

## **Workforce Estimating Conference**

September 12, 2005

Minutes

### **Welcome and Opening Remarks**

The principals and/or their representatives that were in attendance were: Don Langston, Rebecca Rust, Curtis Austin, Richard Stevens, Max Ketterman, Bonnie Marmor, Amy Baker, Barbara White, Kurt Hamon, and Skip Martin.

Other attendees included: Mary Lou Brunell, Dan Cohen-Vogel, Mark Frederick, Beth Lines, Gabe Sheheane, Amy Hammak, Gary C. Lieffers, Kathleen Thomas, Joanna Price, Tara Goodman, Sally Kiser, Susan Simpler, Bill Ammons, Mike Johnson, Bill Dobson, Stephen Birch, Garry Breedlove, Steve Kropp, Barbara Foley, James Finch, Sheila Connell, George Foster, Pamela Schenker, and Man Le (by teleconference).

Dr. Langston, representing the Florida Governor's office, chaired and opened the meeting at 1:00 pm on September 12, 2005. After introductions and review of the agenda, Dr. Langston turned the meeting over to Rebecca Rust for a brief analysis of the state's labor market.

### **Florida Labor Market and Economic Update**

Ms. Rust presented an overview of the Florida labor market and economy. Florida's labor market continues to expand with stronger and faster employment growth than all other states in the nation. Unemployment rates continue to be below national levels, and are very low in historical terms.

Ms. Baker asked a question concerning the reason for large growth in professional and business services industry. Ms. Rust replied that Florida has a very large number of leasing companies compared to the rest of the nation. She added that leasing and professional employee organizations are the biggest data quality problem for LMS since many of these employers do not provide industry and area breakouts of their employment based on how they pay their Unemployment Insurance taxes.

### **Thresholds for 2006-2007 Demand Occupations**

Mr. Dobson reviewed the threshold criteria that had been agreed to at the February meeting. He outlined a number of occupations that could possibly be added/deleted from the demand occupations list if the wage thresholds were increased based on the Employment Cost Index (ECI).

Dr. Langston mentioned that the Conference needed to decide on wage thresholds and how these would be adjusted. Discussion followed on two issues: 1) using the Employment Cost Index to adjust the wage thresholds for three of the wage measures, and 2) adjusting the current \$9.00 per hour entry level threshold using the ECI.

Mr. Stevens asked if using ECI was applicable to Florida. Dr. Langston and Ms. Rust referenced a graph in her presentation that showed consistent changes over time for Florida and national wages. Ms. Rust pointed out that the Conference had looked at other options last year and that the ECI was recommended.

Dr. Langston asked if the Conference had any objection with continuing to use ECI, no objections were voiced. Dr. Langston was comfortable with cost indexing. The principals of the Conference had no objection to continuing to use ECI as the method to adjust wages. Mr. Austin noted that using ECI adjustment would resolve the adjustment issue and that the Conference would not need to address this issue at every meeting.

Mr. Austin asked about the update cycle for the projections and wage data. Ms. Rust explained the update cycle to the Conference and it was agreed to have another meeting when the next update to the projections are completed later this year. Timing of data releases in relation to the Conference meetings was discussed. Mr. Johnson briefly went over the process to prepare and release a new list of occupations for regional review and modification. Mr. Dobson informed the Conference on the preparation schedule for Florida and area occupational data.

Dr. Langston brought up the second decision item: indexing for entry-level wage (\$9.00). If the ECI was applied to the entry-level wage, the resulting new entry-level wage threshold would be \$9.22. Mr. Austin recommended using the ECI for this adjustment. Mr. Ketterman asked about how this would change the occupational lists. Mr. Austin noted from the analysis provided by Mr. Dobson that only one occupation would be dropped due to this indexing. The Conference principals discussed this issue.

Mr. Austin made a motion to apply the ECI to the \$9.00 entry level wage. This motion was seconded by Ms. Marmor and passed by all the Conference principals.

### **Occupations Related to Hurricane Recovery**

Ms. White led the discussion on allowing individuals to train in Florida that were affected by Hurricane Katrina in Mississippi. Mr. Austin made a motion that the Conference will support allowing the state of Mississippi to spend Individual Training Account (ITA) money in Florida for training. There was lengthy discussion and the motion was seconded and passed unanimously.

### **Targeted Programs in the Board of Governors Strategic Planning Process**

Mr. Stevens led the discussion on university level targeted occupations. Mr. Stevens requested projections of university level employment to assist with planning. Mr. Austin inquired as to whether a retention strategy was being worked on to retain Florida university graduates. Ms. Rust mentioned that Florida salaries as a possible issue in retention of State University System (SUS) graduates. Mr. Stevens said that economic development for small

start-up and research firms would retain more engineering and technology graduates in Florida. Ms. White emphasized the need to assure access to higher education in Florida and the need to fill the economic development needs of the state. Ms. Rust inquired about what role the WEC can play in higher education. Dr. Langston mentioned a possible overlap between the activities of the Higher Education Access Commission and the WEC. More discussion was suggested on this subject.

### **Projections to 2030, Higher Education Access Taskforce**

Ms. White led a discussion about the Florida Department of Education's request of the Agency for Workforce Innovation, Labor Market Statistics office to produce employment projections to 2030. Mr. Dobson explained that these estimates were prepared in cooperation with the Florida Legislature's Office of Economic and Demographic Research (EDR). EDR prepared the long-term industry projections and LMS used these to develop the occupational projections. Mr. Dobson advised caution in using these statistics due to the long time period of the forecasts. The broad occupational categories should provide some guidance for Taskforce purposes.

### **Nursing Supply and Demand**

Ms. Brunell made a brief presentation concerning the need for nurses in Florida. She expressed concerns about the availability of current types of supply and demand data. Ms. Brunell would like to see a "need" factor added to the projections using an econometrics model.

Ms. Brunell discussed the use of foreign nurses to fill shortages and assured those in attendance that these nurses must meet U.S. standards for certification and then must be licensed in Florida.

Ms. Rust mentioned that LMS was working with the Florida Nursing Center to improve the projections of health care occupations.

### **New Statewide Vacancy and Hiring Needs Surveys**

Mr. Foster briefly discussed the Statewide Vacancy/Hiring Needs Surveys that Labor Market Statistics recently completed. This survey was conducted in order to obtain data at the Workforce Region level. Mr. Foster highlighted some of the initial findings and discussed the uses of the survey. These data could be another useful tool to assist the WEC in determining demand occupations. If positive feedback on the Vacancy/Hiring Needs Surveys is received, funding will be sought to continue collection of job vacancy information through these surveys.

### **OPPAGA Update**

Dr. Cohen-Vogel outlined the ongoing OPPAGA evaluation of the Workforce Estimating Conference (WEC). At the request of the Legislature, OPPAGA is reviewing the WEC process: the value of occupational demand projections for educational program planning, the structure of the conference itself; and alternatives for improving both the conference process and the breadth of

data sources used to project workforce needs. In particular, OPPAGA is looking at the applicability of this process as a tool for funding university degree programs.

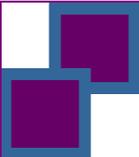
### **Regional TOL Update**

Mr. Johnson discussed the procedures for amending the Regional Targeted Occupations Lists (TOL). The process begins with the WEC adopting wage criteria and approving a statewide list. Preliminary TOLs use AWI/LMS data on wages/demand/growth and are sent to regional workforce boards and to public/private training providers at the state level (DOE and CIE). He stated that it takes about six weeks for review by the boards and modification of the regional lists. Regions submitted their requests for changes to TOLS using a web-based system developed by LMS. Over half (15 of the 24) requested changes. None requested deletions of occupations. After board submittal LMS researched the individual requests and provided findings to WFI and DOE. After agreement with WFI/LMS/DOE, the Regional TOLs are approved. Mr. Johnson provided statistics on submittals/denials/approvals from Regional Workforce Boards. Mr. Austin and Ms. Marmor commented that the current process is an improvement over past years and that there have been fewer complaints from Regional Workforce Boards and training providers.

### **TOL Website Demonstration**

Time did not permit the TOL website demonstration, however principals that were interested will schedule a time to view this system with Labor Market Statistics.

**Adjournment – 3:15 pm**



# Workforce Estimating Conference

Caldwell Building Room B-049

September 12, 2005

1:00 – 3:00 pm

## Agenda

- Welcome and Opening Remarks Don Langston
  - Florida Labor Market and Economic Update Rebecca Rust
  - Thresholds for 2006-2007 Demand Occupations Bill Dobson
  - Occupations Related to Hurricane Recovery Barbara White
  - Targeted Programs in the Board of Governors Strategic Planning Process Richard Stevens
  - Projections to 2030, Higher Education Access Taskforce Barbara White  
Bill Dobson
  - Nursing Supply and Demand Mary Lou Brunell
  - New Statewide Vacancy / Hiring Needs Survey George Foster
  - OPPAGA Update Dan Cohen-Vogel
  - Regional TOL Update Mike Johnson
  - TOL Website Demonstration  
(if time permits) Christopher Knight
  - Other Items Don Langston
  - Closing Remarks Don Langston
- 

## Principals of the Workforce Estimating Conference

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**216.136 Consensus estimating conferences; duties and principals.—**

(7) WORKFORCE ESTIMATING CONFERENCE.--

(a) *Duties.*--

1. The Workforce Estimating Conference shall develop such official information on the workforce development system planning process as it relates to the personnel needs of current, new, and emerging industries as the conference determines is needed by the state planning and budgeting system. Such information, using quantitative and qualitative research methods, must include at least: short-term and long-term forecasts of employment demand for jobs by occupation and industry; entry and average wage forecasts among those occupations; and estimates of the supply of trained and qualified individuals available or potentially available for employment in those occupations, with special focus upon those occupations and industries which require high skills and have high entry wages and experienced wage levels. In the development of workforce estimates, the conference shall use, to the fullest extent possible, local occupational and workforce forecasts and estimates.

2. The Workforce Estimating Conference shall review data concerning the local and regional demands for short-term and long-term employment in High-Skills/High-Wage Program jobs, as well as other jobs, which data is generated through surveys conducted as part of the state's Internet-based job matching and labor market information system authorized under s. [445.011](#). The conference shall consider such data in developing its forecasts for statewide employment demand, including reviewing the local and regional data for common trends and conditions among localities or regions which may warrant inclusion of a particular occupation on the statewide occupational forecasting list developed by the conference. Based upon its review of such survey data, the conference shall also make recommendations semiannually to Workforce Florida, Inc., on additions or deletions to lists of locally targeted occupations approved by Workforce Florida, Inc.

3. During each legislative session, and at other times if necessary, the Workforce Estimating Conference shall meet as the Workforce Impact Conference for the purpose of determining the effects of legislation related to the state's workforce and economic development efforts introduced prior to and during such legislative session. In addition to the designated principals of the impact conference, nonprincipal participants of the impact conference shall include a representative of the Florida Chamber of Commerce and other interested parties. The impact conference shall use both quantitative and qualitative research methods to determine the impact of introduced legislation related to workforce and economic development issues.

4. Notwithstanding subparagraph 3., the Workforce Estimating Conference, for the purposes described in subparagraph 1., shall meet no less than 2 times in a calendar year. The first meeting shall be held in February, and the second meeting shall be held in August. Other meetings may be scheduled as needed.

(b) *Principals.*--The Commissioner of Education, the Executive Office of the Governor, the director of the Office of Tourism, Trade, and Economic Development, the director of the Agency for Workforce Innovation, the executive director of the Commission for Independent Education, the Chancellor of the State University System, the chair of Workforce Florida, Inc., the coordinator of the Office of Economic and Demographic Research, or their designees, and professional staff from the Senate and the House of Representatives who have forecasting and substantive expertise, are the principals of the Workforce Estimating Conference. In addition to the designated principals of the conference, nonprincipal participants of the conference shall include a representative of the Florida Chamber of Commerce and other interested parties. The principal representing the Executive Office of the Governor shall preside over the sessions of the conference.

## Workforce Estimating Conference

February 24, 2005

Minutes

### Welcome and Opening Remarks

Don Langston, representing the Florida Governor's office, chaired and opened the meeting at 3:00 pm on February 24, 2005. After introductions and review of the agenda, Dr. Langston mentioned that some issues raised by the Florida Department of Education (DOE) concerning the WEC process and mission would be discussed at the end of the agenda.

The principals and / or their representatives that were in attendance were:

<b>Name</b>	<b>Representing</b>
Don Langston, designee	Executive Office of the Governor
Jay Pfeiffer, designee	Commissioner of Education
May Helen Blakeslee, designee	Director of the Office of Tourism, Trade, and Economic Development
Susan Pareigis, Director	Agency for Workforce Innovation
Rebecca Rust, designee	Agency for Workforce Innovation
Max Ketterman, designee	Executive Director of the Commission for Independent Education
Bill Edmonds, designee	Chancellor, Division of Colleges and Universities
Bonnie Marmor, designee	Chancellor, Division of Community Colleges and Workforce Education
Larry Champion, designee	Chair of Workforce Florida, Inc.
Amy Baker, Coordinator	Office of Economic and Demographic Research
Skip Martin, Staff Director	Florida Senate, Transportation and Economic Development Appropriations Committee

The principal that was not in attendance was: Michael Carlson, Staff Director, Florida House of Representatives, Economic Development, Trade and Banking Committee.

Other attendees included: Susan Simpler, Beth Lines, Tim Elwell, Bill Ammons, Ouida Ashworth, Brian Savon, Duane Whitfield, Curt Bradbury, Fielding Cooley, Mike Johnson, Sally Kiser, Jeff Bacen, Bill Dobson, Stephen Birch, Steve Kropp, Sarah Lentz, Margaret Thomas, Barbara White, James Finch, Man Le, Sheila Connell, Chris Knight, and Pamela Schenker.

## **Florida Labor Market and Economic Update**

Rebecca Rust presented an overview of the Florida labor market and economy. Florida's labor market continues to expand with stronger employment growth than all other states in the nation, but still slower than historical standards for Florida.

## **Florida Employment Projections 2012**

Bill Dobson presented the new state industry and occupational forecast to 2012. This is the first set of industry projections based on the North American Industry Classification System (NAICS) prepared by the Agency for Workforce Innovation, Labor Market Statistics. This is also the first occupational forecast to use employment and wages estimates based on semi-annual data collection efforts, reducing seasonality in the data. New occupational education requirement codes developed by the Florida DOE were also introduced with this forecast to identify the occupations in scope for targeting.

Professional and business services, health and education services, hospitality, and construction were identified as the major industry sectors to generate the majority of the new jobs in the next eight years. Healthcare, computers, education, and construction related occupations were projected to be the fastest growing career fields.

## **2005-2006 Proposed State Demand Occupations List**

Bill Dobson presented the proposed state demand occupations list based on the occupational projections and the openings/wage criteria set forth at the prior Workforce Estimating Conference. Mr. Dobson then reviewed the occupations that have either been added (22 occupations) or deleted (64 occupations) for a net change of 40 occupations from the 2004-2005 demand occupations list.

Discussion centered on some of the occupations that were removed from the list. Ms. Mary Helen Blakeslee indicated that the absence of some occupations might negatively affect business development efforts within Florida. Other principals of the Conference felt that local lists would include many of the occupations that she expressed concern about and these local lists would be available as primary documents for business development.

Prior to calling for a vote approving the State Demand Occupations List, Dr. Langston called for discussion of the issues raised by Florida DOE.

## **Other Items**

Jay Pfeiffer, representing DOE, presented three issues. The first issue concerned moving responsibility for development of the statewide demand list to the state workforce development board, Workforce Florida, Inc. After discussion of the issue, there was no agreement that the conference, as such, should pursue the suggested changes. Dr. Langston and others suggested that this would involve changes to fundamental policies governing the conference and that the proper venue for such discussion was elsewhere, though interested conference principals should probably be involved.

The second issue involved focusing attention of strategic planning for statewide occupational development. The consensus of the conference principals is that the conference currently has that capability within its guidelines and that this can be addressed. The principals agreed to discuss this process at a future date.

The third issue involved questions concerning the process of revising local targeted occupations list. It was suggested that this is an issue that could be addressed by Workforce Florida, Inc. by issuing a procedural manual of policy guide that standardizes the processes for amending local lists. Training on how to amend the list was also suggested.

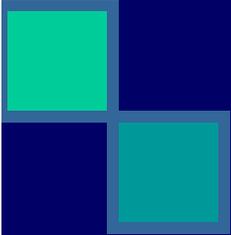
Following this discussion, Dr. Langston called for a vote for approval of the statewide demand occupations list. The conference principals unanimously approved the list.

Another comment was noted that Workforce Region 24 is interested in working with WFI on the possibility of including occupations on a regional list that may be in a career path to a targeted occupation even if it currently does not meet the required criteria. AWI Labor Market Statistics stated that a website that will enable input for additions/deletions to the Regional Target Occupations List is ready for review.

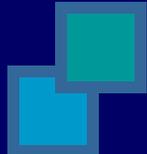
The conference was adjourned at 5:05 pm.



# **Florida Labor Market and Economic Update**



## **Workforce Estimating Conference**



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

**September 12, 2005**

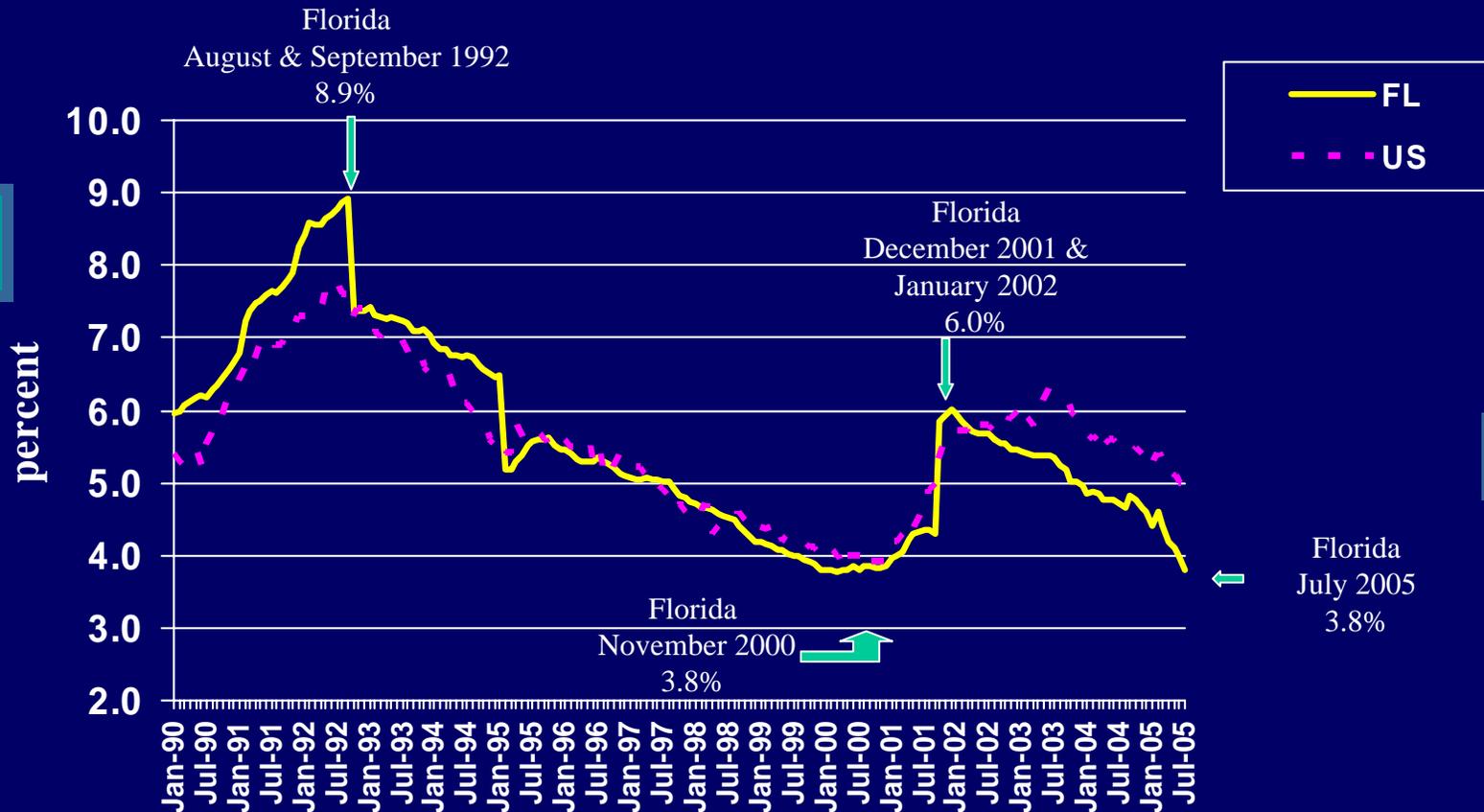
# Labor Force Conditions

## Seasonally Adjusted

	July 2005				July 2004
	Labor Force	Employment	Unemployment	Unemployment Rate	Unemployment Rate
Florida	8,675,000	8,341,000	334,000	3.8	4.7
United States	149,573,000	142,076,000	7,497,000	5.0	5.5

Source: Florida Agency for Workforce Innovation, Labor Market Statistics, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

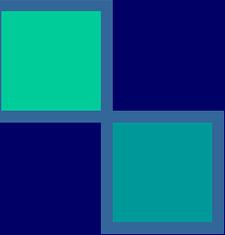
# Unemployment Rates Seasonally Adjusted



Source: Florida Agency for Workforce Innovation, Labor Market Statistics, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.



# Nonagricultural Employment Not Seasonally Adjusted



	July 2005	June 2005	July 2004	Over-the-Year Change	Over-the-Year Percent Change
Florida	7,650,000	7,671,400	7,409,900	240,100	3.2
United States	133,579,000	134,718,000	131,384,000	2,195,000	1.7



Source: Florida Agency for Workforce Innovation, Labor Market Statistics, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

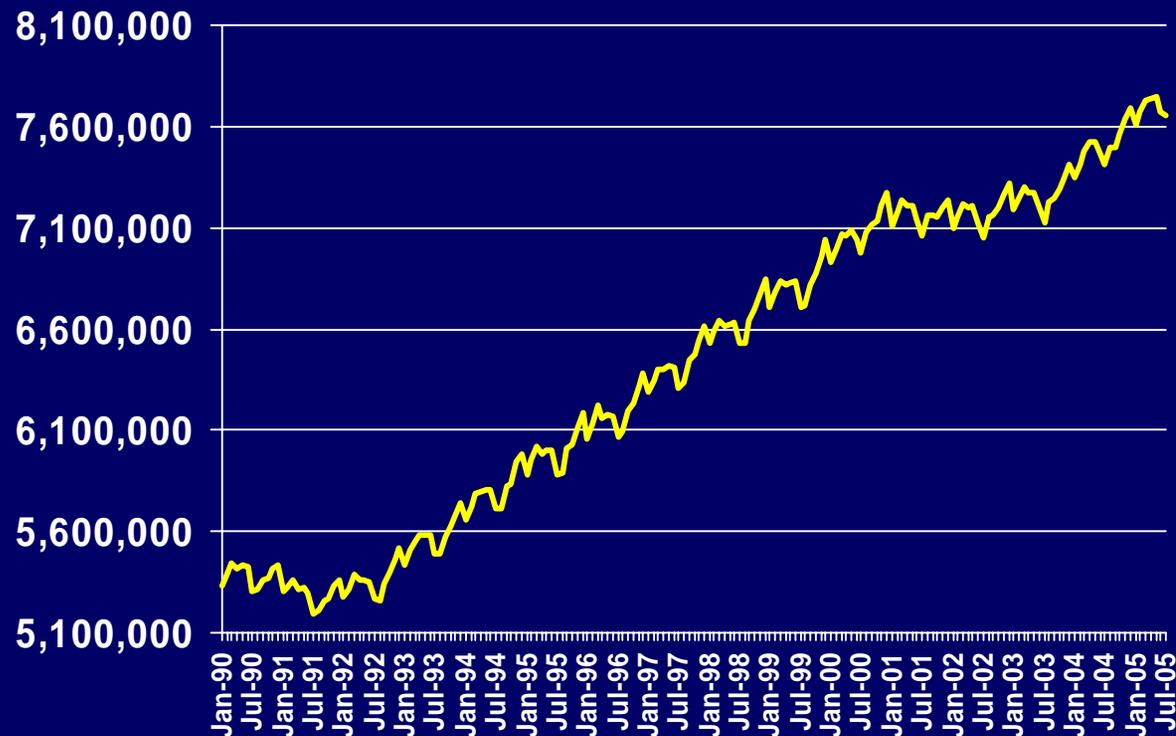
## Nonagricultural Employment in the Ten Most Populous States

Seasonally Adjusted (in thousands)

State	July 2004-July 2005		July 2004-July 2005	
	July	Percent	Numeric	
	2005	Change	Change	Rank
Florida	7,766.4	3.2	242.7	1
California	14,783.4	1.3	189.7	2
New Jersey	4,053.8	1.2	48.6	6
Texas	9,601.6	1.1	100.0	3
Pennsylvania	5,705.6	0.9	52.6	5
New York	8,526.8	0.8	71.8	4
Illinois	5,863.4	0.7	39.2	7
Georgia	3,922.2	0.6	24.4	8
Ohio	5,434.1	0.2	9.2	9
Michigan	4,347.3	-0.6	-25.7	10

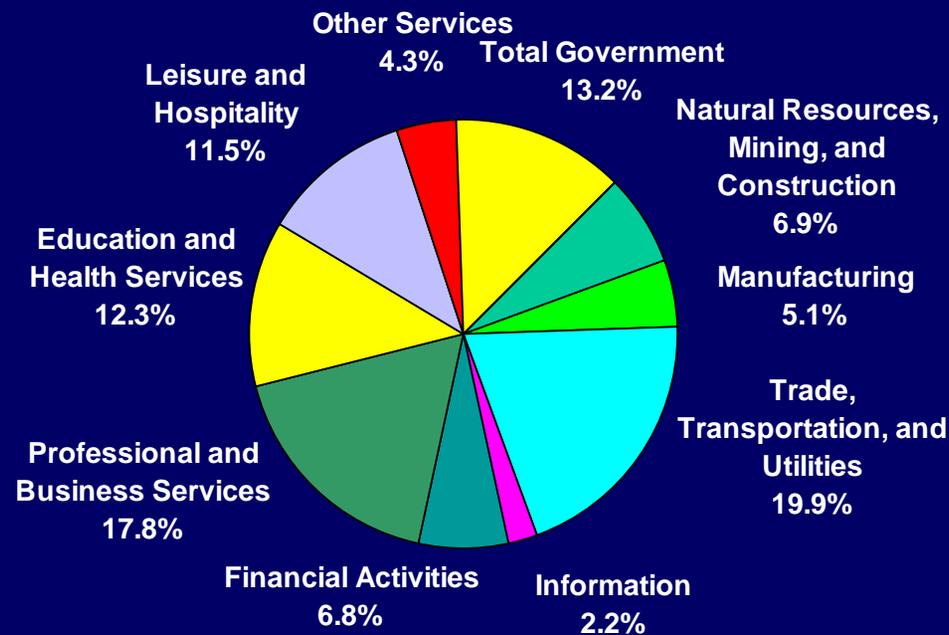
Source: U.S. Department of Labor, Bureau of Labor Statistics.

# Florida Total Nonagricultural Employment Not 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.

# Florida Nonagricultural Employment by Industry Not Seasonally Adjusted – July 2005



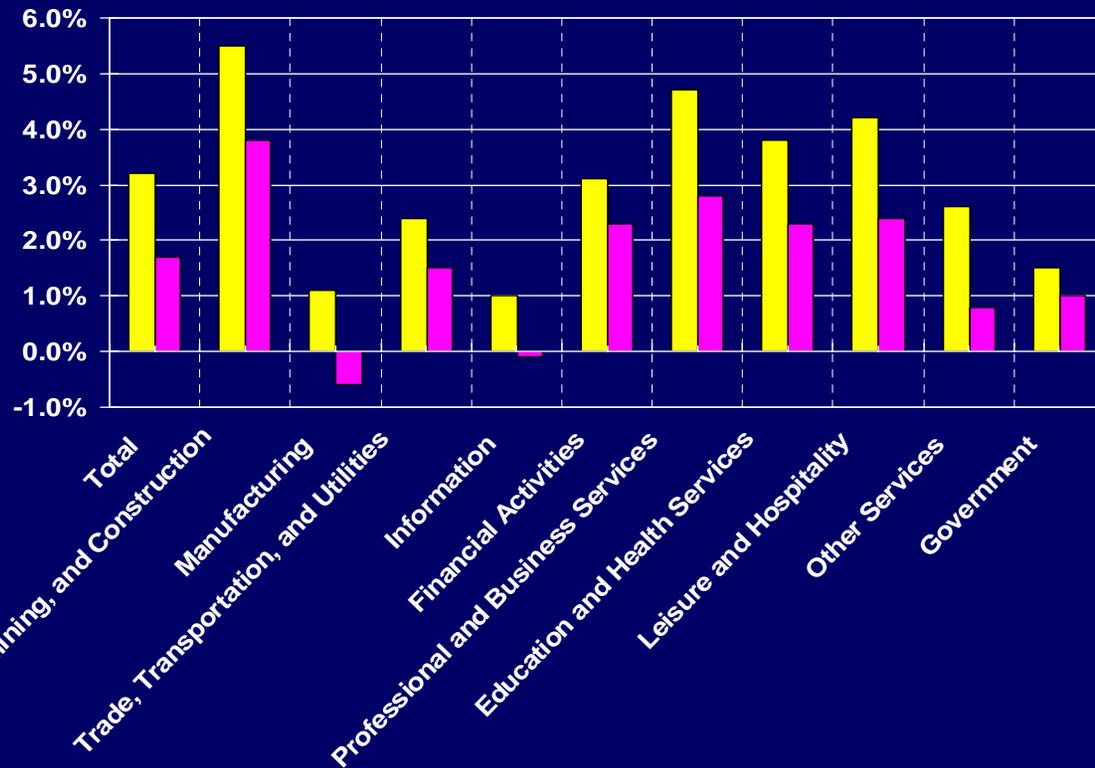
Source: Florida Agency for Workforce Innovation, Labor Market Statistics, Current Employment Statistics, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

# Nonagricultural Employment by Industry

## Not Seasonally Adjusted / Over-the-Year Percent Change

### July 2005

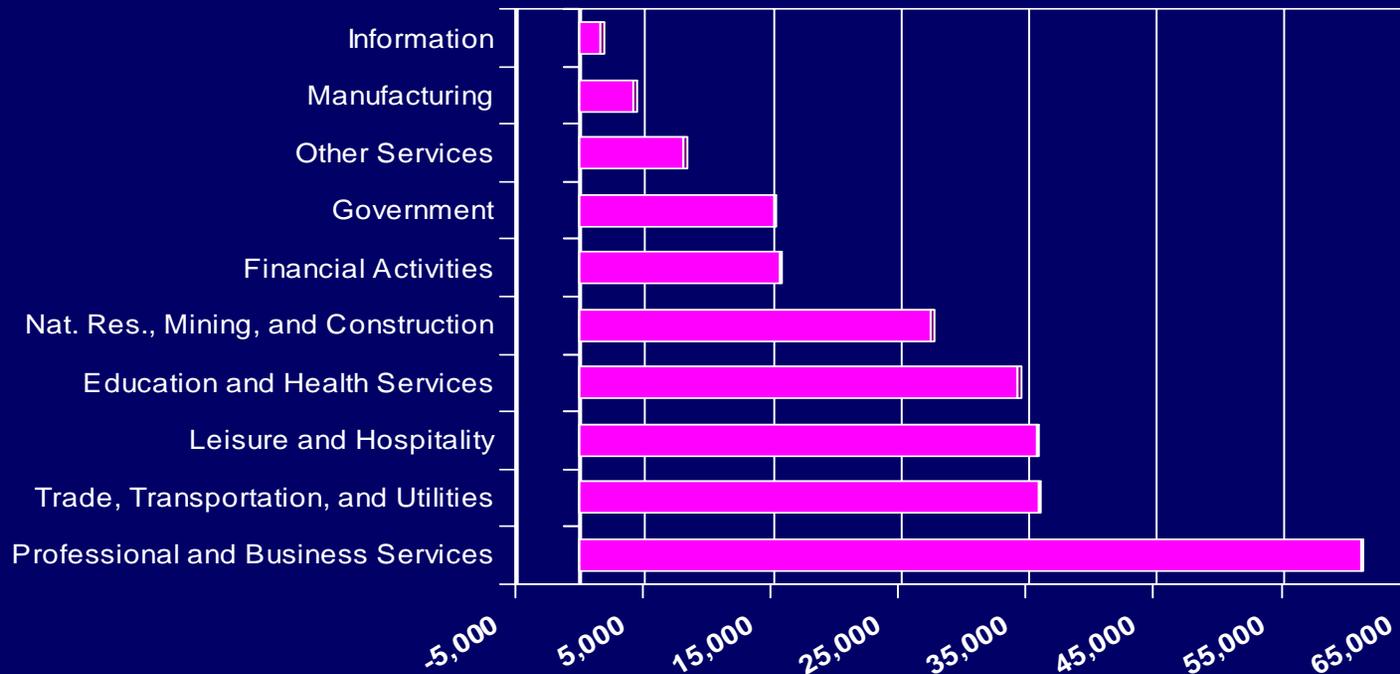
■ Florida ■ US



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.

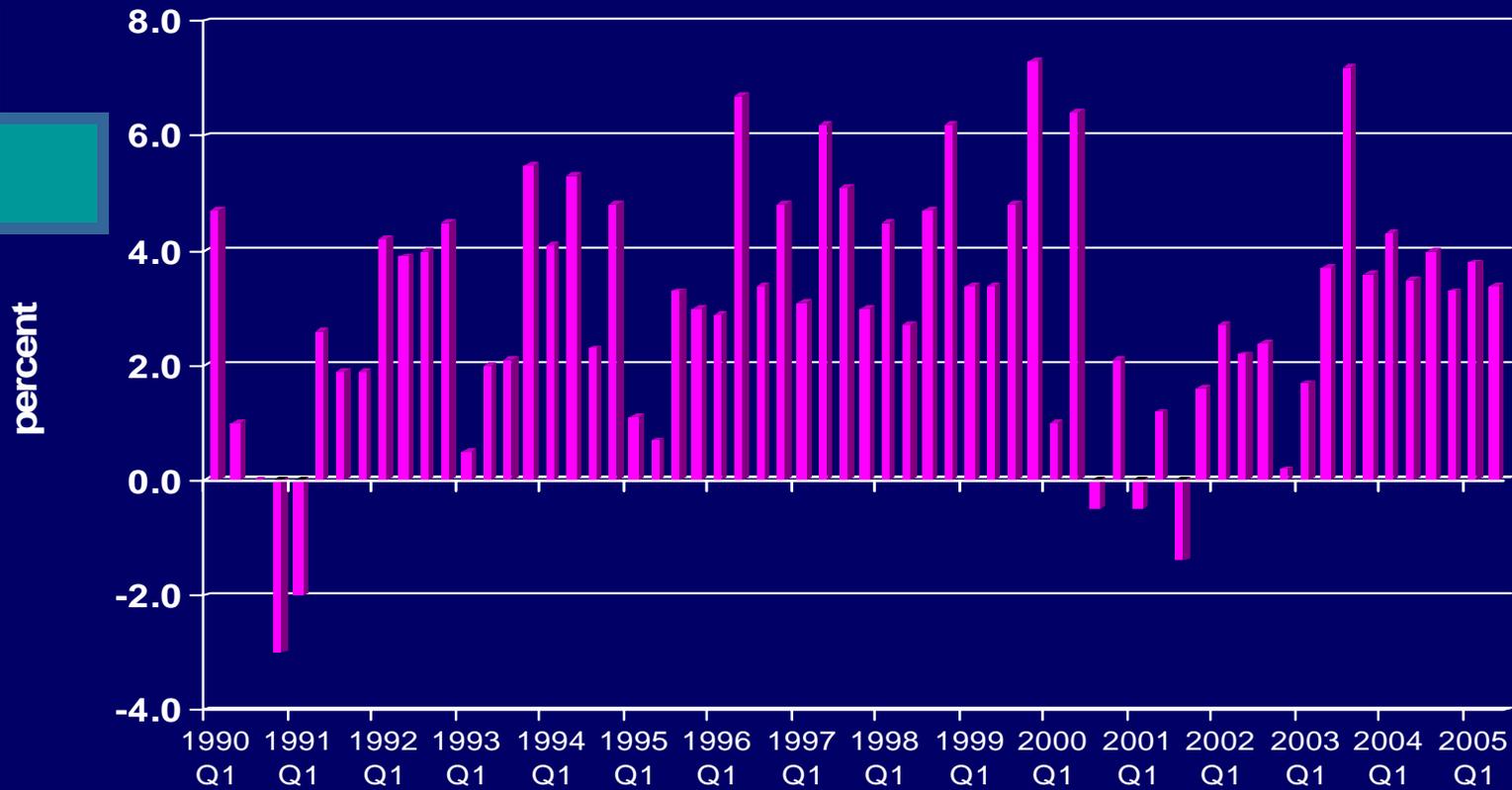
## Professional and Business Services Gains More Jobs Than Any Other Industry in the State (Over the Year)

July 2005



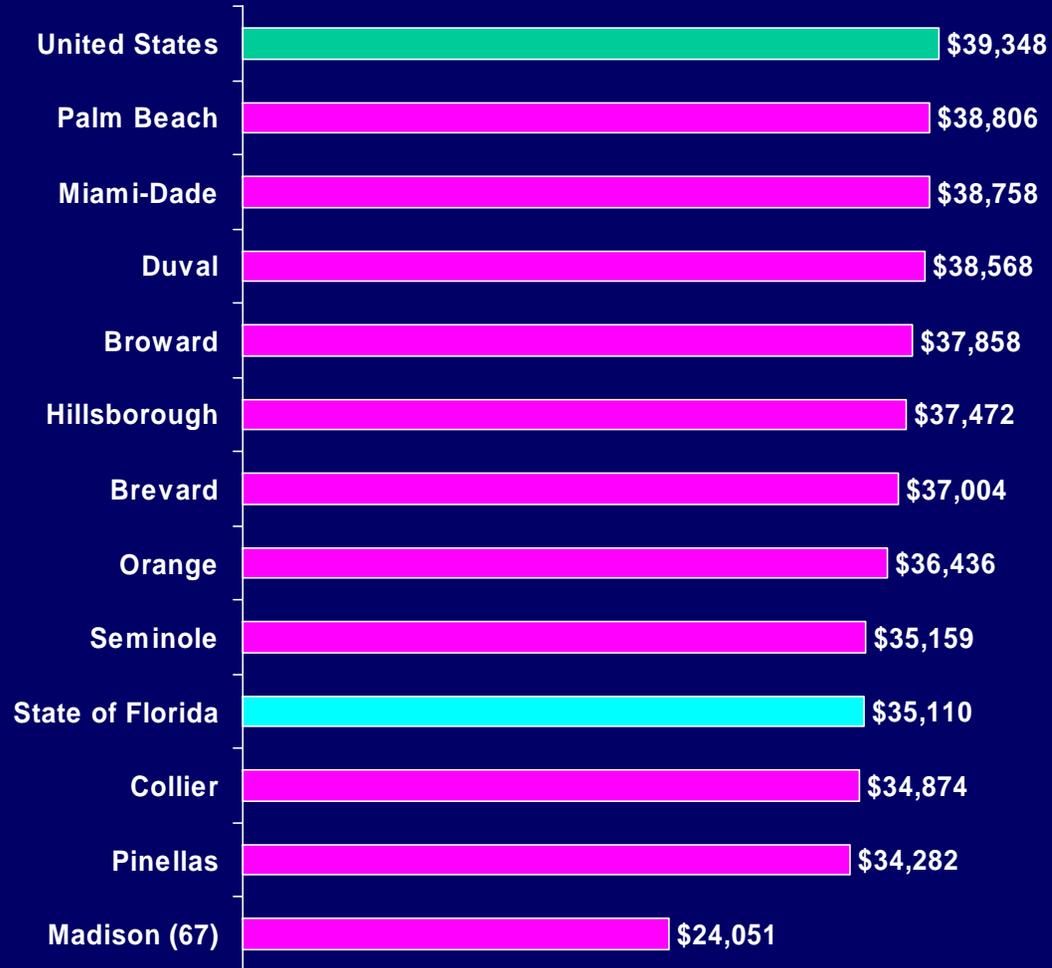
Source: Florida Agency for Workforce Innovation, Labor Market Statistics, Current Employment Statistics, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

# Quarterly Change in U.S. Gross Domestic Product Seasonally Adjusted at Annual Rates



Source: U.S. Department of Commerce, Bureau of Economic Analysis.

## Florida Average Annual Wages Range from \$38,806 to \$24,051



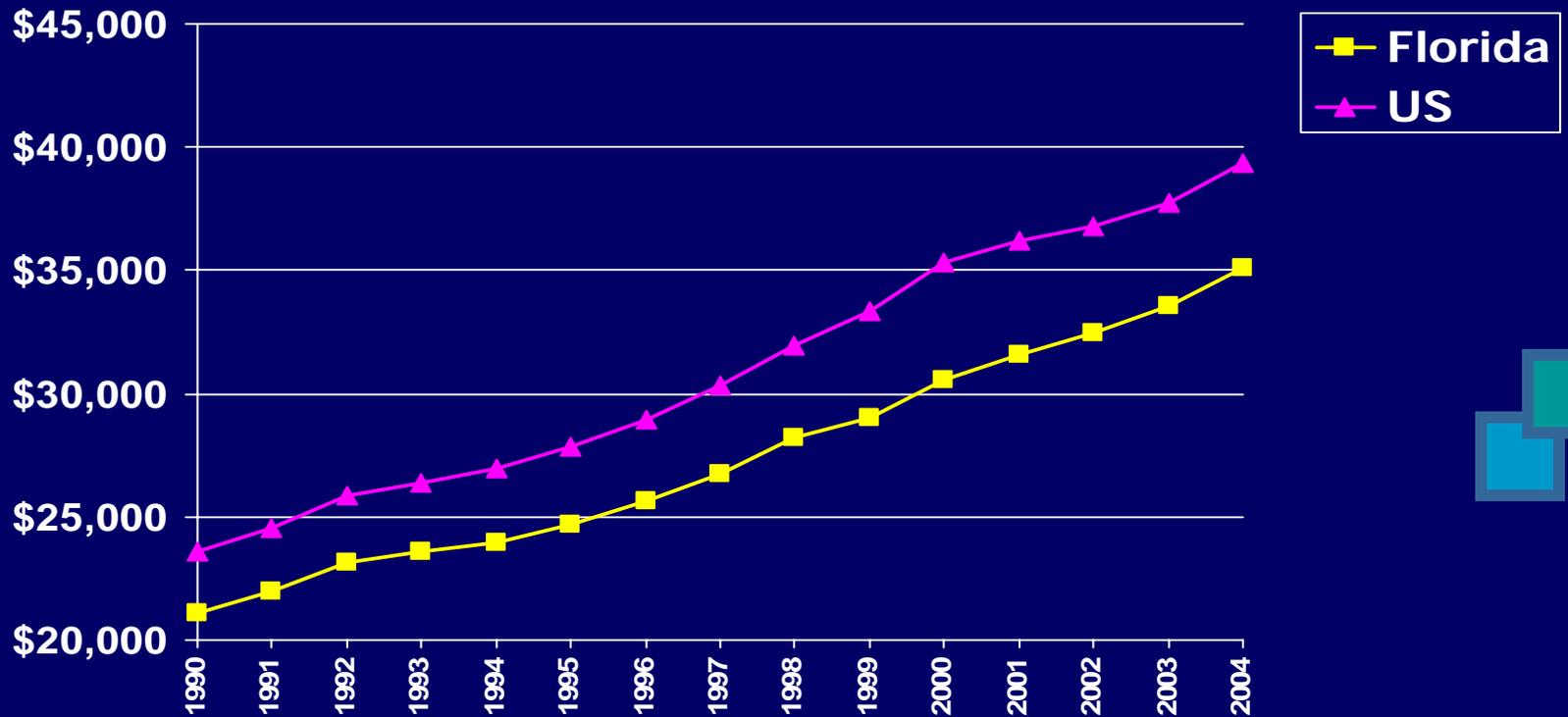
Source: Florida Agency for Workforce Innovation, Labor Market Statistics, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, 2004 preliminary. 10

## Florida Wages by Industry

Industry	Florida Average Annual Wages
Total	\$35,110
Information	\$50,882
Financial Activities	\$49,550
Manufacturing	\$42,454
Government	\$39,447
Education and Health Services	\$37,192
Construction	\$36,658
Professional and Business Services	\$36,593
Trade, Transportation, and Utilities	\$32,636
Other Services	\$24,692
Natural Resources and Mining	\$21,834
Leisure and Hospitality	\$18,422

Source: Florida Agency for Workforce Innovation, Labor Market Statistics, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, 2004 preliminary.

## Average Annual Wage



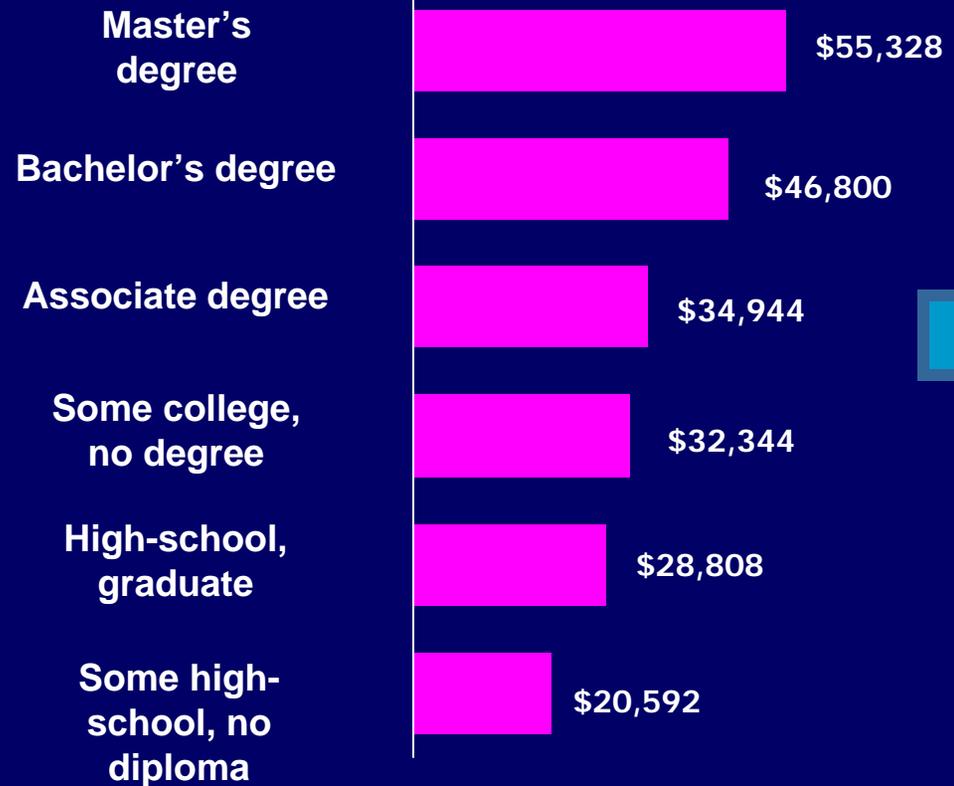
Source: Florida Agency for Workforce Innovation, Labor Market Statistics, and the U.S. Department of Labor, Bureau of Labor Statistics.

## Education and Training Pay ...

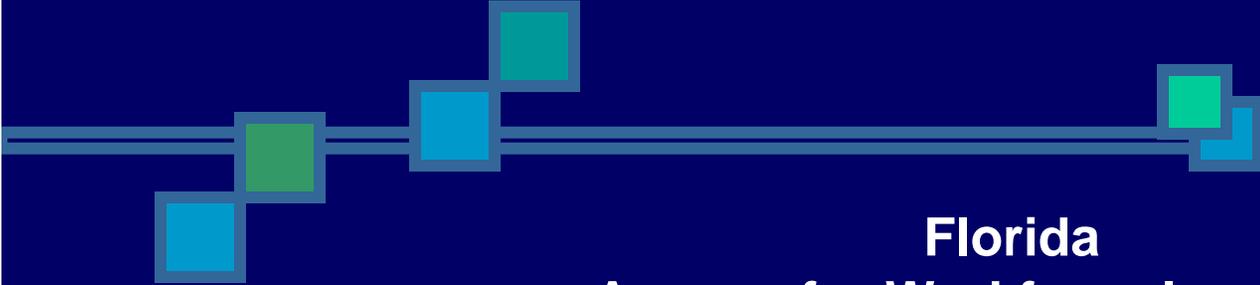
### Unemployment Rate (Percent)



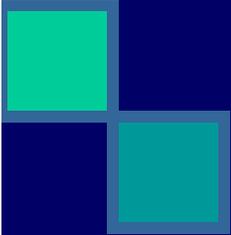
### Median Earnings (Dollars)



Sources: Unemployment rate, 2003 annual average: Bureau of Labor Statistics;  
Weekly Median Earnings (multiplied by 52 weeks), March 2003: Bureau of the Census

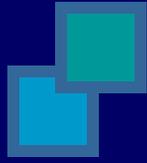


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# Workforce Estimating Conference

Thresholds for 2006-07 Demand Occupations List  
Where We've Been and Where We're Going

September 12, 2005

# 2004-05 Statewide Targeted Demand List

- **Data:** 2011 Projections; 2003 Wages
- **Change:** Occupations based on Standard Occupational Classification (SOC) Codes
- **Criteria:**
  - FLDOE Adjusted Training Codes 6 (associate's degree) and 7 (vocational training)
  - 50 annual openings and average growth rate of 1.96% or 100 annual openings with any positive growth
  - Mean Wage of \$10.74/hour and Entry Wage of \$9.00/hour
  - High Skill/High Wage (HSHW) Occupations:  
Mean Wage of \$16.85/hour and Entry Wage of \$10.74/hour
- **Results:** 141 occupations: 63 ITA, 78 HSHW

# 2005-06 Statewide Targeted Demand List

- **Data:** 2012 Projections; 2004 Wages
- **Change:** Industry Forecast based on North American Industry Classification System (NAICS); Indexing of Wage Criteria using Employment Cost Index (ECI) – Annual change 2.9%
- **Criteria:**
  - New FLDOE Training Codes 3 (vocational training) and 4 (associate's degree)
  - 150 annual openings and average growth rate of 1.99% or 360 annual openings with any positive growth
  - Mean Wage of \$11.06/hour and Entry Wage of \$9.00/hour
  - High Skill/High Wage (HSHW) Occupations:  
Mean Wage of \$17.35/hour and Entry Wage of \$11.06/hour
- **Results:** 107 occupations: 41 ITA, 66 HSHW

# 2006-07 Statewide Targeted Demand List (proposed)

- **Data:** 2013 Projections; 2005 Wages
- **Change:** Employment Cost Index - Annual change 2.4%
- **Criteria:**
  - New FLDOE Training Codes 3 (vocational training) and 4 (associate's degree)
  - 150 annual openings and average growth rate of 1.99% or 360 annual openings with any positive growth
  - Mean Wage of \$11.33/hour and Entry Wage of \$9.00 or 9.22/hour
  - High Skill/High Wage (HSHW) Occupations:  
Mean Wage of \$17.77/hour and Entry Wage of \$11.33/hour
- **Results:** \$9.00 entry; 111 occupations: 47 ITA, 64 HSHW  
\$9.22 entry; 108 occupations: 44 ITA, 64 HSHW

# 2005-06 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 1.99% or 360 annual openings with any positive growth
- 3 Mean Wage of \$11.06/hour and Entry Wage of \$9.00/hour
- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$17.35/hour and Entry Wage of \$11.06/hour

SOC Code*	HSHW**	Occupational Title*	Annual	Annual	2004 Hourly Wage		FLDOE	Yes
			Percent		Openings	Mean		
132011	HSHW	Accountants and Auditors	2.39	2,697	26.29	16.48	4	Yes
113011	HSHW	Administrative Services Managers	2.21	438	33.01	18.17	4	
132021	HSHW	Appraisers and Assessors of Real Estate	2.58	348	20.63	13.17	3	Yes
173011	HSHW	Architectural and Civil Drafters	1.58	429	19.22	13.74	3	
493021		Automotive Body and Related Repairers	1.81	392	16.75	9.47	3	
493023		Automotive Service Technicians and Mechanics	1.99	2,309	16.17	9.89	3	
433031		Bookkeeping, Accounting, and Auditing Clerks	0.93	3,665	13.31	9.34	4	
472021		Brickmasons and Blockmasons	3.14	427	15.97	11.36	3	
493031		Bus and Truck Mechanics and Diesel Engine Specialists	1.70	569	16.44	11.77	3	
131199	HSHW	Business Operations Specialists, All Other	3.05	2,110	25.94	15.46	4	Yes
292031		Cardiovascular Technologists and Technicians	3.97	194	17.84	10.61	4	
472031		Carpenters	2.36	2,461	14.78	10.27	3	
472051		Cement Masons and Concrete Finishers	4.04	822	14.26	9.81	3	
351011		Chefs and Head Cooks	2.05	361	17.17	9.81	3	
131031	HSHW	Claims Adjusters, Examiners, and Investigators	2.20	547	22.32	14.43	3	
272022	HSHW	Coaches and Scouts	2.01	252	27.87	14.23	4	Yes
131072	HSHW	Compensation, Benefits, and Job Analysis Specialists	3.40	255	22.54	15.36	4	Yes
113021	HSHW	Computer and Information Systems Managers	3.56	481	46.23	28.20	4	
151021	HSHW	Computer Programmers	1.08	698	31.65	19.36	3	
151031	HSHW	Computer Software Engineers, Applications	3.66	727	36.73	24.44	3	
151032	HSHW	Computer Software Engineers, Systems Software	3.91	755	35.64	23.66	4	Yes
151099	HSHW	Computer Specialists, All Other	4.05	305	28.25	12.03	3	
151041	HSHW	Computer Support Specialists	2.82	1,174	18.30	11.68	3	
151051	HSHW	Computer Systems Analysts	3.60	1,173	29.61	19.15	4	
474011	HSHW	Construction and Building Inspectors	2.18	269	20.97	15.06	3	
119021	HSHW	Construction Managers	2.35	1,192	38.10	21.29	4	
333012		Correctional Officers and Jailers	1.91	1,304	16.44	13.72	3	
131051	HSHW	Cost Estimators	2.89	677	23.43	14.84	4	Yes
151061	HSHW	Database Administrators	4.18	267	25.95	14.98	4	
319091		Dental Assistants	3.55	910	12.77	9.94	3	
292021	HSHW	Dental Hygienists	3.63	370	32.41	15.91	4	
333021	HSHW	Detectives and Criminal Investigators	2.20	324	25.42	17.51	3	
292032	HSHW	Diagnostic Medical Sonographers	2.88	158	21.95	16.06	4	
472081		Drywall and Ceiling Tile Installers	3.89	412	14.38	10.43	3	
173023	HSHW	Electrical and Electronic Engineering Technicians	1.30	365	20.86	14.31	4	
472111		Electricians	3.08	1,806	16.09	11.54	3	
292041		Emergency Medical Technicians and Paramedics	2.76	347	13.13	9.31	3	
131071	HSHW	Employment, Recruitment, and Placement Specialists	3.04	509	18.95	12.60	4	Yes
192041	HSHW	Environmental Scientists & Specialists, Including Health	2.26	220	22.61	15.49	4	
436011		Executive Secretaries and Administrative Assistants	1.32	3,184	16.41	11.85	3	
132051	HSHW	Financial Analysts	2.56	307	28.64	16.21	4	
113031	HSHW	Financial Managers	2.34	833	41.40	24.20	4	Yes

# 2005-06 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 1.99% or 360 annual openings with any positive growth
- 3 Mean Wage of \$11.06/hour and Entry Wage of \$9.00/hour
- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$17.35/hour and Entry Wage of \$11.06/hour

SOC Code*	HSHW**	Occupational Title*	Annual	Annual	2004 Hourly Wage		FLDOE	Yes
			Percent		Openings	Mean		
332011		Fire Fighters	2.36	1,101	18.72	10.68	3	
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	2.57	1,998	23.65	15.84	4	
331021	HSHW	First-Line Superv. of Fire Fighting and Prevention Workers	2.23	219	28.40	19.38	3	
351012		First-Line Superv. of Food Preparation & Serving Workers	2.05	1,765	13.86	9.29	3	Yes
371012		First-Line Superv. of Landscaping and Groundskeeping	2.29	382	17.08	11.28	3	Yes
531031	HSHW	First-Line Superv. of Material-Moving Vehicle Operators	1.33	398	24.10	14.39	3	Yes
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.99	1,000	24.89	16.26	3	
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	1.10	2,502	20.22	13.00	4	
511011	HSHW	First-Line Superv. of Production and Operating Workers	1.32	850	22.71	14.06	3	Yes
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	1.40	1,229	32.36	16.22	3	Yes
391021		First-Line Supervisors of Personal Service Workers	0.73	566	16.69	10.41	3	Yes
119051	HSHW	Food Service Managers	1.73	563	23.23	14.65	3	
111021	HSHW	General and Operations Managers	2.18	2,945	43.35	19.84	4	Yes
271024	HSHW	Graphic Designers	2.39	489	18.36	11.86	3	
499021		Heating, A.C., and Refrigeration Mechanics and Installers	3.76	1,165	15.89	11.27	3	
259031	HSHW	Instructional Coordinators	2.45	245	21.12	14.66	4	
413021	HSHW	Insurance Sales Agents	1.31	1,265	26.11	12.31	3	Yes
271025	HSHW	Interior Designers	2.93	292	23.42	13.51	3	
436012	HSHW	Legal Secretaries	2.33	656	17.59	13.39	3	
292061		Licensed Practical and Licensed Vocational Nurses	2.54	2,187	16.62	13.28	3	
132072	HSHW	Loan Officers	2.69	565	27.82	14.13	4	Yes
514041		Machinists	1.71	378	14.97	10.45	3	
499042		Maintenance and Repair Workers, General	2.20	3,029	13.48	9.00	3	Yes
112021	HSHW	Marketing Managers	2.42	343	41.42	21.75	4	
292012		Medical and Clinical Laboratory Technicians	2.43	364	15.03	10.27	4	
292011	HSHW	Medical and Clinical Laboratory Technologists	2.46	439	20.89	16.75	4	
119111	HSHW	Medical and Health Services Managers	3.39	480	38.09	22.28	3	
319092		Medical Assistants	5.29	1,983	11.60	9.35	3	
436013		Medical Secretaries	1.75	802	12.48	9.71	3	
319094		Medical Transcriptionists	3.20	270	14.19	10.27	3	
151071	HSHW	Network and Computer Systems Administrators	3.34	627	27.37	18.73	3	
151081	HSHW	Network Systems and Data Communications Analysts	4.94	957	28.23	18.35	3	
472073		Operating Engineers/Construction Equipment Operators	2.24	1,031	14.68	10.68	3	
472141		Painters, Construction and Maintenance	2.51	1,145	13.30	9.74	3	
232011	HSHW	Paralegals and Legal Assistants	3.42	754	20.01	14.37	3	
132052	HSHW	Personal Financial Advisors	4.34	658	40.47	15.08	4	
312021	HSHW	Physical Therapist Assistants	4.21	202	18.99	14.17	4	
291071	HSHW	Physician Assistants	4.49	183	31.44	17.09	4	
472161		Plasterers and Stucco Masons	3.01	314	15.72	10.97	3	
472152		Plumbers, Pipefitters, and Steamfitters	2.55	1,289	16.52	11.47	3	
333051	HSHW	Police and Sheriff's Patrol Officers	2.70	2,018	21.14	14.90	3	
272012	HSHW	Producers and Directors	2.31	184	29.16	14.93	4	

# 2005-06 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 1.99% or 360 annual openings with any positive growth
- 3 Mean Wage of \$11.06/hour and Entry Wage of \$9.00/hour
- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$17.35/hour and Entry Wage of \$11.06/hour

SOC Code*	HSHW**	Occupational Title*	Annual	Annual	2004 Hourly Wage		FLDOE	Yes
			Percent		Openings	Mean		
119141	HSHW	Property, Real Estate & Community Association Managers	1.58	678	22.90	11.76	4	
273031	HSHW	Public Relations Specialists	4.07	823	21.45	12.60	4	Yes
131023	HSHW	Purchasing Agents, Except Farm Products & Trade	1.64	504	21.60	14.36	4	Yes
292034	HSHW	Radiologic Technologists and Technicians	2.80	525	19.95	14.97	4	
419022		Real Estate Sales Agents	0.81	805	19.70	9.23	3	Yes
291111	HSHW	Registered Nurses	3.14	7,158	24.35	18.92	4	
291126	HSHW	Respiratory Therapists	4.03	427	19.43	15.92	4	
472181		Roofers	3.06	752	13.79	9.63	3	
112022	HSHW	Sales Managers	3.35	729	45.64	22.43	4	Yes
414011	HSHW	Sales Reps., Wholesale & Mfg., Tech. & Sci. Products	2.34	1,161	29.72	14.42	3	Yes
413031	HSHW	Securities, and Financial Services Sales Agents	2.28	699	37.82	14.61	4	Yes
492098		Security and Fire Alarm Systems Installers	3.22	241	16.15	11.33	3	
472211		Sheet Metal Workers	2.48	540	15.02	10.23	3	
119151	HSHW	Social and Community Service Managers	3.18	248	26.20	17.51	4	Yes
472221	HSHW	Structural Iron and Steel Workers	2.78	178	17.97	12.54	3	
292055		Surgical Technologists	3.41	203	15.69	12.12	3	
173031		Surveying and Mapping Technicians	3.75	577	13.79	9.25	3	
499052		Telecommunications Line Installers and Repairers	2.40	511	16.66	11.24	3	
472044		Tile and Marble Setters	4.31	312	15.22	9.29	3	
113071	HSHW	Transportation, Storage, and Distribution Managers	2.01	162	37.31	22.53	3	
533032		Truck Drivers, Heavy and Tractor-Trailer	2.12	2,982	15.13	10.05	3	
251194	HSHW	Vocational Education Teachers, Postsecondary	3.70	332	20.67	13.11	3	
514121		Welders, Cutters, Solderers, and Brazers	2.54	825	13.94	9.94	3	

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

\*\*HSHW = High Skill/High Wage.

# Potential 2006-07 Florida Statewide Demand Occupations List

Based on the 2012 Projections  
Sorted by Occupational Title  
Change in ECI Applied to 3 of the 4 Wage Criteria

## 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 1.99% or 360 annual openings with any positive growth
- 3 Mean Wage of \$11.33/hour and Entry Wage of \$9.00/hour
- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$17.77/hour and Entry Wage of \$11.33/hour

SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2005 Hourly Wage		FLDOE Training Code	New to List
					Mean	Entry		
132011	HSHW	Accountants and Auditors	2.39	2,697	26.78	16.97	4	
113011	HSHW	Administrative Services Managers	2.21	438	34.35	19.34	4	
132021	HSHW	Appraisers and Assessors of Real Estate	2.58	348	23.32	13.84	3	
173011	HSHW	Architectural and Civil Drafters	1.58	429	19.58	13.72	3	
493021		Automotive Body and Related Repairers	1.81	392	17.34	9.71	3	
493023		Automotive Service Technicians and Mechanics	1.99	2,309	16.61	10.19	3	
433031		Bookkeeping, Accounting, and Auditing Clerks	0.93	3,665	13.77	9.66	4	
472021		Brickmasons and Blockmasons	3.14	427	16.22	11.64	3	
493031		Bus and Truck Mechanics and Diesel Engine Specialists	1.70	569	16.52	11.74	3	
131199	HSHW	Business Operations Specialists, All Other	3.05	2,110	27.33	16.29	4	
292031		Cardiovascular Technologists and Technicians	3.97	194	17.68	10.82	4	
472031		Carpenters	2.36	2,461	14.93	10.37	3	
472051		Cement Masons and Concrete Finishers	4.04	822	14.56	10.23	3	
351011		Chefs and Head Cooks	2.05	361	17.32	9.82	3	
131031	HSHW	Claims Adjusters, Examiners, and Investigators	2.20	547	21.79	14.43	3	
272022	HSHW	Coaches and Scouts	2.01	252	29.60	14.48	4	
131072	HSHW	Compensation, Benefits, and Job Analysis Specialists	3.40	255	23.42	15.82	4	
113021	HSHW	Computer and Information Systems Managers	3.56	481	46.57	29.42	4	
151021	HSHW	Computer Programmers	1.08	698	31.33	19.81	3	
151031	HSHW	Computer Software Engineers, Applications	3.66	727	37.14	24.18	3	
151032	HSHW	Computer Software Engineers, Systems Software	3.91	755	36.34	24.53	4	
151099		Computer Specialists, All Other	4.05	305	25.87	10.21	3	
151041	HSHW	Computer Support Specialists	2.82	1,174	18.78	12.10	3	
151051	HSHW	Computer Systems Analysts	3.60	1,173	30.06	19.81	4	
474011	HSHW	Construction and Building Inspectors	2.18	269	21.58	15.85	3	
119021	HSHW	Construction Managers	2.35	1,192	42.05	24.39	4	
333012		Correctional Officers and Jailers	1.91	1,304	16.79	13.93	3	
131051	HSHW	Cost Estimators	2.89	677	23.60	15.39	4	
151061	HSHW	Database Administrators	4.18	267	27.48	16.61	4	
319091		Dental Assistants	3.55	910	13.62	10.72	3	
292021	HSHW	Dental Hygienists	3.63	370	24.67	16.56	4	
333021	HSHW	Detectives and Criminal Investigators	2.20	324	25.96	17.69	3	
292032	HSHW	Diagnostic Medical Sonographers	2.88	158	23.43	18.12	4	
472081		Drywall and Ceiling Tile Installers	3.89	412	15.01	10.89	3	
173023	HSHW	Electrical and Electronic Engineering Technicians	1.30	365	21.32	14.65	4	
472111		Electricians	3.08	1,806	16.46	11.79	3	
292041		Emergency Medical Technicians and Paramedics	2.76	347	13.55	9.61	3	
131071	HSHW	Employment, Recruitment, and Placement Specialists	3.04	509	19.87	13.47	4	
192041	HSHW	Environmental Scientists & Specialists, Including Health	2.26	220	23.30	15.95	4	
436011		Executive Secretaries and Administrative Assistants	1.32	3,184	16.86	12.15	3	
132051	HSHW	Financial Analysts	2.56	307	29.99	17.12	4	
113031	HSHW	Financial Managers	2.34	833	43.62	26.58	4	

# Potential 2006-07 Florida Statewide Demand Occupations List

Based on the 2012 Projections  
Sorted by Occupational Title  
Change in ECI Applied to 3 of the 4 Wage Criteria

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 1.99% or 360 annual openings with any positive growth
- 3 Mean Wage of \$11.33/hour and Entry Wage of \$9.00/hour
- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$17.77/hour and Entry Wage of \$11.33/hour

SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2005 Hourly Wage		FLDOE Training Code	New to List
					Mean	Entry		
332011	HSHW	Fire Fighters	2.36	1,101	20.44	12.69	3	
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	2.57	1,998	24.67	16.71	4	
331021	HSHW	First-Line Superv. of Fire Fighting and Prevention Workers	2.23	219	29.92	20.39	3	
351012		First-Line Superv. of Food Preparation & Serving Workers	2.05	1,765	14.72	9.93	3	
371012		First-Line Superv. of Landscaping and Groundskeeping	2.29	382	17.63	11.54	3	
531031	HSHW	First-Line Superv. of Material-Moving Vehicle Operators	1.33	398	24.84	15.29	3	
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.99	1,000	25.47	16.91	3	
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	1.10	2,502	20.96	13.50	4	
511011	HSHW	First-Line Superv. of Production and Operating Workers	1.32	850	23.18	14.45	3	
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	1.40	1,229	34.52	17.27	3	
391021		First-Line Supervisors of Personal Service Workers	0.73	566	18.05	10.79	3	
119051	HSHW	Food Service Managers	1.73	563	24.41	15.36	3	
111021	HSHW	General and Operations Managers	2.18	2,945	44.89	20.86	4	
472121		Glaziers	2.86	174	14.09	10.61	3	Yes
271024	HSHW	Graphic Designers	2.39	489	18.42	12.13	3	
499021		Heating, A.C., and Refrigeration Mechanics and Installers	3.76	1,165	16.30	11.42	3	
537051		Industrial Truck and Tractor Operators	1.67	881	12.67	9.07	3	Yes
259031	HSHW	Instructional Coordinators	2.45	245	21.74	15.15	4	
413021	HSHW	Insurance Sales Agents	1.31	1,265	26.32	12.75	3	
271025	HSHW	Interior Designers	2.93	292	23.48	13.81	3	
436012		Legal Secretaries	2.33	656	17.71	13.55	3	
292061		Licensed Practical and Licensed Vocational Nurses	2.54	2,187	17.01	13.67	3	
132072	HSHW	Loan Officers	2.69	565	29.94	15.96	4	
514041		Machinists	1.71	378	15.35	10.51	3	
499042		Maintenance and Repair Workers, General	2.20	3,029	13.76	9.06	3	
112021	HSHW	Marketing Managers	2.42	343	43.36	23.13	4	
292012		Medical and Clinical Laboratory Technicians	2.43	364	15.59	10.72	4	
292011	HSHW	Medical and Clinical Laboratory Technologists	2.46	439	21.67	17.77	4	
119111	HSHW	Medical and Health Services Managers	3.39	480	38.02	22.41	3	
319092		Medical Assistants	5.29	1,983	11.78	9.43	3	
292071		Medical Records and Health Information Technicians	4.73	682	13.05	9.31	3	Yes
436013		Medical Secretaries	1.75	802	12.60	9.79	3	
319094		Medical Transcriptionists	3.20	270	13.85	10.33	3	
151071	HSHW	Network and Computer Systems Administrators	3.34	627	27.76	18.86	3	
151081	HSHW	Network Systems and Data Communications Analysts	4.94	957	27.94	18.35	3	
472073		Operating Engineers/Construction Equipment Operators	2.24	1,031	15.00	11.16	3	
472141		Painters, Construction and Maintenance	2.51	1,145	13.48	9.63	3	
232011	HSHW	Paralegals and Legal Assistants	3.42	754	20.06	14.49	3	
132052	HSHW	Personal Financial Advisors	4.34	658	39.33	15.23	4	
312021	HSHW	Physical Therapist Assistants	4.21	202	19.23	14.31	4	
291071	HSHW	Physician Assistants	4.49	183	36.21	24.91	4	
472161		Plasterers and Stucco Masons	3.01	314	15.63	10.88	3	

# Potential 2006-07 Florida Statewide Demand Occupations List

Based on the 2012 Projections  
Sorted by Occupational Title  
Change in ECI Applied to 3 of the 4 Wage Criteria

## 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 1.99% or 360 annual openings with any positive growth
- 3 Mean Wage of \$11.33/hour and Entry Wage of \$9.00/hour
- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$17.77/hour and Entry Wage of \$11.33/hour

SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2005 Hourly Wage		FLDOE Training Code	New to List
					Mean	Entry		
472152		Plumbers, Pipefitters, and Steamfitters	2.55	1,289	16.43	11.75	3	
333051	HSHW	Police and Sheriff's Patrol Officers	2.70	2,018	21.48	15.04	3	
272012	HSHW	Producers and Directors	2.31	184	27.76	14.50	4	
119141	HSHW	Property, Real Estate & Community Association Managers	1.58	678	24.27	11.76	4	
273031	HSHW	Public Relations Specialists	4.07	823	21.45	12.67	4	
131023	HSHW	Purchasing Agents, Except Farm Products & Trade	1.64	504	22.17	14.57	4	
292034	HSHW	Radiologic Technologists and Technicians	2.80	525	20.29	15.09	4	
419022		Real Estate Sales Agents	0.81	805	22.16	9.99	3	
291111	HSHW	Registered Nurses	3.14	7,158	25.04	19.06	4	
291126	HSHW	Respiratory Therapists	4.03	427	19.76	16.03	4	
472181		Roofers	3.06	752	13.96	9.72	3	
112022	HSHW	Sales Managers	3.35	729	49.00	24.59	4	
414011	HSHW	Sales Reps., Wholesale & Mfg., Tech. & Sci. Products	2.34	1,161	30.58	14.78	3	
413031	HSHW	Securities, and Financial Services Sales Agents	2.28	699	38.45	14.61	4	
492098		Security and Fire Alarm Systems Installers	3.22	241	16.67	11.83	3	
472211		Sheet Metal Workers	2.48	540	15.13	10.44	3	
119151	HSHW	Social and Community Service Managers	3.18	248	26.29	17.32	4	
472221		Structural Iron and Steel Workers	2.78	178	16.09	10.94	3	
292055		Surgical Technologists	3.41	203	16.12	12.48	3	
173031		Surveying and Mapping Technicians	3.75	577	14.25	9.31	3	
499052		Telecommunications Line Installers and Repairers	2.40	511	17.08	11.56	3	
472044		Tile and Marble Setters	4.31	312	16.27	10.24	3	
113071	HSHW	Transportation, Storage, and Distribution Managers	2.01	162	38.72	24.02	3	
533032		Truck Drivers, Heavy and Tractor-Trailer	2.12	2,982	15.26	10.32	3	
292056		Veterinary Technologists and Technicians	3.63	196	11.78	9.05	4	Yes
251194	HSHW	Vocational Education Teachers, Postsecondary	3.70	332	20.62	13.64	3	
514121		Welders, Cutters, Solderers, and Brazers	2.54	825	14.19	10.23	3	

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

\*\*HSHW = High Skill/High Wage.

# Potential 2006-07 Florida Statewide Demand Occupations List

Based on the 2012 Projections  
Sorted by Occupational Title  
Change in ECI Applied to All Criteria

Workforce Estimating Conference Selection Criteria:

- 1 FLDOE Training Codes 3 (PSAV Certificate) and 4 (Community College Credit/Degree)
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- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$17.77/hour and Entry Wage of \$11.33/hour

SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2005 Hourly Wage		FLDOE Training Code	New to List
					Mean	Entry		
132011	HSHW	Accountants and Auditors	2.39	2,697	26.78	16.97	4	
113011	HSHW	Administrative Services Managers	2.21	438	34.35	19.34	4	
132021	HSHW	Appraisers and Assessors of Real Estate	2.58	348	23.32	13.84	3	
173011	HSHW	Architectural and Civil Drafters	1.58	429	19.58	13.72	3	
493021		Automotive Body and Related Repairers	1.81	392	17.34	9.71	3	
493023		Automotive Service Technicians and Mechanics	1.99	2,309	16.61	10.19	3	
433031		Bookkeeping, Accounting, and Auditing Clerks	0.93	3,665	13.77	9.66	4	
472021		Brickmasons and Blockmasons	3.14	427	16.22	11.64	3	
493031		Bus and Truck Mechanics and Diesel Engine Specialists	1.70	569	16.52	11.74	3	
131199	HSHW	Business Operations Specialists, All Other	3.05	2,110	27.33	16.29	4	
292031		Cardiovascular Technologists and Technicians	3.97	194	17.68	10.82	4	
472031		Carpenters	2.36	2,461	14.93	10.37	3	
472051		Cement Masons and Concrete Finishers	4.04	822	14.56	10.23	3	
351011		Chefs and Head Cooks	2.05	361	17.32	9.82	3	
131031	HSHW	Claims Adjusters, Examiners, and Investigators	2.20	547	21.79	14.43	3	
272022	HSHW	Coaches and Scouts	2.01	252	29.60	14.48	4	
131072	HSHW	Compensation, Benefits, and Job Analysis Specialists	3.40	255	23.42	15.82	4	
113021	HSHW	Computer and Information Systems Managers	3.56	481	46.57	29.42	4	
151021	HSHW	Computer Programmers	1.08	698	31.33	19.81	3	
151031	HSHW	Computer Software Engineers, Applications	3.66	727	37.14	24.18	3	
151032	HSHW	Computer Software Engineers, Systems Software	3.91	755	36.34	24.53	4	
151099		Computer Specialists, All Other	4.05	305	25.87	10.21	3	
151041	HSHW	Computer Support Specialists	2.82	1,174	18.78	12.10	3	
151051	HSHW	Computer Systems Analysts	3.60	1,173	30.06	19.81	4	
474011	HSHW	Construction and Building Inspectors	2.18	269	21.58	15.85	3	
119021	HSHW	Construction Managers	2.35	1,192	42.05	24.39	4	
333012		Correctional Officers and Jailers	1.91	1,304	16.79	13.93	3	
131051	HSHW	Cost Estimators	2.89	677	23.60	15.39	4	
151061	HSHW	Database Administrators	4.18	267	27.48	16.61	4	
319091		Dental Assistants	3.55	910	13.62	10.72	3	
292021	HSHW	Dental Hygienists	3.63	370	24.67	16.56	4	
333021	HSHW	Detectives and Criminal Investigators	2.20	324	25.96	17.69	3	
292032	HSHW	Diagnostic Medical Sonographers	2.88	158	23.43	18.12	4	
472081		Drywall and Ceiling Tile Installers	3.89	412	15.01	10.89	3	
173023	HSHW	Electrical and Electronic Engineering Technicians	1.30	365	21.32	14.65	4	
472111		Electricians	3.08	1,806	16.46	11.79	3	
292041		Emergency Medical Technicians and Paramedics	2.76	347	13.55	9.61	3	
131071	HSHW	Employment, Recruitment, and Placement Specialists	3.04	509	19.87	13.47	4	
192041	HSHW	Environmental Scientists & Specialists, Including Health	2.26	220	23.30	15.95	4	
436011		Executive Secretaries and Administrative Assistants	1.32	3,184	16.86	12.15	3	
132051	HSHW	Financial Analysts	2.56	307	29.99	17.12	4	

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SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2005 Hourly Wage		FLDOE Training Code	New to List
					Mean	Entry		
113031	HSHW	Financial Managers	2.34	833	43.62	26.58	4	
332011	HSHW	Fire Fighters	2.36	1,101	20.44	12.69	3	
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	2.57	1,998	24.67	16.71	4	
331021	HSHW	First-Line Superv. of Fire Fighting and Prevention Workers	2.23	219	29.92	20.39	3	
351012		First-Line Superv. of Food Preparation & Serving Workers	2.05	1,765	14.72	9.93	3	
371012		First-Line Superv. of Landscaping and Groundskeeping	2.29	382	17.63	11.54	3	
531031	HSHW	First-Line Superv. of Material-Moving Vehicle Operators	1.33	398	24.84	15.29	3	
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.99	1,000	25.47	16.91	3	
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	1.10	2,502	20.96	13.50	4	
511011	HSHW	First-Line Superv. of Production and Operating Workers	1.32	850	23.18	14.45	3	
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	1.40	1,229	34.52	17.27	3	
391021		First-Line Supervisors of Personal Service Workers	0.73	566	18.05	10.79	3	
119051	HSHW	Food Service Managers	1.73	563	24.41	15.36	3	
111021	HSHW	General and Operations Managers	2.18	2,945	44.89	20.86	4	
472121		Glaziers	2.86	174	14.09	10.61	3	New
271024	HSHW	Graphic Designers	2.39	489	18.42	12.13	3	
499021		Heating, A.C., and Refrigeration Mechanics and Installers	3.76	1,165	16.30	11.42	3	
259031	HSHW	Instructional Coordinators	2.45	245	21.74	15.15	4	
413021	HSHW	Insurance Sales Agents	1.31	1,265	26.32	12.75	3	
271025	HSHW	Interior Designers	2.93	292	23.48	13.81	3	
436012		Legal Secretaries	2.33	656	17.71	13.55	3	
292061		Licensed Practical and Licensed Vocational Nurses	2.54	2,187	17.01	13.67	3	
132072	HSHW	Loan Officers	2.69	565	29.94	15.96	4	
514041		Machinists	1.71	378	15.35	10.51	3	
112021	HSHW	Marketing Managers	2.42	343	43.36	23.13	4	
292012		Medical and Clinical Laboratory Technicians	2.43	364	15.59	10.72	4	
292011	HSHW	Medical and Clinical Laboratory Technologists	2.46	439	21.67	17.77	4	
119111	HSHW	Medical and Health Services Managers	3.39	480	38.02	22.41	3	
319092		Medical Assistants	5.29	1,983	11.78	9.43	3	
292071		Medical Records and Health Information Technicians	4.73	682	13.05	9.31	3	New
436013		Medical Secretaries	1.75	802	12.60	9.79	3	
319094		Medical Transcriptionists	3.20	270	13.85	10.33	3	
151071	HSHW	Network and Computer Systems Administrators	3.34	627	27.76	18.86	3	
151081	HSHW	Network Systems and Data Communications Analysts	4.94	957	27.94	18.35	3	
472073		Operating Engineers/Construction Equipment Operators	2.24	1,031	15.00	11.16	3	
472141		Painters, Construction and Maintenance	2.51	1,145	13.48	9.63	3	
232011	HSHW	Paralegals and Legal Assistants	3.42	754	20.06	14.49	3	
132052	HSHW	Personal Financial Advisors	4.34	658	39.33	15.23	4	
312021	HSHW	Physical Therapist Assistants	4.21	202	19.23	14.31	4	
291071	HSHW	Physician Assistants	4.49	183	36.21	24.91	4	
472161		Plasterers and Stucco Masons	3.01	314	15.63	10.88	3	

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SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2005 Hourly Wage		FLDOE Training Code	New to List
					Mean	Entry		
472152		Plumbers, Pipefitters, and Steamfitters	2.55	1,289	16.43	11.75	3	
333051	HSHW	Police and Sheriff's Patrol Officers	2.70	2,018	21.48	15.04	3	
272012	HSHW	Producers and Directors	2.31	184	27.76	14.50	4	
119141	HSHW	Property, Real Estate & Community Association Managers	1.58	678	24.27	11.76	4	
273031	HSHW	Public Relations Specialists	4.07	823	21.45	12.67	4	
131023	HSHW	Purchasing Agents, Except Farm Products & Trade	1.64	504	22.17	14.57	4	
292034	HSHW	Radiologic Technologists and Technicians	2.80	525	20.29	15.09	4	
419022		Real Estate Sales Agents	0.81	805	22.16	9.99	3	
291111	HSHW	Registered Nurses	3.14	7,158	25.04	19.06	4	
291126	HSHW	Respiratory Therapists	4.03	427	19.76	16.03	4	
472181		Roofers	3.06	752	13.96	9.72	3	
112022	HSHW	Sales Managers	3.35	729	49.00	24.59	4	
414011	HSHW	Sales Reps., Wholesale & Mfg., Tech. & Sci. Products	2.34	1,161	30.58	14.78	3	
413031	HSHW	Securities, and Financial Services Sales Agents	2.28	699	38.45	14.61	4	
492098		Security and Fire Alarm Systems Installers	3.22	241	16.67	11.83	3	
472211		Sheet Metal Workers	2.48	540	15.13	10.44	3	
119151	HSHW	Social and Community Service Managers	3.18	248	26.29	17.32	4	
472221		Structural Iron and Steel Workers	2.78	178	16.09	10.94	3	
292055		Surgical Technologists	3.41	203	16.12	12.48	3	
173031		Surveying and Mapping Technicians	3.75	577	14.25	9.31	3	
499052		Telecommunications Line Installers and Repairers	2.40	511	17.08	11.56	3	
472044		Tile and Marble Setters	4.31	312	16.27	10.24	3	
113071	HSHW	Transportation, Storage, and Distribution Managers	2.01	162	38.72	24.02	3	
533032		Truck Drivers, Heavy and Tractor-Trailer	2.12	2,982	15.26	10.32	3	
251194	HSHW	Vocational Education Teachers, Postsecondary	3.70	332	20.62	13.64	3	
514121		Welders, Cutters, Solderers, and Brazers	2.54	825	14.19	10.23	3	

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

\*\*HSHW = High Skill/High Wage.

# Potential 2006-07 Florida Statewide Demand Occupations List

Based on the 2012 Projections  
Sorted by Occupational Title

**Occupations dropping off the 2005-06 Statewide TOL when the criteria are changed to:**

Mean Wage of \$11.33/hour and Entry Wage of \$9.22/hour

SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2005 Hourly Wage		FLDOE Training Code	New to List
					Mean	Entry		
499042		Maintenance and Repair Workers, General	2.20	3,029	13.76	<b>9.06</b>	3	

**Occupations dropping off the 2005-06 Statewide TOL when the criteria are changed to:**

Mean Wage of \$11.33/hour and Entry Wage of \$9.00/hour - **None**

# Potential 2006-07 Florida Statewide Demand Occupations List

Based on the 2012 Projections  
Sorted by Occupational Title

**Occupations added to the Statewide TOL when the criteria are changed to:**

Mean Wage of \$11.33/hour and Entry Wage of \$9.00/hour

SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2005 Hourly Wage		FLDOE Training Code	New to List
					Mean	Entry		
472121		Glaziers	2.86	174	14.09	10.61	3	Yes
537051		Industrial Truck and Tractor Operators	1.67	881	12.67	9.07	3	Yes
292071		Medical Records and Health Information Technicians	4.73	682	13.05	9.31	3	Yes
292056		Veterinary Technologists and Technicians	3.63	196	11.78	9.05	4	Yes

**Occupations added to the Statewide TOL when the criteria are changed to:**

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SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2005 Hourly Wage		FLDOE Training Code	New to List
					Mean	Entry		
472121		Glaziers	2.86	174	14.09	10.61	3	Yes
292071		Medical Records and Health Information Technicians	4.73	682	13.05	9.31	3	Yes

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## New Statewide Vacancy / Hiring Needs Survey

- In 2005 Labor Market Statistics conducted a statewide job vacancy / hiring needs survey of all 24 Workforce Regions in Florida. These survey data are an indicator of short-term training needs.
- The survey achieved a 73 percent response rate and collected data on over 150,000 vacancies.
- The job vacancy / hiring needs survey process consists of:
  - Selecting a probability sample of local employers by industry and by size class.
  - Setting survey accuracy at a 95 percent confidence interval and a 5 percent relative standard error.
  - Collecting job vacancy and vacancy characteristics data using Computer Assisted Telephone Inquiry (CATI) technology for eight questions:
    - The number of vacancies
    - Full time/part time status
    - Temporary/seasonal status
    - Number of days required to fill vacancies
    - Education level of vacancies
    - License/certification requirements
    - Experience requirements
    - Benefits provided
  - Estimating job vacancies for the universe of employers from survey responses.
  - Converting estimates and characteristics into useable tables and graphs.
  - Publishing vacancy data electronically and in print.
- Job vacancy data provide an immediate data source reflecting current labor market conditions in local areas.
- Job vacancy data are to be used for evaluating and planning training and placement programs.
- When comparing the results from the job vacancy / hiring needs survey to the occupational employment statistics projections, there were numerous similarities.
  - The top five occupations sorted by the number of estimated vacancies and the number of estimated annual openings were in the exact same rank order: retail salesperson, cashier, waiters and waitresses, combined food preparation and serving workers, and registered nurses.
  - The top 25 occupations sorted by the number of estimated vacancies and the number of estimated annual openings had 17 matches, these included the above-mentioned occupations and: customer service representatives, stock clerks, heavy truck drivers, nursing aides, receptionists, construction laborers, restaurant cooks, elementary school teachers, executive secretaries, janitors and cleaners, maids and housekeepers, and general maintenance workers.