



## **Economic and Workforce Trends**

Bureau of Workforce Statistics and Economic Research

Adrienne Johnston, Bureau Chief



January 2020

---

# Bureau of Workforce Statistics and Economic Research

---

**Our mission is to produce, analyze and deliver labor statistics  
to improve economic decision-making**

---

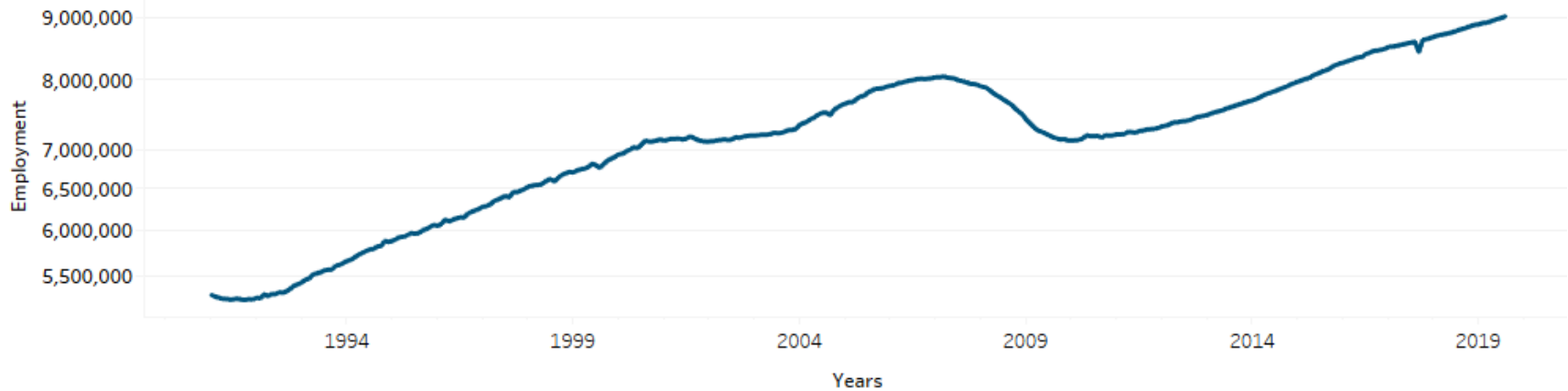
- Employment data are the state's most important economic indicators.
- Data collected under Federal/State Cooperative Statistical Programs.
- Comparable nationwide for all states, counties and metro areas.
- Collected through a combination of employer surveys, modeling and administrative records.

**Thanks to Florida employers, without them we would not be able to  
provide data.**

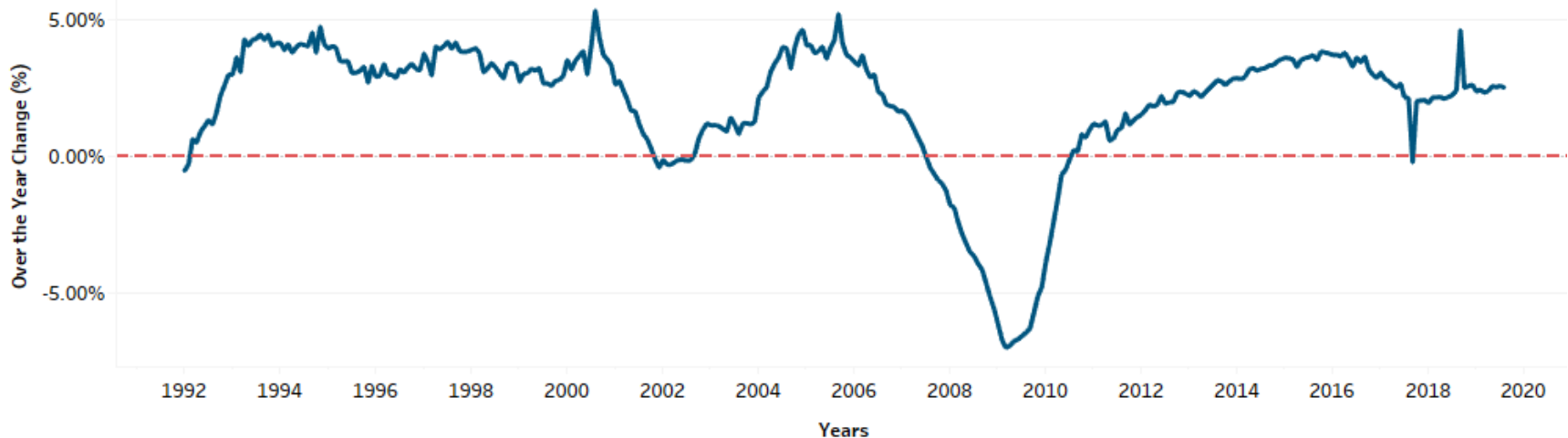
# Sustained Growth in Employment

## Florida - Total Nonagricultural Employment

### Employment (Seasonally Adjusted)



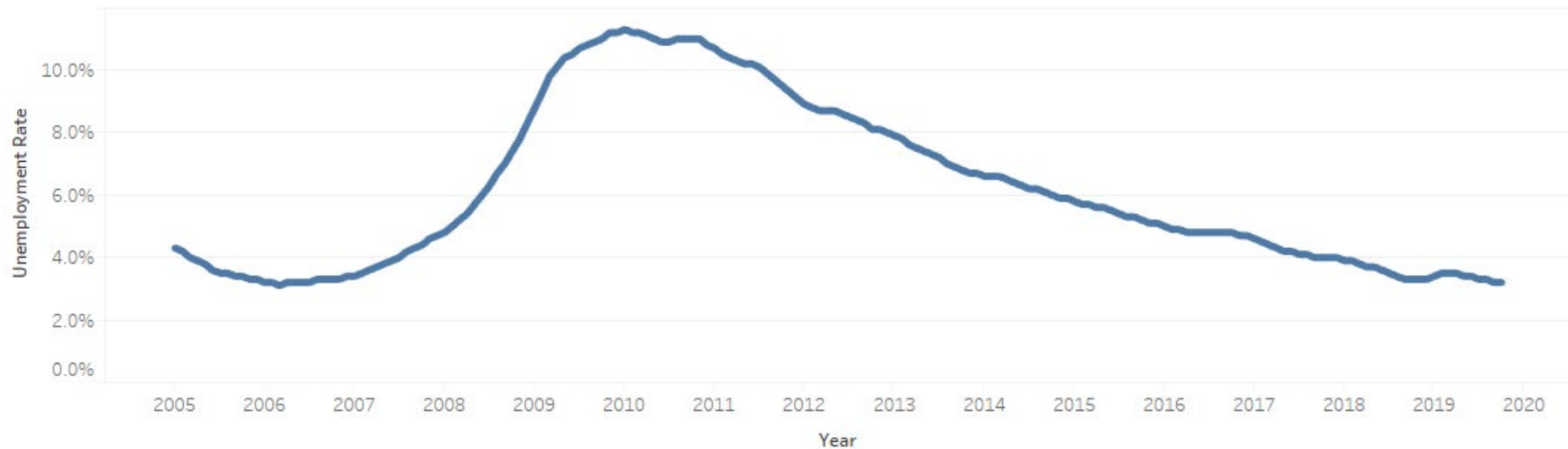
### Over the Year Percent Change (Seasonally Adjusted)



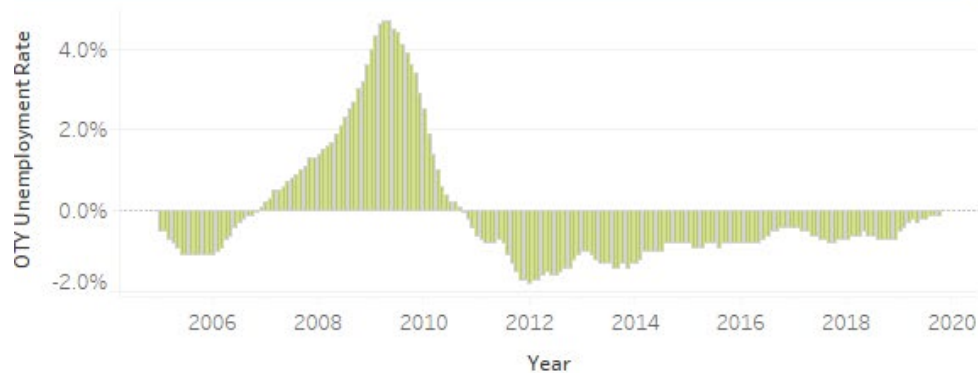
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

# Consistent Reduction in Unemployment

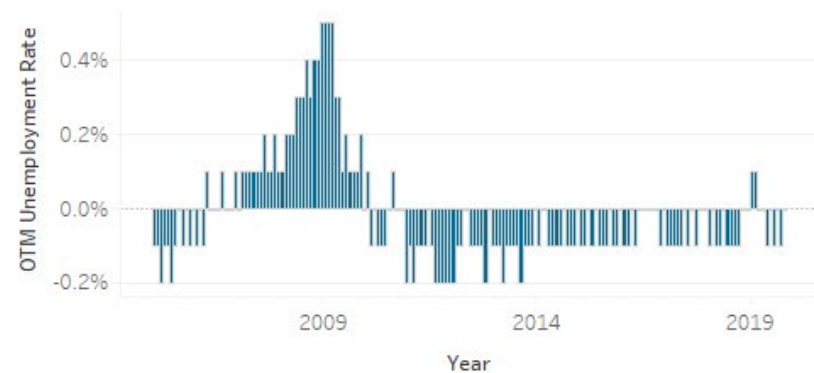
Unemployment Rate - Florida  
(Seasonally Adjusted)



Unemployment Rate Over-the-Year Change - Florida  
(Seasonally Adjusted)

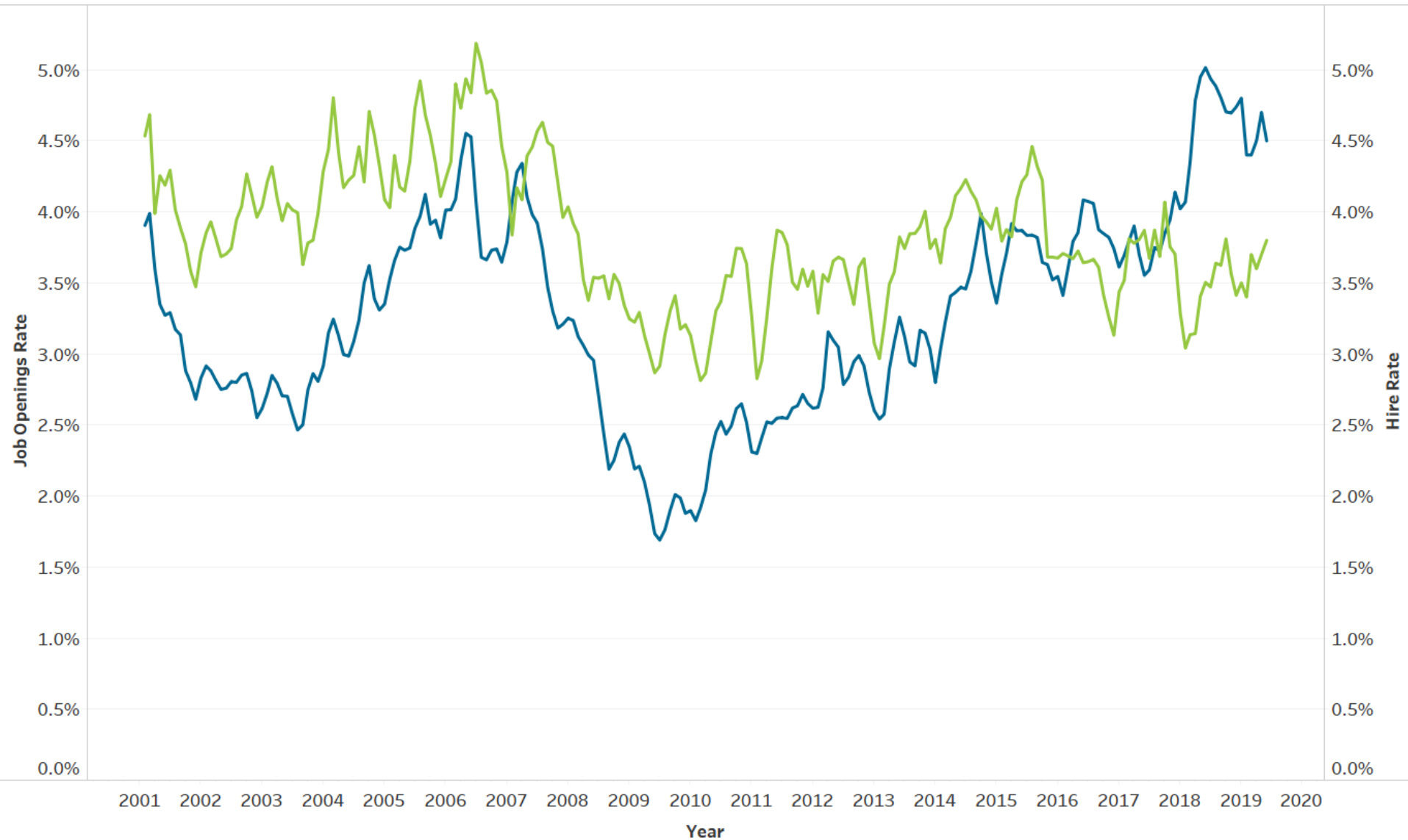


Unemployment Rate Over-the-Month Change - Florida



Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

# Job Openings have Surpassed Hires



Source: Bureau of Labor Statistics, Job Opening and Labor Turnover Survey.

# Job Roles in Florida's Economy

## Transform Florida

**Science / Engineering / Design / Technology / Art**

This segment drives innovation and improved productivity.

## Specialization

These jobs tend to be highly specialized and require an advanced degree and/or are more technical in nature.

## Inform Florida

**Teachers / Counselors / Professional Services**

This segment ensures citizens have information, education and services needed for a high quality of life.

## Management and Professional Services

Jobs tend to be professional or management related. They often require several years of experience in the field and/or a Bachelor's degree or higher.

## Protect Florida

**Emergency Services / Trades / Repair**

This segment provides essential services necessary for any community to function and grow.

## Career Building

These jobs tend to be skilled professional or career building in nature. They often require a post-secondary certificate or certification and/or a license.

## Face of Florida

**Sales / Entertainment / Basic Services**

This segment serves as the primary source of state revenue through sales tax.

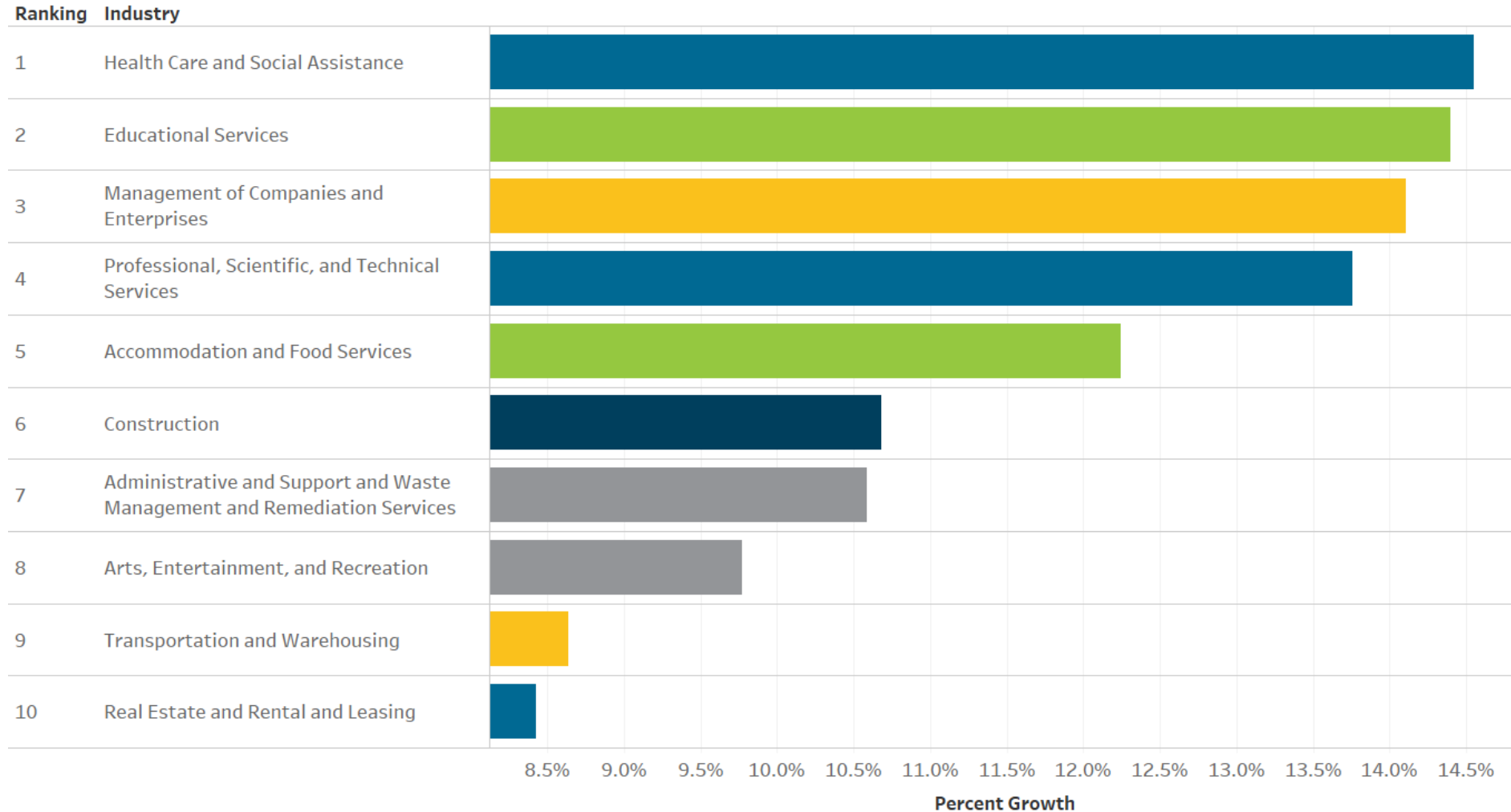
## Soft Skill Development

Many are part-time jobs and do not require education beyond high school. They may serve as chance to build experience, gain soft skills and often are entry points in the labor market.



# Fastest Growing Industries 2019 - 2027

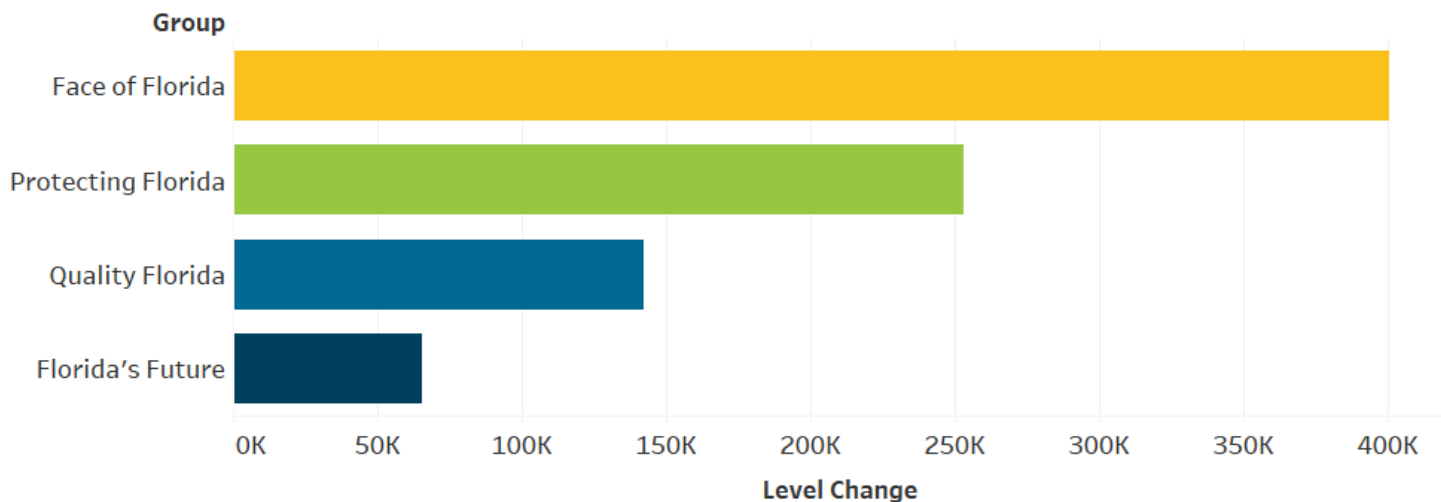
## Top Industries by Employment Growth Rate Florida



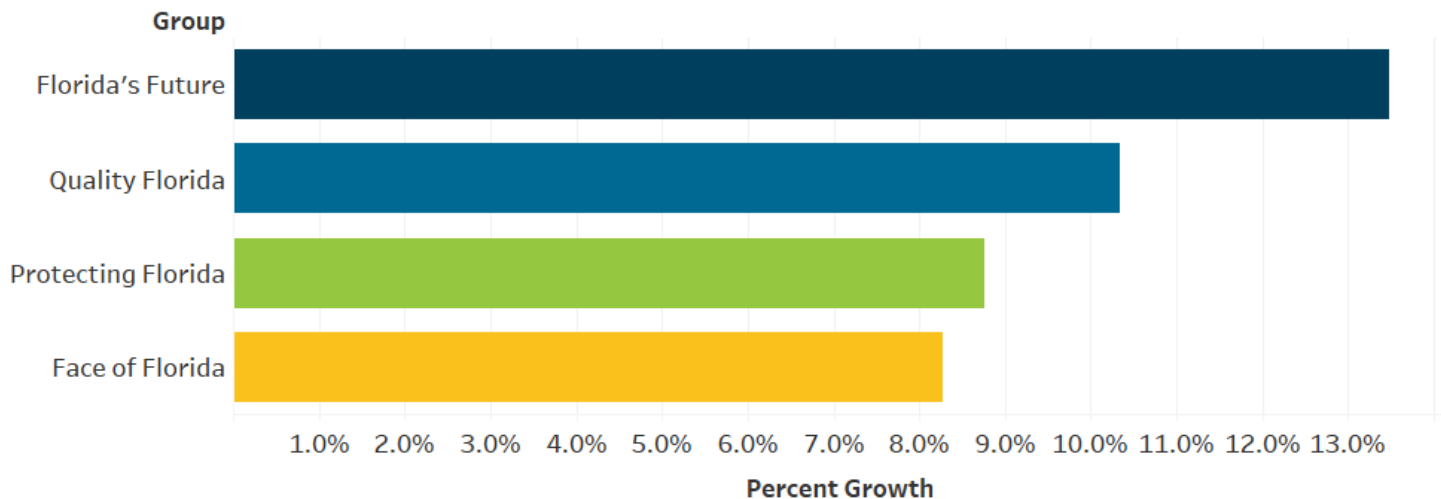
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research, Occupational and Industry Employment Projections 2019-2027.

# Occupational Projections – Employment Changes 2019-2027

Occupational Group Employment Level Growth



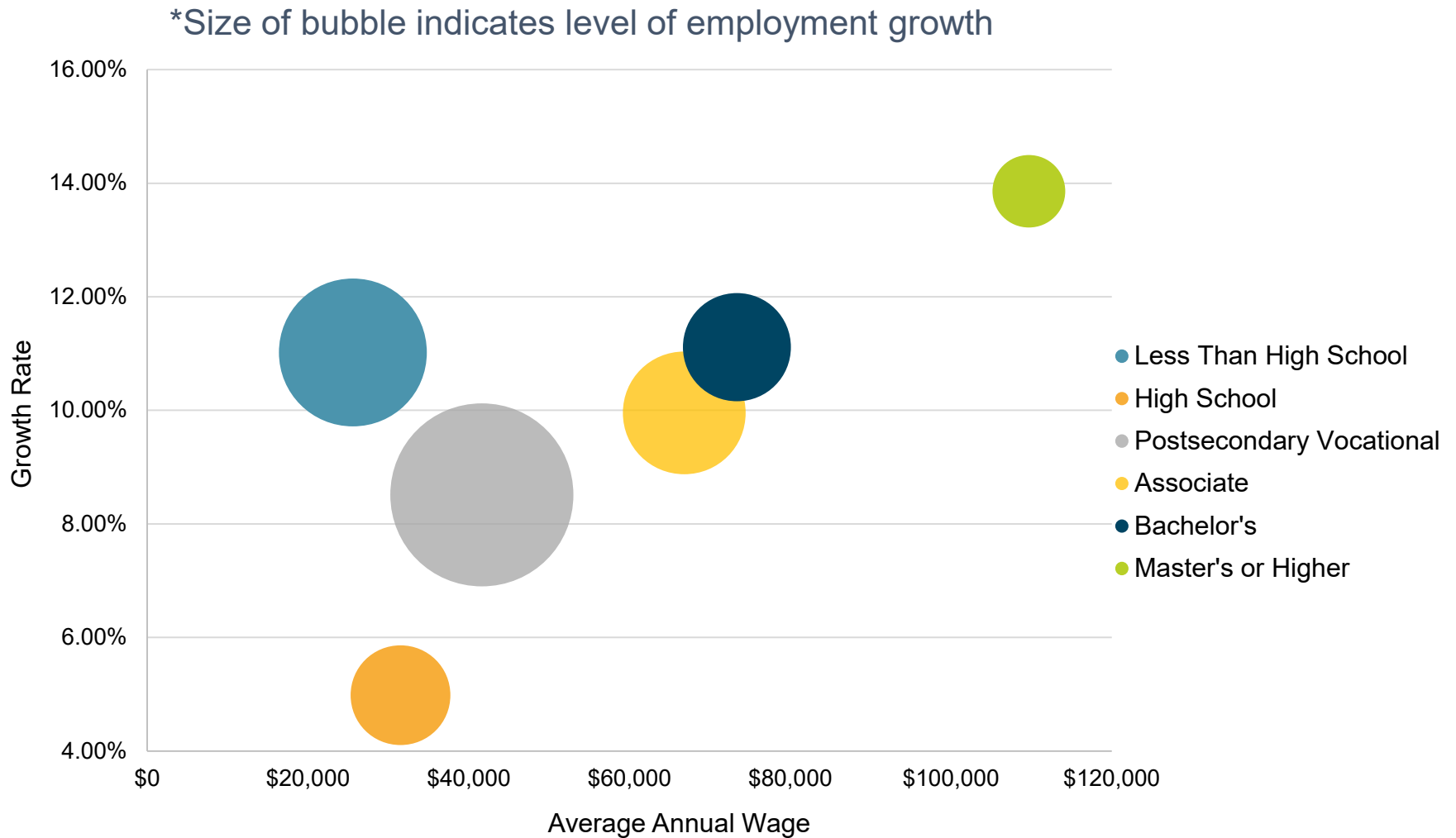
Occupational Group Employment Growth Rate



Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.



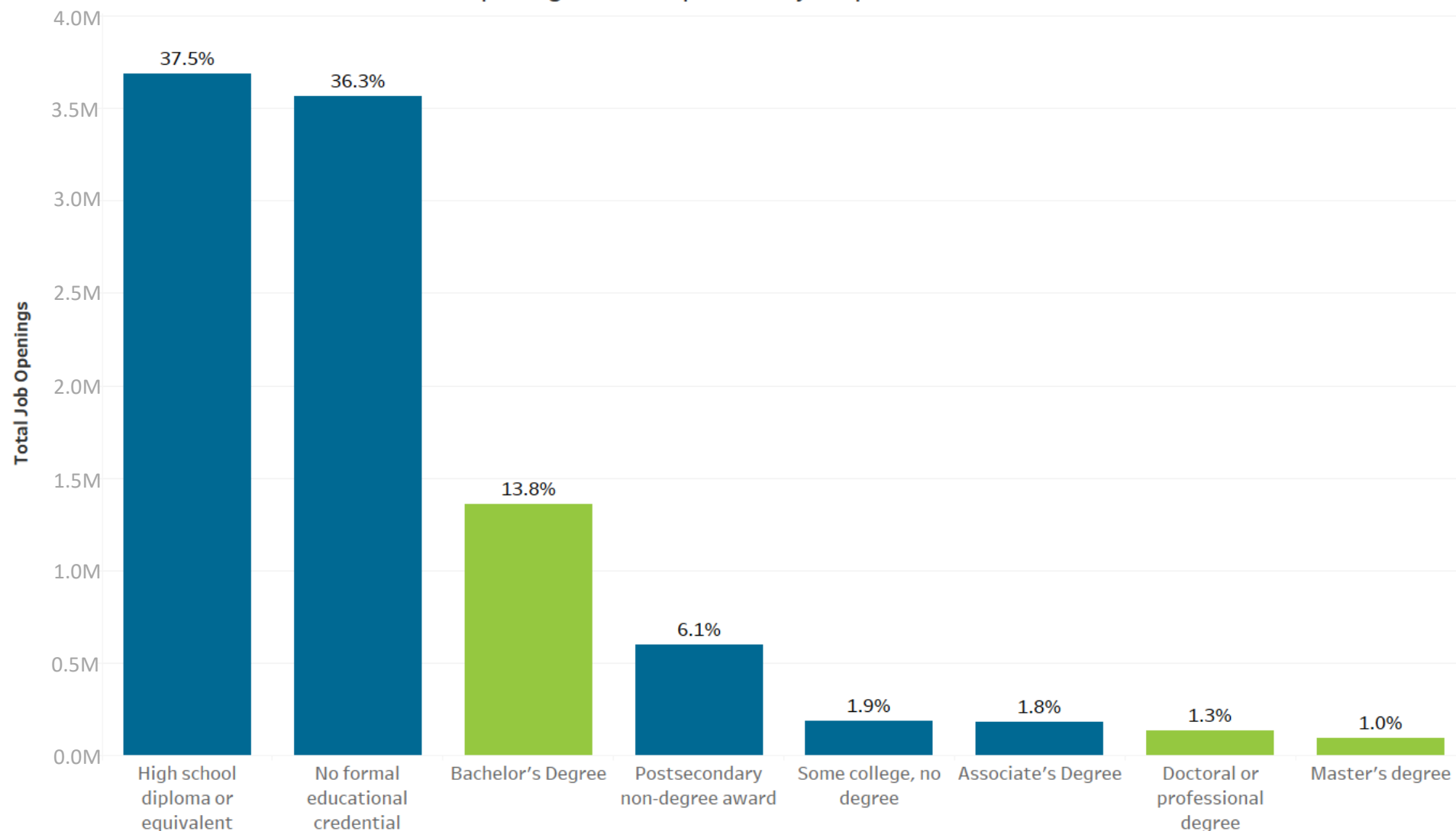
# Florida's Job Growth and Wage by Training Level 2019 - 2027



Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

# Occupational Projections – Share of Job Openings 2019 - 2027

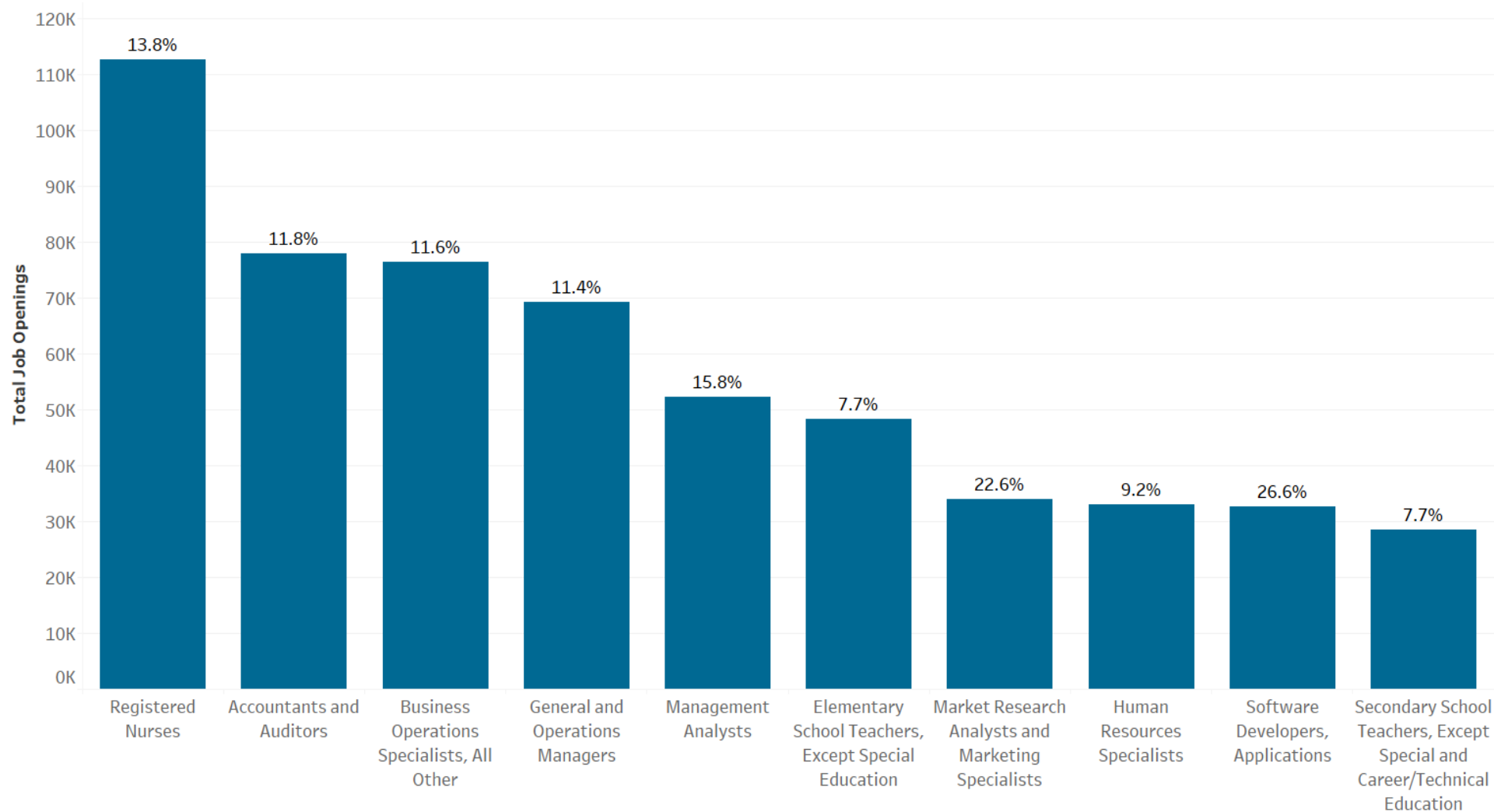
Total Job Openings for Occupations by Required Education Level



Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

# Occupational Projections – Most Job Openings for College Level Occupations 2019 - 2027

Top 10 Occupations Requiring at Least Bachelor's Degree by Job Openings



Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

# Businesses Adjust to the Labor Market



Employers were asked to provide detailed requirements for each job vacancy.

## Experience



80% Required less than 2 years

## Education



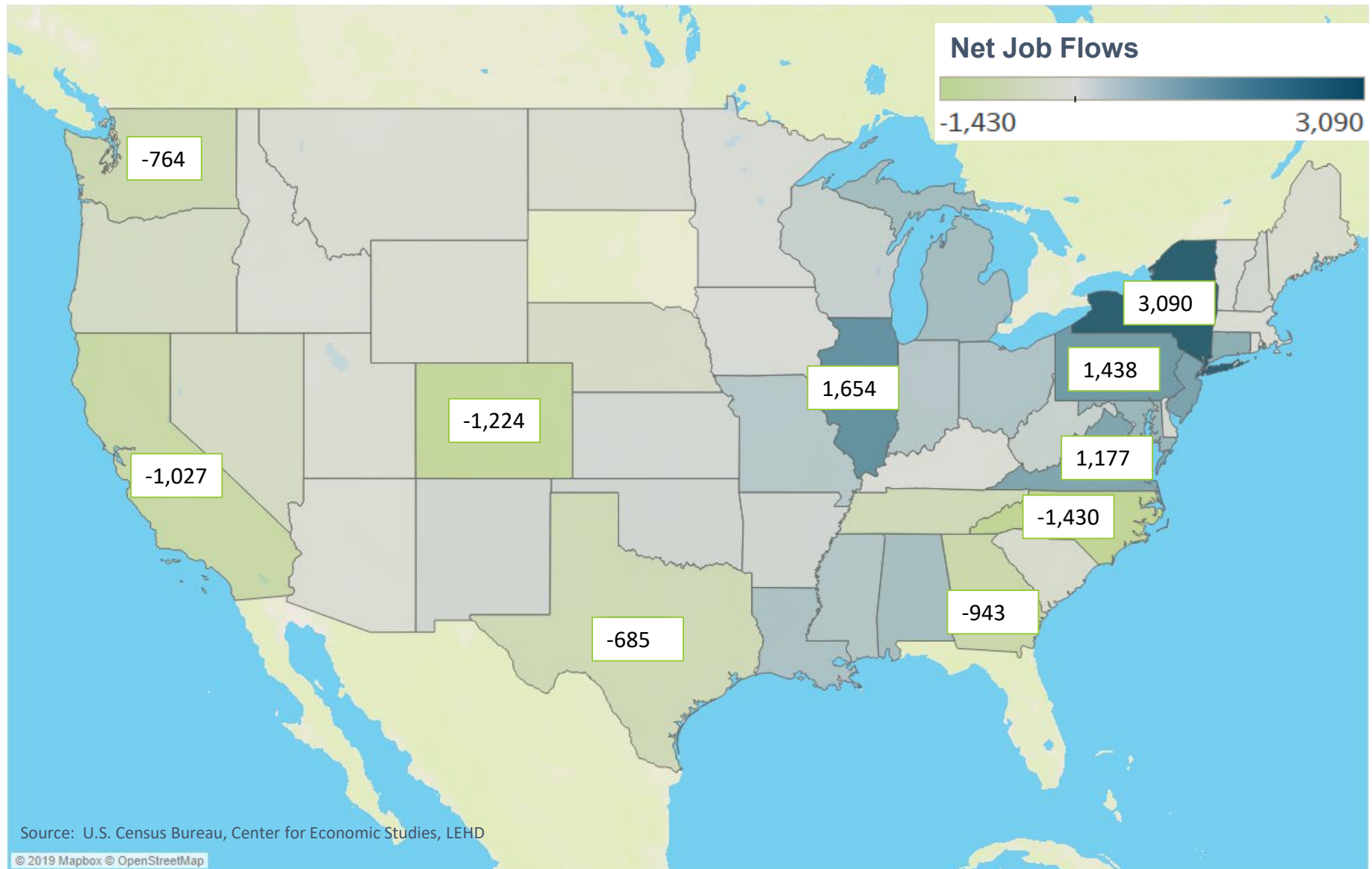
1/3 Required Training above HS

## Certification

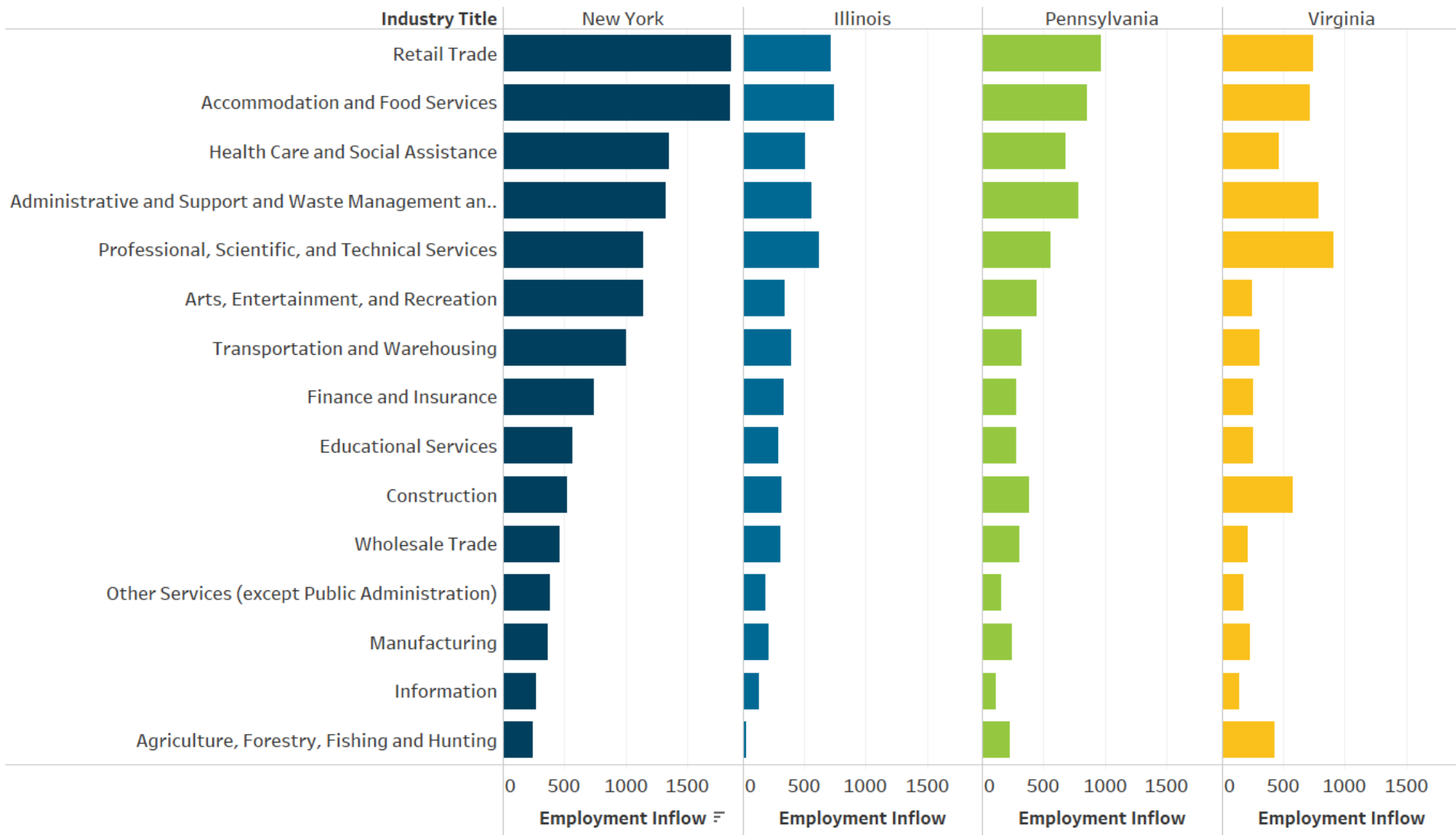


35% Required a Certification/License

# Who Comes and Leaves Florida for Work - 2017

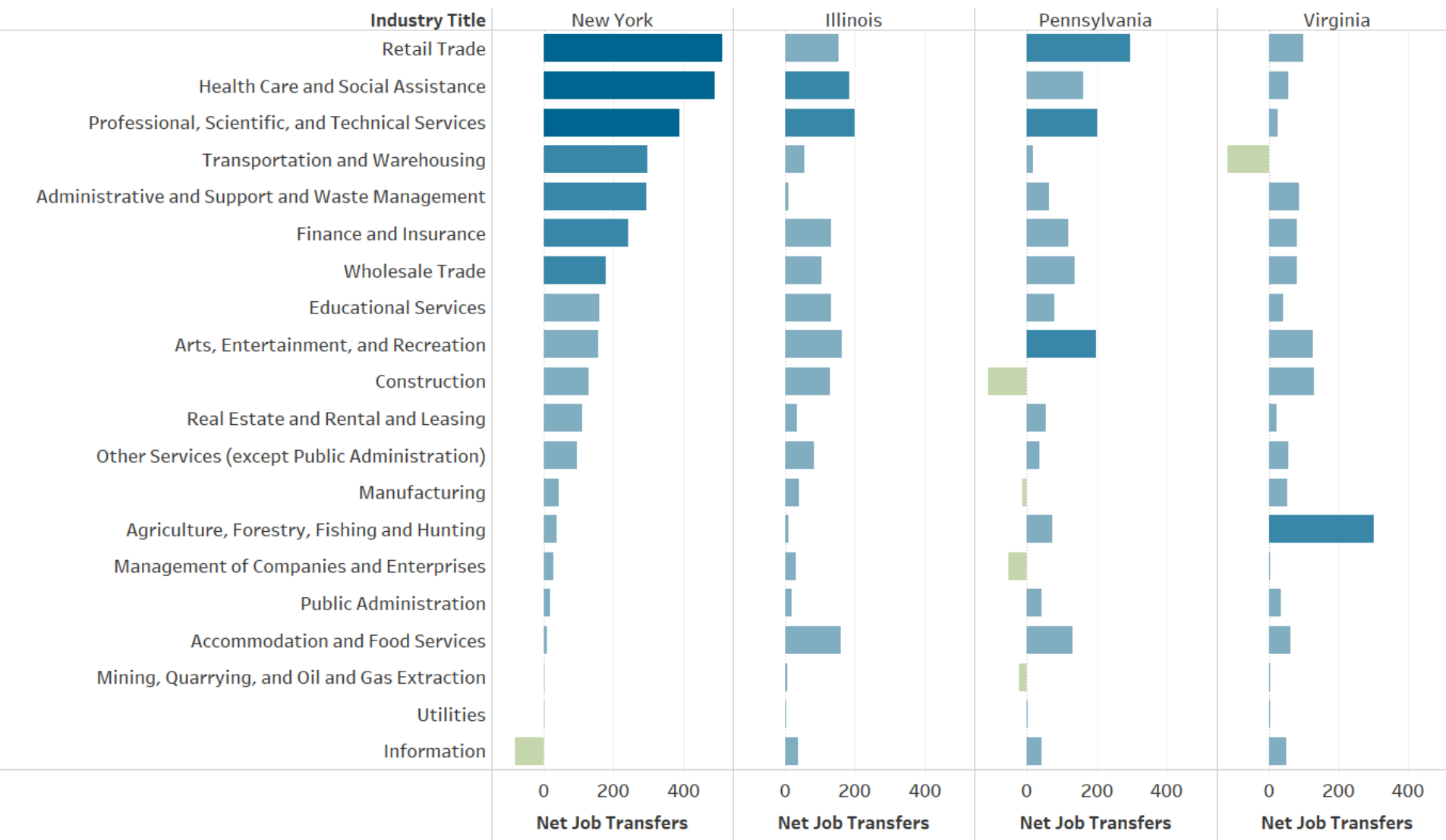


# Total Job Gains From Top 4 States- 2017



Source: U.S. Census Bureau, Center for Economic Studies, LEHD

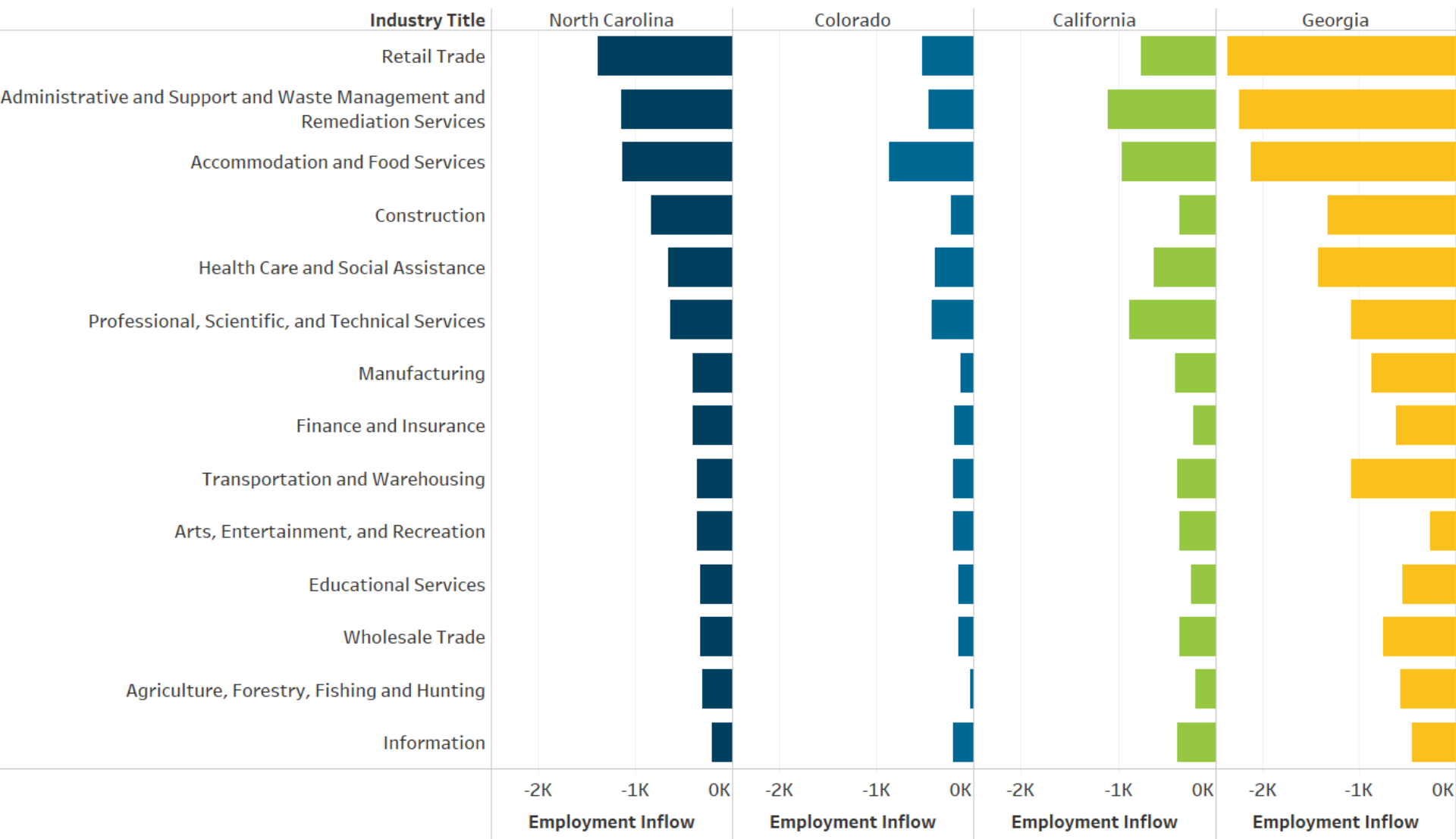
# Net Job Gains From Top 4 States- 2017



Source: U.S. Census Bureau, Center for Economic Studies, LEHD

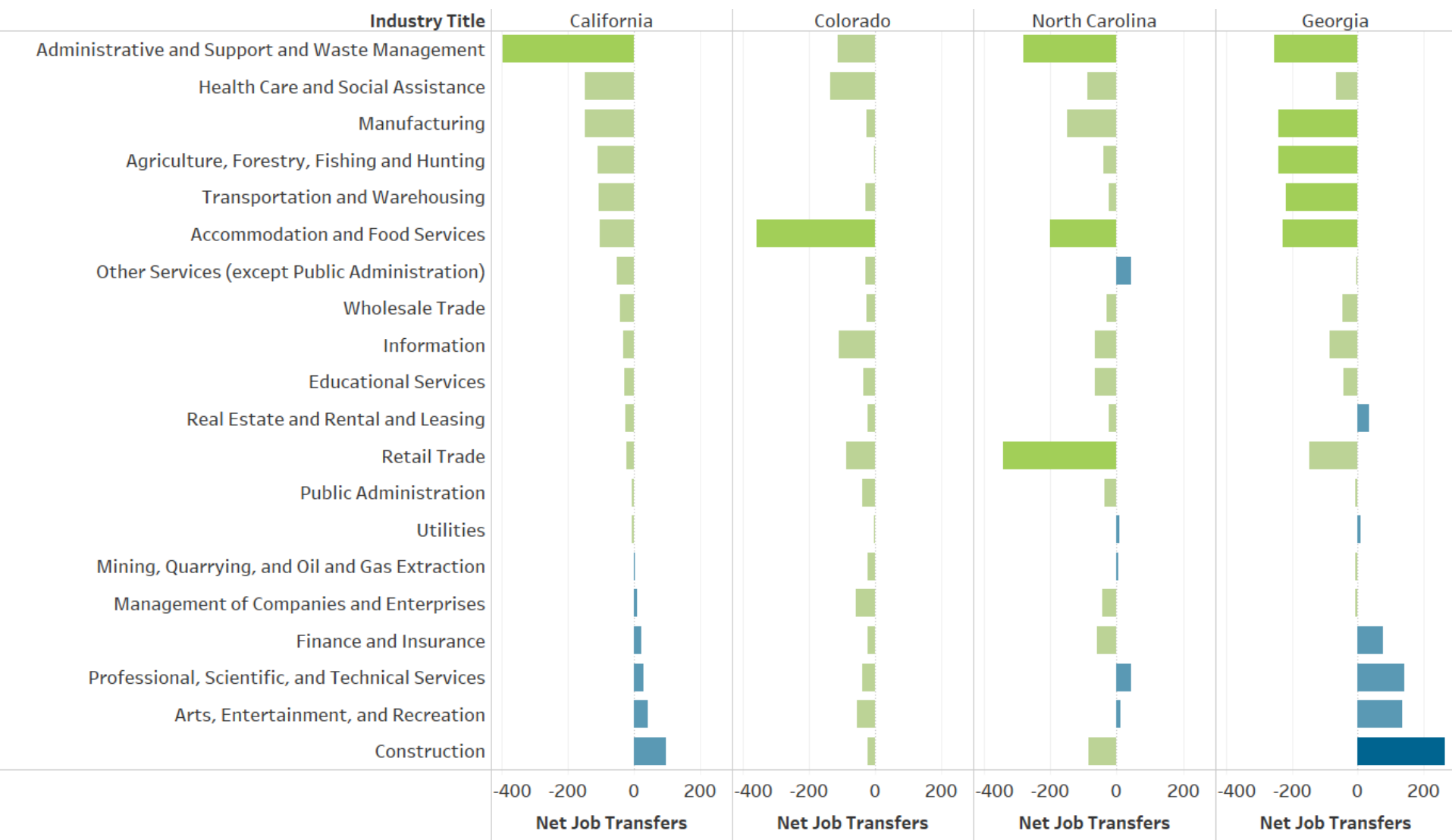


# Total Job Losses To Top 4 States- 2017



Source: U.S. Census Bureau, Center for Economic Studies, LEHD

# Net Job Losses To Top 4 States- 2017



Source: U.S. Census Bureau, Center for Economic Studies, LEHD

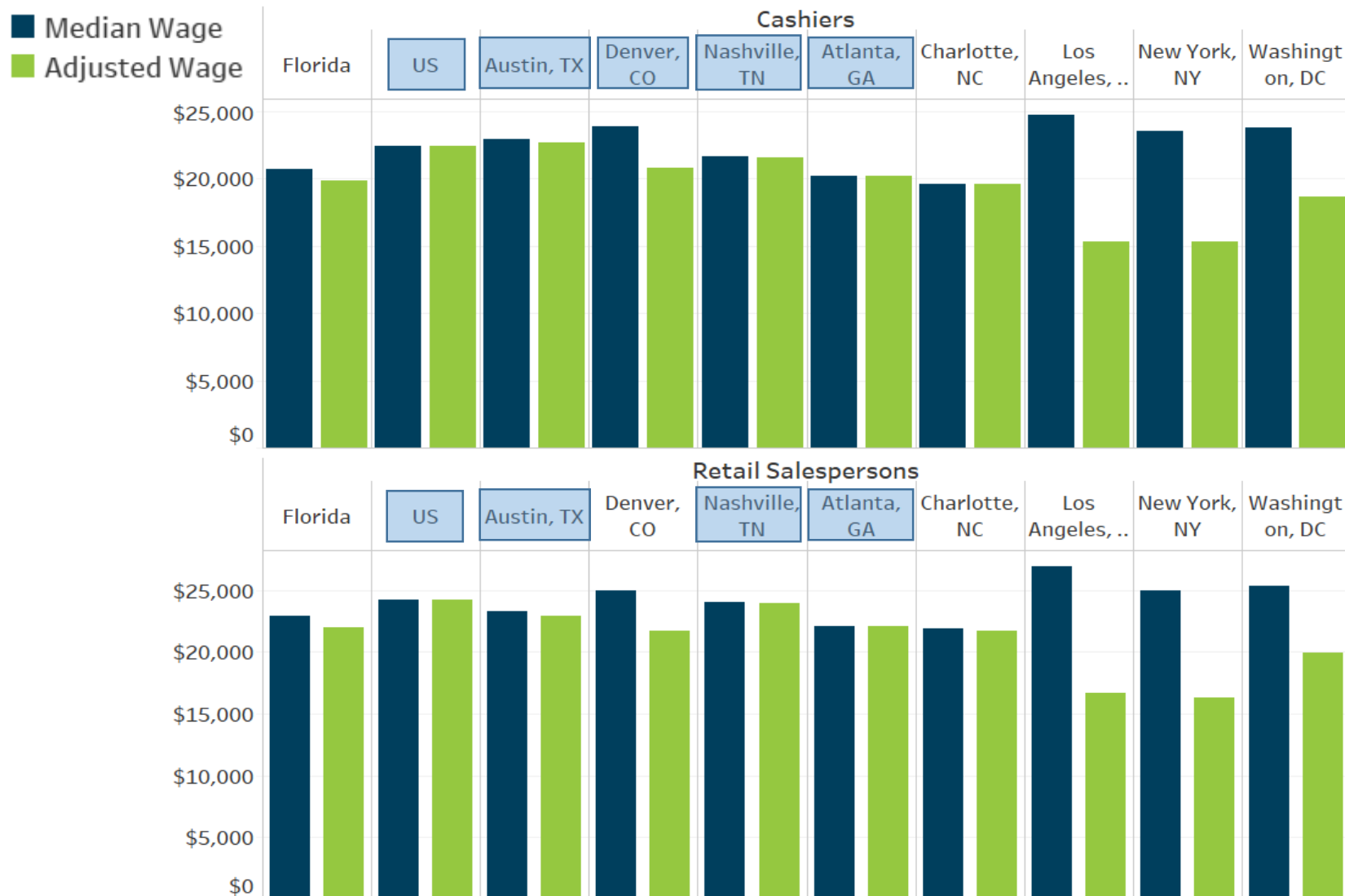
# Workforce Potential Supply Gap in Florida

## Examples of Occupations with Potential Supply Gaps

Occupation Title	2019-2027 Total Openings	2019-2027 Average Annual Openings	Educational Supply
Accountants and Auditors	77,945	9,743	2,892
Employment, Recruitment, and Placement Specialists	32,972	4,122	461
Securities, Commodities, and Financial Services Sales Agents	23,601	2,950	23
Training and Development Specialists	15,073	1,884	387
Logisticians	6,413	802	0
Technical Writers	2,567	321	60
Landscape Architects	1,353	169	33

Sources: FL Department of Economic Opportunity (DEO), Bureau of Workforce Statistics and Economic Research; FL Department of Education; Board of Governors Office of Data Analytics; FL Commission of Independent Education. Prepared January 2020.

# Cost of Living Comparisons – Face of Florida



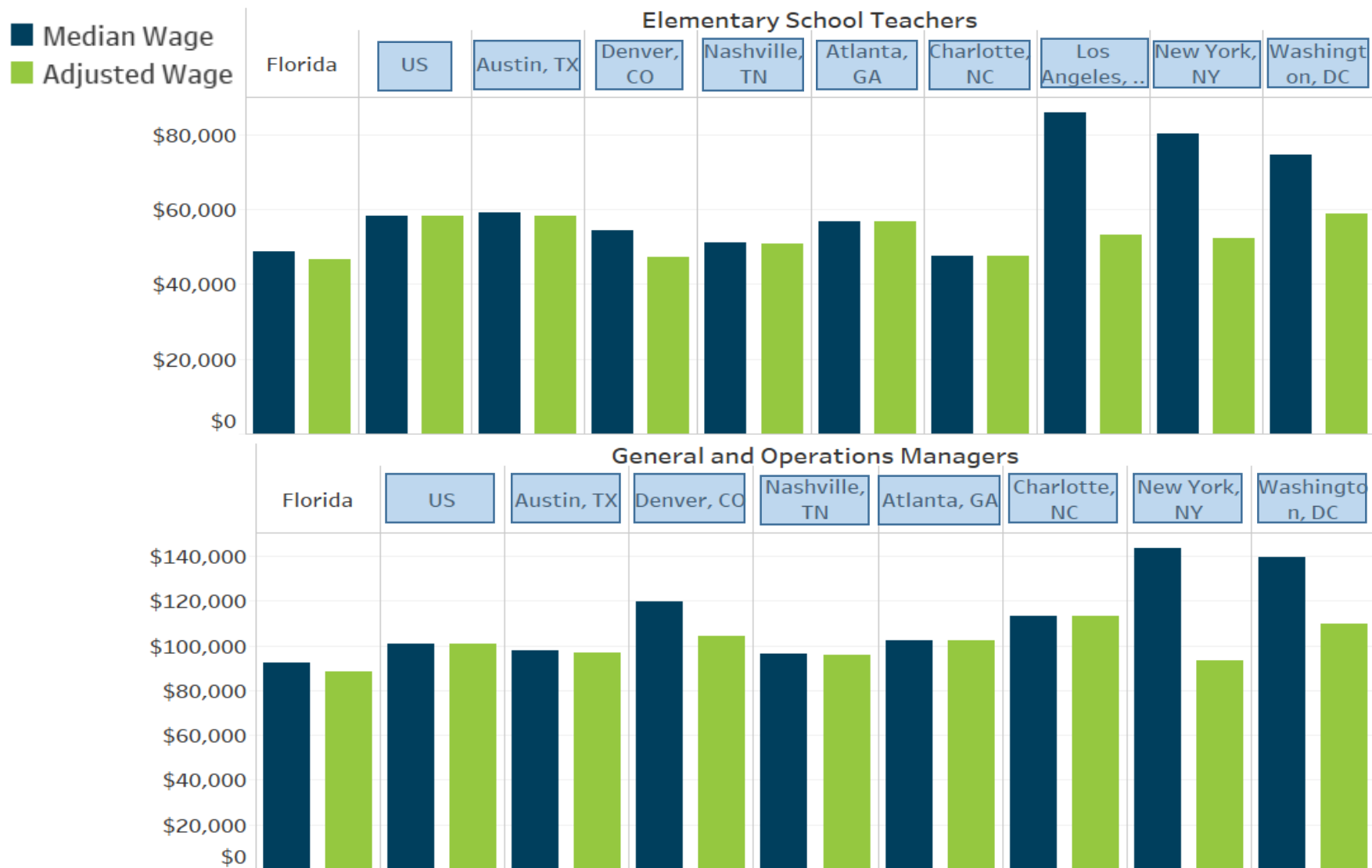
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

# Cost of Living Comparisons – Protect Florida



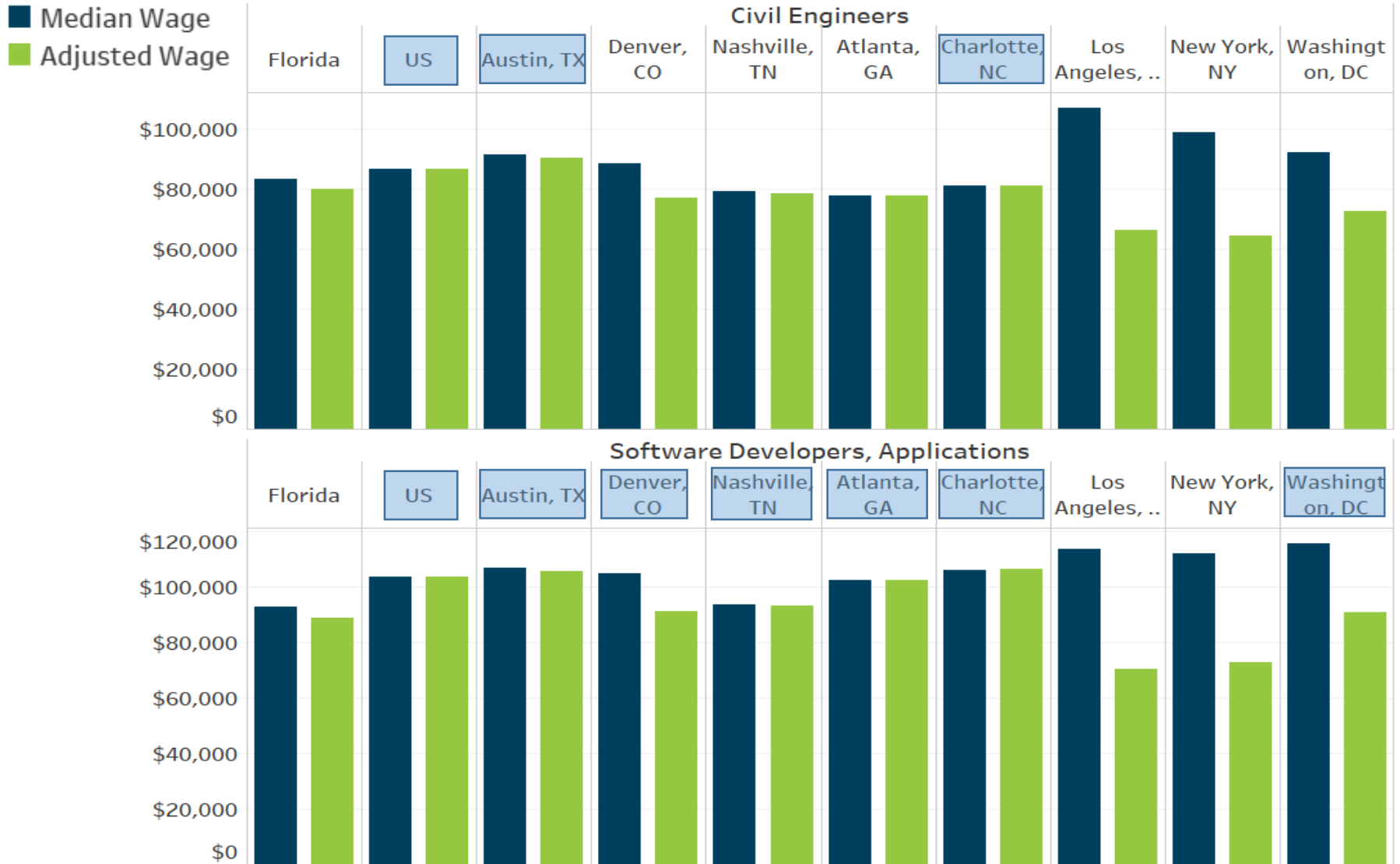
Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

# Cost of Living Comparisons – Inform Florida



Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.

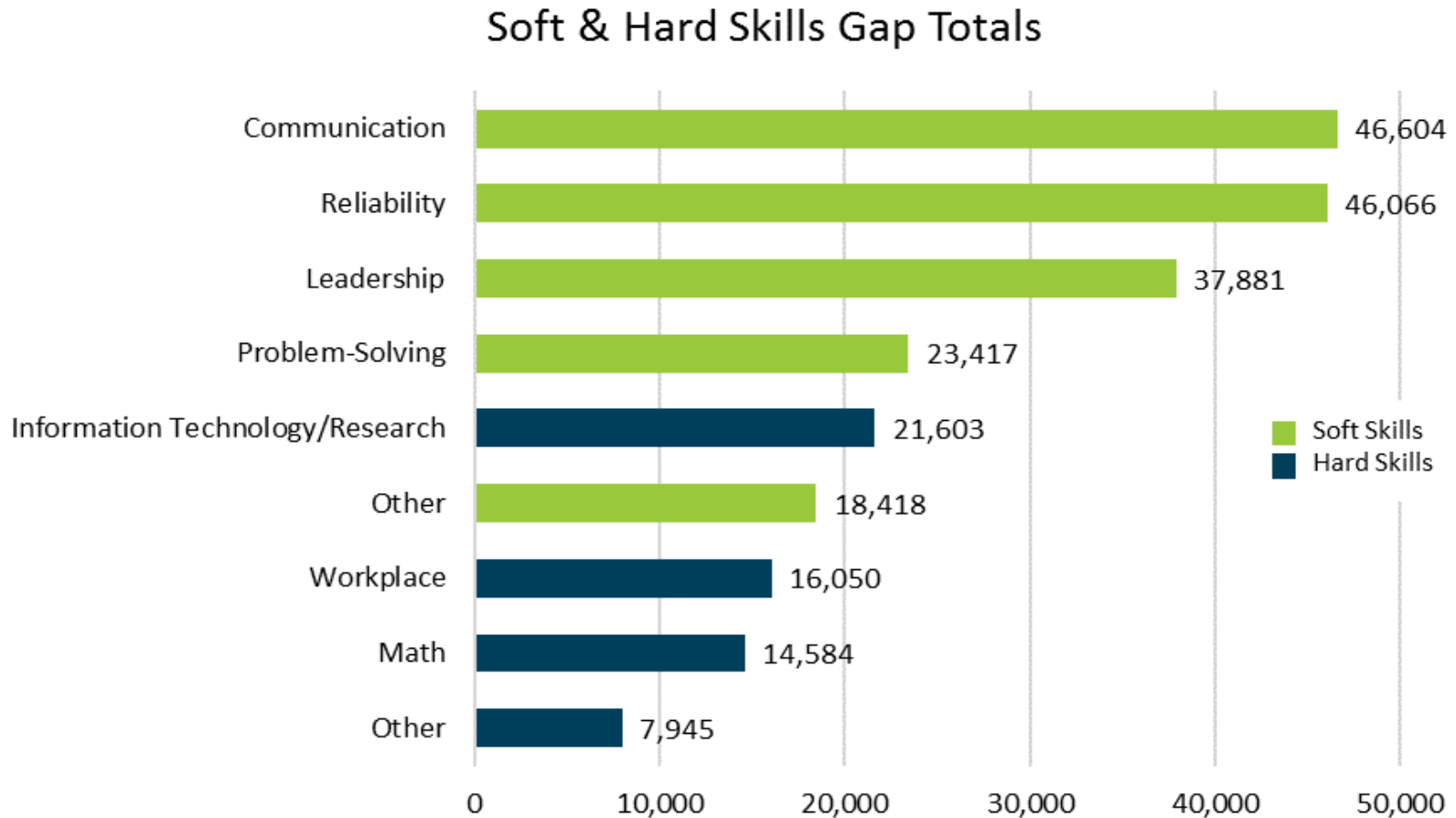
# Cost of Living Comparisons – Transform Florida



Source: Florida Department of Economic Opportunity, Bureau of Workforce Statistics and Economic Research.



# Workers Lack Soft Skills More Often than Hard Skills



Source: Skills Gap and Job Vacancy Survey, Florida Department of Economic Opportunity, Bureau of Labor Market Statistics

# Future of Work

---

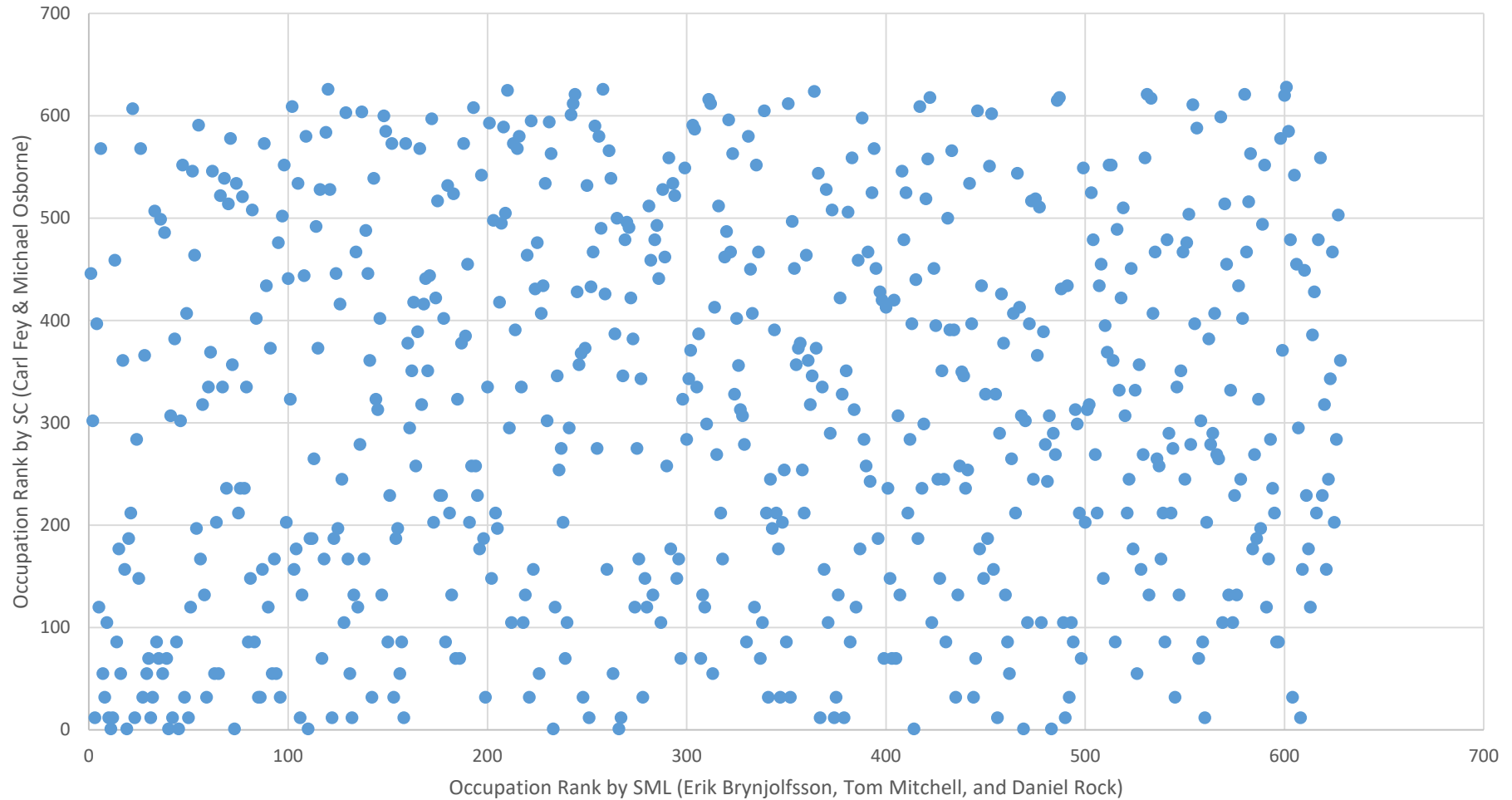
- **Task Automation**
- **Machine Learning / Artificial Intelligence**
- **Autonomous Vehicles**
- **Platforms for Gig Work**
- **Improved Mobile Technology**
- **Changes in Employer / Employee Relationships**
- **Demographic Shifts**
- **Changing Consumer Preferences**

# Future of Work

---

- **Task Automation**
  - **Machine Learning / Artificial Intelligence**
  - **Autonomous Vehicles**
  - **Platforms for Gig Work**
  - **Improved Mobile Technology**
- 
- **Changes in Employer / Employee Relationships**
  - **Demographic Shifts**
  - **Changing Consumer Preferences**

# Future of Work



# Future of Work - What We Do Know

---

- **Common Themes among major studies:**
  - Job elimination is most likely in very routine office or production tasks. Most of this has already occurred.
  - In the future, most jobs will be redesigned not eliminated.
  - The shift to autonomous vehicles and machine learning is happening faster than disruptions of the past, but may not happen as fast as we once thought.
    - Although there will be an inflection point that is hard to predict.
- **Thinking back to our pyramid:**
  - Face of Florida – most susceptible, shift towards more specialized service delivery
  - Protect Florida – impact to speed and quality of services
  - Inform Florida – change access to education, information and high end services
  - Transform Florida – accelerate all of these changes

# National Initiatives

---

- **T3 Innovation Network:**
  - Private sector effort to transform education and workforce data collection
- **Credential Engine:**
  - Effort to make credential descriptions transparent and consistent
- **Career One-stop Certification Finder:**
  - Links certifications to occupations and industries
- **Wage Record Sharing:**
  - Several pilots and programs exist that facilitate wage record sharing among states and the federal government
  - Siloed efforts, limited in scope
- **Wage Record Enhancement:**
  - Improve ability to measure education and training outcomes
- **Credentials of Value Institute:**
  - Help states define links between skills, credentials, occupations and industry

# Questions?

---





# Thank You.

If you have questions or comments about this presentation or need to discuss a future project, please contact us.

[WSER.info@deo.myflorida.com](mailto:WSER.info@deo.myflorida.com)

**Visit: [floridajobs.org/wser](http://floridajobs.org/wser)**



**DEO Bureau of Workforce Statistics and Economic Research**  
**Adrienne Johnston: 850-245-7257**