

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.