



College of Central Florida  
Enterprise Center, Building 42  
3003 SW College Rd, Suite 206  
Ocala, FL 34474

## EDUCATION AND INDUSTRY CONSORTIUM AGENDA

Wednesday, May 29, 2024 – 11:30 a.m.

Join Zoom Meeting: <https://us02web.zoom.us/j/83416912361>

Phone No: 1-646-558-8656 (EST) Meeting ID: 834 1691 2361

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Call to Order		J. Corley
Roll Call		C. Schnettler
Approval of Minutes March 21, 2024	Pages 2 - 5	J. Corley
<b><u>PRESENTATION</u></b>		
Florida Chamber	Pages 6 - 26	R. Ludwig
<b><u>DISCUSSION ITEMS</u></b>		
Presentation		
o Review of on Demand Occupations	Pages 27 - 34	C. Weaver
<b><u>PUBLIC COMMENT</u></b>		J. Corley
<b><u>ACTION ITEMS</u></b>		J. Corley
None		
<b><u>MATTERS FROM THE FLOOR</u></b>		J. Corley
<b><u>ADJOURNMENT</u></b>		

### **OUR VISION STATEMENT**

*To be known as the number one workforce resource in the state of Florida by providing constructive tools and professional supportive services that are reflected in the quality of our job candidates and meet the needs of the business community.*



**CAREERSOURCE CITRUS LEVY MARION  
Education and Industry Consortium**

**MINUTES**

DATE: March 21, 2024  
PLACE: College of Central Florida, Strategic Planning Room  
3001 SW College Road, Ocala, FL 34474  
TIME: 11:30 a.m.

**MEMBERS PRESENT**

Dr. Ann Hembrook  
Carrie Blair  
David Roland  
Dr. Jennifer Fryns  
Joe Corley  
Mauri Bryant  
Matt Clay  
Rachel Gibbs  
Rebecca Johnson  
Tim Gilbert

**MEMBERS ABSENT**

Chris Formisano  
Eric Willis  
Tanya Taylor

**OTHER ATTENDEES**

Rusty Skinner, CSCLM  
Dale French, CSCLM  
Cory Weaver, CSCLM  
Cira Schnettler, CSCLM

Tony Waterson, One Stop Operator  
Kristen Barry, One Stop Operator  
Bob Rutenmiller

**CALL TO ORDER**

The meeting was called to order by Joe Corley, Chair, at 11:31 a.m.

**ROLL CALL**

Cira Schnettler called roll and a quorum was declared present.

**DISCUSSION ITEMS**

Rusty Skinner provided a brief overview of the purpose of the newly formed committee and State expectations. He explained that the Florida legislature wants businesses and educational partners to come together to create training programs designed around the critical skills businesses need.

Cory Weaver presented in-demand occupations by sector. Committee members engaged in discussion with highlights as noted below:

### Construction Sector

- Municipal and industrial positions need representation.
- High demand occupations:
  - Rough carpentry/framers
  - Plumbers
  - Construction Management – degreed with experience or upskilling was preferred versus degreed without hands on experience
- Inter-sector occupations are also in high demand:
  - Welders
  - IT
- Apprenticeships:
  - Lake Weir is partnering with the builder's association to develop a construction pre-apprenticeship program.
  - MTC works with construction companies to create apprenticeship programs.

### Manufacturing Sector

- Leadership programs or shorter bootcamps are needed.
- Warehouses are moving toward increased automation this will decrease general warehouse jobs but increase machinery positions for operation and repair.
- Teaching businesses/students how to repurpose existing skill sets. For example, robotics/gaming development skills are transferrable to systems integration.
- Vital to identify which computer languages are priority for training.
- PLC training programs are needed.
- High Demand Occupations:
  - Systems integration positions
  - CNC Machinists trained in FANUC systems

### Transportation / Warehousing Sector

- Cory Weaver noted that there was an increase in candidates attending the recent CDL job fair
- Identifying transferrable skills is extremely important. For instance, school bus drivers with summers off can transition to firework transporters.
- High demand occupations:
  - Truck Drivers – Over the road and light duty
  - Mechanics for all fleets
  - Diesel Mechanics
  - Database management – Systems Integrators
    - PLC languages and protocols

### Professional Sector

- Vet tech programs are in high demand for our area
- IT:
  - CAD Design and Drafting
  - Cyber Security (especially in Healthcare and PPI)
  - Database Networking

- Artificial Intelligence:
  - There is an unspoken expectation that job candidates aged 16-24 are to bring AI knowledge to the workforce.
  - AI will be touching every industry.
  - Technology is changing so fast, that by the time a student has learned the technology and gets employment the technology may have already changed. Teaching students on multiple platforms and how to be resourceful and flexible to adapting to the changes will have a major impact on upskilling in the workforce.

### Education Sector

- Citrus County is developing a teacher pathway for dual enrollment students that may graduate with their paraprofessional license.
- High Demand Occupations:
  - ESE Teachers

### Healthcare Sector

- High Demand Occupations:
  - Med techs for labs
  - Biomedical Engineering
  - Therapists:
    - Physical
    - Speech
    - Occupational
    - Respiratory – CF has a program beginning in Fall 2024
  - Rad Techs:
    - MRI
    - Ultrasound
    - Nuclear Medicine
  - IT:
    - Medical cart stations – troubleshooting training
    - Cyber Security
  - Dental:
    - Hygienists
    - Dental Assistants
  - Behavioral Health:
    - Counselors
    - Social Workers

### Agriculture Sector

- This is a historic sector for our region.

### Industry Fliers

Cory Weaver presented a sample of an industry flier that is given to students. These fliers are used to market occupations to students. The fliers are customized by industry for each county and pathway options. They are used to help develop talent pipelines.

Cory Weaver also encouraged the committee members to review the sector lists and share any other occupations that may not be on the list or new occupations. As new skills are required by business, new types of occupations are created. This will help us look ahead into workforce trends, such as advancements in AI.

Rusty Skinner concluded with a call to action for everyone to go out into their networks and continue these discussions. He also offered to host and facilitate any meetings to foster industry discussion. The next Consortium meeting will be held in June or July. A calendar invite will be sent.

**PUBLIC COMMENT**

None

**MATTERS FROM THE FLOOR**

None

**ADJOURNMENT**

There being no further business, the meeting adjourned at 1:03 p.m.

**APPROVED:**

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# The Florida 2030 Blueprint: Uniting Businesses For Good



<p><b>Building the perfect climate for business</b></p> <p>Actuarially sound <b>property insurance</b> rates based on <b>actual risk and competition</b></p> <p><b>#1 business tax climate</b> in the nation</p> <p>Regulatory, labor, and operating risk environments rated among <b>top 5</b> in the nation</p> <p>Environmental permitting and local land use processes rated among <b>top quartile in the nation</b></p> <p>Occupational licensing laws rated among <b>top 5 in the nation</b></p> <p>Legal climate improves to <b>top quartile in the nation</b></p>	<p><b>Making government and civics more efficient and effective</b></p> <p><b>100%</b> of state agencies aligned with Florida 2030 goals</p> <p><b>100%</b> of regional economic development plans aligned with Florida 2030 goals</p> <p><b>100%</b> of Florida residents covered by...</p>	<p><b>Championing Florida's quality of life</b></p> <p><b>Top 5</b> state for overall well being</p> <p>Florida's brand and reputation as best place to live, work, raise a family, visit, learn, play, relocate, and compete remains <b>top in the nation</b></p> <p>Cut Florida <b>childhood poverty in</b>...</p>	
	<p><b>Improving Florida's talent pipeline for a better workforce</b></p> <p><b>&gt;80%</b> of Florida's workforce has essential <b>employability skills</b></p> <p><b>&gt;60%</b> of Floridians 25-64 have a high-value <b>postsecondary certificate, degree, or training experience</b></p> <p><b>95%</b> of entering <b>high school students graduate within 4 years</b></p> <p><b>100%</b> of Florida <b>8th graders read &amp; perform math at or above grade level</b></p> <p><b>100%</b> of Florida <b>3rd graders read at or above grade level</b></p> <p><b>100%</b> of children are ready for kindergarten</p>	<p><b>Creating good jobs by diversifying Florida's economy</b></p> <p><b>Top</b> state for <b>gross domestic product</b> and <b>top quartile most diversified state economy</b></p> <p><b>#1</b> state for <b>overseas visitors</b></p> <p>Goods exports <b>double</b> and services exports <b>triple</b></p> <p><b>Top 5</b> state for <b>manufacturing jobs</b></p> <p><b>Top 3</b> state for <b>technology jobs</b></p> <p><b>#1</b> state for <b>business startups</b></p> <p><b>Top 3</b> state for <b>venture capital investments</b></p> <p><b>Top 3</b> state for <b>research and development funding and patents issued</b></p> <p><b>Rural county</b> share of Florida gross domestic product <b>doubles</b></p>	<p><b>Preparing Florida's infrastructure for smart growth and development</b></p> <p><b>Diverse, attainable housing</b> to meet future demand</p> <p>Every resident has access to <b>public and private mobility services</b></p> <p><b>All major population and economic centers connected</b> to regional, national, and global markets by <b>high-capacity corridors</b></p> <p>World's <b>most capable spaceport; top-tier airports, seaports, and surface transportation hubs</b> in U.S.</p> <p><b>100%</b> of Florida residents have access to <b>high-speed communications connectivity</b></p> <p><b>Diverse and reliable energy, water, and waste management resources</b> to meet future demand</p> <p><b>All Florida residents</b> protected by <b>resiliency plans</b></p>

15<sup>th</sup> to 10<sup>th</sup>  
  
 39 Goals

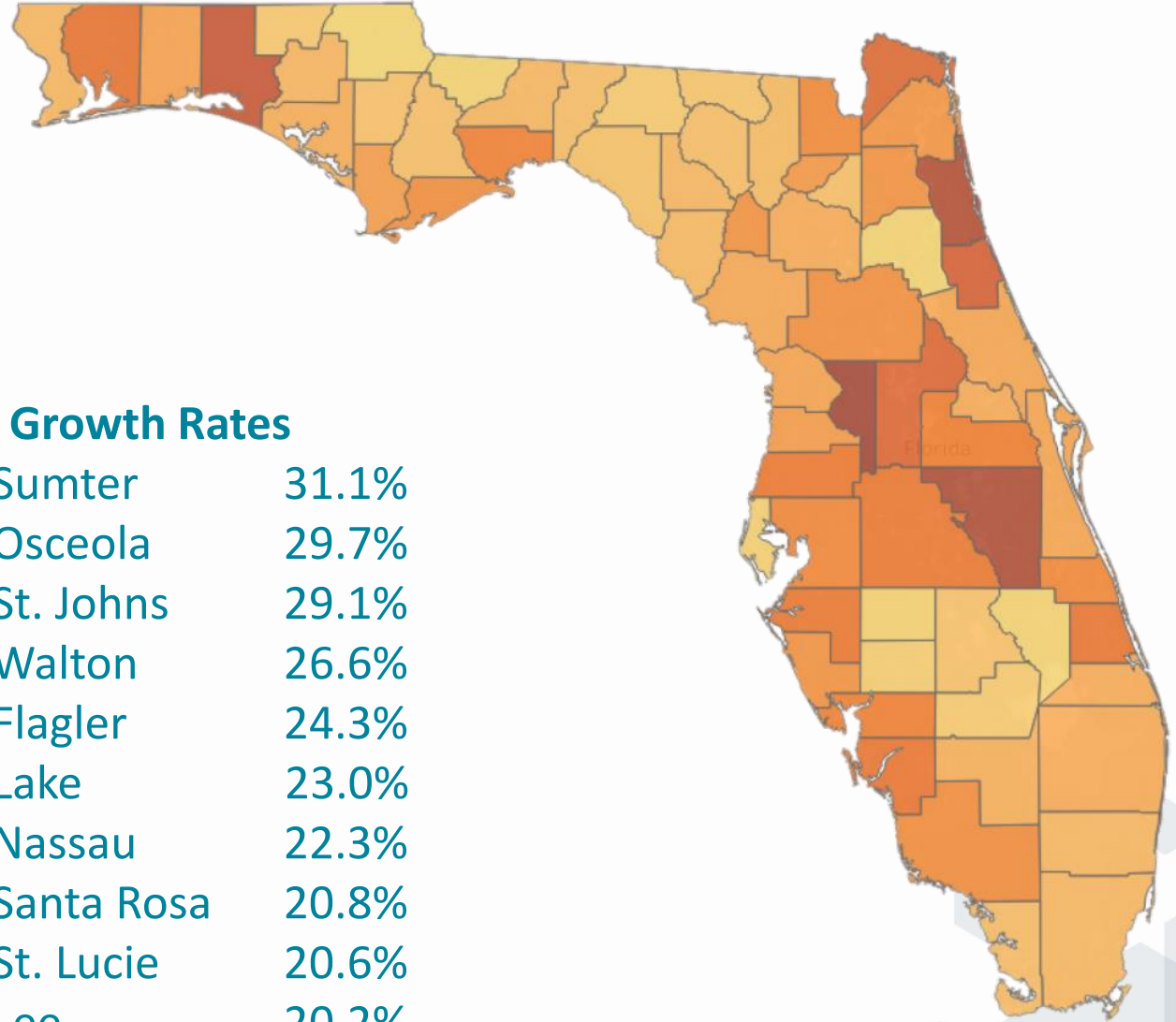
- +2.8 Million Net New Residents
- +1.34 Million Net New Jobs
- +40 Million More Annual Visitors
- +2.5 Million More Drivers



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# Florida's Demographics Are Changing

*Florida's Next  
2.8 Million People*



## Top Projected Increases

**Top 5:  
52.5%**

- 1. Miami-Dade 368K
- 2. Orange 330K
- 3. Hillsborough 317K
- 4. Broward 261K
- 5. Palm Beach 231K

**Top 10:  
82.4%**

- 6. Duval 196K
- 7. Lee 192K
- 8. Polk 182K
- 9. Osceola 151K
- 10. Pasco 137K

## Top Growth Rates

- 1. Sumter 31.1%
- 2. Osceola 29.7%
- 3. St. Johns 29.1%
- 4. Walton 26.6%
- 5. Flagler 24.3%
- 6. Lake 23.0%
- 7. Nassau 22.3%
- 8. Santa Rosa 20.8%
- 9. St. Lucie 20.6%
- 10. Lee 20.2%

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# Florida's Aging Population Contributes to Workforce Struggles

## Projected Population Change 2023-2024

**Ages 20-65: +61,000**  
56.5% of Current Total Population

**Ages 70+: +70,400**  
15.7% of Current Total Population

## Population **Decline** for:

Ages 9 and Under

Ages 25-35

Ages 50-60

## New Talent



## Top GDP Contributors

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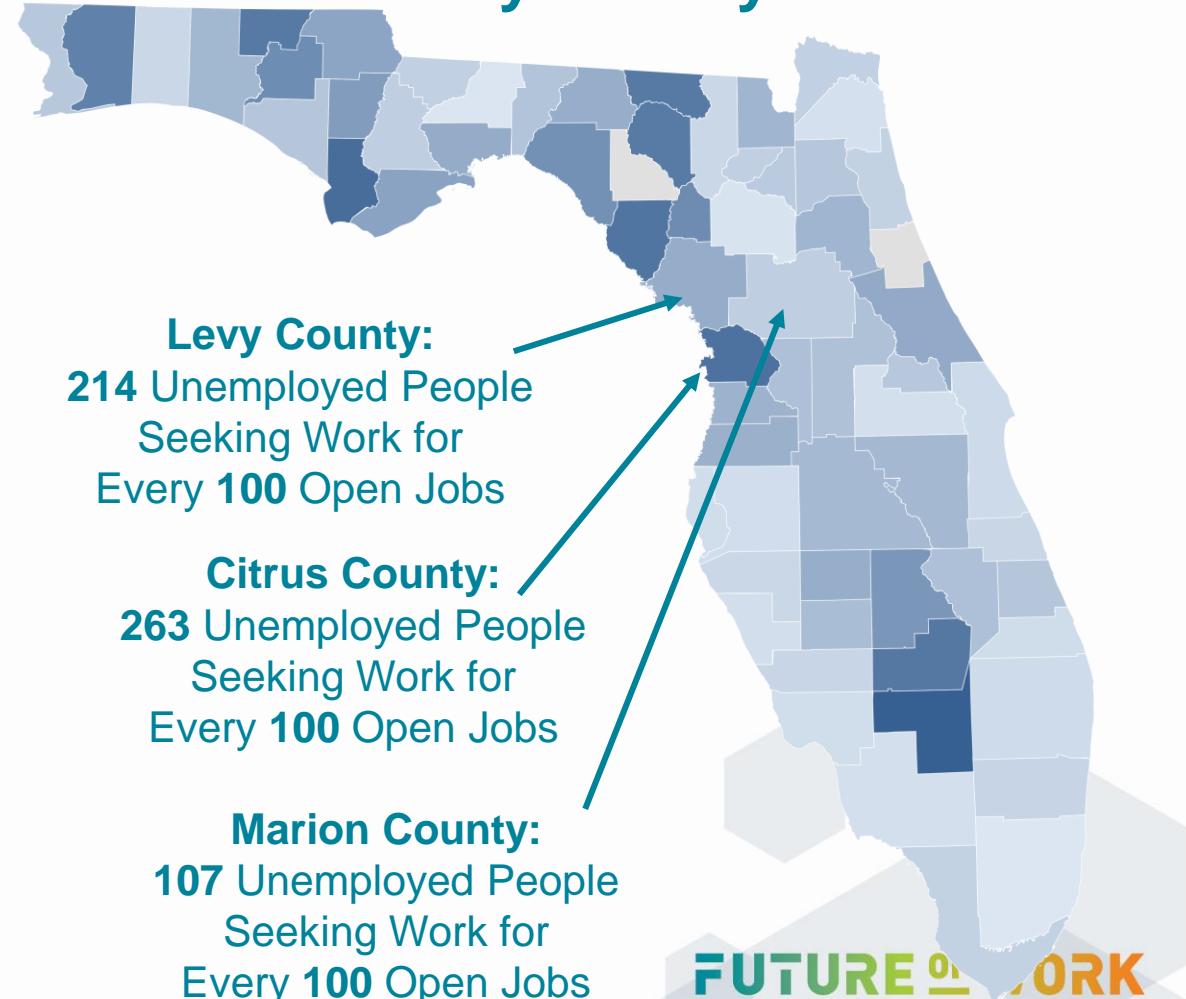
# For Every 100 Open Jobs, 86 Floridians are Looking for Work



**86** Unemployed Floridians Seeking Work for Every **100** Open Jobs



## Workforce Needs Vary by County

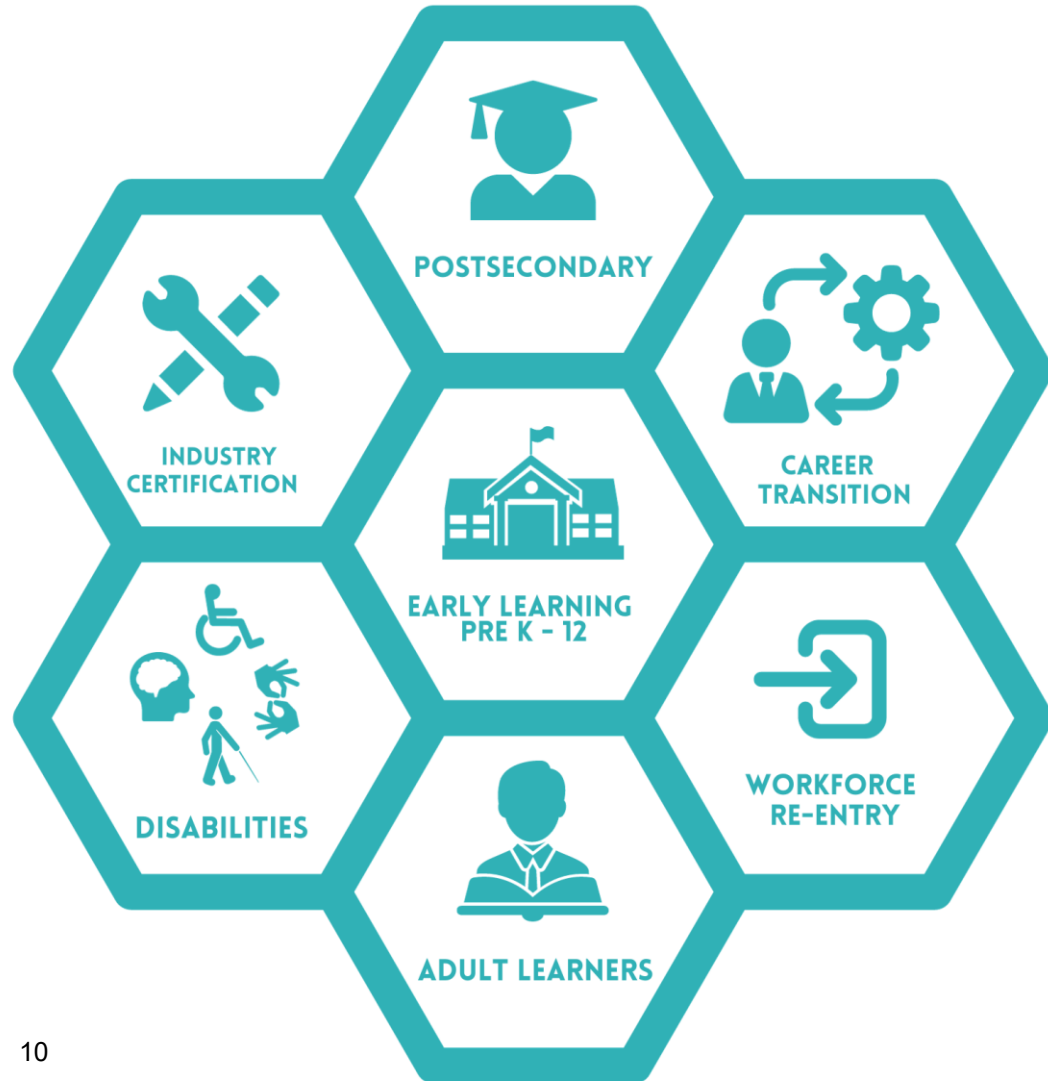


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# FUTURE OF WORK

## FLORIDA



Unite the business community, workforce, and education partners to create the nation's #1 workforce by 2030



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# Thank You to the Future of Work Advisory Board



**Mike Brannen**  
SVP, Industrial and Workforce  
Development



**Marian Cacciatore**  
VP, Human Resources



**Andrea Cichon**  
Sr. Director, Talent Acquisition  
& Development



**David Cross**  
SVP, HR & Administration



**Vicki Greene**  
SVP, America's Workforce Skills



**Dr. Amy Hecht**  
VP of Student Affairs



**Brooke Malsberger**  
Director  
Global Talent Acquisition



**Kara Marante**  
VP & Chief People Officer



**Sarah Marmion**  
Sr. Manager of Education &  
Outreach Centers



**Bill Solomon**  
Dean, Workforce Education



**Kristen Vanselow**  
AVP, Innovative Education  
& Partnerships



**Sam Verghese**  
Chief Operations Officer



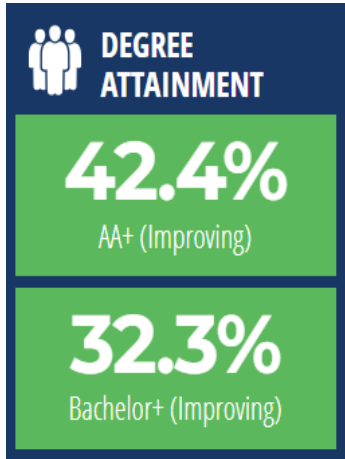
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**8 Seats Available**

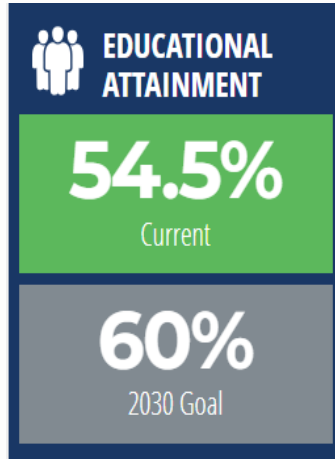


# Improving Florida's Talent Pipeline for a Better Workforce

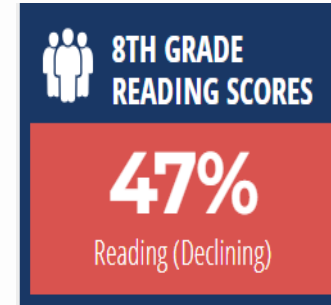
## Florida



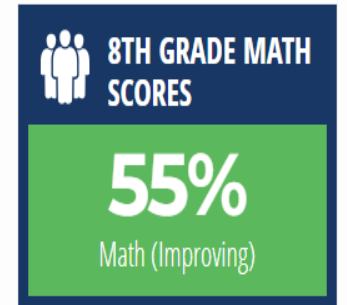
## Florida



## Florida



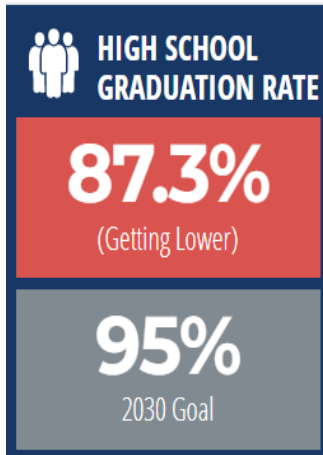
## Florida



## Florida



## Florida



**>80%** of Florida's workforce has essential **employability skills**

**>60%** of Floridians 25-64 have a high-value **postsecondary certificate, degree, or training experience**

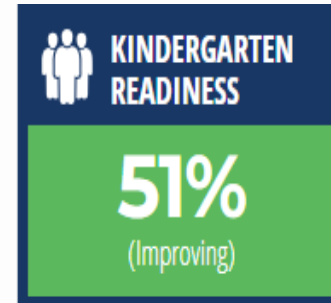
**95%** of entering **high school students graduate within 4 years**

**100%** of Florida **8th graders read & perform math at or above grade level**

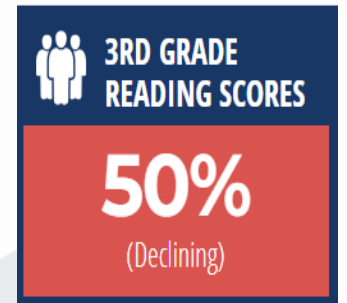
**100%** of Florida **3rd graders read at or above grade level**

**100%** of children are **ready for kindergarten**

## Florida



## Florida

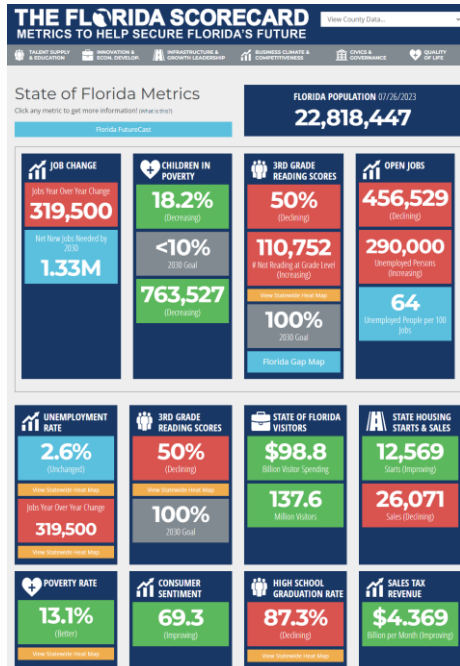


# Florida Center for Workforce & Talent Development

## Talent Pipeline Research Hub

## Talent Identification & Development

## Alignment & Connections Corner



**2023 FLORIDA PROSPERITY & ECONOMIC OPPORTUNITY SOLUTION SUMMIT**  
MAY 25, 2023  
Hyatt Regency Jacksonville Riverfront  
9:00am-4:00pm EDT

**2023 FLORIDA LEARNERS TO EARNERS WORKFORCE SOLUTION SUMMIT**  
JUNE 27, 2023  
Grand Hyatt Tampa Bay  
9:00am-4:00pm EDT

**FL 2030 BENCHMARKS**  
The Florida Chamber Focuses Businesses to Grow Florida

**UNITE WITH**  
Please share our upcoming engagement support items and let your organization help us focus on the top items that we are focused on.

**Future of Work Florida Podcast Player**  
Future of Work Florida  
Tiffany Barfield Discusses NAF and Prepa

**The Florida Times-Union**  
Best Workforce Requires Awareness of Career Ops Beyond Traditional Degrees  
By 2030, Florida will be home to an additional 3.5 million more residents and will need to create 1.62 million net new jobs to sustain them and Florida's growing economy. Diverse and uncharted growth requires innovative and strategic solutions toward talent acquisition and workforce development challenges.

**Future of Work Florida Career Spotlight Series**  
Ring Students

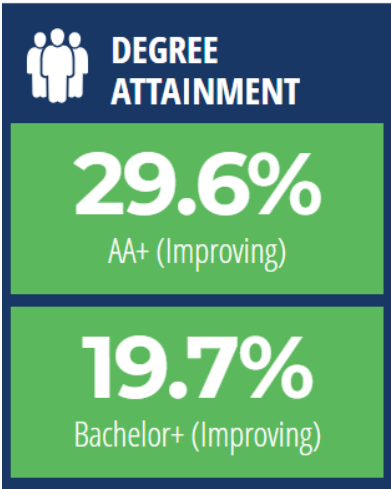
**Workforce Wednesday Webinar Series**  
Rekilling & Upskilling Talent: Developing Industry-led Integrated Education & Training Programs  
November 15, 2023 | VIA ZOOM | 10:00AM-11:00AM ET

**Orlando Sentinel**  
GUEST COMMENTARY  
The future of work is career and technical education | Commentary  
By Sam Verghese | Queue Columnist  
Mar 24, 2023 at 5:30 am

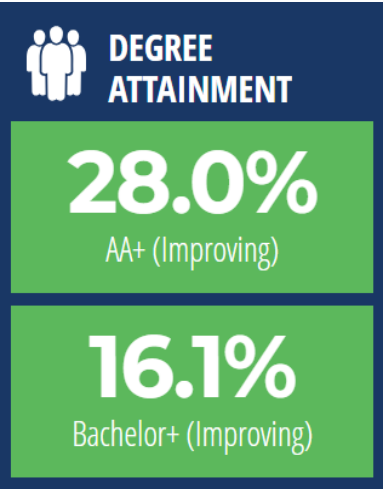
Website coming soon!

# Education Attainment Across Region 10

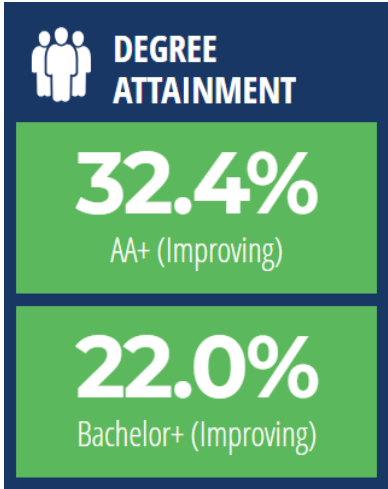
## Citrus



## Levy



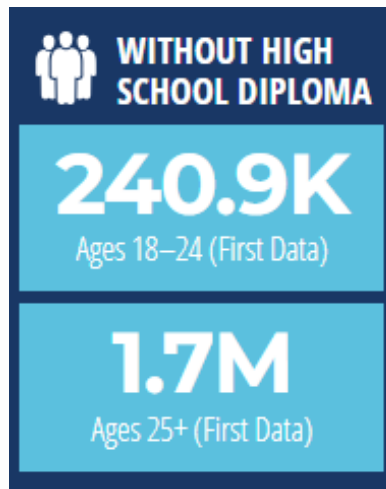
## Marion



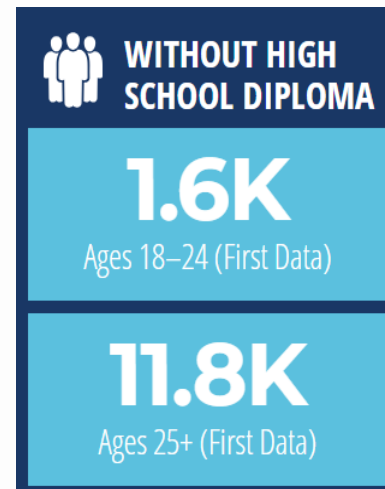
To learn more, visit [TheFloridaScorecard.org](https://TheFloridaScorecard.org) or contact Rachel Ludwig at [rludwig@flchamber.com](mailto:rludwig@flchamber.com)

# New Florida Scorecard Tiles Reveal Opportunity for Upskilling & Reskilling Talent

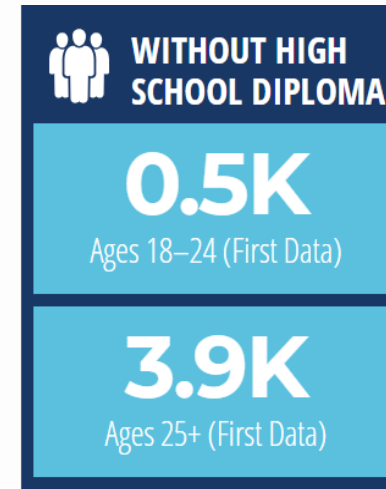
## Statewide



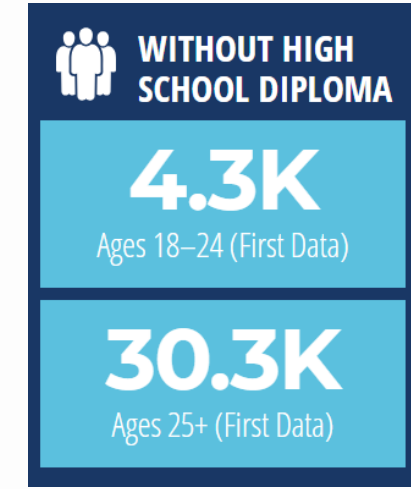
## Citrus



## Levy



## Marion



To learn more, visit [TheFloridaScorecard.org](https://TheFloridaScorecard.org) or contact Rachel Ludwig at [rludwig@flchamber.com](mailto:rludwig@flchamber.com)

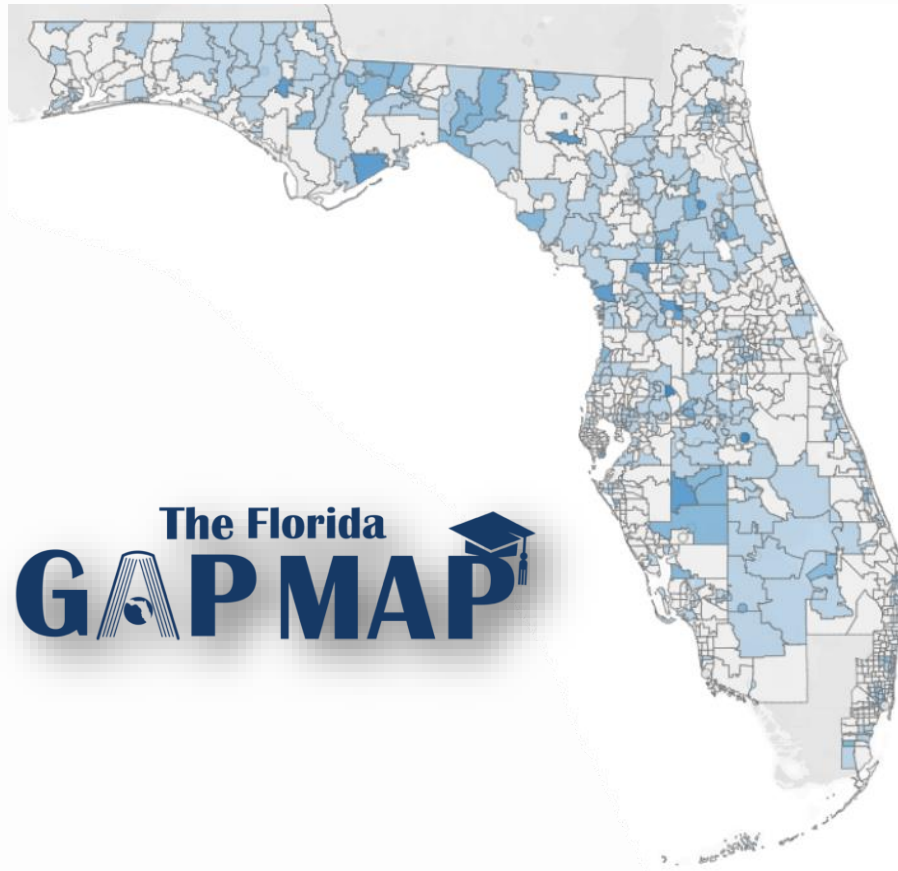
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# Community Specific Understanding For Community Specific Investments

Zip: (All) County: (All) Metric: Childhood Poverty Percentage



3rd Grade Reading Scores (2022)			
School Name	≡	Children Below Reading Level	At/Above Reading Level
Franklin Park Elementary School		76	15%
Tice Elementary School		72	24%
Colonial Elementary School		103	25%
Orange River Elementary School		94	28%
G. Weaver Hipps Elementary School		109	29%
Dr Carrie D Robinson Littleton Elementary		65	31%
Six Mile Charter Academy		54	31%
Villas Elementary School		88	32%
Allen Park Elementary School		113	33%
Avalon Elementary School		44	33%
Eden Park Elementary School		76	33%
Edgewood Academy		53	33%
Peace River Elementary School		52	33%
Bonita Springs Elementary School		57	34%
Oak Creek Charter School Of Bonita Springs		46	34%
Ray V. Pottorf Elementary School		102	34%
West Elementary School		79	35%
Lehigh Elementary School		134	36%
Moore Haven Elementary School		35	36%
Hancock Creek Elementary Schl		83	37%
Mike Davis Elementary School		57	37%
Nocatee Elementary School		51	37%
Tortuga Preserve Elementary School		118	37%
Golden Gate Elementary School		48	39%
Harlem Heights Community Charter School		18	40%
San Carlos Park Elementary School		76	40%
Veterans Park Academy For The Arts		113	40%



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# New Future of Work Resources



HOME ABOUT FOUNDATION ADVOCACY POLITICAL GLOBAL EVENTS LEADERSHIP CABINET

Home / Uniting Florida Businesses to Create America's BEST Workforce

## Uniting Florida Businesses to Create America's BEST Workforce



### View the Top 30 in 2030: High-Demand Careers

View the Top 30 in 2030: High Demand Careers state and region-wide by clicking the graphic below.



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# Top 30 High-Demand Careers in 2030 (Region 10 - Citrus, Levy, Marion)

	Career	2022 Median Wage	Education
1	Heavy & Tractor-Trailer Truck Drivers	\$21.05	PS
2	General & Operations Managers	\$36.69	B
3	First-Line Supervisors of Retail Sales Workers	\$21.23	HS
4	Registered Nurses	\$32.81	A
5	Sales Reps of Services (except-advertising, insurance, financial, travel)	\$23.64	HS
6	First-Line Supervisors of Construction, Trades & Extraction Workers	\$28.39	PS
7	Accountants & Auditors	\$29.70	B
8	Elementary School Teachers (except-special ed)	\$62,271 annual	B
9	Electricians	\$21.99	PS
10	First-Line Supervisors of Transportation & Material-Moving Workers (except-aircraft cargo handling supervisor)	\$22.56	PS

# Top 30 High-Demand Careers in 2030 (Region 10 - Citrus, Levy, Marion)

	Career	2022 Median Wage	Education
11	First-Line Supervisors of Production & Operating Workers	\$23.87	PS
12	First-Line Supervisors of Mechanics, Installers & Repairers	\$28.81	PS
13	Heating, Air Conditioning & Refrigeration Mechanics & Installers	\$20.55	PS
14	Construction Managers	\$41.14	A
15	Secondary School Teachers (except-special & career/tech ed)	\$61,983 annual	B
16	Market Research Analysts & Marketing Specialists	\$23.73	B
17	Human Resources Specialists	\$24.19	B
18	Dental Assistants	\$20.62	PS
19	Medical & Health Services Managers	\$45.52	B
20	Plumbers, Pipefitters & Steamfitters	\$20.32	PS

# Top 30 High-Demand Careers in 2030 (Region 10 - Citrus, Levy, Marion)

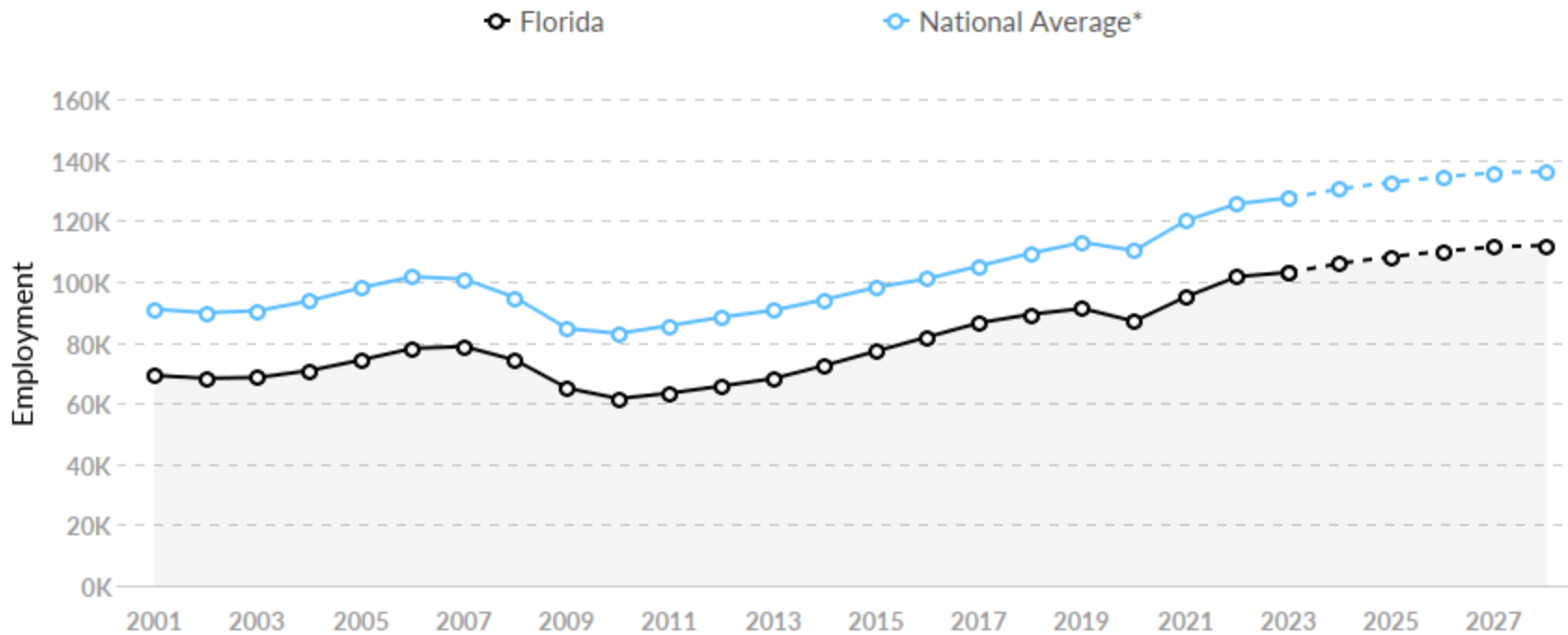
	Career	2022 Median Wage	Education
21	Middle School Teachers (except-special & career/tech ed)	\$62,310 annual	B
22	Project Management Specialists	\$35.45	B
23	Postal Service Mail Carriers	\$24.34	HS
24	First-Line Supervisors of Landscaping, Lawn Service & Groundskeeping Workers	\$21.86	HS
25	Management Analysts	\$31.81	B
26	Food Service Managers	\$26.88	PS
27	Securities, Commodities & Financial Services Sales Agents	\$23.51	B
28	Property, Real Estate & Community Association Managers	\$38.76	HS
29	Computer User Support Specialists	\$21.75	PS
30	Nurse Practitioners	\$48.14	M+

# Florida's Labor Market Needs: CDL-A Truck Drivers

Low talent supply makes it difficult to find candidates



15% Past Growth (2018 - 2023)      9% Projected Growth (2023 - 2028)



**970**  
Completions

**12,178**  
Openings

**11,208**  
More Openings than  
Completions

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# Florida's Labor Market Needs: General & Operations Managers

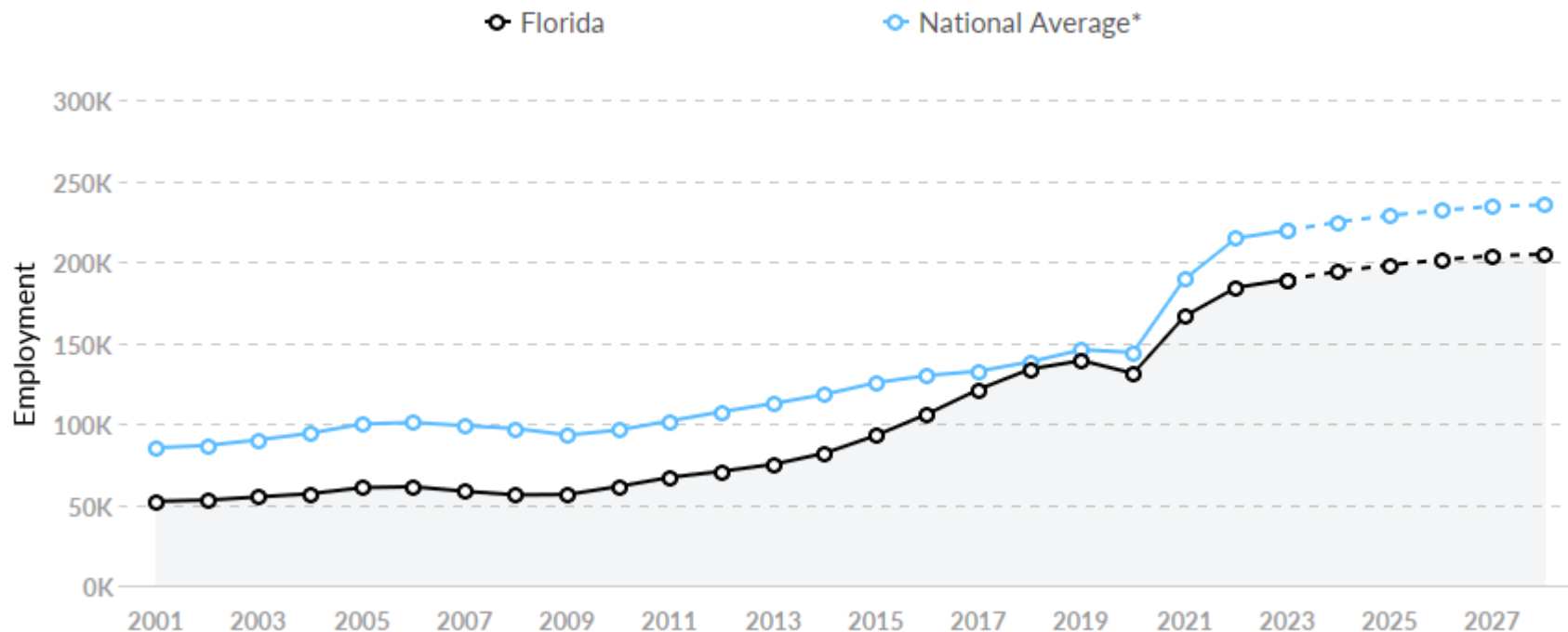
Low talent supply makes it difficult to find candidates



**Retiring Soon**  
**50,086**

41% Past Growth (2018 - 2023)

8% Projected Growth (2023 - 2028)



## Key Skills

- Operations Management
- Marketing
- Project Management
- Finance
- Auditing
- Profit & Loss Management
- Accounting
- Process Improvement

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# Talent & Education Monthly Memo



**Rachel Ludwig**  
Vice President  
Talent Development for the Future of Work  
Florida Chamber Foundation  
850.521.1254  
RLudwig@FLChamber.com

**FLORIDA  
CHAMBER  
Foundation**

Securing Florida's Future

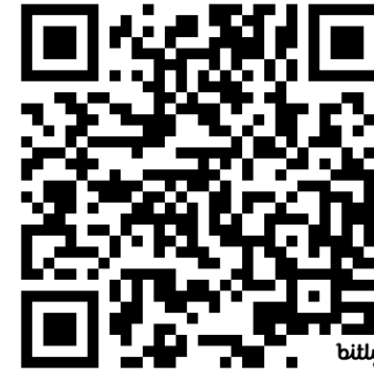


## MEMO

**TO:** Future of Work & Business Alliance of Early Learning Advisory Boards

**CC:** Florida Chamber Foundation Workforce & Talent Development Partners

**FR:** Rachel Ludwig, Vice President, Talent Development for Future of Work, Florida Chamber Foundation



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# Join Us at Florida's Largest Workforce Convening!



**2024 FLORIDA  
LEARNERS TO EARNERS  
WORKFORCE  
Solution Summit**

June 26, 2024  
Tampa, FL | 9:00am-4:00pm ET

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The graphic features a central glowing lightbulb with a blue graduation cap on top and a yellow dollar sign inside. Surrounding the lightbulb are various educational and professional icons: a calculator, a laptop, a notebook, and a pencil. The background is dark blue with faint white text and lines.



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**2024 Florida Prosperity & Economic Opportunity Workforce Solution Summit**  
Coral Springs, FL | May 23, 2024

**Complimentary Training**  
May 22



**2024 Florida Learners to Earners Workforce Solution Summit**  
Tampa, FL | June 26, 2024

**Complimentary Training**  
June 25



**2024 Florida Transportation, Growth & Infrastructure Solution Summit**  
Orlando, FL | December 3, 2024

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## Interested in Getting Involved? Let's Connect!

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# Targeted Sectors

## Citrus, Levy & Marion County Workforce Region

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	Location Quotient (LQ)	Total Demand	Exits	Transfers	Growth	Ann % Growth
23	Construction	16,200	\$51,253	1.50	8,704	2,951	4,327	1,426	1.7%
31	Manufacturing	11,749	\$56,519	0.81	7,216	2,466	3,695	1,055	1.7%
48	Transportation and Warehousing	7,996	\$49,325	0.90	5,625	2,016	2,604	1,005	2.4%
54	Professional, Scientific, and Technical Services	6,846	\$65,123	0.52	3,720	1,186	1,743	791	2.2%
61	Educational Services	12,340	\$42,874	0.86	7,405	2,988	3,099	1,318	2.1%
62	Health Care and Social Assistance	27,883	\$58,235	1.05	17,627	6,909	7,439	3,278	2.2%
	Total - All Industries	180,463	\$47,310	1.00	119,801	45,253	57,396	17,152	1.8%

Data as of 2023Q4

Note: Figures may not sum due to rounding.

1. All data based upon a four-quarter moving average

Exits and transfers are approximate estimates based upon occupation separation rates.

Wages and occupation data are as of 2023 provided by the Bureau of Labor Statistics Quarterly Census of Employment and Wages (QCEW) and imputed by *Chmura* where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics, forecasts for 2022-2032, adapted for regional growth patterns by *Chmura*.



# Industry/Occupation Mix

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
23	Construction	16,200	\$51,253	1.50	8,704	2,951	4,327	1,426	1.7%

## Top Construction Occupations by Current Employment

SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
47-2061	Construction Laborers	2,176	\$37,400	419	599	230	1,247
47-2031	Carpenters	1,342	\$46,100	254	342	117	713
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	1,107	\$66,400	199	272	106	577
47-2111	Electricians	739	\$49,000	136	223	91	450
11-9021	Construction Managers	714	\$109,900	98	177	75	349
47-2152	Plumbers, Pipefitters, and Steamfitters	593	\$46,600	103	174	55	333
43-9061	Office Clerks, General	506	\$43,800	157	154	17	329
47-2181	Roofers	635	\$42,500	93	169	59	321
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	556	\$47,700	96	160	64	320
47-2141	Painters, Construction and Maintenance	608	\$38,300	112	142	54	308
47-2073	Operating Engineers and Other Construction Equipment Operators	496	\$42,500	90	136	50	276
11-1021	General and Operations Managers	378	\$109,900	51	110	33	195
43-3031	Bookkeeping, Accounting, and Auditing Clerks	288	\$46,900	97	76	11	185
53-3032	Heavy and Tractor Trailer Truck Drivers <b>NEW</b>	238	\$49,000	59	77	24	160
43-6014	Secretaries and Admin Assistants <b>NEW</b>	262	\$38,200	78	71	4	152

## Positions of Interest from Last Meeting (data is for all sectors)

11-3021	Computer and Information Systems Mangers	205	\$145,700	22	51	30	103
15-1244	Network and Computer Systems Administrators	205	\$84,000	22	39	17	78
51-4121	Welders, Cutters, Solderers, and Brazers	563	\$44,800	93	204	56	352





# Industry/Occupation Mix

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
31	Manufacturing	11,749	\$56,519	0.81	7,216	2,466	3,695	1,055	1.7%

## Top Manufacturing Occupations by Current Employment

SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
51-2092	Team Assemblers	1,317	\$38,000	288	533	83	904
51-4121	Welders, Cutters, Solderers, and Brazers	421	\$44,100	69	153	43	265
51-1011	First-Line Supervisors of Production and Operating Workers	425	\$62,200	83	129	39	251
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	268	\$35,600	71	119	28	218
53-3032	Heavy and Tractor-Trailer Truck Drivers	296	\$49,700	72	95	27	194
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	241	\$43,700	54	93	19	166
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	264	\$70,200	48	80	27	155
51-9111	Packaging and Filling Machine Operators and Tenders	164	\$39,100	44	55	22	121
11-1021	General and Operations Managers	224	\$120,600	31	66	23	120
51-2099	Assemblers and Fabricators, All Other	170	\$39,800	37	69	11	117
51-4041	Machinists	182	\$46,800	40	57	18	114
51-2051	Fiberglass Laminators and Fabricators	179	\$39,500	40	60	13	114
43-9061	Office Clerks, General	171	\$41,600	54	53	8	114
51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil Winders, Tapers, and Finishers <b>NEW</b>	164	\$39,000	45	50	16	111
49-9041	Industrial Machinery Mechanics <b>NEW</b>	163	\$49,600	35	40	33	108

## Positions of Interest from Last Meeting

11-3021	Computer and Information Systems Mangers	205	\$145,700	22	51	30	103
15-1242	Database Administrators	48	\$98,900	7	9	5	20
51-9161	20 Computer Numerically Controlled Tool Operators	125	\$44,000	20	39	6	64





# Industry/Occupation Mix

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
48	Transportation and Warehousing	7,996	\$49,325	0.90	5,625	2,016	2,604	1,005	2.4%

## Top Transportation and Warehousing Occupations by Current Employment

SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,754	\$50,700	437	573	198	1,207
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,047	\$36,300	288	485	158	931
53-3033	Light Truck Drivers	986	\$53,600	262	344	189	796
53-7065	Stockers and Order Fillers	591	\$38,300	203	322	69	594
53-7051	Industrial Truck and Tractor Operators	308	\$41,500	55	109	36	200
43-5052	Postal Service Mail Carriers	414	\$58,600	89	74	22	185
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	222	\$60,100	43	83	33	158
43-5021	Couriers and Messengers	165	\$35,600	43	52	14	109
43-5071	Shipping, Receiving, and Inventory Clerks	160	\$41,400	36	52	14	102
53-3054	Taxi Drivers	123	\$33,400	37	34	23	94
53-7064	Packers and Packagers, Hand	104	\$29,700	34	47	10	92
43-4051	Customer Service Representatives	102	\$41,900	31	44	10	84
43-9061	Office Clerks, General	104	\$41,600	33	33	7	73
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	148	\$51,300	41	27	4	71
11-1021	General and Operations Managers	96	\$101,500	14	29	13	55

## Positions of Interest from Last Meeting

49-3023	Automotive Service Technicians and Mechanics	1,556	\$47,200	297	415	146	858
49-3031	Diesel Engine Mechanics	370	\$55,700	73	95	34	202
15-1242	30 Database Administrators	48	\$98,900	7	9	5	20



# Industry/Occupation Mix

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
54	Professional, Scientific, and Technical Services	6,846	\$65,123	0.52	3,720	1,186	1,743	791	2.2%

## Top Professional Occupations by Current Employment

SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	240	\$33,000	87	184	44	315
13-2011	Accountants and Auditors	401	\$82,100	68	98	38	204
29-2056	Veterinary Technologists and Technicians	287	\$37,400	57	94	53	204
11-9199	Managers, All Other	344	\$88,900	58	79	32	169
13-1111	Management Analysts	302	\$92,600	57	77	35	169
43-4171	Receptionists and Information Clerks	189	\$32,400	66	73	20	158
23-2011	Paralegals and Legal Assistants	225	\$48,700	47	78	23	148
23-1011	Lawyers	409	\$109,900	53	34	51	138
43-3031	Bookkeeping, Accounting, and Auditing Clerks	156	\$46,200	54	42	9	105
43-9061	Office Clerks, General	144	\$41,200	46	45	10	101
43-4051	Customer Service Representatives	122	\$39,800	37	52	11	99
13-1161	Market Research Analysts and Marketing Specialists	140	\$65,300	24	46	19	89
15-1252	Software Developers	171	\$114,100	17	37	34	88
39-2021	Animal Caretakers <b>NEW</b>	70	\$28,500	27	47	13	87
11-1021	General and Operations Managers	151	\$142,000	21	46	19	87

## Positions of Interest from Last Meeting

15-1212	Information Security Analysts	76	\$97,000	10	17	16	43
17-3011	Architectural and Civil Drafters	110	\$54,500	24	30	10	64
15-1242	3 Database Administrators	48	\$98,900	7	9	5	20



# Industry/Occupation Mix

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
61	Educational Services	12,340	\$42,874	0.86	7,405	2,988	3,099	1,318	2.1%

## Top Educational Occupations by Current Employment

SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
25-2021	Elementary School Teachers, Except Special Education	1,773	\$64,800	335	325	204	864
25-9045	Teaching Assistants, Except Postsecondary	1,083	\$30,400	342	354	123	820
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	1,274	\$67,800	205	227	148	580
25-2022	Middle School Teachers, Except Special and Career/Technical Education	880	\$64,900	166	161	102	429
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	409	\$30,300	158	158	44	360
53-3051	Bus Drivers, School	282	\$35,800	166	72	32	269
25-3031	Substitute Teachers, Short-Term	329	\$35,700	115	106	45	266
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	348	\$37,600	104	95	10	209
11-9032	Education Administrators, Kindergarten through Secondary	341	\$92,400	51	72	39	163
21-1012	Educational, Guidance, and Career Counselors and Advisors	319	\$58,900	53	71	37	161
35-2012	Cooks, Institution and Cafeteria <b>NEW</b>	168	\$33,000	63	76	19	158
43-9061	Office Clerks, General	229	\$40,300	73	71	12	156
25-2012	Kindergarten Teachers, Except Special Education	220	\$65,300	56	72	25	153
25-3041	Tutors <b>NEW</b>	145	\$44,000	73	62	15	150
35-3023	Fast Food and Counter Workers <b>NEW</b>	106	\$26,100	64	69	12	145

## Positions of Interest from Last Meeting

25-2058	Special Education Teachers, Secondary School	224	\$70,800	41	41	25	108
25-2052	Special Education Teachers, Kindergarten and Elementary School	211	\$63,200	39	39	24	101



# Industry/Occupation Mix

NAICS	Industry	Current			5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Total Demand	Exits	Transfers	Growth	Ann % Growth
62	Health Care and Social Assistance	27,883	\$58,235	1.05	17,627	6,909	7,439	3,278	2.2%

## Top Healthcare Occupations by Current Employment

SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
31-1131	Nursing Assistants	2,055	\$32,600	703	870	186	1,759
31-1122	Personal Care Aides	1,800	\$28,400	767	673	304	1,744
29-1141	Registered Nurses	3,157	\$77,700	572	364	329	1,265
31-9092	Medical Assistants	1,211	\$36,900	324	552	180	1,055
43-6013	Medical Secretaries and Administrative Assistants	1,185	\$35,900	346	333	128	806
43-4171	Receptionists and Information Clerks	750	\$33,400	261	290	80	630
39-9011	Childcare Workers	667	\$28,700	256	330	45	630
31-1121	Home Health Aides	638	\$28,500	198	213	108	519
29-2061	Licensed Practical and Licensed Vocational Nurses	815	\$52,900	182	155	75	412
31-9091	Dental Assistants	408	\$44,700	127	183	48	358
11-9111	Medical and Health Services Managers	555	\$115,500	93	137	121	351
43-9061	Office Clerks, General	451	\$39,300	143	141	26	310
25-2011	Preschool Teachers, Except Special Education	414	\$33,300	105	135	46	286
37-2012	Maids and Housekeeping Cleaners <b>NEW</b>	277	\$25,600	112	101	26	239
29-1171	Nurse Practitioners	372	\$108,400	54	54	128	237

## Positions of Interest from Last Meeting

29-2011/12	Medical and Clinical Laboratory Technologists/Technicians	386	\$53,800	59	74	39	173
29-1122	Occupational Therapists	195	\$87,500	32	27	27	86
29-1126	Respiratory Therapists	152	\$68,100	27	16	22	64
29-1123	Physical Therapists	376	\$94,100	49	32	57	139
29-2034	Radiologic Technologists/Technicians	267	\$61,500	44	32	29	44
21-1018	Behavioral Disorder, Substance Abuse, Mental Health Counselors	393	\$55,400	82	105	67	254



# Industry/Occupation Mix Historic Sector - Agriculture

NAICS	Industry	Current			5-yr History	5-Year Forecast				
		Employed	Avg Ann Wages	LQ	Empl Change	Total Demand	Exits	Transfers	Growth	Ann % Growth
11	Agriculture	4,438	\$32,979	1.99	-367	3,085	1,337	1,406	341	1.5%

Top Agriculture Occupations by Current Employment							
SOC	Occupation	Current		5-Year Demand			
		Empl	Avg Ann Wages	Exits	Transfers	Empl Growth	Total Demand
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,854	\$81,700	684	323	102	1,109
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	536	\$35,100	164	258	39	460
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	343	\$29,200	105	165	25	295
39-2021	Animal Caretakers	122	\$33,800	44	78	14	136
39-2011	Animal Trainers	137	\$52,000	36	75	23	134
37-3011	Landscaping and Groundskeeping Workers	145	\$31,400	40	62	15	116
11-9199	Managers, All Other	152	\$95,800	26	35	14	75
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	90	\$56,700	25	38	8	72
45-4022	Logging Equipment Operators	74	\$50,400	20	37	5	62
45-2091	Agricultural Equipment Operators	46	\$36,500	15	23	6	44
11-1011	Chief Executives	101	\$212,600	17	19	8	44
53-3032	Heavy and Tractor-Trailer Truck Drivers	60	\$48,500	15	19	5	39
45-2021	Animal Breeders	33	\$43,400	10	16	4	31
45-3031	Fishing and Hunting Workers	38	n/a	10	16	3	29
43-9061	Office Clerks, General	42	\$39,500	13	13	2	28