Our mission is to produce, analyze and deliver labor statistics to improve economic decision-making

- Employment data are the state’s most important economic indicators.
- Data collected under Federal/State Cooperative Statistical Programs.
- Comparable nationwide for all states, counties and metro areas.
- Collected through a combination of employer surveys, modeling and administrative records.

Thanks to Florida employers, without them we would not be able to provide data.
Sustained Growth in Employment

Florida - Total Nonagricultural Employment

Employment (Seasonally Adjusted)

Over the Year Percent Change (Seasonally Adjusted)

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.
Consistent Reduction in Unemployment

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.
Who is Unemployed?

Job Openings have Surpassed Hires

Job Roles in Florida’s Economy
Face of Florida

Sales / Maintenance / Entertainment / Basic Services

This segment serves to support the primary source of state revenue through sales tax collection.
Job Roles in Florida’s Economy

Protect Florida

Emergency Services / Trades / Repair
This segment provides essential services necessary for any community to function and grow.

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Fastest Growing Industries

Top Industries by Employment Growth Rate
Florida

<table>
<thead>
<tr>
<th>Ranking</th>
<th>Industry</th>
<th>Employment Growth Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Health Care and Social Assistance</td>
<td>17%</td>
</tr>
<tr>
<td>2</td>
<td>Educational Services</td>
<td>16%</td>
</tr>
<tr>
<td>3</td>
<td>Management of Companies and Enterprises</td>
<td>15%</td>
</tr>
<tr>
<td>4</td>
<td>Professional, Scientific, and Technical Services</td>
<td>14%</td>
</tr>
<tr>
<td>5</td>
<td>Administrative and Support and Waste Management and Remediation</td>
<td>13%</td>
</tr>
<tr>
<td>6</td>
<td>Construction</td>
<td>12%</td>
</tr>
<tr>
<td>7</td>
<td>Accommodation and Food Services</td>
<td>10%</td>
</tr>
<tr>
<td>8</td>
<td>Transportation and Warehousing</td>
<td>9%</td>
</tr>
<tr>
<td>9</td>
<td>Real Estate and Rental and Leasing</td>
<td>9%</td>
</tr>
<tr>
<td>10</td>
<td>Arts, Entertainment, and Recreation</td>
<td>9%</td>
</tr>
</tbody>
</table>

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Management and Professional Services
Jobs tend to be professional or management related. They often require several years of experience in the field and/or a Bachelor’s degree or higher.

Career Building
These jobs tend to be skilled professional or career building in nation. They often require a post-secondary certificate or certification and/or a license.

Specialization
These jobs tend to be highly specialized and require an advanced degree and/or are more technical in nature.

Soft Skill Development
Many are part-time jobs and do not require education beyond high school. They may serve as chance to build experience, gain soft skills and often are entry points in the labor market.
Occupational Projections – Employment Changes 2018-2026

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.
Florida’s Job Growth and Wage by Training Level

*Size of bubble indicates level of employment growth

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.
Employers were asked to provide detailed requirements for each job vacancy.
Who Comes and Leaves Florida for Work - 2017

Net Job Flows

-1,430 - 3,090

Source: U.S. Census Bureau, Center for Economic Studies, LEHD
## Total Job Gains From Top 4 States - 2017

<table>
<thead>
<tr>
<th>Industry Title</th>
<th>New York</th>
<th>Illinois</th>
<th>Pennsylvania</th>
<th>Virginia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail Trade</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Health Care and Social Assistance</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Administrative and Support and Waste Management an...</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
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<td>Transportation and Warehousing</td>
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<tr>
<td>Finance and Insurance</td>
<td></td>
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<tr>
<td>Educational Services</td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Construction</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Services (except Public Administration)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Information</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agriculture, Forestry, Fishing and Hunting</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: U.S. Census Bureau, Center for Economic Studies, LEHD
Net Job Gains From Top 4 States - 2017

Source: U.S. Census Bureau, Center for Economic Studies, LEHD
# Total Job Losses To Top 4 States - 2017

<table>
<thead>
<tr>
<th>Industry Title</th>
<th>North Carolina</th>
<th>Colorado</th>
<th>California</th>
<th>Georgia</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail Trade</td>
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<td></td>
</tr>
<tr>
<td>Information</td>
<td></td>
<td></td>
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<td></td>
</tr>
</tbody>
</table>

### Employment Inflow

-2K  -1K  0K  -2K  -1K  0K  -2K  -1K  0K  -2K  -1K  0K

Source: U.S. Census Bureau, Center for Economic Studies, LEHD
Net Job Losses To Top 4 States- 2017

Source: U.S. Census Bureau, Center for Economic Studies, LEHD
### Workforce Potential Supply Gap in Florida

#### High Potential Supply Gaps

<table>
<thead>
<tr>
<th>Occupation Title</th>
<th>2018-2026 Total Openings</th>
<th>2018-2026 Average Annual Openings</th>
<th>Total Enrolled</th>
<th>Total Supply</th>
</tr>
</thead>
<tbody>
<tr>
<td>Structural Iron and Steel Workers</td>
<td>5,493</td>
<td>687</td>
<td>97</td>
<td>0</td>
</tr>
<tr>
<td>Carpenters</td>
<td>63,636</td>
<td>7,955</td>
<td>430</td>
<td>67</td>
</tr>
<tr>
<td>First-Line Supervisors of Construction Trades and Extraction Workers</td>
<td>50,202</td>
<td>6,275</td>
<td>142</td>
<td>62</td>
</tr>
<tr>
<td>Operating Engineers and Other Construction Equipment Operators</td>
<td>19,628</td>
<td>2,454</td>
<td>150</td>
<td>36</td>
</tr>
<tr>
<td>Mobile Heavy Equipment Mechanics, Except Engines</td>
<td>5,088</td>
<td>636</td>
<td>74</td>
<td>15</td>
</tr>
<tr>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>30,261</td>
<td>3,783</td>
<td>2,291</td>
<td>101</td>
</tr>
<tr>
<td>First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers</td>
<td>16,127</td>
<td>2,016</td>
<td>716</td>
<td>120</td>
</tr>
</tbody>
</table>

Cost of Living Comparisons – Face of Florida

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.
## Cost of Living Comparisons – Face of Florida

### Median Wage and Adjusted Wage

<table>
<thead>
<tr>
<th></th>
<th>Florida</th>
<th>US</th>
<th>Austin, TX</th>
<th>Denver, CO</th>
<th>Nashville, TN</th>
<th>Atlanta, GA</th>
<th>Charlotte, NC</th>
<th>Los Angeles, CA</th>
<th>New York, NY</th>
<th>Washington, DC</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cashiers</strong></td>
<td></td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>Median Wage</td>
<td>$23,000</td>
<td>$22,000</td>
<td>$21,000</td>
<td>$20,000</td>
<td>$21,000</td>
<td>$22,000</td>
<td>$23,000</td>
<td>$25,000</td>
<td>$24,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>Adjusted Wage</td>
<td>$20,000</td>
<td>$19,000</td>
<td>$18,000</td>
<td>$17,000</td>
<td>$18,000</td>
<td>$19,000</td>
<td>$20,000</td>
<td>$22,000</td>
<td>$21,000</td>
<td>$22,000</td>
</tr>
<tr>
<td><strong>Retail Salespersons</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Median Wage</td>
<td>$26,000</td>
<td>$25,000</td>
<td>$24,000</td>
<td>$23,000</td>
<td>$24,000</td>
<td>$25,000</td>
<td>$26,000</td>
<td>$28,000</td>
<td>$27,000</td>
<td>$28,000</td>
</tr>
<tr>
<td>Adjusted Wage</td>
<td>$23,000</td>
<td>$22,000</td>
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<td>$23,000</td>
<td>$25,000</td>
<td>$24,000</td>
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</tr>
</tbody>
</table>

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.
Cost of Living Comparisons – Protect Florida

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.
Cost of Living Comparisons – Inform Florida

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.
Cost of Living Comparisons – Transform Florida

Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.
Workers Lack Soft Skills More Often than Hard Skills

Source: Skills Gap and Job Vacancy Survey, Florida Department of Economic Opportunity, Bureau of Labor Market Statistics
2018 Population by Age Group - Florida

Source: U.S. Census Bureau, Center for Economic Studies, LEHD (2017 Data)
2030 Population by Age Group - Florida

Source: U.S. Census Bureau, Center for Economic Studies, LEHD (2017 Data)
Future of Work

• Task Automation
• Machine Learning / Artificial Intelligence
• Autonomous Vehicles
• Platforms for Gig Work
• Improved Mobile Technology
• Changes in Employer / Employee Relationships
• Demographic Shifts
• Changing Consumer Preferences
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Future of Work - What We Do Know

- **Common Themes among major studies:**
  - Job elimination is most likely in very routine office or production tasks. Most of this has already occurred.
  - In the future, most jobs will be redesigned not eliminated.
  - The shift to autonomous vehicles and machine learning is happening faster than disruptions of the past, but may not happen as fast as we once thought.
    - Although there will be an inflection point that is hard to predict.

- **Thinking back to our pyramid:**
  - Face of Florida – most susceptible, shift towards more specialized service delivery
  - Protect Florida – impact to speed and quality of services
  - Inform Florida – change access to education, information and high end services
  - Transform Florida – accelerate all of these changes
National Initiatives

• **T3 Innovation Network:**
  • efforts to transform education and workforce data collection

• **Credential Engine:**
  • efforts to make credential descriptions transparent and consistent

• **Career One-stop Certification Finder:**
  • Links certifications to occupations and industries

• **Wage Record Sharing:**
  • Several pilots and programs exist that facilitate wage record sharing among states and the federal government.
  • Siloed efforts, limited in scope

• **Wage Record Enhancement:**
  • Improve ability to measure education and training outcomes

• **Credentials of Value Institute:**
  • Help states define links between skills, credentials, occupations and industry
Questions?
Thank You.

If you have questions or comments about this presentation or need to discuss a future project, please contact us.

**WSER.info@deo.myflorida.com**

Visit: floridajobs.org/wser

DEO Bureau of Workforce Statistics and Economic Research
Adrienne Johnston: 850-245-7257