

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

June, 2011

Compiled and Prepared by



THE PATHFINDERS

www.thepathfindersus.com

TABLE OF CONTENTS

I. INTRODUCTION.....1

II. KEY FINDINGS.....3

III. NUMBER OF UNEMPLOYED, AVAILABLE WORKERS4

**IV. ASSESSMENT OF UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK.....5**

A. Characteristics.....5

B. Desired / Most Recent Pay Rates9

C. Experience and Skills12

D. Job Desirability Factors16

E. Training Interests.....18

**V. ASSESSMENT OF UNEMPLOYED INDIVIDUALS WHO WOULD
CONSIDER ENTERING OR RE-ENTERING WORKFORCE.....19**

A. Characteristics.....19

B. Desired Pay Rates.....21

C. Experience and Skills22

D. Job Desirability Factors26

E. Training Interests.....28

VI. EMPLOYERS’ RATINGS OF THE WORKFORCE29



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 Volusia 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 Volusia 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 Volusia County and, also, through telephone interviews with area employers during the months of April and May, 2011.



MAP OF VOLUSIA COUNTY, FLORIDA



KEY FINDINGS

- The Volusia County area, referred to in this report as the “labor shed”, has a household population of approximately 494,600; a civilian labor force of approximately 251,400; and a pool of approximately 26,700 unemployed persons who are actively seeking work.
- Survey findings indicate that 69% 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 \$15.50 per hour, in contrast to their median most recent pay rate of \$15.90 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 maintenance/installation/repair.
- The median number of miles these available workers are willing to commute is 24 miles.
- With regard to education, survey results indicate that 23% of unemployed, actively seeking work individuals have bachelor degrees or higher.
- Approximately 1,300 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 24 miles and have a median desired pay rate of \$18.89 per hour
- In total, Volusia County has approximately 28,000 unemployed, available workers for new or expanding businesses.



NUMBER OF UNEMPLOYED, AVAILABLE WORKERS

The Volusia County Area Labor Shed

According to April, 2011 published sources, the Volusia County area labor shed has a household population of approximately 494,600. The civilian labor force numbers approximately 251,400, and the labor shed contains approximately 26,700 unemployed people who are actively seeking work.

The results of this survey indicate that approximately 1,300 individuals in the labor shed would consider entering or re-entering the workforce. Together with the unemployed, actively seeking work individuals, the Volusia County area has approximately 28,000 unemployed, available workers for new or existing employers.

TOTAL UNEMPLOYED, AVAILABLE WORKERS

Number of unemployed, actively seeking work individuals	26,700
Number of unemployed individuals who are considering entering or re-entering the workforce	1,300
	<hr/>
Total Number of Unemployed Workers Available for Employers*	28,000

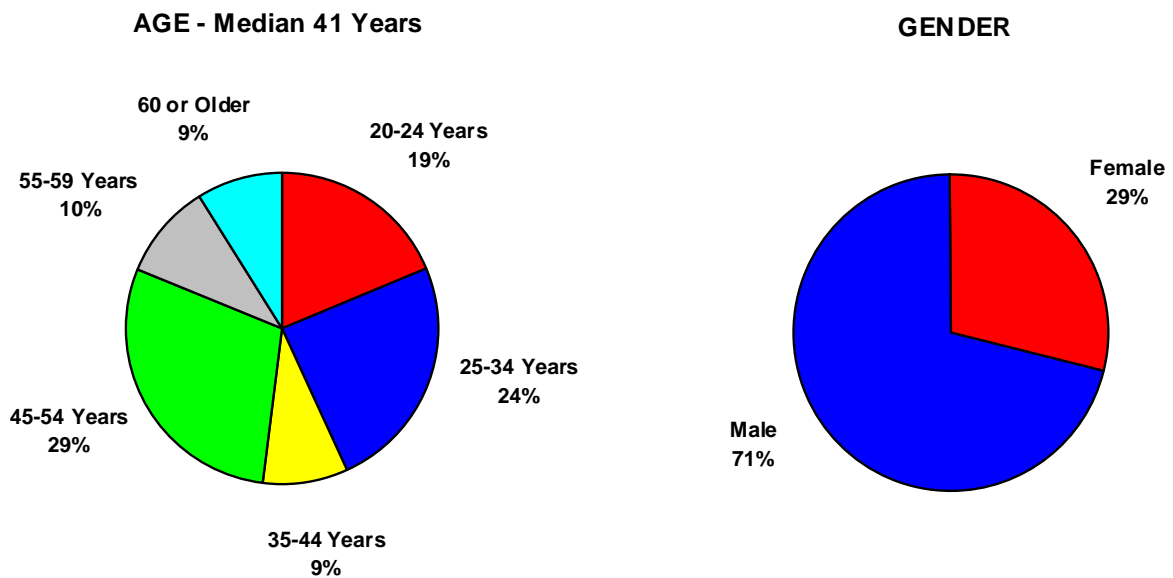
* The reader is cautioned that, while the number of unemployed workers identified in the region, as well as their skills, experience, education, and costs, is accurate, all of those individuals may not be acceptable candidates for an employer. Their previous work records, stability, integrity, intelligence,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



CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

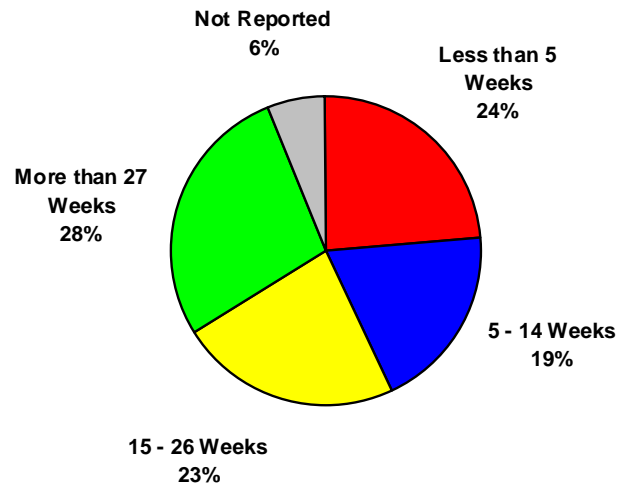
According to survey results, the following charts provide information on those unemployed workers in the labor shed who are actively seeking work. **As these data relate solely to those individuals in the labor shed who are unemployed, they will vary from data representative of the population and civilian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

In the Volusia County labor shed, according to published sources, as of April, 2011, there are approximately 26,700 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 26,700 published figure.



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

**WEEKS OUT OF WORKFORCE
Median 17 Weeks**



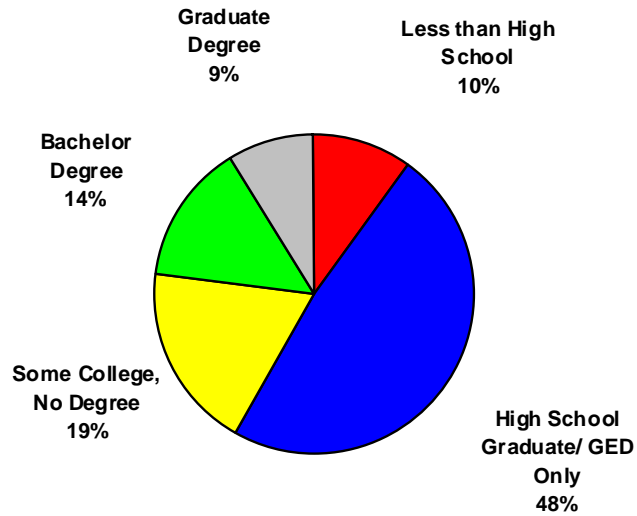
REASON FOR BEING OUT OF WORKFORCE

REASON	Percentage of Respondents
Laid Off / Job Eliminated	69%
Company Closed / Relocated	10%
Personal Choice / Stay-At-Home	5%
Retired or Close to Retirement	5%
No Jobs / Discouraged	4%
Medical / Disability	4%
Student	3%

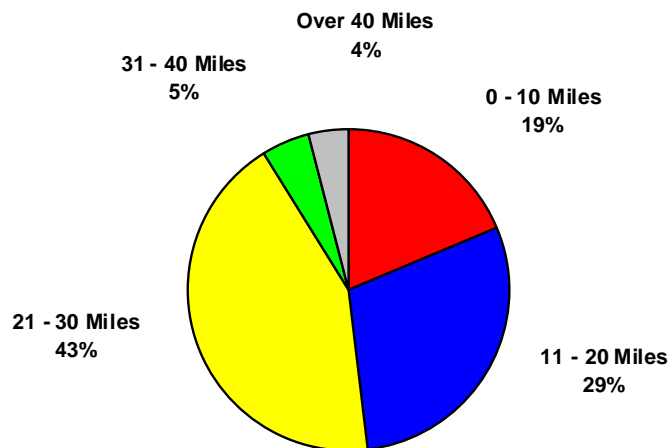


CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

EDUCATION

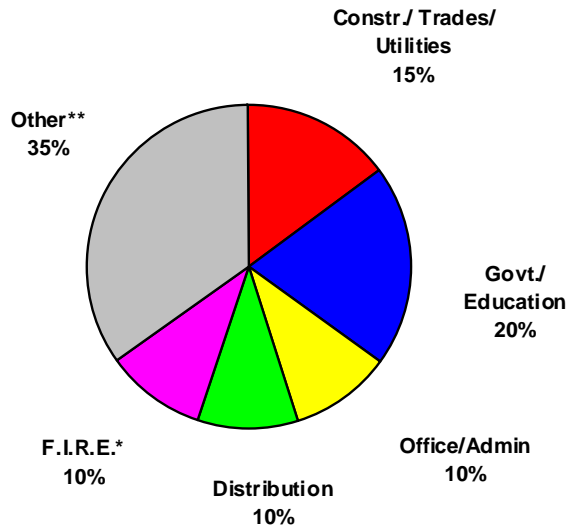


MILES WILLING TO COMMUTE – Median 24 Miles



CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

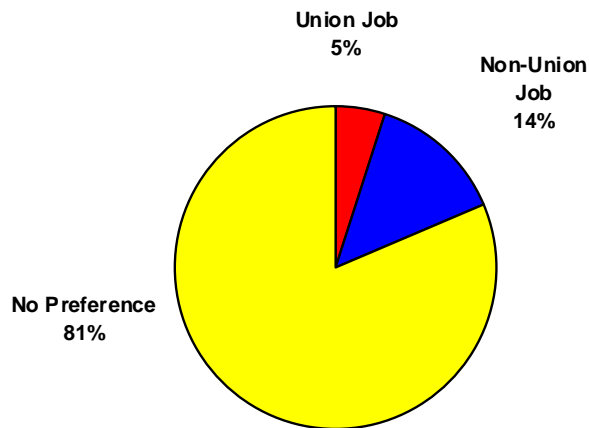
MOST RECENT AREA OF EMPLOYMENT



* Finance, Insurance, Real Estate

** Other includes areas such as Information Technology, Food Service/Hospitality and Manufacturing/Assembly

UNION PREFERENCE



**PAY RATES OF UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK**

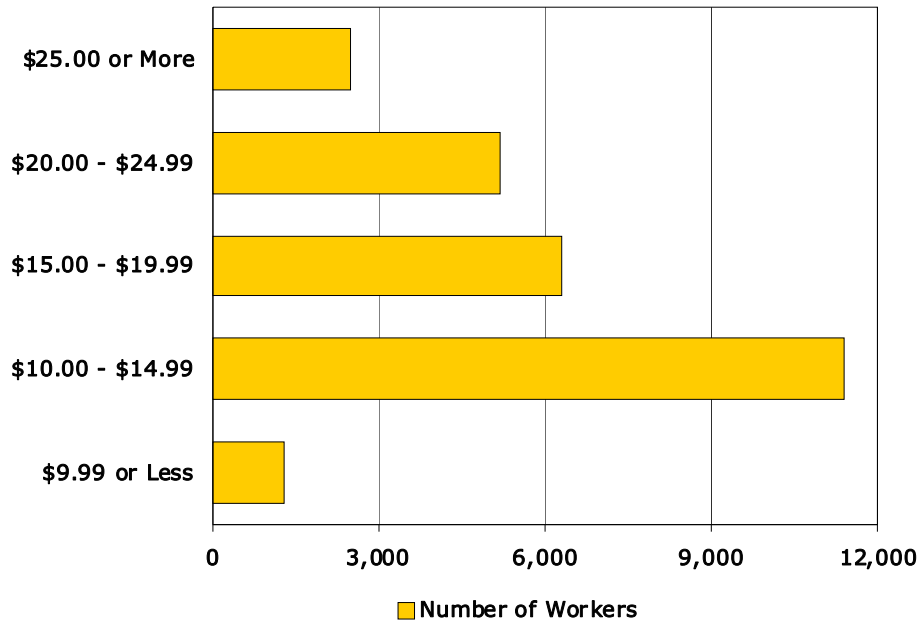
**DESIRED PAY RATES
NUMBER AVAILABLE
AT SPECIFIC PAY RATES PER HOUR (rounded)**

Desired Pay Rate	Number Available
\$9.99 or Less	1,300
\$10.00 - \$11.99	7,600
\$12.00 - \$13.99	1,300
\$14.00 - \$15.99	3,800
\$16.00 - \$17.99	2,500
\$18.00 - \$19.99	2,500
\$20.00 - \$21.99	2,600
\$22.00 - \$23.99	1,300
\$24.00 - \$25.99	1,300
\$26 or More	2,500

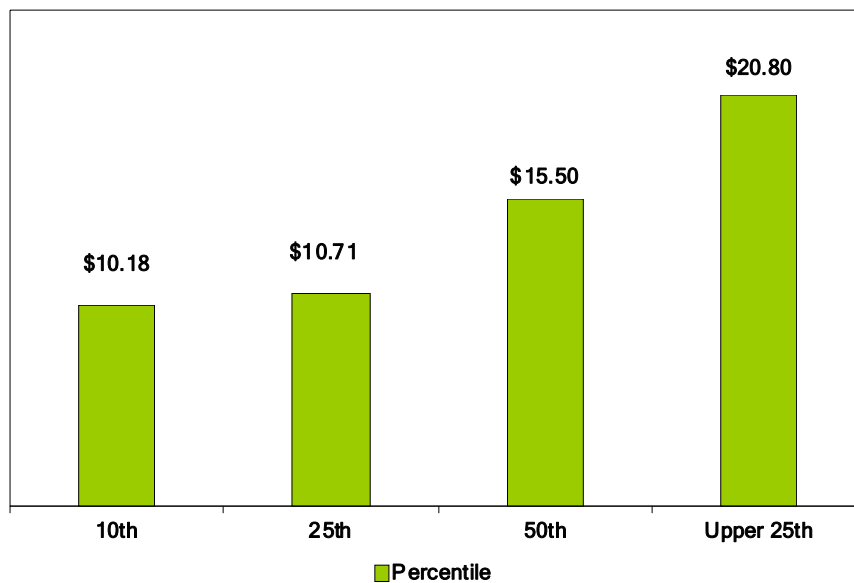


**PAY RATES OF UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK**

DESIRED PAY RATES PER HOUR BY RANGE

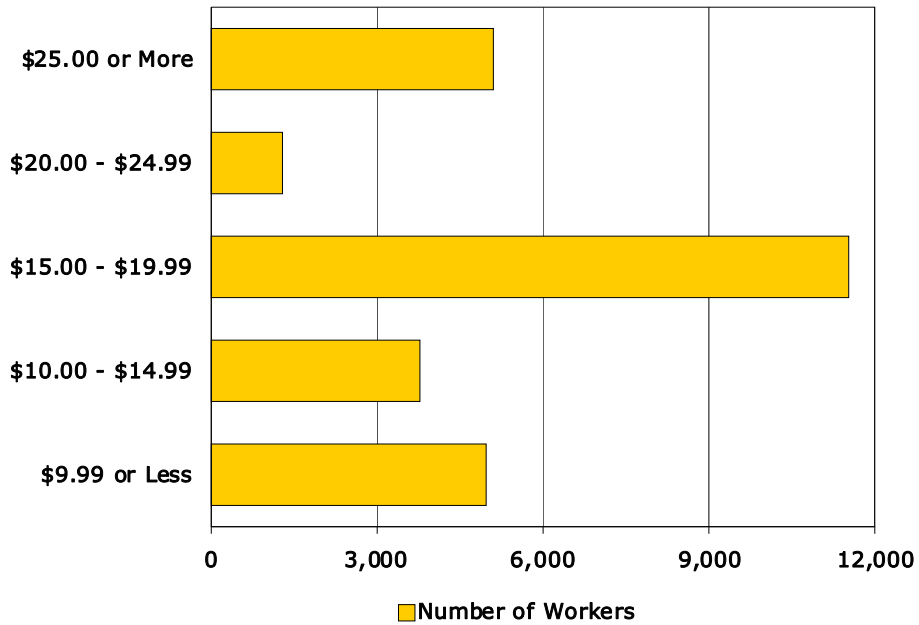


DESIRED PAY RATES PER HOUR BY PERCENTILE



**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**

26,700 Workers

Experience Category	Number of Individuals*	Percentage of Total	Average Years of Experience
Customer Service	13,900	52%	11
Business/Professional Services	11,500	43%	13
Warehouse/Distribution/Transportation	11,500	43%	5
Manufacturing/Assembly/Fabrication	11,200	42%	9
Maintenance/Installation/Repair	10,100	38%	5
Office Operations	8,800	33%	12
Administrative/Management	7,700	29%	9
Information Technology/Computer	3,700	14%	4
Medical/Health Sciences	2,700	10%	16
Call Center	1,300	5%	3
Government/Education	1,100	4%	23

* 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
26,700 Workers**

Skills Category	Number of Individuals*	Percentage of Total
Maintenance/Installation/Repair	13,900	52%
Warehouse/Logistics	12,800	48%
Office Operations	12,500	47%
Manufacturing/Assembly/Fabrication	11,500	43%
Business/Professional Services	11,200	42%
Electronics/Engineering	7,700	29%
Information Technology/Computer	3,700	14%
Medical/Health Sciences	2,700	10%
Government/Education	2,400	9%
Technician/Quality Assurance	1,300	5%
Mid to Senior Level Management	1,100	4%

* 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
Warehouse/Distribution/Transportation	19.0%
Maintenance/Installation/Repair	19.0%
Customer Service	14.3%
Office Operations	9.5%
Business/Professional Services	9.5%
Manufacturing/Assembly/Fabrication	9.5%
Medical/Health Sciences	4.8%
Administrative/Management	4.8%
Information Technology/Computer	4.3%
Government/Education	4.0%
Not Reported/Refused/Don't Know	1.3%
TOTAL	100.0%



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

MOST SKILLED

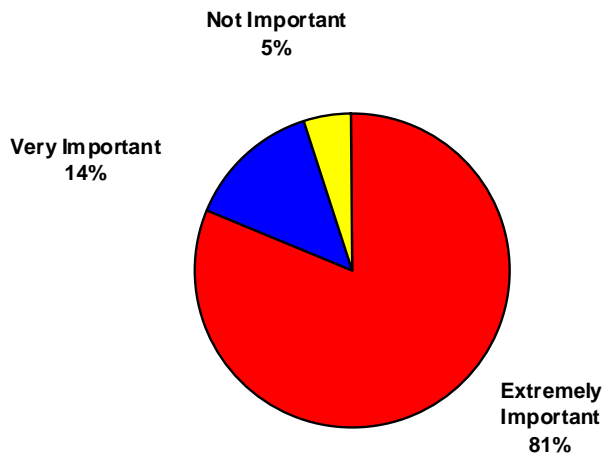
Skills Category	Percentage Of Respondents
Office Operations	19.0%
Warehouse/Logistics	18.5%
Electronics/Engineering	14.3%
Business/Professional Services	10.0%
Maintenance/Installation/Repair	9.5%
Manufacturing/Assembly/Fabrication	9.0%
Medical/Health Sciences	4.8%
Government/Education	4.3%
Mid to Senior Level Management	4.0%
Not Reported/Refused/Don't Know	6.6%
TOTAL	100.0%



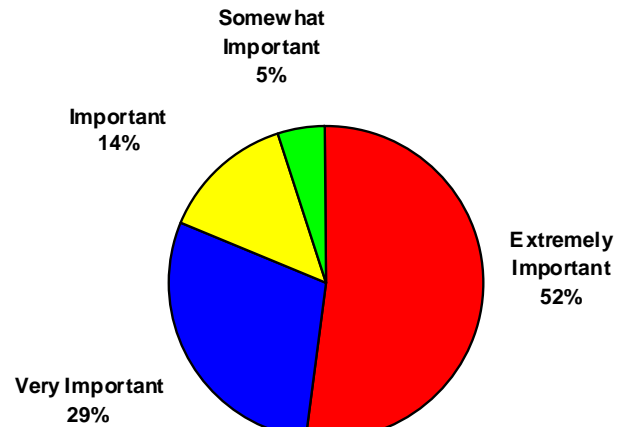
FACTORS AFFECTING JOB DESIRABILITY UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

In an effort to identify those factors most important to the Volusia 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



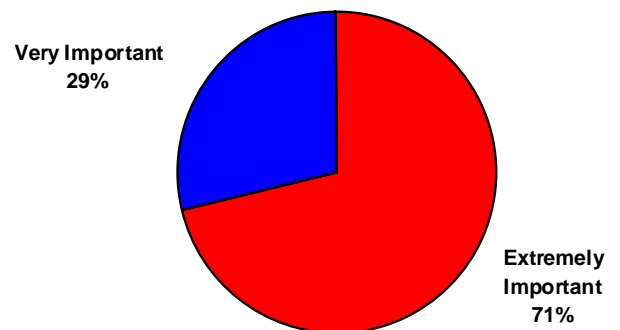
LOCATION



INSURANCE BENEFITS

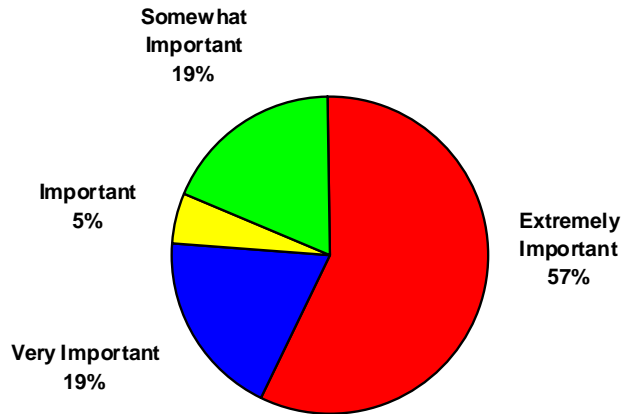


RETIREMENT BENEFITS

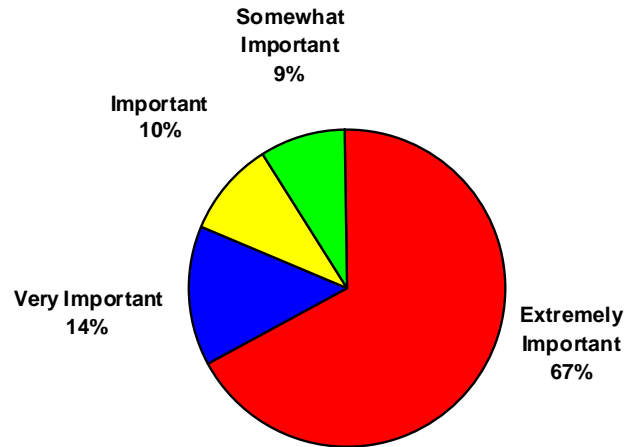


FACTORS AFFECTING JOB DESIRABILITY
UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK

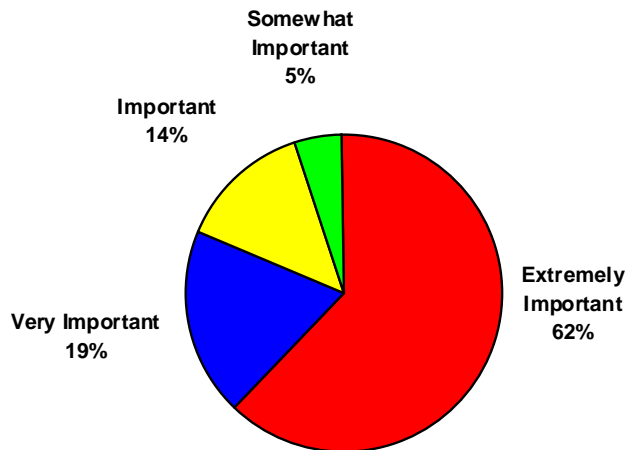
PHYSICAL WORKING ENVIRONMENT



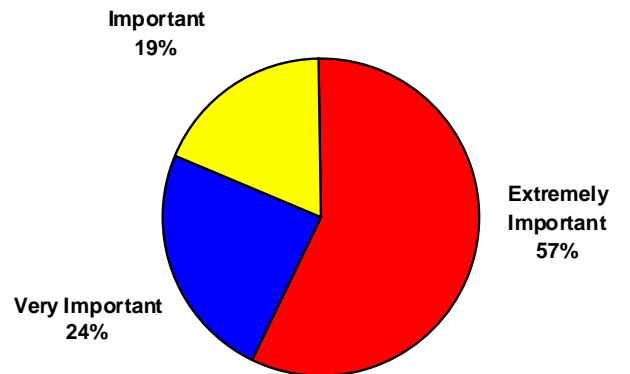
PAID TRAINING PROGRAMS



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 Volusia 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	57%
Industrial Machine Operations	52%
Technical Trades	51%
Commercial Vehicle Operations	50%
Computer Maintenance or Repair	48%
Restaurant or Retail Management	38%
Human Resources	33%
Construction Trades	29%
Computer Programming	24%
Health Care	24%
Auto or Maintenance Mechanics	23%
Real Estate or Insurance	14%
ESL (English as a Second Language)	14%
GED or Basic Reading, Writing, Arithmetic	5%

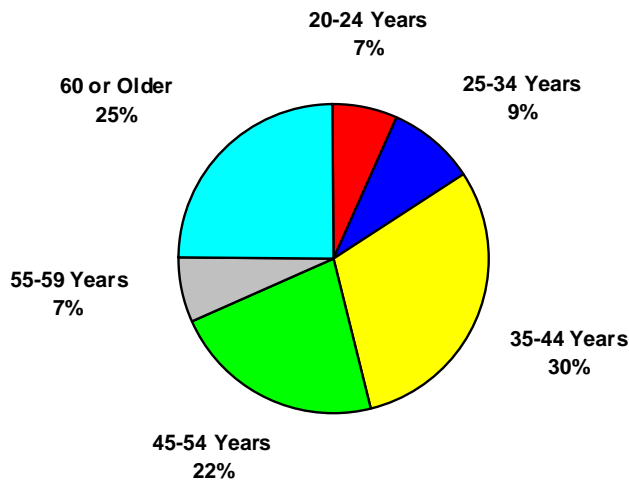


**CHARACTERISTICS OF INDIVIDUALS WHO
WOULD CONSIDER RE-ENTERING THE WORKFORCE
1,300 Potential Workers**

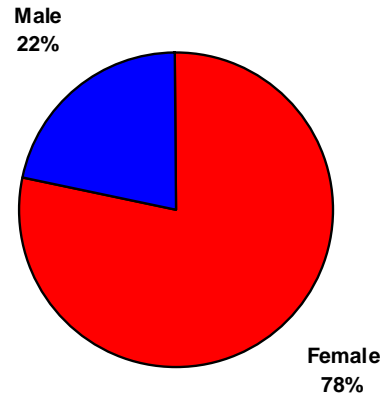
The following charts provide information on that segment of unemployed individuals in the labor shed who would consider entering or re-entering the workforce. **As these data relate solely to those individuals in the labor shed who are unemployed, they will vary from data representative of the population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

In the Volusia County labor shed, there are approximately 1,300 individuals who are currently unemployed, not actively seeking work, but would consider entering or re-entering the workforce.

AGE - Median 48 Years

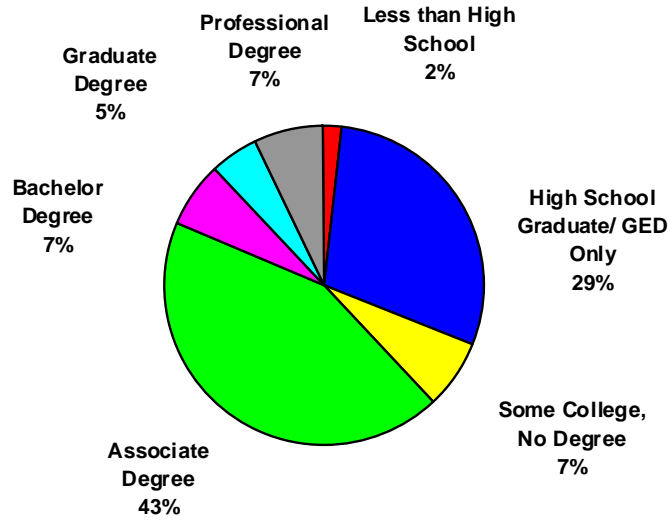


GENDER

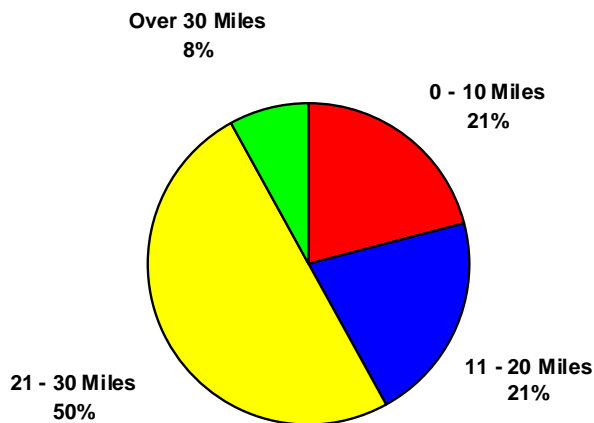


CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO WOULD CONSIDER RE-ENTERING THE WORKFORCE

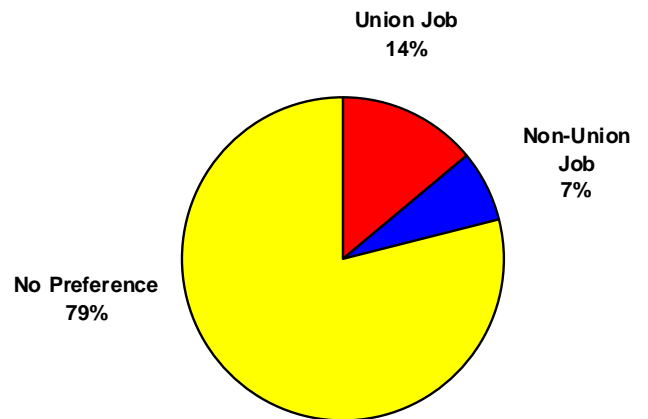
EDUCATION



MILES WILLING TO COMMUTE – Median 24 Miles

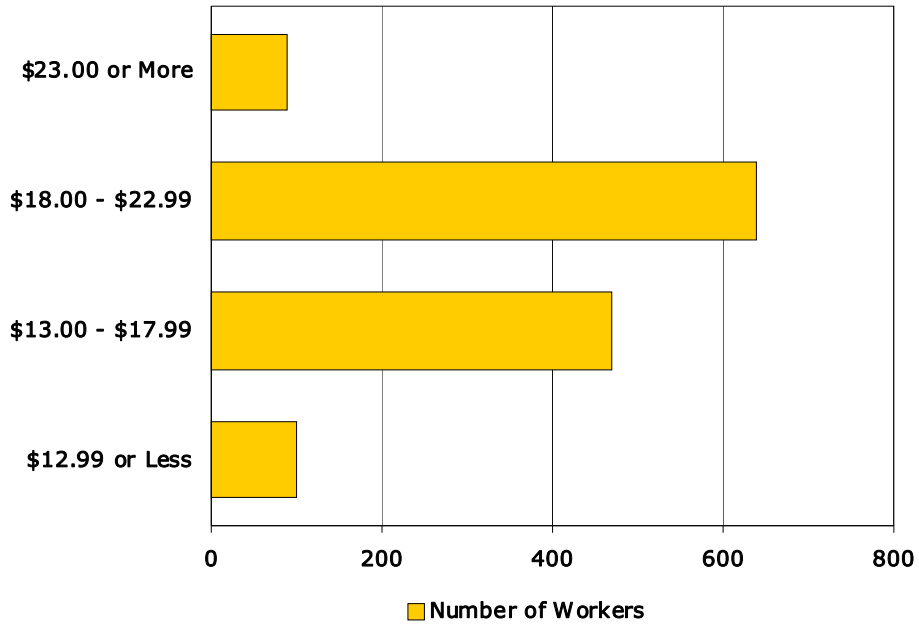


UNION PREFERENCE

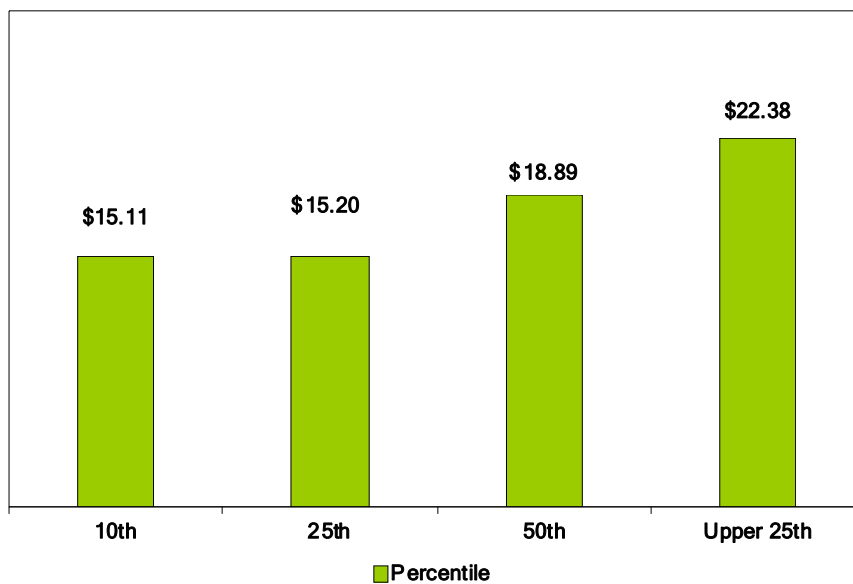


DESIRED PAY RATES OF UNEMPLOYED INDIVIDUALS WHO WOULD CONSIDER RE-ENTERING THE WORKFORCE

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
Business/Professional Services	560	43%	13
Customer Service	460	35%	9
Medical/Health Sciences	380	29%	10
Office Operations	270	21%	4
Government/Education	270	21%	16
Call Center	270	21%	6
Administrative/Management	180	14%	11
Warehouse/Distribution/Transportation	180	14%	11
Manufacturing/Assembly/Fabrication	170	13%	16
Information Technology/Computer	90	7%	3
Maintenance/Installation/Repair	90	7%	1

* 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	380	29%
Information Technology/Computer	380	29%
Medical/Health Sciences	360	28%
Business/Professional Services	270	21%
Technician/Quality Assurance	180	14%
Government/Education	160	12%
Mid to Senior Level Management	100	8%
Manufacturing/Assembly/Fabrication	90	7%
Warehouse/Logistics	90	7%

* 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
Medical/Health Sciences	28.6%
Warehouse/Distribution/Transportation	14.3%
Government/Education	14.1%
Office Operations	7.1%
Information Technology/Computer	7.1%
Call Center	7.1%
Administrative/Management	7.0%
Business/Professional Services	6.9%
Customer Service	6.3%
Not Reported/Refused/Don't Know	1.5%
Total	100.0%



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

MOST SKILLED

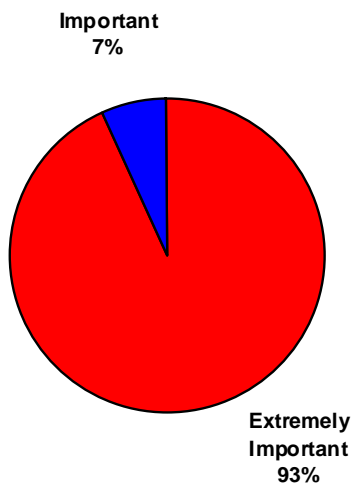
Skills Category	Percentage Of Respondents
Office Operations	21.4%
Medical/Health Sciences	20.4%
Information Technology/Computer	14.3%
Government/Education	14.0%
Technician/Quality Assurance	7.3%
Warehouse/Logistics	7.1%
Not Reported/Refused/Don't Know	15.5%
TOTAL	100.0%



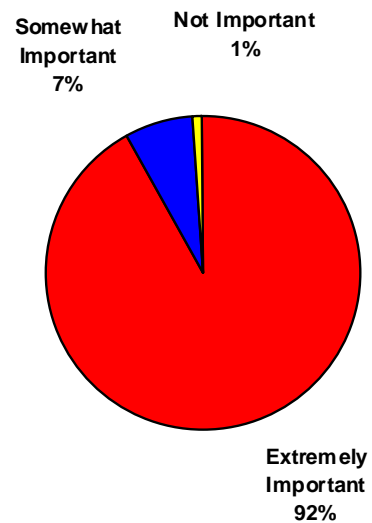
FACTORS AFFECTING JOB DESIRABILITY UNEMPLOYED INDIVIDUALS WHO WOULD CONSIDER RE-ENTERING THE WORKFORCE

In an effort to identify those factors most important to the Volusia 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".

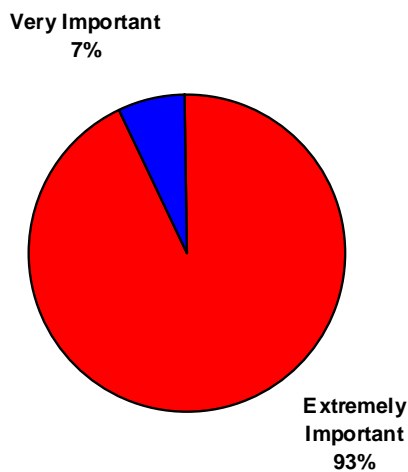
SALARY



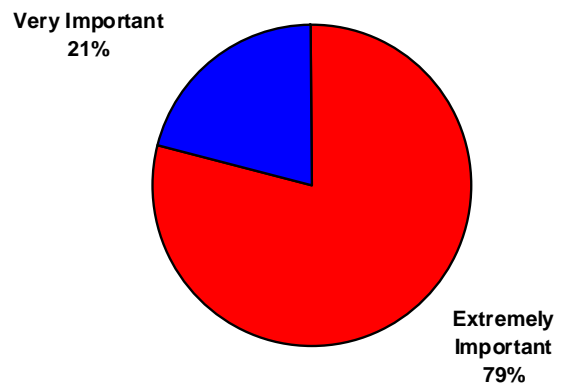
LOCATION



INSURANCE BENEFITS

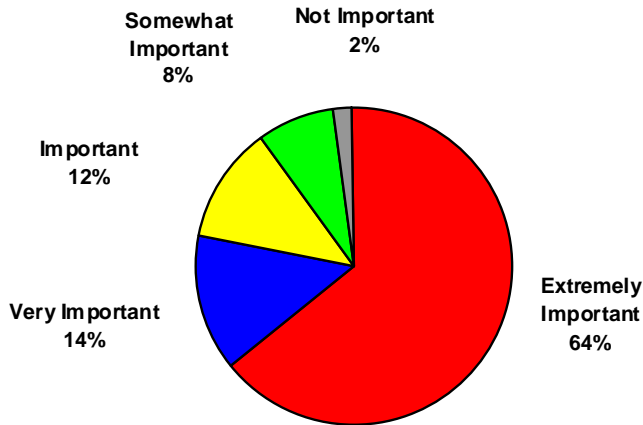


RETIREMENT BENEFITS

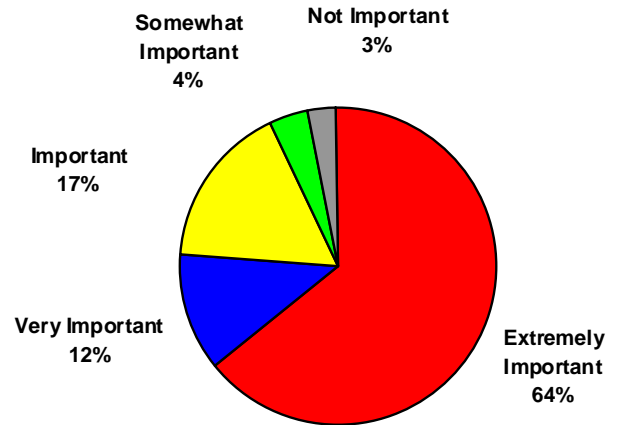


FACTORS AFFECTING JOB DESIRABILITY
UNEMPLOYED INDIVIDUALS WHO
WOULD CONSIDER RE-ENTERING THE WORKFORCE

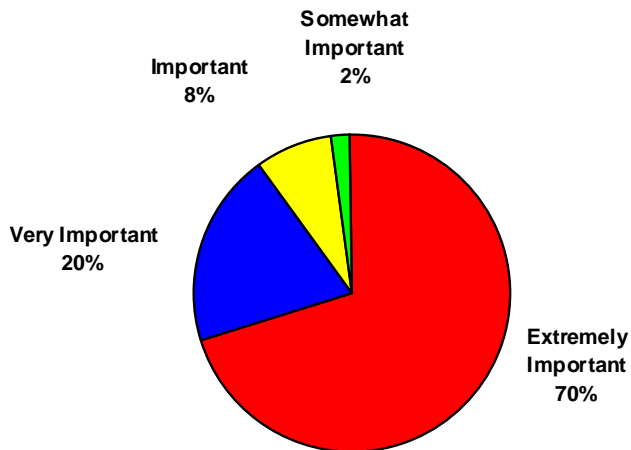
PHYSICAL WORKING ENVIRONMENT



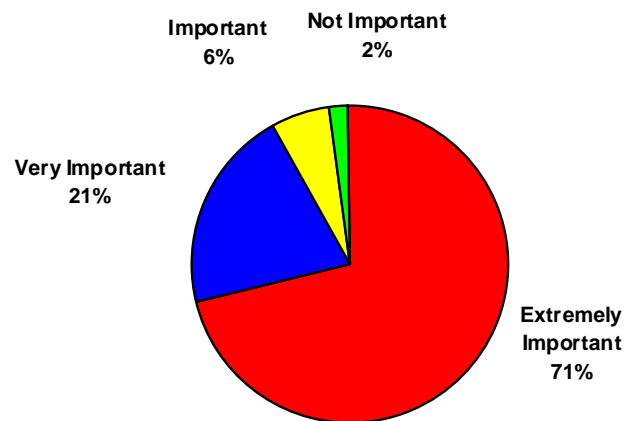
PAID TRAINING PROGRAMS



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 Volusia 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	36%
Computer Maintenance or Repair	35%
Computer Programming	29%
Restaurant or Retail Management	28%
Human Resources	21%
Health Care	20%
Technical Trades	14%
Real Estate or Insurance	12%
Industrial Machine Operations	7%
Auto or Maintenance Mechanics	7%
Commercial Vehicle Operations	5%
Food Service or Hospitality	5%



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%

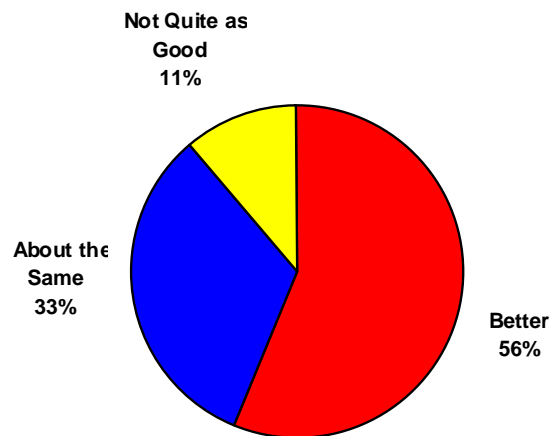
* Includes 16% Workforce Development Board/One-Stop Employment Center



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.

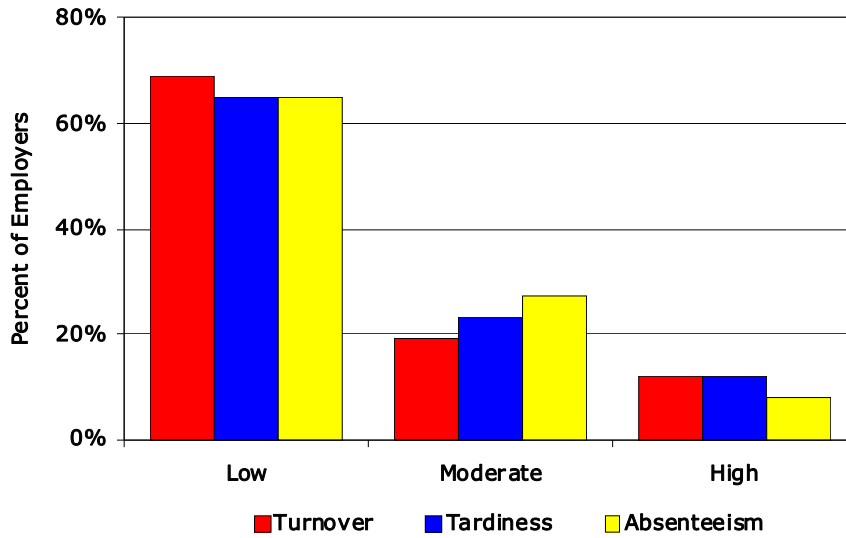
The employers surveyed in this study were asked to rate turnover, tardiness and absenteeism among their workers as "Low", "Moderate" or "High". Further, they were surveyed as to their substance abuse testing practices and asked to rate substance abuse among the area workforce.

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.



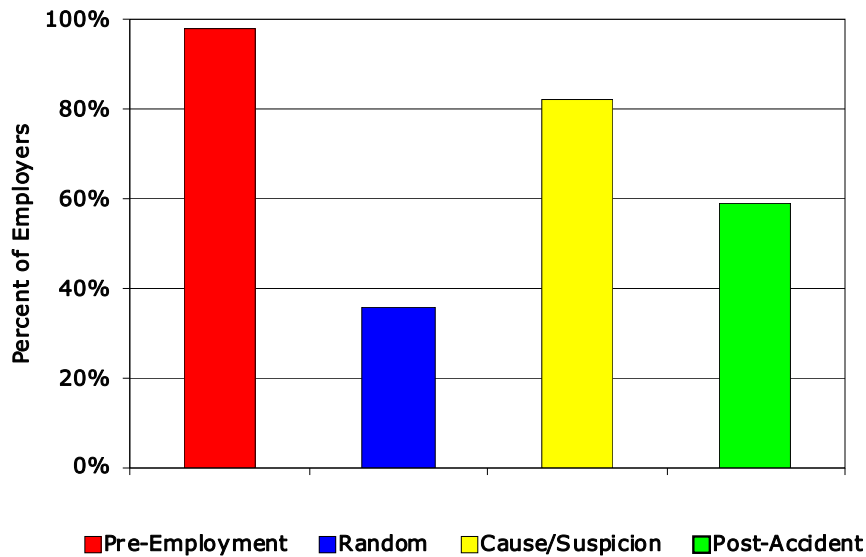
EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

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



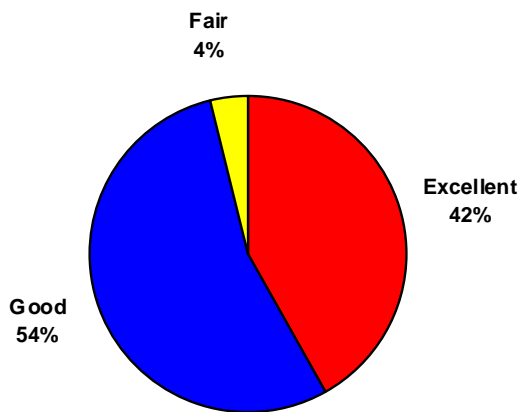
EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

SUBSTANCE ABUSE RATING – AREA WORKFORCE

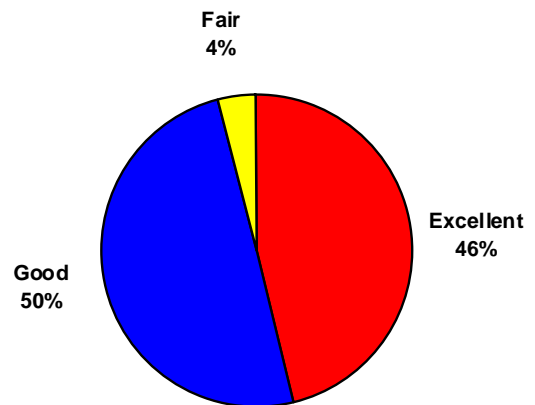


Further, 97% of the employers surveyed completed criminal background checks on potential employees, and 77% checked for valid drivers' licenses.

WORKER PRODUCTIVITY

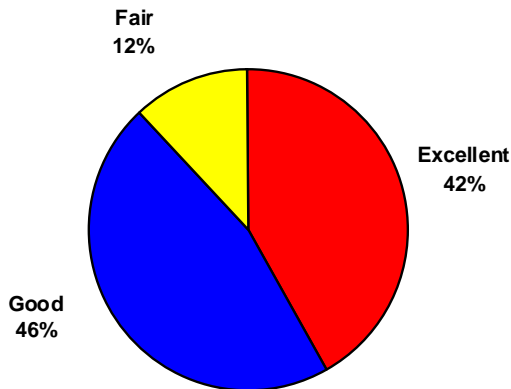


WORKER RELIABILITY

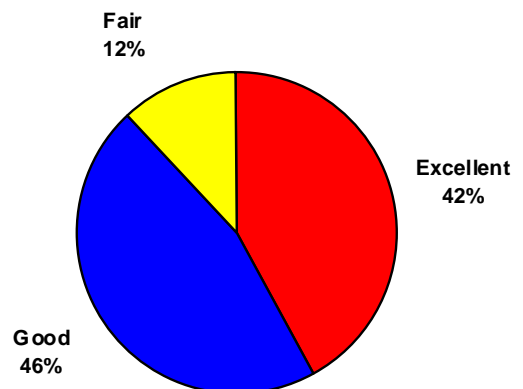


EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

WORKER ATTITUDES

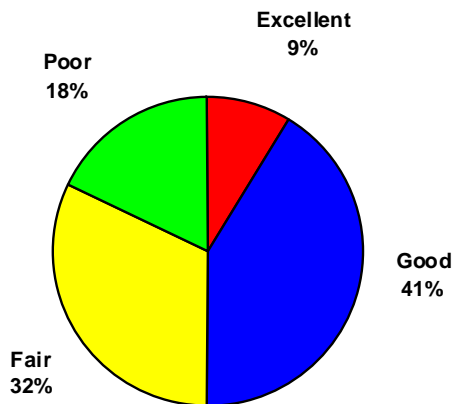


TEAMWORK SKILLS

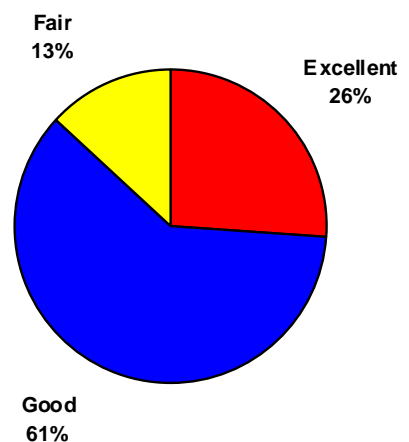


The educational competencies of employees are additional factors used to evaluate an area's labor force. In the Flagler/Volusia Counties area, 50% of the employers interviewed rated the local public schools as "Excellent" or "Good", and 87% rated the local community colleges and technical schools as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

LOCAL PUBLIC SCHOOLS



**LOCAL COMMUNITY COLLEGES
AND TECH SCHOOLS**

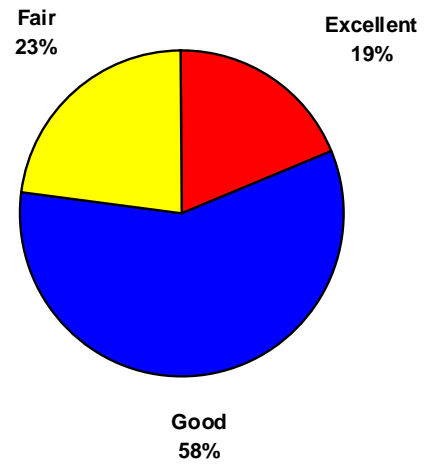


EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

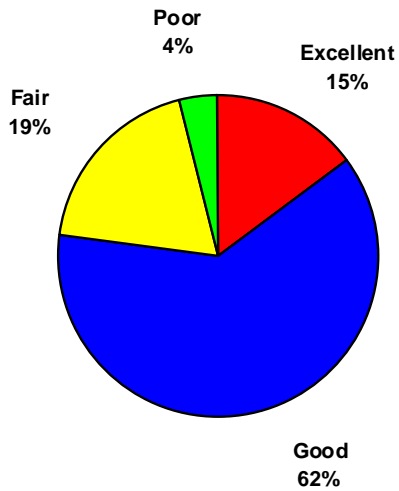
READING SKILLS



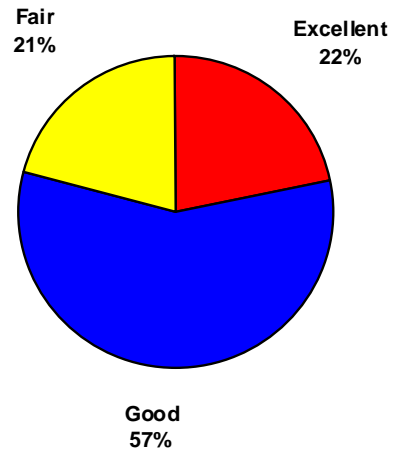
WRITING SKILLS



COMPUTER SKILLS

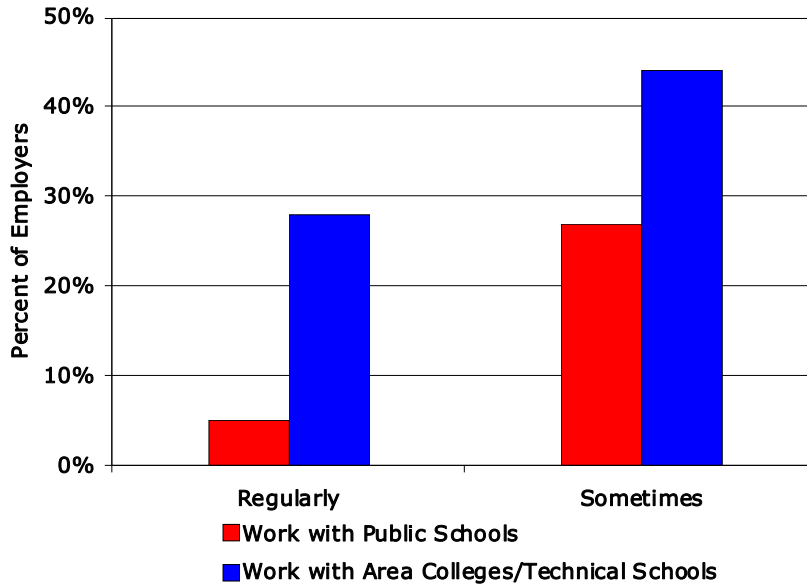


MATH SKILLS



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.



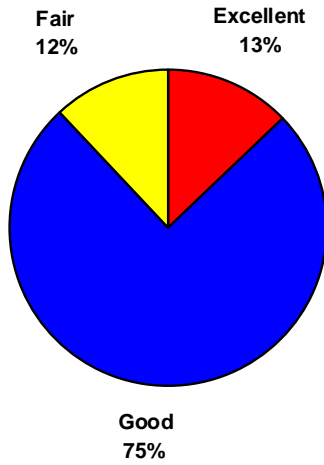
When asked to identify skills gaps/needs that exist in the local public schools offerings that affect area workers, the most frequent response given by the surveyed employers related to basic skills of reading, writing, and math. Also cited as area needs were job readiness skills such as work ethics, 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.

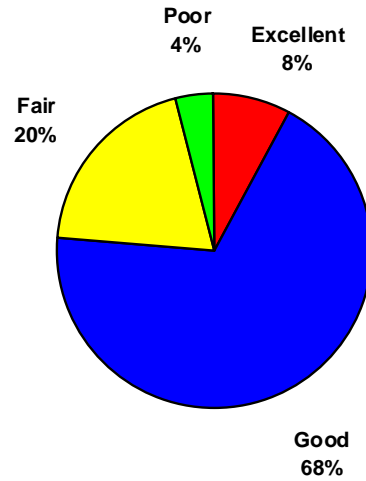


EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

WORKER ENTRY LEVEL SKILLS



JOB READINESS SKILLS

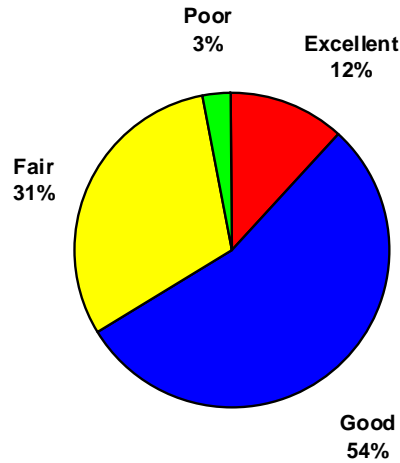


WORKER TRAINABILITY



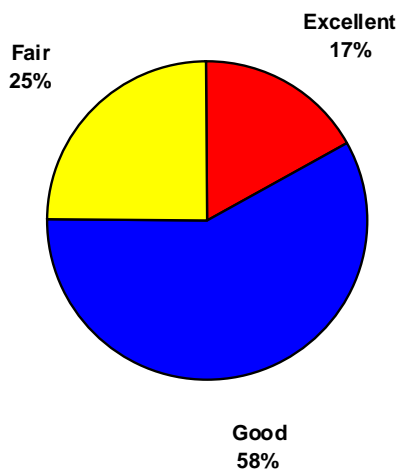
EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

WORKFORCE OVERALL RATING

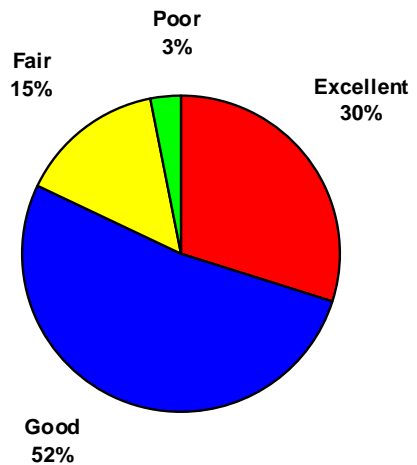


Further, the employers who were interviewed gave the following ratings to the area's business climate in terms of such factors as support and communication and also rated the area's overall quality of life. In addition, the employers offered their opinions on the availability of labor in the area.

AREA BUSINESS CLIMATE

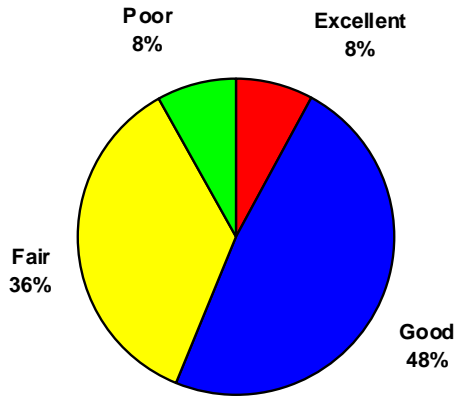


AREA QUALITY OF LIFE



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

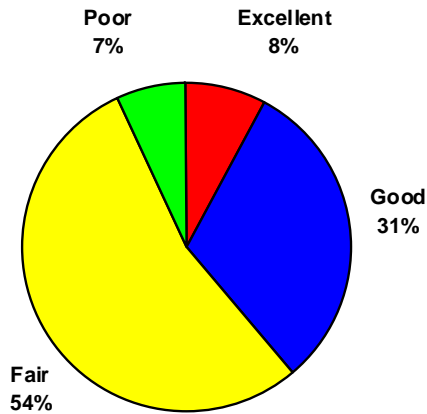
SKILLED WORKERS AVAILABILITY



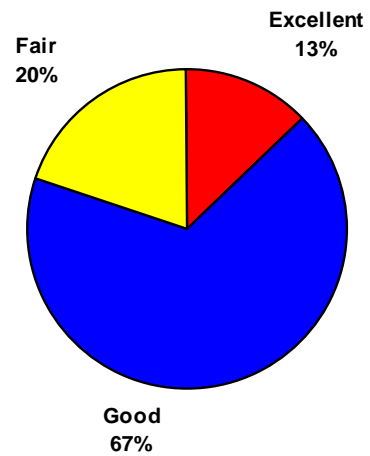
TECHNICAL WORKERS AVAILABILITY



PROFESSIONAL WORKERS AVAILABILITY



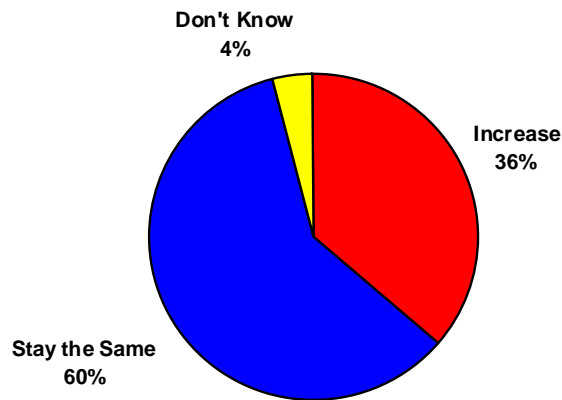
UNSKILLED WORKERS AVAILABILITY



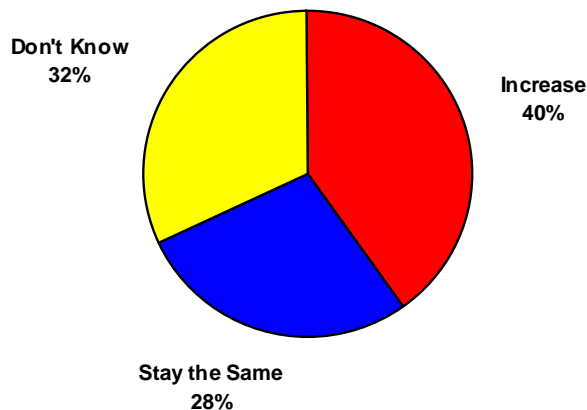
EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

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?



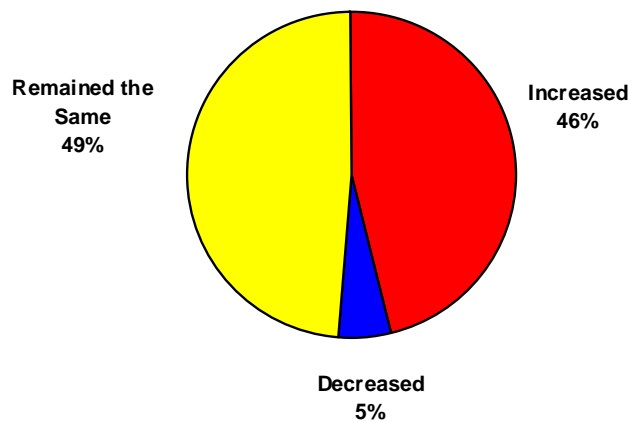
Do you plan to increase or decrease employment over the next 13 – 24 months?



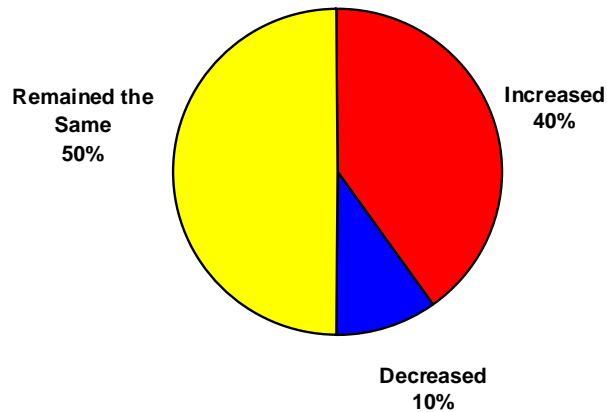
EMPLOYERS' VIEWS AND RATINGS OF THE THE FLAGLER/VOLUSIA COUNTIES AREA TOTAL WORKFORCE

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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