



Workforce Estimating Conference

Caldwell Building Room B-049

February 26, 2009

2:00 – 4:00 pm

1-888-808-6959

Pass Code 6724792 #

Agenda

- **Welcome and Opening Remarks** **Kurt Hamon, Florida Senate, Chair**

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

- **Employment Projections 2016 for University Level Occupations** **Bill Dobson, Agency for Workforce Innovation**

- **College System Update** **Willis Holcombe, Florida College System**

- **University System Update** **R.E. LeMon, State University System, Board of Governors**

- **Other Items, Closing Remarks** **Kurt Hamon**

Principals of the Workforce Estimating Conference:

Lisa Saliba, Executive Office of the Governor

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 2009

Labor Force Conditions

December 2008, Seasonally Adjusted

	Labor Force	Employment	Unemployment	Unemployment Rate	Year Ago Unemployment Rate
Florida	9,313,000	8,561,000	752,000	8.1	4.5
United States	154,447,000	143,338,000	11,108,000	7.2	4.9

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, released January 23, 2009.

Unemployment Rates in the Ten Most Populous States

December 2008, Seasonally Adjusted

State	December 2008^p Unemployment Rate (%)	December 2007 Unemployment Rate (%)	Change
Texas	6.0	4.2	1.8
Pennsylvania	6.7	4.4	2.3
New York	7.0	4.6	2.4
Illinois	7.6	5.3	2.3
Ohio	7.8	5.8	2.0
Florida	8.1	4.5	3.6
Georgia	8.1	4.5	3.6
North Carolina	8.7	4.7	4.0
California	9.3	5.9	3.4
Michigan	10.6	7.4	3.2

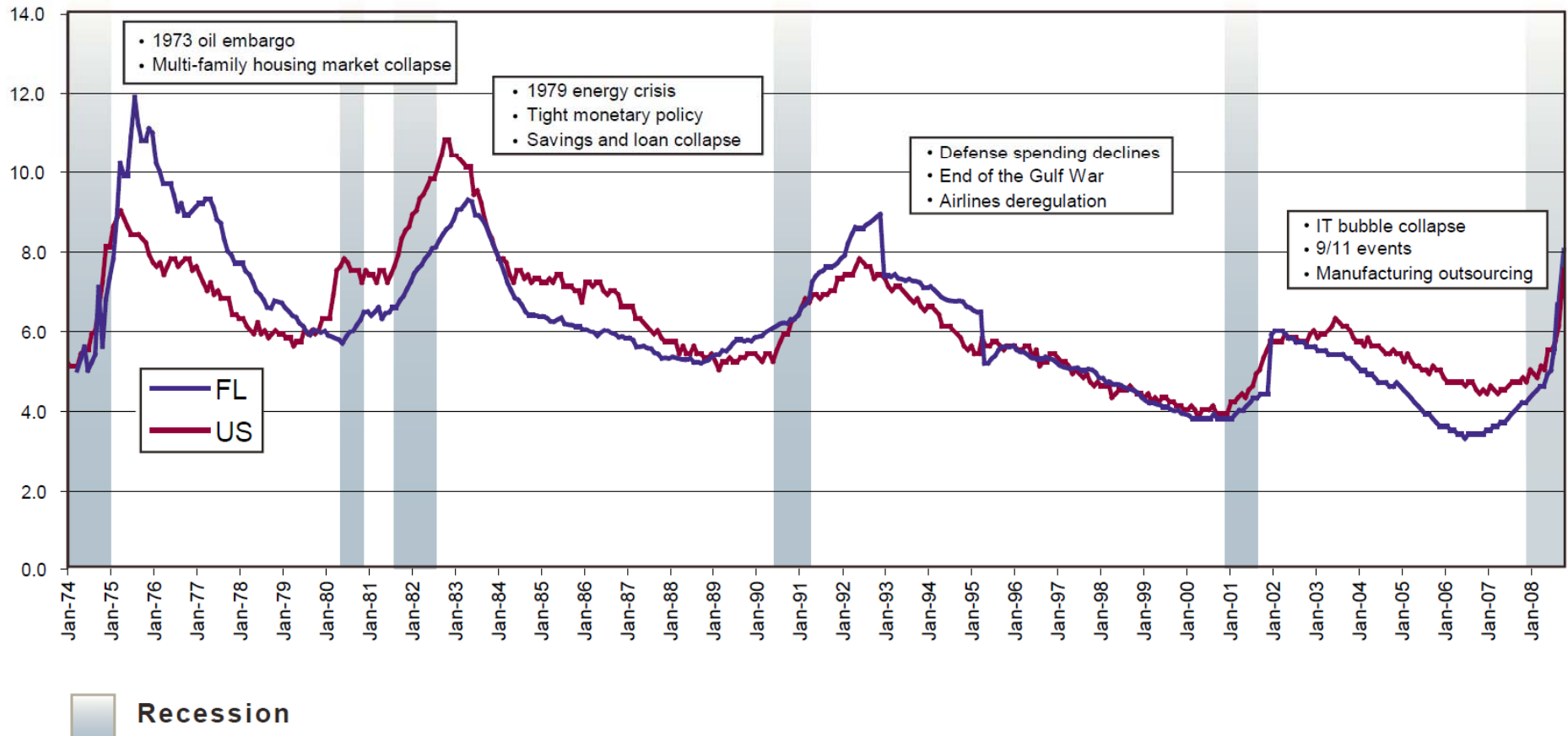
P = Preliminary

Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center and the U.S. Department of Labor, Bureau of Labor Statistics, Local Area Employment Statistics Program, released January 27, 2009.

Unemployment Rates

Seasonally Adjusted

Florida and United States
Unemployment Rates
January 1974 - December 2008



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, released January 23, 2009.

Nonagricultural Employment

Seasonally Adjusted

	December 2008	December 2007	Over-the-Year Change	Over-the-Year Percent Change
Florida	7,784,200	8,039,400	-255,200	-3.2
United States	135,178,000	138,152,000	-2,974,000	-2.2

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, released January 23, 2009.

Employment in the Ten Most Populous States

Seasonally Adjusted

	December 2007 - December 2008p			
State	December 2008p	Percent Change	Level Change	Level Rank
Texas	10,828,800	1.5	153,700	1
Pennsylvania	5,732,100	-1.3	-76,200	2
New York	8,681,200	-1.4	-119,900	6
Ohio	5,329,700	-1.6	-89,000	3
Illinois	5,685,800	-1.7	-100,700	4
California	14,913,800	-1.7	-257,400	10
Georgia	4,041,300	-2.8	-118,400	5
North Carolina	4,087,500	-2.9	-120,200	7
Florida	7,784,200	-3.2	-255,200	8
Michigan	4,054,600	-4.1	-173,000	9

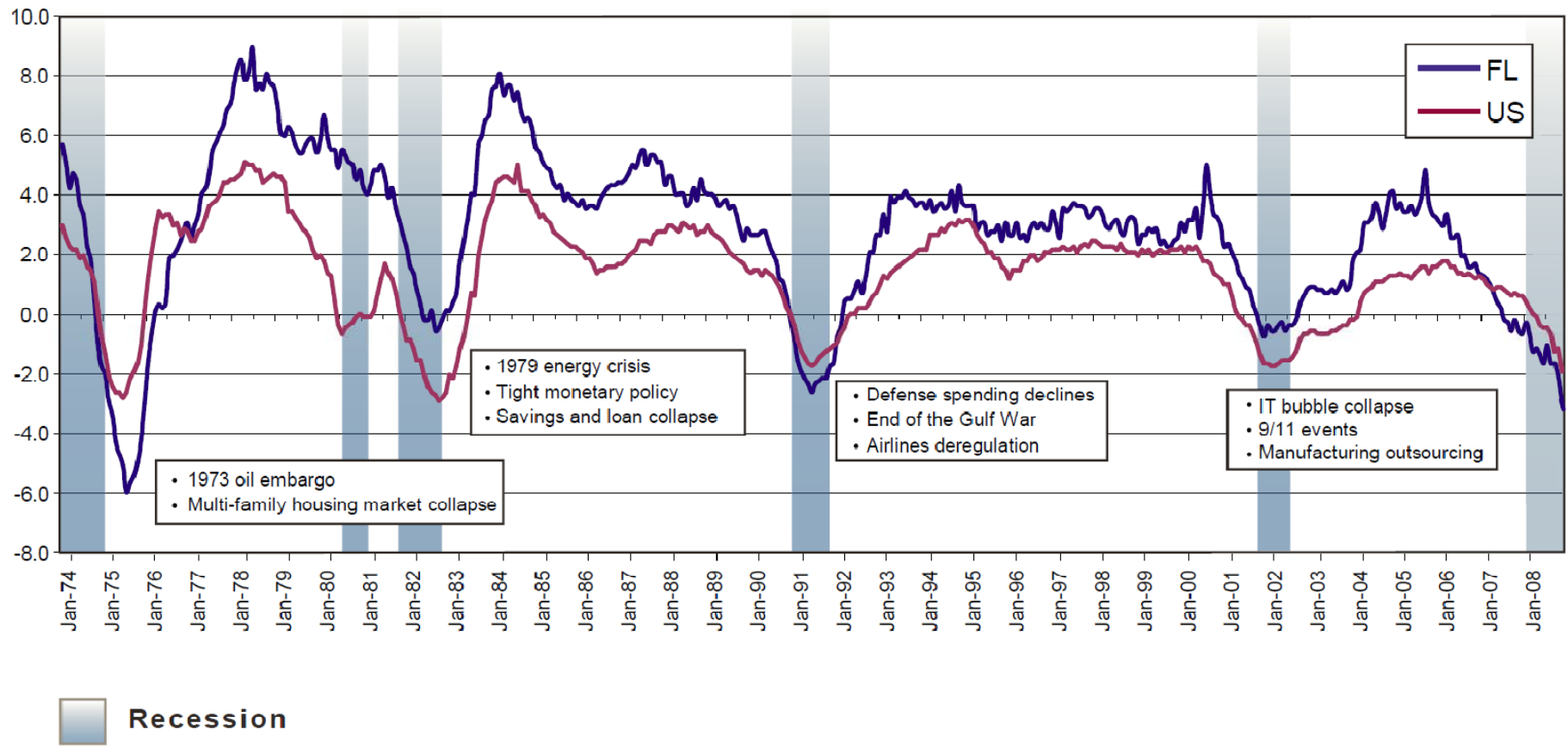
P = Preliminary

Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center and the U.S. Department of Labor, Bureau of Labor Statistics, Current Employment Statistics Program, released January 27, 2009.

Nonagricultural Employment Growth Rates

Not Seasonally Adjusted

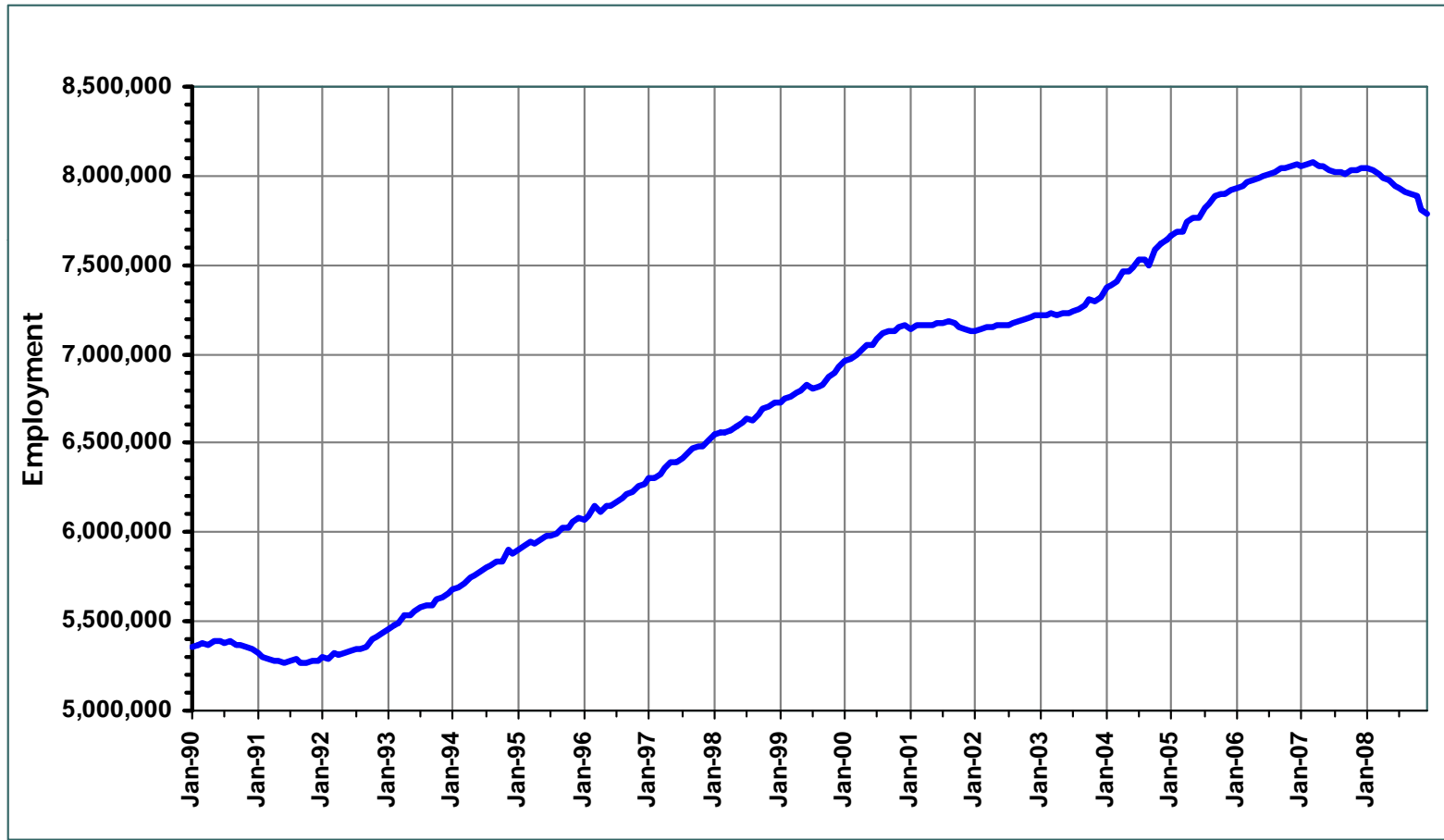
Florida and the United States
Total Nonagricultural Employment
Annual Job Growth Rates
January 1974 - December 2008



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, released January 23, 2009.

Florida Nonagricultural Employment

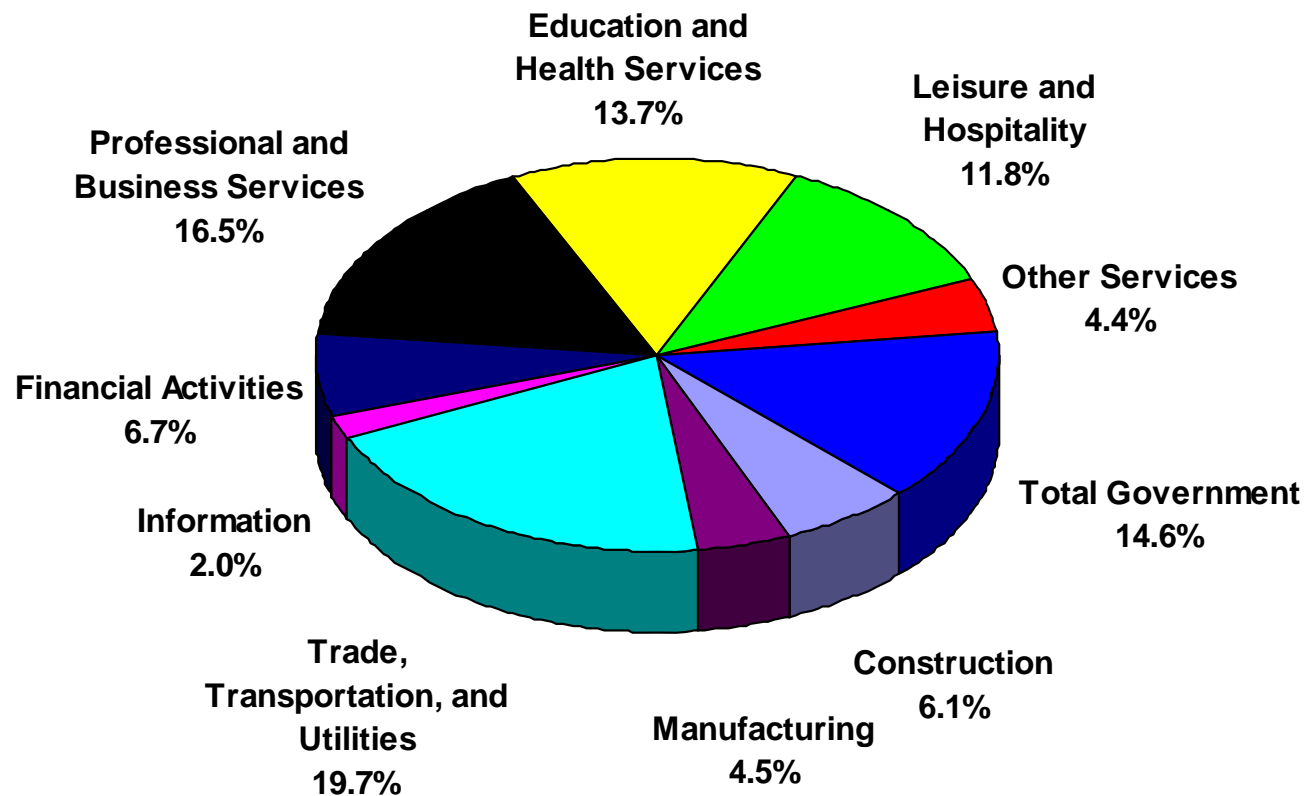
January 1990 – December 2008, Seasonally Adjusted



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, released January 23, 2009.

Florida's Nonagricultural Employment by Industry

December 2008, Seasonally Adjusted

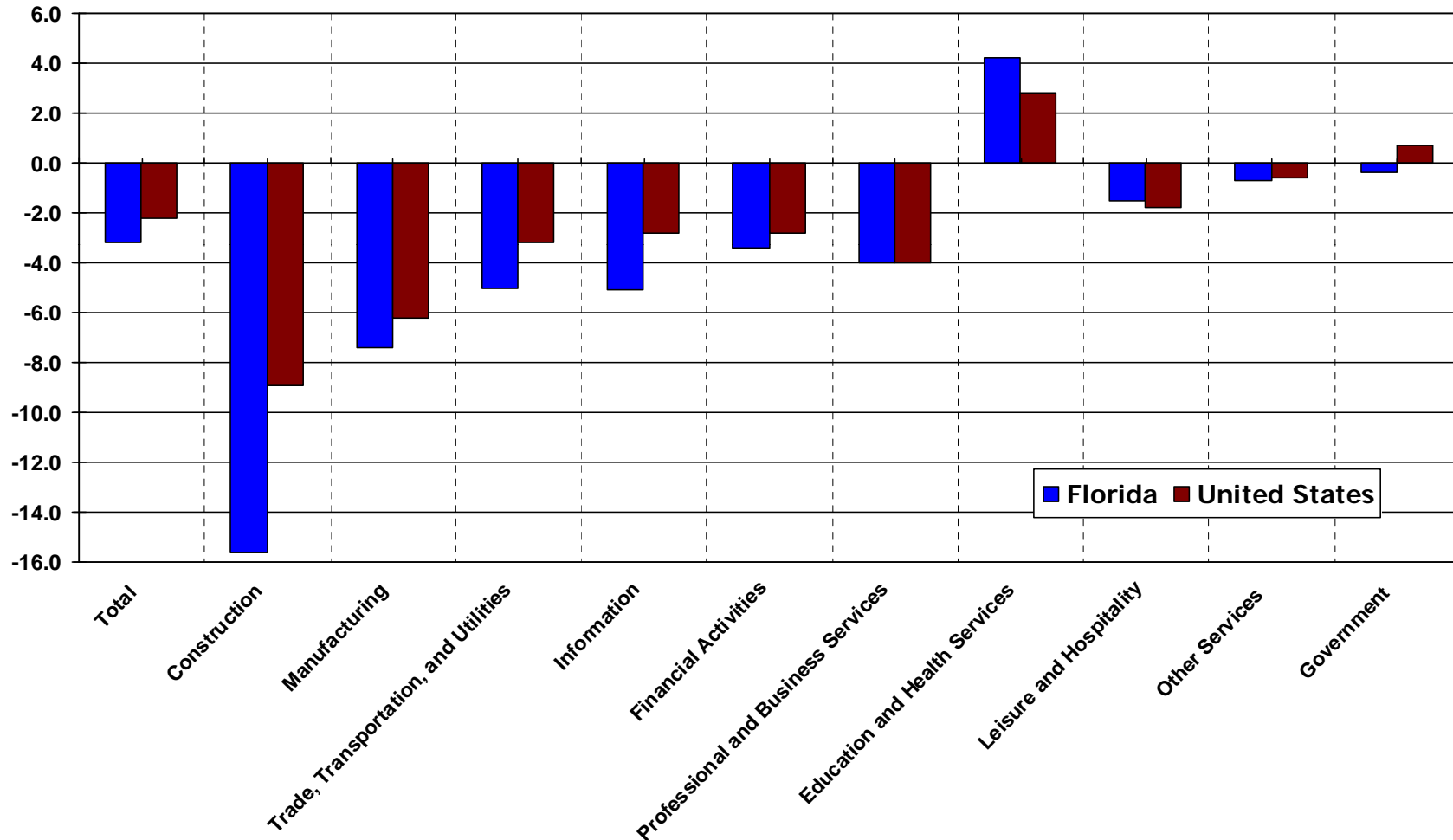


Note: Percents may not add to 100.0 due to rounding.

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, released January 23, 2009.

Nonagricultural Employment by Industry

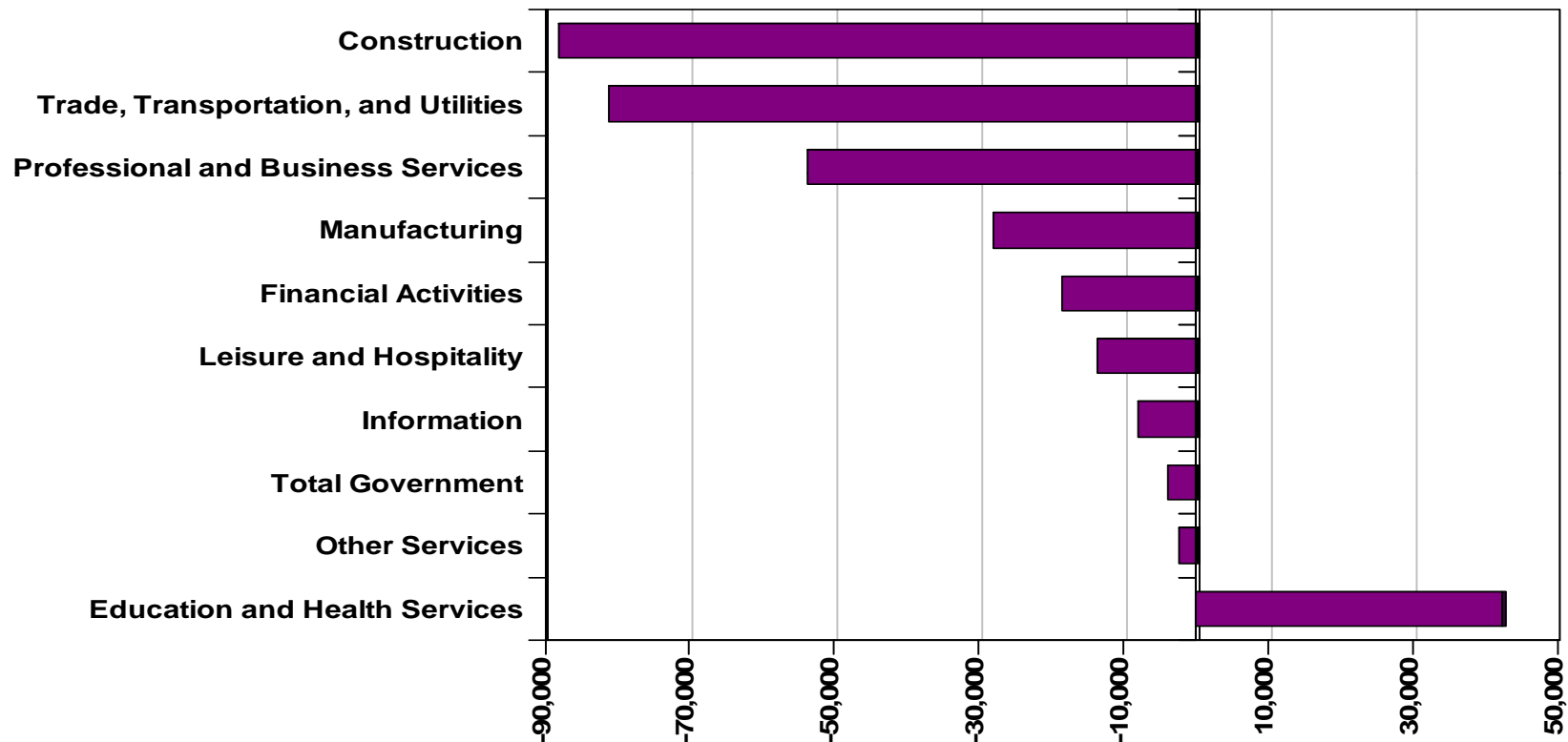
December 2008, Seasonally Adjusted, Over-the-Year Percent Change



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, released January 23, 2009.

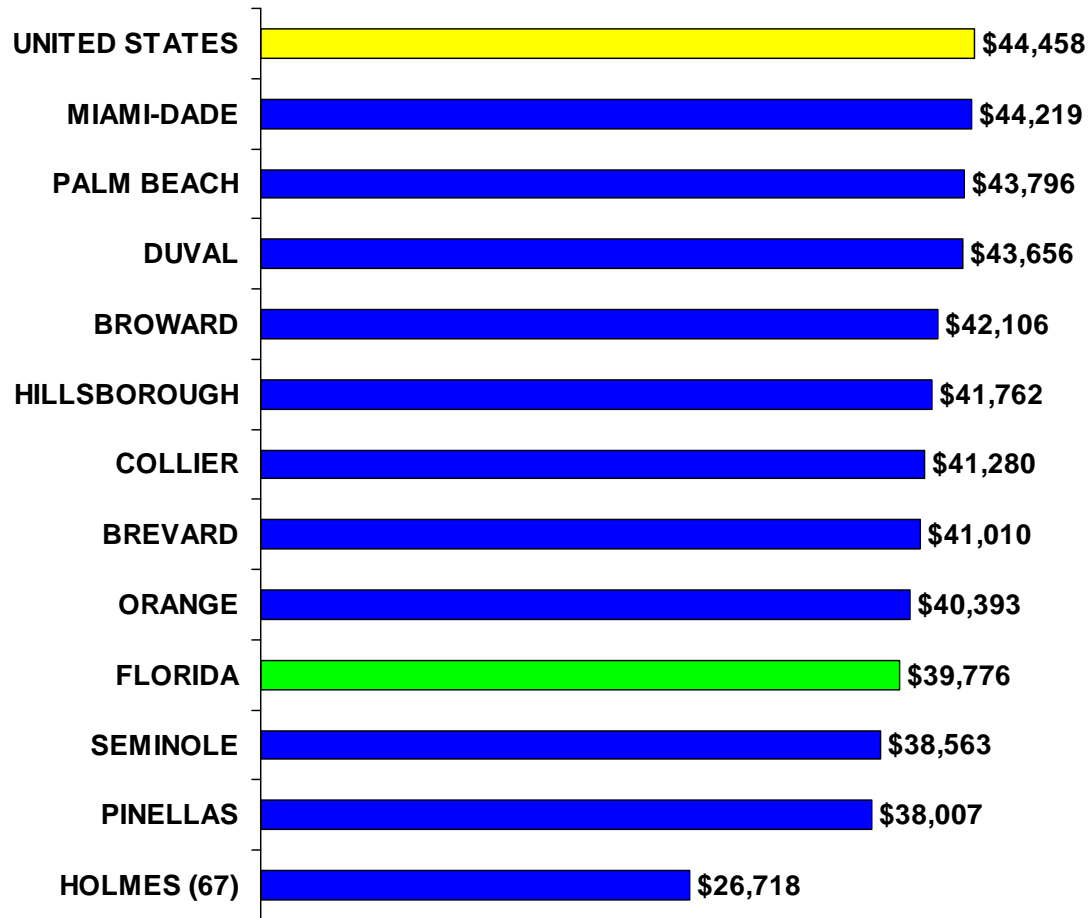
Florida Employment Change by Industry

December 2007 – December 2008, 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, released January 23, 2009.

Florida Average Annual Wages Range from \$44,219 to \$26,718



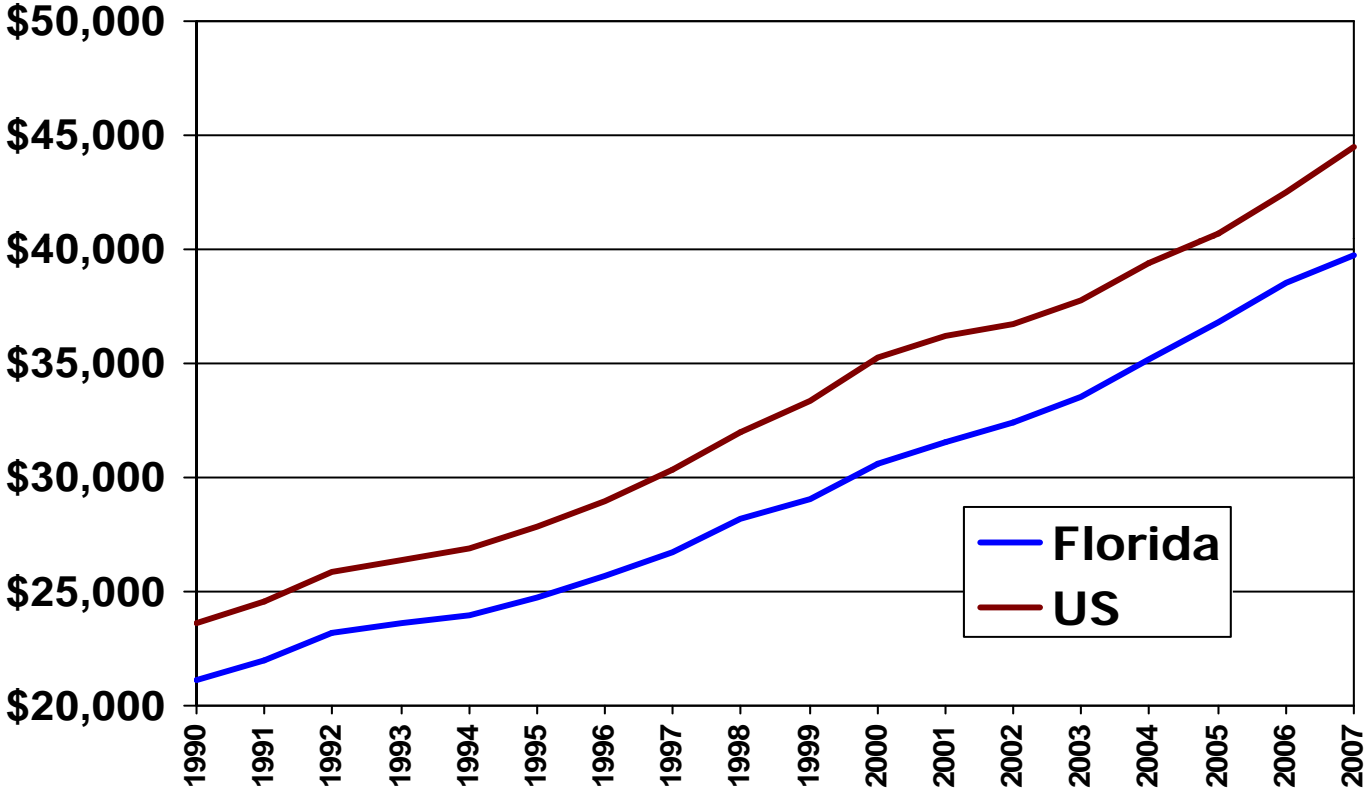
Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Quarterly Census of Employment and Wages Program, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, 2007 Wage Data, released November 2008.

Florida Wages by Industry

Information and Financial Activities Lead the State

Industry	2007 Average Annual Wages
Total, All Industries	\$39,776
Information	\$56,884
Financial Activities	\$56,579
Manufacturing	\$47,492
Government	\$44,959
Professional and Business Services	\$43,907
Construction	\$41,635
Education and Health Services	\$41,146
Trade, Transportation, and Utilities	\$35,942
Other Services	\$27,895
Natural Resources and Mining	\$24,215
Leisure and Hospitality	\$20,823

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, 2007 Wage Data, released November 2008.



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

**Caldwell Building
MSC G-020
107 E. Madison Street
Tallahassee, Florida 32399-4111**

Phone (850) 245-7257

**Rebecca Rust
Rebecca.Rust@flaawi.com**

**www.floridajobs.org
www.labormarketinfo.com
fred.labormarketinfo.com
www.floridawages.com**

<http://www.whatpeopleareasking.com/index.shtm>





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 2009



Labor Market Statistics

Employment by Education Level

General Information

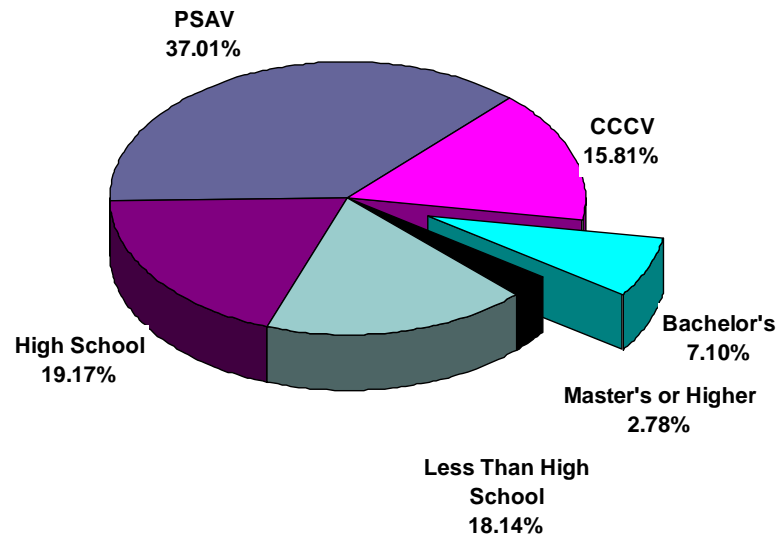
- Employment counts by education level represent the number of jobs requiring a particular education requirement, not the education level obtained by employees working in the occupation.
- Education requirements for occupations are based on training codes assigned by the Florida Department of Education (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.



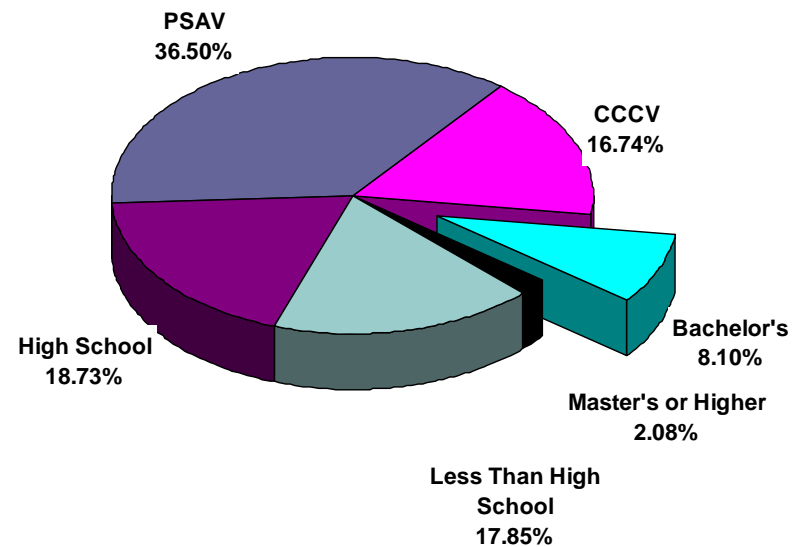
2008 Employment by Training Level

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

Florida



United States



CCC = Community College Credit/Vocational

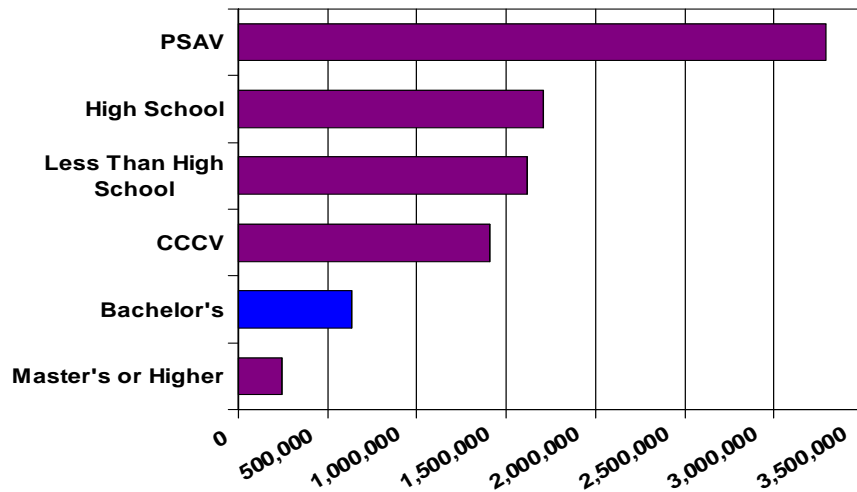
PSAV = Postsecondary Adult Vocational Certificate



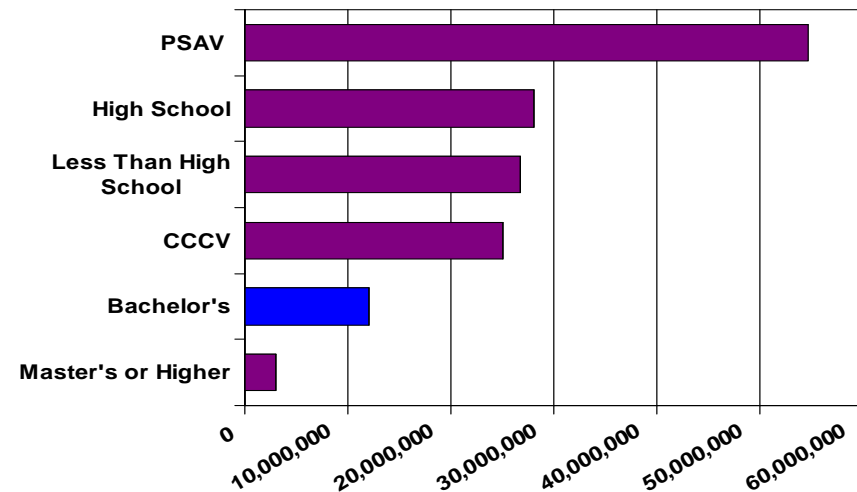
2008 Employment by Training Level

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

Florida



U.S.



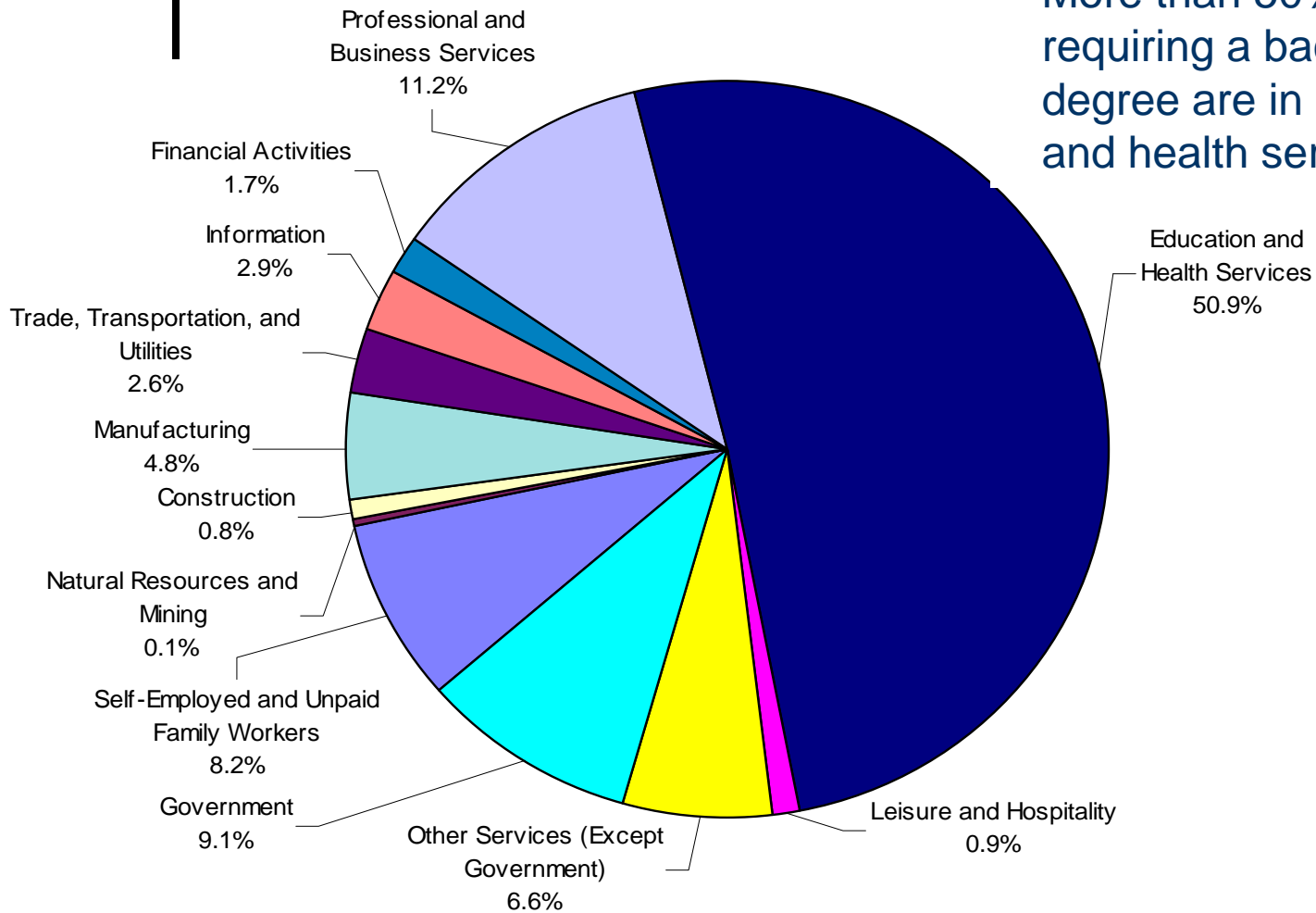
CCCV = Community College Credit/Vocational

PSAV = Postsecondary Adult Vocational Certificate

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



Percent of Jobs Requiring a Bachelor's Degree by Industry Florida 2008

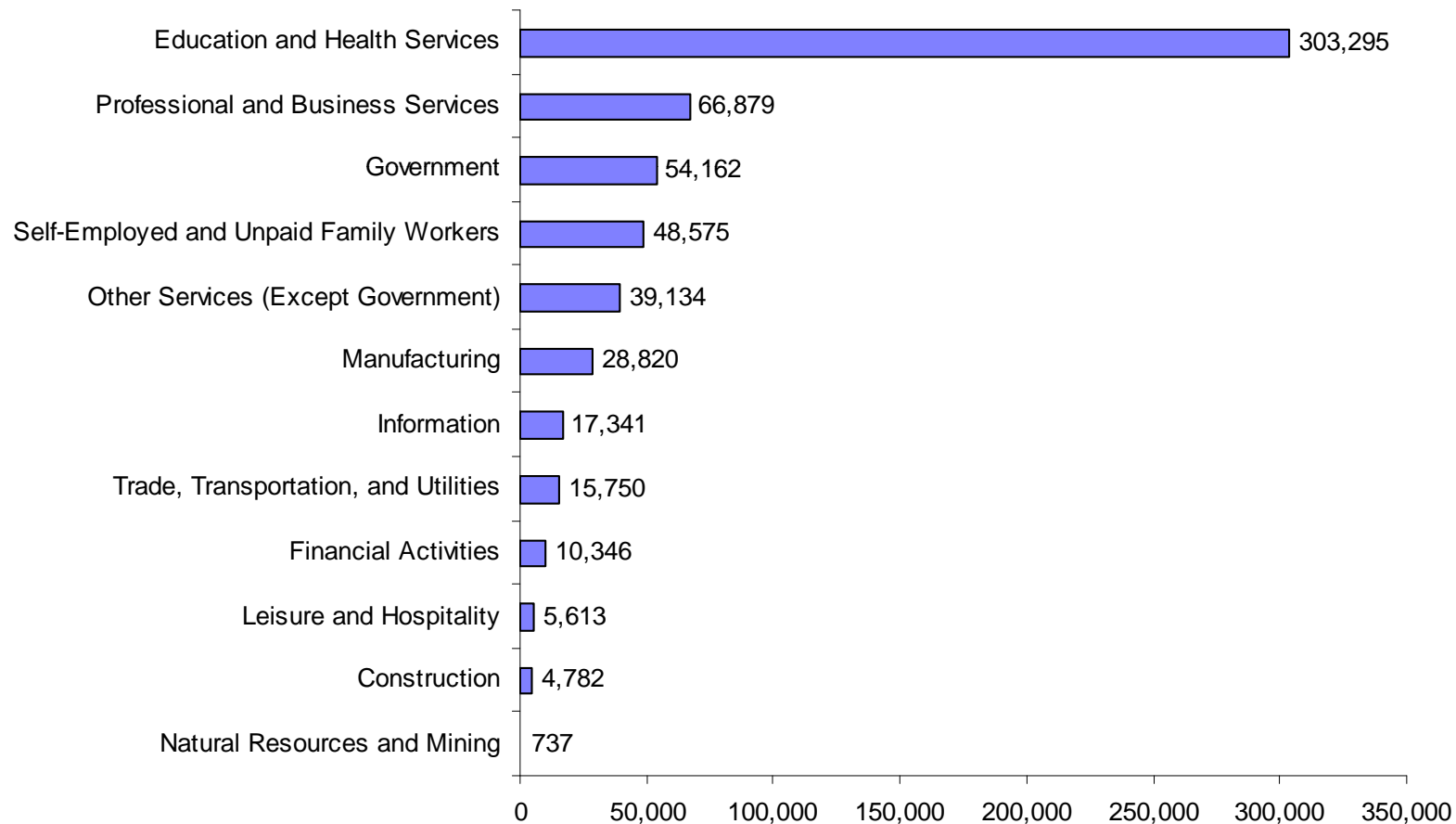


Source: Florida Agency for Workforce Innovation, Labor Market Statistics, released November 2008



Number of Jobs Requiring a Bachelor's Degree by Industry Florida 2008

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

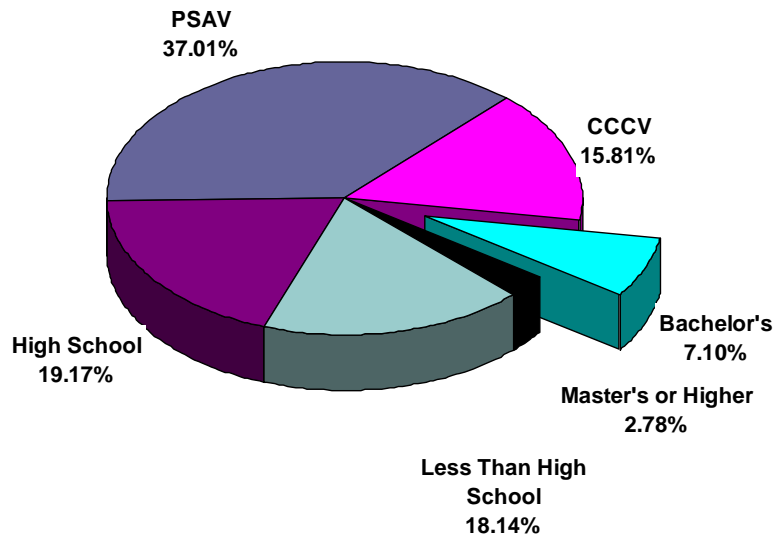




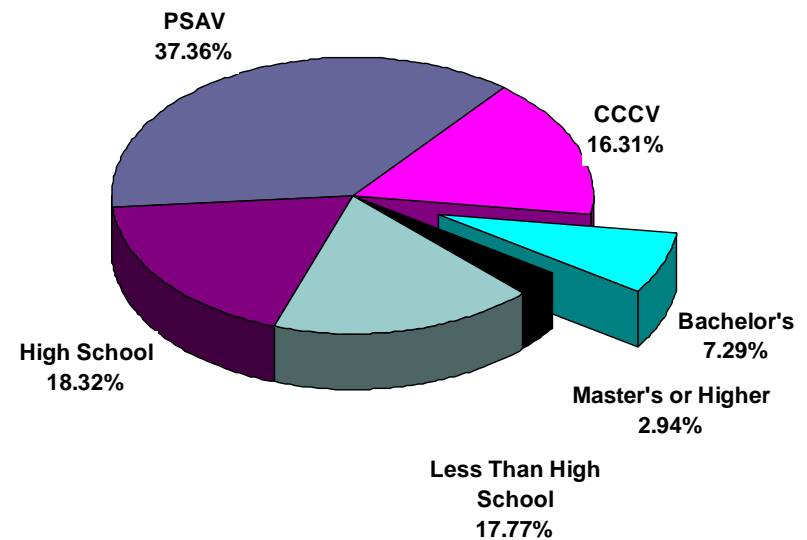
Employment by Training Level for 2008 and 2016

- Florida's bachelor's degree occupations in the workforce will increase slightly by 2016

Florida 2008



Florida 2016

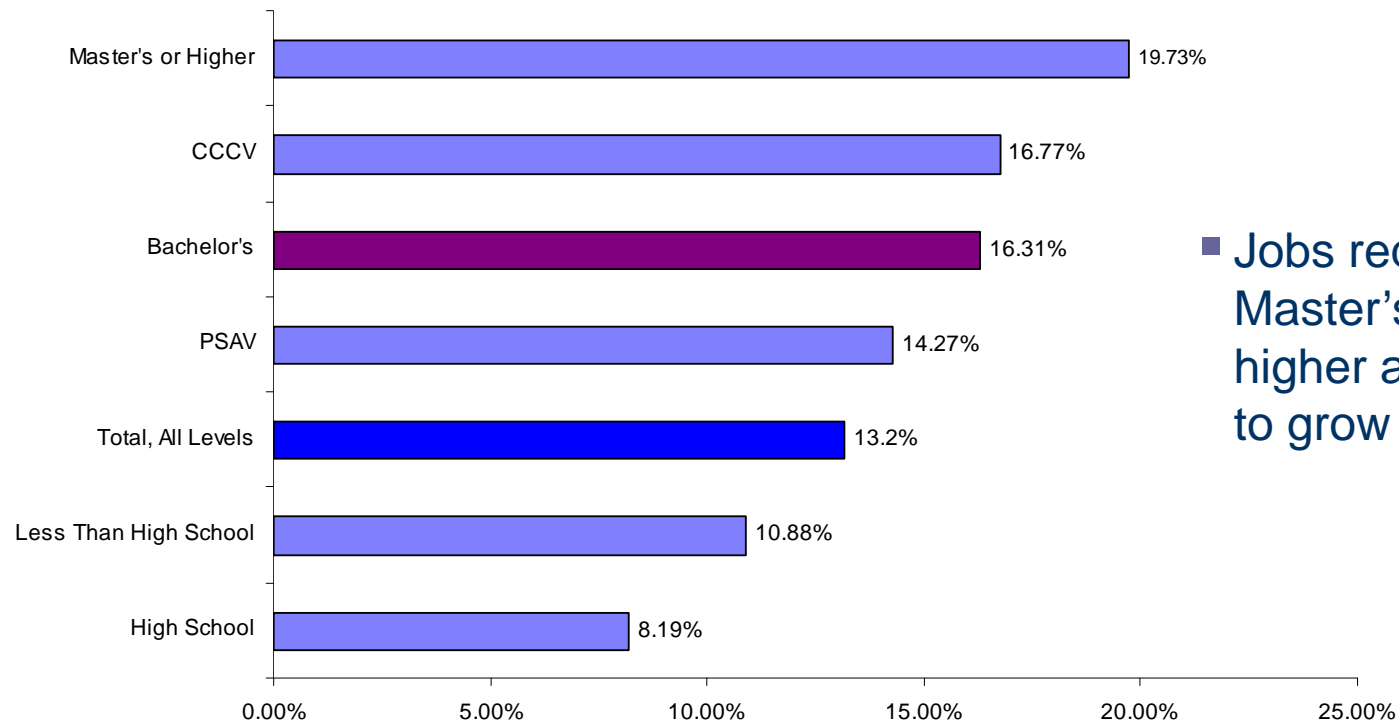


CCC = Community College Credit/Vocational

PSAV = Postsecondary Adult Vocational Certificate



Florida Job Growth Rates by Training Level 2008-2016



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

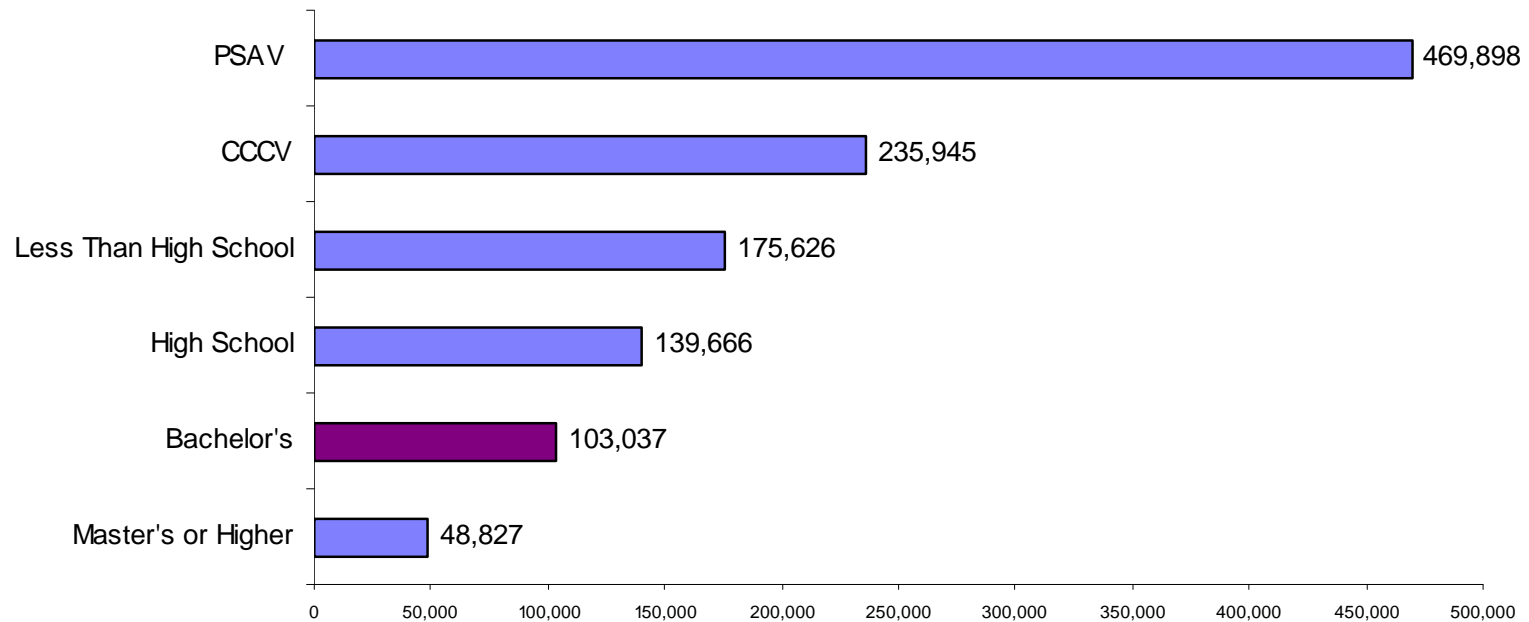
CCCV = Community College Credit/Vocational

PSAV = Postsecondary Adult Vocational Certificate



Florida Job Growth by Training Level 2008-2016

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



CCCV = Community College Credit/Vocational

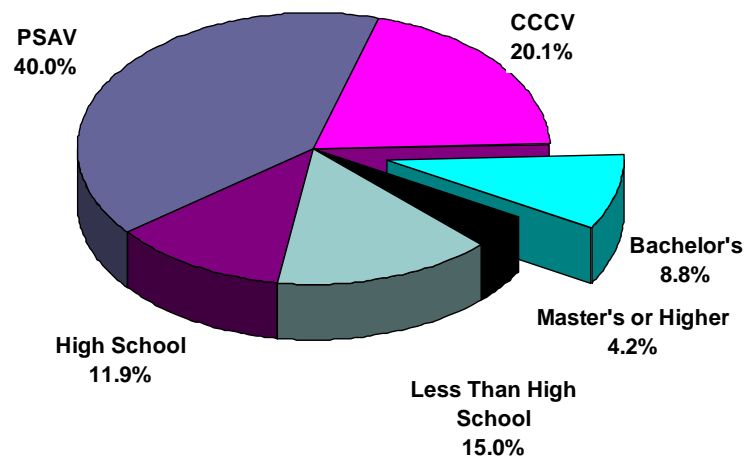
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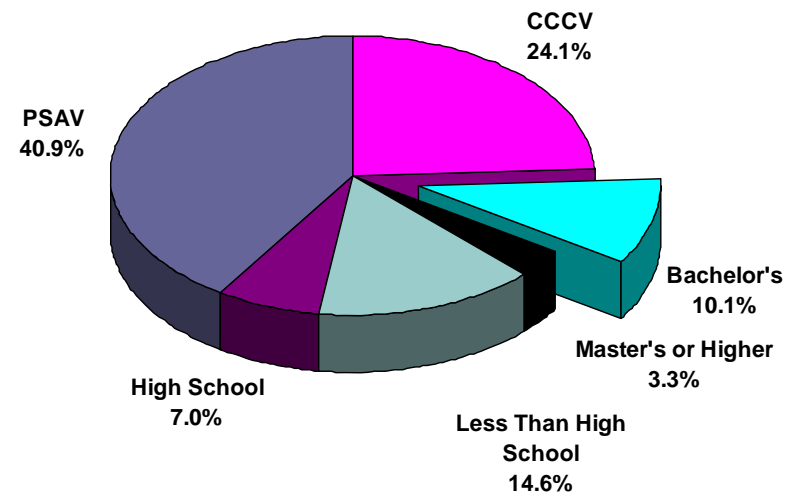
Percent Share of New Jobs by Training Level 2008-2016

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

Florida



United States

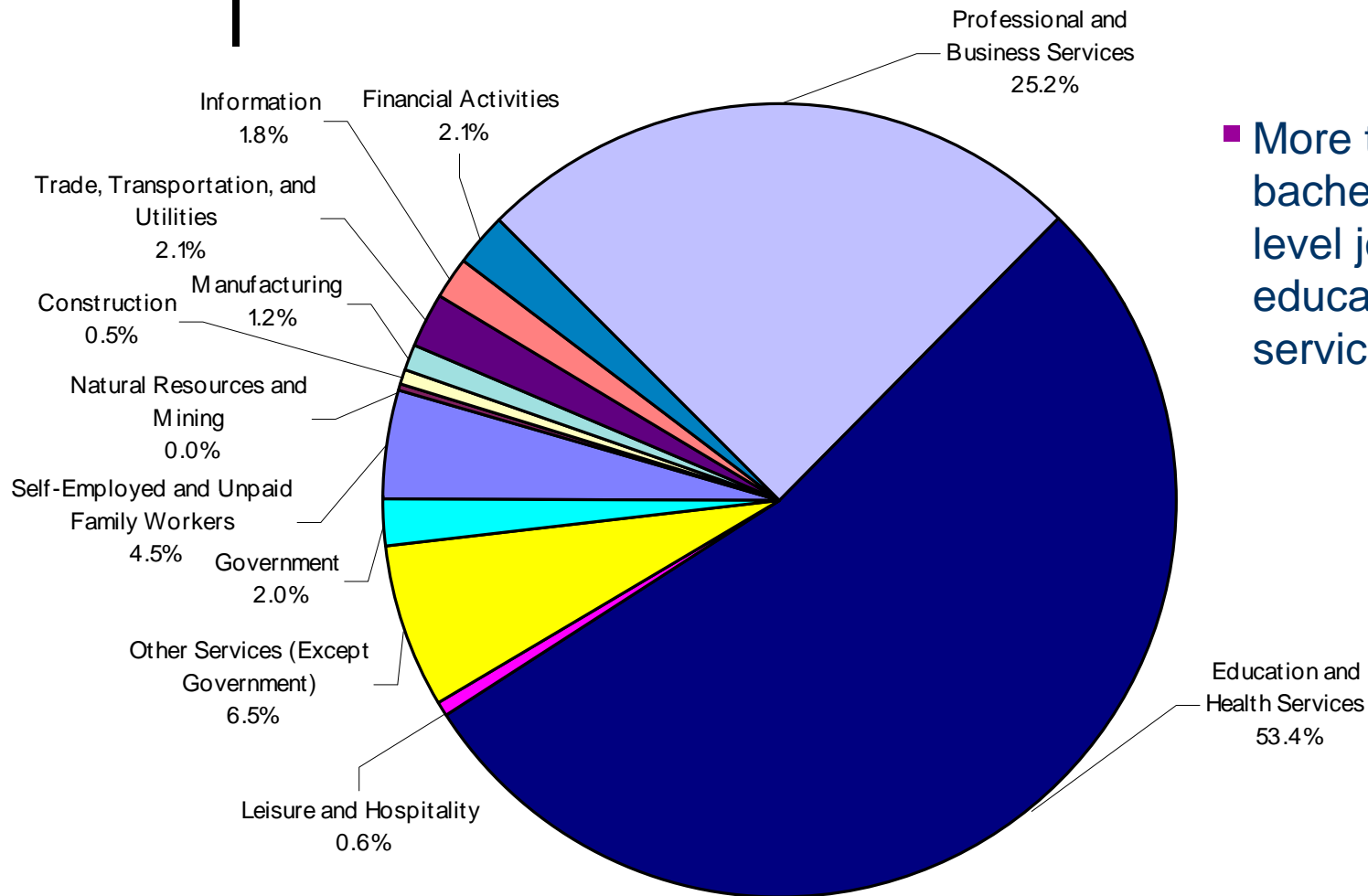


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Percent of New Jobs Requiring a Bachelor's Degree by Industry Florida 2008-2016

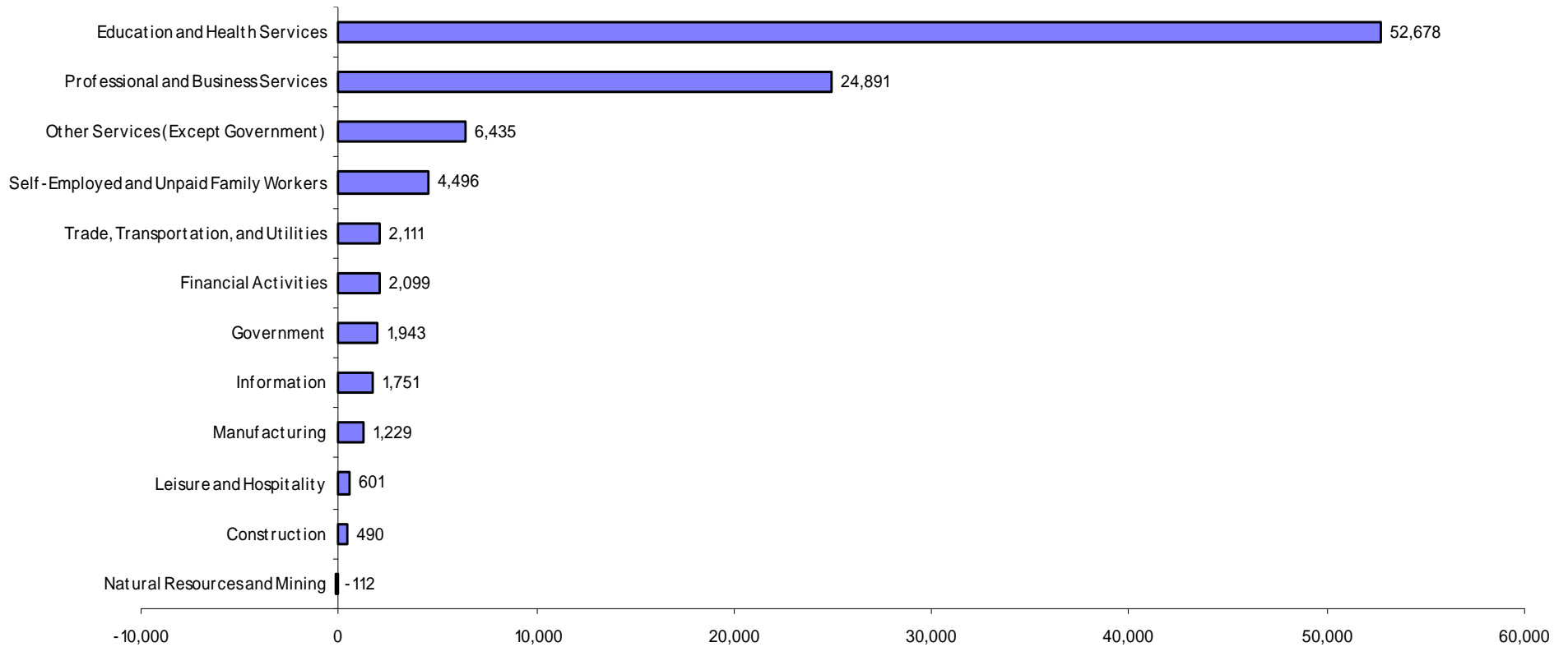


- More than 50% of new bachelor's degree-level jobs will be in education and health services

Source: Florida Agency for Workforce Innovation, Labor Market Statistics, Forecast to 2016, released November 2008



Number of New Jobs Requiring a Bachelor's Degree by Industry, Florida 2008-2016



Source: Florida Agency for Workforce Innovation, Labor Market Statistics, Forecast to 2016, released November 2008



Florida 2008 Wages by Training Level

Training Level	Average Annual Wage	Entry Annual Wage
Master's or Higher	\$96,480	\$50,837
Bachelor's	\$68,689	\$43,780
CC Credit/Vocational	\$60,897	\$37,679
Total, All Education Levels	\$40,067	\$26,161
PSAV Certificate	\$36,606	\$24,418
High School	\$27,108	\$18,631
Less Than High School	\$22,821	\$16,961

Source: Florida Agency for Workforce Innovation, Labor Market Statistics, released November 2008



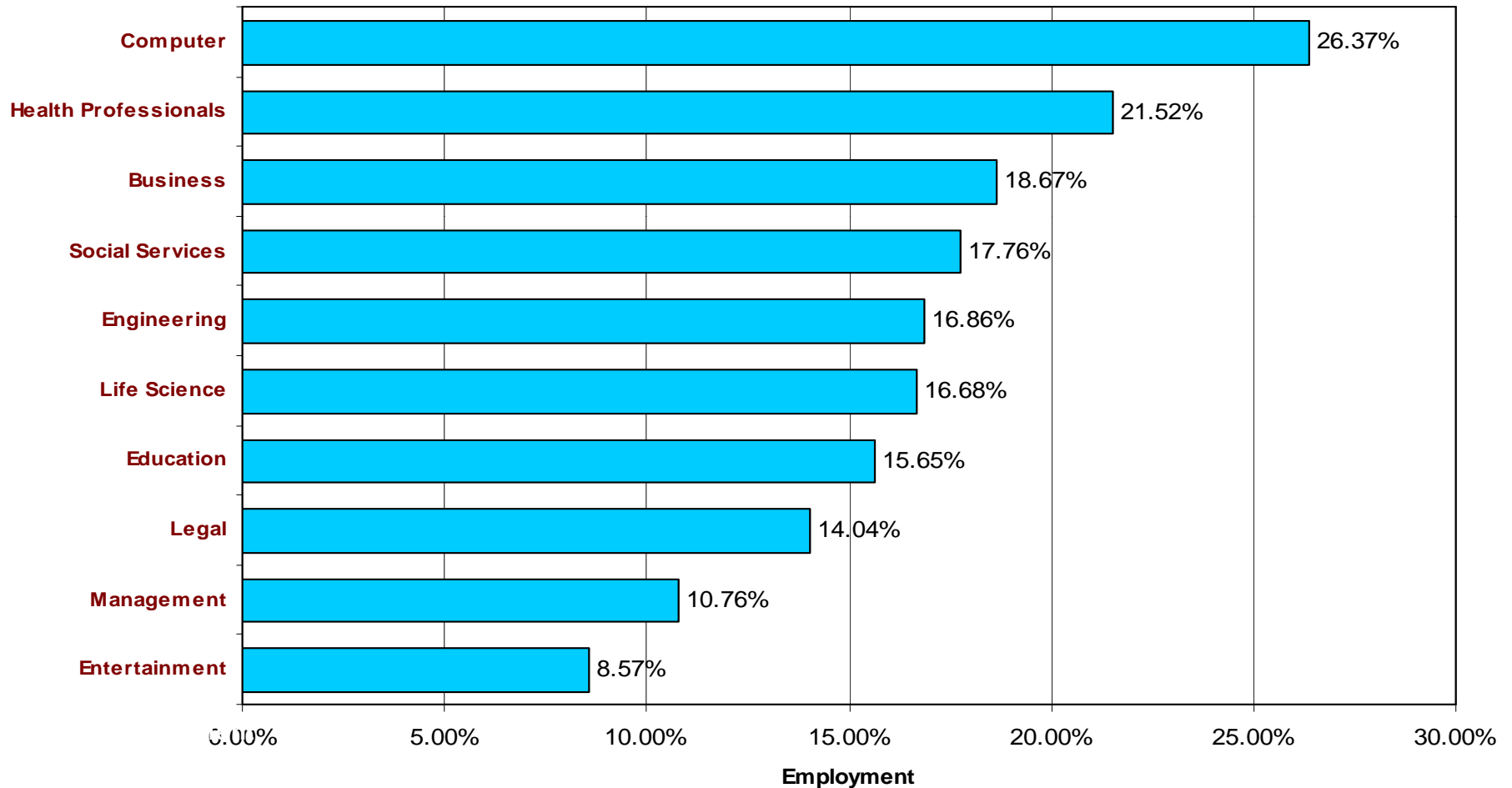
Highest-Paying Occupations Requiring a Bachelor's Degree, Florida, 2008

Title	Annual Wage
1. Chief Executives	\$169,624
2. Petroleum Engineers	\$114,358
3. Engineering Managers	\$112,923
4. Natural Science Managers	\$107,661
5. Education Administrators, Elementary and Secondary	\$107,619
6. Broadcast News Analysts	\$100,506
7. Nuclear Engineer	\$92,290
8. Actuaries	\$92,165
9. Admin. Law judges, Adjudicators, and Hearing Officers	\$91,915
10. Orthotists and Prosthetists	\$90,085

Source: Florida Agency for Workforce Innovation, Labor Market Statistics, Occupational Employment Statistics Program, released November 2008



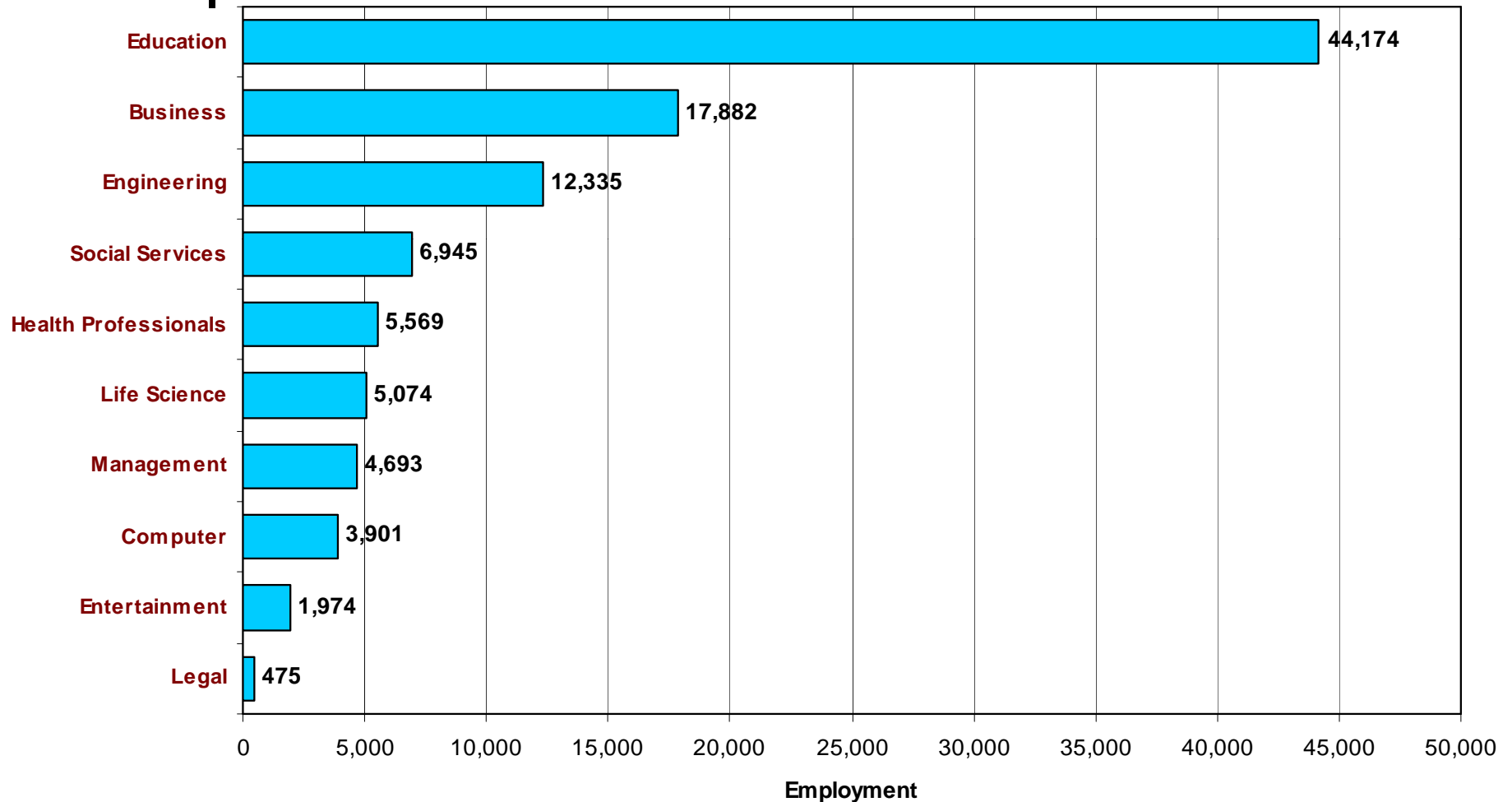
Bachelor's Degree-Level Job Growth Rates by Major Occupational Group in Florida 2008-2016



Source: Florida Agency for Workforce Innovation, Labor Market Statistics, Forecast to 2016, released October 2008



Bachelor's Degree-Level Job Growth by Major Occupational Group in Florida 2008-2016



Source: Florida Agency for Workforce Innovation, Labor Market Statistics, Forecast to 2016, released October 2008



Fastest-Growing Occupations* Requiring a Bachelor's Degree in Florida 2008-2016

Title	Annual Percent Growth	Average Annual Openings	Average Annual Wage
1. Physician Assistants	3.41	210	\$84,302
2. Computer Software Engineers, Systems Software	3.36	660	\$83,699
3. Industrial Engineers	3.00	486	\$69,035
4. Physical Therapists	2.96	500	\$74,922
5. Special Education Teachers, Preschool - Elementary	2.86	542	\$53,890
6. Civil Engineers	2.81	811	\$78,853
7. Occupational Therapists	2.62	215	\$72,238
8. Training and Development Specialists	2.57	594	\$51,979
9. Market Research Analysts	2.57	236	\$59,426
10. Kindergarten Teachers, Except Special Education	2.55	470	\$51,172
11. Management Analysts	2.51	2,239	\$78,770
12. Special Education Teachers, Middle School	2.33	245	\$52,259
13. Elementary School Teachers, Except Special Education	2.25	3,261	\$51,568
14. Directors, Religious Activities and Education	2.20	449	\$38,979
15. Clergy	2.16	492	\$41,454

***This table includes occupations with a minimum of 4,000 jobs in 2008**



Bachelor's Degree Occupations Gaining the Most New Jobs in Florida 2008-2016

	Title	Annual Growth	Average Annual Openings	Average Annual Wage
1.	Elementary School Teachers, Except Special Education	1,692	3,261	\$51,568
2.	Management Analysts	1,361	2,239	\$78,770
3.	Middle School Teachers, Exc. Special & Voc. Education	671	1,364	\$52,309
4.	Secondary School Teachers, Exc. Special and Voc. Ed.	616	1,806	\$54,252
5.	Computer Software Engineers, Systems Software	470	660	\$83,699
6.	Civil Engineers	430	811	\$78,853
7.	Physical Therapists	362	500	\$74,922
8.	Training and Development Specialists	331	594	\$51,979
9.	Special Education Teachers, Preschool - Elementary	313	542	\$53,890
10.	Clergy	309	492	\$41,454
11.	Kindergarten Teachers, Except Special Education	291	470	\$51,172
12.	Industrial Engineers	277	486	\$69,035
13.	Chief Executives	228	863	\$169,624
14.	Directors, Religious Activities and Education	225	449	\$38,979
15.	Market Research Analysts	189	236	\$59,426



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	3.36	660	\$83,699	\$56,909
2.	Physician Assistants	3.41	210	\$84,302	\$57,075
3.	Civil Engineers	2.81	811	\$78,853	\$51,355
4.	Physical Therapists	2.96	500	\$74,922	\$53,186
5.	Education Administrators, Elementary and Secondary	1.68	300	\$107,619	\$83,637
6.	Chief Executives	0.96	863	\$169,624	\$95,722
7.	Engineering Managers	1.93	179	\$114,358	\$77,917
8.	Environmental Engineers	3.43	176	\$77,147	\$47,112
9.	Agricultural Sciences Teachers, Postsecondary	3.30	41	\$84,046	\$53,939
10.	Education Administrators, Postsecondary	2.26	146	\$84,469	\$53,643
11.	Business Teachers, Postsecondary	3.04	182	\$79,484	\$44,173
12.	Occupational Therapists	2.62	215	\$72,238	\$51,667
13.	Industrial Engineers	3.00	486	\$69,035	\$43,888
14.	Management Analysts	2.51	2,239	\$78,770	\$40,082
15.	Natural Sciences Managers	2.13	30	\$107,661	\$67,933
16.	Aerospace Engineers	1.66	177	\$81,619	\$58,906
17.	Actuaries	2.45	26	\$92,165	\$54,912
18.	Hydrologists	4.01	40	\$75,546	\$48,235
19.	Marine Engineers and Naval Architects	2.28	29	\$83,325	\$61,630
20.	Forestry & Conservation Teachers, Postsecondary	3.46	5	\$80,011	\$52,144

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

Source: Florida Agency for Workforce Innovation, Labor Market Statistics, Forecast to 2016, released November 2008



Florida High Demand* Bachelor's Degree Occupations

Sorted by Occupational Title

Title	Annual Percent Growth	Average Annual Openings	Average Annual Wage	Entry Annual Wage
Aerospace Engineers	1.66	177	\$81,619	\$58,906
Business Teachers, Postsecondary	3.04	182	\$79,484	\$44,173
Chief Executives	0.96	863	\$169,624	\$95,722
Civil Engineers	2.81	811	\$78,853	\$51,355
Computer Software Engineers, Systems Software	3.36	660	\$83,699	\$56,909
Education Administrators, Elementary and Secondary	1.68	300	\$107,619	\$83,637
Elementary School Teachers, Except Special Education	2.25	3261	\$51,568	\$35,855
Engineering Managers	1.93	179	\$114,358	\$77,917
Environmental Engineers	3.43	176	\$77,147	\$47,112
Environmental Scientists & Specialists, Including Health	1.66	263	\$54,475	\$38,126
Industrial Engineers	3.00	486	\$69,035	\$43,888
Management Analysts	2.51	2239	\$78,770	\$40,082
Mechanical Engineers	1.91	257	\$74,630	\$49,566
Middle School Teachers, Exc. Special & Voc. Education	2.03	1364	\$52,309	\$36,827
Occupational Therapists	2.62	215	\$72,238	\$51,667
Physical Therapists	2.96	500	\$74,922	\$53,186
Physician Assistants	3.41	210	\$84,302	\$57,075
Secondary School Teachers, Exc. Special and Voc. Ed.	1.50	1806	\$54,252	\$38,392
Special Education Teachers, Middle School	2.33	245	\$52,259	\$36,794
Special Education Teachers, Preschool - Elementary	2.86	542	\$53,890	\$39,363

* Criteria: 150 annual openings and above average growth (1.65%) or 360 annual openings and any positive growth, entry wage; \$35,000, mean wage; \$50,000

Florida Department of Education

Establishing Need and Demand for Baccalaureate Degree Programs in the Florida College System

Workforce Estimating Conference February 26, 2009

Dr. Judith Bilsky

Executive Vice Chancellor

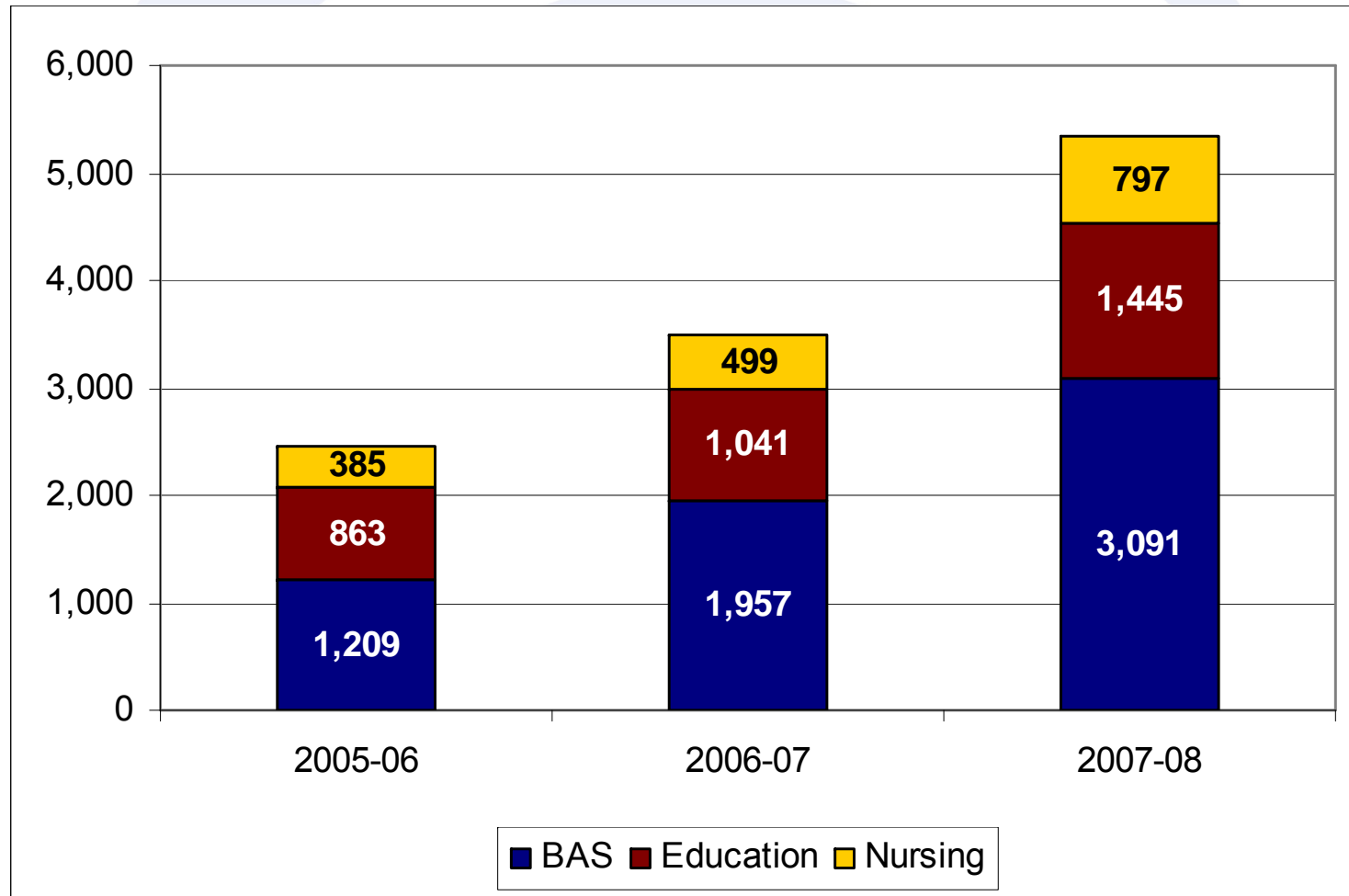
The Florida College System



Our Traditional Mission Supports Offering a Wide-Range of Degree Options

- Providing access to higher education by:
 - Being responsive to local need/demand;
 - Maintaining affordability;
 - Being within commuting distance for geographically bound students;
 - Maintaining “open-door” admissions at the lower division; and
 - Reaching out to underserved/non-traditional populations.

Types of FCS Baccalaureate Programs with Enrollments



FCS Baccalaureate Programs, 2009

	Bachelor of Applied Science Programs	Education Programs	Nursing Program
Broward College	√	√	√
Chipola College	√	√	√
Daytona State College	√	√	
Edison State College	√	√	√
Florida Community College at Jacksonville	√	√	√
Indian River State College	√	√	√
Miami Dade College	√	√	√
Northwest Florida State College	√	√	√
Palm Beach Community College	√		
Polk Community College	√		
Saint Petersburg College	√	√	√
Santa Fe College	√		
Seminole Community College	√		

Proposal Development Process

- College advises Florida Department of Education (DOE), State Universities, and Private Universities and Colleges in service area of its intent to develop a baccalaureate program as authorized by statute 1007.33 F.S., based upon preliminary need/demand analysis:
 - *State Universities have 60 days to respond with alternative plan to meet perceived need;*
 - *If none are submitted, private college and universities have additional 30 days to respond with alternative plan;*
- After 90 days, DOE begins thorough review of baccalaureate proposal material(s) submitted.
- Upon DOE recommendation, State Board of Education approves or disapproves proposed baccalaureate program.

Need/Demand Criteria for Program Approval

- In 2005, the State Board of Education adopted specific, rigorous criteria which colleges must meet and document for baccalaureate approval, --**including a thorough analysis of Workforce Need/Demand:**

Each community college must:

- “Collaborate with its local workforce development board(s), chamber(s) of commerce and/or economic development councils, as well as business and industry partners, to survey service district customers to determine workforce baccalaureate needs and demands.”
- “Contact public and private four-year institutions to determine the viability of having identified needs met via partnership agreements.”

Documenting Labor Market Demand and Education Supply

- ***Establishing Demand...***
- ***Occupational Demand*** represents state, regional, and local employer need for specific education or training in the labor force and includes current and projected growth and job openings.
- *Guidelines/sources of information have been compiled by the DOE Division of Accountability, Research and Measurement for use by community colleges in documenting the need for specific baccalaureate programs.*
 - **Agency for Workforce Innovation, Office of Labor Market Services- <http://www.labormarketinfo.com> - Provides occupational taxonomy for approximately 800 job titles which can be classified by level of education necessary. Updated annually and projected out ten years.**

Resources Used for Labor Market Demand Analysis

- **United State Bureau of Labor Statistics** <http://states.bls.gov/>
 - Provides Occupational Outlook Handbook, Occupational Outlook Quarterly, Wages by Area and Occupation. Specific data for Florida at the state's site for the Bureau of Labor Statistics.
- **U.S. Bureau of Census - Longitudinal Employer - Household Dynamics** <http://lehd.dsd.census.gov/led/>
 - Provides data from decennial census, updated on a quarterly basis. Quarterly workforce indicators (QWI) provide helpful labor market data
- **The Florida Education and Training Placement Information Program (FETPIP)**
 - Maintained by DOE, FETPIP collects follow-up data on career/technical, community college and university disciplines. Useful for examining associate degree disciplines being considered for development into baccalaureate programs.

Resources Used for Labor Market Demand Analysis

- **Consider all geographic aspects of demand**
 - **Local “One Stops”** can provide data on job openings and openings difficult to fill.
 - **Regional Workforce Boards** may be a resource for localized employer demand or initiatives that may generate new demands, business relocations or start-ups.
 - **Chambers of Commerce** may provide data reflecting job growth/local demand & vacancies.
 - **Area Public and Private Colleges and Universities** can provide data regarding any programs, enrollments and completions in identified major.

Documenting Local Labor Market Demand

- **Complement federal, state and local data with surveys of regional employers.**
 - Survey all local, state, federal and private sector entities in service area that could serve as a **source of hiring**;
 - Suggested questions include **pending openings** due to retirements, turnover rate, source of most hires, and questions regarding employer's planned need;
 - Survey prospective students regarding **educational plans** and instructors in related disciplines;
 - **Establish demographic trends**; Include population change, trends in aging, special populations, and income which may impact need/demand.

Determining Labor Market Supply

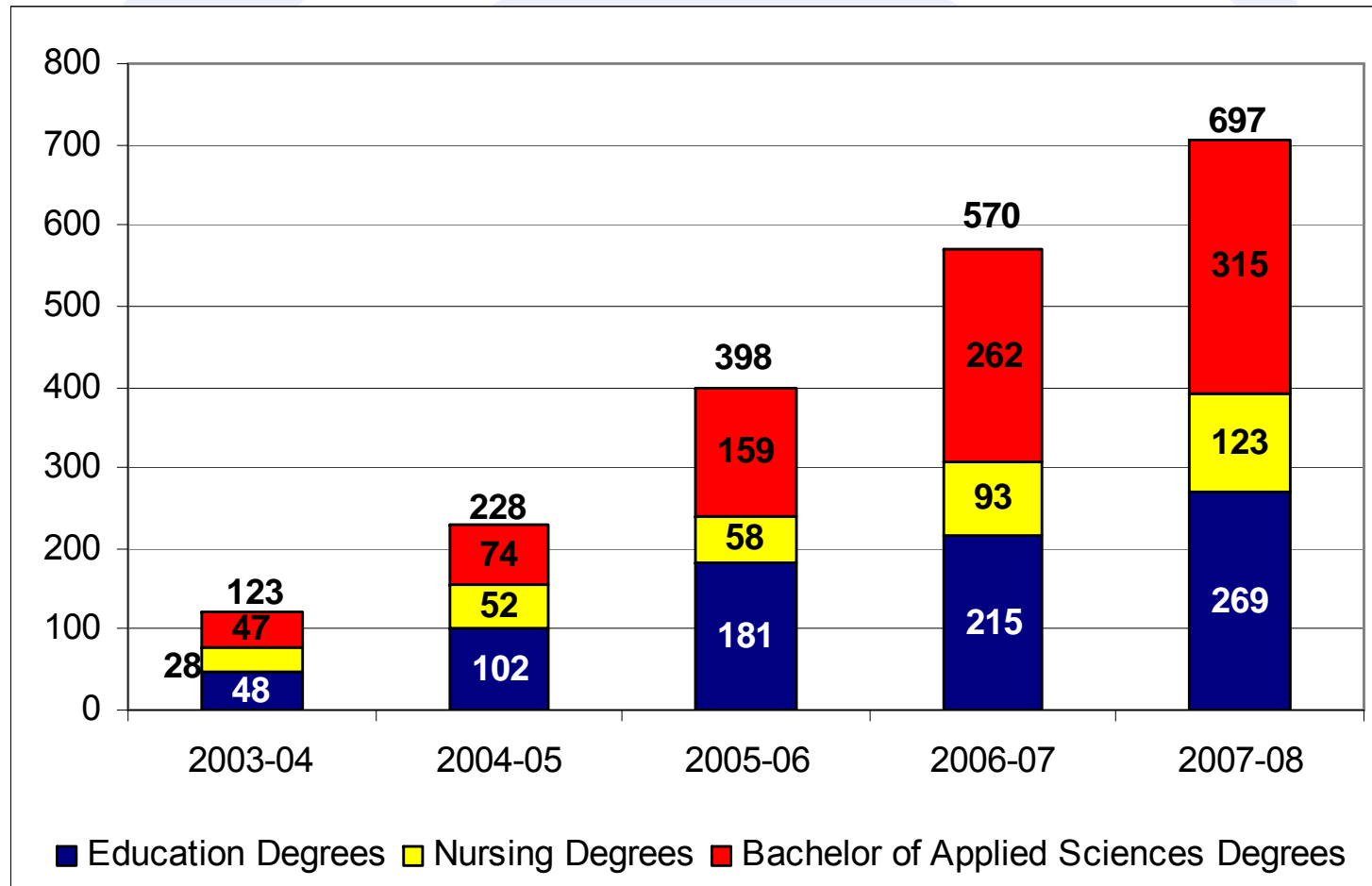
Establishing Supply...

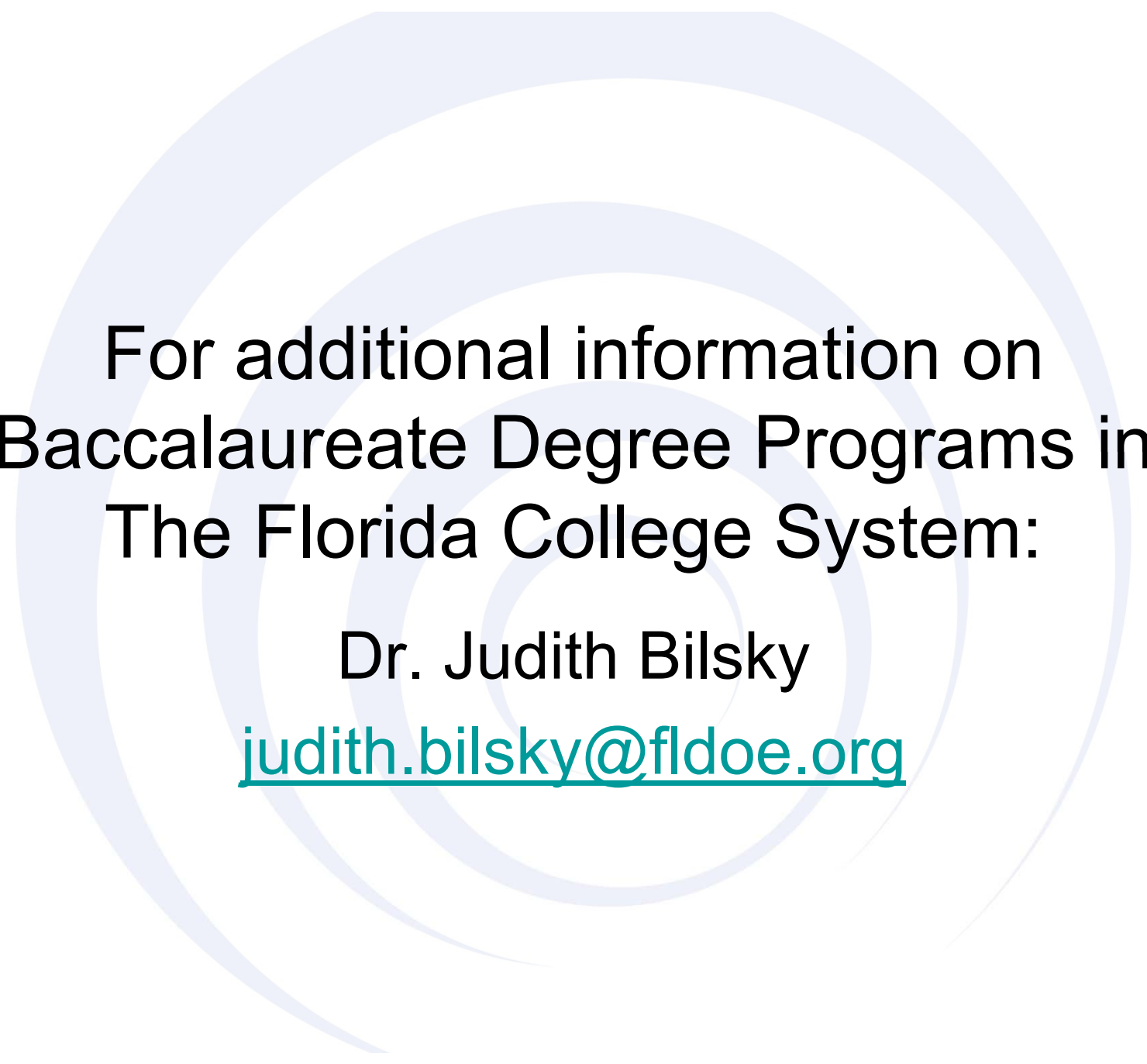
- ***Goal for establishing a new bachelor's degree at the college level is to provide a supply line to the labor force which either does not yet exist, or is not adequate.***
 - *Identify* public, private-non-profit or private–for-profit postsecondary institutions with programs in **same or related disciplines in the service area and/or state.**
 - Examine their **degree or certificate production** and **track record in placing** students.
 - Request their perspective on the demand for educated workers in the discipline area.
 - ***Surveys*** with employers used to assess demand should also include a line of questions designed to elicit information as to ***where most hires come from***, i.e., in or out of state? Which college or university?

Determining Labor Market Supply

- Do a **“gap analysis”** which identifies difference between employer demands for educated workers in the field and the available supply.
- Determine what level of supply the community college can reasonably expect to provide. Include enrollment projections and budget projections.
- **Annually assess program performance** to document viability and cost effectiveness of program. Include an examination of enrollments, retention, completions and placements.

Baccalaureate Degrees Awarded by Type of Program





For additional information on
Baccalaureate Degree Programs in
The Florida College System:

Dr. Judith Bilsky

judith.bilsky@fldoe.org

2009-10 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 1.65% or 360 annual openings with any positive growth
- 3 Mean Wage of \$12.44/hour and Entry Wage of \$10.11/hour
- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$19.49/hour and Entry Wage of \$12.44/hour

SOC Code†	HSHW††	Occupational Title†	Annual Percent Growth	Annual Openings	2008 Hourly Wage		FLDOE Training Code	New to List?
					Mean	Entry		
132011	HSHW	Accountants and Auditors	2.16	3,233	29.34	18.43	4	
113011	HSHW	Administrative Services Managers	1.74	385	43.04	23.69	4	
413011	HSHW	Advertising Sales Agents	2.31	441	23.94	12.56	3	Yes
132021	HSHW	Appraisers and Assessors of Real Estate*	2.03	293	28.92	15.47	3	
173011	HSHW	Architectural and Civil Drafters*	1.88	393	21.00	13.90	3	
274011		Audio and Video Equipment Technicians	3.09	262	17.29	11.82	4	Yes
493023		Automotive Service Technicians and Mechanics	1.59	1,887	17.08	10.48	3	
433031		Bookkeeping, Accounting, and Auditing Clerks	1.91	4,558	15.51	10.88	4	
472021		Brickmasons and Blockmasons*	1.62	373	18.51	12.61	3	Yes
274012		Broadcast Technicians	2.07	182	20.10	11.89	4	Yes
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	1.29	474	19.83	14.68	3	
131199	HSHW	Business Operations Specialists, All Other	3.04	2,831	29.66	17.04	4	
292031		Cardiovascular Technologists and Technicians	2.85	197	19.02	11.26	3	
472031		Carpenters*	1.56	2,286	17.16	11.92	3	
472051		Cement Masons and Concrete Finishers*	1.84	624	15.59	11.40	3	
173022	HSHW	Civil Engineering Technicians*	2.19	213	21.89	15.03	4	
131031	HSHW	Claims Adjusters, Examiners, and Investigators	2.51	1,019	25.73	16.86	3	
272022	HSHW	Coaches and Scouts	1.81	447	24.69	13.32	4	
131072	HSHW	Compensation, Benefits, and Job Analysis Specialists	2.13	181	24.33	16.50	4	
131041	HSHW	Compliance Officers, Exc. Safety, Agri, Constr & Transp.	0.90	370	23.06	15.30	3	
113021	HSHW	Computer and Information Systems Managers	2.25	260	55.14	37.18	4	
151021	HSHW	Computer Programmers	0.07	484	33.26	21.98	3	
151031	HSHW	Computer Software Engineers, Applications	5.12	1,243	37.21	23.34	4	
151041		Computer Support Specialists	1.89	1,518	18.82	12.83	3	
151051	HSHW	Computer Systems Analysts	3.40	1,370	32.59	21.09	4	
474011	HSHW	Construction and Building Inspectors*	2.39	309	25.41	18.21	3	
119021	HSHW	Construction Managers*	2.27	1,510	43.47	25.01	4	
333012		Correctional Officers and Jailers	1.56	1,434	19.14	14.99	3	
131051	HSHW	Cost Estimators*	2.70	625	26.83	16.09	4	
232091		Court Reporters	5.17	161	18.52	11.25	3	Yes
151061	HSHW	Database Administrators	3.31	269	31.70	20.62	4	
319091		Dental Assistants	3.01	723	15.79	12.07	3	
292021	HSHW	Dental Hygienists	3.13	474	28.29	21.45	4	
333021	HSHW	Detectives and Criminal Investigators	1.92	325	29.94	20.87	3	Yes
292032	HSHW	Diagnostic Medical Sonographers	2.38	155	27.47	20.90	3	
472081		Drywall and Ceiling Tile Installers*	2.58	380	16.17	11.47	3	Yes
472111		Electricians*	1.52	1,793	18.88	13.68	3	
492094	HSHW	Electronics Repairers, Commercial and Industrial Equip.*	1.74	282	21.29	14.65	3	Yes
292041		Emergency Medical Technicians and Paramedics	1.88	250	15.68	11.07	4	
131071	HSHW	Employment, Recruitment, and Placement Specialists	0.97	482	22.85	14.31	4	
436011		Executive Secretaries and Administrative Assistants	2.01	3,933	18.44	13.13	3	
132051	HSHW	Financial Analysts	3.44	318	33.64	20.67	4	
113031	HSHW	Financial Managers	1.97	641	50.60	29.52	4	

*These occupations are associated with industries currently in decline and may have an oversupply of trained workers.

2009-10 Florida Statewide Demand Occupations List

Sorted by Occupational Title

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SOC Code†	HSHW††	Occupational Title†	Annual	Annual	2008 Hourly Wage		FLDOE	New
			Percent		Openings	Mean		
332011	HSHW	Fire Fighters	1.28	1,071	22.03	14.20	3	
471011	HSHW	First-Line Superv. of Construction and Extraction Workers*	1.71	1,984	27.89	19.00	4	
351012		First-Line Superv. of Food Preparation & Serving Workers	1.75	1,096	16.25	11.13	3	
371011		First-Line Superv. of Housekeeping & Janitorial Workers	1.71	379	16.45	11.15	3	
371012	HSHW	First-Line Superv. of Landscaping and Groundskeeping	1.91	362	20.65	13.51	3	
531031	HSHW	First-Line Superv. of Material-Moving Vehicle Operators	1.47	413	25.88	16.49	3	
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers*	1.39	870	27.45	18.32	3	
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	1.35	2,574	22.42	14.30	4	
511011	HSHW	First-Line Superv. of Production and Operating Workers	0.64	475	25.55	15.93	3	
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	1.12	903	36.35	20.64	4	
391021	HSHW	First-Line Supervisors of Personal Service Workers	1.32	480	21.40	13.04	3	
411011	HSHW	First-Line Supervisors of Retail Sales Workers	1.19	3,253	21.42	13.30	3	
119051	HSHW	Food Service Managers	1.19	568	26.23	16.47	4	
111021	HSHW	General and Operations Managers	0.89	1,811	49.30	25.16	4	
271024		Graphic Designers	1.63	703	19.11	12.74	4	
499021		Heating, A.C., and Refrigeration Mechanics and Installers*	1.92	953	18.13	12.93	3	
434161		Human Resources Assistants, Exc. Payroll	1.85	285	17.10	12.56	3	
499041	HSHW	Industrial Machinery Mechanics	2.37	384	20.69	14.68	3	Yes
259031	HSHW	Instructional Coordinators	2.68	304	26.36	16.26	4	
413021	HSHW	Insurance Sales Agents	2.47	2,239	27.13	14.03	3	
132053	HSHW	Insurance Underwriters	2.42	300	25.51	16.73	3	
271025	HSHW	Interior Designers*	2.91	324	22.88	12.81	4	
436012		Legal Secretaries	2.84	923	18.48	13.18	3	
292061		Licensed Practical and Licensed Vocational Nurses	1.91	2,346	19.15	15.64	3	
434131		Loan Interviewers and Clerks*	1.83	695	16.02	11.48	3	
132072	HSHW	Loan Officers	3.17	1,309	28.27	15.90	4	
112021	HSHW	Marketing Managers	2.58	282	53.11	28.55	4	
292012		Medical and Clinical Laboratory Technicians	2.06	247	17.79	12.08	4	
292011	HSHW	Medical and Clinical Laboratory Technologists	1.79	312	25.17	19.65	4	
119111	HSHW	Medical and Health Services Managers	2.18	349	47.75	29.07	4	
319092		Medical Assistants	3.83	1,674	13.35	10.43	3	
292071		Medical Records and Health Information Technicians	2.32	465	15.16	10.29	4	
436013		Medical Secretaries	2.11	972	13.45	10.23	3	
319094		Medical Transcriptionists	2.75	221	15.06	12.15	3	
493042		Mobile Heavy Equipment Mechanics, Except Engines*	2.34	225	18.86	13.36	3	Yes
151071	HSHW	Network and Computer Systems Administrators	3.25	780	32.88	21.78	4	
151081	HSHW	Network Systems and Data Communications Analysts	5.27	1,650	30.52	19.39	3	
472073		Operating Engineers/Construction Equipment Operators*	1.82	787	16.60	12.43	3	
472141		Painters, Construction and Maintenance*	2.79	1,469	15.27	11.24	3	
232011	HSHW	Paralegals and Legal Assistants	3.89	1,065	21.67	14.85	3	
132052	HSHW	Personal Financial Advisors	3.16	839	33.21	16.62	4	
372021		Pest Control Workers	1.81	447	14.67	10.19	3	
312021	HSHW	Physical Therapist Assistants	3.19	172	24.29	17.72	4	

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2009-10 Florida Statewide Demand Occupations List

Sorted by Occupational Title

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SOC Code†	HSHW††	Occupational Title†	Annual	Annual	2008 Hourly Wage		FLDOE	New
			Percent		Openings	Mean		
472151		Pipelayers*	1.76	221	15.17	11.74	3	Yes
472161		Plasterers and Stucco Masons*	2.25	257	18.03	12.99	3	Yes
472152		Plumbers, Pipefitters, and Steamfitters*	1.99	1,137	17.94	12.79	3	
333051	HSHW	Police and Sheriff's Patrol Officers	1.25	1,465	24.55	17.37	3	
119141	HSHW	Property, Real Estate & Community Association Managers*	1.25	552	30.46	15.82	4	
273031	HSHW	Public Relations Specialists	2.04	547	26.13	16.15	4	
131023	HSHW	Purchasing Agents, Except Farm Products & Trade	0.96	467	25.39	16.28	4	
292034	HSHW	Radiologic Technologists and Technicians	2.09	466	24.67	18.49	3	
419021	HSHW	Real Estate Brokers*	1.66	445	41.73	14.95	3	Yes
419022		Real Estate Sales Agents*	1.20	1,821	23.74	10.58	3	
291111	HSHW	Registered Nurses	2.66	6,613	29.52	21.65	4	
291126	HSHW	Respiratory Therapists	2.77	282	23.43	18.56	4	
472181		Roofers*	1.96	650	15.68	11.52	3	
112022	HSHW	Sales Managers	1.88	697	59.49	30.75	4	
414011	HSHW	Sales Representatives, Wholesale & Mfg, Tech. & Sci. Products	2.01	1,259	33.78	17.29	3	
414012	HSHW	Sales Representatives, Wholesale and Manufacturing, Other	2.06	4,261	28.04	13.36	3	
413031	HSHW	Securities, and Financial Services Sales Agents	1.50	809	39.44	16.86	4	
492098		Security and Fire Alarm Systems Installers*	2.63	294	16.18	11.74	3	
253021		Self-Enrichment Education Teachers	2.74	534	18.65	10.62	3	Yes
472211		Sheet Metal Workers*	1.81	375	17.04	11.90	3	
211011	HSHW	Substance Abuse and Behavioral Disorder Counselors	2.97	199	19.49	12.69	3	
292055		Surgical Technologists	2.91	327	18.04	13.83	3	
173031		Surveying and Mapping Technicians*	3.40	569	16.32	11.01	3	
171022	HSHW	Surveyors*	3.67	278	26.23	15.59	4	
259041		Teacher Assistants	1.78	1,579	13.94	10.51	3	
472044		Tile and Marble Setters*	3.42	308	16.52	10.36	3	Yes
232093	HSHW	Title Examiners, Abstractors, and Searchers*	1.67	165	19.89	12.85	3	Yes
533032		Truck Drivers, Heavy and Tractor-Trailer	1.32	2,578	16.91	11.73	3	
251194	HSHW	Vocational Education Teachers, Postsecondary	3.10	339	25.62	15.68	3	
514121		Welders, Cutters, Solderers, and Brazers	1.64	529	16.18	11.43	3	

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

††HSHW = High Skill/High Wage.

*These occupations are associated with industries currently in decline and may have an oversupply of trained workers.

Florida Labor Market and Economic Update

Workforce Estimating Conference

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



March 2009



Labor Force Conditions

January 2009, Seasonally Adjusted

	Labor Force	Employment	Unemployment	Unemployment Rate	Year Ago Unemployment Rate
Florida	9,256,000	8,456,000	800,000	8.6	5.0
United States	153,716,000	142,099,000	11,616,000	7.6	4.9

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, released March 6, 2009.

Unemployment Rates in the Ten Most Populous States

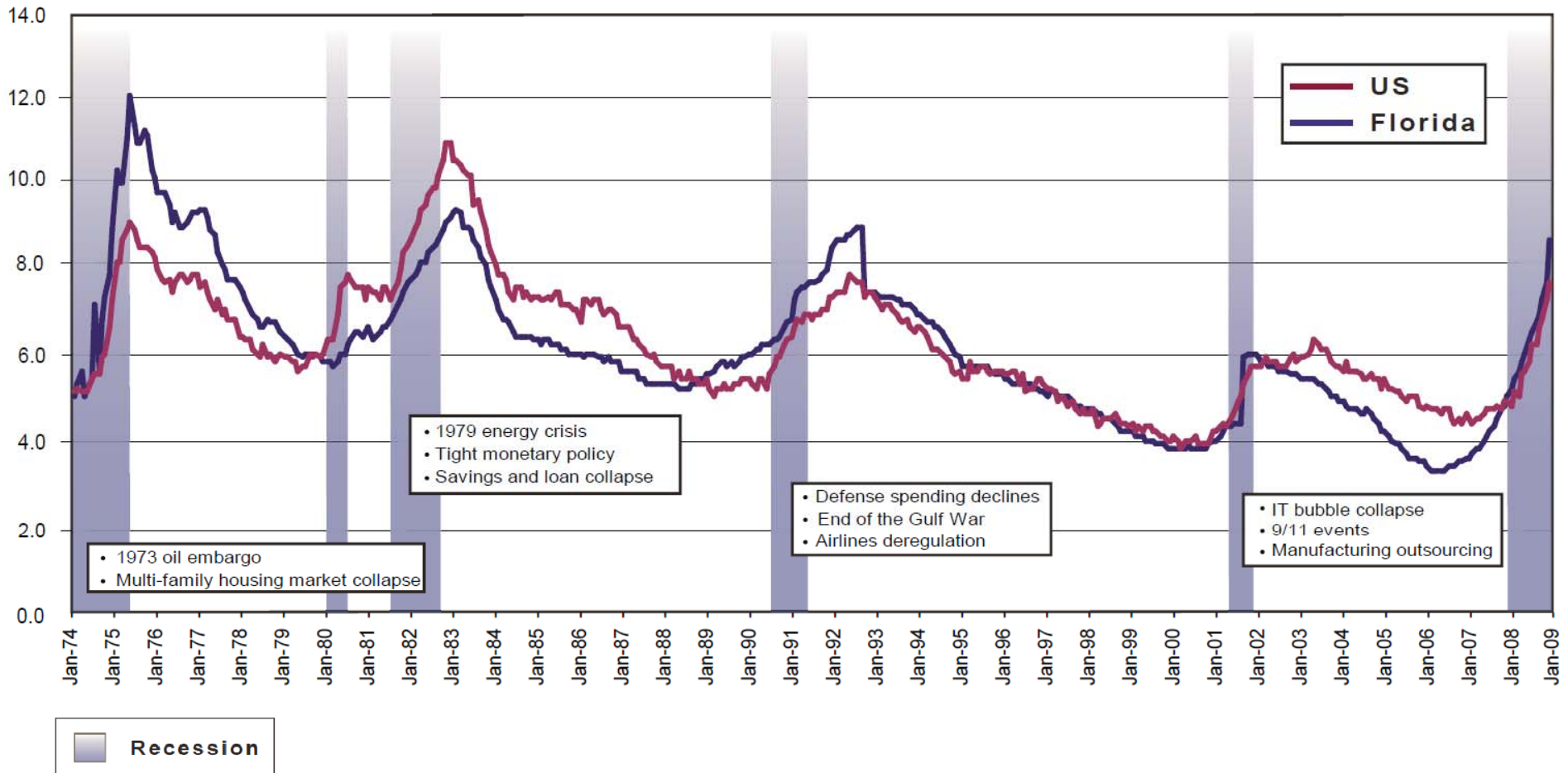
January 2009, Seasonally Adjusted

State	January 2009^p Unemployment Rate (%)	January 2008 Unemployment Rate (%)	Change
Texas	6.4	4.4	2.0
New York	7.0	4.7	2.3
Pennsylvania	7.0	4.6	2.4
Illinois	7.9	5.8	2.1
Florida	8.6	5.0	3.6
Georgia	8.6	5.2	3.4
Ohio	8.8	5.7	3.1
North Carolina	9.7	5.0	4.7
California	10.1	6.1	4.0
Michigan	11.6	7.3	4.3

P = Preliminary

Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center and the U.S. Department of Labor, Bureau of Labor Statistics, Local Area Employment Statistics Program, released March 11, 2009.

Unemployment Rates Florida and United States January 1974 – January 2009 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, released March 6, 2009.

Nonagricultural Employment

Seasonally Adjusted

	January 2009	January 2008	Over-the-Year Change	Over-the-Year Percent Change
Florida	7,557,700	7,913,400	-355,700	-4.5
United States	134,580,000	138,080,000	-3,500,000	-2.5

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, released March 6, 2009.

Employment in the Ten Most Populous States

Seasonally Adjusted

State	January 2008 - January 2009p			
	January 2008p	Percent Change	Level Change	Level Rank
Texas	10,580,700	0.2	19,900	1
New York	8,895,000	-1.2	-104,800	3
Pennsylvania	5,745,700	-1.2	-72,200	2
Illinois	5,820,200	-2.9	-175,100	6
California	14,848,100	-3.3	-494,000	10
Georgia	4,003,100	-3.6	-147,800	4
North Carolina	4,010,200	-3.8	-157,500	5
Ohio	5,212,200	-4.0	-214,800	7
Florida	7,557,700	-4.5	-355,700	8
Michigan	3,977,300	-6.2	-263,800	9

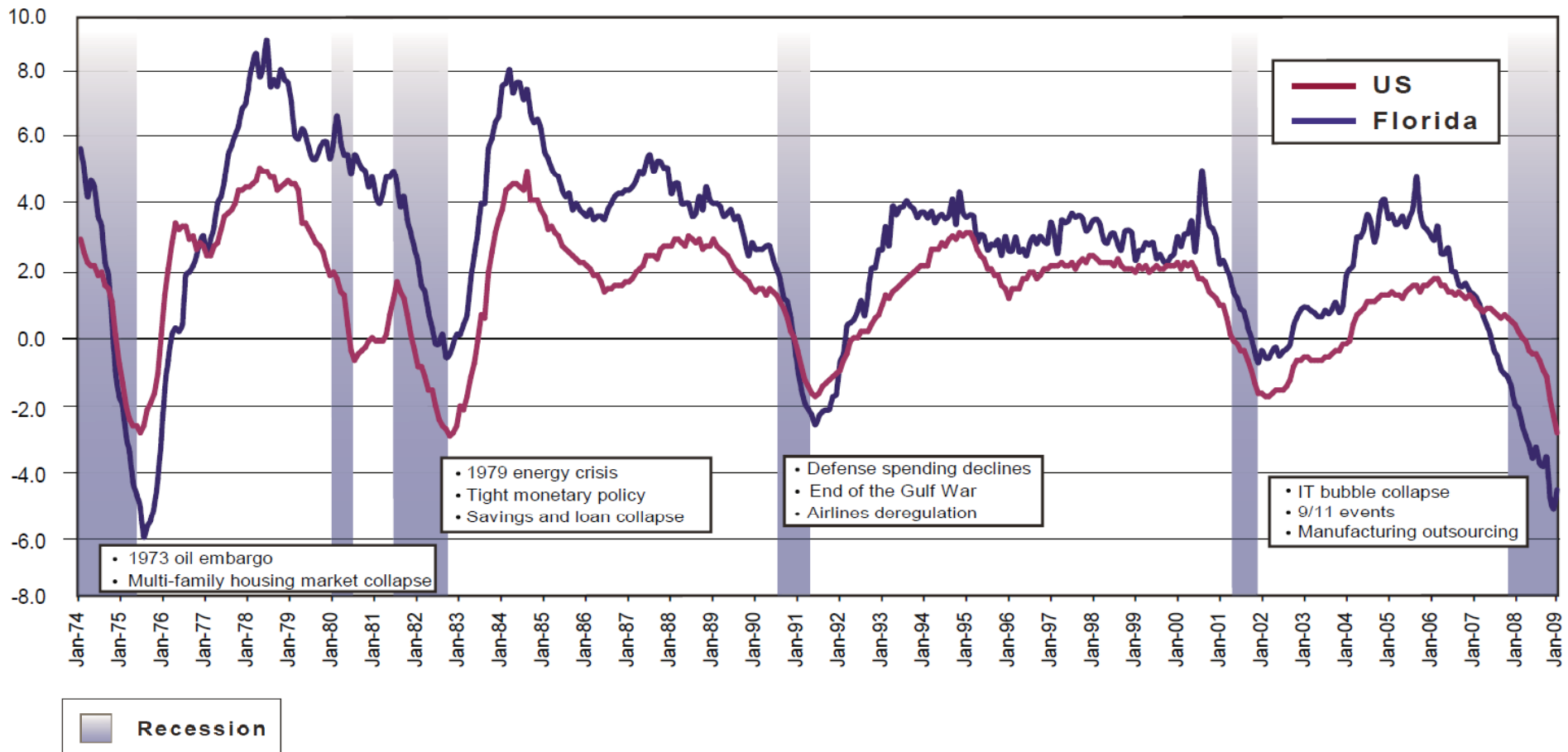
P = Preliminary

Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center and the U.S. Department of Labor, Bureau of Labor Statistics, Current Employment Statistics Program, released March 11, 2009.

Nonagricultural Employment Growth Rates Florida and United States

January 1974 – January 2009

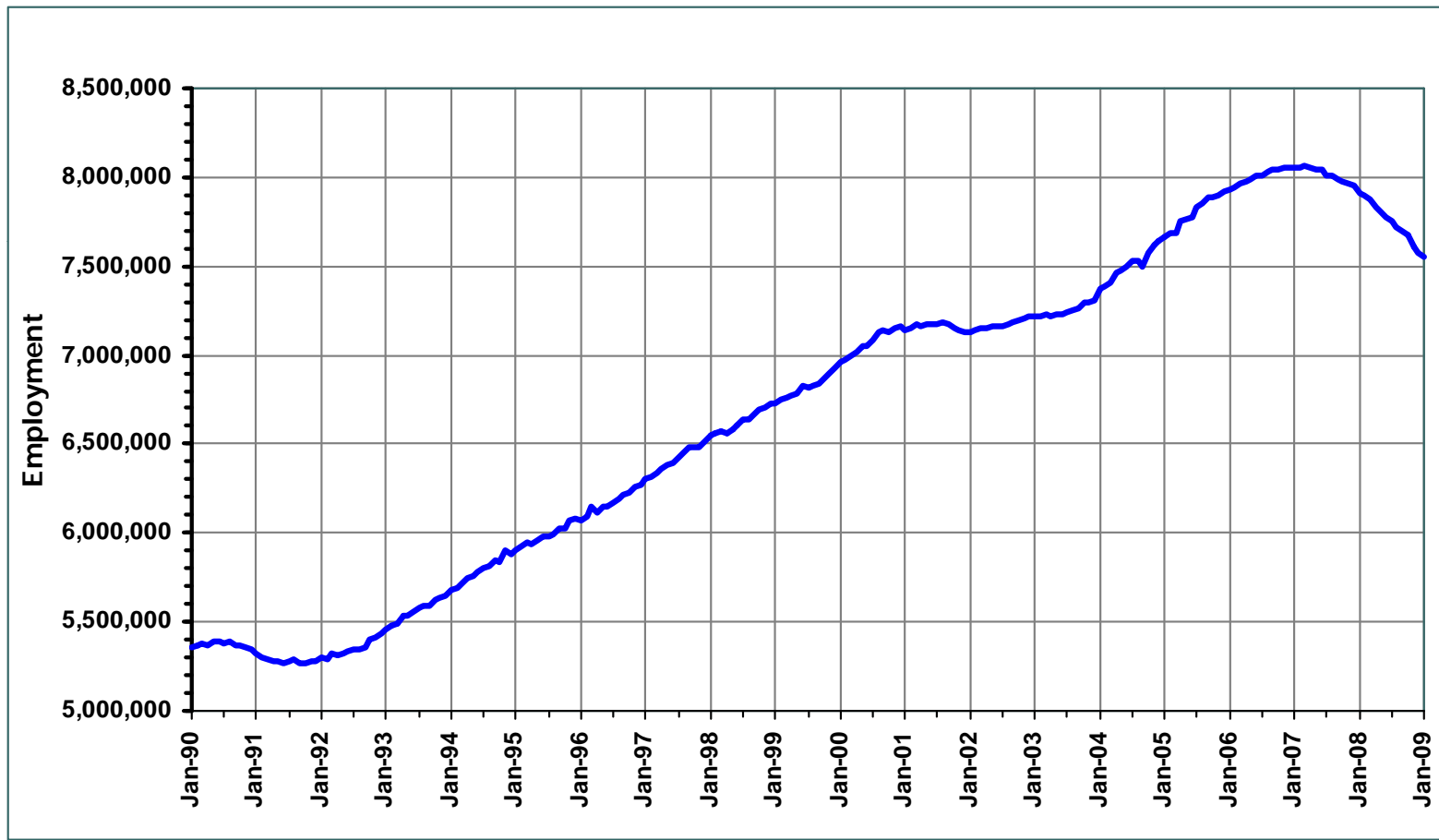
Not Seasonally Adjusted



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, released March 6, 2009.

Florida Nonagricultural Employment

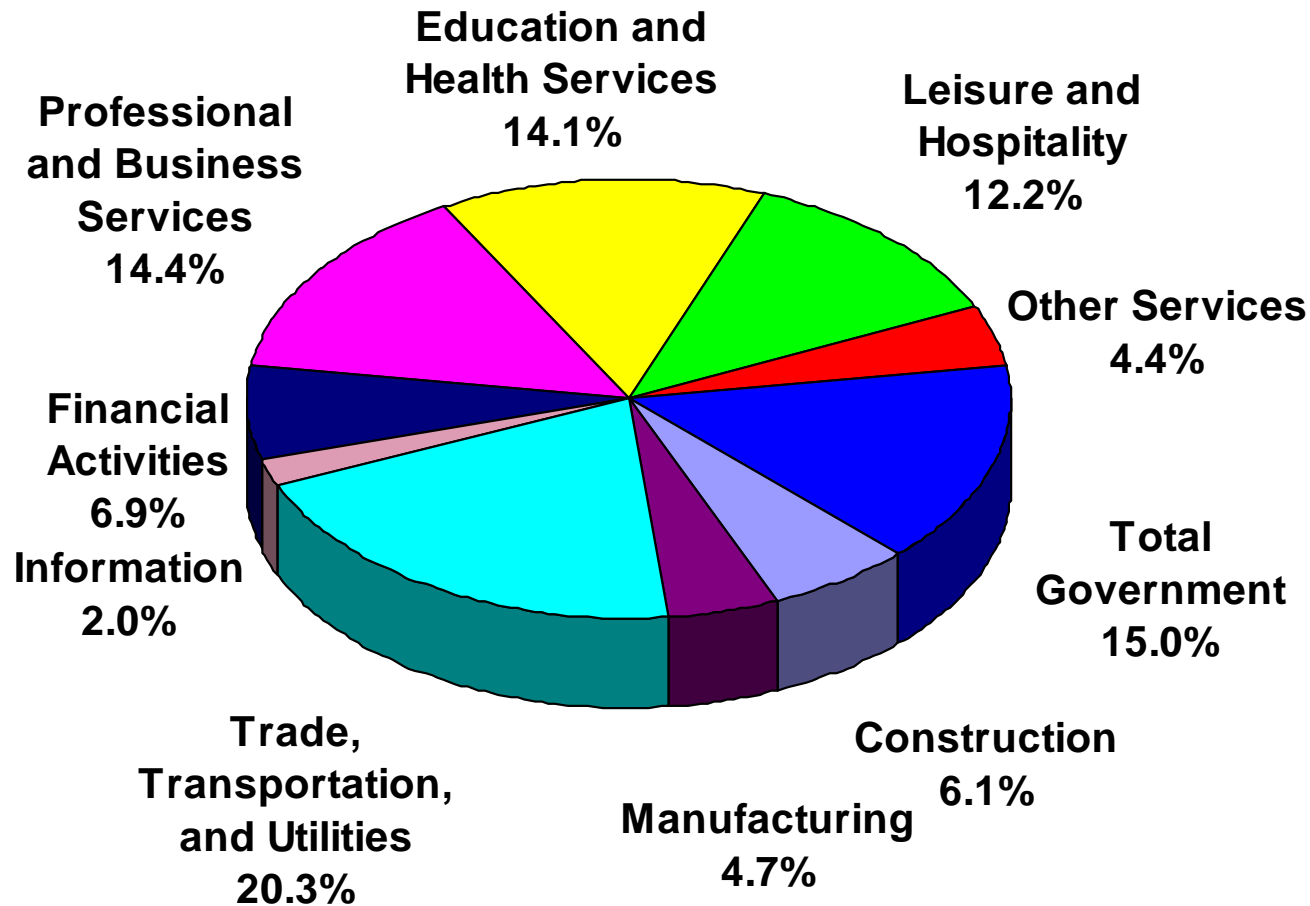
January 1990 – January 2009, Seasonally Adjusted



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, released March 6, 2009.

Florida's Nonagricultural Employment by Industry

January 2009, Seasonally Adjusted

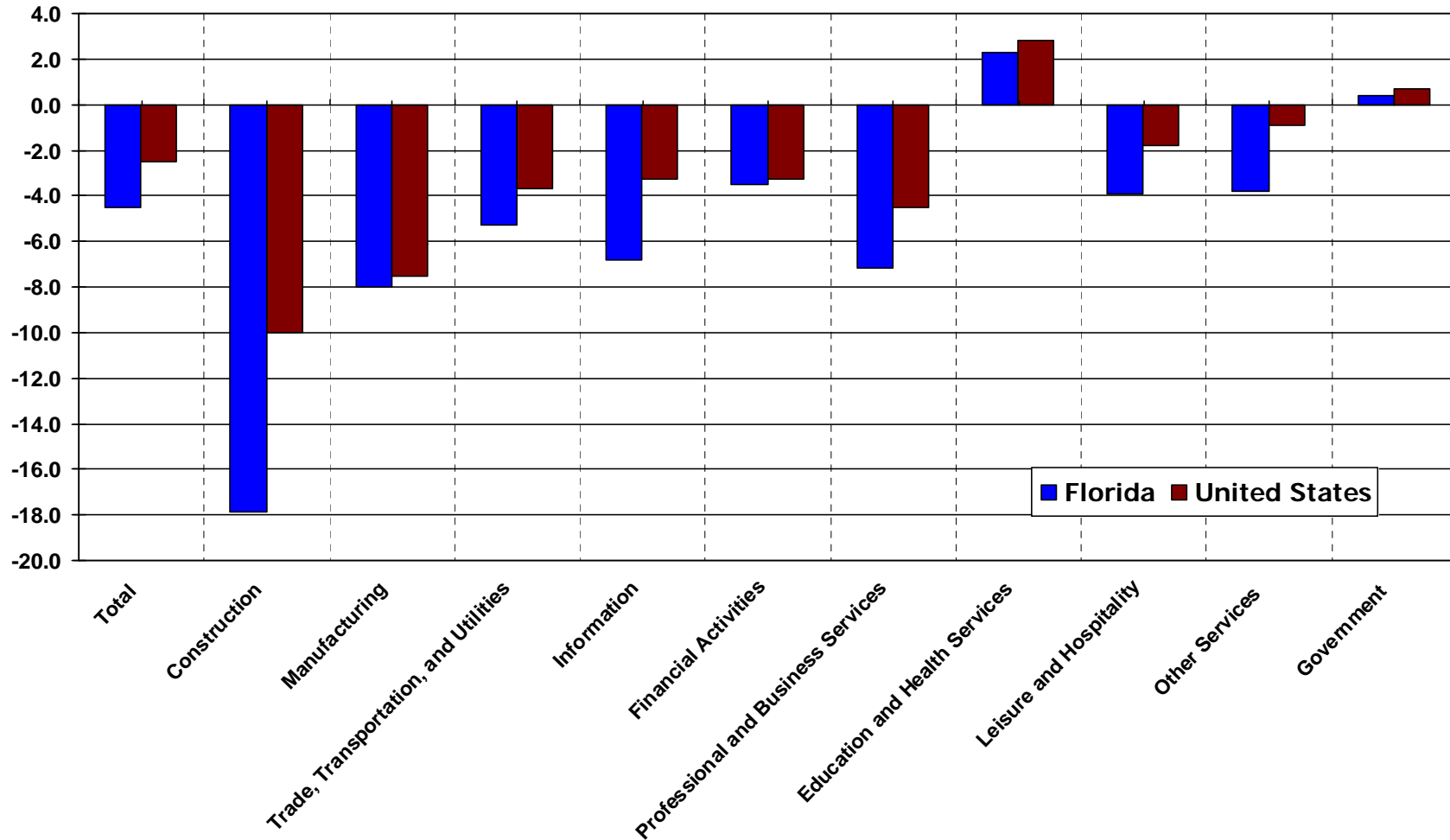


Note: Percents may not add to 100.0 due to rounding.

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, released March 6, 2009.

Nonagricultural Employment by Industry

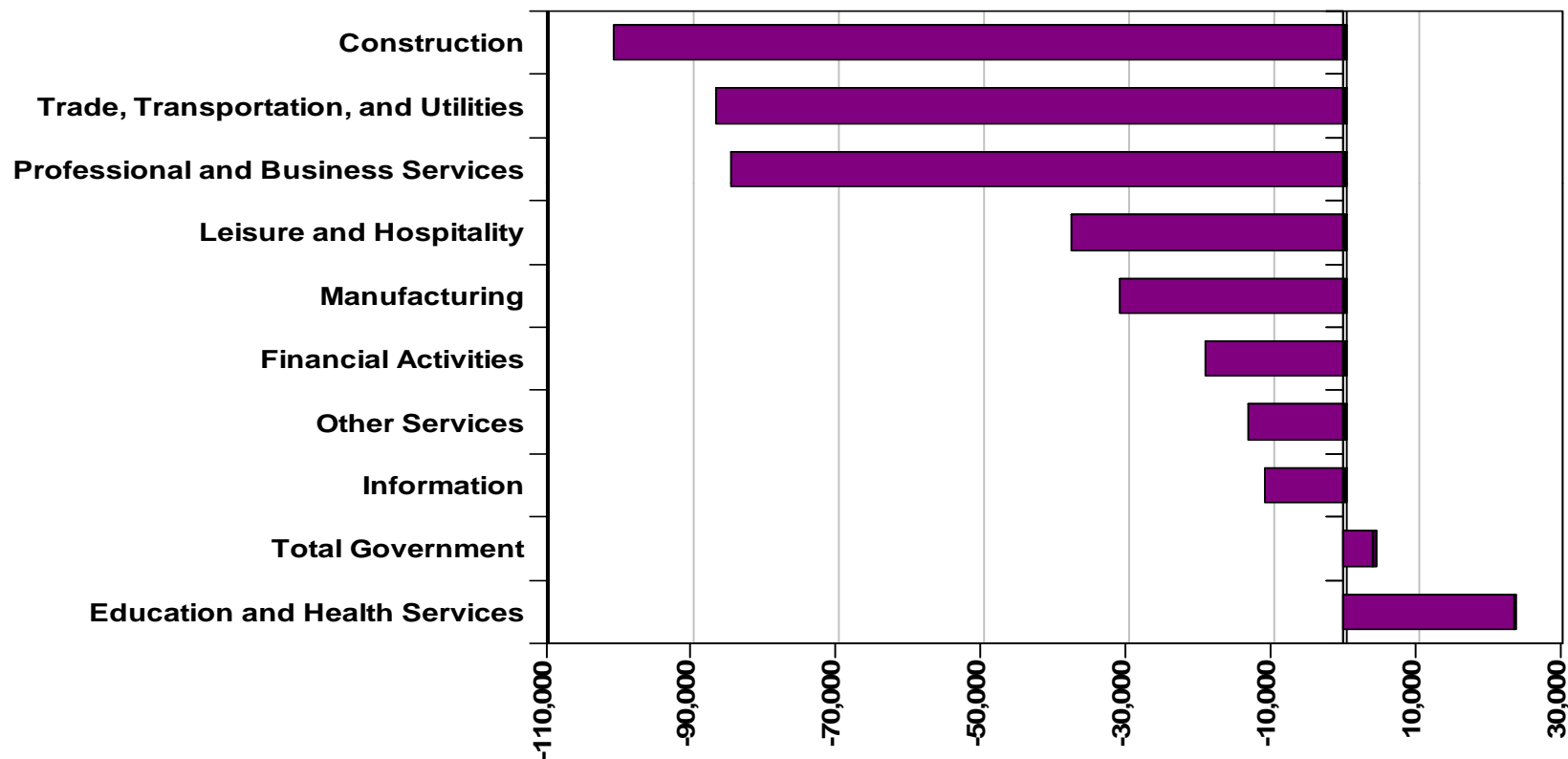
January 2009, Seasonally Adjusted, Over-the-Year Percent Change



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, released March 6, 2009.

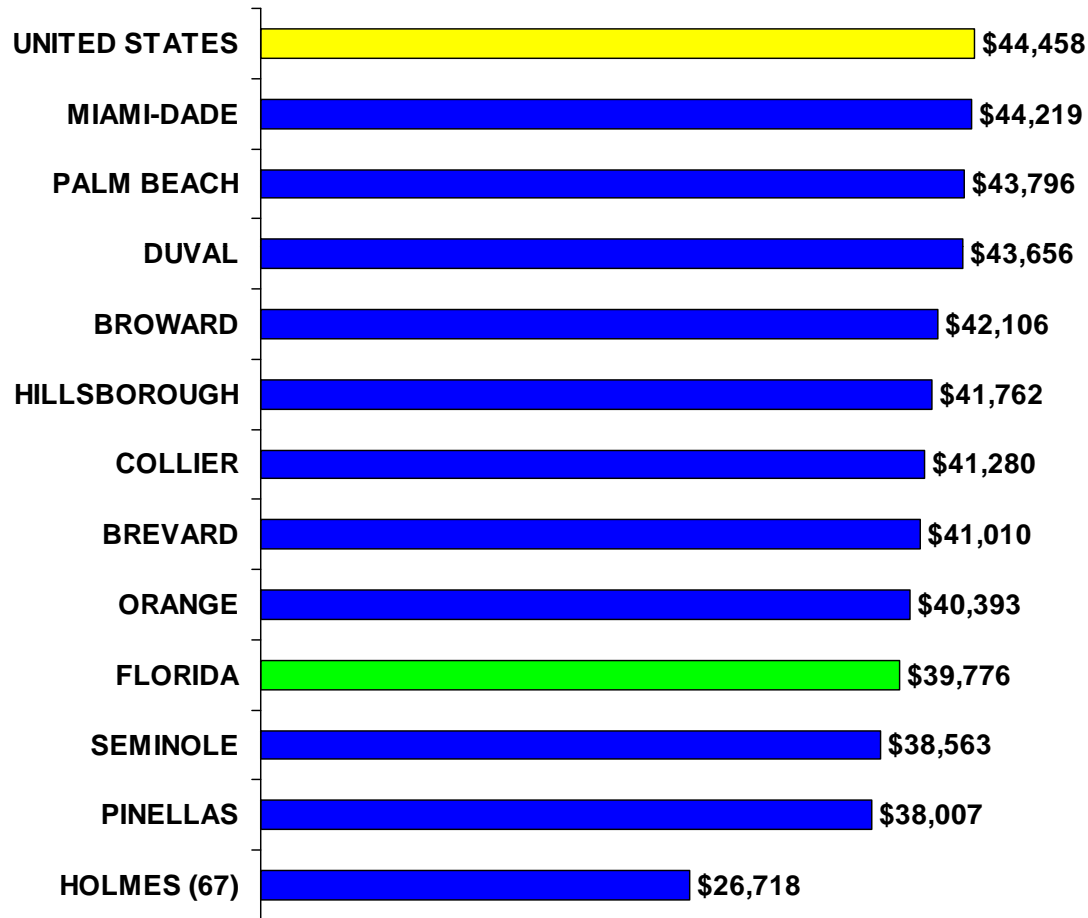
Florida Employment Change by Industry

January 2008 – January 2009, 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, released March 6, 2009.

Florida Average Annual Wages Range from \$44,219 to \$26,718



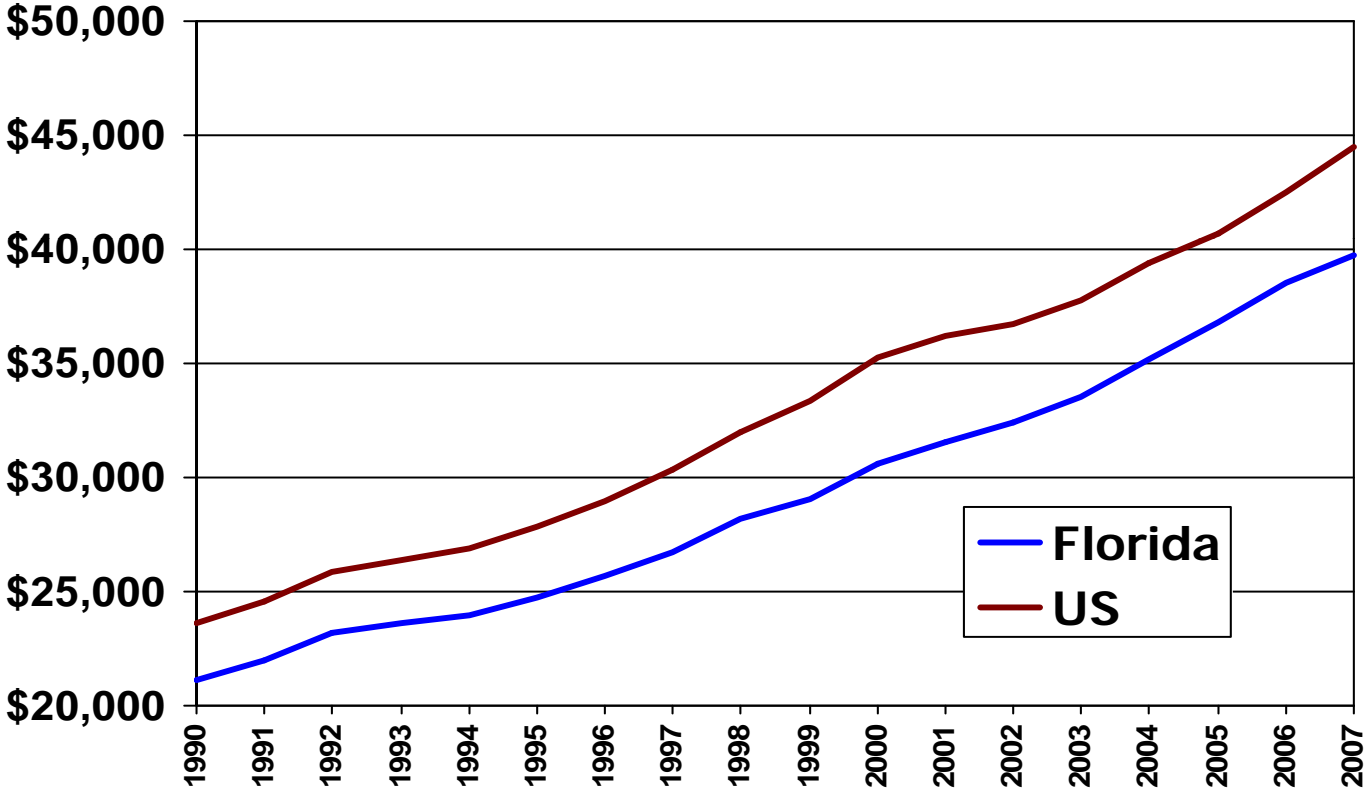
Source: Florida Agency for Workforce Innovation, Labor Market Statistics Center, Quarterly Census of Employment and Wages Program, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics, 2007 Wage Data, released November 2008.

Florida Wages by Industry

Information and Financial Activities Lead the State

Industry	2007 Average Annual Wages
Total, All Industries	\$39,776
Information	\$56,884
Financial Activities	\$56,579
Manufacturing	\$47,492
Government	\$44,959
Professional and Business Services	\$43,907
Construction	\$41,635
Education and Health Services	\$41,146
Trade, Transportation, and Utilities	\$35,942
Other Services	\$27,895
Natural Resources and Mining	\$24,215
Leisure and Hospitality	\$20,823

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, 2007 Wage Data, released November 2008.

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

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<http://www.whatpeopleareasking.com/index.shtm>

