



Background Research and Analysis Report

Prepared for CareerSource Florida as a part of Phase 2 of the Local Workforce Development Board Alignment Evaluation

November 2022

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Disclaimer

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Background

Background Research and Analysis Report
Phase 2 of the Local Workforce Development Board Alignment Evaluation

Background

In 2021, the Florida Legislature passed the Reimagining Education and Career Help (REACH) Act as a “comprehensive blueprint for enhancing access, alignment, and accountability across the state’s workforce development system.” The Act charges organizations throughout the workforce development system to create a “no-wrong-door-entry” approach to workforce development services, improve coordination among one-stop center partners, and prepare a federal waiver allowing CareerSource Florida to fulfil the roles and responsibilities of local workforce development boards or reduce the number of local workforce development boards.

Under the REACH Act, this ecosystem for talent pipeline development includes CareerSource Florida, the state workforce development board; Florida’s 24 local workforce development boards and the 100 career centers they oversee; the Department of Economic Opportunity; the Department of Education; the State College System; the State University System; and the Department of Children and Families. CareerSource Florida, in collaboration with the Governor’s REACH Office, is leading the process to address implementation of the board reduction charge in a manner that is consistent with the law and through an inclusive process that engages all stakeholders.

About this report

This report, Statewide Data Collection and Analysis, is the first research report in Phase Two of a data-backed approach to guide the reduction in the number of local workforce development boards, supporting implementation of the REACH Act and continuing to comply with federal Workforce Innovation and Opportunity Act (WIOA) requirements. Phase One, started in April 2022 and completed in July 2022, included initial stakeholder engagement, research on other states’ alignment processes, and a review of the 24 local workforce development boards’ websites, WIOA 2020-2024 local plans, and other publicly accessible documents. Besides the Statewide Data Collection and Analysis, Phase Two includes organizational and operational research and further stakeholder engagement across local workforce development boards, employers, economic development organizations, educational institutions, elected officials, and state leaders.

The purpose of the Statewide Data Collection and Analysis report is to present data and information pertinent to WIOA and the REACH Act. The report includes data tables, charts, and narratives in both the body of the report and the appendix.

This report provides data related to WIOA legislation and REACH Act-required considerations for determining the geographies and activities of local workforce development boards. Federal WIOA requirements for local workforce development areas include the following:

- ▶ The extent to which local workforce development areas are consistent with local labor market areas and economic development areas
- ▶ Presence of resources necessary to administer activities under subtitle B, including WIOA-eligible education and training providers and programs

In addition to the above required criteria, this analysis includes an examination of demographic and economic data relative to all Florida counties as well as other programs' geographies:

- ▶ Demographic and socioeconomic conditions
- ▶ Labor force conditions
- ▶ Industry composition and location quotients
- ▶ Commuter flows
- ▶ Current Metropolitan Statistical Area (MSA) boundaries
- ▶ The defined geographic areas of other governmental organizations such as Florida economic development regions, Regional Planning Councils, Florida Department of Transportation Districts, Florida State College regions, and Florida Department of Education's Adult Education Planning Regions

Note: The use of Metropolitan Statistical Areas for labor market areas and Enterprise Florida's regions for economic development areas are detailed in the report section titled "analysis of existing area definitions."

This research commenced without preconception as to how current local workforce development areas could be modified under a new operating model. Instead, the data included in this report is one input of several inputs, including organizational information and stakeholder engagement, that will be used to inform options for board reduction that will ultimately achieve REACH Act requirements to¹:

- ▶ Eliminate multiple layers of administrative entities to improve coordination of the workforce development system
- ▶ Establish consistent eligibility standards across the state to improve the accountability of workforce related programs
- ▶ Provide greater flexibility in allocating resources to maximize the funds directed to training and business services

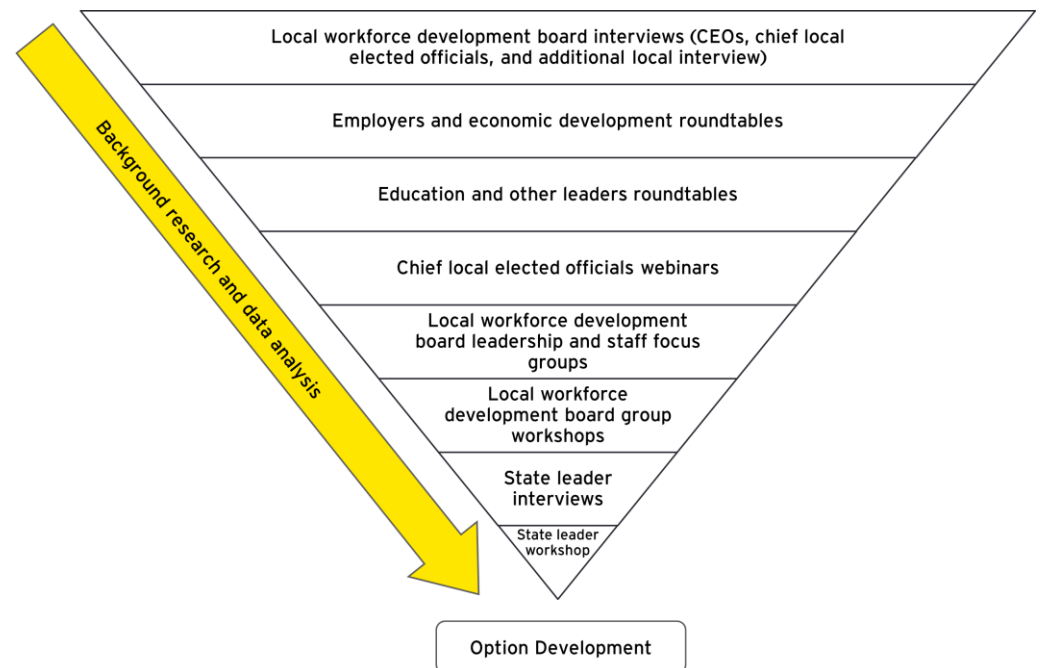
Finally, EY reviewed existing relevant documents to understand and build on recent and current work by CareerSource Florida and its partners. This included but was not limited to:

¹ The REACH Act (House Bill 1507), *Florida House of Representatives* website, www.myfloridahouse.gov/Sections/Documents/loadoc.aspx?FileName=_h1507er.docx&DocumentType=Bill&BillNumber=1507&Session=2021

- ▶ Florida Department of Economic Opportunity Local Workforce Development Area Designation Analysis and Organizational Boundary Scenarios
- ▶ The Adult Education Planning Regions as defined by the Adult Education Regional Collaboration Initiative, guided by the Florida Department of Education, the Institute for the Professional Development of Adult Educators (IPDAE), and Education Strategy Group. An initiative to update the regional structure is underway as this report is being completed, and no regional definitions have been determined.

About the Phase Two research process

In April 2022, CareerSource Florida launched a research effort to support the REACH Act's directive of reducing the number of local workforce development boards throughout the state. Phase One of this effort, completed in July 2022, included initial stakeholder engagement, research on other states' alignment processes, and a review of the 24 local workforce development boards' websites, WIOA 2020-2024 local plans for each local workforce development board, and other publicly accessible documents. Phase Two of this effort, initiated in September 2022, includes an in-depth data analysis, review of organizational information, broad stakeholder engagement, and creating potential options for realignment and reduction of boards for the CareerSource Florida Board to consider. This report is the first of three that will be produced during Phase Two. The graphic detailed on the right illustrates the variety of stakeholder engagement conducted throughout Florida to inform alignment considerations. In the arrow highlighted along the left of the graphic, all stakeholder engagement conversations and ultimate options developed are informed by background research and data analysis, including the data presented within this report.





Summary of Observations from Data Analysis

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Summary of observations

The data examined in this report are either mandated by WIOA or strongly indicative of WIOA and REACH Act objectives. This report does not assign priority to specific data points or findings. The report is meant to provide a quantitative basis for the development of options for realignment that the CareerSource Florida Board of Directors will consider.

With this in mind, different data sets, when viewed separately, could lead to different conclusions. Commuting patterns, for example, provide a valuable and necessary view of the movement of the labor force across communities, counties, and regions, often pointing to the need for broad coordination. However, commuting pattern data does not reflect the focused efforts of communities to drive economic and workforce development that could, over time, reduce the need for the local labor force to commute. Similarly, certain data points reflecting significant overlap of MSAs, labor shed geographies, and government jurisdictions might point towards natural alignment, but may not reflect the unique needs within individual counties and communities.

Also, while data will be critical to informing options for local workforce development board reduction, data on its own are unlikely to be sufficient to draw conclusions without context received during the stakeholder engagement and other research portions of this project. Combined, all Phase 1 and Phase 2 research aims to create options with dimensionality reflecting Florida's diverse dynamics and lead to a workforce development system providing an even higher level of service to Floridians and businesses.

The research in this report highlights several points that could be helpful in determining future options, including:

- ▶ **WIOA resources are concentrated in certain urban counties.** The six counties with the most WIOA-eligible education and training providers have 117 of the state's 237 providers (49%). The six counties with the most programs have 864 of the 1,569 programs across Florida (55%).
- ▶ **Counties with greater need have fewer WIOA resources.** Counties with zero or one WIOA-eligible education and training providers have an average poverty rate of 17% compared to 12% among counties with two or more providers. Other socioeconomic disadvantages can be seen in adult educational attainment, labor force participation, and other measures.
- ▶ **Counties with fewer WIOA resources have more people working outside of the county.** In counties with zero or one WIOA-eligible education and training provider, an average of 66% of employed residents commute to another county for work, compared to an average of 46% in counties with two or more providers.
- ▶ **Larger population centers have higher labor force participation rates.** Counties in metropolitan statistical areas have an average labor force participation rate of 70%, compared to an average of 66% for counties in micropolitan areas and 51% for counties in neither type of area.

- ▶ **Unemployment levels are consistent across many Florida counties.** Unemployment rates across the three types of counties are more tightly compressed, with average rates ranging only 4.4% to 4.6% in 2021.
- ▶ **The industrial composition differs among metropolitan and rural counties.** Counties in micropolitan areas have an average 13% share of employment in agriculture, for example, higher than counties that are not in a combined statistical area (6%). Those counties on average have a higher share of employment in manufacturing (8%) than counties in metropolitan or micropolitan areas.
- ▶ **Counties are generally aligned across state definitions.** Regions or districts as defined by Enterprise Florida, Florida Regional Planning Councils, and the Florida Department of Transportation are generally consistent among one another in the counties they include. The exceptions among these and with metropolitan statistical areas or the regions used in the Florida Department of Education's Adult Education Regional Collaboration Initiative raise questions of how to consider area definitions with other data in the report.

Sources: Employ Florida; Census Bureau, Small Area Income and Poverty Estimates, 2020; Census Bureau, OnTheMap, 2019; Census Bureau, 2020 American Community Survey 5-year estimates; Bureau of Labor Statistics, 2021; Lightcast, 2021



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Existing Area Definition Analysis

Background Research and Analysis Report

Phase 2 of the Local Workforce Development Board Alignment Evaluation

WIOA and other federal definitions of labor market areas and economic development areas

Federal WIOA legislation states, “the Governor shall designate local [workforce development] areas based on considerations consisting of the extent to which the areas (i) are consistent with labor market areas in the State; (ii) are consistent with regional economic development areas in the State.”² The legislation defines “labor market area” (LMA) as, “an economically integrated geographic area within which individuals can reside and find employment within a reasonable distance or can readily change employment without changing their place of residence. Such an area shall be identified in accordance with criteria used by the Bureau of Labor Statistics of the Department of Labor in defining such areas or similar criteria established by a Governor.”

The Bureau of Labor Statistics (BLS) considers core-based statistical areas - metropolitan statistical areas (MSA) and micropolitan statistical areas (μSA) - as major labor market areas. BLS groups the rest of the US, mostly rural, into "small" LMAs, consisting of one or more counties or county equivalents.³

Unlike labor market areas, economic development areas are not further defined in the WIOA legislation, rules, or guidance. Both types of areas must be considered in designating local workforce development areas. However, full consistency does not appear to be required, since labor market and economic development area definitions may vary. In addition, the state can apply its own definition of either type of area, including an alternative to the BLS definition of labor market area.

Methodology

For the purposes of this analysis, the BLS definition of labor market area is considered, since the only possible alternative would have been the existing local workforce development areas that are subject to change by the REACH Act. The consideration of metropolitan and micropolitan areas also incorporates population centers, since an MSA requires the presence of a city or urbanized area with 50,000 or more inhabitants, while a μSA requires an urbanized area of at least 10,000 inhabitants but under 50,000.

As for defining economic development areas, there are two alternatives. One is the eight regions defined by Enterprise Florida. Many of these eight areas have regional economic development organizations covering the same territory. The Florida Economic Development Council also follows this definition. The other alternative is the Economic Development Districts, designated through the US Economic Development Administration, aligning with Florida’s 10 Regional Planning Councils. Both sets of areas were

² Workforce Innovation and Opportunity Act, *US Department of Labor WIOA Laws, Regulations, & Guidance* website, www.congress.gov/113/bills/hr803/BILLS-113hr803enr.pdf

³ Local Area Unemployment Statistics, Geographic Concepts, *Bureau of Labor Statistics* website, www.bls.gov/lau/laueo.htm#geolma

considered in this analysis, but primacy was given to the former as the economic development area, since that more closely embodies the economic development activities of the state and its local partners.

Also considered are the Florida Department of Transportation (DOT) seven districts and the Florida Department of Education's Adult Education Planning Regions..

Finally, Combined Statistical Areas (CSA) are included as an additional reference to show a lower threshold of labor market connections between counties. A CSA can comprise multiple MSAs or a combination of MSAs and μ SA. It is helpful here to distinguish the definitions of MSAs and CSAs. An outlying county in an MSA has an employment interchange measure (EIM) of more than 25, where:

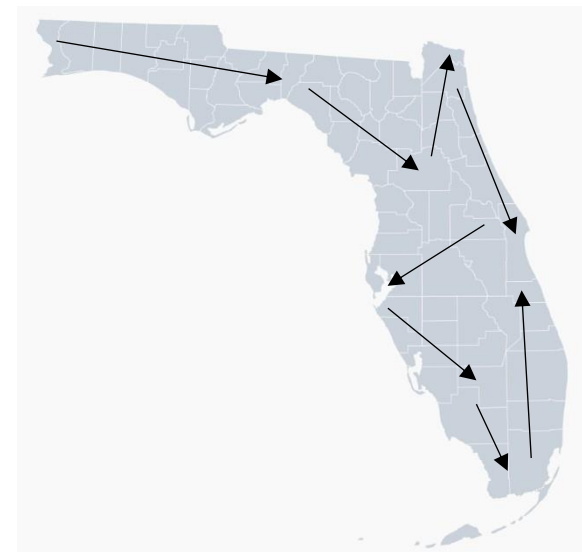
$$\text{EIM} = [\% \text{ of employed residents in outlying county who work in central county}] \\ + [\% \text{ of jobs in outlying county filled by workers who live in central county}]$$

An MSA or μ SA may be grouped with an adjacent larger MSA if it has an EIM of more than 15, where:

$$\text{EIM} = [\% \text{ of employed residents in the smaller MSA or } \mu\text{SA who work in the larger MSA}] \\ + [\% \text{ of jobs in the smaller MSA or } \mu\text{SA filled by workers who live in the larger MSA}]$$

Finally, in tables throughout this report, counties are listed in a roughly geographical order (illustrated in the map to the right). The list starts from the northwest, heading east through Tallahassee and Gainesville, up to Jacksonville, then halfway down Florida's east coast, southwest through Orlando to Tampa, south to Miami, and north up the east coast. Showing counties in the same MSA together also influenced the order. Despite efforts to list adjacent counties together, some are listed a few rows apart. Either way, this ordering of counties in data tables helps provide some comparison of conditions in neighboring counties (rather than, for example, listing counties alphabetically which would provide less context).

Sources for the following tables include: US Office of Management and Budget, Florida Economic Development Council, Florida Regional Councils Association, Florida Department of Transportation, Florida Department of Education (Adult Education Regional Collaboration Initiative)



Counties by alignment with existing area definitions

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Combined Statistical Area	Economic Development Region	Regional Planning Council	Florida DOT District	Adult Education Planning Region	Local workforce development board
Escambia	Pensacola-Ferry Pass-Brent	Pensacola-Ferry Pass	Northwest	Emerald Coast	3 - Northwest	1	1-CareerSource Escarosa
Santa Rosa	Pensacola-Ferry Pass-Brent	Pensacola-Ferry Pass	Northwest	Emerald Coast	3 - Northwest	1	1-CareerSource Escarosa
Okaloosa	Crestview-Fort Walton Beach-Destin		Northwest	Emerald Coast	3 - Northwest	1	2-CareerSource Okaloosa Walton
Walton	Crestview-Fort Walton Beach-Destin		Northwest	Emerald Coast	3 - Northwest	1	2-CareerSource Okaloosa Walton
Holmes			Northwest	Emerald Coast	3 - Northwest	2	3-CareerSource Chipola
Washington			Northwest	Emerald Coast	3 - Northwest	2	3-CareerSource Chipola
Bay	Panama City		Northwest	Emerald Coast	3 - Northwest	2	4-CareerSource Gulf Coast
Jackson			Northwest	Apalachee	3 - Northwest	2	3-CareerSource Chipola
Calhoun			Northwest	Apalachee	3 - Northwest	2	3-CareerSource Chipola
Gulf			Northwest	Apalachee	3 - Northwest	2	4-CareerSource Gulf Coast
Liberty			Northwest	Apalachee	3 - Northwest	2	3-CareerSource Chipola
Franklin			Northwest	Apalachee	3 - Northwest	2	4-CareerSource Gulf Coast
Gadsden	Tallahassee		Northwest	Apalachee	3 - Northwest	3	5-CareerSource Capital Region
Leon	Tallahassee		Northwest	Apalachee	3 - Northwest	3	5-CareerSource Capital Region
Wakulla	Tallahassee		Northwest	Apalachee	3 - Northwest	3	5-CareerSource Capital Region
Jefferson	Tallahassee		Northwest	Apalachee	3 - Northwest	3	6-CareerSource North Florida
Madison			North Central	North Central	2 - Northeast	3	6-CareerSource North Florida
Taylor			North Central	North Central	2 - Northeast	3	6-CareerSource North Florida
Lafayette			North Central	North Central	2 - Northeast	4	6-CareerSource North Florida
Dixie			North Central	North Central	2 - Northeast	4	7-CareerSource Florida Crown
Hamilton			North Central	North Central	2 - Northeast	4	6-CareerSource North Florida
Suwannee			North Central	North Central	2 - Northeast	4	6-CareerSource North Florida
Columbia	Lake City^	Gainesville-Lake City	North Central	North Central	2 - Northeast	4	7-CareerSource Florida Crown
Union			North Central	North Central	2 - Northeast	4	7-CareerSource Florida Crown
Bradford			North Central	North Central	2 - Northeast	4	9-CareerSource North Central Florida
Gilchrist	Gainesville	Gainesville-Lake City	North Central	North Central	2 - Northeast	4	7-CareerSource Florida Crown
Alachua	Gainesville	Gainesville-Lake City	North Central	North Central	2 - Northeast	4	9-CareerSource North Central Florida
Levy	Gainesville	Gainesville-Lake City	North Central	North Central	2 - Northeast	4	10-CareerSource Citrus Levy Marion
Marion	Ocala		North Central	East Central	5 - Central	4	10-CareerSource Citrus Levy Marion
Baker	Jacksonville	Jacksonville-St. Marys-Palatka	Northeast	Northeast	2 - Northeast	5	8-CareerSource Northeast Florida
Nassau	Jacksonville	Jacksonville-St. Marys-Palatka	Northeast	Northeast	2 - Northeast	5	8-CareerSource Northeast Florida
Duval	Jacksonville	Jacksonville-St. Marys-Palatka	Northeast	Northeast	2 - Northeast	5	8-CareerSource Northeast Florida
Clay	Jacksonville	Jacksonville-St. Marys-Palatka	Northeast	Northeast	2 - Northeast	5	8-CareerSource Northeast Florida

Counties by alignment with existing area definitions, continued

County	Core-based statistical area (MSA, μ SA marked with ^, no MSA or μ SA if blank)	Combined Statistical Area	Economic Development Region	Regional Planning Council	Florida DOT District	Adult Education Planning Region	Local workforce development board
St. Johns	Jacksonville	Jacksonville-St. Marys-Palatka	Northeast	Northeast	2 - Northeast	5	8-CareerSource Northeast Florida
Putnam	Palatka^	Jacksonville-St. Marys-Palatka	Northeast	Northeast	2 - Northeast	5	8-CareerSource Northeast Florida
Flagler	Deltona-Daytona Bch-Ormond Bch	Orlando-Lakeland-Deltona	Northeast	Northeast	5 - Central	5	11-CareerSource Flagler Volusia
Volusia	Deltona-Daytona Bch-Ormond Bch	Orlando-Lakeland-Deltona	East Central	East Central	5 - Central	6	11-CareerSource Flagler Volusia
Brevard	Palm Bay-Melbourne-Titusville		East Central	East Central	5 - Central	6	13-CareerSource Brevard
Seminole	Orlando-Kissimmee-Sanford	Orlando-Lakeland-Deltona	East Central	East Central	5 - Central	6	12-CareerSource Central Florida
Orange	Orlando-Kissimmee-Sanford	Orlando-Lakeland-Deltona	East Central	East Central	5 - Central	6	12-CareerSource Central Florida
Osceola	Orlando-Kissimmee-Sanford	Orlando-Lakeland-Deltona	East Central	East Central	5 - Central	6	12-CareerSource Central Florida
Lake	Orlando-Kissimmee-Sanford	Orlando-Lakeland-Deltona	East Central	East Central	5 - Central	6	12-CareerSource Central Florida
Sumter	The Villages	Orlando-Lakeland-Deltona	East Central	East Central	5 - Central	6	12-CareerSource Central Florida
Polk	Lakeland-Winter Haven	Orlando-Lakeland-Deltona	Tampa Bay	Central	1 - Southwest	7	17-CareerSource Polk
Citrus	Homosassa Springs		Tampa Bay	Tampa Bay	7 - West Central	7	10-CareerSource Citrus Levy Marion
Hernando	Tampa-St. Petersburg-Clearwater		Tampa Bay	Tampa Bay	7 - West Central	7	16-CareerSource Pasco Hernando
Pasco	Tampa-St. Petersburg-Clearwater		Tampa Bay	Tampa Bay	7 - West Central	7	16-CareerSource Pasco Hernando
Pinellas	Tampa-St. Petersburg-Clearwater		Tampa Bay	Tampa Bay	7 - West Central	7	14-CareerSource Pinellas
Hillsborough	Tampa-St. Petersburg-Clearwater		Tampa Bay	Tampa Bay	7 - West Central	7	15-CareerSource Tampa Bay
Sarasota	North Port-Sarasota-Bradenton	North Port-Sarasota	Tampa Bay	Southwest	1 - Southwest	8	18-CareerSource Suncoast
Manatee	North Port-Sarasota-Bradenton	North Port-Sarasota	Tampa Bay	Tampa Bay	1 - Southwest	8	18-CareerSource Suncoast
Hardee	Wauchula^	Orlando-Lakeland-Deltona	South Central	Central	1 - Southwest	8	19-CareerSource Heartland
DeSoto	Arcadia^	North Port-Sarasota	South Central	Central	1 - Southwest	8	19-CareerSource Heartland
Highlands	Sebring-Avon Park		South Central	Central	1 - Southwest	8	19-CareerSource Heartland
Okeechobee	Okeechobee^		South Central	Central	1 - Southwest	10	19-CareerSource Heartland
Glades			South Central	Southwest	1 - Southwest	9	24-CareerSource Southwest Florida
Hendry	Clewiston^	Cape Coral-Fort Myers-Naples	South Central	Southwest	1 - Southwest	9	24-CareerSource Southwest Florida
Charlotte	Punta Gorda	North Port-Sarasota	Southwest	Southwest	1 - Southwest	8	24-CareerSource Southwest Florida
Lee	Cape Coral-Fort Myers	Cape Coral-Fort Myers-Naples	Southwest	Southwest	1 - Southwest	9	24-CareerSource Southwest Florida
Collier	Naples-Marco Island	Cape Coral-Fort Myers-Naples	Southwest	Southwest	1 - Southwest	9	24-CareerSource Southwest Florida
Monroe	Key West^	Miami-Port St. Lucie-Fort Laud.	Southeast	South	6 - South	12	23-CareerSource South Florida
Miami-Dade	Miami-Fort Lauderdale-Pompano	Miami-Port St. Lucie-Fort Laud.	Southeast	South	6 - South	12	23-CareerSource South Florida
Broward	Miami-Fort Lauderdale-Pompano	Miami-Port St. Lucie-Fort Laud.	Southeast	South	4 - Southeast	11	22-CareerSource Broward
Palm Beach	Miami-Fort Lauderdale-Pompano	Miami-Port St. Lucie-Fort Laud.	Southeast	Treasure	4 - Southeast	11	21-CareerSource Palm Beach County
Martin	Port St. Lucie	Miami-Port St. Lucie-Fort Laud.	Southeast	Treasure	4 - Southeast	10	20-CareerSource Research Coast
St. Lucie	Port St. Lucie	Miami-Port St. Lucie-Fort Laud.	Southeast	Treasure	4 - Southeast	10	20-CareerSource Research Coast
Indian River	Sebastian-Vero Beach	Miami-Port St. Lucie-Fort Laud.	Southeast	Treasure	4 - Southeast	10	20-CareerSource Research Coast

Sources: US Office of Management and Budget, Florida Economic Development Council, Florida Regional Councils Association, Florida Department of Transportation, Florida Department of Education (Adult Education Regional Collaboration Initiative)

Summary of findings

For all 67 Florida counties, the tables on the prior pages show: the MSAs and μ SAs, Economic Development Regions, and other areas considered. Florida has 22 MSAs spanning 44 of the state's 67 counties. Eleven of the 22 MSAs comprise multiple counties. Seven μ SAs cover an additional seven counties. Sixteen counties are not in any MSA or μ SA.

In most cases, counties in the same MSA also share the same Economic Development Region, Regional Planning Council, Florida DOT District, and Adult Education Planning Region. This is true for 26 of the 33 counties in multi-county MSAs. The exceptions are:

- Flagler and Volusia counties (Deltona-Daytona Beach-Ormond Beach MSA), which are in different Economic Development Regions (Northeast and East Central, respectively), Regional Planning Councils (Northeast and East Central, respectively), and Adult Education Planning Regions (5 and 6, respectively)
- Sarasota and Manatee counties (North Port-Sarasota-Bradenton MSA), which are in different Regional Planning Councils (Southwest and Tampa Bay, respectively)
- Miami-Dade, Broward, and Palm Beach counties (Miami-Fort Lauderdale-Pompano Beach MSA), which are in different Regional Planning Councils (South and Treasure Coast), Florida DOT Districts (South and Southeast), and Adult Education Planning Regions (11 and 12)

Four of the 11 multi-county MSAs have counties split between multiple local workforce development boards: Gainesville, Miami-Fort Lauderdale-Pompano Beach, Tallahassee, and Tampa-St. Petersburg-Clearwater.

When considered without the MSAs, Florida's Economic Development Regions, Regional Planning Councils, and DOT Districts are relatively consistent among one another regarding the counties they contain. In addition to the seven counties discussed in the list above (Flagler, Volusia, Sarasota, Manatee, Miami-Dade, Broward, and Palm Beach), four counties are not in multi-county MSAs:

- Marion County is in the same Economic Development Region (North Central) as counties around Gainesville and further north, but it is with a different set of counties around Orlando in terms of Regional Planning Council (East Central) and Florida DOT District (Central)
- Polk County is in the Tampa Bay Economic Development Region but is joined with more rural counties in its Regional Planning Council (Central), while its Florida DOT District (Southwest) includes the same rural counties plus five more counties further southwest toward Fort Myers and Naples
- Glades and Hendry counties are joined with other interior counties in its Economic Development Region (South Central) but with coastal counties in its Regional Planning Council (Southwest)

Consideration of the Adult Education Planning Regions adds more exceptions:

- The Tallahassee MSA's four counties, plus Madison and Taylor counties, are in the same Adult Education Planning Region but split among the other state areas
- Okeechobee County is split from other interior counties and joined in an Adult Education Planning Region with Martin, St. Lucie, and Indian River counties

In conclusion, existing area definitions alone can inform but do not settle the matter of how to reduce the number of local workforce development areas. Questions raised by these exceptions are interrelated and include:

- ▶ How to consider counties midway between two larger MSAs, both geographically and with regard to economic ties?
- ▶ How to consider rural counties among one another or relative to the closest large MSA(s)?
- ▶ How much emphasis to place on Economic Development Regions, including in comparison to other area definitions such as MSA and CSA?

This analysis informs the other sections of the Background Research and Analysis report, including how to analyze and view the quantitative socioeconomic data relative to the area alignments and above questions, as well as the organizational and operational research. Local knowledge and insights from stakeholder engagement will help navigate nuances and trends in the economic and social relationships between counties beyond how their labor market, economic development, and other existing areas are defined currently.



Demographics and Socioeconomic Conditions

Background Research and Analysis Report

Phase 2 of the Local Workforce Development Board Alignment Evaluation

The following sections present data findings on demographic and socioeconomic conditions in Florida by county and local workforce development area. The presentation of data begins with general information on socioeconomic conditions by county, addressing topics of population, age demographics, educational attainment, employment rates, poverty levels, and other indicators. Next, it shares metrics related to industry composition and commuting flows for each county. Finally, it examines programmatic information such as how workforce development areas align with designations like MSA regions, service provider territories, and other governmental entities' geographic boundaries.

Demographic and socioeconomic conditions

County median age ranges widely across the state, from 32.1 in Leon County to 68.3 in Sumter County. The shares of population age 16-64 and age 25-54 are to a large degree correlated with median age. All these measures are influenced to varying degrees by the presence of college student and retiree populations.

Outlying suburban counties of fast-growing metro areas have the highest population growth rates: St. Johns, Walton, Osceola, and Lake counties. Many rural counties have lower growth rates or are declining in population. In a few cases, this may reflect changes in a correctional facility's prisoner and employee headcounts.

Central urban counties tend to be more diverse in race and ethnicity, but some suburban and rural counties also have high concentrations of minority populations. "Majority minority" counties can be found across the state in different settings, from Miami-Dade to Gadsden County, Osceola to Hendry County. The specific nature of diversity varies by region. Northern counties tend to have higher concentrations of Black (non-Hispanic) populations, while southern counties tend to have higher concentrations of Hispanic and Latino populations. People of Asian descent are concentrated more around certain larger cities such as Jacksonville, Orlando, and Tampa.

Recent growth (2016 to 2021) in Black and Hispanic populations are the highest in counties of Jacksonville MSA, suburban counties between Orlando and Tampa, and the northwest tip of Florida around Pensacola and Crestview. The Data Appendix of this report contains tables detailing the core working age (25-54) population, where concentrations and changes in populations by race and ethnicity tend to align with overall trends regardless of age.

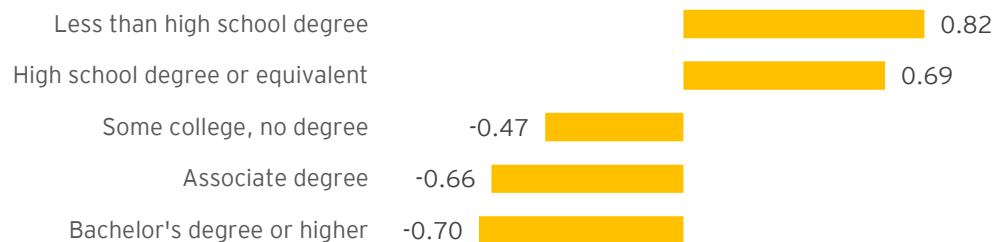
Use of a 2016-2021 time frame may miss previous waves of diversification that have ramifications on labor force demographics. Another way to understand the trend is to compare diversity among new potential labor force entrants (age 15-19) to people approaching retirement age (age 55-64). By this measure, suburban and rural counties in central and southern Florida may see greater near-term shifts in labor force diversity.

Socioeconomic factors, such as educational attainment, poverty rate, and the share of households receiving food stamps or SNAP benefits, distinguish urban and suburban from rural counties. Both poverty and benefits data are provided since each have

drawbacks and produce a more accurate picture together. While poverty rate is adjusted for group quarters populations, such as people residing in college dormitories, it includes students living off-campus or at their family home.⁴ On the other hand, while food stamps/SNAP data may help address the above issue, participation in benefits programs can vary despite eligibility.

Among the various demographic and socioeconomic data points, educational attainment and poverty show a strong correlation across counties. In other words, counties with higher shares of population age 25-64 with an associate degree or bachelors' degree or higher tend to have lower poverty rates. Counties with higher shares of population with a high school degree or less tend to have higher poverty rates.

Correlation coefficients between Florida county poverty rates and levels of educational attainment (age 25-64)



Source: Census Bureau, Small Area Income and Poverty Estimates (SAIPE), American Community Survey 5-year estimates

Poverty is also correlated with data points discussed elsewhere in this report. There is a -0.71 correlation coefficient between county poverty rates and labor force participation rates (age 16-64) and a -0.67 coefficient between poverty and share of county employment in professional, scientific, and technical services.

The demographic and socioeconomic data are also compiled by local workforce development area and provided in the Data Appendix.

⁴ "Small and Large College Towns See Higher Poverty Rates," *Census Bureau website*, <https://www.census.gov/library/stories/2018/10/off-campus-college-students-poverty.html>, 22 October 2018

Population and population change by age, 2016-2021 (green=high, red=low)

County	Core-based statistical area (MSA, μ SA marked with ^, no MSA or μ SA if blank)	Population, 2021	Median age, 2021	% of population age 16-64, 2021	% of population age 25-54, 2021	Change in population, 2016-2021	Change in population age 25-54, 2016-2021
Escambia	Pensacola-Ferry Pass-Brent	322,390	37.6	63.9%	50.6%	3.5%	2.6%
Santa Rosa		193,998	40.0	64.3%	54.2%	14.2%	10.9%
Okaloosa	Crestview-Fort Walton Beach-Destin	213,255	37.3	63.6%	52.4%	6.6%	3.6%
Walton		80,069	44.0	61.6%	53.2%	22.4%	16.8%
Holmes		19,784	42.1	61.9%	51.4%	2.0%	0.7%
Washington		25,436	41.1	65.0%	54.6%	4.0%	4.3%
Bay	Panama City	179,168	41.6	63.1%	53.3%	-2.4%	-6.4%
Jackson		47,694	41.9	63.1%	52.6%	-1.3%	-4.3%
Calhoun		13,641	41.8	63.4%	53.6%	-4.8%	-7.2%
Gulf		14,363	49.6	57.6%	49.1%	-10.6%	-32.8%
Liberty		7,900	40.1	69.3%	58.9%	-4.8%	-6.5%
Franklin		12,572	46.7	62.3%	54.0%	6.3%	2.7%
Gadsden		43,714	42.3	61.7%	51.4%	-5.1%	-8.7%
Leon		292,817	32.1	68.9%	45.9%	2.1%	1.4%
Wakulla		34,690	41.0	65.8%	56.3%	8.8%	5.6%
Jefferson	Tallahassee	14,555	48.2	60.6%	52.7%	4.3%	2.4%
Madison		18,288	43.5	62.3%	52.9%	-0.2%	-0.9%
Taylor		21,815	42.1	61.3%	52.0%	-1.3%	-4.1%
Lafayette		8,382	40.2	66.4%	53.1%	-4.2%	-10.5%
Dixie		17,102	45.9	59.6%	50.7%	3.9%	0.5%
Hamilton		13,993	40.3	64.3%	51.0%	-2.2%	-4.5%
Suwannee		44,485	42.8	59.4%	49.5%	1.5%	-3.0%
Columbia		70,385	40.7	61.0%	50.0%	1.6%	-1.2%
Union		16,335	39.2	66.9%	56.0%	7.2%	3.8%
Bradford		28,540	40.1	64.5%	54.4%	6.7%	9.7%
Gilchrist		18,360	42.1	60.9%	47.3%	4.2%	1.7%
Alachua		279,238	32.8	68.6%	46.7%	5.8%	5.9%
Levy		44,158	47.7	57.2%	48.9%	10.8%	8.1%
Marion	Ocala	385,915	48.4	54.7%	46.0%	11.1%	10.6%
Baker		28,715	37.5	64.4%	53.5%	3.0%	2.2%
Nassau		94,189	46.0	59.6%	50.9%	17.7%	13.8%
Duval		999,935	36.9	64.9%	54.0%	8.0%	5.7%
Clay		222,361	40.2	63.3%	52.7%	7.3%	4.4%
St. Johns		292,466	44.0	60.5%	51.0%	24.5%	22.4%

Source: Census Bureau, Population Estimates

Population and population change by age, 2016-2021, continued (green=high, red=low)

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Population, 2021	Median age, 2021	% of population age 16-64, 2021	% of population age 25-54, 2021	Change in population, 2016-2021	Change in population age 25-54, 2016-2021
Putnam	Palatka^	74,167	45.0	57.3%	47.9%	2.5%	-0.9%
Flagler	Deltona-Daytona Beach-Ormond Beach	120,932	52.9	54.6%	46.5%	12.6%	9.5%
Volusia		564,412	47.0	59.4%	49.6%	6.8%	4.9%
Brevard	Palm Bay-Melbourne-Titusville	616,628	47.2	59.8%	50.7%	6.9%	5.0%
Seminole	Orlando-Kissimmee-Sanford	470,093	39.8	65.4%	54.9%	3.1%	2.2%
Orange		1,422,746	36.5	68.1%	55.7%	7.3%	6.5%
Osceola		403,282	36.9	65.4%	53.5%	19.2%	19.8%
Lake		395,804	46.8	56.6%	47.9%	18.2%	18.6%
Sumter	The Villages	135,638	68.3	35.6%	32.0%	11.2%	7.4%
Polk	Lakeland-Winter Haven	753,520	39.9	60.6%	49.7%	13.2%	16.0%
Citrus	Homosassa Springs	158,083	57.0	50.6%	43.7%	10.7%	9.9%
Hernando	Tampa-St. Petersburg-Clearwater	200,638	48.0	57.0%	48.3%	10.0%	13.4%
Pasco		584,067	43.9	59.9%	50.6%	14.5%	15.5%
Pinellas		956,615	49.1	60.3%	52.2%	-0.3%	-3.1%
Hillsborough		1,478,194	38.0	65.6%	54.5%	5.8%	5.0%
Sarasota	North Port-Sarasota-Bradenton	447,057	57.3	50.6%	43.2%	8.3%	3.1%
Manatee		412,703	49.8	56.1%	47.5%	9.9%	6.8%
Hardee	Wauchula^	25,425	36.0	60.2%	47.6%	-6.6%	-8.3%
DeSoto	Arcadia^	34,408	42.1	61.2%	50.3%	-5.1%	-5.7%
Highlands	Sebring-Avon Park	103,296	54.0	49.3%	41.5%	1.2%	1.2%
Okeechobee	Okeechobee^	40,266	41.6	60.9%	50.9%	-1.2%	-1.6%
Glades	Clewiston^	12,234	48.3	59.6%	51.0%	-8.7%	-10.4%
Hendry		40,313	35.5	62.5%	50.5%	0.7%	-1.9%
Charlotte	Punta Gorda	194,843	60.2	49.1%	42.8%	9.7%	5.5%
Lee	Cape Coral-Fort Myers	787,976	49.5	55.7%	46.9%	9.0%	6.3%
Collier	Naples-Marco Island	385,980	52.6	52.4%	44.1%	5.6%	0.4%
Monroe	Key West^	82,170	48.5	62.3%	54.7%	6.9%	0.7%
Miami-Dade	Miami-Fort Lauderdale-Pompano Beach	2,662,777	41.0	65.3%	54.9%	-1.1%	-4.6%
Broward		1,930,983	41.3	64.0%	54.0%	1.0%	-2.4%
Palm Beach		1,497,987	45.4	58.8%	49.2%	3.2%	0.1%
Martin	Port St. Lucie	159,942	53.3	54.0%	46.0%	1.0%	-3.3%
St. Lucie		343,579	45.4	58.2%	48.8%	12.4%	10.4%
Indian River	Sebastian-Vero Beach	163,662	55.0	52.4%	44.5%	8.3%	4.2%

Source: Census Bureau, Population Estimates

Population by race/ethnicity, 2021 (green=high, red=low)

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian, non-Hispanic	Other race or multiple races, non-Hispanic
Escambia	Pensacola-Ferry Pass-Brent	63.7%	22.5%	6.4%	3.2%	4.2%
Santa Rosa		81.1%	6.3%	6.4%	2.1%	4.1%
Okaloosa	Crestview-Fort Walton Beach-Destin	72.2%	9.8%	10.2%	3.1%	4.7%
Walton		83.8%	5.0%	6.8%	1.3%	3.1%
Holmes	Panama City	85.5%	7.0%	3.3%	0.7%	3.5%
Washington		77.0%	14.1%	4.1%	0.7%	4.1%
Bay		75.5%	11.0%	7.4%	2.4%	3.8%
Jackson	Tallahassee	65.2%	25.9%	5.4%	0.6%	2.9%
Calhoun		76.9%	12.5%	6.3%	0.8%	3.6%
Gulf		81.9%	11.1%	3.4%	0.6%	3.1%
Liberty		70.3%	19.5%	7.3%	0.4%	2.5%
Franklin		78.2%	12.8%	6.0%	0.4%	2.5%
Gadsden		32.7%	54.2%	11.2%	0.6%	1.3%
Leon		55.2%	31.7%	7.0%	3.5%	2.5%
Wakulla		78.6%	13.5%	4.4%	0.7%	2.9%
Jefferson		61.2%	31.4%	4.7%	0.7%	2.0%
Madison		54.6%	36.3%	6.5%	0.5%	2.2%
Taylor	Lake City^	72.5%	19.2%	4.5%	0.8%	2.9%
Lafayette		71.2%	12.5%	13.9%	0.3%	2.1%
Dixie		83.0%	9.4%	4.5%	0.5%	2.7%
Hamilton		53.7%	32.1%	11.0%	0.7%	2.6%
Suwannee		74.8%	11.8%	10.6%	0.7%	2.1%
Columbia		71.4%	18.2%	6.9%	1.0%	2.5%
Union		68.8%	22.4%	6.0%	0.6%	2.2%
Bradford	Gainesville	72.2%	19.9%	4.9%	0.7%	2.4%
Gilchrist		85.2%	5.6%	6.7%	0.6%	2.0%
Alachua		60.1%	20.0%	11.0%	6.1%	2.8%
Levy	Ocala	78.4%	9.0%	9.5%	0.8%	2.4%
Marion		68.0%	12.6%	15.5%	1.7%	2.1%
Baker	Jacksonville	79.2%	14.3%	3.3%	0.8%	2.4%
Nassau		85.6%	6.0%	5.2%	1.1%	2.1%
Duval		50.8%	29.8%	11.3%	4.9%	3.1%
Clay		70.1%	12.4%	11.1%	3.0%	3.4%
St. Johns		80.6%	5.2%	8.3%	3.6%	2.3%

Source: Census Bureau, Population Estimates

Population by race/ethnicity, 2021 (green=high, red=low), continued

County	Core-based statistical area (MSA, μ SA marked with ^, no MSA or μ SA if blank)	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian, non-Hispanic	Other race or multiple races, non-Hispanic
Putnam	Palatka^	70.8%	15.7%	10.7%	0.7%	2.1%
Flagler	Deltona-Daytona Beach-Ormond Beach	74.1%	9.9%	11.4%	2.4%	2.2%
Volusia		69.3%	10.5%	16.1%	1.9%	2.2%
Brevard	Palm Bay-Melbourne-Titusville	72.9%	10.1%	11.6%	2.6%	2.8%
Seminole	Orlando-Kissimmee-Sanford	57.4%	11.8%	23.3%	5.1%	2.5%
Orange		38.8%	20.3%	33.1%	5.6%	2.3%
Osceola		28.9%	10.2%	56.3%	2.8%	1.8%
Lake		66.6%	11.0%	17.9%	2.3%	2.2%
Sumter	The Villages	84.8%	6.6%	6.2%	1.0%	1.3%
Polk	Lakeland-Winter Haven	53.9%	14.8%	27.4%	1.8%	2.1%
Citrus	Homosassa Springs	86.7%	3.0%	6.7%	1.6%	2.0%
Hernando	Tampa-St. Petersburg-Clearwater	74.6%	5.5%	16.2%	1.4%	2.3%
Pasco		70.2%	6.3%	18.1%	3.0%	2.4%
Pinellas		73.1%	10.4%	10.6%	3.6%	2.4%
Hillsborough		46.5%	16.3%	30.3%	4.4%	2.5%
Sarasota	North Port-Sarasota-Bradenton	82.0%	4.3%	10.1%	1.9%	1.7%
Manatee		70.3%	8.4%	17.1%	2.3%	2.0%
Hardee	Wauchula^	46.2%	6.8%	44.2%	1.0%	1.9%
DeSoto	Arcadia^	54.1%	11.7%	32.1%	0.5%	1.5%
Highlands	Sebring-Avon Park	64.8%	9.7%	22.1%	1.5%	1.9%
Okeechobee	Okeechobee^	61.3%	8.5%	27.1%	0.8%	2.3%
Glades	Clewiston^	59.1%	12.8%	22.2%	0.6%	5.3%
Hendry		29.8%	10.6%	56.5%	0.9%	2.2%
Charlotte	Punta Gorda	83.1%	5.5%	8.2%	1.4%	1.8%
Lee	Cape Coral-Fort Myers	64.8%	8.1%	23.8%	1.7%	1.7%
Collier	Naples-Marco Island	61.7%	6.6%	29.0%	1.5%	1.2%
Monroe	Key West^	64.4%	6.6%	25.7%	1.4%	1.9%
Miami-Dade	Miami-Fort Lauderdale-Pompano Beach	13.6%	15.0%	69.1%	1.5%	0.8%
Broward		33.6%	28.7%	32.0%	3.8%	1.9%
Palm Beach		52.6%	18.9%	23.9%	2.9%	1.7%
Martin	Port St. Lucie	77.3%	5.1%	14.6%	1.5%	1.6%
St. Lucie		53.9%	20.9%	21.1%	1.9%	2.2%
Indian River	Sebastian-Vero Beach	74.4%	9.0%	13.3%	1.6%	1.7%

Source: Census Bureau, Population Estimates

Change in population by race/ethnicity, 2016-2021, and percentage point difference in diverse share of population age 15-19 vs. age 55-64, 2021 (green=high, red=low)

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian, non-Hispanic	Other race or multiple races, non-Hispanic	Difference in diverse share of population age 15-19 vs. age 55-64
Escambia	Pensacola-Ferry Pass-Brent	1.9%	2.7%	18.4%	6.4%	11.6%	15.0%
Santa Rosa		11.8%	15.5%	34.8%	24.9%	29.9%	9.6%
Okaloosa	Crestview-Fort Walton Beach-Destin	3.7%	9.5%	21.5%	10.8%	16.0%	16.5%
Walton		21.5%	17.1%	35.9%	35.1%	23.8%	12.8%
Holmes		0.2%	10.5%	24.2%	25.9%	11.0%	3.8%
Washington		3.2%	-0.2%	17.4%	36.2%	22.5%	6.9%
Bay	Panama City	-4.0%	-3.9%	13.2%	4.6%	3.5%	15.3%
Jackson		-1.7%	-3.7%	10.4%	0.7%	13.7%	9.9%
Calhoun		-5.4%	-7.5%	2.8%	9.3%	2.3%	4.4%
Gulf		-2.2%	-44.4%	-35.1%	21.7%	22.9%	9.8%
Liberty		-7.2%	-0.5%	3.4%	16.0%	7.7%	10.3%
Franklin		6.4%	0.8%	18.2%	9.5%	7.1%	8.9%
Gadsden		-5.3%	-7.1%	4.6%	-8.4%	8.4%	22.5%
Leon	Tallahassee	-1.1%	4.4%	14.6%	5.0%	12.5%	14.2%
Wakulla		7.6%	6.2%	30.9%	28.7%	24.2%	4.0%
Jefferson		7.4%	-4.2%	17.4%	22.6%	25.7%	12.4%
Madison		0.3%	-5.2%	24.2%	17.8%	20.7%	15.8%
Taylor		-1.5%	-3.8%	6.2%	-5.1%	12.6%	8.2%
Lafayette		-3.3%	-15.1%	-0.3%	35.0%	13.9%	16.7%
Dixie		2.4%	4.1%	14.4%	19.4%	37.7%	4.3%
Hamilton		-4.6%	-5.0%	18.0%	6.6%	15.4%	21.1%
Suwannee		0.3%	-7.8%	19.2%	19.0%	23.2%	11.6%
Columbia	Lake City^	-0.4%	3.7%	16.1%	10.9%	8.3%	14.2%
Union		6.0%	7.2%	14.3%	22.5%	24.3%	-2.8%
Bradford		3.9%	10.7%	36.5%	19.2%	11.8%	6.1%
Gilchrist	Gainesville	2.6%	5.4%	22.7%	22.4%	12.9%	17.4%
Alachua		2.9%	5.2%	22.1%	9.2%	11.8%	12.1%
Levy		8.6%	10.2%	29.3%	26.6%	24.1%	11.6%
Marion	Ocala	6.1%	11.7%	35.6%	17.8%	21.8%	21.2%
Baker		0.2%	8.4%	39.6%	32.6%	28.3%	4.6%
Nassau		15.2%	22.4%	49.7%	44.6%	33.3%	8.1%
Duval		2.1%	9.7%	31.8%	12.5%	16.5%	18.7%
Clay		1.9%	26.4%	23.1%	10.1%	18.5%	14.6%
St. Johns		20.4%	23.1%	55.6%	63.0%	44.6%	10.7%

Source: Census Bureau, Population Estimates

Change in population by race/ethnicity, 2016-2021, and percentage point difference in diverse share of population age 15-19 vs. age 55-64, 2021 (green=high, red=low), continued

County	Core-based statistical area (MSA, μ SA marked with ^, no MSA or μ SA if blank)	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian, non-Hispanic	Other race or multiple races, non-Hispanic	Difference in diverse share of population age 15-19 vs. age 55-64
Putnam	Palatka^	1.2%	1.7%	10.8%	11.8%	11.7%	21.2%
Flagler	Deltona-Daytona Beach-Ormond Beach	10.8%	9.3%	25.9%	16.6%	22.6%	17.7%
Volusia		2.0%	8.3%	29.6%	10.5%	18.6%	24.5%
Brevard	Palm Bay-Melbourne-Titusville	3.6%	8.3%	25.0%	18.0%	15.9%	18.3%
Seminole	Orlando-Kissimmee-Sanford	-3.8%	9.3%	15.6%	20.3%	13.6%	17.0%
Orange		1.0%	6.9%	14.3%	13.6%	12.5%	13.4%
Osceola		3.9%	27.7%	26.7%	26.7%	26.9%	16.1%
Lake		11.0%	30.4%	41.3%	28.8%	27.4%	22.7%
Sumter	The Villages	10.8%	1.5%	22.9%	39.4%	23.8%	23.9%
Polk	Lakeland-Winter Haven	1.0%	14.8%	45.4%	15.9%	22.0%	24.5%
Citrus	Homosassa Springs	8.5%	19.6%	35.7%	13.2%	28.2%	13.1%
Hernando	Tampa-St. Petersburg-Clearwater	3.9%	21.2%	39.6%	20.2%	28.3%	16.8%
Pasco		5.9%	41.2%	43.4%	45.3%	28.5%	17.6%
Pinellas		-2.3%	-1.0%	11.6%	6.2%	9.8%	22.0%
Hillsborough		-1.2%	8.9%	14.2%	16.8%	16.6%	17.1%
Sarasota	North Port-Sarasota-Bradenton	6.4%	5.2%	21.4%	27.6%	23.0%	20.7%
Manatee		7.8%	8.9%	16.3%	25.9%	25.9%	28.1%
Hardee	Wauchula^	-8.4%	-6.3%	-5.2%	-15.4%	13.6%	28.6%
DeSoto	Arcadia^	-6.9%	-6.9%	-2.3%	-4.6%	20.9%	27.6%
Highlands	Sebring-Avon Park	-3.2%	2.8%	14.6%	7.2%	9.6%	25.6%
Okeechobee	Okeechobee^	-4.7%	0.6%	5.9%	-7.1%	14.8%	30.4%
Glades		-10.7%	-9.5%	-4.0%	0.0%	-4.5%	29.5%
Hendry	Clewiston^	-9.0%	-4.8%	7.5%	14.6%	6.1%	18.9%
Charlotte	Punta Gorda	8.1%	9.1%	26.5%	13.9%	17.7%	19.4%
Lee	Cape Coral-Fort Myers	3.7%	9.4%	24.8%	18.2%	20.8%	29.2%
Collier	Naples-Marco Island	2.9%	4.7%	11.0%	22.0%	16.0%	32.0%
Monroe	Key West^	2.6%	15.4%	15.6%	25.7%	10.5%	25.4%
Miami-Dade	Miami-Fort Lauderdale-Pompano Beach	-1.4%	-7.9%	0.5%	0.6%	5.2%	-3.2%
Broward		-9.7%	4.0%	11.0%	5.0%	5.1%	15.7%
Palm Beach		-2.4%	6.8%	13.0%	11.8%	11.8%	20.4%
Martin	Port St. Lucie	-1.0%	-1.4%	10.6%	15.3%	20.5%	22.4%
St. Lucie		4.1%	20.1%	29.1%	17.6%	21.1%	27.2%
Indian River	Sebastian-Vero Beach	6.4%	6.5%	18.9%	15.6%	20.2%	27.2%

Source: Census Bureau, Population Estimates

Educational attainment, population age 25-64, 2020 (green=high, red=low for associate degree and bachelor's degree or higher; reverse for less than high school degree)

County	Core-based statistical area (MSA, μ SA marked with ^, no MSA or μ SA if blank)	Less than high school degree	High school degree or equivalent	Some college, no degree	Associate degree	Bachelor's degree or higher
Escambia	Pensacola-Ferry Pass-Brent	9.1%	25.8%	25.1%	12.6%	27.5%
Santa Rosa		8.3%	25.4%	23.8%	15.3%	27.2%
Okaloosa	Crestview-Fort Walton Beach-Destin	7.2%	24.1%	24.5%	11.9%	32.3%
Walton		10.5%	29.9%	21.4%	10.3%	27.9%
Holmes		18.1%	43.5%	22.8%	5.0%	10.6%
Washington		17.9%	41.3%	22.8%	6.4%	11.7%
Bay	Panama City	8.4%	28.7%	25.4%	13.0%	24.4%
Jackson		16.3%	39.4%	25.4%	7.2%	11.8%
Calhoun		22.6%	45.6%	16.6%	7.7%	7.6%
Gulf		15.0%	33.1%	21.2%	8.8%	21.9%
Liberty		20.0%	46.7%	16.8%	4.9%	11.6%
Franklin		21.5%	38.2%	16.8%	6.6%	16.9%
Gadsden		17.9%	36.9%	21.2%	7.1%	17.0%
Leon		6.5%	18.1%	18.7%	9.9%	46.8%
Wakulla	Tallahassee	12.5%	34.9%	25.3%	8.6%	18.7%
Jefferson		18.2%	36.4%	18.6%	6.9%	19.9%
Madison		19.5%	36.9%	18.4%	11.0%	14.1%
Taylor		20.5%	44.2%	17.1%	7.2%	11.0%
Lafayette		28.6%	40.8%	18.2%	3.7%	8.7%
Dixie		21.3%	46.5%	17.5%	6.4%	8.3%
Hamilton		26.0%	46.2%	16.0%	4.2%	7.6%
Suwannee		17.8%	40.5%	18.6%	6.6%	16.5%
Columbia	Lake City^	14.6%	35.8%	24.9%	9.8%	14.8%
Union		25.5%	37.1%	18.1%	8.7%	10.6%
Bradford		20.5%	42.6%	22.0%	6.6%	8.3%
Gilchrist	Gainesville	13.0%	42.3%	22.0%	11.0%	11.7%
Alachua		6.6%	19.2%	16.8%	11.9%	45.4%
Levy		14.4%	41.0%	17.5%	14.2%	13.0%
Marion	Ocala	12.1%	37.0%	21.5%	10.4%	19.1%
Baker	Jacksonville	15.5%	39.4%	21.1%	8.8%	15.1%
Nassau		7.0%	34.2%	21.1%	9.5%	28.2%
Duval		9.2%	27.4%	21.7%	10.4%	31.3%
Clay		8.0%	27.8%	25.1%	13.0%	26.2%
St. Johns		4.8%	20.8%	19.1%	10.2%	45.1%

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

Educational attainment, population age 25-64, 2020 (green=high, red=low for associate degree and bachelor's degree or higher; reverse for less than high school degree), continued

County	Core-based statistical area (MSA, μ SA marked with ^, no MSA or μ SA if blank)	Less than high school degree	High school degree or equivalent	Some college, no degree	Associate degree	Bachelor's degree or higher
Putnam	Palatka^	17.8%	42.9%	19.0%	8.7%	11.5%
Flagler	Deltona-Daytona Beach-Ormond Beach	5.9%	33.9%	23.9%	11.4%	24.9%
Volusia		8.6%	30.4%	23.1%	13.8%	24.1%
Brevard	Palm Bay-Melbourne-Titusville	6.8%	25.2%	21.6%	14.2%	32.3%
Seminole	Orlando-Kissimmee-Sanford	4.7%	18.8%	19.8%	13.8%	43.0%
Orange		9.6%	23.4%	17.9%	12.1%	37.0%
Osceola		11.1%	28.3%	23.4%	12.5%	24.7%
Lake		10.3%	31.3%	22.0%	12.4%	24.0%
Sumter	The Villages	12.5%	36.3%	22.5%	8.9%	19.8%
Polk	Lakeland-Winter Haven	14.3%	32.9%	21.8%	10.5%	20.5%
Citrus	Homosassa Springs	11.0%	39.0%	22.4%	10.3%	17.3%
Hernando	Tampa-St. Petersburg-Clearwater	10.9%	31.6%	26.1%	11.8%	19.5%
Pasco		9.2%	31.3%	21.3%	11.2%	27.0%
Pinellas		7.5%	25.5%	21.6%	11.3%	34.0%
Hillsborough		10.2%	25.8%	17.8%	9.9%	36.3%
Sarasota	North Port-Sarasota-Bradenton	7.0%	29.3%	20.0%	10.6%	33.2%
Manatee		12.2%	28.8%	20.4%	10.4%	28.2%
Hardee	Wauchula^	24.9%	47.3%	14.3%	5.4%	8.2%
DeSoto	Arcadia^	28.0%	45.3%	11.9%	4.8%	10.1%
Highlands	Sebring-Avon Park	15.8%	36.9%	20.8%	9.6%	17.0%
Okeechobee	Okeechobee^	20.2%	37.7%	18.6%	8.1%	15.3%
Glades		29.9%	36.0%	21.4%	3.4%	9.3%
Hendry	Clewiston^	28.7%	33.1%	19.0%	11.6%	7.6%
Charlotte	Punta Gorda	9.4%	33.4%	25.1%	10.6%	21.6%
Lee	Cape Coral-Fort Myers	11.7%	32.1%	20.2%	10.5%	25.5%
Collier	Naples-Marco Island	14.0%	28.7%	16.8%	9.9%	30.7%
Monroe	Key West^	7.3%	28.6%	20.7%	8.8%	34.5%
Miami-Dade	Miami-Fort Lauderdale-Pompano Beach	13.7%	27.1%	15.7%	10.7%	32.8%
Broward		8.9%	25.7%	20.0%	10.8%	34.6%
Palm Beach		11.6%	23.6%	18.5%	10.4%	35.9%
Martin	Port St. Lucie	9.7%	24.1%	21.8%	11.3%	33.2%
St. Lucie		11.6%	32.4%	22.4%	12.0%	21.5%
Indian River	Sebastian-Vero Beach	11.6%	28.6%	20.6%	11.3%	27.9%

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

Population in poverty, 2020, and households receiving food stamps/SNAP benefits, 2020 (green=low, red=high)

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Number of people in poverty	Number of people in poverty universe	% of people in poverty	Number of households receiving food stamps/SNAP	Total households	% of households receiving food stamps/SNAP
Escambia	Pensacola-Ferry Pass-Brent	41,047	304,380	13.5%	17,294	122,169	14.2%
Santa Rosa		17,152	182,637	9.4%	6,543	65,697	10.0%
Okaloosa	Crestview-Fort Walton Beach-Destin	19,813	207,006	9.6%	6,120	79,235	7.7%
Walton		8,470	74,405	11.4%	2,629	28,635	9.2%
Holmes	Panama City	3,651	17,820	20.5%	1,223	7,137	17.1%
Washington		4,763	23,298	20.4%	1,404	9,037	15.5%
Bay	Panama City	20,719	167,437	12.4%	9,734	73,536	13.2%
Jackson		7,738	39,681	19.5%	3,439	17,533	19.6%
Calhoun		2,512	12,349	20.3%	946	4,510	21.0%
Gulf		1,977	13,081	15.1%	923	5,897	15.7%
Liberty		1,342	6,334	21.2%	660	2,513	26.3%
Franklin		1,998	10,447	19.1%	939	4,691	20.0%
Gadsden	Tallahassee	9,356	42,639	21.9%	4,272	17,307	24.7%
Leon		49,598	281,093	17.6%	13,298	116,530	11.4%
Wakulla		3,204	30,986	10.3%	1,130	11,382	9.9%
Jefferson		2,281	13,232	17.2%	672	5,643	11.9%
Madison		3,969	16,673	23.8%	1,335	6,891	19.4%
Taylor		3,680	19,100	19.3%	1,248	7,172	17.4%
Lafayette		1,494	7,202	20.7%	466	2,315	20.1%
Dixie		3,538	15,265	23.2%	1,375	6,233	22.1%
Hamilton		2,846	11,781	24.2%	1,446	4,385	33.0%
Suwannee		7,489	42,210	17.7%	2,506	15,149	16.5%
Columbia	Lake City^	10,444	67,115	15.6%	4,617	25,205	18.3%
Union		2,139	10,314	20.7%	729	4,008	18.2%
Bradford		4,242	24,285	17.5%	1,538	9,318	16.5%
Gilchrist	Gainesville	2,555	17,638	14.5%	1,092	6,701	16.3%
Alachua		44,315	257,699	17.2%	10,318	101,979	10.1%
Levy		7,055	41,806	16.9%	2,883	16,971	17.0%
Marion	Ocala	55,608	363,604	15.3%	21,326	145,863	14.6%
Baker		3,416	26,625	12.8%	1,347	8,828	15.3%
Nassau		7,348	90,403	8.1%	2,928	33,475	8.7%
Duval	Jacksonville	143,438	945,687	15.2%	54,812	369,704	14.8%
Clay		19,482	219,836	8.9%	6,563	75,360	8.7%
St. Johns		22,314	275,521	8.1%	5,074	91,253	5.6%

Source: Census Bureau, Small Area Income and Poverty Estimates (SAIPE), American Community Survey 5-year estimates

Population in poverty, 2020, and households receiving food stamps/SNAP benefits, 2020 (green=low, red=high), continued

County	Core-based statistical area (MSA, μ SA marked with ^, no MSA or μ SA if blank)	Number of people in poverty	Number of people in poverty universe	% of people in poverty	Number of households receiving food stamps/SNAP	Total households	% of households receiving food stamps/SNAP
Putnam	Palatka^	17,792	73,319	24.3%	5,965	29,822	20.0%
Flagler	Deltona-Daytona Beach-Ormond Beach	11,058	117,546	9.4%	3,576	44,040	8.1%
Volusia		63,322	546,903	11.6%	28,346	220,386	12.9%
Brevard	Palm Bay-Melbourne-Titusville	59,282	600,774	9.9%	23,758	236,005	10.1%
Seminole		37,499	470,284	8.0%	14,242	178,094	8.0%
Orange	Orlando-Kissimmee-Sanford	174,206	1,374,194	12.7%	68,801	468,075	14.7%
Osceola		45,150	381,091	11.8%	22,335	109,642	20.4%
Lake		34,282	370,889	9.2%	15,027	137,446	10.9%
Sumter	The Villages	16,128	130,688	12.3%	2,946	59,076	5.0%
Polk	Lakeland-Winter Haven	104,836	729,247	14.4%	34,848	240,879	14.5%
Citrus	Homosassa Springs	18,933	150,525	12.6%	7,946	64,621	12.3%
Hernando		24,571	196,641	12.5%	10,990	76,708	14.3%
Pasco	Tampa-St. Petersburg-Clearwater	64,340	563,280	11.4%	26,549	209,483	12.7%
Pinellas		106,309	960,306	11.1%	39,034	413,239	9.4%
Hillsborough		175,650	1,474,357	11.9%	71,773	539,919	13.3%
Sarasota	North Port-Sarasota-Bradenton	37,949	437,282	8.7%	11,189	189,228	5.9%
Manatee		44,512	406,758	10.9%	14,325	150,345	9.5%
Hardee	Wauchula^	5,373	25,322	21.2%	2,013	7,991	25.2%
DeSoto	Arcadia^	7,387	35,498	20.8%	2,606	12,421	21.0%
Highlands	Sebring-Avon Park	16,905	105,155	16.1%	6,377	42,721	14.9%
Okeechobee	Okeechobee^	6,933	39,272	17.7%	2,706	14,601	18.5%
Glades		2,302	12,697	18.1%	877	4,859	18.0%
Hendry	Clewiston^	9,651	42,213	22.9%	2,898	12,878	22.5%
Charlotte	Punta Gorda	18,781	191,661	9.8%	6,263	79,789	7.8%
Lee	Cape Coral-Fort Myers	81,863	781,593	10.5%	25,143	288,916	8.7%
Collier	Naples-Marco Island	39,254	389,260	10.1%	10,533	147,977	7.1%
Monroe	Key West^	7,404	72,866	10.2%	2,256	32,794	6.9%
Miami-Dade		399,797	2,665,243	15.0%	217,700	902,200	24.1%
Broward	Miami-Fort Lauderdale-Pompano Beach	214,119	1,941,247	11.0%	90,600	704,942	12.9%
Palm Beach		178,480	1,485,214	12.0%	54,743	565,598	9.7%
Martin	Port St. Lucie	17,627	158,273	11.1%	4,089	64,870	6.3%
St. Lucie		45,996	333,782	13.8%	16,175	118,527	13.6%
Indian River	Sebastian-Vero Beach	13,959	161,170	8.7%	4,597	60,959	7.5%

Source: Census Bureau, Small Area Income and Poverty Estimates (SAIPE), American Community Survey 5-year estimates



Labor Force Conditions

Background Research and Analysis Report

Phase 2 of the Local Workforce Development Board Alignment Evaluation

Labor force conditions

Among labor force conditions, labor force participation rates vary most widely across Florida's counties. Central and suburban counties of larger metropolitan areas tend to have the highest rates, usually above 70% among people age 16-64 and above 80% among people age 25-54. On the other hand, many rural counties have rates below 60% or even below 50%, especially if they have no population center sufficient for a metropolitan or micropolitan statistical area. (Micropolitan statistical areas (μSA) are centered on urban area with a population between 10,000 and 50,000 people.)

Beyond the differences between rural and more urbanized counties, other variations can be explained by characteristics more specific to individual counties. For example, counties with a relatively large college presence have much higher participation rates for people age 25-54 compared to people age 16-64. Counties with a larger presence of retired people such as Sumter (home to The Villages, an expansive age-restricted community) have lower participation rates, even for the core working age population. In some rural counties, people in correctional facilities can represent a significant portion of the population and, in turn, lower labor force participation rates.

In an inverse relationship with labor force participation rates, unemployment rates tend to be lower in central and suburban counties of larger metropolitan areas. However, the variation is not as large as participation rates. Furthermore, when comparing 2021 annual data to the latest month available at the time of this analysis (July 2022), differences in unemployment rates among counties have become more compressed, reflecting continued strengthening demand for workers.

Labor force participation rates for age 16-64 and age 25-54, 2020 (green=high, red=low)

County	Core-based statistical area (MSA, μ SA marked with ^, no MSA or μ SA if blank)	16 to 64 years	25 to 54 years
Escambia	Pensacola-Ferry Pass-Brent	72.2%	79.4%
Santa Rosa		69.1%	75.0%
Okaloosa	Crestview-Fort Walton Beach-Destin	76.1%	81.3%
Walton		70.7%	77.3%
Holmes		56.6%	61.6%
Washington		55.8%	59.0%
Bay	Panama City	73.8%	81.0%
Jackson		54.4%	58.1%
Calhoun		50.6%	53.1%
Gulf		55.5%	55.1%
Liberty		46.0%	56.4%
Franklin		56.7%	58.1%
Gadsden	Tallahassee	59.7%	65.0%
Leon		73.4%	84.5%
Wakulla		65.7%	72.8%
Jefferson		59.1%	63.9%
Madison		52.6%	57.9%
Taylor		45.9%	46.3%
Lafayette		47.4%	46.4%
Dixie		51.1%	56.0%
Hamilton		43.8%	42.6%
Suwannee		61.9%	63.7%
Columbia	Lake City^	63.0%	73.2%
Union		35.3%	35.9%
Bradford		54.8%	56.6%
Gilchrist	Gainesville	63.3%	72.8%
Alachua		68.2%	80.9%
Levy		65.2%	76.2%
Marion	Ocala	66.1%	74.3%
Baker	Jacksonville	60.9%	65.3%
Nassau		73.6%	82.0%
Duval		76.1%	83.4%
Clay		74.3%	83.1%
St. Johns		73.9%	82.8%

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

Labor force participation rates for age 16-64 and age 25-54, 2020 (green=high, red=low), continued

County	Core-based statistical area (MSA, μ SA marked with ^, no MSA or μ SA if blank)	16 to 64 years	25 to 54 years
Putnam	Palatka^	63.1%	72.1%
Flagler	Deltona-Daytona Beach-Ormond Beach	69.7%	78.6%
Volusia		69.7%	80.1%
Brevard	Palm Bay-Melbourne-Titusville	71.9%	80.9%
Seminole	Orlando-Kissimmee-Sanford	77.2%	84.5%
Orange		75.4%	84.0%
Osceola		74.2%	82.8%
Lake		72.9%	80.4%
Sumter	The Villages	46.6%	50.7%
Polk	Lakeland-Winter Haven	69.5%	78.3%
Citrus	Homosassa Springs	61.7%	71.0%
Hernando	Tampa-St. Petersburg-Clearwater	68.3%	78.6%
Pasco		70.3%	78.7%
Pinellas		75.8%	83.7%
Hillsborough		75.6%	84.2%
Sarasota	North Port-Sarasota-Bradenton	73.3%	83.2%
Manatee		72.4%	80.3%
Hardee	Wauchula^	61.2%	66.1%
DeSoto	Arcadia^	61.5%	66.7%
Highlands	Sebring-Avon Park	65.8%	74.5%
Okeechobee	Okeechobee^	61.8%	68.2%
Glades		49.9%	58.8%
Hendry	Clewiston^	73.3%	79.8%
Charlotte	Punta Gorda	66.3%	76.4%
Lee	Cape Coral-Fort Myers	73.3%	82.4%
Collier	Naples-Marco Island	74.4%	83.3%
Monroe	Key West^	78.9%	86.5%
Miami-Dade	Miami-Fort Lauderdale-Pompano Beach	74.4%	82.6%
Broward		77.5%	85.4%
Palm Beach		76.1%	83.5%
Martin	Port St. Lucie	71.7%	78.1%
St. Lucie		72.2%	81.1%
Indian River	Sebastian-Vero Beach	69.3%	78.0%

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

Labor force and unemployment, 2021 and July 2022 (green=high, red=low for change in labor force; reverse for unemployment rates)

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Labor force, 2021	Change in labor force, 2016-2021	Unemployment rate 2021	Unemployment rate July 2022 (unadjusted)
Escambia	Pensacola-Ferry Pass-Brent	146,033	3.3%	4.5%	2.9%
Santa Rosa		84,880	11.1%	3.5%	2.6%
Okaloosa	Crestview-Fort Walton Beach-Destin	99,417	6.3%	3.3%	2.3%
Walton		33,792	16.4%	3.5%	2.4%
Holmes		6,935	3.0%	4.1%	3.1%
Washington		9,507	-2.3%	4.5%	3.2%
Bay	Panama City	85,937	-2.6%	3.9%	2.6%
Jackson		17,202	-1.1%	4.6%	3.1%
Calhoun		4,866	-2.7%	4.5%	3.1%
Gulf		5,270	-11.9%	3.6%	2.6%
Liberty		2,582	-2.4%	4.2%	2.9%
Franklin		4,719	-0.7%	3.8%	2.4%
Gadsden	Tallahassee	19,283	5.6%	5.4%	3.5%
Leon		154,331	2.4%	4.2%	3.0%
Wakulla		15,429	7.6%	3.2%	2.5%
Jefferson		5,580	3.3%	4.2%	3.5%
Madison		7,720	5.0%	4.9%	3.1%
Taylor		8,112	-8.5%	5.0%	3.3%
Lafayette		2,787	-6.4%	4.0%	3.3%
Dixie		5,910	4.3%	4.3%	3.1%
Hamilton		4,137	-11.5%	6.0%	4.0%
Suwannee		17,414	-4.5%	4.5%	3.2%
Columbia	Lake City^	29,220	-2.1%	4.5%	3.2%
Union		4,546	-5.5%	3.7%	2.9%
Bradford		10,791	-1.0%	4.2%	3.1%
Gilchrist	Gainesville	7,226	7.9%	3.7%	3.0%
Alachua		138,458	4.1%	3.7%	2.8%
Levy		16,849	0.9%	4.5%	3.3%
Marion	Ocala	141,992	7.2%	4.9%	3.5%
Baker	Jacksonville	12,089	5.5%	3.7%	2.8%
Nassau		42,729	12.8%	3.4%	2.4%
Duval		492,463	5.0%	4.5%	3.1%
Clay		107,819	6.4%	3.5%	2.6%
St. Johns		141,901	19.3%	3.0%	2.2%

Source: Bureau of Labor Statistics. July 2022 data via Florida Department of Economic Opportunity

Labor force and unemployment, 2021 and July 2022 (green=high, red=low for change in labor force; reverse for unemployment rates), continued

County	Core-based statistical area (MSA, μ SA marked with ^, no MSA or μ SA if blank)	Labor force, 2021	Change in labor force, 2016-2021	Unemployment rate 2021	Unemployment rate July 2022 (unadjusted)
Putnam	Palatka^	27,149	0.3%	6.1%	4.2%
Flagler	Deltona-Daytona Beach-Ormond Beach	48,309	6.2%	4.6%	3.2%
Volusia		255,093	3.6%	4.6%	3.1%
Brevard	Palm Bay-Melbourne-Titusville	289,653	10.0%	4.0%	2.7%
Seminole	Orlando-Kissimmee-Sanford	244,546	0.7%	4.1%	2.7%
Orange		741,002	4.5%	5.2%	3.0%
Osceola		185,839	12.8%	6.3%	3.7%
Lake		159,493	8.8%	4.7%	3.0%
Sumter	The Villages	34,621	17.4%	5.3%	3.9%
Polk	Lakeland-Winter Haven	328,590	14.2%	5.4%	3.6%
Citrus	Homosassa Springs	47,343	-1.4%	5.7%	4.2%
Hernando	Tampa-St. Petersburg-Clearwater	73,476	7.8%	5.1%	3.5%
Pasco		246,350	10.3%	4.4%	3.0%
Pinellas		486,173	1.3%	4.0%	2.5%
Hillsborough		769,097	8.4%	4.3%	2.7%
Sarasota	North Port-Sarasota-Bradenton	191,384	5.4%	3.8%	2.6%
Manatee		182,554	6.7%	3.9%	2.7%
Hardee	Wauchula^	8,895	-4.2%	4.8%	4.2%
DeSoto	Arcadia^	14,631	8.2%	3.8%	2.8%
Highlands	Sebring-Avon Park	34,977	-2.4%	5.9%	4.4%
Okeechobee	Okeechobee^	17,488	-3.9%	4.1%	3.2%
Glades		5,073	7.2%	4.2%	3.5%
Hendry	Clewiston^	15,734	1.8%	6.1%	5.9%
Charlotte	Punta Gorda	73,248	5.4%	4.4%	3.0%
Lee	Cape Coral-Fort Myers	357,018	8.1%	4.2%	2.8%
Collier	Naples-Marco Island	180,891	6.6%	3.7%	2.8%
Monroe	Key West^	45,926	-1.4%	3.0%	1.7%
Miami-Dade	Miami-Fort Lauderdale-Pompano Beach	1,325,268	0.2%	5.2%	2.3%
Broward		1,037,785	2.2%	4.9%	2.9%
Palm Beach		734,055	3.2%	4.3%	2.9%
Martin	Port St. Lucie	73,492	3.3%	3.6%	2.6%
St. Lucie		150,366	10.8%	4.9%	3.4%
Indian River	Sebastian-Vero Beach	65,119	4.4%	4.7%	3.5%

Source: Bureau of Labor Statistics. July 2022 data via Florida Department of Economic Opportunity

Industry Composition and Location Quotients

Background Research and Analysis Report

Phase 2 of the Local Workforce Development Board Alignment Evaluation

Industry Composition and Location Quotients

Analysis of industry composition and location quotients by county shows how some industries are concentrated depending on whether a county is rural versus more urban, while other industries reflect geographic characteristics such as coastal versus inland and northern versus southern. Rural counties tend to have a high share of employment in agriculture and to a significant degree in manufacturing. Urban and suburban counties generally have higher shares of employment in finance, insurance, health care, and other services. Coastal counties, along with Orange and Osceola counties, have higher shares of employment in tourism-related industries such as arts, entertainment, recreation, and accommodations.

Some industries do not fit the above patterns and may reflect characteristics specific to a location and a county's economic assets. For example, counties with a high share of employment in transportation and warehousing can be found in urban, suburban, and rural settings. The presence of logistics hubs depends on other criteria such as highway and road access and availability of land.

The below table **focuses on industries that represent traded sectors, including hospitality and tourism**, which are more differentiated between counties. Traded sectors are industries in which firms sell goods or services beyond local markets among broader competition, possibly national or global. Industry share of employment and location quotient by county was analyzed at the 2-digit NAICS level.

Counties are color-coded based on how each industry's share of county employment ranks among the state's 67 counties. Listing counties based on a geographical order reveals how they cluster together by industry composition.

Full tables of county employment share and employment change from 2016 to 2021 for all two-digit NAICS can be found in the Data Appendix. Since rankings and color-coding for location quotients are in tandem with share of employment, this table is included in full in the Data Appendix but not in this section of the report.

Industry share of county employment, 2021, color-coded based on share (green=high, red=low)

County	Core-based statistical area (MSA, µSA marked with ^, no MSA or µSA if blank)	Agriculture, Forestry, Fishing and Hunting	Manufacturing	Transportation and Warehousing	Finance and Insurance	Professional, Scientific, and Technical Services	Health Care and Social Assistance	Arts, Entertainment, and Recreation	Accommodation and Food Services
Escambia	Pensacola-Ferry Pass-Brent	0.2%	3.6%	1.9%	6.7%	5.0%	13.8%	1.3%	9.5%
Santa Rosa		0.9%	2.7%	1.8%	1.8%	4.9%	11.0%	1.5%	12.8%
Okaloosa	Crestview-Fort Walton Beach-Destin	0.2%	2.5%	1.5%	2.4%	9.4%	8.1%	1.4%	11.8%
Walton		0.3%	1.3%	1.8%	1.8%	5.6%	7.4%	1.4%	21.4%
Holmes		2.0%	2.8%	1.1%	2.3%	2.0%	12.1%	1.1%	7.5%
Washington		2.4%	3.7%	2.2%	2.1%	4.7%	13.9%	1.7%	8.5%
Bay	Panama City	0.5%	3.9%	2.2%	2.7%	5.8%	11.1%	1.8%	13.6%
Jackson		2.2%	4.4%	6.4%	1.9%	2.8%	9.9%	0.5%	7.5%
Calhoun		6.7%	0.0%	2.7%	2.0%	1.2%	23.7%	0.4%	6.8%
Gulf		2.4%	3.3%	1.6%	2.0%	4.5%	10.5%	0.6%	11.2%
Liberty		7.4%	13.2%	2.2%	0.0%	1.7%	16.2%	0.0%	0.9%
Franklin		2.5%	3.1%	1.5%	1.5%	2.8%	6.0%	2.7%	17.8%
Gadsden		39.9%	5.5%	1.6%	0.5%	0.9%	3.4%	0.6%	2.6%
Leon	Tallahassee	0.1%	1.2%	1.2%	3.0%	7.9%	12.9%	1.1%	9.5%
Wakulla		2.1%	7.3%	1.7%	4.2%	6.1%	5.7%	1.1%	9.7%
Jefferson		14.3%	0.9%	3.6%	1.8%	4.6%	7.8%	1.0%	6.8%
Madison		6.6%	8.6%	1.6%	1.6%	1.6%	16.6%	1.0%	6.3%
Taylor		4.4%	20.8%	1.3%	1.6%	1.6%	9.8%	0.9%	7.8%
Lafayette		15.7%	5.0%	4.1%	3.0%	2.6%	9.4%	0.8%	3.2%
Dixie		5.4%	16.1%	2.5%	0.6%	1.5%	3.6%	0.8%	7.9%
Hamilton		7.8%	19.3%	3.0%	0.9%	1.3%	6.4%	4.0%	5.5%
Suwannee		8.1%	12.5%	2.2%	1.5%	1.8%	9.0%	0.5%	8.2%
Columbia	Lake City^	1.5%	8.1%	3.8%	1.9%	3.1%	12.8%	0.6%	11.3%
Union		2.9%	2.4%	9.9%	0.4%	1.9%	7.9%	0.0%	4.6%
Bradford		1.8%	3.7%	8.6%	2.0%	1.7%	7.6%	0.4%	11.3%
Gilchrist		19.0%	6.4%	1.1%	1.5%	1.8%	8.4%	2.0%	5.5%
Alachua	Gainesville	1.2%	2.8%	2.7%	2.8%	5.5%	17.1%	1.4%	8.4%
Levy		7.3%	8.7%	2.1%	2.1%	3.1%	6.0%	1.9%	9.4%
Marion	Ocala	2.1%	8.1%	5.2%	2.1%	4.2%	14.4%	2.1%	8.6%
Baker		0.6%	1.5%	15.3%	1.9%	1.1%	10.2%	0.6%	7.6%
Nassau		1.6%	5.9%	3.0%	2.1%	4.3%	9.9%	2.5%	17.2%
Duval	Jacksonville	0.2%	4.3%	8.2%	8.6%	6.9%	13.3%	1.5%	7.4%
Clay		0.3%	2.2%	3.4%	2.7%	5.5%	17.1%	2.7%	11.3%
St. Johns		0.7%	4.6%	2.3%	3.2%	6.2%	10.6%	3.1%	14.7%

Source: Bureau of Labor Statistics

Industry share of county employment, 2021, color-coded based on share (green=high, red=low), continued

County	Core-based statistical area (MSA, μ SA marked with ^, no MSA or μ SA if blank)	Agriculture, Forestry, Fishing and Hunting	Manufacturing	Transportation and Warehousing	Finance and Insurance	Professional, Scientific, and Technical Services	Health Care and Social Assistance	Arts, Entertainment, and Recreation	Accommodation and Food Services
Putnam	Palatka^	2.7%	8.7%	2.4%	1.7%	2.4%	12.6%	0.7%	8.7%
Flagler	Deltona-Daytona Beach-	1.3%	2.2%	1.8%	2.4%	5.1%	12.2%	2.0%	13.7%
Volusia	Ormond Beach	1.1%	5.5%	2.8%	2.7%	4.8%	15.5%	2.3%	11.5%
Brevard	Palm Bay-Melbourne-Titusville	0.2%	11.8%	2.1%	2.6%	7.6%	12.4%	1.6%	9.5%
Seminole	Orlando-Kissimmee-Sanford	0.2%	3.5%	2.2%	7.6%	9.3%	10.2%	1.3%	7.7%
Orange		0.5%	4.0%	5.2%	3.6%	7.6%	9.6%	7.5%	12.0%
Osceola		0.5%	2.0%	3.2%	1.5%	3.4%	13.4%	2.1%	16.0%
Lake		2.9%	3.7%	3.1%	2.2%	4.0%	16.5%	1.6%	10.1%
Sumter	The Villages	2.1%	3.5%	1.2%	3.8%	3.4%	16.4%	4.6%	10.2%
Polk	Lakeland-Winter Haven	1.3%	6.6%	11.2%	4.3%	3.5%	11.4%	1.6%	7.5%
Citrus	Homosassa Springs	0.6%	1.6%	1.4%	2.3%	3.6%	19.3%	2.2%	10.7%
Hernando	Tampa-St. Petersburg-Clearwater	0.6%	4.6%	5.0%	2.2%	5.1%	19.5%	1.5%	10.8%
Pasco		0.9%	2.9%	2.1%	2.3%	4.9%	16.3%	1.5%	10.4%
Pinellas		0.1%	7.0%	1.9%	5.5%	7.8%	13.9%	2.0%	9.9%
Hillsborough		1.2%	3.6%	3.7%	8.6%	9.7%	11.8%	1.7%	7.4%
Sarasota	North Port-Sarasota-	0.2%	4.6%	1.8%	3.4%	7.3%	17.0%	2.9%	10.0%
Manatee	Bradenton	3.4%	6.0%	3.1%	2.4%	4.8%	12.3%	2.6%	10.5%
Hardee	Wauchula^	19.9%	4.2%	1.5%	3.3%	1.6%	11.2%	4.2%	6.6%
DeSoto	Arcadia^	16.5%	3.8%	10.9%	1.3%	1.6%	7.6%	0.2%	6.3%
Highlands	Sebring-Avon Park	9.2%	2.0%	1.2%	2.0%	3.3%	19.1%	1.8%	8.8%
Okeechobee	Okeechobee^	13.5%	2.7%	2.5%	1.7%	2.6%	12.8%	0.8%	8.6%
Glades		23.2%	7.2%	2.9%	0.7%	1.2%	3.4%	1.2%	3.1%
Hendry	Clewiston^	32.8%	2.6%	1.6%	1.6%	3.7%	5.3%	0.3%	7.2%
Charlotte	Punta Gorda	1.1%	1.7%	2.6%	2.4%	5.0%	16.7%	2.6%	11.2%
Lee	Cape Coral-Fort Myers	0.8%	2.4%	2.2%	2.5%	6.2%	9.9%	2.9%	10.9%
Collier	Naples-Marco Island	2.5%	3.0%	1.7%	3.1%	5.3%	12.8%	4.5%	12.0%
Monroe	Key West^	1.1%	0.7%	2.9%	1.7%	4.0%	5.3%	3.3%	27.8%
Miami-Dade	Miami-Fort Lauderdale-Pompano Beach	1.1%	3.2%	7.3%	4.3%	7.7%	12.5%	1.4%	8.2%
Broward		0.1%	3.2%	4.6%	4.9%	7.8%	10.5%	1.6%	8.3%
Palm Beach		1.4%	3.0%	2.5%	4.2%	8.2%	13.3%	3.0%	9.1%
Martin	Port St. Lucie	1.2%	4.2%	2.1%	3.0%	5.5%	18.2%	3.1%	9.5%
St. Lucie		0.9%	4.8%	4.1%	1.8%	5.0%	13.5%	1.7%	9.8%
Indian River	Sebastian-Vero Beach	2.3%	3.5%	1.6%	3.0%	5.3%	16.6%	4.0%	9.0%

Source: Bureau of Labor Statistics



Commuter Flows

Background Research and Analysis Report

Phase 2 of the Local Workforce Development Board Alignment Evaluation

Commuter Flows

Commuter flow data examines where a county's jobs draw workers from and to where a county's employed residents go to work. For all 67 counties, each county has the highest percentage of workers to fill its own jobs. For 53 counties, each county has the highest percentage of jobs for its employed residents. For 14 rural and suburban counties, more employed residents work in a different county than where they live, as illustrated in the following table:

Counties that have more employed residents working in another county than in their home county

Home county	Work county
Santa Rosa	Escambia
Washington	Bay
Gadsden	Leon
Wakulla	Leon
Jefferson	Leon
Union	Alachua
Bradford	Alachua
Gilchrist	Alachua
Nassau	Duval
Clay	Duval
St. Johns	Duval
Seminole	Orange
Osceola	Orange
Pasco	Hillsborough

Source: Census Bureau, OnTheMap

Larger urban counties tend to see more of their commuting occur within county boundaries, while rural commutes are more dispersed. A county like Miami-Dade, from its own standpoint, may appear to be a self-contained labor market. However, its commuter flows can be significant to the smaller counties with which it interacts. For example, the small share of jobs in the county filled by commuters from Monroe County (0.6%) is a sizable source of jobs for the workers who live in Monroe (16.5%). This numerical advantage means larger counties will almost always have the upper hand relative to their rural counterparts if commuter flows alone are used to determine local workforce development areas.

The following table applies the concept of employment interchange measure (EIM) to help describe which counties have the highest and lowest intra-county commuting flows.

$$\text{EIM} = [\% \text{ of jobs filled by workers who reside in county}] \\ + [\% \text{ of employed residents who work in county}]$$

Note that unlike earlier, this formula ignores the Census Bureau's distinction of central and outlying counties.

Counties with the highest and lowest intra-county commuting flows

County	% of county's jobs filled by county residents	% of county's employed residents working in county	EIM
Miami-Dade	74.9%	78.6%	153.5
Leon	61.2%	79.3%	140.5
Brevard	72.9%	66.3%	139.2
Bay	66.7%	70.6%	137.3
Duval	61.4%	75.1%	136.5
Palm Beach	65.6%	68.3%	133.9
Escambia	60.7%	72.0%	132.7
Lee	68.0%	64.3%	132.3
Monroe	69.1%	62.1%	131.2
Alachua	57.6%	72.5%	130.1

Source: Census Bureau, OnTheMap

County	% of county's jobs filled by county residents	% of county's employed residents working in county	EIM
Glades	24.0%	15.8%	39.8
Bradford	36.9%	21.5%	58.4
Liberty	34.9%	23.6%	58.5
Washington	35.6%	25.3%	60.9
Jefferson	42.9%	18.3%	61.2
Gilchrist	41.6%	20.0%	61.6
Sumter	28.3%	33.7%	62.0
Union	42.3%	20.1%	62.4
Gadsden	34.9%	30.5%	65.4
Hamilton	41.3%	26.2%	67.5

The next table shows the counties that have the highest employment interchange measure (EIM) with each of the state's 67 counties, where:

$$\text{EIM} = [\% \text{ of jobs filled by workers who reside in county listed in the first column}] \\ + [\% \text{ of employed residents who work in county listed in the first column}]$$

As the volume of commuting data is challenging to interpret for the whole state, observations here will focus on questions and exceptions raised in the “Existing area definition analysis” section. Commuter flow data do not resolve these matters on their own but add further nuance and context.

Flagler County has an EIM of 31.8 with Volusia County, which is why they are joined in the Deltona-Daytona Beach-Ormond Beach MSA. When commuter flows with other counties are considered for Flagler and Volusia counties, it illuminates why the two counties are often separated in existing area definitions. Flagler County has EIMs of 15.2 with St. Johns County and 12.5 with Duval County, which rank behind Volusia County. In contrast, Volusia County has its highest EIMs with Orange and Seminole counties, at 17.8 and 14.8, respectively.

The two other multi-county MSAs noted in the “Existing area definition analysis” section do not have the commuting splits seen in Flagler and Volusia counties. For example, both Sarasota and Manatee counties have high EIMs with each other (30.1 and 34.5, respectively). In the case of Miami-Fort Lauderdale-Pompano Beach MSA, its split across state-defined areas may reflect different ways of addressing three relatively large counties.

Marion County has dispersed commute patterns with both larger and smaller counties. In comparison, Polk County’s commuter flows are more concentrated with two larger counties, Orange and Hillsborough.

Glades, Hendry, Okeechobee and other rural counties in the interior of southern Florida are heterogeneous in their commuter flows, both among one another and to and from various larger, more urban counties.

Finally, the way state-defined areas vary across northern Florida is mirrored by the way commuting patterns transition over the area’s wide span as one moves across population centers and rural counties.

Ultimately, the commuter flow data is only one of several data points to be considered alongside stakeholder input and local knowledge of what is happening on the ground. The Data Appendix contains tables for the component parts of the EIM, separating commuter flows for a county’s jobs and its employed residents.

Counties by highest employment interchange measure (EIM) with each county, 2019 (minimum EIM=2; read tables across row)

EIM within county		Other counties that have highest EIM with county in first column											
Escambia	132.7	Santa Rosa	26.6	Okaloosa	7.2	Bay	3.0						
Santa Rosa	84.8	Escambia	65.3	Okaloosa	21.1	Bay	3.1	Walton	2.0				
Okaloosa	124.4	Santa Rosa	14.9	Walton	14.6	Escambia	12.6	Bay	6.2	Leon	3.0		
Walton	93.2	Okaloosa	43.7	Bay	18.1	Escambia	6.2	Santa Rosa	4.2	Leon	3.0	Holmes	3.0
Holmes	70.2	Washington	22.4	Walton	14.7	Bay	14.7	Jackson	13.3	Okaloosa	7.8	Escambia	6.5
Washington	60.9	Bay	34.7	Jackson	22.7	Holmes	14.8	Okaloosa	8.5	Walton	7.7	Escambia	6.0
Bay	137.2	Okaloosa	7.3	Walton	7.1	Escambia	6.0	Washington	4.3	Leon	4.3	Jackson	3.0
Jackson	97.7	Bay	13.2	Washington	11.0	Gadsden	6.5	Leon	6.3	Calhoun	5.7	Escambia	5.3
Calhoun	79.4	Jackson	21.0	Bay	19.3	Leon	13.7	Liberty	12.1	Gadsden	6.1	Washington	4.3
Gulf	100.7	Bay	33.2	Leon	8.9	Franklin	5.8	Calhoun	4.3	Okaloosa	2.7	Jackson	2.6
Liberty	58.4	Leon	30.2	Calhoun	20.3	Gadsden	14.6	Bay	11.4	Jackson	11.0	Wakulla	3.5
Franklin	106.9	Leon	14.0	Bay	8.3	Wakulla	7.2	Gulf	6.3	Orange	4.2	Duval	2.7
Gadsden	65.4	Leon	66.3	Jackson	6.7	Duval	4.2	Hillsborough	3.1	Wakulla	2.7	Bay	2.5
Leon	140.5	Gadsden	7.8	Wakulla	5.7	Duval	3.4	Hillsborough	2.3	Bay	2.1	Orange	2.0
Wakulla	73.1	Leon	76.7	Gadsden	5.2	Bay	3.6	Franklin	2.5	Duval	2.2		
Jefferson	61.2	Leon	64.4	Madison	8.6	Taylor	4.1	Duval	4.0	Gadsden	3.9	Wakulla	3.1
Madison	93.6	Leon	14.0	Suwannee	12.2	Taylor	7.9	Hamilton	5.4	Jefferson	4.8	Bay	3.5
Taylor	120.5	Leon	15.6	Madison	6.8	Duval	3.9	Suwannee	3.7	Lafayette	3.0	Dixie	2.6
Lafayette	89.2	Suwannee	26.4	Columbia	9.0	Alachua	8.7	Taylor	8.4	Duval	4.8	Marion	4.0
Dixie	93.1	Alachua	14.8	Levy	14.8	Gilchrist	11.0	Columbia	6.4	Duval	4.9	Taylor	4.5
Hamilton	67.5	Suwannee	27.1	Columbia	23.6	Madison	6.9	Duval	6.6	Alachua	5.6	Hillsborough	4.3
Suwannee	88.9	Columbia	23.7	Alachua	9.7	Hamilton	7.4	Duval	6.5	Madison	5.6	Lafayette	4.7
Columbia	90.7	Alachua	19.8	Duval	15.3	Suwannee	12.6	Marion	4.1	Hamilton	3.3	Clay	3.2
Union	62.4	Alachua	29.2	Columbia	17.3	Duval	15.5	Bradford	15.3	Baker	6.2	Clay	6.1
Bradford	58.4	Alachua	28.6	Clay	22.1	Duval	20.9	Union	7.1	Columbia	5.7	Putnam	5.2
Gilchrist	61.7	Alachua	43.6	Levy	21.7	Dixie	10.3	Columbia	9.0	Marion	5.8	Suwannee	5.7
Alachua	130.1	Duval	7.2	Marion	6.7	Columbia	4.2	Orange	3.9	Levy	3.6	Hillsborough	3.4
Levy	72.9	Alachua	33.8	Marion	18.7	Gilchrist	8.5	Citrus	7.8	Dixie	5.4	Duval	5.2
Marion	113.4	Lake	8.5	Orange	8.2	Sumter	6.9	Alachua	6.8	Citrus	6.1	Hillsborough	5.6
Baker	79.0	Duval	43.8	Clay	11.4	Columbia	8.3	Alachua	6.1	Orange	3.1	Union	3.1
Nassau	92.5	Duval	61.6	Clay	4.6	St. Johns	3.5	Orange	3.3	Hillsborough	2.2		
Duval	136.5	St. Johns	11.4	Clay	11.2	Orange	4.2	Nassau	3.9	Hillsborough	3.2	Volusia	2.1
Clay	68.9	Duval	73.4	St. Johns	9.1	Alachua	4.4	Orange	4.2	Putnam	3.5	Hillsborough	3.3
St. Johns	84.9	Duval	61.2	Clay	7.1	Flagler	6.2	Putnam	4.6	Orange	4.1	Volusia	2.9

Source: Census Bureau, OnTheMap

Counties by highest employment interchange measure (EIM) with each county, 2019, continued (minimum EIM=2; read tables across row)

EIM within county		Other counties that have highest EIM with county in first column											
Putnam	80.5	St. Johns	17.6	Duval	14.9	Clay	11.9	Volusia	11.5	Alachua	8.3	Orange	6.9
Flagler	87.0	Volusia	31.8	St. Johns	15.2	Duval	12.5	Orange	6.9	Marion	4.0	Alachua	4.0
Volusia	117.0	Orange	17.8	Seminole	14.8	Flagler	5.6	Duval	5.1	Brevard	4.0	Lake	3.9
Brevard	139.2	Orange	13.3	Seminole	3.6	Indian River	3.6	Volusia	3.5	Hillsborough	3.4	Miami-Dade	3.0
Seminole	69.1	Orange	66.9	Volusia	14.4	Hillsborough	5.4	Lake	5.3	Osceola	4.1	Brevard	3.8
Orange	116.2	Seminole	18.2	Osceola	12.6	Lake	6.6	Polk	6.4	Hillsborough	5.3	Volusia	4.4
Osceola	63.4	Orange	72.0	Polk	14.9	Seminole	6.3	Hillsborough	5.8	Brevard	4.9	Lake	4.6
Lake	79.6	Orange	41.7	Marion	8.8	Seminole	8.7	Sumter	7.5	Volusia	6.4	Polk	6.0
Sumter	62.0	Lake	32.0	Marion	28.1	Orange	9.1	Hillsborough	7.8	Citrus	6.6	Pasco	5.5
Polk	110.0	Orange	19.4	Hillsborough	18.8	Osceola	6.5	Pinellas	4.7	Pasco	4.0	Lake	2.7
Citrus	100.3	Marion	16.8	Hernando	11.0	Hillsborough	7.4	Orange	6.7	Pasco	6.3	Lake	5.5
Hernando	82.2	Pasco	30.5	Hillsborough	19.8	Pinellas	11.4	Citrus	8.1	Orange	6.6	Polk	5.3
Pasco	77.8	Hillsborough	45.3	Pinellas	23.4	Hernando	11.6	Polk	6.2	Orange	5.8		
Pinellas	125.2	Hillsborough	29.7	Pasco	9.6	Orange	4.3	Manatee	3.8	Polk	2.8	Sarasota	2.2
Hillsborough	120.9	Pinellas	19.2	Pasco	11.9	Polk	7.5	Orange	6.1	Manatee	3.6	Broward	2.6
Sarasota	105.4	Manatee	30.1	Charlotte	10.2	Hillsborough	9.4	Pinellas	6.1	Lee	5.8	Orange	3.7
Manatee	96.4	Sarasota	34.5	Hillsborough	17.8	Pinellas	11.9	Lee	4.9	Orange	3.9	Polk	3.3
Hardee	70.4	Polk	27.9	Highlands	17.6	Hillsborough	9.7	Lee	6.7	Manatee	6.5	DeSoto	6.4
DeSoto	68.9	Charlotte	23.7	Lee	13.8	Sarasota	11.8	Polk	9.3	Hillsborough	6.8	Manatee	6.5
Highlands	104.2	Polk	16.4	Lee	7.7	Hillsborough	5.9	Miami-Dade	4.9	Palm Beach	4.6	Hardee	4.6
Okeechobee	92.0	St. Lucie	16.6	Palm Beach	13.6	Martin	8.4	Broward	8.0	Miami-Dade	6.4	Brevard	5.4
Glades	39.8	Hendry	33.5	Lee	18.8	Okeechobee	16.6	Palm Beach	12.4	Highlands	9.9	Miami-Dade	6.8
Hendry	81.3	Lee	27.3	Palm Beach	18.5	Collier	8.2	Glades	8.1	Miami-Dade	7.1	Broward	5.4
Charlotte	85.3	Sarasota	30.6	Lee	24.3	Hillsborough	6.2	Miami-Dade	4.7	DeSoto	4.5	Broward	4.3
Lee	132.2	Collier	16.7	Miami-Dade	5.2	Charlotte	5.0	Broward	4.6	Hillsborough	4.5	Palm Beach	4.1
Collier	125.7	Lee	31.6	Miami-Dade	6.0	Broward	5.6	Palm Beach	4.6	Hillsborough	3.1	Orange	2.4
Monroe	131.1	Miami-Dade	33.1	Broward	11.5	Palm Beach	4.6	Collier	3.7	Lee	2.6		
Miami-Dade	153.5	Broward	26.8	Palm Beach	5.8								
Broward	125.8	Miami-Dade	36.1	Palm Beach	18.9	Orange	2.6	Hillsborough	2.1				
Palm Beach	133.9	Broward	26.5	Miami-Dade	10.9	Martin	3.8	St. Lucie	3.4	Orange	2.8	Hillsborough	2.2
Martin	76.5	St. Lucie	38.6	Palm Beach	36.0	Broward	7.9	Miami-Dade	5.9	Orange	4.6	Indian River	3.2
St. Lucie	97.7	Martin	24.1	Palm Beach	18.6	Indian River	11.9	Broward	7.6	Miami-Dade	5.6	Orange	4.3
Indian River	107.2	St. Lucie	21.7	Brevard	15.1	Palm Beach	9.3	Broward	6.6	Miami-Dade	4.8	Orange	4.8

Source: Census Bureau, OnTheMap



Workforce Innovation and Opportunity Act Eligible Providers and Programs

Background Research and Analysis Report

Phase 2 of the Local Workforce Development Board Alignment Evaluation

WIOA-eligible providers and programs

The Employ Florida website (www.employflorida.com) contains information about education and training providers and programs eligible under subtitle B of WIOA (“Workforce Investment Activities and Providers”). Available data was sufficient to match providers and programs to counties and generate counts of those items. However, data was lacking for important factors such as enrollment, completions, and capacity.

The table below (pages 24-25) displays the numbers of providers and programs relative to working age (16-64) population. Central counties of larger metropolitan areas have higher counts of WIOA-eligible providers and programs. Relative to working age population, some of these counties (Orange, Hillsborough) have higher concentrations than others (Miami-Dade, Duval). Other urbanized counties such as Lee and Escambia have both relatively high counts and concentrations.

When controlled for population, a few rural counties (Glades, Highlands, Jackson, Madison, Suwanee, Taylor, Washington) have a higher number of programs relative to population, but in each case, this is from a single provider. Of Florida’s 67 counties, 15 have only one provider and 22 have no providers.

The charts below tabulate programs by general subject and by program outcome. Health-related programs, including nursing and medical administration, represent the most common subject, followed by IT and business programs. The most common outcome for programs is an industry-recognized certificate or certification, followed by employment and gains in measurable skills. The Data Appendix contains subject and outcome data by county.

WIOA-eligible providers and programs (green=high number or ratio, red=low)

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Number of Providers**	Number of Programs	Ratio of programs to 10,000 population age 16-64
Escambia	Pensacola-Ferry Pass-Brent	7	103	5.0
Santa Rosa		3	13	1.0
Okaloosa	Crestview-Fort Walton Beach-Destin	2	14	1.0
Walton		1	7	1.4
Holmes	Panama City	0	0	0.0
Washington		1	22	13.3
Bay	Panama City	3	18	1.6
Jackson		1	15	5.0
Calhoun	Tallahassee	0	0	0.0
Gulf		1	2	2.4
Liberty	Tallahassee	0	0	0.0
Franklin		0	0	0.0
Gadsden	Tallahassee	0	0	0.0
Leon		2	2	0.1
Wakulla	Tallahassee	0	0	0.0
Jefferson		0	0	0.0
Madison	Lake City^	1	12	10.5
Taylor		1	13	9.7
Lafayette	Lake City^	0	0	0.0
Dixie		0	0	0.0
Hamilton	Lake City^	0	0	0.0
Suwannee		1	10	3.8
Columbia	Lake City^	1	6	1.4
Union		0	0	0.0
Bradford	Gainesville	1	3	1.6
Gilchrist		0	0	0.0
Alachua	Gainesville	4	10	0.5
Levy		0	0	0.0
Marion	Ocala	2	6	0.3
Baker		0	0	0.0
Nassau	Jacksonville	0	0	0.0
Duval		7	32	0.5
Clay	Jacksonville	4	23	1.6
St. Johns		2	7	0.4

Source: Employ Florida website (www.employflorida.com) Education and Training page, data downloaded 9/26/22

**Providers de-duplicated based on name and address match

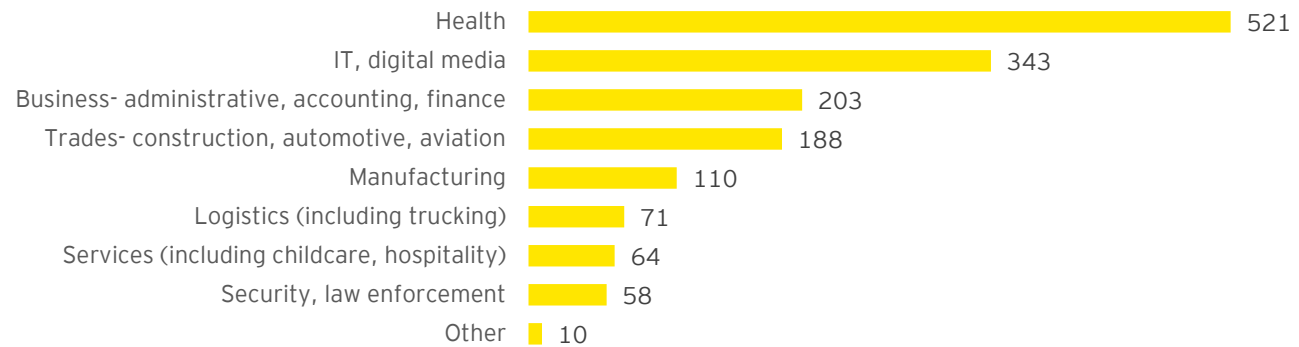
WIOA-eligible providers and programs, continued (green=high number or ratio, red=low)

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Number of providers**	Number of programs	Ratio of programs to 10,000 population age 16-64
Putnam	Palatka^	0	0	0.0
Flagler	Deltona-Daytona Beach-Ormond Beach	1	1	0.2
Volusia		4	8	0.2
Brevard	Palm Bay-Melbourne-Titusville	5	16	0.4
Seminole	Orlando-Kissimmee-Sanford	6	53	1.7
Orange		27	242	2.5
Osceola		8	49	1.9
Lake		3	43	1.9
Sumter	The Villages	1	1	0.2
Polk	Lakeland-Winter Haven	12	109	2.4
Citrus	Homosassa Springs	2	2	0.2
Hernando	Tampa-St. Petersburg-Clearwater	1	6	0.5
Pasco		2	3	0.1
Pinellas		9	32	0.6
Hillsborough		29	163	1.7
Sarasota	North Port-Sarasota-Bradenton	5	41	1.8
Manatee		4	57	2.5
Hardee	Wauchula^	0	0	0.0
DeSoto	Arcadia^	0	1	0.5
Highlands	Sebring-Avon Park	1	26	5.1
Okeechobee	Okeechobee^	0	0	0.0
Glades		1	8	11.0
Hendry	Clewiston^	1	4	1.6
Charlotte	Punta Gorda	4	23	2.4
Lee	Cape Coral-Fort Myers	21	163	3.7
Collier	Naples-Marco Island	3	36	1.8
Monroe	Key West^	0	0	0.0
Miami-Dade	Miami-Fort Lauderdale-Pompano Beach	9	31	0.2
Broward		17	84	0.7
Palm Beach		11	34	0.4
Martin	Port St. Lucie	0	0	0.0
St. Lucie		5	15	0.8
Indian River	Sebastian-Vero Beach	0	0	0.0

Source: Employ Florida website (www.employflorida.com) Education and Training page, data downloaded 9/26/22

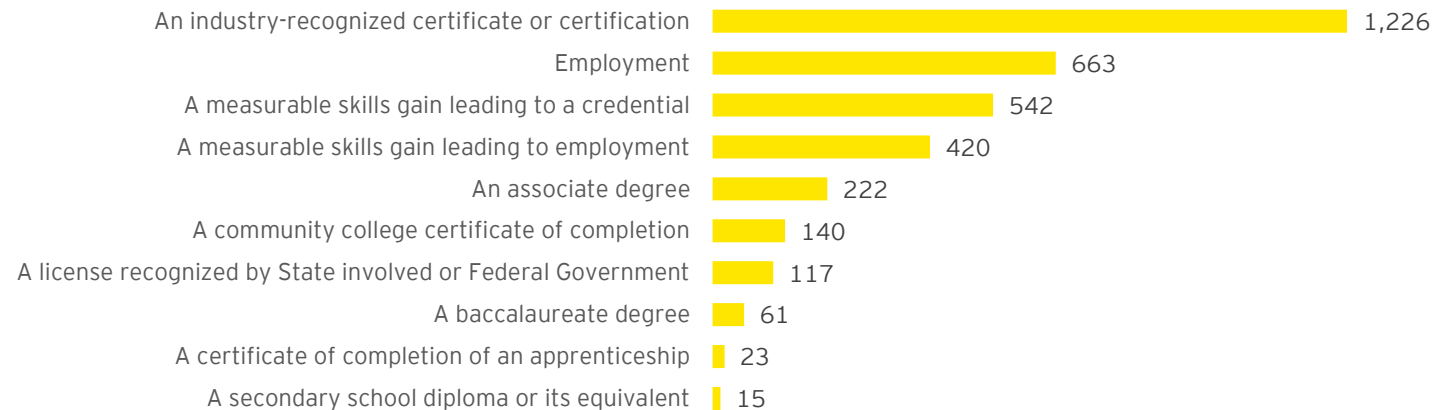
**Providers de-duplicated based on name and address match

WIOA-eligible programs in Florida by general subject



Source: Employ Florida, data downloaded from website on 9/26/22 and grouped into general subjects by EY

WIOA-eligible programs in Florida by outcome (multiple outcomes possible per program)



Source: Employ Florida, data downloaded from website on 9/26/22

Florida College System alignment

Another consideration regarding WIOA-eligible institutions is the Florida College System comprising 28 state and community colleges. The counties covered by each of these colleges are mostly consistent with local workforce development areas. However, four local workforce development areas have counties split across multiple College System areas:

- ▶ 8-CareerSource Northeast Florida
- ▶ 12-CareerSource Central Florida
- ▶ 19-CareerSource Heartland
- ▶ 23-CareerSource South Florida

Two colleges, Florida Gateway College and Indian River State College, have counties split across two different local workforce development areas.

Local workforce development areas and Florida College System areas

Local workforce development area	Florida College System area	Counties in a local workforce development area split across College System areas
1-CareerSource Escarosa	Pensacola State College	
2-CareerSource Okaloosa Walton	Northwest Florida State College	
3-CareerSource Chipola	Chipola College	
4-CareerSource Gulf Coast	Gulf Coast State College	
5-CareerSource Capital Region	Tallahassee Community College	
6-CareerSource North Florida	North Florida Community College	
7-CareerSource Florida Crown	Florida Gateway College	
8-CareerSource Northeast Florida	Florida Gateway College	Baker
8-CareerSource Northeast Florida	Florida State College at Jacksonville	Duval, Nassau
8-CareerSource Northeast Florida	St. Johns River State College	Clay, Putnam, St. Johns
9-CareerSource North Central Florida	Santa Fe College	
10-CareerSource Citrus Levy Marion	College of Central Florida	
11-CareerSource Flagler Volusia	Daytona State College	
12-CareerSource Central Florida	Seminole State College of Florida	Seminole
12-CareerSource Central Florida	Valencia College	Orange, Osceola
12-CareerSource Central Florida	Lake-Sumter State College	Lake, Sumter
13-CareerSource Brevard	Eastern Florida State College	
14-CareerSource Pinellas	St. Petersburg College	
15-CareerSource Tampa Bay	Hillsborough Community College	
16-CareerSource Pasco Hernando	Pasco-Hernando Community College	
17-CareerSource Polk	Polk State College	
18-CareerSource Suncoast	State College of Florida, Manatee-Sarasota	
19-CareerSource Heartland	South Florida State College	DeSoto, Hardee, Highlands
19-CareerSource Heartland	Indian River State College	Okeechobee
20-CareerSource Research Coast	Indian River State College	
21-CareerSource Palm Beach County	Palm Beach State College	
22-CareerSource Broward	Broward College	
23-CareerSource South Florida	Florida Keys Community College	Monroe
23-CareerSource South Florida	Miami Dade College	Miami-Dade
24-CareerSource Southwest Florida	Edison State College	

Data Appendix

Background Research and Analysis Report

Phase 2 of the Local Workforce Development Board Alignment Evaluation

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Population by race/ethnicity, age 25-54, 2021 (green=high, red=low)

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian, non-Hispanic	Other race or multiple races, non-Hispanic
Escambia	Pensacola-Ferry Pass-Brent	62.8%	22.9%	7.0%	3.7%	3.6%
Santa Rosa		78.7%	8.1%	7.2%	2.6%	3.3%
Okaloosa	Crestview-Fort Walton Beach-Destin	70.6%	10.9%	11.3%	3.3%	3.9%
Walton		81.7%	6.3%	7.9%	1.7%	2.5%
Holmes	Panama City	83.4%	9.8%	3.7%	0.7%	2.4%
Washington		74.3%	16.8%	4.7%	0.9%	3.3%
Bay	Panama City	73.7%	12.1%	8.5%	2.7%	3.0%
Jackson	Tallahassee	61.1%	29.2%	7.0%	0.7%	2.0%
Calhoun		72.5%	16.4%	7.9%	0.8%	2.4%
Gulf		79.6%	13.0%	4.5%	0.7%	2.1%
Liberty		63.1%	25.9%	9.3%	0.3%	1.5%
Franklin		69.2%	19.9%	9.2%	0.4%	1.4%
Gadsden		30.3%	56.4%	11.8%	0.6%	1.0%
Leon		53.2%	32.4%	7.5%	4.7%	2.1%
Wakulla		74.4%	17.7%	5.3%	0.8%	1.8%
Jefferson		57.1%	34.5%	6.0%	0.9%	1.4%
Madison		50.6%	39.6%	7.7%	0.6%	1.5%
Taylor	Gainesville	67.4%	23.4%	6.3%	0.9%	2.0%
Lafayette		65.9%	17.5%	14.9%	0.3%	1.5%
Dixie		77.2%	15.1%	5.4%	0.4%	1.9%
Hamilton		50.3%	34.8%	12.3%	0.6%	2.0%
Suwannee		71.1%	14.6%	12.2%	0.7%	1.4%
Columbia		69.7%	20.1%	7.3%	1.2%	1.6%
Union	Lake City^	63.0%	28.8%	6.3%	0.7%	1.2%
Bradford		66.1%	25.4%	6.2%	0.7%	1.5%
Gilchrist	Gainesville	87.3%	3.3%	7.2%	0.7%	1.4%
Alachua		57.6%	20.9%	12.3%	7.0%	2.1%
Levy		76.6%	9.9%	11.0%	0.8%	1.8%
Marion	Ocala	61.9%	14.9%	19.2%	2.2%	1.7%
Baker	Jacksonville	75.8%	18.3%	3.6%	0.7%	1.6%
Nassau		83.6%	6.7%	6.6%	1.4%	1.7%
Duval		50.2%	29.6%	12.1%	5.6%	2.5%
Clay		67.4%	13.9%	12.7%	3.3%	2.6%
St. Johns		77.6%	5.7%	10.1%	4.8%	1.8%

Source: Census Bureau, Population Estimates

Population by race/ethnicity, age 25-54, 2021 (green=high, red=low), continued

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian, non-Hispanic	Other race or multiple races, non-Hispanic
Putnam	Palatka^	68.8%	17.1%	11.6%	0.8%	1.7%
Flagler	Deltona-Daytona Beach-Ormond Beach	70.1%	11.0%	14.0%	3.0%	1.8%
Volusia		64.4%	12.0%	19.4%	2.4%	1.8%
Brevard	Palm Bay-Melbourne-Titusville	69.6%	10.9%	13.8%	3.2%	2.5%
Seminole	Orlando-Kissimmee-Sanford	54.0%	12.5%	25.6%	5.9%	2.0%
Orange		37.8%	20.0%	34.4%	5.8%	1.9%
Osceola		26.8%	10.3%	58.7%	2.8%	1.4%
Lake		60.1%	13.0%	22.4%	2.6%	1.8%
Sumter	The Villages	61.5%	20.0%	15.0%	1.7%	1.8%
Polk	Lakeland-Winter Haven	48.9%	15.6%	31.7%	2.1%	1.6%
Citrus	Homosassa Springs	83.3%	3.8%	9.0%	2.0%	1.9%
Hernando	Tampa-St. Petersburg-Clearwater	70.2%	6.3%	19.8%	1.9%	1.9%
Pasco		65.5%	7.4%	21.4%	3.7%	1.9%
Pinellas		69.0%	11.7%	12.7%	4.5%	2.1%
Hillsborough		44.3%	16.7%	31.8%	5.3%	2.0%
Sarasota	North Port-Sarasota-Bradenton	74.5%	5.8%	15.1%	2.9%	1.7%
Manatee		63.2%	10.3%	21.7%	3.0%	1.8%
Hardee	Wauchula^	42.9%	7.2%	47.5%	1.0%	1.3%
DeSoto	Arcadia^	43.9%	13.7%	40.7%	0.6%	1.1%
Highlands	Sebring-Avon Park	53.7%	12.2%	30.4%	1.9%	1.8%
Okeechobee	Okeechobee^	54.8%	11.6%	30.9%	0.9%	1.8%
Glades		46.5%	20.2%	27.5%	0.6%	5.2%
Hendry	Clewiston^	26.3%	10.2%	60.8%	0.9%	1.8%
Charlotte	Punta Gorda	74.9%	8.2%	13.0%	2.1%	1.9%
Lee	Cape Coral-Fort Myers	54.3%	10.0%	31.9%	2.2%	1.5%
Collier	Naples-Marco Island	46.4%	8.5%	41.8%	2.1%	1.2%
Monroe	Key West^	59.0%	8.2%	29.3%	1.8%	1.6%
Miami-Dade	Miami-Fort Lauderdale-Pompano Beach	12.0%	14.4%	71.1%	1.7%	0.7%
Broward		28.6%	29.6%	35.9%	4.2%	1.7%
Palm Beach		44.4%	21.4%	29.1%	3.6%	1.5%
Martin	Port St. Lucie	69.9%	7.5%	19.1%	2.0%	1.5%
St. Lucie		47.5%	22.8%	25.6%	2.3%	1.8%
Indian River	Sebastian-Vero Beach	66.2%	11.1%	18.8%	2.2%	1.6%

Source: Census Bureau, Population Estimates

Change in population by race/ethnicity, age 25-54, 2016-2021 (green=high, red=low)

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian, non-Hispanic	Other race or multiple races, non-Hispanic
Escambia	Pensacola-Ferry Pass-Brent	-0.2%	4.5%	17.8%	5.0%	12.0%
Santa Rosa		8.0%	14.2%	34.1%	18.2%	27.1%
Okaloosa	Crestview-Fort Walton Beach-Destin	0.2%	9.4%	17.7%	3.6%	18.1%
Walton		15.7%	15.4%	29.3%	32.4%	12.2%
Holmes		-1.3%	10.0%	24.6%	11.1%	5.8%
Washington		3.3%	0.0%	18.0%	57.9%	24.4%
Bay	Panama City	-9.2%	-2.5%	11.7%	-2.5%	3.7%
Jackson		-3.9%	-7.0%	2.6%	-7.9%	5.6%
Calhoun		-7.1%	-8.8%	-4.8%	-6.1%	-6.4%
Gulf		-19.3%	-64.0%	-59.0%	-15.4%	3.1%
Liberty		-9.6%	-3.8%	6.6%	25.0%	12.5%
Franklin		1.8%	2.2%	10.3%	-5.0%	10.0%
Gadsden	Tallahassee	-11.0%	-9.5%	2.0%	-8.6%	-7.3%
Leon		-3.4%	5.9%	16.0%	2.7%	13.0%
Wakulla		5.0%	3.8%	19.0%	7.5%	14.7%
Jefferson		4.5%	-4.5%	17.0%	38.9%	30.5%
Madison		-0.5%	-4.4%	14.9%	10.0%	12.0%
Taylor		-3.3%	-7.6%	3.7%	-13.3%	-6.2%
Lafayette		-9.2%	-18.2%	-7.5%	0.0%	6.3%
Dixie		-1.0%	2.2%	7.9%	14.3%	39.3%
Hamilton		-8.6%	-6.3%	20.8%	-12.8%	21.8%
Suwannee		-4.4%	-11.2%	15.7%	13.6%	24.6%
Columbia	Lake City^	-3.7%	2.2%	12.3%	12.5%	7.7%
Union		1.5%	7.9%	5.1%	23.7%	15.7%
Bradford		4.6%	16.8%	43.8%	20.9%	21.9%
Gilchrist	Gainesville	-0.1%	9.9%	22.1%	4.8%	4.9%
Alachua		1.7%	6.4%	28.4%	4.9%	14.4%
Levy		4.9%	11.7%	29.0%	20.2%	17.0%
Marion	Ocala	3.3%	12.5%	39.0%	11.4%	25.7%
Baker	Jacksonville	-1.5%	11.0%	40.3%	19.7%	24.3%
Nassau		9.7%	28.1%	51.2%	44.4%	47.7%
Duval		-1.2%	8.8%	29.1%	9.5%	18.9%
Clay		-2.3%	23.9%	23.6%	8.0%	19.2%
St. Johns		16.6%	27.2%	57.0%	59.1%	51.1%

Source: Census Bureau, Population Estimates

Change in population by race/ethnicity, age 25-54, 2016-2021 (green=high, red=low), continued

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian, non-Hispanic	Other race or multiple races, non-Hispanic
Putnam	Palatka^	-3.2%	1.3%	7.8%	-1.1%	17.5%
Flagler	Deltona-Daytona Beach-Ormond Beach	5.2%	13.8%	29.4%	10.7%	25.0%
Volusia		-2.8%	9.8%	34.3%	9.7%	21.1%
Brevard		-0.1%	9.5%	28.3%	14.6%	20.7%
Seminole	Orlando-Kissimmee-Sanford	-7.0%	12.0%	16.3%	19.4%	20.3%
Orange		-1.8%	8.5%	14.8%	10.5%	14.4%
Osceola		2.2%	30.7%	27.7%	19.8%	27.9%
Lake		8.7%	34.2%	42.7%	22.9%	27.8%
Sumter	The Villages	6.5%	-0.2%	18.5%	39.7%	22.6%
Polk	Lakeland-Winter Haven	-0.2%	17.7%	52.8%	11.9%	30.6%
Citrus	Homosassa Springs	6.5%	24.6%	40.7%	6.9%	26.8%
Hernando	Tampa-St. Petersburg-Clearwater	4.9%	25.9%	48.8%	15.6%	34.9%
Pasco		4.3%	41.7%	47.3%	45.6%	34.0%
Pinellas		-6.4%	-0.7%	11.4%	0.8%	14.7%
Hillsborough		-4.5%	10.9%	15.1%	14.7%	19.1%
Sarasota	North Port-Sarasota-Bradenton	-0.8%	7.4%	19.3%	17.8%	27.1%
Manatee		2.2%	10.6%	16.7%	17.8%	32.7%
Hardee	Wauchula^	-10.9%	-5.9%	-6.5%	-14.9%	14.0%
DeSoto	Arcadia^	-7.6%	-7.9%	-3.4%	-18.3%	29.1%
Highlands	Sebring-Avon Park	-5.8%	4.3%	14.0%	-2.1%	17.7%
Okeechobee	Okeechobee^	-5.9%	3.1%	4.5%	-11.2%	12.7%
Glades		-14.6%	-12.4%	-4.4%	0.0%	11.7%
Hendry	Clewiston^	-12.4%	-6.3%	3.9%	4.6%	8.0%
Charlotte	Punta Gorda	1.7%	12.4%	25.8%	6.0%	21.3%
Lee	Cape Coral-Fort Myers	-3.5%	11.9%	24.5%	11.3%	25.4%
Collier	Naples-Marco Island	-6.9%	2.4%	8.2%	14.5%	13.8%
Monroe	Key West^	-5.0%	11.5%	9.7%	24.0%	2.1%
Miami-Dade	Miami-Fort Lauderdale-Pompano Beach	-5.2%	-9.3%	-3.6%	-2.6%	0.3%
Broward		-15.9%	1.6%	7.6%	-2.1%	2.9%
Palm Beach		-7.7%	4.8%	9.8%	3.5%	10.3%
Martin	Port St. Lucie	-5.9%	-3.4%	4.8%	6.8%	18.0%
St. Lucie		-2.1%	21.8%	29.4%	12.3%	21.1%
Indian River	Sebastian-Vero Beach	0.1%	8.1%	16.5%	10.0%	24.9%

Source: Census Bureau, Population Estimates

Population and population by age, local workforce development areas, 2016-2021

LWDB number	LWDB name	Population, 2021	Average of counties' median age, 2021	% of pop age 16-64, 2021	% of pop age 25-54, 2021	Change in population, 2016-2021	Change in population age 25-54, 2016-2021
1	CareerSource Escarosa	516,388	38.8	64.1%	51.9%	7.3%	5.7%
2	CareerSource Okaloosa Walton	293,324	40.7	63.0%	52.6%	10.5%	6.8%
3	CareerSource Chipola	114,455	41.4	63.8%	53.4%	-0.3%	-2.2%
4	CareerSource Gulf Coast	206,103	46.0	62.7%	53.1%	-2.6%	-8.1%
5	CareerSource Capital Region	371,221	38.5	67.8%	47.5%	1.8%	0.5%
6	CareerSource North Florida	121,518	42.9	61.4%	51.3%	0.2%	-3.1%
7	CareerSource Florida Crown	122,182	42.0	61.6%	50.5%	3.0%	0.2%
8	CareerSource Northeast Florida	1,711,833	41.6	63.3%	52.8%	10.6%	7.9%
9	CareerSource North Central Florida	307,778	36.5	68.2%	47.4%	5.9%	6.3%
10	CareerSource Citrus Levy Marion	588,156	51.0	53.8%	45.6%	10.9%	10.3%
11	CareerSource Flagler Volusia	685,344	50.0	58.6%	49.1%	7.8%	5.6%
12	CareerSource Central Florida	2,827,563	45.7	64.1%	53.0%	9.7%	8.8%
13	CareerSource Brevard	616,628	47.2	59.8%	50.7%	6.9%	5.0%
14	CareerSource Pinellas	956,615	49.1	60.3%	52.2%	-0.3%	-3.1%
15	CareerSource Tampa Bay	1,478,194	38.0	65.6%	54.5%	5.8%	5.0%
16	CareerSource Pasco Hernando	784,705	46.0	59.2%	50.0%	13.3%	15.0%
17	CareerSource Polk	753,520	39.9	60.6%	49.7%	13.2%	16.0%
18	CareerSource Suncoast	859,760	53.6	53.2%	45.3%	9.1%	5.0%
19	CareerSource Heartland	203,395	43.4	55.0%	45.6%	-1.4%	-2.3%
20	CareerSource Research Coast	667,183	51.2	55.8%	47.1%	8.5%	5.7%
21	CareerSource Palm Beach County	1,497,987	45.4	58.8%	49.2%	3.2%	0.1%
22	CareerSource Broward	1,930,983	41.3	64.0%	54.0%	1.0%	-2.4%
23	CareerSource South Florida	2,744,947	44.8	65.2%	54.9%	-0.9%	-4.5%
24	CareerSource Southwest Florida	1,421,346	49.2	54.1%	45.7%	7.7%	4.1%

Source: Census Bureau, Population Estimates

Population by race/ethnicity, local workforce development areas, 2021

LWDB number	LWDB name	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian, non-Hispanic	Other race or multiple races, non-Hispanic
1	CareerSource Escarosa	70.2%	16.4%	6.4%	2.8%	4.2%
2	CareerSource Okaloosa Walton	75.4%	8.5%	9.3%	2.6%	4.3%
3	CareerSource Chipola	73.1%	18.0%	5.0%	0.6%	3.3%
4	CareerSource Gulf Coast	76.1%	11.1%	7.0%	2.1%	3.7%
5	CareerSource Capital Region	54.7%	32.7%	7.3%	2.9%	2.4%
6	CareerSource North Florida	67.0%	21.6%	8.4%	0.7%	2.3%
7	CareerSource Florida Crown	74.7%	15.6%	6.4%	0.8%	2.4%
8	CareerSource Northeast Florida	61.7%	21.2%	10.3%	4.0%	2.9%
9	CareerSource North Central Florida	61.2%	20.0%	10.5%	5.6%	2.8%
10	CareerSource Citrus Levy Marion	73.8%	9.7%	12.7%	1.6%	2.1%
11	CareerSource Flagler Volusia	70.1%	10.4%	15.3%	2.0%	2.2%
12	CareerSource Central Florida	46.6%	15.5%	31.3%	4.4%	2.2%
13	CareerSource Brevard	72.9%	10.1%	11.6%	2.6%	2.8%
14	CareerSource Pinellas	73.1%	10.4%	10.6%	3.6%	2.4%
15	CareerSource Tampa Bay	46.5%	16.3%	30.3%	4.4%	2.5%
16	CareerSource Pasco Hernando	71.3%	6.1%	17.6%	2.6%	2.4%
17	CareerSource Polk	53.9%	14.8%	27.4%	1.8%	2.1%
18	CareerSource Suncoast	76.4%	6.3%	13.4%	2.1%	1.8%
19	CareerSource Heartland	60.0%	9.4%	27.5%	1.1%	1.9%
20	CareerSource Research Coast	64.5%	14.2%	17.7%	1.7%	1.9%
21	CareerSource Palm Beach County	52.6%	18.9%	23.9%	2.9%	1.7%
22	CareerSource Broward	33.6%	28.7%	32.0%	3.8%	1.9%
23	CareerSource South Florida	15.1%	14.8%	67.8%	1.5%	0.9%
24	CareerSource Southwest Florida	65.4%	7.4%	24.0%	1.6%	1.6%

Source: Census Bureau, Population Estimates

Population by race/ethnicity, age 25-54, local workforce development areas, 2021

LWDB number	LWDB name	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian, non-Hispanic	Other race or multiple races, non-Hispanic
1	CareerSource Escarosa	69.0%	17.1%	7.1%	3.3%	3.5%
2	CareerSource Okaloosa Walton	73.5%	9.7%	10.4%	2.8%	3.5%
3	CareerSource Chipola	69.2%	21.5%	6.2%	0.7%	2.4%
4	CareerSource Gulf Coast	73.8%	12.7%	8.3%	2.4%	2.8%
5	CareerSource Capital Region	52.8%	33.7%	7.8%	3.8%	1.9%
6	CareerSource North Florida	62.7%	25.1%	9.9%	0.7%	1.6%
7	CareerSource Florida Crown	72.1%	18.5%	6.9%	0.9%	1.6%
8	CareerSource Northeast Florida	59.5%	22.0%	11.5%	4.7%	2.3%
9	CareerSource North Central Florida	58.5%	21.4%	11.6%	6.4%	2.1%
10	CareerSource Citrus Levy Marion	68.2%	11.9%	16.1%	2.1%	1.8%
11	CareerSource Flagler Volusia	65.3%	11.9%	18.5%	2.5%	1.8%
12	CareerSource Central Florida	42.1%	16.5%	34.7%	4.9%	1.8%
13	CareerSource Brevard	69.6%	10.9%	13.8%	3.2%	2.5%
14	CareerSource Pinellas	69.0%	11.7%	12.7%	4.5%	2.1%
15	CareerSource Tampa Bay	44.3%	16.7%	31.8%	5.3%	2.0%
16	CareerSource Pasco Hernando	66.6%	7.1%	21.0%	3.3%	1.9%
17	CareerSource Polk	48.9%	15.6%	31.7%	2.1%	1.6%
18	CareerSource Suncoast	68.6%	8.2%	18.5%	3.0%	1.7%
19	CareerSource Heartland	50.5%	11.7%	34.9%	1.3%	1.6%
20	CareerSource Research Coast	56.6%	16.8%	22.6%	2.2%	1.7%
21	CareerSource Palm Beach County	44.4%	21.4%	29.1%	3.6%	1.5%
22	CareerSource Broward	28.6%	29.6%	35.9%	4.2%	1.7%
23	CareerSource South Florida	13.3%	14.2%	70.0%	1.7%	0.8%
24	CareerSource Southwest Florida	53.5%	9.5%	33.4%	2.1%	1.5%

Source: Census Bureau, Population Estimates

Change in population by race/ethnicity, local workforce development areas, 2016-2021

LWDB number	LWDB name	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian, non-Hispanic	Other race or multiple races, non-Hispanic
1	CareerSource Escarosa	6.0%	4.3%	24.1%	11.1%	17.7%
2	CareerSource Okaloosa Walton	8.5%	10.7%	24.1%	13.5%	17.5%
3	CareerSource Chipola	-1.1%	-2.4%	11.0%	14.0%	13.5%
4	CareerSource Gulf Coast	-3.3%	-8.3%	10.7%	4.9%	4.6%
5	CareerSource Capital Region	-0.3%	2.0%	13.4%	5.0%	13.4%
6	CareerSource North Florida	-0.1%	-5.7%	15.5%	11.5%	18.9%
7	CareerSource Florida Crown	1.3%	4.5%	16.7%	13.7%	14.5%
8	CareerSource Northeast Florida	6.5%	11.2%	32.6%	18.4%	20.6%
9	CareerSource North Central Florida	3.0%	5.7%	22.6%	9.3%	11.8%
10	CareerSource Citrus Levy Marion	7.1%	12.2%	35.2%	16.8%	23.6%
11	CareerSource Flagler Volusia	3.5%	8.4%	29.1%	11.8%	19.3%
12	CareerSource Central Florida	2.9%	10.8%	19.4%	17.2%	16.5%
13	CareerSource Brevard	3.6%	8.3%	25.0%	18.0%	15.9%
14	CareerSource Pinellas	-2.3%	-1.0%	11.6%	6.2%	9.8%
15	CareerSource Tampa Bay	-1.2%	8.9%	14.2%	16.8%	16.6%
16	CareerSource Pasco Hernando	5.3%	36.0%	42.5%	41.2%	28.5%
17	CareerSource Polk	1.0%	14.8%	45.4%	15.9%	22.0%
18	CareerSource Suncoast	7.0%	7.6%	18.3%	26.7%	24.5%
19	CareerSource Heartland	-4.6%	-0.6%	5.0%	1.0%	12.7%
20	CareerSource Research Coast	3.2%	15.7%	23.0%	16.7%	20.8%
21	CareerSource Palm Beach County	-2.4%	6.8%	13.0%	11.8%	11.8%
22	CareerSource Broward	-9.7%	4.0%	11.0%	5.0%	5.1%
23	CareerSource South Florida	-0.9%	-7.6%	0.6%	1.2%	5.5%
24	CareerSource Southwest Florida	3.9%	7.2%	18.5%	18.5%	17.8%

Source: Census Bureau, Population Estimates

Change in population by race/ethnicity, age 25-54, local workforce development areas, 2016-2021

LWDB number	LWDB name	White, non-Hispanic	Black, non-Hispanic	Hispanic	Asian, non-Hispanic	Other race or multiple races, non-Hispanic
1	CareerSource Escarosa	3.3%	6.2%	23.9%	8.8%	17.2%
2	CareerSource Okaloosa Walton	4.3%	10.4%	19.8%	7.1%	17.0%
3	CareerSource Chipola	-2.6%	-4.6%	6.0%	8.7%	9.5%
4	CareerSource Gulf Coast	-9.4%	-11.4%	5.8%	-2.8%	3.8%
5	CareerSource Capital Region	-2.7%	2.2%	13.4%	2.6%	11.6%
6	CareerSource North Florida	-3.6%	-7.5%	11.7%	4.7%	13.0%
7	CareerSource Florida Crown	-2.1%	3.7%	12.0%	12.8%	12.5%
8	CareerSource Northeast Florida	2.5%	10.6%	31.2%	15.5%	23.1%
9	CareerSource North Central Florida	2.1%	7.6%	29.1%	5.1%	14.9%
10	CareerSource Citrus Levy Marion	4.4%	13.3%	38.6%	10.6%	25.2%
11	CareerSource Flagler Volusia	-1.6%	10.4%	33.7%	9.9%	21.7%
12	CareerSource Central Florida	-0.8%	12.5%	19.8%	13.8%	18.6%
13	CareerSource Brevard	-0.1%	9.5%	28.3%	14.6%	20.7%
14	CareerSource Pinellas	-6.4%	-0.7%	11.4%	0.8%	14.7%
15	CareerSource Tampa Bay	-4.5%	10.9%	15.1%	14.7%	19.1%
16	CareerSource Pasco Hernando	4.4%	38.1%	47.6%	40.7%	34.2%
17	CareerSource Polk	-0.2%	17.7%	52.8%	11.9%	30.6%
18	CareerSource Suncoast	0.6%	9.5%	17.7%	17.8%	30.0%
19	CareerSource Heartland	-6.8%	0.1%	3.5%	-6.8%	17.3%
20	CareerSource Research Coast	-2.7%	16.6%	21.5%	10.6%	21.2%
21	CareerSource Palm Beach County	-7.7%	4.8%	9.8%	3.5%	10.3%
22	CareerSource Broward	-15.9%	1.6%	7.6%	-2.1%	2.9%
23	CareerSource South Florida	-5.2%	-9.0%	-3.5%	-2.0%	0.4%
24	CareerSource Southwest Florida	-3.8%	8.2%	17.0%	11.4%	20.9%

Source: Census Bureau, Population Estimates

Educational attainment, age 25-64, local workforce development areas, 2020

LWDB number	LWDB name	Less than high school degree	High school degree or equivalent	Some college, no degree	Associate degree	Bachelor's degree or higher
1	CareerSource Escarosa	8.8%	25.6%	24.6%	13.6%	27.4%
2	CareerSource Okaloosa Walton	8.0%	25.6%	23.7%	11.5%	31.1%
3	CareerSource Chipola	18.0%	41.8%	22.6%	6.5%	11.0%
4	CareerSource Gulf Coast	9.7%	29.6%	24.6%	12.3%	23.8%
5	CareerSource Capital Region	8.7%	22.4%	19.7%	9.4%	39.8%
6	CareerSource North Florida	20.4%	40.9%	17.9%	6.9%	13.9%
7	CareerSource Florida Crown	16.9%	38.4%	22.5%	9.3%	12.9%
8	CareerSource Northeast Florida	8.7%	27.7%	21.6%	10.6%	31.4%
9	CareerSource North Central Florida	8.1%	21.7%	17.4%	11.4%	41.4%
10	CareerSource Citrus Levy Marion	12.0%	37.8%	21.4%	10.7%	18.1%
11	CareerSource Flagler Volusia	8.1%	31.0%	23.2%	13.5%	24.2%
12	CareerSource Central Florida	9.1%	24.6%	19.6%	12.4%	34.3%
13	CareerSource Brevard	6.8%	25.2%	21.6%	14.2%	32.3%
14	CareerSource Pinellas	7.5%	25.5%	21.6%	11.3%	34.0%
15	CareerSource Tampa Bay	10.2%	25.8%	17.8%	9.9%	36.3%
16	CareerSource Pasco Hernando	9.6%	31.4%	22.5%	11.4%	25.1%
17	CareerSource Polk	14.3%	32.9%	21.8%	10.5%	20.5%
18	CareerSource Suncoast	9.6%	29.0%	20.2%	10.5%	30.7%
19	CareerSource Heartland	20.4%	40.1%	17.7%	7.8%	14.1%
20	CareerSource Research Coast	11.1%	29.5%	21.8%	11.7%	25.9%
21	CareerSource Palm Beach County	11.6%	23.6%	18.5%	10.4%	35.9%
22	CareerSource Broward	8.9%	25.7%	20.0%	10.8%	34.6%
23	CareerSource South Florida	13.5%	27.1%	15.9%	10.7%	32.8%
24	CareerSource Southwest Florida	12.8%	31.4%	19.9%	10.3%	25.6%

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

Households receiving food stamps/SNAP benefits, local workforce development areas, 2020

LWDB number	LWDB name	Number of people in poverty	Number of people in poverty universe	% of people in poverty	Number of households receiving food stamps/SNAP	Total households	% of households receiving food stamps/SNAP
1	CareerSource Escarosa	58,199	487,017	12.0%	23,837	187,866	12.7%
2	CareerSource Okaloosa Walton	28,283	281,411	10.1%	8,749	107,870	8.1%
3	CareerSource Chipola	20,006	99,482	20.1%	7,672	40,730	18.8%
4	CareerSource Gulf Coast	24,694	190,965	12.9%	11,596	84,124	13.8%
5	CareerSource Capital Region	62,158	354,718	17.5%	18,700	145,219	12.9%
6	CareerSource North Florida	21,759	110,198	19.7%	7,673	41,555	18.5%
7	CareerSource Florida Crown	18,676	110,332	16.9%	7,813	42,147	18.5%
8	CareerSource Northeast Florida	213,790	1,631,391	13.1%	76,689	608,442	12.6%
9	CareerSource North Central Florida	48,557	281,984	17.2%	11,856	111,297	10.7%
10	CareerSource Citrus Levy Marion	81,596	555,935	14.7%	32,155	227,455	14.1%
11	CareerSource Flagler Volusia	74,380	664,449	11.2%	31,922	264,426	12.1%
12	CareerSource Central Florida	307,265	2,727,146	11.3%	123,351	952,333	13.0%
13	CareerSource Brevard	59,282	600,774	9.9%	23,758	236,005	10.1%
14	CareerSource Pinellas	106,309	960,306	11.1%	39,034	413,239	9.4%
15	CareerSource Tampa Bay	175,650	1,474,357	11.9%	71,773	539,919	13.3%
16	CareerSource Pasco Hernando	88,911	759,921	11.7%	37,539	286,191	13.1%
17	CareerSource Polk	104,836	729,247	14.4%	34,848	240,879	14.5%
18	CareerSource Suncoast	82,461	844,040	9.8%	25,514	339,573	7.5%
19	CareerSource Heartland	36,598	205,247	17.8%	13,702	77,734	17.6%
20	CareerSource Research Coast	77,582	653,225	11.9%	24,861	244,356	10.2%
21	CareerSource Palm Beach County	178,480	1,485,214	12.0%	54,743	565,598	9.7%
22	CareerSource Broward	214,119	1,941,247	11.0%	90,600	704,942	12.9%
23	CareerSource South Florida	407,201	2,738,109	14.9%	219,956	934,994	23.5%
24	CareerSource Southwest Florida	151,851	1,417,424	10.7%	45,714	534,419	8.6%

Source: Census Bureau, Small Area Income and Poverty Estimates (SAIPE), American Community Survey 5-year estimate

Industry share of county employment (NAICS 11 to 53), 2021

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Agriculture, Forestry, Fishing and Hunting	Mining, Quarrying, and Oil and Gas Extraction	Utilities	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance	Real Estate and Rental and Leasing
Escambia	Pensacola-Ferry Pass-Brent	0.2%	0.0%	0.5%	6.1%	3.6%	2.8%	10.5%	1.9%	0.6%	6.7%	1.6%
Santa Rosa		0.9%	0.1%	0.7%	9.0%	2.7%	2.0%	15.0%	1.8%	1.3%	1.8%	2.5%
Okaloosa	Crestview-Fort Walton Beach-Destin	0.2%	0.0%	0.1%	4.5%	2.5%	1.1%	10.7%	1.5%	0.8%	2.4%	2.6%
Walton		0.3%	0.1%	0.9%	10.6%	1.3%	1.4%	15.6%	1.8%	0.8%	1.8%	6.0%
Holmes		2.0%	0.0%	0.5%	12.9%	2.8%	1.0%	11.1%	1.1%	0.5%	2.3%	0.6%
Washington		2.4%	0.0%	0.3%	8.2%	3.7%	2.3%	12.1%	2.2%	0.2%	2.1%	0.8%
Bay	Panama City	0.5%	0.1%	0.2%	8.5%	3.9%	2.5%	13.7%	2.2%	0.7%	2.7%	3.7%
Jackson		2.2%	0.3%	1.3%	6.8%	4.4%	1.7%	13.1%	6.4%	0.5%	1.9%	0.8%
Calhoun		6.7%	0.0%	0.0%	9.0%	0.0%	3.9%	9.6%	2.7%	0.5%	2.0%	0.0%
Gulf		2.4%	0.0%	1.5%	11.1%	3.3%	1.7%	13.8%	1.6%	1.0%	2.0%	4.5%
Liberty		7.4%	0.0%	0.5%	9.5%	13.2%	0.0%	7.1%	2.2%	0.6%	0.0%	0.0%
Franklin		2.5%	0.0%	0.0%	7.9%	3.1%	2.0%	13.0%	1.5%	1.5%	1.5%	5.0%
Gadsden		39.9%	0.6%	0.4%	6.0%	5.5%	4.7%	5.6%	1.6%	0.4%	0.5%	0.4%
Leon	Tallahassee	0.1%	0.0%	0.1%	4.2%	1.2%	1.5%	9.7%	1.2%	1.9%	3.0%	1.8%
Wakulla		2.1%	0.0%	0.9%	10.0%	7.3%	0.3%	13.7%	1.7%	0.3%	4.2%	0.9%
Jefferson		14.3%	0.0%	1.3%	7.9%	0.9%	1.5%	12.0%	3.6%	0.4%	1.8%	2.1%
Madison		6.6%	0.0%	1.3%	3.3%	8.6%	1.5%	10.6%	1.6%	0.4%	1.6%	0.6%
Taylor		4.4%	0.0%	0.2%	4.7%	20.8%	1.0%	14.6%	1.3%	0.7%	1.6%	0.9%
Lafayette		15.7%	1.2%	0.9%	3.2%	5.0%	2.1%	10.3%	4.1%	0.7%	3.0%	0.0%
Dixie		5.4%	0.0%	0.0%	6.2%	16.1%	1.0%	9.8%	2.5%	0.3%	0.6%	0.0%
Hamilton		7.8%	0.0%	0.7%	2.9%	19.3%	0.8%	10.5%	3.0%	0.0%	0.9%	0.0%
Suwannee		8.1%	0.2%	1.1%	7.0%	12.5%	2.6%	15.7%	2.2%	0.4%	1.5%	0.7%
Columbia	Lake City^	1.5%	0.0%	0.2%	5.1%	8.1%	2.9%	14.6%	3.8%	0.4%	1.9%	1.0%
Union		2.9%	0.0%	0.0%	6.2%	2.4%	1.0%	5.5%	9.9%	0.0%	0.4%	0.5%
Bradford		1.8%	2.1%	0.0%	7.0%	3.7%	2.0%	15.3%	8.6%	0.5%	2.0%	1.2%
Gilchrist		19.0%	0.0%	0.9%	7.8%	6.4%	1.8%	5.7%	1.1%	0.2%	1.5%	0.6%
Alachua	Gainesville	1.2%	0.0%	0.2%	4.4%	2.8%	1.8%	9.5%	2.7%	1.2%	2.8%	1.8%
Levy		7.3%	0.5%	0.4%	12.3%	8.7%	2.2%	15.7%	2.1%	0.4%	2.1%	1.3%
Marion	Ocala	2.1%	0.1%	0.2%	8.3%	8.1%	3.3%	14.6%	5.2%	0.5%	2.1%	1.8%
Baker		0.6%	0.0%	0.0%	5.5%	1.5%	1.8%	13.5%	15.3%	0.7%	1.9%	0.4%
Nassau		1.6%	0.0%	0.3%	7.0%	5.9%	1.8%	13.9%	3.0%	0.7%	2.1%	2.1%
Duval	Jacksonville	0.2%	0.0%	0.0%	6.6%	4.3%	3.5%	9.4%	8.2%	1.2%	8.6%	1.7%
Clay		0.3%	0.0%	0.6%	8.8%	2.2%	1.7%	15.0%	3.4%	1.1%	2.7%	1.8%
St. Johns		0.7%	0.0%	0.1%	6.5%	4.6%	2.8%	13.3%	2.3%	0.8%	3.2%	2.8%

Source: Lightcast

Industry share of county employment (NAICS 11 to 53), 2021, continued

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Agriculture, Forestry, Fishing and Hunting	Mining, Quarrying, and Oil and Gas Extraction	Utilities	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance	Real Estate and Rental and Leasing
Putnam	Palatka^	2.7%	0.3%	1.7%	9.7%	8.7%	1.0%	14.7%	2.4%	0.6%	1.7%	1.0%
Flagler	Deltona-Daytona Beach-	1.3%	0.1%	0.2%	9.1%	2.2%	1.4%	14.4%	1.8%	1.6%	2.4%	2.3%
Volusia	Ormond Beach	1.1%	0.0%	0.2%	7.3%	5.5%	2.2%	14.4%	2.8%	0.7%	2.7%	2.3%
Brevard	Palm Bay-Melbourne-Titusville	0.2%	0.0%	0.2%	7.6%	11.8%	2.0%	11.6%	2.1%	0.8%	2.6%	1.5%
Seminole	Orlando-Kissimmee-Sanford	0.2%	0.0%	0.3%	10.7%	3.5%	3.1%	12.5%	2.2%	2.6%	7.6%	2.3%
Orange		0.5%	0.0%	0.1%	5.7%	4.0%	3.4%	9.5%	5.2%	1.7%	3.6%	2.7%
Osceola		0.5%	0.0%	0.0%	7.8%	2.0%	2.5%	15.5%	3.2%	0.7%	1.5%	3.1%
Lake		2.9%	0.1%	0.2%	10.3%	3.7%	1.5%	15.6%	3.1%	1.1%	2.2%	2.2%
Sumter	The Villages	2.1%	0.2%	1.3%	11.2%	3.5%	0.8%	13.9%	1.2%	0.6%	3.8%	1.6%
Polk	Lakeland-Winter Haven	1.3%	0.3%	0.2%	6.3%	6.6%	3.8%	11.9%	11.2%	0.7%	4.3%	1.6%
Citrus	Homosassa Springs	0.6%	0.1%	1.5%	9.6%	1.6%	1.1%	16.2%	1.4%	0.7%	2.3%	2.1%
Hernando		0.6%	0.0%	0.2%	7.9%	4.6%	1.3%	16.3%	5.0%	0.7%	2.2%	1.4%
Pasco	Tampa-St. Petersburg-	0.9%	0.1%	0.8%	9.3%	2.9%	2.2%	16.4%	2.1%	0.9%	2.3%	1.9%
Pinellas	Clearwater	0.1%	0.0%	0.2%	5.9%	7.0%	2.9%	11.4%	1.9%	1.5%	5.5%	2.7%
Hillsborough		1.2%	0.0%	0.4%	6.8%	3.6%	4.2%	9.7%	3.7%	2.0%	8.6%	2.3%
Sarasota	North Port-Sarasota-	0.2%	0.0%	0.2%	9.3%	4.6%	2.2%	12.3%	1.8%	1.0%	3.4%	2.8%
Manatee	Bradenton	3.4%	0.0%	0.2%	8.8%	6.0%	2.9%	14.8%	3.1%	0.9%	2.4%	2.7%
Hardee	Wauchula^	19.9%	0.4%	1.7%	6.2%	4.2%	1.4%	10.0%	1.5%	0.2%	3.3%	0.8%
DeSoto	Arcadia^	16.5%	0.0%	0.3%	9.3%	3.8%	2.2%	9.7%	10.9%	1.0%	1.3%	0.7%
Highlands	Sebring-Avon Park	9.2%	0.0%	0.3%	6.5%	2.0%	1.5%	15.5%	1.2%	0.6%	2.0%	1.4%
Okeechobee	Okeechobee^	13.5%	0.0%	0.1%	7.0%	2.7%	2.4%	14.0%	2.5%	0.3%	1.7%	1.2%
Glades		23.2%	0.5%	1.2%	7.2%	7.2%	3.6%	6.0%	2.9%	0.0%	0.7%	1.3%
Hendry	Clewiston^	32.8%	0.1%	0.1%	9.0%	2.6%	1.3%	11.1%	1.6%	0.3%	1.6%	0.9%
Charlotte	Punta Gorda	1.1%	0.1%	0.1%	9.7%	1.7%	1.4%	17.9%	2.6%	0.7%	2.4%	2.8%
Lee	Cape Coral-Fort Myers	0.8%	0.1%	0.3%	12.7%	2.4%	2.6%	13.8%	2.2%	1.0%	2.5%	3.0%
Collier	Naples-Marco Island	2.5%	0.0%	0.1%	11.7%	3.0%	2.6%	12.9%	1.7%	0.7%	3.1%	3.5%
Monroe	Key West^	1.1%	0.0%	0.3%	7.7%	0.7%	1.4%	11.3%	2.9%	0.9%	1.7%	3.8%
Miami-Dade	Miami-Fort Lauderdale-	1.1%	0.0%	0.2%	6.0%	3.2%	5.1%	10.6%	7.3%	1.5%	4.3%	3.0%
Broward		0.1%	0.0%	0.1%	6.7%	3.2%	5.1%	12.1%	4.6%	2.1%	4.9%	3.1%
Palm Beach		1.4%	0.0%	0.3%	6.7%	3.0%	3.1%	11.2%	2.5%	1.4%	4.2%	3.2%
Martin	Port St. Lucie	1.2%	0.0%	0.4%	8.8%	4.2%	2.9%	12.3%	2.1%	0.8%	3.0%	1.9%
St. Lucie		0.9%	0.0%	0.7%	8.3%	4.8%	2.4%	13.6%	4.1%	0.7%	1.8%	2.0%
Indian River	Sebastian-Vero Beach	2.3%	0.0%	0.2%	8.3%	3.5%	2.0%	14.7%	1.6%	0.7%	3.0%	2.7%

Source: Lightcast

Industry share of county employment (NAICS 54 to 99), 2021

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Professional, Scientific, and Technical Services	Management of Companies and Enterprises	Administrative and Support and Waste Management and Remediation Services	Educational Services	Health Care and Social Assistance	Arts, Entertainment, and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Government	Unclassified Industry
Escambia	Pensacola-Ferry Pass-Brent	5.0%	0.8%	6.0%	3.6%	13.8%	1.3%	9.5%	4.7%	20.6%	0.0%
Santa Rosa		4.9%	0.1%	7.1%	1.0%	11.0%	1.5%	12.8%	6.4%	17.3%	0.1%
Okaloosa	Crestview-Fort Walton	9.4%	0.3%	4.4%	0.6%	8.1%	1.4%	11.8%	6.0%	31.5%	0.0%
Walton	Beach-Destin	5.6%	0.1%	6.4%	0.9%	7.4%	1.4%	21.4%	5.0%	11.0%	0.1%
Holmes		2.0%	0.0%	3.7%	0.4%	12.1%	1.1%	7.5%	4.8%	33.5%	0.0%
Washington		4.7%	0.0%	4.8%	0.8%	13.9%	1.7%	8.5%	3.7%	27.6%	0.0%
Bay	Panama City	5.8%	0.2%	6.0%	0.7%	11.1%	1.8%	13.6%	4.4%	17.7%	0.0%
Jackson		2.8%	0.2%	3.7%	1.4%	9.9%	0.5%	7.5%	4.2%	30.3%	0.0%
Calhoun		1.2%	0.0%	2.8%	1.1%	23.7%	0.4%	6.8%	3.1%	26.4%	0.0%
Gulf		4.5%	0.0%	5.1%	0.5%	10.5%	0.6%	11.2%	4.2%	20.6%	0.0%
Liberty		1.7%	0.0%	1.2%	1.3%	16.2%	0.0%	0.9%	2.1%	35.9%	0.0%
Franklin		2.8%	0.8%	3.4%	2.3%	6.0%	2.7%	17.8%	3.8%	22.6%	0.0%
Gadsden		0.9%	0.2%	4.5%	0.9%	3.4%	0.6%	2.6%	3.4%	18.0%	0.0%
Leon	Tallahassee	7.9%	0.4%	5.3%	1.4%	12.9%	1.1%	9.5%	6.1%	30.7%	0.0%
Wakulla		6.1%	0.0%	3.2%	0.9%	5.7%	1.1%	9.7%	5.6%	26.2%	0.0%
Jefferson		4.6%	0.0%	5.5%	3.1%	7.8%	1.0%	6.8%	9.1%	16.3%	0.0%
Madison		1.6%	0.0%	4.9%	1.8%	16.6%	1.0%	6.3%	6.2%	25.7%	0.0%
Taylor		1.6%	0.0%	4.7%	0.4%	9.8%	0.9%	7.8%	5.3%	19.1%	0.0%
Lafayette		2.6%	0.6%	1.0%	0.0%	9.4%	0.8%	3.2%	3.0%	33.2%	0.0%
Dixie		1.5%	0.0%	2.9%	2.4%	3.6%	0.8%	7.9%	6.6%	32.2%	0.0%
Hamilton		1.3%	0.4%	1.7%	1.1%	6.4%	4.0%	5.5%	2.6%	30.9%	0.0%
Suwannee		1.8%	0.3%	3.3%	0.3%	9.0%	0.5%	8.2%	5.0%	19.6%	0.0%
Columbia	Lake City^	3.1%	0.4%	7.4%	1.1%	12.8%	0.6%	11.3%	3.5%	20.5%	0.0%
Union		1.9%	0.0%	2.3%	0.0%	7.9%	0.0%	4.6%	4.6%	49.8%	0.0%
Bradford		1.7%	0.0%	2.7%	1.3%	7.6%	0.4%	11.3%	4.7%	25.8%	0.0%
Gilchrist		1.8%	0.0%	6.5%	0.3%	8.4%	2.0%	5.5%	7.2%	23.3%	0.0%
Alachua	Gainesville	5.5%	0.4%	5.6%	1.6%	17.1%	1.4%	8.4%	4.5%	26.9%	0.0%
Levy		3.1%	0.4%	2.6%	0.8%	6.0%	1.9%	9.4%	4.6%	18.3%	0.0%
Marion	Ocala	4.2%	0.2%	5.4%	1.1%	14.4%	2.1%	8.6%	5.0%	12.6%	0.0%
Baker		1.1%	0.2%	3.4%	0.6%	10.2%	0.6%	7.6%	4.7%	30.3%	0.0%
Nassau		4.3%	0.7%	5.3%	0.9%	9.9%	2.5%	17.2%	6.9%	13.8%	0.1%
Duval	Jacksonville	6.9%	1.0%	7.4%	1.7%	13.3%	1.5%	7.4%	5.1%	11.7%	0.0%
Clay		5.5%	0.2%	5.6%	1.6%	17.1%	2.7%	11.3%	5.4%	13.1%	0.0%
St. Johns		6.2%	0.4%	5.0%	3.6%	10.6%	3.1%	14.7%	7.8%	11.5%	0.1%

Source: Lightcast

Industry share of county employment (NAICS 54 to 99), 2021, continued

County	Core-based statistical area (MSA, µSA marked with ^, no MSA or µSA if blank)	Professional, Scientific, and Technical Services	Management of Companies and Enterprises	Administrative and Support and Waste Management and Remediation Services	Educational Services	Health Care and Social Assistance	Arts, Entertainment, and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Government	Unclassified Industry
Putnam	Palatka^	2.4%	0.0%	4.9%	0.8%	12.6%	0.7%	8.7%	5.6%	19.8%	0.0%
Flagler	Deltona-Daytona Beach-	5.1%	0.5%	9.5%	0.9%	12.2%	2.0%	13.7%	5.9%	13.4%	0.1%
Volusia	Ormond Beach	4.8%	0.6%	5.4%	4.0%	15.5%	2.3%	11.5%	5.3%	11.2%	0.1%
Brevard	Palm Bay-Melbourne-Titusville	7.6%	1.0%	6.7%	3.0%	12.4%	1.6%	9.5%	4.9%	12.9%	0.0%
Seminole		9.3%	1.5%	8.8%	1.7%	10.2%	1.3%	7.7%	6.6%	7.7%	0.0%
Orange	Orlando-Kissimmee-Sanford	7.6%	1.6%	8.8%	1.8%	9.6%	7.5%	12.0%	5.3%	9.3%	0.0%
Osceola		3.4%	0.3%	8.8%	2.0%	13.4%	2.1%	16.0%	4.7%	12.3%	0.1%
Lake		4.0%	0.3%	6.4%	1.6%	16.5%	1.6%	10.1%	5.9%	10.7%	0.1%
Sumter	The Villages	3.4%	0.5%	4.6%	2.0%	16.4%	4.6%	10.2%	3.6%	14.3%	0.0%
Polk	Lakeland-Winter Haven	3.5%	2.4%	7.0%	2.1%	11.4%	1.6%	7.5%	5.2%	10.9%	0.0%
Citrus	Homosassa Springs	3.6%	0.2%	6.8%	0.4%	19.3%	2.2%	10.7%	5.4%	14.0%	0.0%
Hernando		5.1%	0.2%	4.9%	0.7%	19.5%	1.5%	10.8%	5.3%	11.7%	0.0%
Pasco	Tampa-St. Petersburg-Clearwater	4.9%	0.6%	6.2%	2.6%	16.3%	1.5%	10.4%	5.7%	11.9%	0.1%
Pinellas		7.8%	3.0%	6.8%	1.9%	13.9%	2.0%	9.9%	5.8%	9.6%	0.0%
Hillsborough		9.7%	1.5%	8.0%	1.9%	11.8%	1.7%	7.4%	4.3%	11.1%	0.0%
Sarasota	North Port-Sarasota-	7.3%	0.7%	8.2%	1.6%	17.0%	2.9%	10.0%	6.7%	7.7%	0.1%
Manatee	Bradenton	4.8%	1.1%	6.0%	2.1%	12.3%	2.6%	10.5%	5.7%	9.5%	0.1%
Hardee	Wauchula^	1.6%	0.0%	2.4%	0.9%	11.2%	4.2%	6.6%	3.0%	20.5%	0.0%
DeSoto	Arcadia^	1.6%	0.1%	3.7%	0.0%	7.6%	0.2%	6.3%	6.2%	18.5%	0.0%
Highlands	Sebring-Avon Park	3.3%	0.4%	5.2%	1.1%	19.1%	1.8%	8.8%	5.5%	14.4%	0.0%
Okeechobee	Okeechobee^	2.6%	0.1%	8.4%	0.7%	12.8%	0.8%	8.6%	5.1%	15.3%	0.0%
Glades		1.2%	0.0%	10.2%	1.0%	3.4%	1.2%	3.1%	3.7%	22.5%	0.0%
Hendry	Clewiston^	3.7%	0.0%	3.3%	0.6%	5.3%	0.3%	7.2%	2.9%	15.2%	0.0%
Charlotte	Punta Gorda	5.0%	0.2%	5.4%	0.6%	16.7%	2.6%	11.2%	6.3%	11.4%	0.0%
Lee	Cape Coral-Fort Myers	6.2%	0.8%	6.9%	1.2%	9.9%	2.9%	10.9%	5.3%	14.6%	0.1%
Collier	Naples-Marco Island	5.3%	0.3%	6.8%	1.5%	12.8%	4.5%	12.0%	7.2%	7.9%	0.1%
Monroe	Key West^	4.0%	0.3%	4.5%	1.0%	5.3%	3.3%	27.8%	6.2%	15.7%	0.1%
Miami-Dade		7.7%	0.8%	6.6%	3.4%	12.5%	1.4%	8.2%	6.1%	10.8%	0.1%
Broward	Miami-Fort Lauderdale-Pompano Beach	7.8%	0.8%	9.1%	2.7%	10.5%	1.6%	8.3%	5.5%	11.6%	0.1%
Palm Beach		8.2%	1.5%	8.5%	2.1%	13.3%	3.0%	9.1%	8.5%	9.1%	0.1%
Martin		5.5%	0.2%	8.6%	0.9%	18.2%	3.1%	9.5%	8.9%	7.5%	0.0%
St. Lucie	Port St. Lucie	5.0%	0.2%	8.2%	1.7%	13.5%	1.7%	9.8%	5.7%	14.8%	0.1%
Indian River	Sebastian-Vero Beach	5.3%	0.7%	6.3%	1.6%	16.6%	4.0%	9.0%	9.1%	8.4%	0.0%

Source: Lightcast

Industry employment location quotient in county (U.S.=1.00), NAICS 11 to 52, 2021

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Agriculture, Forestry, Fishing and Hunting	Mining, Quarrying, and Oil and Gas Extraction	Utilities	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance
Escambia	Pensacola-Ferry Pass-	0.16	0.15	1.41	1.05	0.46	0.79	1.06	0.45	0.32	1.59
Santa Rosa	Brent	0.71	0.29	1.97	1.55	0.36	0.56	1.52	0.44	0.69	0.43
Okaloosa	Crestview-Fort Walton	0.12	0.01	0.44	0.78	0.33	0.30	1.08	0.35	0.46	0.57
Walton	Beach-Destin	0.26	0.19	2.65	1.83	0.17	0.40	1.57	0.44	0.41	0.44
Holmes		1.60	0.00	1.46	2.23	0.37	0.29	1.12	0.26	0.27	0.54
Washington		1.91	0.04	0.88	1.41	0.48	0.64	1.22	0.53	0.09	0.50
Bay	Panama City	0.37	0.18	0.46	1.47	0.50	0.70	1.38	0.51	0.40	0.63
Jackson		1.77	0.95	3.87	1.18	0.58	0.46	1.32	1.51	0.25	0.46
Calhoun		5.36	0.00	0.07	1.55	0.03	1.10	0.97	0.64	0.26	0.48
Gulf		1.92	0.41	4.50	1.91	0.42	0.48	1.39	0.37	0.53	0.47
Liberty		5.92	0.00	1.54	1.63	1.70	0.02	0.71	0.52	0.34	0.06
Franklin		1.96	0.00	0.74	1.37	0.40	0.55	1.31	0.37	0.83	0.35
Gadsden		32.02	1.83	1.05	1.04	0.72	1.31	0.56	0.37	0.22	0.12
Leon	Tallahassee	0.12	0.00	0.17	0.72	0.16	0.42	0.98	0.28	1.02	0.71
Wakulla		1.66	0.00	2.70	1.72	0.95	0.09	1.38	0.41	0.15	1.00
Jefferson		11.43	0.00	3.79	1.36	0.12	0.42	1.21	0.86	0.22	0.43
Madison		5.26	0.24	3.86	0.56	1.12	0.41	1.07	0.37	0.19	0.38
Taylor		3.55	0.39	0.72	0.81	2.69	0.28	1.48	0.31	0.38	0.37
Lafayette		12.48	3.70	2.57	0.55	0.65	0.59	1.03	0.96	0.37	0.71
Dixie		4.34	0.00	0.32	1.07	2.07	0.27	0.99	0.59	0.19	0.15
Hamilton		6.21	0.00	2.11	0.49	2.50	0.23	1.06	0.72	0.04	0.21
Suwannee		6.52	0.50	3.13	1.21	1.62	0.72	1.58	0.53	0.24	0.37
Columbia	Lake City^	1.18	0.00	0.65	0.88	1.05	0.81	1.48	0.90	0.20	0.45
Union		2.35	0.00	0.00	1.06	0.30	0.27	0.56	2.32	0.10	0.10
Bradford		1.45	6.40	0.40	1.21	0.48	0.57	1.55	2.04	0.27	0.47
Gilchrist		15.23	0.00	2.61	1.34	0.83	0.51	0.57	0.27	0.13	0.35
Alachua	Gainesville	0.98	0.07	0.67	0.75	0.36	0.50	0.96	0.64	0.67	0.66
Levy		5.86	1.64	1.30	2.12	1.12	0.61	1.58	0.49	0.20	0.50
Marion	Ocala	1.69	0.39	0.55	1.44	1.05	0.92	1.48	1.24	0.27	0.50
Baker		0.46	0.00	0.03	0.95	0.19	0.51	1.36	3.63	0.38	0.46
Nassau		1.31	0.02	0.94	1.21	0.76	0.49	1.41	0.72	0.41	0.50
Duval	Jacksonville	0.14	0.07	0.14	1.15	0.55	0.98	0.95	1.95	0.63	2.05
Clay		0.22	0.11	1.76	1.51	0.28	0.47	1.51	0.80	0.59	0.65
St. Johns		0.55	0.04	0.30	1.13	0.60	0.78	1.35	0.55	0.42	0.76

Source: Lightcast

Industry employment location quotient in county (U.S.=1.00), NAICS 11 to 52, 2021, continued

County	Core-based statistical area (MSA, μ SA marked with ^, no MSA or μ SA if blank)	Agriculture, Forestry, Fishing and Hunting	Mining, Quarrying, and Oil and Gas Extraction	Utilities	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance
Putnam	Palatka^	2.13	1.04	4.94	1.67	1.13	0.28	1.48	0.57	0.31	0.42
Flagler	Deltona-Daytona Beach-	1.02	0.16	0.57	1.58	0.28	0.40	1.45	0.42	0.87	0.58
Volusia	Ormond Beach	0.91	0.03	0.57	1.27	0.72	0.62	1.46	0.65	0.39	0.65
Brevard	Palm Bay-Melbourne-Titusville	0.17	0.06	0.47	1.32	1.52	0.56	1.17	0.51	0.44	0.61
Seminole	Orlando-Kissimmee-Sanford	0.13	0.02	1.01	1.85	0.45	0.87	1.27	0.52	1.42	1.80
Orange		0.39	0.01	0.20	0.99	0.52	0.95	0.96	1.24	0.93	0.85
Osceola		0.42	0.03	0.13	1.35	0.26	0.69	1.57	0.75	0.37	0.36
Lake		2.29	0.36	0.64	1.79	0.48	0.43	1.57	0.72	0.62	0.53
Sumter	The Villages	1.72	0.65	3.99	1.94	0.46	0.21	1.41	0.29	0.33	0.89
Polk	Lakeland-Winter Haven	1.01	0.78	0.72	1.09	0.86	1.06	1.20	2.66	0.40	1.01
Citrus	Homosassa Springs	0.47	0.45	4.50	1.66	0.21	0.29	1.64	0.33	0.40	0.54
Hernando	Tampa-St. Petersburg-Clearwater	0.46	0.11	0.63	1.36	0.60	0.35	1.65	1.18	0.40	0.52
Pasco		0.70	0.16	2.25	1.60	0.37	0.63	1.66	0.51	0.49	0.54
Pinellas		0.06	0.04	0.68	1.01	0.91	0.80	1.15	0.46	0.84	1.31
Hillsborough		0.93	0.04	1.10	1.17	0.47	1.17	0.99	0.88	1.09	2.03
Sarasota	North Port-Sarasota-	0.17	0.05	0.57	1.60	0.60	0.62	1.24	0.42	0.56	0.80
Manatee	Bradenton	2.76	0.01	0.55	1.52	0.78	0.82	1.50	0.73	0.50	0.57
Hardee	Wauchula^	15.94	1.21	5.10	1.07	0.54	0.40	1.01	0.34	0.12	0.78
DeSoto	Arcadia^	13.22	0.08	0.83	1.61	0.49	0.61	0.98	2.58	0.54	0.32
Highlands	Sebring-Avon Park	7.38	0.05	0.96	1.12	0.26	0.41	1.57	0.29	0.33	0.48
Okeechobee	Okeechobee^	10.84	0.20	0.41	1.21	0.35	0.68	1.41	0.59	0.18	0.41
Glades	Clewiston^	18.56	1.43	3.43	1.25	0.93	1.00	0.61	0.69	0.16	0.17
Hendry		26.26	0.42	0.39	1.55	0.34	0.35	1.13	0.38	0.19	0.39
Charlotte		0.89	0.44	0.37	1.68	0.22	0.40	1.81	0.61	0.40	0.57
Lee		0.62	0.30	0.85	2.19	0.31	0.71	1.40	0.53	0.53	0.60
Collier	Naples-Marco Island	2.01	0.08	0.35	2.03	0.39	0.72	1.30	0.39	0.39	0.73
Monroe	Key West^	0.90	0.13	0.99	1.34	0.10	0.38	1.15	0.68	0.47	0.40
Miami-Dade	Miami-Fort Lauderdale-Pompano Beach	0.86	0.12	0.59	1.04	0.42	1.42	1.08	1.73	0.81	1.02
Broward		0.11	0.03	0.27	1.17	0.41	1.42	1.22	1.08	1.12	1.16
Palm Beach		1.10	0.08	0.83	1.15	0.38	0.86	1.13	0.58	0.74	1.00
Martin	Port St. Lucie	0.98	0.14	1.14	1.52	0.54	0.80	1.24	0.50	0.41	0.71
St. Lucie		0.70	0.04	2.02	1.43	0.62	0.68	1.37	0.97	0.36	0.43
Indian River	Sebastian-Vero Beach	1.81	0.08	0.58	1.44	0.45	0.56	1.49	0.37	0.35	0.72

Source: Lightcast

Industry employment location quotient in county (U.S.=1.00), NAICS 53 to 99, 2021

County	Core-based statistical area (MSA, μ SA marked with ^, no MSA or μ SA if blank)	Real Estate and Rental and Leasing	Professional, Scientific, and Technical Services	Management of Companies and Enterprises	Administrative and Support and Waste Management and Remediation Services	Educational Services	Health Care and Social Assistance	Arts, Entertainment, and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Government
Escambia	Pensacola-Ferry Pass-Brent	0.94	0.72	0.55	0.98	1.38	1.07	0.85	1.25	0.93	1.41
Santa Rosa		1.45	0.70	0.07	1.15	0.39	0.85	1.00	1.68	1.27	1.18
Okaloosa	Crestview-Fort Walton	1.47	1.34	0.22	0.72	0.24	0.63	0.94	1.54	1.19	2.15
Walton	Beach-Destin	3.49	0.79	0.10	1.04	0.33	0.57	0.92	2.81	0.98	0.75
Holmes		0.37	0.29	0.12	0.60	0.15	0.94	0.72	0.98	0.94	2.28
Washington		0.44	0.68	0.03	0.78	0.30	1.08	1.14	1.11	0.73	1.89
Bay	Panama City	2.12	0.83	0.17	0.98	0.27	0.86	1.21	1.78	0.86	1.21
Jackson		0.46	0.41	0.16	0.60	0.55	0.77	0.32	0.99	0.82	2.07
Calhoun		0.13	0.17	0.00	0.45	0.41	1.83	0.28	0.89	0.61	1.80
Gulf		2.61	0.64	0.00	0.83	0.18	0.81	0.38	1.47	0.83	1.40
Liberty		0.14	0.24	0.08	0.19	0.51	1.25	0.12	0.12	0.41	2.43
Franklin		2.89	0.39	0.56	0.54	0.86	0.46	1.75	2.33	0.74	1.54
Gadsden		0.22	0.13	0.16	0.73	0.33	0.26	0.39	0.34	0.67	1.23
Leon	Tallahassee	1.02	1.13	0.29	0.86	0.53	1.00	0.72	1.25	1.21	2.10
Wakulla		0.52	0.86	0.03	0.52	0.34	0.44	0.72	1.27	1.11	1.79
Jefferson		1.20	0.66	0.01	0.89	1.16	0.60	0.65	0.89	1.79	1.11
Madison		0.33	0.23	0.00	0.79	0.67	1.28	0.68	0.82	1.22	1.75
Taylor		0.54	0.23	0.02	0.77	0.16	0.76	0.56	1.02	1.05	1.31
Lafayette		0.17	0.37	0.44	0.17	0.09	0.73	0.53	0.41	0.58	2.25
Dixie		0.18	0.21	0.04	0.47	0.91	0.28	0.54	1.03	1.29	2.19
Hamilton		0.17	0.19	0.25	0.28	0.43	0.50	2.64	0.72	0.51	2.10
Suwannee		0.40	0.26	0.24	0.53	0.13	0.70	0.34	1.07	0.98	1.34
Columbia	Lake City^	0.57	0.44	0.28	1.20	0.42	0.99	0.41	1.48	0.70	1.40
Union		0.27	0.27	0.00	0.38	0.06	0.61	0.13	0.60	0.91	3.38
Bradford		0.71	0.25	0.08	0.44	0.51	0.59	0.28	1.47	0.93	1.76
Gilchrist		0.32	0.26	0.06	1.05	0.11	0.65	1.32	0.71	1.41	1.59
Alachua	Gainesville	1.06	0.78	0.26	0.92	0.62	1.33	0.92	1.10	0.89	1.84
Levy		0.73	0.45	0.30	0.43	0.31	0.47	1.22	1.23	0.90	1.25
Marion	Ocala	1.05	0.59	0.12	0.88	0.44	1.12	1.35	1.12	0.98	0.86
Baker		0.23	0.16	0.17	0.55	0.24	0.80	0.37	0.99	0.92	2.07
Nassau		1.21	0.61	0.47	0.87	0.32	0.77	1.63	2.26	1.36	0.94
Duval	Jacksonville	0.98	0.99	0.73	1.20	0.66	1.04	0.96	0.97	1.00	0.80
Clay		1.02	0.79	0.13	0.92	0.61	1.33	1.78	1.48	1.07	0.89
St. Johns		1.59	0.89	0.25	0.81	1.38	0.82	2.03	1.92	1.54	0.79

Source: Lightcast

Industry employment location quotient in county (U.S.=1.00), NAICS 53 to 99, 2021, continued

County	Core-based statistical area (MSA, µSA marked with ^, no MSA or µSA if blank)	Real Estate and Rental and Leasing	Professional, Scientific, and Technical Services	Management of Companies and Enterprises	Administrative and Support and Waste Management and Remediation Services	Educational Services	Health Care and Social Assistance	Arts, Entertainment, and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Government
Putnam	Palatka^	0.55	0.35	0.00	0.80	0.29	0.98	0.47	1.14	1.10	1.36
Flagler	Deltona-Daytona Beach-	1.34	0.73	0.33	1.54	0.35	0.95	1.29	1.80	1.16	0.91
Volusia	Ormond Beach	1.30	0.68	0.43	0.87	1.52	1.20	1.51	1.51	1.04	0.77
Brevard	Palm Bay-Melbourne-Titusville	0.89	1.09	0.72	1.08	1.13	0.96	1.05	1.24	0.96	0.88
Seminole		1.35	1.32	1.08	1.43	0.67	0.79	0.84	1.01	1.30	0.52
Orange	Orlando-Kissimmee-Sanford	1.57	1.08	1.12	1.43	0.67	0.74	4.94	1.58	1.04	0.63
Osceola		1.80	0.49	0.18	1.42	0.78	1.04	1.39	2.10	0.92	0.84
Lake		1.25	0.58	0.18	1.05	0.61	1.28	1.03	1.32	1.16	0.73
Sumter	The Villages	0.94	0.48	0.32	0.74	0.77	1.27	3.04	1.33	0.72	0.97
Polk	Lakeland-Winter Haven	0.90	0.50	1.70	1.14	0.79	0.88	1.07	0.99	1.02	0.74
Citrus	Homosassa Springs	1.20	0.52	0.15	1.10	0.16	1.50	1.42	1.41	1.07	0.96
Hernando		0.83	0.73	0.15	0.80	0.26	1.51	1.00	1.42	1.03	0.80
Pasco	Tampa-St. Petersburg-Clearwater	1.12	0.71	0.39	1.01	0.99	1.27	0.98	1.37	1.12	0.82
Pinellas		1.57	1.11	2.08	1.11	0.73	1.08	1.31	1.30	1.15	0.66
Hillsborough		1.33	1.39	1.02	1.29	0.73	0.91	1.13	0.97	0.85	0.76
Sarasota	North Port-Sarasota-	1.61	1.04	0.50	1.33	0.61	1.32	1.93	1.31	1.31	0.53
Manatee	Bradenton	1.55	0.69	0.80	0.97	0.80	0.96	1.73	1.37	1.11	0.65
Hardee	Wauchula^	0.48	0.23	0.07	0.39	0.33	0.87	2.76	0.86	0.59	1.40
DeSoto	Arcadia^	0.43	0.23	0.10	0.60	0.03	0.59	0.16	0.82	1.21	1.26
Highlands	Sebring-Avon Park	0.81	0.47	0.27	0.84	0.43	1.49	1.20	1.15	1.08	0.98
Okeechobee	Okeechobee^	0.68	0.37	0.07	1.37	0.27	0.99	0.55	1.13	0.99	1.05
Glades		0.73	0.17	0.00	1.65	0.37	0.26	0.76	0.41	0.72	1.53
Hendry	Clewiston^	0.53	0.53	0.00	0.53	0.24	0.41	0.23	0.94	0.57	1.04
Charlotte	Punta Gorda	1.62	0.71	0.12	0.87	0.23	1.30	1.72	1.47	1.23	0.78
Lee	Cape Coral-Fort Myers	1.73	0.89	0.53	1.12	0.44	0.77	1.89	1.43	1.04	1.00
Collier	Naples-Marco Island	2.00	0.75	0.18	1.10	0.56	0.99	2.94	1.57	1.42	0.54
Monroe	Key West^	2.22	0.57	0.18	0.73	0.37	0.41	2.14	3.64	1.22	1.08
Miami-Dade		1.72	1.09	0.58	1.07	1.30	0.97	0.94	1.08	1.20	0.74
Broward	Miami-Fort Lauderdale-	1.81	1.11	0.59	1.49	1.01	0.82	1.04	1.08	1.08	0.79
Palm Beach	Pompano Beach	1.86	1.17	1.02	1.38	0.79	1.03	1.97	1.19	1.67	0.62
Martin		1.11	0.79	0.16	1.39	0.33	1.42	2.06	1.24	1.76	0.51
St. Lucie	Port St. Lucie	1.18	0.71	0.14	1.33	0.66	1.05	1.10	1.29	1.12	1.01
Indian River	Sebastian-Vero Beach	1.59	0.76	0.47	1.03	0.60	1.29	2.63	1.17	1.79	0.58

Source: Lightcast

Industry employment change 2016-2021 (NAICS 11 to 52)

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Agriculture, Forestry, Fishing and Hunting	Mining, Quarrying, and Oil and Gas Extraction	Utilities	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance
Escambia	Pensacola-Ferry Pass-	55	-18	-142	1,386	402	564	80	827	-510	2,794
Santa Rosa	Brent	25	-45	-11	738	415	90	914	96	-21	-145
Okaloosa	Crestview-Fort Walton	11	0	-67	204	-169	148	229	475	108	-192
Walton	Beach-Destin	42	5	-5	699	19	76	425	339	90	227
Holmes		15	-14	-4	176	25	0	26	-11	0	-8
Washington		16	-15	-14	74	-44	-1	65	43	-5	15
Bay	Panama City	-1	20	-155	1,948	-284	-10	-214	-139	-352	469
Jackson		97	-34	91	23	105	19	-23	317	-95	-45
Calhoun		2	0	0	65	-44	3	-46	-5	-4	2
Gulf		8	0	4	155	108	35	71	38	-9	1
Liberty		17	0	-16	113	-44	-11	7	11	2	-12
Franklin		-30	0	-12	52	-6	-7	-8	38	18	-8
Gadsden		7,187	-17	6	220	371	341	34	74	-26	-19
Leon	Tallahassee	-237	-14	-22	459	245	-19	-710	383	176	219
Wakulla		74	0	32	151	-35	-1	110	32	0	232
Jefferson		87	0	1	56	18	-26	90	8	-3	21
Madison		58	0	7	49	60	-50	62	9	-1	7
Taylor		34	-14	-1	-8	-244	18	-84	-13	13	21
Lafayette		-27	-2	15	-11	13	-5	32	6	12	14
Dixie		-33	0	0	64	111	-88	-26	13	11	-5
Hamilton		-503	0	24	-44	121	-9	-19	-13	0	9
Suwannee		-71	1	-27	243	-448	5	167	-62	-3	14
Columbia	Lake City^	77	-16	44	204	47	-93	297	186	-22	24
Union		52	0	0	-8	-85	38	4	-16	0	5
Bradford		-43	16	-22	171	36	30	59	106	-2	12
Gilchrist		43	0	19	103	140	-32	-2	24	-6	24
Alachua	Gainesville	438	16	-135	1,146	-369	259	-8	1,070	311	-130
Levy		-173	25	-32	50	216	18	36	38	5	2
Marion	Ocala	-194	64	-57	2,159	2,002	802	1,270	2,977	-246	-40
Baker		21	0	0	38	27	32	-54	-19	6	33
Nassau		-79	0	-3	628	341	-55	520	182	-13	144
Duval	Jacksonville	585	2	78	6,332	1,686	357	819	17,205	-785	4,187
Clay		-5	20	31	639	-63	310	84	271	-163	301
St. Johns		-83	-1	21	1,844	1,303	648	2,030	741	193	683

Source: Lightcast

Industry employment change 2016-2021 (NAICS 11 to 52), continued

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Agriculture, Forestry, Fishing and Hunting	Mining, Quarrying, and Oil and Gas Extraction	Utilities	Construction	Manufacturing	Wholesale Trade	Retail Trade	Transportation and Warehousing	Information	Finance and Insurance
Putnam	Palatka^	-342	-6	-61	822	67	-52	-83	122	6	-14
Flagler	Deltona-Daytona Beach-	154	15	6	794	-481	154	206	140	-225	114
Volusia	Ormond Beach	65	1	79	1,836	426	-4	1,893	3,102	-475	1,012
Brevard	Palm Bay-Melbourne-Titusville	25	18	19	5,105	7,216	413	359	1,890	-277	1,173
Seminole		-7	17	-11	5,075	411	-784	-1,287	1,743	885	3,436
Orange	Orlando-Kissimmee-Sanford	325	-61	2	8,888	5,279	2,634	-2,638	15,275	-1,526	5,470
Osceola		113	11	-15	1,619	736	655	1,855	1,498	226	440
Lake		1,002	8	-108	3,040	969	207	1,919	729	86	312
Sumter	The Villages	172	50	19	1,259	331	-11	920	71	44	648
Polk	Lakeland-Winter Haven	-1,291	-268	66	3,406	914	947	4,096	15,310	221	1,536
Citrus	Homosassa Springs	-78	1	-233	327	75	36	264	-213	-101	75
Hernando		11	-21	-7	686	146	73	576	707	82	253
Pasco	Tampa-St. Petersburg-	80	0	173	2,680	483	674	782	1,017	14	400
Pinellas	Clearwater	18	50	407	3,524	1,277	145	-1,657	3,203	122	5,182
Hillsborough		-3,787	-34	344	11,045	1,903	2,936	-5,514	9,604	-388	12,229
Sarasota	North Port-Sarasota-	-24	-69	-49	3,474	522	68	-744	1,331	-394	315
Manatee	Bradenton	-1,605	-35	-37	2,559	582	686	1,703	1,816	103	587
Hardee	Wauchula^	-416	-162	8	174	13	-8	70	47	-7	48
DeSoto	Arcadia^	312	0	-3	382	187	3	60	-22	87	12
Highlands	Sebring-Avon Park	-445	0	10	489	-132	-5	-55	19	11	52
Okeechobee	Okeechobee^	-146	-21	-4	199	-172	65	253	-11	-33	11
Glades		47	11	-30	34	82	18	51	-39	0	6
Hendry	Clewiston^	-739	20	-7	602	-38	-4	192	100	-24	27
Charlotte	Punta Gorda	-135	30	17	998	19	106	414	429	-109	115
Lee	Cape Coral-Fort Myers	-1,228	18	57	10,134	1,356	853	566	1,733	32	968
Collier	Naples-Marco Island	-1,183	-2	16	3,581	1,316	837	313	637	-390	748
Monroe	Key West^	-32	4	-3	431	-73	142	-613	323	-55	8
Miami-Dade	Miami-Fort Lauderdale-	2,171	37	2	13,510	226	680	-10,347	21,027	532	2,898
Broward	Pompano Beach	-157	-20	-190	7,714	677	2,140	-3,238	12,787	-170	5,955
Palm Beach		-898	94	-448	6,478	1,210	215	-2,493	5,661	-1,160	4,052
Martin	Port St. Lucie	118	-22	-107	1,248	64	384	-302	136	-149	256
St. Lucie		-749	-18	-170	1,943	1,126	-508	1,045	1,737	12	169
Indian River	Sebastian-Vero Beach	-542	4	83	873	188	474	181	135	-211	182

Source: Lightcast

Industry employment change 2016-2021 (NAICS 53 to 99)

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Real Estate and Rental and Leasing	Professional, Scientific, and Technical Services	Management of Companies and Enterprises	Administrative and Support and Waste Management and Remediation Services	Educational Services	Health Care and Social Assistance	Arts, Entertainment, and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Government
Escambia	Pensacola-Ferry Pass-Brent	32	1,246	294	230	534	831	90	360	-150	-2,166
Santa Rosa		178	215	-22	303	50	156	-10	912	312	-114
Okaloosa	Crestview-Fort Walton	650	3,295	-9	-86	12	525	56	475	464	5,092
Walton	Beach-Destin	799	699	-23	508	79	-10	167	735	1	346
Holmes		-13	1	0	20	16	71	22	5	-111	-78
Washington		19	-19	0	123	17	-56	-29	32	-66	-170
Bay	Panama City	377	731	31	-1,294	73	-871	-240	-817	-317	-2,119
Jackson		16	153	20	-106	7	3	-7	-24	-91	-423
Calhoun		0	7	-11	25	37	176	-3	27	-132	-64
Gulf		20	28	0	58	22	-65	-19	77	-3	-244
Liberty		0	33	0	-6	26	-49	0	-41	-13	-93
Franklin		4	8	32	-13	9	-48	52	25	-5	-123
Gadsden		7	15	-11	-92	52	67	-4	-29	-372	-1,286
Leon	Tallahassee	70	2,023	124	1,609	520	2,125	122	-1,057	-2,246	-5,236
Wakulla		-4	23	0	-48	18	22	-14	33	-57	12
Jefferson		-7	36	0	90	35	-7	-23	95	-85	-147
Madison		-38	19	0	145	18	265	40	35	100	43
Taylor		34	12	0	110	28	-80	0	37	-48	-238
Lafayette		0	11	11	-14	0	25	13	1	-24	-64
Dixie		-12	11	-14	-5	52	-37	5	80	32	-36
Hamilton		-13	-20	12	-42	12	-17	119	42	-66	-106
Suwannee		12	12	-34	-18	31	-357	27	141	-58	-125
Columbia	Lake City^	22	104	46	-1,208	60	-191	23	176	-92	-171
Union		-2	0	0	-77	-10	37	0	109	60	-307
Bradford		3	-17	0	-13	49	-432	-11	-23	-154	-287
Gilchrist		6	14	0	150	13	-254	28	102	76	-27
Alachua	Gainesville	94	1,424	-115	1,646	114	2,891	90	-744	-653	-9,480
Levy		-4	87	24	-30	10	-125	29	215	-108	-52
Marion	Ocala	293	906	41	280	271	-252	-324	281	-423	264
Baker		10	5	20	21	15	-13	7	124	79	-156
Nassau		152	246	159	-503	-36	372	-8	173	242	278
Duval	Jacksonville	718	7,698	1,014	522	1,666	7,419	619	-4,508	372	-4,170
Clay		-234	-1,134	-36	465	131	843	-50	375	-595	319
St. Johns		757	2,011	10	421	1,235	638	86	2,414	1,297	1,082

Source: Lightcast

Industry employment change 2016-2021 (NAICS 53 to 99), continued

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Real Estate and Rental and Leasing	Professional, Scientific, and Technical Services	Management of Companies and Enterprises	Administrative and Support and Waste Management and Remediation Services	Educational Services	Health Care and Social Assistance	Arts, Entertainment, and Recreation	Accommodation and Food Services	Other Services (except Public Administration)	Government
Putnam	Palatka^	-9	72	0	137	9	-244	3	76	-326	-71
Flagler	Deltona-Daytona Beach-Ormond Beach	98	428	87	277	34	661	36	363	86	126
Volusia		-59	1,456	224	-2,595	980	961	-326	69	-243	1,869
Brevard	Palm Bay-Melbourne-Titusville	371	5,489	437	2,034	1,430	-246	-437	1,068	-359	1,733
Seminole		792	5,543	620	1,491	90	2,425	-49	-244	509	-40
Orange	Orlando-Kissimmee-Sanford	-427	11,688	858	3,582	985	5,440	-10,219	-15,546	-3,406	1,621
Osceola		-484	1,090	180	-1,021	530	2,038	-114	1,632	586	723
Lake		236	1,105	168	1,208	79	2,007	-952	1,192	-280	-1,135
Sumter	The Villages	29	262	103	641	34	1,675	1,300	137	192	262
Polk	Lakeland-Winter Haven	628	2,003	1,169	2,715	753	2,335	-485	1,323	1,382	278
Citrus	Homosassa Springs	141	217	63	113	30	-446	-46	180	-222	648
Hernando		101	650	-198	211	-56	1,442	37	434	-87	-18
Pasco	Tampa-St. Petersburg-Clearwater	517	1,744	157	1,465	757	2,803	213	1,776	1,024	-667
Pinellas		775	3,274	215	4,355	1,162	-2,023	216	-221	196	-119
Hillsborough		2,861	13,601	336	3,964	2,286	12,318	-3,303	350	-1,917	-4,255
Sarasota	North Port-Sarasota-Bradenton	598	1,878	219	752	275	2,856	-100	876	1,200	-277
Manatee		490	1,522	261	1,241	421	1,125	-1,203	652	212	1,011
Hardee	Wauchula^	15	-1	0	-60	39	22	231	92	-63	46
DeSoto	Arcadia^	-8	63	-4	-50	-19	7	-78	74	202	-57
Highlands	Sebring-Avon Park	28	136	21	-600	84	-3	-98	195	-21	109
Okeechobee	Okeechobee^	44	-160	2	467	-9	-66	-10	-148	25	-27
Glades		8	10	0	196	6	-6	3	20	-41	29
Hendry	Clewiston^	19	73	-18	5	8	-21	1	89	-103	37
Charlotte	Punta Gorda	223	755	-63	-41	41	79	-10	236	607	194
Lee	Cape Coral-Fort Myers	466	3,887	-343	1,690	-7	3,452	307	258	1,145	1,730
Collier	Naples-Marco Island	886	1,938	34	366	203	2,424	-273	550	1,274	-70
Monroe	Key West^	178	498	-55	-55	-57	-47	54	-916	-152	176
Miami-Dade		4,845	18,281	1,964	-2,688	3,472	14,015	-218	-16,835	-4,270	-3,251
Broward	Miami-Fort Lauderdale-Pompano Beach	2,662	9,661	-121	-255	-643	6,140	-1,043	-7,361	-4,225	-152
Palm Beach		2,379	7,664	-20	5,087	2,114	5,203	939	-4,041	1,334	-1,249
Martin		185	127	39	1,929	187	1,421	18	-182	217	-167
St. Lucie	Port St. Lucie	220	601	-35	2,386	273	754	66	1,724	-357	199
Indian River	Sebastian-Vero Beach	176	405	266	714	70	412	-38	-55	-461	-129

Source: Lightcast

Percent of county's jobs filled by workers' home origin county, 2019 (minimum 1% share; read tables across row)

Percent of jobs in county filled by county residents		Origin counties of inbound commuters with highest percentage of jobs filled in destination county (first column)											
Escambia	60.7%	Santa Rosa	18.6%	Okaloosa	4.0%	Bay	1.5%						
Santa Rosa	53.0%	Escambia	24.6%	Okaloosa	7.8%	Bay	1.8%						
Okaloosa	60.0%	Santa Rosa	10.8%	Walton	7.1%	Escambia	4.9%	Bay	3.0%				
Walton	45.2%	Okaloosa	21.0%	Bay	9.8%	Escambia	3.2%	Santa Rosa	2.9%	Holmes	2.3%	Washington	1.5%
Holmes	45.7%	Washington	12.7%	Jackson	6.4%	Bay	5.3%	Walton	5.2%	Okaloosa	2.2%	Escambia	1.8%
Washington	35.6%	Jackson	15.0%	Holmes	9.8%	Bay	8.2%	Walton	3.2%	Okaloosa	2.8%	Leon	2.5%
Bay	66.7%	Okaloosa	3.6%	Washington	3.5%	Walton	3.1%	Escambia	2.5%	Jackson	1.9%	Leon	1.6%
Jackson	53.6%	Bay	5.2%	Washington	5.1%	Calhoun	3.9%	Holmes	3.3%	Leon	3.3%	Walton	1.7%
Calhoun	48.7%	Jackson	10.0%	Liberty	7.7%	Bay	6.0%	Leon	4.6%	Gadsden	2.6%	Washington	2.3%
Gulf	60.1%	Bay	11.9%	Franklin	3.3%	Calhoun	3.1%	Leon	2.8%	Okaloosa	2.1%	Walton	2.0%
Liberty	34.9%	Calhoun	11.6%	Gadsden	9.6%	Leon	8.3%	Jackson	7.6%	Bay	3.5%	Wakulla	2.3%
Franklin	56.3%	Wakulla	5.4%	Leon	4.4%	Gulf	3.5%	Orange	2.8%	Bay	1.9%	Osceola	1.8%
Gadsden	34.9%	Leon	21.4%	Jackson	5.5%	Duval	2.0%	Pinellas	1.7%	Wakulla	1.7%	Hillsborough	1.5%
Leon	61.2%	Gadsden	5.0%	Wakulla	4.6%	Jefferson	1.7%	Duval	1.6%	Broward	1.2%	Hillsborough	1.2%
Wakulla	51.0%	Leon	22.7%	Gadsden	3.2%	Bay	1.4%	Taylor	1.3%	Okaloosa	1.2%	Franklin	1.2%
Jefferson	42.9%	Leon	15.1%	Madison	6.6%	Gadsden	2.6%	Taylor	2.6%	Wakulla	1.9%	Duval	1.8%
Madison	54.9%	Suwannee	5.0%	Hamilton	4.4%	Taylor	3.5%	Leon	2.8%	Jefferson	2.4%	Alachua	1.3%
Taylor	64.8%	Madison	4.6%	Leon	4.5%	Lafayette	2.4%	Suwannee	2.1%	Dixie	1.8%	Duval	1.4%
Lafayette	60.6%	Suwannee	12.4%	Taylor	3.3%	Columbia	3.1%	Dixie	2.4%	Gilchrist	1.5%	Levy	1.3%
Dixie	61.5%	Levy	7.0%	Gilchrist	5.4%	Alachua	2.7%	Columbia	2.3%	Taylor	2.2%	Lafayette	1.4%
Hamilton	41.3%	Suwannee	15.9%	Columbia	12.1%	Madison	2.4%	Duval	1.7%	Alachua	1.6%	Taylor	1.3%
Suwannee	50.7%	Columbia	9.0%	Hamilton	4.4%	Madison	4.1%	Lafayette	3.6%	Duval	2.3%	Alachua	1.9%
Columbia	47.9%	Suwannee	8.9%	Alachua	4.8%	Duval	3.9%	Marion	2.6%	Hamilton	2.1%	Union	2.0%
Union	42.3%	Bradford	10.6%	Columbia	8.3%	Alachua	6.9%	Clay	4.1%	Baker	3.4%	Duval	3.2%
Bradford	36.9%	Clay	13.6%	Alachua	6.6%	Duval	5.4%	Union	4.4%	Putnam	3.9%	Columbia	3.2%
Gilchrist	41.6%	Levy	14.9%	Alachua	9.5%	Dixie	8.3%	Columbia	4.3%	Suwannee	3.5%	Marion	1.8%
Alachua	57.6%	Marion	4.4%	Duval	3.3%	Columbia	3.1%	Levy	2.8%	Clay	2.0%	Gilchrist	1.8%
Levy	45.1%	Marion	8.9%	Alachua	8.4%	Gilchrist	5.2%	Citrus	4.6%	Dixie	4.2%	Hernando	1.7%
Marion	62.2%	Citrus	4.3%	Lake	3.2%	Orange	2.4%	Alachua	2.3%	Duval	2.2%	Hillsborough	1.8%
Baker	46.8%	Duval	15.6%	Clay	7.0%	Columbia	3.9%	Nassau	2.3%	Union	2.2%	Bradford	2.1%
Nassau	56.7%	Duval	19.6%	Clay	2.3%	St. Johns	1.7%						
Duval	61.4%	St. Johns	7.8%	Clay	7.7%	Nassau	2.8%	Orange	1.7%	Hillsborough	1.4%	Volusia	1.2%
Clay	42.5%	Duval	27.6%	St. Johns	5.7%	Putnam	2.3%	Alachua	1.5%	Nassau	1.5%	Bradford	1.5%
St. Johns	48.6%	Duval	20.3%	Flagler	4.9%	Clay	4.0%	Putnam	3.3%	Volusia	1.9%	Orange	1.6%

Source: Census Bureau, OnTheMap

Percent of county's jobs filled by workers' home origin county, 2019, continued (minimum 1% share; read tables across row)

Percent of jobs in county filled by county residents		Origin counties of inbound commuters with highest percentage of jobs filled in destination county (first column)											
Putnam	50.5%	St. Johns	7.9%	Clay	7.0%	Duval	5.1%	Alachua	3.1%	Flagler	3.0%	Volusia	3.0%
Flagler	54.2%	Volusia	13.9%	St. Johns	5.7%	Duval	3.6%	Orange	2.5%	Putnam	2.3%	Marion	1.7%
Volusia	65.7%	Orange	4.1%	Flagler	4.1%	Seminole	3.8%	Lake	2.1%	Duval	2.1%	Brevard	2.1%
Brevard	72.9%	Orange	4.2%	Volusia	2.0%	Indian River	1.9%	Osceola	1.8%	Miami-Dade	1.5%	Seminole	1.4%
Seminole	35.5%	Orange	23.5%	Volusia	11.5%	Lake	4.0%	Osceola	3.0%	Hillsborough	2.5%	Brevard	2.5%
Orange	48.0%	Seminole	10.6%	Osceola	9.1%	Lake	4.9%	Polk	4.9%	Volusia	3.3%	Hillsborough	2.4%
Osceola	40.1%	Orange	23.0%	Polk	10.9%	Lake	3.2%	Brevard	2.7%	Seminole	2.5%	Hillsborough	2.5%
Lake	47.0%	Orange	10.5%	Marion	6.5%	Sumter	3.9%	Volusia	3.8%	Polk	3.5%	Seminole	2.9%
Sumter	28.3%	Marion	21.4%	Lake	17.0%	Citrus	4.7%	Orange	3.2%	Hernando	3.0%	Hillsborough	2.2%
Polk	59.3%	Hillsborough	9.0%	Orange	4.0%	Osceola	2.8%	Pasco	2.6%	Pinellas	2.2%	Lake	1.4%
Citrus	58.2%	Marion	6.9%	Hernando	5.6%	Pasco	2.9%	Hillsborough	2.6%	Pinellas	2.3%	Orange	1.8%
Hernando	48.8%	Pasco	14.1%	Hillsborough	5.6%	Citrus	5.4%	Pinellas	3.7%	Polk	2.6%	Orange	2.1%
Pasco	48.7%	Hillsborough	14.5%	Hernando	8.6%	Pinellas	7.8%	Polk	3.1%	Orange	2.0%	Citrus	1.2%
Pinellas	60.3%	Hillsborough	13.8%	Pasco	7.3%	Manatee	2.4%	Orange	1.7%	Polk	1.6%	Sarasota	1.1%
Hillsborough	56.1%	Pinellas	9.2%	Pasco	9.0%	Polk	3.9%	Orange	2.6%	Manatee	2.0%	Hernando	1.3%
Sarasota	49.5%	Manatee	19.8%	Charlotte	5.1%	Hillsborough	4.1%	Lee	3.3%	Pinellas	2.7%	Palm Beach	1.3%
Manatee	53.3%	Sarasota	12.5%	Hillsborough	8.3%	Pinellas	4.7%	Lee	2.7%	Polk	1.8%	Orange	1.6%
Hardee	39.9%	Polk	12.5%	Highlands	10.7%	Hillsborough	5.3%	DeSoto	3.6%	Manatee	2.7%	Lee	2.1%
DeSoto	38.7%	Charlotte	12.6%	Sarasota	5.2%	Lee	5.1%	Polk	4.2%	Highlands	4.1%	Hillsborough	3.3%
Highlands	59.0%	Polk	8.0%	Hardee	2.4%	Hillsborough	2.3%	Lee	2.2%	Orange	1.9%	Pinellas	1.6%
Okeechobee	51.1%	St. Lucie	9.3%	Palm Beach	6.0%	Highlands	3.7%	Martin	2.6%	Miami-Dade	2.5%	Indian River	2.5%
Glades	24.0%	Hendry	18.7%	Okeechobee	11.9%	Highlands	7.6%	Palm Beach	7.1%	Lee	6.4%	Miami-Dade	2.4%
Hendry	44.9%	Lee	11.7%	Palm Beach	11.2%	Glades	4.8%	Collier	4.2%	Miami-Dade	3.2%	Broward	2.4%
Charlotte	46.0%	Sarasota	15.6%	Lee	9.4%	Hillsborough	2.7%	DeSoto	2.6%	Manatee	2.5%	Collier	2.0%
Lee	68.0%	Collier	7.1%	Charlotte	3.3%	Miami-Dade	2.4%	Palm Beach	2.0%	Broward	2.0%	Hillsborough	1.7%
Collier	62.6%	Lee	18.4%	Miami-Dade	2.9%	Broward	2.1%	Palm Beach	1.7%	Hillsborough	1.2%		
Monroe	69.1%	Miami-Dade	16.6%	Broward	2.7%	Palm Beach	1.3%	Collier	1.1%	Lee	1.1%		
Miami-Dade	74.9%	Broward	14.7%	Palm Beach	2.9%								
Broward	63.4%	Miami-Dade	15.9%	Palm Beach	9.7%	Orange	1.2%	Hillsborough	1.1%				
Palm Beach	65.6%	Broward	12.8%	Miami-Dade	5.2%	St. Lucie	2.7%	Martin	2.4%	Orange	1.1%	Hillsborough	1.0%
Martin	35.3%	St. Lucie	29.5%	Palm Beach	11.7%	Broward	3.2%	Miami-Dade	2.8%	Indian River	2.3%	Orange	1.6%
St. Lucie	59.1%	Martin	7.0%	Indian River	6.4%	Palm Beach	5.2%	Broward	2.8%	Miami-Dade	2.3%	Brevard	2.1%
Indian River	56.5%	St. Lucie	12.8%	Brevard	8.0%	Palm Beach	3.2%	Broward	1.9%	Orange	1.9%	Miami-Dade	1.5%

Source: Census Bureau, OnTheMap

Percent of county's employed residents by work destination county, 2019 (minimum 1% share; read tables across row)

Percent of workers in county filling county jobs		Destination counties for outbound commuters with highest percentage of workers living in origin county (first column)											
Escambia	72.0%	Santa Rosa	8.0%	Okaloosa	3.2%	Bay	1.4%						
Santa Rosa	31.8%	Escambia	40.8%	Okaloosa	13.2%	Bay	1.3%	Walton	1.2%				
Okaloosa	64.4%	Escambia	7.7%	Walton	7.5%	Santa Rosa	4.1%	Bay	3.2%	Leon	2.3%		
Walton	47.9%	Okaloosa	22.7%	Bay	8.3%	Escambia	3.0%	Leon	2.2%	Santa Rosa	1.3%		
Holmes	24.5%	Washington	9.7%	Walton	9.5%	Bay	9.4%	Jackson	6.9%	Okaloosa	5.5%	Escambia	4.6%
Washington	25.3%	Bay	26.5%	Jackson	7.7%	Okaloosa	5.7%	Holmes	4.9%	Walton	4.5%	Escambia	3.9%
Bay	70.6%	Walton	4.0%	Okaloosa	3.8%	Escambia	3.4%	Leon	2.7%	Santa Rosa	1.1%	Jackson	1.1%
Jackson	44.1%	Bay	8.0%	Washington	5.9%	Gadsden	5.0%	Escambia	4.1%	Okaloosa	3.9%	Leon	3.0%
Calhoun	30.7%	Bay	13.2%	Jackson	11.1%	Leon	9.2%	Liberty	4.4%	Gadsden	3.5%	Gulf	2.1%
Gulf	40.5%	Bay	21.3%	Leon	6.1%	Franklin	2.5%	Duval	2.4%	Hillsborough	1.7%	Orange	1.4%
Liberty	23.6%	Leon	21.9%	Calhoun	8.7%	Bay	8.0%	Gadsden	5.0%	Jackson	3.4%	Duval	2.1%
Franklin	50.6%	Leon	9.6%	Bay	6.3%	Gulf	2.8%	Duval	2.4%	Wakulla	1.8%	Hillsborough	1.6%
Gadsden	30.5%	Leon	44.9%	Duval	2.2%	Hillsborough	1.6%	Bay	1.4%	Jackson	1.2%	Orange	1.2%
Leon	79.3%	Gadsden	2.7%	Duval	1.7%	Hillsborough	1.1%	Wakulla	1.1%	Orange	1.0%		
Wakulla	22.1%	Leon	54.0%	Bay	2.3%	Gadsden	1.9%	Duval	1.6%	Franklin	1.4%	Hillsborough	1.3%
Jefferson	18.3%	Leon	49.3%	Duval	2.2%	Madison	2.1%	Hillsborough	1.7%	Taylor	1.5%	Bay	1.5%
Madison	38.7%	Leon	11.1%	Suwannee	7.1%	Taylor	4.4%	Duval	2.4%	Jefferson	2.3%	Bay	2.3%
Taylor	55.7%	Leon	11.1%	Duval	2.6%	Madison	2.2%	Suwannee	1.6%	Bay	1.6%	Hillsborough	1.5%
Lafayette	28.6%	Suwannee	14.0%	Alachua	8.1%	Columbia	5.9%	Taylor	5.1%	Duval	4.4%	Marion	2.9%
Dixie	31.5%	Alachua	12.1%	Levy	7.8%	Gilchrist	5.6%	Duval	4.3%	Columbia	4.2%	Orange	3.1%
Hamilton	26.2%	Columbia	11.4%	Suwannee	11.2%	Duval	5.0%	Madison	4.5%	Alachua	4.0%	Orange	3.8%
Suwannee	38.3%	Columbia	14.7%	Alachua	7.8%	Duval	4.1%	Hamilton	3.0%	Orange	2.9%	Marion	2.3%
Columbia	42.9%	Alachua	15.1%	Duval	11.4%	Suwannee	3.7%	Orange	2.2%	Clay	2.0%	Hillsborough	1.8%
Union	20.1%	Alachua	22.3%	Duval	12.3%	Columbia	9.0%	Bradford	4.8%	Baker	2.8%	Hillsborough	2.7%
Bradford	21.5%	Alachua	22.0%	Duval	15.6%	Clay	8.5%	Orange	2.8%	Union	2.7%	Columbia	2.5%
Gilchrist	20.0%	Alachua	34.1%	Levy	6.8%	Columbia	4.7%	Marion	4.0%	Duval	3.6%	Suwannee	2.2%
Alachua	72.5%	Duval	4.0%	Marion	2.3%	Orange	2.3%	Hillsborough	1.8%	Leon	1.1%	Columbia	1.1%
Levy	27.8%	Alachua	25.5%	Marion	9.8%	Duval	3.8%	Gilchrist	3.4%	Citrus	3.2%	Orange	2.4%
Marion	51.2%	Orange	5.8%	Sumter	5.3%	Lake	5.2%	Alachua	4.5%	Hillsborough	3.7%	Pinellas	2.1%
Baker	32.2%	Duval	28.2%	Alachua	4.7%	Columbia	4.5%	Clay	4.4%	Orange	2.4%	Hillsborough	2.2%
Nassau	35.8%	Duval	42.0%	Orange	2.4%	Clay	2.3%	St. Johns	1.9%	Hillsborough	1.5%		
Duval	75.1%	St. Johns	3.6%	Clay	3.5%	Orange	2.5%	Hillsborough	1.8%	Nassau	1.0%		
Clay	26.4%	Duval	45.9%	St. Johns	3.4%	Orange	3.0%	Alachua	2.8%	Hillsborough	2.0%	Putnam	1.2%
St. Johns	36.3%	Duval	40.9%	Clay	3.1%	Orange	2.6%	Hillsborough	1.8%	Flagler	1.3%	Alachua	1.3%

Source: Census Bureau, OnTheMap

Percent of county's employed residents by work destination county, 2019, continued (minimum 1% share; read tables across row)

Percent of workers in county filling county jobs		Destination counties for outbound commuters with highest percentage of workers living in origin county (first column)											
Putnam	30.1%	St. Johns	9.7%	Duval	9.7%	Volusia	8.5%	Alachua	5.2%	Orange	5.1%	Clay	4.9%
Flagler	32.8%	Volusia	17.8%	St. Johns	9.5%	Duval	8.9%	Orange	4.4%	Alachua	3.1%	Hillsborough	2.4%
Volusia	51.2%	Orange	13.7%	Seminole	11.0%	Duval	3.0%	Hillsborough	2.2%	Brevard	1.9%	Lake	1.8%
Brevard	66.3%	Orange	9.1%	Seminole	2.2%	Hillsborough	2.1%	Palm Beach	1.7%	Indian River	1.7%	Broward	1.7%
Seminole	33.6%	Orange	43.4%	Volusia	2.9%	Hillsborough	2.9%	Duval	1.6%	Brevard	1.4%	Pinellas	1.3%
Orange	68.2%	Seminole	7.7%	Osceola	3.5%	Hillsborough	2.9%	Lake	1.6%	Polk	1.5%	Broward	1.5%
Osceola	23.3%	Orange	49.0%	Polk	4.0%	Seminole	3.8%	Hillsborough	3.2%	Brevard	2.2%	Broward	1.7%
Lake	32.6%	Orange	31.2%	Seminole	5.8%	Sumter	3.6%	Hillsborough	3.2%	Volusia	2.5%	Polk	2.5%
Sumter	33.7%	Lake	14.9%	Marion	6.7%	Orange	5.8%	Hillsborough	5.6%	Pasco	3.3%	Pinellas	3.0%
Polk	50.7%	Orange	15.4%	Hillsborough	9.8%	Osceola	3.7%	Pinellas	2.5%	Seminole	1.4%	Pasco	1.3%
Citrus	42.1%	Marion	9.9%	Hernando	5.4%	Orange	4.9%	Hillsborough	4.8%	Lake	4.0%	Pasco	3.3%
Hernando	33.4%	Pasco	16.4%	Hillsborough	14.2%	Pinellas	7.7%	Orange	4.5%	Citrus	2.7%	Polk	2.7%
Pasco	29.1%	Hillsborough	30.8%	Pinellas	15.7%	Orange	3.9%	Polk	3.1%	Hernando	3.0%	Duval	1.2%
Pinellas	64.9%	Hillsborough	15.9%	Orange	2.6%	Pasco	2.3%	Manatee	1.4%	Polk	1.3%	Sarasota	1.1%
Hillsborough	64.8%	Pinellas	10.0%	Polk	3.5%	Orange	3.5%	Pasco	2.9%	Manatee	1.6%	Broward	1.4%
Sarasota	55.9%	Manatee	10.3%	Hillsborough	5.3%	Charlotte	5.1%	Pinellas	3.5%	Lee	2.5%	Orange	2.5%
Manatee	43.1%	Sarasota	21.9%	Hillsborough	9.5%	Pinellas	7.2%	Orange	2.2%	Lee	2.2%	Polk	1.5%
Hardee	30.4%	Polk	15.4%	Highlands	6.9%	Lee	4.6%	Miami-Dade	4.4%	Hillsborough	4.4%	Manatee	3.8%
DeSoto	30.2%	Charlotte	11.1%	Lee	8.7%	Sarasota	6.6%	Polk	5.0%	Miami-Dade	3.8%	Hillsborough	3.5%
Highlands	45.2%	Polk	8.5%	Lee	5.4%	Miami-Dade	3.7%	Hillsborough	3.6%	Palm Beach	3.2%	Broward	2.9%
Okeechobee	40.9%	Palm Beach	7.6%	St. Lucie	7.3%	Martin	5.8%	Broward	5.7%	Brevard	4.0%	Miami-Dade	3.9%
Glades	15.8%	Hendry	14.8%	Lee	12.5%	Palm Beach	5.3%	Okeechobee	4.7%	Hillsborough	4.4%	Miami-Dade	4.4%
Hendry	36.4%	Lee	15.6%	Palm Beach	7.3%	Collier	4.0%	Miami-Dade	3.9%	Hillsborough	3.4%	Glades	3.2%
Charlotte	39.2%	Sarasota	15.0%	Lee	14.8%	Hillsborough	3.5%	Miami-Dade	3.1%	Broward	3.0%	Palm Beach	2.5%
Lee	64.3%	Collier	9.5%	Hillsborough	2.8%	Miami-Dade	2.8%	Broward	2.6%	Palm Beach	2.1%	Sarasota	2.0%
Collier	63.2%	Lee	13.2%	Broward	3.5%	Miami-Dade	3.1%	Palm Beach	2.8%	Hillsborough	1.9%	Orange	1.7%
Monroe	62.1%	Miami-Dade	16.5%	Broward	8.8%	Palm Beach	3.2%	Collier	2.6%	Lee	1.5%		
Miami-Dade	78.6%	Broward	12.0%	Palm Beach	2.9%	Orange	1.1%						
Broward	62.4%	Miami-Dade	20.2%	Palm Beach	9.2%	Orange	1.4%	Hillsborough	1.1%				
Palm Beach	68.3%	Broward	13.7%	Miami-Dade	5.7%	Orange	1.7%	Martin	1.4%	Hillsborough	1.2%		
Martin	41.2%	Palm Beach	24.2%	St. Lucie	9.1%	Broward	4.7%	Miami-Dade	3.1%	Orange	3.0%	Hillsborough	1.6%
St. Lucie	38.6%	Martin	17.2%	Palm Beach	13.4%	Indian River	5.4%	Broward	4.7%	Miami-Dade	3.3%	Orange	2.9%
Indian River	50.7%	St. Lucie	8.9%	Brevard	7.1%	Palm Beach	6.1%	Broward	4.6%	Miami-Dade	3.3%	Orange	2.9%

Source: Census Bureau, OnTheMap

WIOA-eligible programs by county and general subject

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Health	IT, digital media	Business-administrative, accounting, finance	Trades-construction, automotive, aviation	Manufacturing	Logistics (including trucking)	Services (including childcare, hospitality)	Security	Other
Escambia	Pensacola-Ferry	34	19	10	12	11	3	10	4	0
Santa Rosa	Pass-Brent	2	2	0	6	1	1	1	0	0
Okaloosa	Crestview-Fort	3	1	0	5	2	1	1	1	0
Walton	Walton Beach-	2	1	0	2	2	0	0	0	0
Holmes		0	0	0	0	0	0	0	0	0
Washington		7	4	1	0	4	3	0	3	0
Bay	Panama City	9	1	0	6	0	0	0	2	0
Jackson		3	4	1	0	3	0	0	4	0
Calhoun		0	0	0	0	0	0	0	0	0
Gulf		2	0	0	0	0	0	0	0	0
Liberty		0	0	0	0	0	0	0	0	0
Franklin		0	0	0	0	0	0	0	0	0
Gadsden		0	0	0	0	0	0	0	0	0
Leon	Tallahassee	0	0	1	0	0	0	0	1	0
Wakulla		0	0	0	0	0	0	0	0	0
Jefferson		0	0	0	0	0	0	0	0	0
Madison		7	0	0	0	0	1	0	4	0
Taylor		5	0	0	2	5	0	1	0	0
Lafayette		0	0	0	0	0	0	0	0	0
Dixie		0	0	0	0	0	0	0	0	0
Hamilton		0	0	0	0	0	0	0	0	0
Suwannee		5	0	0	3	1	0	1	0	0
Columbia	Lake City^	4	0	0	0	0	0	0	2	0
Union		0	0	0	0	0	0	0	0	0
Bradford		1	0	0	0	1	1	0	0	0
Gilchrist		0	0	0	0	0	0	0	0	0
Alachua	Gainesville	2	4	2	1	0	0	1	0	0
Levy		0	0	0	0	0	0	0	0	0
Marion	Ocala	5	0	0	0	0	1	0	0	0
Baker		0	0	0	0	0	0	0	0	0
Nassau		0	0	0	0	0	0	0	0	0
Duval	Jacksonville	24	2	3	0	0	3	0	0	0
Clay		17	2	0	0	0	2	0	2	0
St. Johns		4	0	0	1	0	0	0	2	0

Source: Employ Florida website (<https://www.employflorida.com/>) Education and Training page, data downloaded 9/26/22

WIOA-eligible programs by county and general subject, continued

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Health	IT, digital media	Business-administrative, accounting, finance	Trades-construction, automotive, aviation	Manufacturing	Logistics (including trucking)	Services (including childcare, hospitality)	Security	Other
Putnam	Palatka^	0	0	0	0	0	0	0	0	0
Flagler	Deltona-Daytona	0	0	0	0	0	1	0	0	0
Volusia	Beach-Ormond	5	0	1	1	1	0	0	0	0
Brevard	Palm Bay-	12	4	0	0	0	0	0	0	0
Seminole	Orlando-	10	13	14	5	1	4	3	2	1
Orange	Kissimmee-	55	76	30	27	27	12	13	1	1
Osceola	Sanford	20	6	1	12	5	1	2	2	0
Lake		16	7	1	5	4	4	2	4	0
Sumter	The Villages	0	0	0	1	0	0	0	0	0
Polk	Lakeland-Winter	32	11	12	23	15	9	3	4	0
Citrus	Homosassa	1	0	0	0	0	1	0	0	0
Hernando	Tampa-St.	6	0	0	0	0	0	0	0	0
Pasco	Petersburg-	3	0	0	0	0	0	0	0	0
Pinellas	Clearwater	21	5	1	3	0	2	0	0	0
Hillsborough		35	65	38	10	0	9	3	2	0
Sarasota	North Port-	12	7	5	9	5	0	2	1	0
Manatee	Sarasota-	8	22	10	7	5	2	1	2	0
Hardee	Wauchula^	0	0	0	0	0	0	0	0	0
DeSoto	Arcadia^	1	0	0	0	0	0	0	0	0
Highlands	Sebring-Avon	12	0	0	3	6	1	0	4	0
Okeechobee	Okeechobee^	0	0	0	0	0	0	0	0	0
Glades		3	0	1	1	2	0	1	0	0
Hendry	Clewiston^	2	0	0	1	1	0	0	0	0
Charlotte	Punta Gorda	9	5	0	5	0	1	2	1	0
Lee	Cape Coral-Fort	59	30	25	20	2	1	11	9	6
Collier	Naples-Marco	14	6	3	7	3	1	2	0	0
Monroe	Key West^	0	0	0	0	0	0	0	0	0
Miami-Dade	Miami-Fort	5	13	5	3	0	1	4	0	0
Broward	Lauderdale-	32	19	23	5	2	1	0	1	1
Palm Beach	Pompano Beach	5	14	11	2	0	1	0	0	1
Martin	Port St. Lucie	0	0	0	0	0	0	0	0	0
St. Lucie		7	0	4	0	1	3	0	0	0
Indian River	Sebastian-Vero	0	0	0	0	0	0	0	0	0

Source: Employ Florida website (<https://www.employflorida.com/>) Education and Training page, data downloaded 9/26/22

WIOA-eligible programs by county and program outcome

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Employment	An industry-recognized certificate or certification	A license recognized by State involved or Federal Government	A measurable skills gain leading to employment	A baccalaureate degree	An associate degree	A certificate of completion of an apprenticeship	A community college certificate of completion	A secondary school diploma or its equivalent	A measurable skills gain leading to a credential
Escambia	Pensacola-Ferry Pass-	1	43	0	1	1	38	0	0	0	20
Santa Rosa		1	12	0	0	0	0	1	0	0	1
Okaloosa	Crestview-Fort Walton	1	7	2	0	0	1	0	8	0	3
Walton		1	4	2	1	0	0	0	3	0	3
Holmes		0	0	0	0	0	0	0	0	0	0
Washington		1	22	0	1	0	0	0	0	0	2
Bay	Panama	2	1	2	2	0	7	0	1	0	8
Jackson		0	13	1	0	0	0	0	1	0	0
Calhoun		0	0	0	0	0	0	0	0	0	0
Gulf		0	0	2	0	0	1	0	1	0	0
Liberty		0	0	0	0	0	0	0	0	0	0
Franklin		0	0	0	0	0	0	0	0	0	0
Gadsden		0	0	0	0	0	0	0	0	0	0
Leon	Tallahassee	0	2	0	0	0	0	0	0	0	0
Wakulla		0	0	0	0	0	0	0	0	0	0
Jefferson		0	0	0	0	0	0	0	0	0	0
Madison		0	11	8	0	0	2	0	0	0	0
Taylor		0	12	0	0	0	0	1	2	0	0
Lafayette		0	0	0	0	0	0	0	0	0	0
Dixie		0	0	0	0	0	0	0	0	0	0
Hamilton		0	0	0	0	0	0	0	0	0	0
Suwannee		0	10	1	0	0	0	0	0	0	0
Columbia	Lake City^	0	2	0	0	0	4	0	0	0	0
Union		0	0	0	0	0	0	0	0	0	0
Bradford		2	3	2	2	0	0	0	0	0	2
Gilchrist		0	0	0	0	0	0	0	0	0	0
Alachua	Gainesville	1	6	0	1	1	3	0	0	0	0
Levy		0	0	0	0	0	0	0	0	0	0
Marion	Ocala	0	4	0	0	0	1	0	0	0	1
Baker		0	0	0	0	0	0	0	0	0	0
Nassau		0	0	0	0	0	0	0	0	0	0
Duval	Jacksonville	3	25	18	1	2	16	0	1	0	19
Clay		4	21	11	3	1	11	0	6	0	13
St. Johns		5	5	2	3	0	3	0	0	0	7

Source: Employ Florida website (<https://www.employflorida.com/>) Education and Training page, data downloaded 9/26/22

WIOA-eligible programs by county and program outcome, continued

County	Core-based statistical area (MSA, μSA marked with ^, no MSA or μSA if blank)	Employment	An industry-recognized certificate or certification	A license recognized by State involved or Federal Government	A measurable skills gain leading to employment	A baccalaureate degree	An associate degree	A certificate of completion of an apprenticeship	A community college certificate of completion	A secondary school diploma or its equivalent	A measurable skills gain leading to a credential
Putnam	Palatka^	0	0	0	0	0	0	0	0	0	0
Flagler	Deltona-	0	1	0	0	0	0	0	0	0	0
Volusia	Daytona	2	3	1	2	1	4	0	1	0	1
Brevard	Palm Bay-	5	12	7	4	0	5	0	2	0	7
Seminole	Orlando-	46	51	2	46	0	0	0	8	0	43
Orange	Kissimmee-	149	241	18	146	0	0	2	14	0	159
Osceola	Sanford	26	47	1	26	0	2	0	0	0	10
Lake		26	42	1	26	0	0	0	7	0	24
Sumter	The Villages	0	1	1	0	0	0	0	0	0	0
Polk	Lakeland-	24	77	2	24	0	30	0	3	3	57
Citrus	Homosassa	0	2	0	0	0	0	0	0	0	1
Hernando	Tampa-St.	0	6	2	0	0	0	0	0	0	0
Pasco	Petersburg-	0	2	1	0	0	1	0	0	0	0
Pinellas	Clearwater	3	27	0	3	3	6	0	0	0	4
Hillsborough		57	152	5	54	0	6	3	6	0	72
Sarasota	North Port-	39	36	4	28	1	0	2	20	0	28
Manatee	Sarasota-	36	46	2	36	0	4	1	24	0	37
Hardee	Wauchula^	0	0	0	0	0	0	0	0	0	0
DeSoto	Arcadia^	0	1	0	0	0	0	0	0	0	0
Highlands	Sebring-	3	24	2	2	0	4	0	0	2	4
Okeechobee	Okeechobee^	0	0	0	0	0	0	0	0	0	0
Glades		8	7	1	0	0	0	0	0	0	0
Hendry	Clewiston^	4	4	0	0	0	0	0	0	0	0
Charlotte	Punta Gorda	23	22	1	2	0	2	0	1	0	2
Lee	Cape Coral-	149	85	9	1	47	28	10	15	0	1
Collier	Naples-	36	33	3	2	0	1	1	0	0	1
Monroe	Key West^	0	0	0	0	0	0	0	0	0	0
Miami-Dade	Miami-Fort	1	27	1	1	0	4	1	0	4	4
Broward	Lauderdale-	0	45	1	0	2	23	1	11	3	3
Palm Beach	Pompano	2	22	0	1	0	9	0	4	3	0
Martin	Port St.	0	0	0	0	0	0	0	0	0	0
St. Lucie	Lucie	2	7	1	1	2	6	0	1	0	5
Indian River	Sebastian-	0	0	0	0	0	0	0	0	0	0

Source: Employ Florida website (<https://www.employflorida.com/>) Education and Training page, data downloaded 9/26/22

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