently, there is a shortage of workforce as there are two jobs open for every individual that is seeking employment. One of the top priorities for industry is the availability of a skilled workforce. The Capital Region is well positioned to reframe its worker pipeline by investing in specialized training opportunities, including work-based learning and apprenticeship opportunities to help decrease barriers to employment.
- 3. Reach Targeted Populations with Training and Employment Opportunities**

To increase our local talent pool and provide individuals with meaningful and livable wages, the TDC will address eliminating barriers that exist for target populations: single parents, the formerly incarcerated, disconnected youth and those living with disabilities. Barriers to employment include but are not limited to transportation, criminal history, childcare, basic needs insecurity, affordable housing and food insecurity.

Measurement of Success

- 1. Monthly TDC meetings, execution of the plan and new funding opportunities are explored together.
- 2. Reach and engagement of our programs, marketing and other initiatives.
- 3. Community Scorecard progress with unemployment rate and number of new jobs created.
- 4. Talent Pipeline Management participation, intern/extern programs and Worlds of Work engagement.

Talent Development Council



2025 ACTION PLAN

Strategy 1: Create a More Efficient Workforce Development Ecosystem

1. Explore grant funding opportunities to directly support the work of TDC Partners as well as pursue funding opportunities for all workforce partners. Assist partners in joint funding efforts to support execution and expansion of this plan.
2. Utilize new contractor to execute strategic plan priorities, working collaboratively with TDC partners.
3. Develop an online portal providing information about workforce development and education resources available across the region.
4. Engage with CareerSource Capital Region to curate, post and regularly update a list of top in-demand jobs, associated credentials, and local education options for TDC partners to share on communications platforms.
5. Evaluate CareerSource Capital Region services and resources for integration across partner organizations.
6. Evaluate AI considerations for future job roles, upskilling and reskilling programs and promoting a culture of innovation.

Strategy 2: Develop a Pipeline of Highly Skilled Talent

1. Conduct Worlds of Work (WOW) program reaching students in our five-county region with immersive career exploration and experience from local business and industry representatives. Program targets primarily ninth graders, but open to all high school students and parent/guardian during scheduled time.
 - a. Further engage Educator Workforce Academy to strengthen ties between industry and K-12.
 - b. Develop WOW 2.0 program for execution in 2025 targeting high school seniors.
2. Develop a collaborative program in high schools with CareerSource Capital Region career counselors, the LCS Career Coach, ASPIRE Capital Region and TDC partners.
 - a. Provide resource guide for navigators and counselors to better educate students and families about career and training opportunities. Distribute in schools and include on online portal.
 - b. Elevate engagement and reach with Xello.
 - c. Develop a long-vision program in high schools to establish college and career centers with a full-time college and career coach at each high school.
3. Elevate and increase Tallahassee Chamber Talent Pipeline Management (TPM) employer collaboratives; convene industry leaders to understand current and future jobs and skills gaps and provide data for educators to ensure curriculum (PK to 20) aligns with existing and future industry needs.
4. Support efforts of Lively Technical College and Tallahassee State College to increase the availability of accelerated short-term training opportunities to allow participants to quickly enter the workforce with qualified credentials.
5. Elevate work-based learning training opportunities (including interns, externs, pre-apprentice, apprenticeship) by marketing existing opportunities and collaborating to expand opportunities locally.

- a. Provide resources and training for employers to equip them to provide quality learning experiences.
 - b. Coordinate with participating school districts to ensure students are prepared for their work-based learning experiences.
6. Drive attainment rate of working age adults to 60% by 2030 in alignment with the Governor's *Sail to 60* goal in collaboration with ASPIRE Capital Region.

Strategy 3: Promote Access to Training and Employment Opportunities to Targeted Populations

1. Curate resources available to each of the targeted populations and work toward better collaboration with local organizations serving these community members, including community-based organizations and faith-based organizations.
2. Adopt skills-based practices for employee life cycle to reduce bias and increase diversity in the workplace.
3. Promote success stories for each of the targeted populations.
4. Coordinate and increase support for first generation college students to improve achievement and ensure their success.