

Helping TANF Recipients Find Employment and Advance in the Labor Market: Resources from OPRE's Employment Sector Analysis Project

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Overview

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- Project Purpose and Goals
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 - Practitioner Brief on Using LMI
 - State-by-State Analyses of Promising Occupations



Policy Context

- To escape poverty, TANF recipients need good jobs that
 - Are in growing industries,
 - Are in high demand, and
 - Provide self-sufficient wages.
- Connecting TANF recipients and other low-income families with good jobs can be challenging
 - Good jobs require training, education, and credentials beyond the high school level
 - Determining which jobs are good can be difficult without the right tools and resources
- Labor market information (LMI) is one tool that can help improve the match between clients and good jobs



Project Purpose & Goals

- Identify, examine, and catalog resources that TANF agencies can use to help connect TANF recipients and other low-income families with good jobs
 - We created a **resource guide** and wrote a **practitioner brief** about using LMI
- Analyze labor market information to identify high-growth sectors of the labor market, focusing on those positions requiring short-term post-secondary training.
 - We used LMI to identify **promising occupations in each state**

Resource #1: Resource Guide

- Conducted informal discussions with subject matter experts and telephone interviews with select states
- Conducted a scan of resources and literature
 - The resource scan uncovered 140 resources.
- The Resource Guide is the culmination of the literature review and environmental scan of available resources.



Resource #1: Resource Guide

- The resource guide is organized into four resource types across three topical areas:
 - Types:
 - Research studies
 - Technical assistance resources
 - Client assessments
 - Data sets related to education and employment
 - Topics:
 - Career exploration and assessment
 - Career pathways and sector strategies
 - LMI



Resource #1: Example Resource

My Next Move

The screenshot displays the 'My Next Move' website for the profession of Teacher Assistants. The page is organized into several informational boxes:

- PERSONALITY:** Describes that people in this work like activities involving helping, teaching, and talking. Lists traits they do well at: Dependability, Concern for Others, Integrity, Self Control, Social Orientation, and Stress Tolerance.
- TECHNOLOGY:** Lists software used on the job, including data base user interface and query software, computer based training software, and device drivers or system software.
- EDUCATION:** States that some college or certificate after high school is usually needed. Provides buttons for 'Find Training' and 'REGISTERED APPRENTICESHIP'.
- JOB OUTLOOK:** Features a 'Bright' sun icon, indicating new job opportunities are very likely. Shows a salary of \$24,430 per year on average. Includes buttons for 'Check out my state', 'Local Salary Info', and 'Find Jobs'.
- EXPLORE MORE:** Lists related careers such as Concierges, Rehabilitation Counselors, Residential Advisors, Social & Human Service Assistants, and Substance Abuse & Behavioral Disorder Counselors. Also lists industries like Education and Health & Counseling.

At the bottom, there is a navigation bar with 'Help', 'Explore', and 'Careers' links, and a link to 'O*NET Sites'. A footer note encourages users to see more details at O*NET OnLine.

Resource #2: Brief on Using LMI

- What is LMI?
 - Information about
 - Demand for jobs
 - Supply of skilled workers
 - Characteristics of growing and declining occupations and industries, including wages and benefits
 - Training required
 - Job openings (real-time)
 - **Traditional LMI** is collected from employer surveys, interviews, and administrative records
 - **Real-time LMI** is obtained from web-based job banks, classified advertisements, and company websites
 - LMI helps identify available jobs with growth potential and self-sufficient wages, and the training and education required



Resource #2: Brief on Using LMI

- Practitioner Brief– *Using Data to Connect TANF Clients to Good Jobs: An Opportunity to Foster WIOA Partnerships*
 - Introduction to LMI
 - How TANF Agencies Can Use LMI
 - WIOA and Connecting with State Labor Agencies



Resource #3: Identify Promising Occupations






- Which education and training opportunities are most likely to pay off for TANF clients and other low-income workers?
 - Emphasis on short-term education and training (that is, attainable in two years or less)






Resource #3: Identify Promising Occupations



Resource #3: Identify Promising Occupations

PROMISING OCCUPATIONS IN United States	EDUCATION/ TRAINING REQUIRED	AVERAGE ANNUAL OPENINGS	GROWTH RATE	2014 ANNUAL WAGE			
				25th Percentile	Median	75th Percentile	
Registered nurses		105,260	19.4%		\$54,620	\$66,640	\$81,080
Nursing assistants		59,360	21.1%	\$21,340	\$25,100	\$30,020	
Heavy and tractor-trailer truck drivers	 OJT	46,470	11.3%	\$32,000	\$39,520	\$49,410	
Teacher assistants		38,260	8.6%	\$19,610	\$24,430	\$30,670	
Telecommunications equipment installers and repairers, except line installers	 OJT	3,820	3.9%	\$39,450	\$55,190	\$69,450	

 = some college, no degree
  = post-secondary non-degree award
  = associate's degree
 OJT = on-the-job training

Resource #3: Identify Promising Occupations

- National Results
 - Registered nurse and nursing assistant top the list
 - Many other occupations in health care industry
 - Many occupations require relatively little training and have good wage growth potential
 - Computer support specialist, medical records technician
 - Some occupations do not necessarily pay wages that will quickly lift families out of poverty
 - Teacher assistant, preschool teacher, hairdresser, nursing assistant



Resource #3: Identify Promising Occupations

- State Results
 - Relative ordering of occupations varies
 - Generally echo national analysis: health care leads
 - Registered nurse, licensed practical and vocational nurse were identified in all states studied
 - Top non-health care occupations
 - Computer user support specialist
 - Paralegal and legal assistant
 - Teacher assistant



Where to Find these Resources

- OPRE Project Page:
 - <http://www.acf.hhs.gov/programs/opre/resource/promising-occupations-achievable-through-short-term-education-or-training-for-low-income-families>
- Interactive map of Promising Occupations
 - <https://www.mathematica-mpr.com/dataviz/tanfmap>





Questions, Comments, Curiosity?

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