

WORKFORCE ESTIMATING CONFERENCE AND TARGETED OCCUPATIONS LIST PROCESS

Workforce Estimating Conference

The role of the Workforce Estimating Conference (WEC) is to identify statewide high skill / high wage / high demand occupations, and to make job training market-based to meet the needs of business (economic development). The WEC is authorized under Section 216.136(7) Florida Statutes. The conference meets semi-annually [February and August] and makes recommendations to [Workforce Florida, Inc.](#) on statewide occupations in demand, referred to as the state demand list.

216.136 Consensus estimating conferences; duties and principals.--

7) WORKFORCE ESTIMATING CONFERENCE.--

(a) The Workforce Estimating Conference shall develop such official information on the workforce development system planning process as it relates to the personnel needs of current, new, and emerging industries as the conference determines is needed by the state planning and budgeting system. Such information, using quantitative and qualitative research methods, must include at least: short-term and long-term forecasts of employment demand for jobs by occupation and industry; entry and average wage forecasts among those occupations; and estimates of the supply of trained and qualified individuals available or potentially available for employment in those occupations, with special focus upon those occupations and industries which require high skills and have high entry wages and experienced wage levels. In the development of workforce estimates, the conference shall use, to the fullest extent possible, local occupational and workforce forecasts and estimates.

(b) The Workforce Estimating Conference shall review data concerning the local and regional demands for short-term and long-term employment in High-Skills/High-Wage Program jobs, as well as other jobs, which data is generated through surveys conducted as part of the state's Internet-based job matching and labor market information system authorized under s. 445.011. The conference shall consider such data in developing its forecasts for statewide employment demand, including reviewing the local and regional data for common trends and conditions among localities or regions which may warrant inclusion of a particular occupation on the statewide occupational forecasting list developed by the conference. Based upon its review of such survey data, the conference shall also make recommendations semiannually to Workforce

Targeted Occupations List – WFI Responsibilities

As authorized in Section 445.004(6)(g), Florida Statutes, Workforce Florida utilizes the results of the WEC to define specific occupations needed for the workforce system due to local emergencies, plant closures or for emerging industries. Once approved by the Board, this expanded list of occupations in demand is known as the regional Targeted Occupations List (TOL). Once developed and approved, this TOL governs the provision of training programs being offered to individuals needing training assistance within the workforce system in compliance with federal and state law.

445.004 Workforce Florida, Inc.; creation; purpose; membership; duties and powers.--

(6) Workforce Florida, Inc., may take action that it deems necessary to achieve the purposes of this section, including, but not limited to:

(g) Expanding the occupations identified by the Workforce Estimating Conference to meet needs created by local emergencies or plant closings or to capture occupations within emerging industries.

The approval of this expanded list is the responsibility of WFI's TOL Committee. Once appointed, the TOL Committee meets by teleconference to review and accept the state demand list and occupational wage criteria proposed by the WEC. Contingent upon Committee approval, the state wage criteria is adjusted by the Florida Price Level Index for each workforce region.

Preliminary regional Targeted Occupations Lists are prepared by AWI's Labor Market Statistics (LMS) Unit based on each region's adjusted wage criteria. Announcement of this release of the Preliminary Targeted Occupations Lists is made to the regional boards and workforce partners directing them to a web-based application on AWI's website for additions and deletions with a set deadline. Regions are provided an opportunity to review and submit any modifications to the draft lists to more appropriately reflect the current demands within their respective regions which may not be reflected in the initial state-demand list. These requests for changes to the preliminary TOLs are submitted by the regional workforce boards through the web-based application.

Regional requests are reviewed by AWI and WFI staff for compliance with the regional wage and demand criteria and additional input from LMS and DOE is obtained before final recommendations on changes to the list are made. These final staff recommendations (based on statistical analysis of local occupation data) are submitted to the WFI TOL Committee via teleconference for approval. If accepted, LMS staff prepares a Final Regional Targeted Occupations List which is posted on WFI's and AWI's websites for use by the Regional Workforce Boards and other workforce partners.

2009-10 Florida Statewide Demand Occupations List

Sorted by Occupational Title

Workforce Estimating Conference Selection Criteria:

- 1 FLDOE Training Codes 3 (PSAV Certificate) and 4 (Community College Credit/Degree)
- 2 150 annual openings and average growth rate of 1.65% or 360 annual openings with any positive growth
- 3 Mean Wage of \$12.44/hour and Entry Wage of \$10.11/hour
- 4 High Skill/High Wage (HSHW) Occupations: Mean Wage of \$19.49/hour and Entry Wage of \$12.44/hour

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

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

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

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

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

††HSHW = High Skill/High Wage.

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