



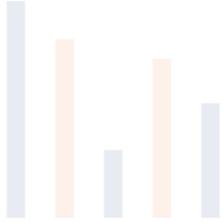
Florida's Great Northwest

Labor Supply & Demand Research Analysis Year 3 Update

December 2025





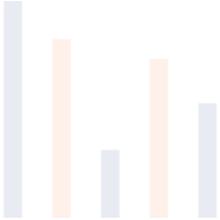


LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE



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LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE



INTRODUCTION:

In 2019, Florida's Great Northwest (FGNW) launched a bold effort to better understand the regional labor market, training and education programs, and alignment with policy within the region. Through the **Education ROI Research and Marketing project**, awarded through Triumph Gulf Coast, Inc., the foundation was set to connect workforce development with economic competitiveness.

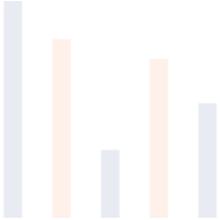
By 2021, that vision advanced with ABLE Operations completing the initial Labor Supply and Demand Analysis. This study identified the occupations most critical to the region's future and mapped how education providers are positioning their programs with employer demand for skills. It served as the baseline for measuring growth and competitiveness in Northwest Florida's workforce.

In 2023, the work continued with an updated Supply and Demand Analysis, capturing how key occupations and industries were evolving. This included challenges and structural changes the region faced due to the COVID pandemic, as well as initial impacts from education and training investments. The update highlighted where progress had been made and where challenges remained in strengthening the talent pipeline.

This report represents an update to the continued research. It addresses three central questions:

1. Have the jobs identified in the original study grown since 2021?
2. Are those jobs relative to demand becoming more concentrated in Northwest Florida compared to other regions (measured by Talent Quotients)?
3. What do projections tell us about future growth, and how well are our educational institutions positioned to meet that demand?

By highlighting changes in jobs, wages, and future workforce needs, this report continues the story of how FGNW, Triumph Gulf Coast, Inc., and regional stakeholders are preparing the region for long-term success. The goal is not just to measure progress, but to give business leaders, educators, and policymakers the insights needed to take decisive action today—ensuring Northwest Florida remains competitive in the economy of tomorrow.



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EXECUTIVE SUMMARY:

Over the past five years, Florida's Great Northwest (FGNW), in collaboration with Triumph Gulf Coast and regional stakeholders, has continued to build on a clear understanding of how workforce investments are shaping the region's competitiveness. This update highlights measurable progress in employment, wages, and talent pipeline alignment across key occupations and industries.

Between 2019 and 2025, the Northwest Florida region added more than 42,000 jobs, representing 8.7% growth, exceeding national trends (5.9%), though slightly below the state average of 12.4%. Average earnings in the region rose by nearly 19%, signaling tightening labor markets and stronger demand for skilled workers. Occupations aligned with targeted sectors—Aerospace & Defense, Production Technology, Water & Logistics, Chemical Products, Financial Services, and Cybersecurity—expanded by roughly 12%, adding nearly 8,000 new jobs with earnings growth exceeding 26%. These findings confirm that regional diversification and workforce investments are having measurable impacts.

The Supply-to-Demand ratio (completions divided by expected job openings) continues to serve as a key benchmark for measuring workforce readiness. In this update, several trade occupations—particularly Aircraft Maintenance, Welding, Machinists, Electricians, and Nursing—demonstrate a narrowing gap between supply and demand. While professional occupations such as Cybersecurity and Registered Nursing show strong training pipelines, others including Aerospace Engineering, Chemical Engineering, and Industrial Mechanics remain undersupplied locally. Overall, supply-demand ratios have improved since the last study, indicating that regional institutions are increasingly responsive to industry needs. Talent Quotients (TQ)—which compare regional supply-to-demand ratios against national benchmarks—have improved notably across multiple key occupations. Gains are particularly evident in Aircraft Maintenance, Electricians, Machinists, Heavy Trucking, Nursing, and Cybersecurity, reflecting the impact of Triumph Gulf Coast-funded programs and enhanced regional coordination.

The analysis in this update captures a broader shift from post-COVID recovery to structural normalization. Rapid growth in healthcare, logistics, and trade occupations reflected short-term recovery dynamics, while automation and AI adoption are now reshaping future talent needs—reducing future expected job openings in finance, administrative support, and logistics by 30–60% compared to previous forecasts. Although some Triumph-funded initiatives are still in early stages, their influence is evident in improved ratios and responsiveness across several technical and trade programs. Tables ES1 and ES2 highlight the number of jobs, earnings, supply-to-demand ratio, and historical Talent Quotients (TQ) over the last 3 studies.

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Table ES1: Trade Occupations Talent Pipeline

Occupation Group	2025 Jobs	2025 Avg Earnings	Supply to Demand Ratio	Year 1 Talent Quotient	Year 2 Talent Quotient	Year 3 Talent Quotient
Aircraft Maintenance	2,995	\$70,472	0.35	0.89	1.03	0.80
Banking Support Services	2,524	\$44,857	0.00	0.00	0.00	0.00
Bookkeeping and Clerical	5,593	\$49,458	0.08	0.64	0.68	0.76
Chemical and Industrial Technicians	862	\$58,122	0.04	0.18	0.26	0.13
Computer Support Specialists	2,725	\$65,150	1.16	1.52	1.40	1.41
Drafting	777	\$59,050	0.11	0.34	0.31	0.20
Electrical Technicians and Repairers	1,312	\$71,380	0.20	0.92	0.43	0.34
Electricians	3,152	\$54,302	0.25	0.52	0.50	1.00
Industrial Mechanics	1,111	\$64,280	0.00	0.00	0.00	0.00
Insurance	2,399	\$82,296	0.00	0.00	0.00	0.00
Machinists	1,723	\$47,357	0.09	0.73	2.35	1.46
Nursing Assistants	7,523	\$43,268	0.24	-	0.83	0.81
Plumbers	2,173	\$51,289	0.01	0.31	0.42	0.25
Ship Engineers and Captains	604	\$77,814	0.00	0.00	0.00	0.00
Truck and Bus Drivers	8,003	\$48,408	0.09	0.66	0.66	1.62
Welders	891	\$50,340	1.76	2.12	2.31	1.90

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics (IPEDS)

Table ES2: Professional Occupations Talent Pipeline

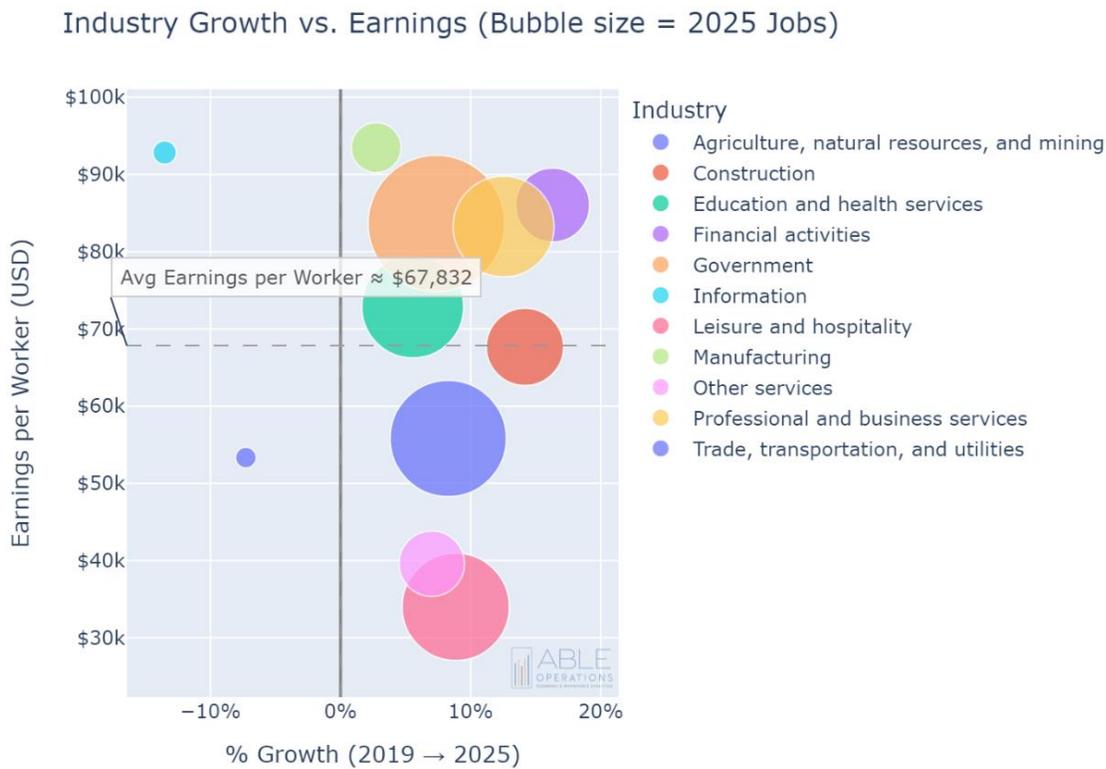
Occupation Group	2025 Jobs	2025 Avg Earnings	Supply to Demand Ratio	Year 1 Talent Quotient	Year 2 Talent Quotient	Year 3 Talent Quotient
Aerospace Engineers	232	\$118,416	0.00	0.00	0.00	0.00
Chemical Engineers	105	\$114,923	0.00	0.00	0.00	0.00
Chemists	209	\$72,821	0.78	0.58	0.37	0.46
Cybersecurity	2,065	\$133,229	0.72	-	2.34	4.15
Electrical Engineers	1,091	\$114,747	0.77	0.58	0.53	0.62
Financial	9,805	\$77,661	0.16	0.26	0.31	0.38
Industrial Engineers	494	\$110,715	0.00	0.00	0.00	0.00
Lawyers	2,223	\$132,549	0.00	0.00	0.00	0.00
Logisticians	1,412	\$83,718	0.18	0.51	0.90	0.45
Marine Engineers and Naval Architects	78	\$121,945	0.00	0.00	0.00	0.00
Mechanical Engineers	749	\$107,138	1.13	0.28	0.61	0.56
Registered Nurses (ADN & BSN)	10,514	\$83,543	1.67	-	-	1.47
Registered Nurses (BSN)	10,514	\$83,543	0.89	-	1.24	1.21

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics (IPEDS)

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GROWTH IN NORTHWEST FLORIDA:

This section highlights industry employment and earnings trends for Northwest Florida between 2019 and 2025. The analysis combines data on industry job growth with average earnings per worker, providing insights into both the scale and quality of job opportunities. Over that timeframe, most industries in the region experienced positive job growth. The most notable gains occurred in Construction, Financial Activities, and Education and Health Services. This is aligned with the expectations of growth outlined in the original Labor Supply & Demand Research Analysis.



Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed)

The Northwest Florida region added over 42,000 jobs from 2019-2025. Total job growth for the region was 8.7%. This is higher than the 5.9% growth the U.S. experienced, but less than Florida's impressive 12.4% growth in jobs. The demand for talent during this time period, specifically in the recovery after COVID-19 pandemic, led to increase in wage growth. Average earnings per worker soared 31.2% in Florida, 25.2% in the nation, and 18.8% in the Northwest Florida region.

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Table 1 and Table 2 identify the occupation groupings for *Trade* (certificates, < 2-year programs, and Associates) and *Professional* (Bachelor's degrees and higher) skill sets that support the targeted industries. These specific occupations combined represent roughly 14% of the overall workforce in Northwest Florida.

Table 1: Trade Occupations Overview

Occupation Group	2019 Jobs	2025 Jobs	% Change	2019 Avg Earnings	2025 Avg Earnings	% Change
Aircraft Maintenance	2,770	2,995	8.1%	\$66,935	\$70,472	5.3%
Banking Support Services	3,501	2,524	-27.9%	\$35,810	\$44,857	25.3%
Bookkeeping and Clerical	5,410	5,593	3.4%	\$38,510	\$49,458	28.4%
Chemical and Industrial Technicians	659	862	30.8%	\$47,819	\$58,122	21.5%
Computer Support Specialists	2,210	2,725	23.3%	\$50,693	\$65,150	28.5%
Drafting	615	777	26.4%	\$47,326	\$59,050	24.8%
Electrical Technicians and Repairers	1,715	1,312	-23.5%	\$57,884	\$71,380	23.3%
Electricians	2,812	3,152	12.1%	\$45,085	\$54,302	20.4%
Industrial Mechanics	1,154	1,111	-3.7%	\$52,427	\$64,280	22.6%
Insurance	2,052	2,399	16.9%	\$60,879	\$82,296	35.2%
Machinists	1,745	1,723	-1.3%	\$40,526	\$47,357	16.9%
Nursing	7,439	7,523	1.1%	\$31,601	\$43,268	36.9%
Plumbers	2,084	2,173	4.3%	\$42,353	\$51,289	21.1%
Ship Engineers and Captains	612	604	-1.2%	\$69,884	\$77,814	11.3%
Truck and Bus Drivers	6,408	8,003	24.9%	\$37,621	\$48,408	28.7%
Welders	801	891	11.2%	\$42,505	\$50,340	18.4%
Total Trade Occupations	41,989	44,367	5.7%	\$43,233	\$54,227	25.4%

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed)

The demand for these skills over the last 6 years outpaced the regions job growth, adding nearly 8,000 net new jobs or 12.1% growth. Occupations focused on nursing, heavy truck driving, cybersecurity, and finance accounted for most of this growth. Employers were willing to pay more for these desired skills, as earnings growth outpaced the region at 26.9%.

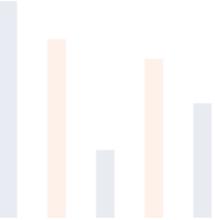
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Table 2: Professional Occupations Overview

Occupation Group	2019 Jobs	2025 Jobs	% Change	2019 Avg Earnings	2025 Avg Earnings	% Change
Aerospace Engineers	305	232	-23.9%	\$99,150	\$118,416	19.4%
Chemical Engineers	167	105	-37.0%	\$99,723	\$114,923	15.2%
Chemists	288	209	-27.6%	\$61,242	\$72,821	18.9%
Cybersecurity	1,040	2,065	98.6%	\$107,393	\$133,229	24.1%
Electrical Engineers	1,208	1,091	-9.7%	\$95,856	\$114,747	19.7%
Financial	7,876	9,805	24.5%	\$68,067	\$77,661	14.1%
Industrial Engineers	356	494	38.7%	\$88,971	\$110,715	24.4%
Lawyers	1,907	2,223	16.6%	\$108,135	\$132,549	22.6%
Logisticians	1,106	1,412	27.6%	\$77,829	\$83,718	7.6%
Marine Engineers and Naval Architects	72	78	9.6%	\$80,661	\$121,945	51.2%
Mechanical Engineers	788	749	-5.0%	\$88,299	\$107,138	21.3%
Registered Nurses	8,308	10,514	26.6%	\$61,791	\$83,543	35.2%
Total Professional Occupations	23,420	28,976	23.7%	\$74,327	\$91,529	23.1%

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed)

In the Appendix, job growth for the occupational groupings have been provided at the County level for Northwest Florida. This provides some insight into the specific region or MSA (Metropolitan Statistical Area) that has attracted talent from 2019 – 2025. Professional occupations in the Finance sector and Cybersecurity experienced most of the growth in Escambia County (Pensacola). Trade skills including electricians, machinists, and welders had added more jobs in Bay County (Panama City) than any other region in NWFL.



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A LOOK AHEAD – UNMANNED AERIAL SYSTEMS (UAS) / UNMANNED AERIAL VEHICLES (UAV):

As the global economy and labor markets are advancing, traditional Federal classification systems such as Standard Occupation Classification (SOC) system or Classification of Instructional Programs (CIP) lag in the ability to identify emerging occupations and training programs. The UAS/UAV sector is one example, as the use of UAV's has accelerated across government and industries including: agriculture, logistics, energy inspection, insurance, public safety, and defense. Recent demand for specific skills including engineers, pilots, and technology has blossomed. As business and education/training institutions adjust to the needs of the market, Federal agencies such as Bureau of Labor Statistics are left behind and forced to catch up their systems.

On the training front, institutions such as Northwest Florida State College and Gulf Coast State College have recognized this demand and introduced programs in Unmanned Vehicle Systems Operations. Given the requirement to identify programs offered, both institutions have classified these programs as CIP *15.0801 - Aeronautical/Aerospace Engineering Technology/Technician*. There has been a total of 12 completions in these programs so far between 2021-2023 (7 in 2021, 3 in 2022, and 2 in 2023).

Table 3: Industry Certificates UAS/UAV

County	Completions	Pass Rate
Bay	25	65.8%
Escambia	13	100%
Gulf	12	66.7%
Wakulla	31	47.0%
Walton (2022)	11	91.7%

Source: Florida Department of Education

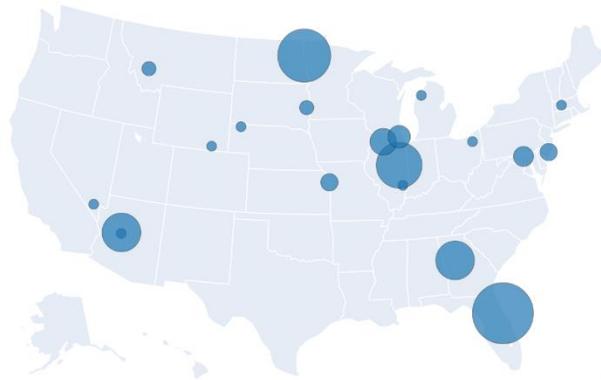
In addition, students in K-12 can obtain an industry certificate in the UAS/UAV field. The following table highlights the number of Small UAS (sUAS) Safety Certificates awarded across NWFL in 2023. Escambia County also completed roughly 10 certificates in Agricultural Unmanned Aircraft Systems Specialist. These certificates do not necessarily indicate supply; however, it does signal interest among students in the field and meet potential requirements.

The Department of Education recently identified CIP Code *49.0109 – Remote Aircraft Pilot*, which has been gaining traction throughout the U.S. In 2021, the first cohort included 95 graduates from 6 institutions. Two years later, 141 students completed this program.

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There are 21 institutions that formally offer this curriculum throughout the U.S. depicted in the map above. Over the last five years, the Northwest Florida region has had roughly 60 unique job postings in the UAS/UAV sector, with job titles including: UAV Operators, UAS repairers, UAV engineers, and drone pilots/engineers. These occupations do not fall in the traditional "SOC" system, but have been identified through job postings collected by Lightcast. One of the key drivers to demand for UAS/UAV talent in the Northwest Florida region depends on Department of Defense contracts.

Remote Aircraft Pilot Completions - 2023



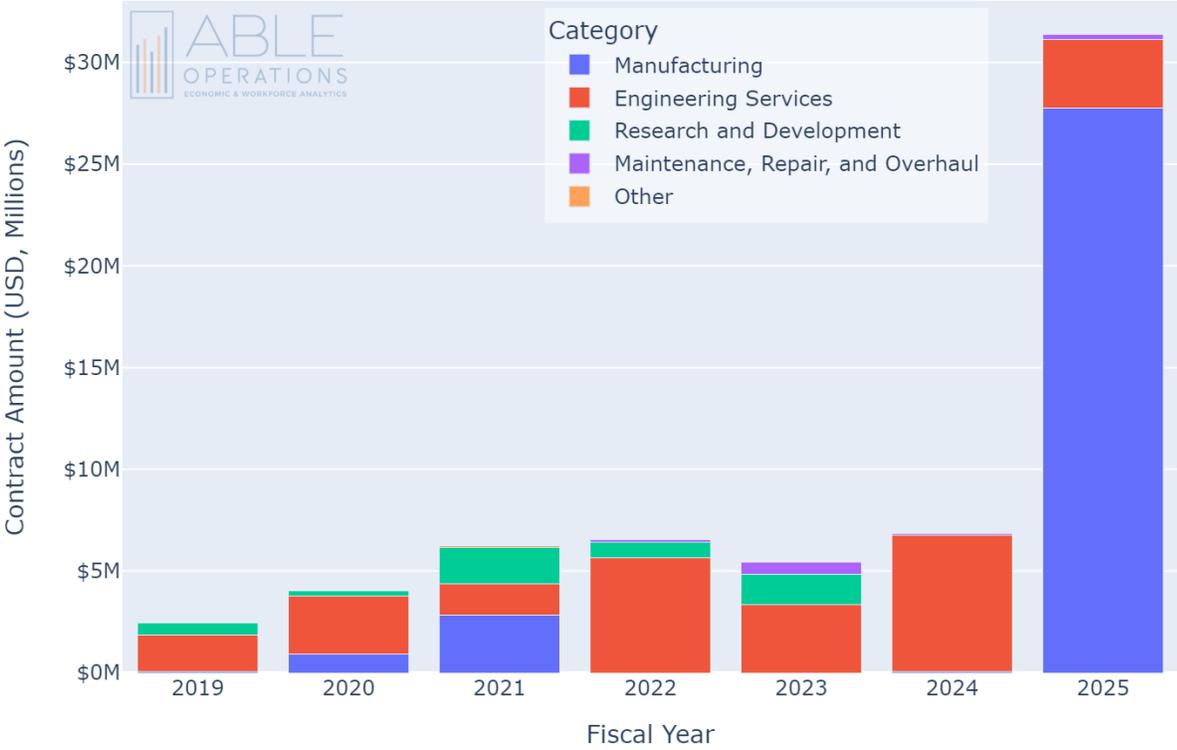
Source: National Center for Education Statistics

Figure 1 shows the trend in DoD contracts in the NWFL region specifically designated for UAS, UAV, or Unmanned Systems. For fiscal year 2025, federal funding in NWFL accounted for more than \$30 million in manufacturing, engineering services, and maintenance of UAS/UAV systems. Although this only accounts for 1.68% of fiscal year DoD contracts within the region, the trend looks promising for future federal dollars.

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Figure 1: DoD Contracts in NWFL

NWFL Defense UAS/UAV Contracts by Year



Source: USAspending.gov

In summary, the demand for UAS/UAV talent will continue to grow as government and industry adopt this technology. Talent will be needed to fill a variety of roles including engineers, program managers, developers, testers, and pilots. The concentration of aerospace has led Florida, California, Texas, and Washington as front runners for regional UAS/UAV hotspots. The assets concentrated in Northwest Florida create a competitive advantage for the region to lead and innovate in the UAS/UAV market. To leverage this, a focus must be made on the development of local talent. Training programs, certifications, and partnerships with industry/training institutions will help bridge gaps.

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A LOOK AHEAD – CYBERSECURITY:



Cybersecurity is another emerging category that has not waited for traditional SOC or CIP classifications to adapt. Referring back to Table 2, cybersecurity occupations have nearly doubled in the last 5 years in the NWFL region. That growth is expected to continue, as nearly 900 job openings over the next five years is expected in the region. Table 4 highlights the cybersecurity labor market for the NWFL region, Florida, and U.S.

Table 4: Cybersecurity Labor Market Overview

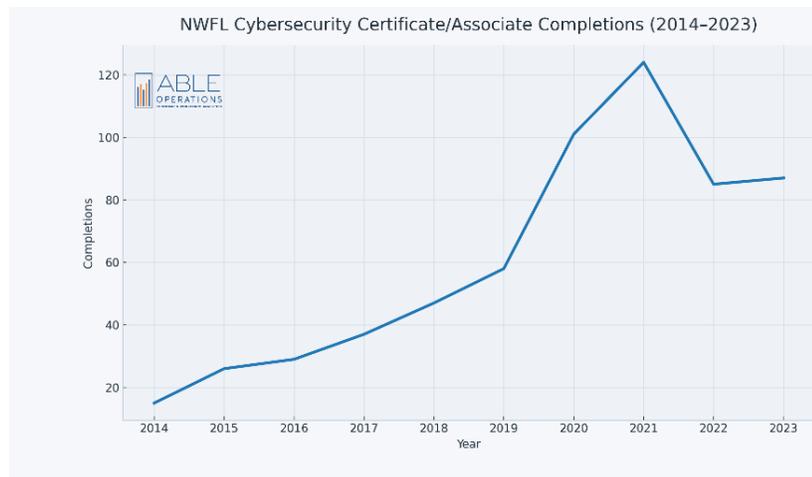
Labor Market Metric	NWFL Region	Florida	U.S.
5-year Supply-to-Demand Ratio	0.72	0.17	0.17
Talent Quotient	4.15	0.96	1.0
Average Earnings	\$133,229	\$154,365	\$173,782

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics (IPEDS)

The region has responded very well to the need for cybersecurity talent. In 2019, 7 graduates completed a bachelor’s degree from either Pensacola State College or University of West Florida in *Computer and Information Systems Security/Auditing/Information Assurance*. This number has grown to 125 graduates (93 bachelor’s and 32 master’s) in 2023. This trend has led the Northwest Florida region to a supply-to-demand ratio that is more than 4 times higher the state and nation.

In addition to the bachelor’s and graduate degree path, it is important to highlight the investment in certificate and associate’s level training. Figure 2 provides the last decade of completions in the Northwest Florida region. Although we assume a bachelor’s or graduate degree for the occupation grouping, it highlights a potential pipeline for further training or opportunities with similar skills within the cybersecurity field.

Figure 2: Cybersecurity Completions (Cert, Associates)



Source: National Center for Education Statistics (IPEDS)

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NORTHWEST FLORIDA'S TARGETED SECTOR LABOR MARKET:

This section summarizes how Northwest Florida's workforce pipeline aligns with projected hiring needs in the region's targeted industries. It references the detailed tables that follow (see Table 5: Trade Occupations and Table 6: Professional Occupations). The labor market indicators used throughout include: 2025 Jobs, Average Earnings, Supply-to-Demand (S/D) ratio, and the Talent Quotient (TQ).

- **2025 Jobs & Average Earnings:** current employment size and average pay for each occupation.
- **Supply-to-Demand (S/D) Ratio:** local training completions divided by expected new + replacement job openings. Values near 1.0 indicate balance; < 1.0 signal potential labor shortages; > 1.0 indicate potential regional labor surplus.
- **Talent Quotient (TQ):** NWFL's S/D divided by the U.S. S/D (values > 1.0 mean NWFL has a relative pipeline advantage).

Table 5: Trade Occupations Talent Pipeline

Occupation Group	2025 Jobs	2025 Avg Earnings	Supply to Demand Ratio	Year 1 Talent Quotient	Year 2 Talent Quotient	Year 3 Talent Quotient
Aircraft Maintenance	2,995	\$70,472	0.35	0.89	1.03	0.80
Banking Support Services	2,524	\$44,857	0.00	0.00	0.00	0.00
Bookkeeping and Clerical	5,593	\$49,458	0.08	0.64	0.68	0.76
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Welders	891	\$50,340	1.76	2.12	2.31	1.90

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics (IPEDS)

Trade roles remain a cornerstone of targeted sectors, with 2025 Jobs and average earnings indicating durable demand for hands-on skills. Most trades indicate a shortage, as it is not

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typically required to have formal training. The Talent Quotients highlighted in green show an increasing trend over the five-year horizon (Years 1–3 of study).

Some key observations include:

- TQ improvement across several core trades (e.g., electricians, machinists, heavy trucking) as programs expand capacity and deepen employer coordination.
- Program capacity effects: where supply-to-demand is at or above balance, targeted placement and cross-sector pathways should precede further seat expansion.
- Wage resilience: competitive average earnings support retention and continue to signal employer demand even as some shortages ease.

Table 6: Professional Occupations Talent Pipeline

Occupation Group	2025 Jobs	2025 Avg Earnings	Supply to Demand Ratio	Year 1 Talent Quotient	Year 2 Talent Quotient	Year 3 Talent Quotient
Aerospace Engineers	232	\$118,416	0.00	0.00	0.00	0.00
Chemical Engineers	105	\$114,923	0.00	0.00	0.00	0.00
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Electrical Engineers	1,091	\$114,747	0.77	0.58	0.53	0.62
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Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics (IPEDS)

Table 6 provides the labor market indicators for professional roles—healthcare, IT/cyber, engineering, business operations, and logistics/analytics—which show a mixed pattern. Improving S/D ratio and TQ’s in cybersecurity, nursing, and financial groupings are consistent with targeted investments and growing partnerships. Although some of these groupings maintain 0.00 metrics, a NWFL focused recruiting effort may be more efficient than investment into local programs. The analysis for each grouping will be provided in the next section.

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OCCUPATION GROUPINGS:

Aerospace Engineers

Overview: Aerospace Engineers are an important resource to the targeted sector Aerospace & Defense. In the Northwest Florida (NWFL) region, there are roughly 230 individuals employed in this occupation, with average annual earnings of \$118,416. These trends highlight both the demand for this high-skilled workforce. As the sector continues to expand through both commercial and defense, attracting this talent will be essential.



NWFL Labor Market: Table 1 provides a summary of the expected completions and job openings over the next five years. This includes the regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. These metrics illustrate whether NWFL is producing enough graduates to meet anticipated employer demand. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 7: Aerospace Engineer Outlook

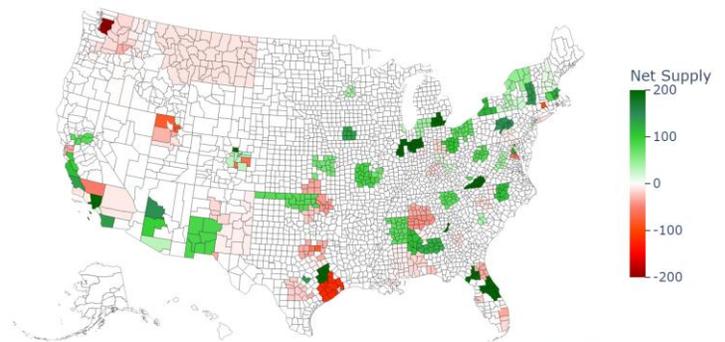
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	0	5,190
5-yr Expected Job Openings (Demand)	71	1,237
Supply / Demand Ratio	0.00	4.20
Talent Quotient	0.00	2.39

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

There is currently not a program offered for Aerospace Engineering at the Bachelor's degree or higher in the NWFL region. This results in a supply-to-demand ratio of 0.00, with a talent quotient of 0.00. However, the state is expected to produce nearly 4 times as many graduates as job openings. Given the local talent pipeline is insufficient to meet employer demand, and the cost and time to implement a program is inefficient, recruitment efforts are necessary to meet talent demands.

Talent Mobility: With the demand for aerospace engineers exceeding regional supply, employers must recruit talent from other regions with stronger training pipelines. Regions such as Gainesville, FL, Space Coast FL, New York and Ohio, displayed in green on the map below, produce more graduates in aerospace engineering than employers in the region demand. To recruit top talent, it is likely that NWFL will be competing with other regions throughout the U.S., such as Huntsville, AL, Houston, TX, Seattle, WA, and South FL, as indicated in red on the map. Given that Florida has nearly four graduates to expected job openings, recruitment to the NWFL region should be attempted from institutions such as University of Florida or Embry-Riddle Aeronautical University.

Aerospace Engineers – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Aircraft Maintenance



Overview: Aircraft Maintenance are important to the targeted sector Aerospace & Defense. In the Northwest Florida (NWFL) region, there are currently 2,995 individuals employed in these occupations, with average annual earnings of \$70,472. Triumph Gulf Coast has supported this field through initiatives such as:

- Thunderbird Tech Program - Bay District Schools,
- Airframe & Powerplant (A&P) Program – Northwest Florida State College.

The training pipeline has been increasing, from 24 graduates in 2015 to 95 in 2021. These trends highlight both the demand for this workforce and the responsiveness of regional institutions to industry needs across the Panhandle.

NWFL Labor Market: Table 2 provides a summary of the expected completions and job openings over the next five years. This includes the regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 8: Aircraft Maintenance Outlook

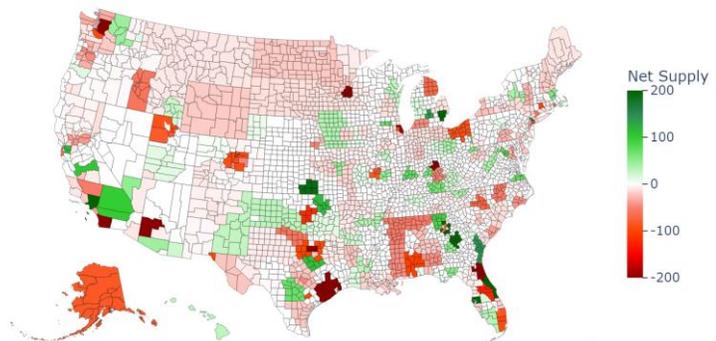
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	430	7,200
5-yr Expected Job Openings (Demand)	1,224	10,131
Supply / Demand Ratio	0.35	0.71
Talent Quotient	0.80	1.61

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 430 over the next five years, compared to 1,224 job openings. This results in a supply-to-demand ratio of 0.35, with a talent quotient of 0.80. These numbers indicate the local talent pipeline is insufficient to meet employer demand, and the ratio is lower than the nations. However, it is important to recognize the progress that has been made in the region to boost future completions. In addition, expected demand for this talent has increased 20% over the last five years as the targeted industry as continued to grow in the NWFL region.

Talent Mobility: If demand for aircraft maintenance exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Employers in NWFL can look to Space Coast FL, Tampa, FL and Atlanta, GA for recruitment. Given the shortage throughout the U.S., the NWFL region will be competing with regions like Jacksonville, FL, Houston, TX, and South FL.

Aircraft Maintenance – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Bookkeeping and Clerical



Overview: Bookkeeping and Clerical are important to the targeted industries of Distribution & eCommerce, Production Technology, and Financial Services. In the Northwest Florida (NWFL) region, there are currently 5,593 individuals employed in this occupation, with average annual earnings of \$49,458. Triumph Gulf Coast has supported this field through initiatives such as AI Learning Institutes - Okaloosa County School District. Training pipelines have remained relatively flat with an average of about 50 completions. Although these skills do not necessarily require formal training, it is great to see the NWFL region respond to employer needs and invest in an ever-changing field.

NWFL Labor Market: Table 3 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. These metrics illustrate what NWFL is producing to meet anticipated employer demand, relative to Florida and the U.S. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 9: Bookkeeping and Clerical Outlook

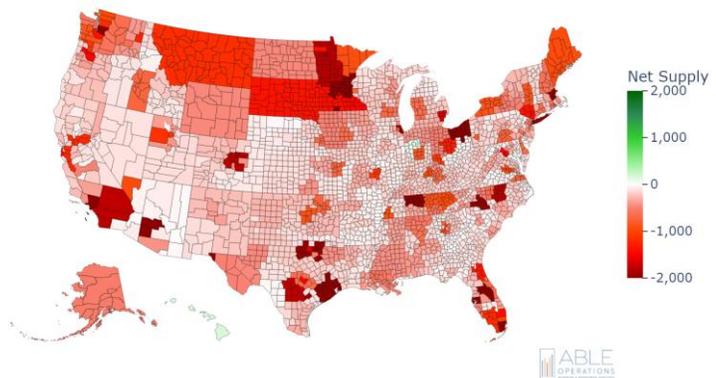
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	252	10,450
5-yr Expected Job Openings (Demand)	3,158	78,360
Supply / Demand Ratio	0.08	0.13
Talent Quotient	0.76	1.26

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 252 over the next five years, compared to 3,158 job openings. This results in a supply-to-demand ratio of 0.08, with a talent quotient of 0.76. Although the talent quotient is lower than 1.0, it has improved over the last few years. As technology evolves and automation, AI, and other tools advance, training programs like the AI Learning Institutes project should support employer needs.

Talent Mobility: If demand for bookkeeping and clerical exceeds supply, employers may recruit talent from other regions with stronger training pipelines. However, as formal training is typically not a requirement, most of the U.S. has a “shortage” of training. Employers in NWFL can look to Northwest Indiana for recruitment, yet given the average earnings and required skills, it is unlikely worth the investment to relocate the talent. Given the shortage throughout the U.S., the NWFL region will be competing with regions like Orlando and South FL.

Bookkeeping and Clerical – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Chemical and Industrial Technicians



Overview: Chemical and Industrial Technicians are important to the targeted industries of Chemical Products and Production Technology. In the Northwest Florida (NWFL) region, there are currently 862 individuals employed in this occupation, with average annual earnings of \$58,122. Triumph Gulf Coast has supported this field through initiatives such as Construction Trades Training Program (P.R.I.D.E Enterprises) - Escambia County. Training pipelines are relatively flat with just a handful of completions each year. Although these skills do not necessarily require formal training, it is great to see the NWFL region respond to employer needs and invest in programs that educate students on opportunities and motivate enrollment.

NWFL Labor Market: Table 4 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. These metrics illustrate what NWFL is producing to meet anticipated employer demand, relative to Florida and the U.S.

Table 10: Chemical and Industrial Technician Outlook

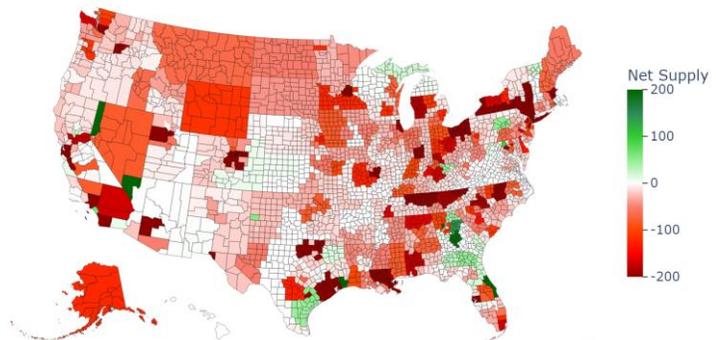
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	22	3,825
5-yr Expected Job Openings (Demand)	502	7,881
Supply / Demand Ratio	0.04	0.49
Talent Quotient	0.13	1.43

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 22 over the next five years, compared to 502 job openings. This results in a supply-to-demand ratio of 0.04, with a talent quotient of 0.13. The trend of the talent quotient has been declining in the NWFL region over the last few years. It is great that institutions like Chipola College, Gulf Coast State College, and Pensacola State College offer a program in “*Manufacturing Engineering Technology/Technician*”, but enrollment has been lacking. Investments mentioned above, along with advertising and promoting potential opportunities should foster future supply of talent.

Talent Mobility: If demand for chemical and industrial technicians exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Employers in NWFL can look to Space Coast FL, Atlanta and Southern GA for recruitment. Given the shortage throughout the U.S., the NWFL region will be competing with regions like Mobile, AL, Miami, FL, New Orleans, LA, Houston, TX, New York and Ohio.

Chemical & Industrial Technicians – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Chemical Engineers



Overview: Chemical Engineers are important to the targeted industries of Chemical Products. In the Northwest Florida (NWFL) region, there are currently 105 individuals employed in this occupation, with average annual earnings of \$114,923.

NWFL Labor Market: Table 5 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 11: Chemical Engineer Outlook

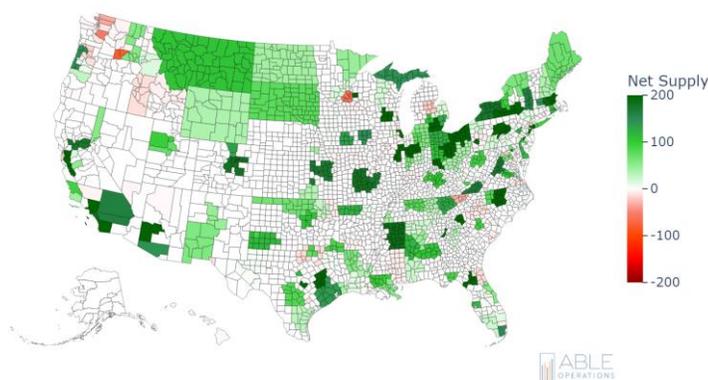
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	0	3,850
5-yr Expected Job Openings (Demand)	31	445
Supply / Demand Ratio	0.00	8.65
Talent Quotient	0.00	1.15

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 0 over the next five years, compared to 31 job openings. There is currently not a bachelor's degree or higher in Chemical Engineering offered in the NWFL region. This results in a supply-to-demand ratio of 0.00, with a talent quotient of 0.00. Florida, however, is expected to produce roughly 17 graduates for every two job openings. Institutions such as Florida State University, University of Florida, and University of Miami are producing talent. In addition, the nation has a 7.52 supply to demand ratio, indicating the available talent for recruitment.

Talent Mobility: If demand for chemical engineers exceeds supply, employers may recruit talent from other regions with stronger training pipelines. To recruit this talent, employers in NWFL may want to look to Tallahassee, FL, Gainesville, FL, South FL, Ohio, or New York. Given the state and national labor market environment for Chemical Engineers, it seems to be efficient in recruiting rather than training the talent locally.

Chemical Engineers – Annual Net Supply



ABLE OPERATIONS

LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Chemists



Overview: Chemists are important to the targeted industries of Chemical Products. In the Northwest Florida (NWFL) region, there are currently 209 individuals employed in this occupation, with average annual earnings of \$72,821. The regional training pipeline has remained relatively flat with 20-25 completions.

NWFL Labor Market: Table 6 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 12: Chemist Outlook

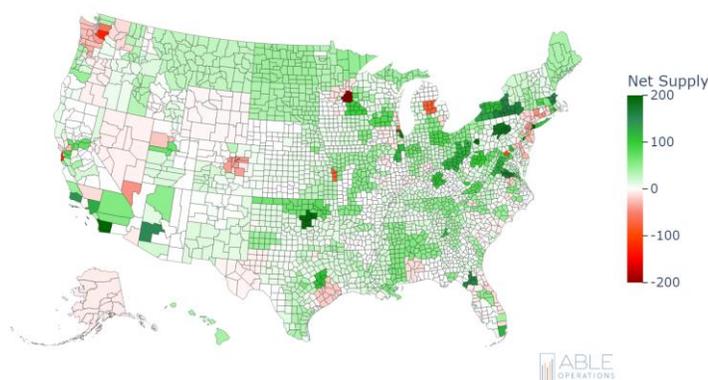
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	90	3,875
5-yr Expected Job Openings (Demand)	115	2,753
Supply / Demand Ratio	0.78	1.41
Talent Quotient	0.46	0.83

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 90 over the next five years, compared to 115 job openings. This results in a supply-to-demand ratio of 0.78, with a talent quotient of 0.46. Florida is about twice the NWFL region in terms of the metrics, with a 1.41 supply-to-demand ratio and a talent quotient of 0.83. Similar to Chemical Engineers, many Chemists are being trained in the state from institutions like Florida State University, University of Florida, and University of Central Florida.

Talent Mobility: If demand for chemists exceeds supply, employers may recruit talent from other regions with stronger training pipelines. To recruit this talent, employers in NWFL may want to look to Tallahassee, FL, Gainesville, FL, Orlando, FL, or Miami, FL. Given the state and national labor market environment for Chemists, it seems to be efficient recruiting if the NWFL region cannot train enough talent. There are some shortages throughout the U.S., such as Boston, MA, and Seattle, WA.

Chemists – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Computer Support Specialists



Overview: Computer Support Specialists are important to the targeted industries of Cybersecurity, Distribution & eCommerce, Financial Services. In the Northwest Florida (NWFL) region, there are currently 2,725 individuals employed in this occupation, with average annual earnings of \$65,150. Triumph Gulf Coast has supported this field through initiatives such as:

- Career & Technical Education Center – Wakulla CTE & Career Academy,
- Cyber Security & IT Programs Expansion - Pensacola State College,
- IT & Healthcare Certification Program - Walton County School District.

The NWFL training pipeline has been increasing, with now over 200 completions per year. These trends highlight both the demand for this workforce and the responsiveness of regional institutions to industry needs across the Panhandle.

NWFL Labor Market: Table 7 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 13: Computer Support Specialist Outlook

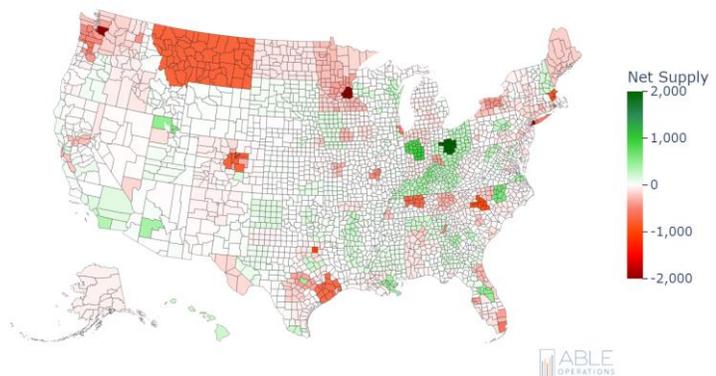
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	1,100	21,775
5-yr Expected Job Openings (Demand)	947	25,886
Supply / Demand Ratio	1.16	0.84
Talent Quotient	1.41	1.02

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 1,100 over the next five years, compared to 947 job openings. This results in a supply-to-demand ratio of 1.16, with a talent quotient of 1.41. The NWFL region is producing compared to expected demand, relative to Florida and the Nation.

Talent Mobility: If demand for computer support specialists exceeds supply, employers may recruit talent from other regions with stronger training pipelines. For example, if an employer in NWFL could not find talent, they may want to consider recruiting from regions such as Orlando, FL (green). Conversely, if completions in NWFL exceed local opportunities, graduates may migrate to other Florida regions or out-of-state hubs. Regions like Tampa, FL, South FL, and Houston, TX could try to attract this talent. This dynamic underscores the importance of aligning training capacity with employer demand to retain talent within Northwest Florida.

Computer User Support – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Drafting



Overview: Drafting skill sets are important to the targeted industries of Aerospace & Defense, Production Technology, and Water & Logistics. In the Northwest Florida (NWFL) region, there are currently 777 individuals employed in this occupation, with average annual earnings of \$59,050. The training pipeline in NWFL has been declining, with 91 completions in 2007 down to just 7 in 2023.

NWFL Labor Market: Table 8 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 14: Drafting Outlook

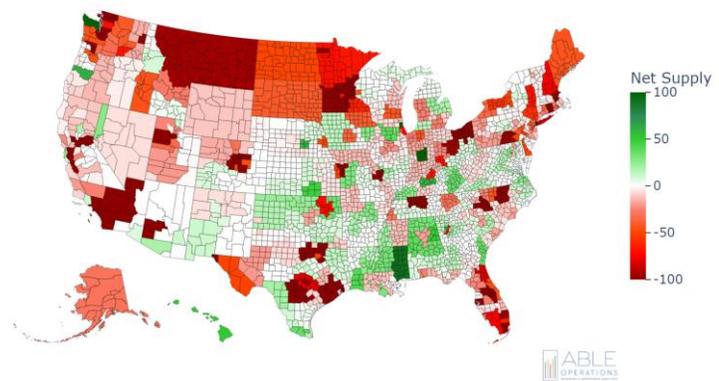
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	35	2,325
5-yr Expected Job Openings (Demand)	330	5,479
Supply / Demand Ratio	0.11	0.42
Talent Quotient	0.20	0.81

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 35 over the next five years, compared to 330 job openings. This results in a supply-to-demand ratio of 0.11, with a talent quotient of 0.20. Florida has nearly 4x higher metrics, but still is expected to have a supply-to-demand ratio less than the United States. These numbers help signal whether the local talent pipeline is sufficient to meet employer demand or if additional recruitment and training may be necessary.

Talent Mobility: If demand for drafting exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Employers in NWFL may look to regions such as Southeast MS, or Indianapolis, IN for the talent needed. However, given the market, NWFL firms will be competing with other from Orlando, FL, Jacksonville, FL, South FL, and Houston, TX.

Drafters – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Electrical Engineers



Overview: Electrical Engineers are important resources for the targeted industries of Aerospace & Defense and Production Technology. In the Northwest Florida (NWFL) region, there are currently 1,091 individuals employed in this occupation, with average annual earnings of \$114,747. The NWFL training pipeline has been relatively flat with 50 completions. The number of graduates peaked at 70 in 2018.

NWFL Labor Market: Table 9 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 15: Electrical Engineer Outlook

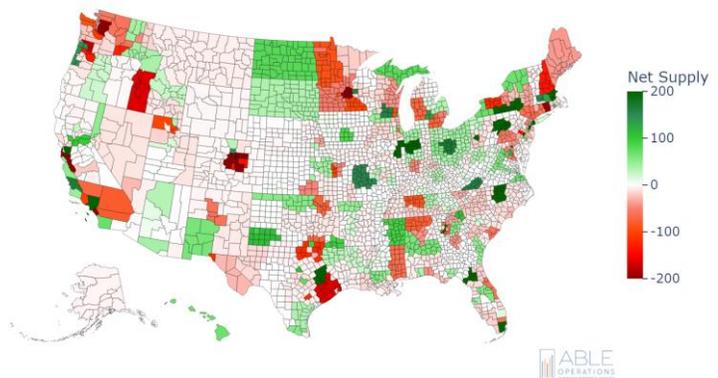
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	250	6,350
5-yr Expected Job Openings (Demand)	326	4,538
Supply / Demand Ratio	0.77	1.40
Talent Quotient	0.62	1.13

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 250 over the next five years, compared to 326 job openings. This results in a supply-to-demand ratio of 0.77, with a talent quotient of 0.62. Florida’s outlook, on the other hand, is almost twice the supply-to demand ratio and talent quotient.

Talent Mobility: If demand for electrical engineers exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Firms in NWFL may seek talent in regions such as Gainesville, FL, Miami, FL, and Raleigh, NC. These firms, however, will be competing for talent with Space Coast, FL, Huntsville, AL, and Houston, TX.

Electrical Engineers – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Electrical Technicians and Repairers



Overview: Electrical Technicians and Repairers are important to the target sectors of Aerospace & Defense, Chemical Products, and Production Technology. In the Northwest Florida (NWFL) region, there are currently 1,312 individuals employed in this occupation group, with average annual earnings of \$71,380. Triumph Gulf Coast has supported this field through initiatives such as:

- New Workforce Campus - Okaloosa Tech College North,
- Construction Trades Training Program (P.R.I.D.E Enterprises) - Escambia County.

The NWFL training pipeline has been declining, with 53 completions in 2014 to just 15 in 2023.

NWFL Labor Market: Table 10 provides a summary of the expected completions and job openings for Electrical Technicians and Repairers over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 16: Electrical Technician and Repairer Outlook

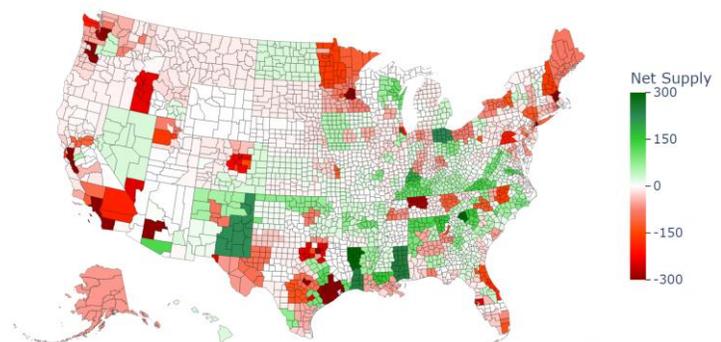
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	122	2,900
5-yr Expected Job Openings (Demand)	607	8,683
Supply / Demand Ratio	0.20	0.33
Talent Quotient	0.34	0.57

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 122 over the next five years, compared to 607 job openings. This results in a supply-to-demand ratio of 0.20, with a talent quotient of 0.34. Florida has one completion for every expected job opening. Although these occupations do not specifically require formal training, it does signal to potential employers the education and safety in the field.

Talent Mobility: If demand for electrical technicians and repairers exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Regions like Orlando, FL, Southeast MS, and Western LA (green) may provide NWFL employers an opportunity for recruitment. It is important to note that regions like Space Coast FL, Tampa, FL and Houston, TX (red) are also competing for this talent.

Electrical Technicians – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Electricians



Overview: Electricians are demanded by firms in the targeted sectors Production Technology and Water & Logistics. In the Northwest Florida (NWFL) region, there are currently 3,152 individuals employed in this occupation, with average annual earnings of \$54,302. Triumph Gulf Coast has supported this field through initiatives such as:

- New Workforce Campus - Okaloosa Tech College North,
- Construction Trades Training Program (P.R.I.D.E Enterprises) - Escambia County.

The NWFL training pipeline has been increasing, with 54 completions in 2015, rising to 85 in 2023. These trends highlight both the demand for this workforce and the responsiveness of regional institutions to industry needs across the Panhandle.

NWFL Labor Market: Table 11 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 17: Electrician Outlook

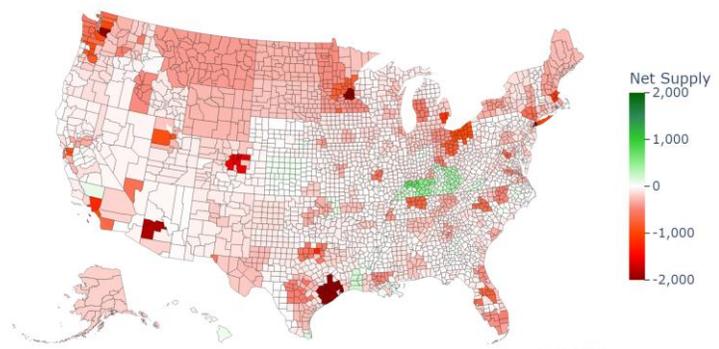
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	400	5,025
5-yr Expected Job Openings (Demand)	1,575	33,001
Supply / Demand Ratio	0.25	0.15
Talent Quotient	1.00	0.60

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 400 over the next five years, compared to 1,575 job openings. This results in a supply-to-demand ratio of 0.25, with a talent quotient of 1.00. This indicates that the region is aligned with the national average. Florida has a supply-to-demand ratio of 0.15 and talent quotient of 0.60. Although these occupations do not specifically require formal training, it does signal to potential employers the education and safety in the field.

Talent Mobility: If demand for electricians exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Kentucky and Southwest LA are two regions in which NWFL firms could potentially find it easier to attract talent (green). These firms, however, will be competing against most of the U.S., and regions like Houston, TX, Orlando, Tampa, and South FL.

Electricians – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Financial



Overview: The Financial occupation grouping, which includes Accountants, Financial Advisers, etc. are important to the targeted industries of Financial Services. In the Northwest Florida (NWFL) region, there are currently 9,805 individuals employed in this occupation, with average annual earnings of \$77,661. The training pipeline has remained relatively flat for bachelor’s and master’s degrees.

NWFL Labor Market: Table 12 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 18: Financial Outlook

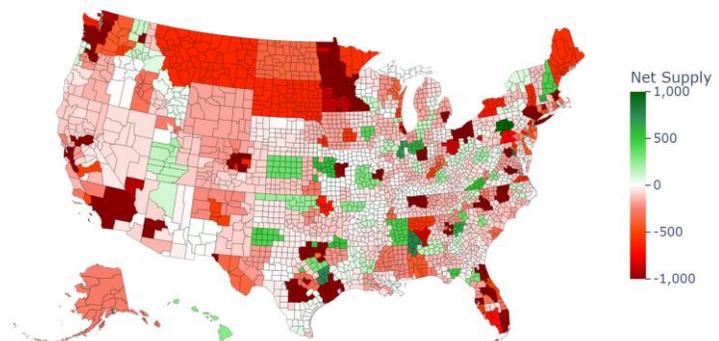
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	682	34,000
5-yr Expected Job Openings (Demand)	4,154	95,343
Supply / Demand Ratio	0.16	0.36
Talent Quotient	0.38	0.82

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 682 over the next five years, compared to 4,154 job openings. This results in a supply-to-demand ratio of 0.16, with a talent quotient of 0.38. These metrics are more than twice higher for Florida, but still well below the national trends.

Talent Mobility: If demand for financial skills exceeds supply, employers may recruit talent from other regions with stronger training pipelines. In Florida, Tallahassee and Gainesville are the two regions in which recruiting from the Universities might provide NWFL firms with the greatest opportunity. The University of Alabama in Tuscaloosa, AL is another region that trains more talent in financial skills than expected demand. It is important to remember that NWFL will be competing against Tampa, FL, Orlando, FL, South FL, and Houston, TX for these skill sets.

Financial – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Industrial Engineers



Overview: Industrial Engineers are an important resource to the targeted sectors of Aerospace & Defense and Production Technology. In the Northwest Florida (NWFL) region, there are currently 494 individuals employed in this occupation, with average annual earnings of \$110,715.

NWFL Labor Market: Table 13 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 19: Industrial Engineer Outlook

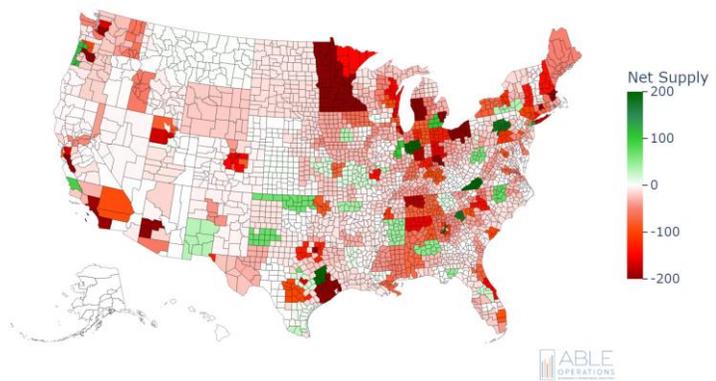
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	0	1,925
5-yr Expected Job Openings (Demand)	182	6,220
Supply / Demand Ratio	0.00	0.31
Talent Quotient	0.00	0.93

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 0 over the next five years, compared to 182 job openings. This results in a supply-to-demand ratio of 0.00, with a talent quotient of 0.00. There currently is not a program offered at the University level for these skills in NWFL. In Florida, the supply-to-demand ratio is closer aligned to the national average at nearly 1 completion for every 3 expected job postings. This indicates a shortage of this talent, and likely results in hiring similar engineering training (i.e. electrical, mechanical, or chemical).

Talent Mobility: If demand for industrial engineers exceeds supply, employers may recruit talent from other regions with stronger training pipelines. For NWFL firms, they might have the best opportunity to recruit from regions like Tallahassee, FL, Orlando, FL and Montgomery, AL. It is important to remember that NWFL will be competing against Jacksonville, FL, Space Coast FL, South FL, and Houston, TX for these skill sets.

Industrial Engineers – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Industrial Mechanics



Overview: Industrial Mechanics are important to the targeted sectors of Aerospace & Defense, Chemical Products, and Production Technology. In the Northwest Florida (NWFL) region, there are currently 1,111 individuals employed in this occupation, with average annual earnings of \$64,280. Triumph Gulf Coast has supported this field through initiatives such as Santa Rosa Center for Innovation - Santa Rosa County District Schools.

NWFL Labor Market: Table 14 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 20: Industrial Mechanic Outlook

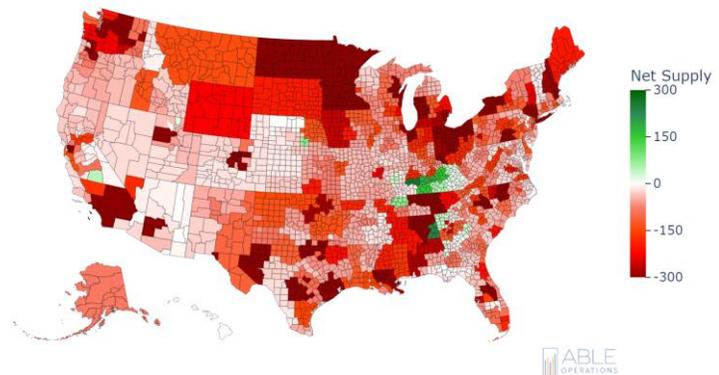
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	0	100
5-yr Expected Job Openings (Demand)	540	11,499
Supply / Demand Ratio	0.00	0.01
Talent Quotient	0.00	0.07

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 0 over the next five years, compared to 540 job openings. This results in a supply-to-demand ratio of 0.00, with a talent quotient of 0.00. There are currently no programs being offered in the NWFL region. There are only 4 institutions in Florida that had graduates of this program in 2023. Although these occupations do not specifically require formal training, it does signal to potential employers the education and understanding safety in the field.

Talent Mobility: If demand for industrial mechanics exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Firms from NWFL may look to Kentucky or Western Tennessee which are projected to provide a surplus of this talent (green). The competition for this talent is throughout the U.S. This underscores the importance of aligning training capacity with employer demand to retain talent within Northwest Florida.

Industrial Mechanics – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Lawyers



Overview: Lawyers are important to the targeted industries of Financial Services. In the Northwest Florida (NWFL) region, there are currently 2,223 individuals employed in this occupation, with average annual earnings of \$132,549.

NWFL Labor Market: Table 15 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 21: Lawyer Outlook

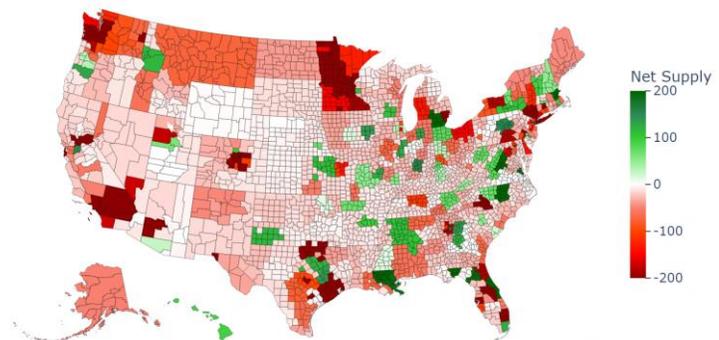
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	0	10,500
5-yr Expected Job Openings (Demand)	443	15,934
Supply / Demand Ratio	0.00	0.66
Talent Quotient	0.00	0.79

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 0 over the next five years, compared to 443 job openings. Currently there are no Law Schools in NWFL. This results in a supply-to-demand ratio of 0.00, with a talent quotient of 0.00. Florida, however, is expected to produce roughly 2 graduates for every 3 job openings. This is still below the national supply-to-demand ratio of 0.84.

Talent Mobility: If demand for lawyers exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Employers in NWFL may want to attempt recruiting in Tallahassee, FL, Gainesville, FL, Space Coast FL, and Miami, FL as those regions are indicated to train more lawyers than demand (green). However, given the shortage throughout the U.S., they will be competing for talent from regions such as Jacksonville, FL, Tampa, FL, Orlando, FL, and Houston, TX.

Lawyers – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Logisticians



Overview: Logisticians are an important resource to the targeted industries of Aerospace & Defense, Distribution & eCommerce, and Water & Logistics. In the Northwest Florida (NWFL) region, there are currently 1,412 individuals employed in this occupation, with average annual earnings of \$83,718. The NWFL training pipeline has been relatively flat, averaging about 25 graduates per year. These trends highlight both the demand for this workforce and the responsiveness of regional institutions to industry needs across the Panhandle.

NWFL Labor Market: Table 16 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 22: Logistician Outlook

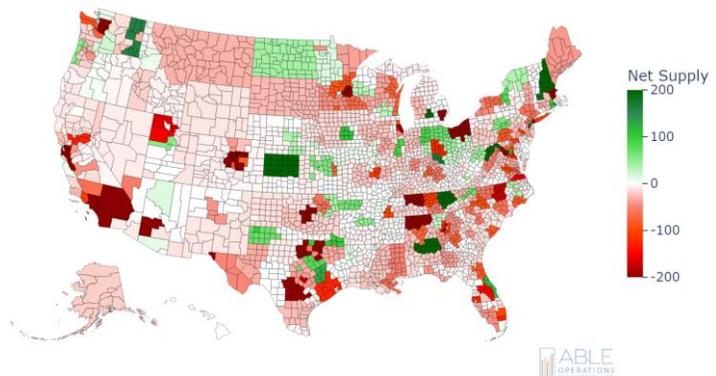
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	122	3,325
5-yr Expected Job Openings (Demand)	676	8,470
Supply / Demand Ratio	0.18	0.39
Talent Quotient	0.45	0.98

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 122 over the next five years, compared to 676 job openings. This results in a supply-to-demand ratio of 0.18, with a talent quotient of 0.45. Florida is expected to graduate roughly 4 students for every 10 job openings over the next five years. This supply-to-demand ratio is in line with the national average as indicated by the roughly 1 talent quotient ratio. These metrics have been somewhat volatile over the last 5 years as COVID-19 and U.S. trade policy has disrupted supply-chains throughout many industries.

Talent Mobility: If demand for logisticians exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Employers in NWFL should consider recruiting from regions like Montgomery, AL, Space Coast FL, and Knoxville, TN as graduates in this field are expected to outpace demand (green). However, given the demand for this skill set, NWFL will be competing with regions throughout the Southeast such as Orlando, FL, Tampa, FL, Jacksonville, FL, and South FL.

Logisticians – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Machinists



Overview: Machinists are vital inputs to the targeted industries of Aerospace & Defense, Production Technology, and Water & Logistics. In the Northwest Florida (NWFL) region, there are currently 1,723 individuals employed in this occupation, with average annual earnings of \$47,357. Triumph Gulf Coast has supported this field through initiatives such as:

- Walton Works - Northwest Florida State College,
- Thunderbird Tech Program - Bay District Schools,
- New Workforce Campus - Okaloosa Tech College North.

The NWFL training pipeline has been relatively steady with 10-15 graduates per year. The program completions peaked for the region in 2021, with 26. The recent investments will hopefully attract prospective apprentices to this field.

NWFL Labor Market: Table 17 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

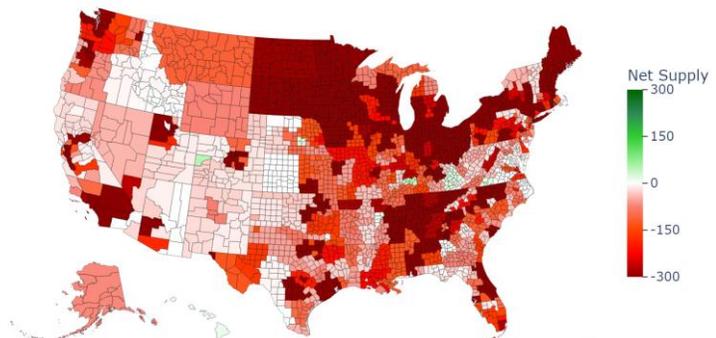
Table 23: Machinist Outlook

Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	80	675
5-yr Expected Job Openings (Demand)	894	20,958
Supply / Demand Ratio	0.09	0.03
Talent Quotient	1.46	0.52

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 80 over the next five years, compared to 894 job openings. This results in a supply-to-demand ratio of 0.09, with a talent quotient of 1.46. These metrics are nearly 3 times higher than the state, with a supply-to-demand ratio of 0.03. While these occupations do not specifically require formal training, it does signal to potential employers the education and understanding safety in the field.

Machinists – Annual Net Supply



Talent Mobility: If demand for machinists exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Those in policy, economic and workforce development, and stakeholders in NWFL might want to consider the success that Eastern Kentucky has had in training this talent. Many regions throughout the U.S. are competing for skills in this trade.

LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Mechanical Engineers



Overview: Mechanical Engineers are important to supporting the targeted industries of Production Technology and Water & Logistics. In the Northwest Florida (NWFL) region, there are currently 749 individuals employed in this occupation, with average annual earnings of \$107,138. The NWFL training pipeline has been experiencing strong growth recently. The region graduated just 11 students in 2018, which increased to 54 in 2023. These trends highlight both the demand for this workforce and the responsiveness of regional institutions to industry needs across the Panhandle.

NWFL Labor Market: Table 18 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 24: Mechanical Engineer Outlook

Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	280	9,875
5-yr Expected Job Openings (Demand)	248	3,636
Supply / Demand Ratio	1.13	2.72
Talent Quotient	0.56	1.35

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 280 over the next five years, compared to 248 job openings. This results in a supply-to-demand ratio of 1.13, with a talent quotient of 0.56. Florida has a supply-to-demand ratio 35% higher than the nation at 2.72. With the concentration of training in mechanical engineering, graduates may find their skills transferable to other engineering fields for greater opportunities.

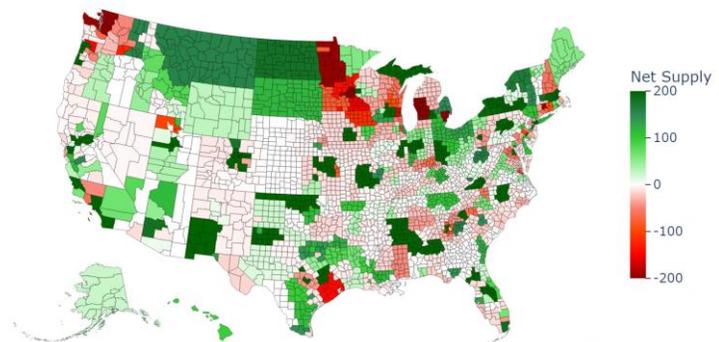
Talent Mobility: If demand for mechanical engineers exceeds supply, employers may recruit talent from other regions with stronger training pipelines.

Employers might find better opportunities in Tallahassee, FL, Gainesville, FL, or Orlando, FL in recruiting talent to Northwest Florida.

Conversely, if completions in NWFL exceed local opportunities, graduates may migrate to other Florida regions or out-of-state hubs.

Regions like Houston, TX, Southeast, MS, and Seattle, WA are regions that will likely compete for this talent.

Mechanical Engineers – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Nursing Assistants



Overview: Nursing Assistants are important to the targeted Healthcare sector. In the Northwest Florida (NWFL) region, there are currently 7,523 individuals employed in this occupation, with average annual earnings of \$43,268. Triumph Gulf Coast has supported this field through initiatives such as:

- Nursing & Healthcare Expansion - Gulf Coast State College,
- Nursing Program Expansion - Northwest Florida State College,
- IT & Healthcare Certification Program - Walton County School District,
- Healthcare Academy of Northwest Florida - Okaloosa County School District.

These trends highlight both the demand for this workforce and the responsiveness of regional institutions to industry needs across the Panhandle.

NWFL Labor Market: Table 19 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 25: Nursing Assistant Outlook

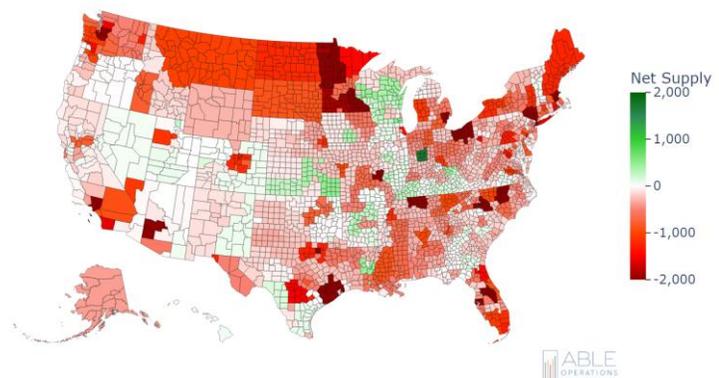
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	1,100	19,225
5-yr Expected Job Openings (Demand)	4,497	96,457
Supply / Demand Ratio	0.24	0.20
Talent Quotient	0.81	0.66

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 1,100 over the next five years, compared to 4,497 job openings. This results in a supply-to-demand ratio of 0.24, with a talent quotient of 0.81. These metrics are higher than Florida, which is expected to have one completion for five job openings. Although Nursing Assistant occupations do not specifically require formal training, it does signal to potential employers the education through a certificate or Associate’s degree, and the potential to acquire required licenses or pass trainings.

Talent Mobility: If demand for nursing exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Those in policy, economic and workforce development, and stakeholders in NWFL might want to consider success that Central Indiana, Kentucky, and Wisconsin has had in training this talent. Many regions throughout the U.S. are competing for skills in this trade.

Nursing Assistants – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Plumbers



Overview: Plumbers are talent demanded from the targeted sector Water & Logistics. In the Northwest Florida (NWFL) region, there are currently 2,173 individuals employed in this occupation, with average annual earnings of \$51,289. The NWFL training pipelines is relatively flat with just a few completions each year.

NWFL Labor Market: Table 20 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. A talent quotient greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

Table 26: Plumber Outlook

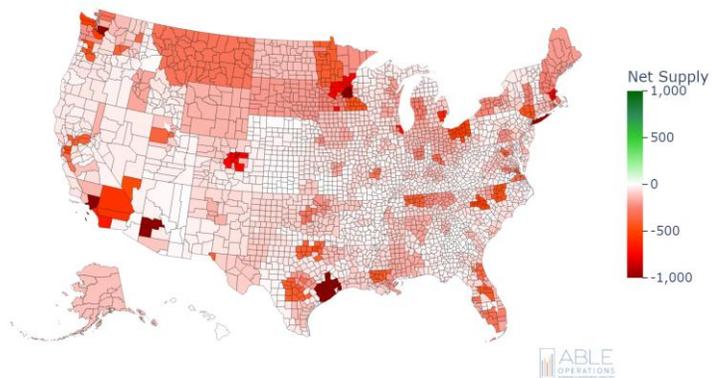
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	13	1,150
5-yr Expected Job Openings (Demand)	1,023	16,456
Supply / Demand Ratio	0.01	0.07
Talent Quotient	0.25	1.40

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 13 over the next five years, compared to 1,023 job openings. This results in a supply-to-demand ratio of 0.01, with a talent quotient of 0.25. These metrics are much lower than the State’s supply-to-demand ratio of 0.07, which is 40% higher than the national average. Although this trade does not require formal training, and is often done through on-the-job (OTJ) training, it could signal to employers the dedication and ability to become licensed, insured, and bonded.

Talent Mobility: If demand for plumbers exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Conversely, if completions in NWFL exceed local opportunities, graduates may migrate to other Florida regions or out-of-state hubs. This underscores the importance of aligning training capacity with employer demand to retain talent within Northwest Florida. Currently, the demand for the skills in this trade remains strong throughout the nation, especially in regions like Southern California, Houston, TX, and South Florida.

Plumbers – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Registered Nurses



Overview: Registered Nurses are important to the sector Healthcare. In the Northwest Florida (NWFL) region, there are currently 10,514 individuals employed in this occupation, with average annual earnings of \$83,543. Triumph Gulf Coast has supported this field through initiatives such as:

- Nursing & Healthcare Expansion - Gulf Coast State College,
- Nursing Program Expansion - Northwest Florida State College,
- IT & Healthcare Certification Program - Walton County School District.

The Northwest Florida training pipeline has been increasing in this field as demand for skills is expected to remain strong with the aging population. These trends highlight both the demand for this workforce and the responsiveness of regional institutions to industry needs across the Panhandle.

NWFL Labor Market: Table 21 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. These metrics illustrate what NWFL is producing to meet anticipated employer demand, relative to Florida and the U.S.

Table 27: Registered Nurse Outlook

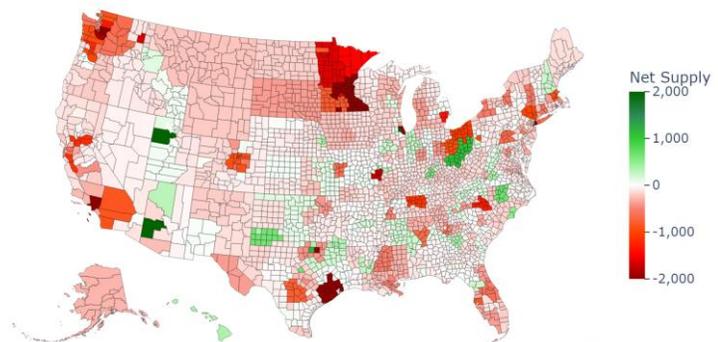
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	2,530	42,750
5-yr Expected Job Openings (Demand)	2,842	68,749
Supply / Demand Ratio	0.89	0.62
Talent Quotient	1.21	0.85

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

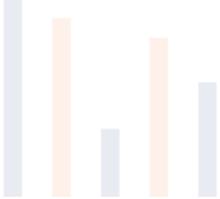
In NWFL, completions are expected to total 2,530 Bachelor of Science in Nursing over the next five years, compared to 2,842 job openings. This results in a supply-to-demand ratio of 0.89, with a talent quotient of 1.21. This metric is roughly 50% higher than Florida, with a .62 supply-to-demand ratio. Some employers will accept Associate’s Degree in Nursing (ADN) for their registered nurse openings. When accounting for Associate’s, the NWFL and State maintain a 1.67 and 1.26 supply-to-demand ratio, respectively.

Registered Nurses (BSN) – Annual Net Supply

Talent Mobility: If demand for registered nurses exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Employers might find it efficient to attract talent from regions like Southeast Ohio, Tuscaloosa, AL, or Raleigh, NC, as supply is expected to outpace demand. Conversely, if completions in NWFL exceed local opportunities, graduates may migrate to other Florida regions or out-of-state hubs.



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE



Truck and Bus Drivers



Overview: Truck and Bus Drivers are an important resource to the targeted industries of Chemical Products, Distribution & eCommerce, and Water & Logistics. In the Northwest Florida (NWFL) region, there are currently 8,003 individuals employed in this occupation, with average annual earnings of \$48,408. Triumph Gulf Coast has supported this field through initiatives such as:

- Truck Driver Training Program and Facility at Pensacola State College,
- Vocational/Technical Training Program – Walton Sheriff’s Office,
- Infrastructure & Logistics Training Fund - Pensacola State College (Escambia).

The training pipeline in NWFL has been increasing, from 30 completions in 2018 to 72 in 2023. These trends highlight both the demand for this workforce and the responsiveness of regional institutions to industry needs across the Panhandle.

NWFL Labor Market: Table 23 provides a summary of the expected completions and job openings over the next five years. This includes the NWFL regional and Florida supply, demand, supply-to-demand ratio, and talent quotient, which compares supply-to-demand ratio relative to national benchmarks. These metrics illustrate what NWFL is producing to meet anticipated employer demand, relative to Florida and the U.S.

Table 28: Truck and Bus Driver Outlook

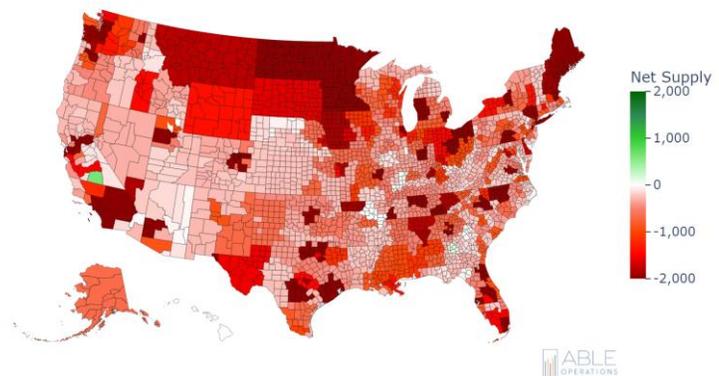
Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	391	6,150
5-yr Expected Job Openings (Demand)	4,492	123,765
Supply / Demand Ratio	0.09	0.05
Talent Quotient	1.62	0.92

Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

In NWFL, completions are expected to total 391 over the next five years, compared to 4,492 job openings. This results in a supply-to-demand ratio of 0.09, with a talent quotient of 1.62. This is higher than the state’s 0.05 supply-to-demand ratio. Although these occupations do not specifically require formal training, it does signal to potential employers the education, safety, and potential to obtain a Commercial Driver’s License (CDL).

Talent Mobility: If demand for truck and bus drivers exceeds supply, employers may recruit talent from other regions with stronger training pipelines. Conversely, if completions in NWFL exceed local opportunities, graduates may migrate to other Florida regions or out-of-state hubs.

Truck Drivers – Annual Net Supply



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

Welders



Overview: Welders have been identified as key talent required in the targeted industries production technology and water and logistics. There are nearly 900 welders in the Northwest Florida region, with nearly 100 expected annual job openings to either fill new roles or replace current welders. Triumph Gulf Coast has made investments in welding programs across NWFL including the following projects:

- Franklin County – Career & Technical Training
- Haney Tech Welding Technology Program – FSU Panama City
- Okaloosa Tech College North – New Workforce Campus
- Vocational/Technical Training Program – Walton Sheriff’s Office
- Welding Capability Expansion – Walton Works (NWFSC)
- WHS Welding Program – Gulf District Schools

These investments have supported a surge in welding completions within the NWFL region. In 2014, 48 students completed a welding certificate across 7 institutions. The number of completions reached 186 students from 9 training institutions in 2023.

NWFL Labor Market: Table 23 summarizes the expected welding completions and job openings over the next five years. With the growth in completions, we estimate a supply to demand ratio of 1.76. Another way to think of this is nearly 7 students completing a program relative to 4 job postings. The Talent Quotient compares the regional supply to demand ratio relative to the nation. A number greater than 1.0 indicates a regional supply to demand ratio higher than the U.S.

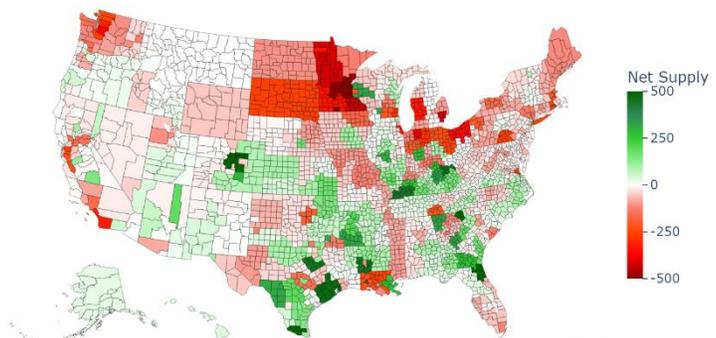
Table 29: Welder Outlook

Labor Market Metrics	Northwest Florida Region	Florida
5-yr Expected Completions (Supply)	870	11,000
5-yr Expected Job Openings (Demand)	494	10,960
Supply / Demand Ratio	1.76	1.00
Talent Quotient	1.90	1.08

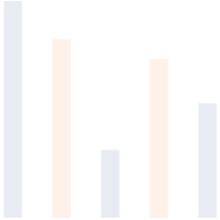
Source: Lightcast, Inc. (Class of Worker: QCEW, Non-QCEW, and Self-Employed), National Center for Education Statistics IPEDS

Florida has a 1.0 supply to demand ratio, completing roughly as many welding completions as expected job openings. However, the market for these skill sets differs throughout the state.

Welding – Annual Net Supply



Talent Mobility: It is expected for supply to outpace demand (green) in areas like Kentucky, Jacksonville, FL, and Houston, TX. Other regions such as the Northeast, South Florida, and Michigan are not expected to formally train as many welders as expected job postings (red). If students complete a welding certificate in the NWFL region, and cannot find employment, they may seek other regions such as Mobile, AL or South Florida.



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE



CONCLUSION:

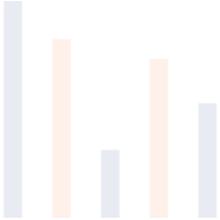
Northwest Florida continues to show strong momentum in aligning workforce supply with employer demand. Despite ongoing shortages in certain specialized fields, the region's investments in education, training, and public-private partnerships are producing measurable results. The improvement in Talent Quotients across trade, technical, and healthcare occupations signals that Northwest Florida is building a competitive edge in its targeted industries.

Moving forward, maintaining coordination between education providers, employers, and economic developers will be essential to sustain this progress. Data-driven alignment efforts—such as the Labor Supply and Demand Analysis—should continue to guide future policy and funding decisions to ensure that training capacity keeps pace with employer needs.

NEXT STEPS:

Based on the findings from the analysis and trends in the Supply-to-Demand ratios and Talent Quotients, the following recommendations are proposed to strengthen the regional workforce ecosystem:

- 1. Expand Engineering Pathways** – Expand degree programs in Mechanical and Electrical Engineering. Consider development through partnerships with universities, satellite campuses, or investment into programs such as Industrial Engineering. These fields have the greatest gap between local supply and employer demand. These gaps are also consistent at the state and national level.
- 2. Strengthen Healthcare Pipelines** – Continue scaling Nursing and Allied Health programs across the region, building on strong existing capacity and the aging population's continued demand for healthcare professionals.
- 3. Formalize UAS/UAV Training Consortia** – Build on early momentum in Unmanned Aerial Systems and Unmanned Aerial Vehicle programs by coordinating across colleges, workforce boards, and defense contractors. Given growing DoD investments, this is a clear regional opportunity.
- 4. Develop Regional 'Earn & Learn' Programs** – Promote apprenticeships and paid on-the-job training across key industries to create direct pipelines from high school and technical programs into employment. If not doing so already, leverage the state programs such as "Apprenticeship FLA". The state's focused targeted industries align very well with NWFL.
- 5. Integrate AI, Automation, and Cybersecurity Training** – Expand existing IT and cybersecurity initiatives to include automation, robotics, and data analytics modules that prepare students for emerging digital roles.



LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE



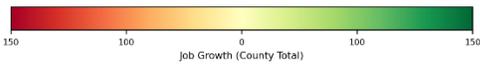
6. Enhance Regional Data Coordination – Establish a public regional dashboard to track annual Supply-to-Demand and Talent Quotient metrics across all major occupations. This continuous feedback loop will improve responsiveness and accountability for regional workforce initiatives. Other data driven and outcomes-oriented research can support the communities’ initiatives.

LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

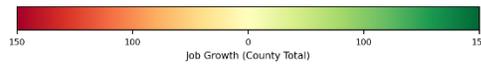
APPENDIX:

The following figures highlight the job growth from 2019-2025 at the county level for the occupations discussed throughout the document.

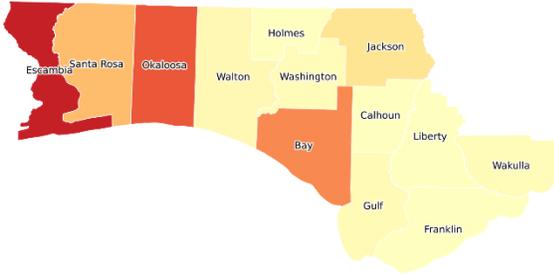
NWFL Job Growth 2019-2025: Aerospace Engineers



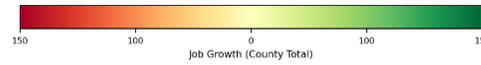
NWFL Job Growth 2019-2025: Aircraft Maintenance



NWFL Job Growth 2019-2025: Banking Support Services



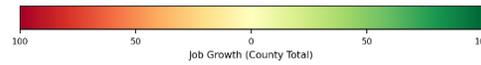
NWFL Job Growth 2019-2025: Bookkeeping and Clerical



NWFL Job Growth 2019-2025: Chemical and Industrial Technicians



NWFL Job Growth 2019-2025: Chemical Engineers

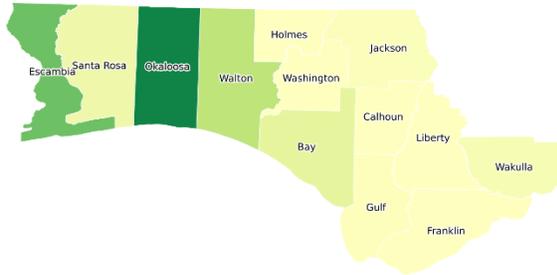


LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

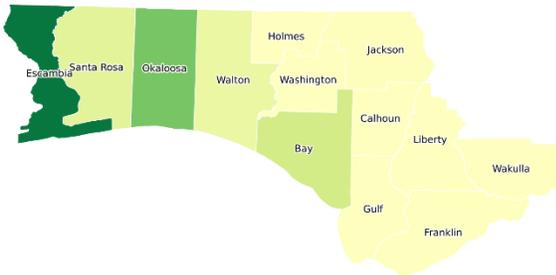
NWFL Job Growth 2019–2025: Chemists



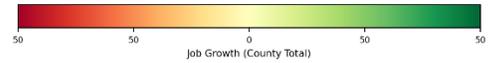
NWFL Job Growth 2019–2025: Computer Support Specialists



NWFL Job Growth 2019–2025: Cybersecurity



NWFL Job Growth 2019–2025: Drafting



NWFL Job Growth 2019–2025: Electrical Engineers



NWFL Job Growth 2019–2025: Electrical Technicians and Repairers



NWFL Job Growth 2019–2025: Electricians



NWFL Job Growth 2019–2025: Financial

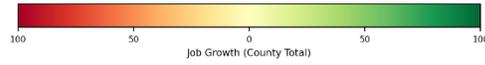


LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

NWFL Job Growth 2019-2025: Industrial Engineers



NWFL Job Growth 2019-2025: Industrial Mechanics



NWFL Job Growth 2019-2025: Insurance



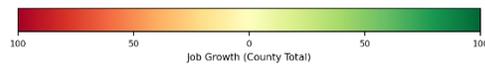
NWFL Job Growth 2019-2025: Lawyers



NWFL Job Growth 2019-2025: Logisticians



NWFL Job Growth 2019-2025: Machinists



NWFL Job Growth 2019-2025: Marine Engineers and Naval Architects



NWFL Job Growth 2019-2025: Mechanical Engineers

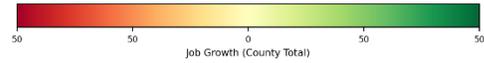
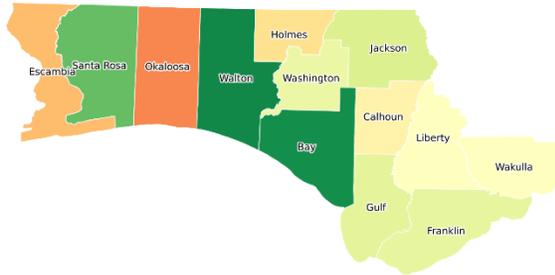


LABOR SUPPLY AND DEMAND ANALYSIS: 2025 UPDATE

NWFL Job Growth 2019-2025: Nursing Assistants



NWFL Job Growth 2019-2025: Plumbers



NWFL Job Growth 2019-2025: Registered Nurses



NWFL Job Growth 2019-2025: Ship Engineers and Captains



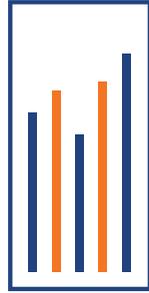
NWFL Job Growth 2019-2025: Truck and Bus Drivers



NWFL Job Growth 2019-2025: Welders







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