



Workforce Estimating Conference

Caldwell Building Room B-049

August 30, 2007

10:30 – 12:30 pm

Call-in Number 1-888-808-6959

Pass Code 6724792 #

Agenda

- **Welcome and Opening Remarks** **Amy Baker, EDR**

 - **Florida Labor Market Update** **Rebecca Rust, AWI LMS**


 - **Employment Projections 2015** **Bill Dobson, AWI LMS**

 - **Wage Thresholds/ECI Criteria** **Bill Dobson, AWI LMS**

 - **Statewide Occupational Demand List
(Action Item)** **Bill Dobson, AWI LMS
Amy Baker, EDR**

 - **Enterprise Florida Industry Clusters:
Key Sectors and Emerging Technologies** **Rebecca Rust, AWI LMS**

 - **Other Items** **Amy Baker, EDR**

 - **Closing Remarks** **Amy Baker, EDR**
- 

Florida Labor Market Update

Workforce Estimating Conference



**Florida
Agency for Workforce Innovation
Labor Market Statistics Center**

August 2007

Labor Force Conditions

Seasonally Adjusted

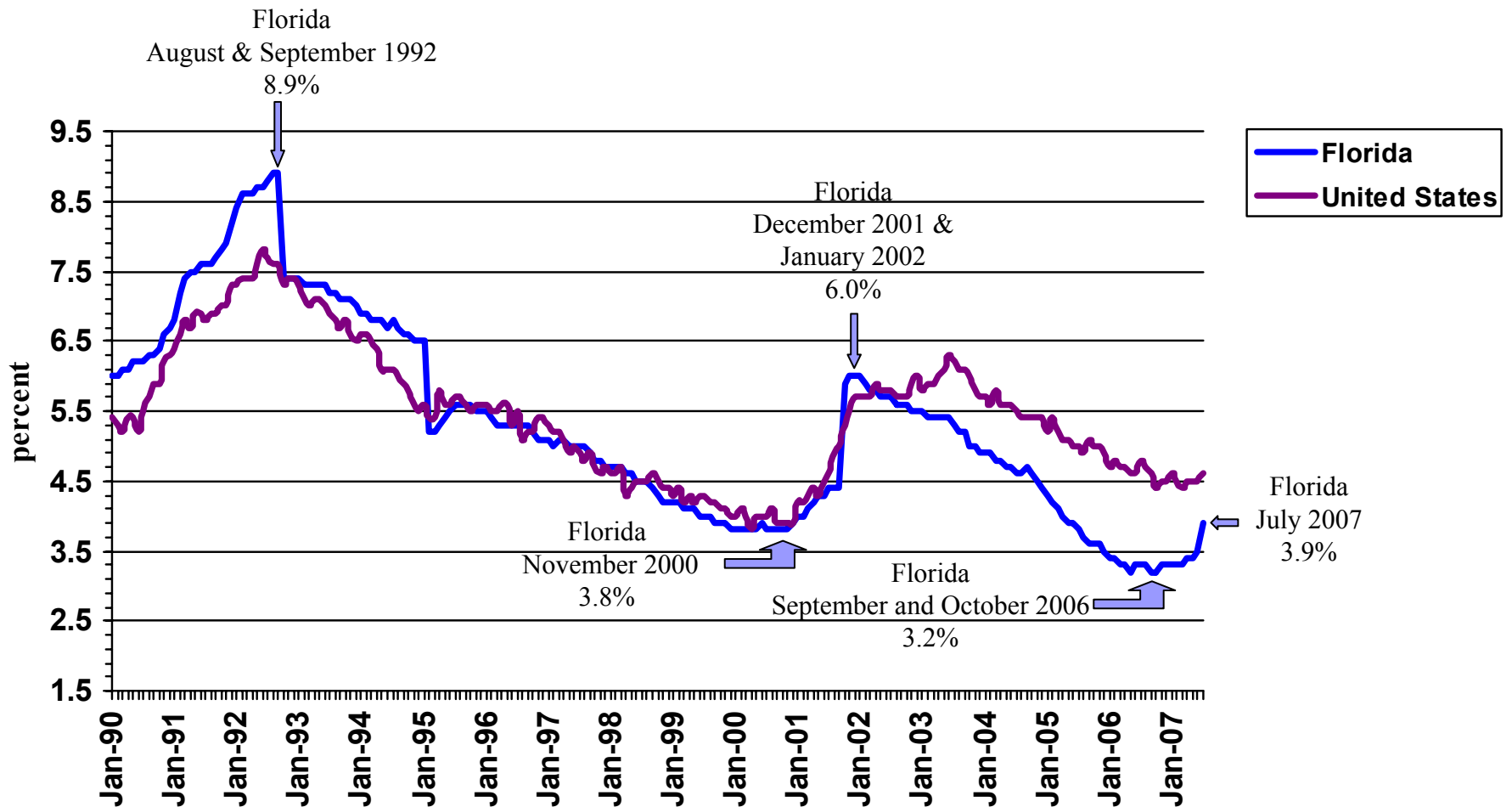
July 2007

	Labor Force	Employment	Unemployment	Unemployment Rate	Year Ago Unemployment Rate
Florida	9,230,000	8,867,000	364,000	3.9	3.3
United States	153,231,000	146,110,000	7,121,000	4.6	4.8

Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Local Area Unemployment Statistics in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, released August 17, 2007

Unemployment Rates

Seasonally Adjusted



Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Local Area Unemployment Statistics in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, released August 17, 2007

Nonagricultural Employment

Florida is Growing Faster than the Nation

Seasonally Adjusted

Seasonally Adjusted	July 2007	July 2006	Over-the-Year Change	Over-the-Year Percent Change
Florida	8,134,700	8,007,600	127,100	1.6%
United States	138,122,000	136,252,000	1,870,000	1.4%

Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Current Employment Statistics program in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, released August 17, 2007

Employment in the Ten Most Populous States

Seasonally Adjusted (in thousands)

July 2006 - July 2007

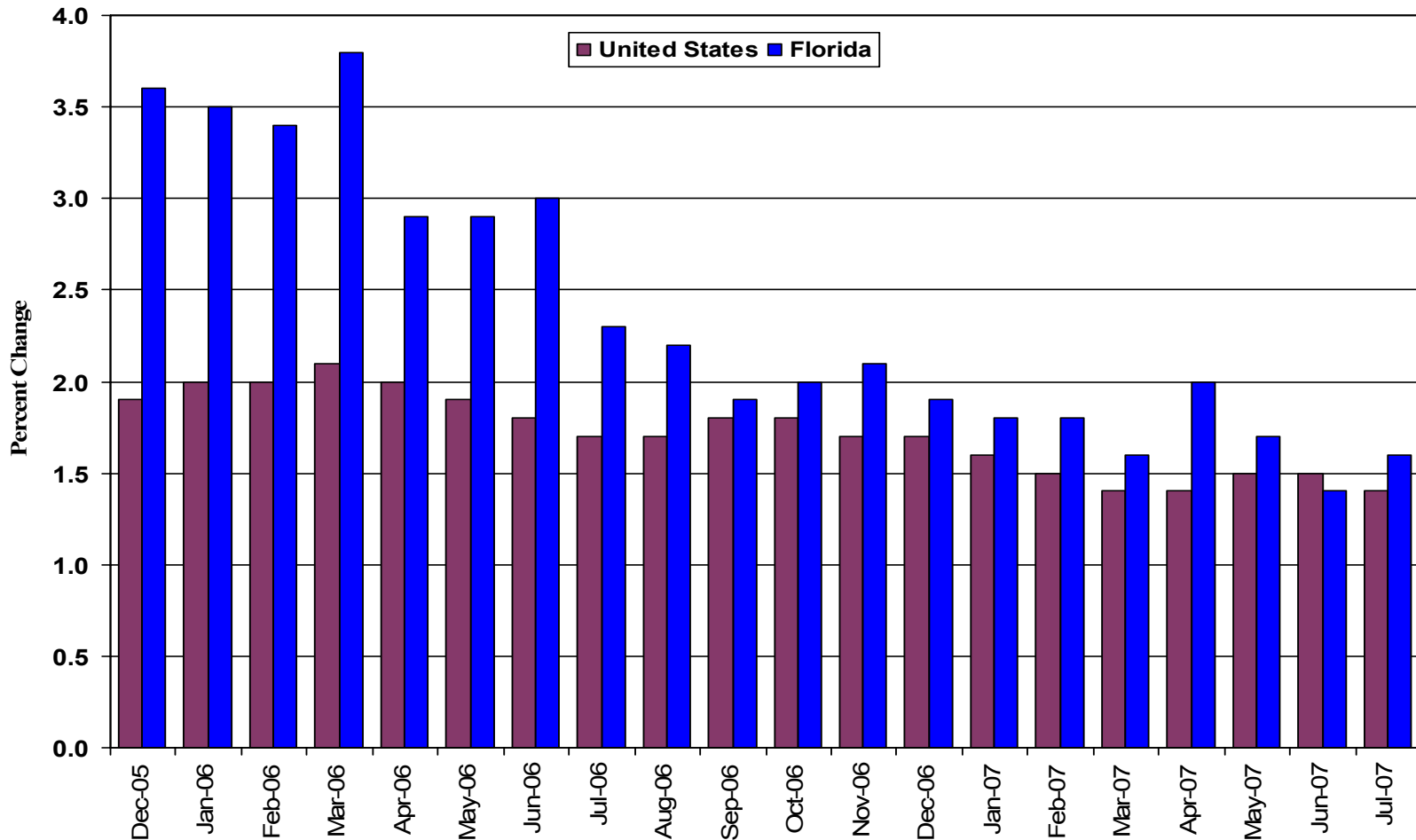
State	July 2007	Percent Change	Level Change	Level Rank
Texas	10,305.5	2.6	265.9	1
California	15,258.1	1.1	173.0	2
Florida	8,134.7	1.6	127.1	3
New York	8,707.1	1.1	92.3	4
Georgia	4,154.5	1.7	67.9	5
Illinois	5,987.9	0.9	54.3	6
Pennsylvania	5,796.3	0.8	43.8	7
New Jersey	4,100.9	0.6	25.1	8
Ohio	5,434.3	**	-1.6	9
Michigan	4,268.5	-1.5	-67.1	10

Note : ** = Less than 0.05 percent

Source: U.S. Department of Labor, Bureau of Labor Statistics, Current Employment Statistics program

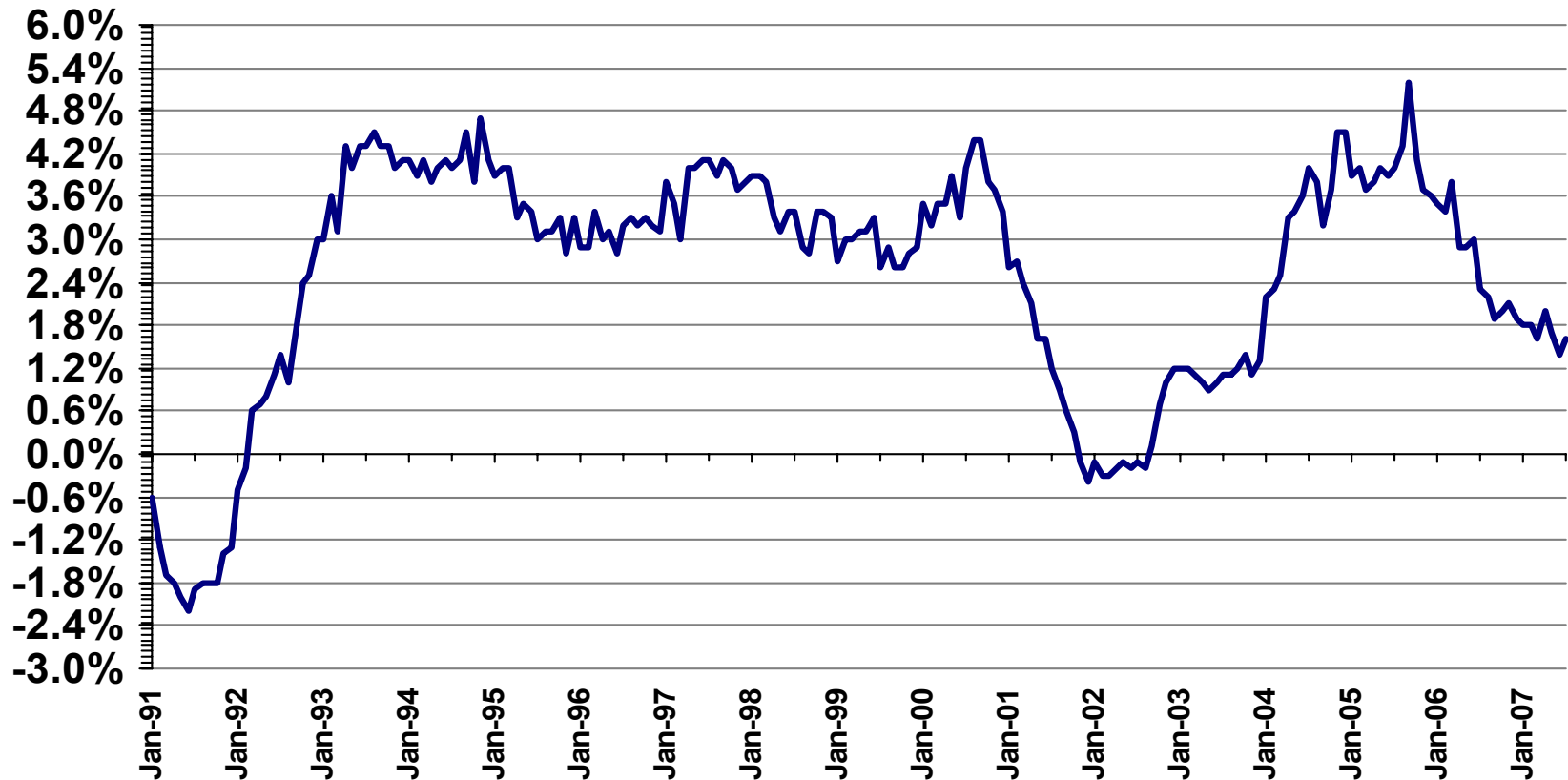
Nonagricultural Employment

Seasonally Adjusted (12-month percent change)



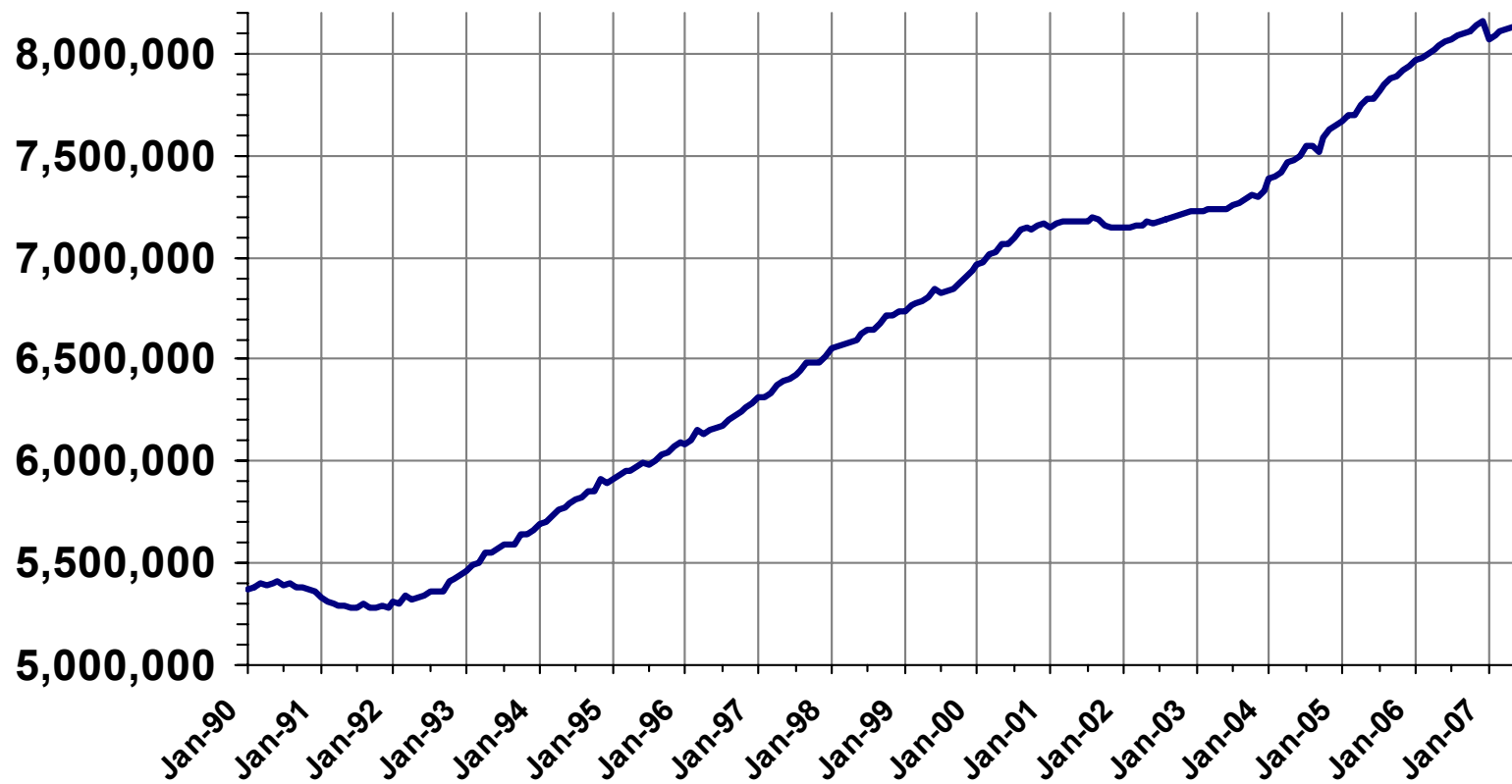
Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Current Employment Statistics Program in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, released August 17, 2007

Florida Nonagricultural Employment Over-the-Year Change By Month Seasonally Adjusted



Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Current Employment Statistics program in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, released August 17, 2007

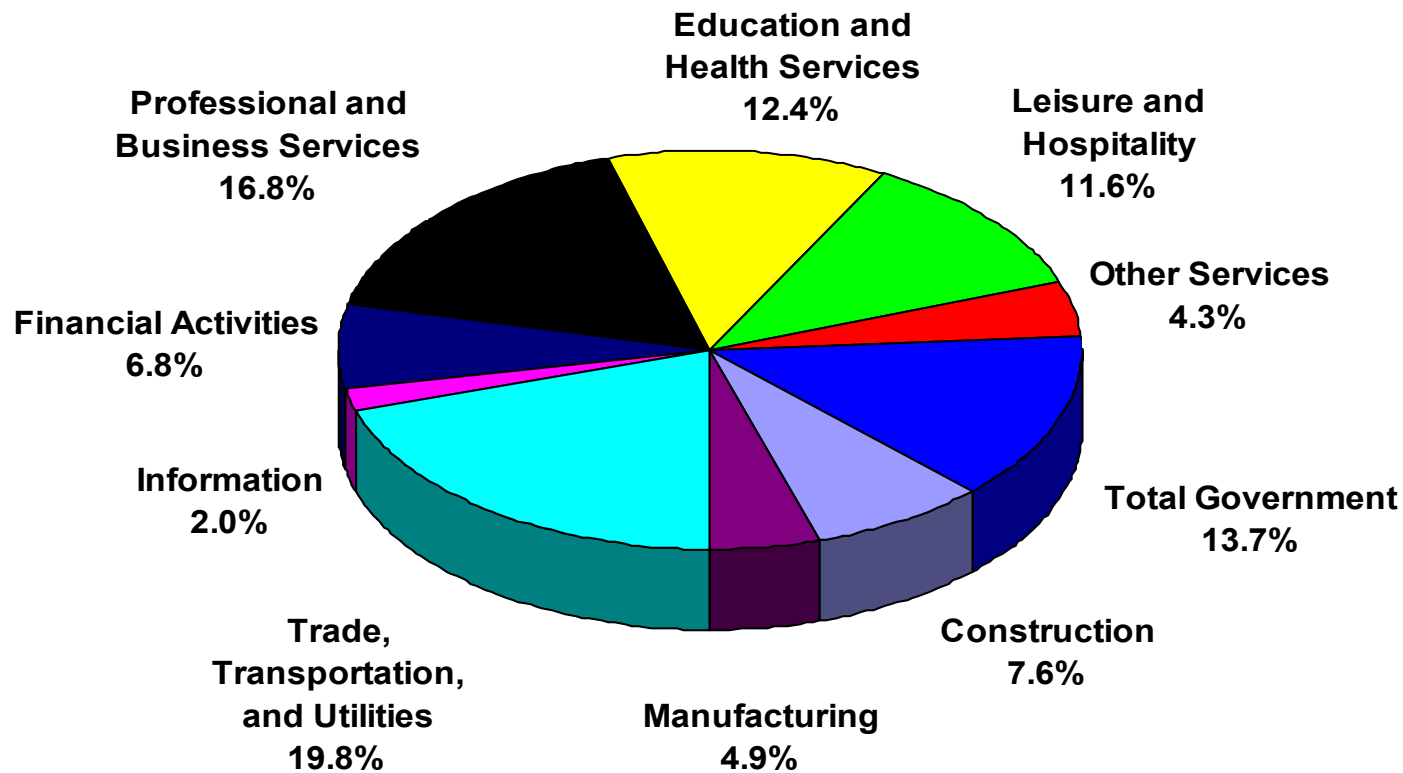
Florida Nonagricultural Employment Seasonally Adjusted



Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Current Employment Statistics program in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, released August 17, 2007

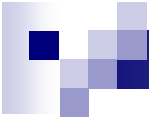
Florida's Nonagricultural Employment by Industry

July 2007, Seasonally Adjusted



Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Current Employment Statistics Program in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, released August 17, 2007

Note: Percents may not add to 100.0 due to rounding



Slowing Job Growth, Seasonally Adjusted

Florida's job growth has slowed during 2007. Total job growth has declined from a high of 5.2 percent in September 2005 to 1.6 percent in July 2007. The industries listed below have contributed to slower job growth in Florida:

- Weaker job growth in construction
 - Over-the-year employment growth in construction has declined from a high of 14.4 percent in September 2005 to -2.8 percent in July 2007. This slowing was due to the construction of buildings and specialty trade contractors industries. This was impacted by the declining housing market and hurricane recovery activities.



Slowing Job Growth, Seasonally Adjusted

continued

- Slower job growth in financial activities and retail trade
 - Over-the-year employment growth in financial activities has declined from a high of 5.9 percent in September 2005 to 1.7 percent in July 2007. This slowing was due to the real estate industry.
 - Over-the-year employment growth in retail trade has declined from a high of 5.8 percent in September 2005 to 1.0 percent in July 2007. This slowing was due to general merchandise stores, and building materials/garden supply stores, and gas prices.



Slowing Job Growth, Seasonally Adjusted

continued

- Declining job growth in information (telecommunications, newspapers, and internet providers)
 - Over-the-year employment growth in information declined from 1.6 percent in September 2005 to -1.1 percent in July 2007. This slowing was due to telecommunications, internet service providers, broadcasting, and newspapers.

- Declining job growth in manufacturing
 - Over-the-year manufacturing job gains have declined from a peak of 2.0 percent in January 2006 to -1.3 percent in July 2007. This slowing was due to computer and electronic product and miscellaneous manufacturing industries.

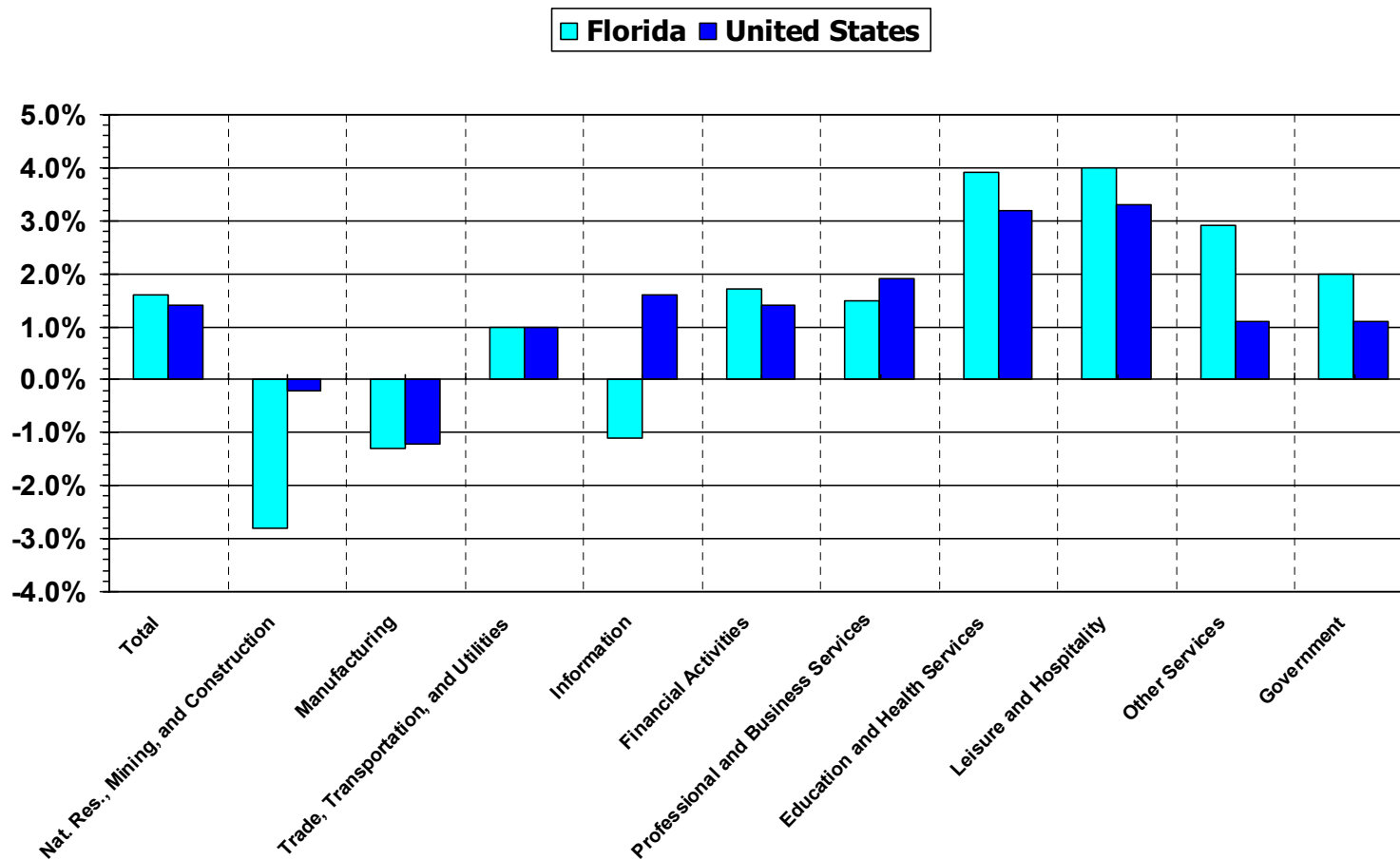


Slowing Job Growth, Seasonally Adjusted

continued

- Slower job growth in professional and business services
 - Over-the-year employment growth in professional and business services slowed from 7.9 percent in September 2005 to 1.5 percent in July 2007. This slowing was due to the employment services industry.

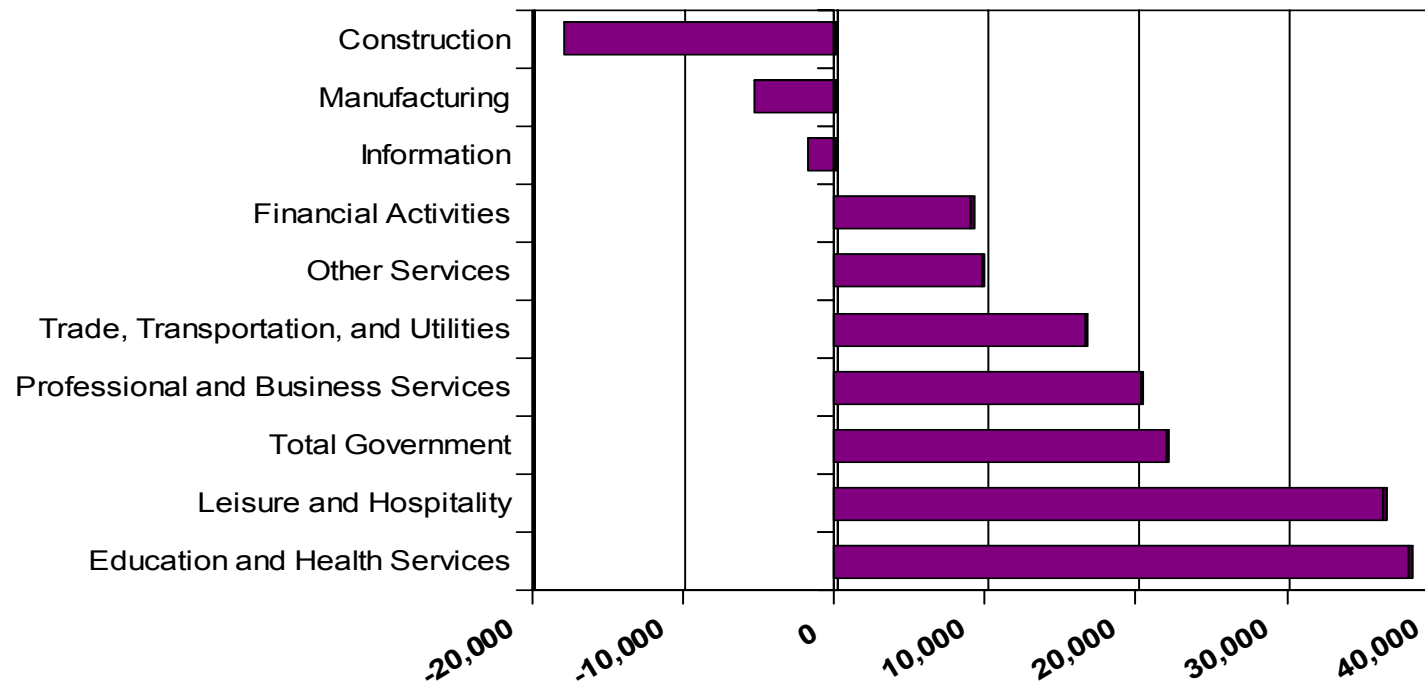
Nonagricultural Employment by Industry Seasonally Adjusted / Over-the-Year Percent Change July 2007



Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Current Employment Statistics Program in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, released August 17, 2007

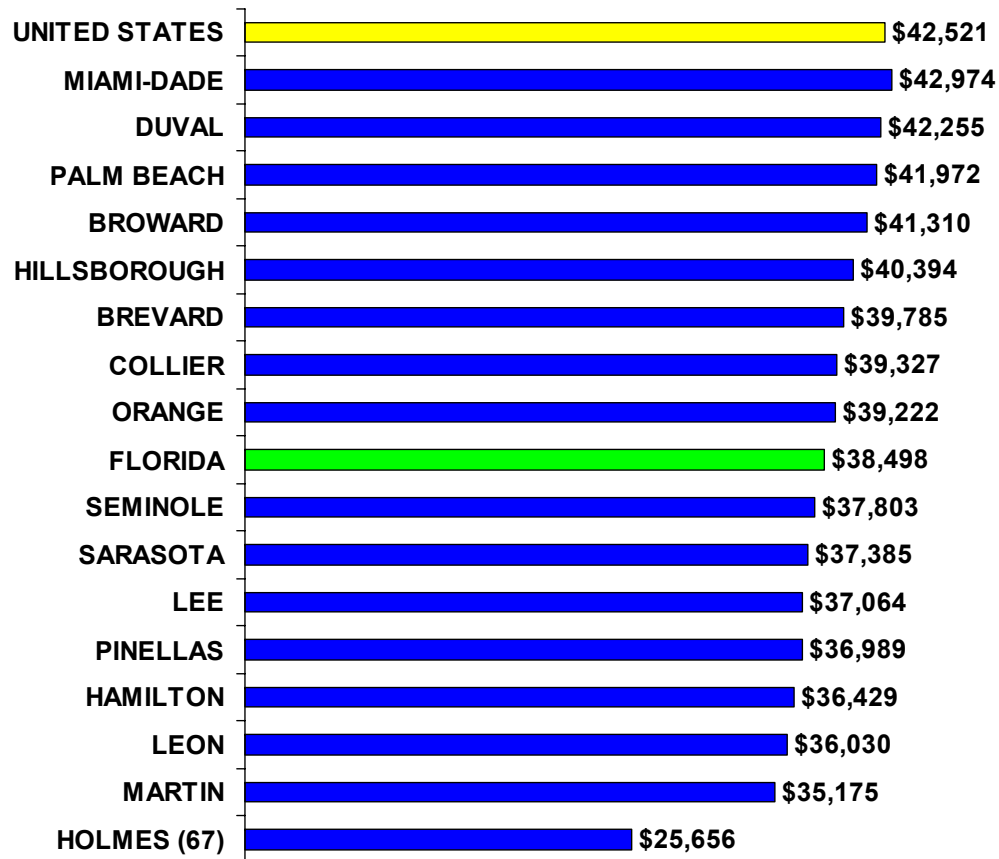
Education and Health Services Gains More Jobs Than Any Other Industry in Florida (Over the Year)

July 2007, Seasonally Adjusted



Source: Florida Agency for Workforce Innovation, Labor Market Statistics, Current Employment Statistics in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, released August 17, 2007

Florida Average Annual Wages Range from \$42,974 to \$25,656



Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Quarterly Census of Employment and Wages in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, 2006 preliminary, released June 2007



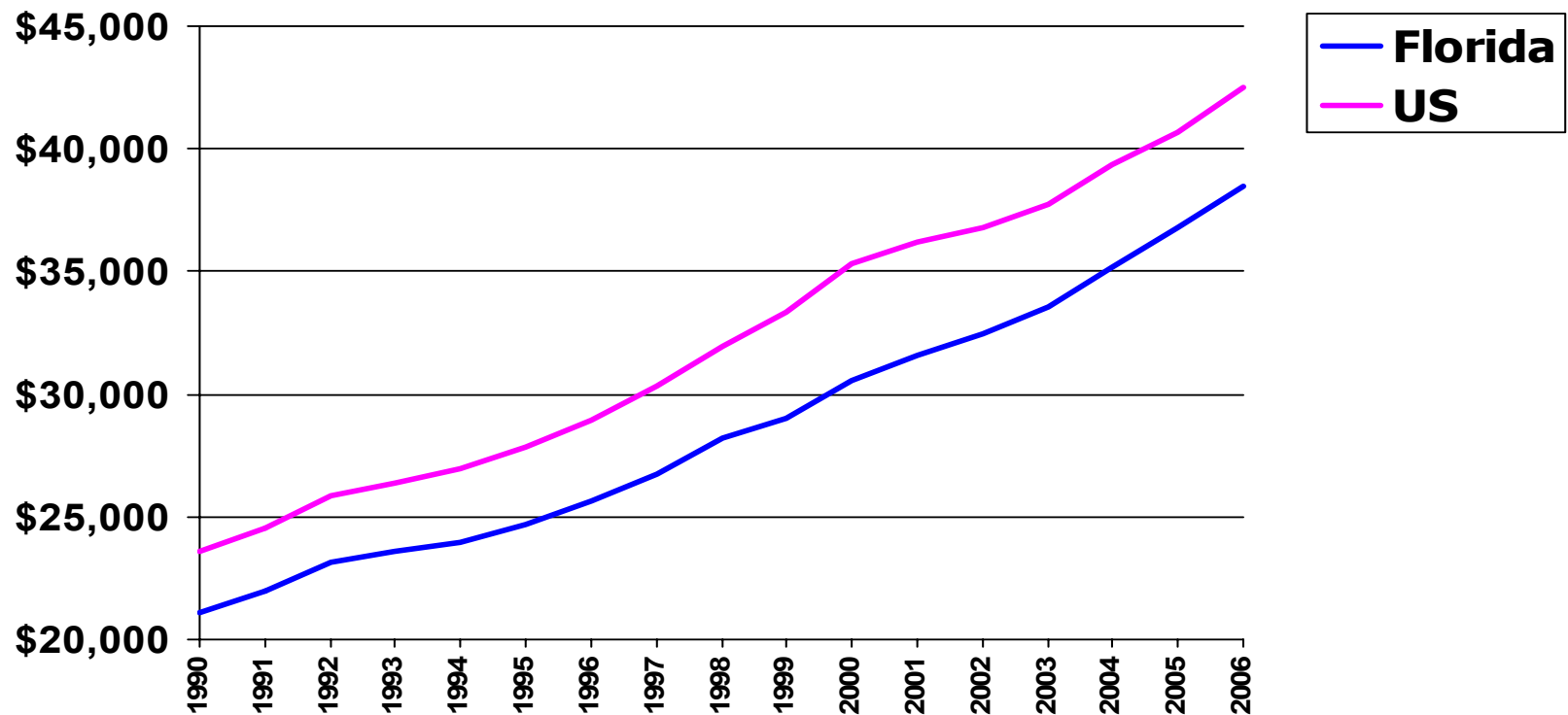
Florida Wages by Industry

Information and Financial Activities Lead the State

Total	\$38,498
Information	\$55,016
Financial Activities	\$54,488
Manufacturing	\$45,732
Government	\$42,980
Construction	\$40,744
Education and Health Services	\$39,804
Professional and Business Services	\$41,676
Trade, Transportation, and Utilities	\$35,305
Other Services	\$26,983
Natural Resources and Mining	\$24,185
Leisure and Hospitality	\$20,037

Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Quarterly Census of Employment & Wages in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, 2006 preliminary, released June 2007

Average Annual Wage

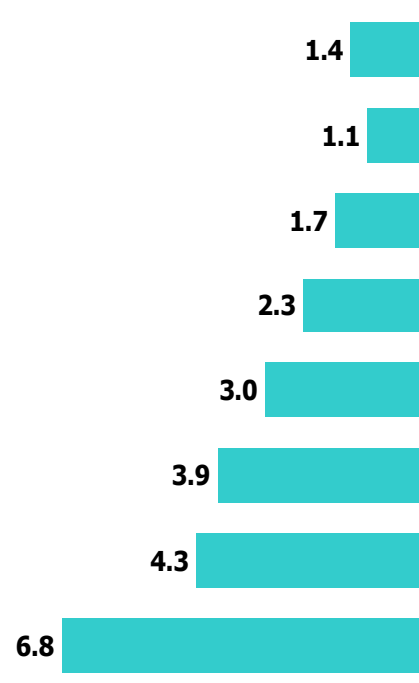


Note: 2006 wages are preliminary

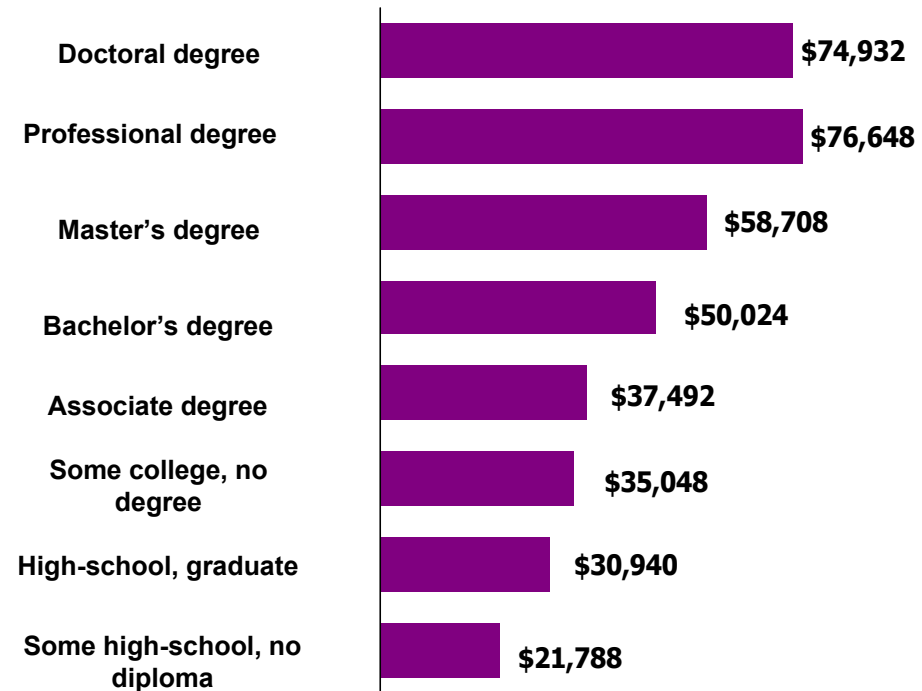
Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Quarterly Census of Employment and Wages program in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, 2006 preliminary, released June 2007

Education and Training pay ...

**Unemployment Rate
(Percent)**



**Median Earnings
(Dollars)**



Notes: Unemployment and earnings for workers 25 and older, by educational attainment; earnings for full-time wage and salary workers

Sources: Unemployment rate, 2006 annual average: Bureau of Labor Statistics; 2006 Weekly Median Earnings (multiplied by 52 weeks), Bureau of the Census.



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Labor Market Statistics**

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Employment Projections to 2015

Workforce Estimating Conference

Florida
Agency for Workforce Innovation
Labor Market Statistics Center

August 2007





Employment Projections -- General Information

- Employment forecast covers the projection period 2007-2015.
- Industry employment forecasts made for each 4-digit NAICS industry code at the state and regional level.
- Historical and projected national industry employment, population, and income data were used as independent variables.
- Staffing patterns derived from our 2006 occupational survey, with 56,700 responses, representing more than 4.7 million workers were used to produce the occupational projections.



Trends Impacting the Florida Workforce

- Increasing population growth, but at a slower rate
- An aging population - smaller percentage of younger people, a greater percentage of older age groups
- Increasing competition for skilled workers
- Increasing investments in older workers
- Baby boomers redefining retirement



Industry Employment Projections to 2015

- Florida projected to gain almost 1.36 million new jobs between 2007 and 2015 (1.89% annual growth).
- All major industry sectors will see employment gains, except agriculture and mining.
- Slower growth rates for 8 of the 12 major industry sectors; fewer numerical job gains for 8 of the 12 major sectors.
- Current weakness in the housing market is impacting the outlook for many industries.



Industry Employment Projections to 2015

- Major industry sectors growing the fastest and gaining the most new jobs: professional and business services; and education and health services.
- Major sectors growing the slowest: manufacturing and construction.
- Declines in construction for the short-term will result in fewer new jobs and slower growth for this industry in the long-term (42,000 jobs; 7% growth).
- Manufacturing will see the smallest number of new jobs: employment growth in pharmaceuticals, medical instruments, and some construction-related manufacturing industries are the primary reasons this industry is not forecasted to decline (1,550 jobs; 0.4% growth).
- Retail trade will see strong gains in general merchandise stores, motor vehicle dealers and building material stores as each continue to expand and steal market share from other sectors in trade.



Industry Employment Projections to 2015

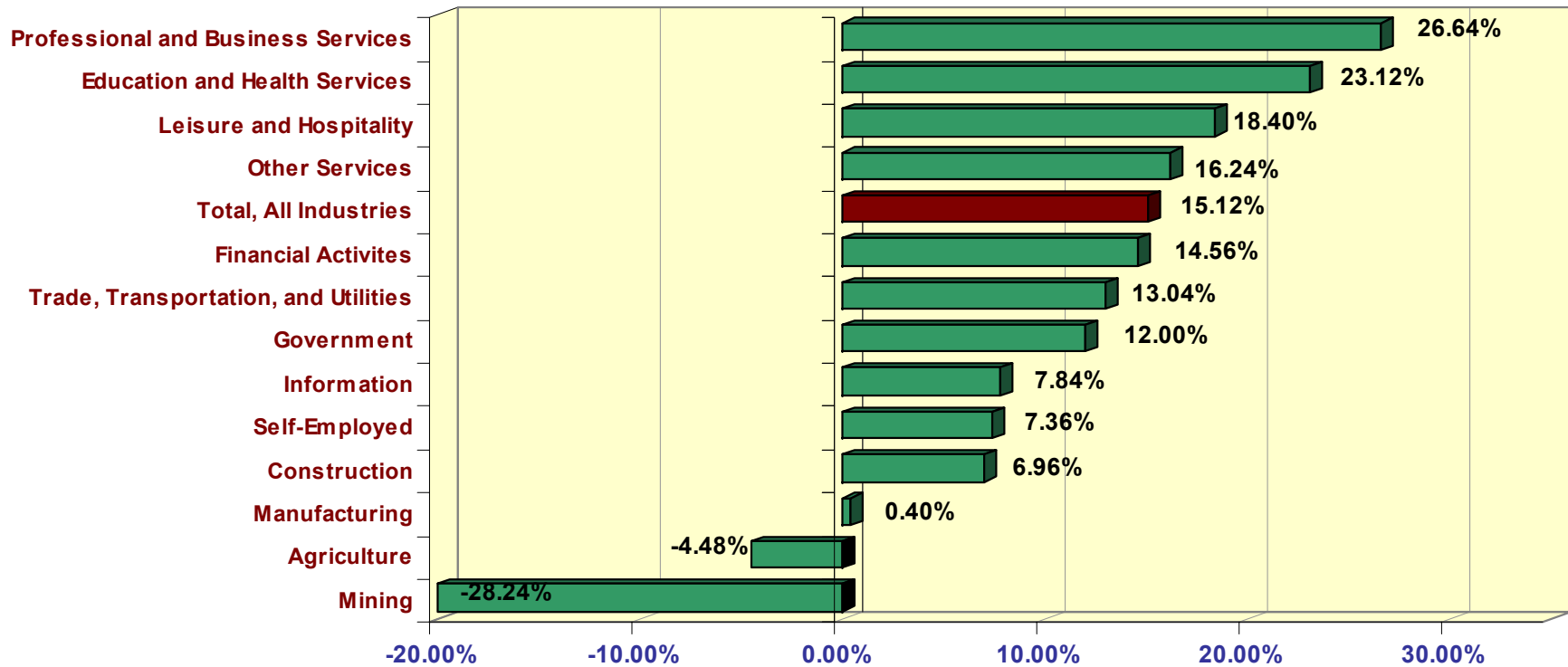
- The information sector will be driven by gains in software publishing, wireless telecommunications and Internet-related service providers.
- Financial services growth will be slowed by current weakness in mortgage lending, causing the industry to grow slower than the average for all industries.
- Growth in employment services, legal, engineering, computer design and consulting services will make professional and business services the fastest growing industry sector.
- Educational services, both private and public, will have 63 percent of its job growth occur in the elementary and secondary schools.



Industry Employment Projections to 2015

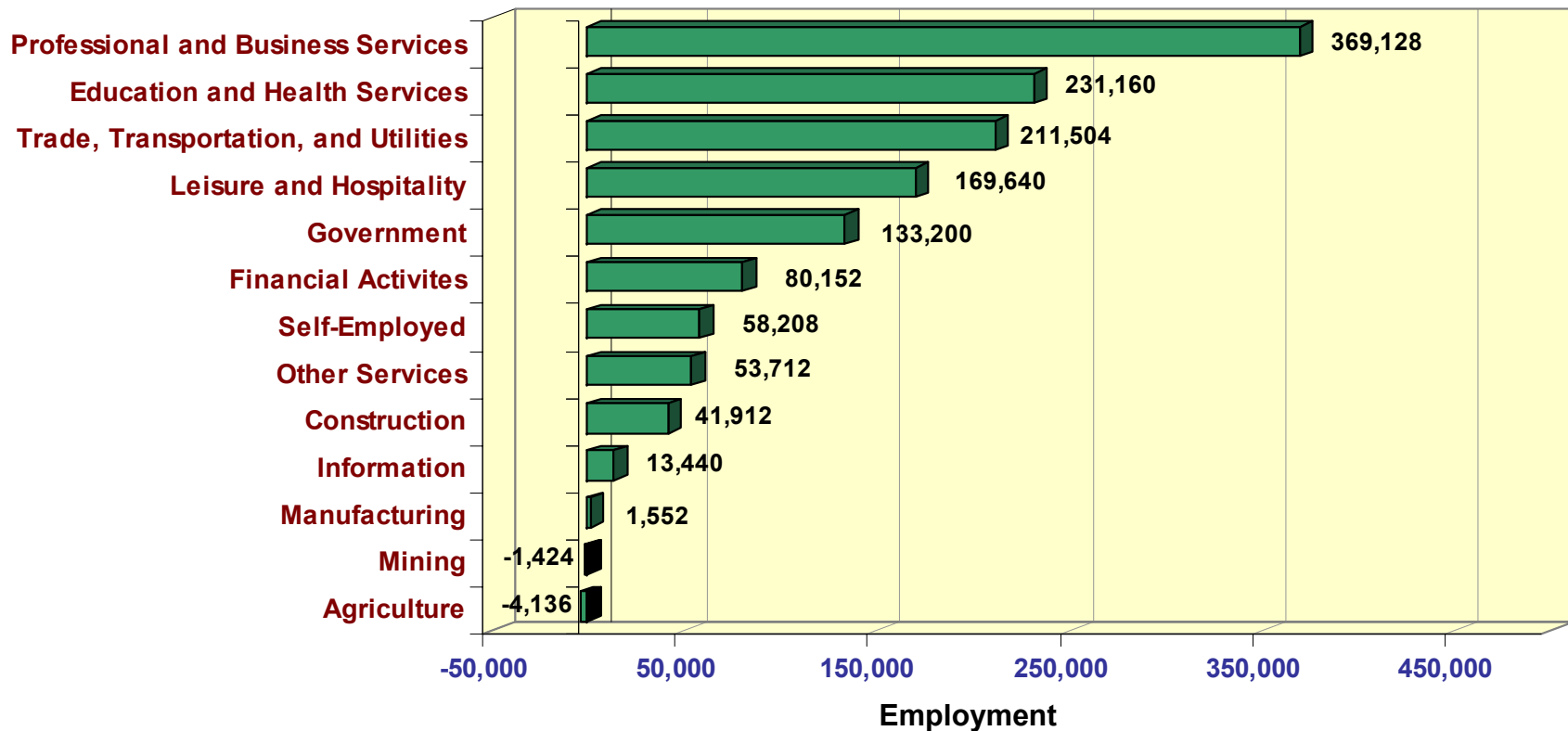
- Doctors' offices and other outpatient care services will account for more than 50 percent new jobs in health care.
- Food services and drinking places will account for two-thirds of the job growth in leisure and hospitality. Art, entertainment and recreation services will grow the fastest within leisure and hospitality.
- All sectors of government are projected to grow, but at slower rates. Almost 90 percent of the new jobs in government will be in local government.
- Growth in jobs as self-employed and unpaid family workers will be slower, comprising only 4 percent of the new jobs.

Florida Employment Growth Rates by Major Industry Sector 2007-2015



Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center

Florida Employment Growth by Major Industry Sector 2007-2015



Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center

Fastest-Growing Industries*

RANK	INDUSTRY TITLE	ANNUAL CHANGE	
		NUMERICAL	PERCENT
1	Home Health Care Services	2,623	4.87
2	Computer Systems Design and Related Services	2,774	4.61
3	Management, Scientific, and Technical Consulting Services	3,000	4.54
4	Other Motor Vehicle Dealers	773	4.34
5	Software Publishers	360	4.20
6	Other Personal Services	676	4.18
7	Promoters of Performing Arts, Sports, and Similar Events	213	4.06
8	Educational Support Services	138	3.99
9	Employment Services	18,584	3.96
10	Other General Merchandise Stores	4,003	3.92

*includes industries with a minimum of 3,000 jobs in 2007

Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center

Industries Gaining the Most New Jobs

RANK	INDUSTRY TITLE	ANNUAL CHANGE	
		NUMERICAL	PERCENT
1	Employment Services	18,584	3.96
2	Elementary and Secondary Schools (public)	7,547	2.01
3	Full-Service Restaurants	7,037	2.19
4	Limited-Service Eating Places	6,310	2.87
5	Offices of Physicians	6,077	3.70
6	Local Government, Excluding Education and Hospitals	5,260	1.66
7	General Medical and Surgical Hospitals (private)	4,348	1.92
8	Other General Merchandise Stores	4,003	3.92
9	Services to Buildings and Dwellings	3,969	2.85
10	Legal Services	3,515	3.59

Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center



Occupational Employment Projections to 2015

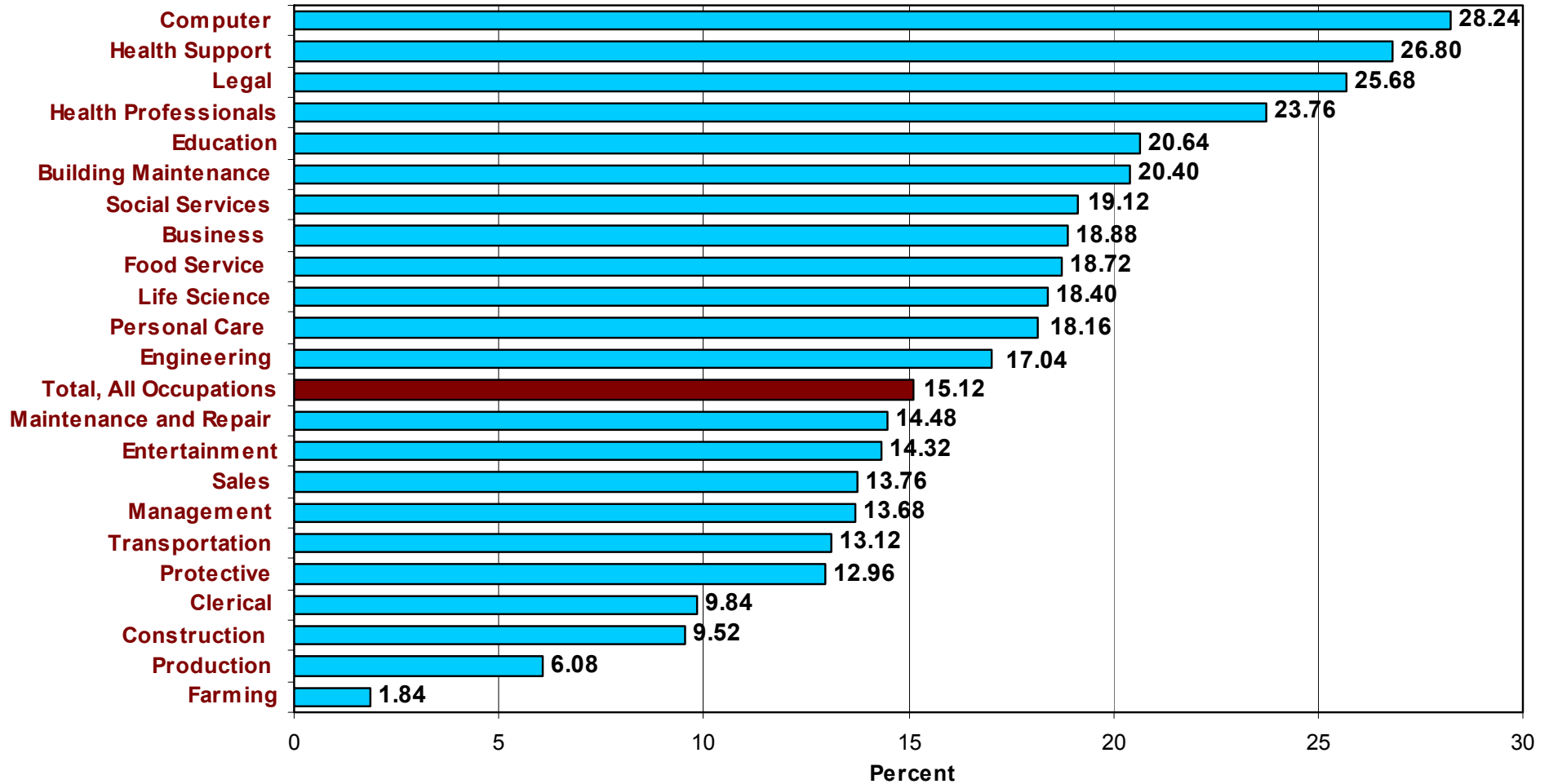
- All 22 major occupational groups are projected to grow, with 12 groups growing at a slower growth rate than previously forecasted.
- Almost half the new jobs in Florida will come from 5 occupational groups: clerical, sales, food service, health professionals, and education.
- Computer, healthcare support, and legal occupations will grow the fastest.
- Clerical, sales, and food service occupations will gain the most new jobs.



Occupational Employment Projections to 2015

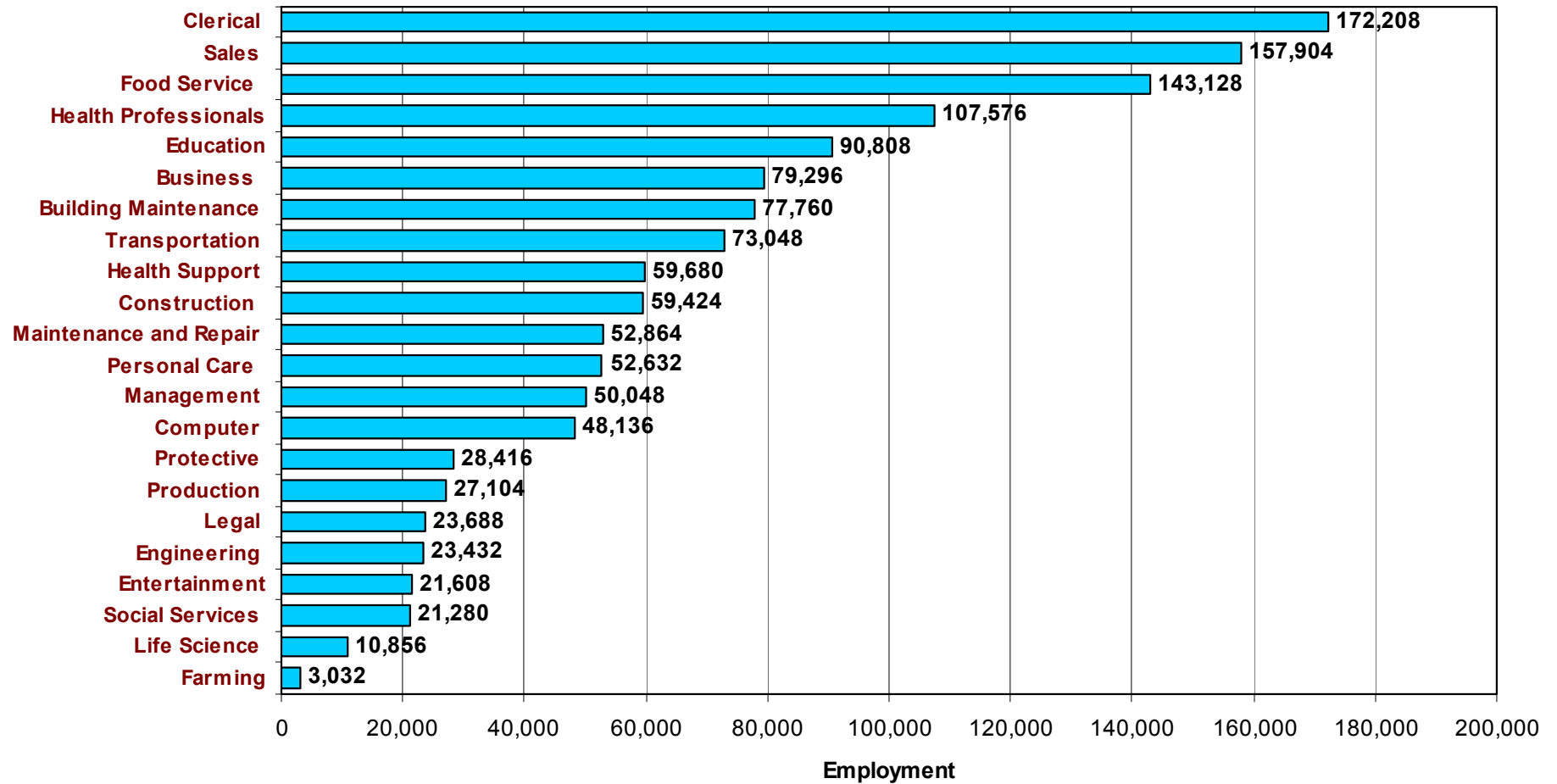
- 9 of the 10 fastest-growing occupations are in the computer or healthcare career fields.
- Nearly all of the 10 fast-growing occupations are growing at a faster rate and adding greater numbers of new jobs than previously forecasted.
- 7 of the 10 fastest-growing occupations earn more than \$26 per hour.
- Of the top 10 occupations expected to gain the most new jobs, most are the largest occupations in the state, have widespread demand among numerous industries, include a lot of part-time work, and have minimal requirements for entry into the occupation.
- Overall, more job openings will be due to replacement needs than due to economic growth.

Florida Employment Growth Rates by Major Occupational Group 2007-2015



Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center

Florida Employment Growth by Major Occupational Group 2007-2015



Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center

Fastest-Growing Occupations*

RANK	OCCUPATIONAL TITLE	ANNUAL GROWTH		AVERAGE	EDUCATIONAL
		PERCENT	NUMERICAL	HOURLY WAGE	ATTAINMENT
1	Network Systems and Data Communications Analysts	5.41	1,232	29.07	PSAV Cert.
2	Computer Software Engineers, Applications	5.27	1,009	35.81	CC Cert./Degree
3	Physician Assistants	5.21	230	39.21	Bachelor's
4	Medical Assistants	4.85	1,540	12.91	PSAV Cert.
5	Paralegals and Legal Assistants	4.60	983	21.08	PSAV Cert.
6	Computer Software Engineers, Systems Software	4.51	736	38.93	Bachelor's
7	Home Health Aides	4.50	1,461	10.01	PSAV Cert.
8	Database Administrators	4.30	257	30.37	CC Cert./Degree
9	Network and Computer Systems Administrators	4.10	587	31.38	PSAV Cert.
10	Dental Hygienists	4.02	395	26.67	CC Cert./Degree

* includes occupations with a minimum of 4,000 jobs in 2007

Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, 2007 Wage Data, Forecast to 2015

Occupations Gaining the Most New Jobs

RANK	OCCUPATIONAL TITLE	ANNUAL GROWTH		AVERAGE	EDUCATIONAL
		PERCENT	NUMERICAL	HOURLY WAGE	ATTAINMENT
1	Retail Salespersons	2.68	8,334	12.73	High School
2	Customer Service Representatives	3.08	5,086	13.74	PSAV Cert.
3	Registered Nurses	3.27	5,063	28.38	CC Cert./Degree
4	Food Preparation & Serving Workers, Including Fast Food	2.82	4,874	8.05	Less than H.S.
5	Waiters and Waitresses	2.21	4,592	9.21	Less than H.S.
6	Janitors and Cleaners, Except Maids and Housekeeping	2.62	3,384	9.80	Less than H.S.
7	Landscaping and Groundskeeping Workers	2.77	3,289	10.59	Less than H.S.
8	Office Clerks, General	1.36	2,830	11.61	High School
9	Nursing Aides, Orderlies, and Attendants	2.67	2,430	10.93	PSAV Cert.
10	Cashiers	0.93	2,053	8.60	High School

Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, 2007 Wage Data, Forecast to 2015



Occupational Wages

- The 2007 average hourly wage for all occupations is \$17.76, up from \$17.07 (4.0 %) in 2006.
- All 22 major occupational groups had increases in their 2007 average hourly wage. Wage increases ranged from 2.2 percent (maintenance and repair) to 7.8 percent (agricultural) for these major occupational groups.
- The 2007 overall average hourly wage for occupations requiring postsecondary training below a bachelor's degree was \$20.83, up from \$20.08 (3.7 %) in 2006.



2008-2009
Florida Demand Occupations List

August 2007



Indexing Wage Thresholds Using the Employment Cost Index (ECI)

- The ECI, which is produced by the U.S. Department of Labor, Bureau of Labor Statistics, is a quarterly measure of changes in labor costs.
- Separate indexes are produced each quarter for wage and salary and benefits costs, for public, private, and all civilians workers, and for various industry and occupational groups.
- WEC uses an ECI that includes wages and salaries, all civilian workers for all occupational groups.
- 2nd Quarter 2007 ECI = 105.1, 2nd quarter 2005 ECI = 101.6, **12 month change = 3.4%.**
- Change in ECI for 2007-08 Demand List was 2.8%.



2008-09 Statewide Demand List

Occupational Criteria

- Requires postsecondary adult vocational training or a community college credit certificate, applied technology diploma, associates of applied science, or an associate's degree. 2007-08 Criteria: same.
- Has 150 projected annual openings and a growth rate above the average growth rate for all occupations (1.90%) or 360 projected annual openings with any positive growth. 2007-08 Criteria: growth rate 1.99%, openings same.
- Has at least a mean wage of \$12.05/hour and entry wage of \$9.80/hour to be eligible for an Individual Training Account. 2007-08 Criteria: mean wage \$11.65, entry wage \$9.48.
- Requires at least a mean wage of \$18.89/hour and an entry wage of \$12.05/hour for a High Skill/High Wage designation. 2007-08 Criteria: mean wage \$18.27, entry wage \$11.65.



2008-09 Statewide Demand List

- 108 occupations meet the 2008-09 occupational criteria vs. 110 occupations meeting the 2007-08 criteria.
- 7 occupations were added to the 2008-09 list and 9 occupations on the 2007-08 list were dropped from the list .
- Primary reason for occupations dropping off the 2007-08 list are:
 - Failure to meet growth and openings criteria



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**Preliminary Statewide
Occupational Demand List
2008-09**

**Workforce Estimating
Conference**

**Florida
Agency for Workforce Innovation
Labor Market Statistics Center**



August 2007

2008-09 Preliminary Florida Statewide Demand Occupations List

Sorted by Occupational Title

Workforce Estimating Conference Selection Criteria:

- 1 FLDOE Training Codes 3 (PSAV Certificate) and 4 (Community College Credit/Degree)
- 2 150 annual openings and average growth rate of 1.89% or 360 annual openings with any positive growth
- 3 Mean Wage of \$12.05/hour and Entry Wage of \$9.80/hour
- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$18.89/hour and Entry Wage of \$12.05/hour

SOC Code*	HSHW**	Occupational Title*	Annual	Annual	2007 Hourly Wage		FLDOE	New
			Percent		Openings	Mean		
132011	HSHW	Accountants and Auditors	2.29	3,289	28.32	17.90	4	
113011	HSHW	Administrative Services Managers	2.22	344	40.06	22.65	4	
132021	HSHW	Appraisers and Assessors of Real Estate	3.00	391	28.11	14.56	3	Yes
173011	HSHW	Architectural and Civil Drafters	1.78	388	20.80	13.98	3	
493021		Automotive Body and Related Repairers	1.43	385	18.13	11.24	3	
493023		Automotive Service Technicians and Mechanics	2.16	2,412	16.90	10.44	3	
433031		Bookkeeping, Accounting, and Auditing Clerks	1.14	4,188	15.04	10.67	4	
493031		Bus and Truck Mechanics and Diesel Engine Specialists	1.80	649	18.24	13.24	3	
131199	HSHW	Business Operations Specialists, All Other	3.31	2,877	29.12	16.74	4	
292031		Cardiovascular Technologists and Technicians	2.92	189	18.76	11.19	4	
472031		Carpenters	1.47	2,939	16.06	11.14	3	
472051		Cement Masons and Concrete Finishers	1.02	522	14.92	10.80	3	
351011	HSHW	Chefs and Head Cooks	2.02	379	19.98	12.36	3	
173022	HSHW	Civil Engineering Technicians	2.57	260	21.17	14.57	4	
131031	HSHW	Claims Adjusters, Examiners, and Investigators	2.49	786	24.40	15.88	3	
272022	HSHW	Coaches and Scouts	2.59	468	31.17	16.64	4	
131072	HSHW	Compensation, Benefits, and Job Analysis Specialists	2.84	206	24.02	16.26	4	
131041	HSHW	Compliance Officers, Exc. Safety, Agri, Constr & Transp.	1.01	546	21.63	13.93	3	Yes
113021	HSHW	Computer and Information Systems Managers	3.13	385	50.31	32.84	4	
151021	HSHW	Computer Programmers	0.71	711	32.73	21.49	3	
151031	HSHW	Computer Software Engineers, Applications	5.27	1,179	35.81	22.90	4	
151099	HSHW	Computer Specialists, All Other	2.10	170	31.34	17.22	3	Yes
151041	HSHW	Computer Support Specialists	2.87	1,222	19.11	12.62	3	
151051	HSHW	Computer Systems Analysts	3.72	1,206	31.51	20.45	4	
474011	HSHW	Construction and Building Inspectors	2.91	362	23.60	16.74	3	
119021	HSHW	Construction Managers	0.82	1,197	41.07	23.72	4	
333012		Correctional Officers and Jailers	0.52	861	18.39	14.22	3	
131051	HSHW	Cost Estimators	1.79	604	25.37	15.92	4	
151061	HSHW	Database Administrators	4.30	314	30.37	19.66	4	
319091		Dental Assistants	3.92	961	14.89	11.46	3	
292021	HSHW	Dental Hygienists	4.02	472	26.67	18.63	4	
292032	HSHW	Diagnostic Medical Sonographers	3.61	223	26.76	20.24	4	
472111		Electricians	1.59	1,796	17.70	12.81	3	
292041		Emergency Medical Technicians and Paramedics	2.46	284	14.62	10.41	3	
131071	HSHW	Employment, Recruitment, and Placement Specialists	3.00	718	21.00	14.02	4	
436011		Executive Secretaries and Administrative Assistants	1.73	3,812	17.73	12.81	3	
132051	HSHW	Financial Analysts	2.50	265	31.94	20.12	4	
113031	HSHW	Financial Managers	2.22	697	48.19	29.13	4	
332011	HSHW	Fire Fighters	2.72	1,195	22.34	13.67	3	
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	0.92	2,059	26.09	17.90	4	
331021	HSHW	First-Line Superv. of Fire Fighting and Prevention Workers	2.38	156	35.26	24.37	3	
351012		First-Line Superv. of Food Preparation & Serving Workers	2.44	2,020	16.23	11.21	3	
371012	HSHW	First-Line Superv. of Landscaping and Groundskeeping	2.52	495	19.22	13.00	3	

2008-09 Preliminary Florida Statewide Demand Occupations List

Sorted by Occupational Title

Workforce Estimating Conference Selection Criteria:

- 1 FLDOE Training Codes 3 (PSAV Certificate) and 4 (Community College Credit/Degree)
- 2 150 annual openings and average growth rate of 1.89% or 360 annual openings with any positive growth
- 3 Mean Wage of \$12.05/hour and Entry Wage of \$9.80/hour
- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$18.89/hour and Entry Wage of \$12.05/hour

SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2007 Hourly Wage		FLDOE Training Code	New to List?
					Mean	Entry		
531031	HSHW	First-Line Superv. of Material-Moving Vehicle Operators	2.15	561	25.47	16.08	3	
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.81	1,040	26.24	17.71	3	
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	1.62	2,727	22.01	13.96	4	
511011	HSHW	First-Line Superv. of Production and Operating Workers	1.21	747	25.23	16.02	3	
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.82	858	36.22	19.87	3	
391021	HSHW	First-Line Supervisors of Personal Service Workers	2.12	623	21.01	13.12	3	
411011	HSHW	First-Line Supervisors of Retail Sales Workers	1.17	2,766	21.93	13.14	3	
119051	HSHW	Food Service Managers	1.88	472	27.47	18.50	3	
111021	HSHW	General and Operations Managers	2.27	2,493	49.00	25.44	4	
271024		Graphic Designers	1.77	490	18.82	12.57	3	
292099		Health Technologists and Technicians, All Other	2.71	210	17.20	11.98	3	
499021		Heating, A.C., and Refrigeration Mechanics and Installers	2.23	936	17.18	12.20	3	
259031	HSHW	Instructional Coordinators	2.64	337	24.94	16.60	4	
413021	HSHW	Insurance Sales Agents	1.40	1,497	27.06	13.90	3	
132053	HSHW	Insurance Underwriters	2.08	233	24.97	16.47	3	Yes
271025	HSHW	Interior Designers	2.54	271	23.36	12.76	3	
436012		Legal Secretaries	3.36	1,126	17.94	12.96	3	
292061		Licensed Practical and Licensed Vocational Nurses	2.61	2,450	18.61	15.00	3	
434131		Loan Interviewers and Clerks	0.81	461	15.97	11.32	3	
132072	HSHW	Loan Officers	1.50	839	28.84	16.51	4	
112021	HSHW	Marketing Managers	2.97	289	50.63	28.55	4	
292012		Medical and Clinical Laboratory Technicians	3.13	381	17.10	11.43	4	
292011	HSHW	Medical and Clinical Laboratory Technologists	2.51	429	24.63	19.71	4	
119111	HSHW	Medical and Health Services Managers	2.54	402	44.68	27.64	3	
319092		Medical Assistants	4.85	2,070	12.91	10.11	3	
292071		Medical Records and Health Information Technicians	3.15	457	14.94	10.25	3	
436013		Medical Secretaries	2.07	1,037	13.22	9.92	3	
319094		Medical Transcriptionists	3.34	277	14.73	11.47	3	
151071	HSHW	Network and Computer Systems Administrators	4.10	733	31.38	21.06	3	
151081	HSHW	Network Systems and Data Communications Analysts	5.41	1,471	29.07	18.89	3	
472073		Operating Engineers/Construction Equipment Operators	1.40	952	15.71	12.02	3	
472141		Painters, Construction and Maintenance	0.98	1,089	14.32	10.58	3	
232011	HSHW	Paralegals and Legal Assistants	4.60	1,139	21.08	14.37	3	
132052	HSHW	Personal Financial Advisors	3.36	887	37.01	16.54	4	
372021		Pest Control Workers	2.63	456	14.03	10.06	3	Yes
312021	HSHW	Physical Therapist Assistants	3.96	229	23.06	17.63	4	
472152		Plumbers, Pipefitters, and Steamfitters	1.83	1,295	17.32	12.40	3	
333051	HSHW	Police and Sheriff's Patrol Officers	1.78	1,724	23.75	16.67	3	
119141	HSHW	Property, Real Estate & Community Association Managers	1.32	651	30.45	15.56	4	
273031	HSHW	Public Relations Specialists	2.79	865	24.45	14.54	4	
131023	HSHW	Purchasing Agents, Except Farm Products & Trade	1.47	597	24.19	15.57	4	
292034	HSHW	Radiologic Technologists and Technicians	2.89	625	23.56	17.86	4	
419022		Real Estate Sales Agents	1.77	2,830	24.20	10.13	3	

2008-09 Preliminary Florida Statewide Demand Occupations List

Sorted by Occupational Title

Workforce Estimating Conference Selection Criteria:

- 1 FLDOE Training Codes 3 (PSAV Certificate) and 4 (Community College Credit/Degree)
- 2 150 annual openings and average growth rate of 1.89% or 360 annual openings with any positive growth
- 3 Mean Wage of \$12.05/hour and Entry Wage of \$9.80/hour
- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$18.89/hour and Entry Wage of \$12.05/hour

SOC Code*	HSHW**	Occupational Title*	Annual	Annual	2007 Hourly Wage		FLDOE	New
			Percent Growth		Openings	Mean		
291111	HSHW	Registered Nurses	3.27	8,096	28.38	21.21	4	
291126	HSHW	Respiratory Therapists	3.02	409	22.23	17.88	4	
472181		Roofers	0.72	578	15.19	10.75	3	
112022	HSHW	Sales Managers	2.81	728	56.54	29.64	4	
414011	HSHW	Sales Representatives., Wholesale & Mfg. Tech. & Sci. Products	1.92	1,293	33.64	16.91	3	
414012	HSHW	Sales Representatives., Wholesale and Manufacturing, Other	1.80	4,749	26.57	12.49	3	
413031	HSHW	Securities, and Financial Services Sales Agents	1.76	542	41.43	16.52	4	
492098		Security and Fire Alarm Systems Installers	2.42	249	15.88	11.26	3	
472211		Sheet Metal Workers	1.45	451	15.93	10.88	3	
535031	HSHW	Ship Engineers	2.48	197	31.59	19.68	3	
119151	HSHW	Social and Community Service Managers	2.72	179	30.89	18.78	4	
211093		Social and Human Service Assistants	2.22	515	13.87	9.95	3	Yes
211011		Substance Abuse and Behavioral Disorder Counselors	2.31	206	18.16	11.90	4	
292055		Surgical Technologists	3.00	246	17.73	13.56	3	
173031		Surveying and Mapping Technicians	2.48	636	15.42	10.38	3	
171022	HSHW	Surveyors	2.98	294	25.30	15.05	4	
259041		Teacher Assistants	2.31	1,980	13.32	10.07	3	Yes
499052	HSHW	Telecommunications Line Installers and Repairers	1.16	396	20.04	13.01	3	
533032		Truck Drivers, Heavy and Tractor-Trailer	1.93	3,040	16.21	11.20	3	
251194	HSHW	Vocational Education Teachers, Postsecondary	3.09	369	25.33	15.70	3	
514121		Welders, Cutters, Solderers, and Brazers	0.87	549	15.28	10.72	3	
131022	HSHW	Wholesale and Retail Buyers, Except Farm Products	2.13	509	23.38	14.74	4	

*SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

**HSHW = High Skill/High Wage.

Florida Industry Clusters Enterprise Florida, Inc.

Key Sectors:

Life Sciences including:

- Biotechnology
- Medical Device Manufacturing
- Pharmaceuticals
- Health Care

Information Technology including:

- IT Products/Services
- Software Development
- Modeling/Simulation/Training
- Photonics/Lasers/Optics
- Microelectronics
- Telecommunications

Aerospace & Aviation including:

- Aerospace
- Aviation

Homeland Security/Defense including:

- Homeland Security
- Defense

Financial / Professional Services

Manufacturing

Emerging Technologies

- Alternative Energy
- Materials Science
- Nanotechnology
- Marine Science

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SOC Code*	HSHW**	Occupational Title*	Annual	Annual	2007 Hourly Wage		FLDOE	New
			Percent		Openings	Mean		
132011	HSHW	Accountants and Auditors	2.29	3,289	28.32	17.90	4	
113011	HSHW	Administrative Services Managers	2.22	344	40.06	22.65	4	
132021	HSHW	Appraisers and Assessors of Real Estate	3.00	391	28.11	14.56	3	Yes
173011	HSHW	Architectural and Civil Drafters	1.78	388	20.80	13.98	3	
493021		Automotive Body and Related Repairers	1.43	385	18.13	11.24	3	
493023		Automotive Service Technicians and Mechanics	2.16	2,412	16.90	10.44	3	
433031		Bookkeeping, Accounting, and Auditing Clerks	1.14	4,188	15.04	10.67	4	
493031		Bus and Truck Mechanics and Diesel Engine Specialists	1.80	649	18.24	13.24	3	
131199	HSHW	Business Operations Specialists, All Other	3.31	2,877	29.12	16.74	4	
292031		Cardiovascular Technologists and Technicians	2.92	189	18.76	11.19	4	
472031		Carpenters	1.47	2,939	16.06	11.14	3	
472051		Cement Masons and Concrete Finishers	1.02	522	14.92	10.80	3	
351011	HSHW	Chefs and Head Cooks	2.02	379	19.98	12.36	3	
173022	HSHW	Civil Engineering Technicians	2.57	260	21.17	14.57	4	
131031	HSHW	Claims Adjusters, Examiners, and Investigators	2.49	786	24.40	15.88	3	
272022	HSHW	Coaches and Scouts	2.59	468	31.17	16.64	4	
131072	HSHW	Compensation, Benefits, and Job Analysis Specialists	2.84	206	24.02	16.26	4	
131041	HSHW	Compliance Officers, Exc. Safety, Agri, Constr & Transp.	1.01	546	21.63	13.93	3	Yes
113021	HSHW	Computer and Information Systems Managers	3.13	385	50.31	32.84	4	
151021	HSHW	Computer Programmers	0.71	711	32.73	21.49	3	
151031	HSHW	Computer Software Engineers, Applications	5.27	1,179	35.81	22.90	4	
151099	HSHW	Computer Specialists, All Other	2.10	170	31.34	17.22	3	Yes
151041	HSHW	Computer Support Specialists	2.87	1,222	19.11	12.62	3	
151051	HSHW	Computer Systems Analysts	3.72	1,206	31.51	20.45	4	
474011	HSHW	Construction and Building Inspectors	2.91	362	23.60	16.74	3	
119021	HSHW	Construction Managers	0.82	1,197	41.07	23.72	4	
333012		Correctional Officers and Jailers	0.52	861	18.39	14.22	3	
131051	HSHW	Cost Estimators	1.79	604	25.37	15.92	4	
151061	HSHW	Database Administrators	4.30	314	30.37	19.66	4	
319091		Dental Assistants	3.92	961	14.89	11.46	3	
292021	HSHW	Dental Hygienists	4.02	472	26.67	18.63	4	
292032	HSHW	Diagnostic Medical Sonographers	3.61	223	26.76	20.24	4	
472111		Electricians	1.59	1,796	17.70	12.81	3	
292041		Emergency Medical Technicians and Paramedics	2.46	284	14.62	10.41	3	
131071	HSHW	Employment, Recruitment, and Placement Specialists	3.00	718	21.00	14.02	4	
436011		Executive Secretaries and Administrative Assistants	1.73	3,812	17.73	12.81	3	
132051	HSHW	Financial Analysts	2.50	265	31.94	20.12	4	
113031	HSHW	Financial Managers	2.22	697	48.19	29.13	4	
332011	HSHW	Fire Fighters	2.72	1,195	22.34	13.67	3	
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	0.92	2,059	26.09	17.90	4	
331021	HSHW	First-Line Superv. of Fire Fighting and Prevention Workers	2.38	156	35.26	24.37	3	
351012		First-Line Superv. of Food Preparation & Serving Workers	2.44	2,020	16.23	11.21	3	
371012	HSHW	First-Line Superv. of Landscaping and Groundskeeping	2.52	495	19.22	13.00	3	

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SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2007 Hourly Wage		FLDOE Training Code	New to List?
					Mean	Entry		
531031	HSHW	First-Line Superv. of Material-Moving Vehicle Operators	2.15	561	25.47	16.08	3	
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.81	1,040	26.24	17.71	3	
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	1.62	2,727	22.01	13.96	4	
511011	HSHW	First-Line Superv. of Production and Operating Workers	1.21	747	25.23	16.02	3	
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.82	858	36.22	19.87	3	
391021	HSHW	First-Line Supervisors of Personal Service Workers	2.12	623	21.01	13.12	3	
411011	HSHW	First-Line Supervisors of Retail Sales Workers	1.17	2,766	21.93	13.14	3	
119051	HSHW	Food Service Managers	1.88	472	27.47	18.50	3	
111021	HSHW	General and Operations Managers	2.27	2,493	49.00	25.44	4	
271024		Graphic Designers	1.77	490	18.82	12.57	3	
292099		Health Technologists and Technicians, All Other	2.71	210	17.20	11.98	3	
499021		Heating, A.C., and Refrigeration Mechanics and Installers	2.23	936	17.18	12.20	3	
259031	HSHW	Instructional Coordinators	2.64	337	24.94	16.60	4	
413021	HSHW	Insurance Sales Agents	1.40	1,497	27.06	13.90	3	
132053	HSHW	Insurance Underwriters	2.08	233	24.97	16.47	3	Yes
271025	HSHW	Interior Designers	2.54	271	23.36	12.76	3	
436012		Legal Secretaries	3.36	1,126	17.94	12.96	3	
292061		Licensed Practical and Licensed Vocational Nurses	2.61	2,450	18.61	15.00	3	
434131		Loan Interviewers and Clerks	0.81	461	15.97	11.32	3	
132072	HSHW	Loan Officers	1.50	839	28.84	16.51	4	
112021	HSHW	Marketing Managers	2.97	289	50.63	28.55	4	
292012		Medical and Clinical Laboratory Technicians	3.13	381	17.10	11.43	4	
292011	HSHW	Medical and Clinical Laboratory Technologists	2.51	429	24.63	19.71	4	
119111	HSHW	Medical and Health Services Managers	2.54	402	44.68	27.64	3	
319092		Medical Assistants	4.85	2,070	12.91	10.11	3	
292071		Medical Records and Health Information Technicians	3.15	457	14.94	10.25	3	
436013		Medical Secretaries	2.07	1,037	13.22	9.92	3	
319094		Medical Transcriptionists	3.34	277	14.73	11.47	3	
151071	HSHW	Network and Computer Systems Administrators	4.10	733	31.38	21.06	3	
151081	HSHW	Network Systems and Data Communications Analysts	5.41	1,471	29.07	18.89	3	
472073		Operating Engineers/Construction Equipment Operators	1.40	952	15.71	12.02	3	
472141		Painters, Construction and Maintenance	0.98	1,089	14.32	10.58	3	
232011	HSHW	Paralegals and Legal Assistants	4.60	1,139	21.08	14.37	3	
132052	HSHW	Personal Financial Advisors	3.36	887	37.01	16.54	4	
372021		Pest Control Workers	2.63	456	14.03	10.06	3	Yes
312021	HSHW	Physical Therapist Assistants	3.96	229	23.06	17.63	4	
472152		Plumbers, Pipefitters, and Steamfitters	1.83	1,295	17.32	12.40	3	
333051	HSHW	Police and Sheriff's Patrol Officers	1.78	1,724	23.75	16.67	3	
119141	HSHW	Property, Real Estate & Community Association Managers	1.32	651	30.45	15.56	4	
273031	HSHW	Public Relations Specialists	2.79	865	24.45	14.54	4	
131023	HSHW	Purchasing Agents, Except Farm Products & Trade	1.47	597	24.19	15.57	4	
292034	HSHW	Radiologic Technologists and Technicians	2.89	625	23.56	17.86	4	
419022		Real Estate Sales Agents	1.77	2,830	24.20	10.13	3	

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SOC Code*	HSHW**	Occupational Title*	Annual		2007 Hourly Wage		FLDOE Training Code	New to List?
			Percent Growth	Annual Openings	Mean	Entry		
291111	HSHW	Registered Nurses	3.27	8,096	28.38	21.21	4	
291126	HSHW	Respiratory Therapists	3.02	409	22.23	17.88	4	
472181		Roofers	0.72	578	15.19	10.75	3	
112022	HSHW	Sales Managers	2.81	728	56.54	29.64	4	
414011	HSHW	Sales Representatives., Wholesale & Mfg. Tech. & Sci. Products	1.92	1,293	33.64	16.91	3	
414012	HSHW	Sales Representatives., Wholesale and Manufacturing, Other	1.80	4,749	26.57	12.49	3	
413031	HSHW	Securities, and Financial Services Sales Agents	1.76	542	41.43	16.52	4	
492098		Security and Fire Alarm Systems Installers	2.42	249	15.88	11.26	3	
472211		Sheet Metal Workers	1.45	451	15.93	10.88	3	
535031	HSHW	Ship Engineers	2.48	197	31.59	19.68	3	
119151	HSHW	Social and Community Service Managers	2.72	179	30.89	18.78	4	
211093		Social and Human Service Assistants	2.22	515	13.87	9.95	3	Yes
211011		Substance Abuse and Behavioral Disorder Counselors	2.31	206	18.16	11.90	4	
292055		Surgical Technologists	3.00	246	17.73	13.56	3	
173031		Surveying and Mapping Technicians	2.48	636	15.42	10.38	3	
171022	HSHW	Surveyors	2.98	294	25.30	15.05	4	
259041		Teacher Assistants	2.31	1,980	13.32	10.07	3	Yes
499052	HSHW	Telecommunications Line Installers and Repairers	1.16	396	20.04	13.01	3	
533032		Truck Drivers, Heavy and Tractor-Trailer	1.93	3,040	16.21	11.20	3	
251194	HSHW	Vocational Education Teachers, Postsecondary	3.09	369	25.33	15.70	3	
514121		Welders, Cutters, Solderers, and Brazers	0.87	549	15.28	10.72	3	
131022	HSHW	Wholesale and Retail Buyers, Except Farm Products	2.13	509	23.38	14.74	4	

*SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

**HSHW = High Skill/High Wage.

Workforce Estimating Conference
August 30, 2007

ACTION MINUTES

Principals attending:

Amy Baker, Legislative Office of Economic & Demographic Research
Kurt Hamon, Florida Senate
Mark Eggers, Florida House of Representatives (Chair)
Lisa Saliba, Office of the Governor

Presenters:

Rebecca Rust, Agency for Workforce Innovation (AWI), Labor Market Statistics (LMS)
Bill Dobson, AWI, LMS

Others present:

Governor's Office: Diane Scholz, Ann Renaud, Jessica Wiginton

House: Don Langston, Brian Jacobik

Senate: Julie Noble, Marsha Belcher, Linda Harkey

Agency for Workforce Innovation: Stephen Birch, Wyatt Pope, Vickie Smith,
George Foster, Duane Whitfield

Department of Education (DOE): Lucy Hadi, Bonnie Marmor, Jay Pfeiffer,
Max Ketterman, Nancy Cordill, Tara Goodman

Workforce Florida: Tom Shiner

Board of Governors: Kathy Thomas

Office of Program Policy Analysis & Government Accountability: Mark Frederick

Workforce Boards: Man Le (Tampa) – by telephone

Presentations:

Rebecca Rust (AWI/LMS) presented a Florida labor market and economic update. This update is now being done once a year. She also shared the Enterprise Florida list of Industry Clusters, which includes a section on Emerging Technologies. See handouts for details. Bill Dobson (AWI/LMS) presented the employment projections and the proposed wage thresholds and Employment Cost Index criteria. See handout for details.

Discussion:

Conferees requested that AWI review the occupation Appraiser and Assessors of Real Estate (SOC code 132021) to determine why this occupation was included on this year's proposed Statewide Demand Occupation List. AWI staff review revealed that this occupation was found to be employed by eleven detailed industry sectors. Of these eleven sectors, eight increased their use of this occupation over the prior year. Several industries had significant increases in use of the occupation. Also, this year two new industries (Management of Companies/Administrative Offices/Headquarters and Mortgage Brokers) began reporting use of this occupation that was new this year. Thus, with the increase in use of this occupation among many of the industries that employ it, estimates of employment growth and openings increased enough to meet the criteria.

Actions:

The Workforce Estimating Conference met August 30, 2007 to consider criteria for the 2008-09 Statewide Demand Occupation List and the High Skilled / High Wage subset of that list and to adopt a Statewide Demand Occupation List.

Consensus:

The Conference agreed to training level, annual openings, growth rate, and mean wage criteria for Individual Training Account (ITA) Occupations and for High Skill / High Wage (HS/HW) Occupations. The Conference also agreed to increase the FY 2008-09 HS/HW mean and entry wage by applying the Employment Cost Index produced by the U.S. Department of Labor, Bureau of Labor Statistics to the FY 2007-08 consensus HS/HW wage criteria.

For the 2008-09 Statewide Demand Occupations List, the consensus criteria are:

1. The occupation requires postsecondary adult vocational training or a community college credit certificate, applied technology diploma, associate of applied science degree or associate degree: AND
2. The occupation has 150 projected annual openings AND the projected growth rate for the occupation is above the average growth rate for all occupations (1.90%); OR the occupation has 360 projected annual openings and ANY positive growth; AND
3. For ITA occupations, the occupation pays as least a mean wage of \$11.65 per hour AND an entry wage of \$9.48 per hour. For HS/HW occupations, the occupation pays as least a mean wage of \$18.27 per hour AND an entry wage of \$11.65 per hour.

The chart below compares the consensus criteria adopted for FY 2007-08 to the previous consensus criteria for FY 2006-07.

Consensus Criteria	FY 2007-08 (OLD)	FY 2008-09 (NEW)
Education/Training Level	Requires postsecondary adult vocational training or a community college credit certificate, applied technology diploma, associate of applied science degree or associate degree	Same
Annual openings	150 with projected growth rate above average for all occupations 360 with any growth	Same
Projected average growth rate for all occupations	1.99% average growth	1.90% average growth
Individual Training Account Occupations: 1. Mean Wage 2. Entry Wage	1. \$11.65 / hour 2. \$ 9.48 / hour	1. \$12.05 / hour 2. \$ 9.80 / hour
High Skilled / High Wage Occupations: 1. Mean Wage 2. Entry Wage	1. \$18.27 / hour 2. \$11.65 / hour	1. \$18.89 / hour 2. \$12.05 / hour
Employment Cost Index used to adjust High Skilled / High Wage Occupations	2.8% increase over FY 2005-06	3.4% increase over FY 2007-08

Applying these criteria, the FY 2008-09 Statewide Demand Occupations List included 108 occupations. The Conference adopted the list as presented. Details are shown in the handouts prepared for the meeting.

For the February 2008 meeting, the Conference requested an in-depth presentation on the Enterprise Florida Industry Clusters list, specifically on the Emerging Technologies cluster. The Conference also requested information on occupations associated with the Quick Response program. AWI will also present data on higher education jobs in demand.