



GREATER
Pensacola
CHAMBER



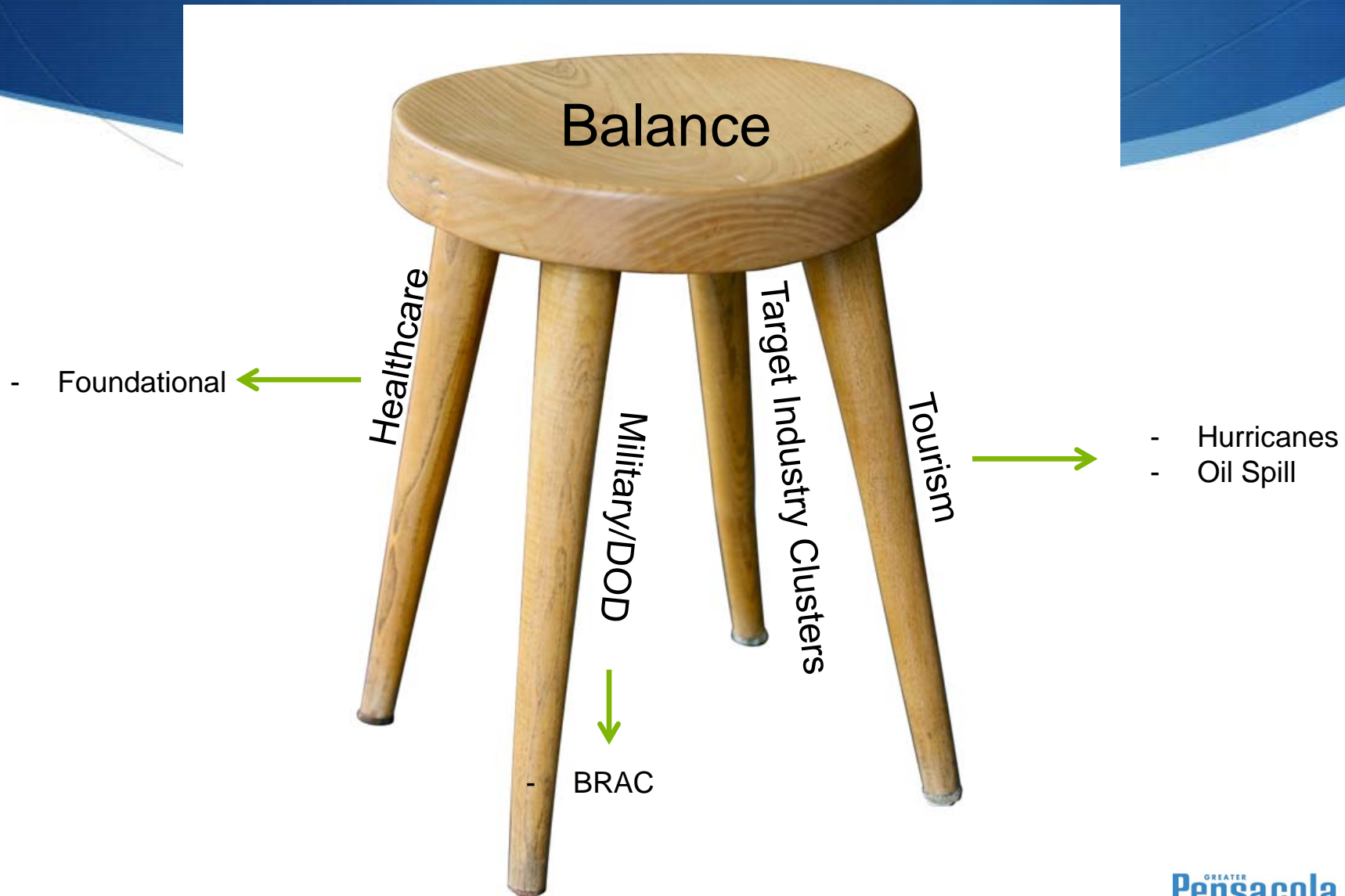
Economic Development Vision

Greater Pensacola Area

Why Do Economic Development?



Diversification



Greater Pensacola Target Industries

- ◆ Aviation/Aerospace
 - ◆ Maintenance, Repair & Overhaul
 - ◆ Manufacturing
- ◆ Maritime
 - ◆ Maintenance, Repair & Overhaul
 - ◆ Manufacturing
- ◆ Information Technology
- ◆ Cyber Security
- ◆ Advanced Manufacturing

WHY THESE?

Return on Investment

		Employment 2014	Avg earnings per job	Growth 2010-14	Forecasted Growth 2014 to 2024	Jobs Multiplier	Earnings Multiplier
1.	Advanced Manufacturing	5,359	\$69,573	11.0%	-1.0%	2.18	1.53
2.	Information Technology	1,129	\$67,860	16.1%	23.0%	1.84	1.39
3.	Cyber Security	1,043	\$69,440	22.8%	25.0%	1.54	1.28
4.	Aviation/Aerospace (manufacturing & MRO)	698	\$75,516	-18.2%	10.0%	1.93	1.39
5.	Maritime MRO	303	\$36,694	32.7%	39.0%	1.49	1.4

Average Florida Industry Salaries

Average Annual Salaries by Industry
Top 5 and state average



Retail

\$27,522



Construction

\$41,538



All

\$42,447



Transportation
& Warehousing

\$45,453



Health Care &
Social Assistance

\$46,069



Manufacturing

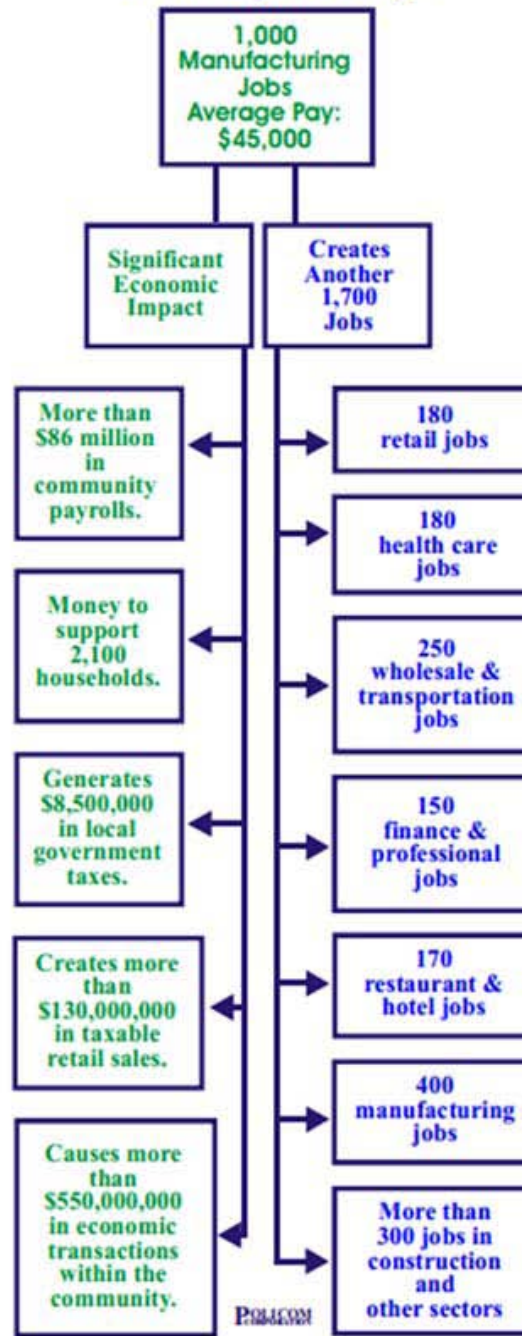
\$53,286

Source: "Diversifying Florida's Economy Through Local Economic Development," Florida TaxWatch, Jan 2014

Case Study:

Annual economic impact of a manufacturer which employs 1,000 workers and pays an average annual wage of \$45,000:

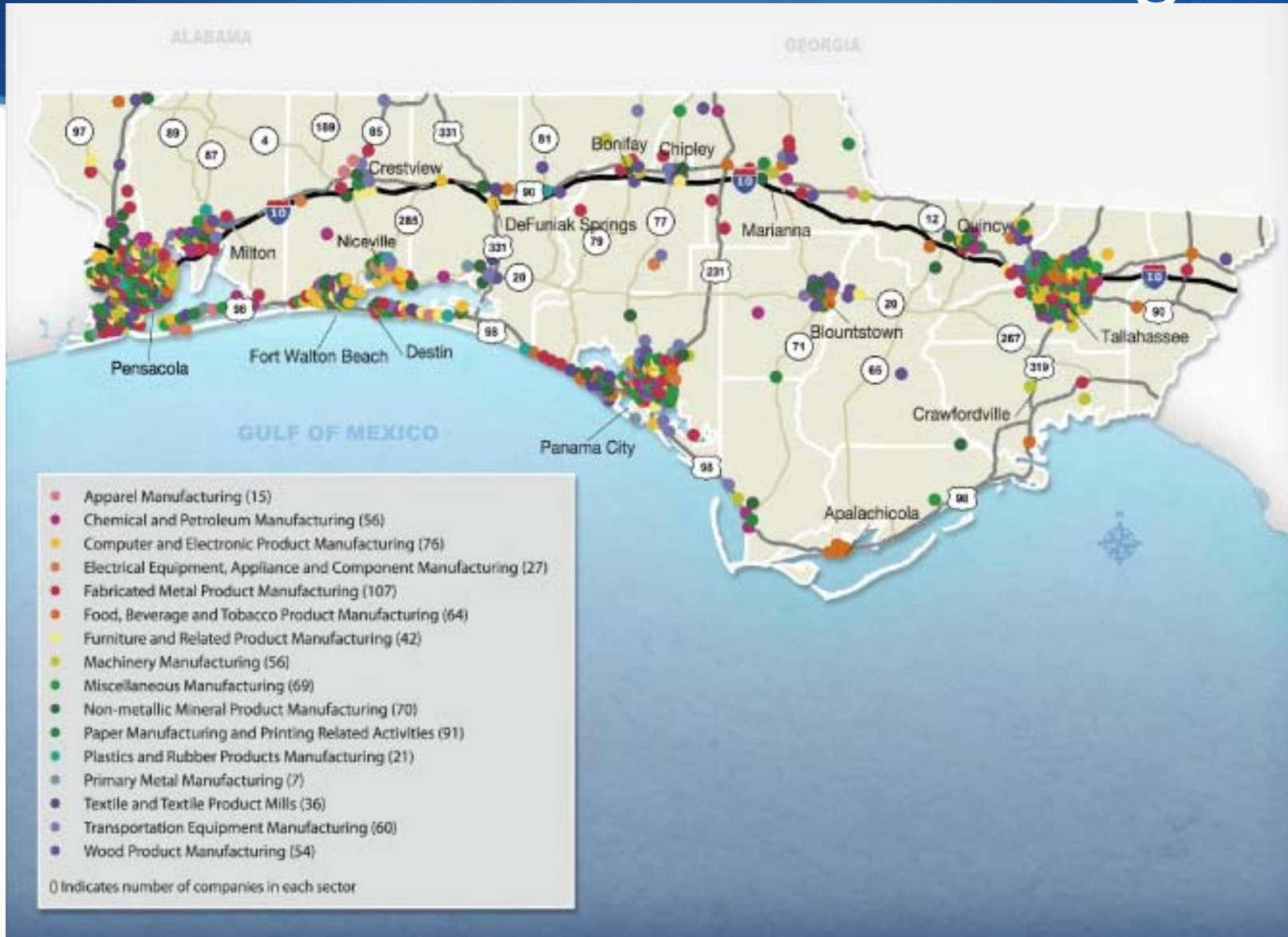
Flow of Money



Manufacturing

Source: William Fruth, "The Flow of Money 2014," POLICOM.com

Advanced Manufacturing



Case Study: Aircraft Manufacturing

Aircraft Manufacturing pay higher than average wages, leading to more disposable income.

Average Annual Wages

\$72,010

Aircraft Manufacturing

\$81,091

Aircraft Engines/
Engine Parts

\$57,120

Other Aircraft
Parts/Equipment

2nd

Largest Florida exports category:
Aircraft manufacturing and parts

Florida Aircraft Manufacturing Industry

249

FL Establishments

12,519

FL Employees

Industry expansion leads to the retention of **STEM professionals** and an increase in **workforce development and training** through partnerships between industry and educational institutions.

Aerospace & Defense



Why Workforce Development?

Expansion & Relocation Factors:

1. **Availability of skilled labor**
2. Highway accessibility
3. **Labor costs**
4. Occupancy or construction costs
5. Availability of advanced ICT services
6. Available buildings
7. Corporate tax structure
8. State and local incentives
9. Low union profile
10. Energy availability

The Challenge

The need for skilled, well-educated workers is growing

Demand

**is
up**

1 in 3 U.S. workers is age
50 or older.

By 2015 a 15% decline is
projected in ages 35 – 44.

**“More than 70% of HR
executives say that incoming
workers with inadequate skills
are their most serious problem
over the next three years.”**

– *Deloitte Consulting*

Supply

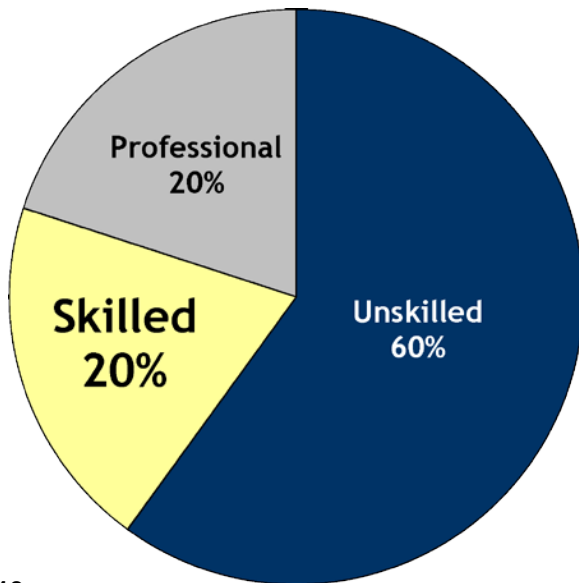
**is
down**

The Changing Workforce...

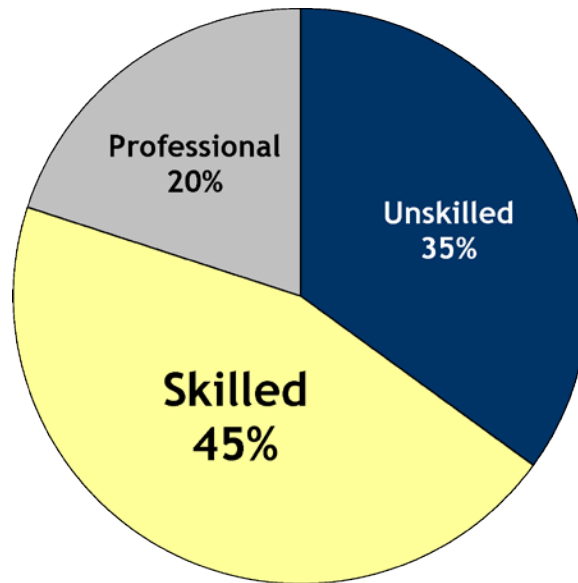
DEMAND TRIPLES

(% of Total Workforce)

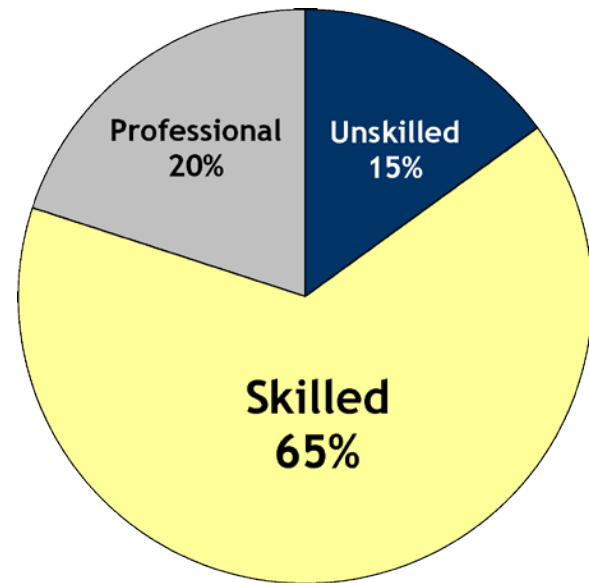
1950



1991



2000



The Goal - Alignment

WHERE
9TH GRADERS ARE HEADED

vs.

WHERE
THE JOBS ARE



28% will enter a 4-year college



20% require a 4-year college degree



32% will enter an associate degree program or advanced training



65% require an associate's degree or advanced training



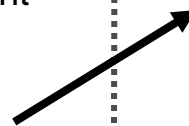
10% will lack the skills needed for employment



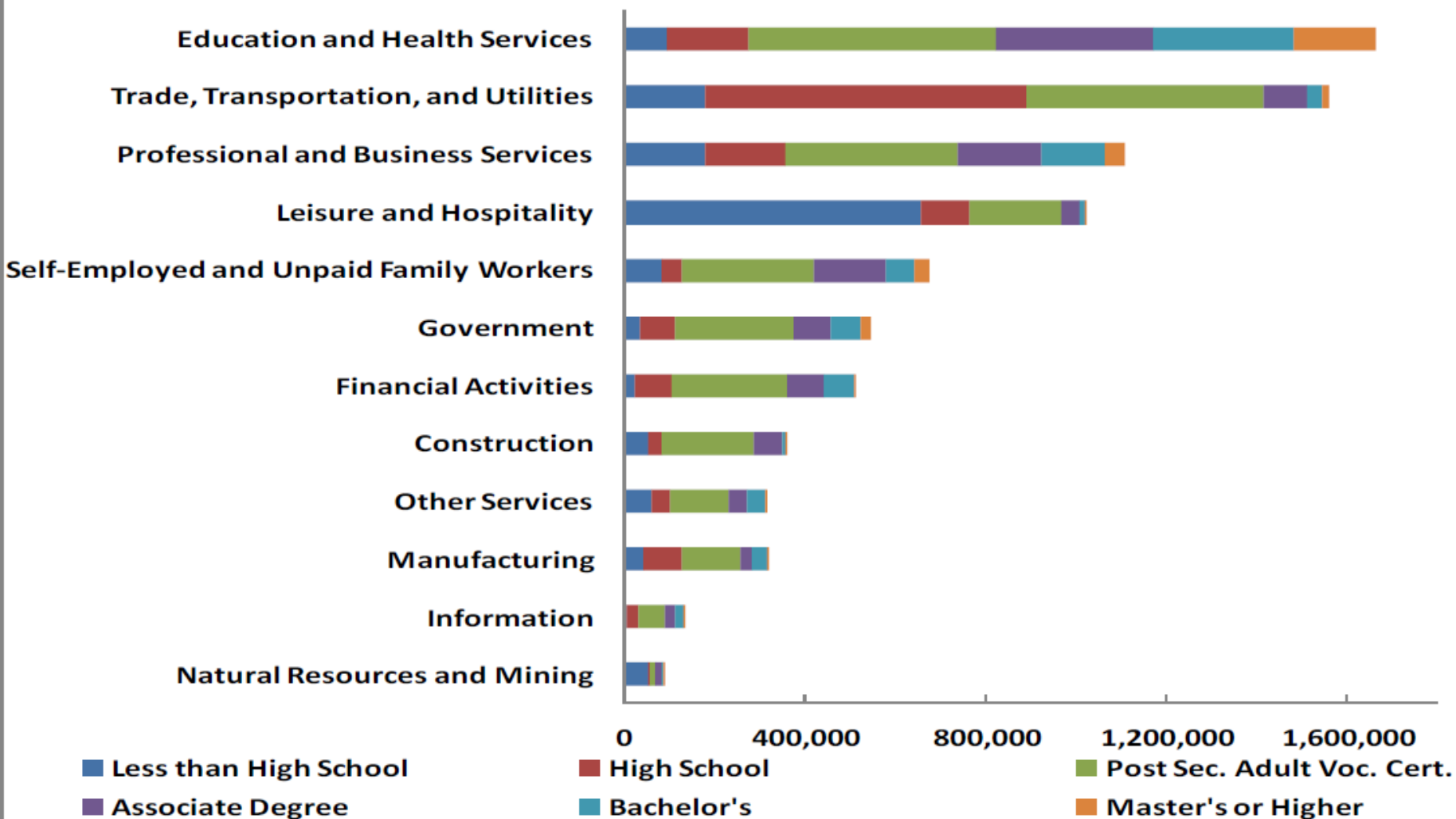
15% require minimum skills for employment



30% will drop out of the system before completing high school



FL Jobs by Education Requirement



Workforce GAP Analysis *Results*

- Information Technology**:

- Total **demand** for new and replacement workers in the next 5 years: 1,092
- Regional education and workforce training programs are forecast to train/**supply**: 1,052

- Advanced Manufacturing:

- Total demand for new and replacement workers in the next 5 years: 2,150
- Regional education and workforce training programs are forecast to train/supply: 300

Pensacola MSA IT Industry Priority Occupations

Standard Occupations in IT

Computer Engineers

Computer Repair and Maintenance

Computer Systems

Digital Design

Electrical/Electronic Technology

Electrical Engineers

Electrical Installation and Repair



Industry Recognized Occupations in IT

Software Developers and Programmers

Information Security

Network Administration/Security

Database Administration/Developers

Data Transformation/Analyst

Project Management

Desktop Support

Quality Assurance/Testing

Designer/User Experience (UX)

Electronics Engineering

Pensacola MSA Advanced Manufacturing Priority Occupations

Standard Occupations In Advanced Manufacturing

Aircraft Mechanics

Civil Engineers

Communication Electronics

Electrical

Installation, Maintenance and Repair Workers/ Industrial Machinery Repair

Metal, Plastic and Machine Work

Plumbing

Welding/Soldering



Industry Recognized Occupations Advanced Manufacturing

Maintenance Technicians: Industrial Maintenance, Industrial Engineering Technicians, Aircraft/General Mechanics

Advanced Manufacturing Technicians: Instrumentation, Electrical, Mechanical and Technical, Programmable Logic Control, Motor Control, Electrical & Instrumentation/Controls, Welding

Process Technicians: Process operator, Process Technologist, Machinist

Industrial Plumbing: Plumbing, Pipefitting, Industrial Piping, and Tubing Mechanics

Quality Assurance Technicians: Quality Assurance, Inspection, Statistical Process Control, Laboratory Technician

Recommendations/Findings

- Information Technology:

- Industry needs experienced workforce – talent attraction
 - Students external project based work (apprentice program) and learn opportunity coupled with a mentoring component.

- Advanced Manufacturing:

- Implement best practices/programs, industry certifications, resources needed and curriculum for the following training programs at the post-secondary level:

- 1. Process Technician**
- 2. Electrical & Instrumentation**
- 3. Industrial Maintenance**

Continuing Efforts

- ◆ Future workforce needs data collection
 - ◆ Annual survey in conjunction with industry groups
- ◆ Annual combined advisory councils
- ◆ Career Pathways awareness campaign
 - ◆ Collateral, communications with partners in education
 - ◆ Events & outreach
- ◆ **Collective workforce development strategy**
 - ◆ **Each institution fills a unique role in meeting demand**

Workforce Readiness

Community Occupational Talent Search (E-COTS)

Find a new job, further a career, or enhance your skills and education...

Register for this NO COST program by scheduling your Skill Assessment at one of the following locations:

- **Assessment**
- **Skill Enhancement**
- **Career Guidance**
- **Free Workshops**
- **Tuition Assistance**
- **and more!**

- **Wedgewood Community Center – October 2nd**
6405 Wagner Rd., Pensacola, FL 32505
- **Woodland Heights Resource Center – October 9th**
111 Berkley Dr., Pensacola FL 32503
- **Brownsville Community Center – October 16th**
3100 W. DeSoto St., Pensacola, FL 32505
- **Lexington Community Center – October 23rd**
700 S. Old Corry Field Rd., Pensacola, FL 32507
- **Molino Community Center – October 29th**
6450 Highway 95-A South, Molino, FL 32577
- **Carver Community Center – October 30th**
7040 Jefferson Ave., Century, FL 32535

Testing sessions available at 9:30 a.m. or 1:30 p.m.

Advance registration is required. Register online at careersourceescarosa.com/ECOTS, or call (850) 607-8750.



CareerSource
ESCAROSA

Pensacola
FLORIDA



PENSACOLA

Data Driven Projects

Recommended Analysis:

- ◆ Workforce Readiness Assessment:
 - ◆ Evaluation of existing services/organizations
 - ◆ Identification of gaps/barriers/capacity
- ◆ Underemployment Analysis

There is no, one single program or effort that will address the challenges of our community.



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