



THE 2016 CENTRAL FLORIDA EMPLOYMENT OUTLOOK SURVEY

GOAL OF SURVEY

OrlandoJobs.com, Central Florida's premier employment website, completed this 2016 Central Florida Employment Outlook Survey. It is the eighth in a series of annual reports, and all previous surveys are located at www.OrlandoJobs.com/whitepaper.

Understanding the marketplace in Central Florida is crucial to understanding the state, as well as the industries that are prevalent here. Employment in the professional services sector is at an all-time high, and Central Florida leads the nation in job growth, but this survey dives deeper into these headlines to determine the hiring experience and types of jobs available for 2016. What types of jobs are being added, and what does the 4.4% unemployment rate mean? The OrlandoJobs.com 2015 Central Florida Employment Outlook Survey forecasted over 23,454 jobs would be added in the Orlando MSA, and yet Central Florida blew that away, adding more than 35,000 jobs last year!

Employers reading this report will find that all sectors are hiring and having similar challenges finding and hiring great talent. For job seekers, this report offers a current expansive list of the jobs available and also can help to explain some reasons why you may not have landed the right job yet.

To find out what's in store for employment in Central Florida in 2016, we directly surveyed talent acquisition leadership via phone. OrlandoJobs.com polled 139 Central Florida companies individually. Taken together, these companies represent more than 213,235 employees, all of whom are working in Central Florida.

The survey asked the following questions:

1. How will your hiring be in 2016 as compared to 2015: better, same or worse?
2. How many of the 139 surveyed companies are currently hiring in Central Florida?
3. What jobs are currently open?
4. Are companies hiring in the 2nd, 3rd or 4th quarters of 2016?
5. What jobs will be open in the 2nd, 3rd and 4th quarters?
6. What are the biggest hiring challenges for employers in Central Florida in 2016?
7. What is the average cost per hire for Central Florida Employers?

The answers to all these questions are contained within this white paper, and OrlandoJobs.com analyzed this data to provide a comprehensive snapshot of the Orlando MSA. Our experts also synthesized the survey data with the trends and happenings in the marketplace, reporting those results in the growth indicators section.

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TABLE OF CONTENTS

Methodology..... 2

Key Findings 3

2016 Central Florida Employment Landscape 4

 U-3 , U-6 Rates and Historical Employment by Industry..... 4

Survey Breakdown 6

 Overall total hiring forecast for 2016..... 6

 Current job opening status..... 6

 Types of current job openings..... 6

 Hiring outlook for Q2-Q4..... 7

 Open positions for Q2-Q4 7

 Top 10 hiring challenges for employers 8

 Social media hires..... 10

Analysis 10

 Growth Indicators..... 11

Conclusion..... 13

Samplings of Available Job Openings/Projected Job Openings.....15-17

METHODOLOGY

OrlandoJobs.com conducted individual phone interviews with 139 Central Florida-based companies between February 8 and March 10, 2016. OrlandoJobs.com account managers spoke directly with key human resource professionals and business owners, asking them seven questions about the state of their current employment practices and their hiring outlook for 2016.

The 139 companies surveyed employ an overall total of 213,235 employees in Central Florida, and cover 20 sectors. Industries represented in this survey include advertising, aerospace/aviation, banking/finance, call center, construction, education, government, healthcare, hospitality, legal, insurance, manufacturing, non-profit, real estate, retail, sports/entertainment, technology, timeshare, transportation and utilities.



KEY FINDINGS

Central Florida is leading the nation in job growth, with much more to come in 2016 and beyond. The key findings in this report that stand out include the nearly universal plan by all companies surveyed to hire at least one person this year, and the vast majority have jobs that are open right now. A trend observed in the first year of this survey continues to be the largest hiring challenge for Central Florida employers. Additionally, this survey found an all-time high number of jobs in one important sector that is typically not associated with Central Florida.

Here are the key findings from the 2016 survey:

- Combined, this survey found more than **11,231 jobs currently open** at the 139 surveyed companies.
- In addition to the 11,321 jobs currently open, more than **27,000 jobs are forecasted** to open in the remaining three quarters of 2016.
- The total number of Professional/Business Service jobs in the Orlando MSA topped 200,000 for **the first time ever**.
- 42% of surveyed companies indicated that hiring would be *better* in 2016 when compared to 2015.
- **97% of companies plan on hiring at least one person in 2016.**
- 89% of companies *currently* have open jobs.
- 12% of companies are planning on hiring 200 or more employees.
- The top six industry sectors leading the way in Central Florida are Leisure/Hospitality, Healthcare, Professional/Business Services, Education, Construction and Government.
- 69% of surveyed companies have not recruited anyone directly via social media (Facebook, Twitter, or LinkedIn).
- Employers experienced many hiring challenges in 2015, and, for the *eighth straight year*, the number one problem is the **overwhelming number of unqualified candidates applying to open positions.**

2016 CENTRAL FLORIDA EMPLOYMENT LANDSCAPE

U-3 UNEMPLOYMENT RATE IN CENTRAL FLORIDA

U-3 Unemployment for December 2015 was 4.4% in the four-county area of Lake, Orange, Osceola and Seminole (Orlando MSA). This is down almost a full point from 2014.

The “U-3” rate is determined by how many people are unemployed (collecting benefits) divided by the labor force. The chart below confirms the Orlando MSA is at an unemployment level not seen since pre-recession 2007.

MONTH & YEAR	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	UNEMPLOYMENT RATE
DECEMBER 2015	1,230,194	1,176,170	54,024	4.4%
DECEMBER 2014	1,207,777	1,145,575	62,202	5.2%
DECEMBER 2013	1,160,520	1,093,505	67,015	5.8%
DECEMBER 2012	1,156,753	1,067,743	89,010	7.7%
DECEMBER 2011	1,128,950	1,017,511	111,439	9.9%
DECEMBER 2010	1,116,201	994,180	122,021	10.9%
DECEMBER 2009	1,098,315	972,909	125,406	11.4%
DECEMBER 2008	1,118,564	1,029,044	89,520	8.0%
DECEMBER 2007	1,115,486	1,067,595	47,891	4.3%

Source: Local Area Unemployment Statistics (LAUS) Bureau of Labor Statistics (BLS)

THE U-6 UNEMPLOYMENT RATE IN FLORIDA

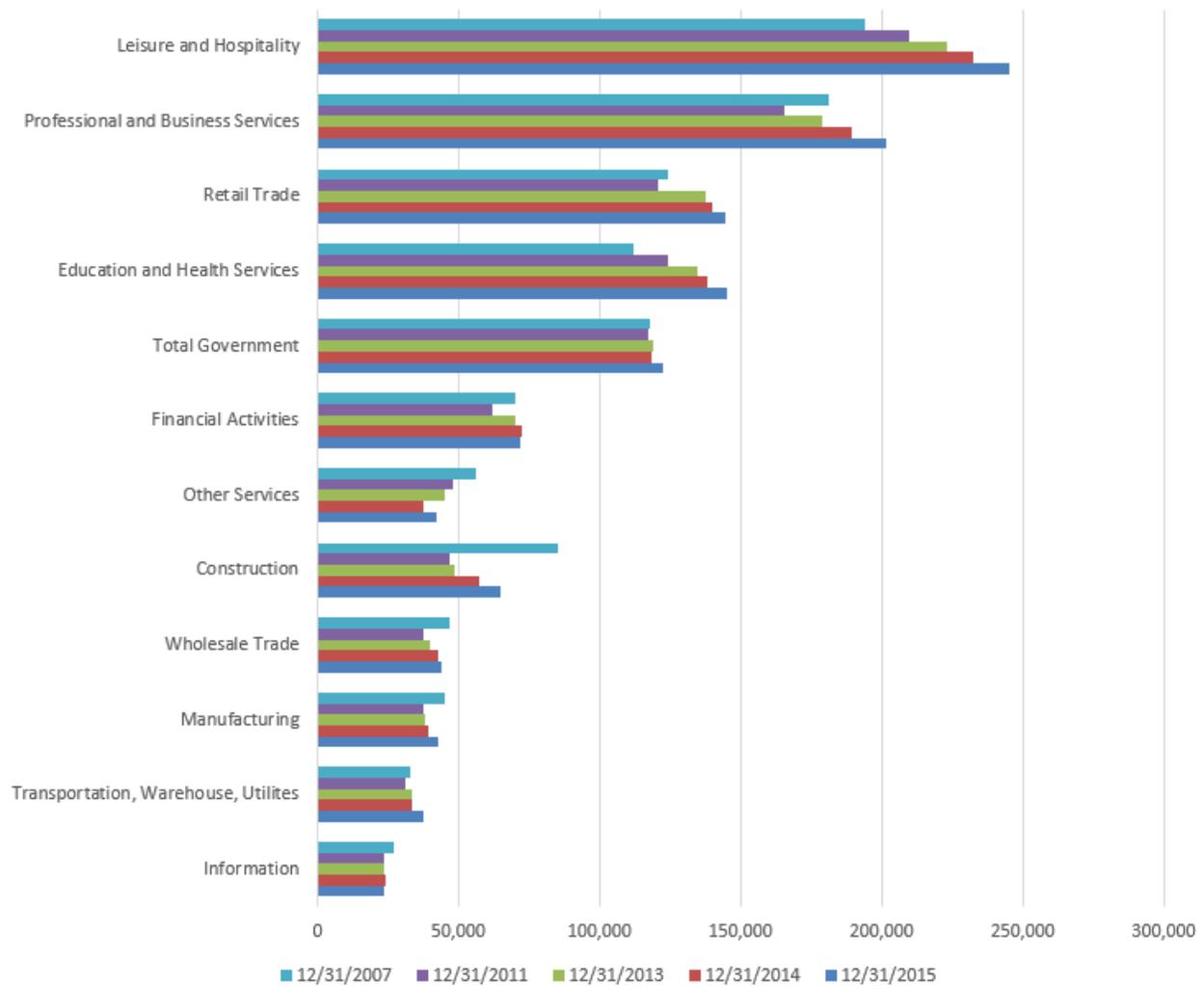
The “U-6” unemployment rate includes those people who have been looking for full-time work but settled for part-time work during the last three months. Also included in the U-6 rate are discouraged people and those who have since stopped but were looking for work in the last 12 months. For Florida, the U-6 rate is 11.5%, down from a high of 19% in 2010.

This rate is included in this report to help employers and job seekers understand that the U-3 or “public” unemployment rate for Florida is 4.4% but it doesn’t tell the entire story. There is a candidate pool out there that is under-employed or working part-time and looking for more stable work. The U-6 rate of 11.5% represents a large pool of potential candidates for current and future openings.

HISTORICAL EMPLOYMENT BY INDUSTRY (DECEMBER 2015, 2014, 2013, 2011, 2007)

The Orlando MSA job market in 2015 was busy creating jobs. All-time records were set for total number of jobs in the Leisure and Hospitality Industry (245,200) and Professional and Business Services (201,800). This is huge for Central Florida because it indicates the hospitality industry is thriving, and at the same time another important sector is showing solid growth. More than 15,000 professional jobs were added, which are important to the overall economy because those are typically positions with higher wages.

Job Industry Sectors Orlando MSA



SURVEY BREAKDOWN

QUESTION 1: COMPARED TO 2015, WILL YOUR OVERALL TOTAL HIRING FORECAST BE BETTER, THE SAME OR WORSE IN 2016?

	February 2016	February 2015	February 2014	January 2013	January 2012	February 2010	December 2009
WORSE	9%	4%	7%	10%	7%	10%	27%
SAME	49%	54%	52%	51%	56%	51%	64%
BETTER	42%	42%	41%	39%	37%	39%	9%

QUESTION 2: DOES YOUR COMPANY HAVE ANY CURRENT JOB OPENINGS IN CENTRAL FLORIDA?

	February 2016	February 2015	February 2014	January 2013	January 2012	February 2010	December 2009
YES	89%	71%	88%	89%	75%	67%	45%
NO	11%	29%	12%	11%	25%	33%	55%

A full 125 of the 139 companies surveyed have a current job opening. This is great news for job seekers, but for employers the tightening recruiting market is a concern. Finding great talent in 2016 will take a great many more resources.

QUESTION 3: IF YOUR COMPANY HAS CURRENT (FEBRUARY 2016) JOB OPENINGS, WHAT TYPES OF JOBS ARE AVAILABLE?

Jobs are open in all sectors. Sales, operations, nursing, baristas, bus drivers, call center, customer service, administration, technicians, plumbers, welders, firefighters and social workers are just a sampling of openings this survey found. If you are a job seeker and are looking for work, please look at the sampling of current and future openings, starting on page 15.

QUESTION 4: WHAT IS YOUR CENTRAL FLORIDA HIRING OUTLOOK FOR THE 2ND, 3RD AND 4TH QUARTERS OF 2016, BY NUMBER OF FUTURE HIRES?

Forecasted Hires in Q2, Q3 & Q4 of 2016	Feb.* 2016	Feb. * 2015	Feb.* 2014	Jan.* 2013	Jan.* 2012	Feb.* 2010	Sept.* 2009
NO Hires	3.47%	3.3%	4.3%	2.1%	4.9%	9.1%	41.5%
1-5 Hires	17.36%	30.5%	31.52%	13.7%	23.5%	27.3%	24.4%
6-10 Hires	7.64%	8.4%	9.7%	13.7%	9.3%	13%	10.4%
11-20 Hires	15.28%	13%	13%	16.3%	13.6%	10.4%	7.4%
21-50 Hires	19.44%	9.7%	9.7%	21.8%	16.7%	15.6%	11.9%
51-100 Hires	15.28%	9.7%	10.8%	8.6%	8.6%	7.8%	5.2%
101-200 Hires	10.42%	8.4%	9.7%	9.6%	7.4%	9.1%	3.7%
201 or More Hires	11.11%	17.0%	17.3%	17.3%	16%	13%	2.2%

* Month and Year when survey was taken and asking for 2nd, 3rd and 4th quarter hiring forecast.

Combined, this survey found more than 11,321 jobs currently open at the 139 surveyed companies. This survey also found over 23,000 jobs that employers are looking to fill in the 2nd, 3rd and 4th quarters.

QUESTION 5: IF YOU ARE HIRING IN THE 2ND, 3RD AND 4TH QUARTERS OF 2014, WHAT POSITIONS WILL BE OPEN AT YOUR COMPANY?

With more than 23,000 jobs projected by the OrlandoJobs.com survey this year, job seekers should be in a great position to find a job or upgrade their current position. See projected jobs on page 15-17.

QUESTION 6: EMPLOYERS, WHAT ARE YOUR GREATEST HIRING CHALLENGES IN CENTRAL FLORIDA IN 2016?

Each year, OrlandoJobs.com asks employers this question and we appreciate their powerful feedback. For job seekers, this information is priceless. Let's face it, people in a job search can easily fall into these common mistakes when finding, applying and interviewing for jobs.

Job seekers can and should use this information to make help understand what employers deal with when they have an open position. If you are applying to a large number of jobs and not getting responses, some of the reasons why will be found in this feedback. Employers can use this information to understand what challenges their competitors may be having and potentially help form new recruiting strategies.

Here are the **top ten responses** from employers about their greatest hiring challenges:

1. **Sifting Through Unqualified Applicants.** "Our technology lets job seekers apply with one click and we are finding they are just applying to any job even if they are not qualified," said one employer. By far, this is the number one challenge for employers, as it has been for all eight years that OrlandoJobs.com has been conducting these employment outlook surveys. The impact of this challenge on HR departments has been high in terms of their budgets, time management and outreach practices.
2. **Competitive Job Market.** Many companies are struggling to find the budget to hire the skill set that is desired. "It seems like every time we find a great candidate and go through the hiring process, they ask for more money than we have for the position," was a common response. With the addition of more than 15,000 professional services jobs in the Orlando MSA, skilled talent can be picky because they have choices. OrlandoJobs.com recommends that job seekers not just consider salary but also things like company culture, scope of work, benefits and management.
3. **Skilled healthcare workers are scarce.** Many of Central Florida job openings reside in healthcare: nurses, doctors, physical therapists, dental hygienists, home health care, medical technologists, anesthesiologists, speech pathologists, pharmacists and many more. All these jobs require education and training. If you are a job seeker and want a recession-proof, high-paying job, the healthcare industry is a great way to go.
4. **Blah Jobseekers.** "I am tired of interviewing job seekers who come to the interview with no enthusiasm, short answers and just a general lack of energy, even after pre-qualifying them," a large employer said. Energy goes a long way towards landing the job offer, yet 28 surveyed employers specifically mentioned this phenomena in one way or another.

Top Ten Hiring Challenges, continued...

5. **Hospitality hiring competitiveness.** With more than 240,000 hospitality workers in Central Florida, the war for the best talent is on for these very important jobs. Sure, many of these openings are lower paying but there are many resources (local, national and international) to fill these jobs. Employers are trying their hardest to fight off losing great employees because their competitor is paying an extra 50-cents per hour. Understanding this, SeaWorld announced in February that they are raising their minimum pay to \$10.00 per hour. (Read article [here.](#))
6. **Background Check Fail.** Employers get to the offer stage and lose the hire when they don't pass a background test. Many think it is just drugs or crime, but it goes beyond that. For certain jobs, employers are verifying past employment and education. As a job seeker, it is important to pay attention to the details of your employment dates and education. Having inaccurate data can be one reason you do not land a job.
7. **Where are all the great sales people?** Employers see challenges in finding experienced sales professionals. Many of the jobs uncovered by this survey are sales jobs with some outstanding companies. They all indicated that they just can't find the right talent.
8. **Jobs Open Too Long.** If a key position is open too long, it can cost the company valuable revenue, relationships and derail overall normal workflow. For job seekers, if you find a company with a job that has been open for a long time, sometimes they will be ready to hire you even if you don't have the exact experience they were looking for originally.
9. **Turnover.** As Central Florida grows, so do opportunities for currently employed people. Anytime the unemployment rate is below 5%, people will change jobs without too much fear of leaving a stable position. For employers, it can be difficult to retain good employees, but greater opportunities is a benefit for job seekers.
10. **Skill Trade Shortage.** There are many trade positions for highly skilled workers open, with these jobs in especially high demand: welders, plumbers, HVAC technicians, electricians, carpenters, warehouse (fork lift), truck driver (CDL Licensed) and dredge operators.

QUESTION 7: HAS YOUR COMPANY HIRED ANYONE DIRECTLY USING SOCIAL MEDIA (FACEBOOK, LINKEDIN OR TWITTER) IN 2015? IF YES, PLEASE INDICATE THE SOURCE AND NUMBER OF TOTAL HIRES.

Employers are hiring and using many resources to find great talent in Central Florida, but the majority are still not using social media. Of those that are, LinkedIn is the prevalent site.

Social Media	YES	NO	Number of Companies	From LinkedIn	From Facebook	From Twitter
Feb.2016	31%	69%	113	141	25	15
Feb. 2015	20%	80%	90	54	32	0
Feb. 2014	21%	79%	107	66	15	0
Jan. 2013	27%	73%	187	123	12	0
Jan. 2012	19%	81%	159	57	2	0

This year, 31% of the surveyed companies used social media to hire a new employee, and this site is directly responsible for 181 hires. Employers will be the first to admit they don't have the best "tracking" systems to capture direct source of hire. What is important is that 113 companies of the 139 that were surveyed used some type of social media to attract candidates. Companies indicated they posted their jobs to their social media accounts and were able to secure some hires. With LinkedIn, the results were much better for companies with internal recruiting departments that directly recruited from the LinkedIn database.

ANALYSIS

MORE THAN 11,000 JOBS ARE CURRENTLY OPEN AND 27,000 ARE FORECASTED FOR CENTRAL FLORIDA IN 2016

After eight years of writing the Central Florida Employment Survey, 2015 was the strongest year OrlandoJobs.com experts have ever seen in Central Florida, and the projections for 2016 look even better!

The Orlando MSA gained more than 50,000 jobs in 2015* which led the entire nation for MSAs with over one million jobs. Eleven of the twelve sectors measured by the U.S. Department of Labor showed job increases in Central Florida. Talking directly to employers for this survey OrlandoJobs.com confirmed that hiring is in full speed, and at levels not seen in a long time. In 2014, the Orlando MSA created 48,000 additional jobs, however employers found they were hard to fill. In this year's survey, employers again reiterated that challenge, albeit with even higher

numbers. Collating all of the survey data found that employers in Central Florida are in a full court press to hire the best talent during this year of record job growth.

For the first time ever in Central Florida, professional and business services jobs crossed over the 200,000 job mark! This is huge, considering that for years Central Florida has been watching the hospitality and leisure sector grow while professional jobs stayed stagnant. These jobs are the higher paying jobs in the region, and need to keep growing to sustain the growth of the local economy, and therefore to support consumer spending, rising property values and, innovation and more job growth. A rise in the number of jobs in this sector also help keep great talent local.

While not as extraordinary, the hospitality and leisure industry continues to be strong, and is also setting records in the Orlando MSA. A whopping 240,000 people now work in this industry and this is the largest number of workers ever. This industry is the area's workhorse and it is an indicator of the region's economic health.

Significant job growth was also seen in the construction industry. Before the housing bust in 2008, the construction industry was employing 85,000 people, a record number. Today, 64,000 people are employed in construction. Surveyed construction companies let us know that they have even more jobs to fill but can't find carpenters, plumbers, HVAC technicians, concrete specialist, roofers, engineers and drywall hangers. These niche skilled jobs are in high demand.

GROWTH INDICATORS

In addition to the data from our survey, OrlandoJobs.com synthesizes growth indicators across the region to capture a total snapshot of the local economy and the jobs it creates. For 2016, our expert analysts see many signs of future growth:

- 52,000 jobs added in Orlando MSA in 2015. This is #1 in the nation beating out San Jose, San Francisco, Tampa and Dallas.
- The Orlando tourism industry is stronger than ever.
 - Orange County collected a record \$226 million in resort taxes in in 2015. (via Orange County Comptroller)
 - Two straight years of record tourism numbers: 62 million visitors to Orlando in 2014 was an all-time record, and the state of Florida surpassed 100 million visitors in 2015. (2015 visitor numbers will be released in April 2016 via Visit Orlando)
- The Orlando MSA unemployment rate fell to 4.4% in January 2016
- Downtown Orlando is rocking. What downtown has done since the big recession is not only noteworthy, but a great lesson in how some very private and public investments are really paying off. More people live in downtown than ever before. [Occupancy rates](#) of rental condos and apartments is 96%. Restaurants, hotels, condos and apartment development, new buildings and new businesses are the norm and along with it is tremendous job creation. The city is vibrant.

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- Completion of the Performing Arts Center and Citrus Bowl Renovation: The dream to have world class facilities in Orlando became a reality in 2015. To attract the best talent and relocate great companies and their jobs to the area, you have to have a high quality of life with entertainment options and exciting activities. The Rolling Stones playing at the Citrus Bowl last year meant millions to the local economy.
- University of Central Florida's Downtown Campus: As UCF grows, so does downtown and adds another level to become a world class city. Since it is being built in Creative Village, this entire area's redevelopment will attract great students, companies and most importantly create high paying jobs. The addition to the university adds another channel to the local talent pipeline, as well.
- Career and Technical Education in Central Florida is also expanding. Orange County Public Schools rebranded their CTE schools into the five campuses of Orange Technical College, and built Launch Site, a state-of-the-art facility to train students to work in modeling and simulation. The Orlando area is home to more than 150 companies in the industry, which employ nearly 30,000 people and contribute upward of \$5 billion annually to the economy. (via Florida High Tech Corridor)
- Home prices rising in Orlando. According to the Orlando Regional Realtor Association, the medium home price is \$176,000, which is a rise of 13% from just one year ago.
- Multi-Family building starts are up 132% from a year ago. These are very large investments catering to a demographic that can't buy homes or are in transition. Many of these projects are taking place in downtown Orlando as well as near the attractions. When a city has more than 240,000 workers in hospitality and leisure jobs, they all need a great place to live. (via US Census)
- Record passenger traffic at Orlando International Airport. OIA had an all-time record of 38.8 travelers in 2015. (via GOAA-Office of Public Affairs)
- Theme Park Expansions. Disney is opening the new "Frozen Ever After" attraction in 2016 hoping to capture the same buzz and revenue as Universal's Harry Potter. In addition, Disney's new entertainment complex, Disney Springs, is open, and Universal is building an on-site water park, upgrading rides (Hulk) and adding new attractions (Jimmy Fallon ride and the Harry Potter expansion). The Orlando Eye is open and soon to be built will be Orlando 360. Both projects represent an influx of investment and redevelopment of the iconic International Drive area. Bottom line: visitors love Central Florida's attractions and the theme park industry invests tons of money making their experience and investment the best it can be.

CONCLUSION

THE ORLANDO MSA: STRONGER AND BETTER THAN EVER

For employers, the great recession of 2008 was a very interesting time. Right before the nation realized that the economy was tanking, employers were in a “war for talent.” Unemployment was 4.3% in the Orlando MSA. Home prices were at all-time highs. Consumer spending was setting all-time records. And then, it seemed like overnight, we were in a full-fledged recession.

Today, the Orlando job market is sizzling with record job growth nationally as well as leading the state, and is back down to a 4.4% unemployment. The housing market has stabilized and the region is seeing some fantastic investments in business and education.

Is hiring in Central Florida in 2016 going to continue? The information employers shared with OrlandoJobs.com experts throughout this survey points to strong, continued growth. Additionally, there are many differences with this economic uptick and job creation in 2015 versus 2007.

Employers are just not hiring to fill positions. In 2007, so many jobs existed that companies hired unqualified talent to fill the void. The recession cleaned house for a lot of companies and to survive, companies ran on skeleton crews of the best talent. Many companies realized they had a lot of positions they could combine or completely eliminate. Today, employers surveyed are hiring only those who have the skills they require. Their hiring frustrations today are in not only identifying this talent but being competitive enough in compensation and benefits to get them to join their organization.

Higher paying jobs are increasing. This is the most exciting news to come out of this year’s employment survey. Central Florida now has more professional and business services jobs than ever before with more than 15,000 created in 2015. This is a great sign for the Orlando MSA and is an indicator that the technology, medical, education and financial sectors are all adding talented workers.

Hospitality industry is cranking. A record number of people work in this sector (240,000). The region relies heavily on the tourism industry in many ways, in particular the hotel tax which helps to offset additional taxes for residents. With new attractions coming to Disney via private investment, visitors will continue to flock here. During the recession when unemployment hit 11%, Universal Studios opened the Harry Potter attraction. This huge private investment in the economy set all kinds of visitor records in the worst economic situation in the last 100 years, leading OrlandoJobs.com to nickname the phenomena the “Butter Beer Employment Effect.” Disney’s upcoming “Frozen Ever After” attraction may have a similar effect, but, fortunately for Disney, they will open in a very stable economy. For Orlando, it will certainly help continue to grow the jobs base.

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We have witnessed tremendous job growth in Central Florida the last three years. Can it be sustained? According to our employers it is taking a lot longer to fill an open position especially in healthcare, technology, sales and education. The Orlando MSA's number one industry, hospitality and leisure, has a record number of employees (240,000) but this may level off in 2016 if our international visitors stay away due to economic concerns in their own countries. Two very large sources of visitors are facing serious issues. Canadians are only getting .75 cents for each dollar they are spending in the United States. Our friends to the south in Latin America (think Brazil) are experiencing the worst recession they have seen since 1901. Just these two countries sends millions of visitors to Florida each year so we will have to wait and see what impact this may have on Central Florida job growth in 2016.

As a sequence of annual data over eight years is looked at as a whole, OrlandoJobs.com sees the Central Florida area continuing to grow in 2016 with fantastic companies hiring great talent.

OrlandoJobs.com thanks all the employers who took time out of their day to answer these survey questions and contribute to the regional data.

2016 will be a great hiring year in the Orlando MSA.



SAMPLING OF AVAILABLE JOB OPENINGS/FUTURE JOB OPENINGS

Current Open Positions/Projected Open Positions 2016*	
COMPANY	OPEN and PROJECTED JOBS
Nickelodeon Suites Resort	Lifeguards, F&B Manager, F&B various positions - 10, Entertainment, ,, Housekeeping, Front Desk
DBA Qdoba Mexican Eats	Management, Kitchen Staff
Mall at Millennia	Security Officers, Facility Techs, Guest Services Ambassadors
Full Sail University	Administrative, Staff, Faculty
ER Jahna Management	Loader Operator, Plant Operator, Pipe Tender (2), Office Assistant, Maintenance Mechanic
Orange County Government	60 Data Network Specialist Correctional Officers Electrical Inspectors District Maintenance Supervisor Engineer Fiscal Coordinator Contract Analyst Student Intern Parks & Recreation Summer Worker Utilities Accountant Teacher, Firefighter, correctional office, Nurses, Trades.
Sheraton Vistana Resort	Varied Hospitality associates, primary focus, Housekeepers, Food And Beverage Servers and Front Desk associates.
Ware Group LLC dba Johnstone Supply	Sales Account Manager, Inside Sales
Orlando Magic	Sales Positions
Gravitational Marketing	Sales
Community Coordinated Care for Children	Teacher positions, Administrative Assistant positions, Supervisor. Education Specialist, Data Entry
Tri - City Electrical Contractors	Electricians, Journeyman Electricians, Superintendents, Service Technicians, Helpers
Orange County BCC	Professional, Clerical
Rotech Healthcare	Entry Level, Call Center Representatives
Destination MCO	Chauffeurs, Safety Manager, Dispatcher
TelAffects	5 Inside Sales Consultant Position 1 Sales Manager Position
Board of Sumter County Commissioners	Assistant PW Director - Engineering Staff Engineer Purchasing Technician Budget Analyst
ROAR! Internet Marketing	1 Sales Position - either Full or Part Time

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Fast Park and Relax	Cashier and Driver
Digiphoto Entertainment Imaging	Part time positions for Sales Associates/Photographers, full time management position
YMCA of Central Florida	150 + (Including summer seasonal hiring) Primarily, non-exempt and part-time positions is always the bulk of our hiring. In the areas of Health & Wellness, Child Development, Early Childhood Education, Sports & Recreation, Membership / Sales, Personal Training, Group Exercise Instructors, as well as general management level positions.
Community Communications	Major Gifts Manager Account Executive
Consultis	Information Technology
Health First	Variety of health care-related positions. Approximately 300 open positions.
City of Bushnell	No new positions. October 2016 will have Electric Utility Director position.
Shuffield & Lowman	1 attorney 2 administrative assistant 1 runner 1 paralegal 1 IT/IS
The Home Depot	Cashier, Freight Team, Lot Assoc. Sales
Verizon	Sales
Concord Hospitality	Not new hotels opening but we are acquiring 2 new hotels in the market that will most likely lead to staff turnover/recruitment.
Goodwill Industries of Central Florida	Entry level to management
Starbucks	Barista / Shift Supervisors
Florida Hospital	Nursing, Allied Health, IT, Entry level (Nutritional and Environmental services) in all areas over 100 positions
Advantage Solutions	Part Time Event Specialist
Technetics Group	Production Techs - 4, Buyer-1, HR-1, Business Analyst - 1
Orlando Marriott Lake Mary	Restaurant Supervisor Hotel Concierge At your Service Agent Banquet Set Up (2) Banquet Lead Cook Sous Chef Housekeeping Supervisor
The Institute of Internal Auditors	About 15 openings now- Manager of Membership and Chapter Relationships, Marketing professionals, Director of meetings and events, exam development specialist.
Hope and Help Center of Central Fla.	Non-Medical Case Manager (RWA)
AAA Fence	CDL Drivers, Fence installers.
Data and Voice Specialists, Inc.	Telecom/Data Technicians
International Cruise and Excursions	Sales Agents/Account Managers
NPE	Business coach, client care specialist, sales representative, graphic designer



ASIG	Maintenance, Ground Handling, entry level
Courtyard by Marriott Orlando South	Front Desk Agent, flex shift Section Housekeepers
Novatus	Customer Support , Account Management
OrlandoJobs.com	Account managers
Florida Blue	Customer Service,, telesales, Product, HR, Marketing
Concorde Career Colleges	Health Care instructors
Marshall Dennehey Warner Coleman & Goggin	Paralegal, Attorney
Synergy Billing	billing and credentialing roles
Florida Hotel and Conference Center	Banquet On call servers Baristas Guest Service Agent Servers
Vision HR	One clerical contractor support and one high end office manager/executive assistant.
Sumter BOCC	Engineers, Accounting positions
TWC Services, Inc.	Service and Maintenance Technicians
Guest Services, Inc.	Hospitality positions.
Industrial Lighting Products	Production Supervisor CNC programmer, Line Assemblers
Merlin Entertainments	hosts, admissions, sales, events, ride hosts
FHMG	All Healthcare
Adacel Systems, Inc.	Systems Administrator
DHR Mechanical	Project Manager, Estimator, and Pre construction Admin. and field installers
Valvoline Instant Oil Change	Managers In Training, Entry Level Technicians, Mechanics
Resource Consulting Group	Client Services Representative
Orlando Economic Development Commission	Receptionist.
U-Haul	Trades, mechanics, agents, owners
Hyatt Place Daytona Beach Oceanfront	Front desk AGM
Vermana	Pool Technician Sales Person
FDC	Delivery Drivers, Front Line - Drivers, Warehouse Workers, Sales Associates, and Merchandisers
Sage Dental	Dental Assistants, Dental Office Managers and Dental hygienists
Enterprise Florida	Accountant - and Executive Assistant
Orlando Orthopedic Center	Receptionist, Patient Care Assistant
Diamond Resorts International	70+ openings in Sales, Marketing, call center and Resort Operations

* Sampling of surveyed companies. (not all companies surveyed included)





CONTACT INFORMATION

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To request a media kit, please contact Brad Sparrow in our Marketing Department via Bradley@orlandojobs.com or 407-645-4224.

(Survey written by Roger Lear)

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