

Workforce Estimating Conference
August 31, 2006

ACTION MINUTES

Principals attending:

Amy Baker, Legislative Office of Economic & Demographic Research (Chair)
Paul Bryant, Florida Senate
Kurt Hamon, Florida House of Representatives
Don Langston, Office of the Governor

Presenters:

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

Others present:

Economic & Demographic Research: Beth Lines
Governor's Office: Mary Helen Blakeslee
House: Amy Hammock, Ouida Ashworth, Mark Eggers, Margaret Thomas
Senate: Julie Noble, Mark Armstrong, Skip Martin
Agency for Workforce Innovation: Agency Director Linda South, Christopher Knight,
Stephen Birch, Wyatt Pope, George Foster, Duane Whitfield, Joe Mizereck
Department of Education (DOE): Jay Pfeiffer, Joan Roddenberry, Max Ketterman,
Nancy Cordill, Nate Lassila
Workforce Florida: Curtis Austin, Larry Champion, Tom Shiner
Board of Governors: Kathy Thomas, Richard Stevens
Office of Program Policy Analysis & Government Accountability: Mark Frederick
Workforce Boards: Curt Bradbury (Region 24), Man Le (Tampa) – by telephone
Others: Pam Tedesco (Florida's Great Northwest)

Presentations:

Rebecca Rust (AWI/LMS) presented a Florida labor market and economic update. This update is now being done once a year. This is the first time an update has been available in August. **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.**

Actions:

The Workforce Estimating Conference met August 31, 2006 to consider criteria for the 2007-08 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 2007-08 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 2006-07 consensus HS/HW wage criteria.

For the 2007-08 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 (1.99%); OR the occupation has 360 projected annual openings and ANY positive growth; AND
3. For ITA occupations, the occupation pays at 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 at 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 2006-07 (OLD)	FY 2007-08 (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	1.85% average growth	1.99% average growth
Individual Training Account Occupations: 1. Mean Wage 2. Entry Wage	1. \$11.33 / hour 2. \$ 9.22 / hour	1. \$11.65 / hour 2. \$ 9.48 / hour
High Skilled / High Wage Occupations: 1. Mean Wage 2. Entry Wage	1. \$17.77 / hour 2. \$11.33 / hour	1. \$18.27 / hour 2. \$11.65 / hour
Employment Cost Index used to adjust High Skilled / High Wage Occupations	2.4% increase over FY 2005-06	2.8% increase over FY 2006-07

Applying these criteria, the FY 2007-08 Statewide Demand Occupations List included 111 occupations. The Conference elected to REMOVE Real Estate Broker (SOC Code 419021) from the list, based on the cooling of the real estate market in Florida. The Conference also elected to REMOVE First-Line Supervisor of Housekeeping & Janitorial Workers (SOC Code 371011), based on information received from employers that the education and training level specified in the criteria is not required for hiring in that occupation. The consensus FY 2007-08 Statewide Demand Occupations List includes 109 occupations. **Details are shown in the handouts prepared for the meeting.**

The next meeting of the Conference will be chaired by Kurt Hamon, representing the Florida House of Representatives.

2007-08 Consensus 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 \$11.65/hour and Entry Wage of \$9.48/hour
- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$18.27/hour and Entry Wage of \$11.65/hour

SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2006 Hourly Wage		FLDOE Training Code	New to List?
					Mean	Entry		
132011	HSHW	Accountants and Auditors	2.23	3,138	27.48	17.39	4	
113011	HSHW	Administrative Services Managers	2.27	372	36.96	20.87	4	
173011	HSHW	Architectural and Civil Drafters	1.60	394	19.84	13.65	3	
493021		Automotive Body and Related Repairers	1.42	395	18.63	11.54	3	
493023		Automotive Service Technicians and Mechanics	2.25	2,413	17.04	10.45	3	
433031		Bookkeeping, Accounting, and Auditing Clerks	1.30	4,557	14.32	10.02	4	
472021		Brickmasons and Blockmasons	2.23	548	16.35	11.48	3	
493031		Bus and Truck Mechanics and Diesel Engine Specialists	2.09	672	17.62	12.78	3	
131199	HSHW	Business Operations Specialists, All Other	3.42	2,618	28.00	16.29	4	
292031		Cardiovascular Technologists and Technicians	2.63	156	18.04	10.94	4	
472031		Carpenters	2.58	3,803	15.42	10.63	3	
472051		Cement Masons and Concrete Finishers	2.60	821	14.42	10.33	3	
351011		Chefs and Head Cooks	2.25	434	18.86	11.17	3	Yes
173022	HSHW	Civil Engineering Technicians	2.44	263	19.68	13.55	4	Yes
131031	HSHW	Claims Adjusters, Examiners, and Investigators	2.62	669	22.33	14.97	3	
272022	HSHW	Coaches and Scouts	2.56	400	29.80	14.86	4	
131072	HSHW	Compensation, Benefits, and Job Analysis Specialists	2.88	227	23.37	15.42	4	
113021	HSHW	Computer and Information Systems Managers	2.93	403	47.32	31.01	4	
151021	HSHW	Computer Programmers	0.36	599	31.61	20.36	3	
151031	HSHW	Computer Software Engineers, Applications	4.45	940	37.39	24.09	4	
151041		Computer Support Specialists	2.70	1,279	18.23	11.85	3	
151051	HSHW	Computer Systems Analysts	3.33	1,159	30.30	20.18	4	
474011	HSHW	Construction and Building Inspectors	2.90	352	22.28	16.44	3	
119021	HSHW	Construction Managers	1.81	1,567	41.34	24.06	4	
333012		Correctional Officers and Jailers	0.87	993	17.30	14.45	3	
131051	HSHW	Cost Estimators	2.81	831	25.13	15.86	4	
232091		Court Reporters	5.20	174	17.62	10.83	3	Yes
151061	HSHW	Database Administrators	4.14	277	28.40	17.65	4	
319091		Dental Assistants	3.85	944	13.98	10.68	3	
292021	HSHW	Dental Hygienists	3.92	466	24.89	16.79	4	
519081		Dental Laboratory Technicians	2.01	168	17.28	10.39	3	Yes
292032	HSHW	Diagnostic Medical Sonographers	3.60	211	24.50	18.74	4	
472081		Drywall and Ceiling Tile Installers	2.61	508	15.82	11.26	3	
472111		Electricians	2.15	1,941	16.88	12.14	3	
292041		Emergency Medical Technicians and Paramedics	2.41	277	14.07	9.99	3	
131071	HSHW	Employment, Recruitment, and Placement Specialists	3.30	618	20.95	13.58	4	
436011		Executive Secretaries and Administrative Assistants	1.83	3,834	17.07	12.38	3	
132051	HSHW	Financial Analysts	2.65	292	31.93	18.32	4	
113031	HSHW	Financial Managers	2.24	708	45.57	27.46	4	
332011	HSHW	Fire Fighters	2.81	1,226	20.98	13.03	3	
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	2.08	2,898	25.36	17.35	4	
331021	HSHW	First-Line Superv. of Fire Fighting and Prevention Workers	2.51	195	32.04	21.80	3	
351012		First-Line Superv. of Food Preparation & Serving Workers	2.20	1,930	15.45	10.58	3	

2007-08 Consensus Florida Statewide Demand Occupations List

Sorted by Occupational Title

Workforce Estimating Conference Selection Criteria:

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- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$18.27/hour and Entry Wage of \$11.65/hour

SOC Code*	HSHW**	Occupational Title*	Annual	Annual	2006 Hourly Wage		FLDOE	New
			Percent Growth		Openings	Mean		
371012	HSHW	First-Line Superv. of Landscaping and Groundskeeping	2.47	497	18.30	12.19	3	
531031	HSHW	First-Line Superv. of Material-Moving Vehicle Operators	2.20	566	25.38	15.28	3	
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.91	993	25.86	17.30	3	
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	1.61	2,660	21.61	13.74	4	
511011	HSHW	First-Line Superv. of Production and Operating Workers	1.27	744	24.47	15.84	3	
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.83	868	36.13	19.46	3	
391021	HSHW	First-Line Supervisors of Personal Service Workers	2.26	649	19.06	11.73	3	
411011	HSHW	First-Line Supervisors of Retail Sales Workers	0.96	2,360	21.27	13.07	3	
119051	HSHW	Food Service Managers	1.85	470	27.77	17.94	3	
111021	HSHW	General and Operations Managers	2.41	2,619	48.02	24.38	4	
472121		Glaziers	2.19	239	14.65	10.78	3	
271024	HSHW	Graphic Designers	1.58	447	18.45	12.19	3	
499021		Heating, A.C., and Refrigeration Mechanics and Installers	2.81	1,029	16.90	11.77	3	
259031	HSHW	Instructional Coordinators	2.87	307	23.16	15.90	4	
413021	HSHW	Insurance Sales Agents	1.22	1,157	26.62	13.50	3	
271025	HSHW	Interior Designers	2.26	228	23.62	13.10	3	
436012		Legal Secretaries	2.61	912	17.48	12.88	3	
292061		Licensed Practical and Licensed Vocational Nurses	2.71	2,408	17.77	14.29	3	
434131		Loan Interviewers and Clerks	1.23	493	15.63	11.10	3	Yes
132072	HSHW	Loan Officers	2.08	819	27.09	15.88	4	
112021	HSHW	Marketing Managers	2.68	294	47.34	27.64	4	
292012		Medical and Clinical Laboratory Technicians	2.91	356	16.31	10.73	4	
292011	HSHW	Medical and Clinical Laboratory Technologists	2.35	421	23.25	18.63	4	
119111	HSHW	Medical and Health Services Managers	2.46	426	39.49	25.04	3	
319092		Medical Assistants	4.70	1,828	12.14	9.57	3	
292071		Medical Records and Health Information Technicians	2.98	413	13.88	9.74	3	
436013		Medical Secretaries	1.97	1,093	12.69	9.48	3	
319094		Medical Transcriptionists	3.22	244	13.79	10.57	3	
151071	HSHW	Network and Computer Systems Administrators	4.16	714	29.75	20.17	3	
151081	HSHW	Network Systems and Data Communications Analysts	5.19	1,180	27.32	17.84	3	
472073		Operating Engineers/Construction Equipment Operators	2.27	1,253	15.26	11.47	3	
472141		Painters, Construction and Maintenance	2.78	1,746	13.63	9.87	3	
232011	HSHW	Paralegals and Legal Assistants	3.87	906	20.47	14.01	3	
132052	HSHW	Personal Financial Advisors	3.12	673	34.73	14.86	4	
312021	HSHW	Physical Therapist Assistants	4.06	216	20.33	14.88	4	
472161		Plasterers and Stucco Masons	2.38	277	15.49	11.47	3	
472152		Plumbers, Pipefitters, and Steamfitters	2.44	1,452	16.52	11.65	3	
333051	HSHW	Police and Sheriff's Patrol Officers	1.88	1,730	22.40	15.76	3	
339021	HSHW	Private Detectives and Investigators	2.05	178	18.39	12.40	3	
119141	HSHW	Property, Real Estate & Community Association Managers	0.78	511	28.61	14.26	4	
273031	HSHW	Public Relations Specialists	2.83	827	22.78	13.25	4	
131023	HSHW	Purchasing Agents, Except Farm Products & Trade	1.59	572	23.03	14.86	4	

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SOC Code*	HSHW**	Occupational Title*	Annual	Annual	2006 Hourly Wage		FLDOE	New
			Percent		Openings	Mean		
292034	HSHW	Radiologic Technologists and Technicians	2.85	595	22.07	16.90	4	
419022		Real Estate Sales Agents	1.59	2,395	22.74	9.51	3	
291111	HSHW	Registered Nurses	3.10	7,440	26.29	19.78	4	
291126	HSHW	Respiratory Therapists	2.65	354	20.48	16.92	4	
472181		Roofers	2.23	851	14.07	9.89	3	
112022	HSHW	Sales Managers	2.78	691	53.47	28.75	4	
414011	HSHW	Sales Reps., Wholesale & Mfg, Tech. & Sci. Products	1.79	1,221	32.70	16.19	3	
414012	HSHW	Sales Reps., Wholesale and Manufacturing, Other	1.84	4,953	25.76	12.38	3	
413031	HSHW	Securities, and Financial Services Sales Agents	1.48	547	46.26	17.01	4	
492098		Security and Fire Alarm Systems Installers	3.23	315	15.34	10.75	3	
472211		Sheet Metal Workers	2.29	599	15.57	10.31	3	
535031	HSHW	Ship Engineers	3.95	238	30.48	19.10	3	Yes
119151	HSHW	Social and Community Service Managers	3.26	238	28.54	18.03	4	
472221		Structural Iron and Steel Workers	2.12	181	16.57	11.81	3	
211011		Substance Abuse and Behavioral Disorder Counselors	2.19	178	17.39	11.86	4	Yes
292055		Surgical Technologists	2.58	207	16.78	13.12	3	
173031		Surveying and Mapping Technicians	2.13	494	14.52	9.76	3	
171022	HSHW	Surveyors	2.65	293	23.90	14.30	4	Yes
499052		Telecommunications Line Installers and Repairers	2.04	392	17.37	11.34	3	
472044		Tile and Marble Setters	4.09	499	16.08	10.26	3	
533032		Truck Drivers, Heavy and Tractor-Trailer	2.22	3,157	15.93	10.85	3	
251194	HSHW	Vocational Education Teachers, Postsecondary	3.48	332	22.69	13.88	3	
514121		Welders, Cutters, Solderers, and Brazers	1.34	565	14.83	10.65	3	
131022	HSHW	Wholesale and Retail Buyers, Except Farm Products	1.56	389	22.45	13.61	4	Yes

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

**HSHW = High Skill/High Wage.

2007-08 Consensus Florida Statewide Demand Occupations List Changes
Sorted by Occupational Title

Occupations added to the 2007-08 preliminary Statewide Demand List:

SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2006 Hourly Wage		FLDOE Training Code	Reason for Adding
					Mean	Entry		
351011		Chefs and Head Cooks	2.25	434	18.86	11.17	3	More openings
173022	HSHW	Civil Engineering Technicians	2.44	263	19.68	13.55	4	Faster growth rate
232091		Court Reporters	5.20	174	17.62	10.83	3	Faster growth rate
519081		Dental Laboratory Technicians	2.01	168	17.28	10.39	3	Faster growth rate
434131		Loan Interviewers and Clerks	1.23	493	15.63	11.10	3	More openings
535031	HSHW	Ship Engineers	3.95	238	30.48	19.10	3	Faster growth rate
211011		Substance Abuse and Behavioral Disorder Counselors	2.19	178	17.39	11.86	4	Faster growth rate
171022	HSHW	Surveyors	2.65	293	23.90	14.30	4	Faster growth rate
131022	HSHW	Wholesale and Retail Buyers, Except Farm Products	1.56	389	22.45	13.61	4	More openings

Occupations dropping from the 2006-07 Statewide Demand List:

SOC Code*	HSHW**	Occupational Title*	Annual Percent Growth	Annual Openings	2006 Hourly Wage		FLDOE Training Code	Reason for Dropping
					Mean	Entry		
132021	HSHW	Appraisers and Assessors of Real Estate	1.93	235	22.62	14.35	3	Openings and growth
151099	HSHW	Computer Specialists, All Other	2.42	111	26.48	13.88	3	Openings
333021	HSHW	Detectives and Criminal Investigators	1.86	322	27.38	18.42	3	Openings and growth
194091		Environmental Science Technicians, Including Health	1.81	106	16.64	11.81	4	Openings and growth
331012	HSHW	First-Line Supervisors of Police and Detectives	1.83	203	33.80	22.66	4	Openings and growth
472151		Pipelayers	1.75	265	13.60	10.56	3	Openings and growth
472171		Reinforcing Iron and Rebar Workers	2.20	142	15.33	10.73	3	Openings
518031	HSHW	Water and Liquid Waste Treatment Plant Operators	1.79	260	18.48	13.19	3	Openings and growth

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

**HSHW = High Skill/High Wage.