

Labor Market Estimating Conference
Executive Summary
July 14, 2023

The Labor Market Estimating Conference (LMEC) met on July 14, 2023 to discuss and adopt official information pursuant to s. 216.136, F.S. as amended by Chapter 2023-81, Laws of Florida. The cumulative impact of the law changes made during the 2023 Session charge the LMEC with providing long-term strategic direction regarding at-risk areas of Florida’s labor market. The objective of the meeting was to focus on these areas of concern. With this in mind, the LMEC reviewed two products that were both introduced for the first time.

1. Occupational Areas of Concern (by educational requirement)

These occupations were identified by comparing occupational supply and demand in the 10th year of the forecast to determine where projected demand exceeds expected supply by more than 10%. Essentially, this condition means that: (1) demand exceeds supply currently and will continue to do so in the future, or (2) the growth in future demand will outpace the likely labor supply for that occupation. These findings were produced by a model run that simulated each occupation’s employment supply and demand trajectories over the forecast period. The overall methodology:

- Used current occupational shares of the labor supply against the forecast adopted by the Florida Economic Estimating Conference for all future years.
- Selected a base year of potential demand from a maximum of five nonconsecutive years, using the assumption that demand must equal or exceed filled jobs. The base was then grown by various growth rates (predominately population-driven).

Although, some occupations have both limited supply and demand, the analysis found that there is reason to believe that a significant gap in supply will exist for 101 out of 832 discrete occupations (12.1%). Note that evolving or emerging trends have yet to be addressed. As such, this analysis does not alter the existing economic structure, meaning the results represent foundational imbalances that would be expected to persist into the future, absent intervention.

CONFERENCE ACTION: *Officially adopted 101 discrete occupations as “Statewide Occupational Areas of Concern,” as well as the methodology for lists by Workforce Region that may differ from the statewide list. See Conference Products for the adopted lists.*

2. Critical Occupational Groups of Concern

The 101 occupational areas of concern were further organized by occupational group. By group, the demand for those occupations in the 10th year of the forecast was then compared to the total statewide demand for all occupations. By percentage of demand represented by the occupational areas of concern, two groups stand out: (1) Healthcare Practitioners and Technical Occupations with occupational areas of concern that represent 3.4% of statewide demand in that year; and (2) Healthcare Support Occupations with occupational areas of concern that represent 2.1% of statewide demand in that year. These occupational groups are particularly appropriate for this designation because the scopes of

practice for the underlying occupations are rapidly evolving with further changes expected over the next decade, making the precise job responsibilities more fluid and harder to predict.

CONFERENCE ACTION: *The methodology and two proposed “Critical Occupational Groups of Concern” for healthcare were discussed, but official action was postponed until the next meeting.*

A second conference will be scheduled during the summer 2023 conference season to address occupational wages and critical occupational groups of concern.