Labor Market Estimating Conference
Executive Summary
July 11, 2025

The Labor Market Estimating Conference (LMEC) met on July 11, 2025, to discuss and adopt official information pursuant to s. 216.136, F.S. This section of the law charges the LMEC with providing long-term strategic direction regarding potential imbalances within Florida's labor market. The objective of each meeting is to focus on these areas of concern. For its new projections, the LMEC used the results from an in-depth analysis of 832 distinct occupations to identify the occupations most at-risk.

1. Statewide Occupational Areas of Concern (by educational requirement and occupational group)

Occupations with gaps were identified by comparing occupational supply and demand in the 10th year of the forecast to determine where projected demand exceeds expected supply by more than 1 percent. This percentage was reduced from the 5 percent adopted at the Conference held on August 21, 2024, primarily due to the increased reliability of the underlying data. Relative to last year, additional panels have been added to the data series that reflect partial information from 2024, thereby reducing the number of assumptions that were previously needed to transition to a functional labor market.

Overall, labor supply is more rigid than demand—at the statewide level, between workforce regions, and among occupations. All else being equal, demand can shift quickly, while supply may lag. Essentially, a gap between the two means that: (1) demand exceeds supply currently and will continue to do so in the future, or (2) the growth in future demand will outpace the likely labor supply for that occupation. These findings were produced by model runs that simulated each occupation's supply and demand trajectories over the forecast period. The overall methodology:

- Used current occupational shares of the labor supply against the latest forecast adopted by the Florida Economic Estimating Conference for all future years. Relative to the prior conference, the overall labor supply has been reduced very slightly in size across the forecast period.
- Selected a base year of potential demand from the following sources: (1) the maximum of 2023 or 2024 reported occupational employment data from the U.S. Bureau of Labor Statistics (BLS); or (2) 2023 or 2022 IMPLAN data for Florida. The governing assumption is that demand must equal or exceed filled jobs. The base year was grown by various rates (predominately population-driven) using the latest forecasts from the Economic and Demographic Estimating Conferences. In some cases, multiple demand sources were used to develop the appropriate starting point and forecast target.

While generally occupations received population-related growth rates targeted to their service area, several unique treatments were applied. First, a separate process was used to identify occupations that are essentially constrained by law to their current size. Eight occupations related to the gambling industry and one occupation under the rubric of legislators were constrained based on this criterion.

Second, as in the prior conference, the Florida Economic Estimating Conference (FEEC) forecast was used to isolate dominant occupations in industries that are likely flat or in decline over the forecast period. Twenty-three additional occupations were identified. These occupations were then held constant to their current employment levels.

Finally, a significant refinement to the prior methodology was introduced as part of this year's analysis. This involved accounting for occupations where employment has exhibited a declining trend over the past ten years and such decline was greater than 50 percent in that period. This process identified an additional 55 such occupations that were held constant to their current employment levels.

Although some occupations have both limited supply and demand, the analysis found that there is reason to believe that a significant gap in supply will exist for 29 out of 832 discrete occupations (3.5 percent). The prior analysis had isolated 85 occupations, with the difference arising from better identification of declining occupations and more stable underlying data. Note that evolving or emerging trends have yet to be addressed. As such, this analysis does not alter the existing economic structure, meaning the results represent foundational imbalances that would be expected to persist into the future, absent intervention.

CONFERENCE ACTION: *The Conference officially adopted 29 discrete occupations as "Statewide Occupational Areas of Concern." See Conference Products for the adopted lists.*

2. Regional Occupational Areas of Concern (by educational requirement)

The regional methodology and process builds off the state assumptions and analysis. However, each regional list is independent of the statewide list of occupational areas of concern. Occupations with gaps were identified for each region by comparing occupational supply and demand in the 10th year of the forecast to determine where projected demand exceeds expected supply by more than 5 percent. The number of occupational areas of concern varies by region from 3 in Region 3 (Chipola) to 162 in Region 17 (Polk).

CONFERENCE ACTION: *The Conference officially adopted "Regional Occupational Areas of Concern" for the 21 Workforce Regions. See Conference Products for the adopted lists.*

3. Critical Occupational Groups of Concern

In the statewide Occupational Areas of Concern analysis, two occupational groups stand out: (1) Healthcare Practitioners and Technical Occupations; and (2) Healthcare Support Occupations. These groups had 11 occupations and 2 occupations, respectively, on the statewide Occupational Areas of Concern list, representing 3.4 percent and 2.1 percent of the total demand for these groups. If these entire occupational groups were considered, there would be an additional 75 occupations proposed for inclusion.

CONFERENCE ACTION: *The Conference deferred further discussion, including possible alternatives, to the next conference.*

The Conference also had separate discussions regarding the potential need for new methodologies for public school teachers and occupations related to dentistry. The principals agreed to continue monitoring these occupations; however, the Conference saw no reason to provide any methodological adjustments at this time.

Looking toward the future, the Conference anticipates having a discussion of emerging and evolving occupations at its next meeting.

Statewide Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
	47-2082	Tapers
	47-2181	Roofers
	47-3016	Helpers--Roofers
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
	39-4012	Crematory Operators
	39-5093	Shampooers
	45-4023	Log Graders and Scalers
	53-4099	Rail Transportation Workers, All Other
Some college, no degree	27-2011	Actors
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	31-1131	Nursing Assistants
	35-2013	Cooks, Private Household
	41-3021	Insurance Sales Agents
	49-2098	Security and Fire Alarm Systems Installers
	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
Associate's degree	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
Bachelor's degree	15-2099	Mathematical Science Occupations, All Other
	29-1125	Recreational Therapists
	29-1141	Registered Nurses
Master's degree	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
Doctoral or professional degree	19-2011	Astronomers
	19-3032	Industrial-Organizational Psychologists
	29-1215	Family Medicine Physicians

Statewide Areas of Concern by Occupational Group

Occupational Group	SOC Code	SOC Title
Computer and Mathematical Occupations	15-2099	Mathematical Science Occupations, All Other
These occupations are 0.0% of Total Demand in FY2033-34		
Life, Physical, and Social Science Occupations	19-2011	Astronomers
These occupations are 0.0% of Total Demand in FY2033-34	19-3032	Industrial-Organizational Psychologists
Arts, Design, Entertainment, Sports, and Media Occupations	27-2011	Actors
These occupations are 0.1% of Total Demand in FY2033-34		
Healthcare Practitioners and Technical Occupations	29-1071	Physician Assistants
These occupations are 3.4% of Total Demand in FY2033-34	29-1125	Recreational Therapists
	29-1141	Registered Nurses
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
	29-1215	Family Medicine Physicians
	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
Healthcare Support Occupations	31-1120	Home Health and Personal Care Aides
These occupations are 2.1% of Total Demand in FY2033-34	31-1131	Nursing Assistants
Food Preparation and Serving Related Occupations	35-2013	Cooks, Private Household
These occupations are 0.0% of Total Demand in FY2033-34		
Personal Care and Service Occupations	39-3091	Amusement and Recreation Attendants
These occupations are 0.5% of Total Demand in FY2033-34	39-4012	Crematory Operators
	39-5093	Shampooers
Sales and Related Occupations	41-3021	Insurance Sales Agents
These occupations are 0.5% of Total Demand in FY2033-34		
Farming, Fishing, and Forestry Occupations	45-4023	Log Graders and Scalers
These occupations are 0.0% of Total Demand in FY2033-34		
Construction and Extraction Occupations	47-2082	Tapers
These occupations are 0.3% of Total Demand in FY2033-34	47-2181	Roofers
	47-3016	Helpers--Roofers
Installation, Maintenance, and Repair Occupations	49-2098	Security and Fire Alarm Systems Installers
These occupations are 0.5% of Total Demand in FY2033-34	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
Transportation and Material Moving Occupations	53-4099	Rail Transportation Workers, All Other
These occupations are 0.0% of Total Demand in FY2033-34		

Demand for the above occupations in FY2033-34 is 7.5% of Total Demand across 832 occupations

Summary of Results

Local Workforce Development Boards		Occupational Areas of Concern
Workforce Region 1	CareerSource Escarosa	17
Workforce Region 2	CareerSource Okaloosa Walton	51
Workforce Region 3	CareerSource Chipola	3
Workforce Region 4	CareerSource Gulf Coast	12
Workforce Region 5	CareerSource Capital Region	12
Workforce Region 6	CareerSource North Florida	5
Workforce Region 8	CareerSource Northeast Florida	80
Workforce Region 10	CareerSource Citrus Levy Marion	37
Workforce Region 12	CareerSource Central Florida	142
Workforce Region 16	CareerSource Pasco Hernando	98
Workforce Region 17	CareerSource Polk	162
Workforce Region 18	CareerSource Suncoast	80
Workforce Region 19	CareerSource Heartland	4
Workforce Region 20	CareerSource Research Coast	79
Workforce Region 21	CareerSource Palm Beach County	23
Workforce Region 22	CareerSource Broward	23
Workforce Region 23	CareerSource South Florida	28
Workforce Region 24	CareerSource Southwest Florida	64
Workforce Region 26	CareerSource North Central Florida	15
Workforce Region 27	CareerSource Brevard Flagler Volusia	41
Workforce Region 28	CareerSource Hillsborough Pinellas	34

Workforce Region 1 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
Some college, no degree	27-2011	Actors
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	31-1131	Nursing Assistants
	35-2013	Cooks, Private Household
Associate's degree	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
Bachelor's degree	25-2057	Special Education Teachers, Middle School
	25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors
	29-1141	Registered Nurses
Master's degree	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
Doctoral or professional degree	29-1215	Family Medicine Physicians

Workforce Region 2 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
	47-2151	Pipelayers
	47-2161	Plasterers and Stucco Masons
	47-2181	Roofers
High school diploma or equivalent	27-1023	Floral Designers
	31-1120	Home Health and Personal Care Aides
	43-5011	Cargo and Freight Agents
	47-2071	Paving, Surfacing, and Tamping Equipment Operators
	47-4090	Miscellaneous Construction and Related Workers
	51-5112	Printing Press Operators
	51-9198	Helpers--Production Workers
	53-2031	Flight Attendants
	53-3052	Bus Drivers, Transit and Intercity
	53-6032	Aircraft Service Attendants
Some college, no degree	27-2011	Actors
	33-1099	First-Line Supervisors of Protective Service Workers, All Other
	43-4121	Library Assistants, Clerical
Postsecondary nondegree award	29-2042	Emergency Medical Technicians
	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	29-9093	Surgical Assistants
	31-1131	Nursing Assistants
	49-2098	Security and Fire Alarm Systems Installers
	51-9161	Computer Numerically Controlled Tool Operators
Associate's degree	17-3021	Aerospace Engineering and Operations Technologists and Technicians
	19-4042	Environmental Science and Protection Technicians, Including Health
	25-4031	Library Technicians
	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
	31-2011	Occupational Therapy Assistants
	49-2091	Avionics Technicians
Bachelor's degree	19-2031	Chemists
	19-4099	Life, Physical, and Social Science Technicians, All Other
	21-1091	Health Education Specialists
	21-1099	Community and Social Service Specialists, All Other
	25-2057	Special Education Teachers, Middle School
	27-1011	Art Directors
	27-3041	Editors
	29-1129	Therapists, All Other
	29-1141	Registered Nurses
	33-1091	First-Line Supervisors of Security Workers
Master's degree	21-1015	Rehabilitation Counselors
	21-2011	Clergy
	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
Doctoral or professional degree	19-3033	Clinical and Counseling Psychologists
	25-1022	Mathematical Science Teachers, Postsecondary
	25-1123	English Language and Literature Teachers, Postsecondary
	29-1215	Family Medicine Physicians

Workforce Region 3 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
Some college, no degree	37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers

Workforce Region 4 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
Some college, no degree	27-2011	Actors
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	31-1131	Nursing Assistants
	49-2098	Security and Fire Alarm Systems Installers
Associate's degree	29-2031	Cardiovascular Technologists and Technicians
	29-2035	Magnetic Resonance Imaging Technologists
Bachelor's degree	29-1141	Registered Nurses
Master's degree	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners

Workforce Region 5 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
	47-2181	Roofers
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
Some college, no degree	27-2011	Actors
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	31-1131	Nursing Assistants
Associate's degree	29-2031	Cardiovascular Technologists and Technicians
Bachelor's degree	29-1125	Recreational Therapists
	29-1141	Registered Nurses
Master's degree	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners

Workforce Region 6 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
Some college, no degree	37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers
Postsecondary nondegree award	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
Master's degree	29-1171	Nurse Practitioners

Workforce Region 8 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	37-3019	Grounds Maintenance Workers, All Other
	39-3091	Amusement and Recreation Attendants
	45-2091	Agricultural Equipment Operators
	47-2082	Tapers
	47-3016	Helpers--Roofers
	51-6051	Sewers, Hand
	51-9022	Grinding and Polishing Workers, Hand
High school diploma or equivalent	27-2031	Dancers
	31-1120	Home Health and Personal Care Aides
	33-3041	Parking Enforcement Workers
	39-5093	Shampooers
	43-5041	Meter Readers, Utilities
	45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers
	45-4022	Logging Equipment Operators
	47-2011	Boilermakers
	47-2022	Stonemasons
	47-2072	Pile Driver Operators
	47-4061	Rail-Track Laying and Maintenance Equipment Operators
	49-3041	Farm Equipment Mechanics and Service Technicians
	49-3091	Bicycle Repairers
	49-9069	Precision Instrument and Equipment Repairers, All Other
	49-9097	Signal and Track Switch Repairers
	51-3093	Food Cooking Machine Operators and Tenders
	51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
	51-4051	Metal-Refining Furnace Operators and Tenders
	51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic
	51-6099	Textile, Apparel, and Furnishings Workers, All Other
	51-8012	Power Distributors and Dispatchers
	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers
	51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
	53-6099	Transportation Workers, All Other
Some college, no degree	27-1019	Artists and Related Workers, All Other
	27-2011	Actors
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	31-1131	Nursing Assistants
	33-9011	Animal Control Workers
	35-2013	Cooks, Private Household
	51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
	51-4111	Tool and Die Makers
	51-8099	Plant and System Operators, All Other
Associate's degree	17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians
	17-3025	Environmental Engineering Technologists and Technicians
	17-3028	Calibration Technologists and Technicians
	19-4013	Food Science Technicians
	27-4014	Sound Engineering Technicians
	27-4015	Lighting Technicians
	27-4099	Media and Communication Equipment Workers, All Other
	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
	49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers
	51-9162	Computer Numerically Controlled Tool Programmers
Bachelor's degree	11-9161	Emergency Management Directors
	15-2099	Mathematical Science Occupations, All Other
	17-1021	Cartographers and Photogrammetrists
	17-2131	Materials Engineers
	19-1013	Soil and Plant Scientists
	19-1031	Conservation Scientists
	19-1032	Foresters
	19-2021	Atmospheric and Space Scientists
	19-2099	Physical Scientists, All Other
	29-1125	Recreational Therapists
	29-1141	Registered Nurses
	33-3031	Fish and Game Wardens
	45-2011	Agricultural Inspectors

Workforce Region 8 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
Master's degree	15-2041	Statisticians
	19-3011	Economists
	19-3091	Anthropologists and Archeologists
	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
	29-1299	Healthcare Diagnosing or Treating Practitioners, All Other
	29-2091	Orthotists and Prosthetists
Doctoral or professional degree	19-1021	Biochemists and Biophysicists
	19-2011	Astronomers
	19-3032	Industrial-Organizational Psychologists
	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers
	29-1023	Orthodontists
	29-1215	Family Medicine Physicians

Workforce Region 10 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
	53-3054	Taxi Drivers
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
	39-4012	Crematory Operators
	39-6012	Concierges
	45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers
	49-3041	Farm Equipment Mechanics and Service Technicians
	53-3052	Bus Drivers, Transit and Intercity
	53-7021	Crane and Tower Operators
Some college, no degree	27-2011	Actors
	27-2099	Entertainers and Performers, Sports and Related Workers, All Other
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	29-9021	Health Information Technologists and Medical Registrars
	31-1131	Nursing Assistants
	31-9094	Medical Transcriptionists
	35-2013	Cooks, Private Household
	49-2098	Security and Fire Alarm Systems Installers
	49-9031	Home Appliance Repairers
Associate's degree	15-1255	Web and Digital Interface Designers
	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
Bachelor's degree	11-9121	Natural Sciences Managers
	13-2031	Budget Analysts
	15-1242	Database Administrators
	21-1091	Health Education Specialists
	27-3041	Editors
	29-1141	Registered Nurses
	33-3031	Fish and Game Wardens
Master's degree	19-3051	Urban and Regional Planners
	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
Doctoral or professional degree	29-1213	Dermatologists
	29-1215	Family Medicine Physicians
	29-1216	General Internal Medicine Physicians

Workforce Region 12 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	35-2019	Cooks, All Other
	39-3091	Amusement and Recreation Attendants
	45-2099	Agricultural Workers, All Other
	47-2043	Floor Sanders and Finishers
	47-2082	Tapers
	47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons
	47-3016	Helpers--Roofers
	51-3099	Food Processing Workers, All Other
	51-6051	Sewers, Hand
	51-9022	Grinding and Polishing Workers, Hand
	51-9031	Cutters and Trimmers, Hand
	53-7011	Conveyor Operators and Tenders
	53-7121	Tank Car, Truck, and Ship Loaders
High school diploma or equivalent	11-9131	Postmasters and Mail Superintendents
	31-1120	Home Health and Personal Care Aides
	33-3011	Bailiffs
	33-3041	Parking Enforcement Workers
	39-4012	Crematory Operators
	39-5093	Shampooers
	45-4022	Logging Equipment Operators
	47-2011	Boilermakers
	47-2022	Stonemasons
	47-2072	Pile Driver Operators
	47-4061	Rail-Track Laying and Maintenance Equipment Operators
	47-5032	Explosives Workers, Ordnance Handling Experts, and Blasters
	47-5081	Helpers--Extraction Workers
	49-3043	Rail Car Repairers
	49-3052	Motorcycle Mechanics
	49-9069	Precision Instrument and Equipment Repairers, All Other
	49-9096	Riggers
	49-9097	Signal and Track Switch Repairers
	51-2031	Engine and Other Machine Assemblers
	51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
	51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
	51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	51-4051	Metal-Refining Furnace Operators and Tenders
	51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic
	51-6041	Shoe and Leather Workers and Repairers
	51-6062	Textile Cutting Machine Setters, Operators, and Tenders
	51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders
	51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers
	51-6099	Textile, Apparel, and Furnishings Workers, All Other
	51-7099	Woodworkers, All Other
	51-8012	Power Distributors and Dispatchers
	51-8092	Gas Plant Operators
	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers
	51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
	51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
	51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders
	51-9194	Etchers and Engravers
	53-1041	Aircraft Cargo Handling Supervisors
	53-4011	Locomotive Engineers
	53-4099	Rail Transportation Workers, All Other
	53-6011	Bridge and Lock Tenders
	53-6051	Transportation Inspectors
	53-6099	Transportation Workers, All Other
	53-7071	Gas Compressor and Gas Pumping Station Operators
	53-7072	Pump Operators, Except Wellhead Pumpers
Some college, no degree	27-1019	Artists and Related Workers, All Other
	27-2011	Actors
	27-2032	Choreographers

Workforce Region 12 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
Postsecondary nondegree award	29-2036	Medical Dosimetrists
	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	29-9099	Healthcare Practitioners and Technical Workers, All Other
	31-1131	Nursing Assistants
	31-2022	Physical Therapist Aides
	33-9011	Animal Control Workers
	35-2013	Cooks, Private Household
	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
	49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles
	51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
	51-8099	Plant and System Operators, All Other
	51-9082	Medical Appliance Technicians
	53-5031	Ship Engineers
Associate's degree	17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians
	17-3025	Environmental Engineering Technologists and Technicians
	17-3027	Mechanical Engineering Technologists and Technicians
	17-3028	Calibration Technologists and Technicians
	19-4012	Agricultural Technicians
	19-4043	Geological Technicians, Except Hydrologic Technicians
	27-4099	Media and Communication Equipment Workers, All Other
	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
	39-4011	Embalmers
	49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers
	51-9162	Computer Numerically Controlled Tool Programmers
	53-6041	Traffic Technicians
Bachelor's degree	11-2033	Fundraising Managers
	11-9161	Emergency Management Directors
	15-2099	Mathematical Science Occupations, All Other
	17-1021	Cartographers and Photogrammetrists
	17-2031	Bioengineers and Biomedical Engineers
	17-2121	Marine Engineers and Naval Architects
	17-2131	Materials Engineers
	17-2161	Nuclear Engineers
	19-1012	Food Scientists and Technologists
	19-1013	Soil and Plant Scientists
	19-1032	Foresters
	19-2021	Atmospheric and Space Scientists
	19-2031	Chemists
	19-2042	Geoscientists, Except Hydrologists and Geographers
	19-2043	Hydrologists
	19-2099	Physical Scientists, All Other
	19-4061	Social Science Research Assistants
	29-1125	Recreational Therapists
	29-1129	Therapists, All Other
	29-1141	Registered Nurses
	33-3031	Fish and Game Wardens
	43-9081	Proofreaders and Copy Markers
	45-2011	Agricultural Inspectors

Workforce Region 12 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
Master's degree	15-2041	Statisticians
	19-1022	Microbiologists
	19-1023	Zoologists and Wildlife Biologists
	19-3011	Economists
	19-3022	Survey Researchers
	19-3041	Sociologists
	19-3091	Anthropologists and Archeologists
	19-3093	Historians
	19-3094	Political Scientists
	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1161	Nurse Midwives
	29-1171	Nurse Practitioners
	29-1299	Healthcare Diagnosing or Treating Practitioners, All Other
	29-2091	Orthotists and Prosthetists
Doctoral or professional degree	19-1021	Biochemists and Biophysicists
	19-1041	Epidemiologists
	19-2011	Astronomers
	19-3032	Industrial-Organizational Psychologists
	19-3033	Clinical and Counseling Psychologists
	23-1012	Judicial Law Clerks
	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers
	25-1053	Environmental Science Teachers, Postsecondary
	25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary
	29-1022	Oral and Maxillofacial Surgeons
	29-1023	Orthodontists
	29-1029	Dentists, All Other Specialists
	29-1215	Family Medicine Physicians
	29-1217	Neurologists
	29-1218	Obstetricians and Gynecologists

Workforce Region 16 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
	41-9011	Demonstrators and Product Promoters
	47-2041	Carpet Installers
	47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles
	47-4031	Fence Erectors
	51-6052	Tailors, Dressmakers, and Custom Sewers
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
	31-1133	Psychiatric Aides
	39-4012	Crematory Operators
	39-5093	Shampooers
	39-6011	Baggage Porters and Bellhops
	43-4181	Reservation and Transportation Ticket Agents and Travel Clerks
	43-5041	Meter Readers, Utilities
	43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service
	47-2131	Insulation Workers, Floor, Ceiling, and Wall
	47-2231	Solar Photovoltaic Installers
	47-4071	Septic Tank Servicers and Sewer Pipe Cleaners
	47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining
	47-5023	Earth Drillers, Except Oil and Gas
	49-3092	Recreational Vehicle Service Technicians
	49-9011	Mechanical Door Repairers
	49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers
	49-9094	Locksmiths and Safe Repairers
	51-2041	Structural Metal Fabricators and Fitters
	51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	51-7021	Furniture Finishers
	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders
	51-9071	Jewelers and Precious Stone and Metal Workers
	51-9083	Ophthalmic Laboratory Technicians
	51-9123	Painting, Coating, and Decorating Workers
	53-7021	Crane and Tower Operators
Some college, no degree	27-2011	Actors
	43-3099	Financial Clerks, All Other
	43-4011	Brokerage Clerks
	43-4121	Library Assistants, Clerical
Postsecondary nondegree award	27-3092	Court Reporters and Simultaneous Captioners
	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	29-9099	Healthcare Practitioners and Technical Workers, All Other
	31-1131	Nursing Assistants
	35-2013	Cooks, Private Household
	47-4021	Elevator and Escalator Installers and Repairers
	49-9012	Control and Valve Installers and Repairers, Except Mechanical Door
	53-2012	Commercial Pilots
Associate's degree	17-3013	Mechanical Drafters
	17-3022	Civil Engineering Technologists and Technicians
	17-3026	Industrial Engineering Technologists and Technicians
	19-4042	Environmental Science and Protection Technicians, Including Health
	29-1124	Radiation Therapists
	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
	29-2051	Dietetic Technicians
	39-4031	Morticians, Undertakers, and Funeral Arrangers
	49-3011	Aircraft Mechanics and Service Technicians

Workforce Region 16 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
Bachelor's degree	11-3131	Training and Development Managers
	11-9072	Entertainment and Recreation Managers, Except Gambling
	11-9161	Emergency Management Directors
	13-1131	Fundraisers
	13-2031	Budget Analysts
	13-2054	Financial Risk Specialists
	13-2061	Financial Examiners
	13-2071	Credit Counselors
	17-1012	Landscape Architects
	17-2061	Computer Hardware Engineers
	19-1029	Biological Scientists, All Other
	19-4021	Biological Technicians
	19-4099	Life, Physical, and Social Science Technicians, All Other
	21-1094	Community Health Workers
	25-2051	Special Education Teachers, Preschool
	25-2052	Special Education Teachers, Kindergarten and Elementary School
	25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors
	27-1014	Special Effects Artists and Animators
	27-2041	Music Directors and Composers
	27-3042	Technical Writers
	27-4031	Camera Operators, Television, Video, and Film
	27-4032	Film and Video Editors
	29-1141	Registered Nurses
	33-1091	First-Line Supervisors of Security Workers
	41-9031	Sales Engineers
Master's degree	25-9021	Farm and Home Management Educators
	29-1071	Physician Assistants
	29-1128	Exercise Physiologists
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
	29-1291	Acupuncturists
Doctoral or professional degree	19-3033	Clinical and Counseling Psychologists
	29-1081	Podiatrists
	29-1212	Cardiologists
	29-1215	Family Medicine Physicians
	29-1221	Pediatricians, General
	29-1222	Physicians, Pathologists
	29-1223	Psychiatrists
	29-1224	Radiologists
	29-1241	Ophthalmologists, Except Pediatric
	29-1242	Orthopedic Surgeons, Except Pediatric

Workforce Region 17 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	35-9099	Food Preparation and Serving Related Workers, All Other
	37-2019	Building Cleaning Workers, All Other
	39-3091	Amusement and Recreation Attendants
	45-2091	Agricultural Equipment Operators
	47-2041	Carpet Installers
	47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles
	47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters
	47-3016	Helpers--Roofers
	47-4031	Fence Erectors
	51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
	51-3099	Food Processing Workers, All Other
	51-6021	Pressers, Textile, Garment, and Related Materials
	53-7011	Conveyor Operators and Tenders
	53-7121	Tank Car, Truck, and Ship Loaders
	53-7199	Material Moving Workers, All Other
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
	31-1132	Orderlies
	31-1133	Psychiatric Aides
	31-9093	Medical Equipment Preparers
	31-9099	Healthcare Support Workers, All Other
	33-3012	Correctional Officers and Jailers
	33-9093	Transportation Security Screeners
	33-9099	Protective Service Workers, All Other
	39-4021	Funeral Attendants
	39-6011	Baggage Porters and Bellhops
	39-7010	Tour and Travel Guides
	43-4181	Reservation and Transportation Ticket Agents and Travel Clerks
	43-5011	Cargo and Freight Agents
	43-5041	Meter Readers, Utilities
	43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service
	45-4023	Log Graders and Scalers
	47-2131	Insulation Workers, Floor, Ceiling, and Wall
	47-2132	Insulation Workers, Mechanical
	47-2171	Reinforcing Iron and Rebar Workers
	47-4051	Highway Maintenance Workers
	47-5081	Helpers--Extraction Workers
	49-3041	Farm Equipment Mechanics and Service Technicians
	49-3092	Recreational Vehicle Service Technicians
	49-9011	Mechanical Door Repairers
	51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers
	51-2031	Engine and Other Machine Assemblers
	51-3093	Food Cooking Machine Operators and Tenders
	51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
	51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and F
	51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	51-4199	Metal Workers and Plastic Workers, All Other
	51-6093	Upholsterers
	51-7021	Furniture Finishers
	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood
	51-7099	Woodworkers, All Other
	51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
	51-9071	Jewelers and Precious Stone and Metal Workers
	51-9083	Ophthalmic Laboratory Technicians
	51-9123	Painting, Coating, and Decorating Workers
	51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders
	53-3052	Bus Drivers, Transit and Intercity
	53-4031	Railroad Conductors and Yardmasters
	53-6032	Aircraft Service Attendants
	53-6051	Transportation Inspectors
	53-7021	Crane and Tower Operators
	53-7072	Pump Operators, Except Wellhead Pumpers
Some college, no degree	27-1012	Craft Artists
	27-2011	Actors
	33-1099	First-Line Supervisors of Protective Service Workers, All Other
	33-3021	Detectives and Criminal Investigators
	43-4011	Brokerage Clerks
	43-4121	Library Assistants, Clerical

Workforce Region 17 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
Postsecondary nondegree award	19-5012	Occupational Health and Safety Technicians
	27-3092	Court Reporters and Simultaneous Captioners
	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	29-9099	Healthcare Practitioners and Technical Workers, All Other
	31-1131	Nursing Assistants
	35-2013	Cooks, Private Household
	49-2011	Computer, Automated Teller, and Office Machine Repairers
	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
	49-2097	Audiovisual Equipment Installers and Repairers
	49-2098	Security and Fire Alarm Systems Installers
	49-9044	Millwrights
	49-9092	Commercial Divers
	51-4111	Tool and Die Makers
	51-5111	Prepress Technicians and Workers
	51-8013	Power Plant Operators
	53-5021	Captains, Mates, and Pilots of Water Vessels
Associate's degree	15-1255	Web and Digital Interface Designers
	17-3013	Mechanical Drafters
	17-3019	Drafters, All Other
	17-3023	Electrical and Electronic Engineering Technologists and Technicians
	17-3026	Industrial Engineering Technologists and Technicians
	19-4013	Food Science Technicians
	19-4031	Chemical Technicians
	19-4042	Environmental Science and Protection Technicians, Including Health
	25-4031	Library Technicians
	29-1124	Radiation Therapists
	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
	29-2051	Dietetic Technicians
	39-4031	Morticians, Undertakers, and Funeral Arrangers
	49-2091	Avionics Technicians
	49-3011	Aircraft Mechanics and Service Technicians
	49-9062	Medical Equipment Repairers
Bachelor's degree	11-2011	Advertising and Promotions Managers
	11-2032	Public Relations Managers
	11-3111	Compensation and Benefits Managers
	11-9072	Entertainment and Recreation Managers, Except Gambling
	11-9179	Personal Service Managers, All Other
	13-1041	Compliance Officers
	13-1075	Labor Relations Specialists
	13-1131	Fundraisers
	13-2041	Credit Analysts
	13-2054	Financial Risk Specialists
	13-2061	Financial Examiners
	13-2081	Tax Examiners and Collectors, and Revenue Agents
	15-1243	Database Architects
	15-2011	Actuaries
	17-1011	Architects, Except Landscape and Naval
	17-1012	Landscape Architects
	17-1022	Surveyors
	17-2061	Computer Hardware Engineers
	17-2072	Electronics Engineers, Except Computer
	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors
	19-1029	Biological Scientists, All Other
	19-2031	Chemists
	19-2041	Environmental Scientists and Specialists, Including Health
	19-3099	Social Scientists and Related Workers, All Other
	21-1094	Community Health Workers
	21-2021	Directors, Religious Activities and Education
	21-2099	Religious Workers, All Other
	27-1011	Art Directors
	27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators
	27-1014	Special Effects Artists and Animators
	27-1021	Commercial and Industrial Designers
	27-1027	Set and Exhibit Designers
	27-1029	Designers, All Other
	27-2041	Music Directors and Composers
	27-2091	Disc Jockeys, Except Radio
	27-3041	Editors
	27-3091	Interpreters and Translators
	27-4031	Camera Operators, Television, Video, and Film
	27-4032	Film and Video Editors
	29-1129	Therapists, All Other
	29-1141	Registered Nurses
	29-9091	Athletic Trainers

Workforce Region 17 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
Master's degree	25-9021	Farm and Home Management Educators
	29-1071	Physician Assistants
	29-1128	Exercise Physiologists
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
	29-1291	Acupuncturists
Doctoral or professional degree	19-3033	Clinical and Counseling Psychologists
	19-3039	Psychologists, All Other
	23-1012	Judicial Law Clerks
	23-1023	Judges, Magistrate Judges, and Magistrates
	29-1011	Chiropractors
	29-1212	Cardiologists
	29-1215	Family Medicine Physicians
	29-1221	Pediatricians, General
	29-1223	Psychiatrists
	29-1224	Radiologists
	29-1241	Ophthalmologists, Except Pediatric
	29-1242	Orthopedic Surgeons, Except Pediatric

Workforce Region 18 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	35-2019	Cooks, All Other
	37-2019	Building Cleaning Workers, All Other
	39-3091	Amusement and Recreation Attendants
	45-2091	Agricultural Equipment Operators
	47-3016	Helpers--Roofers
	51-3099	Food Processing Workers, All Other
	53-7199	Material Moving Workers, All Other
High school diploma or equivalent	27-2031	Dancers
	31-1120	Home Health and Personal Care Aides
	31-1133	Psychiatric Aides
	39-3093	Locker Room, Coatroom, and Dressing Room Attendants
	39-4012	Crematory Operators
	47-2132	Insulation Workers, Mechanical
	47-2171	Reinforcing Iron and Rebar Workers
	47-4041	Hazardous Materials Removal Workers
	47-4071	Septic Tank Servicers and Sewer Pipe Cleaners
	47-5023	Earth Drillers, Except Oil and Gas
	49-2092	Electric Motor, Power Tool, and Related Repairers
	49-3052	Motorcycle Mechanics
	49-3091	Bicycle Repairers
	49-9043	Maintenance Workers, Machinery
	49-9094	Locksmiths and Safe Repairers
	51-3093	Food Cooking Machine Operators and Tenders
	51-4199	Metal Workers and Plastic Workers, All Other
	51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing
	51-9083	Ophthalmic Laboratory Technicians
	53-6032	Aircraft Service Attendants
Some college, no degree	27-1012	Craft Artists
	27-2011	Actors
	27-2023	Umpires, Referees, and Other Sports Officials
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	29-9099	Healthcare Practitioners and Technical Workers, All Other
	31-1131	Nursing Assistants
	35-2013	Cooks, Private Household
	49-2098	Security and Fire Alarm Systems Installers
	49-9012	Control and Valve Installers and Repairers, Except Mechanical Door
	49-9044	Millwrights
	51-4111	Tool and Die Makers
	51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders
Associate's degree	17-3021	Aerospace Engineering and Operations Technologists and Technicians
	17-3027	Mechanical Engineering Technologists and Technicians
	17-3029	Engineering Technologists and Technicians, Except Drafters, All Other
	19-4031	Chemical Technicians
	23-2099	Legal Support Workers, All Other
	27-4015	Lighting Technicians
	29-1124	Radiation Therapists
	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
	39-4031	Morticians, Undertakers, and Funeral Arrangers
	51-9162	Computer Numerically Controlled Tool Programmers

Workforce Region 18 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
Bachelor's degree	11-2011	Advertising and Promotions Managers
	11-3111	Compensation and Benefits Managers
	11-9013	Farmers, Ranchers, and Other Agricultural Managers
	13-1075	Labor Relations Specialists
	15-2011	Actuaries
	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors
	19-1031	Conservation Scientists
	19-2031	Chemists
	21-2021	Directors, Religious Activities and Education
	27-2091	Disc Jockeys, Except Radio
	29-1125	Recreational Therapists
	29-1129	Therapists, All Other
	29-1141	Registered Nurses
	29-9091	Athletic Trainers
	53-2011	Airline Pilots, Copilots, and Flight Engineers
Master's degree	29-1071	Physician Assistants
	29-1128	Exercise Physiologists
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
Doctoral or professional degree	23-1012	Judicial Law Clerks
	23-1023	Judges, Magistrate Judges, and Magistrates
	29-1181	Audiologists
	29-1212	Cardiologists
	29-1215	Family Medicine Physicians
	29-1222	Physicians, Pathologists
	29-1224	Radiologists
	29-1241	Ophthalmologists, Except Pediatric
	29-1242	Orthopedic Surgeons, Except Pediatric

Workforce Region 19 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
Postsecondary nondegree award	35-2013	Cooks, Private Household
	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers

Workforce Region 20 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
	41-9011	Demonstrators and Product Promoters
	47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons
	51-3099	Food Processing Workers, All Other
	51-6021	Pressers, Textile, Garment, and Related Materials
	51-9022	Grinding and Polishing Workers, Hand
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
	39-5093	Shampooers
	39-7010	Tour and Travel Guides
	43-5041	Meter Readers, Utilities
	45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers
	47-2132	Insulation Workers, Mechanical
	47-4041	Hazardous Materials Removal Workers
	47-4071	Septic Tank Servicers and Sewer Pipe Cleaners
	49-3041	Farm Equipment Mechanics and Service Technicians
	49-3092	Recreational Vehicle Service Technicians
	49-9011	Mechanical Door Repairers
	49-9043	Maintenance Workers, Machinery
	49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers
	51-7099	Woodworkers, All Other
	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders
	51-9071	Jewelers and Precious Stone and Metal Workers
	51-9123	Painting, Coating, and Decorating Workers
	53-2031	Flight Attendants
	53-5011	Sailors and Marine Oilers
	53-6032	Aircraft Service Attendants
Some college, no degree	27-2011	Actors
	43-3099	Financial Clerks, All Other
Postsecondary nondegree award	27-3092	Court Reporters and Simultaneous Captioners
	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	31-1131	Nursing Assistants
	31-2022	Physical Therapist Aides
	35-2013	Cooks, Private Household
	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
	49-2098	Security and Fire Alarm Systems Installers
	49-9012	Control and Valve Installers and Repairers, Except Mechanical Door
	51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
	51-8013	Power Plant Operators
Associate's degree	17-3013	Mechanical Drafters
	17-3022	Civil Engineering Technologists and Technicians
	17-3026	Industrial Engineering Technologists and Technicians
	19-4031	Chemical Technicians
	19-4042	Environmental Science and Protection Technicians, Including Health
	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
	53-2021	Air Traffic Controllers
Bachelor's degree	11-3131	Training and Development Managers
	13-1075	Labor Relations Specialists
	13-2071	Credit Counselors
	17-2061	Computer Hardware Engineers
	17-2121	Marine Engineers and Naval Architects
	19-1031	Conservation Scientists
	21-1094	Community Health Workers
	21-2021	Directors, Religious Activities and Education
	21-2099	Religious Workers, All Other
	25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors
	27-1014	Special Effects Artists and Animators
	27-1021	Commercial and Industrial Designers
	27-1029	Designers, All Other
	27-2041	Music Directors and Composers
	27-4031	Camera Operators, Television, Video, and Film
	27-4032	Film and Video Editors
	29-1129	Therapists, All Other
	29-1141	Registered Nurses
	33-1091	First-Line Supervisors of Security Workers

Workforce Region 20 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
Master's degree	19-1023	Zoologists and Wildlife Biologists
	25-9021	Farm and Home Management Educators
	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
	29-1291	Acupuncturists
Doctoral or professional degree	19-3033	Clinical and Counseling Psychologists
	23-1023	Judges, Magistrate Judges, and Magistrates
	29-1215	Family Medicine Physicians
	29-1222	Physicians, Pathologists
	29-1223	Psychiatrists
	29-1242	Orthopedic Surgeons, Except Pediatric

Workforce Region 21 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
	47-2082	Tapers
	47-3016	Helpers--Roofers
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
	39-4012	Crematory Operators
	39-5093	Shampooers
Some college, no degree	27-2011	Actors
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	31-1131	Nursing Assistants
	35-2013	Cooks, Private Household
Associate's degree	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
Bachelor's degree	11-9161	Emergency Management Directors
	15-2099	Mathematical Science Occupations, All Other
	29-1125	Recreational Therapists
	29-1141	Registered Nurses
Master's degree	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
Doctoral or professional degree	19-3032	Industrial-Organizational Psychologists
	29-1215	Family Medicine Physicians

Workforce Region 22 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
	47-2082	Tapers
	47-3016	Helpers--Roofers
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
	39-4012	Crematory Operators
	39-5093	Shampooers
	45-4023	Log Graders and Scalers
Some college, no degree	27-2011	Actors
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	31-1131	Nursing Assistants
	35-2013	Cooks, Private Household
Associate's degree	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
Bachelor's degree	15-2099	Mathematical Science Occupations, All Other
	29-1125	Recreational Therapists
	29-1141	Registered Nurses
Master's degree	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
Doctoral or professional degree	19-3032	Industrial-Organizational Psychologists
	29-1215	Family Medicine Physicians

Workforce Region 23 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
	47-2082	Tapers
	47-3016	Helpers--Roofers
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
	39-4012	Crematory Operators
	39-5093	Shampooers
	45-4023	Log Graders and Scalers
	53-4099	Rail Transportation Workers, All Other
Some college, no degree	27-2011	Actors
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	31-1131	Nursing Assistants
	35-2013	Cooks, Private Household
Associate's degree	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
Bachelor's degree	15-2099	Mathematical Science Occupations, All Other
	29-1125	Recreational Therapists
	29-1141	Registered Nurses
Master's degree	19-3093	Historians
	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
Doctoral or professional degree	19-2011	Astronomers
	19-3032	Industrial-Organizational Psychologists
	25-1113	Social Work Teachers, Postsecondary
	29-1215	Family Medicine Physicians
	29-1243	Pediatric Surgeons

Workforce Region 24 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
	47-2043	Floor Sanders and Finishers
	47-2082	Tapers
	47-3016	Helpers--Roofers
	53-7011	Conveyor Operators and Tenders
High school diploma or equivalent	27-2031	Dancers
	31-1120	Home Health and Personal Care Aides
	33-3011	Bailiffs
	39-4012	Crematory Operators
	39-5093	Shampooers
	43-4141	New Accounts Clerks
	47-2011	Boilermakers
	47-2022	Stonemasons
	47-2072	Pile Driver Operators
	49-3091	Bicycle Repairers
	51-2031	Engine and Other Machine Assemblers
	51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
	51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
	53-1041	Aircraft Cargo Handling Supervisors
	53-4031	Railroad Conductors and Yardmasters
	53-6051	Transportation Inspectors
	53-6061	Passenger Attendants
	53-7072	Pump Operators, Except Wellhead Pumpers
Some college, no degree	27-2011	Actors
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	31-1131	Nursing Assistants
	35-2013	Cooks, Private Household
	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
	49-2098	Security and Fire Alarm Systems Installers
	51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders
	51-8013	Power Plant Operators
	51-8099	Plant and System Operators, All Other
Associate's degree	17-3012	Electrical and Electronics Drafters
	17-3021	Aerospace Engineering and Operations Technologists and Technicians
	17-3027	Mechanical Engineering Technologists and Technicians
	27-4015	Lighting Technicians
	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
	49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers
	49-2091	Avionics Technicians
	51-9162	Computer Numerically Controlled Tool Programmers
Bachelor's degree	11-2033	Fundraising Managers
	11-9161	Emergency Management Directors
	13-1011	Agents and Business Managers of Artists, Performers, and Athletes
	15-2011	Actuaries
	17-1021	Cartographers and Photogrammetrists
	17-2011	Aerospace Engineers
	17-2031	Bioengineers and Biomedical Engineers
	19-2043	Hydrologists
	19-3099	Social Scientists and Related Workers, All Other
	19-4061	Social Science Research Assistants
	29-1125	Recreational Therapists
	29-1141	Registered Nurses
Master's degree	25-4012	Curators
	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1161	Nurse Midwives
	29-1171	Nurse Practitioners
	29-2091	Orthotists and Prosthetists
Doctoral or professional degree	29-1215	Family Medicine Physicians
	29-1217	Neurologists

Workforce Region 26 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
Some college, no degree	27-2011	Actors
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	31-1131	Nursing Assistants
Associate's degree	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
Bachelor's degree	29-1125	Recreational Therapists
	29-1141	Registered Nurses
Master's degree	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
Doctoral or professional degree	29-1215	Family Medicine Physicians

Workforce Region 27 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	35-2019	Cooks, All Other
	37-3019	Grounds Maintenance Workers, All Other
	39-3091	Amusement and Recreation Attendants
	47-3016	Helpers--Roofers
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
	39-3093	Locker Room, Coatroom, and Dressing Room Attendants
	39-4012	Crematory Operators
	49-3091	Bicycle Repairers
	51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood
	53-5011	Sailors and Marine Oilers
Some college, no degree	27-2011	Actors
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	31-1131	Nursing Assistants
	31-2022	Physical Therapist Aides
	35-2013	Cooks, Private Household
	49-9044	Millwrights
	51-8099	Plant and System Operators, All Other
	51-9082	Medical Appliance Technicians
Associate's degree	17-3025	Environmental Engineering Technologists and Technicians
	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
Bachelor's degree	11-2033	Fundraising Managers
	17-2031	Bioengineers and Biomedical Engineers
	19-2042	Geoscientists, Except Hydrologists and Geographers
	27-2091	Disc Jockeys, Except Radio
	29-1125	Recreational Therapists
	29-1141	Registered Nurses
	33-3031	Fish and Game Wardens
Master's degree	19-1023	Zoologists and Wildlife Biologists
	25-4012	Curators
	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
Doctoral or professional degree	19-1021	Biochemists and Biophysicists
	19-2011	Astronomers
	29-1081	Podiatrists
	29-1212	Cardiologists
	29-1215	Family Medicine Physicians

Workforce Region 28 - Occupational Areas of Concern by Educational Requirement

Educational Requirement	SOC Code	SOC Title
No formal educational credential	39-3091	Amusement and Recreation Attendants
	47-2082	Tapers
	47-3016	Helpers--Roofers
High school diploma or equivalent	31-1120	Home Health and Personal Care Aides
	39-4012	Crematory Operators
	39-5093	Shampooers
	47-2022	Stonemasons
	49-9069	Precision Instrument and Equipment Repairers, All Other
	51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
	51-9197	Tire Builders
	53-7071	Gas Compressor and Gas Pumping Station Operators
Some college, no degree	27-1019	Artists and Related Workers, All Other
	27-2011	Actors
Postsecondary nondegree award	29-2061	Licensed Practical and Licensed Vocational Nurses
	29-2092	Hearing Aid Specialists
	31-1131	Nursing Assistants
	35-2013	Cooks, Private Household
Associate's degree	19-4012	Agricultural Technicians
	29-2031	Cardiovascular Technologists and Technicians
	29-2033	Nuclear Medicine Technologists
	29-2035	Magnetic Resonance Imaging Technologists
Bachelor's degree	15-2099	Mathematical Science Occupations, All Other
	29-1125	Recreational Therapists
	29-1141	Registered Nurses
	43-9081	Proofreaders and Copy Markers
	45-2011	Agricultural Inspectors
Master's degree	19-1022	Microbiologists
	29-1071	Physician Assistants
	29-1151	Nurse Anesthetists
	29-1171	Nurse Practitioners
Doctoral or professional degree	19-2011	Astronomers
	19-3032	Industrial-Organizational Psychologists
	29-1023	Orthodontists
	29-1215	Family Medicine Physicians

Labor Market Estimating Conference
Methodology – July 2025

Occupational Classification at the Statewide Level...

As a starting basis, the analysis used the 2018 Standard Occupational Classification (SOC) taxonomy, comprising 848 civilian occupations. Of those, the US Bureau of Labor Statistics (BLS) Occupational Employment and Wages Statistics program (OEWS) has not published estimates for 28 detailed occupations for fiscal years 2022-23 and 2023-24. These 28 occupations were aggregated to or replaced by 12 occupations, some of which are SOC broad occupations and some of which are OEWS-specific occupational codes. These 12 occupations were added into the complete list of 848, and their 28 counterparts from the 2018 SOC taxonomy were removed. The final occupational list used for this analysis was therefore a blend of the 2018 SOC and 2023 OEWS-specific taxonomies, numbering 832 occupations. The analysis assumes that each of these 832 occupations exists in Florida.

Labor Demand...

The labor demand analysis uses a multi-step approach to estimate occupational employment over a 10-year forecast horizon. This approach includes establishing a base employment value by occupation for FY 2023-24. Historical data now encompass a lengthy post-COVID-19 period, so employment gyrations due to COVID-19 should have a minimal effect on future employment estimates. Moreover, lasting demand changes brought about by the COVID and post-COVID economic environments may be more evident.

Establishing a base employment value by occupation for FY 2023-24

The base employment determination procedure contained the following steps:

- The governing assumption is that base-year demand must meet or exceed filled jobs. Out of 832 occupations, 790 occupations' base employment utilized the maximum employment from Florida's OEWS employment for either fiscal year 2022-23 or 2023-24.
- The remaining 42 occupations, for which Florida OEWS employment for both fiscal years 2022-23 and 2023-24 was missing, were assigned Florida IMPLAN data for base-employment. Of those, 41 occupations received IMPLAN employment estimates for 2023 and one received a 2022 IMPLAN estimate since 2023 IMPLAN data was missing.
- The resulting employment by occupation was then adjusted to include the self-employed for each occupation using BLS self-employment factors.

Labor Demand Growth Rates...

The growth rates were determined based on multiple analyses.

Standard Deviation Analysis

- To determine the most appropriate growth rate by occupation, the analysis relied on Florida's per capita OEWS employment by occupation (without self-employed) compared to all states and the District of Columbia for fiscal years 2022-23 and 2023-24. A set of per capita ratios were generated using state employment published by BLS and population data published by the US Census Bureau. Published national OEWS estimates by occupation were used for the series mean, and the standard deviation of per capita employment for each occupation for each fiscal year was calculated. By occupation, Florida's ratios were then compared to the national mean

in each year and evaluated to see if they fell within one standard deviation relative to all states and DC for which there was published data.

- Next, three analytical tests were applied to determine the appropriate assignment of an occupational growth rate: (1) Florida occupational employment fell outside of one standard deviation for both years; (2) Florida occupational employment was missing for at least one year but fell within one standard deviation for the other year; and (3) Florida occupational employment fell outside of one standard deviation for one year, but fell within one standard deviation for the other year.
- For the 832 occupations, the results of the standard deviation analysis for the Summer 2024 and Summer 2025 analyses were as follows:

Standard Deviation Analysis (SD)	**Number of Occupations (Summer 2024)**	**Number of Occupations (Summer 2025)**
Fell within one SD in both years	659	651
Fell outside one SD in both years	52	35
Fell inside one SD in one year only	32	50
Missing in both years	41	42
Missing in one year	48	54

Education and Healthcare Occupations Analysis

Teaching and healthcare occupations had been previously designated for independent review due to their relative importance to the Florida economy. These 150 occupations continue to warrant special analysis.

Restricted Occupations Analysis

A separate process was used to identify eight occupations related to the gambling industry due to the unique nature of its expected evolution in Florida, in addition to one occupation that is constrained by state and local governmental structures.

Declining Occupations Analysis

Two processes were used to identify occupations with declining employment, one based on industries projected to decline and one based on historical occupational employment trends. These occupations were held constant to their current employment levels.

Occupations in Industries Projected to Decline

- The Florida Economic Estimating Conference (FEEC) uses the North American Industry Classification System (NAICS) to forecast nonfarm employment by industry. A detailed examination of the employment estimates by industry adopted by the FEEC was conducted to incorporate a particular element from that forecast. The examination used 15 (2-digit and 3-digit) industries that are expected to decline by the end of the forecast horizon. While the FEEC forecasts the overall level of employment for a range of industries, it does not forecast the types of jobs (staffing patterns) within these industries. The BLS Employment Projections program publishes such staffing patterns by SOC system codes for a range of industries in its industry-occupation matrix. These national staffing patterns were applied to the 15 declining NAICS industries to populate them with the expected types of jobs prevalent in these industries. The

goal was to isolate occupations in industries that are likely flat or in decline over the forecast period. Twenty-three occupations were identified as having a dominant share in the 15 declining industries. A dominant share was defined as at least 75 percent of the occupation's total employment concentrated in a declining industry.

Occupations with Historical Declining Trends

- OEWS data for the past ten years was reviewed to identify occupations that exhibited a declining trend. Occupations that declined by more than 50 percent over the ten-year period were marked as declining. This process identified an additional 55 such occupations.

Growth Rate Assignments

- In general, occupations falling within one standard deviation of the national mean (Standard Deviation Analysis) were assigned the growth rate for Florida's total population.
- Occupations that fell outside of one standard deviation in both years, were missing in both years, or a combination of the two were assigned growth rates based on economic variables.
- Occupations identified in industries projected to decline and occupations with historical declining trends were assigned zero growth rates.
- All restricted occupations were assigned a zero growth rate.
- Certain education-related and healthcare occupations were assigned specialized population growth rates.
- Overall, the following growth assignments were made:

Growth Rate	**Number of Occupations**
Total population	619
Specialized population age group	75
Economic-related variable	47
Held constant	91

Labor Supply...

The functional labor supply analysis is based on historical labor force and employment data for Florida from BLS and official statewide projections adopted by the FEEC in accordance with ss. 216.133-216.136, Florida Statutes.

Establishing a base employment value by occupation for FY 2023-24

The supply-side base employment determination procedure followed the same steps as in the base employment determination for Labor Demand as outlined above.

Supply determination by occupation for FY 2023-24

The supply determination procedure contained the following steps:

- A ratio of annual occupational employment (including self-employed) to the official labor force projection was calculated for each occupation in the base employment for fiscal year 2023-24.
- The selected ratios were increased proportionally such that the sum of the employment across all occupations represented 100 percent of the labor force after adjustment for the declining and restricted occupations as outlined above. In this way, these 87 occupations were held constant in the supply analysis just as they were in the demand analysis.
- To produce labor supply by occupation for each forecasted year, the statewide labor supply as adopted in the most recent Florida Economic Estimating Conference, was allocated to each occupation based on its ratio to the labor force—after adjusting for the 87 occupations that were held flat. The individual occupational ratios were held constant throughout the forecast period.

Determination of Areas of Concern...

Areas of concern were identified by comparing the estimates for occupational supply and demand in the 10th year of the forecast to determine where projected demand exceeds expected supply by more than 1 percent. This percentage was reduced from the 5 percent adopted at the Conference held on August 21, 2024, primarily due to the increased value of the underlying data. Relative to last year, additional panels have been added to the data series that reflect partial information from 2024, thereby reducing the number of assumptions that were previously needed to transition to a functional labor market.

Essentially, this condition means that (1) demand exceeds supply currently and will continue to do so in the future, or (2) the growth in future demand will outpace the likely labor supply for that occupation. These findings were produced by independent model runs that simulated each occupation's employment supply and demand trajectories over the forecast period.

Although some occupations have both limited supply and demand, the analysis found that there is reason to believe that a significant gap in supply will exist for 29 out of 832 discrete occupations (3.5 percent of occupations). The prior analysis had shown 85 occupations. Note that evolving or emerging trends have yet to be addressed. As such, this analysis does not alter the existing economic structure, meaning the results represent foundational imbalances that would be expected to persist into the future, absent intervention.

- Occupational Areas of Concern (by Educational Requirement): The results of the above analysis were grouped by educational requirement. A total of eight classifications are generally used to represent the typical education level most workers need to enter an occupation: "No formal educational credential," "High school diploma or equivalent," "Some college, no degree," "Postsecondary nondegree award," "Associate's degree," "Bachelor's degree," "Master's degree," and "Doctoral or professional degree." For more details on these groupings, see the sources section. The table below reflects the number of areas of concern by educational requirement:

Educational Requirement	Number of Occupations
No formal educational credential	4
High school diploma or equivalent	5
Some college, no degree	1
Postsecondary nondegree award	7
Associate's degree	3
Bachelor's degree	3
Master's degree	3
Doctoral or professional degree	3

- Occupational Areas of Concern (by Major Occupational Group): The 29 occupations of critical concern were also organized by the 22 major civilian occupational groups of the SOC. At this point, an additional analysis was conducted:
    - By group, the demand for those occupations in the 10th year of the forecast was then compared to the total statewide demand for all occupations.
    - By percentage of demand represented by the occupational areas of concern, two groups stand out: (1) Healthcare Practitioners and Technical Occupations with occupational areas of concern that represent 3.4 percent of statewide demand in that year; and (2) Healthcare Support Occupations with occupational areas of concern that represent 2.1 percent of statewide demand in that year.

The table below shows the number of areas of concern by occupational group:

Occupational Group	Number of Occupations
Computer and Mathematical Occupations	1
Life, Physical, and Social Science Occupations	2
Arts, Design, Entertainment, Sports, and Media Occupations	1
Healthcare Practitioners and Technical Occupations	11
Healthcare Support Occupations	2
Food Preparation and Serving Related Occupations	1
Personal Care and Service Occupations	3
Sales and Related Occupations	1
Farming, Fishing, and Forestry Occupations	1
Construction and Extraction Occupations	3
Installation, Maintenance, and Repair Occupations	2
Transportation and Material Moving Occupations	1

Sources

Occupational Taxonomy – Codes and Titles...

- US Department of Labor, Bureau of Labor Statistics, Standard Occupational Classification System, https://www.bls.gov/soc/home.htm

Occupational codes and titles used in this analysis are from the US Department of Labor, Bureau of Labor Statistics, Standard Occupational Classification System and the National Employment Matrix Occupational Coverage, BLS Office of Occupational Statistics and Employment Projections (https://www.bls.gov/soc/home.htm). The 2018 Standard Occupational Classification (SOC) is a product of the US Office of Management and Budget.

The 2018 Standard Occupational Classification (SOC) system is a federal statistical standard used by federal agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of 867 detailed occupations according to their occupational definition. Excluding the military occupations, there are 848 civilian occupations. To facilitate classification, detailed occupations are combined to form 459 broad occupations, 98 minor groups, and 23 major groups. Detailed occupations in the SOC with similar job duties, and in some cases skills, education, and/or training, are grouped together. This analysis focuses on the 22 civilian occupational groups and excludes military occupations (major group 55). To reflect changes in the economy and the nature of work, the SOC is revised on a 10-year cycle.

The 2018 SOC taxonomy with the 848 civilian occupations is the starting point. However, data are not yet available for 28 of these detailed occupations. Instead, BLS published aggregated data for 12 occupations representing the 28 detailed occupations, resulting in a total of 832 occupations with published data in this analysis.

The 2018 taxonomy has been used since the 2023 LMEC. The May 2021 estimates were the first OEWS estimates based solely on survey data collected using the 2018 SOC.

Employment by Occupation...

- State Occupational Employment and Wage Estimates, US Department of Labor, Bureau of Labor Statistics, https://www.bls.gov/oes/current/oes_fl.htm.
- Florida Commerce, Bureau of Workforce Statistics and Economic Research, OEWS Occupational Employment and Wage Statistics - FloridaJobs.org.

The Occupational Employment and Wage Statistics (OEWS) survey is a national semiannual survey measuring occupational employment and wage rates for wage and salary workers in nonfarm establishments in the United States. It is the most detailed public source of occupational data available in terms of both occupational nomenclature and local geographies. OEWS estimates are constructed from a sample of about 1.1 million national establishments. The OEWS survey sample is drawn from the database of businesses reporting to the state unemployment insurance (UI) programs. Each year, two semiannual panels of approximately 180,000 to 185,000 sampled establishments are contacted, one panel in May and the other in November. Responses are obtained by mail, internet or other electronic

means, email, telephone, or personal visit. The May 2024 estimates[1] are based on responses from six semiannual panels collected over a 3-year period: May 2024, November 2023, May 2023, November 2022, May 2022, and November 2021 panels. The unweighted sampled employment of 83.5 million across all six semiannual panels represents approximately 55 percent of total national employment. In Florida, the OEWS survey draws its sample from state Reemployment Assistance (unemployment insurance) files. This data source excludes the self-employed since they are not subject to the Reemployment Assistance tax and the OEWS does not collect data on them. The Florida sample for OEWS is slightly less than 11,000 units (establishments) per survey panel and approximately 66,000 total units over the six panels comprising the data used to publish the annual release.

National self-employment factors were applied to occupational employment based on data from the US Department of Labor, Bureau of Labor Statistics. These factors expand the occupational employment estimates to account for the self-employed. Some occupations, such as barbers and real estate brokers, tend to have more self-employed or sole proprietors (unincorporated businesses) than others.
Wages for the OEWS survey are straight-time, gross pay, exclusive of premium pay. Base rate; cost-of-living allowances; guaranteed pay; hazardous-duty pay; incentive pay, including commissions and production bonuses; and tips are included. Excluded are overtime pay, severance pay, shift differentials, nonproduction bonuses, employer cost for supplementary benefits, and tuition reimbursements.

Employment Estimates from IMPLAN...
IMPLAN (www.implan.com) is a proprietary economic modeling platform that combines a set of extensive databases, economic factors, multipliers, and demographic statistics with a highly refined modeling system. IMPLAN is based on an input-output economic model. Input-output analysis is a form of economic analysis based on the interdependencies between economic sectors. Input-output is commonly used to estimate the impacts of "shocks" to an economy and to analyze their resulting ripple effects. IMPLAN data contains 546 sectors representing all private industries in the United States as defined by the North American Industry Classification System (NAICS) codes. Employment, employee compensation, industry expenditures, commodity demands, relationships between industries, and more are collected to form IMPLAN's ever-growing database.

Educational Requirements...
A total of eight classifications are generally used to represent the typical education level most workers need to enter an occupation: "No formal educational credential," "High school diploma or equivalent," "Some college, no degree," "Postsecondary nondegree award," "Associate's degree," "Bachelor's degree," "Master's degree," and "Doctoral or professional degree."

To assign a unique educational requirement to each occupation, a master list was developed by combining two products: (1) the CIP-SOC crosswalk, provided by the Reimagining Education and Career Help Office (REACH Office); and (2) the Education and Training Assignments by detailed occupation, produced by the US Department of Labor, Bureau of Labor Statistics (BLS). The REACH crosswalk used the BLS 2018 SOC taxonomy. The BLS educational assignments also use the 2018 SOC taxonomy in this analysis.

[1] The May 2024 estimates were published by BLS in April 2025.

The assignment procedure contained the following steps:

- For occupations that had a one-to-one linkage between the occupation and the educational requirement in the REACH Office crosswalk:
    - A direct assignment was made, preserving the REACH Office code.
- For occupations that had multiple educational requirements in the REACH Office crosswalk:
    - As directed by the REACH Office and the DOE workgroup, 17 occupations (using 2018 SOC counts) were assigned the lower educational requirement.
- For occupations that had "Recognized industry credential" as the educational requirement in the crosswalk:
    - As directed by the REACH and DOE workgroup, 84 occupations (using 2018 SOC counts) were re-named "Postsecondary nondegree award" to match the category name in BLS's codes (but not necessarily the BLS educational assignment).
- For occupations that were absent from the REACH Office's crosswalk (209):
    - BLS educational requirement codes were assigned.

Prepared by: Florida Legislature, Office of Economic and Demographic Research
July 2025

Recent educator legislation

2025
- Educator Salary Increases

2024
- Educator Salary Increases
- CS/SB 7002 waives subject area examination and certification fees for certain ESE and Elementary Education teachers and revises mastery of the general knowledge requirements for educator certification

2023
- Educator Salary Increases
- CS/HB 1035: Additional alternative certification pathway via the Teacher Apprenticeship Program
- CS/CS/CS/HB 1537: Extends temporary teacher certificates from 3 to 5 years

2022
- Educator Salary Increases
- CS/SB 896: Educator Certification Pathways for Veterans (Temporary Certification for 5 years)

2021
- Educator Salary Increases

2020
- Educator Salary Increases

1

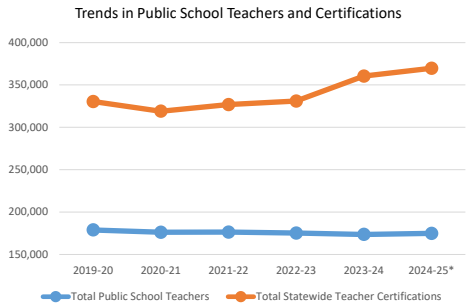
Public school teacher employment and statewide teacher certifications

	Total Public School Teachers	% Growth	Total Teacher Certifications	% Growth
2019-20	179,004	1.1%	330,394	2.8%
2020-21	176,182	-1.6%	319,064	-3.4%
2021-22	176,342	0.1%	326,788	2.4%
2022-23	175,216	-0.6%	331,068	1.3%
2023-24	173,722	-0.9%	360,541	8.9%
2024-25*	174,858	0.7%	369,783	2.6%

The estimating conferences typically view any change within +/- 1% as noise.

- Public school teacher employment is reflective of many factors, including student enrollment and school district contractual obligations.

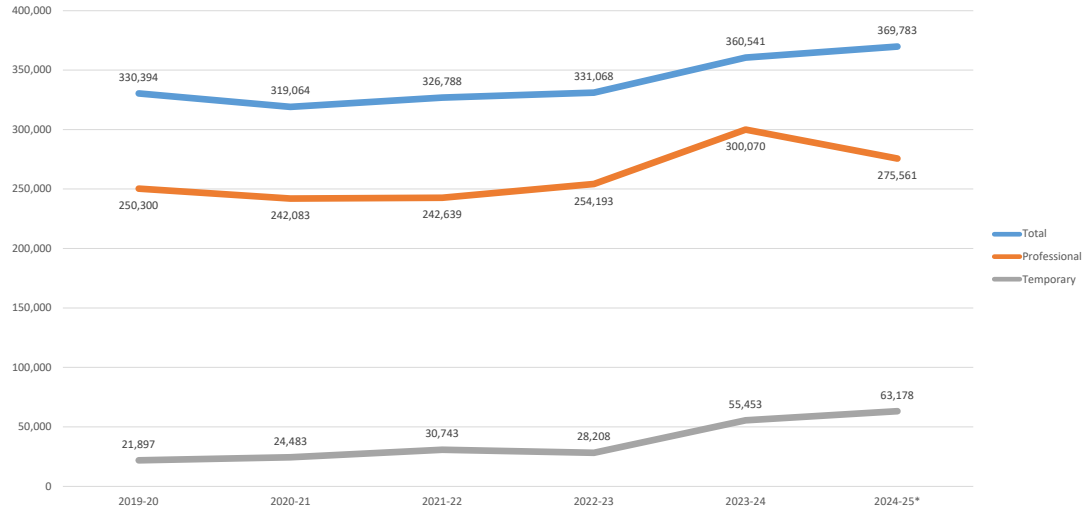
- While overall public school teacher employment has declined relative to 2019-20, the total number of teacher certifications has been on the rise in recent years.



**2024-25 data is preliminary*

2

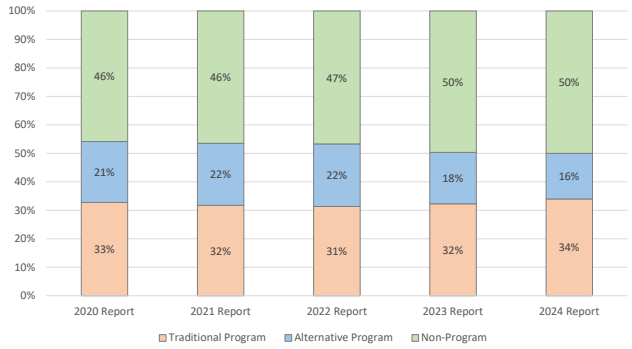
Statewide teacher certifications by type



Note: Professional and temporary certifications do not sum to total; individuals eligible for a temporary certificate must be hired by a school prior to moving to the temporary status
**2024-25 data is preliminary*

3

Professional Education tests passed by program type



Total Professional Education Tests Passed

	2020 Report	2021 Report	2022 Report	2023 Report	2024 Report
Program Total	14,367	13,653	14,702	13,127	12,464
Non-Program Total	12,170	11,810	12,845	12,970	12,367
Grand Total	26,537	25,463	27,547	26,097	24,831
Percent Change	*-1.3%*	*-4.0%*	*8.2%*	-5.3%	-4.9%

- There are multiple pathways to a Professional Educator Certificate, all of which require passing the Professional Education test
- The number of Professional Education tests taken/passed has declined over time, with an average annual rate of decline of -1.46%
- In recent years, the share of exam takers/passers from:
  - Traditional Programs (private and public colleges and universities) appear to have stabilized
  - Alternative Programs have decreased
  - Non-Programs have increased

**"Report" refers to the Florida Teacher Preparation Programs Annual Program Performance Reports that are released annually in the following calendar year*

4

Public School Subject Area Vacancy Rates

School Year	Subject Area Vacancies	Number of Subject Area Certifications	Percentage of Certifications	Percentage of Total Teachers
2020-21	3,663	421,783	0.9%	2.1%
2021-22	4,489	442,306	1.0%	2.5%
2022-23	5,547	480,506	1.2%	3.2%
2023-24	4,776	466,233	1.0%	2.7%
2024-25	N/A			

Source: FDOE's annual Identification of High Demand Teacher Needs Area reports

Note: Each of these vacancies does not necessarily represent a teacher vacancy, since one teacher may teach courses in multiple subject areas. For example, a district could report two vacancies by subject area, one in chemistry and one in biology, but fill both needs by hiring one science teacher to cover both subject areas. Therefore, because these counts are designed to identify subject area needs, they will be higher than the actual number of teachers that districts need to hire.

5

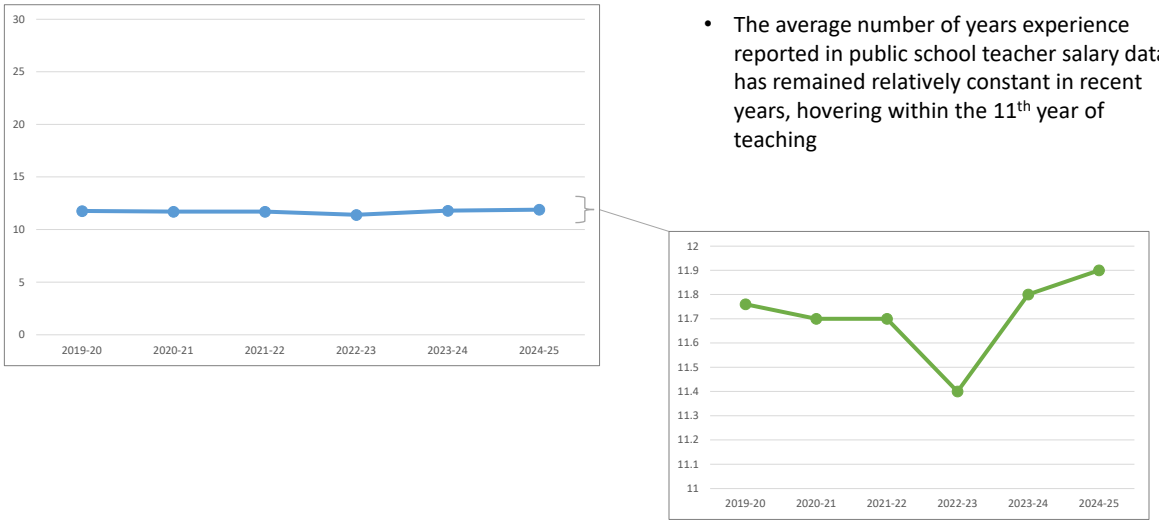
Largest percent of certification area courses taught by a teacher outside of certified area

2023-24				2022-23				2021-22				2020-21			
Certification Areas	Total Number of Courses Reported Statewide	Total Number of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Percentage of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Certification Areas	Total Number of Courses Reported Statewide	Total Number of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Percentage of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Certification Areas	Total Number of Courses Reported Statewide	Total Number of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Percentage of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Certification Areas	Total Number of Courses Reported Statewide	Total Number of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide	Percentage of Courses Taught by Teachers Not Certified in Appropriate Field Reported Statewide
ESOL	3,428	748	21.82%	ESOL	3,260	660	20.25%	ESOL	3,194	603	18.88%	Reading	7,548	1,374	18.20%
English	37,363	7,095	18.99%	Health	699	141	20.17%	Health	692	120	17.34%	Foreign Languages-Other	1,386	245	17.68%
Health	655	120	18.32%	English	32,957	5,932	18.00%	English	33,883	5,318	15.70%	ESE	67,743	11,487	16.96%
Reading	5,291	947	17.90%	Science-Physical	3,236	544	16.81%	Science-Physical	3,411	527	15.45%	ESOL	3,130	527	16.84%
ESE	57,201	10,167	17.77%	Gifted	890	146	16.40%	Reading	10,192	1,571	15.41%	Health	676	111	16.42%
Total Areas	562,027	64,526	11.48%	Total Areas	570,833	59,134	10.36%	Total Areas	587,607	55,405	9.43%	Total Areas	591,461	59,117	10.00%

- ESOL and Health were in the top 5 certification area courses taught by a teacher outside of the certified area from 2020-21 through 2023-24

6

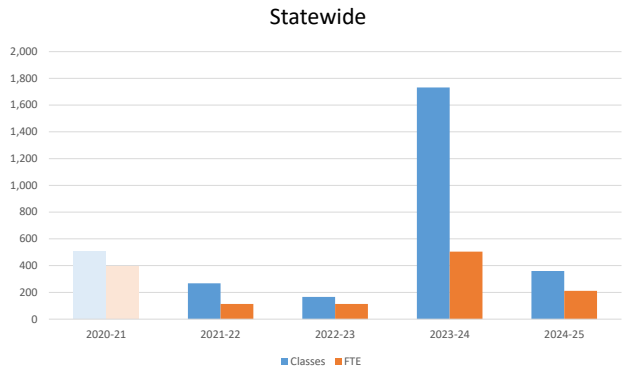
Public school teacher average years' experience



- The average number of years experience reported in public school teacher salary data has remained relatively constant in recent years, hovering within the 11th year of teaching

7

Classes and FTE Over Class Size Cap



	2020-21	2021-22	2022-23	2023-24	2024-25
Classes	509	268	166	1,732	360
FTE	395.13	113.55	113.06	504.95	211.47

- The number of FTE in classes exceeding the class size cap has remained relatively constant, however, 2023-24 saw a significant rise in both classes and FTE exceeding the cap
- This increase is following the removal of financial penalty for noncompliance (Chapter 2023-104, Laws of Florida)

8

Measuring statewide teacher employment level at the occupational level

- In recent years there is consistent growth in the number of teaching certifications held in the state of Florida.
- Non-public education settings do not have to require a teacher to be certified.
- In public education settings:
  - When measured as a "teaching outside of certified area" rate, there appear to be consistent subject areas over time that are taught by teachers not certified in that area.*
  - When measured as a "vacancy" rate, there does not appear to be a critical shortage in a) any subject area relative to certifications in that subject area or b) total public school teachers.
  - When measured as growth in classes or FTE over the Class Size Average Cap, there were more classes and FTE over the cap in 2023-24 relative to prior years, however this single year outlier occurred following policy to remove the financial penalty.

*1012.42, F.S. Teacher teaching out-of-field.—(1) ASSISTANCE.—Each district school board shall adopt and implement a plan to assist any teacher teaching out-of-field, and priority consideration in professional development activities shall be given to a teacher who is teaching out-of-field. The district school board shall require that the teacher participate in a certification or staff development program designed to provide the teacher with the competencies required for the assigned duties. The board-approved assistance plan must include duties of administrative personnel and other instructional personnel to provide students with instructional services.

9

LMEC 15 PreK-12 Teacher Occupations

Preschool Teachers, Except Special Education
Kindergarten Teachers, Except Special Education
Elementary School Teachers, Except Special Education
Middle School Teachers, Except Special and Career/Technical Education
Career/Technical Education Teachers, Middle School
Secondary School Teachers, Except Special and Career/Technical Education
Career/Technical Education Teachers, Secondary School
Special Education Teachers, Preschool
Special Education Teachers, Kindergarten and Elementary School
Special Education Teachers, Middle School
Special Education Teachers, Secondary School
Special Education Teachers, All Other
Self-Enrichment Teachers
Substitute Teachers, Short-Term
Teachers and Instructors, All Other

10

Florida's 69 Certification Subject Areas

Elementary Level Coverages
- Elementary Education (grades K-6)
- Prekindergarten/Primary Education (age 3 through grade 3)
- Preschool Education (birth through age 4)

Middle Level Coverages (grades 5-9)
- Middle Grades English (grades 5-9)
- Middle Grades General Science (grades 5-9)
- Middle Grades Mathematics (grades 5-9)
- Middle Grades Social Science (grades 5-9)

Secondary Level Coverages (grades 6-12)
- Drama (grades 6-12)
- English (grades 6-12)
- Mathematics (grades 6-12)
- Social Science (broad field; grades 6-12)

Science Areas
- Biology (grades 6-12)
- Chemistry (grades 6-12)
- Earth-Space Science (grades 6-12)
- Physics (grades 6-12)

Elementary and Secondary Coverages (grades K-12)
- Art (grades K-12)
- Athletic Coaching (grades K-12)
- Computer Science (grades K-12)
- Dance (grades K-12)
- English for Speakers of Other Languages (ESOL; grades K-12)
- Health (grades K-12)
- Humanities (grades K-12)
- Music (grades K-12)
- Physical Education (grades K-12)
- Reading (grades K-12)

World Language Areas
- Arabic (grades K-12)
- Chinese (grades K-12)
- Farsi (grades K-12)
- French (grades K-12)
- German (grades K-12)
- Greek (grades K-12)
- Haitian Creole (grades K-12)
- Hebrew (grades K-12)
- Hindi (grades K-12)
- Italian (grades K-12)
- Japanese (grades K-12)
- Latin (grades K-12)
- Portuguese (grades K-12)
- Russian (grades K-12)
- Spanish (grades K-12)
- Turkish (grades K-12)

Exceptional Student Education Areas
- Exceptional Student Education (grades K-12)
- Deaf or Hard of Hearing (grades K-12)
- Speech-Language Impaired (grades K-12)
- Visually Impaired (grades K-12)

Professional Service Areas (grades PK-12)
- Educational Media Specialist (grades PK-12)
- School Counseling (grades PK-12)
- School Psychology (grades PK-12)
- School Social Work (grades PK-12)

Administrative Coverages
- Administration of Adult Education (adult)
- Educational Leadership
- School Principal
- Local Director of Career and Technical Education (career and technical)

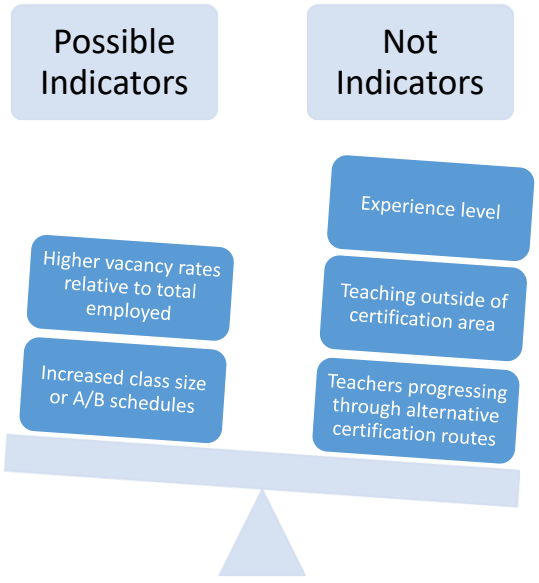
Academic Endorsements
- American Sign Language
- Athletic Coaching
- Autism Spectrum Disorders
- Driver Education
- English for Speakers of Other Languages (ESOL)
- Gifted
- Orientation and Mobility
- Prekindergarten Disabilities
- Reading
- Severe or Profound Disabilities

Degreed Career and Technical Coverages
- Agriculture (grades 6-12)
- Business Education (grades 6-12)
- Engineering and Technology Education (grades 6-12)
- Family and Consumer Science (grades 6-12)
- Marketing (grades 6-12)

Nondegreed Career and Technical Coverages
- Career & Technical Education (CTE) Programs and Curriculum Frameworks

11

Measuring statewide teacher employment level at the occupational level



12