



FLORIDA
CHAMBER
Foundation

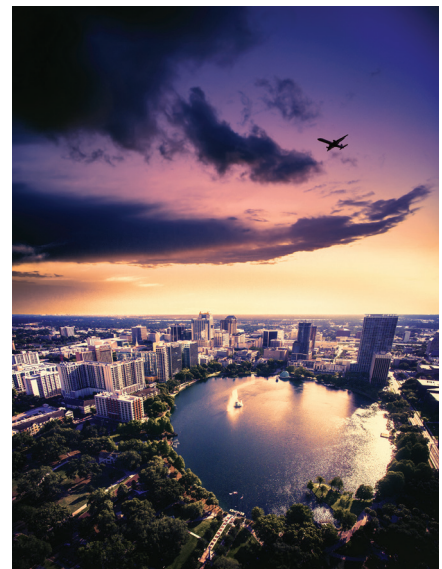
ORLANDO

Orlando • Kissimmee • Sanford

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 Orlando-Kissimmee-Sanford metro market.
- Orlando-Kissimmee-Sanford'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 Orlando-Kissimmee-Sanford. 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 Orlando-Kissimmee-Sanford employers find hardest to find.



Identifying target career areas in Orlando-Kissimmee-Sanford

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.



Orlando-Kissimmee-Sanford Target Career Areas

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



Healthcare



Education/Curation/Library Services

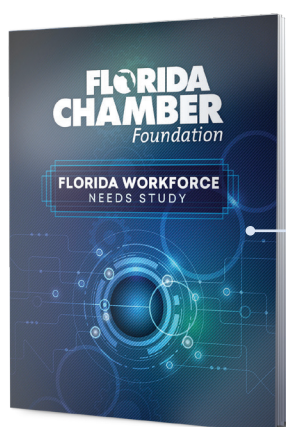


Business/Finance



IT/Math

*Upskilling Orlando-Kissimmee-Sanford'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.*



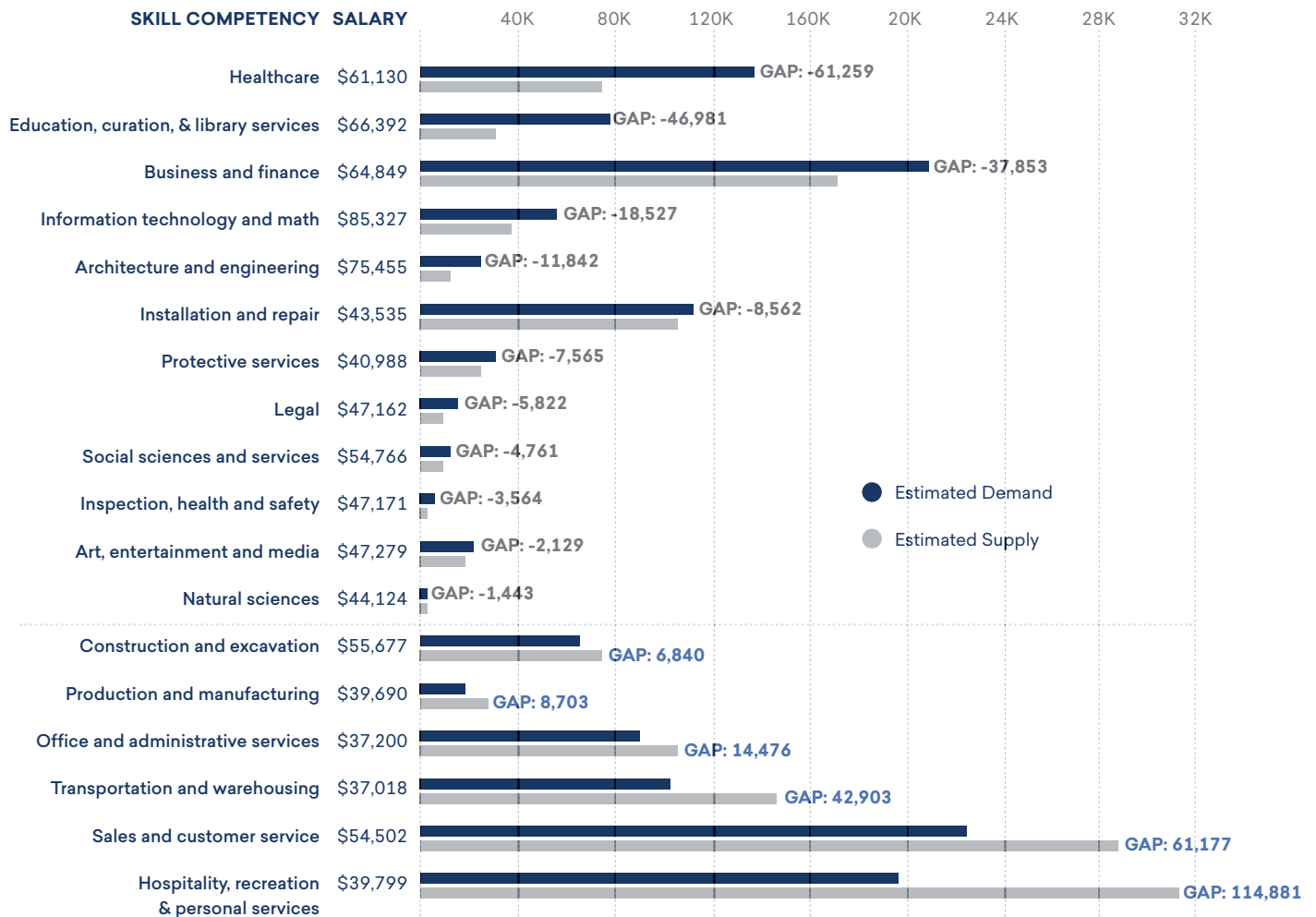
Additional Resources

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

Orlando-Kissimmee-Sanford 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

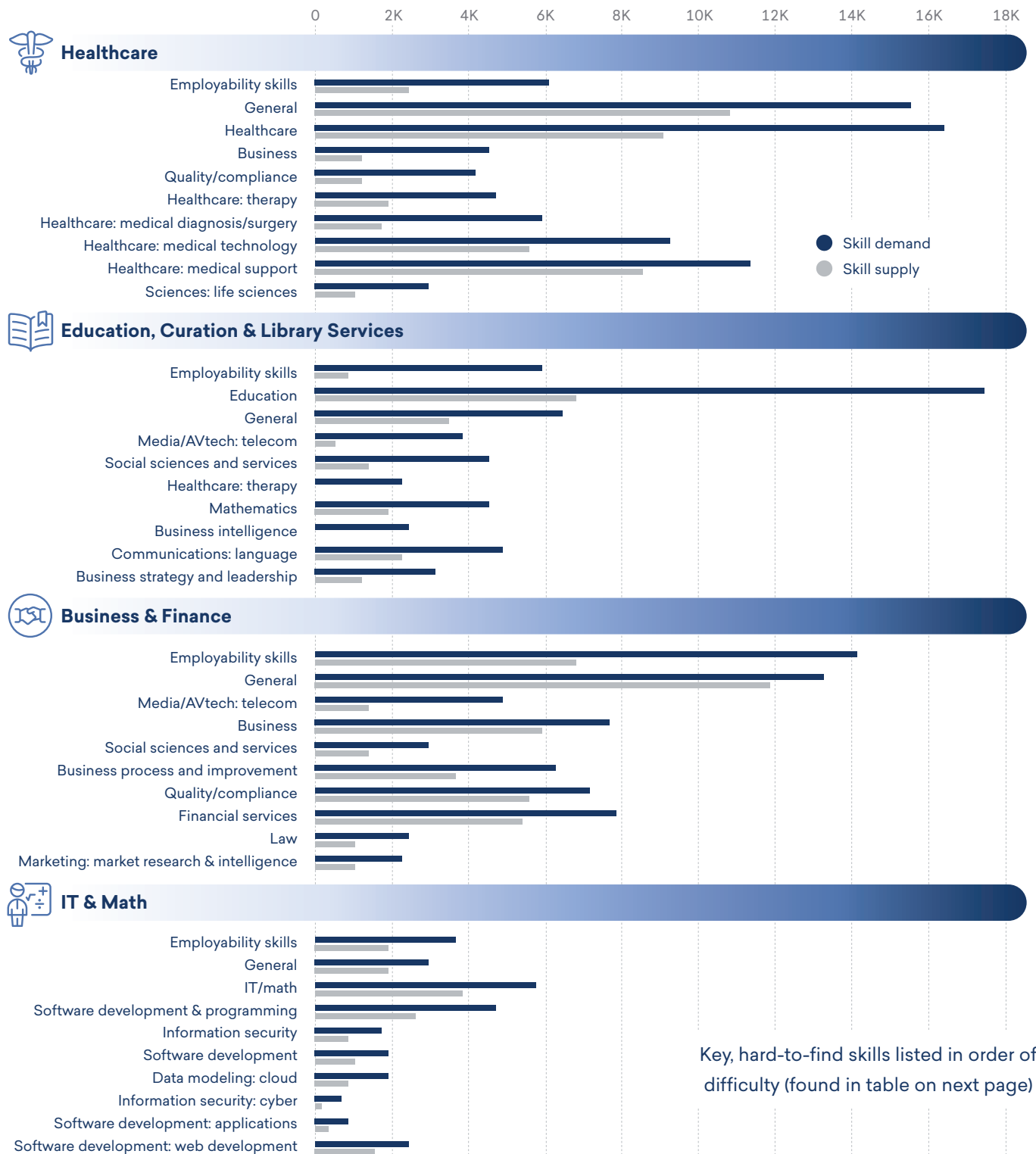


The Importance of Skills Training

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

Orlando-Kissimmee-Sanford 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 Orlando-Kissimmee-Sanford, 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	General	Computer Terminals, Medicare, Workstations
	Employability Skills	Influencing Skills, Oral Communication, Organizational Skills
	Healthcare	Advanced Cardiovascular Life Support (ACLS), Medical Guideline, Pediatric Advanced Life Support
	Social Sciences and Services	Case Management, Home Care, Motivational Interviewing
	Healthcare: Nursing	Licensed Practical Nurse, Nurse Practitioner, Nursing Process
	Business Process and Improvement	Key Performance Indicators (KPIs), Performance Improvement, Performance Management
	Healthcare: Pharmacy Services	Doctor Of Pharmacy (PharmD), Prescription, Pyxis MedStation (Medication Dispensing Software)
	Healthcare: Medical Support	Ambulances, Medical Office Procedures, Patient Registration
	Sciences: Life Sciences	Aseptic Processing, Aseptic Techniques, Medical Science
	Admin. Services	Clerical Works
 Education, Curation, and Library Services	Education	Learning Styles, Preschool Education, Special Education
	Employability Skills	Detail Oriented, Motivational Skills, Oral Communication
	Business	Scheduling
	Quality/Compliance	Ada Compliance
	Social Sciences and Services	Social Studies
	Healthcare: Therapy	Visual Perception
	Business Intelligence	Progress Reporting
	Mathematics	Mathematics
	Communications: Language	Language Arts, Spanish Language
	Business Strategy and Leadership	Leadership Development

Key Hard-to-Find Skills, continued

CAREER AREA	COMPETENCY	KEY, HARD-TO-FIND SKILLS, LISTED IN ORDER OF DIFFICULTY
 Business/Finance	General	Good Driving Record, Medicare, Valid Driver's License
	Employability Skills	Business Savvy, Influencing Skills, Risk Appetite
	Software Development & Programming	Scripting
	Financial Services	Financial Industry Regulatory Authorities, Long-Term Care Insurance, Securities (Finance)
	Accounting	Accounting, Balance Sheet, Billing
	Software Development	Agile Software Development
	Data Visualization	Tableau (Business Intelligence Software)
	Sales	Phone Sales, Sales Process, Selling Techniques
	Hospitality/Food Services	Restaurant Operation
	System Implementation	Business Requirements
 IT/Math	Employability Skills	Organizational Skills, Prioritization, Self Starter
	Software Development & Programming	C++ (Programming Language), Python (Programming Language), Scripting
	IT/Math	Automation, Kubernetes, Puppet (Configuration Management Tool)
	Software Development	Bash (Scripting Language), Debugging, DevOps
	Data Warehousing & Management	Data Warehousing, SQL (Programming Language), Windows Servers
	Data Modeling: Cloud	Amazon Web Services, Ansible, Docker
	Software Development: Web Development	Cascading Style Sheets (CSS), Java Platform Enterprise Edition (J2EE), JavaScript (Programming Language)
	Data Management	Data Management, Extract Transform Load (ETL)
	Software Development: .Net	.NET Framework, ASP.NET
	Information Security: Cyber	Cyber Security

Source: Emsi Skills and BLS employment