



Office of Program Policy Analysis And Government Accountability



John W. Turcotte, Director

January 9, 1997

Supplemental Analyses Job Service Program Department of Labor and Employment Security

Introduction

In 1933, Federal law created the nation's public employment service in recognition of the need for a labor exchange to match individuals seeking employment with employers seeking workers. The Job Service solicits job openings from employers to provide referrals for job applicants. The program also provides services to assist individuals seeking employment such as job assessment and counseling, training in pre-employment and work skills, and referrals to job openings or to other workforce development programs for support services or job training.

The Office of Program Policy Analysis and Government Accountability was directed by the Joint Legislative Auditing Committee to conduct a review of the Job Service Program. As part of that review, we conducted extensive data analyses on the Job Service Program (OPPAGA Report No. 96-29). This supplemental report provides detailed analyses on: (1) Florida's jobs, (2) Job Service jobs and placements, (3) Welfare-to-work, (4) Job Service performance, (5) national ranking, (6) Job Service applicants, and (7) service to employers.

Our analysis was conducted using information obtained from the Department of Labor and Employment Security's Job Information System and Bureau of Labor Market Information, the State's Occupational Forecasting Conference, and comparisons of Job Information System records and Unemployment Compensation payroll reports compiled by the Florida Employment and Training Placement Information Program (FETPIP) in the Department of Education. Details of the methodology used to conduct the analysis precede each table in the report.

Florida's Jobs

Recent legislation requires the Occupational Forecasting Conference to identify high-skill/high-wage occupations for purposes of planning and implementing Florida's workforce development system, and that are appropriate for the welfare-to-work initiative. In response to this legislation, the 1996 Conference adopted a new list of high-skill/high-wage jobs, using broadened criteria for identifying occupations and providing separate listings for implementing the workforce development system and the welfare-to-work initiative. The Conference targeted jobs that demonstrate high growth and job openings and pay an average wage of \$9.00 for purposes of implementing Florida's workforce development system and \$7.50 for the welfare-to-work initiative. The Job Service refers applicants that are not "job-ready" to other workforce development programs for training or education to help them better compete in the job market.

One of the challenges the Job Service faces in carrying out these initiatives is that there are few targeted high-skill/high-wage jobs that do not require several years of training or education. Thirty-three percent of the targeted high-skill/high-wage jobs that are projected to grow between 1994-2005 require a four year post-secondary or graduate degree or substantial managerial experience. An additional 40% require two or three years of post-secondary education or training.

Description: The Florida Occupational Forecasting Conference identified specific high-skill/high-wage jobs to be used by education, training, employment agencies, and economic developers to recruit businesses and provide training in occupations that have strong employment growth and openings, pay high wages, and exhibit employment stability. Table 1 aggregates these targeted jobs in terms of projected growth and the level of education or training required to obtain these jobs.

Methodology: The Occupational Forecasting Conference targeted 208 occupations for Florida's workforce development system and 28 occupations for the welfare-to-work initiative and identified the education and training level required for each occupation. The Department of Labor and Employment Security, Division of Jobs and Benefits, Bureau of Labor Market Information, studies and publishes information on expected job growth in Florida. We obtained the Bureau of Labor Market Information report that identifies Florida jobs in 749 Occupational Employment Statistics (OES) categories and ranks these categories by the number of jobs that are expected to be added between 1994 and 2005. We then determined how many of the jobs that are expected to be added are considered targeted high-skill/high-wage jobs and, of the jobs identified, the amount of education and training required.

**Table 1
Most Targeted High-Skill/High-Wage Jobs Require Several Years of Training or Education**

General Education and Training Requirements	Projected Growth in Jobs Between 1994-2005					
	Targeted for Workforce Development		Targeted for the Welfare-to-Work Initiative		Total Targeted Jobs	
	Number of Jobs	Percent of Total Jobs	Number of Jobs	Percent of Total Jobs	Number of Jobs	Percent of Total Jobs
<i>Require Several Years of Education or Training</i>						
University Education <i>or</i> Substantial Managerial Experience	105,481	14%	- 0 -	- 0 -	105,481	12%
4 Year Post-Secondary <i>or</i> Graduate Degree	189,289	24%	- 0 -	- 0 -	189,289	21%
2 to 3 Years Post-Secondary Education or Training	326,573	42%	27,817	23%	354,390	40%
<i>Do Not Require Several Years of Education or Training</i>						
High School Degree Preferred <i>as well as</i> 2 Years Experience	150,685	19%	91,993	76%	242,678	27%
High School Degree <i>Not</i> Required	<u>1,280</u>	<u>< 1%</u>	<u>979</u>	<u>1%</u>	<u>2,259</u>	<u>< 1%</u>
	773,308	100%	120,789	100%	894,097	100%

Job Service Jobs and Placements

The Job Service plans to focus its job placement efforts on the high-skill/high-wage occupations targeted by the Occupational Forecasting Conference. However, this may be difficult, not only because most targeted high-skill/high-wage jobs require training or education, but because the current users of the Job Service list and apply for primarily low-skill/low-wage jobs.

During 1995-96, only 10% of the job openings listed by employers were in executive, professional, or technical occupations. Furthermore, applicants are being placed primarily in low-skill/low-wage jobs. A majority of the job openings filled by Job Service applicants listed an average wage at placement far below the average wage threshold used by the state to identify targeted high-skill/high-wage jobs.

Description: Table 2 provides information on the jobs listed with the Job Service during fiscal years 1995-96, summarized by the general occupational category of the listed position. The number of jobs in each category that were filled by Job Service applicants is also provided. Average listed wages for the job orders in each category are provided, as well as for the jobs that were ultimately filled.

Methodology: The Department of Labor and Employment Security, Division of Jobs and Benefits, provided information on over 300,000 jobs in the Job Information System during fiscal years 1995-96, aggregated into over 4,400 Dictionary of Occupational Titles (DOT) job titles. They also determined which jobs were filled by comparing each job order to records of applicants placed by the agency during the period. They then aggregated the filled jobs by Dictionary of Occupational Titles code and calculated an average wage based on what was listed on the job order. This should approximate average wages paid (which is not available). Using a crosswalk provided by the Bureau of Labor Market Information we translated each Dictionary of Occupational Titles job category to an Occupational Employment Statistics (OES) category. We then aggregated the translated job information into seven general Occupational Employment Statistics categories. The total number of jobs listed and jobs filled differs from that reported in Table 4 because the Department included only those jobs that were actually listed during the year, while we included all jobs open at the beginning of and throughout the year.

Table 2
The Job Service Is Listing and Placing Applicants in Primarily Low-Skill/Low-Wage Jobs

Occupational Category ¹	Job Openings Listed With Job Service During 1995-96			Job Openings Filled by Job Service Applicants During 1995-96			
	Jobs Listed	Percent of Jobs Listed	Average Wage of Jobs Listed	Jobs Filled	Percent of Jobs Filled	Jobs Filled as Percentage of Jobs Listed	Average Wage of Jobs Filled
<i>Administrative, Managerial</i>	<i>6,564</i>	<i>2%</i>	<i>\$11.40</i>	<i>1,109</i>	<i>1%</i>	<i>17%</i>	<i>\$9.27</i>
<i>Professional, Technical, Paraprofessional</i>	<i>26,878</i>	<i>8%</i>	<i>\$11.72</i>	<i>5,363</i>	<i>3%</i>	<i>20%</i>	<i>\$9.91</i>
Marketing, Sales	35,298	10%	\$6.23	14,603	9%	41%	\$5.62
Administrative Support	54,114	16%	\$6.68	21,540	13%	40%	\$6.48
Service Occupations	59,489	17%	\$5.55	27,553	17%	46%	\$5.46
Agriculture, Forestry, Fishing	39,439	11%	\$5.11	21,394	13%	54%	\$4.70
Production, Construction, Operations, Maintenance	<u>126,874</u>	<u>36%</u>	\$6.81	<u>71,030</u>	<u>44%</u>	56%	\$6.53
	348,656	100%		162,592	100%		

¹ Executive, professional, or technical occupations are highlighted.

Welfare-to-Work

Recent legislation requires Jobs and Benefits Centers to also become a central location at which staff from the centers and the Department of Health and Rehabilitation Services deliver services to welfare recipients. As a result of legislation, all current welfare recipients and new welfare applicants will be required to register with the Job Service to continue or be eligible for benefits. The Job Service anticipates serving more than 460,000 additional applicants this year, the majority of whom will most likely require more services than the typical Job Service applicant.

Only 8%, or approximately 26,000, of the job openings listed during 1995-96 were in occupations targeted for the welfare-to-work initiative. Having only approximately 26,000 jobs listed that have been identified as appropriate placements for the expected 460,000 welfare applicants will make it difficult for the Job Service to meet the requirements of this initiative.

Description: The Florida Occupational Forecasting Conference identified specific high-skill/high-wage jobs for Florida's welfare-to-work initiative. Table 3 provides information on the jobs listed with the Job Service during fiscal year 1995-96 that would have been appropriate placements for welfare applicants.

Methodology: We matched the information obtained from the Occupational Forecasting Conference on occupations targeted for the welfare-to-work initiative (see Table 1) to information provided by the Department of Labor and Employment Security, Division of Jobs and Benefits, on over 300,000 jobs in the Job Information System during fiscal years 1995-96 (see Table 2) to identify those jobs that had been listed with the Job Service that would have been appropriate for placing welfare applicants.

Table 3
Only 8% of the Job Openings Listed With the Job Service During 1995-96
Were in Occupations Targeted for the Welfare-to-Work Initiative

Occupational Category	Job Openings Listed With Job Service During 1995-96		Job Listings Targeted for Welfare-to-Work Initiative		
	Total Jobs Listed	Average Wage of Jobs Listed	Jobs Listed	Average Wage of Jobs Listed	Jobs Listed for Welfare- to-Work as Percentage of Total Jobs Listed
Administrative, Managerial	6,564	\$11.40	<i>None</i>		
Professional, Technical, Paraprofessional	26,878	\$11.72	656	\$6.56	2%
Marketing, Sales	35,298	\$6.23	2,063	\$8.84	6%
Administrative Support	54,114	\$6.68	13,866	\$6.03	26%
Service Occupations	59,489	\$5.55	3,094	\$5.83	5%
Agriculture, Forestry, Fishing	39,439	\$5.11	<i>None</i>		
Production, Construction, Operations, Maintenance	<u>126,874</u>	\$6.81	<u>6,644</u>	\$6.70	5%
	348,656		26,323		8%

Job Service Performance

Individuals registered with the Job Service are categorized by the degree of services they may have obtained from the program:

1. Applicants “directly placed” in jobs are individuals who are referred to job openings by the Job Service and are placed in jobs as a result of those referrals;
2. Applicants who “obtained employment” are individuals who found employment within 90 days of receiving one or more reportable service funded at least in part by the Job Service (e.g., job search activities, referral to a training program), but not as the result of direct Job Service referrals to job openings, and
3. “Other applicants” are individuals who received reportable services, but did not find employment in Florida within 90 days or did not receive reportable services.

The purpose of the Job Service is to improve the functioning of the state's labor market by bringing together workers and employers. The Department has established six performance measures for evaluating how well the Job Service is serving individuals seeking employment and employers seeking workers.

The Job Service has met two and is making progress towards attaining an additional three of the six performance standards established for these measures in the 1994-95 through 1998-99 Agency Strategic Plan. However, the program's performance against other indicators, such as the number of individuals placed in jobs, has declined over the past few years.

Description: Table 4 shows the performance of the Job Service against its six performance measures over the past six years. The table also reports the program's performance against other indicators, such as the number of applicants registered with the Job Service, the number and percent of applicants receiving a job referral from the Job Service, and the number of jobs listed with the Job Service.

Methodology: We obtained information from the Department of Labor and Employment Security Annual Performance Report.

Table 4
The Job Service Has Met Two and Is Making Progress Towards Meeting Three of Its Six Performance Standards
for Serving Workers and Employers but Its Performance Against Other Indicators Has Declined

	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	<i>Performance Standard¹</i>
Individuals Seeking Employment							
<i>Performance Measures</i>							
Percent of Total Applicants "Directly Placed" and "Obtained Employment"	16.0%	14.2%	17.2%	19.0%	20.0%	20.7%	18.7%
Average Wage at Placement for Individuals "Directly Placed"	<i>n/a</i>	\$5.55	\$5.82	\$5.80	\$5.89	\$6.04	\$5.82
Percent of Individuals Receiving a Job Referral from the Job Service "Directly Placed"	25.2%	23.5%	25.4%	25.3%	24.4%	25.7%	30.0%
Percent of Unemployment Compensation Claimants Placed in Jobs	4.9%	7.6%	7.9%	7.5%	8.6%	5.9%	10.0%
<i>Other Indicators</i>							
Total Applicants Registered with Job Service	856,959	1,031,185	922,296	951,981	837,853	832,310	
Applicants Receiving a Job Referral from the Job Service	532,171	605,511	611,839	597,263	555,767	525,241	
Applicants "Directly Placed" by Job Service	134,099	142,254	155,138	151,168	135,640	134,959	
Applicants "Obtained Employment"	3,367	4,517	15,832	29,674	32,217	37,345	
Unemployment Compensation Claimants Registered with Job Service	266,471	375,384	320,168	288,770	191,743	362,082	
Unemployment Compensation Claimants "Directly Placed" by Job Service	13,036	28,605	25,144	21,723	16,415	21,682	
Percent of Total Applicants Receiving a Job Referral from the Job Service	62.1%	58.7%	66.3%	62.7%	66.3%	63.1%	
Percent of Total Applicants "Directly Placed"	15.6%	13.8%	16.8%	15.9%	16.2%	16.2%	
Percent of Total Applicants "Obtained Employment"	0.4%	0.4%	1.7%	3.1%	3.8%	4.5%	
Employers Seeking Workers							
<i>Performance Measures</i>							
Percent of Job Openings Filled by the Job Service	38.8%	38.3%	43.8%	45.2%	42.2%	46.9%	50.0%
Percent of Employers in the State Using the Job Service	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	14.8%	14.0%	16.1%	20.0%
<i>Other Indicators</i>							
Job Openings Listed with Job Service	410,622	442,687	429,803	399,329	376,921	340,749	
Job Openings Filled by Job Service	159,212	169,491	188,420	180,399	159,760	160,122	
Employers in the State (during calendar year preceding reporting period)	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	362,824	375,510	382,928	
Employers in the State Using the Job Service	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	53,818	52,508	61,537	

¹ Performance standards are for the period 1994-95 through 1998/99. There are no standards established for other indicators.

n/a: Information not available.

National Ranking

The Job Service ranked 27th among the 50 states and 3 territories on the percentage of job openings filled during fiscal year 1994-95. Furthermore, the Job Service's ranking on the percentage of applicants that were placed in or obtained jobs dropped from 8th to 38th between fiscal years 1984-85 and 1994-95

Description: Tables 5A, 5B, and 5C rank the 50 states and 3 territories on their performance in filling job openings and placing applicants.

Methodology: We obtained information from the United States Department of Labor Annual Report. The federal definition for applicants and placements differ from that used by the Department. As a result, the percentages reported in these tables differ from those reported in Table 4.

Table 5A
Florida Ranked 27th Among the 50 States and 3 Territories in Percent of Job Openings Filled
During Program Year 1994-95

National Ranking	State	Percent of Openings Filled	National Ranking	State	Percent of Openings Filled	National Ranking	State	Percent of Openings Filled	National Ranking	State	Percent of Openings Filled
1	Puerto Rico	78.0%	15	North Dakota	48.8%	28	Utah	39.1%	41	Hawaii	30.1%
2	Illinois	64.4%	16	Kansas	46.3%	29	Idaho	38.4%	42	Massachusetts	30.0%
3	Georgia	61.8%	17	Alabama	46.3%	30	Washington	38.3%	43	Wisconsin	28.9%
4	Mississippi	61.8%	18	Tennessee	45.9%	31	South Carolina	38.2%	44	Minnesota	28.1%
5	Kentucky	61.0%	19	Texas	45.8%	32	Alaska	37.9%	45	New Hampshire	27.3%
6	Oklahoma	57.7%	20	Maine	45.1%	33	California	37.6%	46	Nevada	24.9%
7	Indiana	57.0%	21	Wyoming	44.1%	34	Missouri	37.1%	47	Connecticut	22.5%
8	West Virginia	53.7%	22	New Mexico	42.0%	35	Vermont	37.0%	48	New Jersey	21.6%
9	Pennsylvania	53.2%	23	South Dakota	41.4%	36	Oregon	36.4%	49	Virginia	20.4%
10	Arkansas	52.6%	24	Michigan	41.3%	37	Nebraska	35.9%	50	Delaware	20.3%
11	Montana	51.8%	25	Colorado	40.9%	38	Maryland	35.6%	51	Rhode Island	18.8%
12	Virgin Islands	51.8%	26	Iowa	40.7%	39	Arizona	35.5%	52	New York	13.4%
13	North Carolina	49.7%	27	Florida	39.3%	40	Ohio	34.3%	53	Guam	3.0%
14	Louisiana	49.0%									

Table 5B
Florida Ranked 8th Among the 50 States in the Percent of Applicants Who Were Placed in or Obtained Jobs
During Program Year 1984-85

National Ranking	State	Percent of Applicants Placed	National Ranking	State	Percent of Applicants Placed	National Ranking	State	Percent of Applicants Placed	National Ranking	State	Percent of Applicants Placed
1	Wyoming	35.8%	14	Colorado	27.7%	27	Mississippi	24.0%	39	Hawaii	19.6%
2	North Dakota	35.6%	15	North Carolina	27.5%	28	Alabama	23.7%	40	Michigan	19.4%
3	South Dakota	35.3%	16	Montana	27.1%	29	Oregon	23.3%	41	Indiana	19.1%
4	Kentucky	35.1%	17	Arkansas	26.0%	30	Washington	23.0%	42	Pennsylvania	18.9%
5	Nebraska	34.5%	18	Tennessee	25.9%	31	Maryland	22.5%	43	Virginia	18.8%
6	Rhode Island	33.5%	19	Maine	25.7%	32	Delaware	22.4%	44	Missouri	18.7%
7	Alaska	31.1%	20	Minnesota	25.7%	33	New Mexico	22.3%	45	West Virginia	18.7%
8	Florida	31.0%	21	New Hampshire	25.6%	34	Georgia	22.1%	46	New Jersey	18.2%
9	Massachusetts	30.4%	22	California	25.3%	35	Vermont	21.8%	47	Connecticut	16.3%
10	New York	30.2%	23	South Carolina	24.9%	36	Oklahoma	21.4%	48	Wisconsin	15.7%
11	Utah	29.6%	24	Texas	24.9%	37	Nevada	21.2%	49	Ohio	11.6%
12	Iowa	28.6%	25	Louisiana	24.4%	38	Illinois	21.2%	50	Arizona	Not Available
13	Idaho	27.9%	26	Kansas	24.1%						

Table 5C
Florida Ranked 38th Among the 50 States and 3 Territories in the Percent of Applicants Who Were Placed in or Obtained Jobs
During Program Year 1994-95

National Ranking	State	Percent of Applicants Placed	National Ranking	State	Percent of Applicants Placed	National Ranking	State	Percent of Applicants Placed	National Ranking	State	Percent of Applicants Placed
1	Pennsylvania	35.3%	15	Oklahoma	19.9%	28	New Hampshire	14.4%	41	Indiana	9.9%
2	South Dakota	31.5%	16	Kentucky	18.8%	29	Tennessee	14.1%	42	Maine	9.5%
3	North Dakota	30.4%	17	Alaska	18.2%	30	Illinois	13.6%	43	Michigan	8.8%
4	Utah	27.4%	18	South Carolina	17.2%	31	Arizona	12.9%	44	Delaware	8.4%
5	Maryland	22.9%	19	Kansas	16.6%	32	Missouri	12.2%	45	New York	6.8%
6	North Carolina	22.7%	20	California	16.5%	33	Washington	12.1%	46	Wisconsin	6.6%
7	Mississippi	22.5%	21	Colorado	16.1%	34	Louisiana	12.0%	47	New Jersey	6.3%
8	Alabama	21.9%	22	Nevada	16.1%	35	Vermont	11.6%	48	Hawaii	6.2%
9	Nebraska	21.2%	23	Georgia	16.0%	36	West Virginia	11.4%	49	Virginia	5.9%
10	Idaho	20.7%	24	Minnesota	16.0%	37	Oregon	11.4%	50	Guam	5.9%
11	Arkansas	20.6%	25	Texas	15.5%	38	Florida	10.9%	51	Virgin Islands	5.8%
12	Iowa	20.1%	26	Massachusetts	14.9%	39	Puerto Rico	10.7%	52	Rhode Island	5.5%
13	Montana	20.0%	27	New Mexico	14.6%	40	Ohio	10.0%	53	Connecticut	4.2%
14	Wyoming	19.9%									

Job Service Applicants

Of applicants registering with the Job Service in 3rd Calendar Quarter 1994, a slightly larger percentage were employed one year after registering with the Job Service than a year before. Approximately 62% of all individuals who registered with the Job Service were employed one year later, but only 35% of all registered applicants were working full-time.

Applicants that “obtained employment” had better outcomes than applicants “directly placed” in jobs by the Job Service. However, applicants “directly placed” did better than “other applicants” registered with the Job Service. Applicants “directly placed” by the Job Service are typically individuals who have less education and may have limited job search skills.

Description: Tables 6A and 6B provide a “snapshot” of Job Service performance. All applicants in the 3rd Calendar quarter of 1994 are segregated into three subpopulations: (1) those “directly placed” by the Job Service; (2) those identified as having “obtained employment”; and (3) “other applicants.” Table 6A provides their employment status one year prior to application and one year subsequent to application is shown for comparison. Applicant characteristics are also compared in Table 6B.

Methodology: The Job Service created a data tape which included information on all applicants during the third quarter of 1994. For each applicant, it was determined whether they were “directly placed”, had “obtained employment,” or were categorized as “other applicants.” The data tape was provided to the Florida Educational Training Placement Information Program (FETPIP) which is an interagency data collection system that uses Unemployment Compensation Quarterly Wage System records and other information to provide follow up data on participants of several state programs. To create the information used in our analysis, quarterly wage reports were compared to the job applicant records provided by the Job Service to determine the employment status of each applicant one year prior to application and one year subsequent to application. The records were then summarized by each of the three subpopulations and for the population as a whole. The data was also disaggregated by applicant characteristics.

Table 6A

Applicants “Directly Placed” In Jobs By the Job Service Had Better Outcomes than “Other Applicants” Registered with the Program

	All Applicants	Applicants “Obtained Employment”	<i>Applicants “Directly Placed”</i>	“Other Applicants”
<i>Applicants (3rd Calendar Quarter 1994)</i>				
Total	263,497	13,875	41,354	208,268
Percent of Total Applicants	100%	5%	16%	79%
<i>Status One Year Prior to Application (3rd Calendar Quarter 1993)</i>				
Percent Employed	58%	58%	53%	60%
Percent Working Full-Time	31%	31%	22%	32%
Average Earnings of Individuals Employed Full-Time	\$5,193	\$5,534	\$4,363	\$5,277
<i>Status One Year After Application (3rd Calendar Quarter 1995)</i>				
Percent Employed	62%	75%	70%	60%
Percent Working Full-Time	35%	50%	38%	34%
Average Earnings of Individuals Employed Full-Time	\$4,771	\$5,133	\$4,382	\$4,811

¹ The percentage of “other applicants” should not be considered as an indicator of individuals who did not receive any services from the Job Service. During fiscal year 1994-95, 46% of the individuals registered with the Job Service did not receive any reportable services from the program.

Table 6B
Applicants “Directly Placed” by the Job Service Are Typically Individuals Who Have Less Education

Characteristic	All Applicants 3 rd Calendar Quarter 1994		Applicants “Directly Placed” 3 rd Calendar Quarter 1994		Applicants “Obtained Employment” 3 rd Calendar Quarter 1994		Applicants “Other” 3 rd Calendar Quarter 1994	
	Total	Percent of Total	Total	Percent of Total	Total	Percent of Total	Total	Percent of Total
Total	263,497	100%	41,354	100%	13,875	100%	208,268	100%
Age								
< 22	37,275	14%	7,853	19%	1,145	8%	28,277	14%
> 22	226,222	86%	33,501	81%	12,730	92%	179,991	86%
Race								
White	145,483	55%	20,463	49%	7,780	56%	117,240	56%
Black	68,977	26%	13,349	32%	2,836	20%	52,792	25%
Hispanic	44,894	17%	6,952	17%	3,060	22%	34,882	17%
Native American	897	< 1%	127	< 1%	43	< 1%	727	< 1%
Asian	2,608	< 1%	349	< 1%	118	< 1%	2,141	1%
Race Unknown	638	< 1%	114	< 1%	38	< 1%	486	< 1%
Sex								
Male	146,310	56%	25,741	62%	8,717	63%	111,852	54%
Female	117,187	44%	15,613	38%	5,158	37%	96,416	46%
Education								
< High School	64,481	24%	11,802	29%	2,312	17%	50,367	24%
High School	144,356	55%	22,801	55%	7,702	56%	113,853	55%
Associate Degree	29,857	11%	4,369	11%	1,920	14%	23,568	11%
Bachelors Degree	19,971	8%	1,963	5%	1,457	11%	16,551	8%
Masters Degree	4,097	2%	356	< 1%	436	3%	3,305	2%
Doctoral Degree	735	< 1%	63	< 1%	48	< 1%	624	< 1%

Service to Employers

While efforts are being made by economic development groups to improve the quality of jobs and the workforce in Florida, the state currently has many workers and jobs, that if matched efficiently, could improve the productivity of the labor market. Efficiently matching workers with jobs requires that the Job Service solicit from employers a sufficient number of job openings that are suitable for individuals registered with the Job Service.

Although the distribution of Florida employers using the Job Service, by industry, is similar to the distribution of employers statewide proportionally the Job Service served more employers in the construction and manufacturing industries and less in the wholesale and finance industries than are reflected in the employer population as a whole. Furthermore, only a small portion of the total population of employers is listing jobs with the Job Service

Description: Tables 7A and 7B use the Standard Industrial Code to compare the distribution of employers that use the Job Service to the distribution of employers statewide and to identify the percentage of the employer population using the Job Service. The Standard Industrial Code (SIC) is a common code used to describe employers by the type of industry.

Methodology: The Department of Labor and Employment Security, Division of Jobs and Benefits, provided information on the number of jobs listed by Standard Industry Code for 1994-95 and 1995-96. The total number of employers served reported in these tables will differ from those reported in Table 3 due to the subjective methodology used to clean employer data of duplications. The Department's Bureau of Labor Market Information publishes information on the statewide distribution of employers by Standard Industry Code using Unemployment Compensation data. The total number of employers in the state reported in these tables differs from that reported in Table 4 because the Department used the average number of employers for the calendar year preceding the reporting period and we used the number of employers at December 30, 1995, for both reporting periods.

Table 7A
The Distribution of Florida Employers Using the Job Service Is Similar to the Distribution of Employers Statewide

SIC Range	Industry Category	Distribution of Florida Employers Statewide at December 30, 1995	Distribution of Employers Using the Job Service During 1994-95	Distribution of Employers Using the Job Service During 1995-96
01 - 09	Agriculture, Forestry, Fishing	3.2%	3.9%	3.8%
10 - 14	Mining	0.1%	0.2%	0.2%
15 - 17	Construction	9.3%	11.8%	11.8%
20 - 39	Manufacturing	4.4%	10.2%	10.3%
40 - 49	Transportation, Commerce & Public Utilities	4.0%	5.5%	5.6%
50 - 51	Wholesale Trade	9.6%	5.6%	5.5%
52 - 59	Retail Trade	20.5%	18.3%	17.3%
60 - 67	Finance, Insurance, & Real Estate	9.2%	5.4%	5.7%
70 - 89	Services	38.6%	37.8	38.4%
91 - 97	Public Administration	<u>1.2%</u>	<u>1.3%</u>	<u>1.3%</u>
		100%	100%	100%

Table 7B
A Small Portion of the Total Population of Employers Is Listing Jobs With the Job Service

SIC Range	Industry Category	Number of Employers in Industry Statewide at December 30, 1995	Employers Using Job Service as a Percentage of Employers Statewide Within Industry During 1994-95	Employers Using Job Service as a Percentage of Employers Statewide Within Industry During 1995-96
01 - 09	Agriculture, Forestry, Fishing	11,989	18%	16%
10 - 14	Mining	200	55%	45%
15 - 17	Construction	34,849	19%	17%
20 - 39	Manufacturing	16,367	35%	32%
40 - 49	Transportation, Commerce & Public Utilities	14,944	20%	19%
50 - 51	Wholesale Trade	35,892	9%	8%
52 - 59	Retail Trade	76,710	13%	12%
60 - 67	Finance, Insurance, & Real Estate	34,496	9%	9%
70 - 89	Services	144,520	14%	14%
91 - 97	Public Administration	<u>4,426</u>	<u>16%</u>	<u>15%</u>
	All Industries	374,393	15%	14%

This project was conducted in accordance with applicable evaluation standards. Copies of this report may be obtained by telephone (904/488-1023 or 800/531-2477), by FAX (904/487-3804), in person (Claude Pepper Building, Room 312, 111 W. Madison St.), or by mail (OPPAGA Report Production, P.O. Box 1735, Tallahassee, FL 32302). Web site: <http://www.state.fl.us/oppaga/>

Project Supervised by: Kathleen Neill (487-9279e)

Project Conducted by: Debra Gilreath (487-9278) and Janice Foley (487-9266)