



**SOUTH FLORIDA WORKFORCE INVESTMENT BOARD
GLOBAL TALENT AND COMPETITIVENESS (GTC)
COUNCIL MEETING
Thursday, October 19, 2017
8:00 AM**

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 GTC Council Meeting Minutes
 - A. August 17, 2017
3. Information – Miami-Dade County Public Schools Summer Youth Internship Program Update
4. Information – SFWIB Supply/Demand Matrix Update
5. Recommendation as to Approval of a Workforce Services – Special Population Contractor



SFWIB GLOBAL TALENT AND COMPETITIVENESS COUNCIL

AGENDA ITEM NUMBER:

DATE: October 19, 2017 at 8:00AM

AGENDA ITEM SUBJECT: MEETING MINUTES

August 17, 2017 at 8:00 A.M.
 Doubletree Hotel – Exhibition Center
 711 N.W 72nd Avenue
 Miami, FL 33126

COMMITTEE MEMBERS IN ATTENDANCE	SFWIB STAFF	OTHER ATTENDEES (AUDIENCE)
1. Ferradaz, Gilda– <i>Chairwoman</i> 2. Baldwin, Cheryl 3. Brecheisen, Bruce 4. Brown, Clarence 5. del Valle, Juan Carlos, <i>Vice-Chairman</i> 6. Piedra, Obdulio 7. Roth, Thomas 8. Russo, Monica 9. Ludwig, Philipp	Beasley, Rick Graham, Tomara Gilbert, David Gonzalez, Frances	Cooper, Jaime – <i>New Horizons Inc.</i> Drosdowech, Laura – <i>Miami Dade College</i> Fano, Shelly – <i>Miami Dade College</i> Felix, Daniel – <i>Cuban National Council, Inc.</i> Lopez, Sonia – <i>Cuban National Council Inc.</i>
COMMITTEE MEMBERS NOT IN ATTENDANCE 10. Gazitua, Luis		Morris, Carmen – <i>Miami-Dade County Commissioner Xavier Suarez</i> Schleiden, David – <i>Miami-Dade County Public Schools</i> Stimac, Al – <i>MTS</i> Taylor, Kelvin- <i>Cuban National Council, Inc.</i>

Agenda items are displayed in the order they were discussed.

1. Call to Order

Global Talent and Competitiveness (GTC) Council Chairwoman Gilda Ferradaz called the meeting to order at 8:18am, asked all those present introduce themselves. She noted that a quorum had been achieved.

2. Recommendation as to Approval June 15, 2017 Meeting Minutes

Ms. Monica Russo moved the approval of June 15, 2017 meeting minutes. Motion seconded by Mr. Thomas Roth; Motion Passed Unanimously

3. Information – Subsequent Eligibility of Training Providers for Region 23

Chairwoman Gilda Ferradaz introduced the item and Business Services Manager Cheri Kavehersi further presented.

Chairwoman Ferradaz asked whether if training providers had been notified of changes. Ms. Kavehersi responded, “Yes” and explained that they were notified via correspondence sent by mail and electronically. Chairwoman Ferradaz asked whether if training providers would be able to reapply for programs that were removed due to noncompliance. Ms. Kavehersi responded “Yes” and explained following one year from initial date the program had been inactive.

Mr. Piedra inquired about an appeal process. SFWIB Quality Assurance Coordinator Frances Gonzalez explained that there is no appeal process and provided further details.

Ms. Baldwin inquired about the nursing accelerated program listed at zero attainment. Ms. Gonzalez further explained.

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

SFWIB Chairwoman Gilda Ferradaz introduced the item and Adults Program Manager, David Gilbert further presented. Chairwoman Ferradaz noted into record of Ms. Baldwin’s abstention during discussion and approval of this item. Ms. Kavehersi further presented the item.

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

There was continued discussion.

Mr. Piedra verified the location of Miami Dade College Wolfson Campus in Downtown, Miami. Ms. Ferradaz confirmed the location.

Mr. Obdulio Piedra moved the approval to allocate funds to Miami-Dade College for Culinary and Hospitality Certification Training. Motion seconded by Mr. Bruce Brecheisen; Motion Passed Unanimously

[Ms. Cheryl Baldwin returned]

5. Recommendation as to Approval to Allocate Funds to Miami-Dade County Public Schools (M-DCPS) for Construction Technology and Private Security Officer Training

Chairwoman Ferradaz introduced the item.

Mr. Piedra asked whether this program would be located at D.A. Dorsey Educational Center. Ms. Kavehersi responded, "Yes".

Mr. Obdulio Piedra moved the approval to allocate funds to Miami-Dade County Public Schools for Construction and Technology and Private Security Officer training. Motion seconded by Mr. Bruce Brecheisen; **Further Discussion(s):**

Chairwoman Ferradaz inquired about the M-DCPS's current placement rate. Ms. Kavehersi provided details.

Mr. Roth questioned the 70% completion 70% placement and 70% training related placement requirements. Ms. Kavehersi explained.

Executive Director Rick Beasley appeared before the Council and provided details.

There was continued discussion.

Ms. Baldwin also shared her concern regarding M-DCPS not meeting the criteria.

Mr. Piedra recommended that all exceptions to policies should be clearly detailed in agenda items moving forward.

Roth also shared his concerns.

Motion Passed by Unanimous Consent with one opposition

6. Recommendation as to Approval of a New Training Vendor and Program

Chairwoman Ferradaz introduced the item and Mr. Beasley further presented.

Mr. Bruce Brecheisen moved the approval of a new training vendor and program. Motion seconded by Mr. Clarence Brown; **Motion Passed Unanimously**

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

Chairwoman Ferradaz introduced the item and Youth Programs Manager Tomara Graham further presented.

Mr. Clarence Brown moved the approval of the Take Stock in Children Scholarship Program. Motion seconded by Ms. Cheryl Baldwin; **Motion Passed Unanimously**

8. Recommendation as to Approval to Allocate Funds to Florida Keys Community College for the Career Training and Young Fatherhood Program

Chairwoman Ferradaz introduced the item and Ms. Kavehersi presented and read the item into record.

Mr. Brecheisen inquired about eligibility requirements and Ms. Kavehersi explained.

Mr. Obdulio Piedra moved the approval to allocate funds to Florida Keys Community College for the Career Training and Young Fatherhood Program. Motion seconded by Mr. del Valle; **Further Discussion:**

Mr. Brecheisen inquired about the average wage. Ms. Kavehersi explained and Mr. Beasley further explained that young adults in the keys minimum salaries start at \$15.00.

Mr. Brecheisen asked whether this would be a year round program and Mr. Beasley further explained the current partnerships with Florida Keys Community College and other entities.

Mr. Roth asked whether this program would potentially meet the 70% completion 70% placement and 70% training related placement requirements.

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

Chairwoman Ferradaz introduced the item and Ms. Graham presented. Mr. Beasley provided further details.

Mr. Piedra inquired about the duration of the program and it was explained.

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. del Valle; **Further Discussion:**

Chairwoman Ferradaz verified the schools and Mr. Beasley further explained.

Motion Passed Unanimously

Mr. Piedra requested an update on TechHire. Mr. Girnun provided a brief update.

There was continued discussion.

Carmen Morris of Miami-Dade County Commissioner Xavier L. Suarez office thanked the Council for the approval of item# 9.

There being no further business to come before the Committee, the meeting adjourned at 9:16am.



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 10/19/2017

AGENDA ITEM NUMBER: 3

AGENDA ITEM SUBJECT: MDCPS SUMMER YOUTH INTERNSHIP PROGRAM UPDATE

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION:

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%

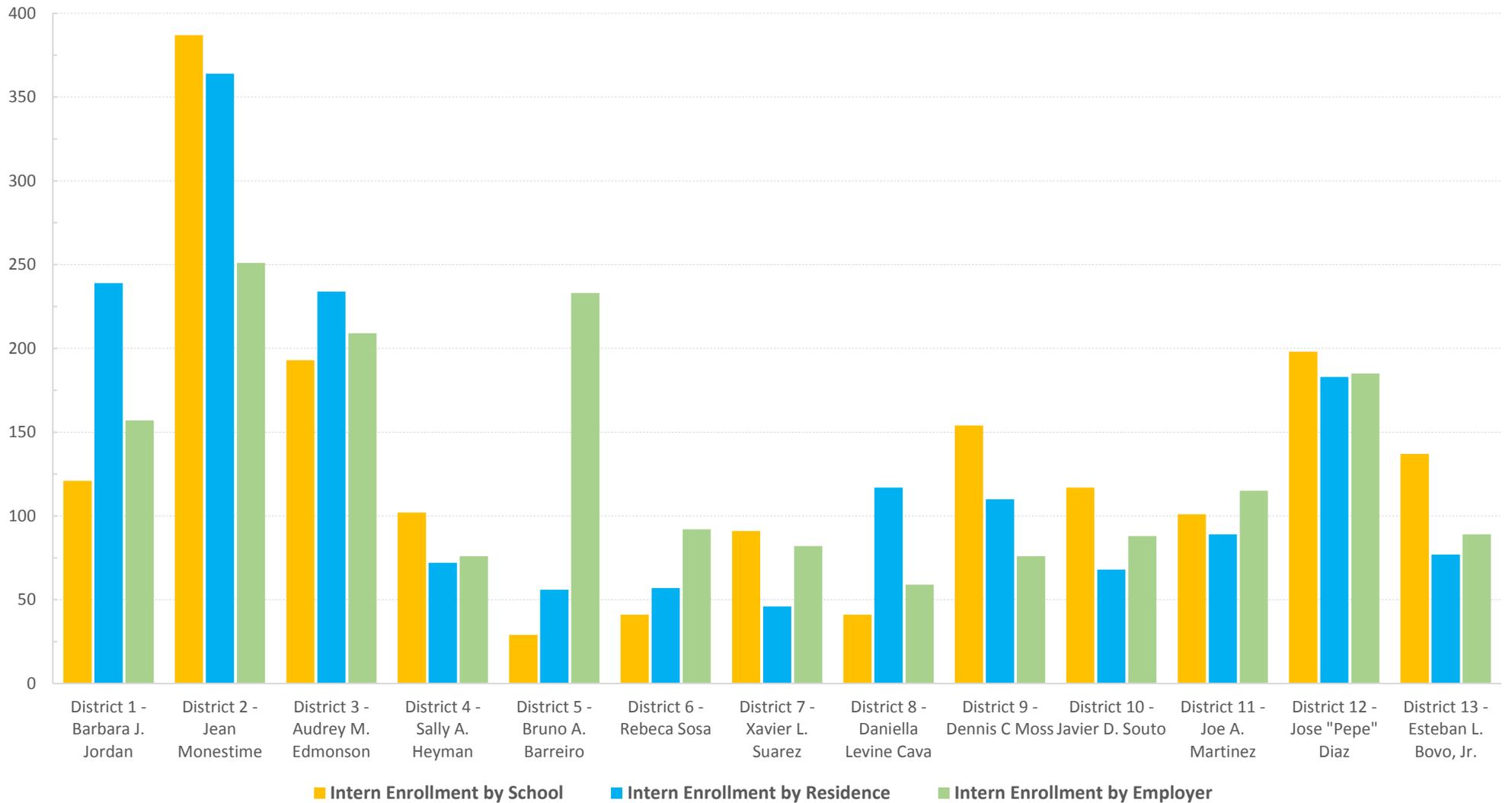


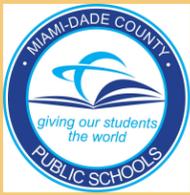
2016 and 2017 Summer Youth Internship Program Participation Data

(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

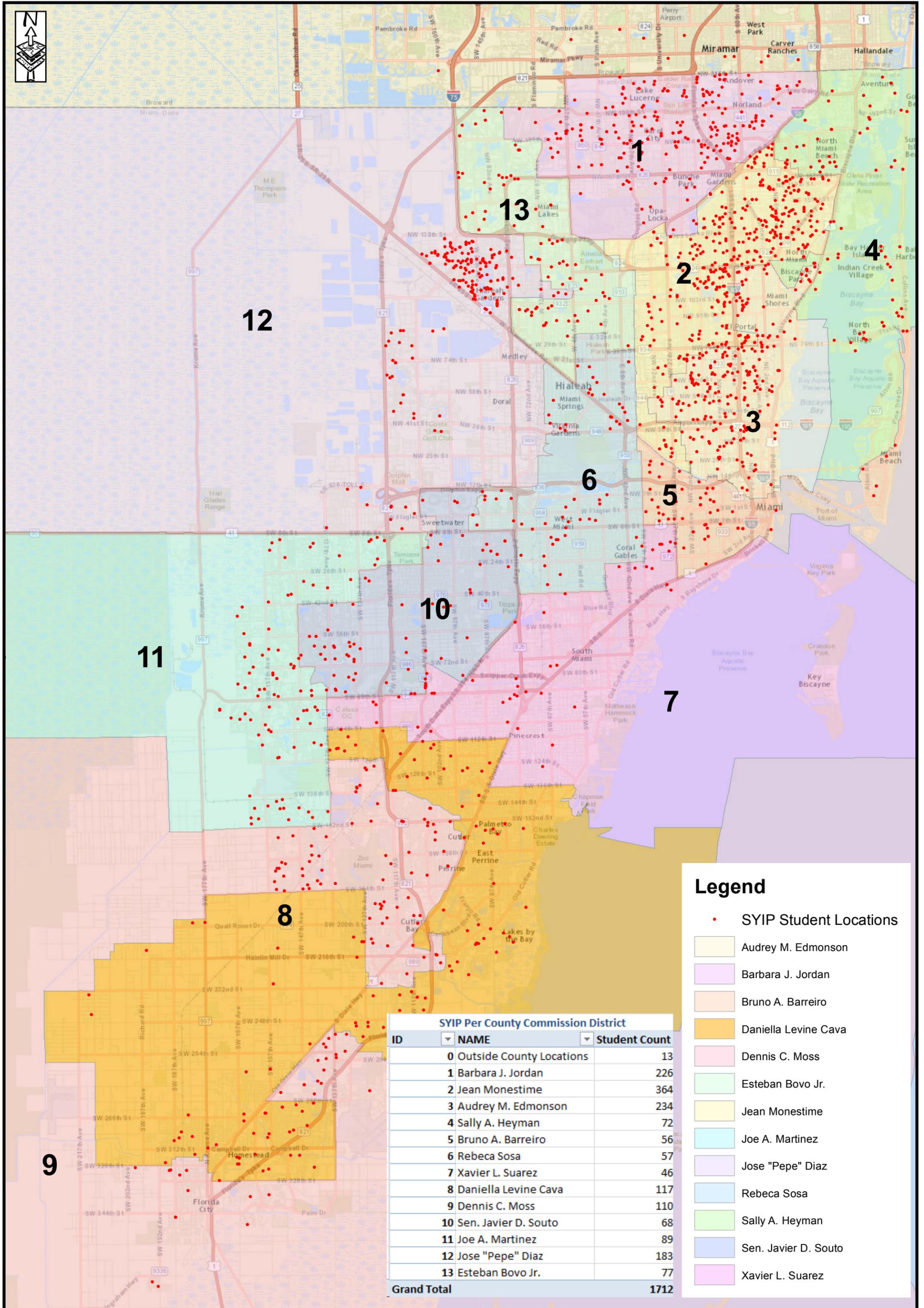




SYIP Per County Commission District

SYIP Per County Commission District

Department of
Planning,
Design and
Sustainability

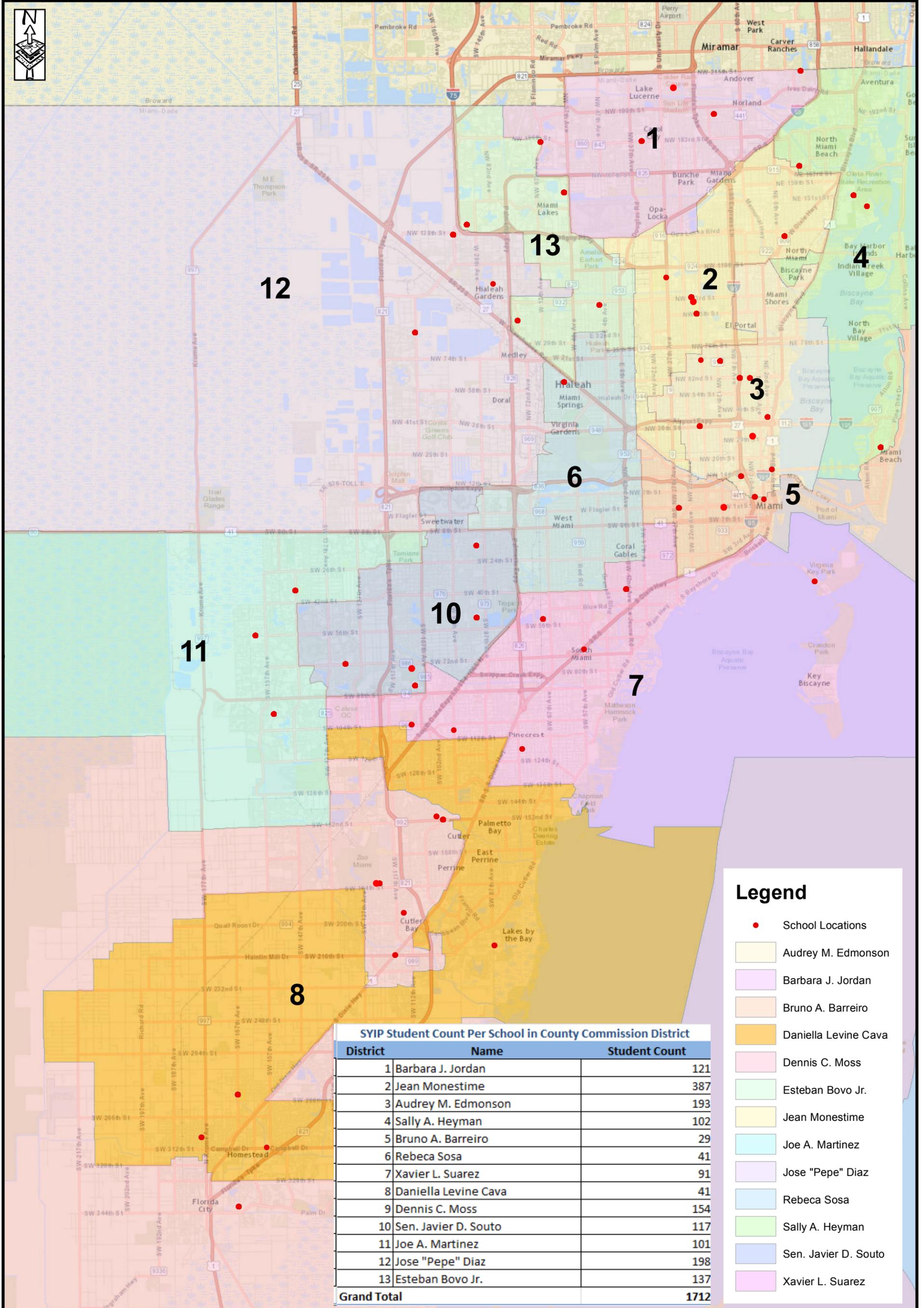




SYIP Per County Commission District

SYIP Student Count Per School in County Commission District

Department of
Planning,
Design and
Sustainability

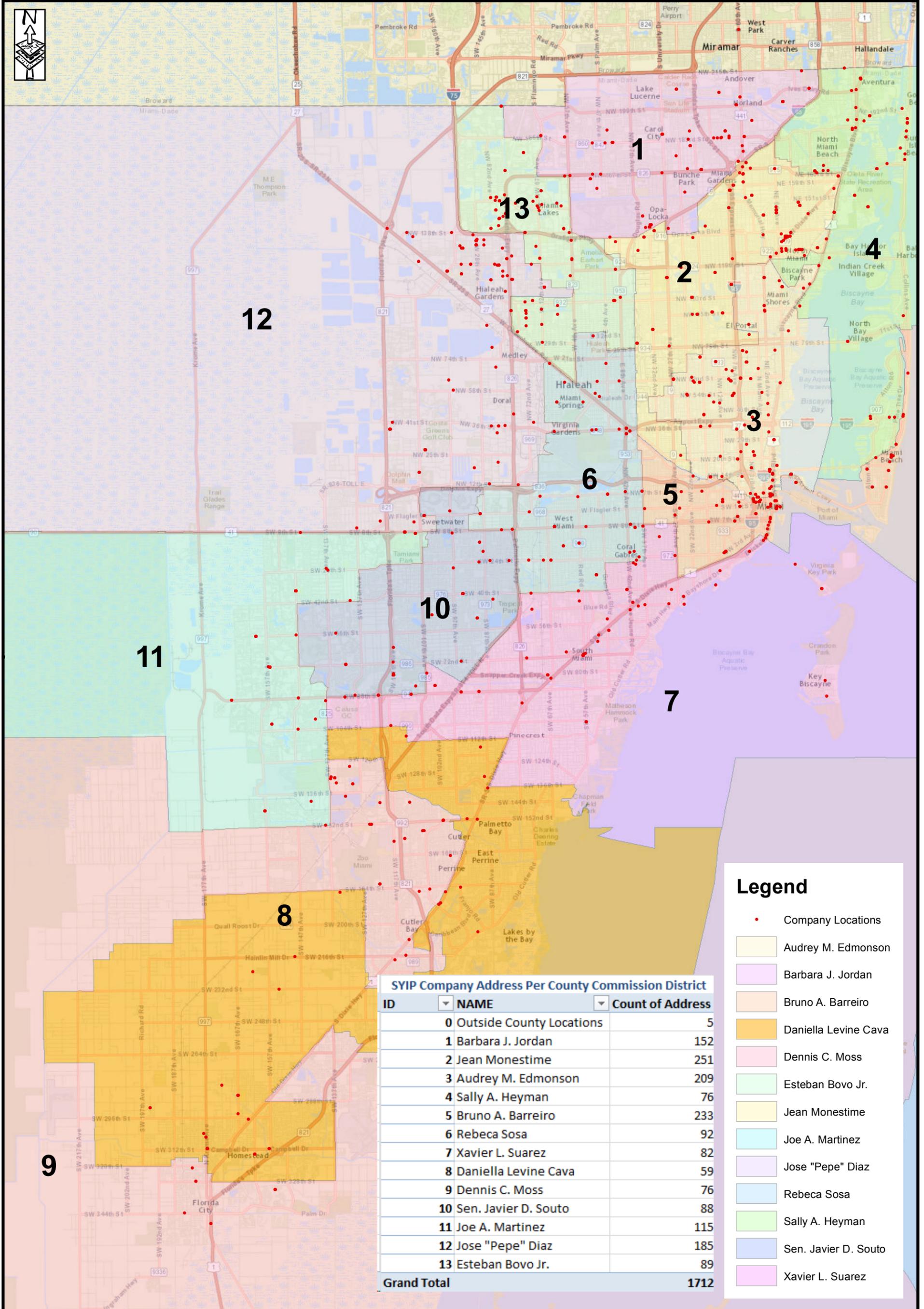




SYIP Per County Commission District

SYIP Company Address Per County Commission District

Department of
Planning,
Design and
Sustainability





SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 10/19/2017

AGENDA ITEM NUMBER: 4

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

AGENDA ITEM TYPE: **INFORMATIONAL**

RECOMMENDATION: N/A

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

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

BACKGROUND:

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

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

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

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

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

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

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

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

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

FUNDING: N/A

PERFORMANCE: N/A

ATTACHMENT

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

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

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

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

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											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

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

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

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											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

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

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

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



SFWIB GLOBAL TALENT COMPETITIVENESS COUNCIL

DATE: 10/19/2017

AGENDA ITEM NUMBER: 5

AGENDA ITEM SUBJECT: WORKFORCE SERVICES – SPECIAL POPULATION CONTRACTOR

AGENDA ITEM TYPE: **APPROVAL**

RECOMMENDATION: SFWIB staff recommends the Global Talent and Competitiveness Council to recommend 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

