"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

2

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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

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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

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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?

5

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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?

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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?

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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?

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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

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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

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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

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NAICS-6-digit coding

Level	NAICS Code	Title
Sector	44-45	Retail Trade
Subsector	441	Motor Vehicle and Parts Dealer
Industry Group	4412	Other Motor Vehicle Dealers
NAICS Industry	44122	Motorcycle, Boat, and Other Motor Vehicle Dealers
National Industry	441221	Motorcycle, ATV, and Personal Watercraft Dealers

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

12

O*Net/SOC

The Occupational Information Network (O*NET) is a Standard Occupational Classification (SOC) based system

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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

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Understanding the Standard Occupational Classification (SOC) Guidelines

- 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

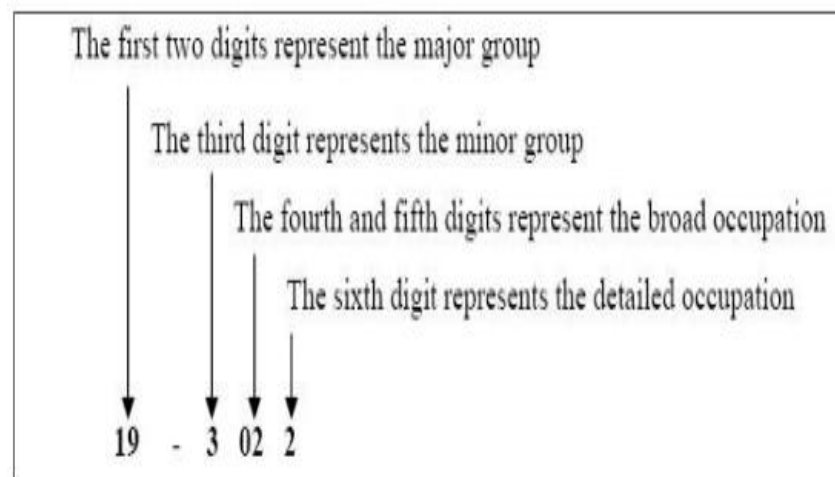**Employment Security Department**
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SOC and Coding

- 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

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SOC Major Groups

2010 SOC Major Groups

Code	Title
11-0000	Management Occupations
13-0000	Business and Financial Operations Occupations
15-0000	Computer and Mathematical Occupations
17-0000	Architecture and Engineering Occupations
19-0000	Life, Physical, and Social Science Occupations
21-0000	Community and Social Service Occupations
23-0000	Legal Occupations
25-0000	Education, Training, and Library Occupations
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations
29-0000	Healthcare Practitioners and Technical Occupations
31-0000	Healthcare Support Occupations
33-0000	Protective Service Occupations
35-0000	Food Preparation and Serving Related Occupations
37-0000	Building and Grounds Cleaning and Maintenance Occupations
39-0000	Personal Care and Service Occupations
41-0000	Sales and Related Occupations
43-0000	Office and Administrative Support Occupations
45-0000	Farming, Fishing, and Forestry Occupations
47-0000	Construction and Extraction Occupations
49-0000	Installation, Maintenance, and Repair Occupations
51-0000	Production Occupations
53-0000	Transportation and Material Moving Occupations
55-0000	Military Specific Occupations

- 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

The first two digits represent the major group

The third digit represents the minor group

The fourth and fifth digits represent the broad occupation

The sixth digit represents the detailed occupation

19 - 3 02 2

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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

18

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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

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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

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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

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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

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Most important LMI links from LMEA website

- **LMI home page**

https://esd.wa.gov/labormarketinfo

- **Labor area summaries**

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

- **County profiles**

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

- **Supply/demand report**

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

- **Projections**

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

- **Occupational employment and wage statistics**

https://www.esd.wa.gov/labormarketinfo/occupations

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Thank You

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