



Southwest Florida Workforce Overview Study 2019



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Prepared by the Research Team:



School of Business & Technology



Johnson School of Business



*Regional Economic
Research Institute
Lutgert College of Business*



Report Information

This report is conducted annually by *Workforce Now*, a regional research initiative conducted by Southwest Florida's leading research institutions. The lead researchers of *Workforce Now* are grateful to the many individuals whose help and input make their work possible.

Preliminary drafts of this document were created by the Regional Economic Research Institute at Florida Gulf Coast University, which studies, analyzes, and reports on the regional economy encompassing Collier, Lee, Charlotte, Hendry, and Glades counties. Established in 2005, it serves as a public service and economic development unit of the Lutgert College of Business and strives to connect Southwest Florida to the resources of Florida Gulf Coast University.

Later drafts of this document were vetted and put into final format by researchers at Hodges University and Florida Southwestern State College, both of which maintain campuses in the five-county region, serving over 32,000 students and are active in workforce initiatives in Southwest Florida.

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TABLE OF CONTENTS

PREFACE 1

RESEARCH TEAM 2

EXECUTIVE SUMMARY 3

INTRODUCTION 10

EMPLOYMENT AND INCOME RANKED BY INDUSTRY 11

SOUTHWEST FLORIDA INDUSTRY MIX COMPARED TO THE STATE OF FLORIDA 14

FASTEST AND SLOWEST GROWTH INDUSTRIES, 2014 TO 2018 16

PROJECTED INDUSTRY EMPLOYMENT GROWTH, 2018 TO 2026 18

SOUTHWEST FLORIDA AND SEASONALITY 19

OCCUPATIONAL EMPLOYMENT GAPS 24

CURRENT EMPLOYMENT GAPS BY MAJOR OCCUPATIONAL GROUP 25

LONG-TERM EMPLOYMENT GROWTH BY OCCUPATION, 2018 TO 2026 35

TOP GROWTH OCCUPATIONS BY MINIMUM EDUCATIONAL REQUIREMENT 36

STEM OCCUPATIONS AND SOUTHWEST FLORIDA..... 40

INDUSTRY DIVERSIFICATION INDEX 46

SUMMARY AND CONCLUSIONS..... 48

APPENDIX: TOP 50 OCCUPATIONAL EMPLOYMENT GAPS..... 49

APPENDIX: TOP 50 LONG-TERM AVERAGE ANNUAL EMPLOYMENT GROWTH BY OCCUPATION 51

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 projected demand for regional occupations through 2026. It also defines the size of the regional employment gaps and identifies areas for further research. 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 – Opportunity Naples
- The Lee County Industrial Development Authority
- The Southwest Florida Workforce Development Board
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- Florida SouthWestern State College
- 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 fgcu.edu/cob/reri/research.

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EXECUTIVE SUMMARY

This is the seventh annual Southwest Florida workforce overview 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
- ✓ Employment gaps by occupation as of Summer 2019
- ✓ 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 began in the summer of 2019 and was completed by the end of August of that year. Primary data collection and analysis were conducted by Dr. Christopher Westley and the Regional Economic Research Institute at Florida Gulf Coast University. The predominant source of workforce data for the study was the Florida Department of Economic Opportunity. Final report development, editing, and formatting were supported by the Workforce Now team. The Southwest Florida region is defined as Charlotte, Collier, Glades, Hendry, and Lee Counties.



Historic, Current, and Projected Employment by Industry

- As the economic expansion is now the longest on record, employment and unemployment rates in Southwest Florida have reached levels associated with their normal long-term values;
- Southwest Florida has 590,063 employed workers in 2018, compared to 9.87 million employed in Florida and 155.76 million for the nation;
- The average annual Southwest Florida wage is \$44,033 in 2018, compared to \$49,470 for Florida and \$57,198 for the nation;
- The largest industries by employment in 2018 are retail trade (18.1 percent, down from 18.5 percent last year), accommodation and food services (15.5 percent, down from 15.6 percent last year), health care and social assistance (14.0 percent, up from 13.9 percent last year), construction (12.7 percent, up from 11.7 percent last year), and administrative and waste services (7.3 percent, down from 7.4 percent last year);
- The largest industries by wage income in 2018 are health care and social assistance (16.8 percent, down from 17 percent last year), construction (13.7 percent, up from 12.7 percent last year), retail trade (12.9 percent, down from 13.3 percent last year), professional and technical services (8.9 percent, up from 8.7 percent last year), and accommodation and food services (8.2 percent, down from 8.4 percent last year);
- The fastest growing industries between 2014 and 2018 as measured by employment are construction (16,673, or 47.8 percent increase from 2014), accommodation and food services (8,311, or 15.2 percent increase from 2014), health care and social assistance (7,143, or 14.4 percent increase from 2014), retail trade (6,784, or 10.1 percent increase from 2014), and administrative and waste services (4,848, or 19.5 percent increase from 2014);
- The slowest growth industries from 2014 to 2018 have been agriculture, forestry, fishing, and hunting (-3,198, or 26.1 percent decline from 2014), information (-575, or 11.6 percent decline from 2014), management of companies and enterprises (-509, or 13.7 percent decline from 2014), utilities (20, or 1.8 percent increase from 2014), and mining, quarrying, and oil and gas extraction (72, or 27.8 percent increase from 2014);

- The fastest growth industries between 2018 and 2026 are projected to be health care and social assistance adding 1,558 jobs per year, construction adding 927 jobs per year, retail trade adding 878 jobs per year, accommodation and food services adding 751 jobs per year, and self-employed and unpaid family workers adding 652 jobs per year.

Historic, Current, and Projected Employment by Industry

Category	Industry/Region	Metric	Annual Change	Percent Change
Employed Workers, 2018	• Southwest Florida	590,063	16,581	2.9%
	• Florida	9.9 Million	0.2 Million	2.1%
	• United States	155.8 Million	2.4 Million	1.6%
Annual Wages, 2018	• Southwest Florida	\$44,033	\$1,919	4.6%
	• Florida	\$49,470	\$1,691	3.5%
	• United States	\$57,198	\$1,867	3.4%
Largest Industries by Employment, 2018	• Retail Trade	73,851	601	0.8%
	• Accommodation and Food Services	62,935	1,092	1.8%
	• Health Care and Social Assistance	56,862	1,829	3.3%
	• Construction	51,571	5,108	11.0%
	• Administrative and Waste Services	29,771	314	1.1%
Largest Industries by Wages, 2018	• Health Care and Social Assistance	\$3 Billion	\$0.2 Billion	6.2%
	• Construction	\$2.5 Billion	\$0.3 Billion	16.3%
	• Retail Trade	\$2.3 Billion	\$0.1 Billion	4.4%
	• Professional and Technical Services	\$1.6 Billion	\$0.1 Billion	10.2%
	• Accommodation and Food Services	\$1.5 Billion	\$0.1 Billion	5.6%
Fastest Growing Industries by Employment, 2014 to 2018 ^a	• Construction	16,673	697	--
	• Accommodation and Food Services	8,311	-2,043	--
	• Health Care and Social Assistance	7,143	-31	--
	• Retail Trade	6,784	-2,071	--
	• Administrative and Waste Services	4,848	-1,512	--
Slowest Growing Industries by Employment, 2014 to 2018 ^a	• Agriculture, Forestry, Fishing and Hunting	-3,198	-921	--
	• Information	-575	-267	--
	• Management of Companies and Enterprises	-509	380	--
	• Utilities	20	46	--
	• Mining, Quarrying, and Oil and Gas Extraction	72	-57	--
Fastest Projected Growing Industries by Employment, 2018 to 2026 ^b	• Health Care and Social Assistance	1,558	-115	--
	• Construction	927	-85	--
	• Retail Trade	878	-378	--
	• Accommodation and Food Services	751	-39	--
	• Self Employed and Unpaid Family Workers, All Jobs	652	-7	--

a Annual change compared to fastest/slowest growing industries by employment, 2013 to 2017 estimates.

b Annual change compared to fastest projected growing industries by employment, 2017 to 2025 estimates.

Top 10 Short-Term Employment Gaps

Summer 2019

Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
Retail Salespersons	-906	24,294	\$11.02	HS/GED
First-Line Supervisors of Retail Sales Workers	-818	8,160	\$20.39	PS Adult Voc
Stock Clerks and Order Fillers	-344	7,917	\$11.71	HS/GED
Customer Service Representatives	-316	9,073	\$13.72	PS Adult Voc
First-Line Supervisors of Food Preparation and Serving Workers	-267	4,565	\$16.44	PS Adult Voc
Maintenance and Repair Workers, General	-253	5,694	\$17.24	PS Adult Voc
First-Line Supervisors of Office and Administrative Support Workers	-223	5,072	\$24.84	Some College
Cashiers	-167	15,635	\$9.57	HS/GED
Sales Representatives, Services, All Other	-162	3,962	\$23.14	HS/GED
Combined Food Preparation and Serving Workers, Including Fast Food	-160	11,812	\$9.70	Less HS/GED

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Current Employment Gaps by Occupation

The Florida Department of Economic Opportunity study/data identified 9,979 current employment gap positions for Southwest Florida, signifying a 52-percent increase (or 3,401 positions) compared to the figure reported in the Workforce Overview Study for 2018.

The top 10 employment gaps where demand is estimated to be greater than supply are shown in the table above. These include retail salespersons, first-line supervisors of retail sales, stock clerks and order fillers, customer service representatives, first-line supervisors of food preparation and service, maintenance and repair workers, first-line supervisors of office and administrative support workers, cashiers, sales representatives (all other services), and food preparation and serving workers. The median wage varies from \$9.57 per hour to \$24.84 per hour.

- Retail salespersons had highest employment gap of -906. On average, each 10 jobs filled are worth an additional \$220,400 in income;
- First-line supervisors of retail salespersons had the second highest employment gap of -818. On average, each 10 jobs filled are worth an additional \$407,800 in income;
- Stock clerks and order fillers made up the next highest employment gap of -344. On average, for each 10 jobs filled, income would rise by \$234,200;
- Customer service representatives employment gap was -316. For each 10 positions filled, \$274,400 in additional income is earned;
- First-line supervisors of food preparation and service had an employment gap of -267. For each 10 positions filled, income would rise by \$328,800;
- General maintenance and repair workers employment gap was -253. On average, each 10 jobs filled would raise income by \$344,800;
- First-line supervisors of office and administrative support workers employment gap came next, registering -223. For each 10 vacancies filled, additional income of \$496,800 would be generated;
- The employment gap for cashier occupations registered -167 positions in the present study. For each 10 job vacancies filled, additional income of \$191,400 would be generated;
- Another occupational group is service sales representatives. The study identified an employment gap of -162. On average, for each 10 job vacancies filled, additional income of \$462,800 would be generated;

- Rounding out the top 10 employment gaps were food preparation and serving workers. The study found an employment gap of -160. For each 10 job vacancies filled, additional income of \$194,000 would be generated.
- Other employment gaps were found in restaurant cooks, secretaries and administrative assistants, registered nurses, maids and housekeeping cleaners, security guards, landscaping and groundskeeping workers, automotive service technicians and mechanics, financial service sales agents, dishwashers, and demonstrators and product promoters.

Projected Employment Demand by Occupation

The top 10 projected high demand regional growth occupations for 2018 to 2026 are shown in the following table. The top growth occupation is retail salespersons with a growth of 2,334 employees over the eight-year period. This is followed by landscaping and groundskeeping workers (2,151 employees), registered nurses (2,144 employees), combined food preparation and serving workers (1,984 workers), and waiters and waitresses (1,557 employees).

The next five highest occupations in demand are construction laborers, nursing assistants, carpenters, customer service representatives, and janitors and cleaners.

Top 10 Long-Term Growth Occupations 2018 to 2026						
Occupation	2018	2026	Growth	Percent Growth	Median Wage	Minimum Education
Retail Salespersons	24,406	26,740	2,334	9.6%	\$11.02	HS/GED
Landscaping and Groundskeeping Workers	13,850	16,001	2,151	15.5%	\$11.86	Less HS/GED
Registered Nurses	10,661	12,805	2,144	20.1%	\$31.53	Associate's
Combined Food Preparation and Serving Workers, Including Fast Food	12,225	14,209	1,984	16.2%	\$9.70	Less HS/GED
Waiters and Waitresses	17,733	19,290	1,557	8.8%	\$9.63	Less HS/GED
Construction Laborers	9,783	11,275	1,492	15.3%	\$14.25	Less HS/GED
Nursing Assistants	6,640	7,956	1,316	19.8%	\$13.40	PS Adult Voc
Carpenters	8,017	9,197	1,180	14.7%	\$18.67	PS Adult Voc
Customer Service Representatives	9,145	10,210	1,065	11.6%	\$13.72	PS Adult Voc
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7,027	8,067	1,040	14.8%	\$11.44	Less HS/GED

Source: Florida Department of Economic Opportunity, Employment Projections

Projected Fastest-Growing Occupations by Minimal Education Requirement

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
- ✓ Associate's Degree
- ✓ Bachelor's Degree
- ✓ Master's Degree and Higher

Post-Secondary Adult Vocational

The top projected adult vocational education growth occupations are shown in the following table. These represent positions in sales, construction, food preparation, administrative support, healthcare, and maintenance, and are expected to grow between 667 and 1,316 positions by the year 2026.

Top 10 Adult Vocational Growth Occupations 2018 to 2026					
Occupation	2018	2026	Growth	Percent Growth	Median Wage
Nursing Assistants	6,640	7,956	1,316	19.8%	\$13.40
Carpenters	8,017	9,197	1,180	14.7%	\$18.67
Customer Service Representatives	9,145	10,210	1,065	11.6%	\$13.72
Cooks, Restaurant	7,733	8,697	964	12.5%	\$13.36
Medical Assistants	3,266	4,220	954	29.2%	\$15.90
First-Line Supervisors of Retail Sales Workers	8,285	9,190	905	10.9%	\$20.39
Personal Care Aides	2,683	3,569	886	33.0%	\$10.83
Home Health Aides	2,134	2,945	811	38.0%	\$11.78
Maintenance and Repair Workers, General	5,716	6,424	708	12.4%	\$17.24
Licensed Practical and Licensed Vocational Nurses	3,323	3,990	667	20.1%	\$21.19

Source: Florida Department of Economic Opportunity, Employment Projections

Associate's Degree

The top projected Associate's Degree growth occupations are shown in the following table. These represent positions in health care, construction, office and administrative support, management, business and financial operations, and education, and are expected to grow between 208 and 2,144 positions by the year 2026.

Top 10 Associate's Degree Growth Occupations 2018 to 2026					
Occupation	2018	2026	Growth	Percent Growth	Median Wage
Registered Nurses	10,661	12,805	2,144	20.1%	\$31.53
First-Line Supervisors of Construction Trades and Extraction Workers	5,015	5,781	766	15.3%	\$27.60
General and Operations Managers	4,383	5,012	629	14.4%	\$43.89
Business Operations Specialists, All Other	3,072	3,611	539	17.5%	\$30.20
First-Line Supervisors of Office and Administrative Support Workers	5,172	5,608	436	8.4%	\$24.84
Construction Managers	2,901	3,320	419	14.4%	\$37.82
Property, Real Estate, and Community Association Managers	2,284	2,558	274	12.0%	\$28.99
Bookkeeping, Accounting, and Auditing Clerks	5,941	6,208	267	4.5%	\$18.09
Software Developers, Applications	1,033	1,293	260	25.2%	\$34.39
Postsecondary Teachers, All Other	822	1,030	208	25.3%	N/R

Source: Florida Department of Economic Opportunity, Employment Projections

Bachelor's Degree

The top projected Bachelor's degree growth occupations are shown in the following table. These represent positions in education, management, business and financial operations, and health care, and are expected to grow between 154 and 597 positions by the year 2026.

Top 10 Bachelor's Degree Growth Occupations 2018 to 2026					
Occupation	2018	2026	Growth	Percent Growth	Median Wage
Elementary School Teachers, Except Special Education	4,218	4,815	597	14.2%	N/R
Management Analysts	1,898	2,388	490	25.8%	\$41.07
Accountants and Auditors	3,535	4,017	482	13.6%	\$28.95
Secondary School Teachers, Except Special and Career/Technical Education	2,322	2,652	330	14.2%	N/R
Middle School Teachers, Except Special and Career/Technical Education	1,981	2,260	279	14.1%	N/R
Financial Managers	868	1,063	195	22.5%	\$50.93
Market Research Analysts and Marketing Specialists	724	918	194	26.8%	\$26.68
Human Resources Specialists	1,196	1,360	164	13.7%	\$26.85
Teachers and Instructors, All Other, Except Substitute Teachers	1,022	1,181	159	15.6%	N/R
Physician Assistants	394	548	154	39.1%	\$48.09

Source: Florida Department of Economic Opportunity, Employment Projections

Note: Numbers not reported denoted by N/R.

Master's Degree and Higher

The top projected occupations requiring at least a Master's degree are shown in the following table. These represent positions in legal, health care, community and social service, and education, and are expected to grow between 79 and 267 positions by the year 2026.

Top 10 Master's Degree and Higher Growth Occupations 2018 to 2026					
Occupation	2018	2026	Growth	Percent Growth	Median Wage
Lawyers	2,377	2,644	267	11.2%	\$47.31
Physical Therapists	909	1,144	235	25.9%	\$43.35
Physicians and Surgeons, All Other	994	1,159	165	16.6%	N/R
Child, Family, and School Social Workers	777	925	148	19.0%	\$17.26
Pharmacists	1,142	1,278	136	11.9%	\$59.19
Family and General Practitioners	721	853	132	18.3%	N/R
Nurse Practitioners	352	483	131	37.2%	\$45.36
Educational, Guidance, School, and Vocational Counselors	490	580	90	18.4%	\$28.11
Occupational Therapists	338	422	84	24.9%	\$43.61
Instructional Coordinators	428	507	79	18.5%	\$22.84

Source: Florida Department of Economic Opportunity, Employment Projections

Note: Numbers not reported denoted by N/R.

Summary and Recommendations

This seventh annual study provides an annual overview of Southwest Florida's labor market including identification of current employment gaps and projected growth occupations. The overall market assessment of the current and expected occupational needs is an important component in the 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 put forward by the study team:

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.
4. Given the preponderance of expected job growth in relatively unskilled industries, consideration should be directed at how a growing economy can provide jobs with incomes that allow workers to cover the costs of living in Southwest Florida.

INTRODUCTION

Workforce Now is a regional initiative to better understand Southwest Florida's labor market including employment gaps, specific skills desired, and forecast occupational growth. This is the seventh in a series of Southwest Florida labor market overviews which are 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 annual projected demand for regional occupations through the year 2026.

The study was started in Summer 2019 and was completed by the end of August of that year. Primary data collection and analysis were conducted by Dr. Christopher Westley 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.

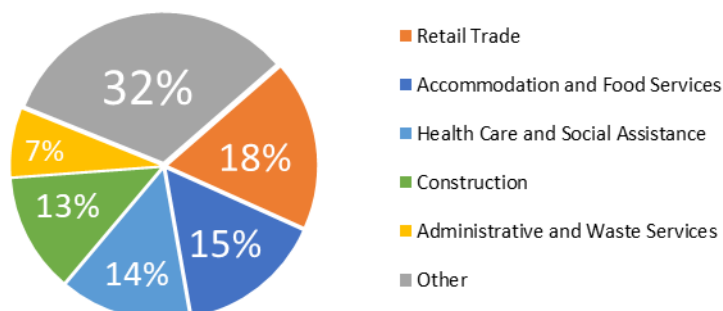


EMPLOYMENT AND INCOME RANKED BY INDUSTRY

Southwest Florida had an average monthly employment of 407,258 in 2018, according to data provided by the Quarterly Census of Employment and Wages (QCEW). QCEW data is based on employees covered by the Florida unemployment insurance, so it does not include workers who are self-employed. Retail trade is the largest industry in Southwest Florida, with an average monthly employment of 73,851, representing 18.5 percent of all employment in the region (as shown in Chart 1-1 and Table 1-1).

The second largest industry employer is accommodation and food services, with 62,935 employees and 15.5 percent of regional employment. The third largest industry is health care and social assistance at 56,862, which represents 14.0 percent of the region's employment. Construction continues to rebound from the recession and is the fourth largest industry with 51,571 employees (12.7 percent of the region's employment). While the top four industries comprise 60.2 percent of the region's workforce, it remained relatively consistent when compared to 2017, which made up 59.8 percent of the region's workforce. The fifth largest industry is administrative and waste services, employing 29,771 workers (7.4 percent of the region's workforce). This industry includes many service-type occupations.

Chart 1-1: Southwest Florida Employment by Industry, 2018



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.

Table 1-1: Southwest Florida Employment by Industry
2018

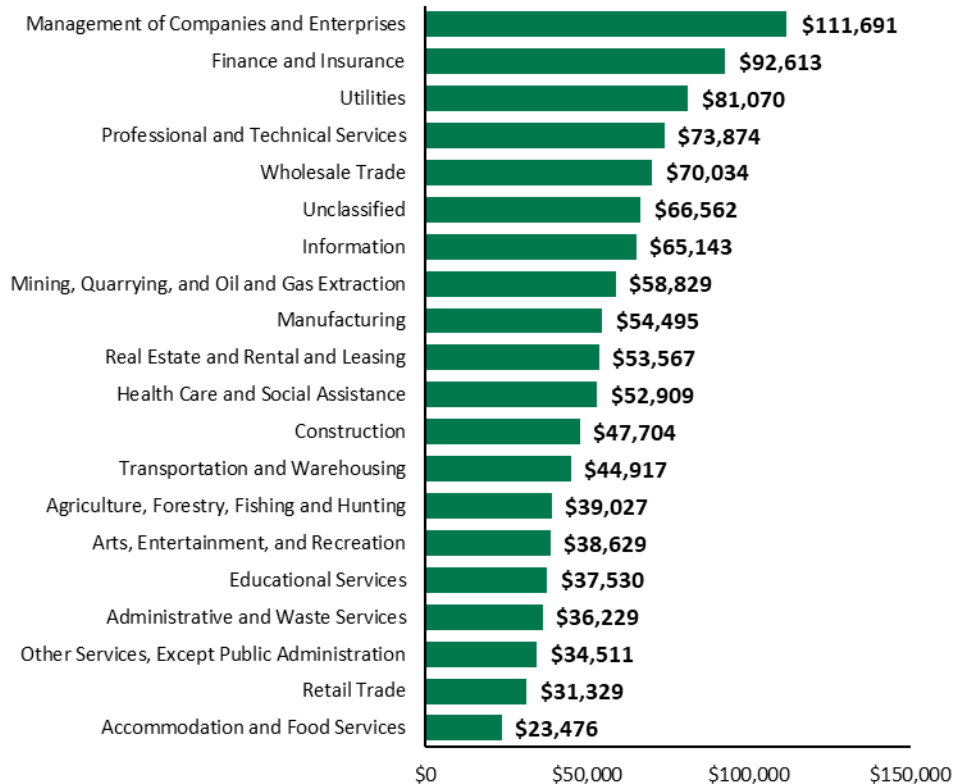
Industry	Average Monthly Employment	Percent of Total Employment
Retail Trade	73,851	18.1%
Accommodation and Food Services	62,935	15.5%
Health Care and Social Assistance	56,862	14.0%
Construction	51,571	12.7%
Administrative and Waste Services	29,771	7.3%
Professional and Technical Services	21,606	5.3%
Other Services, Except Public Administration	17,105	4.2%
Arts, Entertainment, and Recreation	16,145	4.0%
Real Estate and Rental and Leasing	12,291	3.0%
Manufacturing	11,816	2.9%
Other Industry Sectors	53,305	13.1%
Total	407,258	100.0%

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

Southwest Florida had an average annual wage of \$44,033 in 2018. The management of companies and enterprises industry had the largest average annual wage in Southwest Florida, measuring at \$111,691 (as shown in Chart 1-2 and Table 1-2).

The finance and insurance industry had the second highest average annual wages in 2018 (\$92,613), followed by the utilities industry (\$81,070), professional and technical services industry (\$73,874), and wholesale trade industry (\$70,034). The unclassified industry had the sixth highest average annual wage in 2018 (\$66,562), followed by information (\$65,143), mining, quarrying, and oil and gas extraction (\$58,829), manufacturing (\$54,495), and real estate and rental and leasing (\$53,567) to round out the top 10. None of the five industries with the highest employment in Southwest Florida were ranked in the top 10 in average annual wages in 2018.

Chart 1-2: Southwest Florida Average Annual Wages by Industry, 2018



**Table 1-2: Southwest Florida Average Annual Wages by Industry
2018**

Industry	Average Annual Wage
Management of Companies and Enterprises	\$111,691
Finance and Insurance	\$92,613
Utilities	\$81,070
Professional and Technical Services	\$73,874
Wholesale Trade	\$70,034
Unclassified	\$66,562
Information	\$65,143
Mining, Quarrying, and Oil and Gas Extraction	\$58,829
Manufacturing	\$54,495
Real Estate and Rental and Leasing	\$53,567
Health Care and Social Assistance	\$52,909
Construction	\$47,704
Transportation and Warehousing	\$44,917
Agriculture, Forestry, Fishing and Hunting	\$39,027
Arts, Entertainment, and Recreation	\$38,629
Educational Services	\$37,530
Administrative and Waste Services	\$36,229
Other Services, Except Public Administration	\$34,511
Retail Trade	\$31,329
Accommodation and Food Services	\$23,476
Total, All Industries	\$44,033

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

The largest contribution to total wage income is health care and social assistance—with annual wage expenditures exceeding \$3.0 billion—representing 16.8 percent of total wage expenditures in Southwest Florida. Construction is the next largest industry in terms of total wage expenditure, with 13.7 percent of the region’s total annual wage and expenditures of \$2.5 billion. The third largest industry measured by total wage expenditures is retail trade, with 12.9 percent of the total regional wage expenditures at \$2.3 billion. Professional and technical services is the fourth largest industry as measured by total wages at \$1.6 billion or 8.9 percent of the region’s total wage expenditures. Finally, accommodation and food services is the fifth largest in terms of total wage expenditures, with \$1.5 billion or 8.2 percent of the region’s total wage expenditures. The total wage expenditures by industry are shown in Chart 1-3 and Table 1-3.

Chart 1-3: Southwest Florida Total Wages by Industry, 2018

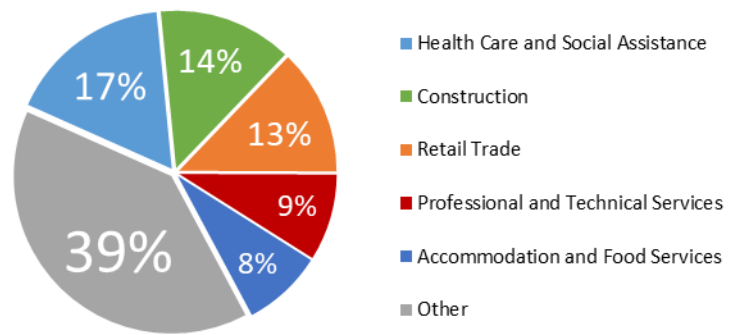


Table 1-3: Southwest Florida Total Wages by Industry

2018

Industry	Total Wages (Thousands of Dollars)	Percent of Total Wages
Health Care and Social Assistance	3,008,506	16.8%
Construction	2,460,133	13.7%
Retail Trade	2,313,668	12.9%
Professional and Technical Services	1,596,100	8.9%
Accommodation and Food Services	1,477,475	8.2%
Administrative and Waste Services	1,078,555	6.0%
Finance and Insurance	1,032,784	5.8%
Wholesale Trade	808,609	4.5%
Real Estate and Rental and Leasing	658,409	3.7%
Manufacturing	643,924	3.6%
Other Industry Sectors	2,854,322	15.9%
Total	17,932,485	100.0%

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

SOUTHWEST FLORIDA INDUSTRY MIX COMPARED TO THE STATE OF FLORIDA

Southwest Florida has a higher percentage of employees in retail trade, accommodation and food services, construction, arts, entertainment, and recreation, real estate and rental and leasing, agriculture, forestry, fishing and hunting, and mining, quarrying, and oil and gas extraction, when compared to the State of Florida. Southwest Florida's comparative advantage as a preferred location for tourism and retirement certainly helps to explain why the region differs from the state. The largest positive differentials between Southwest Florida and the state include construction (5.5 percent greater than the state of Florida), retail trade (3.4 percent), accommodation and food services (2.4 percent), agriculture, forestry, fishing and hunting (1.3 percent), and arts, entertainment, and recreation (1.0 percent).

The largest negative differentials between the region and the state include finance and insurance (2.3 percent below the state of Florida), professional and technical services (2.2 percent), manufacturing (2.0 percent), transportation and warehousing (1.8 percent), and wholesale trade (1.7 percent).

Chart 2-1: Southwest Florida vs. State of Florida Employment, 2018

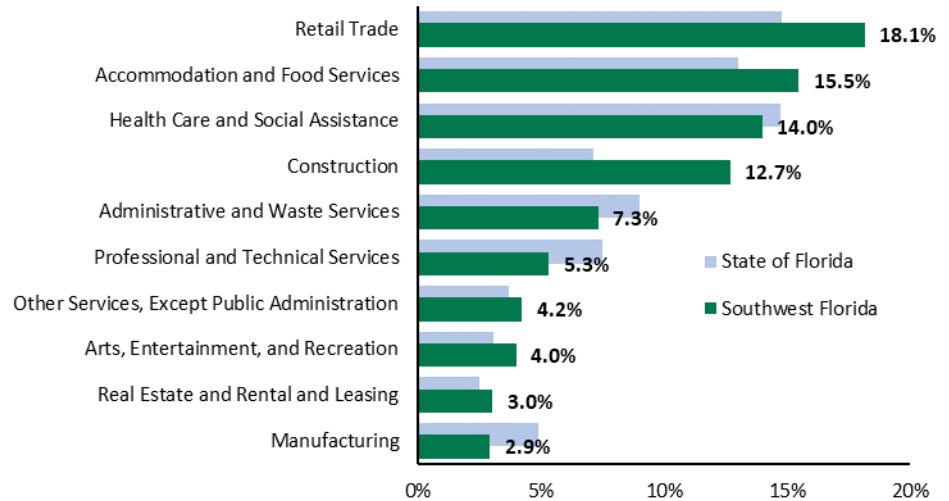


Table 2-1: Southwest Florida vs. State of Florida Employment

2018

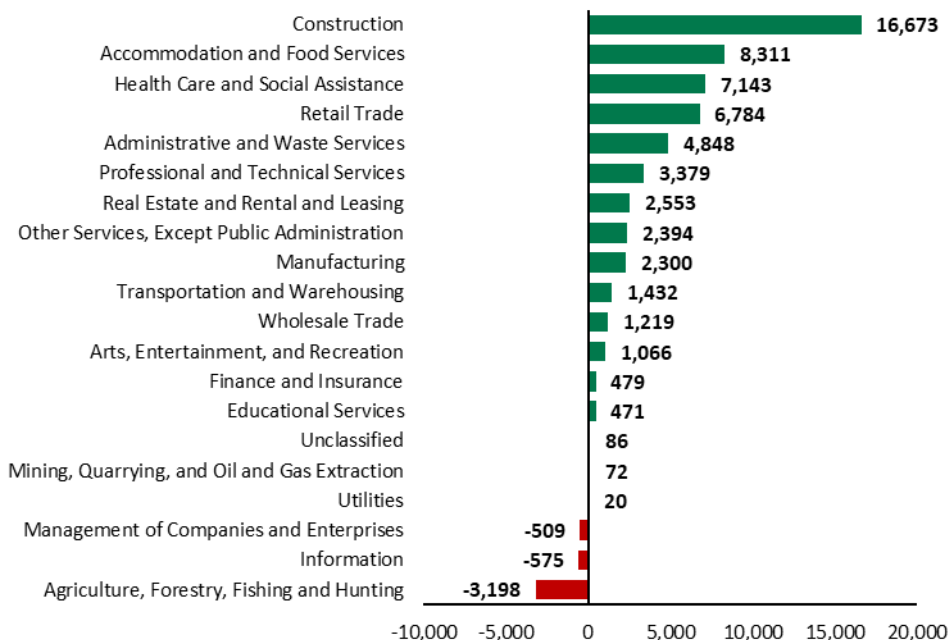
Industry	State of Florida	Southwest Florida	Difference
Retail Trade	14.78%	18.13%	3.35%
Accommodation and Food Services	13.02%	15.45%	2.43%
Health Care and Social Assistance	14.74%	13.96%	-0.78%
Construction	7.09%	12.66%	5.58%
Administrative and Waste Services	8.99%	7.31%	-1.68%
Professional and Technical Services	7.48%	5.31%	-2.17%
Other Services, Except Public Administration	3.66%	4.20%	0.54%
Arts, Entertainment, and Recreation	3.05%	3.96%	0.92%
Real Estate and Rental and Leasing	2.46%	3.02%	0.55%
Manufacturing	4.87%	2.90%	-1.97%
Wholesale Trade	4.53%	2.84%	-1.69%
Finance and Insurance	5.01%	2.74%	-2.27%
Agriculture, Forestry, Fishing and Hunting	0.90%	2.23%	1.33%
Transportation and Warehousing	3.60%	1.77%	-1.83%
Educational Services	2.12%	1.22%	-0.90%
Information	1.82%	1.08%	-0.74%
Management of Companies and Enterprises	1.41%	0.79%	-0.62%
Utilities	0.30%	0.29%	-0.02%
Mining, Quarrying, and Oil and Gas Extraction	0.05%	0.08%	0.03%
Unclassified	0.12%	0.07%	-0.06%

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

FASTEST AND SLOWEST GROWTH INDUSTRIES, 2014 TO 2018

Southwest Florida's economic growth continued to strengthen from 2014 to 2018, as shown in Table 3-1 and Chart 3-1. During the time period, the region has experienced an increase of 54,948 employees. The fastest-growing industries from 2014 to 2018 were construction (16,673 employees, 47.8 percent increase), accommodation and food services (8,311 employees, 15.2 percent increase), health care and social assistance (7,143 employees, 14.4 percent increase), retail trade (6,784 employees, 10.1 percent increase), and administrative and waste services (4,848 employees, 19.5 percent increase). Over the same time period, the slowest-growing industries were agriculture, forestry, fishing and hunting (3,198 employee decline, 26.1 percent decrease), information (575 employee decline, 11.6 percent decrease), management of companies and enterprises (509 employee decline, 13.7 percent decrease), utilities (20 employees, 1.8 percent increase), and mining, quarrying, and oil and gas extraction (72 employees, 27.8 percent increase).

Chart 3-1: Industry Employment Change, 2014 to 2018



While the construction industry continues to recover from the recession, both the accommodation and food services and retail trade have grown immensely since 2011. The growth can be attributed to an increasing population in the region, along with increases in tourism as well. While most industries were shown to have growth over this time period, information, management of companies and enterprises, and agriculture, forestry, fishing and hunting all experienced contractions from 2014 to 2018.

Table 3-1: Industry Employment Change

2014 to 2018

Industry	2014	2018	Growth	Percent
Construction	34,898	51,571	16,673	47.8%
Accommodation and Food Services	54,624	62,935	8,311	15.2%
Health Care and Social Assistance	49,719	56,862	7,143	14.4%
Retail Trade	67,067	73,851	6,784	10.1%
Administrative and Waste Services	24,923	29,771	4,848	19.5%
Professional and Technical Services	18,227	21,606	3,379	18.5%
Real Estate and Rental and Leasing	9,738	12,291	2,553	26.2%
Other Services, Except Public Administration	14,711	17,105	2,394	16.3%
Manufacturing	9,516	11,816	2,300	24.2%
Transportation and Warehousing	5,791	7,223	1,432	24.7%
Wholesale Trade	10,327	11,546	1,219	11.8%
Arts, Entertainment, and Recreation	15,079	16,145	1,066	7.1%
Finance and Insurance	10,673	11,152	479	4.5%
Educational Services	4,482	4,953	471	10.5%
Unclassified	188	274	86	45.7%
Mining, Quarrying, and Oil and Gas Extraction	259	331	72	27.8%
Utilities	1,141	1,161	20	1.8%
Management of Companies and Enterprises	3,718	3,209	-509	-13.7%
Information	4,967	4,392	-575	-11.6%
Agriculture, Forestry, Fishing and Hunting	12,262	9,064	-3,198	-26.1%
Total	352,310	407,258	54,948	15.6%

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

PROJECTED INDUSTRY EMPLOYMENT GROWTH, 2018 TO 2026

Each year, the Florida Department of Economic Opportunity provides an employment forecast by industry, which is shown in Chart 4-1 and Table 4-1. Health care and social assistance is projected to be the fastest-growing industry in Southwest Florida, adding an average of 1,558 employees each year from 2018 to 2026. Construction is projected to add the second largest number of employees, adding 927 per year. This is followed by retail trade at 878 employees per year, accommodation and food services at 751 employees per year, and self-employed and unpaid family workers at 652 employees per year. Administrative, support and waste management are projected to add 589 employees per year, professional, scientific, and technical services are projected to add 410 per year and the “other services (except government)” industry is projected to add 238 per year. The arts, entertainment, and recreation industry is projected to grow by 213 employees per year, educational services by 193 employees per year, wholesale trade by 152 employees per year, real estate by 140 employees per year, finance and insurance by 139 employees per year, manufacturing by 132 employees per year, and transportation and warehousing by 119 employees per year.

Chart 4-1: Projected Average Annual Employment Change, 2018 to 2026



**Table 4-1: Projected Average Annual Employment Change by Industry
2018 to 2026**

Industry	2018	2026	Growth	Average Annual Growth	Average Annual Percentage Growth
Health Care and Social Assistance	57,621	70,085	12,464	1,558	2.7%
Construction	52,179	59,598	7,419	927	1.8%
Retail Trade	76,474	83,500	7,026	878	1.1%
Accommodation and Food Services	65,128	71,137	6,009	751	1.2%
Self Employed and Unpaid Family Workers, All Jobs	46,357	51,576	5,219	652	1.4%
Administrative and Support and Waste Management and Remediation Services	33,016	37,730	4,714	589	1.8%
Professional, Scientific, and Technical Services	23,081	26,363	3,282	410	1.8%
Other Services (Except Government)	20,887	22,789	1,902	238	1.1%
Arts, Entertainment, and Recreation	16,860	18,566	1,706	213	1.3%
Educational Services	6,009	7,554	1,545	193	3.2%
Wholesale Trade	13,129	14,346	1,217	152	1.2%
Real Estate and Rental and Leasing	12,561	13,678	1,117	140	1.1%
Finance and Insurance	12,143	13,258	1,115	139	1.1%
Manufacturing	11,652	12,707	1,055	132	1.1%
Transportation and Warehousing	7,270	8,222	952	119	1.6%
Other	20,254	20,042	-212	-27	-0.1%
Total	540,736	605,307	64,571	7,066	1.5%






















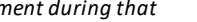


Source: Employment Projections, Florida Department of Economic Opportunity

SOUTHWEST FLORIDA AND SEASONALITY

Southwest Florida is often characterized as experiencing seasonal fluctuations in employment levels throughout the year. However, fluctuations in employment levels are different for each industry, with some industries facing severe fluctuations from one month to the next, while others exhibiting little to no fluctuation. In this section, we analyze which industries display the largest seasonal fluctuations in Southwest Florida, as well as breaking it down by the three coastal counties (Charlotte, Collier, and Lee).

Because each workforce region is different, we identify the month with the highest employment and lowest employment levels for each workforce region. Seasonal fluctuation is then determined by dividing the total employment during the lowest month by the total employment during the highest month. Lower ratios represent a workforce region with a larger seasonal fluctuation, while numbers with a higher ratio represent a lower season fluctuation. Table 5-1 shows the results from those rankings. Southwest Florida exhibited the fifth highest seasonal fluctuation between the highest month of employment (December) and the lowest month of employment (July).

Table 5-1: Largest Seasonal Fluctuation by Workforce Region
2018

Ranking	Workforce Region	Employment				Lowest/Highest Ratio	Trendline
		Lowest	Month	Highest	Month		
1	Gulf Coast	64,057	November	74,358	June	0.86	
2	Okaloosa Walton	85,937	January	94,291	June	0.91	
3	Heartland	43,604	September	47,703	March	0.91	
4	Chipola	17,672	October	18,993	August	0.93	
5	Southwest Florida	394,444	July	423,463	December	0.93	
6	Capital Region	112,995	January	119,895	November	0.94	
7	Polk	189,100	January	199,209	December	0.95	
8	Suncoast	262,289	July	275,866	December	0.95	
9	Brevard	182,825	January	191,880	December	0.95	
10	Research Coast	170,556	July	178,990	December	0.95	
11	Palm Beach County	533,952	July	559,688	December	0.95	
12	Escarosa	142,368	January	149,165	August	0.95	
13	Pasco Hernando	137,012	January	143,540	December	0.95	
14	Tampa Bay	600,782	July	626,782	December	0.96	
15	Central Florida	1,117,848	January	1,166,160	November	0.96	
16	North Florida	21,450	January	22,377	June	0.96	
17	Florida Crown	23,948	July	24,977	October	0.96	
18	Northeast Florida	601,132	January	626,192	December	0.96	
19	Citrus Levy Marion	122,143	January	127,107	December	0.96	
20	North Central Florida	98,698	January	102,610	November	0.96	
21	South Florida	1,027,235	January	1,066,043	December	0.96	
22	Flagler Volusia	170,262	January	176,546	November	0.96	
23	Broward	698,234	January	721,256	December	0.97	
24	Pinellas	384,540	January	395,627	December	0.97	

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

Note: Trendline shows trend of employment data from January 2018 to December 2018. Red dot indicates the low point in employment during that year, while blue dot indicates the high point in employment.

Southwest Florida

Table 5-2 shows the highest seasonal industries for Southwest Florida. As can be seen below, the agriculture industry has the highest seasonal fluctuation from July to December, followed by the education industry, arts, entertainment, and recreation industry, transportation and warehousing industry, and accommodation and food services industry. These industries also represent sectors with large employment numbers, as seven of the top 10 industries with the highest seasonal fluctuations also represent the top 10 largest industries for the county.

Table 5-2: Most Seasonal Industries

Southwest Florida - 2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
1	Agriculture, Forestry, Fishing and Hunting	6,723	10,238	0.66	9,064	12
2	Educational Services	4,142	5,178	0.80	4,953	14
3	Arts, Entertainment, and Recreation	14,318	17,677	0.81	16,145	7
4	Transportation and Warehousing	6,800	8,338	0.82	7,223	13
5	Accommodation and Food Services	59,279	65,565	0.90	62,935	2
6	Retail Trade	71,478	77,339	0.92	73,851	1
7	Real Estate and Rental and Leasing	12,133	12,969	0.94	12,291	8
8	Professional and Technical Services	21,515	22,400	0.96	21,606	6
9	Health Care and Social Assistance	56,168	58,318	0.96	56,862	3
10	Wholesale Trade	11,488	11,828	0.97	11,546	10

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

As shown in Table 5-3, the finance and insurance industry had the lowest seasonal fluctuation from July to December, followed by the information industry, administrative and waste services industry, mining, quarrying, and oil and gas extraction industry, and utilities industry.

Table 5-3: Least Seasonal Industries

Southwest Florida - 2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
18	Finance and Insurance	11,161	11,133	1.00	11,152	11
17	Information	4,363	4,367	1.00	4,392	15
16	Administrative and Waste Services	29,716	29,861	1.00	29,771	5
15	Mining, Quarrying, and Oil and Gas Extraction	336	338	0.99	331	18
14	Utilities	1,156	1,175	0.98	1,161	17

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

Charlotte County

Table 5-4 shows the highest seasonal industries for Charlotte County. As can be seen below, the agriculture industry has the highest seasonal fluctuation from July to December, followed by the transportation industry, mining, quarrying, and oil and gas extraction industry, educational industry, and arts, entertainment, and recreation industry. The top 10 industries also represent sectors with large employment numbers, as six of the top 10 industries with the highest seasonal fluctuations also represent the top 10 largest industries for the county.

Table 5-4: Most Seasonal Industries

Charlotte County - 2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
1	Agriculture, Forestry, Fishing and Hunting	237	494	0.48	368	14
2	Transportation and Warehousing	862	1,163	0.74	932	10
3	Mining, Quarrying, and Oil and Gas Extraction	41	48	0.85	42	18
4	Educational Services	198	227	0.87	221	15
5	Arts, Entertainment, and Recreation	1,155	1,280	0.90	1,270	7
6	Retail Trade	9,137	9,872	0.93	9,467	1
7	Professional and Technical Services	1,643	1,759	0.93	1,711	6
8	Real Estate and Rental and Leasing	1,043	1,111	0.94	1,079	8
9	Construction	4,059	4,275	0.95	4,080	4
10	Wholesale Trade	728	764	0.95	754	12

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

As shown in Table 5-5, the information industry had the lowest seasonal fluctuation from July to December, followed by the utilities industry, administrative and waste services industry, manufacturing industry, and management of companies and enterprises industry.

Table 5-5: Least Seasonal Industries

Charlotte County - 2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
18	Information	413	381	1.08	421	13
17	Utilities	54	51	1.06	53	17
16	Administrative and Waste Services	2,024	1,962	1.03	2,018	5
15	Manufacturing	818	827	0.99	817	11
14	Management of Companies and Enterprises	132	135	0.98	134	16

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

Collier County

Table 5-6 shows the highest seasonal industries for Collier County. As can be seen below, the agriculture industry has the highest seasonal fluctuation from July to December, followed by the transportation industry, education industry, arts, entertainment, and recreation industry, and accommodation and food services industry. The top 10 industries also represent sectors with large employment numbers, as five of the top 10 industries with the highest seasonal fluctuations also represent the top 10 largest industries for the county.

Table 5-6: Most Seasonal Industries

Collier County - 2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
1	Agriculture, Forestry, Fishing and Hunting	1,710	4,038	0.42	3,309	12
2	Transportation and Warehousing	1,638	2,220	0.74	1,861	14
3	Educational Services	1,537	2,044	0.75	1,927	13
4	Arts, Entertainment, and Recreation	6,249	8,113	0.77	7,234	6
5	Accommodation and Food Services	20,078	23,010	0.87	21,703	2
6	Real Estate and Rental and Leasing	3,920	4,297	0.91	4,008	9
7	Retail Trade	20,902	22,694	0.92	21,732	1
8	Wholesale Trade	3,758	4,016	0.94	3,792	11
9	Health Care and Social Assistance	19,595	20,772	0.94	19,937	3
10	Management of Companies and Enterprises	351	372	0.94	358	16

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

As shown in Table 5-7, the mining, quarrying, and oil and gas extraction industry had the lowest seasonal fluctuation from July to December, followed by the utilities industry, finance and insurance industry, information industry, and manufacturing industry.

Table 5-7: Least Seasonal Industries

Collier County - 2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
18	Mining, Quarrying, and Oil and Gas Extraction	48	37	1.30	45	18
17	Utilities	226	218	1.04	222	17
16	Finance and Insurance	4,055	3,971	1.02	4,001	10
15	Information	1,268	1,254	1.01	1,273	15
14	Manufacturing	4,177	4,182	1.00	4,129	8

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

Lee County

Table 5-8 shows the highest seasonal industries for Lee County. As can be seen below, the agriculture industry has the highest seasonal fluctuation from July to December, followed by the arts, entertainment, and recreation industry, education industry, transportation and warehousing industry, and accommodation and food services industry. The top 10 industries also represent sectors with large employment numbers, as six of the top 10 industries with the highest seasonal fluctuations also represent the top 10 largest industries for the county.

Table 5-8: Most Seasonal Industries						
Lee County - 2018						
Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
1	Agriculture, Forestry, Fishing and Hunting	1,202	1,482	0.81	1,389	16
2	Arts, Entertainment, and Recreation	6,864	8,231	0.83	7,592	7
3	Educational Services	2,337	2,774	0.84	2,688	14
4	Transportation and Warehousing	4,190	4,785	0.88	4,288	12
5	Accommodation and Food Services	32,138	35,217	0.91	33,790	2
6	Retail Trade	39,846	43,102	0.92	41,010	1
7	Real Estate and Rental and Leasing	7,030	7,404	0.95	7,072	8
8	Manufacturing	6,268	6,529	0.96	6,284	10
9	Professional and Technical Services	13,973	14,536	0.96	13,945	6
10	Utilities	804	833	0.97	809	17

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

As shown in Table 5-9, the administrative and waste services industry had the lowest seasonal fluctuation from July to December, followed by the finance and insurance industry, wholesale trade industry, construction industry, and information industry.

Table 5-9: Least Seasonal Industries						
Lee County - 2018						
Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
18	Administrative and Waste Services	17,767	17,715	1.00	17,762	5
17	Finance and Insurance	5,885	5,912	1.00	5,914	11
16	Wholesale Trade	6,730	6,783	0.99	6,732	9
15	Construction	29,977	30,219	0.99	29,684	3
14	Information	2,620	2,666	0.98	2,633	15

Source: Quarterly Census of Employment and Wages, Bureau of Labor Statistics

OCCUPATIONAL EMPLOYMENT GAPS

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 summer 2019 employment gaps. Employment gaps are identified by utilizing both the total supply and short-term demand for an occupation. Total supply consists of all people who are potentially available for employment for a specific occupation, consisting of all completers/graduates from public and private postsecondary educational institutions in the state of Florida plus all jobseekers. Likewise, short-term demand consists of the number of people needed to fill openings for a specific occupation. The overall employment gap identified by this study using the Florida Department of Economic Opportunity demand and supply analysis was approximately 9,979 positions.

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.

The top 10 employment gaps were for retail salespersons, first-line supervisors of retail sales, stock clerks and order fillers, customer service representatives, first-line supervisors of food preparation and service, maintenance and repair workers, first-line supervisors of office and administrative support workers, cashiers, sales representatives (all other services), and food preparation and serving workers. The employment gap, current employment level, median wage and minimum educational requirements for the top 10 employment gaps are shown in Table 6-1. The median hourly wages for the top 10 employment gaps ranged from \$9.57 per hour to \$24.84 per hour. The minimum education requirements for each occupation varied from less than high school to some college.

A complete list of the top 50 employment gaps in Southwest Florida can be found in the Appendix.

Table 6-1: Top Employment Gaps

Summer 2019

Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
Retail Salespersons	-906	24,294	\$11.02	HS/GED
First-Line Supervisors of Retail Sales Workers	-818	8,160	\$20.39	PS Adult Voc
Stock Clerks and Order Fillers	-344	7,917	\$11.71	HS/GED
Customer Service Representatives	-316	9,073	\$13.72	PS Adult Voc
First-Line Supervisors of Food Preparation and Serving Workers	-267	4,565	\$16.44	PS Adult Voc
Maintenance and Repair Workers, General	-253	5,694	\$17.24	PS Adult Voc
First-Line Supervisors of Office and Administrative Support Workers	-223	5,072	\$24.84	Some College
Cashiers	-167	15,635	\$9.57	HS/GED
Sales Representatives, Services, All Other	-162	3,962	\$23.14	HS/GED
Combined Food Preparation and Serving Workers, Including Fast Food	-160	11,812	\$9.70	Less HS/GED

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

CURRENT EMPLOYMENT GAPS BY MAJOR OCCUPATIONAL GROUP

The Southwest Florida employment gaps can also be viewed by major occupational groups. The largest occupations groups, ranked by total employment gaps, include sales, administrative, food preparation, maintenance, healthcare practitioners, construction, building and grounds cleaning, business, management, and transportation. More information on the largest occupation groups can be found below.

Sales Occupations

The overall employment gap identified for sales occupations was approximately 2,776 positions. The top 10 employment gaps for sales occupations include retail salespersons, first-line supervisors of retail sales, cashiers, service sales representatives, financial service sales agents, demonstrators and product promoters, insurance sales agents, wholesale and manufacturing sales representatives, first-line supervisors of non-retail sales, and real estate sales agents. The median wage for the top 10 employment gaps in sales occupations ranged from \$9.57 per hour to \$32.15 per hour. Minimum education for these occupations ranged from high school or GED to Bachelor's degree. More information can be found in Table 7-1 and Chart 7-1.

Chart 7-1: Supply Gap for Sales, Summer 2019



Table 7-1: Sales and Related Occupations

Summer 2019

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
Retail Salespersons	-906	24,294	\$11.02	HS/GED
First-Line Supervisors of Retail Sales Workers	-818	8,160	\$20.39	PS Adult Voc
Cashiers	-167	15,635	\$9.57	HS/GED
Sales Representatives, Services, All Other	-162	3,962	\$23.14	HS/GED
Securities, Commodities, and Financial Services Sales Agents	-121	1,353	\$29.28	Bachelor's
Demonstrators and Product Promoters	-99	N/R	\$11.28	HS/GED
Insurance Sales Agents	-97	1,964	\$22.11	PS Adult Voc
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	-89	4,626	\$24.03	PS Adult Voc
First-Line Supervisors of Non-Retail Sales Workers	-78	1,656	\$29.21	Some College
Real Estate Sales Agents	-60	2,887	\$32.15	PS Adult Voc

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Note: Numbers not reported denoted by N/R.

Administrative Occupations

The overall employment gap identified for administrative occupations was approximately 1,400 positions. The top 10 employment gaps for administrative occupations include stock clerks and order fillers, customer service representatives, first-line supervisors of office workers, secretaries and administrative assistance (except legal, medical, and executive), hotel desk clerks, tellers, medical secretaries, general office clerks, new accounts clerks, and interviewers (except eligibility and loan).

The median wage for the top 10 employment gaps in administrative occupations ranged from \$11.15 per hour to \$24.84 per hour. Minimum education for these occupations ranged from high school diploma to some college. More information can be found in Table 7-2 and Chart 7-2.

Chart 7-2: Supply Gap for Administrative, Summer 2019

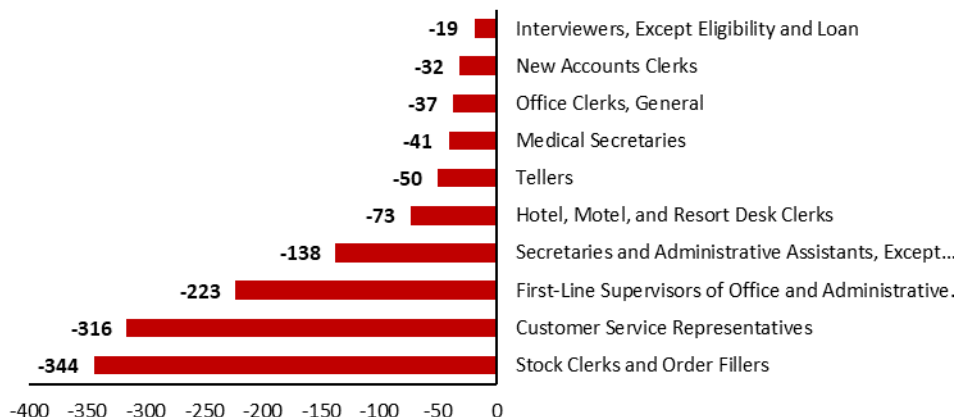


Table 7-2: Office and Administrative Support Occupations

Summer 2019

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
Stock Clerks and Order Fillers	-344	7,917	\$11.71	HS/GED
Customer Service Representatives	-316	9,073	\$13.72	PS Adult Voc
First-Line Supervisors of Office and Administrative Support Workers	-223	5,072	\$24.84	Some College
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	-138	11,212	\$15.86	PS Adult Voc
Hotel, Motel, and Resort Desk Clerks	-73	1,120	\$11.15	HS/GED
Tellers	-50	1,849	\$14.51	PS Adult Voc
Medical Secretaries	-41	1,130	\$14.95	PS Adult Voc
Office Clerks, General	-37	10,290	\$13.86	HS/GED
New Accounts Clerks	-32	2	N/R	PS Adult Voc
Interviewers, Except Eligibility and Loan	-19	315	\$15.53	HS/GED

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Note: Numbers not reported denoted by N/R.

Food Preparation Occupations

The overall employment gap identified for food preparation occupations was approximately 985 positions. The top 10 employment gaps for food preparation occupations include first-line supervisors of food preparation workers, food preparation workers, restaurant cooks, dishwashers, waiters and waitresses, dining room and cafeteria attendants, restaurant hosts and hostesses, cafeteria counter attendants, nonrestaurant food servers, and cafeteria and institution cooks. The median wage for the top 10 employment gaps in food preparation occupations ranged from \$9.43 per hour to \$16.44 per hour. Minimum education for these occupations ranged from less than high school diploma to post-secondary adult vocational. More information can be found in Table 7-3 and Chart 7-3.

Chart 7-3: Supply Gap for Food Preparation, Summer 2019

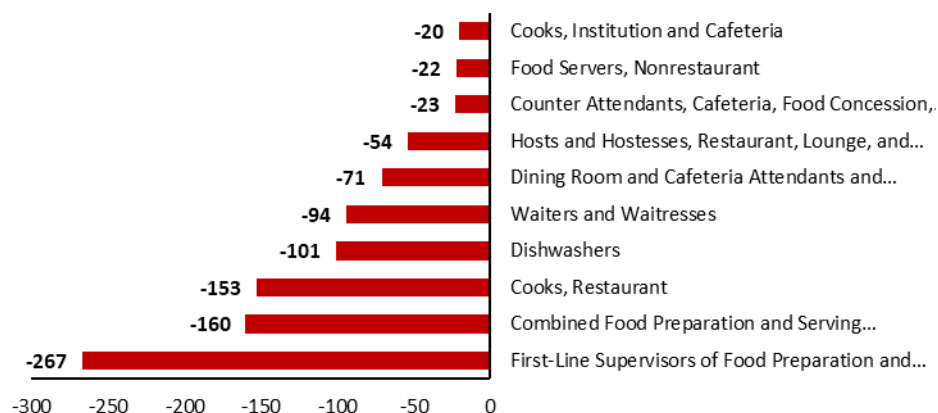


Table 7-3: Food Preparation and Service Occupations

Summer 2019

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
First-Line Supervisors of Food Preparation and Serving Workers	-267	4,565	\$16.44	PS Adult Voc
Combined Food Preparation and Serving Workers, Including Fast Food	-160	11,812	\$9.70	Less HS/GED
Cooks, Restaurant	-153	7,460	\$13.36	PS Adult Voc
Dishwashers	-101	2,594	\$10.55	Less HS/GED
Waiters and Waitresses	-94	17,102	\$9.63	Less HS/GED
Dining Room and Cafeteria Attendants and Bartender	-71	2,856	\$9.74	Less HS/GED
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	-54	2,427	\$10.56	Less HS/GED
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	-23	2,588	\$9.43	Less HS/GED
Food Servers, Nonrestaurant	-22	982	\$9.54	Less HS/GED
Cooks, Institution and Cafeteria	-20	839	\$13.48	HS/GED

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Maintenance Occupations

The overall employment gap identified for maintenance occupations was approximately 725 positions. The top 10 employment gaps for maintenance occupations include general maintenance and repair workers, mechanics, first-line supervisors of mechanics, bus and truck mechanics, automotive body and related repairers, installation, maintenance, and repair workers (all other), telecommunication equipment installers, heating, air conditioning and refrigeration mechanics, security and fire alarm

system installers, and mobile heavy equipment mechanics (except engines). The median wage for the top employment gaps in maintenance occupations ranged from \$15.83 per hour to \$27.78 per hour. Minimum education for these occupations ranged from a high school diploma to post-secondary adult vocational. More information can be found in Table 7-4 and Chart 7-4.

Chart 7-4: Supply Gap for Maintenance, Summer 2019

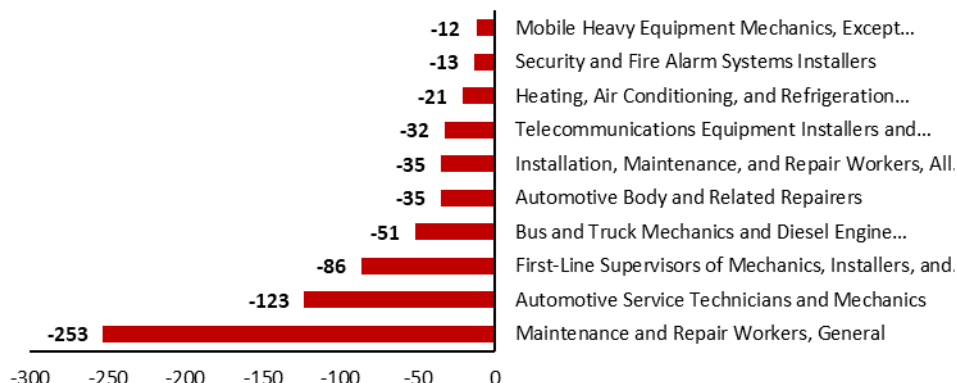


Table 7-4: Installation, Maintenance, and Repair Occupations

Summer 2019

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
Maintenance and Repair Workers, General	-253	5,694	\$17.24	PS Adult Voc
Automotive Service Technicians and Mechanics	-123	3,380	\$17.90	PS Adult Voc
First-Line Supervisors of Mechanics, Installers, and Repairers	-86	1,726	\$27.78	PS Adult Voc
Bus and Truck Mechanics and Diesel Engine Specialists	-51	544	\$21.31	PS Adult Voc
Automotive Body and Related Repairers	-35	690	\$18.56	PS Adult Voc
Installation, Maintenance, and Repair Workers, All Other	-35	2,024	\$15.83	HS/GED
Telecommunications Equipment Installers and Repair	-32	529	\$26.20	PS Adult Voc
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	-21	2,948	\$20.62	PS Adult Voc
Security and Fire Alarm Systems Installers	-13	397	\$20.36	PS Adult Voc
Mobile Heavy Equipment Mechanics, Except Engines	-12	243	\$20.20	PS Adult Voc

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Healthcare Practitioner Occupations

The overall employment gap identified for healthcare practitioner occupations was approximately 668 positions. The top 10 employment gaps for healthcare practitioner occupations include registered nurses, physical therapists, family and general practitioners, occupational therapists, pharmacists, speech-language pathologists, pharmacy technicians, veterinarians, medical and clinical laboratory technologists, and general dentists. The median wage for the top employment gaps in healthcare practitioner occupations ranged from \$14.94 per hour to \$101.53 per hour.

Minimum education for these occupations ranged from post-secondary adult vocational to doctorate. More information can be found in Table 7-5 and Chart 7-5.

Chart 7-5: Supply Gap for Healthcare, Summer 2019

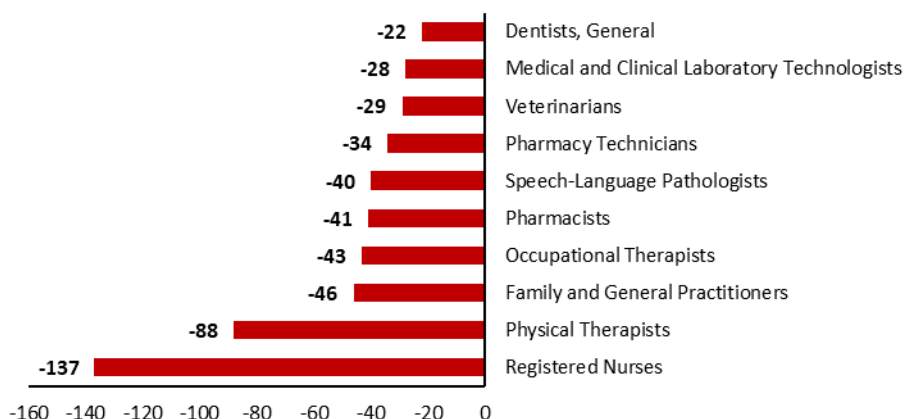


Table 7-5: Healthcare Practitioners and Technical Occupations

Summer 2019

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
Registered Nurses	-137	10,434	\$31.53	Some College
Physical Therapists	-88	855	\$43.35	Doctorate
Family and General Practitioners	-46	735	\$101.53	Doctorate
Occupational Therapists	-43	316	\$43.61	Master's
Pharmacists	-41	1,121	\$59.19	Doctorate
Speech-Language Pathologists	-40	359	\$40.72	Master's
Pharmacy Technicians	-34	1,673	\$14.94	PS Adult Voc
Veterinarians	-29	338	\$47.80	Doctorate
Medical and Clinical Laboratory Technologists	-28	540	\$28.96	Some College
Dentists, General	-22	N/R	\$59.43	Doctorate

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Note: Numbers not reported denoted by N/R.

Construction Occupations

The overall employment gap identified for construction occupations was approximately 483 positions. The top employment gaps for construction occupations include first-line supervisors of construction workers, construction laborers, electricians, carpenters, plumbers, pipelifters, and steamfitters, construction and building inspectors, carpet installers, operation engineers and other construction equipment operators, construction and maintenance painters, and roofers. The median wage for the top employment gaps in construction occupations ranged from \$14.25 per hour to \$27.60 per hour. Minimum education for these occupations ranged from less than high school diploma to post-secondary adult vocational. More information can be found in Table 7-6 and Chart 7-6.

Chart 7-6: Supply Gap for Construction, Summer 2019

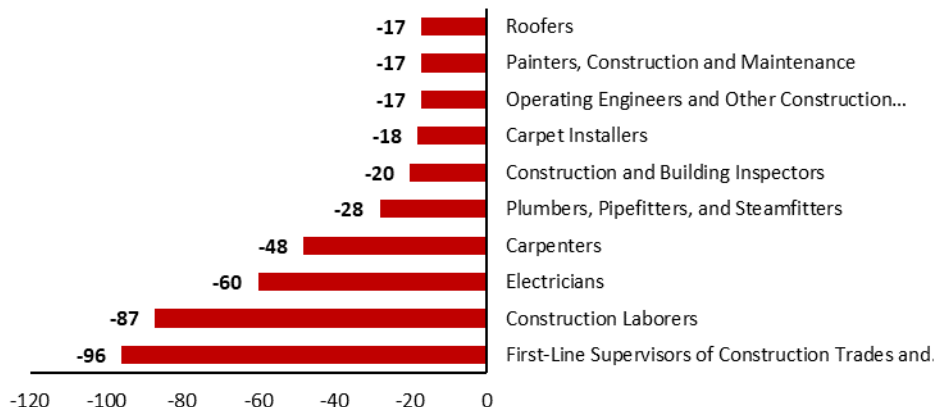


Table 7-6: Construction and Extraction Occupations

Summer 2019

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
First-Line Supervisors of Construction Trades and Extraction Workers	-96	4,772	\$27.60	Some College
Construction Laborers	-87	9,080	\$14.25	Less HS/GED
Electricians	-60	3,049	\$21.05	PS Adult Voc
Carpenters	-48	7,417	\$18.67	PS Adult Voc
Plumbers, Pipefitters, and Steamfitters	-28	2,226	\$19.79	PS Adult Voc
Construction and Building Inspectors	-20	540	\$26.23	PS Adult Voc
Carpet Installers	-18	444	\$17.19	PS Adult Voc
Operating Engineers and Other Construction Equipment Operators	-17	1,287	\$18.36	PS Adult Voc
Painters, Construction and Maintenance	-17	3,945	\$15.35	PS Adult Voc
Roofers	-17	2,013	\$16.46	PS Adult Voc

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Building and Grounds Cleaning Occupations

The overall employment gap identified for building and grounds cleaning occupations was approximately 445 positions. The top employment gaps for building and grounds cleaning occupations maids and housekeeping cleaners, landscaping and groundskeeping workers, janitors and cleaners, first-line supervisors of housekeeping and janitorial workers, pest control workers, tree trimmers and pruners, first-line supervisors of landscaping and groundskeeping workers, and pesticide handlers. The median wage for the top employment

gaps in building and grounds cleaning occupations ranged from \$11.26 per hour to \$23.78 per hour. Minimum education for these occupations ranged from less than high school to some college. More information can be found in Table 7-7 and Chart 7-7.

Chart 7-7: Supply Gap for Building and Grounds Cleaning, Summer 2019

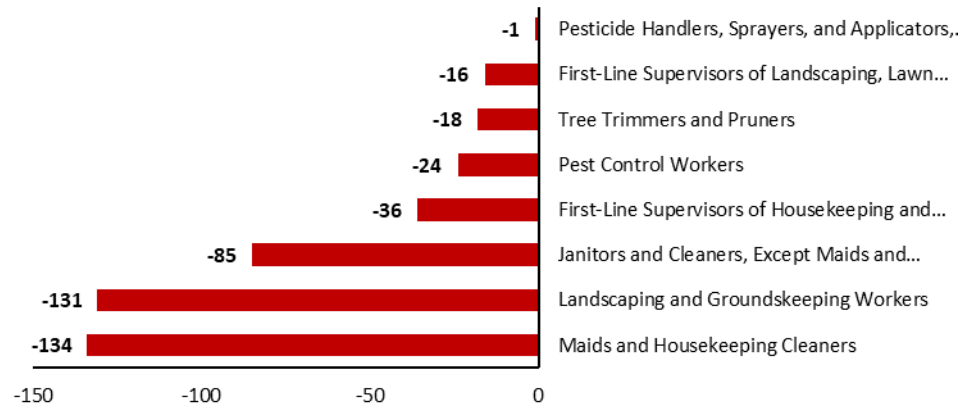


Table 7-7: Building and Grounds Cleaning Occupations
Summer 2019

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
Maids and Housekeeping Cleaners	-134	5,833	\$11.26	Less HS/GED
Landscaping and Groundskeeping Workers	-131	14,003	\$11.86	Less HS/GED
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	-85	6,988	\$11.44	Less HS/GED
First-Line Supervisors of Housekeeping and Janitorial Workers	-36	924	\$18.84	PS Adult Voc
Pest Control Workers	-24	1,020	\$14.23	PS Adult Voc
Tree Trimmers and Pruners	-18	N/R	\$13.25	Less HS/GED
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	-16	2,094	\$23.78	PS Adult Voc
Pesticide Handlers, Sprayers, and Applicators, Vegetation	-1	294	\$16.88	Some College

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Note: Numbers not reported denoted by N/R.

Business Occupations

The overall employment gap identified for business occupations was approximately 403 positions. The top 10 employment gaps for business occupations include market research analysts, accountants and auditors, loan officers, personal financial advisors, business operations specialists (all other), wholesale and retail buyers (except farm products), human resources specialists, purchasing agents (except wholesale, retail, and farm products), training and development specialists, and claims adjusters, examiners, and investigators. The median wage for the top employment gaps in business occupations ranged from \$24.75 per hour to \$59.51 per hour. Minimum education for these occupations ranged from post-secondary adult vocational to Bachelor's degree. More information can be found in Table 7-8 and Chart 7-8.

Chart 7-8: Supply Gap for Business, Summer 2019



Table 7-8: Business and Financial Occupations

Summer 2019

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
Market Research Analysts and Marketing Specialists	-87	712	\$26.68	Bachelor's
Accountants and Auditors	-56	3,538	\$28.95	Bachelor's
Loan Officers	-45	818	\$36.25	Some College
Personal Financial Advisors	-39	862	\$59.51	Bachelor's
Business Operations Specialists, All Other	-35	3,044	\$30.20	Some College
Wholesale and Retail Buyers, Except Farm Products	-28	189	\$24.97	Some College
Human Resources Specialists	-25	1,236	\$26.85	Some College
Purchasing Agents, Except Wholesale, Retail, and Farm Products	-24	536	\$24.75	Some College
Training and Development Specialists	-18	412	\$25.38	Bachelor's
Claims Adjusters, Examiners, and Investigators	-11	333	\$29.92	PS Adult Voc

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Management Occupations

The overall employment gap identified for management occupations was approximately 319 positions. The top employment gaps for management occupations include medical and health service managers, financial managers, food service managers, natural science managers, property managers, public relation and fundraising managers, postsecondary education administrators, lodging managers, architectural and engineering managers, and elementary and secondary education administrators. The median wage for the top employment gaps in management occupations ranged from \$22.70 per hour to \$51.68 per hour. Minimum education for these occupations ranged from some college to Bachelor's degree. More information can be found in Table 7-9 and Chart 7-9.

Chart 7-9: Supply Gap for Management, Summer 2019

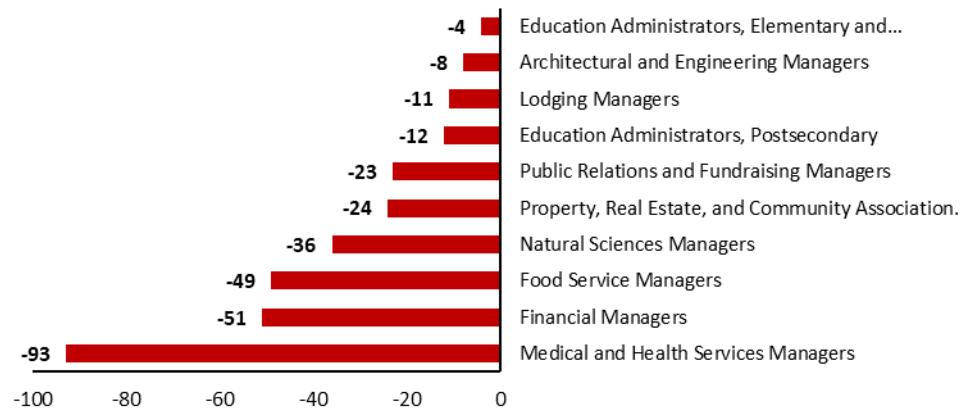


Table 7-9: Management Occupations
Summer 2019

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
Medical and Health Services Managers	-93	591	\$45.27	Bachelor's
Financial Managers	-51	864	\$50.93	Bachelor's
Food Service Managers	-49	1,059	\$26.02	Some College
Natural Sciences Managers	-36	50	\$39.68	Bachelor's
Property, Real Estate, and Community Association Managers	-24	2,414	\$28.99	Some College
Public Relations and Fundraising Managers	-23	57	\$42.70	Bachelor's
Education Administrators, Postsecondary	-12	37	\$36.38	Bachelor's
Lodging Managers	-11	395	\$22.70	Some College
Architectural and Engineering Managers	-8	223	\$51.19	Bachelor's
Education Administrators, Elementary and Secondary	-4	292	\$51.68	Bachelor's

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Note: Numbers not reported denoted by N/R.

Transportation Occupations

The overall employment gap identified for transportation occupations was approximately 296 positions. The top 10 employment gaps for transportation occupations include driver/sales workers, cleaners of vehicles and equipment, first-line supervisors of transportation and vehicle operators, taxi drivers and chauffeurs, parking lot attendants, refuse and recyclable material collectors, industrial truck and tractor operators, laborers and freight, stock, and material movers, automotive and watercraft service attendants, and excavating and loading machine and dragline operators.

The median wage for the top employment gaps in transportation occupations ranged from \$9.28 per hour to \$27.49 per hour. Minimum education for these occupations ranged from less than high school to post-secondary adult vocational. More information can be found in Table 7-10 and Chart 7-10.

Chart 7-10: Supply Gap for Transportation, Summer 2019

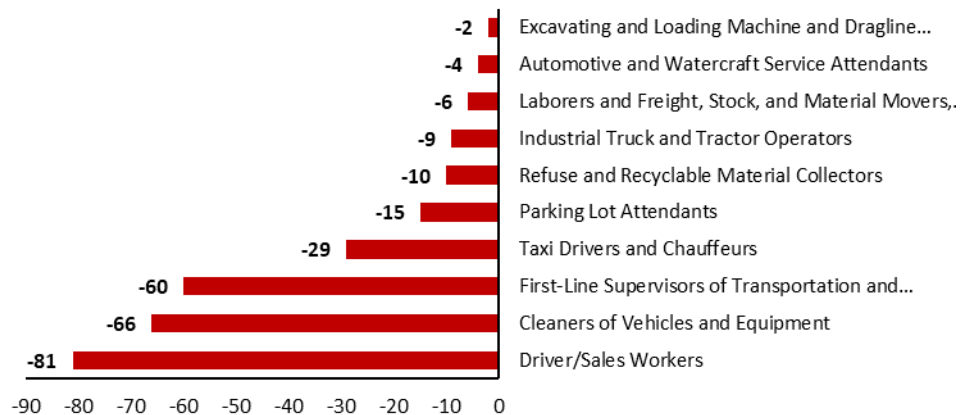


Table 7-10: Transportation and Material Moving Occupations

Summer 2019

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
Driver/Sales Workers	-81	2,079	\$9.28	HS/GED
Cleaners of Vehicles and Equipment	-66	2,460	\$10.65	Less HS/GED
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	-60	466	\$27.49	PS Adult Voc
Taxi Drivers and Chauffeurs	-29	948	\$11.06	Less HS/GED
Parking Lot Attendants	-15	405	\$10.00	Less HS/GED
Refuse and Recyclable Material Collectors	-10	210	\$16.34	Less HS/GED
Industrial Truck and Tractor Operators	-9	579	\$15.49	PS Adult Voc
Laborers and Freight, Stock, and Material Movers, Hand	-6	5,435	\$12.17	Less HS/GED
Automotive and Watercraft Service Attendants	-4	367	\$11.00	Less HS/GED
Excavating and Loading Machine and Dragline Operators	-2	503	\$18.19	HS/GED

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

LONG-TERM EMPLOYMENT GROWTH BY OCCUPATION, 2018 TO 2026

Beginning in 2018, the Bureau of Labor Statistics introduced a new methodology for producing occupation growth projections. The old method used for occupation estimations attempted to project occupational openings due economic growth, as well as replacement openings due to employees exiting the labor force. However, the estimations did not consider openings that occurred when employees moved from one occupation to another, and often resulted in an undercounting of total needed replacements. The new method is designed to provide better estimates by using demographic and other longitudinal data from Current Population Survey monthly data, and to account for openings that result as employees move from one occupation to another. Therefore, it is important to exercise caution when comparing projected occupational growth figures in this section and the next section to previous *Workforce Now* reports.

The forecast below provides additional information about expected annual occupational demands for the Southwest Florida region. Information is presented for the top 10 growth occupations along with the current hourly wage and educational requirements. The top 10 employment growth occupations are retail salespersons, landscaping and groundskeeping workers, registered nurses, food preparation and serving workers, waiters and waitresses, construction laborers, nursing assistants, carpenters, customer service representatives, and janitors and cleaners.

Table 8-1 provides the employment growth for the top 10 employment growth occupations, along with the current median wage and minimum educational requirement. The top 10 growth occupations primarily reflect expected increases in retail, tourism, food preparation, construction, and health care. Five of the top growth occupations require less than a high school degree, one requires a high school degree or GED, three require adult vocational training, and one requires an associate's degree. Median wages varied from \$9.63 per hour to \$31.53 per hour and were highly correlated with the required minimum education.

A complete list of the top 50 long-term annual employment growth occupations in Southwest Florida can be found in the Appendix.

Table 8-1: Long-Term Employment Growth Occupations
2018 to 2026

Occupation	2018	2026	Growth	Percent Growth	Median Wage	Minimum Education
Retail Salespersons	24,406	26,740	2,334	9.6%	\$11.02	HS/GED
Landscaping and Groundskeeping Workers	13,850	16,001	2,151	15.5%	\$11.86	Less HS/GED
Registered Nurses	10,661	12,805	2,144	20.1%	\$31.53	Associate's
Combined Food Preparation and Serving Workers, Including Fast Food	12,225	14,209	1,984	16.2%	\$9.70	Less HS/GED
Waiters and Waitresses	17,733	19,290	1,557	8.8%	\$9.63	Less HS/GED
Construction Laborers	9,783	11,275	1,492	15.3%	\$14.25	Less HS/GED
Nursing Assistants	6,640	7,956	1,316	19.8%	\$13.40	PS Adult Voc
Carpenters	8,017	9,197	1,180	14.7%	\$18.67	PS Adult Voc
Customer Service Representatives	9,145	10,210	1,065	11.6%	\$13.72	PS Adult Voc
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7,027	8,067	1,040	14.8%	\$11.44	Less HS/GED

Source: Florida Department of Economic Opportunity, Employment Projections

TOP GROWTH OCCUPATIONS BY MINIMUM EDUCATIONAL REQUIREMENT

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

- ✓ Post-secondary adult vocational
- ✓ Associate's degree
- ✓ Bachelor's degree
- ✓ Master's degree or higher

Post-Secondary Adult Vocational

The expected top 10 long-run growth occupations requiring a minimum of post-secondary adult vocational training are nursing assistants, carpenters, customer service representatives, restaurant cooks, medical assistants, first-line supervisors of retail sales, personal care aides, home health aides, maintenance and repair workers, and licensed practical and vocational nurses. The top 20 growth occupations for adult vocational, along with the median wage and current employment can be found in Table 9-1.

Table 9-1: Adult Vocational Long-term Growth Occupations

2018 to 2026

#	Occupation	2018	2026	Growth	Percent Growth	Median Wage
1	Nursing Assistants	6,640	7,956	1,316	19.8%	\$13.40
2	Carpenters	8,017	9,197	1,180	14.7%	\$18.67
3	Customer Service Representatives	9,145	10,210	1,065	11.6%	\$13.72
4	Cooks, Restaurant	7,733	8,697	964	12.5%	\$13.36
5	Medical Assistants	3,266	4,220	954	29.2%	\$15.90
6	First-Line Supervisors of Retail Sales Workers	8,285	9,190	905	10.9%	\$20.39
7	Personal Care Aides	2,683	3,569	886	33.0%	\$10.83
8	Home Health Aides	2,134	2,945	811	38.0%	\$11.78
9	Maintenance and Repair Workers, General	5,716	6,424	708	12.4%	\$17.24
10	Licensed Practical and Licensed Vocational Nurses	3,323	3,990	667	20.1%	\$21.19
11	Painters, Construction and Maintenance	4,337	4,908	571	13.2%	\$15.35
12	Hairdressers, Hairstylists, and Cosmetologists	3,914	4,483	569	14.5%	\$12.79
13	Childcare Workers	3,419	3,980	561	16.4%	\$10.88
14	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	4,833	5,377	544	11.3%	\$24.03
15	First-Line Supervisors of Food Preparation and Serving Workers	4,740	5,275	535	11.3%	\$16.44
16	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,111	3,539	428	13.8%	\$20.62
17	Light Truck or Delivery Services Drivers	3,436	3,852	416	12.1%	\$13.66
18	Roofers	2,327	2,743	416	17.9%	\$16.46
19	Insurance Sales Agents	2,167	2,580	413	19.1%	\$22.11
20	Heavy and Tractor-Trailer Truck Drivers	3,811	4,219	408	10.7%	\$17.30

Source: Florida Department of Economic Opportunity, Employment Projections

Associate's Degree

The forecast top 10 occupations for growth from 2018 to 2026 requiring at least an associate's degree are registered nurses, first-line supervisors of construction workers, general and operations managers, business operation specialists, first-line supervisors of office and administrative support workers, construction managers, property and real estate managers, bookkeeping, accounting, and auditing clerks, software developers, and postsecondary teachers (all other). The top 20 growth occupations requiring an associate's degree, along with the median wage and employment levels, can be found in Table 9-2.

Table 9-2: Associate's Degree Long-term Growth Occupations
2018 to 2026

#	Occupation	2018	2026	Growth	Percent Growth	Median Wage
1	Registered Nurses	10,661	12,805	2,144	20.1%	\$31.53
2	First-Line Supervisors of Construction Trades and Extraction Workers	5,015	5,781	766	15.3%	\$27.60
3	General and Operations Managers	4,383	5,012	629	14.4%	\$43.89
4	Business Operations Specialists, All Other	3,072	3,611	539	17.5%	\$30.20
5	First-Line Supervisors of Office and Administrative Support Workers	5,172	5,608	436	8.4%	\$24.84
6	Construction Managers	2,901	3,320	419	14.4%	\$37.82
7	Property, Real Estate, and Community Association Managers	2,284	2,558	274	12.0%	\$28.99
8	Bookkeeping, Accounting, and Auditing Clerks	5,941	6,208	267	4.5%	\$18.09
9	Software Developers, Applications	1,033	1,293	260	25.2%	\$34.39
10	Postsecondary Teachers, All Other	822	1,030	208	25.3%	N/R
11	Respiratory Therapists	726	925	199	27.4%	\$28.17
12	Managers, All Other	1,509	1,703	194	12.9%	\$39.38
13	Cost Estimators	1,276	1,469	193	15.1%	\$27.70
14	First-Line Supervisors of Non-Retail Sales Workers	1,566	1,745	179	11.4%	\$29.21
15	Recreation Workers	1,213	1,386	173	14.3%	\$12.33
16	Preschool Teachers, Except Special Education	860	1,021	161	18.7%	\$11.57
17	Dental Hygienists	746	897	151	20.2%	\$35.36
18	Emergency Medical Technicians and Paramedics	878	1,014	136	15.5%	\$18.03
19	Food Service Managers	1,094	1,222	128	11.7%	\$26.02
20	Veterinary Technologists and Technicians	594	717	123	20.7%	\$17.35

Source: Florida Department of Economic Opportunity, Employment Projections

Note: Numbers not reported denoted by N/R.

Bachelor's Degree

The forecast top 10 occupations for growth from 2018 to 2026 requiring a bachelor's degree include elementary school teachers, management analysts, accountants and auditors, secondary school teachers, middle school teachers, financial managers, market research analysts, human resource specialists, teachers and instructors (all other), and physician assistants. The top 20 growth occupations requiring a bachelor's degree, along with the median wage and current employment, can be found in Table 9-3.

Table 9-3: Bachelor's Degree Long-term Growth Occupations
2018 to 2026

#	Occupation	2018	2026	Growth	Percent Growth	Median Wage
1	Elementary School Teachers, Except Special Education	4,218	4,815	597	14.2%	N/R
2	Management Analysts	1,898	2,388	490	25.8%	\$41.07
3	Accountants and Auditors	3,535	4,017	482	13.6%	\$28.95
4	Secondary School Teachers, Except Special and Career/Technical Education	2,322	2,652	330	14.2%	N/R
5	Middle School Teachers, Except Special and Career/Technical Education	1,981	2,260	279	14.1%	N/R
6	Financial Managers	868	1,063	195	22.5%	\$50.93
7	Market Research Analysts and Marketing Specialists	724	918	194	26.8%	\$26.68
8	Human Resources Specialists	1,196	1,360	164	13.7%	\$26.85
9	Teachers and Instructors, All Other, Except Substitute Teachers	1,022	1,181	159	15.6%	N/R
10	Physician Assistants	394	548	154	39.1%	\$48.09
11	Personal Financial Advisors	898	1,051	153	17.0%	\$59.51
12	Medical and Health Services Managers	590	731	141	23.9%	\$45.27
13	Special Education Teachers, All Other	889	1,015	126	14.2%	N/R
14	Kindergarten Teachers, Except Special Education	781	892	111	14.2%	N/R
15	Securities, Commodities, and Financial Services Sales Agents	1,348	1,450	102	7.6%	\$29.28
16	Civil Engineers	714	815	101	14.1%	\$38.44
17	Public Relations Specialists	522	610	88	16.9%	\$24.33
18	Training and Development Specialists	419	489	70	16.7%	\$25.38
19	Clergy	862	930	68	7.9%	\$23.11
20	Career/Technical Education Teachers, Secondary School	460	523	63	13.7%	N/R

Source: Florida Department of Economic Opportunity, Employment Projections

Note: Numbers not reported denoted by N/R.

Master's Degree and Higher

The forecast top 10 occupations for growth from 2018 to 2026 requiring at least a master's degree include lawyers, physical therapists, physicians and surgeons (all other), social workers, pharmacists, family and general practitioners, nurse practitioners, educational and vocational counselors, occupational therapists, and instructional coordinators. The top 20 growth occupations requiring at least a master's degree, along with the median wage and current employment, can be found in Table 9-4.

Table 9-4: Master's Degree and Higher Long-term Growth Occupations
2018 to 2026

#	Occupation	2018	2026	Growth	Percent Growth	Median Wage
1	Lawyers	2,377	2,644	267	11.2%	\$47.31
2	Physical Therapists	909	1,144	235	25.9%	\$43.35
3	Physicians and Surgeons, All Other	994	1,159	165	16.6%	N/R
4	Child, Family, and School Social Workers	777	925	148	19.0%	\$17.26
5	Pharmacists	1,142	1,278	136	11.9%	\$59.19
6	Family and General Practitioners	721	853	132	18.3%	N/R
7	Nurse Practitioners	352	483	131	37.2%	\$45.36
8	Educational, Guidance, School, and Vocational Counselors	490	580	90	18.4%	\$28.11
9	Occupational Therapists	338	422	84	24.9%	\$43.61
10	Instructional Coordinators	428	507	79	18.5%	\$22.84
11	Healthcare Social Workers	310	382	72	23.2%	\$23.96
12	Speech-Language Pathologists	360	425	65	18.1%	\$40.72
13	Veterinarians	320	383	63	19.7%	\$47.80
14	Health Specialties Teachers, Postsecondary	197	259	62	31.5%	N/R
15	Librarians	317	370	53	16.7%	\$30.32
16	Operations Research Analysts	182	233	51	28.0%	\$28.15
17	Nurse Anesthetists	196	241	45	23.0%	\$57.67
18	Mental Health and Substance Abuse Social Workers	209	250	41	19.6%	\$24.80
19	Clinical, Counseling, and School Psychologists	189	225	36	19.0%	\$37.02
20	Optometrists	179	214	35	19.6%	\$24.77

Source: Florida Department of Economic Opportunity, Employment Projections

Note: Numbers not reported denoted by N/R.

STEM OCCUPATIONS AND SOUTHWEST FLORIDA

The study looked at the short-term demand and long-term growth for the Science, Technology, Engineering, and Math (STEM) occupations in Southwest Florida.

The analysis of STEM occupations is important for two reasons. First, STEM occupations are typically associated with higher wages. A study conducted by the U.S. Bureau of Labor Statistics found that “the national average wage for all STEM occupations was \$87,570, nearly double the national average wage for non-STEM occupations.”¹ It also concluded that 93 out of 100 STEM occupations had a higher average wage than the national average, measured at \$48,320. Second, with advancements in technology, STEM occupations have enjoyed above-average growth compared to non-STEM occupations, while also being projected to continue growing in the future. The same Bureau of Labor Statistics study found that STEM occupations had grown by 10.5 percent between May 2009 and May 2015, while non-STEM occupations grew by 5.2 percent over the same period.

In this section, we look at STEM openings in Southwest Florida, the current supply gap for STEM occupations, the STEM supply gap by minimum educational level, and the projected STEM occupation growth. STEM occupations were defined by the Florida Department of Economic Opportunity’s Occupational Supply/Demand Report.

STEM Openings in Southwest Florida

Table 10-1 and Chart 10-1 show the distribution of STEM openings to all occupations in Southwest Florida and the state of Florida. In the Summer of 2019, 21 percent of all job openings (or 60,186 total openings) in Florida were for occupations defined as STEM occupations, while 79 percent were for non-STEM occupations. Southwest Florida had a lower percentage of STEM occupation openings, with only 12 percent (1,749 total openings), while the other 88 percent were for non-STEM occupations.

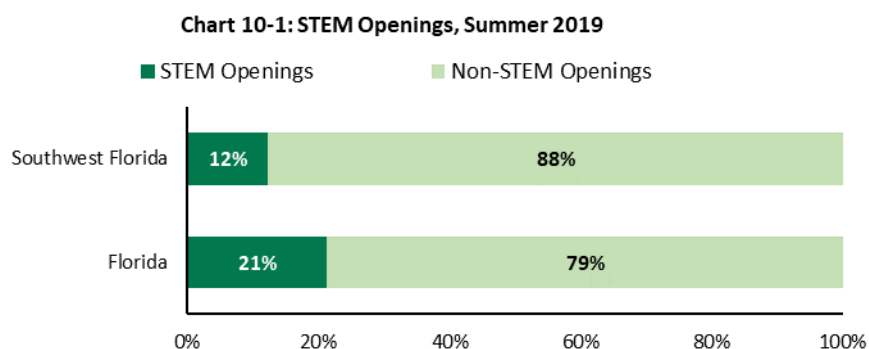


Table 10-1: STEM Openings
Summer 2019

Openings	Southwest Florida	Florida
STEM Openings	1,749	60,186
Total Openings	14,256	284,001
Percentage	12%	21%

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

¹ U.S. Bureau of Labor Statistics, *STEM Occupations: Past, Present, and Future*, January 2017

Table 10-2 and Chart 10-2 show the distribution of STEM openings in Southwest Florida, parsed by occupation group. The healthcare practitioners and technical occupation group had the most job openings in Summer 2019, measured at 958 total job openings. This represented 55 percent of all STEM openings in Southwest Florida. The next largest was computer and mathematical occupations (336 openings, or 19 percent of all STEM openings), followed by management (142 openings, or 8 percent of all STEM openings), architecture and engineering (133 openings, or 8 percent of all STEM openings), and business and financial operations (92 openings, or 5 percent of all STEM openings).

Chart 10-2: STEM Openings by Occupational Group, Summer 2019

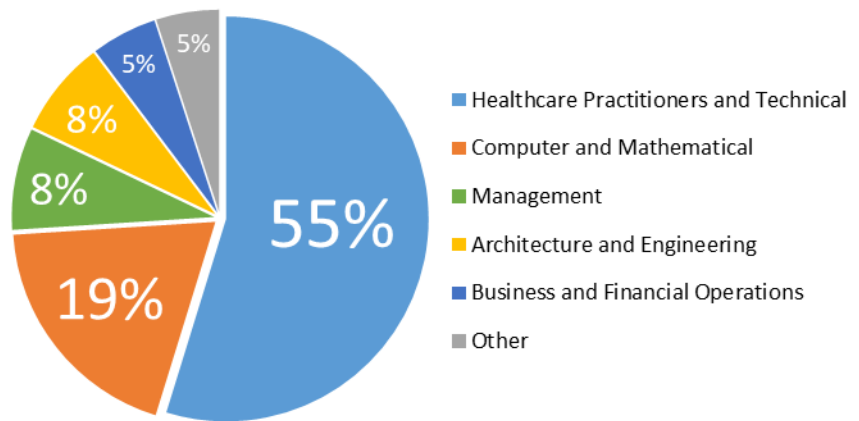


Table 10-2: STEM Openings by Occupational Group
Summer 2019

Occupation Category	Job Openings	Percentage
Healthcare Practitioners and Technical	958	55%
Computer and Mathematical	336	19%
Management	142	8%
Architecture and Engineering	133	8%
Business and Financial Operations	92	5%
Other	88	5%
Total	1,749	100%

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Supply Gap for STEM Occupations

The top 10 employment gaps for STEM occupations were registered nurses, accountants and auditors, financial managers, computer systems analysts, family and general practitioners, computer occupations (all other), pharmacists, natural science managers, software developers, and information security analysts. The supply gap, current employment levels, median wages, and minimum education for the top STEM occupations can be found in Table 10-3. The median wage for these occupations ranged between \$28.95 and \$101.53, while minimum education levels ranged from post-secondary adult vocational training to doctorate.

Chart 10-3: Supply Gap for STEM Occupations, Summer 2019

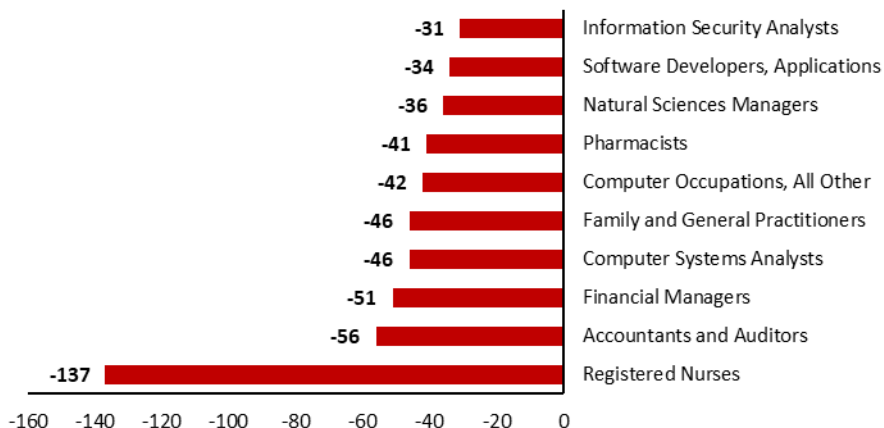


Table 10-3: Top STEM Employment Gaps

Summer 2019

Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
Registered Nurses	-137	10,434	\$31.53	Some College
Accountants and Auditors	-56	3,538	\$28.95	Bachelor's
Financial Managers	-51	864	\$50.93	Bachelor's
Computer Systems Analysts	-46	451	\$35.58	Some College
Family and General Practitioners	-46	735	\$101.53	Doctorate
Computer Occupations, All Other	-42	141	\$35.55	PS Adult Voc
Pharmacists	-41	1,121	\$59.19	Doctorate
Natural Sciences Managers	-36	50	\$39.68	Bachelor's
Software Developers, Applications	-34	973	\$34.39	Some College
Information Security Analysts	-31	136	\$37.65	Bachelor's

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

STEM Occupation Supply Gap by Minimum Education

Table 10-4 and Chart 10-4 look at the STEM employment gaps when sorted by minimum education levels. STEM Occupations with a minimum education of bachelor's degree had the largest supply gap in Southwest Florida, measured at -328. This represented 36 percent of the total gap for the region. The next largest were occupations that required at least some college (-298, 32 percent of total supply gap), followed by doctorate (-184, 20 percent of total supply gap), post-secondary adult vocational (-81, 9 percent of total gap), and master's degree (-24, 3 percent of total gap). There were no STEM occupation that required at least a high school diploma or below.

Chart 10-4: STEM Employment Gaps by Minimum Education, Summer 2019

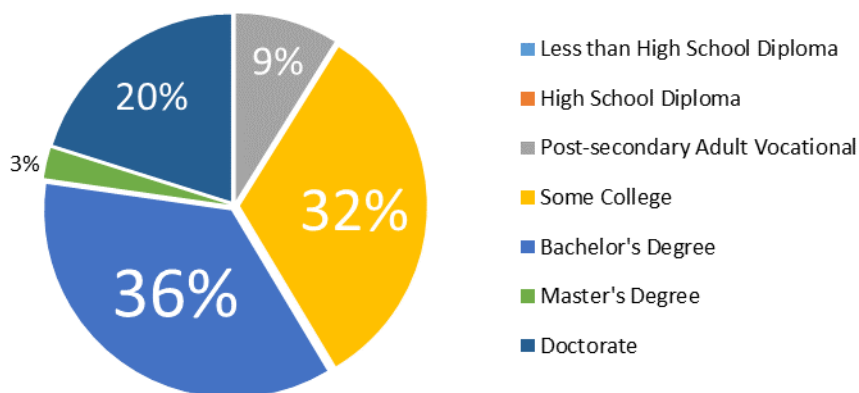


Table 10-4: STEM Employment Gaps by Minimum Education

Summer 2019

Minimum Education Level	Current Supply Gap	Current Employment	Weighted Average Median Wage
Less than High School Diploma	0	0	\$0.00
High School Diploma	0	0	\$0.00
Post-secondary Adult Vocational	-81	1,956	\$20.20
Some College	-298	15,117	\$31.09
Bachelor's Degree	-328	8,694	\$33.36
Master's Degree	-24	1,038	\$35.50
Doctorate	-184	2,852	\$63.55
Total	-915	29,657	--

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Table 10-5 and Chart 10-5 look at the distribution between STEM occupation and non-STEM occupation supply gaps, when broken down by minimum education levels. Sixty-one percent of the total supply gap for occupations requiring a doctorate were for STEM occupations, the highest proportion in the region. The Bachelor's degree was the next highest proportion for STEM occupations (37 percent), followed by some college (25 percent), master's degree (11 percent), and post-secondary adult vocational (2 percent). One-hundred percent of the total supply gap for occupations requiring less than high school diploma and a high school diploma were for non-STEM occupations.

Chart 10-5: Employment Gaps by Minimum Education, Summer 2019

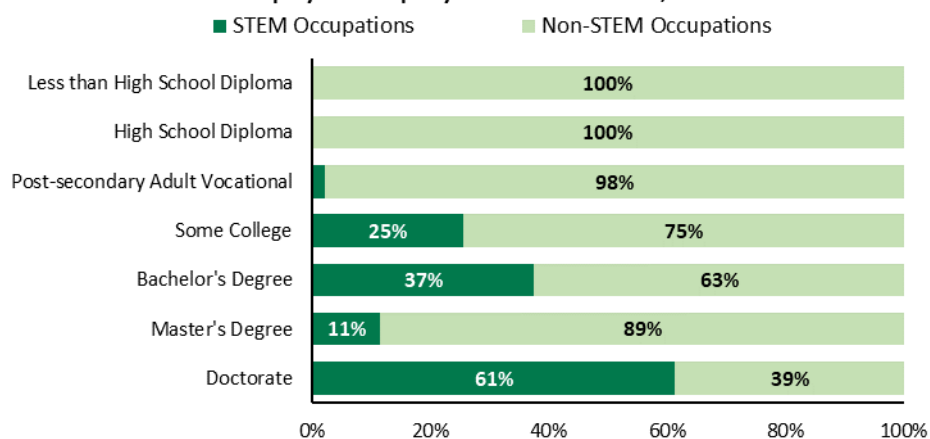


Table 10-5: Employment Gaps by Minimum Education

Summer 2019

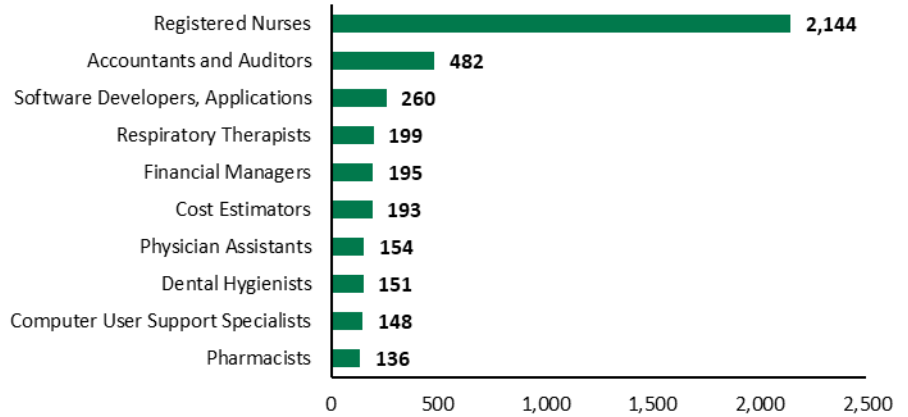
Minimum Education Level	Current Supply Gap		Percent STEM
	STEM Occupations	All Occupations	
Less than High School Diploma	0	-1,266	0%
High School Diploma	0	-2,249	0%
Post-secondary Adult Vocational	-81	-3,911	2%
Some College	-298	-1,169	25%
Bachelor's Degree	-328	-875	37%
Master's Degree	-24	-209	11%
Doctorate	-184	-300	61%
Total	-915	-9,979	9%

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Projected STEM Occupation Growth

Table 10-6 and Chart 10-6 show the projected occupational growth for STEM occupations between the years 2018 and 2026. Registered nurses are projected to have the highest growth in Southwest Florida (2,144 additional openings), followed by accountants and auditors (482 openings), software developers (260 openings), respiratory therapists (199 openings), financial managers (195 openings), cost estimators (193 openings), physician assistants (154 openings), dental hygienists (151 openings), computer user support specialists (148 openings), and pharmacists (136 openings). The median wage for these occupations ranges between \$20.42 per hour to \$59.19 per hour, and minimum education ranges between post-secondary adult vocational to doctorate.

Chart 10-6: Projected Occupational Growth for STEM Occupations, 2018 to 2026



**Table 10-6: Top 10 Long-Term STEM Employment Growth Occupations
2018 to 2026**

Occupation	2018	2026	Growth	Percent Growth	Median Wage	Minimum Education
Registered Nurses	10,661	12,805	2,144	20.1%	\$31.53	Associate's
Accountants and Auditors	3,535	4,017	482	13.6%	\$28.95	Bachelor's
Software Developers, Applications	1,033	1,293	260	25.2%	\$34.39	Associate's
Respiratory Therapists	726	925	199	27.4%	\$28.17	Associate's
Financial Managers	868	1,063	195	22.5%	\$50.93	Bachelor's
Cost Estimators	1,276	1,469	193	15.1%	\$27.70	Associate's
Physician Assistants	394	548	154	39.1%	\$48.09	Bachelor's
Dental Hygienists	746	897	151	20.2%	\$35.36	Associate's
Computer User Support Specialists	963	1,111	148	15.4%	\$20.42	PS Adult Voc
Pharmacists	1,142	1,278	136	11.9%	\$59.19	Doctorate

Source: Florida Department of Economic Opportunity, Employment Projections

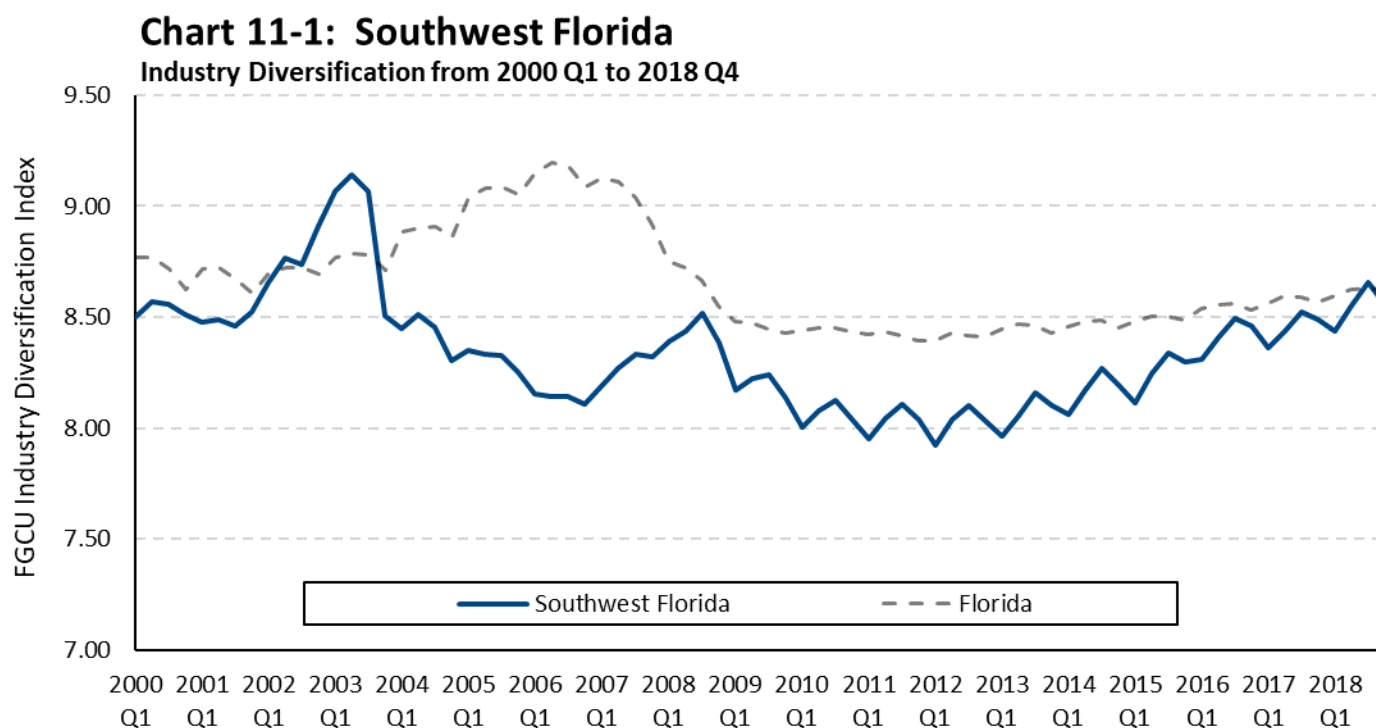
INDUSTRY DIVERSIFICATION INDEX

The *FGCU Industry Diversification Index (IDI)* is a measure of market concentration within a region. The *IDI* is computed quarterly by the Regional Economic Research Institute's Industry Diversification project, which tracks industry diversification by MSA, workforce region, and state.

The team computed the *IDI* for Southwest Florida's workforce in an effort to track, over time, its degree of workforce diversity based on the assumption that a more diverse labor market (in which most jobs are spread out among many industries) would have a higher *IDI*, and a less diverse one (in which most jobs are concentrated in a few industries) would have a lower *IDI*.

Industry diversification is an important factor explaining our state and region's tendency to overheat during expansions in the business cycle and overcorrect during contractions in the business cycle.

As shown in Chart 11-1, Southwest Florida's workforce became less diversified in the years leading up to the 2008 recession. The decline in concentration from second quarter of 2003 to the first quarter of 2007 is recorded by the *IDI* decreasing from 9.14 to 8.19, a decrease of 10 percent. However, the increase in concentration that followed can be explained (partly) by the contraction of the construction industry (beginning prior to the recession), as well as by reductions in the labor force by other industries that contributed to workforce concentration during the boom. Since the recession, we see now that the region has a seasonal trend, with the peak quarters occurring between April and September (off-season) and the low points occurring between October and March (season). The lower measures are explained by the influx of tourism and seasonal residents during the winter season, increasing demand for retail trade and accommodation and food service jobs. This increase makes Southwest Florida more concentrated in these industries, therefore dropping the *IDI*.



The index also reflects structural changes to Southwest Florida's economy that have occurred since 2008. According to data released by the U.S. Census Bureau in December 2016, the state of Florida lost 340,000 manufacturing jobs and almost 150,000 construction jobs during the recession. Although these industries have started to recover, they are the types of industries that promote a balanced labor force and many workers who lost those jobs ended leaving the state, finding employment in other sectors, or leaving the labor

force entirely. The effects of these statewide trends are reflected in a marked decrease in diversification in our region. From 2000 to 2004, Southwest Florida's average annual level of diversification was 8.63. From 2014 to 2018, this average fell to 8.37, or 3 percent. In contrast, the state overall saw a decrease in diversification by 2.4 percent for the same time periods. *IDI* measures for the region, state, and country are presented in Table 11-1 below.

Table 11-1: Average Annual Industry Diversification Index
2000 to 2018

Year	Southwest Florida	Florida	United States
2000	8.534	8.720	8.495
2001	8.486	8.678	8.565
2002	8.767	8.709	8.686
2003	8.942	8.762	8.763
2004	8.430	8.887	8.827
2005	8.316	9.064	8.862
2006	8.138	9.153	8.884
2007	8.278	9.049	8.878
2008	8.432	8.670	8.801
2009	8.193	8.457	8.664
2010	8.062	8.443	8.638
2011	8.035	8.416	8.664
2012	8.024	8.414	8.699
2013	8.071	8.449	8.671
2014	8.175	8.468	8.690
2015	8.249	8.492	8.681
2016	8.419	8.546	8.655
2017	8.453	8.578	8.642
2018	8.551	8.617	8.650

Source: FGCU Industry Diversification Index calculated by the RERI, using data obtained from the Quarterly Census of Employment and Wages.

SUMMARY AND CONCLUSIONS

Education and training and other activities that improve human capital tend to lead to greater productivity and higher wages. Twenty percent of the top 50 employment gaps identified an education requirement less than high school with a weighted average median wage in Southwest Florida of \$11.04 per hour. Adult vocational training covers a wide range of occupations and represented 34 percent of the top 50 employment gaps identified. The median wage for occupations requiring adult vocational training was higher at \$18.26. Some college or higher including an associate degree was required by 12 percent of the top 50 employment gaps with a median wage of \$29.83. The weighted average median wage reported below is based on all regional occupations reporting an employment gap. Since wages, serving as the price for labor, attract workers to different types of employment, we would expect those showing higher wage increases today to attract workers over time and thus place a downward pressure on employment gaps in the future.

Occupations with Employment Gaps						
2018 to 2019						
Minimum Education	Percent of Top 50 Employment Gaps			Weighted Average Median Wage		
	2018	2019	Change	2018	2019	Change
Less HS/GED	14%	20%	6%	\$11.02	\$11.04	0.17%
HS/GED	12%	16%	4%	\$13.62	\$12.65	-7.10%
PS Adult Voc	44%	34%	-10%	\$18.23	\$18.26	0.14%
Some College	14%	12%	-2%	\$29.61	\$29.83	0.74%
Bachelor's	14%	10%	-4%	\$32.97	\$33.44	1.43%
Master's or Higher	0%	8%	8%	\$45.84	\$43.63	-4.82%

Source: Florida Department of Economic Opportunity and computed by the Regional Economic Research Institute

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.

APPENDIX: TOP 50 OCCUPATIONAL EMPLOYMENT GAPS

Below is a list of the top 50 occupational employment gaps identified in summer 2019.

Table A-1: Top 25 Employment Gaps

Summer 2019

Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
Retail Salespersons	-906	24,294	\$11.02	HS/GED
First-Line Supervisors of Retail Sales Workers	-818	8,160	\$20.39	PS Adult Voc
Stock Clerks and Order Fillers	-344	7,917	\$11.71	HS/GED
Customer Service Representatives	-316	9,073	\$13.72	PS Adult Voc
First-Line Supervisors of Food Preparation and Serving Workers	-267	4,565	\$16.44	PS Adult Voc
Maintenance and Repair Workers, General	-253	5,694	\$17.24	PS Adult Voc
First-Line Supervisors of Office and Administrative Support Workers	-223	5,072	\$24.84	Some College
Cashiers	-167	15,635	\$9.57	HS/GED
Sales Representatives, Services, All Other	-162	3,962	\$23.14	HS/GED
Combined Food Preparation and Serving Workers, Including Fast Food	-160	11,812	\$9.70	Less HS/GED
Cooks, Restaurant	-153	7,460	\$13.36	PS Adult Voc
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	-138	11,212	\$15.86	PS Adult Voc
Registered Nurses	-137	10,434	\$31.53	Some College
Maids and Housekeeping Cleaners	-134	5,833	\$11.26	Less HS/GED
Security Guards	-133	3,463	\$12.76	PS Adult Voc
Landscaping and Groundskeeping Workers	-131	14,003	\$11.86	Less HS/GED
Automotive Service Technicians and Mechanics	-123	3,380	\$17.90	PS Adult Voc
Securities, Commodities, and Financial Services Sales Agents	-121	1,353	\$29.28	Bachelor's
Dishwashers	-101	2,594	\$10.55	Less HS/GED
Demonstrators and Product Promoters	-99	N/R	\$11.28	HS/GED
Insurance Sales Agents	-97	1,964	\$22.11	PS Adult Voc
First-Line Supervisors of Construction Trades and Extraction Workers	-96	4,772	\$27.60	Some College
Waiters and Waitresses	-94	17,102	\$9.63	Less HS/GED
Medical and Health Services Managers	-93	591	\$45.27	Bachelor's
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	-89	4,626	\$24.03	PS Adult Voc

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

Table A-2: Ranked 26-50 Employment Gaps

Summer 2019

Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
Physical Therapists	-88	855	\$43.35	Doctorate
Construction Laborers	-87	9,080	\$14.25	Less HS/GED
Market Research Analysts and Marketing Specialists	-87	712	\$26.68	Bachelor's
First-Line Supervisors of Mechanics, Installers, and Repairers	-86	1,726	\$27.78	PS Adult Voc
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	-85	6,988	\$11.44	Less HS/GED
Merchandise Displayers and Window Trimmers	-84	613	\$13.54	HS/GED
Driver/Sales Workers	-81	2,079	\$9.28	HS/GED
First-Line Supervisors of Non-Retail Sales Workers	-78	1,656	\$29.21	Some College
Hotel, Motel, and Resort Desk Clerks	-73	1,120	\$11.15	HS/GED
Dining Room and Cafeteria Attendants and Bartender	-71	2,856	\$9.74	Less HS/GED
Social and Human Service Assistants	-70	562	\$18.14	PS Adult Voc
Cleaners of Vehicles and Equipment	-66	2,460	\$10.65	Less HS/GED
Electricians	-60	3,049	\$21.05	PS Adult Voc
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	-60	466	\$27.49	PS Adult Voc
Real Estate Sales Agents	-60	2,887	\$32.15	PS Adult Voc
Accountants and Auditors	-56	3,538	\$28.95	Bachelor's
Personal Care Aides	-55	2,616	\$10.83	PS Adult Voc
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	-54	2,427	\$10.56	Less HS/GED
Bus and Truck Mechanics and Diesel Engine Specialists	-51	544	\$21.31	PS Adult Voc
Financial Managers	-51	864	\$50.93	Bachelor's
Tellers	-50	1,849	\$14.51	PS Adult Voc
Food Service Managers	-49	1,059	\$26.02	Some College
Recreation Workers	-49	1,206	\$12.33	Some College
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	-49	846	\$37.03	PS Adult Voc
Carpenters	-48	7,417	\$18.67	PS Adult Voc

Source: Occupational Supply/Demand Report, Florida Department of Economic Opportunity

APPENDIX: TOP 50 LONG-TERM AVERAGE ANNUAL EMPLOYMENT GROWTH BY OCCUPATION

Below is a list of the top 50 long-term employment growth occupations identified in summer 2019.

Table A-3: Top 25 Long-Term Employment Growth Occupations

2018 to 2026

Occupation	2018	2026	Growth	Percent Growth	Median Wage	Minimum Education
Retail Salespersons	24,406	26,740	2,334	9.6%	\$11.02	HS/GED
Landscaping and Groundskeeping Workers	13,850	16,001	2,151	15.5%	\$11.86	Less HS/GED
Registered Nurses	10,661	12,805	2,144	20.1%	\$31.53	Associate's
Combined Food Preparation and Serving Workers, Including Fast Food	12,225	14,209	1,984	16.2%	\$9.70	Less HS/GED
Waiters and Waitresses	17,733	19,290	1,557	8.8%	\$9.63	Less HS/GED
Construction Laborers	9,783	11,275	1,492	15.3%	\$14.25	Less HS/GED
Nursing Assistants	6,640	7,956	1,316	19.8%	\$13.40	PS Adult Voc
Carpenters	8,017	9,197	1,180	14.7%	\$18.67	PS Adult Voc
Customer Service Representatives	9,145	10,210	1,065	11.6%	\$13.72	PS Adult Voc
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7,027	8,067	1,040	14.8%	\$11.44	Less HS/GED
Cooks, Restaurant	7,733	8,697	964	12.5%	\$13.36	PS Adult Voc
Medical Assistants	3,266	4,220	954	29.2%	\$15.90	PS Adult Voc
First-Line Supervisors of Retail Sales Workers	8,285	9,190	905	10.9%	\$20.39	PS Adult Voc
Stock Clerks and Order Fillers	7,976	8,863	887	11.1%	\$11.71	HS/GED
Personal Care Aides	2,683	3,569	886	33.0%	\$10.83	PS Adult Voc
Maids and Housekeeping Cleaners	6,232	7,088	856	13.7%	\$11.26	Less HS/GED
Home Health Aides	2,134	2,945	811	38.0%	\$11.78	PS Adult Voc
First-Line Supervisors of Construction Trades and Extraction Workers	5,015	5,781	766	15.3%	\$27.60	Associate's
Receptionists and Information Clerks	5,421	6,141	720	13.3%	\$14.02	HS/GED
Maintenance and Repair Workers, General	5,716	6,424	708	12.4%	\$17.24	PS Adult Voc
Food Preparation Workers	5,146	5,826	680	13.2%	\$11.27	Less HS/GED
Laborers and Freight, Stock, and Material Movers, Hand	5,316	5,992	676	12.7%	\$12.17	Less HS/GED
Cashiers	15,777	16,451	674	4.3%	\$9.57	HS/GED
Licensed Practical and Licensed Vocational Nurses	3,323	3,990	667	20.1%	\$21.19	PS Adult Voc
General and Operations Managers	4,383	5,012	629	14.4%	\$43.89	Associate's

Source: Florida Department of Economic Opportunity, Employment Projections

Note: Numbers not reported denoted by N/R.

Table A-4: Ranked 26-50 Long-Term Employment Growth Occupations
2018 to 2026

Occupation	2018	2026	Growth	Percent Growth	Median Wage	Minimum Education
Elementary School Teachers, Except Special Education	4,218	4,815	597	14.2%	N/R	Bachelor's
Painters, Construction and Maintenance	4,337	4,908	571	13.2%	\$15.35	PS Adult Voc
Hairdressers, Hairstylists, and Cosmetologists	3,914	4,483	569	14.5%	\$12.79	PS Adult Voc
Office Clerks, General	10,376	10,942	566	5.5%	\$13.86	HS/GED
Childcare Workers	3,419	3,980	561	16.4%	\$10.88	PS Adult Voc
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	4,833	5,377	544	11.3%	\$24.03	PS Adult Voc
Business Operations Specialists, All Other	3,072	3,611	539	17.5%	\$30.20	Associate's
First-Line Supervisors of Food Preparation and Serving Workers	4,740	5,275	535	11.3%	\$16.44	PS Adult Voc
Sales Representatives, Services, All Other	4,041	4,571	530	13.1%	\$23.14	HS/GED
Management Analysts	1,898	2,388	490	25.8%	\$41.07	Bachelor's
Accountants and Auditors	3,535	4,017	482	13.6%	\$28.95	Bachelor's
First-Line Supervisors of Office and Administrative Support Workers	5,172	5,608	436	8.4%	\$24.84	Associate's
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,111	3,539	428	13.8%	\$20.62	PS Adult Voc
Construction Managers	2,901	3,320	419	14.4%	\$37.82	Associate's
Light Truck or Delivery Services Drivers	3,436	3,852	416	12.1%	\$13.66	PS Adult Voc
Roofers	2,327	2,743	416	17.9%	\$16.46	PS Adult Voc
Insurance Sales Agents	2,167	2,580	413	19.1%	\$22.11	PS Adult Voc
Heavy and Tractor-Trailer Truck Drivers	3,811	4,219	408	10.7%	\$17.30	PS Adult Voc
Security Guards	3,568	3,971	403	11.3%	\$12.76	PS Adult Voc
Police and Sheriff's Patrol Officers	2,555	2,941	386	15.1%	\$25.06	PS Adult Voc
Real Estate Sales Agents	3,134	3,508	374	11.9%	\$32.15	PS Adult Voc
Teacher Assistants	2,525	2,898	373	14.8%	N/R	PS Adult Voc
Installation, Maintenance, and Repair Workers, All Other	2,191	2,562	371	16.9%	\$15.83	HS/GED
Cleaners of Vehicles and Equipment	2,494	2,855	361	14.5%	\$10.65	Less HS/GED
Billing and Posting Clerks	1,948	2,298	350	18.0%	\$17.13	HS/GED

Source: Florida Department of Economic Opportunity, Employment Projections

Note: Numbers not reported denoted by N/R.