

Brevard Workforce Development Regional Aerospace Workforce Initiative

Photonics Industry Outlook

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The Problem: A perfect storm

- Shuttle Program Ends
- Economy on the ropes

The Challenge: Retaining the workforce

- Identifying skills
- Identifying employers needs
- Finding employment

The Solution: Regional cooperation

- Brevard Programs
- RAWI

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Aerospace Workforce Transition (AWT) Accomplishments

- **Established a Space Act Agreement with NASA for transition activities and open AWT office at NASA KSC HQ's**
- **Established Aerospace Career Development Council (ACDC)**
- **Initiated immediate development of specific training and workforce assistance programs to support career development and transition activities**
- **Trained over 600 people to date with another 125 in the pipeline right now**
- **Initiated regional outreach and engagement of businesses**

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ACDC AWT Plan Components

- Communications & Outreach
- Assessment
- Training – Re-Training
- Supportive Services
- Economic Development Support
- Advocacy
- Entrepreneurial Encouragement
- Regional Approach

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The Regional Aerospace Workforce Initiative

- Seven county partnership to promote a collaboration between industry, workforce, education and economic development leadership to leverage resources to assist in the regional transition effort
- Specifically engage businesses to assist in transferring workers to existing and emerging industry skill needs
- Focused on FHTCC industry clusters: clean technology, nano-technology, advanced manufacturing, digital media, MST, photonics, biotechnology, and aviation.
- Established Core Regional Leadership Group to represent key industry sectors and community stakeholders.

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RAWI Progress

- Conducted baseline survey to study Central Florida's perception of industry and aerospace transition.
- Held summit of regional leadership to perform SWOT Analysis
- Strategic Action Plan Developed and being vetted with Core Regional Leadership Group
- Developed Regional Asset Map to catalogue local resources
- Conducting interviews of specific industries to gauge existing and emerging opportunities for transitioning workforce.

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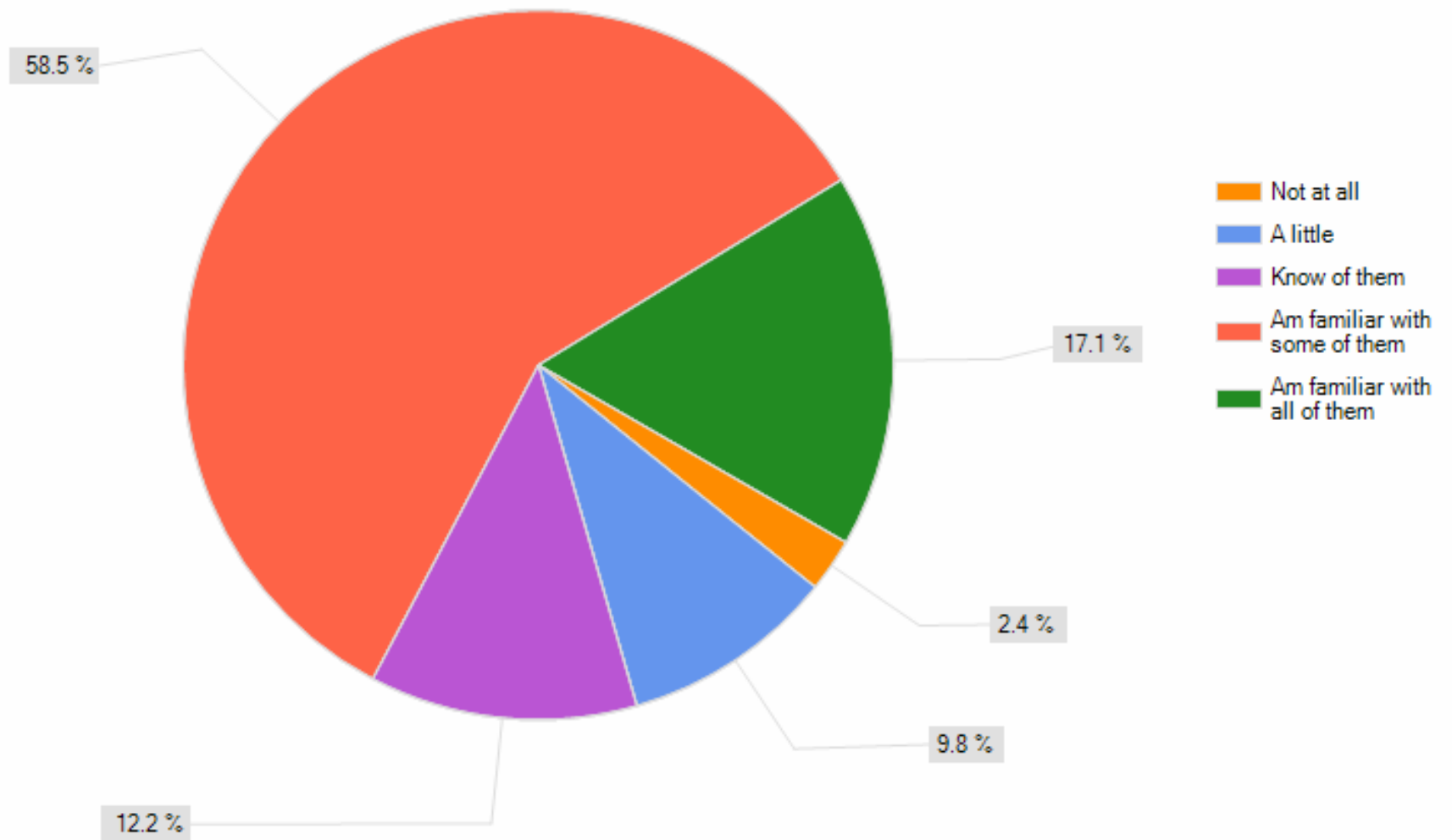
Baseline Survey

- Conducted in July 2009
- 41 representatives from industry, economic development, education and workforce
- Approximately 80 participants in Regional SWOT Analysis

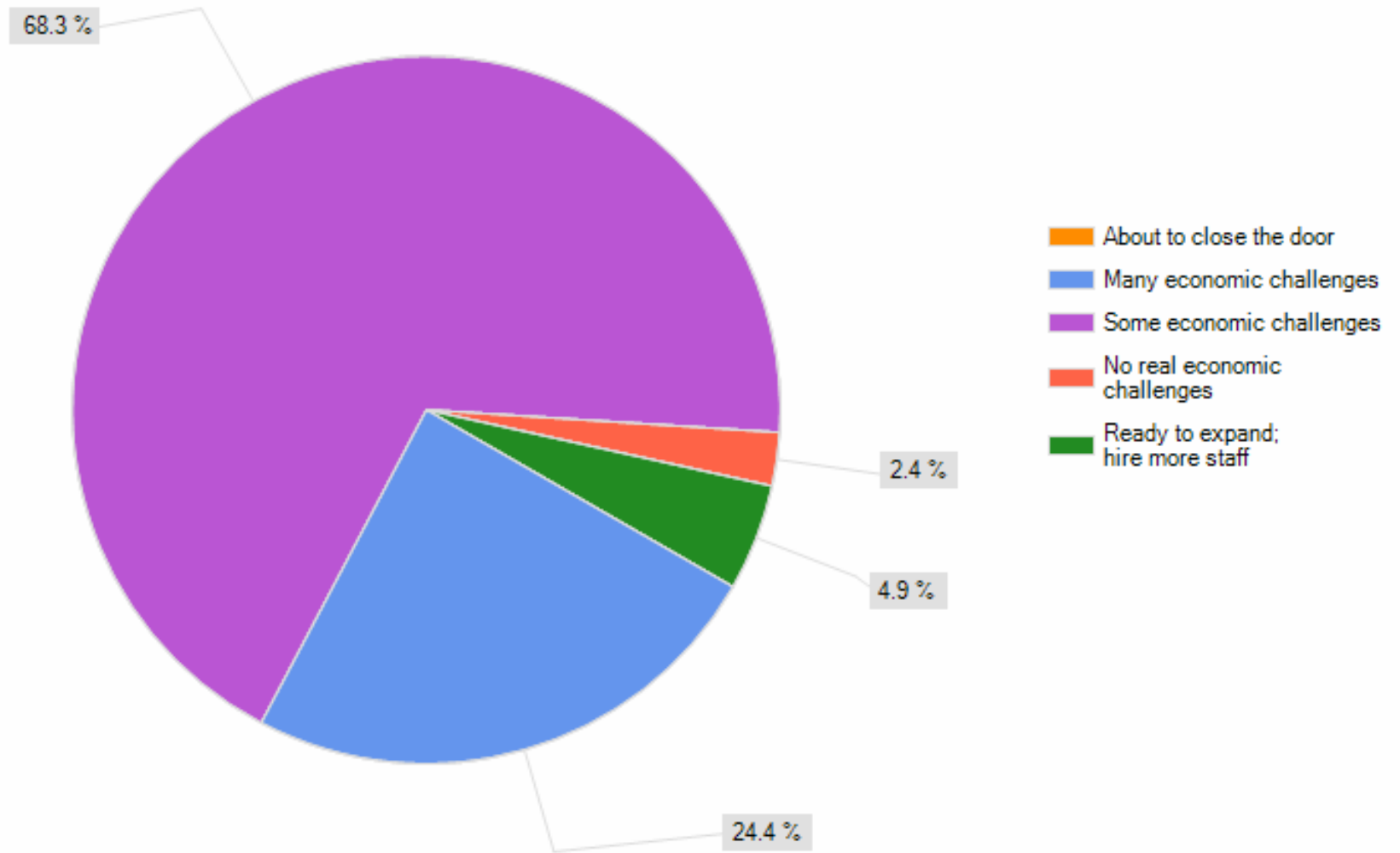
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How well do you currently understand the region's existing and emerging high tech industry clusters?



How would you rate your businesses current economic outlook?



Interview Process: What Have We Learned?

- Education is viewed as on target when industry partnerships exist
- Many companies are working to develop academic programs to fulfill their needs
- Greatest skill viewed at KSC: process discipline (quality assurance)
- Strong support for tax incentive program
- Retirement becoming a factor in employment and training decisions

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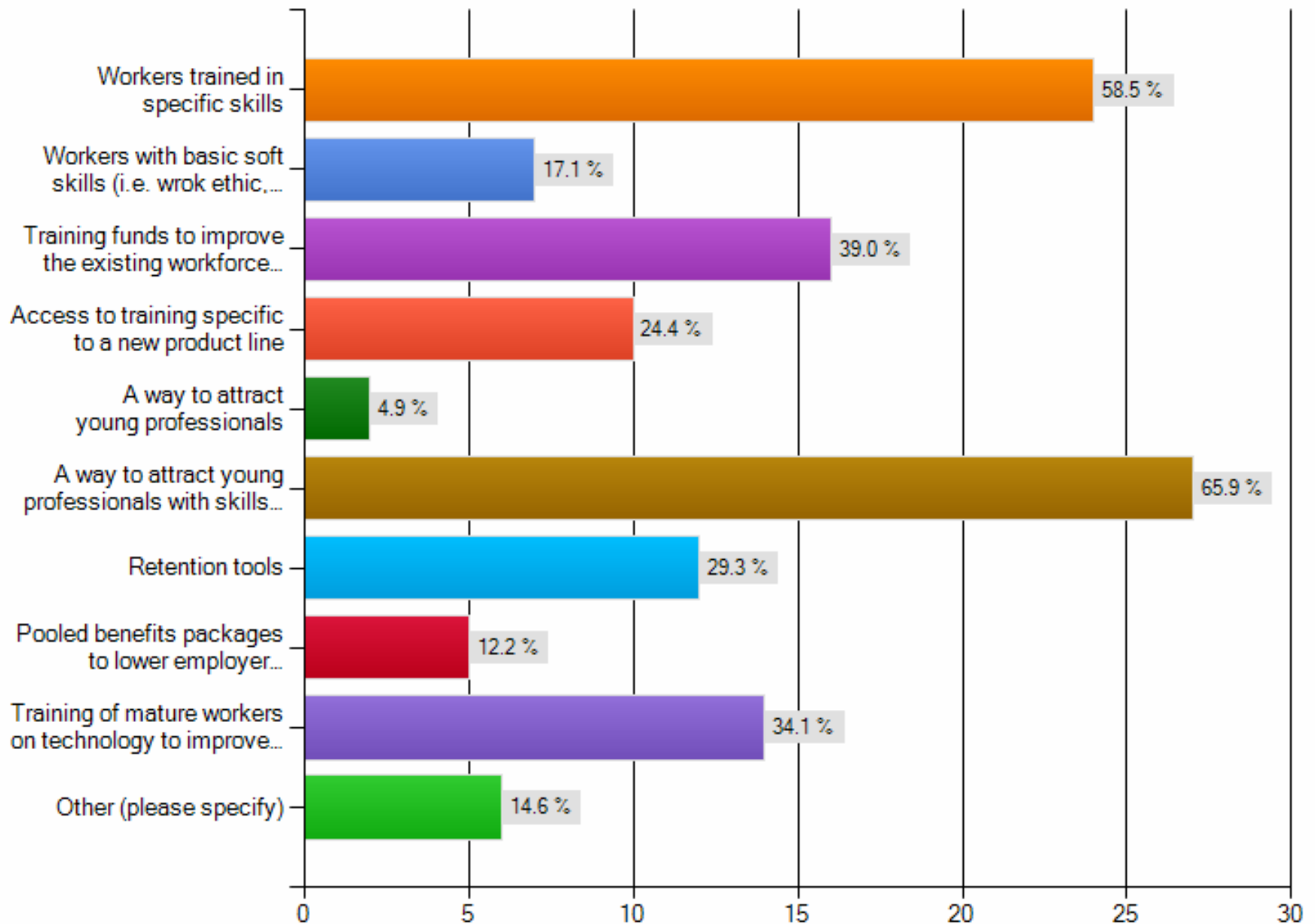
Photonics Industry Feedback

- Photonics-related businesses indentified through Centers of Excellence and local Economic Development Commissions
- Volunteers needed to take survey for broader perspective of industry needs

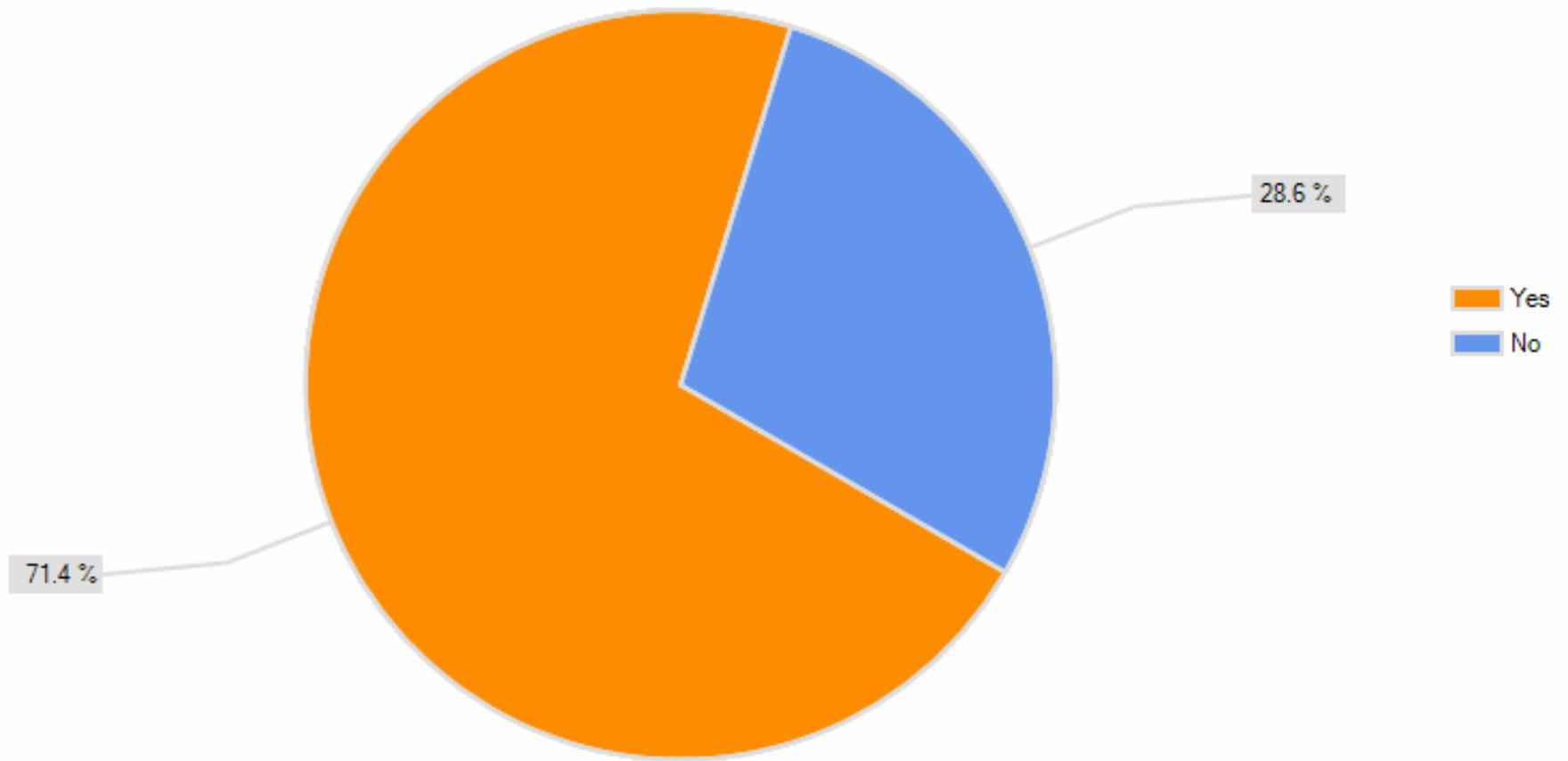
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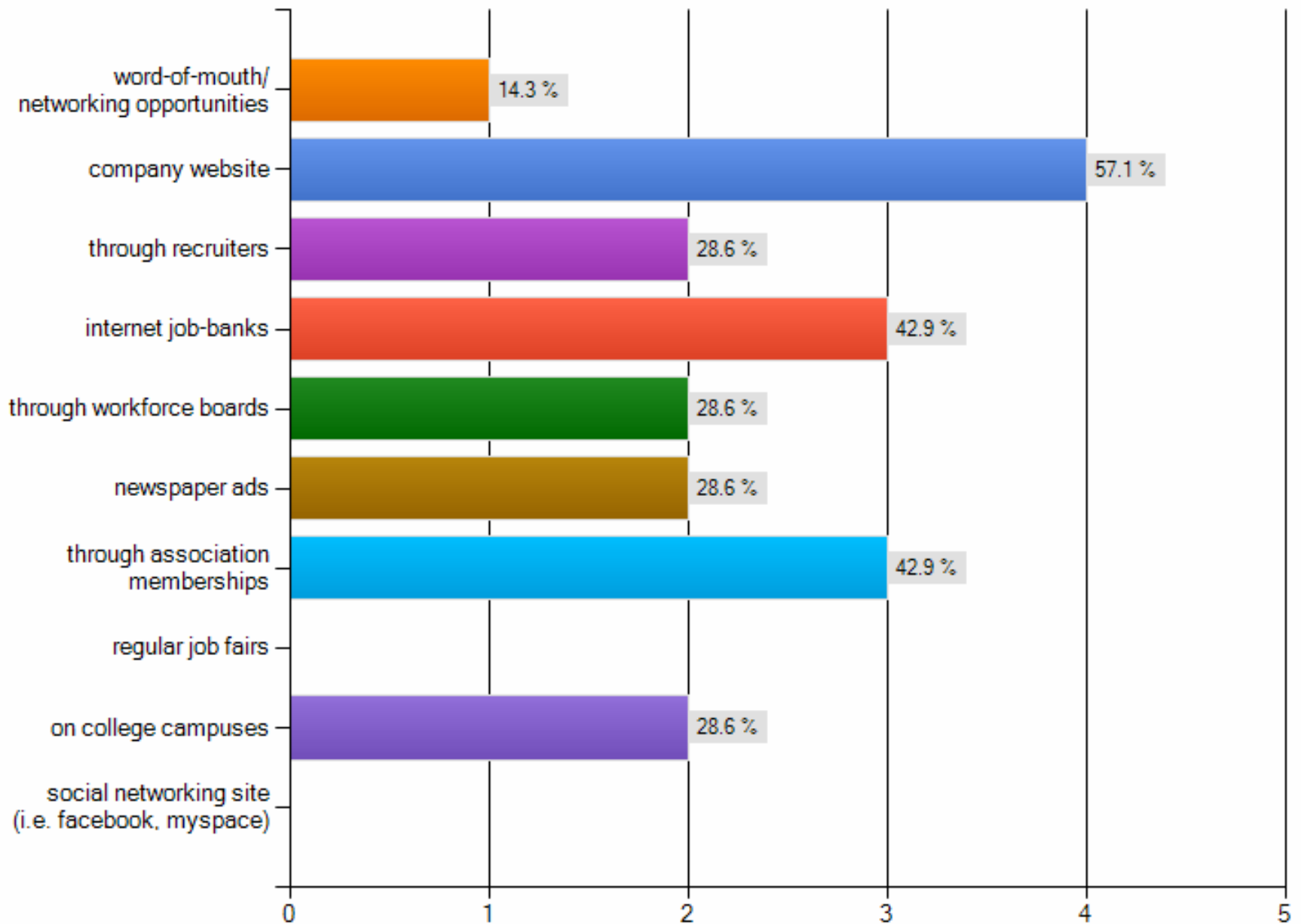
What are the top three industry based workforce needs? Choose only 3.



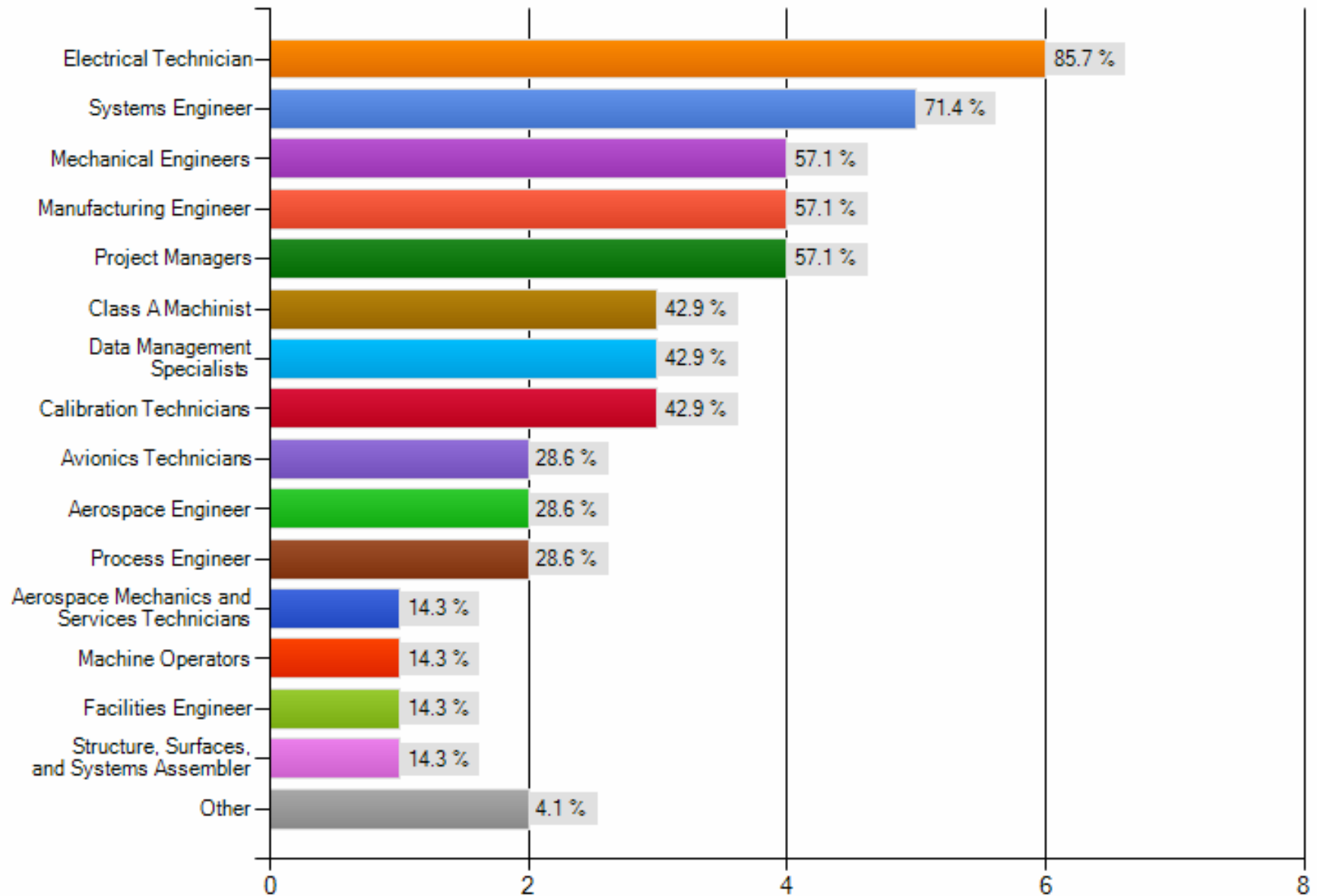
Do you believe Florida's educational institutions adequately prepare students with the skills necessary to succeed in your industry?



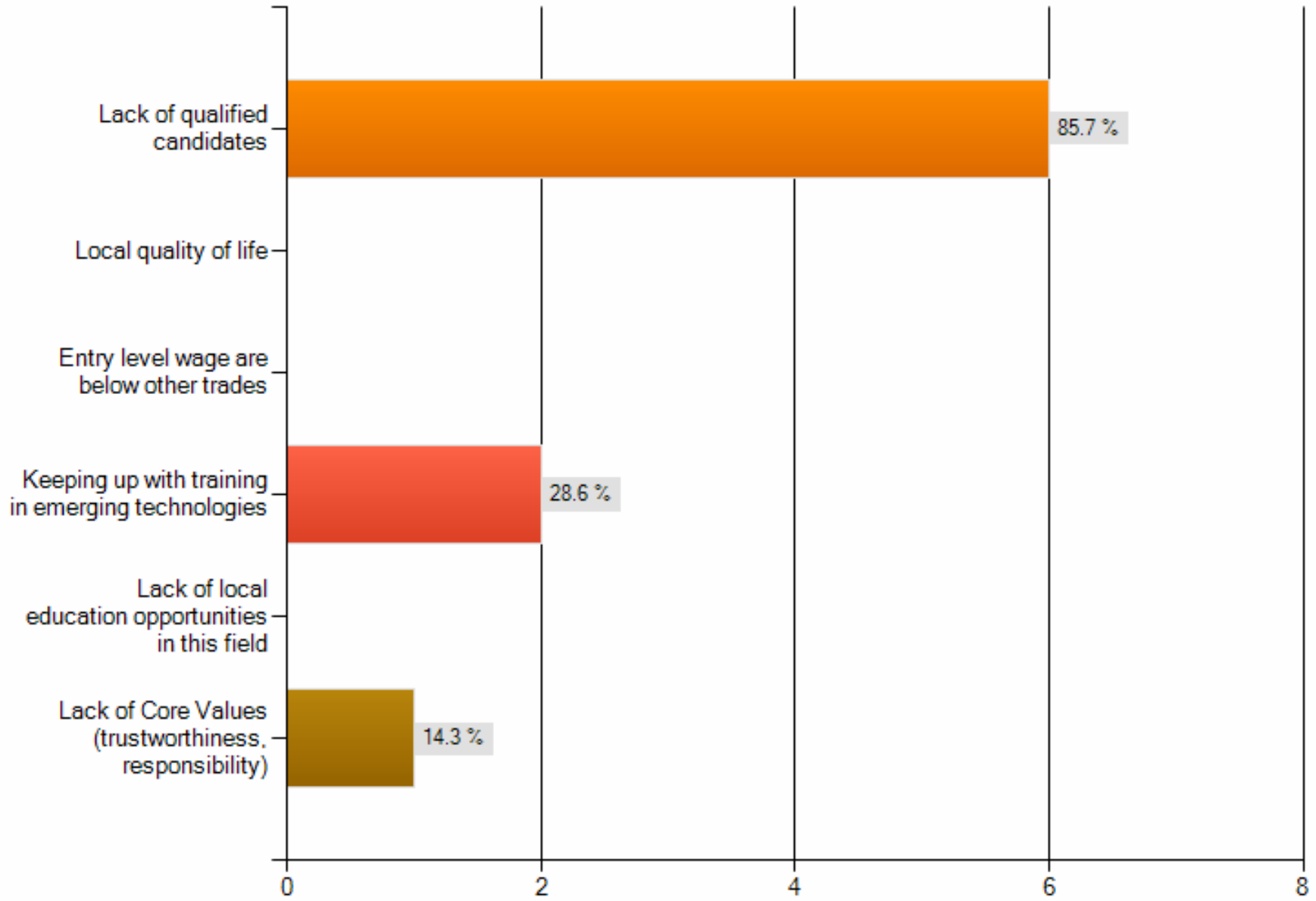
How are vacancies in your organization currently advertised?



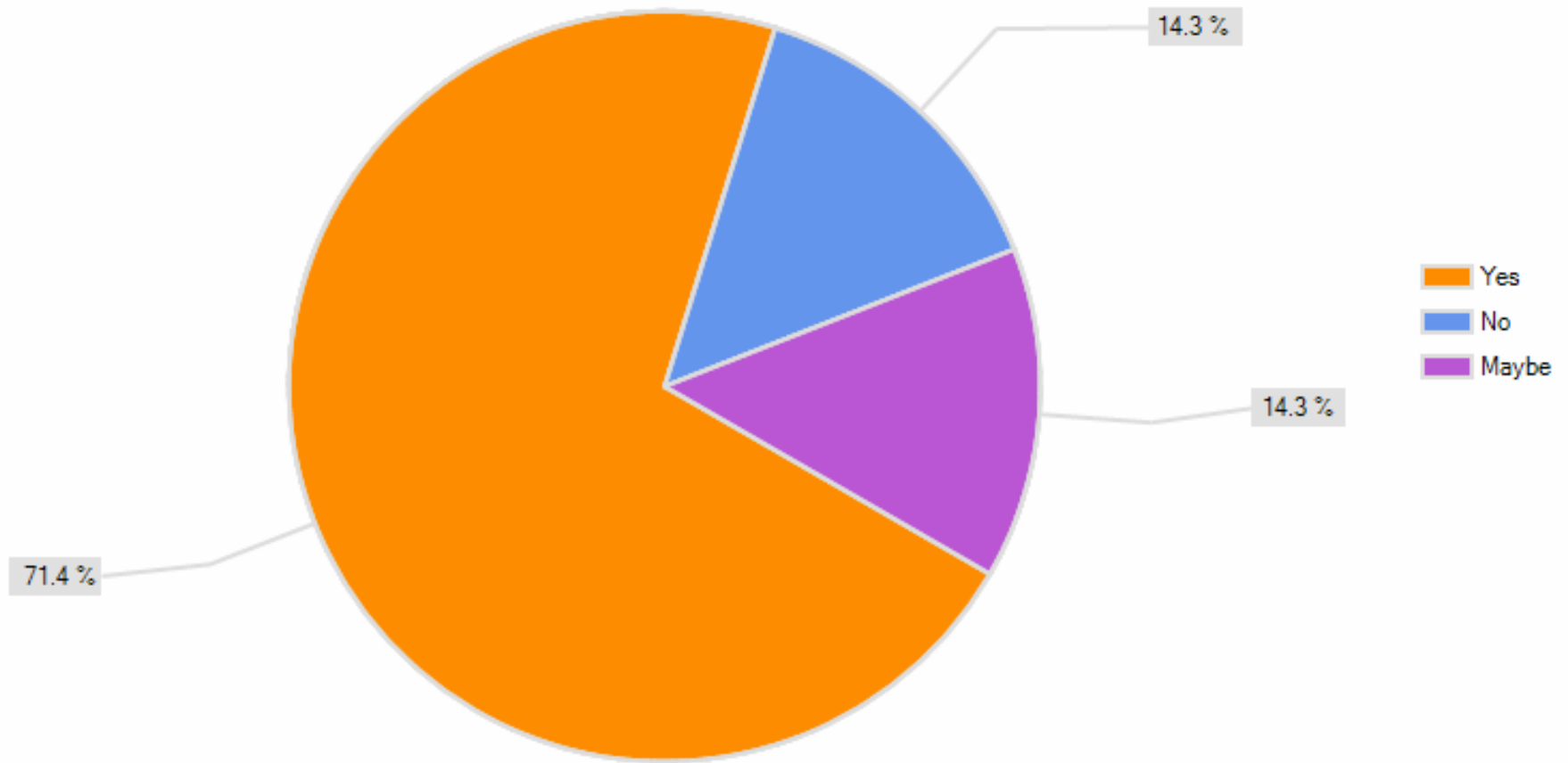
Which positions listed below do you believe are compatible with skill set needs in your industry or organization?



What do you think is the greatest challenge your organization faces in finding, recruiting, and hiring qualified employees for your positions?



Would you be willing to participate in a tax incentive program that rewarded organizations for hiring displaced aerospace workers?



It is About YOU! Cooperation

- They may live in Brevard & work there, or live elsewhere & work there
- They shop regionally, their impact is regional, they are an incomparable regional asset to economic development
- This is a program with no boundaries ... other communities & regions can help ... your communications network is an essential tool



What Can You Do?

SPREAD THE WORD!

**TELL US WHAT YOU WANT IN A QUALIFIED
CANDIDATE**

SUPPORT THE LEGISLATIVE ITEMS

VOLUNTEER TO BE INTERVIEWED

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