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Cape Coral • Fort Myers

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METRO SKILLS REPORT

Targeting workforce development to regional skills gaps and high wage potential

- **This metro skills report** completes and evaluates the balance between skillset supply and demand in the Cape Coral-Fort Myers metro market.
- Cape Coral-Fort Myers's workforce is first divided into "**Career Areas**" which represent a collection of similarly skilled workers, rather than industries.
- All career areas are evaluated and compared to display the **gap between workforce supply and employer demand** in Cape Coral-Fort Myers. Career areas are ranked by the volume of supply shortages or surpluses.
- From amongst the career areas with the largest supply shortages, four **target career areas** are identified. These areas are then profiled for the **competencies and skills** which Cape Coral-Fort Myers employers find hardest to find.



Identifying target career areas in Cape Coral-Fort Myers

THE CRITERIA USED to identify these target career areas include:

- High-volume shortages of in-demand competencies and skills observed in the career area.
- Advertised wage rates significantly exceeding state averages.
- Very strong historical job growth and expectation for continued growth as evidenced by high demand relative to supply.
- A wide array of career entry and growth opportunities supporting workforce transitions, training, and upskilling/reskilling initiatives.



Cape Coral-Fort Myers Target Career Areas

THE FOLLOWING FOUR CAREER AREAS demonstrate significant supply shortages in comparison to demand in the Cape Coral-Fort Myers, FL MSA. Cape Coral-Fort Myers workers and stakeholders can understand the competencies and skills highlighted on the following pages today to align with the active and unmet demand of Cape Coral-Fort Myers's employers.



Healthcare



IT/Math

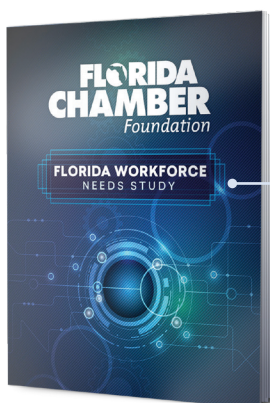


Business/Finance



Architecture/Engineering

*Upskilling Cape Coral-Fort Myers's workers with **hard-to-find skills** will increase the likelihood of **career opportunities** as the regional economy continues to grow in areas requiring personal, technical, and digital skillsets.*



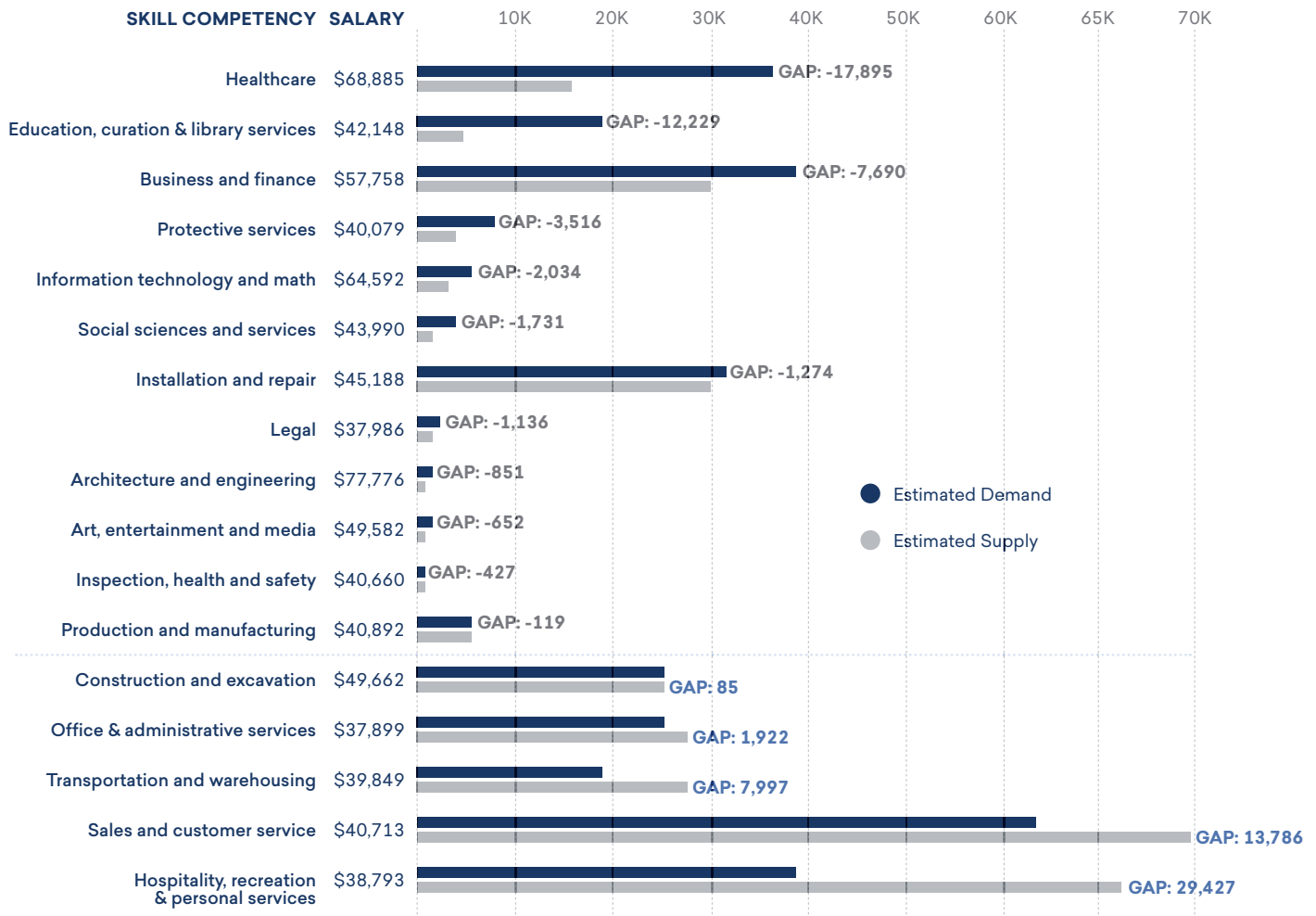
Additional Resources

A STATEWIDE SKILLS REPORT CAN BE FOUND [HERE](#).

For more information on the evolution of skills work, real-time data analysis, and Emsi, visit skills.emsidata.com and economicmodeling.com

Cape Coral-Fort Myers Supply and Demand by Career Area, with Median Posted Salary





LISTED IN ORDER OF DEMAND-SUPPLY GAP SIZE; BOTTOM LABELS INDICATE MEDIAN ADVERTISED SALARY FROM POSTINGS, TOP INDICATE DEMAND SUPPLY-GAP



Source: Emsi Skills

Top skills gaps for each career area are evaluated in full below. The four career areas are shown in the following table:

TARGET CAREER AREAS AND EXAMPLE SUB-AREAS

CAREER AREA	EXAMPLES
 Healthcare	Nursing, medical technology, therapy, medical support
 Business/Finance	Financial services, quality/compliance, social sciences, process improvement
 IT/Math	Software development, cloud data modeling, information security
 Architecture/Engineering	Mathematics, electronics, drafting/CAD, industrial/mechanical engineering

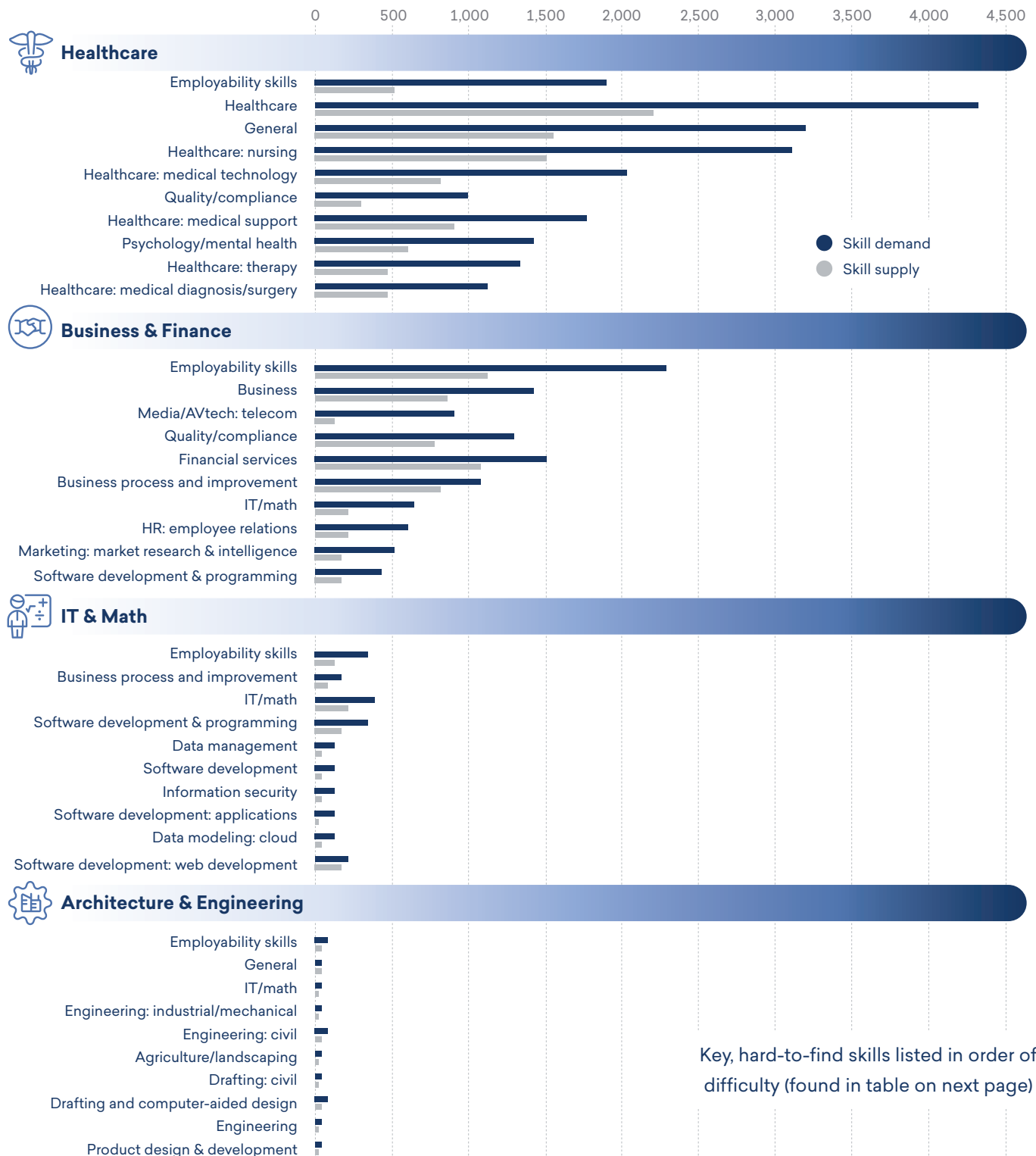


The Importance of Skills Training

THE FOLLOWING LIST of core competencies and hard-to-find skills represents the evolution of understanding employer demand in Cape Coral-Fort Myers. By analyzing the skills demanded by employers in job postings, transitioning workers can prioritize their education or training to increase chances of prosperity in the job market.

Cape Coral-Fort Myers Top Competency Gaps In Target Career Areas

LISTED IN ORDER OF DEMAND-SUPPLY GAP SIZE



Key, hard-to-find skills listed in order of difficulty (found in table on next page)

Key Hard-to-Find Skills in Cape Coral-Fort Myers, Listed in Order of Difficulty, by Career Area

IN TARGET CAREER AREAS, LISTED IN ORDER OF DEMAND-SUPPLY GAP SIZE

CAREER AREA	COMPETENCY	KEY, HARD-TO-FIND SKILLS, LISTED IN ORDER OF DIFFICULTY
 Healthcare	Healthcare	Acute Care, Advanced Cardiovascular Life Support (ACLS), Alzheimer's Disease
	Healthcare: Nursing	Licensed Practical Nurse, Nursing Care, Nursing Practices
	General	Cardiopulmonary Resuscitation (CPR), Constructive Feedback, Medicaid
	Healthcare: Medical Technology	Certified Hemodialysis Technician, Hemodialysis, Sonographer
	Financial Services	Long-Term Care Insurance
	Psychology/Mental Health	Developmental Disabilities, Mental Health, Psychiatry
	Healthcare: Medical Support	Care Planning, Certified Medical Assistant, Patient Care Technician
	Employability Skills	Critical Thinking, Professionalism, Teamwork
	Business Process and Improvement	Operations Management, Performance Improvement
	Healthcare: Therapy	Registered Respiratory Therapist, Respiratory Care, Respiratory Therapy
 Business & Finance	Financial Services	Series 7 General Securities Representative License (Stockbroker), Truth In Lending Act, Underwriting
	IT/Math	Computer Science, Self Service Technologies
	Software Development & Programming	Scripting, Software Product Management
	Data Warehousing & Management	SQL (Programming Language)
	Data Science and Statistics	SAS (Software), Statistics
	Retail/Customer Service	Category Management, Merchandising
	Law	Tax Laws
	Hospitality/Food Services	Restaurant Operation
	Finance	Certified Public Accountant, Financial Planning, Tax Return
	Accounting	Accounting, Balance Sheet, General Ledger

Key Hard-to-Find Skills, continued

CAREER AREA	COMPETENCY	KEY, HARD-TO-FIND SKILLS, LISTED IN ORDER OF DIFFICULTY
 IT/Math	General	Data/Record Logging, Internet Services
	Employability Skills	Organizational Skills, Punctuality, Teamwork
	Business Process and Improvement	Business Process
	IT/Math	Product Information Management, Software Systems, System Information
	Software Development & Programming	Scripting, Software Configuration Management, Software Engineering
	Data Warehousing & Management	Database Systems, SQL (Programming Language), Windows PowerShell
	Data Management	Data Sharing, Information Systems
	Network Admin & Support	Network Control, Network Switches, Wide Area Networks
	Software Development: .Net	.NET Framework, ASP.NET, ASP.NET MVC Framework
	Data Modeling: Cloud	Amazon Web Services, Apache Hadoop, NoSQL
 Architecture & Engineering	Software Development & Programming	User Experience Design (UX)
	Electrical/Electronics	Electrical Engineering, Synchro
	Sciences: Life Sciences	Biological Engineering
	Engineering: Civil	Structural Engineering, Vissim (Mathematical Modeling)
	Agriculture/Landscaping	Agricultural Engineering, Grading (Landscape), Water Distribution
	Engineering: Industrial/Mechanical	Corrective And Preventive Action (CAPA), Mechanical Engineering, Programmable Logic Controllers
	Product Design & Development	Engineering Design Process, Product Management
	Marketing: UI/UX	User Experience
	Software Development: UI/UX Design	Interaction Design, User Interface
	Utilities/Energy/Waste	Sanitary Sewer, Wastewater

Source: Emsi Skills and BLS employment