

Northeast Florida's (NEFL) labor market remains tight, with a Worker Shortage Index of 1.05. Demand stays strongest in healthcare, retail and financial services occupations. Despite the competitive labor market, workers are gaining ground: **purchasing power in the Jacksonville MSA rose 7.7% between 2019 and 2025**. Education strength continues too, with **four NEFL school districts ranking among Florida's top 25 for the 2025-26 school year**. For additional insights, check out our newly improved Data Dashboard, now live at www.jaxusa.org.

WORKER SHORTAGE INDEX

Region	Unemployment (Not Seasonally Adjusted) June 2026	Active Job Postings June 2026	Worker Shortage Index June 2026
Northeast Florida*	46,004	48,134	1.05
Florida	514,438	510,460	0.99
United States	7,556,568	8,482,717	1.12

Source: JobsEQ; *Northeast Florida consists of Baker, Clay, Duval, Flagler, Nassau, Putnam and St. Johns counties.

WORKER SHORTAGE INDEX

continued

- **Northeast Florida: A steady seller's market for workers.** For every 100 job seekers, there are roughly 105 open jobs. This indicates a persistent shortage where local employers continue to face challenges filling open positions, identical to the conditions seen in August 2025.
- **Florida: A balanced, 1-to-1 job market.** For every 100 job seekers, there are about 99 open jobs. This demonstrates that the state has virtually closed the gap since August 2025 (0.86) into a nearly even supply and demand.
- **United States: A nationwide labor crunch.** Across the country, there are about 112 job openings for every 100 unemployed individuals. This represents a sharp turnaround from August 2025 (0.92), meaning businesses nationwide are now actively competing for a limited pool of available workers.

BUILDING THE TALENT PIPELINE

While employers across Northeast Florida continue to navigate a tight labor market, investments in education and workforce training point to a strengthening talent pipeline in the years ahead.

2025-26 SECONDARY EDUCATION RANKINGS

HOME TO TOP SCHOOL DISTRICTS

- The region has four of the top 25 Florida school districts.*
- Clay, Duval, Flagler, Nassau and St. Johns received an A grade.

*Out of 67 school districts in Florida

COUNTY SCHOOL DISTRICT	RANK
St. Johns	1
Nassau	2
Clay	17
Flagler	24

Edward Waters (5%), UNF (19%) and Keiser (56%)

REPORT HIGHEST YOY ENROLLMENT GROWTH: FALL 2025/2026

FSCJ AWARDED JOB GROWTH GRANT, AUGUST 2026

\$7M FOR CECIL TRAINING INSTITUTE

JU WELCOMES INAUGURAL
CLASS OF 75 STUDENTS

NEWLY OPENED 4-YR MEDICAL SCHOOL

UNIVERSITY OF FLORIDA
OPENS

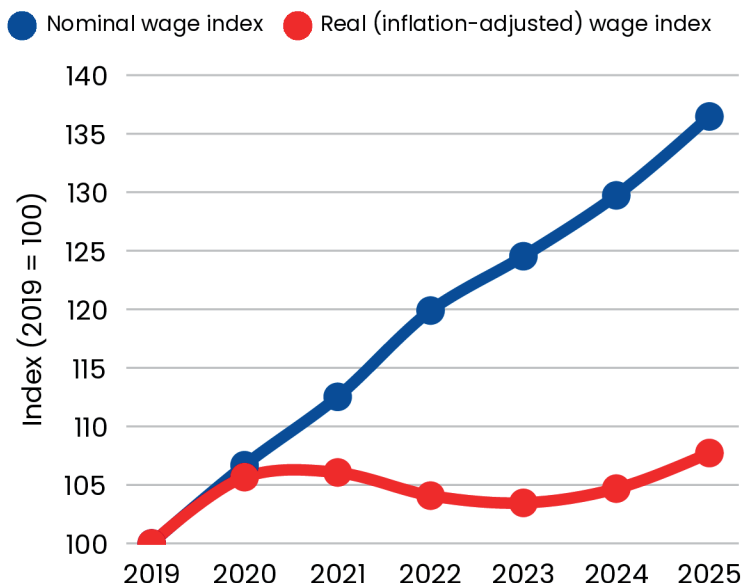
NEW GRADUATE CAMPUS IN DOWNTOWN JAX

REGIONAL WAGE GROWTH, 2019-2025

The Jacksonville MSA refers to Baker, Clay, Duval, Nassau and St. Johns counties.

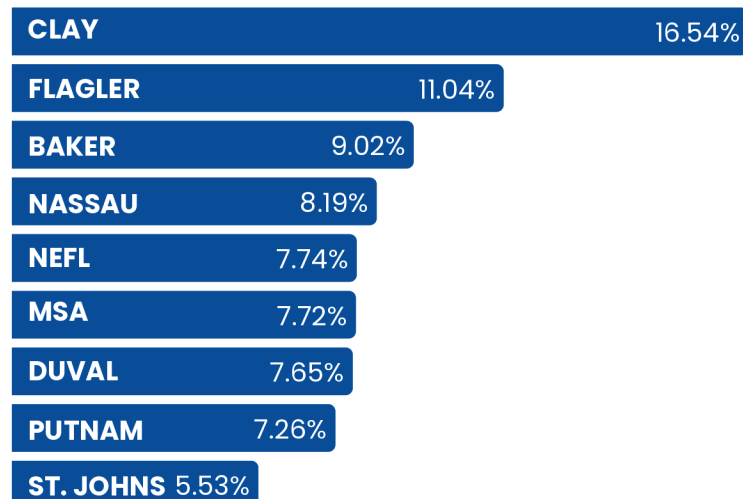
WAGE GROWTH VS. INFLATION, JACKSONVILLE MSA (2019-2025)

Sources: JobsEQ (wages); BLS CPI-U, South Urban (inflation), 2019-2025, indexed to 2019 = 100. Nominal = dollar wage growth; real = wage growth adjusted for inflation.



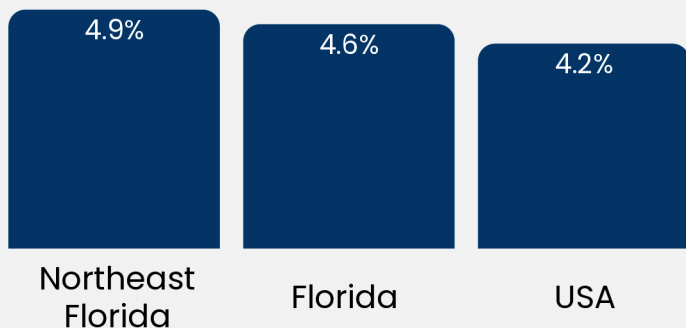
REAL WAGE GROWTH BY REGION (2019-2025)

Sources: JobsEQ (wages); BLS CPI-U, South Urban (inflation), 2019-2025. Bars show inflation-adjusted wage growth by county.



- **Nominal vs. real wage trend:** After accounting for inflation, **real purchasing power in the Jacksonville MSA is up 7.7%**. Real wages did briefly lose ground to inflation in 2022-23, but never fell below 2019 levels. By 2025, purchasing power has rebounded to its strongest point in the seven-year period (107.7).
- **Real wage growth by county:** Clay County's workers gained the most ground against inflation (16.5% real growth), more than triple St. Johns County's rate (5.5%).
- **The dollar wage gap between the highest- and lowest-paid counties is widening** (Duval and Baker, respectively), even though the lowest-paid counties experienced strong percentage gains. Baker's real wages grew faster than Duval's (9.0% vs. 7.7%) between 2019 and 2025, yet the real dollar gap between them still widened by about \$1,000.

UNEMPLOYMENT RATES BY REGION, JUNE 2026



Source: Florida Commerce

NEW

AN IMPROVED DATA DASHBOARD ON JAXUSA.ORG

The Data Dashboard, powered by Lightcast, gives you an inside look at who lives in our region, what jobs and industries are most prevalent and which skills employers are looking for.



View data by region:

- Florida
- Jacksonville MSA
- The JAXUSA region
- Any individual county in the region