



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
Thursday, October 19, 2017
9:30 A.M.

Doubletree by Hilton Miami Airport Hotel &
Convention Center
711 NW 72nd Avenue
Miami, Florida 33126

AGENDA

1. Call to Order and Introductions
2. Approval of Meeting Minutes
 - a. August 17, 2017
3. Chairman's Report
4. Executive Director's Report
 - a. Executive Director Update
5. Executive Committee
 - a. Information – U. S. Department of Labor Office of Inspector General Audit Results
 - b. Information – CSSF Supply/Demand Matrix Update
 - c. Recommendation as to Approval to Accept Department of Children and Families Refugee Employment and Training Program Funds
 - d. Recommendation as to Approval to Allocate Department of Children and Families Employment and Training Program funds to Refugee Service Providers
 - e. Recommendation as to Approval of SFWIB to provide direct Employment & Training Services
 - f. Recommendation as to Approval Accept National Emergency Grant (NEG) Funds and Award NEG Funds
6. Finance and Efficiency Council
 - a. Information - Financial Report – August 2017
 - b. Recommendation as to Approval to Accept Additional State of Florida Department of Economic Opportunity Supplemental Nutrition Assistance Program Funds

CareerSource South Florida is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.

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

- c. Recommendation as to Approval to Accept Additional State of Florida Department of Economic Opportunity Trade Adjustment Assistance Funds
- 7. Global Talent and Competitiveness Council
 - a. Information – Miami-Dade County Public Schools Summer Youth Internship Program Update
 - b. Recommendation as to Approval of a Workforce Services – Special Population Contractor
- 8. Performance Council
 - a. Information – Refugee Employment and Training Program Performance Overview
 - b. Information – Workforce Services Program Year 2016-17 Recap
 - c. Information – Direct Placement Analysis Update
 - d. Information – Referral to Placement Report

CareerSource South Florida is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. All voice telephone numbers on this document may be reached by persons using TTY/TDD equipment via the Florida Relay Service at 711.

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



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

AGENDA ITEM NUMBER: 2A

AGENDA ITEM SUBJECT: MEETING MINUTES

DATE: October 19, 2017 at 9:30AM
 Doubletree Hotel – Convention Center
 711 N.W. 72nd Avenue
 Miami, FL 33126

SFWIB MEMBERS IN ATTENDANCE	SFWIB MEMBERS NOT IN ATTENDANCE	SFW STAFF
<ol style="list-style-type: none"> 1. Bridges, Jeff <i>Chairperson</i> 2. Perez, Andre, <i>Vice-Chairman</i> 3. Baldwin, Cheryl 4. Brecheisen Bruce 5. Brown, Clarence 6. Chi, Joe 7. Clayton, Lovey 8. Datorre, Roberto 9. del Valle, Juan- Carlos 10. Ferradaz, Gilda 11. Gaber, Cynthia 12. Garza, Maria 13. Gazitua, Luis 14. Gibson, Charles 15. Ludwig, Philipp 16. Manrique, Carlos 17. Piedra, Obdulio 18. Regueiro, Maria C. 19. Rod, Denis 20. Roth, Thomas 21. Russo, Monica 	<ol style="list-style-type: none"> 22. Adrover, Bernardo 23. Davis-Raiford, Lucia 24. Diggs, Bill 25. Huston, Albert 26. Jordan, Barbara 27. Maxwell, Michelle 28. Scott, Kenneth 29. Thurman, Karen 30. West, Alvin 	<p>Beasley, Rick Alonso, Gus Almonte, Ivan Anderson, Frances Gilbert, David Gomez, Maria Graham, Tomara Jean-Baptiste, Antoinette Kaveheresi, Cheri Perrin, Yian Smith, Marian Smith, Robert</p> <p>Assistant County Attorney (s)</p> <p>Shanika Graves - Miami-Dade County Attorney's office – SFWIB's Legal Counsel</p>

OTHER ATTENDEES	
<p>Amaro, Kristy – <i>Mercantil</i></p> <p>Brito, Hilma – <i>ARBOR E& T Rescare, Inc.</i></p> <p>Bordoba, Manny – <i>SER Jobs for Progress, Inc.</i></p> <p>Bruce, Matteo – <i>Unknown</i></p> <p>Buithigo, Jessica – <i>Cuban National Council, Inc.</i></p> <p>Bustillo, Steven – <i>Grove Bank & Trust</i></p> <p>Collazo, Janet – <i>Cuban American National Council, Inc. (CNC)</i></p> <p>Diaz, Heidi – <i>Continental National Bank</i></p> <p>Dunn, Davena – <i>Jet Stream FCU</i></p> <p>Fano, Shelly – <i>Miami Dade College</i></p> <p>Farinas, Irene – <i>Adults Mankind Organization, Inc.</i></p> <p>Felipe, Daniel – <i>Cuban American National Council, Inc.</i></p> <p>Gomez, Rosario – <i>SER Jobs for Progress, Inc.</i></p> <p>Juncosa, Maria – <i>BCO Pichincha Miami</i></p> <p>Lopez, Sonia - <i>Cuban American National Council, Inc. (CNC)</i></p> <p>Mauam, Yoni – <i>Ocean Bank</i></p>	<p>Morris, Carmen – <i>Comm. Xavier Suarez</i></p> <p>Iglesias, Abel – <i>Professional Bank</i></p> <p>Ishua, A. – <i>Grove Bank Trust</i></p> <p>Iturrualdo, Yanetsy – <i>International Finance Bank</i></p> <p>Munoz, Edith – <i>International Finance Bank</i></p> <p>Nunez, Yvannova – <i>Banesco</i></p> <p>Rey Wilson, Lourdes – <i>Total Bank</i></p> <p>Rodriguez, Maria – <i>Youth Co-Op, Inc.</i></p> <p>Ross, Jackie – <i>Biscayne Bank</i></p> <p>Schleiden, David – <i>Miami-Dade County Public Schools</i></p> <p>Somellian, Elsa – <i>Community Coalition Inc.</i></p> <p>Taylor, Kelvin – <i>Cuban National Council, Inc.</i></p>

Agenda items are displayed in the order in which they were discussed.

1. Call to Order and Introductions

SFWIB Chairman, Jeff Bridges called the meeting to order at 10:01a.m, began with introductions and noted that a quorum of members present had been achieved.

2.a. Approval of SFWIB Meeting Minutes of April 20, 2017

Mr. Andy Perez moved the approval of SFWIB Meeting Minutes. Motion seconded by Ms. Maria Garza; **Motion Passed Unanimously**

3 Chairman's Report

A special presentation had been made by Chairman Bridges to Future Bankers Camp representatives celebrating 10 years of partnership with CareerSource South Florida.

Testimonial Speech had also been given by Future Bankers graduate, Mr. Bruce Matello.

Chairman Bridges thanked Mr. Matello for his testimonial speech.

Vice-Chairman Perez presented the awards.

A special award had been presented to Connie Laguna of Future Bankers program. Ms. Laguna thanked the SFWIB Board, staff and partners. Mr. Piedra also thanked Ms. Laguna for her great work.

Mr. Chi thanked Mr. Piedra for having a wealth of experience in the banking industry, the Board, and Executive Director Rick Beasley. He furthermore discussed the importance of the three pillars in Miami-Dade County which are (1) Real Estate, (2) International Trade, and (3) Tourism. He additionally discussed a fourth pillar called the Banking Industry which is the second largest industry in the United States after Europe and Wall Street.

Mr. Manrique also shared his acknowledgments.

5. Executive Committee

Chairman Bridges introduced the item and SFWIB Executive Director Rick Beasley discussed his report that contained information related to the following:

1. STATE – Florida Job Growth
2. STATE – CareerSource Florida Performance Funding Model
3. SATE – March Monthly Job Placement Report

[Mr. Obdulio Piedra stepped out of the meeting room]

4. LOCAL – TechHire Summer Boot Camps (Video Presentation)

[Mr. Obdulio Piedra returned]

[Dr. Denis Rod stepped out]

5. LOCAL – City of Miami Gardens Summer Youth Employment Program

5a. Recommendation as to Approval of a Contract Extension for Transition, Inc.

SFWIB Chairman Bridges introduced the item and Mr. Beasley further presented.

Mr. Luis Gazitua moved the approval to accept funds for the City of Homestead Summer Youth Employment Program. Motion seconded by Mr. Juan Carlos del Valle; **Motion Passed Unanimously**

[Dr. Denis Rod returned]

[Dr. Christine Regueiro stepped out]

[Ms. Cheryl Baldwin stepped out]

[Ms. Maria Garza stepped out]

5.b. Recommendation as to Approval of Related Party Training Vendor Agreements

SFWIB Chairman Bridges introduced the item and Mr. Beasley further presented.

Mr. Charles Gibson moved the approval of related party training vendor agreements. Motion seconded by Mr. Bruce Brecheisen; **Motion Passed Unanimously**

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

SFWIB Chairman Bridges introduced the item. Mr. Beasley further presented.

Mr. Charles Gibson moved the approval to eliminate and limit individual training account funds for Microsoft Office Suite Training. Motion seconded by Mr. Luis Gazitua; **Further Discussion**

[Dr. Christine Regueiro returned]

[Ms. Cheryl Baldwin returned]

[Ms. Maria Garza returned]

Mr. Gazitua shared a brief comment.

Motion Passed Unanimously

5. d. Recommendation as to Approval to Allocate Funds for TechHire Summer Boot Camp Incentives

SFWIB Chairman Bridges introduced the item and Mr. Beasley further presented.

Mr. Charled Gibson moved the approval of above item numbers 5a, b, c, and d. Motion seconded by Mr. Obdulio Piedra; **Motion Passed Unanimously**

6. Finance and Efficiency Council Meeting

6.a. Information – Financial Report – June 2017

SFWIB Chairman Bridges introduced the item and Mr. Beasley further presented the accompanying notes to the financial report (unaudited) for the period of July 1, 2016 through June 30, 2017

Budget Adjustments:

Revenues: One Revenue Adjustment

Expenses: Other Programs and Contracts increased by same amount

Explanation of Significant Variances:

1. Revenues are 72.2% versus 100%
2. Adult Programs – 69.8% versus 100%
3. Refugee Services – 73.4% versus 100%
4. Youth Programs – 78.6% versus 100%
5. Facility Costs – 67.4% versus 100%
6. Training and Support Services 60.3% versus 100%
7. Other Programs and Contracts 67.9% versus 100%

6.b. Information – Bank Reconciliation – June 2017 and July 2017
Item removed.

6c. Recommendation as to Approval to Allocate Funds to the City of Miami for the Employ Miami-Dade Project

Chairman Bridges introduced the item. Mr. Beasley further presented.

Mr. Juan Carlos del Valle moved the approval to allocate funded to the City of Miami for th Employ Miami-Dade Project. Motion seconded by Ms. Monica Russo; **Motion Passed Unanimously**

6d. Recommendation as to Approval to Allocate WIOA Adult Funds to United Way of Miami-Dade County

SFWIB Chairman Bridges introduced the item and Mr. Beasley further presented.

Mr. Obdulio Piedra moved the approval to allocate WIOA Adult funds to United Way of Miami Dade County; Motion seconded by Ms. Monica Russo; **Motion Passed Unanimously**

6e. Recommendation as to Approval to Allocate funds to Florida Keys Community College For Career Pathways Re-entry Hospitality Training

SFWB Chairman Bridges introduced the item and Mr. Beasley further presented.

Mr. Joe Chi Moved the approval to allocate funds to Florida Keys Community Collge for Career Pathways Re-entry Hospitality Training; Motion seconded by Mr. Bruce Brecheisen; **Motion Passed Unanimously**

[Ms. Maria Garza stepped out of the meeting room]

6f. Recommendation as to Approval of the 2016-2017 Budget

Chairman Bridges introduced the item and Mr. Beasley further presented.

Mr. Roberto Datorre moved the approval of the 2017-2018 budget. Motion seconded by Mr. Juan Carlos del Valle; **Motion Passed Unanimously**

[Ms. Maria Garza returned]

6g. Recommendation as to Approval to Allocate funds to Florida Keys Community College for Career Pathways Reentry Hospitality Training

SFWIB Chairman Bridges introduced and presented the item.

Mr. Charles Gibson moved the approval to allocate funds to Florida Keys Community College for Career Pathways Reentry Hospitality Training; Motion seconded by Mr. Luis Gazitua; **Motion Passed Unanimously**

[Mr. Charles Gibson left the meeting room]

[Ms. Cheryl Baldwin stepped out of the meeting room]

[Ms. Cheryl Baldwin returned]

7. Global Talent Competitiveness Council

7a. Information – Subsequent Eligibility of Training Providers for Region 23

SFWIB Chairman Bridges introduced the item, GTC briefly discussed and Mr. Beasley provided further discussed.

No further questions or discussions.

7b. Recommendation as to Approval to Allocate Funds to Miami-Dade College for Culinary and Hospitality Certification Training

Chairman Bridges introduced the item. GTC Chairwoman further presented. Mr. Piedra and Mr. Beasley recognized a program participant, Ms. Andrea Higgs who appeared before the Board and gave an aspiring testimonial speech.

Mr. Obdulio Piedra moved the approval to allocate funds to Miami-Dade College for Culinary and Hospitality Certification Training; Motion seconded by Mr. Juan Carlos del Valle; **Motion Passed Unanimously**

[Ms. Baldwin stepped out of the meeting room]

[Mr. Carlos Manrique stepped out of the meeting room]

[Ms. Baldwin returned]

7.c. Recommendation as to Approval to Allocate Funds to Miami Dade County Public Schools for Construction Technology and Private Security Officer Training

SFWIB Chairman Bridges introduced the item and GTC Chairwoman Ferradaz further presented.

Ms. Maria Garza moved the approval to allocate funds to Miami Dade County Public Schools for Construction Technology and Private Security Officer Training. Motion seconded by Ms. Monica Russo; **Further Discussion(s):**

Mr. Roth shared his concern regarding the 70% completion 70% placement 70 training related placement requirements that must be met by CSSF training providers. He stated that although he felt this would be a great program, the entity's placement rate doesn't satisfy CSSF's current placement criteria. Therefore, he did not vote in favor of this item at today's council meeting. Mr. Beasley responded to Mr. Roth's concern. Mr. Piedra stated into record the Council's recommendation for staff to detail all exceptions that are outside of CSSF's current policies in the agenda items.

Mr. Chi recommended staff reach out to local chambers to help achieve placements. Mr. Gazitua noted that Security Guard Service Companies are hiring every day. Mr. Beasley responded that a meeting would be scheduled to further discuss.

Motion Passed; All in favor with two oppositions

[Mr. Manrique returned]

7.d. Recommendation as to Approval of New Training Vendor Program

Chairman Bridges introduced the item. Chairwoman GTC Gilda Ferradaz further presented.

Mr. Joe Chi moved the approval of new training vendor program. Motion seconded by Mr. Clarence Brown: **Motion Passed Unanimously**

7.e. Recommendation as to Approval to the Take Stock in Children Scholarship Program

Chairman Bridges introduced the item and GTC Chairwoman Gilda Ferradaz further presented.

Mr. Joe Chi moved the approval to the Take Stock in Children Scholarship Program. Motion seconded by Mr. Obdulio Piedra; **Motion Passed Unanimously**

7.f. Recommendation as to Approval to Allocate Funds to Florida Keys community College for the Career Training and Young Fatherhood Program

Chairman Bridges introduced the item and GTC Chairwoman Gilda Ferradaz further presented.

Mr. Juan Carlos del Valle moved the approval to allocate funds to Florida Keys Community College for the Career Training and Young Fatherhood Program; Motion seconded by Ms. Monica Russo; **Motion Passed Unanimously**

[Mr. Manrique stepped out of the meeting room]

7.g. Recommendation as to Approval to Allocate Funds to Miami Dade County Public Schools for a Youth Pre-Apprenticeship Career and Technical Training

GTC Chairwoman Gilda Ferradaz introduced and presented the item.

Mr. Obdulio Piedra moved the approval to allocate funds to Miami-Dade County Public Schools for a Youth Pre-Apprenticeship Career and Technical Training; Motion seconded by Mr. Clarence Brown; **Motion Passed Unanimously**

Vice-Chairman Perez updated the Board on his discussion at the recent Executive Committee meeting regarding implementing various types of curriculum and training programs, specifically in the field of manufacturing. He briefed the Board on Al Stimac president of Manufacturing Training Solutions efforts in implementing manufacturing programs.

[Mr. Manrique returned]

[Mr. Piedra stepped out of meeting room]

8. Performance Council

8e. Recommendation as to Approval to Accept Process and Performance Revisions to the Balanced Scorecard

[Mr. Piedra returned]

Chairman Bridges introduced the item and Performance Council Chairwoman Maria Garza further presented. Mr. Beasley briefed the Board on recent modifications to common measures.

Vice-Chairman Andy Perez moved the approval to accept process and performance revisions to the Balanced Scorecard. Motion seconded by Mr. Juan Carlos del Valle; **Further Discussion(s):**

Mr. Manrique wanted to know who sets the common measures. Mr. Beasley responded the State of Florida.

There was continued discussion.

Motion Passed Unanimously

[Vice Chairman Andy Perez left the meeting room]

[Mr. Luis Gazitua left the meeting room]

[Mr. Juan Carlos del Valle left the meeting room]

[Mr. Piedra stepped out of the meeting room]

8a. Information – Refugee Employment and Training Program Performance Overview

SFWIB Chairman Bridges introduced the item and Performance Council Chairwoman Maria Garza further discussed.

No further questions or discussions.

8b. Information – Workforce Services Regional Performance Overview

Chairman Bridges introduced the item and Mr. Beasley further presented.

[Mr. Roth left the meeting room]

No further questions or discussions.

8c. Information – Youth Partners Regional Performance

SFWIB Chairman Bridges introduced the item and Performance Council Chairwoman Maria Garzia further discussed.

No further questions or discussions.

8d. Information – Consumer Report Update

SFWIB Chairman Bridges introduced the item and Mr. Beasley further presented.

No further questions or discussions.

There being no further business to come before the Board, the meeting adjourned at 11:02am.



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: SFWIB CHAIRMAN'S REPORT

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

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

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 4

AGENDA ITEM SUBJECT: SFWIB EXECUTIVE DIRECTOR'S REPORT

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

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

BACKGROUND:

N/A

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 5A

AGENDA ITEM SUBJECT: SINGLE AUDIT QUALITY CONTROL REVIEW RESULTS

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

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

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

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

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

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

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

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

U.S. Department of Labor

Office of Inspector General—Office of Audit

**SINGLE AUDIT
QUALITY CONTROL REVIEW**



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

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

U.S. Department of Labor

Office of Inspector General
Washington, D.C. 20210



INSPECTOR GENERAL'S REPORT

August 22, 2017

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

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

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

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

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

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

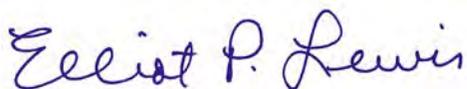
We also found the Firm reported the Type A threshold incorrectly to the Federal Audit Clearinghouse, but our review of the audit work papers found the Firm had applied the correct threshold in its testing procedures. The Firm attributed the inaccuracy to a lack of review after it had made changes to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

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

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

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

Sincerely,



Elliot P. Lewis
Assistant Inspector General
for Audit

Enclosure

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

Julie Cerruti, Audit Liaison, ETA

Gregory Hitchcock, Special Assistant, ETA

Gustavo Alonso, Assistant Director of Finance, CareerSource South Florida

Ronald Thompkins, Partner, BCA Watson Rice LLP

Carshena Allison, Partner, BCA Watson Rice LLP

Enclosure

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

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

Our review included the following DOL major program:

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

BACKGROUND

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

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

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

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

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

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

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

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

RESULTS

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

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

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

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

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

THE FIRM REPORTED THE TYPE A THRESHOLD INCORRECTLY

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

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

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

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

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

OIG RECOMMENDATIONS

We recommend CareerSource South Florida:

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

We recommend the Firm:

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

We recommend CareerSource South Florida and the Firm:

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

CAREERSOURCE SOUTH FLORIDA’S RESPONSE

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

FIRM’S RESPONSE

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

Appendices

APPENDIX A

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

OBJECTIVE

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

SCOPE

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

METHODOLOGY

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

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

Specifically, we reviewed:

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

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

CRITERIA

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

CAREERSOURCE SOUTH FLORIDA'S RESPONSE



July 10, 2017

careersourcesfl.com

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

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

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

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

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

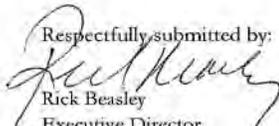
Recommendation #2: Emphasize Uniform Guidance requirements related to pass-through identifying numbers to those responsible for completing the SEFA.

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

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

Response: Agree. The reporting package has been resubmitted.

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

Respectfully submitted by:

Rick Beasley
Executive Director
South Florida Workforce Investment Board
d/b/a CareerSource South Florida

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

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

FIRM'S RESPONSE



June 30, 2017

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

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

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

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

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

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

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

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

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

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

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

Sincerely,

BCA WATSON RICE LLP

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

Ronald Thompkins, CPA, CGMA, CVA
Partner

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

APPENDIX D

ACKNOWLEDGEMENTS

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

TO REPORT FRAUD, WASTE OR ABUSE, PLEASE CONTACT:

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

Email: hotline@oig.dol.gov

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

Fax: 202-693-7020

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



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 5B

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

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

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

BACKGROUND:

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

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

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

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

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

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

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

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

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

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

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

Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY17-18	# of Jobs in EFM PY17-18	Help Wanted Jobs	Annual Openings Base on LMI Data 2016-2024	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY17-18 Average Hourly Wage	Quadrant Category	
											Growth Category	Wage Category
132071	Credit Counselors	11	-	-	-	167	N/A	0.07	16.8%	20.21	High Growth	High Wage
132072	Loan Officers	57	-	10	223	677	0.24	0.08	9.2%	38.90	Low Growth	High Wage
132081	Tax Examiners and Collectors, and Revenue Agents	9	-	-	-	93	N/A	0.10	-6.2%	29.46	Low Growth	High Wage
132082	Tax Preparers	67	-	2	-	147	33.50	0.46	7.8%	18.76	Low Growth	Low Wage
132099	Financial Specialists, All Other	73	-	12	-	178	6.08	0.41	15.2%	33.25	High Growth	High Wage
151121	Computer Systems Analysts	60	-	15	455	825	0.13	0.07	23.8%	41.02	High Growth	High Wage
151131	Computer Programmers	46	1	7	118	330	0.38	0.14	-0.1%	43.48	Low Growth	High Wage
151132	Software Developers, Applications	74	-	14	426	1,024	0.17	0.07	16.9%	31.62	High Growth	High Wage
151133	Software Developers, Systems Software	27	3	7	-	265	4.29	0.11	15.9%	40.91	High Growth	High Wage
151134	Web Developers	46	-	2	393	307	0.12	0.15	21.5%	29.00	High Growth	High Wage
151141	Database Administrators	27	-	7	-	228	3.86	0.12	13.2%	40.59	High Growth	High Wage
151142	Network and Computer Systems Administrators	65	9	14	376	534	0.19	0.14	11.4%	38.47	High Growth	High Wage
151143	Computer Network Architects	37	1	3	-	385	12.67	0.10	14.3%	33.85	High Growth	High Wage
151151	Computer User Support Specialists	189	44	35	490	1,069	0.44	0.22	14.9%	22.37	High Growth	High Wage
151152	Computer Network Support Specialists	43	6	7	-	272	7.00	0.18	13.6%	24.45	High Growth	High Wage
151199	Computer Occupations, All Other	213	5	25	732	254	0.29	0.86	14.4%	39.48	High Growth	High Wage
152031	Operations Research Analysts	22	-	9	-	351	2.44	0.06	24.6%	28.15	High Growth	High Wage
152041	Statisticians	9	-	-	-	52	N/A	0.17	36.5%	28.87	High Growth	High Wage
171011	Architects, Except Landscape and Naval	25	-	3	-	399	8.33	0.06	17.9%	36.12	High Growth	High Wage
171012	Landscape Architects	6	-	-	-	13	N/A	0.46	11.5%	33.96	High Growth	High Wage
171021	Cartographers and Photogrammetrists	3	-	-	-	37	N/A	0.08	41.1%	25.87	High Growth	High Wage
171022	Surveyors	10	-	1	-	113	10.00	0.09	10.1%	23.63	Low Growth	High Wage
172011	Aerospace Engineers	3	-	-	-	39	N/A	0.08	9.8%	45.17	Low Growth	High Wage
172021	Agricultural Engineers	1	-	-	-	2	N/A	0.50	0.0%	0.00	Low Growth	Low Wage
172031	Biomedical Engineers	5	-	-	-	60	N/A	0.08	22.0%	27.19	High Growth	High Wage
172051	Civil Engineers	24	-	24	238	992	0.09	0.02	18.5%	41.71	High Growth	High Wage
172061	Computer Hardware Engineers	12	-	1	-	67	12.00	0.18	11.4%	47.68	High Growth	High Wage
172071	Electrical Engineers	22	-	3	-	181	7.33	0.12	11.7%	36.60	High Growth	High Wage
172072	Electronics Engineers, Except Computer	7	-	1	-	91	7.00	0.08	0.0%	36.68	Low Growth	High Wage
172081	Environmental Engineers	6	-	2	-	58	3.00	0.10	13.8%	32.32	High Growth	High Wage
172111	Health and Safety Engineers, Except Mining	2	-	5	-	47	0.40	0.04	10.0%	31.85	Low Growth	High Wage
172112	Industrial Engineers	23	-	4	154	228	0.15	0.10	5.0%	31.64	Low Growth	High Wage
172141	Mechanical Engineers	37	-	8	-	223	4.63	0.17	14.5%	32.09	High Growth	High Wage
172199	Engineers, All Other	33	-	21	-	71	1.57	0.46	12.1%	35.68	High Growth	High Wage
173011	Architectural and Civil Drafters	28	-	10	-	195	2.80	0.14	9.6%	24.72	Low Growth	High Wage
173012	Electrical and Electronics Drafters	4	-	-	-	32	N/A	0.13	25.0%	23.07	High Growth	High Wage
173013	Mechanical Drafters	13	-	1	-	34	13.00	0.38	2.1%	23.24	Low Growth	High Wage
173021	Aerospace Engineering and Operations Technicians	14	-	1	-	20	14.00	0.70	8.1%	33.10	Low Growth	High Wage
173022	Civil Engineering Technicians	13	-	-	-	110	N/A	0.12	16.2%	26.63	High Growth	High Wage
173023	Electrical and Electronics Engineering Technicians	46	-	4	-	172	11.50	0.27	5.0%	31.98	Low Growth	High Wage
173025	Environmental Engineering Technicians	6	-	1	-	22	6.00	0.27	19.0%	19.11	High Growth	High Wage
173026	Industrial Engineering Technicians	19	-	1	-	58	19.00	0.33	5.1%	22.90	Low Growth	High Wage
173027	Mechanical Engineering Technicians	8	-	-	-	24	N/A	0.33	16.4%	23.50	High Growth	High Wage
173029	Engineering Technicians, Except Drafters, All Other	65	16	1	-	54	81.00	1.50	3.4%	31.08	Low Growth	High Wage
173031	Surveying and Mapping Technicians	10	-	-	-	74	N/A	0.14	4.4%	16.90	Low Growth	Low Wage
191013	Soil and Plant Scientists	1	-	-	-	22	N/A	0.00	10.2%	27.74	Low Growth	High Wage
191022	Microbiologists	1	-	-	-	10	N/A	0.10	13.3%	24.98	High Growth	High Wage
191023	Zoologists and Wildlife Biologists	1	-	-	-	36	N/A	0.03	1.3%	28.40	Low Growth	High Wage
191029	Biological Scientists, All Other	11	-	2	-	103	5.50	0.11	0.0%	38.83	Low Growth	High Wage
191031	Conservation Scientists	1	-	-	-	8	N/A	0.13	0.0%	44.98	Low Growth	High Wage
191042	Medical Scientists, Except Epidemiologists	14	-	3	284	49	0.05	0.29	11.9%	28.55	High Growth	High Wage
192012	Physicists	-	-	-	-	5	N/A	0.00	9.1%	0.00	Low Growth	Low Wage
192021	Atmospheric and Space Scientists	-	-	-	-	56	N/A	0.00	11.3%	44.73	High Growth	High Wage
192031	Chemists	14	-	-	-	49	N/A	0.29	5.1%	35.60	Low Growth	High Wage
192041	Environmental Scientists & Specialists, Including Health	17	-	1	-	171	17.00	0.10	15.3%	27.02	High Growth	High Wage
192042	Geoscientists, Except Hydrologists and Geographers	7	-	-	-	7	N/A	1.00	0.0%	52.04	Low Growth	High Wage
192043	Hydrologists	-	-	-	-	8	N/A	0.00	3.7%	0.00	Low Growth	Low Wage
192099	Physical Scientists, All Other	-	-	-	-	6	N/A	0.00	7.9%	39.12	Low Growth	High Wage

Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY17-18	# of Jobs in EFM PY17-18	Help Wanted Jobs	Annual Openings Base on LMI Data 2016-2024	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY17-18 Average Hourly Wage	Quadrant Category	
											Growth Category	Wage Category
193022	Survey Researchers	7	-	1	-	18	7.00	0.39	19.1%	22.07	High Growth	High Wage
193031	Clinical, Counseling, and School Psychologists	16	-	-	-	230	N/A	0.07	21.2%	39.28	High Growth	High Wage
193039	Psychologists, All Other	9	-	-	-	82	N/A	0.11	18.7%	49.06	High Growth	High Wage
193051	Urban and Regional Planners	2	-	1	-	99	2.00	0.02	17.4%	33.82	High Growth	High Wage
193099	Social Scientists and Related Workers, All Other	10	-	-	-	30	N/A	0.33	1.4%	39.48	Low Growth	High Wage
194011	Agricultural and Food Science Technicians	13	-	-	-	11	N/A	1.18	5.7%	0.00	Low Growth	Low Wage
194021	Biological Technicians	7	-	4	-	35	1.75	0.20	-0.7%	19.39	Low Growth	High Wage
194031	Chemical Technicians	6	-	-	-	50	N/A	0.12	9.3%	18.61	Low Growth	Low Wage
194091	Environmental Science Technicians, Including Health	6	-	2	-	93	3.00	0.06	10.3%	17.98	High Growth	Low Wage
194092	Forensic Science Technicians	3	-	-	-	107	N/A	0.03	27.0%	28.55	High Growth	High Wage
194093	Forest and Conservation Technicians	-	-	-	-	6	N/A	0.00	-5.9%	0.00	Low Growth	Low Wage
194099	Life, Physical, and Social Science Technicians, All Other	70	1	2	-	156	35.50	0.46	9.6%	21.19	Low Growth	High Wage
211011	Substance Abuse and Behavioral Disorder Counselors	22	-	2	-	125	11.00	0.18	15.3%	28.95	High Growth	High Wage
211012	Educational, Guidance, School, and Vocational Counselors	105	-	14	-	463	7.50	0.23	14.0%	26.73	High Growth	High Wage
211013	Marriage and Family Therapists	10	-	1	-	176	10.00	0.06	22.3%	21.33	High Growth	High Wage
211014	Mental Health Counselors	61	-	2	-	249	30.50	0.24	16.2%	25.16	High Growth	High Wage
211015	Rehabilitation Counselors	19	-	6	-	117	3.17	0.16	9.3%	16.50	Low Growth	Low Wage
211019	Counselors, All Other	93	-	4	-	166	23.25	0.56	14.4%	28.01	High Growth	High Wage
211021	Child, Family, and School Social Workers	100	-	1	-	398	100.00	0.25	11.2%	21.57	High Growth	High Wage
211022	Healthcare Social Workers	41	-	3	-	345	13.67	0.12	19.0%	22.03	High Growth	High Wage
211023	Mental Health and Substance Abuse Social Workers	32	-	1	110	169	0.29	0.19	19.2%	17.20	High Growth	Low Wage
211091	Health Educators	30	-	1	-	101	30.00	0.30	11.0%	26.20	High Growth	High Wage
211093	Social and Human Service Assistants	130	-	7	289	722	0.44	0.18	9.4%	15.35	Low Growth	Low Wage
211094	Community Health Workers	11	-	-	-	117	N/A	0.09	17.9%	14.65	High Growth	Low Wage
211099	Community and Social Service Specialists, All Other	58	-	4	-	669	14.50	0.09	20.6%	20.99	High Growth	High Wage
212011	Clergy	18	-	1	-	166	18.00	0.11	14.0%	19.34	High Growth	High Wage
212021	Directors, Religious Activities and Education	18	-	-	-	141	N/A	0.13	10.6%	16.67	High Growth	Low Wage
212099	Religious Workers, All Other	11	-	-	-	82	N/A	0.13	11.3%	9.10	High Growth	Low Wage
231011	Lawyers	76	-	9	150	2,434	0.48	0.03	8.9%	59.32	Low Growth	High Wage
231021	Admin. Law Judges, Adjudicators, and Hearing Officers	10	-	-	-	15	N/A	0.67	-6.1%	0.00	Low Growth	Low Wage
231022	Arbitrators, Mediators, and Conciliators	9	-	-	-	3	N/A	3.00	0.0%	27.46	Low Growth	High Wage
231023	Judges, Magistrate Judges, and Magistrates	2	-	-	-	20	N/A	0.10	-6.7%	0.00	Low Growth	Low Wage
232011	Paralegals and Legal Assistants	130	-	8	-	1,413	16.25	0.09	11.7%	28.32	High Growth	High Wage
232099	Legal Support Workers, All Other	29	-	-	-	297	N/A	0.10	5.8%	18.81	Low Growth	Low Wage
251011	Business Teachers, Postsecondary	8	-	-	-	212	N/A	0.04	12.4%	53.99	High Growth	High Wage
251021	Computer Science Teachers, Postsecondary	8	-	-	-	107	N/A	0.07	10.8%	46.50	High Growth	High Wage
251022	Mathematical Science Teachers, Postsecondary	11	-	-	-	110	N/A	0.10	15.0%	52.37	High Growth	High Wage
251031	Architecture Teachers, Postsecondary	4	-	-	-	12	N/A	0.33	10.6%	0.00	High Growth	Low Wage
251032	Engineering Teachers, Postsecondary	3	-	-	-	46	N/A	0.07	16.9%	64.61	High Growth	High Wage
251041	Agricultural Sciences Teachers, Postsecondary	1	-	1	-	5	1.00	0.20	10.5%	0.00	High Growth	Low Wage
251042	Biological Science Teachers, Postsecondary	6	-	-	-	123	N/A	0.05	17.6%	48.93	High Growth	High Wage
251051	Earth and Space Sciences Teachers, Postsecondary	-	-	-	-	16	N/A	0.00	13.3%	62.64	High Growth	High Wage
251052	Chemistry Teachers, Postsecondary	1	-	-	-	36	N/A	0.03	15.2%	55.30	High Growth	High Wage
251053	Environmental Science Teachers, Postsecondary	2	-	-	-	4	N/A	0.50	14.3%	39.89	High Growth	High Wage
251054	Physics Teachers, Postsecondary	-	-	-	-	15	N/A	0.00	20.0%	68.76	High Growth	High Wage
251062	Ethnic & Cultural Studies Teachers, Postsecondary	4	-	2	-	11	2.00	0.36	24.1%	46.16	High Growth	High Wage
251065	Political Science Teachers, Postsecondary	1	-	-	-	12	N/A	0.08	13.3%	57.94	High Growth	High Wage
251066	Psychology Teachers, Postsecondary	1	-	-	-	132	N/A	0.01	17.8%	47.19	High Growth	High Wage
251067	Sociology Teachers, Postsecondary	4	-	-	-	24	N/A	0.17	16.3%	53.77	High Growth	High Wage
251069	Social Sciences Teachers, Postsecondary, All Other	1	-	-	-	48	N/A	0.02	16.6%	51.06	High Growth	High Wage
251071	Health Specialties Teachers, Postsecondary	10	-	-	-	560	N/A	0.02	21.3%	52.17	High Growth	High Wage
251072	Nursing Instructors and Teachers, Postsecondary	2	-	-	-	152	N/A	0.01	20.8%	50.32	High Growth	High Wage
251081	Education Teachers, Postsecondary	69	-	1	-	190	69.00	0.36	13.0%	38.23	High Growth	High Wage
251111	Criminal Justice & Law Enforcement Teachers, Postsec.	3	-	-	-	59	N/A	0.05	20.1%	45.14	High Growth	High Wage
251112	Law Teachers, Postsecondary	1	-	-	-	94	N/A	0.01	24.8%	57.68	High Growth	High Wage
251113	Social Work Teachers, Postsecondary	3	-	-	-	44	N/A	0.07	18.7%	51.08	High Growth	High Wage
251121	Art, Drama, and Music Teachers, Postsecondary	21	-	-	-	98	N/A	0.21	10.8%	51.33	High Growth	High Wage
251122	Communications Teachers, Postsecondary	10	-	-	-	38	N/A	0.26	11.3%	51.52	High Growth	High Wage

Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY17-18	# of Jobs in EFM PY17-18	Help Wanted Jobs	Annual Openings Base on LMI Data 2016-2024	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY17-18 Average Hourly Wage	Quadrant Category	
											Growth Category	Wage Category
251123	English Language & Literature Teachers, Postsecondary	20	-	-	-	113	N/A	0.18	10.6%	50.83	High Growth	High Wage
251124	Foreign Language & Literature Teachers, Postsecondary	8	-	-	-	52	N/A	0.15	11.1%	51.11	High Growth	High Wage
251125	History Teachers, Postsecondary	3	-	-	-	16	N/A	0.19	13.3%	51.40	High Growth	High Wage
251126	Philosophy and Religion Teachers, Postsecondary	3	-	-	-	34	N/A	0.09	15.3%	47.88	High Growth	High Wage
251192	Home Economics Teachers, Postsecondary	-	-	-	-	8	N/A	0.00	-4.9%	0.00	Low Growth	Low Wage
251194	Vocational Education Teachers, Postsecondary	19	-	1	-	409	19.00	0.05	9.7%	29.19	Low Growth	High Wage
251199	Postsecondary Teachers, All Other	5	-	-	-	660	N/A	0.01	12.3%	41.82	High Growth	High Wage
252011	Preschool Teachers, Except Special Education	91	-	10	-	1,412	9.10	0.06	9.7%	12.86	Low Growth	Low Wage
252012	Kindergarten Teachers, Except Special Education	14	-	1	-	462	14.00	0.03	14.0%	28.46	High Growth	High Wage
252021	Elementary School Teachers, Except Special Education	68	-	7	-	2,559	9.71	0.03	14.5%	29.74	High Growth	High Wage
252022	Middle School Teachers, Exc. Special & Voc. Education	26	-	1	-	946	26.00	0.03	14.6%	30.39	High Growth	High Wage
252023	Vocational Education Teachers, Middle School	24	-	1	-	24	24.00	1.00	14.9%	0.00	High Growth	Low Wage
252031	Secondary School Teachers, Exc. Special and Voc. Ed.	50	-	1	-	1,996	50.00	0.03	14.6%	35.04	High Growth	High Wage
252032	Vocational Education Teachers, Secondary School	13	-	-	-	629	N/A	0.02	9.5%	31.12	Low Growth	High Wage
252051	Special Education Teachers, Preschool	47	-	2	-	64	23.50	0.73	14.0%	29.73	High Growth	High Wage
252052	Special Education Teachers, Kindergarten and Elementary	14	-	-	-	34	N/A	0.41	13.0%	31.13	High Growth	High Wage
252054	Special Education Teachers, Secondary School	12	-	-	-	47	N/A	0.26	14.3%	31.17	High Growth	High Wage
252059	Special Education Teachers, All Other	2	-	-	-	964	N/A	0.00	14.0%	34.51	High Growth	High Wage
253011	Literacy, Remedial and GED Teachers and Instructors	23	-	-	-	27	N/A	0.85	7.6%	19.26	Low Growth	High Wage
253021	Self-Enrichment Education Teachers	11	-	16	-	988	0.69	0.01	17.0%	18.58	High Growth	Low Wage
253098	Substitute Teachers	-	-	-	-	722	N/A	0.00	14.2%	13.46	High Growth	Low Wage
254012	Curators	2	-	-	-	58	N/A	0.03	11.0%	24.11	High Growth	High Wage
254021	Librarians	9	-	-	-	174	N/A	0.05	9.6%	32.41	Low Growth	High Wage
254031	Library Technicians	4	-	-	-	91	N/A	0.04	10.3%	16.77	High Growth	Low Wage
259021	Farm and Home Management Advisors	-	-	-	-	5	N/A	0.00	13.6%	20.32	High Growth	High Wage
259031	Instructional Coordinators	17	-	2	-	293	8.50	0.06	12.6%	28.78	High Growth	High Wage
259041	Teacher Assistants	334	28	25	-	1,204	14.48	0.30	12.3%	14.13	High Growth	Low Wage
259099	Education, Training, and Library Workers, All Other	15	-	1	-	181	15.00	0.08	10.3%	27.79	High Growth	High Wage
271011	Art Directors	39	-	-	-	76	N/A	0.51	6.2%	41.84	Low Growth	High Wage
271014	Multimedia Artists and Animators	11	1	1	-	79	12.00	0.15	7.9%	26.69	Low Growth	High Wage
271019	Artists and Related Workers, All Other	16	-	-	-	29	N/A	0.55	2.4%	44.73	Low Growth	High Wage
271023	Floral Designers	22	-	-	-	73	N/A	0.30	2.0%	14.35	Low Growth	Low Wage
271024	Graphic Designers	85	-	6	343	560	0.24	0.15	4.8%	20.51	Low Growth	High Wage
271025	Interior Designers	10	-	2	-	288	5.00	0.03	12.3%	23.11	High Growth	High Wage
271026	Merchandise Displayers and Window Trimmers	52	-	14	217	375	0.23	0.14	8.6%	12.09	Low Growth	Low Wage
271027	Set and Exhibit Designers	10	-	-	-	23	N/A	0.43	5.2%	22.56	Low Growth	High Wage
272012	Producers and Directors	131	-	4	-	630	32.75	0.21	8.7%	35.03	Low Growth	High Wage
272021	Athletes and Sports Competitors	26	-	-	-	75	N/A	0.35	20.0%	31.34	High Growth	High Wage
272022	Coaches and Scouts	38	-	-	-	396	N/A	0.10	9.5%	21.36	Low Growth	High Wage
272041	Music Directors and Composers	13	-	-	-	80	N/A	0.16	9.3%	20.54	Low Growth	High Wage
272042	Musicians and Singers	16	-	-	-	294	N/A	0.05	8.4%	26.53	Low Growth	High Wage
272099	Entertainers, Athletes and Related Workers, All Other	12	-	-	-	63	N/A	0.19	5.3%	10.16	Low Growth	Low Wage
273011	Radio and Television Announcers	11	-	-	-	82	N/A	0.13	-7.7%	16.34	Low Growth	Low Wage
273012	Public Address System and Other Announcers	2	-	-	-	32	N/A	0.06	11.6%	21.95	High Growth	High Wage
273021	Broadcast News Analysts	3	-	-	-	36	N/A	0.08	-0.7%	54.29	Low Growth	High Wage
273022	Reporters and Correspondents	19	-	-	-	144	N/A	0.13	3.3%	18.54	Low Growth	Low Wage
273031	Public Relations Specialists	48	-	1	698	468	0.07	0.10	8.9%	27.47	Low Growth	High Wage
273041	Editors	21	-	4	-	194	5.25	0.11	1.4%	27.28	Low Growth	High Wage
273042	Technical Writers	13	-	-	-	72	N/A	0.18	18.7%	27.37	High Growth	High Wage
273043	Writers and Authors	22	-	-	-	167	N/A	0.13	7.4%	25.44	Low Growth	High Wage
273091	Interpreters and Translators	38	-	2	-	250	19.00	0.15	32.2%	18.42	High Growth	Low Wage
273099	Media and Communication Workers, All Other	4	-	5	-	27	0.80	0.15	11.3%	23.79	High Growth	High Wage
274011	Audio and Video Equipment Technicians	55	-	3	-	320	18.33	0.17	13.5%	17.12	High Growth	Low Wage
274012	Broadcast Technicians	25	2	2	-	67	13.50	0.40	0.2%	19.71	Low Growth	High Wage
274014	Sound Engineering Technicians	8	-	-	-	33	N/A	0.24	5.5%	15.11	Low Growth	Low Wage
274021	Photographers	35	-	-	-	297	N/A	0.12	8.6%	17.97	Low Growth	Low Wage
274031	Camera Operators, Television, Video, and Motion Picture	16	-	-	-	48	N/A	0.33	5.0%	28.12	Low Growth	High Wage
274032	Film and Video Editors	5	-	1	-	116	5.00	0.04	16.6%	19.01	High Growth	High Wage

Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY17-18	# of Jobs in EFM PY17-18	Help Wanted Jobs	Annual Openings Base on LMI Data 2016-2024	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY17-18 Average Hourly Wage	Quadrant Category	
											Growth Category	Wage Category
274099	Media and Communication Equipment Workers, All Other	7	-	-	-	6	N/A	1.17	-2.3%	44.72	Low Growth	High Wage
291011	Chiropractors	1	-	-	-	75	N/A	0.01	14.7%	58.07	High Growth	High Wage
291021	Dentists, General	13	-	-	-	393	N/A	0.03	16.6%	74.03	High Growth	High Wage
291031	Dietitians and Nutritionists	6	-	2	-	109	3.00	0.06	14.7%	28.65	High Growth	High Wage
291041	Optometrists	7	-	-	-	199	N/A	0.04	22.7%	40.32	High Growth	High Wage
291051	Pharmacists	14	-	2	151	925	0.09	0.02	6.1%	58.20	Low Growth	High Wage
291062	Family and General Practitioners	22	-	-	105	551	N/A	0.04	9.2%	0.00	Low Growth	Low Wage
291063	Internists, General	34	-	1	-	144	34.00	0.24	12.5%	0.00	High Growth	Low Wage
291065	Pediatricians, General	1	-	-	-	98	N/A	0.01	11.3%	66.94	High Growth	High Wage
291066	Psychiatrists	5	-	-	-	85	N/A	0.06	18.8%	44.62	High Growth	High Wage
291067	Surgeons	2	-	1	-	132	2.00	0.02	19.5%	0.00	High Growth	Low Wage
291069	Physicians and Surgeons, All Other	69	-	3	-	992	23.00	0.07	19.4%	90.17	High Growth	High Wage
291071	Physician Assistants	11	-	1	-	274	11.00	0.04	25.0%	50.49	High Growth	High Wage
291081	Podiatrists	3	-	-	-	29	N/A	0.10	10.8%	54.63	High Growth	High Wage
291122	Occupational Therapists	5	-	5	-	199	1.00	0.03	16.0%	38.13	High Growth	High Wage
291123	Physical Therapists	6	-	2	145	790	0.04	0.01	23.9%	36.63	High Growth	High Wage
291124	Radiation Therapists	1	-	-	-	27	N/A	0.04	16.5%	39.84	High Growth	High Wage
291125	Recreational Therapists	3	-	-	-	14	N/A	0.21	5.0%	25.91	Low Growth	High Wage
291126	Respiratory Therapists	3	-	-	-	389	N/A	0.01	9.4%	25.84	Low Growth	High Wage
291127	Speech-Language Pathologists	4	-	2	-	248	2.00	0.02	16.9%	39.41	High Growth	High Wage
291128	Exercise Physiologists	-	-	-	-	5	N/A	0.00	11.1%	22.34	High Growth	High Wage
291131	Veterinarians	6	-	2	-	102	3.00	0.06	10.3%	50.82	High Growth	High Wage
291141	Registered Nurses	118	-	41	2,260	8,860	0.05	0.01	14.4%	31.10	High Growth	High Wage
291171	Nurse Practitioners	18	-	-	-	500	N/A	0.04	32.8%	47.16	High Growth	High Wage
291181	Audiologists	2	-	-	-	28	N/A	0.07	18.2%	37.39	High Growth	High Wage
291199	Health Diagnosing and Treating Practitioners, All Other	13	-	-	-	246	N/A	0.05	14.3%	26.74	High Growth	High Wage
292011	Medical and Clinical Laboratory Technologists	21	-	1	125	352	0.17	0.06	10.3%	30.09	High Growth	High Wage
292012	Medical and Clinical Laboratory Technicians	35	-	2	-	355	17.50	0.10	18.0%	17.16	High Growth	Low Wage
292021	Dental Hygienists	8	-	1	-	325	8.00	0.02	16.3%	27.28	High Growth	High Wage
292031	Cardiovascular Technologists and Technicians	16	-	-	106	272	N/A	0.06	20.0%	21.31	High Growth	High Wage
292032	Diagnostic Medical Sonographers	14	-	-	-	324	N/A	0.04	25.6%	29.88	High Growth	High Wage
292033	Nuclear Medicine Technologists	3	-	-	-	51	N/A	0.06	4.4%	36.04	Low Growth	High Wage
292034	Radiologic Technologists	9	-	-	172	609	N/A	0.01	12.3%	26.15	High Growth	High Wage
292035	Magnetic Resonance Imaging Technologists	5	-	-	-	138	N/A	0.04	11.2%	32.73	High Growth	High Wage
292041	Emergency Medical Technicians and Paramedics	28	-	7	-	157	4.00	0.18	10.0%	14.67	Low Growth	Low Wage
292051	Dietetic Technicians	13	-	3	-	22	4.33	0.59	10.9%	12.96	High Growth	Low Wage
292052	Pharmacy Technicians	95	-	7	416	855	0.22	0.11	13.4%	14.88	High Growth	Low Wage
292053	Psychiatric Technicians	29	-	-	-	335	N/A	0.09	16.9%	13.39	High Growth	Low Wage
292055	Surgical Technologists	18	-	-	132	186	N/A	0.10	11.5%	20.52	High Growth	High Wage
292056	Veterinary Technologists and Technicians	8	-	-	-	140	N/A	0.06	18.9%	16.06	High Growth	Low Wage
292057	Ophthalmic Medical Technicians	8	-	-	-	143	N/A	0.06	20.8%	20.06	High Growth	High Wage
292061	Licensed Practical and Licensed Vocational Nurses	75	-	17	191	1,797	0.36	0.04	14.7%	21.41	High Growth	High Wage
292071	Medical Records and Health Information Technicians	68	2	6	253	561	0.27	0.12	15.0%	18.15	High Growth	Low Wage
292081	Opticians, Dispensing	6	-	1	-	323	6.00	0.02	20.7%	19.36	High Growth	High Wage
292099	Health Technologists and Technicians, All Other	42	-	2	-	368	21.00	0.11	12.9%	18.00	High Growth	Low Wage
299011	Occupational Health and Safety Specialists	9	-	2	-	55	4.50	0.16	6.8%	31.61	Low Growth	High Wage
299012	Occupational Health and Safety Technicians	6	-	-	-	5	N/A	1.20	4.0%	22.05	Low Growth	High Wage
299091	Athletic Trainers	18	-	-	-	49	N/A	0.37	15.9%	22.17	High Growth	High Wage
299092	Genetic Counselors	-	-	-	-	4	N/A	0.00	15.4%	29.69	High Growth	High Wage
299099	Healthcare Practitioners & Technical Workers, All Other	10	7	32	-	81	0.53	0.21	11.4%	17.68	High Growth	Low Wage
311011	Home Health Aides	230	-	21	-	1,833	10.95	0.13	33.5%	11.66	High Growth	Low Wage
311014	Nursing Assistants	291	2	13	291	3,872	0.96	0.08	14.9%	11.38	High Growth	Low Wage
312021	Physical Therapist Assistants	2	-	3	-	192	0.67	0.01	25.8%	27.91	High Growth	High Wage
312022	Physical Therapist Aides	4	-	1	-	191	4.00	0.02	27.2%	11.35	High Growth	Low Wage
319011	Massage Therapists	25	-	-	-	388	N/A	0.06	15.3%	16.84	High Growth	Low Wage
319091	Dental Assistants	64	-	3	-	856	21.33	0.07	16.6%	15.27	High Growth	Low Wage
319092	Medical Assistants	322	2	16	249	2,716	1.22	0.12	22.9%	15.16	High Growth	Low Wage
319093	Medical Equipment Preparers	8	-	-	-	169	N/A	0.05	10.5%	13.68	High Growth	Low Wage

Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY17-18	# of Jobs in EFM PY17-18	Help Wanted Jobs	Annual Openings Base on LMI Data 2016-2024	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY17-18 Average Hourly Wage	Quadrant Category	
											Growth Category	Wage Category
319094	Medical Transcriptionists	7	-	1	-	107	7.00	0.07	4.7%	16.45	Low Growth	Low Wage
319097	Phlebotomists	47	-	10	-	253	4.70	0.19	17.0%	13.84	High Growth	Low Wage
319099	Healthcare Support Workers, All Other	93	9	6	-	107	17.00	0.95	10.6%	13.95	High Growth	Low Wage
331011	First-Line Supervisors of Correctional Officers	5	-	-	-	47	N/A	0.11	1.6%	34.64	Low Growth	High Wage
331012	First-Line Supervisors of Police and Detectives	1	-	-	-	275	N/A	0.00	6.8%	54.53	Low Growth	High Wage
331021	First-Line Superv. of Fire Fighting and Prevention Workers	-	-	-	-	271	N/A	0.00	9.4%	55.02	Low Growth	High Wage
331099	First-Line Superv., Protective Service Workers, All Other	13	-	-	146	342	N/A	0.04	6.6%	21.37	Low Growth	High Wage
332011	Firefighters	4	-	-	-	1,185	N/A	0.00	9.5%	39.08	Low Growth	High Wage
332021	Fire Inspectors and Investigators	2	-	-	-	33	N/A	0.06	10.0%	28.51	Low Growth	High Wage
333011	Bailiffs	3	-	-	-	44	N/A	0.07	10.1%	21.37	Low Growth	High Wage
333012	Correctional Officers and Jailers	79	-	1	-	1,435	79.00	0.06	5.6%	28.81	Low Growth	High Wage
333021	Detectives and Criminal Investigators	21	-	2	-	180	10.50	0.12	-2.3%	54.64	Low Growth	High Wage
333041	Parking Enforcement Workers	6	-	-	-	32	N/A	0.19	-12.5%	25.20	Low Growth	High Wage
333051	Police and Sheriff's Patrol Officers	30	-	13	-	2,933	2.31	0.01	9.4%	37.41	Low Growth	High Wage
333052	Transit and Railroad Police	-	-	-	-	4	N/A	0.00	7.7%	0.00	Low Growth	Low Wage
339011	Animal Control Workers	5	-	-	-	10	N/A	0.50	13.3%	24.67	High Growth	High Wage
339021	Private Detectives and Investigators	13	-	1	-	80	13.00	0.16	6.5%	19.26	Low Growth	High Wage
339031	Gaming Surveillance Officers and Gaming Investigators	3	-	-	-	10	N/A	0.30	-12.4%	15.45	Low Growth	Low Wage
339032	Security Guards	1,467	-	158	763	4,247	1.59	0.35	8.7%	10.68	Low Growth	Low Wage
339091	Crossing Guards	25	-	1	-	207	25.00	0.12	9.7%	10.93	Low Growth	Low Wage
339092	Lifeguards and Other Recreational Protective Service Workers	16	-	3	-	140	5.33	0.11	9.6%	11.50	Low Growth	Low Wage
339093	Transportation Security Screeners	26	-	-	-	185	N/A	0.14	-2.1%	19.14	Low Growth	High Wage
339099	Protective Service Workers, All Other	36	-	3	-	139	12.00	0.26	2.5%	15.75	Low Growth	Low Wage
351011	Chefs and Head Cooks	153	-	7	-	366	21.86	0.42	12.1%	25.52	High Growth	High Wage
351012	First-Line Superv. of Food Preparation & Serving Workers	157	16	11	1,213	2,840	0.14	0.06	13.6%	15.58	High Growth	Low Wage
352011	Cooks, Fast Food	217	1	6	-	68	36.33	3.21	-2.8%	9.37	Low Growth	Low Wage
352012	Cooks, Institution and Cafeteria	124	1	1	-	520	125.00	0.24	12.6%	12.51	High Growth	Low Wage
352013	Cooks, Private Household	6	-	-	-	9	N/A	0.67	5.7%	0.00	Low Growth	Low Wage
352014	Cooks, Restaurant	443	-	50	461	4,642	0.87	0.10	16.3%	12.95	High Growth	Low Wage
352015	Cooks, Short Order	51	-	1	-	255	51.00	0.20	2.1%	9.38	Low Growth	Low Wage
352021	Food Preparation Workers	408	2	14	115	2,616	3.18	0.16	11.6%	11.09	High Growth	Low Wage
353011	Bartenders	169	-	16	106	2,466	1.39	0.07	15.4%	10.40	High Growth	Low Wage
353021	Combined Food Prep. and Serving Workers, Inc. Fast Food	363	10	55	482	11,761	0.69	0.03	15.0%	9.35	High Growth	Low Wage
353022	Counter Attendants, Cafeteria, and Coffee Shop	133	-	59	-	2,950	2.25	0.05	9.7%	9.24	Low Growth	Low Wage
353031	Waiters and Waitresses	774	-	26	359	12,615	2.01	0.06	7.5%	9.47	Low Growth	Low Wage
353041	Food Servers, Nonrestaurant	144	-	27	-	560	5.33	0.26	9.0%	9.75	Low Growth	Low Wage
359011	Dining Room & Cafeteria Attendants & Bartender Helpers	175	2	24	216	3,133	0.74	0.06	9.8%	9.42	Low Growth	Low Wage
359021	Dishwashers	232	-	29	184	2,014	1.09	0.12	2.0%	9.46	Low Growth	Low Wage
371011	First-Line Superv. of Housekeeping & Janitorial Workers	105	-	14	175	526	0.56	0.20	9.7%	14.91	Low Growth	Low Wage
371012	First-Line Superv. Landscaping & Groundskeeping Workers	26	-	1	-	306	26.00	0.08	11.0%	20.61	High Growth	High Wage
372011	Janitors and Cleaners, Except Maids and Housekeeping	554	9	76	166	5,248	2.33	0.11	11.1%	9.78	High Growth	Low Wage
372012	Maids and Housekeeping Cleaners	762	17	117	499	3,953	1.26	0.20	10.2%	10.28	Low Growth	Low Wage
373011	Landscaping and Groundskeeping Workers	272	24	29	-	1,920	10.21	0.15	11.4%	11.02	High Growth	Low Wage
373012	Pesticide Handlers, Sprayers, & Applicators, Vegetation	9	-	-	-	89	N/A	0.10	10.2%	14.13	High Growth	Low Wage
391012	Slot Supervisors	2	-	-	-	33	N/A	0.06	2.6%	19.41	Low Growth	High Wage
391021	First-Line Supervisors of Personal Service Workers	24	-	4	-	507	6.00	0.05	12.6%	18.53	High Growth	Low Wage
392011	Animal Trainers	8	-	-	-	87	N/A	0.09	16.0%	12.97	High Growth	Low Wage
392021	Nonfarm Animal Caretakers	17	-	1	-	494	17.00	0.03	26.5%	10.88	High Growth	Low Wage
393021	Motion Picture Projectionists	5	-	-	-	26	N/A	0.19	-16.7%	10.56	Low Growth	Low Wage
393031	Ushers, Lobby Attendants, and Ticket Takers	53	-	4	-	544	13.25	0.10	-14.9%	9.23	Low Growth	Low Wage
393091	Amusement and Recreation Attendants	51	-	5	-	726	10.20	0.07	9.6%	10.12	Low Growth	Low Wage
393093	Locker Room, Coatroom, and Dressing Room Attendants	22	-	6	-	71	3.67	0.31	10.1%	11.86	Low Growth	Low Wage
393099	Entertainment Attendants and Related Workers, All Other	10	-	1	-	31	10.00	0.32	8.5%	10.12	Low Growth	Low Wage
394021	Funeral Attendants	4	-	-	-	77	N/A	0.05	-7.7%	11.35	Low Growth	Low Wage
395012	Hairdressers, Hairstylists, and Cosmetologists	148	-	1	122	1,203	1.20	0.12	5.1%	11.37	Low Growth	Low Wage
395092	Manicurists and Pedicurists	31	2	1	-	40	33.00	0.83	4.4%	9.50	Low Growth	Low Wage
395094	Skin Care Specialists	19	-	1	-	100	19.00	0.19	7.2%	14.51	Low Growth	Low Wage
396011	Baggage Porters and Bellhops	57	-	25	-	933	2.28	0.06	11.3%	11.94	High Growth	Low Wage

Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY17-18	# of Jobs in EFM PY17-18	Help Wanted Jobs	Annual Openings Base on LMI Data 2016-2024	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY17-18 Average Hourly Wage	Quadrant Category	
											Growth Category	Wage Category
396012	Concierges	53	-	4	-	204	13.25	0.26	8.9%	13.44	Low Growth	Low Wage
399011	Childcare Workers	276	4	16	-	3,140	17.50	0.09	10.2%	9.59	Low Growth	Low Wage
399021	Personal Care Aides	150	-	4	-	726	37.50	0.21	19.8%	10.88	High Growth	Low Wage
399031	Fitness Trainers and Aerobics Instructors	20	-	8	-	427	2.50	0.05	8.9%	15.96	Low Growth	Low Wage
399032	Recreation Workers	94	51	91	-	1,075	1.59	0.13	11.8%	10.02	High Growth	Low Wage
399041	Residential Advisors	21	-	1	-	175	21.00	0.12	14.6%	11.81	High Growth	Low Wage
399099	Personal Care and Service Workers, All Other	12	-	-	-	610	N/A	0.02	14.2%	9.72	High Growth	Low Wage
411011	First-Line Supervisors of Retail Sales Workers	343	-	33	2,169	4,087	0.16	0.08	8.6%	19.64	Low Growth	High Wage
411012	First-Line Supervisors of Non-Retail Sales Workers	93	-	12	383	1,292	0.24	0.07	8.7%	42.80	Low Growth	High Wage
412011	Cashiers	2,176	3	63	711	13,242	2.82	0.16	6.0%	9.38	Low Growth	Low Wage
412021	Counter and Rental Clerks	49	1	7	-	1,123	7.14	0.04	8.1%	11.49	Low Growth	Low Wage
412031	Retail Salespersons	1,297	11	249	1,832	22,297	0.63	0.06	13.5%	9.96	High Growth	Low Wage
413011	Advertising Sales Agents	120	3	17	529	449	0.23	0.27	-2.3%	22.98	Low Growth	High Wage
413021	Insurance Sales Agents	101	-	5	385	1,255	0.26	0.08	9.0%	32.27	Low Growth	High Wage
413031	Securities and Financial Services Sales Agents	204	-	9	450	1,071	0.44	0.19	11.4%	36.26	High Growth	High Wage
413041	Travel Agents	46	-	6	-	289	7.67	0.16	3.0%	17.23	Low Growth	Low Wage
413099	Sales Representatives, Services, All Other	486	7	14	559	3,651	0.86	0.14	12.5%	23.18	High Growth	High Wage
414011	Sales Representatives, Wholesale & Mfg. Tech. & Sci. Prod.	115	-	16	363	931	0.30	0.12	6.2%	29.62	Low Growth	High Wage
414012	Sales Representatives, Wholesale and Manufacturing, Other	204	-	25	654	4,950	0.30	0.04	7.6%	19.69	Low Growth	High Wage
419011	Demonstrators and Product Promoters	23	-	3	372	581	0.06	0.04	12.0%	12.01	High Growth	Low Wage
419022	Real Estate Sales Agents	106	-	-	113	1,114	N/A	0.10	10.1%	17.11	Low Growth	Low Wage
419031	Sales Engineers	14	-	3	-	78	4.67	0.18	10.4%	53.17	High Growth	High Wage
419099	Sales and Related Workers, All Other	149	-	7	-	146	21.29	1.02	11.0%	13.89	High Growth	Low Wage
431011	First-Line Superv. of Office and Admin. Support Workers	173	-	48	1,111	3,166	0.15	0.05	10.1%	25.88	Low Growth	High Wage
432011	Switchboard Operators, Including Answering Service	26	-	1	-	105	26.00	0.25	-24.1%	13.19	Low Growth	Low Wage
433011	Bill and Account Collectors	139	-	23	-	467	6.04	0.30	1.8%	17.14	Low Growth	Low Wage
433021	Billing and Posting Clerks	95	-	7	-	1,521	13.57	0.06	16.3%	16.48	High Growth	Low Wage
433031	Bookkeeping, Accounting, and Auditing Clerks	315	-	33	275	1,202	1.02	0.26	-2.4%	17.88	Low Growth	Low Wage
433041	Gaming Cage Workers	3	-	-	-	21	N/A	0.14	7.7%	9.56	Low Growth	Low Wage
433051	Payroll and Timekeeping Clerks	47	-	4	-	229	11.75	0.21	1.7%	21.80	Low Growth	High Wage
433061	Procurement Clerks	21	-	3	-	130	7.00	0.16	-0.9%	20.90	Low Growth	High Wage
433071	Tellers	127	-	23	275	1,739	0.43	0.07	-3.6%	13.86	Low Growth	Low Wage
433099	Financial Clerks, All Other	9	3	-	-	93	N/A	0.13	13.6%	18.39	High Growth	Low Wage
434011	Brokerage Clerks	12	-	1	-	188	12.00	0.06	12.0%	25.02	High Growth	High Wage
434031	Court, Municipal, and License Clerks	27	-	-	-	95	N/A	0.28	6.4%	17.89	Low Growth	Low Wage
434051	Customer Service Representatives	2,297	7	169	1,121	8,935	1.79	0.26	12.0%	14.35	High Growth	Low Wage
434061	Eligibility Interviewers, Government Programs	45	-	2	-	42	22.50	1.07	2.2%	15.94	Low Growth	Low Wage
434071	File Clerks	81	1	1	-	489	82.00	0.17	-0.1%	14.95	Low Growth	Low Wage
434081	Hotel, Motel, and Resort Desk Clerks	270	1	36	454	1,627	0.55	0.17	9.8%	11.82	Low Growth	Low Wage
434111	Interviewers, Except Eligibility and Loan	36	-	1	-	330	36.00	0.11	6.4%	16.10	Low Growth	Low Wage
434121	Library Assistants, Clerical	42	6	6	-	186	8.00	0.26	9.8%	12.95	Low Growth	Low Wage
434131	Loan Interviewers and Clerks	34	-	9	-	403	3.78	0.08	9.4%	17.83	Low Growth	Low Wage
434141	New Accounts Clerks	25	-	2	-	25	12.50	1.00	-2.3%	18.72	Low Growth	Low Wage
434151	Order Clerks	18	-	1	-	411	18.00	0.04	1.3%	12.77	Low Growth	Low Wage
434161	Human Resources Assistants, Exc. Payroll	93	1	2	-	145	47.00	0.65	4.3%	18.01	Low Growth	Low Wage
434171	Receptionists and Information Clerks	583	1	43	141	3,866	3.17	0.15	11.7%	12.98	High Growth	Low Wage
434181	Reservation and Ticket Agents and Travel Clerks	77	-	3	-	994	25.67	0.08	6.5%	16.99	Low Growth	Low Wage
434199	Information and Record Clerks, All Other	10	-	-	-	1,481	N/A	0.01	9.1%	20.32	Low Growth	High Wage
435011	Cargo and Freight Agents	86	-	16	-	1,188	5.38	0.07	14.4%	18.50	High Growth	Low Wage
435021	Couriers and Messengers	50	-	-	-	187	N/A	0.27	11.2%	15.11	High Growth	Low Wage
435031	Police, Fire, and Ambulance Dispatchers	14	-	5	-	141	2.80	0.10	1.5%	23.84	Low Growth	High Wage
435032	Dispatchers, Except Police, Fire, and Ambulance	92	2	14	-	603	6.71	0.16	8.4%	14.76	Low Growth	Low Wage
435041	Meter Readers, Utilities	4	-	-	-	25	N/A	0.16	-14.0%	17.06	Low Growth	Low Wage
435051	Postal Service Clerks	28	-	-	-	48	N/A	0.58	-22.8%	28.14	Low Growth	High Wage
435052	Postal Service Mail Carriers	24	-	-	-	379	N/A	0.06	-23.0%	29.37	Low Growth	High Wage
435053	Postal Service Mail Sorters and Processors	19	-	-	-	138	N/A	0.14	-29.2%	28.11	Low Growth	High Wage
435061	Production, Planning, and Expediting Clerks	52	-	3	-	424	17.33	0.12	6.8%	20.92	Low Growth	High Wage
435071	Shipping, Receiving, and Traffic Clerks	205	-	25	-	1,554	8.20	0.13	4.6%	13.24	Low Growth	Low Wage

Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY17-18	# of Jobs in EFM PY17-18	Help Wanted Jobs	Annual Openings Base on LMI Data 2016-2024	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY17-18 Average Hourly Wage	Quadrant Category	
											Growth Category	Wage Category
435081	Stock Clerks and Order Fillers	1,062	24	122	513	6,566	1.71	0.17	8.6%	11.03	Low Growth	Low Wage
435111	Measurers, Checkers, and Samplers, Recordkeeping	27	-	2	-	102	13.50	0.26	4.9%	13.23	Low Growth	Low Wage
436011	Executive Secretaries and Executive Admin. Assistants	423	7	37	554	679	0.73	0.63	0.6%	24.74	Low Growth	High Wage
436012	Legal Secretaries	96	-	2	-	392	48.00	0.24	1.4%	20.63	Low Growth	High Wage
436013	Medical Secretaries	100	6	16	302	832	0.33	0.13	17.0%	15.19	High Growth	Low Wage
436014	Secretaries, Except Legal, Medical, and Executive	387	1	43	294	4,442	1.15	0.09	8.0%	15.39	Low Growth	Low Wage
439011	Computer Operators	34	-	1	-	20	34.00	1.70	-14.0%	19.24	Low Growth	High Wage
439021	Data Entry Keyers	170	2	10	-	303	17.20	0.57	2.8%	12.70	Low Growth	Low Wage
439022	Word Processors and Typists	9	-	-	-	10	N/A	0.90	-5.6%	15.45	Low Growth	Low Wage
439031	Desktop Publishers	-	-	-	-	17	N/A	0.00	-12.8%	15.97	Low Growth	Low Wage
439041	Insurance Claims and Policy Processing Clerks	86	1	5	-	664	17.40	0.13	4.3%	17.87	Low Growth	Low Wage
439051	Mail Clerks & Mail Machine Operators, Exc. Postal Service	37	-	-	-	121	N/A	0.31	-8.4%	13.41	Low Growth	Low Wage
439061	Office Clerks, General	631	93	86	280	6,746	1.98	0.11	7.5%	12.79	Low Growth	Low Wage
439071	Office Machine Operators, Except Computer	12	-	-	-	126	N/A	0.10	-3.3%	13.88	Low Growth	Low Wage
439199	Office and Administrative Support Workers, All Other	148	2	10	-	252	15.00	0.60	8.2%	17.94	Low Growth	Low Wage
452011	Agricultural Inspectors	10	-	-	-	8	N/A	1.25	-4.9%	0.00	Low Growth	Low Wage
452041	Graders and Sorters, Agricultural Products	64	-	50	-	37	1.28	1.73	-9.2%	8.98	Low Growth	Low Wage
452091	Agricultural Equipment Operators	16	-	-	-	101	N/A	0.16	8.2%	12.71	Low Growth	Low Wage
452092	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	174	-	11	-	1,113	15.82	0.16	-5.2%	9.32	Low Growth	Low Wage
454011	Forest and Conservation Workers	3	-	-	-	5	N/A	0.60	0.0%	0.00	Low Growth	Low Wage
471011	First-Line Superv. of Construction and Extraction Workers	54	-	17	135	1,065	0.36	0.05	17.9%	29.72	High Growth	High Wage
472021	Brickmasons and Blockmasons	8	-	30	-	55	0.27	0.15	22.3%	21.33	High Growth	High Wage
472031	Carpenters	174	1	20	-	1,596	8.75	0.11	16.5%	17.49	High Growth	Low Wage
472044	Tile and Marble Setters	7	-	-	-	202	N/A	0.03	12.5%	11.94	High Growth	Low Wage
472051	Cement Masons and Concrete Finishers	15	-	1	-	301	15.00	0.05	20.8%	15.02	High Growth	Low Wage
472061	Construction Laborers	564	6	78	-	2,711	7.31	0.21	17.9%	13.42	High Growth	Low Wage
472071	Paving, Surfacing, and Tamping Equipment Operators	4	-	-	-	142	N/A	0.03	9.0%	15.05	Low Growth	Low Wage
472072	Pile-Driver Operators	2	-	-	-	37	N/A	0.05	19.0%	28.98	High Growth	High Wage
472073	Operating Engineers/Construction Equipment Operators	46	-	7	-	451	6.57	0.10	14.4%	17.71	High Growth	Low Wage
472081	Drywall and Ceiling Tile Installers	12	-	-	-	168	N/A	0.07	19.0%	11.98	High Growth	Low Wage
472111	Electricians	126	-	11	-	1,139	11.45	0.11	14.8%	22.08	High Growth	High Wage
472121	Glaziers	12	-	-	-	77	N/A	0.16	13.6%	16.58	High Growth	Low Wage
472131	Insulation Workers, Floor, Ceiling, and Wall	-	-	-	-	90	N/A	0.00	13.4%	15.16	High Growth	Low Wage
472141	Painters, Construction and Maintenance	55	-	7	-	809	7.86	0.07	13.3%	15.27	High Growth	Low Wage
472151	Pipelayers	4	-	2	-	106	2.00	0.04	13.2%	23.68	High Growth	High Wage
472152	Plumbers, Pipefitters, and Steamfitters	80	-	8	-	440	10.00	0.18	13.9%	19.87	High Growth	High Wage
472181	Roofers	16	-	18	-	505	0.89	0.03	21.3%	12.95	High Growth	Low Wage
472211	Sheet Metal Workers	18	-	-	-	230	N/A	0.08	11.8%	17.08	High Growth	Low Wage
472221	Structural Iron and Steel Workers	16	-	1	-	189	16.00	0.08	10.0%	17.85	Low Growth	Low Wage
473012	Helpers - Carpenters	52	-	3	-	121	17.33	0.43	21.2%	14.96	High Growth	Low Wage
473013	Helpers - Electricians	44	-	3	-	237	14.67	0.19	18.0%	12.39	High Growth	Low Wage
473019	Helpers - Construction Trades, All Other	21	-	-	-	16	N/A	1.31	13.9%	13.73	High Growth	Low Wage
474011	Construction and Building Inspectors	32	-	8	-	542	4.00	0.06	20.6%	30.34	High Growth	High Wage
474051	Highway Maintenance Workers	5	-	2	-	62	2.50	0.08	7.8%	15.19	Low Growth	Low Wage
474061	Rail-Track Laying and Maintenance Equipment Operators	-	-	-	-	21	N/A	0.00	14.5%	0.00	High Growth	Low Wage
474071	Septic Tank Servicers and Sewer Pipe Cleaners	1	-	-	-	40	N/A	0.03	13.9%	13.85	High Growth	Low Wage
491011	First-Line Superv. of Mechanics, Installers, and Repairers	37	-	6	351	901	0.10	0.04	8.6%	28.26	Low Growth	High Wage
492011	Computer, ATM, and Office Machine Repairers	23	-	1	-	253	23.00	0.09	10.4%	16.77	High Growth	Low Wage
492022	Telecommunications Equipment Installers and Repairers	45	-	10	-	372	4.50	0.12	5.6%	29.02	Low Growth	High Wage
492091	Avionics Technicians	8	-	1	-	97	8.00	0.08	7.9%	25.56	Low Growth	High Wage
492093	Electronics Installers & Repairers, Transportation Equip.	13	2	2	-	44	7.50	0.34	4.6%	31.17	Low Growth	High Wage
492094	Electronics Repairers, Commercial and Industrial Equip.	25	-	2	-	53	12.50	0.47	5.0%	20.97	Low Growth	High Wage
492095	Electrical Repairers, Powerhouse, Substation, and Relay	4	-	-	-	15	N/A	0.27	-6.6%	32.52	Low Growth	High Wage
492097	Home Entertainment Electronics Installers and Repairers	25	-	-	-	157	N/A	0.16	16.4%	17.81	High Growth	Low Wage
492098	Security and Fire Alarm Systems Installers	19	-	1	-	212	19.00	0.09	15.7%	18.33	High Growth	Low Wage
493011	Aircraft Mechanics and Service Technicians	66	-	15	-	917	4.40	0.07	7.4%	24.91	Low Growth	High Wage
493021	Automotive Body and Related Repairers	26	-	1	-	366	26.00	0.07	10.5%	16.92	High Growth	Low Wage
493023	Automotive Service Technicians and Mechanics	96	-	24	182	1,921	0.47	0.05	8.2%	17.88	Low Growth	Low Wage

Standard Occupational Code	Occupational Title	# of Persons in EFM w / Qualifications	# of Persons in Training based on PY17-18	# of Jobs in EFM PY17-18	Help Wanted Jobs	Annual Openings Base on LMI Data 2016-2024	Demand / Supply Rate (Short-Term)	Demand / Supply Rate (Long-Term)	Annual Growth Percentage Change	PY17-18 Average Hourly Wage	Quadrant Category	
											Growth Category	Wage Category
493031	Bus and Truck Mechanics and Diesel Engine Specialists	17	-	5	-	355	3.40	0.05	12.9%	24.29	High Growth	High Wage
493041	Farm Equipment Mechanics and Service Technicians	4	-	-	-	33	N/A	0.12	5.1%	17.74	Low Growth	Low Wage
493042	Mobile Heavy Equipment Mechanics, Except Engines	4	-	4	-	209	1.00	0.02	9.5%	23.10	Low Growth	High Wage
493043	Rail Car Repairers	4	-	-	-	37	N/A	0.11	14.2%	0.00	High Growth	Low Wage
493051	Motorboat Mechanics and Service Technicians	2	-	2	-	101	1.00	0.02	7.0%	18.89	Low Growth	Low Wage
493052	Motorcycle Mechanics	4	-	-	-	44	N/A	0.09	12.0%	16.19	High Growth	Low Wage
493053	Outdoor Power Equipment and Small Engine Mechanics	5	-	-	-	46	N/A	0.11	10.9%	15.92	High Growth	Low Wage
493093	Tire Repairers and Changers	11	-	2	-	35	5.50	0.03	1.6%	9.64	Low Growth	Low Wage
499011	Mechanical Door Repairers	1	-	1	-	89	1.00	0.01	19.8%	16.05	High Growth	Low Wage
499012	Control and Valve Installers and Repairers, Except Door	-	-	-	-	49	N/A	0.00	0.0%	23.26	Low Growth	High Wage
499021	Heating, A.C., and Refrigeration Mechanics and Installers	63	-	12	-	1,048	5.25	0.06	15.4%	18.04	High Growth	Low Wage
499031	Home Appliance Repairers	9	-	-	-	164	N/A	0.05	6.6%	15.37	Low Growth	Low Wage
499041	Industrial Machinery Mechanics	13	1	5	-	425	2.80	0.03	17.7%	22.20	High Growth	High Wage
499043	Maintenance Workers, Machinery	14	-	10	-	57	1.40	0.25	17.1%	14.95	High Growth	Low Wage
499051	Electrical Power-Line Installers and Repairers	8	-	-	-	248	N/A	0.03	2.8%	25.84	Low Growth	High Wage
499052	Telecommunications Line Installers and Repairers	32	-	12	-	97	2.67	0.33	2.5%	20.99	Low Growth	High Wage
499062	Medical Equipment Repairers	3	-	1	-	169	3.00	0.02	17.4%	16.04	High Growth	Low Wage
499071	Maintenance and Repair Workers, General	293	25	43	444	3,489	0.65	0.09	8.6%	15.07	Low Growth	Low Wage
499091	Vending and Amusement Machine Servicers & Repairers	5	-	-	-	22	N/A	0.23	1.0%	13.12	Low Growth	Low Wage
499094	Locksmiths and Safe Repairers	1	-	-	-	273	N/A	0.00	-6.8%	14.82	Low Growth	Low Wage
499097	Signal and Track Switch Repairers	-	-	-	-	7	N/A	0.00	10.0%	0.00	Low Growth	Low Wage
499098	Helpers - Installation, Maintenance, and Repair Workers	143	8	8	-	400	18.88	0.38	9.8%	9.74	Low Growth	Low Wage
499099	Installation, Maintenance, and Repair Workers, All Other	22	39	1	-	328	61.00	0.19	10.2%	13.16	Low Growth	Low Wage
511011	First-Line Superv. of Production and Operating Workers	191	1	14	172	509	1.03	0.38	2.3%	25.48	Low Growth	High Wage
512021	Coil Winders, Tapers, and Finishers	1	-	1	-	8	1.00	0.13	5.8%	16.14	Low Growth	Low Wage
512022	Electrical and Electronic Equipment Assemblers	26	1	6	-	175	4.50	0.15	5.2%	14.04	Low Growth	Low Wage
512041	Structural Metal Fabricators and Fitters	10	-	1	-	133	10.00	0.08	15.6%	15.16	High Growth	Low Wage
512091	Fiberglass Laminators and Fabricators	3	-	-	-	32	N/A	0.09	-1.6%	11.83	Low Growth	Low Wage
512092	Team Assemblers	57	-	23	-	1,131	2.48	0.05	3.0%	11.18	Low Growth	Low Wage
512099	Assemblers and Fabricators, All Other	66	1	4	-	234	16.75	0.29	14.0%	9.89	High Growth	Low Wage
513011	Bakers	88	-	9	-	753	9.78	0.12	11.6%	11.63	High Growth	Low Wage
513021	Butchers and Meat Cutters	44	2	4	-	531	11.50	0.09	11.0%	12.62	High Growth	Low Wage
513022	Meat, Poultry, and Fish Cutters and Trimmers	9	-	-	-	184	N/A	0.05	4.7%	10.01	Low Growth	Low Wage
513023	Slaughterers and Meat Packers	5	-	-	-	26	N/A	0.19	-2.3%	9.68	Low Growth	Low Wage
513091	Food & Tobacco Baking and Drying Machine Operators	-	-	-	-	21	N/A	0.00	8.0%	12.38	Low Growth	Low Wage
513092	Food Batchmakers	8	-	-	-	135	N/A	0.06	3.9%	10.80	Low Growth	Low Wage
514011	Computer-Controlled Machine Tool Operators, M & P	2	-	2	-	69	1.00	0.03	15.1%	15.98	High Growth	Low Wage
514012	Computer Controlled (CNC) Mach. Tool Programmers, M & P	-	-	-	-	19	N/A	0.00	20.5%	22.43	High Growth	High Wage
514021	Extruding & Drawing Machine Setters & Operators; M & P	-	-	-	-	25	N/A	0.00	-18.0%	11.77	Low Growth	Low Wage
514023	Rolling Machine Setters & Operators, Metal and Plastic	1	-	-	-	7	N/A	0.14	8.3%	21.90	Low Growth	High Wage
514031	Cutting, Punching & Press Machine Operators; M & P	5	-	1	-	48	5.00	0.10	-19.4%	12.45	Low Growth	Low Wage
514033	Grinding/Lapping/Polishing Machine Tool Operators; M & P	1	-	-	-	76	N/A	0.01	-9.5%	12.85	Low Growth	Low Wage
514034	Lathe & Turning Machine Tool Setters & Operators; M & P	2	-	-	-	4	N/A	0.50	-10.5%	15.01	Low Growth	Low Wage
514041	Machinists	19	-	4	-	341	4.75	0.06	12.4%	15.68	High Growth	Low Wage
514051	Metal-Refining Furnace Operators and Tenders	2	-	-	-	124	N/A	0.02	29.9%	13.58	High Growth	Low Wage
514072	Molding & Casting Machine Setters & Operators; M & P	2	-	-	-	46	N/A	0.04	-17.5%	11.91	Low Growth	Low Wage
514081	Multiple Machine Tool Setters & Operators; M & P	2	-	-	-	23	N/A	0.09	3.0%	15.46	Low Growth	Low Wage
514111	Tool and Die Makers	2	-	-	-	4	N/A	0.50	-5.8%	25.18	Low Growth	High Wage
514121	Welders, Cutters, Solderers, and Brazers	76	-	4	-	355	19.00	0.21	6.6%	18.34	Low Growth	Low Wage
514193	Plating & Coating Machine Setters & Operators; M & P	3	-	-	-	39	N/A	0.08	-9.7%	13.40	Low Growth	Low Wage
515111	Prepress Technicians and Workers	7	-	-	-	31	N/A	0.23	-9.9%	16.38	Low Growth	Low Wage
515112	Printing Press Operators	27	-	2	-	185	13.50	0.15	-8.3%	13.76	Low Growth	Low Wage
515113	Print Binding and Finishing Workers	2	-	-	-	43	N/A	0.05	-14.4%	12.17	Low Growth	Low Wage
516011	Laundry and Dry-Cleaning Workers	101	-	22	-	503	4.59	0.20	4.8%	9.48	Low Growth	Low Wage
516021	Pressers, Textile, Garment, and Related Materials	11	-	-	-	190	N/A	0.06	-1.1%	10.12	Low Growth	Low Wage
516031	Sewing Machine Operators	34	-	4	-	143	8.50	0.24	-3.6%	9.93	Low Growth	Low Wage
516062	Textile Cutting Machine Setters, Operators, and Tenders	1	-	1	-	14	1.00	0.07	-8.3%	10.88	Low Growth	Low Wage
516064	Textile Winding, Twisting, & Drawing Machine Operators	1	-	-	-	6	N/A	0.17	-11.4%	14.04	Low Growth	Low Wage

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

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



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 5C

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

AGENDA ITEM TYPE: **APPROVAL**

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

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

STRATEGIC PROJECT: **Maximizing collaborative partnerships**

BACKGROUND:

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

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

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

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

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 5D

AGENDA ITEM SUBJECT: APPROVAL TO ALLOCATE FUNDS TO REFUGEE PROVIDERS

AGENDA ITEM TYPE: **APPROVAL**

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

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

STRATEGIC PROJECT: **Maximizing collaborative partnerships**

BACKGROUND:

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

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

FUNDING: Refugee Employment and Training Program

PERFORMANCE: N/A

ATTACHMENT

**REFUGEE EMPLOYMENT PROGRAM
PROVIDER ALLOCATIONS**

(Oct 2017 to Sept 2018)

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



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 5E

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

AGENDA ITEM TYPE: **APPROVAL**

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

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

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

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

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

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

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

From: Lisa Cramer
To: [Rick Beasley](#)
Subject: CareerSource South Florida-Authorization to Provide Emergency Temporary Direct Service
Date: Thursday, October 12, 2017 12:02:21 PM

Rick,

CareerSource Florida has received your request for authorization to provide emergency temporary direct services resulting from changes in services with the current provider for Career Centers - Florida Keys, Carol City and Opa-Locka. We understand the local communities served by CareerSource South Florida were severely impacted by Hurricane Irma during the month of September with many challenges relating to staffing needs and the increased demands resulting from Hurricane Irma. We understand CareerSource South Florida is expediting the competitive procurement process to select a provider for the career centers noted above and approval of this request will result in anticipated improvements to service delivery and performance outcomes. Please refer to DEO Administrative Policy FG OSPS-83 ([link below](#)) as you move forward in meeting the demands in your area:

<http://www.floridajobs.org/docs/default-source/guidance-papers/fg-83-designation-of-regional-workforce-boards-as-one-stop-operators-or-direct-providers-of-workforce-services08d4ffa3cbbb61cbb02aff00004f56df>

On behalf of CareerSource Florida, approval is granted for CareerSource South Florida to provide temporary direct services (other than training) for the period of October 2 -- December 31, 2017.

Michelle

Michelle Dennard
President/CEO
CareerSource Florida
PO Box 13179
Tallahassee, FL 32317
phone/fax (850) 564-7737
careersourceflorida.com



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 5F

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

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Executive Committee recommends to the Board the following items:

(1) To a approval to accept up to \$37,215,712 in National Emergency Grant (NEG) funds from the United States Department of Labor and approve SFWIB staff allocating funds based NEG request as set forth in the attachment;

(2) To accept an intitial release of \$4,571,292 in National Emergency Grant (NEG) funds and award funds to governmental entities within Miami-Dade and Monroe Counties in the order in which the requests are received, as set forth in the attachment.

STRATEGIC GOAL: **STRONG WORKFORCE SYSTEM LEADERSHIP**

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

BACKGROUND:

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

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

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

FUNDING: N / A

PERFORMANCE: N / A

ATTACHMENT

Municipality	# of NEG Positions	Duration of Project	Wage Rate	# of Career Specialist	# of Work Hrs	PROGRAM COST				PROVIDER ADMIN. COST	CSSF Indirect Cost	TOTALS
						Participant Cost	Staffing Company Rate - 36%	Program Staff Cost	Program Supply Cost			
City of Opa Locka	75	8	\$ 15.91	2.0	320	\$ 381,840	\$ -	\$ 44,580	\$ 28,977	\$ 45,540	\$ 56,738	\$ 557,675
City of Miami Beach	35	6	\$ 15.91	1.0	240	\$ 133,644	\$ -	\$ 22,290	\$ 14,489	\$ 17,042	\$ 22,125	\$ 209,589
City of Miami	100	13	\$ 15.91	2.0	520	\$ 827,320	\$ -	\$ 44,580	\$ 28,977	\$ 90,088	\$ 118,865	\$ 1,109,829
City of North Miami Beach	100	6	\$ 15.91	2.0	240	\$ 381,840	\$ -	\$ 44,580	\$ 28,977	\$ 45,540	\$ 56,738	\$ 557,675
City of North Miami	25	8	\$ 15.91	1.0	320	\$ 127,280	\$ -	\$ 22,290	\$ 14,489	\$ 16,406	\$ 21,237	\$ 201,701
City of Homestead	25	6	\$ 15.91	1.0	240	\$ 95,460	\$ -	\$ 22,290	\$ 14,489	\$ 13,224	\$ 16,799	\$ 162,262
City of Miami Gardens	50	6	\$ 15.91	1.0	240	\$ 190,920	\$ -	\$ 22,290	\$ 14,489	\$ 22,770	\$ 30,112	\$ 280,581
City of Florida City	50	8	\$ 15.91	1.0	320	\$ 254,560	\$ -	\$ 22,290	\$ 14,489	\$ 29,134	\$ 38,988	\$ 359,460
City of Hialeah	50	8	\$ 15.91	1.0	320	\$ 254,560	\$ -	\$ 22,290	\$ 14,489	\$ 29,134	\$ 38,988	\$ 359,460
MDC - CAHSD	50	8	\$ 15.91	1.0	320	\$ 254,560	\$ -	\$ 22,290	\$ 14,489	\$ 29,134	\$ 38,988	\$ 359,460
Monroe County	500	52	\$ 17.00	10.0	2,080	\$ 17,680,000	\$ 6,364,800	\$ 445,800	\$ 750,000	\$ 119,580	\$ 2,469,144	\$ 27,829,324
Miami-Dade County	100	52	\$ 15.91	2.0	2,080	\$ 3,309,280	\$ 1,191,341	\$ 89,160	\$ 150,000	\$ 23,916	\$ 465,000	\$ 5,228,696
TOTALS	1,160	181	\$ 16.00	25.0	7,240	\$ 23,891,264	\$ 7,556,141	\$ 824,730	\$ 1,088,351	\$ 481,506	\$ 3,373,720	\$ 37,215,712



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 6A

AGENDA ITEM SUBJECT: FINANCIAL REPORT

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

The Finance and Efficiency Council's primary goal is to work to ensure that the Board is in good financial health, its assets are protected, and its resources are used appropriately and accounted for sufficiently. Accordingly, the attached un-audited financial report for the month of August 2017 is being presented to the Council for review.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 6B

AGENDA ITEM SUBJECT: ACCEPTANCE OF SUPPLEMENTAL NUTRITION ASSISTANCE PROGRAM FUNDS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Finance and Efficiency Council recommends to the Board the approval to accept \$242,461 in additional Supplemental Nutrition Assistance Program funds from the State of Florida Department of Economic Opportunity, as set forth below.

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

STRATEGIC PROJECT: **Improve employment outcomes**

BACKGROUND:

At its June 15, 2017 meeting, the South Florida Workforce Investment Board (SFWIB) approved the fiscal year 2017-2018 budget. The approved budget included an estimated \$1,045,000 in Supplemental Nutrition Assistance Program (SNAP) funds.

On September 13, 2017, the SFWIB received a Notice of Funding Availability from the State of Florida Department of Economic Opportunity (DEO) for additional SNAP funds in the amount of \$242,461.

Use of the funds must be consistent with the program year 2017 Supplemental Nutrition Assistance Program, and the State Employment and Training Plan between United States Department of Agriculture and the DEO.

FUNDING: Supplemental Nutrition Assistance Program

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 6C

AGENDA ITEM SUBJECT: ACCEPTANCE OF TRADE ADJUSTMENT ASSISTANCE FUNDS

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Finance and Efficiency Council recommends to the Board the approval to accept \$14,735 in additional Trade Adjustment Assistance funds from the State of Florida Department of Economic Opportunity, as set forth below.

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

STRATEGIC PROJECT: **Improve employment outcomes**

BACKGROUND:

At its June 15, 2017 meeting, the South Florida Workforce Investment Board (SFWIB) approved the fiscal year 2017-2018 budget. The approved budget included an estimated \$ 7,015.00 in Trade Adjustment Assistance (TAA) funds.

On September 27, 2017, the SFWIB received a Notice of Funding Availability from the State of Florida Department of Economic Opportunity (DEO) for additional TAA funds in the amount of \$14,735.

Use of the funds must be consistent with the program year 2016 Trade Adjustment Assistance Annual Cooperative Agreement between United States Department of Labor and the DEO

FUNDING: Trade Adjustment Assistance

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 7A

AGENDA ITEM SUBJECT: MDCPS SUMMER YOUTH INTERNSHIP PROGRAM UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N / A

STRATEGIC GOAL: **DEDICATED COMMITMENT TO YOUTH PARTICIPATION**

STRATEGIC PROJECT: **Enhance and Expand Job Readiness Skills for Youth**

BACKGROUND:

On April 20, 2017, the SFWIB approved funding to support the Together for Children Youth Initiative. The Together for Children Youth initiative includes a partnership with Miami-Dade County, The Children's Trust, Miami Dade County Public Schools (The School Board), the Foundation for New Education Initiatives, Inc. The initiative launched a Summer Youth Internship Program (SYIP). The SYIP provided opportunity to South Florida's future workforce while decreasing crime within Miami-Dade County.

Together for Children is a coalition of government, education, business, law enforcement, justice, and funding entities that have joined together to leverage resources that promote youth safety and addresses the root cause of breaking the cycle of youth violence plaguing communities. The coalition of partners recruited a total of 2,176 youth in the SYIP. There will be a reasonable effort to enroll an average of 132 youth per county commission district.

The following are the program results of the SYIP:

- Of the 2,176 youth that applied to the internship program, 1,827 were placed with 539 Miami-Dade County organizations. 291 of the internship placements were funded privately. 94% (1,712) of interns completed the program.
- The program intentionally recruited participants from high-risk populations. Of those that completed the program: 75% (1,298) qualified for free/reduced lunch, 187 (11%) were youth with disabilities, 91 youth were previously truant and 27 were current English Language Learners.
- The youth interns worked an average of 30 hours per week and received a stipend of \$1,315 dollars. All interns received assistance with transportation, a bank account and were covered by liability insurance.

- The program awarded over \$2.3m in program stipends to interns, with 84% of stipend funding coming from Miami-Dade County, The Children's Trust and Career Source South Florida. Approximately, \$386,157 in additional support came from private funders
- All participants that completed the program earned high school credits. An additional 48 youth received college credit through dual enrollment.
- The summer internship program was overwhelmingly positive with 97% of students, 98% of employers and 100% of instructors satisfied with the program.

FUNDING: N / A

PERFORMANCE: N / A

ATTACHMENT

Summer Youth Internship 2017 Impact Report

Program Highlights

1,827

interns placed across
Miami-Dade County

94%

completed the program

256,800

(approx.) hours worked
by interns

\$2,251,280

awarded in intern
stipends

539

companies received
intern placement

\$ 2.3m

invested by

Miami-Dade County, The
Children's Trust, Miami-
Dade County Public
Schools and Career
Source South Florida

Program Summary

This past summer, the Children's Trust, Miami-Dade County, Miami-Dade County Public Schools, the Foundation for New Education Initiatives and Career Source South Florida collaborated with a single intent in mind: to provide at least 1,300 meaningful paid summer internship opportunities for youth across the county. The summer 2017, marks the second year of program's operation and continues to grow and exceed expectations.

The unique structure of the summer internship program included parent, student and employer orientations across the county, online training for interns, training curriculum including weekly assignments, and an online interface called GetMyInterns.org, which was used to match interns with employers. Additionally, all interns and employers were supported with instructional coaches throughout the five-week internship period.

Program Results

- Of the 2,176 youth that applied to the internship program, 1,827 were placed with 539 Miami-Dade County organizations. 291 of the internship placements were funded privately. 94% (1,712) of interns completed the program.
- The program intentionally recruited participants from high-risk populations. Of those that completed the program: 75% (1,298) qualified for free/reduced lunch, 187 (11%) were youth with disabilities, 91 youth were previously truant and 27 were current English Language Learners.
- The youth interns worked an average of 30 hours per week and received a stipend of \$1,315 dollars. All interns received assistance with transportation, a bank account and were covered by liability insurance.
- The program awarded over \$2.3m in program stipends to interns, with 84% of stipend funding coming from Miami-Dade County, The Children's Trust and Career Source South Florida. Approximately, \$386,157 in additional support came from private funders
- All participants that completed the program earned high school credits. An additional 48 youth received college credit through dual enrollment.
- The summer internship program was overwhelmingly positive with 97% of students, 98% of employers and 100% of instructors satisfied with the program.

Youth satisfied with program

97%

Employers satisfied with
interns

98%

Instructors satisfied with
program

100%

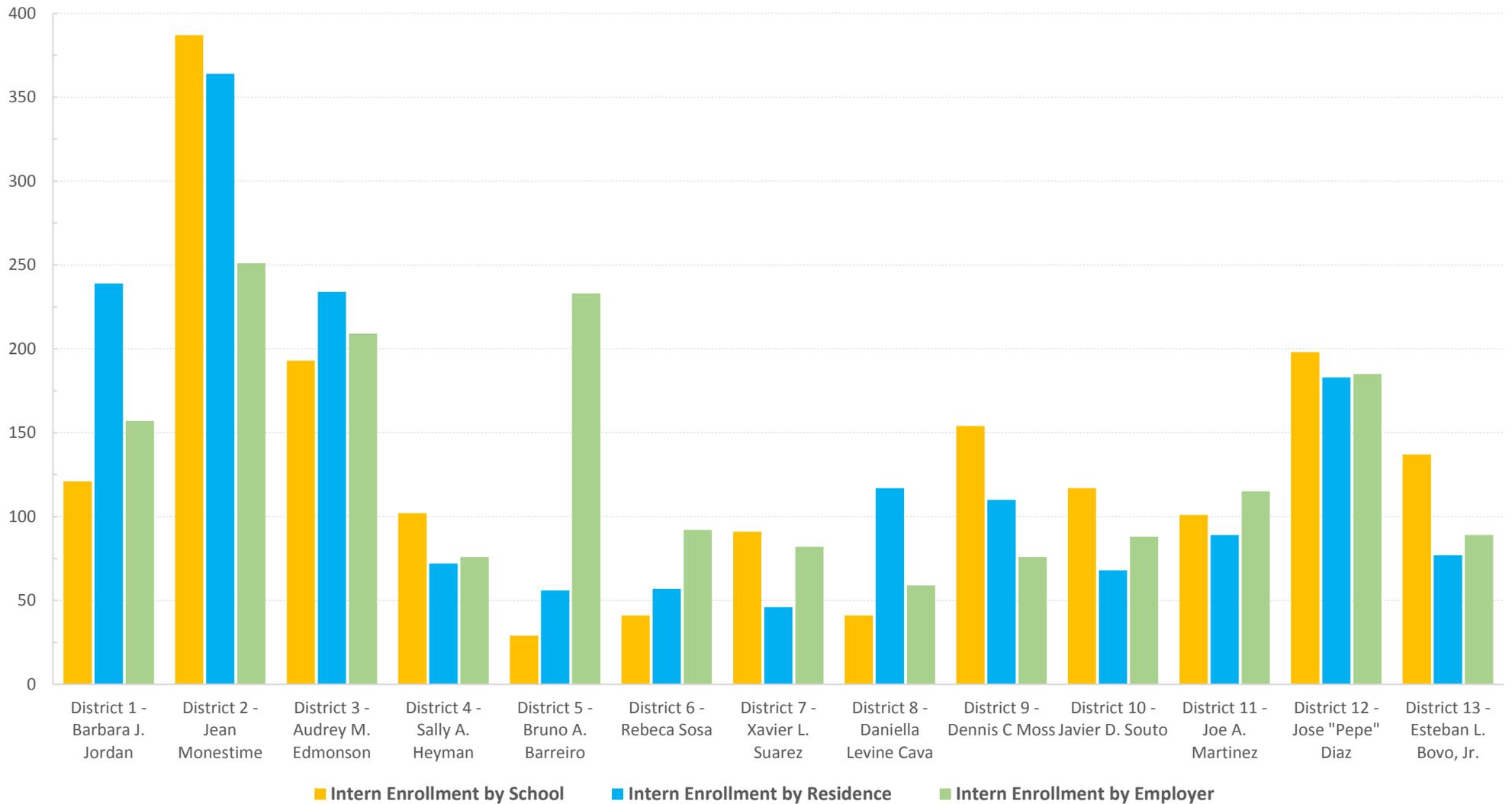


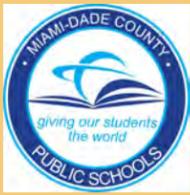
2016 and 2017 Summer Youth Internship Program Participation Data

(Enrollment numbers across commission districts by school, residence and employer)

Commission District	Intern Enrollment by School		Intern Enrollment by Residence		Intern Enrollment by Employer	
	2016	2017	2016	2017	2016	2017
District 1 - Barbara J. Jordan	69	121	158	239	82	157
District 2 - Jean Monestime	252	387	231	364	182	251
District 3 - Audrey M. Edmonson	169	193	205	234	179	209
District 4 - Sally A. Heyman	149	102	109	72	87	76
District 5 - Bruno A. Barreiro	18	29	53	56	175	233
District 6 - Rebeca Sosa	43	41	41	57	98	92
District 7 - Xavier L. Suarez	58	91	37	46	82	82
District 8 - Daniella Levine Cava	21	41	96	117	76	59
District 9 - Dennis C Moss	183	154	98	110	60	76
District 10 - Javier D. Souto	128	117	108	68	108	88
District 11 - Joe A. Martinez	83	101	83	89	72	115
District 12 - Jose "Pepe" Diaz	118	198	145	183	122	185
District 13 - Esteban L. Bovo, Jr.	184	137	85	77	153	89
	1475	1712	1449	1712	1476	1712

2017 Intern Enrollment by School, Residence and Employer

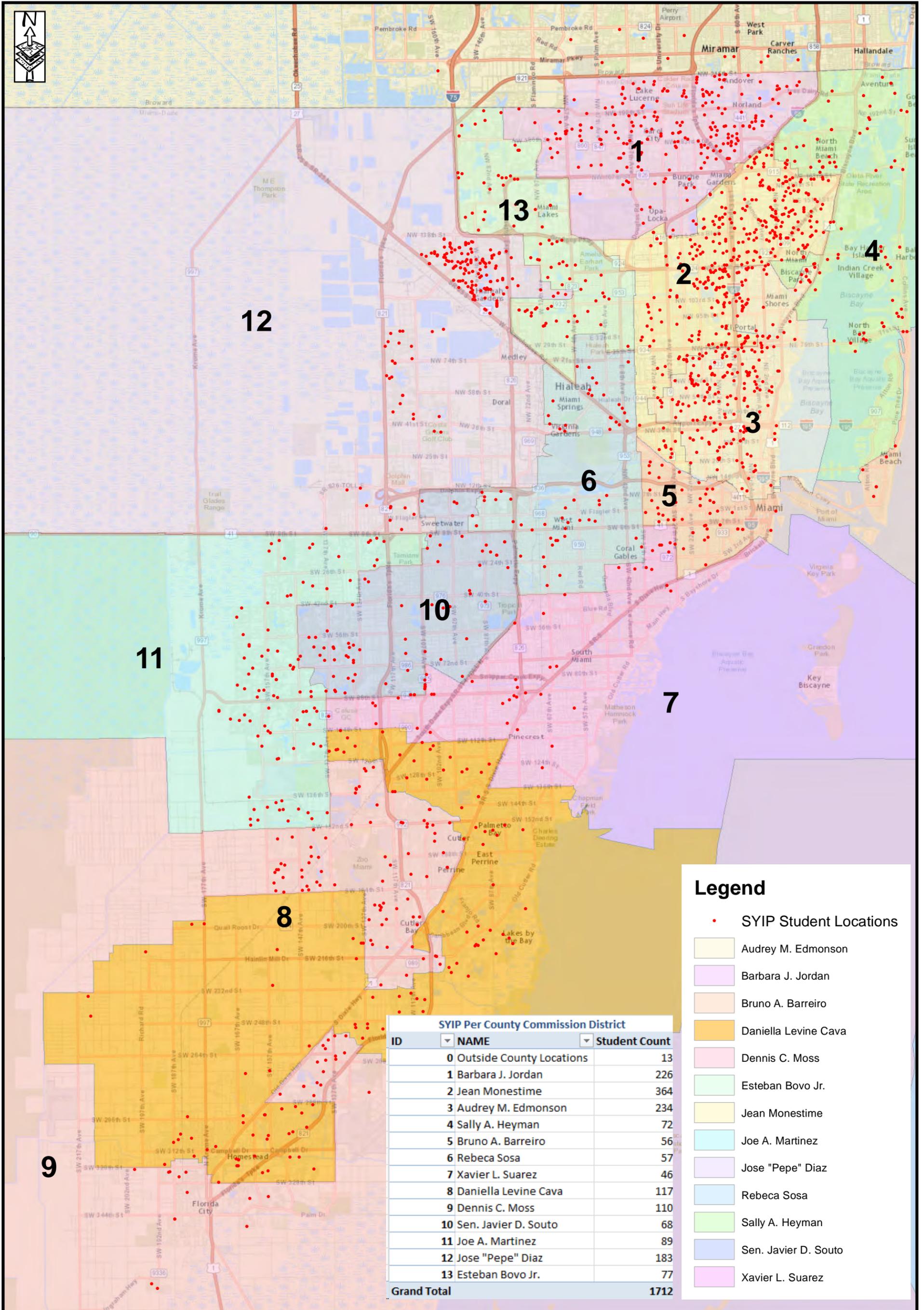


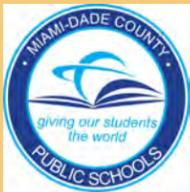


SYIP Per County Commission District

SYIP Per County Commission District

Department of
Planning,
Design and
Sustainability

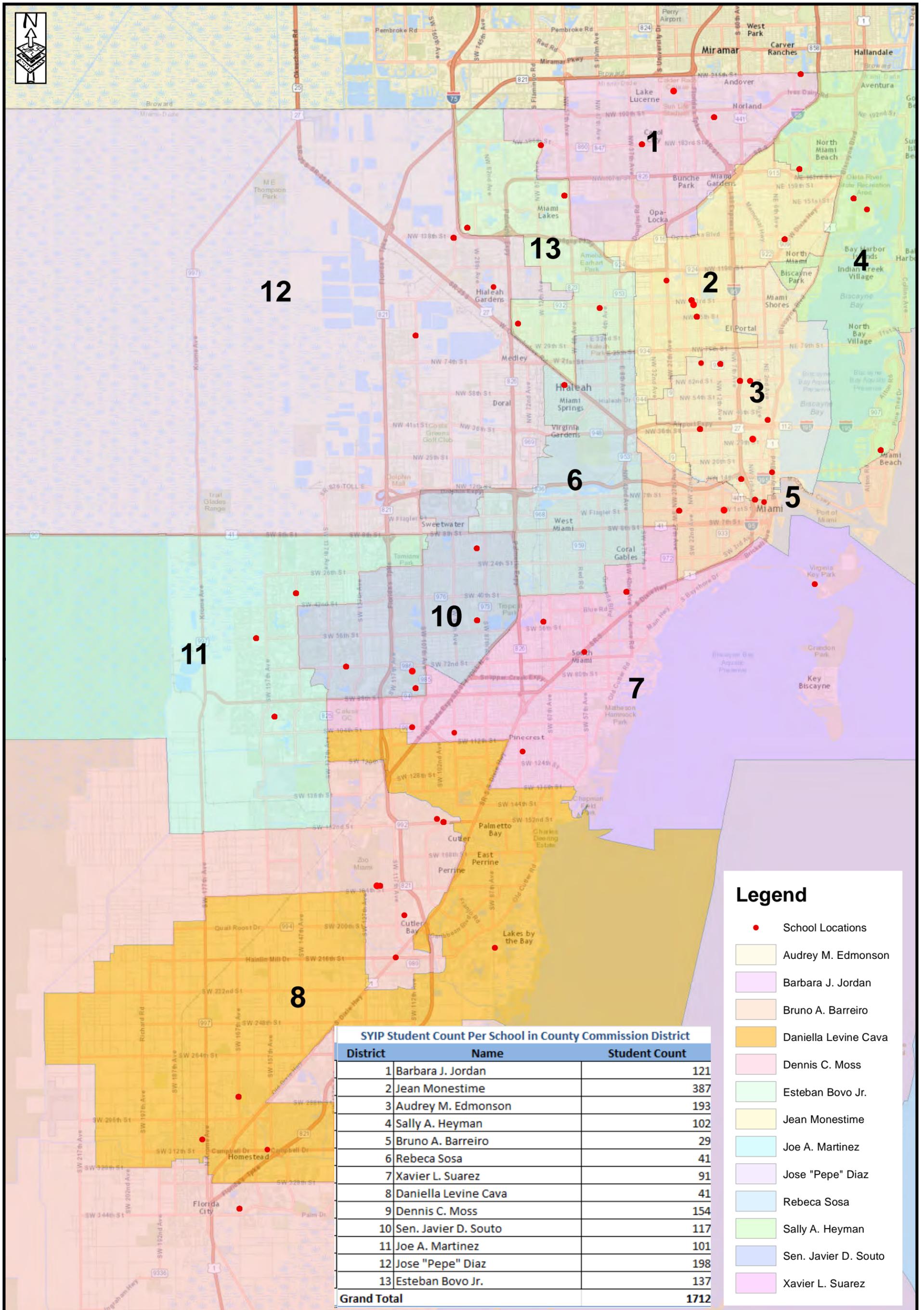




SYIP Per County Commission District

SYIP Student Count Per School in County Commission District

Department of
Planning,
Design and
Sustainability

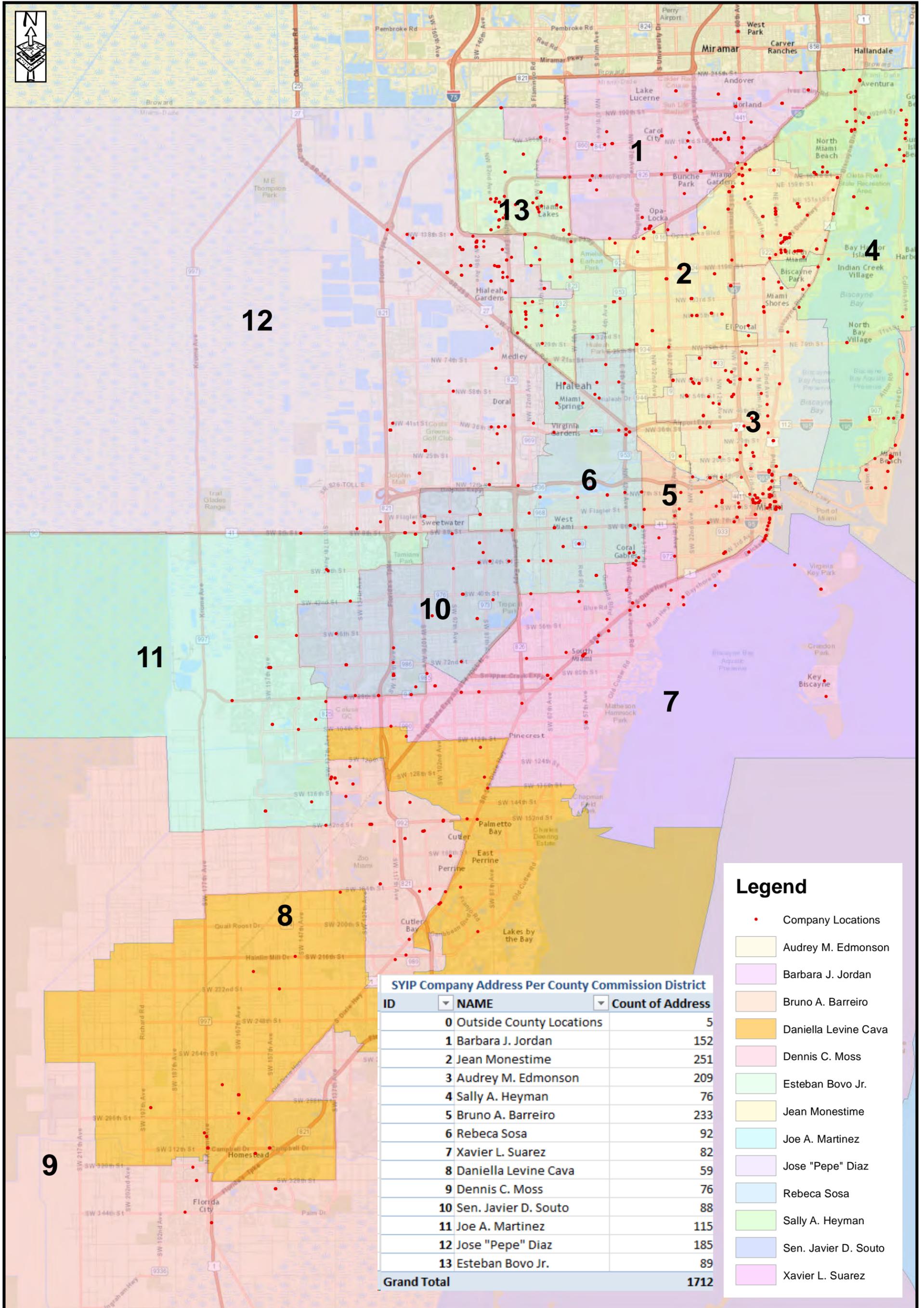




SYIP Per County Commission District

SYIP Company Address Per County Commission District

Department of
Planning,
Design and
Sustainability



SYIP Company Address Per County Commission District

ID	NAME	Count of Address
0	Outside County Locations	5
1	Barbara J. Jordan	152
2	Jean Monestime	251
3	Audrey M. Edmonson	209
4	Sally A. Heyman	76
5	Bruno A. Barreiro	233
6	Rebeca Sosa	92
7	Xavier L. Suarez	82
8	Daniella Levine Cava	59
9	Dennis C. Moss	76
10	Sen. Javier D. Souto	88
11	Joe A. Martinez	115
12	Jose "Pepe" Diaz	185
13	Esteban Bovo Jr.	89
Grand Total		1712

Legend

- Company Locations
- Audrey M. Edmonson
- Barbara J. Jordan
- Bruno A. Barreiro
- Daniella Levine Cava
- Dennis C. Moss
- Esteban Bovo Jr.
- Jean Monestime
- Joe A. Martinez
- Jose "Pepe" Diaz
- Rebeca Sosa
- Sally A. Heyman
- Sen. Javier D. Souto
- Xavier L. Suarez



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 7B

AGENDA ITEM SUBJECT: WORKFORCE SERVICES – SPECIAL POPULATION CONTRACTOR

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: The Global Talent and Competitiveness Council recommends to the Board to authorize staff to negotiate a contract with the Workforce Services – Special Populations RFP respondent based on available funding, as set forth below.

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

STRATEGIC PROJECT: **Enhance CSSF performance system**

BACKGROUND:

At its June 15, 2017 meeting, the SFWIB approved the Global Talent and Competitiveness Council's recommendation to authorize staff to re-release a Request for Proposals (RFP) for Workforce Services – Special Populations due to the failure of the Workforce Services RFP issued on April 28, 2017.

Staff released a Workforce Services – Special Populations RFP to the public on August 10, 2017, soliciting proposals from organizations capable of providing Workforce Services to serve special populations (i.e., ex-offender, disable, etc.) within Local Workforce Development Area 23. One organization in total responded by the prescribed deadline.

The proposal submitted was evaluated based on the criteria detailed in the RFP. A Public Review Forum was held on October 12, 2017 wherein the respondent's preliminary scores were disclosed. The attached table indicates the results of the Public Review Forum.

SFWIB staff recommends the Global Talent and Competitiveness Council to recommend to the Board the authorization for staff to negotiate a contract with the Workforce Services – Special Populations RFP respondent that have met a minimum point of 70-point threshold, and have met the due diligence and other requirements for the location requested, based on available finding.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 8A

AGENDA ITEM SUBJECT: REFUGEE EMPLOYMENT AND TRAINING PROGRAM PERFORMANCE OVERVIEW

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Improve employment outcomes**

BACKGROUND:

For Program Year (PY) 2016-17, the Refugee Employment and Training (RET) Program Contractors assisted in placing a total of 9,591 refugee job seekers into employment from October 1, 2016 through September 30, 2017, as compared to 9,184 for the same period in the previous program year. This is an overall placement increase of 4.2 percent.

For the RET Program, the Year-to-Date performance statistics reveal the following:

- 16,771 refugee job seekers were enrolled during the Program Year
- 5,308 refugees were working after 90 days of hire
- 3,953 refugees were working after 180 days of hire
- 4,255 refugees received health benefits through the employer

Through the efforts of the Performance Improvement Team (PIT), the RET Program Contractors and SFWIB staff continues to work diligently to enhance the quality of services offered to refugee job seekers and overall performance improvement.

FUNDING: N/A

PERFORMANCE: N/A

NO ATTACHMENT



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 8B

AGENDA ITEM SUBJECT: WORKFORCE SERVICES BALANCED SCORECARD AND JOB PLACEMENTS UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Conduct an analysis of Career Centers**

BACKGROUND:

The Balanced Scorecard measures the performance of the region's Service Partners. The report for Program Year (PY) 2017-18, is from July 1, 2017 through September 30, 2017.

The PY 2017-18 Balanced Scorecard Performance Summary for the same period indicates 1 of the 14 Workforce Services locations are meeting the required 65 percent of the measures.

The region's Balanced Scorecard Job Placements Year-to-Date (YTD) summary report, for the period of July 1, 2017 through September 30, 2017, shows the Region had a total of 11,871 job placements; which is 17.8 percent below the minimum standard and 21.1 percent below the maximum standard.

- Five of the 14 Workforce Services contracts have met or exceeded their minimum YTD Job Placements standard: Hialeh Downtown, Transition Offender Service, Little Havana, Perrine, and West Dade
- Two of the 14 Workforce Services contracts have met or exceeded their maximum YTD Job Placements standard: Hialeah Downtown and Transition Offender Service.

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

WORKFORCE SERVICES CONTRACTORS PERFORMANCE SUMMARY				
Balanced Scorecard PY '17-'18 (July 1, 2017 through September 30, 2017) *				
A Contractor must meet or exceed 65% of the Balanced Scorecard Performance Measures				
Workforce Services Contractors	Workforce Services Locations	# of Performance Measures Standards Met	# of Performance Measures	% of Performance Measures Standards Met
Arbor E & T, LLC	Hialeah Downtown Career Center***	13	19	68.4%
City of Miami	City of Miami Career Center***	8	19	42.1%
CNC	Miami Beach Career Center***	5	19	26.3%
	North Miami Beach Career Center***	8	19	42.1%
	South Miami Career Center***	8	19	42.1%
CSSF	Carol City Career Center***	3	19	15.8%
	Florida Keys Career Center***	6	19	31.6%
	Opa-Locka Career Center***	5	19	26.3%
Transition, Inc.	Transition ** Offender Service Center	6	19	31.6%
Youth Co-Op, Inc.	Homestead Career Center***	8	19	42.1%
	Little Havana Career Center***	8	19	42.1%
	Northside Career Center***	8	19	42.1%
	Perrine Career Center***	10	19	52.6%
	West Dade Career Center***	9	19	47.4%
Region	All	8	19	42.1%

** Transition Inc. doesn't have the 2 CAP measures for a total of 19 performance measures.

*** There is no current CAP data for a total of 19 performance measures.



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 8C

AGENDA ITEM SUBJECT: DIRECT JOB PLACEMENT (DJP) ANALYSIS

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

As a part of the effort to continuously improve the service delivery system, SFWIB staff conducted an analysis of performance of all career centers for the first quarter of the 2017-2018 program year, as compared to the same period during the last program year. Staff evaluated the Direct Job Placements (DJP) for the period of July 1, 2017 - September 30, 2017 as compared to July 1, 2016 - September 30, 2016, with an emphasis on Workforce Innovation Opportunity Act (WIOA) DJP.

The analysis showed a significant decrease in the overall total number of DJP, as well as a subsequent decline in WIOA DJP. In comparison to the first quarter of the last program year, there were 1,290 or 27% fewer overall DJP, and 583 or 16% fewer WIOA DJP. As a One-Stop Operator the provider is responsible for meeting the contractual requirements of the workforce services contract as they have outlined in their Request for Proposal. The current trend indicates that most of the One-Stop operators are failing in this obligation for a multitude of reasons to include; lack of proper staffing levels, detailed oversight of daily operations and continuous refresher training for staff on performance expectations. The attached chart displays the reductions in the DJP by program year.

As a result of this and additional analysis of the specific methods used by career center staff when evaluating jobseekers and making referrals, SFWIB staff recommends to the One-Stop Operator the following:

- Provide basic Customer Service training with an emphasis on completing registrations and job referral follow up
- Provide greater emphasis on the hard to serve populations and increase the number of referrals in those categories
- Create a process to track staff productivity with timelines and benchmarks to determine efficiency
- Provide employer engagement training for all business service and employer specialist
- Career Center Managers should provide reports training for all general staff emphasizing what impact their daily duties has on the Balance Scorecard

- Executive level management should provide reports training for Career Center Managers how to utilize the reports to better monitor staff productivity and ensure that centers goals are in alignment with corporate goals
- Create a process to review the reports for strategic planning and long-term performance projections

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

Direct Job Placement Analysis

PY17-18 to PY16-17

July to August

Location	Direct Job Placement by Type																						WIOA Earned Difference
	Total Direct Job Placements			Total WIOA DJP'S			WIOA Individualized																
							Universal		Adult/DW		Job Seekers with Disability		Veterans		Ex-Offenders		RA/Homeless		TANF/CAP		SNAP		
1Qrt	>1Qrt	Tot	1Qrt	>1Qrt	Tot	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt				
Hialeah Downtown center	(50)	13	(37)	(25)	2	(23)	(25)	11	(24)	(1)	0	0	0	0	0	(1)	(3)	0	2	4	0	0	-\$20,600.00
City of Miami center	(68)	(25)	(93)	(9)	3	(6)	(59)	(28)	(8)	(2)	0	0	0	0	1	3	(3)	2	1	0	0	0	-\$4,900.00
Miami Beach center	(95)	(38)	(130)	(16)	(11)	(27)	(79)	(27)	(9)	(6)	0	0	0	0	(2)	0	(1)	0	(4)	(5)	0	0	-\$32,650.00
North Miami Beach center	4	(3)	1	(10)	(2)	(12)	14	(1)	(9)	0	0	0	0	0	1	0	0	0	(2)	(2)	0	0	-\$14,150.00
South Miami	(26)	(1)	(27)	(3)	(2)	(5)	(23)	1	(3)	(2)	0	0	0	0	0	0	0	0	0	0	0	0	-\$4,450.00
Transition Offender Service center	12	(2)	10	2	(1)	1	10	(1)	(1)	1	0	(1)	0	0	3	(1)	0	0	0	0	0	0	\$2,625.00
Carol City center	(306)	(39)	(344)	(106)	(22)	(128)	(200)	(17)	(100)	(8)	0	0	0	0	0	(2)	(1)	0	(5)	(12)	0	0	-\$133,350.00
Florida Keys center	(18)	(12)	(30)	(10)	(3)	(13)	(8)	(9)	(8)	(2)	0	0	0	0	0	(1)	(2)	0	0	0	0	0	-\$14,900.00
Opa Locka center	(55)	(18)	(72)	(15)	(3)	(18)	(40)	(15)	(11)	(1)	0	0	0	0	(3)	(1)	0	0	(1)	(1)	0	0	-\$19,850.00
Homestead center	(3)	(32)	(35)	(26)	(16)	(42)	23	(16)	(28)	(10)	0	0	0	0	(1)	(4)	4	0	(1)	(2)	0	0	-\$39,800.00
Little Havana center	101	6	107	(9)	(1)	(10)	110	7	(9)	(1)	1	0	0	0	(1)	0	0	0	0	0	0	0	-\$10,050.00
Northside center	(39)	(12)	(50)	(2)	7	5	(37)	(19)	(1)	4	0	0	0	0	(3)	2	0	0	2	1	0	0	\$4,750.00
Perrine center	61	(9)	53	(3)	(3)	(6)	64	(6)	1	1	0	0	0	0	(1)	(1)	0	0	(3)	(3)	0	0	-\$11,600.00
West Dade center	43	(33)	10	(34)	(18)	(52)	77	(15)	(26)	(12)	0	0	0	(1)	1	(3)	(3)	(1)	(5)	(1)	(1)	0	-\$56,550.00
Total	(439)	(205)	(637)	(266)	(70)	(336)	(173)	(135)	(236)	(39)	1	(1)	0	(1)	(5)	(9)	(9)	1	(16)	(21)	(1)	0	-\$355,475.00

ND = No Data

Direct Job Placement Analysis

PY17-18 to PY16-17

July to September

Location	Direct Job Placement by Type																						WIOA Earned Difference
	Total Direct Job Placement			Total WIOA DJP'S			WIOA Individualized																
							Universal		Adult/DW		Job Seekers with Disability		Veterans		Ex-Offenders		RA/Homeless		TANF/CAP		SNAP		
1Qrt	>1Qrt	Tot	1Qrt	>1Qrt	Tot	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt	1Qrt	>1Qrt		
Hialeah Downtown center	(32)	(1)	(33)	(51)	1	(50)	19	(2)	(52)	(3)	0	0	0	0	0	0	0	0	1	4	0	0	-\$45,050.00
City of Miami center	(106)	(52)	(158)	(18)	(2)	(20)	(88)	(50)	(14)	(5)	0	0	0	0	(2)	1	(3)	2	1	0	0	0	-\$19,450.00
Miami Beach center	(153)	(57)	(210)	(22)	(15)	(37)	(131)	(42)	(11)	(9)	0	0	0	0	(2)	(1)	(3)	0	(6)	(5)	0	0	-\$44,750.00
North Miami Beach center	(32)	(9)	(41)	(25)	(8)	(33)	(7)	(1)	(22)	(6)	0	0	0	0	1	0	(1)	0	(3)	(2)	0	0	-\$34,650.00
South Miami	(29)	0	(29)	(4)	(2)	(6)	(25)	2	(4)	(2)	0	0	0	0	0	0	0	0	0	0	0	0	-\$5,400.00
Transition Offender Service center	3	6	9	(4)	7	3	7	(1)	(1)	4	0	(1)	0	0	(3)	4	0	0	0	0	0	0	\$1,575.00
Carol City center	(429)	(51)	(480)	(149)	(29)	(178)	(280)	(22)	(132)	(13)	(1)	0	0	0	(1)	(2)	(4)	0	(11)	(14)	0	0	-\$188,600.00
Florida Keys center	(32)	(14)	(46)	(18)	(7)	(25)	(14)	(7)	(15)	(5)	0	0	0	0	0	(2)	(2)	0	(1)	0	0	0	-\$28,400.00
Opa Locka center	(73)	(23)	(96)	(22)	(4)	(26)	(51)	(19)	(16)	(1)	0	0	0	0	(5)	(1)	0	0	(1)	(2)	0	0	-\$28,900.00
Homestead center	(86)	(63)	(149)	(41)	(27)	(68)	(45)	(36)	(40)	(17)	0	0	0	0	0	(5)	1	0	(2)	(5)	0	0	-\$67,900.00
Little Havana center	71	(14)	57	(12)	(5)	(17)	83	(9)	(13)	(5)	1	0	0	0	(1)	1	1	0	0	(1)	0	0	-\$16,300.00
Northside center	(65)	(34)	(99)	(7)	(2)	(9)	(58)	(32)	(4)	(1)	0	0	0	0	(2)	0	0	0	(1)	(1)	0	0	-\$11,600.00
Perrine center	27	(34)	(7)	(26)	(14)	(40)	53	(20)	(16)	(8)	0	0	0	0	(2)	(1)	(3)	0	(5)	(5)	0	0	-\$47,700.00
West Dade center	25	(33)	(8)	(53)	(24)	(77)	78	(9)	(41)	(16)	0	0	0	(1)	1	(4)	(5)	(1)	(7)	(2)	(1)	0	-\$83,450.00
Total	(911)	(379)	(1,290)	(452)	(131)	(583)	(459)	(248)	(381)	(87)	0	(1)	0	(1)	(16)	(10)	(19)	1	(35)	(33)	(1)	0	-\$620,575.00

ND = No Data

Copyright © 2014 South Florida Workforce Investment Board - All Rights Reserved.

Last Run Date : 7/13/2017 2:09:56 PM



SOUTH FLORIDA WORKFORCE INVESTMENT BOARD

DATE: 10/19/2017

AGENDA ITEM NUMBER: 8D

AGENDA ITEM SUBJECT: REFERRAL TO PLACEMENT ANALYSIS

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

STRATEGIC PROJECT: **Strengthen workforce system accountability**

BACKGROUND:

South Florida Workforce Investment Board (SFWIB) staff completed an analysis of the performance of all career centers for the first quarter of program years 2017-2018 and 2016-2017. The analysis was conducted as part of the effort to continuously improve service delivery. The results of the analysis provided insight as to specific methods used by career center staff when evaluating jobseekers and making referrals.

The data analyzed included the following:

- Number of direct job referrals
- Number of resulting placements
- Referral to placement ratio
- Average skills match from July 1, 2017 - September 30, 2017 verses July 1, 2016 - September 30, 2016

The first chart in the attached Referral to Placement report shows a significant decrease in the total number of referrals. Over the course of this first quarter there was a decrease of 7,373 referrals, 2,120 placements, and a 5 percent decline in the referral to placement ratio. The second chart shows, the average skills match percentage increased by 30% from the last program year to 88% this program year.

At the June 15, 2017 meeting, the SFWIB approved the enhancement of the Referral to Placement Report which indicates the skills match of the jobseeker to the job order. It also institutes a standard policy that prohibits career center staff from referring a participant to a job with less than an 80% skills match. Since the implementation of the policy, this practice has led to a positive increase in the average skills match measure; however, it has not increased job placements as expected.

Further review of the data indicates the number of referrals left outstanding and the number of individuals placed was not the only the issue of concern relevant to a successful skills match. The lack of communication between all parties had a great impact on the results. Communication between the service provider staff and the jobseeker, as well as communication between service provider staff and the employer were lacking and needs improvement.

Through interviews and observation, SFWIB staff also noticed a pattern in which service provider staff that had an established relationship, with both the jobseeker and employer, were significantly more successful than those who did not have the same relationship. The lack of verbal communication is hindering service provider staff from successfully obtaining Direct Job Placements (DJP).

Although the skills match is 80% or better, SFWIB staff noted that most of the referrals were made via e-mail with no verbal communication between either of the parties. Additionally, service provider staff did not verify whether a job seeker had a complete registration prior to being referred to a job.

As a result of the analysis SFWIB staff has concluded that the One-Stop Operator needs to retrain all service provider staff. New staff lack the proper knowledge to be successful and seasoned staff are showing signs of complacency that are counter productive to Career Center success. Specific recommendations to the One-Stop Operator include but are not limited to:

- Provide training for all staff on how to sell workforce services
- Provide training to center staff on how to maximize services to jobseekers in the first 90 days
- Provide Intensive telephone/communications training to placement specialist and employer specialist
- Ensure all center staff are trained on and are utilizing the EFM Job Search Tool
- Provide training to Business Service staff on Sale Force and employer satisfaction

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

Location	Staff Referral to Placement Report Jul 2016 - Aug 2016				Staff Referral to Placement Report Jul 2017 - Aug 2017				Staff Referral to Placement Comparison Jul 2016-Aug 2016 to Jul 2017-Aug 2017			
	# Referrals	# Placements	Ref to Pla Ratio	Avg Ref Skills Match %	# Referrals	# Placements	Ref to Pla Ratio	Avg Ref Skills Match %	Referral Difference	Placement Difference	Ref to Pla Ratio Difference	Avg Ref Skills Match Difference
Carol City center - 4814	1,788	217	12.14%	48%	253	15	5.93%	89%	(1,535)	(202)	-6.21%	41%
City of Miami center - 4863	413	146	35.35%	29%	602	69	11.46%	89%	189	(77)	-23.89%	60%
Edison center - 4866	84	2	2.38%	67%	64	0	0.00%	82%	(20)	(2)	-2.38%	15%
Hialeah Downtown center - 4811	1,784	465	26.07%	20%	989	351	35.49%	94%	(795)	(114)	9.43%	74%
Homestead center - 4840	1,116	283	25.36%	45%	821	189	23.02%	90%	(295)	(94)	-2.34%	45%
Little Havana center - 4815	1,223	252	20.61%	19%	883	240	27.18%	81%	(340)	(12)	6.57%	62%
Miami Beach center - 4818	269	72	26.77%	43%	392	11	2.81%	90%	123	(61)	-23.96%	48%
Miami Business center - 4820	210	24	11.43%	50%	499	21	4.21%	93%	289	(3)	-7.22%	43%
Monroe County center - 4845	121	55	45.45%	26%	393	35	8.91%	90%	272	(20)	-36.55%	65%
North Miami Beach center - 4830	4,661	297	6.37%	26%	1,274	37	2.90%	86%	(3,387)	(260)	-3.47%	60%
Northside center - 4850	1,382	350	25.33%	21%	1,618	204	12.61%	81%	236	(146)	-12.72%	60%
Opa-Locka center - 4865	181	36	19.89%	34%	405	3	0.74%	93%	224	(33)	-19.15%	59%
Perrine center - 4835	515	211	40.97%	49%	1,523	294	19.30%	85%	1,008	83	-21.67%	37%
South Miami center - 4864	596	100	16.78%	9%	264	8	3.03%	85%	(332)	(92)	-13.75%	76%
Transition, Inc center - 4861	217	59	27.19%	48%	322	94	29.19%	76%	105	35	2.00%	29%
West Dade center - 4810	1,631	275	16.86%	25%	2,007	315	15.70%	95%	376	40	-1.17%	70%
Total	16,191	2,844	17.57%	30%	12,309	1,886	15.32%	88%	(3,882)	(958)	-2.24%	58%

Location	Staff Referral to Placement Report Jul 2016 - Sep2016				Staff Referral to Placement Report Jul 2017 - Sep 2017				Staff Referral to Placement Comparison Jul2016 -Sep2016 to Jul 2017-Sep2017			
	# Referrals	# Placements	Ref to Pla Ratio	Avg Ref Skills Match %	# Referrals	# Placements	Ref to Pla Ratio	Avg Ref Skills Match %	Referral Difference	Placement Difference	Ref to Pla Ratio Difference	Avg Ref Skills Match Difference
Carol City center - 4814	2,382	340	14.27%	45%	501	19	3.79%	88%	(1,881)	(321)	-10.48%	43%
City of Miami center - 4863	535	237	44.30%	30%	677	75	11.08%	88%	142	(162)	-33.22%	58%
Edison center - 4866	190	3	1.58%	73%	82	0	0.00%	78%	(108)	(3)	-1.58%	6%
Hialeah Downtown center - 4811	2,406	633	26.31%	21%	1,460	409	28.01%	95%	(946)	(224)	1.70%	74%
Homestead center - 4840	1,559	412	26.43%	45%	1,137	209	18.38%	91%	(422)	(203)	-8.05%	47%
Little Havana center - 4815	1,874	355	18.94%	19%	1,103	254	23.03%	84%	(771)	(101)	4.08%	65%
Miami Beach center - 4818	489	118	24.13%	36%	452	11	2.43%	88%	(37)	(107)	-21.70%	53%
Miami Business center - 4820	356	33	9.27%	57%	686	34	4.96%	94%	330	1	-4.31%	37%
Monroe County center - 4845	201	77	38.31%	29%	515	41	7.96%	89%	314	(36)	-30.35%	60%
North Miami Beach center - 4830	6,441	384	5.96%	28%	1,604	37	2.31%	87%	(4,837)	(347)	-3.66%	59%
Northside center - 4850	2,084	438	21.02%	24%	2,124	224	10.55%	81%	40	(214)	-10.47%	57%
Opa-Locka center - 4865	225	52	23.11%	36%	633	3	0.47%	92%	408	(49)	-22.64%	56%
Perrine center - 4835	1,428	432	30.25%	36%	2,203	339	15.39%	89%	775	(93)	-14.86%	53%
South Miami center - 4864	720	122	16.94%	9%	327	11	3.36%	83%	(393)	(111)	-13.58%	74%
Transition, Inc center - 4861	440	104	23.64%	42%	426	86	20.19%	80%	(14)	(18)	-3.45%	38%
West Dade center - 4810	2,509	410	16.34%	25%	2,536	278	10.96%	94%	27	(132)	-5.38%	69%
Total	23,839	4,150	17.41%	30%	16,466	2,030	12.33%	88%	(7,373)	(2,120)	-5.08%	59%