



***PASCO-HERNANDO WORKFORCE
BOARD, INC.***

REQUEST FOR PROPOSAL

**ISSUED July 12, 2013
RFP No. EWT 07-12-001**

**HIGH SKILL HIGH WAGE INDUSTRIES:
FUNDING TO PROMOTE CAREER LADDER, BUSINESS RETENTION &
SKILLS UPGRADE TRAINING FOR EMPLOYED WORKERS**

EMPLOYED WORKER/INCUMBENT WORKER TRAINING PROGRAMS

IMPORTANT INFORMATION

- **Question and Answer Period- Ongoing until funds are obligated or August 31, 2013.**
- **Proposal Due Date- Ongoing until funds are obligated or August 31, 2013.**
- **Trainees must be existing full-time employees at the time of training. Trainee wages cannot fall below \$9.12 per hour after training. Trainee wages cannot exceed \$18.24 before training.**
- **All training must be completed by May 15, 2014.**

Submittal Deadline: Ongoing. Applications will be processed on a first come first served basis. The Selection Committee will meet based on applications received at the Pasco Hernando Workforce Board Meeting Room located at 3185 Premier Drive, Brooksville, Florida 34604. Each application will be scored independently.

All responses are to be submitted to the address and contact person listed below. **Please reference Section IV (A) for detailed instructions.**

Question can be submitted by email to kruss@CareerCentral.jobs or fax to 352-593-2210. The questions and answers will be ongoing and posted on our website at

www.CareerCentral.Jobs on a weekly basis until August 31, 2013 or all funds are obligated.

All responses must be mailed to the address and contact person listed below:

JEROME SALATINO, CEO
Pasco-Hernando Workforce Board, Inc.
3185 Premier Drive
Brooksville, Florida 34604

Please reference Section IV (A) for detailed instructions.

REQUEST FOR PROPOSAL

ISSUED July 12, 2013
RFP No. EWT 07-12-001

TABLE OF CONTENTS

	<u>Page Number</u>
I. Introduction	4-5
II. Description of Pasco-Hernando Workforce Board, Inc.	6
III. Services To Be Provided	6-7
IV. General Conditions	8-9
V. Criteria for Selection	10
Appendix A <i>Proposal- Employer Training Application and Equal Opportunity Assurance Statement</i>	11-16
Appendix B <i>Region 16 Target Occupations List</i>	17-18

PASCO-HERNANDO WORKFORCE BOARD, INC.
RFP No. EWT - 07-12-001

I. Introduction

A. Objectives

The Governing Board of the Pasco Hernando Workforce Board, Inc. (hereafter known as the Board) is requesting sealed proposals from qualified employers for the provision of training for their existing workforce. This request is in alignment with the workforce initiatives found in the Tampa Bay Partnership's (TBP) Regional Business Plan for Tampa Bay.

The Pasco Hernando Workforce Board Employed Worker Training program is designed to assist employees in developing higher skills and receiving increased wages. This program is also designed to improve workforce availability and skills to support the TBP targeted sectors with Pasco and Hernando Counties. This strategy serves to promote business retention and contribute to the overall economic growth within the region.

For more information on A Regional Business Plan for Tampa Bay: Communities Come Together to Address Future visit: www.tampabay.org/regionalbusinessplan

The services are to cover a period encompassing a date thru May 15, 2014.

Multiple proposals will be selected. The award of these contracts is open to only Pasco and Hernando Counties' employers. Employers may use their own (in-house or contracted) training providers or any other training providers selected solely by the employer. **The Pasco Hernando Workforce Board** does not participate in the promotion or selection of any training providers. **The Employer must submit the proposal.**

Employers must provide training credentials/certifications that comply with the USDOL/ETA policy definition of a certificate listed below. The PHWB will not fund training components that do not meet the requirements.

Per the USDOL Employment and Training Administration's (ETA) definition:

Credentials include, but are not limited to, a high school diploma, GED, or other recognized equivalents, post-secondary degrees/certificates, recognized skill standards, and licensure or industry-recognized certificates.

“Certificate – A certificate is awarded in recognition of an individual's attainment of measurable technical or occupational skills necessary to gain employment or advance within an occupation. These technical or occupational skills are based on standards developed or endorsed by employers. Certificates awarded by workforce investment boards are not

included in this definition. Work readiness certificates are also not included in this definition. A certificate is awarded in recognition of an individual's attainment of technical or occupational skills by:

- A state educational agency or a state agency responsible for administering vocational and technical education within a state.*
- An institution of higher education described in Section 102 of the Higher Education Act (20 USC 1002) that is qualified to participate in the student financial assistance programs authorized by Title IV of that Act. This includes community colleges, proprietary schools, and all other institutions of higher education that are eligible to participate in federal student financial aid programs.*
- A professional, industry, or employer organization (e.g., National Institute for Automotive Service Excellence certification, National Institute for Metalworking Skills, Inc., Machining Level I credential) or a product manufacturer or developer (e.g., Microsoft Certified Database Administrator, Certified Novell Engineer, Sun Certified Java Programmer) using a valid and reliable assessment of an individual's knowledge, skills, and abilities.*
- A registered apprenticeship program.*
- A public regulatory agency, upon an individual's fulfillment of educational, work experience, or skill requirements that are legally necessary for an individual to use an occupational or professional title or to practice an occupation or profession (e.g., FAA aviation mechanic certification, state certified asbestos inspector).*
- A program that has been approved by the Department of Veterans Affairs to offer education benefits to veterans and other eligible persons.*
- Job Corps centers that issue certificates.*
- Institution of higher education which is formally controlled, or has been formally sanctioned, or chartered, by the governing body of an Indian tribe or tribes.”*

B. Standards

To be considered for contract award under this RFP, Respondent Employers must be approved to do business in the State of Florida and have not been suspended or debarred from doing business with the state or federal government. **Employers must provide evidence of sound financial condition and include their Dunn & Bradstreet (DUNS) Number as part of the proposal. Employers must complete and submit the EWT survey, provided by Career Central, upon submission of reimbursement payment for training.**

C. Selection Committee

The Committee will be comprised of PHWB staff.

II. DESCRIPTION OF PASCO-HERNANDO WORKFORCE BOARD, INC.

A. General Information

Pasco-Hernando Workforce Board, Inc. is a 501(c) (3) non-profit organization. The PHWB was appointed and designated by the Pasco and Hernando Boards of County Commissioners to act as the Pasco and Hernando Workforce Board under provisions of the “Workforce Innovation Act of 2000.” Pasco-Hernando Workforce Board, Inc. has requested and received certification as the Region 16 Workforce Board by Workforce Florida, Inc., the State of Florida Workforce Development Board. This public-private partnership supports and promotes economic growth through workforce development. The PHWB is one (Region 16) of twenty-four regional workforce boards in Florida.

B. Pasco-Hernando Workforce Board, Inc. Board

The Board of Directors of the PHWB is comprised of representatives from businesses in Pasco and Hernando Counties, local educational entities, labor organizations, community-based organizations, economic development agencies, one-stop partners, and from other individuals deemed appropriate. Board members are appointed by the Pasco and Hernando Boards of County Commissioners and certified by the Governor of the State of Florida once every two years. Criteria for composition of the Board are set forth in Section 117, Chapter 2, Subtitle B, Title I of the Workforce Investment Act of 1998. The PHWB serves as the Administrative and Fiscal Agent for the region.

III. SERVICES TO BE PROVIDED

A. Scope of the RFP

Any employer is eligible to submit a proposal provided their employees fall within one of the Targeted Occupations listed in **Appendix B**. The projected total to be awarded under this RFP is approximately \$200,000. This amount is based on funding availability and is not a guaranteed amount.

The program will provide reimbursement grants to businesses to pay for pre-approved, direct, training-related costs. **Trainees must be existing full-time employees at the time of training. Trainee wages cannot fall below \$9.12 per hour after training. Trainee wages cannot exceed \$18.24 before training. An exception to the pre-training wages of \$18.24 per hour will be considered if the employer’s proposal contains at least 70% of employees that meet the previously noted wage requirements.** Businesses that plan to use in house staff to provide customized training must note that customized training is defined as training that is designed to meet the special requirements of an employer that is conducted with a commitment by the employer to employ an individual on

successful completion of the training and for which the employer pays for not less than 50 percent of the training. **The Employer must submit the proposal.**

Training provided to qualified employed workers must be training listed on the preliminary Targeted Occupations List (TOL) in **Appendix B attachment, or the employees must be employed in occupations listed in Appendix B.**

The program will not reimburse businesses for trainee wages, the purchase of capital equipment, or the purchase of any item or service that may possibly be used outside the training project. All businesses applying for trainings must contract with training providers that supply certificates that meet the USDOL/ETA definition of a credential or certificate. In house training must meet the same training standards as training providers. A business approved for a grant may be reimbursed for pre-approved, direct, training-related costs including tuition and fees; books and classroom materials.

Employers will be required to provide resources (other than Pasco Hernando funds) and/or leveraged funds. These resources and/or leveraged funds can include trainee wages, a portion of the requested direct training costs, i.e. instructors' wages, tuition, curriculum development, textbooks, materials and supplies and must be at least **50%** of the total program budget. **Note: Training funds cannot be used to reimburse any training costs incurred before the grant is approved. Please take this into account when developing your budget and timeline.**

Employers will be responsible for ensuring that all participating employees meet the program eligibility requirements and that eligibility paperwork is filled out by the employee and employers. The Pasco Hernando Workforce Board Inc. will not be responsible for reimbursement of any participants that do not meet the eligibility requirements. Participants and Employers will be required to fill out the WIA required eligibility paperwork. All Employers will be required to provide copies of I-9s and wage information on participants to the Pasco Hernando Workforce Board, Inc. before training starts. For males born on or after January 1, 1960, it is required that they have previously registered for Selective Service.

Employers are encouraged to anticipate their training needs for the period July 12, 2013 through May 15, 2014 and include multiple applications within their proposal to include all training for the period. The PHWB would like to issue one contract with each employer for the entire period for an anticipated total amount of funding for all applications.

An example of information that will be required is listed in **Appendix C. Employer/ Employee Profiles do not need to be submitted as part of the proposal.**

IV. GENERAL CONDITIONS

A. Response Format

Respondent should follow the instructions in this RFP Document and **complete Appendix A – Pasco-Hernando Workforce Board Employer Training Application (pages 10-16 of this document)** in order to be considered fully responsive. Submissions should be concise and easily understood.

Responses should be submitted on 8 ½” X 11” pages, printed or typewritten, and single-spaced. Text should be presented single-sided on each separate page.

Include:

- **1 signed paper original and 3 paper duplicate copies of Appendix A** to Jerome Salatino, CEO, Pasco-Hernando Workforce Board, Inc., 3185 Premier Drive, Brooksville, Florida, 34604. The original should be stamped or marked “Original”. **Do not submit this entire document only the Application (pages 10-14).**
- The proposal submissions must be submitted in a **sealed package**.

The delivery of the Response is solely and strictly the responsibility of the Respondent. Proposals received once funding is obligated will be returned, unopened to the sender.

B. Assignment of Contract

The successful Respondent(s) may not make an assignment of their obligations resulting from award of a contract in response to this RFP.

C. Possibility of Additional Services

The PHWB reserves the right to request additional services. If the Respondent is to be engaged to perform these additional services, the scope and fee will be negotiated in a separate contract to be awarded as a result of this solicitation. Such contract modification agreements, including provisions for additional fees are valid only if approved by both the Respondent and the PHWB.

D. Rejection of Responses

The PHWB reserves the right to reject any or all responses, to re-advertise this RFP, to postpone or cancel this process, to waive irregularities in the process or in responses thereto; and to change or modify the project schedule at any time. Any proposal received that does not include resources and/or leveraged funds or list occupations or training not on the Targeted Occupations List will be considered

non responsive and will not be included with the proposals to be reviewed by the committee.

E. Cost of Preparing Response

The cost of preparing a response to this RFP shall be borne entirely by the Respondent.

F. Requests for Interpretation of RFP

All requests for interpretation or clarification of the RFP document must be submitted in writing and received by the PHWB within the dates listed on the first page. Any resultant interpretation or clarification responses, which if issued, will be added to our website for review.

G. Contract Term and Conditions

The term of agreements shall terminate by May 15, 2014. Invoices must be submitted by May 30, 2014. **Invoicing must include reporting the amount of employer resources and/or leveraged funds provided in category and dollar amount.** Contractors with PHWB must agree to allow Board staff, the Agency for Workforce Innovation, and USDOL access to any records directly related to this program. Records must be maintained for five (5) years subsequent to the conclusion of this program.

H. Selection Process

The selection committee will review and score each proposal, and provide notification to all employers applying for training funds. All employers will be sent notification letters that state acceptance or denial of funding for training programs. If accepted, the notification letter will state the total training dollar award amount. Businesses, whose CEO sits on the Pasco Hernando Workforce Board, will need board approval to receive training funds. A 2/3 approval is needed for board members. PHWB staff will provide documentation to the board for training approval for board members.

CRITERIA FOR SELECTION

CRITERIA	WEIGHT FACTOR
<p>1. Requirements- “No” marked in either category indicates the proposal is not responsive. The proposal will not be considered for funding.</p> <p>a. Sound Financial Condition- Appendix A: Proposer shows evidence of sound financial condition-Dunn & Bradstreet Number must be provided. Yes _____ No _____</p> <p>b. Training meets the USDOL/ETA guidelines for training certificates. Yes _____ No _____</p>	<p align="center">MANDATORY</p>
<p>2. Strategy/ Project Description-</p> <p>a. The number of employees to be served during the period must be realistic for completion within the specified time period –[15 pts]</p> <p>b. Training meets the USDOL/ETA guidelines for training certificates – [10 pts]</p> <p>c. Employees will receive a wage increase after training (Anticipated Outcomes) – [10 pts]</p> <p>d. Training promotes job creation/ retention (Anticipated Outcomes)- [10 pts]</p> <p>e. Training is crucial to promote business retention (Anticipated Outcomes)-[10 pts]</p>	<p align="center">55 Points</p>
<p>3. Cost of the Services- Costs will be calculated based on Pasco Hernando Workforce Board funds requested divided by the number of unique eligible employees to be served. Points will be awarded on a cost per individual to Pasco Hernando Workforce Board as follows:</p> <p>\$0-700 = 25 points \$3501 & higher = 0 points \$701-1400 = 20 points \$1401-2100 = 15 points \$2101-2800 = 10 points \$2801-3500 = 5 points</p>	<p align="center">25 Points</p>
<p>4. Provider Resources- Amount of provider resources or leveraged funds to be provided by the employer. The resources/ leveraged funds must enhance the intended scope of services. A minimum 50% match is required. Points will be awarded as follows:</p> <p>50%-59% = 10 points 60%-69% = 15 points 70% or higher = 20 points</p>	<p align="center">20 Points</p>
<p align="center">TOTAL SCORE**</p>	<p align="center">100 Points</p>

**** ANY RESPONSE THAT DOES NOT MEET MANDATORY REQUIREMENTS AND/OR SCORES BELOW A 70% OVERALL WILL NOT BE CONSIDERED FOR FUNDING.**

**APPENDIX A
PROPOSAL**

**PASCO HERNANDO WORKFORCE BOARD
EMPLOYER TRAINING APPLICATION
07-12-001**

Company Name:			
Street/Mailing Address:			
City:		ZIP:	County:
Company Contact Person:			Title:
Phone:		Ext.:	Fax:
Email Address:		Website Address:	
Date of Inception:	Years in Business:	Total # Full-time Employees at this location:	
Legal Structure of Business:	<input type="checkbox"/> Sole Proprietor	<input type="checkbox"/> Partnership	<input type="checkbox"/> Corporation
	<input type="checkbox"/> Non-profit	<input type="checkbox"/> Leased	<input type="checkbox"/> Other (please indicate)
Employer's Federal ID #:		Unemployment Comp ID #:	
Dunn and Bradstreet. #:		Primary NAICS and or (SIC) Code:	
Is your company current on all State of Florida tax obligations?			<input type="checkbox"/> YES <input type="checkbox"/> NO
Please estimate the total amount your company will spend on training in 2013/2014			
Is your company receiving/applying for other public training funds?			<input type="checkbox"/> YES <input type="checkbox"/> NO
If yes explain:			
If yes, please state the source(s) and \$ amount(s):			
Description of your business, product(s) and/or service(s):			
Amount of Grant Request from Pasco Hernando Workforce Board:		Number of FT Employees to be Trained: (must be Florida residents)	
Training Start Date		Training End Date	
Training will be delivered:	<input type="checkbox"/> On-site	<input type="checkbox"/> At the training institution	<input type="checkbox"/> At a remote location

Job Title of Individual(s) Receiving Training <i>(Use 1 line for multiple people with the same job title)</i>	Avg Rate of Pay Pre- Training	Estimated Rate of Pay Post- Training	Type of Training	Training Start Date	Training End Date	Certificate Issued/Recognized By:	Cost of Training only per Individual:
<i>ex. Computer Support Tech (15)</i>	15.00	18.00	CISCO	1/10/14	2/15/14	<i>St.Pete College/Industry Recognized</i>	\$ 850.00 (Example)

Please complete this form for each type of training that meets the USDOL definition
DO NOT FILL OUT FOR TRAINING THAT DOES NOT MEET THE DEFINITION

Type of Training:

Will the proposed training meet the USDOL/ETA definition of a credential or certificate? ___ Yes ___ No

“A nationally recognized degree or certificate or state/locally recognized credential. Credentials include, but are not limited to, a high school diploma, GED, or other recognized equivalents, post-secondary degrees/certificates, recognized skill standards, and licensure or industry-recognized certificates.”

If Yes- Which definition fits the types of organizations that will issue the certificates? (Check as many as apply)

_____ A state educational agency or a state agency responsible for administering vocational and technical education within a state.

_____ An institution of higher education described in Section 102 of the Higher Education Act (20 USC 1002) that is qualified to participate in the student financial assistance programs authorized by Title IV of that Act. This includes community colleges, proprietary schools, and all other institutions of higher education that are eligible to participate in federal student financial aid programs.

_____ A professional, industry, or employer organization (e.g., National Institute for Automotive Service Excellence certification, National Institute for Metalworking Skills, Inc., Machining Level I credential) or a product manufacturer or developer (e.g., Microsoft Certified Database Administrator, Certified Novell Engineer, Sun Certified Java Programmer) using a valid and reliable assessment of an individual’s knowledge, skills, and abilities.

_____ A registered apprenticeship program.

_____ A public regulatory agency, upon an individual’s fulfillment of educational, work experience, or skill requirements that are legally necessary for an individual to use an occupational or professional title or to practice an occupation or profession (e.g., FAA aviation mechanic certification, state certified asbestos inspector)

_____ A program that has been approved by the Department of Veterans Affairs to offer education benefits to veterans and other eligible persons.

_____ Job Corps centers that issue certificates.

_____ Institutions of higher education which is formally controlled, or has been formally sanctioned, or chartered, by the governing body of an Indian tribe.

Who will provide the training:	
Organization:	Location:(City/State)
Contact Name:	Phone Number:

PROPOSAL APPLICATION BUDGET

A. BUDGET CATEGORY	B. PASCO-HERNANDO WORKFORCE BOARD ASSISTANCE REQUESTED	C. * EMPLOYER CONTRIBUTION	D. TOTAL (B. + C.)
1. <i>Instructor Wages/Tuition Inclusive of Manuals/Textbooks</i>			
2. <i>Curriculum Development</i>	<i>Cannot fund with grant</i>		
3. Training Equipment Purchase (must be employer contribution)	<i>Cannot fund with grant</i>		
4. Other Costs (describe) a) b)	<i>Cannot fund with grant</i>		
5. Facility Usage (if training takes place at company site)	<i>Cannot fund with grant</i>		
6. Travel, Food, Lodging	<i>Cannot fund with grant</i>		
7. Trainee Wages (including benefits)	<i>Cannot fund with grant</i>		
8. Sub Total			
9. Indirect Costs	<i>Cannot fund with grant</i>		
10. TOTALS			

Pasco Hernando Workforce Board Cost per Trainee =Line 11 Column B divided by Number of Trainees

Employer Contribution Ratio =Line 11 Column C divided by Line 11 Column D

ANTICIPATED OUTCOMES

Please check the boxes that apply to the anticipated outcomes of the proposed employed worker training project.

<input type="checkbox"/> Will save _____ jobs within our company	<input type="checkbox"/> Will create _____ openings in entry-level positions
<input type="checkbox"/> Will improve the long-term wage levels of trainees	<input type="checkbox"/> Will improve the short-term wage levels of trainees
<input type="checkbox"/> Will create _____ new jobs within our company	<input type="checkbox"/> Would help prevent company from having to relocate operations
<input type="checkbox"/> Will lower employee turnover in our company	<input type="checkbox"/> Critical to the long-term viability of our company
<input type="checkbox"/> Critical to the short-term viability of our company	<input type="checkbox"/> Will make this location more competitive within company
<input type="checkbox"/> Will assist in the training of veterans	<input type="checkbox"/> Will assist in the training of minorities
<input type="checkbox"/> Will assist in the training of the disabled	<input type="checkbox"/> Will assist welfare to work participants
<input type="checkbox"/> Will increase the profitability of our company	<input type="checkbox"/> Important to the stated mission of our company
<input type="checkbox"/> Will be an important component of our company's overall workforce employee development efforts	
<input type="checkbox"/> Will assist in the improvement of international trade opportunities	
<input type="checkbox"/> This training is mandatory and without it, employees are in jeopardy of losing their jobs	
<input type="checkbox"/> This training is mandatory and necessary for their next promotion and/or pay raise.	

Certification by Authorized Company Representative

The individual signing the application below must have authority to enter into contracts on behalf of the applying company.

As an authorized representative of the company listed above, I hereby certify that the information listed above and attached to this application is true and accurate. I am aware that any false information or intended omissions may subject me to civil or criminal penalties for filing of false public records and/or forfeiture of any training award approved through this program.

Signature: Email:	Title:
Print Name:	Date:

END OF PROPOSAL APPLICATION

Equal Opportunity Assurance Statement

As a condition of the proposal for this grant, the Applicant assures that it will comply fully with the nondiscrimination and equal opportunity provisions of the following laws:

1. Section 188 of the Workforce Investment Act of 1998 (WIA) which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation, or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIA Title I B financially assisted program or activity;
2. Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the basis of race, color, and national origin;
3. Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities;
4. The Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age; and
5. Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.

The Applicant also assures that it will comply with 29 C.F.R. Part 37 and all other regulations implementing the laws listed above. This assurance applies to the grant applicant's operation of the WIA Title I – financially assisted program or activity, and to all agreements the grant applicant makes to carry out the WIA Title I – financially assisted program or activity. The Contractor understands that WFI and the United States have the right to seek judicial enforcement of the assurance.

By signing below, the Applicant certifies and assures that it will fully comply with the applicable assurances outlined above.

Name and Title of Authorized Representative

Applicant Signature

Date

NOTE: This assurance form MUST be signed and submitted with the proposal/application.

Appendix B

2013-2014 Preliminary Pasco Hernando Workforce Region Targeted Occupation List				
SOC Code	Occupational Title	HSHW	2012 Hourly Wage	
			Mean	Entry
113011	Administrative Services Managers	YES	48.08	28.73
413011	Advertising Sales Agents		22.16	12.02
493023	Automotive Service Technicians and Mechanics		17.79	10.67
433031	Bookkeeping, Accounting, and Auditing Clerks*		16.01	11.50
472021	Brickmasons and Blockmasons*		17.84	13.06
131199	Business Operations Specialists, All Other	YES	30.78	16.31
292031	Cardiovascular Technologists and Technicians		21.55	12.35
472031	Carpenters*		17.32	11.23
472051	Cement Masons and Concrete Finishers*		16.26	11.38
131031	Claims Adjusters, Examiners, and Investigators*	YES	27.26	18.06
131041	Compliance Officers, Exc Safety, Agri, Constr & Transp*	YES	27.98	17.05
151131	Computer Programmers	YES	34.31	21.06
151150	Computer Support Specialists	YES	21.50	13.63
151121	Computer Systems Analysts	YES	40.20	26.48
474011	Construction and Building Inspectors	YES	25.93	17.57
119021	Construction Managers*	YES	43.40	28.71
131051	Cost Estimators	YES	26.92	17.89
434051	Customer Service Representatives		15.15	10.64
151141	Database Administrators	YES	35.63	22.79
319091	Dental Assistants		17.68	15.23
292021	Dental Hygienists	YES	29.36	21.88
292032	Diagnostic Medical Sonographers	YES	28.50	22.27
472081	Drywall and Ceiling Tile Installers*		16.25	11.79
499051	Electrical Power-Line Installers and Repairers*	YES	25.86	18.18
472111	Electricians*		18.33	13.91
292041	Emergency Medical Technicians and Paramedics		15.49	10.95
436011	Executive Secretaries and Administrative Assistants*	YES	20.67	14.93
119013	Farmers, Ranchers, and Other Agricultural Managers	YES	NA	NA
332011	Firefighters*	YES	22.72	16.07
471011	First-Line Superv of Construction and Extraction Workers*	YES	26.76	19.10
351012	First-Line Superv of Food Preparation & Serving Workers		16.40	11.05
371012	First-Line Superv of Landscaping and Groundskeeping		19.00	13.04
491011	First-Line Superv of Mechanics, Installers, and Repairers	YES	28.34	18.02
431011	First-Line Superv of Office and Admin Support Workers	YES	24.30	15.49
511011	First-Line Superv of Production and Operating Workers*	YES	27.19	17.86
411012	First-Line Supervisors of n-Retail Sales Workers*	YES	42.86	23.30
391021	First-Line Supervisors of Personal Service Workers		19.07	12.11
411011	First-Line Supervisors of Retail Sales Workers	YES	21.76	13.47
111021	General and Operations Managers	YES	53.84	27.61
472121	Glaziers*		17.20	11.60
271024	Graphic Designers	YES	21.22	13.43
292799	Health Technologists and Technicians, All Other		19.82	13.38
499021	Heating, AC, and Refrigeration Mechanics and Installers		19.13	14.48
492097	Home Entertainment Electronics Installers and Repairers*		15.95	11.04
434161	Human Resources Assistants, Exc Payroll*		16.83	12.53
499041	Industrial Machinery Mechanics	YES	21.89	15.03
151179	Information Security Analysts and Web Developers	YES	33.97	20.28
413021	Insurance Sales Agents*	YES	29.00	14.93
271025	Interior Designers*		23.28	12.27
436012	Legal Secretaries*		19.22	13.41
292061	Licensed Practical and Licensed Vocational Nurses		20.35	16.53
132071	Loan Counselors		19.99	14.85

Appendix B (continued)

SOC Code	Occupational Title	HSHW	2012 Hourly Wage	
			Mean	Entry
132072	Loan Officers*	YES	30.12	17.67
499071	Maintenance and Repair Workers, General		15.91	11.26
319011	Massage Therapists		18.04	10.96
319092	Medical Assistants		13.77	11.47
499062	Medical Equipment Repairers		19.45	11.84
292071	Medical Records and Health Information Technicians		16.68	10.70
436013	Medical Secretaries*		13.82	10.87
131121	Meeting and Convention Planners	YES	23.73	14.98
493042	Mobile Heavy Equipment Mechanics, Except Engines	YES	20.88	15.01
493051	Motorboat Mechanics		17.60	10.91
151142	Network and Computer Systems Architects and Administrators	YES	36.53	24.13
472073	Operating Engineers/Construction Equipment Operators*		17.34	12.76
472141	Painters, Construction and Maintenance*		15.44	10.85
232011	Paralegals and Legal Assistants	YES	22.93	15.29
372021	Pest Control Workers*		14.73	10.63
312021	Physical Therapist Assistants	YES	27.66	21.29
472151	Pipelayers*		16.09	12.10
472152	Plumbers, Pipefitters, and Steamfitters*		18.56	14.57
333051	Police and Sheriff's Patrol Officers	YES	28.03	20.22
119141	Property, Real Estate & Community Association Managers	YES	31.06	18.38
131023	Purchasing Agents, Except Farm Products & Trade*	YES	27.02	17.41
292037	Radiologic Technologists and Technicians	YES	25.48	19.79
419022	Real Estate Sales Agents*		19.00	12.00
291111	Registered Nurses	YES	32.35	23.64
291126	Respiratory Therapists	YES	25.40	20.62
472181	Roofers*		15.75	11.76
414011	Sales Representatives, Wholesale & Mfg, Tech & Sci Products	YES	42.53	23.37
414012	Sales Representatives, Wholesale and Manufacturing, n/technical*	YES	29.03	15.13
492098	Security and Fire Alarm Systems Installers		18.11	13.44
472211	Sheet Metal Workers*		17.52	12.30
211093	Social and Human Service Assistants*		14.39	10.82
151132	Software Developers, Applications	YES	38.79	23.47
292055	Surgical Technologists		18.66	14.92
492022	Telecommunications Equipment Installers and Repairers	YES	23.65	16.08
533032	Truck Drivers, Heavy and Tractor-Trailer*		18.18	12.37
292056	Veterinary Technologists and Technicians		14.30	11.03
251194	Vocational Education Teachers, Postsecondary	YES	27.65	16.57
514121	Welders, Cutters, Solderers, and Brazers		17.86	12.60
	<i>Requested – Not yet approved occupations</i>			
533022	Bus Drivers, School		13.31	10.61
433071	Tellers		13.07	10.61
514011	Computer Controlled Machine Tool Operators		15.00	11.45
292052	Pharmacy Technicians		13.51	10.12
333012	Corrections Officers		NA	NA
173011	Architectural and Civil Drafters	YES	21.41	15.84
173012	Electric and Electronic Drafters	YES	20.77	14.88
173013	Mechanical Drafters	YES	24.33	18.56

1. *- these occupations marked with an asterisk (*) may be found in declining industries and are not projected to return to their historical peak during the forecast period.
2. High Skill/High Wage (HSHW) Occupations: Mean wage of \$20.49/hr or more and Entry Wage of \$13.08/hr or more.