“Labor Market Information for Life”

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What are benefits of LMI?

- Workforce and labor market information is essential to the economy, providing for the efficient operation of labor market by supplying quality labor market intelligence

- Accurate, Objective, Relevant, Timely, and Accessible
What are benefits of LMI?

- Workforce and labor market information is critical for:
  - Building a skilled workforce that spurs business competitiveness and economic growth
  - Strengthening career pathways and guiding skill attainment for good jobs, economic opportunity, and career growth
What are benefits of LMI?

- Workforce and labor market information is critical for:
  - Understanding the rapidity changing nature of work and how it impacts the workforce and economy; and
  - Spending workforce training and education funds effectively
Jobseekers, Students, Workers

- What industries and occupations are growing in my area?
- How much do different occupations pay?
- Which careers match my skills?
- What are the job openings in my area?
- What are the hot jobs?
- What education, training, and credentials do I need for specific careers?
Employers/ Businesses

- What is the size and skill level of the workforce in places where I am looking to expand or locate?
- What is the outlook for employment growth in my state and industry?
- What is the average pay for positions like those I employ?
- How many job seekers are available in my area?
- What are their skill levels?
Educators, Counselors, Training Providers

- What is the outlook for job opportunities in my area? What’s growing? Declining?
- What training should I offer to prepare students for current and future jobs?
- What training programs do others offer in my area?
- What careers offer the best prospects for youth?
- For adults who are retraining?
Government Policymakers, Planners and Public

- Which industries and occupations are growing and need trained workers?
- Who makes up the unemployed/underemployed?
- How do rural and urban economies and workforces differ?
- Are persons served by the nation’s workforce system finding and maintaining employment?
Industry sectors

- An industry sector is a group of companies that operate in the same segment of the economy or share a similar business type
  - Serve similar markets
  - Create similar products
  - Similar mix of occupations
  - Compete with each other
  - Similar kinds of work organization
Industry sectors are coded in NAICS

- Every business activity in the entire economy – private, public, non-profit, product or service – can be found somewhere within the comprehensive North American Industry Classification System
- Common to U.S., Canada & Mexico
- www.census.gov/eos/www/naics
NAICS

- NAICS uses a six-digit hierarchical coding system to classify all economic activity into twenty industry sectors.
- Five sectors are mainly goods-producing sectors and fifteen are entirely services-providing sectors.
- This six-digit hierarchical structure allows greater coding flexibility.
### NAICS-6-digit coding

<table>
<thead>
<tr>
<th>Level</th>
<th>NAICS Code</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sector</td>
<td>44-45</td>
<td>Retail Trade</td>
</tr>
<tr>
<td>Subsector</td>
<td>441</td>
<td>Motor Vehicle and Parts Dealer</td>
</tr>
<tr>
<td>Industry Group</td>
<td>4412</td>
<td>Other Motor Vehicle Dealers</td>
</tr>
<tr>
<td>NAICS Industry</td>
<td>44122</td>
<td>Motorcycle, Boat, and Other Motor Vehicle Dealers</td>
</tr>
<tr>
<td>National Industry</td>
<td>441221</td>
<td>Motorcycle, ATV, and Personal Watercraft Dealers</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Sector</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>Agriculture, Forestry, Fishing and Hunting</td>
</tr>
<tr>
<td>21</td>
<td>Mining, Quarrying, and Oil and Gas Extraction</td>
</tr>
<tr>
<td>22</td>
<td>Utilities</td>
</tr>
<tr>
<td>23</td>
<td>Construction</td>
</tr>
<tr>
<td>31-33</td>
<td>Manufacturing</td>
</tr>
<tr>
<td>42</td>
<td>Wholesale Trade</td>
</tr>
<tr>
<td>44-45</td>
<td>Retail Trade</td>
</tr>
<tr>
<td>48-49</td>
<td>Transportation and Warehousing</td>
</tr>
<tr>
<td>51</td>
<td>Information</td>
</tr>
<tr>
<td>52</td>
<td>Finance and Insurance</td>
</tr>
<tr>
<td>53</td>
<td>Real Estate and Rental and Leasing</td>
</tr>
<tr>
<td>54</td>
<td>Professional, Scientific, and Technical Services</td>
</tr>
<tr>
<td>55</td>
<td>Management of Companies and Enterprises</td>
</tr>
<tr>
<td>56</td>
<td>Administr. and Support and Waste Mana. and Reme. Services</td>
</tr>
<tr>
<td>61</td>
<td>Educational Services</td>
</tr>
<tr>
<td>62</td>
<td>Health Care and Social Assistance</td>
</tr>
<tr>
<td>71</td>
<td>Arts, Entertainment, and Recreation</td>
</tr>
<tr>
<td>72</td>
<td>Accommodation and Food Services</td>
</tr>
<tr>
<td>81</td>
<td>Other Services (except Public Administration)</td>
</tr>
<tr>
<td>92</td>
<td>Public Administration</td>
</tr>
</tbody>
</table>
O*Net/SOC

The Occupational Information Network (O*NET) is a Standard Occupational Classification (SOC) based system
What is the O*NET-SOC System?

- The O*NET-SOC system organizes the work done in our nation into approximately 1000 occupational categories. These occupations have associated data on the importance and level of a range of occupational characteristics, including Knowledge, Skills, Abilities, Tasks, and General Work Activities.
The Bureau of Labor Statistics has published Classification Guidelines as part of their SOC Manual to ensure that all users of occupational data classify workers the same way. Although developed for SOC, the basic principles also apply to the O*NET-SOC system.
The occupations in the SOC are classified at four levels of aggregation to suit the needs of various data users: major group, minor group, broad occupation, and detailed occupation. Each lower level of detail identifies a more specific group of occupations. The 23 major groups, listed below, are divided into 97 minor groups, 461 broad occupations, and 840 detailed occupations.
SOC Major Groups

- Each item in the SOC is designated by a six-digit code. The hyphen between the second and third digit is used only for clarity
So which types of LMI are relevant?

- The occupational and industry mix for your area
- Projected growth or decline by industry and occupation
- Skill sets possessed by workers in your area
- List of available training providers and courses offered
- Local Employment Dynamics (LED) data for your area
These data sets are very important

- The occupational and industry mix for your area
  - Which industry sectors employ the most people in your area
  - The occupational distribution within each industry sector
  - An employer database showing specific employers by industry sector
These data sets are very important

- Projected growth or decline by industry and occupation
  - Industry sectors that are growing or declining
  - Both long- and short-term projections by industry and occupation
  - Occupations projected to grow rapidly and the industries where they can be found
  - These are particularly valuable when dealing with supply/demand issues
These data sets are very important

- Skill sets possessed by workers in your area
  - Industry staffing patterns that reveal common occupations
    - Using O*Net to identify common skill sets for these occupations
    - Using the above, develop a “census” of skill sets for workers in your area

- These are particularly valuable when dealing with downsizing or major layoffs
These data sets are very important

- List of available training providers and courses offered
  - Compile a matrix of providers and training offered
    - Match courses offered to specific occupational groups
    - Look at projected growth by occupation to determine if adequate training will be available.

- These are very useful when dealing with major closures or downturns
Most important LMI links from LMEA website

- LMI home page
  https://esd.wa.gov/labormarketinfo

- Labor area summaries
  https://esd.wa.gov/labormarketinfo/labor-areasummaries

- County profiles
  https://esd.wa.gov/labormarketinfo/county profiles

- Supply/demand report
  https://esd.wa.gov/labormarketinfo/supply-demandreport

- Projections
  https://www.esd.wa.gov/labormarketinfo/projections

- Occupational employment and wage statistics
  https://www.esd.wa.gov/labormarketinfo/occupations
Thank You

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