

# Florida Atlantic Workforce Alliance (FAWA)

Joint Virtual Meeting of the FAWA  
Consortium & Inaugural Meeting of the  
FAWA Industry Councils

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# FAWA Overview

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Mr. Brian Bauer

CareerSource Research Coast



# What is FAWA?

- In 2019 Governor DeSantis set a goal to make Florida the best state in the nation for workforce education by 2030
- Nearly \$30M was dedicated to support workforce development in the Space and Treasure Coast regions as part of a multi-agency initiative to support competitive industries in the area (colleges, apprenticeship and pre-apprenticeship programs, etc.)
- \$9M was dedicated to WIOA to create the **Florida Atlantic Workforce Alliance (FAWA)**, a collaborative effort between workforce boards, educational institutions, school systems, and employers in **aerospace/aviation, IT/cybersecurity and advanced manufacturing** from Flagler to Martin counties (including CareerSource Brevard, CareerSource Flagler Volusia, CareerSource Research Coast)

**FAWA's Objective: Fortify the talent pipeline on Florida's east coast**

# FAWA Consortium Leadership



**Brian Bauer**, President/CEO

**Colleen Gill**, Project Coordinator

Industry: IT/Cybersecurity



**Marci Murphy**, President/CEO

**Stephanie Robinson**, Project Coordinator

Industry: Aerospace/Aviation



**Robin King**, President/CEO

**Ashley Ziemann**, Project Coordinator

Industry: Advanced Manufacturing

# Industry Council Leadership

## IT/Cybersecurity



Chair: **Bryan Gardner**  
Level 4 Telcom

Co-chair: **Joan Goodrich**  
Business Development Board of  
Martin County

## Aerospace/Aviation



Chair: **Patrick Johnson**  
AAR Government Services, Inc -  
Worldwide Aviation Support  
Services

Co-chair: **TBD**

## Advanced Manufacturing



Chair: **Tyrone Walker**  
AO Precision Manufacturing

Co-chair: **Brian Rademacher**  
City of Ormond Beach

# How is the FAWA Consortium Different?

- Broader reach that includes 3 regions (Research Coast, Brevard, Flagler-Volusia) / 6 counties all working together to meet our area's growing demand for skilled talent
- Opportunity to connect with other leaders in workforce development, education, economic development, and businesses
- Funded by a grant from the Governor through CareerSource Florida to fortify workforce talent across three critical sectors
- More resources, more brainpower
- Solutions have potential to have a greater regional impact

# Why Participate in the FAWA Industry Councils?

- Personally drive the solutions to your industry's most pressing problems
- Unique networking opportunities for you and your business
- Front-row seat to latest workforce and economic development information
- Contribute to the regional economy

# IT/Cybersecurity Industry Council Kickoff

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Mr. Brian Bauer

CareerSource Research Coast



# Key Insights

- From 2017-2021, there was a 9% growth in the IT sector
- As of 2022, the Research Coast has employed nearly 3,000 people in this sector
- The projected job growth from 2022-2027 is 15%
- Average hourly earnings \$37.42
- Generally require a Bachelor's degree
- Some combination of certifications and targeted skills development can enable more area residents to become qualified for these jobs in less than 4 years

# Local Initiatives

- **New Tech Support Pre-Apprenticeship in Martin County School District**
- **CareerSource Research Coast sponsors 3 Tech Apprenticeships:**
  - Tech Support Specialist-CompTia A+ Certification
  - Network Support Specialist-CompTia A+ and Network+ Certifications
  - Cyber Security Support Specialist-CompTia A+, Network+ and Security + Certifications
  - Can be expanded to be offered throughout the Alliance region

**Business intelligence and program validation from employers is critical!**

# Aerospace/Aviation Industry Council Kickoff

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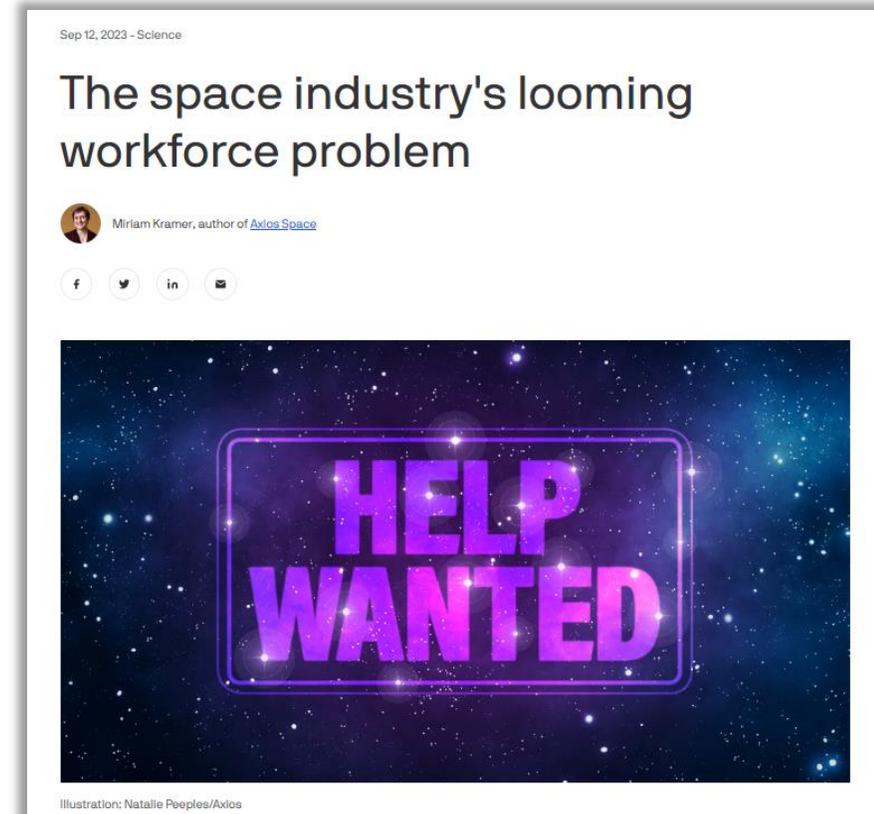
Ms. Stephanie Robinson  
CareerSource Brevard



# State of Aerospace/Aviation

The labor shortage could impede the space economy from reaching its trillion-dollar potential [The space industry's looming workforce problem \(axios.com\)](#)

- "At the four-year level, engineers from 2017 to 2022 dropped by about 100,000" -Tom Roeder, a senior data analyst at the Space Foundation
- Welders, machinists and other technical jobs that don't require advanced degrees are also in demand for companies building rockets and spacecraft
- Technically skilled workers are in demand across industries = competition



# There is a place for every face in space

The aerospace and aviation industries have opportunities in areas of all interests:

- Welders
- Scientists
- Doctors
- Engineers
- Machinists
- Electricians
- Technicians
- Nutritionists
- Administrators
- Environmentalists
- Seamstresses
- IT/Cybersecurity
- Etc...

**How do we capture and maintain interest?**

# Local Initiatives

- CUSTOMIZED TRAINING CONTRACTS AND INITIATIVES
- AEROSPACE AND DEFENSE TRAINING CENTER (ADTC) HUB
- SPONSOR: NASA SPACE APPS CHALLENGE HACKATHON
  - Kennedy Space Center
  - October 7<sup>th</sup>-8<sup>th</sup>

<https://www.spaceappschallenge.org/2023/locations/cape-canaveral-fl/>
- SPONSOR: WOMEN IN AVIATION INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE
  - Merritt Island Airport (pending)
  - February 10<sup>th</sup> (pending)

# Key Stakeholders/Partners

- Area Businesses
- SCCAP
- Space Florida
- Women in Aviation
- EDCs & Chambers of Commerce
- State and Technical Colleges
- County School Districts

# Advanced Manufacturing Industry Council Kickoff

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Ms. Robin King  
CareerSource Flagler Volusia



# Key Stakeholders/Partners

- Area Businesses
- Volusia Manufacturing Association
  - FAME Sunshine Chapter
- Embry-Riddle Aeronautical University
  - MicaPlex
  - Gaetz Aerospace Institute
  - College of Aviation
- EDOs & Chambers of Commerce
- State and Technical Colleges
- County School Districts



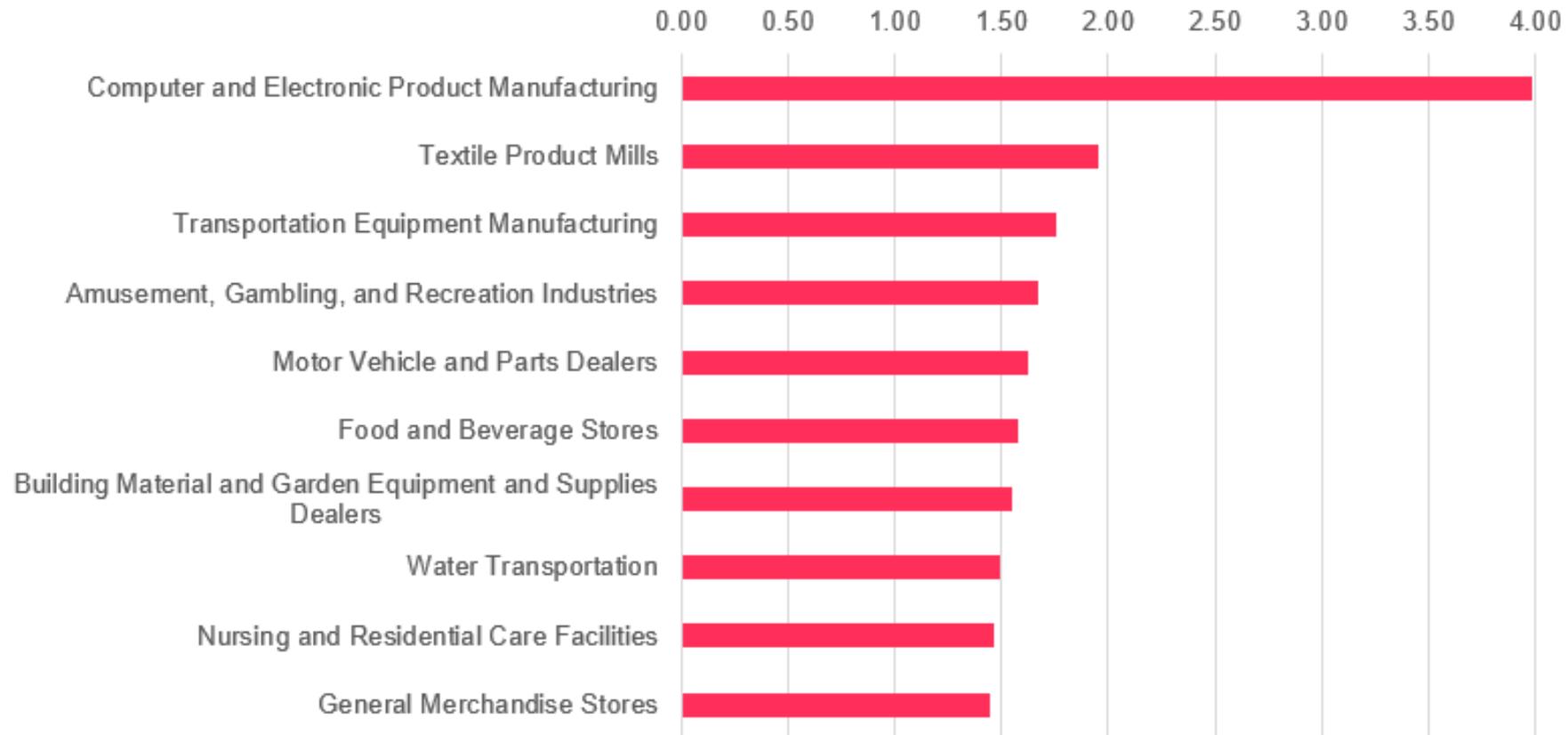
# Key Initiatives

- Career Showcase/Awareness Campaign
- Workforce Attraction
  - WorkLocal! Powered by GoGig
- Education/Development/Employment
  - Work-based opportunities
  - Wrap-around support



# Initial Insights (Regional Industry)

*Figure 13: Industries with the Highest Location Quotient in Florida Atlantic Alliance Region*



Source: Lightcast

# Recommendations

- Engage and attract
- Strategic collaboration
- Strengthen business connections
- Re-examine requirements
- Training aligned demand
- Demonstrate opportunities





CareerSource Flagler Volusia

**BUSINESS SERVICES**

386.323.7079

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Robin King, President & CEO

CareerSource Flagler Volusia

386.323.7077

[robinking@careersourcefv.com](mailto:robinking@careersourcefv.com)

# Industry Council Orientation

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Dr. Jennifer Solberg

Quantum Improvements Consulting, LLC

# Introductions



QIC is a WOSB headquartered in Orlando. We work to help our customers identify workforce development issues. We design, develop, implement, and evaluate solutions using cutting edge technology.

We have worked for a variety of customers and industries including Federal government, defense, manufacturing, finance, and others.

Our role is to help ensure the success of the FAWA Industry Councils by facilitating discussions, supporting the Industry Council chairs, and supporting CareerSource marketing initiatives.

# Council Milestones



# Example Issues to Address

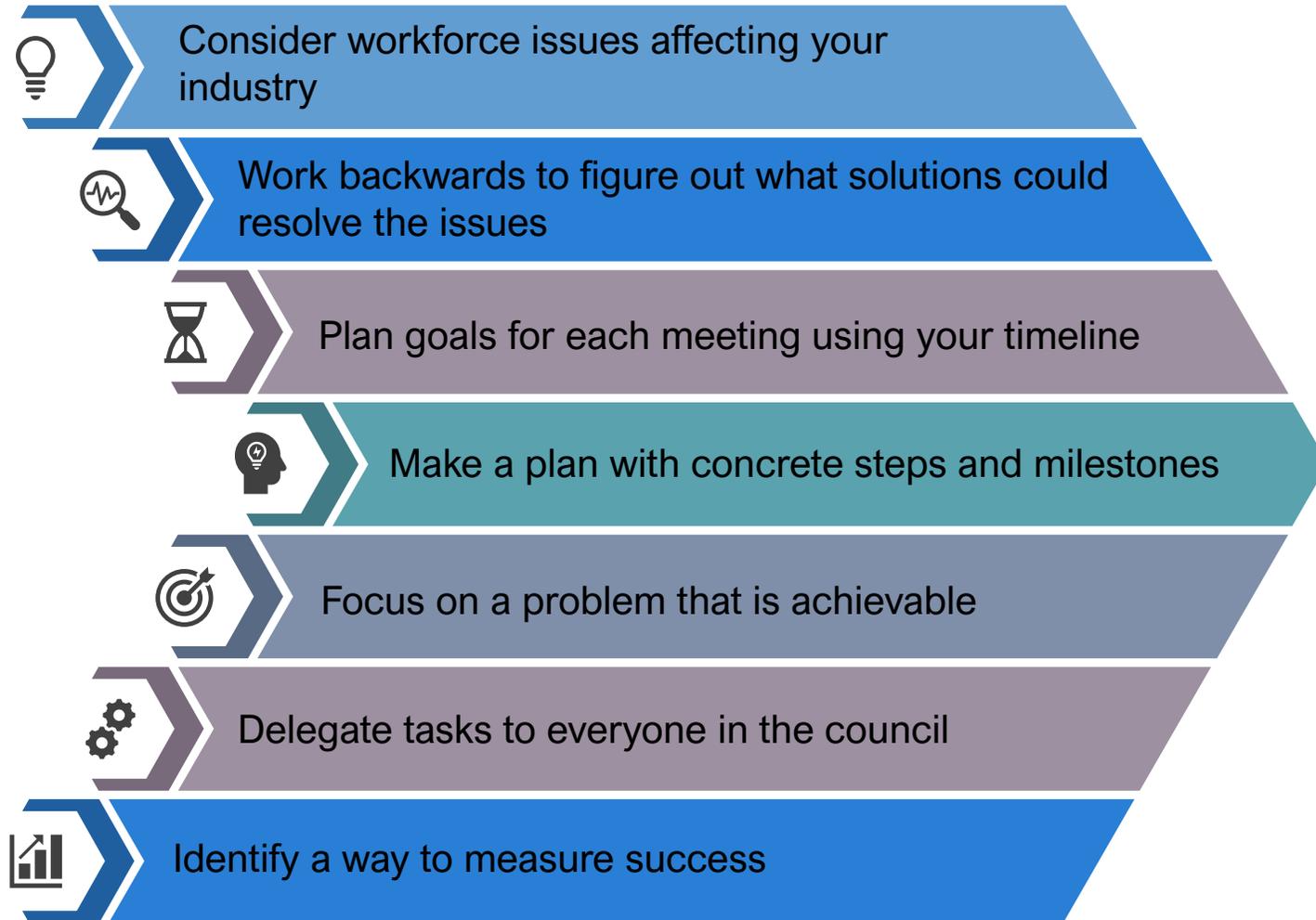
- Improving recruit quality
- Standardizing job titles, descriptions, and qualifications
- Increasing diversity of the workforce
- Improving employee retention
- Customizing training
- Streamlining employee onboarding processes
- Clarifying requirements (e.g., citizenship, security clearance)

# Recommended Project Schedule

	2023					2024								
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Joint Consortium Meeting 2 & Industry Council Meeting 1 (Kickoff)		27												
Industry Council Meeting 2														
Industry Council Meeting 3														
Consortium Meeting 3 (Mid-point Progress Briefing)														
Industry Council Meeting 4														
Industry Council Meeting 5														
Industry Council Meeting 6														
Consortium Meeting 4 (Project Wrap-Up Briefing)														

	FAWA Consortium Meeting
	FAWA Industry Council Meeting

# Keys to Success



# Industry Council Meeting 1: Objectives

- Meet Council leaders
  - Chair, Co-chair, CareerSource Project Coordinator, QIC Facilitator
- Introduce Council members
  - Collect names and contact information
- Create meeting timeline
  - Establish meeting dates/times/format
- Start brainstorming industry workforce issues to tackle

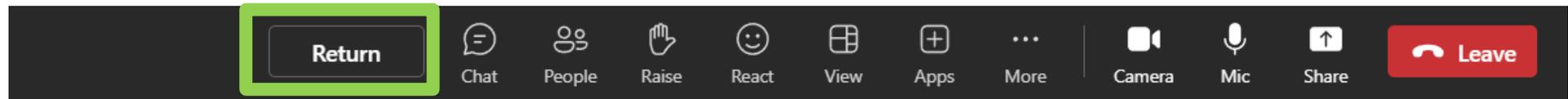
# Industry Council Meeting 1: Etiquette

Please:

- Stay on mute unless you are speaking
- “Raise your hand” to contribute to the discussion and wait to be called on
- Use the chat feature to add comments
- Practice patience as we will address one topic at a time

# Industry Council Meeting 1: Procedures

- You will be automatically sorted into a Breakout Room for the Industry Council you chose when registering
  - This is the **only** meeting where Industry Councils will meet at the same time
  - It **is** possible to participate in more than 1 Council after today
  - If you wish to switch Council rooms at any point, please return to the Main room and tell the Host which room you want to be in



# Industry Council Points of Contact

Industry Council Breakout Rooms  
Opening Now

If you have not yet moved to a room, please wait  
and we will assign you shortly.

## IT/Cybersecurity

Colleen Gill

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