Launching Careers with Assessment Data and Labor Market Information
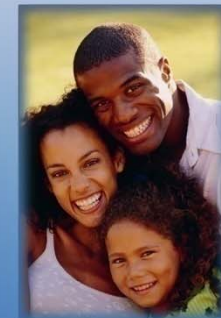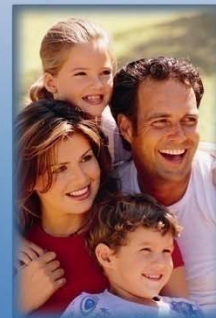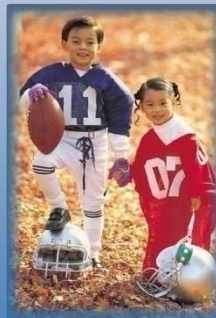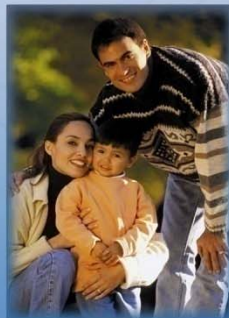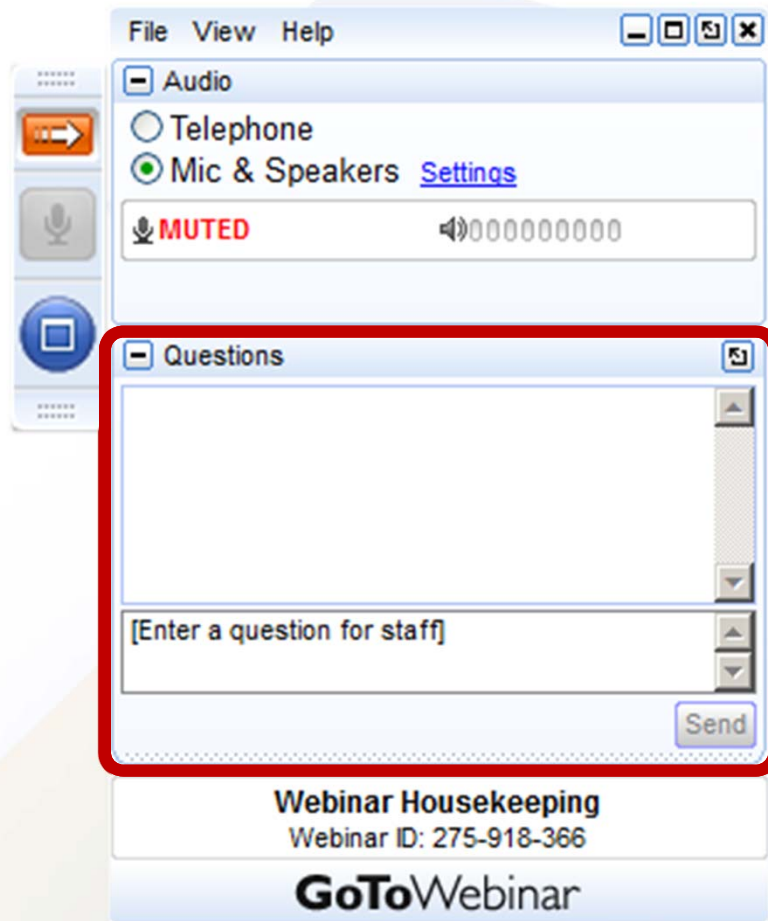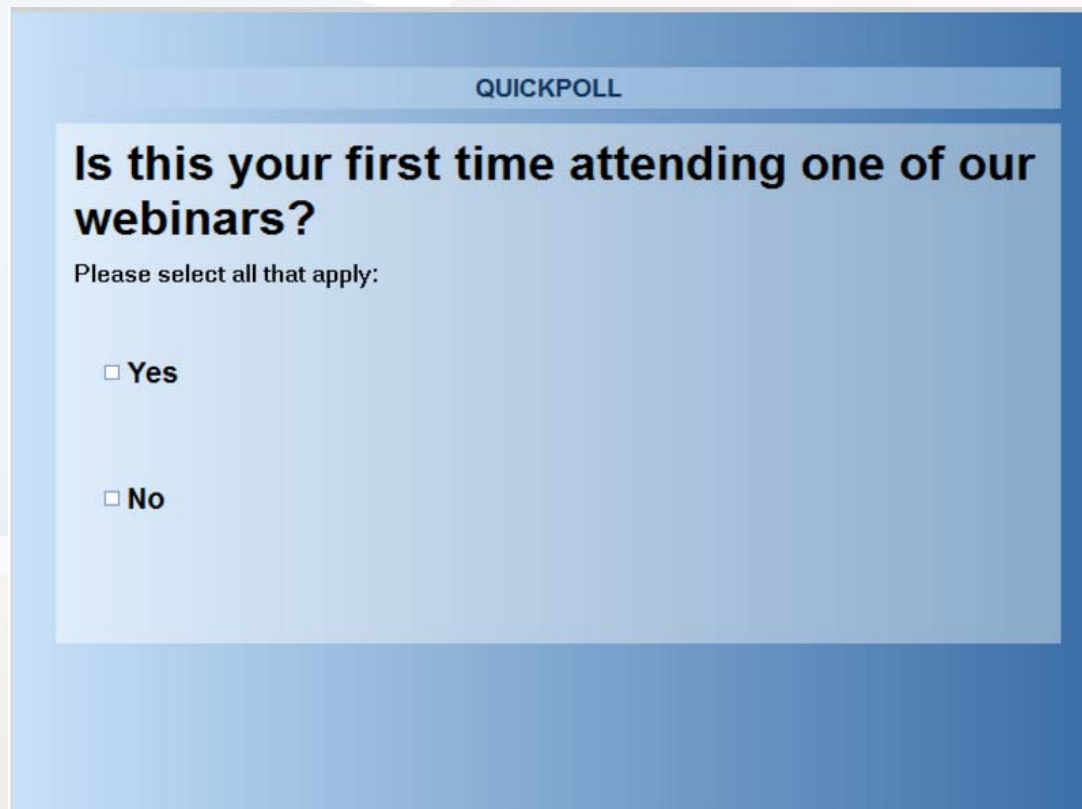
December 6, 2017

Using GoToWebinar

Your Participation

Please submit your text questions and comments using the Questions panel.

GoToWebinar: Responding to Polls

To respond to the poll, click the radio button next to your preferred response.

Webinar Overview

Assessment Data → Meaningful Employment Plan ← Labor Market Information

Webinar Objectives

- Discover how LMI in combination with assessment data can inform employment planning

- Explore examples of how sites have used tools with LMI to better serve clients

- Learn and understand the Labor Market Information (LMI)/ Employment Projections design in OWRA and the unique features of OWRA

- Identify additional resources related to incorporating OWRA into organizational assessments

Presenters

- Mariana Vega: Economist, Labor Market and Career Information Department, Texas Workforce Commission

- Patricia Martinez, Director of Technical Assistance, Workforce Development Division, Texas Workforce Commission

- Christina Techico: OWRA Project Director, ICF

Polling Question #1

How knowledgeable are you about how to use Labor Market Information to develop client employment plans?

- Very knowledgeable

- Knowledgeable

- Somewhat knowledgeable

- Not at all knowledgeable

LMCI
Data, Tools, and Resources for Career Success

EXTERNAL RELATIONS DIVISION
LABOR MARKET & CAREER INFORMATION
DECEMBER 6, 2017

What is Labor Market Information?

Data about employment by location and occupation, labor supply and demand, earnings, unemployment and demographics of the labor force.

Why Use Labor Market Data?

★ Obtain 2014-2024 Projections

★ See Employment Industry Growth

★ Identify Hot Jobs or in-demand jobs

★ Follow Job trends

★ Identify multiple career options

★ Understand wage variation

★ See Job Posting Numbers

★ **Make well-informed career decisions**

BLS Cooperative Agreement

- Quarterly Census of Employment and Wages

- Current Employment Statistics

- Local Area Unemployment Statistics

- Occupational Employment Statistics
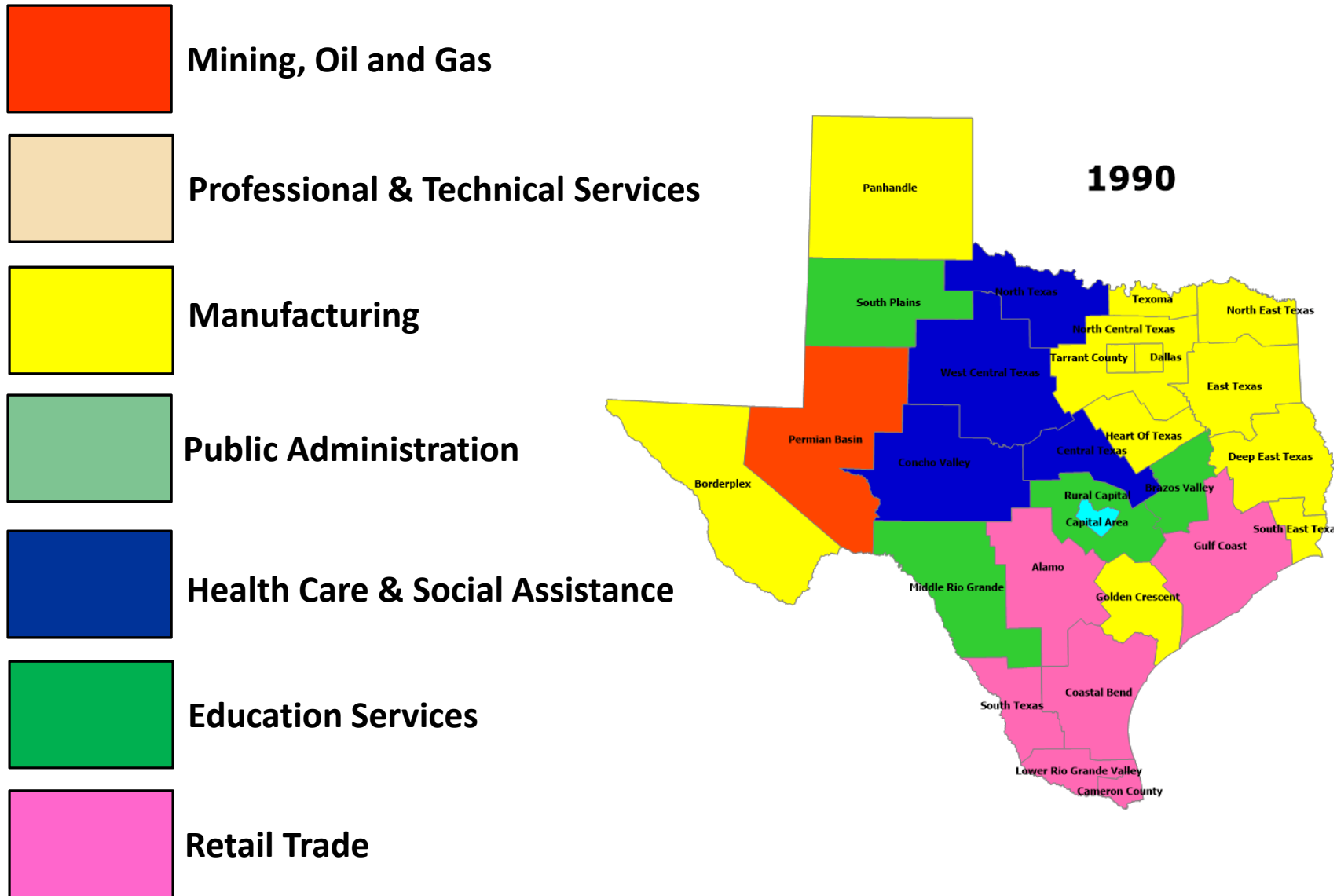
- Short & Long-Term Projections

- https://www.bls.gov/data/

Quarterly Census of Employment & Wages (QCEW)

- "Data Universe"

- Published by NAICS code (industry classification)

- Input into all data series (used as benchmark)

- Quarterly

- Data: employment, employers, average weekly wages

- STW, MSA, MD, WDA, County

Top Industry by Employment, 1990-2017

Current Employment Statistics (CES)

- Current nonfarm industry employment estimates

- Employer-based sample survey

- Includes some non-covered employment

- Monthly

- Data: employment, hours and earnings

- STW, MSA, MD

Employment by Industry

INDUSTRY TITLE	Oct 2017*	Sep 2017	Oct 2016	Sep '17 to Oct '17		Oct '16 to Oct '17	
				Absolute Change	Percent Change	Absolute Change	Percent Change
Total Nonagricultural	12,394,900	12,323,400	12,078,800	71,500	0.6	316,100	2.6
Total Private	10,423,900	10,359,800	10,144,600	64,100	0.6	279,300	2.8
Goods Producing	1,847,900	1,841,100	1,758,500	6,800	0.4	89,400	5.1
Mining and Logging	250,700	247,500	214,300	3,200	1.3	36,400	17.0
Construction	720,400	715,900	703,200	4,500	0.6	17,200	2.4
Manufacturing	876,800	877,700	841,000	-900	-0.1	35,800	4.3
Service Providing	10,547,000	10,482,300	10,320,300	64,700	0.6	226,700	2.2
Trade, Transportation, and Utilities	2,458,500	2,448,200	2,428,500	10,300	0.4	30,000	1.2
Information	189,900	191,200	200,600	-1,300	-0.7	-10,700	-5.3
Financial Activities	765,200	762,200	738,300	3,000	0.4	26,900	3.6
Professional and Business Services	1,685,900	1,679,600	1,635,900	6,300	0.4	50,000	3.1
Education and Health Services	1,682,500	1,680,500	1,649,000	2,000	0.1	33,500	2.0
Leisure and Hospitality	1,345,600	1,310,900	1,304,600	34,700	2.6	41,000	3.1
Other Services	448,400	446,100	429,200	2,300	0.5	19,200	4.5
Government	1,971,000	1,963,600	1,934,200	7,400	0.4	36,800	1.9

Local Area Unemployment Statistics (LAUS)

- Current unemployment estimates

- Household-based sample survey

- Monthly

- Data: civilian labor force, employed, unemployed, unemployment rate

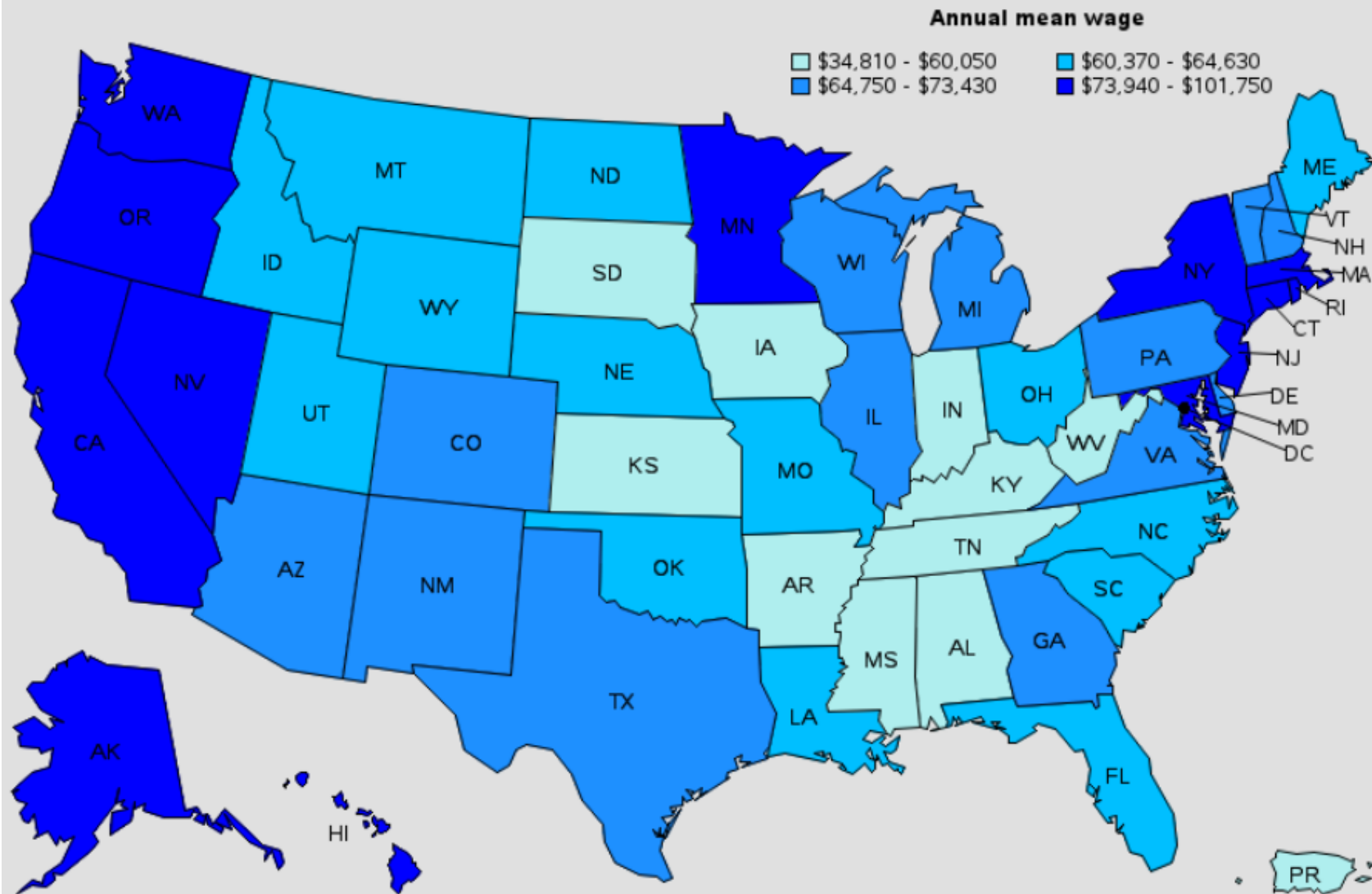- STW, MSA, MD, WDA, County, City

Occupational Employment Statistics (OES)

- Distribution of jobs by type of work

- Employer-based sample survey

- Annual

- Data: 800 occupations by industry, by wage and staffing patterns

- STW, MSA, MD, WDA

- www.bls.gov/oes/current/oessrcst.htm

Annual mean wage of registered nurses, by state, May 2016

Annual mean wage
- $34,810 - $60,050
- $60,370 - $64,630
- $64,750 - $73,430
- $73,940 - $101,750

Blank areas indicate data not available.

Projections

- Estimate change in industry and occupation employment

- Includes information such as:
  - Number Change
  - Growth rates
  - Projected annual average job openings
  - Typical education, work experience, and training needed
  - Hourly and annual wage

- www.projectionscentral.com/

Fastest Growing Occupations
Texas: 2014-2024

Occupation	Growth %	Annual Average Wage 2015
Occupational Therapy Assistants	49.5%	$71,101
Nurse Practitioners	48.0%	$105,221
Diagnostic Medical Sonographers	45.5%	$74,638
Operations Research Analysts	45.0%	$84,228
Reinforcing Iron & Rebar Workers	44.1%	$39,799
Physical Therapist Assistants	43.4%	$72,818
Cardiovascular Technologists & Technicians	42.9%	$53,879
Physician Assistants	42.8%	$99,573
Interpreters & Translators	42.6%	$50,979
Cooks, Restaurant	41.0%	$23,043

*Fastest growing occupations with employment greater than or equal to 2,500 in 2014

Largest Postsecondary Non-Degree Occupations
Texas: 2014-2024

Chart axis labels: $10,000 $20,000 $30,000 $40,000 $50,000 $60,000

Occupations (top to bottom):
- Heavy & Tractor-Trailer Truck Drivers
- Nursing Assistants
- Licensed Practical & Licensed Vocational Nurses
- Medical Assistants
- Auto Service Technicians & Mechanics
- Hairdressers, Hairstylists, & Cosmetologists
- Firefighters
- Dental Assistants
- Heating, AC, & Refrigeration Mechanics & Installers
- Telecommunications Equip Installers/Rprs

2015 Average Annual Wage $46,560

Job Postings

- Explore demand for labor by:
  - ➢ By occupation
  - ➢ By industry
  - ➢ By geography

- Find latest employment trends

- Tell us what employers want

Help Wanted Job Listings in Texas

Job Type	OTM Change	Postings
Registered Nurses	↑	16,573
Heavy and Tractor-Trailer Truck Drivers	↑	11,843
Supervisors of Retail Sales Workers	↑	9,193
Retail Salespersons	↑	7,775
Software Developers, Applications	↑	6,794
Customer Service Representatives	↓	5,829
Maintenance and Repair Workers, General	↓	5,696
Supervisors of Office and Administrative Support Workers	↑	5,477
Computer User Support Specialists	↓	5,158
Network and Computer Systems Administrators	↑	4,857
Computer Systems Analysts	↓	4,402
Accountants	↑	4,206
Web Developers	↓	4,136
Supervisors of Food Preparation and Serving Workers	↓	4,042
Management Analysts	↓	3,704
Marketing Managers	↓	3,432

"Certificates" Most in Demand
Houston MSA

Chart: Most in demand certificates (Houston MSA), horizontal bar chart with x-axis scaled 0 to 80,000 (intervals of 20,000):

- Driver's License — ~70,000
- Certified Registered Nurse — ~44,000
- Commercial Driver's License — ~33,000
- Basic Life Support — ~25,000
- Certification in Cardiopulmonary Resuscitation — ~22,000
- Occupational Safety & Health Certification — ~16,000
- Continuing Education — ~15,000
- Advanced Cardiac Life Support — ~14,000
- Secret Clearance — ~13,000
- HAZMAT — ~11,000

More Education = Better Labor Market Outcomes
U.S. Earnings and U-Rates by educational attainment, 2016

Unemployment rate

Median usual weekly earnings

	Unemployment rate		Median usual weekly earnings
Advanced Degree	2.2%		$1,476
Bachelor's Degree	2.7%		$1,161
Some College or Associate Degree	4.1%		$790
High School Graduate	5.2%		$698
Less than a High School Diploma	7.4%		$519

All Workers: 4.0%

All Workers: $896
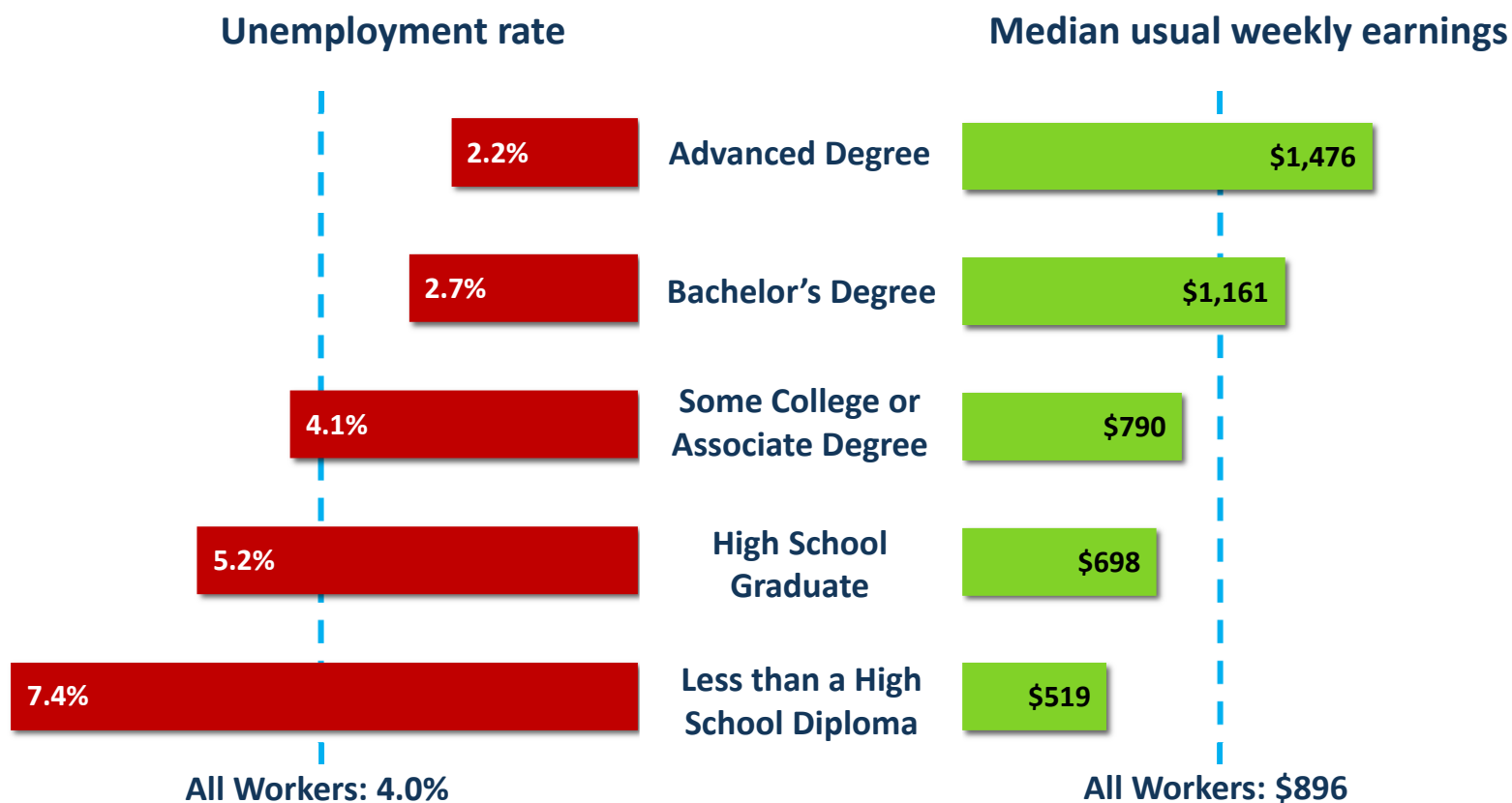
Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers Q4-2016 Averages.
Source: U.S. Bureau of Labor Statistics, Current Population Survey

Labor Market and Career Information

THANK YOU!

TEXAS WORKFORCE COMMISSION

Mariana Vega

Dissemination and Outreach

512-936-3114

mariana.vega@twc.state.tx.us

www.lmci.state.tx.us

Labor Market and Career Information

Polling Question #2

How helpful would it be for your organizations to be able to develop career pathways for clients based on their experiences, interests, and LMI?

- Extremely Helpful

- Helpful

- Potentially Helpful

- Not Helpful at All
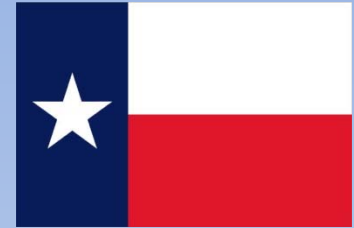
Using LMI Tools – TANF Populations

Developing Meaningful Career Plans
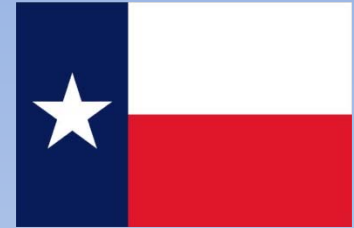
TANF programs use client assessment data and LMI to develop meaningful career plans by conducting:

- *Thorough one-on-one assessment with career counselor which includes skills, interest, knowledge, and abilities*
- *Develop skills through education and/or employment in jobs that would be stepping stones toward their career choice*
- *Look past the experience to the skills they might have which they can build and lead toward a career*

Developing Career Pathways
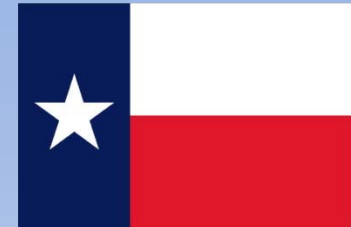
LMI can be used to develop career pathways for TANF clients, get the facts!

- *In Demand Industry/Occupation?*
  - *Texas Career Check*

    http://www.texascareercheck.com/

- *Where do I want to live/work?*
  - *Help Wanted Online*

    http://www.texasindustryprofiles.com/apps/mHWOL/index.asp
  - *Texas Wages*

    http://www.texaswages.com/

Building Partnerships
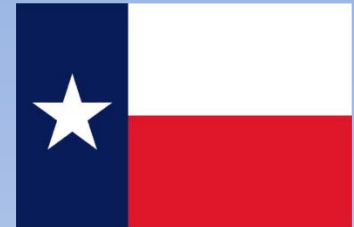
Use LMI to build partnerships with potential employers and educational institutions, in order to increase opportunities!

- *Communication!*
  - *Employer Services*
  - *Job Development*
  - *Apprenticeships*

- *Bring Partners to your TANF Clients*
  - *Job/Educational Fairs*
  - *Mock Interviews*

Outcomes
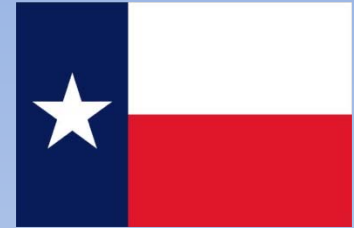
- *Entered Employment*

  83.91%

- *Employment Retention*

  77.87%

Source – TWC Monthly Performance Report August 2017

Thank you
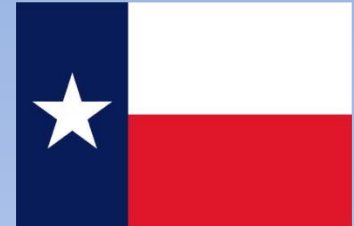
Patricia Martinez

Director

512-463-2993

patricia.martinez@twc.state.tx.us

Texas Workforce Commission

Workforce Development Division

Workforce Technical Assistance

OWRA: Combining Comprehensive Assessment Data with LMI

Christina Techico
OWRA Project Director, ICF

TANF Participants

- Former welfare recipients who started their jobs earning in the second to bottom quintile are 63% more likely to still be employed after two years as those who started in the bottom quintile.[1]

- Finding better quality jobs improves a clients ability to stay employed and develop on-the-job skills.[2]

1. Boushey, Heather, "Work supports and job quality vital to employment tenure and wage growth", *Economic Policy Institute, June, 2002.*
2. LaDonna Pavetti, "How to Improve TANF" Testimony Before the House Committee on Ways and Means, Subcommittee on Human Resources, *July, 15, 2015.*

About OWRA

- Initiated from the field starting with Maryland

- Reflective of lessons learned and pilot testing

- Web-based suite of resources, tools, and assessments that have been merged into a single tool

- 5 modules (Intake, Assessment, Self Sufficiency Plan, Labor Market Information/Employment Projections, Reporting)

- Identifies individual barriers but strength-focused

- Stand alone but also ability to connect with eligibility systems

- Allows case workers to establish action steps and referrals to work activities and supportive services for clients

OWRA
Online Work Readiness Assessment

Reception

Program Screening and Eligibility Determination

Intake

Demographics

Assesment

Assessments Across Multiple Domains

- Health
- Substance Abuse
- Mental Health
- Tranportation\
- Parenting
- Child Care
- Relationships

SSP Planning

Employment Plan
Training Plan
Barrier Reduction
Supportive Services

Labor Market Analysis/Employment Projections

Self-Sufficiency Plan Summary & Referrals

Reporting

Monitor Plan, Evaluate Progress, Manage, and Adjust

Work Readiness Resources

For Case Manager

For Participants

Assessments (e.g. COPES, CAPES, Work Keys)

Workforce (e.g. One-Stop, ONET)

Labor Market Information

Career Navigator

Self and Career Exploration

Career Portfolio Tips/Tutorial for Career Advancement

OWRA Modules

Intake	Assessment	Self-Sufficiency Plan (SSP)	LMI/ Employment Projections	Reporting
Data is collected on client demographics, employment and educational background, household composition, and finances.	Data is collected on the potential strengths and barriers to employment for individuals in a comprehensive manner. The information collected serves as the foundation for assessing work readiness for the SSP.	The SSP highlights client strengths, suggests recommendations for reducing client barriers, and allows for and provides customized referrals for employment opportunities and barrier reduction. A portal of Work Readiness Resources is available to help caseworkers and participants explore resume writing, soft skill development, interests, abilities, and labor market information.	The LMI/Employment Projections module provides participants with state and local labor market information for occupations in line with their educational backgrounds, interests, and skills.	This module streamlines business processes by providing aggregated information over a specified period of time about client population demographics, employment and education history, barriers, and career preferences. Enables organizations to make data-based decisions about referral strategies, services, partners, and programs based on client needs.

Employment Projections Drivers

- The areas of the OWRA feeding the projections are:

  - Employment
    - Legal Barriers
    - Experience
    - Task Preferences
    - Career Interests
  - Education
    - Highest Grade
    - Diploma, Degree, Certification

Employment Projections

- Responses to these sections are mapped to 466 occupations in the database

- 80 of the countries largest metropolitan service areas (MSA) are identified

- Default if zip code doesn't lie in the MSA is the state data

Going to OWRA

- Understand how OWRA works

- Understand how OWRA connects assessment data and LMI/ Employment Projections to help case workers generate the SSP with action steps

Looking Inside OWRA

OWRA Summary

Online Work Readiness Assessment (OWRA)
Self-Sufficiency Plan

Had Difficulty Paying Bills:	Yes
Used High Interest Loans:	Yes
Handling of Personal Finances:	Bad
Interested in Learning Money Management Skills:	Yes

Strengths and Barriers

Strengths

Previous Jobs (Job History) (Employment)	Has held the following jobs: Second CHance (01/05/2016 - 04/02/2015) Type of work: Non profit Special skills:
Work Interests (Employment)	Has the following work interests: • Working alone • Working with animals • Working with skin or hair care • Maintaining office machines • Building things • Using computers • Fixing objects • Driving • Helping people to learn • Providing customer service

OWRA Summary

Barriers

Demographics	• Single Parent • Financial Management Issues
Employment	• Currently Not Working • Upcoming Court Date
Education	• May Have Learning Disabilities
Transportation	• Transportation Challenge
General Health	• Vaccination Not Current
Mental Health	• Emotional Health Challenge
Substance Use	• May Have an Alcohol or Drug Addiction
Childcare and Parenting	• Child Support

Employment Projections

Employment Projections

Sample Employment Projections Report

Occupations with the Greatest Projected Job Increases 2015 - 2020

Area: Philadelphia-Reading-Camden

Title	2015 Employment	Projected 2020 Employment	Employment Change 2015-2020 NUMBER	Employment Change 2015-2020 PERCENT	Natural Growth Openings 2015-2020	Seven Year Replacement Rate (US)	Replacement Openings 2015-2020	Total Projected Openings 2015-2020	Median Hourly Wage 2015 (US)	Entry Level Education (US)	On-the-Job Training (US)	Skill Level
Construction Laborers	28.769	35.812	7.043	24.48%	7043	0.1498	4310	11353	16.84	Less than high school	Short-term on-the-job training	Low
Fast Food and Counter Workers	83.484	89.398	5.914	7.08%	5914	0.2877	24018	29932	9.13	Less than high school	Short-term on-the-job training	Low
Building Cleaning Workers	89.744	94.888	5.144	5.73%	5144	0.1344	12062	17206	11.66	Less than high school	Short-term on-the-job training	Low
Carpenters	21.049	26.144	5.095	24.21%	5095	0.0861	1812	6907	21.62	High school diploma or equivalent	Apprenticeship	Medium
Software Developers and Programmers	54.017	58.807	4.790	8.87%	4790	0.1127	6088	10878	44.63	Bachelor's degree	None	High
Barbers, Hairdressers, Hairstylists and Cosmetologists	28.727	23.993	-4.734	-16.48%	-4734	0.1652	4746	12	13.24	Postsecondary non-degree award	None	Medium
Waiters and Waitresses	59.876	64.510	4.634	7.74%	4634	0.3367	20160	24794	10.04	Less than high school	Short-term on-the-job training	Low
Electricians	17.803	21.882	4.079	22.91%	4079	0.1316	2343	6422	25.75	High school diploma or equivalent	Apprenticeship	Medium

Developing the Self Sufficiency Plan

OWRA Creating Action Steps in SSP

OWRA Self Sufficiency Plan

Employment Plan

Employment

|	
Currently Working and Needs Assistance	Review additional supports available to participant e.g., SNAP and subsidized childcare assistance. Provide bus passes if needed. If available, refer participant to community agencies as needed, such as food banks, childcare, Dress for Success. Obtain signature on release of information form for each organization or agency. Weekly follow-up with participant to ensure resolution of need. Monthly monitoring and reporting.
Criminal Record and/or on Parole or Probation	Obtain parole or probation officer's court case, court record, contact information, as applicable. Refer participant to legal aid to pursue options for expunging convictions, Refer participant to local organizations that work with ex-offenders or returning citizens to increase employability.
Upcoming Court Date	Obtain record of court date so the participant will not be penalized for missing a required activity is they must be in court. Refer participant to legal aid as needed.

Action	Work Type	Hours/Week	Plan Start	Plan End	Actual Start	Actual End	Referral	Status
This is where the case manager can add specific action plans for the client. These action plans can be edited and tracked over time.	Work Support/Employment-related Case Management	8	01/01/2014	06/30/2014	04/01/2014	05/01/2014	Yes	Deferred
	Non-Core/Education and Skills Training	5					Yes	In progress

Employment Projections Resource

- Trifold includes information on:
  - LMI terminology
  - How to use LMI to develop employment plan
  - Ideas for strengthening program services and community partnerships based on LMI
  - Additional resources
- Available on the OWRA website under the Video/Resource Library tab at https://peerta.acf.hhs.gov/owra
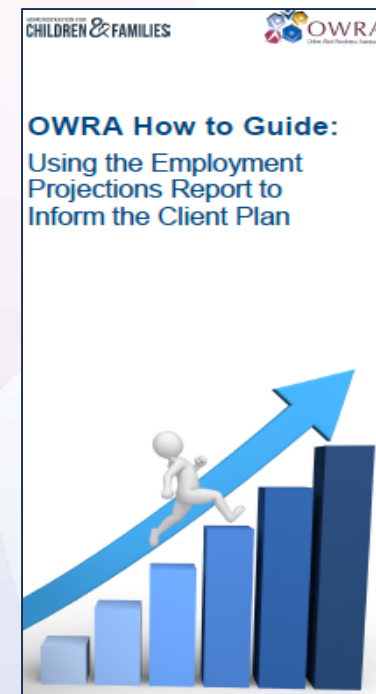
More on OWRA

- OWRA Website

  https://peerta.acf.hhs.gov/owra

- OWRA Help Desk

  1-866-989-6972 or owra@icf.com

Polling Question #3

How could you start using LMI to better serve clients?

Q & A SESSION

Additional Information

- Webinar recording and materials:
  - https://peerta.acf.hhs.gov/owra/owra-video-resource-library
- Help us expand our network:
  - http://peerta.acf.hhs.gov
- More on OWRA:
  - https://peerta.acf.hhs.gov/owra
  - OWRA Help Desk: 1-866-989-6972 or owra@icf.com

Please take 2 minutes to provide feedback about this webinar.

Thank you!