

REVISED AGENDA
(Rescheduled from July 17, 2025)
CAREER SOURCE ESCAROSA
BOARD OF DIRECTORS
THURSDAY, AUGUST 21, 2025
3:30 P.M.

LOCATION: 6913 N. 9TH Avenue | Pensacola, FL 32504
CALL IN: 1-872-242-8932| CONF ID: 518 256 793#

- I. Call Meeting to Order Lloyd Reshard, Chair**
- II. Call for Public Comment**
- III. Reading of Public DisclosuresJanay Sims**
- IV. Approval of Agenda**
- V. Introduction of New CSE Board Members: Lisa Walsh and Brandi L. Boyer Rutherford**
- VI. Consent Agenda**
 - Minutes – May 22, 2025 and April 17, 2025
- VII. Items for Consideration**
 - Financial Expenditure and Budget Variances Reports
 - Local Targeted Occupations List
 - Nominations for CSE Board Membership
(Leslie Moland, James Howe, and Robert Christopher (Chris) Plate’)
 - Evaluation – Chief Executive Officer (CEO)

Information Items

 - Board Governance: Attendance and Vacancies
 - Chief Executive Officer’s Report
- VIII. Ratification of Approved Nominations for CSE Board Membership**
(Lisa Walsh and Brandi L. Boyer Rutherford)
- IX. Other Business**
- X. Adjournment**

NEXT BOARD MEETING – OCTOBER 16, 2025 |LOCATION: TBD

CareerSource Escarosa

SPECIAL MEETING OF THE BOARD OF DIRECTORS MAY 22, 2025 MINUTES

Members Participating: Lloyd Reshard (Chair), Jerry Kersey (Vice Chair), Douglas Brown (Secretary/Treasurer), Jeffrey Hondorp (Member-at-Large), David Peaden, II (Member-at-Large), David Bouvin, Jameson Cutchens, Anthony Eman, and Steven Harrell

Members Not Participating: Michele Kelson, Michael Listau, and Bridgette Price

Others Participating: Mariezel Halili, Carol Bono, Bill Barron, Dr. Marcus McBride, and Janay Sims – CareerSource Escarosa

Mr. Reshard (Chair) called the meeting to order at 3:35 p.m. via Microsoft Team, followed by the roll call to confirm that a quorum was present.

CALL FOR PUBLIC COMMENT

There was one public comment request from Children's Home Society (Leah Henderson and Phyllis Curl) regarding agenda item: WIOA Youth Services Contract Awards. They expressed concerns regarding the rating of CHS' proposal to provide youth services. CSE responded with scheduling a follow up meeting to discuss the concerns voiced by CHS.

READING OF PUBLIC DISCLOSURES

No public disclosures were noted.

APPROVAL OF AGENDA

The agenda was made available to the board for review and approval.

Action Taken: Motion by Steven Harrell and seconded by Douglas Brown to approve the agenda as printed. Motion carried. (9-Yeas/0-Nays).

ITEMS FOR CONSIDERATION

PROVISIONAL BUDGET FOR PY 2025-2026

The provisional budget for PY 2025-2026 was made available to the board.

It was noted that the budget is based on allocations expected and trends from last fiscal year/year-to-date. Awards are to be received in the first quarter of the fiscal year. The budget indicates a reduction in rent payment due to the line of credit for the remodeling of the building being met, IT services contracted out, and adjustments in staffing.

Inquiry was made regarding any unexpected impact in allocations. Dr. McBride noted foreseeing reductions.

Action Taken: Motion by Douglas Brown and seconded by Steven Harrell to approve the CSE Provisional Budget for PY 2025-2026. Motion carried. (9 Yeas/0-Nays)

LETTER EXTENSION – JAMES MOORE ENGAGEMENT LETTER

James Moore engagement letter of extension was made available to the board.

James Moore has requested an extension (2 years) of their services due to CSE's sub-grantee agreement with Florida Commence and Florida Commerce's requirement for various additional procedures to be completed during the annual financial statement audit. This will result in an administrative cost increase of \$15,000.00.

Action Taken: Motion by Douglas Brown and seconded by Steven Harrell that the Board of Directors approve James Moore's request for a two-year extension of their service to CSE. Motion carried (9 Yeas/0 Nays)

WIOA YOUTH SERVICES CONTRACT AWARDS

A summary of average scores, comments, and recommendations resulting from the Request for Proposals (RFP) for WIOA youth services was made available to the board.

Average scores were outlined as follows:

Organization	Requested Funding	Average Score
Children's Home Society of Florida (CHS)	\$420,799.00	108.33 (125/75/125)
Santa Rosa County School District	\$325,000.00	120.66 (107/130/125)
Escambia County Public Schools	\$280,050.00	120.66 (120/120/122)

The below comments and recommendations were submitted by the Rating Committee:

Recommendation/Comment #1: Recommends:

- #1 – Santa County School District (130)
- #2 – Children's Home Society (125)
- #3 – Escambia County Public Schools (122)

The three(3) proposers have proven to provide an adequate youth program for Escambia and Santa Rosa County, which is based upon the WIOA required 14 program elements. They are all in compliance with the 14 programs element requirements. Their fiscal performance was met based on the 20% work experience and 50% out-of-school requirement.

Recommendation/Comment #2: Recommends:

- #1 – Santa Rosa County School District (125), as they are 100% compliant performance-wise
- #2 – Escambia County Public Schools (120) was 70%. Both proposers tied in the ratings, but performance is most important.

Children's Home Society rated at 75.

Recommendation/Comment #3: Recommends:

- #1 – Children's Home Society (125)
- #2 – Escambia County Public Schools (120)
- #3 – Santa Rosa County School District (107)

Based on the average scores above, it was recommended contracts be awarded as follows:

\$325,000.00 – Santa Rosa County School District

\$280,050.00 – Escambia County Public Schools

\$294,950.00 – Children's Home Society

There was some concurrence regarding the public comment made by representative from Children's Home Society. It was also noted that CHS's score was not reflective of the other raters.

Dr. McBride note that he will circle back with a response from the rater, and he extended thanks to the board and the committee.

Action Taken: Motion by Douglas Brown, and seconded by Jeffrey Hondorp to approve the recommendation for WIOA youth services contract awards: Santa Rosa County School District (\$325,000.00), Escambia County Public Schools (\$280,050.00), and Children's Home Society (\$294,950.00). Motion carried (8-Yeas/0-Nays/1-Abstention). Steven Harrell abstained from voting and discussion.

OTHER BUSINESS

Dr. McBride informed the board of the need for two local union representative on the CSE board.

There being no further business, the meeting adjourned at 4:00 p.m.

Douglas Brown, Secretary/Treasurer
CareerSource Escarosa

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BOARD OF DIRECTORS APRIL 17, 2025 MINUTES

Members Participating In-Person: Lloyd Reshard (Chair), Jeffrey Hondorp (Member-at-Large), and Michael Listau

Members Participating via virtual/teleconference: David Bouvin, Jameson Cutchens, Anthony Eman, Steven Harrell, and Bridgette Price,

Members Not Participating: Douglas Brown (Secretary/Treasurer), Jerry Kersey, Jr. (Vice Chair), David Peaden, III (Member-at-Large), and Michele Kelson

Others Participating: Mariezel Halili, Carol Bono, Melissa Gutierrez, Bill Barron, Dr. Marcus McBride, and Janay Sims – CareerSource Escarosa

Mr. Reshard (Chair) called the meeting to order at 3:30 p.m., at the Pensacola Career Center (6931 N. 9th Avenue, Pensacola, FL), followed by the roll call to confirm that a quorum was present.

CALL FOR PUBLIC COMMENT

There were no public comments.

READING OF PUBLIC DISCLOSURES

No public disclosures were noted.

APPROVAL OF AGENDA

The agenda was made available to the board for review and approval.

Action Taken: Motion by Jeffrey Hondorp and seconded by Michael Listau to approve the agenda as printed. Motion carried. (8-Yeas/0-Nays).

CONSENT AGENDA:

MINUTES – JANUARY 30, 2025

The CSE Board of Directors minutes for January 30, 2025, was made available to the board for review.

Action Taken: Motion by Jeffrey Hondorp and seconded by Steven Harrell to approve the minutes for January 30, 2025. Motion carried. (8-Yeas/0-Nays)

ITEMS FOR CONSIDERATION

FINANCIAL EXPENDITURE AND BUDGET VARIANCES REPORTS

Reports on financial expenditures, budget and variances as of February 28, 2025, was made available to the board.

It was noted that the budget variance comments report indicated some underspending, but in reality there is no underspending as budgeted costs hits at the end of the program year. It is anticipated that there will be no dollars left on the table.

Action Taken: Motion by Bridgette Price and seconded by Jeffrey Hondorp to accept the Financial Expenditure and Budget Variances Reports as of February 28, 2025. Motion carried. (8 Yeas/0-Nays)

CSE ASSET DISPOSAL LIST

The CSE Asset Disposal List was made available to the board.

It is formality for CSE to dispose of its computers after the 3-year depreciation period. It was noted that two items on the asset disposal list was purchased in 2022, which is not within the 3-year disposal period. The items are no longer operational; therefore, they were included on the list.

All operating systems, software and data are wiped with DBAN to DOD standards by BIS (CSE's Managed IT Services and Support vendor). Equipment is donated to non-profit organizations.

Action Taken: Motion by Michael Listau and seconded by Jeffrey Hondorp that the Board of Directors approve to write-off and dispose of items on CSE's Asset Disposal List as presented. Motion carried (8 Yeas/0 Nays)

REQUEST FOR PROPOSALS (RFP) – WIOA YOUTH SERVICES

CSE's WIOA year-round youth services contracts will expire June 30, 2025. Procurement for these services are in process via a Request for Proposals (RFP). The procurement cycle allows for three (3) years of contracted services (FY 2025-2026, with two additional years for renewals, FY 2026-2027, and FY 2027-2028, which will be contingent on performance and funding).

A Rating Committee is needed in this process. The minimal persons needed for the committee is three (3). The Committee will review and rate proposals received for youth services. The timelines for this process was presented.

After discussion on the item, a rating committee was identified – Bridgette Price, Carol Bono, and Douglas Brown.

The meeting of the Rating and Ranking Committee will be scheduled for May 8, 2025, at 9:00 a.m., via Microsoft Teams. A special meeting of the board will be scheduled for May 22, 2025, to be convened virtually.

PROPOSALS – CSE CLEANING SERVICES PROVIDER

CSE's current cleaning services provider has provided services since CSE staff took occupancy at the Pensacola Career Center location. Staff solicited proposals for cleaning services at the Pensacola Career Center, and three (3) proposals were received as outlined below:

Proposer	Monthly Cost	Annual Savings
Coverall (current provider)	\$3,636.00	0.00
Spotless Logistics	\$3,139.25	\$496.75
Office Pride	\$2,901.10	\$5734.90

Staff's recommendation for services was Spotless Logistics, as their cost is in medium range, which will be an annual cost savings of \$496.75, as well as the services to be provided.

The begin date for services will be effective July 1, 2025.

Action Taken: Motion by Jeffrey Hondorp and seconded by Bridgette Price to approve staff's recommended provider for cleaning service at the Pensacola Career Center – Spotless Logistics. Motion carried. (8-Years/0-Nays).

INFORMATION ITEMS

BOARD GOVERNANCE: ATTENDANCE AND VACANCIES

Reports of both board attendance and vacancies was made available to the board.

It was noted there are two (2) Labor Union seats unoccupied on the board, and the Santa Rosa County Board of Commission Ex-Officio seat is currently vacant. Dr. McBride extended an invitation for any assistance in identifying individuals to fill the vacant seats.

CHIEF EXECUTIVE OFFICER'S REPORT

Dr. McBride reported on the following:

- Inauguration at the Capitol;
- Newly hired Manager at the Milton Career Center;
- Numerous meetings held: Regional Planning, Business Alliance Planning, and Industry & Education Consortium.
- Chairmanship term on the FWDA – to end June 30, 2025
- First Ticket to Work success client
- CSE's March Staff Development/Staff Appreciation was recognized
- Federal government RIF
- CSE's 30-Day billboard campaign
- Florida Governor's press conference regarding HOPE Florida; and other issues in Tallahassee unrelated to HOPE Florida.

CSE MEETING SCHEDULE FOR PY2025-2026

The CSE meeting schedule for PY2025-2026 was made available to the board.

Request for input was made regarding the time of the meetings. No response were noted.

OTHER BUSINESS

A request was made to the Board by Dr. McBride on behalf of CSE staff for an early release in observance of the Good Friday holiday (April 18, 2025). The request was approved by the board.

Action Taken: Motion by Michael Listau and seconded by Jeffrey Hondorp to approve CSE's staff request for an early release on April 18, 2025, in observance of the Good Friday holiday. Motion carried (8-Years/0-Nays).

There being no further business, the meeting adjourned at 4:11 p.m.

Douglas Brown, Secretary/Treasurer
CareerSource Escarosa

CareerSource Escarosa
Summary of Expenditures
As of May 31, 2025

Program/ Project	NFA ID	NFA Start Date	NFA Status	Total Funds Available	LTD Expenditures	Available Funds Remaining	Expected Burn Rate	Percent Expended	Variance	Award End Date	
Apprenticeship Navigator	044161	7/1/2024	In Progress	\$68,327.00	\$56,514.12	\$11,812.88	91.67%	82.7%	8.96%	6/30/2025	
Florida Healthcare Training	043147	7/1/2023	In Progress	\$458,336.00	\$306,213.10	\$152,122.90	96.25%	66.8%	29.44%	6/30/2025	
Hope Florida – A Pathway to Promise	043043	7/1/2023	In Progress	\$134,687.30	\$74,693.75	\$59,993.55	85.56%	55.5%	30.10%	8/31/2025	
Hope Florida Navigator	044139	7/1/2024	In Progress	\$57,142.57	\$33,319.12	\$23,823.45	73.33%	58.3%	15.02%	8/31/2025	
Rapid Response	043916	7/1/2024	In Progress	\$54,968.00	\$54,968.00	\$0.00	91.67%	100.0%	-8.33%	6/30/2025	
RESEA	044461	1/1/2024	In Progress	\$86,140.00	\$68,403.98	\$17,736.02	80.95%	79.4%	1.54%	9/30/2025	
SFY24-25 Supplemental WIOA	044101	7/1/2024	In Progress	\$132,436.00	\$72,553.77	\$59,882.23	45.83%	54.8%	-8.95%	6/30/2026	
Supplemental Nutrition Assistance Program	044717	10/1/2024	In Progress	\$108,117.00	\$69,395.38	\$38,721.62	66.67%	64.2%	2.48%	9/30/2025	
Trade Adjustment Assistance-Trade Adjustment Assistance Training	044529	9/1/2024	In Progress	\$20,000.00	\$2,051.94	\$17,948.06	69.23%	10.3%	58.97%	9/30/2025	
Veterans Program-Disabled Veterans	044851	10/1/2024	In Progress	\$74,327.74	\$73,241.93	\$1,085.81	na	na	na	9/30/2025	awarded monthly
Veterans Program-Local Veterans	044824	10/1/2024	In Progress	\$19,148.00	\$19,024.55	\$123.45	na	na	na	9/30/2025	awarded monthly
Wagner Peyser	044013	7/1/2024	In Progress	\$246,190.00	\$205,700.01	\$40,489.99	73.33%	83.6%	-10.22%	9/30/2025	
Welfare Transition Program - Oct - June	044762	10/1/2024	In Progress	\$872,148.00	\$434,945.71	\$437,202.29	72.73%	49.9%	22.86%	8/31/2025	
WIOA - Adult	044065	7/1/2024	In Progress	\$661,938.00	\$503,266.81	\$158,671.19	45.83%	76.0%	-30.20%	6/30/2026	
WIOA - Dislocated Worker	043938	7/1/2024	In Progress	\$562,949.00	\$43,957.62	\$518,991.38	45.83%	7.8%	38.02%	6/30/2026	
WIOA - Youth	043769	4/1/2024	In Progress	\$772,666.00	\$353,603.50	\$419,062.50	51.85%	45.8%	6.09%	6/30/2026	
WP7B SFY24-25 Military Family Employment Advocacy Program	044034	7/1/2024	In Progress	\$81,417.00	\$79,919.20	\$1,497.80	91.67%	98.2%	-6.49%	6/30/2025	No FTE



CareerSource Escarosa
BUDGET VARIANCE REPORT

MAY 31, 2025

	TOTALS					
FY 2024-2025 Budget		6,820,429				
EXPENDITURES	ACTUAL EXPENDITURES	APPROVED BUDGET	BUDGET VARIANCE Under/(Over)	Expended FAVORABLE 91.67%		OVER/-UNDER
Board Admin Operating Costs (Indirect)	268,963	345,123	76,161	77.93%		-13.73%
Payroll & Benefits	184,359	240,982	56,624	76.50%	1	-15.16%
Facilities	17,841	24,536	6,695	72.71%	2	-18.95%
Equipment	819	2,925	2,106	28.00%	3	-63.66%
Operational Support	65,944	76,680	10,736	86.00%	4	-5.67%
Board Program Operating Costs (Indirect)	174,870	185,836	10,965	94.10%		2.43%
Payroll & Benefits	119,863	129,760	9,896	92.37%	5	0.71%
Facilities	11,600	13,212	1,612	87.80%	6	-3.87%
Equipment	533	1,575	1,042	33.81%	7	-57.85%
Operational Support	42,874	41,289	(1,585)	103.84%	8	12.17%
One Stop Centers, Program Management, WIOA Direct	3,120,957	4,105,463	984,506	76.02%		-15.65%
Payroll & Benefits	1,583,927	2,011,575	427,648	78.74%	9	-12.93%
Facilities	655,371	865,600	210,229	75.71%	10	-15.95%
Equipment	39,889	74,300	34,411	53.69%	11	-37.98%
Operational Support	246,628	345,404	98,776	71.40%	12	-20.26%
DEO State Control	595,142	808,584	213,442	73.60%	13	-18.06%
Tuition, Training and Supportive Services Costs	473,673	834,004	360,331	56.80%		-34.87%
Tuition/Books/Supplies	400,474	730,504	330,030	54.82%	14	-36.85%
Supportive Services	19,066	22,000	2,934	86.67%	15	-5.00%
Supportive Services/ Transportation	54,132	81,500	27,368	66.42%	16	-25.25%
Contracted Service Costs	730,203	1,350,000	619,797	54.09%		-37.58%
Specialized Training (EWT, OJT, CET)	1,271	150,000	148,729	0.85%	17	-90.82%
Youth Customer Services	420,434	540,000	119,566	77.86%	18	-13.81%
Work Experience/Internship Youth	308,498	360,000	51,502	85.69%	19	-5.97%
Summer Youth Employment Program	0	300,000	300,000	0.00%	20	-91.67%
Total Expenditures	4,768,666	6,820,426	2,051,760	69.92%		-21.75%
Balance Available	2,051,763					
% of Funds Expended				FAVORABLE 91.67%		



BUDGET VARIANCE REPORT COMMENTS

May 31, 2025

Line Item#	Comments
1, 5, & 9	<ul style="list-style-type: none"> Includes salaries and benefits, employee cost, retirement underspent by \$-295,641.79/-12.41% of the favorable 91.67%.
2, 6, & 10	<ul style="list-style-type: none"> Includes building rent, maintenance, cleaning, and utilities, underspent by -\$143,256.92/-15.86% of the favorable 91.67%.
3, 7, & 11	<ul style="list-style-type: none"> Includes equipment and software, underspent by -30,992.59/-24.52% of the favorable 66.67%.
4, 8, & 12	<ul style="list-style-type: none"> Includes items such as advertising, audit, bank, communication, consulting, copier, legal, cloud services, security guard, insurance, meetings, memberships, finance charge, postage, publication& subscriptions, equipment rental, office supplies, staff training, travel, outreach, job fairs, work verification, PEO fees, underspent -\$69,312.47/-39.33% of the favorable 91.67%.
13	<ul style="list-style-type: none"> FLCOM merit staff salaries and benefits paid and controlled by the State Wagner Peyser DVOP and LVER, underspent -146,059.88/-18.06% of the favorable 91.67%.
14	<ul style="list-style-type: none"> Expenditures are based on the number of customers determined eligible for ITA's, underspent -\$269,154.62/-36.85% of the favorable 91.67%.
15	<ul style="list-style-type: none"> Expenditures are based on the number of customers determined eligible for supportive services underspent \$-1,100.26/-5.00% of the favorable 91.67%.
16	<ul style="list-style-type: none"> Transportation expenditures are underspent by -\$20,575.91/-25.25% of the favorable 91.67%.
17	<ul style="list-style-type: none"> The OJT providers/agreements underspent \$-136,228.75/-90.82% of the favorable 91.67 %.
18	<ul style="list-style-type: none"> Youth Services Sub-Awards expenditures are underspent. -\$74,565.94/-13.81% of the favorable 91.67%.
19	<ul style="list-style-type: none"> Youth Work Experience Sub-Awards expenditures are underspent -\$21,502.11/-5.97% of the favorable 91.67%.
20	<ul style="list-style-type: none"> Summer Youth Program expenditures are under spent \$-275,000.00/-91.67% of the favorable 91.67%.

- All funding expenditures combined are under -\$1,483,391.24/ -21.75% of the favorable 91.67% of the budget.

**CAREERSOURCE ESCAROSA
ACTION ITEM
LOCAL TARGETED OCCUPATIONS LIST**

Date: August 21, 2025

Item for Consideration:

Administrative Policy #82 requires Local Workforce Development Boards (LWDBs) to develop Local Targeted Occupations Lists (LTOLs) in consultation with local business and industry representatives. LTOLs help LWDBs determine the occupations for which eligible participants may receive training assistance under the Workforce Innovation and Opportunity Act (WIOA).

LWDBs should use the Florida Commerce Bureau of Workforce Statistics and Economic Research generated, 2025-2026 Statewide and Regional Demand Occupations List, as a baseline for establishing the LTOL. The Statewide and Regional Demand Occupations Lists identifies the labor market needs of Florida's business community and encourages job training based on local needs.

Representatives from Pensacola State College, the University of West Florida, Santa Rosa County School District, and Escambia County School District were requested to review the 2025-2026 Demand Occupations Lists (Florida Statewide, Regional, and National Supplemental) and share if there are any areas of demand occupations that are not included that should be on the 2025-2026 Escarosa Area Demand list. This list is important for multiple reasons. It determines what occupation areas can receive funding for training and what areas CSE funding may be utilized to grow workforce development needs for job seekers and employers in our region.

DISCUSSION/RECOMMENDATION.

2025-2026 REGIONAL DEMAND OCCUPATIONS LIST RECOMMENDATIONS

UNIVERSITY OF WEST FLORIDA

2025-2026 Regional Demand Occupations List

SOC Code	Occupation Title	LMEC Training Code
511011	First-Line Supervisors of Production and Operating Workers	3
531047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Super	3
434161	Human Resources Assistants, Except Payroll and Timekeeping	5
333051	Police and Sheriff's Patrol Officers	5
414012	Sale Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3
151254	Web Developers	5
151255	Web and Digital Interface Designers	5

Recommendation: Change LMEC Training Codes to "6" (indicates a bachelor's degree)

2025-2026 Regional Demand Occupations List

SOC	ONET Title	UWF Degree/Local Employer Title(s)
112032	Public Relations Managers	Communications Manager
131161	Search Marketing Strategists	Social Media Specialist
SOC	Title	
172041	Chemical Engineers	
172061	Computer Hardware Engineers	
172071	Electrical Engineers	
172112	Manufacturing Engineers	

Recommendation: Add SOC's with a LMEC Training Code of "6" (indicates a bachelor's degree) based on local employer demand.

2025-2026 Regional Demand Occupations List

SOC	Regional List Title	UWF Degree/Local Employer Title(s)
152051	Data Scientist	Data Analyst, <i>Business Intelligence Analyst</i> *
151212	Information Security Analysts	Cybersecurity Analyst
113021	Computer & Information Systems Managers	Cybersecurity Manager
273031	Public Relations Specialists	Communications Specialist
131161	Market Research Analysts & Marketing Specialists	Communications Specialist

NOTE: SOC's On Regional Demand Occupations List - Different titles are used by UWF (4-year, bachelor's degree) programs and local employers.

* ONET lists *Business Intelligence Analysts (15-2051.01)* as a subset of *Data Scientist (15-2051.00)*.

Recommendation: Business Intelligence Analyst to added to the Regional Demand Occupations List as a separate listing.

PENSACOLA STATE COLLEGE

Pensacola State College Program	SOC Code
Barbering	395011
Early Childhood Inclusion Specialization Preschool Specialization Early Childhood Development Specialization Infant/Toddler Specialization	252011 (Code applicable to all 4 programs)
Advanced Esthetics Facials Specialty	395094 (Code applicable to both programs)
Emergency Medical Services	292041
Paramedic	292040
Nails Specialty	395092
Cosmetology	395012

Recommendation: All programs be added to the 2025-2026 Regional Demand Occupations List.

2025-2026 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 1 - Escambia and Santa Rosa counties

Selection Criteria:

- 1 LMEC Educational Requirements: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)
- 2 30 annual openings and positive growth
- 3 Mean Wage of \$18.16/hour and Entry Wage of \$14.76/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$28.45/hour and Entry Wage of \$18.16/hour

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC	In	Qualifying
			Annual	Annual	2024 Hourly Wage		Annual	Annual	2024 Hourly Wage		Training	Targeted	
			% Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry	Code	Industry?	
132011	HSHW	Accountants and Auditors	0.91	172	40.18	25.47	0.70	9,113	42.00	25.92	6	Yes	R
111021	HSHW	General and Operations Managers	0.95	329	54.09	24.15	0.80	17,467	61.83	25.80	6	Yes	R
112021	HSHW	Marketing Managers	1.45	15	66.67	34.30	0.89	1,539	71.21	37.40	6	Yes	S
112022	HSHW	Sales Managers	0.80	39	61.76	31.11	0.72	2,491	70.26	33.97	6	Yes	R
113012	HSHW	Administrative Services Managers	1.60	22	46.24	24.34	0.66	1,021	49.49	25.68	6	Yes	N
113021	HSHW	Computer and Information Systems Managers	3.31	50	72.79	50.14	1.23	1,978	82.23	52.56	6	Yes	R
113031	HSHW	Financial Managers	3.64	108	65.78	36.40	0.64	2,964	80.69	42.15	6	Yes	R
113071	HSHW	Transportation, Storage, and Distribution Managers	0.62	14	46.22	25.17	0.59	857	50.12	27.10	6	Yes	N
113121	HSHW	Human Resources Managers	1.27	13	60.32	38.55	0.76	816	66.85	39.61	6	Yes	S
119021	HSHW	Construction Managers	0.88	70	50.28	27.62	0.55	3,437	55.55	31.16	6	No	R
119051	HSHW	Food Service Managers	0.64	70	30.24	18.26	0.71	3,453	34.25	20.67	3	No	R
119111	HSHW	Medical and Health Services Managers	2.93	81	54.65	34.22	0.58	2,902	61.82	33.95	6	No	R
119141	HSHW	Property, Real Estate, and Community Association Managers	0.79	54	34.74	21.71	0.85	3,777	38.25	21.42	6	No	R
119151	HSHW	Social and Community Service Managers	0.72	24	34.17	22.59	0.63	732	37.76	22.93	6	No	N
119199	HSHW	Managers, All Other	0.72	83	48.52	23.43	0.57	4,150	56.32	26.57	6	No	R
131020	HSHW	Buyers and Purchasing Agents	-0.25	51	33.21	20.46	0.55	3,074	37.40	22.92	6	Yes	S
131031	HSHW	Claims Adjusters, Examiners, and Investigators	-0.77	17	28.66	19.23	0.90	2,512	35.67	23.51	3	Yes	S
131041	HSHW	Compliance Officers	1.27	38	34.55	21.66	0.63	2,882	38.27	22.20	6	Yes	R
131051	HSHW	Cost Estimators	0.73	41	34.58	21.39	0.75	1,477	36.97	22.06	6	Yes	R
131071	HSHW	Human Resources Specialists	0.93	103	34.01	21.14	0.95	5,414	35.25	21.62	6	Yes	R
131081	HSHW	Logisticians	2.14	19	33.51	23.19	0.84	1,210	36.54	22.98	6	Yes	S
131082	HSHW	Project Management Specialists	1.60	99	46.06	28.25	0.89	5,501	49.64	30.39	6	Yes	R
131111	HSHW	Management Analysts	2.20	179	42.48	24.71	0.91	7,131	47.42	26.12	6	Yes	R
131121		Meeting, Convention, and Event Planners	1.41	15	24.44	14.03	0.66	977	30.12	17.99	6	No	N
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	0.81	10	31.47	20.86	0.94	607	34.18	21.50	6	Yes	S
131151	HSHW	Training and Development Specialists	1.48	73	35.10	19.45	0.83	2,547	34.92	18.93	6	Yes	R
131161	HSHW	Market Research Analysts and Marketing Specialists	1.95	111	33.41	18.50	0.95	6,289	39.74	22.69	6	Yes	R
131199	HSHW	Business Operations Specialists, All Other	1.03	174	38.16	22.40	0.80	6,273	44.42	23.16	6	Yes	R
132020	HSHW	Property Appraisers and Assessors	N/A	N/A	N/A	N/A	0.73	558	40.25	22.87	6	No	S
132051	HSHW	Financial and Investment Analysts	3.10	36	44.82	29.35	0.57	1,196	48.38	29.39	6	Yes	R
132052	HSHW	Personal Financial Advisors	2.53	34	59.37	22.10	0.17	2,004	75.80	25.49	6	No	R

132053	HSHW	Insurance Underwriters	N/A	N/A	N/A	N/A	0.85	557	43.13	27.16	6	Yes	S
132061	HSHW	Financial Examiners	6.76	35	30.31	22.02	0.50	280	39.60	24.07	6	No	R
132072	HSHW	Loan Officers	2.83	128	35.08	21.78	0.23	1,889	39.54	19.63	6	Yes	R
132099	HSHW	Financial Specialists, All Other	1.31	33	32.95	22.23	0.55	680	35.25	21.82	6	Yes	R
151211	HSHW	Computer Systems Analysts	2.68	74	48.54	34.77	1.31	2,544	51.27	32.30	6	Yes	R
151212	HSHW	Information Security Analysts	5.87	40	46.87	32.49	1.41	888	56.49	36.39	6	Yes	R
151231	HSHW	Computer Network Support Specialists	1.84	21	33.70	23.66	1.11	1,037	36.99	24.37	5	Yes	S
151232		Computer User Support Specialists	1.18	87	27.95	19.14	1.28	4,078	30.00	19.66	4	Yes	R
151241	HSHW	Computer Network Architects	1.73	8	53.91	34.47	1.34	554	63.74	42.43	6	Yes	S
151244	HSHW	Network and Computer Systems Administrators	1.44	36	45.14	29.17	1.19	1,592	46.19	30.48	6	Yes	R
151251	HSHW	Computer Programmers	0.13	5	41.61	26.27	1.41	552	49.30	29.19	6	Yes	S
151252	HSHW	Software Developers	4.46	151	55.57	34.38	1.67	5,834	61.68	38.59	6	Yes	R
151253	HSHW	Software Quality Assurance Analysts and Testers	4.04	22	39.65	26.77	1.88	1,025	47.69	31.59	6	Yes	S
151254	HSHW	Web Developers	N/A	N/A	N/A	N/A	1.49	452	43.39	24.13	5	Yes	N
151255	HSHW	Web and Digital Interface Designers	2.90	15	31.88	15.48	1.19	498	41.22	22.39	5	Yes	N
151299	HSHW	Computer Occupations, All Other	2.33	69	51.19	32.19	1.23	1,497	49.66	24.79	6	Yes	R
152031	HSHW	Operations Research Analysts	3.68	24	38.11	24.41	0.81	585	40.59	24.08	6	Yes	S
152051	HSHW	Data Scientists	4.17	10	48.70	29.27	1.46	694	56.57	32.51	6	Yes	S
172051	HSHW	Civil Engineers	1.33	13	53.58	28.47	0.94	1,234	50.88	30.17	6	Yes	S
172112	HSHW	Industrial Engineers	2.86	13	60.69	36.27	0.72	853	54.82	34.84	6	Yes	S
172141	HSHW	Mechanical Engineers	0.97	12	52.19	32.48	0.68	547	48.98	32.38	6	Yes	N
173011	HSHW	Architectural and Civil Drafters	0.76	15	27.93	19.01	1.15	904	30.12	20.33	5	Yes	S
173031		Surveying and Mapping Technicians	1.02	15	23.14	17.21	0.94	740	24.53	18.00	5	Yes	S
191042	HSHW	Medical Scientists, Except Epidemiologists	2.04	4	51.37	29.28	0.70	227	60.94	33.11	6	Yes	N
195011	HSHW	Occupational Health and Safety Specialists	N/A	N/A	N/A	N/A	0.73	700	40.11	24.72	6	Yes	S
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.19	49	27.40	19.39	1.35	1,877	29.08	20.09	6	No	R
211021		Child, Family, and School Social Workers	0.49	30	24.37	18.00	0.89	1,350	27.28	19.68	6	No	R
211023	HSHW	Mental Health and Substance Abuse Social Workers	1.19	7	24.27	19.83	0.99	477	26.98	19.37	6	No	N
211093		Social and Human Service Assistants	0.54	45	19.10	13.67	0.64	2,332	21.36	16.14	3	No	S
211094		Community Health Workers	1.59	8	23.96	17.81	1.08	265	24.20	17.28	6	No	N
211099		Community and Social Service Specialists, All Other	0.63	19	21.43	15.88	0.69	775	28.09	19.25	6	No	N
232011		Paralegals and Legal Assistants	0.43	91	25.75	17.66	0.73	4,242	29.40	19.73	5	Yes	R
251071	HSHW	Health Specialties Teachers, Postsecondary	N/A	N/A	N/A	N/A	0.12	714	66.17	29.42	6	No	N
252021		Elementary School Teachers, Except Special Education	N/A	N/A	N/A	N/A	0.73	5,262	28.30	22.05	6	No	S
252022		Middle School Teachers, Except Special and Career/Technical Education	N/A	N/A	N/A	N/A	0.74	2,699	27.99	22.74	6	No	S
252031		Secondary School Teachers, Except Special and Career/Technical Education	0.75	87	25.76	22.70	0.73	3,621	29.75	22.68	6	No	R
252052		Special Education Teachers, Kindergarten and Elementary School	N/A	N/A	N/A	N/A	0.71	549	28.36	23.57	6	No	S
252058		Special Education Teachers, Secondary School	0.68	76	24.34	23.21	0.71	678	30.39	23.07	6	No	R
253099	HSHW	Teachers and Instructors, All Other	0.44	61	35.44	23.62	N/A	N/A	29.31	16.44	6	No	R
271011	HSHW	Art Directors	1.19	4	37.64	23.32	0.53	507	47.65	26.29	6	Yes	N
271014	HSHW	Special Effects Artists and Animators	N/A	N/A	N/A	N/A	0.92	406	39.49	27.25	6	No	N
271024	HSHW	Graphic Designers	0.88	24	25.50	16.76	0.59	1,601	30.17	19.77	6	Yes	S
271025		Interior Designers	0.97	12	31.48	17.35	0.89	813	31.36	18.27	6	Yes	S
271026		Merchandise Displayers and Window Trimmers	1.25	31	18.26	15.08	1.46	1,848	18.73	14.56	3	Yes	R
272011		Actors	N/A	N/A	N/A	N/A	0.79	1,702	25.03	16.16	3	No	S
272012	HSHW	Producers and Directors	0.60	12	40.95	18.13	0.47	737	46.84	24.08	6	Yes	N
272042	HSHW	Musicians and Singers	N/A	N/A	N/A	N/A	0.16	1,226	69.32	25.01	3	No	S

273031	HSHW	Public Relations Specialists	1.07	31	31.69	18.90	0.76	1,999	33.11	19.59	6	Yes	R
291126	HSHW	Respiratory Therapists	0.99	12	39.77	31.55	0.10	499	39.09	30.83	5	No	N
291141	HSHW	Registered Nurses	0.45	314	39.92	32.26	0.20	12,683	42.40	33.19	6	No	R
291292	HSHW	Dental Hygienists	1.12	24	38.88	31.01	1.00	1,101	40.03	34.09	5	No	S
292010		Clinical Laboratory Technologists and Technicians	0.78	39	28.72	17.95	0.38	1,978	29.29	18.07	5	No	R
292042		Emergency Medical Technicians	0.59	17	18.98	16.21	0.95	540	20.86	16.43	4	No	S
292052		Pharmacy Technicians	0.97	79	19.81	16.69	0.38	3,890	20.58	16.95	4	No	R
292053		Psychiatric Technicians	1.40	30	19.90	15.41	1.22	1,151	21.08	16.65	4	No	R
292056		Veterinary Technologists and Technicians	2.35	44	20.14	16.08	2.05	1,285	20.79	16.58	5	Yes	R
292057		Ophthalmic Medical Technicians	2.16	19	21.15	16.36	1.43	644	21.49	17.09	4	No	S
292061		Licensed Practical and Licensed Vocational Nurses	0.53	80	27.80	23.20	0.68	3,440	29.00	24.00	4	No	R
292072		Medical Records Specialists	1.00	32	22.88	16.43	0.77	1,261	24.19	16.71	4	Yes	R
292099		Health Technologists and Technicians, All Other	1.87	26	23.95	16.98	0.87	1,117	23.82	17.82	4	No	S
312011	HSHW	Occupational Therapy Assistants	3.51	21	30.96	24.51	1.42	614	34.07	28.48	5	No	S
312021	HSHW	Physical Therapist Assistants	3.28	45	31.65	25.90	1.45	1,293	32.92	26.38	5	No	R
319011		Massage Therapists	2.61	34	24.57	16.88	1.02	1,938	24.33	15.64	4	No	R
319091		Dental Assistants	1.05	76	21.27	16.83	1.00	3,747	22.44	18.18	4	No	R
319092		Medical Assistants	1.84	197	18.29	15.20	1.14	9,234	20.66	17.01	4	No	R
319097		Phlebotomists	1.34	52	18.94	16.16	1.11	1,341	19.50	16.80	4	No	R
332011	HSHW	Firefighters	N/A	N/A	N/A	N/A	0.32	1,810	30.58	19.77	4	No	S
333051	HSHW	Police and Sheriff's Patrol Officers	0.40	87	28.74	23.92	0.28	4,001	40.31	26.70	5	No	R
351011		Chefs and Head Cooks	1.17	34	27.19	16.48	0.73	2,101	30.07	16.58	5	No	R
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1.01	37	25.82	17.87	0.83	2,445	26.59	18.59	3	No	R
391014		First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	1.05	18	23.64	17.01	0.60	1,090	26.16	17.47	3	No	N
391022		First-Line Supervisors of Personal Service Workers	N/A	N/A	N/A	N/A	0.55	1,162	23.82	15.81	3	No	N
411011		First-Line Supervisors of Retail Sales Workers	0.02	206	23.56	15.68	0.47	9,789	24.83	16.46	3	No	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.87	61	52.01	23.67	0.69	3,210	46.21	26.05	3	Yes	R
413021		Insurance Sales Agents	0.40	63	37.20	17.50	0.83	5,254	38.60	19.70	4	Yes	R
413031		Securities, Commodities, and Financial Services Sales Agents	3.64	112	26.72	21.10	0.43	3,376	43.12	22.09	6	No	R
413041		Travel Agents	N/A	N/A	N/A	N/A	0.85	1,703	23.90	16.73	3	No	S
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.17	167	32.17	17.05	1.11	10,671	34.78	18.33	6	Yes	R
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	0.25	27	47.96	20.98	0.81	2,533	61.13	28.44	6	Yes	S
414012		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.47	141	32.89	17.75	0.54	8,691	35.57	18.25	3	Yes	R
419021		Real Estate Brokers	N/A	N/A	N/A	N/A	0.76	708	41.45	17.45	4	No	S
419022		Real Estate Sales Agents	0.68	94	29.69	15.48	0.76	7,129	35.25	16.84	4	No	R
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	N/A	N/A	N/A	N/A	0.74	11,148	32.90	21.48	3	Yes	S
433031		Bookkeeping, Accounting, and Auditing Clerks	-0.22	275	23.02	16.56	0.73	15,667	24.42	17.26	3	Yes	S
433051		Payroll and Timekeeping Clerks	-1.13	35	22.32	15.38	0.86	1,210	24.33	16.36	3	Yes	S
434031		Court, Municipal, and License Clerks	0.46	28	20.51	16.82	0.28	1,227	23.55	17.87	3	No	S
434161		Human Resources Assistants, Except Payroll and Timekeeping	-0.07	21	19.39	15.31	0.83	683	23.38	17.88	5	Yes	S
435061		Production, Planning, and Expediting Clerks	0.42	32	26.43	18.52	0.64	2,177	26.25	18.20	3	Yes	R
436011	HSHW	Executive Secretaries and Executive Administrative Assistants	-1.72	38	29.57	20.70	0.63	2,969	33.54	21.47	3	Yes	S
436012		Legal Secretaries and Administrative Assistants	-2.22	17	27.48	20.81	0.78	1,582	27.93	17.55	3	Yes	S
436013		Medical Secretaries and Administrative Assistants	0.93	156	19.48	15.43	0.92	8,918	20.37	16.60	3	No	R
439199		Office and Administrative Support Workers, All Other	-0.36	77	21.95	16.33	0.69	3,034	23.25	16.61	3	No	S
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	0.94	129	34.38	23.12	0.62	5,875	36.62	24.26	3	No	R
472031		Carpenters	1.15	125	22.83	16.96	0.76	6,387	24.13	18.09	4	No	R

472111		Electricians	1.35	103	25.64	19.16	0.57	4,701	26.68	20.02	4	No	R
472152		Plumbers, Pipefitters, and Steamfitters	0.91	77	24.95	19.05	0.55	3,007	25.79	19.31	4	No	R
474011	HSHW	Construction and Building Inspectors	0.34	34	31.96	21.17	0.89	1,931	33.80	23.00	4	Yes	R
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	0.42	84	34.63	22.80	0.62	3,429	36.60	24.05	3	No	R
492011		Computer, Automated Teller, and Office Machine Repairers	-0.65	11	23.56	18.06	0.83	654	22.69	17.38	4	Yes	S
492022	HSHW	Telecommunications Equipment Installers and Repairers, Except Line Installers	3.56	67	30.53	23.72	1.13	1,612	31.50	22.84	4	No	R
492098		Security and Fire Alarm Systems Installers	1.19	14	26.03	19.53	0.79	926	27.49	20.81	4	No	S
493011	HSHW	Aircraft Mechanics and Service Technicians	0.99	42	30.91	23.82	0.43	1,101	38.11	23.99	5	Yes	R
493023		Automotive Service Technicians and Mechanics	0.20	117	23.79	15.36	0.63	5,620	25.53	16.25	4	No	R
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	-0.10	21	27.68	19.93	0.59	1,272	30.01	21.21	4	Yes	S
493051		Motorboat Mechanics and Service Technicians	2.19	7	26.51	18.83	0.96	567	27.05	19.09	4	Yes	S
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.42	101	25.46	19.16	0.50	3,559	26.49	19.64	4	No	R
499041	HSHW	Industrial Machinery Mechanics	0.80	31	29.87	22.38	0.27	1,380	30.19	21.69	4	Yes	R
499052		Telecommunications Line Installers and Repairers	N/A	N/A	N/A	N/A	1.03	822	27.48	18.96	4	No	S
499062	HSHW	Medical Equipment Repairers	1.05	8	26.57	18.59	0.49	556	28.82	18.33	5	Yes	N
511011	HSHW	First-Line Supervisors of Production and Operating Workers	0.21	45	32.79	20.49	0.36	2,480	33.02	21.21	3	Yes	R
514041		Machinists	0.39	16	22.54	17.40	0.59	878	25.63	18.77	4	Yes	N
514121		Welders, Cutters, Solderers, and Brazers	0.91	28	24.86	19.38	0.47	1,655	25.27	19.55	4	Yes	S
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	-0.68	35	25.81	16.64	0.55	2,410	24.00	16.65	4	Yes	S
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Super	N/A	N/A	N/A	N/A	0.83	4,052	30.63	20.55	3	Yes	S
533032		Heavy and Tractor-Trailer Truck Drivers	0.81	213	23.43	17.66	1.06	13,527	26.13	19.15	4	Yes	R

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

**HSHW = High Skill/High Wage.

***Qualifying Level:

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

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

N = Meets national wage and openings criteria based on national Labor Market Statistics employer survey data.

N/A = Not available/releasable.

LMEC = Labor Market Estimating Conference

Regional Demand Occupational List (RDOL) – Wage and Openings Summary

Source: 2025–2026 Regional Demand Occupations List (RDOL)					Projected Openings Employment		
		LMEC Training	RDOL	ONET			
SOC Code	Occupation Title	Code	Mean/Entry Wage Hourly	Median/Entry Wage Hourly	2024	2032	% Growth
51-1011	First-Line Supervisors of Production and Operating Workers	3	\$32.79/\$20.49	\$29.23/\$18.29	479	487	1.7%
53-1042	First-Line Supervisors of Transportation and Material Movers, Hand	3	\$NA/ \$NA	\$27.55/ \$18.35	XXX	XXX	XXX
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	5	\$19.39/\$15.31	\$19.02/ \$15.32	190	189	-0.5%
33-3051	Police and Sheriff’s Patrol Officers	5	\$38.74/ \$23.92	\$27.59/ \$23.27	1,067	1,101	3.2%
41-4012	Sales Representatives, Wholesale and Manufacturing	3	\$32.89/ \$17.75	\$28.04/ \$15.57	1,496	1,552	3.7%
15-1254	Web Developers	5 → Proposed 6	\$NA/ \$NA	\$33.73/ \$22.00	XXX	XXX	XXX
15-1255	Web and Digital Interface Designers	5 → Proposed 6	\$31.88/ \$15.48	\$35.42/ \$13.00	142	175	23.2%
011-2032	Public Relations Managers	6	\$XX.XX/ \$XX.XX	\$48.32/ \$29.19	48	56	16.7%
13-1161.01	Search Marketing Strategists	6	\$33.41/ \$18.50	\$30.05/ \$15.56	957	1,106	15.6%
17-2041	Chemical Engineers	6	\$XX.XX/ \$XX.XX	\$50.00/ \$30.63	XXX	XXX	XXX
17-2061	Computer Hardware Engineers	6	\$XX.XX/ \$XX.XX	\$60.41/ \$X33.65	47	50	6.4%
17-2071	Electrical Engineers	6	\$XX.XX/ \$XX.XX	\$45.30/ \$36.22	171	171	0.0%
17-2112.03	Manufacturing Engineers	6	\$60.69/ 36.27	\$52.46/ \$33.99	144	177	22.9%
15-2051	Data Scientist	6	\$48.70/ \$29.27	\$47.20/ \$X25.99	84	112	33.3%
15-1212	Information Security Analysts	6	\$46.87/ \$32.49	\$39.90/ \$30.09	311	457	46.9%
011-3021	Computer & Information Systems Managers	6	\$72.79/ \$50.14	\$74.35 \$47.10	476	602	26.5%
27-3031	Public Relations Specialists	6	\$31.69/ \$18.90	\$26.92/ \$16.42	328	356	8.5%
13-1161	Market Research Analysts & Marketing Specialists	6	\$XX.XX/ \$XX.XX	\$30.05/ \$15.56	XXX	XXX	XXX
15-2051.01	Business Intelligence Analysts (proposed addition)	6	\$XX.XX/ \$XX.XX	\$47.20/ \$25.99	XXX	XXX	XXX
25-2051	Preschool Teachers (Early Childhood Programs)	-	\$NA/ \$NA	\$NA/ \$NA	88	94	6.8%
29-2043	Paramedic	-	\$XX.XX/ \$XX.XX	\$28.02/ \$22.66	XXX	XXX	XXX
29-2042	Emergency Medical Technician	-	\$XX.XX/ \$XX.XX	17.86/ \$16.75	XXX	XXX	XXX
39-5011	Barbers	-	\$XX.XX/ \$XX.XX	\$17.80/ 13.00	172	187	8.7%
39-5094	Skincare Specialists (Advanced Esthetics, Facials Specialty)	-	\$XX.XX/ \$XX.XX	\$18.57/ \$13.00	165	181	9.7%
39-5092	Manicurists and Pedicurists (Nails Specialty)	-	\$XX.XX/ \$XX.XX	\$15.56/ \$13.02	XXX	XXX	XXX
39-5012	Hairdressers, Hairstylists, and Cosmetologists	-	\$XX.XX/ \$XX.XX	\$14.12/ \$13.00	742	804	8.4%

<https://www.onetonline.org/>

<https://www.floridajobs.org/economic-data/employment-projections>

2025-2026 Regional Demand Occupations List

SOC Code*	HSHW**	Occupation Title*	Florida Statewide Demand Occupations List	National Demand Supplemental List
132011	HSHW	Accountants and Auditors	✓	
272011		Actors	✓	
113012	HSHW	Administrative Services Managers		✓
493011	HSHW	Aircraft Mechanics and Service Technicians		
173011	HSHW	Architectural and Civil Drafters	✓	
271011	HSHW	Art Directors		✓
493023		Automotive Service Technicians and Mechanics	✓	
433031		Bookkeeping, Accounting, and Auditing Clerks	✓	
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	✓	
131199	HSHW	Business Operations Specialists, All Other	✓	
131020	HSHW	Buyers and Purchasing Agents	✓	
472031		Carpenters	✓	
351011		Chefs and Head Cooks	✓	
211021		Child, Family, and School Social Workers	✓	
172051	HSHW	Civil Engineers	✓	
131031	HSHW	Claims Adjusters, Examiners, and Investigators	✓	
292010		Clinical Laboratory Technologists and Technicians	✓	
211094		Community Health Workers		✓
211099		Community and Social Service Specialists, All Other		✓
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	✓	
131041	HSHW	Compliance Officers	✓	
151241	HSHW	Computer Network Architects	✓	
151231	HSHW	Computer Network Support Specialists	✓	
151299	HSHW	Computer Occupations, All Other	✓	
151251	HSHW	Computer Programmers	✓	
151211	HSHW	Computer Systems Analysts	✓	
151232		Computer User Support Specialists	✓	
113021	HSHW	Computer and Information Systems Managers	✓	
492011		Computer, Automated Teller, and Office Machine Repairers	✓	
119021	HSHW	Construction Managers	✓	
474011	HSHW	Construction and Building Inspectors	✓	

131051	HSHW	Cost Estimators	✓	
434031		Court, Municipal, and License Clerks	✓	
152051	HSHW	Data Scientists	✓	
319091		Dental Assistants	✓	
291292	HSHW	Dental Hygienists	✓	
472111		Electricians	✓	
252021		Elementary School Teachers, Except Special Education	✓	
292042		Emergency Medical Technicians	✓	
436011	HSHW	Executive Secretaries and Executive Administrative Assistants	✓	
132061	HSHW	Financial Examiners		
113031	HSHW	Financial Managers	✓	
132099	HSHW	Financial Specialists, All Other		✓
132051	HSHW	Financial and Investment Analysts		✓
332011	HSHW	Firefighters	✓	
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	✓	
391014		First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services		✓
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	✓	
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	✓	
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	✓	
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	✓	
391022		First-Line Supervisors of Personal Service Workers		✓
511011	HSHW	First-Line Supervisors of Production and Operating Workers	✓	
411011		First-Line Supervisors of Retail Sales Workers	✓	
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	✓	
119051	HSHW	Food Service Managers	✓	
111021	HSHW	General and Operations Managers	✓	
271024	HSHW	Graphic Designers	✓	
251071	HSHW	Health Specialties Teachers, Postsecondary		✓
292099		Health Technologists and Technicians, All Other	✓	
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	✓	
533032		Heavy and Tractor-Trailer Truck Drivers	✓	

434161		Human Resources Assistants, Except Payroll and Timekeeping	✓	
113121	HSHW	Human Resources Managers	✓	
131071	HSHW	Human Resources Specialists	✓	
172112	HSHW	Industrial Engineers	✓	
499041	HSHW	Industrial Machinery Mechanics	✓	
151212	HSHW	Information Security Analysts	✓	
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	✓	
413021		Insurance Sales Agents	✓	
132053	HSHW	Insurance Underwriters	✓	
271025		Interior Designers	✓	
436012		Legal Secretaries and Administrative Assistants	✓	
292061		Licensed Practical and Licensed Vocational Nurses	✓	
132072	HSHW	Loan Officers	✓	
131081	HSHW	Logisticians	✓	
514041		Machinists		✓
131111	HSHW	Management Analysts	✓	
119199	HSHW	Managers, All Other	✓	
131161	HSHW	Market Research Analysts and Marketing Specialists	✓	
112021	HSHW	Marketing Managers	✓	
319011		Massage Therapists	✓	
172141	HSHW	Mechanical Engineers		✓
319092		Medical Assistants	✓	
499062	HSHW	Medical Equipment Repairers		✓
292072		Medical Records Specialists	✓	
191042	HSHW	Medical Scientists, Except Epidemiologists		✓
436013		Medical Secretaries and Administrative Assistants	✓	
119111	HSHW	Medical and Health Services Managers	✓	
131121		Meeting, Convention, and Event Planners		✓
211023	HSHW	Mental Health and Substance Abuse Social Workers		✓
271026		Merchandise Displayers and Window Trimmers		
252022		Middle School Teachers, Except Special and Career/Technical Education	✓	
493051		Motorboat Mechanics and Service Technicians	✓	
272042	HSHW	Musicians and Singers	✓	

151244	HSHW	Network and Computer Systems Administrators	✓	
195011	HSHW	Occupational Health and Safety Specialists	✓	
312011	HSHW	Occupational Therapy Assistants	✓	
439199		Office and Administrative Support Workers, All Other	✓	
152031	HSHW	Operations Research Analysts	✓	
292057		Ophthalmic Medical Technicians	✓	
232011		Paralegals and Legal Assistants	✓	
433051		Payroll and Timekeeping Clerks	✓	
132052	HSHW	Personal Financial Advisors	✓	
292052		Pharmacy Technicians	✓	
319097		Phlebotomists	✓	
312021	HSHW	Physical Therapist Assistants	✓	
472152		Plumbers, Pipefitters, and Steamfitters	✓	
333051	HSHW	Police and Sheriff's Patrol Officers	✓	
272012	HSHW	Producers and Directors		✓
435061		Production, Planning, and Expediting Clerks	✓	
131082	HSHW	Project Management Specialists	✓	
132020	HSHW	Property Appraisers and Assessors	✓	
119141	HSHW	Property, Real Estate, and Community Association Managers	✓	
292053		Psychiatric Technicians	✓	
273031	HSHW	Public Relations Specialists	✓	
419021		Real Estate Brokers	✓	
419022		Real Estate Sales Agents	✓	
291141	HSHW	Registered Nurses	✓	
291126	HSHW	Respiratory Therapists		✓
112022	HSHW	Sales Managers	✓	
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	✓	
414012		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	✓	
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	✓	
252031		Secondary School Teachers, Except Special and Career/Technical Education	✓	
413031		Securities, Commodities, and Financial Services Sales Agents	✓	

492098		Security and Fire Alarm Systems Installers	✓	
119151	HSHW	Social and Community Service Managers		✓
211093		Social and Human Service Assistants	✓	
151252	HSHW	Software Developers	✓	
151253	HSHW	Software Quality Assurance Analysts and Testers	✓	
252052		Special Education Teachers, Kindergarten and Elementary School	✓	
252058		Special Education Teachers, Secondary School	✓	
271014	HSHW	Special Effects Artists and Animators		✓
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	✓	
173031		Surveying and Mapping Technicians	✓	
253099	HSHW	Teachers and Instructors, All Other		✓
492022	HSHW	Telecommunications Equipment Installers and Repairers, Except Line Installers	✓	
499052		Telecommunications Line Installers and Repairers	✓	
131151	HSHW	Training and Development Specialists	✓	
113071	HSHW	Transportation, Storage, and Distribution Managers		✓
413041		Travel Agents	✓	
292056		Veterinary Technologists and Technicians	✓	
151254	HSHW	Web Developers		✓
151255	HSHW	Web and Digital Interface Designers		✓
514121		Welders, Cutters, Solderers, and Brazers	✓	

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

**HSHW = High Skill/High Wage.

***Qualifying Level:

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

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

N = Meets national wage and openings criteria based on national Labor Market Statistics employer survey data.

N/A = Not available/releasable.

LMEC = Labor Market Estimating Conference

2025-2026 Florida Statewide Demand Occupations List
Some College, No Degree; Postsecondary Non-Degree Award; Associate Degree; or Bachelor's Degree
Sorted by Occupational Title

Selection Criteria:

- 1 LMEC Educational Requirements: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)
- 2 500 annual openings and average growth rate of 0.71% or 1,200 annual openings with any positive growth
- 3 Mean Wage of \$19.00/hour and Entry Wage of \$15.44/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$29.76/hour and Entry Wage of \$19.00/hour

SOC Code*	HSHW**	Occupation Title*	Annual % Growth	Annual Openings	2024 Hourly Wage		LMEC Training Code	In Targeted Industry?	STEM Occupation?	New to List?
					Mean	Entry				
132011	HSHW	Accountants and Auditors	0.70	9,113	42.00	25.92	6	Yes	No	
272011		Actors	0.79	1,702	25.03	16.16	3	No	No	Yes
173011	HSHW	Architectural and Civil Drafters	1.15	904	30.12	20.33	5	Yes	Yes	
493023		Automotive Service Technicians and Mechanics	0.63	5,620	25.53	16.25	4	No	No	
433031		Bookkeeping, Accounting, and Auditing Clerks	0.73	15,667	24.42	17.26	3	Yes	No	
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	0.59	1,272	30.01	21.21	4	Yes	No	
131199	HSHW	Business Operations Specialists, All Other	0.80	6,273	44.42	23.16	6	Yes	No	
131020	HSHW	Buyers and Purchasing Agents	0.55	3,074	37.40	22.92	6	Yes	No	Yes
472031		Carpenters	0.76	6,387	24.13	18.09	4	No	No	
351011		Chefs and Head Cooks	0.73	2,101	30.07	16.58	5	No	No	
211021		Child, Family, and School Social Workers	0.89	1,350	27.28	19.68	6	No	No	
172051	HSHW	Civil Engineers	0.94	1,234	50.88	30.17	6	Yes	Yes	
131031	HSHW	Claims Adjusters, Examiners, and Investigators	0.90	2,512	35.67	23.51	3	Yes	No	
292010		Clinical Laboratory Technologists and Technicians	0.38	1,978	29.29	18.07	5	No	No	
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	0.94	607	34.18	21.50	6	Yes	No	
131041	HSHW	Compliance Officers	0.63	2,882	38.27	22.20	6	Yes	No	
151241	HSHW	Computer Network Architects	1.34	554	63.74	42.43	6	Yes	Yes	Yes
151231	HSHW	Computer Network Support Specialists	1.11	1,037	36.99	24.37	5	Yes	Yes	
151299	HSHW	Computer Occupations, All Other	1.23	1,497	49.66	24.79	6	Yes	Yes	
151251	HSHW	Computer Programmers	1.41	552	49.30	29.19	6	Yes	Yes	Yes
151211	HSHW	Computer Systems Analysts	1.31	2,544	51.27	32.30	6	Yes	Yes	
151232	HSHW	Computer User Support Specialists	1.28	4,078	30.00	19.66	4	Yes	Yes	
113021	HSHW	Computer and Information Systems Managers	1.23	1,978	82.23	52.56	6	Yes	Yes	
492011		Computer, Automated Teller, and Office Machine Repairers	0.83	654	22.69	17.38	4	Yes	No	Yes
119021	HSHW	Construction Managers	0.55	3,437	55.55	31.16	6	No	No	
474011	HSHW	Construction and Building Inspectors	0.89	1,931	33.80	23.00	4	Yes	No	
131051	HSHW	Cost Estimators	0.75	1,477	36.97	22.06	6	Yes	No	
434031		Court, Municipal, and License Clerks	0.28	1,227	23.55	17.87	3	No	No	Yes

152051	HSHW	Data Scientists	1.46	694	56.57	32.51	6	Yes	Yes	
319091		Dental Assistants	1.00	3,747	22.44	18.18	4	No	No	
291292	HSHW	Dental Hygienists	1.00	1,101	40.03	34.09	5	No	No	
472111		Electricians	0.57	4,701	26.68	20.02	4	No	No	
252021		Elementary School Teachers, Except Special Education	0.73	5,262	28.30	22.05	6	No	No	
292042		Emergency Medical Technicians	0.95	540	20.86	16.43	4	No	No	Yes
436011	HSHW	Executive Secretaries and Executive Administrative Assistants	0.63	2,969	33.54	21.47	3	Yes	No	Yes
113031	HSHW	Financial Managers	0.64	2,964	80.69	42.15	6	Yes	No	
332011	HSHW	Firefighters	0.32	1,810	30.58	19.77	4	No	No	
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	0.62	5,875	36.62	24.26	3	No	No	
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	0.83	2,445	26.59	18.59	3	No	No	
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	0.62	3,429	36.60	24.05	3	No	No	
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.69	3,210	46.21	26.05	3	Yes	No	
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	0.74	11,148	32.90	21.48	3	Yes	No	
511011	HSHW	First-Line Supervisors of Production and Operating Workers	0.36	2,480	33.02	21.21	3	Yes	No	
411011		First-Line Supervisors of Retail Sales Workers	0.47	9,789	24.83	16.46	3	No	No	Yes
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Super	0.83	4,052	30.63	20.55	3	Yes	No	
119051	HSHW	Food Service Managers	0.71	3,453	34.25	20.67	3	No	No	
111021	HSHW	General and Operations Managers	0.80	17,467	61.83	25.80	6	Yes	No	
271024	HSHW	Graphic Designers	0.59	1,601	30.17	19.77	6	Yes	No	
292099		Health Technologists and Technicians, All Other	0.87	1,117	23.82	17.82	4	No	No	Yes
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	0.50	3,559	26.49	19.64	4	No	No	
533032		Heavy and Tractor-Trailer Truck Drivers	1.06	13,527	26.13	19.15	4	Yes	No	
434161		Human Resources Assistants, Except Payroll and Timekeeping	0.83	683	23.38	17.88	5	Yes	No	Yes
113121	HSHW	Human Resources Managers	0.76	816	66.85	39.61	6	Yes	No	
131071	HSHW	Human Resources Specialists	0.95	5,414	35.25	21.62	6	Yes	No	
172112	HSHW	Industrial Engineers	0.72	853	54.82	34.84	6	Yes	Yes	
499041	HSHW	Industrial Machinery Mechanics	0.27	1,380	30.19	21.69	4	Yes	No	
151212	HSHW	Information Security Analysts	1.41	888	56.49	36.39	6	Yes	Yes	
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	0.55	2,410	24.00	16.65	4	Yes	No	
413021	HSHW	Insurance Sales Agents	0.83	5,254	38.60	19.70	4	Yes	No	
132053	HSHW	Insurance Underwriters	0.85	557	43.13	27.16	6	Yes	No	Yes
271025		Interior Designers	0.89	813	31.36	18.27	6	Yes	No	
436012		Legal Secretaries and Administrative Assistants	0.78	1,582	27.93	17.55	3	Yes	No	Yes
292061		Licensed Practical and Licensed Vocational Nurses	0.68	3,440	29.00	24.00	4	No	No	
132072	HSHW	Loan Officers	0.23	1,889	39.54	19.63	6	Yes	No	
131081	HSHW	Logisticians	0.84	1,210	36.54	22.98	6	Yes	No	
131111	HSHW	Management Analysts	0.91	7,131	47.42	26.12	6	Yes	No	
119199	HSHW	Managers, All Other	0.57	4,150	56.32	26.57	6	No	No	
131161	HSHW	Market Research Analysts and Marketing Specialists	0.95	6,289	39.74	22.69	6	Yes	No	
112021	HSHW	Marketing Managers	0.89	1,539	71.21	37.40	6	Yes	No	
319011		Massage Therapists	1.02	1,938	24.33	15.64	4	No	No	
319092		Medical Assistants	1.14	9,234	20.66	17.01	4	No	No	
292072		Medical Records Specialists	0.77	1,261	24.19	16.71	4	Yes	No	
436013		Medical Secretaries and Administrative Assistants	0.92	8,918	20.37	16.60	3	No	No	
119111	HSHW	Medical and Health Services Managers	0.58	2,902	61.82	33.95	6	No	No	

252022		Middle School Teachers, Except Special and Career/Technical Education	0.74	2,699	27.99	22.74	6	No	No	
493051		Motorboat Mechanics and Service Technicians	0.96	567	27.05	19.09	4	Yes	No	
272042	HSHW	Musicians and Singers	0.16	1,226	69.32	25.01	3	No	No	
151244	HSHW	Network and Computer Systems Administrators	1.19	1,592	46.19	30.48	6	Yes	Yes	
195011	HSHW	Occupational Health and Safety Specialists	0.73	700	40.11	24.72	6	Yes	No	
312011	HSHW	Occupational Therapy Assistants	1.42	614	34.07	28.48	5	No	No	
439199		Office and Administrative Support Workers, All Other	0.69	3,034	23.25	16.61	3	No	No	Yes
152031	HSHW	Operations Research Analysts	0.81	585	40.59	24.08	6	Yes	Yes	
292057		Ophthalmic Medical Technicians	1.43	644	21.49	17.09	4	No	No	
232011		Paralegals and Legal Assistants	0.73	4,242	29.40	19.73	5	Yes	No	
433051		Payroll and Timekeeping Clerks	0.86	1,210	24.33	16.36	3	Yes	No	Yes
132052	HSHW	Personal Financial Advisors	0.17	2,004	75.80	25.49	6	No	No	
292052		Pharmacy Technicians	0.38	3,890	20.58	16.95	4	No	No	
319097		Phlebotomists	1.11	1,341	19.50	16.80	4	No	No	
312021	HSHW	Physical Therapist Assistants	1.45	1,293	32.92	26.38	5	No	No	
472152		Plumbers, Pipefitters, and Steamfitters	0.55	3,007	25.79	19.31	4	No	No	
333051	HSHW	Police and Sheriff's Patrol Officers	0.28	4,001	40.31	26.70	5	No	No	
435061		Production, Planning, and Expediting Clerks	0.64	2,177	26.25	18.20	3	Yes	No	
131082	HSHW	Project Management Specialists	0.89	5,501	49.64	30.39	6	Yes	No	
132020	HSHW	Property Appraisers and Assessors	0.73	558	40.25	22.87	6	No	No	
119141	HSHW	Property, Real Estate, and Community Association Managers	0.85	3,777	38.25	21.42	6	No	No	
292053		Psychiatric Technicians	1.22	1,151	21.08	16.65	4	No	No	Yes
273031	HSHW	Public Relations Specialists	0.76	1,999	33.11	19.59	6	Yes	No	
419021		Real Estate Brokers	0.76	708	41.45	17.45	4	No	No	Yes
419022		Real Estate Sales Agents	0.76	7,129	35.25	16.84	4	No	No	
291141	HSHW	Registered Nurses	0.20	12,683	42.40	33.19	6	No	No	
112022	HSHW	Sales Managers	0.72	2,491	70.26	33.97	6	Yes	No	
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.11	10,671	34.78	18.33	6	Yes	No	
414012		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.54	8,691	35.57	18.25	3	Yes	No	
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	0.81	2,533	61.13	28.44	6	Yes	Yes	
252031		Secondary School Teachers, Except Special and Career/Technical Education	0.73	3,621	29.75	22.68	6	No	No	
413031	HSHW	Securities, Commodities, and Financial Services Sales Agents	0.43	3,376	43.12	22.09	6	No	No	
492098		Security and Fire Alarm Systems Installers	0.79	926	27.49	20.81	4	No	No	
211093		Social and Human Service Assistants	0.64	2,332	21.36	16.14	3	No	No	Yes
151252	HSHW	Software Developers	1.67	5,834	61.68	38.59	6	Yes	Yes	
151253	HSHW	Software Quality Assurance Analysts and Testers	1.88	1,025	47.69	31.59	6	Yes	Yes	
252052		Special Education Teachers, Kindergarten and Elementary School	0.71	549	28.36	23.57	6	No	No	Yes
252058	HSHW	Special Education Teachers, Secondary School	0.71	678	30.39	23.07	6	No	No	
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.35	1,877	29.08	20.09	6	No	No	
173031		Surveying and Mapping Technicians	0.94	740	24.53	18.00	5	Yes	Yes	
492022	HSHW	Telecommunications Equipment Installers and Repairers, Except Line Installers	1.13	1,612	31.50	22.84	4	No	No	
499052		Telecommunications Line Installers and Repairers	1.03	822	27.48	18.96	4	No	No	Yes
131151		Training and Development Specialists	0.83	2,547	34.92	18.93	6	Yes	No	
413041		Travel Agents	0.85	1,703	23.90	16.73	3	No	No	Yes
292056		Veterinary Technologists and Technicians	2.05	1,285	20.79	16.58	5	Yes	No	
514121		Welders, Cutters, Solderers, and Brazers	0.47	1,655	25.27	19.55	4	Yes	No	

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

**HSHW = High Skill/High Wage.

LMEC = Labor Market Estimating Conference

2025-2026 Regional Demand Occupations List

Sorted by Occupational Title

Workforce Development Area 1 - Escambia and Santa Rosa counties

Selection Criteria:

- 1 LMEC Educational Requirements: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)
- 2 30 annual openings and positive growth
- 3 Mean Wage of \$18.16/hour and Entry Wage of \$14.76/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$28.45/hour and Entry Wage of \$18.16/hour

SOC Code*	HSHW**	Occupation Title*	Regional				Statewide				LMEC	In	Qualifying
			Annual	Annual	2024 Hourly Wage		Annual	Annual	2024 Hourly Wage		Training	Targeted	
			% Growth	Openings	Mean	Entry	% Growth	Openings	Mean	Entry	Code	Industry?	
132011	HSHW	Accountants and Auditors	0.91	172	40.18	25.47	0.70	9,113	42.00	25.92	6	Yes	R
272011		Actors	N/A	N/A	N/A	N/A	0.79	1,702	25.03	16.16	3	No	S
113012	HSHW	Administrative Services Managers	1.60	22	46.24	24.34	0.66	1,021	49.49	25.68	6	Yes	N
493011	HSHW	Aircraft Mechanics and Service Technicians	0.99	42	30.91	23.82	0.43	1,101	38.11	23.99	5	Yes	R
173011	HSHW	Architectural and Civil Drafters	0.76	15	27.93	19.01	1.15	904	30.12	20.33	5	Yes	S
271011	HSHW	Art Directors	1.19	4	37.64	23.32	0.53	507	47.65	26.29	6	Yes	N
493023		Automotive Service Technicians and Mechanics	0.20	117	23.79	15.36	0.63	5,620	25.53	16.25	4	No	R
433031		Bookkeeping, Accounting, and Auditing Clerks	-0.22	275	23.02	16.56	0.73	15,667	24.42	17.26	3	Yes	S
493031	HSHW	Bus and Truck Mechanics and Diesel Engine Specialists	-0.10	21	27.68	19.93	0.59	1,272	30.01	21.21	4	Yes	S
131199	HSHW	Business Operations Specialists, All Other	1.03	174	38.16	22.40	0.80	6,273	44.42	23.16	6	Yes	R
131020	HSHW	Buyers and Purchasing Agents	-0.25	51	33.21	20.46	0.55	3,074	37.40	22.92	6	Yes	S
472031		Carpenters	1.15	125	22.83	16.96	0.76	6,387	24.13	18.09	4	No	R
351011		Chefs and Head Cooks	1.17	34	27.19	16.48	0.73	2,101	30.07	16.58	5	No	R
211021		Child, Family, and School Social Workers	0.49	30	24.37	18.00	0.89	1,350	27.28	19.68	6	No	R
172051	HSHW	Civil Engineers	1.33	13	53.58	28.47	0.94	1,234	50.88	30.17	6	Yes	S
131031	HSHW	Claims Adjusters, Examiners, and Investigators	-0.77	17	28.66	19.23	0.90	2,512	35.67	23.51	3	Yes	S
292010		Clinical Laboratory Technologists and Technicians	0.78	39	28.72	17.95	0.38	1,978	29.29	18.07	5	No	R
211094		Community Health Workers	1.59	8	23.96	17.81	1.08	265	24.20	17.28	6	No	N
211099		Community and Social Service Specialists, All Other	0.63	19	21.43	15.88	0.69	775	28.09	19.25	6	No	N
131141	HSHW	Compensation, Benefits, and Job Analysis Specialists	0.81	10	31.47	20.86	0.94	607	34.18	21.50	6	Yes	S
131041	HSHW	Compliance Officers	1.27	38	34.55	21.66	0.63	2,882	38.27	22.20	6	Yes	R
151241	HSHW	Computer Network Architects	1.73	8	53.91	34.47	1.34	554	63.74	42.43	6	Yes	S
151231	HSHW	Computer Network Support Specialists	1.84	21	33.70	23.66	1.11	1,037	36.99	24.37	5	Yes	S
151299	HSHW	Computer Occupations, All Other	2.33	69	51.19	32.19	1.23	1,497	49.66	24.79	6	Yes	R
151251	HSHW	Computer Programmers	0.13	5	41.61	26.27	1.41	552	49.30	29.19	6	Yes	S
151211	HSHW	Computer Systems Analysts	2.68	74	48.54	34.77	1.31	2,544	51.27	32.30	6	Yes	R
151232		Computer User Support Specialists	1.18	87	27.95	19.14	1.28	4,078	30.00	19.66	4	Yes	R
113021	HSHW	Computer and Information Systems Managers	3.31	50	72.79	50.14	1.23	1,978	82.23	52.56	6	Yes	R
492011		Computer, Automated Teller, and Office Machine Repairers	-0.65	11	23.56	18.06	0.83	654	22.69	17.38	4	Yes	S
119021	HSHW	Construction Managers	0.88	70	50.28	27.62	0.55	3,437	55.55	31.16	6	No	R
474011	HSHW	Construction and Building Inspectors	0.34	34	31.96	21.17	0.89	1,931	33.80	23.00	4	Yes	R
131051	HSHW	Cost Estimators	0.73	41	34.58	21.39	0.75	1,477	36.97	22.06	6	Yes	R
434031		Court, Municipal, and License Clerks	0.46	28	20.51	16.82	0.28	1,227	23.55	17.87	3	No	S
152051	HSHW	Data Scientists	4.17	10	48.70	29.27	1.46	694	56.57	32.51	6	Yes	S
319091		Dental Assistants	1.05	76	21.27	16.83	1.00	3,747	22.44	18.18	4	No	R
291292	HSHW	Dental Hygienists	1.12	24	38.88	31.01	1.00	1,101	40.03	34.09	5	No	S

472111		Electricians	1.35	103	25.64	19.16	0.57	4,701	26.68	20.02	4	No	R
252021		Elementary School Teachers, Except Special Education	N/A	N/A	N/A	N/A	0.73	5,262	28.30	22.05	6	No	S
292042		Emergency Medical Technicians	0.59	17	18.98	16.21	0.95	540	20.86	16.43	4	No	S
436011	HSHW	Executive Secretaries and Executive Administrative Assistants	-1.72	38	29.57	20.70	0.63	2,969	33.54	21.47	3	Yes	S
132061	HSHW	Financial Examiners	6.76	35	30.31	22.02	0.50	280	39.60	24.07	6	No	R
113031	HSHW	Financial Managers	3.64	108	65.78	36.40	0.64	2,964	80.69	42.15	6	Yes	R
132099	HSHW	Financial Specialists, All Other	1.31	33	32.95	22.23	0.55	680	35.25	21.82	6	Yes	R
132051	HSHW	Financial and Investment Analysts	3.10	36	44.82	29.35	0.57	1,196	48.38	29.39	6	Yes	R
332011	HSHW	Firefighters	N/A	N/A	N/A	N/A	0.32	1,810	30.58	19.77	4	No	S
471011	HSHW	First-Line Supervisors of Construction Trades and Extraction Workers	0.94	129	34.38	23.12	0.62	5,875	36.62	24.26	3	No	R
391014		First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	1.05	18	23.64	17.01	0.60	1,090	26.16	17.47	3	No	N
371012		First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	1.01	37	25.82	17.87	0.83	2,445	26.59	18.59	3	No	R
491011	HSHW	First-Line Supervisors of Mechanics, Installers, and Repairers	0.42	84	34.63	22.80	0.62	3,429	36.60	24.05	3	No	R
411012	HSHW	First-Line Supervisors of Non-Retail Sales Workers	0.87	61	52.01	23.67	0.69	3,210	46.21	26.05	3	Yes	R
431011	HSHW	First-Line Supervisors of Office and Administrative Support Workers	N/A	N/A	N/A	N/A	0.74	11,148	32.90	21.48	3	Yes	S
391022		First-Line Supervisors of Personal Service Workers	N/A	N/A	N/A	N/A	0.55	1,162	23.82	15.81	3	No	N
511011	HSHW	First-Line Supervisors of Production and Operating Workers	0.21	45	32.79	20.49	0.36	2,480	33.02	21.21	3	Yes	R
411011		First-Line Supervisors of Retail Sales Workers	0.02	206	23.56	15.68	0.47	9,789	24.83	16.46	3	No	R
531047	HSHW	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Super	N/A	N/A	N/A	N/A	0.83	4,052	30.63	20.55	3	Yes	S
119051	HSHW	Food Service Managers	0.64	70	30.24	18.26	0.71	3,453	34.25	20.67	3	No	R
111021	HSHW	General and Operations Managers	0.95	329	54.09	24.15	0.80	17,467	61.83	25.80	6	Yes	R
271024	HSHW	Graphic Designers	0.88	24	25.50	16.76	0.59	1,601	30.17	19.77	6	Yes	S
251071	HSHW	Health Specialties Teachers, Postsecondary	N/A	N/A	N/A	N/A	0.12	714	66.17	29.42	6	No	N
292099		Health Technologists and Technicians, All Other	1.87	26	23.95	16.98	0.87	1,117	23.82	17.82	4	No	S
499021		Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1.42	101	25.46	19.16	0.50	3,559	26.49	19.64	4	No	R
533032		Heavy and Tractor-Trailer Truck Drivers	0.81	213	23.43	17.66	1.06	13,527	26.13	19.15	4	Yes	R
434161		Human Resources Assistants, Except Payroll and Timekeeping	-0.07	21	19.39	15.31	0.83	683	23.38	17.88	5	Yes	S
113121	HSHW	Human Resources Managers	1.27	13	60.32	38.55	0.76	816	66.85	39.61	6	Yes	S
131071	HSHW	Human Resources Specialists	0.93	103	34.01	21.14	0.95	5,414	35.25	21.62	6	Yes	R
172112	HSHW	Industrial Engineers	2.86	13	60.69	36.27	0.72	853	54.82	34.84	6	Yes	S
499041	HSHW	Industrial Machinery Mechanics	0.80	31	29.87	22.38	0.27	1,380	30.19	21.69	4	Yes	R
151212	HSHW	Information Security Analysts	5.87	40	46.87	32.49	1.41	888	56.49	36.39	6	Yes	R
519061		Inspectors, Testers, Sorters, Samplers, and Weighers	-0.68	35	25.81	16.64	0.55	2,410	24.00	16.65	4	Yes	S
413021		Insurance Sales Agents	0.40	63	37.20	17.50	0.83	5,254	38.60	19.70	4	Yes	R
132053	HSHW	Insurance Underwriters	N/A	N/A	N/A	N/A	0.85	557	43.13	27.16	6	Yes	S
271025		Interior Designers	0.97	12	31.48	17.35	0.89	813	31.36	18.27	6	Yes	S
436012		Legal Secretaries and Administrative Assistants	-2.22	17	27.48	20.81	0.78	1,582	27.93	17.55	3	Yes	S
292061		Licensed Practical and Licensed Vocational Nurses	0.53	80	27.80	23.20	0.68	3,440	29.00	24.00	4	No	R
132072	HSHW	Loan Officers	2.83	128	35.08	21.78	0.23	1,889	39.54	19.63	6	Yes	R
131081	HSHW	Logisticians	2.14	19	33.51	23.19	0.84	1,210	36.54	22.98	6	Yes	S
514041		Machinists	0.39	16	22.54	17.40	0.59	878	25.63	18.77	4	Yes	N
131111	HSHW	Management Analysts	2.20	179	42.48	24.71	0.91	7,131	47.42	26.12	6	Yes	R
119199	HSHW	Managers, All Other	0.72	83	48.52	23.43	0.57	4,150	56.32	26.57	6	No	R
131161	HSHW	Market Research Analysts and Marketing Specialists	1.95	111	33.41	18.50	0.95	6,289	39.74	22.69	6	Yes	R
112021	HSHW	Marketing Managers	1.45	15	66.67	34.30	0.89	1,539	71.21	37.40	6	Yes	S
319011		Massage Therapists	2.61	34	24.57	16.88	1.02	1,938	24.33	15.64	4	No	R
172141	HSHW	Mechanical Engineers	0.97	12	52.19	32.48	0.68	547	48.98	32.38	6	Yes	N
319092		Medical Assistants	1.84	197	18.29	15.20	1.14	9,234	20.66	17.01	4	No	R
499062	HSHW	Medical Equipment Repairers	1.05	8	26.57	18.59	0.49	556	28.82	18.33	5	Yes	N
292072		Medical Records Specialists	1.00	32	22.88	16.43	0.77	1,261	24.19	16.71	4	Yes	R
191042	HSHW	Medical Scientists, Except Epidemiologists	2.04	4	51.37	29.28	0.70	227	60.94	33.11	6	Yes	N
436013		Medical Secretaries and Administrative Assistants	0.93	156	19.48	15.43	0.92	8,918	20.37	16.60	3	No	R
119111	HSHW	Medical and Health Services Managers	2.93	81	54.65	34.22	0.58	2,902	61.82	33.95	6	No	R

131121		Meeting, Convention, and Event Planners	1.41	15	24.44	14.03	0.66	977	30.12	17.99	6	No	N
211023	HSHW	Mental Health and Substance Abuse Social Workers	1.19	7	24.27	19.83	0.99	477	26.98	19.37	6	No	N
271026		Merchandise Displayers and Window Trimmers	1.25	31	18.26	15.08	1.46	1,848	18.73	14.56	3	Yes	R
252022		Middle School Teachers, Except Special and Career/Technical Education	N/A	N/A	N/A	N/A	0.74	2,699	27.99	22.74	6	No	S
493051		Motorboat Mechanics and Service Technicians	2.19	7	26.51	18.83	0.96	567	27.05	19.09	4	Yes	S
272042	HSHW	Musicians and Singers	N/A	N/A	N/A	N/A	0.16	1,226	69.32	25.01	3	No	S
151244	HSHW	Network and Computer Systems Administrators	1.44	36	45.14	29.17	1.19	1,592	46.19	30.48	6	Yes	R
195011	HSHW	Occupational Health and Safety Specialists	N/A	N/A	N/A	N/A	0.73	700	40.11	24.72	6	Yes	S
312011	HSHW	Occupational Therapy Assistants	3.51	21	30.96	24.51	1.42	614	34.07	28.48	5	No	S
439199		Office and Administrative Support Workers, All Other	-0.36	77	21.95	16.33	0.69	3,034	23.25	16.61	3	No	S
152031	HSHW	Operations Research Analysts	3.68	24	38.11	24.41	0.81	585	40.59	24.08	6	Yes	S
292057		Ophthalmic Medical Technicians	2.16	19	21.15	16.36	1.43	644	21.49	17.09	4	No	S
232011		Paralegals and Legal Assistants	0.43	91	25.75	17.66	0.73	4,242	29.40	19.73	5	Yes	R
433051		Payroll and Timekeeping Clerks	-1.13	35	22.32	15.38	0.86	1,210	24.33	16.36	3	Yes	S
132052	HSHW	Personal Financial Advisors	2.53	34	59.37	22.10	0.17	2,004	75.80	25.49	6	No	R
292052		Pharmacy Technicians	0.97	79	19.81	16.69	0.38	3,890	20.58	16.95	4	No	R
319097		Phlebotomists	1.34	52	18.94	16.16	1.11	1,341	19.50	16.80	4	No	R
312021	HSHW	Physical Therapist Assistants	3.28	45	31.65	25.90	1.45	1,293	32.92	26.38	5	No	R
472152		Plumbers, Pipefitters, and Steamfitters	0.91	77	24.95	19.05	0.55	3,007	25.79	19.31	4	No	R
333051	HSHW	Police and Sheriff's Patrol Officers	0.40	87	28.74	23.92	0.28	4,001	40.31	26.70	5	No	R
272012	HSHW	Producers and Directors	0.60	12	40.95	18.13	0.47	737	46.84	24.08	6	Yes	N
435061		Production, Planning, and Expediting Clerks	0.42	32	26.43	18.52	0.64	2,177	26.25	18.20	3	Yes	R
131082	HSHW	Project Management Specialists	1.60	99	46.06	28.25	0.89	5,501	49.64	30.39	6	Yes	R
132020	HSHW	Property Appraisers and Assessors	N/A	N/A	N/A	N/A	0.73	558	40.25	22.87	6	No	S
119141	HSHW	Property, Real Estate, and Community Association Managers	0.79	54	34.74	21.71	0.85	3,777	38.25	21.42	6	No	R
292053		Psychiatric Technicians	1.40	30	19.90	15.41	1.22	1,151	21.08	16.65	4	No	R
273031	HSHW	Public Relations Specialists	1.07	31	31.69	18.90	0.76	1,999	33.11	19.59	6	Yes	R
419021		Real Estate Brokers	N/A	N/A	N/A	N/A	0.76	708	41.45	17.45	4	No	S
419022		Real Estate Sales Agents	0.68	94	29.69	15.48	0.76	7,129	35.25	16.84	4	No	R
291141	HSHW	Registered Nurses	0.45	314	39.92	32.26	0.20	12,683	42.40	33.19	6	No	R
291126	HSHW	Respiratory Therapists	0.99	12	39.77	31.55	0.10	499	39.09	30.83	5	No	N
112022	HSHW	Sales Managers	0.80	39	61.76	31.11	0.72	2,491	70.26	33.97	6	Yes	R
413091		Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.17	167	32.17	17.05	1.11	10,671	34.78	18.33	6	Yes	R
414012		Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.47	141	32.89	17.75	0.54	8,691	35.57	18.25	3	Yes	R
414011	HSHW	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	0.25	27	47.96	20.98	0.81	2,533	61.13	28.44	6	Yes	S
252031		Secondary School Teachers, Except Special and Career/Technical Education	0.75	87	25.76	22.70	0.73	3,621	29.75	22.68	6	No	R
413031		Securities, Commodities, and Financial Services Sales Agents	3.64	112	26.72	21.10	0.43	3,376	43.12	22.09	6	No	R
492098		Security and Fire Alarm Systems Installers	1.19	14	26.03	19.53	0.79	926	27.49	20.81	4	No	S
119151	HSHW	Social and Community Service Managers	0.72	24	34.17	22.59	0.63	732	37.76	22.93	6	No	N
211093		Social and Human Service Assistants	0.54	45	19.10	13.67	0.64	2,332	21.36	16.14	3	No	S
151252	HSHW	Software Developers	4.46	151	55.57	34.38	1.67	5,834	61.68	38.59	6	Yes	R
151253	HSHW	Software Quality Assurance Analysts and Testers	4.04	22	39.65	26.77	1.88	1,025	47.69	31.59	6	Yes	S
252052		Special Education Teachers, Kindergarten and Elementary School	N/A	N/A	N/A	N/A	0.71	549	28.36	23.57	6	No	S
252058		Special Education Teachers, Secondary School	0.68	76	24.34	23.21	0.71	678	30.39	23.07	6	No	R
271014	HSHW	Special Effects Artists and Animators	N/A	N/A	N/A	N/A	0.92	406	39.49	27.25	6	No	N
211018		Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.19	49	27.40	19.39	1.35	1,877	29.08	20.09	6	No	R
173031		Surveying and Mapping Technicians	1.02	15	23.14	17.21	0.94	740	24.53	18.00	5	Yes	S
253099	HSHW	Teachers and Instructors, All Other	0.44	61	35.44	23.62	N/A	N/A	29.31	16.44	6	No	R
492022	HSHW	Telecommunications Equipment Installers and Repairers, Except Line Installers	3.56	67	30.53	23.72	1.13	1,612	31.50	22.84	4	No	R
499052		Telecommunications Line Installers and Repairers	N/A	N/A	N/A	N/A	1.03	822	27.48	18.96	4	No	S
131151	HSHW	Training and Development Specialists	1.48	73	35.10	19.45	0.83	2,547	34.92	18.93	6	Yes	R
113071	HSHW	Transportation, Storage, and Distribution Managers	0.62	14	46.22	25.17	0.59	857	50.12	27.10	6	Yes	N
413041		Travel Agents	N/A	N/A	N/A	N/A	0.85	1,703	23.90	16.73	3	No	S

292056		Veterinary Technologists and Technicians	2.35	44	20.14	16.08	2.05	1,285	20.79	16.58	5	Yes	R
151254	HSHW	Web Developers	N/A	N/A	N/A	N/A	1.49	452	43.39	24.13	5	Yes	N
151255	HSHW	Web and Digital Interface Designers	2.90	15	31.88	15.48	1.19	498	41.22	22.39	5	Yes	N
514121		Welders, Cutters, Solderers, and Brazers	0.91	28	24.86	19.38	0.47	1,655	25.27	19.55	4	Yes	S

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**HSHW = High Skill/High Wage.

***Qualifying Level:

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

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

N = Meets national wage and openings criteria based on national Labor Market Statistics employer survey data.

N/A = Not available/releasable.

LMEC = Labor Market Estimating Conference

2025-2026 National Demand Supplemental List
Some College, No Degree; Postsecondary Non-Degree Award; Associate Degree; or Bachelor's Degree
Sorted by Occupational Title

Selection Criteria:

- 1 LMEC Educational Requirements: 3 (Some College, No Degree), 4 (Postsecondary Non-Degree Award), 5 (Associate Degree), or 6 (Bachelor's Degree)
- 2 7,000 annual openings and average growth rate of 0.6% or 17,000 annual openings with any positive growth
- 3 Mean Wage of \$20.07/hour and Entry Wage of \$16.31/hour
- 4 High Skill/High Wage (HSHW) Occupations:
Mean Wage of \$31.43/hour and Entry Wage of \$20.07/hour

SOC Code*	HSHW**	Occupation Title*	Annual % Growth	Annual Openings	2024 Hourly Wage		LMEC Training Code	In Targeted Industry?	STEM Occupation?	New to List?
					Mean	Entry				
113012	HSHW	Administrative Services Managers	0.56	21,100	60.59	35.68	6	Yes	No	
271011	HSHW	Art Directors	0.61	13,800	61.59	33.94	6	Yes	No	
211094		Community Health Workers	1.41	8,000	26.91	19.79	6	No	No	
211099		Community and Social Service Specialists, All Other	0.65	11,100	28.06	19.69	6	No	No	
132099	HSHW	Financial Specialists, All Other	0.61	9,900	45.14	25.62	6	Yes	No	
132051	HSHW	Financial and Investment Analysts	0.76	23,000	56.01	33.82	6	Yes	No	
391014		First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	0.77	13,600	24.71	17.05	3	No	No	
391022		First-Line Supervisors of Personal Service Workers	0.83	19,100	24.48	16.82	3	No	No	
251071	HSHW	Health Specialties Teachers, Postsecondary	1.91	27,400	66.30	30.33	6	No	No	
514041		Machinists	0.19	32,600	27.59	20.28	4	Yes	No	
172141	HSHW	Mechanical Engineers	1.00	19,200	52.92	36.19	6	Yes	Yes	
499062	HSHW	Medical Equipment Repairers	1.32	7,300	32.12	20.95	5	Yes	No	
191042	HSHW	Medical Scientists, Except Epidemiologists	0.98	7,500	54.18	33.44	6	Yes	Yes	
131121		Meeting, Convention, and Event Planners	0.75	15,200	31.29	19.62	6	No	No	
211023	HSHW	Mental Health and Substance Abuse Social Workers	1.06	9,500	32.83	20.72	6	No	No	
272012	HSHW	Producers and Directors	0.67	16,000	54.94	24.73	6	Yes	No	
291126	HSHW	Respiratory Therapists	1.25	8,600	40.51	31.33	5	No	No	
119151	HSHW	Social and Community Service Managers	0.91	16,000	41.39	27.03	6	No	No	
271014	HSHW	Special Effects Artists and Animators	0.82	9,400	52.94	31.31	6	No	No	
253099		Teachers and Instructors, All Other	0.19	18,100	34.43	19.23	6	No	No	
113071	HSHW	Transportation, Storage, and Distribution Managers	0.82	15,900	55.77	33.55	6	Yes	No	
151254	HSHW	Web Developers	1.70	8,300	47.50	26.86	5	Yes	Yes	
151255	HSHW	Web and Digital Interface Designers	1.52	10,700	53.58	27.13	5	Yes	Yes	

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

**HSHW = High Skill/High Wage.

LMEC = Labor Market Estimating Conference

PY 2024-2025 WIOA TRAINING PROGRAMS ELIGIBLE		Revised 07/18/2024	Program
Title	Credential	Training Institution	
Accounting Technology	AS	Pensacola State College	
Advanced Welding Technology	Certificate	Pensacola State College	
Applied Cybersecurity	Certificate	Locklin Technical College	
Architecting on AWS *	Certificate	Applied Technology Academy	
Architectural Design & Construction Technology	AS	Pensacola State College	
ATP (Part 61) Piper Seminole	Certificate	Sky Warrior	
ATP/CTP (Part 61)	Certificate	Sky Warrior	
Automotive Collision Technology Technician	Certificate	George Stone Technical College	
Automotive Service Technology	Certificate	George Stone Technical College	
Automotive Service Technology 1	Certificate	Locklin Technical College	
Automotive Service Technology 2	Certificate	Locklin Technical College	
Aviation Airframe & Powerplant Mechanics	Certificate	George Stone Technical College	
AWS Cloud Practitioner Essentials *	Certificate	Applied Technology Academy	
Business Administration	AS	Pensacola State College	
Career Airline Pilot MEI Package (Full Course)	Certificate	Sky Warrior	
Certified Associate in Project Management – CAPM	Certificate	Applied Technology Academy	
Certified Information Security Manager - CISM	Certificate	Applied Technology Academy	
Certified Information Systems Security Professional (CISSP)	Certificate	Applied Technology Academy	
Certified Information Systems Security Professional *	Certificate	My IT Future Institute	
Certified Project Management Professional – PMP	Certificate	Applied Technology Academy	
Certified Scrum Master - CSM	Certificate	Applied Technology Academy	
Cert Nexus AIBIZ – Artificial Intelligence for Business Professionals *	Certificate	Applied Technology Academy	
Cert Nexus Gen AIBIZ – Generative AI for Business Professionals *	Certificate	Applied Technology Academy	
Cert Nexus DSBIZ – Data Science for Business Professionals *	Certificate	Applied Technology Academy	
Cert Nexus DEBIZ – Data Ethics for Business Professionals *	Certificate	Applied Technology Academy	
Cert Nexus Certified Artificial Intelligence Practitioner (CAIP) *	Certificate	Applied Technology Academy	
Cert Nexus Cyber Sec First Responder (CFR) *	Certificate	Applied Technology Academy	
Cert Nexus Certified Data Science Practitioner (CDSP) *	Certificate	Applied Technology Academy	
Cert Nexus Cyber Secure coder (CSC) *	Certificate	Applied Technology Academy	
Cert Nexus Certified Ethical Emerging Technologist (CEET) *	Certificate	Applied Technology Academy	
CFI (Part 61) Cessna 172	Certificate	Sky Warrior	
CFII (Part 61) Cessna 172	Certificate	Sky Warrior	
Cisco Certified Network Administrator	Certificate	Applied Technology Academy	
Cisco Certified Network Associate (CCNA)	Certificate	My IT Future Institute	
Cisco Certified Network Professional	Certificate	Applied Technology Academy	
Cloud Operations on AWS *	Certificate	Applied Technology Academy	
CNC Machinist / Fabricator	Certificate	Pensacola State College	

PY 2024-2025 WIOA TRAINING PROGRAMS ELIGIBLE		Revised 07/18/2024	Program
Title	Credential	Training Institution	
Combined Firefighter – EMT	Certificate	George Stone Technical College	
Commercial Driver's License Preparation Program	Certificate	Truck Driver Institute	
Commercial Driver's License Training Course	Certificate	CDL of AL	
Commercial Vehicle Driving	Certificate	Pensacola State College	
Commercial Foods and Culinary Arts	Certificate	Locklin Technical College	
Commercial Pilot (Part 141)	Certificate	Sky Warrior	
CompTIA A+	Certificate	University of West Florida	
CompTIA A+	Certificate	Applied Technology Academy	
CompTIA A+/Network+	Certificate	My IT Future Institute	
CompTIA CASP+	Certificate	Applied Technology Academy	
CompTIA Cloud+	Certificate	Applied Technology Academy	
CompTIA CySA+	Certificate	Applied Technology Academy	
CompTIA Data+ *	Certificate	Applied Technology Academy	
CompTIA Data Sys+ *	Certificate	Applied Technology Academy	
CompTIA Linux+			
CompTIA Network+	Certificate	Applied Technology Academy	
CompTIA Pen Test+			
CompTIA Project+			
CompTIA Security+	Certificate	Applied Technology Academy	
CompTIA Security+ CE	Certificate	Applied Technology Academy	
Computer Information Technology	AS	Pensacola State College	
Computer Programming & Analysis	AS	Pensacola State College	
Computer Systems & Information Technology	Certificate	George Stone Technical College	
Computer Systems & Information Technology	Certificate	Locklin Technical College	
Correctional Officer	Certificate	George Stone Technical College	
Culinary Arts	Certificate	Pensacola State College	
Culinary Management	AS	Pensacola State College	
Cyber Forensics	AS	Pensacola State College	
Cybersecurity, Applied	Certificate	George Stone Technical College	
Cybersecurity	AS	Pensacola State College	
Cybersecurity Analyst	Certificate	My IT Future Institute	
Cybersecurity IT Professional	Certificate	My IT Future Institute	
Dental Assistant	Diploma	Fortis Institute	
Dental Hygiene	AS	Pensacola State College	
Developing on AWS *	Certificate	Applied Technology Academy	
Early Childhood Education	AS	Pensacola State College	
EC-Council Certified Network Defender	Certificate	Applied Technology Academy	
EC-Council Certified Ethical Hacker	Certificate	Applied Technology Academy	

PY 2024-2025 WIOA TRAINING PROGRAMS ELIGIBLE		Revised 07/18/2024	Program
Title	Credential	Training Institution	
Electricity	Certificate	George Stone Technical College	
Electricity	Certificate	Locklin Technical College	
Electricity	Certificate	Pensacola State College	
Electrocardiograph Technician	Certificate	Pensacola State College	
Electronics Engineering Technology	AS	Pensacola State College	
Engineering Support Specialist	Certificate	Pensacola State College	
Food and Beverage Management	Certificate	Pensacola State College	
Graphic Design	AS	Pensacola State College	
Health Information Technology	AS	Pensacola State College	
Health Services Management	AS	Pensacola State College	
Heating and Air Conditioning	AAS	Coastal Alabama Community College	
Heating, Ventilation, Air Conditioning, and Refrigeration	Diploma	Fortis Institute	
Heating, Ventilation, Air Conditioning/Refrigeration	Certificate	George Stone Technical College	
Heating, Ventilation, Air Conditioning/Refrigeration (HVAC/R) 1	Certificate	Locklin Technical College	
Heating, Ventilation, Air Conditioning/Refrigeration (HVAC/R) 2	Certificate	Locklin Technical College	
Heating, Ventilation & Air Conditioning	Certificate	Pensacola State College	
Hospitality & Tourism Management	AS	Pensacola State College	
Human Resources Administrator	Certificate	Pensacola State College	
Instrument Rating (Part 141) Cessna 172	Certificate	Sky Warrior	
Introduction to Python	Certificate	Applied Technology Academy	
ISACA Certified Information Security Associate (CISA) *	Certificate	Applied Technology Academy	
ISACA Certified Information Security Manager (CISM) *	Certificate	Applied Technology Academy	
ISC 2 Certified Cloud Security Professional - CSSP	Certificate	Applied Technology Academy	
ISC 2 Certified Information Systems Security Professional - CISSP	Certificate	Applied Technology Academy	
ISC 2 Certified Security Software Lifecycle Professional - CSSLP	Certificate	Applied Technology Academy	
ITIL Foundation *	Certificate	Applied Technology Academy	
Law Enforcement Officer	Certificate	George Stone Technical College	
Mechanical Design & Fabrication	AS	Pensacola State College	
Medical Administrative Specialist	Certificate	George Stone Technical College	
Medical Administrative Specialist	Certificate	Locklin Technical College	
Medical Assistant	Certificate	Fortis Institute	
Medical Assistant Certified Clinical (CCMA)	Certificate	University of West Florida	
Medical Assisting	Certificate	Pensacola State College	
Medical Coding and Billing (CBCS)	Certificate	University of West Florida	
MEI (Part 61) Piper Seminole	Certificate	Sky Warrior	
Microsoft Azure Administrator	Certificate	Applied Technology Academy	
Microsoft Azure AI Fundamentals	Certificate	Applied Technology Academy	
Microsoft Azure Fundamentals	Certificate	Applied Technology Academy	

PY 2024-2025 WIOA TRAINING PROGRAMS ELIGIBLE		Revised 07/18/2024	Program
Title	Credential	Training Institution	
Multi-Engine (Part 141) Piper Seminole	Certificate	Sky Warrior	
Network Security Technician	Certificate	My IT Future Institute	
Network Support Services	Certificate	George Stone Technical College	
Network Systems Administration	Certificate	George Stone Technical College	
Nursing (BSN)	BSN	University of West Florida	
Nursing (RN)	AAS	Coastal Alabama Community College	
Nursing (RN)	AS	Pensacola State College	
Nursing (RN)	AS	Fortis Institute	
Off Sec PEN-200: Penetration Testing with Kali Linux *	Certificate	Applied Technology Academy	
Off Sec SOC-200: Foundational Security Operations and Defensive Analysis *	Certificate	Applied Technology Academy	
Off Sec WEB-200: Foundational Web Application Assessments with Kali Linux *	Certificate	Applied Technology Academy	
Paralegal (Legal Assisting)	AS	Pensacola State College	
Patient Care Technician	Certificate	Pensacola State College	
Phlebotomy Technician	Certificate	Pensacola State College	
Physical Therapist Assistant	AS	Pensacola State College	
Plumbing Technology	Certificate	Pensacola State College	
PMI Agile Certified Practitioner	Certificate	Applied Technology Academy	
Practical Nursing (LPN)	Certificate	Coastal Alabama Community College	
Practical Nursing (LPN)	Certificate	Fortis Institute	
Practical Nursing (LPN)	Certificate	Locklin Technical College	
Practical Nursing (LPN)	Certificate	Pensacola State College	
Practical Nursing (LPN)	Certificate	Reid State Technical College	
Preparatory Program for Back End Web Developer	Certificate	My IT Future Institute	
Preparatory Program for Front End Web Developer	Certificate	My IT Future Institute	
Preparatory Program for Microsoft Office Specialist Master (MOS) *	Certificate	My IT Future Institute	
Private Pilot (Part 141) Cessna 172	Certificate	Sky Warrior	
Professional Culinary Arts & Hospitality	Certificate	George Stone Technical College	
Project Management Professional	Certificate	My IT Future Institute	
Radiography	AS	Pensacola State College	
Security Training: D License Curriculum	Certificate	Security Services Training Institute	
Six Sigma Green Belt	Certificate	Applied Technology Academy	
Sonography (Diagnostic Medical Sonography)	AS	Pensacola State College	
Surgical Technology	Certificate	Pensacola State College	
Vmware Certified Technical Associate – VCA	Certificate	Applied Technology Academy	
Vmware Certified Professional – VCP	Certificate	Applied Technology Academy	
Welding Technology	AAS	Coastal Alabama Community College	

PY 2024-2025 WIOA TRAINING PROGRAMS ELIGIBLE		Revised 07/18/2024	Program
Title	Credential	Training Institution	
Welding Technology	Certificate	George Stone Technical College	
Welding Technology	Certificate	Locklin Technical College	
Welding Technology	Certificate	Pensacola State College	
Welding Technology – Advanced	Certificate	Locklin Technical College	
Welding Technology, Advanced	Certificate	George Stone Technical College	

***New Program Titles**

**CAREERSOURCE ESCAROSA
BOARD OF DIRECTORS MEMBERSHIP
CANDIDATES FOR NOMINATION**

County of Representation	Area of Representation	Candidate	Title	Business
Santa Rosa	Business Sector	Leslie Moland	Senior Director – Regional Business Development	Florida Blue
Santa Rosa	Business Sector	James Howe	Corporate Vice President	Landrum Workforce Solutions
Escambia	Business Sector	Robert Christopher (Chris) Plate'	Chief Executive Officer	Florida West Economic Development Alliance
<p>In accordance with CSF Administrative Policy Number 091, Local Workforce Development Board (LWDB) Composition and Certification, A. LWDB Membership and Composition:</p> <ul style="list-style-type: none"> Business - A majority of the local board members must represent business in the local area. <p>The CSE Board of Directors is comprised of equal business sector representation between Santa Rosa (7) and Escambia (7) Counties.</p>				

PY 2024-2045
CareerSource Escarosa Board of Directors
Meeting Attendance

		PY 2024-2025					
Member's Name	07/18/2024	09/03/2024 Called Mtg.	10/17/2024	01/30/2025	04/17/2025	05/22/2025 Special Meeting	
David Bouvin	P	P	P	P	P	P	
Doug Brown	P	P	P	P	A	P	
Jameson Cutchens	P	P	A	P	P	P	
Anthony Eman	P	P	P	P	P	P	
Fred Genkins	A	A					
Steven Harrell		P	P	P	P	P	
Jeffrey Hondorp	P	P	P	P	P	P	
Michele Kelson	P	P	A	P	A	A	
Jerry Kersey, Jr.	P	P	P	P	A	P	
Charlin Knight	P						
Michael Listau	P	P	P	P	P	A	
David Peaden	P	P	P	P	A	P	
Bridgette Price	P	P	P	P	P	A	
Lloyd Reshard	P	P	P	P	P	P	
Ex-Officio Member(s)							
Clara Long	A	P	P	A	A	A	
Lani Burritt	P	P	P	P			

CareerSource Escarosa Board of Directors Membership Update

TOTAL VACANCIES: 8

Business Sector: 6 (Santa Rosa County – 3 | Escambia County – 3)

Labor Organization: 2

Business Sector Members (The majority of the local board membership) – 14 seats

Santa Rosa County: 3 - Vacancies

Filled Seats: 4 – Santa Rosa County

Jerry Kersey, Jr.
Jameson Cutchens
David Bouvin
David Peaden

Escambia County: 3 - Vacancies

Filled Seats: 4 – Escambia County

Lloyd Reshard
Jeffrey Hondorp
Anthony Eman
Lisa Walsh

Workforce Sector Members (Not less than 20% of the board membership) – 3 seats

2 – Vacancies in Labor Organization

Filled Seats: 1 – Non-Labor Affiliated registered apprenticeship program (**Michele Kelson**)

Other Sector Members

Filled Seats:

- 1 – Adult Education/Literacy (**Steven Harrell**)
- 1 – Institution of Higher Education (**Michael Listau**)
- 1 – Economic and Community Development Entity (**Bridgette Price**)
- 1 – Vocational Rehabilitation (**Brandi L. Boyer Rutherford**)
- 1 – Community Services Block Grant (**Douglas Brown**)

Membership Terms Due to Expire – 2025

Member	Term Expiration	Area of Representation
None	None	None

Nominations in the Process

James Howe – Santa Rosa County/Business Sector
Leslie Moland – Santa Rosa County/Business Sector
Robert Christopher (Chris) Plate’ – Escambia County/Business Sector

Revised: 08.07.2025

**CAREERSOURCE ESCAROSA
BOARD OF DIRECTORS MEMBERSHIP
RATIFICATION OF APPROVED NOMINATIONS**

County of Representation	Area of Representation	Candidate	Position/Title	Business
Escambia	Business Sector	Lisa Walsh	AVP HRP	Navy Federal Credit Union
Escambia & Santa Rosa	Government Representative/- Vocational Rehabilitation	Brandi L. Boyer Rutherford	Area Supervisor	Florida Department of Education – Division of Vocational Rehabilitation

In accordance with CSF Administrative Policy Number 091, Local Workforce Development Board (LWDB) Composition and Certification, A. LWDB Membership and Composition:

- **Business - A majority of the local board members must represent business in the local area.**

The CSE Board of Directors is comprised of equal business sector representation between Santa Rosa (7) and Escambia (7) Counties.

- **Government – Each local board must include a representative of government who represent Vocational Rehabilitation servicing the local area.**