

# JACKSONVILLE

## METRO SKILLS REPORT

### Targeting workforce development to regional skill gaps and high wage potential

- **This metro skills report** completes and evaluates the balance between skillset supply and demand in the Jacksonville metro market.
- Jacksonville'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 Jacksonville. 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 Jacksonville employers find hardest to find.



# Identifying target career areas in Jacksonville

**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.



## Jacksonville Target Career Areas

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



**Healthcare**



**IT/Math**



**Business/Finance**

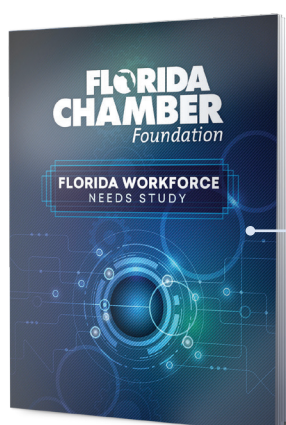


**Architecture/Engineering**

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*Upskilling Jacksonville'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.*

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## Additional Resources

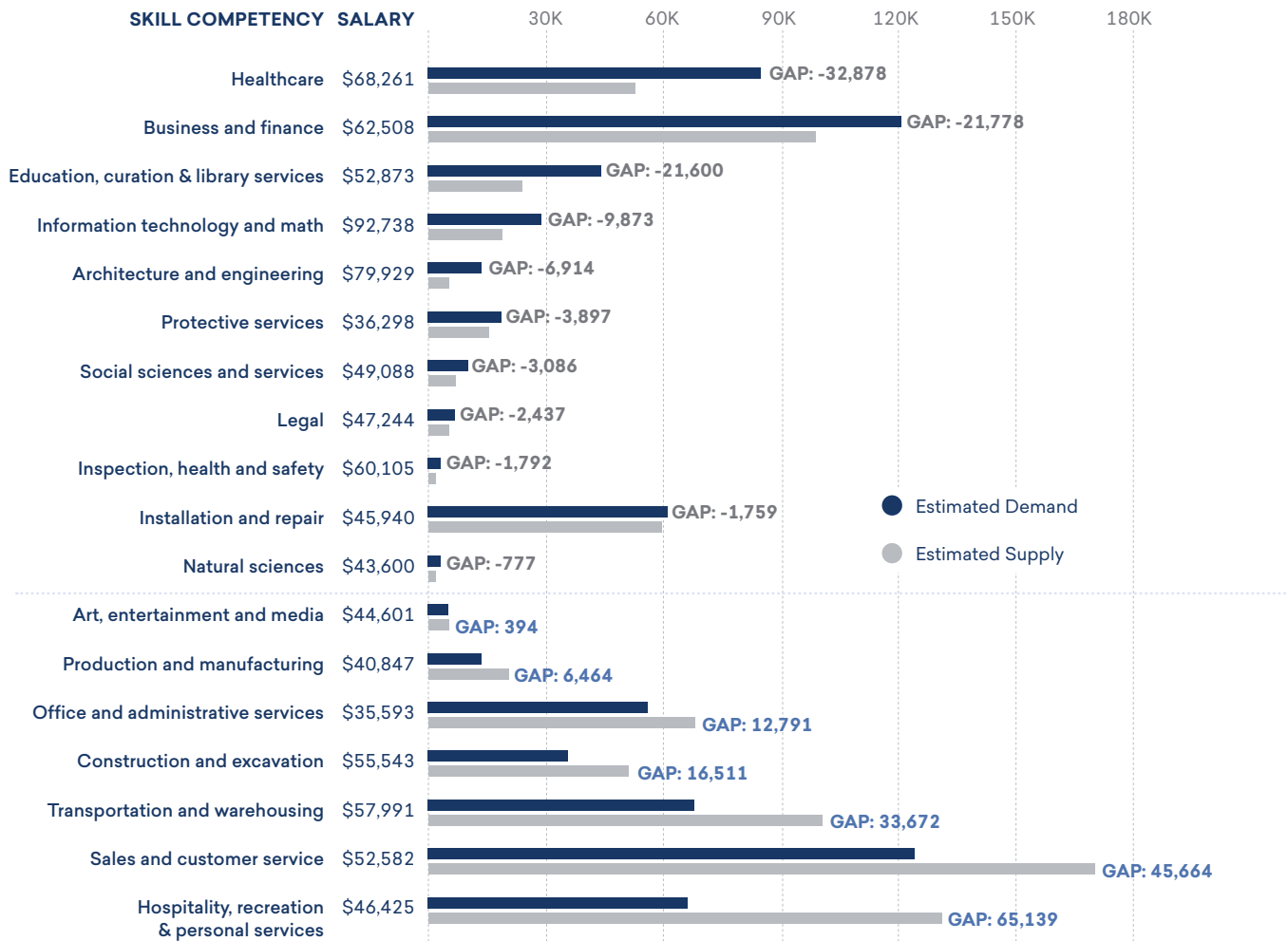
**A STATEWIDE SKILLS REPORT CAN BE FOUND [HERE](#).**

For more information on the evolution of skills work, real-time data analysis, and Emsi, visit [skills.emsidata.com](https://skills.emsidata.com) and [economicmodeling.com](https://economicmodeling.com)



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

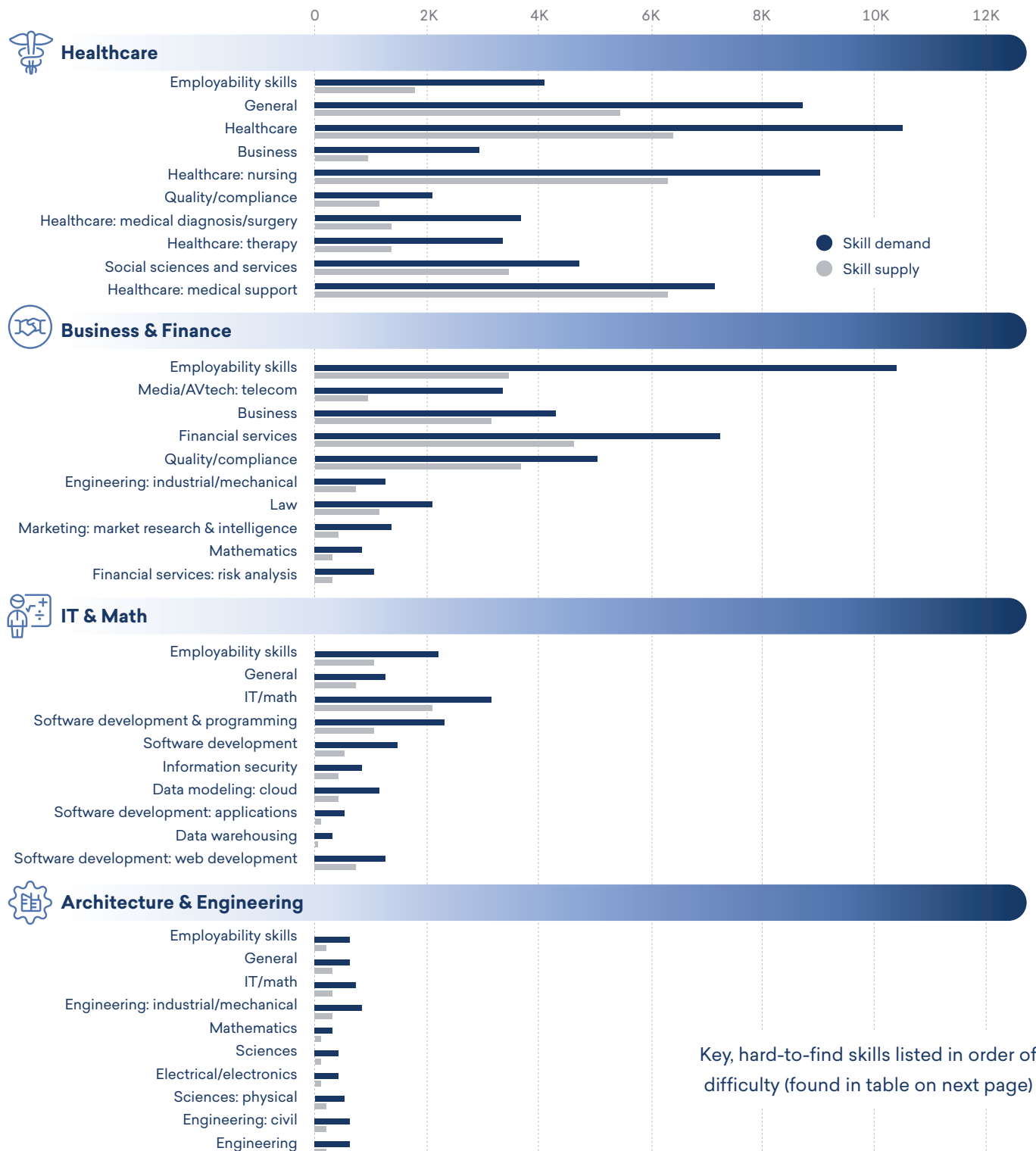


# The Importance of Skills Training

**THE FOLLOWING LIST** of core competencies and hard-to-find skills represents the evolution of understanding employer demand in Jacksonville. 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.

## Jacksonville 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 Jacksonville, 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
 <b>Healthcare</b>	Employability Skills	Detail Oriented, Oral Communication, Visual Acuity
	General	Computer Terminals, Good Driving Record, Valid Driver's License
	Healthcare	Dialysis, Medical Privacy, Pediatrics
	Healthcare: Nursing	Licensed Practical Nurse, Nurse Practitioner, Nursing Diagnosis
	Healthcare: Medical Diagnosis/Surgery	Family Medicine, Primary Care, Surgical Procedures
	Social Sciences and Services	Care Standards Act 2000, Case Management, Psychosocial Assessments
	Healthcare: Medical Technology	Hemodialysis, Medical Laboratory, Ultrasound
	Healthcare: Therapy	Certificate Of Clinical Competence In Speech-Language Pathology (CCC-SLP), Respiratory Care, Treatment Planning
	Healthcare: Pharmacy Services	Admixtures, Certified Pharmacy Technician, Pharmacy Operations
	Healthcare: Medical Support	Care Planning, Caregiving, Patient Care Technician
 <b>Business &amp; Finance</b>	Employability Skills	Detail Oriented, Enthusiasm, Influencing Skills
	General	Medicare, Product Lining, Warehousing
	Financial Services	Mortgage Loans, Series 7 General Securities Representative License (Stockbroker), Underwriting
	Quality/Compliance	Auditing, Internal Auditing
	Software Development & Programming	Scripting
	Sales	Phone Sales, Selling Techniques
	Business Strategy and Leadership	Governance, Industrial Management, Program Management
	Accounting: Auditing	Certified Internal Auditor
	Data Science and Statistics	Quantitative Research, SAS (Software)
	Accounting	Accounting, Balance Sheet, Billing

## Key Hard-to-Find Skills, continued

CAREER AREA	COMPETENCY	KEY, HARD-TO-FIND SKILLS, LISTED IN ORDER OF DIFFICULTY
 <b>IT/Math</b>	General	Performance Testing, Security Controls, Workstations
	Software Development & Programming	React.js, Scripting, Software Development
	IT/Math	Atlassian Confluence, JIRA, Node.js
	Software Development	Continuous Delivery, Continuous Integration, Debugging
	Information Security	Certified Information Systems Security Professional, CompTIA Network+, Firewall
	Data Modeling: Cloud	Apache Maven, Jenkins, Microsoft Azure
	System Implementation	Business Requirements
	Software Development: Web Development	Cascading Style Sheets (CSS), Java (Programming Language), Java Platform Enterprise Edition (J2EE)
	Software Development: .Net	.NET Framework, ASP.NET
	Unknown/Other	Vulnerability
 <b>Architecture &amp; Engineering</b>	General	Electronics, Industry Practices, Microwaves
	IT/Math	Automation, Computer Science, Linux
	Engineering: Industrial/Mechanical	Design Verification, Engineering Statics, Manufacturing Processes
	Engineering: Civil	Soil Mechanics, Structural Engineering, Traffic Engineering
	Sciences	Chemistry, Radar, Selenium
	Electrical/Electronics	Electrical Engineering, Optics, Power Distribution
	Mathematics	Integral Calculus, Mathematical Sciences, Mathematics
	Sciences: Physical	Geology, Physics, Thermodynamics
	Production/Manufacturing/Mechanics	Machining, Mechanical Assembly
	Engineering	Hydraulics, Tolerance Analysis

Source: Emsi Skills and BLS employment