



Navigating **DISRUPTION**

ORLANDO PROSPERITY SCORECARD

— 2 0 2 3 —

Measuring What Matters



ORLANDO
ECONOMIC
PARTNERSHIP

Navigating DISRUPTION

ORLANDO PROSPERITY SCORECARD

2023

Measuring What Matters

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Tim Giuliani

President and CEO,
Orlando Economic Partnership



COVID-19 changed our way of life. And while the Orlando region has positioned itself post-pandemic in ways much stronger than before, there are still opportunities to do more.

Advancing *Broad-based Prosperity*® is the Orlando Economic Partnership's goal. We're focused on delivering inclusive economic growth that benefits all people and all places. Insights from data analysis show we are seeing more jobs being created in Orlando; however, we are also learning the economic fallout from the COVID-19 pandemic could threaten future prosperity.

In the face of this adversity, this is our chance to propel the region forward beyond the pandemic. This marks our first update to the Orlando Prosperity Scorecard since COVID-19. We hope the Scorecard will help act as a guide for developing strategies with the goal of shaping a better, more prosperous and equitable future. Also featured in the Scorecard are programs directly impacting future results and moving the needle to advance *Broad-based Prosperity*. Together, we will continue addressing challenges in our community and seize opportunities to build a vibrant region for all."



**ORLANDO
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INTRODUCTION

The Orlando Prosperity Scorecard is a mechanism to track economic performance and community development with the goal of achieving **Broad-based Prosperity®**. Metrics fall into the framework of opportunities, capabilities, and access. This 2023 update seeks to build on the work of previous years and represents the first analysis since the COVID-19 pandemic.

The Orlando region's vision for economic success is *Broad-based Prosperity*. This means an economy that creates opportunities for all; where regional talent has the capabilities to take advantage of those opportunities, and barriers limiting access to participate in the economy are removed.

The Orlando Prosperity Scorecard serves as a tool quantifying this framework, capturing the Orlando metropolitan area's pursuit of *broad-based prosperity*. Each of the three *broad-based prosperity* lenses (referred to as prosperity indicators) are measured for their overall progress but also the gaps that exist between people (people indicators), giving a fuller picture of how *broad-based prosperity* is distributed in the Orlando region.

FRAMEWORK



Opportunities represent the vibrancy of the economy leading to expanded options for residents in the Orlando region to participate in the region's growth. Economic growth alone is not sufficient. Instead, growth and increasing regional opportunities should be diverse, provide sustaining incomes, and reverse the erosion of the middle class.

Capabilities reflect the ability and capacity of the region's talent supply to meet the demands of employers competing in a rapidly evolving economy. A healthy workforce equipped with in-demand skills creates a vibrant talent ecosystem.

An emphasis on **access** reveals the presence or absence of barriers hindering full participation in the economy. This includes material needs, such as food, broadband connectivity, affordable housing, and transportation. It also calls for addressing the systemic hurdles associated with racism and bias that hinder equity and inclusion.

SUMMARY

1

Opportunity is being created in Orlando.

This 2023 update of the Orlando Prosperity Scorecard shows that **opportunity is being created in Orlando**. The number of middle wage jobs in the region is growing and the share of households that are above the ALICE threshold has increased. Fewer households are also living below the poverty line than five years earlier.

2

Orlando's growth remains highly inequitable.

However, this analysis also confirms that **Orlando's growth continues to prove highly inequitable**. Income and child poverty gaps between demographic groups have widened, and barriers to opportunity such as food insecurity and car ownership remain.

3

The pandemic appears to have intensified existing inequities.

The COVID-19 **pandemic appears to have intensified existing inequities** by having an uneven impact on different groups. The pandemic also has the potential to have a lasting negative impact on workforce capability due to its effect on education and mental health.

Orlando Prosperity SCORECARD 2023

Trend | Reflects the change between the most current data available and 5 years earlier, unless otherwise noted. All data reflects the 4-county Orlando Metropolitan Statistical Area (Lake, Orange, Osceola, and Seminole counties), unless otherwise noted.

Rank | 1 = **Best**; 13 = **Worst**. ▲ Arrow denotes the change in Orlando's performance relative to the previous Scorecard in 2021.

For **people** indicators, gaps or disparities are based on **race** (differences between non-Hispanic white residents and Black residents), **ethnicity** (differences between non-Hispanic white residents and Hispanic or Latino residents), and **gender** (differences between men and women).

OPPORTUNITIES

PROSPERITY

ECONOMIC DIVERSIFICATION

Industry Diversity Index **69.5%** (2022)
Trend: **Better**
Rank: 6 ▲

JOBS

Middle Wage Jobs **53.2%** (2022)
Trend: **Better**
Rank: 5 ▲

INCOME

Median Wage **\$39,030** (2022)
Trend: **Better**
Rank: 13 ►

INNOVATION & ENTREP.

Jobs at Stage Two Companies **34.5%** (2022)
Trend: **Better**
Rank: 12 ►

PEOPLE

Occupation Diversity Index **3.9%** (2022)
Trend: **Worse**¹
Rank: 12 ▼

RACE

Unemployment Rate Gap **-3.8pp** (2021)
Trend: **Better**
Rank: 4 ▲

ETHNICITY

-0.9pp (2021)
Trend: **Better**
Rank: 6 ▲

GENDER

-0.2pp (2021)
Trend: **Worse**
Rank: 8 ▼

Median Income Gap (\$000s) **\$24.9** (2021)
Trend: **Worse**
Rank: 3 ►

\$20.9 (2021)
Trend: **Worse**
Rank: 6 ►

\$15.3 (2021)
Trend: **Worse**
Rank: 9 ▼

Business Ownership Disparity **70.6%** (2020)
Trend: **Better**¹
Rank: 4 ▼

55.2% (2020)
Trend: **Better**¹
Rank: 2 ▼

59.2% (2020)
Trend: **Worse**¹
Rank: 6 ►

CAPABILITIES

PROSPERITY

SOCIAL CAPITAL

Disconnected Youth **5.9%** (2021)
Trend: **Better**²
Rank: 6 ▲

INDIVIDUAL HEALTH

Adults in Poor Health* **11.5%** (2020) **15.5%** (2020)
Trend: **Better**¹ Trend: **Worse**¹
Rank: 10 ▲ Rank: 8 ▲

K-12 EDUCATION

3rd Grade Reading Proficiency **53.6%** (2021/22)
Trend: **Worse**¹
Rank: N/A

CONTINUED EDUCATION

Educational Attainment (AA+) **45.3%** (2021)
Trend: **Better**
Rank: 8 ▼

PEOPLE

Population Living in Racially Integrated Neighborhoods **97.8%** (2021)
Trend: **Better**
Rank: 4 ►

RACE

Years of Potential Life Lost Gap (per 100k Residents**) **-3,105** (2021)
Trend: **Worse**
Rank: N/A

ETHNICITY

2,085 (2021)
Trend: **Better**
Rank: N/A

GENDER

4,745 (2021)
Trend: **Worse**
Rank: N/A

3rd Grade Reading Proficiency Gap **29.5pp** (2021/22)
Trend: **Better**²
Rank: N/A

20.1pp (2021/22)
Trend: **Better**²
Rank: N/A

-5.2pp (2021/22)
Trend: **Better**²
Rank: N/A

Educational Attainment Gap **17.6pp** (2021)
Trend: **Worse**
Rank: 11 ►

10.5pp (2021)
Trend: **Better**
Rank: 2 ▲

-3.5pp (2021)
Trend: **Worse**
Rank: 10 ▲

ACCESS

PROSPERITY

TRANSPORTATION

Jobs in 30-min. Transit Commute **1.0%** (2020)
Trend: **Better**
Rank: 12 ►

HOUSING

Severely Cost Burdened Renter Households **26.1%** (2019)
Trend: **Better**
Rank: 10 ▲

FOOD

Food Insecurity Rate **9.9%** (2021)
Trend: **Better**¹
Rank: 9 ▼

DIGITAL

% of Households with Internet **92.7%** (2021)
Trend: **Better**
Rank: 8 ▼

CHILD CARE

Kindergarten Readiness **50.7%** (2021/22)
Trend: **Worse**³
Rank: N/A

PEOPLE

RACE

Commute Ratio **3.4%** (2020)
Trend: **Better**
Rank: 4 ▲

ETHNICITY

6.9% (2020)
Trend: **Worse**
Rank: 11 ▲

Severely Cost Burdened Renter Households Gap **-4.8pp** (2019)
Trend: **Better**
Rank: 6 ▲

-10.6pp (2019)
Trend: **Better**
Rank: 12 ▲

Food Insecurity Gap **8.3pp** (2021)
Trend: **N/A**
Rank: 3

0.7pp (2021)
Trend: **N/A**
Rank: 2

Internet Access Gap **4.0pp** (2021)
Trend: **Better**
Rank: 10 ▼

1.2pp (2021)
Trend: **Better**
Rank: 4 ▲

Children Under 5 Living in Poverty Gap **-28.7pp** (2021)
Trend: **Worse**
Rank: 13 ▼

-18.4pp (2021)
Trend: **Worse**
Rank: 10 ▼

¹reflects change from 3 years earlier

²reflects change from 4 years earlier

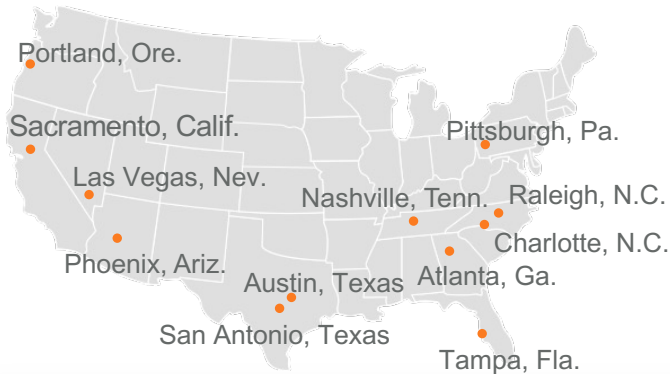
³reflects change from 2 years earlier

*data for City of Orlando; peer ranking based on data for the principal city of each metropolitan area

**data for Orange County

PEER METROS

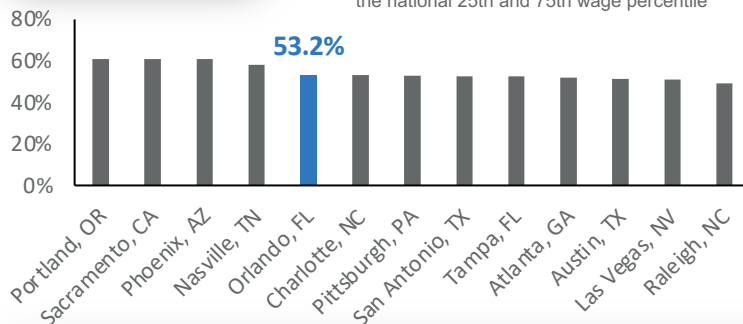
For each of the indicators, where data is available, the Orlando region is ranked against 12 comparison metropolitan areas (metros) across the country. This provides context and greater understanding for how Orlando is performing against peers. This group of peer metros was selected based on similarities in population size, economic size (Gross Domestic Product), and recent population and economic growth.



OPPORTUNITIES

Middle Wage Jobs

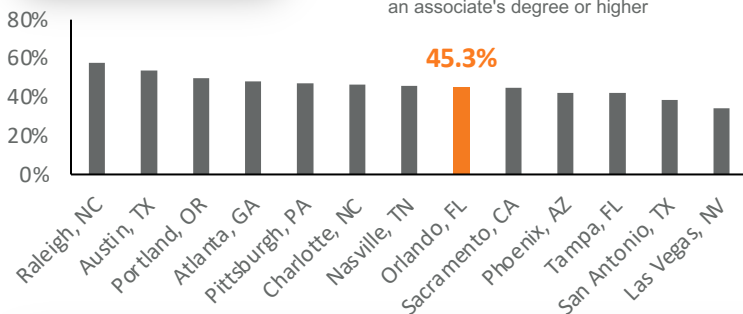
percentage of all jobs with a median wage between the national 25th and 75th wage percentile



CAPABILITIES

Educational Attainment (AA+)

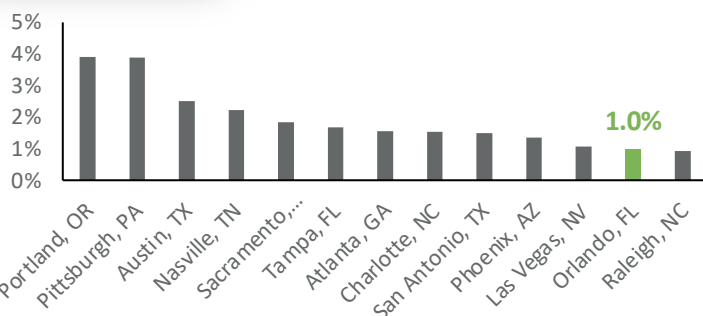
percentage of the population aged 25+ with an associate's degree or higher



ACCESS

Jobs in a 30-minute Transit Commute

as percentage of those available by car in the same 30-minute commute



2016-2021

A.L.I.C.E.

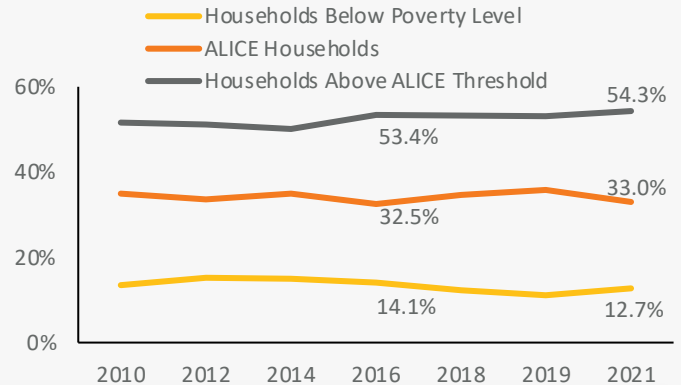
TREND

Households Above ALICE Threshold ▲ **54.3%**

ALICE Households ▼ **33.0%**

Households Below Poverty ▲ **12.7%**

Asset Limited, Income Constrained, Employed (ALICE)



Median Income Gap

RACE

1	Tampa, FL	\$18,391
2	Phoenix, AZ	\$24,694
▶ 3	Orlando, FL	\$24,945
4	Nashville, TN	\$26,964
5	San Antonio, TX	\$27,336
6	Las Vegas, NV	\$29,556
7	Charlotte, NC	\$30,222
8	Sacramento, CA	\$31,480
9	Atlanta, GA	\$32,269
10	Pittsburgh, PA	\$33,713
11	Portland, OR	\$34,117
12	Austin, TX	\$35,746
13	Raleigh, NC	\$41,359

ETHNICITY

1	Pittsburgh, PA	\$5,930
2	Tampa, FL	\$10,563
3	Las Vegas, NV	\$15,183
4	Phoenix, AZ	\$18,691
5	Sacramento, CA	\$19,926
▶ 6	Orlando, FL	\$20,900
7	Nashville, TN	\$21,242
8	Portland, OR	\$21,306
9	Charlotte, NC	\$24,122
10	San Antonio, TX	\$25,569
11	Austin, TX	\$28,760
12	Atlanta, GA	\$31,112
13	Raleigh, NC	\$38,608

Educational Attainment Gap (pp)

RACE

1	Tampa, FL	7.9
2	Las Vegas, NV	9.0
3	Atlanta, GA	9.3
4	Charlotte, NC	11.0
5	Phoenix, AZ	12.0
6	San Antonio, TX	12.1
7	Nashville, TN	12.7
8	Pittsburgh, PA	13.8
9	Portland, OR	15.5
10	Sacramento, CA	16.0
▶ 11	Orlando, FL	17.6
12	Austin, TX	18.9
13	Raleigh, NC	21.5

ETHNICITY

1	Pittsburgh, PA	5.3
▶ 2	Orlando, FL	10.5
3	Tampa, FL	13.3
4	Nashville, TN	21.3
5	Sacramento, CA	22.3
6	Atlanta, GA	22.3
7	Portland, OR	23.2
8	Las Vegas, NV	23.2
9	San Antonio, TX	24.3
10	Charlotte, NC	24.8
11	Phoenix, AZ	27.3
12	Austin, TX	32.4
13	Raleigh, NC	34.8

Children Under 5 Living in Poverty Gap (pp)

RACE

1	Portland, OR	0.2
2	Austin, TX	4.1
3	Charlotte, NC	10.9
4	Atlanta, GA	13.7
5	Sacramento, CA	17.8
6	Tampa, FL	19.4
7	Nashville, TN	21.9
8	Raleigh, NC	22.7
9	San Antonio, TX	22.7
10	Phoenix, AZ	25.0
11	Pittsburgh, PA	26.0
12	Las Vegas, NV	28.3
▶ 13	Orlando, FL	28.7

ETHNICITY

1	Sacramento, CA	8.6
2	Portland, OR	11.5
3	Las Vegas, NV	12.3
4	Phoenix, AZ	13.1
5	Tampa, FL	13.8
6	Pittsburgh, PA	16.1
7	Nashville, TN	16.1
8	Austin, TX	16.4
9	San Antonio, TX	16.6
▶ 10	Orlando, FL	18.4
11	Charlotte, NC	19.1
12	Atlanta, GA	24.1
13	Raleigh, NC	26.4



KEY TAKEAWAYS

- The region has made significant progress in growing the number of middle wage jobs available but residents' ability to share in these gains appears to be hindered by a lack of occupational diversity. Income levels in Orlando remain low compared to peers.
- Early evidence suggests the pandemic widened income gaps across demographic groups, even as unemployment gaps narrowed.



Orlando residents had more opportunities to obtain a job with a sustaining wage in 2022 than in 2017. The region added almost 90,000 middle wage jobs during this period to reach a total of 690,720, registering the fifth highest growth among peer regions and growing its share of middle wage jobs to 53.2 percent.

The region diversified its industry base between 2019 and 2022, but residents saw a decrease in the diversity of job types available to them. In 2022 local workers had access to 3.9 percent of the same diversity of job types available in the average U.S. metro (down from 6.3 percent in 2019 and the 12th lowest out of 13 peer metros). More than other regions, Orlando's workforce is concentrated in service occupations such as retail staff, fast food workers, servers, and amusement park attendants—occupations that have historically offered limited upward mobility.

Over-representation in service occupations may explain why Orlando's median wage remains the lowest among peer metros, with virtually no growth between 2017 and 2022 when adjusted for inflation. Residents appear to be finding it difficult to break into middle and high wage careers, which underscores the potential of skills-based hiring as a recruitment practice. Skills-based hiring encourages an employer to evaluate an individual's skills and abilities rather than background, removing inflated credential requirements and expanding the variety of employment options available to workers.

The pandemic appears to have intensified existing inequities by impacting demographic groups differently. Although unemployment rate gaps narrowed between 2016 and 2021—likely a result of minorities being more likely to be employed in essential worker occupations—income gaps widened across all groups. Adjusted for inflation, Orlando was the only region between 2016 and 2021 to see an increase in the gap between white and Hispanic incomes and experienced the greatest increase in the gap between male and female incomes.



Over-representation in service occupations may explain why Orlando's median wage remains the lowest among peer metros, with virtually no growth between 2017 and 2022.



Entrepreneurship in Orlando increased across most demographic groups between 2017 and 2020. It is possible that some workers went into business after being laid off or furloughed from their jobs during the onset of the pandemic. Women were the only group not to see an uptick in business ownership, although wider evidence has suggested many women left the workforce entirely during the pandemic because of the uneven impact of caring responsibilities.

Orlando had the second lowest percentage of jobs at Stage 2 companies (34.5 percent) among peer metros in 2022 but saw the second greatest increase in such jobs between 2017 and 2022. This is an important development amid ongoing economic uncertainty. Stage 2 companies have historically been less likely to shed jobs during recessions. ■

Partnership Program Offering

AWE
All Women Empowered
We Rise By Lifting Others.

All Women Empowered (AWE) is comprised of private, public, and nonprofit partners working to unify our community resources into a strategically coordinated campaign to propel women forward. The purpose of AWE is to amplify the stories of women-owned businesses, women leaders, and women entrepreneurs in the region, as well as women's successes, initiatives and programs. The goal is to provide needed resources while equipping women with the tools they need to build the future they envision for themselves.



*All Women Empowered (AWE) Annual Impact Forum
at Camping World Stadium in Orlando*



If Orlando had the same percentage of middle wage jobs as the highest region (Portland at 60.9 percent), the region would have:

99,270 more
Middle wage jobs

If income gaps did not exist in Orlando, the following groups would generate additional income:

+\$3.3B
Black Households

+\$5.1B
Hispanic Households

+\$1.9B
Single Female Households



KEY TAKEAWAYS

- Educational attainment in Orlando is increasing but remains lower than many peer regions. There is evidence that the pandemic has the potential to have a lasting negative impact on workforce capability. Third grade reading proficiency and mental health levels have both deteriorated.
- The region continues to demonstrate a high degree of racial integration relative to other regions, but health and educational outcomes suggest growing disparity for Orlando's Black community.



Orlando's workforce is increasingly prepared to take advantage of new opportunities being created in the region. Overall education levels rose between 2016 and 2021 as the region recorded the third highest growth among peer regions in the percentage of its population aged 25 years and older with an associate's degree (AA) or higher. However, at 45.3 percent in 2021, Orlando still falls in the lower half of peer metros on this measure of workforce capability. This update also reveals concerning divergence in educational attainment between Orlando's white and Black populations. At 17.6 percentage points, the gap between white and Black educational attainment in Orlando is now the third largest among comparable metros after experiencing the second largest increase between 2016 and 2021.

Disruptions caused by the pandemic and the shift to distance learning appear to have had a detrimental impact on third grade reading proficiency, which could hinder the economic opportunities and capabilities of this generation as they enter adulthood. The percentage of third graders reading at grade level dropped to 53.6 percent in the 2021/22 school year from 56.7 percent in 2017/18. Reading proficiency gaps did narrow across different population groups, but this was largely due to a greater decrease in reading scores among white students than among Black or Hispanic students.

Adult mental health levels declined across all regions between 2017 and 2020, and Orlando was part of this trend. Although the percentage of adults in poor physical health declined over the same period, years of potential life lost (YPLL) in Orlando due to premature death increased from 6,563 per 100,000 residents in 2016 to 7,832 in 2021—not surprising given the onset of the pandemic. Again, Orlando's Black community was disproportionately impacted. Black residents in Orange County lost an additional 3,105 years of potential life in 2020 compared to white residents, up from 2,419 in 2016.

“

The percentage of disconnected youth in the region declined from 7.1 percent in 2017 to 5.9 percent in 2021 as Orlando continued to make progress on social capital.



CAPABILITIES (continued)

The percentage of disconnected youth in the region declined from 7.1 percent in 2017 to 5.9 percent in 2021 as Orlando continued to make progress on social capital. This decrease hints at the ongoing removal of barriers that hinder educational and employment opportunities, and possibly the strengthening of interpersonal relationships that often lead to job opportunities. Orlando also had one of the highest percentages of racially integrated neighborhoods among peer metros, ranked fourth at 97.8 percent. ■

Partnership Program Offering

UPSKILL OSCEOLA

UpSkill Osceola is a county-level, skills-based talent strategy to create upward mobility opportunities by working with local employers and educators together to develop skills-based career pathways specifically for semiconductor-related jobs. The strategy was developed after Osceola County, in partnership with the OEP, UCF, and BRIDG, was awarded a Build Back Better Regional Grant of \$50.8 million as part of a proposal to build Central Florida's semiconductor cluster around *broad-based prosperity*.

By focusing on the skills required of the job, instead of past degree or work requirements, UpSkill Osceola helps identify occupations that match an employer's needs based on skills, while highlighting upward mobility opportunities for Orlando residents. From 2020-22, the Partnership taught the tactics of skills-based hiring to human resource directors, recruiters, and managers at more than 300 Orlando companies as part of a separate UpSkill Orlando program. Many companies reported a skills-based hiring approach resulted in increased diversity in the candidate pool.



NeoCity's Center for Neovation,
the center of the Orlando Region's semiconductor
cluster in Osceola County



WHAT IF?

If Orlando had the same percentage of residents aged 25 and above with an AA or higher as the highest region (Raleigh at 57.6 percent), the region would have:

223,228 more
residents with
an AA or higher

If educational attainment gaps did not exist in Orlando, there would be:

48,066 more
Black residents
with an AA or higher

59,937 more
Hispanic residents
with an AA or higher

64,956 more
Men with an AA or higher



KEY TAKEAWAYS

- The percentage of Orlando's jobs that are available within a 30-minute transit commute remains low relative to peers, even as the economy grows. Uneven commute times continue to suggest minority populations either rely on public transportation or need to live further afield to find affordable housing.
- Increased internet access across groups has enhanced the region's ability to participate in a digital economy yet minority households continue to be more likely to be food insecure and child poverty gaps have intensified.

Orlando had marginally more jobs available within a 30-minute transit commute in 2020 than in 2015. However, these 5,500 jobs represented just 1.0 percent of the jobs available to a resident with his/her own car (the second lowest among peer regions). As Orlando grows, jobs continue to locate away from housing centers. This trend disadvantages residents without cars and appears to particularly impact Orlando's Hispanic community, who increasingly face longer commutes either due to relying on public transportation or by seeking affordable housing farther away from their workplaces. The average Hispanic employee in Orlando had a commute 6.9 percent longer than the average white worker in 2020. This gap has widened since the last Scorecard and is now the third highest among peer regions.

The percentage of households in Orlando with internet connectivity reached 92.7 percent in 2021, up from 86.1 percent in 2016, and the gap in internet access narrowed across all demographic groups. This increase in internet connectivity across populations is significant as businesses continue to embrace hybrid work models and the digital economy continues to thrive. It is critical that all groups are able to participate equally in opportunities afforded by ongoing digital transformation.

The percentage of households in Orlando that were food insecure declined between 2018 and 2021 but was the ninth highest among peer regions at 9.9 percent. Black and Hispanic households in Orlando were significantly more likely to be food insecure than the overall population in 2021, at 18.2 percent and 10.7 percent respectively, although gaps between populations compare favorably to those in other regions. More than 162,000 Black or Hispanic residents were food insecure in 2021, representing 62 percent of the population in Orlando that was food insecure.

“

This increase in internet connectivity across populations is significant as businesses continue to embrace hybrid work models and the digital economy continues to thrive.



This number may grow as the impact of higher rent is felt in the coming years; data capturing the number of severely cost-burdened renter households (spending more than 50 percent of monthly income on rent) in this Scorecard refer to 2019, prior to the run-up in housing costs. Minorities are historically more likely to rent their homes.

Orlando has some of the highest child poverty rates among peer metros, and again this is felt unevenly across demographic groups. 37.7 percent of Black children and 27.4 percent of Hispanic children under 5 were living in poverty in 2021 because of their household circumstances, compared to 9.0 percent of white children. Disparities between minority and white children widened during the last five years and are now the highest (Black) and fourth highest (Hispanic) among peer regions. This underscores the fundamental finding of this analysis—that prosperity in Orlando is not broad-based currently, and that minorities are often unable to take advantage of opportunity because of barriers at home. ■

Partnership Program Offering



The **Black Boardroom Leadership Institute (BBLI)**, winner of the Florida Economic Development Council Innovation in Marketing Pivot & Persist 2023 Award, is designed to ensure that Orlando's nonprofit leadership reflects the diversity of our community, fostering an inclusive atmosphere where minority leaders have a voice at the table, not just a seat on the roster. Since the launch of BBLI, the percentage of Black members serving on Central Florida board of directors increased from 11 to 17 percent in 2022.



WHAT IF?

If Orlando's percentage of jobs within a 30-minute transit commute was the same as the region with the highest percentage (Portland at 3.9%), Orlando would have:

22,155 more

jobs within a 30-minute
transit commute

If Orlando was able to bridge poverty gaps for children under the age of 5, then:

8,052 fewer

Black children
would live below the poverty level

11,752 fewer

Hispanic children
would live below the poverty level

200 fewer

female children
would live below the poverty level



Navigating **DISRUPTION**

ORLANDO PROSPERITY SCORECARD

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Measuring What Matters

APPENDIX

ALICE

Households Above ALICE (Asset Limited, Income Constrained, Employed) Threshold: The percentage of households earning more than the income necessary to afford a bare-minimum household budget (alternatively, the percentage of households that are not living paycheck to paycheck).

ALICE Households: The percentage of households that are working and earn above the Federal Poverty Level (FPL) but are unable to afford the basics of housing, childcare, food, transportation, healthcare, and technology.

Households Below Poverty: The percentage of households earning below the FPL.

Indicator Definitions and Sources | OPPORTUNITIES

INDICATOR

WHAT IS IT?

WHY DOES IT MATTER?

Middle Wage Jobs

Source: [Bureau of Labor Statistics, Occupational Employment Statistics](#)

The percentage of all jobs in Orlando with a median wage between the national 25th and 75th wage percentile (\$33,330–\$73,460).

Middle wage jobs provide a source of income that adequately covers the cost of necessities and can support a family. This is critical before residents can make more long-term financial decisions regarding savings and asset building.

Unemployment Rate Gap

Source: [Census Bureau, American Community Survey 5 Year Estimates, Table S2301](#)

The percentage point gap between two populations' unemployment rates. Race and ethnicity are measured by the population aged 16+; gender is measured by the population aged 20-64.

Securing a job is a prerequisite to participating in the economy and sharing in its benefits. Unemployment disparities mean that not everyone benefits from regional prosperity.

Median Income

Source: [Bureau of Labor Statistics, Occupational Employment Statistics](#)

The median income of all jobs. Changes over time are based on the real median wage adjusted to 2021 dollars using the Bureau of Labor Statistics' inflation calculator.

Median income captures the distribution of income and is closely linked to a region's standard of living.

Median Income Gap

Source: [Census Bureau, American Community Survey 5 Year Estimates, Table S1903](#)

The difference in median household incomes for white, Black, and Hispanic households. Median incomes for households by gender are based on family households headed by either a man or woman with no spouse present. Changes over time are based on the real median wage adjusted to 2021 dollars using the Bureau of Labor Statistics' inflation calculator.

Income disparities indicate that not everyone benefits from regional prosperity equally.

Jobs at Stage 2 Companies

Source: [youreconomy.org](#)

The percentage of Orlando jobs at companies with 10 to 99 employees.

Stage 2 companies bring resilience and growth potential to regional economies. These types of businesses tend to create more jobs during economic expansions and lose fewer jobs during recessions.

INDICATOR	WHAT IS IT?	WHY DOES IT MATTER?
Business Ownership Disparity <i>Sources: Census Bureau, 2020 Annual Business Survey & 2017 Survey of Business Owners</i>	The percentage of new Black, Hispanic, or women-owned companies that would exist if minority business ownership matched each groups' percentage of the Orlando population.	Businesses ownership disparities indicate that some populations are not sharing equally in the growth of a region.
Industry Diversity Index <i>Source: Lightcast</i>	Orlando's industry employment distribution compared to the average metro in the U.S. Reads as: industry employment in Orlando is 69.5 percent as diverse as the typical metro in the U.S.	Industry diversity lowers the risk of economic disruptions and provides a broad range of employment opportunities.
Occupation Diversity Index <i>Source: Lightcast</i>	Orlando's occupation employment distribution compared to the average metro in the U.S. Reads as: job types available in Orlando are 3.9 percent as diverse as the typical metro in the U.S.	Occupation diversity reduces the risk of widespread unemployment and provides a broad range of employment opportunities.

Indicator Definitions and Sources | CAPABILITIES

INDICATOR	WHAT IS IT?	WHY DOES IT MATTER?
Adults in Poor Health <i>Source: Center for Disease Control and Prevention, 500 Cities and PLACES Project</i>	The percentage of survey respondents who reported that their physical and/or mental health was not good for 14 or more days during the last 30 days. At time of publication, this data was only available at the city level. Peer rankings are for the principal city of each metropolitan area.	Good physical and mental health allows adults to participate in the economy and take advantage of opportunities.
Years of Potential Life Lost Gap <i>Source: Florida Department of Health, Leading Causes of Death Chart</i>	The difference between races and ethnicities in years of potential life lost (YPLL) due to death younger than 75 (YPPL < 75 per 100,000 under 75). This data is only shown for Orange County, Florida.	YPLL gaps highlight health inequalities and have implications for labor force participation.
Disconnected Youth <i>Source: Integrated Public Use Microdata Series, National Historical Geographic Information System</i>	The percentage of the population aged 16–19 who are not enrolled in school and are either not employed or not in the labor force.	Disconnected youths face barriers in accessing opportunities and resources, which can have long-term negative consequences for their economic prospects and overall well-being.
Population Living in Racially Integrated Neighborhoods <i>Source: Census Bureau, American Community Survey 5 Year Estimates, Table DP05</i>	The percentage of the population living in racially integrated census tracts. A racially segregated census tract is defined as one where 90 percent or more of the population is either non-Hispanic white, non-Hispanic Black, or Hispanic.	Exposure to a diversity of interpersonal relationships strengthens social capital and can often lead to increased opportunity.

INDICATOR

WHAT IS IT?

WHY DOES IT MATTER?

Educational Attainment (AA+)

Source: Census Bureau, American Community Survey 5 Year Estimates, Table S1501

The percentage of the population aged 25+ with an associate's degree or higher.

Education remains the most reliable way to access opportunity. Our region's ability to compete with workers and economies worldwide, and to attract high-wage jobs, is also dependent on having an educated workforce.

Educational Attainment Gap

Sources: Census Bureau, American Community Survey 5 Year Estimates, Tables B15002, B15002B, B15002H and B15002I

The percentage point gap in educational attainment, as defined above, for different population groups.

Educational attainment disparities indicate that some populations may not be afforded the same opportunity as others.

3rd Grade Reading Proficiency Gap

Source: Florida Department of Education K-12 Assessment Results

The percentage of third graders in Orlando reading at or above grade level.

Reading proficiency by the end of third grade is often a predictor for future academic and life success.

Indicator Definitions and Sources | ACCESS

INDICATOR

WHAT IS IT?

WHY DOES IT MATTER?

Jobs in a 30-minute Transit Commute

Source: University of Minnesota Accessibility Observatory, Access Across America Series

The number of jobs available to Orlando residents in a typical 30-minute transit commute (including last mile transportation and walking) as a percentage of those available by car in the same 30-minute commute.

Fewer jobs accessible by transit disadvantages workers without a car by reducing the opportunities available to them.

Commute Ratio

Source: National Equality Atlas, Commute Time

The percent increase in commute time for Black or Latino workers compared to the average white worker in Orlando.

Longer commutes can be costly financially and in terms of wellbeing. Shorter commutes benefit workers and their employers by increasing creativity and productivity.

Severely Cost Burdened Renter Households

Source: Harvard University Joint Center for Housing Studies

The percentage of renter households in Orlando paying 50 percent or more of their monthly income to housing costs.

Individuals who are cost burdened may have difficulty paying for other necessities like food, clothing, transportation, and healthcare.

Severely Cost Burdened Renter Households Gap

Source: Harvard University Joint Center for Housing Studies

The percentage point difference between white and Black or white and Hispanic renter households who are severely cost burdened, as defined above.

Housing cost disparities are often an outcome of income disparities and can diminish the quality of life for populations.

INDICATOR

WHAT IS IT?

WHY DOES IT MATTER?

Food Insecurity Rate

Source: [Hake, M., E. Engelhard & A. Dewey. Map the Meal Gap 2023: A Report on County and Congressional District Food Insecurity and County Food Cost in the United States in 2021. Feeding America, 2023.](#)

The percentage of the regional population experiencing food insecurity. Food insecurity, described by Feeding America, is a household's inability to provide enough food for every person to live an active, healthy life.

Lack of access to food can impact a person physically and cognitively and can keep an individual from reaching their full potential.

Food Insecurity Rate Gap

Source: [Hake, M., E. Engelhard & A. Dewey. Map the Meal Gap 2023: A Report on County and Congressional District Food Insecurity and County Food Cost in the United States in 2021. Feeding America, 2023.](#)

The percentage point gap between two populations' food insecurity rates, as defined above.

Food insecurity disparities and stress associated with economic instability can prevent populations from reaching their full potential.

Percent of Households with Internet

Source: [Census Bureau, American Community Survey 1 Year Estimate, Table S2801](#)

The percentage of households with an internet subscription. This includes dial-up, broadband of any type, or satellite internet service.

Internet access is an important gateway to various opportunities, including job searches, training, remote work and school, and basic online searches.

Internet Access Gap

Source: [Census Bureau, American Community Survey 1 Year Estimate, Table S2802](#)

The difference between the percent of the population with a computer and some form of broadband internet subscription by race and ethnicity.

Disparities in internet access indicate some populations may have reduced ability to access opportunity.

Kindergarten Readiness

Source: [Florida Department of Education, Florida Kindergarten Readiness Screener Results](#)

The percentage of kindergarteners who pass the Florida Kindergarten Readiness Screener (FKRS) test, administered within the first 30 days of the school year for all public-school kindergarten students. The FKRS was administered for the final time in 2021.

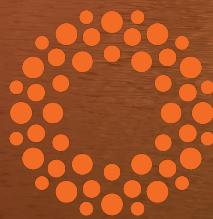
Kindergarten readiness impacts achievement throughout a child's time in school and can have an impact on the child's financial stability later in life.

Children (5 and younger) Living Below Poverty Gap

Sources: [Census Bureau, American Community Survey 5 Year Estimates, Tables B17001 \(H,B,I\)](#)

The difference between the percentage of the population under age five living below the poverty line by race and ethnicity.

Economic insecurity among children can lead to disadvantages in various ways, including educational outcomes, health, and long-term financial stability.



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