

Central Florida Construction Workforce: A Descriptive Baseline

The finding

Orange, Seminole, Osceola, and Lake counties recorded combined annual average private-construction employment of **91,233 in 2024**. That equals **14.1%** of Florida's corresponding total. These are covered jobs, not available workers or a project-ready labor pool.

Regional evidence

County	Annual average jobs	Average annual pay
Orange	47,157	\$76,536
Seminole	24,759	\$74,065
Osceola	7,092	\$60,057
Lake	12,225	\$72,902

All cells are BLS QCEW, 2024, NAICS 23, private ownership, annual period, and all establishment sizes. Pay is nominal average annual pay across construction occupations. No regional average pay is calculated.

Statewide context

Florida private-construction annual average employment rose from **561,991 in 2020** to **647,881 in 2024: 85,890 jobs**, or **15.3%**. This is a change between annual observations, not an annual growth rate or a regional result. The pandemic-period starting year limits its use as a normal-cycle benchmark.

Florida average annual pay was **\$70,262 in 2024**. County differences cannot establish pay gaps for the same occupation because composition and work patterns differ.

What the baseline supports

Use the table to describe employment scale and to define a starting study area. The four selected counties are this publication's explicit boundary; wider sourcing or commuting claims require separate geographic evidence.

Actions before a staffing commitment

Specify phased project demand by trade, credential, job site, shift, and mobilization date. Validate the recruitment and commute geography. Request evidence of contractor commitments, recruiting experience, and plausible mobilization from relevant delivery partners.

Check advertised openings for duplication, age, and hiring intent. Do not treat postings as hires, training-provider lists as completed workers, or the regional employment total as unused capacity.

For training decisions, obtain program-specific enrollment, completion, credential, placement, and follow-up evidence. For pay decisions, collect job- and occupation-specific comparisons. Industry average pay is context, not a rate for a particular trade.

Source controls

The analysis selects the construction parent total once per geography and sums only nonoverlapping counties. It excludes financial activities and preserves nondisclosure. State and county levels remain separate. Source-key checks, hashes, and arithmetic are reproducible from the accompanying evidence.

Remaining unknowns

Available workers, occupational and credential mix, current commitments, contractor capacity, project demand, and mobilization timing remain unknown. Annual averages also conceal seasonal peaks and have a publication lag. Establishment geography is not worker residence or necessarily the location of every job site.

Use the regional evidence and project-demand templates to assign an owner and review date to each unresolved assumption. A staffing commitment needs that additional evidence; this brief supplies no shortage estimate or capacity forecast.

Evidence basis

BLS QCEW annual source files for Florida (2020 and 2024) and Orange, Seminole, Osceola, and Lake (2024). Full URLs and exact keys appear in supporting-tables.csv and the full brief's references. Files retrieved and checked 24 September 2026.
<https://www.bls.gov/cew/overview.htm>

The fixed baseline is 2024, not a claim to the latest release. Revisions require a new source snapshot, calculation checks, and editorial review. Prepared 24 September 2026.