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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 Miami-Fort Lauderdale-Pompano Beach metro market.
- Miami-Fort Lauderdale-Pompano Beach'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 Miami-Fort Lauderdale-Pompano Beach. 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 Miami-Fort Lauderdale-Pompano Beach employers find hardest to find.



Identifying target career areas in Miami-Fort Lauderdale-Pompano Beach

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.



Miami-Fort Lauderdale-Pompano Beach Target Career Areas

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

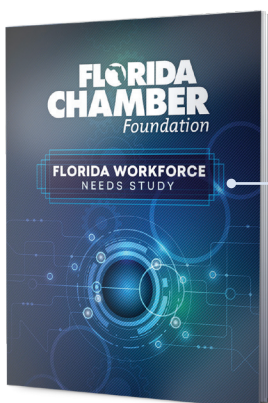
 **Education/Curation/Library Services**

 **Healthcare**

 **Business/Finance**

 **IT/Math**

*Upskilling Miami-Fort Lauderdale-Pompano Beach'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.*



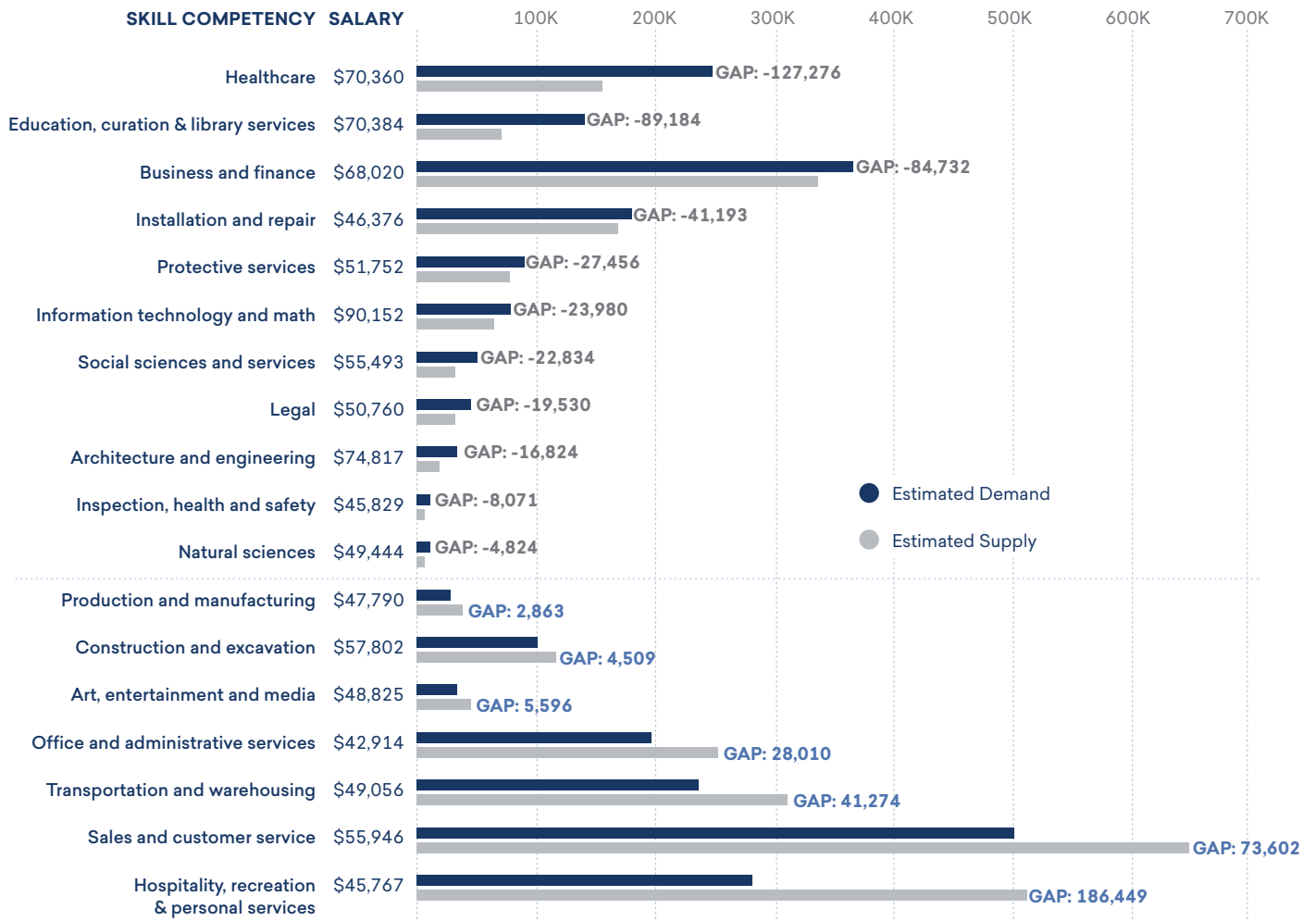
Additional Resources

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

Miami-Fort Lauderdale-Pompano Beach 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
 Education/Curation/Library Services	Post-secondary education, adult education, administration
 Business/Finance	Financial services, quality/compliance, social sciences, process improvement
 IT/Math	Software development, cloud data modeling, information security

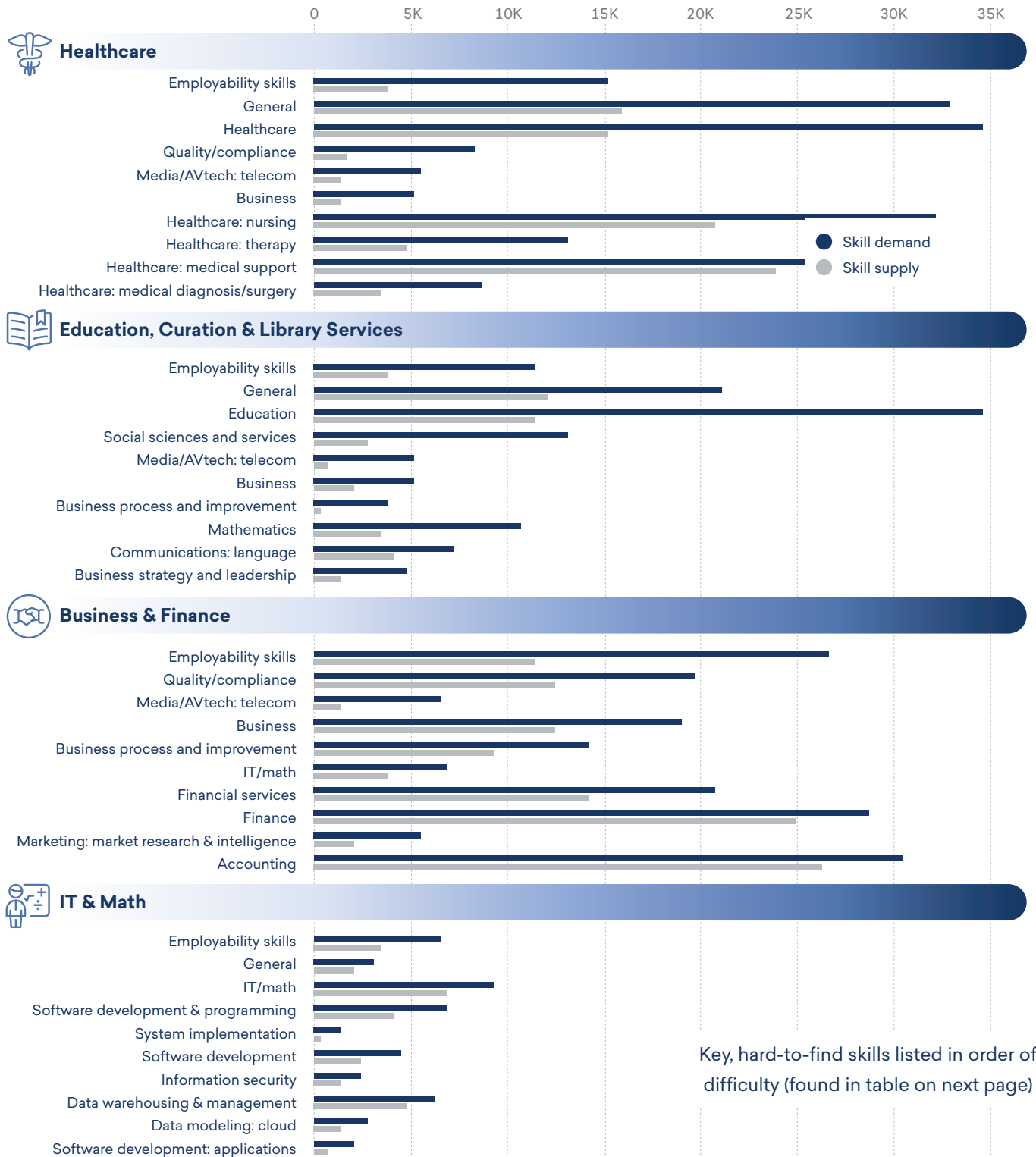


The Importance of Skills Training

THE FOLLOWING LIST of core competencies and hard-to-find skills represents the evolution of understanding employer demand in Miami-Fort Lauderdale-Pompano Beach. 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.

Miami-Fort Lauderdale-Pompano Beach 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 Miami-Fort Lauderdale-Pompano Beach, 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
 <p>Education, Curation & Library Services</p>	Education	Academic Achievement, Educational Equity, Special Education
	General	Advising, Employee Handbooks, First Aid
	Employability Skills	Motivational Skills, Organizational Skills, Prioritization
	Social Sciences and Services	Disabilities, Program Evaluation, Social Studies
	Mathematics	Mathematics
	Business Process and Improvement	Business Performance Management, Performance Improvement, Performance Management
	Media/AVTech: Telecom	Interpersonal Communications
	Business Strategy and Leadership	Leadership Development
	Business Intelligence	Progress Reporting
	Communications: Language	Language Arts, Spanish Language
 <p>Healthcare</p>	General	Advising, Medicare, Workstations
	Healthcare	Advanced Cardiovascular Life Support (ACLS), Medical Privacy, Practice Management
	Employability Skills	Oral Communication, Organizational Skills, Visual Acuity
	Social Sciences and Services	Case Management, Home Care, Licensed Clinical Social Worker (LCSW)
	Quality/Compliance	Asepsis, Auditing, Quality Control
	Healthcare: Nursing	Licensed Practical Nurse, Nurse Practitioner, Post-Anesthesia Care Unit
	Business	Team Motivation, Utilization Management, Workflows
	Healthcare: Medical Technology	Medical Laboratory, Medical Technologist, Ultrasound
	Healthcare: Medical Support	Caregiving, Certified Nursing Assistant, Patient Registration
	Healthcare: Therapy	Respiratory Care, Respiratory Therapy, Speech-Language Pathology

Key Hard-to-Find Skills, continued

CAREER AREA	COMPETENCY	KEY, HARD-TO-FIND SKILLS, LISTED IN ORDER OF DIFFICULTY
 Business & Finance	General	Estimators, Medicare, Procedural Knowledge
	Quality/Compliance	Auditing, Internal Auditing, Internal Controls
	Financial Services	Loans, Series 7 General Securities Representative License (Stockbroker), Underwriting
	Finance	Certified Public Accountant, Generally Accepted Accounting Principles, Tax Return
	Software Development & Programming	Scripting
	Accounting	Accounting, Accounts Payable, Balance Sheet
	Accounting: Auditing	Certified Internal Auditor
	Information Security	Certified Information System Auditor (CISA)
	Data Warehousing & Management	SQL (Programming Language)
	Sales	Phone Sales, Sales Process, Selling Techniques
 IT/Math	Business Process and Improvement	Business Process, Operations Research, Performance Metric
	Software Development & Programming	C# (Programming Language), Python (Programming Language), Scripting
	Software Development	Agile Software Development, Debugging, DevOps
	Data Warehousing & Management	Data Warehousing, Oracle WebLogic Server, SQL (Programming Language)
	IT/Math	Automation, Computer Science, Kubernetes
	Data Modeling: Cloud	Amazon Web Services, Docker, Microsoft Azure
	Software Development: .Net	.NET Framework, ASP.NET
	System Implementation	Business Requirements
	Software Development: Web Development	Cascading Style Sheets (CSS), Java (Programming Language), JavaScript (Programming Language)
Data Management	Extract Transform Load (ETL)	

Source: Emsi Skills and BLS employment