



Florida Talent Supply Chain

UPDATE

Florida Talent Supply Chain Team | September 14, 2011

We are very pleased to report considerable progress has been made with the Talent Supply Chain Team. Members of the team include representatives from:

- Office of the Chancellor of the Florida State College System/Florida State Colleges
- Commission for Independent Education
- Florida Chamber Foundation/Florida Chamber of Commerce
- Florida Council of 100
- Florida Department of Education/Commissioner of Education
- Independent Colleges & Universities of Florida
- Office of the Chancellor of Higher Education/State University System
- Agency for Workforce Innovation-Pre-K
- Workforce Florida, Inc.

The Talent Supply Chain Team represents an effort to create a seamless and outcome-oriented talent delivery system propelling Florida to national and global leadership in developing the right skills for the right industries at the right time. Progress toward development of the Talent Supply Chain is highlighted by:

- Attracting new business to Florida and expand existing enterprises by promoting Florida's talent delivery mechanism;
- Balancing talent supply and demand to meet the needs of a new Florida economy;
- Creation of a repository of all programs and talent development options available to Florida businesses and citizens;
- Development of a series of measures and/or benchmarks to assess the quality and year-to-year improvement of Florida's Talent Supply Chain; and
- Elevating the STEM-aptitude of students at all levels within the Florida education delivery.



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One of the first orders of business was to establish a consensus definition of Demand-driven. After considerable deliberation, the team agreed on:

“Florida’s demand-driven talent supply chain advances economic prosperity through agile and responsive actions delivering just-in-time knowledge and skills to meet the current and future occupational needs of Florida’s businesses in a diverse globally-integrated economy.”

We have the candid and eager participation of education, workforce and business; their primary goal remains to create the nation’s number one talent development (Supply Chain) infrastructure.

- The Team acknowledges the “customer” is both business as well as the student, but emphasis needs to shift to business and collectively we need to prepare today’s students for the jobs of tomorrow.
- The Team is in agreement it is imperative Floridians develop the right capabilities and “seamlessly” move from learning to earning.
- To be “outcome-oriented” forces the Talent Supply Chain Team to start with the “end in mind” and promote a data-driven measurement system that tracks successes, identifies pivotal points and highlights areas in the chain where process improvement is needed.
- “Outcome oriented” means knowing what talents Floridians require based on demand-driven and business-informed metrics.

Workforce Florida, Inc. and Fairfield Index, Inc. are engaged integrating an industry-accepted methodology for mapping the Florida Talent Supply Chain and arriving at a map or model of the “as is” state of the talent delivery system. The approach uses a methodology called SIPOC (Suppliers, Inputs, Processes, Outputs and Customers). The identification and linking of these critical components will serve to provide the “big picture” view of where Florida is today. Only then can the Team assess the key enablers, information flows and “tipping points” in the supply chain where resources can be directed to maximum effect.

We believe this effort to be landmark, not only within the state of Florida but nationally as well.

For more information on Florida’s Talent Supply Chain, contact
Mary Lazor at 850-414-8299 or mlazor@workforceflorida.com or visit www.workforceflorida.com.