



Future/Makers Coalition



Southwest Florida Educational and Workforce Outcomes Report

2019



Prepared by



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Southwest Florida Educational and Workforce Outcomes Study 2019

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FutureMakers Coalition

The FutureMakers Coalition Regional Action Teams – Aspiration & Preparation, Access & Entry, Persistence & Completion, Data, and Equity – contributed to the review and interpretation of the data in this report to address the needs of its network partners and community stakeholders.

Notes About the Report

The 55 Percent Skilled Workforce Attainment Analysis

The method behind estimating the number of high-quality credential holders has been changed in the current edition of the report. Previous iterations of this report used a method that included an assumption that income was normally distributed through each of the five counties. The data team at the Regional Economic Research Institute felt that this method could be improved upon through the use of American Community Survey public use microdata. This database allows researchers to access the raw data used in tables on the U.S. Census's main data website, and provides the research team with more flexibility and increased accuracy in estimating the percent of residents with "some college" education experience that are earning 20 percent higher than the median income of a high school graduate in their county.

It is not uncommon to fine-tune the analyses of population as more information becomes available and is better understood for its intended purposes. It is important to note that the magnitude of the percentage differences between the current results and the results in prior reports is relatively small – roughly an increase of two percentage points in any given year. Moreover, the year-to-year trend in the analyses as presented in this year's report is the same as in prior reports.

Data Sources and Interpretation

Much of the information in this report was developed with the most recent available data from publicly available federal and state databases, which may take into account a lag time from the writing of this report. The major educational and workforce outcomes are presented in both chart and table formats. (Charting limitations may have restricted the level of detail that could be graphed; therefore, the associated tables provide the available, more detailed data.) To aid in data interpretation, the charts and associated tables include the source of the data, the sample sizes, as well as the definitions of key terms as appropriate. It is important to remember that the federal and state databases may not exactly reflect the FutureMakers Coalition's and its network partners' preferred research methodologies or terminology across the Southwest Florida institutions. Nonetheless, the data represent points in time that can be used as benchmarks to identify system level issues in an effort to better understand the health of the Southwest Florida talent pipeline.

Each of the three Educational Outcomes in Section 2 – Aspiration and Preparation, Access and Entry, and Persistence and Completion – begin with a “report card” of their respective indicators, along with an Overview of the changes from last year’s report. Significant findings and possible action items are highlighted in purple shaded boxes as illustrated below. More detailed discussions of the data about the indicators follow the Overview.



The FutureMakers Coalition hopes that the data in this report will act as a flashlight, so to speak, to illuminate key findings and to suggest possible action items. The purple boxes throughout this report will highlight some of these findings. The FutureMakers Coalition is committed to engaging with its network partners to utilize the information in this report in order to take the pulse of the Southwest Florida workforce and to more clearly define what action items are required to foster changes in the system.

Focus on Equity

A driving force behind the FutureMakers Coalition’s efforts is to ensure that everyone – no matter where you come from, what you look like, or how much money your family has – has access to genuine educational and career development opportunities along the cradle-to-career pathway and to flourish in Southwest Florida’s growing economy. The outcomes presented in this report, however, paint a different picture; opportunities are not equally realized among the region’s minority populations. Deeply rooted policies, practices, and beliefs hinder many within our minority communities from attaining the education and skills they need to succeed.



The FutureMakers Coalition is committed to working with its network partners to take real action in order to remove barriers and to design and implement system-wide improvements that will equally benefit all residents in Southwest Florida’s diverse communities. The green boxes in this report will identify findings that highlight important equity issues and potential action items.

Executive Summary

The FutureMakers Coalition aims to transform Southwest Florida's workforce by increasing the proportion of skilled working age adults with college degrees, workforce certificates, industry certifications and other high-quality credentials to 55 percent. This report is one of a series created by the FutureMakers Coalition with a view towards identifying opportunities and fostering outcomes to achieve the goal of 55 percent skilled working age adults in support of a diversified and resilient economy, and an improved quality of life for Southwest Florida. Much of the information in this report was developed with the most recent available data from publicly available federal and state databases, which may take into account a lag time from the writing of this report (which was delayed due to the COVID-19 crisis).

The available outcomes data indicate that Southwest Florida is making positive progress towards achieving the goal with an increase from 39.0 percent in 2013 report (the baseline year) to 41.2 percent skilled workers among working age adults in 2018. (NOTE: The method behind estimating the number of high-quality credential holders has been changed in the current edition of the report. Please see the Notes About the Report section.)

Demographics show that Southwest Florida population is growing and at a faster rate than the State of Florida with primary growth occurring in the coastal counties of Southwest Florida. In 2018 there were 605,015 working age (25-64) adults (an increase of 6.8 percent since 2014) and 249,486 in the skilled workforce (an increase of 6.9 percent since 2014). Meeting the 55 percent goal would have required 332,758 working age adults in the skilled workforce, or approximately 83,000 more skilled working age adults in 2018. This observation suggests that the FutureMakers Coalition and its network partners must not only maintain, but expand, their efforts to identify opportunities and to foster outcomes to achieve the goal of 55 percent in skilled working age adults in support of a diversified and resilient economy.

Educational Outcomes indicate general positive progress in Aspiration and Preparation, Access and Entry, Persistence and Completion measures. Third Grade Reading, High School Graduation Rates, Post-Secondary Fall Enrollment, and Technical Education Fall Enrollment have trended upward in Southwest Florida. Kindergarten Readiness, FAFSA Completion Rate, Retention, and On-Time Completion have trended downward. Selected outcomes are presented by race and ethnicity and by gender. In general, the races and ethnicities represented by Southwest Florida's minority residents achieved worse educational outcomes, possibly suggesting that 1.) the discrepancies in attaining better outcomes may be the result of long-standing systemic barriers that still exist for the populations with lower attainment; and 2.) further efforts are needed to support our priority populations – adults with some college, but no degree; adults with no education post-high school, and traditional-age students who are at risk of not pursuing and completing education beyond high school. Businesses and education institutions must design and implement policy and procedural changes to begin to address that untapped Southwest Florida workforce – the nearly 60 percent working age adults who do not currently hold a high-quality credential beyond high school. It is anticipated that the information in this report will lay the groundwork for additional research and further evaluation to be developed by Futuremakers Coalition and its network partners regarding systemic race, ethnicity, and gender inequities. Rigorous definitions and more accurate means of measurement of inequities in education and in the workforce must be identified and developed. Data in this report indicate that inequity acts as a barrier to meeting the 55 percent goal for Southwest Florida.

The Workforce Now report indicates that of the 407,258 average monthly workers, the Retail Trade, Accommodation and Food Services, Health Care and Social Assistance, and Construction Industries comprise the majority (approximately 60 percent) of total employment in Southwest Florida. Those four industries also have the highest projected average annual growth comprising approximately 50 percent of additional jobs. The average annual wage for all industries is approximately \$44,000. The report also indicates the top growth occupations by major occupational group, level of education, and their median hourly wages. A study from the Georgetown Center on Education and the Workforce states that high school graduates receive a 20 percent wage premium from possessing a certificate. The workforce now data provides a valuable tool for college and career readiness professionals and mentors to help students identify the best education to employment pathways.

Introduction

The FutureMakers Coalition aims to transform Southwest Florida's workforce by increasing the proportion of working age adults with college degrees, workforce certificates, industry certifications and other high-quality credentials to 55 percent.

FutureMakers work along the cradle-to-career pathway to create a skilled and sustainable talent pipeline. The pathway begins with early childhood learning and ends with post-high school credential attainment and career connections. The coalition focuses on systems change to connect untapped workforce with the education and training to fill in-demand jobs by removing attainment barriers and creating a culture of career exploration and aspiration from an early age.

The coalition has grown to over 300 FutureMakers representing business, education, government, nonprofits, philanthropy, residents, and students across Glades, Hendry, Collier, Lee, and Charlotte counties. The coalition understands that employers must draw from the region's talent pool. Working regionally enhances the coalition's ability to attract state and national funding and expertise. It also helps us share and coordinate best practices to maximize the knowledge and resources we already have.

This report is one of a series created by the FutureMakers Coalition with a view towards identifying opportunities and fostering outcomes to achieve the goal of 55 percent skilled working age adults in support of a diversified and resilient economy and improved quality of life for Southwest Florida. For the purpose of this report, a skilled working age adult has a college degree, workforce certificate, industry certification, or other high-quality credential beyond high school. The report consolidates a summary of demographic information and educational outcomes, as well as the Workforce Now analyses, for the Southwest Florida region.

Southwest Florida has been designated a Talent Hub by the Lumina Foundation in partnership with The Kresge Foundation and received a \$125,000 award to support local efforts to increase educational attainment. Southwest Florida joins Cleveland, Northeast Indiana and Tampa Bay, along with 22 other Talent Hubs selected in 2017 and 2018. These communities meet rigorous standards for creating environments that cultivate, attract, and retain talent, particularly among today's students, many of whom are adults, Black, Hispanic, or Native American, students from low-income households, or the first in their families to go to college. For Southwest Florida, this includes a stop-out initiative targeting students previously enrolled at Florida Gulf Coast University (FGCU) and Florida SouthWestern State College (FSW) and personalized advising for current completion options through degree programs designed to provide flexibility and interdisciplinary study. With the one-time award, the Coalition will work with FGCU and FSW to propel the region's attainment numbers.



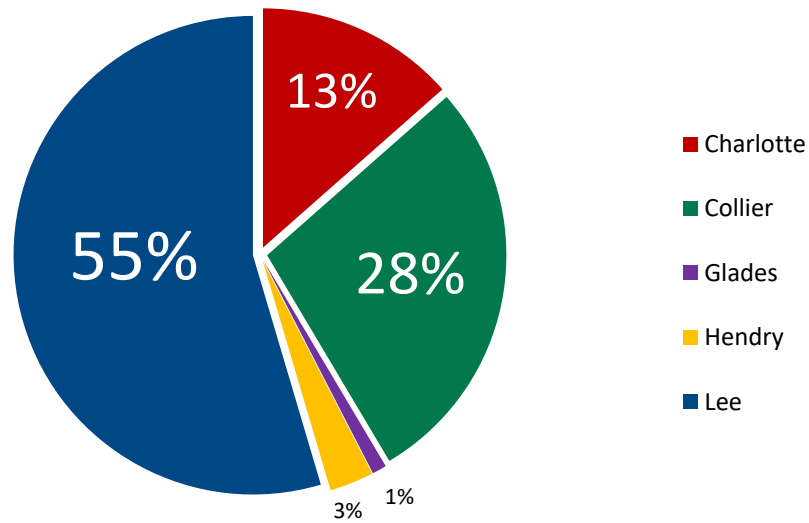
The FutureMakers Coalition believes every idea and inspiration increases our success, and we welcome anyone to become a FutureMakers. Visit www.FutureMakersCoalition.com to learn more and [sign the wall](#) to get involved!



Section 1: Demographics

Chart 1-1: Population

2019



Population

Table 1-1 shows the population of each county in the Southwest Florida region, as well as the state of Florida. Southwest Florida's population increased to 1,346,865 in 2019, up 2.7 percent from the previous year, and up 16.9 percent from 2010. The region's population growth has exceeded the state growth since 2010. Ninety-six percent of the region's population lives in coastal Lee, Collier, and Charlotte Counties. Additional population data are included in Appendix C.

Table 1-1: Area Population

Area	2010	2019	Percent Change	Share of Region Population
Charlotte	159,978	181,770	13.6%	13.5%
Collier	321,520	376,706	17.2%	28.0%
Glades	12,884	13,121	1.8%	1.0%
Hendry	39,140	40,120	2.5%	3.0%
Lee	618,754	735,148	18.8%	54.6%
Southwest Florida	1,152,276	1,346,865	16.9%	--
Florida	18,801,332	21,208,589	12.8%	--

Source: Florida Office of Economic and Demographic Research

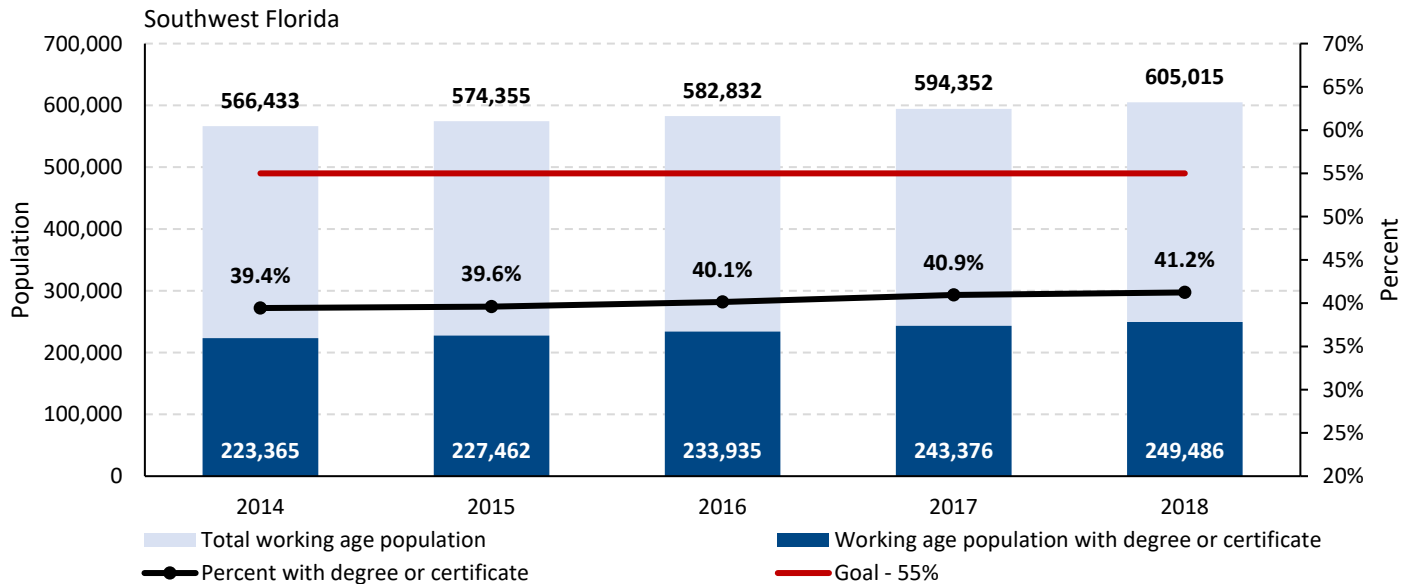
Working Age Population

Table 1-2 shows the working age population (residents between the ages of 25 and 64 years old) for the Southwest Florida region and the state of Florida. Southwest Florida had 605,015 working age residents in 2018, representing 46.1 percent of the total population. This percentage was below the state, where 51.6 percent of the total population was considered working age. Although the region's total number of working age adults increased between 2014 and 2018, the percent of the working age population compared to the total population has declined each year since 2014, when 47.3 percent of total residents were working age. Lee County had the most residents considered working age (339,819 residents, 47.3 percent of the total population), followed by Collier County (162,431 residents, 44.6 percent of total population), Charlotte County (76,174 residents, 43 percent of total population), Hendry County (19,998 residents, 49.8 percent of total population), and Glades County (6,593 residents, 49.3 percent of total population.)

Table 1-2: Working Age Population					
25 to 64 Years Old					
Area	2014	2015	2016	2017	2018
Charlotte County					
<i>Working age population</i>	72,951	73,110	74,026	75,077	76,174
<i>Percent of total population</i>	44.7%	44.1%	43.6%	43.3%	43.0%
Collier County					
<i>Working age population</i>	154,252	156,092	157,747	160,715	162,431
<i>Percent of total population</i>	46.1%	45.8%	45.3%	45.0%	44.6%
Glades County					
<i>Working age population</i>	6,517	6,607	6,479	6,579	6,593
<i>Percent of total population</i>	49.4%	49.8%	48.3%	49.9%	49.3%
Hendry County					
<i>Working age population</i>	19,045	19,213	18,994	19,278	19,998
<i>Percent of total population</i>	49.6%	50.1%	49.5%	49.3%	49.8%
Lee County					
<i>Working age population</i>	313,668	319,333	325,586	332,703	339,819
<i>Percent of total population</i>	48.4%	48.1%	47.8%	47.5%	47.3%
Southwest Florida					
<i>Working age population</i>	566,433	574,355	582,832	594,352	605,015
<i>Percent of total population</i>	47.3%	47.0%	46.6%	46.3%	46.1%
Florida					
<i>Working age population</i>	10,043,036	10,173,214	10,296,062	10,469,177	10,622,351
<i>Percent of total population</i>	51.9%	51.8%	51.6%	51.6%	51.6%

Source: U.S. Census Bureau, American Community Survey 5-year estimates

Chart 1-2: Skilled Workforce



NOTE: In the baseline year of 2013, Southwest Florida's skilled workforce was 39.0 percent of the total working age population. The baseline data is not shown in Chart 1-2 or Table 1-3.

Skilled Workforce

Chart 1-2 and Table 1-3 show the skilled workforce for Southwest Florida. Skilled workforce is measured in two parts: the first part is obtaining the percent of the working population with at least an associate's degree. This information is gathered directly from the American Community Survey 5-year estimates. The second part requires identifying the portion of the working population that does not hold an associate's degree, but instead hold some form of high-quality credential. The data team used a study from the Georgetown Center on Education and the Workforce to help define a high-quality credential holder.¹ The study states that high school graduates receive a 20 percent wage premium from possessing a certificate. Therefore, we define a high-quality credential holder as an individual with "some college" education experience and is making at least 20 percent higher than the median income of a high school graduate in their county. This data is not readily available in the American Community Survey, and has to be estimated.

The method behind estimating the number of high-quality credential holders has been changed in the current edition of the report. Previous iterations of this report used a method that included an assumption that income was normally distributed through each of the five counties. The data team at the Regional Economic Research Institute felt that this method could be improved upon through the use of American Community Survey public use microdata. This database allows researchers to access the raw data used in tables on the U.S. Census's main data website, and provides the research team with more flexibility and increased accuracy in estimating the percent of residents with "some college" education experience that are earning 20 percent higher than the median income of a high school graduate in their county.

¹ Carnevale, A. P., Rose, S. J., & Hanson, A. R. (2012). *Certificates: Gateway to Gainful Employment and College Degrees* (pp. 18-19, Rep.). Georgetown University Center on Education and the Workforce.

The public use microdata used to calculate this is obtained from the IPUMS website, which gathers American Community Survey public use microdata and makes it readily available for the public. One drawback to public use microdata is that it is only provided for areas that contain at least 100,000 people, so IPUMS data for Glades and Hendry County are not available for direct calculation of high-quality credentials. To work around this drawback, the research team calculates the percent of “some college” population identified to hold a high-quality credential in Charlotte, Collier, and Lee County, and use this percentage to extrapolate the number of high-quality credential holders by multiplying it by the “some college” population in Glades and Hendry County.

The workforce region had a skilled workforce of 249,486 in 2018, representing 41.2 percent of the total working age population. A 55 percent skilled workforce would have had 332,758 or approximately 83,000 more skilled working age adults in 2018. The skilled workforce in Southwest Florida has grown each year since 2014, when only 39.4 percent of the total working age population was skilled. Lee County had the largest skilled workforce in the region, with 142,626 residents in 2018 (42 percent of total working age population). Collier County had the next largest skilled workforce pool (73,182 residents, 45.1 percent of total working age population), followed by Charlotte County (28,377 residents, 37.3 percent of total population). Hendry County and Glades County, had skilled workforces of 3,919 and 1,382, respectively.

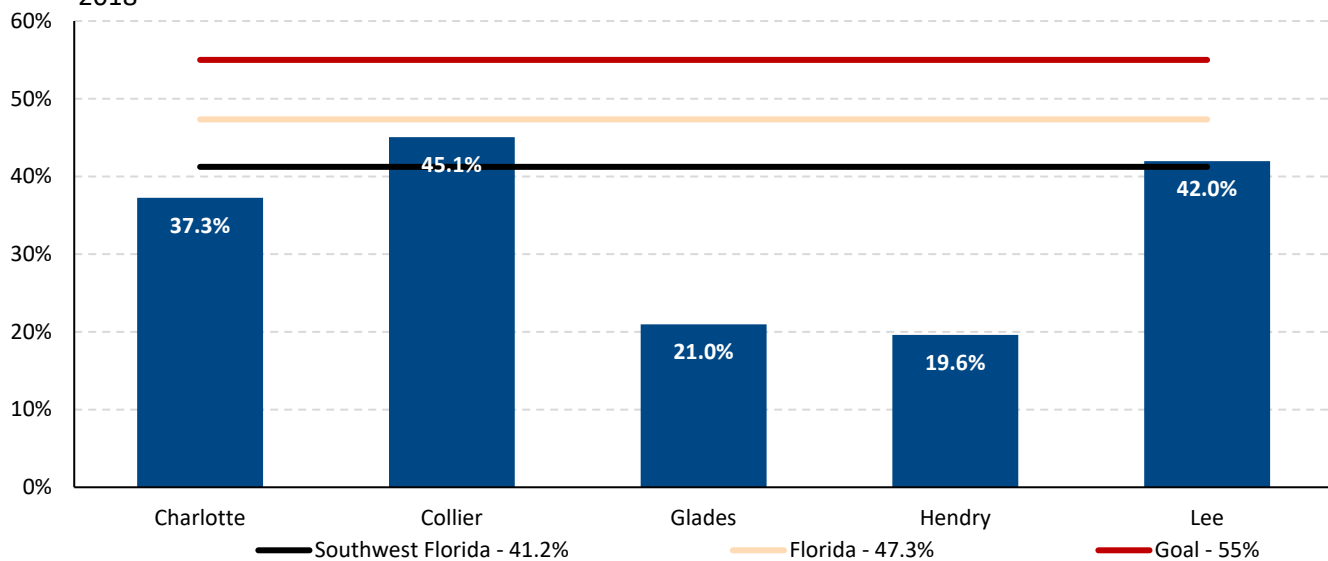
All five Southwest Florida counties had a lower percentage of skilled workforce than the state of Florida (47.3 percent). The region and each individual county, as well as the state of Florida, also remain below the 55 percent goal set (see Chart 1-3).

Table 1-3: Skilled Workforce

Area	2014	2015	2016	2017	2018
Charlotte County					
<i>Skilled workforce</i>	27,054	26,371	26,804	27,729	28,377
<i>Total working age population</i>	72,951	73,110	74,026	75,077	76,174
<i>Percent skilled workforce</i>	37.1%	36.1%	36.2%	36.9%	37.3%
Collier County					
<i>Skilled workforce</i>	65,031	67,394	68,322	71,898	73,182
<i>Total working age population</i>	154,252	156,092	157,747	160,715	162,431
<i>Percent skilled workforce</i>	42.2%	43.2%	43.3%	44.7%	45.1%
Glades County					
<i>Skilled workforce</i>	1,378	1,453	1,360	1,487	1,382
<i>Total working age population</i>	6,517	6,607	6,479	6,579	6,593
<i>Percent skilled workforce</i>	21.2%	22.0%	21.0%	22.6%	21.0%
Hendry County					
<i>Skilled workforce</i>	4,014	3,863	3,806	3,860	3,919
<i>Total working age population</i>	19,045	19,213	18,994	19,278	19,998
<i>Percent skilled workforce</i>	21.1%	20.1%	20.0%	20.0%	19.6%
Lee County					
<i>Skilled workforce</i>	125,887	128,381	133,643	138,402	142,626
<i>Total working age population</i>	313,668	319,333	325,586	332,703	339,819
<i>Percent skilled workforce</i>	40.1%	40.2%	41.0%	41.6%	42.0%
Southwest Florida					
<i>Skilled workforce</i>	223,365	227,462	233,935	243,376	249,486
<i>Total working age population</i>	566,433	574,355	582,832	594,352	605,015
<i>Percent skilled workforce</i>	39.4%	39.6%	40.1%	40.9%	41.2%
Florida					
<i>Skilled workforce</i>	4,506,176	4,628,103	4,747,543	4,900,059	5,028,919
<i>Total working age population</i>	10,043,036	10,173,214	10,296,062	10,469,177	10,622,351
<i>Percent skilled workforce</i>	44.9%	45.5%	46.1%	46.8%	47.3%

Source: U.S. Census Bureau, American Community Survey 5-year estimates, IPUMS

Chart 1-3: Skilled Workforce by Southwest Florida County
2018



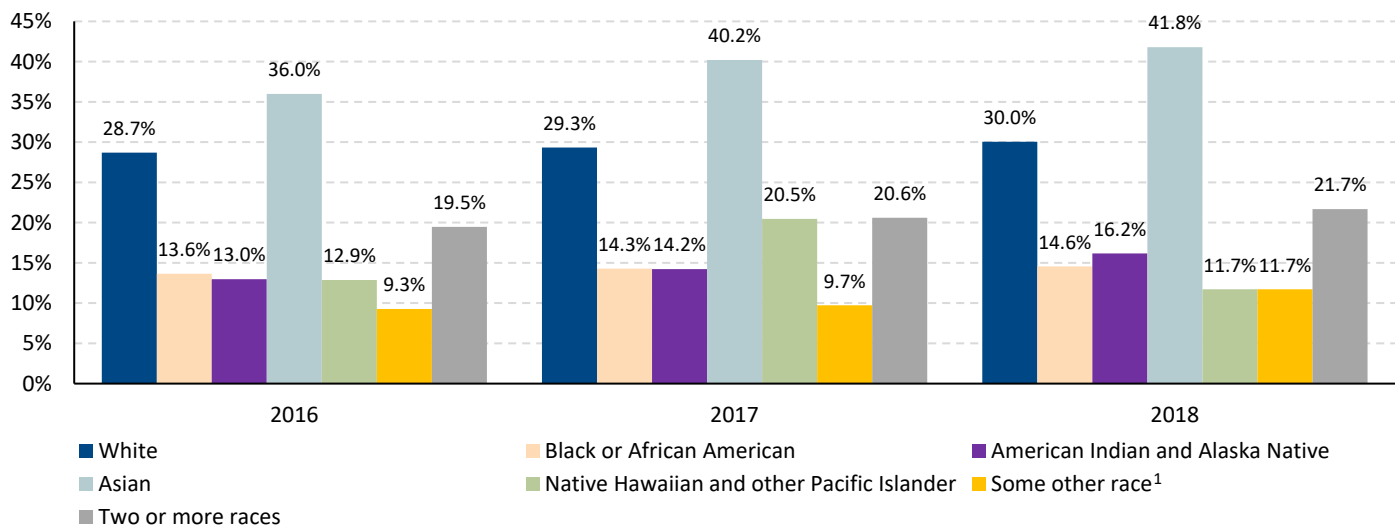
In summary, the working age population in the Southwest Florida region increased approximately 6.8 percent between 2014 and 2018 (Table 1-2). Similarly, the skilled workforce in the region increased approximately 6.9 percent in the same timeframe (Table 1-3). Furthermore, progress toward the 55 percent goal is not uniform among the five Southwest Florida counties (Chart 1-3). In order to meet the 55 percent skilled workforce goal across the five Southwest Florida counties, 332,758 working age adults in the skilled workforce would have been needed, or approximately 83,000 more skilled working age adults in 2018.



This observation suggests that the FutureMakers Coalition and its network partners must not only maintain, but expand, their efforts to identify opportunities and to foster outcomes to achieve the goal of 55 percent in skilled working age adults in support of a diversified and resilient economy.

Chart 1-4: Educational Attainment by Race

Percent of Southwest Florida Population 25 and Over with at least a Bachelor's Degree



¹ The U.S. Census Bureau provides the following definition for Some Other Race: Includes all other responses not included in the “White,” “Black or African American,” “American Indian or Alaska Native,” “Asian,” and “Native Hawaiian or Other Pacific Islander” race categories described above. Respondents reporting entries such as multiracial, mixed, interracial, or Hispanic, Latino, or Spanish group (for example, Mexican, Puerto Rican, Cuban, or Spanish) in response to the race questionnaire included in this category.

Educational Attainment by Race

Chart 1-4 and Table 1-4 shows the percent of the total population at least 25 years old that have obtained a Bachelor’s degree or higher, broken down by race. In 2018, 30 percent of Southwest Florida residents who identified as White had at least a Bachelor’s degree, compared to 14.6 percent for residents who identified as Black. Residents who identified as Asian reported the greatest percentage of having at least a Bachelor’s degree at 41.8 percent. The percent of residents with at least a Bachelor’s degree has generally increased each year since 2014 for each racial category, although the differences in sample sizes among the presented races impact the calculations. It is important to point out this chart illustrates residents age 25 years and older and does not solely represent the attainment of the skilled workforce (residents between the ages of 25 and 64 years old). Furthermore, it does not include those with high-quality credentials obtained in programs that require less than a Bachelor’s degree program.

NOTE: The U.S. Census Bureau American Community Survey has two separate questions for race and ethnicity of Latinx/Hispanic origins; for example, the respondent could have reported both Black as race and Latinx/Hispanic as ethnicity. Therefore, the Latinx/Hispanic data are presented separately in Chart 1-5 on page 14, since that is how the U.S. Census Bureau collects the information.

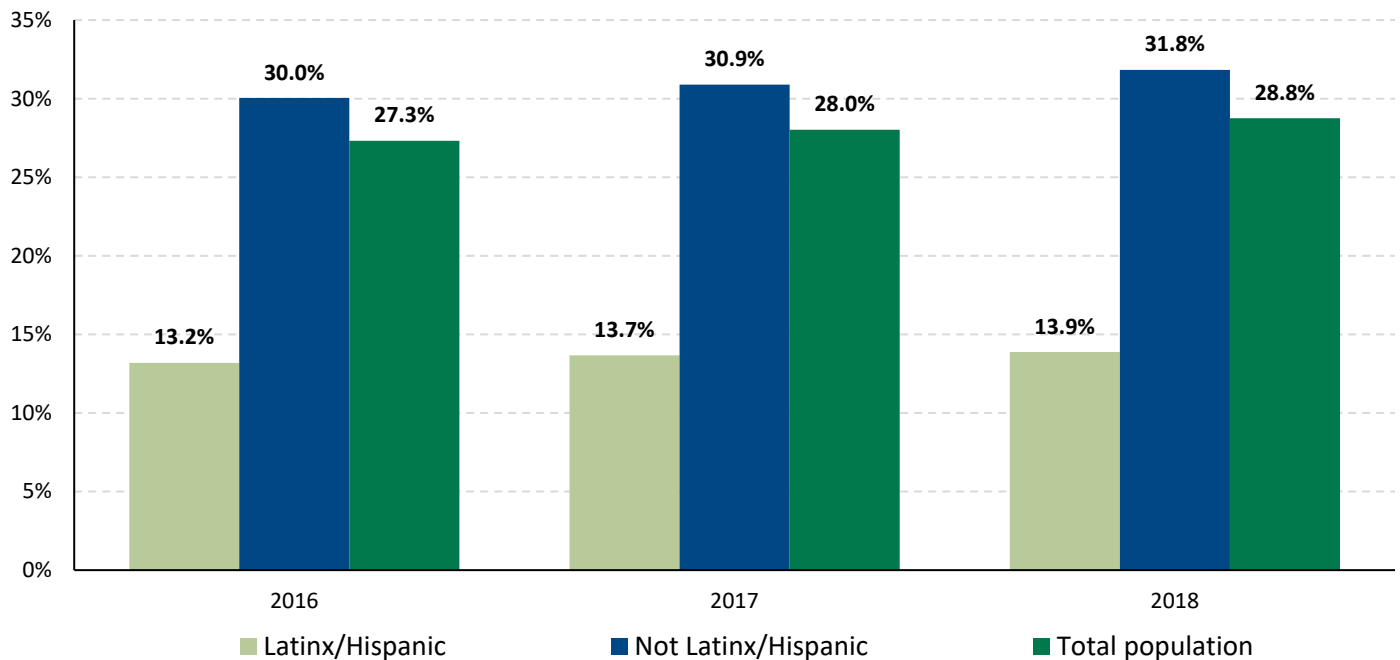
Table 1-4: Educational Attainment by Race
Percent of Total Population 25 and Over with at least a Bachelor's Degree

Area	2014	2015	2016	2017	2018
Charlotte County					
White	21.2%	21.0%	21.9%	22.8%	23.4%
Black or African American	12.0%	15.0%	15.8%	12.9%	15.9%
American Indian and Alaska Native	14.6%	7.1%	10.7%	11.6%	19.2%
Asian	37.0%	33.4%	35.4%	41.5%	39.7%
Native Hawaiian and other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%
Some other race	9.1%	6.9%	7.4%	17.0%	17.9%
Two or more races	22.3%	21.9%	20.1%	16.5%	19.7%
Collier County					
White	34.3%	35.3%	35.8%	36.6%	37.9%
Black or African American	10.2%	8.6%	10.9%	13.7%	13.2%
American Indian and Alaska Native	24.1%	12.3%	11.8%	15.1%	21.3%
Asian	29.0%	34.8%	39.1%	46.7%	48.8%
Native Hawaiian and other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%
Some other race	11.0%	13.3%	10.1%	9.9%	11.0%
Two or more races	20.5%	23.8%	27.6%	29.2%	28.7%
Glades County					
White	10.4%	8.6%	10.0%	11.9%	10.7%
Black or African American	10.8%	7.3%	3.7%	7.6%	8.6%
American Indian and Alaska Native	13.4%	10.0%	4.4%	3.1%	2.0%
Asian	5.6%	17.2%	0.0%	0.0%	0.0%
Native Hawaiian and other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%
Some other race	0.0%	0.0%	0.0%	0.0%	0.0%
Two or more races	18.2%	7.1%	3.1%	5.1%	0.0%
Hendry County					
White	11.8%	10.0%	9.5%	8.7%	8.8%
Black or African American	8.9%	9.7%	7.6%	6.6%	4.5%
American Indian and Alaska Native	5.6%	5.7%	10.6%	11.2%	10.8%
Asian	57.5%	62.5%	53.2%	40.1%	21.5%
Native Hawaiian and other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%
Some other race	1.1%	0.0%	0.0%	0.0%	0.0%
Two or more races	9.8%	21.5%	17.4%	14.9%	5.9%
Lee County					
White	26.8%	27.4%	28.0%	28.5%	29.0%
Black or African American	12.5%	13.9%	15.2%	15.6%	15.9%
American Indian and Alaska Native	15.6%	14.2%	17.6%	20.0%	19.8%
Asian	31.6%	31.7%	34.7%	37.5%	40.2%
Native Hawaiian and other Pacific Islander	42.3%	37.1%	23.6%	27.9%	18.1%
Some other race	9.4%	9.5%	10.4%	10.2%	12.2%
Two or more races	16.0%	18.5%	17.0%	19.1%	20.9%
Southwest Florida					
White	27.6%	28.1%	28.7%	29.3%	30.0%
Black or African American	11.7%	12.4%	13.6%	14.3%	14.6%
American Indian and Alaska Native	15.2%	11.4%	13.0%	14.2%	16.2%
Asian	32.0%	33.2%	36.0%	40.2%	41.8%
Native Hawaiian and other Pacific Islander	23.8%	24.2%	12.9%	20.5%	11.7%
Some other race	8.9%	9.5%	9.3%	9.7%	11.7%
Two or more races	17.9%	20.2%	19.5%	20.6%	21.7%

Source: U.S. Census Bureau, American Community Survey 5-year estimates

Chart 1-5: Educational Attainment for Latinx/Hispanic Population

Percent of Southwest Florida Population 25 and Over with at least a Bachelor's Degree



Source: U.S. Census Bureau, American Community Survey 5-year Estimates

Note: The term "Latinx/Hispanic" is used in place of the term "Hispanic or Latino Origin", which is used by the U.S. Census Bureau.

Similar to the data in Chart 1-4, Educational Attainment by Race, 13.9 percent of Southwest Florida residents who identified their ethnicity as Latinx/Hispanic reported at least a Bachelor's degree in 2018, compared to 31.8 percent for residents who identified as Not Latinx/Hispanic and 28.8 percent in the total population.



The data in Charts 1-4 and 1-5 suggest that the discrepancies in attaining at least a Bachelor's degree among the races and ethnicities represented by Southwest Florida minority residents may be the result of long-standing systemic barriers that still exist for the populations with lower attainment.



FutureMakers Coalition






Section 2: Educational Outcomes



FutureMakers Coalition



Aspiration and Preparation

Indicator		Measure		Trending
	Kindergarten Readiness	SWFL	43.9%	↓
	Percent Pre-K students considered ready for kindergarten	Florida	53.4%	↑
	Third Grade Reading	SWFL	59.3%	↑
	Percent third grade students with satisfactory reading scores	Florida	57.6%	↑
	High School Graduation Rates	SWFL	86.4%	↑
	High school graduation rate	Florida	86.9%	↑

Overview

Among the three Aspiration and Preparation indicators, Third Grade Reading Proficiency and High School Graduation Rates in the Southwest Florida region improved from last year's report. The region reported a third grade reading proficiency rate of 59.3 percent during the 2018-2019 academic year compared to 56.2 percent during the 2017-2018 school year. Similarly, Southwest Florida High School Graduation Rates improved slightly, from 86.0 percent in the 2017-2018 school year to 86.4 percent in the 2018-2019 school year. Similar trends in these two indicators were observed for the state of Florida.

Kindergarten Readiness, the percent of pre-K students considered ready for kindergarten, declined slightly from last year's report, from 44.4 percent in 2018 to 43.9 percent in 2019. The state of Florida observed a slight increase in Kindergarten readiness to 53.4 percent in 2019, up from 52.7 percent in 2018.



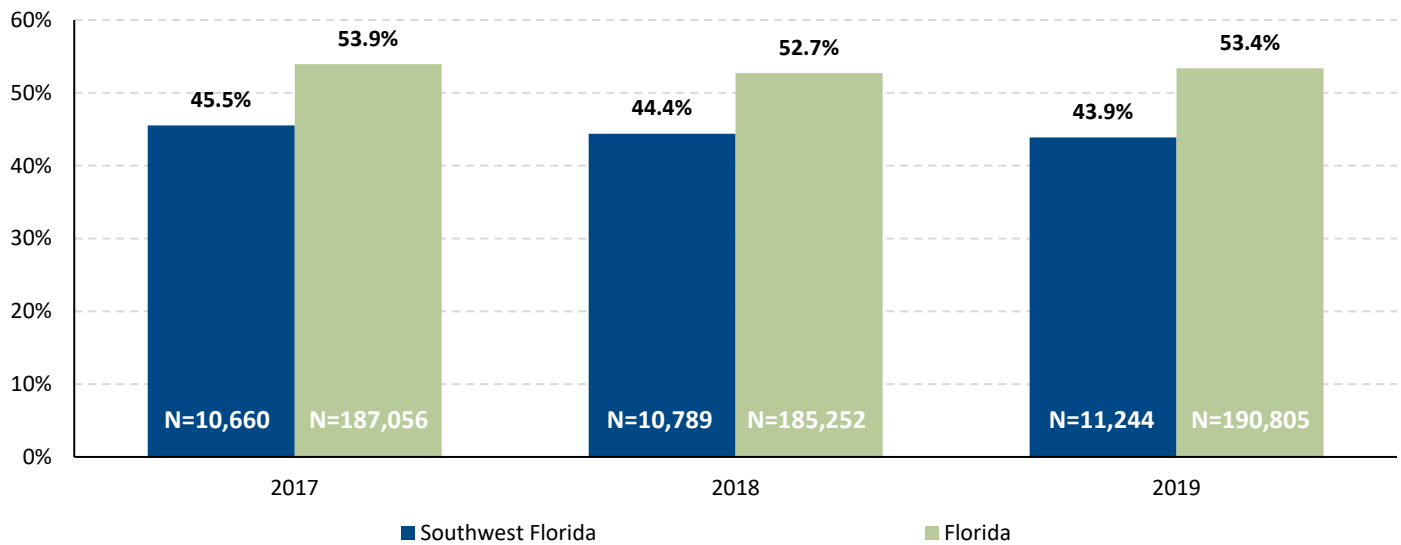
The Aspiration and Preparation Action Team noted a significant 2017 change in how the Star literacy assessment is administered – with the children being required to use headphones and a mouse – had impacted the 2018 scores. The decline in the Kindergarten Readiness is concerning due to the relationship between readiness as predictive of the Third Grade Reading measure. The FutureMakers Coalition will continue to advocate for age- and culture-appropriate testing procedures and to demand assistance for high-quality early childhood education programs to achieve a higher standard. The FutureMakers Coalition supports ongoing efforts – like the ones in Lee County - to scale the alignment of early childhood education systems in order to facilitate a seamless transition between pre-k and kindergarten.



Data by race/ethnicity and by gender in the Southwest Florida region are also provided for both Third Grade Reading Proficiency and High School Graduation Rates in this report. For Third Grade Reading Proficiency, none of the reported races/ethnicities – White, Latinx/Hispanic, and Black – achieved the 85 percent target rate. Only Southwest Florida students who identified as White achieved the 90 percent target rate for High School Graduation Rate (reaching a 90.1 percent rate). Latinx/Hispanic and Black students fell just below the 90 percent target, achieving rates of 82.6 percent and 83.0 percent, respectively.

Chart 2-1: Kindergarten Readiness

Percent scoring 500+ on Star Early Literacy Assessment



Kindergarten Readiness

Chart 2-1 and Table 2-1 show kindergarten readiness for Southwest Florida, along with each of the five counties. Kindergarten readiness is measured through the Star Early Literacy Assessment, a screener exam administered to kindergarten students during the first 30 days of the school year. Students that score a 500 or higher are considered “ready for kindergarten”.

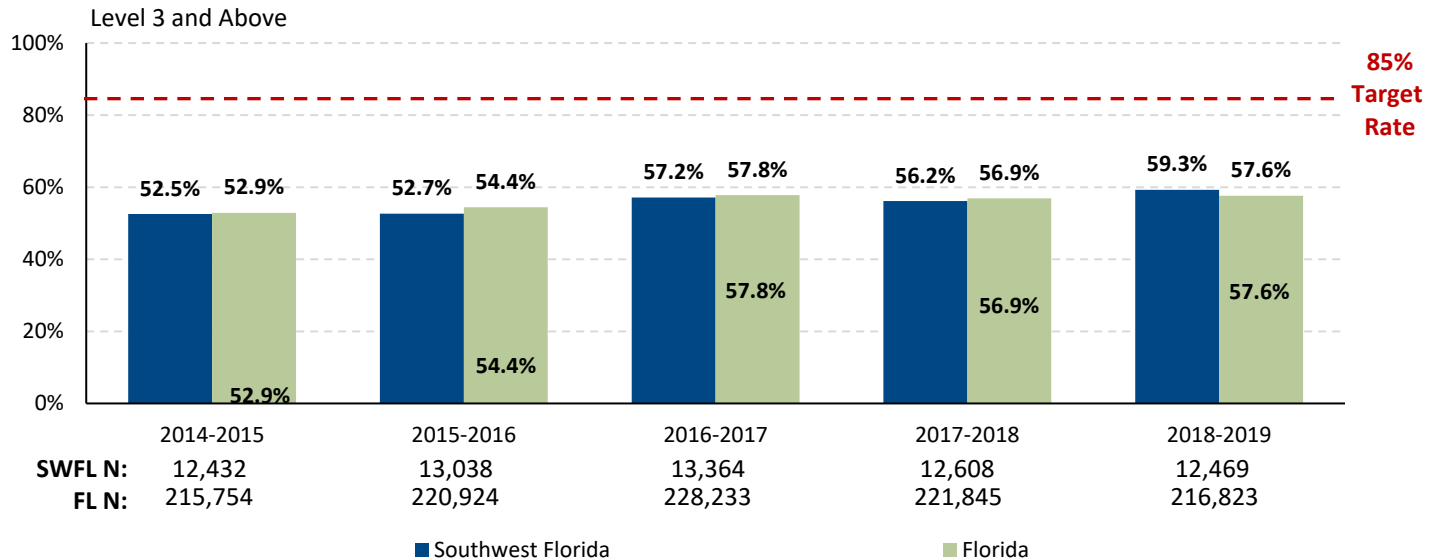
In fall 2019, 43.9 percent of total kindergarten students in Southwest Florida were considered ready for kindergarten. This percentage was below the state of Florida, measured at 53.4 percent. The region had a slight decline from fall 2018, when 44.4 percent of kindergarten students were considered ready for kindergarten. Hendry County had the highest percentage in fall 2019, with a kindergarten readiness rate of 59.7 percent. Glades County was next highest at 57.8 percent, followed by Charlotte County (47.0 percent), Collier County (45.7 percent), and Lee County (4 percent).

Table 2-1: Kindergarten Readiness

Area	2017	2018	2019
Charlotte County			
<i>Number "ready for kindergarten"</i>	565	518	506
<i>Number of test takers</i>	1,029	975	1,076
<i>Percent "ready for kindergarten"</i>	54.9%	53.1%	47.0%
Collier County			
<i>Number "ready for kindergarten"</i>	1,319	1,404	1,395
<i>Number of test takers</i>	2,695	2,865	3,051
<i>Percent "ready for kindergarten"</i>	48.9%	49.0%	45.7%
Glades County			
<i>Number "ready for kindergarten"</i>	20	85	89
<i>Number of test takers</i>	31	128	154
<i>Percent "ready for kindergarten"</i>	64.5%	66.4%	57.8%
Hendry County			
<i>Number "ready for kindergarten"</i>	170	242	295
<i>Number of test takers</i>	476	413	494
<i>Percent "ready for kindergarten"</i>	35.7%	58.6%	59.7%
Lee County			
<i>Number "ready for kindergarten"</i>	2,778	2,539	2,649
<i>Number of test takers</i>	6,429	6,408	6,469
<i>Percent "ready for kindergarten"</i>	43.2%	39.6%	40.9%
Southwest Florida			
<i>Number "ready for kindergarten"</i>	4,852	4,788	4,934
<i>Number of test takers</i>	10,660	10,789	11,244
<i>Percent "ready for kindergarten"</i>	45.5%	44.4%	43.9%
Florida			
<i>Number "ready for kindergarten"</i>	100,909	97,652	101,818
<i>Number of test takers</i>	187,056	185,252	190,805
<i>Percent "ready for kindergarten"</i>	53.9%	52.7%	53.4%

Source: Florida Department of Education

Chart 2-2: Third Grade Reading Proficiency



Third Grade Reading Proficiency

Chart 2-2 and Table 2-2 show the third grade reading proficiency (students scoring at least a 3 on the Florida Standard Assessments exam) for Southwest Florida, along with each of the five counties. Southwest Florida had a third grade reading proficiency rate of 59.3 percent during the 2018-2019 academic year. While third grade reading proficiency has increased since the 2014-2015 academic year, it remains well below the 85 percent target rate.

None of the five Southwest Florida counties achieved the 85 percent target rate. Charlotte County had the highest rate of third grade reading proficiency at 69.5 percent during the 2018-2019 academic year. Glades County had the next highest reading proficiency (61.6 percent), followed by Collier County (61.4 percent), Lee County (57.7 percent), and Hendry County (47.3 percent).

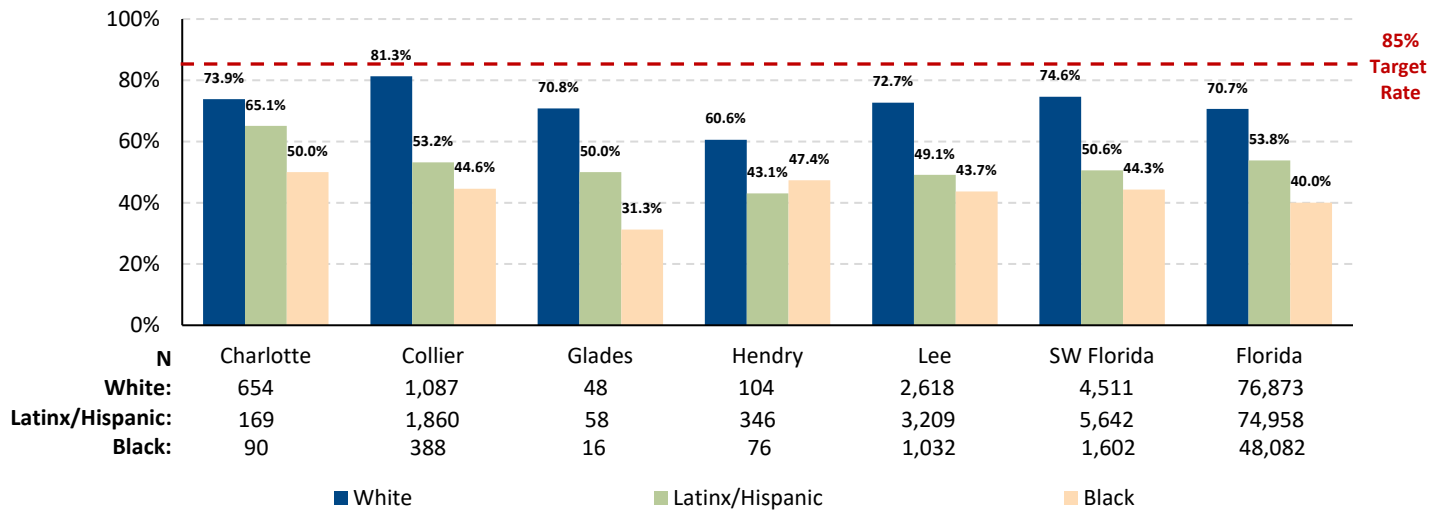
Table 2-2: Third Grade Reading Proficiency

Area	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Charlotte County					
<i>Students scoring 3 or above</i>	557	600	748	647	699
<i>Total students</i>	1,107	1,045	1,138	1,032	1,006
<i>Percent scoring 3 or above</i>	50.3%	57.4%	65.7%	62.7%	69.5%
Collier County					
<i>Students scoring 3 or above</i>	1,870	1,890	2,173	2,073	2,141
<i>Total students</i>	3,555	3,677	3,810	3,541	3,487
<i>Percent scoring 3 or above</i>	52.6%	51.4%	57.0%	58.5%	61.4%
Glades County					
<i>Students scoring 3 or above</i>	86	86	92	90	93
<i>Total students</i>	166	181	160	164	151
<i>Percent scoring 3 or above</i>	51.8%	47.5%	57.5%	54.9%	61.6%
Hendry County					
<i>Students scoring 3 or above</i>	271	247	277	259	254
<i>Total students</i>	580	613	614	588	537
<i>Percent scoring 3 or above</i>	46.7%	40.3%	45.1%	44.0%	47.3%
Lee County					
<i>Students scoring 3 or above</i>	3,749	4,042	4,349	4,012	4,203
<i>Total students</i>	7,024	7,522	7,642	7,283	7,288
<i>Percent scoring 3 or above</i>	53.4%	53.7%	56.9%	55.1%	57.7%
Southwest Florida					
<i>Students scoring 3 or above</i>	6,533	6,865	7,639	7,081	7,390
<i>Total students</i>	12,432	13,038	13,364	12,608	12,469
<i>Percent scoring 3 or above</i>	52.5%	52.7%	57.2%	56.2%	59.3%
Florida					
<i>Students scoring 3 or above</i>	114,093	120,279	131,932	126,285	124,993
<i>Total students</i>	215,754	220,924	228,233	221,845	216,823
<i>Percent scoring 3 or above</i>	52.9%	54.4%	57.8%	56.9%	57.6%

Source: Florida Department of Education

Chart 2-3: Third Grade Reading Proficiency by Race/Ethnicity

Level 3 and Above
2018-2019



Third Grade Reading Proficiency by Race/Ethnicity

Chart 2-3 and Table 2-3 shows third grade reading proficiency by race and ethnicity for the 2018-2019 academic year. Southwest Florida third grade students who identified as White had the highest reading proficiency rate of 74.6 percent during the 2018-2019 academic year, but still below the target rate of 85 percent. Meanwhile third grade students who identified as Latinx/Hispanic had a reading proficiency rate of 50.6 percent, while students who identified as Black had a reading proficiency rate of 44.3 percent.

Table 2-3: Third Grade Reading Proficiency by Race/Ethnicity
2018-2019

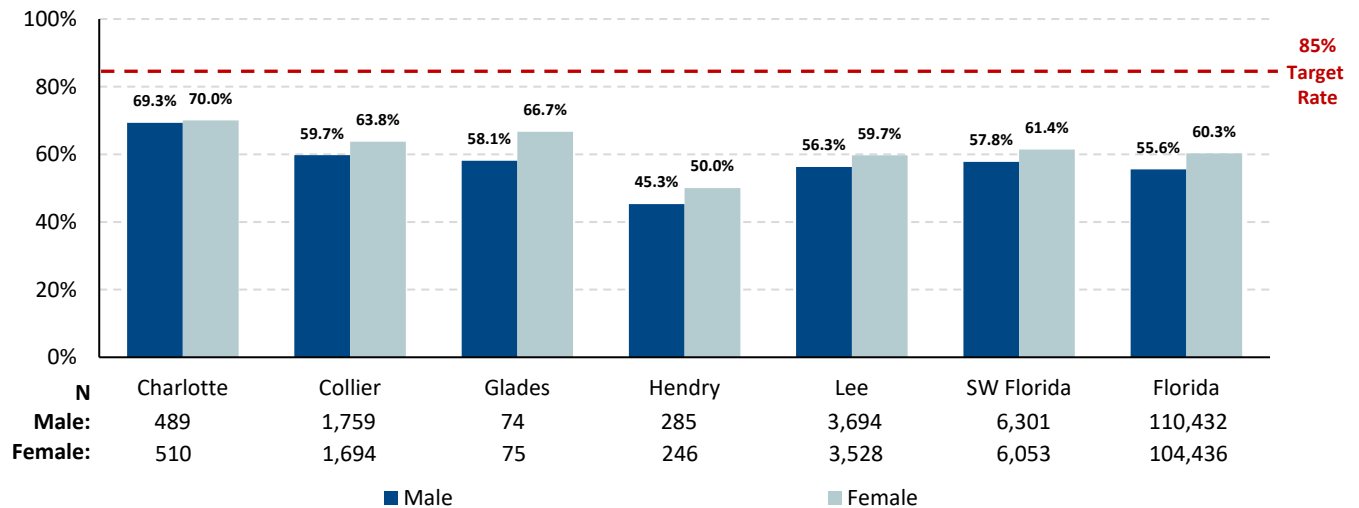
Area	White	Latinx/Hispanic	Black
Charlotte County			
<i>Students scoring 3 or above</i>	483	110	45
<i>Total students</i>	654	169	90
<i>Percent scoring 3 or above</i>	73.9%	65.1%	50.0%
Collier County			
<i>Students scoring 3 or above</i>	884	990	173
<i>Total students</i>	1,087	1,860	388
<i>Percent scoring 3 or above</i>	81.3%	53.2%	44.6%
Glades County			
<i>Students scoring 3 or above</i>	34	29	5
<i>Total students</i>	48	58	16
<i>Percent scoring 3 or above</i>	70.8%	50.0%	31.3%
Hendry County			
<i>Students scoring 3 or above</i>	63	149	36
<i>Total students</i>	104	346	76
<i>Percent scoring 3 or above</i>	60.6%	43.1%	47.4%
Lee County			
<i>Students scoring 3 or above</i>	1,903	1,576	451
<i>Total students</i>	2,618	3,209	1,032
<i>Percent scoring 3 or above</i>	72.7%	49.1%	43.7%
Southwest Florida			
<i>Students scoring 3 or above</i>	3,367	2,854	710
<i>Total students</i>	4,511	5,642	1,602
<i>Percent scoring 3 or above</i>	74.6%	50.6%	44.3%
Florida			
<i>Students scoring 3 or above</i>	54,315	40,353	19,256
<i>Total students</i>	76,873	74,958	48,082
<i>Percent scoring 3 or above</i>	70.7%	53.8%	40.0%

Source: Florida Department of Education

Note: The term "Latinx/Hispanic" is used in place of the term "Hispanic", which is used by the Florida Department of Education.

Chart 2-4: Third Grade Reading Proficiency by Gender

Level 3 and Above
2018-2019



Third Grade Reading Proficiency by Gender

Chart 2-4 and Table 2-4 shows third grade reading proficiency by gender for the 2018-2019 academic year. Female third grade students in Southwest Florida had a reading proficiency rate of 61.4 percent during the 2018-2019 academic year, below the target rate of 85 percent. Meanwhile, male third grade students had a reading proficiency rate of 57.8 percent. Rates for both females and males were higher than the state of Florida, measured at 60.3 percent and 55.6 percent, respectively.

Females had a higher reading proficiency rate than males in each of the five Southwest Florida counties as well. Charlotte County females had the highest third grade reading proficiency rate, measured at 70.0 percent, followed by Glades County (66.7 percent), Collier County (63.8 percent), Lee County (59.7 percent), and Hendry County (50.0 percent). The reading proficiency among females in all five Southwest Florida counties were below the target rate of 85 percent.

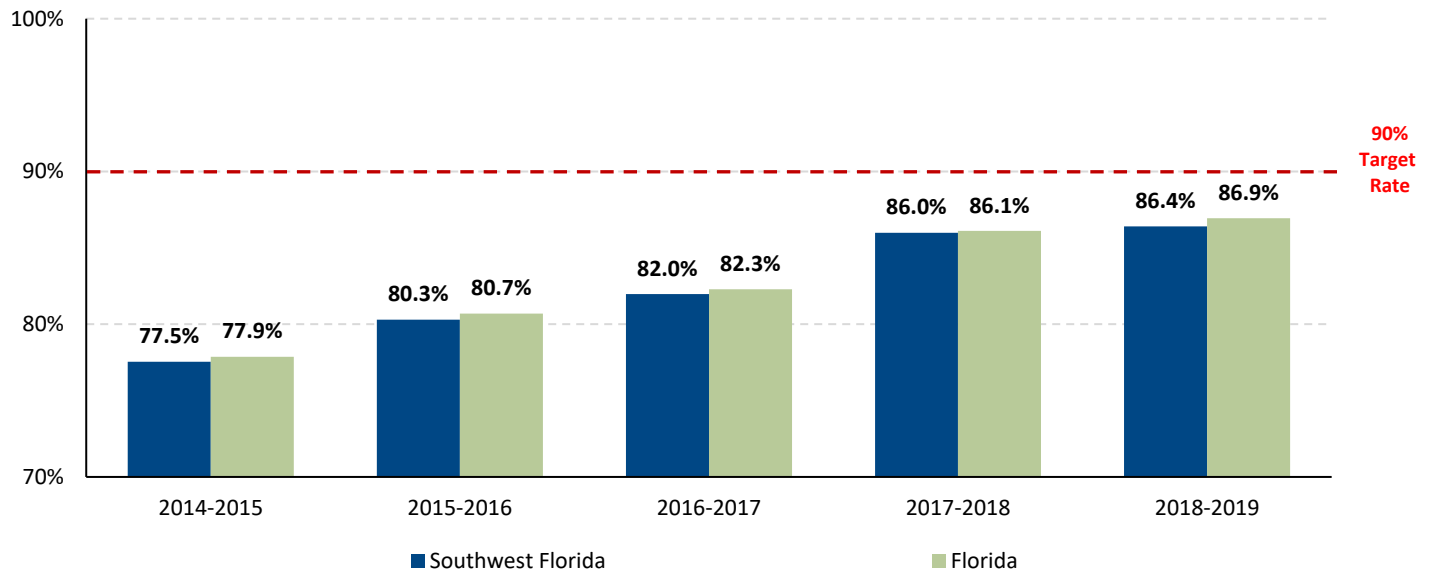
Table 2-4: Third Grade Reading Proficiency by Gender

2018-2019

Area	Male	Female
Charlotte County		
<i>Students scoring 3 or above</i>	339	357
<i>Total students</i>	489	510
<i>Percent scoring 3 or above</i>	69.3%	70.0%
Collier County		
<i>Students scoring 3 or above</i>	1,051	1,080
<i>Total students</i>	1,759	1,694
<i>Percent scoring 3 or above</i>	59.7%	63.8%
Glades County		
<i>Students scoring 3 or above</i>	43	50
<i>Total students</i>	74	75
<i>Percent scoring 3 or above</i>	58.1%	66.7%
Hendry County		
<i>Students scoring 3 or above</i>	129	123
<i>Total students</i>	285	246
<i>Percent scoring 3 or above</i>	45.3%	50.0%
Lee County		
<i>Students scoring 3 or above</i>	2,078	2,106
<i>Total students</i>	3,694	3,528
<i>Percent scoring 3 or above</i>	56.3%	59.7%
Southwest Florida		
<i>Students scoring 3 or above</i>	3,640	3,716
<i>Total students</i>	6,301	6,053
<i>Percent scoring 3 or above</i>	57.8%	61.4%
Florida		
<i>Students scoring 3 or above</i>	61,360	62,954
<i>Total students</i>	110,432	104,436
<i>Percent scoring 3 or above</i>	55.6%	60.3%

Source: Florida Department of Education

Chart 2-5: High School Graduation Rate



High School Graduation Rate

Chart 2-5 and Table 2-5 show the high school graduation rates for Southwest Florida, along with each of the five counties. Southwest Florida had a high school graduation rate of 86.4 percent during the 2018-2019 academic year. While the high school graduation rate has increased each year since the 2014-2015 academic year, it remains below the 90 percent target rate. The high school graduation rate also remains below the state of Florida, measured at 86.9 percent during the 2018-2019 academic year.

Collier County (91.9 percent) and Glades County (91.4 percent) were the only two counties to exceed the 90 percent target graduation rate during the 2018-2019 academic year. Charlotte County had the next highest graduation rate (86.4 percent), followed by Hendry County (83.7 percent) and Lee County (83.7 percent).

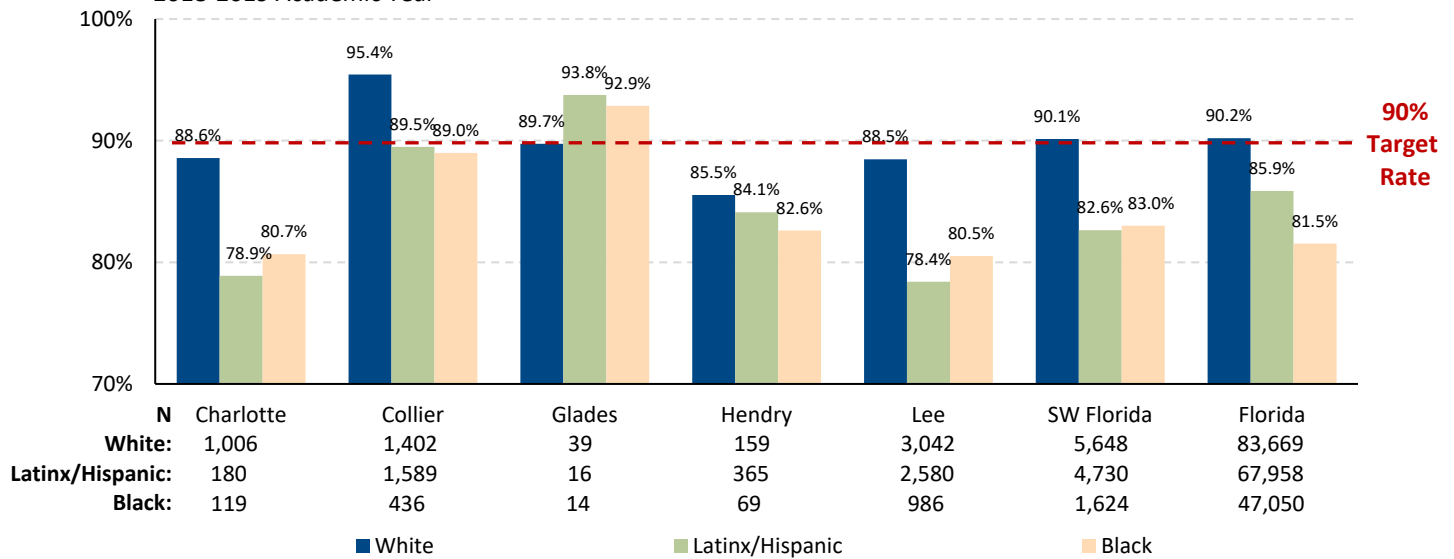
Table 2-5: High School Graduation Rate

Area	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Charlotte County					
<i>Cohort graduates</i>	1,040	1,091	1,111	1,273	1,188
<i>Cohort students</i>	1,377	1,410	1,371	1,453	1,375
<i>Percent cohort graduates</i>	75.5%	77.4%	81.0%	87.6%	86.4%
Collier County					
<i>Cohort graduates</i>	2,600	2,794	2,995	3,101	3,312
<i>Cohort students</i>	3,083	3,223	3,394	3,376	3,605
<i>Percent cohort graduates</i>	84.3%	86.7%	88.2%	91.9%	91.9%
Glades County					
<i>Cohort graduates</i>	46	47	44	57	74
<i>Cohort students</i>	57	60	54	61	81
<i>Percent cohort graduates</i>	80.7%	78.3%	81.5%	93.4%	91.4%
Hendry County					
<i>Cohort graduates</i>	398	385	423	428	510
<i>Cohort students</i>	518	493	501	511	609
<i>Percent cohort graduates</i>	76.8%	78.1%	84.4%	83.8%	83.7%
Lee County					
<i>Cohort graduates</i>	4,825	4,794	5,084	5,588	5,778
<i>Cohort students</i>	6,455	6,161	6,461	6,749	6,902
<i>Percent cohort graduates</i>	74.7%	77.8%	78.7%	82.8%	83.7%
Southwest Florida					
<i>Cohort graduates</i>	8,909	9,111	9,657	10,447	10,862
<i>Cohort students</i>	11,490	11,347	11,781	12,150	12,572
<i>Percent cohort graduates</i>	77.5%	80.3%	82.0%	86.0%	86.4%
Florida					
<i>Cohort graduates</i>	155,714	159,672	168,042	180,411	184,509
<i>Cohort students</i>	199,971	197,886	204,212	209,520	212,240
<i>Percent cohort graduates</i>	77.9%	80.7%	82.3%	86.1%	86.9%

Source: Florida Department of Education

Chart 2-6: High School Graduation Rate by Race/Ethnicity

2018-2019 Academic Year



High School Graduation Rate by Race/Ethnicity

Chart 2-6 and Table 2-6 shows high school graduation rates by race and ethnicity for the 2018-2019 academic year. Southwest Florida students who identified as White had a high school graduation rate of 90.1 percent during the 2018-2019 academic year, slightly above the target rate of 90 percent. Meanwhile students who identified as Black had a high school graduation rate of 83 percent, while students who identified as Latinx/Hispanic had a high school graduation rate of 82.6 percent, both below the 90% target rate. A similar trend was observed for the state of Florida. White students had a graduation rate (90.2 percent) slightly above the 90 percent target, while the graduation rates for Latinx/Hispanic students (85.9 percent) and Black students (81.5 percent) were lower than the 90 percent target rate.

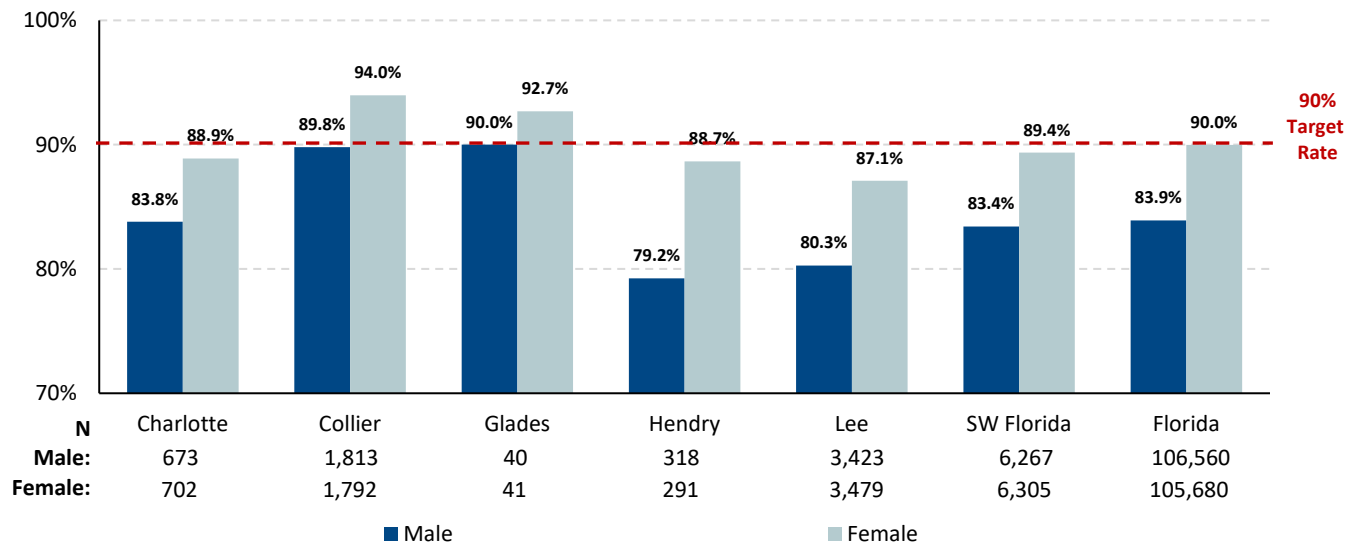
Table 2-6: High School Graduation Rate by Race/Ethnicity
2018-2019

Area	White	Hispanic/Latinx	Black
Charlotte County			
<i>Cohort graduates</i>	891	142	96
<i>Cohort students</i>	1,006	180	119
<i>Percent cohort graduates</i>	88.6%	78.9%	80.7%
Collier County			
<i>Cohort graduates</i>	1,338	1,422	388
<i>Cohort students</i>	1,402	1,589	436
<i>Percent cohort graduates</i>	95.4%	89.5%	89.0%
Glades County			
<i>Cohort graduates</i>	35	15	13
<i>Cohort students</i>	39	16	14
<i>Percent cohort graduates</i>	89.7%	93.8%	92.9%
Hendry County			
<i>Cohort graduates</i>	136	307	57
<i>Cohort students</i>	159	365	69
<i>Percent cohort graduates</i>	85.5%	84.1%	82.6%
Lee County			
<i>Cohort graduates</i>	2,691	2,023	794
<i>Cohort students</i>	3,042	2,580	986
<i>Percent cohort graduates</i>	88.5%	78.4%	80.5%
Southwest Florida			
<i>Cohort graduates</i>	5,091	3,909	1,348
<i>Cohort students</i>	5,648	4,730	1,624
<i>Percent cohort graduates</i>	90.1%	82.6%	83.0%
Florida			
<i>Cohort graduates</i>	75,470	58,350	38,365
<i>Cohort students</i>	83,669	67,958	47,050
<i>Percent cohort graduates</i>	90.2%	85.9%	81.5%

Source: Florida Department of Education

Chart 2-7: High School Graduation Rate by Gender

2018-2019 Academic Year



High School Graduation Rate by Gender

Chart 2-7 and Table 2-7 shows high school graduation rate by gender for the 2018-2019 academic year. Females in Southwest Florida had a high school graduation rate of 89.4 percent during the 2018-2019 academic year, slightly below the target rate of 90 percent. Meanwhile, male students had a graduation rate of 83.4 percent. Rates for both females and males were below the state of Florida, measured at 90 percent and 83.9 percent, respectively.

Females had a higher graduation rate than males in each of the five Southwest Florida counties as well. Collier County females had the highest graduation rate, measured at 94 percent, followed by Glades County (92.7 percent). Charlotte County (88.9 percent), Hendry County (88.7 percent), and Lee County (87.1 percent) females were below the target rate of 90 percent.

Table 2-7: High School Graduation Rate by Gender

2018-2019

Area	Male	Female
Charlotte County		
<i>Cohort graduates</i>	564	624
<i>Cohort students</i>	673	702
<i>Percent cohort graduates</i>	83.8%	88.9%
Collier County		
<i>Cohort graduates</i>	1,628	1,684
<i>Cohort students</i>	1,813	1,792
<i>Percent cohort graduates</i>	89.8%	94.0%
Glades County		
<i>Cohort graduates</i>	36	38
<i>Cohort students</i>	40	41
<i>Percent cohort graduates</i>	90.0%	92.7%
Hendry County		
<i>Cohort graduates</i>	252	258
<i>Cohort students</i>	318	291
<i>Percent cohort graduates</i>	79.2%	88.7%
Lee County		
<i>Cohort graduates</i>	2,748	3,030
<i>Cohort students</i>	3,423	3,479
<i>Percent cohort graduates</i>	80.3%	87.1%
Southwest Florida		
<i>Cohort graduates</i>	5,228	5,634
<i>Cohort students</i>	6,267	6,305
<i>Percent cohort graduates</i>	83.4%	89.4%
Florida		
<i>Cohort graduates</i>	89,416	95,093
<i>Cohort students</i>	106,560	105,680
<i>Percent cohort graduates</i>	83.9%	90.0%




Source: Florida Department of Education



FutureMakers Coalition



Access and Entry

Indicator		Measure		Trending
	Enrollment	SWFL	38,526	↑
	Post-secondary fall enrollment	Florida	1,117,628	↓
<hr/>				
	Technical Education	SWFL	4,516	↑
	Technical college fall enrollment			
<hr/>				
	FASFA	SWFL	43.5%	↓
	FAFSA completion rate	Florida	45.7%	↓

Overview

Among the three Access and Entry indicators, Post-Secondary Fall Enrollment and Technical College Fall Enrollment in the Southwest Florida region improved from last year's report. Southwest Florida had a total post-secondary fall enrollment of 38,526 students in 2018, up 2.3 percent from the previous fall. Similarly, the region's 2018 technical college fall enrollment increased 4.8 percent from the prior year to 4,516 students. It should be noted that post-secondary fall enrollment in the state of Florida decreased slightly, by 0.6 percent, in 2018. Data for the state's technical college fall enrollment are not available.

During the 2018-2019 academic year, the Southwest Florida region had 5,489 students complete a FAFSA application, for a FAFSA completion rate of 43.5 percent – down from 46.1 percent in the 2017-2018 academic year. FAFSA completion rates in the state of Florida also decreased between these two academic years, from 49.3 percent to 45.7 percent.



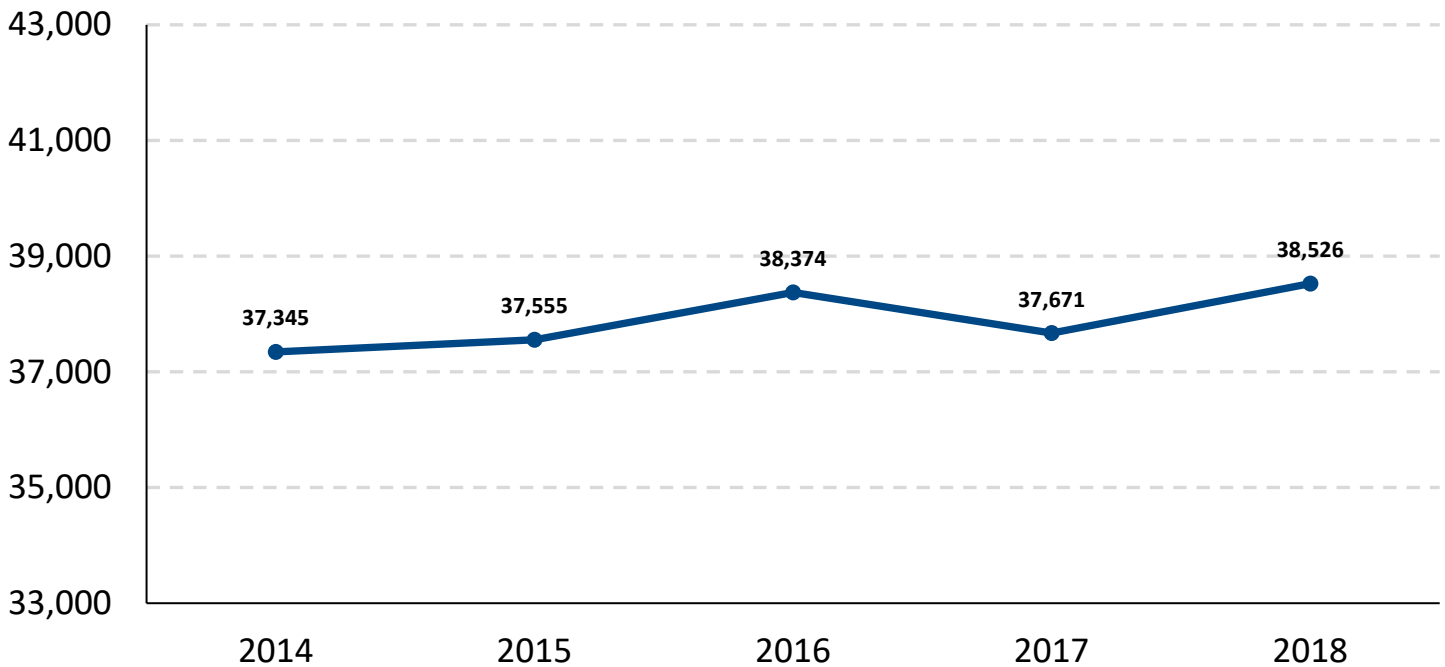
FutureMakers Coalition FAFSA First! campaign had a significant impact on increasing FAFSA completion in the past. However, the program's funding ran out in 2017, which may account for some of the decrease in FAFSA completion. The FutureMakers Coalition will attempt to secure the necessary resources to restart FAFSA First!, which showed promising results, and will look to other regional FAFSA initiatives with which the FutureMakers Coalition may align to increase FAFSA completion.



Data on post-secondary fall enrollment and technical college fall enrollment by race and ethnicity for Southwest Florida are also provided in this report. Between 2014 to 2018 in general, minority students in Southwest Florida – in particular among the Black and Latinx/Hispanic populations – represent a growing proportion of students enrolling in post-secondary education and technical colleges, resulting in a relative decrease in the proportion of students identifying as White. As the region's population changes, post-secondary education institutions will need to adapt policies and procedures to reduce inequities in outcomes for students of color order to achieve the 55 percent goal of skilled working age adults with college degrees, workforce certificates, industry certifications, and other high-quality credentials.

Chart 2-8: Post-Secondary Fall Enrollment

Southwest Florida



Source: National Center for Education Statistics, Integrated Postsecondary Education Data System

Post-Secondary Fall Enrollment

Post-secondary fall enrollment data was obtained from the National Center for Education Statistics website. Southwest Florida post-secondary institutions were identified by selecting all institutions that were located in Charlotte, Collier, Glades, Hendry, and Lee County. The following institutions are listed as a result:

Charlotte Technical College	Hodges University	Immokalee Technical College
Lorenzo Walker Technical College	Cape Coral Technical College	The Salon Professional Academy-Ft Myers
Florida SouthWestern State College	Florida Gulf Coast University	Florida Academy
Fort Myers Technical College	Ave Maria School of Law	Paul Mitchell the School-Ft Myers
Sunstate Academy	Ave Maria University	Lee Professional Institute
Southern Technical College	Cozmo Beauty School	The Training Domain

Southwest Florida had a total post-secondary fall enrollment of 38,526 students in 2018, up 2.3 percent from the previous fall. Fall enrollment in the region has steadily increased since 2014, with only one decline in 2017. It is important to note that Southwest Florida was significantly impacted by Hurricane Irma in 2017, which may have played a role in the decreased enrollment numbers. While fall enrollment increased in Southwest Florida,

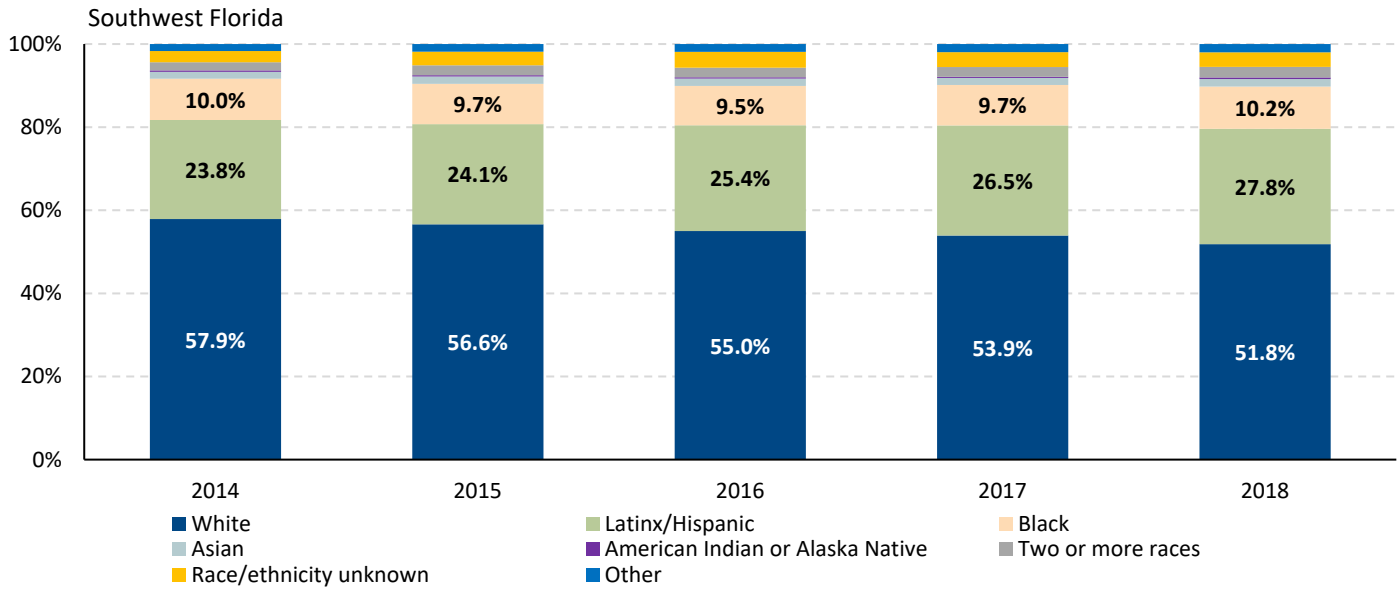
both the state (0.6 percent decline) and the nation (0.6 percent decline) each had a fall in post-secondary fall enrollment in 2018.

Table 2-8: Post-Secondary Fall Enrollment

Area	2014	2015	2016	2017	2018
Southwest Florida					
<i>Fall enrollment</i>	37,345	37,555	38,374	37,671	38,526
<i>Percent change</i>	--	0.6%	2.2%	-1.8%	2.3%
Florida					
<i>Fall enrollment</i>	1,123,293	1,107,903	1,107,619	1,124,072	1,117,628
<i>Percent change</i>	--	-1.4%	0.0%	1.5%	-0.6%
United States					
<i>Fall enrollment</i>	20,282,338	20,213,839	20,198,646	20,175,116	20,052,343
<i>Percent change</i>	--	-0.3%	-0.1%	-0.1%	-0.6%

Source: National Center for Education Statistics

Chart 2-9: Post-Secondary Fall Enrollment by Race/Ethnicity



NOTE: For ease of reading, the percentages for White, Latinx/Hispanic, and Black students only are provided in the chart above. The percentages for the other races are listed in Table 2-9.

Post-Secondary Fall Enrollment by Race/Ethnicity

Chart 2-9 and Table 2-9 display post-secondary fall enrollment by race and ethnicity for Southwest Florida. The proportion of students making up post-secondary fall enrollment who identify as White has steadily declined from 57.9 percent in 2014 to 51.8 percent in 2018 as the proportions of students representing Southwest Florida's minority populations enrolling in post-secondary education have increased during this same time period. Of note, post-secondary fall enrollment among Latinx/Hispanic students has increased from 23.8 percent in 2014 to 27.8 percent in 2018. Smaller increases in post-secondary fall enrollment were seen among students who identified as two or more races and race/ethnicity unknown. Post-secondary fall enrollment has remained fairly constant for the region's students identifying as Black, hovering around 10 percent between 2014 to 2018. As the region's population grows and our demographics change, post-secondary education institutions will need to adapt to accommodate the increased demand and rewrite policies and procedures that may be unintentionally creating an inequitable system for students of color in order to achieve the 55 percent goal of skilled working age adults with college degrees, workforce certificates, industry certifications, and other high-quality credentials.

Table 2-9: Post-Secondary Enrollment by Race/Ethnicity**Southwest Florida**

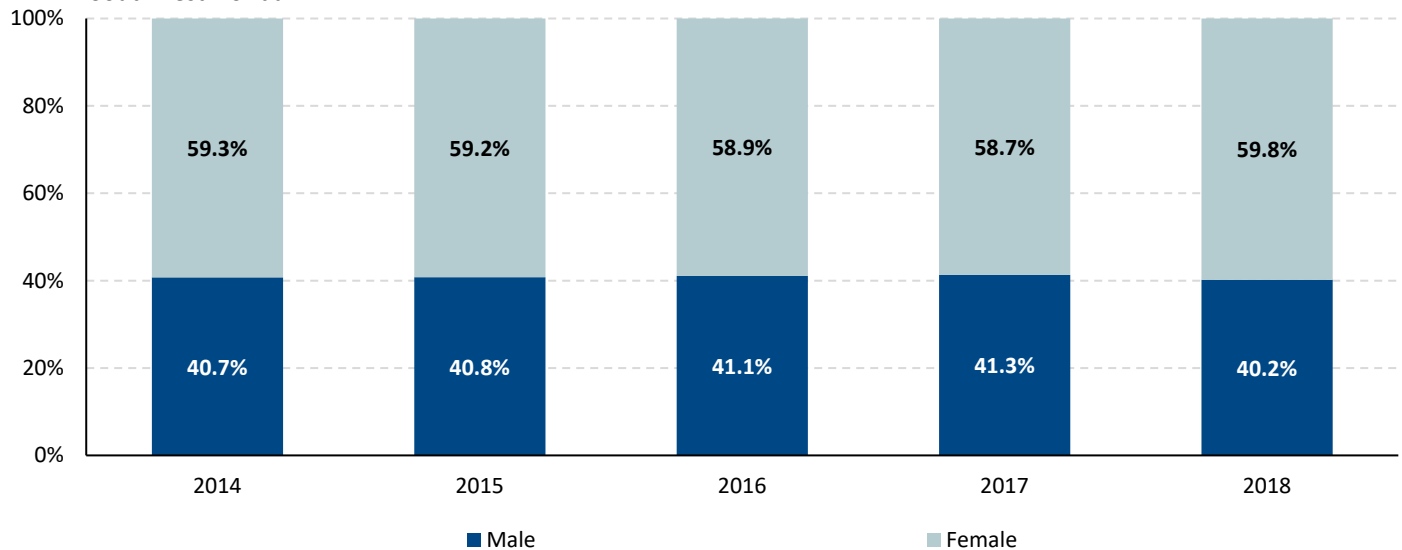
Race/Ethnicity	2014	2015	2016	2017	2018
White					
<i>Number of students</i>	21,619	21,259	21,111	20,321	19,974
<i>Percent of total</i>	57.9%	56.6%	55.0%	53.9%	51.8%
Latinx/Hispanic					
<i>Number of students</i>	8,894	9,061	9,766	9,972	10,692
<i>Percent of total</i>	23.8%	24.1%	25.4%	26.5%	27.8%
Black or African American					
<i>Number of students</i>	3,716	3,640	3,636	3,664	3,921
<i>Percent of total</i>	10.0%	9.7%	9.5%	9.7%	10.2%
Asian					
<i>Number of students</i>	621	664	671	637	701
<i>Percent of total</i>	1.7%	1.8%	1.7%	1.7%	1.8%
American Indian or Alaska Native					
<i>Number of students</i>	120	117	120	107	141
<i>Percent of total</i>	0.3%	0.3%	0.3%	0.3%	0.4%
Native Hawaiian					
<i>Number of students</i>	53	60	62	62	49
<i>Percent of total</i>	0.1%	0.2%	0.2%	0.2%	0.1%
Two or more races					
<i>Number of students</i>	745	892	891	885	987
<i>Percent of total</i>	2.0%	2.4%	2.3%	2.3%	2.6%
Race/ethnicity unknown					
<i>Number of students</i>	1,001	1,234	1,459	1,349	1,341
<i>Percent of total</i>	2.7%	3.3%	3.8%	3.6%	3.5%
Nonresident alien					
<i>Number of students</i>	576	628	658	674	720
<i>Percent of total</i>	1.5%	1.7%	1.7%	1.8%	1.9%
Total Fall Enrollment	37,345	37,555	38,374	37,671	38,526

Source: National Center for Education Statistics

Note: The term "Latinx/Hispanic" is used in place of the term "Hispanic", which is used by the National Center for Education Statistics.

Chart 2-10: Post-Secondary Fall Enrollment by Gender

Southwest Florida



Post-Secondary Fall Enrollment by Gender

Chart 2-10 and Table 2-10 show post-secondary fall enrollment by gender for Southwest Florida. The region had 23,044 female students enrolled into a post-secondary institute during fall 2018, representing 59.8 percent of total enrollment. The region also had 15,482 male students enrolled in 2018, accounting for 40.2 percent of total enrollment during that year. These percentages have remained near the same level since 2014.

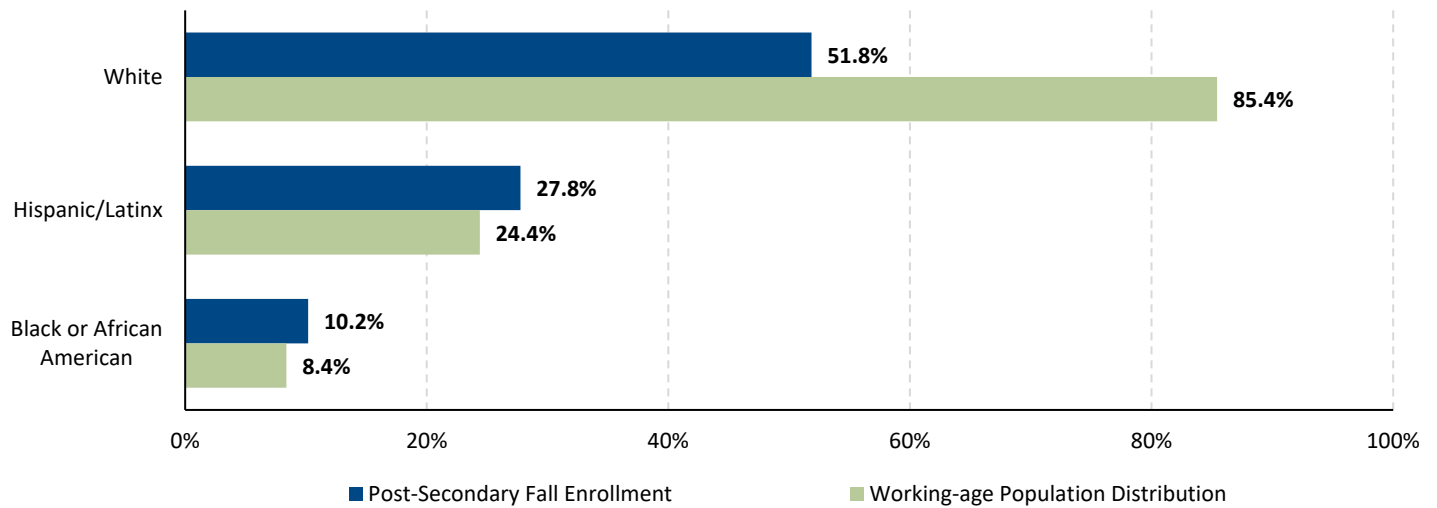
Table 2-10: Post-Secondary Fall Enrollment by Gender

Southwest Florida

Gender	2014	2015	2016	2017	2018
Male					
<i>Number of students</i>	15,218	15,320	15,765	15,557	15,482
<i>Percent of total</i>	40.7%	40.8%	41.1%	41.3%	40.2%
Female					
<i>Number of students</i>	22,127	22,235	22,609	22,114	23,044
<i>Percent of total</i>	59.3%	59.2%	58.9%	58.7%	59.8%
Total Fall Enrollment	37,345	37,555	38,374	37,671	38,526

Source: National Center for Education Statistics

Chart 2-11: Post-Secondary Enrollment vs. Working Age Population by Race/Ethnicity
Southwest Florida
2018



Post-Secondary Fall Enrollment vs. Working Age Population by Race/Ethnicity

Chart 2-11 and Table 2-11 compare post-secondary enrollment and population distributions by race and ethnicity in 2018. While residents who identified as White made up 85.4 percent of the working age population in Southwest Florida, they accounted for only 51.8 percent of fall enrollment in 2018. Latinx/Hispanic students represented 27.8 percent of total post-secondary fall enrollment, compared to 24.4 percent of the working age population. The region had a Black or African American working age population of 8.4 percent in 2018, slightly below 10.2 percent fall enrollment during that year.

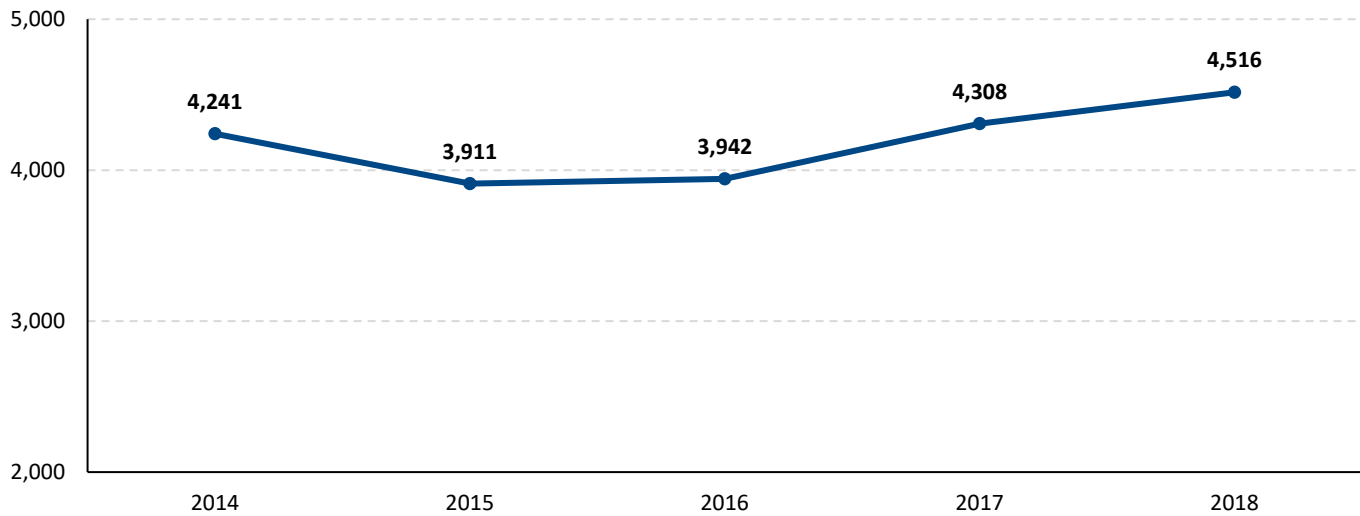
Table 2-11: Post-Secondary Enrollment vs. Working Age Population by Race/Ethnicity
2018

Race/Ethnicity	Post-Secondary Fall Enrollment	Working-age Population Distribution
White	51.8%	85.4%
Latinx/Hispanic	27.8%	24.4%
Black or African American	10.2%	8.4%

Source: National Center for Education Statistics, American Community Survey 5-Year Estimates

Chart 2-12: Technical College Fall Enrollment

Southwest Florida



Technical College Fall Enrollment

As a subset of post-secondary fall enrollment, technical college fall enrollment data was obtained from the National Center for Education Statistics website. Technical enrollment for Southwest Florida comprises the following institutions:

Charlotte Technical College	Cozmo Beauty School	The Training Domain
Lorenzo Walker Technical College	Immokalee Technical College	Sunstate Academy
Fort Myers Technical College	The Salon Professional Academy-Ft Myers	Lee Professional Institute
Southern Technical College	Paul Mitchell the School-Ft Myers	Florida Academy

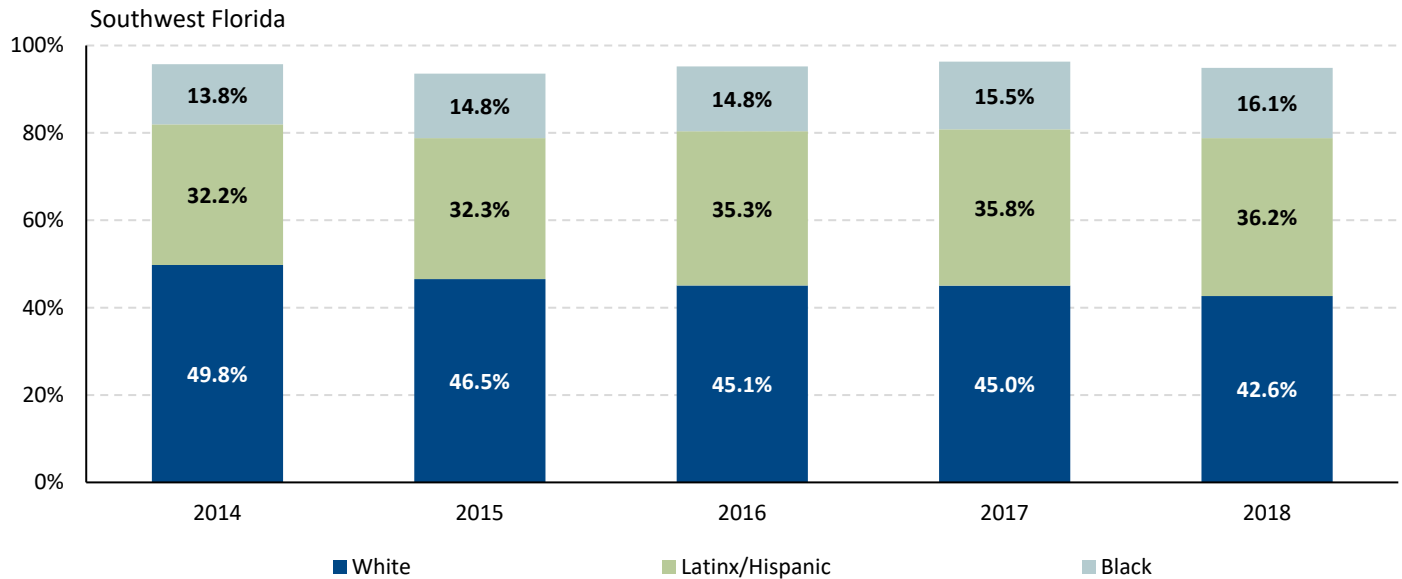
Chart 2-12 and Table 2-12 show technical college fall enrollment for Southwest Florida. The region had a total fall enrollment of 4,516 in 2018. While enrollment declined from 2014 to 2015, it has steadily increased each of the following three years.

Table 2-12: Technical College Fall Enrollment

Category	2014	2015	2016	2017	2018
Southwest Florida					
Fall enrollment	4,241	3,911	3,942	4,308	4,516
Percent change	--	-7.8%	0.8%	9.3%	4.8%

Source: National Center for Education Statistics

Chart 2-13: Technical Education Fall Enrollment by Race/Ethnicity



Technical College Fall Enrollment by Race/Ethnicity

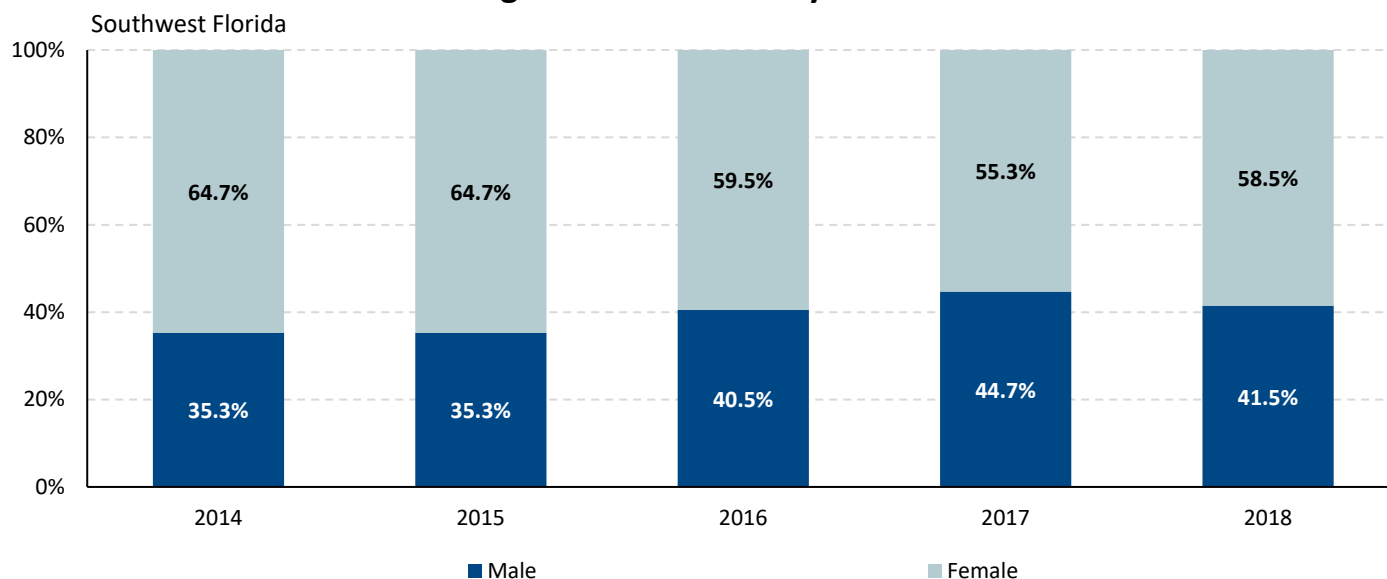
Chart 2-13 and Table 2-13 display technical college fall enrollment by race and ethnicity for Southwest Florida. Similar to the trends seen in the total post-secondary fall enrollment statistics, the proportion of students making up technical fall enrollment who identify as White has steadily declined from 49.8 percent in 2014 to 42.6 percent in 2018 as the proportions of students among Southwest Florida's identifying as Latinx/Hispanic or Black enrolling in technical colleges have increased during this same time period. Technical college fall enrollment among Latinx/Hispanic students has increased from 32.2 percent in 2014 to 36.2 percent in 2018. For students identifying as Black, technical college fall enrollment has increased from 13.8 percent in 2014 to 16.1 percent in 2018. Technical college fall enrollment has remained fairly constant for the region's students among the other races/ethnicities tracked by the National Center for Education Statistics. As noted before, the region's population growth will require technical colleges to adapt to accommodate the increased demand and rewrite policies and procedures that may be unintentionally creating an inequitable system for students of color in order to achieve the 55 percent goal of skilled working age adults with college degrees, workforce certificates, industry certifications, and other high-quality credentials.

Table 2-13: Technical College Fall Enrollment by Race/Ethnicity

Southwest Florida

Race/Ethnicity	2014	2015	2016	2017	2018
White					
<i>Number of students</i>	2,111	1,820	1,777	1,940	1,926
<i>Percent of total</i>	49.8%	46.5%	45.1%	45.0%	42.6%
Hispanic					
<i>Number of students</i>	1,364	1,262	1,392	1,541	1,633
<i>Percent of total</i>	32.2%	32.3%	35.3%	35.8%	36.2%
Black or African American					
<i>Number of students</i>	585	577	584	668	726
<i>Percent of total</i>	13.8%	14.8%	14.8%	15.5%	16.1%
Asian					
<i>Number of students</i>	48	42	39	39	47
<i>Percent of total</i>	1.1%	1.1%	1.0%	0.9%	1.0%
American Indian or Alaska Native					
<i>Number of students</i>	21	24	12	13	14
<i>Percent of total</i>	0.5%	0.6%	0.3%	0.3%	0.3%
Native Hawaiian					
<i>Number of students</i>	7	11	13	8	6
<i>Percent of total</i>	0.2%	0.3%	0.3%	0.2%	0.1%
Two or more races					
<i>Number of students</i>	82	161	101	75	123
<i>Percent of total</i>	1.9%	4.1%	2.6%	1.7%	2.7%
Race/ethnicity unknown					
<i>Number of students</i>	10	5	23	23	31
<i>Percent of total</i>	0.2%	0.1%	0.6%	0.5%	0.7%
Nonresident alien					
<i>Number of students</i>	13	9	1	1	10
<i>Percent of total</i>	0.3%	0.2%	0.0%	0.0%	0.2%
Total Fall Enrollment	4,241	3,911	3,942	4,308	4,516

Source: National Center for Education Statistics

Chart 2-14: Technical College Fall Enrollment by Gender

Technical College Fall Enrollment by Gender

Chart 2-14 and Table 2-14 shows technical education fall enrollment by gender for Southwest Florida. The region had 2,643 female students enrolled into a technical college during fall 2018, representing 58.5 percent of total enrollment. This percentage has steadily declined since 2014. The region also had 1,873 male students enrolled in 2018, accounting for 41.5 percent of total enrollment during that year.

Table 2-14: Technical College Fall Enrollment by Gender

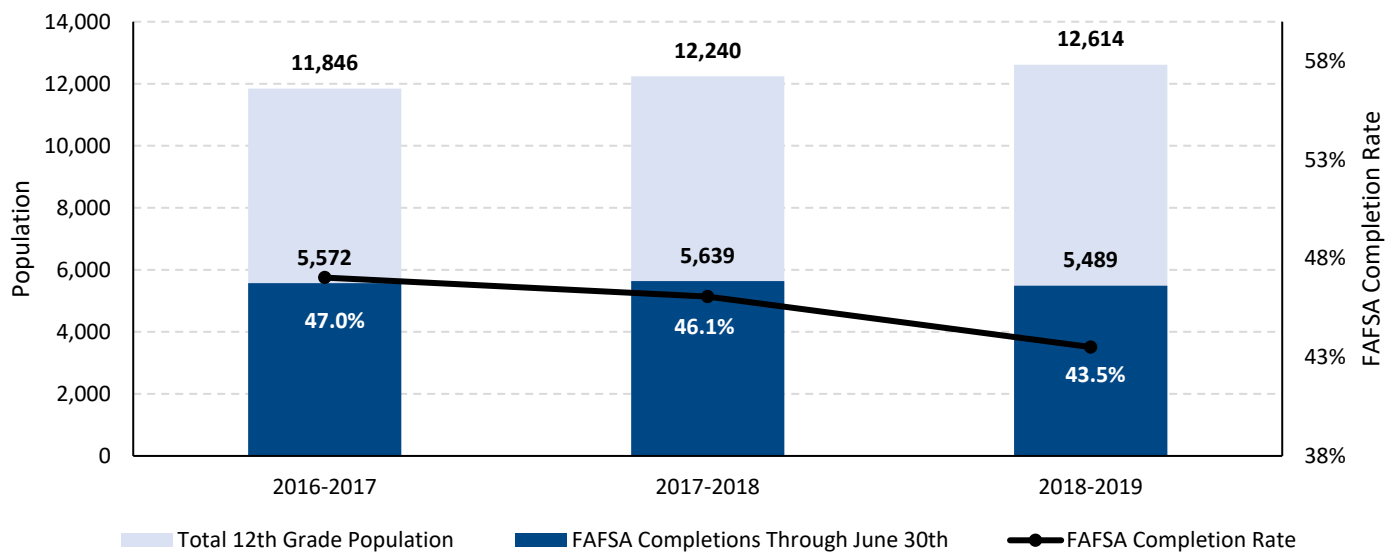
Southwest Florida

Gender	2014	2015	2016	2017	2018
Male					
<i>Number of students</i>	1,497	1,380	1,596	1,926	1,873
<i>Percent of total</i>	35.3%	35.3%	40.5%	44.7%	41.5%
Female					
<i>Number of students</i>	2,744	2,531	2,346	2,382	2,643
<i>Percent of total</i>	64.7%	64.7%	59.5%	55.3%	58.5%
Total Fall Enrollment	4,241	3,911	3,942	4,308	4,516

Source: National Center for Education Statistics

Chart 2-15: FAFSA Completion Rate

Southwest Florida



FAFSA Completion Rate

Chart 2-15 and Table 2-15 show the Free Application for Federal Student Aid (FAFSA) completion rates for Southwest Florida and each of the five counties. During the 2018-2019 academic year, the region had 5,489 students complete a FAFSA application, for a FAFSA completion rate of 43.5 percent. The FAFSA completion rate has steadily declined since the 2016-2017 academic year, and remains below the state FAFSA completion rate of 45.7 percent in 2018-2019.

Of the five Southwest Florida counties, only Collier County had a higher FAFSA completion rate than Florida, measured at 51 percent in 2018-2019. Glades County had the next highest completion rate (43.2 percent), followed by Lee County (41.7 percent), Charlotte County (37.7 percent), and Hendry County (36.9 percent).

Table 2-15: FAFSA Completion Rate

Area	2016-2017	2017-2018	2018-2019
Charlotte County			
<i>Total 12th Grade Population</i>	1,338	1,400	1,354
<i>FAFSA Completions Through June 30th</i>	538	593	510
<i>FAFSA Completion Rate</i>	40.2%	42.4%	37.7%
Collier County			
<i>Total 12th Grade Population</i>	3,031	3,049	3,290
<i>FAFSA Completions Through June 30th</i>	1,606	1,611	1,679
<i>FAFSA Completion Rate</i>	53.0%	52.8%	51.0%
Glades County			
<i>Total 12th Grade Population</i>	54	69	74
<i>FAFSA Completions Through June 30th</i>	24	33	32
<i>FAFSA Completion Rate</i>	44.4%	47.8%	43.2%
Hendry County			
<i>Total 12th Grade Population</i>	490	468	534
<i>FAFSA Completions Through June 30th</i>	259	224	197
<i>FAFSA Completion Rate</i>	52.9%	47.9%	36.9%
Lee County			
<i>Total 12th Grade Population</i>	6,933	7,254	7,362
<i>FAFSA Completions Through June 30th</i>	3,145	3,178	3,071
<i>FAFSA Completion Rate</i>	45.4%	43.8%	41.7%
Southwest Florida			
<i>Total 12th Grade Population</i>	11,846	12,240	12,614
<i>FAFSA Completions Through June 30th</i>	5,572	5,639	5,489
<i>FAFSA Completion Rate</i>	47.0%	46.1%	43.5%
Florida			
<i>Total 12th Grade Population</i>	194,763	199,571	203,306
<i>FAFSA Completions Through June 30th</i>	95,871	98,442	92,944
<i>FAFSA Completion Rate</i>	49.2%	49.3%	45.7%







Source: Florida College Access Network (FCAN)



FutureMakers Coalition



Persistence and Completion

Indicator		Measure		Trending
	Retention	SWFL	70.1%	↓
	First-year retention rates	Florida	78.7%	↑
	On-time Completion	SWFL	48.0%	↓
	Percent completing within 150 percent of normal time	Florida	54.1%	↑
	Business Partnerships	SWFL	54.1%	↑
	Percent employers working with post-secondary institutions	Florida		
	Returning Adults	SWFL	73.0%	↑
	Percent employers offering education opportunities	Florida		
	Living Wage	SWFL	\$29.32	↑
	Hourly wage to support one adult and two children	Florida	\$29.80	↑
	Local Jobs	SWFL	41.8%	↑
	Percent of Southwest Florida graduates still working in Southwest Florida			

Overview

Among the six Persistence and Completion indicators, Business partnerships, Returning Adults, Living Wage, and Local Jobs Post-Secondary in the Southwest Florida region increased from last year's report. Among Southwest Florida businesses that answered the question "Do you currently partner with any of the following education institutions?", 54.1 percent responded "yes" in 2019, up from 42 percent in 2018. The percentage of Southwest Florida employers that offer opportunities to working adults to return to complete a degree or certification increased from 66.3 percent in 2018 to 73.0 percent in 2019. Hourly living wages and the average hourly wage also increased in the Southwest Florida region to \$29.32 in 2019 compared to \$27.73 in 2018. Finally, the percentage of Southwest Florida graduates still working at local jobs in Southwest Florida increased slightly to 41.8 percent in 2019 compared to 40 percent in 2018.

First year retention rates decreased in the Southwest Florida region from 73.8 percent in 2017 to 70.1 percent in 2018. Similarly, after a strong improvement in on-time completion rates between 2016 and 2017, the on-time completion rate among students in the region who were pursuing post-secondary education decreased from 52.0 percent in 2017 to 48.0 percent in 2018. It should be noted that first year retention and on-time completion rates in the state of Florida increased during the same timeframes.



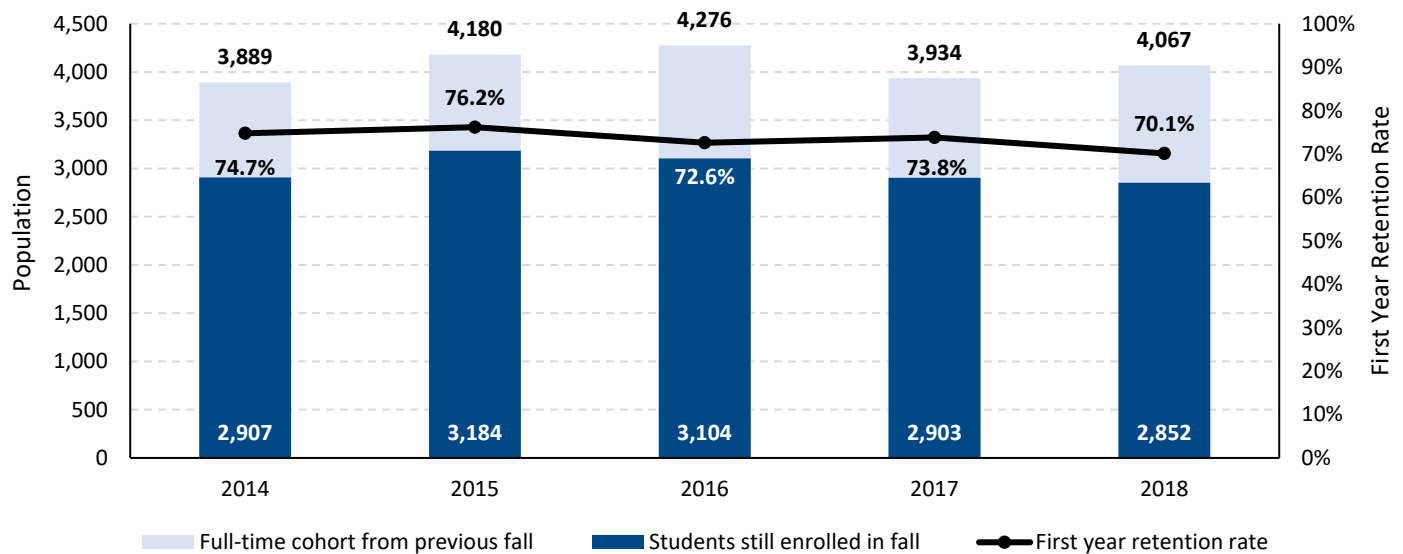
The Persistence and Completion Action Team pondered whether Hurricane Irma in September 2017 and more severe Red Tide could have impacted the first year retention and on-time completion rates reported in the 2018 data. In addition, the team noted that the region's strong economy may have influenced students' plans for post-secondary education. The students who stopped their secondary education prior to an on-time completion present an opportunity to increase our overall attainment rate in the upcoming year. For example, institutions could identify opportunities to create incentives, address policies and procedures that may have been barriers to completion, and recruit the students back to complete their degree or credential.



Data illustrating on-time, post-secondary completion rates by race and ethnicity for Southwest Florida are also provided in this report. Between 2014 to 2018, on-time post-secondary complete rates follow similar patterns across the races and ethnicities, although Black students generally have a lower on-time completion rate year-to-year compared to White and Latinx/Hispanic students.

Chart 2-16: First Year Retention Rate

Southwest Florida



First-Year Retention Rate

Chart 2-16 and Table 2-16 show the first year retention rate for all students enrolled in post-secondary institutions in Southwest Florida. Of the 4,067 enrolled during fall 2018, 2,852 remained enrolled during the following fall, giving the region a first year retention rate of 70.1 percent. The first year retention rate for the region has declined steadily since 2014, when Southwest Florida had a rate of 74.7 percent.

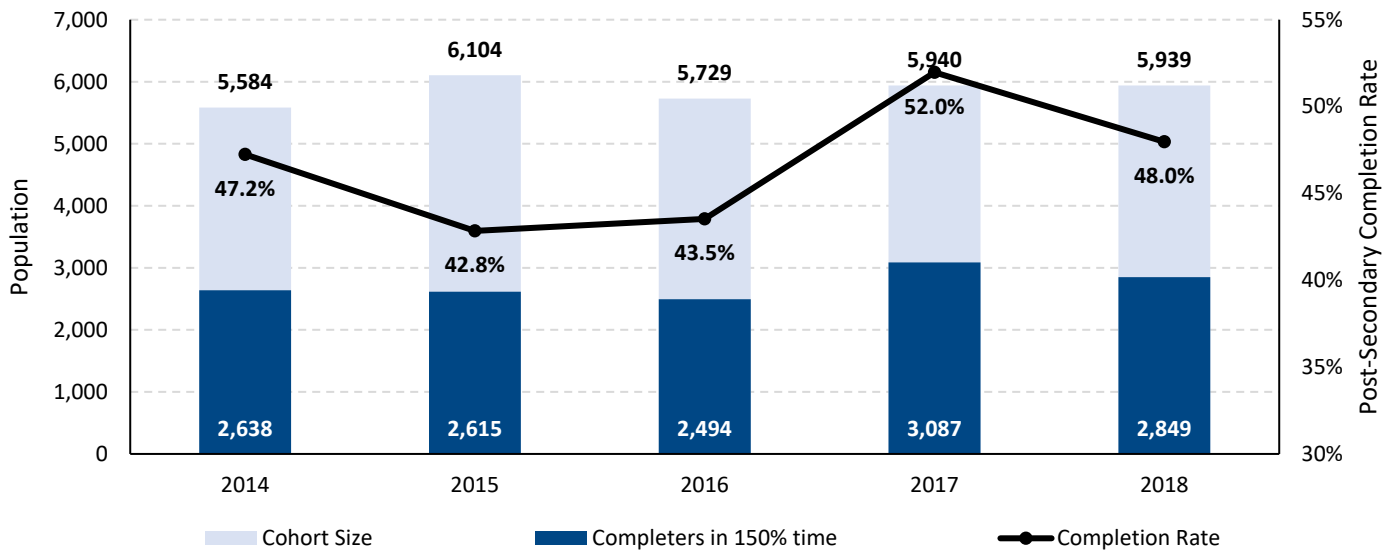
Table 2-16: First Year Retention Rate

Area	2014	2015	2016	2017	2018
Southwest Florida					
<i>Full-time cohort from previous fall</i>	3,889	4,180	4,276	3,934	4,067
<i>Students still enrolled in fall</i>	2,907	3,184	3,104	2,903	2,852
<i>First-year retention rate</i>	74.7%	76.2%	72.6%	73.8%	70.1%
Florida					
<i>Full-time cohort from previous fall</i>	82,599	84,383	84,068	85,191	87,272
<i>Students still enrolled in fall</i>	63,961	65,793	65,470	66,799	68,690
<i>First-year retention rate</i>	77.4%	78.0%	77.9%	78.4%	78.7%
United States					
<i>Full-time cohort from previous fall</i>	2,290,392	2,291,847	2,269,017	2,272,126	2,269,946
<i>Students still enrolled in fall</i>	1,695,979	1,709,305	1,706,152	1,712,641	1,713,642
<i>First-year retention rate</i>	74.0%	74.6%	75.2%	75.4%	75.5%

Source: National Center for Education Statistics, Integrated Postsecondary Education Data System

Chart 2-17: On-Time Completion Rates

Southwest Florida



On-Time Completion Rates

Chart 2-17 and Table 2-17 show the on-time completion rates for all students enrolled in post-secondary institutions in Southwest Florida. A cohort completer is defined as a student within a cohort who received an award or degree within 150 percent of normal time between July 1 of the preceding year and June 30 of the reported year. Southwest Florida post-secondary institutions were identified by selecting all institutions that were located in Charlotte, Collier, Glades, Hendry, and Lee County. The following institutions are listed as a result:

Charlotte Technical College	Hodges University	Immokalee Technical College
Florida SouthWestern State College	Cape Coral Technical College	The Salon Professional Academy-Ft Myers
Fort Myers Technical College	Florida Gulf Coast University	Florida Academy
Sunstate Academy	Ave Maria School of Law	Paul Mitchell the School-Ft Myers
Southern Technical College	Ave Maria University	Lee Professional Institute
	Cozmo Beauty School	The Training Domain

After a strong improvement in on-time completion rates between 2016 and 2017, Southwest Florida had a post-secondary on-time completion rate of 48 percent in 2018, down 4 percent from 2017. The completion rate remains below both the state of Florida (54.1 percent) and the nation (51.2 percent).

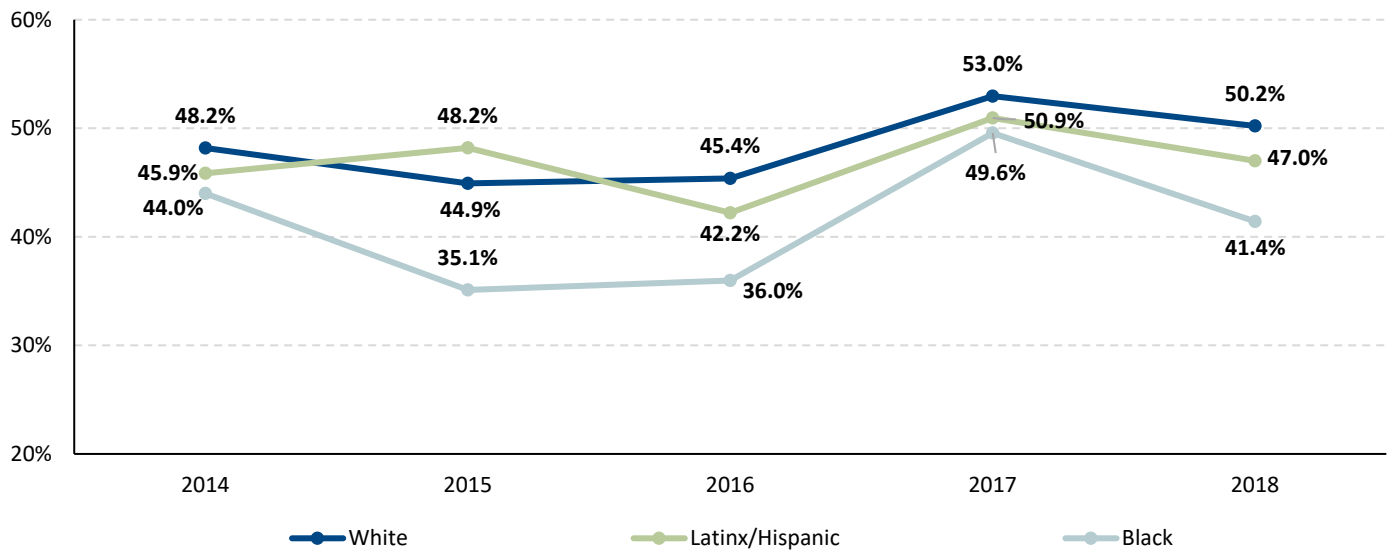
Table 2-17: On-Time Completion Rates

Area	2014	2015	2016	2017	2018
Southwest Florida					
<i>Number of cohort completers</i>	2,638	2,615	2,494	3,087	2,849
<i>Adjusted cohort size</i>	5,584	6,104	5,729	5,940	5,939
<i>Cohort completion rate</i>	47.2%	42.8%	43.5%	52.0%	48.0%
Florida					
<i>Number of cohort completers</i>	73,188	76,041	78,865	88,835	90,829
<i>Adjusted cohort size</i>	143,419	152,044	162,623	175,308	167,995
<i>Cohort completion rate</i>	51.0%	50.0%	48.5%	50.7%	54.1%
United States					
<i>Number of cohort completers</i>	1,190,843	1,208,237	1,227,214	1,249,961	1,256,451
<i>Adjusted cohort size</i>	2,581,576	2,597,706	2,579,137	2,559,844	2,453,800
<i>Cohort completion rate</i>	46.1%	46.5%	47.6%	48.8%	51.2%

Source: National Center for Education Statistics

Chart 2-18: On-Time Completion Rates by Race/Ethnicity

Southwest Florida



On-Time Completion Rates by Race/Ethnicity

Chart 2-18 and Table 2-18 show post-secondary on-time completion rates by race and ethnicity for the Southwest Florida region. A cohort completer is defined as a student within a cohort who received an award or degree within 150 percent of normal time between July 1 of the preceding year and June 30 of the reported year. Southwest Florida had a cohort completion rate of 48 percent in 2018. Students who identified as White had a slightly higher completion rate, measured at 50.2 percent during 2018. Students identifying as Latinx/Hispanic had a lower completion rate (47 percent), followed by students identifying as Black (41.4 percent). Data for the other races/ethnicities tracked by the National Center for Education Statistics do not appear in Chart 2-18 due to the small and highly variable sample sizes, making visual interpretations more difficult. These data are presented in Table 2-18.

Table 2-18: On-Time Completion Rates by Race/Ethnicity

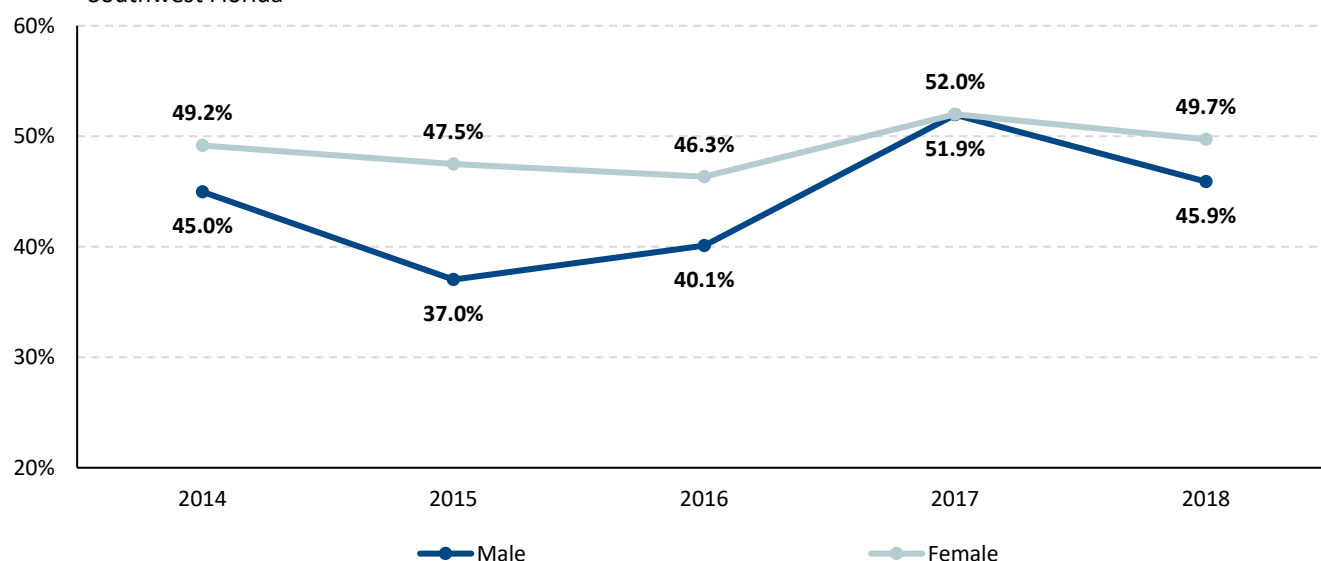
Southwest Florida

Race/Ethnicity	2014	2015	2016	2017	2018
White					
Number of cohort completers	1,709	1,593	1,525	1,896	1,752
Adjusted cohort size	3,547	3,546	3,361	3,580	3,489
Cohort completion rate	48.2%	44.9%	45.4%	53.0%	50.2%
Latinx/Hispanic					
Number of cohort completers	547	602	580	725	688
Adjusted cohort size	1,193	1,249	1,374	1,423	1,464
Cohort completion rate	45.9%	48.2%	42.2%	50.9%	47.0%
Black or African American					
Number of cohort completers	256	198	213	282	246
Adjusted cohort size	582	564	592	569	594
Cohort completion rate	44.0%	35.1%	36.0%	49.6%	41.4%
Asian					
Number of cohort completers	25	42	47	44	39
Adjusted cohort size	65	85	88	88	81
Cohort completion rate	38.5%	49.4%	53.4%	50.0%	48.1%
American Indian or Alaska Native					
Number of cohort completers	21	10	9	7	10
Adjusted cohort size	38	42	14	12	24
Cohort completion rate	55.3%	23.8%	64.3%	58.3%	41.7%
Native Hawaiian or Other Pacific Islander					
Number of cohort completers	3	0	3	3	7
Adjusted cohort size	4	3	8	8	10
Cohort completion rate	75.0%	0.0%	37.5%	37.5%	70.0%
Two or more races					
Number of cohort completers	30	38	52	60	47
Adjusted cohort size	40	58	118	118	117
Cohort completion rate	75.0%	65.5%	44.1%	50.8%	40.2%
Race/ethnicity unknown					
Number of cohort completers	12	103	44	43	42
Adjusted cohort size	36	504	134	95	115
Cohort completion rate	33.3%	20.4%	32.8%	45.3%	36.5%
Nonresident alien					
Number of cohort completers	35	29	21	27	18
Adjusted cohort size	79	53	40	47	45
Cohort completion rate	44.3%	54.7%	52.5%	57.4%	40.0%
Total					
Number of cohort completers	2,638	2,615	2,494	3,087	2,849
Adjusted cohort size	5,584	6,104	5,729	5,940	5,939
Cohort completion rate	47.2%	42.8%	43.5%	52.0%	48.0%

Source: National Center for Education Statistics

Chart 2-19: On-Time Completion Rates by Gender

Southwest Florida



On-Time Completion Rates by Gender

Chart 2-19 and Table 2-19 shows post-secondary on-time completion rates by gender for the region. A cohort completer is defined as a student within a cohort who received an award or degree within 150 percent of normal time between July 1 of the preceding year and June 30 of the reported year. Southwest Florida had a cohort completion rate of 48.0 percent in 2018. Females had a slightly higher completion rate, measured at 49.7 percent during 2018, while male students had a lower completion rate (45.9 percent).

Table 2-19: Post-Secondary Completion Rates by Gender

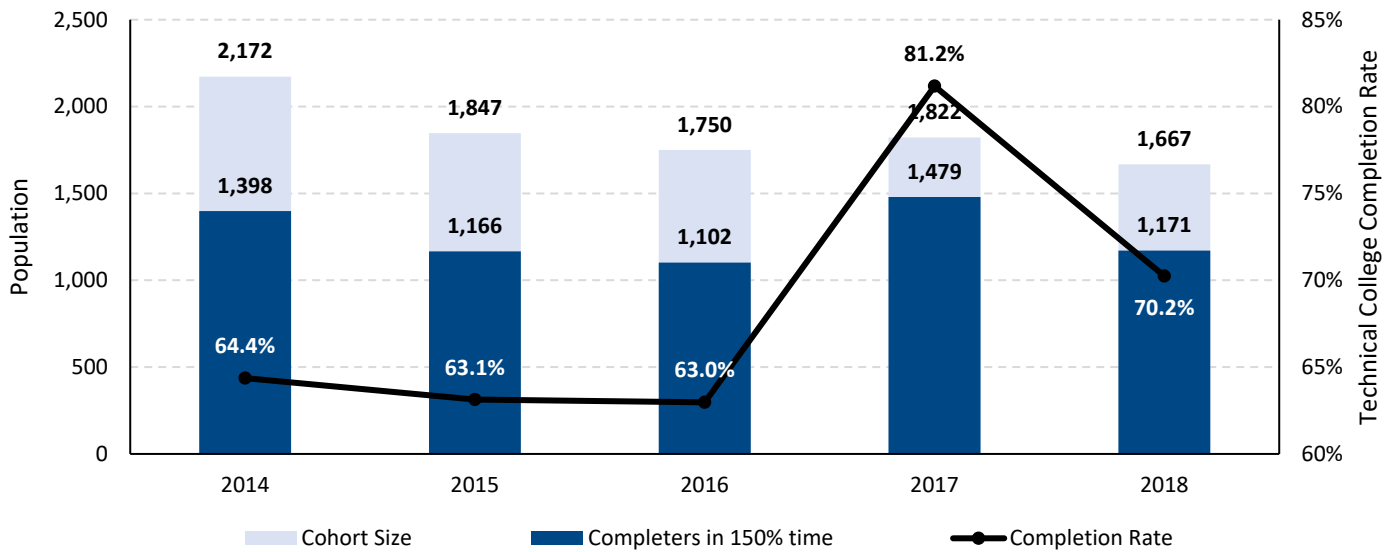
Southwest Florida

Gender	2014	2015	2016	2017	2018
Male					
<i>Number of cohort completers</i>	1,154	1,005	1,036	1,378	1,245
<i>Adjusted cohort size</i>	2,566	2,714	2,583	2,653	2,713
<i>Cohort completion rate</i>	45.0%	37.0%	40.1%	51.9%	45.9%
Female					
<i>Number of cohort completers</i>	1,484	1,610	1,458	1,709	1,604
<i>Adjusted cohort size</i>	3,018	3,390	3,146	3,287	3,226
<i>Cohort completion rate</i>	49.2%	47.5%	46.3%	52.0%	49.7%
Total					
<i>Number of cohort completers</i>	2,638	2,615	2,494	3,087	2,849
<i>Adjusted cohort size</i>	5,584	6,104	5,729	5,940	5,939
<i>Cohort completion rate</i>	47.2%	42.8%	43.5%	52.0%	48.0%

Source: National Center for Education Statistics

Chart 2-20: Technical College Completion Rates

Southwest Florida



Technical College Completion Rates

Chart 2-20 and Table 2-20 show technical college completion rates for all technical colleges in Southwest Florida. The region had 1,171 cohort completers in 2018, with a 70.2 percent cohort completion rate. While the completion rate fell greatly from 2017, the region still remains above the level from 2014 to 2016. Hurricane Irma in September 2017 may have influenced the dip in completion rates between 2017 and 2018.

Table 2-20: Technical College Completion Rates

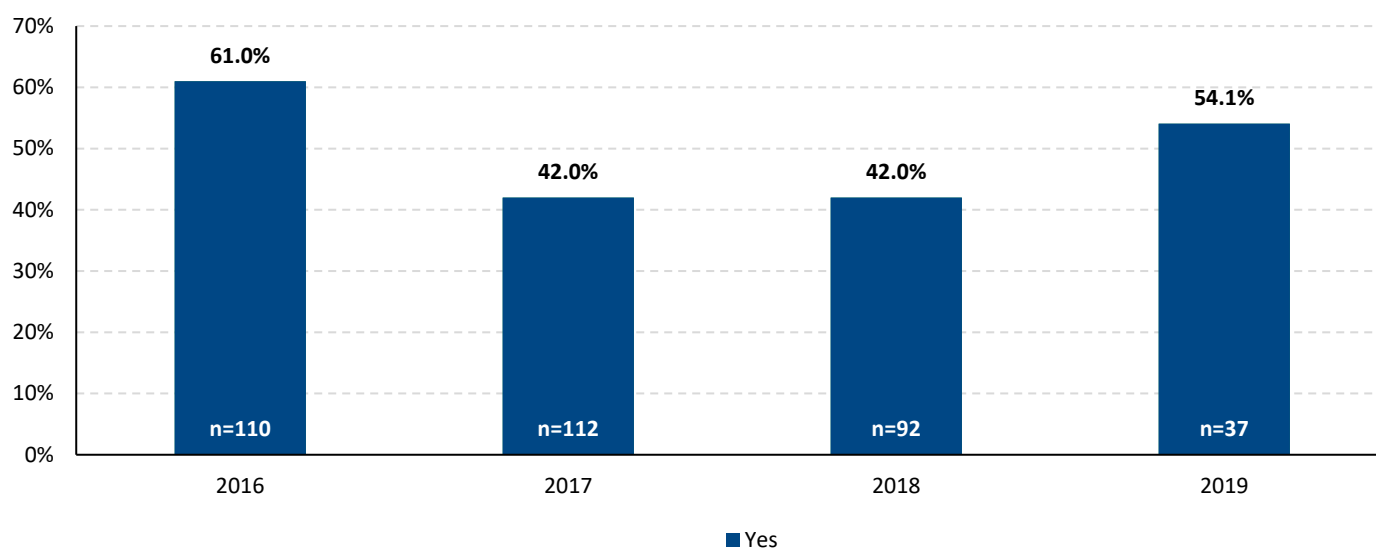
Southwest Florida

Category	2014	2015	2016	2017	2018
Number of cohort completers	1,398	1,166	1,102	1,479	1,171
Adjusted cohort size	2,172	1,847	1,750	1,822	1,667
Cohort completion rate	64.4%	63.1%	63.0%	81.2%	70.2%

Source: National Center for Education Statistics

Chart 2-21: Business-Education Partnerships

Do you currently partner with any of the following education institutions?



Business-Education Partnership Activities

Chart 2-21 and Table 2-21 show the results from a survey question relating to business-education partnership activities. Of the respondents that said they partnered with a local educational institute, 68 percent each said their business offered internships and recruiting programs. Furthermore, 32 percent of respondents said they offered mentoring programs, while 37 percent indicated they offered customized training.

Table 2-21: Business-Education Partnership Activities

If you partner with a local educational institute, what kinds of activities do you engage in with them?

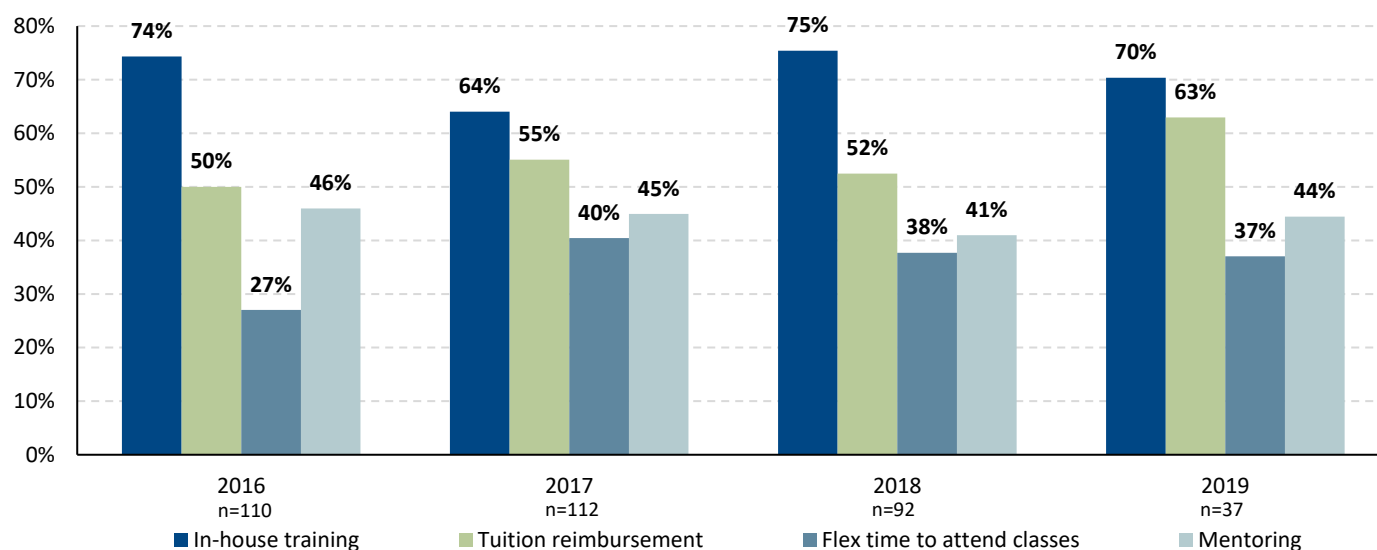
Response	2016	2017	2018	2019
Internships	29%	73%	74%	68%
Recruiting	29%	67%	54%	68%
Mentoring	7%	43%	41%	32%
Customized training	12%	33%	33%	37%
Sample Size	110	112	92	37

Source: FutureMakers Coalition Workforce Survey

NOTE: The sample size of businesses (37) that responded to the 2019 survey is much smaller when compared to prior years. The FutureMakers Coalition will explore ways to improve the response for the 2020 survey.

Chart 2-22: Educational Support

If you offer educational support, tell us more about what you offer.



Educational Support

Chart 2-22 and Table 2-22 show the results from a survey question relating to educational support. Seventy-three percent of the 37 responding employers stated that their firm offered some sort of educational support for their employees. Of the respondents that said they offered educational support, 70 percent said their business offered in-house training, while 63 percent offered tuition reimbursement. Forty-four percent of respondents said they offered mentorship opportunities, while 37 percent indicated they offered flex time to attend classes.

Table 2-22: Educational Support

If you offer educational support, tell us more about what you offer.

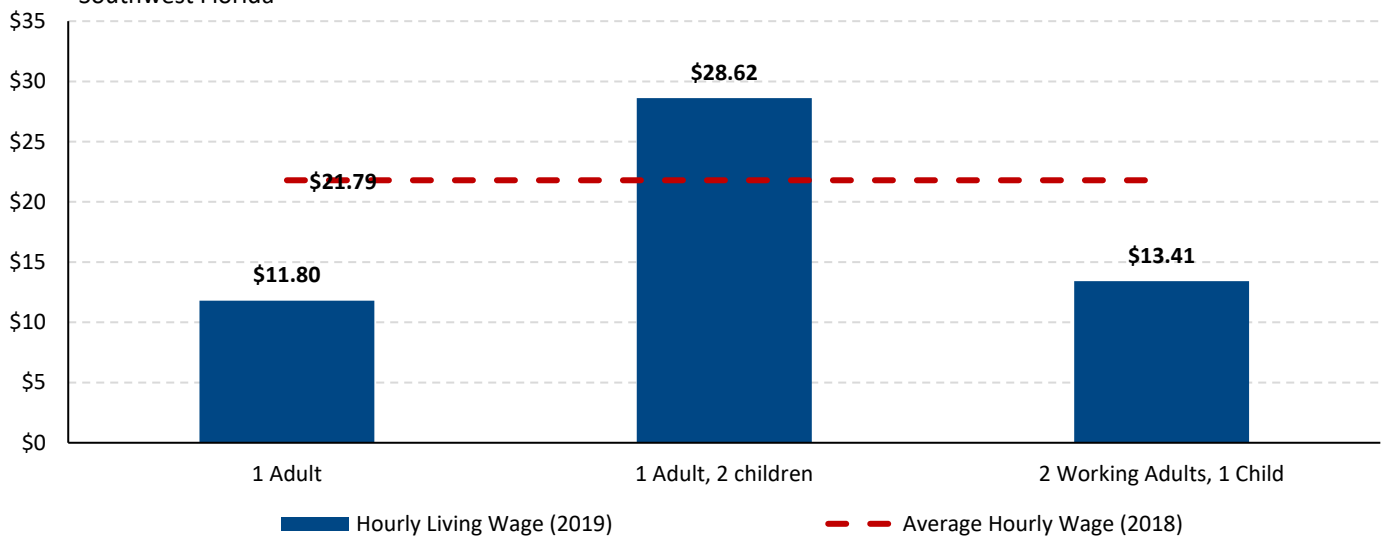
Response	2016	2017	2018	2019
In-house training	74%	64%	75%	70%
Tuition reimbursement	50%	55%	52%	63%
Flex time to attend classes	27%	40%	38%	37%
Mentoring	46%	45%	41%	44%
Sample Size	110	112	92	37

Source: FutureMakers Coalition Workforce Survey

NOTE: The sample size of businesses (37) that responded to the 2019 survey is much smaller when compared to prior years. The FutureMakers Coalition will explore ways to improve the response for the 2020 survey.

Chart 2-23: Hourly Living Wage

Southwest Florida



Living Wage

Chart 2-23 and Table 2-23 show living wages for each of the five Southwest Florida counties from current data, along with the region and the state. Living wages are obtained from the Massachusetts Institute of Technology (MIT) living wage calculator and are updated annually by the MIT research team. Living wages shown in Table 2-23 sample the hourly rate full-time working adults in a household must earn to pay regional average food, clothing, medical care, child care and other expenses, and county average housing and transportation costs. In reality these costs vary by and within each county. The majority of skilled jobs listed in the Workforce Now section of this report pay a living wage. (As noted earlier, a study from the Georgetown Center on Education and the Workforce states that high school graduates receive a 20 percent wage premium from possessing a certificate.) Southwest Florida living wages are estimated for household combinations of 1-2 working adults and 0-3 children by computing the average of each of the five counties, weighted by population distribution in 2018 (the latest year population data is available). The table also provides average hourly wages earned in each area and are obtained from the Florida Department of Economic Opportunity.

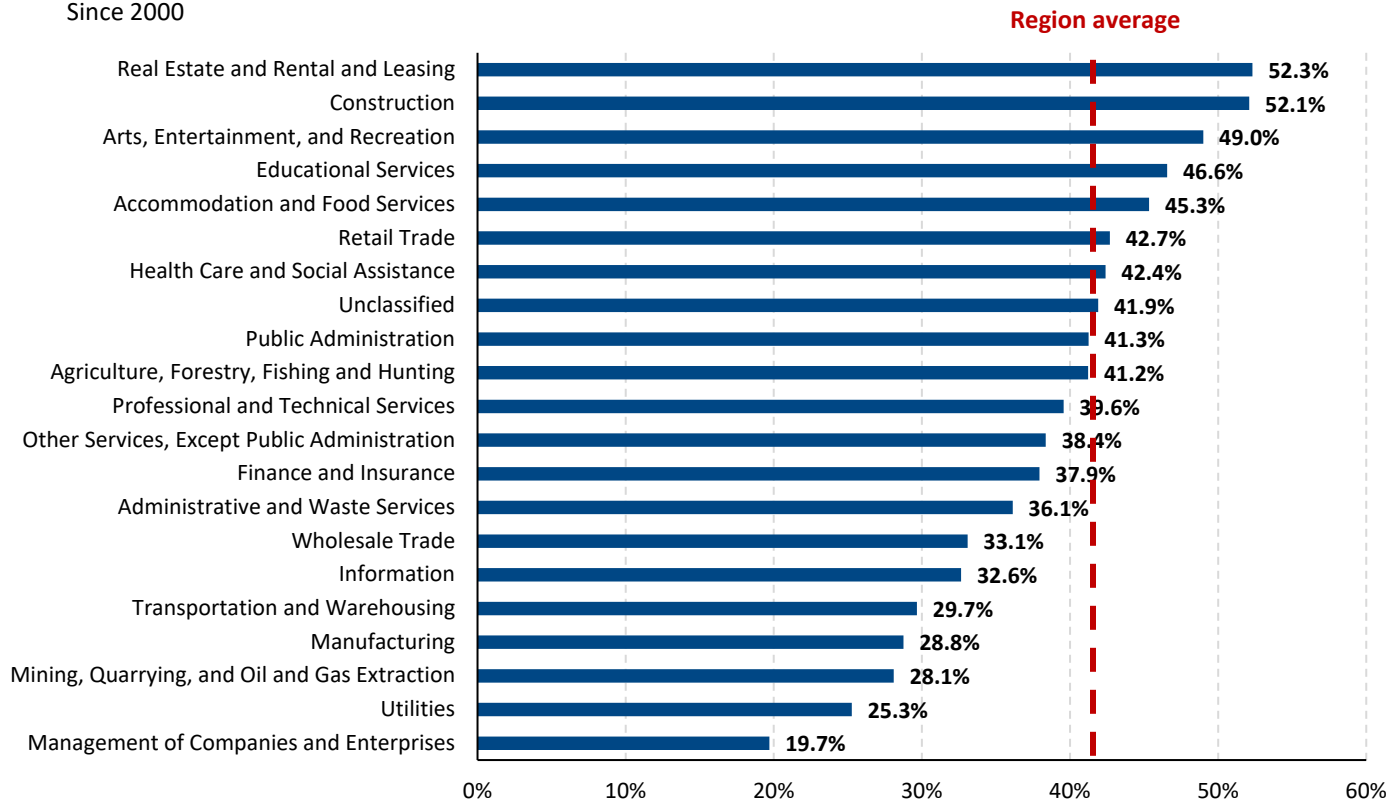
A living wage for a single adult in Southwest Florida was \$11.80 in 2019, slightly below the state average of \$12.17. Furthermore, an adult supporting two children had to earn \$28.62 in Southwest Florida (compared to \$29.21 in Florida), and two working adults with one child each had a living wage of \$13.41 (versus \$13.71 for the state). While average hourly wages in Southwest Florida exceeded living wages for a single adult and two adults with a child, they remain below the living wage threshold for a single adult supporting two kids.

Table 2-23: Living Wage
2019

Area	1 Adult	1 Adult, 2 children	2 Working Adults, 1 Child	Average Hourly Wage (2018)
Charlotte	\$11.34	\$27.76	\$12.99	\$18.71
Collier	\$12.23	\$29.97	\$14.09	\$23.41
Glades	\$10.97	\$27.10	\$12.65	\$20.20
Hendry	\$11.25	\$27.36	\$12.78	\$19.63
Lee	\$11.73	\$28.23	\$13.22	\$21.55
Southwest Florida	\$11.80	\$28.62	\$13.41	\$21.79
Florida	\$12.17	\$29.21	\$13.71	\$24.08

Chart 2-24: Graduation Retention Rates by Industry

Percent of graduates from SWFL post-secondary institutes that work in SWFL
Since 2000



Graduation Retention Rates

An estimate the retention rates for SWFL graduates is provided by Economic Modeling Systems International (EMSI). This proxy is obtained by analyzing reported information through online employment profiles such as LinkedIn and Indeed, and dates back to 2000. The current report breaks the analysis down by providing retention rates by industry. Of the 89,701 SWFL graduates found online, 37,472 of them were employed in Southwest Florida, giving the region a graduation retention rate of 41.8 percent. The real estate and rental and leasing industry has done the best job at keeping Southwest Florida graduates employed locally, with 52.3 percent of graduates employed in the industry working in the region. Construction was close behind the real estate and rental and leasing industry, with a graduation retention rate of 52.1 percent, followed by the arts, entertainment and recreation industry (49 percent). Forty-nine percent of SWFL graduates that worked in the educational services industry were employed in region, as were 45.3 percent of employees in the accommodation and food services industry.

Table 2-24: Graduation Retention Rates

Graduates from SWFL post-secondary institutes that work in SWFL since 2000

By Industry

Industry	Graduated in SWFL	Graduated and employed in SWFL	Retention Rate
Agriculture, Forestry, Fishing and Hunting	279	115	41.2%
Mining, Quarrying, and Oil and Gas Extraction	121	34	28.1%
Construction	3,712	1,934	52.1%
Manufacturing	4,910	1,412	28.8%
Wholesale Trade	2,055	680	33.1%
Retail Trade	8,850	3,778	42.7%
Transportation and Warehousing	1,507	447	29.7%
Utilities	281	71	25.3%
Information	2,380	777	32.6%
Finance and Insurance	4,454	1,690	37.9%
Real Estate and Rental and Leasing	3,190	1,669	52.3%
Professional and Technical Services	8,317	3,291	39.6%
Management of Companies and Enterprises	137	27	19.7%
Administrative and Waste Services	5,530	1,998	36.1%
Educational Services	5,370	2,500	46.6%
Health Care and Social Assistance	9,571	4,058	42.4%
Arts, Entertainment, and Recreation	1,704	835	49.0%
Accommodation and Food Services	4,775	2,165	45.3%
Other Services, Except Public Administration	3,256	1,249	38.4%
Public Administration	3,100	1,279	41.3%
Unclassified	809	339	41.9%
Unknown	15,393	7,124	46.3%
Total, all industries	89,701	37,472	41.8%

Source: EMSI

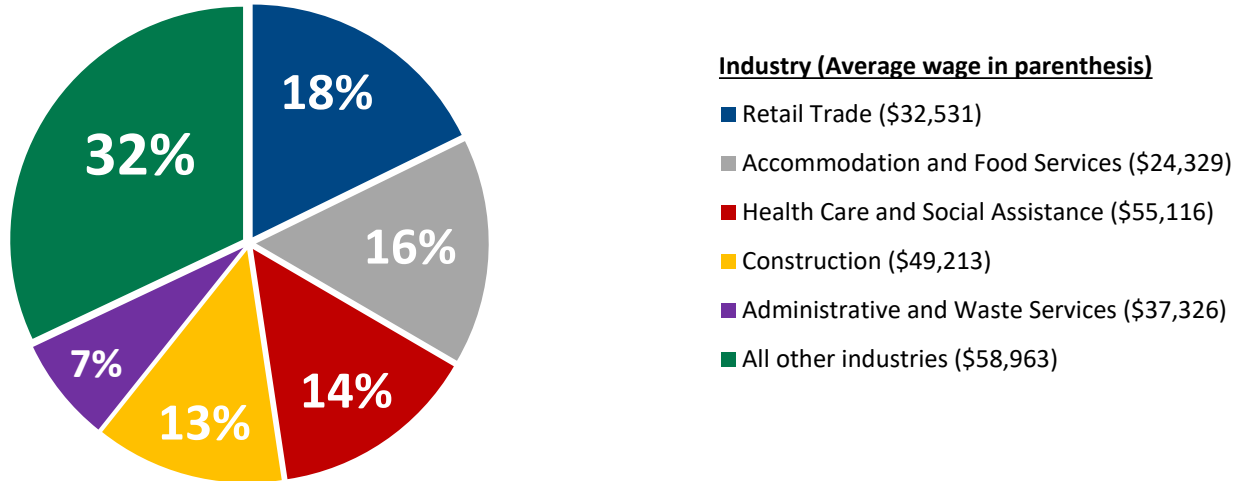


Section 3: Workforce Now Overview



Chart 3-1: Employment by Industry

Southwest Florida
2019



Employment by Industry

Southwest Florida had an average monthly employment of 407,258 in 2018, according to data provided by the Quarterly Census of Employment and Wages (QCEW). QCEW data is based on employees covered by the Florida unemployment insurance, so it does not include workers who are self-employed. Retail trade is the largest industry in Southwest Florida, with an average monthly employment of 73,851, representing 18.5 percent of all employment in the region (as shown in Chart 3-1 and Table 3-1).

The second largest industry employer is accommodation and food services, with 62,935 employees and 15.5 percent of regional employment. The third largest industry is health care and social assistance at 56,862, which represents 14.0 percent of the region's employment. Construction continues to rebound from the recession and is the fourth largest industry with 51,571 employees (12.7 percent of the region's employment). While the top four industries comprise 60.2 percent of the region's workforce, it remained relatively consistent when compared to 2017, which made up 59.8 percent of the region's workforce. The fifth largest industry is administrative and waste services, employing 29,771 workers (7.4 percent of the region's workforce). This industry includes many service-type occupations.

Southwest Florida has a comparative advantage in weather (sunshine and mild winter temperatures), beaches, and recreational activities. These quality of life characteristics are drivers that support the key industries in Southwest Florida, such as retail trade, health care, accommodation and food services, construction, and support services. Population growth has been a strong driver of wealth for the region, creating the need for housing, recreation, and services.

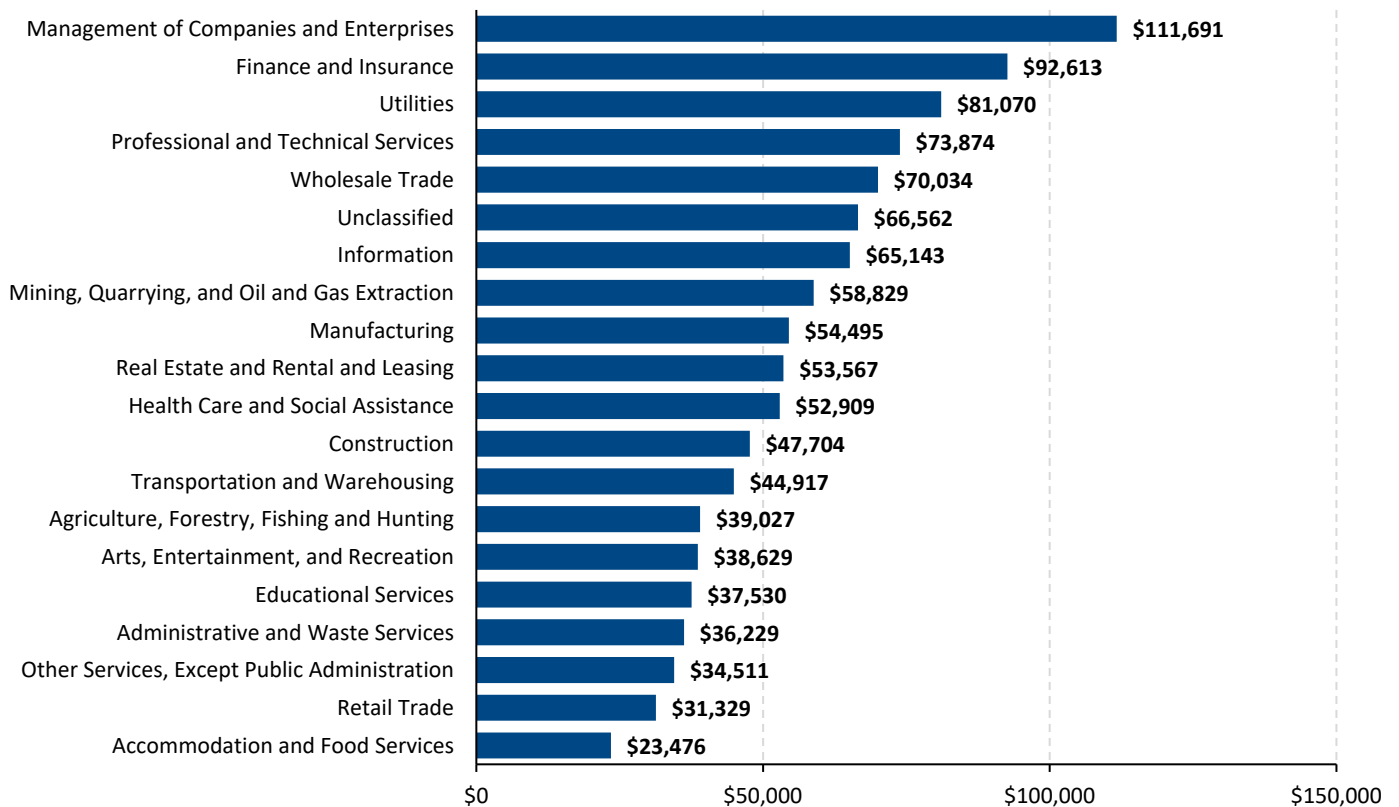
Table 3-1: Employment by Industry
Southwest Florida
2018

Industry	Average Monthly Employment	Percent of Total Employment
Retail Trade	73,851	18.1%
Accommodation and Food Services	62,935	15.5%
Health Care and Social Assistance	56,862	14.0%
Construction	51,571	12.7%
Administrative and Waste Services	29,771	7.3%
Professional and Technical Services	21,606	5.3%
Other Services, Except Public Administration	17,105	4.2%
Arts, Entertainment, and Recreation	16,145	4.0%
Real Estate and Rental and Leasing	12,291	3.0%
Manufacturing	11,816	2.9%
Other Industry Sectors	53,305	13.1%
Total, All Industries	407,258	100.0%

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

Chart 3-2: Average Annual Wages by Industry

Southwest Florida
2018



Average Annual Wages by Industry

Southwest Florida had an average annual wage of \$44,033 in 2018. The management of companies and enterprises industry had the largest average annual wage in Southwest Florida, measuring at \$111,691 (as shown in Chart 3-2 and Table 3-2).

The finance and insurance industry had the second highest average annual wages in 2018 (\$92,613), followed by the utilities industry (\$81,070), professional and technical services industry (\$73,874), and wholesale trade industry (\$70,034). The unclassified industry had the sixth highest average annual wage in 2018 (\$66,562), followed by information (\$65,143), mining, quarrying, and oil and gas extraction (\$58,829), manufacturing (\$54,495), and real estate and rental and leasing (\$53,567) to round out the top 10. None of the five industries with the highest employment in Southwest Florida were ranked in the top 10 in average annual wages in 2018.

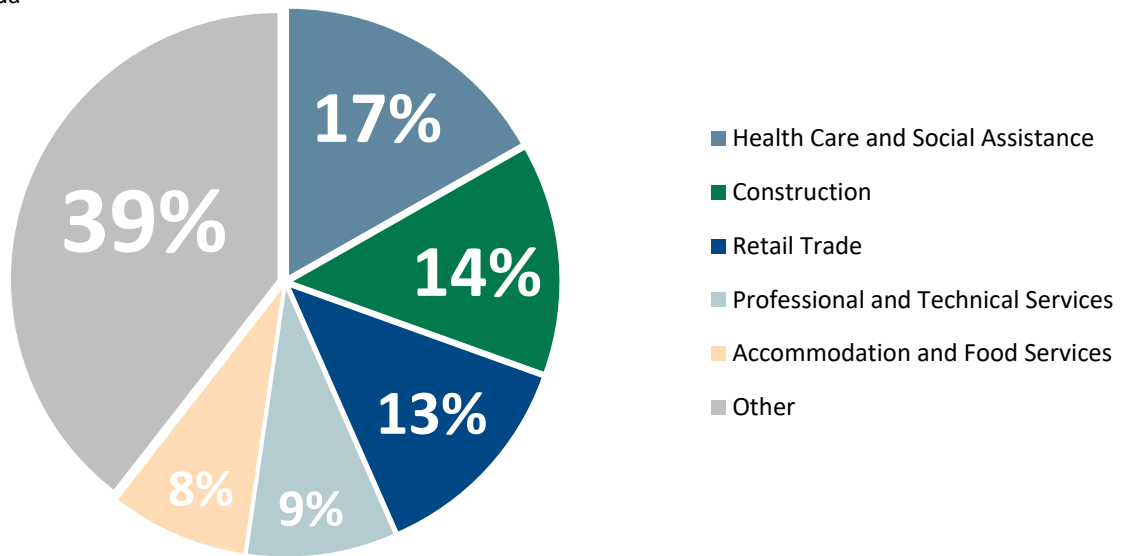
Table 3-2: Average Annual Wages by Industry
Southwest Florida
2018

Industry	Average Annual Wage
Management of Companies and Enterprises	\$111,691
Finance and Insurance	\$92,613
Utilities	\$81,070
Professional and Technical Services	\$73,874
Wholesale Trade	\$70,034
Unclassified	\$66,562
Information	\$65,143
Mining, Quarrying, and Oil and Gas Extraction	\$58,829
Manufacturing	\$54,495
Real Estate and Rental and Leasing	\$53,567
Health Care and Social Assistance	\$52,909
Construction	\$47,704
Transportation and Warehousing	\$44,917
Agriculture, Forestry, Fishing and Hunting	\$39,027
Arts, Entertainment, and Recreation	\$38,629
Educational Services	\$37,530
Administrative and Waste Services	\$36,229
Other Services, Except Public Administration	\$34,511
Retail Trade	\$31,329
Accommodation and Food Services	\$23,476
Total, All Industries	\$44,033

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

Chart 3-3: Total Wages by Industry

Southwest Florida
2018



Total Wages by Industry

The largest contribution to total wage income is health care and social assistance—with annual wage expenditures exceeding \$3.0 billion—representing 16.8 percent of total wage expenditures in Southwest Florida. Construction is the next largest industry in terms of total wage expenditure, with 13.7 percent of the region’s total annual wage and expenditures of \$2.5 billion. The third largest industry measured by total wage expenditures is retail trade, with 12.9 percent of the total regional wage expenditures at \$2.3 billion. Professional and technical services is the fourth largest industry as measured by total wages at \$1.6 billion or 8.9 percent of the region’s total wage expenditures. Finally, accommodation and food services is the fifth largest in terms of total wage expenditures, with \$1.5 billion or 8.2 percent of the region’s total wage expenditures. The total wage expenditures by industry are shown in Chart 3-3 and Table 3-3.

Table 3-3: Total Wages by Industry

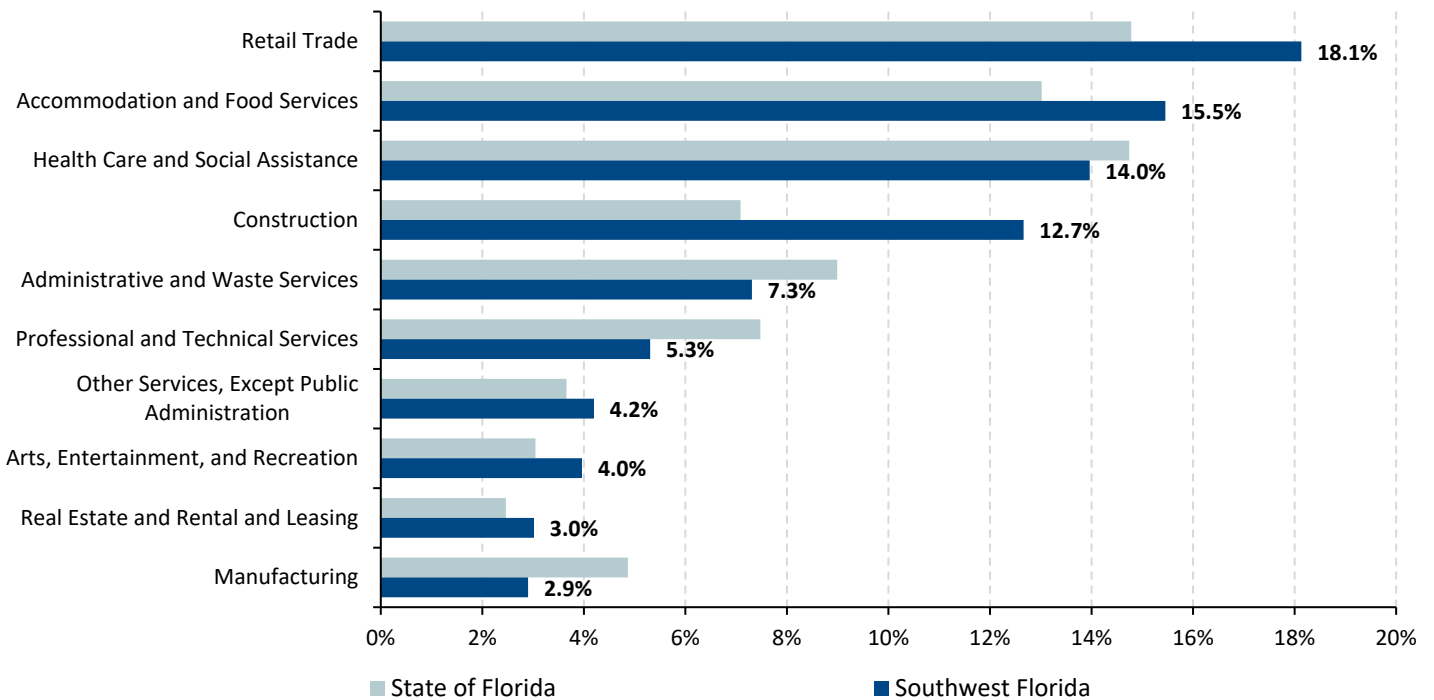
Southwest Florida
2018

Industry	Total Wages (\$000's)	Percent of Total Wages
Health Care and Social Assistance	\$3,008,506	16.8%
Construction	\$2,460,133	13.7%
Retail Trade	\$2,313,668	12.9%
Professional and Technical Services	\$1,596,100	8.9%
Accommodation and Food Services	\$1,477,475	8.2%
Administrative and Waste Services	\$1,078,555	6.0%
Finance and Insurance	\$1,032,784	5.8%
Wholesale Trade	\$808,609	4.5%
Real Estate and Rental and Leasing	\$658,409	3.7%
Manufacturing	\$643,924	3.6%
Other Industry Sectors	\$2,854,322	15.9%
Total, All Industries	\$17,932,485	100.0%

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

Chart 3-4: Employment Share by Industry

Southwest Florida vs. the State of Florida
2018



Southwest Florida vs. State of Florida Employment

Southwest Florida has a higher percentage of employees in retail trade, accommodation and food services, construction, arts, entertainment, and recreation, real estate and rental and leasing, agriculture, forestry, fishing and hunting, and mining, quarrying, and oil and gas extraction, when compared to the State of Florida. Southwest Florida's comparative advantage as a preferred location for tourism and retirement certainly helps to explain why the region differs from the state. The largest positive differentials between Southwest Florida and the state include construction (5.5 percent greater than the state of Florida), retail trade (3.4 percent), accommodation and food services (2.4 percent), agriculture, forestry, fishing and hunting (1.3 percent), and arts, entertainment, and recreation (1.0 percent).

The largest negative differentials between the region and the state include finance and insurance (2.3 percent below the state of Florida), professional and technical services (2.2 percent), manufacturing (2.0 percent), transportation and warehousing (1.8 percent), and wholesale trade (1.7 percent).

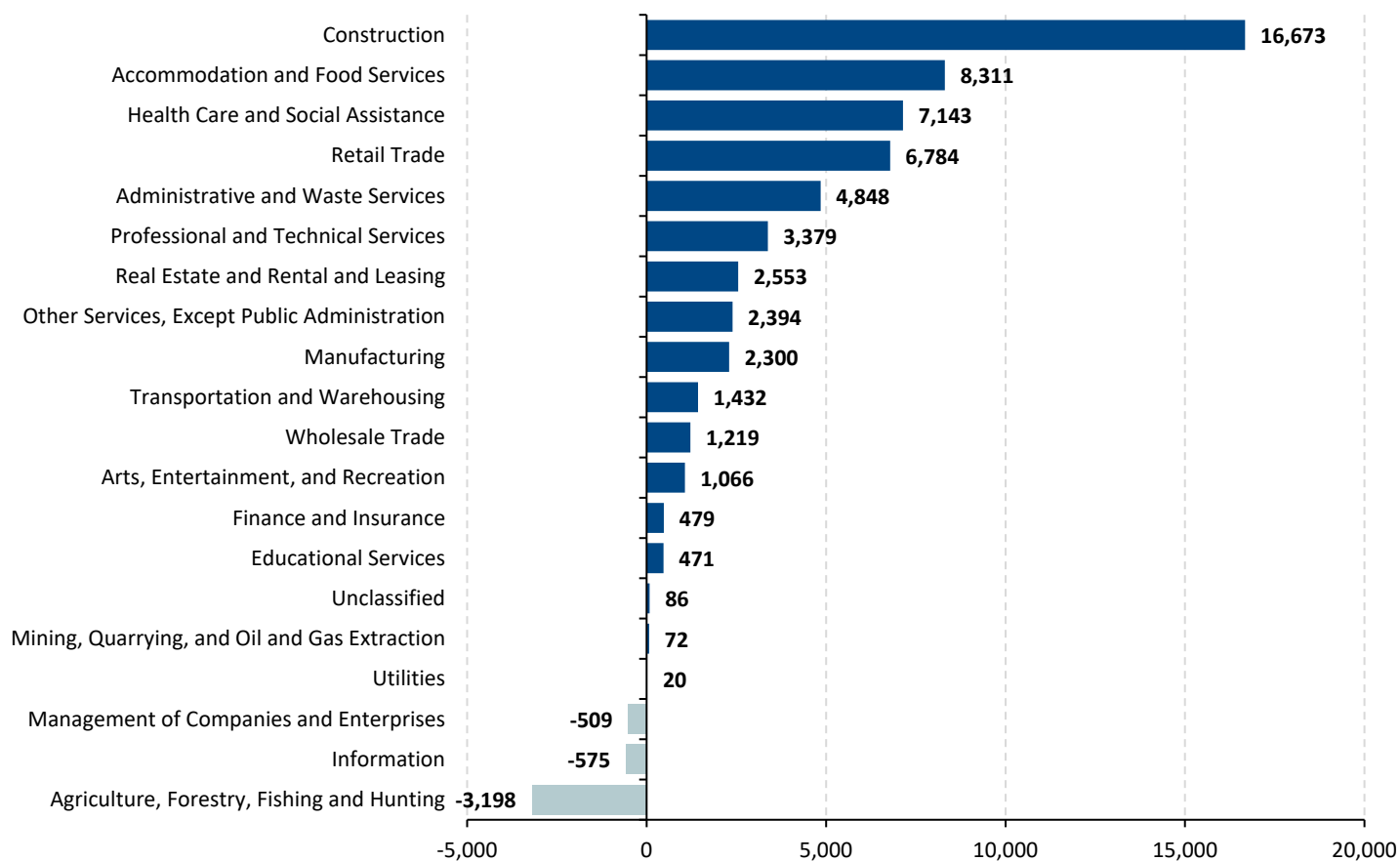
Table 3-4: Employment Share by Industry**Southwest Florida vs. State of Florida****2018**

Industry	State of Florida	Southwest Florida	Difference
Retail Trade	14.8%	18.1%	3.4%
Accommodation and Food Services	13.0%	15.5%	2.4%
Health Care and Social Assistance	14.7%	14.0%	-0.8%
Construction	7.1%	12.7%	5.6%
Administrative and Waste Services	9.0%	7.3%	-1.7%
Professional and Technical Services	7.5%	5.3%	-2.2%
Other Services, Except Public Administration	3.7%	4.2%	0.5%
Arts, Entertainment, and Recreation	3.0%	4.0%	0.9%
Real Estate and Rental and Leasing	2.5%	3.0%	0.6%
Manufacturing	4.9%	2.9%	-2.0%
Wholesale Trade	4.5%	2.8%	-1.7%
Finance and Insurance	5.0%	2.7%	-2.3%
Agriculture, Forestry, Fishing and Hunting	0.9%	2.2%	1.3%
Transportation and Warehousing	3.6%	1.8%	-1.8%
Educational Services	2.1%	1.2%	-0.9%
Information	1.8%	1.1%	-0.7%
Management of Companies and Enterprises	1.4%	0.8%	-0.6%
Utilities	0.3%	0.3%	0.0%
Mining, Quarrying, and Oil and Gas Extraction	0.1%	0.1%	0.0%
Unclassified	0.1%	0.1%	-0.1%

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

Chart 3-5: Industry Employment Growth

Southwest Florida
2014 to 2018



Fastest and Slowest Growth Industries

Southwest Florida's economic growth continued to strengthen from 2014 to 2018, as shown in Table 3-5 and Chart 3-5. During the time period, the region has experienced an increase of 54,948 employees. The fastest-growing industries from 2014 to 2018 were construction (16,673 employees, 47.8 percent increase), accommodation and food services (8,311 employees, 15.2 percent increase), health care and social assistance (7,143 employees, 14.4 percent increase), retail trade (6,784 employees, 10.1 percent increase), and administrative and waste services (4,848 employees, 19.5 percent increase). Over the same period, the slowest-growing industries were agriculture, forestry, fishing and hunting (3,198 employee decline, 26.1 percent decrease), information (575 employee decline, 11.6 percent decrease), management of companies and enterprises (509 employee decline, 13.7 percent decrease), utilities (20 employees, 1.8 percent increase), and mining, quarrying, and oil and gas extraction (72 employees, 27.8 percent increase).

While the construction industry continues to recover from the recession, both the accommodation and food services and retail trade have grown immensely since 2011. The growth can be attributed to an increasing population in the region, along with increases in tourism as well. While most industries were shown to have

growth over this time period, information, management of companies and enterprises, and agriculture, forestry, fishing and hunting all experienced contractions from 2014 to 2018.

Table 3-5: Industry Employment Growth

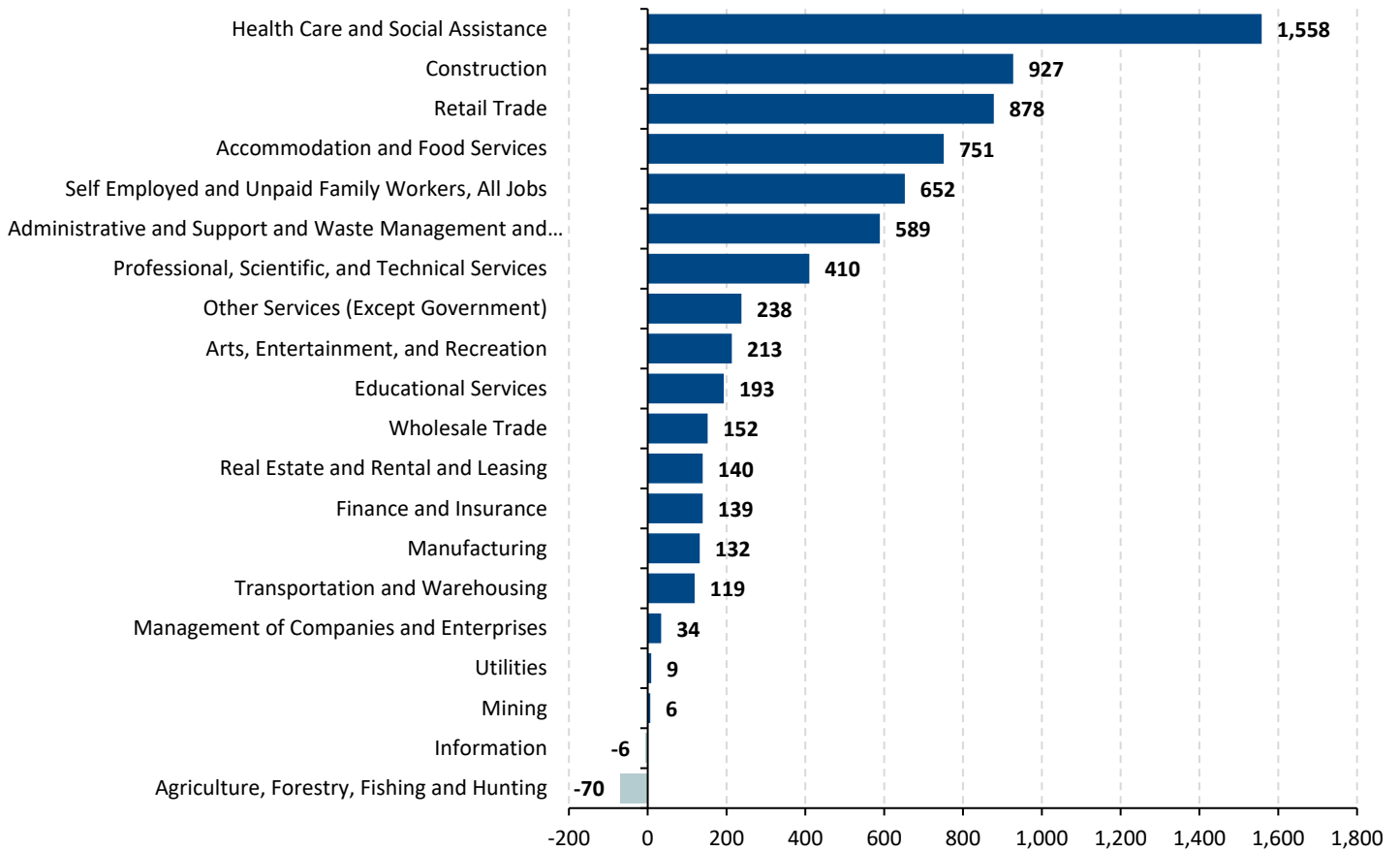
Southwest Florida

Industry	2014	2018	Growth	Percent
Construction	34,898	51,571	16,673	47.8%
Accommodation and Food Services	54,624	62,935	8,311	15.2%
Health Care and Social Assistance	49,719	56,862	7,143	14.4%
Retail Trade	67,067	73,851	6,784	10.1%
Administrative and Waste Services	24,923	29,771	4,848	19.5%
Professional and Technical Services	18,227	21,606	3,379	18.5%
Real Estate and Rental and Leasing	9,738	12,291	2,553	26.2%
Other Services, Except Public Administration	14,711	17,105	2,394	16.3%
Manufacturing	9,516	11,816	2,300	24.2%
Transportation and Warehousing	5,791	7,223	1,432	24.7%
Wholesale Trade	10,327	11,546	1,219	11.8%
Arts, Entertainment, and Recreation	15,079	16,145	1,066	7.1%
Finance and Insurance	10,673	11,152	479	4.5%
Educational Services	4,482	4,953	471	10.5%
Unclassified	188	274	86	45.7%
Mining, Quarrying, and Oil and Gas Extraction	259	331	72	27.8%
Utilities	1,141	1,161	20	1.8%
Management of Companies and Enterprises	3,718	3,209	-509	-13.7%
Information	4,967	4,392	-575	-11.6%
Agriculture, Forestry, Fishing and Hunting	12,262	9,064	-3,198	-26.1%
Total, All Industries	352,310	407,258	54,948	15.6%

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

Chart 3-6: Projected Industry Employment Growth

Southwest Florida
2018 to 2026



Projected Industry Employment Growth

Each year, the Florida Department of Economic Opportunity provides an employment forecast by industry, which is shown in Chart 3-6 and Table 3-6. Health care and social assistance is projected to be the fastest-growing industry in Southwest Florida, adding an average of 1,558 employees each year from 2018 to 2026. Construction is projected to add the second largest number of employees, adding 927 per year. This is followed by retail trade at 878 employees per year, accommodation and food services at 751 employees per year, and self-employed and unpaid family workers at 652 employees per year. Administrative, support and waste management are projected to add 589 employees per year, professional, scientific, and technical services are projected to add 410 per year and the “other services (except government)” industry is projected to add 238 per year. The arts, entertainment, and recreation industry is projected to grow by 213 employees per year, educational services by 193 employees per year, wholesale trade by 152 employees per year, real estate by 140 employees per year, finance and insurance by 139 employees per year, manufacturing by 132 employees per year, and transportation and warehousing by 119 employees per year.

Table 3-6: Projected Industry Employment Growth**Southwest Florida**

Industry	2018	2026	Average Annual Growth	Average Annual Percentage Growth
Health Care and Social Assistance	57,621	70,085	1,558	2.7%
Construction	52,179	59,598	927	1.8%
Retail Trade	76,474	83,500	878	1.1%
Accommodation and Food Services	65,128	71,137	751	1.2%
Self Employed and Unpaid Family Workers, All Jobs	46,357	51,576	652	1.4%
Administrative and Support and Waste Management and Remediation Services	33,016	37,730	589	1.8%
Professional, Scientific, and Technical Services	23,081	26,363	410	1.8%
Other Services (Except Government)	20,887	22,789	238	1.1%
Arts, Entertainment, and Recreation	16,860	18,566	213	1.3%
Educational Services	6,009	7,554	193	3.2%
Wholesale Trade	13,129	14,346	152	1.2%
Real Estate and Rental and Leasing	12,561	13,678	140	1.1%
Finance and Insurance	12,143	13,258	139	1.1%
Manufacturing	11,652	12,707	132	1.1%
Transportation and Warehousing	7,270	8,222	119	1.6%
Management of Companies and Enterprises	3,284	3,558	34	1.0%
Utilities	1,213	1,284	9	0.7%
Mining	402	453	6	1.6%
Information	5,035	4,990	-6	-0.1%
Agriculture, Forestry, Fishing and Hunting	10,320	9,757	-70	-0.7%
Total, All Industries	540,736	605,307	8,071	1.5%

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

Employment Seasonality

Southwest Florida is often characterized as experiencing seasonal fluctuations in employment levels throughout the year. However, fluctuations in employment levels are different for each industry, with some industries facing severe fluctuations from one month to the next, while others exhibiting little to no fluctuation. In this section, we analyze which industries display the largest seasonal fluctuations in Southwest Florida, as well as breaking it down by the three coastal counties (Charlotte, Collier, and Lee).

Because each workforce region is different, we identify the month with the highest employment and lowest employment levels for each workforce region. Seasonal fluctuation is then determined by dividing the total employment during the lowest month by the total employment during the highest month. Lower ratios represent a workforce region with a larger seasonal fluctuation, while numbers with a higher ratio represent a lower season fluctuation. Table 3-7 shows the results from those rankings. Southwest Florida exhibited the fifth highest seasonal fluctuation between the highest month of employment (December) and the lowest month of employment (July).

Table 3-7: Largest Seasonal Fluctuation by Workforce Region
2018

Ranking	Workforce Region	Employment				Lowest/Highest Ratio
		Lowest	Month	Highest	Month	
1	Gulf Coast	64,057	November	74,358	June	0.86
2	Okaloosa Walton	85,937	January	94,291	June	0.91
3	Heartland	43,604	September	47,703	March	0.91
4	Chipola	17,672	October	18,993	August	0.93
5	Southwest Florida	394,444	July	423,463	December	0.93
6	Capital Region	112,995	January	119,895	November	0.94
7	Polk	189,100	January	199,209	December	0.95
8	Suncoast	262,289	July	275,866	December	0.95
9	Brevard	182,825	January	191,880	December	0.95
10	Research Coast	170,556	July	178,990	December	0.95
11	Palm Beach County	533,952	July	559,688	December	0.95
12	Escarosa	142,368	January	149,165	August	0.95
13	Pasco Hernando	137,012	January	143,540	December	0.95
14	Tampa Bay	600,782	July	626,782	December	0.96
15	Central Florida	1,117,848	January	1,166,160	November	0.96
16	North Florida	21,450	January	22,377	June	0.96
17	Florida Crown	23,948	July	24,977	October	0.96
18	Northeast Florida	601,132	January	626,192	December	0.96
19	Citrus Levy Marion	122,143	January	127,107	December	0.96
20	North Central Florida	98,698	January	102,610	November	0.96
21	South Florida	1,027,235	January	1,066,043	December	0.96
22	Flagler Volusia	170,262	January	176,546	November	0.96
23	Broward	698,234	January	721,256	December	0.97
24	Pinellas	384,540	January	395,627	December	0.97

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

Southwest Florida

Table 3-8 shows the highest seasonal industries for Southwest Florida. As can be seen below, the agriculture industry has the highest seasonal fluctuation from July to December, followed by the education industry, arts, entertainment, and recreation industry, transportation and warehousing industry, and accommodation and food services industry. These industries also represent sectors with large employment numbers, as seven of the top 10 industries with the highest seasonal fluctuations also represent the top 10 largest industries for the county.

Table 3-8: Most Seasonal Industries
Southwest Florida
2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
1	Agriculture, Forestry, Fishing and Hunting	6,723	10,238	0.66	9,064	12
2	Educational Services	4,142	5,178	0.80	4,953	14
3	Arts, Entertainment, and Recreation	14,318	17,677	0.81	16,145	7
4	Transportation and Warehousing	6,800	8,338	0.82	7,223	13
5	Accommodation and Food Services	59,279	65,565	0.90	62,935	2
6	Retail Trade	71,478	77,339	0.92	73,851	1
7	Real Estate and Rental and Leasing	12,133	12,969	0.94	12,291	8
8	Professional and Technical Services	21,515	22,400	0.96	21,606	6
9	Health Care and Social Assistance	56,168	58,318	0.96	56,862	3
10	Wholesale Trade	11,488	11,828	0.97	11,546	10

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

As shown in Table 3-9, the finance and insurance industry had the lowest seasonal fluctuation from July to December, followed by the information industry, administrative and waste services industry, mining, quarrying, and oil and gas extraction industry, and utilities industry.

Table 3-9: Least Seasonal Industries
Southwest Florida
2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
18	Finance and Insurance	11,161	11,133	1.00	11,152	11
17	Information	4,363	4,367	1.00	4,392	15
16	Administrative and Waste Services	29,716	29,861	1.00	29,771	5
15	Mining, Quarrying, and Oil and Gas Extraction	336	338	0.99	331	18
14	Utilities	1,156	1,175	0.98	1,161	17

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

Charlotte County

Table 3-10 shows the highest seasonal industries for Charlotte County. As can be seen below, the agriculture industry has the highest seasonal fluctuation from July to December, followed by the transportation industry, mining, quarrying, and oil and gas extraction industry, educational industry, and arts, entertainment, and recreation industry. The top 10 industries also represent sectors with large employment numbers, as six of the top 10 industries with the highest seasonal fluctuations also represent the top 10 largest industries for the county.

Table 3-10: Most Seasonal Industries

Charlotte County

2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
1	Agriculture, Forestry, Fishing and Hunting	237	494	0.48	368	14
2	Transportation and Warehousing	862	1,163	0.74	932	10
3	Mining, Quarrying, and Oil and Gas Extraction	41	48	0.85	42	18
4	Educational Services	198	227	0.87	221	15
5	Arts, Entertainment, and Recreation	1,155	1,280	0.90	1,270	7
6	Retail Trade	9,137	9,872	0.93	9,467	1
7	Professional and Technical Services	1,643	1,759	0.93	1,711	6
8	Real Estate and Rental and Leasing	1,043	1,111	0.94	1,079	8
9	Construction	4,059	4,275	0.95	4,080	4
10	Wholesale Trade	728	764	0.95	754	12

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

As shown in Table 3-11, the information industry had the lowest seasonal fluctuation from July to December, followed by the utilities industry, administrative and waste services industry, manufacturing industry, and management of companies and enterprises industry.

Table 3-11: Least Seasonal Industries

Charlotte County

2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
18	Information	413	381	1.08	421	13
17	Utilities	54	51	1.06	53	17
16	Administrative and Waste Services	2,024	1,962	1.03	2,018	5
15	Manufacturing	818	827	0.99	817	11
14	Management of Companies and Enterprises	132	135	0.98	134	16

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

Collier County

Table 3-12 shows the highest seasonal industries for Collier County. As can be seen below, the agriculture industry has the highest seasonal fluctuation from July to December, followed by the transportation industry, education industry, arts, entertainment, and recreation industry, and accommodation and food services industry. The top 10 industries also represent sectors with large employment numbers, as five of the top 10 industries with the highest seasonal fluctuations also represent the top 10 largest industries for the county.

Table 3-12: Most Seasonal Industries

Collier County
2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
1	Agriculture, Forestry, Fishing and Hunting	1,710	4,038	0.42	3,309	12
2	Transportation and Warehousing	1,638	2,220	0.74	1,861	14
3	Educational Services	1,537	2,044	0.75	1,927	13
4	Arts, Entertainment, and Recreation	6,249	8,113	0.77	7,234	6
5	Accommodation and Food Services	20,078	23,010	0.87	21,703	2
6	Real Estate and Rental and Leasing	3,920	4,297	0.91	4,008	9
7	Retail Trade	20,902	22,694	0.92	21,732	1
8	Wholesale Trade	3,758	4,016	0.94	3,792	11
9	Health Care and Social Assistance	19,595	20,772	0.94	19,937	3
10	Management of Companies and Enterprises	351	372	0.94	358	16

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

As shown in Table 3-13, the mining, quarrying, and oil and gas extraction industry had the lowest seasonal fluctuation from July to December, followed by the utilities industry, finance and insurance industry, information industry, and manufacturing industry.

Table 3-13: Least Seasonal Industries

Collier County
2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
18	Mining, Quarrying, and Oil and Gas Extraction	48	37	1.30	45	18
17	Utilities	226	218	1.04	222	17
16	Finance and Insurance	4,055	3,971	1.02	4,001	10
15	Information	1,268	1,254	1.01	1,273	15
14	Manufacturing	4,177	4,182	1.00	4,129	8

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

Lee County

Table 3-14 shows the highest seasonal industries for Lee County. As can be seen below, the agriculture industry has the highest seasonal fluctuation from July to December, followed by the arts, entertainment, and recreation industry, education industry, transportation and warehousing industry, and accommodation and food services industry. The top 10 industries also represent sectors with large employment numbers, as six of the top 10 industries with the highest seasonal fluctuations also represent the top 10 largest industries for the county.

Table 3-14: Most Seasonal Industries

Lee County
2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
1	Agriculture, Forestry, Fishing and Hunting	1,202	1,482	0.81	1,389	16
2	Arts, Entertainment, and Recreation	6,864	8,231	0.83	7,592	7
3	Educational Services	2,337	2,774	0.84	2,688	14
4	Transportation and Warehousing	4,190	4,785	0.88	4,288	12
5	Accommodation and Food Services	32,138	35,217	0.91	33,790	2
6	Retail Trade	39,846	43,102	0.92	41,010	1
7	Real Estate and Rental and Leasing	7,030	7,404	0.95	7,072	8
8	Manufacturing	6,268	6,529	0.96	6,284	10
9	Professional and Technical Services	13,973	14,536	0.96	13,945	6
10	Utilities	804	833	0.97	809	17

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

As shown in Table 3-15, the administrative and waste services industry had the lowest seasonal fluctuation from July to December, followed by the finance and insurance industry, wholesale trade industry, construction industry, and information industry.

Table 3-15: Least Seasonal Industries

Lee County
2018

Ranking	Industry	Employment		Jul/Dec Ratio	Total Employment	Employment Ranking
		July	December			
18	Administrative and Waste Services	17,767	17,715	1.00	17,762	5
17	Finance and Insurance	5,885	5,912	1.00	5,914	11
16	Wholesale Trade	6,730	6,783	0.99	6,732	9
15	Construction	29,977	30,219	0.99	29,684	3
14	Information	2,620	2,666	0.98	2,633	15

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

Occupational Employment Gaps

The study team worked with the Florida Department of Economic Opportunity to identify estimates of the most recent Southwest Florida employment gaps by using online job postings and graduations to identify summer 2019 employment gaps. Employment gaps are identified by utilizing both the total supply and short-term demand for an occupation. Total supply consists of all people who are potentially available for employment for a specific occupation, consisting of all completers/graduates from public and private postsecondary educational institutions in the state of Florida plus all jobseekers. Likewise, short-term demand consists of the number of people needed to fill openings for a specific occupation. The overall employment gap identified by this study using the Florida Department of Economic Opportunity demand and supply analysis was approximately 9,979 positions.

Employment gaps are positions that have a regional demand greater than the estimated supply available for the Southwest Florida market. Some of these positions will be filled from outside the region, firms may hire less qualified candidates, or the positions may be left vacant for an extended period of time. It is our hope that identifying these regional employment gaps can assist parents, students, employers, and educators in identifying potential opportunities.

The top 10 employment gaps were for retail salespersons, first-line supervisors of retail sales, stock clerks and order fillers, customer service representatives, first-line supervisors of food preparation and service, maintenance and repair workers, first-line supervisors of office and administrative support workers, cashiers, sales representatives (all other services), and food preparation and serving workers. The employment gap, current employment level, median wage and minimum educational requirements for the top 10 employment gaps are shown in Table 3-16. The median hourly wages for the top 10 employment gaps ranged from \$9.57 per hour to \$24.84 per hour. The minimum education requirements for each occupation varied from less than high school to some college.

A complete list of the top 50 employment gaps in Southwest Florida can be found in the Appendix.

Table 3-16: Top Occupational Employment Gaps

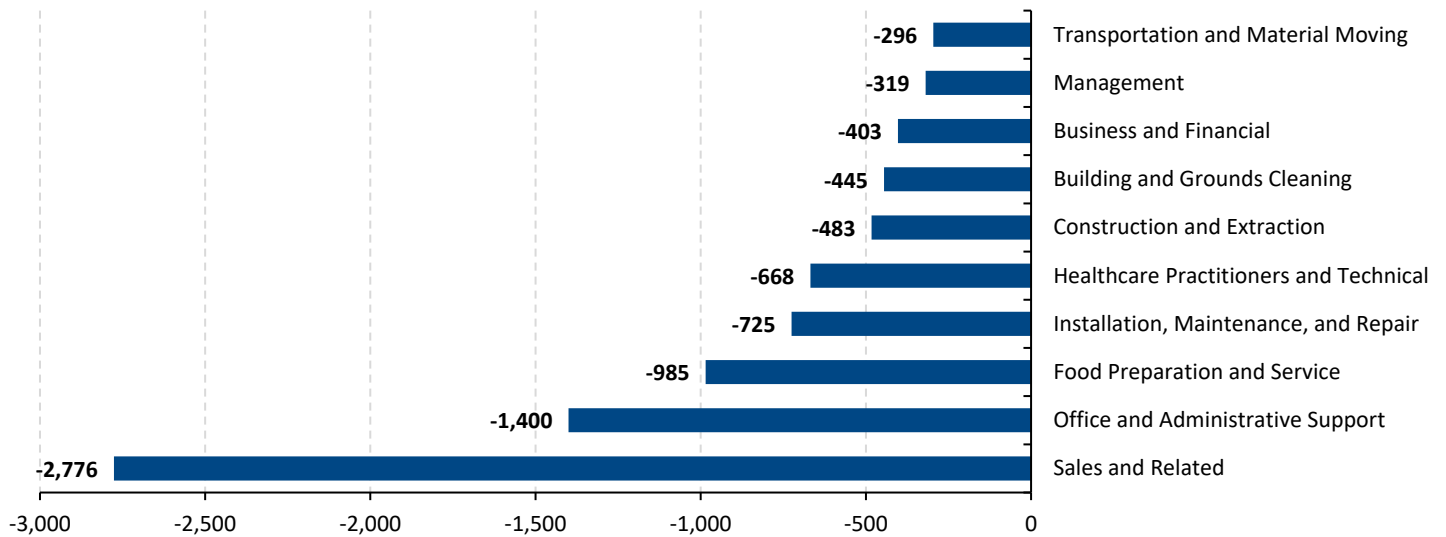
Summer 2019

Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
Retail Salespersons	-906	24,294	\$11.02	HS/GED
First-Line Supervisors of Retail Sales Workers	-818	8,160	\$20.39	PS Adult Voc
Stock Clerks and Order Fillers	-344	7,917	\$11.71	HS/GED
Customer Service Representatives	-316	9,073	\$13.72	PS Adult Voc
First-Line Supervisors of Food Preparation and Serving Workers	-267	4,565	\$16.44	PS Adult Voc
Maintenance and Repair Workers, General	-253	5,694	\$17.24	PS Adult Voc
First-Line Supervisors of Office and Administrative Support Workers	-223	5,072	\$24.84	Some College
Cashiers	-167	15,635	\$9.57	HS/GED
Sales Representatives, Services, All Other	-162	3,962	\$23.14	HS/GED
Combined Food Preparation and Serving Workers, Including Fast Food	-160	11,812	\$9.70	Less HS/GED

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

Chart 3-7: Employment Gaps by Major Occupational Groups

Summer 2019



Employment Gaps by Major Occupational Group

The Southwest Florida employment gaps can also be viewed by major occupational groups. The largest occupations groups, ranked by total employment gaps, include sales, administrative, food preparation, maintenance, healthcare practitioners, construction, building and grounds cleaning, business, management, and transportation. More information on the largest occupation groups can be found in Tabl3 3-17.

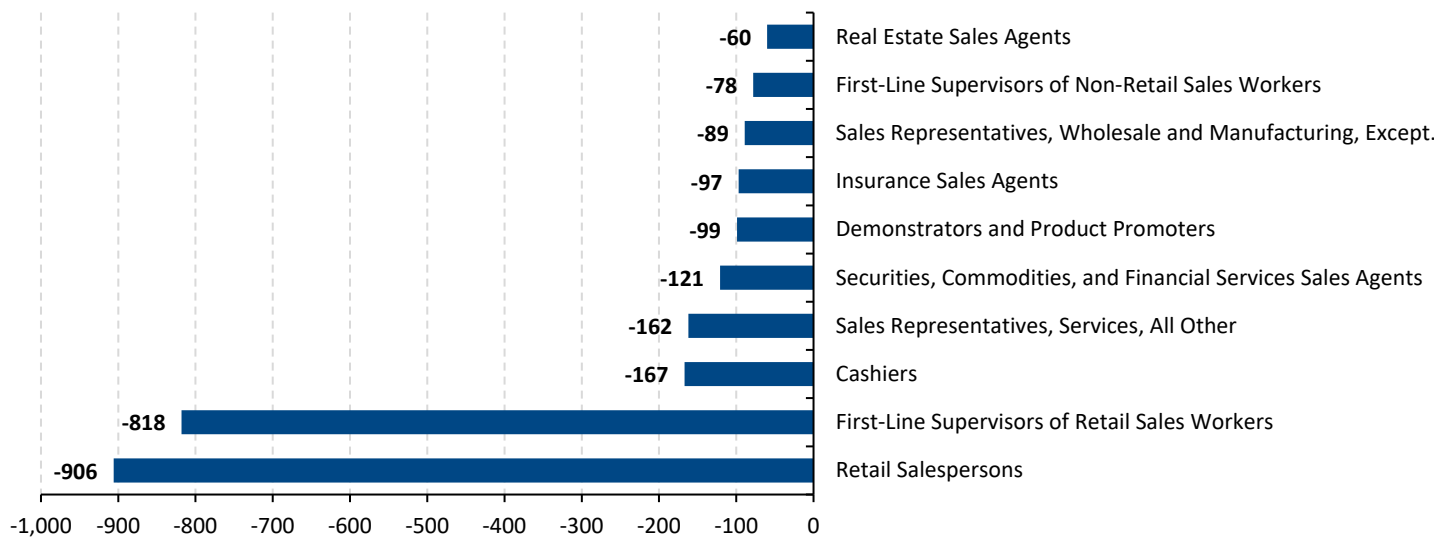
Table 3-17: Employment Gaps by Major Occupational Group
Summer 2019

Ranking	Occupational Group	Supply Gap	Current Employment
1	Sales and Related	-2,776	70,015
2	Office and Administrative Support	-1,400	73,052
3	Food Preparation and Service	-985	64,003
4	Installation, Maintenance, and Repair	-725	22,832
5	Healthcare Practitioners and Technical	-668	28,787
6	Construction and Extraction	-483	42,838
7	Building and Grounds Cleaning	-445	31,156
8	Business and Financial	-403	17,743
9	Management	-319	25,357
10	Transportation and Material Moving	-296	25,702
11	Art, Design, Entertainment, Sports, and Media	-215	6,616
12	Personal Care and Service	-214	17,774
13	Computer and Mathematical	-180	5,016
14	Protective Service	-171	11,237
15	Community and Social Service	-164	4,975
16	Education, Training, and Library	-154	16,520
17	Production	-148	12,417
18	Architecture and Engineering	-114	3,824
19	Life, Physical and Social Science	-62	1,637
20	Healthcare Support	-54	15,571
21	Farming, Fishing, and Forestry	-3	6,811
22	Legal	0	3,464

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

Chart 3-8: Sales and Related Occupations

Summer 2019



Sales Occupations

The overall employment gap identified for sales occupations was approximately 2,776 positions. The top 10 employment gaps for sales occupations include retail salespersons, first-line supervisors of retail sales, cashiers, service sales representatives, financial service sales agents, demonstrators and product promoters, insurance sales agents, wholesale and manufacturing sales representatives, first-line supervisors of non-retail sales, and real estate sales agents. The median wage for the top 10 employment gaps in sales occupations ranged from \$9.57 per hour to \$32.15 per hour. Minimum education for these occupations ranged from high school or GED to Bachelor's degree. More information can be found in Table 3-18 and Chart 3-8.

Table 3-18: Sales and Related Occupations

Summer 2019

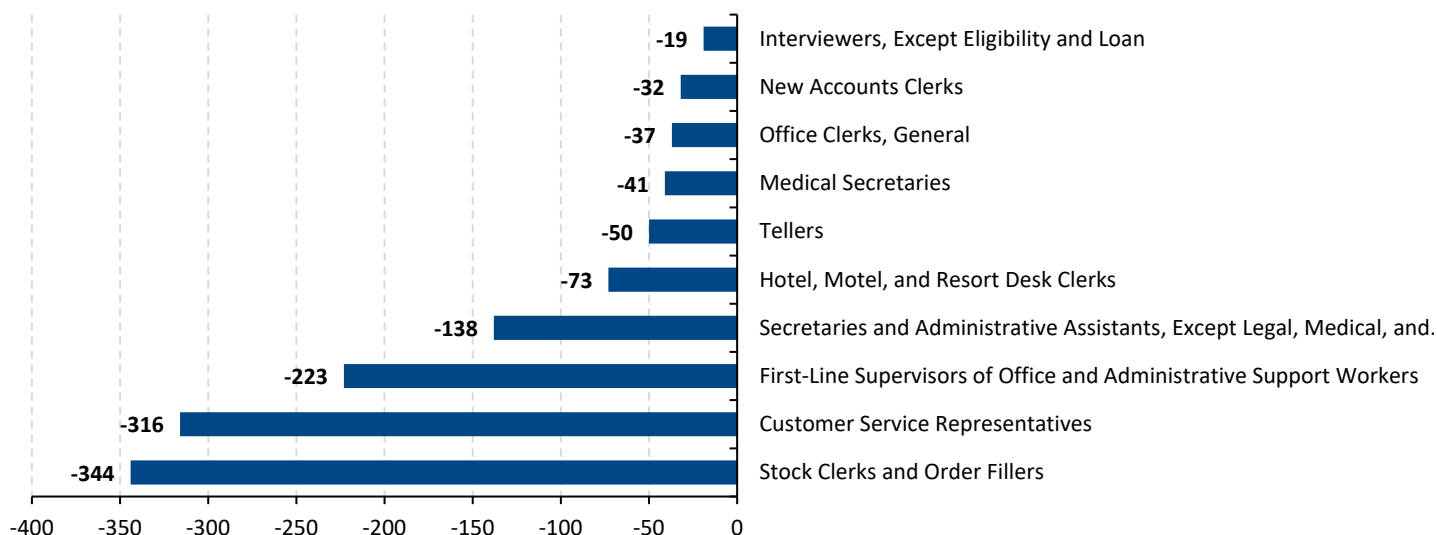
Ranking	Occupational Group	Supply Gap	Current Employment	Median Wage	Minimum Education
1	Retail Salespersons	-906	24,294	\$11.02	HS/GED
2	First-Line Supervisors of Retail Sales Workers	-818	8,160	\$20.39	PS Adult Voc
3	Cashiers	-167	15,635	\$9.57	HS/GED
4	Sales Representatives, Services, All Other	-162	3,962	\$23.14	HS/GED
5	Securities, Commodities, and Financial Services Sales Agents	-121	1,353	\$29.28	Bachelor's
6	Demonstrators and Product Promoters	-99	N/R	\$11.28	HS/GED
7	Insurance Sales Agents	-97	1,964	\$22.11	PS Adult Voc
8	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	-89	4,626	\$24.03	PS Adult Voc
9	First-Line Supervisors of Non-Retail Sales Workers	-78	1,656	\$29.21	Some College
10	Real Estate Sales Agents	-60	2,887	\$32.15	PS Adult Voc

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

Note: Numbers not reported denoted by N/R

Chart 3-9: Office and Administrative Support Occupations

Summer 2019



Administrative Occupations

The overall employment gap identified for administrative occupations was approximately 1,400 positions. The top 10 employment gaps for administrative occupations include stock clerks and order fillers, customer service representatives, first-line supervisors of office workers, secretaries and administrative assistance (except legal, medical, and executive), hotel desk clerks, tellers, medical secretaries, general office clerks, new accounts clerks, and interviewers (except eligibility and loan). The median wage for the top 10 employment gaps in administrative occupations ranged from \$11.15 per hour to \$24.84 per hour. Minimum education for these occupations ranged from high school diploma to some college. More information can be found in Table 3-19 and Chart 3-9.

Table 3-19: Office and Administrative Support Occupations

Summer 2019

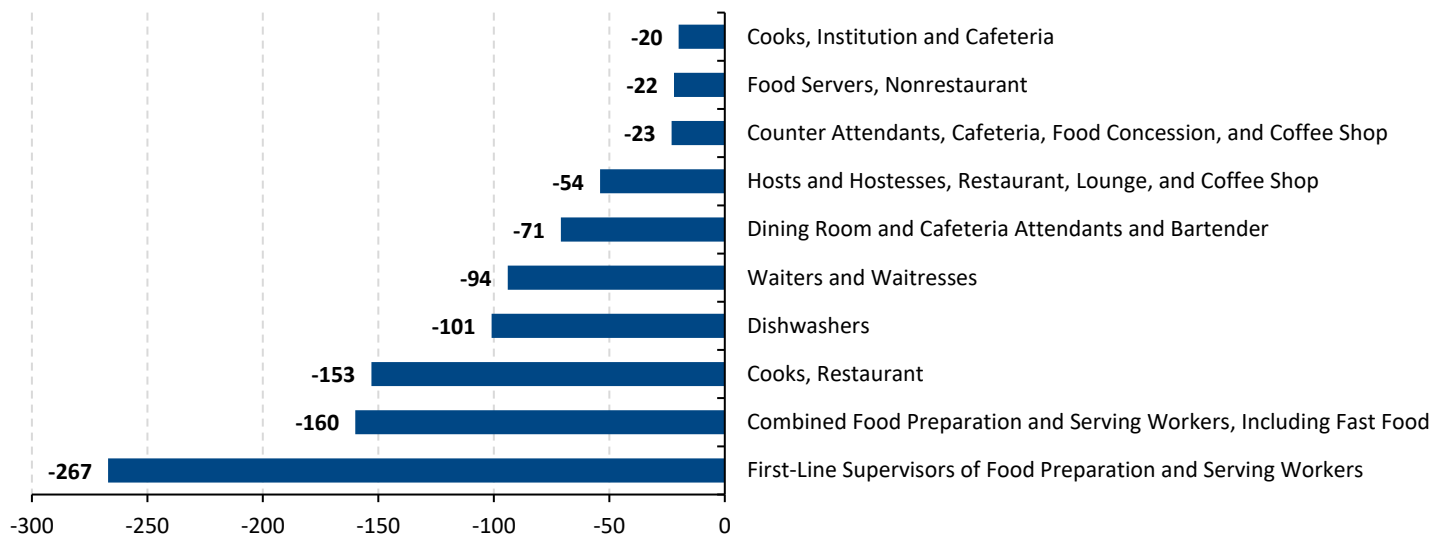
Ranking	Occupational Group	Supply Gap	Current Employment	Median Wage	Minimum Education
1	Stock Clerks and Order Fillers	-344	7,917	\$11.71	HS/GED
2	Customer Service Representatives	-316	9,073	\$13.72	PS Adult Voc
3	First-Line Supervisors of Office and Administrative Support Workers	-223	5,072	\$24.84	Some College
4	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	-138	11,212	\$15.86	PS Adult Voc
5	Hotel, Motel, and Resort Desk Clerks	-73	1,120	\$11.15	HS/GED
6	Tellers	-50	1,849	\$14.51	PS Adult Voc
7	Medical Secretaries	-41	1,130	\$14.95	PS Adult Voc
8	Office Clerks, General	-37	10,290	\$13.86	HS/GED
9	New Accounts Clerks	-32	2	N/R	PS Adult Voc
10	Interviewers, Except Eligibility and Loan	-19	315	\$15.53	HS/GED

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

Note: Numbers not reported denoted by N/R

Chart 3-10: Food Preparation and Service Occupations

Summer 2019



Food Preparation Occupations

The overall employment gap identified for food preparation occupations was approximately 985 positions. The top 10 employment gaps for food preparation occupations include first-line supervisors of food preparation workers, food preparation workers, restaurant cooks, dishwashers, waiters and waitresses, dining room and cafeteria attendants, restaurant hosts and hostesses, cafeteria counter attendants, nonrestaurant food servers, and cafeteria and institution cooks. The median wage for the top 10 employment gaps in food preparation occupations ranged from \$9.43 per hour to \$16.44 per hour. Minimum education for these occupations ranged from less than high school diploma to post-secondary adult vocational. More information can be found in Table 3-20 and Chart 3-10.

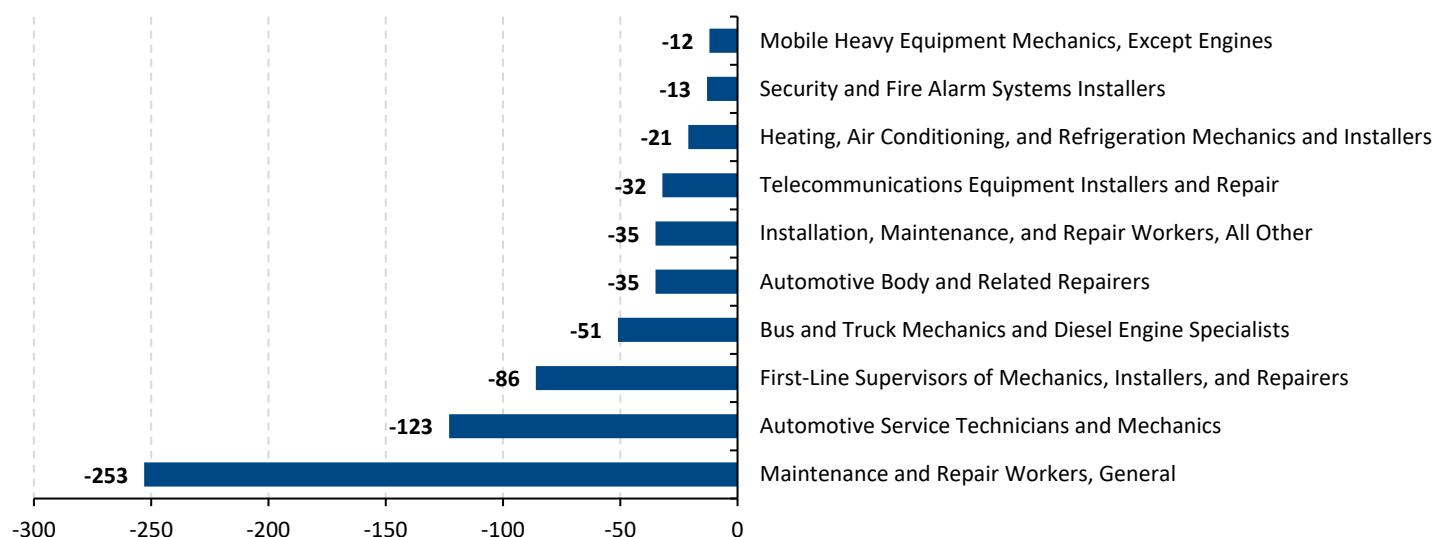
Table 3-20: Food Preparation and Service Occupations
Summer 2019

Ranking	Occupational Group	Supply Gap	Current Employment	Median Wage	Minimum Education
1	First-Line Supervisors of Food Preparation and Serving Workers	-267	4,565	\$16.44	PS Adult Voc
2	Combined Food Preparation and Serving Workers, Including Fast Food	-160	11,812	\$9.70	Less HS/GED
3	Cooks, Restaurant	-153	7,460	\$13.36	PS Adult Voc
4	Dishwashers	-101	2,594	\$10.55	Less HS/GED
5	Waiters and Waitresses	-94	17,102	\$9.63	Less HS/GED
6	Dining Room and Cafeteria Attendants and Bartender	-71	2,856	\$9.74	Less HS/GED
7	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	-54	2,427	\$10.56	Less HS/GED
8	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	-23	2,588	\$9.43	Less HS/GED
9	Food Servers, Nonrestaurant	-22	982	\$9.54	Less HS/GED
10	Cooks, Institution and Cafeteria	-20	839	\$13.48	HS/GED

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

Chart 3-11: Installation, Maintenance, and Repair Occupations

Summer 2019



Maintenance Occupations

The overall employment gap identified for maintenance occupations was approximately 725 positions. The top 10 employment gaps for maintenance occupations include general maintenance and repair workers, mechanics, first-line supervisors of mechanics, bus and truck mechanics, automotive body and related repairers, installation, maintenance, and repair workers (all other), telecommunication equipment installers, heating, air conditioning and refrigeration mechanics, security and fire alarm system installers, and mobile heavy equipment mechanics (except engines). The median wage for the top employment gaps in maintenance occupations ranged from \$15.83 per hour to \$27.78 per hour. Minimum education for these occupations ranged from a high school diploma to post-secondary adult vocational. More information can be found in Table 3-21 and Chart 3-11.

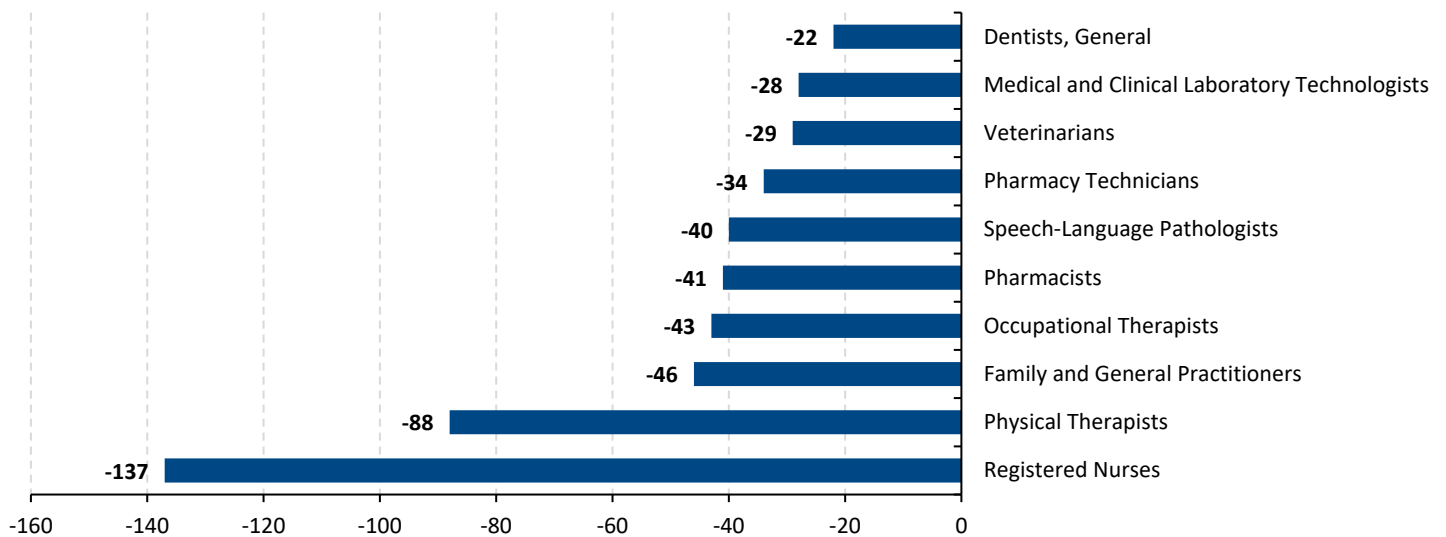
Table 3-21: Installation, Maintenance, and Repair Occupations
Summer 2019

Ranking	Occupational Group	Supply Gap	Current Employment	Median Wage	Minimum Education
1	Maintenance and Repair Workers, General	-253	5,694	\$17.24	PS Adult Voc
2	Automotive Service Technicians and Mechanics	-123	3,380	\$17.90	PS Adult Voc
3	First-Line Supervisors of Mechanics, Installers, and Repairers	-86	1,726	\$27.78	PS Adult Voc
4	Bus and Truck Mechanics and Diesel Engine Specialists	-51	544	\$21.31	PS Adult Voc
5	Automotive Body and Related Repairers	-35	690	\$18.56	PS Adult Voc
6	Installation, Maintenance, and Repair Workers, All Other	-35	2,024	\$15.83	HS/GED
7	Telecommunications Equipment Installers and Repair	-32	529	\$26.20	PS Adult Voc
8	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	-21	2,948	\$20.62	PS Adult Voc
9	Security and Fire Alarm Systems Installers	-13	397	\$20.36	PS Adult Voc
10	Mobile Heavy Equipment Mechanics, Except Engines	-12	243	\$20.20	PS Adult Voc

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

Chart 3-12: Healthcare Practitioners and Technical Occupations

Summer 2019



Healthcare Practitioner Occupations

The overall employment gap identified for healthcare practitioner occupations was approximately 668 positions. The top 10 employment gaps for healthcare practitioner occupations include registered nurses, physical therapists, family and general practitioners, occupational therapists, pharmacists, speech-language pathologists, pharmacy technicians, veterinarians, medical and clinical laboratory technologists, and general dentists. The median wage for the top employment gaps in healthcare practitioner occupations ranged from \$14.94 per hour to \$101.53 per hour. Minimum education for these occupations ranged from post-secondary adult vocational to doctorate. More information can be found in Table 3-22 and Chart 3-12.

Table 3-22: Healthcare Practitioners and Technical Occupations
Summer 2019

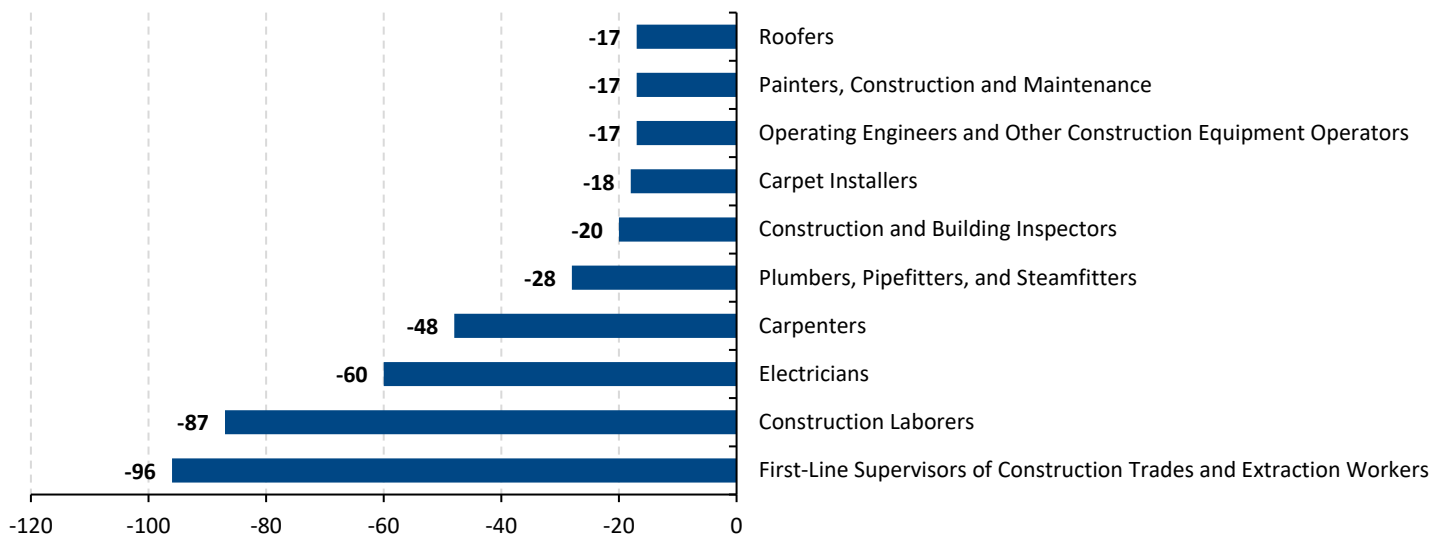
Ranking	Occupational Group	Supply Gap	Current Employment	Median Wage	Minimum Education
1	Registered Nurses	-137	10,434	\$31.53	Some College
2	Physical Therapists	-88	855	\$43.35	Doctorate
3	Family and General Practitioners	-46	735	\$101.53	Doctorate
4	Occupational Therapists	-43	316	\$43.61	Master's
5	Pharmacists	-41	1,121	\$59.19	Doctorate
6	Speech-Language Pathologists	-40	359	\$40.72	Master's
7	Pharmacy Technicians	-34	1,673	\$14.94	PS Adult Voc
8	Veterinarians	-29	338	\$47.80	Doctorate
9	Medical and Clinical Laboratory Technologists	-28	540	\$28.96	Some College
10	Dentists, General	-22	N/R	\$59.43	Doctorate

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

Note: Numbers not reported denoted by N/R

Chart 3-13: Construction and Extraction Occupations

Summer 2019



Construction Occupations

The overall employment gap identified for construction occupations was approximately 483 positions. The top employment gaps for construction occupations include first-line supervisors of construction workers, construction laborers, electricians, carpenters, plumbers, pipelifters, and steamlifters, construction and building inspectors, carpet installers, operation engineers and other construction equipment operators, construction and maintenance painters, and roofers. The median wage for the top employment gaps in construction occupations ranged from \$14.25 per hour to \$27.60 per hour. Minimum education for these occupations ranged from less than high school diploma to post-secondary adult vocational. More information can be found in Table 3-23 and Chart 3-13.

Table 3-23: Construction and Extraction Occupations

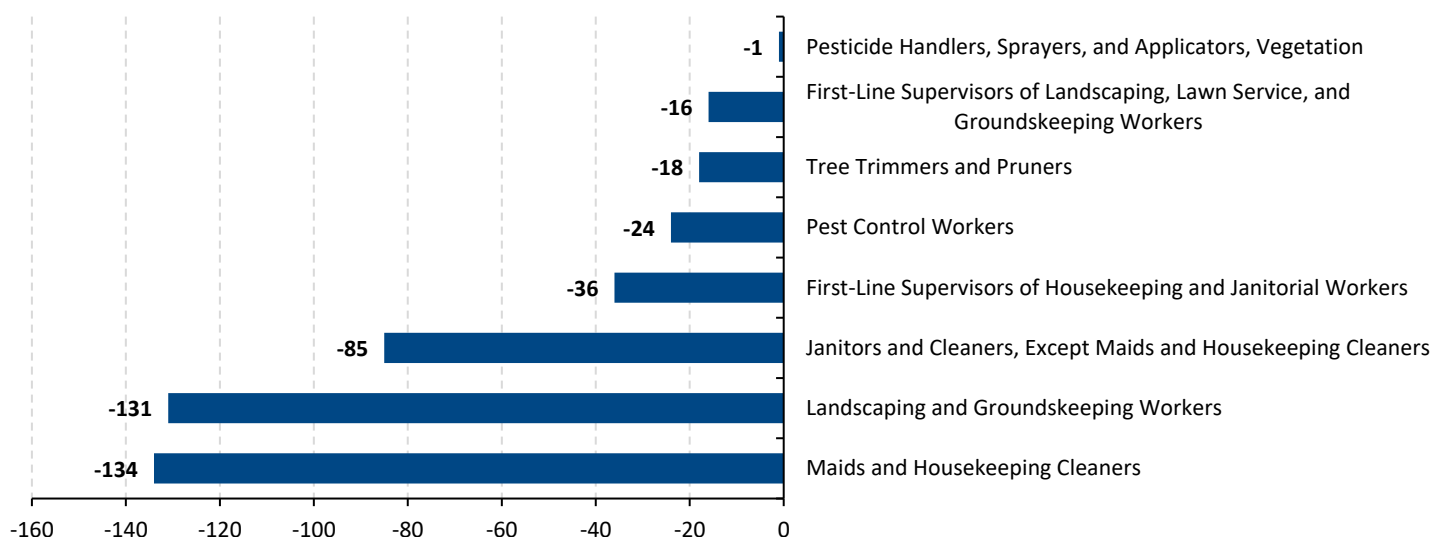
Summer 2019

Ranking	Occupational Group	Supply Gap	Current Employment	Median Wage	Minimum Education
1	First-Line Supervisors of Construction Trades and Extraction Workers	-96	4,772	\$27.60	Some College
2	Construction Laborers	-87	9,080	\$14.25	Less HS/GED
3	Electricians	-60	3,049	\$21.05	PS Adult Voc
4	Carpenters	-48	7,417	\$18.67	PS Adult Voc
5	Plumbers, Pipefitters, and Steamfitters	-28	2,226	\$19.79	PS Adult Voc
6	Construction and Building Inspectors	-20	540	\$26.23	PS Adult Voc
7	Carpet Installers	-18	444	\$17.19	PS Adult Voc
8	Operating Engineers and Other Construction Equipment Operators	-17	1,287	\$18.36	PS Adult Voc
9	Painters, Construction and Maintenance	-17	3,945	\$15.35	PS Adult Voc
10	Roofers	-17	2,013	\$16.46	PS Adult Voc

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

Chart 3-14: Building and Grounds Cleaning Occupations

Summer 2019



Building and Grounds Cleaning Occupations

The overall employment gap identified for building and grounds cleaning occupations was approximately 445 positions. The top employment gaps for building and grounds cleaning occupations maids and housekeeping cleaners, landscaping and groundskeeping workers, janitors and cleaners, first-line supervisors of housekeeping and janitorial workers, pest control workers, tree trimmers and pruners, first-line supervisors of landscaping and groundskeeping workers, and pesticide handlers. The median wage for the top employment gaps in building and grounds cleaning occupations ranged from \$11.26 per hour to \$23.78 per hour. Minimum education for these occupations ranged from less than high school to some college. More information can be found in Table 3-24 and Chart 3-14.

Table 3-24: Building and Grounds Cleaning Occupations

Summer 2019

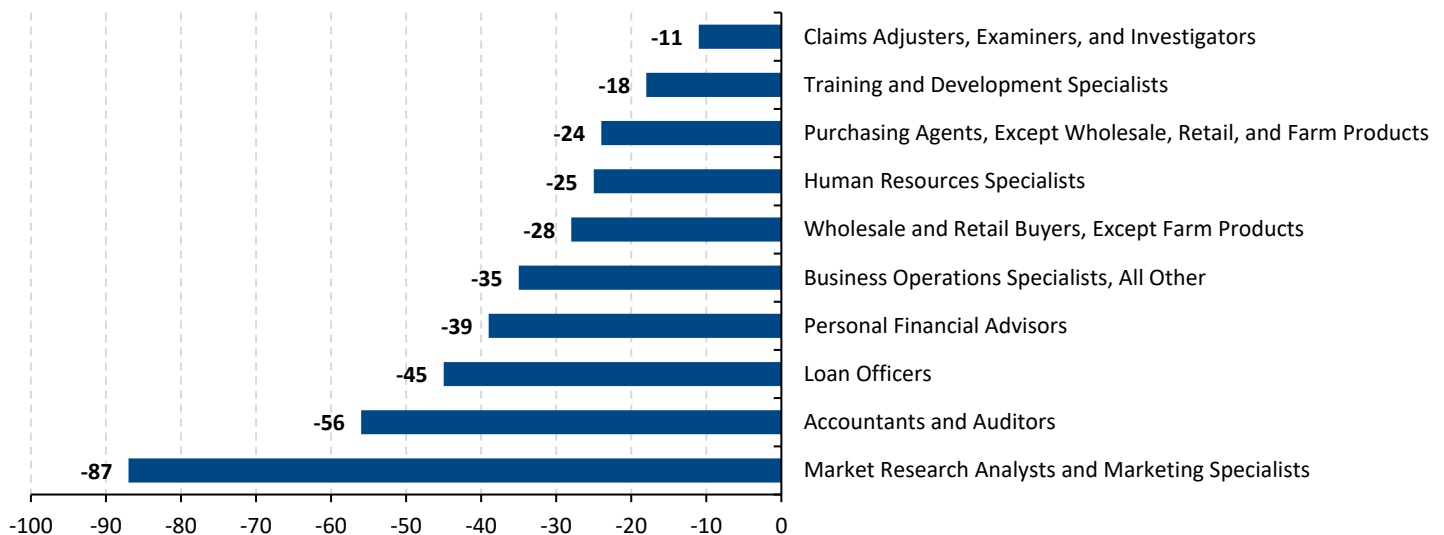
Ranking	Occupational Group	Supply Gap	Current Employment	Median Wage	Minimum Education
1	Maids and Housekeeping Cleaners	-134	5,833	\$11.26	Less HS/GED
2	Landscaping and Groundskeeping Workers	-131	14,003	\$11.86	Less HS/GED
3	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	-85	6,988	\$11.44	Less HS/GED
4	First-Line Supervisors of Housekeeping and Janitorial Workers	-36	924	\$18.84	PS Adult Voc
5	Pest Control Workers	-24	1,020	\$14.23	PS Adult Voc
6	Tree Trimmers and Pruners	-18	N/R	\$13.25	Less HS/GED
7	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	-16	2,094	\$23.78	PS Adult Voc
8	Pesticide Handlers, Sprayers, and Applicators, Vegetation	-1	294	\$16.88	Some College

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

Note: Numbers not reported denoted by N/R

Chart 3-15: Business and Financial Occupations

Summer 2019



Business Occupations

The overall employment gap identified for business occupations was approximately 403 positions. The top 10 employment gaps for business occupations include market research analysts, accountants and auditors, loan officers, personal financial advisors, business operations specialists (all other), wholesale and retail buyers (except farm products), human resources specialists, purchasing agents (except wholesale, retail, and farm products), training and development specialists, and claims adjusters, examiners, and investigators. The median wage for the top employment gaps in business occupations ranged from \$24.75 per hour to \$59.51 per hour. Minimum education for these occupations ranged from post-secondary adult vocational to Bachelor's degree. More information can be found in Table 3-25 and Chart 3-15.

Table 3-25: Business and Financial Occupations

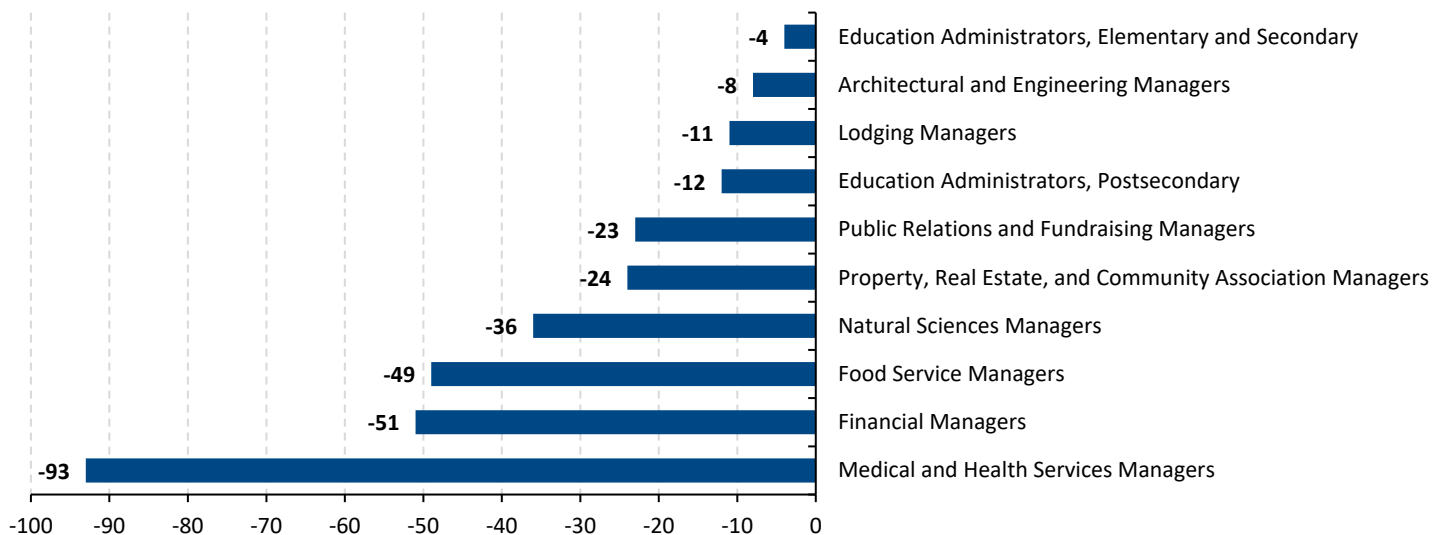
Summer 2019

Ranking	Occupational Group	Supply Gap	Current Employment	Median Wage	Minimum Education
1	Market Research Analysts and Marketing Specialists	-87	712	\$26.68	Bachelor's
2	Accountants and Auditors	-56	3,538	\$28.95	Bachelor's
3	Loan Officers	-45	818	\$36.25	Some College
4	Personal Financial Advisors	-39	862	\$59.51	Bachelor's
5	Business Operations Specialists, All Other	-35	3,044	\$30.20	Some College
6	Wholesale and Retail Buyers, Except Farm Products	-28	189	\$24.97	Some College
7	Human Resources Specialists	-25	1,236	\$26.85	Some College
8	Purchasing Agents, Except Wholesale, Retail, and Farm Products	-24	536	\$24.75	Some College
9	Training and Development Specialists	-18	412	\$25.38	Bachelor's
10	Claims Adjusters, Examiners, and Investigators	-11	333	\$29.92	PS Adult Voc

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

Chart 3-16: Management Occupations

Summer 2019



Management Occupations

The overall employment gap identified for management occupations was approximately 319 positions. The top employment gaps for management occupations include medical and health service managers, financial managers, food service managers, natural science managers, property managers, public relation and fundraising managers, postsecondary education administrators, lodging managers, architectural and engineering managers, and elementary and secondary education administrators. The median wage for the top employment gaps in management occupations ranged from \$22.70 per hour to \$51.68 per hour. Minimum education for these occupations ranged from some college to Bachelor's degree. More information can be found in Table 3-26 and Chart 3-16.

Table 3-26: Management Occupations

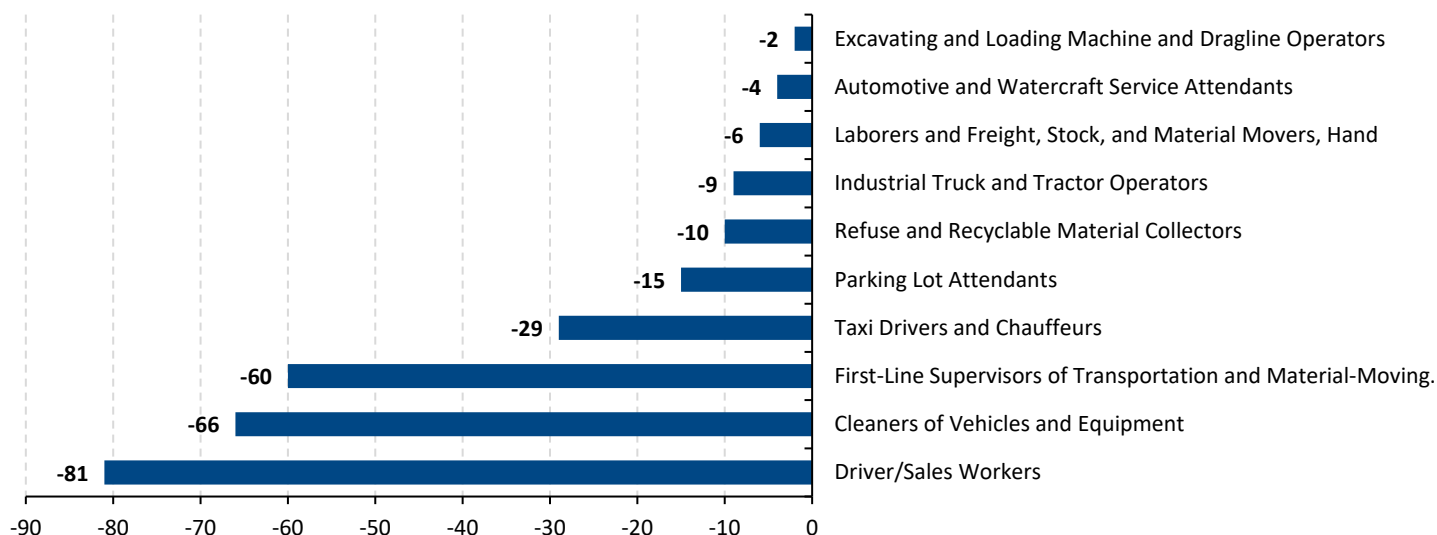
Summer 2019

Ranking	Occupational Group	Supply Gap	Current Employment	Median Wage	Minimum Education
1	Medical and Health Services Managers	-93	591	\$45.27	Bachelor's
2	Financial Managers	-51	864	\$50.93	Bachelor's
3	Food Service Managers	-49	1,059	\$26.02	Some College
4	Natural Sciences Managers	-36	50	\$39.68	Bachelor's
5	Property, Real Estate, and Community Association Managers	-24	2,414	\$28.99	Some College
6	Public Relations and Fundraising Managers	-23	57	\$42.70	Bachelor's
7	Education Administrators, Postsecondary	-12	37	\$36.38	Bachelor's
8	Lodging Managers	-11	395	\$22.70	Some College
9	Architectural and Engineering Managers	-8	223	\$51.19	Bachelor's
10	Education Administrators, Elementary and Secondary	-4	292	\$51.68	Bachelor's

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

Chart 3-17: Transportation and Material Moving Occupations

Summer 2019



Transportation Occupations

The overall employment gap identified for transportation occupations was approximately 296 positions. The top 10 employment gaps for transportation occupations include driver/sales workers, cleaners of vehicles and equipment, first-line supervisors of transportation and vehicle operators, taxi drivers and chauffeurs, parking lot attendants, refuse and recyclable material collectors, industrial truck and tractor operators, laborers and freight, stock, and material movers, automotive and watercraft service attendants, and excavating and loading machine and dragline operators. The median wage for the top employment gaps in transportation occupations ranged from \$9.28 per hour to \$27.49 per hour. Minimum education for these occupations ranged from less than high school to post-secondary adult vocational. More information can be found in Table 3-27 and Chart 3-17.

Table 3-27: Transportation and Material Moving Occupations

Summer 2019

Ranking	Occupational Group	Supply Gap	Current Employment	Median Wage	Minimum Education
1	Driver/Sales Workers	-81	2,079	\$9.28	HS/GED
2	Cleaners of Vehicles and Equipment	-66	2,460	\$10.65	Less HS/GED
3	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	-60	466	\$27.49	PS Adult Voc
4	Taxi Drivers and Chauffeurs	-29	948	\$11.06	Less HS/GED
5	Parking Lot Attendants	-15	405	\$10.00	Less HS/GED
6	Refuse and Recyclable Material Collectors	-10	210	\$16.34	Less HS/GED
7	Industrial Truck and Tractor Operators	-9	579	\$15.49	PS Adult Voc
8	Laborers and Freight, Stock, and Material Movers, Hand	-6	5,435	\$12.17	Less HS/GED
9	Automotive and Watercraft Service Attendants	-4	367	\$11.00	Less HS/GED
10	Excavating and Loading Machine and Dragline Operators	-2	503	\$18.19	HS/GED

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

Long-term Employment Growth by Occupation

Beginning in 2018, the Bureau of Labor Statistics introduced a new methodology for producing occupation growth projections. The old method used for occupation estimations attempted to project occupational openings due economic growth, as well as replacement openings due to employees exiting the labor force. However, the estimations did not consider openings that occurred when employees moved from one occupation to another, and often resulted in an undercounting of total needed replacements. The new method is designed to provide better estimates by using demographic and other longitudinal data from Current Population Survey monthly data, and to account for openings that result as employees move from one occupation to another. Therefore, it is important to exercise caution when comparing projected occupational growth figures in this section and the next section to previous Workforce Now reports.

The forecast below provides additional information about expected annual occupational demands for the Southwest Florida region. Information is presented for the top 10 growth occupations along with the current hourly wage and educational requirements. The top 10 employment growth occupations are retail salespersons, landscaping and groundskeeping workers, registered nurses, food preparation and serving workers, waiters and waitresses, construction laborers, nursing assistants, carpenters, customer service representatives, and janitors and cleaners.

Table 3-28 provides the employment growth for the top 10 employment growth occupations, along with the current median wage and minimum educational requirement. The top 10 growth occupations primarily reflect expected increases in retail, tourism, food preparation, construction, and health care. Five of the top growth occupations require less than a high school degree, one requires a high school degree or GED, three require adult vocational training, and one requires an associate's degree. Median wages varied from \$9.63 per hour to \$31.53 per hour and were highly correlated with the required minimum education.

Table 3-28: Long-Term Employment Growth Occupations
2018 to 2026

Occupation	2018	2026	Median Wage	Minimum Education
Retail Salespersons	24,406	26,740	\$11.02	HS/GED
Landscaping and Groundskeeping Workers	13,850	16,001	\$11.86	Less HS/GED
Registered Nurses	10,661	12,805	\$31.53	Associate's
Combined Food Preparation and Serving Workers, Including Fast Food	12,225	14,209	\$9.70	Less HS/GED
Waiters and Waitresses	17,733	19,290	\$9.63	Less HS/GED
Construction Laborers	9,783	11,275	\$14.25	Less HS/GED
Nursing Assistants	6,640	7,956	\$13.40	PS Adult Voc
Carpenters	8,017	9,197	\$18.67	PS Adult Voc
Customer Service Representatives	9,145	10,210	\$13.72	PS Adult Voc
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7,027	8,067	\$11.44	Less HS/GED

Source: Florida Department of Economic Opportunity, Employment Projections

A complete list of the top 50 long-term annual employment growth occupations in Southwest Florida can be found in Appendix B.

Top Growth by Minimum Educational Requirement

The study looked at long-run occupational growth by identifying the fastest-growing occupations by the minimal educational requirement including:

- ✓ Post-secondary adult vocational
- ✓ Associate's degree
- ✓ Bachelor's degree
- ✓ Master's degree or higher

Post-Secondary Adult Vocational

The expected top 10 long-run growth occupations requiring a minimum of post-secondary adult vocational training are nursing assistants, carpenters, customer service representatives, restaurant cooks, medical assistants, first-line supervisors of retail sales, personal care aides, home health aides, maintenance and repair workers, and licensed practical and vocational nurses. The top 20 growth occupations for adult vocational, along with the median wage and current employment can be found in Table 3-29.

Table 3-29: Adult Vocational Long-term Growth Occupations
2018 to 2026

Ranking	Occupation	2018	2026	Growth	Percent Growth	Median Wage
1	Nursing Assistants	6,640	7,956	1,316	19.8%	\$13.40
2	Carpenters	8,017	9,197	1,180	14.7%	\$18.67
3	Customer Service Representatives	9,145	10,210	1,065	11.6%	\$13.72
4	Cooks, Restaurant	7,733	8,697	964	12.5%	\$13.36
5	Medical Assistants	3,266	4,220	954	29.2%	\$15.90
6	First-Line Supervisors of Retail Sales Workers	8,285	9,190	905	10.9%	\$20.39
7	Personal Care Aides	2,683	3,569	886	33.0%	\$10.83
8	Home Health Aides	2,134	2,945	811	38.0%	\$11.78
9	Maintenance and Repair Workers, General	5,716	6,424	708	12.4%	\$17.24
10	Licensed Practical and Licensed Vocational Nurses	3,323	3,990	667	20.1%	\$21.19
11	Painters, Construction and Maintenance	4,337	4,908	571	13.2%	\$15.35
12	Hairdressers, Hairstylists, and Cosmetologists	3,914	4,483	569	14.5%	\$12.79
13	Childcare Workers	3,419	3,980	561	16.4%	\$10.88
14	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	4,833	5,377	544	11.3%	\$24.03
15	First-Line Supervisors of Food Preparation and Serving Workers	4,740	5,275	535	11.3%	\$16.44
16	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,111	3,539	428	13.8%	\$20.62
17	Light Truck or Delivery Services Drivers	3,436	3,852	416	12.1%	\$13.66
18	Roofers	2,327	2,743	416	17.9%	\$16.46
19	Insurance Sales Agents	2,167	2,580	413	19.1%	\$22.11
20	Heavy and Tractor-Trailer Truck Drivers	3,811	4,219	408	10.7%	\$17.30

Source: Florida Department of Economic Opportunity, Employment Projections

Note: Numbers not reported denoted by N/R.

Associate's Degree

The forecast top 10 occupations for growth from 2018 to 2026 requiring at least an associate's degree are registered nurses, first-line supervisors of construction workers, general and operations managers, business operation specialists, first-line supervisors of office and administrative support workers, construction managers, property and real estate managers, bookkeeping, accounting, and auditing clerks, software developers, and postsecondary teachers (all other). The top 20 growth occupations requiring an associate's degree, along with the median wage and employment levels, can be found in Table 3-30.

**Table 3-30: Associate's Degree Long-term Growth Occupations
2018 to 2026**

Ranking	Occupation	2018	2026	Growth	Percent Growth	Median Wage
1	Registered Nurses	10,661	12,805	2,144	20.1%	\$31.53
2	First-Line Supervisors of Construction Trades and Extraction Workers	5,015	5,781	766	15.3%	\$27.60
3	General and Operations Managers	4,383	5,012	629	14.4%	\$43.89
4	Business Operations Specialists, All Other	3,072	3,611	539	17.5%	\$30.20
5	First-Line Supervisors of Office and Administrative Support Workers	5,172	5,608	436	8.4%	\$24.84
6	Construction Managers	2,901	3,320	419	14.4%	\$37.82
7	Property, Real Estate, and Community Association Managers	2,284	2,558	274	12.0%	\$28.99
8	Bookkeeping, Accounting, and Auditing Clerks	5,941	6,208	267	4.5%	\$18.09
9	Software Developers, Applications	1,033	1,293	260	25.2%	\$34.39
10	Postsecondary Teachers, All Other	822	1,030	208	25.3%	N/R
11	Respiratory Therapists	726	925	199	27.4%	\$28.17
12	Managers, All Other	1,509	1,703	194	12.9%	\$39.38
13	Cost Estimators	1,276	1,469	193	15.1%	\$27.70
14	First-Line Supervisors of Non-Retail Sales Workers	1,566	1,745	179	11.4%	\$29.21
15	Recreation Workers	1,213	1,386	173	14.3%	\$12.33
16	Preschool Teachers, Except Special Education	860	1,021	161	18.7%	\$11.57
17	Dental Hygienists	746	897	151	20.2%	\$35.36
18	Emergency Medical Technicians and Paramedics	878	1,014	136	15.5%	\$18.03
19	Food Service Managers	1,094	1,222	128	11.7%	\$26.02
20	Veterinary Technologists and Technicians	594	717	123	20.7%	\$17.35

Source: Florida Department of Economic Opportunity, Employment Projections

Note: Numbers not reported denoted by N/R.

Bachelor's Degree

The forecast top 10 occupations for growth from 2018 to 2026 requiring a bachelor's degree include elementary school teachers, management analysts, accountants and auditors, secondary school teachers, middle school teachers, financial managers, market research analysts, human resource specialists, teachers and instructors (all other), and physician assistants. The top 20 growth occupations requiring a bachelor's degree, along with the median wage and current employment, can be found in Table 3-31.

**Table 3-31: Bachelor's Degree Long-term Growth Occupations
2018 to 2026**

Ranking	Occupation	2018	2026	Growth	Percent Growth	Median Wage
1	Elementary School Teachers, Except Special Education	4,218	4,815	597	14.2%	N/R
2	Management Analysts	1,898	2,388	490	25.8%	\$41.07
3	Accountants and Auditors	3,535	4,017	482	13.6%	\$28.95
4	Secondary School Teachers, Except Special and Career/Technical Education	2,322	2,652	330	14.2%	N/R
5	Middle School Teachers, Except Special and Career/Technical Education	1,981	2,260	279	14.1%	N/R
6	Financial Managers	868	1,063	195	22.5%	\$50.93
7	Market Research Analysts and Marketing Specialists	724	918	194	26.8%	\$26.68
8	Human Resources Specialists	1,196	1,360	164	13.7%	\$26.85
9	Teachers and Instructors, All Other, Except Substitute Teachers	1,022	1,181	159	15.6%	N/R
10	Physician Assistants	394	548	154	39.1%	\$48.09
11	Personal Financial Advisors	898	1,051	153	17.0%	\$59.51
12	Medical and Health Services Managers	590	731	141	23.9%	\$45.27
13	Special Education Teachers, All Other	889	1,015	126	14.2%	N/R
14	Kindergarten Teachers, Except Special Education	781	892	111	14.2%	N/R
15	Securities, Commodities, and Financial Services Sales Agents	1,348	1,450	102	7.6%	\$29.28
16	Civil Engineers	714	815	101	14.1%	\$38.44
17	Public Relations Specialists	522	610	88	16.9%	\$24.33
18	Training and Development Specialists	419	489	70	16.7%	\$25.38
19	Clergy	862	930	68	7.9%	\$23.11
20	Career/Technical Education Teachers, Secondary School	460	523	63	13.7%	N/R

Source: Florida Department of Economic Opportunity, Employment Projections

Note: Numbers not reported denoted by N/R.

Master's Degree and Higher

The forecast top 10 occupations for growth from 2018 to 2026 requiring at least a master's degree include lawyers, physical therapists, physicians and surgeons (all other), social workers, pharmacists, family and general practitioners, nurse practitioners, educational and vocational counselors, occupational therapists, and instructional coordinators. The top 20 growth occupations requiring at least a master's degree, along with the median wage and current employment, can be found in Table 3-32.

**Table 3-32: Master's Degree and Higher Long-term Growth Occupations
2018 to 2026**

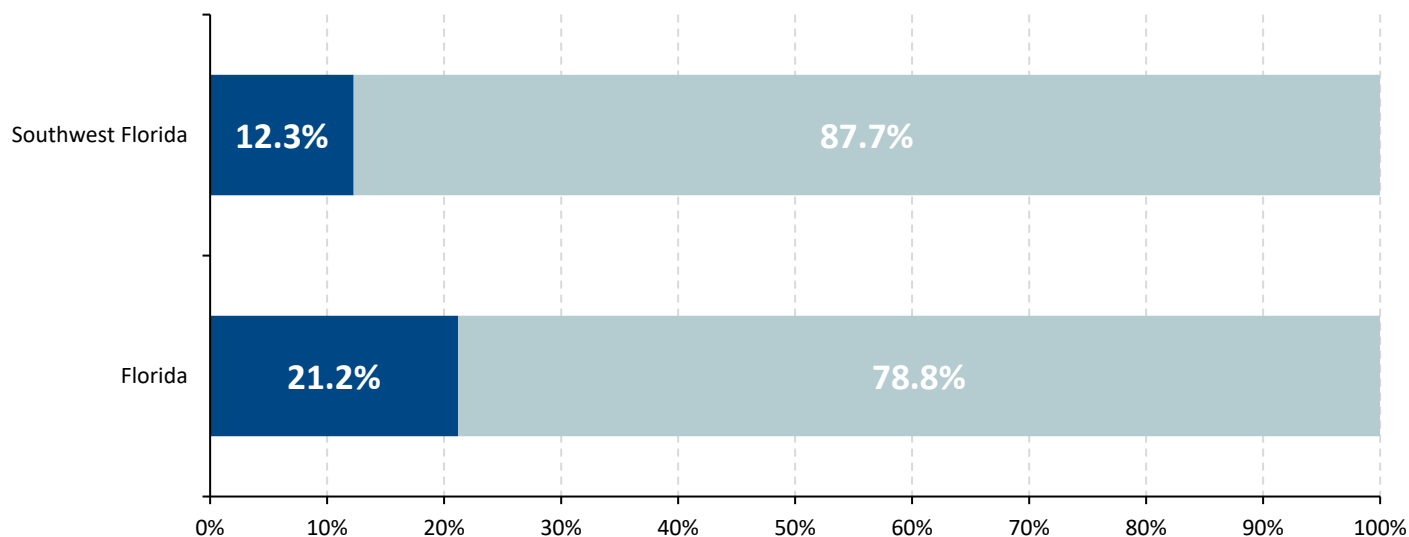
Ranking	Occupation	2018	2026	Growth	Percent Growth	Median Wage
1	Lawyers	2,377	2,644	267	11.2%	\$47.31
2	Physical Therapists	909	1,144	235	25.9%	\$43.35
3	Physicians and Surgeons, All Other	994	1,159	165	16.6%	N/R
4	Child, Family, and School Social Workers	777	925	148	19.0%	\$17.26
5	Pharmacists	1,142	1,278	136	11.9%	\$59.19
6	Family and General Practitioners	721	853	132	18.3%	N/R
7	Nurse Practitioners	352	483	131	37.2%	\$45.36
8	Educational, Guidance, School, and Vocational Counselors	490	580	90	18.4%	\$28.11
9	Occupational Therapists	338	422	84	24.9%	\$43.61
10	Instructional Coordinators	428	507	79	18.5%	\$22.84
11	Healthcare Social Workers	310	382	72	23.2%	\$23.96
12	Speech-Language Pathologists	360	425	65	18.1%	\$40.72
13	Veterinarians	320	383	63	19.7%	\$47.80
14	Health Specialties Teachers, Postsecondary	197	259	62	31.5%	N/R
15	Librarians	317	370	53	16.7%	\$30.32
16	Operations Research Analysts	182	233	51	28.0%	\$28.15
17	Nurse Anesthetists	196	241	45	23.0%	\$57.67
18	Mental Health and Substance Abuse Social Workers	209	250	41	19.6%	\$24.80
19	Clinical, Counseling, and School Psychologists	189	225	36	19.0%	\$37.02
20	Optometrists	179	214	35	19.6%	\$24.77

Source: Florida Department of Economic Opportunity, Employment Projections

Note: Numbers not reported denoted by N/R.

Chart 3-18: STEM Openings

Summer 2019



STEM Occupations

The study looked at the short-term demand and long-term growth for the Science, Technology, Engineering, and Math (STEM) occupations in Southwest Florida.

The analysis of STEM occupations is important for two reasons. First, STEM occupations are typically associated with higher wages. A study conducted by the U.S. Bureau of Labor Statistics found that “the national average wage for all STEM occupations was \$87,570, nearly double the national average wage for non-STEM occupations.”² It also concluded that 93 out of 100 STEM occupations had a higher average wage than the national average, measured at \$48,320. Second, with advancements in technology, STEM occupations have enjoyed above-average growth compared to non-STEM occupations, while also being projected to continue growing in the future. The same Bureau of Labor Statistics study found that STEM occupations had grown by 10.5 percent between May 2009 and May 2015, while non-STEM occupations grew by 5.2 percent over the same period.

In this section, we look at STEM openings in Southwest Florida, the current supply gap for STEM occupations, the STEM supply gap by minimum educational level, and the projected STEM occupation growth. STEM occupations were defined by the Florida Department of Economic Opportunity’s Occupational Supply/Demand Report.

² U.S. Bureau of Labor Statistics, *STEM Occupations: Past, Present, and Future*, January 2017

STEM Openings in Southwest Florida

Table 3-33 and Chart 3-18 show the distribution of STEM openings to all occupations in Southwest Florida and the state of Florida. In the Summer of 2019, 21 percent of all job openings (or 60,186 total openings) in Florida were for occupations defined as STEM occupations, while 79 percent were for non-STEM occupations. Southwest Florida had a lower percentage of STEM occupation openings, with only 12 percent (1,749 total openings), while the other 88 percent were for non-STEM occupations.

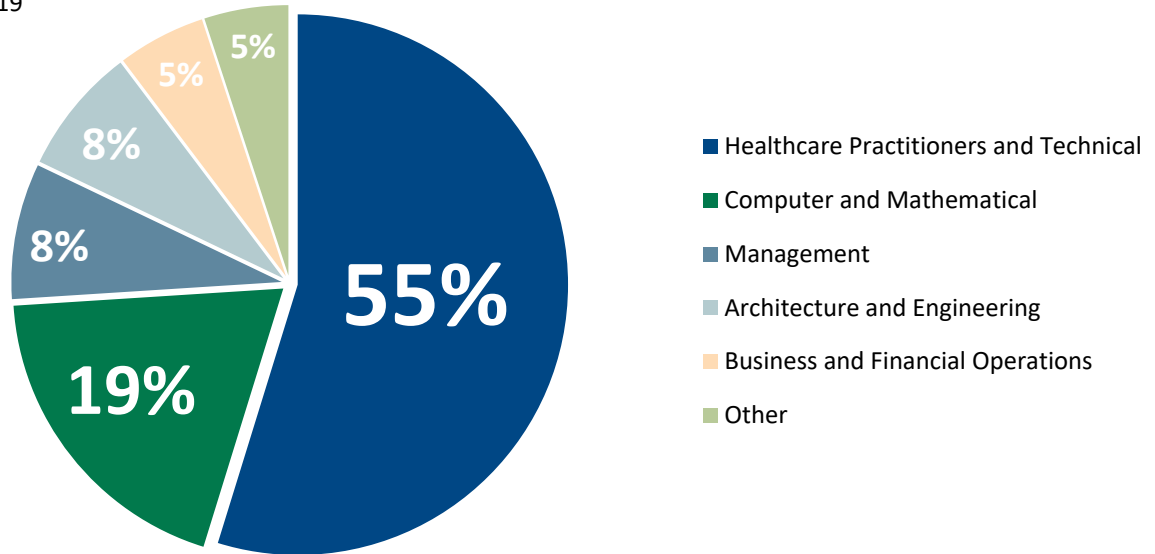
Table 3-33: STEM Openings
Summer 2019

Openings	Southwest Florida	Florida
STEM Openings	1,749	60,186
Non-STEM Openings	12,507	223,815
Percent STEM Openings	12.3%	21.2%

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

Chart 3-19: STEM Openings by Occupational Group

Summer 2019



STEM Openings by Occupational Group

Table 3-34 and Chart 3-19 show the distribution of STEM openings in Southwest Florida, parsed by occupation group. The healthcare practitioners and technical occupation group had the most job openings in Summer 2019, measured at 958 total job openings. This represented 55 percent of all STEM openings in Southwest Florida. The next largest was computer and mathematical occupations (336 openings, or 19 percent of all STEM openings), followed by management (142 openings, or 8 percent of all STEM openings), architecture and engineering (133 openings, or 8 percent of all STEM openings), and business and financial operations (92 openings, or 5 percent of all STEM openings).

Table 3-34: STEM Openings by Occupational Group

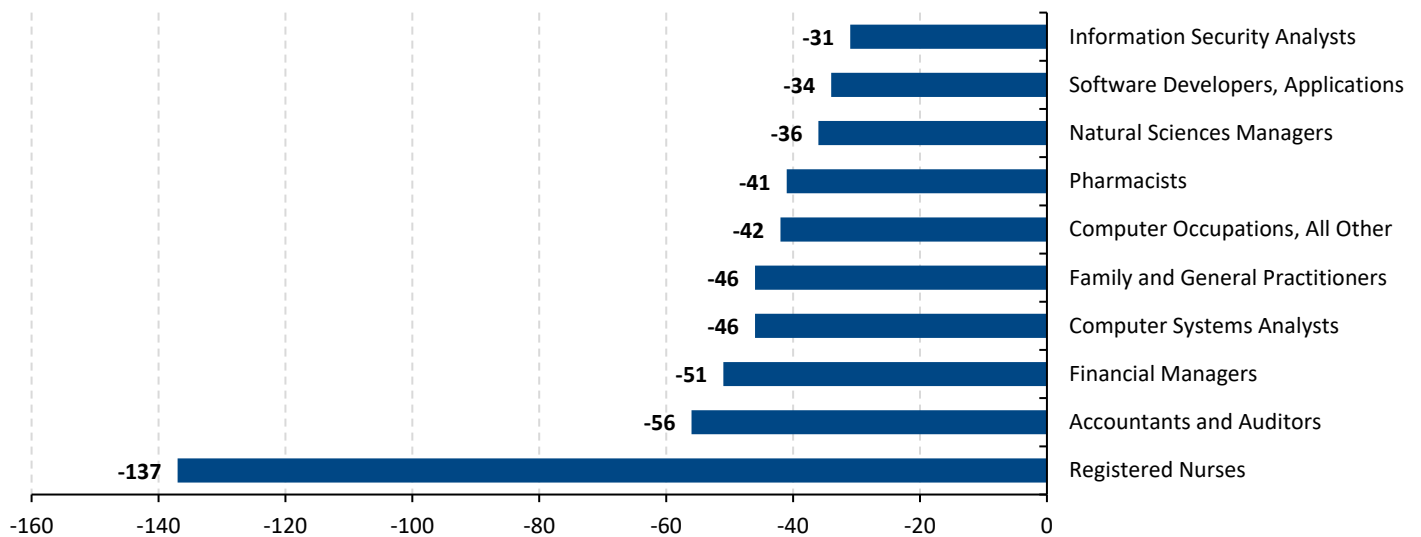
Summer 2019

Occupation Category	Job Openings	Percentage
Healthcare Practitioners and Technical	958	55%
Computer and Mathematical	336	19%
Management	142	8%
Architecture and Engineering	133	8%
Business and Financial Operations	92	5%
Other	88	5%
Total	1,749	100%

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

Chart 3-20: STEM Occupation Supply Gaps

Summer 2019



Supply Gap for STEM Occupations

The top 10 employment gaps for STEM occupations were registered nurses, accountants and auditors, financial managers, computer systems analysts, family and general practitioners, computer occupations (all other), pharmacists, natural science managers, software developers, and information security analysts. The supply gap, current employment levels, median wages, and minimum education for the top STEM occupations can be found in Table 3-35. The median wage for these occupations ranged between \$28.95 and \$101.53, while minimum education levels ranged from post-secondary adult vocational training to doctorate.

Table 3-35: Top STEM Employment Gaps

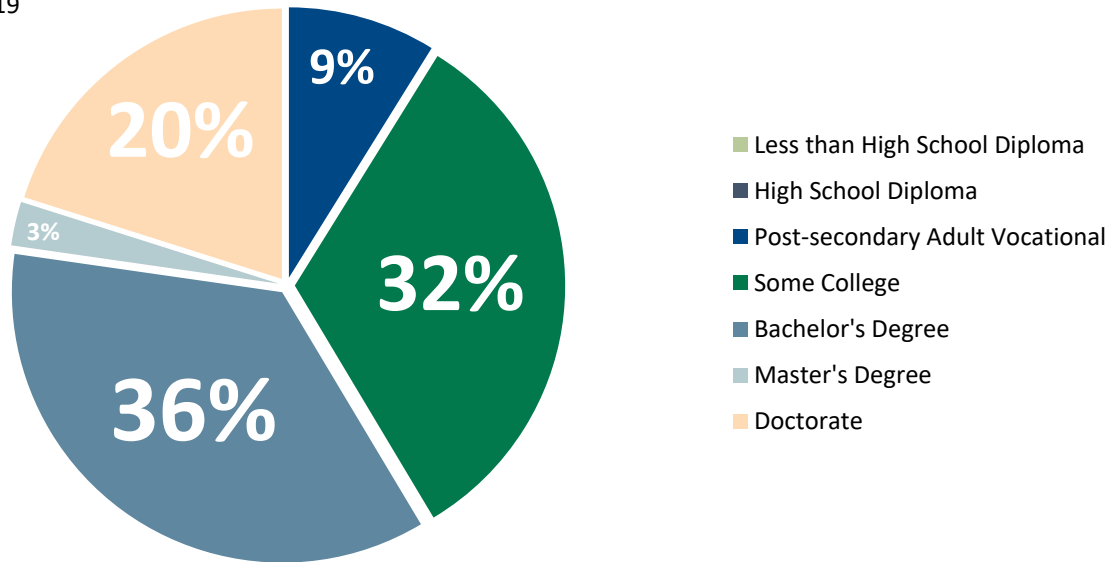
Summer 2019

Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
Registered Nurses	-137	10,434	\$31.53	Some College
Accountants and Auditors	-56	3,538	\$28.95	Bachelor's
Financial Managers	-51	864	\$50.93	Bachelor's
Computer Systems Analysts	-46	451	\$35.58	Some College
Family and General Practitioners	-46	735	\$101.53	Doctorate
Computer Occupations, All Other	-42	141	\$32.55	PS Adult Voc
Pharmacists	-41	1,121	\$59.19	Doctorate
Natural Sciences Managers	-36	50	\$39.68	Bachelor's
Software Developers, Applications	-34	973	\$34.39	Some College
Information Security Analysts	-31	136	\$37.65	Bachelor's

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

Chart 3-21: STEM Employment Gaps by Minimum Education

Summer 2019



STEM Occupation Supply Gap by Minimum Education

Table 3-36 and Chart 3-21 look at the STEM employment gaps when sorted by minimum education levels. STEM Occupations with a minimum education of bachelor's degree had the largest supply gap in Southwest Florida, measured at -328. This represented 36 percent of the total gap for the region. The next largest were occupations that required at least some college (-298, 32 percent of total supply gap), followed by doctorate (-184, 20 percent of total supply gap), post-secondary adult vocational (-81, 9 percent of total gap), and master's degree (-24, 3 percent of total gap). There were no STEM occupation that required at least a high school diploma or below.

Table 3-36: STEM Employment Gaps by Minimum Education

Summer 2019

Minimum Education Level	Current Supply Gap	Current Employment	Weighted Average Median Wage
Less than High School Diploma	0	0	\$0.00
High School Diploma	0	0	\$0.00
Post-secondary Adult Vocational	-81	1,956	\$20.20
Some College	-298	15,117	\$31.09
Bachelor's Degree	-328	8,694	\$33.36
Master's Degree	-24	1,038	\$35.50
Doctorate	-184	2,852	\$63.55
Total	-915	29,657	--

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

Chart 3-22: Employment Gaps by Minimum Education

Summer 2019

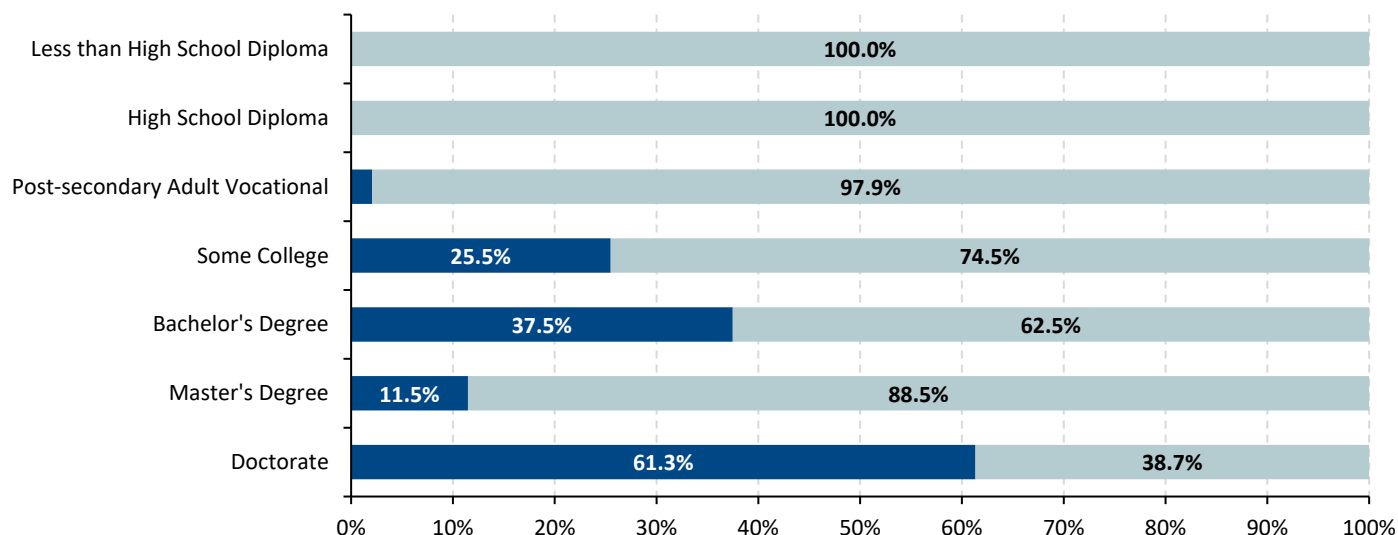


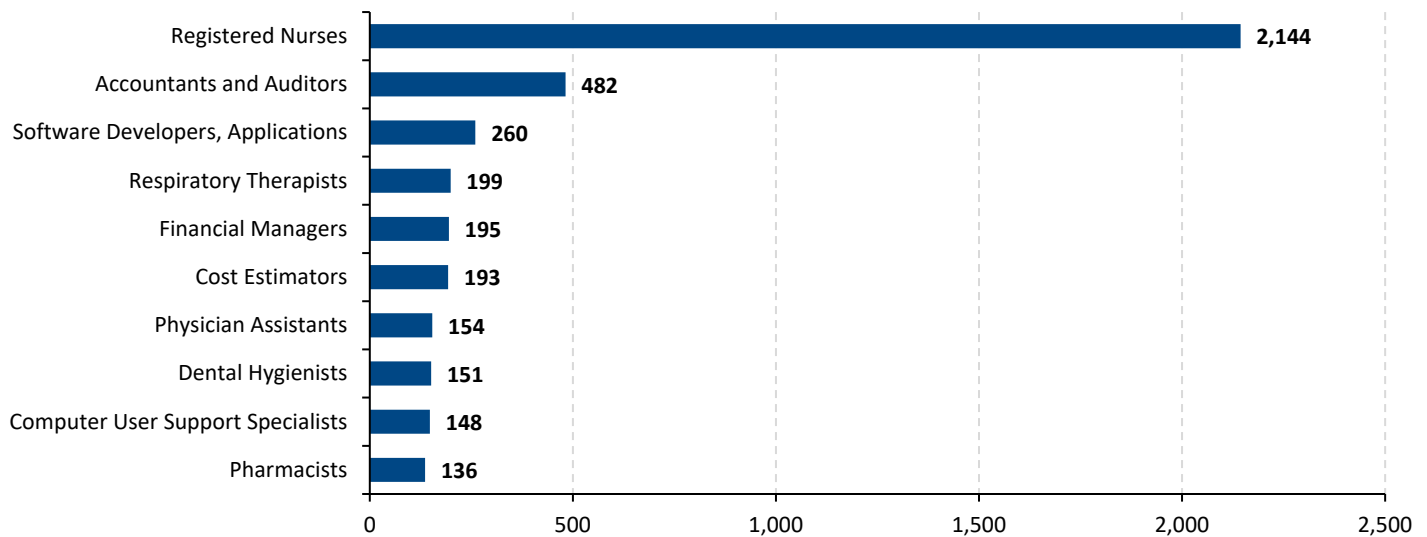
Table 3-37 and Chart 3-22 look at the distribution between STEM occupation and non-STEM occupation supply gaps, when broken down by minimum education levels. Sixty-one percent of the total supply gap for occupations requiring a doctorate were for STEM occupations, the highest proportion in the region. The Bachelor's degree was the next highest proportion for STEM occupations (37 percent), followed by some college (25 percent), master's degree (11 percent), and post-secondary adult vocational (2 percent). One-hundred percent of the total supply gap for occupations requiring less than high school diploma and a high school diploma were for non-STEM occupations.

Table 3-37: Employment Gaps by Minimum Education**Summer 2019**

Minimum Education Level	Current Supply Gap		Percent STEM
	STEM Occupations	All Occupations	
Less than High School Diploma	0	-1,266	0.0%
High School Diploma	0	-2,249	0.0%
Post-secondary Adult Vocational	-81	-3,911	2.1%
Some College	-298	-1,169	25.5%
Bachelor's Degree	-328	-875	37.5%
Master's Degree	-24	-209	11.5%
Doctorate	-184	-300	61.3%
Total	-915	-9,979	9.2%

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

Chart 3-23: Projected STEM Occupation Growth
Summer 2019



Projected STEM Occupation Growth

Table 3-38 and Chart 3-23 show the projected occupational growth for STEM occupations between the years 2018 and 2026. Registered nurses are projected to have the highest growth in Southwest Florida (2,144 additional openings), followed by accountants and auditors (482 openings), software developers (260 openings), respiratory therapists (199 openings), financial managers (195 openings), cost estimators (193 openings), physician assistants (154 openings), dental hygienists (151 openings), computer user support specialists (148 openings), and pharmacists (136 openings). The median wage for these occupations ranges between \$20.42 per hour to \$59.19 per hour, and minimum education ranges between post-secondary adult vocational to doctorate.

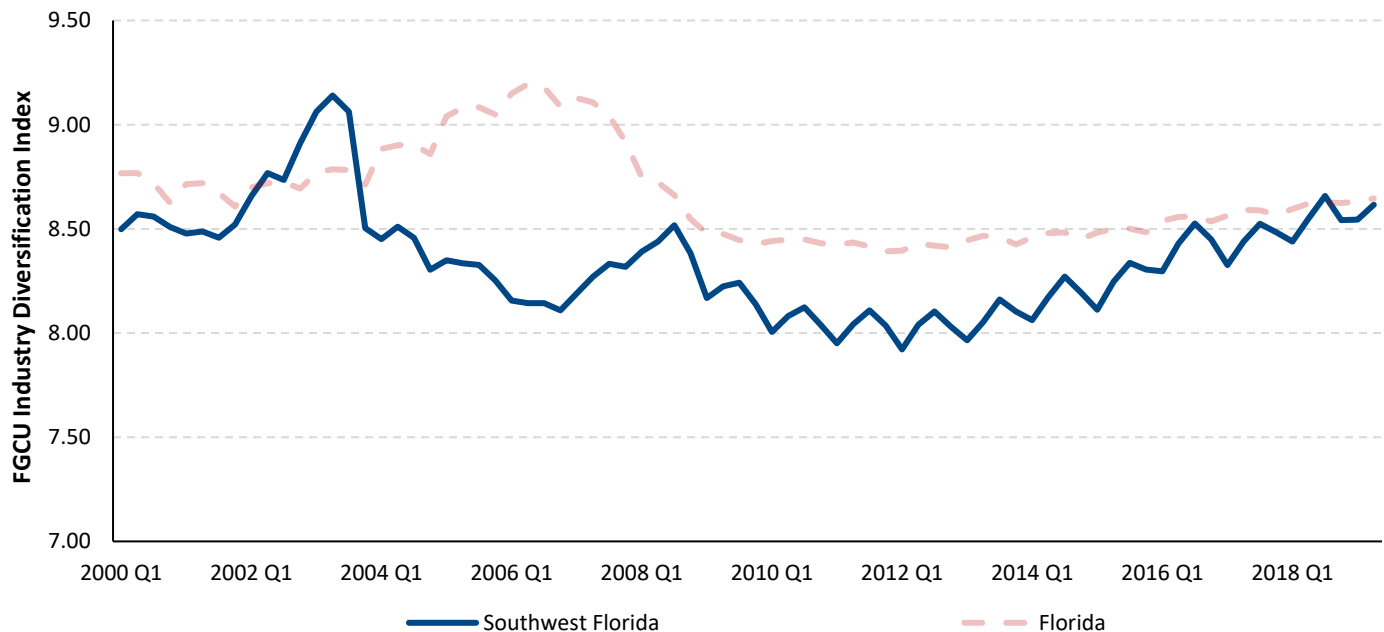
Table 3-38: Long-Term STEM Employment Growth Occupations
2018 to 2026

Occupation	2018	2026	Growth	Percent Growth	Median Wage	Minimum Education
Registered Nurses	10,661	12,805	2,144	20.1%	\$31.53	Associate's
Accountants and Auditors	3,535	4,017	482	13.6%	\$28.95	Bachelor's
Software Developers, Applications	1,033	1,293	260	25.2%	\$34.39	Associate's
Respiratory Therapists	726	925	199	27.4%	\$28.17	Associate's
Financial Managers	868	1,063	195	22.5%	\$50.93	Bachelor's
Cost Estimators	1,276	1,469	193	15.1%	\$27.70	Associate's
Physician Assistants	394	548	154	39.1%	\$48.09	Bachelor's
Dental Hygienists	746	897	151	20.2%	\$35.36	Associate's
Computer User Support Specialists	963	1,111	148	15.4%	\$20.42	PS Adult Voc
Pharmacists	1,142	1,278	136	11.9%	\$59.19	Doctorate

Source: Florida Department of Economic Opportunity, Employment Projections

Chart 3-24: Industry Diversification Index

Southwest Florida



Industry Diversification Index

The *FGCU Industry Diversification Index (IDI)* is a measure of market concentration within a region. The *IDI* is computed quarterly by the Regional Economic Research Institute's Industry Diversification project, which tracks industry diversification by MSA, workforce region, and state.

The team computed the *IDI* for Southwest Florida's workforce in an effort to track, over time, its degree of workforce diversity based on the assumption that a more diverse labor market (in which most jobs are spread out among many industries) would have a higher *IDI*, and a less diverse one (in which most jobs are concentrated in a few industries) would have a lower *IDI*.

Industry diversification is an important factor explaining our state and region's tendency to overheat during expansions in the business cycle and overcorrect during contractions in the business cycle.

As shown in Chart 3-24, Southwest Florida's workforce became less diversified in the years leading up to the 2008 recession. The decline in concentration from second quarter of 2003 to the first quarter of 2007 is recorded by the *IDI* decreasing from 9.14 to 8.19, a decrease of 10 percent. However, the increase in concentration that followed can be explained (partly) by the contraction of the construction industry (beginning prior to the recession), as well as by reductions in the labor force by other industries that contributed to workforce concentration during the boom. Since the recession, we see now that the region has a seasonal trend, with the peak quarters occurring between April and September (off-season) and the low points occurring between October and March (season). The lower measures are explained by the influx of tourism and seasonal residents during the winter season, increasing demand for retail trade and accommodation and food service jobs. This increase makes Southwest Florida more concentrated in these industries, therefore dropping the *IDI*.

The index also reflects structural changes to Southwest Florida's economy that have occurred since 2008. According to data released by the U.S. Census Bureau in December 2016, the state of Florida lost 340,000 manufacturing jobs and almost 150,000 construction jobs during the recession. Although these industries have started to recover, they are the types of industries that promote a balanced labor force and many workers who lost those jobs ended leaving the state, finding employment in other sectors, or leaving the labor force entirely. The effects of these statewide trends are reflected in a marked decrease in diversification in our region. From 2000 to 2004, Southwest Florida's average annual level of diversification was 8.63. From 2014 to 2018, this average fell to 8.37, or 3 percent. In contrast, the state overall saw a decrease in diversification by 2.4 percent for the same time periods. *IDI* measures for the region, state, and country are presented in Table 3-39 below.

Table 3-39: Average Annual Industry Diversification Index
2000 to 2018

Year	Southwest Florida	Florida	United States
2000	8.534	8.720	8.495
2001	8.486	8.678	8.565
2002	8.767	8.709	8.686
2003	8.942	8.762	8.763
2004	8.430	8.887	8.827
2005	8.316	9.064	8.862
2006	8.138	9.153	8.884
2007	8.278	9.049	8.878
2008	8.432	8.670	8.801
2009	8.193	8.457	8.664
2010	8.062	8.443	8.638
2011	8.035	8.416	8.664
2012	8.024	8.414	8.699
2013	8.071	8.449	8.671
2014	8.175	8.468	8.690
2015	8.249	8.492	8.681
2016	8.419	8.546	8.655
2017	8.453	8.578	8.642
2018	8.551	8.617	8.650

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

Workforce Now Summary

Education and training and other activities that improve human capital tend to lead to greater productivity and higher wages. Twenty percent of the top 50 employment gaps identified an education requirement less than high school with a weighted average median wage in Southwest Florida of \$11.04 per hour. Adult vocational training covers a wide range of occupations and represented 34 percent of the top 50 employment gaps identified. The median wage for occupations requiring adult vocational training was higher at \$18.26. Some college or higher including an associate degree was required by 12 percent of the top 50 employment gaps with a median wage of \$29.83. The weighted average median wage reported below is based on all regional occupations reporting an employment gap. Since wages, serving as the price for labor, attract workers to different types of employment, we would expect those showing higher wage increases today to attract workers over time and thus place a downward pressure on employment gaps in the future.

Table 3-40: Occupations with Employment Gaps
2018 to 2019

Minimum Education	Percent of Top 50 Employment Gaps			Weighted Average Median Wage		
	2018	2019	Change	2018	2019	Change
Less HS/GED	14%	20%	6%	\$11.02	\$11.04	0.17%
HS/GED	12%	16%	4%	\$13.62	\$12.65	-7.10%
PS Adult Voc	44%	34%	-10%	\$18.23	\$18.26	0.14%
Some College	14%	12%	-2%	\$29.61	\$29.83	0.74%
Bachelor's	14%	10%	-4%	\$32.97	\$33.44	1.43%
Master's or Higher	0%	8%	8%	\$45.84	\$43.63	-4.82%

Source: Florida Department of Economic Opportunity and computed by the Regional Economic Research Institute

Of the top 50 employment gaps (representing 4,104, or 59 percent, of the top 50 gaps), 1 has a minimum education of Doctorate, 5 a Bachelor's (four-year) degree, 6 some college, and 20 a post-secondary adult vocation certificate. There are 2,899 gaps that require a high school diploma or less. Of the top 50 long-term employment growth occupations (representing 22,355 long term employment growth occupations or 56 percent of the total), 3 require a Bachelor's degree, 6 an Associate's degree, and 24 a post-secondary adult vocation certificate. 17,229 (or 44 percent) of the long-term growth occupations require a high school diploma or less.

This study has provided an overview of Southwest Florida's labor market including the mix of industries, current employment gaps and forecast growth occupations. The quality, depth, and diversity of a region's workforce are critical components in fostering economic growth and development. The importance of this information in understanding what opportunities exist for students, parents, businesses, and educators will help foster discussion, better decisions, and more collaboration. Technology and globalization are driving change in our lives and employment opportunities. The Workforce Now research is designed to provide a continuous flow of research focused on Southwest Florida's labor market.

Conclusion

The FutureMakers Coalition aims to transform Southwest Florida's workforce by increasing the proportion of skilled working age adults with college degrees, workforce certificates, industry certifications and other high-quality credentials to 55 percent. The available outcomes data indicate that Southwest Florida is making positive progress towards achieving the goal with an increase from 39.0 percent in 2013 report (the baseline year) to 41.2 percent skilled workers among working age adults in 2018.

Demographics show that Southwest Florida population is growing and at a faster rate than the State of Florida with primary growth occurring in the coastal counties of Southwest Florida. In 2018 there were 605,015 working age (25-64) adults (an increase of 6.8 percent since 2014) and 249,486 in the skilled workforce (an increase of 6.9 percent since 2014). Meeting the 55 percent goal would have required 332,758 working age adults in the skilled workforce, or approximately 83,000 more skilled working age adults in 2018. This observation suggests that the FutureMakers Coalition and its network partners must not only maintain, but expand, their efforts to identify opportunities and to foster outcomes to achieve the goal of 55 percent in skilled working age adults in support of a diversified and resilient economy.

Educational Outcomes indicate general positive progress in Aspiration and Preparation, Access and Entry, Persistence and Completion measures. Third Grade Reading, High School Graduation Rates, Post-Secondary Fall Enrollment, and Technical Education Fall Enrollment have trended upward in Southwest Florida. Kindergarten Readiness, FAFSA Completion Rate, Retention, and On-Time Completion have trended downward. Selected outcomes are presented by race and ethnicity and by gender. In general, the races and ethnicities represented by Southwest Florida's minority residents achieved worse educational outcomes, suggesting that 1.) the discrepancies in attaining better outcomes may be the result of long-standing systemic barriers that still exist for the populations with lower attainment; and 2.) further efforts are needed to support our priority populations – adults with some college, but no degree; adults with no education post-high-school, and traditional-age students who are at risk of not pursuing and completing education beyond high school. Businesses and education institutions must design and implement policy and procedural changes to begin to address that untapped Southwest Florida workforce – the nearly 60% of working age adults who do not currently hold a high-quality credential beyond high school. It is anticipated that the information in this report will lay the groundwork for additional research and further evaluation to be developed by Futuremakers Coalition and its network partners regarding systemic race, ethnicity, and gender inequities. Rigorous definitions and more accurate means of measurement of inequities in education and in the workforce must be identified and developed. Data in this report indicate that inequity acts as a barrier to meeting the 55 percent goal for Southwest Florida.

The Workforce Now report indicates that of the 407,258 average monthly workers, the Retail Trade, Accommodation and Food Services, Health Care and Social Assistance, and Construction Industries comprise the majority (approximately 60 percent) of total employment in Southwest Florida. Those four industries also have the highest projected average annual growth comprising approximately 50 percent of additional jobs. The average annual wage for all industries is approximately \$44,000. The report also indicates the top growth occupations by major occupational group, level of education, and their median hourly wages. A study from the Georgetown Center on Education and the Workforce states that high school graduates receive a 20 percent wage premium from possessing a certificate. The workforce now data provides a valuable tool for college and

career readiness professionals and mentors to help students identify the best education to employment pathways.

Appendix A: Top 50 Occupational Employment Gaps

Below is a list of the top 50 occupational employment gaps identified in summer 2019.

Table A-1: Top 25 Employment Gaps Summer 2019				
Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
Retail Salespersons	-906	24,294	\$11.02	HS/GED
First-Line Supervisors of Retail Sales Workers	-818	8,160	\$20.39	PS Adult Voc
Stock Clerks and Order Fillers	-344	7,917	\$11.71	HS/GED
Customer Service Representatives	-316	9,073	\$13.72	PS Adult Voc
First-Line Supervisors of Food Preparation and Serving Workers	-267	4,565	\$16.44	PS Adult Voc
Maintenance and Repair Workers, General	-253	5,694	\$17.24	PS Adult Voc
First-Line Supervisors of Office and Administrative Support Workers	-223	5,072	\$24.84	Some College
Cashiers	-167	15,635	\$9.57	HS/GED
Sales Representatives, Services, All Other	-162	3,962	\$23.14	HS/GED
Combined Food Preparation and Serving Workers, Including Fast Food	-160	11,812	\$9.70	Less HS/GED
Cooks, Restaurant	-153	7,460	\$13.36	PS Adult Voc
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	-138	11,212	\$15.86	PS Adult Voc
Registered Nurses	-137	10,434	\$31.53	Some College
Maids and Housekeeping Cleaners	-134	5,833	\$11.26	Less HS/GED
Security Guards	-133	3,463	\$12.76	PS Adult Voc
Landscaping and Groundskeeping Workers	-131	14,003	\$11.86	Less HS/GED
Automotive Service Technicians and Mechanics	-123	3,380	\$17.90	PS Adult Voc
Securities, Commodities, and Financial Services Sales Agents	-121	1,353	\$29.28	Bachelor's
Dishwashers	-101	2,594	\$10.55	Less HS/GED
Demonstrators and Product Promoters	-99	N/R	\$11.28	HS/GED
Insurance Sales Agents	-97	1,964	\$22.11	PS Adult Voc
First-Line Supervisors of Construction Trades and Extraction Workers	-96	4,772	\$27.60	Some College
Waiters and Waitresses	-94	17,102	\$9.63	Less HS/GED
Medical and Health Services Managers	-93	591	\$45.27	Bachelor's
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	-89	4,626	\$24.03	PS Adult Voc

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

Table A-2: Ranked 26-50 Employment Gaps

Summer 2019

Occupation	Current Supply Gap	Current Employment	Median Wage	Minimum Education
Physical Therapists	-88	855	\$43.35	Doctorate
Construction Laborers	-87	9,080	\$14.25	Less HS/GED
Market Research Analysts and Marketing Specialists	-87	712	\$26.68	Bachelor's
First-Line Supervisors of Mechanics, Installers, and Repairers	-86	1,726	\$27.78	PS Adult Voc
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	-85	6,988	\$11.44	Less HS/GED
Merchandise Displayers and Window Trimmers	-84	613	\$13.54	HS/GED
Driver/Sales Workers	-81	2,079	\$9.28	HS/GED
First-Line Supervisors of Non-Retail Sales Workers	-78	1,656	\$29.21	Some College
Hotel, Motel, and Resort Desk Clerks	-73	1,120	\$11.15	HS/GED
Dining Room and Cafeteria Attendants and Bartender	-71	2,856	\$9.74	Less HS/GED
Social and Human Service Assistants	-70	562	\$18.14	PS Adult Voc
Cleaners of Vehicles and Equipment	-66	2,460	\$10.65	Less HS/GED
Electricians	-60	3,049	\$21.05	PS Adult Voc
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	-60	466	\$27.49	PS Adult Voc
Real Estate Sales Agents	-60	2,887	\$32.15	PS Adult Voc
Accountants and Auditors	-56	3,538	\$28.95	Bachelor's
Personal Care Aides	-55	2,616	\$10.83	PS Adult Voc
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	-54	2,427	\$10.56	Less HS/GED
Bus and Truck Mechanics and Diesel Engine Specialists	-51	544	\$21.31	PS Adult Voc
Financial Managers	-51	864	\$50.93	Bachelor's
Tellers	-50	1,849	\$14.51	PS Adult Voc
Food Service Managers	-49	1,059	\$26.02	Some College
Recreation Workers	-49	1,206	\$12.33	Some College
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	-49	846	\$37.03	PS Adult Voc
Carpenters	-48	7,417	\$18.67	PS Adult Voc

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

Appendix B: Top 50 Long-Term Average Annual Employment Growth by Occupation

Below is a list of the top 50 long-term employment growth occupations identified in summer 2019.

**Table B-1: Top 25 Long-Term Employment Growth Occupations
2018 to 2026**

Occupation	2018	2026	Growth	Percent Growth	Median Wage	Minimum Education
Retail Salespersons	24,406	26,740	2,334	9.6%	\$11.02	HS/GED
Landscaping and Groundskeeping Workers	13,850	16,001	2,151	15.5%	\$11.86	Less HS/GED
Registered Nurses	10,661	12,805	2,144	20.1%	\$31.53	Associate's
Combined Food Preparation and Serving Workers, Including Fast Food	12,225	14,209	1,984	16.2%	\$9.70	Less HS/GED
Waiters and Waitresses	17,733	19,290	1,557	8.8%	\$9.63	Less HS/GED
Construction Laborers	9,783	11,275	1,492	15.3%	\$14.25	Less HS/GED
Nursing Assistants	6,640	7,956	1,316	19.8%	\$13.40	PS Adult Voc
Carpenters	8,017	9,197	1,180	14.7%	\$18.67	PS Adult Voc
Customer Service Representatives	9,145	10,210	1,065	11.6%	\$13.72	PS Adult Voc
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	7,027	8,067	1,040	14.8%	\$11.44	Less HS/GED
Cooks, Restaurant	7,733	8,697	964	12.5%	\$13.36	PS Adult Voc
Medical Assistants	3,266	4,220	954	29.2%	\$15.90	PS Adult Voc
First-Line Supervisors of Retail Sales Workers	8,285	9,190	905	10.9%	\$20.39	PS Adult Voc
Stock Clerks and Order Fillers	7,976	8,863	887	11.1%	\$11.71	HS/GED
Personal Care Aides	2,683	3,569	886	33.0%	\$10.83	PS Adult Voc
Maids and Housekeeping Cleaners	6,232	7,088	856	13.7%	\$11.26	Less HS/GED
Home Health Aides	2,134	2,945	811	38.0%	\$11.78	PS Adult Voc
First-Line Supervisors of Construction Trades and Extraction Workers	5,015	5,781	766	15.3%	\$27.60	Associate's
Receptionists and Information Clerks	5,421	6,141	720	13.3%	\$14.02	HS/GED
Maintenance and Repair Workers, General	5,716	6,424	708	12.4%	\$17.24	PS Adult Voc
Food Preparation Workers	5,146	5,826	680	13.2%	\$11.27	Less HS/GED
Laborers and Freight, Stock, and Material Movers, Hand	5,316	5,992	676	12.7%	\$12.17	Less HS/GED
Cashiers	15,777	16,451	674	4.3%	\$9.57	HS/GED
Licensed Practical and Licensed Vocational Nurses	3,323	3,990	667	20.1%	\$21.19	PS Adult Voc
General and Operations Managers	4,383	5,012	629	14.4%	\$43.89	Associate's

Source: Florida Department of Economic Opportunity, Employment Projections

Note: Numbers not reported denoted by N/R.

Table B-2: Ranked 26-50 Long-Term Employment Growth Occupations
2018 to 2026

Occupation	2018	2026	Growth	Percent Growth	Median Wage	Minimum Education
Elementary School Teachers, Except Special Education	4,218	4,815	597	14.2%	N/R	Bachelor's
Painters, Construction and Maintenance	4,337	4,908	571	13.2%	\$15.35	PS Adult Voc
Hairdressers, Hairstylists, and Cosmetologists	3,914	4,483	569	14.5%	\$12.79	PS Adult Voc
Office Clerks, General	10,376	10,942	566	5.5%	\$13.86	HS/GED
Childcare Workers	3,419	3,980	561	16.4%	\$10.88	PS Adult Voc
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	4,833	5,377	544	11.3%	\$24.03	PS Adult Voc
Business Operations Specialists, All Other	3,072	3,611	539	17.5%	\$30.20	Associate's
First-Line Supervisors of Food Preparation and Serving Workers	4,740	5,275	535	11.3%	\$16.44	PS Adult Voc
Sales Representatives, Services, All Other	4,041	4,571	530	13.1%	\$23.14	HS/GED
Management Analysts	1,898	2,388	490	25.8%	\$41.07	Bachelor's
Accountants and Auditors	3,535	4,017	482	13.6%	\$28.95	Bachelor's
First-Line Supervisors of Office and Administrative Support Workers	5,172	5,608	436	8.4%	\$24.84	Associate's
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3,111	3,539	428	13.8%	\$20.62	PS Adult Voc
Construction Managers	2,901	3,320	419	14.4%	\$37.82	Associate's
Light Truck or Delivery Services Drivers	3,436	3,852	416	12.1%	\$13.66	PS Adult Voc
Roofers	2,327	2,743	416	17.9%	\$16.46	PS Adult Voc
Insurance Sales Agents	2,167	2,580	413	19.1%	\$22.11	PS Adult Voc
Heavy and Tractor-Trailer Truck Drivers	3,811	4,219	408	10.7%	\$17.30	PS Adult Voc
Security Guards	3,568	3,971	403	11.3%	\$12.76	PS Adult Voc
Police and Sheriff's Patrol Officers	2,555	2,941	386	15.1%	\$25.06	PS Adult Voc
Real Estate Sales Agents	3,134	3,508	374	11.9%	\$32.15	PS Adult Voc
Teacher Assistants	2,525	2,898	373	14.8%	N/R	PS Adult Voc
Installation, Maintenance, and Repair Workers, All Other	2,191	2,562	371	16.9%	\$15.83	HS/GED
Cleaners of Vehicles and Equipment	2,494	2,855	361	14.5%	\$10.65	Less HS/GED
Billing and Posting Clerks	1,948	2,298	350	18.0%	\$17.13	HS/GED

Source: Florida Department of Economic Opportunity, Employment Projections

Note: Numbers not reported denoted by N/R.

Appendix C: Demographic Data

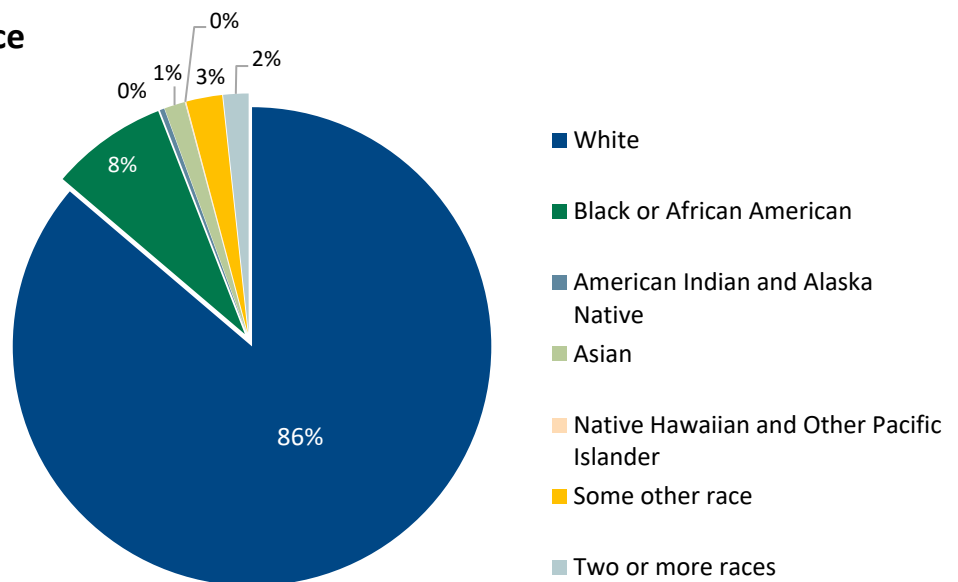
Table C-1: Population by Year since 2014

Area	2014	2015	2016	2017	2018
Charlotte County					
Population	164,467	167,141	170,450	172,720	177,987
Percent change	--	1.6%	2.0%	1.3%	3.0%
Collier County					
Population	336,783	343,802	350,202	357,470	367,347
Percent change	--	2.1%	1.9%	2.1%	2.8%
Glades County					
Population	12,852	12,853	13,047	13,087	13,002
Percent change	--	0.0%	1.5%	0.3%	-0.6%
Hendry County					
Population	37,895	38,096	38,370	39,057	39,586
Percent change	--	0.5%	0.7%	1.8%	1.4%
Lee County					
Population	653,485	665,845	680,539	698,468	713,903
Percent change	--	1.9%	2.2%	2.6%	2.2%
Southwest Florida					
Population	1,205,482	1,227,737	1,252,608	1,280,802	1,311,825
Percent change	--	1.8%	2.0%	2.3%	2.4%
Florida					
Population	19,507,369	19,815,183	20,148,654	20,484,142	20,840,568
Percent change	--	1.6%	1.7%	1.7%	1.7%

Source: Florida Office of Economic and Demographic Research

Chart C-1: Population by Race

Southwest Florida
2018



Population by Race

Chart C-1 and Table C-2 show the Southwest Florida population broken down by race. The region had 1,132,143 residents that identified as White, representing 86.2 percent of the total population. Furthermore, there were 103,402 residents that identified as Black (7.9 percent of total population), 18,476 residents identifying as Asian (1.4 percent of total population), 4,111 residents identifying as American Indian or Alaska Native (0.3 percent of total population), and 557 residents identifying as Native Hawaiian and Other Pacific Islander (less than 0.1 percent of the total population). The region also had 31,966 residents identifying as some other race, while 22,390 residents had two or more races.

Table C-2: Population by Race					
Southwest Florida					
Race	2014	2015	2016	2017	2018
White					
<i>Count</i>	1,022,422	1,049,499	1,077,085	1,104,401	1,132,143
<i>Percent of total</i>	85.4%	85.9%	86.1%	86.1%	86.2%
Black or African American					
<i>Count</i>	94,128	96,239	99,080	101,857	103,402
<i>Percent of total</i>	7.9%	7.9%	7.9%	7.9%	7.9%
American Indian and Alaska Native					
<i>Count</i>	4,565	4,603	4,264	4,134	4,111
<i>Percent of total</i>	0.4%	0.4%	0.3%	0.3%	0.3%
Asian					
<i>Count</i>	16,724	17,397	17,527	17,845	18,476
<i>Percent of total</i>	1.4%	1.4%	1.4%	1.4%	1.4%
Native Hawaiian and Other Pacific Islander					
<i>Count</i>	184	215	373	490	557
<i>Percent of total</i>	0.0%	0.0%	0.0%	0.0%	0.0%
Some other race					
<i>Count</i>	40,628	35,044	32,015	32,187	31,966
<i>Percent of total</i>	3.4%	2.9%	2.6%	2.5%	2.4%
Two or more races					
<i>Count</i>	18,078	19,187	20,300	21,522	22,390
<i>Percent of total</i>	1.5%	1.6%	1.6%	1.7%	1.7%
Total	1,196,729	1,222,184	1,250,644	1,282,436	1,313,045

Source: U.S. Census Bureau, American Community Survey 5-year estimates

Chart 1-2: Population by Hispanic or Latino Origin

Southwest Florida
2018

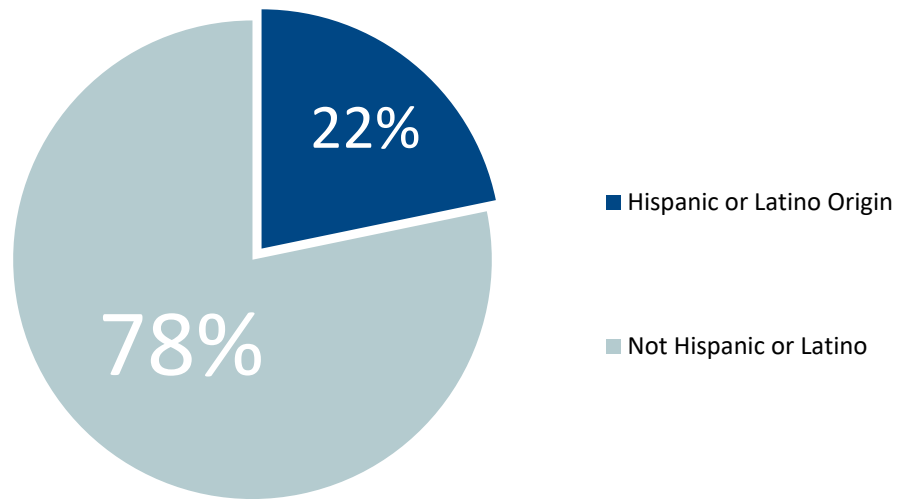


Chart C-2 and Table C-3 show the percent of the population that were of Latinx/Hispanic origin. Southwest Florida had 285,629 that identified as Hispanic or Latino in 2018, 22 percent of the total population. Meanwhile, 1,027,416 residents were not Hispanic or Latino, representing 78.2 percent of the total population.

Table C-3: Population by Hispanic or Latino Origin

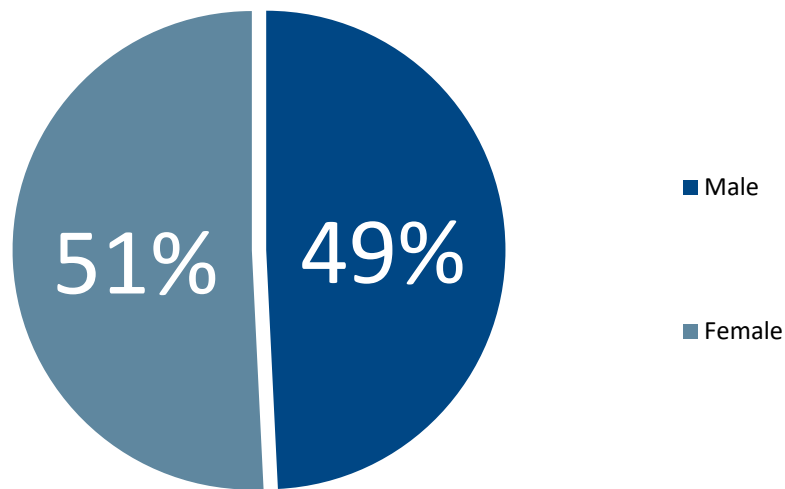
Southwest Florida

Hispanic/Latino Origin	2014	2015	2016	2017	2018
Hispanic or Latino Origin					
Count	243,177	251,195	260,196	273,368	285,629
Percent of total	20.3%	20.6%	20.8%	21.3%	21.8%
Not Hispanic or Latino					
Count	953,552	970,989	990,448	1,009,068	1,027,416
Percent of total	79.7%	79.4%	79.2%	78.7%	78.2%
Total	1,196,729	1,222,184	1,250,644	1,282,436	1,313,045

Source: U.S. Census Bureau, American Community Survey 5-year estimates

Chart C-3 Population by Gender

Southwest Florida
2018



Population by Gender

Chart C-3 and Table C-4 show the Southwest Florida population broken down by gender. Southwest Florida had 666,773 females in 2018, 50.8 percent of the total population. Meanwhile, 646,272 residents were male, representing 49.2 percent of the total population.

Table C-4: Population by Gender					
Southwest Florida					
Gender	2014	2015	2016	2017	2018
Male					
Count	589,545	601,349	614,750	630,966	646,272
Percent of total	49.3%	49.2%	49.2%	49.2%	49.2%
Female					
Count	607,184	620,835	635,894	651,470	666,773
Percent of total	50.7%	50.8%	50.8%	50.8%	50.8%
Total	1,196,729	1,222,184	1,250,644	1,282,436	1,313,045

Source: U.S. Census Bureau, American Community Survey 5-year estimates