

Q&A: The Critical Questions and their Answers

Question 1 Why is Workforce Florida engaged in strategic planning now?

Answer The Board of Workforce Florida, its Strategy Council and Partners have identified many reasons to plan now. Not only is planning a statutory responsibility, but Florida's talent is emerging as a top agenda item in many other organizations. The timing of planning is right because of the structural changes taking place in the global economy, the need to get Florida "back to work" and the interest among other leadership organizations in teaming up to improve Florida's Talent Supply Chain. Programs that work should be replicated and promoted. Emerging opportunities, such as green industries and green jobs, may require new approaches.

Question 2 How do I keep up with the planning process?

Answer The Workforce Florida Board launched the planning process with a commitment to candor and transparency. Meeting schedules, resources and conclusions will be documented and consistently refreshed at www.WorkforceFlorida.com. Floridians may also post comments and insights at this site.

Question 3 What period of time is being used for planning?

Answer The process requires a recommendation for an updated plan by mid-November 2009 and final submission into the State's Strategic Plan for Workforce Development by the close of 2009. The Workforce Florida Board is committed to implementing and expediting critical elements of the new plan immediately.

Question 4 Who is in charge of this process?

Answer The Workforce Florida Board, led by its Chair (Belinda Keiser), is taking the lead and is accountable for an on-time and meaningful product. The Board has commissioned its Strategy Council, led by its Chair (David Armstrong) to manage the process. The Board's *Statement of Intent* and *Guiding Principles* for the process were approved on August 13, 2009, and are available at www.WorkforceFlorida.com.

Question 5 How will the Strategy Council accomplish this task?

Answer The Strategy Council will accomplish this task through a detailed milestone system, collaboration with experts, review of stakeholder strategies and utilization of the *Guiding Principles*. They are asked to explore ways to test new ideas, replicate best practices and put Workforce Florida in a much better position to work with partner agencies and organizations.

Question 6 What is a “Talent Supply Chain” and why is this term a centerpiece of the planning process?

Answer We know that Florida’s talent is positioned, prepared and rewarded with jobs and careers in MANY WAYS and through MANY programs. It is time to consider all roles and responsibilities in the new global economy.

Question 7 How does the strategic planning of other agencies and organizations fit in? Is this process occurring in isolation/in a vacuum?

Answer We need to work in the context of other agencies and organizations, plan to learn from their research and better understand our own role in the Talent Supply Chain. The process cannot be in isolation/in a vacuum.

Question 8 What does a strategic plan have to do with the fact that we are in a recession with immediate unemployment issues?

Answer The planning project’s title (*Creating the Strategy for Today’s Needs and Tomorrow’s Talent*) was developed as a reminder that we must address Florida’s needs of today AND tomorrow. Getting Florida back to work is connected to our responsibility to understand what the real business needs are today and will be in the coming years.

Question 9 What's new?

Answer There is a heightened expectation for expedited implementation of the plan. We are working amid an economic and employment environment that is unprecedented. The level of collaboration across other members in the Talent Supply Chain must be unprecedented in its outcomes. The Strategy Council will work with strong virtuosity to gather data and perspectives.

Question 10 Is there an overall mission or agenda for this work?

Answer Yes. The Board of Directors of Workforce Florida insisted on launching this process with clarity and decisiveness. Their full *Statement of Intent* and *Guiding Principles* are available at www.WorkforceFlorida.com.