



PASCO EDC  
NORTH TAMPA BAY, FLORIDA®

**EXISTING  
INDUSTRY &  
WORKFORCE  
2021 REPORT**





## A Pasco EDC Publication

This report is based on numerous survey results from Pasco County companies, partner research, and data collection.

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# BUSINESS RETENTION & EXPANSION



**79 BRE VISITS**



**2 EXPANSION PROJECTS**



**JOBS  
23**



**CAPITAL INVESTMENT  
\$ 27.4 MILLION**

## SPECIAL STATUS

*Some companies have more than 1*

- **75** Privately owned
- **6** Defense Contractors
- **4** Publicly Traded
- **14** Woman Owned
- **6** Veteran Owned
- **2** Minority Owned

## NEGATIVE BUSINESS IMPACTS

**These are the top 5 responses that were identified as an ongoing trend when visiting or meeting with Pasco industries this fiscal year.**

### 1. COVID

When visiting Pasco County industries, COVID was the most common response when asking what has been the biggest negative impact to their business. Business executives and owners shared how COVID crisis continues to have a repercussion in areas of their production that have a significant negative impact. In 2021 the business community is still experiencing the impact through workforce shortage, supply chain disruption, logistics and loss of sales.

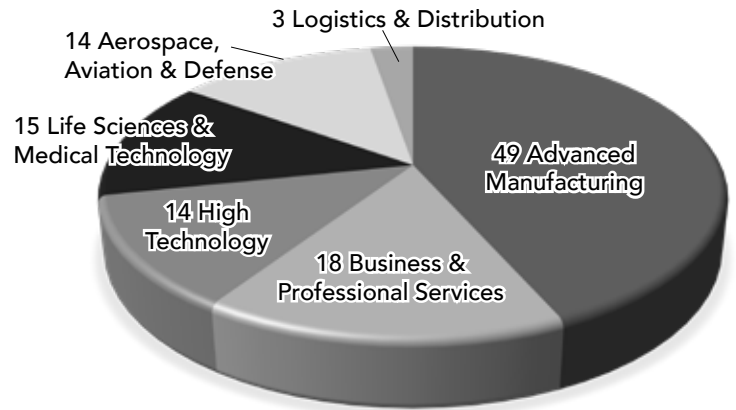
### 2. WORKFORCE

The limited availability of talent and skilled labor has been an ongoing trend during visits in this fiscal year. Overall, we have identified several areas and challenges employers are currently experiencing. The Pasco EDC Workforce program is currently focusing on efforts that will help bridge those gaps by providing employers different resources/programs that will help fulfill their workforce needs.

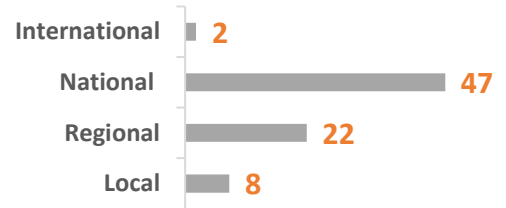
### 3. SUPPLY CHAIN DISRUPTION

Most of Pasco County industries are experiencing a supply chain disruption. It has affected business in several ways

## BUSINESS INDUSTRIES



## PRIMARY MARKET



**The business climate in Pasco County is perfect for all businesses from start-ups to global headquarters**

including logistics through sea, air and land, cost of raw materials, increase in shipping cost, increase in exporting and importing cost, delays in delivery of products, freight cost and more.

### 4. LIMITED OPTIONS TO EXPAND WITHIN PASCO COUNTY

Despite current challenges that relate to COVID repercussions, many of Pasco industries visited have or will have a need to expand in the next 3 years. This is largely due to having a significant number of essential industries in the county that produce or supply needed goods. While COVID impacted several industries negatively, others flourished through the need of having a U.S. established industry.

### 5. LOSS OF SALES AND LIMITED BUSINESS DEVELOPMENT OPPORTUNITIES

Several industries have had an impact on their sales and business development due to COVID. The majority are Aviation industry related companies, the others are due to the uncertainty of business climate.

## BUSINESS CHALLENGES IN PASCO COUNTY

### Top 5 common responses

1. Permitting and Cost Related to the Process
2. Limited Commercial Real Estate Inventory/Sites
3. Infrastructure
4. Limited Workforce
5. Upkeep of Public Areas/Limited Amenities



## BIZ WALK

On March 11, 2021 the Pasco EDC BRE and workforce program, together with Biz-walk partners from Pasco Hernando State College, CareerSource, Spherion, and the Pasco Sherriff's Office Business Crime Prevention hosted a business community event at 4450 Pet Ln, Lutz, FL 33559 in Compark 75.

Weeks prior to event date, Pasco EDC announced the event to companies within the business park via mail and advertisement. Company representatives from the area were invited to stop by and meet the Pasco EDC and business community partners to obtain valuable resources being offered as a service to the business community.

Compark 75 is an industrial business park located in Lutz and houses close to 20 Pasco primary and target industries. The space was facilitated by Heidi Tuttle-Beisner with Commercial Asset Partners allowing Pasco EDC and partners to host the 4-hour event for companies from the area to stop in to meet each business community partner.

- CareerSource Pasco Hernando
- Pasco Sheriff's Office
- Spherion
- Pasco EDC

# INTERNATIONAL BUSINESS

COMPANIES EXPORTING  
**48**

COMPANIES IMPORTING  
**32**

### EXPORT MARKETS

- Europe
- Caribbean
- Canada
- Mexico
- Latin America
- Asia

KNOWLEDGE OF EXPORT  
ASSISTANCE/INCENTIVES

**63** COMPANIES



>> **7 companies** participated in business matchmaking opportunities through Enterprise Florida Inc. (EFI) and/or the U.S. Commercial Service

>> **63** Pasco companies received export counselling from Pasco EDC.

>> Reported export sales for Pasco companies were **\$120,500**.

# LABOR MARKET OVERVIEW

Source: Jobs Eq 4 quarter moving, August 2020

**YEAR-OVER ANNUAL JOB GROWTH**

**-2.0%** | **-4.8%**  
PASCO | FL

**UNEMPLOYMENT RATE**

**4.7%** | **5.0%**  
PASCO | FL

**LABOR FORCE**

**254,553** | **+16,082**

**PRIME AGE LABOR FORCE PARTICIPATION RATE\***

**78.3%** | **81.2%**  
PASCO | FL

**WAGE GROWTH+**

**+2.9%** | **+5.04%**  
PASCO | FL

\*American Community Survey 2018, +Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research, Quarterly Census of Employment and Wages Program (QCEW), Q1 2020 - Q1 2021

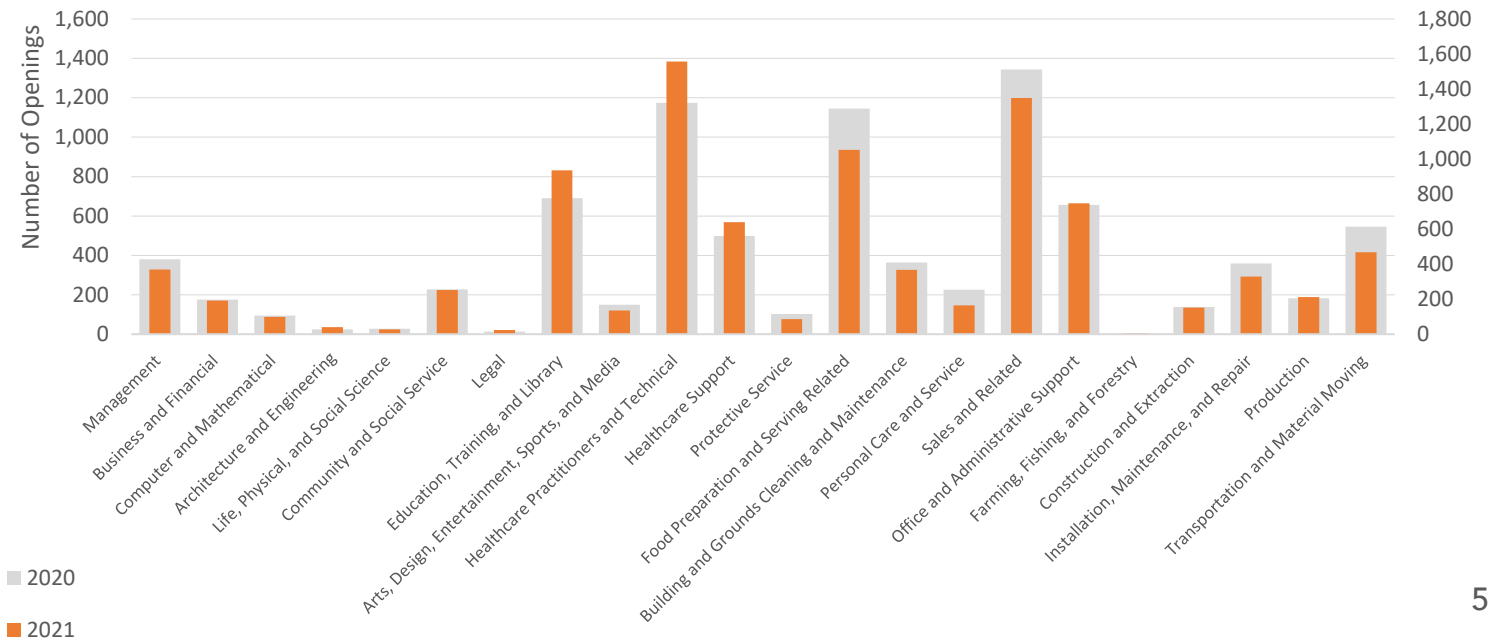
## WORKFORCE CONNECT | A PASCO EDC PROGRAM®

2021 was a year of recovery in Pasco County. Almost every economic metric is moved in the right direction and the labor market quickly tightened. Employers are now faced with increased pressures to remain competitive in the labor market as wages rise, and retention rates dip. Certain industries saw these effects more than others. Retail, hospitality, and construction all faced the greatest impacts of the tightening market. The good news is Pasco County continued to add around 2,000 workers to the pool each month as Tampa Bay continued to be a top destination for domestic migration. Other industries such as business and professional services and high technology have continued to adjust to the shifting preferences of workers who are placing more value on work-from-home opportunities, workplace safety, and schedule flexibility.



## JOB OPENINGS BY INDUSTRY

Source: Jobs EQ Aug. 20-21



# WORKFORCE SURVEY

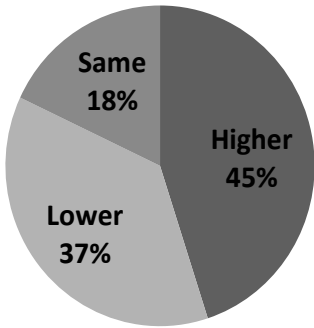
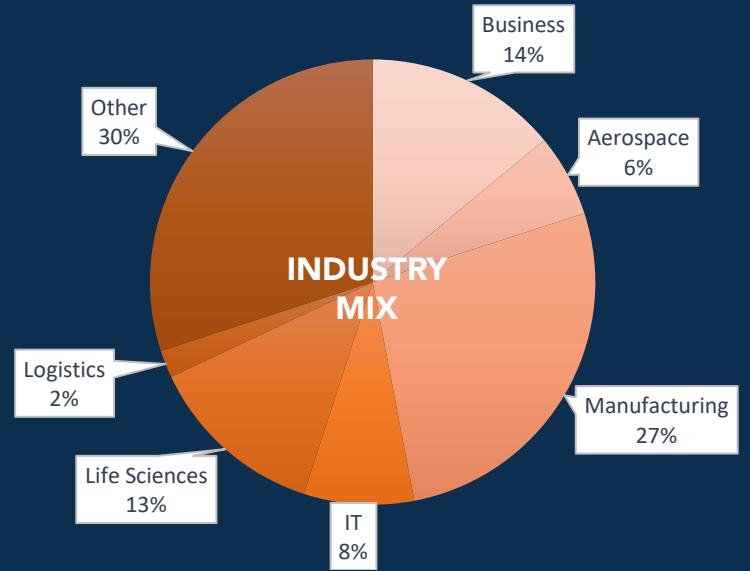


**SURVEYS DISTRIBUTED 1,126**

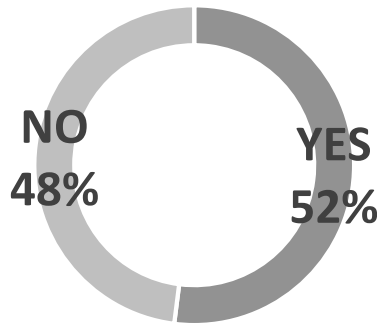
**RESPONSES RECEIVED 130**

## HIRING CLIMATE

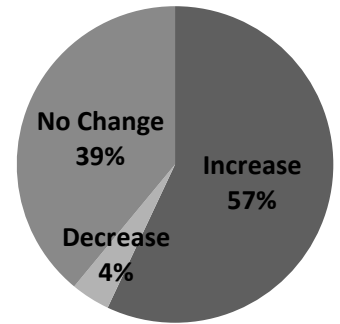
The businesses who offered data to support this year's Workforce Report represented some of the largest employers in the county. Combined they employ thousands of workers across all of our major industry sectors. From public institutions to multinational firms to non-profit organizations all are growing in Pasco and their insights into our region's workforce will help shape its future.



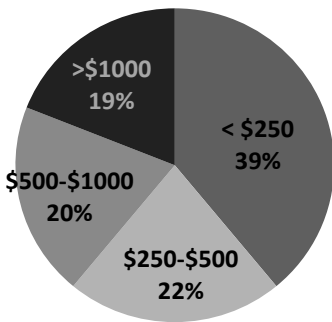
The number of employees compared to last year?



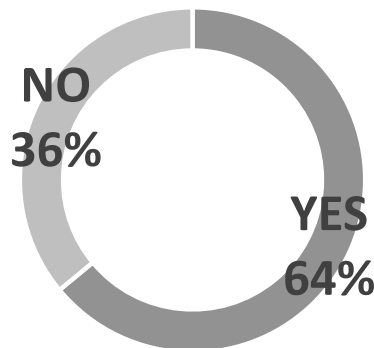
Do you have a need to hire employees that have an industry recognized credential/license?



What employment changes do you anticipate this year?



How much do you invest annually per employee in training/skills development?



Do you have difficulty recruiting employees?

- Basic Writing/Math/Reading **16%**
- Communication **30%**
- Computer/Technology **35%**
- Customer Service **35%**
- Mechanical/Technical **34%**
- OSHA/safety **18%**
- Supervisory Development **35%**

What type of training would be needed to improve the skills of your current workers?

## RATING OF CURRENT WORKFORCE

How do you rate workers with respect to the following items?

2.6/5 AVAILABILITY	3.4/5 QUALITY
3.2/5 STABILITY	4/5 PRODUCTIVITY



## EMPLOYEE RECRUITMENT

Which industry recognized credentials/licenses are most valuable to your organization?



## TRAINING & ECONOMIC DEVELOPMENT ASSISTANCE

Businesses were asked to respond to the familiarity and use of training and economic development assistance programs in Pasco County. The results are shown below:

### Familiarity of Training Resources

CareerSource Pasco Hernando Customized Training	25.38%
CareerSource Pasco Hernando On-the-Job Training (OJT)	17.69%

### Familiarity with Hiring Resources

EmployFlorida.com	23.08%
JoinHandshake.com	12.31%
CareerSource Pasco Hernando	33.85%
Boley Centers	4.62%
Hope Services	3.85%
The Arc	4.62%
Metropolitan Ministries	11.54%
Pepin Academies Transition Program	6.15%



# EDUCATION OVERVIEW

## ACHIEVEMENT

Census Bureau American Community Survey 2019

**BACHELOR'S DEGREE OR HIGHER** 26% PASCO | 30.4% FL



**ASSOCIATE'S DEGREE** 12.0% PASCO | 10.9% FL



**HIGH SCHOOL OR LESS** 40.2% PASCO | 38.6% FL



■ FL ■ PASCO

## TOP 10 EDUCATION PROGRAMS

Liberal Arts and Sciences/Liberal Studies	1,821
Business Administration and Management	1,086
Criminal Justice/Safety Studies	539
Psychology, General	269
Registered Nursing/Registered Nurse	280
Business Administration, Management & Operations	135
Emergency Medical Technology/Technician	100
Social Work	121
Accounting	158
Human Services	101

## AWARDS

Source: JobsEQ, 2019-2020 academic year



## KEY INDICATORS

Census Bureau American Community Survey 2019

**DISCONNECTED YOUTH**

**5.3%**

PASCO

**2.9%**

FL

**3 AND 4 YEAR OLDS ENROLLED IN SCHOOL**

**48.6%**

PASCO

**53.1%**

FL

**HIGH SCHOOL GRADUATION RATE**

**89.9%**

PASCO

**90%**

FL

## AWARDS GAPS

Current surpluses and shortages in awards represent the difference in estimated regional demand for specific occupations versus the number of post-secondary certificates and degrees earned for specific occupations. This metric allows us to identify industries in which we have a competitive advantage in talent and areas in which we need to bolster our training efforts to meet demand. Source: Jobs EQ August 2020-2021

### Largest Awards Shortages by Occupation

### Largest Awards Surplus by Occupation

