



Program Committee Meeting
CareerSource Chipola Community Room
4636 Highway 90 East, Marianna, FL
February 19, 2019 at 1:00 PM (CST)
Richard – (850) 557-2441; Kenny – (850) 557-2971

AGENDA

CALL TO ORDER	Donnie Read	
PUBLIC COMMENTS	Donnie Read	
INTRODUCTION OF SARA	George Martinez	Pages 1-2
TRAINING PROGRAMS REQUEST	Debby Wood	Pages 3-11
ASSESSMENT TOOLS REQUEST	Debby Wood	Pages 12-13
ADJOURNMENT	Donnie Read	

Program Committee Members

Donnie Read
Jared Banta
Martha Compton
Andy Jackson
Scott Kilpatrick
Mary McKenzie
Arthur Obar
Janice Sumner
Darrin Wall

INTRODUCTION OF SARA

Background: In early November, 2018, the ERISS Corporation reached out to determine interest in the company providing SARA specifically for disaster assistance to stay connected to participants, directing them to resources, etc. at NO cost to CareerSource Chipola. SARA is an integrated and artificially-intelligent, mobile-centric case management support system. Partners can share and track clients/participants, activities, and communications. SARA uses two-way text/email to conduct case management activities, customer surveys, and more while automatically documenting everything that happens with each participant from intake through employment and follow-up. SARA also interfaces with Employ Florida four (4) times per day and case notes are documented in both systems.

The purpose of SARA is to provide support to the success coaches. This is done by the system automatically completing daily, ongoing tasks and freeing up time for the success coaches to focus on the actual case management aspect of their job and providing real-time assistance to participants who are completing job search and/or training activities.

Training was provided to staff regarding the benefits and uses of SARA and introduction messages were sent to the National Dislocated Worker Grant (NDWG) participants.

The use of SARA for the NDWG program has been an introduction to an innovative two-way communication system for both staff and participants. SARA completes tasks via text/email and documents all actions from eligibility to employment and through follow-up services. The system allows participants to upload documents through SARA, thus saving gas money by not requiring the individual to travel to a local CSC office. And allowing the staff to focus on actual case management duties associated with helping participants complete successful job search and/or enter and complete training. In both cases, resulting in gaining self-sufficient employment.

George Martinez, ERISS Corporation, will provide a demonstration of SARA's capabilities and brief overview of SARA's performance since the launch date of January 18, 2019.

Staff Recommendation: Staff is requesting consideration of funding to support SARA for additional programs; i.e., Workforce Innovation and Opportunity Act (WIOA), Welfare Transition (WT), Supplemental Nutrition Assistance Program (SNAP), and Wagner-Peyser (WP). It is understood that funding may not be adequate to fund SARA for ongoing program years; however, there is benefit for any length of time for both staff and participants.

The plan is that multiple programs would be phased in over a period of time to allow for staff to become more familiar with SARA's use and capabilities, as well as allow time for participants/customers to better understand SARA.

INCREASE TRAINING PROGRAMS FOR CAREERSOURCE CHIPOLA DEMAND OCCUPATIONS LIST

Background: Following Hurricane Michael, there is a tremendous need to increase the available training opportunities due to the amount of building, rebuilding, repairs, etc. following the devastation. CareerSource Chipola staff are actively seeking opportunities to increase the number of training programs available to assist customers in gaining self-sufficient employment.

In accordance with CareerSource Florida policy, priority for training should be linked to job openings for businesses in targeted and infrastructure industries and local economic development priorities. The addition of programs in this staff request will help to lay the foundation for increased job opportunities to meet the local demand of employers who need employees and individuals who need jobs.

As you aware, the local policy has been focused on occupations designated as High Wage/High Skill (HWHS) and the Programs Committee/Board of Directors would authorize exceptions to the policy.

The following occupations are on the Demand Occupations List inclusive of Annual Openings and Mean/Entry Wage data but are not listed as High Wage/High Skill. Therefore, staff is seeking approval to add the programs listed below:

- 1) Bus and Truck Mechanics and Diesel Engine Specialists – 240 jobs currently advertised in Employ Florida ONLY in our five-county area and contiguous workforce regions (2, 4, and 5). These numbers do not include openings in Alabama or Georgia, which also borders portions of the CSC service delivery area.
- 2) Carpenters - 115 jobs currently advertised in Employ Florida ONLY in our five-county area and contiguous workforce regions (2, 4, and 5). These numbers do not include openings in Alabama or Georgia, which also borders portions of the CSC service delivery area.
- 3) Construction Equipment Operators – 71 jobs currently advertised in Employ Florida ONLY in our five-county area and contiguous workforce regions (2, 4, and 5). These numbers do not include openings in Alabama or Georgia, which also borders portions of the CSC service delivery area.
- 4) Electricians – 79 jobs currently advertised in Employ Florida ONLY in our five-county area and contiguous workforce regions (2, 4, and 5). These numbers do not include openings in Alabama or Georgia, which also borders portions of the CSC service delivery area.
- 5) Heating, A.C., and Refrigeration Mechanics and Installers (HVAC) – 67 jobs currently advertised in Employ Florida ONLY in our five-county area and contiguous workforce regions (2, 4, and 5). These numbers do not include

openings in Alabama or Georgia, which also borders portions of the CSC service delivery area.

- 6) Phlebotomists – 38 jobs currently advertised in Employ Florida ONLY in our five-county area and contiguous workforce regions (2, 4, and 5). These numbers do not include openings in Alabama or Georgia, which also borders portions of the CSC service delivery area.
- 7) Plumbers – 53 jobs currently advertised in Employ Florida ONLY in our five-county area and contiguous workforce regions (2, 4, and 5). These numbers do not include openings in Alabama or Georgia, which also borders portions of the CSC service delivery area.

The following occupations are not on the Demand Occupations List but should be added to the local targeted occupations list, based on business and industry feedback in “real time” traditional labor market information :

- 1) Drafting
- 2) Engineering/Engineering Technician
- 3) Elementary Education, except Special Education

Several of the above listed training programs have certification exit points, if the individual is not interested in completing the program in its entirety. The occupations associated with the Drafters/CAD Technician range from structural, civil, mechanical, electrical, etc. The students are recruited from the classes by area employers, engineering firms, Florida Department of Transportation, etc.

Elementary Education Teachers is included as one of the Bright Outlook Occupations. The indicator projects openings in the field for 2016-2026 of 112,800. Statistics indicate that Elementary Education teachers had a 20.01% vacancy rate in 2017-2018, based on the latest Department of Education data. Based on contact with local school administrators, the addition of the program will help the local education infrastructure to address the shortage of teachers and CSC services will help to offset the cost of training, tuition, books, and provide supportive services for individuals interested in entering training.

Staff Recommendation: Approve the addition of the above-listed programs to the CareerSource Chipola Demand Occupations List.

2018-19 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 3 - Calhoun, Holmes, Jackson, Liberty, and Washington Counties

Workforce Estimating Conference Selection Criteria:

- 1 FLDOE Training Code 3 (PSAV Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)
- 2 30 annual openings and positive growth
- 3 Mean Wage of \$13.49/hour and Entry Wage of \$10.97/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$21.14/hour and Entry Wage of \$13.49/hour

SOC Code†	HSHW††	Occupational Title‡	Annual		2017 Hourly Wage		FLDOE Training Code	In EFI Targeted Industry?	Data Source†††
			Percent Growth	Annual Openings	Mean	Entry			
113011	HSHW	Administrative Services Managers	1.63	1,109	52.41	30.38	4	Yes	S
413011		Advertising Sales Agents	0.51	1,614	27.05	13.63	3	Yes	S
493011	HSHW	Aircraft Mechanics and Service Technicians	1.28	1,278	27.09	17.33	3	Yes	S
532011	HSHW	Airline Pilots, Copilots, and Flight Engineers	1.76	549	85.52	47.37	4	Yes	S
274011		Audio and Video Equipment Technicians	2.03	641	20.02	12.89	4	Yes	S
472021		Brickmasons and Blockmasons	3.10	906	17.74	12.73	3	No	S
493031		Bus and Truck Mechanics and Diesel Engine Specialists	1.60	1,294	22.58	15.79	3	Yes	S
533021		Bus Drivers, Transit and Intercity	1.27	1,553	16.60	12.57	3	Yes	S
131199	HSHW	Business Operations Specialists, All Other	1.21	31	30.07	19.42	4	No	R
435011		Cargo and Freight Agents	1.53	649	21.58	13.48	3	Yes	S
472031		Carpenters	1.69	7,553	19.34	13.27	3	No	S
472051		Cement Masons and Concrete Finishers	2.48	1,686	16.93	12.35	3	No	S
351011	HSHW	Chefs and Head Cooks	1.69	1,222	28.09	17.17	3	No	S
131031	HSHW	Claims Adjusters, Examiners, and Investigators	1.04	1,921	30.57	19.92	3	Yes	S
532012	HSHW	Commercial Pilots	1.61	572	44.86	23.00	3	Yes	S
131041	HSHW	Compliance Officers	1.07	1,490	30.30	17.84	3	No	S
151143	HSHW	Computer Network Architects	1.42	1,333	36.85	22.46	3	Yes	S
151152	HSHW	Computer Network Support Specialists	1.50	913	28.26	17.76	3	Yes	S
151121	HSHW	Computer Systems Analysts	2.70	1,867	40.67	27.27	4	Yes	S
151151		Computer User Support Specialists	2.02	3,383	22.57	14.29	3	Yes	S
474011	HSHW	Construction and Building Inspectors	1.89	926	28.56	18.88	3	No	S
119021	HSHW	Construction Managers	1.32	2,597	46.78	27.63	4	No	S
333012		Correctional Officers and Jailers	0.39	2,751	21.04	16.19	3	No	S
131051	HSHW	Cost Estimators	1.80	1,649	29.57	18.16	4	No	S
434051		Customer Service Representatives	0.43	30	14.34	11.30	3	Yes	R
151141	HSHW	Database Administrators	1.78	649	40.87	26.16	4	Yes	S
319091		Dental Assistants	2.28	2,680	18.58	13.92	3	Yes	S
292021	HSHW	Dental Hygienists	2.28	973	30.93	23.34	4	Yes	S
292032	HSHW	Diagnostic Medical Sonographers	3.24	511	30.76	24.58	3	Yes	S
472111		Electricians	1.76	5,013	21.86	15.14	3	No	S
436011	HSHW	Executive Secretaries and Executive Admin. Assistants	0.02	4,311	25.16	17.12	3	Yes	S
332011	HSHW	Firefighters	1.11	2,074	25.21	15.88	3	No	S
371012		First-Line Superv. Landscaping & Groundskeeping Workers	1.55	1,753	23.07	14.46	3	No	S
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	1.85	5,876	29.52	19.69	4	No	S
371011		First-Line Superv. of Housekeeping & Janitorial Workers	1.49	1,776	18.92	12.61	3	No	S
531031	HSHW	First-Line Superv. of Material-Moving Vehicle Operators	1.20	1,311	28.32	17.81	3	Yes	S
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.29	3,113	30.43	20.06	3	No	S
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	1.48	11,409	26.94	17.73	4	Yes	S
511011	HSHW	First-Line Superv. of Production and Operating Workers	0.59	2,594	28.34	18.64	3	Yes	S
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	1.19	3,977	44.88	22.36	4	Yes	S
391021		First-Line Supervisors of Personal Service Workers	1.70	2,176	20.49	12.86	3	No	S
411011		First-Line Supervisors of Retail Sales Workers	0.45	49	19.05	11.73	3	No	R
119051	HSHW	Food Service Managers	1.44	1,764	36.15	22.74	4	No	S
111021	HSHW	General and Operations Managers	1.58	7,981	64.45	32.14	4	Yes	S
472121		Glaziers	1.48	510	17.04	12.54	3	No	S
271024		Graphic Designers	1.08	1,859	22.56	14.86	4	Yes	S
292099		Health Technologists and Technicians, All Other	2.38	948	19.80	12.98	3	Yes	S
499021		Heating, A.C., and Refrigeration Mechanics and Installers	1.83	4,030	20.06	13.89	3	No	S
533032		Heavy and Tractor-Trailer Truck Drivers	0.26	62	16.14	12.10	3	Yes	R

2018-19 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 3 - Calhoun, Holmes, Jackson, Liberty, and Washington Counties

Workforce Estimating Conference Selection Criteria:

- 1 FLDOE Training Code 3 (PSAV Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)
- 2 30 annual openings and positive growth
- 3 Mean Wage of \$13.49/hour and Entry Wage of \$10.97/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$21.14/hour and Entry Wage of \$13.49/hour

SOC Code†	HSHW††	Occupational Title†	Annual		2017 Hourly Wage		FLDOE Training Code	In EFI Targeted Industry?	Data Source†††
			Percent Growth	Annual Openings	Mean	Entry			
499041	HSHW	Industrial Machinery Mechanics	2.61	1,607	23.86	16.35	3	Yes	S
537051		Industrial Truck and Tractor Operators	NR	NR	14.70	11.35	3	Yes	R
413021	HSHW	Insurance Sales Agents	1.44	4,797	33.82	17.23	3	Yes	S
271025		Interior Designers	1.49	732	24.10	13.77	4	Yes	S
292061		Licensed Practical and Licensed Vocational Nurses	2.34	4,075	21.09	16.83	3	Yes	S
434131		Loan Interviewers and Clerks	1.41	1,937	19.69	14.37	3	Yes	S
132072	HSHW	Loan Officers	1.32	2,060	40.96	22.28	4	Yes	S
514041		Machinists	1.50	1,176	19.67	13.43	3	Yes	S
319011		Massage Therapists	2.50	2,111	21.51	12.66	3	No	S
292012		Medical and Clinical Laboratory Technicians	2.46	618	18.70	12.94	4	Yes	S
292011	HSHW	Medical and Clinical Laboratory Technologists	1.81	811	29.94	24.24	4	Yes	S
319092		Medical Assistants	3.06	8,271	15.43	12.27	3	Yes	S
292071		Medical Records and Health Information Technicians	1.98	878	20.04	13.08	4	Yes	S
436013		Medical Secretaries	2.31	2,944	15.60	12.20	3	Yes	S
131121		Meeting, Convention, and Event Planners	1.96	1,074	22.89	13.81	4	No	S
493042		Mobile Heavy Equipment Mechanics, Except Engines	1.45	594	21.82	15.57	3	Yes	S
151142	HSHW	Network and Computer Systems Administrators	1.42	1,435	39.74	26.06	4	Yes	S
472073		Operating Engineers/Construction Equipment Operators	1.55	35	15.16	12.66	3	No	R
292081		Opticians, Dispensing	2.68	506	18.48	12.64	4	Yes	S
232011	HSHW	Paralegals and Legal Assistants	1.90	2,480	23.91	16.19	3	Yes	S
373012		Pesticide Handlers, Sprayers, & Applicators, Vegetation	1.46	526	16.69	12.52	4	No	S
319097		Phlebotomists	2.59	1,100	14.94	12.04	3	Yes	S
312021	HSHW	Physical Therapist Assistants	3.94	899	31.15	24.28	4	Yes	S
472152		Plumbers, Pipefitters, and Steamfitters	1.40	3,211	20.07	14.05	3	No	S
333051	HSHW	Police and Sheriff's Patrol Officers	1.03	3,281	28.38	19.80	3	No	S
119141		Property, Real Estate & Community Association Managers	1.60	3,649	29.01	14.46	4	No	S
131023	HSHW	Purchasing Agents, Except Farm Products & Trade	0.80	1,522	29.65	19.13	4	Yes	S
292034	HSHW	Radiologic Technologists	1.50	946	26.00	18.83	3	Yes	S
419021		Real Estate Brokers	1.65	735	41.39	13.96	3	No	S
291141	HSHW	Registered Nurses	1.60	40	28.79	22.37	4	Yes	R
291126	HSHW	Respiratory Therapists	1.42	595	27.60	22.32	4	Yes	S
414011	HSHW	Sales Representatives, Wholesale & Mfg, Tech. & Sci. Prod.	1.21	2,641	41.47	18.89	3	Yes	S
414012		Sales Representatives, Wholesale and Manufacturing, Other	1.04	11,577	28.72	12.53	3	Yes	S
492098		Security and Fire Alarm Systems Installers	1.91	832	20.75	14.89	3	No	S
211093		Social and Human Service Assistants	1.27	1,546	15.75	11.97	3	No	S
151132	HSHW	Software Developers, Applications	2.43	3,276	43.36	27.52	4	Yes	S
292055		Surgical Technologists	1.98	695	20.79	16.25	3	Yes	S
259041		Teacher Assistants	0.88	46	14.54	11.37	3	No	R
492022	HSHW	Telecommunications Equipment Installers and Repairers	0.11	1,636	25.26	16.25	3	Yes	S
292056		Veterinary Technologists and Technicians	2.69	961	15.62	12.04	4	Yes	S
251194	HSHW	Vocational Education Teachers, Postsecondary	1.69	626	29.44	17.17	4	No	S

2018-19 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 3 - Calhoun, Holmes, Jackson, Liberty, and Washington Counties

Workforce Estimating Conference Selection Criteria:

- 1 FLDOE Training Code 3 (PSAV Certificate), 4 (Community College Credit/Degree), or 5 (Bachelor's Degree)
- 2 30 annual openings and positive growth
- 3 Mean Wage of \$13.49/hour and Entry Wage of \$10.97/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$21.14/hour and Entry Wage of \$13.49/hour

SOC Code†	HSHW††	Occupational Title†	Annual Percent Growth	Annual Openings	2017 Hourly Wage		FLDOE Training Code	In EFI Targeted Industry?	Data Source†††
					Mean	Entry			
151134	HSHW	Web Developers	3.20	1,102	30.60	18.75	3	Yes	S
514121		Welders, Cutters, Solderers, and Brazers	0.93	1,706	18.32	12.91	3	Yes	S
131022	HSHW	Wholesale and Retail Buyers, Except Farm Products	1.65	574	32.23	16.96	4	Yes	S

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

††HSHW = High Skill/High Wage.

†††Data Source:

R = Meets regional wage and openings criteria based on state Labor Market Statistics employer survey data. Regional data are shown.

S = Meets statewide wage and openings criteria based on state Labor Market Statistics employer survey data. Statewide data are shown.

NR = Not releasable.

EFI - Enterprise Florida, Inc.

2018-19 Florida Statewide Demand Occupations List

Post Secondary Adult Vocational Certificate or College Credit Certificate/Associate Degree

Sorted by Occupational Title

Workforce Estimating Conference Selection Criteria:

- 1 FLD OE Training Codes 3 (PSAV Certificate) or 4 (College Credit Certificate/Associate Degree)
- 2 500 annual openings and average growth rate of 1.41% or 1,200 annual openings with any positive growth
- 3 Mean Wage of \$14.72/hour and Entry Wage of \$11.97/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$23.07/hour and Entry Wage of \$14.72/hour

SOC Code†	HSHW††	Occupational Title†	Annual Percent Growth	Annual Openings	2017 Hourly Wage		FLDOE Training Code	In EFI Targeted Industry?	STEM Occupation?	New to List?
					Mean	Entry				
113011	HSHW	Administrative Services Managers	1.63	1,109	52.41	30.38	4	Yes	No	
413011		Advertising Sales Agents	0.51	1,614	27.05	13.63	3	Yes	No	
493011	HSHW	Aircraft Mechanics and Service Technicians	1.28	1,278	27.09	17.33	3	Yes	No	
532011	HSHW	Airline Pilots, Coplots, and Flight Engineers	1.76	549	85.52	47.37	4	Yes	No	Yes
274011		Audio and Video Equipment Technicians	2.03	641	20.02	12.89	4	Yes	No	
472021		Brickmasons and Blockmasons	3.10	906	17.74	12.73	3	No	No	
493031		Bus and Truck Mechanics and Diesel Engine Specialists	1.60	1,294	22.58	15.79	3	Yes	No	
533021		Bus Drivers, Transit and Intercity	1.27	1,553	16.60	12.57	3	Yes	No	Yes
131199		Business Operations Specialists, All Other	1.62	8,743	33.69	19.73	4	No	Yes	
435011	HSHW	Cargo and Freight Agents	1.53	649	21.58	13.48	3	Yes	No	
472031		Carpenters	1.69	7,553	19.34	13.27	3	No	No	
472051		Cement Masons and Concrete Finishers	2.48	1,686	16.93	12.35	3	No	No	
351011	HSHW	Chefs and Head Cooks	1.69	1,222	28.09	17.17	3	No	No	
131031	HSHW	Claims Adjusters, Examiners, and Investigators	1.04	1,921	30.57	19.92	3	Yes	No	
532012		Commercial Pilots	1.61	572	44.86	23.00	3	Yes	No	
131041	HSHW	Compliance Officers	1.07	1,490	30.30	17.84	3	No	Yes	
151143	HSHW	Computer Network Architects	1.42	1,333	36.85	22.46	3	Yes	Yes	
151152	HSHW	Computer Network Support Specialists	1.50	913	28.26	17.76	3	Yes	Yes	
151121	HSHW	Computer Systems Analysts	2.70	1,867	40.67	27.27	4	Yes	Yes	
151151		Computer User Support Specialists	2.02	3,383	22.57	14.29	3	Yes	Yes	
474011	HSHW	Construction and Building Inspectors	1.89	926	28.56	18.88	3	No	No	
119021	HSHW	Construction Managers	1.32	2,597	46.78	27.63	4	No	Yes	
333012		Correctional Officers and Jailers	0.39	2,751	21.04	16.19	3	No	No	
131051	HSHW	Cost Estimators	1.80	1,649	29.57	18.16	4	No	Yes	
151141	HSHW	Database Administrators	1.78	649	40.87	26.16	4	Yes	Yes	
319091		Dental Assistants	2.28	2,680	18.58	13.92	3	Yes	No	

Source: Florida Department of Economic Opportunity, Bureau of Labor Market Statistics

2018-19 Florida Statewide Demand Occupations List

Post Secondary Adult Vocational Certificate or College Credit Certificate/Associate Degree

Sorted by Occupational Title

Workforce Estimating Conference Selection Criteria:

- 1 FLOE Training Codes 3 (PSAV Certificate) or 4 (College Credit Certificate/Associate Degree)
- 2 500 annual openings and average growth rate of 1.41% or 1,200 annual openings with any positive growth
- 3 Mean Wage of \$14.72/hour and Entry Wage of \$11.97/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$23.07/hour and Entry Wage of \$14.72/hour

SOC Code†	HSHW††	Occupational Title†	Annual Percent Growth	Annual Openings	2017 Hourly Mean	Hourly Wage Entry	FLOE Training Code	In EFI Targeted Industry?	STEM Occupation?	New to List?
292021	HSHW	Dental Hygienists	2.28	973	30.93	23.34	4	Yes	Yes	
292032	HSHW	Diagnostic Medical Sonographers	3.24	511	30.76	24.58	3	Yes	No	
472111		Electricians	1.76	5,013	21.86	15.14	3	No	No	
436011	HSHW	Executive Secretaries and Executive Admin. Assistants	0.02	4,311	25.16	17.12	3	Yes	No	
332011	HSHW	Firefighters	1.11	2,074	25.21	15.88	3	No	No	
371012		First-Line Superv. Landscaping & Groundskeeping Workers	1.55	1,753	23.07	14.46	3	No	No	
471011	HSHW	First-Line Superv. of Construction and Extraction Workers	1.85	5,876	29.52	19.69	4	No	Yes	
371011		First-Line Superv. of Housekeeping & Janitorial Workers	1.49	1,776	18.92	12.61	3	No	No	
531031	HSHW	First-Line Superv. of Material-Moving Vehicle Operators	1.20	1,311	28.32	17.81	3	Yes	No	
491011	HSHW	First-Line Superv. of Mechanics, Installers, and Repairers	1.29	3,113	30.43	20.06	3	No	No	
431011	HSHW	First-Line Superv. of Office and Admin. Support Workers	1.48	11,409	26.94	17.73	4	Yes	No	
511011	HSHW	First-Line Superv. of Production and Operating Workers	0.59	2,594	28.34	18.64	3	Yes	No	
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	1.19	3,977	44.88	22.36	4	Yes	No	
391021		First-Line Supervisors of Personal Service Workers	1.70	2,176	20.49	12.86	3	No	No	
411011		First-Line Supervisors of Retail Sales Workers	1.10	13,876	21.78	14.20	3	No	No	
119051	HSHW	Food Service Managers	1.44	1,764	36.15	22.74	4	No	No	
111021	HSHW	General and Operations Managers	1.58	7,981	64.45	32.14	4	Yes	No	Yes
472121		Glaziers	1.48	510	17.04	12.54	3	No	No	
271024		Graphic Designers	1.08	1,859	22.56	14.86	4	Yes	Yes	
292099		Health Technologists and Technicians, All Other	2.38	948	19.80	12.98	3	Yes	Yes	
499021		Heating, A. C., and Refrigeration Mechanics and Installers	1.83	4,030	20.06	13.89	3	No	No	
533032		Heavy and Tractor-Trailer Truck Drivers	1.23	10,864	19.52	13.18	3	Yes	No	
499041	HSHW	Industrial Machinery Mechanics	2.61	1,607	23.86	16.35	3	Yes	No	
537051		Industrial Truck and Tractor Operators	0.89	2,544	16.55	12.09	3	Yes	No	Yes
413021	HSHW	Insurance Sales Agents	1.44	4,797	33.82	17.23	3	Yes	No	
271025		Interior Designers	1.49	732	24.10	13.77	4	Yes	No	

Source: Florida Department of Economic Opportunity, Bureau of Labor Market Statistics

2018-19 Florida Statewide Demand Occupations List

Post Secondary Adult Vocational Certificate or College Credit Certificate/Associate Degree

Sorted by Occupational Title

Workforce Estimating Conference Selection Criteria:

- 1 FLOE Training Codes 3 (PSAV Certificate) or 4 (College Credit Certificate/Associate Degree)
- 2 500 annual openings and average growth rate of 1.41% or 1,200 annual openings with any positive growth
- 3 Mean Wage of \$14.72/hour and Entry Wage of \$11.97/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$23.07/hour and Entry Wage of \$14.72/hour

SOC Code†	HSHW††	Occupational Title†	Annual Percent Growth	Annual Openings	2017 Mean Hourly Wage	FLDOE Training Code	In EFI Targeted Industry?	STEM Occupation?	New to List?
292061		Licensed Practical and Licensed Vocational Nurses	2.34	4,075	21.09	3	Yes	No	
434131		Loan Interviewers and Clerks	1.41	1,937	19.69	3	Yes	No	
132072	HSHW	Loan Officers	1.32	2,060	40.96	4	Yes	No	
514041		Machinists	1.50	1,176	19.67	3	Yes	No	
319011		Massage Therapists	2.50	2,111	21.51	3	No	No	
292012		Medical and Clinical Laboratory Technicians	2.46	618	18.70	4	Yes	No	
292011	HSHW	Medical and Clinical Laboratory Technologists	1.81	811	29.94	4	Yes	Yes	
319092		Medical Assistants	3.06	8,271	15.43	3	Yes	No	
292071		Medical Records and Health Information Technicians	1.98	878	20.04	4	Yes	No	
436013		Medical Secretaries	2.31	2,944	15.60	3	Yes	No	
131121		Meeting, Convention, and Event Planners	1.96	1,074	22.89	4	No	No	
493042		Mobile Heavy Equipment Mechanics, Except Engines	1.45	594	21.82	3	Yes	No	Yes
151142	HSHW	Network and Computer Systems Administrators	1.42	1,435	39.74	4	Yes	Yes	
472073		Operating Engineers/Construction Equipment Operators	1.75	2,201	18.77	3	No	No	
292081		Opticians, Dispensing	2.68	506	18.48	4	Yes	No	
232011	HSHW	Paralegals and Legal Assistants	1.90	2,480	23.91	3	Yes	No	
373012		Pesticide Handlers, Sprayers, & Applicators, Vegetation	1.46	526	16.69	4	No	No	Yes
319097		Phlebotomists	2.59	1,100	14.94	3	Yes	No	
312021	HSHW	Physical Therapist Assistants	3.94	899	31.15	4	Yes	No	
472152		Plumbers, Pipefitters, and Steamfitters	1.40	3,211	20.07	3	No	No	
333051	HSHW	Police and Sheriff's Patrol Officers	1.03	3,281	28.38	3	No	No	
119141		Property, Real Estate & Community Association Managers	1.60	3,649	29.01	4	No	No	
131023	HSHW	Purchasing Agents, Except Farm Products & Trade	0.80	1,522	29.65	4	Yes	No	
292034	HSHW	Radiologic Technologists	1.50	946	26.00	3	Yes	No	
419021		Real Estate Brokers	1.65	735	41.39	3	No	No	Yes
291141	HSHW	Registered Nurses	2.01	14,224	31.73	4	Yes	Yes	

Source: Florida Department of Economic Opportunity, Bureau of Labor Market Statistics

2018-19 Florida Statewide Demand Occupations List

Post Secondary Adult Vocational Certificate or College Credit Certificate/Associate Degree

Sorted by Occupational Title

Workforce Estimating Conference Selection Criteria:

- 1 FLOE Training Codes 3 (PSAV Certificate) or 4 (College Credit Certificate/Associate Degree)
- 2 500 annual openings and average growth rate of 1.41% or 1,200 annual openings with any positive growth
- 3 Mean Wage of \$14.72/hour and Entry Wage of \$11.97/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$23.07/hour and Entry Wage of \$14.72/hour

SOC Code†	HSHW††	Occupational Title‡	Annual Percent Growth	Annual Openings	2017 Hourly Wage		FLDOE Training Code	In EFI Targeted Industry?	STEM Occupation?	New to List?
					Mean	Entry				
291126	HSHW	Respiratory Therapists	1.42	595	27.60	22.32	4	Yes	Yes	
414011	HSHW	Sales Representatives, Wholesale & Mfg, Tech. & Sci. Prod.	1.21	2,641	41.47	18.89	3	Yes	No	
414012		Sales Representatives, Wholesale and Manufacturing, Other	1.04	11,577	28.72	12.53	3	Yes	No	
492098		Security and Fire Alarm Systems Installers	1.91	832	20.75	14.89	3	No	No	
211093		Social and Human Service Assistants	1.27	1,546	15.75	11.97	3	No	No	
151132	HSHW	Software Developers, Applications	2.43	3,276	43.36	27.52	4	Yes	Yes	
292055		Surgical Technologists	1.98	695	20.79	16.25	3	Yes	No	
492022	HSHW	Telecommunications Equipment Installers and Repairers	0.11	1,636	25.26	16.25	3	Yes	No	Yes
292056		Veterinary Technologists and Technicians	2.69	961	15.62	12.04	4	Yes	No	Yes
251194	HSHW	Vocational Education Teachers, Postsecondary	1.69	626	29.44	17.17	4	No	No	
151134	HSHW	Web Developers	3.20	1,102	30.60	18.75	3	Yes	Yes	
514121		Welders, Cutters, Solderers, and Brazers	0.93	1,706	18.32	12.91	3	Yes	No	
131022	HSHW	Wholesale and Retail Buyers, Except Farm Products	1.65	574	32.23	16.96	4	Yes	No	

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

††HSHW = High Skill/High Wage.

EFI - Enterprise Florida, Inc.

**ALTERNATIVE ASSESSMENT TOOL(S) TO BE USED FOR PROGRAM
ENROLLMENT PURPOSES**

Background: Effective December 31, 2018, the Florida Department of Education (D.O.E.) made changes to the Test of Adult Basic Education (TABE) and the TABE 11/12 became the recognized assessment tool. Per D.O.E., TABE 11/12 is aligned to the new College and Career Readiness Standards.

For purposes of individuals seeking to obtain their General Equivalency Diploma, the new TABE 11/12 has negatively impacted the number of individuals returning to adult education to obtain their diploma. The test time for TABE 11/12 is approximately 5 hours: Mathematics, 85 minutes; Reading – 120 minutes; Language – 95 minutes. Based on feedback from the adult education instructors, the new TABE and the GED test are not aligned at all. For one of the counties, out of 33 students enrolled in the GED program, only 2 students barely scored in the GED range and then, in only one (1) subject area.

All counties in the local area have reported students are not scoring high enough for referral to CSC for Workforce Innovation and Innovation Act (WIOA) youth enrollment consideration. In the past, the acceptable level for enrollment was 8.9 on the TABE.

For comparison purposes between the TABE 9/10 and TABE 11/12, CSC requested Liberty County to select two (2) students that had taken the TABE 9/10 and scored well to take the TABE 11/12 for comparison. Listed below are the results:

1) STUDENT M.G. (obtained a GED while enrolled in the youth program)

On TABE 9/10, scored:

- Reading 11.1 grade level
- Math 12.9+ grade level
- Language 12.1 grade level

On TABE 11/12, scored:

- Reading 7th grade level
- Math 6th grade level
- Language Arts 5th grade level

2) STUDENT S.W. (obtained a GED while enrolled in the youth program)

On TABE 9/10 scored:

- Reading 12.9+ grade level
- Math 12.9+ grade level
- Language Arts 10th grade level

On TABE 11/12 scored:

- Reading 11th grade level
- Math 6th grade level
- Language Arts 5th grade level

Based on the results of the TABE comparison and in order to address low enrollment numbers, CSC is seeking approval to use alternative assessment tools for enrollment purposes to address the issues with scoring 8.9 on the TABE. Listed below are the tools for your review and consideration:

1. GED Practice Tests. For youth seeking to obtain his/her GED: A passing score on two of the four GED practice tests, one of which must be either Mathematical Reasoning or Reasoning Through Language Arts. The four (4) tests are: Mathematical Reasoning, Reasoning Through Language Arts, Social Studies, and Science. Note: A passing score is between 145 and 164.
2. TEAS or HESI. For students seeking enrollment/enrolled in medical training programs, accept the standard academic/assessment testing required for program entry at the educational institution. Example: Practical Nursing students at Florida Panhandle Technical College must complete the Test of Essential Academic Skills (TEAS); students at Chipola College in the Registered Nursing program must take the Health Education Systems, Inc. (HESI) standardized test. The student or training school must provide CSC with documentation of a passing and acceptable score for enrolment at the educational institution.
3. GAIN (General Assessment of Instructional Needs). The new CSC assessment tool which will assess the Educational Functioning Levels of English and Math skills.
4. P.E.R.T. The Postsecondary Education Readiness Test (PERT) is Florida's customized common placement test. The purpose of the PERT is to determine accurate course placement based on the student's skills and abilities. The P.E.R.T. assessment system includes Placement and Diagnostic tests in mathematics, reading and writing. The student or training school must provide CSC with documentation of a passing and acceptable score for enrolment at the educational institution.
5. T.A.B.E. For any training requirement requiring the Test of Adult Basic Education (TABE) (without any alternative), the student may provide the scoring from an educational institution for enrollment consideration. The training school/educational facility must indicate the scoring is acceptable for enrollment.

Staff Recommendation: Approve the above-listed alternative assessment tools for use in program enrollment and eliminate the reference in policy to scoring 8.9 on the Test of Adult Basic Education (TABE).