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2025 ORLANDO TALENT REPORT

# CLOSING

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*Advancing* Broad-based Prosperity®





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Orlando's economic story is one of remarkable growth. Today, our region ranks among the fastest-growing employment centers in the nation — home to 1.5 million workers and a steady influx of new residents and graduates. Yet beneath this success lies a challenge we cannot ignore: a widening talent gap that threatens our ability to sustain momentum and realize the Orlando 2045 vision.

The findings in this report are clear. More than half of local businesses report recruitment difficulties, and nearly 60% face skills gaps. Over the next five years, even as job growth moderates, our region will see nearly one million job openings — one-third in high-growth fields such as healthcare, digital and creative industries, and science and engineering. These roles are critical to our future competitiveness, yet our current talent pipeline cannot meet this demand. At the same time, rapid technological change and the rise of artificial intelligence are reshaping the skills employers need, leaving just 18% of businesses confident their workforce is prepared.

This report makes clear that a concerted effort is now needed to develop a workforce with the training and certifications necessary to meet Orlando's growing job demand and unlock the region's full economic potential.

This is why the recommendations in this report matter. They call for bold, coordinated action: scaling programs in high-growth fields, embracing skills-based hiring, deepening industry-education partnerships, and embedding the Golden Skills Trifecta of job-specific, durable, and digital skills. These strategies are essential to unlocking Orlando's full economic potential and ensuring *Broad-based Prosperity*®.

The question before us is simple: will we act now to close the gap? Together, we can build a workforce that is adaptable, competitive, and ready for the future. Let's seize this opportunity.



**Tim Giuliani**  
Orlando Economic Partnership  
President & CEO



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## Key Findings

Orlando's economic story is one of growth. Today, the region is **one of the fastest-growing employment centers in the U.S.** — home to 1.5 million workers and a steady pipeline of new residents and graduates.

Alongside this growth, however, has come labor market challenges. **57% of businesses in the region have experienced recruitment difficulties** in the last year and a similar share report skills gaps.

Even as growth slows over the next five years, **there will be almost one million job openings** in the region to fill between 2026 and 2031. **One third (1/3) of these will be in high-growth occupations** that can fuel the Orlando 2045 vision of becoming a global creative capital and usher in the next phase of the region's growth.

A significant gap exists between the talent the region expects to have and what will be needed to fill these roles. A shifting and highly unpredictable pattern of in-migration casts a shadow over the future inflow of talent, and the region is simply **not producing enough graduates in key fields to meet demand**, despite the best efforts of area colleges and universities.

The world of work is expected to change rapidly in the coming years, and just **18% of businesses in the region are completely confident their current workforce** can meet their strategic goals over the next five years.

Almost 75% of businesses expect to significantly increase their use of artificial intelligence in the next five years, and the **potential for significant workforce disruption** from such technologies necessitates a rethink of the skills workers in the region must develop.

A concerted effort is now needed to **develop a workforce with the training and certifications necessary to meet Orlando's growing job demand** and unlock the region's full economic potential.

The region must undertake two simultaneous strategies over the next five years to **close the talent gap — prioritizing a supply of workers into the high-growth occupational families** that can fuel the Orlando 2045 vision while preparing the region's workforce for a skills-driven future by embedding the **"golden trifecta" of job-specific, durable and digital skills.**

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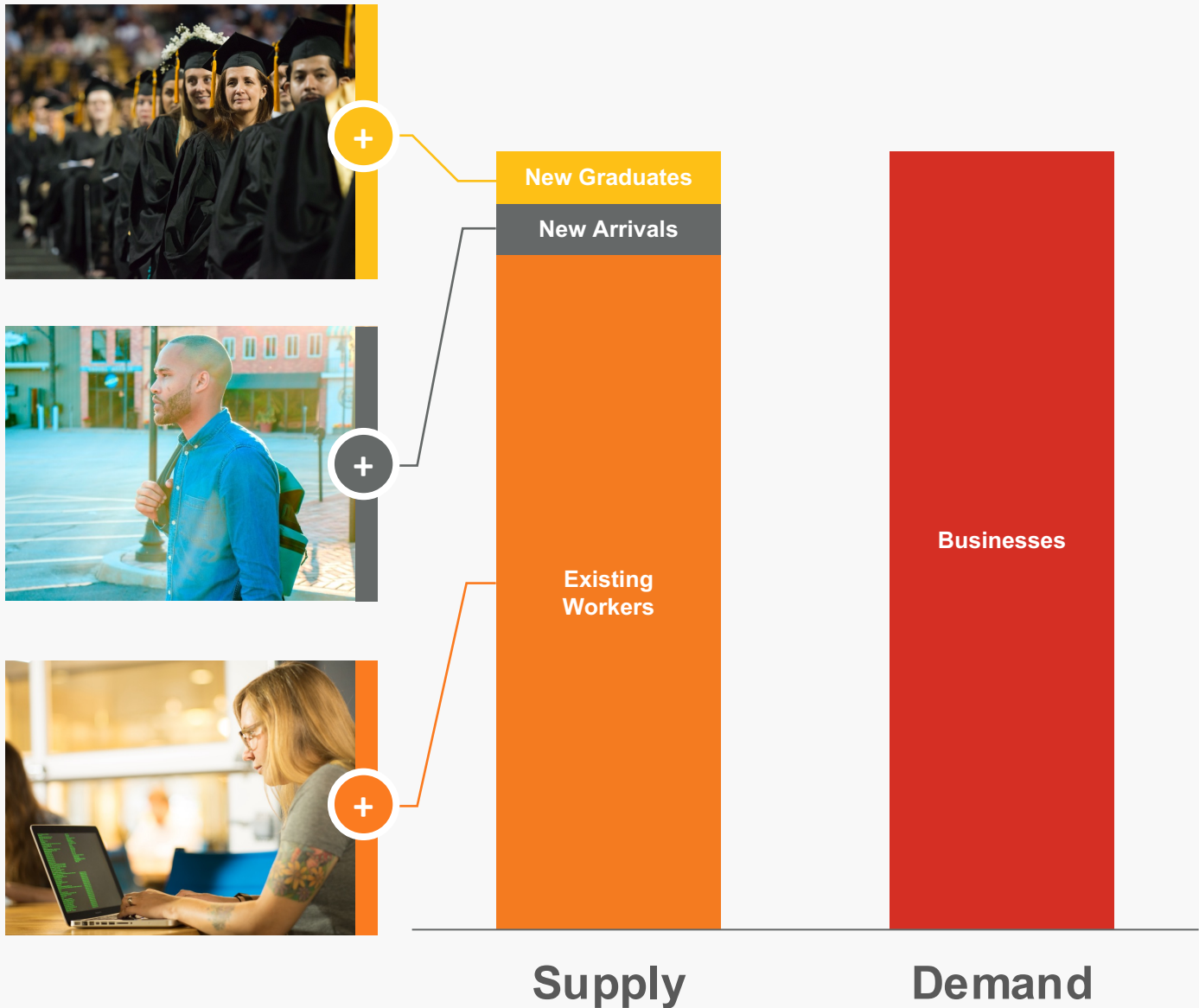
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# Orlando's Labor Market

The Orlando region's workforce is made up of **three distinct groups** — those already here, those who move here each year, and those who join the labor force as new graduates each year. Each of these three groups play a key role in the success of the Orlando region's labor market by supplying talent to the almost 78,000 businesses who call the region home.

Figure 01 | Workforce Supply and Demand, Orlando MSA



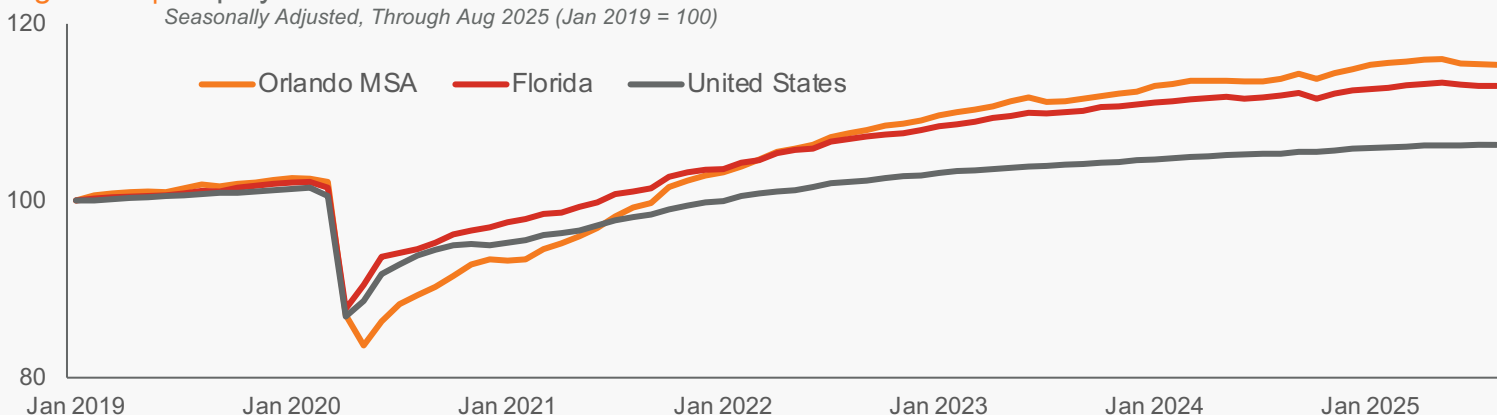
## Recent Performance

In the last five years, Orlando has cemented its status as **one of the country's fastest-growing regional economies**. Between 2019 and 2024, the region expanded its employment base by 10.0% — more than double the 4.4% recorded in the U.S. overall. The region was the fastest-growing employment center in the U.S. in 2024 and the fifth-fastest between 2019 and 2025.



**Figure 02 | Employment Growth**

*Seasonally Adjusted, Through Aug 2025 (Jan 2019 = 100)*



Source: U.S. Department of Labor, Bureau of Labor Statistics, Current Employment Statistics

**Figure 03 | Employment Growth, 30 Most Populous MSAs (2019 - 2024)**

Rank	MSA	Net Job Gain	% Change
1	Austin, TX	216,915	18.2%
2	Phoenix, AZ	261,020	11.0%
3	Las Vegas, NV	121,715	10.7%
4	Dallas, TX	427,800	10.6%
5	Orlando, FL	140,772	10.0%
6	Charlotte, NC	130,438	9.6%
7	Riverside, CA	157,034	8.9%
8	Tampa, FL	127,343	8.7%
9	Miami, FL	234,719	7.8%
10	San Antonio, TX	87,047	7.2%
11	Houston, TX	244,309	7.1%
12	Atlanta, GA	202,712	6.7%
13	Sacramento, CA	66,388	5.8%
14	Denver, CO	96,474	5.7%
15	San Diego, CA	47,570	2.7%

Rank	MSA	Net Job Gain	% Change
16	Cincinnati, OH	24,679	2.1%
17	New York, NY	204,610	2.0%
18	Baltimore, MD	23,292	1.5%
19	Philadelphia, PA	43,446	1.4%
20	Washington, DC	46,013	1.3%
21	Portland, OR	13,480	1.0%
22	Seattle, WA	18,692	0.8%
23	St. Louis, MO	5,335	0.4%
24	Minneapolis, MN	3,086	0.1%
25	Los Angeles, CA	-25,659	-0.4%
26	Chicago, IL	-22,564	-0.5%
27	Detroit, MI	-12,937	-0.6%
28	Boston, MA	-20,269	-0.7%
29	San Francisco, CA	-91,711	-3.3%
30	Pittsburgh, PA	-52,536	-4.1%

Source: Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)

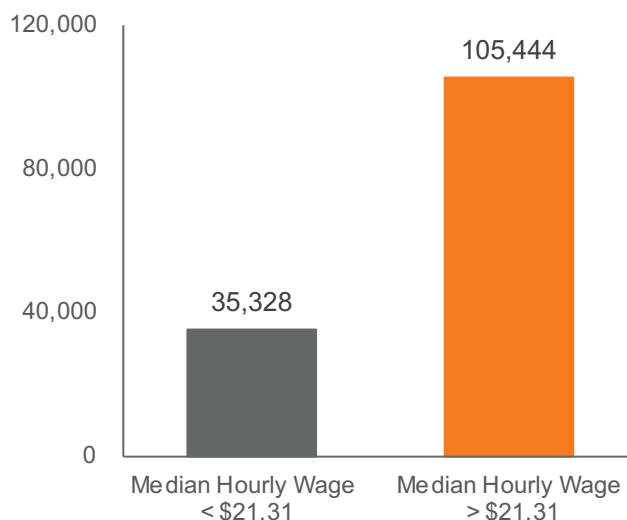


Alongside this growth, **the Orlando region has made considerable gains in growing higher-wage jobs.**

Approximately 75% of net job growth since 2019 has been in occupations paying above the region's median wage. Growth in the region's average annual wage has outpaced that of the nation in each of the last five years.

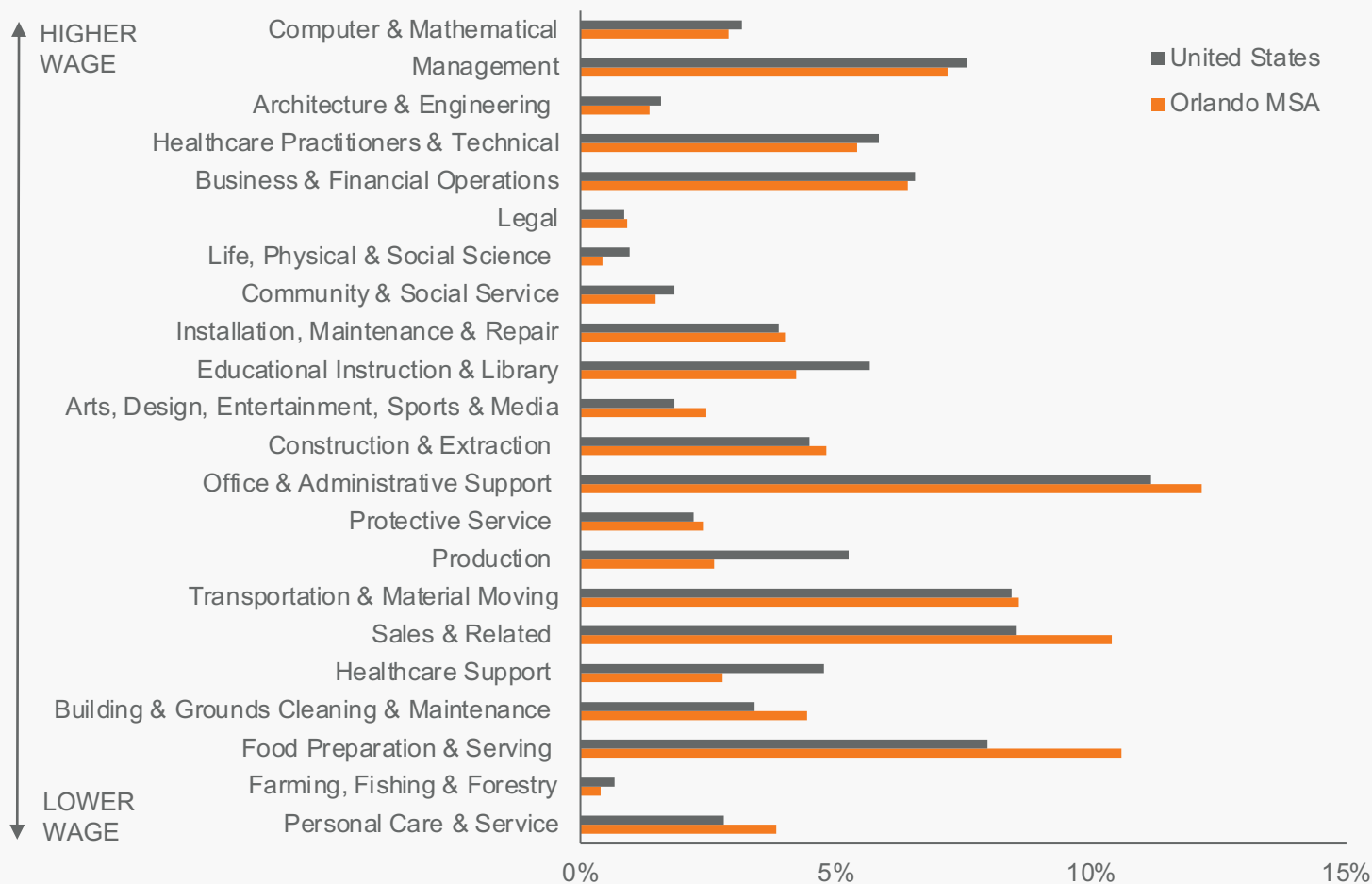
Despite such progress, **Orlando's workforce remains disproportionately concentrated in lower-wage occupations.** Relative to the U.S., the region has fewer workers in 7 of the 8 highest-paying occupational groups, while being more concentrated in 5 of the 7 lowest-paying groups.

**Figure 04 | Net Job Gain by Occupational Group**  
Orlando MSA, 2019 - 2024



Source: Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)

**Figure 05 | Share of Employment by Occupational Group, 2024**

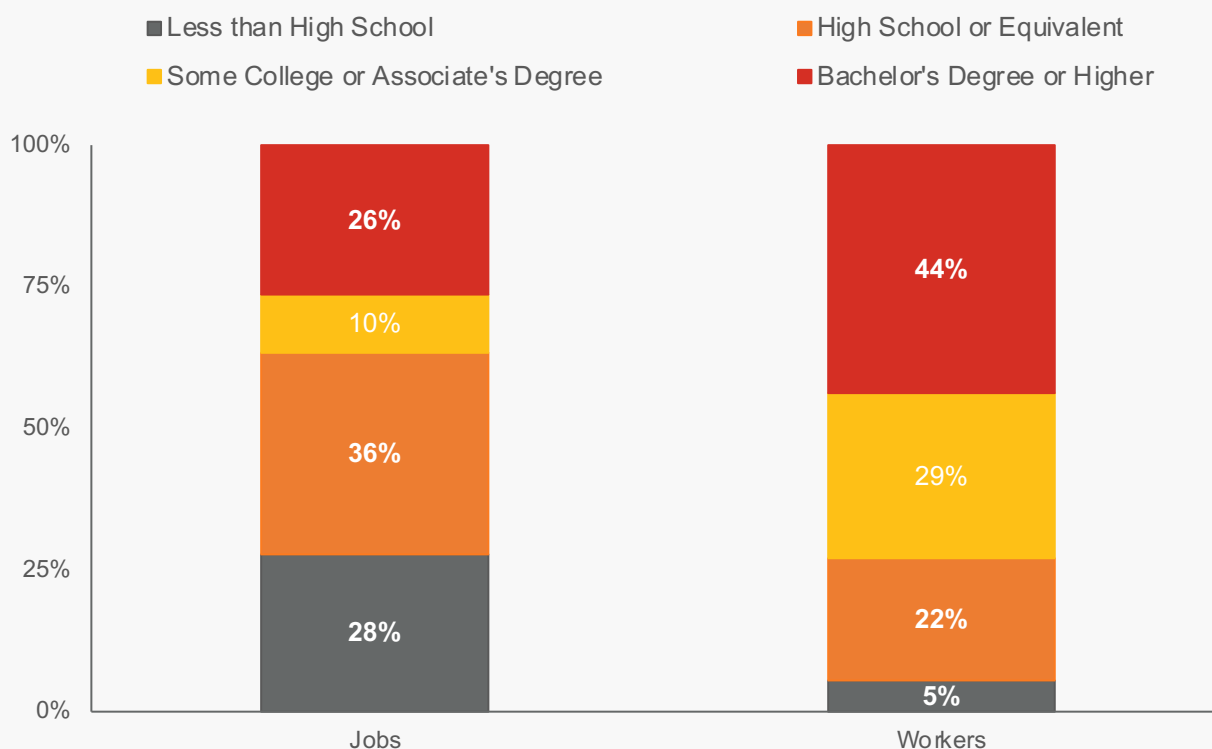


Source: Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)

Many local workers also appear to be working below their capabilities. 44% of employed workers in the Orlando region hold a bachelor's degree or higher, yet just 26% of jobs in the region require the same. **Underemployment remains a major challenge for the region — but also an opportunity if this untapped workforce potential can be unlocked to realize future gains.**



**Figure 06 | Jobs vs. Workers, Educational Requirements and Attainment, Orlando MSA**



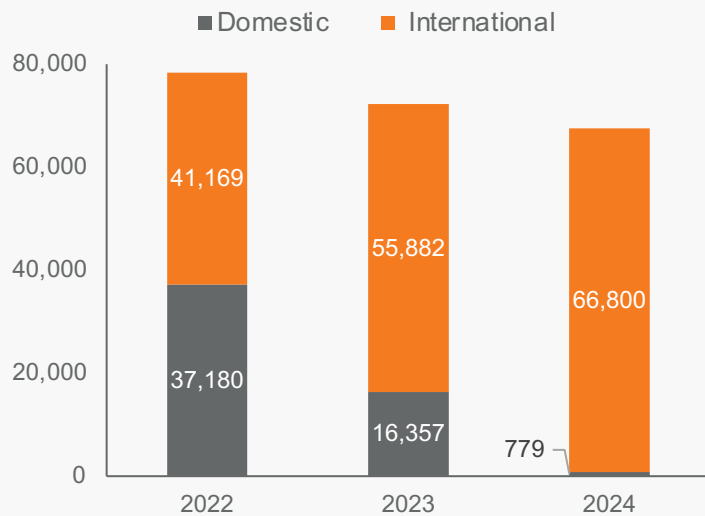
Sources: U.S. Census Bureau, 2024 American Community Survey (Table B23006); Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)



## Recent Trends in Supply

The Orlando region has welcomed 241,000 new residents in the three years immediately following the COVID-19 pandemic, or an average of 1,500 per day. Yet the region's migration dynamic is shifting — net domestic migration has fallen from 37,000 in the year ending July 1, 2022, to less than 800 just two years later, while net international migration has surged from 41,000 to 67,000 over the same period. **In 2024, international migration accounted for 99% of all net migration to the region.**

**Figure 07 | Net Migration, Orlando MSA**  
Year Ending July 1 of Each Year



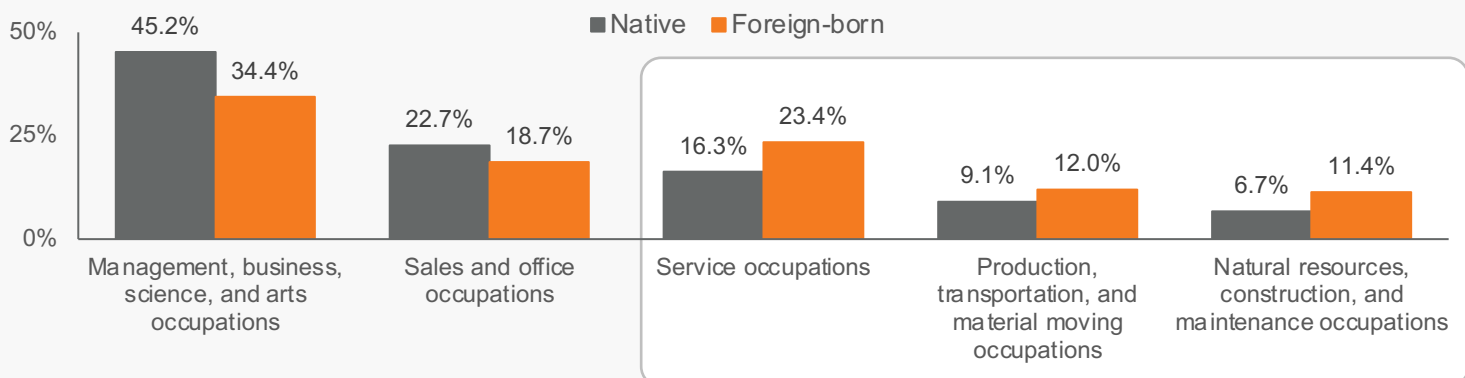
Source: U.S. Census Bureau, Population Estimates Program

**The evolving nature of in-migration to the Orlando region — declining domestic migration but surging international migration — is changing Orlando's labor supply in real-time.** The influx of international residents, who are more likely to join the workforce than domestic arrivals, has helped maintain the region's high labor force participation rate — but the same workers are disproportionately concentrated in roles that are not customer-facing — suggesting language remains a barrier to full participation in the labor market. 42% of Orlando's foreign-born population speak English "less than very well."



Latin American Cultural festival in Lake Nona, Fla.

**Figure 08 | Employed Population by Occupation, Orlando MSA, 2024**

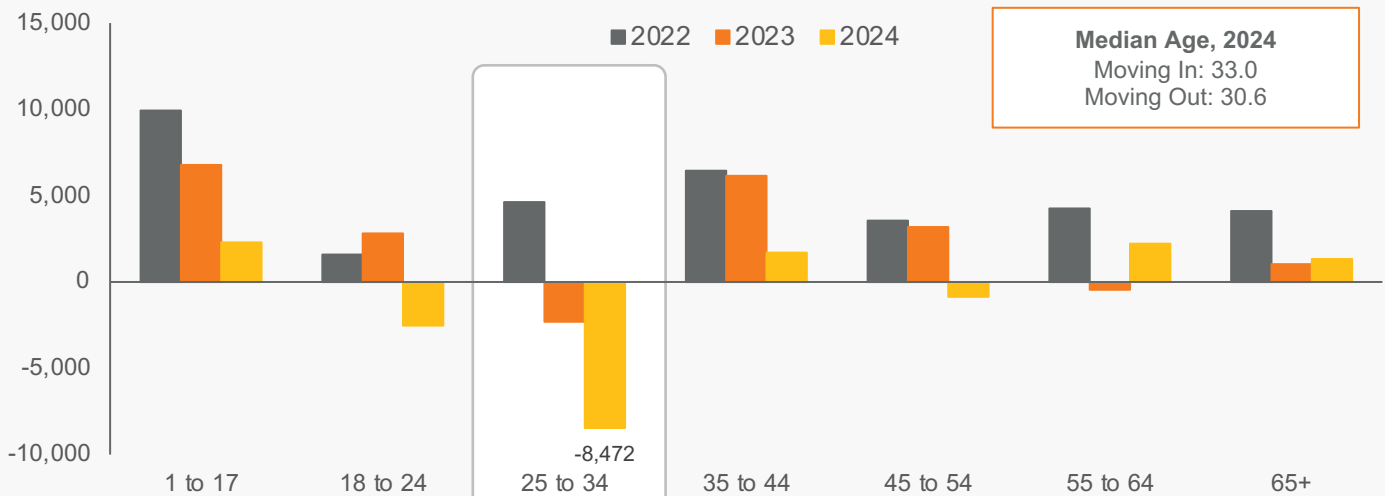


Source: U.S. Census Bureau, 2024 American Community Survey (Table S0501)

At the same time, there is emerging evidence to suggest **younger Orlando residents are leaving the state — and being replaced by older arrivals who may be less attached to the labor force**. An estimated 8,500 more people aged between 25 and 34 left the region to move out of state than arrived in 2024, with the largest losses in the more urban counties of Orange and Seminole — suggesting cost considerations may be playing a role. This has major implications for the region's future workforce as wealth appears to move in but young workers move out.



**Figure 09 |** Net Domestic Migration by Age Group, Orlando MSA, 2022 - 2024



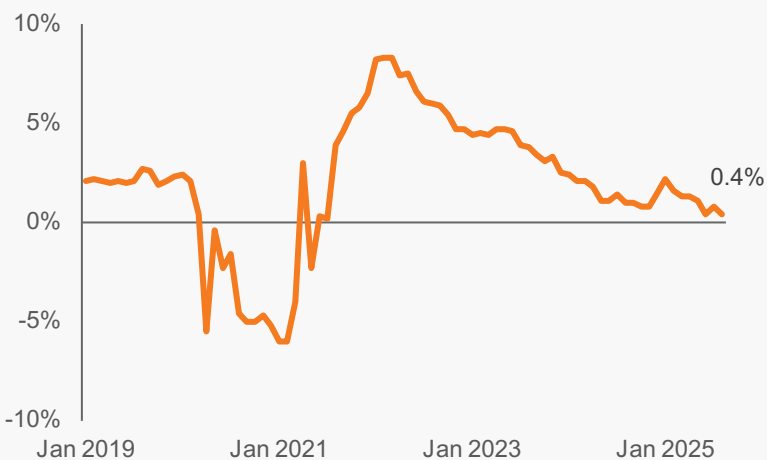
Note: Excludes migration within Florida.

Source: U.S. Census Bureau, American Community Survey (Tables B07001 & B07401)

**Changing domestic demographics may already be contributing to a slowdown in the growth of the region's labor force.** In the year ending August 2025, the Orlando region labor force expanded by just 6,000 people — far below the 10-year average of 33,000 recorded between 2014 and 2024.

Florida's higher cost of living and recent changes in U.S. immigration policy mean **considerable uncertainty surrounds the extent of both future domestic and international inflows**, and it is reasonable to expect this slowdown in labor force growth to continue over the next few years.

**Figure 10 |** Labor Force Growth, Orlando MSA  
Y/Y % Change, Not Seasonally Adjusted, Through Aug 2025



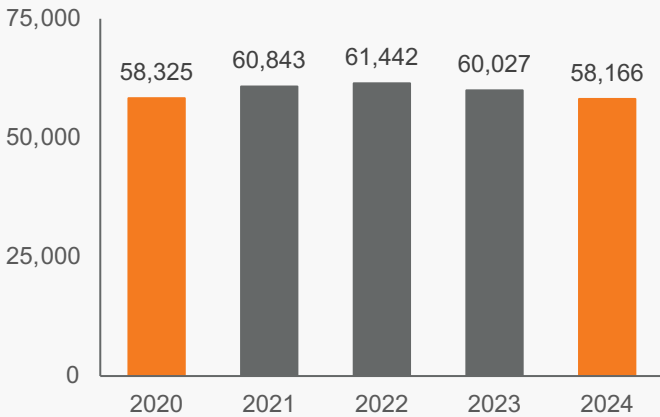
Source: U.S. Department of Labor, Bureau of Labor Statistics (LAUS)



The other dynamic component to the region's labor supply is the pipeline of new talent generated by local educational institutions. **Area colleges and universities have largely maintained their supply of graduates over the last five years** — conferring an almost identical volume of awards in 2024 as in 2020.

Beneath the stability in award volume lies some movement in specialization, however. The region's pipeline of new engineering and computing talent has expanded considerably — but the **supply of graduates in business, education, and public safety has declined**.

Figure 11 | Total Awards Conferred by Year  
Orlando MSA, 2020 - 2024



Source: IPEDS, National Center for Education Statistics (accessed through Lightcast)

Figure 12 | Top 15 Fields of Study by Awards Conferred, Orlando MSA

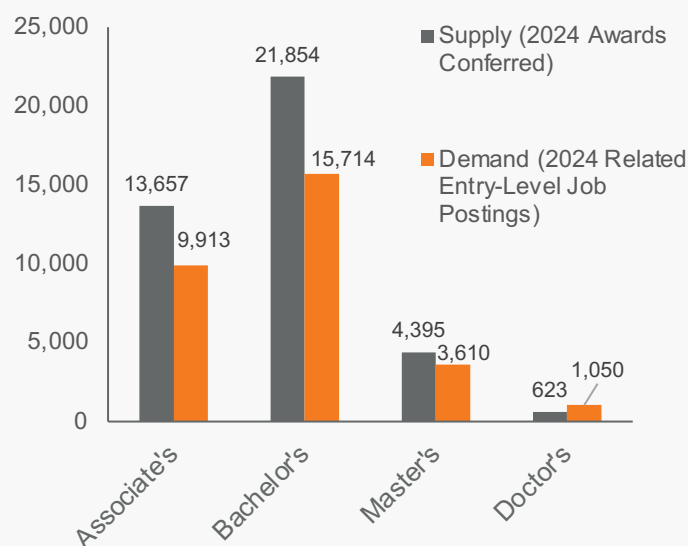
	2020	2021	2022	2023	2024	2020 - 2024 % Change
<b>Business, Management &amp; Marketing</b>	<b>12,484</b>	<b>11,936</b>	<b>11,576</b>	<b>10,781</b>	<b>10,953</b>	<b>-12.3%</b>
Liberal Arts & Sciences	10,250	11,185	10,903	9,890	9,012	-12.1%
Health Professions	7,642	8,176	7,856	8,053	8,017	4.9%
Visual & Performing Arts	4,308	4,390	4,562	4,927	4,742	10.1%
<b>Computer &amp; Information Sciences</b>	<b>2,364</b>	<b>2,911</b>	<b>3,118</b>	<b>3,416</b>	<b>3,697</b>	<b>56.4%</b>
Psychology	1,345	1,541	1,640	1,723	1,907	41.8%
<b>Engineering</b>	<b>1,636</b>	<b>1,726</b>	<b>1,930</b>	<b>1,917</b>	<b>1,751</b>	<b>7.0%</b>
Multi/Interdisciplinary Studies	1,923	1,856	1,830	1,933	1,733	-9.9%
<b>Homeland Security</b>	<b>1,824</b>	<b>1,877</b>	<b>1,796</b>	<b>1,688</b>	<b>1,695</b>	<b>-7.1%</b>
Mechanic & Repair	1,870	1,713	2,139	2,154	1,665	-11.0%
<b>Engineering Technologies</b>	<b>891</b>	<b>1,008</b>	<b>1,216</b>	<b>1,334</b>	<b>1,514</b>	<b>69.9%</b>
Culinary & Personal	969	1,171	1,476	1,339	1,465	51.2%
Communications Technologies	1,155	1,125	1,333	1,536	1,407	21.8%
<b>Education</b>	<b>1,896</b>	<b>1,908</b>	<b>1,695</b>	<b>1,486</b>	<b>1,289</b>	<b>-32.0%</b>
Communication & Journalism	1,595	1,746	1,782	1,404	1,195	-25.1%

Source: IPEDS, National Center for Education Statistics (accessed through Lightcast)

Outside of subject considerations, the region is broadly producing enough graduates to satisfy entry-level demand across the economy, despite a deficit at the doctorate level.

However, analysis of social profiles suggests approximately **half of all graduates from area colleges are beginning their careers outside of the immediate Orlando market**. While part of the reason for this is the rise of online education, which means some graduates may only ever have a limited connection to the Orlando market, this **dilutes the inflow of new talent to the local economy**. Graduates of the three largest public institutions in the region — the University of Central Florida, Valencia College and Seminole State College — are considerably more likely to stay local, and certainly within Florida.

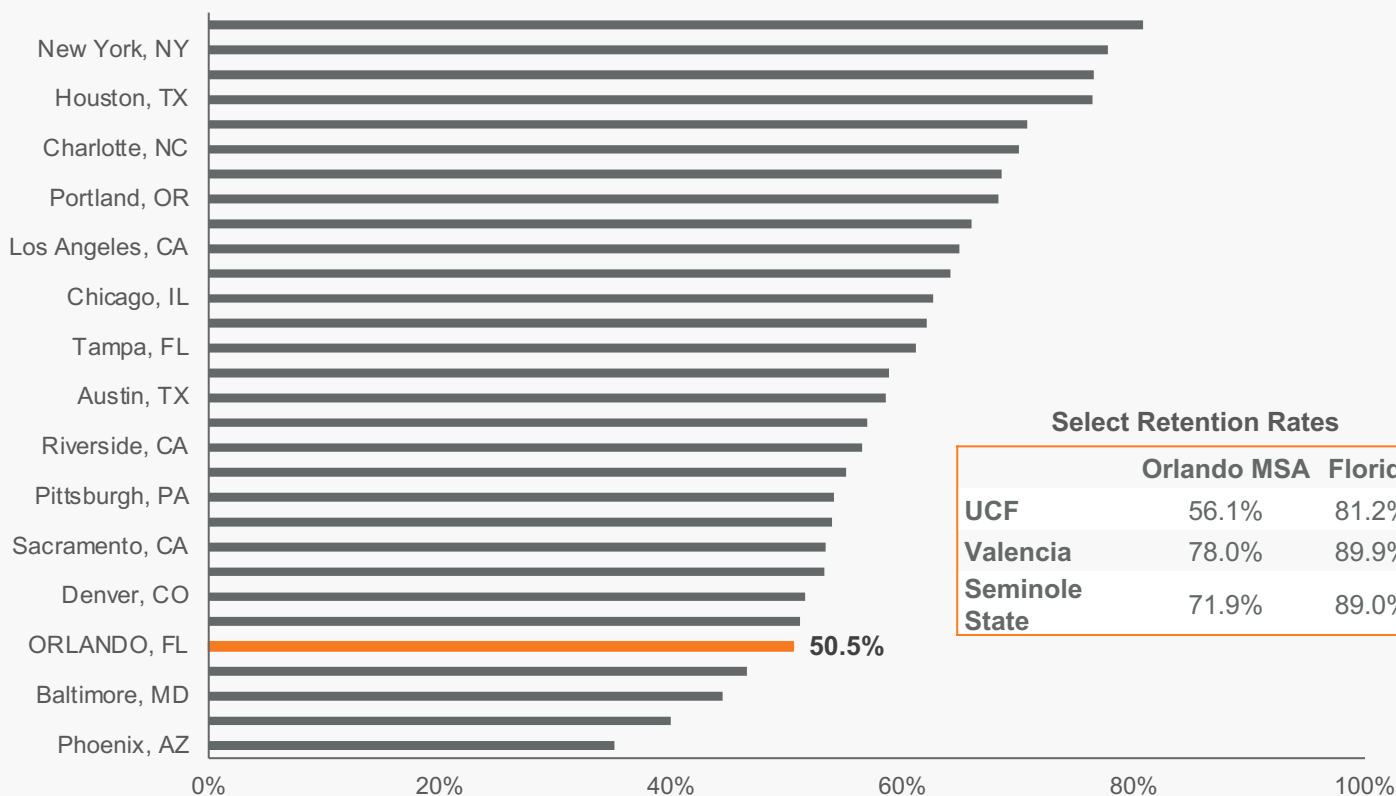
**Figure 13 | Graduate Supply & Demand by Attainment Level, Orlando MSA, Class of 2024**



*Note: Entry-level defined as 0-2 years experience; certificates excluded (due to reporting limitations) so supply at different levels will not sum to total 2024 graduate supply. Job postings exclude internships and those posted by staffing companies.*

*Source: IPEDS, National Center for Education Statistics (accessed through Lightcast)*

**Figure 14 | Percent of Graduates in MSA, Top 30 Most Populous MSAs, Graduation Years 2024 & 2025**



**Select Retention Rates**

	Orlando MSA	Florida
UCF	56.1%	81.2%
Valencia	78.0%	89.9%
Seminole State	71.9%	89.0%

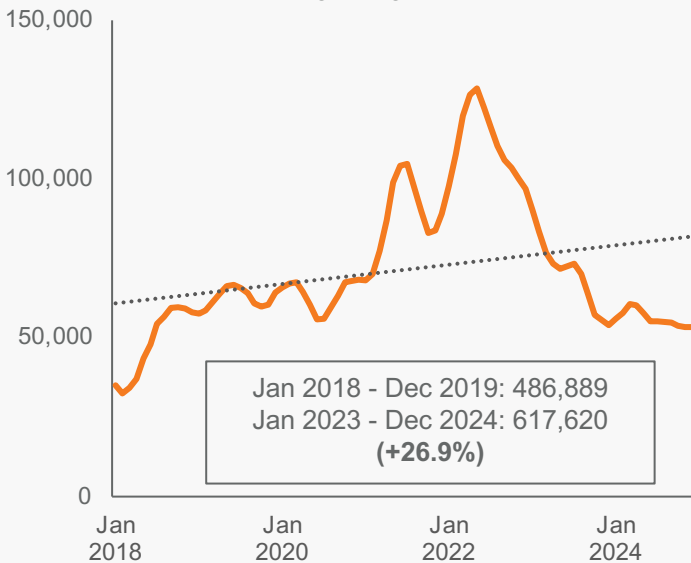
Source: Profile Analytics, Lightcast



## Recent Trends in Demand

Following a pandemic-related surge and subsequent decline, hiring demand from area businesses (as measured by job postings) has stabilized at approximately 27% higher than before the pandemic. Almost all industries and occupations have seen double-digit growth in job postings over the period.

**Figure 15 | Job Postings, Orlando MSA**  
3-Month Moving Average

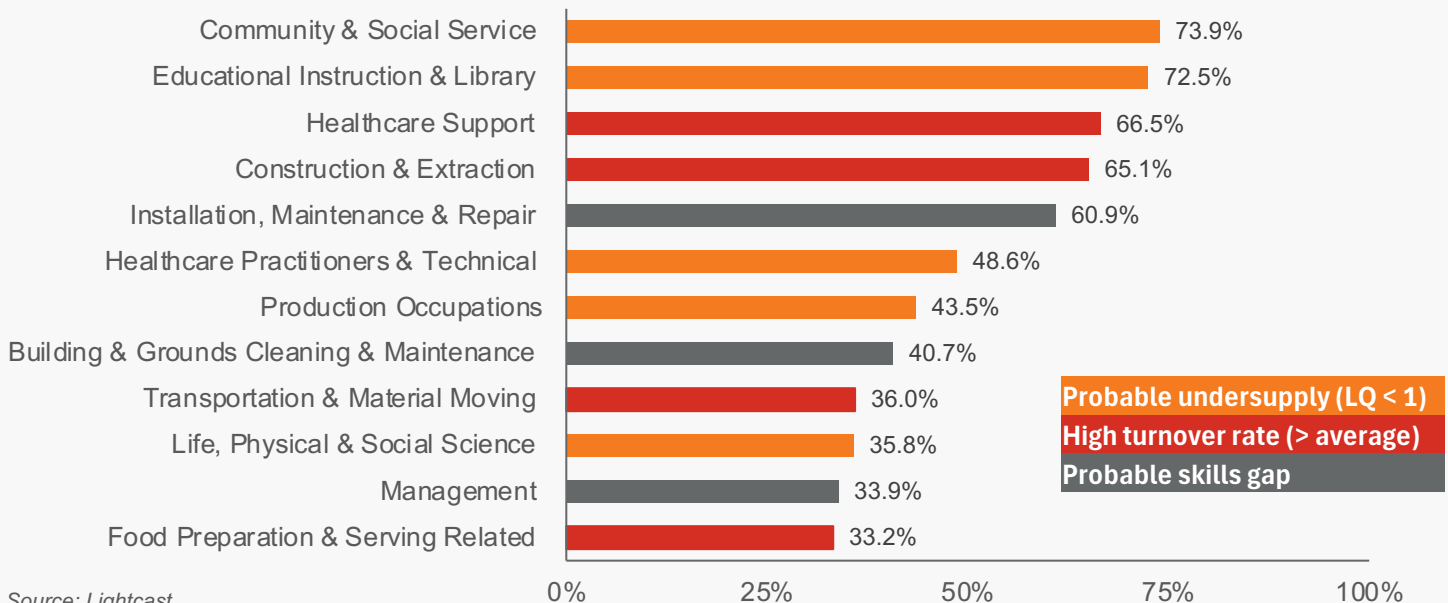


Source: Lightcast

The occupations experiencing the greatest increases in demand, however, do not correlate with those adding the most jobs. For example, job postings in education have surged 73% while employment in the same field has grown by less than 2% over the same period, while construction has seen hiring demand increase 65% alongside job growth of just 6%. This disconnect between demand for talent and actual job growth suggests underlying supply challenges are driving hiring activity.

Three key challenges are likely to be behind much of the region's robust hiring demand for certain occupations — **an insufficient supply of workers** (reflected by having an employment concentration, or location quotient (LQ), much lower than the U.S.), **retention difficulties** (reflected by high turnover rates) and **skills gaps** (where neither of the first two conditions are true, but where employers may be seeking skills that are simply in short supply in the workforce).

**Figure 16 | Occupations with Demand Growth > 27%, Orlando MSA**  
Jan 2018 - Dec 2019 vs. Jan 2023 - Dec 2024

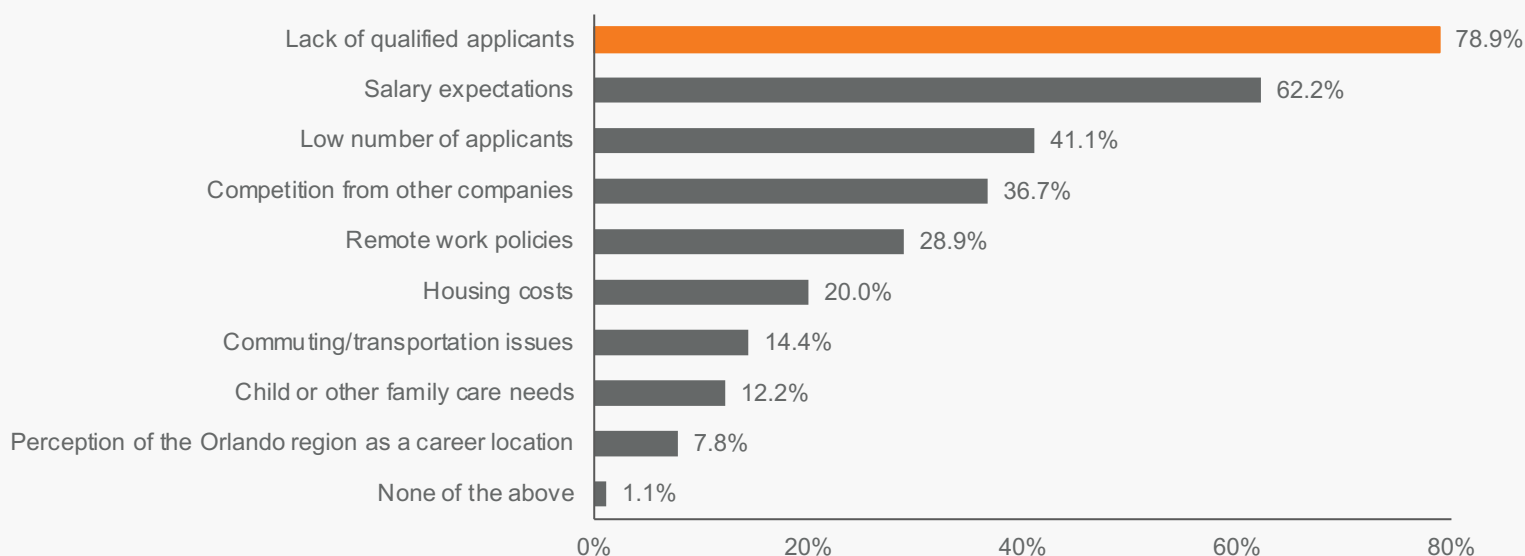


Source: Lightcast

These supply challenges align with evidence from area employers. In the Partnership's Q2 2025 Orlando MSA Business Conditions Survey, **more than half of area employers (57%) reported experiencing recruitment challenges in the last year**. Almost 4 in 5 businesses cited a lack of qualified applicants as a reason for their recruitment issues.

Businesses highlighted **executive-level talent as most difficult to recruit** — described by 61% as either somewhat or very difficult to hire, compared to 48% for mid-level talent and just 20% for entry-level talent.

**Figure 17 |** Responses to the survey question, “Which of the following, if any, do you feel have contributed to your recruitment issues?”



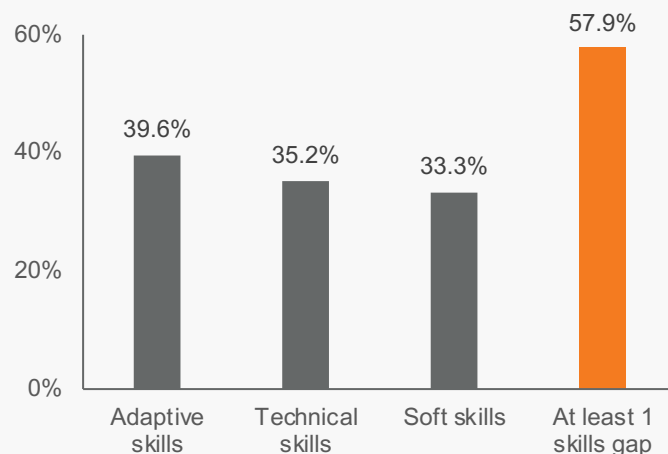
Note: Chart represents % of businesses.

Source: Orlando MSA Business Conditions Survey, Orlando Economic Partnership

A similarly high share of businesses in the region (58%) reported at least one **skills gap**, or a difference between the skills their employees have and the skills they need to achieve their goals.

The highest percentage (40%) reported suffering from a gap in **adaptive skills** (skills that reflect the ability to learn, embrace change, and adapt to new technologies, methodologies, and workplace environments, such as flexibility). 35% reported a gap in **technical skills** (specific abilities and knowledge required for a particular job or field, such as data analysis, programming, or engineering), and 33% reported a gap in **soft skills** (interpersonal or people skills, such as communication, teamwork, and problem-solving).

**Figure 18 |** Responses to the survey question, “In your opinion, is your organization currently suffering from a skills gap in any of the following areas?”



Note: Chart represents % of businesses.

Source: Orlando MSA Business Conditions Survey, OEP



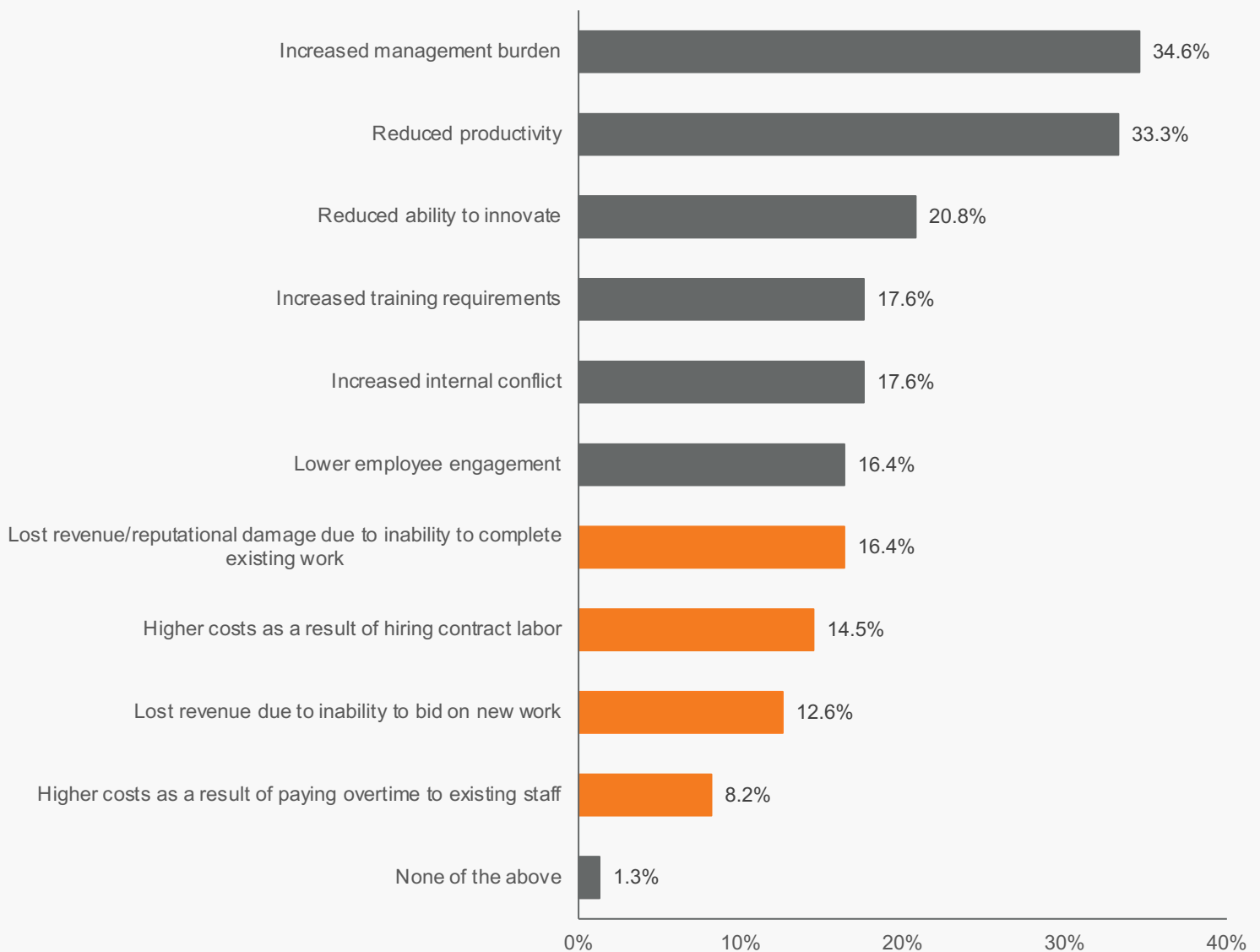
These skills gaps often result in direct financial implications or constrained growth — that is, **businesses in the Orlando region are losing money or foregoing future opportunity because of inadequate skills in their workforce.**

### SCAN TO SHARE YOUR VOICE



The **Orlando MSA Business Conditions Survey**, powered by OUC — *The Reliable One*, is a quarterly survey that allows businesses to share their insight on current business conditions. [Learn more here.](#)

**Figure 19 |** Responses to the survey question, “Which of the following impacts, if any, do you believe your business has felt as a result of skills gaps?”



Note: Chart represents % of businesses.

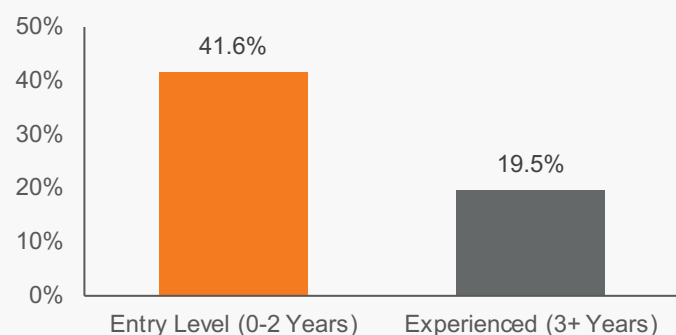
Source: Orlando MSA Business Conditions Survey, Orlando Economic Partnership

Equally interesting is how businesses are responding to these talent challenges.

Recruitment issues, for example, appear to be prompting employers to loosen educational and experience requirements in job postings. For example, the share of job postings in the Orlando region seeking a bachelor's degree declined from 22% in the two-year period ending December 2019 to 17% in the two-year period ending December 2024. During the same period, postings for entry-level talent grew at more than double the pace of postings for experienced hires.

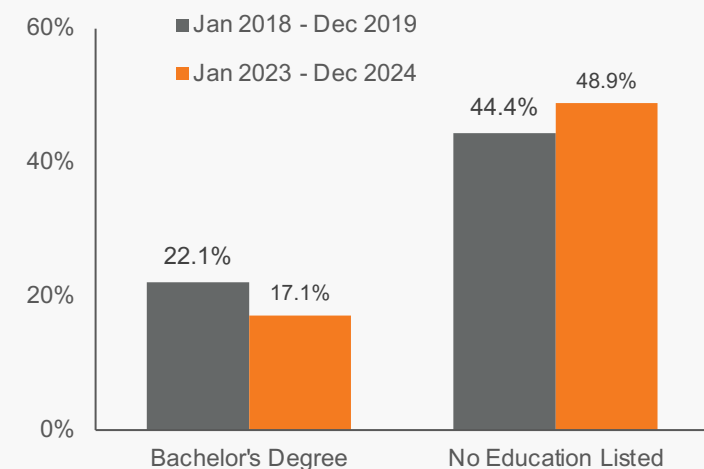
Figure 20 | Percent Change in Job Postings by Experience Level

Jan 2018 - Dec 2019 vs. Jan 2023 - Dec 2024



Source: Lightcast

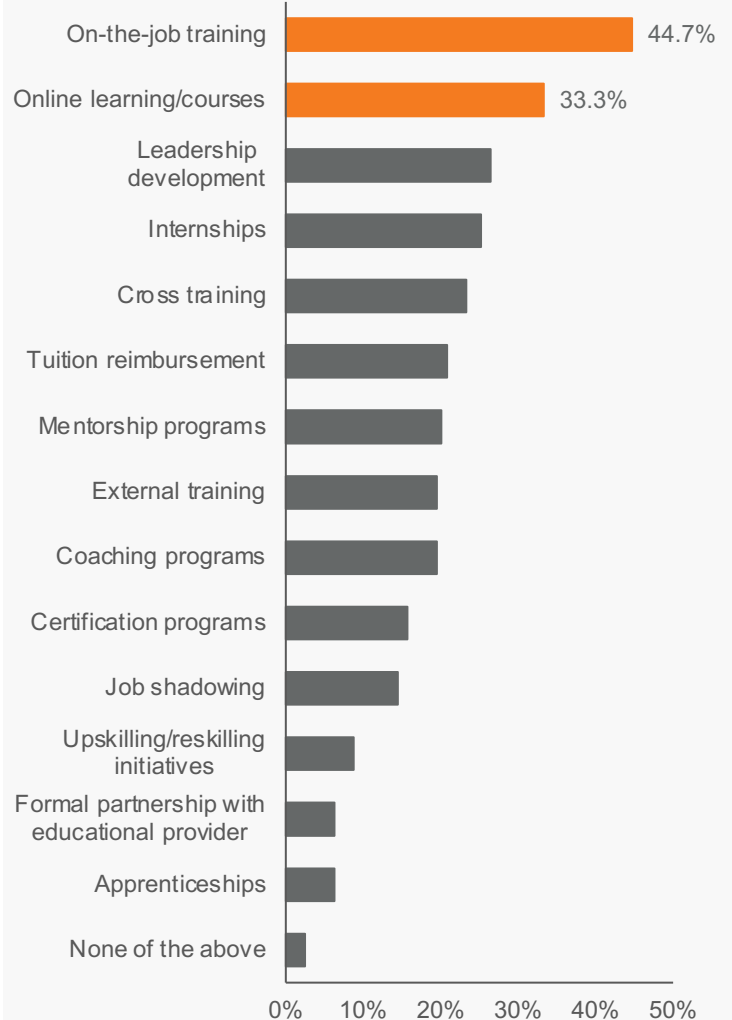
Figure 21 | Share of Job Postings by Minimum Education Level Sought



Source: Lightcast

Meanwhile, many businesses are addressing skills gaps through on-the-job training or online learning — **foregoing formal partnerships with educational providers or structured career pathways such as apprenticeships.**

Figure 22 | Responses to the survey question, “Which of the following programs, if any, does your organization currently use to address workforce gaps?”



Note: Chart represents % of businesses.

Source: Orlando MSA Business Conditions Survey, OEP

Taken together, these trends suggest **many businesses in the Orlando region are adopting a “DIY” approach to workforce development in the face of talent supply challenges** — prioritizing getting people in the door and then training them themselves.

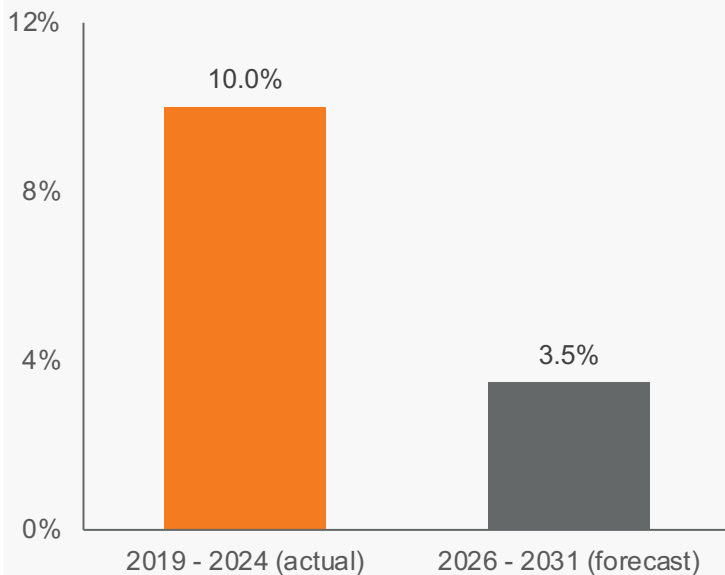


# Orlando's Talent Opportunity

The next five years present a golden opportunity to reposition the Orlando region's workforce while preparing for a future we don't yet know.

**Job growth (not just in the Orlando region, but nationally) is widely projected to moderate as the labor market runs up against structural constraints** — most notably a growing volume of retirements, increased automation, and productivity gains that mean employers will be seeking to generate more output with fewer new workers. In the Orlando region, these forces are projected to push the economy toward slower but still solid job expansion of 3.5% between 2026 and 2031 (compared to 10.0% between 2019 and 2024).

**Figure 23 |** Job Growth, Orlando MSA

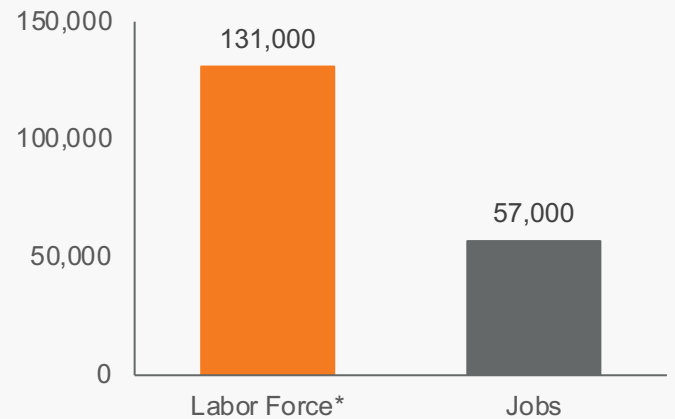


Source: Lightcast

Meanwhile, current forecasts suggest ongoing population growth will bring more people to the Orlando region than jobs.

**Figure 24 |** Projected Growth in Labor Force vs. Projected Job Growth

Orlando MSA, 2026 - 2031



\*Estimated by applying region's current labor force participation rate to projected gain in population aged 16+.

Sources: Lightcast; Bureau of Economic & Business Research, University of Florida

Ultimately, there will be no shortage of people — but **a continuation of current trends will see existing talent gaps intensify.**

While this report intentionally makes no projection around future net migration due to considerable uncertainty around both future domestic and international inflows, analysis of U.S. Census Bureau microdata suggests occupational misalignment between those moving to the region and where demand for talent is expected to be greatest.

# Prioritizing High-Growth Occupational Families

Even as employment growth slows, there will be almost one million job openings in the Orlando region between 2026 and 2031. Churn in the labor market (exits, plus transfers) will require employers to replace 186,000 workers annually, while adding 13,000 new positions per year.

One third (1/3) of these job openings will be in **“high-growth occupational families”** — broad groups of related occupations which:

- Are projected to grow at a faster pace than overall employment ( > 3.5%)
- Pay above the region’s median wage
- Appear currently undersupplied (LQ < 1)
- Feed disproportionately into the OEP’s core targeted industries and the Orlando 2045 Vision of becoming a global creative capital**

**The region’s near-term focus must be on ensuring a sufficient supply of workers in these key occupations.**

This might be through education, targeted in-migration, or upskilling initiatives.

“Talent powers every great region. Preparing for the future means building leaders and teams with the mindset, clarity, courage, and capability to navigate change. At Curium, we believe people-first transformation is the path forward — and we’re proud to support a region investing in its workforce with that same commitment.”



**Daniel Entwistle**  
CEO and U.S. Co-Founder

**Figure 25 |** Employment Forecast by Occupational Group, Orlando MSA, 2026 - 2031

Occupational Group	2026 Jobs	2031 Jobs	2026 - 2031 Change	2026 - 2031 % Change	Avg. Annual Openings	Annual Replacement Jobs	Median Hourly Earnings	2024 Employment Concentration
Healthcare Practitioners & Technical	88,617	94,707	6,090	6.9%	6,326	5,103	\$38.65	0.93
Life, Physical & Social Science	7,112	7,594	482	6.8%	724	626	\$33.21	0.45
Healthcare Support Occupations	45,337	48,407	3,069	6.8%	7,119	6,500	\$17.65	0.58
Computer & Mathematical	47,283	50,428	3,145	6.7%	3,364	2,726	\$47.20	0.92
Management	116,568	122,779	6,211	5.3%	10,514	9,255	\$46.59	0.95
Business & Financial Operations	103,739	108,877	5,138	5.0%	9,398	8,337	\$36.03	0.98
Architecture & Engineering	22,038	23,114	1,076	4.9%	1,694	1,477	\$44.12	0.86
Transportation & Material Moving	139,241	145,838	6,597	4.7%	19,366	17,974	\$18.48	1.02
Production	42,429	44,394	1,965	4.6%	5,238	4,814	\$19.25	0.50
Arts, Design, Entertainment, Sports & Media	39,638	41,237	1,599	4.0%	4,125	3,772	\$23.84	1.35
Legal	14,691	15,279	588	4.0%	1,140	1,021	\$34.91	1.07
Installation, Maintenance & Repair	64,741	67,311	2,570	4.0%	6,276	5,729	\$24.53	1.03
Construction & Extraction	77,523	80,577	3,053	3.9%	7,138	6,477	\$23.18	1.07
Community & Social Service	23,429	24,333	904	3.9%	2,288	2,104	\$24.88	0.80
Food Preparation & Serving Related	170,237	175,933	5,696	3.3%	34,005	32,784	\$15.10	1.33
Farming, Fishing & Forestry	6,224	6,426	202	3.2%	1,024	962	\$14.59	0.59
Building & Grounds Cleaning & Maintenance	70,973	73,181	2,208	3.1%	10,180	9,691	\$16.47	1.30
Personal Care & Service	61,541	63,198	1,657	2.7%	13,502	13,071	\$13.82	1.36
Educational Instruction & Library	66,940	68,091	1,152	1.7%	6,294	5,946	\$24.33	0.75
Military	2,581	2,623	42	1.6%	289	281	\$24.01	0.31
Sales & Related	164,109	166,027	1,918	1.2%	21,791	21,062	\$17.73	1.22
Protective Service	38,177	38,526	349	0.9%	5,037	4,923	\$19.92	1.09
Office & Administrative Support	192,525	193,734	1,209	0.6%	22,481	21,830	\$20.06	1.09
<b>TOTAL</b>	<b>1,605,695</b>	<b>1,662,613</b>	<b>56,919</b>	<b>3.5%</b>	<b>199,314</b>	<b>186,464</b>	<b>\$21.31</b>	

Source: Lightcast

Individual occupational groups meeting the identified thresholds can be assembled into groups of related “high-growth occupational families” as shown:

Figure 26 | High-Growth Occupational Families\*







High-Growth Occupational Family	Component Occupational Groups
 <b>Business &amp; Finance</b>	Business & Financial Operations
 <b>Digital &amp; Creative</b>	Computer & Mathematical; Arts, Design, Entertainment, Sports & Media
 <b>Healthcare &amp; Life Sciences</b>	Healthcare Practitioners & Technical; Healthcare Support
 <b>Production &amp; Skilled Trades</b>	Production; Installation, Maintenance & Repair; Construction & Extraction
 <b>Public Service</b>	Community & Social Service; Educational Instruction & Library; Protective Service
 <b>Science &amp; Engineering</b>	Life, Physical & Social Science; Architecture & Engineering

*\*Includes one occupational group (Public Service) that does not meet the growth requirement but must be considered critical to the region’s long-term future to safeguard the future supply of teachers, police officers and firefighters. Similarly, the Digital & Creative occupational family is marginally oversupplied but represents a regional competitive advantage that must be leveraged.*

Source: Lightcast

With the exception of Public Service, these high-growth occupational families directly supply talent to one or more industries targeted by the OEP in its economic development efforts. Several families — Business & Finance and Digital & Creative — feed all five targeted industries.

Figure 27 | High-Growth Occupational Families & the OEP’s Targeted Industries

	Advanced Manufacturing	Aerospace & Defense	Digital Technology	Headquarters & Regional Offices	Life Sciences & Healthcare
 <b>Business &amp; Finance</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
 <b>Digital &amp; Creative</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
 <b>Healthcare &amp; Life Sciences</b>			<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
 <b>Production &amp; Skilled Trades</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
 <b>Public Service</b>					
 <b>Science &amp; Engineering</b>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>





## HIGH-GROWTH OCCUPATIONAL FAMILIES

### Healthcare & Life Sciences

Healthcare & Life Sciences spans clinical care, biotech research, health technology, and medical device development. These roles ensure high-quality patient care while advancing biomedical discovery and will be essential to meeting rising healthcare demand in the region and growing the region's emerging life sciences cluster.

Employment in Healthcare & Life Sciences is projected to grow the most out of all the high-growth occupational families over the next five years (6.8%). However, the regional supply of new healthcare talent is projected to fall far short of demand at almost all educational levels, with the most acute needs in nursing. **This analysis projects a deficit of 4,131 graduates per year between 2026 and 2031, or a total deficit of 20,655 workers over the five-year period before any in-migration.\***



As technology rapidly transforms clinical practice, we need a workforce that pairs advanced clinical expertise with strong digital fluency while keeping the patient at the center of every decision. By developing clinicians who can confidently use emerging tools like AI, automation, and virtual care, we strengthen both quality and access. Investing now in this future-ready, patient-focused workforce is essential to sustaining exceptional care for our growing region."

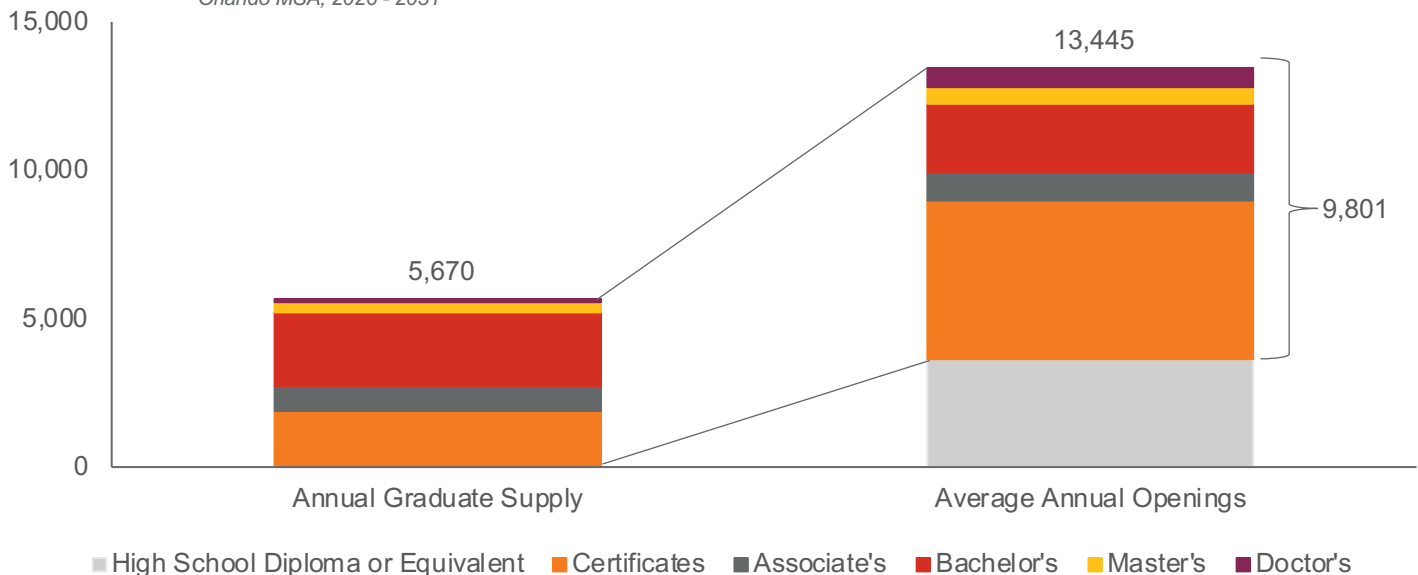
**Tracy Nealley, MSN, RN, CCRN**

VP of Nursing Workforce Development and Advancement,  
AdventHealth | Central Florida Division

Healthcare & Life Sciences roles rely heavily on hands-on care, complex judgment, ethical decision-making, and human interaction and so have **limited exposure to artificial intelligence (AI)**, with just 0.9% of all job postings in the last year seeking AI skills (compared to an all-occupations average of 1.6%).

**Figure 28-A | Supply and Demand of Healthcare & Life Sciences Workers**

Orlando MSA, 2026 - 2031



\*It is important to note new graduates will not be the only source of talent available to fill openings but are the group most within our control as a region.

**Methodological Notes:** Average annual openings are broken out by typical entry level education; annual graduate supply is determined by the total number of graduates of relevant programs from colleges and universities in the region minus transfer students who do not immediately join the labor force and students who are expected to leave the region (based on historical trends). Occupation-level graduate supply includes graduates at the qualifying level of education or higher based on conservative, "best-fit" CIP-to-SOC mapping and should be considered *illustrative only* (in practice, academic programs typically feed multiple occupations). A similar annual graduate volume to 2020 to 2024 is assumed. Where possible, effort has been made to exclude online-only students and to de-duplicate recipients of multiple certificates.

Sources: IPEDS, National Center for Education Statistics (accessed through Lightcast); Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)

Figure 28-B | Top Healthcare & Life Sciences Occupations in Demand\*  
Orlando MSA, 2026 - 2031

Occupation	Avg. Annual Openings	Annual Graduate Supply	Median Hourly Wage	Typical Entry Level Education
Registered Nurses	1,990	772	\$40.03	Bachelor's degree
Dental Assistants	495	140	\$22.75	Certificate
Licensed Practical and Licensed Vocational Nurses	393	86	\$28.50	Certificate
Massage Therapists	361	19	\$21.80	Certificate
Clinical Laboratory Technologists and Technicians	224	11	\$26.58	Bachelor's degree
Nurse Practitioners	212	39	\$59.50	Master's degree
Physical Therapist Assistants	182	16	\$33.48	Associate's degree
Medical Records Specialists	158	209	\$21.60	Certificate
Pharmacists	149	0	\$68.73	Doctoral or professional degree
Dental Hygienists	147	36	\$40.31	Associate's degree

\*Limited to occupations paying above the region's 2024 median hourly wage of \$21.31.  
Sources: IPEDS, National Center for Education Statistics (accessed through Lightcast);  
Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)

Figure 28-C | Top Skills in Demand for Healthcare & Life Sciences Workers  
Orlando MSA, Jan 2023 - Dec 2024 (% of total postings)

Skill	Technical	Durable	Digital	Qualification
1	Nursing (32.1%)	Communication (26.0%)	Microsoft Office (3.0%)	Basic Life Support (BLS) Certification (30.6%)
2	Medical Records (11.6%)	Customer Service (20.9%)	Microsoft Excel (2.6%)	Registered Nurse (RN) (28.7%)
3	Medication Administration (9.9%)	Management (13.4%)	Microsoft Outlook (2.2%)	Cardiopulmonary Resuscitation (CPR) Certification (11.0%)
4	Nursing Care (9.4%)	Leadership (11.1%)	Microsoft Word (1.3%)	Advanced Cardiovascular Life Support (ACLS) Certification (10.8%)
5	Home Health Care (8.8%)	Planning (9.0%)	Microsoft PowerPoint (1.0%)	Licensed Practical Nurse (LPN) (8.5%)
6	Patient Safety (8.5%)	English Language (8.2%)	Epic EMR (0.8%)	Valid Driver's License (7.6%)
7	Patient Education And Counseling (8.0%)	Compassion (8.0%)	R (Programming Language) (0.8%)	Pediatric Advanced Life Support (PALS) (6.7%)
8	Infection Control (8.0%)	Teaching (7.8%)	Spreadsheets (0.6%)	Neonatal Resuscitation Program Certification (NRP) (4.8%)
9	Pediatrics (7.9%)	Scheduling (7.7%)	Dentrix (0.5%)	Board Certified/Board Eligible (4.3%)
10	Vital Signs (7.8%)	Operations (7.6%)	eClinicalWorks (ECW) (0.5%)	Certified Nursing Assistant (CNA) (4.2%)

Source: Lightcast

**Figure 28-D | Top Companies Posting for Healthcare & Life Sciences Workers**

Orlando MSA, Jan 2023 - Dec 2024

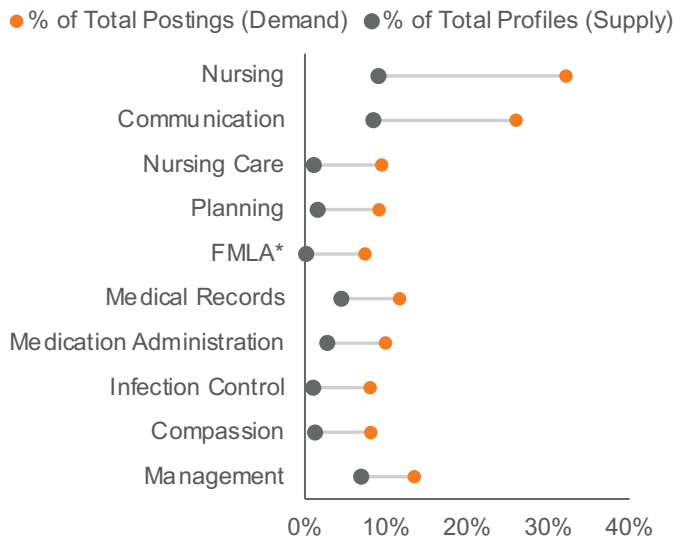


4	Nemours	1,407
5	UnitedHealth Group	881
6	Walgreens Boots Alliance	773
7	Encompass Health	603
8	CenterWell Home Health	588
9	Walmart	569
10	DaVita	533

Source: Lightcast

**Figure 28-E | Top Skills Gaps Among Healthcare & Life Sciences Workers**

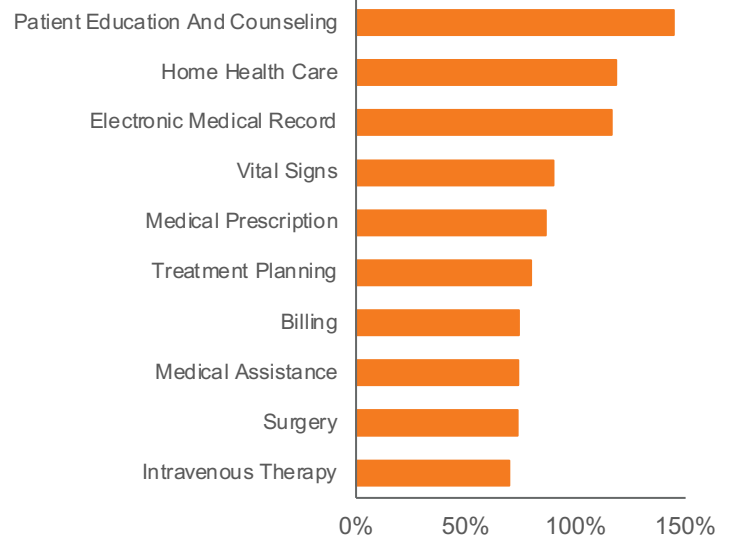
Orlando MSA, Based on job postings from Jan 2023 - Dec 2024



\*Family and Medical Leave Act of 1993  
Source: Lightcast

**Figure 28-F | Fastest-growing Healthcare & Life Sciences Skills\*\***

Orlando MSA, Jan 2018 - Dec 2019 vs. Jan 2023 - Dec 2024

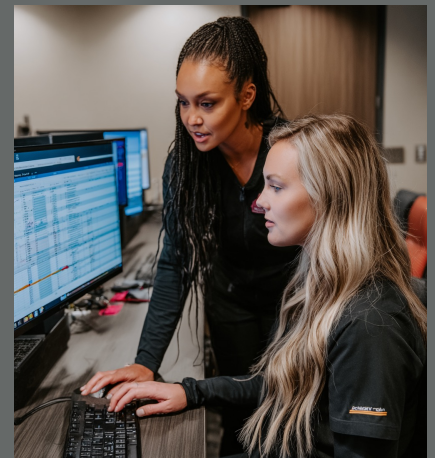


\*\*Limited to technical skills.  
Source: Lightcast



## Imagining Healthcare & Life Sciences Jobs in the Orlando of 2045

By 2045, Orlando's Healthcare & Life Sciences workforce will integrate AI diagnostics, genomics, and robotic care delivery across world-class medical districts like Lake Nona. Clinicians and researchers will collaborate through real-time data platforms that allow personalized treatments, remote procedures, and continuous wellness monitoring — making Orlando a model for preventative, tech-enabled community health as it becomes the No. 1 Place to Live in the Nation.







# HIGH-GROWTH OCCUPATIONAL FAMILIES

## Digital & Creative

Digital & Creative brings together IT, software, cybersecurity, AI, digital media, gaming, and design — highlighting the convergence of technical and creative skills and the rise of Orlando’s creative economy. These roles drive digital transformation and will support Orlando’s emerging leadership in simulation, immersive entertainment, and digital experience — core pillars of the region’s goal of becoming a Top 10 Innovation Hub.

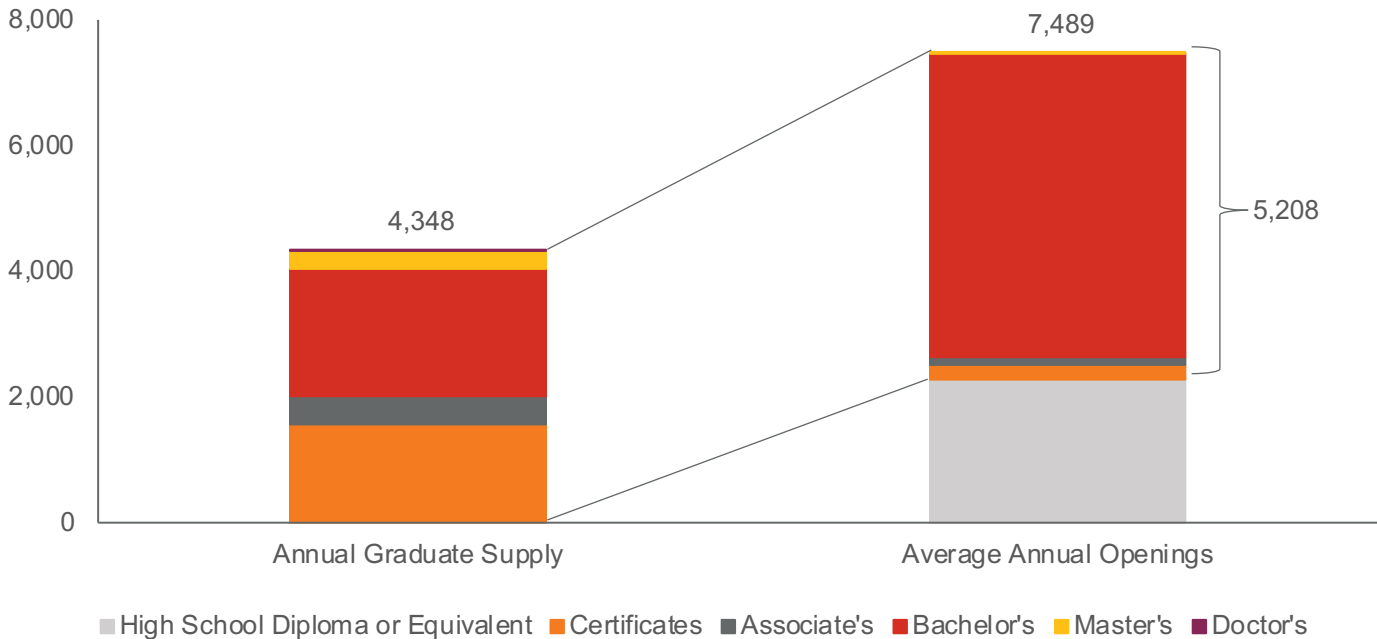
Digital & Creative occupations will be critical to Orlando becoming a global creative capital and are projected to grow 5.5% in the next five years. Oversupply at the certificate level will not be enough to prevent an overall undersupply. **This analysis projects a deficit of 860 graduates per year between 2026 and 2031, or a total deficit of 4,300 workers over the five-year period before any in-migration.**

“Orlando is uniquely positioned to lead because creativity and technology are already in our DNA, but shaping the future requires disruptive evolution. Technology and creativity must seamlessly coalesce to innovate and inspire, leveraging storytelling, interactivity, and AI to enhance human potential. That’s how our workforce can thrive in a new world — empowering human imagination and machine intelligence to work side by side.”

**Daryl Holt**  
SVP / Group GM, EA Sports

Jobs in this family are the **most exposed to AI** because a large share of their core tasks — content creation, pattern recognition, data processing, and rapid iteration — can be efficiently automated or accelerated by generative and predictive models. 8.6% of all job postings in the last year sought AI skills — rising to 14.5% of job postings for software developers, the occupation also projected to see the greatest demand.

**Figure 29-A | Supply and Demand of Digital & Creative Workers**  
*Orlando MSA, 2026 - 2031*



Sources: IPEDS, National Center for Education Statistics (accessed through Lightcast); Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)

**Figure 29-B | Top Digital & Creative Occupations in Demand\***

Orlando MSA, 2026 - 2031

Occupation	Avg. Annual Openings	Annual Graduate Supply	Median Hourly Wage	Typical Entry Level Education
Software Developers	1,035	187	\$58.97	Bachelor's degree
Computer User Support Specialists	529	307	\$25.46	Some college, no degree
Computer Systems Analysts	352	5	\$47.80	Bachelor's degree
Public Relations Specialists	258	88	\$29.96	Bachelor's degree
Musicians and Singers	258	104	\$39.68	No formal educational credential
Producers and Directors	233	91	\$46.66	Bachelor's degree
Graphic Designers	220	14	\$28.05	Bachelor's degree
Network and Computer Systems Administrators	187	23	\$45.84	Bachelor's degree
Information Security Analysts	186	257	\$59.93	Bachelor's degree
Audio and Video Technicians	162	316	\$23.96	Certificate

*\*Limited to occupations paying above the region's 2024 median hourly wage of \$21.31.*

*Sources: IPEDS, National Center for Education Statistics (accessed through Lightcast); Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)*

**Figure 29-C | Top Skills in Demand for Digital & Creative Workers**

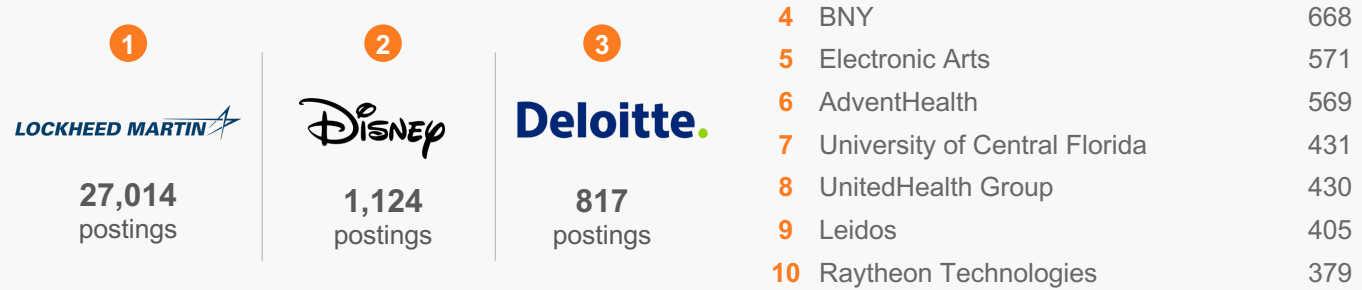
Orlando MSA, Jan 2023 - Dec 2024 (% of total postings)

Skill	Technical	Durable	Digital	Qualification
1	Computer Science (22.2%)	Communication (42.6%)	SQL (Programming Language) (11.2%)	Security Clearance (9.7%)
2	Agile Methodology (13.9%)	Management (25.9%)	Python (Programming Language) (9.9%)	Valid Driver's License (8.0%)
3	Project Management (12.3%)	Troubleshooting (Problem Solving) (19.5%)	Microsoft Office (9.2%)	Secret Clearance (6.7%)
4	SQL (Programming Language) (11.2%)	Operations (19.1%)	Microsoft Excel (9.0%)	Certified Information Systems Security Professional (2.7%)
5	Software Development (10.9%)	Customer Service (18.9%)	Operating Systems (8.0%)	CompTIA Security+ (2.5%)
6	Software Engineering (10.6%)	Problem Solving (18.7%)	Linux (7.7%)	Top Secret-Sensitive Compartmented Information (TS/SCI Clearance) (1.8%)
7	Python (Programming Language) (9.9%)	Leadership (17.7%)	JavaScript (Programming Language) (7.1%)	CompTIA A+ (1.6%)
8	Automation (8.8%)	Detail Oriented (15.2%)	Java (Programming Language) (6.8%)	IAT Level II Certification (1.4%)
9	Workflow Management (8.1%)	Writing (13.2%)	Amazon Web Services (6.6%)	Cisco Certified Network Associate (1.3%)
10	Operating Systems (8.0%)	Planning (13.0%)	C++ (Programming Language) (6.2%)	Top Secret Clearance (1.1%)

*Source: Lightcast*

**Figure 29-D | Top Companies Posting for Digital & Creative Workers**

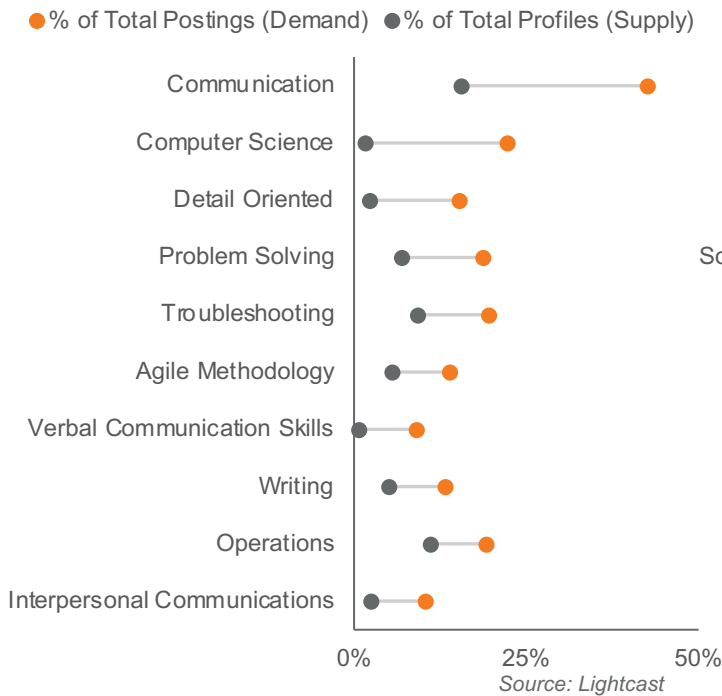
Orlando MSA, Jan 2023 - Dec 2024



Source: Lightcast

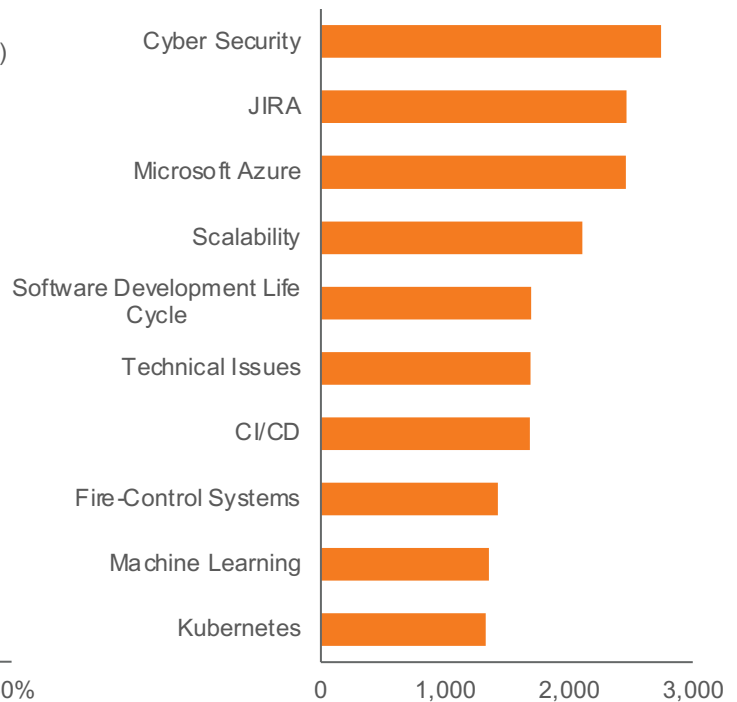
**Figure 29-E | Top Skills Gaps Among for Digital & Creative Workers**

Orlando MSA, Based on job postings from Jan 2023 - Dec 2024



**Figure 29-F | Top Emerging Skills Among Digital & Creative Workers\***

Orlando MSA, Emerging by Jan 2023 - Dec 2024



\*Limited to technical skills that were not listed in job postings from Jan 2018 - Dec 2019 but were listed in job postings from Jan 2023 - Dec 2024.

Source: Lightcast



## Imagining Digital & Creative Jobs in the Orlando of 2045

By 2045, Orlando's Digital & Creative talent will shape immersive worlds and simulation environments that blur the boundaries between entertainment, training, education, and defense. Professionals will co-create with AI in adaptive studios at Creative Village, Full Sail, and at the region's theme parks — reinforcing Orlando's position as the global capital of experience design and human-machine simulation as it becomes a Top 10 Innovation Hub.





## HIGH-GROWTH OCCUPATIONAL FAMILIES

### Science & Engineering

Science & Engineering encompasses research, design, analytics, and technical innovation across both engineering and the sciences. These roles drive breakthroughs in materials, space and advanced systems, and will fuel the region's innovation ecosystem — positioning Orlando as a hub for next-generation technologies and helping to attract innovative companies in aerospace and advanced manufacturing.

Employment in Science & Engineering occupations is projected to grow 5.3% in the next five years. Oversupply at the certificate and advanced degree levels will not be enough to offset an undersupply of core science & engineering talent at the associate and bachelor's levels. **This analysis projects a deficit of 342 graduates per year between 2026 and 2031, or a total deficit of 1,710 workers over the five-year period before any immigration.**



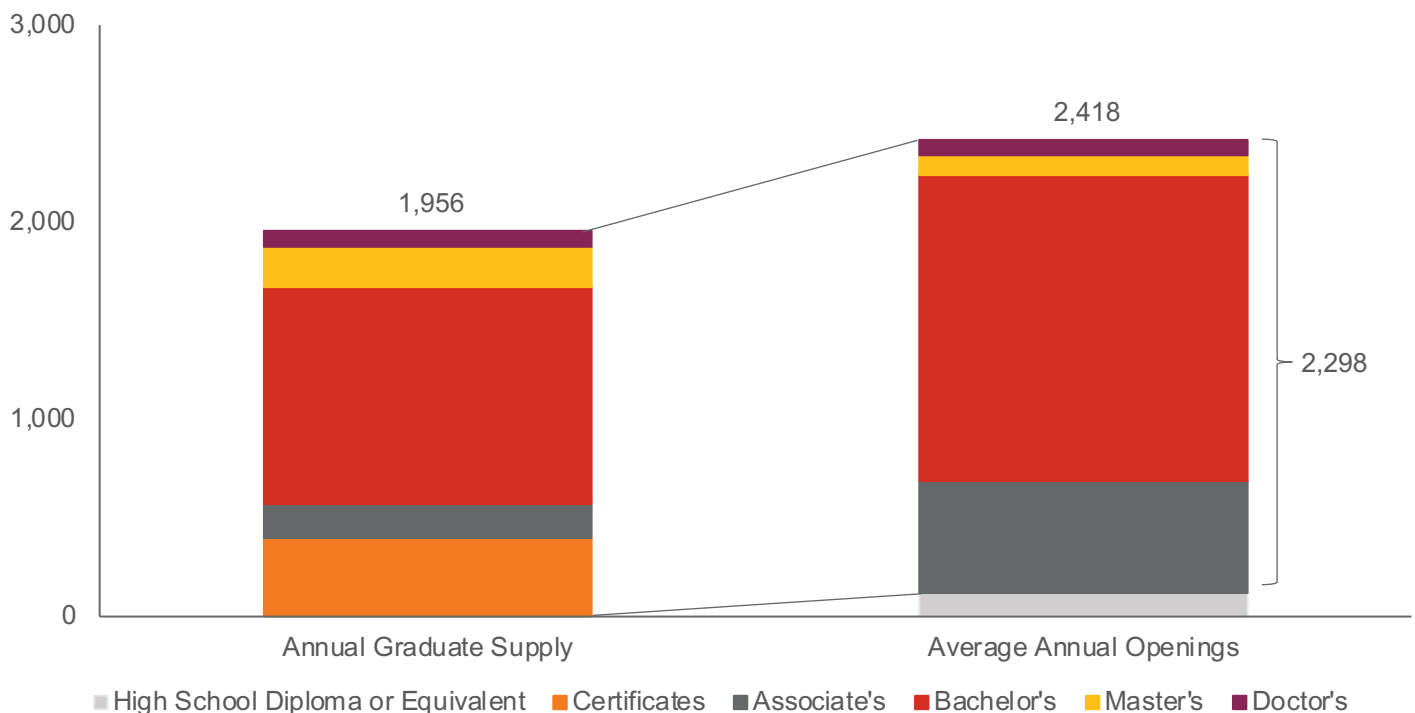
People are the driving force behind Mitsubishi Power's ability to deliver reliable energy solutions. We're investing in the next generation of talent by advancing technical skills, providing hands-on training, and fostering a culture of continuous learning. Our collective success is fueled by reimagining what is possible, embracing innovation, and adapting to the evolving needs of society."

**Patti Johnson**

CHRO & SVP Human Resources, Mitsubishi Power

Science & Engineering roles have **high exposure to AI**, with 3.3% of all job postings in the last year seeking AI skills. Many Science & Engineering workflows now use AI to run experiments, identify patterns in complex datasets, and test thousands of scenarios in seconds, reshaping the day-to-day tasks of scientists and engineers.

**Figure 30-A | Supply and Demand of Science & Engineering Workers**  
*Orlando MSA, 2026 - 2031*



Sources: IPEDS, National Center for Education Statistics (accessed through Lightcast); Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)



**Figure 30-B | Top Science & Engineering Occupations in Demand\***

Orlando MSA, 2026 - 2031

Occupation	Avg. Annual Openings	Annual Graduate Supply	Median Hourly Wage	Typical Entry Level Education
Civil Engineers	314	146	\$47.22	Bachelor's degree
Industrial Engineers	170	134	\$50.50	Bachelor's degree
Architectural and Civil Drafters	138	20	\$29.81	Associate's degree
Electrical Engineers	119	127	\$57.10	Bachelor's degree
Mechanical Engineers	117	335	\$50.07	Bachelor's degree
Occupational Health and Safety Specialists	108	0	\$35.85	Bachelor's degree
Surveying and Mapping Technicians	108	42	\$21.68	High school diploma or equivalent
Architects, Except Landscape and Naval	102	27	\$38.70	Bachelor's degree
Electrical and Electronic Engineering Technologists and Technicians	77	5	\$30.51	Associate's degree
Surveyors	60	0	\$29.65	Bachelor's degree

\*Limited to occupations paying above the region's 2024 median hourly wage of \$21.31.

Sources: IPEDS, National Center for Education Statistics (accessed through Lightcast);

Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)

**Figure 30-C | Top Skills in Demand for Science & Engineering Workers**

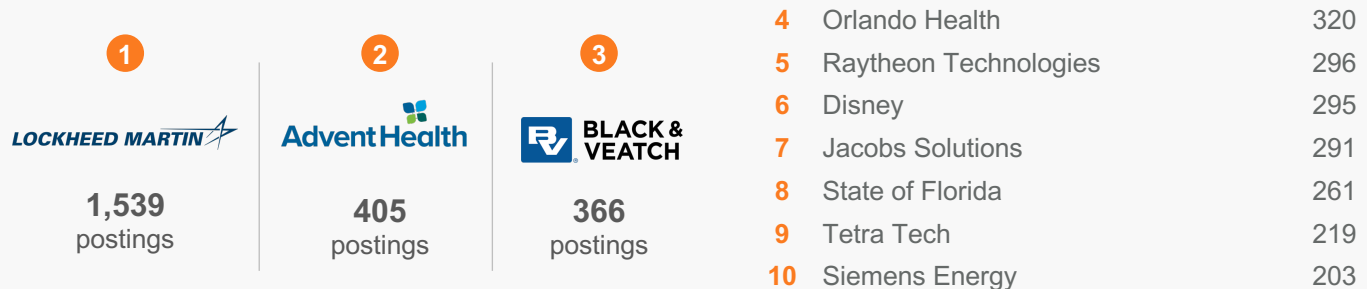
Orlando MSA, Jan 2023 - Dec 2024 (% of total postings)

Skill	Technical	Durable	Digital	Qualification
1	Project Management (20.2%)	Communication (38.9%)	Microsoft Office (16.8%)	Valid Driver's License (15.4%)
2	AutoCAD (14.6%)	Management (26.8%)	AutoCAD (14.6%)	Security Clearance (11.1%)
3	Electrical Engineering (12.4%)	Planning (20.4%)	Microsoft Excel (12.9%)	Professional Engineer (PE) License (8.3%)
4	Construction (10.7%)	Leadership (18.9%)	Microsoft PowerPoint (8.1%)	Secret Clearance (6.6%)
5	Civil Engineering (9.7%)	Operations (18.6%)	MicroStation (CAD Design Software) (6.4%)	Engineer in Training (3.1%)
6	Mechanical Engineering (8.6%)	Microsoft Office (16.8%)	Microsoft Outlook (6.4%)	American Society For Clinical Pathology (ASCP) Certification (1.8%)
7	Engineering Design Process (7.1%)	Writing (16.1%)	Autodesk Revit (6.3%)	American Medical Technologists (AMT) Certification (1.8%)
8	Continuous Improvement Process (6.6%)	Coordinating (15.9%)	AutoCAD Civil 3D (4.7%)	Cardiopulmonary Resuscitation (CPR) Certification (1.3%)
9	Auditing (6.5%)	Detail Oriented (13.4%)	Microsoft Word (4.0%)	Certified Safety Professional (1.3%)
10	MicroStation (CAD Design Software) (6.4%)	Troubleshooting (Problem Solving) (13.1%)	Python (Programming Language) (3.0%)	First Aid Certification (0.9%)

Source: Lightcast

**Figure 30-D | Top Companies Posting for Science & Engineering Workers**

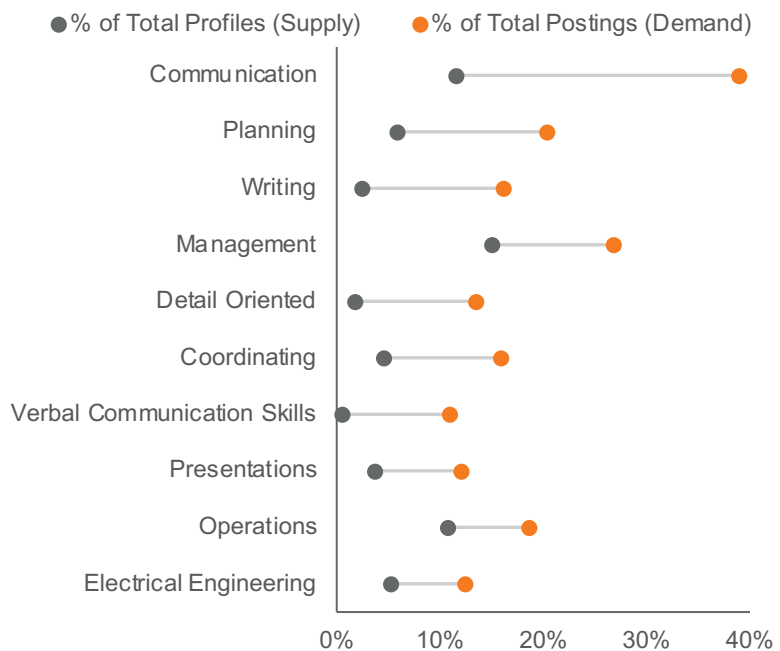
Orlando MSA, Jan 2023 - Dec 2024



Source: Lightcast

**Figure 30-E | Top Skills Gaps Among Science & Engineering Workers**

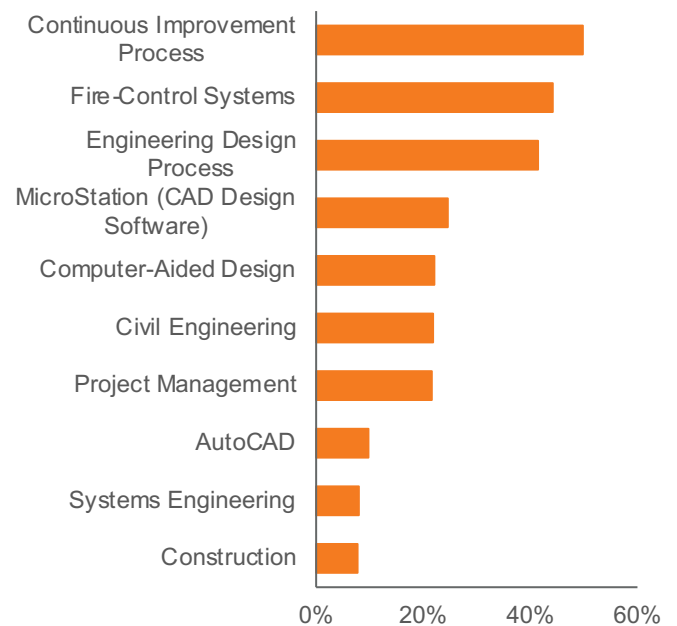
Orlando MSA, Based on job postings from Jan 2023 - Dec 2024



Source: Lightcast

**Figure 30-F | Fastest Growing Science & Engineering Skills\***

Orlando MSA, Jan 2018 - Dec 2019 vs. Jan 2023 - Dec 2024



\*Limited to technical skills.  
Source: Lightcast



## Imagining Science & Engineering Jobs in the Orlando of 2045

By 2045, Science & Engineering professionals in Orlando will design next-generation energy systems, autonomous mobility networks, and climate-resilient infrastructure that support the region's rapid growth. Workers will operate in hybrid physical-digital labs anchored by UCF and other research hubs where AI copilots accelerate discovery — powering Orlando's evolution into a Top 10 Innovation Hub and a global center for space, simulation, and applied research.





## HIGH-GROWTH OCCUPATIONAL FAMILIES

### Business & Finance

Business & Finance covers operations, management, accounting, analytics, and HR — roles that support organizational performance across all industries. These occupations help companies grow, improve efficiency, and compete globally, and will support Orlando's goal of an innovative, diversified and resilient economy.

Employment in Business & Finance occupations is projected to grow 5.0% in the next five years. Demand for talent is projected to exceed supply and is misaligned, with a considerable oversupply of certificates and undersupply of bachelor's degrees (the typical entry requirement for 96% of jobs in this family).

**This analysis projects a deficit of 3,209 graduates per year between 2026 and 2031, or a total deficit of 16,045 workers over the five-year period before any in-migration.**



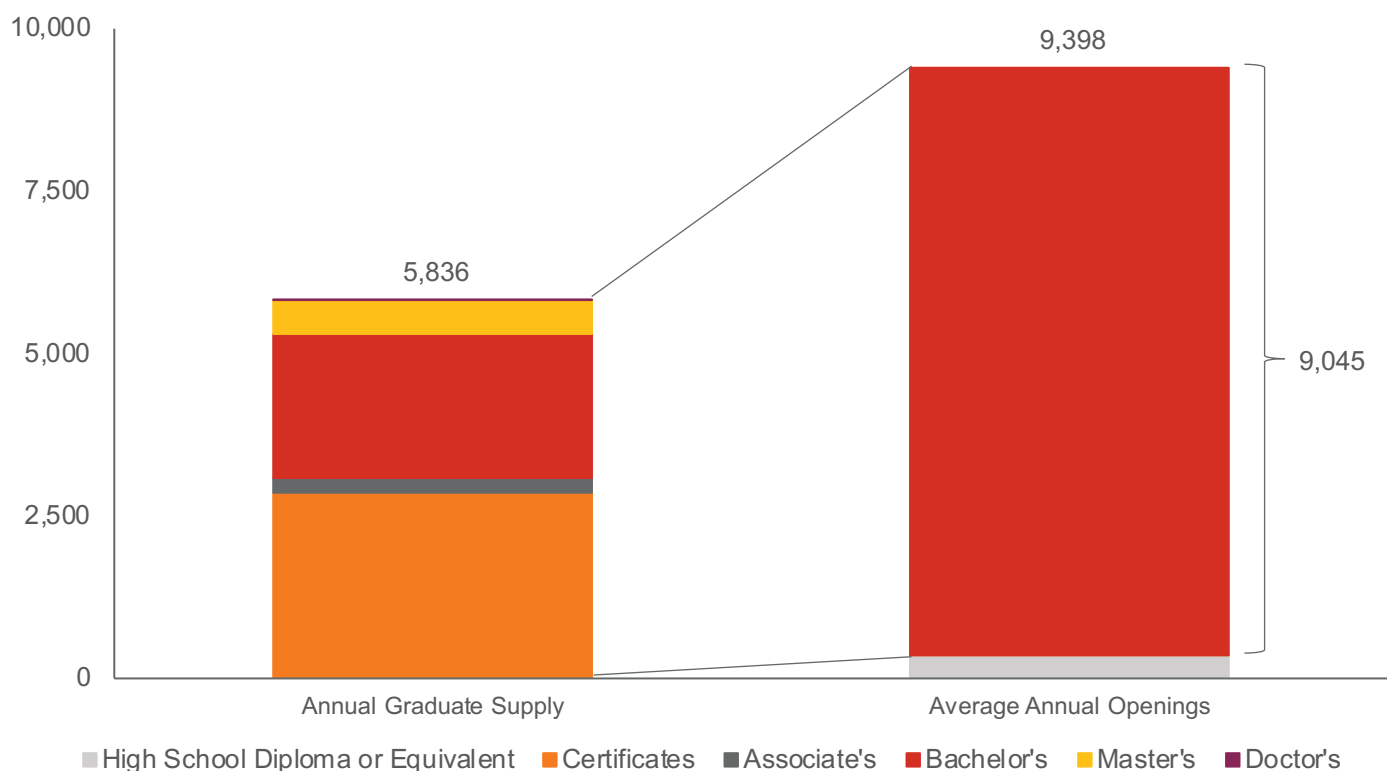
The Pegasus Partnership means we're transforming our UCF relationship into a hands on, talent building engine ... This is the next chapter in how BNY shows up for UCF. We're turning coursework into applied experience, meeting exceptional students where they are, and building a pipeline that serves both our clients and our community. Together, we'll strengthen curricula, expand mentorship, and equip UCF talent with the skills to lead the future of finance and technology."

**Fabio Zacco**

Director & Chief of Staff, BNY

Business & Finance roles have **above-average exposure to AI**, with 2.9% of all job postings in the last year seeking AI skills. Business & Finance roles involve analyzing data, forecasting outcomes, preparing reports, and making decisions based on structured information — all tasks AI can accelerate or partially automate.

**Figure 31-A | Supply and Demand of Business & Finance Workers**  
*Orlando MSA, 2026 - 2031*



Sources: IPEDS, National Center for Education Statistics (accessed through Lightcast); Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)

**Figure 31-B | Top Business & Finance Occupations in Demand\***

Orlando MSA, 2026 - 2031

Occupation	Avg. Annual Openings	Annual Graduate Supply	Median Hourly Wage	Typical Entry Level Education
Accountants and Auditors	1,125	545	\$37.96	Bachelor's degree
Human Resources Specialists	1,023	72	\$31.27	Bachelor's degree
Management Analysts	910	86	\$40.24	Bachelor's degree
Project Management Specialists	889	864	\$47.61	Bachelor's degree
Market Research Analysts and Marketing Specialists	856	185	\$35.96	Bachelor's degree
Buyers and Purchasing Agents	527	7	\$32.67	Bachelor's degree
Training and Development Specialists	516	72	\$33.18	Bachelor's degree
Compliance Officers	342	95	\$32.58	Bachelor's degree
Meeting, Convention, and Event Planners	265	129	\$28.91	Bachelor's degree
Claims Adjusters, Examiners, and Investigators	255	258	\$31.61	High school diploma or equivalent

*\*Limited to occupations paying above the region's 2024 median hourly wage of \$21.31.  
Sources: IPEDS, National Center for Education Statistics (accessed through Lightcast);  
Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)*

**Figure 31-C | Top Skills in Demand for Business & Finance Workers**

Orlando MSA, Jan 2023 – Dec 2024 (% of total postings)

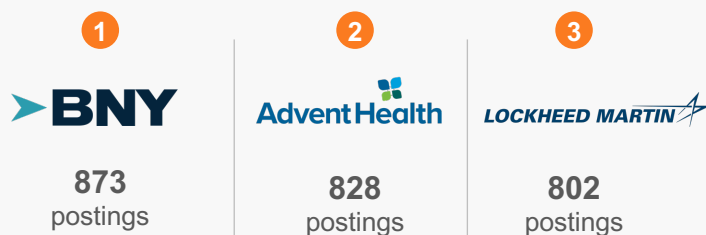
Skill	Technical	Durable	Digital	Qualification
1	Project Management (24.2%)	Communication (47.8%)	Microsoft Excel (22.5%)	Valid Driver's License (8.6%)
2	Accounting (19.6%)	Management (36.1%)	Microsoft Office (20.5%)	Security Clearance (3.1%)
3	Finance (16.4%)	Customer Service (23.9%)	Microsoft PowerPoint (12.5%)	Project Management Professional Certification (2.9%)
4	Marketing (14.5%)	Detail Oriented (23.0%)	Microsoft Outlook (9.7%)	Certified Public Accountant (2.3%)
5	Auditing (13.6%)	Microsoft Excel (22.5%)	Microsoft Word (5.2%)	Master Of Business Administration (MBA) (1.8%)
6	Financial Statements (8.3%)	Leadership (21.9%)	Spreadsheets (3.2%)	Secret Clearance (1.8%)
7	Invoicing (8.2%)	Microsoft Office (20.5%)	SAP Applications (3.1%)	FINRA Series 7 (General Securities Representative) (1.0%)
8	Construction (7.6%)	Operations (20.4%)	SQL (Programming Language) (2.4%)	Adjuster License (0.9%)
9	Procurement (7.1%)	Sales (20.0%)	Human Resources Information System (HRIS) (2.2%)	Professional Engineer (PE) License (0.9%)
10	Purchasing (7.1%)	Planning (18.2%)	Dashboard (2.1%)	Professional in Human Resources (0.8%)

Source: Lightcast



**Figure 31-D | Top Companies Posting for Business & Finance Workers**

Orlando MSA, Jan 2023 - Dec 2024

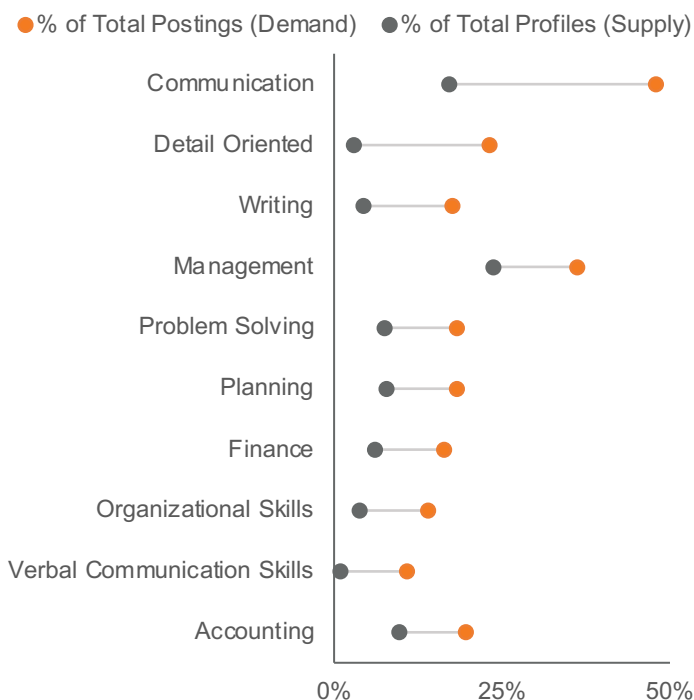


4	Disney	767
5	University of Central Florida	405
6	Orlando Health	400
7	Hilton	381
8	Siemens Energy	332
9	Marriott International	325
10	Deloitte	307

Source: Lightcast

**Figure 31-E | Top Skills Gaps Among Business & Finance Workers**

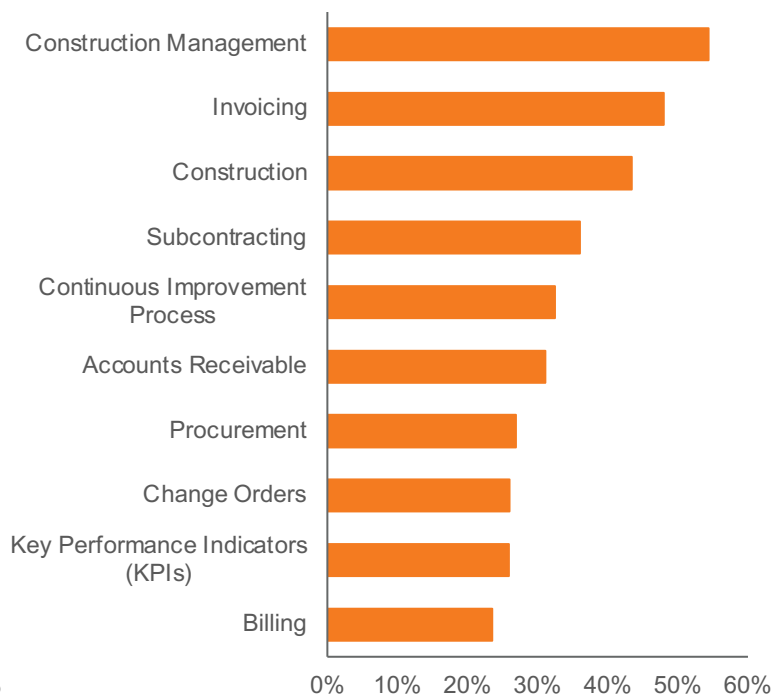
Orlando MSA, Based on job postings from Jan 2023 - Dec 2024



Source: Lightcast

**Figure 31-F | Fastest Growing Business & Finance Skills\***

Orlando MSA, Jan 2018 - Dec 2019 vs. Jan 2023 - Dec 2024



\*Limited to technical skills.  
Source: Lightcast



## Imagining Business & Finance Jobs in the Orlando of 2045

By 2045, Orlando's Business & Finance professionals will lead organizations increasingly reliant on autonomous analytics and digital asset management as the region scales into a major economic hub. Roles will focus on translating real-time data into strategy for companies relocating to or expanding within the region — helping guide Broad-based Prosperity and Orlando's emergence as a global creative capital.





## HIGH-GROWTH OCCUPATIONAL FAMILIES

### Production & Skilled Trades

Production & Skilled Trades includes hands-on technical roles in manufacturing, construction, maintenance, and infrastructure. These roles build, operate, and sustain the region's physical and industrial systems and will underpin Orlando's growth by supporting large-scale infrastructure expansion and housing development, as well as the advanced manufacturing capacity needed for a diversified economy.

Employment in Production & Skilled Trades is projected to grow 4.1% in the next five years and represents a huge opportunity for lower-wage workers in the region to move into higher-wage roles. Supply is expected to be broadly in line with demand where education beyond high school is sought, but 90% of roles do not require this. **This analysis projects a deficit of 387 graduates per year between 2026 and 2031, or a total deficit of 1,935 workers over the five-year period before any in-migration.**



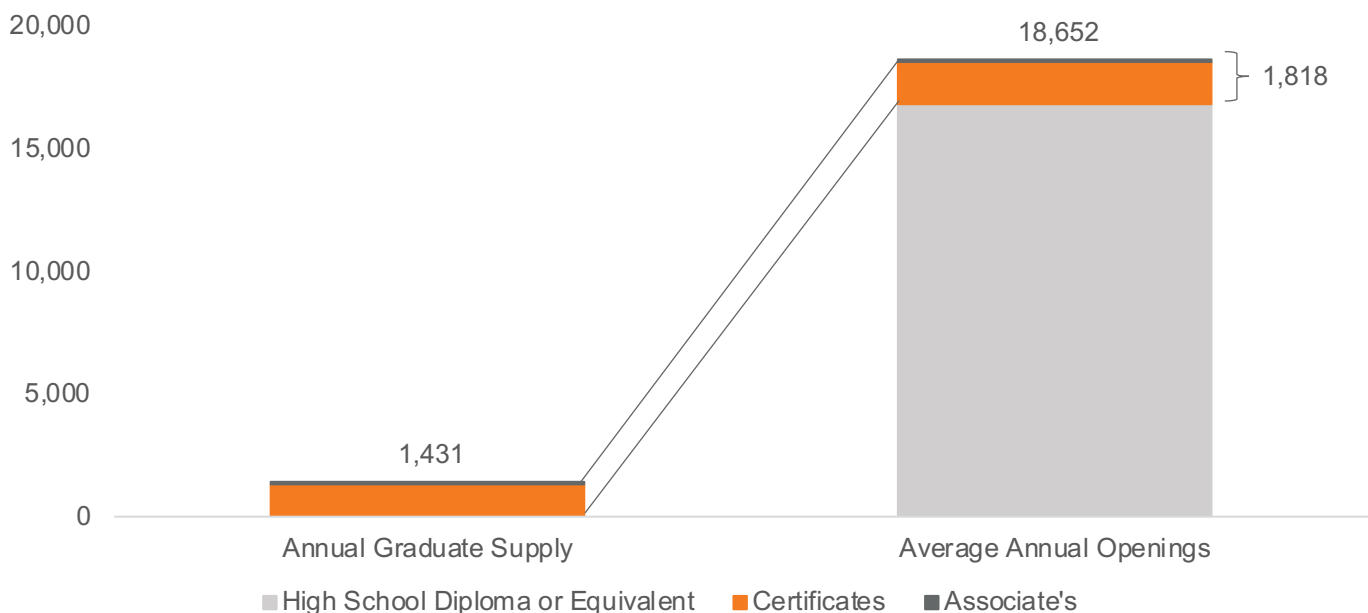
Talent fuels JCQ's vertically integrated model across construction, warehousing, logistics, and prefabrication. As technology reshapes our industry, we're preparing our workforce by investing in digital skills, intelligent tools, and continuous development at every level. The future belongs to teams that can combine precision, innovation, and field expertise. That's the workforce we're committed to building for Central Florida."

**Juan Quiroga**

CEO & President, JCQ Services

Production & Skilled Trades roles have the **lowest exposure to AI**, with just 0.5% of all job postings in the last year seeking AI skills. Production & Skilled Trades roles involve physical, hands-on tasks that require mobility, dexterity, situational awareness, and real-time problem-solving in unpredictable environments — areas where AI struggles.

**Figure 32-A |** Supply and Demand of Production & Skilled Trade Workers  
*Orlando MSA, 2026 - 2031*



Sources: IPEDS, National Center for Education Statistics (accessed through Lightcast); Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)

**Figure 32-B | Top Production & Skilled Trade Occupations in Demand\***

Orlando MSA, 2026 - 2031

Occupation	Avg. Annual Openings	Annual Graduate Supply	Median Hourly Wage	Typical Entry Level Education
Maintenance and Repair Workers, General	1,843	5	\$21.87	High school diploma or equivalent
Electricians	844	58	\$24.94	High school diploma or equivalent
Carpenters	798	0	\$22.98	High school diploma or equivalent
Automotive Service Technicians and Mechanics	657	232	\$22.17	Certificate
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	560	54	\$24.19	Certificate
Plumbers, Pipefitters, and Steamfitters	407	22	\$24.78	High school diploma or equivalent
Operating Engineers and Other Construction Equipment Operators	361	14	\$23.04	High school diploma or equivalent
Inspectors, Testers, Sorters, Samplers, and Weighers	331	0	\$21.54	High school diploma or equivalent
Roofers	292	0	\$21.72	No formal educational credential
Welders, Cutters, Solderers, and Brazers	270	135	\$23.79	High school diploma or equivalent

\*Limited to occupations paying above the region's 2024 median hourly wage of \$21.31.

Sources: IPEDS, National Center for Education Statistics (accessed through Lightcast); Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)

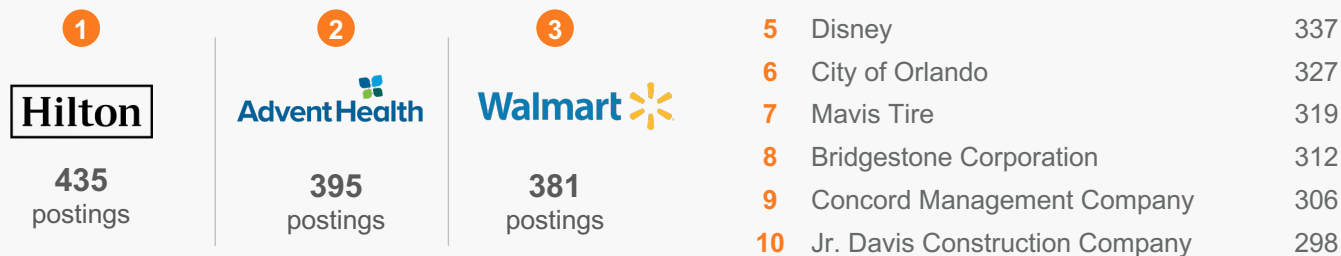
**Figure 32-C | Top Skills in Demand for Production & Skilled Trade Workers**

Orlando MSA, Jan 2023 - Dec 2024 (% of total postings)

Skill	Technical	Durable	Digital	Qualification
1	HVAC (14.1%)	Communication (28.7%)	Microsoft Office (5.1%)	Valid Driver's License (33.0%)
2	Plumbing (12.9%)	Customer Service (22.6%)	Microsoft Excel (3.9%)	Automotive Service Excellence (ASE) Certification (3.0%)
3	Hand Tools (11.1%)	Troubleshooting (Problem Solving) (17.5%)	Microsoft Outlook (2.9%)	EPA 608 Technician Certification (2.4%)
4	Construction (9.8%)	Lifting Ability (16.6%)	Microsoft Word (1.5%)	Commercial Driver's License (CDL) (2.3%)
5	Painting (9.7%)	Operations (16.0%)	Microsoft PowerPoint (1.2%)	HVAC Certification (1.6%)
6	Power Tool Operation (9.5%)	Management (15.1%)	R (Programming Language) (0.9%)	Certified Pool & Spa Operator (1.0%)
7	Carpentry (9.2%)	Detail Oriented (13.2%)	Inventory Control Systems (0.9%)	CDL Class A License (0.9%)
8	Machinery (7.8%)	Good Driving Record (10.4%)	Spreadsheets (0.9%)	10-Hour OSHA General Industry Card (0.9%)
9	Preventive Maintenance (7.7%)	English Language (10.3%)	Disassembler (0.6%)	EPA Universal Certification (0.9%)
10	Electrical Systems (5.1%)	Problem Solving (9.7%)	Operating Systems (0.5%)	CDL Class B License (0.8%)

Source: Lightcast

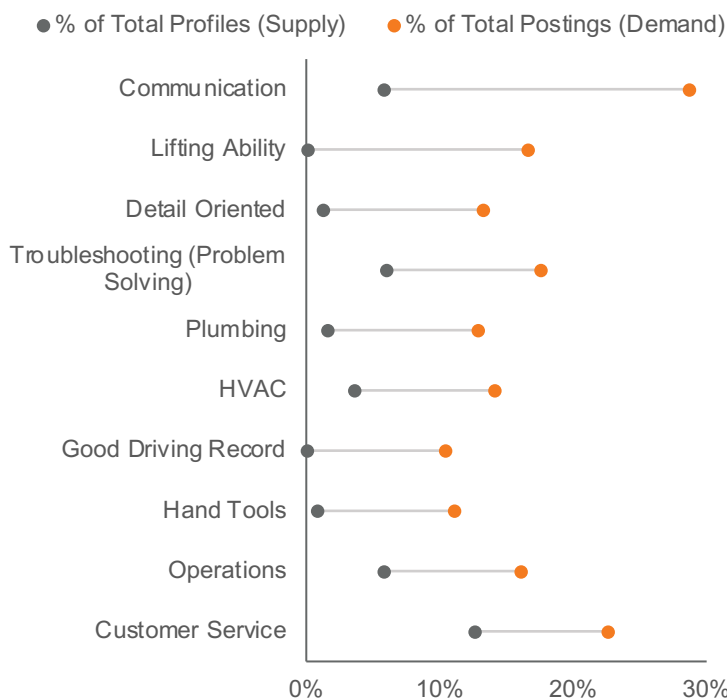
**Figure 32-D | Top Companies Posting for Production & Skilled Trade Workers**  
Orlando MSA, Jan 2023 - Dec 2024



Source: Lightcast

**Figure 32-E | Top Skill Gaps Among Skilled Trade Workers**

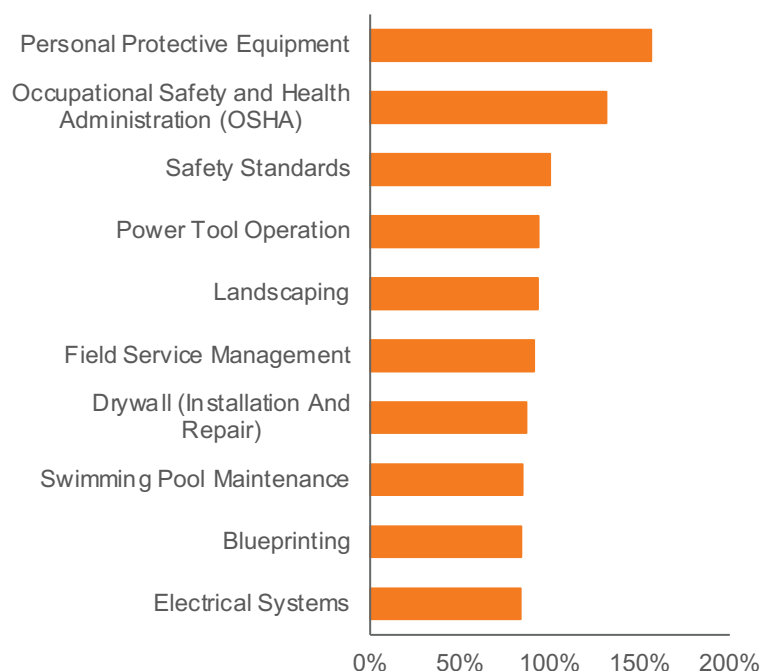
Orlando MSA, Based on job postings from Jan 2023 - Dec 2024



Source: Lightcast

**Figure 32-F | Fastest Growing Production & Skilled Trade Skills\***

Orlando MSA, Jan 2018 - Dec 2019 vs. Jan 2023 - Dec 2024



\*Limited to technical skills.  
Source: Lightcast



## Imagining Production & Skilled Trade Jobs in the Orlando of 2045

By 2045, Orlando's Production & Skilled Trades will operate smart factories and robotic production lines connected through regional logistics, aviation, and space supply chains. Technicians will blend mechanical skill with coding, sensor diagnostics, and augmented-reality maintenance as the region becomes a manufacturing leader in the Southeast while building the infrastructure necessary to become a Region of 15-Minute Cities.







## HIGH-GROWTH OCCUPATIONAL FAMILIES

### Public Service

Public Service includes education, public safety, social services, public administration, and emergency response. These roles maintain community wellbeing, civic infrastructure, and essential services. As the Orlando region grows, they will be vital in ensuring strong schools, safe neighborhoods, efficient government, and high-quality public services — all essential for Orlando to become the No. 1 Place to Live in the Nation.

Public Service roles are projected to grow just 1.9% over the next five years but will still face a major shortage. Supply is expected to meet just 29% of demand where education beyond high school is sought. **This analysis projects a deficit of 5,196 graduates per year between 2026 and 2031, or a total deficit of 25,980 workers over the five-year period before any in-migration.**

Public Service roles have **limited exposure to AI**, with just 1.0% of all job postings in the last year seeking AI skills. Public Service roles involve direct human interaction, community trust, and physical presence, relying heavily on relationship-building, empathy, and situational awareness — areas where AI cannot substitute for human workers.



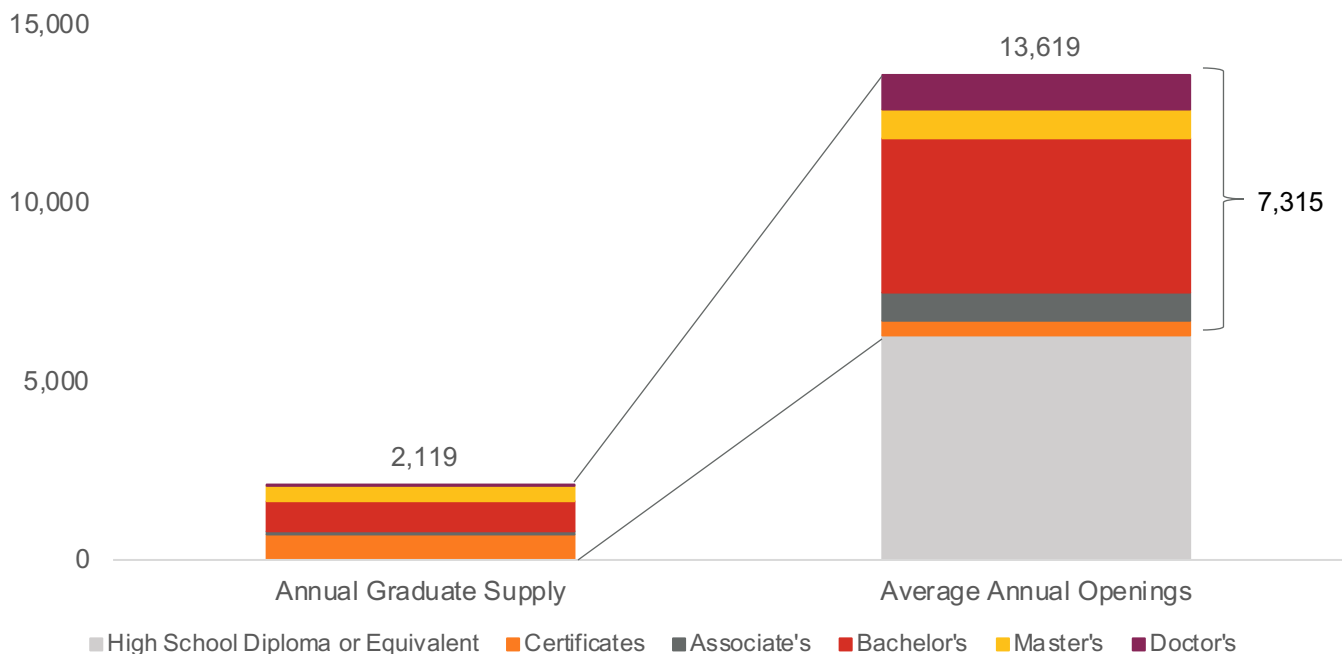
A skilled and dedicated workforce is essential to serving a rapidly growing student population. We're focused on attracting and supporting talented educators and staff who bring learning to life every day. Technology will enhance our classrooms, but it's our people who make the greatest difference to students."

**Dr. Maria F. Vazquez**

Superintendent, Orange County Public Schools

**Figure 33-A | Supply and Demand of Public Service Workers**

*Orlando MSA, 2026 - 2031*



Sources: IPEDS, National Center for Education Statistics (accessed through Lightcast); Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)

**Figure 33-B | Top Public Service Occupations in Demand\***

Orlando MSA, 2026 - 2031

Occupation	Avg. Annual Openings	Annual Graduate Supply	Median Hourly Wage	Typical Entry Level Education
Postsecondary Teachers	973	0	\$33.03	Doctoral or professional degree
Elementary School Teachers, Except Special Education	694	250	\$25.92	Bachelor's degree
Police and Sheriff's Patrol Officers	479	812	\$29.61	High school diploma or equivalent
Secondary School Teachers, Except Special and Career/Technical Education	371	276	\$26.42	Bachelor's degree
Middle School Teachers, Except Special and Career/Technical Education	362	77	\$25.62	Bachelor's degree
Self-Enrichment Teachers	347	71	\$21.94	High school diploma or equivalent
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	329	155	\$26.51	Bachelor's degree
Educational, Guidance, and Career Counselors and Advisors	277	58	\$25.82	Master's degree
Firefighters	255	218	\$22.54	Certificate
Career/Technical Education Teachers, Secondary School	236	276	\$27.28	Bachelor's degree

\*Limited to occupations paying above the region's 2024 median hourly wage of \$21.31.  
Sources: IPEDS, National Center for Education Statistics (accessed through Lightcast);  
Lightcast Q4 2025 Dataset (QCEW Employees, Non-QCEW Employees, and Self-Employed)

**Figure 33-C | Top Skills in Demand for Public Service Workers**

Orlando MSA, Jan 2023 - Dec 2024 (% of total postings)

Skill	Technical	Durable	Digital	Qualification
1	Lesson Planning (10.4%)	Communication (35.7%)	Microsoft Excel (7.2%)	Valid Driver's License (13.9%)
2	Child Development (7.9%)	Teaching (26.4%)	Microsoft PowerPoint (4.8%)	Cardiopulmonary Resuscitation (CPR) Certification (9.5%)
3	Social Work (7.2%)	Customer Service (17.5%)	Microsoft Office (4.6%)	First Aid Certification (7.9%)
4	Classroom Management (6.9%)	Management (14.8%)	Microsoft Word (4.4%)	Teaching Certificate (6.0%)
5	Psychology (6.2%)	Writing (14.4%)	Microsoft Outlook (3.8%)	Registered Behavior Technician (RBT) (3.1%)
6	Learning Styles (5.5%)	Interpersonal Communications (14.0%)	Student Information Systems (2.9%)	Board Certified Behavior Analyst (BCBA) (2.9%)
7	Preschool Education (5.4%)	Planning (12.9%)	Learning Management Systems (1.0%)	Licensed Clinical Social Worker (LCSW) (2.7%)
8	Curriculum Development (5.3%)	Leadership (11.8%)	Microsoft Access (0.8%)	Licensed Mental Health Counselor (LMHC) (1.7%)
9	Mental Health (5.1%)	English Language (10.4%)	Spreadsheets (0.8%)	Automated External Defibrillator (AED) Certification (1.5%)
10	Individualized Education Programs (IEP) (4.7%)	Organizational Skills (9.8%)	Zoom (Video Conferencing Tool) (0.7%)	Licensed Marriage And Family Therapist (LMFT) (1.4%)

Source: Lightcast

**Figure 33-D | Top Companies Posting for Public Service Workers**  
Orlando MSA, Jan 2023 - Dec 2024



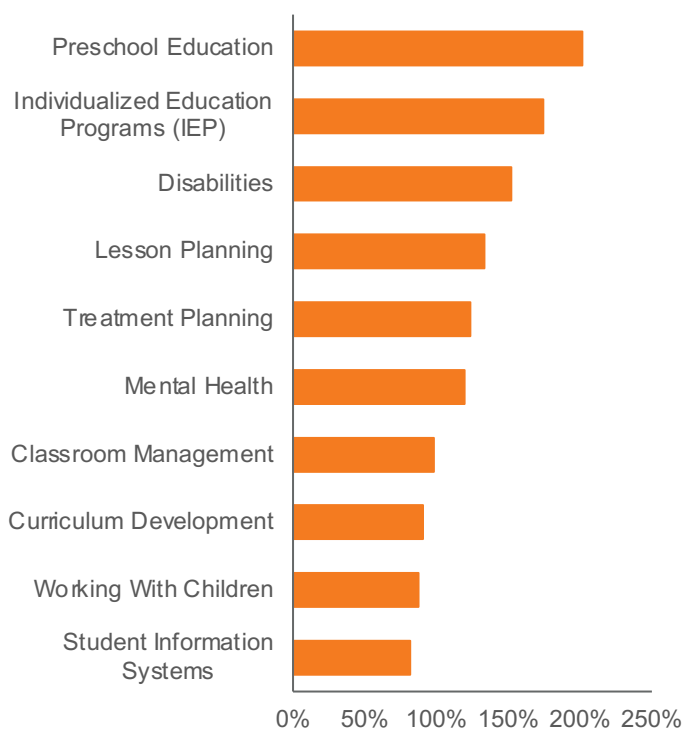
Source: Lightcast

**Figure 33-E | Top Skill Gaps Among Public Service Workers**  
Orlando MSA, Based on job postings from Jan 2023 - Dec 2024



Source: Lightcast

**Figure 33-F | Fastest Growing Public Service Skills\***  
Orlando MSA, Jan 2018 - Dec 2019 vs. Jan 2023 - Dec 2024



\*Limited to technical skills.  
Source: Lightcast



## Imagining Public Service Jobs in the Orlando of 2045

By 2045, Orlando's Public Service workforce will steward smart infrastructure, digital public services, and predictive emergency-response systems across a rapidly growing region. Educators and public-sector professionals will use advanced analytics, AR tools, and community-embedded technologies to personalize learning, strengthen student readiness, and optimize amenities as Orlando becomes the No. 1 Place to Live in the Nation.



# Unlocking the Region's Workforce through Upskilling

41% of workers in the region (640,000+ people) are currently employed in occupational families that:

- Are projected to grow at a slower pace than overall employment (< 3.5%)
- Pay below the region's median wage
- Appear currently oversupplied (LQ > 1)
- Have limited roles in the OEP's core targeted industries and Orlando 2045 Vision of becoming a global creative capital**

**An opportunity exists to move at least some of these workers into high-growth occupational families.** This is particularly viable where:

- There is **at least a 75% skills match** between their current occupation and one that falls within the high-growth occupational families, and **at least 1,000 jobs in the MSA** in their current occupation
- The remaining skills gap can be filled by a **rapid training program**
- Transitioning will generate **at least a 20% increase in median hourly wage**

For example, a customer service representative making \$18.47 an hour has strong skill alignment (a skills compatibility index of 82) with dental assistants. After undergoing a short training program, they could move into a dental assistant role earning \$22.75, a 23% pay increase.

In some cases, additional formal training may not even be necessary. A restaurant cook making \$18.20 an hour, for example, has strong skill alignment (a skills compatibility index of 80) with machinists. Assuming the cook has a high school diploma — the typical entry level education for a machinist — he/she could potentially move into this role with only on-the-job training and earn \$23.88, a 31% pay increase.

Figure 34 | Upskilling Examples

CURRENT JOB			POTENTIAL FUTURE JOB						
Occupation	Employment Concentration (LQ)	Median Hourly Earnings	Occupation	Employment Concentration (LQ)	Median Hourly Earnings	High-Growth Occupational Family	Skills Compatibility Index	Training Required (Certif. or Less)	Wage Increase
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1.02	\$15.20	Welders, Cutters, Solderers, and Brazers	0.56	\$23.79	Production & Skilled Trades	89	Y	56.5%
Retail Salespersons	1.48	\$15.51	Licensed Practical and Licensed Vocational Nurses	0.75	\$28.50	Healthcare & Life Sciences	83	Y	83.8%
Reservation and Transportation Ticket Agents and Travel Clerks	3.94	\$18.49	GIS Technologists and Technicians	0.55	\$49.00	Digital & Creative	83	Y	165.0%
Customer Service Representatives	1.52	\$18.47	Dental Assistants	0.88	\$22.75	Healthcare & Life Sciences	82	Y	23.2%
Cooks, Restaurant	1.78	\$18.20	Machinist	0.31	\$23.88	Production & Skilled Trades	80	N	31.2%
Fast Food and Counter Workers	1.13	\$13.48	Packaging and Filling Machine Operators and Tenders	0.57	\$18.26	Production & Skilled Trades	78	N	35.5%



# Investing in Skills

Skills are the new currency of the labor market, and **the region's long-term focus should be on ensuring our workforce has the skills to thrive in a future economy that is almost impossible to predict.**

Nationally:

The average job has seen 1/3 of its skills change from 2021 to 2024

1 in 4 jobs has seen 75% of its skills change

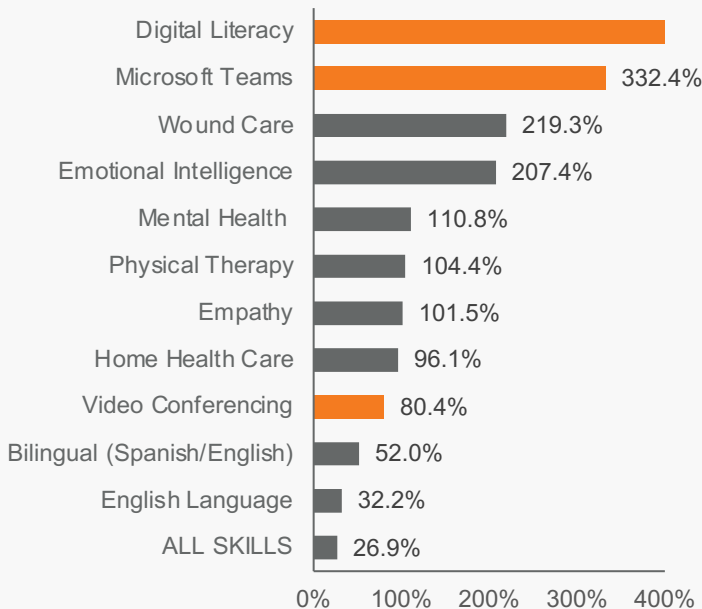
The pace of skill change is accelerating: the past three years have been almost as disrupted as the previous five

**The skills being sought by employers in the Orlando region are also evolving rapidly.**

The skills rising fastest in demand in Orlando — a combination of digital and in-person, human-centric skills — offer insight into the skills workers may wish to build for the future.

**Figure 35 | Percent Change in Job Postings Seeking Select Skills**

Orlando MSA, Jan 2018 - Dec 2019 vs. Jan 2023 - Dec 2024

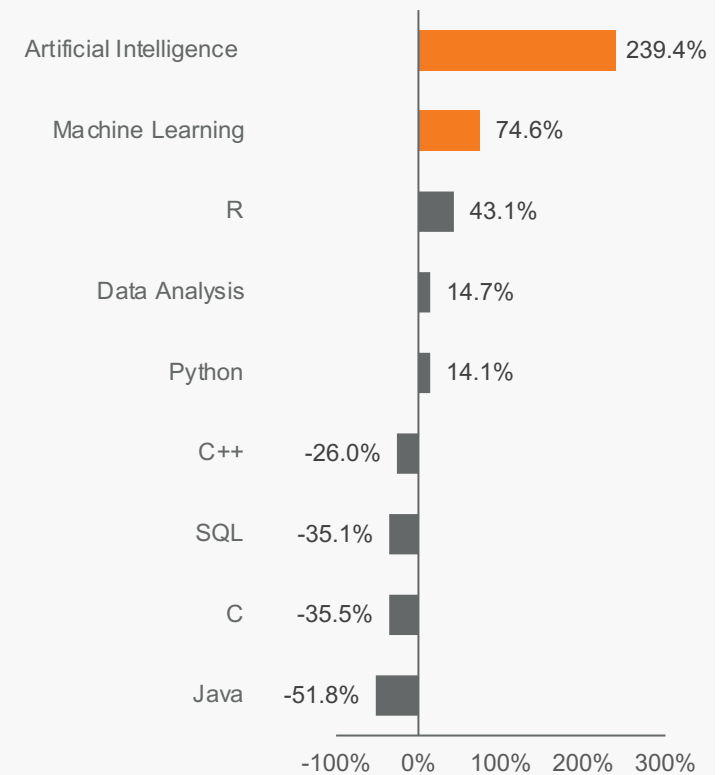


Source: Lightcast

At the same time, artificial intelligence (AI) is already changing the local labor market. Demand for AI-related skills such as machine learning has exploded, while demand for skills that may be replaced by AI (such as data analysis, or coding) is growing more slowly or even declining.

**Figure 36 | Percent Change in Job Postings, Select Skills**

Orlando MSA, Jan 2018 - Dec 2019 vs. Jan 2023 - Dec 2024



Note: R, Python, C++, SQL, C and Java are types of programming languages.

Source: Lightcast

**The skills evolution comes at a time when local employers recognize the need to keep pace with the changing landscape.** In the Partnership's Q2 2025 Orlando MSA Business Conditions Survey, just 18% of businesses in the Orlando region indicated they were completely confident their current workforce has the skills to meet their strategic goals over the next five years — with almost 75% expecting to significantly increase their use of AI skills over the same period.

# The “Golden Skills Trifecta”

To prepare for the economy of the future, Orlando should seek to embed in its workforce a foundation of three essential skill groups:

- 1 **Job-Specific Skills**
- 2 **Durable Skills**
- 3 **Digital Literacy**

**Job-specific skills.** Job-specific skills are technical or industry-defined competencies required to perform a particular role, often tied to certifications, regulations, or specialized equipment. These skills anchor individuals in their chosen field and directly shape day-one employability. They are the building block for entry to the labor market, and to specific occupations.

**Durable skills.** Durable skills are timeless human abilities (such as communication, collaboration, and critical thinking) that transfer across nearly every occupation. Often called *soft skills*, they are the strongest predictors of long-term career success because they remain valuable even as technology and job tasks evolve.

9 of the 10 most requested skills by Orlando employers across all roles are durable skills, and more than 90% of Orlando job postings in the last two years requested at least one durable skill.

**Figure 37 |** Most Requested Skills, Orlando MSA  
Jan 2023 - Dec 2024

Rank	Skill	Job Postings	Skill Type
1	Communication	224,207	Durable
2	Customer Service	199,394	Durable
3	Management	139,757	Durable
4	Sales	118,768	Durable
5	Operations	102,913	Durable
6	Leadership	94,617	Durable
7	<b>Valid Driver's License</b>	<b>81,755</b>	<b>Certificate</b>
8	Detail Oriented	79,925	Durable
9	Problem Solving	64,857	Durable
10	Writing	59,482	Durable
11	Planning	57,866	Durable
12	English Language	52,760	Durable
13	Interpersonal Communications	52,126	Durable
14	<b>Microsoft Office</b>	<b>51,686</b>	<b>Software</b>
15	Multitasking	50,744	Durable
16	Lifting Ability	50,717	Durable
17	<b>Microsoft Excel</b>	<b>48,709</b>	<b>Software</b>
18	Organizational Skills	46,915	Durable
19	Coordinating	45,526	Durable
20	Scheduling	45,341	Durable

Source: Lightcast

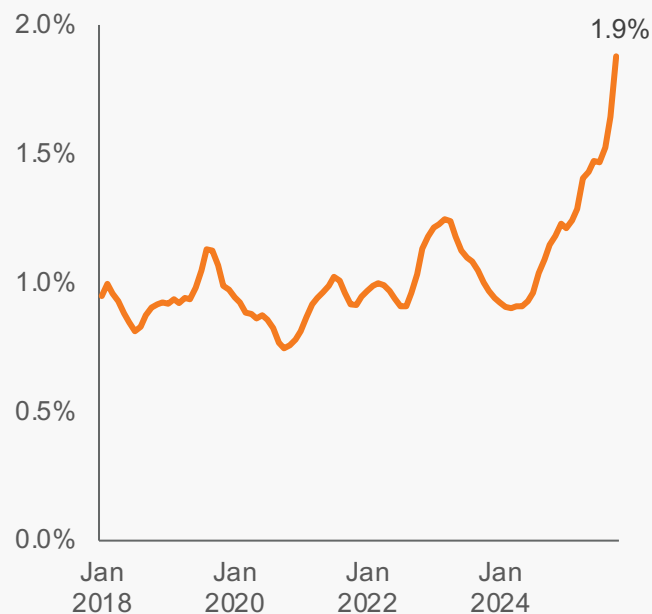


**Digital literacy.** Digital literacy encompasses the ability to use, understand, and adapt to technology tools ranging from productivity software to data analysis and automation. Digital literacy drives efficiency and innovation in nearly all modern roles and increasingly serves as a gateway to higher-wage opportunities. In the modern workplace, almost every role now requires some form of digital literacy.

Within digital literacy, AI fluency is emerging as a key attribute. The last year saw a notable increase in local demand for AI skills, which are now sought in almost 2% of all job postings in Orlando. Almost every industry in the region is seeing a double- or triple-digit increase in demand for AI skills.

Approximately 2/3 of current job postings requesting AI skills in Orlando are outside traditional “tech” industries, and job postings seeking AI skills generally carry a 10 to 20% wage premium over those not seeking AI skills.

**Figure 38 |** Job Postings Seeking AI Skills as a % of All Job Postings, Orlando MSA  
3-Month Moving Average, Through Oct 2025



Source: Lightcast

**Figure 39 |** Golden Skills Trifecta



Collectively, this “Golden Skills Trifecta” represents the skills workers will need to thrive in a modern economy — allowing them to navigate rapid technological change, transfer their talents across industries, and fill high-growth roles with confidence. For the Orlando region, the “Golden Trifecta” will create a workforce that is both adaptable and competitive — generating stronger economic resilience, increased mobility for workers, and greater ability to attract and retain innovative employers.

# Strategic Recommendations

Targeted action over the next several years — by industry, educational providers, and the community more widely — can unlock Orlando's talent advantage and set the region on a path to realizing its full economic potential. The following 10 recommendations are made, based on the analysis within this report:

- 1 Support additional funding for area colleges and universities to scale programs in high-growth occupations.** In an uncertain talent environment, the supply of future graduates is the area most within a community's control. This makes it critical to align educational programs with identified regional workforce needs. To this end, increased funding for the University of Central Florida, Seminole State College, and Valencia College are among the top legislative priorities of the Orlando Economic Partnership.
- 2 Fully embrace skills-based hiring.** The region has made progress in raising awareness of skills-based hiring (evaluating candidates based on the skills they can demonstrate rather than their levels of education or experience) but only a small number of employers have formally adopted the practice. Broader adoption will uncover new talent pools, reduce underemployment, and expand upskilling pathways. Orlando is a national leader in certificate production, and skills-based hiring can help recipients overcome traditional educational barriers.
- 3 Recognize work-based learning as essential to workforce development.** Too few employers are leveraging internships, co-ops, apprenticeships, and job-shadowing as structured talent pipelines that prepare students for in-demand roles. Experiential learning ensures students develop job-ready skills while increasing the likelihood students stay in the region.
- 4 Pursue deeper industry–education partnerships.** Direct collaboration between employers and higher education institutions — such as the Pegasus Partnership recently announced between BNY and UCF — can accelerate the development of talent pipelines tailored directly to industry needs through custom curricula and applied learning.
- 5 Foster a regional culture of lifelong learning.** Adaptive skills are emerging as the largest skills gap in the region. With further major shifts in the world of work expected over the next five years, ensuring access to professional development, reskilling programs, and continuous learning will be essential.
- 6 Advance the Golden Skills Trifecta.** In addition to seeking to align job-specific skills with emerging industry needs, the region should look to ensure all learners are equipped with strong durable skills while seeking to embed digital literacy (including AI fluency) at every level of education.



**7 Address Orlando-specific workforce challenges.**

The region must respond to the uniquely local issues identified in this analysis. This includes recognizing English language proficiency as a workforce skill and refining ESOL (English for Speakers of Other Languages) offerings, while increasing access to management and leadership training to address executive-level shortages.

**8 Launch a targeted recruitment strategy for high-growth occupations.**

As competition for talent intensifies, Orlando leaders and representatives should proactively market the region to groups that can help fill critical workforce gaps. This might include a “boomerang” campaign aimed at graduates of local colleges who have moved away.

**9 Improve local awareness of career opportunities in high-growth fields.**

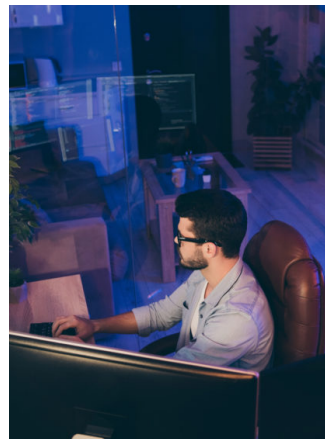
Better awareness of high-growth jobs will help residents pursue higher-value careers and connect employers with a broader pool of talent. Strategies might include coordinated resident outreach, employer-led visibility campaigns, and targeted efforts to highlight attractive in-market career opportunities that can increase graduate retention.

**10 Commit to a data-driven workforce approach.**

The skills landscape is in an unprecedented period of change. Business and community leaders should continuously refine their recruitment and professional development programs using real-time labor market data and establish an annual process to assess and report industry-specific needs within each high-growth occupational family.



“For the Orlando region, the ‘Golden Trifecta’ will create a workforce that is both adaptable and competitive.”



“

Targeted action ...  
can unlock  
Orlando’s talent  
advantage.”





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## 2025 ORLANDO TALENT REPORT

# CLOSING

# THE GAP

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The OEP is the Orlando region's champion for economic prosperity, bringing together leaders, industries, and ideas to expand opportunities and drive investment. Our vision is to be the next global creative capital.

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