

Please be reminded pursuant to Section 3 of Article XIII of the Bylaws, no member of the Board shall cast a vote on any matter on which he or she has a conflict of interest as defined by federal or state law. Upon discovery of an actual or potential conflict of interest, the Board Member shall promptly disclose the actual or potential conflict of interest, promptly file a written statement of disqualification, shall withdraw from any further participation in the transaction involved, and shall abstain from voting on the matter. In the event of such disclosure or abstention, Article XII Section 3 shall govern the voting requirements on such matter.

Audit Finance Committee Meeting Agenda

May 13, 2021 – 9:00 a.m.

Join the meeting via Microsoft Teams
Audio only: 1-727-484-3400; Ext. 518; Password 6468#

Committee Members

Mark Barry, Mark Earl, Joelle Neri, Lex Smith

Call to order Mark Barry, Chair

Public Comments

No requests from the public were received during the allotted time published in the Public Notice.

Action Items

1. Approval of Dec. 10, 2020 Audit Finance Committee Meeting Minutes (M. Barry)...Pages 1-2
2. Approval of Preliminary Budget, July 1, 2021-June 30, 2022 (T. Miner).....Pages 3-8
3. Increase ITA, Program Year 2021-2022 (J. Salatino).....Pages 9-14

Board Chair Comments

CEO Comments

Adjournment



ACTION ITEM 1
Approval of Minutes

Draft minutes of the December 10, 2020 Audit Finance Committee Meeting are presented for review. Any modifications should be requested prior to approval.

Audit Finance Committee Meeting Minutes - DRAFT

December 10, 2020 – 2.00 p.m.

Committee Members

Present: Mark Barry, Mark Earl, Joelle Neri, Lex Smith

Absent: None

Quorum Present: Yes

Others Present:

PHWB Staff - Heather Harter, Theresa Miner, Jerome Salatino

Proceedings:

Meeting called to order at 2:08 p.m. by Mark Barry

Welcome and call to order..... Mark Barry

Public Comments

No public comments were received.

Action Item 1 – Approval of Minutes from April 23, 2020 Meeting

Mark Barry asked the committee members to review the minutes from the April 23, 2020 Audit Finance Committee meeting for any corrections or comments. Hearing none, a motion was made to accept the minutes of the meeting.

MOTION was made by Mark Earl and seconded by Joelle Neri to approve the minutes. MOTION carried 4-0.

Action Item 2 – Budget Revision #2

Committee members reviewed Budget Revision #2 to the 2020-2021 budget. Theresa Miner highlighted the additional funding and spending requests for special projects.

MOTION was made by Joelle Neri and seconded by Mark Earl to approve Budget Revision #2 to the 2020-2021 budget. MOTION carried 4-0.

Information Item 1 – Independent Auditors’ Report FYE June 30, 2020

Richard Powell, Powell and Jones CPA, presented the Audit to the Committee.

With no further business to discuss, the meeting adjourned.



ACTION ITEM 2
Approval of Preliminary Budget
July 1, 2021 – June 30, 2022

BACKGROUND

The PHWB has received our preliminary revenue dollars from the Department of Economic Opportunity. Each year, PHWB prepares a preliminary budget to be approved by the local Board, the Pasco County Board of County Commissioners, the Hernando County Board of County Commissioners for approval, and once approved submit the budget to CareerSource Florida and the Department of Economic Opportunity. This year, our Grantee/Sub-grantee agreement calls for an approved budget to be submitted by October 1, which will include actual allocations, as well as actual year-end carry over dollars.

We are bringing this preliminary budget before our local board for approval to continue business as usual on July 1. A final budget will be submitted to the Audit finance committee at the next meeting after the 20th of July in sufficient time to be approved by the Board, the Pasco County Board of County Commissioners, the Hernando County Board of County Commissioners for approval, and once approved submit the budget to CareerSource Florida and the Department of Economic Opportunity by the deadline date of October 1.

JUSTIFICATION

This budget is based on the preliminary information provided to us at this time, and to have an operating budget in place by the beginning of our program year, it is being presented to our Audit/Finance committee and the Executive Committee for approval.

RECOMMENDATION

Staff recommends approval of the preliminary budget for the program year July 1, 2021 – June 30, 2022.

PASCO-HERNANDO WORKFORCE BOARD

PLANNING BUDGET FY 2021-2022

BACKGROUND

DEO has sent out preliminary figures, and we are using those preliminary figures in preparing our Fiscal Year 2021-22 budget. I expect the actual allocations to be close to these budget figures. The Pasco and Hernando Boards of County Commissioners are the “chief elected officials” for Local Workforce Development Area 16 and are responsible for budget approval along with the PHWB.

The Department of Economic Opportunity (DEO) has provided amounts that are expected to be allocated to the regions for Fiscal Year 2022 in the major funding streams. PHWB staff has included estimates in other funding streams based upon current information or budget requests. Carry forward funds are estimated based on current information. This program year we anticipate another large carryover of WIOA DW funds. The budget will be revised after final carry forward funds are determined in July and will be presented at the next board meeting following July 21, 2020. The Grantee/Subgrantee Agreement requires final budget figures to be submitted with proper approvals by October 1 of every year.

The planning budget is presented in order to have an approved budget from which to operate beginning July 1, 2021. The attached planning budget details the amounts of revenue and planned expenditures from each funding source.

INFORMATION

Revenue Budget:

The total anticipated revenue for Fiscal Year 2021-2022 is \$12,283,591, which includes \$3,874,796 in carryover dollars.

The Revenue Comparison provides a comparison of revenues since 2012. It also gives detail as to the types of funds included, for example, \$6,522,795 comes from recurring sources such as WIOA Adult, Dislocated Worker and Youth funds, Trade Adjustment, Wagner Peyser, TANF, SNAP, RESEA, Vets, which are issued by formula each year. Other funds are one-time funding such as the Non-Custodial Parent and the Back to Work grant, even though we hope to continue the relationships and receive these funds in the future.

The PHWB leases space to various partners in the One Stop Centers and expects to generate \$25,000 in program income which will be used to offset some of the costs of the one stop leases.

Since the fiscal year beginning June 1, 2012, our overall revenue this year is expected to increase by \$1,754,780. This is due mainly to receiving the NCPEP funding these past several years, as well as the carryover. However, our recurring revenue has decreased by \$1,798,474. Our decrease from last year alone, is estimated to be 1,637,565 in recurring funds which is a little more than a 20% decrease,

Planned Expenditures

The three major categories of the expenditure budget are Board and One-Stop Operating Costs, Direct Program Costs, including contracts.

The PHWB operates three CareerSource Centers in New Port Richey, Dade City and Brooksville. We also operate a Mobile One Stop, which visits various locations around the region to take services to those who may not be able to access a CareerSource Center.

The major expenditure of the Board is Payroll and Benefits. Total budgeted costs for payroll and benefits this year is \$4,217,841.

Staff record their time as their duties dictate. In some cases, they may be included partially in one functional area and partially in a Direct Program-funded position.

We also have Department of Economic Opportunity employees who work in the CareerSource Centers and are under the functional supervision of the Board. They are funded through VETS, Wagner Peyser, and Trade Adjustment Act. Those salaries and benefits are additional funding and not reflected in the budget figures presented.

The Board may contract WIOA Youth Services to Eckerd Youth Alternatives. This program will focus on engaging and retaining out-of-school youth, as well as work experience and career pathways training. We anticipate having \$900,000-\$950,000 available for Eckerd Youth's Contract.

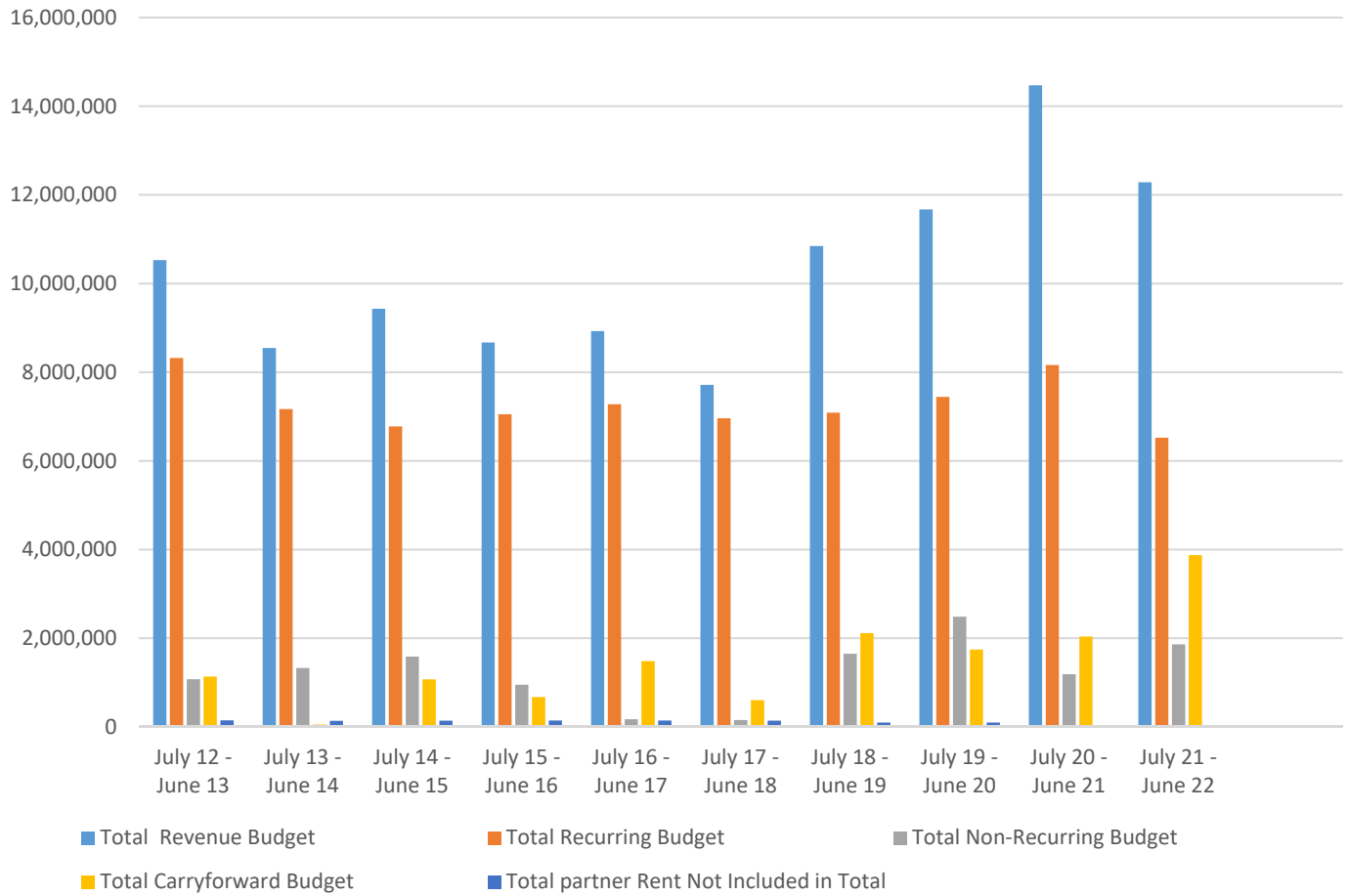
The Board also proposes to contract with ARC of the Nature Coast for \$15,000 to assist in the stabilization of individuals with disabilities.

This year the budget for direct training and client support for Adults and Dislocated workers, as well as those affected by the Opioid crisis, is budgeted at \$1,259,564.

Welfare Transition programs is anticipated to total \$2,218,644, which includes staff (included above). SNAP, RESEA, RE (UC), Wagner Peyser and VETS are all expected to be a level funding.

Our contract with Pasco County for the Covid crisis is expected to end December 31, 2021. At this time, we anticipate having to refund remaining funds from the contract. Our Pasco County Back to Work contract ends on September 30, although we are hoping to continue receiving funds for the new program year.

Revenue Comparison



Pasco Hernando Workforce Board

Preliminary Draft Budget

Program Year 7/1/2021 - 6/30/2022

| New funding amounts have not been received | | | | | | | | | | | | | | | | |
|--|-------------------|------------------|------------------|------------------|----------------|---------------|----------------|----------------|------------------|----------------|----------------|----------------|------------------|----------------|----------------|----------------|
| | TOTAL | WIOA - AD | WIOA - DW | WIOA - Youth | NEG - Opioid | Navigator | TAA/TAC/TAT | SNAP | WTP | RESEA | VETS | WP | NCPEP | Back to Work | PCBCC-Covid 19 | Corporate |
| Funding: | | | | | | | | | | | | | | | | |
| Actual Allocations (plus anticipated) | 8,168,863 | 1,099,748 | 908,070 | 998,758 | 400,000 | | 91,000 | 185,000 | 2,018,644 | 262,500 | 253,250 | 535,893 | 1,416,000 | | | |
| Actual Allocations (Non Recurring) | 0 | | | | | | | | | | | | | | | |
| Carryover (recurring \$) anticipated | 3,874,796 | | 1,051,032 | 448,555 | 370,000 | 51,268 | 21,000 | | 200,000 | 51,400 | 180,616 | 399,965 | | 450,000 | 550,960 | 100,000 |
| Actual Carryover | 0 | | | | | | | | | | | | | | | |
| Supplemental WIOA | 0 | | | | | | | | | | | | | | | |
| Incentives | 169,932 | 169,932 | | | | | | | | | | | | | | |
| Ticket to Work/ | 45,000 | | | | | | | | | | | | | | | 45,000 |
| Other (new or carryover) | 0 | | | | | | | | | | | | | | | |
| Total Funding | 12,258,591 | 1,269,680 | 1,959,102 | 1,447,313 | 770,000 | 51,268 | 112,000 | 185,000 | 2,218,644 | 313,900 | 433,866 | 935,858 | 1,416,000 | 450,000 | 550,960 | 145,000 |
| % of change | 0.00% | | | | | | | | | | | | | | | |
| Budgeted Expenditures: | 0 | | | | | | | | | | | | | | | |
| Payroll & Benefits - Business Services | 501,321 | 106,837 | 62,208 | 53,350 | | | | | 248,867 | 17,353 | | | | 9,202 | 3,504 | |
| Payroll & Benefits - Program Services | 1,304,148 | 214,637 | 124,977 | 107,181 | 10,784 | 4,490 | 4,860 | 38,906 | 503,990 | 74,422 | 50,948 | 91,590 | 15,156 | 39,462 | 19,463 | 3,282 |
| One Stop Operator | 25,000 | 4,425 | 2,577 | 2,210 | 224 | 279 | 100 | 733 | 8,855 | 1,534 | 2,585 | 0 | 195 | 814 | 401 | 68 |
| One Stop Allocated Costs | 975,000 | 59,849 | 48,213 | 41,348 | 4,158 | | 1,875 | 14,340 | 231,374 | 26,521 | 48,385 | 470,000 | 4,941 | 15,221 | 7,509 | 1,266 |
| Capital Purchases | 0 | | | | | | | | | | | | | | | |
| Program Operations - Allocated | 35,800 | 5,892 | 3,431 | 2,942 | 296 | 493 | 133 | 931 | 10,791 | 2,043 | 4,444 | 2,514 | 183 | 1,083 | 534 | 90 |
| Business Services Allocated | 41,500 | 8,844 | 13,101 | 4,416 | | | | | 8,676 | 3,591 | | | | 1,904 | 968 | |
| Board & One-Stop Pooled Operating Costs | 2,882,769 | 400,484 | 254,507 | 211,447 | 15,462 | 5,262 | 6,968 | 54,910 | 1,012,553 | 125,464 | 106,362 | 564,104 | 20,475 | 67,686 | 32,379 | 4,706 |
| DIRECT CUSTOMER TRAINING | | | | | | | | | | | | | | | | |
| Eckerd Youth Alternatives Program | 950,000 | | | 950,000 | | | | | | | | | | | | |
| ITAs | 830,000 | 175,000 | 500,000 | | 30,000 | | 50,000 | | 75,000 | | | | | | | |
| ARC | 15,000 | 15,000 | | | | | | | | | | | | | | |
| Customized Training | 381,564 | 169,950 | 131,614 | | 80,000 | | | | | | | | | | | |
| OJT | 135,000 | 50,000 | 50,000 | | | | | | | | | | | 35,000 | | |
| Gulf Coast Jewish | 1,376,000 | | | | | | | | | | | | 1,376,000 | | | |
| Internships or other projects in line with mission | 100,000 | | | | | | | | | | | | | | | 100,000 |
| Direct Participant Costs- Support Svcs) | 302,200 | | | | 8,000 | | | | 280,000 | | | | | 1,200 | 13,000 | |
| Total Direct Customer Training Costs | 4,089,764 | 409,950 | 681,614 | 950,000 | 118,000 | 0 | 50,000 | 0 | 355,000 | 0 | 0 | 0 | 1,376,000 | 36,200 | 13,000 | 100,000 |
| Board Direct Costs | | | | | | | | | | | | | | | | |
| Direct Payroll & Benefits | 1,658,483 | 331,841 | 193,221 | 165,708 | 22,040 | 36,705 | | 97,662 | 526,219 | 134,751 | 22,298 | | 13,605 | 71,451 | 36,275 | 6,707 |
| Direct Operating Costs - Total operating cost minus rent from WP | 67,370 | 6,801 | 2,101 | 16,790 | 3,915 | | | 1,089 | 18,100 | 2,538 | 7,138 | 1,000 | 1,345 | 3,996 | 2,487 | 70 |
| | 0 | | | | | | | | | | | | | | | |
| Total Board Direct Costs | 1,725,853 | 338,642 | 195,322 | 182,498 | 25,955 | 36,705 | 0 | 98,751 | 544,319 | 137,289 | 29,436 | 1,000 | 14,950 | 75,447 | 38,762 | 6,777 |
| Indirect Costs (S&B) (.2276) | 896,282 | 147,510 | 85,891 | 73,660 | 7,411 | 9,301 | 3,340 | 18,710 | 306,772 | 51,147 | 82,267 | 62,945 | 4,575 | 27,120 | 13,378 | 2,255 |
| Total Indirect Costs | 896,282 | 147,510 | 85,891 | 73,660 | 7,411 | 9,301 | 3,340 | 18,710 | 306,772 | 51,147 | 82,267 | 62,945 | 4,575 | 27,120 | 13,378 | 2,255 |
| Total Planned Expenditures | 9,594,668 | 1,296,586 | 1,217,334 | 1,417,605 | 166,828 | 51,268 | 60,308 | 172,371 | 2,218,644 | 313,900 | 218,065 | 628,049 | 1,416,000 | 206,453 | 97,519 | 113,738 |
| Unobligated Funding | 2,663,923 | (26,906) | 741,768 | 29,708 | 603,172 | 0 | 51,692 | 12,629 | 0 | 0 | 215,801 | 307,809 | 0 | 243,547 | 453,441 | 31,262 |

| PASCO-HERNANDO WORKFORCE BOARD (PHWB) | | | | | | |
|--|------------|-----------|---------------|-----------|--------------|-----------------------|
| Revenue Budget Comparison | | | | | | |
| July 2012 - July 2021 FUNDING | | | | | | |
| | Total | Total | Total | Total | Total | Total |
| Program Years: | Revenue | Recurring | Non-Recurring | Special | Carryforward | partner Rent |
| | Budget | Budget | Budget | Programs | Budget | Not Included in Total |
| July 12 - June 13 | 10,528,811 | 8,321,269 | 1,074,363 | | 1,133,179 | 144,287 |
| July 13 - June 14 | 8,544,775 | 7,168,226 | 1,326,549 | | 50,000 | 135,201 |
| July 14 - June 15 | 9,429,732 | 6,776,316 | 1,584,083 | | 1,069,333 | 137,623 |
| July 15 - June 16 | 8,669,596 | 7,049,086 | 948,454 | | 672,056 | 142,416 |
| July 16 - June 17 | 8,928,200 | 7,276,185 | 171,450 | | 1,480,565 | 142,282 |
| July 17 - June 18 | 7,712,074 | 6,958,114 | 153,960 | | 600,000 | 137,937 |
| July 18 - June 19 | 10,846,365 | 7,084,545 | 1,647,835 | 350,000 | 2,113,985 | 96,724 |
| July 19 - June 20 | 11,668,990 | 7,441,339 | 2,484,873 | 931,140 | 1,742,778 | 94,594 |
| July 20 - June 21 | 14,471,558 | 8,160,360 | 1,187,268 | 2,451,205 | 2,035,393 | 25,000 |
| July 21 - June 22 | 12,283,591 | 6,522,795 | 1,861,000 | | 3,874,796 | 25,000 |
| NOTES: | | | | | | |
| <p>Recurring Budget consists of formula funds allocated annually to each of the Regional Workforce Boards. These are federal funds passed through the State of Florida. Past years information is based on allocation received at time of budgeting. These funds include WIOA, TAA, Wagner Peyser, Welfare Transition, SNAP, RESEA, VETS. IN the past, RESEA, TAA were not considered to be recurring, however, since the funding has been consistently recurring, I have included it in the total. It also includes incentives and supplemental funds which may not be available every year, but so far we have received it several years in a row.</p> | | | | | | |
| <p>One Time Budget consists of grants received for targeted projects and additional funds provided by the State of Florida that may not be recurring. They include NCEP. This also includes unrestricted funds, such as as Pennies for Pasco Tobacco Free Florida and Ticket to Work and incentive \$</p> | | | | | | |
| <p>Special Programs consist of funding received due to special circumstances. Some of this years funding is due to COVID-19, a special contract with Pasco County Gov't with the intent of getting workers re-trained in a field necessary to allow them to return to work, as well as our Back to Work program funded by Pennies for Pasco</p> | | | | | | |
| <p>Carryforward budget consists of funds for programs that extend beyond the end of the fiscal year for all recurring funding sources, except for Pennies for Pasco.</p> | | | | | | |
| <p>Rents received from One Stop partners and others is treated as a credit to Lease expense rather than revenue.</p> | | | | | | |

NOTE: The \$25,000 difference in revenue between the Preliminary Budget, and Budget Summary, is the funds received for rent, that is applied against expenses.

ACTION ITEM 3
Increase ITA Amount PY 21-22

BACKGROUND

Training services, when determined appropriate, must be provided either through an Individual Training Account (ITA) or through a training contract discussed in Section 8 of this TEGL. Except in certain instances listed in WIOA sec. 122(h) and 20 CFR sec. 680.320, training services must be provided by an Eligible Training Provider (ETP) in accordance with WIOA sec. 122(d).

Training is available through a State Eligible Training Provider and Program List (ETPL), comprised of entities determined eligible to receive funds through WIOA title I, subtitle B, according to the Governor's eligibility criteria and procedure. As described in TEGL 41-14 (https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=5816), the State ETPL ensures the accountability, quality and labor-market relevance of programs, and ensures informed customer choice for individuals eligible for training. WIOA also provides enhanced access and flexibility for work-based training options, such as Registered Apprenticeship (RA), on-the-job training, customized training, and incumbent worker training.

§ 663.420 - Can the duration and amount of ITA's be limited?

(a) Yes, the State or Local Board may impose limits on ITA's, such as limitations on the dollar amount and/or duration.

(b) Limits to ITA's may be established in different ways:

(1) There may be a limit for an individual participant that is based on the needs identified in the individual employment plan; or

(2) There may be a **policy decision** by the State Board or Local Board to establish a range of amounts and/or a **maximum amount applicable to all ITA's**.

(c) Limitations established by State or Local Board policies must be described in the State or Local Plan, respectively, but should not be implemented in a manner that undermines the Act's requirement that training services are provided in a manner that maximizes customer choice in the selection of an eligible training provider. ITA limitations may provide for exceptions to the limitations in individual cases.

(d) An individual may select training that costs more than the maximum amount available for ITAs under a State or local policy when other sources of funds are available to supplement the ITA. These other sources may include: Pell Grants; scholarships; severance pay; and other sources.

JUSTIFICATION

Staff is seeking approval of an ITA amount that will allow the region to assist customers in selected sectors that might require increased funding. This not only applies to traditional classroom training but to On the Job and Customized Training.

There are currently more than 250 training programs approved by the Pasco Hernando Workforce Board for funding through WIOA ITAs. Half of these training programs (126 of 254) can be fully funded at the current ITA amount of \$5,000. This is at 2020-21 published training costs. As program cost increase, the number of programs accessible at the fully funded level will decrease.

In order to address a growing imbalance, staff recommends increasing the ITA maximum to \$7,500.

Issues that could arise:

1. Training providers may be tempted to increase their charged cost to fit the published ITA level. This has been witnessed in the past, particularly with funding provided under the ARRA 2009-2011.
2. The increased ITA level does not completely fund over 100 of the currently approved programs and thus staff will have to continue to develop a plan with the customer that address the additional support needed for program completion.
3. Without a corresponding increase in funding by DEO, an increased ITA limits the number of WIOA eligible customers served with traditional occupational skills training.

RECOMMENDATION

Staff is seeking approval of an ITA limit of up to \$7500 for training that aligns with High Skills High Wage (HSHW) on the Targeted Occupations List (TOL). The definition of HSHW is a Mean Wage of \$23.06 per hour and an Entry Wage of \$14.71 per hour. Staff would also include Region 16 targeted sectors for up to \$7500 ITA. The TOL is attached.

2020-21 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 16 - Hernando and Pasco Counties

Selection Criteria:

- 1 FLDOE Training Code 3 (PSAV Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)
- 2 30 annual openings and positive growth
- 3 Mean Wage of \$14.71/hour and Entry Wage of \$11.97/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$23.06/hour and Entry Wage of \$14.71/hour

| Code† | ISHW† | Occupational Title† | Annual Percent Growth | Annual Openings | 2018 Hourly Wage | | FLDOE Training Code | In EFI Targeted Industry? | Data Source††† |
|---------|-------|---|-----------------------------|--------------------|------------------|-------|---------------------------|---------------------------------|-------------------|
| | | | | | Mean | Entry | | | |
| 13-2011 | HSHW | Accountants and Auditors | 1.40 | 129 | 33.85 | 21.58 | 5 | Yes | R |
| 11-3011 | HSHW | Administrative Services Managers | 1.45 | 1,159 | 46.23 | 25.61 | 4 | Yes | S |
| 41-3011 | | Advertising Sales Agents | 0.11 | 1,462 | 28.61 | 13.50 | 3 | Yes | S |
| 49-3011 | HSHW | Aircraft Mechanics and Service Technicians | 1.39 | 1,439 | 30.31 | 17.80 | 3 | Yes | S |
| 53-2011 | HSHW | Airline Pilots, Copilots, and Flight Engineers | 1.47 | 585 | 90.58 | 47.57 | 4 | Yes | S |
| 27-4011 | | Audio and Video Equipment Technicians | 1.51 | 628 | 21.47 | 13.02 | 4 | Yes | S |
| 49-3023 | | Automotive Service Technicians and Mechanics | 1.52 | 162 | 19.39 | 12.10 | 3 | Yes | R |
| 43-3031 | | Bookkeeping, Accounting, and Auditing Clerks | 0.40 | 241 | 19.75 | 13.48 | 4 | Yes | R |
| 47-2021 | | Brickmasons and Blockmasons | 1.54 | 882 | 18.61 | 12.70 | 3 | No | S |
| 49-3031 | | Bus and Truck Mechanics and Diesel Engine Specialists | 1.08 | 1,333 | 22.41 | 15.71 | 3 | Yes | S |
| 13-1199 | HSHW | Business Operations Specialists, All Other | 1.53 | 177 | 32.38 | 18.28 | 4 | Yes | R |
| 47-2031 | | Carpenters | 1.29 | 118 | 19.70 | 14.15 | 3 | Yes | R |
| 47-2051 | | Cement Masons and Concrete Finishers | 1.66 | 1,827 | 17.64 | 12.77 | 3 | Yes | S |
| 35-1011 | | Chefs and Head Cooks | 1.39 | 1,341 | 25.17 | 13.36 | 3 | Yes | S |
| 13-1031 | HSHW | Claims Adjusters, Examiners, and Investigators | 0.54 | 2,012 | 30.21 | 19.35 | 3 | Yes | S |
| 21-1099 | | Community and Social Service Specialists, All Other | 1.46 | 43 | 19.12 | 13.28 | 5 | Yes | R |
| 13-1041 | HSHW | Compliance Officers | 1.15 | 1,674 | 30.72 | 16.98 | 3 | Yes | S |
| 15-1143 | HSHW | Computer Network Architects | 1.15 | 1,480 | 43.84 | 25.79 | 3 | Yes | S |
| 15-1152 | HSHW | Computer Network Support Specialists | 1.55 | 1,028 | 29.34 | 17.96 | 3 | Yes | S |
| 15-1199 | HSHW | Computer Occupations, All Other | 1.57 | 982 | 37.93 | 20.73 | 3 | Yes | S |
| 15-1121 | HSHW | Computer Systems Analysts | 1.31 | 1,629 | 40.89 | 25.25 | 4 | Yes | S |
| 15-1151 | HSHW | Computer User Support Specialists | 1.51 | 47 | 24.47 | 15.36 | 3 | Yes | R |
| 47-4011 | HSHW | Construction and Building Inspectors | 1.35 | 1,007 | 28.29 | 18.94 | 3 | Yes | S |
| 11-9021 | HSHW | Construction Managers | 1.20 | 53 | 41.06 | 24.62 | 4 | Yes | R |

| | | | | | | | | | |
|---------|------|---|------|-------|-------|-------|---|-----|---|
| 33-3012 | HSHW | Correctional Officers and Jailers | 0.33 | 39 | 23.51 | 16.61 | 3 | Yes | R |
| 13-1051 | HSHW | Cost Estimators | 1.45 | 46 | 29.54 | 18.67 | 4 | Yes | R |
| 15-1141 | HSHW | Database Administrators | 1.63 | 677 | 41.76 | 25.88 | 4 | Yes | S |
| 31-9091 | | Dental Assistants | 2.81 | 75 | 19.13 | 14.84 | 3 | Yes | R |
| 29-2021 | HSHW | Dental Hygienists | 2.14 | 1,028 | 30.80 | 22.22 | 4 | Yes | S |
| 29-2032 | HSHW | Diagnostic Medical Sonographers | 2.70 | 501 | 31.65 | 24.44 | 3 | Yes | S |
| 21-2021 | | Directors, Religious Activities and Education | 2.05 | 44 | 22.20 | 12.97 | 5 | No | R |
| 47-2111 | | Electricians | 0.61 | 93 | 20.64 | 14.70 | 3 | Yes | R |
| 25-2021 | HSHW | Elementary School Teachers, Except Special Education | 1.34 | 215 | 28.12 | 19.28 | 5 | No | R |
| 13-2099 | HSHW | Financial Specialists, All Other | 1.46 | 770 | 32.46 | 17.81 | 3 | Yes | S |
| 33-2011 | HSHW | Firefighters | 1.85 | 54 | 23.36 | 16.98 | 3 | Yes | R |
| 47-1011 | HSHW | First-Line Supervisors of Construction Trades and Extraction Workers | 1.27 | 150 | 29.27 | 19.31 | 4 | Yes | R |
| 37-1011 | | First-Line Supervisors of Housekeeping and Janitorial Workers | 1.55 | 2,050 | 19.43 | 12.37 | 3 | Yes | S |
| 37-1012 | | First-Line Supervisors of Landscaping, Lawn Service, and Groundskeep | 1.82 | 33 | 20.61 | 12.96 | 3 | Yes | R |
| 49-1011 | HSHW | First-Line Supervisors of Mechanics, Installers, and Repairers | 1.38 | 60 | 29.70 | 19.10 | 3 | Yes | R |
| 41-1012 | HSHW | First-Line Supervisors of Non-Retail Sales Workers | 0.70 | 41 | 38.29 | 20.26 | 4 | Yes | R |
| 43-1011 | HSHW | First-Line Supervisors of Office and Administrative Support Workers | 0.79 | 195 | 27.62 | 17.61 | 4 | Yes | R |
| 39-1021 | | First-Line Supervisors of Personal Service Workers | 1.34 | 44 | 19.35 | 12.39 | 3 | Yes | R |
| 51-1011 | HSHW | First-Line Supervisors of Production and Operating Workers | 1.18 | 54 | 30.11 | 18.90 | 3 | Yes | R |
| 41-1011 | | First-Line Supervisors of Retail Sales Workers | 1.26 | 378 | 22.54 | 14.14 | 3 | Yes | R |
| 11-9051 | | Food Service Managers | 1.67 | 39 | 24.34 | 13.59 | 4 | Yes | R |
| 11-1021 | HSHW | General and Operations Managers | 1.39 | 144 | 57.26 | 25.48 | 4 | Yes | R |
| 47-2121 | | Glaziers | 1.66 | 685 | 18.26 | 13.74 | 3 | Yes | S |
| 27-1024 | | Graphic Designers | 0.99 | 1,753 | 23.45 | 14.86 | 4 | Yes | S |
| 29-2099 | | Health Technologists and Technicians, All Other | 1.76 | 1,005 | 20.54 | 13.38 | 3 | Yes | S |
| 49-9021 | | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | 1.34 | 139 | 20.72 | 14.14 | 3 | Yes | R |
| 53-3032 | | Heavy and Tractor-Trailer Truck Drivers | 0.91 | 245 | 20.02 | 12.61 | 3 | Yes | R |
| 13-1071 | HSHW | Human Resources Specialists | 0.71 | 64 | 29.48 | 18.95 | 5 | Yes | R |
| 49-9041 | | Industrial Machinery Mechanics | 1.08 | 1,381 | 23.10 | 15.49 | 3 | Yes | S |
| 53-7051 | | Industrial Truck and Tractor Operators | 0.77 | 2,744 | 17.53 | 12.35 | 3 | Yes | S |
| 15-1122 | HSHW | Information Security Analysts | 3.36 | 578 | 44.21 | 27.96 | 3 | Yes | S |
| 41-3021 | HSHW | Insurance Sales Agents | 1.23 | 41 | 30.35 | 15.27 | 3 | Yes | R |
| 25-2012 | HSHW | Kindergarten Teachers, Except Special Education | 1.34 | 43 | 25.56 | 19.23 | 5 | No | R |
| 29-2061 | | Licensed Practical and Licensed Vocational Nurses | 0.79 | 95 | 21.26 | 17.43 | 3 | Yes | R |
| 43-4131 | | Loan Interviewers and Clerks | 1.32 | 1,951 | 19.99 | 14.06 | 3 | Yes | S |
| 13-2072 | HSHW | Loan Officers | 1.14 | 2,109 | 37.50 | 19.34 | 4 | Yes | S |
| 13-1111 | HSHW | Management Analysts | 1.71 | 76 | 41.87 | 23.75 | 5 | Yes | R |
| 11-9199 | HSHW | Managers, All Other | 1.23 | 42 | 46.34 | 26.55 | 4 | Yes | R |
| 13-1161 | HSHW | Market Research Analysts and Marketing Specialists | 2.19 | 49 | 32.18 | 19.00 | 5 | Yes | R |
| 29-2012 | | Medical and Clinical Laboratory Technicians | 1.68 | 649 | 24.51 | 14.54 | 4 | Yes | S |
| 29-2011 | | Medical and Clinical Laboratory Technologists | 1.40 | 902 | 24.51 | 14.54 | 4 | Yes | S |

| | | | | | | | | |
|--------------|--|------|-------|-------|-------|---|-----|---|
| 11-9111 HSHW | Medical and Health Services Managers | 2.06 | 31 | 53.86 | 29.96 | 5 | Yes | R |
| 31-9092 | Medical Assistants | 3.02 | 205 | 15.43 | 12.55 | 3 | Yes | R |
| 29-2071 | Medical Records and Health Information Technicians | 1.58 | 925 | 19.87 | 12.82 | 4 | Yes | S |
| 43-6013 | Medical Secretaries | 2.22 | 67 | 16.05 | 12.30 | 3 | Yes | R |
| 13-1121 | Meeting, Convention, and Event Planners | 1.66 | 1,083 | 23.53 | 14.14 | 4 | Yes | S |
| 25-2022 HSHW | Middle School Teachers, Except Special and Career/Technical Educatio | 1.33 | 96 | 26.24 | 20.77 | 5 | No | R |
| 15-1142 HSHW | Network and Computer Systems Administrators | 1.10 | 1,464 | 38.02 | 23.95 | 4 | Yes | S |
| 47-2073 | Operating Engineers and Other Construction Equipment Operators | 1.07 | 81 | 18.58 | 13.65 | 3 | Yes | R |
| 47-2141 | Painters, Construction and Maintenance | 1.52 | 67 | 21.31 | 15.82 | 3 | Yes | R |
| 23-2011 HSHW | Paralegals and Legal Assistants | 2.04 | 39 | 23.56 | 16.56 | 3 | Yes | R |
| 31-9097 | Phlebotomists | 2.32 | 1,151 | 15.52 | 12.45 | 3 | Yes | S |
| 31-2021 HSHW | Physical Therapist Assistants | 2.97 | 917 | 29.64 | 22.61 | 4 | Yes | S |
| 47-2152 | Plumbers, Pipefitters, and Steamfitters | 1.21 | 96 | 20.98 | 14.40 | 3 | Yes | R |
| 33-3051 HSHW | Police and Sheriff's Patrol Officers | 1.79 | 80 | 29.85 | 20.46 | 3 | No | R |
| 25-1199 HSHW | Postsecondary Teachers, All Other | 1.40 | 1,864 | 29.54 | 17.19 | 4 | No | S |
| 11-9141 HSHW | Property, Real Estate, and Community Association Managers | 1.08 | 43 | 27.45 | 16.59 | 4 | Yes | R |
| 29-2034 HSHW | Radiologic Technologists | 1.62 | 1,021 | 27.23 | 19.61 | 3 | Yes | S |
| 41-9022 HSHW | Real Estate Sales Agents | 1.12 | 71 | 29.15 | 15.10 | 3 | Yes | R |
| 29-1141 HSHW | Registered Nurses | 1.93 | 314 | 32.70 | 23.66 | 4 | Yes | R |
| 29-1126 HSHW | Respiratory Therapists | 2.65 | 755 | 27.86 | 22.76 | 4 | Yes | S |
| 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except Technici | 1.19 | 158 | 29.76 | 13.47 | 3 | Yes | R |
| 41-4011 HSHW | Sales Representatives, Wholesale and Manufacturing, Technical and S | 1.30 | 40 | 41.22 | 17.50 | 3 | Yes | R |
| 25-2031 HSHW | Secondary School Teachers, Except Special and Career/Technical Educ | 1.33 | 121 | 28.70 | 21.28 | 5 | No | R |
| 49-2098 | Security and Fire Alarm Systems Installers | 1.63 | 894 | 20.21 | 14.38 | 3 | No | S |
| 47-2211 | Sheet Metal Workers | 1.32 | 1,110 | 19.28 | 13.54 | 3 | Yes | S |
| 21-1093 | Social and Human Service Assistants | 1.28 | 43 | 16.26 | 12.58 | 3 | Yes | R |
| 15-1132 HSHW | Software Developers, Applications | 2.62 | 33 | 48.34 | 30.43 | 4 | Yes | R |
| 47-2221 | Structural Iron and Steel Workers | 1.72 | 702 | 21.10 | 14.52 | 3 | Yes | S |
| 29-2055 | Surgical Technologists | 1.59 | 772 | 21.17 | 15.81 | 3 | Yes | S |
| 49-2022 HSHW | Telecommunications Equipment Installers and Repairers, Except Line | 0.00 | 1,740 | 25.09 | 16.84 | 3 | Yes | S |
| 15-1134 HSHW | Web Developers | 1.64 | 963 | 30.85 | 18.19 | 3 | Yes | S |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | 1.12 | 40 | 20.33 | 14.16 | 3 | Yes | R |
| 49-3021 | Automotive Body and Related Repairers | | 21 | 18.48 | | | | L |
| 51-4011 | Computer-Controlled Machine Tool Operators, Metal and Plastic | | 5 | 17.59 | | | | L |
| 17-3000 | Drafters, Engineering and Mapping Technicians | | 15 | 24.29 | | | | L |
| 39-9031 | Fitness Trainers and Aerobics Instructors | | 30 | 18.58 | | | | L |

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

††HSHW = High Skill/High Wage.

Added for 2020-2021

†††Data Source:

R = Meets regional wage and openings criteria based on state Labor Market Statistics employer survey data. Regional data are shown.

S = Meets statewide wage and openings criteria based on state Labor Market Statistics employer survey data. Statewide data are shown.

NR = Not releasable.

EFI - Enterprise Florida, Inc.
