



Workforce Estimating Conference

Caldwell Building Room B-049

February 29, 2008

1:30 – 3:30 pm

1-888-808-6959

Pass Code 6724792 #

Agenda

- **Welcome and Opening Remarks** **Lisa Saliba, Executive Office of the Governor, Chair**

- **Florida Labor Market Update** **Rebecca Rust, Agency for Workforce Innovation**

- **Employment Projections 2015 for University Level Occupations** **Bill Dobson, Agency for Workforce Innovation**

- **Florida Industry Clusters, Key Sectors** **Bob Rohrlack, Enterprise Florida, Inc.**

- **Quick Response Training** **Debbie McMullian, Workforce Florida, Inc.**

- **Workforce Needs of Early Learning Providers** **Brittany Birken, Agency for Workforce Innovation**

- **Other Items, Closing Remarks** **Lisa Saliba, Executive Office of the Governor**

Principals of the Workforce Estimating Conference:

Lisa Saliba, Executive Office of the Governor, Conference Chair

Amy Baker, Economic and Demographic Research

Kurt Hamon, Florida Senate, Education Facilities, Pre-K-12 and Higher Education Committees

Mark Eggers, Florida House, Schools and Learning Council



Florida Labor Market and Economic Update

Workforce Estimating Conference

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



February 29, 2008

Labor Force Conditions

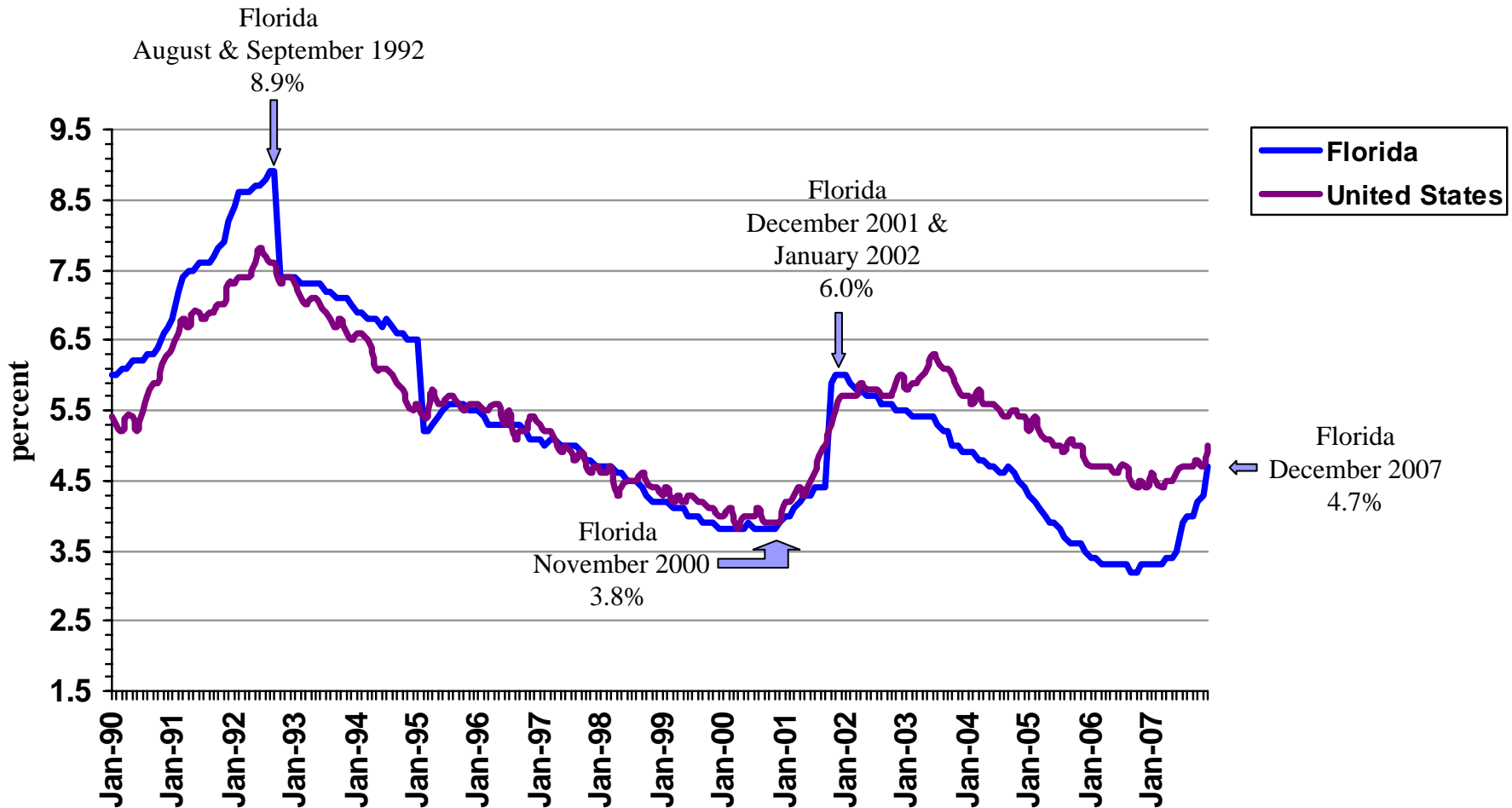
Seasonally Adjusted

December 2007

	Labor Force	Employment	Unemployment	Unemployment Rate	Year Ago Unemployment Rate
Florida	9,312,000	8,871,000	441,000	4.7	3.3
United States	153,866,000	146,211,000	7,655,000	5.0	4.4

Unemployment Rates

Seasonally Adjusted



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

Nonagricultural Employment

Seasonally Adjusted	December 2007	December 2006	Over-the-Year Change	Over-the-Year Percent Change
Florida	8,155,400	8,069,600	85,800	1.1%
United States	138,119,000	136,982,000	1,137,000	0.8%

Employment in the Ten Most Populous States

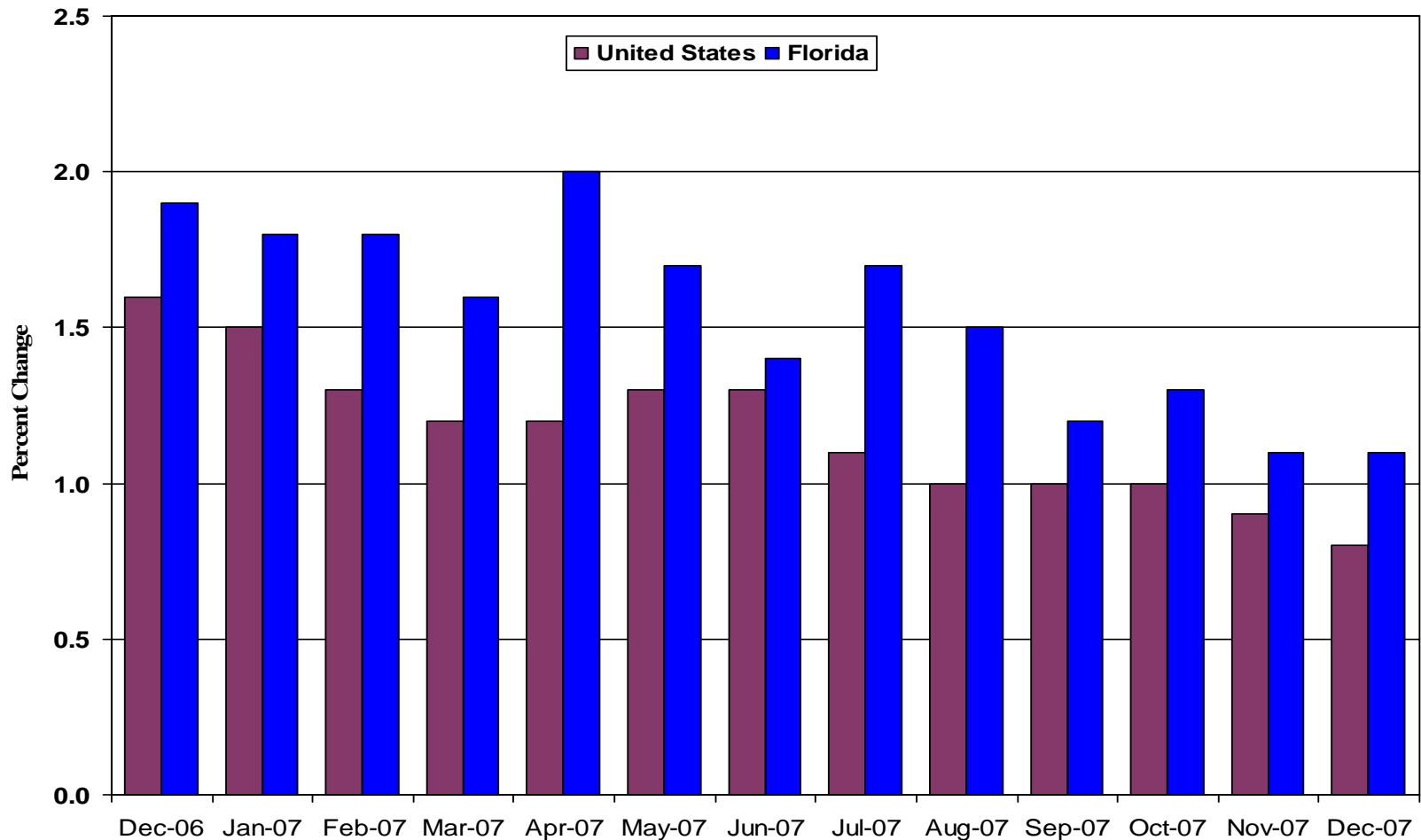
Seasonally Adjusted (in thousands)

December 2006 - December 2007

State	December 2007	December 2006 - December 2007		
		Percent Change	Level Change	Level Rank
Texas	10,171,300	2.1	218,600	1
Georgia	4,103,300	1.6	67,700	5
Florida	8,069,600	1.1	85,800	2
New York	8,655,100	0.8	68,100	4
New Jersey	4,085,500	0.7	29,400	8
Illinois	5,949,500	0.7	41,900	6
Pennsylvania	5,778,600	0.7	39,200	7
California	15,212,600	0.5	78,800	3
Ohio	5,442,800	-0.3	-15,300	9
Michigan	4,325,400	-1.8	-77,500	10

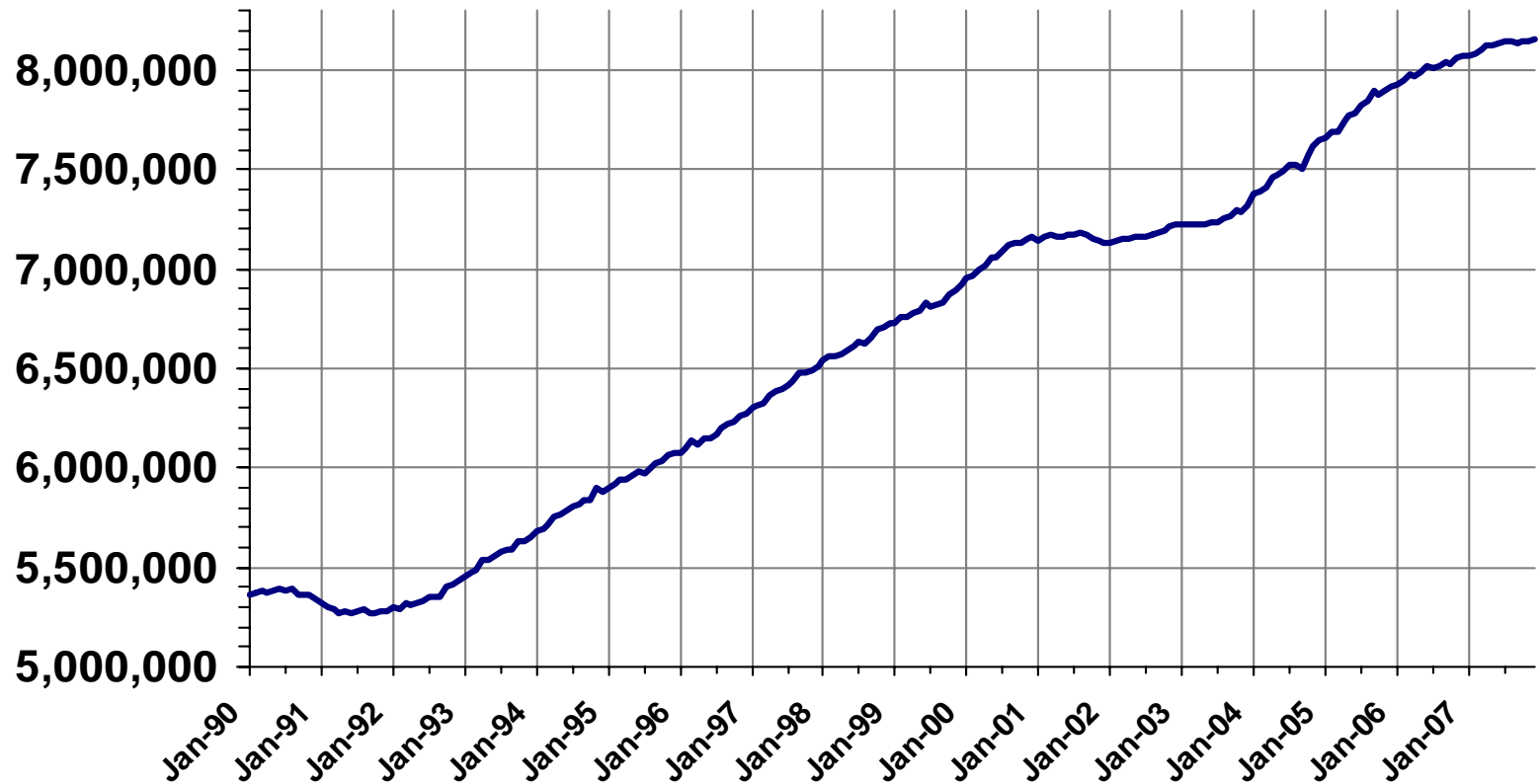
Nonagricultural Employment

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

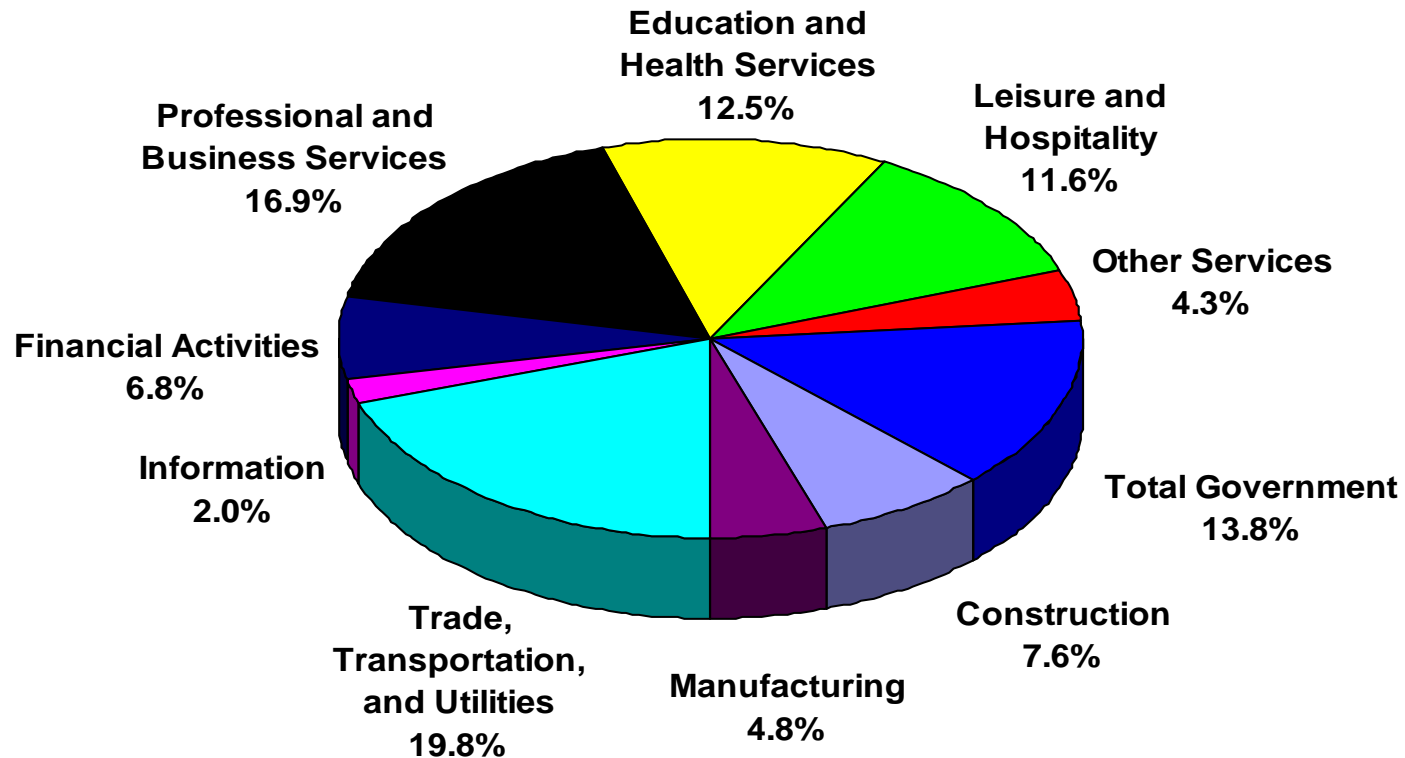
Florida Nonagricultural Employment Seasonally Adjusted



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

Florida's Nonagricultural Employment by Industry

December 2007, Seasonally Adjusted



Note: Percents may not add to 100.0 due to rounding

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

Slowing Job Growth

Florida's job growth has slowed during 2007. Total job growth has declined from a high of 5.2 percent in September 2005 to 1.1 percent in December 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 -3.3 percent in December 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

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 0.6 percent in December 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 0.0 percent in December 2007. This slowing was due to general merchandise stores and building materials/garden supply stores industries.

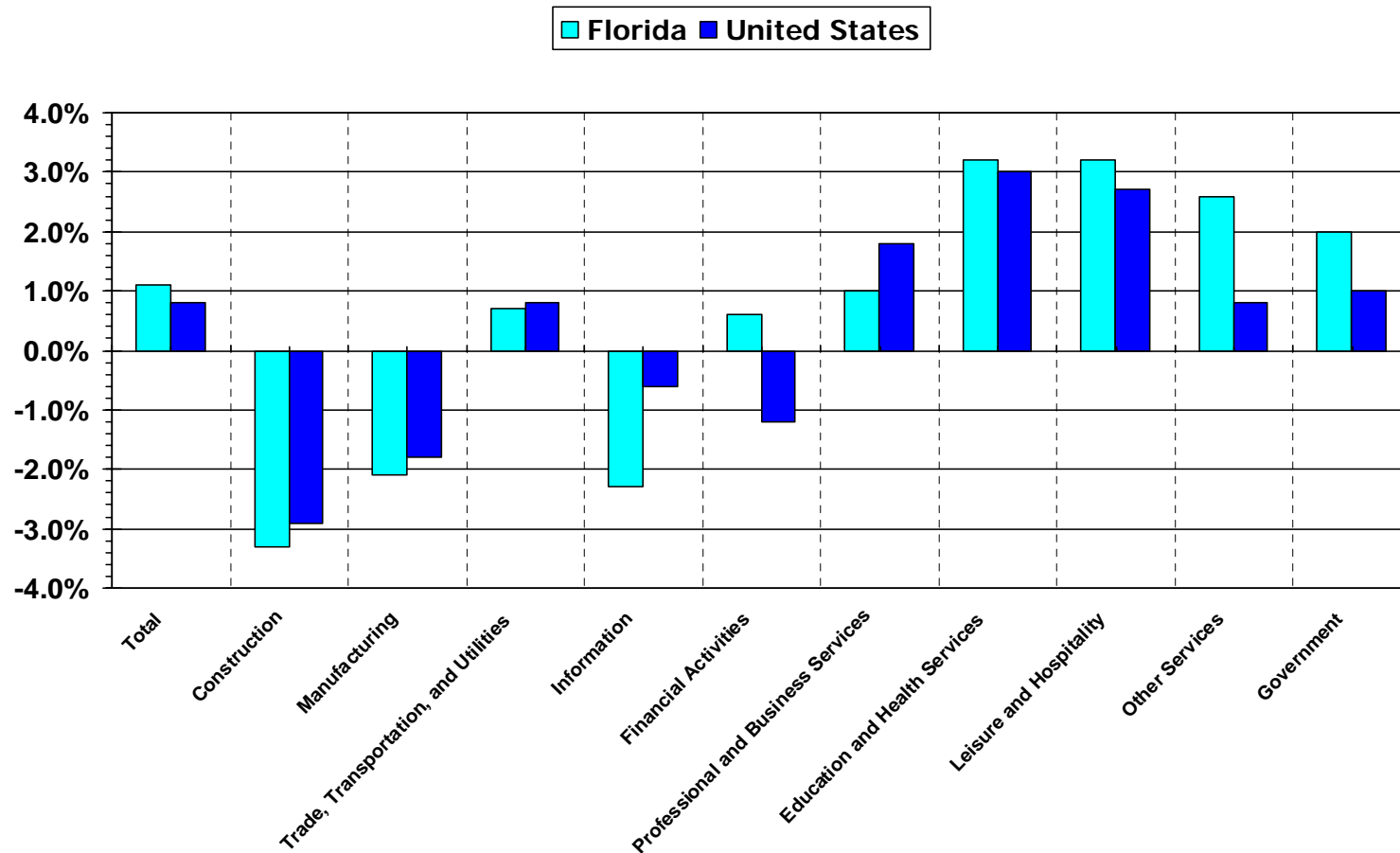
Slowing Job Growth

continued

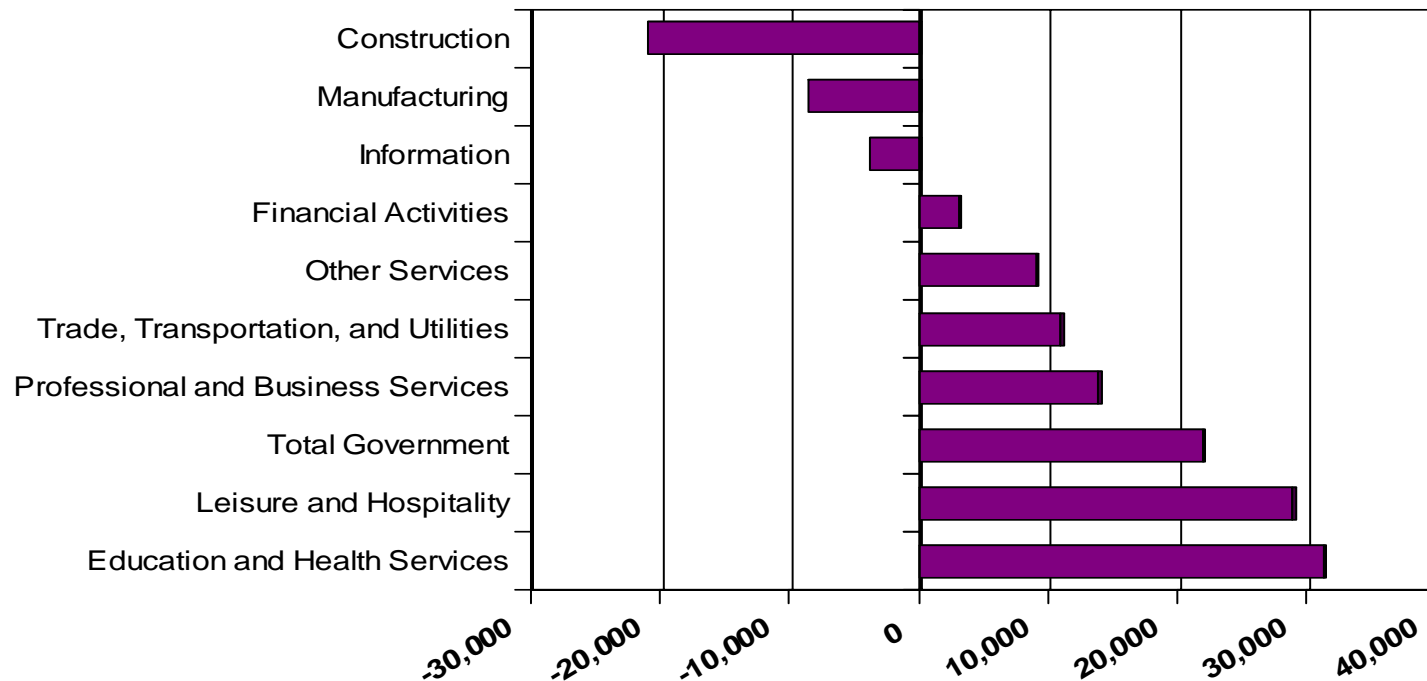
- Declining job growth in information (telecommunications, newspapers, and internet providers)
 - Over-the-year employment growth in information was -2.3 percent in December 2007. This slowing was due to the telecommunications industry.

- Declining job growth in manufacturing
 - Over-the-year manufacturing job gains have declined from a peak of 2.0 percent in January 2006 to -2.1 percent in December 2007. This slowing was due to the computer and electronic product manufacturing and food manufacturing industries.

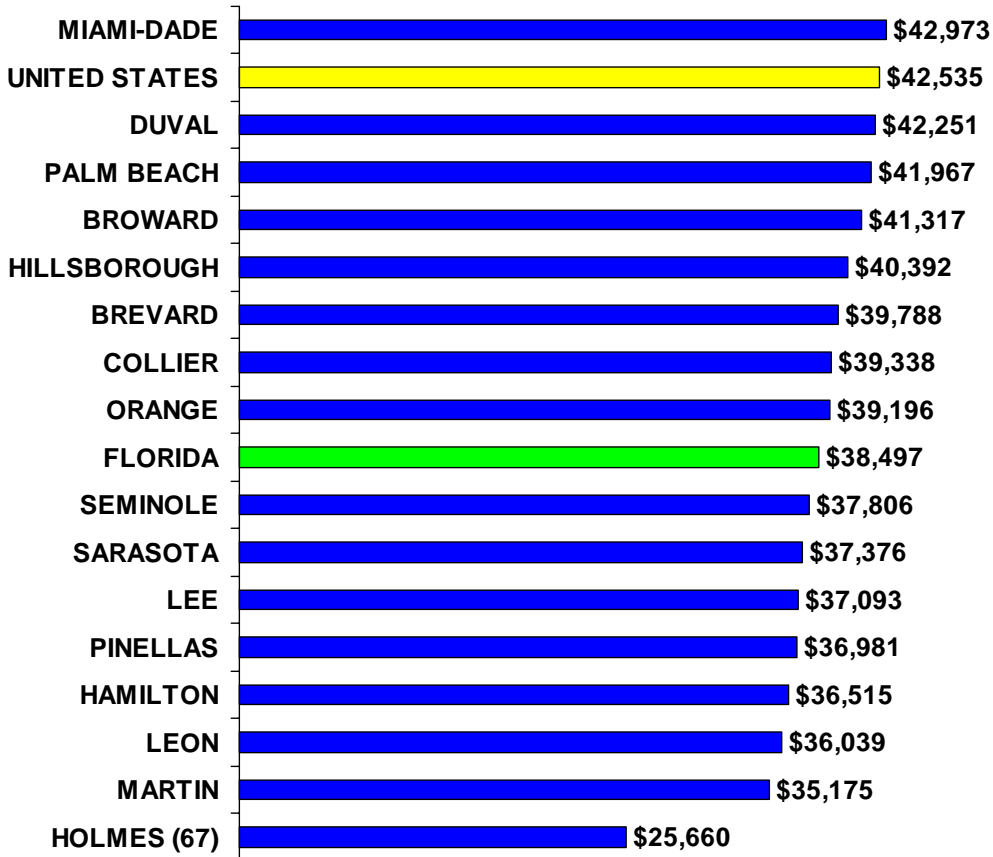
Nonagricultural Employment by Industry Seasonally Adjusted / Over-the-Year Percent Change December 2007



Education and Health Services Gains More Jobs Than Any Other Industry in Florida (Over the Year) December 2007, Seasonally Adjusted



Florida Average Annual Wages Range from \$42,973 to \$25,660



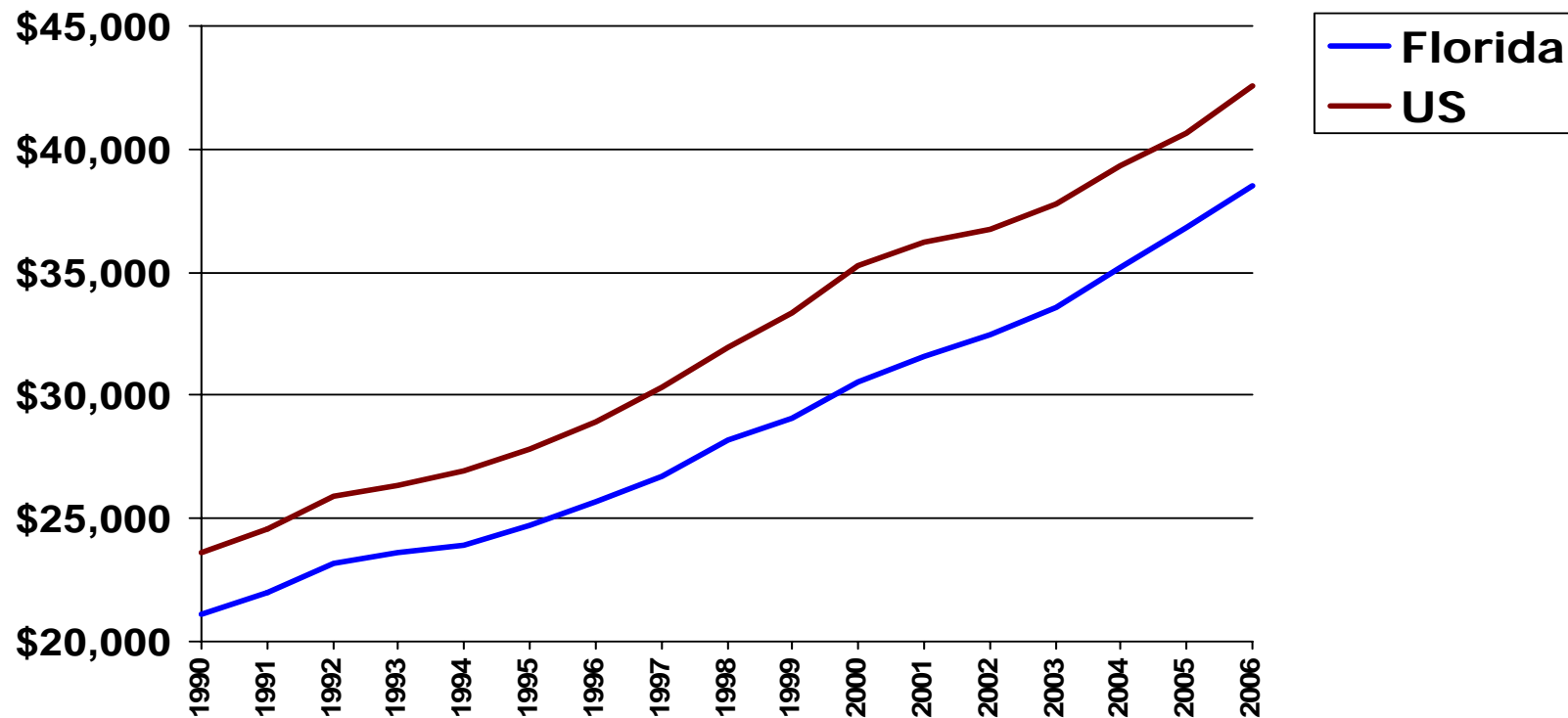
Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Quarterly Census of Employment and Wages Program in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, 2006

Florida Wages by Industry

Information and Financial Activities Lead the State

Industry	2006 Average Annual Wage
Total	\$38,497
Information	\$55,021
Financial Activities	\$54,474
Manufacturing	\$45,721
Government	\$42,977
Professional and Business Services	\$41,679
Construction	\$40,741
Education and Health Services	\$39,802
Trade, Transportation, and Utilities	\$35,310
Other Services	\$26,976
Natural Resources and Mining	\$24,174
Leisure and Hospitality	\$20,035

Average Annual Wage



Note: 2005 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

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

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**Rebecca Rust
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www.labormarketinfo.com



Labor Market Information for Bachelor's Degrees and Other Education Training Levels

Florida Agency for Workforce Innovation
Labor Market Statistics Center



Workforce Estimating Conference
February 2008

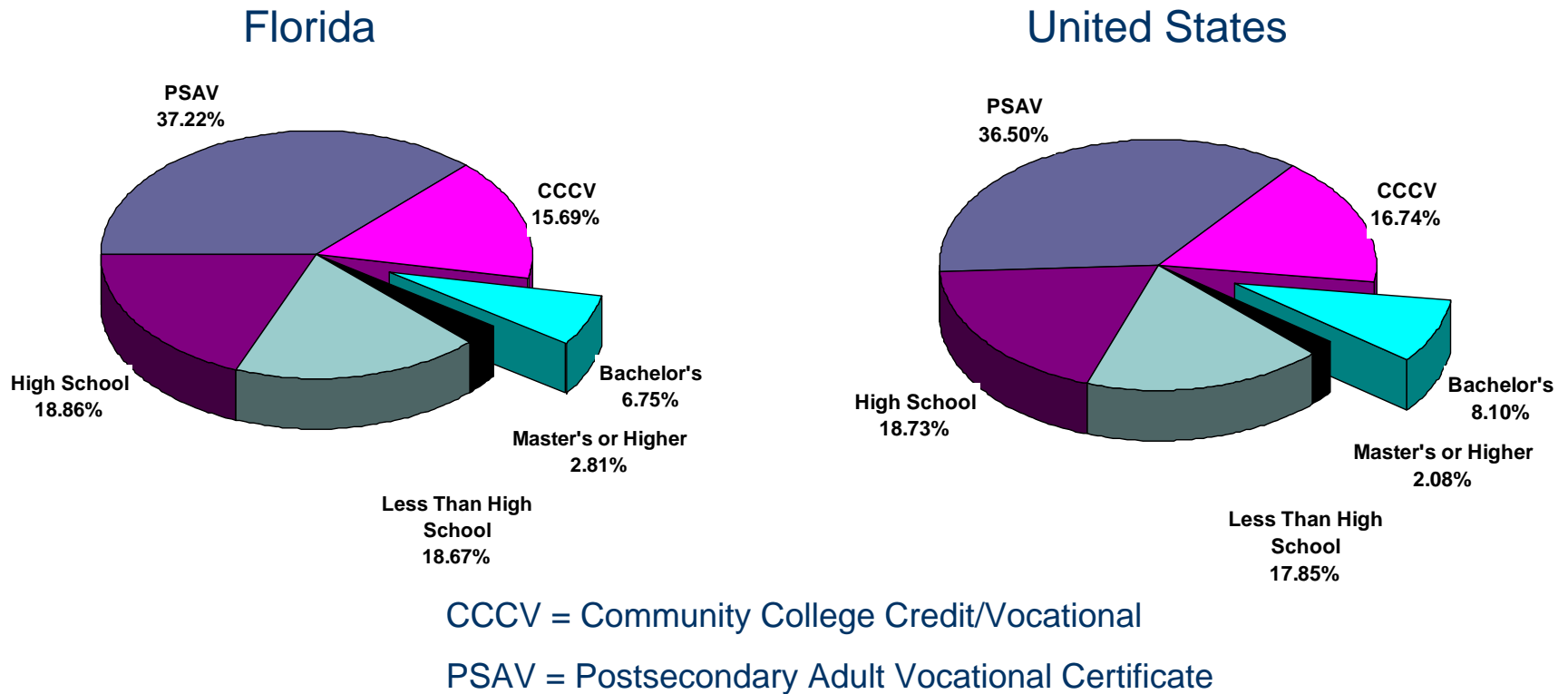
Employment by Education Level

General Information

- Employment counts by education level represent the number of jobs requiring a particular education requirement, not the education level obtained by employees working in the occupation.
- Education requirements for occupations are based on training codes assigned by the Florida Department of Education (DOE) to each Standard Occupational Classification (SOC) Code/Title.
- Florida DOE training codes were assigned to the national occupational employment projections for comparison purposes.
- For occupations where multiple training levels can be sufficient for employment in an occupation, the employment data are counted in the lowest level of training required.

2007 Employment by Training Level

- Florida's employment breakdown by training level closely follows that of the U.S.

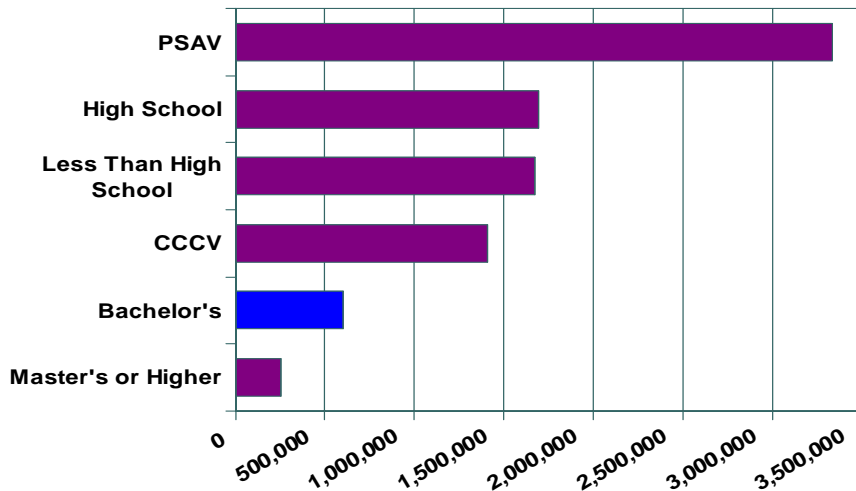




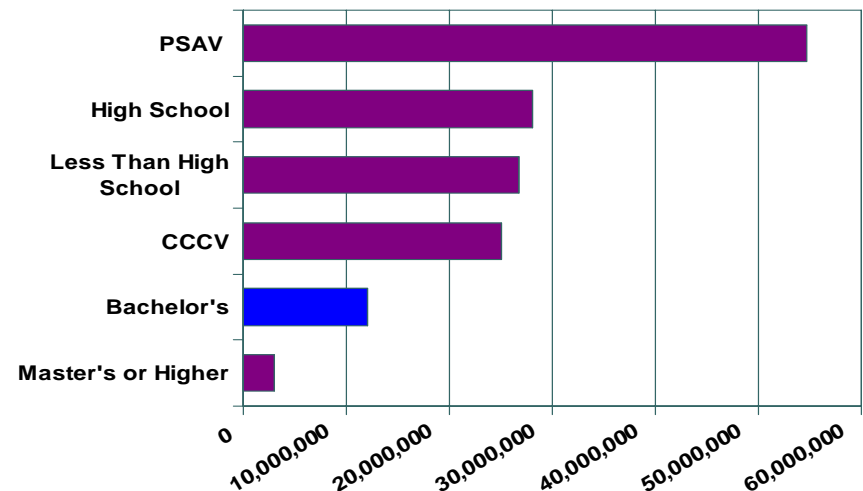
2007 Employment by Training Level

- The vast majority of Florida and U.S. jobs do not require a bachelor's degree

Florida



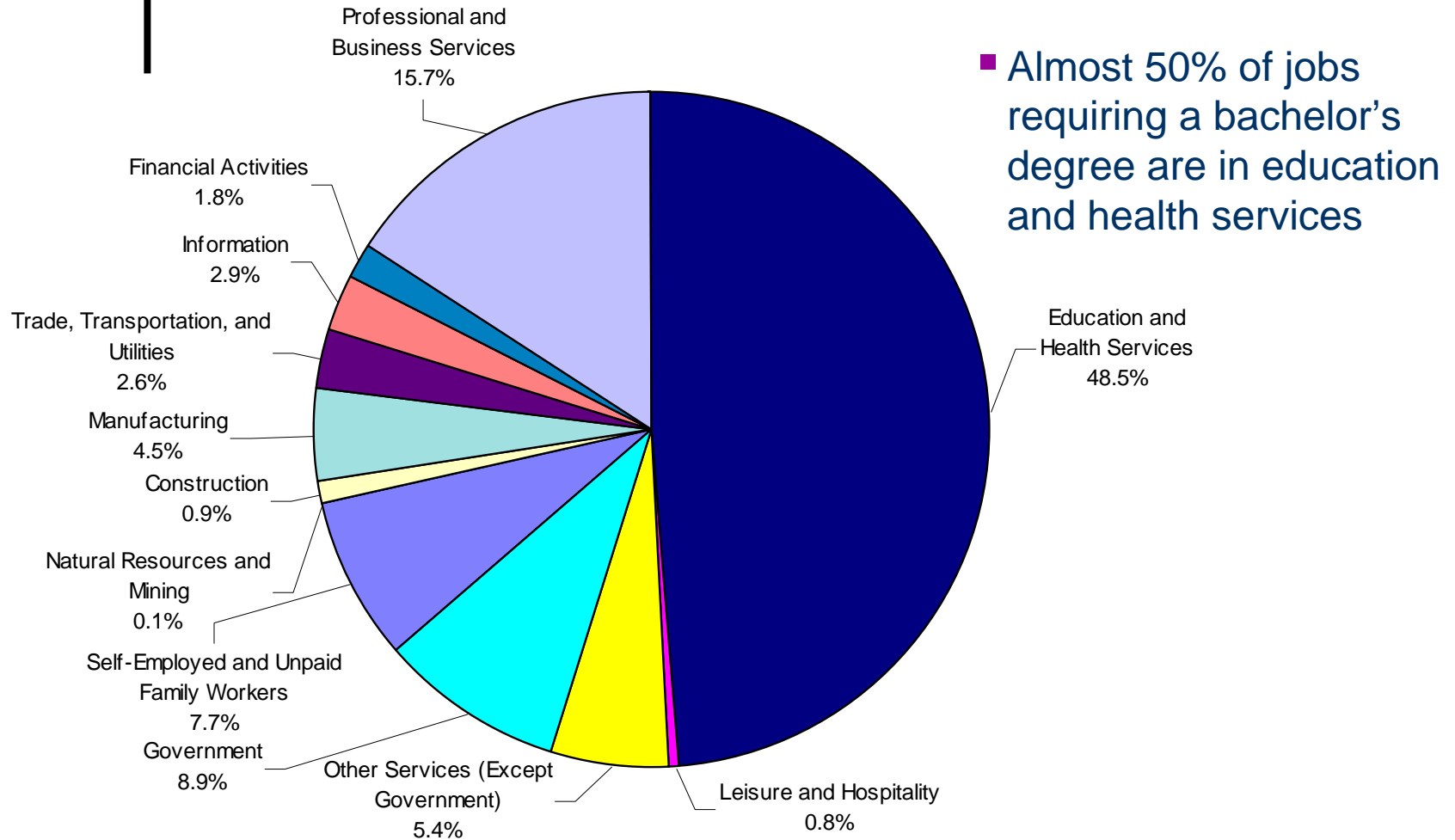
U.S.



CCCV = Community College Credit/Vocational

PSAV = Postsecondary Adult Vocational Certificate

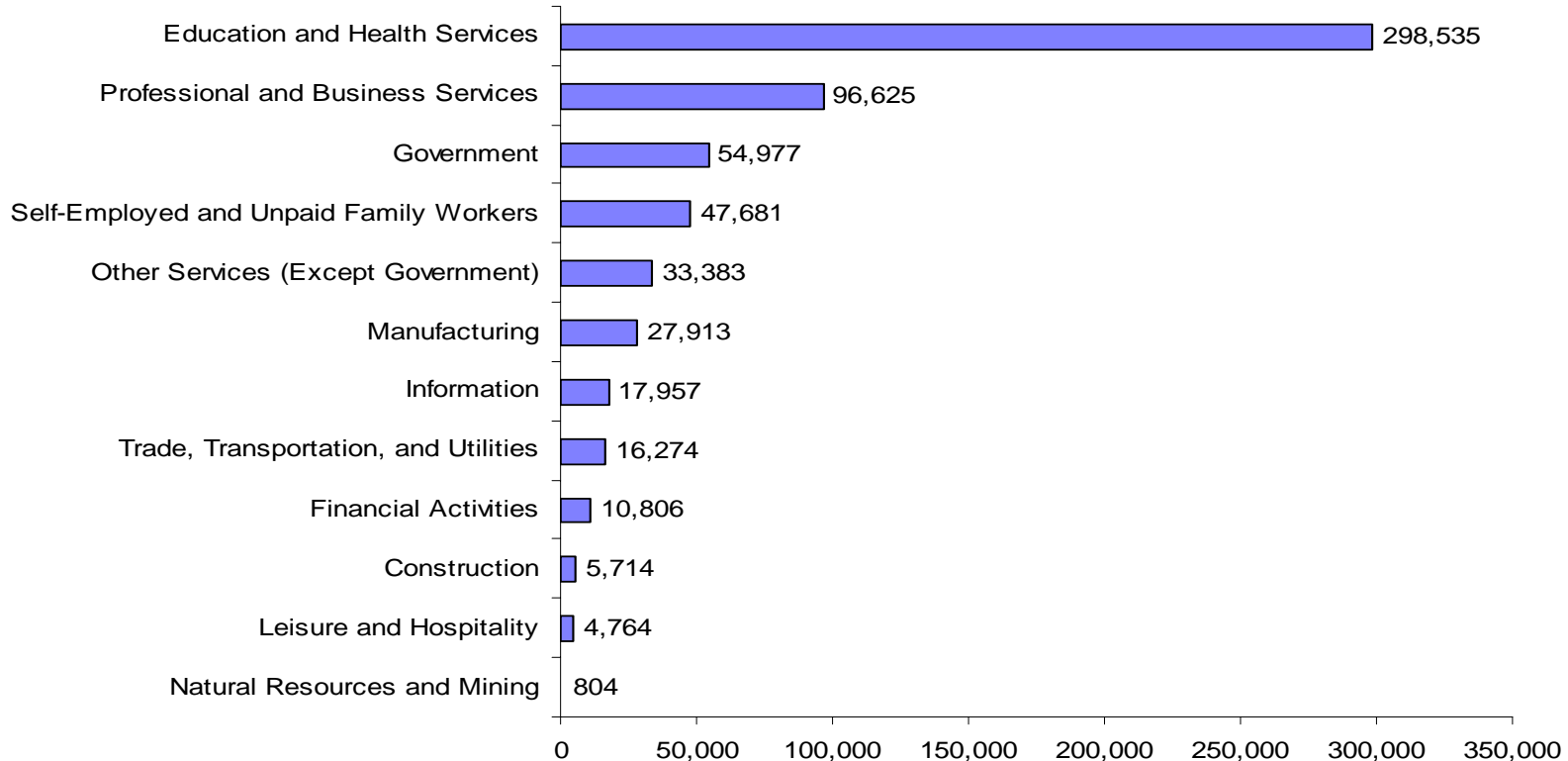
Percent of Jobs Requiring a Bachelor's Degree by Industry Florida 2007





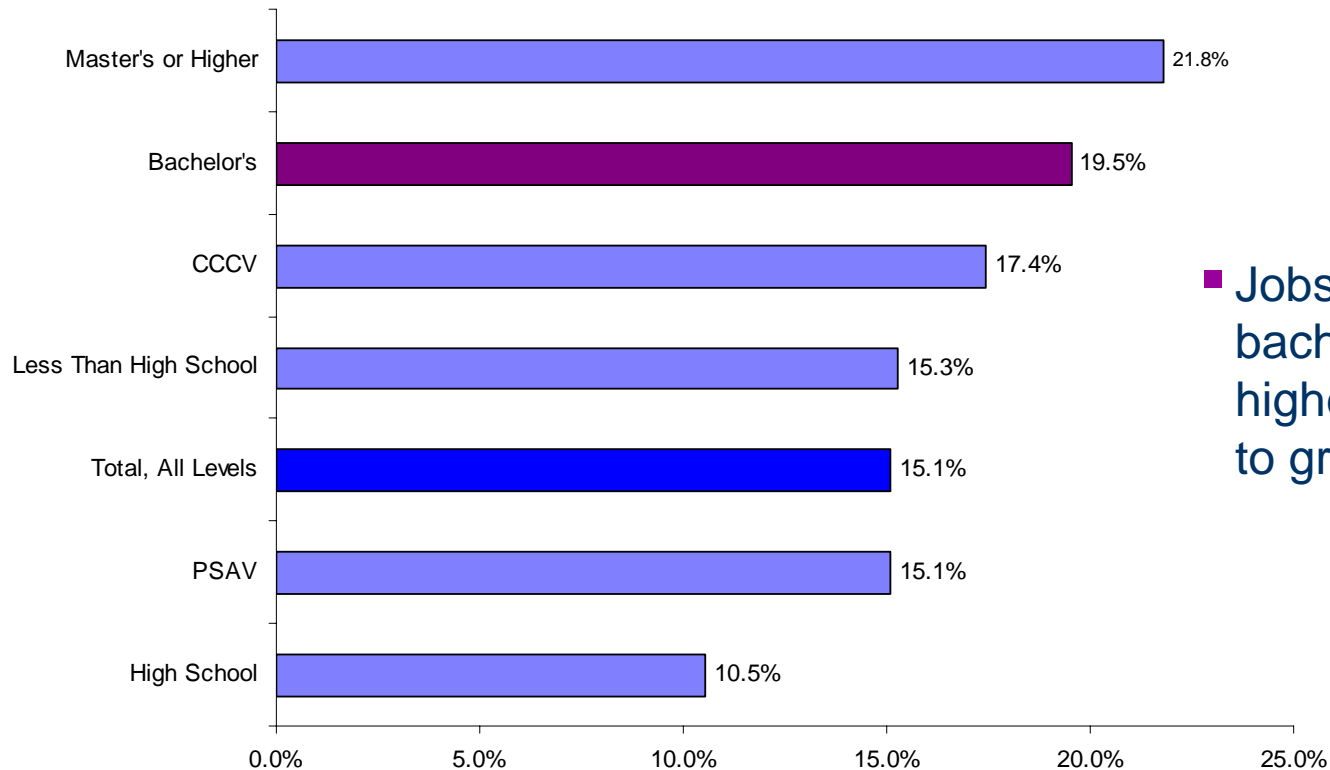
Number of Jobs Requiring a Bachelor's Degree by Industry Florida 2007

- The number of bachelor's degree occupations is highest in education and health services, professional and business services, and government





Florida Job Growth Rates by Training Level 2007-2015



■ Jobs requiring a bachelor's degree or higher are projected to grow the fastest

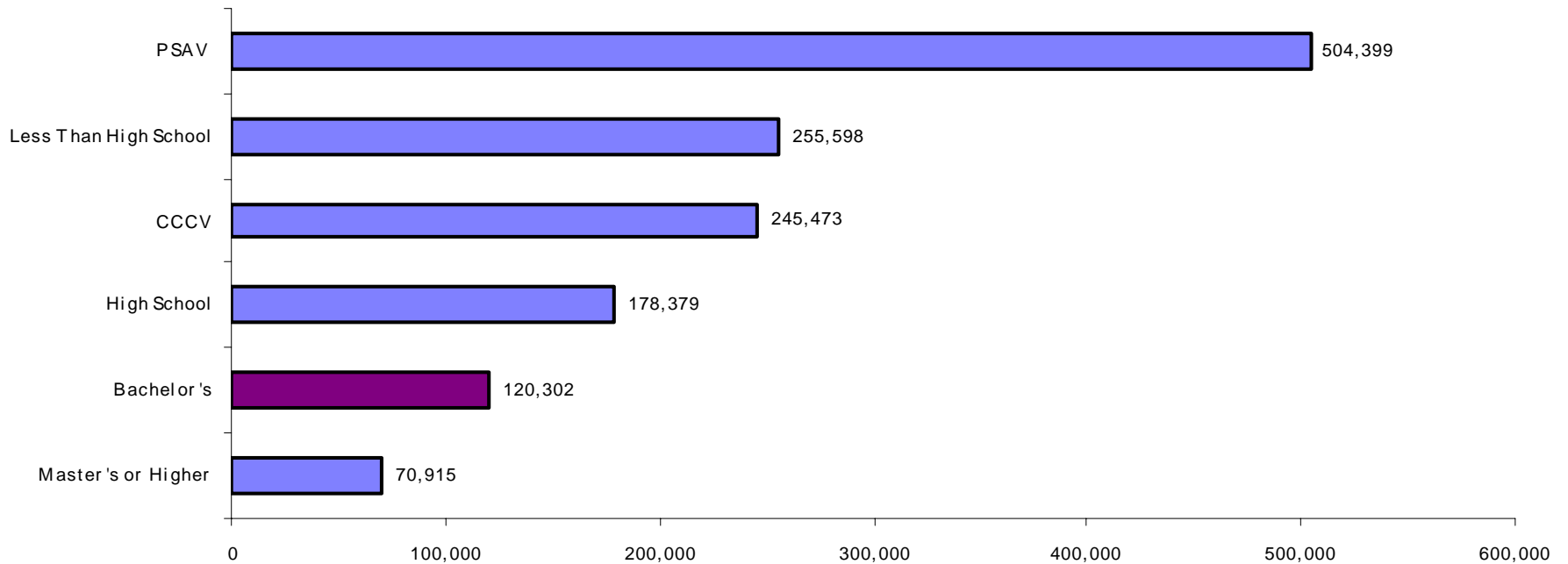
CCCV = Community College Credit/Vocational

PSAV = Postsecondary Adult Vocational Certificate



Florida Job Growth by Training Level 2007-2015

- Occupations requiring a bachelor's degree or more will have the smallest numerical growth



CCCV = Community College Credit/Vocational

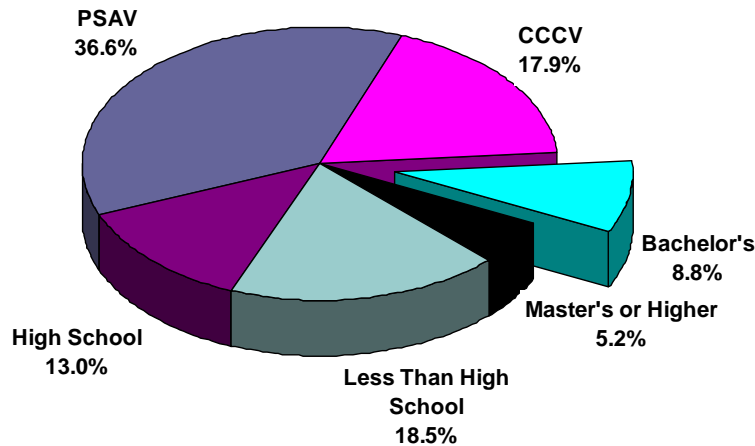
PSAV = Postsecondary Adult Vocational Certificate



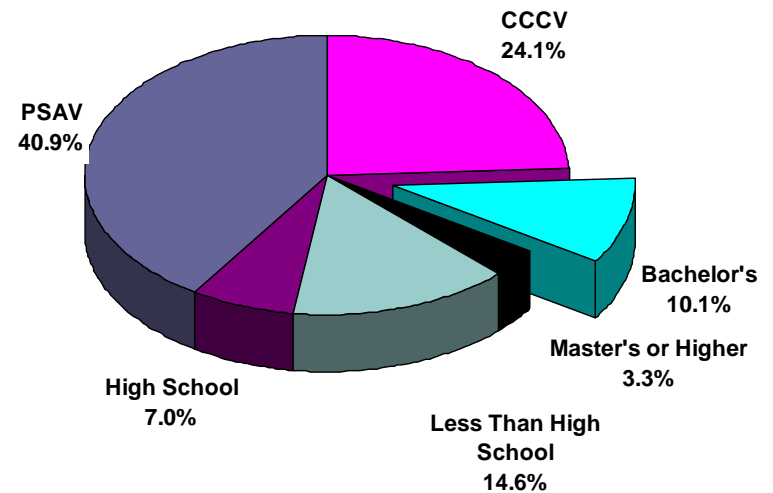
Percent Share of New Jobs by Training Level 2007-2015

- The projected demand for bachelor's degrees is slightly stronger in the U.S. than in Florida

Florida



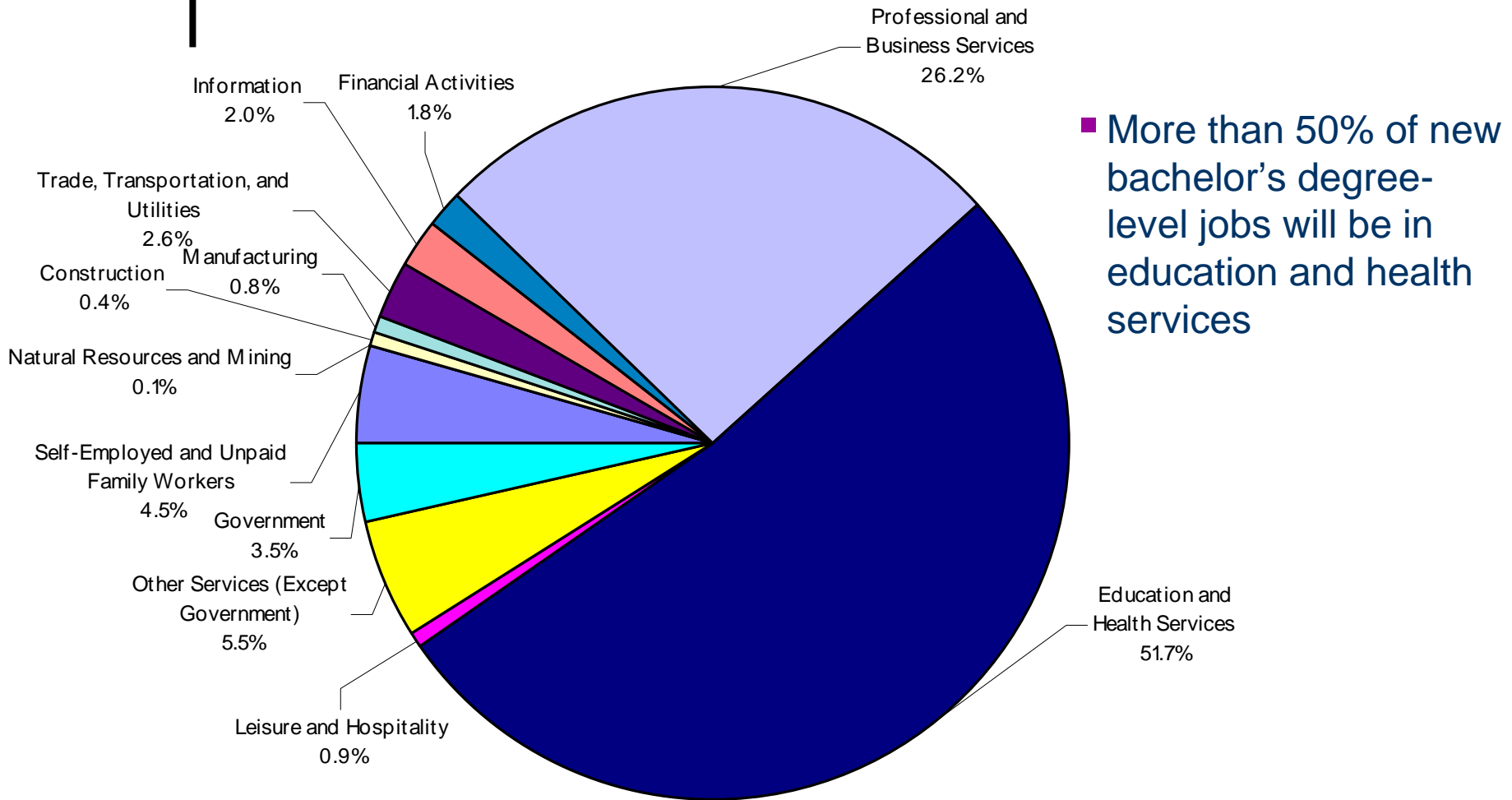
United States



CCCV = Community College Credit/Vocational

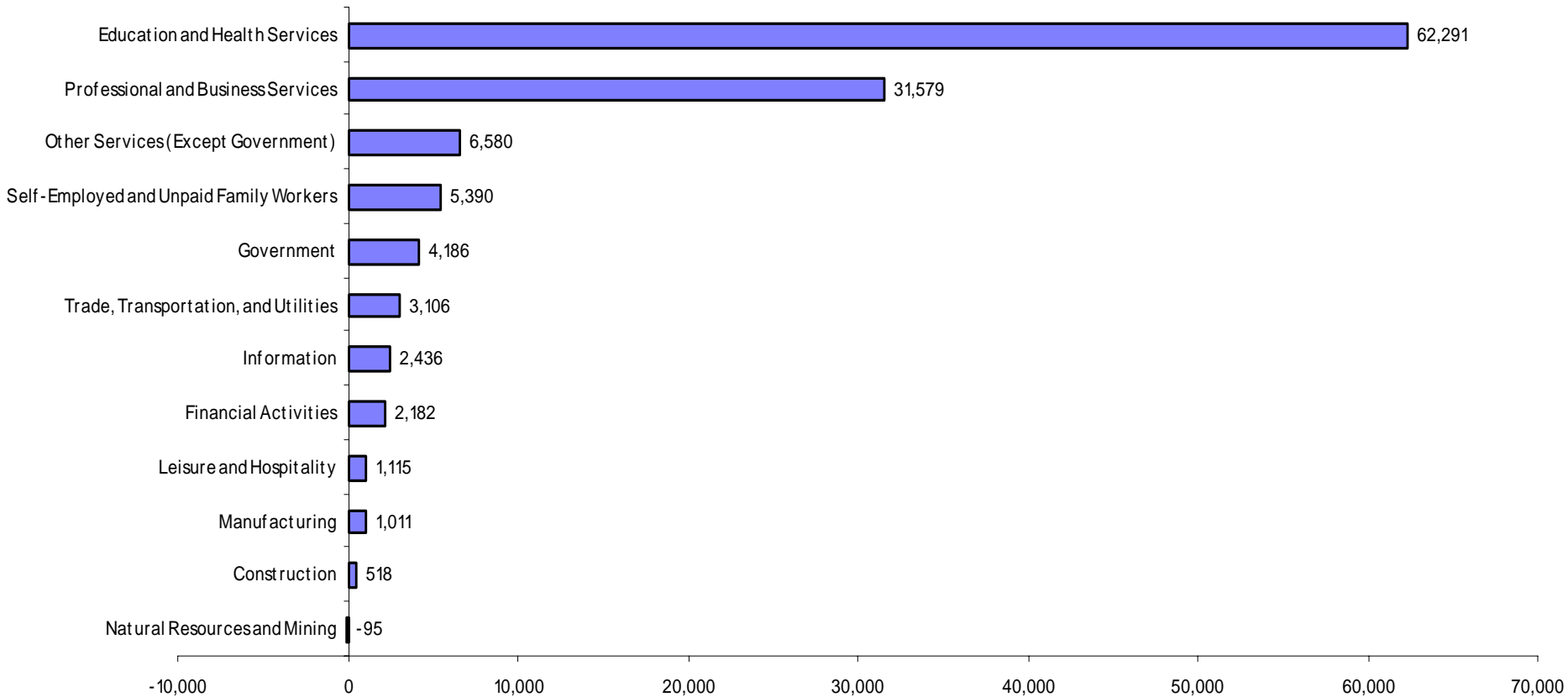
PSAV = Postsecondary Adult Vocational Certificate

Percent of New Jobs Requiring a Bachelor's Degree by Industry Florida 2007-2015





Number of New Jobs Requiring a Bachelor's Degree by Industry, Florida 2007-2015





Florida 2007 Wages by Training Level

Training Level	Average Annual Wage	Entry Annual Wage
Master's or Higher	\$92,927	\$49,762
Bachelor's	\$60,528	\$39,017
CC Credit/Vocational	\$59,142	\$36,792
Total, All Education Levels	\$38,215	\$24,966
PSAV Certificate	\$35,417	\$23,516
High School	\$26,318	\$18,060
Less Than High School	\$21,930	\$16,241

Source: Florida Agency for Workforce Innovation, Labor Market Statistics, released November 2007

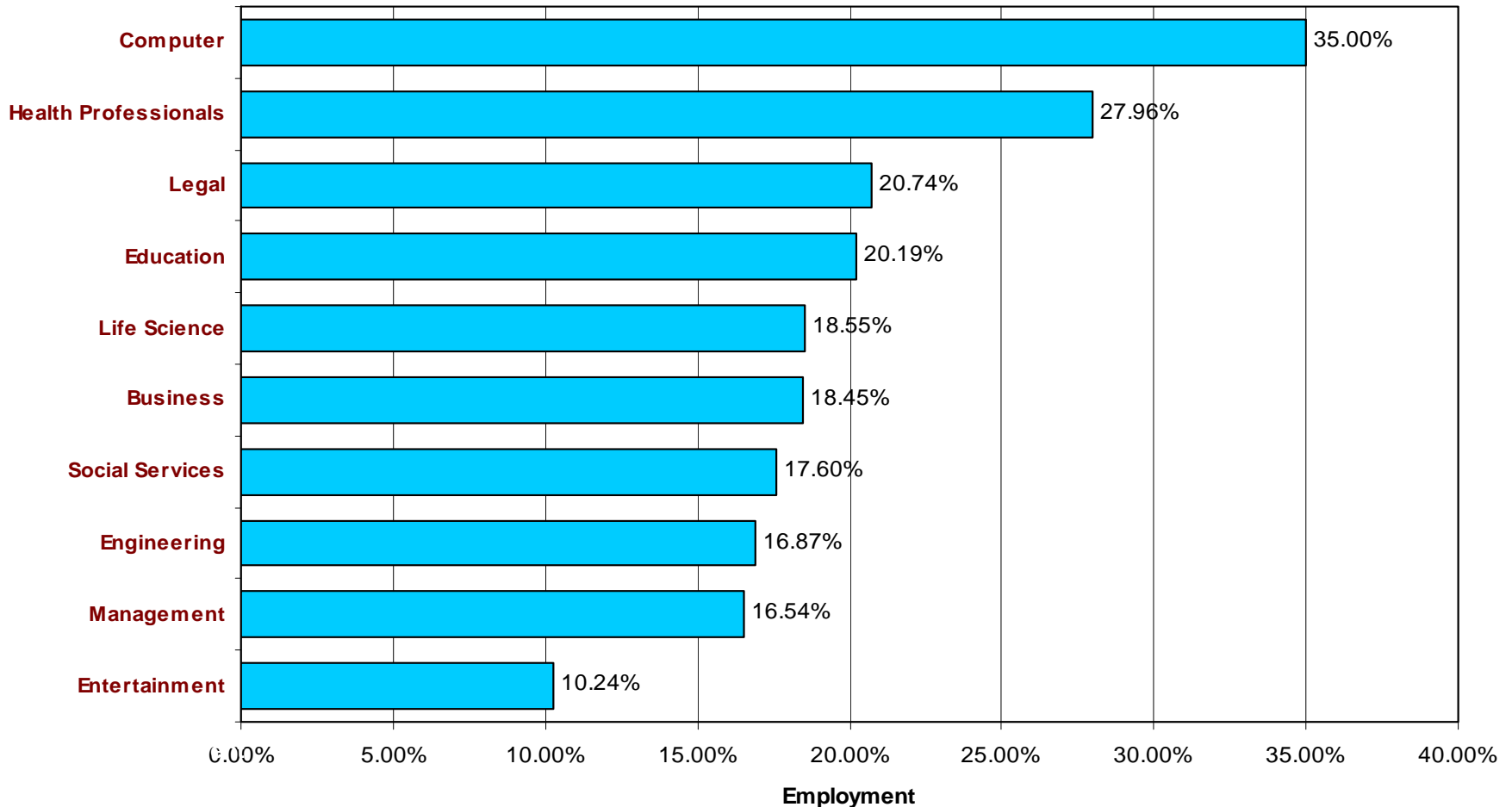


Highest-Paying Occupations Requiring a Bachelor's Degree, Florida 2007

Title	Annual Wage
1. Chief Executives	\$162,920
2. Petroleum Engineers	\$108,036
3. Engineering Managers	\$107,927
4. Natural Science Managers	\$94,041
5. Orthotists and Prosthetists	\$92,093
6. Actuaries	\$91,810
7. Broadcast News Analysts	\$91,622
8. Nuclear Engineers	\$91,271
9. Computer Hardware Engineers	\$89,664
10. Agricultural Sciences Teachers	\$89,110

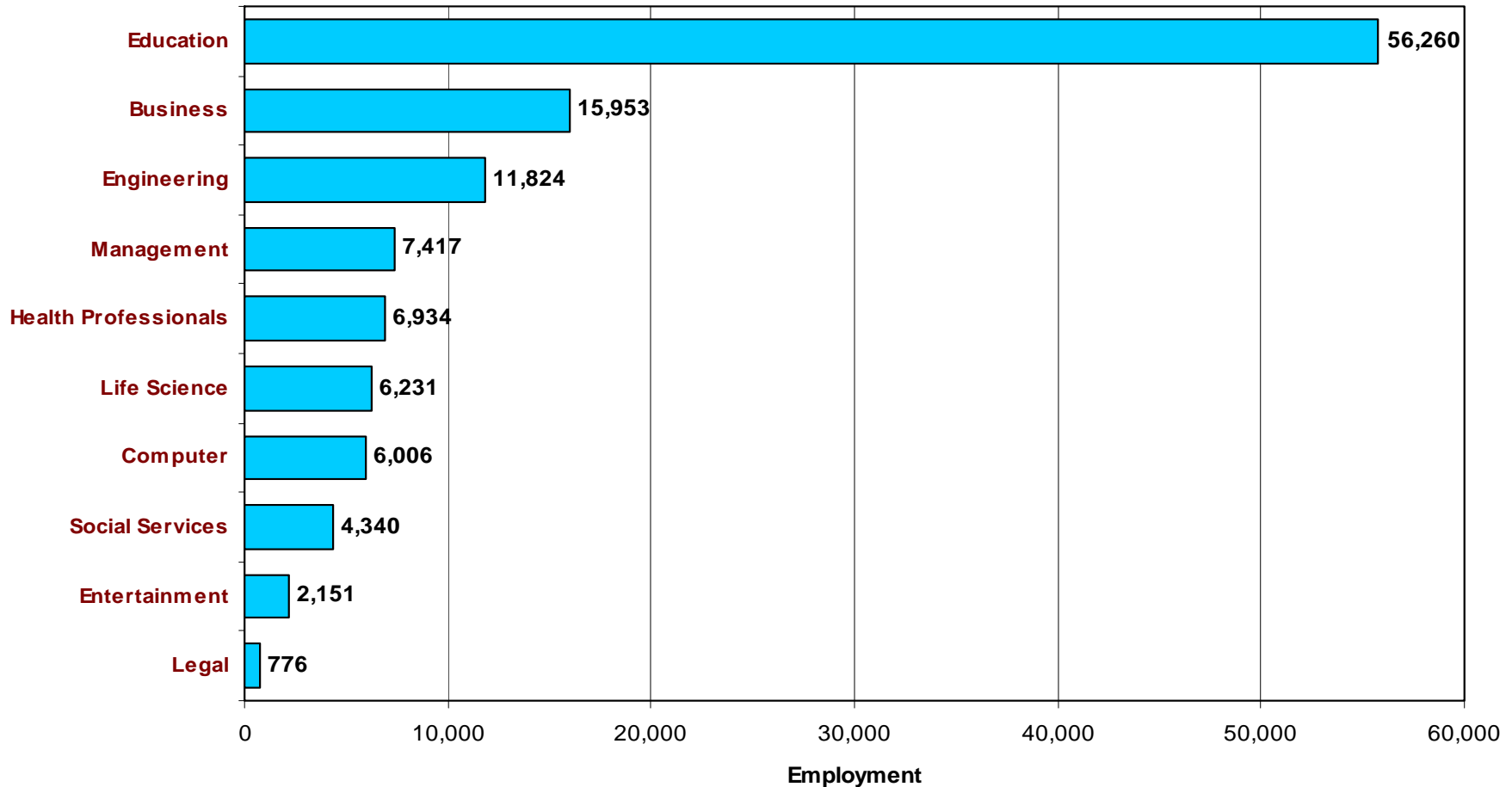


Bachelor's Degree-Level Job Growth Rates by Major Occupational Group in Florida 2007-2015





Bachelor's Degree-Level Job Growth by Major Occupational Group in Florida 2007-2015





Fastest-Growing Occupations* Requiring a Bachelor's Degree in Florida 2007-2015

Title	Annual Percent Growth	Average Annual Openings	Average Annual Wage
1. Physician Assistants	5.21	291	\$81,561
2. Computer Software Engineers, Systems Software	4.51	883	\$80,981
3. Special Education Teachers, Preschool - Elementary	3.62	587	\$50,986
4. Occupational Therapists	3.52	269	\$69,199
5. Physical Therapists	3.40	480	\$71,771
6. Special Education Teachers, Middle School	3.21	293	\$49,438
7. Special Education Teachers, Secondary School	3.00	292	\$49,155
8. Training and Development Specialists	2.84	515	\$49,936
9. Kindergarten Teachers, Except Special Education	2.82	429	\$48,457
10. Market Research Analysts	2.73	428	\$59,507
11. Civil Engineers	2.72	726	\$76,926
12. Elementary School Teachers, Except Special Education	2.60	3,344	\$48,856
13. Clergy	2.42	462	\$39,368
14. Secondary School Teachers, Exc. Special and Voc. Ed.	2.35	1,956	\$51,670
15. Vocational Education Teachers, Secondary School	2.23	324	\$55,357

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



Bachelor's Degree Occupations Gaining the Most New Jobs in Florida 2007-2015

	Title	Annual Growth	Average Annual Openings	Average Annual Wage
1.	Elementary School Teachers, Except Special Education	1,852	3,344	\$48,856
2.	Management Analysts	1,040	1,664	\$74,887
3.	Secondary School Teachers, Exc. Special and Voc. Ed.	915	1,956	\$51,670
4.	Computer Software Engineers, Systems Software	736	883	\$80,981
5.	Middle School Teachers, Exc. Special & Voc. Education	643	1,297	\$49,699
6.	Chief Executives	506	937	\$162,920
7.	Civil Engineers	467	726	\$76,926
8.	Physical Therapists	378	480	\$71,771
9.	Special Education Teachers, Preschool - Elementary	365	587	\$50,986
10.	Training and Development Specialists	342	515	\$49,936
11.	Kindergarten Teachers, Except Special Education	307	429	\$48,457
12.	Clergy	255	462	\$39,368
13.	Physician Assistants	230	291	\$81,561
14.	Market Research Analysts	226	428	\$59,507
15.	Occupational Therapists	198	269	\$69,199



Top 20 Occupations* in Florida Requiring a Bachelor's Degree

	Title	Annual Percent Growth	Average Annual Openings	Average Annual Wage	Entry Annual Wage
1.	Computer Software Engineers, Systems Software	4.51	883	\$80,981	\$54,833
2.	Physician Assistants	5.21	291	\$81,561	\$54,825
3.	Chief Executives	2.11	937	\$162,920	\$93,728
4.	Physical Therapists	3.40	480	\$71,771	\$52,243
5.	Civil Engineers	2.72	726	\$76,926	\$50,002
6.	Engineering Managers	2.02	203	\$107,927	\$75,125
7.	Education Administrators, Elementary and Secondary	2.23	383	\$77,937	\$60,024
8.	Occupational Therapists	3.52	269	\$69,199	\$50,249
9.	Environmental Engineers	3.96	188	\$71,958	\$44,718
10.	Business Teachers, Postsecondary	2.98	189	\$77,845	\$45,291
11.	Agricultural Sciences Teachers	2.54	42	\$89,110	\$62,807
12.	Management Analysts	2.18	1,664	\$74,887	\$40,828
13.	Hydrologists	3.99	35	\$70,672	\$46,826
14.	Education Administrators, Postsecondary	2.15	101	\$81,272	\$51,366
15.	Special Education Teachers, Preschool - Elementary	3.62	587	\$50,986	\$37,899
16.	Electrical Engineers	1.66	280	\$76,596	\$51,360
17.	Electronics Engineers, Except Computer	1.36	159	\$79,030	\$55,743
18.	Actuaries	2.36	31	\$91,810	\$45,844
19.	Mechanical Engineers	2.09	280	\$69,857	\$44,519
20.	Natural Sciences Managers	1.71	27	\$94,041	\$63,903

***Composite ranking based on growth, openings, average and entry wages**



Targeted Industries for Florida

**Bob Rohrlack,
Senior Vice President
Business Retention and Recruitment**

Six Criteria for Target Industry

(based on state statute)

- Any business that is engaged in one of the target industries identified by OTTED in consultation with EFI or
- A corporate headquarters business

Criteria:

- **Future Growth:**

Strong expectations for future growth in both employment and output.

- **Stability:**

Should not be subjected to periodic layoffs (relatively resistant to recession).

- **High Wage:**

Pay a relatively high wage compared to statewide or area averages (115% of average wage).

Criteria (cont.)

- **Market and resource independent:**
The location should not be dependent on Florida markets or resources.
- **Industrial base diversification and strengthening:**
Should expand or diversify the state or local area's economic base.
- **Economic benefits:**
Positive impact on state and/or local economy.

Target Industries

- **Life Science:**
Biotechnology, Medical Device Manufacturing, Pharmaceuticals, Health Care.
- **Information Technologies:**
IT Products/Services, Software Development, Modeling/Simulation/Training, Photonics/Laser/Optics, Microelectronics, Telecommunications.
- **Aerospace and Aviation:**
Aerospace and aviation manufacturing.

Target Industries (cont.)

- **Homeland Security/Defense:**

Range of fields focused on the pursuit to develop products and solutions to protect civilian populations from terrorist attacks and other security threats.

- **Financial/Professional:**

Financial Services (banking, insurance) and Professional Services (legal, accounting, consulting, engineering).

- **Manufacturing:**

Nine industry types listed on eflorida.com.

- **Emerging Technologies:**

Alternative Energy, Material Science, Nanotechnology, Marine Science.

Rural Areas of Critical Economic Concern

- **Northwest RACEC:**

Calhoun, Franklin, Gadsden, Gulf, Holmes, Jackson, Liberty, Washington, Freeport community of Walton County

TARGET INDUSTRIES: Building components design and manufacturing, green engineering and composite materials and new technologies.

- **North Central RACEC:**

Baker, Bradford, Columbia, Dixie, Gilchrist, Hamilton, Jefferson, Lafayette, Levy, Madison, Putnam, Suwannee, Taylor, Union

TARGET INDUSTRIES: Building components design and manufacturing, logistics and distribution.

Rural Areas of Critical Economic Concern

- **South Central RACEC:**

DeSoto, Glades, Hardee, Hendry, Highlands, Okeechobee, Belle Glades, Pahokee, South Bay, Immokalee

TARGETED INDUSTRIES: Healthcare and Sciences, medical equipment, pharmaceuticals, medical research, specialized healthcare services

Figure 4
Active QTI Projects by Project Type

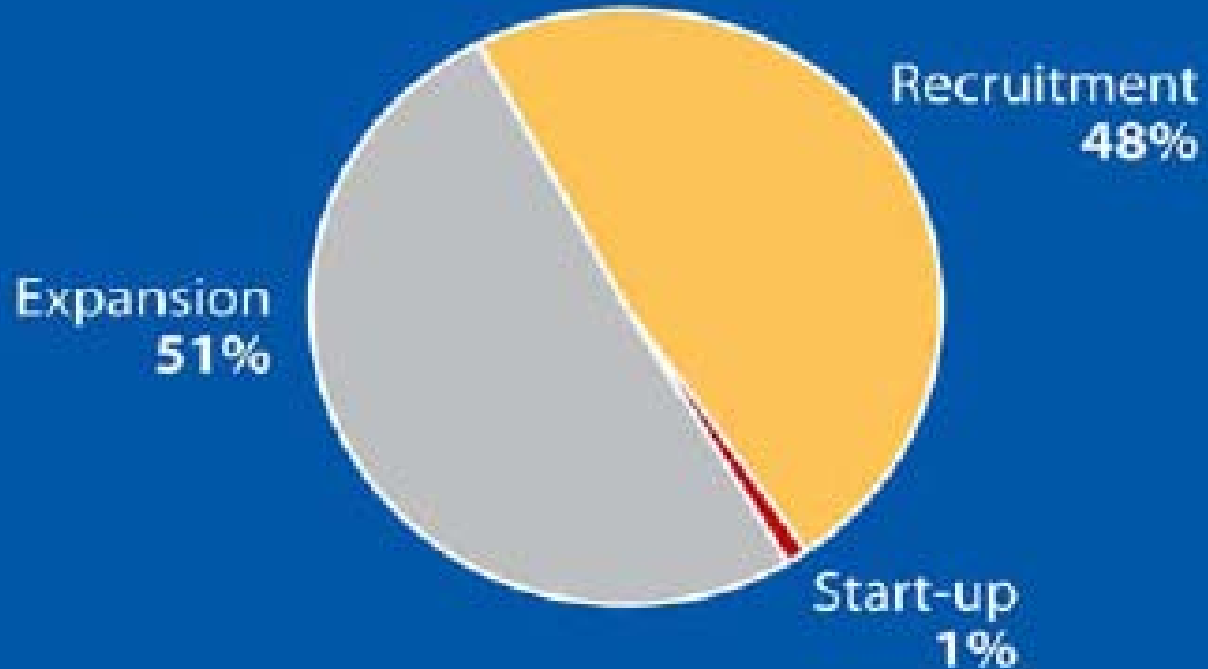
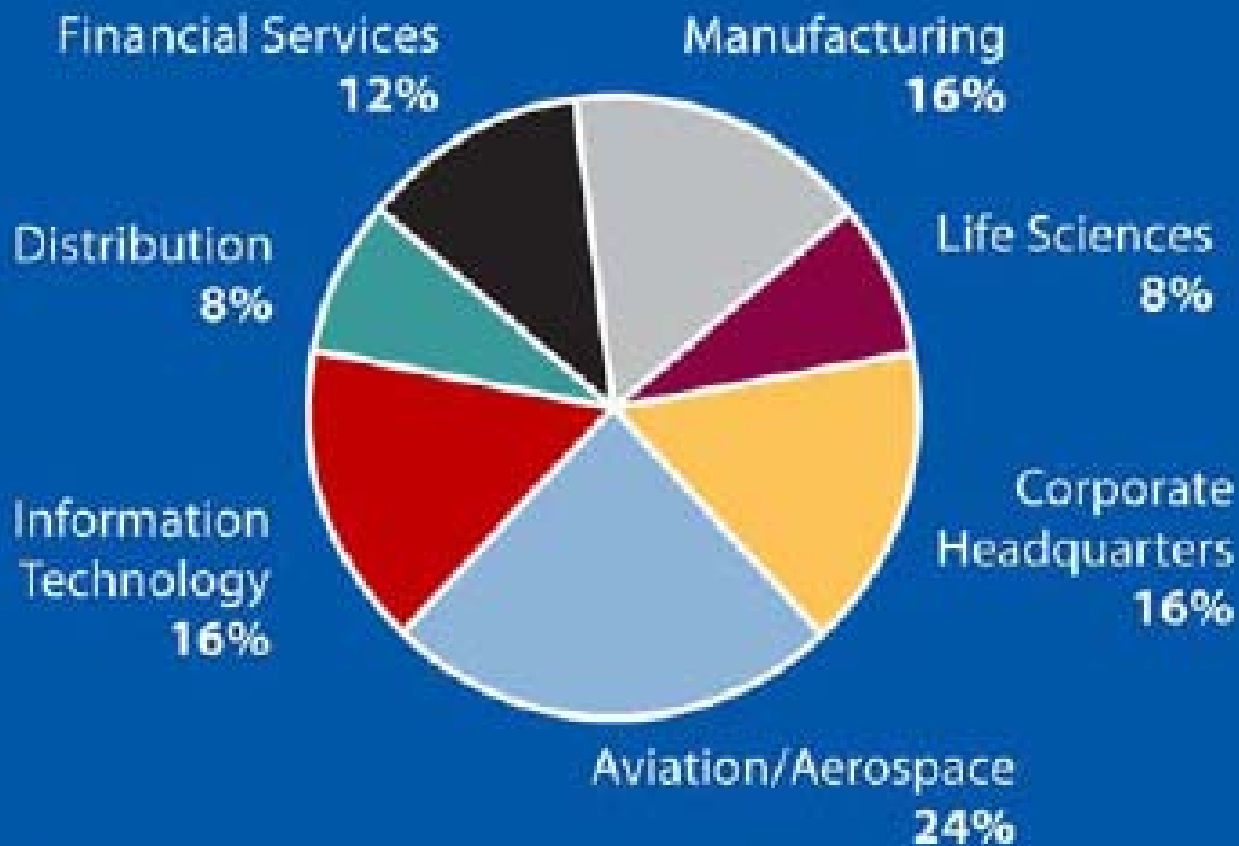


Figure 16
FY 2007 Active Closing Fund Projects by Sector



For more information:

- www.eFlorida.com
- Florida's Industry Clusters



diversifying florida's economy



WORKFORCE ESTIMATING CONFERENCE

WORKFORCE OPPORTUNITIES FOR FLORIDA'S BUSINESSES

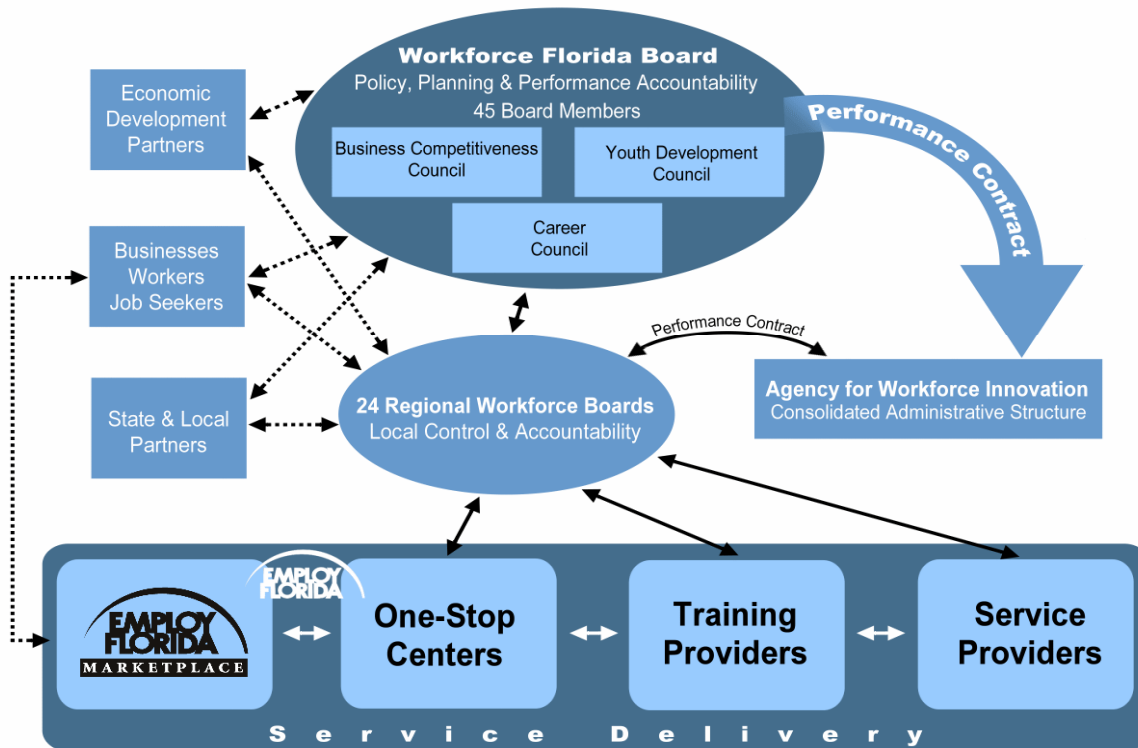


February 29, 2008



The Florida Workforce Model

Florida's Workforce System





The Workforce Innovation Act

QRT provides grant funds for customized entry-level skills training for new and expanding Florida businesses that are creating new high-quality jobs in targeted industries.

- **to meet the workforce needs and challenges of Florida businesses**
- **by linking workforce and economic development strategies through business-driven initiatives and programs**
- **to ensure that Florida's workforce has the skills that will meet current and future business needs**



TARGETED INDUSTRIES

WORKFORCE FLORIDA'S TARGETED INDUSTRIES

- **MANUFACTURING**
- **FINANCE & INSURANCE SERVICES**
- **WHOLESALE TRADE**
- **INFORMATION INDUSTRIES**
- **PROFESSIONAL, SCIENTIFIC & TECHNICAL SERVICES**
- **MANUFACTURING SERVICES**
- **BUSINESS SERVICES**
- **CORPORATE HEADQUARTERS**



QRT Funding and Awards

Quick Response Training Program (QRT)

- **\$5 million (FY 07/08) - State Funds**
- **Since 2000 QRT**
 - * **Awarded \$57,857,689**
 - * **Provided training for 64,576**
 - * **253 businesses**



QRT Requirements

Quick Response Training Program (QRT)

- **Earnings must be 115% of average county/state wage**
- **Special consideration for companies located in Enterprise Zones, Brownfield areas, rural counties, areas of critical economic concern**
- **Create jobs in qualified targeted industries**
- **New and expanding companies producing an exportable good or service**
- **Customized training not available at local level**



Benefits to Company

Quick Response Training Program (QRT)

- **Flexible – Quick – Customized**
- **Company selects the training provider**
- **24 month performance-based contract**
- **Approved training costs reimbursed monthly through fiscal agent (educational entity)**
- **Eligible costs include instructional wages, curriculum development, textbooks and manuals**



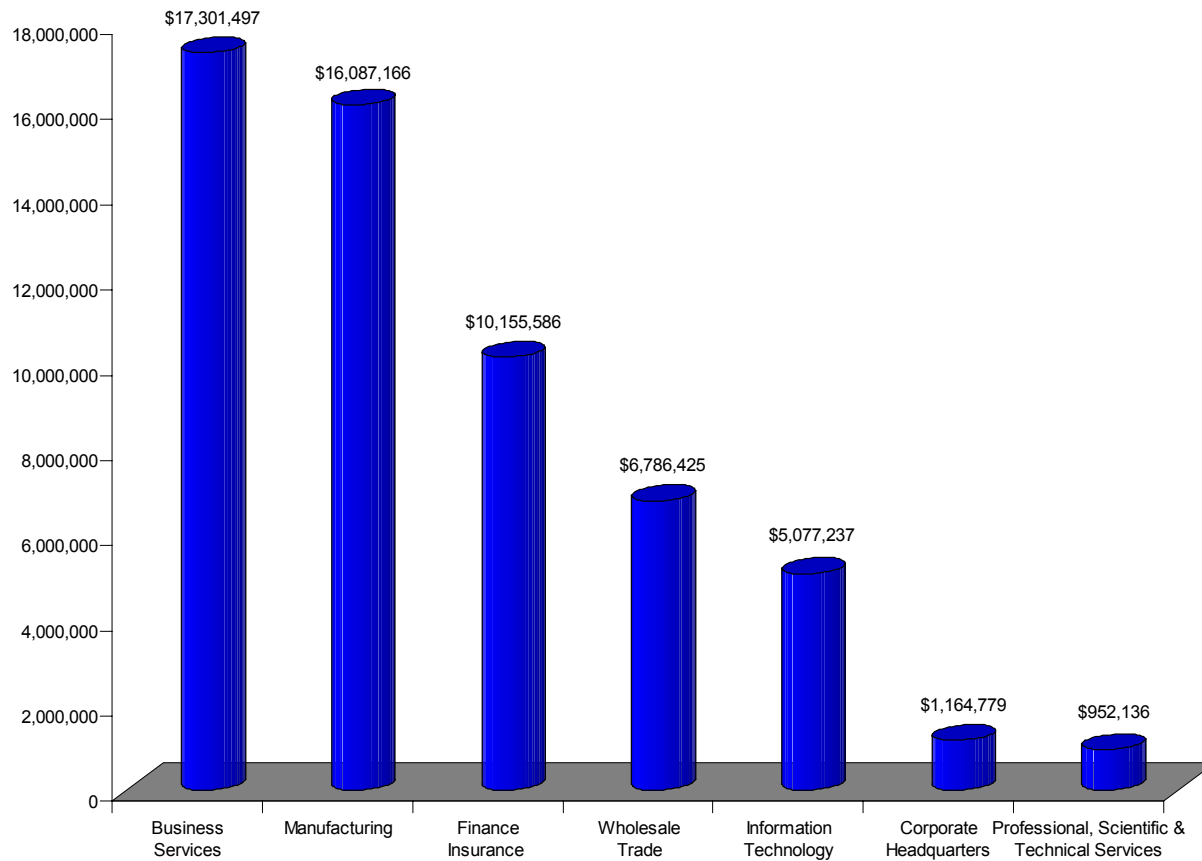
QUICK RESPONSE TRAINING PROGRAM SUMMARY JULY, 2000 - June 30, 2007

QRT BY FISCAL YEAR

FY	QRT Award	Company Match	Number Trained
00/01	\$ 7,698,981	\$ 150,056,308	11,292
01/02	\$ 6,263,130	\$ 50,848,387	7,646
02/03	\$ 7,822,434	\$ 121,816,089	9,382
03/04	\$ 9,612,221	\$ 137,123,664	10,890
04/05	\$ 7,970,541	\$ 66,068,413	7,185
05/06	\$ 7,079,894	\$ 85,491,441	6,928
06/07	\$ 11,410,488	\$ 218,510,475	11,253
TOTAL	\$ 57,857,689	\$ 829,914,777	64,576
		Appropriation 2000 - 2007	\$ 38,000,000
		company match	\$ 14.34
		Proportion of request/award	58%
		cost per trainee	\$ 896

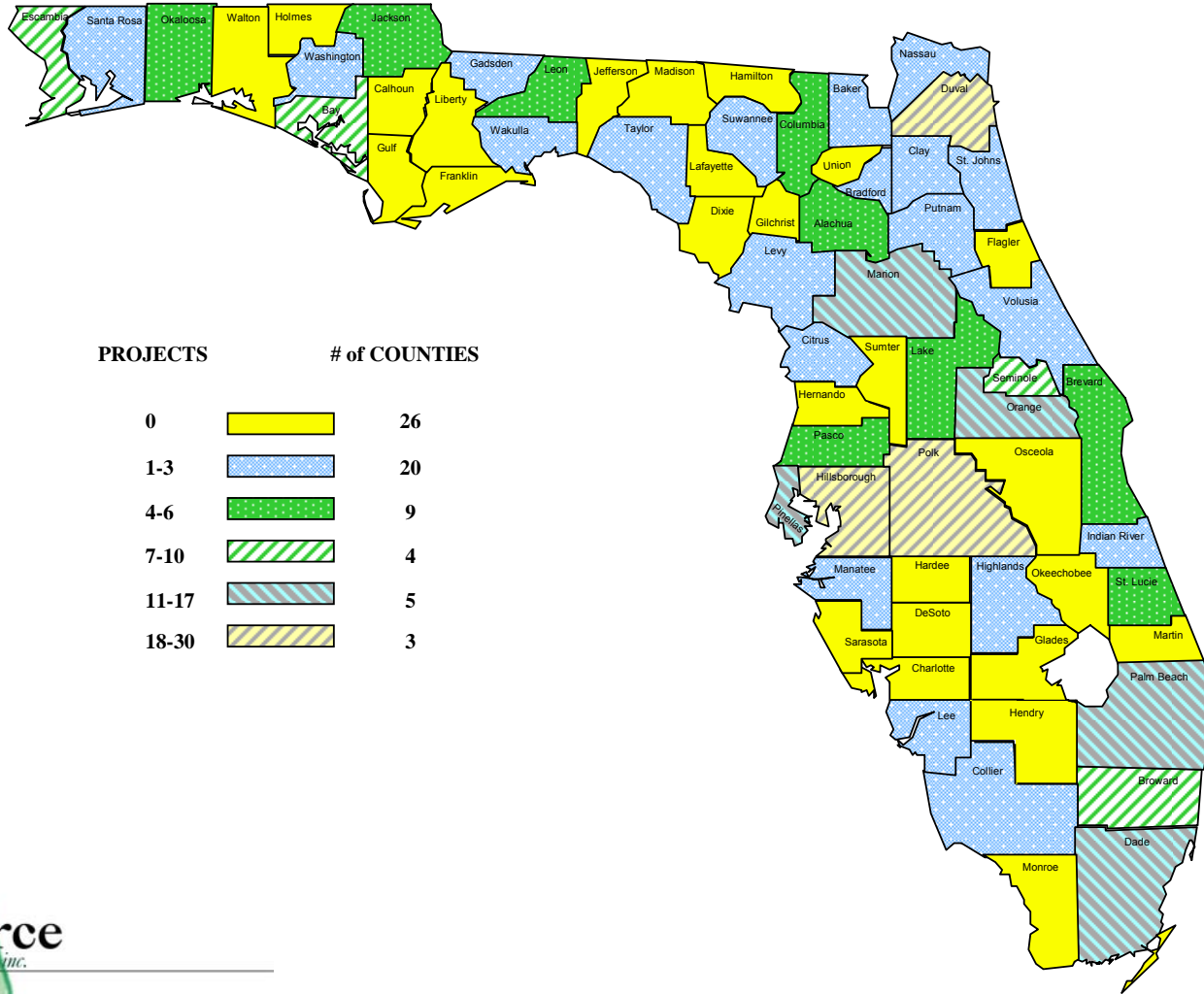


QUICK RESPONSE TRAINING AWARDS BY TARGETED INDUSTRY 2000 - 2007



FLORIDA'S QUICK RESPONSE TRAINING PROJECTS

EX July 2000 - December 2007





WORKFORCE FLORIDA IWT - QRT WAGE GAINS

Cohort from 3 Tiers Report 2005-06	Total Individuals Enrolled	Average wage for all employed individuals (per quarter)	Average wage for all employed individuals (per hour)	Average Pre-training wages found in 4/1/2004 - 6/30/04 for all individuals including those not employed (per quarter)	Average Pre-training wages found in 4/1/2004 - 6/30/04 for all individuals including those not employed (per hour)	Percent Gain
2005-06 Incumbent Worker Training	8,036	\$11,784	\$22.66	\$8,176	15.72	44%
2005-06 Quick Response Training	6,055	\$9,170	\$17.63	\$3,720	7.15	147%
***NOTE						
The average cost per individual trained for IWT was approximately \$268						
The average cost per individual trained for QRT was approximately \$920						



Debbie McMullian
Workforce Florida
Quick Response Training Program
1580 Waldo Palmer Lane
Tallahassee, FL 32308
850-922-8647
www.workforceflorida.com





Workforce Estimating Conference

Child Care and the Targeted
Occupations List



The Impact of Child Care

Child Care Supports Today's Workforce

- Child care is a reality for most working families
- Safe and high quality care provides support for working parents and is linked to productivity and job satisfaction

Child Care Supports Tomorrow's Workforce

- Quality early learning opportunities are critical for children's development and learning
- Research shows a return of as much as 700% on early learning investments



The Florida Child Care Industry

Between family, federal and state investment, child care represents more than a \$3 billion a year industry with:

- More than 600,000 children in care;
- In more than 20,000 providers.



Making a Difference

The School Readiness program provides care that produces benefits:

- For families with low incomes so parents can work or prepare for work
- For at-risk children to provide a better future


Voluntary Prekindergarten provides quality early learning opportunities for all families

- Program serves over 125,000 children
- In first two years of the program, VPK participants were more ready for school than non-participants



Child Care Faces Workforce Challenges

- Turnover in child care industry is as high as 30% annually
- The demand for high quality child care is increasing
- The constant need for new employees can affect quality



Targeted Occupations List: A Resource for Higher Quality

- Highlights the need for child care in Florida
- Provides access to opportunities and funding to train teachers
- Allows stakeholders to work with the local workforce boards to access the Employed Worker Training (EWT) program

2008-09 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 Florida Statewide Demand Occupations List

Sorted by Occupational Title

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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	Annual	2007 Hourly Wage		FLDOE	New
			Percent		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 Labor Market and Economic Update

Workforce Estimating Conference

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



March 2008



Labor Force Conditions

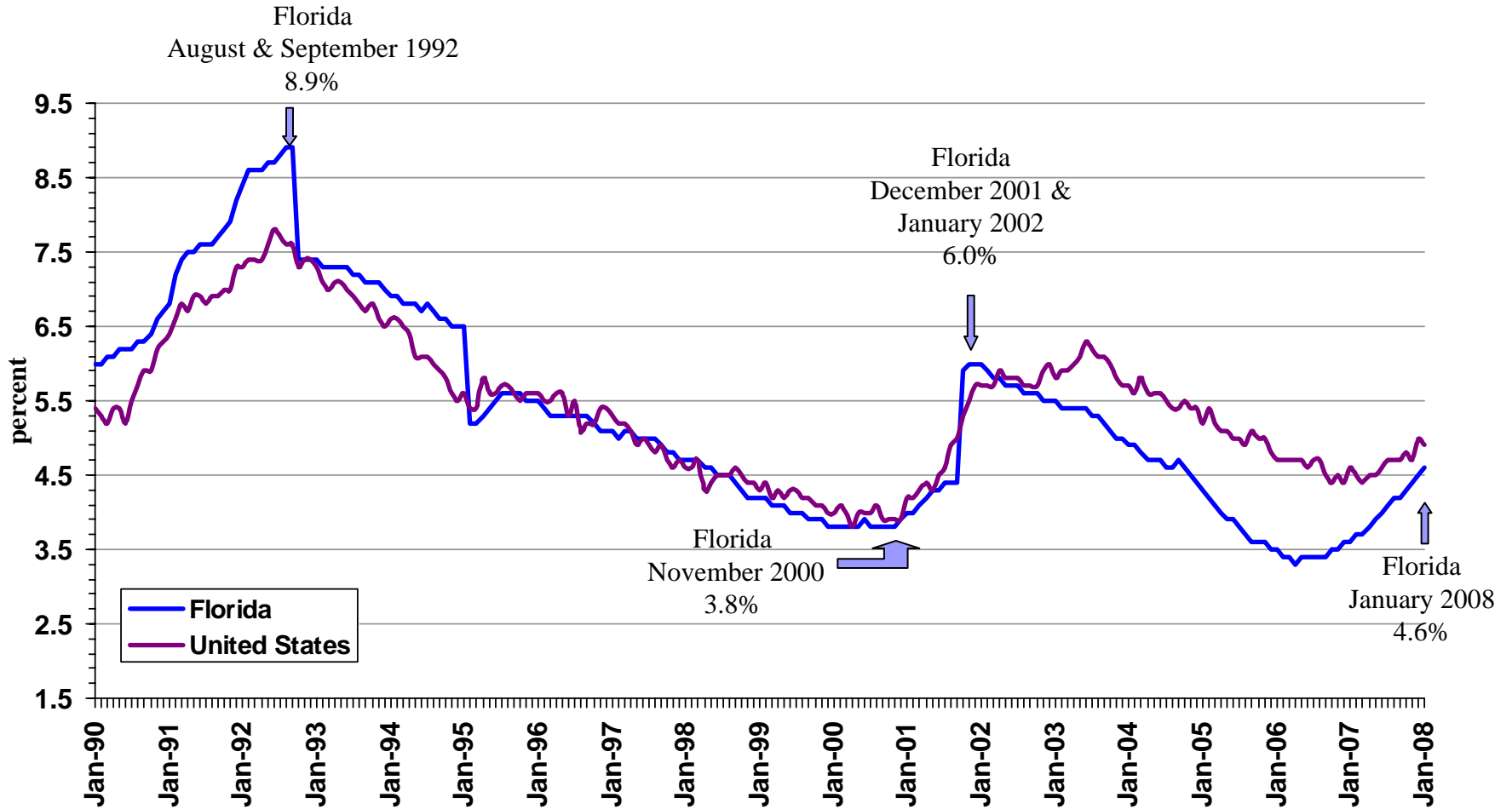
January 2008, Seasonally Adjusted

	Labor Force	Employment	Unemployment	Unemployment Rate	Year Ago Unemployment Rate
Florida	9,264,000	8,840,000	423,000	4.6	3.6
United States	153,824,000	146,248,000	7,576,000	4.9	4.6

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



Nonagricultural Employment

Seasonally Adjusted	January 2008	January 2007	Over-the-Year Change	Over-the-Year Percent Change
Florida	8,049,200	8,056,500	-7,300	-0.1%
United States	138,056,000	137,108,000	948,000	0.7%

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

Employment in the Ten Most Populous States

Seasonally Adjusted

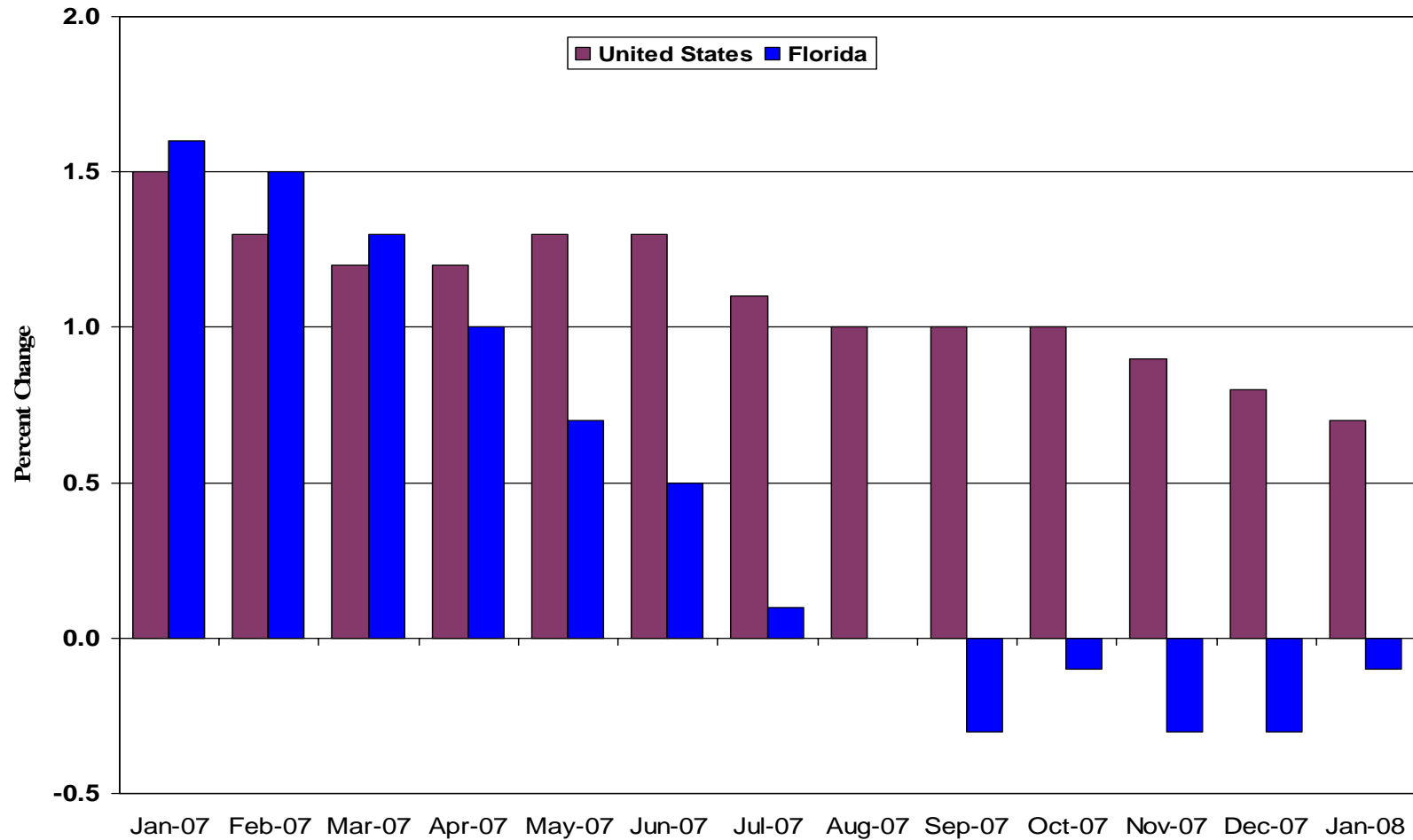
January 2007 - January 2008

State	January 2008	Percent Change	Level Change	Level Rank
Texas	10,501,300	2.7	277,200	1
New York	8,787,200	1.0	84,200	2
Georgia	4,181,100	1.1	46,400	3
Illinois	6,008,400	0.5	29,700	4
Pennsylvania	5,813,800	0.4	25,800	5
California	15,150,700	0.1	14,900	6
New Jersey	4,073,100	**	1,200	7
Ohio	5,437,600	-0.1	-3,700	8
Florida	8,049,200	-0.1	-7,300	9
Michigan	4,231,100	-1.3	-57,400	10

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

Nonagricultural Employment

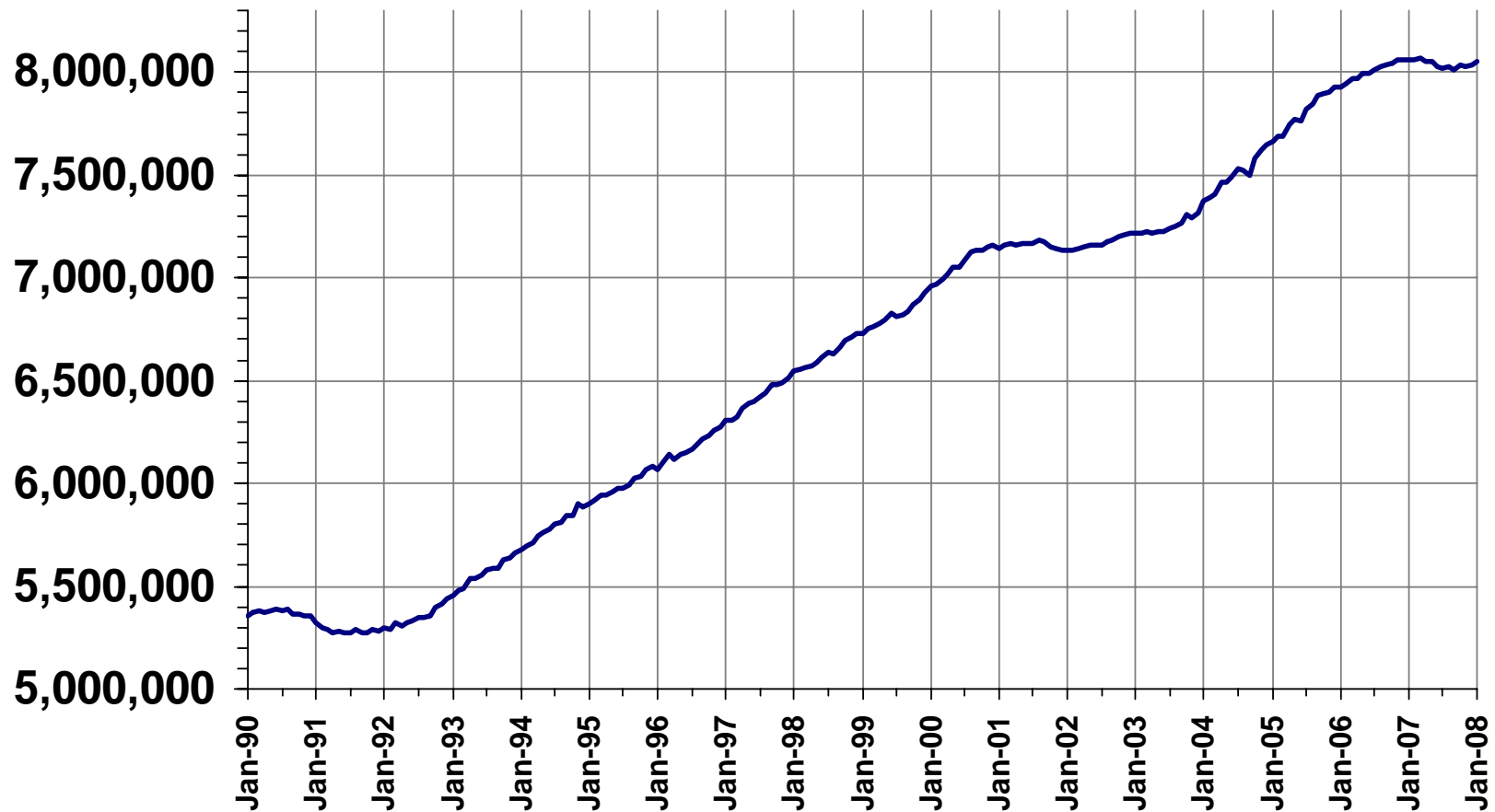
Seasonally Adjusted, 12-month Percent Change



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

Florida Nonagricultural Employment

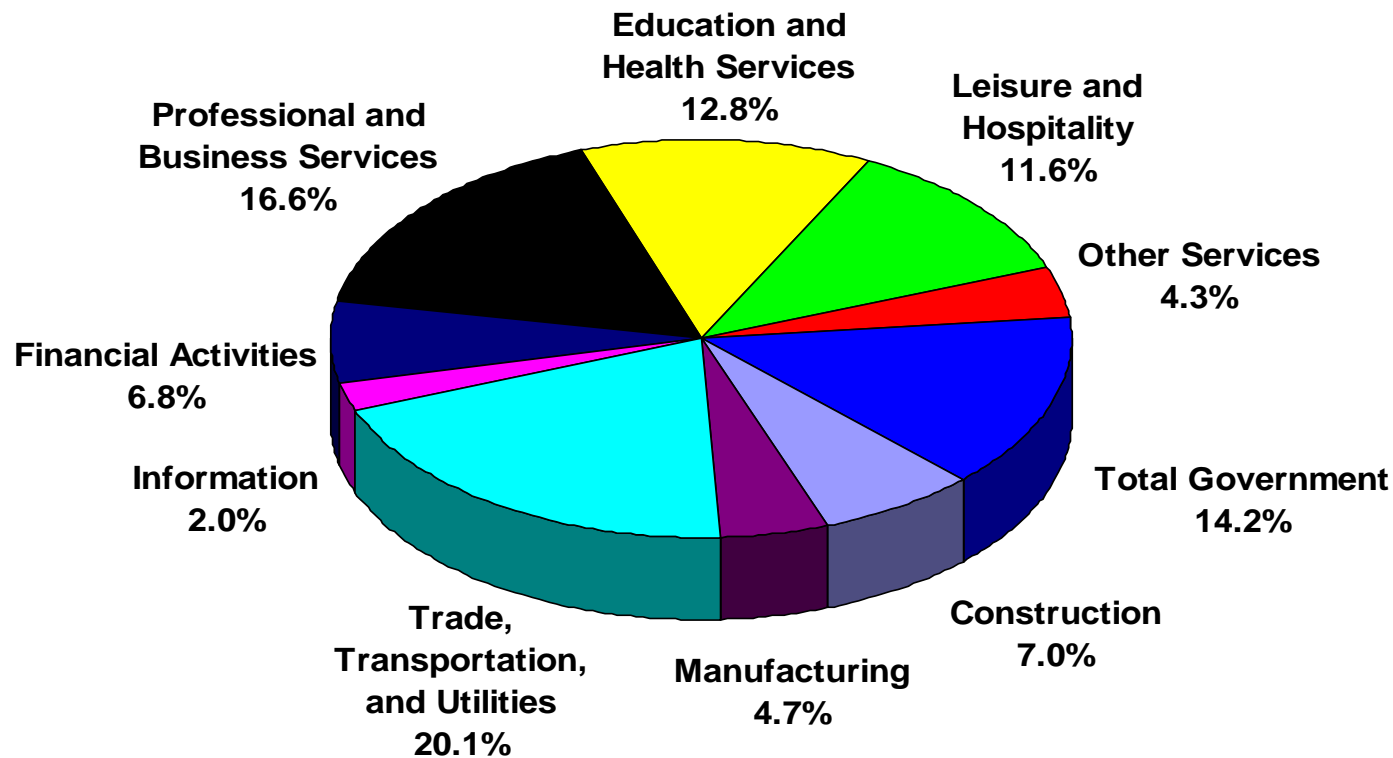
Seasonally Adjusted



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

Florida's Nonagricultural Employment by Industry

January 2008, Seasonally Adjusted



Note: Percents may not add to 100.0 due to rounding

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



Slowing Job Growth

Florida's job growth continued the negative trend started in September 2007. Total job growth has declined from a high of 5.2 percent in September 2005 to -0.1 percent in January 2008. The industries listed below have contributed to a weak job growth in Florida:

- Falling job growth in construction
 - Over-the-year employment growth in construction has declined from a high of 13.8 percent in September 2005 to -10.9 percent in January 2008. This slowing was caused by falling demand in the construction of buildings and specialty trade contractors industries as a result of declining housing market and hurricane recovery activities.



Slowing Job Growth

continued

- Negative job growth in manufacturing
 - Over-the-year manufacturing job gains have fallen from a peak of 2.0 percent in January 2006 to -5.0 percent in January 2008. Durable goods manufacturing, specifically fabricated metal product and computer and electronic manufacturing, accounted for part of the decrease.

- Declining job growth in information (telecommunications, newspapers, and internet providers)
 - Over-the-year employment growth in information was -0.9 percent in January 2008. This slowing was due to the publishing industry.



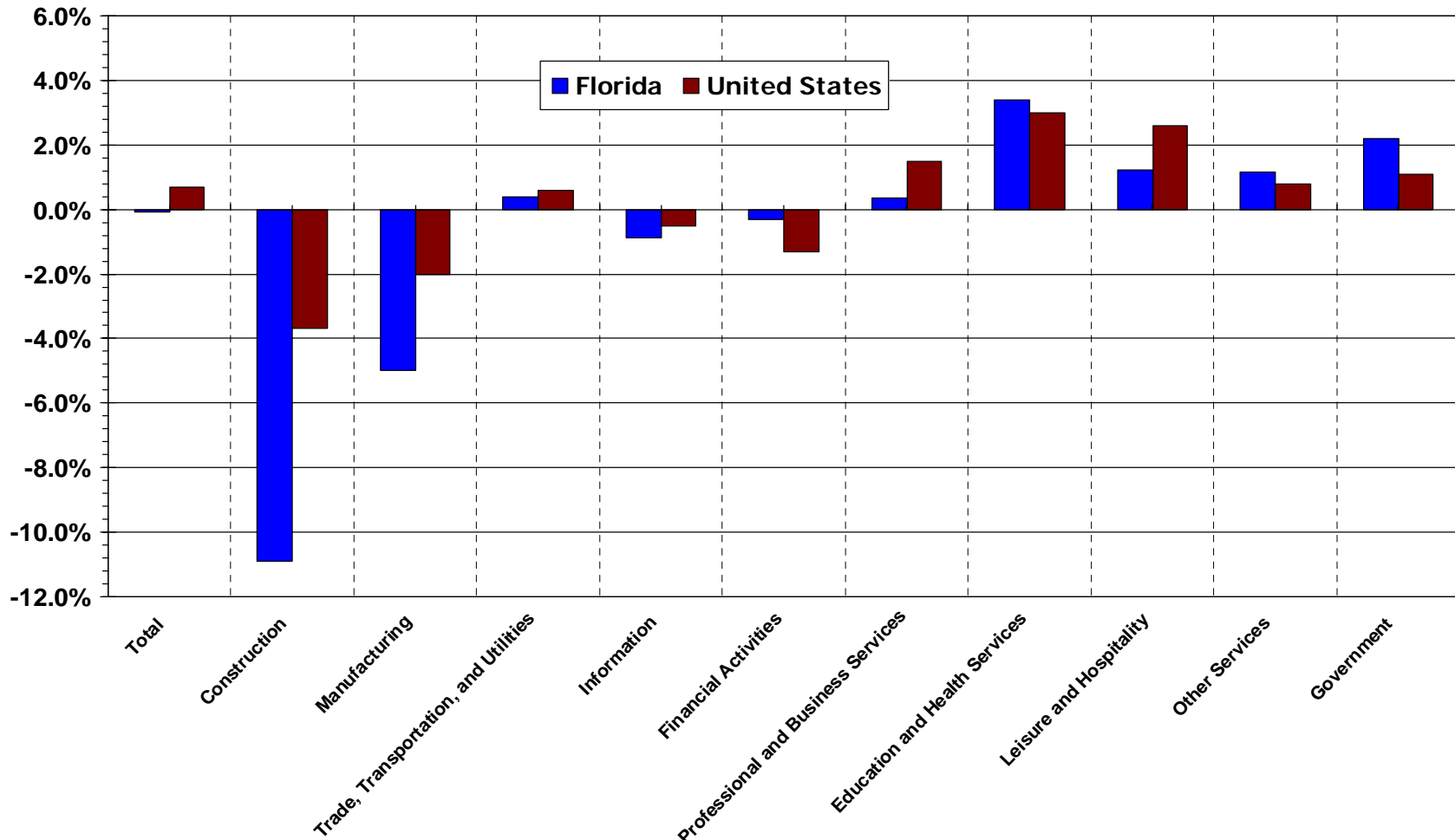
Slowing Job Growth

continued

- Declining job growth in financial activities
 - Over-the-year employment growth in financial activities has declined from a high of 5.9 percent in September 2005 to -0.3 percent in January 2008. This slowing was due to the finance and insurance industry and to the real estate, rental and leasing industry, and it is related to the downturn that started with subprime mortgage loans and the housing industry.

Nonagricultural Employment by Industry

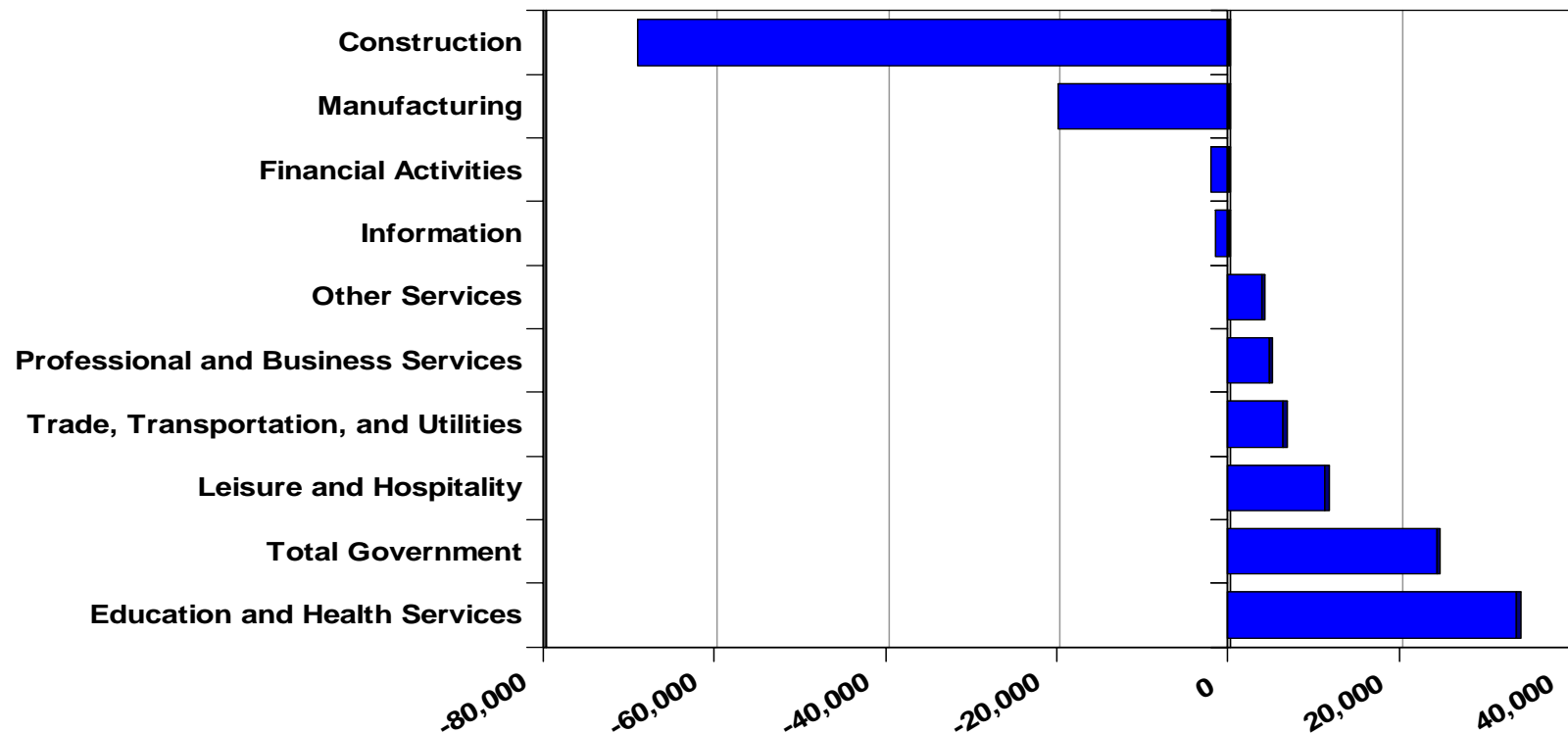
January 2008, Seasonally Adjusted, Over-the-Year Percent Change



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

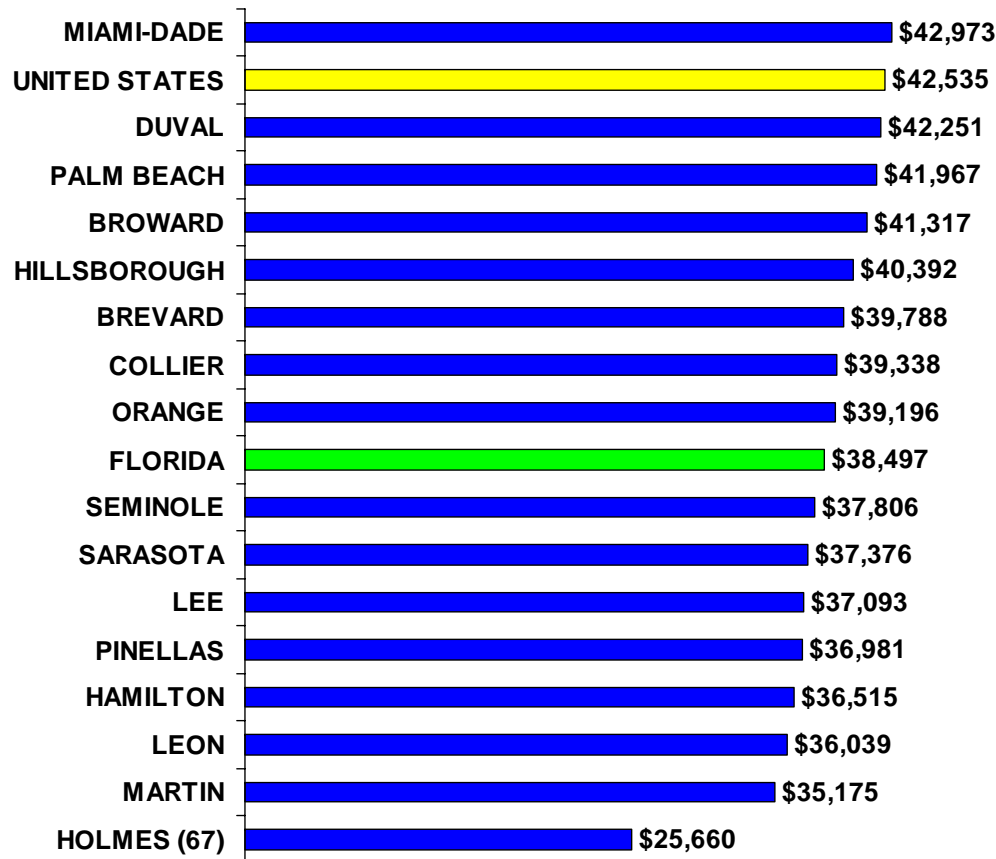
Florida Employment Change by Industry

January 2007 – January 2008, Seasonally Adjusted



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

Florida Average Annual Wages Range from \$42,973 to \$25,660



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



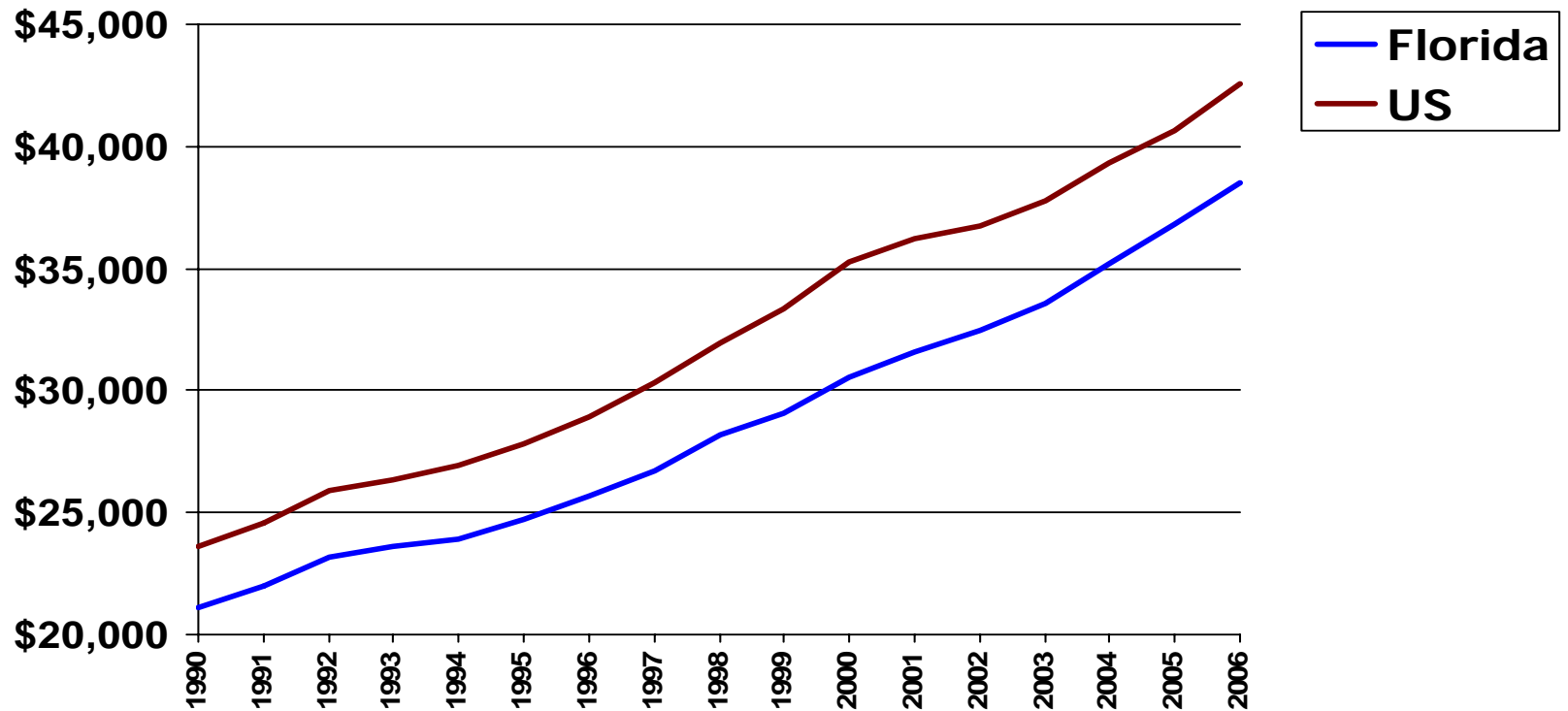
Florida Wages by Industry

Information and Financial Activities Lead the State

Industry	2006 Average Annual Wage
Total	\$38,497
Information	\$55,021
Financial Activities	\$54,474
Manufacturing	\$45,721
Government	\$42,977
Professional and Business Services	\$41,679
Construction	\$40,741
Education and Health Services	\$39,802
Trade, Transportation, and Utilities	\$35,310
Other Services	\$26,976
Natural Resources and Mining	\$24,174
Leisure and Hospitality	\$20,035

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

Average Annual Wage



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



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