

**Labor Market Estimating Conference**  
**Executive Summary**  
August 2, 2023

The Labor Market Estimating Conference (LMEC) met on August 2, 2023, for the second time during the summer conference season. The purpose was to discuss the adoption of 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. In addition, the Conference considered detailed wage data to support the Florida Credentials Review Committee. The LMEC reviewed multiple products to meet these objectives.

**1. Critical Occupational Groups of Concern**

A prior conference adopted 101 occupational areas of concern that 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 stood 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. Further, past legislative actions have focused on the need for innovative demand-side measures, as well as the more traditional supply-side approach generally set in motion by the law’s interaction with conference decisions.

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

**2. Occupational Wages**

The conference considered documents and metrics that address designations of “Representative Starting Wage”, “Average Annual Wage”, and “High-Level Wage Threshold” metrics for all occupations and by educational requirement. For Conference purposes, the “Representative Starting Wage” was defined to be the 10th percentile; the “Average Annual Wage” was the mean wage; while the “High-Level Wage Threshold” was defined as the 75th percentile of all relevant wages in Florida. Analyses were presented and conceptually discussed for the following:

- Statewide and Workforce Region Wage Summaries
- Statewide and Workforce Region Wages by Detailed Occupation

**CONFERENCE ACTION:** *The documents and concepts were adopted as presented. See Conference products for the adopted lists.*