Understanding Labor Market Information For Agencies/Programs Serving Refugees

July 10, 2014

Office of Refugee Resettlement Webinar featuring

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Asking Questions

1. Click on the word “Q&A”

2. Type your question in the top box

3. Click on the word “Ask” to submit your question
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

<table>
<thead>
<tr>
<th>LMI</th>
<th>Data Source</th>
</tr>
</thead>
</table>
| 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

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

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

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

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

<table>
<thead>
<tr>
<th>Federal</th>
<th>Labor</th>
<th>Health and Human Services</th>
<th>Food and Nutrition</th>
<th>Funding Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment Services/ Wagner-Peyser</td>
<td>✔</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WIA Adult Program</td>
<td>✔</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WIA Youth Activities</td>
<td>✔</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Temporary Assistance for Needy Families (TANF)/ Work First</td>
<td></td>
<td>✔</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medicaid/SCHIP</td>
<td>✔</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Supplemental Security Income (SSI)</td>
<td></td>
<td></td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>SNAP/Nutritional Assistance/ School Lunch</td>
<td></td>
<td></td>
<td>✔</td>
<td></td>
</tr>
<tr>
<td>SNAP E&amp;T</td>
<td></td>
<td></td>
<td></td>
<td>✔</td>
</tr>
</tbody>
</table>
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
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.
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
CASE EXAMPLE: WHEN YOU NEED MORE THAN LABOR MARKET INFORMATION
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.
Real-Time Employment and Job Vacancy Data Repository

Because of the importance and growing use of real-time employment and job vacancy data, ETA has compiled a repository to better enable you to find, understand, and use this information. Real-time labor market information (LMI) is based on analytics of Internet-based job ads and other employment information, including resumes. Job vacancy surveys identify job openings (a term synonymous with job vacancies) via a survey of employers.

https://winwin.workforce3one.org
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.
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*.
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
For Program Planning

- State Labor Market Information
- Bureau of Labor Statistics

For Immediate Job Openings

- National Labor Exchange
- State Job Search Tools
Using Labor Exchange and State Job Search Tools
http://www.jobbankinfo.org/
http://us.jobs/
The companies featured on this MyJobs Microsite have a focus on Diversity in recruitment and hiring. The job opportunities that appear on this site represent the employer’s high priority of finding diverse applicants in the workforce.
Security Officer
Securitas Security Services - LEIPSIC, OH
...security officers for an account in Leipsic, OH. Security officers perform access control from two gate houses. Must be able to do foot patrol with stairs and be able to stand for long periods. Office...

Security Officer
Securitas Security Services - SANDUSKY, OH
...Security Services is seeking part-time fill-in security officers for the Sandusky area. Must be flexible to work any day and any shift including holidays. Previous security experience, military, and...

Security Officer
Job1USA - FINDLAY, OH
Security Patrols Contraband searches Basic Computer Duties - Must have clean background - Must be able to pass a drug screen Security Officer United States USA Ohio OH FINDLAY Job1USA

Security Officer
DON’T FORGET TO SIGN UP FOR ELEARNING AND OUR BLOG!
Resources for More Information

  – 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
QUESTIONS?