



# FLORIDA'S FUTURE WORKFORCE

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*Young Adult Job  
Seekers – Employment  
Needs and Goals*

## IDENTIFYING THE CHALLENGE

Florida's future workforce includes our youngest job seekers – individuals ages 16 to 24, some in school and others working part or full time. They are racially and economically diverse, with different goals and expectations for their future, but one thing is certain – for Florida to thrive now and in the future, it is crucial to help these job seekers find their career path.

The economic impacts of the COVID-19 pandemic have had a disproportionate impact on this population. The CareerSource Florida network is well-positioned to help Florida's young adults train and prepare for a career in an in-demand industry. This, in turn, can help Florida's business community continue to thrive.



*“I hope to have a job where I am able to show off my talents and my skills. I want a job that I enjoy and am able to grow from. I don't want to work somewhere where I feel trapped or like I settled.”*

## ABOUT THE RESPONDENTS

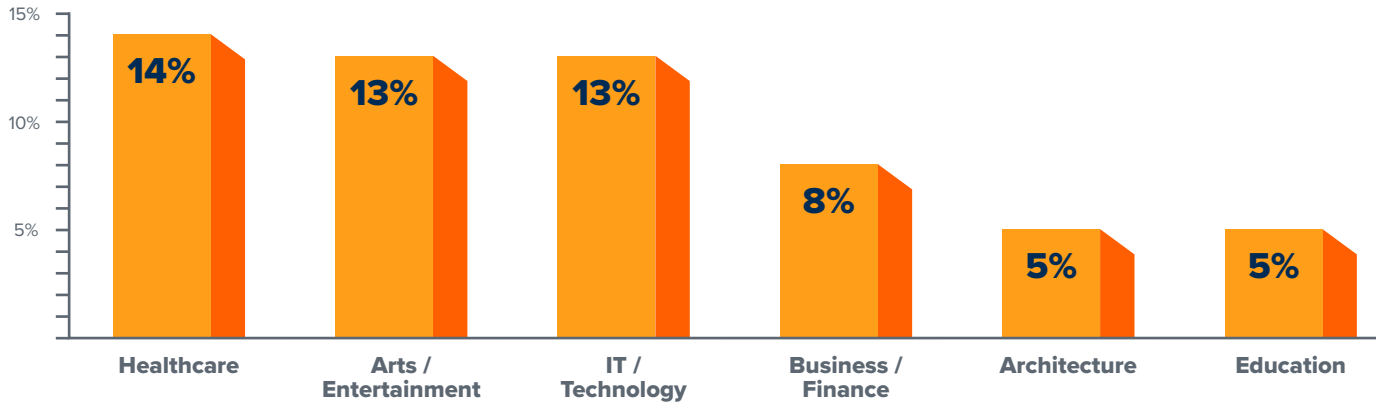
To better understand the motivations of Florida's young adults and identify the best ways to support them in their careers, CareerSource Florida commissioned a survey of 1,205 Floridians ages 16 to 24, to gauge awareness, knowledge, perceptions and past usage of the CareerSource Florida network's services; determine specific job development and employment needs; and gain a better understanding of resources they are currently using.

Additionally, 153 Florida employers involved in hiring youth were surveyed to provide further insight on what they look for in the youth they hire and their perception of the CareerSource Florida network and services.

# OVERVIEW OF FINDINGS

## CAREER ASPIRATIONS

The top industries respondents indicated they would like to enter include:



Regardless of career field, most respondents united around three common desires for their dream job:



**Enables them to achieve financial stability**



**Fulfills them and is enjoyable**



**Allows them to impact and help others**

*“I want to have a job I have fun doing and that will also let me live the life that I want to live.”*



## FUTURE CONFIDENCE

Respondents were asked to gauge how likely it would be that they will be in the job or career they want by age 30.

### ▶ MOST CONFIDENT

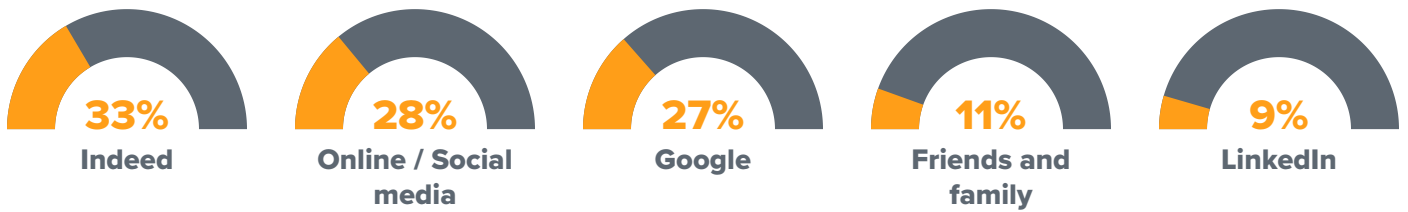
Young adults with trade school or two-year college degrees were most confident in their future career plans.

### ▶ LEAST CONFIDENT

Young adults just completing high school and those with four-year college degrees were least confident in their future career plans.

## KNOWLEDGE AND USE OF THE NETWORK

When beginning a job search, young adults report using the following sources:



Other popular ways young adults find out about job opportunities include word of mouth, employer’s website, employer’s place of business (inquired in person), social media post / ad from employer and school or college website.

Half of the respondents had heard of the CareerSource Florida network when prompted with the name. Of those who have used the network, their experience was overwhelmingly positive.

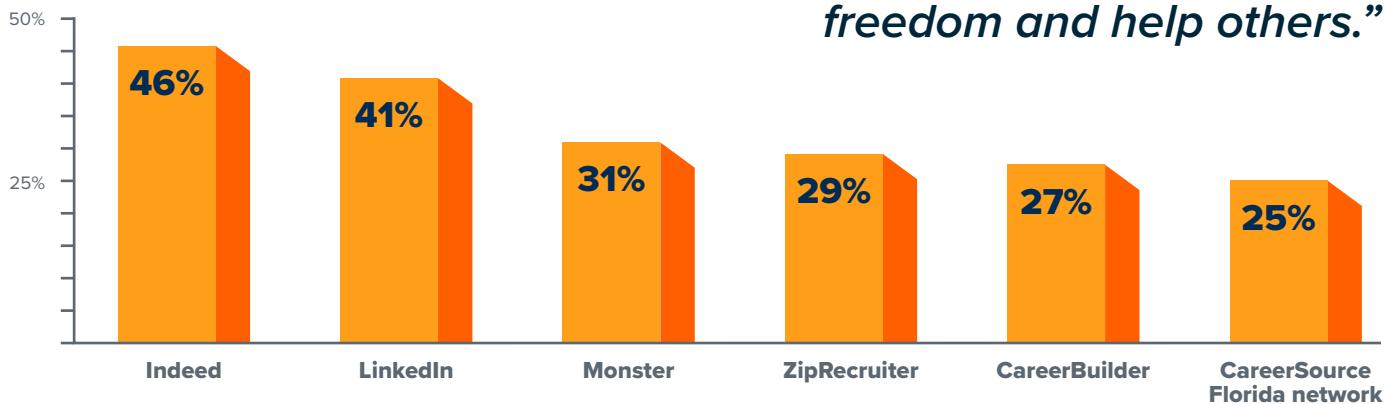
*“I’ve used them before, and while I’m still unemployed, I did start building skills I could use for a job.”*

*“I have used CareerSource before and it helped me to land a job in the past.”*

*“I have used them once and they are amazing.”*

## EMPLOYER NEEDS

Top hiring sources for employers include:



*“I hope to have a career that allows me to have financial freedom and help others.”*

92% of employers who have previously used the CareerSource Florida network indicated they would use it again for future hiring needs.

Employers noted some perceived challenges when hiring young adults, including:

