



THE FLORIDA TALENT CENTER

DATAHUB

Case Study:

How Orlando-Area Businesses Can Leverage the Florida Talent Center Data Hub to Plan Their Talent Pipeline

Healthcare
Information Technology
Advanced Manufacturing

2025

**THE FLORIDA
TALENT CENTER**
Powered by the Florida Chamber Foundation

As Central Florida continues to experience economic and job growth, businesses in the Orlando region are seeking smarter, more strategic ways to develop and sustain a skilled workforce. The **Florida Talent Center Data Hub**, powered by the **Florida Chamber Foundation**, offers a unique, user-friendly platform that brings together key cradle-to-career data across **Early Learning, K-12, Postsecondary, and Workforce**. **Combined with the Florida Chamber Foundation's Top 30 High-Demand Career projections**, this resource will help employers proactively align their talent strategies with real-time education and workforce trends.

Local businesses can utilize the **Florida Talent Center Data Hub's** State University System graduate and Career and Technical Education (CTE) program enrollment data, within the post-secondary dashboard, to learn more about the talent pipeline in their county. Through this tool, the user can filter by the **State University System Institution or State College or District Technical College** that they consider their "talent pool." This, for the first time in Florida, allows the user to see the program type, average wage, enrollment, and percentage who continue education or are employed upon graduation at these institutions. For further details, they can also filter by career cluster, or even more specifically, the program title.

Healthcare: Anticipating Critical Workforce Needs

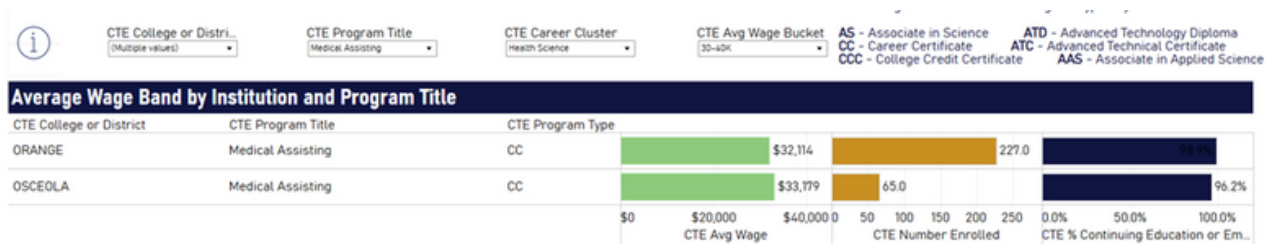
Healthcare systems and providers across the region—already facing staffing shortages in nursing and allied health—can turn to the Data Hub to forecast the pipeline of graduates in nursing, medical assisting, and related fields. Using dashboards that showcase postsecondary completion rates and workforce placement outcomes, employers can identify how many learners are graduating from programs like **Valencia College, Lake-Sumter State College, Orange Technical College**, or the **University of Central Florida**, and where additional capacity might be needed.

With this information, healthcare leaders could proactively collaborate with these institutions to expand clinical sites, support scholarship programs, or co-invest in facilities that help scale the healthcare workforce in alignment with the region's **Top 30 High-Demand Careers**.

Technical Colleges' Role in Meeting Healthcare Workforce Needs

Medical Assisting (MA) is in high demand, with over 1,500 job postings in Orange County alone. A business in Orange County or Osceola County could utilize the data hub to see two of the COE-accredited district technical colleges with MA programs – **Orange and Osceola Technical Colleges**. These programs have 292 currently enrolled, which shows a potential gap in talent supply and demand.

Figure 1. Enrollment in Medical Assisting Programs, Orange County Technical College and Osceola County Technical College

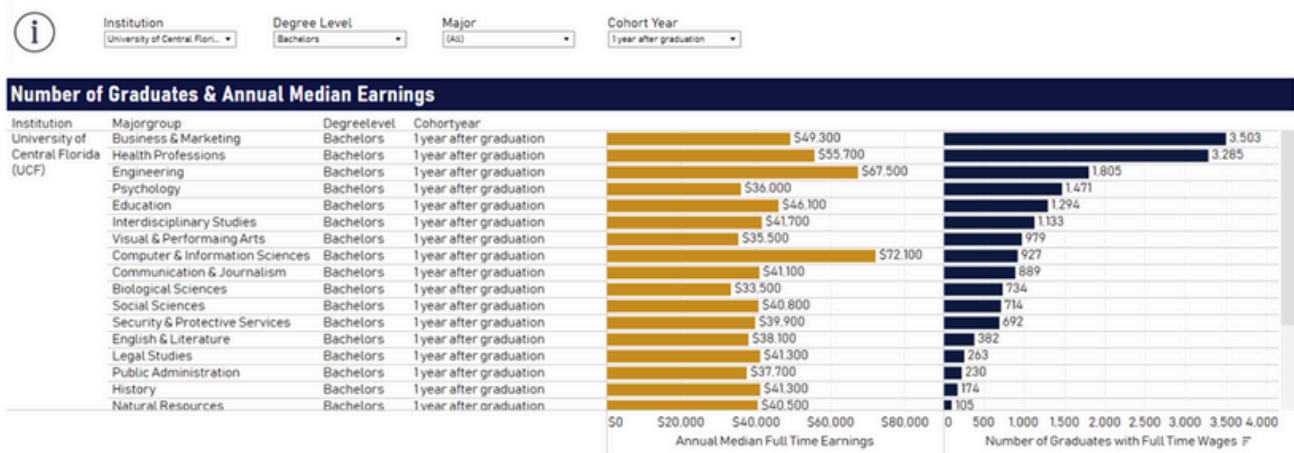


Medical Assisting has a large demand but does not appear in the Top 30 High-Demand Careers, while Registered Nurses and Licensed Practical & Vocational Nurses appear in most regions. This is not because the demand for medical assistants is low – but because it does not meet the median wage – a distinction of a career, rather than a job. Enrollment could increase as potential students see Medical Assisting as a stepping stone to further, higher wage careers. Businesses can support this by upskilling and providing upward career mobility, and through partnering with institutions like these to access students and inform them of these career development opportunities.

State University System

For Orlando area businesses, **University of Central Florida (UCF)** produces a large talent pool. The Data Hub has data on the state university system institutions, including the number of graduates from major degree programs. Based on the latest data, the second highest number of UCF graduates are majoring in health professions, behind only business and marketing. Businesses across all industries can see what degrees most UCF students are graduating with, and for businesses looking for healthcare talent, that talent pool is over 3,000 annually.

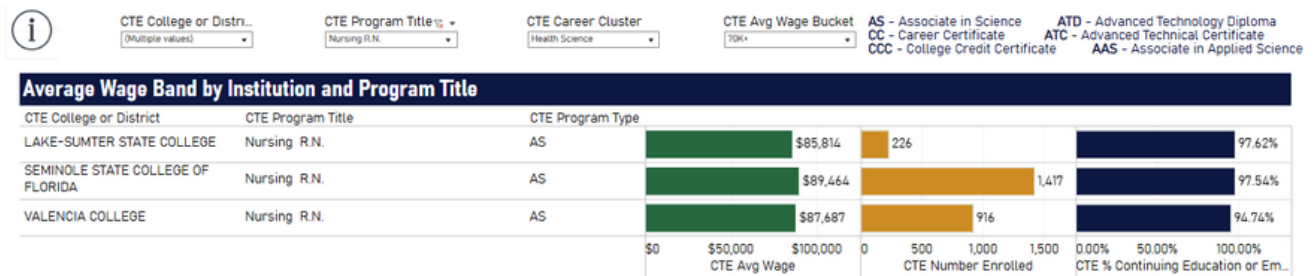
Figure 2, University of Central Florida, Enrollment by Major



State Colleges

Registered Nurses will be one of the most in-demand careers by 2032 - in fact, it is projected to be the fifth most in-demand career in the Orange County workforce region. As Florida grows, registered nurses are a crucial part of the workforce, and training and hiring skilled Registered Nurses is essential for healthcare businesses. State Colleges in the Orlando area play a vital role in filling the talent pool with qualified future Registered Nurses. For example, **Lake-Sumter State College, Seminole State College, and Valencia College** all have Registered Nursing Programs, with over 2,500 enrolled. For businesses near these schools, the data hub can provide insight into the talent pool within their own neighborhood, allowing for target partnerships at these, or many other Orlando area institutions with these programs – all of which can be found on the data hub.

Figure 3, Nursing R.N. Program Enrollment, Lake-Sumter State College, Seminole State College, and Valencia College



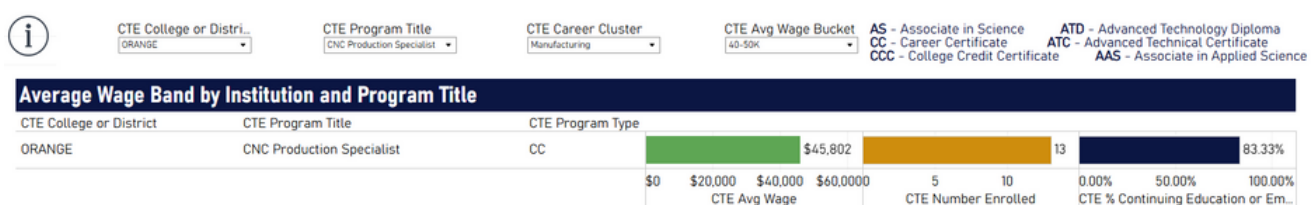
Advanced Manufacturing: Planning for Future Talent Demand

Advanced manufacturing companies in the Orlando area—particularly those in aerospace, defense, and logistics—could use the Data Hub to explore regional talent production in engineering technology, industrial systems, and mechatronics. By analyzing program completion data from local technical colleges, State Colleges, and universities, employers can better understand where talent is being trained and identify potential gaps.

To assist companies in building partnerships with local technical colleges in the region (such as **Orange Technical College, Osceola Technical College, and Lake Technical College**) companies could look at the number of completers and salary data for programs such as CNC machinists. Businesses could also look to State Colleges (**Valencia College, Lake-Sumter State College, or Seminole State College**) to co-create work-based learning programs or tailor curriculum toward in-demand skill sets. Aligning efforts with high-demand roles such as CNC machinists and mechatronics technicians can help ensure a stronger, locally trained workforce.

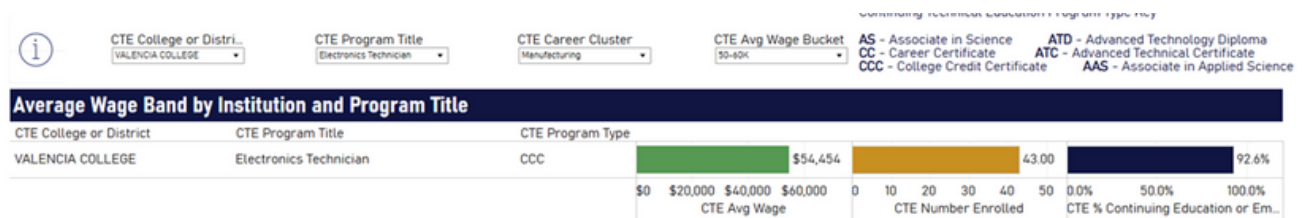
In Orange County, there are currently 244 unique job postings for CNC (Computer Numerical Control) Machinists. This demand spans across many companies, such as Walt Disney World, REV Group, and Assa Abloy. As companies seek the talent needed to help their businesses flourish, completion data available on the Data Hub shows where the supply is. **Orange Technical College** is one of many institutions graduating students in the CNC Production Specialist program. For businesses seeking talent, completion data provides insight into where they could focus their recruitment efforts, like **Orange Technical College**, or to pursue investment in other tech colleges with no, or growing, programs. When companies partner with educational institutions, they can strategically plan partnerships and provide opportunities to secure the talent pipelines for the future of their companies.

Figure 4. Enrollment in CNC Production Specialist Programs, Orange County



State College enrollment data can also aid in the recruitment of the future advanced manufacturing workforce. In Orange County, **Valencia College** offers a college credit certificate for electronics technicians. The Data Hub also shows that nearly 93% of those who graduate from this program continue to pursue further education or employment in this field. This rate of continuing education or employment is fairly high – this program is successful in producing workers or continued learners, but with under 50 enrolled, it is an opportunity to increase interest for students to enter the field to begin with. Businesses can use data like this to identify career paths that are successful in graduating students but need more awareness around students pursuing the program to begin with. A program with higher enrollment, but lower continuing education or employment may need more partnerships and work experience opportunities for enrolled students. A program that sees high continuing employment and education but lower enrollment, like **Valencia College’s** electronic technician’s college credit certificate, could require focus on the high school to technical college portion of the talent pipeline.

Figure 5. Enrollment in Electronics Technician Programs, Orange County



Information Technology: Shaping the Next Generation of Tech Talent

Orlando’s growing tech sector—including cybersecurity firms, software developers, and digital media companies—could use the Data Hub to assess how well regional talent pipelines align with emerging technology roles. With access to credential data from several postsecondary institutions in the region, companies can evaluate trends in computer science, cloud computing, and IT certifications to guide recruitment and training strategies.

By aligning their workforce needs with education providers’ outputs, tech employers can engage in curriculum development, offer internships, or create microcredential pathways that ensure graduates are ready for high-wage, high-demand careers in the evolving digital economy.

Businesses in Orange County can utilize the Florida Talent Center Data Hub to see which programs at the nearby district technical colleges have the highest enrollment, and how they can either adjust their internal training or develop partnerships with colleges to encourage the development of the most needed information technology credentials in the workforce.

For example, in Orange County, the Data Hub shows that the information technology programs with the highest enrollment levels are Computer Information Technology, Computer Programming and Analysis, and Network Systems Technology. These programs are an important feeder into the talent pipeline, as Software Developer is among the top 15 in-demand careers in the Orlando area workforce region. In an ever-evolving field like Information Technologies, when businesses know which institutions are seeing high enrollment in relevant programs, they can adjust recruitment efforts and target graduates of those programs with developed internal upskilling programs.

Figure 6. Highest Information Technology Program Enrollment, Valencia College

| Program | Level | Revenue | Enrollment | Retention |
|--------------------------------------|-------|----------|------------|-----------|
| Computer Information Technology | AS | \$43,032 | 681.0 | 89.7% |
| Computer Programming and Analysis | AS | \$56,687 | 666.0 | 88.1% |
| Network Systems Technology | AS | \$55,683 | 449.0 | 87.8% |
| Computer Information Data Specialist | CCC | \$44,586 | 174.0 | 95.2% |
| Computer Programming Specialist | CCC | \$42,745 | 168.0 | 91.8% |

Conclusion

The **Florida Talent Center Data Hub** represents a powerful opportunity for Orlando-area businesses to adopt a data-informed approach to talent pipeline planning. By leveraging this centralized resource and engaging with key education partners, employers can strengthen their talent pipelines, close workforce gaps, and help ensure Florida remains the best state for business and talent.

TOP 30 HIGH-DEMAND CAREERS (2032)

LAKE, ORANGE, OSCEOLA, SEMINOLE & SUMTER COUNTIES

| # | Career | Median Wage | Education |
|----|--|-------------|-----------|
| 1 | General & Operations Manager | \$47.89 | B |
| 2 | Bookkeeping, Accounting & Auditing Clerks | \$22.00 | SC |
| 3 | Heavy & Tractor-Trailer Truck Drivers | \$23.58 | PS |
| 4 | Sales Reps of Services (except-advertising, insurance, financial, travel) | \$26.65 | B* |
| 5 | Registered Nurses | \$38.83 | A |
| 6 | First-Line Supervisors of Office & Administrative Support Workers | \$29.28 | SC |
| 7 | First-Line Supervisors of Retail Sales Workers | \$22.68 | SC |
| 8 | Accountants & Auditors | \$35.00 | B |
| 9 | Real Estate Sales Agents | \$22.21 | PS |
| 10 | Sales Reps, Wholesale & Manufacturing (except- tech & scientific products) | \$28.95 | SC |

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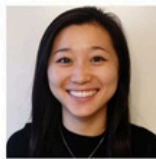
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