

## Meeting Minutes

### Education & Industry Consortium

**Meeting Date:** December 12, 2024

#### **PURPOSE**

Per the requirements outlined in the Florida statutes, the CareerSource Escarosa Education & Industry Consortium was established to obtain independent information on workforce needs from businesses and educational institutions in our two-county region.

Meeting commenced at 1:35pm

#### **ATTENDEES**

Present: Dr. Marcus McBride, Nicole Gislason, Carolyn Fries, Dr. Karen Barber, Kelvin Enfinger, Rusty Branch, Connor McCasland (for Jim Rhodes)

Absent: Jim Rhodes, Jordan Conti, Kristie Kelley, Keith Leonard, Dr. Edward Meadows, Scott Berube

#### **INDUSTRY PARTNER REPORTS**

##### **Healthcare & Social Services – Mr. Scott Berube**

Absent, no report this meeting

##### **Accommodation & Food Services – Mr. Rusty Branch**

Concerns were expressed regarding mass deportation and its impact on the industry. Discussion included room inventory and rates; the increase in conference events on the beach; and the challenge in filling manager and other needed positions. Incentives were noted, to include daily pay, tele-docking, a transportation partnership with Enterprise, and the earnings for a Dishwasher.

##### **Finance & Insurance – Ms. Jordan Conti**

Absent, no report this meeting

##### **Manufacturing – Ms. Kirstie Kelley**

Absent, but report provided via email.

Business, technical or skilled trades are equally in demand for the region workforce. Partnerships (CGIA and secondary and post secondary training providers) continues in building industrial programs that align to the needs of our partners. Excitement was expressed regarding continued awareness and growth of our alliance in 2025. As a reminder, the core mission is establishing best practices for safety, quality, productivity, and workforce development for industrial and manufacturing owners or contractors.

##### **Construction – Mr. Kelvin Enfinger**

Industry data was shared by the presenter, and handouts were available for details.

##### **IT/Cybersecurity – Mr. Jim Rhodes**

A presentation was made, and handouts were available for details.

## **EDUCATION PARTNER REPORTS**

### **Santa Rosa County School District – Dr. Karen Barber**

An update was given on the status of the new Santa Rosa County Center for Innovation (target open date of fall 2026), the new Vet Tech program, a new high school opening in fall 2026, and Navarre High School's highly successful participation in the FPL Electrathon.

### **Escambia County School District – Mr. Keith Leonard**

Absent, no report available

### **Pensacola State College – Dr. Ed Meadows**

Absent, no report available

### **University of West Florida – Ms. Nicole Gislason**

UWF is partnering with FSU on Level 2 NSF Engines proposal.

## **GENERAL DISCUSSION**

A general discussion was held regarding industry certifications flagged for deletion from the Florida CAPE list. Follow up to be done with the list of flagged credentials.

The meeting adjourned at 3:00pm

## ABC: Construction Job Openings Down Nearly 40% From a Year Ago

WASHINGTON, Dec. 3—The construction industry had 249,000 job openings on the last day of October, according to an Associated Builders and Contractors analysis of data from the U.S. Bureau of Labor Statistics' Job Openings and Labor Turnover Survey. JOLTS defines a job opening as any unfilled position for which an employer is actively recruiting. Industry job openings decreased by 9,000 for the month and are down by 164,000 from the same time last year.

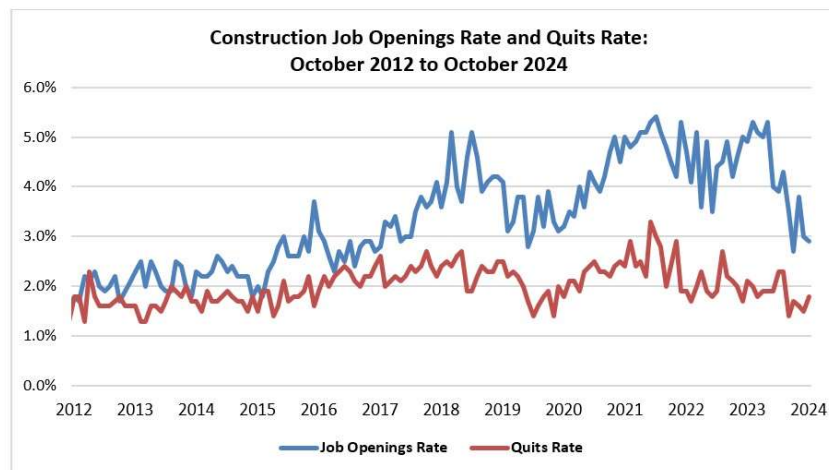
"Construction industry job openings fell again in October and are down nearly 40% over the past year," said ABC Chief Economist Anirban Basu. "While JOLTS data can be volatile from month to month, especially at the industry level, the decline in unfilled construction positions is undeniable over the past few quarters. On average, just 3.4% of industrywide positions were open over the past six months, the lowest rate since 2020.

"There's reason to suspect that election uncertainty, combined with the expectation that borrowing costs will decline over the next several quarters, delayed staffing decisions over the past few months," said Basu. "Industry hiring fell to the lowest level since 2020 in October, while contractors laid off fewer workers than in any month on record. With industrywide employment growth outpacing the broader economy over the past few quarters and contractors on net expecting to increase their staffing levels over next six months, according to ABC's Construction Confidence Index, it appears that construction job openings will rise through the early months of 2025.

Construction Industry Job Openings and Labor Turnover Data: October 2024

	October 2024	September 2024	October 2023	1-Month Net Change	12-Month Net Change	12-Month % Change
<b>Total</b>						
Job openings	249,000	258,000	413,000	-9,000	-164,000	-39.7%
Hires	293,000	335,000	381,000	-42,000	-88,000	-23.1%
Total separations	258,000	310,000	349,000	-52,000	-91,000	-26.1%
Layoffs & discharges	97,000	170,000	167,000	-73,000	-70,000	-41.9%
Quits	149,000	125,000	171,000	24,000	-22,000	-12.9%
Other separations	13,000	14,000	10,000	-1,000	3,000	30.0%
<b>Rate</b>						
Job openings	2.9%	3.0%	4.9%			
Hires	3.5%	4.0%	4.7%			
Total separations	3.1%	3.7%	4.3%			
Layoffs & discharges	1.2%	2.0%	2.1%			
Quits	1.8%	1.5%	2.1%			
Other separations	0.2%	0.2%	0.1%			

Source: U.S. Bureau of Labor Statistics



Source: U.S. Bureau of Labor Statistics

## **ABC: Construction Job Openings Down Nearly 40% From a Year Ago**

## ABC: Construction Employment Grows in October Despite Hurricane-Skewed

### Data

WASHINGTON, Nov. 1—The construction industry added 8,000 jobs on net in October, according to an Associated Builders and Contractors analysis of data released today by the U.S. Bureau of Labor Statistics. On a year-over-year basis, industry employment has grown by 223,000 jobs, an increase of 2.8%.

Nonresidential construction employment increased by 13,500 positions on net, with growth in 2 of the 3 subcategories. Nonresidential specialty trade added the most jobs, increasing by 14,300 positions. Nonresidential building added just 300 jobs, while heavy and civil engineering lost 1,100 jobs last month.

The construction unemployment rate rose to 4.2% in October. Unemployment across all industries remained unchanged at 4.1% in October.

“October’s employment report was severely distorted by Hurricanes Helene and Milton,” said ABC Chief Economist Anirban Basu. “As a result, employers across all industries were estimated to have added just 12,000 jobs, the fewest in any month since the economy lost jobs in December 2020. Importantly, the separate survey that produces the unemployment rate was not affected by the storms and indicates that the jobless rate remained stable at 4.1% in October.

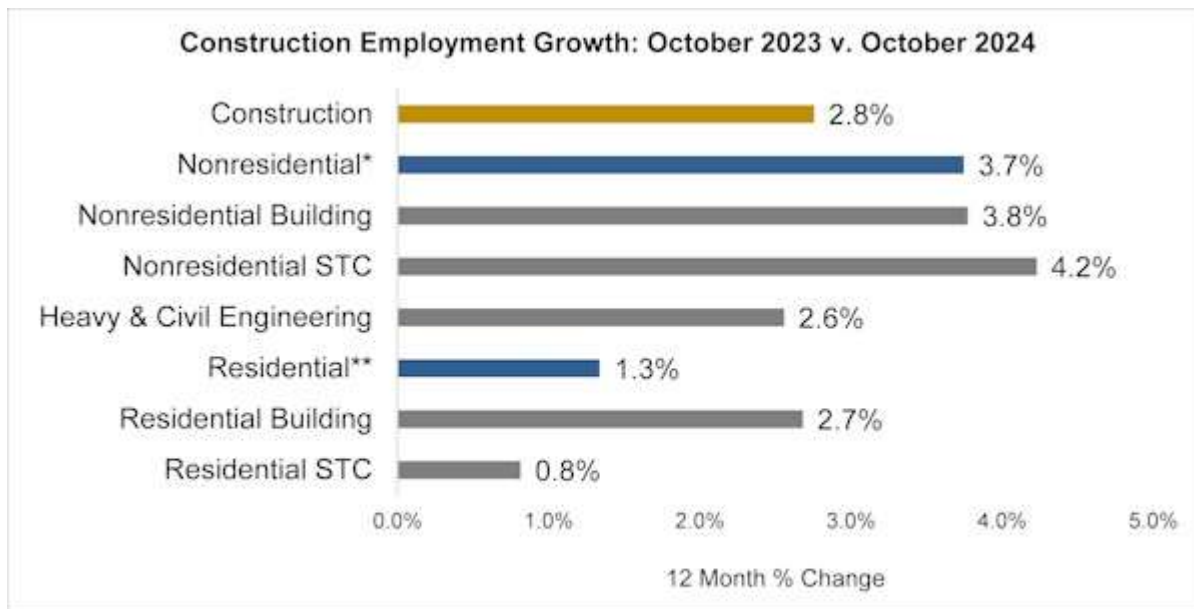
“Despite the underwhelming and heavily distorted economywide data, this jobs report indicates that the construction industry added jobs for the fifth straight month,” said Basu. “Over the past year, the construction sector has added jobs at exactly twice the rate of the broader economy, and growth has been even faster in the nonresidential segment. With contractors on net expecting their staffing levels to increase over the next two quarters, according to ABC’s Construction Confidence Index, it appears likely that industry payrolls will continue to expand through at least the early months of 2025.”

#### Construction Employment Statistics: October 2024

	October 2024	September 2024	October 2023	1-Month Net Change	12-Month Net Change	12-Month % Change
<b>Employment</b>						
<b>Construction</b>	8,310,000	8,302,000	8,087,000	8,000	223,000	2.8%
Nonresidential	4,939,400	4,925,900	4,761,000	13,500	178,400	3.7%
Nonresidential building	929,800	929,500	896,000	300	33,800	3.8%
Nonresidential specialty trade contractors	2,851,000	2,836,700	2,735,300	14,300	115,700	4.2%
Heavy & civil engineering	1,158,600	1,159,700	1,129,700	-1,100	28,900	2.6%
Residential	3,370,600	3,375,900	3,326,100	-5,300	44,500	1.3%
Residential building	957,000	955,700	932,000	1,300	25,000	2.7%
Residential specialty trade contractors	2,413,600	2,420,200	2,394,100	-6,600	19,500	0.8%
<b>Average Hourly Earnings</b>						
All private industries	\$35.46	\$35.33	\$34.10	\$0.13	\$1.36	4.0%
Construction	\$38.72	\$38.60	\$37.01	\$0.12	\$1.71	4.6%
<b>Average Weekly Hours</b>						
All private industries	34.3	34.3	34.3	0.0	0.0	0.0%
Construction	39.0	39.2	39.2	-0.2	-0.2	-0.5%
<b>Unemployment Rate</b>						
All private industries (SA)	4.1%	4.1%	3.8%	0.0pp	0.3pp	
Construction (NSA)	4.2%	3.7%	4.0%	0.5pp	0.2pp	

Source: U.S. Bureau of Labor Statistics. Note: SA: Seasonally adjusted. NSA: Not seasonally adjusted

## ABC: Construction Employment Grows in October Despite Hurricane-Skewed Data



Source: U.S. Bureau of Labor Statistics \*Includes Nonresidential Building, Nonresidential STC, and Heavy and Civil Engineering  
\*\*Includes Residential Building and Residential STC

## ABC's Construction Backlog Indicator Rebounds in September, Contractor Confidence Improves

WASHINGTON, Oct. 15—Associated Builders and Contractors reported today that its Construction Backlog Indicator increased to 8.6 months in September, according to an ABC member survey conducted Sept. 20 to Oct. 4. The reading is down 0.4 months from September 2023.

View the full Construction Backlog Indicator and Construction Confidence Index data series.

Backlog increased in every region except for the Northeast in September. On a year-over-year basis, however, only the Middle States have longer backlog than one year ago.

Construction Backlog Indicator

	September 2024	August 2024	September 2023	1-Month Net Change	12-Month Net Change
<b>Total</b>	<b>8.6</b>	<b>8.2</b>	<b>9.0</b>	<b>0.4</b>	<b>-0.4</b>
<i>Industry</i>					
Commercial and institutional	8.9	8.3	9.3	0.6	-0.4
Heavy industrial	8.9	7.6	7.4	1.3	1.5
Infrastructure	7.9	9.1	8.6	-1.2	-0.7
<i>Region</i>					
Middle States	8.7	7.7	6.3	1.0	2.4
Northeast	7.5	8.1	9.4	-0.6	-1.9
South	9.8	9.1	10.4	0.7	-0.6
West	7.6	7.4	9.1	0.2	-1.5
<i>Company Size</i>					
<\$30 Million	7.5	7.1	8.4	0.4	-0.9
\$30-\$50 Million	8.7	8.7	11.0	0.0	-2.3
\$50-\$100 Million	12.5	11.1	10.7	1.4	1.8
>\$100 Million	11.9	11.6	10.6	0.3	1.3

© Associated Builders and Contractors, Construction Backlog Indicator

ABC's Construction Confidence Index readings for sales, profit margins and staffing levels improved in September. The readings for all three components are above the threshold of 50, indicating expectations for growth over the next six months.

## ABC's Construction Backlog Indicator Rebounds in September, Contractor Confidence Improves

Construction Confidence Index

Response	September 2024	August 2024	September 2023
<i>CCI Reading</i>			
Sales	58.1	53.8	58.3
Profit margins	50.9	49.1	54.0
Staffing	58.2	56.4	62.0
<i>Sales Expectations</i>			
Up big	7.6%	4.9%	2.9%
Up small	44.4%	38.3%	50.7%
No change	24.3%	26.9%	26.1%
Down small	20.1%	26.9%	17.4%
Down big	3.6%	3.0%	2.9%
<i>Profit Margin Expectations</i>			
Up big	2.3%	1.9%	1.4%
Up small	27.0%	25.8%	38.4%
No change	46.1%	43.2%	37.0%
Down small	21.4%	25.0%	21.0%
Down big	3.3%	4.2%	2.2%
<i>Staffing Level Expectations</i>			
Up big	1.6%	4.2%	2.9%
Up small	43.8%	33.7%	49.3%
No change	41.1%	48.1%	41.3%
Down small	12.8%	11.7%	5.8%
Down big	0.7%	2.3%	0.7%

© Associated Builders and Contractors, Construction Confidence Index

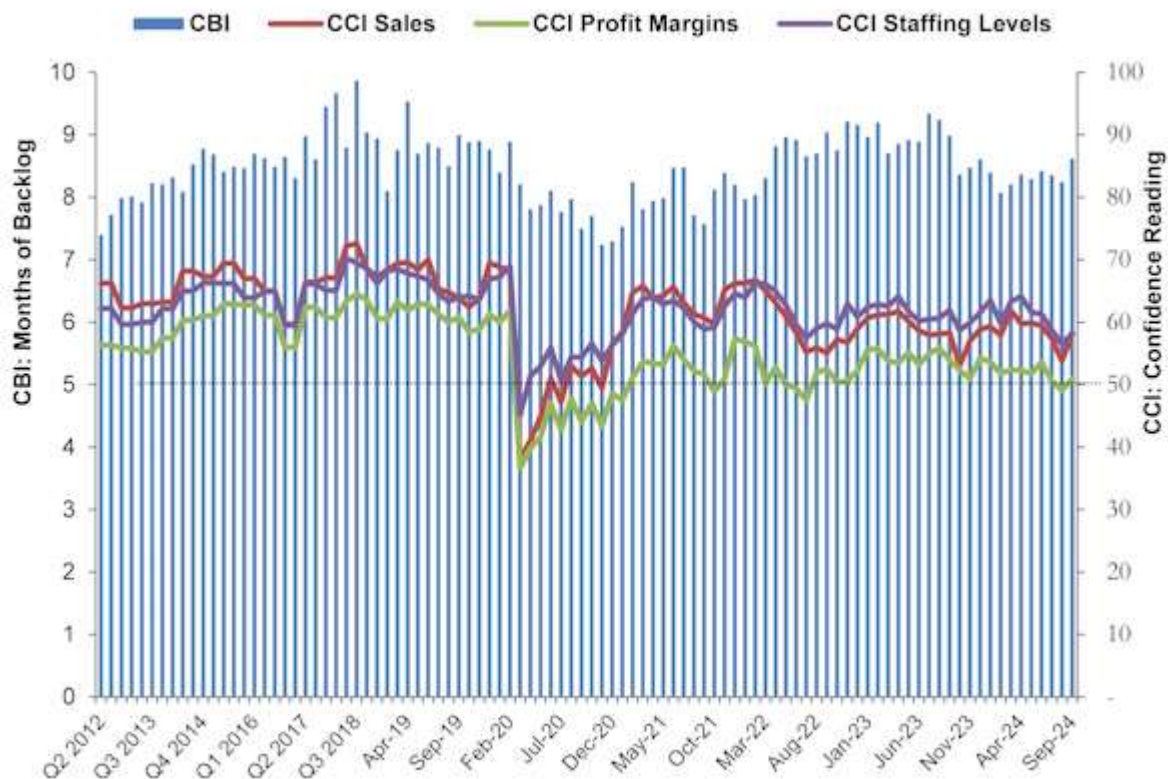
“Contractor confidence rebounded in September,” said ABC Chief Economist Anirban Basu. “While the reading for profit margins briefly dipped below the threshold of 50 in August, indicating net expectations of contraction, contractors are back to expecting modest expansion in their margins as of September. This optimism likely reflects falling interest rates, which will eventually serve as a tailwind for the industry, and the fact that materials prices have actually declined over the past year. Despite the improved outlook in September, contractor confidence is worse and backlog shorter than one year ago, suggesting that the effects of high interest rates continue to weigh on the industry.”



## ABC's Construction Backlog Indicator Rebounds in September, Contractor Confidence Improves



ABC Construction Backlog Indicator & Construction Confidence Index, 2012-Sept. 2024



©Associated Builders and Contractors. Construction Backlog Indicator, Construction Confidence Index

Note: The reference months for [the Construction Backlog Indicator and Construction Confidence Index data series](#) were revised on May 12, 2020, to better reflect the survey period. CBI quantifies the previous month's work under contract based on the latest financials available, while CCI measures contractors' outlook for the next six months. View the [methodology](#) for both indicators.

**From:** Kristie Kelley <kkelley@cjalliance.com>  
**Sent:** Wednesday, December 11, 2024 3:13 PM  
**To:** Fries, Carolyn <cfries@Careersourceescarosa.com>  
**Subject:** Re: Advisory meeting tomorrow

Sure! If you don't mind reporting out on the following, I would appreciate it.

1. Demand for workforce is still great for the region. Either business, technical, or skilled trades are equally in demand. CGIA continues to partner with secondary and post secondary training providers to build industrial programs that align to the needs of our partners.

2. We are excited for 2025 and continued awareness and growth of our alliance. As a reminder, the core mission is establishing best practices for safety, quality, productivity, and workforce development for industrial and manufacturing owners or contractors.

**Kristie Kelley**

Executive Director

Central Gulf Industrial Alliance

850-549-1298 (cell)



CENTER FOR **CYBERSECURITY**  
AT THE UNIVERSITY OF WEST FLORIDA

# Local IT and Cybersecurity Needs

Present to the CareerSource ESCAROSA Education & Industry Consortium Meeting

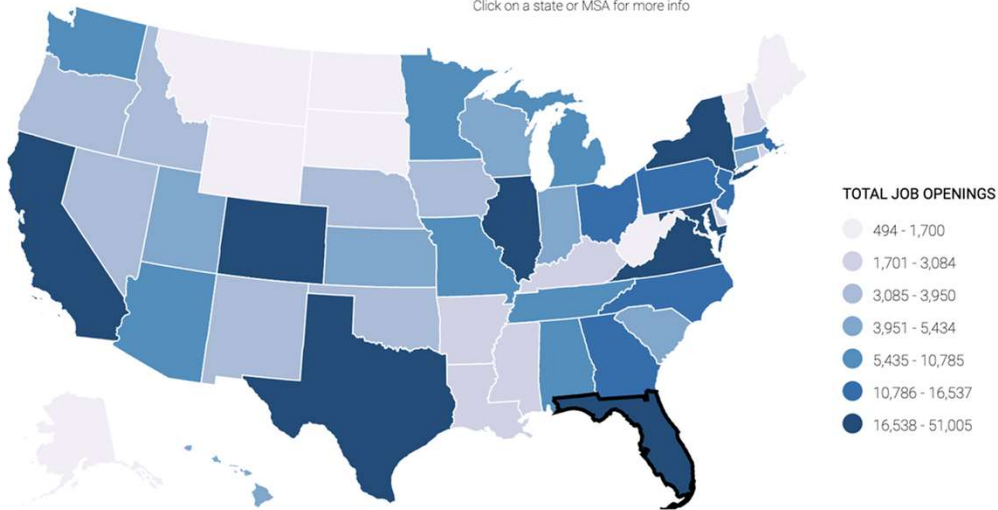
December 12, 2024

© UWF Center for Cybersecurity, [uwf.edu/cybersecurity](http://uwf.edu/cybersecurity)

1

## Cybersecurity Job Openings in Florida

Click on a state or MSA for more info



© UWF Center for Cybersecurity, [uwf.edu/cybersecurity](http://uwf.edu/cybersecurity)

[cyberseek.org/heatmap](http://cyberseek.org/heatmap)



2

## Local Area Statistics

**For Escambia, Santa Rosa, Okaloosa, Walton, and Bay Counties from  
Sept. 2023 - Aug. 2024**

- ❖ Supply/Demand Ratio: ~88%
- ❖ Total Cyber Job Openings: 2,060
- ❖ Total Employed: 8865
- ❖ Openings Requesting Certifications:
  - CompTIA Security+ - 624
  - Certified Information Systems Security Professional (CISSP) - 261
  - Certified Information Systems Auditor (CISA) - 116
  - Certified Information Security Manager (CISM) - 84



## What are Employers Looking For?

- ❖ IT/Cybersecurity Certifications (Security+, CISSP)
- ❖ Bachelor's Degree
- ❖ Experience (3-5 years for most entry-level positions)
  - "Equivalent Five years of related experience may be considered in lieu of degree Required"
  - "Bachelor's degree in IT or related field of study and three (3) years of IT related experience or HS Diploma/GED and seven (7) years' IT related experience."
- ❖ Clearance



## Tips for Employers

- ❖ Do consider whether any given job really requires a college degree
  - Tech roles including software development and cybersecurity have evolved so quickly over the years that today's tech graduates turn to credible tech certifications like CompTIA certifications to validate they have the relevant tech skills needed today.
- ❖ Don't look for someone perfect, look for someone right – No candidate will cover all the bases for the role you're looking to fill.
- ❖ Do recognize that every new hire is on a learning curve.
- ❖ Invest in the rookie year! Provide opportunities for professional development and growth, and you can have a better retention rate.
 

<https://www.comptia.org/blog/talent-acquisition-how-to-hire-in-information-technology>

© UWF Center for Cybersecurity, [uwf.edu/cybersecurity](http://uwf.edu/cybersecurity)



5



CENTER FOR **CYBERSECURITY**  
AT THE UNIVERSITY OF WEST FLORIDA

## Thank You!

# Local IT and Cybersecurity Needs

Present to the CareerSource ESCAROSA Education & Industry Consortium Meeting

**Connar McCasland, M.S. [cmccasland@uwf.edu](mailto:cmccasland@uwf.edu)**  
Center for Cybersecurity  
University of West Florida

© UWF Center for Cybersecurity, [uwf.edu/cybersecurity](http://uwf.edu/cybersecurity)

6

## Credentials Flagged for Deletion

Item Number	Educational Org / Program Number	6-digit CIP Code (NCES 2020)	10-digit CIP Code (NCES 2020)	Program Title	Type	Degree / Non Degree / Apprenticeship / Industry Designation	SOC Code Linkage(s)	Major SOC Title	Notes
1	CIE	310507	0331050701	Exercise Physiology/Fitness Training	Associate in Science	Degree	39-9031	Personal Care and Service Occupations	Linked occupation does not meet demand criteria.
2	CIE	500407	0450040701	Fashion Design	Associate in Applied Science	Degree	27-1026	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet demand criteria.
3	FCS	131299	1713129902	Instructional Services Technology	Associate in Science	Degree	25-3021; 25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet demand criteria.
4	ICUF	310504	N/A	Sport Business Mgt- A.S.	Associate in Science	Degree	39-9031	Personal Care and Service Occupations	Linked occupation does not meet demand criteria.
5	CIE	500501	0650050100	Theatrical Arts	Associate in Applied Science	Degree	27-2011	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet demand criteria.
6	CIE	500506	0650050601	Acting	Diploma	Non Degree	27-2011	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet demand criteria.
7	FCS/Districts	430102	0743010200	Correctional Officer (Traditional Correctional B RTP)	Career Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
8	FCS/Districts	430102	0743010207	Correctional Probation Officer	Career Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
9	FCS/Districts	430102	0743010211	Correctional Probation Officer	Career Certificate	Non Degree	21-1092; 33-1011; 33-3012	Community and Social Service Occupations; Protective Service Occupations	Linked occupation does not meet demand criteria.
10	CIE	430102	N/A	Corrections	College Credit Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
11	FCS/Districts	430102	0743010203	Crossover From Correctional Officer To Correctional Probation Officer	Career Certificate	Non Degree	21-1092; 33-1011; 33-3012	Community and Social Service Occupations; Protective Service Occupations	Linked occupation does not meet demand criteria.
12	FCS/Districts	430102	0743010204	Crossover From Correctional Probation Officer To CMS Correctional B RTP	Career Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
13	FCS/Districts	430102	0743010205	Crossover From Law Enforcement Officer To Correctional Officer	Career Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
14	FCS	030104	0703010407	Environmental Science Technician	College Credit Certificate	Non Degree	19-4042	Life, Physical, and Social Science Occupations	Linked occupation does not meet demand criteria.
15	CIE	030104	0703010401	Environmental Science Technology	College Credit Certificate	Non Degree	47-4041	Construction and Extraction Occupations	Linked occupation does not meet demand criteria.
16	FCS/Districts	430102	0743010209	Fbrtp: Correctional Probation Basic Recruit Training For Special Operations	Career Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
17	FCS/Districts	430102	0743010212	FB RTP: Correctional Probation Basic Recruit Training For Special Operations	Career Certificate	Non Degree	21-1092; 33-1011; 33-3012	Community and Social Service Occupations; Protective Service Occupations	Linked occupation does not meet demand criteria.
18	FCS/Districts	430102	0743010210	FB RTP: Corrections Basic Recruit Training For Special Operations Recruits	Career Certificate	Non Degree	33-1011; 33-3012	Protective Service Occupations	Linked occupation does not meet demand criteria.
19	FCS	030104	0703010403	Hazardous Materials Specialist	College Credit Certificate	Non Degree	19-4042; 47-4041	Life, Physical, and Social Science Occupations; Construction and Extraction Occupations	Linked occupation does not meet demand criteria.
20	ICUF	521601	N/A	Tax Preparation	Career Certificate	Non Degree	13-2082	Business and Financial Operations Occupations	Linked occupation does not meet demand criteria.
21	ICUF	521601	N/A	Taxation	College Credit Certificate	Non Degree	13-2082	Business and Financial Operations Occupations	Linked occupation does not meet demand criteria.

## Credentials Flagged for Deletion

22	CIE	500501	0650050100	Theatrical Arts	Diploma	Non Degree	27-2011	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet demand criteria.
23	FL007900025	N/A	N/A	ACF Sarasota Bay Chef Association, GNJ	Cook (Hotel & Restaurant)	Apprenticeship	35-2014	Food Preparation and Serving Related Occupations	Linked occupation does not meet wage criteria.
24	2019-FL-72596	N/A	N/A	AmSkills Apprenticeship Program, GNJ	Mechatronics Technician	Apprenticeship	49-2094	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet demand criteria.
25	2019-FL-73838	N/A	N/A	CareerSource Research Coast Apprenticeship Program, GNJ	Distribution and Logistics Technician	Apprenticeship	53-7065	Transportation and Material Moving Occupations	Linked occupation does not meet demand criteria.
26	ETAIN008	N/A	N/A	Associate Certified Electronics Technician (CETa)	Electronics Technician Association International	Industry / Non Degree	49-2094	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet demand criteria.
27	ABAYC001	N/A	N/A	Marine Composites Certification	American Boat & Yacht Council	Industry / Non Degree	51-2051	Production Occupations	Linked occupation does not meet demand criteria.
28	FLSFM014	N/A	N/A	Fire Officer II	Florida Department of Financial Services, State Fire Marshal, Bureau of Fire Standards & Training	Industry / Non Degree	33-1021	Protective Service Occupations	Linked occupation does not meet demand criteria.
29	NCCER020	N/A	N/A	NCCER Industrial Maintenance, Electrical & Instrumentation Technician - Level 1	National Center for Construction Education & Research (NCCER)	Industry / Non Degree	49-2094	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet demand criteria.
30	NCCER079	N/A	N/A	NCCER Industrial Maintenance, Electrical & Instrumentation Technician - Level 2	National Center for Construction Education & Research (NCCER)	Industry / Non Degree	49-2094	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet demand criteria.
31	NCCER080	N/A	N/A	NCCER Industrial Maintenance, Electrical & Instrumentation Technician - Level 3	National Center for Construction Education & Research (NCCER)	Industry / Non Degree	49-2094	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet demand criteria.
32	CIE	131201	N/A	Adult And Continuing Education And Teaching	College Credit Certificate	Non Degree	25-3021	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
33	ICUF	131009	N/A	Adaptive Physical Education	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
34	FCS/Districts	150617	0615061701	Advanced Composites	Career Certificate	Non Degree	49-9071	Installation, Maintenance, and Repair Occupations; Production Occupations	Linked occupation does not meet wage criteria.
35	FCS/Districts	120409	0612040902	Advanced Esthetics	Career Certificate	Non Degree	39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
36	CIE	120409	0612040901	Aesthetician/Esthetician	Diploma	Non Degree	39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
37	ICUF	521907	N/A	Automotive Dealership Fundamentals (Fixed Operations, Variable Operations, And General Management Tracks)	College Credit Certificate	Non Degree	41-2022	Sales and Related Occupations	Linked occupation does not meet both the demand and wage criteria.
38	CIE	120402	0612040210	Barber Cross-Training	Diploma	Non Degree	39-5011; 39-5012; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
39	FCS/Districts	120402	0612040202	Barbering	Career Certificate	Non Degree	39-5011; 39-5012; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
40	CIE	120402	0612040200	Barbering	Diploma	Non Degree	39-5011; 39-5012; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
41	CIE	150401	0615040102	Biomedical Equipment Technician	Diploma	Non Degree	51-9082	Production Occupations	Linked occupation does not meet both the demand and wage criteria.
42	CIE	190709	0419070915	Child Care Aide	Diploma	Non Degree	25-9045; 39-9011	Educational Instruction and Library Occupations; Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.

## Credentials Flagged for Deletion

43	ICUF	440702	N/A	Child Welfare	College Credit Certificate	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
44	CIE	511503	N/A	Clinical/Medical Social Work	College Credit Certificate	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
45	CIE	120401	0612040103	Cosmetology	Diploma	Non Degree	39-5012; 39-5092	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
46	CIE	120401	0612040110	Cosmetology Cross-Training	Diploma	Non Degree	39-5012; 39-5092	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
47	CIE	120413	0612041307	Cosmetology Instructor Training	Diploma	Non Degree	39-5011; 39-5012; 39-5092	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
48	CIE	120414	0312041401	Dermatology Aide	Diploma	Non Degree	39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
49	FCS/Districts	513104	0351310405	Dietetic Management And Supervision	Career Certificate	Non Degree	29-2051	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet wage criteria.
50	FCS	190709	0419070904	Early Childhood Development Specialization	College Credit Certificate	Non Degree	25-2011; 25-9045; 39-9011	Educational Instruction and Library Occupations; Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
51	CIE	131210	0413121003	Early Childhood Education	Diploma	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
52	CIE	131210	N/A	Early Childhood Education And Teaching	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
53	FCS	131210	0413121000	Early Childhood Inclusion Specialization	College Credit Certificate	Non Degree	25-2011; 25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet wage criteria.
54	ICUF	131202	N/A	Education Workshop	Education Workshop	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
55	CIE	139999	N/A	Education, Other	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
56	CIE	131011	N/A	Education/Teaching Of Individuals With Specific Learning Disabilities	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
57	FCS	131501	0713150100	Educational Assisting	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
58	CIE	131202	N/A	Elementary Education And Teaching	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
59	CIE	310507	0331050710	Exercise Physiology/Fitness Cross-Training	Diploma	Non Degree	39-9031	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
60	CIE	310507	0331050701	Exercise Physiology/Fitness Training	Diploma	Non Degree	39-9031	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
61	CIE	120409	0612040906	Facials & Nails Speciality	Diploma	Non Degree	39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
62	FCS/Districts	120408	0612040806	Facials Specialty	Career Certificate	Non Degree	39-5012; 39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
63	CIE	120408	0612040805	Facials Specialty	Diploma	Non Degree	39-5012; 39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
64	FCS/Districts	190709	0419070905	Family Child Care Training	Career Certificate	Non Degree	25-2011; 39-9011	Educational Instruction and Library Occupations; Personal Care and Service Occupations	Linked occupation does not meet wage criteria.



## Credentials Flagged for Deletion

65	FCS/Districts	512602	0351260200	Home Health Aide	Career Certificate	Non Degree	31-1120; 31-1131	Healthcare Support Occupations	Linked occupation does not meet wage criteria.
66	CIE	512602	0351260200	Home Health Aide (Postsecondary)	Diploma	Non Degree	31-1120; 31-1131	Healthcare Support Occupations	Linked occupation does not meet wage criteria.
67	CIE	511504	0351150400	Human Services	Diploma	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
68	CIE	440000	N/A	Human Services, General	College Credit Certificate	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
69	FCS	190709	0419070907	Infant/Toddler Specialization	College Credit Certificate	Non Degree	25-2011; 25-9045; 39-9011	Educational Instruction and Library Occupations; Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
70	CIE	120406	0612040600	Make Up Artistry	Diploma	Non Degree	39-5012; 39-5091; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
71	CIE	120406	0612040610	Make Up Artistry Cross-Training	Diploma	Non Degree	39-5012; 39-5091; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
72	CIE	120414	0612041401	Master Aesthetician/Esthetician	Diploma	Non Degree	39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
73	CIE	511508	N/A	Mental Health Counseling/Counselor	College Credit Certificate	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
74	CIE	511508	0351150801	Mental Health Technology	Diploma	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
75	CIE	511508	0351150810	Mental Health Techology Cross-Training	Diploma	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
76	FCS/Districts	120410	0612041005	Nails Specialty	Career Certificate	Non Degree	39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
77	CIE	120410	0612041004	Nails Specialty	Diploma	Non Degree	39-5092; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
78	FCS/Districts	513103	0351310302	Nutrition And Dietetic Clerk	Career Certificate	Non Degree	29-2051	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet wage criteria.
79	CIE	120411	0612041111	Permanent Makeup/Tattoo	Diploma	Non Degree	39-5012; 39-5091; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
80	CIE	010504	0101050401	Pet Grooming	Diploma	Non Degree	31-9096; 39-2021	Healthcare Support Occupations; Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
81	CIE	010504	0101050410	Pet Grooming Cross-Training	Diploma	Non Degree	31-9096; 39-2021	Healthcare Support Occupations; Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
82	CIE	500406	0650040601	Photgraphy Specialist	Diploma	Non Degree	27-4021	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet wage criteria.
83	ICUF	500605		Photography	College Credit Certificate	Non Degree	27-4021	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet wage criteria.
84	CIE	510806	0351080600	Physical Therapy Aide	Diploma	Non Degree	31-2022	Healthcare Support Occupations	Linked occupation does not meet wage criteria.
85	FCS/Districts	131299	0713129902	Principles Of Teaching	Career Certificate	Non Degree	25-3021; 25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
86	CIE	513810	N/A	Psychiatric/Mental Health Nurse/Nursing	College Credit Certificate	Non Degree	29-2053	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet both the demand and wage criteria.
87	ICUF	449999	N/A	Public Administration	College Credit Certificate	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
88	CIE	120402	0612040201	Restricted Barber	Diploma	Non Degree	39-5011; 39-5012; 39-5094	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.

## Credentials Flagged for Deletion

89	CIE	190709	0419070914	School Age Certification (Child Care Aide)	Diploma	Non Degree	25-9045; 39-9011	Educational Instruction and Library Occupations; Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
90	FCS/Districts	190709	0419070914	School Age Professional Certificate	Career Certificate	Non Degree	25-2011; 39-9011	Educational Instruction and Library Occupations; Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
91	ICUF	131001	N/A	Serving Individuals With Disabilities	College Credit Certificate	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
92	ICUF	511501	N/A	Substance Abuse Awareness And Treatment	Career Certificate	Non Degree	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
93	CIE	131206	0013120610	Teacher Education Cross-Training	Diploma	Non Degree	25-9045	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
94	CIE	131401	N/A	Teaching English As A Second Or Foreign Language/EsL Language Instructor	College Credit Certificate	Non Degree	25-3021	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
95	ICUF	131401	N/A	Tesol Certificate	College Credit Certificate	Non Degree	25-3021	Educational Instruction and Library Occupations	Linked occupation does not meet both the demand and wage criteria.
96	CIE	310508	0631050800	Umpiring	Diploma	Non Degree	27-2023	Arts, Design, Entertainment, Sports, and Media Occupations	Linked occupation does not meet wage criteria.
97	FCS	018301	0301830100	Veterinary Assisting	College Credit Certificate	Non Degree	29-2056; 31-9096	Healthcare Practitioners and Technical Occupations; Healthcare Support Occupations	Linked occupation does not meet wage criteria.
98	2019-FL-73838	N/A	N/A	CareerSource Research Coast Apprenticeship Program, GNJ	Marine Services Technician	Apprenticeship	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
99	FL007900014	N/A	N/A	Childcare Apprenticeship Program of Manatee County	Child Care Development Specialist	Apprenticeship	39-9011	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
100	FL007860011	N/A	N/A	City of St. Petersburg IJW	Maintenance Repairer, Build	Apprenticeship	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
101	ACFED006	N/A	N/A	Certified Fundamentals Cook	American Culinary Federation	Industry / Non Degree	35-2014	Food Preparation and Serving Related Occupations	Linked occupation does not meet both the demand and wage criteria.
102	AFHDI001	N/A	N/A	Certified Healthcare Documentation Specialist (CHDS)	Association for Healthcare Documentation Integrity (AHD)	Industry / Non Degree	31-9094	Healthcare Support Occupations	Linked occupation does not meet both the demand and wage criteria.
103	BNENT001	N/A	N/A	Certified Hemodialysis Technologist/Technician	Board of Nephrology Examiners Inc. Nursing and Technology	Industry / Non Degree	31-1131	Healthcare Support Occupations	Linked occupation does not meet wage criteria.
104	JCAHO001	N/A	N/A	Certified Ophthalmic Medical Technologist (COMT)	Joint Commission on Allied Health Personnel in Ophthalmology (JCAHPO)	Industry / Non Degree	29-2057	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet both the demand and wage criteria.
105	JCAHO002	N/A	N/A	Certified Ophthalmic Technician (COT)	Joint Commission on Allied Health Personnel in Ophthalmology (JCAHPO)	Industry / Non Degree	29-2057	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet both the demand and wage criteria.
106	AMOPT001	N/A	N/A	Certified Paraoptometric Assistant (CPOA)	American Optometric Association	Industry / Non Degree	29-2057	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet both the demand and wage criteria.
107	ACSMD002	N/A	N/A	Certified Personal Trainer	American College of Sports Medicine	Industry / Non Degree	39-9031	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
108	NCSAF002	N/A	N/A	Certified Personal Trainer	National Council on Strength and Fitness (NCSF)	Industry / Non Degree	39-9031	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.

## Credentials Flagged for Deletion

109	AHCSM001	N/A	N/A	Certified Registered Central Service Technician	International Association of Healthcare Central Service Material Management	Industry / Non Degree	31-9093	Healthcare Support Occupations	Linked occupation does not meet both the demand and wage criteria.
110	FLVMA002	N/A	N/A	Certified Veterinary Assistant (CVA)	Florida Veterinary Medical Association	Industry / Non Degree	31-9096	Healthcare Support Occupations	Linked occupation does not meet both the demand and wage criteria.
111	CDREG001	N/A	N/A	Dietetic Technician, Registered (DTR)	Commission on Dietetic Registration	Industry / Non Degree	29-2051	Healthcare Practitioners and Technical Occupations	Linked occupation does not meet wage criteria.
112	IECON001	N/A	N/A	Field Service Engineer - Low Voltage Systems	Independent Electrical Contractors	Industry / Non Degree	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
113	IECON002	N/A	N/A	Field Service Engineer - Voice-Data-Video	Independent Electrical Contractors	Industry / Non Degree	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
114	AMMSA001	N/A	N/A	Food Safety and Science Certification	American Meat Science Association	Industry / Non Degree	51-3021	Production Occupations	Linked occupation does not meet wage criteria.
115	HBINS003	N/A	N/A	HBI Pre-Apprenticeship Certificate Training (PACT), Carpentry	Home Builders Institute	Industry / Non Degree	47-3012	Construction and Extraction Occupations	Linked occupation does not meet wage criteria.
116	HBINS004	N/A	N/A	HBI Pre-Apprenticeship Certificate Training (PACT), Core	Home Builders Institute	Industry / Non Degree	47-2061	Construction and Extraction Occupations	Linked occupation does not meet both the demand and wage criteria.
117	HBINS005	N/A	N/A	HBI Pre-Apprenticeship Certificate Training (PACT), Core Green	Home Builders Institute	Industry / Non Degree	47-2061	Construction and Extraction Occupations	Linked occupation does not meet both the demand and wage criteria.
118	HBINS006	N/A	N/A	HBI Pre-Apprenticeship Certificate Training (PACT), Electrical	Home Builders Institute	Industry / Non Degree	47-3013	Construction and Extraction Occupations	Linked occupation does not meet both the demand and wage criteria.
119	SMFEN001	N/A	N/A	Lean Bronze Certification (LBC)	Society of Manufacturing Engineers	Industry / Non Degree	51-9199	Production Occupations	Linked occupation does not meet both the demand and wage criteria.
120	NASME001	N/A	N/A	NASM Certified Personal Trainer (CPT)	National Academy of Sports Medicine	Industry / Non Degree	39-9031	Personal Care and Service Occupations	Linked occupation does not meet both the demand and wage criteria.
121	NCCER008	N/A	N/A	NCCER Construction Technology (Secondary)	National Center for Construction Education & Research (NCCER)	Industry / Non Degree	47-2061	Construction and Extraction Occupations	Linked occupation does not meet both the demand and wage criteria.
122	NIFMS016	N/A	N/A	NIMS Machining Level I - Grinding Skills I	National Institute for Metalworking Skills (NIMS)	Industry / Non Degree	51-4033	Production Occupations	Linked occupation does not meet both the demand and wage criteria.
123	NIFMS018	N/A	N/A	NIMS Machining Level II - Drill Press Skills II	National Institute for Metalworking Skills (NIMS)	Industry / Non Degree	51-4031	Production Occupations	Linked occupation does not meet both the demand and wage criteria.
124	HBINS002	N/A	N/A	Pre-Apprenticeship Certificate Training (PACT), Building Construction Technology	Home Builders Institute	Industry / Non Degree	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
125	AFHDI002	N/A	N/A	Registered Healthcare Documentation Specialist (RHDS)	Association for Healthcare Documentation Integrity (AHDI)	Industry / Non Degree	31-9094	Healthcare Support Occupations	Linked occupation does not meet both the demand and wage criteria.
126	ETAIN022	N/A	N/A	Specialist in Precision Optics (SPO)	Electronics Technician Association International	Industry / Non Degree	51-9012	Production Occupations	Linked occupation does not meet wage criteria.
127	ETAIN023	N/A	N/A	Technician in Precision Optics (TPO)	Electronics Technician Association International	Industry / Non Degree	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
128	MICRO017	N/A	N/A	Microsoft Office Specialist Master	Microsoft Corporation	Non Degree	No Valid SOC Linkage.	No Valid SOC Title.	Standard Occupation Classification (SOC) Code not valid.
129	2018-FL-70790	N/A	N/A	Community Connection Services Apprenticeship Program GNJ	Child Care Development Specialist	Apprenticeship	39-9011	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.

## Credentials Flagged for Deletion

130	FL008900012	N/A	N/A	Flagler Child Care GNJ	Child Care Development Specialist	Apprenticeship	39-9011	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
131	2021-FL-93867	N/A	N/A	Hamilton-Ryker TalentGro	Cook	Apprenticeship	35-2014	Food Preparation and Serving Related Occupations	Linked occupation does not meet demand criteria.
132	FL007820007	N/A	N/A	Independent Electrical Contractors, Inc (FWCC) GNJ	Field Service Engineer	Apprenticeship	49-2094	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet demand criteria.
133	2022-FL-111805	N/A	N/A	Lutheran Services of Florida, Inc. d/b/a LSF Health Systems GNJ	Certified Recovery Peer Specialist	Apprenticeship	21-1093	Community and Social Service Occupations	Linked occupation does not meet wage criteria.
134	FL009050001	N/A	N/A	Masonary Association of Florida	Bricklayer (Construction)	Apprenticeship	47-2021	Construction and Extraction Occupations	Linked occupation does not meet demand criteria.
135	FL001950009	N/A	N/A	Masonry Contactors Association of FL, GNJ (Gulf Coast Area)	Bricklayers & Mason (Ext. Title: Bricklayer (Brick & Tile) Or (Masonry))	Apprenticeship	47-2021	Construction and Extraction Occupations	Linked occupation does not meet demand criteria.
136	2018-FL-71114	N/A	N/A	Miami Dade College Apprenticeship Program GNJ	Hotel Associate	Apprenticeship	43-4081	Office and Administrative Support Occupations	Linked occupation does not meet demand criteria.
137	FL005135188	N/A	N/A	Orlando Laborers & North FLorida Apprenticeship Program, JATC	Construction Craft Laborer	Apprenticeship	47-2061	Construction and Extraction Occupations	Linked occupation does not meet wage criteria.
138	FL007900011	N/A	N/A	Pasco County Child Care Apprenticeship IJW	Child Care Development Specialist	Apprenticeship	39-9011	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
139	2021-FL-87901	N/A	N/A	Pasco-Hernando State College Apprenticeship Program, GNJ	Maintenance Repair Worker (Multi-Family Facilities)	Apprenticeship	49-9071	Installation, Maintenance, and Repair Occupations	Linked occupation does not meet wage criteria.
140	FL001970009	N/A	N/A	Pinellas County Schools Child Care Apprenticeship INJ	Child Care Development Specialist	Apprenticeship	39-9011	Personal Care and Service Occupations	Linked occupation does not meet wage criteria.
141	FL001950010	N/A	N/A	SW Florida Chapter Masonry Association of Florida Inc., GNJ	Bricklayer (Construction)	Apprenticeship	47-2021	Construction and Extraction Occupations	Linked occupation does not meet demand criteria.
142	FL010040001	N/A	N/A	Tallahassee Capitol Chapter Masonry Assn of Florida Inc	Bricklayer (Construction)	Apprenticeship	47-2021	Construction and Extraction Occupations	Linked occupation does not meet demand criteria.
143	FL007900006	N/A	N/A	Tampa Bay Machining Apprenticeship GNJ	Cnc Operator - Milling And Turning	Apprenticeship	51-4034	Production Occupations	Linked occupation does not meet wage criteria.
144	FL007900006	N/A	N/A	Tampa Bay Machining Apprenticeship GNJ	Cnc Operator - Turning	Apprenticeship	51-4034	Production Occupations	Linked occupation does not meet wage criteria.