

Seminole County Economic Development Updates

Board of County Commissioners Meeting

October 28, 2025

Outline / Agenda

County Business Profile

Big Business

- Largest Employers
- Orlando Economic Partnership

Small Business & Entrepreneurship

- Incubators
- Small Business Resources

Workforce Development

Business Profile

Unemployment:

- 4% in August *(BLS)*.
- The lowest unemployment rate in the region

Labor Force:

- 280k residents in labor force in August.
Fluctuates by season 270k-280k, this is the third highest in last 12 months. *(BLS)*

Businesses:

- 20K registered businesses in Seminole County, 18K reporting wages to the state. *(BTR, QCEW)*
- 90% have 1-25 employees. 95% have 50 or less employees. *(QCEW)*

Wages:

- Average Annual \$69,000 *(Estimated from AWW QCEW)*
- Highest percentage of payrolls are in the Construction industry (12.66%). *(QCEW)*

Industry:

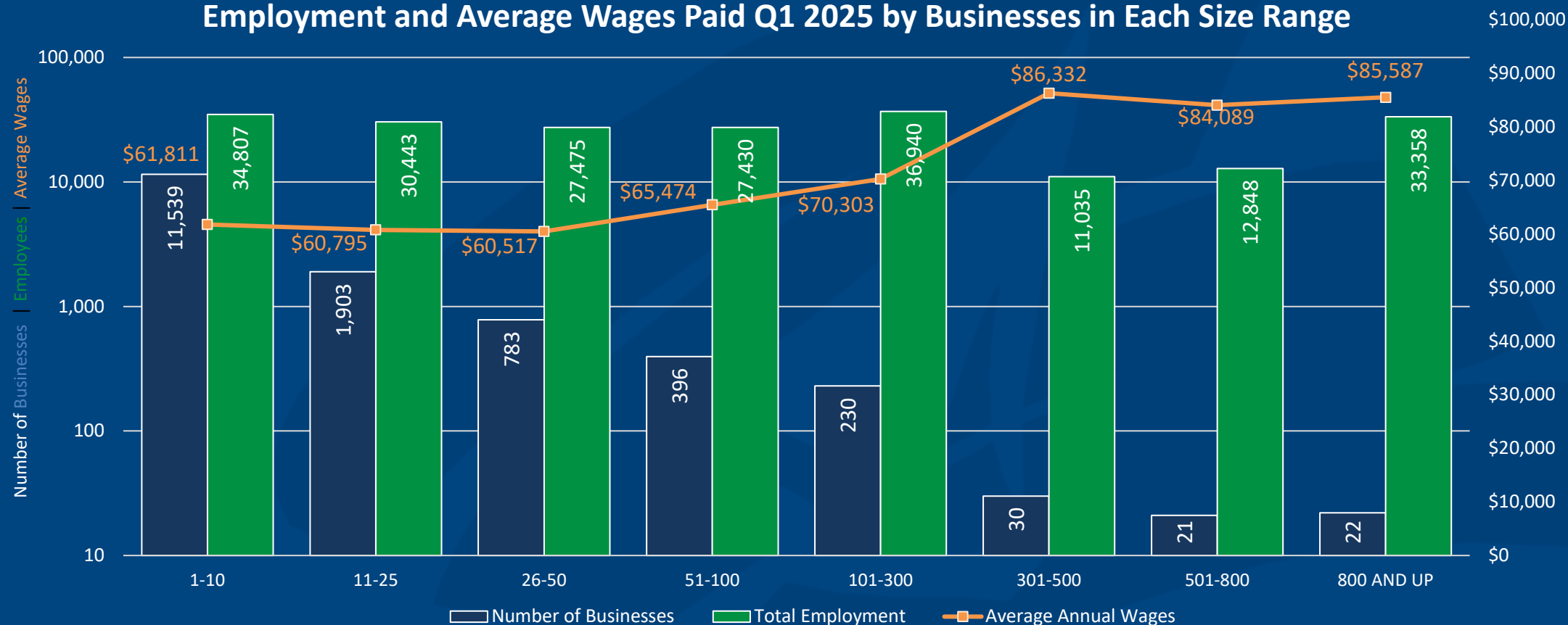
- Largest concentration of businesses is in Professional Scientific & Technical Services (17.02% of businesses) *(QCEW)*
- Largest employment is in Retail Trade (12.24% of jobs) *(QCEW)*
- Highest Paying industry is Management of Companies & Enterprises (\$132K/year) *(QCEW)*

Sources:

Bureau of Labor Statistics (BLS)
Quarterly Census of Employment and Wages (QCEW)
Average Weekly Wage (AWW)

Business Profile

Employment and Average Wages Paid Q1 2025 by Businesses in Each Size Range

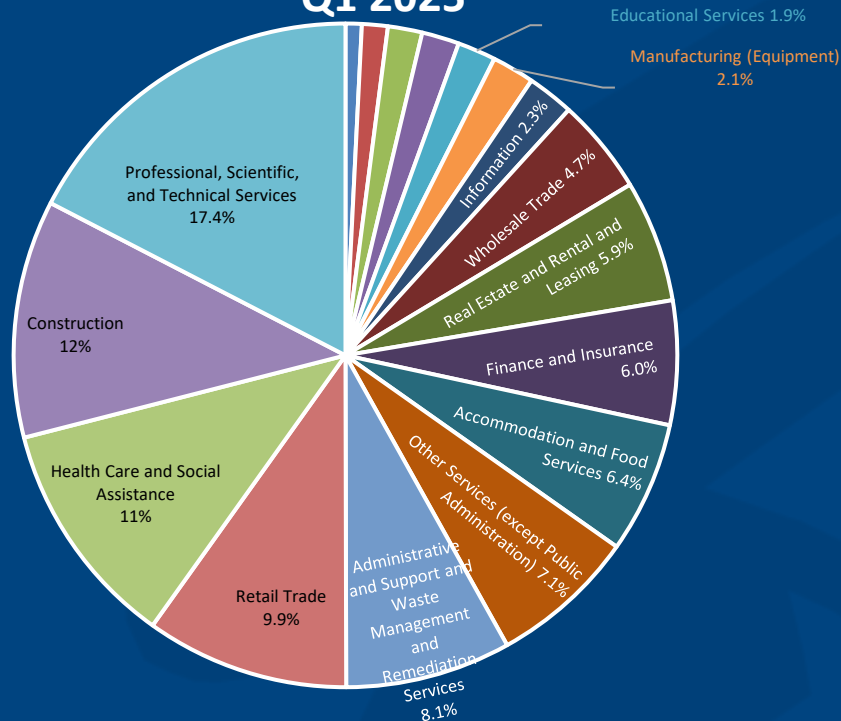


Source: Quarterly Census of Employment and Wages (QCEW) Q1 2025

Business Profile

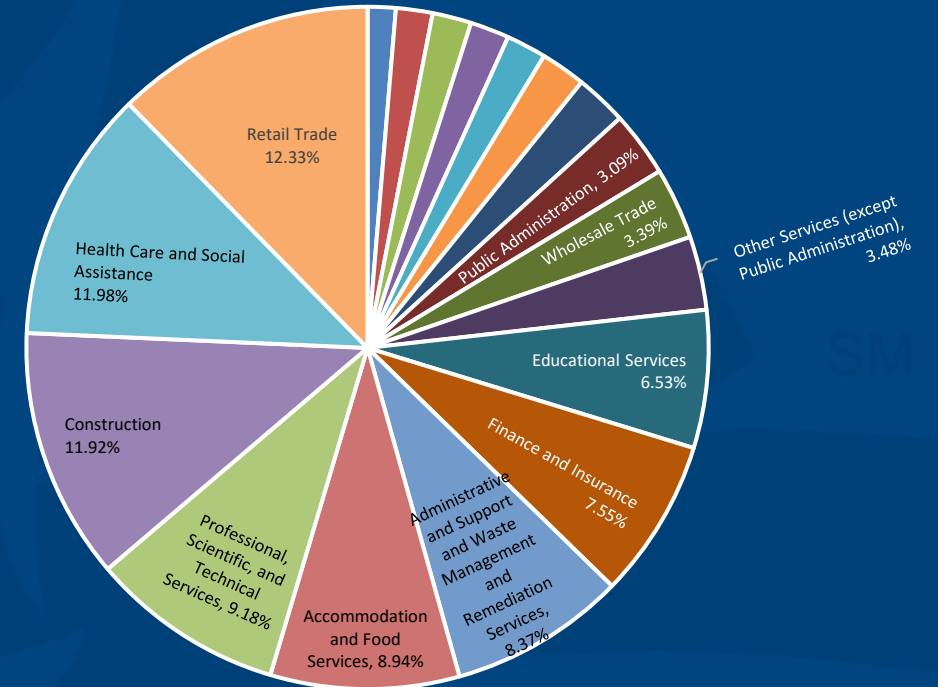
Percentage of Businesses per Industry -

Q1 2025



Percentage of Employment per Industry -

Q1 2025



Source: QCEW
Q1 2025

Management of Companies and Enterprises 0.8%
 Arts, Entertainment, and Recreation 1.7%
 Manufacturing 1.3%
 Transportation and Warehousing 1.8%

Arts, Entertainment, and Recreation 1.33%
 Real Estate and Rental and Leasing 1.84%
 Management of Companies and Enterprises 1.89%
 Transportation and Warehousing 2.45%

Manufacturing 1.73%
 Information 1.85%
 Manufacturing (Equipment) 2.14%
 Public Administration 3.00%

Big Business

Largest Employers

Private:

Employer	Employment*
AdventHealth	6,000
Orlando Health	2,000
Deloitte Consulting	2,000
JPMorgan Chase Bank N.A.	2,000
HCA Florida	2,000

Public:

Employer	Employment*
Seminole County School Board	7,144
Seminole County Board of County Commissioners	1,681
Seminole County Sheriff's Office	1,358
Seminole State College of Florida	1,339
City of Sanford	606

Sources: DataAxle 2025, Hoovers D&B 2025, OBJ List of Largest Employers in Seminole County 2025, QCEW Q1 2025

* Numbers are averaged from the different sources and rounded up or down to the nearest thousand. Most information has not been directly verified with each company.

This list does not include multi-site retail employers such as Publix and Walmart which each employ approximately 2,000 each spread throughout 40-60 facilities each in Seminole County.

Orlando Economic Partnership

Economic Development Committee (EDC)

- Quarterly meetings

Development Initiative for Regional Transformation (DIRT)

- 5 or 6 sites
- Phase I complete. Starting Phase II
- The Bridesmaid Study

Business Retention and Expansion Visits:

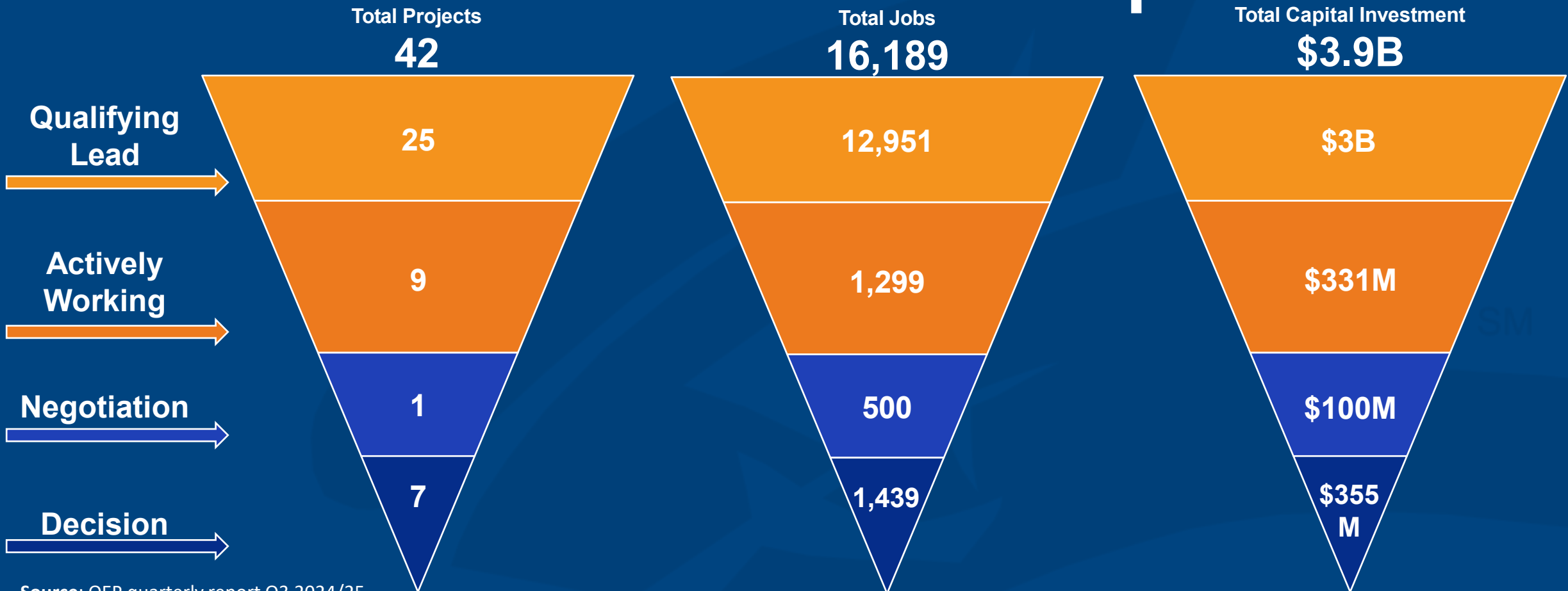
- 15 Seminole County companies

Technical Assists to Businesses in Seminole County:

- Of the 138 technical assists 13 were in Seminole County

Project Name	Company	Location	Close Date
Eckart Supply	Eckart Supply	Sanford	2025
Aptia	Aptia Group	Lake Mary	2025
AVT Simulation	AVT Simulation	Oviedo	2025
Kraken	Peachstate Hobby Distribution	Sanford	2025
BNY Expansion	BNY Mellon NY	Lake Mary	2024
Pencil	Examroom ai	Lake Mary	2023
HUB	BNY Mellon NY	Lake Mary	2023
BugBusters	CURIS System	Oviedo	2023

Orlando Economic Partnership



Source: OEP quarterly report Q3 2024/25

Small Business & Entrepreneurship



Economic Impact

- Direct Employment: 1,102 Jobs
- Annual Revenue: \$157,669,242
- Economic Output: \$1,351 per dollar invested

Current Business Activity

- 158 unique clients consulted
- 1,001 hours of consulting delivered
- \$14.8M in government contracts awarded
- \$2.6M in capital formation supported
- 22 training events hosted
- 12 new business start-ups launched
- 232 jobs created or retained





Client Highlight

*In America With Grace- Grace Acevedo
Educational Services*

Business Growth

- Doubled revenue and secured new corporate contracts
- Expanded reach beyond Central Florida
- Hired 3 local educators to meet growing demand

Incubator Support

- Received SBDC consulting & strategic mentoring
- ELLE Collective peer support
- Website/legal support via grant funding





Business Incubation Program

UNIVERSITY OF CENTRAL FLORIDA

Economic Impact

- \$23.5M GDP (Direct) | \$37.6M Output (Direct)
- \$4.8M in Taxes (Direct) generated
- \$11.50 ROI per public dollar invested
- Client Jobs: 157

Current Business Activity

- 15 active businesses, including:
 - 3 nearing graduation
 - 3 international Soft-Landing clients





Client Highlight

*TimePlast – Manuel Rendon
CleanTech*

Business Growth

- Raised \$1M+ in funding this year
- Doubled revenue compared to last year
- Leased 3,000 sq. ft. warehouse space in Casselberry, with plans to expand further

Incubator Support

- Benefited from business coaching and strategic connections
- Gained flexibility through customized office space leases
- Leveraged incubator resources to accelerate both capital growth and local expansion





Local Impact

- **56 consulting sessions** delivered to Seminole County businesses
- **9 educational events** hosted in Seminole (94 participants)
- **15 additional events** outside Seminole attended by 36 County residents
- **7 business advancement services** provided



CFLBizLink Highlights (Oct 2024 – Sept 2025)

- 158 residents requested business assistance (↑ from 98 last year)
- 21 personalized ConNEction Plans delivered
- 107 residents attended NEC-hosted training workshops

Notable Seminole County Workshops

- *Show Me The Money* (26 attendees, Goldsboro)
- *AI Tools & Automation* (16 attendees, Sanford Library)

Central Florida International Trade Office:

- 49 consultations totaling 102 hours





Client Highlight

JL Evolution Tech Corporation (Sanford, District 5)- Lorena Camacho

- With help from Prospera's consulting, education, and business advancement services, Lorena has strengthened her tech firm's operations, positioning them to be more competitive in the local market.
- JJ Evolution Tech is now more competitive locally and positioned for future job creation in Sanford



Client Highlight

CFITO: Hernon Manufacturing (*Sanford*)

- With CFITO's support, Hernon participated in the LATAM Trade event and opened a sales office in Querétaro, Mexico
- Received B2B matchmaking support and trade finance assistance through EXIM and the Mexican Consulate
- Expansion enhances Hernon's international reach and strengthens its Seminole County headquarters

Workforce Development

Workforce Development

Seminole Commits – Seminole State College (Update as of 9/30)

- 780 students served through workforce and adult education
- 587 participated in instructor-led classes
- 95% of culinary students earned ServSafe certification
- 8 new classes launched in Fall 2025

CareerSource Central Florida

- Access to Career Pathways Adult Program: **19 participants** | 86% success rate
- Public Sector Academy Youth Program: **24 youth** | 80+ hours of exposure

Starbase STEM Program

- **41** high school/college students
- 5 educators | **8** community leaders | **5-day** experience

Made in Central Florida Expo – MACF

- **200** students and **20** educators registered

Seminole County Fire Department

- Supported recruitment efforts through the development of targeted content aimed at engaging prospective firefighter candidates.



Upcoming Project

Labor Study:

We are in the process of conducting surveys to analyze our current labor force and estimate percentages of

- Office Impact:
 - Full Time In-Office / Full Time Remote / Hybrid (Percentage of time in office for Hybrid)
- Talent Market :
 - Does our talent pool suffice, or do they have to recruit externally?
- Education:
 - Do our educational resources meet their skill training needs?
 - Feeder analysis (SCPS, SSC, UCF)

To aid in these efforts, we have been:

- Conducting direct contact with our largest employers and past incentive recipients
- Engaged the support of UCF BIP, SSC, OEP to survey their clients

Expected completion: Q1 2026

Closing Remarks