

**THE
FLAGLER COUNTY, FLORIDA
ASSESSMENT OF THE
UNEMPLOYED WORKFORCE**

June, 2011

Compiled and Prepared by



THE PATHFINDERS

www.thepathfindersus.com

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INTRODUCTION

The Pathfinders has employed its many years of experience in workforce assessments for corporate site-selection clients and civilian workforce assessments for the Department of Defense in locations that faced military base closures to produce this report on the Flagler County, Florida unemployed workforce. The Pathfinders was retained by the Center for Business Excellence in Daytona Beach to prepare this report on the area's unemployed workers and determine factors such as experience, skills, desired pay and availability of these individuals for new or expanding businesses that may consider the area as a possible location.

In site-selection projects, the question that most often drives the search is the extent to which the candidate location has the workforce needed for a new or expanding operation. When considering the workforce of a possible location, a prospect basically wants to know:

- Can I find the workers I need in this location?
- Do these workers have any skills and/or experience that pertain to my operation?
- How much will these workers cost?

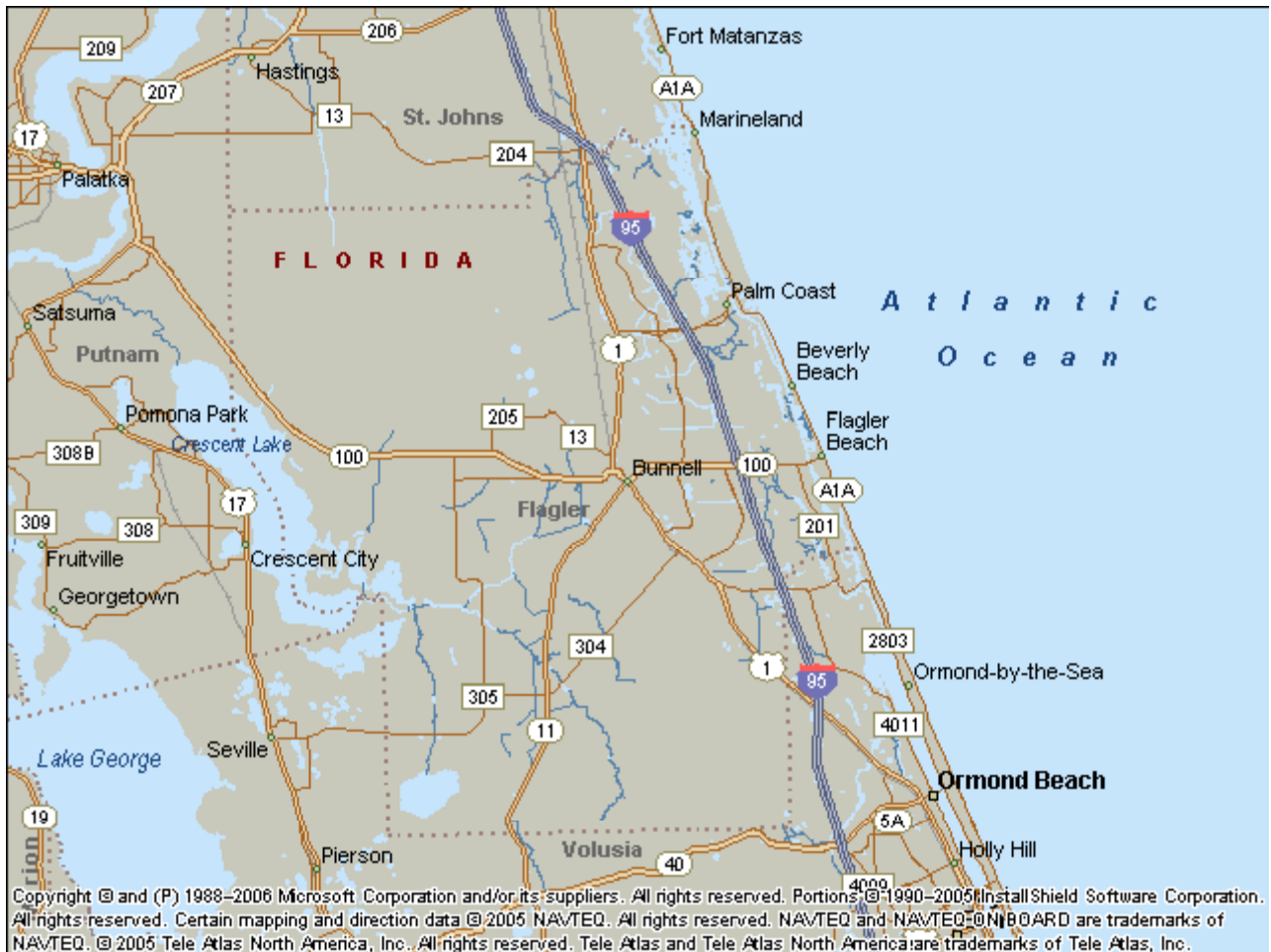
Consequently, an analysis of an area's workforce became a key component of site searches conducted by The Pathfinders. For a new or expanding operation, unemployed workers are certainly a source considered when hiring. This report represents the objective findings of The Pathfinders with regard to the unemployed workforce in terms of availability, costs, experience and skills that a prospective employer can expect in Flagler County. The report presents two groups of unemployed individuals:

- those who are actively seeking work
- those who are considering entering or re-entering the workforce

The information presented in this report has been developed independently of the client, and the client has not influenced the findings. Information was obtained through telephone interviews with a representative sample of unemployed individuals in Flagler County and, also, through telephone interviews with area employers during the months of April and May, 2011.



MAP OF FLAGLER COUNTY, FLORIDA



KEY FINDINGS

- The Flagler County area, referred to in this report as the “labor shed”, has a household population of approximately 95,700; a civilian labor force of approximately 32,700; and a pool of approximately 4,500 unemployed persons who are actively seeking work.
- Survey findings indicate that 45% of the unemployed, actively seeking work individuals were laid off from their most recent jobs or their jobs were eliminated.
- Survey results indicate that the median desired pay of these available workers is \$10.86 per hour, in contrast to their median most recent pay rate of \$13.95 per hour.
- Survey results show that the unemployed workers in the labor shed who are actively seeking work have high levels of experience and skills in customer service and office operations.
- The median number of miles these available workers are willing to commute is 26 miles.
- With regard to education, survey results indicate that 21% of unemployed, actively seeking work individuals have bachelor degrees or higher.
- Approximately 1,100 unemployed individuals in the labor shed who are not actively seeking work would consider entering or re-entering the workforce.
- The individuals who would consider entering or re-entering the workforce are willing to commute a median of 19 miles and have a median desired pay rate of \$17.50 per hour
- In total, Flagler County has approximately 5,600 unemployed, available workers for new or expanding businesses.



NUMBER OF UNEMPLOYED, AVAILABLE WORKERS

The Flagler County Area Labor Shed

According to April, 2011 published sources, the Flagler County area labor shed has a household population of approximately 95,700. The civilian labor force numbers approximately 32,700, and the labor shed contains approximately 4,500 unemployed people who are actively seeking work.

The results of this survey indicate that approximately 1,100 individuals in the labor shed would consider entering or re-entering the workforce. Together with the unemployed, actively seeking work individuals, the Flagler County area has approximately 5,600 unemployed, available workers for new or existing employers.

TOTAL UNEMPLOYED, AVAILABLE WORKERS

Number of unemployed, actively seeking work individuals	4,500
Number of unemployed individuals who are considering entering or re-entering the workforce	1,100
	<hr/>
Total Number of Unemployed Workers Available for Employers*	5,600

* The reader is cautioned that, while the number of unemployed workers identified in the region, as well as their skills, experience, education, and costs, is accurate, all of those individuals may not be acceptable candidates for an employer. Their previous work records, stability, integrity, intelligence, appearance, and other factors are not considered in this report.

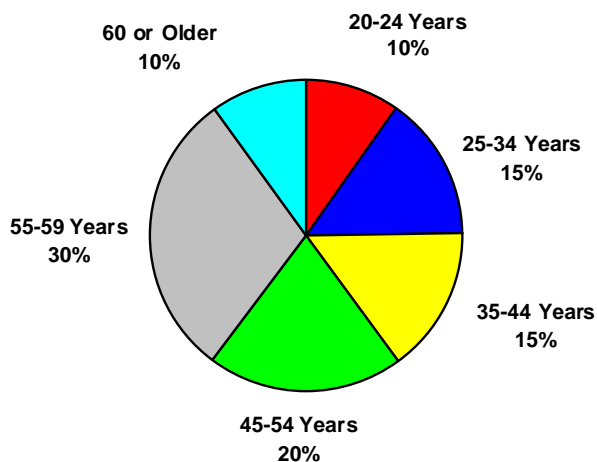


CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

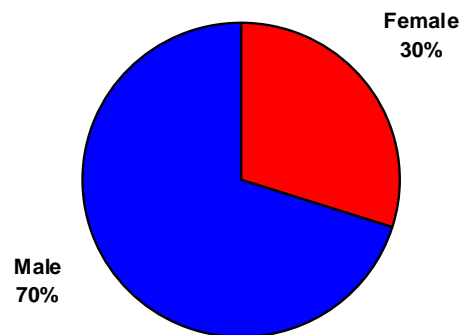
According to survey results, the following charts provide information on those unemployed workers in the labor shed who are actively seeking work. **As these data relate solely to those individuals in the labor shed who are unemployed, they will vary from data representative of the population and civilian labor force as a whole.**

In the Flagler County labor shed, according to published sources, as of April, 2011, there are approximately 4,500 individuals who are actively seeking work. A representative sample of these individuals was polled during this project to determine factors that included, among others, age, education, desired pay rates, experience and skills. The following charts and graphs illustrate the findings resulting from the survey of these available workers. The resulting numbers are based on the percentages obtained during the survey and applied to the 4,500 published figure.

AGE - Median 46 Years

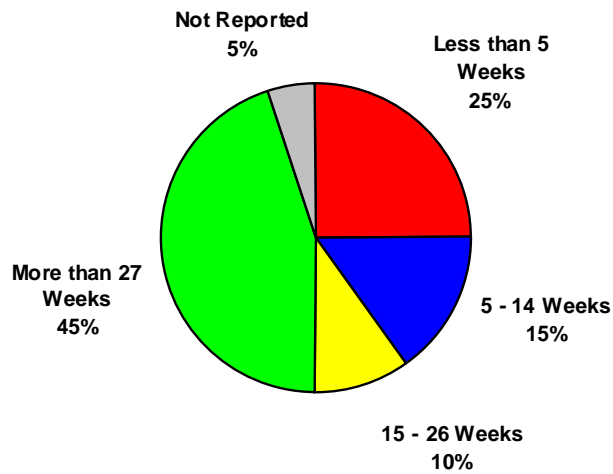


GENDER



**.CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK**

**WEEKS OUT OF WORKFORCE
Median 27 Weeks**



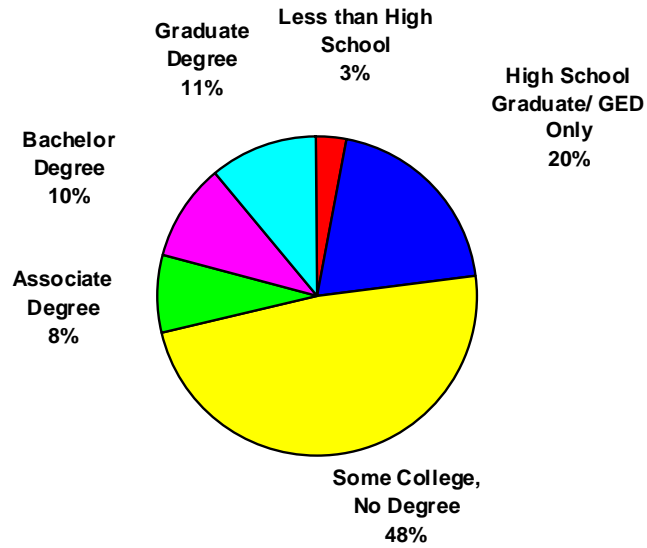
REASON FOR BEING OUT OF WORKFORCE

REASON	Percentage of Respondents
Laid Off / Job Eliminated	45%
No Jobs / Discouraged	20%
Personal Choice / Stay-At-Home	15%
Company Closed / Relocated	5%
Retired or Close to Retirement	5%
Student	5%
Other / Not Reported	5%

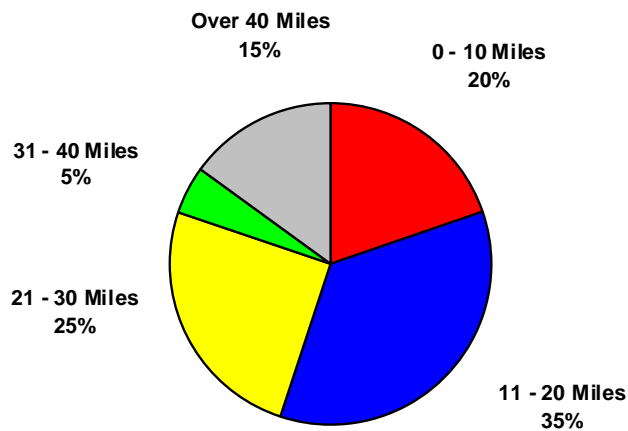


CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

EDUCATION

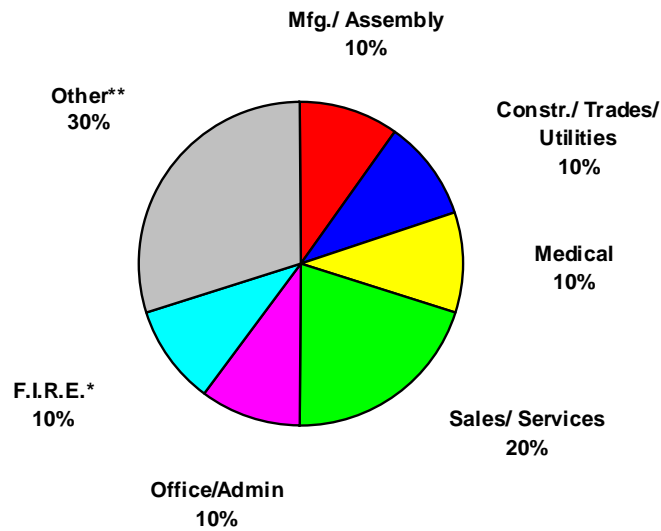


MILES WILLING TO COMMUTE – Median 26 Miles



CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

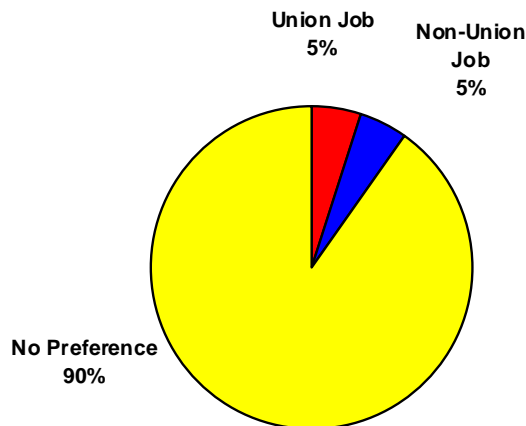
MOST RECENT AREA OF EMPLOYMENT



* Finance, Insurance, Real Estate

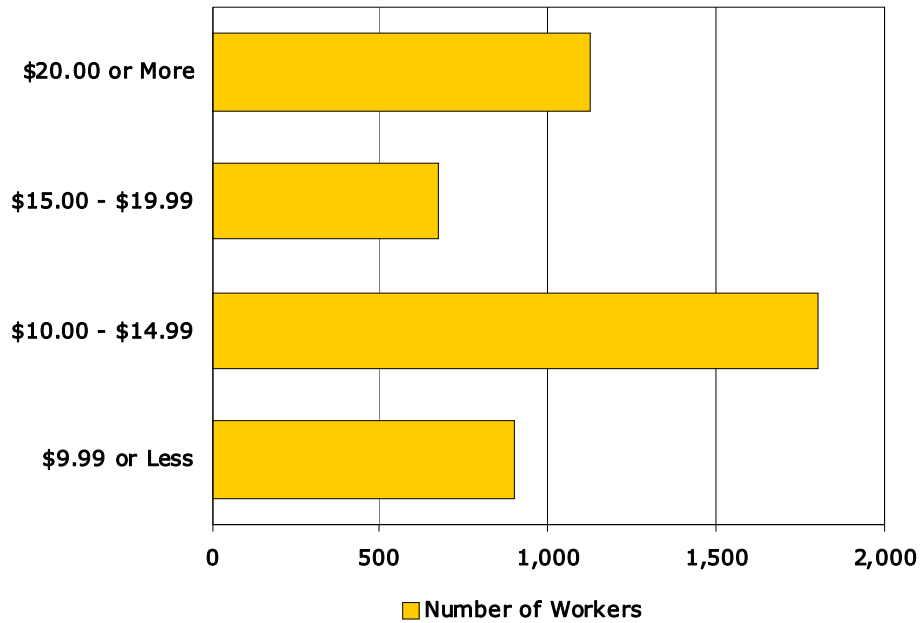
** Other includes areas such as Distribution and Food Service/Hospitality

UNION PREFERENCE

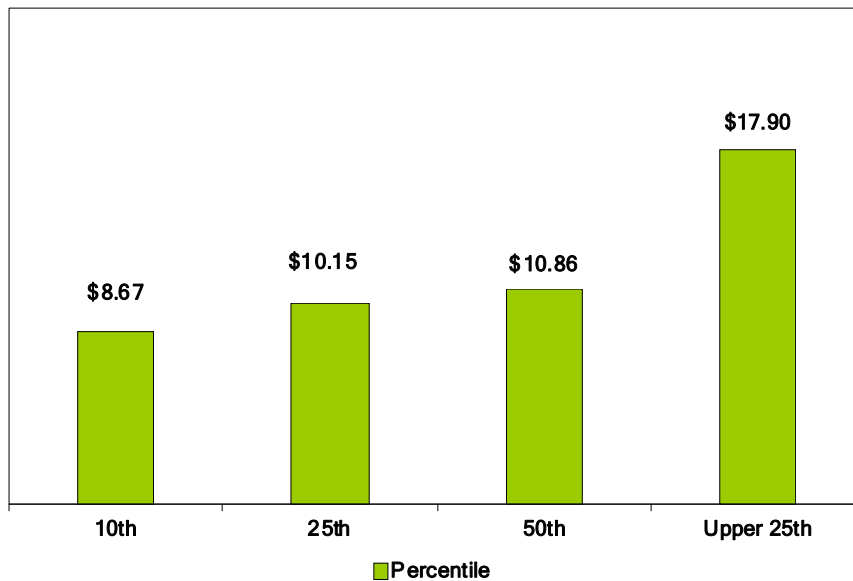


PAY RATES OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

DESIRED PAY RATES PER HOUR BY RANGE

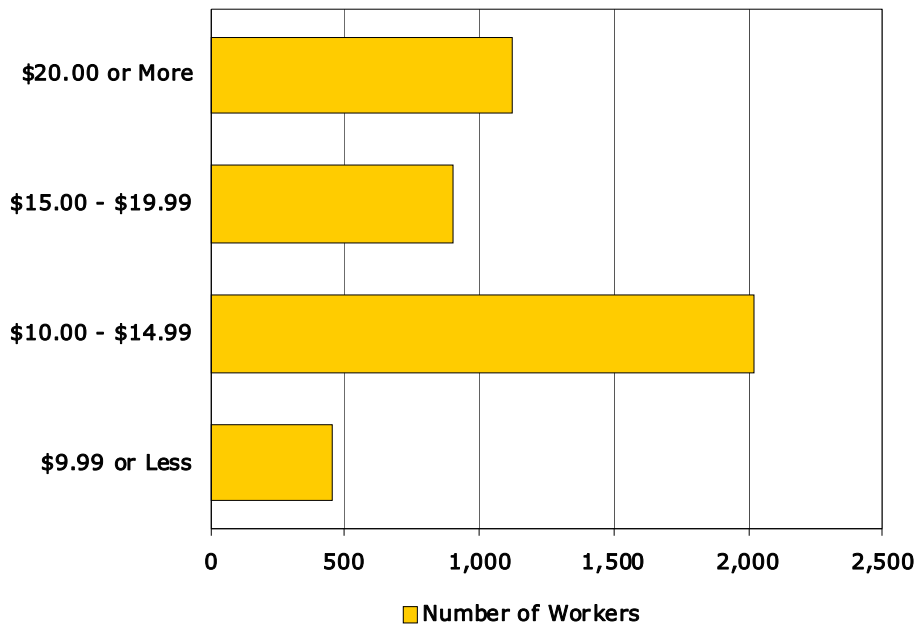


DESIRED PAY RATES PER HOUR BY PERCENTILE



PAY RATES OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

MOST RECENT PAY RATES



MOST RECENT / DESIRED PAY RATES COMPARISON BY PERCENTILE



**EXPERIENCE AND SKILLS OF UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK
 4,500 Workers**

Experience Category	Number of Individuals*	Percentage of Total	Average Years of Experience
Customer Service	2,800	62%	9
Office Operations	2,300	50%	12
Business/Professional Services	1,800	40%	9
Administrative/Management	1,600	35%	11
Information Technology/Computer	1,400	30%	9
Government/Education	1,400	30%	10
Maintenance/Installation/Repair	900	21%	11
Manufacturing/Assembly/Fabrication	900	20%	14
Call Center	800	17%	2
Medical/Health Sciences	700	15%	6
Warehouse/Distribution/Transportation	500	10%	10

* Rounded

It should be noted that individuals polled normally have experience in multiple categories; therefore, the number of individuals will not total to the total number of unemployed, actively seeking work, nor will the percentages equal 100%.



**EXPERIENCE AND SKILLS OF UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK**

4,500 Workers

Skills Category	Number of Individuals*	Percentage of Total
Office Operations	2,700	60%
Information Technology/Computer	1,600	35%
Business/Professional Services	1,400	30%
Manufacturing/Assembly/Fabrication	1,100	25%
Warehouse/Logistics	900	20%
Government/Education	900	20%
Maintenance/Installation/Repair	700	15%
Electronics/Engineering	700	15%
Medical/Health Sciences	700	15%
Mid to Senior Level Management	500	12%
Technician/Quality Assurance	500	10%

* Rounded

It should be noted that individuals polled normally have skills in multiple categories; therefore, the number of individuals will not total to the total number of unemployed, actively seeking work, nor will the percentages equal 100%.

The similarities between the experience and skills categories are designed to ensure inclusiveness considering the multitude of tasks and job titles present in most business, government and institutional operations.



EXPERIENCE AND SKILLS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

The survey respondents were asked to identify the one category of experience in which they felt they were most experienced and, also, the single skills category in which they believed themselves to be most skilled. The charts below reflect the results of these questions.

MOST EXPERIENCED

Experience Category	Percentage of Respondents
Customer Service	31.3%
Office Operations	24.8%
Business/Professional Services	12.5%
Medical/Health Sciences	12.5%
Warehouse/Distribution/Transportation	6.3%
Manufacturing/Assembly/Fabrication	6.3%
Not Reported/Refused/Don't Know	6.3%
TOTAL	100.0%

MOST SKILLED

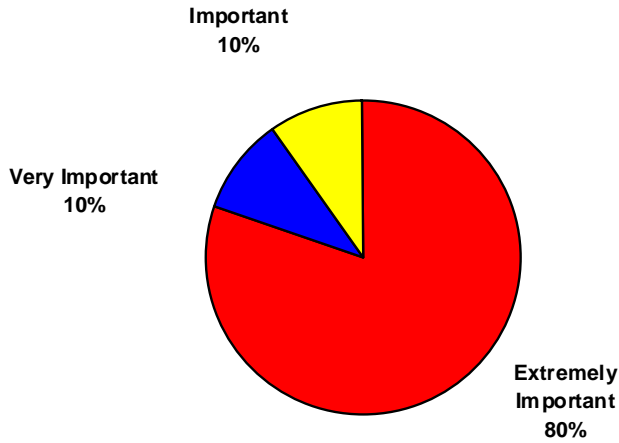
Skills Category	Percentage Of Respondents
Office Operations	28.6%
Warehouse/Logistics	10.5%
Medical/Health Sciences	10.2%
Information Technology/Computer	9.3%
Manufacturing/Assembly/Fabrication	9.0%
Electronics/Engineering	6.8%
Business/Professional Services	5.5%
Not Reported/Refused/Don't Know	20.1%
TOTAL	100.0%



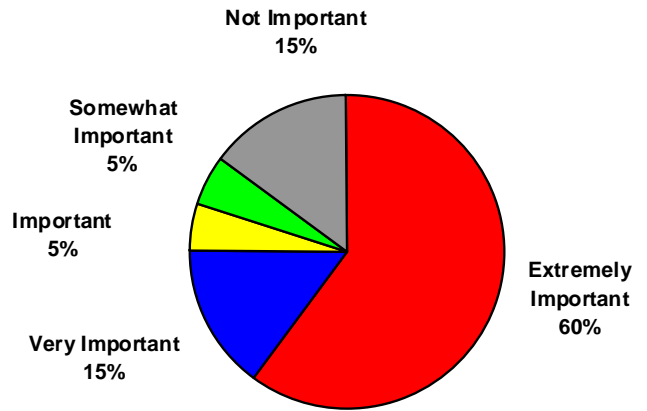
**FACTORS AFFECTING JOB DESIRABILITY
UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK**

In an effort to identify those factors most important to the Flagler County area unemployed workers who are actively seeking work relative to consideration of an employer’s desirability, the respondents were asked to rate the following job factors from “extremely important” to “not important”.

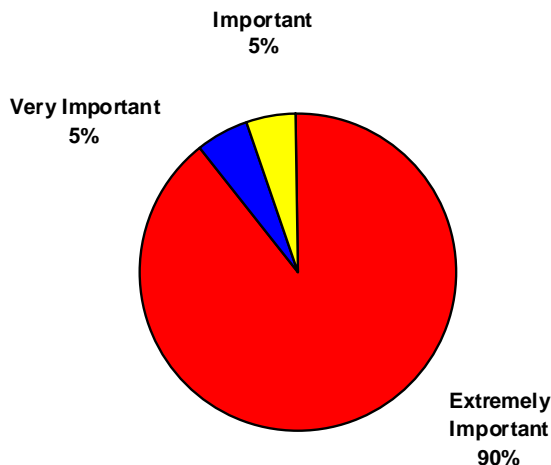
SALARY



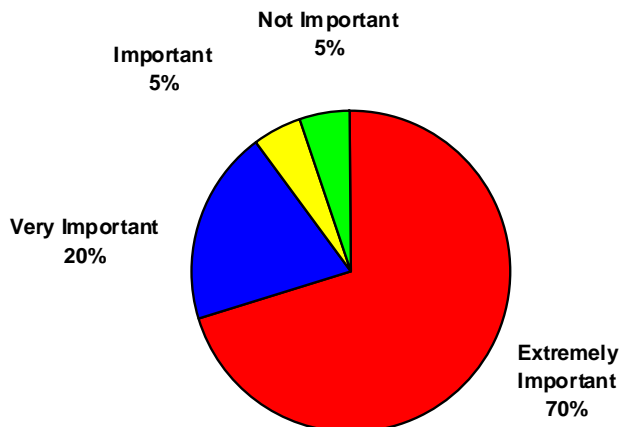
LOCATION



INSURANCE BENEFITS

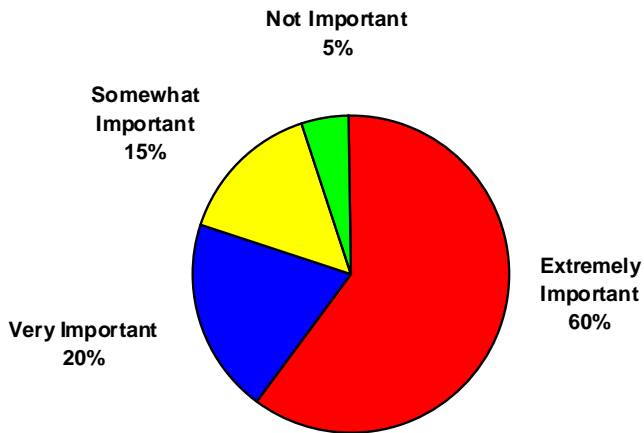


RETIREMENT BENEFITS

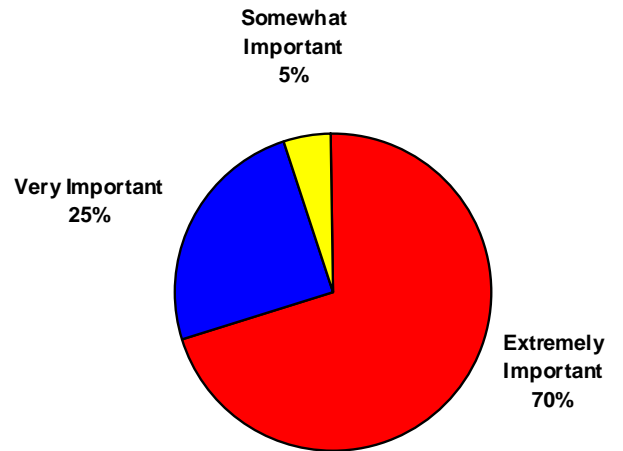


FACTORS AFFECTING JOB DESIRABILITY
UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK

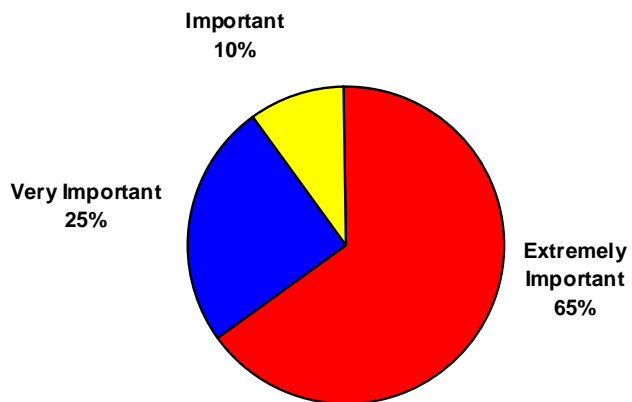
PHYSICAL WORKING ENVIRONMENT



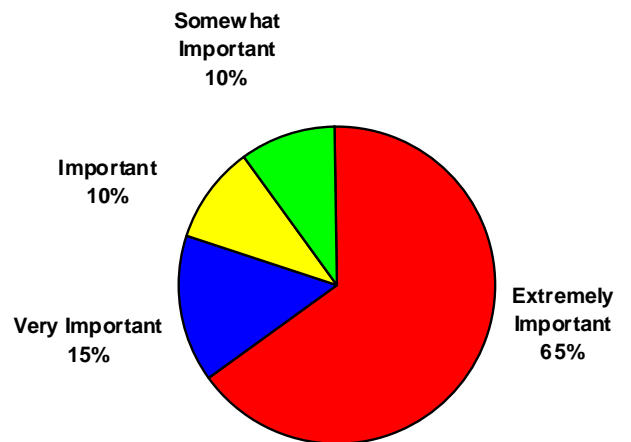
PAID TRAINING PROGRAMS



OPPORTUNITY FOR ADVANCEMENT



FLEXIBLE WORK SCHEDULE



**INTEREST IN TRAINING COURSES
UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK**

A component was added to this survey which was designed to determine possible interest in training courses on the part of the unemployed, actively seeking work individuals in the Flagler County region. In the table that follows, it should be noted that many of the respondents indicated interest in more than one program; therefore, the percent total will not equal 100.

Type of Training Course	Percentage of Respondents
Computer Software Applications	60%
Technical Trades	55%
Computer Maintenance or Repair	45%
Real Estate or Insurance	40%
Human Resources	35%
Restaurant or Retail Management	30%
Computer Programming	30%
Health Care	20%
Commercial Vehicle Operations	20%
Auto or Maintenance Mechanics	15%
Industrial Machine Operations	10%
Construction Trades	5%
ESL (English as a Second Language)	5%

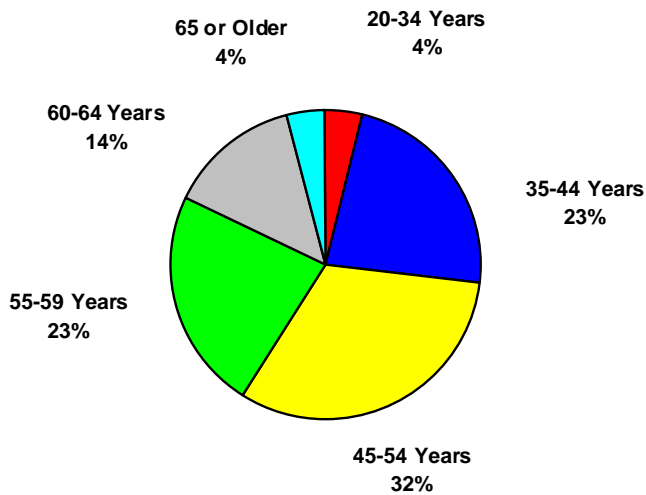


**CHARACTERISTICS OF INDIVIDUALS WHO
WOULD CONSIDER RE-ENTERING THE WORKFORCE
1,100 Potential Workers**

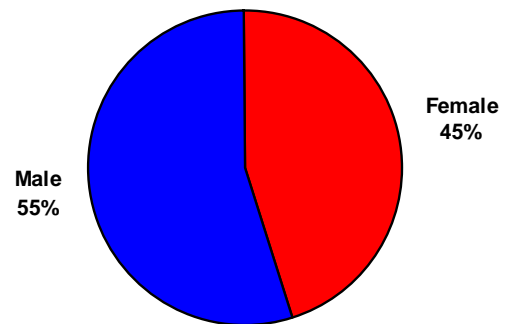
The following charts provide information on that segment of unemployed individuals in the labor shed who would consider entering or re-entering the workforce. **As these data relate solely to those individuals in the labor shed who are unemployed, they will vary from data representative of the population and civilian labor force as a whole.**

In the Flagler County labor shed, there are approximately 1,100 individuals who are currently unemployed, not actively seeking work, but would consider entering or re-entering the workforce.

AGE - Median 51 Years

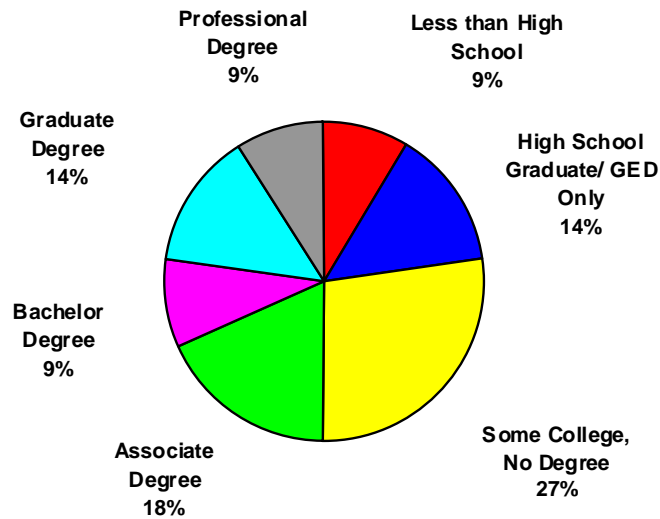


GENDER

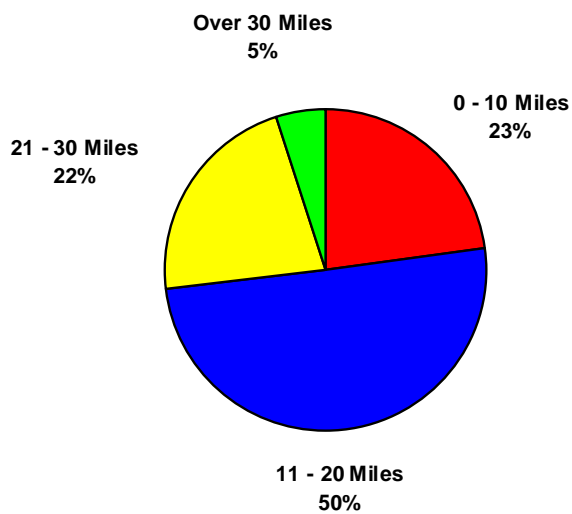


CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO WOULD CONSIDER RE-ENTERING THE WORKFORCE

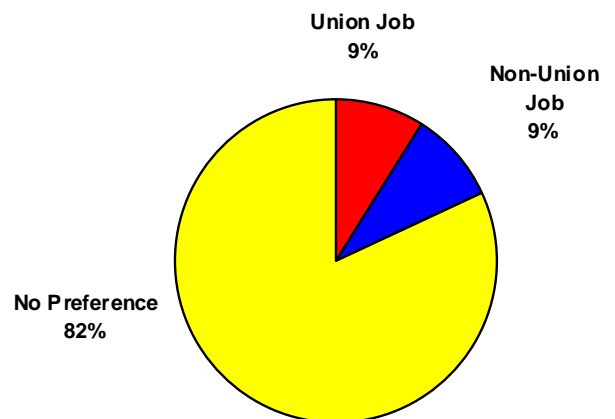
EDUCATION



MILES WILLING TO COMMUTE – Median 19 Miles

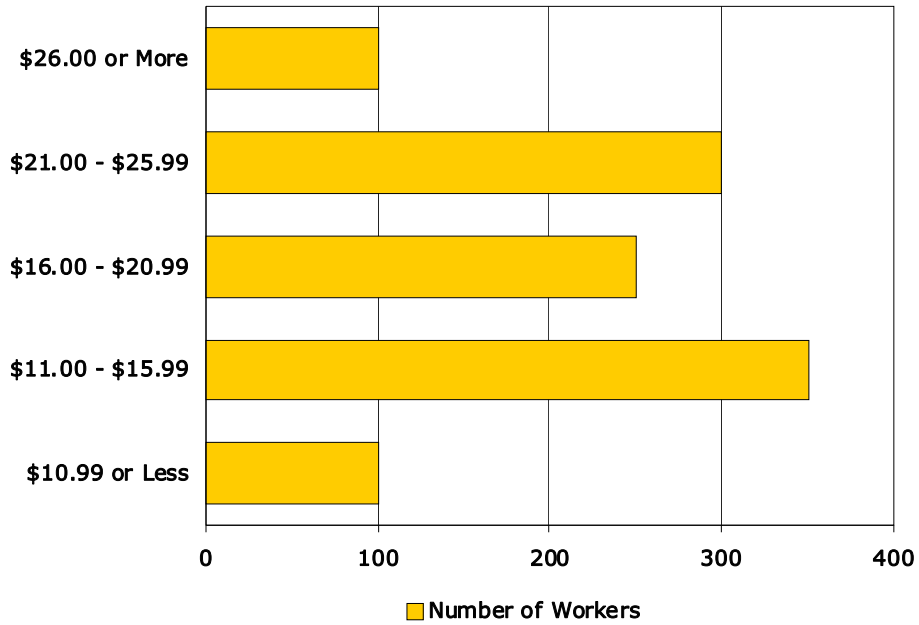


UNION PREFERENCE

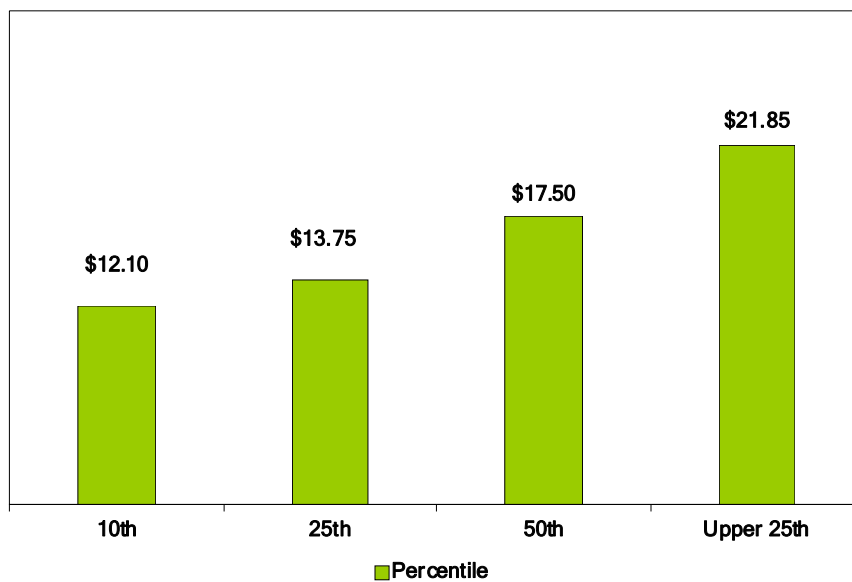


**DESIRED PAY RATES OF UNEMPLOYED INDIVIDUALS WHO
WOULD CONSIDER RE-ENTERING THE WORKFORCE**

DESIRED PAY RATES PER HOUR BY RANGE



DESIRED PAY RATES PER HOUR BY PERCENTILE



**EXPERIENCE AND SKILLS OF UNEMPLOYED INDIVIDUALS WHO
WOULD CONSIDER RE-ENTERING THE WORKFORCE**

Experience Category	Number of Individuals*	Percentage of Total	Average Years of Experience
Office Operations	600	55%	14
Customer Service	550	50%	13
Business/Professional Services	350	32%	14
Administrative/Management	300	27%	13
Warehouse/Distribution/Transportation	300	27%	8
Information Technology/Computer	300	27%	11
Maintenance/Installation/Repair	250	23%	10
Manufacturing/Assembly/Fabrication	200	18%	9
Government/Education	150	14%	8
Medical/Health Sciences	100	9%	7
Call Center	100	9%	2

* Rounded

It should be noted that individuals polled normally have experience in multiple categories; therefore, the number of individuals will not total to the total number of unemployed, would consider re-entering, nor will the percentages equal 100%.



**EXPERIENCE AND SKILLS OF UNEMPLOYED INDIVIDUALS WHO
WOULD CONSIDER RE-ENTERING THE WORKFORCE**

Skills Category	Number of Individuals*	Percentage of Total
Office Operations	600	55%
Manufacturing/Assembly/Fabrication	350	32%
Business/Professional Services	340	31%
Information Technology/Computer	300	27%
Mid to Senior Level Management	250	23%
Maintenance/Installation/Repair	250	23%
Government/Education	240	22%
Technician/Quality Assurance	200	18%
Electronics/Engineering	150	14%
Warehouse/Logistics	140	13%

* Rounded

It should be noted that individuals polled normally have skills in multiple categories; therefore, the number of individuals will not total to the total number of unemployed, would consider re-entering, nor will the percentages equal 100%.

The similarities between the experience and skills categories are designed to ensure inclusiveness considering the multitude of tasks and job titles present in most business, government and institutional operations.



EXPERIENCE AND SKILLS OF UNEMPLOYED INDIVIDUALS WHO WOULD CONSIDER RE-ENTERING THE WORKFORCE

The survey respondents were asked to identify the one category of experience in which they felt they were most experienced and, also, the single skills category in which they believed themselves to be most skilled. The charts below reflect the results of these questions.

MOST EXPERIENCED

Experience Category	Percentage of Respondents
Office Operations	22.0%
Warehouse/Distribution/Transportation	16.7%
Customer Service	11.1%
Business/Professional Services	11.1%
Information Technology/Computer	11.1%
Government/Education	5.6%
Administrative/Management	5.6%
Maintenance/Installation/Repair	5.6%
Manufacturing/Assembly/Fabrication	5.6%
Not Reported/Refused/Don't Know	5.6%
Total	100.0%



**EXPERIENCE AND SKILLS OF UNEMPLOYED INDIVIDUALS WHO
WOULD CONSIDER RE-ENTERING THE WORKFORCE**

MOST SKILLED

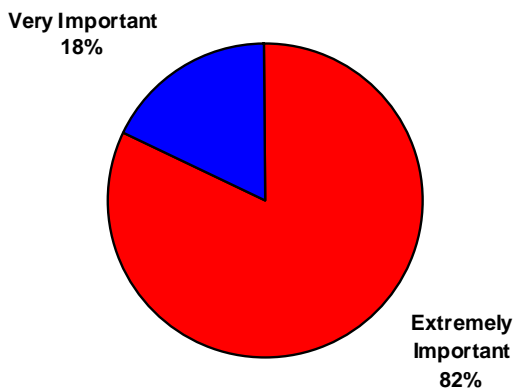
Skills Category	Percentage Of Respondents
Office Operations	22.7%
Manufacturing/Assembly/Fabrication	13.8%
Information Technology/Computer	9.1%
Government/Education	9.1%
Warehouse/Logistics	9.1%
Maintenance/Installation/Repair	9.1%
Mid to Senior Level Management	9.1%
Technician/Quality Assurance	4.5%
Business/Professional Services	4.5%
Not Reported/Refused/Don't Know	9.0%
TOTAL	100.0%



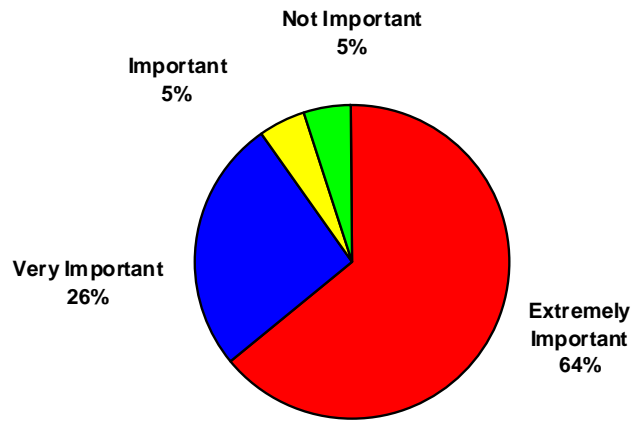
FACTORS AFFECTING JOB DESIRABILITY UNEMPLOYED INDIVIDUALS WHO WOULD CONSIDER RE-ENTERING THE WORKFORCE

In an effort to identify those factors most important to the Flagler County area unemployed workers who are considering re-entering the workforce relative to consideration of an employer's desirability, the respondents were asked to rate the following job factors from "extremely important" to "not important".

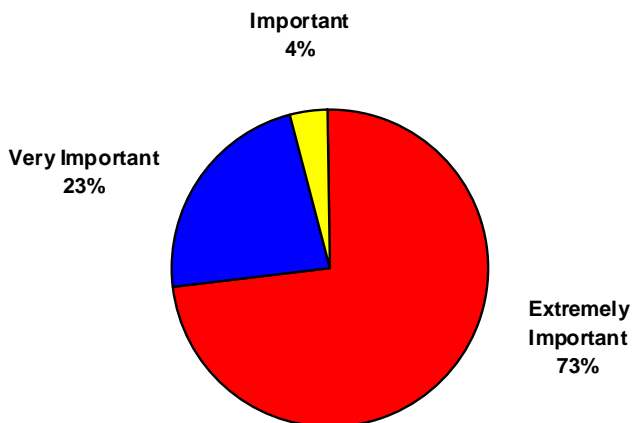
SALARY



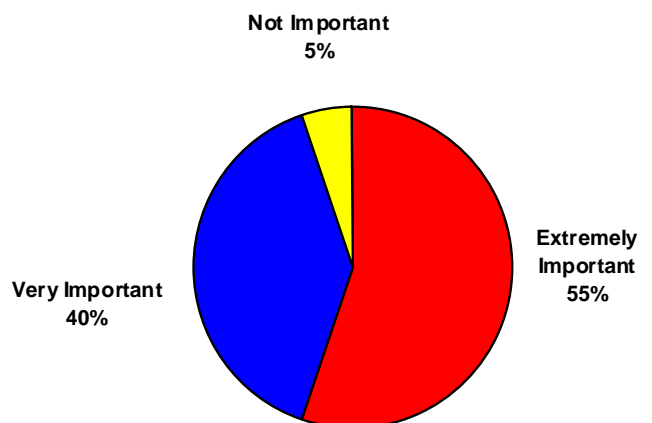
LOCATION



INSURANCE BENEFITS

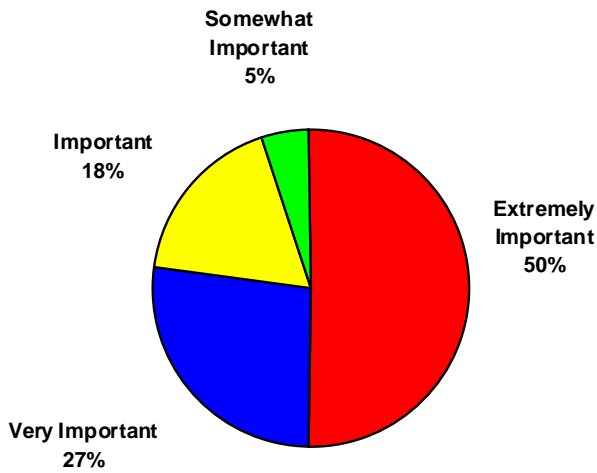


RETIREMENT BENEFITS

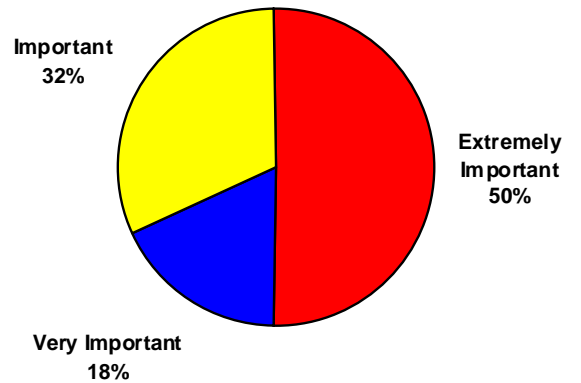


FACTORS AFFECTING JOB DESIRABILITY
UNEMPLOYED INDIVIDUALS WHO
WOULD CONSIDER RE-ENTERING THE WORKFORCE

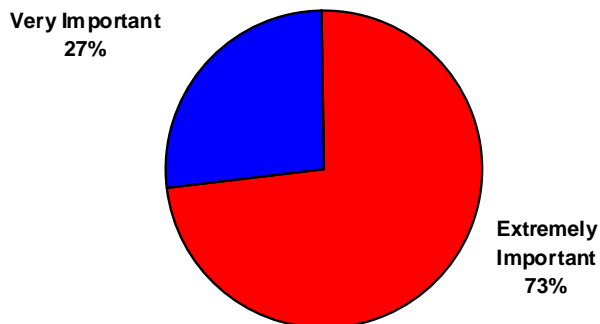
PHYSICAL WORKING ENVIRONMENT



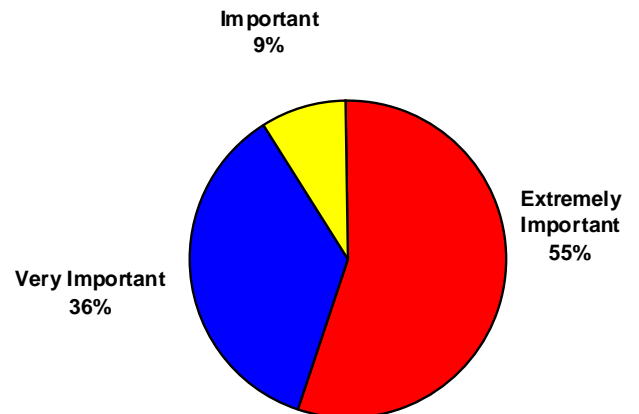
PAID TRAINING PROGRAMS



OPPORTUNITY FOR ADVANCEMENT



FLEXIBLE WORK SCHEDULE



**INTEREST IN TRAINING COURSES
UNEMPLOYED INDIVIDUALS WHO
WOULD CONSIDER RE-ENTERING THE WORKFORCE**

A component was added to this survey which was designed to determine possible interest in training courses on the part of the unemployed, would consider re-entering the workforce individuals in the Flagler County region. In the table that follows, it should be noted that many of the respondents indicated interest in more than one program; therefore, the percent total will not equal 100.

Type of Training Course	Percentage of Respondents
Computer Maintenance or Repair	32%
Human Resources	31%
Restaurant or Retail Management	30%
Technical Trades	28%
Computer Programming	27%
Industrial Machine Operations	23%
Computer Software Applications	22%
Health Care	18%
Real Estate or Insurance	14%
Commercial Vehicle Operations	14%
Food Service or Hospitality	9%
Construction Trades	5%
ESL (English as a Second Language)	5%
GED or Basic Reading, Writing, Arithmetic	4%



EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

In developing a profile of existing workers in the Flagler/Volusia Counties region, The Pathfinders considered such factors as labor availability, productivity, attitudes, costs, and education. The analysis was based upon interviews conducted with senior management and human resources professionals from companies located in the labor shed. It should be noted that not all employers answered every question. In some cases, company policies or personal choice prevented the reporting of certain data.

As determined from the employer interviews, the tables below reflect the methods used to recruit hourly and salaried workers in the Flagler/Volusia Counties region and the percent of employers utilizing each method. Employers may use multiple recruitment methods.

RECRUITMENT METHODS – HOURLY WORKERS

Recruiting Methods – Hourly Workers	% of Employers
Internet	42%
State Agency *	35%
Newspaper Ads	19%
Staffing, Temp Agency	15%
Word of Mouth	15%
Referrals	15%
Job Board/Sign	4%
Veterans	4%
In-House	4%

* Includes 23% Workforce Development Board/One-Stop Employment Center



**EMPLOYERS' VIEWS AND RATINGS OF THE
THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE**

RECRUITMENT METHODS – SALARIED WORKERS

Recruiting Methods – Salaried Workers	% of Employers
Internet	81%
Newspaper Ads	31%
State Agency *	27%
Referrals	19%
Word of Mouth	15%
Colleges	8%
Trade Journals	8%
Recruiters	4%
Staffing/Temporary Service	4%
Job Board/Sign	4%
Veterans	4%
In-House	4%

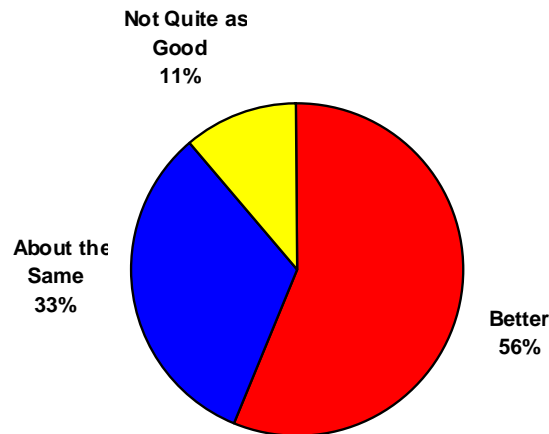
* Includes 16% Workforce Development Board/One-Stop Employment Center



EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

58% of the employers interviewed stated their companies had operations in other regions of the United States. Of these employers, those familiar with the workforces in those other locations reported their Flagler/Volusia Counties area operations were comparable to or better than the other regions in terms of profitability and production.

WORKFORCE COMPARISON WITH OTHER LOCATIONS



Based upon the experience of The Pathfinders in evaluating labor forces in numerous locations, a definite correlation between productivity, absenteeism, tardiness, turnover, and substance abuse appears to exist. That correlation goes beyond the fact that an absent worker is obviously unproductive. Rather, those factors are indicative of an employee's attitude toward the job.

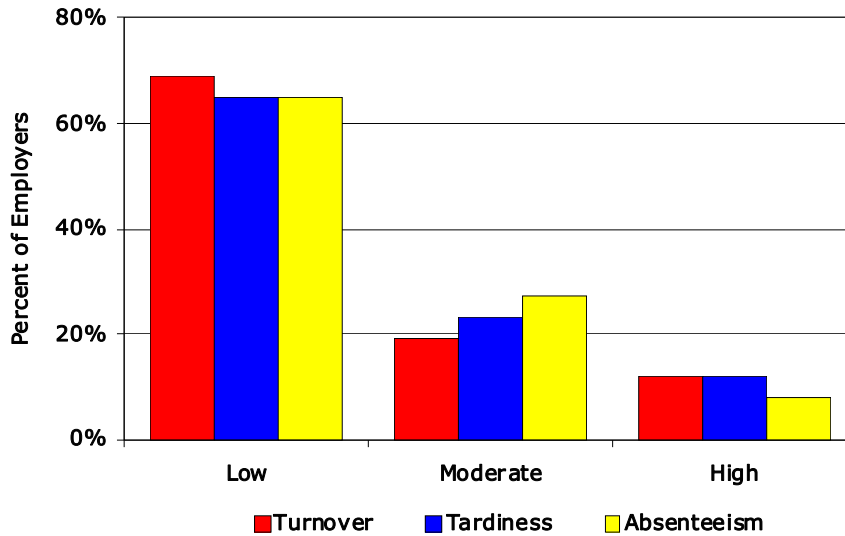
The employers surveyed in this study were asked to rate turnover, tardiness and absenteeism among their workers as "Low", "Moderate" or "High". Further, they were surveyed as to their substance abuse testing practices and asked to rate substance abuse among the area workforce.

The charts on the following pages illustrate the percent of employers' ratings for these and other factors, including educational facilities, worker productivity and reliability, teamwork and basic skills.



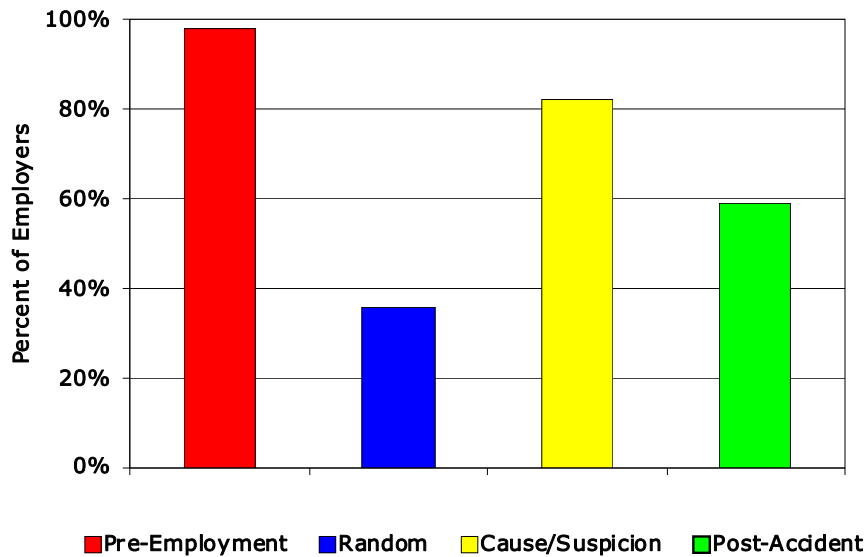
EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

TURNOVER / TARDINESS / ABSENTEEISM



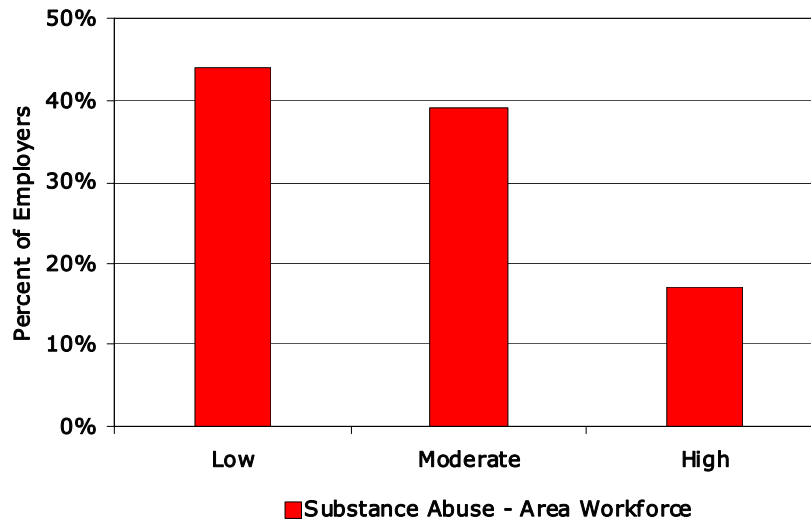
In the Flagler/Volusia Counties labor shed, 85% of the employers interviewed stated their companies tested for substance abuse, using one or more of the following practices:

SUBSTANCE ABUSE TESTING PRACTICES



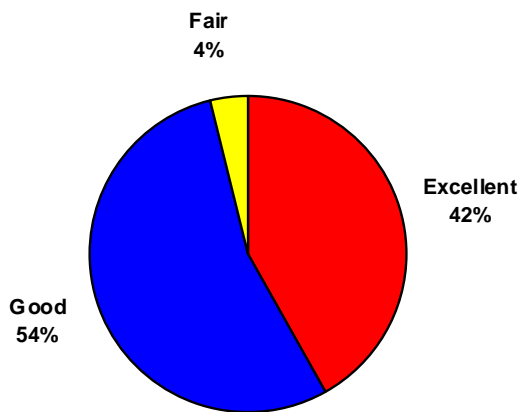
EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

SUBSTANCE ABUSE RATING – AREA WORKFORCE

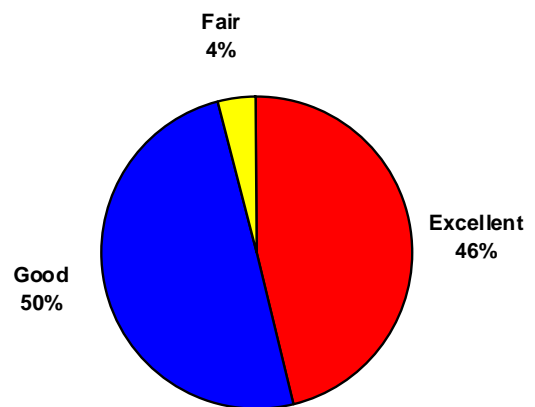


Further, 97% of the employers surveyed completed criminal background checks on potential employees, and 77% checked for valid drivers' licenses.

WORKER PRODUCTIVITY

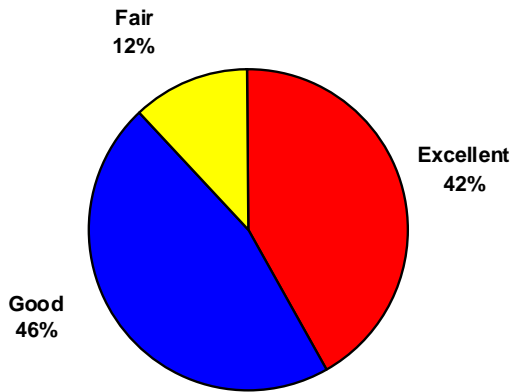


WORKER RELIABILITY

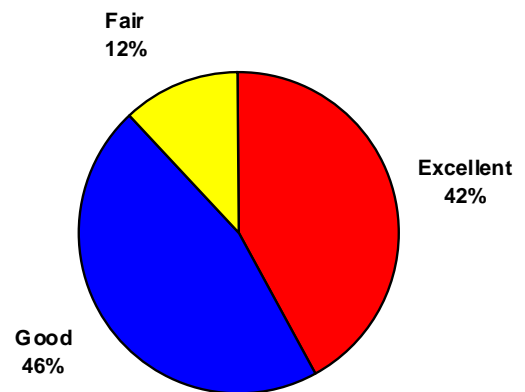


EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

WORKER ATTITUDES

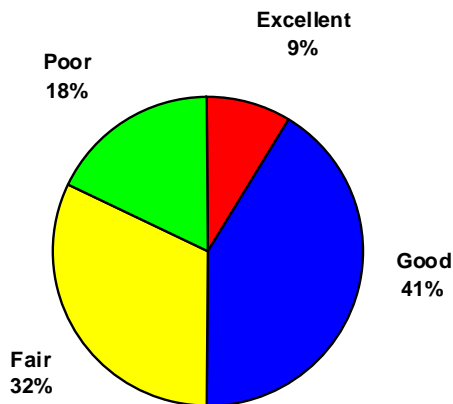


TEAMWORK SKILLS

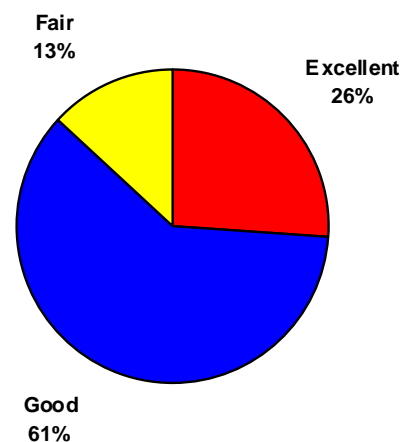


The educational competencies of employees are additional factors used to evaluate an area's labor force. In the Flagler/Volusia Counties area, 50% of the employers interviewed rated the local public schools as "Excellent" or "Good", and 87% rated the local community colleges and technical schools as "Excellent" or "Good". Ratings for basic skills and other factors are also shown.

LOCAL PUBLIC SCHOOLS



**LOCAL COMMUNITY COLLEGES
AND TECH SCHOOLS**

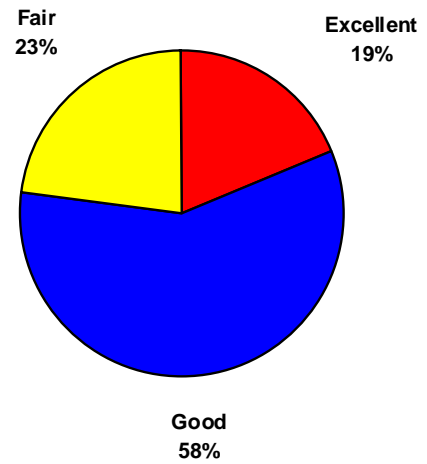


EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

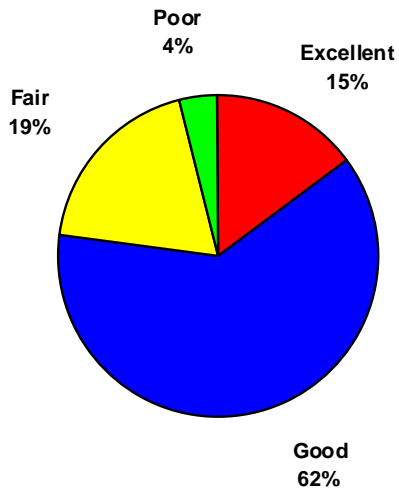
READING SKILLS



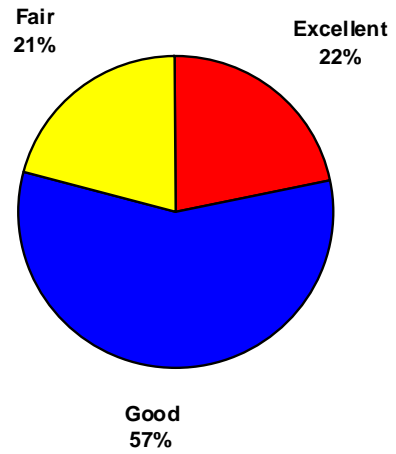
WRITING SKILLS



COMPUTER SKILLS

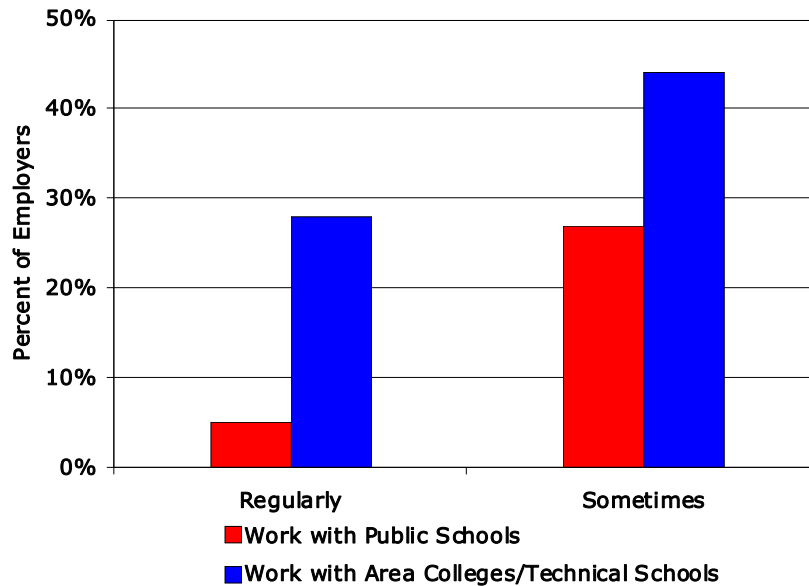


MATH SKILLS



EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

Additionally, many of the employers interviewed stated their companies worked with the area educational institutions in terms of apprenticeships, internships or other training programs.



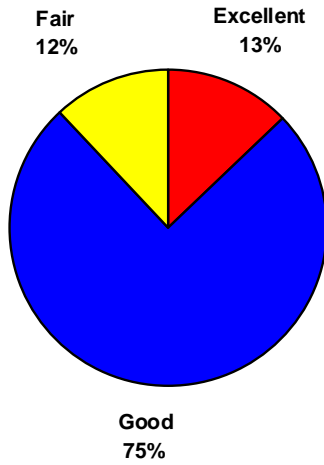
When asked to identify skills gaps/needs that exist in the local public schools offerings that affect area workers, the most frequent response given by the surveyed employers related to basic skills of reading, writing, and math. Also cited as area needs were job readiness skills such as work ethics, interviewing skills and soft skills that included such areas as communications and professionalism. Gaps/needs in manufacturing, computer and technical, specialized training were reported as well.

Regarding local community colleges and technical schools, the employers surveyed reported gaps in technical training, including manufacturing and marine mechanics. Also mentioned were needs in accounting and business management, skills that were not Microsoft-based, and the need for more hands-on experience, as well as life skills.

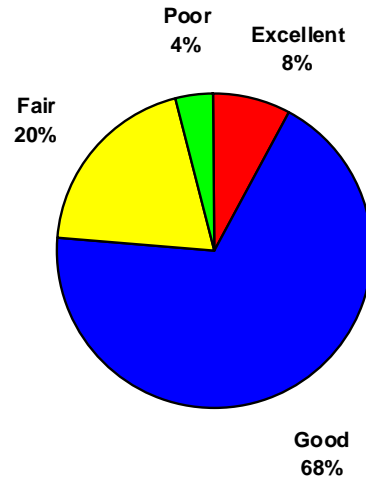


EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

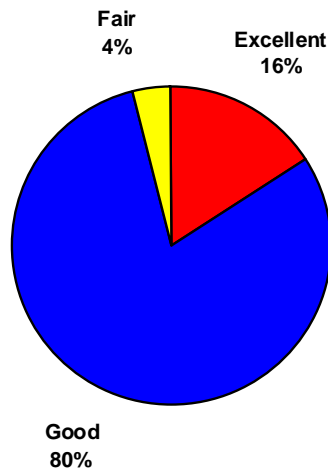
WORKER ENTRY LEVEL SKILLS



JOB READINESS SKILLS

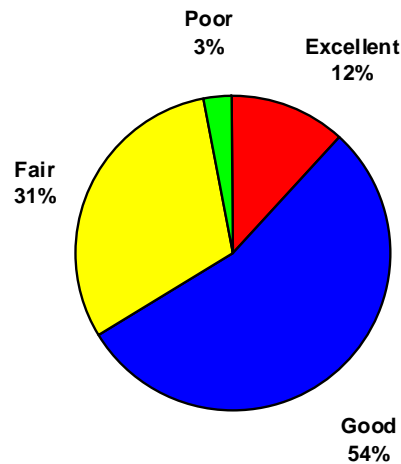


WORKER TRAINABILITY



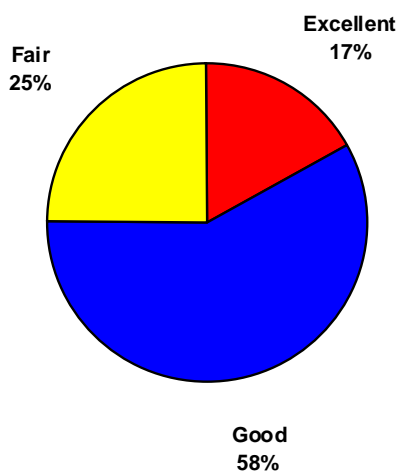
EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

WORKFORCE OVERALL RATING

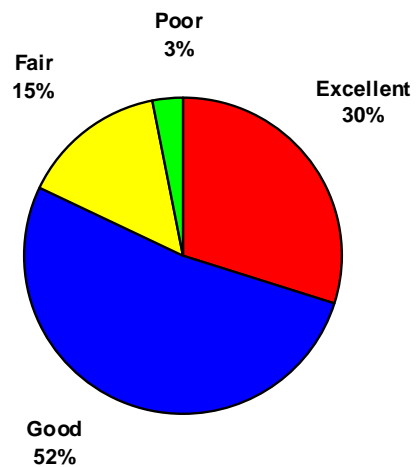


Further, the employers who were interviewed gave the following ratings to the area's business climate in terms of such factors as support and communication and also rated the area's overall quality of life. In addition, the employers offered their opinions on the availability of labor in the area.

AREA BUSINESS CLIMATE

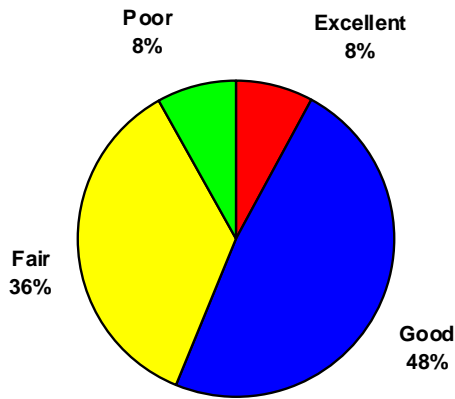


AREA QUALITY OF LIFE

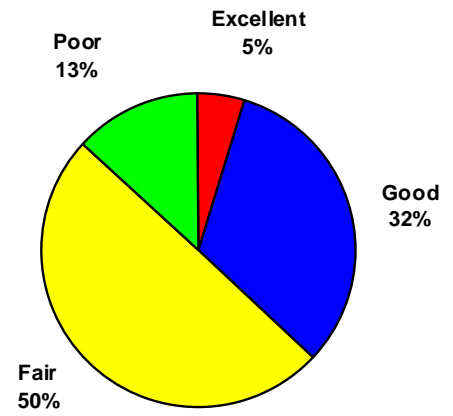


EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

SKILLED WORKERS AVAILABILITY



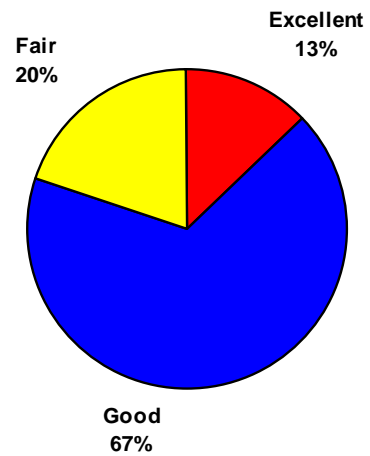
TECHNICAL WORKERS AVAILABILITY



PROFESSIONAL WORKERS AVAILABILITY



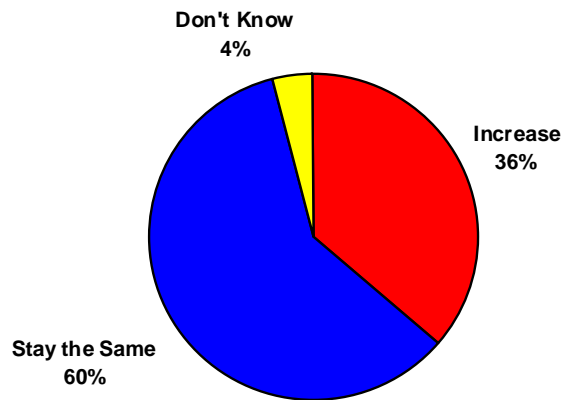
UNSKILLED WORKERS AVAILABILITY



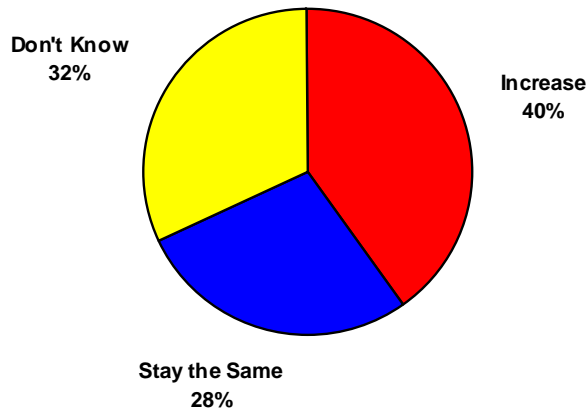
EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

The employers surveyed were questioned about their hiring projections for the next 24 months. Also, they were asked to report their current average wages paid per hour for hourly and salaried workers and whether or not those wages had increased, decreased or remained the same over the last 12 months.

Do you plan to increase or decrease employment over the next 6 – 12 months?



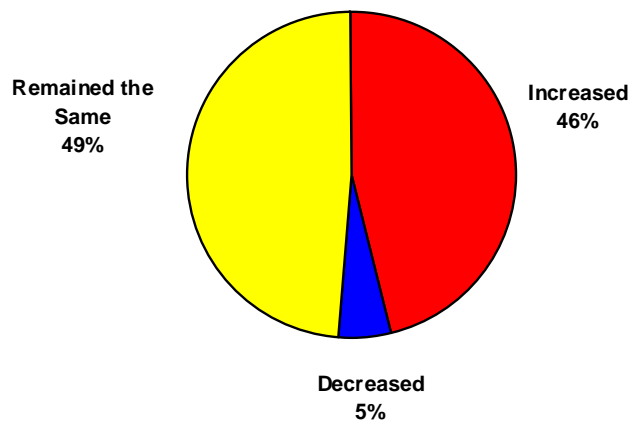
Do you plan to increase or decrease employment over the next 13 – 24 months?



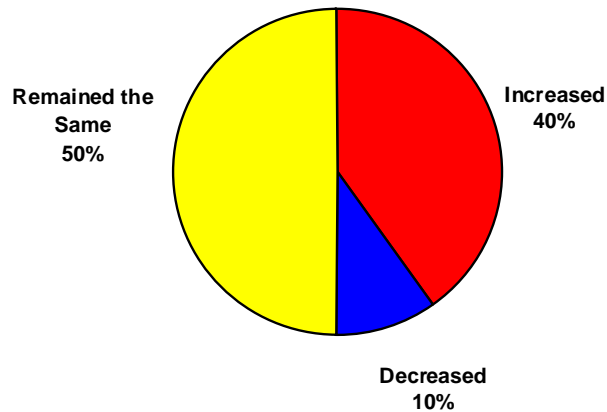
EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

The current average wage for hourly workers as reported by the surveyed employers was \$14.37 per hour. For salaried workers, the average wage reported was \$30.25 per hour.

Has your average wage for hourly workers increased, decreased or remained the same over the last 12 months?



Has your average wage for salaried workers increased, decreased or remained the same over the last 12 months?





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