

Please be reminded pursuant to Section 3 of Article X 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 IX Section 3 shall govern the voting requirements on such matter.

Task Force Committee Meeting Agenda

October 9, 2023 – 2:00 p.m.

Join the meeting via Microsoft Teams

Committee Members

Keven Barber, Lindsey Hack, Hope Kennedy, Tom Mudano, Lori Romano, Sophia Watson

Call to orderHope Kennedy, Chair

Public Comments

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

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Chair Comments

CEO Comments

Adjournment



ACTION ITEM 1

Scholarship Suggestion

To commemorate past Board Chairs and key leadership, for their many years of dedicated service, the Board has established a scholarship fund in their name. To date, Dr. Katherine Johnson has been recognized on an annual basis through the Pasco – Hernando State College Foundation in the amount of \$1,500. Pasco-Hernando Workforce Board (PHWB) staff have identified the following Directors and submit for consideration the addition of their names to develop scholarship/education assistance to a local school or a field of their choice:

- Mark Earl
- David Lambert
- Lex Smith
- Mark Barry

Corporate funds will be used to fund the scholarships, and eligibility requirements are in place to ensure that funds are being spent as intended and required by Federal and State laws. Applicants must be a resident of Pasco or Hernando County. Preference is given for applicants who are veterans, non-traditional, returning students, and individuals with disabilities.

FOR CONSIDERATION

Approval to recognize the following Directors to create scholarships in their name:

- Mark Earl
- David Lambert
- Lex Smith
- Mark Barry

DISCUSSION ITEM 1
Special Projects

This item is presented as discussion for the Committee. No action is required.

CSPH SPECIAL PROJECTS PY 23-24 AND PY 24-25 WITH CORPORATE FUNDS
Cost of Two-Year Projects \$250,000

Career Exploration Tours \$80,000 (additional \$15,000 is a combination of remaining tours)

- Aviation – Hernando County Airport and Zephyrhills Airport
- Airport Industrial Park
- Local Business Centers
- Healthcare Facilities in both counties
- Local Manufacturers
- Tours with apprenticeship opportunities
- Tour targeted business sectors
- AmSkills Boot Camp - **\$30,000**
- Manufacturing Day for Youth - **\$10,000**
 - 300-500 youth attend on an annual basis
 - 10-20+ employers engage in tours
- Public Safety Career Program – Fivay High School - **\$5,000**
- Career Exploration for either Corrections or Public Safety Career Program in East Pasco TBD - **\$5,000**
- Career Academies in both Pasco and Hernando with focus on sponsorships/stipends - **\$15,000**
 - Aviation Mechanics
 - Healthcare
 - Construction

Training Opportunities \$170,000

- Summer Youth/Year-Round Youth Programs - **\$40,000**
 - 60-75 youth served yearly
 - Average program cost for last three years ranged from \$72k to \$109k (majority of costs paid from TANF)
 - Average \$10,000 per year was Corporate funding



- End of Year Pilot Program with Hernando and Pasco County graduating seniors – OJT/Stipends/Scholarships - **\$18,000**
- MC3 Certifications - **\$12,000**
 - Four cohorts with 30 individuals
 - Possibility of employment with Union after completion
- Firefighter/EMT/Correction Programs Hernando and Pasco - **\$50,000**
 - **WIOA funding** for training – up to \$70,000 for qualified individuals if funding permits
 - **WIOA EWT Funding** – up to \$50,000 per year if funding permits
 - Hiring/retention incentives - **\$50,000** (between Firefighter and Corrections)
- Scholarships - **\$50,000**

DISCUSSION ITEM 2
Scholarships

This item is presented as discussion for the Committee. No action is required.

CareerSource Pasco Hernando Scholarship Guidelines

Identify Goals/Purpose

- To increase jobs in targeted areas
- To provide financial assistance

Identify Recipient

- To an individual (in case of hardship)
- To an institution
- Non-profit organizations

Establish Criteria

- Dollar amount
- Hernando/Pasco County resident
- New or returning students
- College/Institution enrollment status
- Course of study
- GPA
- Categories (Academic, Community Service, Leadership, Industry, Targeted Populations)

Establish Requirements

- Complete application
- Submit official transcripts
- Proof of enrollment
- Essays, letters of recommendation, other documents
- Deadlines/timeframes (Fall, Spring, Summer)

Applicant Selection

- Staff or Committee
- Grading sheet
- Award notification

Disbursement of Funds

- To an individual (in case of hardship)
- To an institution

How to Advertise

- CSPH Website and Resource Rooms
- Partner Agencies
- Schools
- Counties



Pasco-Hernando Workforce Board, Inc., Approved Training Provider List

Provider of Training	Phone #	Web Site Address
Access Computer Training LLC	(813) 575-8400 or (813) 326-2628	www.Accesscomputertraining.com
AmSkills Inc.	(727) 301-1284	www.amskills.org
ATA Career Education	(866) 438-2432	www.ata.edu
Center for Technology Training	(813) 341-0900	www.cttschool.com
Champion Truck Driving School	(727) 900-5258	www.getcdl.com
Computer Coach	(813) 947-0552	www.computercoach.com
Concorde Career Institute	(813) 279-8345	https://www.concorde.edu/campus/tampa-florida
Fleet Force Truck Driving School	(863) 294-1112	www.drivefleetforce.com
Fred K. Marchman Technical College	(727) 774-1729	https://mtec.pasco.k12.fl.us/
Galen College of Nursing (Tampa Bay and Sarasota Campus)	(941) 343-4643	www.galencollege.edu
Keiser University (NPR)	(866) 288-1781	www.keiseruniversity.edu
LT3 Academy	(813) 930-9478	www.Lt3academy.com
Metropolitan Technical Career Institute *	(352) 293-2474	https://freshcareerstart.com/
National Aviation Academy	(727) 435-3601	www.naa.edu
National Training Inc.	(904) 272-4000	www.truckschool.com
New Horizons Computer Training Center Tampa Bay	(813) 387-3500	www.nhtampabay.com
PHSC	(727) 847-2727	www.phsc.edu
Rasmussen University	(813) 435-3601	https://www.rasmussen.edu/
Roadmaster Drivers School	(813) 626-2400	www.roadmaster.com
Tampa Truck Driving School	(813) 405-0055	www.tampatruckdrivingschool.com
Ultimate Medical Academy	(877) 322-9754	https://www.ultimatemedical.edu/
Wilton Simpson Technical College	(352) 797-7018	www.hernandoschools.org/schools/stc

Some training providers are restricted regarding the type of training assistance to be received. Not all programs at the providers are Targeted Occupations List (TOL) approved. Please speak with an Employment Counselor to be sure.

PELL (www.fafsa.ed.gov) codes are provided upon applying for the FAFSA/PELL grant. Participants must apply for a PELL grant per the Pasco-Hernando Workforce Board's local policy. Applying for a PELL grant may give you additional training funds. This is a grant – not a loan. If you are awarded a PELL grant, it does not need to be repaid but must be applied first, before the WIOA program financial assistance.

Not all providers listed above are PELL eligible. Those that are, must meet the specific PELL requirements. Those individuals who have a bachelor's degree are not PELL eligible and must obtain a statement from the training provider indicating PELL ineligibility. Please speak with an Employment Counselor for further assistance.

* Pending Approval

Student Recognition Criteria

The Greater Hernando County Chamber of Commerce has created the Student Recognition Program to recognize high school seniors for their achievements in activities that have brought significant honor to them, to their school or their community. It is the purpose of this event to shine a special light on those accomplishments.

Nominated students and their parents will be invited to the **49th Annual Student Recognition Celebration on Thursday, April 27, 2023**. This event is planned for 6:00 PM at the Legends of Silverthorn Country Club. Student Sponsors and local dignitaries will also be in attendance. Students are nominated by their school administration and then will complete the scholarship application.

Application Deadline	Applications MUST be received at the Chamber Office by 3:00 PM Friday, March 3, 2023 . Applications received after the deadline may not be considered.	
School Submissions	<u>Private schools & Hernando E-School</u> : nominate two (2) students; one must be in the Academic category	<u>Public schools</u> : nominate ten (10) students per school; two must be in the Academic category/ no minimum requirement in other categories
Scholarship Opportunities	Scholarships will be awarded in each category based on a rubric-based scoring process of nominee applications. Students may only be nominated for one category.	

Students can be nominated in the following categories:

- **Academics**
- **Community Service**
- **Leadership: Organizational or Business**
- **Career and Technical**
- **The Arts**

Instructions for School Administrators and Counselors:

- I) Please review the following guidelines:
 - a. Please refer to the category qualifications when nominating students. All students will be recognized and some students in each category will receive scholarships based on the score of their overall applications.
 - b. When considering a student for nominations, please look at the criteria outlined below. The student only needs to meet the minimum GPA outlined in the category and exhibit some of the traits outlined in the description.
 - c. Ensure that nominees completely fill out the Application and showcase their areas of excellence within each section, as that is what is scored for scholarship opportunities.
 - d. Students will be asked to provide two additional letters of recommendation.

- e. Nominees are also invited to provide copies of college acceptance letters and a portfolio for The Arts category.

***Please note:** requirement of minimum 4.0 weighted GPA is for the **Academic Category only**.

- 2) Please complete the section for school administrator on the 2022 Student Recognition Nomination & Scholarship Application.

- a. Give the application to the student in a timely manner, understanding they must complete the application and submit it to the Chamber Office by **March 3, 2022**.
- b. NEW this year: **The guidance counselor/administrator will verify their nominees weighted and unweighted GPAs along with documented community service hours on the Excel provided at the Counselor's Meeting.** (This year student transcripts will NOT be required.)

Category Requirements:

<p>Academic – A student who displays exemplary academic performance and achievements while balancing all other aspects of school and personal growth.</p> <ul style="list-style-type: none"> Minimum of a 4.0 weighted GPA Class ranking in top 10% and demonstrates high achievement on core coursework Participation in programs of academic rigor which may include: Dual Enrollment in College, AP Coursework, Honors Courses, IB Program, AICE Program and others May include excellence in Academic fairs and district, state and/or national competitions Outstanding ACT (24 or higher) or SAT (1200 or higher) scores and/or recognitions on national testing Involved in honor societies and programs Extracurricular and community service activities also a plus
<p>Community Service - A student who has dedicated many hours to volunteer work. There are no restrictions about the kind of work the student has done, but they should be able to show long-term commitment and how they have made an impact.</p> <ul style="list-style-type: none"> Students must have a minimum of a 3.0 weighted GPA Minimum of 200 hours of community service Focuses on quality of service contributed; enjoys going above and beyond in a meaningful way that benefits the community Service hours that have left a mark on the community (examples: organized food drive, community clean-ups, Relay for Life, United Way Student Board, helping at church or other charitable organizations) Recognition of accomplishment at school, county, state or national level
<p>Career and Technical – A student who pursued an established Career and Technical program of study while in high school.</p> <ul style="list-style-type: none"> Students must have a minimum of a 3.0 weighted GPA in their enrolled program of study Recognized achievement and industry certifications in enrolled program of study (examples: engineering, bio tech, computer, culinary, automotive, health sciences, criminal justice...) Application of career or technical ingenuity

- Measurable contribution to a career industry, technical project, or program that warrants special recognition
- Teacher recommendation noting achievement in a specialized field that brings recognition to the student, school and community

Leadership: Organizational or Business - A student who shows strong leadership skills and the ability to direct others or seek out their own action plans whether it be at school, in outside organizations or their own business ventures.

- Students must have a minimum 3.0 weighted GPA
- Demonstrate characteristics of being a strong leader as noted by peers, teachers or community members
- Participate in clubs, organizations, personal ventures and/or athletics and shows leadership roles and longevity in the areas they commit their time to
- May have been recipient of honors or awards for accomplishments they spearheaded both in school, outside activities, or employment
- May have participated in county, state, or national leadership or business conferences and/or competitions (Example: Future Business Leaders of America)
- Display vision and creativity to lead others, and ventures they take forward to outcomes

The Arts - A student who demonstrates creativity and talent in the arts, combined with other elements of school life, such as academics, community service or other activities showcasing their artistic pursuits.

- Students must have a minimum 3.0 weighted GPA.
- Nominees are required to submit a portfolio on a **FLASH DRIVE** with a maximum of 5 works. Works can include animation, ceramics and glass, computer art, design, digital imagery, drawing, mixed media, painting, photography, printmaking, sculpture, instrumental or vocal music, drama (one-act or major production), video & film, or other area(s) of artistic talent.
- Productive participant in their area of art in both the school and the community at large.

For more information, please contact:

Jennifer Monaco

Greater Hernando County

Chamber of Commerce

(352) 796-0697

admin@hernandochamber.com

2023 CHAMBER FOUNDATION SCHOLARSHIP PROGRAM

School Choice

- ☒ Wesley Chapel High
☐ Wiregrass Ranch High
☐ J.W Mitchell High
☐ Cypress Creek High
☐ Wharton High
☐ Freedom High
☐ Land O'Lakes High
☐ No Preference
☐ Fred K. Marchman Tech.

Scholarship Name

Scholarship Type

- ☒ Academic
☐ Athletic
☐ Community Leader
☐ Other

Do you wish to award for a certain GPA?

- ☐ 4.0+
☐ 3.5-3.9
☐ 2.5-3.4

Please list any additional criteria for this scholarship: i.e. College choice, major, STEAM

Your Name

Company Name

☐

I'm not a robot



Submit

Hernando County Bar Association \$1,000 Scholarship

ELIGIBILITY CRITERIA



- Applicant must be a Hernando County resident.
- Applicant must be enrolled full-time or part-time at a Florida College or University currently or by the fall semester of 2016.
- Applicant must be interested in pursuing a career in law or a law-related field (including law enforcement and paralegal studies)
- Applicant must have a GPA of 3.0 or greater in high school and, if applicable, at his or her current university.

Essay Requirement

Please submit a three (3) page essay (type written, double-spaced, in 12 pt. Times New Roman font) about yourself and your accomplishments, and a detailed answer to the question: “What motivated me to study the law or pursue a career in a law-related field?”

Applicant must submit application, required documentation, and essay on or before **April 15, 2016** to the following address:

Hernando County Bar Association
C/O Stephanie Chambers
P.O. Box 485
Brooksville, Florida, 34605

Or

stephanie@hoganlawfirm.com

Sample Scholarship Application

INSTRUCTIONS: Applicants are to submit (1) a complete Scholarship Application, (2) the required essay, (3) an official transcript identifying current GPA, (4) proof of present or future enrollment at a local college, and (5) at least one (1) letter of recommendation in support of the application for the scholarship. Send complete application packet, **by mail** postmarked/date stamped no later than **April 15, 2024**, to:

CareerSource Pasco Hernando
P.O. Box 6589
Spring Hill, FL 34611

or by email to info@careersourcepascohernando.com

Full Legal Name: _____

Street Address: _____

City: _____ State: _____ Zip Code: _____

Home Phone: _____ Cell Phone: _____

Mailing Address (if different): _____

Email Address: _____

For which scholarship are you applying? *An individual may submit separate applications for both scholarships but no one individual will be awarded both scholarships.*

_____ Scholarship A

_____ Scholarship B

Describe yourself: *Check all that apply.*

_____ Graduating high school senior entering Fall 2023 Semester at _____

_____ Graduating high school senior entering Fall 2024 Semester at _____

_____ Non-traditional student returning to college

_____ Current student at _____

_____ Dual enrollment student

Planned Course of Study: *Check only one.*

_____ Construction _____ Manufacturing _____ Healthcare _____ Retail Trade

_____ IT _____ Finance _____ Transportation & Warehousing

Grade Point Average (GPA): *List past and current school and GPA, as applicable.*

Name of Past School: _____ GPA: _____

Name of Current School: _____ GPA: _____

Applicant Signature: _____ **Date:** _____

INFORMATION ITEM 1
Targeted Industries

The following item is presented as information for the Committee.

No action is required.

CareerSource Pasco Hernando Targeted Industries

CareerSource Pasco Hernando uses the following targeted industries to address workforce needs in our region:

- Construction
- Manufacturing
- Healthcare
- Retail Trade
- Information Technology
- Finance
- Transportation & Warehousing

2023-24 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 \$16.08/hour and Entry Wage of \$13.07/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$25.19/hour and Entry Wage of \$16.08/hour

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				FLDOE	In EFI	Qualifying
			Annual	Annual	2021 Hourly Wage		Annual	Annual	2021 Hourly Wage		Training	Targeted	
			% Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry	Code	Industry?	Level***
111011	HSHW	Chief Executives	1.25	43	92.35	42.66	-0.320637	2109	103.39	39.29	5	Yes	R
111021	HSHW	General and Operations Managers	1.67	269	48.56	21.35	1.356512	15477	47.51	21.26	4	Yes	R
112021	HSHW	Marketing Managers	3.40	16	N/A	N/A	1.537612	1463	72.48	36.91	5	Yes	S
112022	HSHW	Sales Managers	1.55	21	N/A	N/A	1.37005	2575	61.04	30.43	5	Yes	S
113021	HSHW	Computer and Information Systems Managers	1.47	11	N/A	N/A	1.824475	2248	70.34	44.67	5	Yes	S
113031	HSHW	Financial Managers	1.79	25	63.67	32.15	2.27545	3661	66.29	34.98	5	Yes	S
113071	HSHW	Transportation, Storage, and Distribution Managers	N/A	N/A	N/A	N/A	1.446025	757	49.75	28.08	4	Yes	S
113121	HSHW	Human Resources Managers	2.26	10	54.19	35.94	1.353275	766	56.98	34.83	5	Yes	S
119013	HSHW	Farmers, Ranchers, and Other Agricultural Managers	N/A	N/A	N/A	N/A	0.097262	5002	44.56	22.53	4	No	S
119021	HSHW	Construction Managers	2.35	53	54.67	31.56	1.6407	3377	49.89	28.74	4	No	R
119033	HSHW	Education Administrators, Postsecondary	1.66	21	N/A	N/A	1.417712	1111	46.05	33.25	5	No	S
119041	HSHW	Architectural and Engineering Managers	1.97	4	75.27	50.58	1.762937	723	70.33	46.08	5	Yes	S
119051	HSHW	Food Service Managers	1.99	97	34.85	19.61	0.594525	3684	35.82	19.55	4	No	R
119111	HSHW	Medical and Health Services Managers	3.44	92	52.13	28.37	N/A	N/A	N/A	N/A	5	No	R
119141	HSHW	Property, Real Estate, and Community Association Managers	N/A	N/A	N/A	N/A	1.087675	3497	32.01	17.33	4	No	S
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.60	13	N/A	N/A	0.09765	2094	31.45	20.39	3	Yes	S
131041	HSHW	Compliance Officers	1.07	23	30.85	19.86	1.153187	2499	31.63	18.12	3	Yes	S
131051	HSHW	Cost Estimators	1.61	28	N/A	N/A	0.902925	1377	31.18	19.13	4	No	S
131071	HSHW	Human Resources Specialists	1.82	93	29.08	18.67	1.346987	5002	31.42	18.49	5	Yes	R
131081	HSHW	Logisticians	3.85	6	35.87	22.73	1.465175	932	33.32	20	5	Yes	S
131111	HSHW	Management Analysts	3.16	55	42.48	24.26	1.84815	8036	41.63	22.17	5	Yes	R
131121		Meeting, Convention, and Event Planners	2.40	4	N/A	N/A	1.803925	1150	25.39	15.27	4	Yes	S
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	1.39	3	N/A	N/A	1.472312	554	28.75	19.06	4	Yes	S

131151	HSHW	Training and Development Specialists	-2.30	26	30.54	19.01	1.576162	2558	29.87	17.25	5	Yes	S
131161	HSHW	Market Research Analysts and Marketing Specialists	4.53	124	30.02	17.45	2.726837	6860	32.99	18.28	5	Yes	R
132011	HSHW	Accountants and Auditors	1.40	111	36.58	20.73	1.433637	9327	36.69	21.86	5	Yes	R
132052	HSHW	Personal Financial Advisors	1.47	45	N/A	N/A	0.565975	1939	50.42	20.04	5	No	S
132072	HSHW	Loan Officers	N/A	N/A	N/A	N/A	0.186937	1467	35.86	17.27	4	Yes	S
151211	HSHW	Computer Systems Analysts	1.20	13	37.05	25.46	1.445662	2943	44.58	27.96	4	Yes	S
151212	HSHW	Information Security Analysts	N/A	N/A	N/A	N/A	4.135675	1047	49.44	30.8	3	Yes	S
151231	HSHW	Computer Network Support Specialists	N/A	N/A	N/A	N/A	1.442062	887	32.57	21.01	3	Yes	S
151232	HSHW	Computer User Support Specialists	1.72	129	25.75	16.49	1.732975	4532	24.95	15.75	3	Yes	R
151241	HSHW	Computer Network Architects	N/A	N/A	N/A	N/A	1.525225	685	53.64	32.8	5	Yes	S
151244	HSHW	Network and Computer Systems Administrators	0.44	10	39.61	24.95	1.337562	1592	39.34	24.6	4	Yes	S
172051	HSHW	Civil Engineers	2.46	18	N/A	N/A	1.6718	1642	45.22	27.52	5	Yes	S
172071	HSHW	Electrical Engineers	N/A	N/A	N/A	N/A	1.97235	656	45.32	28.99	5	Yes	S
172072	HSHW	Electronics Engineers, Except Computer	N/A	N/A	N/A	N/A	1.692725	519	50.3	35.33	5	Yes	S
172112	HSHW	Industrial Engineers	N/A	N/A	N/A	N/A	2.3575	1025	44.86	30.14	5	Yes	S
172141	HSHW	Mechanical Engineers	1.42	7	40.52	27.14	1.745	711	43.3	27.76	5	Yes	S
172199	HSHW	Engineers, All Other	1.52	3	N/A	N/A	1.321262	693	49.99	26.74	5	Yes	S
173011	HSHW	Architectural and Civil Drafters	2.27	1	N/A	N/A	1.364712	831	26.84	18.87	3	Yes	S
173023	HSHW	Electrical and Electronic Engineering Technologists and Technicians	N/A	N/A	N/A	N/A	1.415662	782	29.33	19.14	4	Yes	S
173031		Surveying and Mapping Technicians	N/A	N/A	N/A	N/A	1.645612	717	20.52	14.73	3	Yes	S
194021		Biological Technicians	N/A	N/A	N/A	N/A	1.887425	566	20.84	14.82	4	Yes	S
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.36	37	23.95	15.09	2.371537	2200	24.04	15.52	5	No	R
211099		Community and Social Service Specialists, All Other	N/A	N/A	N/A	N/A	1.559637	546	21.18	15.25	5	No	S
212011		Clergy	0.86	52	22.41	14.82	1.02695	1825	24.58	15.27	5	No	R
232011		Paralegals and Legal Assistants	1.53	80	25.00	17.36	1.8048	4961	25.93	17.89	3	Yes	R
251011	HSHW	Business Teachers, Postsecondary	N/A	N/A	N/A	N/A	2.23235	525	45.7	23.69	5	No	S
251199	HSHW	Postsecondary Teachers, All Other	N/A	N/A	N/A	N/A	1.46945	2167	33.81	19.75	4	No	S
252012	HSHW	Kindergarten Teachers, Except Special Education	N/A	N/A	N/A	N/A	1.204462	979	28.39	19.71	5	No	S
252021	HSHW	Elementary School Teachers, Except Special Education	-0.06	203	23.65	21.94	1.214537	6265	29.57	21.08	5	No	S
252022	HSHW	Middle School Teachers, Except Special and Career/Technical Education	-0.08	46	23.75	21.50	1.221925	2908	28.98	20.31	5	No	S
252031	HSHW	Secondary School Teachers, Except Special and Career/Technical Education	-0.04	101	29.62	19.59	1.22005	3890	30.83	21.75	5	No	S
252052	HSHW	Special Education Teachers, Kindergarten and Elementary School	0.00	11	N/A	N/A	1.224575	615	30.63	19.78	5	No	S
271024		Graphic Designers	2.65	33	N/A	N/A	0.702787	1716	25.83	16.87	4	Yes	S
272012	HSHW	Producers and Directors	1.17	3	N/A	N/A	1.810875	774	34.98	18.61	5	Yes	S
273031	HSHW	Public Relations Specialists	1.65	30	29.27	18.04	1.4035	1596	30.57	17.13	5	Yes	R
273091		Interpreters and Translators	N/A	N/A	N/A	N/A	3.146237	522	24.63	13.67	4	Yes	S
274011		Audio and Video Technicians	2.03	16	N/A	N/A	2.493062	1013	24.05	14.84	4	No	S
291071	HSHW	Physician Assistants	4.96	14	N/A	N/A	3.987412	837	50.39	28.97	5	No	S
291126	HSHW	Respiratory Therapists	N/A	N/A	N/A	N/A	3.02875	742	29.37	24.46	4	No	S

291141	HSHW	Registered Nurses	1.65	411	35.02	26.87	1.52785	13568	34.62	26.5	4	No	R
291292	HSHW	Dental Hygienists	N/A	N/A	N/A	N/A	1.87035	1153	35.18	29.19	4	No	S
292010		Clinical Laboratory Technologists and Technicians	1.76	37	23.45	14.02	1.404137	1891	25.13	15.26	4	No	R
292031		Cardiovascular Technologists and Technicians	1.77	14	N/A	N/A	1.547	517	24.33	14.2	3	No	S
292032	HSHW	Diagnostic Medical Sonographers	2.98	15	N/A	N/A	2.451512	614	34.27	26.98	3	No	S
292034	HSHW	Radiologic Technologists and Technicians	1.81	36	31.28	23.79	1.3897	1359	28.64	20.96	3	No	R
292052		Pharmacy Technicians	1.42	36	16.97	13.72	0.955262	2629	17.33	13.75	3	No	R
292055		Surgical Technologists	2.16	19	N/A	N/A	1.633062	755	23.1	17.6	3	No	S
292061		Licensed Practical and Licensed Vocational Nurses	1.25	124	22.36	18.08	1.569787	3969	23.01	18.96	3	No	R
312011	HSHW	Occupational Therapy Assistants	0.66	2	N/A	N/A	3.356887	588	31.43	24.74	4	No	S
312021	HSHW	Physical Therapist Assistants	N/A	N/A	N/A	N/A	3.386962	1330	31.22	22.28	4	No	S
319091		Dental Assistants	1.80	88	20.39	17.09	1.868625	3421	19.63	15.87	3	No	R
319092		Medical Assistants	3.08	279	16.19	13.09	2.342537	9263	17.06	13.72	3	No	R
319097		Phlebotomists	2.03	50	N/A	N/A	2.28795	1214	17.17	13.78	3	No	S
332011		Firefighters	0.56	63	22.50	16.14	0.630787	1626	25.71	16.59	3	No	R
333051	HSHW	Police and Sheriff/Es Patrol Officers	0.53	81	28.49	23.11	0.595812	3358	31.88	22.46	3	No	R
351011	HSHW	Chefs and Head Cooks	3.07	43	28.50	20.39	1.48045	1972	28.29	16.3	3	No	R
371011		First-Line Supervisors of Housekeeping and Janitorial Workers	1.55	15	20.05	14.89	1.830225	2885	19.74	13.88	3	No	S
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1.18	63	23.22	15.83	1.736762	1982	23.81	16.38	3	No	R
372021		Pest Control Workers	N/A	N/A	N/A	N/A	1.357662	1557	18.6	13.66	3	No	S
411011		First-Line Supervisors of Retail Sales Workers	0.23	324	22.30	14.56	0.024562	10845	22.39	14.19	3	No	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	-0.62	18	44.65	23.36	0.038825	2634	43.82	23.51	4	Yes	S
413021		Insurance Sales Agents	N/A	N/A	N/A	N/A	1.058812	5238	28.19	14.47	3	Yes	S
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	N/A	N/A	N/A	N/A	0.491687	3393	37.75	18.8	5	No	S
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.41	18	N/A	N/A	1.047487	2619	43.77	21.11	3	Yes	S
414012	HSHW	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1.36	194	33.46	17.58	0.8298	9474	32.58	16.02	3	Yes	R
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	N/A	N/A	N/A	N/A	0.4849	11899	29.35	18.86	4	Yes	S
433031		Bookkeeping, Accounting, and Auditing Clerks	0.56	230	20.85	14.69	0.222162	12179	20.4	13.86	4	Yes	R
435011		Cargo and Freight Agents	N/A	N/A	N/A	N/A	1.385412	1118	22.67	15.36	3	Yes	S
436013		Medical Secretaries and Administrative Assistants	1.95	210	16.85	13.54	1.498862	5104	17.21	13.53	3	No	R
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	1.90	161	31.86	21.98	1.347287	6420	31.74	21.04	4	No	R
472031		Carpenters	1.47	119	20.53	15.68	0.99115	6762	21.14	15.6	3	No	R
472044		Tile and Stone Setters	N/A	N/A	N/A	N/A	2.057787	777	20.23	14.53	3	No	S
472051		Cement Masons and Concrete Finishers	2.29	60	N/A	N/A	1.4146	1658	19.2	14.09	3	No	S
472073		Operating Engineers and Other Construction Equipment Operators	1.24	100	20.37	15.85	0.959725	2869	21.27	15.72	3	No	R
472081		Drywall and Ceiling Tile Installers	N/A	N/A	N/A	N/A	1.099587	788	19.61	14	3	No	S
472111		Electricians	2.48	155	23.17	16.87	1.505212	5999	23.6	16.86	3	No	R
472121		Glaziers	N/A	N/A	N/A	N/A	2.241837	869	20.39	15.29	3	No	S
472141		Painters, Construction and Maintenance	1.60	51	N/A	N/A	0.952862	3163	18.62	14.28	3	No	S

472152		Plumbers, Pipefitters, and Steamfitters	2.28	66	24.20	16.81	1.101187	3524	23.13	16.6	3	No	R
472181		Roofers	N/A	N/A	N/A	N/A	2.35465	3616	19.63	14.17	3	No	S
472211		Sheet Metal Workers	N/A	N/A	N/A	N/A	1.432812	1016	21.68	15.24	3	Yes	S
474011	HSHW	Construction and Building Inspectors	0.93	14	27.11	18.64	1.055712	1468	30.12	19.06	3	Yes	S
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	1.60	53	29.96	20.30	1.22125	3401	31.26	20.64	3	No	R
492022		Telecommunications Equipment Installers and Repairers, Except Line Installers	1.71	50	N/A	N/A	1.413525	2320	25.27	16.05	3	No	S
492098		Security and Fire Alarm Systems Installers	N/A	N/A	N/A	N/A	2.003087	687	22.9	16.23	3	No	S
493011	HSHW	Aircraft Mechanics and Service Technicians	2.31	4	N/A	N/A	1.275075	1424	31.28	19.87	3	Yes	S
493023		Automotive Service Technicians and Mechanics	1.22	176	22.15	14.41	0.334087	5289	21.79	13.91	3	No	R
493031		Bus and Truck Mechanics and Diesel Engine Specialists	0.60	17	23.37	17.16	1.255837	1594	25.08	18.05	3	No	S
493042		Mobile Heavy Equipment Mechanics, Except Engines	N/A	N/A	N/A	N/A	1.103387	937	24.11	17.19	3	Yes	S
493051		Motorboat Mechanics and Service Technicians	N/A	N/A	N/A	N/A	1.1237	507	24.18	15.78	3	Yes	S
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.92	140	22.75	16.55	1.1598	4213	22.52	15.77	3	No	R
499041	HSHW	Industrial Machinery Mechanics	N/A	N/A	N/A	N/A	2.154937	1828	26.07	18.12	3	Yes	S
499052		Telecommunications Line Installers and Repairers	N/A	N/A	N/A	N/A	1.307987	814	22.57	16.56	3	No	S
499062		Medical Equipment Repairers	N/A	N/A	N/A	N/A	1.490575	569	24.55	15.53	3	Yes	S
499071		Maintenance and Repair Workers, General	1.29	187	18.86	13.40	1.441212	12826	19.07	13.04	3	No	R
511011	HSHW	First-Line Supervisors of Production and Operating Workers	1.27	60	27.36	18.42	1.088612	2870	29.79	18.77	3	Yes	R
514041		Machinists	1.12	17	N/A	N/A	1.36225	1125	22.14	15.46	3	Yes	S
514121		Welders, Cutters, Solderers, and Brazers	N/A	N/A	N/A	N/A	1.352662	1917	21.31	15.86	3	Yes	S
518031		Water and Wastewater Treatment Plant and System Operators	0.65	34	23.00	17.60	-0.24305	695	23.15	15.58	3	No	R
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	0.69	49	25.94	17.08	1.456225	4152	26.27	16.95	3	Yes	R
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	N/A	N/A	N/A	N/A	1.187475	665	111.83	63.62	4	Yes	S
532012	HSHW	Commercial Pilots	2.31	4	N/A	N/A	1.3417	746	52.69	27.66	3	Yes	S
533032		Heavy and Tractor-Trailer Truck Drivers	1.05	357	20.38	13.89	0.9763	13002	21.62	14.92	3	Yes	R
533052		Bus Drivers, Transit and Intercity	N/A	N/A	N/A	N/A	0.73355	1327	20.76	14.27	3	No	S
537051		Industrial Truck and Tractor Operators	2.14	132	20.74	17.18	1.826062	4759	19.3	14.88	3	Yes	R

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

**HSHW = High Skill/High Wage.

***Qualifying Level:

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.