



## **SOUTH FLORIDA WORKFORCE INVESTMENT BOARD**

**Executive Committee Meeting  
Thursday, October 12, 2017  
8:15 A.M.**

CareerSource South Florida Headquarters  
7300 Corporate Center Drive  
Conference Room 2  
Miami, FL 33126

### **AGENDA**

1. Call to Order and Introductions
2. Approval Meeting Minutes
  - A. August 10, 2017
3. Information – U. S. Department of Labor Office of Inspector General Audit Results
4. Information – CSSF Supply/Demand Matrix Update
5. Information – CSSF Targeted Occupations
6. Recommendation as to Approval to Accept Department of Children and Families Refugee Employment and Training Program Funds
7. Recommendation as to Approval to Allocate Department of Children and Families Employment and Training Program funds to Refugee Service Providers
8. Recommendation as to Approval of SFWIB to provide direct Employment & Training Services
9. Recommendation as to Approval Accept National Emergency Grant (NEG) Funds and Award NEG Funds

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"Members of the public shall be given a reasonable opportunity to be heard on a specific agenda item, but must register with the agenda clerk prior to being heard."



**SFWIB EXECUTIVE COMMITTEE**

**DATE: October 12, 2017**

**AGENDA ITEM NUMBER: 2A**

**MEETING MINUTES**

**August 10, 2017 at 8:15 A.M**

**CareerSource South Florida Headquarters**

7300 Corporate Center Drive, Conference Room 2

Miami, FL 33126

<b>EXECUTIVE COMMITTEE MEMBERS IN ATTENDANCE</b>	<b>EXECUTIVE COMMITTEE MEMBERS NOT IN ATTENDANCE</b>	<b>AUDIENCE:</b>
<ol style="list-style-type: none"> <li>1. Perez, Andy, Vice-Chairman</li> <li>2. del Valle, Juan Carlos</li> <li>3. Gaber, Cynthia</li> <li>4. Garza, Maria</li> <li>5. Gibson, Charles</li> </ol>	<ol style="list-style-type: none"> <li>6. Bridges, Jeff, <i>Chairman</i></li> <li>7. Ferradaz, Gilda *****</li> </ol> <p><b>SFWIB STAFF</b></p> <p>Beasley, Rick            Almonte, Ivan            Alonso, Gus            Garcia - Christine            Gilbert, David            Graham, Tomara            Jean-Baptiste, Antoinette            Kavehersi, Cheri            Perrin, Yian            Smith, Marian            Smith, Robert</p>	<p><i>Antunes, Denise – Florida Vocational Institute</i></p> <p><i>G. Monica – Florida Vocational Institute</i></p> <p><i>Perez-Borroto – Connie-Youth Co-Op, Inc.</i></p> <p><i>Rodriguez, Maria - Youth Co-Op, Inc.</i></p>

Agenda items are displayed in the order they were discussed.

**1. Call to Order and Introductions**

Vice-Chairman Andy Perez called the meeting to order at 8:23am, asked all those present introduce themselves and noted that a quorum of members had not been achieved.

**2. Approval of May 11, 2017, June 12, 2017 and July 13, 2017**

Ms. Maria Garza moved the approval of May 11, 2017, June 12, 2017 and July 13, 2017 meeting minutes. Motion seconded by Mr. Juan Carlos del Valle; **Motion Passed Unanimously**

**3. Recommendation as to Approval of a Contract Extension for Transition, Inc.**

Vice-Chairman Perez introduced the item and Mr. Beasley further presented.

Vice-Chairman Perez briefly verified the status and Mr. Beasley provided an update. Vice-Chairman provided a brief history.

Ms. Maria Garza moved the approval of a Contract Extension for Transitions, Inc. Motion seconded by Mr. Juan Carlos del Valle; **Motion Passed by Unanimous Consent**

**4. Recommendation as to Approval of Related Party Training Vendor Agreements**

Vice-Chairman Perez introduced the item and Mr. Beasley further presented.

Ms. Maria Garza moved the approval of related Party Training Vendor Agreements. Motion seconded by Mr. Cynthia Gaber; **Motion Passed Unanimously**

**5. Recommendation as to Approval to Eliminate and Limit Individual Training Account Funds from Microsoft Office Suite Training**

Mr. Beasley presented the item.

Vice-Chairman Perez asked whether this had been presented to SFWIB's training vendors. Business Services Manager Cheri Kavehersi explained.

Ms. Cynthia Gaber moved the approval to Eliminate and Limit Individual Training Account from Microsoft Office Suite Training. Motion seconded by Ms. Maria Garza; **Motion Passed Unanimously**

**6. Recommendation as to Approval to Allocate Funds for TechHire Summer Boot Camp Incentives**

Vice-Chairman Perez introduced the item and Mr. Beasley further presented.

Vice-Chairman Perez asked whether the funds are stipend. Mr. Beasley explained. Ms. Garza requested verification on completion and verification. Mr. Beasley further explained.

Mr. del Valle moved the approval to allocate funds for TechHire Summer Boot Camp Incentives. Motion seconded by Ms. Cynthia Gaber; **Motion Passed Unanimously**

[Mr. Gibson arrived]

**New Businesses**

Mr. Beasley provided updates on the following:

- Skills Development Fund
- Florida Job Growth Fund
- Talent Development
- Apprenticeships (IT Pipelines)

Vice-Chairman Perez shared with the Committee regarding the amount of programs currently listed in the training vendor's list. Mr. Beasley shared his comments.

Ms. Garza requested training related programs in building and designing boats. She also recommended a training program in reading blueprints.

There was continued discussion.

Ms. Garza offered to host a coffee/ brunch meeting for Mr. Mike Finney. Mr. Beasley responded that staff help coordinate this effort.

Mr. Gibson recommended more efforts in reaching out to small businesses.

There was continued discussion.

Ms. Garza recommended smaller settings for small business sessions.

Mr. Beasley recommended setting up a small business/employer session in Coconut Grove area.

Vice-Chairman Perez inquired about the ex-offender program. Mr. Beasley provided an update.

There being no further business to come before the Committee, the meeting adjourned at 8:58am.



## **SFWIB EXECUTIVE COMMITTEE**

**DATE:** 10/12/2017

**AGENDA ITEM NUMBER:** 3

**AGENDA ITEM SUBJECT:** SINGLE AUDIT QUALITY CONTROL REVIEW RESULTS

**AGENDA ITEM TYPE:** **INFORMATIONAL**

**RECOMMENDATION:** N/A

**STRATEGIC GOAL:** **HIGH ROI THROUGH CONTINUOUS IMPROVEMENT**

**STRATEGIC PROJECT:** **Strengthen workforce system accountability**

### **BACKGROUND:**

The U.S. Department of Labor (USDOL) Office of Inspector General (OIG) conducted a Quality Control Review (QCR) of the single audit of the South Florida Workforce Investment Board, d/b/a CareerSource South Florida, for the year that ended June 30, 2016. BCA Watson Rice, LLP (WatsonRice®) completed the single audit under The Single Audit Act Amendments of 1996 (Single Audit Act) and the Office of Management and Budget's Uniform Guidance.

The Single Audit Act requires audits to be conducted by an independent auditor. A QCR is performed to provide evidence of the reliability of single audits for auditors of federal agency financial statements. The USDOL's objective was to determine if WatsonRice® conducted the audit in accordance with applicable standards, including Generally Accepted Government Auditing Standards (GAGAS) and Generally Accepted Auditing Standards (GAAS), and met the requirements of Uniform Guidance.

The Inspector General's report dated August 22, 2017, found that the single audit was conducted in accordance with applicable standards, except WatsonRice® did not properly determine that CareerSource South Florida omitted pass-through identifying contract and grant numbers on the Schedule of Expenditures of Federal Awards.

Although CareerSource South Florida was responsible for completing the schedule, WatsonRice® assisted in this effort and should have identified the missing information. The failure to discover this omission during the audit was attributed to an oversight.

WatsonRice® was also found to have reported the Type A threshold incorrectly to the Federal Audit Clearinghouse. The Type A threshold is the amount used to determine if an award is major or minor. However, the USDOL's review of the audit work papers found that WatsonRice® had applied the correct threshold in its testing procedures. WatsonRice® attributed the inaccuracy to a lack of review after it had made changes to the report.

The USDOL discussed their concerns and observations with CareerSource South Florida and WatsonRice®, both of which agreed with the recommendations and have taken corrective actions.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

# U.S. Department of Labor

Office of Inspector General—Office of Audit

**SINGLE AUDIT  
QUALITY CONTROL REVIEW**



**QUALITY CONTROL REVIEW  
SINGLE AUDIT OF SOUTH FLORIDA  
WORKFORCE INVESTMENT BOARD D/B/A  
CAREERSOURCE SOUTH FLORIDA  
FOR THE YEAR ENDED JUNE 30, 2016**

**Date Issued: August 22, 2017  
Report Number: 24-17-001-03-320**

**U.S. Department of Labor**

Office of Inspector General  
Washington, D.C. 20210



## **INSPECTOR GENERAL'S REPORT**

August 22, 2017

Mr. Rick Beasley  
Executive Director  
South Florida Workforce Investment Board  
D/B/A CareerSource South Florida  
7300 Corporate Center Drive, Suite 500  
Miami, FL 33126-1234

The U.S. Department of Labor's (DOL) Office of Inspector General (OIG) conducted a Quality Control Review (QCR) of the single audit of the South Florida Workforce Investment Board, doing business as CareerSource South Florida, for the year ended June 30, 2016. The single audit was completed by BCA Watson Rice (Firm) under the Federal Single Audit Act and the Office of Management and Budget's Uniform Guidance.

A QCR is performed to provide evidence of the reliability of single audits for auditors of federal agency financial statements, such as those required by the Chief Financial Officers Act, those responsible for the programs, and others. For the year ended June 30, 2016, CareerSource South Florida reported expenditures of about \$50 million, of which \$28.5 million is from DOL. The single audit conducted by the Firm covered one major DOL program: Employment Service Cluster, funding totaling \$2.8 million. The remaining \$25.6 million in DOL funds were used for non-major programs and were not tested as part of the single audit.

Our objective was to determine if the audit was conducted in accordance with applicable standards, including Generally Accepted Government Auditing Standards (GAGAS) and Generally Accepted Auditing Standards (GAAS), and met the requirements of Uniform Guidance.

We found the single audit was conducted in accordance with applicable standards, except the Firm did not properly determine CareerSource South Florida had omitted pass-through identifying contract and grant numbers on the Schedule of Expenditures of Federal Awards (SEFA). The omission occurred because CareerSource South Florida was unaware of the level of detail required to be included in the SEFA. The Firm failed



to discover this omission during its audit due to an oversight. The Firm did, however, properly include the pass-through identifying numbers on the data collection form it submitted to the Federal Audit Clearinghouse. Although CareerSource South Florida was responsible for completing the SEFA, the Firm assisted in this effort, and should have identified the missing information during its audit.

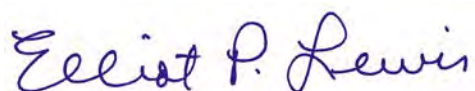
We also found the Firm reported the Type A threshold incorrectly to the Federal Audit Clearinghouse, but our review of the audit work papers found the Firm had applied the correct threshold in its testing procedures. The Firm attributed the inaccuracy to a lack of review after it had made changes to the report.

We recommend CareerSource South Florida include the pass-through identifying numbers on the SEFA. We also recommend CareerSource South Florida emphasize Uniform Guidance requirements related to pass-through identifying numbers to those responsible for completing the SEFA. We recommend the Firm correct the Type A threshold on the data collection form and Schedule of Findings and Questioned Costs. In addition, we recommend the Firm comply with its quality control policies when performing single audits to ensure all elements are contained and correctly reported. Lastly, we recommend CareerSource South Florida and the Firm work together to resubmit the reporting package to the Federal Audit Clearinghouse, including the pass-through identifying numbers on the SEFA and the correct Type A threshold.

We have discussed our concerns and observations with CareerSource South Florida and the Firm, both of which agreed with our recommendations and have taken corrective actions.

Details on the results of our review are provided in the enclosure.

Sincerely,



Elliot P. Lewis  
Assistant Inspector General  
for Audit

Enclosure

cc: Latonya Torrence, Director, Division of Policy, Review, and Resolution,  
Employment and Training Administration (ETA)

Julie Cerruti, Audit Liaison, ETA

Gregory Hitchcock, Special Assistant, ETA

Gustavo Alonso, Assistant Director of Finance, CareerSource South Florida

Ronald Thompkins, Partner, BCA Watson Rice LLP

Carshena Allison, Partner, BCA Watson Rice LLP

Enclosure

**Quality Control Review  
Single Audit of South Florida Workforce Investment Board  
D/B/A CareerSource South Florida  
for the Year Ended June 30, 2016  
(24-17-001-03-320)**

The DOL OIG conducted a QCR of the single audit of the South Florida Workforce Investment Board, doing business as CareerSource South Florida, for the year ended June 30, 2016. The single audit was completed by the BCA Watson Rice (Firm) under the Federal Single Audit Act and the Office of Management and Budget’s Uniform Guidance.

Our review included the following DOL major program:

<b>DOL Major Program Reviewed</b>	<b>Catalog of Federal Domestic Assistance Numbers</b>	<b>DOL Major Funds Reported as Expended</b>
Employment Service Cluster	17.207 17.801	\$2,869,133

**BACKGROUND**

The Single Audit Act Amendments of 1996 (Single Audit Act) were enacted to streamline and improve the effectiveness of audits of federal awards expended by states, local governments, and not-for-profit entities (referred to as non-federal entities), as well as to reduce audit burden. The Single Audit Act requires these audits, referred to as “single audits” to be conducted by an independent auditor. Single audits have a significant public interest component as they are relied on by federal agencies as part of their administrative responsibilities for determining compliance with requirements of federal awards by non-federal entities.

The Single Audit Act gives the Director of the Office of Management and Budget (OMB) the authority to develop government-wide guidelines and policy on performing audits to comply with the Act. The most recent OMB regulation issued for this purpose is Title 2, U.S. Code of Federal Regulation (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements of Federal Awards (Uniform Guidance). It includes uniform cost principles and audit requirements for federal awards to nonfederal entities and administrative requirements for all federal grants and cooperative agreements. The previous OMB regulation containing requirements for single audits was OMB Circular A-133, Audits of States, Local Governments and Non-Profit Organizations.

The single audit is an organization-wide audit or examination of a non-federal entity that expends \$750,000 or more of Federal assistance received for its operations. Usually performed annually, a single audit has two main objectives:

- a. Audit of the entity's financial statements and reporting on a separate SEFA in relation to those financial statements.
- b. Compliance audit of federal awards expended during the year as a basis for issuing additional reports on compliance related to major programs and on internal control over compliance.

The single audit must be submitted to the Federal Audit Clearinghouse along with a data collection form. The data collection form (Form SF-SAC) provides information about the auditee, its Federal programs, and the results of the audit. The Federal Audit Clearinghouse is designated by OMB as the repository of record where non-Federal entities are required to transmit the reporting packages including the data collection form.

The auditee must also prepare a SEFA for the period covered by the financial statements which must include the total Federal awards expended. All expenditures of Federal funds must be accounted for in the annual SEFA whether funds are received directly from a Federal agency or indirectly from a pass-through entity. Indirect funding occurs when a non-federal entity receives and passes federal dollars to a subrecipient. A subrecipient is a non-Federal entity that receives a subaward from a pass-through entity to carry out part of a Federal program. At a minimum, the schedule must:

- List individual Federal programs by Federal agency.
- For Federal awards received as a subrecipient, include the name of the pass-through entity and identifying number assigned by the pass-through entity.
- Provide total Federal awards expended for each individual Federal program and the Catalog of Federal Domestic Assistance (CFDA) number.
- Include the total amount provided to subrecipients from each Federal program.
- Identify balances outstanding at the end of the audit period for loan or loan guarantee programs
- Include notes that describe that significant accounting policies used in preparing the schedule.

The auditor must use a risk-based approach to determine which Federal programs are major programs. As part of this risk-based approach, the auditor must identify the larger Federal programs, which must be labeled as Type A programs. The Type A threshold determination for entities expending over \$25 million follows a sliding scale based on percentage of the total expenditures. Federal programs not labeled Type A must be labeled Type B programs. Type B programs are smaller federal programs.

## RESULTS

### **CAREERSOURCE SOUTH FLORIDA’S SEFA DID NOT INCLUDE PASS-THROUGH IDENTIFYING NUMBERS**

On the SEFA contained in the single audit report submitted to the Federal Audit Clearinghouse, CareerSource South Florida did not provide the identifying contract and grant numbers that were assigned by the pass-through entities. However, the Firm did properly include the pass-through identifying numbers on the data collection form it submitted to the Federal Audit Clearinghouse.

Uniform Guidance, 2 CFR, §200.510(b)(2), states, “For Federal awards received as a subrecipient, the identifying number assigned by the pass-through entity must be included.”

The Firm’s quality control policies and procedures require reviewers to exam all reports, financial statements, and documentation of the audit work performed and conclusions reached to obtain reasonable assurance the work has been performed in accordance with professional standards, regulations, and legal requirements.

The omission occurred because CareerSource South Florida was unaware of the level of detail required to be included in the SEFA. Although CareerSource South Florida was responsible for completing the SEFA, the Firm assisted in this effort, but did not identify the missing information during its audit due to an oversight. Without this information, federal users and the public have no referenced source to identify and locate the grant or contract number for CareerSource South Florida’s indirect funding.<sup>1</sup>

### **THE FIRM REPORTED THE TYPE A THRESHOLD INCORRECTLY**

For CareerSource South Florida’s federal awards expended, totaling \$50,091,445, the Firm reported the Type A threshold incorrectly — as \$750,000 instead of \$1,502,743 — on the data collection form and in the single audit report it submitted to the Federal Audit Clearinghouse. This threshold is used to determine the major programs to be audited. However, our review of the audit work papers found the Firm had applied the correct threshold in its testing procedures, but reported it incorrectly.

Uniform Guidance, 2 CFR, §200.518(b)(1), states the auditor must identify the larger Federal programs, which must be labeled Type A programs. Type A programs are defined as Federal programs with Federal awards during the audit period exceeding the levels outlined in the table below:

<sup>1</sup> Indirect funding occurs when a non-federal entity receives and passes federal dollars to a subrecipient.

<b>Total Federal awards expended</b>	<b>Type A threshold</b>
Equal to or exceed \$750,000 but less than or equal to \$25 million	\$750,000.
Exceed \$25 million but less than or equal to \$100 million	Total Federal awards expended times .03.

Total federal awards expended by CareerSource South Florida of \$50 million were in excess of \$25 million but less than or equal to \$100 million. Therefore, the Type A threshold should have been \$1,502,743 (\$50,091,445 times .03). The Firm’s quality control policies and procedures require a review to be completed before it releases an audit report. The Firm attributed its reporting of the incorrect threshold to a lack of review after it made changes to the report. The Firm was aware of the Type A threshold requirements, as demonstrated by its correct calculation in the audit work papers. Although the reporting inaccuracy had no effect on the Firm’s audit work, it resulted in incorrect information being maintained on the federal database that is used to analyze information from all single audits.

**OIG RECOMMENDATIONS**

We recommend CareerSource South Florida:

1. Include the pass-through identifying numbers on the SEFA.
2. Emphasize Uniform Guidance requirements related to pass-through identifying numbers to those responsible for completing the SEFA.

We recommend the Firm:

3. Correct the Type A threshold on the data collection form and Schedule of Findings and Questioned Costs.
4. Comply with its quality control policies and procedures when performing single audits to ensure all elements are contained and correctly reported.

We recommend CareerSource South Florida and the Firm:

5. Work together to resubmit the reporting package to the Federal Audit Clearinghouse including the pass-through identifying numbers on the SEFA and the correct Type A threshold.

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## **CAREERSOURCE SOUTH FLORIDA'S RESPONSE**

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CareerSource South Florida agreed with our recommendations and has taken the necessary corrective actions. CareerSource South Florida added the pass-through identifying numbers on the SEFA, and provided its financial staff with our draft report to make them aware of the requirement to do so when completing the SEFA. Together with the Firm, CareerSource South Florida resubmitted the reporting package to the Federal Audit Clearinghouse. CareerSource South Florida's response to our draft report is included in its entirety in Appendix B.

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## **FIRM'S RESPONSE**

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The Firm agreed with our recommendations and has taken the necessary corrective actions. It corrected the Type A threshold on the data collection form and Schedule of Findings and Questioned Costs. The Firm also stressed to all partners and managers the importance of complying with its quality control document (which requires a concurring review on all Uniform Guidance engagements) to minimize a reoccurrence of this finding. The Firm's response to our draft report is included in its entirety in Appendix C.

## Appendices

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**APPENDIX A**

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**OBJECTIVE, SCOPE, METHODOLOGY, AND  
CRITERIA**

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**OBJECTIVE**

Our objective was to determine if the audit was conducted in accordance with applicable standards, including GAGAS and GAAS, and met the requirements of Uniform Guidance.

**SCOPE**

We performed a QCR of the Firm's single audit of CareerSource South Florida's financial statements, SEFA, and reports required by GAGAS and Uniform Guidance, for the year ended June 30, 2016. We performed our work via remote internet connection.

**METHODOLOGY**

We reviewed the audit report using the Council of Inspectors General on Integrity and Efficiency (CIGIE) Guide for Desk Reviews of Single Audit Reports (Desk Guide). The Desk Guide was developed to ensure compliance with the requirements of Uniform Guidance. We reviewed the financial statements, compliance, and internal control reporting; SEFA; and Schedule of Findings and Questioned Costs.

Using the CIGIE Uniform Guide for QCRs of Single Audits (QCR Guide), we reviewed audit documentation and held discussions with the Firm to accomplish the required steps. The QCR Guide was developed to test for compliance with GAGAS and GAAS, and met the requirements of Uniform Guidance.

Specifically, we reviewed:

- Auditor Qualifications
- Independence
- Due Professional Care
- Quality Control
- Planning and Supervision
- Management Representations
- Litigation, Claims and Assessments
- Possible Fraud or Illegal Acts
- Determination of Major Programs
- Internal Control Over Major Programs
- Direct and Material Compliance Requirements

We also reviewed the Firm’s peer review applicable to the period of the audit.

**CRITERIA**

- Uniform Guidance
- GAGAS, December 2011 Revision
- GAAS
- Single Audit Act of 1984
- Single Audit Act Amendments of 1996

**CAREERSOURCE SOUTH FLORIDA'S RESPONSE**



July 10, 2017

careersourcesfl.com

Elliot P. Lewis  
Assistant Inspector General for Audit  
U.S. Department of Labor  
Office of Inspector General  
200 Constitution Ave., N.W., Room S-5512 Washington, DC 20210

Re: Draft Report 24-17-001-03-320

The South Florida Workforce Investment Board (dba CareerSource South Florida) has reviewed the draft of the inspector general's report. The draft report was received on June 23, 2017. The management of the South Florida Workforce Investment Board (SFWIB) is in agreement with the observations and recommendations contained within the report. SFWIB has outlined our responses for each of the recommendations as follow:

**Recommendation #1: Include the pass-through identifying number on the SEFA**

**Response:** SFWIB Management agrees with the recommendation and have implemented the necessary processes to include the pass-through identifying number on the SEFA.

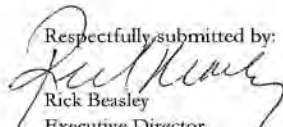
**Recommendation #2: Emphasize Uniform Guidance requirements related to pass-through identifying numbers to those responsible for completing the SEFA.**

**Response:** SFWIB Management agrees with the recommendation and have implemented the necessary processes to include the pass-through identifying number on the SEFA. All SFWIB financial staff have been provided a copy of the OIG report and are made aware of the importance of including the pass-through identifying number on the SEFA.

**Recommendation #5: Work together to resubmit the reporting package to the Federal Audit Clearinghouse including the pass-through identifying numbers on the SEFA and the correct Type A threshold.**

**Response:** Agree. The reporting package has been resubmitted.

Should you have any questions and/or need additional information, please do not hesitate to contact my office.

Respectfully submitted by:  
  
Rick Beasley  
Executive Director  
South Florida Workforce Investment Board  
d/b/a CareerSource South Florida

cc: Ronald Thompkins, CPA, CGMA, CVA  
Carshena Allison, CPA, MBA

info@careersourcesfl.com  
7300 Corporate Center Drive, Suite 500  
Miami, Florida 33126  
p: 305-594-7615 | f: 305-470-5629

**FIRM'S RESPONSE**



June 30, 2017

Elliot P. Lewis  
Assistant Inspector General for Audit  
U.S. Department of Labor  
Office of Inspector General  
200 Constitution Ave., N.W., Room S-5512  
Washington, DC 20210

Re: Draft Report 24-17-001-03-320

BCA Watson Rice LLP (Watson Rice) has reviewed the draft of the inspector general's report which was received on June 23, 2017. Watson Rice agrees with the observations and recommendations contained in the report. Specific responses to each of the recommendations follow:

Recommendation #3: Correct the Type A threshold on the data collection form and Schedule of Findings and Questioned Costs.

Response: We agree with your finding. We have subsequently modified our report on internal control and compliance based on the Uniform Guidance; with the assistance of CSSF's staff, we have resubmitted an updated report to the Federal Audit Clearinghouse; and we have stressed to all our partners and managers the importance of complying with our quality control document (which requires a concurring review on all Uniform Guidance engagements) to minimize a reoccurrence of this finding.

Recommendation #4: Comply with its quality control policies and procedures when performing single audits to ensure all elements are contained and correctly reported.

Response: We agree with your finding. We have stressed the importance of complying with our quality control document (which requires a concurring review on all Uniform Guidance engagements) to all our partners and managers to minimize a reoccurrence of this finding.

Recommendation #5: Work together to resubmit the reporting package to the Federal Audit Clearinghouse including the pass-through identifying numbers on the SEFA and the correct Type A threshold.

Response: We agree with your finding. The reporting package has been resubmitted.

We want to thank you and your team for your comments and professionalism during the review.

If you have questions or desire additional information do not hesitate to contact us.

Sincerely,

**BCA WATSON RICE LLP**

A handwritten signature in blue ink, appearing to read "Ron Thompkins".

Ronald Thompkins, CPA, CGMA, CVA  
Partner

cc: Rick Beasley, CSSF  
Carshena Allison, CPA, MBA  
Bennie Hadnott, CPA, MBA

**APPENDIX D**

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**ACKNOWLEDGEMENTS**

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Key contributors to this report were Melvin Reid (Director), Grover Fowler Jr., Mark Lemke, and Christine Allen.

**TO REPORT FRAUD, WASTE OR ABUSE, PLEASE CONTACT:**

Online: <http://www.oig.dol.gov/hotlineform.htm>

Email: [hotline@oig.dol.gov](mailto:hotline@oig.dol.gov)

Telephone: 1-800-347-3756  
202-693-6999

Fax: 202-693-7020

Address: Office of Inspector General  
U.S. DOL of Labor  
200 Constitution Avenue, N.W.  
Room S-5506  
Washington, D.C. 20210



## **SFWIB EXECUTIVE COMMITTEE**

**DATE:** 10/12/2017

**AGENDA ITEM NUMBER:** 4

**AGENDA ITEM SUBJECT:** 2017-2018 OCCUPATIONAL SUPPLY/DEMAND MATRIX UPDATE

**AGENDA ITEM TYPE:** **INFORMATIONAL**

**RECOMMENDATION:** N/A

**STRATEGIC GOAL:** **STRENGTHEN THE ONE-STOP DELIVERY SYSTEM**

**STRATEGIC PROJECT:** **Use LMI data for policy development**

### **BACKGROUND:**

At its February 18, 2010 meeting, the Board approved an Occupational Supply/Demand Policy. The intent of the policy is to ensure that workforce funds are not expended on training programs in occupations with a surplus of workers in the marketplace. Although an occupation may appear on the region's Targeted Occupations List (TOL), an oversupply of individuals with qualifications may exceed the actual number of jobs available for an occupation. As a result, a participant who completes an occupational training may not readily find employment in the career for which they were trained.

Accordingly, Individual Training Account (ITA) vouchers must be issued based on occupational demand, thereby improving the completion rate and placement after training performance measures. The policy further stipulates, each occupation on the region's (TOL) must be analyzed, at a minimum, annually to determine if the occupation has a surplus of workers. The criteria utilized for the analysis is:

- Regional Median Short-Term Supply/Demand Rate
- Regional Median Long-Term Supply/Demand Rate
- Annual Growth Percentage Change Rate

Based on the outcome of the analysis, staff is prompted to take the following actions:

- Occupations that fail to meet all three criteria are placed in a training moratorium for one year. An ITA vouchers will not be issued for training programs linked to failing occupational titles.
- Occupations that fail to meet two of the three criteria are placed on a watch list for six months. The status of the occupation is reviewed at the appointed time to determine if further action is required.

In August 2017, staff updated the Supply/Demand Matrix to reflect the most current data. The resulting update shows 128 occupational titles are subject to the one-year Moratorium, and 203 occupations are subject to be placed on a six-month watch list.

Additionally, the matrix categorizes the region's occupational titles into the following quadrants:

- Low Growth / Low Wage = 164
- Low Growth / High Wage = 135
- High Growth / Low Wage = 106
- High Growth / High Wage = 176

Note: Occupational titles linked to SFWIB Targeted Industries – Aviation; Creative Design; Hospitality & Tourism; Information Technology; International Banking & Finance; Life Sciences & Health Care; and Trade & Logistics are exempt from the aforementioned Supply/Demand Policy criteria.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*



Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY17-18	# of Jobs in EFM PY17-18	Help Wanted Jobs	Annual Openings Base on LMI Data 2016-2024	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY17-18 Average Hourly Wage	Quadrant Category	
											Growth Category	Wage Category
111011	Chief Executives	60	-	21	-	654	2.86	0.09	6.5%	0.00	Low Growth	Low Wage
111021	General and Operations Managers	352	-	28	436	3,684	0.76	0.10	11.4%	58.77	High Growth	High Wage
111031	Legislators	3	-	-	-	24	N/A	0.13	4.5%	20.65	Low Growth	High Wage
112011	Advertising and Promotions Managers	70	-	1	-	60	70.00	1.17	9.4%	56.52	Low Growth	High Wage
112021	Marketing Managers	194	-	25	962	420	0.20	0.46	14.9%	58.02	High Growth	High Wage
112022	Sales Managers	463	-	55	531	750	0.79	0.62	8.9%	58.17	Low Growth	High Wage
112031	Public Relations and Fundraising Managers	13	-	1	136	113	0.09	0.12	11.2%	61.49	High Growth	High Wage
113011	Administrative Services Managers	828	1	18	-	410	46.06	2.02	11.6%	54.90	High Growth	High Wage
113021	Computer and Information Systems Managers	63	-	9	230	381	0.26	0.17	16.3%	64.03	High Growth	High Wage
113031	Financial Managers	117	-	24	573	996	0.20	0.12	11.4%	68.55	High Growth	High Wage
113051	Industrial Production Managers	49	-	-	-	132	N/A	0.37	0.2%	51.45	Low Growth	High Wage
113061	Purchasing Managers	69	-	4	-	113	17.25	0.61	13.0%	53.69	High Growth	High Wage
113071	Transportation, Storage, and Distribution Managers	139	-	14	-	226	9.93	0.62	9.2%	44.38	Low Growth	High Wage
113111	Compensation and Benefits Managers	4	-	5	-	27	0.80	0.15	13.3%	48.76	High Growth	High Wage
113121	Human Resources Managers	134	-	3	183	236	0.72	0.57	12.6%	54.11	High Growth	High Wage
113131	Training and Development Managers	25	-	13	-	58	1.92	0.43	13.0%	49.12	High Growth	High Wage
119021	Construction Managers	89	-	15	163	931	0.50	0.10	12.2%	39.36	High Growth	High Wage
119031	Education Administrators, Preschool and Child Care	42	-	5	-	53	8.40	0.79	10.9%	28.58	High Growth	High Wage
119032	Education Administrators, Elementary and Secondary	33	-	2	-	223	16.50	0.15	14.4%	44.17	High Growth	High Wage
119033	Education Administrators, Postsecondary	55	-	5	-	112	11.00	0.49	12.5%	55.38	High Growth	High Wage
119039	Education Administrators, All Other	35	-	-	-	81	N/A	0.43	11.1%	42.88	High Growth	High Wage
119041	Architectural and Engineering Managers	23	-	7	-	388	3.29	0.06	16.0%	57.34	High Growth	High Wage
119051	Food Service Managers	152	2	8	242	476	0.62	0.32	9.6%	32.97	Low Growth	High Wage
119071	Gaming Managers	-	-	-	-	9	N/A	0.00	4.7%	33.11	Low Growth	High Wage
119081	Lodging Managers	49	-	3	112	215	0.43	0.23	9.2%	34.22	Low Growth	High Wage
119111	Medical and Health Services Managers	57	-	4	601	681	0.09	0.08	18.6%	52.23	High Growth	High Wage
119121	Natural Sciences Managers	23	4	8	-	31	3.38	0.87	4.8%	54.73	Low Growth	High Wage
119131	Postmasters and Mail Superintendents	1	-	-	-	2	N/A	0.50	-18.2%	43.10	Low Growth	High Wage
119141	Property, Real Estate & Community Association Managers	80	-	10	162	1,489	0.47	0.05	9.4%	22.14	Low Growth	High Wage
119151	Social and Community Service Managers	40	1	2	-	190	20.50	0.22	13.1%	36.08	High Growth	High Wage
119161	Emergency Management Directors	-	-	-	-	3	N/A	0.00	14.3%	45.92	High Growth	High Wage
119199	Managers, All Other	614	-	29	554	1,749	1.05	0.35	7.9%	47.62	Low Growth	High Wage
131011	Agents and Business Managers of Entertainers & Athletes	20	-	1	-	41	20.00	0.49	4.9%	23.10	Low Growth	High Wage
131021	Buyers and Purchasing Agents, Farm Products	12	-	-	-	50	N/A	0.24	7.7%	29.13	Low Growth	High Wage
131022	Wholesale and Retail Buyers, Except Farm Products	33	-	3	-	379	11.00	0.09	10.3%	27.12	High Growth	High Wage
131023	Purchasing Agents, Except Farm Products & Trade	46	-	6	-	715	7.67	0.06	7.6%	27.54	Low Growth	High Wage
131031	Claims Adjusters, Examiners, and Investigators	62	-	16	126	637	0.44	0.10	5.1%	27.91	Low Growth	High Wage
131032	Insurance Appraisers, Auto Damage	3	-	-	-	35	N/A	0.09	-6.1%	29.84	Low Growth	High Wage
131041	Compliance Officers	30	1	-	-	453	N/A	0.07	1.6%	39.03	Low Growth	High Wage
131051	Cost Estimators	5	-	5	-	529	1.00	0.01	13.3%	22.09	High Growth	High Wage
131071	Human Resources Specialists	108	-	23	114	1,147	0.79	0.09	9.5%	27.33	Low Growth	High Wage
131075	Labor Relations Specialists	24	-	3	-	157	8.00	0.15	-1.4%	28.23	Low Growth	High Wage
131081	Logisticians	80	-	16	-	334	5.00	0.24	18.7%	28.76	High Growth	High Wage
131111	Management Analysts	69	-	34	735	1,851	0.09	0.04	21.3%	34.04	High Growth	High Wage
131121	Meeting, Convention, and Event Planners	59	-	1	-	351	59.00	0.17	18.5%	19.32	High Growth	High Wage
131131	Fundraisers	12	-	1	-	106	12.00	0.11	14.2%	29.33	High Growth	High Wage
131141	Compensation, Benefits, and Job Analysis Specialists	15	-	3	-	103	5.00	0.15	6.2%	27.26	Low Growth	High Wage
131151	Training and Development Specialists	47	1	6	101	572	0.45	0.08	13.2%	29.08	High Growth	High Wage
131161	Market Research Analysts and Marketing Specialists	87	3	1,046	483	1,306	0.06	0.07	21.5%	29.05	High Growth	High Wage
131199	Business Operations Specialists, All Other	117	1	25	253	2,331	0.42	0.05	11.8%	30.10	High Growth	High Wage
132011	Accountants and Auditors	584	-	37	657	5,023	0.84	0.12	13.8%	30.57	High Growth	High Wage
132021	Appraisers and Assessors of Real Estate	25	-	3	-	225	8.33	0.11	9.5%	21.23	Low Growth	High Wage
132031	Budget Analysts	5	-	1	-	72	5.00	0.07	7.1%	32.23	Low Growth	High Wage
132041	Credit Analysts	22	-	5	-	217	4.40	0.10	7.6%	33.80	Low Growth	High Wage
132051	Financial Analysts	82	-	35	151	492	0.44	0.17	11.5%	37.08	High Growth	High Wage
132052	Personal Financial Advisors	20	-	11	205	1,298	0.09	0.02	26.6%	51.57	High Growth	High Wage
132053	Insurance Underwriters	14	-	1	-	119	14.00	0.12	-5.1%	28.91	Low Growth	High Wage
132061	Financial Examiners	6	-	2	-	132	3.00	0.05	15.2%	38.04	High Growth	High Wage

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											Growth Category	Wage Category
132071	Credit Counselors	11	-	-	-	167	N/A	0.07	16.8%	20.21	High Growth	High Wage
132072	Loan Officers	57	-	10	223	677	0.24	0.08	9.2%	38.90	Low Growth	High Wage
132081	Tax Examiners and Collectors, and Revenue Agents	9	-	-	-	93	N/A	0.10	-6.2%	29.46	Low Growth	High Wage
132082	Tax Preparers	67	-	2	-	147	33.50	0.46	7.8%	18.76	Low Growth	Low Wage
132099	Financial Specialists, All Other	73	-	12	-	178	6.08	0.41	15.2%	33.25	High Growth	High Wage
151121	Computer Systems Analysts	60	-	15	455	825	0.13	0.07	23.8%	41.02	High Growth	High Wage
151131	Computer Programmers	46	1	7	118	330	0.38	0.14	-0.1%	43.48	Low Growth	High Wage
151132	Software Developers, Applications	74	-	14	426	1,024	0.17	0.07	16.9%	31.62	High Growth	High Wage
151133	Software Developers, Systems Software	27	3	7	-	265	4.29	0.11	15.9%	40.91	High Growth	High Wage
151134	Web Developers	46	-	2	393	307	0.12	0.15	21.5%	29.00	High Growth	High Wage
151141	Database Administrators	27	-	7	-	228	3.86	0.12	13.2%	40.59	High Growth	High Wage
151142	Network and Computer Systems Administrators	65	9	14	376	534	0.19	0.14	11.4%	38.47	High Growth	High Wage
151143	Computer Network Architects	37	1	3	-	385	12.67	0.10	14.3%	33.85	High Growth	High Wage
151151	Computer User Support Specialists	189	44	35	490	1,069	0.44	0.22	14.9%	22.37	High Growth	High Wage
151152	Computer Network Support Specialists	43	6	7	-	272	7.00	0.18	13.6%	24.45	High Growth	High Wage
151199	Computer Occupations, All Other	213	5	25	732	254	0.29	0.86	14.4%	39.48	High Growth	High Wage
152031	Operations Research Analysts	22	-	9	-	351	2.44	0.06	24.6%	28.15	High Growth	High Wage
152041	Statisticians	9	-	-	-	52	N/A	0.17	36.5%	28.87	High Growth	High Wage
171011	Architects, Except Landscape and Naval	25	-	3	-	399	8.33	0.06	17.9%	36.12	High Growth	High Wage
171012	Landscape Architects	6	-	-	-	13	N/A	0.46	11.5%	33.96	High Growth	High Wage
171021	Cartographers and Photogrammetrists	3	-	-	-	37	N/A	0.08	41.1%	25.87	High Growth	High Wage
171022	Surveyors	10	-	1	-	113	10.00	0.09	10.1%	23.63	Low Growth	High Wage
172011	Aerospace Engineers	3	-	-	-	39	N/A	0.08	9.8%	45.17	Low Growth	High Wage
172021	Agricultural Engineers	1	-	-	-	2	N/A	0.50	0.0%	0.00	Low Growth	Low Wage
172031	Biomedical Engineers	5	-	-	-	60	N/A	0.08	22.0%	27.19	High Growth	High Wage
172051	Civil Engineers	24	-	24	238	992	0.09	0.02	18.5%	41.71	High Growth	High Wage
172061	Computer Hardware Engineers	12	-	1	-	67	12.00	0.18	11.4%	47.68	High Growth	High Wage
172071	Electrical Engineers	22	-	3	-	181	7.33	0.12	11.7%	36.60	High Growth	High Wage
172072	Electronics Engineers, Except Computer	7	-	1	-	91	7.00	0.08	0.0%	36.68	Low Growth	High Wage
172081	Environmental Engineers	6	-	2	-	58	3.00	0.10	13.8%	32.32	High Growth	High Wage
172111	Health and Safety Engineers, Except Mining	2	-	5	-	47	0.40	0.04	10.0%	31.85	Low Growth	High Wage
172112	Industrial Engineers	23	-	4	154	228	0.15	0.10	5.0%	31.64	Low Growth	High Wage
172141	Mechanical Engineers	37	-	8	-	223	4.63	0.17	14.5%	32.09	High Growth	High Wage
172199	Engineers, All Other	33	-	21	-	71	1.57	0.46	12.1%	35.68	High Growth	High Wage
173011	Architectural and Civil Drafters	28	-	10	-	195	2.80	0.14	9.6%	24.72	Low Growth	High Wage
173012	Electrical and Electronics Drafters	4	-	-	-	32	N/A	0.13	25.0%	23.07	High Growth	High Wage
173013	Mechanical Drafters	13	-	1	-	34	13.00	0.38	2.1%	23.24	Low Growth	High Wage
173021	Aerospace Engineering and Operations Technicians	14	-	1	-	20	14.00	0.70	8.1%	33.10	Low Growth	High Wage
173022	Civil Engineering Technicians	13	-	-	-	110	N/A	0.12	16.2%	26.63	High Growth	High Wage
173023	Electrical and Electronics Engineering Technicians	46	-	4	-	172	11.50	0.27	5.0%	31.98	Low Growth	High Wage
173025	Environmental Engineering Technicians	6	-	1	-	22	6.00	0.27	19.0%	19.11	High Growth	High Wage
173026	Industrial Engineering Technicians	19	-	1	-	58	19.00	0.33	5.1%	22.90	Low Growth	High Wage
173027	Mechanical Engineering Technicians	8	-	-	-	24	N/A	0.33	16.4%	23.50	High Growth	High Wage
173029	Engineering Technicians, Except Drafters, All Other	65	16	1	-	54	81.00	1.50	3.4%	31.08	Low Growth	High Wage
173031	Surveying and Mapping Technicians	10	-	-	-	74	N/A	0.14	4.4%	16.90	Low Growth	Low Wage
191013	Soil and Plant Scientists	1	-	-	-	22	N/A	0.00	10.2%	27.74	Low Growth	High Wage
191022	Microbiologists	1	-	-	-	10	N/A	0.10	13.3%	24.98	High Growth	High Wage
191023	Zoologists and Wildlife Biologists	1	-	-	-	36	N/A	0.03	1.3%	28.40	Low Growth	High Wage
191029	Biological Scientists, All Other	11	-	2	-	103	5.50	0.11	0.0%	38.83	Low Growth	High Wage
191031	Conservation Scientists	1	-	-	-	8	N/A	0.13	0.0%	44.98	Low Growth	High Wage
191042	Medical Scientists, Except Epidemiologists	14	-	3	284	49	0.05	0.29	11.9%	28.55	High Growth	High Wage
192012	Physicists	-	-	-	-	5	N/A	0.00	9.1%	0.00	Low Growth	Low Wage
192021	Atmospheric and Space Scientists	-	-	-	-	56	N/A	0.00	11.3%	44.73	High Growth	High Wage
192031	Chemists	14	-	-	-	49	N/A	0.29	5.1%	35.60	Low Growth	High Wage
192041	Environmental Scientists & Specialists, Including Health	17	-	1	-	171	17.00	0.10	15.3%	27.02	High Growth	High Wage
192042	Geoscientists, Except Hydrologists and Geographers	7	-	-	-	7	N/A	1.00	0.0%	52.04	Low Growth	High Wage
192043	Hydrologists	-	-	-	-	8	N/A	0.00	3.7%	0.00	Low Growth	Low Wage
192099	Physical Scientists, All Other	-	-	-	-	6	N/A	0.00	7.9%	39.12	Low Growth	High Wage

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193022	Survey Researchers	7	-	1	-	18	7.00	0.39	19.1%	22.07	High Growth	High Wage
193031	Clinical, Counseling, and School Psychologists	16	-	-	-	230	N/A	0.07	21.2%	39.28	High Growth	High Wage
193039	Psychologists, All Other	9	-	-	-	82	N/A	0.11	18.7%	49.06	High Growth	High Wage
193051	Urban and Regional Planners	2	-	1	-	99	2.00	0.02	17.4%	33.82	High Growth	High Wage
193099	Social Scientists and Related Workers, All Other	10	-	-	-	30	N/A	0.33	1.4%	39.48	Low Growth	High Wage
194011	Agricultural and Food Science Technicians	13	-	-	-	11	N/A	1.18	5.7%	0.00	Low Growth	Low Wage
194021	Biological Technicians	7	-	4	-	35	1.75	0.20	-0.7%	19.39	Low Growth	High Wage
194031	Chemical Technicians	6	-	-	-	50	N/A	0.12	9.3%	18.61	Low Growth	Low Wage
194091	Environmental Science Technicians, Including Health	6	-	2	-	93	3.00	0.06	10.3%	17.98	High Growth	Low Wage
194092	Forensic Science Technicians	3	-	-	-	107	N/A	0.03	27.0%	28.55	High Growth	High Wage
194093	Forest and Conservation Technicians	-	-	-	-	6	N/A	0.00	-5.9%	0.00	Low Growth	Low Wage
194099	Life, Physical, and Social Science Technicians, All Other	70	1	2	-	156	35.50	0.46	9.6%	21.19	Low Growth	High Wage
211011	Substance Abuse and Behavioral Disorder Counselors	22	-	2	-	125	11.00	0.18	15.3%	28.95	High Growth	High Wage
211012	Educational, Guidance, School, and Vocational Counselors	105	-	14	-	463	7.50	0.23	14.0%	26.73	High Growth	High Wage
211013	Marriage and Family Therapists	10	-	1	-	176	10.00	0.06	22.3%	21.33	High Growth	High Wage
211014	Mental Health Counselors	61	-	2	-	249	30.50	0.24	16.2%	25.16	High Growth	High Wage
211015	Rehabilitation Counselors	19	-	6	-	117	3.17	0.16	9.3%	16.50	Low Growth	Low Wage
211019	Counselors, All Other	93	-	4	-	166	23.25	0.56	14.4%	28.01	High Growth	High Wage
211021	Child, Family, and School Social Workers	100	-	1	-	398	100.00	0.25	11.2%	21.57	High Growth	High Wage
211022	Healthcare Social Workers	41	-	3	-	345	13.67	0.12	19.0%	22.03	High Growth	High Wage
211023	Mental Health and Substance Abuse Social Workers	32	-	1	110	169	0.29	0.19	19.2%	17.20	High Growth	Low Wage
211091	Health Educators	30	-	1	-	101	30.00	0.30	11.0%	26.20	High Growth	High Wage
211093	Social and Human Service Assistants	130	-	7	289	722	0.44	0.18	9.4%	15.35	Low Growth	Low Wage
211094	Community Health Workers	11	-	-	-	117	N/A	0.09	17.9%	14.65	High Growth	Low Wage
211099	Community and Social Service Specialists, All Other	58	-	4	-	669	14.50	0.09	20.6%	20.99	High Growth	High Wage
212011	Clergy	18	-	1	-	166	18.00	0.11	14.0%	19.34	High Growth	High Wage
212021	Directors, Religious Activities and Education	18	-	-	-	141	N/A	0.13	10.6%	16.67	High Growth	Low Wage
212099	Religious Workers, All Other	11	-	-	-	82	N/A	0.13	11.3%	9.10	High Growth	Low Wage
231011	Lawyers	76	-	9	150	2,434	0.48	0.03	8.9%	59.32	Low Growth	High Wage
231021	Admin. Law Judges, Adjudicators, and Hearing Officers	10	-	-	-	15	N/A	0.67	-6.1%	0.00	Low Growth	Low Wage
231022	Arbitrators, Mediators, and Conciliators	9	-	-	-	3	N/A	3.00	0.0%	27.46	Low Growth	High Wage
231023	Judges, Magistrate Judges, and Magistrates	2	-	-	-	20	N/A	0.10	-6.7%	0.00	Low Growth	Low Wage
232011	Paralegals and Legal Assistants	130	-	8	-	1,413	16.25	0.09	11.7%	28.32	High Growth	High Wage
232099	Legal Support Workers, All Other	29	-	-	-	297	N/A	0.10	5.8%	18.81	Low Growth	Low Wage
251011	Business Teachers, Postsecondary	8	-	-	-	212	N/A	0.04	12.4%	53.99	High Growth	High Wage
251021	Computer Science Teachers, Postsecondary	8	-	-	-	107	N/A	0.07	10.8%	46.50	High Growth	High Wage
251022	Mathematical Science Teachers, Postsecondary	11	-	-	-	110	N/A	0.10	15.0%	52.37	High Growth	High Wage
251031	Architecture Teachers, Postsecondary	4	-	-	-	12	N/A	0.33	10.6%	0.00	High Growth	Low Wage
251032	Engineering Teachers, Postsecondary	3	-	-	-	46	N/A	0.07	16.9%	64.61	High Growth	High Wage
251041	Agricultural Sciences Teachers, Postsecondary	1	-	1	-	5	1.00	0.20	10.5%	0.00	High Growth	Low Wage
251042	Biological Science Teachers, Postsecondary	6	-	-	-	123	N/A	0.05	17.6%	48.93	High Growth	High Wage
251051	Earth and Space Sciences Teachers, Postsecondary	-	-	-	-	16	N/A	0.00	13.3%	62.64	High Growth	High Wage
251052	Chemistry Teachers, Postsecondary	1	-	-	-	36	N/A	0.03	15.2%	55.30	High Growth	High Wage
251053	Environmental Science Teachers, Postsecondary	2	-	-	-	4	N/A	0.50	14.3%	39.89	High Growth	High Wage
251054	Physics Teachers, Postsecondary	-	-	-	-	15	N/A	0.00	20.0%	68.76	High Growth	High Wage
251062	Ethnic & Cultural Studies Teachers, Postsecondary	4	-	2	-	11	2.00	0.36	24.1%	46.16	High Growth	High Wage
251065	Political Science Teachers, Postsecondary	1	-	-	-	12	N/A	0.08	13.3%	57.94	High Growth	High Wage
251066	Psychology Teachers, Postsecondary	1	-	-	-	132	N/A	0.01	17.8%	47.19	High Growth	High Wage
251067	Sociology Teachers, Postsecondary	4	-	-	-	24	N/A	0.17	16.3%	53.77	High Growth	High Wage
251069	Social Sciences Teachers, Postsecondary, All Other	1	-	-	-	48	N/A	0.02	16.6%	51.06	High Growth	High Wage
251071	Health Specialties Teachers, Postsecondary	10	-	-	-	560	N/A	0.02	21.3%	52.17	High Growth	High Wage
251072	Nursing Instructors and Teachers, Postsecondary	2	-	-	-	152	N/A	0.01	20.8%	50.32	High Growth	High Wage
251081	Education Teachers, Postsecondary	69	-	1	-	190	69.00	0.36	13.0%	38.23	High Growth	High Wage
251111	Criminal Justice & Law Enforcement Teachers, Postsec.	3	-	-	-	59	N/A	0.05	20.1%	45.14	High Growth	High Wage
251112	Law Teachers, Postsecondary	1	-	-	-	94	N/A	0.01	24.8%	57.68	High Growth	High Wage
251113	Social Work Teachers, Postsecondary	3	-	-	-	44	N/A	0.07	18.7%	51.08	High Growth	High Wage
251121	Art, Drama, and Music Teachers, Postsecondary	21	-	-	-	98	N/A	0.21	10.8%	51.33	High Growth	High Wage
251122	Communications Teachers, Postsecondary	10	-	-	-	38	N/A	0.26	11.3%	51.52	High Growth	High Wage

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251123	English Language & Literature Teachers, Postsecondary	20	-	-	-	113	N/A	0.18	10.6%	50.83	High Growth	High Wage
251124	Foreign Language & Literature Teachers, Postsecondary	8	-	-	-	52	N/A	0.15	11.1%	51.11	High Growth	High Wage
251125	History Teachers, Postsecondary	3	-	-	-	16	N/A	0.19	13.3%	51.40	High Growth	High Wage
251126	Philosophy and Religion Teachers, Postsecondary	3	-	-	-	34	N/A	0.09	15.3%	47.88	High Growth	High Wage
251192	Home Economics Teachers, Postsecondary	-	-	-	-	8	N/A	0.00	-4.9%	0.00	Low Growth	Low Wage
251194	Vocational Education Teachers, Postsecondary	19	-	1	-	409	19.00	0.05	9.7%	29.19	Low Growth	High Wage
251199	Postsecondary Teachers, All Other	5	-	-	-	660	N/A	0.01	12.3%	41.82	High Growth	High Wage
252011	Preschool Teachers, Except Special Education	91	-	10	-	1,412	9.10	0.06	9.7%	12.86	Low Growth	Low Wage
252012	Kindergarten Teachers, Except Special Education	14	-	1	-	462	14.00	0.03	14.0%	28.46	High Growth	High Wage
252021	Elementary School Teachers, Except Special Education	68	-	7	-	2,559	9.71	0.03	14.5%	29.74	High Growth	High Wage
252022	Middle School Teachers, Exc. Special & Voc. Education	26	-	1	-	946	26.00	0.03	14.6%	30.39	High Growth	High Wage
252023	Vocational Education Teachers, Middle School	24	-	1	-	24	24.00	1.00	14.9%	0.00	High Growth	Low Wage
252031	Secondary School Teachers, Exc. Special and Voc. Ed.	50	-	1	-	1,996	50.00	0.03	14.6%	35.04	High Growth	High Wage
252032	Vocational Education Teachers, Secondary School	13	-	-	-	629	N/A	0.02	9.5%	31.12	Low Growth	High Wage
252051	Special Education Teachers, Preschool	47	-	2	-	64	23.50	0.73	14.0%	29.73	High Growth	High Wage
252052	Special Education Teachers, Kindergarten and Elementary	14	-	-	-	34	N/A	0.41	13.0%	31.13	High Growth	High Wage
252054	Special Education Teachers, Secondary School	12	-	-	-	47	N/A	0.26	14.3%	31.17	High Growth	High Wage
252059	Special Education Teachers, All Other	2	-	-	-	964	N/A	0.00	14.0%	34.51	High Growth	High Wage
253011	Literacy, Remedial and GED Teachers and Instructors	23	-	-	-	27	N/A	0.85	7.6%	19.26	Low Growth	High Wage
253021	Self-Enrichment Education Teachers	11	-	16	-	988	0.69	0.01	17.0%	18.58	High Growth	Low Wage
253098	Substitute Teachers	-	-	-	-	722	N/A	0.00	14.2%	13.46	High Growth	Low Wage
254012	Curators	2	-	-	-	58	N/A	0.03	11.0%	24.11	High Growth	High Wage
254021	Librarians	9	-	-	-	174	N/A	0.05	9.6%	32.41	Low Growth	High Wage
254031	Library Technicians	4	-	-	-	91	N/A	0.04	10.3%	16.77	High Growth	Low Wage
259021	Farm and Home Management Advisors	-	-	-	-	5	N/A	0.00	13.6%	20.32	High Growth	High Wage
259031	Instructional Coordinators	17	-	2	-	293	8.50	0.06	12.6%	28.78	High Growth	High Wage
259041	Teacher Assistants	334	28	25	-	1,204	14.48	0.30	12.3%	14.13	High Growth	Low Wage
259099	Education, Training, and Library Workers, All Other	15	-	1	-	181	15.00	0.08	10.3%	27.79	High Growth	High Wage
271011	Art Directors	39	-	-	-	76	N/A	0.51	6.2%	41.84	Low Growth	High Wage
271014	Multimedia Artists and Animators	11	1	1	-	79	12.00	0.15	7.9%	26.69	Low Growth	High Wage
271019	Artists and Related Workers, All Other	16	-	-	-	29	N/A	0.55	2.4%	44.73	Low Growth	High Wage
271023	Floral Designers	22	-	-	-	73	N/A	0.30	2.0%	14.35	Low Growth	Low Wage
271024	Graphic Designers	85	-	6	343	560	0.24	0.15	4.8%	20.51	Low Growth	High Wage
271025	Interior Designers	10	-	2	-	288	5.00	0.03	12.3%	23.11	High Growth	High Wage
271026	Merchandise Displayers and Window Trimmers	52	-	14	217	375	0.23	0.14	8.6%	12.09	Low Growth	Low Wage
271027	Set and Exhibit Designers	10	-	-	-	23	N/A	0.43	5.2%	22.56	Low Growth	High Wage
272012	Producers and Directors	131	-	4	-	630	32.75	0.21	8.7%	35.03	Low Growth	High Wage
272021	Athletes and Sports Competitors	26	-	-	-	75	N/A	0.35	20.0%	31.34	High Growth	High Wage
272022	Coaches and Scouts	38	-	-	-	396	N/A	0.10	9.5%	21.36	Low Growth	High Wage
272041	Music Directors and Composers	13	-	-	-	80	N/A	0.16	9.3%	20.54	Low Growth	High Wage
272042	Musicians and Singers	16	-	-	-	294	N/A	0.05	8.4%	26.53	Low Growth	High Wage
272099	Entertainers, Athletes and Related Workers, All Other	12	-	-	-	63	N/A	0.19	5.3%	10.16	Low Growth	Low Wage
273011	Radio and Television Announcers	11	-	-	-	82	N/A	0.13	-7.7%	16.34	Low Growth	Low Wage
273012	Public Address System and Other Announcers	2	-	-	-	32	N/A	0.06	11.6%	21.95	High Growth	High Wage
273021	Broadcast News Analysts	3	-	-	-	36	N/A	0.08	-0.7%	54.29	Low Growth	High Wage
273022	Reporters and Correspondents	19	-	-	-	144	N/A	0.13	3.3%	18.54	Low Growth	Low Wage
273031	Public Relations Specialists	48	-	1	698	468	0.07	0.10	8.9%	27.47	Low Growth	High Wage
273041	Editors	21	-	4	-	194	5.25	0.11	1.4%	27.28	Low Growth	High Wage
273042	Technical Writers	13	-	-	-	72	N/A	0.18	18.7%	27.37	High Growth	High Wage
273043	Writers and Authors	22	-	-	-	167	N/A	0.13	7.4%	25.44	Low Growth	High Wage
273091	Interpreters and Translators	38	-	2	-	250	19.00	0.15	32.2%	18.42	High Growth	Low Wage
273099	Media and Communication Workers, All Other	4	-	5	-	27	0.80	0.15	11.3%	23.79	High Growth	High Wage
274011	Audio and Video Equipment Technicians	55	-	3	-	320	18.33	0.17	13.5%	17.12	High Growth	Low Wage
274012	Broadcast Technicians	25	2	2	-	67	13.50	0.40	0.2%	19.71	Low Growth	High Wage
274014	Sound Engineering Technicians	8	-	-	-	33	N/A	0.24	5.5%	15.11	Low Growth	Low Wage
274021	Photographers	35	-	-	-	297	N/A	0.12	8.6%	17.97	Low Growth	Low Wage
274031	Camera Operators, Television, Video, and Motion Picture	16	-	-	-	48	N/A	0.33	5.0%	28.12	Low Growth	High Wage
274032	Film and Video Editors	5	-	1	-	116	5.00	0.04	16.6%	19.01	High Growth	High Wage

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274099	Media and Communication Equipment Workers, All Other	7	-	-	-	6	N/A	1.17	-2.3%	44.72	Low Growth	High Wage
291011	Chiropractors	1	-	-	-	75	N/A	0.01	14.7%	58.07	High Growth	High Wage
291021	Dentists, General	13	-	-	-	393	N/A	0.03	16.6%	74.03	High Growth	High Wage
291031	Dietitians and Nutritionists	6	-	2	-	109	3.00	0.06	14.7%	28.65	High Growth	High Wage
291041	Optometrists	7	-	-	-	199	N/A	0.04	22.7%	40.32	High Growth	High Wage
291051	Pharmacists	14	-	2	151	925	0.09	0.02	6.1%	58.20	Low Growth	High Wage
291062	Family and General Practitioners	22	-	-	105	551	N/A	0.04	9.2%	0.00	Low Growth	Low Wage
291063	Internists, General	34	-	1	-	144	34.00	0.24	12.5%	0.00	High Growth	Low Wage
291065	Pediatricians, General	1	-	-	-	98	N/A	0.01	11.3%	66.94	High Growth	High Wage
291066	Psychiatrists	5	-	-	-	85	N/A	0.06	18.8%	44.62	High Growth	High Wage
291067	Surgeons	2	-	1	-	132	2.00	0.02	19.5%	0.00	High Growth	Low Wage
291069	Physicians and Surgeons, All Other	69	-	3	-	992	23.00	0.07	19.4%	90.17	High Growth	High Wage
291071	Physician Assistants	11	-	1	-	274	11.00	0.04	25.0%	50.49	High Growth	High Wage
291081	Podiatrists	3	-	-	-	29	N/A	0.10	10.8%	54.63	High Growth	High Wage
291122	Occupational Therapists	5	-	5	-	199	1.00	0.03	16.0%	38.13	High Growth	High Wage
291123	Physical Therapists	6	-	2	145	790	0.04	0.01	23.9%	36.63	High Growth	High Wage
291124	Radiation Therapists	1	-	-	-	27	N/A	0.04	16.5%	39.84	High Growth	High Wage
291125	Recreational Therapists	3	-	-	-	14	N/A	0.21	5.0%	25.91	Low Growth	High Wage
291126	Respiratory Therapists	3	-	-	-	389	N/A	0.01	9.4%	25.84	Low Growth	High Wage
291127	Speech-Language Pathologists	4	-	2	-	248	2.00	0.02	16.9%	39.41	High Growth	High Wage
291128	Exercise Physiologists	-	-	-	-	5	N/A	0.00	11.1%	22.34	High Growth	High Wage
291131	Veterinarians	6	-	2	-	102	3.00	0.06	10.3%	50.82	High Growth	High Wage
291141	Registered Nurses	118	-	41	2,260	8,860	0.05	0.01	14.4%	31.10	High Growth	High Wage
291171	Nurse Practitioners	18	-	-	-	500	N/A	0.04	32.8%	47.16	High Growth	High Wage
291181	Audiologists	2	-	-	-	28	N/A	0.07	18.2%	37.39	High Growth	High Wage
291199	Health Diagnosing and Treating Practitioners, All Other	13	-	-	-	246	N/A	0.05	14.3%	26.74	High Growth	High Wage
292011	Medical and Clinical Laboratory Technologists	21	-	1	125	352	0.17	0.06	10.3%	30.09	High Growth	High Wage
292012	Medical and Clinical Laboratory Technicians	35	-	2	-	355	17.50	0.10	18.0%	17.16	High Growth	Low Wage
292021	Dental Hygienists	8	-	1	-	325	8.00	0.02	16.3%	27.28	High Growth	High Wage
292031	Cardiovascular Technologists and Technicians	16	-	-	106	272	N/A	0.06	20.0%	21.31	High Growth	High Wage
292032	Diagnostic Medical Sonographers	14	-	-	-	324	N/A	0.04	25.6%	29.88	High Growth	High Wage
292033	Nuclear Medicine Technologists	3	-	-	-	51	N/A	0.06	4.4%	36.04	Low Growth	High Wage
292034	Radiologic Technologists	9	-	-	172	609	N/A	0.01	12.3%	26.15	High Growth	High Wage
292035	Magnetic Resonance Imaging Technologists	5	-	-	-	138	N/A	0.04	11.2%	32.73	High Growth	High Wage
292041	Emergency Medical Technicians and Paramedics	28	-	7	-	157	4.00	0.18	10.0%	14.67	Low Growth	Low Wage
292051	Dietetic Technicians	13	-	3	-	22	4.33	0.59	10.9%	12.96	High Growth	Low Wage
292052	Pharmacy Technicians	95	-	7	416	855	0.22	0.11	13.4%	14.88	High Growth	Low Wage
292053	Psychiatric Technicians	29	-	-	-	335	N/A	0.09	16.9%	13.39	High Growth	Low Wage
292055	Surgical Technologists	18	-	-	132	186	N/A	0.10	11.5%	20.52	High Growth	High Wage
292056	Veterinary Technologists and Technicians	8	-	-	-	140	N/A	0.06	18.9%	16.06	High Growth	Low Wage
292057	Ophthalmic Medical Technicians	8	-	-	-	143	N/A	0.06	20.8%	20.06	High Growth	High Wage
292061	Licensed Practical and Licensed Vocational Nurses	75	-	17	191	1,797	0.36	0.04	14.7%	21.41	High Growth	High Wage
292071	Medical Records and Health Information Technicians	68	2	6	253	561	0.27	0.12	15.0%	18.15	High Growth	Low Wage
292081	Opticians, Dispensing	6	-	1	-	323	6.00	0.02	20.7%	19.36	High Growth	High Wage
292099	Health Technologists and Technicians, All Other	42	-	2	-	368	21.00	0.11	12.9%	18.00	High Growth	Low Wage
299011	Occupational Health and Safety Specialists	9	-	2	-	55	4.50	0.16	6.8%	31.61	Low Growth	High Wage
299012	Occupational Health and Safety Technicians	6	-	-	-	5	N/A	1.20	4.0%	22.05	Low Growth	High Wage
299091	Athletic Trainers	18	-	-	-	49	N/A	0.37	15.9%	22.17	High Growth	High Wage
299092	Genetic Counselors	-	-	-	-	4	N/A	0.00	15.4%	29.69	High Growth	High Wage
299099	Healthcare Practitioners & Technical Workers, All Other	10	7	32	-	81	0.53	0.21	11.4%	17.68	High Growth	Low Wage
311011	Home Health Aides	230	-	21	-	1,833	10.95	0.13	33.5%	11.66	High Growth	Low Wage
311014	Nursing Assistants	291	2	13	291	3,872	0.96	0.08	14.9%	11.38	High Growth	Low Wage
312021	Physical Therapist Assistants	2	-	3	-	192	0.67	0.01	25.8%	27.91	High Growth	High Wage
312022	Physical Therapist Aides	4	-	1	-	191	4.00	0.02	27.2%	11.35	High Growth	Low Wage
319011	Massage Therapists	25	-	-	-	388	N/A	0.06	15.3%	16.84	High Growth	Low Wage
319091	Dental Assistants	64	-	3	-	856	21.33	0.07	16.6%	15.27	High Growth	Low Wage
319092	Medical Assistants	322	2	16	249	2,716	1.22	0.12	22.9%	15.16	High Growth	Low Wage
319093	Medical Equipment Preparers	8	-	-	-	169	N/A	0.05	10.5%	13.68	High Growth	Low Wage

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319094	Medical Transcriptionists	7	-	1	-	107	7.00	0.07	4.7%	16.45	Low Growth	Low Wage
319097	Phlebotomists	47	-	10	-	253	4.70	0.19	17.0%	13.84	High Growth	Low Wage
319099	Healthcare Support Workers, All Other	93	9	6	-	107	17.00	0.95	10.6%	13.95	High Growth	Low Wage
331011	First-Line Supervisors of Correctional Officers	5	-	-	-	47	N/A	0.11	1.6%	34.64	Low Growth	High Wage
331012	First-Line Supervisors of Police and Detectives	1	-	-	-	275	N/A	0.00	6.8%	54.53	Low Growth	High Wage
331021	First-Line Superv. of Fire Fighting and Prevention Workers	-	-	-	-	271	N/A	0.00	9.4%	55.02	Low Growth	High Wage
331099	First-Line Superv., Protective Service Workers, All Other	13	-	-	146	342	N/A	0.04	6.6%	21.37	Low Growth	High Wage
332011	Firefighters	4	-	-	-	1,185	N/A	0.00	9.5%	39.08	Low Growth	High Wage
332021	Fire Inspectors and Investigators	2	-	-	-	33	N/A	0.06	10.0%	28.51	Low Growth	High Wage
333011	Bailiffs	3	-	-	-	44	N/A	0.07	10.1%	21.37	Low Growth	High Wage
333012	Correctional Officers and Jailers	79	-	1	-	1,435	79.00	0.06	5.6%	28.81	Low Growth	High Wage
333021	Detectives and Criminal Investigators	21	-	2	-	180	10.50	0.12	-2.3%	54.64	Low Growth	High Wage
333041	Parking Enforcement Workers	6	-	-	-	32	N/A	0.19	-12.5%	25.20	Low Growth	High Wage
333051	Police and Sheriff's Patrol Officers	30	-	13	-	2,933	2.31	0.01	9.4%	37.41	Low Growth	High Wage
333052	Transit and Railroad Police	-	-	-	-	4	N/A	0.00	7.7%	0.00	Low Growth	Low Wage
339011	Animal Control Workers	5	-	-	-	10	N/A	0.50	13.3%	24.67	High Growth	High Wage
339021	Private Detectives and Investigators	13	-	1	-	80	13.00	0.16	6.5%	19.26	Low Growth	High Wage
339031	Gaming Surveillance Officers and Gaming Investigators	3	-	-	-	10	N/A	0.30	-12.4%	15.45	Low Growth	Low Wage
339032	Security Guards	1,467	-	158	763	4,247	1.59	0.35	8.7%	10.68	Low Growth	Low Wage
339091	Crossing Guards	25	-	1	-	207	25.00	0.12	9.7%	10.93	Low Growth	Low Wage
339092	Lifeguards and Other Recreational Protective Service Workers	16	-	3	-	140	5.33	0.11	9.6%	11.50	Low Growth	Low Wage
339093	Transportation Security Screeners	26	-	-	-	185	N/A	0.14	-2.1%	19.14	Low Growth	High Wage
339099	Protective Service Workers, All Other	36	-	3	-	139	12.00	0.26	2.5%	15.75	Low Growth	Low Wage
351011	Chefs and Head Cooks	153	-	7	-	366	21.86	0.42	12.1%	25.52	High Growth	High Wage
351012	First-Line Superv. of Food Preparation & Serving Workers	157	16	11	1,213	2,840	0.14	0.06	13.6%	15.58	High Growth	Low Wage
352011	Cooks, Fast Food	217	1	6	-	68	36.33	3.21	-2.8%	9.37	Low Growth	Low Wage
352012	Cooks, Institution and Cafeteria	124	1	1	-	520	125.00	0.24	12.6%	12.51	High Growth	Low Wage
352013	Cooks, Private Household	6	-	-	-	9	N/A	0.67	5.7%	0.00	Low Growth	Low Wage
352014	Cooks, Restaurant	443	-	50	461	4,642	0.87	0.10	16.3%	12.95	High Growth	Low Wage
352015	Cooks, Short Order	51	-	1	-	255	51.00	0.20	2.1%	9.38	Low Growth	Low Wage
352021	Food Preparation Workers	408	2	14	115	2,616	3.18	0.16	11.6%	11.09	High Growth	Low Wage
353011	Bartenders	169	-	16	106	2,466	1.39	0.07	15.4%	10.40	High Growth	Low Wage
353021	Combined Food Prep. and Serving Workers, Inc. Fast Food	363	10	55	482	11,761	0.69	0.03	15.0%	9.35	High Growth	Low Wage
353022	Counter Attendants, Cafeteria, and Coffee Shop	133	-	59	-	2,950	2.25	0.05	9.7%	9.24	Low Growth	Low Wage
353031	Waiters and Waitresses	774	-	26	359	12,615	2.01	0.06	7.5%	9.47	Low Growth	Low Wage
353041	Food Servers, Nonrestaurant	144	-	27	-	560	5.33	0.26	9.0%	9.75	Low Growth	Low Wage
359011	Dining Room & Cafeteria Attendants & Bartender Helpers	175	2	24	216	3,133	0.74	0.06	9.8%	9.42	Low Growth	Low Wage
359021	Dishwashers	232	-	29	184	2,014	1.09	0.12	2.0%	9.46	Low Growth	Low Wage
371011	First-Line Superv. of Housekeeping & Janitorial Workers	105	-	14	175	526	0.56	0.20	9.7%	14.91	Low Growth	Low Wage
371012	First-Line Superv. Landscaping & Groundskeeping Workers	26	-	1	-	306	26.00	0.08	11.0%	20.61	High Growth	High Wage
372011	Janitors and Cleaners, Except Maids and Housekeeping	554	9	76	166	5,248	2.33	0.11	11.1%	9.78	High Growth	Low Wage
372012	Maids and Housekeeping Cleaners	762	17	117	499	3,953	1.26	0.20	10.2%	10.28	Low Growth	Low Wage
373011	Landscaping and Groundskeeping Workers	272	24	29	-	1,920	10.21	0.15	11.4%	11.02	High Growth	Low Wage
373012	Pesticide Handlers, Sprayers, & Applicators, Vegetation	9	-	-	-	89	N/A	0.10	10.2%	14.13	High Growth	Low Wage
391012	Slot Supervisors	2	-	-	-	33	N/A	0.06	2.6%	19.41	Low Growth	High Wage
391021	First-Line Supervisors of Personal Service Workers	24	-	4	-	507	6.00	0.05	12.6%	18.53	High Growth	Low Wage
392011	Animal Trainers	8	-	-	-	87	N/A	0.09	16.0%	12.97	High Growth	Low Wage
392021	Nonfarm Animal Caretakers	17	-	1	-	494	17.00	0.03	26.5%	10.88	High Growth	Low Wage
393021	Motion Picture Projectionists	5	-	-	-	26	N/A	0.19	-16.7%	10.56	Low Growth	Low Wage
393031	Ushers, Lobby Attendants, and Ticket Takers	53	-	4	-	544	13.25	0.10	-14.9%	9.23	Low Growth	Low Wage
393091	Amusement and Recreation Attendants	51	-	5	-	726	10.20	0.07	9.6%	10.12	Low Growth	Low Wage
393093	Locker Room, Coatroom, and Dressing Room Attendants	22	-	6	-	71	3.67	0.31	10.1%	11.86	Low Growth	Low Wage
393099	Entertainment Attendants and Related Workers, All Other	10	-	1	-	31	10.00	0.32	8.5%	10.12	Low Growth	Low Wage
394021	Funeral Attendants	4	-	-	-	77	N/A	0.05	-7.7%	11.35	Low Growth	Low Wage
395012	Hairdressers, Hairstylists, and Cosmetologists	148	-	1	122	1,203	1.20	0.12	5.1%	11.37	Low Growth	Low Wage
395092	Manicurists and Pedicurists	31	2	1	-	40	33.00	0.83	4.4%	9.50	Low Growth	Low Wage
395094	Skin Care Specialists	19	-	1	-	100	19.00	0.19	7.2%	14.51	Low Growth	Low Wage
396011	Baggage Porters and Bellhops	57	-	25	-	933	2.28	0.06	11.3%	11.94	High Growth	Low Wage

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											Growth Category	Wage Category
396012	Concierges	53	-	4	-	204	13.25	0.26	8.9%	13.44	Low Growth	Low Wage
399011	Childcare Workers	276	4	16	-	3,140	17.50	0.09	10.2%	9.59	Low Growth	Low Wage
399021	Personal Care Aides	150	-	4	-	726	37.50	0.21	19.8%	10.88	High Growth	Low Wage
399031	Fitness Trainers and Aerobics Instructors	20	-	8	-	427	2.50	0.05	8.9%	15.96	Low Growth	Low Wage
399032	Recreation Workers	94	51	91	-	1,075	1.59	0.13	11.8%	10.02	High Growth	Low Wage
399041	Residential Advisors	21	-	1	-	175	21.00	0.12	14.6%	11.81	High Growth	Low Wage
399099	Personal Care and Service Workers, All Other	12	-	-	-	610	N/A	0.02	14.2%	9.72	High Growth	Low Wage
411011	First-Line Supervisors of Retail Sales Workers	343	-	33	2,169	4,087	0.16	0.08	8.6%	19.64	Low Growth	High Wage
411012	First-Line Supervisors of Non-Retail Sales Workers	93	-	12	383	1,292	0.24	0.07	8.7%	42.80	Low Growth	High Wage
412011	Cashiers	2,176	3	63	711	13,242	2.82	0.16	6.0%	9.38	Low Growth	Low Wage
412021	Counter and Rental Clerks	49	1	7	-	1,123	7.14	0.04	8.1%	11.49	Low Growth	Low Wage
412031	Retail Salespersons	1,297	11	249	1,832	22,297	0.63	0.06	13.5%	9.96	High Growth	Low Wage
413011	Advertising Sales Agents	120	3	17	529	449	0.23	0.27	-2.3%	22.98	Low Growth	High Wage
413021	Insurance Sales Agents	101	-	5	385	1,255	0.26	0.08	9.0%	32.27	Low Growth	High Wage
413031	Securities and Financial Services Sales Agents	204	-	9	450	1,071	0.44	0.19	11.4%	36.26	High Growth	High Wage
413041	Travel Agents	46	-	6	-	289	7.67	0.16	3.0%	17.23	Low Growth	Low Wage
413099	Sales Representatives, Services, All Other	486	7	14	559	3,651	0.86	0.14	12.5%	23.18	High Growth	High Wage
414011	Sales Representatives, Wholesale & Mfg. Tech. & Sci. Prod.	115	-	16	363	931	0.30	0.12	6.2%	29.62	Low Growth	High Wage
414012	Sales Representatives, Wholesale and Manufacturing, Other	204	-	25	654	4,950	0.30	0.04	7.6%	19.69	Low Growth	High Wage
419011	Demonstrators and Product Promoters	23	-	3	372	581	0.06	0.04	12.0%	12.01	High Growth	Low Wage
419022	Real Estate Sales Agents	106	-	-	113	1,114	N/A	0.10	10.1%	17.11	Low Growth	Low Wage
419031	Sales Engineers	14	-	3	-	78	4.67	0.18	10.4%	53.17	High Growth	High Wage
419099	Sales and Related Workers, All Other	149	-	7	-	146	21.29	1.02	11.0%	13.89	High Growth	Low Wage
431011	First-Line Superv. of Office and Admin. Support Workers	173	-	48	1,111	3,166	0.15	0.05	10.1%	25.88	Low Growth	High Wage
432011	Switchboard Operators, Including Answering Service	26	-	1	-	105	26.00	0.25	-24.1%	13.19	Low Growth	Low Wage
433011	Bill and Account Collectors	139	-	23	-	467	6.04	0.30	1.8%	17.14	Low Growth	Low Wage
433021	Billing and Posting Clerks	95	-	7	-	1,521	13.57	0.06	16.3%	16.48	High Growth	Low Wage
433031	Bookkeeping, Accounting, and Auditing Clerks	315	-	33	275	1,202	1.02	0.26	-2.4%	17.88	Low Growth	Low Wage
433041	Gaming Cage Workers	3	-	-	-	21	N/A	0.14	7.7%	9.56	Low Growth	Low Wage
433051	Payroll and Timekeeping Clerks	47	-	4	-	229	11.75	0.21	1.7%	21.80	Low Growth	High Wage
433061	Procurement Clerks	21	-	3	-	130	7.00	0.16	-0.9%	20.90	Low Growth	High Wage
433071	Tellers	127	-	23	275	1,739	0.43	0.07	-3.6%	13.86	Low Growth	Low Wage
433099	Financial Clerks, All Other	9	3	-	-	93	N/A	0.13	13.6%	18.39	High Growth	Low Wage
434011	Brokerage Clerks	12	-	1	-	188	12.00	0.06	12.0%	25.02	High Growth	High Wage
434031	Court, Municipal, and License Clerks	27	-	-	-	95	N/A	0.28	6.4%	17.89	Low Growth	Low Wage
434051	Customer Service Representatives	2,297	7	169	1,121	8,935	1.79	0.26	12.0%	14.35	High Growth	Low Wage
434061	Eligibility Interviewers, Government Programs	45	-	2	-	42	22.50	1.07	2.2%	15.94	Low Growth	Low Wage
434071	File Clerks	81	1	1	-	489	82.00	0.17	-0.1%	14.95	Low Growth	Low Wage
434081	Hotel, Motel, and Resort Desk Clerks	270	1	36	454	1,627	0.55	0.17	9.8%	11.82	Low Growth	Low Wage
434111	Interviewers, Except Eligibility and Loan	36	-	1	-	330	36.00	0.11	6.4%	16.10	Low Growth	Low Wage
434121	Library Assistants, Clerical	42	6	6	-	186	8.00	0.26	9.8%	12.95	Low Growth	Low Wage
434131	Loan Interviewers and Clerks	34	-	9	-	403	3.78	0.08	9.4%	17.83	Low Growth	Low Wage
434141	New Accounts Clerks	25	-	2	-	25	12.50	1.00	-2.3%	18.72	Low Growth	Low Wage
434151	Order Clerks	18	-	1	-	411	18.00	0.04	1.3%	12.77	Low Growth	Low Wage
434161	Human Resources Assistants, Exc. Payroll	93	1	2	-	145	47.00	0.65	4.3%	18.01	Low Growth	Low Wage
434171	Receptionists and Information Clerks	583	1	43	141	3,866	3.17	0.15	11.7%	12.98	High Growth	Low Wage
434181	Reservation and Ticket Agents and Travel Clerks	77	-	3	-	994	25.67	0.08	6.5%	16.99	Low Growth	Low Wage
434199	Information and Record Clerks, All Other	10	-	-	-	1,481	N/A	0.01	9.1%	20.32	Low Growth	High Wage
435011	Cargo and Freight Agents	86	-	16	-	1,188	5.38	0.07	14.4%	18.50	High Growth	Low Wage
435021	Couriers and Messengers	50	-	-	-	187	N/A	0.27	11.2%	15.11	High Growth	Low Wage
435031	Police, Fire, and Ambulance Dispatchers	14	-	5	-	141	2.80	0.10	1.5%	23.84	Low Growth	High Wage
435032	Dispatchers, Except Police, Fire, and Ambulance	92	2	14	-	603	6.71	0.16	8.4%	14.76	Low Growth	Low Wage
435041	Meter Readers, Utilities	4	-	-	-	25	N/A	0.16	-14.0%	17.06	Low Growth	Low Wage
435051	Postal Service Clerks	28	-	-	-	48	N/A	0.58	-22.8%	28.14	Low Growth	High Wage
435052	Postal Service Mail Carriers	24	-	-	-	379	N/A	0.06	-23.0%	29.37	Low Growth	High Wage
435053	Postal Service Mail Sorters and Processors	19	-	-	-	138	N/A	0.14	-29.2%	28.11	Low Growth	High Wage
435061	Production, Planning, and Expediting Clerks	52	-	3	-	424	17.33	0.12	6.8%	20.92	Low Growth	High Wage
435071	Shipping, Receiving, and Traffic Clerks	205	-	25	-	1,554	8.20	0.13	4.6%	13.24	Low Growth	Low Wage

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435081	Stock Clerks and Order Fillers	1,062	24	122	513	6,566	1.71	0.17	8.6%	11.03	Low Growth	Low Wage
435111	Measurers, Checkers, and Samplers, Recordkeeping	27	-	2	-	102	13.50	0.26	4.9%	13.23	Low Growth	Low Wage
436011	Executive Secretaries and Executive Admin. Assistants	423	7	37	554	679	0.73	0.63	0.6%	24.74	Low Growth	High Wage
436012	Legal Secretaries	96	-	2	-	392	48.00	0.24	1.4%	20.63	Low Growth	High Wage
436013	Medical Secretaries	100	6	16	302	832	0.33	0.13	17.0%	15.19	High Growth	Low Wage
436014	Secretaries, Except Legal, Medical, and Executive	387	1	43	294	4,442	1.15	0.09	8.0%	15.39	Low Growth	Low Wage
439011	Computer Operators	34	-	1	-	20	34.00	1.70	-14.0%	19.24	Low Growth	High Wage
439021	Data Entry Keyers	170	2	10	-	303	17.20	0.57	2.8%	12.70	Low Growth	Low Wage
439022	Word Processors and Typists	9	-	-	-	10	N/A	0.90	-5.6%	15.45	Low Growth	Low Wage
439031	Desktop Publishers	-	-	-	-	17	N/A	0.00	-12.8%	15.97	Low Growth	Low Wage
439041	Insurance Claims and Policy Processing Clerks	86	1	5	-	664	17.40	0.13	4.3%	17.87	Low Growth	Low Wage
439051	Mail Clerks & Mail Machine Operators, Exc. Postal Service	37	-	-	-	121	N/A	0.31	-8.4%	13.41	Low Growth	Low Wage
439061	Office Clerks, General	631	93	86	280	6,746	1.98	0.11	7.5%	12.79	Low Growth	Low Wage
439071	Office Machine Operators, Except Computer	12	-	-	-	126	N/A	0.10	-3.3%	13.88	Low Growth	Low Wage
439199	Office and Administrative Support Workers, All Other	148	2	10	-	252	15.00	0.60	8.2%	17.94	Low Growth	Low Wage
452011	Agricultural Inspectors	10	-	-	-	8	N/A	1.25	-4.9%	0.00	Low Growth	Low Wage
452041	Graders and Sorters, Agricultural Products	64	-	50	-	37	1.28	1.73	-9.2%	8.98	Low Growth	Low Wage
452091	Agricultural Equipment Operators	16	-	-	-	101	N/A	0.16	8.2%	12.71	Low Growth	Low Wage
452092	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	174	-	11	-	1,113	15.82	0.16	-5.2%	9.32	Low Growth	Low Wage
454011	Forest and Conservation Workers	3	-	-	-	5	N/A	0.60	0.0%	0.00	Low Growth	Low Wage
471011	First-Line Superv. of Construction and Extraction Workers	54	-	17	135	1,065	0.36	0.05	17.9%	29.72	High Growth	High Wage
472021	Brickmasons and Blockmasons	8	-	30	-	55	0.27	0.15	22.3%	21.33	High Growth	High Wage
472031	Carpenters	174	1	20	-	1,596	8.75	0.11	16.5%	17.49	High Growth	Low Wage
472044	Tile and Marble Setters	7	-	-	-	202	N/A	0.03	12.5%	11.94	High Growth	Low Wage
472051	Cement Masons and Concrete Finishers	15	-	1	-	301	15.00	0.05	20.8%	15.02	High Growth	Low Wage
472061	Construction Laborers	564	6	78	-	2,711	7.31	0.21	17.9%	13.42	High Growth	Low Wage
472071	Paving, Surfacing, and Tamping Equipment Operators	4	-	-	-	142	N/A	0.03	9.0%	15.05	Low Growth	Low Wage
472072	Pile-Driver Operators	2	-	-	-	37	N/A	0.05	19.0%	28.98	High Growth	High Wage
472073	Operating Engineers/Construction Equipment Operators	46	-	7	-	451	6.57	0.10	14.4%	17.71	High Growth	Low Wage
472081	Drywall and Ceiling Tile Installers	12	-	-	-	168	N/A	0.07	19.0%	11.98	High Growth	Low Wage
472111	Electricians	126	-	11	-	1,139	11.45	0.11	14.8%	22.08	High Growth	High Wage
472121	Glaziers	12	-	-	-	77	N/A	0.16	13.6%	16.58	High Growth	Low Wage
472131	Insulation Workers, Floor, Ceiling, and Wall	-	-	-	-	90	N/A	0.00	13.4%	15.16	High Growth	Low Wage
472141	Painters, Construction and Maintenance	55	-	7	-	809	7.86	0.07	13.3%	15.27	High Growth	Low Wage
472151	Pipelayers	4	-	2	-	106	2.00	0.04	13.2%	23.68	High Growth	High Wage
472152	Plumbers, Pipefitters, and Steamfitters	80	-	8	-	440	10.00	0.18	13.9%	19.87	High Growth	High Wage
472181	Roofers	16	-	18	-	505	0.89	0.03	21.3%	12.95	High Growth	Low Wage
472211	Sheet Metal Workers	18	-	-	-	230	N/A	0.08	11.8%	17.08	High Growth	Low Wage
472221	Structural Iron and Steel Workers	16	-	1	-	189	16.00	0.08	10.0%	17.85	Low Growth	Low Wage
473012	Helpers - Carpenters	52	-	3	-	121	17.33	0.43	21.2%	14.96	High Growth	Low Wage
473013	Helpers - Electricians	44	-	3	-	237	14.67	0.19	18.0%	12.39	High Growth	Low Wage
473019	Helpers - Construction Trades, All Other	21	-	-	-	16	N/A	1.31	13.9%	13.73	High Growth	Low Wage
474011	Construction and Building Inspectors	32	-	8	-	542	4.00	0.06	20.6%	30.34	High Growth	High Wage
474051	Highway Maintenance Workers	5	-	2	-	62	2.50	0.08	7.8%	15.19	Low Growth	Low Wage
474061	Rail-Track Laying and Maintenance Equipment Operators	-	-	-	-	21	N/A	0.00	14.5%	0.00	High Growth	Low Wage
474071	Septic Tank Servicers and Sewer Pipe Cleaners	1	-	-	-	40	N/A	0.03	13.9%	13.85	High Growth	Low Wage
491011	First-Line Superv. of Mechanics, Installers, and Repairers	37	-	6	351	901	0.10	0.04	8.6%	28.26	Low Growth	High Wage
492011	Computer, ATM, and Office Machine Repairers	23	-	1	-	253	23.00	0.09	10.4%	16.77	High Growth	Low Wage
492022	Telecommunications Equipment Installers and Repairers	45	-	10	-	372	4.50	0.12	5.6%	29.02	Low Growth	High Wage
492091	Avionics Technicians	8	-	1	-	97	8.00	0.08	7.9%	25.56	Low Growth	High Wage
492093	Electronics Installers & Repairers, Transportation Equip.	13	2	2	-	44	7.50	0.34	4.6%	31.17	Low Growth	High Wage
492094	Electronics Repairers, Commercial and Industrial Equip.	25	-	2	-	53	12.50	0.47	5.0%	20.97	Low Growth	High Wage
492095	Electrical Repairers, Powerhouse, Substation, and Relay	4	-	-	-	15	N/A	0.27	-6.6%	32.52	Low Growth	High Wage
492097	Home Entertainment Electronics Installers and Repairers	25	-	-	-	157	N/A	0.16	16.4%	17.81	High Growth	Low Wage
492098	Security and Fire Alarm Systems Installers	19	-	1	-	212	19.00	0.09	15.7%	18.33	High Growth	Low Wage
493011	Aircraft Mechanics and Service Technicians	66	-	15	-	917	4.40	0.07	7.4%	24.91	Low Growth	High Wage
493021	Automotive Body and Related Repairers	26	-	1	-	366	26.00	0.07	10.5%	16.92	High Growth	Low Wage
493023	Automotive Service Technicians and Mechanics	96	-	24	182	1,921	0.47	0.05	8.2%	17.88	Low Growth	Low Wage



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493031	Bus and Truck Mechanics and Diesel Engine Specialists	17	-	5	-	355	3.40	0.05	12.9%	24.29	High Growth	High Wage
493041	Farm Equipment Mechanics and Service Technicians	4	-	-	-	33	N/A	0.12	5.1%	17.74	Low Growth	Low Wage
493042	Mobile Heavy Equipment Mechanics, Except Engines	4	-	4	-	209	1.00	0.02	9.5%	23.10	Low Growth	High Wage
493043	Rail Car Repairers	4	-	-	-	37	N/A	0.11	14.2%	0.00	High Growth	Low Wage
493051	Motorboat Mechanics and Service Technicians	2	-	2	-	101	1.00	0.02	7.0%	18.89	Low Growth	Low Wage
493052	Motorcycle Mechanics	4	-	-	-	44	N/A	0.09	12.0%	16.19	High Growth	Low Wage
493053	Outdoor Power Equipment and Small Engine Mechanics	5	-	-	-	46	N/A	0.11	10.9%	15.92	High Growth	Low Wage
493093	Tire Repairers and Changers	11	-	2	-	35	5.50	0.03	1.6%	9.64	Low Growth	Low Wage
499011	Mechanical Door Repairers	1	-	1	-	89	1.00	0.01	19.8%	16.05	High Growth	Low Wage
499012	Control and Valve Installers and Repairers, Except Door	-	-	-	-	49	N/A	0.00	0.0%	23.26	Low Growth	High Wage
499021	Heating, A.C., and Refrigeration Mechanics and Installers	63	-	12	-	1,048	5.25	0.06	15.4%	18.04	High Growth	Low Wage
499031	Home Appliance Repairers	9	-	-	-	164	N/A	0.05	6.6%	15.37	Low Growth	Low Wage
499041	Industrial Machinery Mechanics	13	1	5	-	425	2.80	0.03	17.7%	22.20	High Growth	High Wage
499043	Maintenance Workers, Machinery	14	-	10	-	57	1.40	0.25	17.1%	14.95	High Growth	Low Wage
499051	Electrical Power-Line Installers and Repairers	8	-	-	-	248	N/A	0.03	2.8%	25.84	Low Growth	High Wage
499052	Telecommunications Line Installers and Repairers	32	-	12	-	97	2.67	0.33	2.5%	20.99	Low Growth	High Wage
499062	Medical Equipment Repairers	3	-	1	-	169	3.00	0.02	17.4%	16.04	High Growth	Low Wage
499071	Maintenance and Repair Workers, General	293	25	43	444	3,489	0.65	0.09	8.6%	15.07	Low Growth	Low Wage
499091	Vending and Amusement Machine Servicers & Repairers	5	-	-	-	22	N/A	0.23	1.0%	13.12	Low Growth	Low Wage
499094	Locksmiths and Safe Repairers	1	-	-	-	273	N/A	0.00	-6.8%	14.82	Low Growth	Low Wage
499097	Signal and Track Switch Repairers	-	-	-	-	7	N/A	0.00	10.0%	0.00	Low Growth	Low Wage
499098	Helpers - Installation, Maintenance, and Repair Workers	143	8	8	-	400	18.88	0.38	9.8%	9.74	Low Growth	Low Wage
499099	Installation, Maintenance, and Repair Workers, All Other	22	39	1	-	328	61.00	0.19	10.2%	13.16	Low Growth	Low Wage
511011	First-Line Superv. of Production and Operating Workers	191	1	14	172	509	1.03	0.38	2.3%	25.48	Low Growth	High Wage
512021	Coil Winders, Tapers, and Finishers	1	-	1	-	8	1.00	0.13	5.8%	16.14	Low Growth	Low Wage
512022	Electrical and Electronic Equipment Assemblers	26	1	6	-	175	4.50	0.15	5.2%	14.04	Low Growth	Low Wage
512041	Structural Metal Fabricators and Fitters	10	-	1	-	133	10.00	0.08	15.6%	15.16	High Growth	Low Wage
512091	Fiberglass Laminators and Fabricators	3	-	-	-	32	N/A	0.09	-1.6%	11.83	Low Growth	Low Wage
512092	Team Assemblers	57	-	23	-	1,131	2.48	0.05	3.0%	11.18	Low Growth	Low Wage
512099	Assemblers and Fabricators, All Other	66	1	4	-	234	16.75	0.29	14.0%	9.89	High Growth	Low Wage
513011	Bakers	88	-	9	-	753	9.78	0.12	11.6%	11.63	High Growth	Low Wage
513021	Butchers and Meat Cutters	44	2	4	-	531	11.50	0.09	11.0%	12.62	High Growth	Low Wage
513022	Meat, Poultry, and Fish Cutters and Trimmers	9	-	-	-	184	N/A	0.05	4.7%	10.01	Low Growth	Low Wage
513023	Slaughterers and Meat Packers	5	-	-	-	26	N/A	0.19	-2.3%	9.68	Low Growth	Low Wage
513091	Food & Tobacco Baking and Drying Machine Operators	-	-	-	-	21	N/A	0.00	8.0%	12.38	Low Growth	Low Wage
513092	Food Batchmakers	8	-	-	-	135	N/A	0.06	3.9%	10.80	Low Growth	Low Wage
514011	Computer-Controlled Machine Tool Operators, M & P	2	-	2	-	69	1.00	0.03	15.1%	15.98	High Growth	Low Wage
514012	Computer Controlled (CNC) Mach. Tool Programmers, M & P	-	-	-	-	19	N/A	0.00	20.5%	22.43	High Growth	High Wage
514021	Extruding & Drawing Machine Setters & Operators; M & P	-	-	-	-	25	N/A	0.00	-18.0%	11.77	Low Growth	Low Wage
514023	Rolling Machine Setters & Operators, Metal and Plastic	1	-	-	-	7	N/A	0.14	8.3%	21.90	Low Growth	High Wage
514031	Cutting, Punching & Press Machine Operators; M & P	5	-	1	-	48	5.00	0.10	-19.4%	12.45	Low Growth	Low Wage
514033	Grinding/Lapping/Polishing Machine Tool Operators; M & P	1	-	-	-	76	N/A	0.01	-9.5%	12.85	Low Growth	Low Wage
514034	Lathe & Turning Machine Tool Setters & Operators; M & P	2	-	-	-	4	N/A	0.50	-10.5%	15.01	Low Growth	Low Wage
514041	Machinists	19	-	4	-	341	4.75	0.06	12.4%	15.68	High Growth	Low Wage
514051	Metal-Refining Furnace Operators and Tenders	2	-	-	-	124	N/A	0.02	29.9%	13.58	High Growth	Low Wage
514072	Molding & Casting Machine Setters & Operators; M & P	2	-	-	-	46	N/A	0.04	-17.5%	11.91	Low Growth	Low Wage
514081	Multiple Machine Tool Setters & Operators; M & P	2	-	-	-	23	N/A	0.09	3.0%	15.46	Low Growth	Low Wage
514111	Tool and Die Makers	2	-	-	-	4	N/A	0.50	-5.8%	25.18	Low Growth	High Wage
514121	Welders, Cutters, Solderers, and Brazers	76	-	4	-	355	19.00	0.21	6.6%	18.34	Low Growth	Low Wage
514193	Plating & Coating Machine Setters & Operators; M & P	3	-	-	-	39	N/A	0.08	-9.7%	13.40	Low Growth	Low Wage
515111	Prepress Technicians and Workers	7	-	-	-	31	N/A	0.23	-9.9%	16.38	Low Growth	Low Wage
515112	Printing Press Operators	27	-	2	-	185	13.50	0.15	-8.3%	13.76	Low Growth	Low Wage
515113	Print Binding and Finishing Workers	2	-	-	-	43	N/A	0.05	-14.4%	12.17	Low Growth	Low Wage
516011	Laundry and Dry-Cleaning Workers	101	-	22	-	503	4.59	0.20	4.8%	9.48	Low Growth	Low Wage
516021	Pressers, Textile, Garment, and Related Materials	11	-	-	-	190	N/A	0.06	-1.1%	10.12	Low Growth	Low Wage
516031	Sewing Machine Operators	34	-	4	-	143	8.50	0.24	-3.6%	9.93	Low Growth	Low Wage
516062	Textile Cutting Machine Setters, Operators, and Tenders	1	-	1	-	14	1.00	0.07	-8.3%	10.88	Low Growth	Low Wage
516064	Textile Winding, Twisting, & Drawing Machine Operators	1	-	-	-	6	N/A	0.17	-11.4%	14.04	Low Growth	Low Wage

Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY17-18	# of Jobs in EFM PY17-18	Help Wanted Jobs	Annual Openings Base on LMI Data 2016-2024	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY17-18 Average Hourly Wage	Quadrant Category	
											Growth Category	Wage Category
516093	Upholsterers	8	-	-	-	56	N/A	0.14	-3.6%	15.09	Low Growth	Low Wage
516099	Textile, Apparel, and Furnishings Workers, All Other	6	-	-	-	4	N/A	1.50	-8.7%	14.05	Low Growth	Low Wage
517011	Cabinetmakers and Bench Carpenters	21	-	1	-	38	21.00	0.55	-4.1%	14.27	Low Growth	Low Wage
517041	Sawing Machine Setters, Operators, and Tenders, Wood	-	-	-	-	34	N/A	0.00	7.1%	13.10	Low Growth	Low Wage
517042	Woodworking Machine Setters & Operators, Exc. Sawing	1	-	-	-	84	N/A	0.01	7.0%	13.86	Low Growth	Low Wage
518012	Power Distributors and Dispatchers	3	-	-	-	6	N/A	0.50	0.0%	34.93	Low Growth	High Wage
518013	Power Plant Operators	10	-	1	-	14	10.00	0.71	0.0%	32.22	Low Growth	High Wage
518031	Water and Wastewater Treatment Plant & System Operators	5	-	-	-	93	N/A	0.05	11.2%	26.45	High Growth	High Wage
519011	Chemical Equipment Operators and Tenders	4	-	-	-	48	N/A	0.08	4.9%	18.49	Low Growth	Low Wage
519012	Separating/Clarifying/Precipitating/Still Machine Operators	1	-	-	-	18	N/A	0.06	3.0%	18.17	Low Growth	Low Wage
519023	Mixing and Blending Machine Setters, Operators & Tenders	6	-	-	-	267	N/A	0.02	4.8%	13.64	Low Growth	Low Wage
519031	Cutters and Trimmers, Hand	1	-	-	-	8	N/A	0.13	-8.0%	9.10	Low Growth	Low Wage
519032	Cutting & Slicing Machine Setters, Operators, & Tenders	28	-	8	-	61	3.50	0.46	6.8%	12.02	Low Growth	Low Wage
519041	Extruding, Forming, and Pressing Machine Operators	13	-	1	-	30	13.00	0.43	2.0%	12.93	Low Growth	Low Wage
519061	Inspectors, Testers, Sorters, Samplers, and Weighers	65	-	6	-	372	10.83	0.17	4.8%	16.56	Low Growth	Low Wage
519071	Jewelers and Precious Stone and Metal Workers	15	-	-	-	36	N/A	0.42	-7.5%	18.14	Low Growth	Low Wage
519081	Dental Laboratory Technicians	7	-	-	-	17	N/A	0.41	-11.9%	15.38	Low Growth	Low Wage
519082	Medical Appliance Technicians	4	-	-	-	17	N/A	0.24	-7.1%	14.82	Low Growth	Low Wage
519083	Ophthalmic Laboratory Technicians	7	-	-	-	149	N/A	0.05	5.0%	12.54	Low Growth	Low Wage
519111	Packaging and Filling Machine Operators and Tenders	69	1	2	-	803	35.00	0.09	3.8%	9.50	Low Growth	Low Wage
519121	Coating, Painting, and Spraying Machine Operators	4	-	2	-	28	2.00	0.14	-1.6%	13.90	Low Growth	Low Wage
519122	Painters, Transportation Equipment	10	-	-	-	66	N/A	0.15	7.6%	16.74	Low Growth	Low Wage
519123	Painting, Coating, and Decorating Workers	25	-	1	-	43	25.00	0.58	11.1%	18.84	High Growth	Low Wage
519151	Photographic Process Workers & Processing Machine Oprs.	19	-	-	-	26	N/A	0.73	-21.1%	13.47	Low Growth	Low Wage
519196	Paper Goods Machine Setters, Operators, and Tenders	3	-	-	-	55	N/A	0.05	-8.9%	13.49	Low Growth	Low Wage
519198	Helpers - Production Workers	301	3	74	-	402	4.11	0.76	3.4%	9.61	Low Growth	Low Wage
519199	Production Workers, All Other	128	1	19	-	522	6.79	0.25	15.3%	9.53	High Growth	Low Wage
531011	Aircraft Cargo Handling Supervisors	34	-	1	-	46	34.00	0.74	6.9%	21.46	Low Growth	High Wage
531021	First-Line Superv. Helpers, Laborers & Material-Movers, Hand	35	1	2	-	542	18.00	0.07	8.0%	20.65	Low Growth	High Wage
531031	First-Line Superv. of Material-Moving Vehicle Operators	14	-	8	287	620	0.05	0.02	11.8%	27.12	High Growth	High Wage
532012	Commercial Pilots	2	-	1	-	307	2.00	0.01	7.8%	47.46	Low Growth	High Wage
532021	Air Traffic Controllers	4	-	-	-	157	N/A	0.03	-3.0%	66.24	Low Growth	High Wage
532022	Airfield Operations Specialists	10	-	-	-	38	N/A	0.26	7.7%	29.49	Low Growth	High Wage
532031	Flight Attendants	7	-	-	-	1,076	N/A	0.01	10.1%	27.49	Low Growth	High Wage
533011	Ambulance Drivers and Attendants, Except EMTs	31	1	10	-	13	3.20	2.46	15.9%	13.87	High Growth	Low Wage
533021	Bus Drivers, Transit and Intercity	55	-	6	-	344	9.17	0.16	8.7%	21.00	Low Growth	High Wage
533022	Bus Drivers, School or Special Client	76	-	46	-	341	1.65	0.22	10.3%	13.55	High Growth	Low Wage
533031	Driver/Sales Workers	413	-	50	-	1,021	8.26	0.40	10.4%	9.53	High Growth	Low Wage
533032	Heavy and Tractor-Trailer Truck Drivers	252	10	34	336	2,153	0.71	0.12	9.1%	17.53	Low Growth	Low Wage
533033	Light Truck or Delivery Services Drivers	137	-	15	222	2,211	0.58	0.06	10.1%	13.67	Low Growth	Low Wage
533041	Taxi Drivers and Chauffeurs	141	2	20	-	973	7.15	0.15	22.7%	10.78	High Growth	Low Wage
533099	Motor Vehicle Operators, All Other	5	-	-	-	299	N/A	0.02	16.4%	14.20	High Growth	Low Wage
534011	Locomotive Engineers	-	-	-	-	9	N/A	0.00	-3.5%	0.00	Low Growth	Low Wage
534013	Rail Yard Engineers, Dinkey Operators, and Hostlers	-	-	-	-	10	N/A	0.00	13.6%	0.00	High Growth	Low Wage
534041	Subway and Streetcar Operators	-	-	-	-	40	N/A	0.00	9.0%	0.00	Low Growth	Low Wage
534099	Rail Transportation Workers, All Other	1	-	1	-	6	1.00	0.17	6.3%	0.00	Low Growth	Low Wage
535011	Sailors and Marine Oilers	10	-	-	-	114	N/A	0.09	7.4%	14.58	Low Growth	Low Wage
535021	Captains, Mates, and Pilots of Water Vessels	7	-	-	-	227	N/A	0.03	8.5%	31.09	Low Growth	High Wage
536011	Bridge and Lock Tenders	3	-	-	-	15	N/A	0.20	9.7%	0.00	Low Growth	Low Wage
536021	Parking Lot Attendants	116	-	8	-	4,277	14.50	0.03	35.5%	9.30	High Growth	Low Wage
536061	Transportation Attendants, Except Flight Attendants	28	-	1	-	2	28.00	14.00	0.0%	21.72	Low Growth	High Wage
536099	Transportation Workers, All Other	33	-	8	-	181	4.13	0.18	9.1%	16.53	Low Growth	Low Wage
537021	Crane and Tower Operators	9	-	1	-	173	9.00	0.05	8.0%	26.61	Low Growth	High Wage
537032	Excavating and Loading Machine and Dragline Operators	16	-	3	-	48	5.33	0.33	15.5%	18.21	High Growth	Low Wage
537051	Industrial Truck and Tractor Operators	126	-	27	-	1,122	4.67	0.11	7.6%	14.13	Low Growth	Low Wage
537061	Cleaners of Vehicles and Equipment	111	-	10	-	1,649	11.10	0.07	12.1%	9.46	High Growth	Low Wage
537062	Laborers and Freight, Stock, and Material Movers, Hand	791	-	117	137	7,811	3.11	0.10	9.8%	11.86	Low Growth	Low Wage
537063	Machine Feeders and Offbearers	19	-	-	-	34	N/A	0.56	-5.2%	11.51	Low Growth	Low Wage

Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY17-18	# of Jobs in EFM PY17-18	Help Wanted Jobs	Annual Openings Base on LMI Data 2016-2024	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY17-18 Average Hourly Wage	Quadrant Category	
											Growth Category	Wage Category
537064	Packers and Packagers, Hand	266	-	20	-	1,734	13.30	0.15	3.4%	9.48	Low Growth	Low Wage
537081	Refuse and Recyclable Material Collectors	32	-	1	-	239	32.00	0.13	14.0%	17.68	High Growth	Low Wage
		41,111	581	5,533	39,115	364,901	5.00	0.11	10.2%			



## **SFWIB EXECUTIVE COMMITTEE**

**DATE:** 10/12/2017

**AGENDA ITEM NUMBER:** 5

**AGENDA ITEM SUBJECT:** PY2017-18 TARGETED OCCUPATIONS

**AGENDA ITEM TYPE:** **INFORMATIONAL**

**RECOMMENDATION:** N / A

**STRATEGIC GOAL:** **STRENGTHEN THE ONE-STOP DELIVERY SYSTEM**

**STRATEGIC PROJECT:** **Use LMI data for policy development**

### **BACKGROUND:**

The Florida Department of Economic Opportunity produces annual employment projections. Employment Projections are forecasts of future employment levels for industries and occupations in Florida. The Long-term Employment Projections program provides estimates of current and projected employment by industry and occupation for eight years into the future. The projections also include rankings of the fast-growing industries and occupations in Florida. These data are produced for the state, Workforce Regions, and counties with employment greater than 100,000.

In January of 2017, the Florida Department of Economic Opportunity released the employment projections for Miami-Dade County from 2016 – 2024. The following are the projection findings:

- A projected total of 377,014 job openings that corresponds to 582 occupations;
- The average salaries for the projected hourly rate is \$19.63 an hour (\$40,869 annually);
- The annual growth rate for projected occupations is 10.2 percent;
- The educational level for projected job openings:
  - 46.4 percent of the job opening will require post-secondary education or associate degree
  - 27.7 percent of the jobs will require a bachelor degree or higher
- Thirty percent of the projected occupations are considered High Growth / High Wage occupations;
- Eighteen percent of the projected occupations are considered High Growth / Low Wage occupations;
- Nearly 29 percent of the projected occupations are considered Low Growth / Low Wage occupations; and,
- Twenty-three percent of the projected occupations are considered Low Growth / High Wage occupations;

Based on the Regional Employment Projections for 2016-24, CSSF staff have identified 142 occupations that will be targeted. Forty-six percent of the targeted occupations are aligned in the high growth / high wage quaduarant. Fifty-four percent of the targeted occupations are aligned in the low growth / low wage quaduarant.

**FUNDING:** N / A

**PERFORMANCE:** N/A

*NO ATTACHMENT*



**SFWIB EXECUTIVE COMMITTEE**

**DATE:** 10/12/2017

**AGENDA ITEM NUMBER:** 6

**AGENDA ITEM SUBJECT:** ACCEPTANCE OF DEPARTMENT OF CHILDREN AND FAMILIES REFUGEE EMPLOYMENT AND TRAINING PROGRAM FUNDS

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Executive Committee to recommend to the Board the approval to accept \$10,000,000 in Refugee Employment and Training Program funds from the Department of Children and Families, as set forth below.

**STRATEGIC GOAL:** **IMPROVE SERVICES FOR INDIVIDUALS W/ BARRIERS**

**STRATEGIC PROJECT:** **Maximizing collaborative partnerships**

**BACKGROUND:**

At its June 15, 2017 meeting, the Board approved the fiscal year 2017-2018 SFWIB budget, which included an allocation of \$16,016,816 in Refugee Employment and Training Program (RETP) funds. On August 9, 2017, the South Florida Workforce Investment Board (SFWIB) received notification from the Department of Children and Families (DCF) that the RETP funding level for program year 2017-2018 will be reduced to \$10,000,000. The reduction is the result of a decrease in federal funding to the State of Florida.

As a result of the reduction, the 2017-2018 SFWIB budget will need to be adjusted to decrease the amounts earmarked for Headquarter expenditures and Refugee Service Provider allocations.

Staff recommends to the Executive Committee to recommend to the Board to accept the funding award and adjust the 2017-2018 budget accordingly.

**FUNDING:** Department of Children and Families Refugee Employment and Training Program

**PERFORMANCE:** N/A

*NO ATTACHMENT*



**SFWIB EXECUTIVE COMMITTEE**

**DATE:** 10/12/2017

**AGENDA ITEM NUMBER:** 7

**AGENDA ITEM SUBJECT:** APPROVAL TO ALLOCATE FUNDS TO REFUGEE PROVIDERS

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Executive Committee to recommend to the Board the approval to allocate \$10,000,000 in Refugee Employment and Training Program funds to the existing Refugee Service Providers, as set forth below.

**STRATEGIC GOAL:** **IMPROVE SERVICES FOR INDIVIDUALS W/ BARRIERS**

**STRATEGIC PROJECT:** **Maximizing collaborative partnerships**

**BACKGROUND:**

At its June 15, 2017 meeting, the Board approved the fiscal year 2017-2018 SFWIB budget, which included an allocation of \$16,016,816 in Refugee Employment and Training Program (RETP) funds. The Department of Children and Families (DCF) notified the South Florida Workforce Investment Board (SFWIB) that the funding level for program year 2017-2018 is \$10,000,000.

The attached document outlines the relevant allocations to the existing RETP Service Providers.

**FUNDING:** Refugee Employment and Training Program

**PERFORMANCE:** N/A

*ATTACHMENT*

**REFUGEE EMPLOYMENT PROGRAM  
PROVIDER ALLOCATIONS**

(Oct 2017 to Sept 2018)

	<b>Allocations</b>
	<b>Amounts</b>
Adults Mankind Organization, Inc.	\$ 1,713,066
Arbor E & T, LLC	\$ 850,648
Cuban American National Council, Inc.	\$ 833,963
Community Coalition, Inc.	\$ 735,974
Lutheran Services of Florida, Inc.	\$ 2,097,047
Miami Beach Latin Chamber of Commerce, Inc	\$ 235,442
Youth Co-Op, Inc.	\$ 2,544,530
Total Provider Costs	\$ 9,010,670
SFWIB HQ (Includes Surplus)	\$ 989,330
<b>Total</b>	<b>\$ 10,000,000</b>





## **SFWIB EXECUTIVE COMMITTEE**

**DATE:** 10/12/2017

**AGENDA ITEM NUMBER:** 8

**AGENDA ITEM SUBJECT:** THE SOUTH FLORIDA WORKFORCE INVESTMENT BOARD TO PROVIDE EMPLOYMENT & TRAINING SERVICES IN FOUR CAREERSOURCE CENTERS PREVIOUSLY OPERATED BY UNITED MIGRANT OPPORTUNITY SERVICES/UMOS INC. (UMOS)

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Executive Committee to recommend to the Board the approval for the South Florida Workforce Investment Board staff to provide employment and training services as set forth below.

**STRATEGIC GOAL:** **STRONG WORKFORCE SYSTEM LEADERSHIP**

**STRATEGIC PROJECT:** **Strengthen workforce system accountability**

### **BACKGROUND:**

The SFWIB released a Request for Proposal (RFP) for Program Year 2017-2018 to solicit proposals from qualified organizations interested in, and capable of providing workforce services within Workforce Development Area (WDA) 23. On July 1, 2017, United Migrant Opportunity Services Inc. (UMOS) was awarded a Workforce Services contract and began operating four (4) CareerSource locations: Carol City, Opa-Locka, Key Lago, and Key West.

On September 5, 2017, UMOS notified the SFWIB of its decision not to execute the contract and withdrew all participation in the WDA 23 effective as of September 8, 2017. The notification not to execute the contract was received by the SFWIB three days prior to the arrival of Hurricane Irma. On September 8, 2017, UMOS retracted the previous letter (dated September 5, 2017) that terminated the working relationship between UMOS and SFWIB. Acting in good faith, the SFWIB accepted the retraction and requested an Action Plan for Workforce Services from UMOS detailing how the organization would successfully operate the four CareerSource centers.

UMOS submitted the action plan on September 18, 2017, outlining changes to the terms and conditions of the current contract that would allow UMOS to operate beyond September 29, 2017. On September 26, 2017, SFWIB responded to UMOS's Action Plan for Workforce Services. On September 29, 2017, UMOS notified SFWIB of its decision not to execute the contract and withdrew all participation in WDA 23 effective immediately.

On October 2, 2017, SFWIB on-boarded the staff from the four affected CareerSource centers and have since provided employment and training services to the citizens within the region. In addition, SFWIB staff have submitted a request for authorization to provide direct services.

**FUNDING:** N/A

**PERFORMANCE:** N/A

*ATTACHMENT*

**UMOS**  
*Building Better Futures*

Juan Jose Lopez  
Chairman

Mailing Address: P.O. Box 04129 • Milwaukee, WI 53204  
Corporate Offices: 2701 S. Chase Avenue • Milwaukee, WI 53207 • (414) 389-6000 • Fax: (414) 489-0216

Lupe Martinez  
President &  
Chief Executive Officer

September 28, 2017

Rick Beasley  
Executive Director  
South Florida Workforce Investment Board  
d/b/a/ CareerSource South Florida  
7300 Corporate Center Drive, Suite 500  
Miami, FL 33126

Dear Mr. Beasley,

On September 5, the attached letter was forwarded to you from my office. The correspondence set forth the intent of UMOS to not sign the agreement presented by SFWIB to conduct Workforce activities in Carol City, Monroe and Opa-Laka, FL. Subsequently, on September 8, you called my office to discuss the situation. During the call, I reiterated the UMOS position expressed in the letter that the contract terms and provisions were not workable.

Based upon your request, I rescinded the letter then we mutually agreed that UMOS would submit a plan that would contain all the requirements under which it would be financially and programmatically possible for UMOS to proceed. This plan was submitted by UMOS to your office on Tuesday, September 19, 2017. The contents, terms and conditions of the plan are reasonable and consistent with the standards of the trade. The plan also represents what other similarly situated, competent and experienced Workforce providers would need to operate the centers.

As of the time of this writing, UMOS has not received a formal response, regarding the plan. It is important to note that UMOS withdrew the letter of September 5, 2017, acting in good faith and with the understanding that the hurricane was approaching.

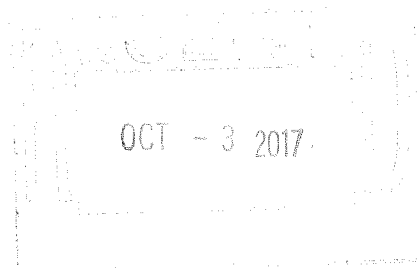
Please be advised, UMOS will cease operations of all centers by close of business Friday September 29, 2017, if a favorable and formal response is not received. Please have your staff contact Tina Koehn at 414-389-6008 with any transition related questions or concerns.

I look forward to your response.

Sincerely,



Lupe Martinez  
President/CEO





**SFWIB EXECUTIVE COMMITTEE**

**DATE:** 10/19/2017

**AGENDA ITEM NUMBER:** 9

**AGENDA ITEM SUBJECT:** ACCEPTENCE OF NATIONAL EMERGENCY GRANT (NEG) FUNDS AND AWARD NEG FUNDS

**AGENDA ITEM TYPE:** **APPROVAL**

**RECOMMENDATION:** SFWIB staff recommends to the Executive Committee to recommend to the Board to accept \$4,571,292 in National Emergency Grant (NEG) funds and award funds to governmental entities as set forth in the attachment.

**STRATEGIC GOAL:** **STRONG WORKFORCE SYSTEM LEADERSHIP**

**STRATEGIC PROJECT:** **Seek excellence in customer service**

**BACKGROUND:**

On September 9, 2017, Local Workforce Area 23 was severely affected by hurricane Irma. In response to the devastation of this storm the Federal Department of Emergency Management declared a Major Disaster Declaration on September 10, 2017 and subsequently the Department of Labor awarded a National Emergency Grant to Miami-Dade and Monroe counties.

National Emergency Grants (NEGs) are discretionary grants awarded by the Secretary of Labor to states. The funds are reserved and made available for obligation by the Secretary. The purpose of the grant is to expand service capacity at the state and local levels by providing time-limited funding assistance in response to significant dislocation events. NEG funds are available for significant dislocation events that arise from the effects of economic globalization, business fluctuations and unexpected events such as natural disasters. In the case of a natural disaster, the purpose of the funding is to create temporary employment to assist with clean-up and restoration activities.

SFWIB staff has contacted numerous municipalities in Miami-Dade and Monroe counties and solicited their requests for funding assistance in Hurricane Irma's clean-up, humanitarian and restoration activities. The municipalities have requested \$37,215,712 in funding assistance, as set forth in the attachment. SFWIB staff is in negotiations with the municipalities and is recommending the following funding awards. The attached document outlines the NEG funding request by governmental entity.

**FUNDING:** N / A

**PERFORMANCE:** N / A

*NO ATTACHMENT*