



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

Thursday, April 21, 2016

9:30 A.M.

Double Tree by Hilton Miami Airport Hotel &
Exhibition Center
711 NW 72nd Avenue
Miami, Florida 33126

AGENDA

1. Call to Order and Introductions
2. Approval of GTC Council Meeting Minutes
 - A. February 18, 2016
3. Information – Local Plan Presentation
4. Recommendation as to Approval of a TechHire Initiative for Overtown
5. Recommendation as to Approval of New Programs for Existing Training Vendors

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SFWIB GLOBAL TALENT AND COMPETITIVENESS COUNCIL

AGENDA ITEM NUMBER: 2B

DATE: April 21, 2016 at 8:00AM

AGENDA ITEM SUBJECT: MEETING MINUTES

February 18, 2016 at 8:00 A.M.
 Doubletree Hotel – Convention Center
 711 N.W 72nd Avenue
 Miami, FL 33126

COMMITTEE MEMBERS IN ATTENDANCE	SFWIB STAFF	OTHER ATTENDEES (AUDIENCE)
1. Brecheisen, Bruce 2. Boilini, Gina 3. Piedra, Obdulio 4. Roth, Thomas 5. Russo, Monica	Beasley, Rick Gomez, Maria Graham, Tomara Kavehershi, Cheri	Banks, Theron – <i>Greater Miami Services Corp.</i> Benavides, Vanessa – <i>United Way of Miami-Dade</i> Burgos, Cathy – <i>Miami-Dade County Juvenile Services Department</i> Coney, Kareem – <i>Florida Memorial University</i> Flores, Oscar – <i>Compu-Med</i> Gonzalez, Teresa – <i>Miami Dade College</i> Hanson, Eric – <i>Miami-Dade County Parks and Open Spaces Department</i> Messing, Joanne – <i>Take Stock in Children Miami</i> Perez – Borroto, Connie – <i>Youth Co-Op., Inc.</i> Torres, Cathlin – <i>Florida Keys Community College</i>
COMMITTEE MEMBERS NOT IN ATTENDANCE 6. Ferradaz, Gilda – <i>Chairwoman</i> 7. del Valle, Juan Carlos, <i>Vice-Chairman</i> 8. Brown, Clarence 9. Gazitua, Luis 10. Ludwig, Philipp 11. West, Alvin		

Agenda items are displayed in the order they were discussed.

1. Call to Order

SFWIB Chairman Piedra called the meeting to order at 8:30am on behalf of absent Chairwoman Gilda Ferradaz. He began with introductions and noted that a quorum had not been achieved.

5. Recommendation as to Approval to Allocate funds to Miami-Dade County Parks, Recreation and Open Spaces for the Fit2Lead Internship Program

Chairman Piedra introduced the item. SFWIB Youth Programs Manager, Tomara Graham further discussed and read the item into record.

Mr. Brecheisen inquired about the entity that would be responsible to issue checks to potential youth employees. Ms. Graham responded Miami-Dade County Parks and Open Spaces (PROS). He further asked if this is an existing program and whether it models a similar one. Mr. Eric Hanson of PROS responded that this would be a newly implemented program funded by Miami-Dade County Mayor's office to develop programs for the at risk youth population. Mr. Hanson noted that as a result, two new programs were subsequently created; program one (1) assists youth participants ages 12-15 (as a result of low retention) and program two (2) consists of employment and enrichment classes for college education and/or career for youth ages 15-17 years of age. He additionally stated that SFWIB would potentially sponsor 24 youth participants while PROS would sponsor 48.

Chairman Piedra inquired about recruitment areas. Mr. Hanson responded that the primary focus would consist of recruiting in high crime areas such as Liberty City and South Dade through partnership with Miami-Dade County Department of Juvenile Services (JS). Ms. Cathy Burgos of Juvenile Services appeared before the Council and briefly explained that the Department is charged with processing all children arrested in Miami-Dade County. She described what they define as the at risk youth population which are those never been arrested, but have been in trouble with the law or charged, and could potentially get in trouble in the future. She additionally noted that they focus on the top 10 high crime areas and referenced a literature that states that "when children are at risk and we don't connect them to a pro-social activity-like jobs, society will lose them, which would potentially be more costly to our community as a whole."

Mr. Roth inquired about the children's interest in participating in the program. Ms. Burgos responded that those they've assisted show great interest in participating. She additionally noted that youth participants would also be connected to various local universities which would potentially connect them with college age students that would be mentors. Ms. Graham also added that the programs will consist of three (3) stages; stage 1 at ages 12 to 15yrs, then graduate to stage 2; ages 15 to 17 years followed by stage 3; at age 17-19 years where they are ready for college bound and potentially earn a credential. Hopefully, many would earn a part-time career at PROS.

Ms. Russo inquired about mentorship. Mr. Hanson responded mentorship is included then further explained.

Ms. Boilini inquired about supervision. Mr. Hanson responded that PROS recently hired leadership staff. There would be three at each park to provide supervision. He additionally explained the structure of hiring regional managers for the various 13 parks. Additionally, he explained that PROS also hired qualified individuals from Miami-Dade County Public Schools to conduct assessments in order to identify youth participant's strengths and weaknesses.

Ms. Burgos explained the purpose and goals of this program.

Chairman Piedra inquired about the monitoring of performances and follow-ups. Mr. Hanson responded that staff would monitor participants' school attendance, academics (grades) and recidivism rate (if applicable). He additionally noted there would be various activities scheduled with parents for a more interactive approach. In addition, PROS recently hired someone that is charged with research, grant writing and publications.

Mr. Brecheisen requested clarification on credentials and program completion. Mr. Hanson explained that one of the goals is to ensure youth participants complete the program in good standing, as well as develop skills and practical experience. He additionally noted it is to inspire participants towards the right path.

Mr. Brecheisen asked whether if this would be a one year funded program. Mr. Hanson responded, “Yes” and noted that it would be renewed on an annual basis. Mr. Brecheisen requested more data be provided on the outcome. He additionally recommended that they focus more on how goals would potentially be measured to identify program success.

Ms. Graham assured that she would work with both PROS and Juvenile Services in creating measurable goals, objectives and performances to report back to the Board on a regular basis.

Mr. Brecheisen requested a breakdown of the program allocations. Mr. Burgos explained that the funds provided by Miami-Dade County would cover program all build-up costs which consist of hiring and training staff as well as transportation cost for participants for both programs as well as 48 youth participants.

Chairman Piedra emphasized the importance of breaking the cycle of violence throughout the community by being proactive. He also requested that measurable outcomes be provided in order to capture the return on investments (ROI).

The consensus of the members present moved the approval of this item to the full Board.

4. Recommendation as to Approval to Allocate Funds to City of Key West for the Key West Fire Academy Training

Chairman Piedra introduced the item. Ms. Graham further discussed and read into record staff’s recommendation for the Council’s approval to recommend to the Board. She additionally noted this program has been in insistence for many years in Key west and have proven to be a great success. She further stated that she has gotten positive feedback from parents and faculty regarding the success of this program.

Chairman Piedra requested details on program outcome/success rate. Executive Director Rick Beasley appeared before the Council and explained that staff is working on a report to provide a detailed outcome. Chairman Piedra inquired about the time frame for receiving this information. Mr. Beasley responded that a report would be readily available prior to the next scheduled meetings.

Mr. Brecheisen inquired about expected performance outcomes and Mr. Beasley further explained for in-school and out-of-school, then provided further details.

Mr. Roth inquired about the primary goal of this program. Mr. Beasley responded to assist at-risks and out-of-school youth populations. He advised the Council on a recent meeting held with various organizations and County Departments regarding assisting the ‘preconditioned’ youth population.

Mr. Roth asked whether high school juniors and seniors selected from Key West high are considered at-risk. Both Mr. Beasley and Ms. Graham responded, “Yes”. Mr. Beasley further explained.

The consensus of the members present moved the approval of this item to the full Board.

3. Recommendation as to Approval to Allocate funds to Florida Keys Community College for Career Pathway for the Reentry Hospitality Training

Chairman Piedra introduced the item. Mr. Beasley further discussed and introduced Cathlin Torres of Florida Keys Community College who appeared before the Council and presented.

Mr. Brecheisen asked whether there are other similar programs offered by other counties or entities. Mr. Beasley responded, "Yes" then further gave examples of similar programs located in Baltimore, Maryland and Washington, D.C. where there are career centers located inside the prisons.

The consensus of the members present moved the approval of this item to the full Board.

Deferred Item(s):

2. Approval of Global Talent Competitiveness Council Meeting Minutes of December 17, 2015

There being no further business to come before the Council, the meeting adjourned at 9:15am.



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/21/2016

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: 2016-20 WIOA LOCAL WORKFORCE PLAN

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

STRATEGIC GOAL: **PREMIER NATIONAL PROVIDER OF EMPLOYMENT**

STRATEGIC PROJECT: **Set Standards on Performance Measures Reporting**

BACKGROUND:

The Workforce Innovation and Opportunity Act (WIOA) requires each local workforce development board (LWDB) to develop and submit, in partnership with the local chief elected official, a comprehensive four-year plan on the current and projected needs of the workforce system to the State.

The law emphasizes the importance of collaboration and transparency in the development and submission of the plan. Plans should be a focused and deliberate collaboration among education, workforce, and economic development networks that will maximize the competitiveness of local businesses and the productivity of the area's workforce, thus increasing economic prosperity. The local plan must also lead to greater efficiencies by reducing duplication and maximizing financial and human resources.

The Local Workforce Plan must align with new WIOA priorities, the State's 2016-2020 Workforce Plan, and Governor Rick Scott's workforce development vision and goals.

Local plans must address how the Board will foster strategic alignment, improve service integration and ensure that the workforce system is:

- Industry-relevant
- Responds to the economic needs of the local workforce development area
- Matches employers with skilled workers

Committee members will receive a copy of Area 23 draft 2016-20 WIOA Local Workforce Plan. The plan is scheduled to be submitted electronically to CareerSource Florida on April 29, 2016.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



COMMUNITY FORUM

2016-2020 SFWIB WORKFORCE SERVICE PLAN



Rick Beasley
Executive Director
CareerSource South Florida



PURPOSE

The Workforce Innovation and Opportunity Act (WIOA) requires each local workforce development board to develop and submit, in partnership with the local chief elected official, a comprehensive four-year plan on the current and projected needs of the workforce system to the State.





PURPOSE

The law emphasizes the importance of collaboration and transparency in the development and submission of the plan.

The local plan must lead to greater efficiencies by reducing duplication and maximizing financial and human resources.





STRATEGIC ALIGNMENT

The local plan addresses how the Board will foster strategic alignment, improve service integration and ensure that the workforce system is:

- Industry-relevant
- Responds to the economic needs of the local workforce development area
- Matches employers with skilled workers





STRATEGIC ALIGNMENT

The plan aligns with the business and market driven principles of the CareerSource Florida network.

It is a focused and deliberate collaboration among education, workforce, and economic development networks will maximize the competitiveness of local businesses and the productivity of the area's workforce, thus increasing economic prosperity.





STRATEGIC OBJECTIVES

The South Florida Workforce Investment Board dba CareerSource South Florida (CSSF) Local Workforce Plan aligns with new Workforce Innovation and Opportunity Act (WIOA) priorities, the State's 2016-2020 Workforce Plan, and Governor Rick Scott's workforce development vision and goals.





STRATEGIC OBJECTIVES

The local Board's 2016-20 strategic vision for WIOA implementation, consistent with the Governor's workforce development objectives, will be realized by accomplishing six goals:

1. Premier National Provider of Employment and Career Training
2. Strengthen the One-Stop Delivery System and Increase Integrated Service Delivery
3. Improve Services for Individuals with Barriers to Employment
4. Dedicated Commitment to Youth Participation in the 21st Century
5. Leverage Demand Driven Management/Control Tools
6. High-Performing Board with Strong Workforce Leadership





AREA CHARACTERISTICS

- Largest of the state’s workforce development boards
- Most dynamic area in the nation in terms of its ethnic makeup as well as its vibrant targeted industry sectors:
 - ✓ Aviation
 - ✓ Banking & Finance
 - ✓ Creative Design
 - ✓ Hospitality & Tourism
 - ✓ Information Technology
 - ✓ Life Sciences & Healthcare
 - ✓ Trade & Logistics





AREA CHARACTERISTICS

The Area’s total population is **2,740,356**

Miami-Dade County has a total population of **2,662,874**:

- 77.9 percent are Caucasian
- 18.9 percent Black or African-American
- 0.3 percent American Indian and Alaska Native
- 1.7 percent Asian
- 1.2 percent Two or more races

Sixty-six percent of the total population is Hispanic or Latino.





AREA CHARACTERISTICS

Miami-Dade County

- Unemployment rate for February 2016 is **5.2** percent
- Youth ages 16-19 have the highest level of unemployment at 15.9%
- Over **58,521** residents are veterans
- First time career and unemployed job seekers with some or no college represents a growing trend in the Area and will be the target of **future tech hire** initiatives
- The majority of the populace earn between **\$20,000** to **\$49,999**

In terms of educational attainment of those age 25 and over:

- 20.5 percent are less than high school graduates
- 28.5 percent have a high school diploma or a GED
- 25 percent possess some college or associate’s degree and
- 26 percent have earned a Bachelor’s degree or higher





AREA CHARACTERISTICS

Monroe County has a population of **77,482**:

- 89.8 percent are Caucasian
- 6.6 percent African-American
- 1.3 percent Asian
- 1.8 percent two or more races
- 0.1 percent Native Hawaiian and other Pacific Islander
- 0.4 percent American Indian and Alaska Native

Hispanic or Latino of any race comprise 22.4 percent of Monroe's residents.





AREA CHARACTERISTICS

Monroe County

- Historically maintains one of the lowest unemployment rates in the State
- The February 2016 rate - 3.1 percent
- The county is primarily comprised of the Florida Keys, a string of island-based communities stretching from south of Miami at Biscayne Bay to Key West
- The largest of these keys include Key Largo, Islamorada, Marathon, Tavernier, Big Pine and Key West





Area Challenges

The local workforce area delivers workforce services responsive to the needs of its diverse populations, including those with barriers to employment, through its network of CareerSource Centers.

There are new challenges associated with the local area's population attaining the needed skills to obtain employment.

A supply of skilled/unskilled labor and the dynamic nature of the industries gaining the most new jobs has significantly added pressure on the talent acquisition process by demanding higher levels of education and technical skills to compete in today's workforce.





Area Challenges

Foreign Born:

An overwhelming majority of the Area's population is foreign born. While most are of Hispanic origin, over **170,000** are from the non-Spanish speaking West Indies. A sizeable portion of those from the non-Spanish speaking West Indies are Haitians who only speak Creole.

CSSF provides:

- Assessments in Spanish and Creole
- Career Pathways to employment and/or training
- ESOL courses
- Translation of diplomas/degrees
- Acculturation
- Referrals for Legal services
- Referrals for housing





Area Challenges

At-Risk Youth:

The FL Legislature determined that education is the most critical factor in rehabilitating adjudicated delinquent and foster care youth. CSSF has also prioritizes at-risk youth. To help break the cycle of low educational attainment and poverty, the Board partners with Miami-Dade County Public Schools and the Monroe County School District to help prepare high school students to enter the world of work.

Both youth populations also need social, personal and career counseling to become productive members of society and conform to the rule of law.

CSSF provides:

- Comprehensive Assessments
- Career Pathways to employment and/or training
- Career Guidance/Planning
- Mentoring
- Paid Work Experience (PWE)
- Leadership Development Opportunities
- Life skills
- Work Readiness Training
- Pre-Employment Skills Training





Area Challenges

Ex-Offenders:

A felony conviction or a prison or jail term can have a substantial negative impact on future job prospects, making the transition back into the community challenging.

CSSF Provides:

- Work Readiness
- Occupational Skills Training
- On-the-Job Training and Paid Work Experience Incentives for companies amenable to hiring
- Federal Bonding
- Access to Transportation
- Referral to Rehabilitative, Housing and Legal Services (e.g. expunge and seal)





Area Challenges

Individuals with Disabilities:

Over **240,000** of the region's residents are considered disabled under the Americans with Disabilities Act. Unemployment for individuals with disabilities is nearly three times the overall jobless rate.

Reasonable accommodations, including assistive equipment and/or technology, are needed by the subgroup to capitalize on training and employment opportunities.

CSSF Provides:

- Interpreters
- Other Auxiliary Aids and Services (Resource Rooms)
- Referrals to the Bureau of Deaf Services, Division of Blind Services, and Division of Vocational Rehabilitation





Area Challenges

Older Persons:

Older workers are finding it most difficult to rebound from unemployment. The number of unemployed workers age 55 and over has nearly increased in recent years.

CSSF Provides:

- Skills upgrade
- Digital literacy
- Productivity-enhancing skills and technologies
- Networking skills





Area Challenges

Veterans:

There are over **65,000** area veterans. Upon return from military service, many veterans face the challenging task of finding employment while adjusting to civilian life.

CSSF provides priority service for:

- Job Search Assistance
- Occupational Skills Training,
- Assessment and Career Counseling,
- Pre-employment and Work Readiness,
- Referrals to Mental Health Care





Business Development Strategies

SFWIB partners with local agencies in designing strategies to deliver the skilled workforce that meets the labor demand for new, expanding or relocating businesses.





Business Development Strategies

One Community One Goal:

CSSF is on the steering committee for the One Community One Goal (OCOG) initiative and is committed to closing the existing skills gaps through excellence in education, economic and workforce development. OCOG is a ten year plan that provides a roadmap for economic development, offering recommendations aimed at growing jobs and creating sustainable economic prosperity in the region.

CSSF aligned its targeted industries with the following industry sectors identified through the OCOG initiative.

- Aviation
- Creative Design
- Hospitality & Tourism
- International Banking & Finance
- IT/Telecommunications
- Life Sciences & Healthcare
- Trade & Logistics





Business Development Strategies

Business Roundtables:

CSSF's need for ongoing, real-time data and input from the business community resulted in the Business Incentive Roundtable and Focus Group series that began in 2010.

Both the Roundtable and Focus Group provide feedback on how to improve the services offered to the Area's businesses.

The feedback is provided to OCOG and incorporated in the Board's strategic plan to further assist in:

- Best practices when engaging the business community
- Align target industries with those in the OCOG report
- Set agendas and ensure high-performance and service delivery strategies





Business Development Strategies

Business Advisory Council:

SFWIB Business Advisory Council (BAC) was established as a result of feedback from the Roundtable Focus Group Series.

The purpose of the BAC is to provide a forum where heads of industry discuss how the local workforce board can best meet their needs (e.g. supplying a skilled workforce, sharing best practices and streamlining the delivery of services).

Information gathered through BAC meetings is shared with the OCOG initiative.





Business Development Strategies

Employ Miami Dade:

In partnership with the Honorable Miami Dade County Mayor Carlos A. Gimenez and other local agencies, CSSF launched the Employ Miami-Dade (EMD) initiative to provide training and employment opportunities for Miami-Dade County residents.

The objective is to strengthen the economic development of the community by educating and providing employment opportunities for traditionally overlooked and underserved job seekers residing in the highest areas of unemployment in the County.





Business Development Strategies

Employ Miami Dade:

The ultimate goal of the project is to reduce crime and poverty, while providing a talent supply to address the needs of the industry.

The initiative incorporates five service strategies to assist job seekers in obtaining and retaining employment:

- Recruitment
- Work Readiness
- Training
- Placement / Entrepreneurship / Apprenticeship
- Retention





Business Development Strategies

Employ Miami Dade:

Employ Miami Dade focuses on training in the One Community One Goal targeted industry sectors of the One Community One Goal strategic plan, where employment growth is essential to the continued success of the project.





Business Development Strategies

Demand-Driven Training:

Occupational Skills Training

CSSF allocates training resources based on an occupational area's quadrant:

- High Growth/High Wage - \$10,000
- High Growth/Low Wage - \$ 7,500
- Low Growth/High Wage - \$ 5,000
- Low Growth/Low Wage - \$ 2,500

This methodology ensures that the agency receives the largest possible return on its investment.





Business Development Strategies

Demand-Driven Training:

On-the-Job Training (OJT)

Reimburses companies up to 75 percent of the wages for training new hires

Employed Worker Training (EWT)

Provides a minimum 50 percent reimbursement of the training costs to upgrade the skills of a company's current workforce

Paid Work Experience (PWE)

Provides additional staff to a business at no cost for a specified period of time





Local Area Economic Outlook

The Area is showing promising signs of progress as of 4th Quarter:

- Leads the state in most jobs gained in the year with 17,500
- 22 months of consecutive job growth
- Jobless rate declined
- Unemployment rate is down to 5.2% from a rate of 6 percent





Local Area Economic Outlook

Compared to other parts of the state, plans for more new jobs are expected to flourish in the region. It is projected that an average of **40,000** jobs will open in the area annually from 2010 to 2019.

An analysis of current and emerging industries in WDA 23 indicates that the top five industries are; Leisure and Hospitality, Government, Education and Health Services, Professional and Business Services, and Trade, Transportation, and Utilities





Local Area Economic Outlook

An analysis of current and emerging industries in WDA 23 indicates that the top five industries are:

- Leisure and Hospitality
- Government
- Education and Health Services
- Professional and Business Services
- Trade, Transportation, and Utilities





Local Area Economic Outlook

Industries with the fastest projected growth over the same period of time:

- Construction of Buildings will see 38.2% growth
- Nursing and Residence Care will increase by 24.3%
- Ambulatory Health Care Services with a 24.2% gain
- Museums, Historical Sites, and Similar Institutions 23.7%
- Electronics and Appliance Stores by 21.4%.



Local Area Economic Outlook

FASTEST-GROWING INDUSTRIES

Workforce Development Area 23 - Miami-Dade and Monroe Counties

Rank	Industry Code	Title	Employment		2015 - 2023 Change	
			2015	2023		
1	238	Construction of Buildings	10,512	14,322	4,013	38.2
2	623	Nursing and Residential Care Facilities	10,333	12,547	4,314	24.3
3	621	Ambulatory Health Care Services	59,121	73,405	14,284	24.2
4	712	Museums, Historical Sites, and Similar Institutions	1,536	1,900	364	23.7
5	443	Electronics and Appliance Stores	7,899	9,574	1,685	21.4
6	610	Educational Services	31,124	37,239	6,415	20.6
7	562	Waste Management and Remediation Service	1,831	2,317	486	26.6
8	238	Specialty Trade Contractors	24,851	29,206	4,355	19.9
9	624	Social Assistance	17,798	21,002	3,216	18.1
10	550	Management of Companies and Enterprises	10,177	12,029	1,852	18.0
11	523	Securities, Commodity Contracts, and Other Investments	8,329	9,742	1,413	17.0
12	448	Clothing and Clothing Accessories Stores	24,111	28,007	3,896	16.2
13	540	Professional, Scientific, and Technical Services	73,877	85,869	11,992	16.1
14	480	Travel and Other Passenger Transport	2,558	2,991	433	15.8
15	561	Administrative and Support Services	72,193	82,145	9,952	13.8
16	488	Support Activities for Transportation	25,194	29,203	2,914	12.9
17	425	Wholesale Electronic Markets and Agents and Brokers	9,799	11,010	1,211	12.4
18	462	General Merchandise Stores	25,693	28,921	2,928	11.3
19	930	Local Government	105,542	117,092	11,550	10.9
20	446	Health and Personal Care Stores	14,079	15,572	1,493	10.6

This table includes industries with a minimum of 500 jobs in 2015.



Skills Gap to Obtain Employment

Top five industries with the fastest projected growth and new jobs gain:

- Professional, Scientific, and Technical Services
- Local Government
- Food Services and Drinking Places and Administrative
- Support Services
- Ambulatory Health.

Collectively these industries represent over 57,000 new openings and multiple specific occupations.





Skills Gap to Obtain Employment

An analysis of the occupations and the required skills/educational requirements, enables CSSF to project future training requirements needed to provide a ready workforce.

The following top ten ranked fastest-growing occupations chart reflects the need to train jobseekers in technical certificate-specific industries.





Skills Gap to Obtain Employment

INDUSTRIES GAINING THE MOST NEW JOBS

Workforce Development Area 23 - Miami-Dade and Monroe Counties

Rank	Industry Code	Industry Title	Employment		2015 - 2023 Change	
			2015	2023	Total	Percent
1	621	Ambulatory Health Care Services	59,121	73,405	14,284	24.2
2	540	Professional, Scientific, and Technical Services	73,977	85,869	11,892	16.1
3	930	Local Government	105,542	117,092	11,550	10.9
4	722	Food Services and Drinking Places	95,827	105,817	9,990	10.4
5	561	Administrative and Support Services	72,193	82,145	9,952	13.8
6	610	Educational Services	31,124	37,539	6,415	20.6
7	238	Specialty Trade Contractors	24,961	29,926	4,965	19.9
8	623	Nursing and Residential Care Facilities	16,933	21,047	4,114	24.3
9	236	Construction of Buildings	16,512	14,925	-4,013	-24.3
10	448	Clothing and Clothing Accessories Stores	24,111	28,007	3,896	16.2
11	721	Accommodation	35,622	36,263	3,461	9.7
12	624	Social Assistance	17,786	21,002	3,216	18.1
13	622	Hospitals	45,371	48,376	3,005	7.1
14	452	General Merchandise Stores	25,893	26,621	2,508	11.3
15	423	Merchant Wholesalers, Durable Goods	34,846	37,713	2,867	8.2
16	486	Support Activities for Transportation	20,194	22,808	2,614	12.9
17	550	Management of Companies and Enterprises	13,177	12,009	-1,168	-8.8
18	443	Electronics and Appliance Stores	7,889	9,574	1,685	21.4
19	441	Motor Vehicle and Parts Dealers	15,179	16,737	1,558	10.3
20	812	Personal and Laundry Services	15,660	17,162	1,502	9.6





Skills Gap to Obtain Employment

The need for action to improve post-secondary adult literacy and technical competency in South Florida is urgent.

Addressing the need will require upgrading obsolete skill sets in order to adapt to accelerating technological change and a fluid global marketplace.





Skills Gap to Obtain Employment

CSSF is going to increase the number and variety of pathways into post-secondary education and training in order to adapt to these changes, and enhance the Area's overall productivity and competitiveness.

Businesses have also identified a lack of soft skills necessary for job retention and advancement, as a shortfall.





Conclusion

CareerSource South Florida delivers its financial and training incentives and workforce programs in response to the needs of local businesses.





Presentation Title For This Slide

QUESTIONS & ANSWERS





DATE: 4/21/2016

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: TECHHIRE INITIATIVE FOR OVERTOWN

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB Staff recommends to the Global Talent Competitiveness Council to recommend to the Board the approval to allocate an amount not to exceed \$98,470 in Workforce Innovation and Opportunity Act (WIOA) Adult funds for an Overtown TechHire Training initiative (TechHire), as set forth below.

STRATEGIC GOAL: **IMPROVED DIGITAL LITERACY**

STRATEGIC PROJECT: **Close the Gap between Digital Literacy Skills**

BACKGROUND:

On March 9, 2016, the White House announced Miami-Dade County as one of two “TechHire” communities designated in the State of Florida; representing the only TechHire community in the South Florida. The TechHire initiative is a bold multi-sector initiative and call to action to empower Americans with the skills they need, through universities and community colleges, but also nontraditional approaches like “coding boot camps,” and high-quality online courses that can rapidly train workers for a well-paying job, often in just a few months.

The SFWIB, Miami Community Redevelopment Agency (CRA), and Florida Vocational Institute (FVI) have formed a specialized collaborative partnership to provide training opportunities for the residents of the Southeast Overtown and Park West communities, which creates pathways to economic opportunity and upward mobility through job placement in technology.

The goal of the TechHire Overtown initiative is to train 18 students to become entry level professionals in high demand IT careers. Each candidate will also be enrolled in Work Readiness training prior to attending the IT certification portion of the program. Upon successful completion, participants will have the opportunity to be employed by four employers focused on hiring the 18 TechHire graduates in the CRA program with a target wage rate of \$15.00 an hour. The partner companies that have committed to the project are:

- Compucare
- Nerd Support
- Conquest
- Opticaltel

FVI Career Services will work with each graduate to identify employment opportunities with identified partners. This training and employment opportunity is a unique pathway into employment for the unemployed and underemployed who would traditionally be excluded due to a lack of formal credentials.

The IT Help Desk program is a 12-week course that will utilize courseware and content specifically designed to provide individuals with hands-on basic computer skills. Participants will be provided with the following:

- CompTIA A+ Overview - Validates understanding of the most common hardware and software technologies in business and certifies the skills necessary to support complex IT infrastructures
- CompTIA Net+ - Validates the essential knowledge and skills needed to confidently design, configure, manage and troubleshoot any wired and wireless devices.
- Windows Server Administration Fundamentals- This course helps participants prepare for Microsoft Technology Associate Exam 98-365, and build an understanding of topics such as: Server Installation, Server Roles, Active Directory, Storage, Server Performance Management, and Server Maintenance.

The SFWIB and the CRA will provide training-related and work readiness funding and FVI will provide relevant training services. The training will take place on-site at a location to be provided by the CRA. FVI will provide the instruction, computers, courseware, test preparation and review tools, and a test voucher for the A+ and Net+ exams.

FUNDING: WIOA Adult

PERFORMANCE: The following are the performance outcomes for the Total Project:

- Training Participants - 18
- Training Completion - 15
- Placement - 15
- Wage per placement \$15.00
- Cost per placement \$13,129.33
- Net Economic Benefit - 18,070.67
- Net Economic Benefit to the Community - \$270,060.05
- ROI - \$1.37

- CSSF Performance for portion of the project:
 - Cost per placement - \$6,564
 - Net Economic Benefit - \$24,636
 - Net Economic Benefit to the Community - \$369,540
 - ROI - \$3.75

ATTACHMENT

Creating Career Pathways

Florida Vocational Institute Career Training Proposal



In Collaboration with the
Miami Community Redevelopment Agency
&



7757 West Flagler ST, Suite 220 Miami, FL 33144
Office 305-665-1911
Email: info@fvi.edu | www.fvi.edu

Vision:

The long term vision is for Florida Vocational Institute (FVI) to collaborate with the Miami Community Redevelopment Agency (CRA) to leverage our educational capabilities to provide career pathway training opportunities for the residents of the Southeast Overtown and Park West Communities.

Overview:

FVI's mission is to train students to become entry level professionals in high demand careers. We aim to improve employability and inspire life long career growth, thereby improving the life quality of individuals in our community.

Career Training Approach:

The CRA will identify candidates and assist candidates to enroll in a work readiness training program. Once the candidates have completed the work readiness training program they will apply for the IT career training program. FVI will work with the CRA and the work readiness partner to identify 18 individuals to attend the IT Career Training program.

FVI will work with CareerSource and the CRA to identify employers that can be part of the program. Employers will be able to utilize incentives to hire the IT students upon graduation.

IT Career Training

FVI will collaborate with the CRA to provide IT certification based training. The training will utilize courseware and content specifically designed to provide individuals with basic computer skills. The structure of the training will be hands on and applied learning to prepare the students for entry level skills in careers requiring computer skills. The format of the learning will focus on helping individuals prepare for and pass industry standard IT Certifications while ensuring the student gains the core skills for a career requiring IT knowledge.

The training will take place on-site at a location to be provided by the CRA. FVI will provide the instruction, computers, courseware, test preparation and review tools, and a test voucher for the A+ and Net+ exams.

Career Services:

FVI will work with the CRA and a work readiness partner to assist each student with career readiness training and coaching. FVI Career Services will work with each graduate to identify employment opportunities with identified partners.

CRA Key Success Factors:

The CRA will assign a project coordinator to work with the project lead from FVI to manage coordination and communication with the CRA and the work readiness partner. The CRA will identify, promote and assist in providing the participants for this initiative. FVI will assist in the assessment and interview process to ensure that all participants are positioned for successful attendance, completion and career readiness opportunities.

In summary, FVI will work with CRA and CareerSource South Florida to support career oriented IT training. We look forward to being of service to you to help expand the career opportunities for the graduates of this program.

Program and Course Information

IT Help Desk Program

- **CompTIA A+ Overview** - Validates understanding of the most common hardware and software technologies in business and certifies the skills necessary to support complex IT infrastructures
- **CompTIA Net+** - Validates the essential knowledge and skills needed to confidently design, configure, manage and troubleshoot any wired and wireless devices.
- **Windows Server Administration Fundamentals**- This course helps you prepare for Microsoft Technology Associate Exam 98-365, and build an understanding of these topics: Server Installation, Server Roles, Active Directory, Storage, Server Performance Management, and Server Maintenance.

Schedule

- Course will run for a total of 12 weeks
- Monday to Friday 9:00AM until 1:00PM.

Pricing:

- Pricing is based on at least 18 participants
- The approved program price is \$6,550.00
- FVI will create a \$2,700 per student scholarship
- Total Investment per participant for this training program is : \$3,850.00
- Assuming 18 participants the total program cost is \$117,900
- After FVI scholarship total program cost is \$69,300
- Work Readiness – FVI will utilize the existing work readiness program in place at the CRA. If no contract is actively in place FVI will contract for the work readiness training of the 18 participants. The cost per participant is estimated at \$1,380.00 for a total of \$24,840.00.
- Participants Stipends - \$38,000
- Employer Incentive - \$64,800

Total Cost - \$196,940



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 4/21/2016

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: NEW PROGRAM FOR EXISTING TRAINING VENDORS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends to the Global Competitiveness Council to recommend to the Board the approval of New Programs for an Existing Training Vendors, as set forth below.

STRATEGIC GOAL: **PREMIER NATIONAL PROVIDER OF EMPLOYMENT**

STRATEGIC PROJECT: **Increase Credential Attainment**

BACKGROUND:

Federal and state law permit regional workforce boards to independently develop criteria for the selection and maintenance of Training Vendors and Programs. In Region 23, the current process to become an approved Training Vendor requires staff to evaluate an applicant's programmatic capabilities. The Training Vendor program documentation passed SFWIB staff review process and is presented to the GTC Council for a recommendation for Board approval. Below are the requested program additions for review and approval of the Council:

Florida Vocational Institute, Corp.

Request to add new program(s):

- IT Security and Cloud Professional Engineer - Diploma
- Web Application Development Engineer - Diploma

Sullivan and Cogliano Training Centers, Inc.

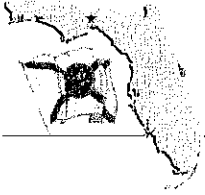
Request to add new program(s):

- Computer Applications Technology Business Track - AAS
- Computer Applications Technology Medical Track - AAS
- HelpDesk - Diploma
- System Administrator - Diploma
- Computer Repair - Diploma
- Accounting Support Office Specialist - Diploma
- Legal Studies - Diploma
- Organizational Leadership - Diploma
- Medical Office Specialist - Diploma
- Microsoft Office Career Specialist - Diploma

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



Commission for Independent Education

Approved Data

Florida Vocational Institute (ID# 3441)

Corporation Data

Name: Florida Vocational Institute, Corp.
Foreign or Domestic: Domestic **Profit or Non Profit:** Profit

Address Data

7757 West Flagler Street, Suite 220
Miami, FL 33144
Miami-Dade County

Contact Data

Contact: Ms. Denyse Antunes
Phone: (305) 665-1911 **Phone Ext:**
Fax: (305) 665-1917
E-Mail: dantunes@fvi.edu
Web Site: www.fvi.edu

License Data

Lic #: 3441 **Campus Type:** Main
Lic Status: License By Means of Accreditation
Program Specialist: Monica Muldrow-Brooks
Annual Review Date: 5/31/2016

Accredited by:	Level of Accreditation:	Last Granted:	Renewal Date:	Next visit Scheduled:
COE	Institutional	07/01/2015	06/30/2016	

Program Title as Licensed:	Hours:		Degree Type:	Credential:
	Clock	Credit		
IT Security and Cloud Professional Engineer	720	24		Diploma
Medical Assistant	900			Diploma
Nursing Assistant - Home Health Aide	168			Diploma
Patient Care Technician	600			Diploma
Pharmacy Technician	920			Diploma
Web Application Development Engineer	720	24		Diploma

Monica Muldrow-Brooks
Program Specialist
Commission for Independent Education



COMMISSION FOR INDEPENDENT EDUCATION
LICENSE BY MEANS OF ACCREDITATION

This is to certify that
Florida Vocational Institute
7757 West Flagler Street, Suite 220
Miami, Florida 33144
Is hereby licensed to offer postsecondary program(s) of instruction

Under the provisions of Chapter 1005, Florida Statutes and Chapter 6E, Florida Administrative Code for the period beginning:

6/1/2015

Samuel J. Ferguson
Executive Director

3441
License Number

John Mulhain
Commission Chairperson

This license is non-transferable, non-assumable, and shall be rendered null and void upon any change in ownership of the licensee.

Florida Department of Education

Florida Vocational Institute (#3441)

7757 West Flagler Street, Suite 220
Miami, FL 33144

[Map](#)

Contact: Denyse Antunes

Phone: (305) 665-1911

Fax: (305)665-1917

Email: dantunes@fvi.edu dantunes@fvi.edu dantunes@fvi.edu

Website: www.fvi.edu

License Status: Provisional

Licensed Since: 2/21/2007

Accreditation

Accredited By	Level of Accreditation
COE	Institutional

Note: Accreditation generally means that a college or school has been evaluated by a group of educators, and meets the accrediting agency's standards. This process is VOLUNTARY for the college; it is not "required". However, accreditation is required for financial aid eligibility, recognition of degrees or credits by employers or other colleges, universities, or schools, easy transfer of credits, acceptance into another school, and other education-related opportunities.

Be aware that some so-called "accrediting agencies" may not be recognized by the U.S. Department of Education, or may even be bogus! A current listing of recognized "accrediting agencies" may be found on the [U.S. Department of Education's web site](#). Check with this office before you send money to any college, even if it claims to be accredited.

Programs Offered

Program Title	Credential	Clock Hours	Credit Hours	CIP Code
IT Security and Cloud Professional Engineer	Diploma	720	24	0511100301
Medical Assistant	Diploma	900		0351080100
Nursing Assistant - Home Health Aide	Diploma	168		0351390200
Patient Care Technician	Diploma	600		0351390205
Pharmacy Technician	Diploma	920		0351080501
Web Application Development Engineer	Diploma	720	24	0511080104

2016-17 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 23 - Miami-Dade and Monroe Counties

Workforce Estimating Conference Selection Criteria:

- 1 FLDOE Training Code 3 (PSAV Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)
- 2 25 annual openings and positive growth
- 3 Mean Wage of \$14.39/hour and Entry Wage of \$11.70/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$22.54/hour and Entry Wage of \$14.39/hour

SOC Code†	HSHW††	Occupational Title†	Annual		2015 Hourly Wage		FLDOE Training Code	In EFI Targeted Industry?	Data Source†††
			Percent Growth	Annual Openings	Mean	Entry			
132011	HSHW	Accountants and Auditors	1.60	636	34.51	20.95	5	Yes	R
113011	HSHW	Administrative Services Managers	1.54	44	59.00	33.24	4	Yes	R
413011		Advertising Sales Agents	0.52	519	25.69	13.50	3	Yes	S
532021	HSHW	Air Traffic Controllers	0.65	31	65.31	47.25	3	No	R
493011	HSHW	Aircraft Mechanics and Service Technicians	1.09	108	27.27	16.81	3	Yes	R
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	0.39	81	90.68	50.41	4	Yes	R
132021		Appraisers and Assessors of Real Estate	1.01	26	32.63	13.70	3	No	R
274011		Audio and Video Equipment Technicians	1.59	29	19.19	12.46	4	No	R
493021		Automotive Body and Related Repairers	1.01	29	18.26	12.23	3	No	R
493023		Automotive Service Technicians and Mechanics	1.33	1,943	18.88	11.89	3	No	S
433031		Bookkeeping, Accounting, and Auditing Clerks	1.27	340	17.67	12.17	4	Yes	R
472021		Brickmasons and Blockmasons	5.68	255	16.83	13.10	3	No	S
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	1.12	44	23.78	15.60	3	Yes	R
533021		Bus Drivers, Transit and Intercity	1.24	49	20.15	13.73	3	Yes	R
131199	HSHW	Business Operations Specialists, All Other	1.54	291	32.49	17.51	4	No	R
292031		Cardiovascular Technologists and Technicians	2.57	30	21.85	13.19	3	Yes	R
435011		Cargo and Freight Agents	1.84	348	19.52	11.76	3	Yes	S
472031		Carpenters	3.17	2,632	17.40	11.97	3	No	S
472051		Cement Masons and Concrete Finishers	4.63	728	16.07	11.86	3	No	S
351011	HSHW	Chefs and Head Cooks	0.88	36	27.70	17.65	3	No	R
111011	HSHW	Chief Executives	1.02	93	100.15	54.52	5	Yes	R
172051	HSHW	Civil Engineers	2.52	109	45.35	27.35	5	Yes	R
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.84	88	26.82	17.79	3	Yes	R
212011		Clergy	1.23	26	25.28	13.02	5	No	R
532012	HSHW	Commercial Pilots	0.99	37	53.23	24.35	3	Yes	R
131041	HSHW	Compliance Officers, Exc. Safety, Agri, Constr & Transp.	0.85	377	29.44	17.59	3	No	S
113021	HSHW	Computer and Information Systems Managers	1.49	34	67.45	44.95	5	Yes	R
151143	HSHW	Computer Network Architects	1.46	43	35.55	24.51	3	Yes	R
151131	HSHW	Computer Programmers	0.74	58	46.03	28.79	3	Yes	R
151121	HSHW	Computer Systems Analysts	2.58	91	49.14	27.10	4	Yes	R
151151	HSHW	Computer User Support Specialists	1.96	126	24.69	15.52	3	Yes	R
474011	HSHW	Construction and Building Inspectors	1.95	32	31.11	22.42	3	No	R
119021	HSHW	Construction Managers	2.08	172	50.81	23.57	4	No	R
333012	HSHW	Correctional Officers and Jailers	0.71	177	26.68	17.90	3	No	R
131051	HSHW	Cost Estimators	2.73	80	28.19	15.46	4	No	R
537021	HSHW	Crane and Tower Operators	2.11	29	25.95	18.98	3	No	R
151141	HSHW	Database Administrators	1.32	27	39.16	23.99	4	Yes	R
319091		Dental Assistants	2.06	703	17.25	12.62	3	Yes	S
292021	HSHW	Dental Hygienists	2.17	52	27.90	20.19	4	Yes	R
333021	HSHW	Detectives and Criminal Investigators	0.37	29	44.93	27.18	3	No	R
292032	HSHW	Diagnostic Medical Sonographers	4.44	40	29.70	21.07	3	Yes	R
119032	HSHW	Education Administrators, Elementary and Secondary	1.86	27	44.95	30.91	5	No	R
499051	HSHW	Electrical Power-Line Installers and Repairers	1.68	45	25.94	16.88	3	No	R
472111		Electricians	1.99	157	25.19	13.42	3	No	R
252021	HSHW	Elementary School Teachers, Except Special Education	2.62	384	31.53	25.21	5	No	R
292041		Emergency Medical Technicians and Paramedics	1.75	48	15.36	12.30	4	Yes	R
119041	HSHW	Engineering Managers	2.17	41	57.39	32.43	5	Yes	R
436011	HSHW	Executive Secretaries and Administrative Assistants	0.14	109	24.31	16.83	3	Yes	R
132051	HSHW	Financial Analysts	1.77	68	38.36	22.57	5	Yes	R

2016-17 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 23 - Miami-Dade and Monroe Counties

Workforce Estimating Conference Selection Criteria:

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- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$22.54/hour and Entry Wage of \$14.39/hour

SOC Code†	HSHW††	Occupational Title†	Annual Percent Growth	Annual Openings	2015 Hourly Wage		FLDOE Training Code	In EFI Targeted Industry?	Data Source†††
					Mean	Entry			
131121		Meeting and Convention Planners	2.99	33	22.99	14.03	4	No	R
252022	HSHW	Middle School Teachers, Exc. Special & Voc. Education	2.63	152	32.02	24.90	5	No	R
493042		Mobile Heavy Equipment Mechanics, Except Engines	0.85	27	22.52	14.75	3	Yes	R
151142	HSHW	Network and Computer Systems Architects and Admins.	1.12	50	39.52	25.00	4	Yes	R
472073		Operating Engineers/Construction Equipment Operators	1.15	54	18.56	13.20	3	No	R
292081	HSHW	Opticians, Dispensing	1.90	30	23.07	14.74	4	Yes	R
232011	HSHW	Paralegals and Legal Assistants	2.30	174	28.61	19.31	3	Yes	R
132052	HSHW	Personal Financial Advisors	2.80	111	61.19	31.54	5	Yes	R
373012		Pesticide Handlers, Sprayers, & Applicators, Vegetation	1.84	190	16.10	11.59	4	No	S
312021	HSHW	Physical Therapist Assistants	3.97	298	29.62	22.67	4	Yes	S
291071	HSHW	Physician Assistants	4.11	43	46.97	36.83	5	Yes	R
472151		Pipelayers	2.47	186	17.40	12.83	3	No	S
472152		Plumbers, Pipefitters, and Steamfitters	2.20	55	19.24	13.71	3	No	R
333051	HSHW	Police and Sheriff's Patrol Officers	1.20	335	35.49	26.83	3	No	R
272012	HSHW	Producers and Directors	0.77	58	40.81	21.67	5	No	R
119141		Property, Real Estate & Community Association Managers	1.00	187	26.34	14.09	4	No	R
273031	HSHW	Public Relations Specialists	1.14	57	29.03	18.25	5	Yes	R
131023	HSHW	Purchasing Agents, Except Farm Products & Trade	1.14	70	27.40	16.31	4	Yes	R
292034	HSHW	Radiologic Technologists	2.11	69	23.74	16.88	3	Yes	R
419021		Real Estate Brokers	1.22	27	24.13	13.25	3	No	R
291141	HSHW	Registered Nurses	1.67	970	31.35	25.04	4	Yes	R
291126	HSHW	Respiratory Therapists	1.42	37	26.73	20.35	4	Yes	R
472181		Roofers	2.68	1,000	15.49	11.63	3	No	S
112022	HSHW	Sales Managers	1.24	83	62.82	30.68	5	Yes	R
414011	HSHW	Sales Representatives, Wholesale & Mfg, Tech. & Sci. Prod.	1.11	115	35.19	15.98	3	Yes	R
414012		Sales Representatives, Wholesale and Manufacturing, Other	1.21	3,106	28.35	12.63	3	Yes	S
252031	HSHW	Secondary School Teachers, Exc. Special and Voc. Ed.	1.89	313	36.19	26.55	5	No	R
413031	HSHW	Securities and Financial Services Sales Agents	1.32	117	54.97	16.08	5	Yes	R
492098		Security and Fire Alarm Systems Installers	2.09	233	18.33	13.11	3	No	S
253021		Self-Enrichment Education Teachers	1.32	95	20.16	11.86	3	No	R
472211		Sheet Metal Workers	1.71	27	16.64	11.98	3	No	R
119151	HSHW	Social and Community Service Managers	1.98	155	36.45	24.14	4	No	S
211093		Social and Human Service Assistants	1.22	102	15.59	11.75	3	No	R
151132	HSHW	Software Developers, Applications	2.03	107	34.67	27.11	4	Yes	R
472221		Structural Iron and Steel Workers	1.70	41	18.76	14.14	3	No	R
292055		Surgical Technologists	2.58	33	19.79	14.12	3	Yes	R
173031		Surveying and Mapping Technicians	1.98	194	18.49	12.34	3	Yes	S
492022		Telecommunications Equipment Installers and Repairers	0.39	54	24.77	13.95	3	Yes	R
131151	HSHW	Training and Development Specialists	1.72	56	29.45	17.61	5	Yes	R
339093		Transportation Security Screeners	1.14	53	18.81	16.34	3	No	R
113071	HSHW	Transportation, Storage, and Distribution Managers	0.90	25	45.73	25.21	4	Yes	R
533032		Truck Drivers, Heavy and Tractor-Trailer	1.37	280	18.04	12.19	3	Yes	R
251194	HSHW	Vocational Education Teachers, Postsecondary	1.49	121	32.25	19.54	4	No	R
252032	HSHW	Vocational Education Teachers, Secondary School	1.76	105	33.21	26.76	5	No	R
151134	HSHW	Web Developers	1.86	42	28.91	20.55	3	Yes	R
514121		Welders, Cutters, Solderers, and Brazers	0.52	34	18.79	12.64	3	Yes	R

Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY14-15	# of Jobs in EFM PY14-15	Help Wanted Jobs	Annual Openings Base on LMI Data 2014-2022	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY14-15 Average Hourly Wage	Quadrant Category		
											Growth Category	Wage Category	Education Level
111011	Chief Executives	272	-	187	23	148	1.30	1.84	4.7%	102.15	Low Growth	High Wage	Bachelor's Degree
111021	General and Operations Managers	1,114	8	78	324	323	2.75	3.47	2.8%	61.81	Low Growth	High Wage	Associate Degree
111031	Legislators	6	-	-	-	2	N/A	3.00	1.8%	22.80	Low Growth	High Wage	Bachelor's Degree
112011	Advertising and Promotions Managers	302	-	-	44	25	N/A	12.08	8.7%	52.72	Low Growth	High Wage	Bachelor's Degree
112021	Marketing Managers	668	7	94	818	112	0.74	5.03	13.7%	60.80	High Growth	High Wage	Bachelor's Degree
112022	Sales Managers	1,448	-	218	519	225	1.36	6.44	8.7%	64.99	Low Growth	High Wage	Bachelor's Degree
112031	Public Relations Managers	71	-	-	103	32	N/A	2.22	9.7%	57.52	High Growth	High Wage	Bachelor's Degree
113011	Administrative Services Managers	2,455	8	96	33	147	18.08	4.76	11.1%	53.88	High Growth	High Wage	Associate Degree
113021	Computer and Information Systems Managers	229	16	50	207	132	0.95	1.86	11.2%	69.13	High Growth	High Wage	Bachelor's Degree
113031	Financial Managers	471	-	122	484	193	0.78	2.44	6.9%	71.20	Low Growth	High Wage	Bachelor's Degree
113051	Industrial Production Managers	90	-	-	31	29	N/A	3.10	6.2%	50.29	Low Growth	High Wage	Associate Degree
113061	Purchasing Managers	123	-	-	58	39	N/A	3.15	13.2%	60.35	High Growth	High Wage	Associate Degree
113071	Transportation, Storage, and Distribution Managers	381	-	1,039	73	26	0.34	14.66	3.6%	49.67	Low Growth	High Wage	Associate Degree
113111	Compensation and Benefits Managers	13	-	-	38	6	N/A	2.17	9.7%	53.11	High Growth	High Wage	Associate Degree
113121	Human Resources Managers	284	-	-	192	75	N/A	3.78	12.7%	53.47	High Growth	High Wage	Bachelor's Degree
113131	Training and Development Managers	75	-	-	18	21	N/A	3.37	12.8%	51.73	High Growth	High Wage	Associate Degree
119021	Construction Managers	382	1	87	158	699	1.36	0.55	14.5%	55.39	High Growth	High Wage	Associate Degree
119031	Education Administrators, Preschool and Child Care	88	-	-	29	14	N/A	6.25	15.4%	33.58	High Growth	High Wage	Bachelor's Degree
119032	Education Administrators, Elementary and Secondary	84	-	2	3	85	16.99	0.99	12.4%	47.44	High Growth	High Wage	Bachelor's Degree
119033	Education Administrators, Postsecondary	167	-	-	65	59	N/A	2.89	12.9%	54.75	High Growth	High Wage	Bachelor's Degree
119039	Education Administrators, All Other	129	-	-	7	31	N/A	4.16	12.3%	45.35	High Growth	High Wage	Bachelor's Degree
119041	Engineering Managers	81	1	49	58	183	0.77	0.45	20.8%	58.54	High Growth	High Wage	Bachelor's Degree
119051	Food Service Managers	448	1	47	218	94	1.09	1.78	4.5%	35.77	Low Growth	High Wage	Associate Degree
119061	Funeral Service Managers	3	-	-	3	2	N/A	1.50	4.8%	30.54	Low Growth	High Wage	Associate Degree
119071	Gaming Managers	5	-	-	3	0	N/A	N/A	0.0%	27.24	Low Growth	High Wage	Postsecondary Vocational
119081	Lodging Managers	92	1	23	40	70	1.48	1.33	7.4%	47.10	Low Growth	High Wage	Associate Degree
119111	Medical and Health Services Managers	245	3	16	522	243	0.46	1.82	17.0%	59.04	High Growth	High Wage	Bachelor's Degree
119121	Natural Sciences Managers	54	-	-	98	0	N/A	N/A	0.0%	47.67	Low Growth	High Wage	Bachelor's Degree
119141	Property, Real Estate & Community Association Managers	377	1	60	174	109	1.02	3.47	2.3%	25.82	Low Growth	High Wage	Associate Degree
119151	Social and Community Service Managers	168	-	12	97	91	1.54	1.85	15.6%	36.58	High Growth	High Wage	Associate Degree
119199	Managers, All Other	2,822	-	-	522	116	N/A	24.33	2.5%	46.17	Low Growth	High Wage	Associate Degree
131011	Agents and Business Managers of Artists & Entertainers	50	-	-	9	10	N/A	5.00	4.2%	29.33	Low Growth	High Wage	Bachelor's Degree
131022	Wholesale and Retail Buyers, Except Farm Products	103	-	25	28	116	1.34	0.89	9.1%	27.65	Low Growth	High Wage	Associate Degree
131023	Purchasing Agents, Except Farm Products & Trade	76	-	20	107	170	0.60	0.45	7.6%	25.33	Low Growth	High Wage	Associate Degree
131031	Claims Adjusters, Examiners, and Investigators	147	-	9	94	84	1.43	1.75	3.4%	27.03	Low Growth	High Wage	Postsecondary Vocational
131032	Insurance Appraisers, Auto Damage	10	-	-	18	-9	N/A	N/A	-7.0%	28.72	Low Growth	High Wage	Postsecondary Vocational
131041	Compliance Officers, Exc. Safety, Agri, Constr & Transp.	67	-	6	43	78	1.37	0.66	2.3%	34.19	Low Growth	High Wage	Postsecondary Vocational
131051	Cost Estimators	57	1	15	62	317	0.75	0.18	27.8%	29.92	High Growth	High Wage	Associate Degree
131071	Human Resources Specialists	304	1	41	192	665	1.31	0.46	18.1%	26.80	High Growth	High Wage	Bachelor's Degree
131075	Labor Relations Specialists	23	-	-	-	28	N/A	0.82	5.8%	20.78	Low Growth	Low Wage	Bachelor's Degree
131081	Logisticians	185	51	84	35	280	2.30	0.84	32.9%	29.77	High Growth	High Wage	Bachelor's Degree
131111	Management Analysts	200	-	120	447	1,007	0.35	0.20	16.9%	37.59	High Growth	High Wage	Bachelor's Degree
131121	Meeting and Convention Planners	167	-	181	41	146	0.75	1.74	21.3%	23.39	High Growth	High Wage	Associate Degree
131131	Fundraisers	59	-	-	9	56	N/A	1.08	13.8%	31.95	High Growth	High Wage	High School Diploma
131141	Compensation, Benefits, and Job Analysis Specialists	59	-	-	29	25	N/A	2.36	5.5%	29.23	Low Growth	High Wage	Associate Degree
131151	Training and Development Specialists	138	-	33	116	294	0.93	0.47	20.1%	29.97	High Growth	High Wage	Bachelor's Degree
131161	Market Research Analysts and Marketing Specialists	198	1	183	301	803	0.41	0.25	29.8%	29.11	High Growth	High Wage	Bachelor's Degree
131199	Business Operations Specialists, All Other	281	18	84	125	1,236	1.42	0.24	11.6%	32.30	High Growth	High Wage	Associate Degree
132011	Accountants and Auditors	1,706	8	271	1,017	1,638	1.33	1.08	11.5%	34.02	High Growth	High Wage	Bachelor's Degree
132021	Appraisers and Assessors of Real Estate	99	-	1	5	48	16.50	2.09	4.8%	35.11	Low Growth	High Wage	Postsecondary Vocational
132031	Budget Analysts	31	-	-	1	32	N/A	0.97	9.8%	33.32	High Growth	High Wage	Bachelor's Degree
132041	Credit Analysts	89	-	-	38	57	N/A	1.63	12.1%	34.27	High Growth	High Wage	Postsecondary Vocational
132051	Financial Analysts	207	-	85	164	244	0.83	0.85	13.2%	35.27	High Growth	High Wage	Bachelor's Degree
132052	Personal Financial Advisors	88	-	33	97	479	0.68	0.18	21.1%	53.35	High Growth	High Wage	Bachelor's Degree
132053	Insurance Underwriters	66	-	8	6	37	2.77	1.73	5.5%	31.15	Low Growth	High Wage	Postsecondary Vocational
132061	Financial Examiners	13	-	-	52	15	N/A	0.87	13.8%	42.15	High Growth	High Wage	Bachelor's Degree
132071	Loan Counselors	57	-	1	4	86	11.40	0.66	20.7%	23.40	High Growth	High Wage	Associate Degree
132072	Loan Officers	191	-	24	170	349	0.98	0.55	10.7%	41.20	High Growth	High Wage	Associate Degree
132081	Tax Examiners, Collectors, and Revenue Agents	45	-	-	3	4	N/A	11.23	1.3%	29.85	Low Growth	High Wage	Bachelor's Degree
132099	Financial Specialists, All Other	270	-	-	5	77	N/A	3.51	9.6%	29.18	High Growth	High Wage	Postsecondary Vocational
151121	Computer Systems Analysts	193	-	63	546	356	0.32	0.54	14.4%	48.94	High Growth	High Wage	Associate Degree
151131	Computer Programmers	150	3	39	143	71	0.84	2.13	4.3%	46.48	Low Growth	High Wage	Postsecondary Vocational
151132	Software Developers, Applications	169	7	96	327	374	0.42	0.47	16.8%	38.98	High Growth	High Wage	Associate Degree
151133	Software Developers, Systems Software	98	-	21	18	152	2.31	0.64	16.0%	40.22	High Growth	High Wage	Bachelor's Degree
151134	Web Developers	103	2	17	556	129	0.18	0.81	11.2%	29.65	High Growth	High Wage	Postsecondary Vocational

Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY14-15	# of Jobs in EFM PY14-15	Help Wanted Jobs	Annual Openings Base on LMI Data 2014-2022	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage	PY14-15 Average Hourly Wage	Quadrant Category		
											Growth Category	Wage Category	Education Level
151141	Database Administrators	75	3	26	82	172	0.72	0.45	20.0%	38.93	High Growth	High Wage	Associate Degree
151142	Network and Computer Systems Architects and Administrators	375	93	30	447	352	0.98	0.39	19.6%	38.87	High Growth	High Wage	Associate Degree
151143	Computer Network Architects	150	2	11	27	217	3.00	0.70	13.8%	34.87	High Growth	High Wage	Postsecondary Vocational
151151	Computer User Support Specialists	699	82	265	500	462	1.02	1.68	11.7%	23.06	High Growth	High Wage	Postsecondary Vocational
151152	Computer Network Support Specialists	103	17	19	7	92	4.52	1.30	11.8%	27.37	High Growth	High Wage	Postsecondary Vocational
151199	Computer Occupations, All Other	664	-	-	659	-5	N/A	N/A	-1.1%	39.93	Low Growth	High Wage	Postsecondary Vocational
152011	Actuaries	8	-	-	10	22	N/A	0.36	24.2%	47.50	High Growth	High Wage	Bachelor's Degree
152031	Operations Research Analysts	50	-	-	50	63	N/A	0.79	10.2%	27.78	High Growth	High Wage	Master's or Higher Degree
152041	Statisticians	23	-	-	5	11	N/A	2.03	14.5%	30.02	High Growth	High Wage	Bachelor's Degree
171011	Architects, Except Landscape and Naval	70	-	-	33	193	N/A	0.36	20.0%	36.46	High Growth	High Wage	Master's or Higher Degree
171022	Surveyors	22	-	8	9	41	1.29	0.54	19.0%	26.34	High Growth	High Wage	Bachelor's Degree
172021	Agricultural Engineers	8	-	-	1	-1	N/A	N/A	-6.7%	0.00	Low Growth	Low Wage	Bachelor's Degree
172031	Biomedical Engineers	15	-	-	7	109	N/A	0.14	46.2%	32.89	High Growth	High Wage	Bachelor's Degree
172041	Chemical Engineers	21	-	-	2	12	N/A	1.75	13.3%	39.28	High Growth	High Wage	Bachelor's Degree
172051	Civil Engineers	93	-	94	177	427	0.34	0.22	17.9%	43.76	High Growth	High Wage	Bachelor's Degree
172061	Computer Hardware Engineers	47	-	-	9	16	N/A	2.94	7.3%	51.00	Low Growth	High Wage	Bachelor's Degree
172071	Electrical Engineers	59	-	-	35	63	N/A	0.94	8.9%	46.23	Low Growth	High Wage	Bachelor's Degree
172072	Electronics Engineers, Except Computer	32	-	-	10	-4	N/A	N/A	-1.5%	42.58	Low Growth	High Wage	Bachelor's Degree
172081	Environmental Engineers	22	-	-	31	10	N/A	2.20	8.3%	36.71	Low Growth	High Wage	Bachelor's Degree
172111	Health and Safety Engineers, Except Mining	27	-	-	23	11	N/A	2.45	11.1%	37.18	High Growth	High Wage	Bachelor's Degree
172112	Industrial Engineers	43	-	17	98	39	0.37	1.10	4.4%	33.24	Low Growth	High Wage	Bachelor's Degree
172141	Mechanical Engineers	87	-	-	51	70	1.38	1.24	11.0%	30.09	High Growth	High Wage	Bachelor's Degree
172199	Engineers, All Other	200	-	-	5	10	N/A	20.00	7.0%	42.89	Low Growth	High Wage	Bachelor's Degree
173011	Architectural and Civil Drafters	84	3	23	41	15	1.36	5.50	1.8%	22.99	Low Growth	High Wage	Postsecondary Vocational
173012	Electrical and Electronics Drafters	14	-	-	1	5	N/A	2.80	5.6%	25.96	Low Growth	High Wage	Postsecondary Vocational
173013	Mechanical Drafters	30	-	-	11	30	N/A	1.00	12.3%	28.79	High Growth	High Wage	Postsecondary Vocational
173021	Aerospace Engineering and Operations Technicians	34	-	-	-	-1	N/A	N/A	-5.3%	26.48	Low Growth	High Wage	Associate Degree
173022	Civil Engineering Technicians	24	-	11	12	57	1.04	0.42	16.2%	24.37	High Growth	High Wage	Associate Degree
173023	Electrical and Electronic Engineering Technicians	109	-	-	20	-2	N/A	N/A	-0.4%	28.55	Low Growth	High Wage	Associate Degree
173024	Electro-Mechanical Technicians	18	-	-	5	-2	N/A	N/A	-8.0%	0.00	Low Growth	Low Wage	Postsecondary Vocational
173026	Industrial Engineering Technicians	16	-	-	14	22	N/A	0.73	6.5%	22.59	Low Growth	High Wage	Postsecondary Vocational
173027	Mechanical Engineering Technicians	35	-	-	2	9	N/A	3.89	14.3%	22.89	High Growth	High Wage	Associats Degree
173029	Engineering Technicians, Except Drafters, All Other	210	-	-	5	5	N/A	42.00	5.0%	29.01	Low Growth	High Wage	Associate Degree
173031	Surveying and Mapping Technicians	48	-	1	10	44	4.36	1.09	13.3%	19.18	High Growth	Low Wage	Postsecondary Vocational
191013	Soil and Plant Scientists	1	-	-	-	3	N/A	0.33	8.3%	31.35	Low Growth	High Wage	Bachelor's Degree
191022	Microbiologists	4	-	-	-	1	N/A	4.00	5.0%	37.31	Low Growth	High Wage	Master's or Higher Degree
191023	Zoologists and Wildlife Biologists	5	-	-	6	-5	N/A	N/A	-3.0%	33.53	Low Growth	High Wage	Bachelor's Degree
191029	Biological Scientists, All Other	23	-	-	1	2	N/A	11.60	0.4%	33.78	Low Growth	High Wage	Bachelor's Degree
191031	Conservation Scientists	29	-	-	4	-1	N/A	N/A	-1.8%	31.34	Low Growth	High Wage	Bachelor's Degree
191042	Medical Scientists, Except Epidemiologists	22	-	-	237	60	N/A	0.37	25.1%	28.39	High Growth	High Wage	Master's or Higher Degree
191099	Life Scientists, All Other	-	-	-	-	10	N/A	0.00	18.2%	99.90	High Growth	High Wage	Bachelor's Degree
192021	Atmospheric and Space Scientists	6	-	-	-	10	N/A	0.60	4.9%	39.13	Low Growth	High Wage	Bachelor's Degree
192031	Chemists	37	-	-	7	3	N/A	12.33	1.2%	38.57	Low Growth	High Wage	Bachelor's Degree
192032	Materials Scientists	1	-	-	-	-2	N/A	N/A	-4.3%	34.94	Low Growth	High Wage	Bachelor's Degree
192041	Environmental Scientists & Specialists, Including Health	32	-	-	8	35	N/A	0.91	9.8%	32.60	High Growth	High Wage	Bachelor's Degree
192042	Geoscientists, Except Hydrologists and Geographers	13	-	-	-	-4	N/A	N/A	-12.9%	50.23	Low Growth	High Wage	Bachelor's Degree
192043	Hydrologists	3	-	-	1	1	N/A	3.00	3.6%	0.00	Low Growth	Low Wage	Bachelor's Degree
192099	Physical Scientists, All Other	3	-	-	-	1	N/A	3.00	2.5%	38.64	Low Growth	High Wage	Bachelor's Degree
193022	Survey Researchers	28	-	-	3	7	N/A	4.00	9.6%	24.50	High Growth	High Wage	Bachelor's Degree
193031	Clinical, Counseling, and School Psychologists	39	-	-	15	102	N/A	0.38	15.1%	35.35	High Growth	High Wage	Master's or Higher Degree
193039	Psychologists, All Other	32	-	-	1	69	N/A	0.46	20.5%	48.23	High Growth	High Wage	Master's or Higher Degree
193051	Urban and Regional Planners	20	-	-	6	41	N/A	0.49	21.1%	31.34	High Growth	High Wage	Bachelor's Degree
193099	Social Scientists and Related Workers, All Other	23	-	-	-	7	N/A	3.29	2.4%	39.86	Low Growth	High Wage	Bachelor's Degree
194021	Biological Technicians	49	2	4	9	-3	3.92	N/A	-1.9%	21.53	Low Growth	High Wage	Associate Degree
194031	Chemical Technicians	35	-	-	9	15	N/A	2.33	11.5%	20.32	High Growth	Low Wage	Associate Degree
194091	Environmental Science Technicians, Including Health	30	-	-	12	6	N/A	6.00	5.6%	18.31	Low Growth	Low Wage	Postsecondary Vocational
194092	Forensic Science Technicians	2	-	-	1	30	N/A	0.07	17.4%	30.89	High Growth	High Wage	Postsecondary Vocational
194093	Forest and Conservation Technicians	3	-	-	4	-1	N/A	N/A	-5.0%	0.00	Low Growth	Low Wage	Postsecondary Vocational
194099	Life, Physical, and Social Science Technicians, All Other	186	-	-	1	59	N/A	3.15	12.6%	18.30	High Growth	Low Wage	Associate Degree
211011	Substance Abuse and Behavioral Disorder Counselors	67	-	18	12	39	2.23	1.72	12.2%	22.37	High Growth	High Wage	Bachelor's Degree
211012	Educational, Vocational, and School Counselors	324	-	-	123	251	N/A	1.29	17.3%	25.06	High Growth	High Wage	Master's or Higher Degree
211013	Marriage and Family Therapists	6	-	-	9	194	N/A	0.03	32.7%	23.24	High Growth	High Wage	Master's or Higher Degree
211014	Mental Health Counselors	73	-	-	27	136	N/A	0.54	22.7%	20.47	High Growth	High Wage	Master's or Higher Degree
211015	Rehabilitation Counselors	51	-	11	5	46	3.19	1.06	9.4%	17.56	Low Growth	Low Wage	Bachelor's Degree
211019	Counselors, All Other	307	-	-	-	86	N/A	3.67	17.8%	22.70	High Growth	High Wage	Master's or Higher Degree

Training Vendor Program Information for: Sullivan and Cogliano Training Centers, Inc.

Note: ITAs are issued in accord with the SFWIB ITA Policy; the initial ITA may cover up to and including 50 percent of the program's maximum ITA amount; the subsequent ITA is issued upon the participant's arrival at the midpoint of the training program's life and may cover up to and including the remaining 50 percent of the program's maximum ITA amount. Pell Grants: All participants are required to apply for the Pell Grant and if Pell eligible and the program is a Pell eligible program, then the Pell Grant must be deducted from the total ITA amount. ITAs only cover up to one year of training and neither A.A. nor Bachelor degrees are covered by ITAs. Tuition Refunds: For guidance on issuing refunds, refer to the SFWIB Standardized Refund Policy. Notice: Case Managers shall advise participants that they may be required to obtain student loans and/or other grants to cover the cost of the program that they wish to enroll in if the ITA amount and the Pell Grant, if eligible for Pell, does not cover the full cost of the program. SFWIB will not be responsible for any debts that the participant incurs.

Location	Program Name	Credit Hours	Clock Hours	Course Length (estimated in months)	Tuition Cost	Application Registration Fees Cost	Books Cost	Materials Cost	Uniforms Cost	Tools Cost	Testing Fees Cost	Certification Fees Cost	Licensing Fees Cost	Pell Eligible (Yes/No)	CIP Code	2016-2017 TOI Related Occupations (Name & SOC)	2016-2017 Wage Rate		Quadrant Category
																	Entry	Mean	
A.S/ A.A.S. Degree Programs																			
7740 N. Lkendall Drive	Computer Applications Technology Business Track, AAS	60	1320	13	\$19,995	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	511060100	151132-Software Developers	\$27.11	\$34.67	High Growth High Wages
																151141-Database Administrator	\$23.99	\$39.16	High Growth High Wages
7740 N. Lkendall Drive	Computer Applications Technology Medical Track, AAS	60	1440	13	\$19,995	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	511060100	151132-Software Developers	\$27.11	\$34.67	High Growth High Wages
																151141-Database Administrator	\$23.99	\$39.16	High Growth High Wages
Diploma/Certificate Programs																			
7740 N. Lkendall Drive	Help Desk	18	540	5.5	\$9,945	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	511090102	113021-Computer & Information System Managers	\$44.95	\$67.45	High Growth High Wages
																151142-Network & Computer Systems Administrator	\$25.00	\$39.52	High Growth High Wages
																151143- Computer Network Architects	\$24.51	\$35.55	High Growth High Wages
																151151-Computer User Support Specialist	\$15.52	\$24.69	High Growth High Wages
7740 N. Lkendall Drive	System Administrator	21	630	6.5	\$9,945	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	511090103	113021 - Computer & Information System Manager	\$44.95	\$67.45	High Growth High Wages
																151142- Network & Computer System Administrator	\$25.00	\$39.52	High Growth High Wages
																151151-Computer user support specialist	\$15.52	\$24.69	High Growth High Wages

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																	2016-2017 Wage Rate		
Location	Program Name	Credit Hours	Clock Hours	Course Length (estimated in months)	Tuition Cost	Application Registration Fees Cost	Books Cost	Materials Cost	Uniforms Cost	Tools Cost	Testing Fees Cost	Certification Fees Cost	Licensing Fees Cost	Pell Eligible (Yes/No)	CIP Code	2016-2017 TOL Related Occupations (Name & SOC)	Entry	Mean	Quadrant Category
7740 N. Lkendall Drive	Computer Repair	6	180	3.5	\$845	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	No	511100603	113021 - Computer & Information System Manager	\$44.95	\$67.45	High Growth High Wages
																151151- Computer User Support Specialist	\$15.52	\$24.69	High Growth High Wages
7740 N. Lkendall Drive	Accounting Support Office Specialist	30	720	8	\$13,945	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	552030206	113031 - Financial Managers	\$40.91	\$68.10	Low Growth High Wages
																132011-Accountants and Auditors	\$20.95	\$34.51	High Growth High Wages
																132051- Financial Analysis	\$38.36	\$22.57	High Growth High Wages
7740 N. Lkendall Drive	Legal Studies	30	720	8	\$13,945	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	722030201	232011 -Paralegal and Legal Assistants	\$19.31	\$28.61	High Growth High Wages
																433031-Bookkeeping and Accounting & Auditing Clerks	\$12.17	\$17.67	High Growth Low Wages
7740 N. Lkendall Drive	Organizational Leadership	30	720	8	\$13,945	\$50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	5520221301	411011 - First Line Supervisors of Retail Sales Works	\$14.39	\$21.45	Low Growth High Wages
7740 N. Lkendall Drive	Medical Office Specialist	21	630	6.5	7945.00	\$50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	351071603	436013-Medical Secretary	\$11.72	\$15.00	High Growth Low Wages
7740 N. Lkendall Drive	Microsoft Office Career Specialist	21	630	6.5	\$5,003	\$50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	Yes	511060100	151132- Software Developers, Applications	\$27.11	\$34.67	High Growth High Wages
																151141-Database Administrator	\$23.99	\$39.16	High Growth High Wages

305 624 6693



Commission for Independent Education

Approved Data

Sullivan & Cogliano Training Centers, Inc. (ID# 2396)

Corporation Data
Name: Sullivan & Cogliano Training Centers, Inc.
Foreign or Domestic: Foreign **Profit or Non Profit:** Profit

Address Data
 4760 NW 167 Street
 Miami Gardens, FL 33014
 Miami-Dade County

Contact Data
Contact: Mr. Herb Cogliano
Phone: (305) 624-3030 **Phone Ext:**
Fax: (305) 279-8872
E-Mail: deborah.henriques@sctrain.edu
Web Site: www.sctrain.com

License Data
Lic #: 2396 **Campus Type:** Main
Lic Status: License By Means of Accreditation
Program Specialist: Monica Muldrow-Brooks
Annual Review Date: 11/30/2016

Accredited by:	Level of Accreditation:	Last Granted:	Renewal Date:	Next visit Scheduled:
COE	Institutional	07/01/2011	08/30/2017	06/01/2011

Program Title as Licensed:	Hours:		Degree Type:	Credential:
	Clock	Credit		
Accounting Support Office Specialist	720	30		Diploma
CCNA A+ Network+	540	18		Diploma
Computer Applications Technology: Business Track	1320	60	AAS	Associate of Applied Science
Computer Applications Technology: Medical Track	1440	60	AAS	Associate of Applied Science
Computer Repair	180	6		Diploma
Customer Service Specialist	720	30		Diploma
Database Administration	540	18		Diploma
Enterprise Administrator	900	30		Diploma
ESL English as a Second Language	900	30		Diploma
Help Desk - Network+	540	18		Diploma
Information Technology	1530	60	AAS	Associate of Applied Science
Legal Studies	720	30		Diploma
Medical Office Specialist	630	21		Diploma
Microsoft Office Administration	990	33		Diploma
Microsoft Office Basics	210	7		Diploma
Microsoft Office Career Specialist	630	21		Diploma
Microsoft Office Options	120	4		Diploma

Monica Muldrow-Brooks

Monica Muldrow-Brooks
 Program Specialist
 Commission for Independent Education



Commission for Independent Education

Approved Data

Sullivan & Cogliano Training Centers, Inc. (ID# 2396)

Microsoft Office Proficient	330	11		Diploma
Microsoft Office Specialist	540	18		Diploma
Office Fundamentals	60	2		Diploma
Office Professional	720	24		Diploma
Organizational Leadership	720	36		Diploma
Software Application Development	630	21		Diploma
Systems Administrator	630	21		Diploma
Vocational English as a Second Language - Basic	720	24		Diploma
Web Development Professional	630	21		Diploma

Monica Muldrow-Brooks
Program Specialist
Commission for Independent Education



COMMISSION FOR INDEPENDENT EDUCATION
LICENSE BY MEANS OF ACCREDITATION

This is to certify that
Sullivan & Cogliano Training Centers, Inc.
7740 North Kendall Drive
Miami, Florida 33156
Is hereby licensed to offer postsecondary program(s) of instruction

Under the provisions of Chapter 1005, Florida Statutes and Chapter 6E, Florida Administrative Code for the period beginning:

12/1/2015

Samuel J. Ferguson
Executive Director

2010
License Number

Lou Walker
Commission Chairperson

This license is non-transferable, non-assumable, and shall be rendered null and void upon any change in ownership of the licensee.

ID#2010

Florida Department of Education

Sullivan & Cogliano Training Centers, Inc. (#2010)

7740 North Kendall Drive
Miami, FL 33156

[Map](#)

Contact: Herb Cogliano

Phone: (305) 279-5877

Fax: (305)279-8872

Email: herb.cogliano@sctrain.edu

Website: www.sctrain.com

License Status: License By Means of Accreditation

Licensed Since: 11/14/1997

Accreditation

Accredited By	Level of Accreditation
COE	Institutional

Note: Accreditation generally means that a college or school has been evaluated by a group of educators, and meets the accrediting agency's standards. This process is VOLUNTARY for the college; it is not "required". However, accreditation is required for financial aid eligibility, recognition of degrees or credits by employers or other colleges, universities, or schools, easy transfer of credits, acceptance into another school, and other education-related opportunities.

Be aware that some so-called "accrediting agencies" may not be recognized by the U.S. Department of Education, or may even be bogus! A current listing of recognized "accrediting agencies" may be found on the [U.S. Department of Education's web site](#). Check with this office before you send money to any college, even if it claims to be accredited.

Programs Offered

Program Title	Credential	Clock Hours	Credit Hours	CIP Code
Accounting Support Office Specialist	Diploma	720	30	0552030206
CCNA A+ Network+	Diploma	540	18	0511090102
Computer Applications Technology: Business Track	Associate of Applied Science	1320	60	0511060100
Computer Applications Technology: Medical Track	Associate of Applied Science	1440	60	0511060100
Computer Repair	Diploma	180	6	0511100603
Customer Service Specialist	Diploma	720	30	0252041100
Database Administration	Diploma	540	18	0511080201
Enterprise Administrator	Diploma	900	30	0511090103

ESL English as a Second Language	Diploma	900	30	0032010900
Help Desk-Network+	Diploma	540	18	0511090102
Information Technology	Associate of Applied Science	1530	60	0511010301
Legal Studies	Diploma	720	30	0722030201
Medical Office Specialist	Diploma	630	21	0351071603
Microsoft Office Administration	Diploma	990	33	0511060100
Microsoft Office Basics	Diploma	210	7	0511060100
Microsoft Office Career Specialist	Diploma	630	21	0511060100
Microsoft Office Options	Diploma	120	4	0511060100
Microsoft Office Proficient	Diploma	330	11	0511060100
Microsoft Office Specialist	Diploma	540	18	0511060100
Office Fundamentals	Diploma	60	2	0511060110
Office Professional	Diploma	720	24	0511060100
Organizational Leadership	Diploma	720	36	0552021301
Pharmacy Technician	Diploma	120	6	0351080500
Software Applications Development	Diploma	630	21	0511020204
Systems Administrator	Diploma	630	21	0511090103
Vocational English as a Second Language - Basic	Diploma	720	24	0032010900
Web Development Professional	Diploma	630	21	0511080104

2016-17 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 23 - Miami-Dade and Monroe Counties

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- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$22.54/hour and Entry Wage of \$14.39/hour

SOC Code†	HSHW††	Occupational Title†	Annual	Annual	2015 Hourly Wage		FLDOE	In EFI	Data
			Percent Growth	Openings	Mean	Entry	Training Code	Targeted Industry?	Source†††
132011	HSHW	Accountants and Auditors	1.60	636	34.51	20.96	5	Yes	R
113011	HSHW	Administrative Services Managers	1.54	44	59.00	33.24	4	Yes	R
413011		Advertising Sales Agents	0.52	519	25.69	13.50	3	Yes	S
532021	HSHW	Air Traffic Controllers	0.65	31	65.31	47.25	3	No	R
493011	HSHW	Aircraft Mechanics and Service Technicians	1.09	108	27.27	16.81	3	Yes	R
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	0.39	81	90.68	50.41	4	Yes	R
132021		Appraisers and Assessors of Real Estate	1.01	26	32.63	13.70	3	No	R
274011		Audio and Video Equipment Technicians	1.59	29	19.19	12.46	4	No	R
493021		Automotive Body and Related Repairers	1.01	29	18.26	12.23	3	No	R
493023		Automotive Service Technicians and Mechanics	1.33	1,943	18.88	11.89	3	No	S
433031		Bookkeeping, Accounting, and Auditing Clerks	1.27	348	17.67	12.17	4	Yes	R
472021		Brickmasons and Blockmasons	5.68	255	16.83	13.10	3	No	S
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	1.12	44	23.78	15.60	3	Yes	R
533021		Bus Drivers, Transit and Intercity	1.24	49	20.15	13.73	3	Yes	R
131199	HSHW	Business Operations Specialists, All Other	1.54	291	32.49	17.51	4	No	R
292031		Cardiovascular Technologists and Technicians	2.57	30	21.85	13.19	3	Yes	R
435011		Cargo and Freight Agents	1.84	348	19.52	11.76	3	Yes	S
472031		Carpenters	3.17	2,632	17.40	11.97	3	No	S
472051		Cement Masons and Concrete Finishers	4.63	728	16.07	11.88	3	No	S
351011	HSHW	Chefs and Head Cooks	0.88	36	27.70	17.65	3	No	R
111011	HSHW	Chief Executives	1.02	93	100.15	54.52	5	Yes	R
172051	HSHW	Civil Engineers	2.52	109	45.35	27.35	5	Yes	R
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.84	88	26.82	17.79	3	Yes	R
212011		Clergy	1.23	26	25.28	13.02	5	No	R
532012	HSHW	Commercial Pilots	0.99	37	53.23	24.35	3	Yes	R
131041	HSHW	Compliance Officers, Exc. Safety, Agri, Constr & Transp.	0.85	377	29.44	17.59	3	No	S
113021	HSHW	Computer and Information Systems Managers	1.49	34	67.46	44.96	5	Yes	R
151143	HSHW	Computer Network Architects	1.46	43	35.55	24.61	3	Yes	R
151131	HSHW	Computer Programmers	0.74	58	46.03	28.79	3	Yes	R
151121	HSHW	Computer Systems Analysts	2.58	91	49.14	27.10	4	Yes	R
151151	HSHW	Computer User Support Specialists	1.98	126	24.69	15.62	3	Yes	R
474011	HSHW	Construction and Building Inspectors	1.95	32	31.11	22.42	3	No	R
119021	HSHW	Construction Managers	2.08	172	50.81	23.57	4	No	R
333012	HSHW	Correctional Officers and Jailers	0.71	177	26.68	17.90	3	No	R
131051	HSHW	Cost Estimators	2.73	80	28.19	15.46	4	No	R
537021	HSHW	Crane and Tower Operators	2.11	29	25.95	18.98	3	No	R
151141	HSHW	Database Administrators	1.52	27	39.16	23.99	4	Yes	R
319091		Dental Assistants	2.06	703	17.25	12.62	3	Yes	S
292021	HSHW	Dental Hygienists	2.17	52	27.90	20.19	4	Yes	R
333021	HSHW	Detectives and Criminal Investigators	0.37	29	44.93	27.18	3	No	R
292032	HSHW	Diagnostic Medical Sonographers	4.44	40	29.70	21.07	3	Yes	R
119032	HSHW	Education Administrators, Elementary and Secondary	1.86	27	44.95	30.91	5	No	R
499051	HSHW	Electrical Power-Line Installers and Repairers	1.68	45	25.94	16.88	3	No	R
472111		Electricians	1.99	157	25.19	13.42	3	No	R
252021	HSHW	Elementary School Teachers, Except Special Education	2.62	384	31.53	25.21	5	No	R
292041		Emergency Medical Technicians and Paramedics	1.75	48	15.36	12.30	4	Yes	R
119041	HSHW	Engineering Managers	2.17	41	57.39	32.43	5	Yes	R
436011	HSHW	Executive Secretaries and Administrative Assistants	0.14	109	24.31	16.83	3	Yes	R
132051	HSHW	Financial Analysts	1.77	88	38.36	22.67	5	Yes	R

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SOC Code†	HSHW††	Occupational Title†	Annual	Annual	2015 Hourly Wage		FLDOE	In EFI	Data
			Percent Growth	Openings	Mean	Entry	Training Code	Targeted Industry?	Source†††
113031	HSHW	Financial Managers	1.25	68	66.10	40.94	5	Yes	R
332011	HSHW	Fire Fighters	1.22	150	36.48	27.04	3	No	R
371012		First-Line Superv. Landscaping & Groundskeeping Workers	1.38	36	19.84	13.11	3	No	R
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	2.92	183	32.07	20.14	4	No	R
331021	HSHW	First-Line Superv. of Fire Fighting and Prevention Workers	1.22	31	54.29	46.19	3	No	R
371011		First-Line Superv. of Housekeeping & Janitorial Workers	1.78	556	17.41	11.67	3	No	S
531031	HSHW	First-Line Superv. of Material-Moving Vehicle Operators	1.25	60	27.12	15.70	3	Yes	R
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.07	121	29.83	19.18	3	No	R
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	1.27	466	26.34	17.40	4	Yes	R
511011	HSHW	First-Line Superv. of Production and Operating Workers	0.02	46	26.79	16.95	3	Yes	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.09	80	44.66	21.85	4	Yes	R
391021		First-Line Supervisors of Personal Service Workers	1.11	57	21.36	12.96	3	No	R
331012	HSHW	First-Line Supervisors of Police and Detectives	0.84	30	52.70	40.97	4	No	R
411011		First-Line Supervisors of Retail Sales Workers	0.69	424	21.45	14.39	3	No	R
119051	HSHW	Food Service Managers	0.61	47	36.41	21.85	4	No	R
111021	HSHW	General and Operations Managers	1.43	388	65.97	33.72	4	Yes	R
251191		Graduate Teaching Assistants	NR	NR	NR	NR	5	No	R
271024		Graphic Designers	0.71	69	20.95	12.61	4	Yes	R
292099		Health Technologists and Technicians, All Other	2.37	240	19.87	12.77	3	Yes	S
499021		Heating, A.C., and Refrigeration Mechanics and Installers	2.09	161	19.30	12.04	3	No	R
499031		Home Appliance Repairers	0.68	34	18.11	11.80	3	No	R
492097		Home Entertainment Electronics Installers and Repairers	NR	NR	17.93	12.44	3	No	R
434161		Human Resources Assistants, Exc. Payroll	0.46	33	18.39	13.78	3	No	R
113121	HSHW	Human Resources Managers	1.68	25	54.12	35.85	5	Yes	R
131071	HSHW	Human Resources Specialists	1.19	111	28.63	17.93	5	No	R
172112	HSHW	Industrial Engineers	0.71	34	32.41	21.07	5	Yes	R
499041		Industrial Machinery Mechanics	2.32	54	21.97	14.41	3	Yes	R
151122	HSHW	Information Security Analysts	3.63	202	40.54	25.67	3	Yes	S
413021	HSHW	Insurance Sales Agents	1.01	107	34.57	17.99	3	Yes	R
271025		Interior Designers	1.54	28	23.61	12.16	4	Yes	R
252012	HSHW	Kindergarten Teachers, Except Special Education	2.61	72	28.78	22.34	5	No	R
436012		Legal Secretaries	0.05	50	21.82	14.30	3	Yes	R
254031		Library Technicians	1.74	184	17.21	11.98	4	No	S
292061		Licensed Practical and Licensed Vocational Nurses	2.89	247	21.10	16.73	3	Yes	R
434131		Loan Interviewers and Clerks	0.77	30	19.17	12.86	3	Yes	R
132072	HSHW	Loan Officers	0.73	96	47.19	20.79	4	Yes	R
119081	HSHW	Lodging Managers	0.36	31	47.27	19.16	4	No	R
131081	HSHW	Logisticians	4.21	56	30.22	21.35	5	Yes	R
131111	HSHW	Management Analysts	2.56	230	41.29	21.83	5	Yes	R
131161	HSHW	Market Research Analysts and Marketing Specialists	3.22	154	28.97	17.13	5	Yes	R
112021	HSHW	Marketing Managers	2.01	38	53.27	27.07	5	Yes	R
319011		Massage Therapists	1.71	41	20.51	12.03	3	No	R
292012		Medical and Clinical Laboratory Technicians	2.33	35	17.58	12.03	4	Yes	R
292011	HSHW	Medical and Clinical Laboratory Technologists	0.76	41	27.77	20.48	4	Yes	R
119111	HSHW	Medical and Health Services Managers	2.36	68	59.00	34.40	5	Yes	R
319092		Medical Assistants	3.20	2,145	14.44	11.65	3	Yes	S
499062		Medical Equipment Repairers	4.08	30	18.70	13.48	3	Yes	R
292071		Medical Records and Health Information Technicians	2.20	456	18.53	12.26	4	Yes	S
436013		Medical Secretaries	3.22	124	16.00	11.72	3	Yes	R

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SOC Code†	HSHW††	Occupational Title†	Annual	Annual	2015 Hourly Wage		FLDOE Training Code	In EFI Targeted Industry?	Data Source†††
			Percent Growth	Openings	Mean	Entry			
131121		Meeting and Convention Planners	2.99	33	22.99	14.03	4	No	R
252022	HSHW	Middle School Teachers, Exc. Special & Voc. Education	2.63	152	32.02	24.90	5	No	R
493042		Mobile Heavy Equipment Mechanics, Except Engines	0.85	27	22.52	14.75	3	Yes	R
151142	HSHW	Network and Computer Systems Architects and Admins	1.12	50	39.52	25.00	4	Yes	R
472073		Operating Engineers/Construction Equipment Operators	1.15	54	18.56	13.20	3	No	R
292081	HSHW	Opticians, Dispensing	1.90	30	23.07	14.74	4	Yes	R
292011	HSHW	Paralegals and Legal Assistants	2.30	174	28.61	19.31	3	Yes	R
132052	HSHW	Personal Financial Advisors	2.80	111	61.19	31.54	5	Yes	R
373012		Pesticide Handlers, Sprayers, & Applicators, Vegetation	1.84	190	16.10	11.59	4	No	S
312021	HSHW	Physical Therapist Assistants	3.97	298	29.62	22.67	4	Yes	S
291071	HSHW	Physician Assistants	4.11	43	48.97	36.63	5	Yes	R
472151		Pipelayers	2.47	186	17.40	12.83	3	No	S
472152		Plumbers, Pipefitters, and Steamfitters	2.20	55	19.24	13.71	3	No	R
333051	HSHW	Police and Sheriff's Patrol Officers	1.20	335	35.49	26.83	3	No	R
272012	HSHW	Producers and Directors	0.77	58	40.81	21.67	5	No	R
119141		Property, Real Estate & Community Association Managers	1.00	187	26.34	14.09	4	No	R
273031	HSHW	Public Relations Specialists	1.14	57	29.03	18.25	5	Yes	R
131023	HSHW	Purchasing Agents, Except Farm Products & Trade	1.14	70	27.40	16.31	4	Yes	R
292034	HSHW	Radiologic Technologists	2.11	69	23.74	16.88	3	Yes	R
419021		Real Estate Brokers	1.22	27	24.13	13.25	3	No	R
291141	HSHW	Registered Nurses	1.67	970	31.35	25.04	4	Yes	R
291126	HSHW	Respiratory Therapists	1.42	37	26.73	20.35	4	Yes	R
472181		Roofers	2.68	1,000	15.49	11.63	3	No	S
112022	HSHW	Sales Managers	1.24	83	62.82	30.68	5	Yes	R
414011	HSHW	Sales Representatives, Wholesale & Mfg, Tech. & Sci. Prod.	1.11	115	35.19	15.98	3	Yes	R
414012		Sales Representatives, Wholesale and Manufacturing, Other	1.21	3,106	28.35	12.63	3	Yes	S
252031	HSHW	Secondary School Teachers, Exc. Special and Voc. Ed.	1.89	313	36.19	26.55	5	No	R
413031	HSHW	Securities and Financial Services Sales Agents	1.32	117	54.97	18.08	5	Yes	R
492098		Security and Fire Alarm Systems Installers	2.09	233	18.33	13.11	3	No	S
253021		Self-Enrichment Education Teachers	1.32	95	20.16	11.86	3	No	R
472211		Sheet Metal Workers	1.71	27	16.64	11.98	3	No	R
119151	HSHW	Social and Community Service Managers	1.98	155	36.45	24.14	4	No	S
211093		Social and Human Service Assistants	1.22	102	15.59	11.75	3	No	R
151132	HSHW	Software Developers, Applications	2.03	107	34.67	27.11	4	Yes	R
472221		Structural Iron and Steel Workers	1.70	41	18.76	14.14	3	No	R
292055		Surgical Technologists	2.58	33	19.79	14.12	3	Yes	R
173031		Surveying and Mapping Technicians	1.98	194	18.49	12.34	3	Yes	S
492022		Telecommunications Equipment Installers and Repairers	0.39	54	24.77	13.95	3	Yes	R
131151	HSHW	Training and Development Specialists	1.72	56	29.45	17.61	5	Yes	R
339093		Transportation Security Screeners	1.14	53	18.81	16.34	3	No	R
113071	HSHW	Transportation, Storage, and Distribution Managers	0.90	25	45.73	25.21	4	Yes	R
533032		Truck Drivers, Heavy and Tractor-Trailer	1.37	280	18.04	12.19	3	Yes	R
251194	HSHW	Vocational Education Teachers, Postsecondary	1.49	121	32.25	19.54	4	No	R
252032	HSHW	Vocational Education Teachers, Secondary School	1.76	105	33.21	26.76	5	No	R
151134	HSHW	Web Developers	1.86	42	28.91	20.55	3	Yes	R
514121		Welders, Cutters, Solderers, and Brazers	0.52	34	18.79	12.64	3	Yes	R

Standard Occupational Code	Occupational Title	# of Persons in EFM w/ Qualifications	# of Persons in Training based on PY14-15	# of Jobs in EFM PY14-15	Help Wanted Jobs	Annual Openings Base on LMI Data 2014-2022	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY14-15 Average Hourly Wage	Quadrant Category		
											Growth Category	Wage Category	Education Level
111011	Chief Executives	272	-	187	23	148	1.30	1.84	4.7%	102.15	Low Growth	High Wage	Bachelor's Degree
111021	General and Operations Managers	1,114	8	78	324	323	2.79	3.47	2.8%	61.81	Low Growth	High Wage	Associate Degree
111031	Legislators	6	-	-	-	2	N/A	3.00	1.8%	22.80	Low Growth	High Wage	Bachelor's Degree
112011	Advertising and Promotions Managers	302	-	-	44	25	N/A	12.08	8.7%	52.72	Low Growth	High Wage	Bachelor's Degree
112021	Marketing Managers	668	7	94	818	112	0.74	6.03	13.7%	60.80	High Growth	High Wage	Bachelor's Degree
112022	Sales Managers	1,448	-	218	519	225	1.96	8.44	8.7%	64.99	Low Growth	High Wage	Bachelor's Degree
112031	Public Relations Managers	71	-	-	103	32	N/A	2.27	9.7%	57.52	High Growth	High Wage	Bachelor's Degree
113011	Administrative Services Managers	2,455	8	96	33	147	19.09	16.78	11.1%	53.86	High Growth	High Wage	Associate Degree
113021	Computer and Information Systems Managers	229	16	50	207	132	0.95	1.86	11.2%	69.13	High Growth	High Wage	Bachelor's Degree
113031	Financial Managers	471	-	122	484	193	0.78	2.44	6.9%	71.20	Low Growth	High Wage	Bachelor's Degree
113051	Industrial Production Managers	90	-	-	31	29	N/A	3.10	6.2%	50.29	Low Growth	High Wage	Associate Degree
113061	Purchasing Managers	123	-	-	58	39	N/A	3.15	13.2%	60.35	High Growth	High Wage	Associate Degree
113071	Transportation, Storage, and Distribution Managers	381	-	1,039	73	26	0.34	14.65	3.6%	49.67	Low Growth	High Wage	Associate Degree
113111	Compensation and Benefits Managers	13	-	-	38	6	N/A	2.17	9.7%	53.11	High Growth	High Wage	Associate Degree
113121	Human Resources Managers	284	-	-	192	75	N/A	3.79	12.7%	53.47	High Growth	High Wage	Bachelor's Degree
113131	Training and Development Managers	75	-	-	18	21	N/A	3.57	12.8%	51.73	High Growth	High Wage	Associate Degree
119021	Construction Managers	382	1	87	158	689	1.56	0.56	14.5%	55.39	High Growth	High Wage	Associate Degree
119031	Education Administrators, Preschool and Child Care	88	-	-	29	14	N/A	6.23	15.4%	33.58	High Growth	High Wage	Bachelor's Degree
119032	Education Administrators, Elementary and Secondary	84	-	2	3	85	16.80	0.99	12.4%	47.44	High Growth	High Wage	Bachelor's Degree
119033	Education Administrators, Postsecondary	167	-	-	65	59	N/A	2.33	12.9%	54.75	High Growth	High Wage	Bachelor's Degree
119039	Education Administrators, All Other	129	-	-	7	31	N/A	4.18	12.3%	45.35	High Growth	High Wage	Bachelor's Degree
119041	Engineering Managers	81	1	49	58	183	0.77	0.45	20.8%	58.54	High Growth	High Wage	Bachelor's Degree
119051	Food Service Managers	448	1	47	218	94	1.58	4.78	4.5%	35.77	Low Growth	High Wage	Associate Degree
119061	Funeral Service Managers	3	-	-	3	2	N/A	1.50	4.8%	30.54	Low Growth	High Wage	Associate Degree
119071	Gaming Managers	5	-	-	3	0	N/A	N/A	0.0%	27.24	Low Growth	High Wage	Postsecondary Vocational
119081	Lodging Managers	92	1	23	40	70	1.48	1.33	7.4%	47.10	Low Growth	High Wage	Associate Degree
119111	Medical and Health Services Managers	245	3	16	522	243	0.46	1.02	17.0%	59.04	High Growth	High Wage	Bachelor's Degree
119121	Natural Sciences Managers	54	-	-	98	0	N/A	N/A	0.0%	47.67	Low Growth	High Wage	Bachelor's Degree
119141	Property, Real Estate & Community Association Managers	377	1	60	174	109	1.52	3.47	2.3%	25.82	Low Growth	High Wage	Associate Degree
119151	Social and Community Service Managers	168	-	12	97	91	1.54	1.85	15.6%	36.58	High Growth	High Wage	Associate Degree
119199	Managers, All Other	2,822	-	-	522	116	N/A	24.33	2.5%	46.17	Low Growth	High Wage	Associate Degree
131011	Agents and Business Managers of Artists & Entertainers	50	-	-	9	10	N/A	5.00	4.2%	29.33	Low Growth	High Wage	Bachelor's Degree
131022	Wholesale and Retail Buyers, Except Farm Products	103	-	25	28	116	1.94	0.89	9.1%	27.65	Low Growth	High Wage	Associate Degree
131023	Purchasing Agents, Except Farm Products & Trade	76	-	20	107	170	0.60	0.45	7.6%	25.33	Low Growth	High Wage	Associate Degree
131031	Claims Adjusters, Examiners, and Investigators	147	-	9	94	84	1.43	1.75	3.4%	27.03	Low Growth	High Wage	Postsecondary Vocational
131032	Insurance Appraisers, Auto Damage	10	-	-	18	-9	N/A	N/A	-7.0%	28.72	Low Growth	High Wage	Postsecondary Vocational
131041	Compliance Officers, Exc. Safety, Agri, Constr & Transp.	67	-	6	43	78	1.37	0.86	2.3%	34.19	Low Growth	High Wage	Postsecondary Vocational
131051	Cost Estimators	57	1	15	62	317	0.75	0.18	27.8%	29.92	High Growth	High Wage	Associate Degree
131071	Human Resources Specialists	304	1	41	192	685	1.31	0.46	18.1%	26.80	High Growth	High Wage	Bachelor's Degree
131075	Labor Relations Specialists	23	-	-	-	28	N/A	0.82	5.8%	20.78	Low Growth	Low Wage	Bachelor's Degree
131081	Logisticians	185	51	64	35	280	2.38	0.84	32.9%	29.77	High Growth	High Wage	Bachelor's Degree
131111	Management Analysts	200	-	120	447	1,007	0.35	0.20	16.9%	37.59	High Growth	High Wage	Bachelor's Degree
131121	Meeting and Convention Planners	167	-	181	41	146	0.75	1.14	21.3%	23.39	High Growth	High Wage	Associate Degree
131131	Fundraisers	59	-	-	9	56	N/A	1.05	13.8%	31.95	High Growth	High Wage	High School Diploma
131141	Compensation, Benefits, and Job Analysis Specialists	59	-	-	29	25	N/A	2.36	5.5%	29.23	Low Growth	High Wage	Associate Degree
131151	Training and Development Specialists	138	-	33	116	294	0.93	0.47	20.1%	29.97	High Growth	High Wage	Bachelor's Degree
131161	Market Research Analysts and Marketing Specialists	198	1	183	301	803	0.41	0.25	29.8%	29.11	High Growth	High Wage	Bachelor's Degree
131199	Business Operations Specialists, All Other	281	16	84	125	1,236	1.42	0.24	11.6%	32.30	High Growth	High Wage	Associate Degree
132011	Accountants and Auditors	1,706	8	271	1,017	1,638	1.33	1.05	11.5%	34.02	High Growth	High Wage	Bachelor's Degree
132021	Appraisers and Assessors of Real Estate	99	-	1	5	48	16.50	2.06	4.8%	35.11	Low Growth	High Wage	Postsecondary Vocational
132031	Budget Analysts	31	-	-	1	32	N/A	0.97	9.8%	33.32	High Growth	High Wage	Bachelor's Degree
132041	Credit Analysts	89	-	-	38	57	N/A	1.56	12.1%	34.27	High Growth	High Wage	Postsecondary Vocational
132051	Financial Analysts	207	-	85	164	244	0.83	0.85	13.2%	35.27	High Growth	High Wage	Bachelor's Degree
132052	Personal Financial Advisors	88	-	33	97	479	0.68	0.18	21.1%	53.35	High Growth	High Wage	Bachelor's Degree
132053	Insurance Underwriters	66	-	8	6	37	3.71	1.78	5.5%	31.15	Low Growth	High Wage	Postsecondary Vocational
132061	Financial Examiners	13	-	-	52	15	N/A	0.87	13.8%	42.15	High Growth	High Wage	Bachelor's Degree
132071	Loan Counselors	57	-	1	4	86	11.40	0.66	20.7%	23.40	High Growth	High Wage	Associate Degree
132072	Loan Officers	191	-	24	170	349	0.98	0.55	10.7%	41.20	High Growth	High Wage	Associate Degree
132081	Tax Examiners, Collectors, and Revenue Agents	45	-	-	3	4	N/A	11.25	1.3%	29.85	Low Growth	High Wage	Bachelor's Degree
132099	Financial Specialists, All Other	270	-	-	5	77	N/A	3.51	9.6%	29.18	High Growth	High Wage	Postsecondary Vocational
151121	Computer Systems Analysts	193	-	63	546	356	0.32	0.54	14.4%	48.94	High Growth	High Wage	Associate Degree
151131	Computer Programmers	150	3	39	143	71	0.84	2.15	4.3%	46.48	Low Growth	High Wage	Postsecondary Vocational
151132	Software Developers, Applications	169	7	86	327	374	0.42	0.47	16.8%	38.96	High Growth	High Wage	Associate Degree
151133	Software Developers, Systems Software	98	-	21	16	152	2.51	0.64	16.0%	40.22	High Growth	High Wage	Bachelor's Degree
151134	Web Developers	103	2	17	556	129	0.18	0.81	11.2%	29.65	High Growth	High Wage	Postsecondary Vocational

Standard Occupational Code	Occupational Title	# of Persons in EFM w/ Qualifications	# of Persons in Training based on PY14-15	# of Jobs in EFM PY14-15	Help Wanted Jobs	Annual Openings Base on LMI Data 2014-2022	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY14-15 Average Hourly Wage	Quadrant Category		
											Growth Category	Wage Category	Education Level
211021	Child, Family, and School Social Workers	143	-	-	27	159	N/A	0.90	13.8%	22.31	High Growth	High Wage	Master's or Higher Degree
211022	Medical and Public Health Social Workers	101	-	-	43	187	N/A	0.54	22.9%	21.34	High Growth	High Wage	Master's or Higher Degree
211023	Mental Health and Substance Abuse Social Workers	93	-	-	62	81	N/A	1.16	15.4%	18.82	High Growth	Low Wage	Master's or Higher Degree
211029	Social Workers, All Other	323	-	-	58	58	N/A	5.57	15.0%	29.59	High Growth	High Wage	Bachelor's Degree
211091	Health Educators	65	-	-	9	116	N/A	0.66	26.9%	21.90	High Growth	High Wage	Bachelor's Degree
211092	Probation Officers and Correctional Treatment Specialists	35	-	-	5	16	N/A	2.19	3.9%	19.04	Low Growth	Low Wage	Postsecondary Vocational
211093	Social and Human Service Assistants	256	-	96	184	213	0.91	1.20	10.0%	15.17	High Growth	Low Wage	Postsecondary Vocational
211094	Community Health Workers	14	-	-	2	79	N/A	0.18	26.8%	16.41	High Growth	Low Wage	Bachelor's Degree
211099	Community and Social Service Specialists, All Other	198	-	-	35	377	N/A	0.53	19.5%	19.12	High Growth	Low Wage	Bachelor's Degree
212011	Clergy	71	-	-	9	116	N/A	0.61	12.4%	23.69	High Growth	High Wage	Bachelor's Degree
231011	Lawyers	280	-	-	331	1,140	N/A	0.25	10.1%	73.62	High Growth	High Wage	Master's or Higher Degree
231021	Admin. Law Judges, Adjudicators, and Hearing Officers	45	-	-	-	-10	N/A	N/A	-7.5%	0.00	Low Growth	Low Wage	Bachelor's Degree
231022	Arbitrators, Mediators, and Conciliators	10	-	-	-	0	N/A	N/A	0.0%	30.40	Low Growth	High Wage	Bachelor's Degree
231023	Judges, Magistrate Judges, and Magistrates	1	-	-	-	-3	N/A	N/A	-1.7%	0.00	Low Growth	Low Wage	Master's or Higher Degree
232011	Paralegals and Legal Assistants	554	24	53	200	849	2.28	0.68	18.7%	25.54	High Growth	High Wage	Postsecondary Vocational
232099	Legal Support Workers, All Other	139	-	-	-	58	N/A	2.40	5.4%	21.94	Low Growth	High Wage	Associate Degree
251011	Business Teachers, Postsecondary	12	-	-	24	127	N/A	0.09	17.2%	64.61	High Growth	High Wage	Bachelor's Degree
251021	Computer Science Teachers, Postsecondary	23	-	-	6	61	N/A	0.38	15.4%	59.12	High Growth	High Wage	Bachelor's Degree
251022	Mathematical Science Teachers, Postsecondary	14	-	-	5	57	N/A	0.25	15.3%	51.55	High Growth	High Wage	Master's or Higher Degree
251031	Architecture Teachers, Postsecondary	7	-	-	14	8	N/A	0.88	17.8%	0.00	Low Wage	High Wage	Master's or Higher Degree
251032	Engineering Teachers, Postsecondary	7	-	-	23	24	N/A	0.29	15.8%	70.89	High Growth	High Wage	Master's or Higher Degree
251041	Agricultural Sciences Teachers, Postsecondary	10	-	-	1	2	N/A	5.00	11.1%	0.00	Low Wage	High Wage	Bachelor's Degree
251042	Biological Science Teachers, Postsecondary	32	-	-	6	52	N/A	0.82	16.5%	51.24	High Growth	High Wage	Master's or Higher Degree
251052	Chemistry Teachers, Postsecondary	4	-	-	6	18	N/A	0.22	17.3%	63.76	High Growth	High Wage	Master's or Higher Degree
251053	Environmental Science Teachers, Postsecondary	6	-	-	6	2	N/A	3.00	13.3%	56.84	High Growth	High Wage	Bachelor's Degree
251054	Physics Teachers, Postsecondary	1	-	-	2	7	N/A	0.14	16.3%	63.72	High Growth	High Wage	Master's or Higher Degree
251062	Ethnic & Cultural Studies Teachers, Postsecondary	16	-	-	3	5	N/A	3.20	17.9%	68.75	High Growth	High Wage	Master's or Higher Degree
251065	Political Science Teachers, Postsecondary	1	-	-	8	7	N/A	0.14	17.1%	65.14	High Growth	High Wage	Master's or Higher Degree
251066	Psychology Teachers, Postsecondary	-	-	-	11	47	N/A	0.00	18.8%	53.92	High Growth	High Wage	Master's or Higher Degree
251067	Sociology Teachers, Postsecondary	2	-	-	8	12	N/A	0.17	17.9%	60.47	High Growth	High Wage	Master's or Higher Degree
251071	Health Specialties Teachers, Postsecondary	20	-	-	89	236	N/A	0.08	16.2%	53.21	High Growth	High Wage	Master's or Higher Degree
251072	Nursing Instructors and Teachers, Postsecondary	10	-	-	53	54	N/A	0.19	17.9%	52.70	High Growth	High Wage	Master's or Higher Degree
251081	Education Teachers, Postsecondary	134	-	-	-	86	N/A	1.56	17.6%	39.41	High Growth	High Wage	Master's or Higher Degree
251111	Criminal Justice & Law Enforcement Teachers, Postsec.	4	-	-	7	19	N/A	0.21	18.3%	49.08	High Growth	High Wage	Associate Degree
251112	Law Teachers, Postsecondary	4	-	-	3	48	N/A	0.08	19.2%	73.26	High Growth	High Wage	Master's or Higher Degree
251121	Art, Drama, and Music Teachers, Postsecondary	47	-	-	49	61	N/A	0.77	17.2%	53.39	High Growth	High Wage	Master's or Higher Degree
251122	Communications Teachers, Postsecondary	13	-	-	17	26	N/A	0.50	17.5%	50.46	High Growth	High Wage	Master's or Higher Degree
251123	English Language & Literature Teachers, Postsecondary	43	-	-	27	98	N/A	0.44	12.2%	0.00	Low Wage	High Wage	Master's or Higher Degree
251124	Foreign Language & Literature Teachers, Postsecondary	27	-	-	15	45	N/A	0.60	14.8%	53.17	High Growth	High Wage	Master's or Higher Degree
251125	History Teachers, Postsecondary	-	-	-	7	9	N/A	0.00	19.2%	55.57	High Growth	High Wage	Master's or Higher Degree
251192	Home Economics Teachers, Postsecondary	1	-	-	1	7	N/A	0.14	14.3%	0.00	Low Wage	High Wage	Bachelor's Degree
251194	Vocational Education Teachers, Postsecondary	65	-	11	162	416	0.38	0.16	11.8%	30.82	High Growth	High Wage	Associate Degree
251199	Postsecondary Teachers, All Other	10	-	-	3	165	N/A	0.08	14.9%	45.51	High Growth	High Wage	Associate Degree
252011	Preschool Teachers, Except Special Education	292	-	-	161	441	N/A	0.86	14.7%	14.03	High Growth	Low Wage	Associate Degree
252012	Kindergarten Teachers, Except Special Education	24	-	3	10	212	1.82	0.11	18.7%	27.86	High Growth	High Wage	Bachelor's Degree
252021	Elementary School Teachers, Except Special Education	153	1	30	116	1,208	1.05	0.13	18.5%	29.76	High Growth	High Wage	Bachelor's Degree
252022	Middle School Teachers, Exc. Special & Voc. Education	91	1	10	42	535	1.77	0.17	18.6%	29.79	High Growth	High Wage	Bachelor's Degree
252023	Vocational Education Teachers, Middle School	46	-	-	1	13	N/A	3.54	12.4%	0.00	Low Wage	High Wage	Bachelor's Degree
252031	Secondary School Teachers, Exc. Special and Voc. Ed.	171	1	17	81	539	1.76	0.32	10.4%	33.59	High Growth	High Wage	Bachelor's Degree
252032	Vocational Education Teachers, Secondary School	19	13	2	2	50	0.00	0.64	5.1%	33.73	Low Growth	High Wage	Bachelor's Degree
252051	Special Education Teachers, Preschool	177	-	-	-	41	N/A	4.32	22.3%	30.35	High Growth	High Wage	Bachelor's Degree
252059	Special Education Teachers, All Other	18	-	-	-	364	N/A	0.05	11.5%	32.13	High Growth	High Wage	Bachelor's Degree
253011	Literacy, Remedial and GED Teachers and Instructors	101	-	-	28	18	N/A	5.61	17.5%	25.16	High Growth	High Wage	Bachelor's Degree
253021	Self-Enrichment Education Teachers	30	-	8	37	305	0.67	0.10	12.5%	16.85	High Growth	Low Wage	Postsecondary Vocational
253098	Substitute Teachers	-	-	-	39	675	N/A	0.00	11.7%	12.86	High Growth	Low Wage	Bachelor's Degree
253099	Teachers and Instructors, All Other	862	-	-	205	1,351	N/A	0.64	13.6%	28.28	High Growth	High Wage	Bachelor's Degree
254011	Archivists	21	-	-	1	6	N/A	3.50	12.2%	24.47	High Growth	High Wage	Master's or Higher Degree
254012	Curators	15	-	-	1	29	N/A	0.52	25.4%	23.39	High Growth	High Wage	Master's or Higher Degree
254013	Museum Technicians and Conservators	12	-	-	6	24	N/A	0.50	18.6%	14.27	High Growth	Low Wage	Master's or Higher Degree
254021	Librarians	39	-	-	14	67	N/A	0.58	9.5%	29.64	Low Growth	High Wage	Master's or Higher Degree
254031	Library Technicians	35	-	-	6	10	N/A	3.30	7.5%	15.76	Low Growth	Low Wage	Associate Degree
259021	Farm and Home Management Advisors	3	-	-	1	3	N/A	1.00	12.5%	26.84	High Growth	High Wage	Bachelor's Degree
259031	Instructional Coordinators	86	4	17	19	251	2.50	0.36	17.6%	26.24	High Growth	High Wage	Master's or Higher Degree
259041	Teacher Assistants	948	14	58	97	515	6.21	1.87	14.8%	14.22	High Growth	Low Wage	Postsecondary Vocational
259099	Education, Training, and Library Workers, All Other	69	-	-	-	130	N/A	0.53	14.4%	27.55	High Growth	High Wage	Bachelor's Degree

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											Growth Category	Wage Category	Education Level
352012	Cooks, Institution and Cafeteria	294	-	-	27	191	N/A	1.54	13.2%	12.88	High Growth	Low Wage	High School Diploma
352014	Cooks, Restaurant	1,111	-	-	358	701	N/A	1.69	5.7%	11.97	Low Growth	Low Wage	Postsecondary Vocational
352015	Cooks, Short Order	125	-	-	17	61	N/A	2.03	12.6%	10.73	High Growth	Low Wage	Postsecondary Vocational
352021	Food Preparation Workers	1,129	-	-	102	406	N/A	2.78	5.3%	10.37	Low Growth	Low Wage	Less than High School
353011	Bartenders	584	-	-	89	615	N/A	0.95	11.4%	9.99	High Growth	Low Wage	Less than High School
353021	Food Preparation & Serving Workers, Including Fast Food	725	-	-	477	1,700	N/A	0.43	6.4%	9.09	Low Growth	Low Wage	Less than High School
353022	Counter Attendants, Cafeteria, and Coffee Shop	317	-	-	41	120	N/A	2.84	4.4%	9.09	Low Growth	Low Wage	Less than High School
353031	Waiters and Waitresses	1,989	-	-	399	1,305	N/A	1.52	4.6%	9.74	Low Growth	Low Wage	Less than High School
353041	Food Servers, Nonrestaurant	415	-	-	51	216	N/A	1.92	12.1%	10.06	High Growth	Low Wage	Less than High School
359011	Dining Room & Cafeteria Attendants & Bartender Helpers	460	-	-	166	323	N/A	1.42	5.2%	9.02	Low Growth	Low Wage	Less than High School
359021	Dishwashers	652	-	-	163	390	N/A	1.67	6.3%	8.88	Low Growth	Low Wage	Less than High School
371011	First-Line Superv. of Housekeeping & Janitorial Workers	400	1	55	121	-14	2.28	N/A	-0.7%	15.40	Low Growth	Low Wage	Postsecondary Vocational
371012	First-Line Superv. Landscaping & Groundskeeping Workers	56	-	8	20	161	2.00	0.35	11.2%	19.26	High Growth	Low Wage	Postsecondary Vocational
372011	Janitors and Cleaners, Except Maids and Housekeeping	1,746	-	-	253	1,209	N/A	1.44	6.7%	10.20	Low Growth	Low Wage	Less than High School
372012	Maids and Housekeeping Cleaners	2,216	-	-	396	1,376	N/A	1.61	9.3%	9.53	Low Growth	Low Wage	Less than High School
373011	Landscaping and Groundskeeping Workers	689	-	-	120	970	N/A	0.71	14.1%	11.76	High Growth	Low Wage	Less than High School
373012	Pesticide Handlers, Sprayers, & Applicators, Vegetation	26	-	-	3	13	N/A	2.00	4.4%	13.13	Low Growth	Low Wage	Associate Degree
391021	First-Line Supervisors of Personal Service Workers	85	-	3	30	124	1.97	0.52	7.8%	20.91	Low Growth	High Wage	Postsecondary Vocational
392011	Animal Trainers	23	-	-	9	17	N/A	1.23	7.8%	11.38	Low Growth	Low Wage	High School Diploma
392021	Nonfarm Animal Caretakers	62	-	-	68	258	N/A	0.24	23.5%	11.11	High Growth	Low Wage	Less than High School
393011	Gaming Dealers	33	-	-	6	83	N/A	0.40	15.3%	12.23	High Growth	Low Wage	Postsecondary Vocational
393012	Gaming and Sports Book Writers and Runners	1	-	-	-	13	N/A	0.08	7.0%	15.44	Low Growth	Low Wage	Less than High School
393019	Gaming Service Workers, All Other	9	-	-	-	63	N/A	0.14	16.5%	0.00	High Growth	Low Wage	Less than High School
393021	Motion Picture Projectionists	13	-	-	1	-16	N/A	N/A	-10.2%	10.76	Low Growth	Low Wage	Less than High School
393031	Ushers, Lobby Attendants, and Ticket Takers	168	-	-	3	-176	N/A	N/A	-18.8%	8.95	Low Growth	Low Wage	Less than High School
393091	Amusement and Recreation Attendants	124	-	-	59	267	N/A	0.46	12.5%	10.19	High Growth	Low Wage	Less than High School
393092	Costume Attendants	73	-	-	2	0	N/A	N/A	0.0%	20.56	Low Growth	Low Wage	High School Diploma
393093	Locker Room, Coatroom, and Dressing Room Attendants	42	-	-	1	13	N/A	3.23	6.8%	10.47	Low Growth	Low Wage	Less than High School
394021	Funeral Attendants	9	-	-	7	-11	N/A	N/A	-2.1%	10.83	Low Growth	Low Wage	High School Diploma
395012	Hairdressers, Hairstylists, and Cosmetologists	322	-	-	156	116	N/A	2.73	1.9%	12.36	Low Growth	Low Wage	Postsecondary Vocational
395094	Skin Care Specialists	54	-	-	20	72	N/A	0.75	14.7%	16.77	High Growth	Low Wage	Postsecondary Vocational
396011	Baggage Porters and Bellhops	115	-	-	34	450	N/A	0.26	15.2%	11.70	High Growth	Low Wage	Less than High School
396012	Concierges	167	-	-	31	65	N/A	2.57	10.7%	14.47	High Growth	Low Wage	High School Diploma
399011	Child Care Workers	871	-	-	42	1,301	N/A	0.67	15.1%	9.28	High Growth	Low Wage	Postsecondary Vocational
399021	Personal and Home Care Aides	375	-	-	73	725	N/A	0.52	30.7%	10.43	High Growth	Low Wage	Postsecondary Vocational
399031	Fitness Trainers and Aerobics Instructors	87	-	-	120	160	N/A	0.54	14.6%	15.35	High Growth	Low Wage	High School Diploma
399032	Recreation Workers	292	-	-	38	498	N/A	0.59	12.6%	11.53	High Growth	Low Wage	Associate Degree
399041	Residential Advisors	67	-	-	2	110	N/A	0.61	19.6%	12.19	High Growth	Low Wage	High School Diploma
399099	Personal Care and Service Workers, All Other	68	-	-	3	231	N/A	0.29	7.3%	10.18	Low Growth	Low Wage	Postsecondary Vocational
411011	First-Line Supervisors of Retail Sales Workers	1,390	3	71	1,370	672	0.97	2.07	4.5%	21.38	Low Growth	High Wage	Postsecondary Vocational
411012	First-Line Supervisors of Non-Retail Sales Workers	218	-	20	400	147	0.52	1.48	2.5%	44.21	Low Growth	High Wage	Associate Degree
412011	Cashiers	6,884	-	-	207	1,774	N/A	3.88	6.4%	9.51	Low Growth	Low Wage	High School Diploma
412012	Gaming Change Persons and Booth Cashiers	20	-	-	-	-18	N/A	N/A	-3.4%	10.75	Low Growth	Low Wage	High School Diploma
412021	Counter and Rental Clerks	165	-	-	33	-48	N/A	N/A	-1.0%	11.02	Low Growth	Low Wage	High School Diploma
412022	Parts Salespersons	107	-	-	35	114	N/A	0.94	6.8%	15.07	Low Growth	Low Wage	Postsecondary Vocational
412031	Retail Salespersons	3,650	-	-	1,547	6,091	N/A	0.60	12.0%	11.40	High Growth	Low Wage	High School Diploma
413011	Advertising Sales Agents	369	2	50	174	105	1.56	3.53	4.1%	25.96	Low Growth	High Wage	Postsecondary Vocational
413021	Insurance Sales Agents	288	-	23	479	446	0.57	0.65	14.1%	31.02	High Growth	High Wage	Postsecondary Vocational
413031	Securities and Financial Services Sales Agents	462	-	48	465	194	0.90	2.38	5.4%	51.05	Low Growth	High Wage	Bachelor's Degree
413041	Travel Agents	198	-	-	27	-52	N/A	N/A	-3.3%	17.84	Low Growth	Low Wage	Postsecondary Vocational
413099	Sales Representatives, Services, All Other	1,918	-	-	498	1,239	N/A	1.55	10.6%	28.08	High Growth	High Wage	High School Diploma
414011	Sales Representatives, Wholesale & Mfg. Tech. & Sci. Prod.	353	-	33	390	483	0.83	0.73	11.4%	33.64	High Growth	High Wage	Postsecondary Vocational
414012	Sales Representatives, Wholesale and Manufacturing, Other	552	4	1,165	675	1,790	0.30	0.31	8.8%	26.99	Low Growth	High Wage	Postsecondary Vocational
419011	Demonstrators and Product Promoters	75	-	-	342	236	N/A	0.32	13.5%	18.27	High Growth	Low Wage	High School Diploma
419022	Real Estate Sales Agents	270	3	7	214	611	1.24	0.45	6.3%	24.91	Low Growth	High Wage	Postsecondary Vocational
419041	Telemarketers	623	-	-	254	113	N/A	5.51	4.3%	11.92	Low Growth	Low Wage	High School Diploma
419099	Sales and Related Workers, All Other	629	-	-	18	103	N/A	6.11	10.9%	14.62	High Growth	Low Wage	Postsecondary Vocational
431011	First-Line Superv. of Office and Admin. Support Workers	779	3	185	730	1,237	0.85	0.63	10.0%	26.06	High Growth	High Wage	Associate Degree
432011	Switchboard Operators, Including Answering Service	92	-	-	22	-213	N/A	N/A	-18.9%	12.50	Low Growth	Low Wage	High School Diploma
432099	Communications Equipment Operators, All Other	56	-	-	-	-2	N/A	N/A	-9.5%	0.00	Low Growth	Low Wage	High School Diploma
433011	Bill and Account Collectors	409	-	-	99	195	N/A	2.10	7.5%	17.24	Low Growth	Low Wage	High School Diploma
433021	Billing and Posting Clerks and Machine Operators	313	-	-	47	663	N/A	0.47	15.1%	16.31	High Growth	Low Wage	Associate Diploma
433031	Bookkeeping, Accounting, and Auditing Clerks	1,097	23	242	435	1,494	1.55	0.75	9.6%	17.17	High Growth	Low Wage	Associate Degree
433041	Gaming Cage Workers	19	-	-	1	-4	N/A	N/A	-10.6%	14.35	Low Growth	Low Wage	High School Diploma
433051	Payroll and Timekeeping Clerks	126	-	-	27	139	N/A	0.91	13.2%	19.60	High Growth	Low Wage	High School Diploma

Standard Occupational Code	Occupational Title	# of Persons in EFM w/ Qualifications	# of Persons in Training based on PY14-15	# of Jobs in EFM PY14-15	Help Wanted Jobs	Annual Openings Base on LMI Data 2014-2022	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY14-15 Average Hourly Wage	Quadrant Category		
											Growth Category	Wage Category	Education Level
433061	Procurement Clerks	42	-	-	4	32	N/A	1.31	7.2%	19.58	Low Growth	Low Wage	High School Diploma
433071	Tellers	535	-	-	277	151	N/A	3.54	2.5%	14.33	Low Growth	Low Wage	Postsecondary Vocational
433099	Financial Clerks, All Other	90	-	-	-	27	N/A	3.33	9.4%	19.56	Low Growth	Low Wage	High School Diploma
434011	Brokerage Clerks	25	-	-	2	-33	N/A	N/A	-3.5%	19.73	Low Growth	Low Wage	High School Diploma
434031	Court, Municipal, and License Clerks	92	-	-	5	30	N/A	3.07	4.8%	17.43	Low Growth	Low Wage	High School Diploma
434051	Customer Service Representatives	6,757	84	1,657	1,043	2,913	2.93	2.35	10.7%	14.56	High Growth	Low Wage	Postsecondary Vocational
434061	Eligibility Interviewers, Government Programs	94	-	-	-	1	N/A	94.00	0.4%	18.41	Low Growth	Low Wage	High School Diploma
434071	File Clerks	318	-	-	5	66	N/A	4.32	2.3%	14.77	Low Growth	Low Wage	High School Diploma
434081	Hotel, Motel, and Resort Desk Clerks	764	-	-	321	389	N/A	1.96	11.7%	11.41	High Growth	Low Wage	High School Diploma
434111	Interviewers, Except Eligibility and Loan	141	-	-	43	230	N/A	0.61	10.8%	14.67	High Growth	Low Wage	High School Diploma
434121	Library Assistants, Clerical	123	-	-	13	60	N/A	2.05	11.0%	12.83	High Growth	Low Wage	Postsecondary Vocational
434131	Loan Interviewers and Clerks	103	-	8	43	-31	2.02	N/A	-2.0%	18.43	Low Growth	Low Wage	Postsecondary Vocational
434141	New Accounts Clerks	74	-	-	-	6	N/A	12.33	2.4%	17.87	Low Growth	Low Wage	Postsecondary Vocational
434151	Order Clerks	103	-	-	29	96	N/A	1.07	5.1%	13.84	Low Growth	Low Wage	High School Diploma
434161	Human Resources Assistants, Exc. Payroll	269	2	28	73	158	2.74	1.72	12.8%	17.70	High Growth	Low Wage	Postsecondary Vocational
434171	Receptionists and Information Clerks	2,009	-	-	249	1,967	N/A	1.02	17.7%	12.24	High Growth	Low Wage	High School Diploma
434181	Ticket Agents and Travel Clerks	309	-	-	26	500	N/A	0.62	8.3%	15.91	Low Growth	Low Wage	High School Diploma
434199	Information and Record Clerks, All Other	40	-	-	-	371	N/A	0.11	8.0%	18.04	Low Growth	Low Wage	High School Diploma
435011	Cargo and Freight Agents	352	-	49	70	726	2.96	0.48	20.7%	19.75	High Growth	Low Wage	Postsecondary Vocational
435021	Couriers and Messengers	148	-	-	10	71	N/A	2.08	7.7%	15.75	Low Growth	Low Wage	Less than High School
435031	Police, Fire, and Ambulance Dispatchers	33	-	-	18	62	N/A	0.53	9.6%	24.59	High Growth	High Wage	Postsecondary Vocational
435032	Dispatchers, Except Police, Fire, and Ambulance	243	-	-	35	174	N/A	1.40	11.2%	15.92	High Growth	Low Wage	High School Diploma
435041	Meter Readers, Utilities	26	-	-	1	1	N/A	26.00	0.7%	17.93	Low Growth	Low Wage	High School Diploma
435051	Postal Service Clerks	92	-	-	5	-204	N/A	N/A	-41.7%	24.91	Low Growth	High Wage	High School Diploma
435052	Postal Service Mail Carriers	74	-	-	1	-249	N/A	N/A	-10.9%	25.45	Low Growth	High Wage	High School Diploma
435053	Postal Service Mail Sorters and Processors	75	-	-	2	-573	N/A	N/A	-41.7%	24.31	Low Growth	High Wage	High School Diploma
435061	Production, Planning, and Expediting Clerks	245	-	-	43	87	N/A	2.82	6.0%	19.97	Low Growth	High Wage	High School Diploma
435071	Shipping, Receiving, and Traffic Clerks	616	-	-	65	4	N/A	154.00	0.1%	13.44	Low Growth	Low Wage	Postsecondary Vocational
435081	Stock Clerks and Order Fillers	3,000	-	-	363	519	N/A	5.78	2.7%	11.04	Low Growth	Low Wage	High School Diploma
435111	Measurers, Checkers, and Samplers, Recordkeeping	69	-	-	1	39	N/A	1.77	8.0%	12.14	Low Growth	Low Wage	High School Diploma
436011	Executive Secretaries and Administrative Assistants	1,445	12	116	651	870	1.90	1.97	9.8%	22.66	High Growth	High Wage	Postsecondary Vocational
436012	Legal Secretaries	445	-	11	107	282	4.77	1.56	7.4%	21.65	Low Growth	High Wage	Postsecondary Vocational
436013	Medical Secretaries	408	7	27	242	694	1.64	0.60	26.9%	14.84	High Growth	Low Wage	Postsecondary Vocational
436014	Secretaries, Except Legal, Medical, and Executive	1,500	-	-	388	1,305	N/A	1.15	5.2%	14.83	Low Growth	Low Wage	Postsecondary Vocational
439011	Computer Operators	115	-	-	2	-26	N/A	N/A	-9.1%	18.47	Low Growth	Low Wage	Postsecondary Vocational
439021	Data Entry Keyers	604	-	-	41	-92	N/A	N/A	-3.9%	13.00	Low Growth	Low Wage	High School Diploma
439022	Word Processors and Typists	45	-	-	1	-38	N/A	N/A	-6.6%	16.27	Low Growth	Low Wage	Postsecondary Vocational
439041	Insurance Claims and Policy Processing Clerks	206	-	-	8	117	N/A	1.76	5.0%	16.15	Low Growth	Low Wage	High School Diploma
439051	Mail Clerks and Machine Operators, Exc. Postal Service	119	-	-	6	74	N/A	1.61	10.6%	12.42	High Growth	Low Wage	High School Diploma
439061	Office Clerks, General	2,534	-	-	365	2,739	N/A	0.93	11.9%	13.33	High Growth	Low Wage	High School Diploma
439071	Office Machine Operators, Except Computer	26	-	-	4	-31	N/A	N/A	-4.7%	13.68	Low Growth	Low Wage	High School Diploma
439111	Statistical Assistants	23	-	-	-	3	N/A	7.67	6.8%	19.38	Low Growth	Low Wage	Postsecondary Vocational
439199	Office and Administrative Support Workers, All Other	708	-	-	27	19	N/A	37.28	4.3%	18.47	Low Growth	Low Wage	High School Diploma
451011	First-Line Superv. of Farming, Fishing, & Forestry Workers	29	-	-	7	-5	N/A	N/A	-1.8%	18.91	Low Growth	Low Wage	Associate Degree
452011	Agricultural Inspectors	31	-	-	1	-3	N/A	N/A	-5.1%	0.00	Low Growth	Low Wage	Postsecondary Vocational
452092	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	297	-	-	7	-109	N/A	N/A	-2.0%	9.08	Low Growth	Low Wage	Less than High School
452093	Farmworkers, Farm and Ranch Animals	30	-	-	5	-5	N/A	N/A	-1.5%	0.00	Low Growth	Low Wage	Less than High School
453011	Fishers and Related Fishing Workers	18	-	-	1	-10	N/A	N/A	-6.9%	0.00	Low Growth	Low Wage	High School Diploma
471011	First-Line Superv. of Construction and Extraction Workers	259	1	14	268	764	0.62	0.34	20.7%	33.85	High Growth	High Wage	Associate Degree
472021	Brickmasons and Blockmasons	29	-	2	4	48	1.23	0.60	26.8%	18.11	High Growth	Low Wage	Postsecondary Vocational
472031	Carpenters	541	-	129	144	1,046	1.38	0.52	16.7%	18.16	High Growth	Low Wage	Postsecondary Vocational
472044	Tile and Marble Setters	27	-	5	21	92	1.04	0.29	14.5%	14.60	High Growth	Low Wage	Postsecondary Vocational
472051	Cement Masons and Concrete Finishers	77	-	12	10	242	3.50	0.32	24.0%	16.04	High Growth	Low Wage	Postsecondary Vocational
472061	Construction Laborers	1,255	-	-	100	858	N/A	1.46	15.6%	13.58	High Growth	Low Wage	Less than High School
472071	Paving, Surfacing, and Tamping Equipment Operators	21	-	-	6	21	N/A	1.00	12.6%	22.07	High Growth	High Wage	High School Diploma
472072	Pile-Driver Operators	8	-	-	1	12	N/A	0.67	5.7%	21.95	Low Growth	High Wage	Postsecondary Vocational
472073	Operating Engineers/Construction Equipment Operators	129	3	18	20	149	3.47	0.89	9.4%	18.31	Low Growth	Low Wage	Postsecondary Vocational
472081	Drywall and Ceiling Tile Installers	29	-	7	37	88	0.66	0.33	14.2%	16.96	High Growth	Low Wage	Postsecondary Vocational
472111	Electricians	472	2	118	123	611	1.97	0.78	20.7%	20.40	High Growth	Low Wage	Postsecondary Vocational
472121	Glaziers	32	-	10	6	123	2.00	0.26	28.0%	15.11	High Growth	Low Wage	Postsecondary Vocational
472141	Painters, Construction and Maintenance	231	-	25	40	309	3.55	0.75	11.1%	16.85	High Growth	Low Wage	Postsecondary Vocational
472151	Pipelayers	26	-	1	3	88	6.50	0.30	19.1%	22.20	High Growth	High Wage	Postsecondary Vocational
472152	Plumbers, Pipefitters, and Steamfitters	213	2	27	72	298	2.17	0.72	20.9%	18.74	High Growth	Low Wage	Postsecondary Vocational
472211	Sheet Metal Workers	48	-	8	34	141	1.14	0.34	16.1%	16.33	High Growth	Low Wage	Postsecondary Vocational
473013	Helpers - Electricians	144	-	-	14	178	N/A	0.81	26.7%	12.79	High Growth	Low Wage	Less than High School