

Workforce Now: Regional Economic Overview

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May 11, 2017

Orlando, Florida

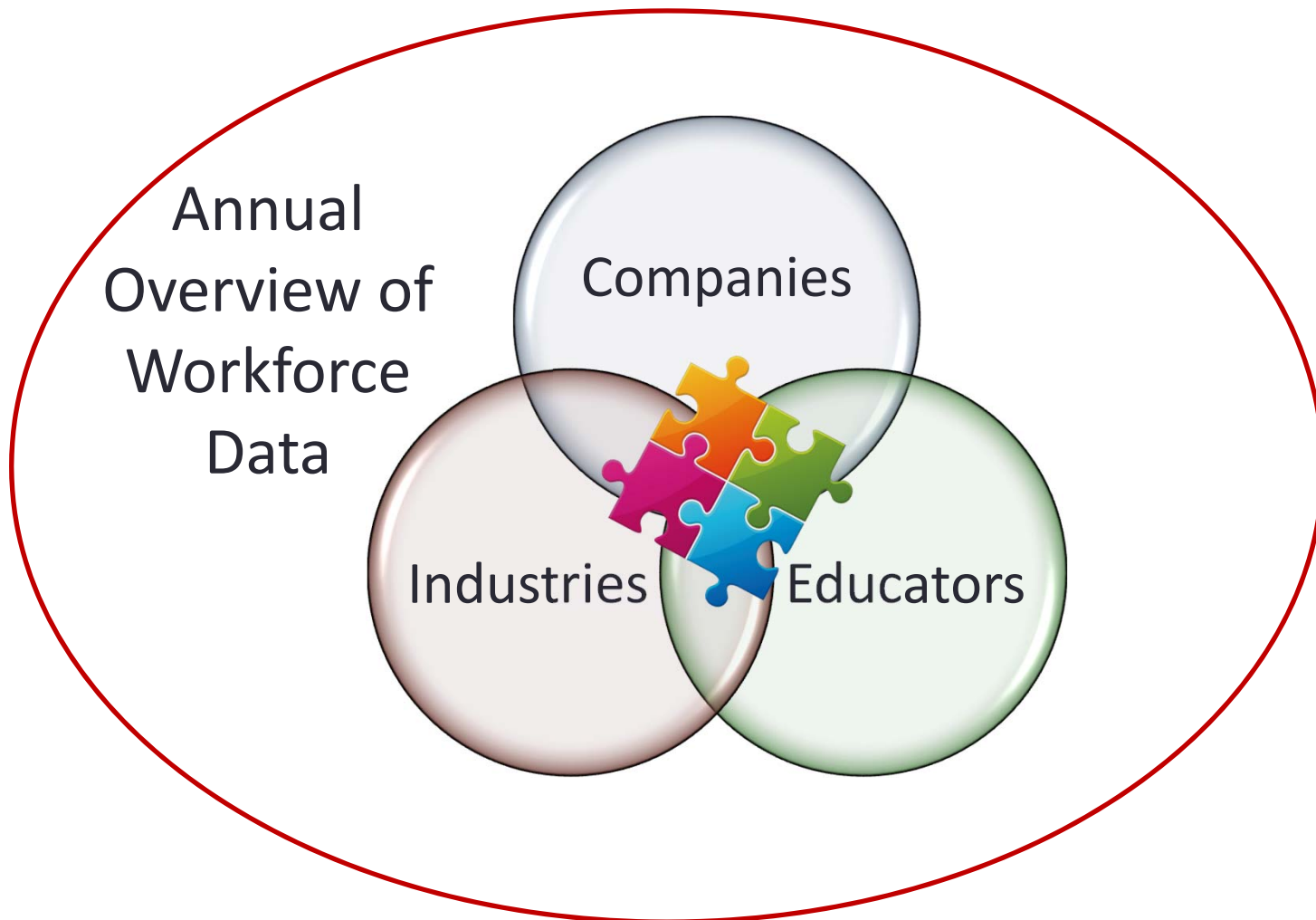
WORKFORCE NOW

- Workforce Now is a regional research initiative inspired by the Education Summits produced by The News-Press in 2011 and 2012. Today, it is part of the SW Florida Community Foundation and FutureMakers Coalition.
 - Provide information on workforce gaps, including skills, knowledge, and characteristics desired by regional employers.
 - Provide a continuous stream of labor force information to employers and educational institutions.
 - Facilitate a dialogue and new partnerships between businesses and educational institutions.

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- FutureMakers' goal: To transform the workforce by increasing the number of degrees, certifications, and other high quality credentials to 40% by 2025
- The information that Workforce Now reports helps meet the FutureMakers goal by aligning regional educational offerings to local industry demand.

A QUICK SYNOPSIS OF WORKFORCE NOW SINCE 2013



**Future/Makers
Coalition**

Southwest Florida
Workforce Overview Study
2016



December 2016

Prepared by the Research Team:

FLORIDA
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UNIVERSITY
Johnson School of Business


FLORIDA
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UNIVERSITY
*Regional Economic
Research Institute
Lutgert College of Business*

WHAT WE DO



WHAT WE DO



Florida Department of
Economic Opportunity

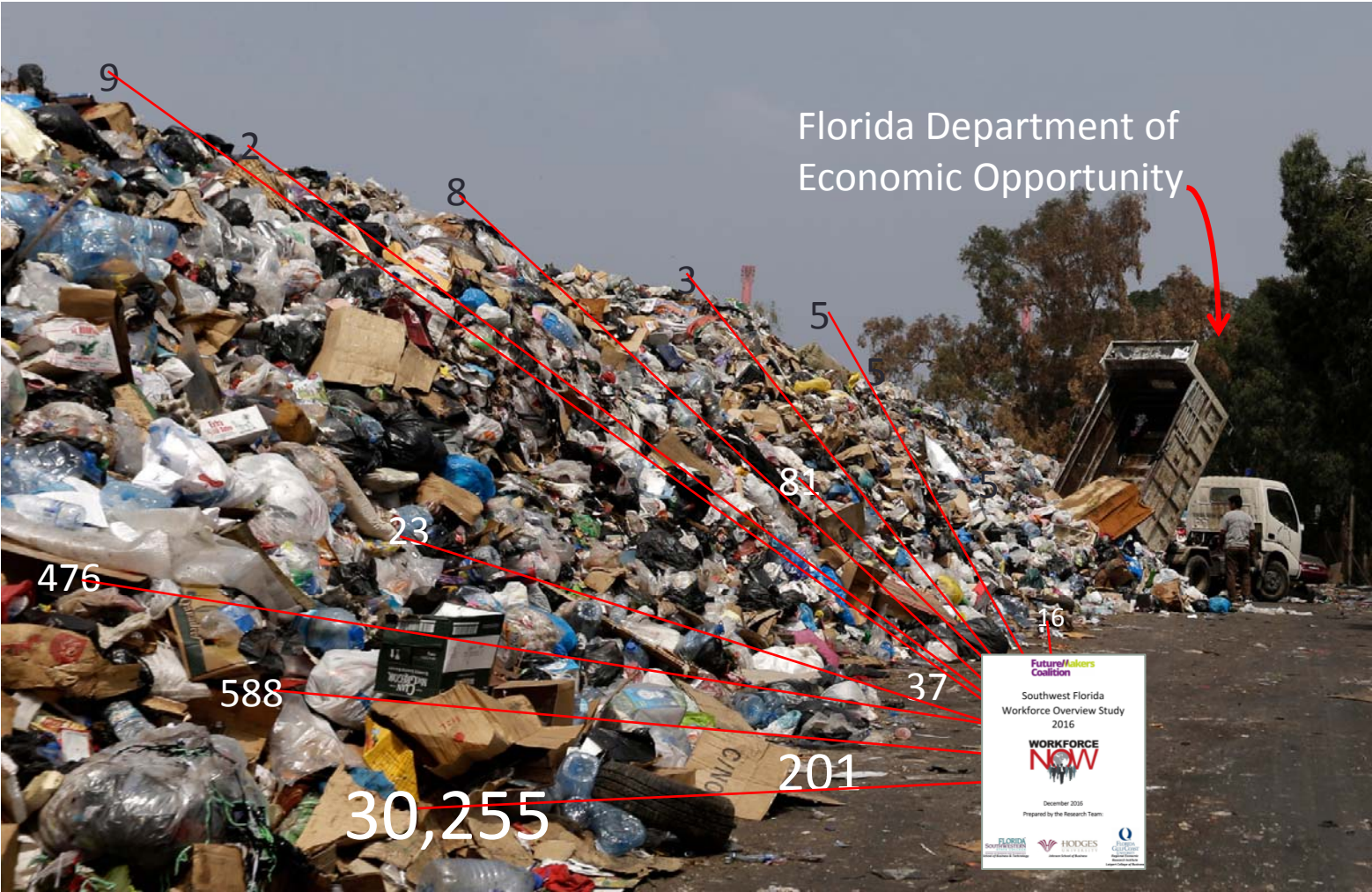
WHAT WE DO



WHAT WE DO



WHAT WE DO



TODAY'S AGENDA

Highlights of the Southwest Florida Workforce Overview Study of 2016

- What's Happened Since the Last Report?
 - Historic, Current, and Projected Employment by Industry
- Top Employment Gaps
- Training and Education Needs
- Industry Diversification Index
- Closing Remarks

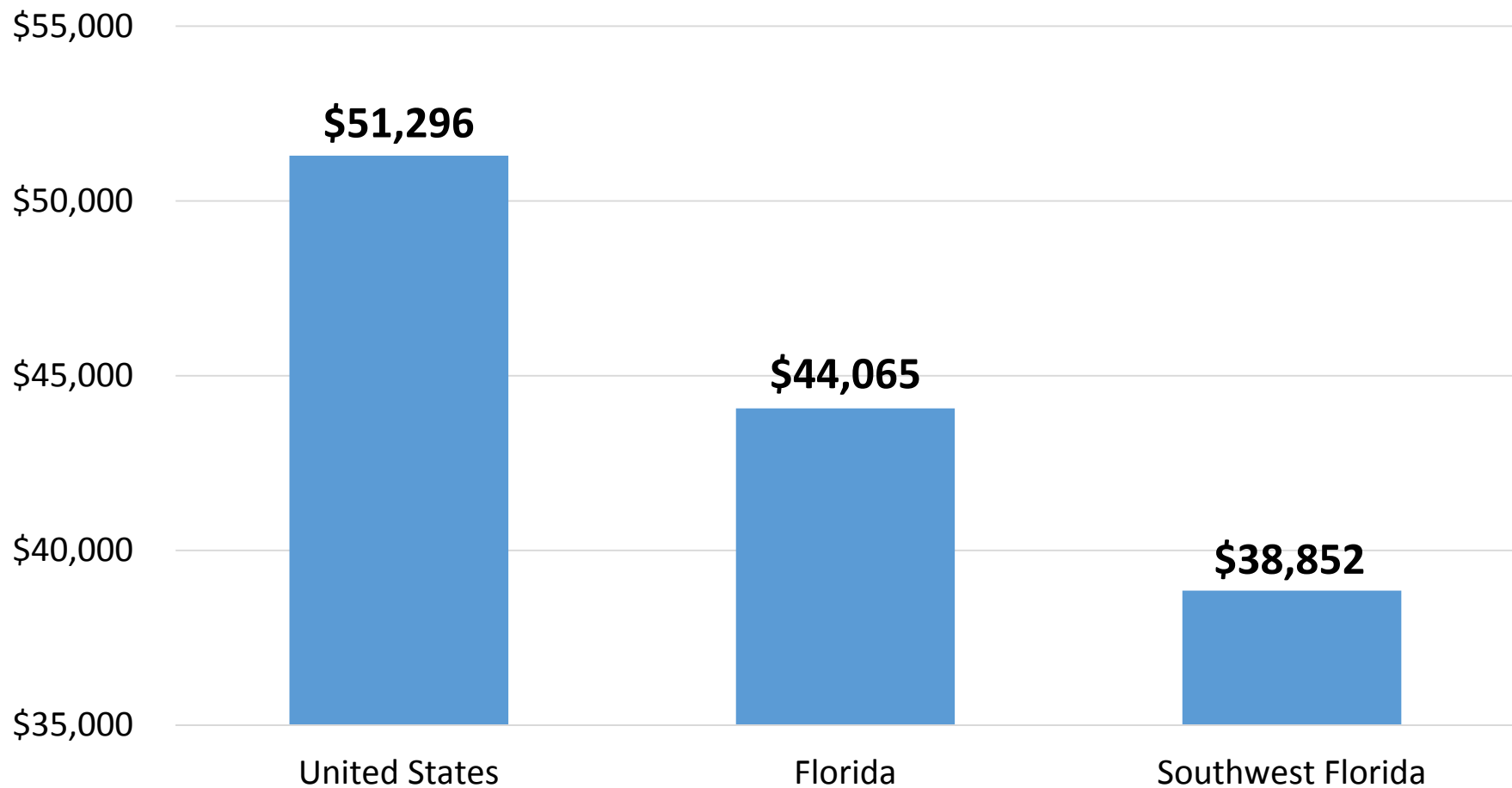
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Employed Workers

Region	Employment		Change	Percent Change
	2015	2016		
United States	155.9 Million	157.1 Million	1.2 Million	0.8%
Florida	9.6 Million	9.7 Million	0.1 Million	0.7%
Southwest Florida	524,777	539,261	14,484	2.8%

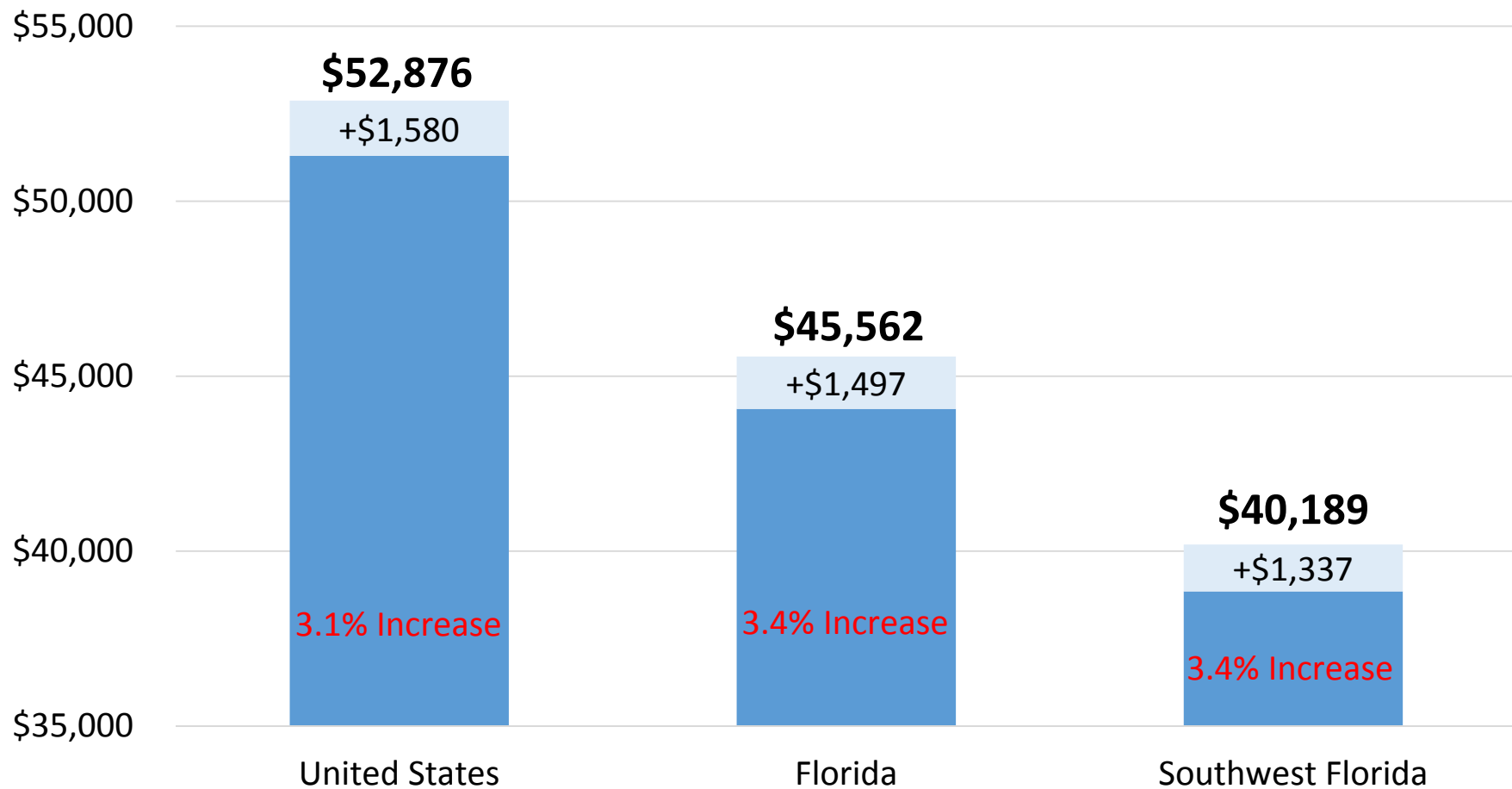
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Annual Wages, 2014



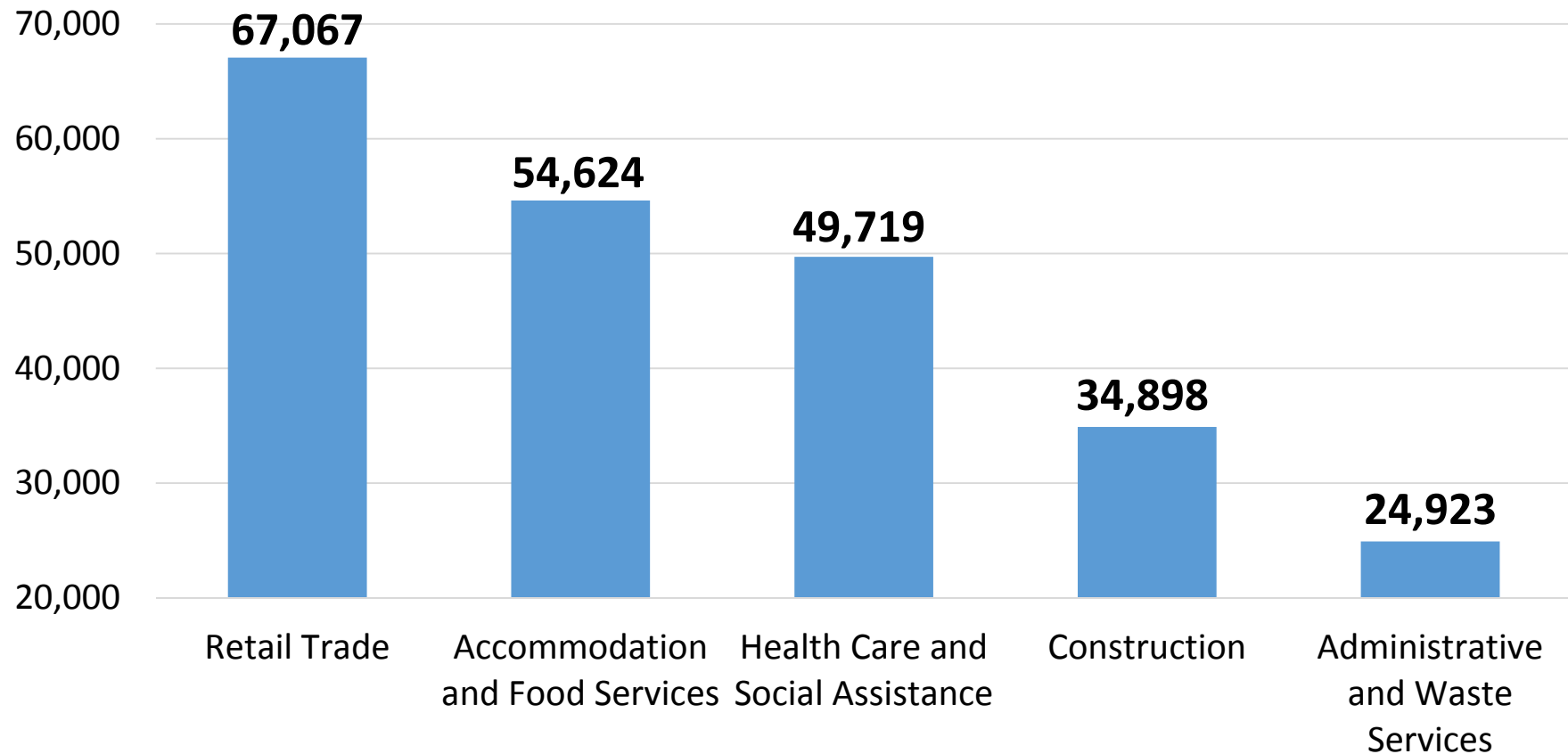
WORKFORCE NOW 2016

Annual Wages, 2015



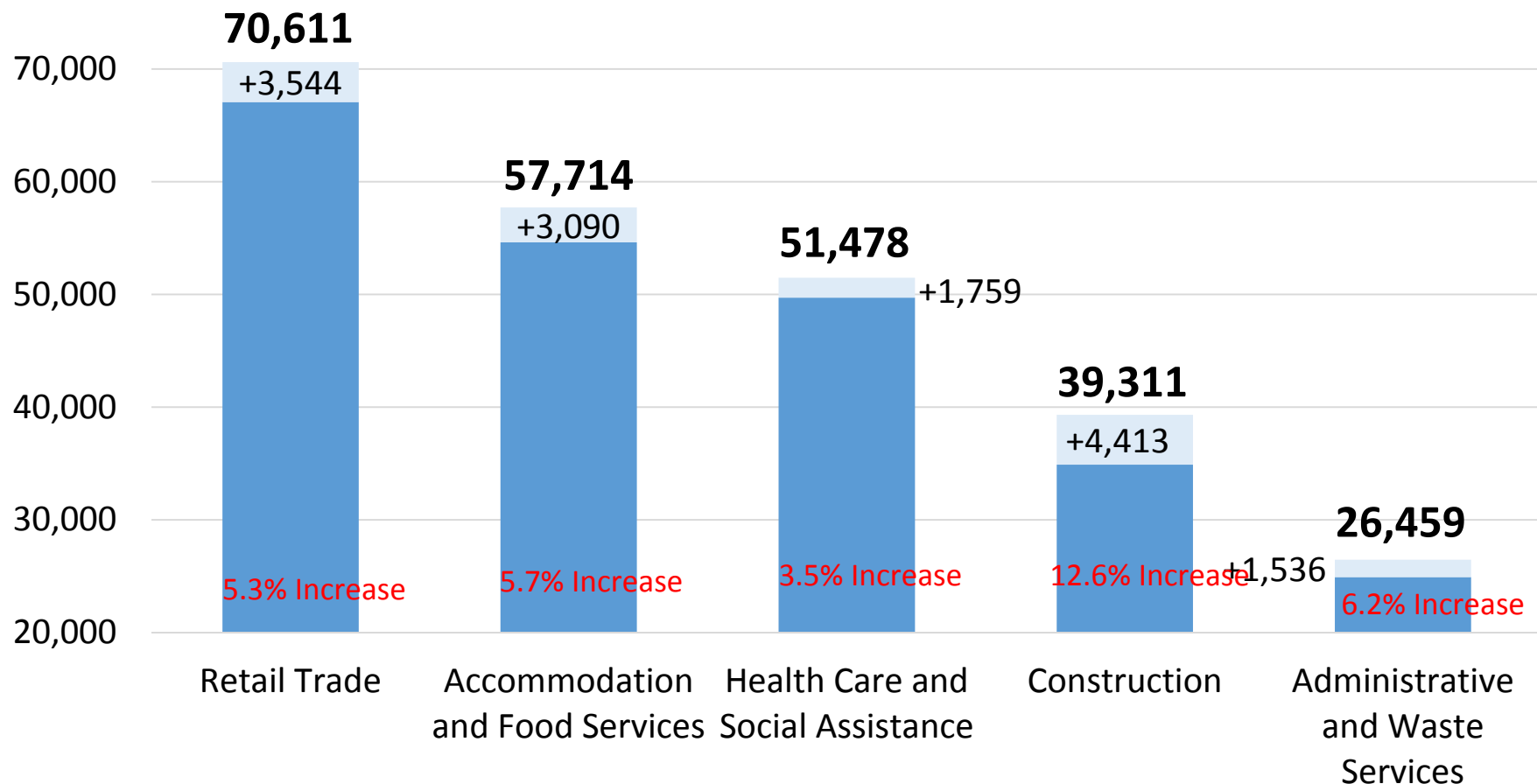
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Largest Industries by Employment, 2014



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Largest Industries by Employment, 2015



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Largest Industries by Wages, 2014

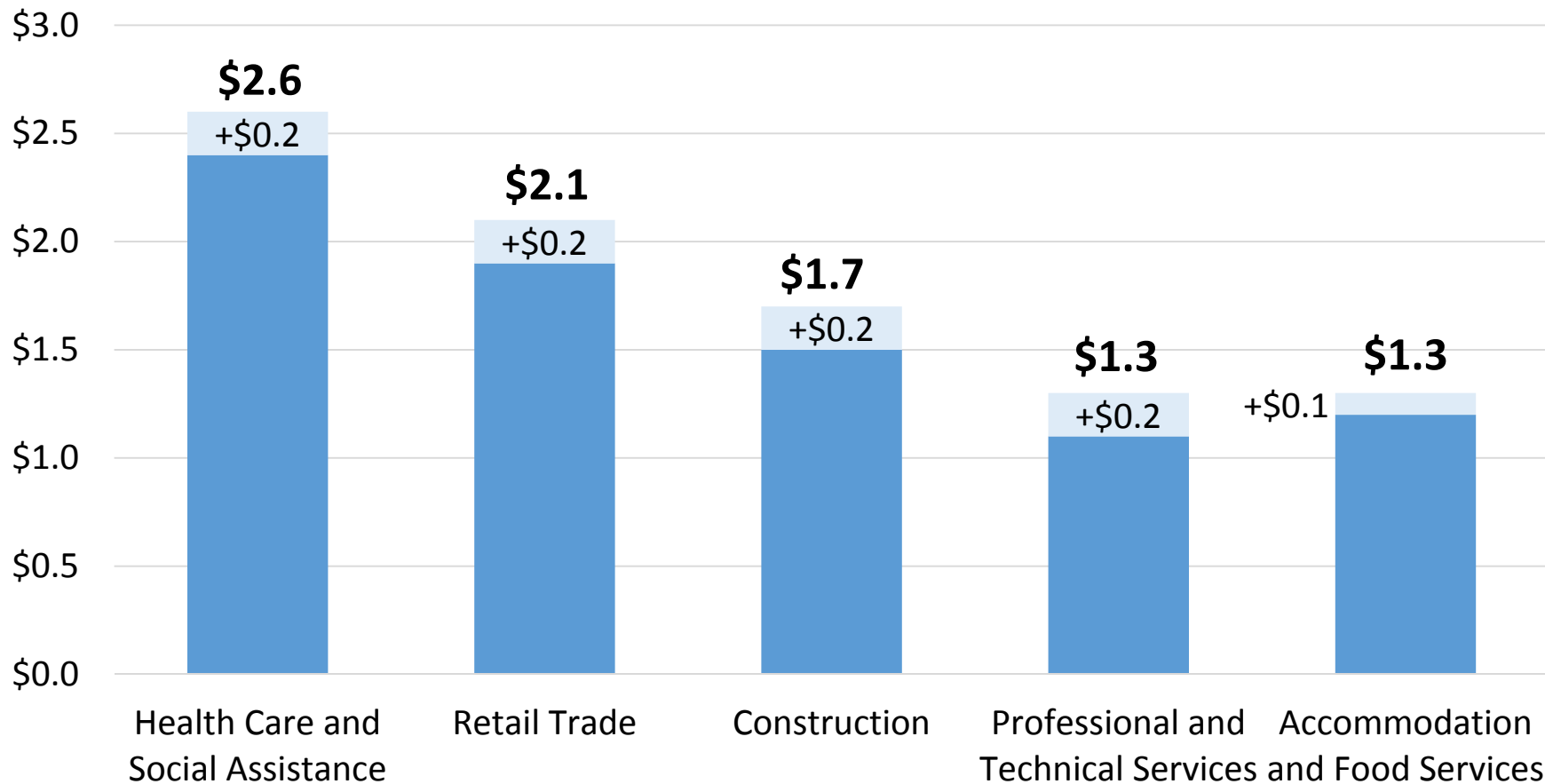
Billions of Dollars



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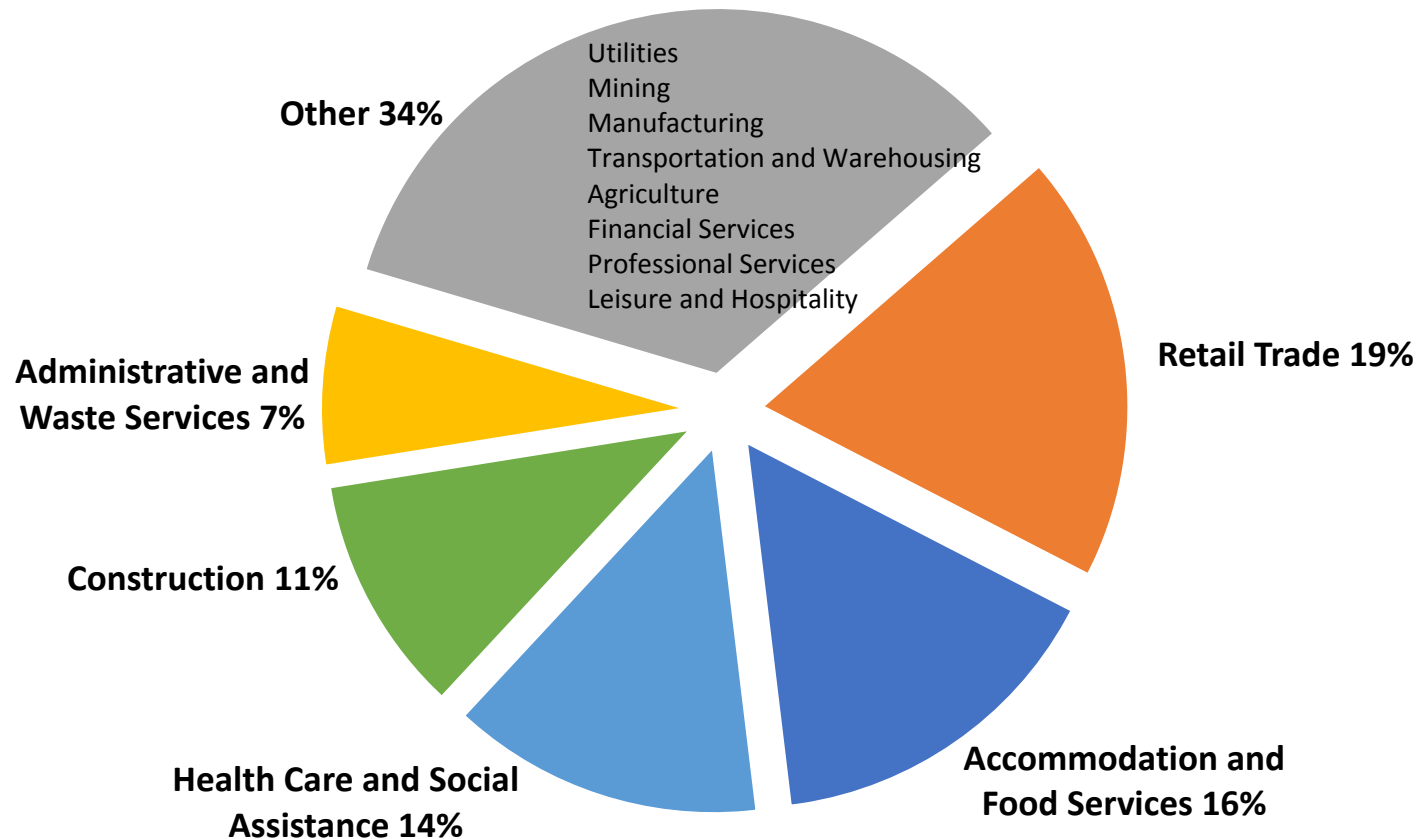
Largest Industries by Wages, 2015

Billions of Dollars



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Chart 1: Southwest Florida Employment by Industry, 2015



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

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Fastest Growing Industries by Employment

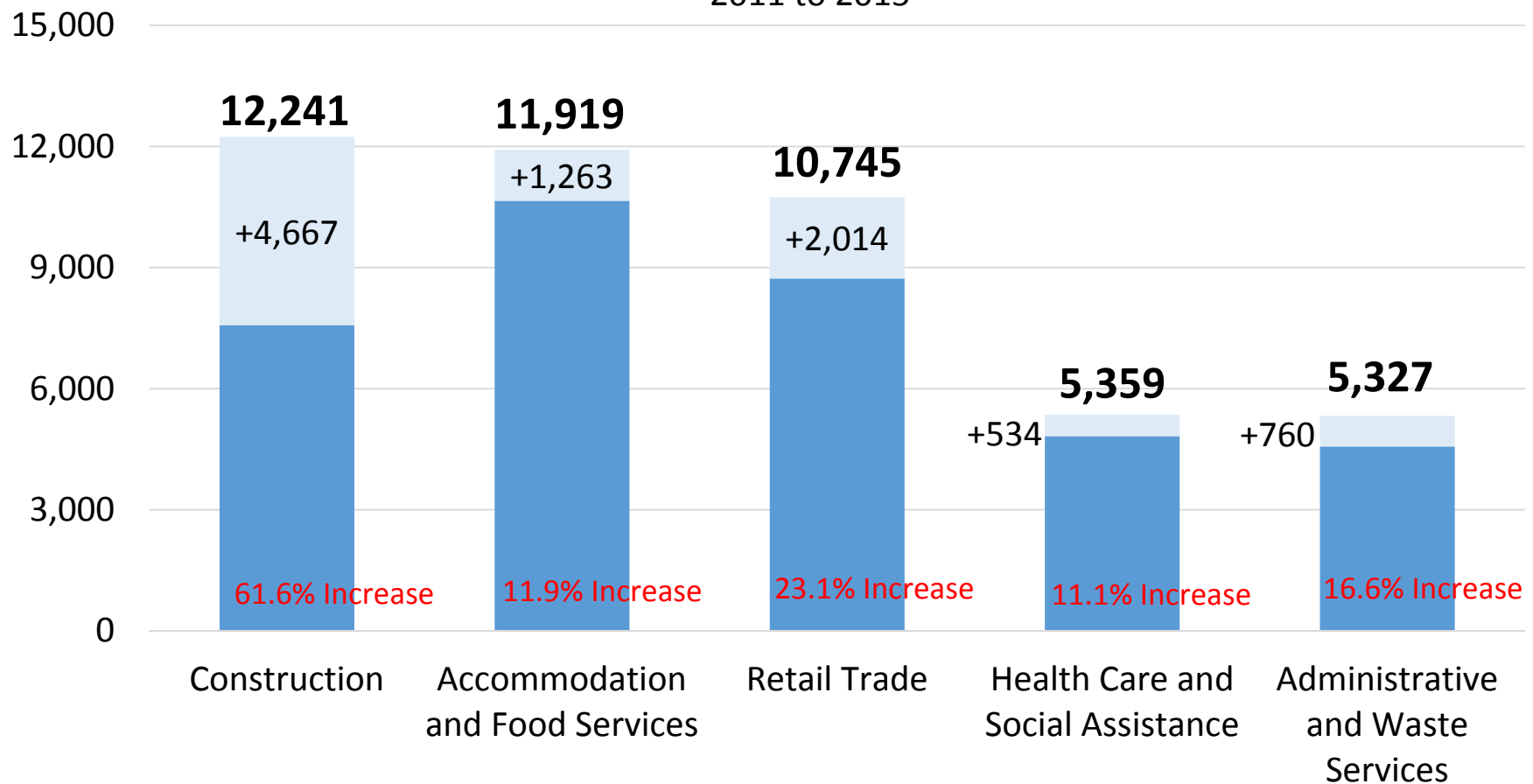
2010 to 2014



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Fastest Growing Industries by Employment

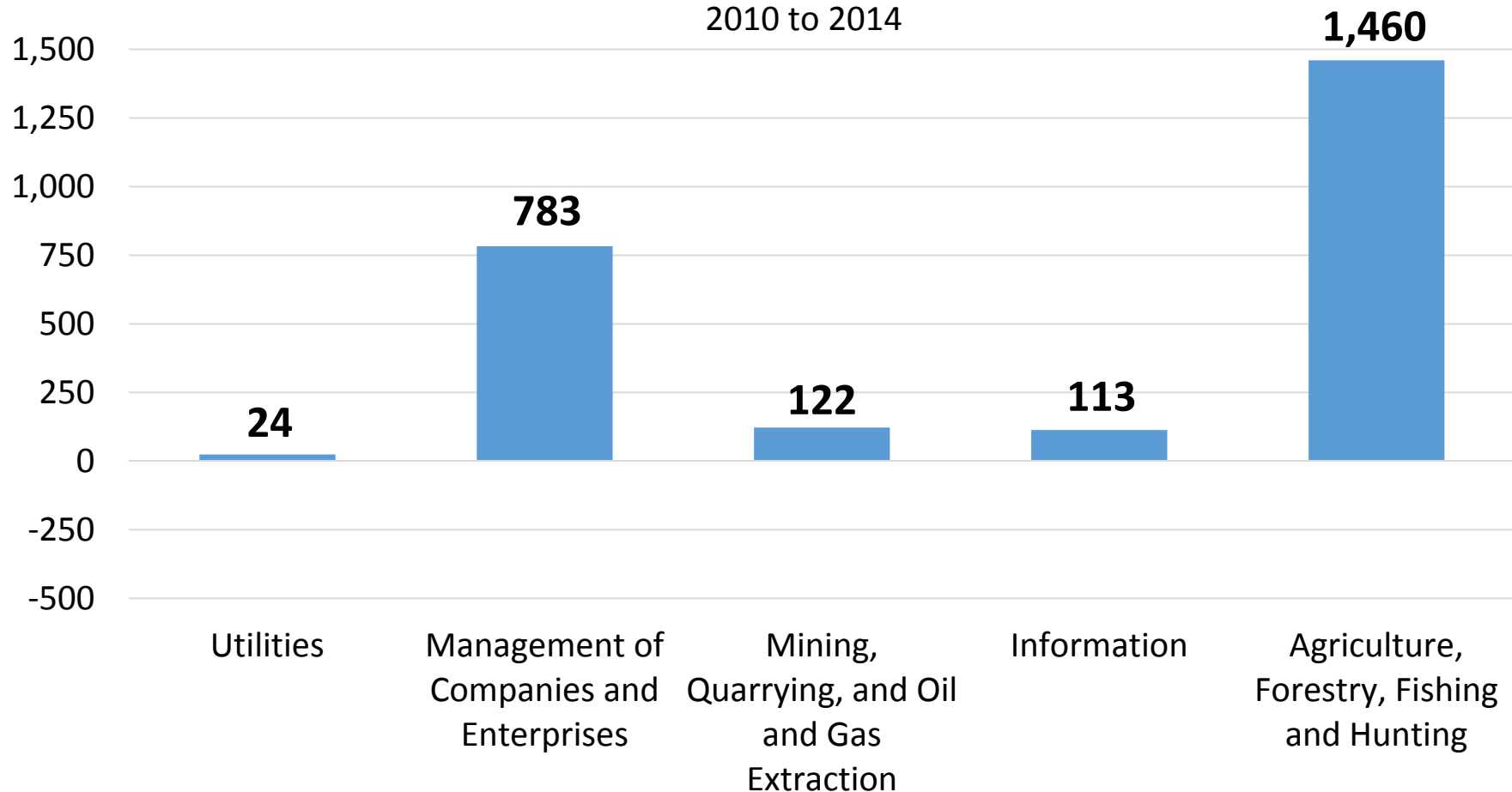
2011 to 2015



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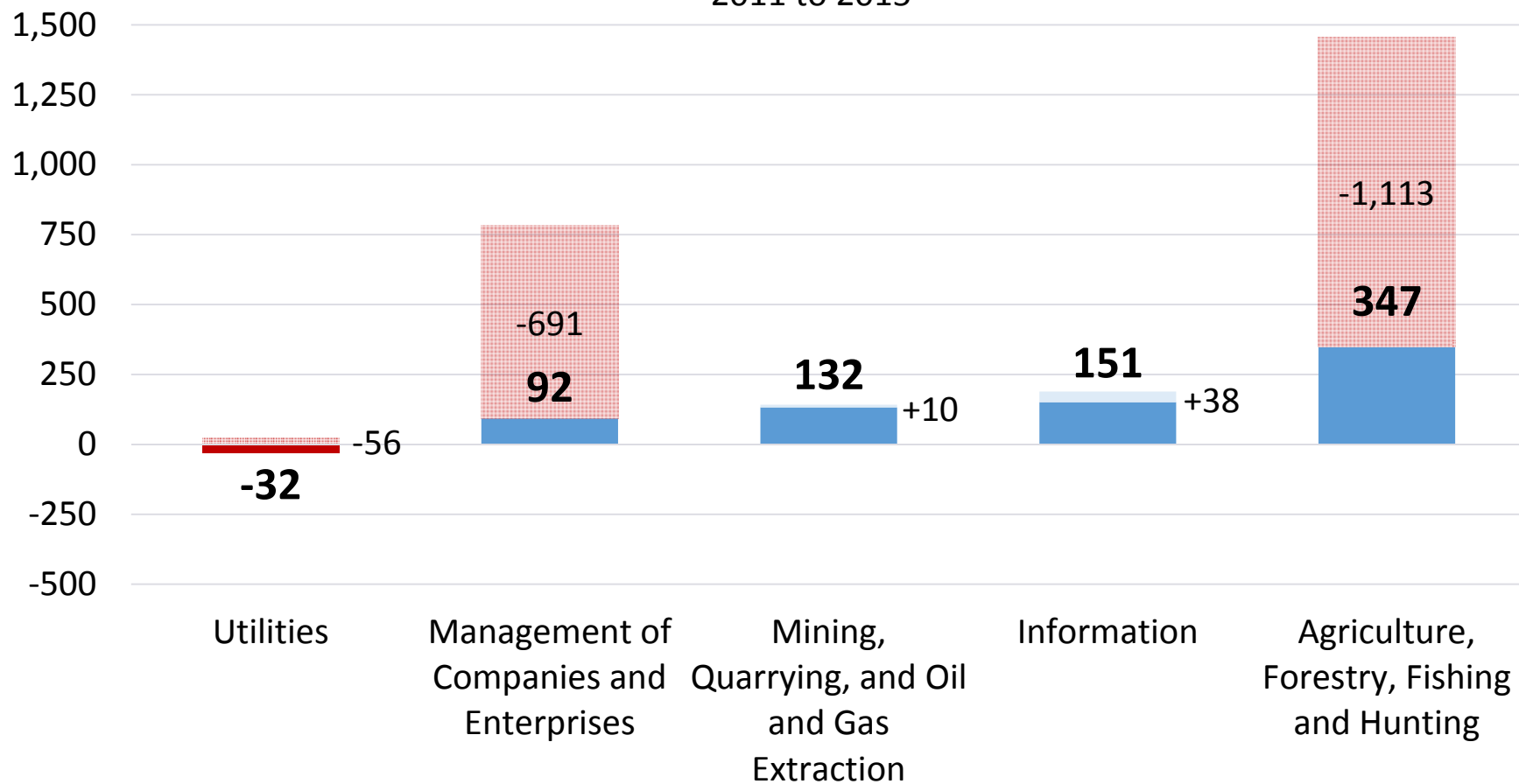
Slowest Growing Industries by Employment

2010 to 2014



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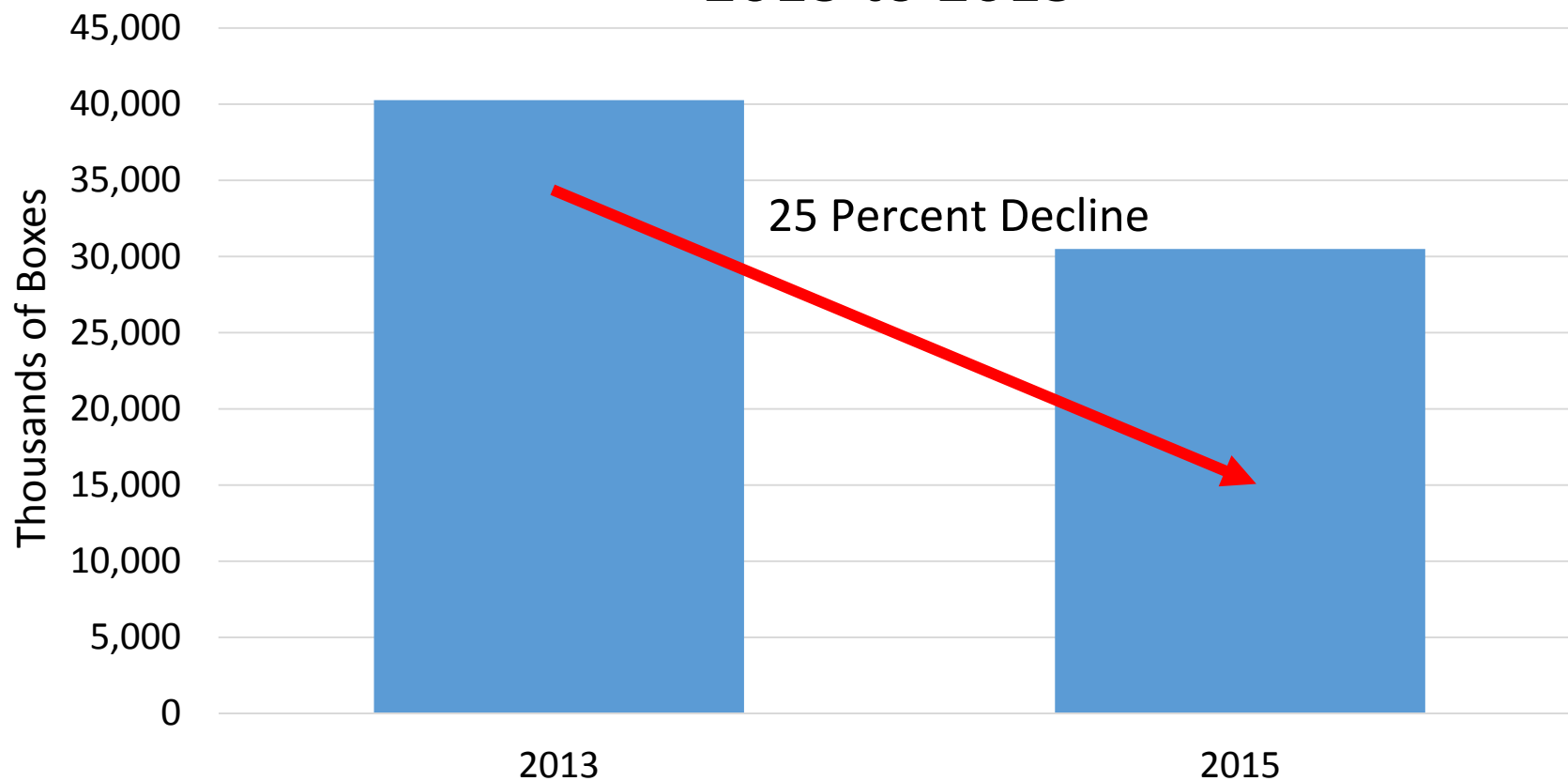
Slowest Growing Industries by Employment 2011 to 2015



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Southwest Florida Citrus Production

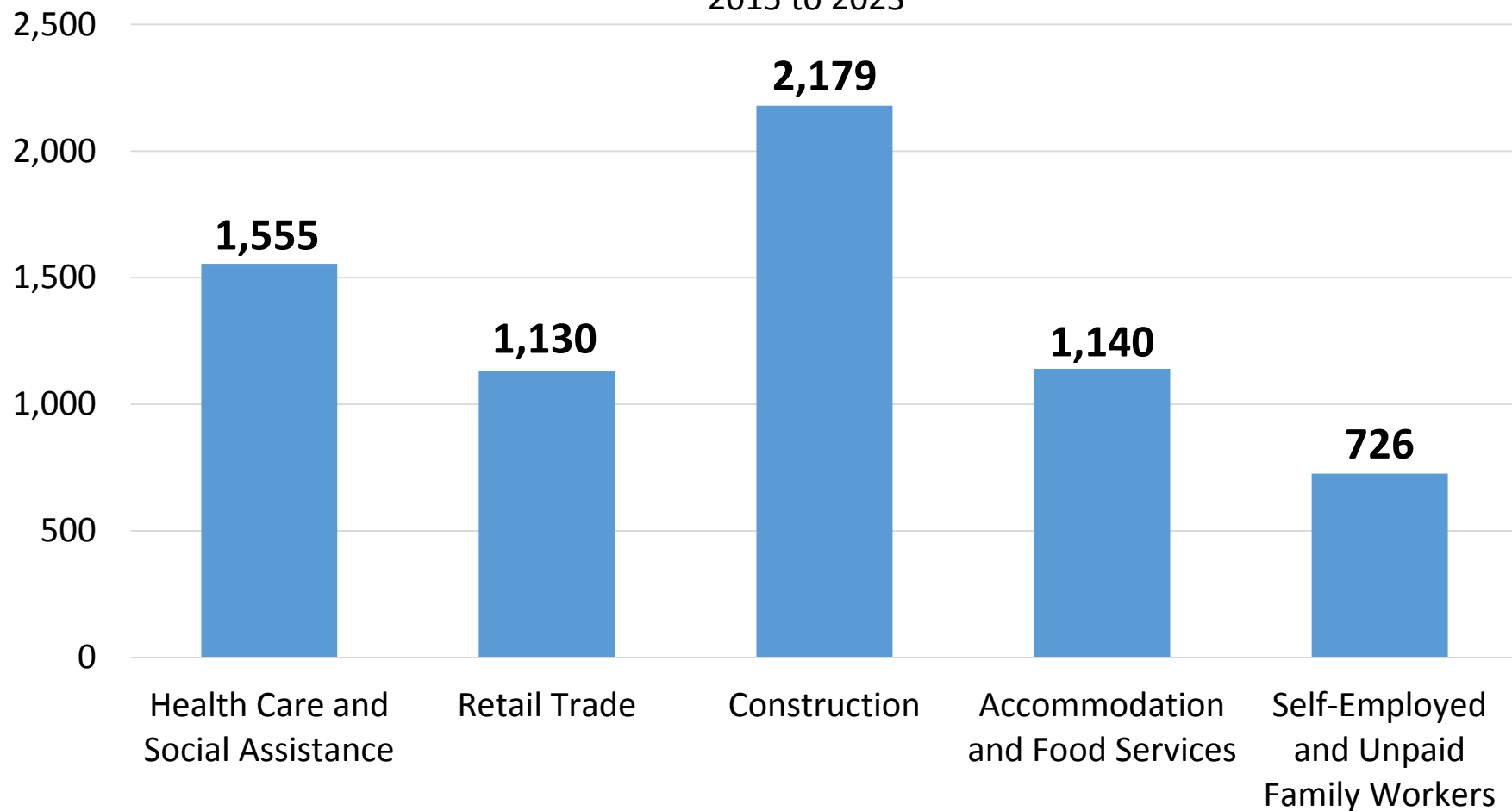
2013 to 2015



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Fastest Projected Growing Industries by Employment

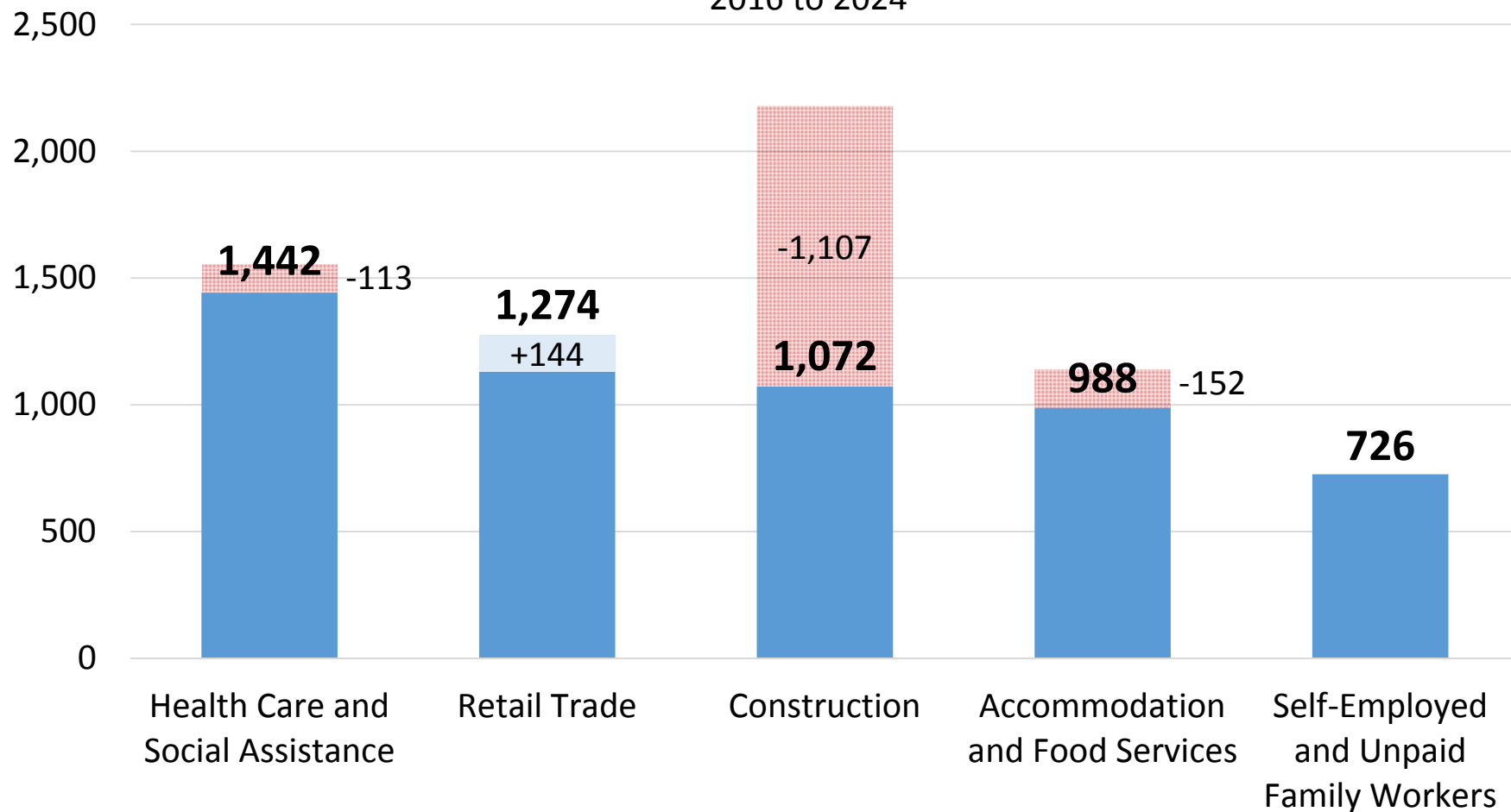
2015 to 2023



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Fastest Projected Growing Industries by Employment

2016 to 2024



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Top Employment Gaps Summer 2016				
Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
First-Line Supervisors of Retail Sales Workers	-317	8,604	\$19.34	PS Adult Voc
First-Line Supervisors of Food Preparation and Serving Workers	-288	4,029	\$15.66	PS Adult Voc
Retail Salespersons	-262	24,434	\$11.11	HS/GED
Maintenance and Repair Workers, General	-154	5,406	\$16.32	PS Adult Voc
First-Line Supervisors of Construction Trades and Extraction Workers	-150	3,486	\$26.08	Some College
Landscaping and Groundskeeping Workers	-140	11,858	\$11.10	Less HS/GED
Securities, Commodities, and Financial Services Sales Agents	-123	724	\$34.64	Bachelor's
Registered Nurses	-114	9,364	\$29.49	Some College
First-Line Supervisors of Office and Administrative Support Workers	-108	4,285	\$22.32	Some College
Physical Therapists	-107	838	\$40.68	Doctorate

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

WORKFORCE NOW 2016

CURRENT EMPLOYMENT GAPS BY MAJOR OCCUPATIONAL GROUP Healthcare Practitioners and Technical Occupations Summer 2016

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
Registered Nurses	-114	9,364	\$29.49	Some College
Physical Therapists	-107	838	\$40.68	Master's or Higher
Speech-Language Pathologists	-97	401	\$37.41	Master's or Higher
Occupational Therapists	-47	338	\$42.38	Master's or Higher
Family and General Practitioners	-34	1,006	\$94.59	Master's or Higher
Physician Assistants	-29	386	\$48.77	Bachelor's
Medical and Clinical Laboratory Technologists	-20	433	\$27.73	Some College
Dentists, General	-20	672	\$61.03	Master's or Higher
Pharmacists	-10	962	\$59.12	Master's or Higher
Dietitians and Nutritionists	-9	178	\$25.61	Bachelor's

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

WORKFORCE NOW 2016

CURRENT EMPLOYMENT GAPS BY MAJOR OCCUPATIONAL GROUP Food Preparation and Service Occupations

Summer 2016

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
First-Line Supervisors of Food Preparation and Serving Workers	-288	4,029	\$15.66	PS Adult Voc
Combined Food Preparation and Serving Workers, Including Fast Food	-82	11,736	\$9.17	Less HS/GED
Dishwashers	-37	2,564	\$9.28	Less HS/GED
Dining Room and Cafeteria Attendants and Bartender	-17	2,649	\$9.44	Less HS/GED
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	-17	2,187	\$10.09	Less HS/GED
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	-10	1,681	\$9.04	Less HS/GED

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

WORKFORCE NOW 2016

CURRENT EMPLOYMENT GAPS BY MAJOR OCCUPATIONAL GROUP Construction and Extraction Occupations

Summer 2016

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
First-Line Supervisors of Construction Trades and Extraction Workers	-150	3,486	\$26.08	Some College
Carpenters	-64	6,188	\$17.68	PS Adult Voc
Electricians	-55	2,432	\$17.86	PS Adult Voc
Sheet Metal Workers	-38	679	\$15.17	PS Adult Voc
Plumbers, Pipefitters, and Steamfitters	-32	1,848	\$18.89	PS Adult Voc
Drywall and Ceiling Tile Installers	-29	535	\$14.27	PS Adult Voc
Tile and Marble Setters	-22	722	\$17.81	PS Adult Voc
Roofers	-16	2,062	\$15.22	PS Adult Voc
Painters, Construction and Maintenance	-13	3,234	\$14.44	PS Adult Voc
Construction and Building Inspectors	-13	452	\$27.69	PS Adult Voc

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

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CURRENT EMPLOYMENT GAPS BY MAJOR OCCUPATIONAL GROUP
Sales and Related Occupations
Summer 2016

Occupation	Supply Gap	Current Employment	Median Wage	Minimum Education
First-Line Supervisors of Retail Sales Workers	-317	8,604	\$19.34	PS Adult Voc
Retail Salespersons	-262	24,434	\$11.11	HS/GED
Securities, Commodities, and Financial Services Sales Agents	-123	724	\$34.64	Bachelor's
Demonstrators and Product Promoters	-105	255	\$10.63	HS/GED
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	-89	4,395	\$20.79	PS Adult Voc Some
First-Line Supervisors of Non-Retail Sales Workers	-47	1,075	\$30.48	College
Insurance Sales Agents	-46	1,752	\$22.21	PS Adult Voc
Real Estate Sales Agents	-43	3,870	\$17.98	PS Adult Voc
Sales Representatives, Services, All Other	-33	4,473	\$25.08	HS/GED
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	-26	549	\$32.57	PS Adult Voc

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

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Top 10 Long-Term Growth Occupations

2015 to 2023

Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Retail Salespersons	1,369	24,434	\$11.11	HS/GED
Waiters and Waitresses	1,047	15,853	\$9.21	Less HS/GED
Combined Food Preparation and Serving Workers, Including Fast Food	775	11,736	\$9.17	Less HS/GED
Cashiers	692	13,071	\$9.42	HS/GED
Landscaping and Groundskeeping Workers	592	11,858	\$11.10	Less HS/GED
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	460	11,579	\$14.75	PS Adult Voc
Registered Nurses	426	9,364	\$29.49	Some College
Carpenters	369	6,188	\$17.68	PS Adult Voc
Customer Service Representatives	365	7,443	\$14.67	PS Adult Voc
Construction Laborers	362	5,593	\$13.18	Less HS/GED

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

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Top 10 Adult Vocational Growth Occupations

2015 to 2023

Occupation	Average Annual Growth	Current Employment	Median Wage
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	460	11,579	\$14.75
Carpenters	369	6,188	\$17.68
Customer Service Representatives	365	7,443	\$14.67
Cooks, Restaurant	309	6,750	\$11.37
Nursing Assistants	308	5,865	\$12.61
First-Line Supervisors of Retail Sales Workers	301	8,604	\$19.34
First-Line Supervisors of Food Preparation and Serving Workers	214	4,029	\$15.66
Painters, Construction and Maintenance	212	3,234	\$14.44
Maintenance and Repair Workers, General	200	5,406	\$16.32
Roofers	172	2,062	\$15.22

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

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Top 10 Some College Growth Occupations

2015 to 2023

Occupation	Average Annual Growth	Current Employment	Median Wage
Registered Nurses	426	9,364	\$29.49
First-Line Supervisors of Construction Trades and Extraction Workers	218	3,486	\$26.08
First-Line Supervisors of Office and Administrative Support Workers	191	4,285	\$22.32
Construction Managers	184	3,661	\$34.86
Bookkeeping, Accounting, and Auditing Clerks	169	5,279	\$16.47
General and Operations Managers	162	3,755	\$45.91
Farmers, Ranchers, and Other Agricultural Managers	118	7,358	\$32.30
Property, Real Estate, and Community Association Managers	118	2,797	\$26.85
Business Operations Specialists, All Other	107	2,703	\$28.41
Cost Estimators	92	1,031	\$25.17

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

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Top 10 Bachelor's or Higher Growth Occupations

2015 to 2023

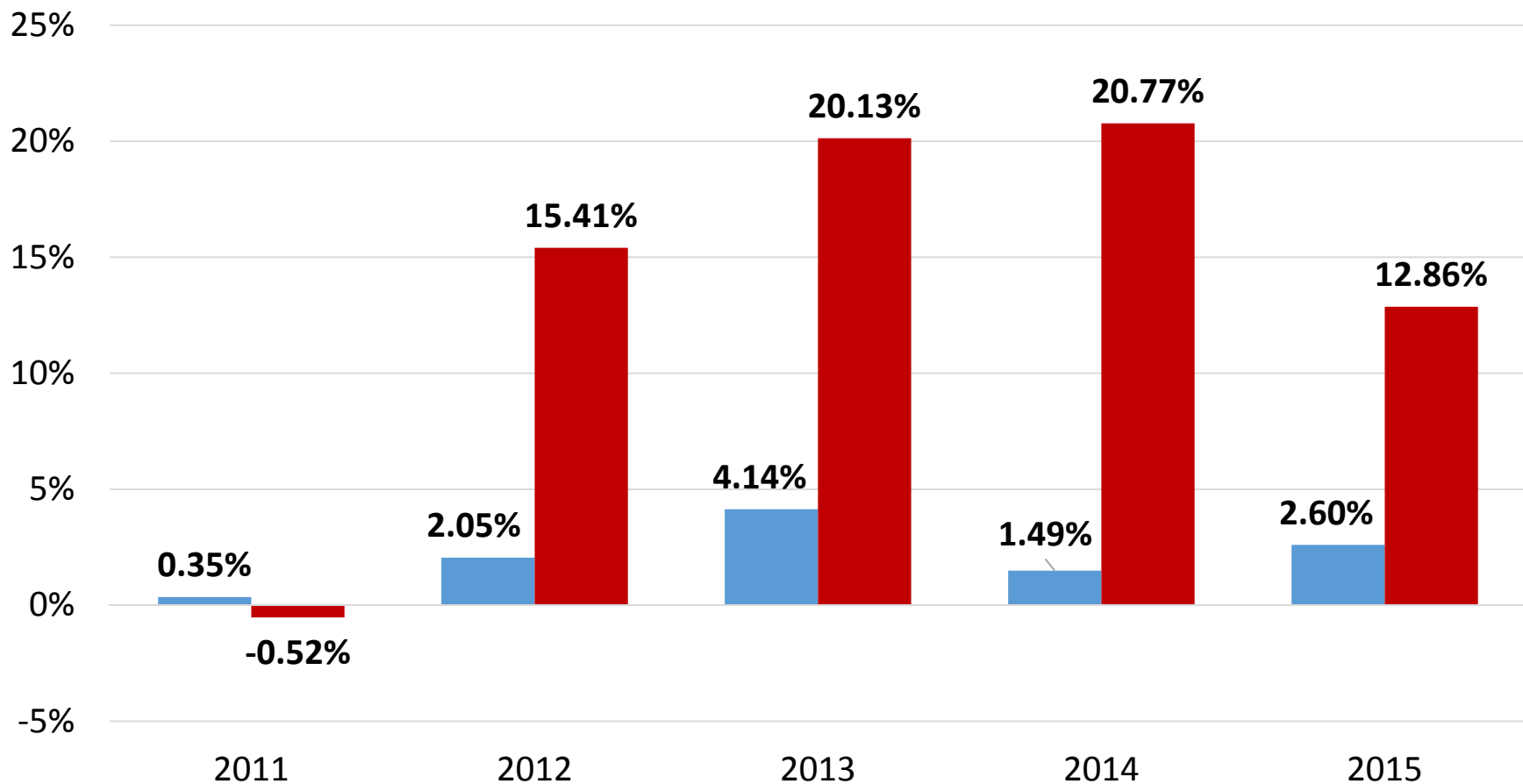
Occupation	Average Annual Growth	Current Employment	Median Wage	Minimum Education
Elementary School Teachers, Except Special Education	208	3,960	\$29.54	Bachelor's
Accountants and Auditors	189	3,668	\$29.03	Bachelor's
Secondary School Teachers, Except Special and Career/Technical Education	112	2,240	\$30.86	Bachelor's
Middle School Teachers, Except Special and Career/Technical Education	104	1,973	\$29.73	Bachelor's
Management Analysts	90	1,710	\$34.04	Bachelor's
Lawyers	65	1,809	\$39.83	Master's or higher
Family and General Practitioners	47	1,006	\$94.59	Master's or higher
Physical Therapists	47	838	\$40.68	Master's or higher
Kindergarten Teachers, Except Special Education	44	737	\$28.79	Bachelor's
Civil Engineers	43	685	\$39.06	Bachelor's

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

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Wage and Housing Prices

Collier County



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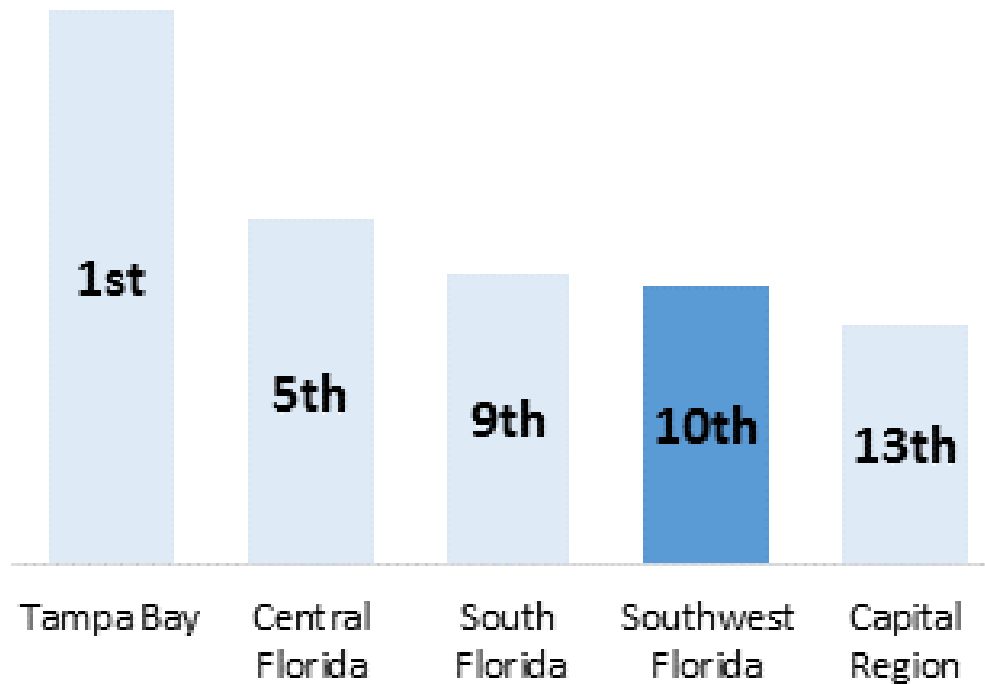
- Industry Diversification Index
- Based on the Gini Coefficient

$$FGCU \text{ Industry Diversification Index} = -10 * \left[1 - \left(1 + \frac{1}{N} - \left(\frac{2}{N^2 \bar{a}} \right) \left(\sum_{i=1}^N ia_{(i)} \right) \right) \right]$$

- For more information, see lutgert.fgcu.edu/IDP

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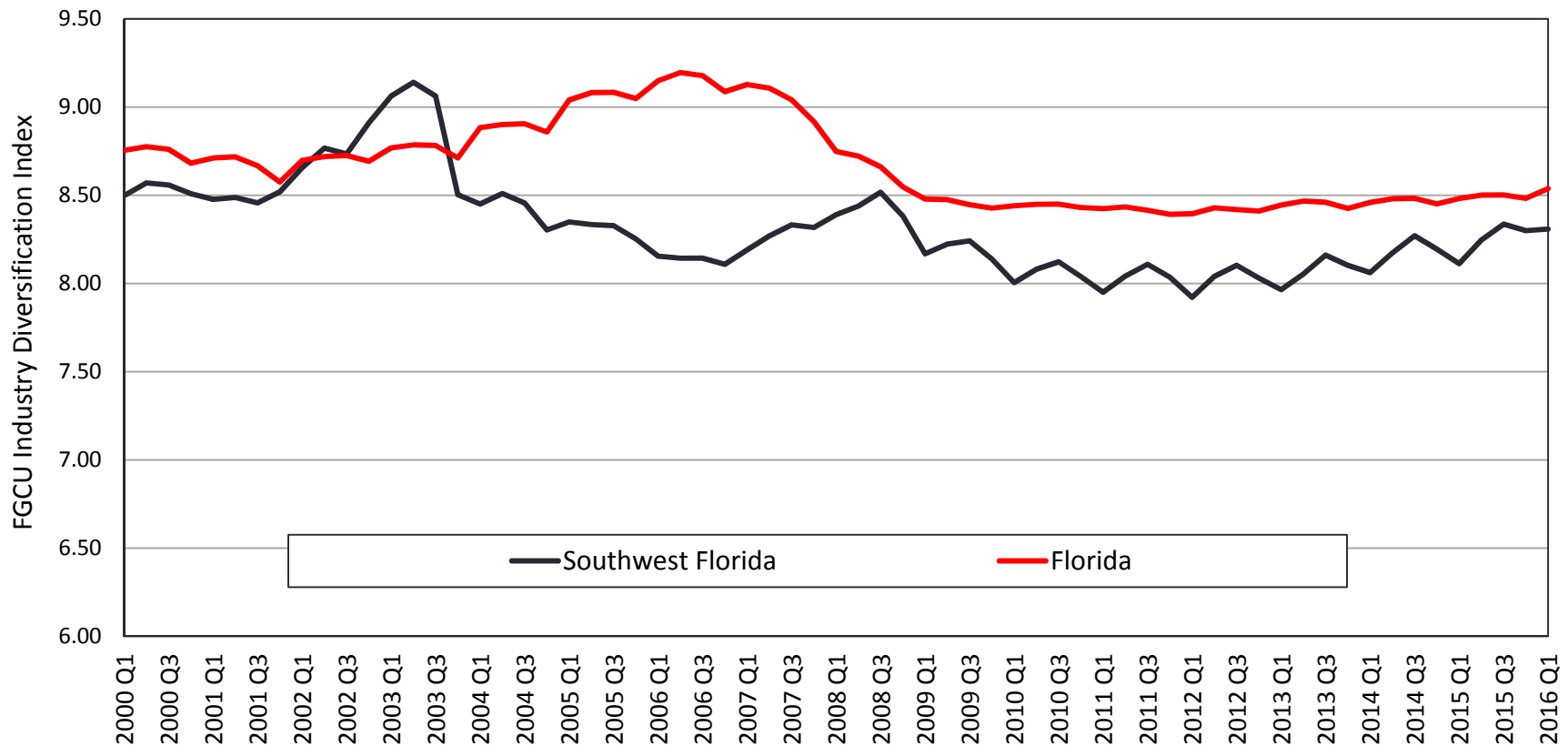
Major Workforce Regions



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Chart 16: Southwest Florida

Industry Diversification from 2000 Q1 to 2016 Q1



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

Key Points In Summary

- Some key takeaways:
 - The regional economy is consistent and growing
 - Increase of 1,353 in current employment gap since 2015
 - > 50% of the gap is comprised of positions below the HSHW threshold
 - The gap in RNs has declined from 534 unfilled positions to 114.
 - Important to also recognize gaps as a percentage of positions in the field
 - Average annual wage
 - SWFL = \$40,189
 - State = \$45,562
 - Nation = \$52,876

Questions

- Questions? Comments? Concerns?
- Reports available at www.fgcu.edu/cob/reri/wfn
- You can reach us at the following:
 - Dr. John Meyer: jmeyer@hodges.edu
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