



Economic and Workforce Trends

Bureau of Workforce Statistics and Economic Research

Adrienne Johnston, Bureau Chief



October 2019

Bureau of Workforce Statistics and Economic Research

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

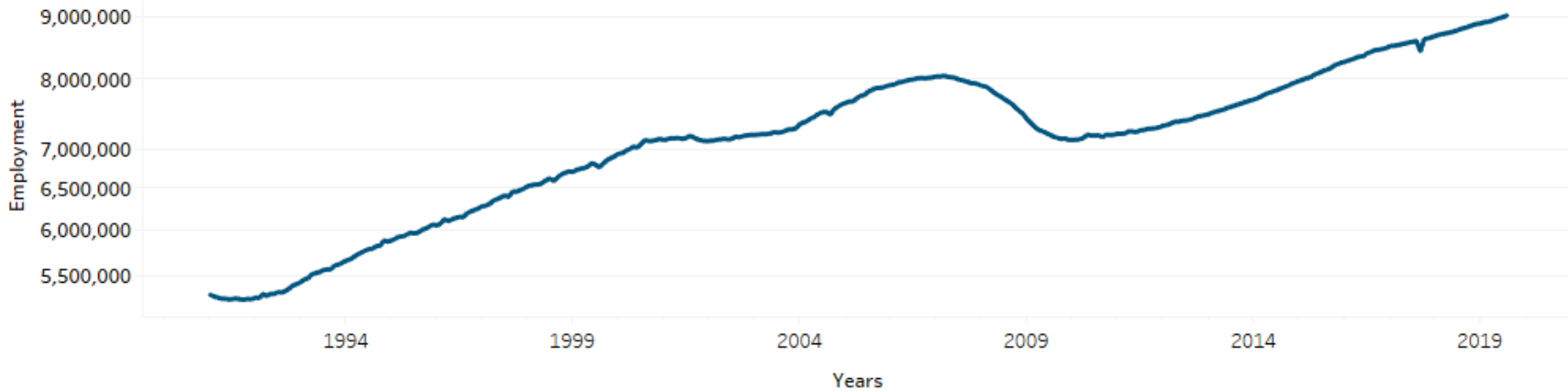
- Employment data are the state's most important economic indicators.
- Data collected under Federal/State Cooperative Statistical Programs.
- Comparable nationwide for all states, counties and metro areas.
- Collected through a combination of employer surveys, modeling and administrative records.

**Thanks to Florida employers, without them we would not be able to
provide data.**

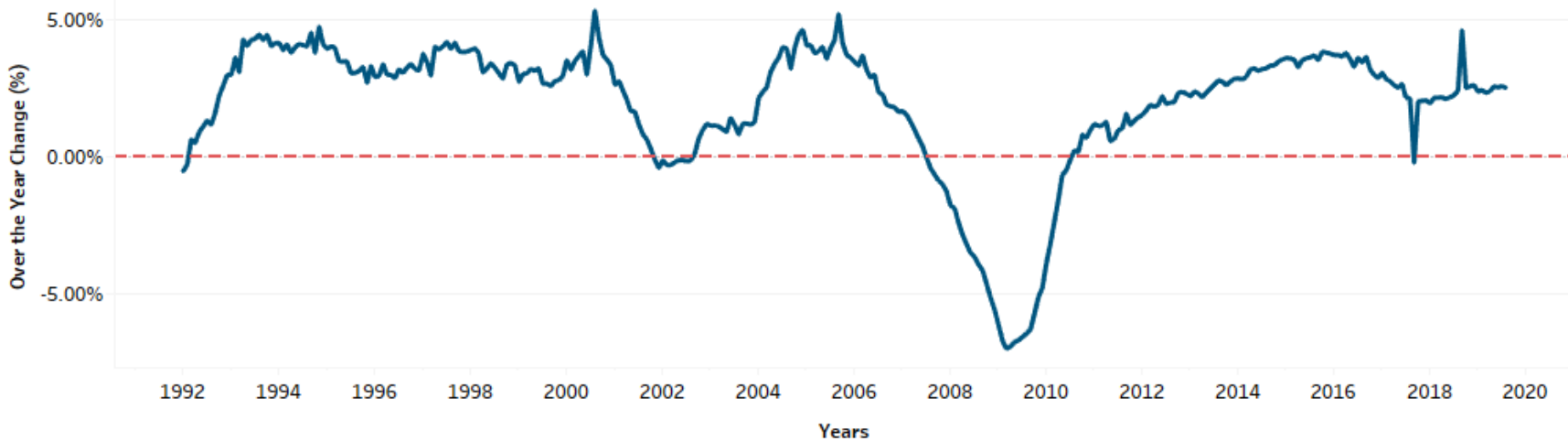
Sustained Growth in Employment

Florida - Total Nonagricultural Employment

Employment (Seasonally Adjusted)



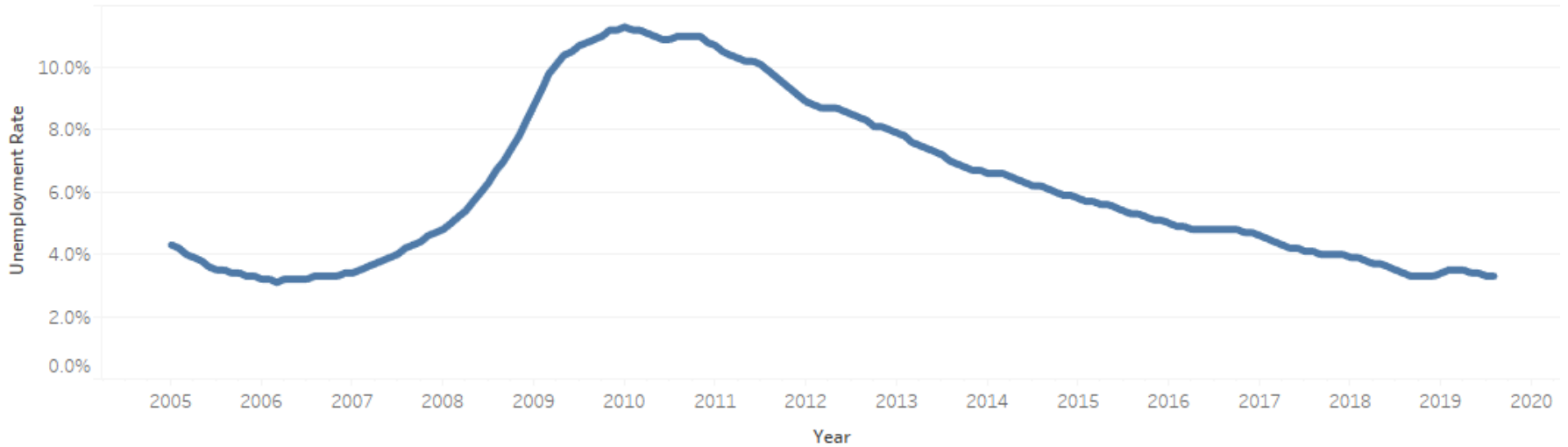
Over the Year Percent Change (Seasonally Adjusted)



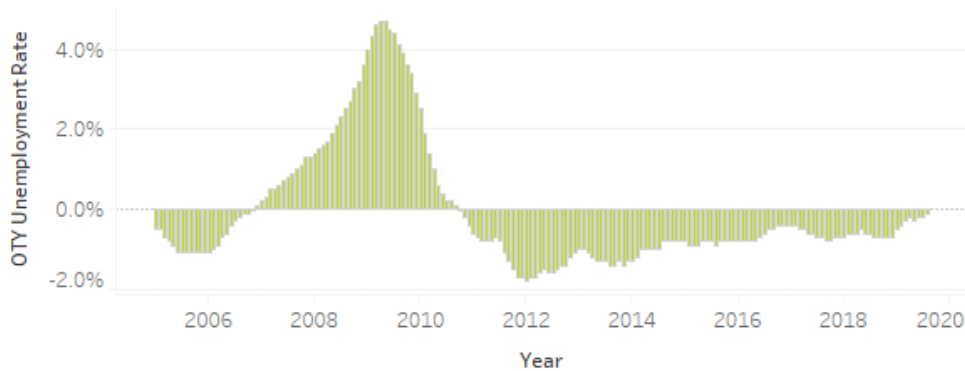
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

Consistent Reduction in Unemployment

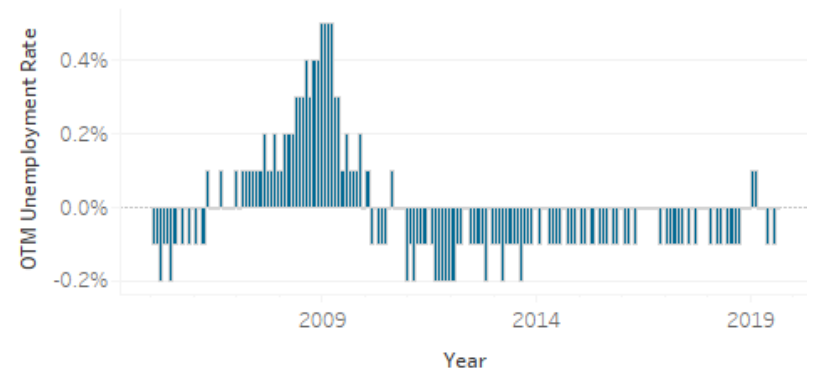
Unemployment Rate - Florida (Seasonally Adjusted)



Unemployment Rate Over-the-Year Change - Florida (Seasonally Adjusted)

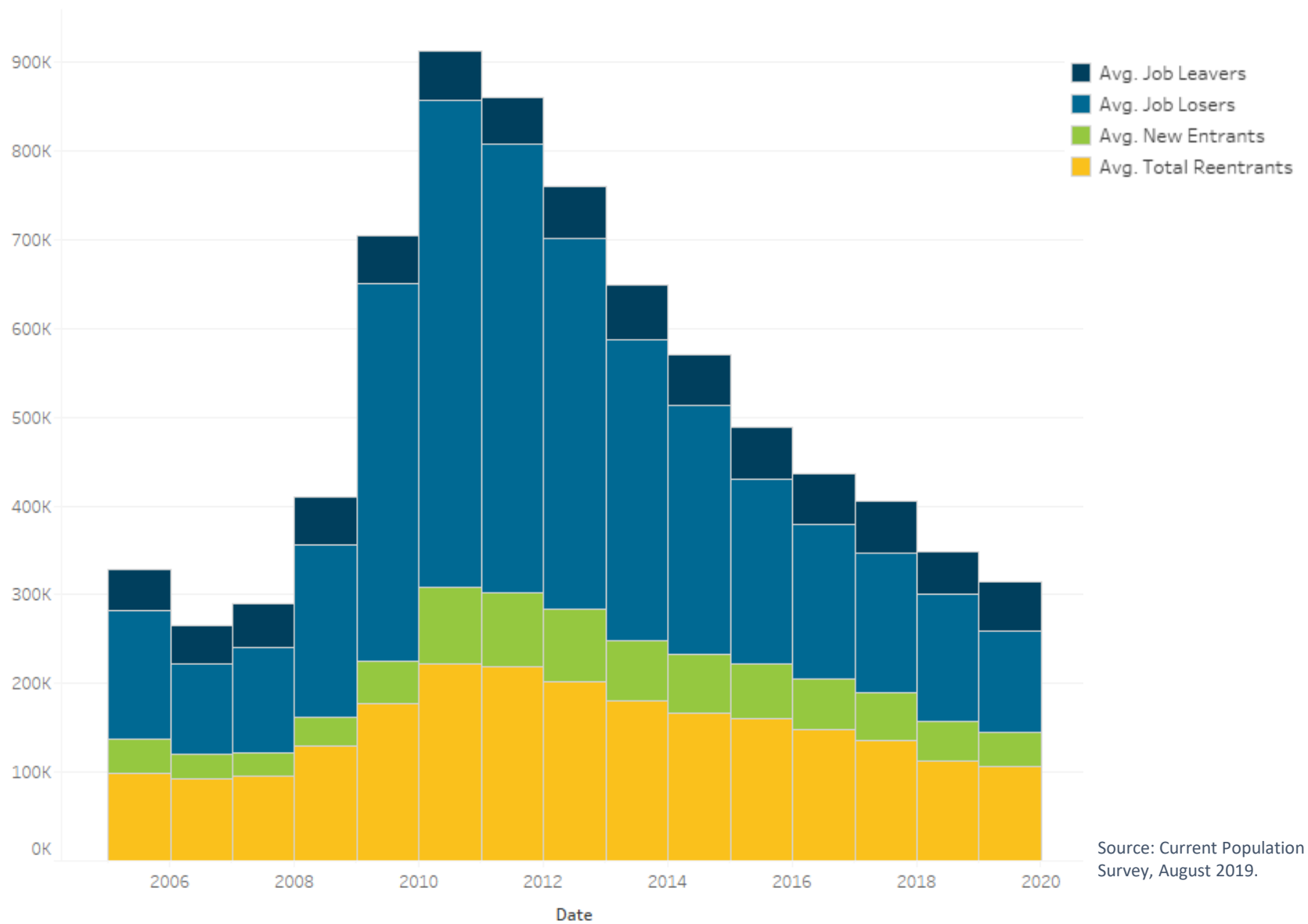


Unemployment Rate Over-the-Month Change - Florida



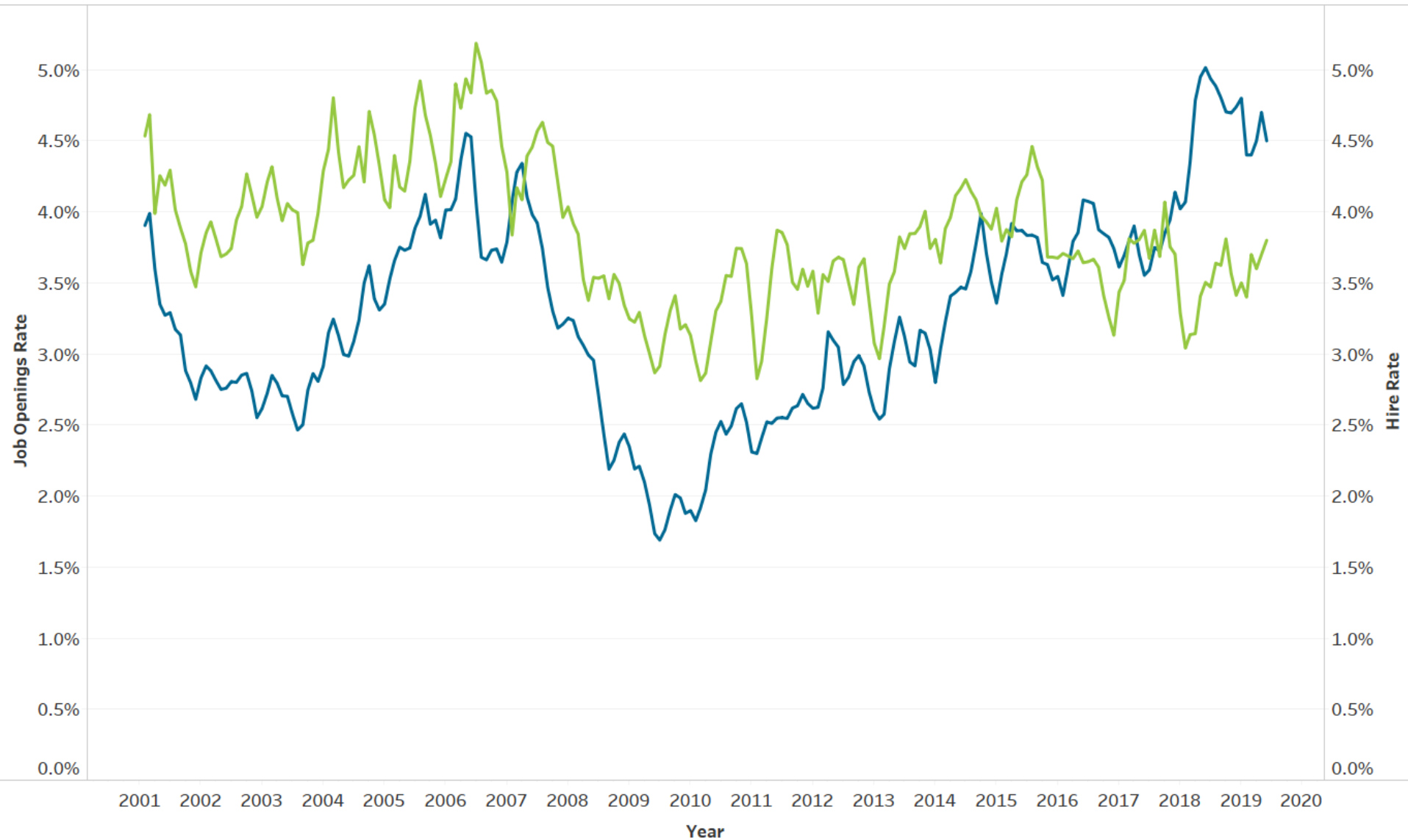
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

Who is Unemployed?



Source: Current Population Survey, August 2019.

Job Openings have Surpassed Hires



Source: Bureau of Labor Statistics, Job Opening and Labor Turnover Survey.

Job Roles in Florida's Economy



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.

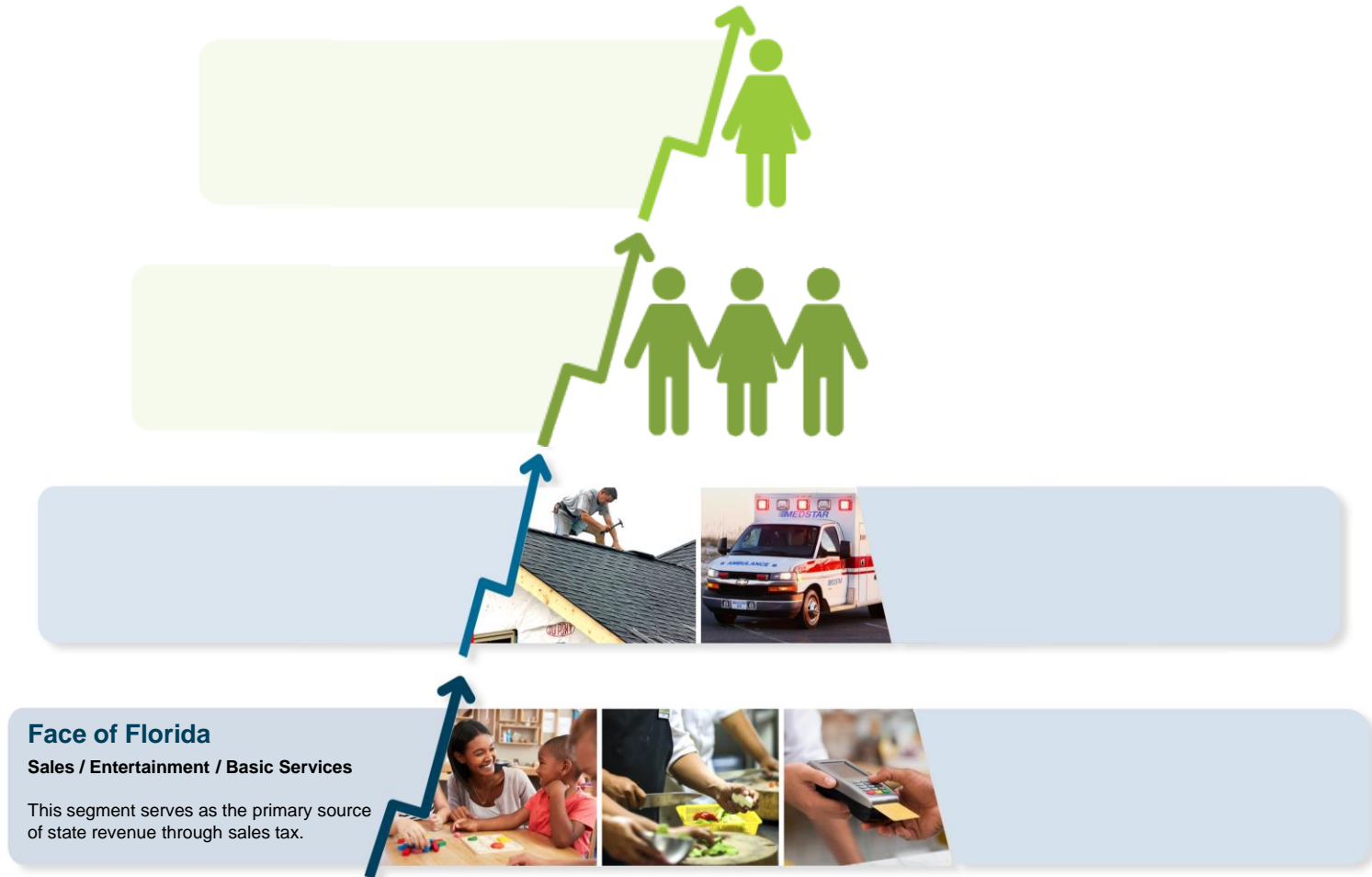


Job Roles in Florida's Economy

Protect Florida

Emergency Services / Trades / Repair

This segment provides essential services necessary for any community to function and grow.



Face of Florida

Sales / Entertainment / Basic Services

This segment serves as the primary source of state revenue through sales tax.

Job Roles in Florida's Economy

Inform Florida

Teachers / Counselors / Professional Services

This segment ensures citizens have information, education and services needed for a high quality of life.



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Transform Florida

Science / Engineering / Design / Technology / Art

This segment drives innovation and improved productivity.



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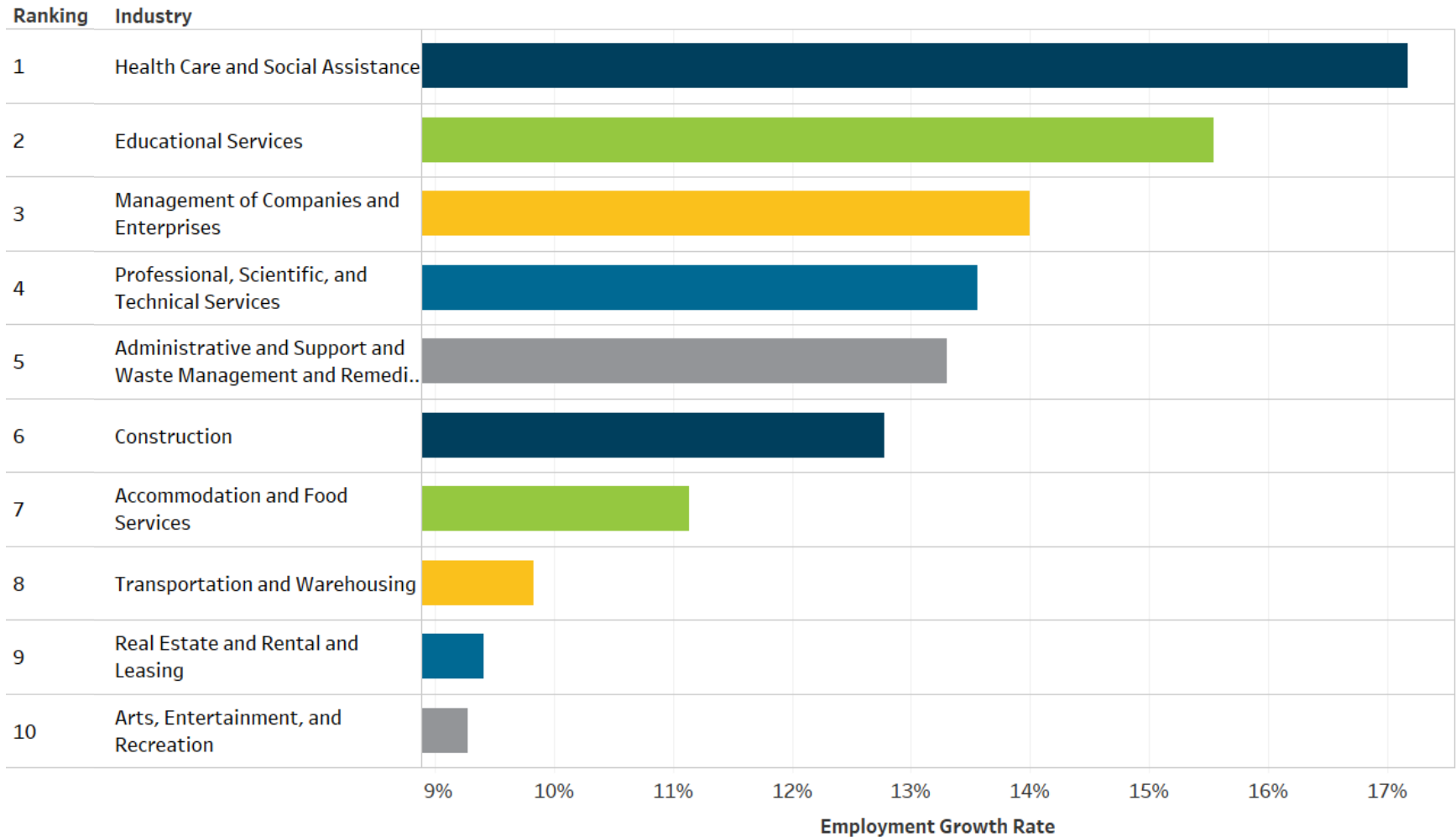
Sales / Entertainment / Basic Services

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Fastest Growing Industries

Top Industries by Employment Growth Rate Florida



Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research, Occupational and Industry Employment Projections 2018-2026.

Job Roles in Florida's Economy

Transform Florida

Science / Engineering / Design / Technology / Art

This segment drives innovation and improved productivity.



Specialization

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

Inform Florida

Teachers / Counselors / Professional Services

This segment ensures citizens have information, education and services needed for a high quality of life.



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.

Protect Florida

Emergency Services / Trades / Repair

This segment provides essential services necessary for any community to function and grow.



Career Building

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

Face of Florida

Sales / Entertainment / Basic Services

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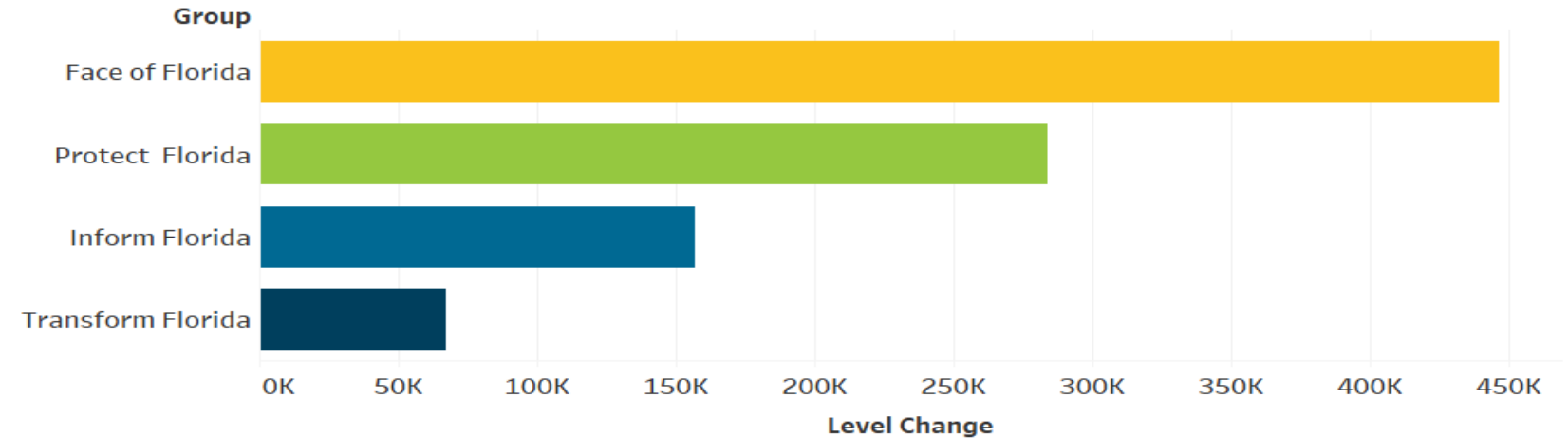


Soft Skill Development

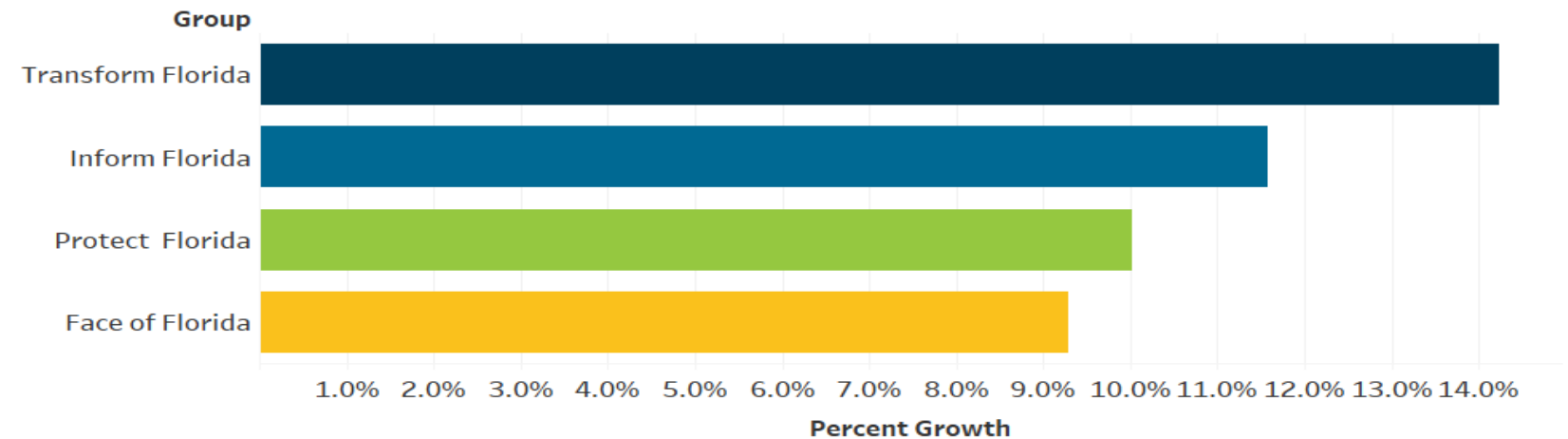
Many are part-time jobs and do not require education beyond high school. They may serve as chance to build experience, gain soft skills and often are entry points in the labor market.

Occupational Projections – Employment Changes 2018-2026

Occupational Group Employment Growth Rate

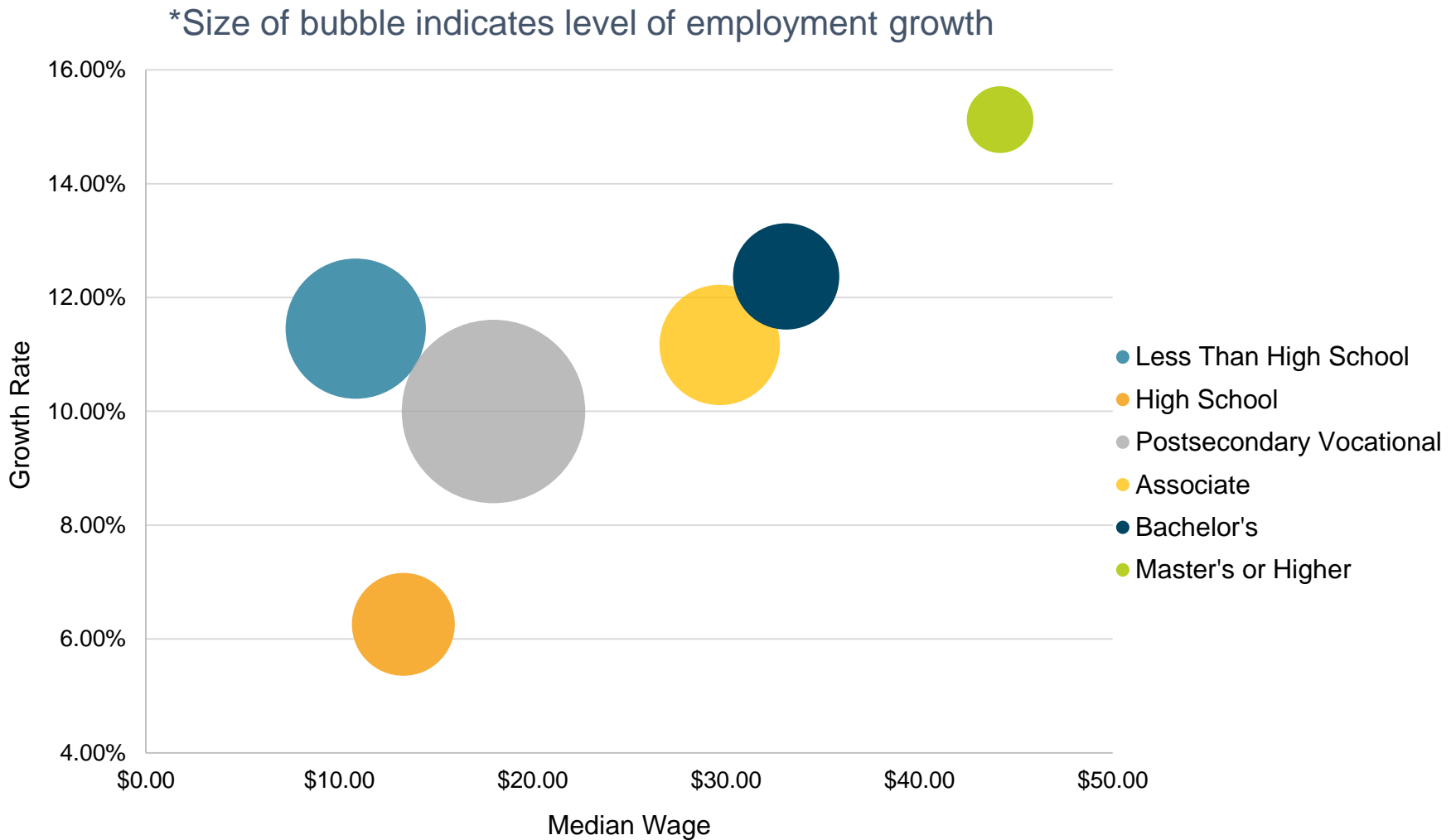


Occupational Group Employment Growth Rate



Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

Florida's Job Growth and Wage by Training Level



Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

Businesses Adjust to the Labor Market



Employers were asked to provide detailed requirements for each job vacancy.

Experience



80% Required less than 2 years

Education



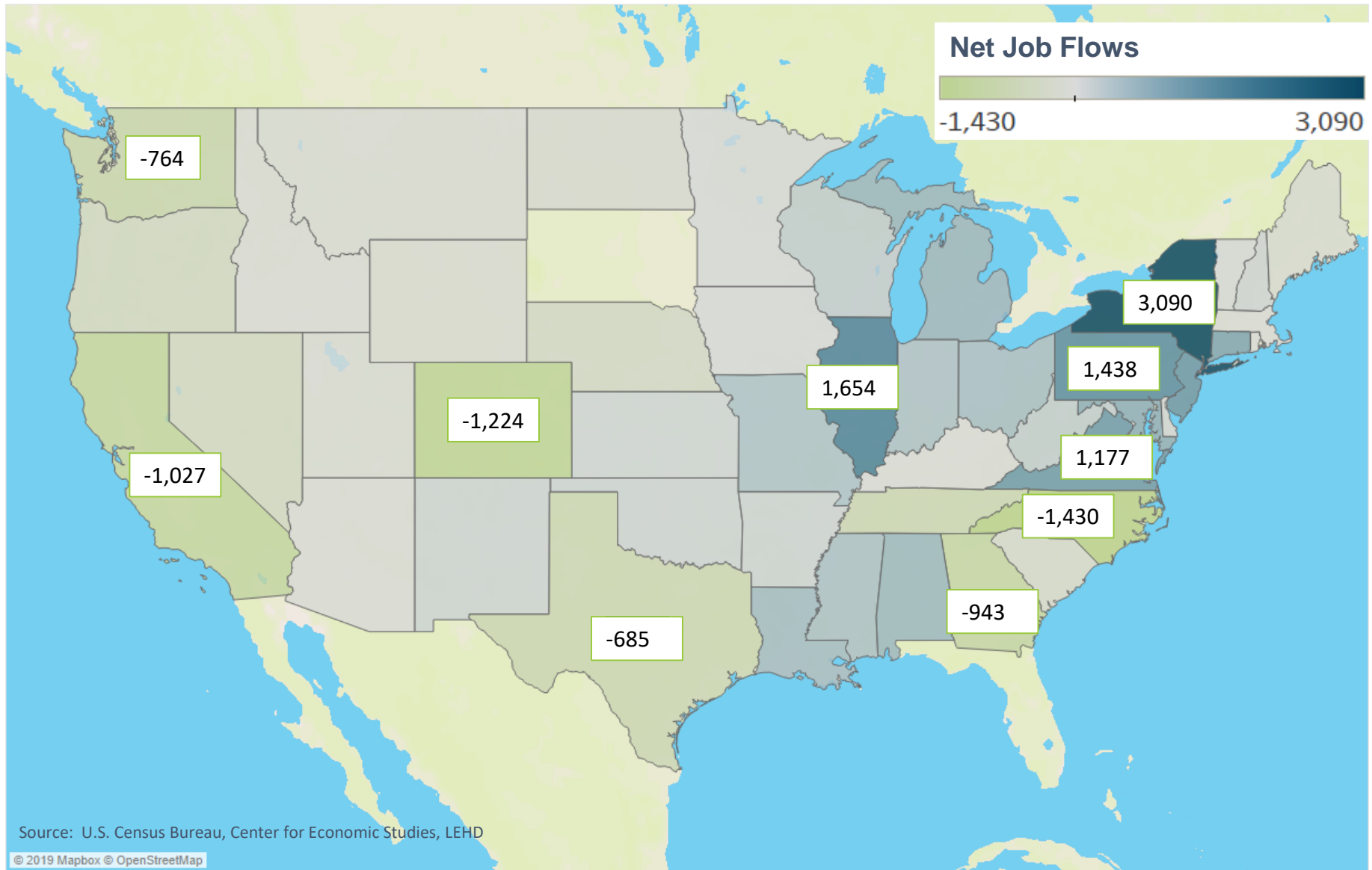
1/3 Required Training above HS

Certification

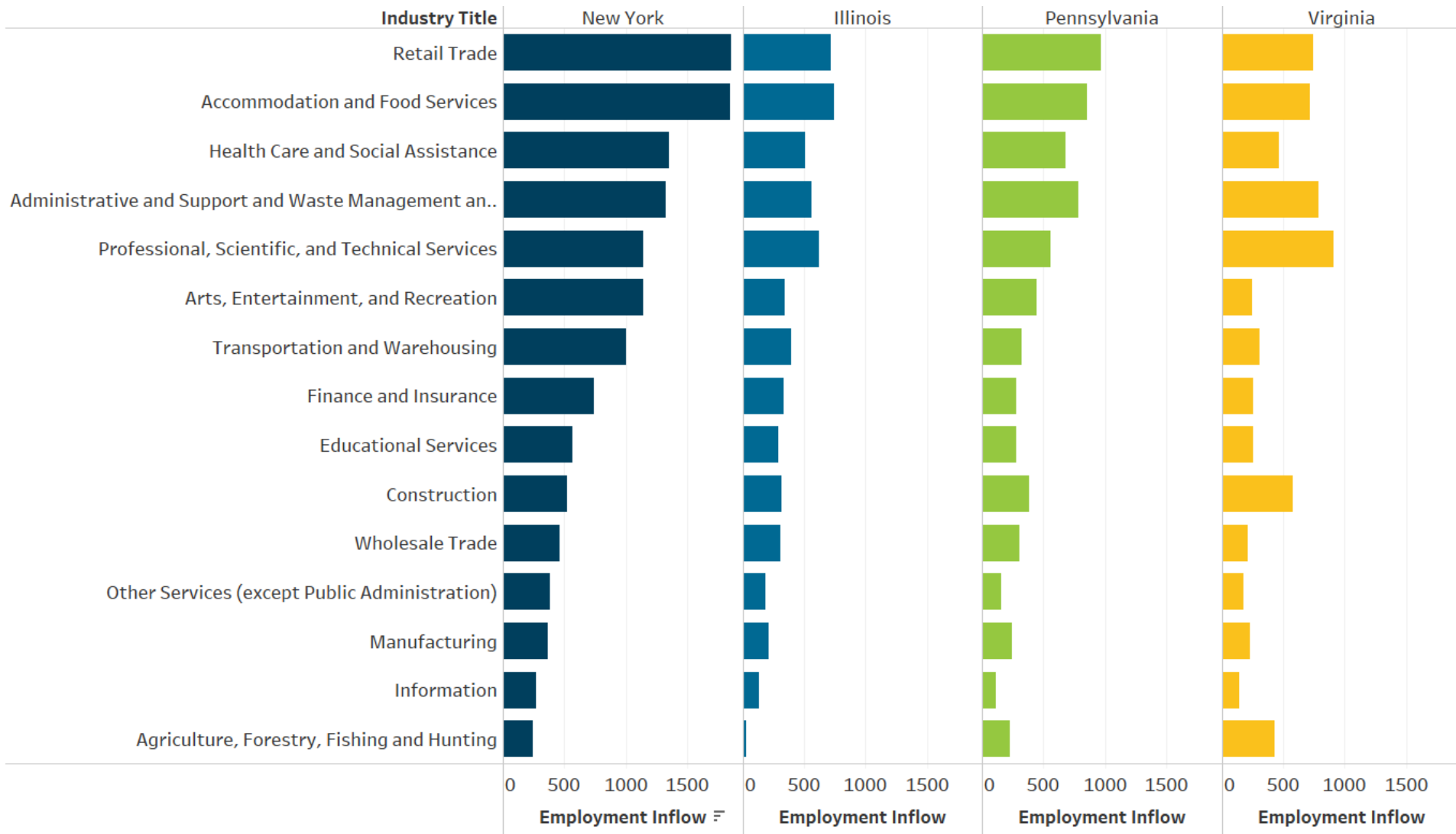


35% Required a Certification/License

Who Comes and Leaves Florida for Work - 2017

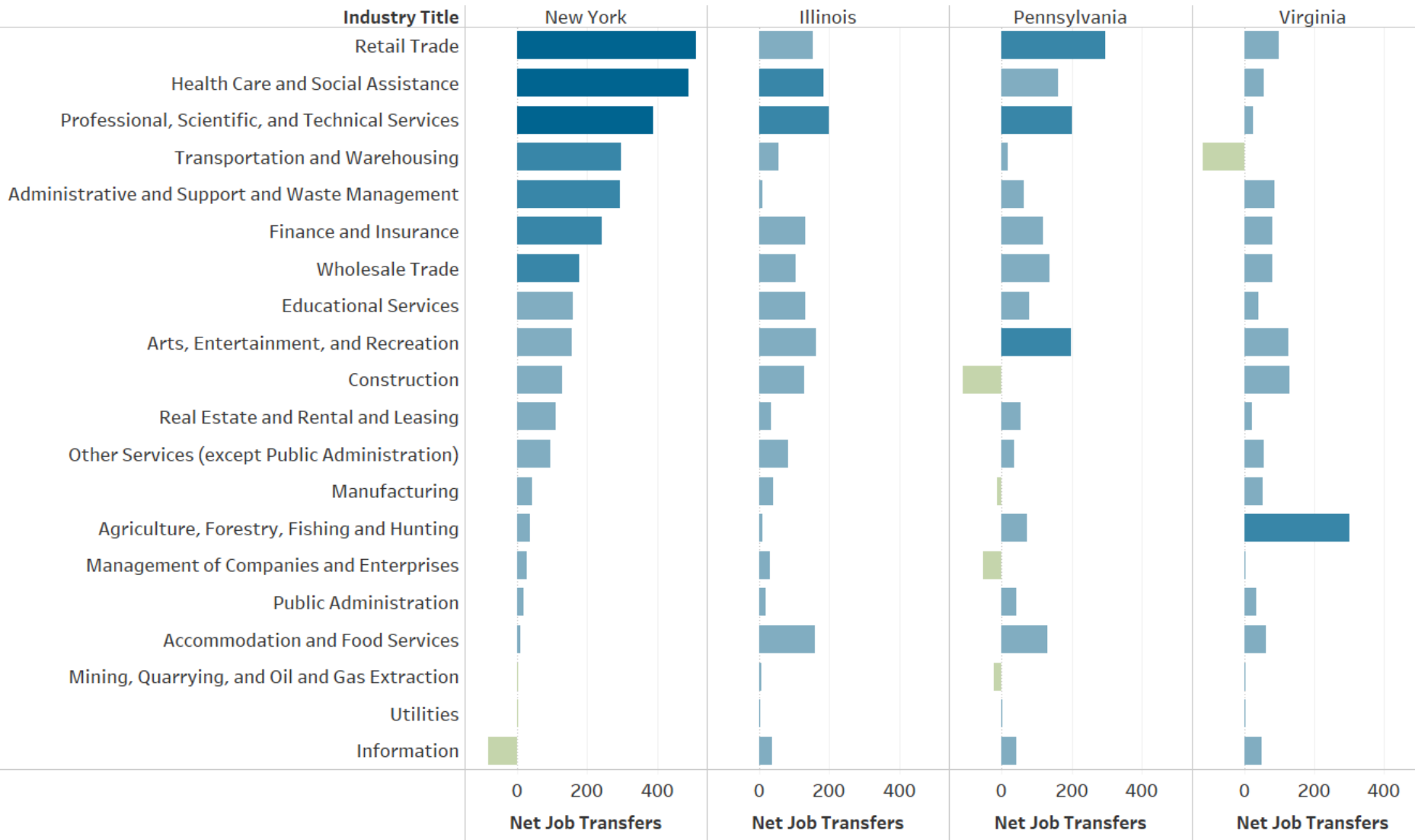


Total Job Gains From Top 4 States- 2017



Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Net Job Gains From Top 4 States- 2017



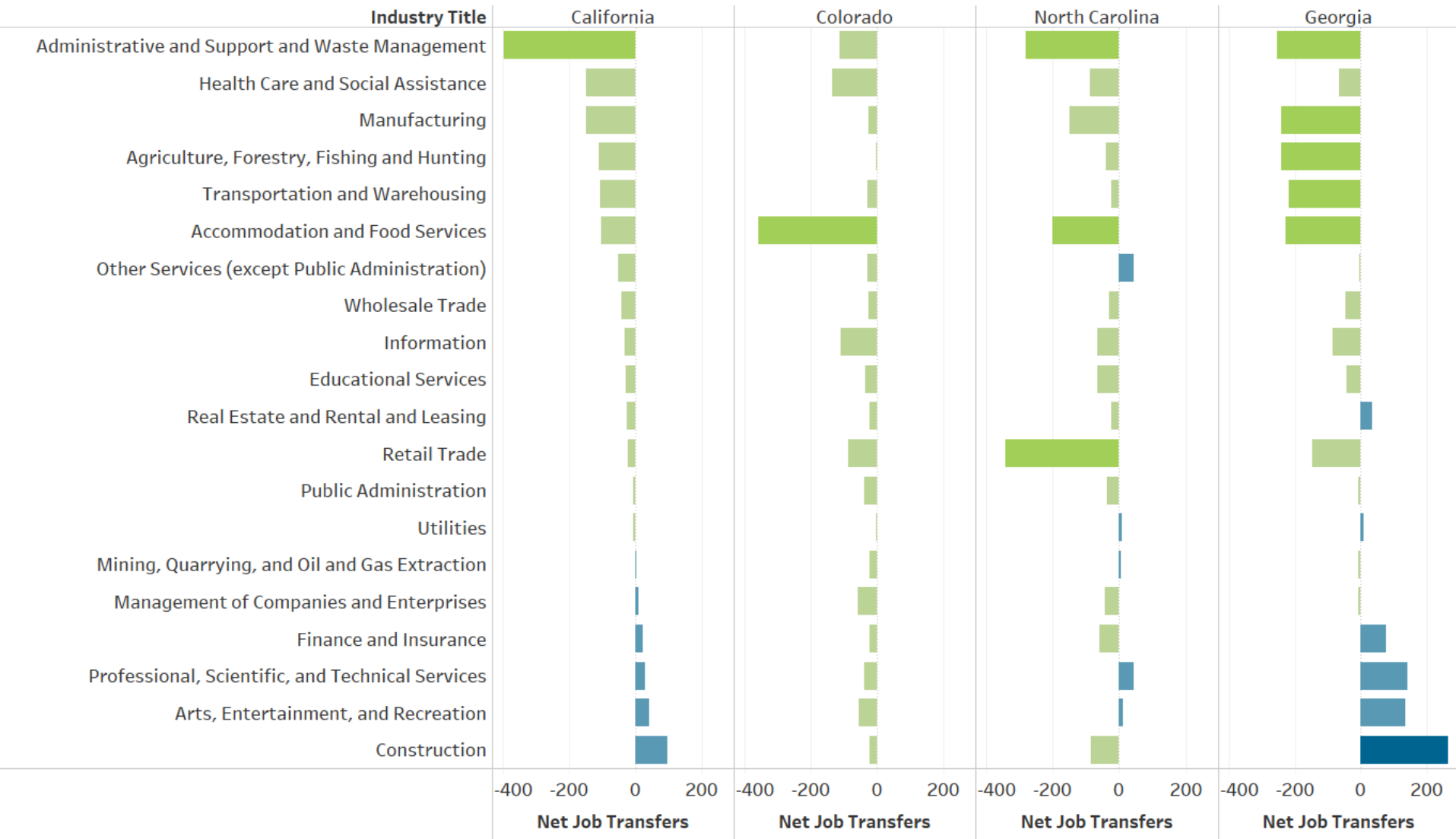
Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Total Job Losses To Top 4 States- 2017



Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Net Job Losses To Top 4 States- 2017



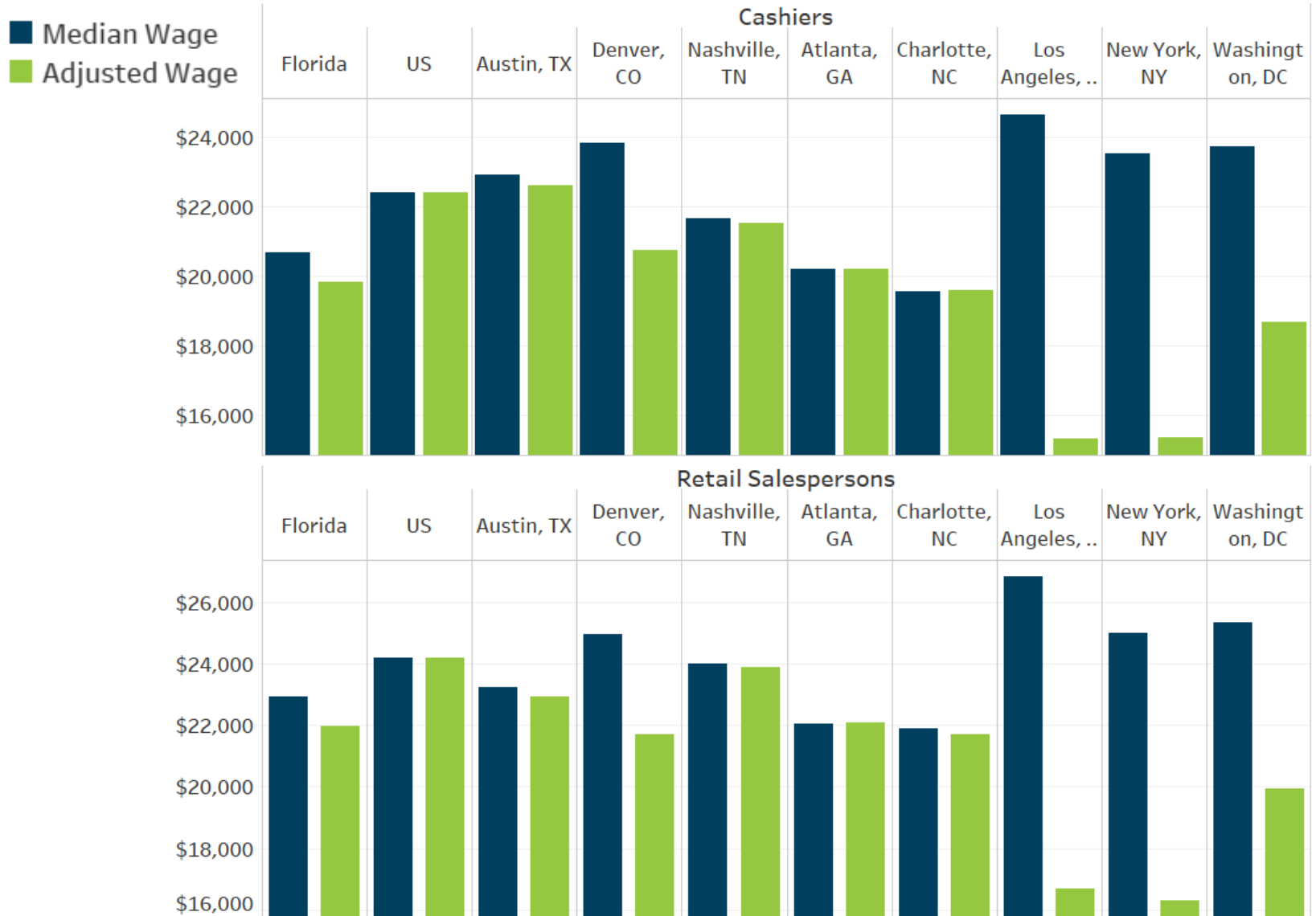
Source: U.S. Census Bureau, Center for Economic Studies, LEHD

Workforce Potential Supply Gap in Florida

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

Sources: FL Department of Economic Opportunity (DEO), Bureau of Workforce Statistics and Economic Research; FL Department of Education; FL State University System; FL Commission of Independent Education. Prepared January 2019.

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



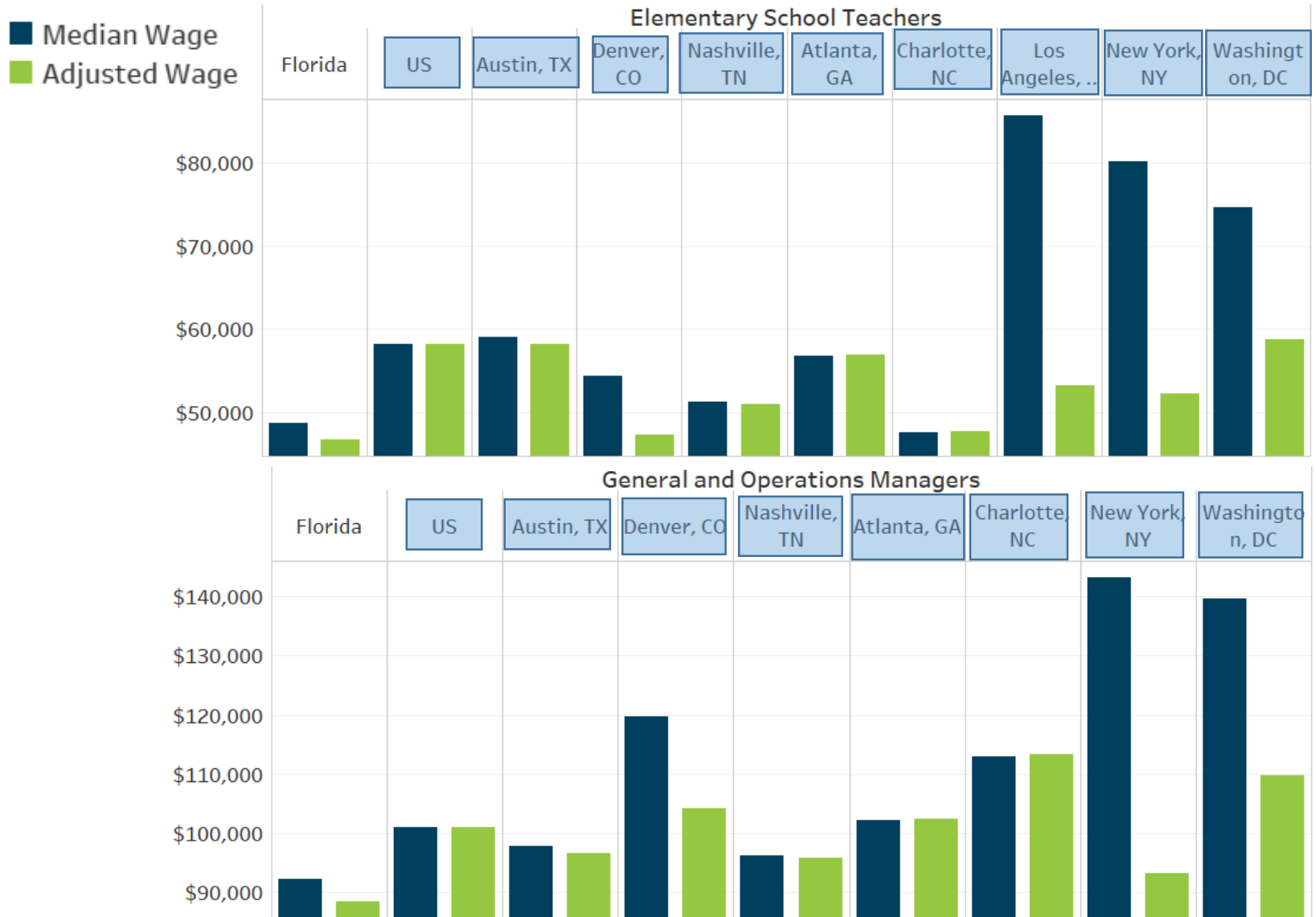
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

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



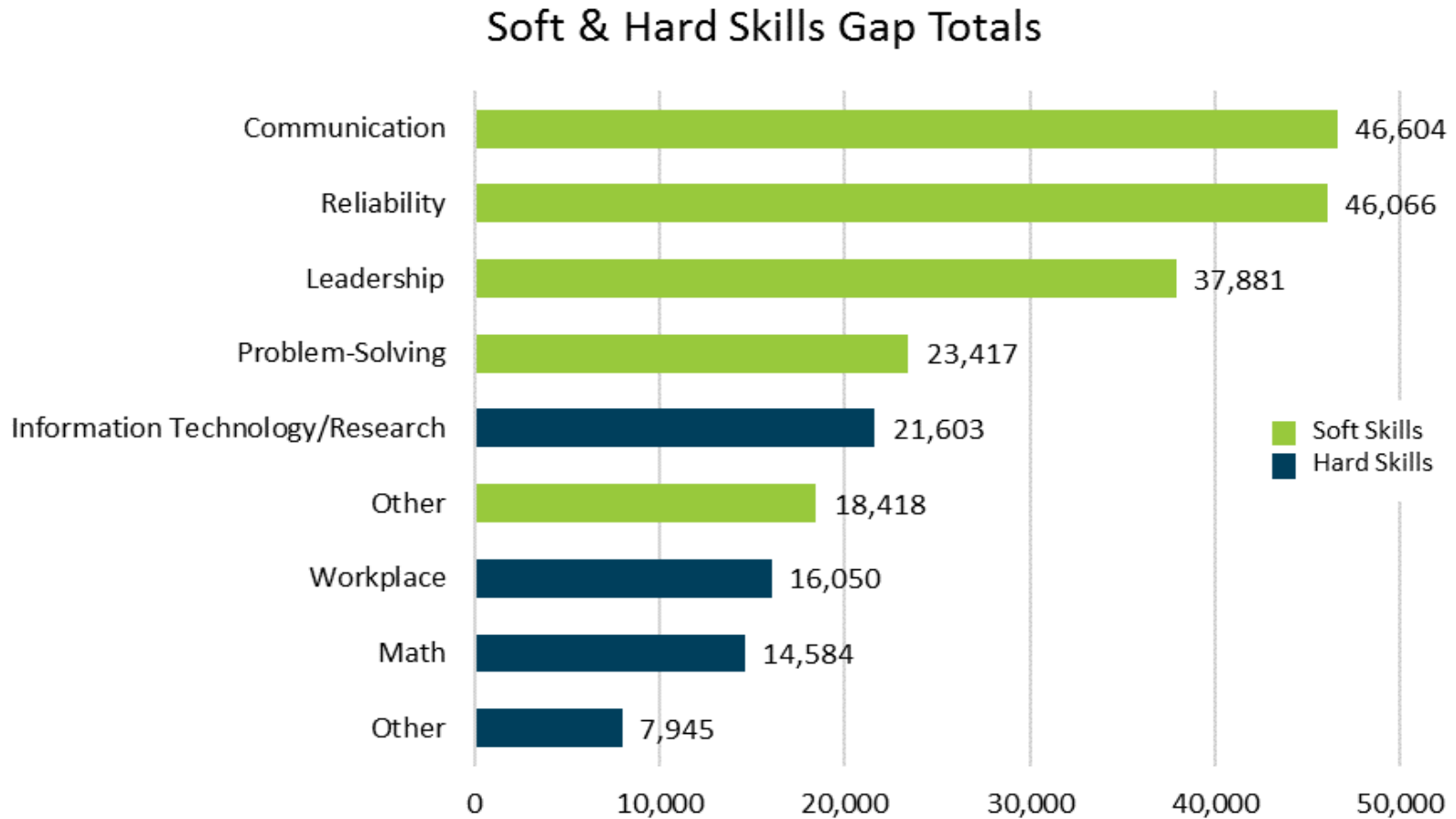
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

Cost of Living Comparisons – Transform Florida



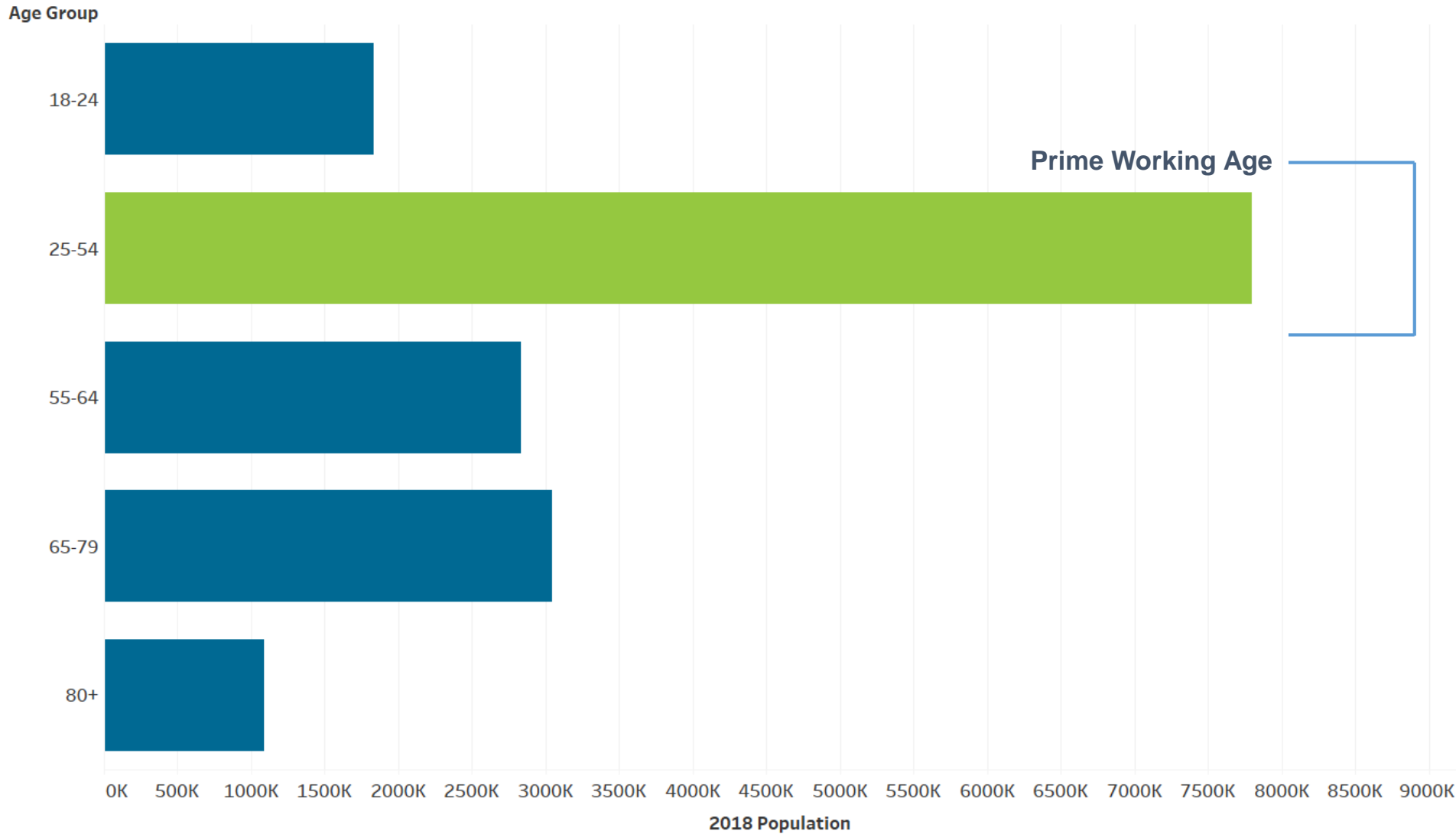
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

Workers Lack Soft Skills More Often than Hard Skills



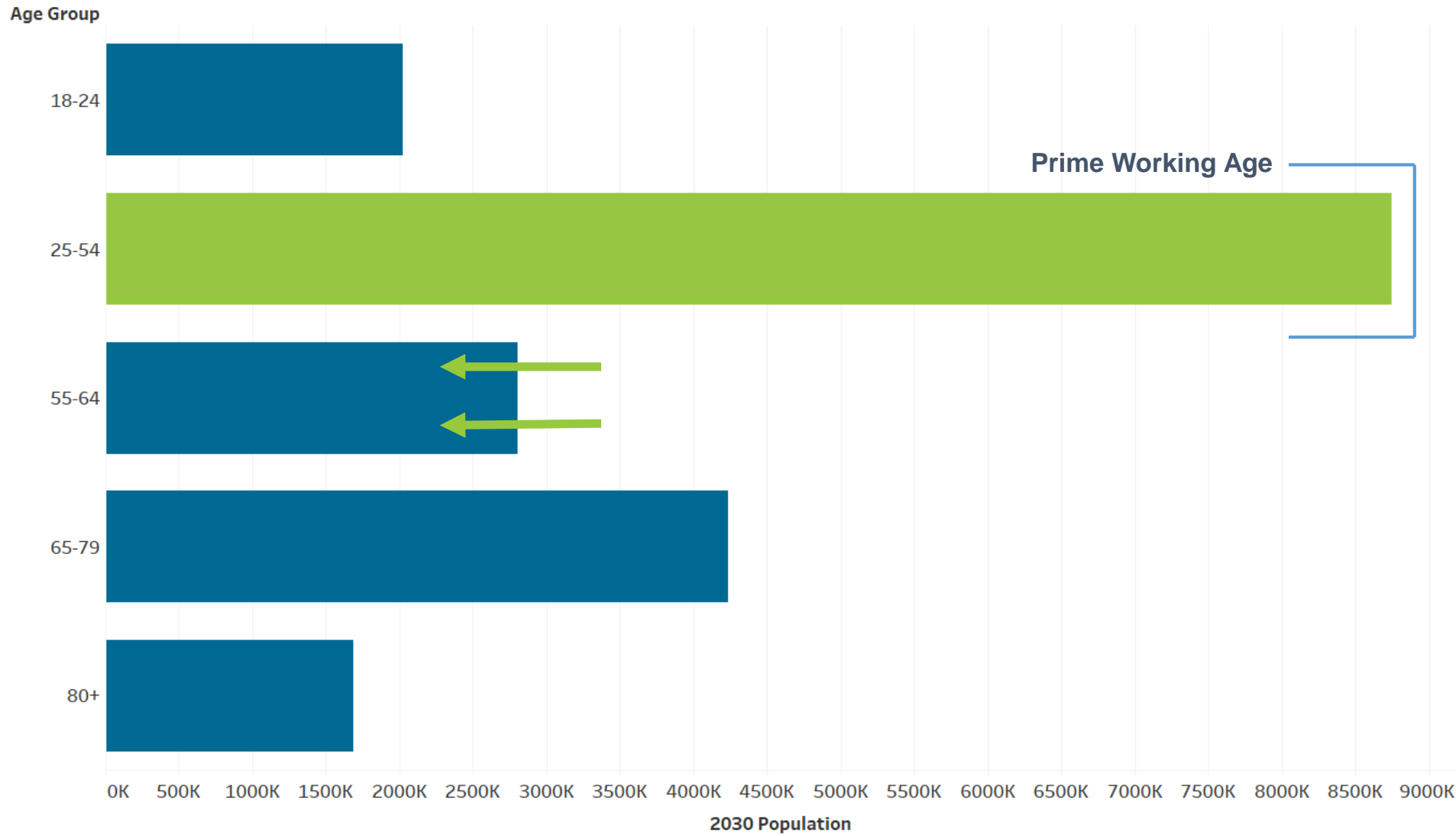
Source: Skills Gap and Job Vacancy Survey, Florida Department of Economic Opportunity, Bureau of Labor Market Statistics

2018 Population by Age Group - Florida



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

2030 Population by Age Group - Florida



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

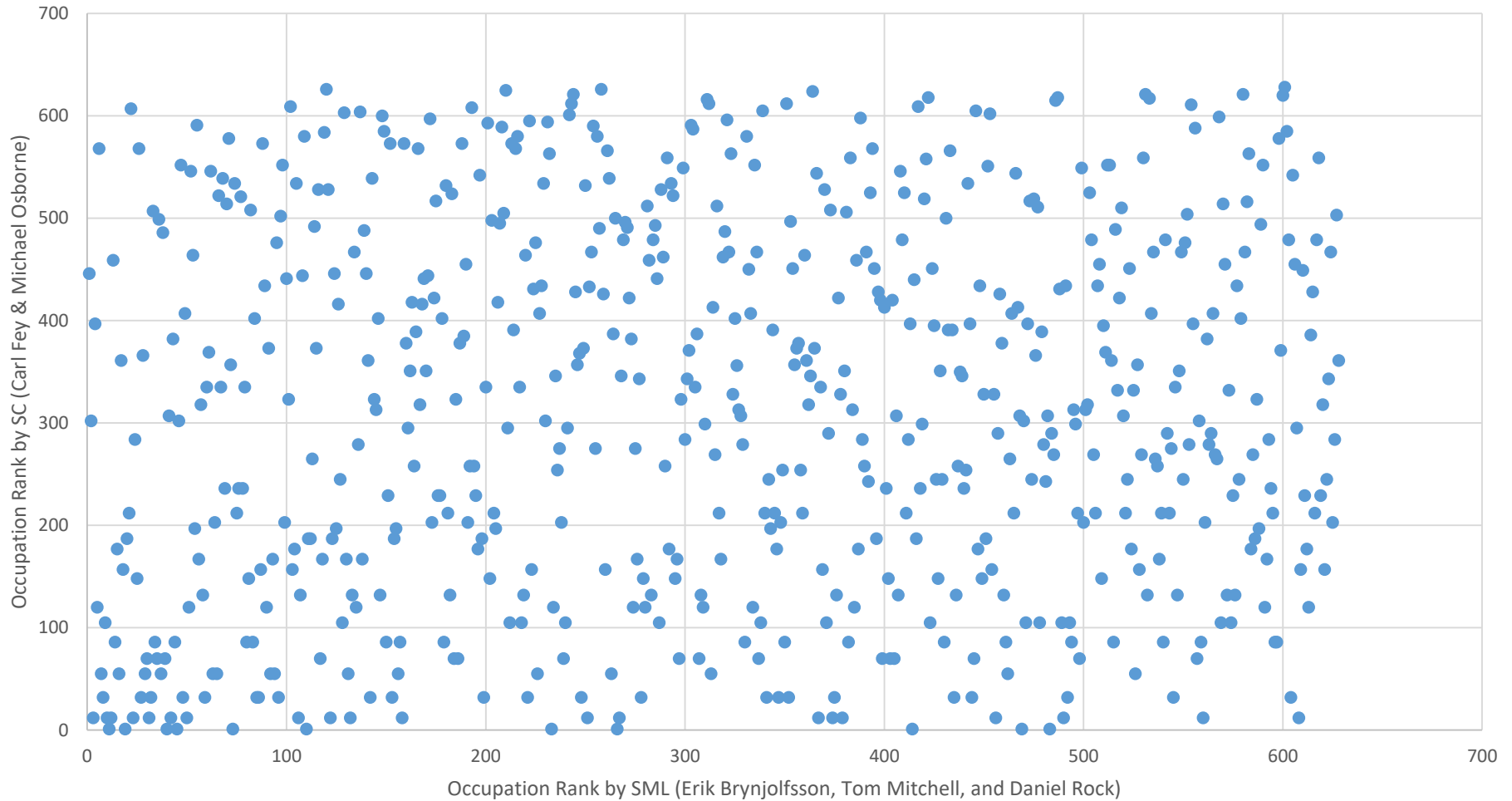
Future of Work

- **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



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.

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Visit: floridajobs.org/wser



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