Understanding Labor Market Information For Agencies/Programs Serving Refugees

July 10, 2014

Office of Refugee Resettlement Webinar featuring

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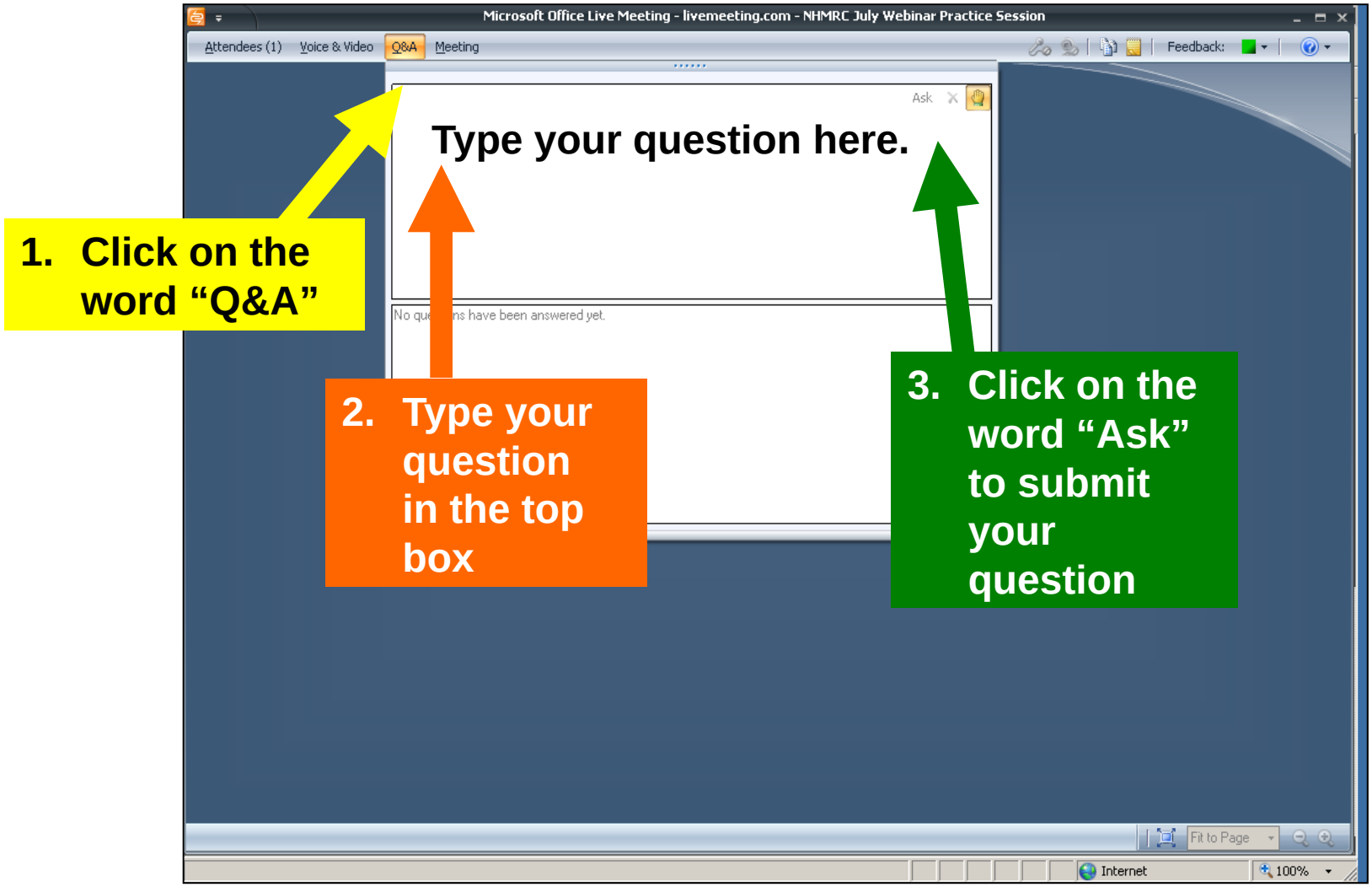
Asking Questions



Objectives

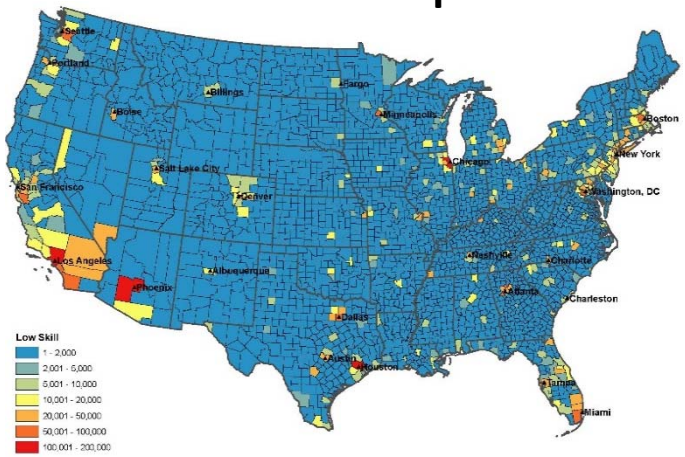
- Define Labor Market Information (LMI), information sources, and analysis strategies
- Identify publicly funded workforce development programs that can serve refugees
- Examine promising practices and strategies

How can you use Labor Market Information (LMI)?

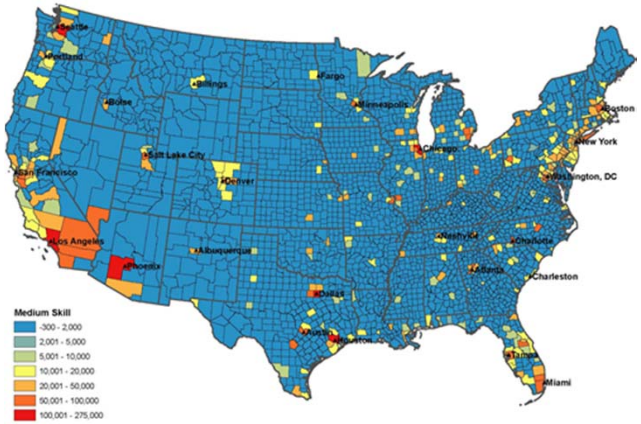
- To determine the fastest growing occupations and industries in your region
- Learn annual or seasonal openings for specific occupations
- Identify educational attainment in your region
- Learn the wages of occupations of specific sectors
- Learn the size and demographics of your region's labor force
- Examine gaps in the labor force

Projected Job Growth in Occupations by Skill Level and County (2012-2020)

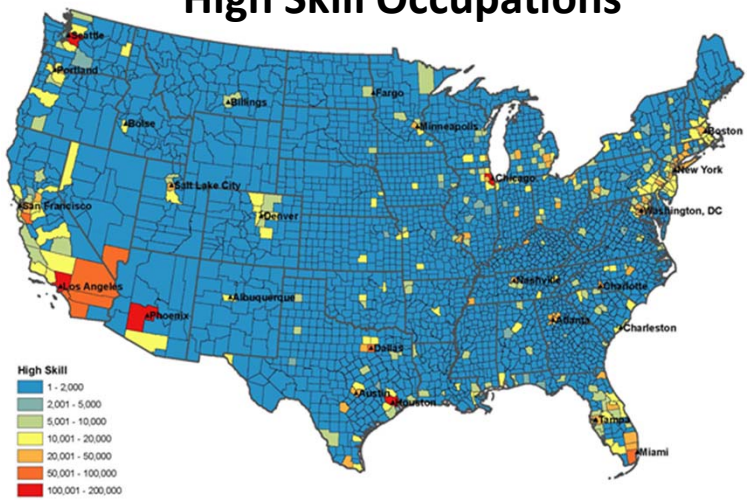
Low Skill Occupations



Medium Skill Occupations



High Skill Occupations



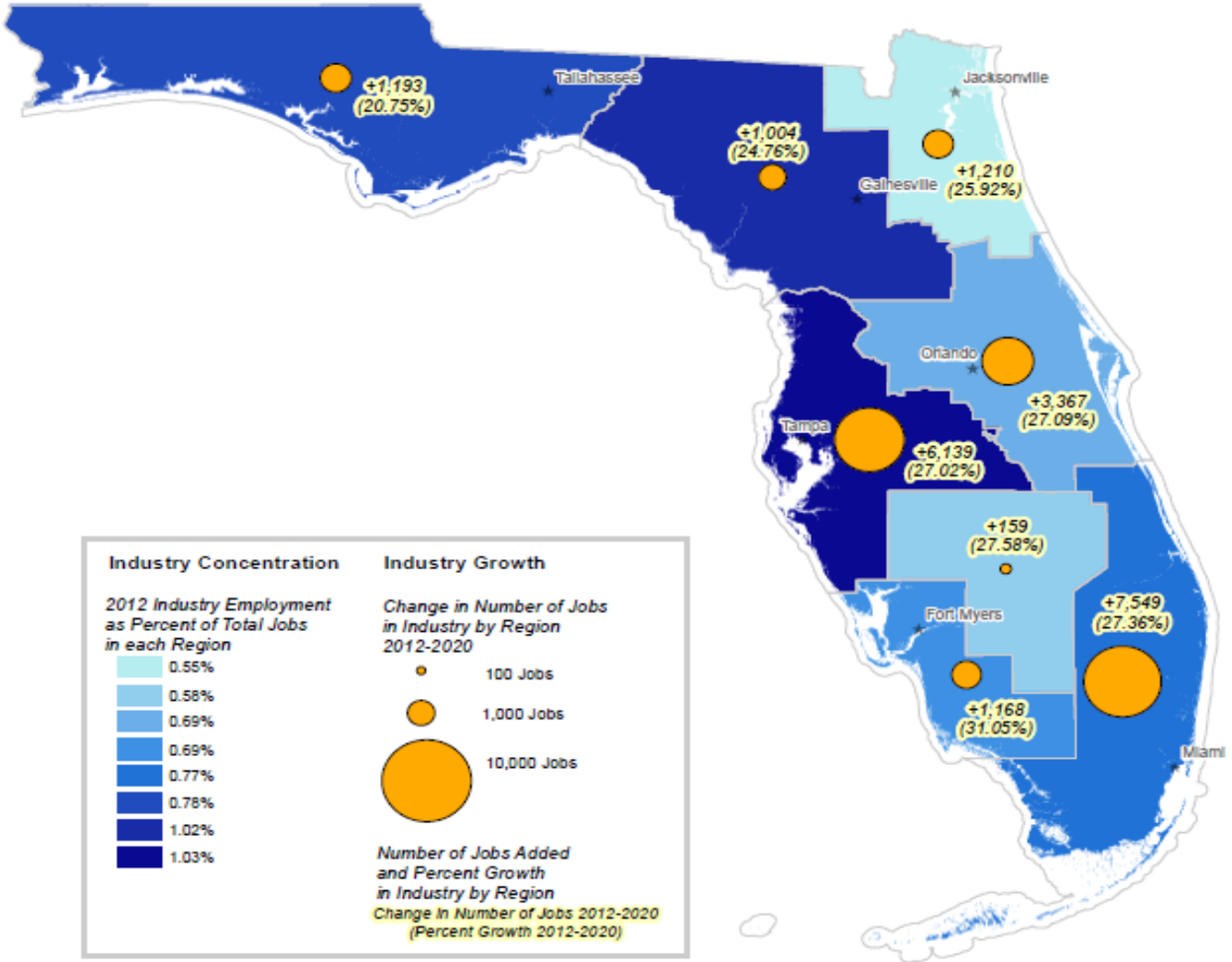
Finding Relevant LMI

LMI	Data Source
Determine the fastest growing occupations and industries in your region	Department of Labor, Employment and Training Agency One Stop Centers State or County Employment/ Workforce Development Agencies (monthly labor reports)
Learn the annual or seasonal openings for a specific occupation	Department of Labor, Employment and Training Agency One Stop Centers
Identify educational attainment in your region	Bureau of Labor Statistics
Learn the size and demographics of your region's labor force	One Stop Centers State or County Employment/ Workforce Development Agencies (monthly labor reports)
Examine gaps in the labor force	Bureau of Labor Statistics
Learn the wages of occupations of specific sectors	Bureau of Labor Statistics

Analyzing LMI Data

- **Analyze** major employers, industries, unemployment and layoffs and other data to determine top in-demand occupations per region.
- **Identify** relevant education, training, competencies, and certifications needed for each occupation.

Case Study:
Florida Jobs Market Benchmarking



Florida Jobs Market Benchmarking

In Demand Industry Projections 2012-2020, Statewide

	STATEWIDE					Change 2012-2020	
Industry	2012	2014	2016	2018	2020	Numeric	Percent
Advanced Manufacturing	164,290	164,443	164,157	163,717	163,482	-808	-0.49%
Agriculture	145,895	145,316	144,634	144,114	143,852	-2,043	-1.40%
Aviation and Aerospace	66,006	66,297	67,420	68,430	69,444	3,438	5.21%
Clean Energy	37,774	37,826	38,262	38,570	38,843	1,069	2.83%
Clean Technology	254,546	271,484	289,190	307,322	326,632	72,086	28.32%
Construction	542,862	606,749	645,663	684,040	724,093	181,231	33.38%
Creative Industries	228,651	234,047	237,480	240,533	243,736	15,084	6.60%
Emerging Technologies	81,553	86,396	91,893	97,464	103,342	21,789	26.72%
Energy	29,283	29,529	30,366	31,107	31,839	2,556	8.73%
Financial Services	594,039	609,860	635,282	661,654	690,733	96,694	16.28%
Global Logistics	173,823	182,180	191,246	200,209	209,412	35,590	20.47%
Healthcare	907,413	956,294	1,021,852	1,091,329	1,167,776	260,362	28.69%
Homeland Security/Defense	137,262	138,766	139,271	139,510	139,764	2,502	1.82%
Info Tech	280,324	291,290	300,416	309,317	318,567	38,242	13.64%
Life Sciences	336,014	349,661	359,399	369,127	379,563	43,549	12.96%
Marine	14,011	14,842	15,995	17,205	18,507	4,496	32.09%
Professional Services	798,048	837,542	881,649	925,809	971,964	173,916	21.79%
Space	133,870	144,677	157,351	170,465	184,462	50,591	37.79%
Tourism	1,209,228	1,252,445	1,278,509	1,302,909	1,328,511	119,283	9.86%
Transportation	313,467	328,995	347,396	365,981	385,432	71,965	22.96%
Water	3,124	3,272	3,503	3,739	3,991	867	27.75%

Florida Jobs Market Benchmarking

STATEWIDE: Minimum Education, Work Experience, and On-the-Job Training Requirements for Top Occupations (by Projected Jobs Gain 2012-2020)

Occupation Code (SOC)	Occupation Title	Minimum Education Needed for Entry	Required Work Experience in a Related Occupation	Minimum On-the-Job Training Needed to Attain Competency
37-2010	Building Cleaning Workers	Less than high school	None	Short-term on-the-job training
29-1111	Registered Nurses	Associate's degree	None	None
43-9061	Office Clerks, General	High school diploma or equivalent	None	Short-term on-the-job training
31-1011	Home Health Aides	Less than high school	None	Short-term on-the-job training
53-3030	Driver/Sales Workers and Truck Drivers	Less than high school	None	Short-term on-the-job training
43-4051	Customer Service Representatives	High school diploma or equivalent	None	Short-term on-the-job training
37-3011	Landscaping and Groundskeeping Workers	Less than high school	None	Short-term on the job training
31-9090	Miscellaneous Healthcare Support Occupations	High-school diploma or equivalent	None	None
31-1012	Nursing Aides, Orderlies, and Attendants	Postsecondary non-degree award	None	None
41-2010	Cashiers	Less than high school	None	Short-term on-the-job training

Florida Jobs Market Benchmarking

REGIONAL HIGHLIGHTS: Minimum Education, Work Experience, and On-the-Job Training Requirements for Top Occupations (by Projected Jobs Gain 2012-2020)

SOC	Occupation	Estimated 2012-2022 Openings	Estimated 2012-2022 Completions	Estimated 2012-2022 Gap	Minimum Education Level
53-3032	Heavy and Tractor-Trailer Truck Drivers	27,166	9,882	**(17,284)**	Short-term on-the-job training
53-3033	Light Truck or Delivery Services Drivers	14,161	9,882	**(4,279)**	Short-term on-the-job training
51-4041	Machinists	3,032	372	**(2,660)**	Long-term on-the-job training
29-2011	Medical and Clinical Laboratory Technologists	2,514	1,184	**(1,330)**	Bachelor's degree
19-4021	Biological Technicians	1,096	206	**(890)**	Bachelor's degree
29-2021	Dental Hygienists	4,800	4,044	**(756)**	Associate's degree
29-1122	Occupational Therapists	2,867	2,338	**(529)**	Master's degree
51-1011	First-Line Supervisors of Production and Operating Workers	3,744	3,300	**(444)**	Work experience in a related occupation
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairs	332	136	**(196)**	Associate's degree
19-2032	Materials Scientists	123	6	**(117)**	Bachelor's degree
49-2011	Computer, Automated Teller, and Office Machine Repairers	3,790	3,678	**(112)**	Postsecondary non-degree award

Florida Jobs Market Benchmarking

Foundational Sectors

Advanced Manufacturing
Agriculture
Construction
Marine
Space
Tourism

Infrastructure Sectors

Health Care
Water
Energy
Transportation

Emerging Sectors

Creative Industries
Global Logistics
Emerging Technologies

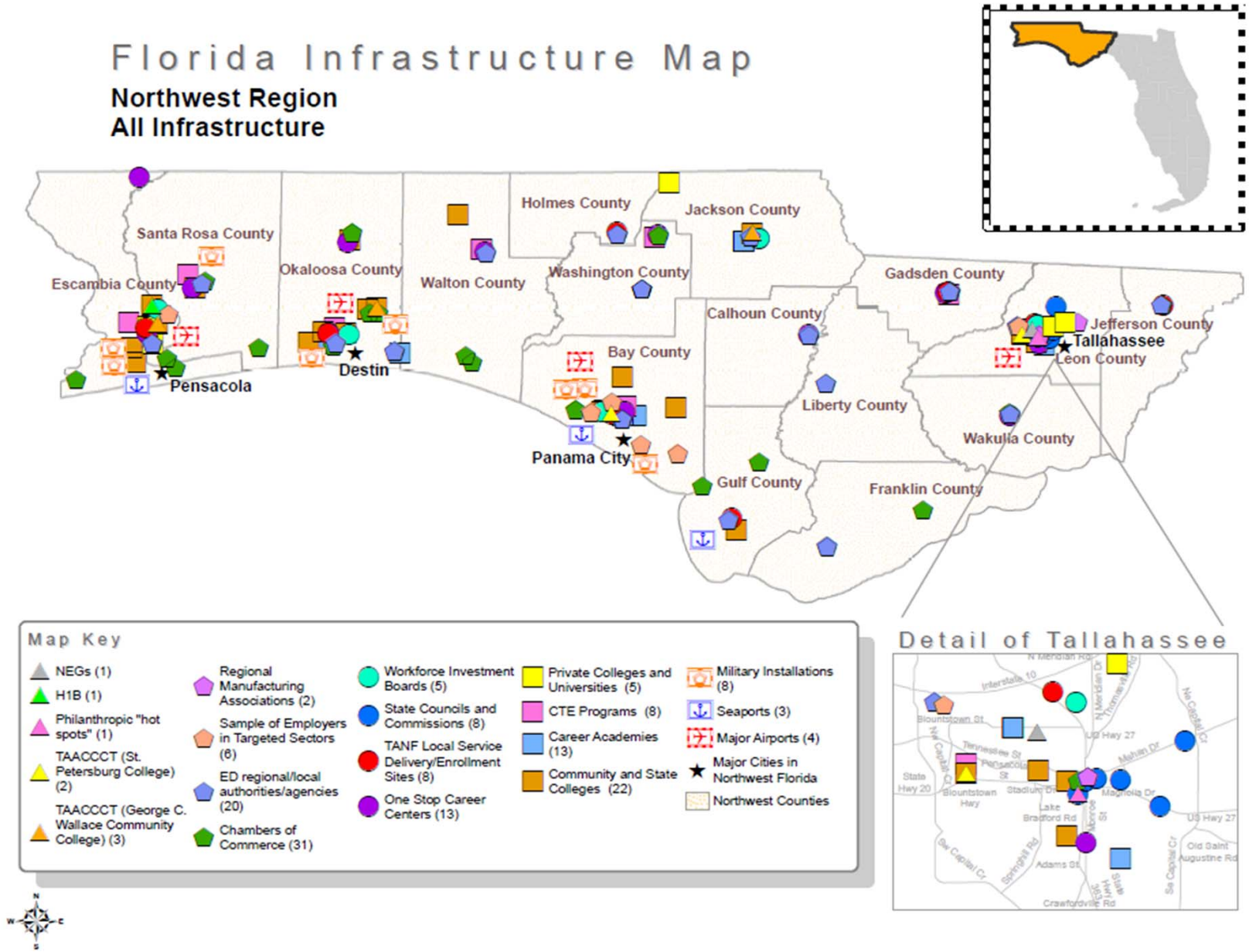
High Impact Sectors

Aviation and Aerospace
Clean Energy
Clean Technology
Financial Services
Professional Services
Homeland Security and Defense
Information Technology
Life Science

Education and Skills Gap Analysis

- **Identify resources available**, institutional delivery assets, and workforce skills gaps that need to be addressed.
- **Analyze educational and skills level attainment** and project regional job opportunities, to identify range of low skill and high skill occupational areas.
- **Align demographic and educational attainment** information with regional employment demands to develop training strategies to develop a Targeted Occupational List (TOL).

Infrastructure Asset Mapping



Sample Resource Matrix

	Federal			
	Labor	Health and Human Services	Food and Nutrition	Funding Available
Employment Services/ Wagner-Peyser	✓			
WIA Adult Program	✓			
WIA Youth Activities	✓			
Temporary Assistance for Needy Families (TANF)/ Work First		✓		
Medicaid/SCHIP		✓		
Supplemental Security Income (SSI)		✓		
SNAP/Nutritional Assistance/ School Lunch			✓	
SNAP E&T			✓	

Immigrant and Refugee Community Organization (IRCO), Portland, OR

Partnerships: Works closely with employers, WIBs and Human Services

- Employers: Cultivated relationships with 10 Alaskan fishing companies and trained to work with refugees.
- Workforce Development: Works closely with local Workforce Investment Boards and OR Department of Human Services
  - Workforce Specialist shares employment information provides updates on job placements, monthly

- **Case Management:** Individualized intensive case management.
  - Managers create customized client plans and track client progress
- **Program Supports:** Offers childcare during trainings

ADVOCAP, Inc. Fond du Lac, WI

Promising Practices

- **Service Delivery:** Employment support services provided at career centers throughout the county.
- **Case Management:** Job placement specialists work closely with families to create and execute an employment plan.
- **Supports:**
  - Developed a "Barrier Fund" using WIA and Fatherhood funds to help refugees overcome specific barriers including: continuing education, transportation, hygiene products, and clothing.
  - Provides child care services, during trainings, at three locations.

Example from the Field: International Institute, St. Louis

Higher is a program of Lutheran Immigration and Refugee Service. This webinar is part of Higher's technical assistance activities funded by the U.S. Office of Refugee Resettlement under grant number 90RB0045.

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International Institute, St. Louis, MO

- **Promising Practices:** Identify gaps in services for foreign-born population and develop holistic responses
- **Partnerships:** Workforce Investment Board, Missouri Economic Research and Information Center
- **Business Partnership Example:** Healthcare
- **Supports:**
  - Skills training with tailored to English Language Learners
  - Cross-cultural communication between employer and employee
  - Stay current on job market trends

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CASE EXAMPLE: WHEN YOU NEED MORE THAN LABOR MARKET INFORMATION

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Strategies from Department of Labor: Office of Workforce Investment Employment and Training Administration

Anthony "Tony" Dais -- Tony is the Web content manager for the LMI Win-Win Network Community of Practice on Workforce3One.org that has over 5,700 members. The COP is a knowledge sharing Web space for LMI and workforce information producers and users including workforce professionals, economic development and education professionals, and businesses.

https://winwin.workforce3one.org

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Understanding Some Key Terms

1. "Industries" describe what ***employers or businesses do***, while "occupations" group ***individuals by the work they perform***. See ETA's Industry Data Podcast.

2. BLS and state employment ***projections are not forecasts*** — although many private sector firms issue forecasts. Instead, BLS ***assumes*** full employment in the projected year. See ETA's Employment Projections Podcast.

3. Wages, earnings and compensation, respectively, describe progressively broader categories of income. Benefits are non-monetary forms of compensation. See "Key Definitions" in ETA's *Guide to State and Local Workforce Data*.

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Avoiding Common Mistakes

1. Unemployment and joblessness are ***not*** synonyms — only job hunters are "unemployed." See ETA's Unemployment Data Podcast.

2. Isolated numbers have little meaning outside their historical and geographic context.

3. Raw numbers are typically less useful than the appropriate percentage.

4. It's often possible to obtain the same ***type*** of data from different sources, but you should be very careful about comparing numbers from different sources. E.g., self-employed and agricultural workers are included in some sources but not in others.

5. Except in recessions, labor market changes and problems develop gradually. Despite common claims, few workforce developments are ***new***.

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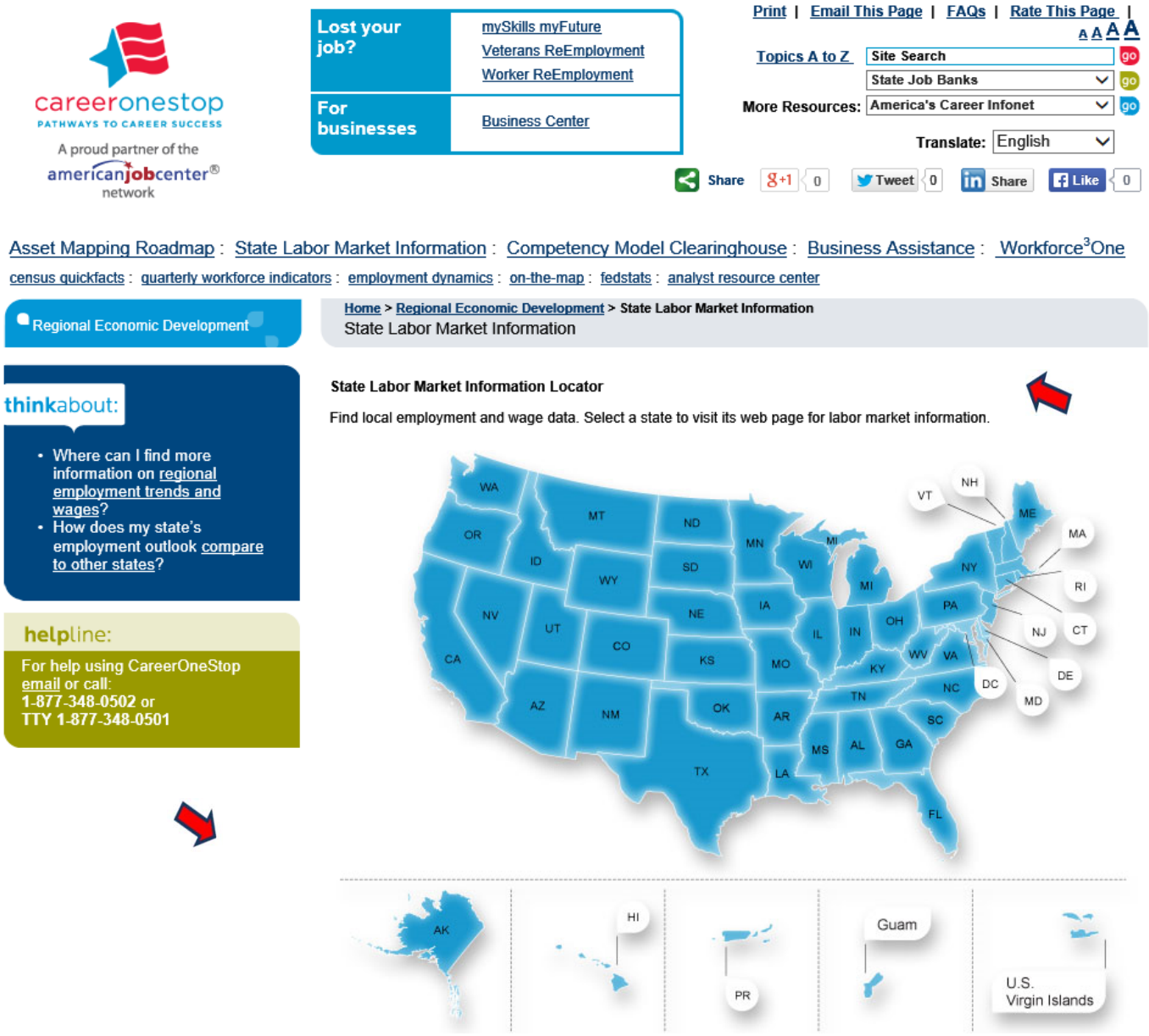
Basic Sources for State and Local Data

1. ETA's workforce data site, the Labor Market Information WIN-WIN Network Community of Practice, has resources available nowhere else on the Internet.

2. 3 Web sites list state LMI offices: LMI Training Institute Directory; ETA's state LMI directory; and BLS' state LMI contact list.

3. ETA's *Guide to State and Local Workforce Data* comprehensively covers *quality* government and private sector sources.

4. BLS has 3 geographic Web sites: a) BLS Geographic Information, b) BLS Geographic Guide and c) BLS Statistics by Geography



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For Program Planning

- State Labor Market Information
- Bureau of Labor Statistics

For Immediate Job Openings

- National Labor Exchange
- State Job Search Tools

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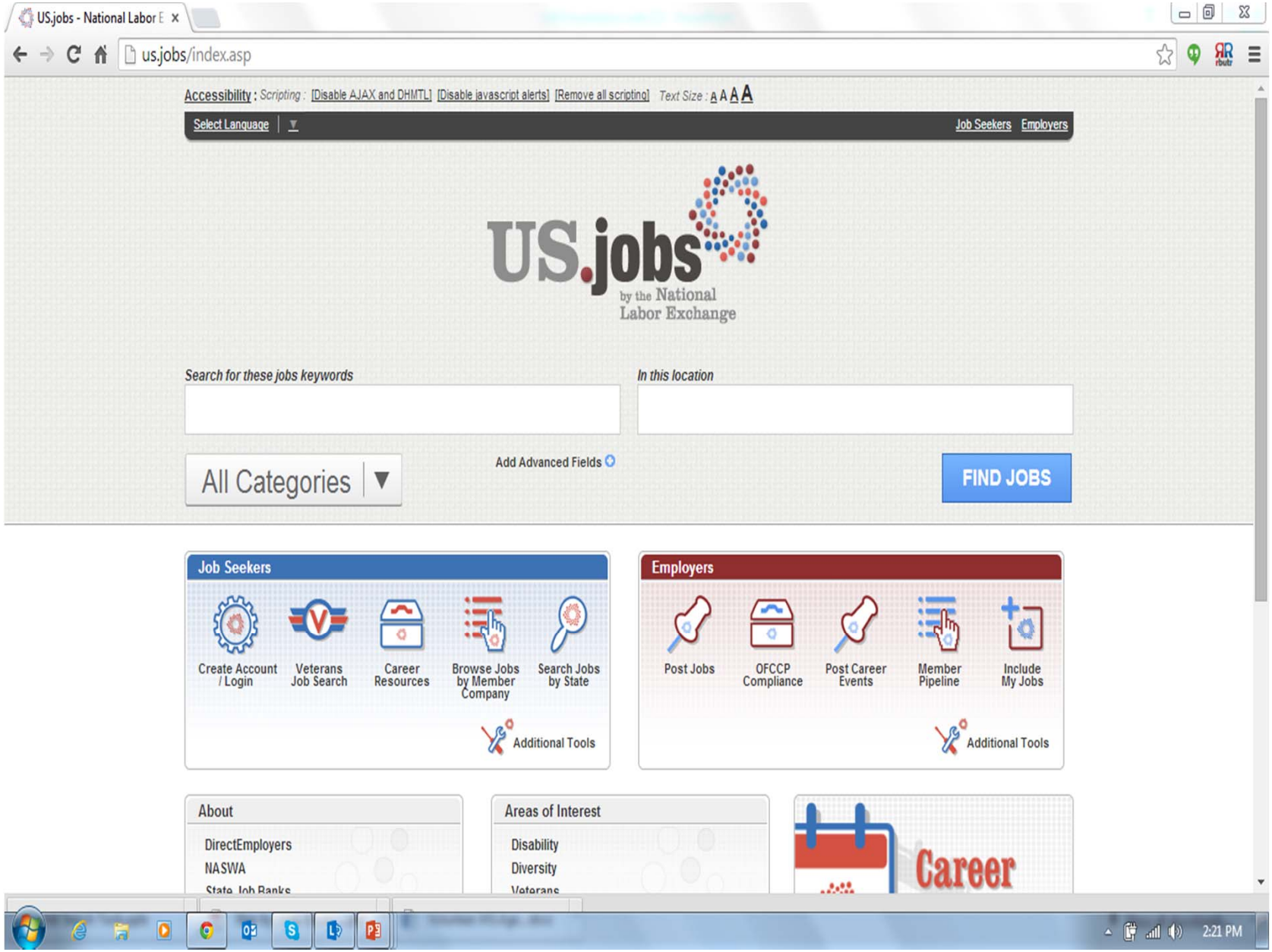
Using Labor Exchange and State Job Search Tools

http://www.jobbankinfo.org/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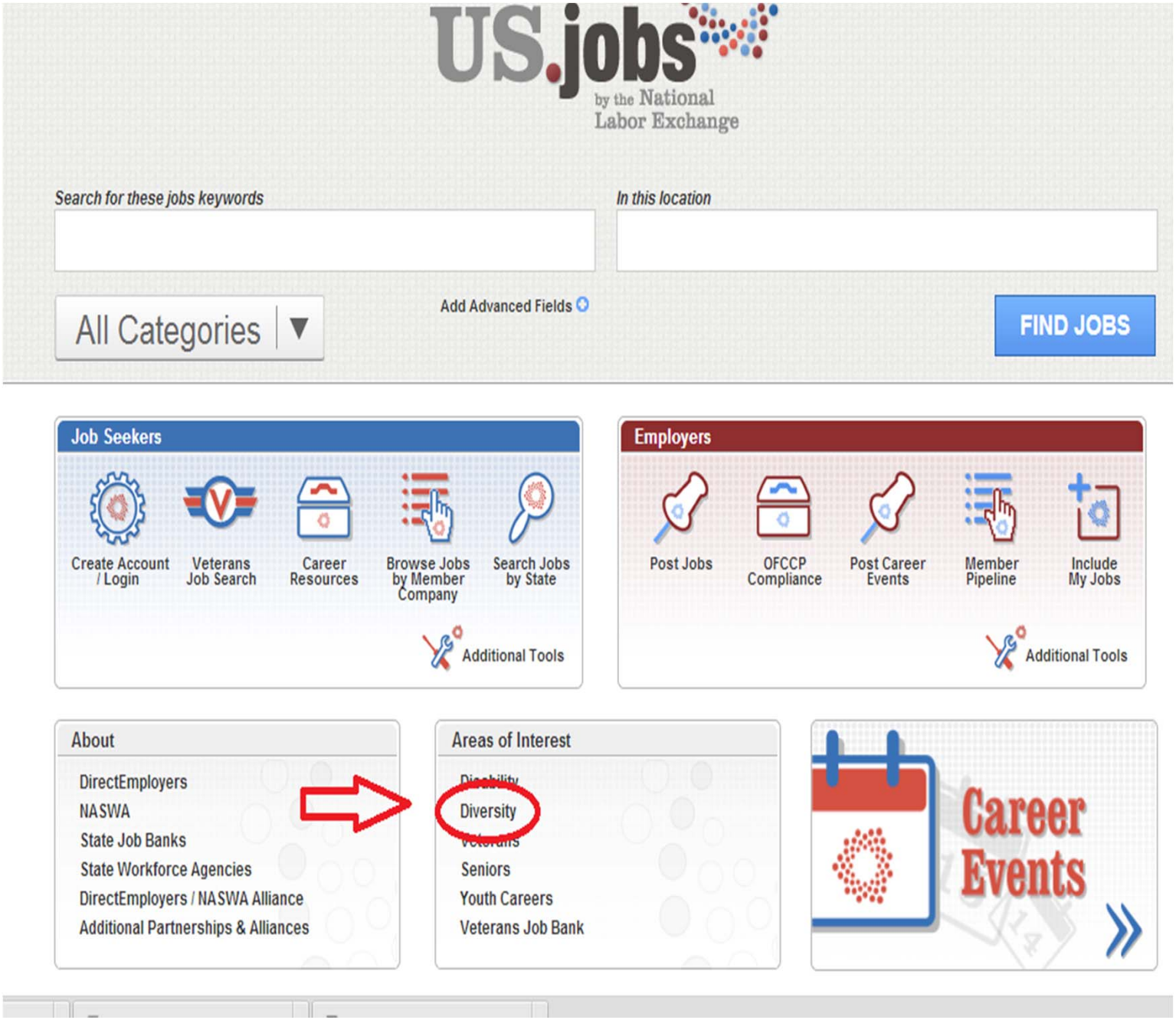
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Diversity
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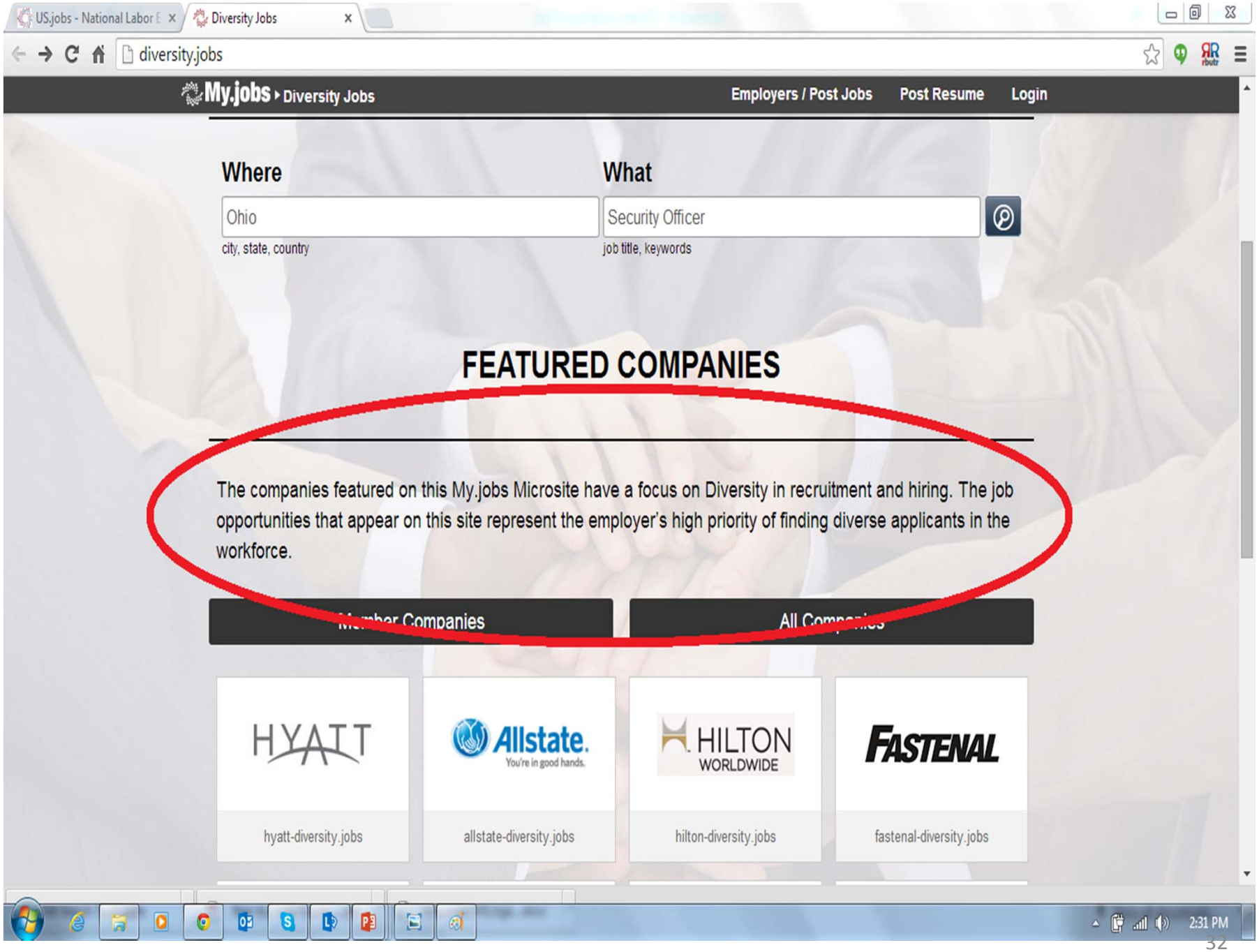
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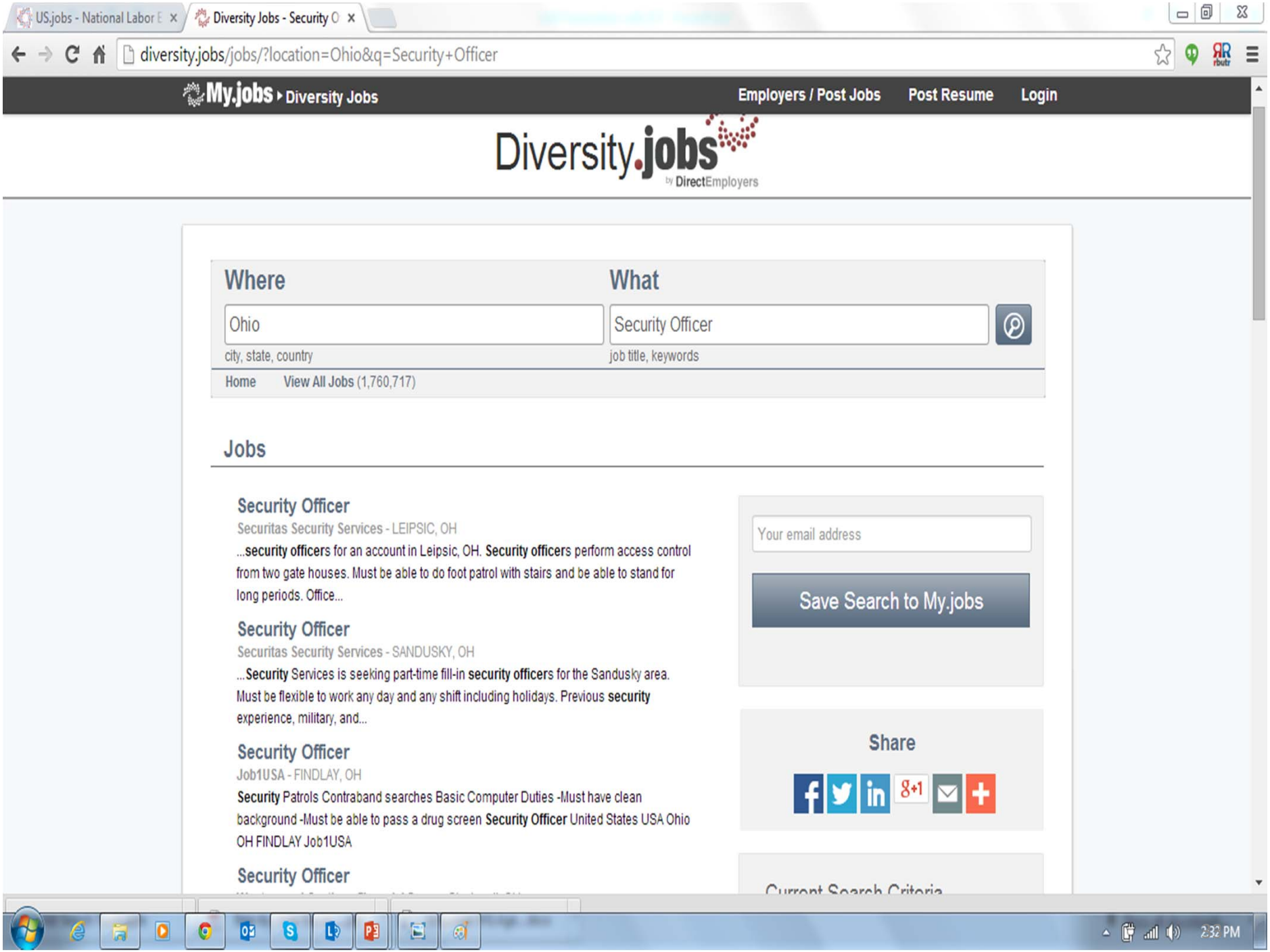
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Resources for More Information

- Bureau of Labor Statistics: http://www.bls.gov/
  - See especially the BLS' state LMI contact list
- Department of Labor, Employment & Training Agency: http://www.doleta.gov/
  - See especially the ETA's state LMI directory
- Geographic Solutions: http://www.geographicsolutions.com/
- Higher: http://www.higheradvantage.org
  - See especially the Online Learning Institute.
- Labor Market Information WIN-WIN Network Community of Practice: https://winwin.workforce3one.org/page/home
- LMI Training Institute: http://www.lmiontheweb.org/?page=8
- Office of Refugee Resettlement: www.acf.hhs.gov/programs/orr/
  - See especially the Employment Resources page

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QUESTIONS?