

Southwest Florida Workforce Overview Study 2014



WORKFORCE NOW

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WORKFORCE NOW INITIATIVE

2014 Workforce Overview Study

PREFACE

Workforce Now is a regional research initiative to identify current and future talent requirements for the five counties of Southwest Florida. The initiative was created in October 2012 as an outcome of discussions following the Education Summits produced by The News-Press Media Group. It is envisioned as a systematic, strategic multi-year focus on understanding and meeting critical workforce needs.

The initiative is designed to provide better information on workforce gaps including skills, knowledge, and characteristics desired by regional employers. The plan is to provide a continuous stream of labor force information to employers and educational institutions and to look for ways to create dialogue and new partnerships between businesses and educational institutions. The quality of the regional workforce is a primary competitive factor in the region's ability to grow and prosper in a global marketplace.

This report is an annual overview of the Southwest Florida labor market that identifies the mix of industries, the industry growth trends, current employment gaps, and the average annual projected demand for regional occupations through 2021. This study will be used to define the size of the regional employment gaps and identify areas for further research. Additional research will be needed to identify the regional specific skills, tasks, knowledge, abilities, and work activities for the occupational gaps identified by this study. This information will help students, parents, businesses, and educators make more informed decisions about careers, employees, and programs.

This project and report would not be possible without the assistance of the Florida Department of Economic Opportunity and the generous support of the founding Workforce Now investors:

The News-Press Media Group
Partnership for Collier's Future Economy
The Lee County Industrial Development Authority
The Southwest Florida Workforce Development Board
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Hodges University

Manhattan Construction

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The views expressed in the report and any errors contained are those of the authors and not of the institutions or companies that supported or participated in the Workforce Now project. The Workforce Now Reports are available at:

www.fgcu.edu/cob/eri/wfn.html.

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EXECUTIVE SUMMARY

This is the second annual Southwest Florida workforce study providing key information about industries, occupations, employment gaps, and projected job growth.

The study is divided into three major sections:

- Historic, current, and projected employment by industry
- Current (July 2014) employment gaps by occupation
- Projected employment demand by occupation

This information can be used by key stakeholders throughout the region to define the size of the regional employment gaps. In addition, the information will help students, parents, businesses, and educators make more informed decisions about careers, employees, and programs. Finally, the study helps researchers target future areas of investigation that will be needed to identify the regional specific skills, tasks, knowledge, abilities, and work activities for the occupational gaps identified by this study.

The study was started in the middle of August 2014 and was completed in October 2014. Primary data collection and analysis were conducted by Dr. Gary Jackson and the Regional Economic Research Institute at Florida Gulf Coast University. The predominate source of workforce data for the study was the Florida Department of Economic Opportunity. Final report development, editing, and formatting was supported by the Workforce Now team. The Southwest Florida region is defined as Charlotte, Collier, Glades, Hendry, and Lee Counties.

KEY FINDINGS

Historic, Current, and Projected Employment by Industry

- Economic recovery continues with employment and unemployment rates reaching levels closer to normal long-term values;
- Southwest Florida has 505,723 employed workers, compared to 8.7 million employed in Florida;
- The average annual Southwest Florida wage is \$39,603 compared to \$43,651 for Florida and \$49,816 for the nation;
- The largest industries by employment are retail trade (16.5%), accommodation and food services (13.2%), healthcare and social assistance (12.2%), construction (7.8%), and administrative and waste services (5.9%);
- The largest industries by wage income are healthcare and social assistance (15.4%), retail trade (11.4%), construction (7.6%), accommodation and food services (6.9%), and professional and technical services (6.6%);
- The fastest growing industries between 2009 and 2013 as measured by employment are accommodation and food services (7,767), retail trade (6,708), healthcare and social assistance (4,171), and professional and technical services (3,189);
- The slowest growth industries from 2009 to 2013 have been finance and insurance (-401), construction (-341), information (-266), and utilities (-19); and
- The fastest growth industries between 2013 and 2021 are projected to be health care and social assistance adding 1,388 jobs per year, construction adding 1,329 jobs per year, retail trade adding 985 jobs per year, accommodations and food services adding 905 jobs per year, and professional, scientific, and technical services adding 560 jobs per year.

Current Employment Gaps by Occupation (July 2014)

- The Florida Department of Economic Opportunity study identified 5,010 current employment gap positions for Southwest Florida;
- For each 500 employment gap vacancies filled, additional income of \$24.5 million could be generated. This illustrates the importance of having good information about the workforce market to assist in planning for careers and in matching employers and employees.

The top ten employment gaps where demand is estimated to be greater than supply are shown in the following table. These include retail supervisors, retail salespersons, insurance sales agents, supervisors for food preparation and serving, landscaping and groundskeepers, construction trades supervisors, real estate sales agents, speech-language pathologists, physical therapists, and sales representatives. The median wage varies from \$11.14 per hour to \$41.89 per hour.

Southwest Florida				
Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
First-Line Supervisors, Retail Sales	-318	8,374	\$18.14	PS Adult Voc
Retail Salespersons	-225	21,954	\$10.83	HS/GED
Insurance Sales Agents	-214	1,474	\$20.98	PS Adult Voc
First-Line Supervisors, Food Prep. & Serv.	-204	3,309	\$15.34	PS Adult Voc
Landscaping and Groundskeeping Workers	-160	10,057	\$11.14	Less HS/GED
First-Line Supervisors, Construction Trades	-155	2,172	\$24.72	Some College
Real Estate Sales Agents	-153	4,335	\$19.83	PS Adult Voc
Speech-Language Pathologists	-153	368	\$39.25	Masters or higher
Physical Therapists	-150	969	\$41.89	Masters or higher
Sales Representatives, Wholesale & Manufacturing	-138	3,973	\$22.92	PS Adult Voc.

- Sales related occupations had the largest employment gap of -1,629. On average, each 10 jobs filled are worth an additional \$260,000 in income;
- Health care practitioners and technical occupations group had the next highest employment gap of -533. On average, for each 10 jobs filled, income would rise by \$635,000;
- Construction has begun its recovery with a current employment gap of -480 positions. For each 10 positions filled, \$277,717 in additional income is earned;
- Installation, maintenance, and repair had an employment gap of -377. On average, each 10 jobs filled would raise income by \$298,695.
- Business and financial operations showed a significant employment gap of -140. This is showing the recovery of the regional financial industries market indicating expected difficulties finding qualified loan officers, personal financial advisors, and cost estimators. For each 10 vacancies filled, additional income of \$383,000 would be generated.
- Another sign of the regional recovery is an employment gap for management occupations of -197 positions. This includes management positions in health care, marketing, financial, lodging, public relations, human resources, and real estate. For each 10 job vacancies filled, additional income of \$594,000 would be generated.
- Another occupational group is computer or information technology occupations. The study identified an employment gap of -102 positions including computer systems analysts, web developers, information security analysts, computer network architects, and software developers. On average, for each 10 job vacancies filled, additional income of \$513,584 would be generated; and
- Other employment gaps were found in food preparation and serving, hospitality clerks, and buildings and groundskeeping.

Projected Employment Demand by Occupation

The top 10 projected high demand regional growth occupations for 2013 to 2021 are shown in the following table. The top growth occupation is retail salespersons with an average annual demand for 1,148 employees per year. This is followed by waiters and waitresses at 995 employees per year, cashiers at 708 employees per year, food preparation and serving workers at 497 employees per year, and registered nurses at 457 employees per year.

The next five highest occupations in demand are landscaping and groundskeeping, construction trade supervisors, real estate sales agents, speech-language pathologists, physical therapists, and sales representatives.

The Top 10 Long-Term Growth Occupations Southwest Florida 2013-2021				
Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Retail Salespersons	1,148	21,954	\$10.83	HS/GED
Waiters and Waitresses	995	14,093	\$9.22	LTHS
Cashiers	708	11,904	\$9.44	HS/GED
Combined Food Prep. & Serving Workers	497	10,036	\$8.94	LTHS
Registered Nurses	457	9,022	\$30.19	Some College
Landscaping and Groundskeeping Workers	431	10,057	\$11.14	LTHS
Customer Service Representatives	316	6,321	\$13.32	Adult Voc.
Office Clerks, General	314	7,381	\$12.30	HS/GED
Carpenters	312	5,661	\$18.29	Adult Voc.
First-Line Supervisors of Retail Sales Workers	302	8,374	\$18.14	Adult Voc.

The study finally looked at long-run occupational growth by identifying the fastest-growing occupations by the minimal educational requirement including:

- ✓ Post-Secondary Adult Vocational or Higher
- ✓ Some College or Higher
- ✓ Bachelor’s Degree or Higher
- ✓ Masters or Higher

The Fastest Growing Occupations Requiring Post-Secondary Adult Vocational Training

The top projected adult vocational education growth occupations are shown in the following table. These represent positions in sales, construction, health care, and maintenance and are expected to grow between 162 and 316 positions for each year from 2013 to 2021.

The Top 10 Adult Vocational Growth Occupations Southwest Florida 2013-2021

Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Customer Service Representatives	316	6,321	\$13.32	Adult Voc.
Carpenters	312	5,661	\$18.29	Adult Voc.
First-Line Supervisors, Retail Sales	302	8,374	\$18.14	Adult Voc.
Secretaries and Administrative Assistants	276	9,688	\$15.09	Adult Voc.
Nursing Assistants	264	5,540	\$12.61	Adult Voc.
Cooks, Restaurant	251	5,988	\$11.02	Adult Voc.
Real Estate Sales Agents	182	4,335	\$19.83	Adult Voc.
Sales Representatives, Wholesale and Manufacturing	178	3,973	\$22.92	Adult Voc.
Maintenance and Repair Workers, General	167	4,440	\$15.43	Adult Voc.
Security Guards	162	4,219	\$10.99	Adult Voc.

The Fastest Growing Occupations Requiring “Some College” or Higher

The top projected “some college” education growth occupations are shown in the following table. These represent positions in health care, finance, agriculture, construction, and real estate and are expected to grow between 457 and 61 positions for each year from 2013 to 2021.

The Top 10 Some College Growth Occupations Southwest Florida 2013-2021

Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Registered Nurses	457	9,022	\$30.19	Some College
Bookkeeping, Accounting, & Auditing Clerks	192	5,850	\$16.12	Some College
First-Line Supervisors of Office Support	180	3,697	\$23.55	Some College
Farmers, Ranchers, & Agricultural Managers	140	7,269	\$27.14	Some College
First-Line Supervisors of Construction	139	2,172	\$24.72	Some College
General and Operations Managers	130	3,830	\$44.44	Some College
Business Operations Specialists	114	2,525	\$24.85	Some College
Construction Managers	103	2,785	\$34.80	Some College
Property, Real Estate, & Association Managers	75	2,308	\$25.79	Some College
Recreation Workers	61	1,591	\$11.27	Some College

The Fastest Growing Occupations Requiring Bachelor’s Degree or Higher

The top projected Bachelor’s degree or higher education growth occupations are shown in the following table. These represent positions in education, finance, sales, engineering, medical care, and management and are expected to grow between 190 and 35 positions for each year from 2013 to 2021.

The Top 10 Bachelor's or Higher Growth Occupations Southwest Florida 2013-2021				
Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Elementary School Teachers	190	3,883	\$30.22	Bachelor's
Accountants and Auditors	162	3,502	\$29.47	Bachelor's
Management Analysts	100	1,697	\$30.26	Bachelor's
Secondary School Teachers	97	2,200	\$31.32	Bachelor's
Middle School Teachers	85	1,742	\$30.30	Bachelor's
Securities, Comm., & Fin. Sales Agents	41	852	\$35.47	Bachelor's
Chief Executives	40	932	\$87.25	Bachelor's
Civil Engineers	38	637	\$37.29	Bachelor's
Kindergarten Teachers	37	696	\$28.61	Bachelor's
Medical & Health Services Managers	35	654	\$43.88	Bachelor's

Master’s Degree

The top projected Master’s degree or higher growth occupations are shown in the following table. These represent positions in law, health care, education, and architects and are expected to grow between 75 and 20 positions for each year from 2013 to 2021.

The Top 10 Master's or Higher Growth Occupations Southwest Florida 2013-2021				
Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Lawyers	75	1,806	\$38.54	Master's
Pharmacists	47	916	\$60.46	Master's
Physical Therapists	47	969	\$41.89	Master's
Family and General Practitioners	35	718	N/R	Master's
Health Care Social Workers	33	506	\$22.10	Master's
Dentists, General	30	548	\$52.15	Master's
Nurse Practitioners	23	410	\$45.26	Master's
Educational, Guidance, School, & Voc. Counselors	22	434	\$32.00	Master's
Architects, except Landscape and Naval	21	357	\$35.93	Master's
Instructional Coordinators	20	385	\$26.81	Master's

Summary & Recommendations

This second annual study is an important step in providing an annual overview of Southwest Florida’s labor market including identification of current employment gaps and projected growth occupations. This provides an overall market assessment of the current and expected occupational needs which is an important component in development of new or modified educational programs. The information gathered in this report includes the median hourly wage and the minimum educational requirements complementing the other Workforce Now studies completed last year. In closing, the following recommendations are recommendations put forward by the study team:

Recommendations

1. A Southwest Florida Labor Market overview should be completed annually and timed to use the latest forecasts provided by the Florida Department of Economic Opportunity.
2. The labor market overviews should identify future research opportunities and collaborative opportunities for businesses and educators.
3. Further study of the employment gaps is needed to explore local skills, knowledge, tasks, abilities and activities required to fill the employment gaps and increased demand.

Southwest Florida Workforce Overview Study 2014

1.0 Introduction

Workforce Now is a new regional initiative to better understand Southwest Florida's labor market including employment gaps, specific skills desired, and forecast occupational growth. This is the second in a series of Southwest Florida labor market overviews which will be updated annually.

The purpose of this updated report is to conduct retrospective and prospective data analysis of information and forecasts from the *Florida Department of Economic Opportunity* to identify the mix of industries, the industry growth trends, current employment gaps, and the average annual projected demand for regional occupations through the year 2021.

The study was started in the August 2014 and was completed in October 2014. Primary data collection and analysis were conducted by Dr. Gary Jackson and the Regional Economic Research Institute at Florida Gulf Coast University. The final report development, editing, and formatting were supported by the Workforce Now research team. For the purposes of this study, the Southwest Florida region is defined as Charlotte, Collier, Glades, Hendry, and Lee Counties.

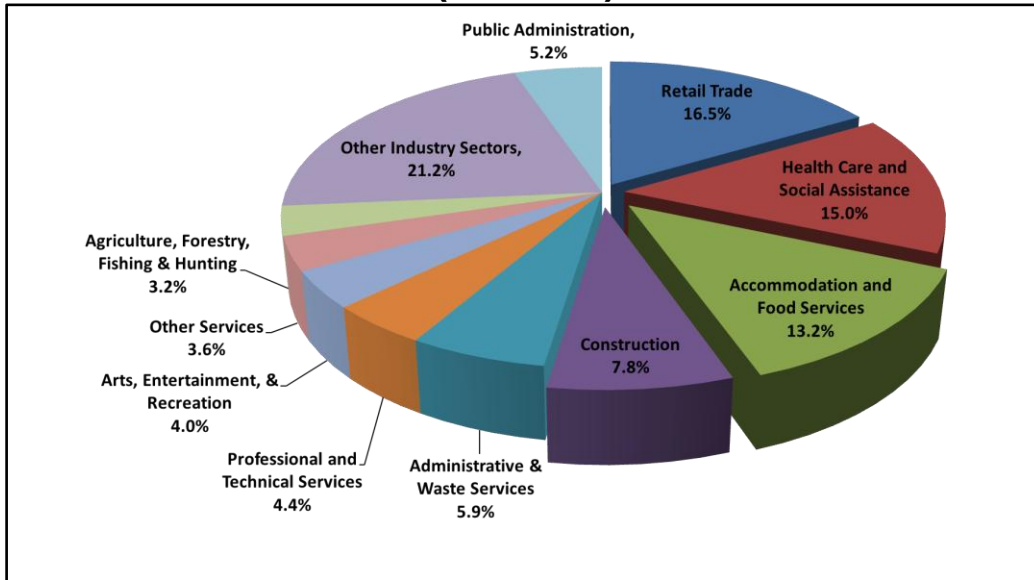
2.0 Employment and Income Ranked by Industry

The largest industry when ranked by employment is retail trade with 64,400 employees and almost 17 percent of all employment, as shown in Chart 1 and Table 1 which is based on the Quarterly Census of Employment and Wages (QCEW). The QCEW includes information on employees covered by the Florida unemployment insurance so it does not include workers who are self-employed.

The second largest industry employer is health care and social assistance, with 58,698 employees and 15 percent of regional employment. The third largest industry is accommodation and food services at 51,489, which represents slightly over 13 percent of the region's employment. Construction has rebounded from the recession and is the fourth largest industry with 30,591 employees and almost eight percent of the region's employment. The top four industries employ slightly over 50 percent of the region's workforce. The fifth largest industry is administrative and waste services employing 23,219 and with approximately six percent of the region's workforce. This industry includes many service-type occupations.

Southwest Florida has a comparative advantage in weather (sunshine and mild winter temperatures), beaches, and recreational activities. These quality of life characteristics are drivers that support the key industries in Southwest Florida, such as retail trade, health care, accommodation and food services, construction, and support services. Population growth has been a strong driver of wealth for the region creating the need for housing, recreation, and services.

Chart 1
Southwest Florida Employment by Industry 2013
(Percent)



Source: QCEW, Florida Department of Economic Opportunity

Table 1
Employment by Industry
2013 Southwest Florida

Industry	Average Monthly Employment	Percent of Employment
Retail Trade	64,400	16.5%
Health Care and Social Assistance	58,698	15.0%
Accommodation and Food Services	51,489	13.2%
Construction	30,591	7.8%
Administrative & Waste Services	23,219	5.9%
Professional and Technical Services	17,238	4.4%
Arts, Entertainment, & Recreation	15,511	4.0%
Other Services	14,275	3.6%
Agriculture, Forestry, Fishing & Hunting	12,354	3.2%
Other Industry Sectors	83,007	21.2%
Public Administration	20,425	5.2%
Total, All Industries	391,207	100.0%

Source: QCEW, Florida Department of Economic Opportunity

The largest contribution to total wage income is health care and social assistance with average annual wage expenditures of \$2.9 billion which represents 18.9 percent of total wage expenditures in Southwest Florida. Retail trade is the next largest total wage expenditure industry with 11.4 percent of the region's total annual wage and expenditures of \$1.8 billion. The third largest industry measured by total wage expenditures is construction, with 7.6 percent of the total regional wage expenditures at \$1.2 billion. Accommodation and food services is the fourth largest industry as measured by total wages at \$1.1 billion or 6.9 percent of the region's total wage expenditures. The total wage expenditures by industry are shown in Chart 2 and Table 2.

Chart 2
Total Wage Expenditures by Industry 2013
(Percent)

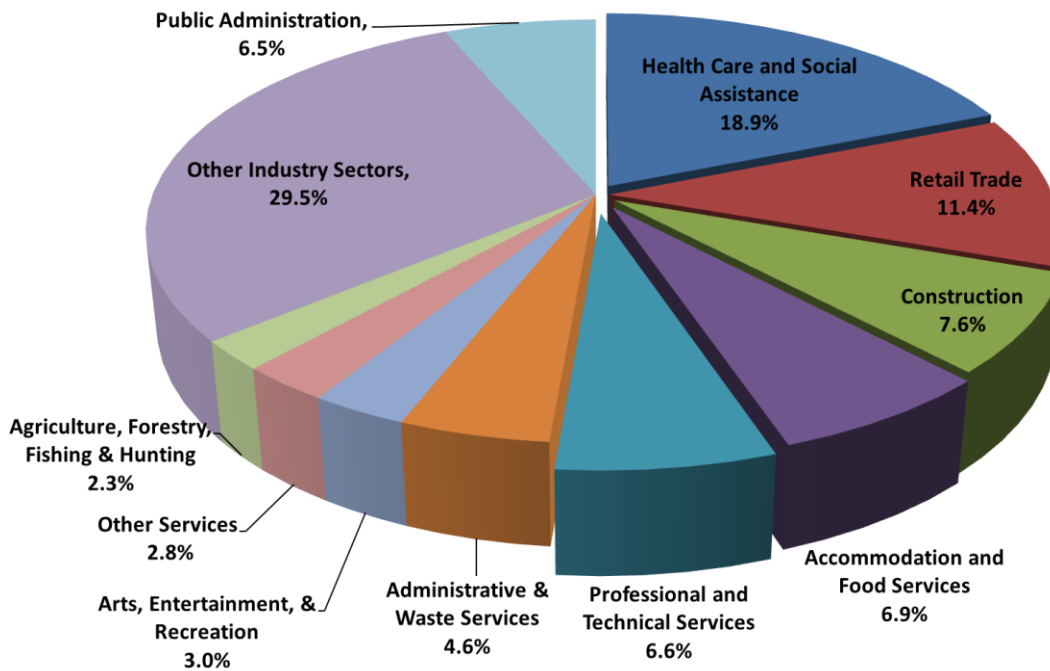


Table 2
Average Annual Wage Income by Industry
2013

Industry	Average Annual Wage Expenditures (Billions \$)	Percent of Total Wage
Health Care and Social Assistance	\$2.9	18.9%
Retail Trade	\$1.8	11.4%
Construction	\$1.2	7.6%
Accommodation and Food Services	\$1.1	6.9%
Professional and Technical Services	\$1.0	6.6%
Administrative & Waste Services	\$0.7	4.6%
Arts, Entertainment, & Recreation	\$0.5	3.0%
Other Services	\$0.4	2.8%
Agriculture, Forestry, Fishing & Hunting	\$0.3	2.3%
Other Industry Sectors	\$4.6	29.5%
Public Administration	\$1.0	6.5%
Total, All Industries	\$15.5	100.0%

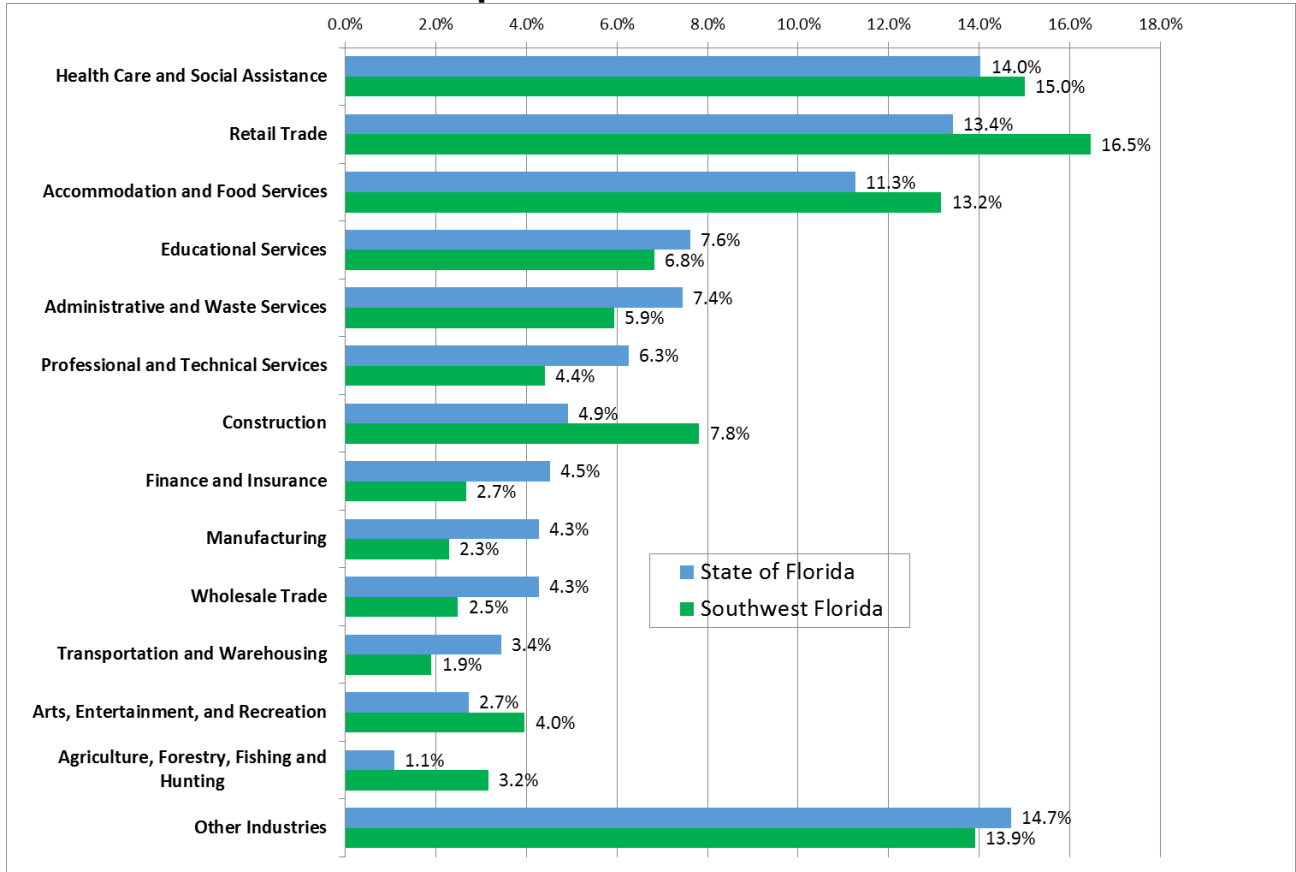
Source: QCEW, Florida Department of Economic Opportunity

3.0 Southwest Florida Industry Mix Compared to the State of Florida

Southwest Florida has a higher percentage of employees in health care, retail trade, accommodation and food services, arts and recreation, and agriculture compared to the State of Florida, as shown in Chart 2 and Table 2. Southwest Florida's competitive advantage as a preferred location for tourism and retirement certainly helps to explain why the region differs from the state-level percentages. Construction is 7.8 percent of employment in Southwest Florida, compared to only 4.9 percent at the state level.

The region has a smaller percentage of employment in wholesale trade, finance and insurance, transportation and warehousing, and manufacturing than the state average. Professional and technical services employment in Southwest Florida is only 4.4 percent of employment, compared to 6.3 percent for the state as whole.

Chart 2
2013 Southwest Florida Industry Mix
Compared to the State of Florida



Source: QCEW, Florida Department of Economic Opportunity

Table 2
2013 Southwest Florida Industry Mix
Compared to the State of Florida
(Percent)

Industry	Florida	Southwest Florida
Health Care and Social Assistance	14.0%	15.0%
Retail Trade	13.4%	16.5%
Accommodation and Food Services	11.3%	13.2%
Educational Services	7.6%	6.8%
Administrative and Waste Services	7.4%	5.9%
Professional and Technical Services	6.3%	4.4%
Construction	4.9%	7.8%
Finance and Insurance	4.5%	2.7%
Manufacturing	4.3%	2.3%
Wholesale Trade	4.3%	2.5%
Transportation and Warehousing	3.4%	1.9%
Arts, Entertainment, and Recreation	2.7%	4.0%
Agriculture, Forestry, Fishing and Hunting	1.1%	3.2%
Other Industries	14.7%	13.9%

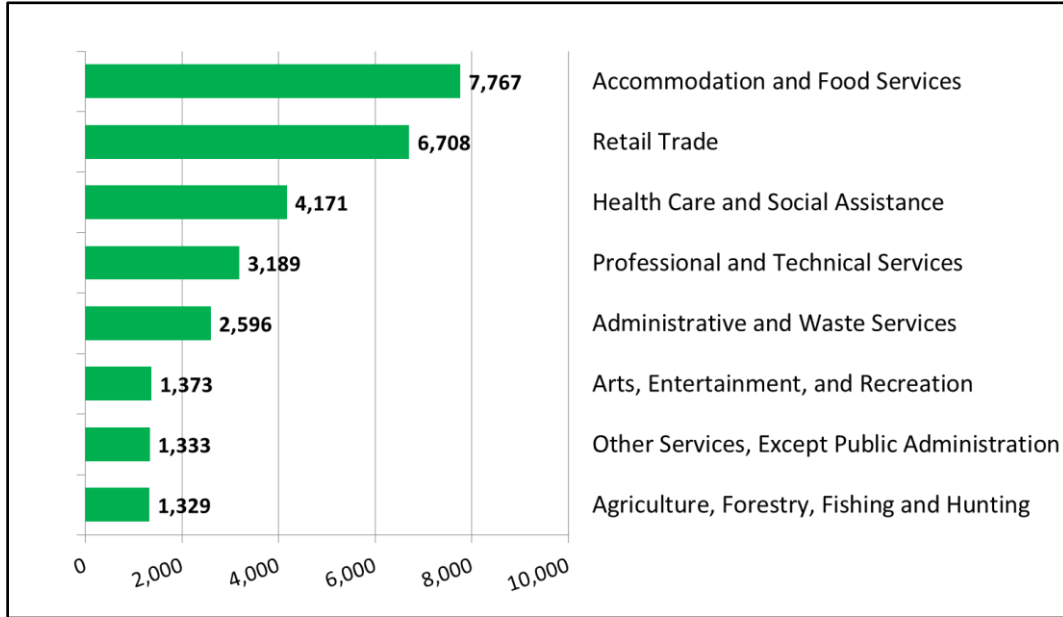
Source: QCEW, Florida Department of Economic Opportunity

4.0 Southwest Florida's Fastest and Slowest Growth Industries, 2009 to 2013

Economic recovery has been positive adding a total of 31,722 employees but it has been somewhat choppy due to the crisis-related housing bubble and financial crisis. The fastest-growing industries from 2009 to 2013 have been accommodation and food services, retail trade, health care and social assistance, professional and technical services, and administrative and waste services, as shown in Chart 3 and Table 3.

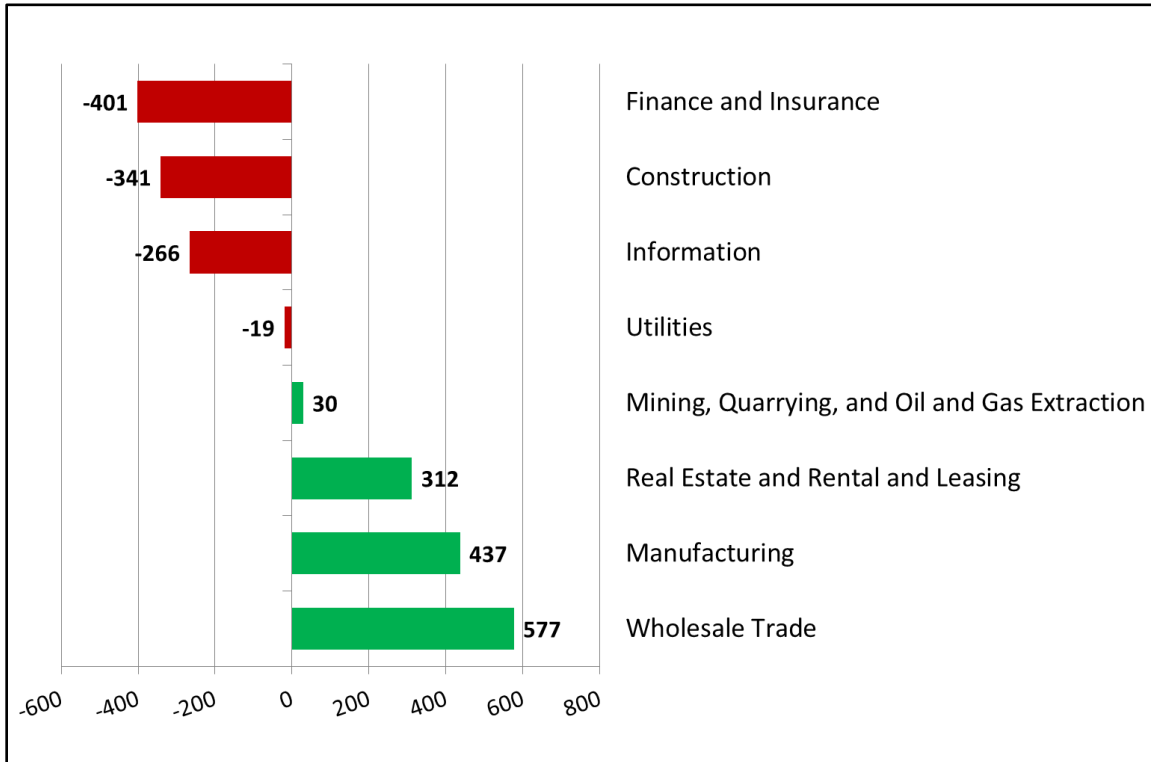
The slowest-growing industries were finance and insurance, construction, information (media), and utilities as shown in Chart 4 and Table 3. Given that the recession began as a "housing bubble" and turned into a financial crisis, it is not surprising that finance, construction, and utilities are taking longer to recover than some other sectors.

Chart 3 Fastest Growing Industries Southwest Florida Employment Change 2009-2013



Source: QCEW, Florida Department of Economic Opportunity

Chart 4 Slowest Growing Industries Southwest Florida Employment Change 2009-2013



Source: QCEW, Florida Department of Economic Opportunity

Table 3
Southwest Florida Employment Change 2009-2013

Industry Title	Change	
	Level	Percent
Total, All Industries	31,722	8.8%
Accommodation and Food Services	7,767	17.8%
Retail Trade	6,708	11.6%
Health Care and Social Assistance	4,171	9.5%
Professional and Technical Services	3,189	22.8%
Administrative and Waste Services	2,596	12.7%
Arts, Entertainment, and Recreation	1,373	10.4%
Other Services, Except Public Administration	1,333	10.3%
Agriculture, Forestry, Fishing and Hunting	1,329	12.1%
Total Government	829	1.5%
Management of Companies and Enterprises	828	26.8%
Transportation and Warehousing	618	13.8%
Educational Services	594	16.0%
Wholesale Trade	577	6.3%
Manufacturing	437	5.1%
Real Estate and Rental and Leasing	312	3.5%
Mining, Quarrying, and Oil and Gas Extraction	30	16.7%
Utilities	-19	-1.6%
Information	-266	-5.1%
Construction	-341	-1.1%
Finance and Insurance	-401	-3.7%

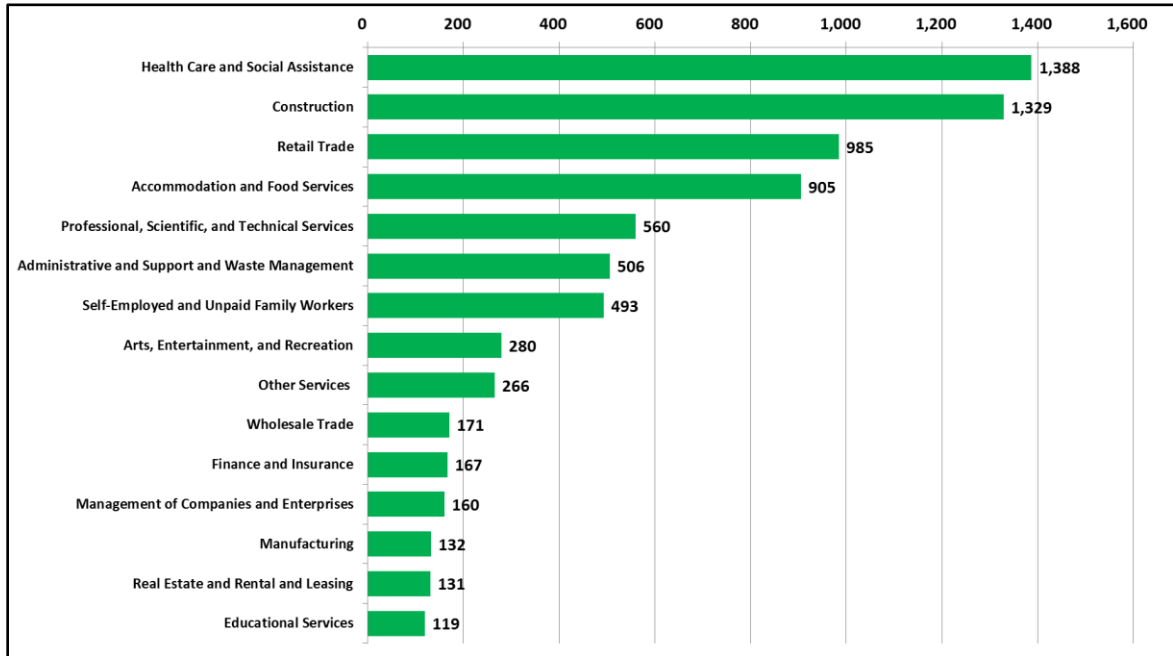
Source: QCEW, Florida Department of Economic Opportunity

5.0 Projected Industry Employment Growth for Southwest Florida 2013-2021

Each year the Florida Department of Economic Opportunity provides an employment forecast by industry, which is shown in Chart 5 and Table 4. Health care and social assistance is projected to be the fastest-growing industry in Southwest Florida, adding an average of 1,388 employees each year from 2013 to 2021. Construction is projected to add the second largest number of employees, adding 1,329 per year. This is followed by retail trade at 985 employees per year, accommodation and food services at 905 employees per year, and professional, and scientific and technical services at 560 employees per year. Administrative, support and waste management are projected to add 506 employees per year, self-employed are projected to add 493 per year, arts, entertainment, and recreation is projected to add 280 per year and other services is projected to add 266 per year. Wholesale trade is projected to grow by 171 employees per year, finance and insurance by 167 employees per year, management of companies by 160 employees per year, manufacturing by 132 employees per year, real estate by 131 employees per year, educational services by 119 employees per year, and all other industries by an average of 20 employees per year.

Chart 5

Projected Average Annual Employment Growth by Industry for Southwest Florida 2013-2021



Source: Florida Department of Economic Opportunity

Table 4
Projected Average Annual Employment Change by Industry
Southwest Florida 2013-2021

Industries	Average Annual Increase	Average Annual Percentage Increase
Health Care and Social Assistance	1,388	2.6%
Construction	1,329	3.8%
Retail Trade	985	1.4%
Accommodation and Food Services	905	1.7%
Professional, Scientific, and Technical Services	560	2.7%
Administrative and Support and Waste Management	506	1.8%
Self-Employed and Unpaid Family Workers	493	1.1%
Arts, Entertainment, and Recreation	280	1.8%
Other Services	266	1.5%
Wholesale Trade	171	1.5%
Finance and Insurance	167	1.5%
Management of Companies and Enterprises	160	3.4%
Manufacturing	132	1.4%
Real Estate and Rental and Leasing	131	1.4%
Educational Services	119	2.6%
Other	20	0.1%

Source: Florida Department of Economic Opportunity

6.0 Southwest Florida Occupational Employment Gaps for July 2014

The study team worked with the Florida Department of Economic Opportunity to identify estimates of the most recent Southwest Florida employment gaps by using online job postings and graduations to identify July 2014 employment gaps.

Employment gaps are defined as July 2014 demand minus the supply of applicants and graduates. The overall July employment gap identified by this study using the Florida Department of Economic Opportunity demand and supply analysis was approximately 5,010 positions. On average, for each 500 job vacancies filled, additional income of \$24.5 million would be created.

Employment gaps are positions that have a regional demand greater than the estimated supply available for the Southwest Florida market. Some of these positions will be filled from outside the region, firms may hire less qualified candidates, or the positions may be left vacant for an extended period of time. It is our hope that identifying these regional employment gaps can assist parents, students, employers, and educators in identifying potential opportunities. This section provides charts and tables identifying the top 50 current employment gaps for Southwest Florida.

The top 10 employment gaps were for first-line supervisors of retail sales workers, retail salespersons, insurance sales agents, first-line supervisors of food preparation and serving, landscaping and groundskeeping workers, first-line supervisors of construction trades, real estate agents, speech-language pathologists, physical therapists, and sales representatives, as shown in Chart 6. The employment gap, current employment level, median wage and minimum educational requirements for the top 10 employment gaps are shown in Table 5. The median hourly wages ranged from

\$11 per hour to \$42 per hour. The minimum education requirements for each occupation varied from less than high school to at least a master's degree.

Chart 6
Top 10 Employment Gaps
July 2014 Southwest Florida



Source: Florida Department of Economic Opportunity

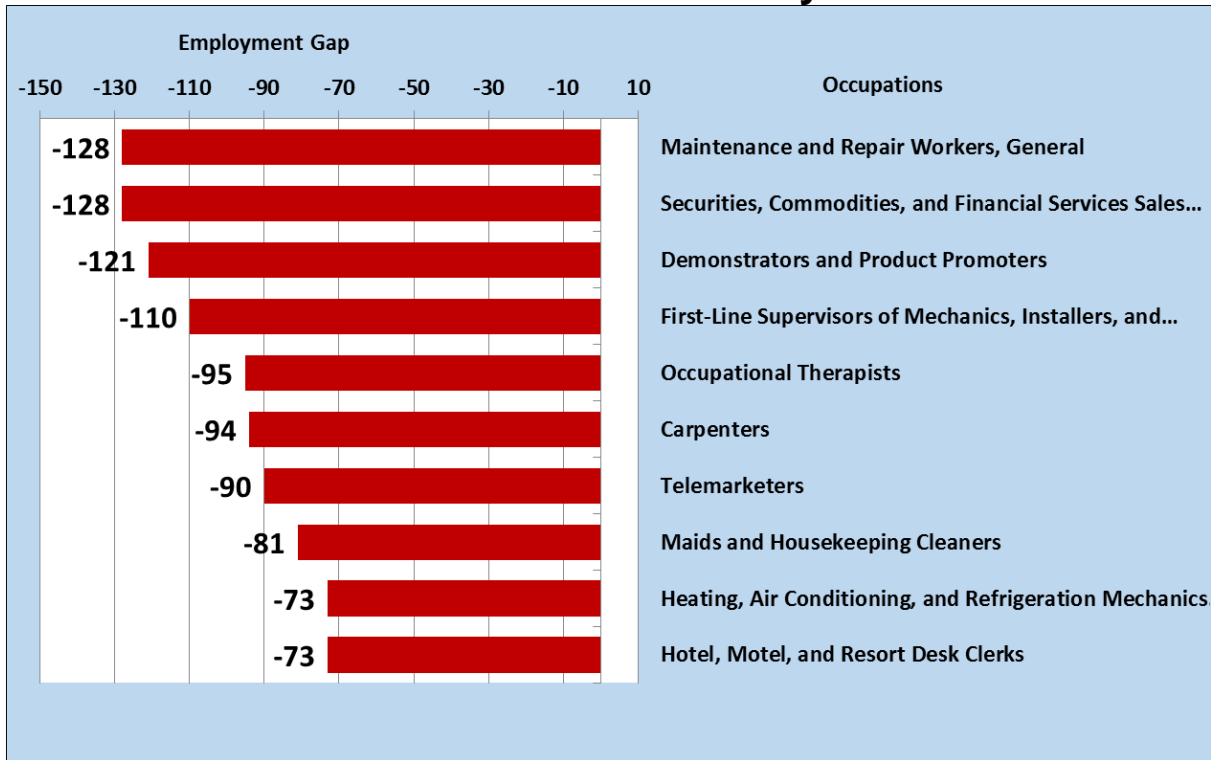
Table 5
Top 10 Employment Gaps
For Southwest Florida July 2014

No.	Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
1	First-Line Supervisors, Retail Sales	-318	8,374	\$ 18.14	PS Adult Voc
2	Retail Salespersons	-225	21,954	\$ 10.83	HS/GED
3	Insurance Sales Agents	-214	1,474	\$ 20.98	PS Adult Voc
4	First-Line Supervisors, Food Prep.& Serv.	-204	3,309	\$ 15.34	PS Adult Voc
5	Landscaping and Groundskeeping Workers	-160	10,057	\$ 11.14	Less HS/GED
6	First-Line Supervisors, Construction Trades	-155	2,172	\$ 24.72	Some College
7	Real Estate Sales Agents	-153	4,335	\$ 19.83	PS Adult Voc
8	Speech-Language Pathologists	-153	368	\$ 39.25	Master's
9	Physical Therapists	-150	969	\$ 41.89	Master's
10	Sales Representatives	-138	3,973	\$ 22.92	PS Adult Voc

Source: Florida Department of Economic Opportunity

The top 11 to 20 July 2014 employment gaps for Southwest Florida are shown in Chart 7 and Table 6. These include a number of occupations in support of hospitality, healthcare, financial, construction, maintenance, sales, and real estate, with minimum educational requirements varying from less than high school to a Bachelor’s degree. The median hourly wage ranges from \$9 per hour to \$41 per hour.

Chart 7 Top 11-20 Employment Gaps For Southwest Florida July 2014



Source: Florida Department of Economic Opportunity

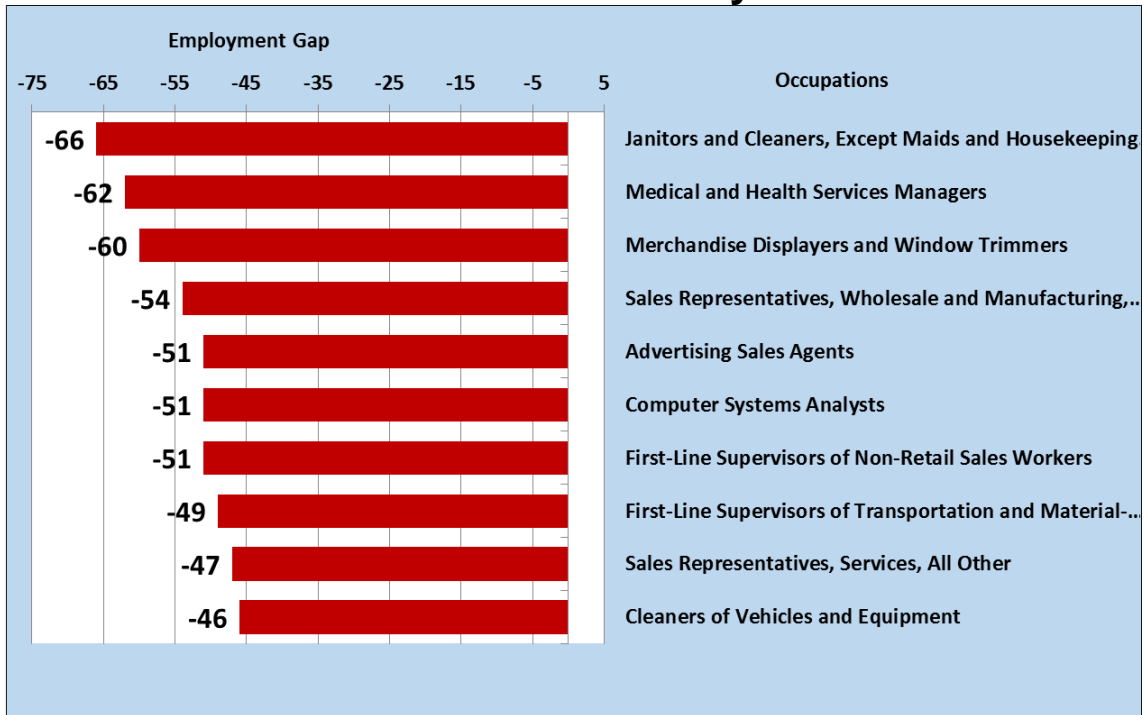
Table 6
Top 11-20 Employment Gaps
For Southwest Florida July 2014

No.	Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
11	Maintenance and Repair Workers, General	-128	8,374	\$ 15.43	PS Adult Voc
12	Securities, Commodities, and Financial Services Sales Agents	-128	21,954	\$ 35.47	Bachelor's
13	Demonstrators and Product Promoters	-121	1,474	\$ 11.28	HS/GED
14	First-Line Supervisors of Mechanics, Installers, and Repairers	-110	3,309	\$ 26.53	PS Adult Voc
15	Occupational Therapists	-95	10,057	\$ 41.27	Master's
16	Carpenters	-94	2,172	\$ 18.29	PS Adult Voc
17	Telemarketers	-90	4,335	\$ 9.20	HS/GED
18	Maids and Housekeeping Cleaners	-81	368	\$ 9.97	Less HS/GED
19	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	-73	969	\$ 20.04	PS Adult Voc
20	Hotel, Motel, and Resort Desk Clerks	-73	3,973	\$ 11.21	HS/GED

Source: Florida Department of Economic Opportunity

The top 21 to 30 current employment gaps for Southwest Florida are shown in Chart 8 and Table 7. These include a number of occupations in support of hospitality, healthcare, sales, information technology, and transportation. The minimum education required ranges from less than high school to a bachelor's degree and the median hourly wage ranges from \$9 per hour to \$44 per hour as shown in Table 7.

Chart 8 Top 21-30 Employment Gaps For Southwest Florida July 2014



Source: Florida Department of Economic Opportunity

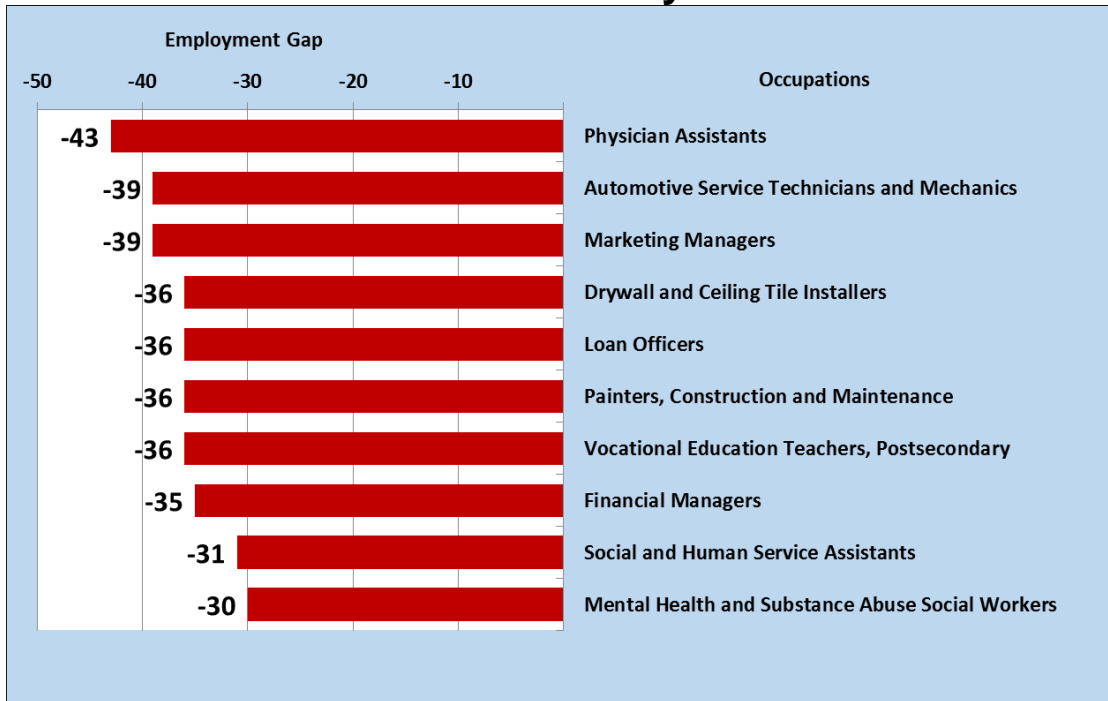
Table 7
Top 21-30 Employment Gaps
For Southwest Florida July 2014

No.	Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
21	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	-66	5,365	\$ 10.54	Less HS/GED
22	Medical and Health Services Managers	-62	654	\$ 43.88	Bachelor's
23	Merchandise Displayers and Window Trimmers	-60	221	\$ 11.48	HS/GED
24	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	-54	1,265	\$ 33.39	PS Adult Voc
25	Advertising Sales Agents	-51	697	\$ 19.23	PS Adult Voc
26	Computer Systems Analysts	-51	400	\$ 40.62	Some College
27	First-Line Supervisors of Non-Retail Sales Workers	-51	988	\$ 30.54	Some College
28	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	-49	393	\$ 23.37	PS Adult Voc
29	Sales Representatives, Services, All Other	-47	2,406	\$ 20.71	HS/GED
30	Cleaners of Vehicles and Equipment	-46	1,202	\$ 9.28	Less HS/GED

Source: Florida Department of Economic Opportunity

The top 31 to 40 current employment gaps for Southwest Florida are shown in Chart 9 and Table 8. These include a number of occupations in healthcare, maintenance, marketing management, construction, education, and social and human services. The median wage ranges from \$14 per hour to \$52 per hour and the minimum education requirement ranges from Adult Vocational training to a master's degree.

Chart 9 Top 31-40 Employment Gaps For Southwest Florida July 2014



Source: Florida Department of Economic Opportunity

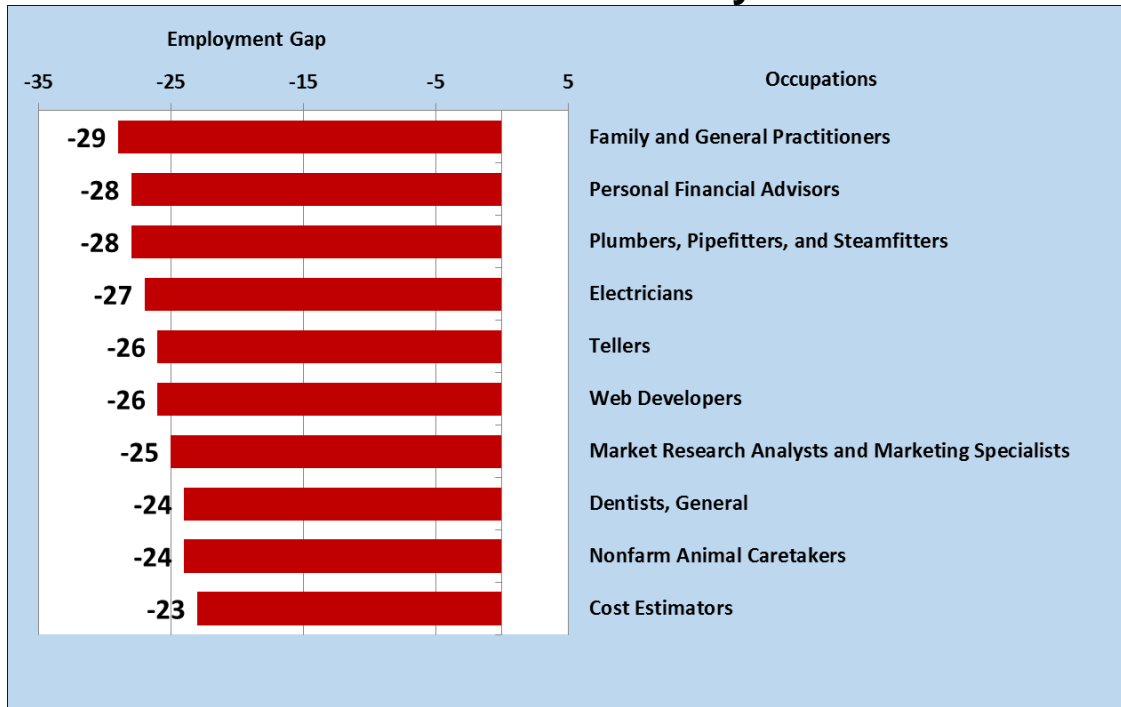
Table 8
Top 31-40 Employment Gaps
For Southwest Florida July 2014

No.	Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
31	Physician Assistants	-43	240	\$ 46.33	Master's
32	Automotive Service Technicians and Mechanics	-39	2,827	\$ 17.87	PS Adult Voc
33	Marketing Managers	-39	166	\$ 40.59	Bachelor's
34	Drywall and Ceiling Tile Installers	-36	542	\$ 15.42	PS Adult Voc
35	Loan Officers	-36	641	\$ 33.62	Some College
36	Painters, Construction and Maintenance	-36	2,960	\$ 14.13	PS Adult Voc
37	Vocational Education Teachers, Postsecondary	-36	147	\$ 25.65	Some College
38	Financial Managers	-35	772	\$ 52.13	Bachelor's
39	Social and Human Service Assistants	-31	430	\$ 14.21	PS Adult Voc
40	Mental Health and Substance Abuse Social Workers	-30	153	\$ 16.05	Masters

Source: Florida Department of Economic Opportunity

The top 41 to 50 current employment gaps for Southwest Florida are shown in Chart 10 and Table 9. These include a number of occupations in support of healthcare, finance and banking, construction, information technology, and market research. The median hourly wage ranges from \$9 per hour to \$52 per hour and the minimum education requirement ranges from less than high school to master's degree.

Chart 10 Top 41-50 Employment Gaps For Southwest Florida July 2014



Source: Florida Department of Economic Opportunity

Table 9
Top 41-50 Employment Gaps
For Southwest Florida July 2014

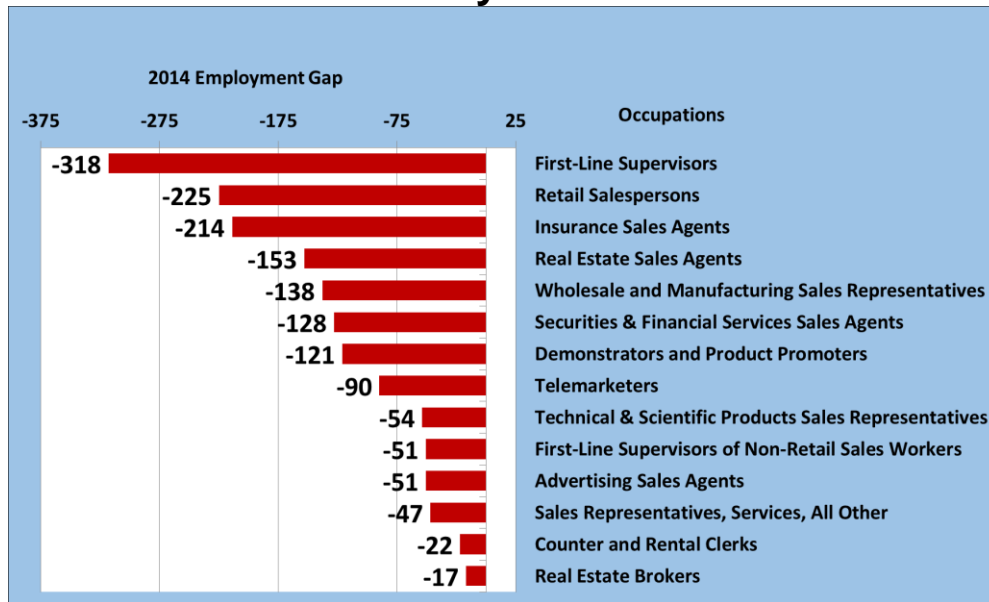
No.	Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
41	Family and General Practitioners	-29	718	N/R	Masters
42	Personal Financial Advisors	-28	611	\$36.53	Bachelor's
43	Plumbers, Pipefitters, and Steamfitters	-28	1,387	\$18.86	PS Adult Voc
44	Electricians	-27	1,934	\$16.74	PS Adult Voc
45	Tellers	-26	2,145	\$13.36	PS Adult Voc
46	Web Developers	-26	306	\$26.23	Some College
47	Market Research Analysts and Marketing Specialists	-25	425	\$25.64	Bachelor's
48	Dentists, General	-24	548	\$52.15	Masters
49	Nonfarm Animal Caretakers	-24	719	\$9.46	Less HS/GED
50	Cost Estimators	-23	700	\$24.67	Some College

Source: Florida Department of Economic Opportunity

7.0 Southwest Florida Current Employment Gaps by Major Occupational Group

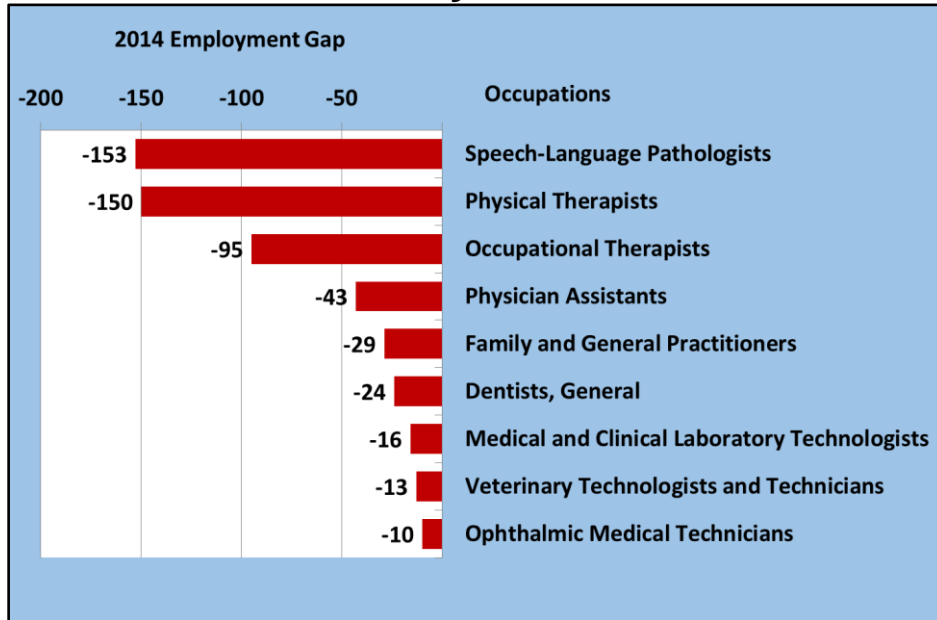
The Southwest Florida employment gaps can also be viewed by major occupational groups. The largest occupations groups with employment gaps include sales, healthcare, construction, installation, maintenance, and repair, management, business and financial operations, computer, architecture and engineering, and office and administrative. The largest changes from last year's analysis are the increasing demands for construction, management, financial, computer, and engineering occupations. The major occupational groups are shown in Charts 11- 19.

**Chart 11
Employment Gap for Sales Occupations
July 2014**



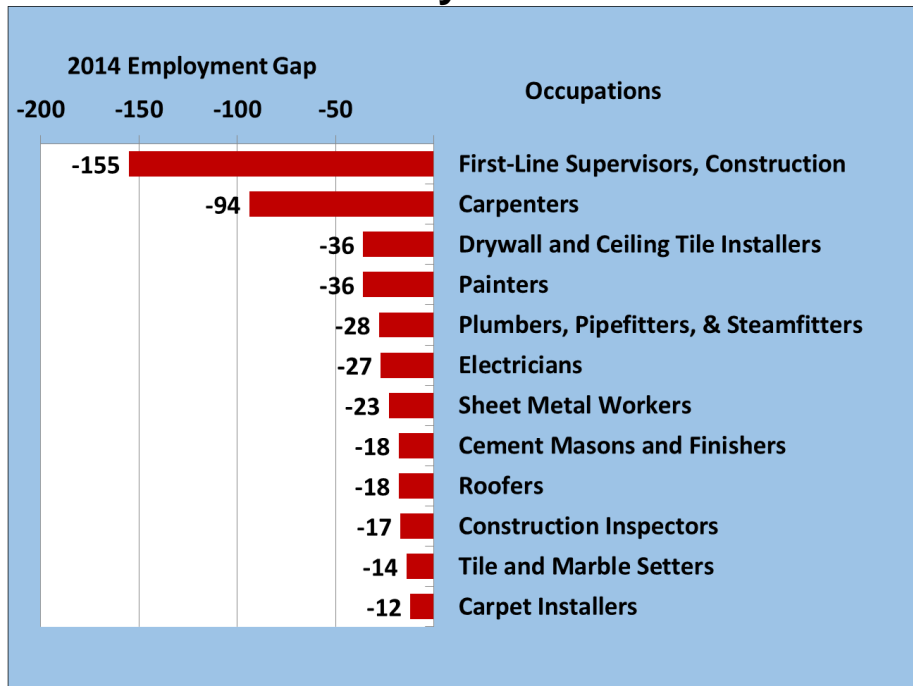
Source: Florida Department of Economic Opportunity

Chart 12 Employment Gap for Health Care Occupations July 2014



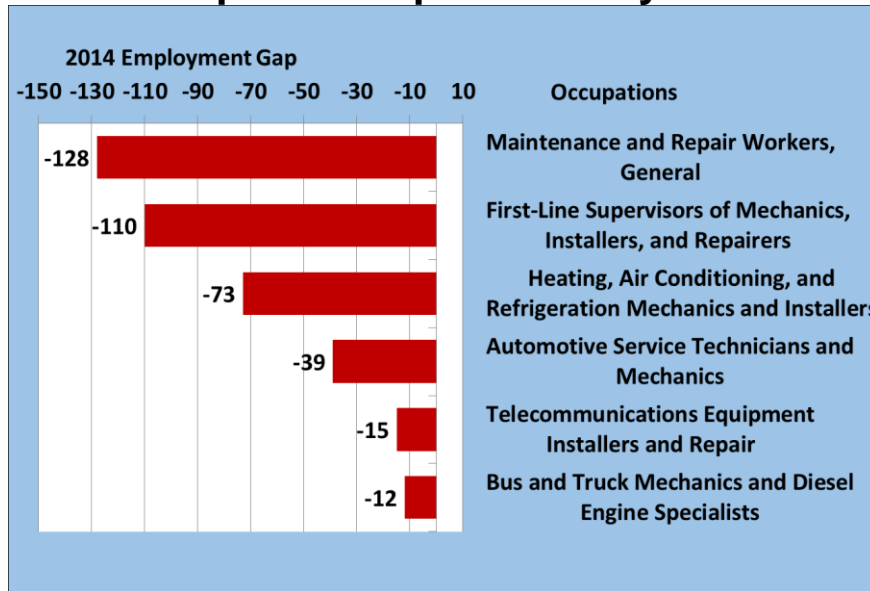
Source: Florida Department of Economic Opportunity

Chart 13 Employment Gap for Construction Occupations July 2014



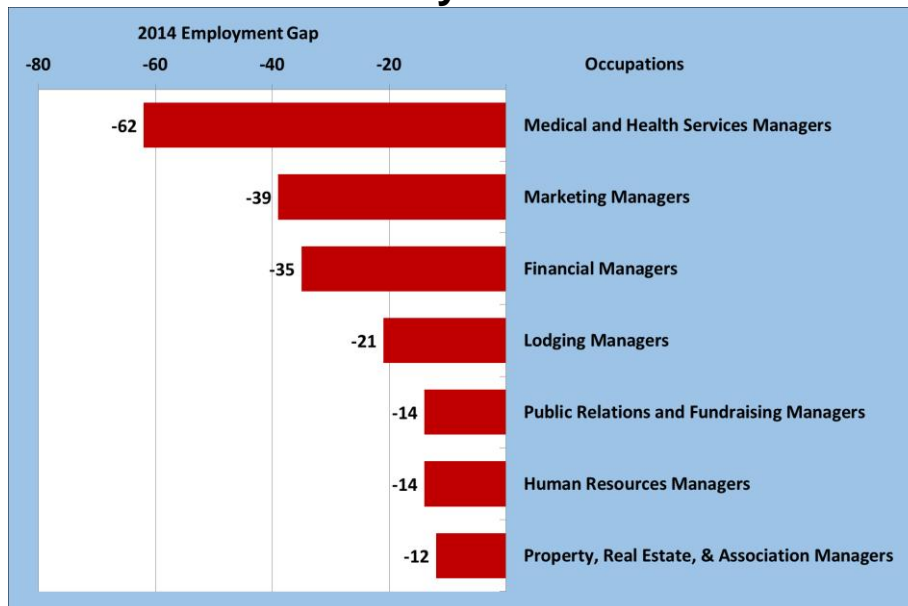
Source: Florida Department of Economic Opportunity

Chart 14 Employment Gap for Installation, Maintenance, & Repair Occupations July 2014



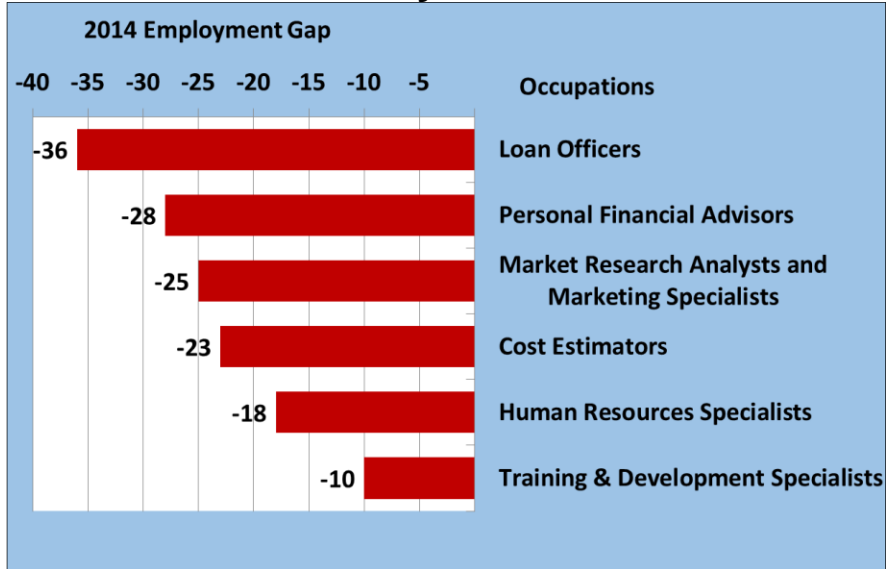
Source: Florida Department of Economic Opportunity

Chart 15 Employment Gap for Management Occupations July 2014



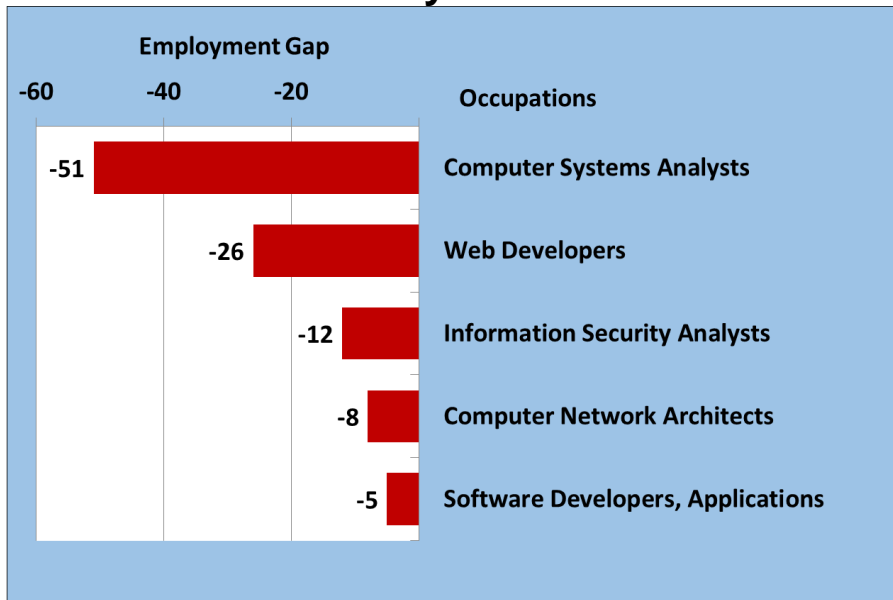
Source: Florida Department of Economic Opportunity

Chart 16 Employment Gap for Business and Financial Operations Occupations July 2014



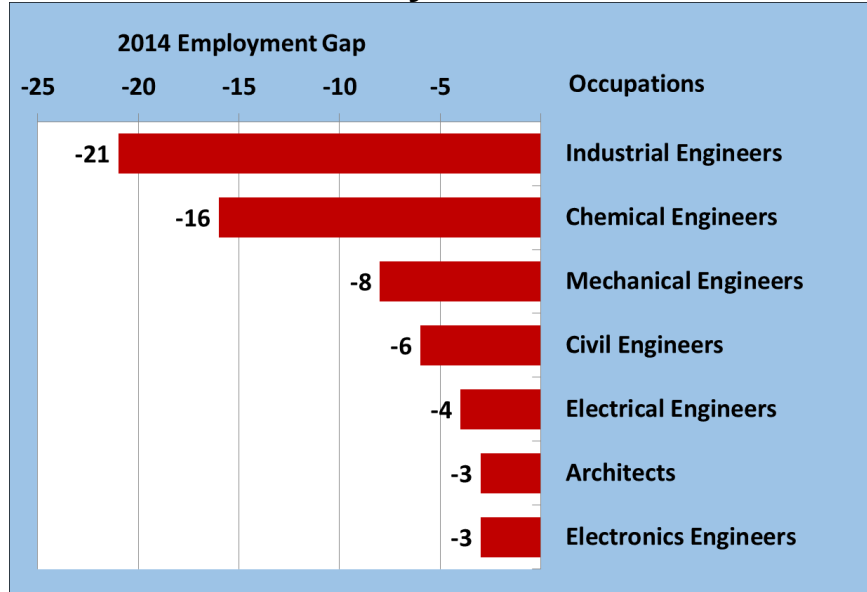
Source: Florida Department of Economic Opportunity

Chart 17 Employment Gap for Computer Occupations July 2014



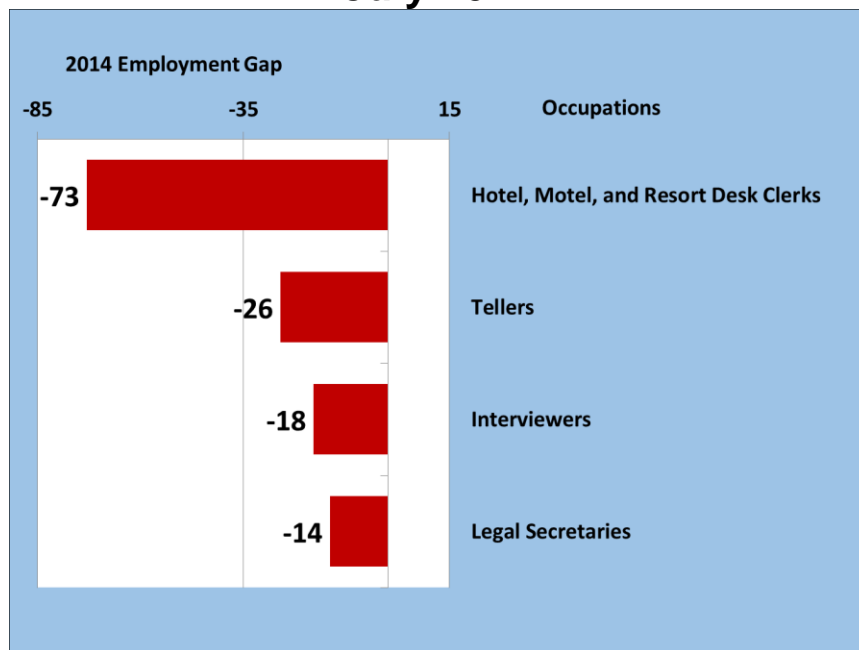
Source: Florida Department of Economic Opportunity

Chart 18 Employment Gap for Architecture and Engineering Occupations July 2014



Source: Florida Department of Economic Opportunity

Chart 19 Employment Gap for Office and Administrative Occupations July 2014



Source: Florida Department of Economic Opportunity

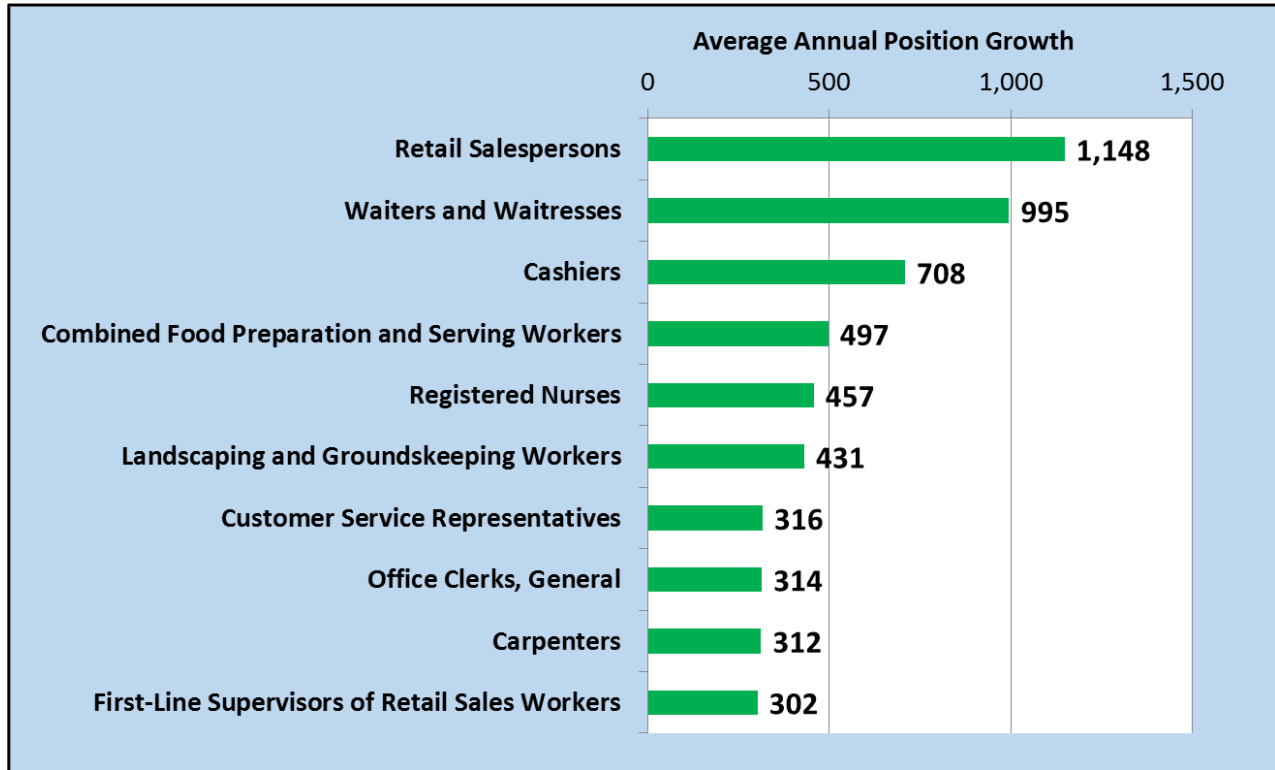
8.0 Southwest Florida Long-term Average Annual Employment Growth by Occupation 2013 to 2021

The Florida Department of Economic Opportunity provided its forecast average annual demand for Southwest Florida employees for the period 2013 to 2021. This forecast provides additional information about expected annual occupational demands for the region. Information is presented for the top 50 growth occupations along with the current hourly wage and educational requirements. The top 10 employment growth occupations are:

1. Retail salespersons
2. Waiters and waitresses
3. Cashiers
4. Food preparation and serving workers
5. Registered Nurses
6. Landscaping and groundskeepers
7. Customer service representatives
8. Office clerks
9. Carpenters
10. First-Line Supervisors of retail workers

The top 10 growth occupations are shown in chart 20 and Table 10 and provide the average annual growth per occupation along with the current median wage and minimum educational requirement. The top 10 growth occupations primarily reflect expected increases in retail, tourism, healthcare, and construction. Three of the top growth occupations require less than a high school degree, two require a high school degree or GED, three require adult vocational training, and one requires some college. Median wage varied from \$9 per hour to \$30 per hour and was highly correlated with the required minimum education.

Chart 20
The Top Ten Long-term Employment Growth Occupations
Southwest Florida for 2013 to 2021



Source: Florida Department of Economic Opportunity

Table 10

Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Retail Salespersons	1,148	21,954	\$10.83	HS/GED
Waiters and Waitresses	995	14,093	\$9.22	LTHS
Cashiers	708	11,904	\$9.44	HS/GED
Combined Food Preparation and Serving Workers	497	10,036	\$8.94	LTHS
Registered Nurses	457	9,022	\$30.19	Some College
Landscaping and Groundskeeping Workers	431	10,057	\$11.14	LTHS
Customer Service Representatives	316	6,321	\$13.32	Adult Voc.
Office Clerks, General	314	7,381	\$12.30	HS/GED
Carpenters	312	5,661	\$18.29	Adult Voc.
First-Line Supervisors of Retail Sales Workers	302	8,374	\$18.14	Adult Voc.

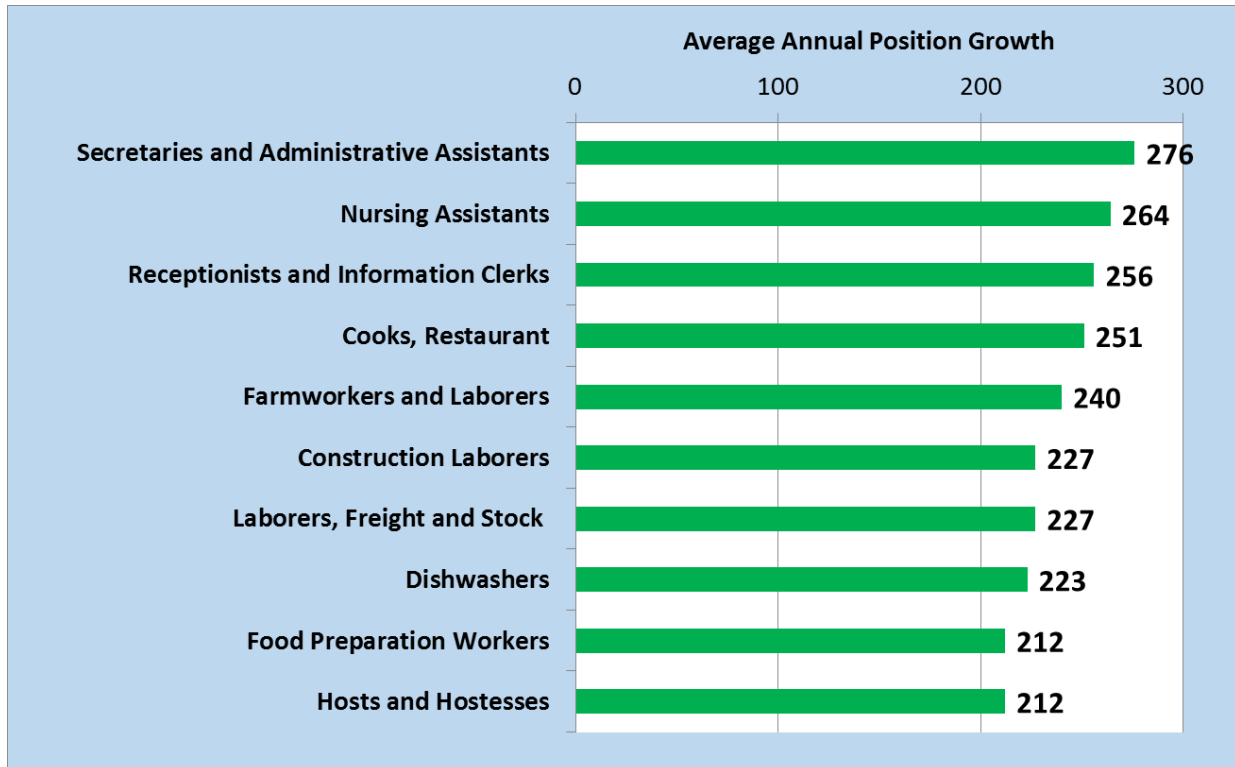
Source: Florida Department of Economic Opportunity

The top 11-20 highest growth occupations for Southwest Florida include:

11. Secretaries and Administrative Assistants
12. Nursing Assistants
13. Receptionists and Information Clerks
14. Cooks
15. Farmworkers and Laborers
16. Construction Laborers
17. Laborers, Freight and Stock
18. Dishwashers
19. Food Preparation Workers
20. Hosts and Hostesses

Again, the recovery and growth in the tourism, healthcare, and construction markets are driving the growth of many of these occupations. The demand for labor is said to be a “derived” demand which depends on the demands in the goods and services markets. Six of the top 11-20 growth occupations do not require high school graduation. Two require high school or GED and two require adult vocational training. The median wage ranges from nine dollars per hour to \$15 per hour.

Chart 21
The Top 11-20 Long-term Employment Growth Occupations Southwest Florida for 2013 to 2021



Source: Florida Department of Economic Opportunity

Table 11

Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Secretaries and Administrative Assistants	276	9,688	\$15.09	Adult Voc.
Nursing Assistants	264	5,540	\$12.61	Adult Voc.
Receptionists and Information Clerks	256	4,227	\$13.21	HS/GED
Cooks, Restaurant	251	5,988	\$11.02	HS/GED
Farmworkers and Laborers	240	7,636	\$9.02	LTHS
Construction Laborers	227	5,067	\$12.30	LTHS
Laborers, Freight and Stock	227	4,463	\$10.71	LTHS
Dishwashers	223	3,132	\$9.00	LTHS
Food Preparation Workers	212	4,053	\$10.38	LTHS
Hosts and Hostesses	212	2,156	\$10.21	LTHS

Source: Florida Department of Economic Opportunity

The Top 21-30 Long-term growth occupations for Southwest Florida include:

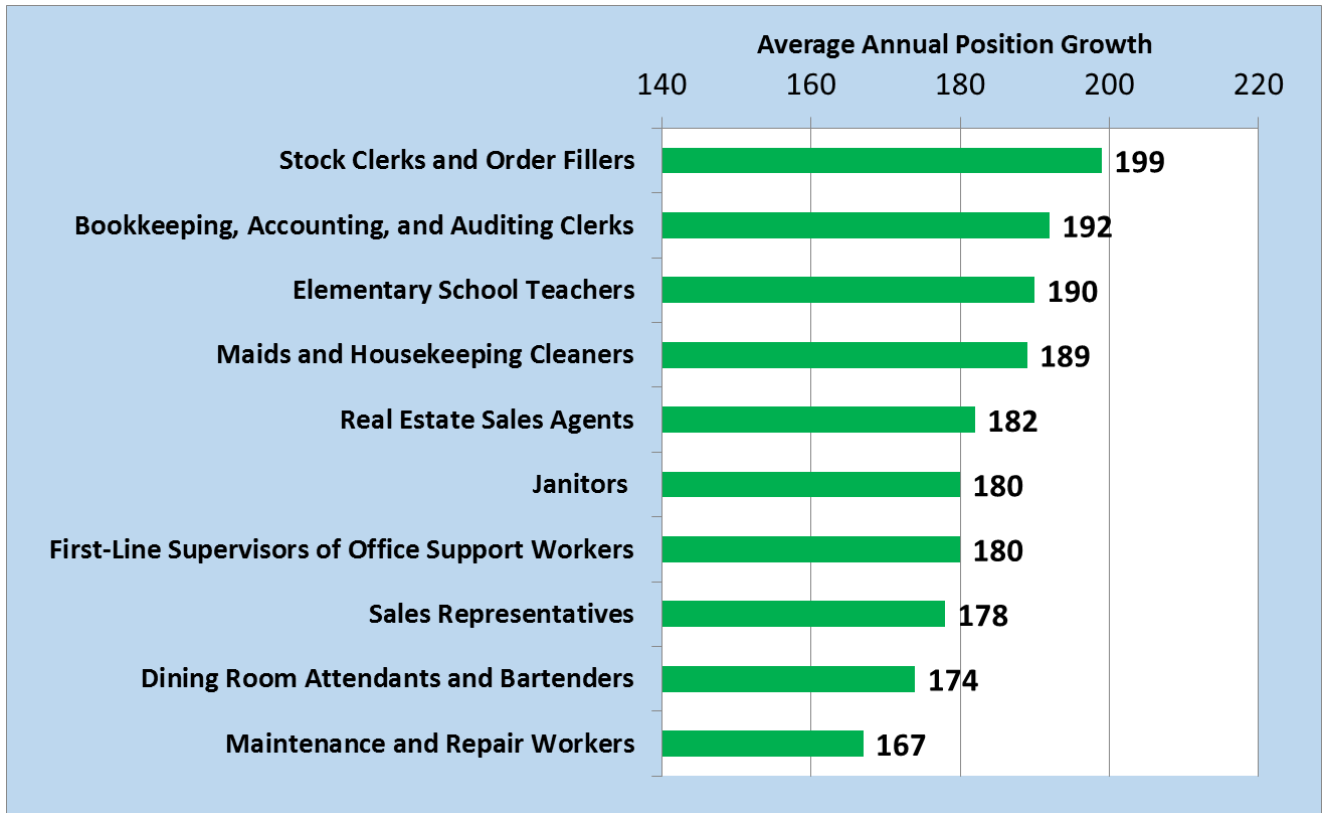
21. Store Clerks and Order Fillers
22. Bookkeeping, Accounting, and Auditing Clerks
23. Elementary School Teachers
24. Maids and Housekeeping Cleaners
25. Real Estate Sales Agents
26. Janitors
27. First-Line Supervisors of Office Support Workers
28. Sales Representatives
29. Dining Room Attendants and Bartenders
30. Maintenance and Repair Workers

The information on these high-growth occupations is shown in Chart 22 and Table

12. These fast-growth occupations include elementary school teachers, accounting and auditing clerks, and other occupations related to tourism, retail, and real estate sales.

Three of the fast-growth occupations do not require high school graduation or equivalent, one requires high school graduation, three require adult vocational training, two require some college and one requires a bachelor's degree or higher. The median wages ranged from \$9.00 per hour for a dining room attendant and bartender to a high of \$30 per hour for elementary school teachers

Chart 22 The Top 21-30 Long-term Employment Growth Occupations Southwest Florida for 2013 to 2021



Source: Florida Department of Economic Opportunity

Table 12

The Top 21-30 Long-Term Growth Occupations Southwest Florida 2013-2021				
Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Stock Clerks and Order Fillers	199	6,066	\$11.33	HS/GED
Bookkeeping, Accounting, and Auditing Clerks	192	5,850	\$16.12	Some College
Elementary School Teachers	190	3,883	\$30.22	Bachelor's
Maids and Housekeeping Cleaners	189	5,363	\$9.97	LTHS
Real Estate Sales Agents	182	4,335	\$19.83	Adult Voc.
Janitors	180	5,365	\$10.54	LTHS
First-Line Supervisors of Office Support Workers	180	3,697	\$23.55	Some College
Sales Representatives	178	3,973	\$22.92	Adult Voc.
Dining Room Attendants and Bartenders	174	2,895	\$8.88	LTHS
Maintenance and Repair Workers	167	4,440	\$15.43	Adult Voc.

Source: Florida Department of Economic Opportunity

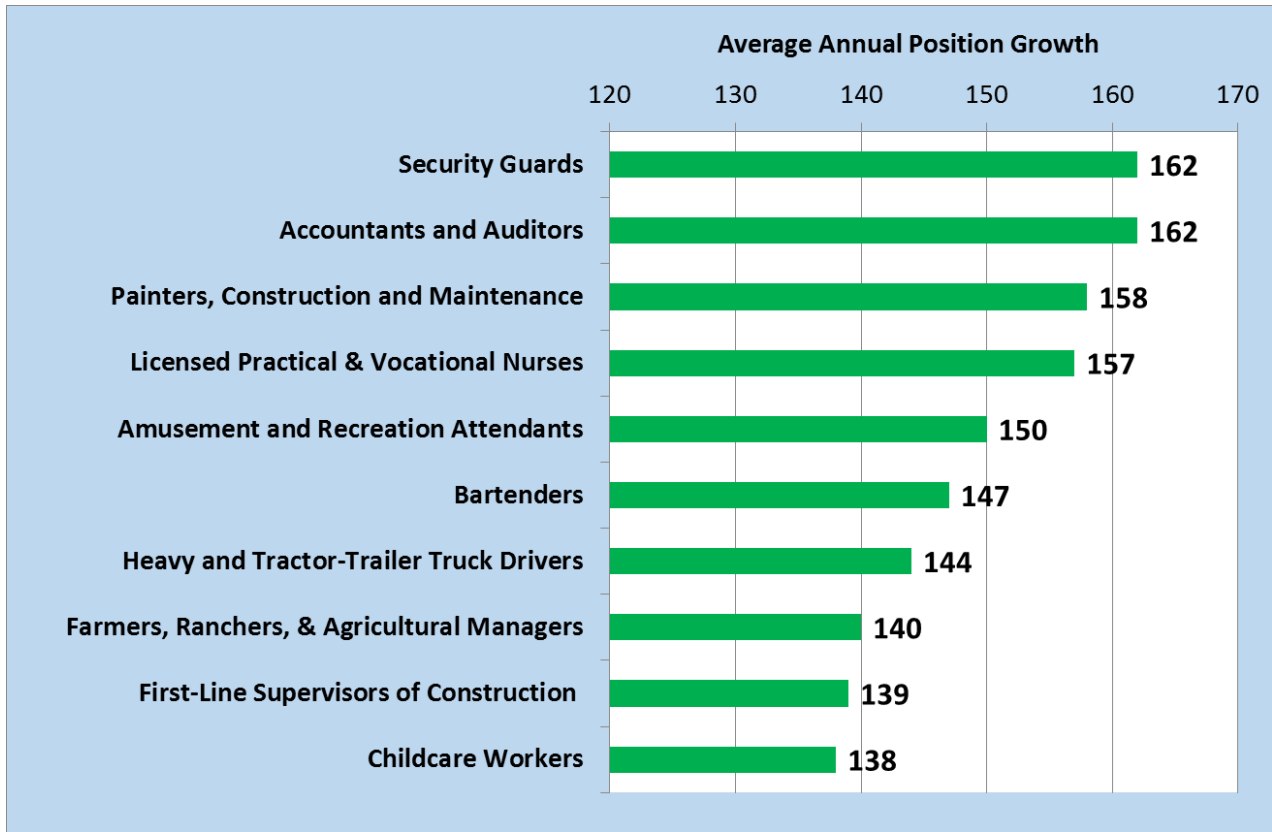
The Top 31-40 highest growth occupations for Southwest Florida include:

31. Security guards
32. Accountants and Auditors
33. Painters
34. Licensed practical and vocational nurses
35. Amusement and recreation attendants
36. Bartenders
37. Heavy and tractor-trailer truck drivers
38. Farmers, ranchers, & agricultural managers
39. First-line supervisors of construction
40. Childcare workers

The information on these forecast high-growth occupations is shown in Chart 23 and Table 13. Two of these occupations do not require high school graduation, five require vocational training, two require some college and one requires a bachelor's degree. The median wage varied from \$9 per hour for bartenders to \$29 per hour for accountants and auditors.

Chart 23

The Top 31-40 Long-term Employment Growth Occupations Southwest Florida for 2013 to 2021



Source: Florida Department of Economic Opportunity

Table 13

The Top 31-40 Long-Term Growth Occupations Southwest Florida 2013-2021				
Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Security Guards	162	4,219	\$10.99	Adult Voc.
Accountants and Auditors	162	3,502	\$29.47	Bachelor's
Painters, Construction and Maintenance	158	2,960	\$14.13	Adult Voc.
Licensed Practical & Vocational Nurses	157	2,680	\$20.18	Adult Voc.
Amusement and Recreation Attendants	150	1,824	\$9.14	LTHS
Bartenders	147	2,633	\$8.99	LTHS
Heavy and Tractor-Trailer Truck Drivers	144	3,250	\$16.45	Adult Voc.
Farmers, Ranchers, & Agricultural Managers	140	7,269	\$27.14	Some College
First-Line Supervisors of Construction	139	2,172	\$24.72	Some College
Childcare Workers	138	2,395	\$10.39	Adult Voc.

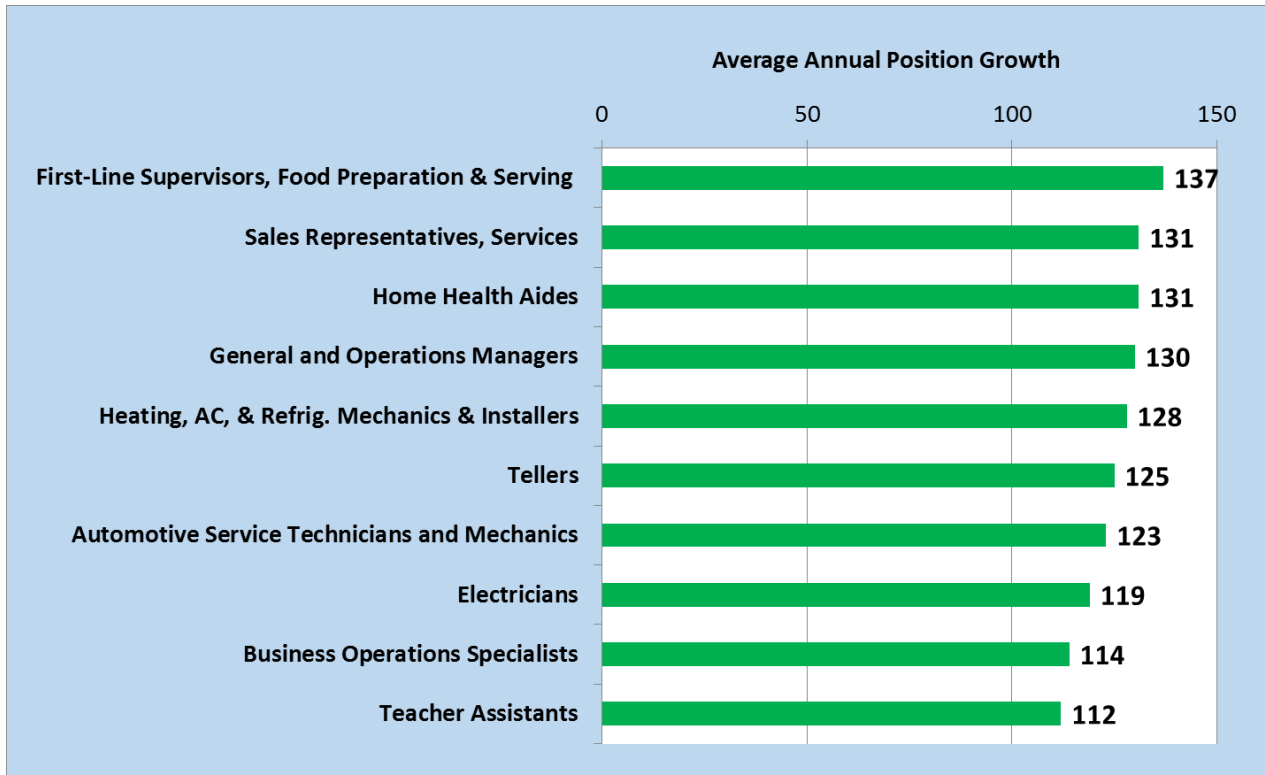
Source: Florida Department of Economic Opportunity

The Top 41-50 highest growth occupations for Southwest Florida include:

41. First-line supervisors, food preparation and serving
42. Sales representatives, services
43. Home health aides
44. General and operations managers
45. Heating, A/C, and refrigeration mechanics and installers
46. Bank Tellers
47. Automotive service technicians and mechanics
48. Electricians
49. Business operations specialists
50. Teacher assistants

The information on these forecast high-growth occupations is shown in Chart 24 and Table 14. One occupation, sales representative required a high school graduation, seven of the occupations required adult vocational training, and two require some college. The median wage varies from \$12 per hour for home health aides to \$44 per hour for general and operations managers.

Chart 24
The Top 41-50 Long-term Employment Growth Occupations
Southwest Florida for 2013 to 2021



Source: Florida Department of Economic Opportunity

Table 14

The Top 41-50 Long-Term Growth Occupations Southwest Florida 2013-2021				
Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
First-Line Supervisors, Food Preparation & Serving	137	3,309	\$15.34	Adult Voc.
Sales Representatives, Services	131	2,406	\$20.71	HS/GED
Home Health Aides	131	1,862	\$11.57	Adult Voc.
General and Operations Managers	130	3,830	\$44.44	Some College
Heating, AC, &Refrig. Mechanics & Installers	128	1,896	\$20.04	Adult Voc.
Tellers	125	2,145	\$13.36	Adult Voc.
Automotive Service Technicians and Mechanics	123	2,827	\$17.87	Adult Voc.
Electricians	119	1,934	\$16.74	Adult Voc.
Business Operations Specialists	114	2,525	\$24.85	Some College
Teacher Assistants	112	2,505	\$13.56	Adult Voc.

Source: Florida Department of Economic Opportunity

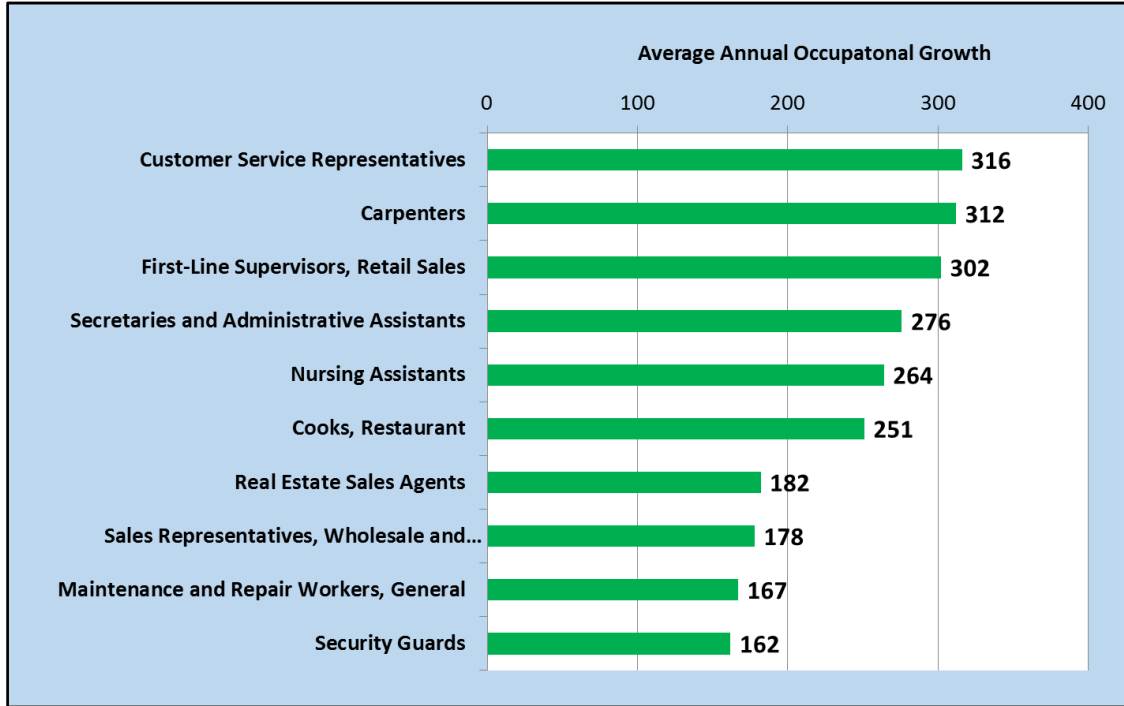
9.0 Top Growth Occupations by Minimum Educational Requirement

Finally, the study looked at long-run occupational growth by identifying the fastest-growing occupations by the minimal educational requirement including:

- Post-Secondary Adult Vocational
- Some College
- Bachelor's Degree
- Masters or Higher

The expected top long-run growth occupations requiring a minimum of post-secondary adult vocational training are customer service representatives, carpenters, first-line supervisors of retail sales, secretaries and administrative assistants, nursing assistants, cooks, real estate sales agents, sales representatives, maintenance and repair workers, and security guards, as shown in Chart 25 and Table 15 along with the median wage and current employment.

Chart 25
The Top 10 Adult Vocational Long-term Employment Growth Occupations Southwest Florida for 2013 to 2021



Source: Florida Department of Economic Opportunity

Table 15

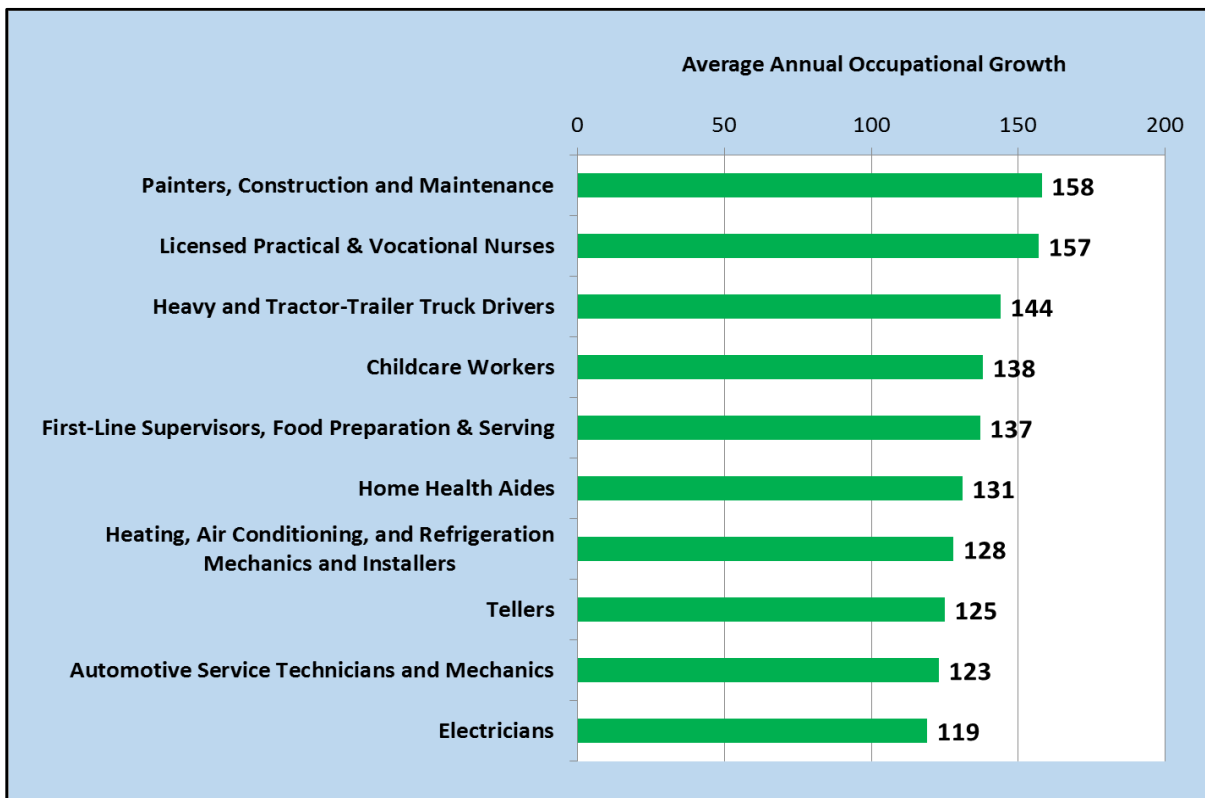
The Top 10 Adult Vocational Growth Occupations Southwest Florida 2013-2021

Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Customer Service Representatives	316	6,321	\$13.32	Adult Voc.
Carpenters	312	5,661	\$18.29	Adult Voc.
First-Line Supervisors, Retail Sales	302	8,374	\$18.14	Adult Voc.
Secretaries and Administrative Assistants	276	9,688	\$15.09	Adult Voc.
Nursing Assistants	264	5,540	\$12.61	Adult Voc.
Cooks, Restaurant	251	5,988	\$11.02	Adult Voc.
Real Estate Sales Agents	182	4,335	\$19.83	Adult Voc.
Sales Representatives, Wholesale and Manufacturing	178	3,973	\$22.92	Adult Voc.
Maintenance and Repair Workers, General	167	4,440	\$15.43	Adult Voc.
Security Guards	162	4,219	\$10.99	Adult Voc.

Source: Florida Department of Economic Opportunity

The forecast top 11 to 21 occupations for growth from 2013 to 2021 requiring a minimum of post-secondary adult vocational training are painters, licensed practical & vocational nurses, heavy and tractor-trailer truck drivers, childcare workers, first-line supervisors of food preparation and serving, home health aides, heating, AC, & refrigeration mechanics and installers, tellers, automotive service technicians and mechanics, and electricians, as shown in Chart 26 and Table 16.

Chart 26
The Top 11-20 Adult Vocational Long-term Employment Growth Occupations Southwest Florida for 2013 to 2021



Source: Florida Department of Economic Opportunity

Table 16

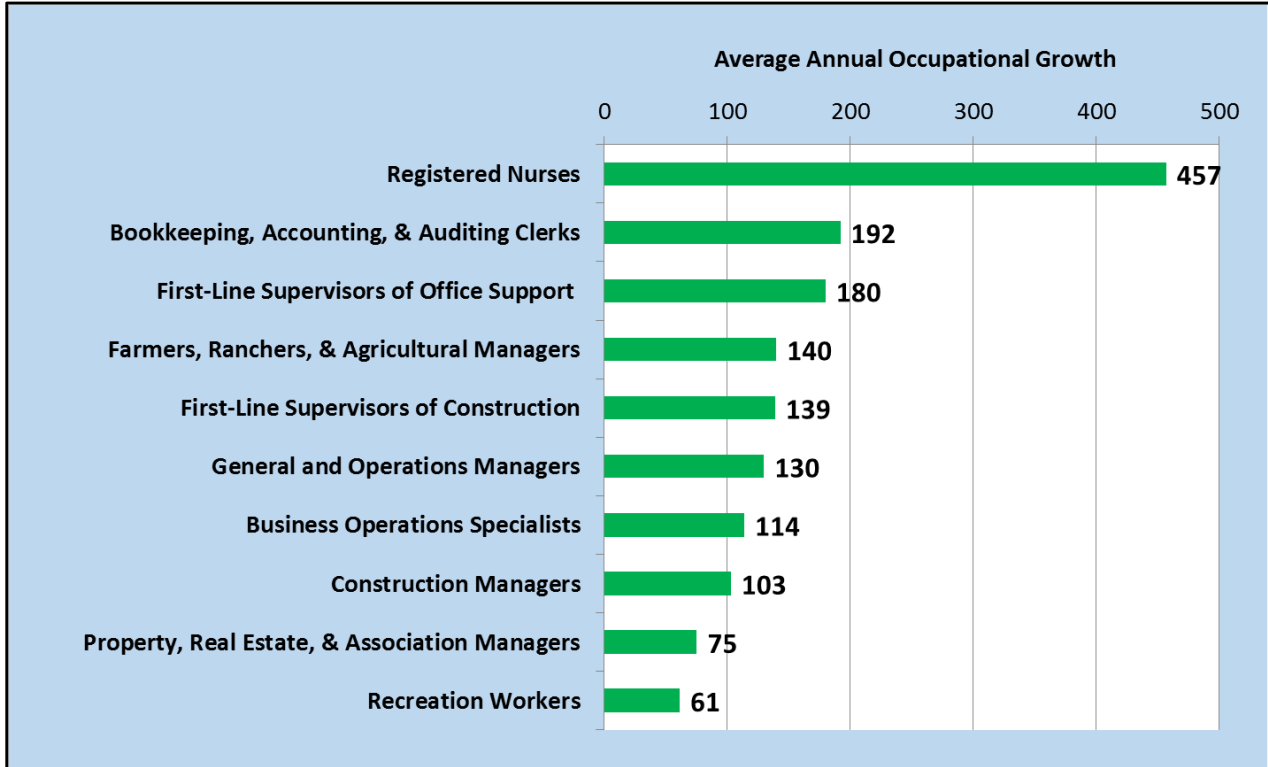
The Top 11-20 Adult Vocational Growth Occupations Southwest Florida 2013-2021				
Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Painters, Construction and Maintenance	158	2,960	\$14.13	Adult Voc.
Licensed Practical & Vocational Nurses	157	2,680	\$20.18	Adult Voc.
Heavy and Tractor-Trailer Truck Drivers	144	3,250	\$16.45	Adult Voc.
Childcare Workers	138	2,395	\$10.39	Adult Voc.
First-Line Supervisors, Food Preparation & Serving	137	3,309	\$15.34	Adult Voc.
Home Health Aides	131	1,862	\$11.57	Adult Voc.
Heating, A/C, Refrig. Mechanics & Installers	128	1,896	\$20.04	Adult Voc.
Tellers	125	2,145	\$13.36	Adult Voc.
Automotive Service Technicians and Mechanics	123	2,827	\$17.87	Adult Voc.
Electricians	119	1,934	\$16.74	Adult Voc.

Source: Florida Department of Economic Opportunity

The forecast top 10 occupations for growth from 2013 to 2021 requiring a minimum of “some college” are registered nurses, bookkeeping, accounting, and auditing clerks, first-line supervisors of office support, farmers, ranchers, & agricultural managers, first-line supervisors of construction, general and operations managers, business operations specialists, construction managers, property, real estate, & association managers, recreation workers, as shown in Chart 27 and Table 17.

Chart 27

The Top 10 Some College Long-term Employment Growth Occupations Southwest Florida for 2013 to 2021



Source: Florida Department of Economic Opportunity

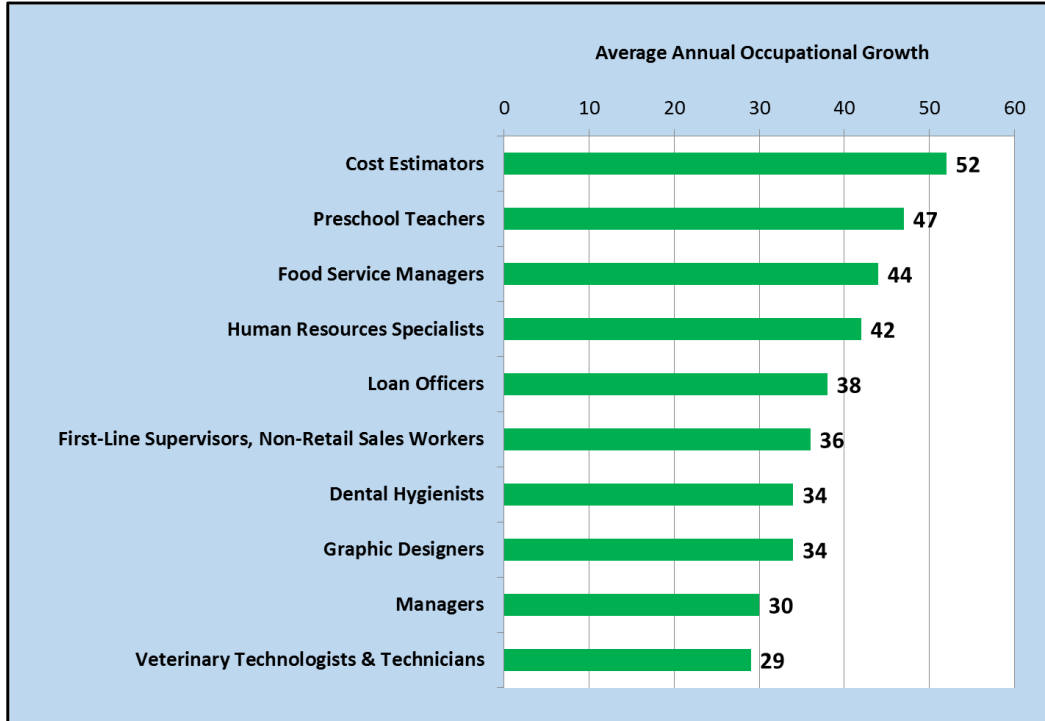
Table 17

The Top 10 Some College Growth Occupations Southwest Florida 2013-2021				
Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Registered Nurses	457	9,022	\$30.19	Some College
Bookkeeping, Accounting, & Auditing Clerks	192	5,850	\$16.12	Some College
First-Line Supervisors of Office Support	180	3,697	\$23.55	Some College
Farmers, Ranchers, & Agricultural Managers	140	7,269	\$27.14	Some College
First-Line Supervisors of Construction	139	2,172	\$24.72	Some College
General and Operations Managers	130	3,830	\$44.44	Some College
Business Operations Specialists	114	2,525	\$24.85	Some College
Construction Managers	103	2,785	\$34.80	Some College
Property, Real Estate, & Association Managers	75	2,308	\$25.79	Some College
Recreation Workers	61	1,591	\$11.27	Some College

Source: Florida Department of Economic Opportunity

The forecast top 11 to 20 occupations for growth from 2013 to 2021 requiring a minimum of “some college” are cost estimators, preschool teachers, food service managers, human resources specialists, loan officers, first-line supervisors non-retail workers, dental hygienists, graphic designers, managers, veterinary technologists, & technicians, as shown in Chart 28 and Table 18

Chart 28
The Top 11-20 Some College
Long-term Employment Growth Occupations
Southwest Florida for 2013 to 2021



Source: Florida Department of Economic Opportunity

Table 18

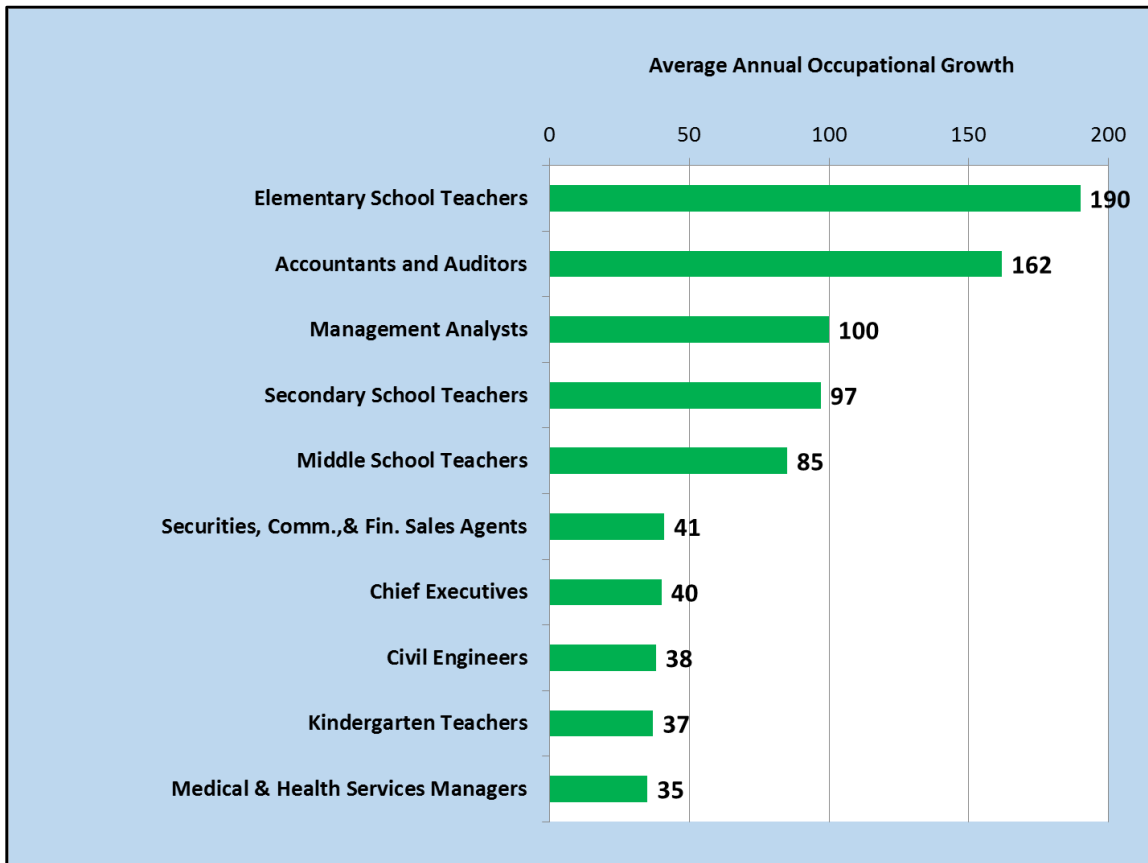
The Top 11-20 Some College Growth Occupations
Southwest Florida 2013-2021

Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Cost Estimators	52	700	\$24.67	Some College
Preschool Teachers	47	957	\$11.81	Some College
Food Service Managers	44	1,229	\$25.79	Some College
Human Resources Specialists	42	848	\$24.14	Some College
Loan Officers	38	641	\$33.62	Some College
First-Line Supervisors, Non-Retail Sales Workers	36	988	\$30.54	Some College
Dental Hygienists	34	582	\$34.34	Some College
Graphic Designers	34	675	\$18.90	Some College
Managers	30	714	\$38.93	Some College
Veterinary Technologists & Technicians	29	517	\$14.32	Some College

Source: Florida Department of Economic Opportunity

The forecast top 10 occupations for growth from 2013 to 2021 requiring a bachelor's degree or higher include elementary school teachers, accountants and auditors, management analysts, secondary school teachers, middle school teachers, securities and financial sales agents, chief executives, civil engineers, kindergarten teachers, medical and health services managers. These occupations along with the current median hourly wage and current employment are shown in Chart 29 and Table 19.

Chart 29
The Top 10 Bachelor's degree or Higher Long-term Employment Growth Occupations Southwest Florida for 2013 to 2021



Source: Florida Department of Economic Opportunity

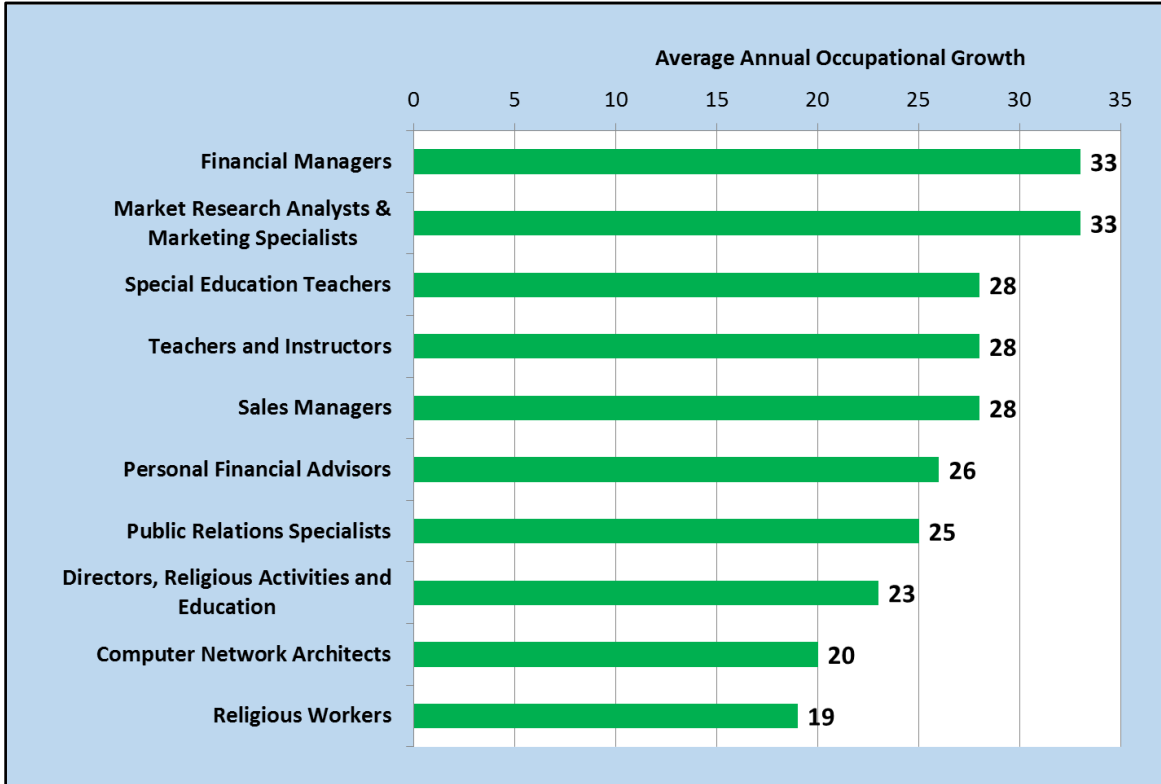
Table 19

The Top 10 Bachelor's or Higher Growth Occupations Southwest Florida 2013-2021				
Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Elementary School Teachers	190	3,883	\$30.22	Bachelor's
Accountants and Auditors	162	3,502	\$29.47	Bachelor's
Management Analysts	100	1,697	\$30.26	Bachelor's
Secondary School Teachers	97	2,200	\$31.32	Bachelor's
Middle School Teachers	85	1,742	\$30.30	Bachelor's
Securities, Comm., & Fin. Sales Agents	41	852	\$35.47	Bachelor's
Chief Executives	40	932	\$87.25	Bachelor's
Civil Engineers	38	637	\$37.29	Bachelor's
Kindergarten Teachers	37	696	\$28.61	Bachelor's
Medical & Health Services Managers	35	654	\$43.88	Bachelor's

Source: Florida Department of Economic Opportunity

The 11 through 20 top growth occupations requiring a minimum of a Bachelor's degree are financial managers, market research analysts and marketing specialists, special education teachers, teachers and instructors, sales managers, personal financial advisors, public relations specialists, directors, religious activities and education, computer network architects, and religious workers, as shown in Chart 30 and Table 20.

Chart 30
The Top 11-20 Bachelor's degree or Higher
Long-term Employment Growth Occupations
Southwest Florida for 2013 to 2021



Source: Florida Department of Economic Opportunity

Table 20

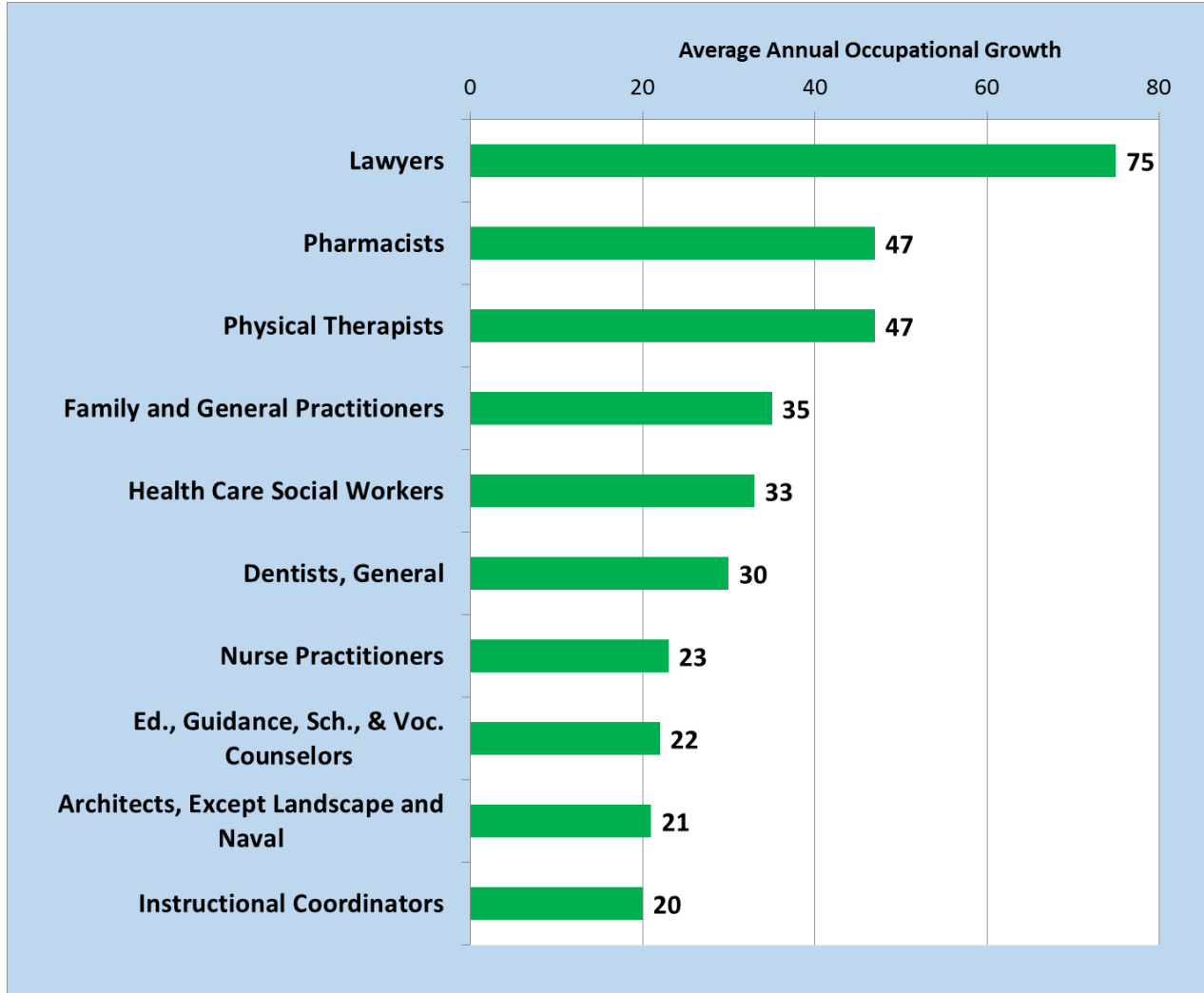
**The Top 11-20 Bachelor's or Higher Growth Occupations
Southwest Florida 2013-2021**

Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Financial Managers	33	772	\$52.13	Bachelor's
Market Research Analysts & Marketing Specialists	33	425	\$25.64	Bachelor's
Special Education Teachers	28	828	N/R	Bachelor's
Teachers and Instructors	28	670	N/R	Bachelor's
Sales Managers	28	531	\$52.86	Bachelor's
Personal Financial Advisors	26	611	\$36.53	Bachelor's
Public Relations Specialists	25	439	\$25.07	Bachelor's
Directors, Religious Activities and Education	23	552	\$17.06	Bachelor's
Computer Network Architects	20	441	\$31.69	Bachelor's
Religious Workers	19	478	\$9.14	Bachelor's

Source: Florida Department of Economic Opportunity

The forecast top 10 occupations for growth from 2013 to 2021 requiring a Master's degree or higher include lawyers, pharmacists, physical therapists, family and general practitioners, healthcare social workers, dentists, nurse practitioners, education guidance and vocational counselors, architects, and instructional coordinators, as shown in Chart 31 and Table 21.

Chart 31
The Top 10 Master's degree or Higher
Long-term Employment Growth Occupations
Southwest Florida for 2013 to 2021



Source: Florida Department of Economic Opportunity

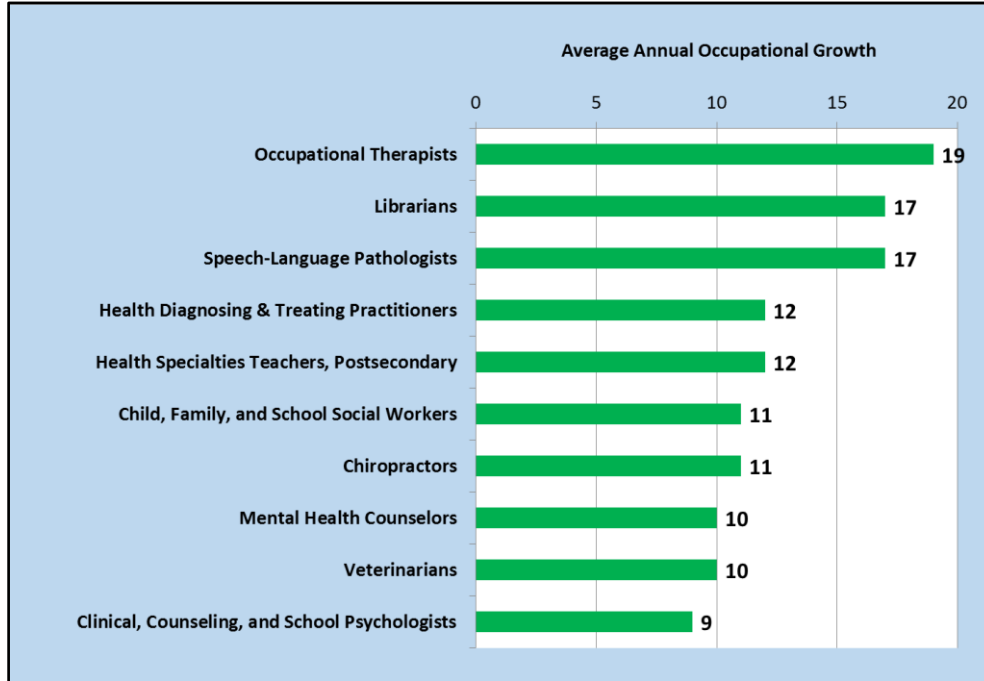
Table 21

The Top 10 Master's or Higher Growth Occupations Southwest Florida 2013-2021				
Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Lawyers	75	1,806	\$38.54	Master's
Pharmacists	47	916	\$60.46	Master's
Physical Therapists	47	969	\$41.89	Master's
Family and General Practitioners	35	718	N/R	Master's
Health Care Social Workers	33	506	\$22.10	Master's
Dentists, General	30	548	\$52.15	Master's
Nurse Practitioners	23	410	\$45.26	Master's
Educational, Guidance, School, & Voc. Counselors	22	434	\$32.00	Master's
Architects, Except Landscape and Naval	21	357	\$35.93	Master's
Instructional Coordinators	20	385	\$26.81	Master's

Source: Florida Department of Economic Opportunity

The forecast top 11 to 20 occupations for growth from 2013 to 2021 requiring a Master’s degree or higher includes occupational therapists, librarians, speech-language pathologists, health diagnosing and treating practitioners, health specialties teachers, postsecondary, child, family and school social workers, chiropractors, mental health counselors, veterinarians, and clinical, counseling, and school psychologists, as shown in Chart 32 and Table 22

Chart 32
The Top 11-20 Master's degree or Higher
Long-term Employment Growth Occupations
Southwest Florida for 2013 to 2021



Source: Florida Department of Economic Opportunity

Table 22

The Top 11-20 Master's or Higher Growth Occupations Southwest Florida 2013-2021				
Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Occupational Therapists	19	329	\$41.27	Master's
Librarians	17	413	\$27.37	Master's
Speech-Language Pathologists	17	368	\$39.25	Master's
Health Diagnosing & Treating Practitioners	12	267	\$34.31	Master's
Health Specialties Teachers, Postsecondary	12	221	\$25.38	Master's
Child, Family, and School Social Workers	11	268	\$20.84	Master's
Chiropractors	11	241	\$40.44	Master's
Mental Health Counselors	10	173	\$20.91	Master's
Veterinarians	10	224	\$50.81	Master's
Clinical, Counseling, and School Psychologists	9	166	\$33.74	Master's

Source: Florida Department of Economic Opportunity

Summary/Conclusions

Education and training sometimes referred to as human capital are crucial to improving overall productivity and income. Ninety percent of the 50 identified employment gaps required high school graduation (or a GED) or higher. Only 10 percent of top 50 employment gaps identified an education requirement less than high school with an average median wage in Southwest Florida of only \$10.08 per hour. Adult vocational training covers a wide range of occupations and represented 40 percent of the top 50 employment gaps identified. The median wage for occupations requiring adult vocational training was much higher at \$19.52. Some college or higher including an associate degree was required by 12 percent of the top 50 employment gaps with a median wage of \$29.97. A bachelor's degree or higher was a requirement of 14 percent of the top 50 employment gaps identified with a median wage of \$40.08 per hour and a master's degree or higher was required by 12 percent of the top 50 employment gaps identified.

This study has provided an overview of Southwest Florida's labor market including the mix of industries, current employment gaps and forecast growth occupations. The quality, depth, and diversity of a region's workforce are critical components in fostering economic growth and development. The importance of this information in understanding what opportunities exist for students, parents, businesses, and educators will help foster discussion, better decisions, and more collaboration. Technology and globalization are driving change in our lives and employment

opportunities. The Workforce Now research is designed to provide a continuous flow of research focused on Southwest Florida's labor market.