

# FUTURE OF WORK | KEYNOTE

**Rachel Ludwig**

*Senior Director*

Florida Chamber Future of Work



# The Florida 2030 Blueprint: Uniting Businesses For Good



15<sup>th</sup> to 10<sup>th</sup>  
  
 39 Goals

- +2.8 Million Net New Residents
- +1.33 Million Net New Jobs
- +40 Million More Annual Visitors
- +2.5 Million More Drivers

<p><b>Building the perfect climate for business</b></p> <p>Actuarially sound <b>property insurance</b> rates based on <b>actual risk and competition</b></p> <p><b>#1 business tax climate</b> in the nation</p> <p>Regulatory, labor, and operating risk environments rated among <b>top 5</b> in the nation</p> <p>Environmental permitting and local land use processes rated among <b>top quartile in the nation</b></p> <p>Occupational licensing laws rated among <b>top 5 in the nation</b></p> <p>Legal climate improves to <b>top quartile in the nation</b></p>	<p><b>Making government and civics more efficient and effective</b></p> <p><b>100%</b> of state agencies aligned with Florida 2030 goals</p> <p><b>100%</b> of regional economic development plans aligned with Florida 2030 goals</p> <p><b>100%</b> of Florida residents covered by...</p>	<p><b>Championing Florida's quality of life</b></p> <p><b>Top 5</b> state for overall well being</p> <p>Florida's brand and reputation as best place to live, work, raise a family, visit, learn, play, relocate, and compete remains <b>top in the nation</b></p> <p>Cut Florida <b>childhood poverty in</b>...</p>	
	<p><b>Improving Florida's talent pipeline for a better workforce</b></p> <p><b>&gt;80%</b> of Florida's workforce has essential <b>employability skills</b></p> <p><b>&gt;60%</b> of Floridians 25-64 have a high-value <b>postsecondary certificate, degree, or training experience</b></p> <p><b>95%</b> of entering <b>high school students graduate within 4 years</b></p> <p><b>100%</b> of Florida <b>8th graders read &amp; perform math at or above grade level</b></p> <p><b>100%</b> of Florida <b>3rd graders read at or above grade level</b></p> <p><b>100%</b> of children are ready for kindergarten</p>	<p><b>Creating good jobs by diversifying Florida's economy</b></p> <p><b>Top</b> state for <b>gross domestic product</b> and <b>top quartile most diversified state economy</b></p> <p><b>#1</b> state for <b>overseas visitors</b></p> <p>Goods exports <b>double</b> and services exports <b>triple</b></p> <p><b>Top 5</b> state for <b>manufacturing jobs</b></p> <p><b>Top 3</b> state for <b>technology jobs</b></p> <p><b>#1</b> state for <b>business startups</b></p> <p><b>Top 3</b> state for <b>venture capital investments</b></p> <p><b>Top 3</b> state for <b>research and development funding and patents issued</b></p> <p>Rural county share of Florida gross domestic product <b>doubles</b></p>	<p><b>Preparing Florida's infrastructure for smart growth and development</b></p> <p><b>Diverse, attainable housing</b> to meet future demand</p> <p>Every resident has access to <b>public and private mobility services</b></p> <p><b>All major population and economic centers connected</b> to regional, national, and global markets by <b>high-capacity corridors</b></p> <p>World's <b>most capable spaceport; top-tier airports, seaports, and surface transportation hubs</b> in U.S.</p> <p><b>100%</b> of Florida residents have access to <b>high-speed communications connectivity</b></p> <p><b>Diverse and reliable energy, water, and waste management resources</b> to meet future demand</p> <p><b>All Florida residents</b> protected by <b>resiliency plans</b></p>



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# Florida's Economy Moves Up in the Ranks

## 2018

- #10  Canada
- #13  Spain
- #15  Mexico
- #16  Indonesia
- #17  Florida

## Today

- ↓2 #10  Italy
- #14  Mexico
- ↑2 #15  Florida
- ↓3 #16  Spain
- ↓1 #17  Indonesia

# Florida's Growing Economy: By the Numbers



**15<sup>th</sup>**

Largest Economy  
in the World

**\$1.62T**

Gross Domestic Product

**↑ 53%**

Since 2030 Blueprint Release

## Top 3 Private Industries by Share of GDP

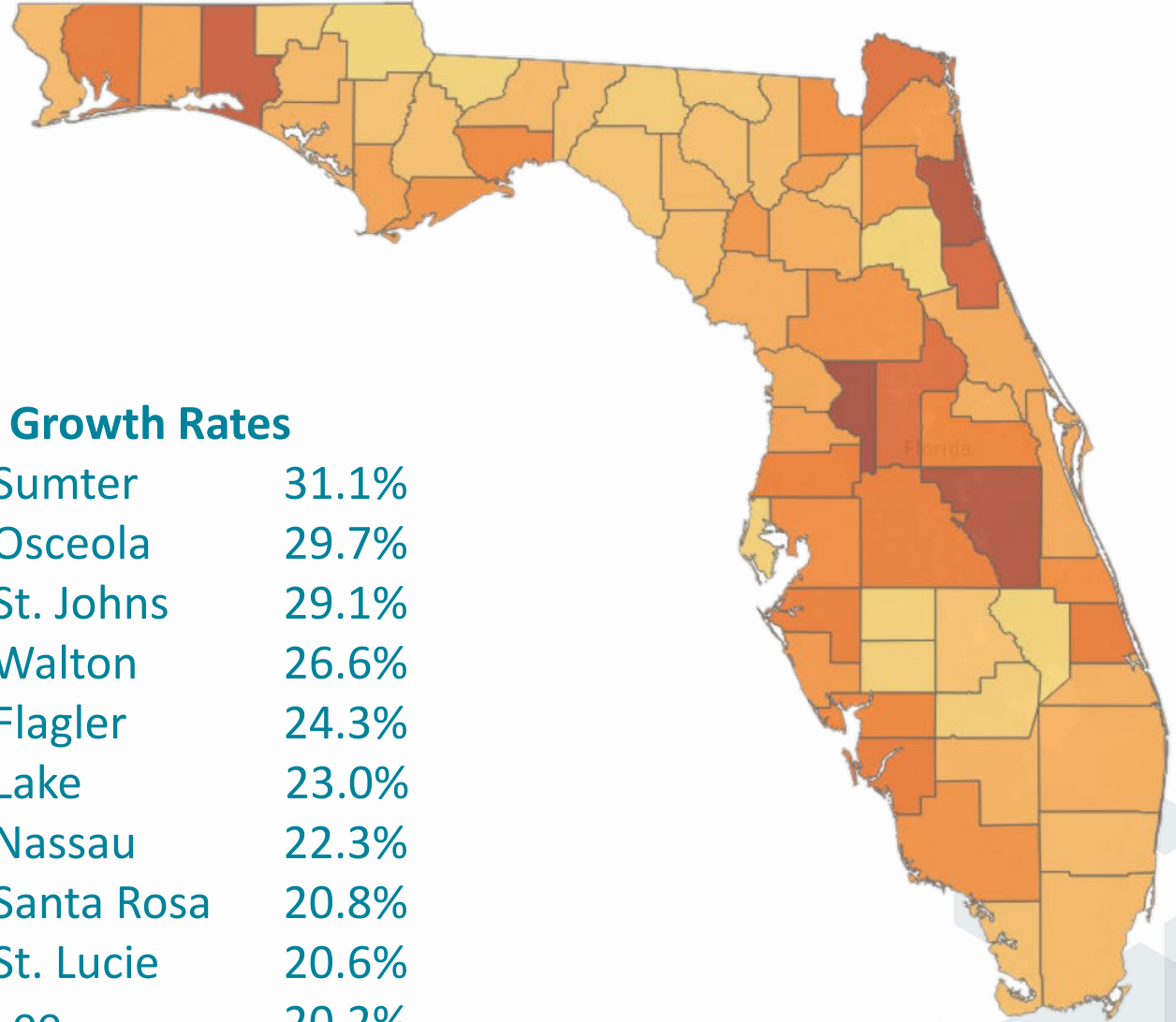
1. Financial Activities (24%)
2. Professional and Business Services (14%)
3. Educational Services and Healthcare (9%)

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# Florida's Demographics Are Changing

*Florida's Next  
2.8 Million People*



## Top Projected Increases

**Top 5:  
52.5%**

1. Miami-Dade 368K
2. Orange 330K
3. Hillsborough 317K
4. Broward 261K
5. Palm Beach 231K

**Top 10:  
82.4%**

6. Duval 196K
7. Lee 192K
8. Polk 182K
9. Osceola 151K
10. Pasco 137K

## Top Growth Rates

1. Sumter 31.1%
2. Osceola 29.7%
3. St. Johns 29.1%
4. Walton 26.6%
5. Flagler 24.3%
6. Lake 23.0%
7. Nassau 22.3%
8. Santa Rosa 20.8%
9. St. Lucie 20.6%
10. Lee 20.2%

# Florida's Aging Population Contributes to Workforce Struggles

## Projected Population Change 2023-2024

**Ages 20-65: +61,000**  
56.5% of Current Total Population

**Ages 70+: +70,400**  
15.7% of Current Total Population

## Population Decline for:

Ages 9 and Under

Ages 25-35

Ages 50-60



## New Talent



## Top GDP Contributors

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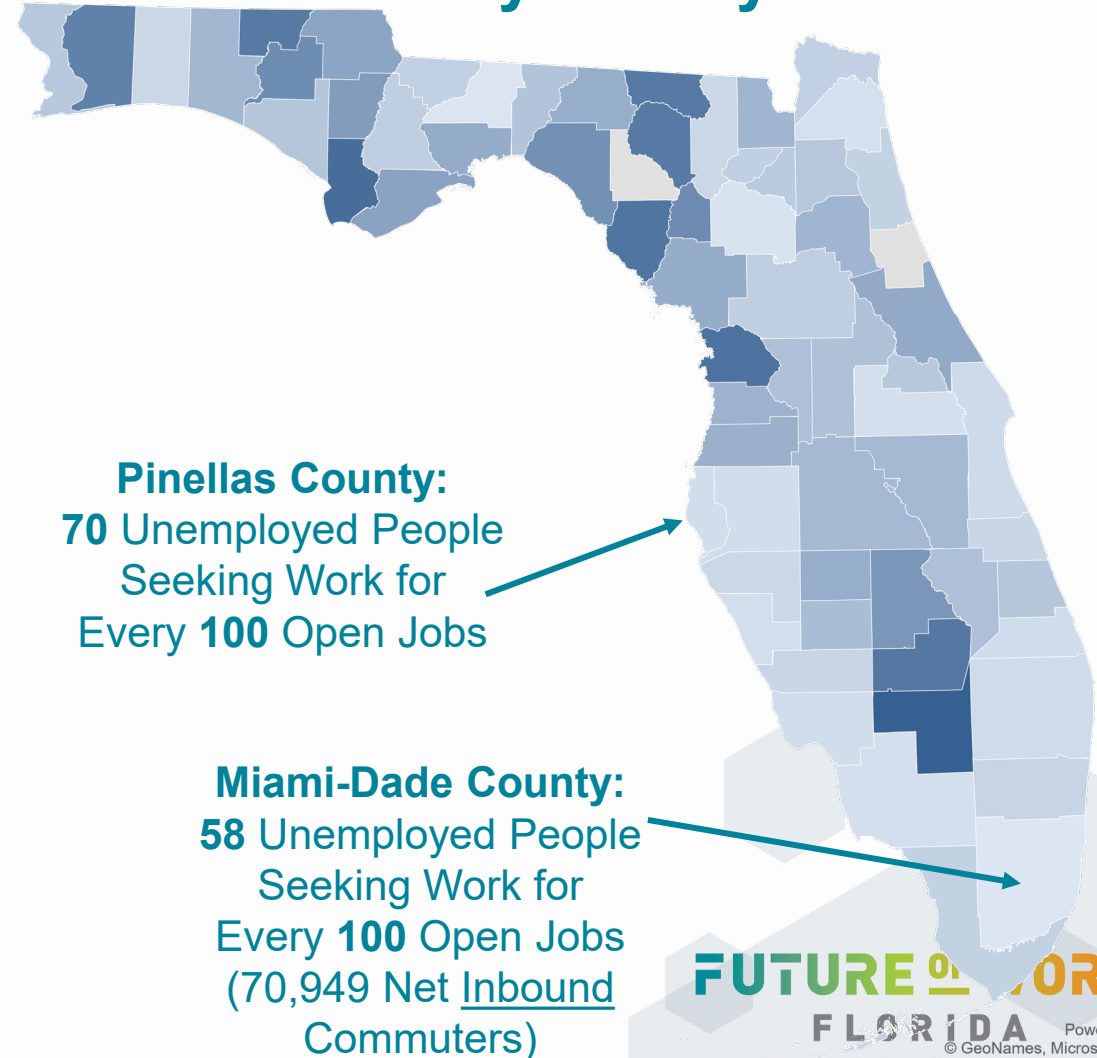
# For Every 100 Open Jobs, 80 Floridians are Looking for Work



**80** Unemployed Floridians Seeking Work for Every **100** Open Jobs



## Workforce Needs Vary by County



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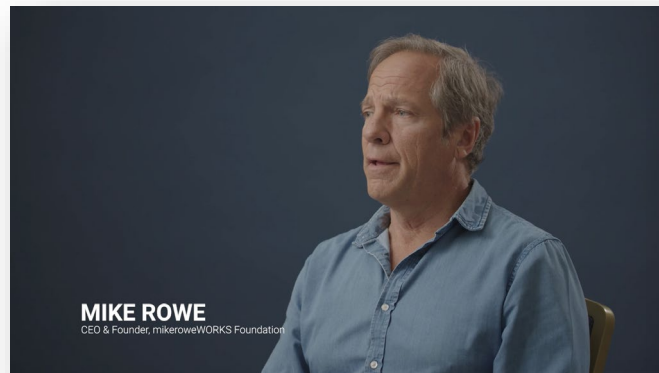
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# FUTURE OF WORK FLORIDA

“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



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# FUTURE OF WORK

## FLORIDA

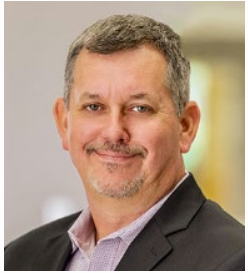


Unite the business community, workforce, and education partners to create the nation's #1 workforce by 2030



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# Thank You to the Future of Work Advisory Board



**Mike Brannen**

SVP, Industrial and Workforce Development



**Marian Cacciatore**

VP, Human Resources



**Andrea Cichon**

Sr. Director, Talent Acquisition & Development



**David Cross**

SVP, HR & Administration



**Vicki Greene**

SVP, America's Workforce Skills



**Dr. Amy Hecht**

VP of Student Affairs



**Brooke Malsberger**

Director  
Global Talent Acquisition



**Kara Marante**

VP & Chief People Officer



**Sarah Marmion**

Sr. Manager of Education & Outreach Centers



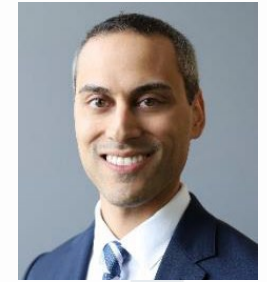
**Bill Solomon**

Dean, Workforce Education



**Kristen Vanselow**

AVP, Innovative Education & Partnerships



**Sam Verghese**

Chief Operations Officer

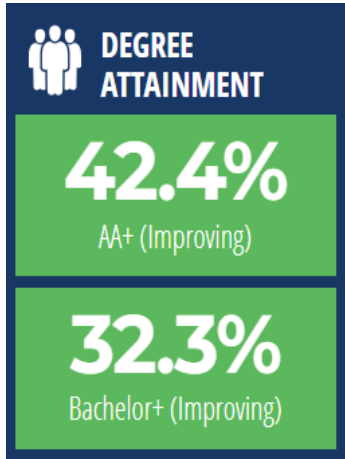


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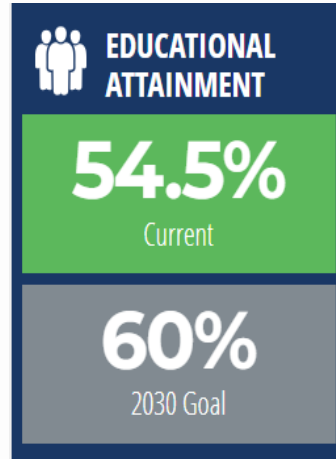
**8 Seats Available**

# Improving Florida's Talent Pipeline for a Better Workforce

## Florida



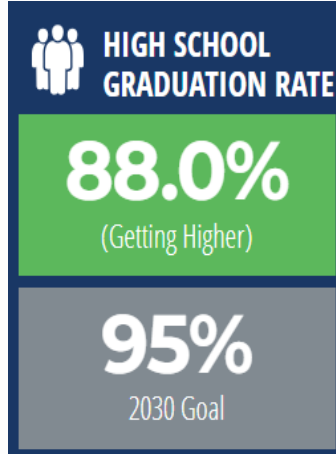
## Florida



## Florida



## Florida



**>80%** of Florida's workforce has essential **employability skills**

**>60%** of Floridians 25-64 have a high-value **postsecondary certificate, degree, or training experience**

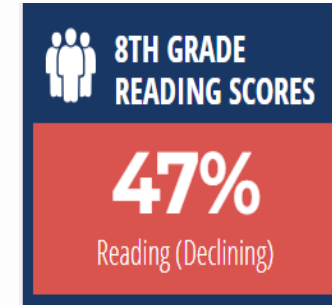
**95%** of entering **high school students graduate within 4 years**

**100%** of Florida **8th graders read & perform math at or above grade level**

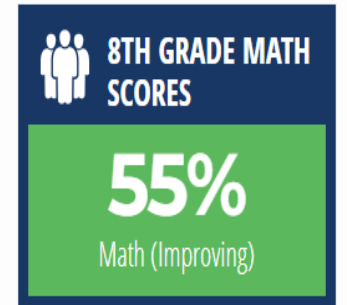
**100%** of Florida **3rd graders read at or above grade level**

**100%** of children are **ready for kindergarten**

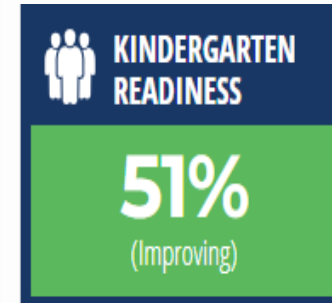
## Florida



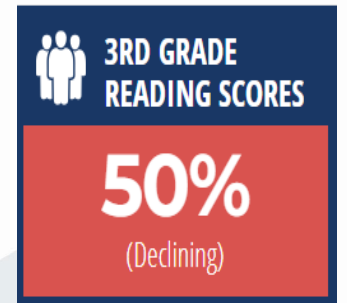
## Florida



## Florida



## Florida

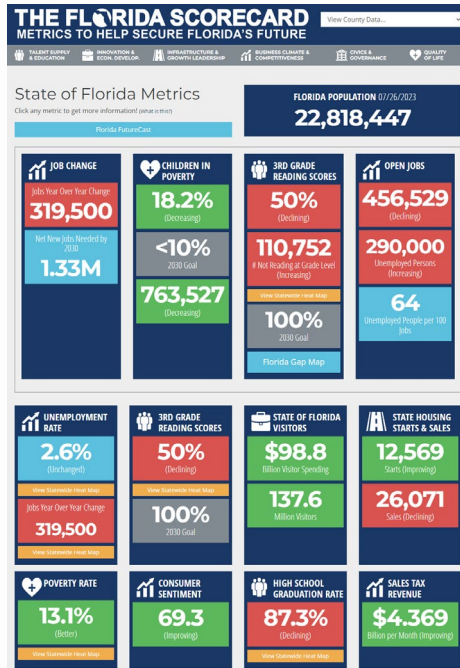


# Florida Center for Workforce & Talent Development

## Talent Pipeline Research Hub

## Talent Identification & Development

## Alignment & Connections Corner



**2023 FLORIDA PROSPERITY & ECONOMIC OPPORTUNITY SOLUTION SUMMIT**  
MAY 25, 2023  
Hyatt Regency Jacksonville Riverfront  
9:00am-4:00pm EDT

**2023 FLORIDA LEARNERS TO EARNERS WORKFORCE SOLUTION SUMMIT**  
JUNE 27, 2023  
Grand Hyatt Tampa Bay  
9:00am-4:00pm EDT

**FL 2030 BENCHMARKS**  
The Florida Chamber Focuses Businesses to Grow Florida

**UNITE WITH**  
Please share our upcoming engagement opportunities and let your organization know we have focused on the long-term solutions that set Florida apart.

**Future of Work Florida Podcast Player**  
Future of Work Florida  
Tiffany Barfield Discusses NAF and Prepa

**The Florida Times-Union**  
Best Workforce Requires Awareness of Career Ops Beyond Traditional Degrees  
By 2030, Florida will be home to an additional 3.5 million more residents and will need to create 1.62 million net new jobs to sustain them and Florida's growing economy. Diverse and uncharted growth requires innovative and strategic solutions toward talent acquisition and workforce development challenges.

**Future of Work Florida Career Spotlight Series**

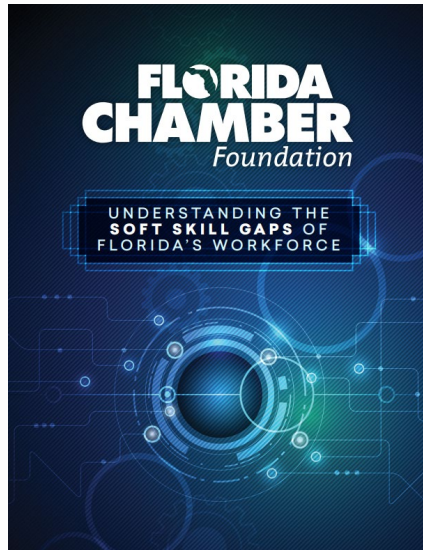
**Workforce Wednesday Webinar Series**  
Rekilling & Upskilling Talent: Developing Industry-led Integrated Education & Training Programs  
November 15, 2023 | VIA ZOOM | 10:00AM-11:00AM ET

**Orlando Sentinel**  
GUEST COMMENTARY  
The future of work is career and technical education | Commentary  
By Sam Verghese | Guest Columnist  
Nov 24, 2023 at 5:50 am

Website coming soon!

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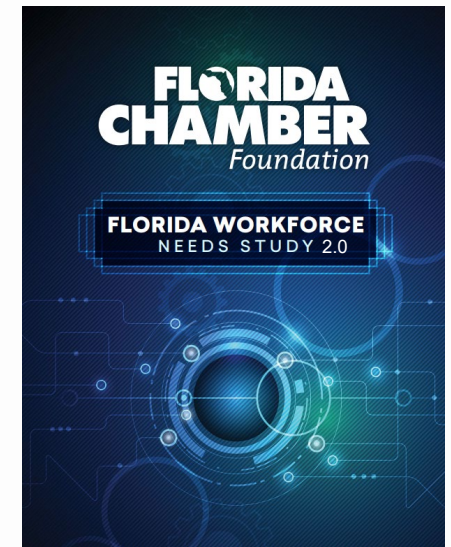
# Upcoming Workforce Needs Study 2.0 Release Will Give New Insight



*“Many of the labor market inefficiencies employers experience come down to **poor communication between potential employees and employers**. Individuals do **not know how to properly highlight their skills** and employers **do not properly know how to vet them**.”*



*“A few years ago, we wouldn’t take any graduates from our local technical college because **they were not prepared when they graduated**. Then we **helped advise on the curriculum** and now the students are prepared and our health system hires their graduates.” – Healthcare Employer*



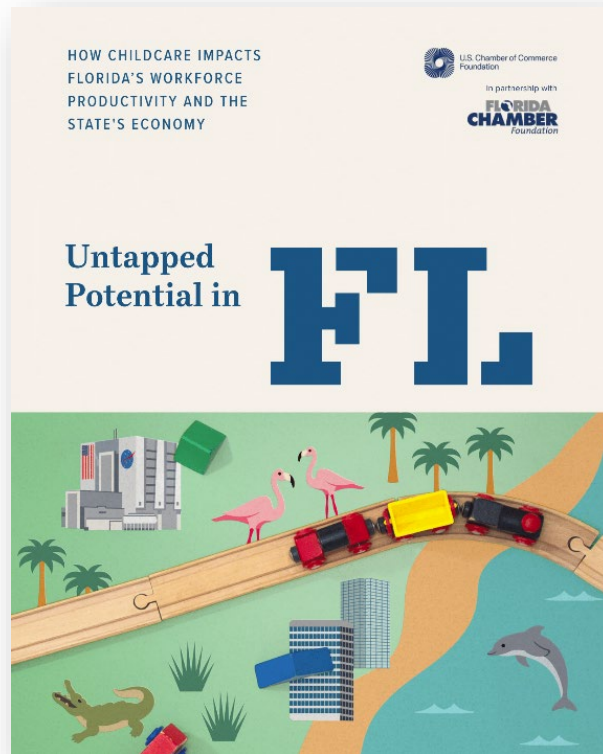
- Overview of Questions Facing Florida’s Job Creators
- Legislative Action
- Employer-Centric Strategies to Improve Workforce Outcomes

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# Just Released: Untapped Potential Research Report

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

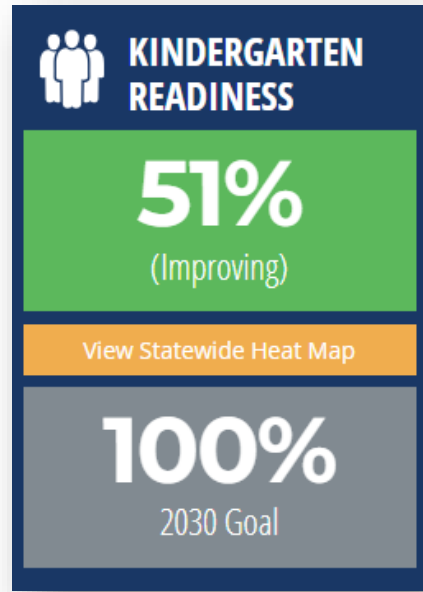


- Childcare issues result in an estimated **\$5.38 billion** loss annually for Florida's Economy
- Florida misses **\$911 million** annually in tax revenue due to the childcare crisis
- Childcare-related employee turnover and absenteeism costs **Florida employers \$3.47 billion** per year

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# VPK Programs Play Crucial Role in Kindergarten Readiness



**51%**

**Florida's Kindergarten Students  
are "Ready for Kindergarten"**

**64%**

**VPK Completers  
are "Ready for Kindergarten"**

**36%**

**Non-VPK Completers  
are "Ready for Kindergarten"**



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# Future of Work Monthly Memo



**Rachel Ludwig**  
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Florida Chamber Foundation  
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RLudwig@flchamber.com

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flchamber.com/futureofworkflorida

Securing Florida's Future



## MEMO

TO: Future of Work Advisory Board

CC: Florida Chamber Foundation Workforce & Talent Development Partners



Subscribe to our monthly Future of Work memo to receive updates on:

- Florida Chamber Foundation's Center for Workforce & Talent Development metrics and research
- "Top 30 in 2030" High-Demand Careers
- Florida's Most Advertised Occupations
- Promising Practices in Recruiting, Training, and Retaining Talent
- And More!

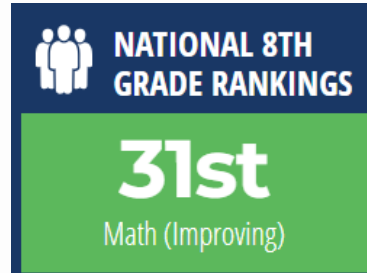
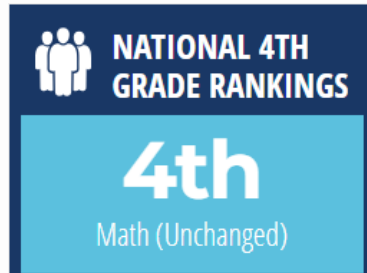
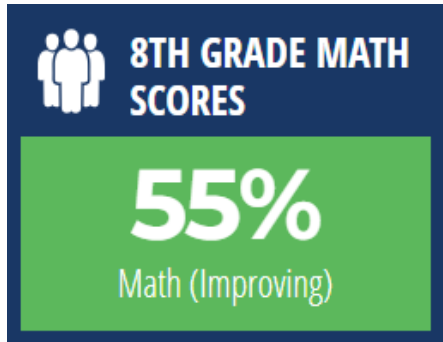
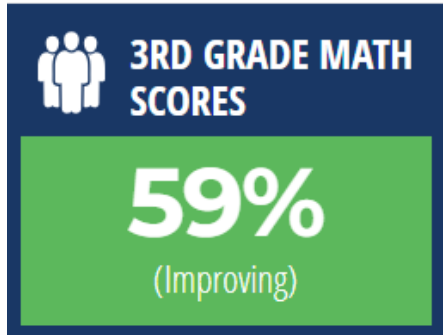
## Subscribe Here

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# Join the Conversation to Elevate the Importance of Math Skills for Future Careers



## Virtual Focus Groups – Summer 2024

- Business/Community Leaders
- Education Leaders
- Parents



Join the Math Conversation!

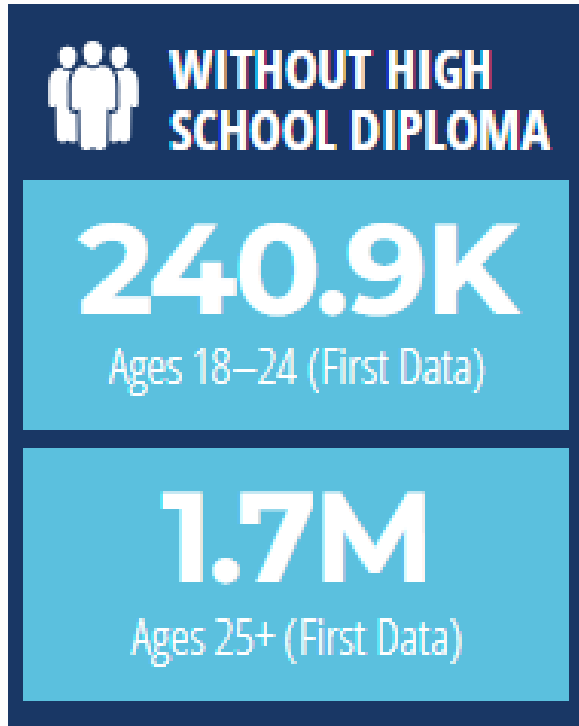
To get involved or learn more, contact  
Rachel Ludwig at [rludwig@flchamber.com](mailto:rludwig@flchamber.com)

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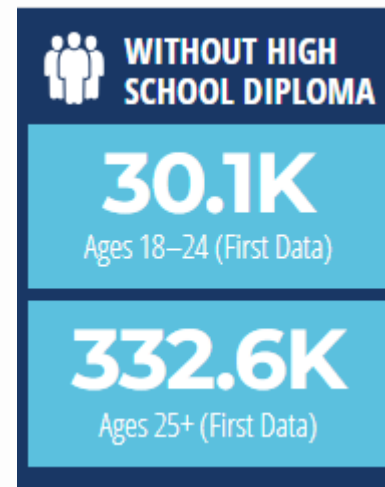
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# New Florida Scorecard Tiles Reveal Opportunity for Upskilling & Reskilling Talent

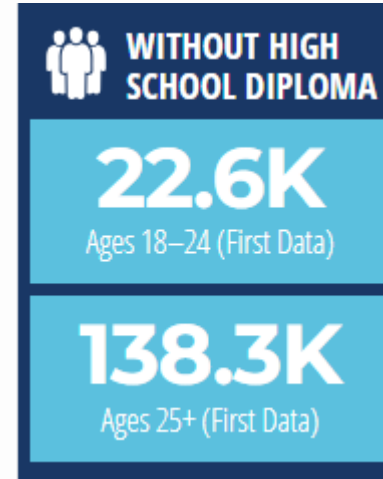
## Statewide



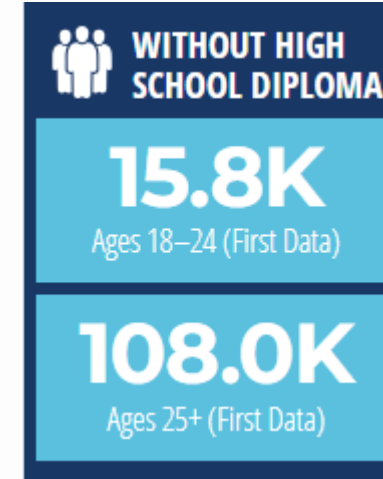
## Miami-Dade



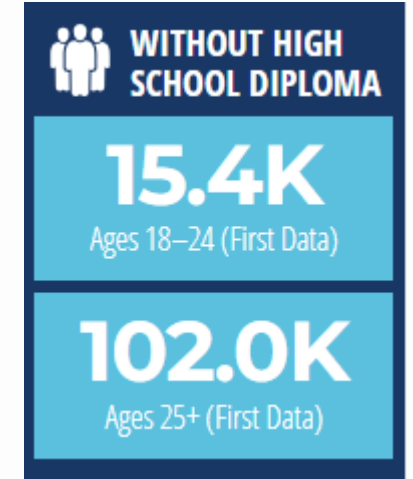
## Broward



## Hillsborough



## Orange



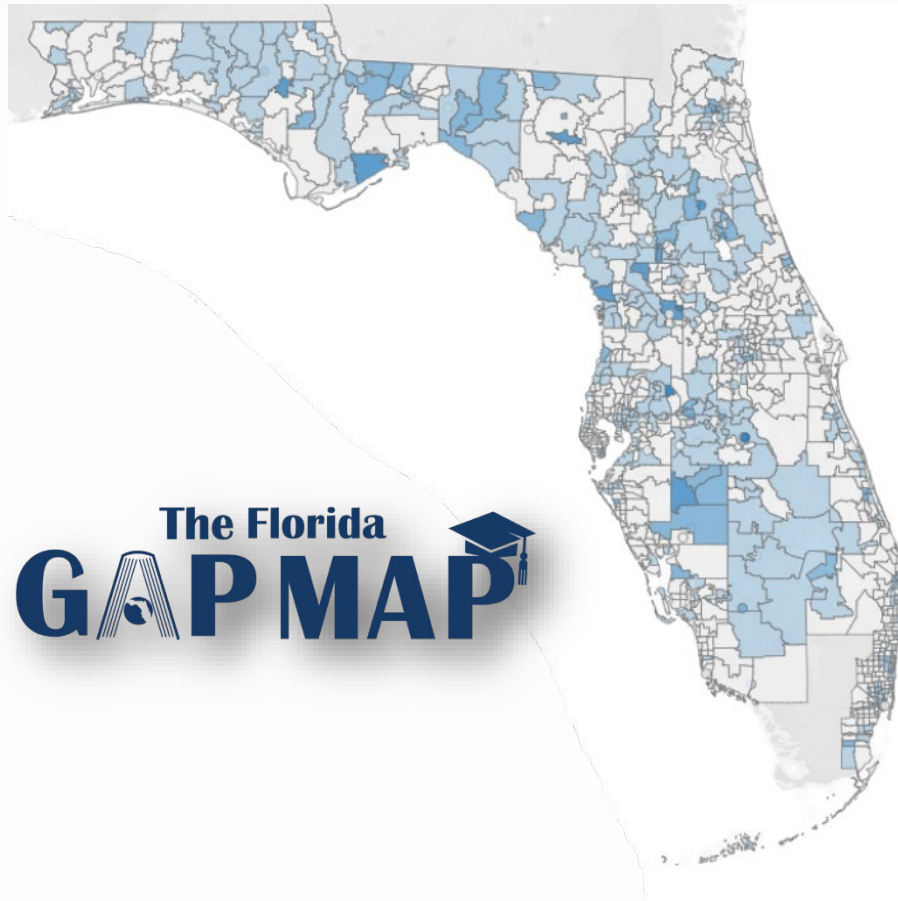
To learn more about metrics in your county, visit [TheFloridaScorecard.org](https://TheFloridaScorecard.org) or contact Rachel Ludwig at [rludwig@flchamber.com](mailto:rludwig@flchamber.com)

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# Community Specific Understanding For Community Specific Investments

Zip: (All) County: (All) Metric: Childhood Poverty Percentage



The Florida  
**GAP MAP**

TheFloridaGapMap.org

3rd Grade Reading Scores (2022)			
School Name		Children Below Reading Level	At/Above Reading Level
Franklin Park Elementary School		76	15%
Tice Elementary School		72	24%
Colonial Elementary School		103	25%
Orange River Elementary School		94	28%
G. Weaver Hipps Elementary School		109	29%
Dr Carrie D Robinson Littleton Elementary		65	31%
Six Mile Charter Academy		54	31%
Villas Elementary School		88	32%
Allen Park Elementary School		113	33%
Avalon Elementary School		44	33%
Eden Park Elementary School		76	33%
Edgewood Academy		53	33%
Peace River Elementary School		52	33%
Bonita Springs Elementary School		57	34%
Oak Creek Charter School Of Bonita Springs		46	34%
Ray V. Pottorf Elementary School		102	34%
West Elementary School		79	35%
Lehigh Elementary School		134	36%
Moore Haven Elementary School		35	36%
Hancock Creek Elementary Schl		83	37%
Mike Davis Elementary School		57	37%
Nocatee Elementary School		51	37%
Tortuga Preserve Elementary School		118	37%
Golden Gate Elementary School		48	39%
Harlem Heights Community Charter School		18	40%
San Carlos Park Elementary School		76	40%
Veterans Park Academy For The Arts		113	40%

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# New Future of Work Florida Resources



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Home / Uniting Florida Businesses to Create America's BEST Workforce

## Uniting Florida Businesses to Create America's BEST Workforce

### View the Top 30 in 2030: High-Demand Careers

View the Top 30 in 2030: High Demand Careers state and region-wide by clicking the graphic below.



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# Top 30 in 2030 High Demand Careers Methodology

- **Source:** Florida Commerce Employment Projections
- **Qualifier:** Salary must be at or above the median (\$19.62/\$40,800)
- **Total Openings = Growth Openings + Replacement Openings**
  - **Growth Openings** = Number of new positions expected to become available jobs because of growth in the industry or occupation.
  - **Replacement Openings** = attempts to account for changes in an occupation or industry based on people leaving that occupation and the labor force.
- **Table Key:**

PS = Some Postsecondary    A = Associate    B = Bachelor    M+ = Master or Above



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# Top 30 High-Demand Careers in 2030 (Region 14 - Pinellas)

	Career	2022 Median Wage	Education
1	General & Operations Managers	\$42.09	B
2	Registered Nurses	\$37.71	A
3	Sales Reps of Services (except-advertising, insurance, financial, travel)	\$23.18	HS
4	Accountants & Auditors	\$34.61	B
5	Market Research Analysts & Marketing Specialists	\$30.07	B
6	Management Analysts	\$37.47	B
7	Human Resources Specialists	\$29.84	B
8	Heavy & Tractor-Trailer Truck Drivers	\$21.80	PS
9	Computer User Support Specialists	\$28.10	PS
10	Carpenters	\$21.77	PS

# Top 30 High-Demand Careers in 2030 (Region 14 - Pinellas)

	Career	2022 Median Wage	Education
11	Automotive Service Technicians & Mechanics	\$21.57	PS
12	Project Management Specialists	\$42.77	B
13	Property, Real Estate & Community Association Managers	\$27.58	PS
14	Medical & Health Services Managers	\$47.33	B
15	Financial Managers	\$64.16	B
16	Electricians	\$23.10	PS
17	First-Line Supervisors of Non-Retail Sales Workers	\$38.67	PS
18	Licensed Practice & Licensed Vocational Nurses	\$24.26	PS
19	First-Line Supervisors of Construction Trades & Extraction Workers	\$30.88	PS
20	Lawyers	\$50.60	M+

# Top 30 High-Demand Careers in 2030 (Region 14 - Pinellas)

	Career	2022 Median Wage	Education
21	First-Line Supervisors of Production & Operating Workers	\$29.49	PS
22	Paralegals & Legal Assistants	\$29.94	A
23	Food Service Managers	\$30.98	PS
24	Securities, Commodities & Financial Services Sales Agents	\$25.44	B
25	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	\$23.16	PS
26	First-Line Supervisors of Mechanics, Installers & Repairers	\$29.34	PS
27	Computer Systems Analysts	\$43.47	B
28	Training & Development Specialists	\$29.49	B
29	Dental Assistants	\$21.59	PS
30	First-Line Supervisors of Transportation & Material Moving Workers (except aircraft cargo handling supervisors)	\$25.15	PS



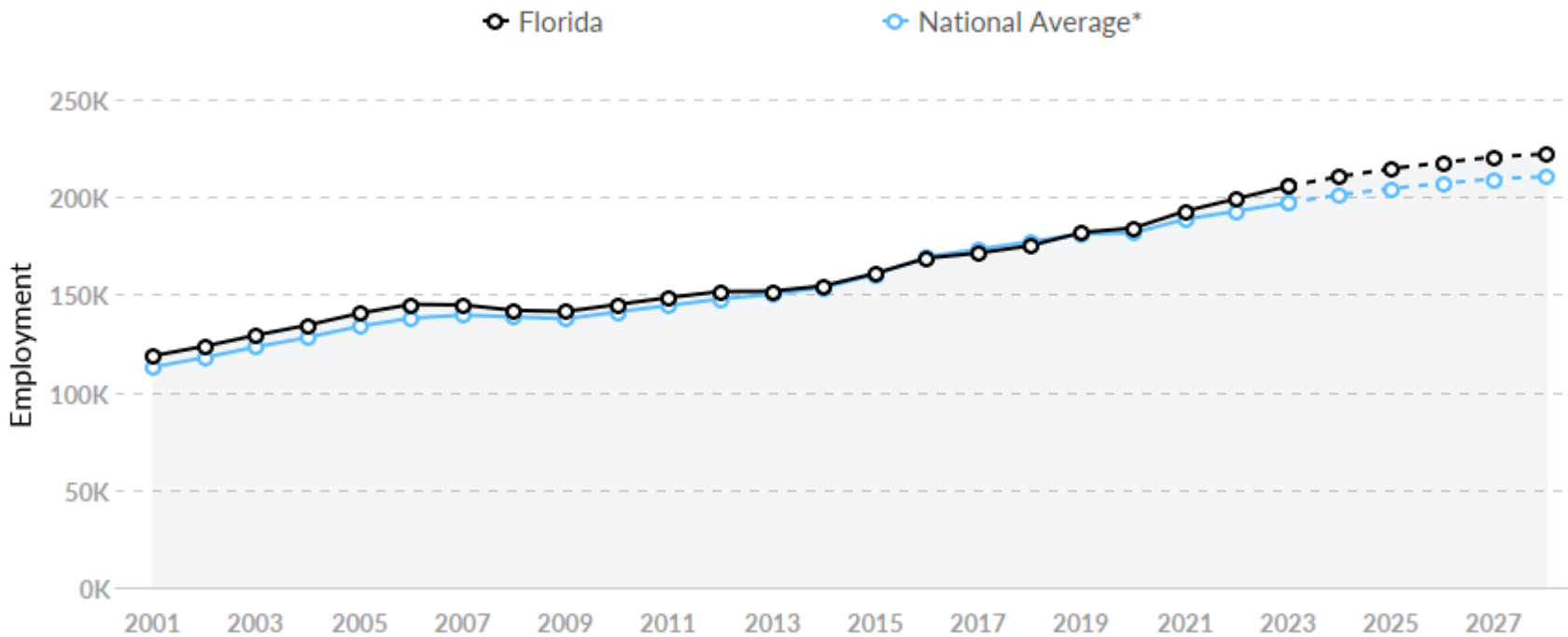
# Florida's Labor Market Needs: Registered Nurses



Low talent supply makes it difficult to find candidates

17% Past Growth (2018 - 2023)

8% Projected Growth (2023 - 2028)



**Retiring Soon**

**54,416**

**20,571**

**Completions**

**17,264**

**Openings**

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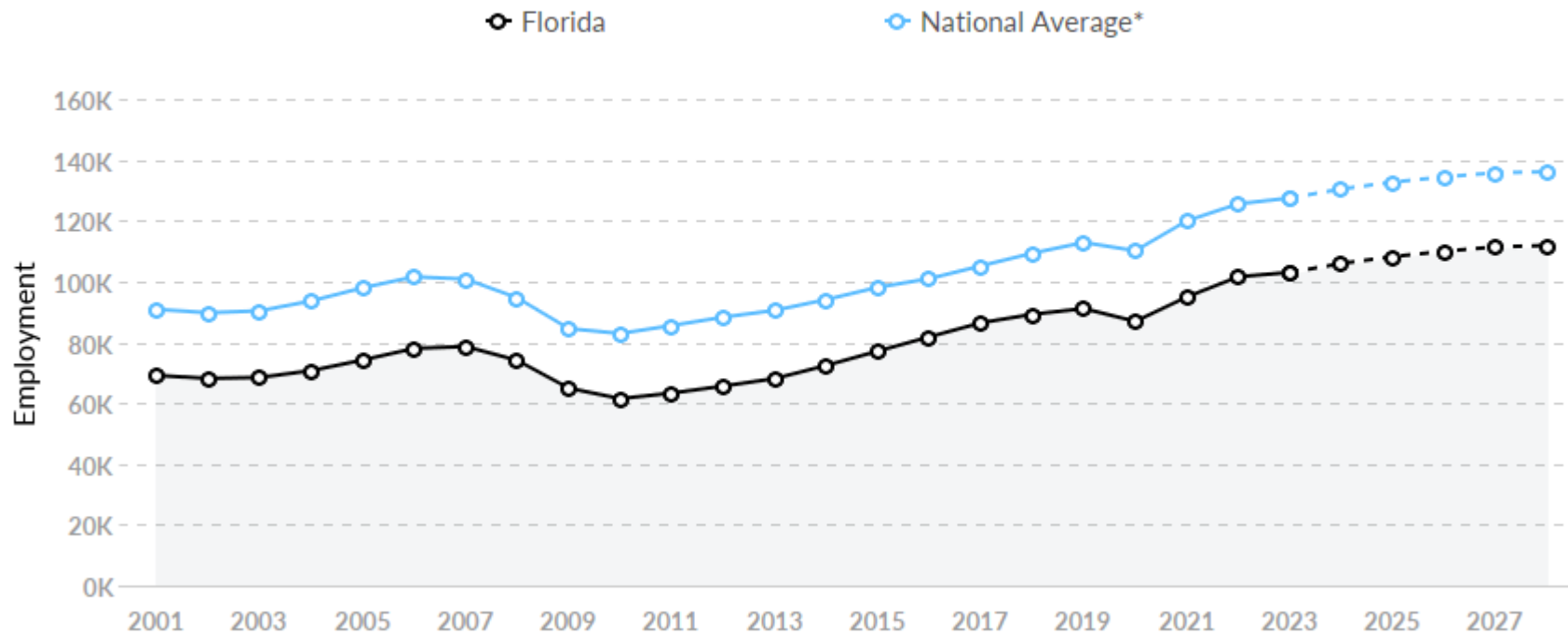
# Florida's Labor Market Needs: CDL-A Truck Drivers

Low talent supply makes it difficult to find candidates



15% Past Growth (2018 - 2023)

9% Projected Growth (2023 - 2028)



970  
Completions

12,178  
Openings

11,208  
More Openings than  
Completions

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# Florida's Labor Market Needs: Accountants & Auditors

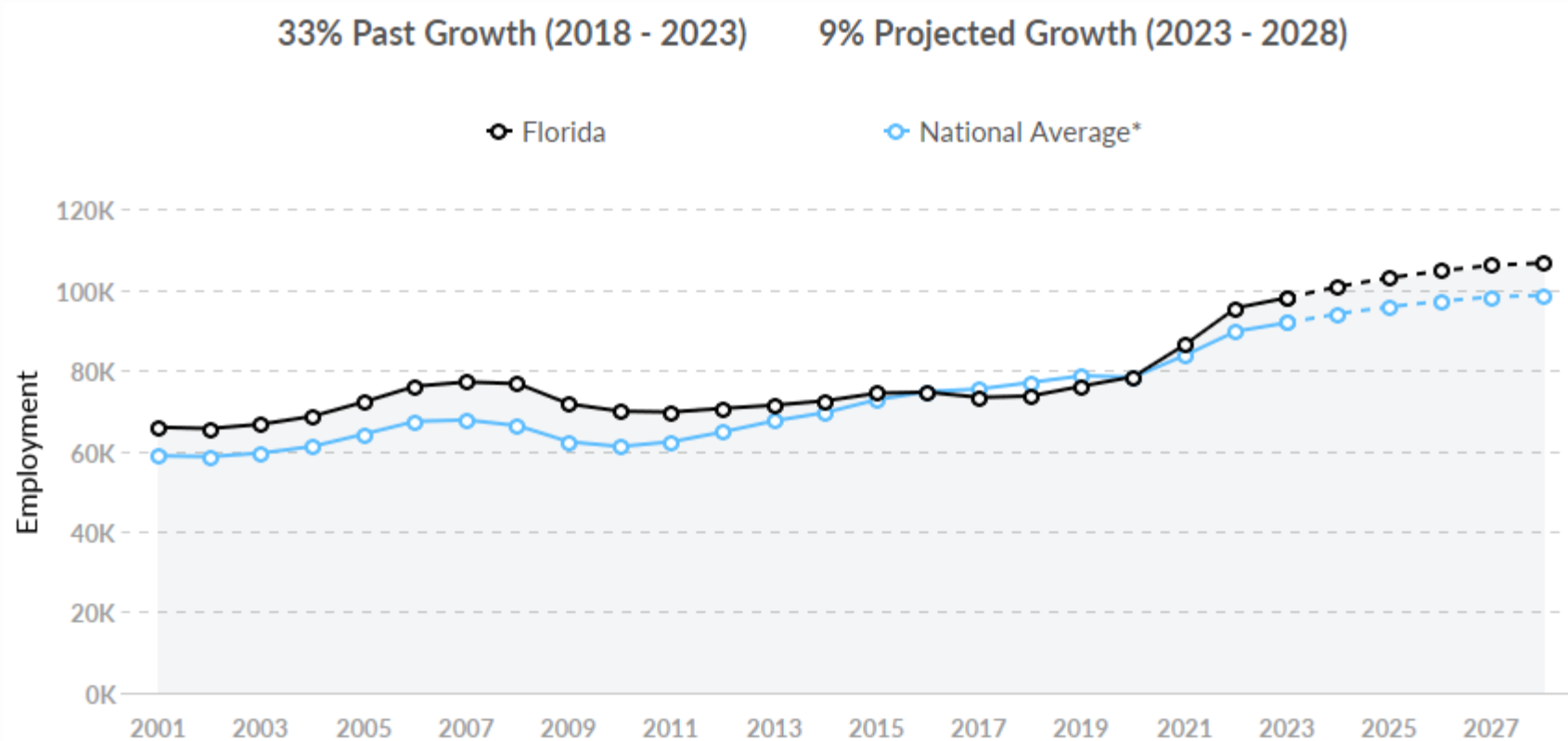


Cost of Living makes it difficult to find candidates

**Retiring Soon**  
**27,666**

**6,138**  
**Completions**

**9,789**  
**Openings**



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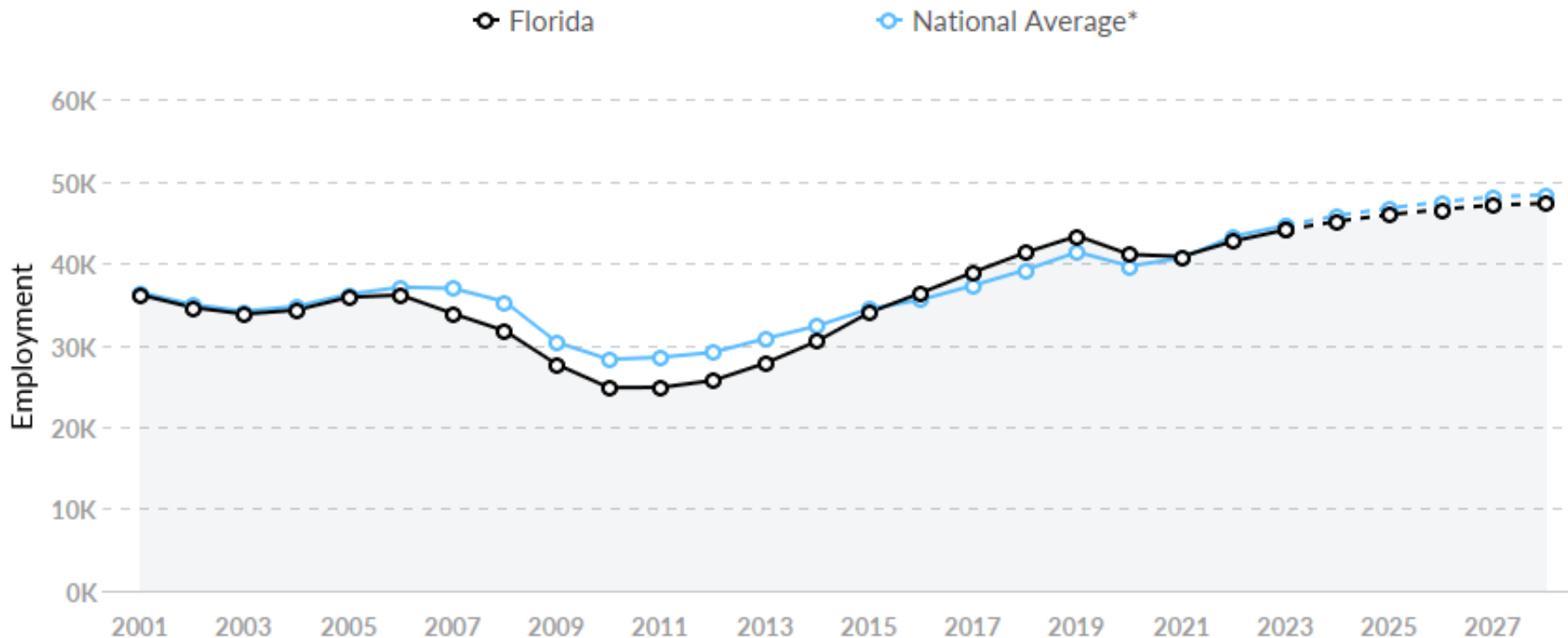
# Florida's Labor Market Needs: Electricians

Cost of Living makes it difficult to find candidates



7% Past Growth (2018 - 2023)

7% Projected Growth (2023 - 2028)



**1,040**  
Completions

**5,154**  
Openings

**4,114**  
More Openings than  
Completions

**FUTURE OF WORK**  
FLORIDA

Powered by The Florida Chamber Foundation



**2024 Florida Prosperity & Economic Opportunity Workforce Solution Summit**  
Coral Springs, FL | May 23, 2024



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



**Complimentary Training**  
May 22

**Complimentary Training**  
June 25



**2024 Florida Transportation, Growth & Infrastructure Solution Summit**  
Orlando, FL | December 3, 2024

**Complimentary Training**  
December 2



Supported by:



**Use the QR Code to Register**



Powered by The Florida Chamber Foundation

# Join Us at Florida's Largest Workforce Convening!

**2024 FLORIDA  
LEARNERS TO EARNERS  
WORKFORCE  
Solution Summit**

June 26, 2024  
Tampa, FL | 9:00am-4:00pm ET

**FLORIDA CHAMBER**  
Foundation

ABC

PRESENTING  
EDUCATION PARTNER:

**Florida Virtual  
SCHOOL™**



[Register Here](#)

**FUTURE OF WORK**  
FLORIDA

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## Interested in Getting Involved? Let's Connect!

**Rachel Ludwig**

*Vice President*

Florida Chamber Foundation

Phone: (850) 521-1254

Email:

[rludwig@flchamber.com](mailto:rludwig@flchamber.com)



Florida Center for Workforce  
+ Talent Development

Powered by the Florida Chamber Foundation

**FUTURE OF WORK**  
FLORIDA

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# FLORIDA READY TO WORK | KEYNOTE

**Tiffany Vause**

*Director of Strategic Initiatives*

Florida Ready to Work





**FLORIDA**  
**ready to work**

powered by **win**

**rk**  
by **win**

# Future of Work Florida Summit Pinellas County

**May 2, 2024**

# Why Florida Ready to Work?

More than 80 percent of Florida business leaders, across industry sectors,

*“emphasized the importance of employability skills. These skills which include communication, critical thinking, and problem solving are universally valuable work competencies that are essential to adapting to shifting demands within and between careers.”*

Florida Chamber of Commerce, 2020



# Overview

- State-sponsored **career readiness training** and **credentialing solution**
- Research-based **soft skills, digital skills, and academic employability skills** that underpin all career pathways
- Delivered in partnership with high schools, adult education programs, technical schools, state colleges, apprenticeship programs, workforce boards, juvenile justice, corrections, employers, and other workforce education partners
- State funded – **FREE** for all implementation partners and students
- Administered by the Florida Department of Commerce (formerly DEO)
- Managed by WIN Learning, national career readiness solution company

# THREE Stackable Credentials – Customizable Program

## FLORIDA ready to work credential

### SOFT SKILLS

The State of Florida recognizes

#### Sample Student

for demonstrating foundational soft skills including  
Communicating Effectively, Conveying Professionalism,  
Promoting Teamwork and Collaboration, and Thinking Critically and Solving Problems.

FLORIDACOMMERCE

  
Ron DeSantis, Governor  
State of Florida

 Endorsed by the National Work Readiness Council

## FLORIDA ready to work credential

### DIGITAL SKILLS

The State of Florida recognizes

#### Sample Student

for demonstrating mastery of foundational career skills in  
Computer Operations, Internet Browsing, Digital Communication,  
Digital Documents, and Digital Security.

FLORIDACOMMERCE

  
Ron DeSantis, Governor  
State of Florida

 Endorsed by the National Work Readiness Council

## FLORIDA ready to work credential

### ACADEMIC EMPLOYABILITY SKILLS ACHIEVEMENT LEVEL 3

The State of Florida recognizes

#### Sample Student

for demonstrating foundational employability skills including  
Work Ready Math, Work Ready Reading, and Work Ready Data.

FLORIDACOMMERCE

  
Ron DeSantis, Governor  
State of Florida

 Endorsed by the National Work Readiness Council

# Work Ready Soft Skills

- **Communicating Effectively** – Verbal and nonverbal communication and listening; use of communication tools including email etiquette, cell phone, and social networking; resolving conflict through communication; and acknowledging criticism.
- **Conveying Professionalism** – Dependability, courtesy, attitude, motivation, personal accountability, and time management.
- **Promoting Teamwork and Collaboration** – Teamwork skills and interactions, collaboration with others regardless of personal feelings, benefits of diversity and sensitivity to differences, accepting responsibility, and leadership.
- **Thinking Critically and Solving Problems** – Innovation, creativity, flexibility, overcoming adversity, goal setting, and critical thinking strategies.

# Soft Skills Credential



- Digital – may be downloaded, printed and emailed on demand

- State-sponsored, signed by Governor

The image shows a detailed view of the Florida Ready to Work Soft Skills Credential content. The title is "Florida Ready to Work Credential - Soft Skills". Below the title, there is a paragraph explaining that the credential is based on a proctored career readiness assessment validating mastery of the foundational work habits and situational judgement skills commonly required for most jobs according to the U.S. Department of Labor O\*NET Job Zone Framework. The holder of this credential has demonstrated work ready skills including:

- Communicating Effectively**
  - Understand the elements of effective listening, speaking, and writing
  - Consider the purpose, audience, and medium of communication, including email etiquette, texting, and social media
  - Understand the role of the customer and develop positive customer relationships
  - Adopt a growth mindset and become an active learner
  - Demonstrate strategies for conflict resolution
- Promoting Teamwork and Collaboration**
  - Recognize the characteristics of an effective team member
  - Develop leadership skills
  - Recognize, celebrate, and incorporate individual diversity and differences in the workplace
- Conveying Professionalism**
  - Build trust through punctuality, dependability, and accountability
  - Demonstrate integrity, initiative, and a strong work ethic
  - Represent the organization in the workplace and beyond with pride and professionalism
  - Develop organizational skills and effective work habits
  - Manage time effectively and prioritize tasks
  - Use common technology and choose tools to fit tasks
  - Develop basic business acumen
- Thinking Critically and Solving Problems**
  - Adapt to new information and circumstances
  - Make decisions with logic and reason
  - Demonstrate awareness of systems and design for improvement
  - Use a cycle of inquiry to investigate a problem
  - Evaluate and interpret data sources and visual displays

For information about the O\*NET Job Zone Framework, visit <https://cnetonline.org/help/online/zones>.

This credential is issued by Florida Ready to Work, a research-based foundational career readiness training, assessment, and credentialing program sponsored by the State of Florida; administered by the Florida Department of Commerce ([floridajobs.org](http://floridajobs.org)); and endorsed by the National Work Readiness Council ([nwrc.org](http://nwrc.org)), an independent national nonprofit workforce development, training, and advocacy organization.

Questions? 1.888.717.9461 Option 3 | [customerservice@floridareadytowork.com](mailto:customerservice@floridareadytowork.com)

[floridareadytowork.com](http://floridareadytowork.com)

*It may seem surprising that in this day and age some workers have few or no digital skills. It is important to note that many of these workers may have fragmented knowledge: That is, they may be comfortable using a mobile phone to text a photo, but not be familiar with how to operate a mouse or upload a job application.*

**National Skills Coalition,**  
**The New Landscape of Digital Literacy, 2020**



# NEW! Work Ready Digital Skills

- **Computer Operations** – Identify and understand device types, parts of a computer, operating systems, common software applications, basic computer operations, and professional use of devices.
- **Internet Browsing**– Identify and understand the world wide web and internet, how to connect to the internet, browser basics and how to search the web, and professional use of the internet.
- **Digital Communication**– Identify and understand methods of digital communication including email, video conferencing, instant messaging and text messaging, social media etiquette, and professional use of digital communication tools.
- **Digital Documents** – Identify and understand different types of digital workplace documents including word processing spreadsheets, slide presentations, and online forms; document sharing and collaboration tools; and professional use of digital documents.
- **Digital Security**– Identify and understand security policies and procedures, password security, privacy settings, security software, spam and phishing, and virtual private network (VPN).

# NEW! Digital Skills Credential



- State-sponsored, signed by Governor

**Florida Ready to Work Credential - Digital Skills**

The credential is based on a proctored career readiness assessment validating mastery of the foundational technology skills commonly required for most jobs according to the U.S. Department of Labor O\*NET Job Zone Framework. The holder of this credential has demonstrated work ready skills including:

<p><b>Computer Operations</b></p> <ul style="list-style-type: none"> <li>• Understand basic computer operations</li> <li>• Identify main parts of a computer</li> <li>• Recognize popular Operating Systems and how to update them</li> <li>• Identify and select common software applications</li> <li>• Understand the parts of the virtual desktop and how to change device settings</li> <li>• Apply best practices for using a company-issued device in the workplace</li> </ul> <p><b>Internet Browsing</b></p> <ul style="list-style-type: none"> <li>• Understand the definition, purpose, and basic infrastructure of the internet</li> <li>• Understand how to connect to the internet</li> <li>• Define World Wide Web and related tools and terminology</li> <li>• Use common internet browsers</li> <li>• Use search engines and evaluate results</li> <li>• Apply best practices for using the internet in the workplace</li> </ul>	<p><b>Digital Communication</b></p> <ul style="list-style-type: none"> <li>• Understand methods of digital communication and define when it is appropriate to use each medium</li> <li>• Recognize basic email providers and functions and understand the distinction between work vs personal email</li> <li>• Identify video conferencing providers and functions and understand general etiquette</li> <li>• Recognize text message and Instant Message providers and functions and understand general etiquette</li> <li>• Identify popular social media platforms and understand general etiquette</li> <li>• Apply best practices for using digital communication in the workplace</li> </ul>	<p><b>Digital Documents</b></p> <ul style="list-style-type: none"> <li>• Recognize common word processing applications and their functions</li> <li>• Recognize common spreadsheet applications and their functions</li> <li>• Recognize common slide presentation applications and their functions</li> <li>• Understand how to complete online documents and forms, such as a fillable PDF or online job application</li> <li>• Understand sharing documents and storing with file-sharing applications</li> <li>• Understand how to collaborate on documents using shared applications</li> <li>• Apply best practices for using documents, spreadsheets, and slide presentations in the workplace</li> </ul>	<p><b>Digital Security</b></p> <ul style="list-style-type: none"> <li>• Identify security policies and procedures and understand common workplace digital security protocol</li> <li>• Understand password security and strength, using password management tools, and multi-factor authentication</li> <li>• Identify spam and phishing attempts and how to avoid and report them</li> <li>• Understand basic computer and application privacy settings</li> <li>• Identify common security software applications, their functions, and how to prevent or minimize effects of malware and viruses</li> <li>• Recognize Virtual Private Network (VPN) software applications and their functions</li> <li>• Understand the concept of a Digital Footprint</li> <li>• Apply best practices for digital security in the workplace</li> </ul>
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To learn more about the O\*NET Job Zone Framework, visit <https://onetonline.org/helps/online/zones>.

This credential is issued by Florida Ready to Work, a research-based foundational career readiness training, assessment, and credentialing program sponsored by the State of Florida; administered by the Florida Department of Commerce ([floridajobs.org](http://floridajobs.org)); and endorsed by the National Work Readiness Council ([nwrc.org](http://nwrc.org)), an independent national nonprofit workforce development, training, and advocacy organization.

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[floridareadytowork.com](http://floridareadytowork.com)

- Digital – may be downloaded, printed and emailed on demand

# Academic Employability Skills

- **Work Ready Math** – Mathematical reasoning and problem-solving skills to solve real-life workplace problems, such as calculating dimensions, costs, and percentages; reviewing transactions to ensure accuracy.
- **Work Ready Reading** – Reading comprehension and reasoning skills to use documents in the workplace such as memos, letters, directions, signs, notices, policies, and regulations.
- **Work Ready Data** – Analytical skills to interpret sources of data in the workplace, such as charts, graphs, tables, flowcharts, diagrams, and maps.

# US DOL O\*NET Job Zones

- **Level 1 | Job Zone 1 – Little or no preparation needed**  
May require a high school diploma or GED. Ex: Dishwasher, landscaper
- **Achievement Level 2 | Job Zone 2 – Some preparation needed**  
Usually require a high school diploma. Ex: Customer service, bank teller
- **Achievement Level 3 | Job Zone 3 – Medium preparation needed**  
Require training in vocational schools, related on-the-job experience, or an associate's degree. Ex: Electrician, medical assistant
- **Achievement Level 4 | Job Zone 4 – Considerable preparation needed**  
Usually require a four-year bachelor's degree. Ex: Graphic designer, manager
- **Achievement Level 5 | Job Zone 5 – Extensive preparation needed**  
Require graduate school. Some may require a master's degree or advanced degree. Ex: Doctor, lawyer

# Academic Employability Skills Credential



- Digital – may be downloaded, printed and emailed on demand

State-sponsored, signed by Governor

**Florida Ready to Work Credential - Academic Employability Skills**

The credential is based on three proctored career readiness assessments validating mastery of the foundational academic employability skills (math, reading, and data) commonly required for most jobs according to the U.S. Department of Labor O\*NET Job Zone Framework. The holder of this **Achievement Level 3** credential has demonstrated **Job Zone 3** work ready skills including:

<b>Work Ready Math Skills for Level 3</b>	<b>Work Ready Reading Skills for Level 3</b>	<b>Work Ready Data Skills for Level 5</b>
<p>A participant who has earned an <b>Achievement Level 3</b> in Work Ready Math has the foundational math skills to succeed in preparatory programs for <b>O*NET Job Zone 3</b> career pathways. Participants can solve multi-step, complex mathematical operations using multiple pieces of data, and determine relevant information for how to solve the problem. For example, participants have demonstrated the ability to:</p> <ul style="list-style-type: none"><li>• Understand how to solve multi-step, multi-operation problems, such as determining assembly line production rates.</li><li>• Solve problems involving unit conversion, such as units of weight or time.</li><li>• Solve multi-step problems to calculate product information, such as unit cost or percent discount.</li><li>• Solve single-step division problems with integers.</li><li>• Calculate product dimensions, such as circumference of a tire or the number of square feet of tiles needed to cover an area.</li></ul>	<p>A participant who has earned an <b>Achievement Level 3</b> in Work Ready Reading has the foundational literacy skills to succeed in preparatory programs for <b>O*NET Job Zone 3</b> career pathways. Participants can read and understand moderately complex workplace documents, such as detailed operation manuals or procedures. For example, participants have demonstrated the ability to:</p> <ul style="list-style-type: none"><li>• Use common reading strategies to understand key vocabulary in moderately complex informational text.</li><li>• Identify the purpose, main idea, and implicit details provided in moderately complex informational text.</li><li>• Generalize knowledge gained from a moderately complex procedural document.</li><li>• Draw conclusions based on implicit details in an informational document, such as an article about flexible employment schedules.</li></ul>	<p>A participant who has earned an <b>Achievement Level 5</b> in Work Ready Data has the foundational data literacy skills to succeed in preparatory programs for <b>O*NET Job Zone 5</b> career pathways. Participants can identify trends and make predictions based on data within and across multiple sources such as complex graphs and charts. For example, participants have demonstrated the ability to:</p> <ul style="list-style-type: none"><li>• Interpret sales, marketing, or industry conditions and make predictions based on trends represented in complex graphs.</li></ul>

There are four possible Achievement Levels (2-5). The Achievement Level is a composite work ready indicator based on the lowest passing score across all three assessments required to earn the credential. For information about the correlation between Achievement Level and O\*NET Job Zone, visit <https://onetonline.org/help/online/zones>.

This credential is issued by Florida Ready to Work, a research-based foundational career readiness training, assessment, and credentialing program sponsored by the State of Florida; administered by the Florida Department of Commerce ([floridajobs.org](http://floridajobs.org)); and endorsed by the National Work Readiness Council ([nwr.org](http://nwr.org)), an independent national nonprofit workforce development, training, and advocacy organization.

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# Benefits for Participants

- Earn state-sponsored, nationally endorsed credentials
- Prepared to communicate effectively
  - Face-to-Face & Digitally
- Professionalism and Critical Thinking Skills
- Understanding how to use the internet appropriately in a workplace setting
- Being secure with workplace devices

# Benefits for Employers

- Better prepared employees
  - Improved communication and listening skills
  - More dependable and motivated
  - Basic computer operational knowledge
- Reduced training time on-site
  - More confident in their abilities to perform the job
  - Willingness to ask questions in order to understand the task
- Less negative interactions / coaching moments

# Implementation in Pinellas County

- CareerSource Pinellas
- Pinellas County Schools
  - Palm Harbor University High School
  - Richard Jacobson Technical High School
- Pinellas County Adult Education
- Pinellas Technical College
- Juvenile Justice Facilities

**More than 900 Florida Ready to Work  
Credentials earned in 23-24**



# Next Steps

- Preferred hirings with Florida Ready to Work Credential
- Work with your CareerSource Pinellas to request employees with the Credential
- School Advisory Councils
- Apprenticeships and Pre-Apprenticeships
- Diagnostic tool to evaluate jobseeker readiness for various positions
- New Employee Training
- More...

**Ask For The  
Florida Ready to Work  
Credential!**

# Florida HIRES

- Partnership between Florida Department of Corrections, CareerSource Florida, CareerSource Pinellas, PERC, Florida Dream Center, and Florida Ready to Work
- More than 100 completers to date



FLORIDA  
ready to work STUDENT SPOTLIGHT

“

I STARTED USING THE SKILLS I LEARNED AT MY JOB AT PUBLIX AND IT REALLY PAID OFF. IT BECAME MUCH EASIER FOR ME TO TALK TO THE CUSTOMERS AND MY TEAM. I WAS ABLE TO CONNECT WITH THEM AND FIND OUT THINGS I DIDN'T KNOW ABOUT THEM.

”



**Tiffany Vause**  
**Director of Strategic Initiatives**  
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**Customer Success Manager**  
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754.235.7626

**FloridaReadytoWork.com**



PINELLAS COUNTY SCHOOLS

# PINELLAS COUNTY SCHOOLS UPDATE

**Dr. Kevin Hendrick**

*Superintendent*



# PINELLAS COUNTY SCHOOLS

*Future of Work Florida*

MAY 2024

# WHO WE ARE



Lisa N. Cane



Carol J. Cook  
Vice Chairperson



Caprice Edmond



Laura Hine  
Chairperson



Eileen M. Long



Stephanie Meyer



Dawn M. Peters



# PINELLAS COUNTY SCHOOL BOARD



# WHO WE ARE

## THE FAST FACTS

Pinellas County Schools is...



**FLORIDA'S  
9<sup>TH</sup> LARGEST  
SCHOOL DISTRICT**



**HOME TO MORE THAN 90,000  
PK-12 STUDENTS**



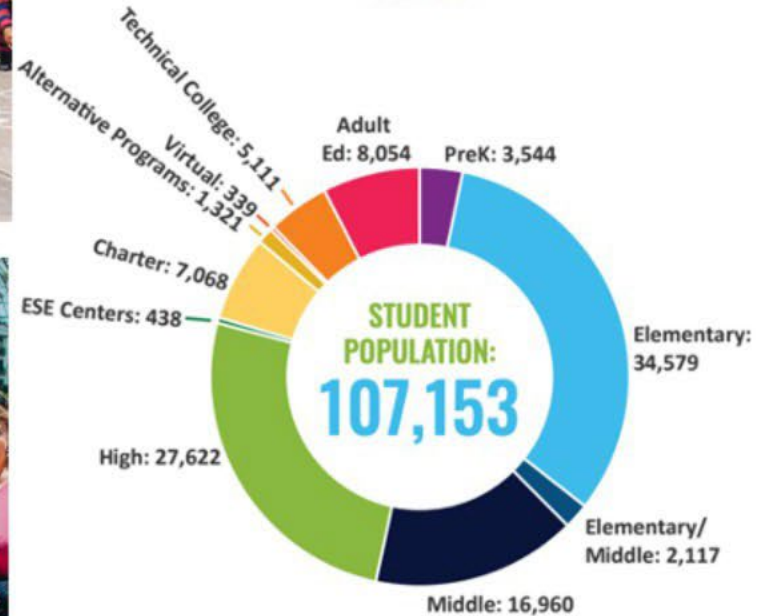
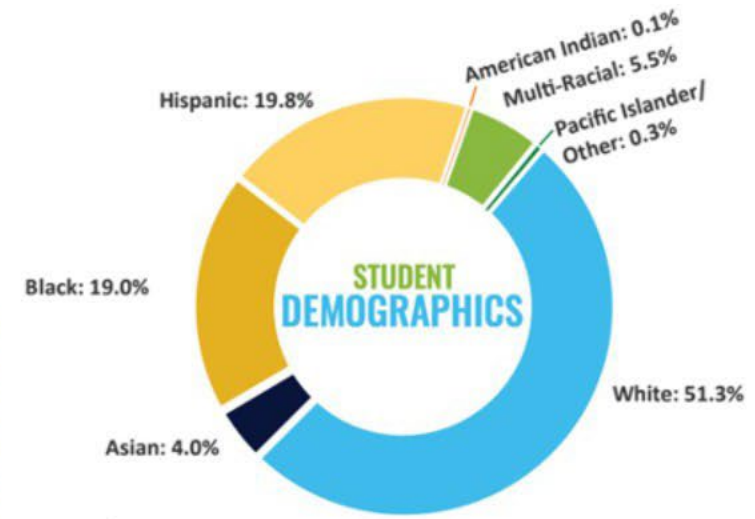
**THE LARGEST  
EMPLOYER  
IN PINELLAS COUNTY**

## EMPLOYEE FACTS





# WHO WE ARE



**128 Elementary, middle, high or ESE schools**

**3 adult education centers**

**2 technical colleges**

**18 charter schools**





*Vision*

**100% Student Success**

*Mission*

**Educate and Prepare Each Student for College, Career and Life**

*Core Values*



# DISTRICT STRATEGIC PLAN 2023-2026



## *Academic Excellence Through Innovation*

- Objective 1: Accelerate innovative learning experiences for all students
- Objective 2: Expand early literacy initiatives for all students in grades pre-k-3
- Objective 3: Ensure graduates are prepared for workforce and college success
- Objective 4: Earn a district grade of A

## *Safe and Respectful Climate and Culture*

- Objective 5: Build positive, caring cultures of learning in every classroom and school
- Objective 6: Maintain safe and secure environments

## *Equity with Excellence for All*

- Objective 7: Eliminate gaps in opportunity, access and achievement for all students
- Objective 8: Accelerate progress of the district bridging the gap plan

## *Positive Staff Experiences*

- Objective 9: Attract and retain outstanding faculty and staff
- Objective 10: Invest in all staff through continuous professional learning

## *Strong Connections and Communication*

- Objective 11: Deepen authentic engagement with families districtwide
- Objective 12: Leverage partnerships that support student success
- Objective 13: Deliver engaging and consistent communications to all stakeholders

## *Fiscal and Operational Responsibility*

- Objective 14: Successfully transition strategies funded by ESSER/ARP
- Objective 15: Increase operational efficiency for student transportation
- Objective 16: Provide state-of-the-art facilities, technology, and resources



# Ten Largest and Neighboring Districts

District Name	English Language Arts Achievement	Mathematics Achievement	Science Achievement	Social Studies Achievement	Middle School Acceleration	Graduation Rate	College and Career Acceleration	Total Points Earned	Total Components	Percent of Total Possible Points	Percent Tested	Informational Baseline Grade 2023	Grade 2022
MIAMI-DADE	58	59	58	72	75	88	70	480	7	69	99	A	A
BREVARD	54	54	57	67	70	87	73	462	7	66	97	B	B
PALM BEACH	52	53	56	67	75	89	70	462	7	66	98	B	A
<b>PINELLAS</b>	<b>51</b>	<b>55</b>	<b>57</b>	<b>66</b>	<b>75</b>	<b>88</b>	<b>67</b>	<b>459</b>	<b>7</b>	<b>66</b>	<b>98</b>	<b>B</b>	<b>B</b>
ORANGE	52	54	60	65	76	87	64	458	7	65	98	B	B
DUVAL	45	51	51	65	79	86	75	452	7	65	98	B	B
HILLSBOROUGH	50	53	52	67	81	88	60	451	7	64	98	B	B
BROWARD	54	54	52	67	70	87	60	444	7	63	98	B	B
MANATEE	48	57	54	66	78	80	60	443	7	63	98	B	B
PASCO	49	51	55	69	61	90	67	442	7	63	97	B	B
LEE	45	50	50	61	80	82	64	432	7	62	97	B	B
OSCEOLA	45	43	50	63	77	85	59	422	7	60	98	B	B
POLK	42	42	43	60	67	78	52	384	7	55	98	C	C
<b>Ranking</b>	<b>6th</b>	<b>3rd</b>	<b>3rd</b>	<b>7th</b>	<b>7th</b>	<b>3rd</b>	<b>5th</b>	<b>4th</b>					

SOURCE: Florida School Accountability Reports ([fldoe.org](https://fldoe.org)).

**STRATEGIC PRIORITY 1: ACADEMIC EXCELLENCE THROUGH INNOVATION**  
**Objective 4: Earn a district grade of A**



# DISTRICT AND SCHOOL GRADES

## Large and neighboring district comparison

District Name	A	B	C	D	F	I	Total Schools	%A and B	% D and F	
BREVARD	35	22	32	4	0	4	97	58.8	4.1	
BROWARD	84	61	123	20	1	8	297	48.8	7.1	
DUVAL	51	27	75	13	5	7	178	43.8	10.1	
HILLSBOROUGH	73	42	109	32	6	5	267	43.1	14.2	
LEE	24	24	43	2	0	4	97	49.5	2.1	
MANATEE	22	14	21	6	0	1	64	56.3	9.4	
MIAMI-DADE	201	124	124	8	1	12	470	69.1	1.9	
ORANGE	87	58	82	3	0	1	231	62.8	1.3	
OSCEOLA	9	19	40	3	0	1	72	38.9	4.2	
PALM BEACH	70	35	64	23	2	7	201	52.2	12.4	
PASCO	26	21	27	12	2	6	94	50.0	14.9	
<b>PINELLAS</b>	<b>49</b>	<b>38</b>	<b>40</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>131</b>	<b>66.4</b>	<b>3.1</b>	
POLK	22	15	81	13	1	3	135	27.4	10.4	
<i>State Total</i>	<i>1095</i>	<i>839</i>	<i>1203</i>	<i>179</i>	<i>27</i>	<i>104</i>	<i>3447</i>	<i>56.1</i>	<i>6.0</i>	
<b>Ranking</b>						<b>1st</b>			<b>2nd</b>	<b>4th</b>

SOURCE: Florida School Accountability Reports ([fldoe.org](http://fldoe.org)).

**STRATEGIC PRIORITY 1: ACADEMIC EXCELLENCE THROUGH INNOVATION**  
**Objective 4: Earn a district grade of A**



# PCS State Rank Trend by Total Points

Year	Grade	Total Points	State Rank by Total Points (out of 67)
2023	B	459 → 66%	21
2022	B	647 → 59%	30
2021	B	605 → 55%	23
2020	No testing		
2019	B	659	34
2018	B	635	37
2017	B	613	39
2016	B	603	33

**STRATEGIC PRIORITY 1: ACADEMIC EXCELLENCE THROUGH INNOVATION**  
**OBJECTIVE 4: Earn a district grade of an A**



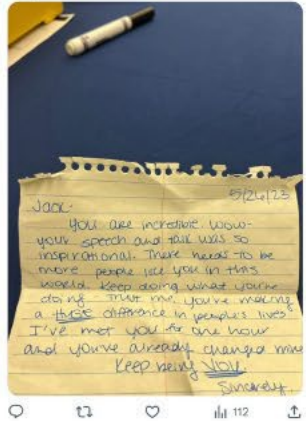
*Student*  
**EXPERIENCE**

**HIGH**  
*Expectations*

# MIDDLE SCHOOL EXPERIENCE



Jack Berckemeyer @JBerckemeyer · 23m  
Why I do what I do

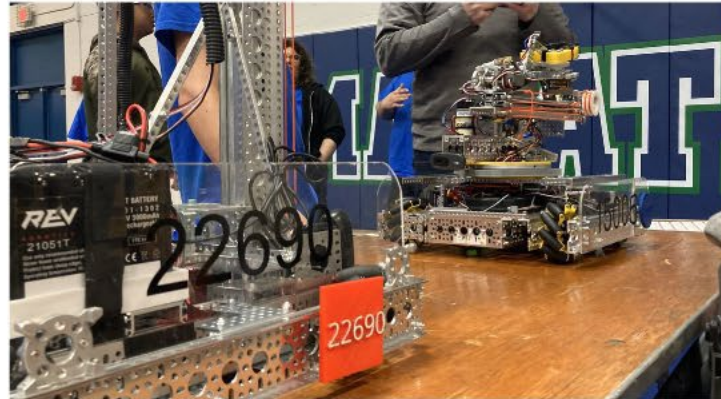


**STRATEGIC PRIORITY 1: ACADEMIC EXCELLENCE THROUGH INNOVATION**  
**OBJECTIVE 1: Accelerate innovative learning experiences for all students**





# ACADEMIC COMPETITIONS



**STRATEGIC PRIORITY 1: ACADEMIC EXCELLENCE THROUGH INNOVATION**  
**OBJECTIVE 1: Accelerate innovative learning experiences for all students**



# STUDENT LEADERSHIP SUMMITS

**LISTEN**  
**LEARN**  
**LEAD**

PINELLAS COUNTY SCHOOLS STUDENT LEADERSHIP SUMMIT



**STRATEGIC PRIORITY 1: ACADEMIC EXCELLENCE THROUGH INNOVATION**  
**OBJECTIVE 1: Accelerate innovative learning experiences for all students**



# ALL-COUNTY PERFORMING ARTS



**STRATEGIC PRIORITY 1: ACADEMIC EXCELLENCE THROUGH INNOVATION**  
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# PCAC CHAMPIONS



**STRATEGIC PRIORITY 1: ACADEMIC EXCELLENCE THROUGH INNOVATION**  
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# SUMMER BRIDGE & CAMPS



**STRATEGIC PRIORITY 1: ACADEMIC EXCELLENCE THROUGH INNOVATION**  
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# BOYS READ & GUYS READ



**Pinellas Education Foundation**  
Inspired minds transform lives



**STRATEGIC PRIORITY 3: EQUITY WITH EXCELLENCE FOR ALL**  
**OBJECTIVE 7: ELIMINATE GAPS IN OPPORTUNITY, ACCESS AND ACHIEVEMENT FOR ALL STUDENTS**



# GREAT EXPLORATIONS



**STRATEGIC PRIORITY 5: STRONG CONNECTIONS AND COMMUNICATION**  
**OBJECTIVE 12: LEVERAGE PARTNERSHIPS THAT SUPPORT STUDENT SUCCESS**



A large, stylized graphic of a leaf or flame shape, composed of several overlapping, rounded, teardrop-like segments in various shades of blue, centered behind the text.

**RECOGNITION OF**

*Excellence*





# NATIONALLY RECOGNIZED COLLEGE AND CAREER PATHWAYS

## CHOOSE YOUR OWN *Adventure*

From day one, Pinellas County Schools students have opportunity.



18 Career/Technical Programs



260 STEM Academies



76 Elementary Robotics Programs



123 Art Programs



99 Gifted Programs



7 Languages Taught



37 Orchesta Programs



60+ Industry Certification Programs



26 Free VPK School Sites



**FIND YOUR  
FUTURE**

# MAGNET & CAREER PATHWAYS

- Academy of Culinary Arts
- Academy of Entertainment Arts
- Academy of Finance
- Academy of Information Technology
- Automotive Technology Center
- Career Academy for International Culture & Commerce
- Center for Advanced Technologies
- Center for Communications, Journalism & Multimedia
- Center for Construction Technologies
- Business Entertainment Technology Academy
- Center for Wellness & Medical Professions
- Culinary Arts Academy
- Commercial & Digital Arts
- Construction Technology
- Criminal Justice Academy
- Electricity
- Game & Simulation Programming
- Institute for Science, Technology, Engineering & Mathematics
- Marine Service Technology
- Nursing
- Veterinary Science Academy



# PINELLAS TECHNICAL COLLEGE

Opportunity starts here



ARTS & AUDIO/VISUAL

AUTOMOTIVE & TRANSPORTATION

BEAUTY

BUSINESS & INFORMATION TECHNOLOGY

CHILD CARE

CONSTRUCTION & DESIGN

HEALTH SCIENCE

HOSPITALITY

MANUFACTURING

PUBLIC WORKS

- > Career Training Programs
- > High School Dual Enrollment
- > Most programs completed in one year, or less
- > Affordable Tuition, & Financial Aid for qualified students
- > Small Class Sizes & Hands-On Experience
- > Online, On-campus, Day & Evening Classes available
- > Earn Industry Licenses, Certificates & College Credit where applicable
- > GED & Adult Education
- > Career Counseling & Job Placement Services

Choose from...

**60+** Programs  
**40+** Careers



# MAGNET SCHOOLS OF AMERICA

## SCHOOLS OF DISTINCTION

DUNEDIN HIGHLAND MIDDLE  
EAST LAKE MIDDLE SCHOOL  
ELISA NELSON ELEMENTARY  
GULFPORT MONTESSORI ELEMENTARY  
JAMES B. SANDERLIN IB WORLD SCHOOL  
JOHN HOPKINS MIDDLE  
LARGO HIGH SCHOOL  
LARGO MIDDLE IB WORLD SCHOOL  
MIDTOWN ACADEMY  
MILDRED HELMS ELEMENTARY IB WORLD SCHOOL  
PERKINS ELEMENTARY  
RICHARD O. JACOBSON TECHNICAL HIGH  
RIDGECREST ELEMENTARY  
SEMINOLE HIGH SCHOOL  
TARPON SPRINGS HIGH SCHOOL



## SCHOOLS OF EXCELLENCE

COUNTRYSIDE HIGH SCHOOL  
DOUGLAS L. JAMERSON, JR. ELEMENTARY



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# REGIONAL SCHOLASTIC ARTS HONORS



**411**  **101**  
Gold Key

**87**  **87**  
Silver Key

**220**  **220**  
Honorable Mention

PCS Works Honored

- Azalea Middle School
- Bayside High School
- Boca Ciega High School
- Carwise Middle School
- Clearwater Fundamental Middle School
- Clearwater High School
- Countryside High School
- Dunedin High School
- Dunedin Highland Middle School
- East Lake High School
- Gibbs High School
- Hollins High School
- John Hopkins Middle School
- Lakewood High School
- Largo High School
- Largo Middle School

- Madeira Beach Fundamental School
- Meadowlawn Middle School
- Morgan Fitzgerald Middle School
- Northeast High School
- Oak Grove Middle School
- Osceola Fundamental High School
- Palm Harbor Univ High School
- Pinellas Park Middle School
- Richard O. Jacobson Technical High
- Safety Harbor Middle School
- Seminole High School
- St Petersburg High School
- Tarpon Springs High School
- Tarpon Springs Middle School
- Thurgood Marshall Fundamental Middle School
- Tyrone Middle School

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# WORLD-CLASS FACILITIES



**SANDY LANE**



**CLEARWATER HIGH**



**MANGROVE BAY**



**COACHMAN SERVICE CENTER**

**STRATEGIC PRIORITY 6: FISCAL & OPERATIONAL RESPONSIBILITY**  
**Objective 16: Provide state-of-the-art facilities, technology, and resources**



# NATIONAL MERIT SCHOLARS



**NATIONAL MERIT  
SCHOLARSHIP PROGRAM**

## 24 NATIONAL MERIT SEMIFINALISTS DISTRICTWIDE

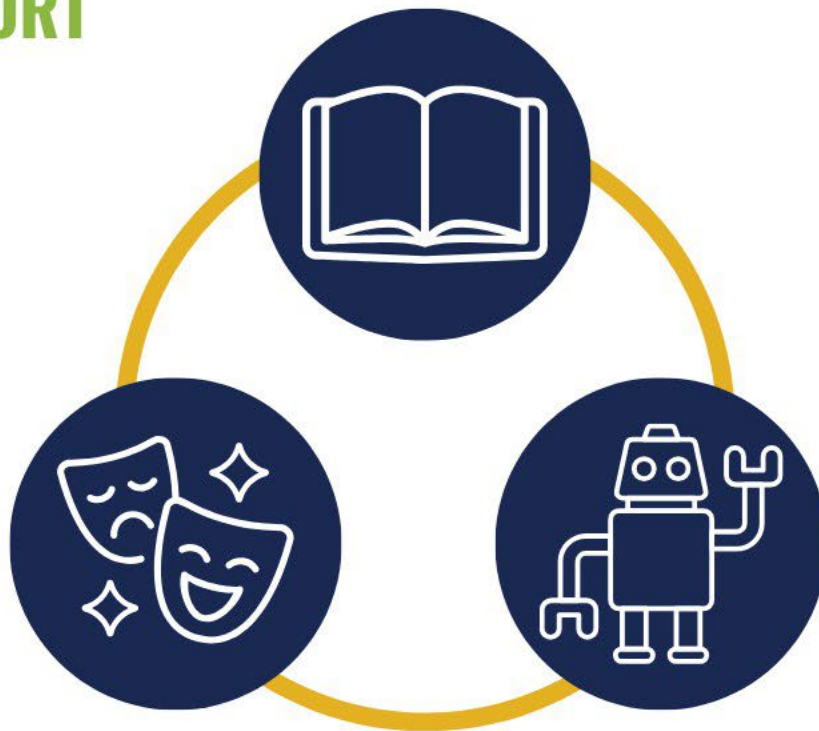


# REFERENDUM FUND USAGE

## 2022-23 ANNUAL REPORT



\$44.4 million  
teacher salaries;  
\$5,734 per teacher  
without fringe



\$11.1 million reading,  
arts, technology



\$4.6 million  
charters





# REFERENDUM ON THE BALLOT IN 2024



Thank You

A graphic of several overlapping, stylized leaves in various shades of blue, positioned behind the text.