



CSHP Education and Industry Consortium

Hybrid :4350 West Cypress Street, Suite 875, Tampa Fl 33607

Date: April 23, 2025 2:00 pm

Zoom Information [Zoom Link](#)

Meeting ID: 865 4262 9280

Passcode: 675511

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2023.09.19.A.2

Title:	Education and Industry Consortiums
Adopted:	09/19/2023
Effective:	09/19/2023

I. PURPOSE AND SCOPE

Section 445.007(15), Florida Statutes, requires each local workforce development board to create an education and industry consortium composed of representatives of educational entities and businesses in the designated workforce service delivery area.

This policy requires local workforce development boards to appoint education and industry consortiums composed of local leaders who provide independent information from stakeholders in their local area. Local workforce development boards shall consider this information in creating strategies and local plans that describe efforts to provide educational and workforce opportunities to businesses and job seekers. The goal is to align educational programming with industry needs at the local level.

This policy applies to local education and industry consortiums and the local workforce development boards that appoint them. Education and industry consortiums act as independent advisory groups. Members do not have any direct or implied authority over local workforce development boards, their membership or employees.

II. BACKGROUND

Signed into law May 15, 2023, Senate Bill 240, an act relating to education, amended section 445.007(15), Florida Statutes, requiring each local workforce development board to create an education and industry consortium composed of representatives of educational entities and businesses in the designated service delivery area.

CareerSource Florida surveyed local workforce development boards and education institutions to determine what ongoing activities existed and obtain information and recommendations from local education and industry stakeholders about the availability of education, employment and

training opportunities available to businesses and job seekers in local workforce development areas.

A workgroup was convened to develop a collaborative strategic policy that meets statutory requirements of Senate Bill 240 and aligns all relevant federal, state and local laws and policies. The goal for these consortia is for the local workforce development board to obtain local community-based information related to educational programs and industry needs and provide that information to local workforce development boards to inform programs, services and partnerships in the service delivery area. This approach ensures local workforce development boards are informed about the current workforce and talent needs of their targeted industries and existing educational and training offerings. This approach also affords businesses the opportunity to closely collaborate with workforce and education stakeholders to eliminate barriers and identify innovative talent pipeline opportunities like work-based learning experiences, internships, preapprenticeship, registered apprenticeship, on-the-job training, customized training, Incumbent Worker Training and other training opportunities.

The workgroup, which included stakeholders from education, business, state government and local workforce development boards, met six times and made recommendations informing the strategic policy elements listed below.

III. POLICY

Required Membership

Each local workforce development board shall create an education and industry consortium composed of representatives of educational entities and businesses in the designated service delivery area. The chair of the local workforce development board shall appoint the consortium members. A member of a local workforce development board shall not serve as a member of the consortium. Consortium members shall be appointed for two-year terms beginning on Jan. 1 of the year of the appointment, and any vacancy on the consortium must be filled for the remainder of the unexpired term in the same manner as the original appointment.

The membership of the education and industry consortium must meet the following requirements:

Industry Representative Requirements:

- Chief Executive Officers or presidents or other executive level staff from the top public and private employers in the local area.
- Industry representatives should reflect the priority industries in the local area.

Education Representative Requirements:

- Superintendents, presidents, or other leadership staff from education institutions in the local area that represent both public and private education entities in:
 - K-12 education
 - District Technical Colleges
 - State Colleges
 - Universities
 - Other degree or credential granting institutions in the local area

If a member of the education and industry consortium is unable to attend a meeting, a designee from the members' executive team may attend.

Meetings

Each education and industry consortium composed of representatives of educational entities and businesses in the designated service delivery area must meet at least quarterly. The local workforce development board will ensure that administrative support is provided to the consortium as needed and will be specifically responsible for the following:

- Maintaining a roster of consortium members and posting the current roster on the local workforce development board website.
- Posting scheduled consortium meetings on the local workforce development board website.
- Posting the quarterly reports from each meeting on the local workforce development website.

It is not required that consortium meetings be separately conducted from existing, similar meetings in the local area. Consortium meetings' discussions need only focus on the local labor market needs including:

1. Industry representatives sharing their specific talent development needs or observations on talent in the local area.
2. Education representatives sharing what specific education offerings are available in the local area.

Reports

Education and industry consortiums in each local area shall provide quarterly reports to the applicable local workforce development board (and locally designated areas) which provide community-based information related to educational programs and industry needs to inform the local workforce development board on programs, services, and partnerships in the service delivery area.

Quarterly reports shall include:

- A record of the consortium members in attendance.
- A summary analysis of the local labor market based on industry representative needs and education offerings.
- Information on priority industry sectors and occupations for the local area.
- Information on the status of existing talent pipelines for in-demand occupations and the need to expand or leverage existing and/or new resources.

Local workforce development boards are encouraged to consider information obtained from the education and industry consortium to determine effective ways to grow, retain and attract talent to the service delivery area.

As noted above, quarterly education and industry consortium reports shall be published on the local workforce development board's website. Links to education and industry consortium reports and rosters shall be included in each local workforce development board's Workforce Innovation and Opportunity Act local plan.

IV. AUTHORITY

[Public Law 113-128, Workforce Innovation and Opportunity Act \(2014\)](#)

[Chapter 445.004, Florida Statutes](#)

[Chapter 445.007, Florida Statutes](#)

V. ATTACHMENTS

[Consortium Member Appointment Letter Template](#)

[Consortium Roster Matrix Template](#)

[Quarterly Report Template](#)



2024-25 Regional Demand Occupations List

All Occupations

Sorted by Occupational Title

Workforce Development Area 28 - Hillsborough Pinellas

Workforce Estimating Conference Selection Criteria:

- 1 LMEC Educational Requirements: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)
- 2 80 annual openings and positive growth
- 3 Mean Wage of \$17.65/hour and Entry Wage of \$14.34/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$27.64/hour and Entry Wage of \$17.65/hour

SOC Code*	HSHW††	Occupation Title*	Annual Percent Growth	Annual Openings	2022 Hourly Wage		FLDOE Training Code	Data Source †††
					Mean	Entry		
132011	HSHW	Accountants and Auditors	1.41	1109	40.65	25.12	6	R
113012	HSHW	Administrative Services Managers	1.54	119	53.86	31.32	6	R
413011		Advertising Sales Agents	-0.10	110	30.30	18.46	4	R
493011	HSHW	Aircraft Mechanics and Service Technicians	0.63	1421	35.85	23.30	5	S
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	0.65	1102	125.45	45.37	6	S
171011	HSHW	Architects, Except Landscape and Naval	1.61	604	49.32	30.79	6	S
173011	HSHW	Architectural and Civil Drafters	1.21	1027	29.70	20.10	5	S
119041	HSHW	Architectural and Engineering Managers	1.33	62	75.95	50.32	6	R
271011	HSHW	Art Directors	1.11	720	44.40	29.00	6	S
274011		Audio and Video Technicians	1.38	638	25.40	16.91	5	S
493021		Automotive Body and Related Repairers	0.86	1125	27.44	18.02	N/A	S
493023		Automotive Service Technicians and Mechanics	0.71	440	27.44	18.02	4	R
395011		Barbers	0.83	1749	N/A	N/A	N/A	R
194021		Biological Technicians	1.60	345	24.30	16.80	6	S
433031		Bookkeeping, Accounting, and Auditing Clerks	0.39	1437	23.52	16.76	3	R
472021		Brickmasons and Blockmasons	-7.00	47	22.88	17.61	3	R
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	0.94	171	27.18	20.05	4	R
533052		Bus Drivers, Transit and Intercity	0.74	1385	23.16	17.27	N/A	S
131199	HSHW	Business Operations Specialists, All Other	1.43	1024	40.93	22.26	6	R
251011	HSHW	Business Teachers, Postsecondary	0.61	715	45.01	27.63	N/A	R
131020	HSHW	Buyers and Purchasing Agents	0.05	280	35.34	21.64	6	R
292031		Cardiovascular Technologists and Technicians	7.00	94	27.91	16.91	N/A	R
251194		Career/Technical Education Teachers, Postsecondary	0.83	790	28.82	19.66	4	S
252032	HSHW	Career/Technical Education Teachers, Secondary School	1.11	683	34.04	27.39	6	S
435011		Cargo and Freight Agents	0.49	1289	26.57	19.81	4	S
472031		Carpenters	0.85	479	23.32	17.38	4	R
472051		Cement Masons and Concrete Finishers	0.63	3487	23.34	17.46	N/A	S
351011		Chefs and Head Cooks	1.73	101	28.98	20.07	5	R
194031		Chemical Technicians	1.15 **	231 **	24.08	17.88	5	S
192031	HSHW	Chemists	1.36	225	36.70	21.31	6	R
111011	HSHW	Chief Executives	-0.03	214	123.87	50.08	N/A	R
211021		Child, Family, and School Social Workers	1.20	106	24.79	17.36	6	R
172051	HSHW	Civil Engineers	1.69	1587	50.59	31.44	6	S
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.70	2600	34.59	23.20	3	S
212011		Clergy	0.90	125	27.95	18.57	N/A	R
292010		Clinical Laboratory Technologists and Technicians	1.43	243	27.58	17.22	5	R
272022		Coaches and Scouts	2.03	2149	31.59	14.69	N/A	S
532012	HSHW	Commercial Pilots	0.41	907	54.98	32.36	4	S
211099		Community and Social Service Specialists, All Other	1.18	47	25.27	16.84	6	R
211094		Community Health Workers	2.24	244	24.61	17.47	6	S
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	1.16	506	34.73	22.89	6	S
131041	HSHW	Compliance Officers	1.34	266	36.83	22.13	6	R
113021	HSHW	Computer and Information Systems Managers	2.31	2739	78.82	50.73	6	S
151241	HSHW	Computer Network Architects	0.83	518	60.06	38.66	6	S
151231	HSHW	Computer Network Support Specialists	1.26	128	36.53	24.25	5	R
519161		Computer Numerically Controlled Tool Operators	-0.10	42	21.23	17.20	N/A	R/S
514012	HSHW	Computer Numerically Controlled Tool Programmers	2.25	109	30.18	21.33	N/A	S

151299	HSHW	Computer Occupations, All Other	1.70	1243	47.82	25.50	6	S
151211	HSHW	Computer Systems Analysts	1.79	393	53.74	32.78	6	R
151232	HSHW	Computer User Support Specialists	1.49	623	53.74	32.78	4	R
514011		Computer-Controlled Machine Tool Operators, M & P	-0.10	393	21.23	17.20	5	S
474011	HSHW	Construction and Building Inspectors	0.64	120	31.15	21.94	4	R
119021	HSHW	Construction Managers	1.68	359	58.17	32.01	6	R
352014		Cooks, Restaurant	1.75	21573	16.64	13.77	N/A	S
333012		Correctional Officers and Jailers	-0.19	2712	28.70	18.77	N/A	R
131051	HSHW	Cost Estimators	0.50	1383	35.44	21.95	6	S
434031		Court, Municipal, and License Clerks	0.80	47	20.78	16.26	3	R
434051		Customer Service Representatives	-1.19	1623	19.99	15.23	N/A	S/R
152051	HSHW	Data Scientists	4.24	692	52.98	29.19	6	S
154012	HSHW	Database Administrators	1.39	452	50.06	31.50	N/A	S
319091		Dental Assistants	1.83	282	23.35	20.83	4	R
291292	HSHW	Dental Hygienists	1.88	97	40.09	36.35	5	R
292032	HSHW	Diagnostic Medical Sonographers	2.08	520	38.27	31.80	5	S
292051		Dietetic Technicians	0.59	125	16.85	13.13	6	S
212021		Directors, Religious Activities and Education	1.05	1309	23.87	16.36	6	S
472081		Drywall and Ceiling Tile Installers	5.00	85	21.04	14.12	N/A	R
119032	HSHW	Education Administrators, Kindergarten through Secondary	0.74	81	44.33	33.56	N/A	R
119033	HSHW	Education Administrators, Postsecondary	1.39	1740	51.13	32.53	N/A	S
173023	HSHW	Electrical and Electronic Engineering Technologists and Technicians	-2.00	108	29.14	21.40	6	R
172071	HSHW	Electrical Engineers	1.29	610	53.29	35.78	6	S
499051	HSHW	Electrical Power-Line Installers and Repairers	0.75	750	37.52	22.82	4	S
472111		Electricians	1.85	621	24.80	19.34	4	R
172072	HSHW	Electronics Engineers, Except Computer	1.33	476	58.57	39.66	6	S
492094	HSHW	Electronics Repairers, Commercial and Industrial Equip.	0.60	294	N/A	N/A	N/A	S
252021	HSHW	Elementary School Teachers, Except Special Education	0.71	376	32.20	23.14	6	R
292041		Emergency Medical Technicians	1.43	616	N/A	N/A	N/A	S
173029	HSHW	Engineering Technologists and Technicians, Except Drafters, All Other	0.86	307	29.27	18.71	5	S
172199	HSHW	Engineers, All Other	0.88	782	48.55	27.43	6	S
194091		Environmental Science and Protection Technicians, Including Health	1.08	421	21.61	14.42	6	S
192041	HSHW	Environmental Scientists and Specialists, Including Health	1.30	72	31.35	19.89	6	R
436011	HSHW	Executive Secretaries and Executive Admin. Assistants	-1.34	2565	N/A	N/A	N/A	S
113013	HSHW	Facilities Managers	1.49	48	47.80	27.87	6	R
119013	HSHW	Farmers, Ranchers, and Other Agricultural Managers	0.34	5387	N/A	N/A	6	S
132051	HSHW	Financial and Investment Analysts	1.31	1438	44.13	29.21	6	S
132061	HSHW	Financial Examiners	2.79	322	35.68	23.34	6	S
113031	HSHW	Financial Managers	2.48	503	77.78	40.12	6	R
132054	HSHW	Financial Risk Specialists	1.60	427	52.89	32.47	N/A	S
132099	HSHW	Financial Specialists, All Other	1.50	125	37.01	20.57	6	R
332011		Firefighters	1.01	125	28.14	20.23	4	R
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	1.25	537	34.87	23.37	3	R
391014		First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	1.60	427	26.59	16.92	3	S
351012		First-Line Supervisors of Food Preparation and Serving Workers	1.29	1025	21.21	14.90	N/A	R
371011		First-Line Supervisors of Housekeeping and Janitorial Workers	1.59	156	23.91	17.17	N/A	R
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1.64	111	28.48	19.31	3	R
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	1.14	349	34.36	23.26	3	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.74	511	47.30	26.25	3	R
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	0.44	13271	32.22	21.10	3	S
391022		First-Line Supervisors of Personal Service Workers	1.23	1380	25.81	16.56	3	S
331012	HSHW	First-Line Supervisors of Police and Detectives	0.39	659	48.75	34.43	6	S
511011	HSHW	First-Line Supervisors of Production and Operating Workers	0.74	219	32.31	21.12	3	R
411011		First-Line Supervisors of Retail Sales Workers	0.15	823	25.29	16.29	N/A	R
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	1.15	439	29.61	19.88	3	R

119051	HSHW	Food Service Managers	1.20	288	32.47	19.86	3	R
194092		Forensic Science Technicians	12.70	95	28.35	19.18	N/A	R
131131		Fundraisers	1.38	581	31.56	16.82	6	S
111021	HSHW	General and Operations Managers	1.30	1649	63.93	26.14	6	R
472121		Glaziers	7.20	87	22.54	16.99	N/A	R
271024		Graphic Designers	1.09	1843	26.66	18.47	6	S
395012		Hairdressers, Hairstylists, and Cosmetologists	0.88	5760	18.48	11.96	N/A	S
211091	HSHW	Health Education Specialists	0.59	582	30.95	18.77	6	S
299021		Health Information Technologists and Medical Registrars	2.33	547	33.28	20.16	4	S
251071	HSHW	Health Specialties Teachers, Postsecondary	2.63	874	46.91	24.49	6	S
292099		Health Technologists and Technicians, All Other	0.89	832	23.75	17.37	4	S
319099		Healthcare Support Workers, All Other	1.21	1348	21.95	17.03	N/A	S
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2.05	329	24.74	18.36	4	R
533032		Heavy and Tractor-Trailer Truck Drivers	0.94	1556	25.34	19.36	4	R
311121		Home Health Aides	2.19	13237	15.28	12.92	N/A	S
434161		Human Resources Assistants, Exc. Payroll	0.36	488	22.72	17.67	N/A	S
113121	HSHW	Human Resources Managers	1.46	105	65.82	38.94	6	R
131071	HSHW	Human Resources Specialists	1.25	750	33.82	19.83	6	R
173026		Industrial Engineering Technologists and Technicians	1.23	181	29.54	23.04	5	S
172112	HSHW	Industrial Engineers	2.03	1021	N/A	N/A	6	S
499041		Industrial Machinery Mechanics	1.93	151	27.62	19.99	4	R
113051	HSHW	Industrial Production Managers	0.71	49	56.95	31.78	6	R
537051		Industrial Truck and Tractor Operators	1.51	590	21.39	16.65	N/A	R
151212	HSHW	Information Security Analysts	3.88	1326	55.97	37.78	6	S
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	0.23	194	22.40	16.17	4	R
472131		Insulation Workers, Floor, Ceiling, and Wall	0.81	256	21.13	15.39	3	S
413021		Insurance Sales Agents	1.54	6762	40.35	19.22	4	S
132053	HSHW	Insurance Underwriters	-6.20	160	34.82	23.15	6	R
271025		Interior Designers	1.28	1112	31.04	18.47	6	S
273091		Interpreters and Translators	0.89	537	32.77	20.93	6	S
252012	HSHW	Kindergarten Teachers, Except Special Education	1.09	1008	35.50	28.49	6	S
292061		Licensed Practical and Licensed Vocational Nurses	1.04	256	27.16	22.59	4	R
194099		Life, Physical, and Social Science Technicians, All Other	0.98	297	23.57	15.37	6	S
533033		Light Truck Drivers	0.98	913	20.81	15.03	N/A	R
434131		Loan Interviewers and Clerks	0.55	1402	24.01	18.03	4	S
132072	HSHW	Loan Officers	0.93	551	38.26	20.25	6	R
119081	HSHW	Lodging Managers	1.93	726	40.72	22.29	6	S
131081	HSHW	Logisticians	3.49	99	39.17	24.54	6	R
514041		Machinists	0.91	973	23.13	16.38	4	S
499071		Maintenance and Repair Workers, General	1.24	928	20.72	15.26	N/A	R
131111	HSHW	Management Analysts	1.83	1111	52.49	27.91	6	R
119199	HSHW	Managers, All Other	1.29	529	71.56	35.80	6	R
395092		Manicurists and Pedicurists	0.85	879	17.69	13.13	N/A	S
131161	HSHW	Market Research Analysts and Marketing Specialists	2.58	696	38.57	22.38	6	R
112021	HSHW	Marketing Managers	1.35	1642	73.76	41.48	6	S
319011		Massage Therapists	2.10	2356	26.21	20.50	4	S
173027		Mechanical Engineering Technicians	1.90	9	31.13	23.75	6	R
172141	HSHW	Mechanical Engineers	1.51	35	45.65	31.27	6	R
119111	HSHW	Medical and Health Services Managers	3.38	403	62.85	35.89	6	R
319092		Medical Assistants	2.53	951	19.33	16.69	4	R
292036		Medical Dosimetrist	0.89	10	66.33	51.35	6	R
319093		Medical Equipment Preparers	10.10	116	20.62	16.43	N/A	R
499062		Medical Equipment Repairers	2.01	698	26.87	16.97	5	S
292072		Medical Records Specialists	1.55	131	27.00	17.24	4	R
191042	HSHW	Medical Scientists, Except Epidemiologists	N/A	N/A	N/A	N/A	6	N/A
436013		Medical Secretaries and Administrative Assistants	1.53	672	19.54	15.98	3	R
131121		Meeting, Convention, and Event Planners	1.98	1319	30.72	19.46	6	S
211023		Mental Health and Substance Abuse Social Workers	1.43	475	23.53	16.30	6	S
514199		Metal and Plastic Machine Workers, all other	-26.30	9	18.24	15.12	6	R
252022	HSHW	Middle School Teachers, Except Special and Career/Technical Education	0.78	88	30.36	23.20	6	R
499044		Millwrights	1.24	203	N/A	N/A	N/A	S

493042		Mobile Heavy Equipment Mechanics, Except Engines	1.60	99	29.03	21.65	4	R
493051		Motorboat Mechanics and Service Technicians	1.24	559	26.48	19.47	4	S
272042	HSHW	Musicians and Singers	0.71	1481	54.62	20.46	3	S
119121	HSHW	Natural Sciences Managers	0.98	339	66.35	30.19	6	S
151244	HSHW	Network and Computer Systems Administrators	1.23	280	48.15	31.99	6	R
292033		Nuclear Medicine Technologists	0.66	115	44.26	37.36	6	R
311131		Nursing Assistants	0.88	969	17.93	15.41	N/A	R
195011	HSHW	Occupational Health and Safety Specialists	1.78	570	37.50	23.95	6	S
312011	HSHW	Occupational Therapy Assistants	2.91	562	32.19	26.68	5	S
439061		Office Clerks, General	0.26	2323	20.82	14.88	N/A	R
472073		Operating Engineers and Other Construction Equipment Operators	1.43	240	23.58	17.90	N/A	R
152031	HSHW	Operations Research Analysts	2.70	677	43.73	24.93	6	S
519083		Ophthalmic Laboratory Technicians	0.85	294	17.15	14.93	6	S
292057		Ophthalmic Medical Technicians	2.59	771	21.10	16.33	4	S
292081		Opticians, Dispensing	1.08	436	24.68	17.64	N/A	S
311132		Orderlies	0.68	634	15.56	13.28	N/A	S
472141		Painters, Construction and Maintenance	0.70	323	21.26	16.90	N/A	S
232011	HSHW	Paralegals and Legal Assistants	2.31	502	31.46	21.74	5	R
433051		Payroll and Timekeeping Clerks	-0.78	1000	24.53	18.26	N/A	S
132052	HSHW	Personal Financial Advisors	2.05	2972	65.14	22.52	6	S
119198	HSHW	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	0.79	123	N/A	N/A	6	S
372021		Pest Control Workers	1.59	1674	23.83	17.85	N/A	S
292052		Pharmacy Technicians	1.16	338	20.88	16.41	4	R
319097		Phlebotomists	1.91	1498	19.18	16.80	4	S
312021	HSHW	Physical Therapist Assistants	3.18	1444	33.25	27.18	5	S
291071	HSHW	Physician Assistants	4.09	837	60.18	41.05	N/A	S
472151		Pipelayers	-7.90	38	20.91	16.95	3	R
472152		Plumbers, Pipefitters, and Steamfitters	1.71	243	24.81	18.93	4	R
333051	HSHW	Police and Sheriff's Patrol Officers	0.45	4137	35.90	25.71	5	S
251199	HSHW	Postsecondary Teachers, All Other	1.03	695	35.64	20.45	N/A	S
252011		Preschool Teachers, Except Special Education	2.26	399	16.12	12.50	4	R
272012	HSHW	Producers and Directors	0.89	890	37.91	21.26	6	S
435061		Production, Planning, and Expediting Clerks	1.18	201	25.90	17.81	3	R
131082	HSHW	Project Management Specialists	1.40	627	47.06	29.12	6	R
132020	HSHW	Property Appraisers and Assessors	1.58	72	31.86	18.19	6	R
119141	HSHW	Property, Real Estate, and Community Association Managers	1.20	334	33.66	20.49	6	R
292053		Psychiatric Technicians	1.51	1293	20.15	15.40	N/A	S
273031	HSHW	Public Relations Specialists	1.50	194	32.05	19.13	6	R
113061	HSHW	Purchasing Managers	1.03	336	68.71	45.15	6	S
292034	HSHW	Radiologic Technologists and Technicians	1.23	83	33.04	25.29	5	R
419021	HSHW	Real Estate Brokers	0.93	1510	46.75	19.90	4	S
419022		Real Estate Sales Agents	0.90	6718	35.31	17.27	4	S
291141	HSHW	Registered Nurses	1.01	1188	41.37	32.01	6	R
212099		Religious Workers, All Other	1.13	594	20.79	13.15	6	S
291126	HSHW	Respiratory Therapists	1.49	651	36.18	29.83	5	S
472181		Roofers	0.73	3129	22.81	15.94	N/A	S
112022	HSHW	Sales Managers	1.04	2679	73.48	37.20	6	S
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.46	1308	35.04	18.12	6	R
414012	HSHW	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.84	9540	35.49	18.57	3	S
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1.00	2543	51.27	23.92	6	S
252031	HSHW	Secondary School Teachers, Except Special and Career/Technical Education	0.71	399	34.72	26.93	6	R
436014		Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	-0.35	1126	20.50	15.08	4	R
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	1.25	433	43.39	21.47	6	R
492098		Security and Fire Alarm Systems Installers	1.49	962	25.43	18.43	4	S
339032		Security Guards	1.34	1166	16.79	13.37	N/A	R
472211		Sheet Metal Workers	-5.49	94	22.77	17.42	3	R

395094		Skincare Specialists	1.11	1236	22.79	15.12	4	S
119151	HSHW	Social and Community Service Managers	1.44	64	36.08	22.76	6	R
211029		Social Workers, All Other	0.19	398	33.82	19.92	6	S
151252	HSHW	Software Developers	3.29	7563	56.25	34.73	6	S
151253	HSHW	Software Quality Assurance Analysts and Testers	2.76	1353	47.89	31.31	6	S
472231		Solar Photovoltaic Installers	4.14	144	N/A	N/A	3	S
252052	HSHW	Special Education Teachers, Kindergarten and Elementary School	83.10	243	32.63	23.32	N/A	R
252058	HSHW	Special Education Teachers, Secondary School	1.08	732	34.60	25.87	6	S
271014	HSHW	Special Effects Artists and Animators	1.51	478	35.56	23.59	6	S
472221		Structural Iron and Steel Workers	-18.30	44	23.51	17.62	3	R
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.53	153	25.18	16.35	6	R
292055		Surgical Technologists	0.80	636	27.34	21.13	4	S
173031		Surveying and Mapping Technicians	1.44	84	23.09	16.95	5	R
259041		Teacher Assistants	N/A	N/A	N/A	N/A	N/A	N/A
253099		Teachers and Instructors, All Other	N/A	N/A	32.14	15.92	6	N/A
492022		Telecommunications Equipment Installers and Repairers, Except Line Installers	0.61	1980	29.11	19.46	4	S
499052		Telecommunications Line Installers and Repairers	0.80	729	26.44	19.92	4	S
472044		Tile and Stone Setters	1.45	700	22.29	16.98	N/A	S
131151	HSHW	Training and Development Specialists	1.54	291	33.18	19.31	6	R
113071	HSHW	Transportation, Storage, and Distribution Managers	1.38	93	49.48	25.37	6	R
292056		Veterinary Technologists and Technicians	2.43	1387	20.86	16.29	5	S
151255	HSHW	Web and Digital Interface Designers	2.30	480	42.24	26.71	5	S
151254	HSHW	Web Developers	2.48	601	49.60	24.68	5	S
514121		Welders, Cutters, Solderers, and Brazers	0.18	150	23.33	17.77	4	R
273043	HSHW	Writers and Authors	0.89	601	31.48	19.93	6	S

†SOC Code and Occupational Title refer to Standard Occupational Classification codes and titles.

††HSHW = High Skill/High Wage.

†††Data Source:

R = Regional data are shown.

S = Statewide data are shown.

N/A = Not available



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