



# Putting America to Work: The Essential Role of Federal Labor Market Statistics

State LMI State-of-the-Art

Washington, D.C.  
September 27, 2010



# Presentation Outline

- Toolkit for Skills Transferability
  - O\*Net
  - Help Wanted OnLine
  - TORQ (Transferable Occupational Relationship Quotient)
  - Employ Florida MarketPlace (state job bank)
- Job Creation
  - Labor Supply Analysis
- Reemployment
  - Layoff Analysis
  - Expanded Supply / Demand Model
  - Unemployment Insurance Claimants
    - ✓ Referral to Job Openings
  - Local Application
- Current Events: Space Shuttle, Oil Spill



# Toolkit for Skills Transferability

- O\*Net Database
- Help Wanted OnLine
- TORQ  
(Transferable Occupational Relationship Quotient)
- Employ Florida MarketPlace (state job bank)



# Real-Time LMI Help Wanted OnLine™ (HWOL)

- States are to train workers for jobs in demand, according to the Workforce Investment Act
- What are states to do when traditional LMI shows little or no jobs in demand?
  - Traditional LMI is based on net job gains and losses by month
  - In Florida, all the industries were in decline except healthcare
  - Can all of Florida's one million unemployed work in healthcare?



# **Real-Time LMI Help Wanted OnLine™ (HWOL)**

- States need to catch the churning in the job market
- Industries with a net decline in employment still have hiring needs
- The answer: Real-Time LMI
  - Help-Wanted OnLine (HWOL) from The Conference Board
- Real-Time LMI is unduplicated job openings (ads) by occupation obtained by spidering technology



## Benefits of Real-Time LMI

- Currency (continuously updated)
- Geographically comprehensive
  - Nation, State, MSA, County, City
- Actual posted openings—not an estimate
- Can be a leading indicator
- May include new and emerging occupations
- Useful for keyword searches
  - Green jobs
  - STEM
- Supplement to traditional LMI—not a replacement



# How Real-Time LMI Helps WIBs

Quotes from Mason Jackson, President/CEO  
WorkForce One, Fort Lauderdale Workforce Board

- HWOL helps the local board be the “go to” for the media
  - Describe what is happening in the local economy NOW
- Finds out which employers are hiring for what
  - Use for hiring leads
  - Use for contact for services
  - Use for business outreach
- Helps the board be relevant
  - Establish the board in the community
    - As a source of information
    - As a source of services



Uses of Skills Transferability

## Transferrable Occupation Relationship Quotient (TORQ)

### ■ TORQ

- Quantifies the relatedness between two occupations based on O\*Net attributes
- Multiple Reports
  - ✓ Job openings, skills, career pathways
  - ✓ Reemployment analysis reports
  - ✓ Economic development reports
    - Labor supply based on skills analysis and transferable skills
- Skills gap analyses
  - ✓ Importance level of skills based on O\*Net



Uses of Skills Transferability

## Job Creation/Labor Supply for Business Recruitment

- Designed for economic development and regional workforce boards
- Prepared for occupations needed by the business prospect
  - Related occupations from TORQ
- Collected data for labor supply
  - Education and training enrollees and completers
  - Job Applicants
  - Current employment by occupation
- Calculated total supply with wages



Uses of Skills Transferability

## Job Creation/ Labor Supply Study Outcome LMI Matters

- Tallahassee workforce region was recruiting a manufacturer of high technology/green compressors for commercial heating, ventilation, air conditioning and refrigeration applications
- Occupations were identified by economic development for those occupations needed in the industry and for related occupations from the O\*Net system



Uses of Skills Transferability

## Job Creation/ Labor Supply Study Outcome LMI Matters (continued)

- The labor supply study was completed and the industry prospect established a new facility creating 180 high paying jobs
- The company, Danfoss Turbocor, is the world's first manufacturer of totally oil-free compressors using magnetic bearings



Uses of Skills Transferability

## Reemployment – Layoff Analysis

- Identify occupations on layoff
  - Provided by the establishment
  - Derived from occupational staffing patterns
- Link occupations to related occupations
  - O\*Net or
  - TORQ
- Identify current demand
  - Real-Time LMI
    - ✓ Help Wanted OnLine (HWOL) Internet Ads
    - ✓ Employ Florida MarketPlace Job Openings (state job bank)



# Uses of Skills Transferability Reemployment-Alignment of Training for Current Placement Expanded Supply / Demand Model

## Supply by Occupation

WIA Training Enrollees

WIA Training Completers

Jobseekers

Education Enrollees

School Districts

Colleges

Universities

Education Completers

School Districts

Colleges

Universities

**TOTAL SUPPLY**

## Demand by Occupation

Help Wanted On-Line Openings

Employ Florida Market Place Job Openings

Openings with related skills

2009-2017 OES Annual Average

Openings % Growth Rate

Entry Wage Rate \$

Mean Wage Rate \$

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On Florida Targeted Occupations List - Y/N

From Enterprise Fl. Targeted Industry Cluster - Y/N



Uses of Skills Transferability

Expanded Supply / Demand Model

Likelihood of Placement

Training Enrollees Vs. Job Openings

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Training Occupation	WIB 25 Current Training Counts	HWOL Ads September 2010
Medical Assistants	231	115
Medical Records and Health Information Technicians	139	81
Registered Nurses	109	1,902
Billing and Posting Clerks and Machine Operators	81	76
Nursing Aides, Orderlies, and Attendants	78	156

# Expanded Supply / Demand Model

## TORQ Finding Related Occupations

**Occupation**  
Enter occupation title, lay title or O\*NET code

Grand TORQ Scores (44 - 100)



44 100

**Labor Market Information**

**Median Wage (\$26k - \$162k)**  
\$16k \$162k

**Employment Total (14 - 40,146)**  
14 40,146

**Annual Openings (0 - 2,587)**  
0 2,587

**Labor Market Area**

**Filters used to refine search**

**Title**  
Medical Assistants

**Median Wage** **Empl.**  
\$27,767 4,299

**NEXT Occupation**  
[524 found]  
Filters applied: [ Median Wage (\$26k - \$162k)x ] [ Labor Market Area x ]

Grand TORQ	Title	Median Wage	Empl.	Group
100	▶ Medical Assistants	\$27,767	4,299	1
97	▶ Medical Records and Health Information Technicians	\$26,065	1,158	2
97	▶ Medical Secretaries	\$26,552	2,137	2
95	▶ Interviewers, Except Eligibility and Loan	\$27,172	2,792	2
91	▶ LICENSE CLERKS	\$30,401	847	1
90	▶ Mail Clerks and Mail Machine Operators, Except Postal Service	\$27,316	1,008	2
90	▶ Medical Transcriptionists	\$32,027	873	2
90	▶ Postal Service Mail Sorters, Processors, and Processing Machine Operators	\$49,928	1,214	2

**List of related occupations based on filters**

## PREPARE REPORT

### Project Stage

Select CURRENT Occupations

Select NEXT Occupations

Prepare Report

&lt; Previous

Next &gt;

### Selected CURRENT / NEXT Combinations

CURRENT Occupation	NEXT Occupation	Remove
Medical Assistants	Interviewers, Except Eligibility and Loan	<input type="button" value="x"/>
Medical Assistants	Medical Secretaries	<input type="button" value="x"/>
Medical Assistants	Medical Records and Health Information	<input type="button" value="x"/>

### Data Categories

Occupation Overview

Work Experience

Education

Compensation

Employment Data

Current Job Postings

TORQ Transitions

### CURRENT / NEXT Combination

Medical Assistants / Interviewers, Except Eligibility and Loan

### TORQ Transitions

Ability TORQ			Skills TORQ			Knowledge TORQ		
Score: 97			Score: 94			Score: 96		
ABILITY	GAP	IMP	SKILLS	GAP	IMP	KNOWLEDGE	GAP	IMP
Speech Clarity:	-9	66	Learning	-11	59	Telecommunications	-10	52
Speech	-9	69	Strategies:			Administration	-8	54
Recognition:			Reading	-7	78	and		
Near Vision:	-2	60	Comprehension:			Management:		
			Service	-7	65	English	-3	64
			Orientation:			Language:		
			Speaking:	-7	77			
			Writing:	-7	63			
			Active Listening:	-6	86			

### Report Binder

#### CURRENT Occupation

Medical Assistants

#### Data Categories

Occupation Overview

Work Experience

Education

Compensation

Employment Data

Current Job Postings

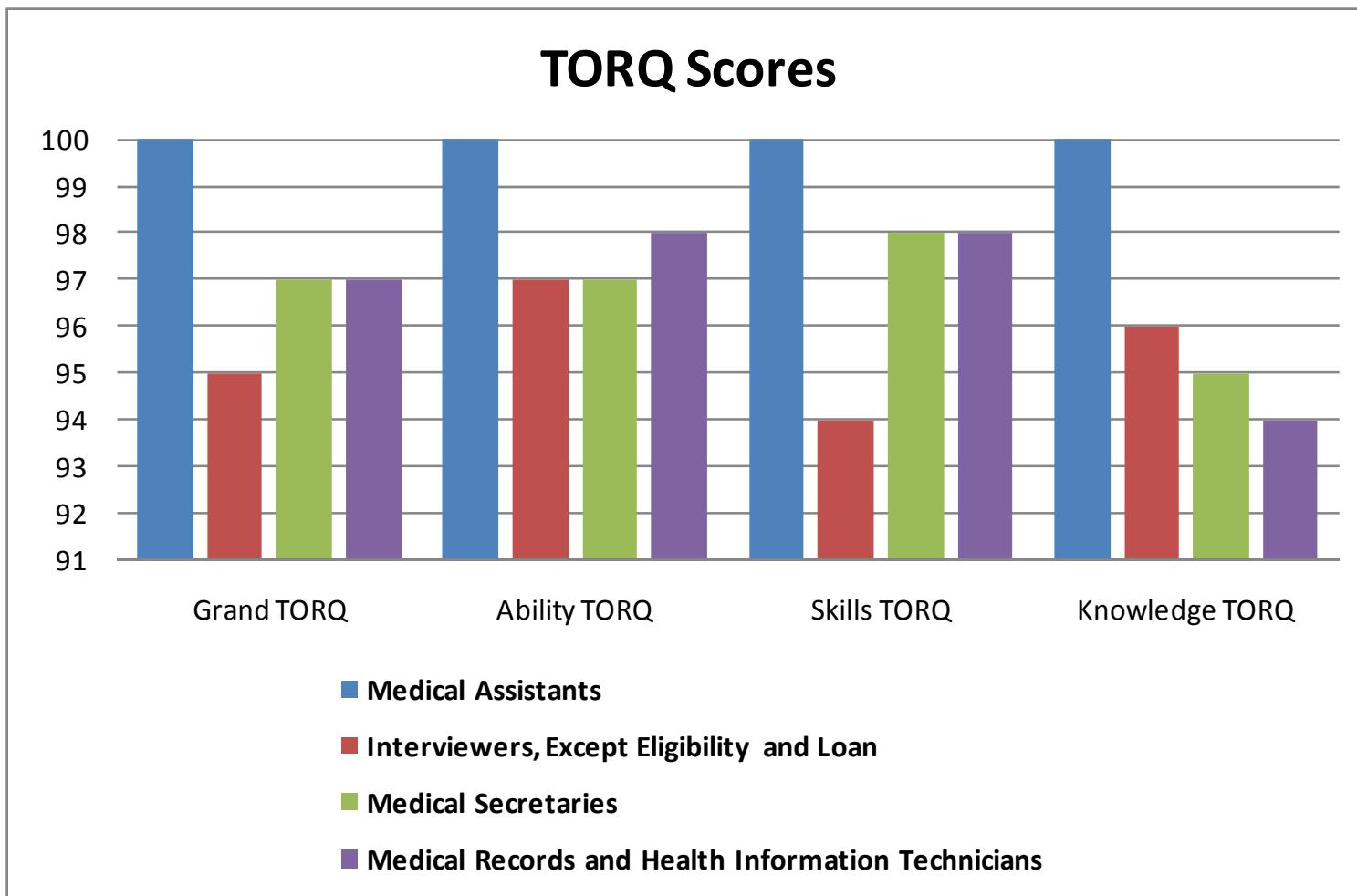
TORQ Transitions

Download Report to:



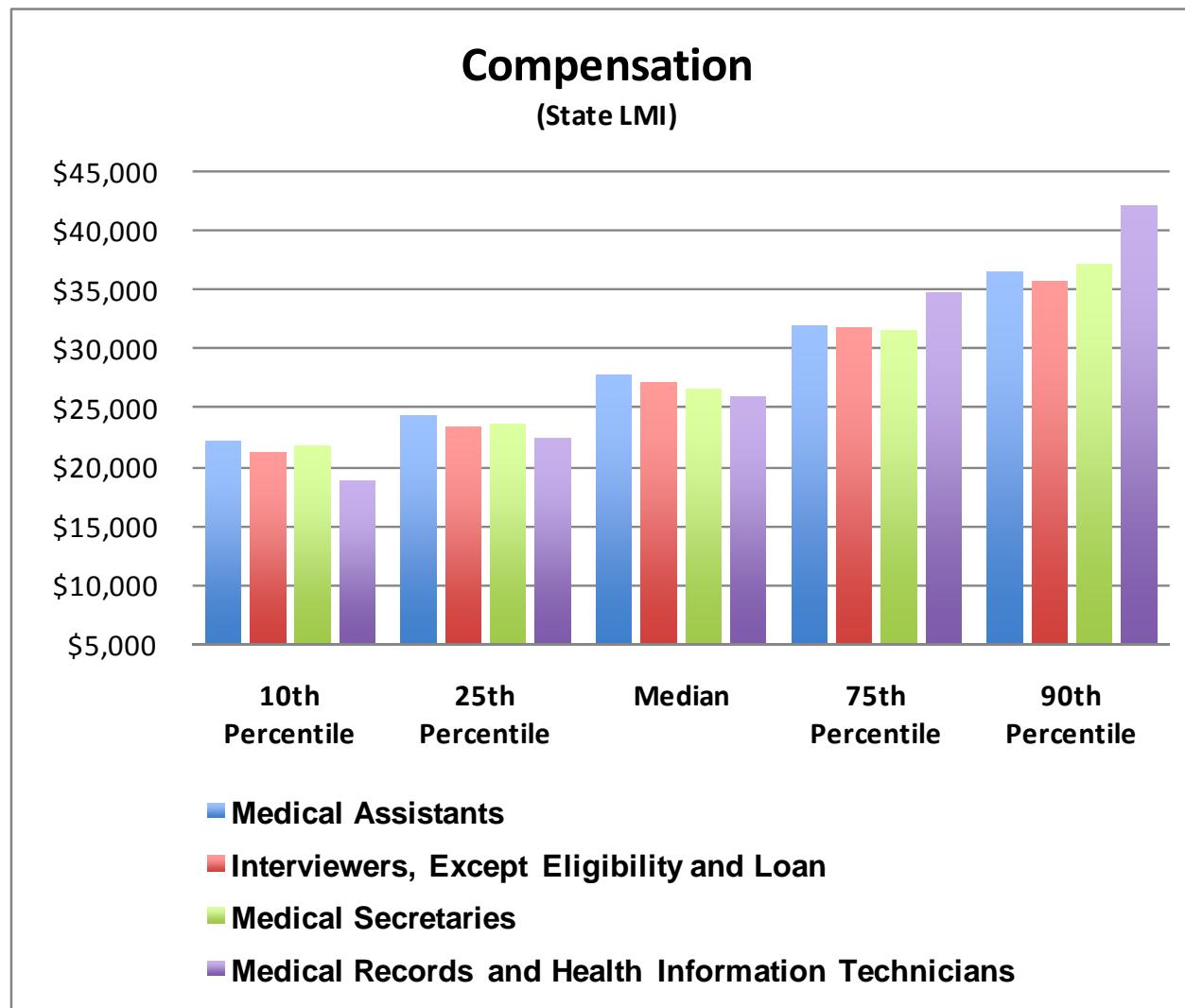
Uses of Skills Transferability

## Expanded Supply / Demand Model TORQ





## Uses of Skills Transferability Expanded Supply / Demand Model TORQ

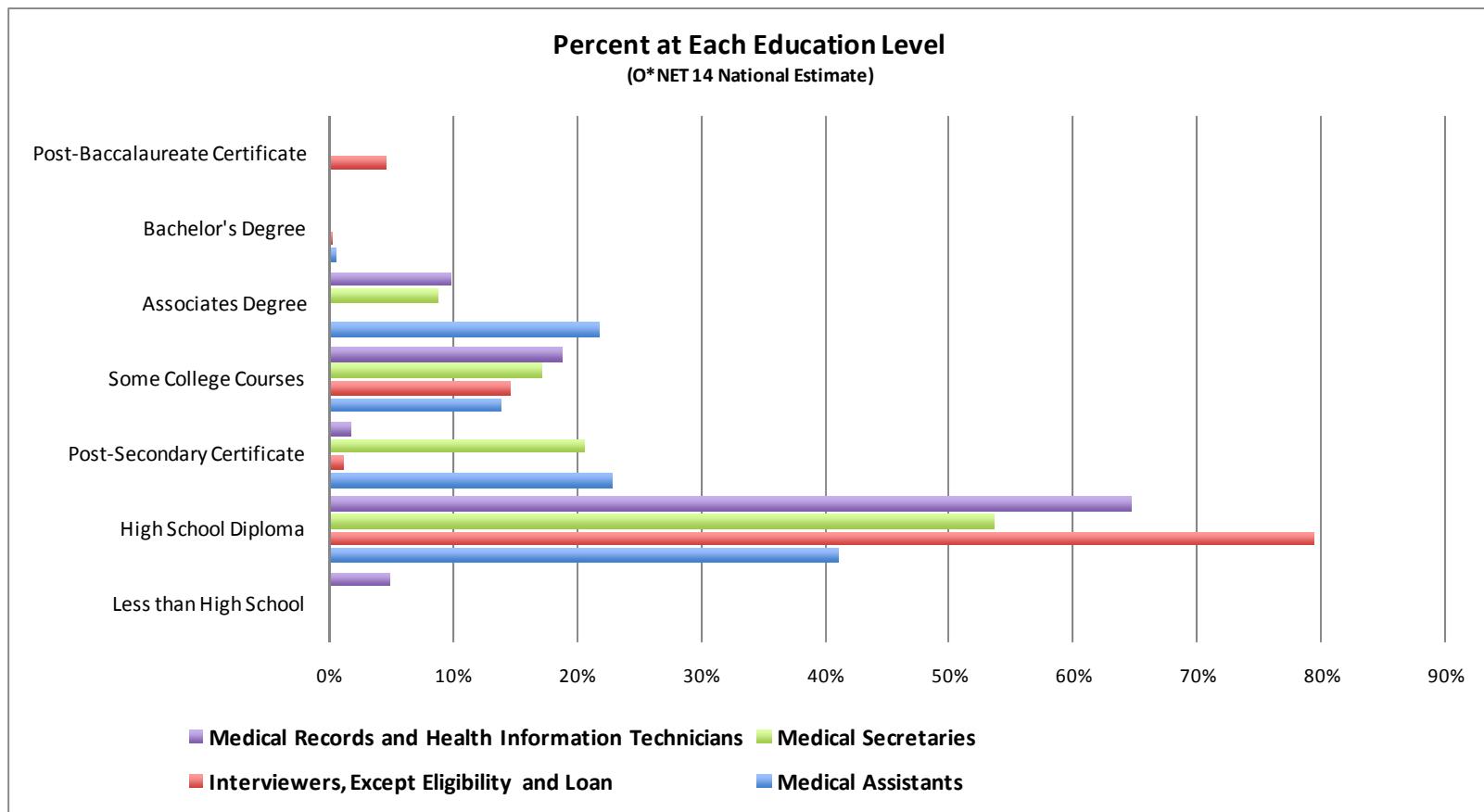




# Uses of Skills Transferability

## Expanded Supply / Demand Model

### TORQ

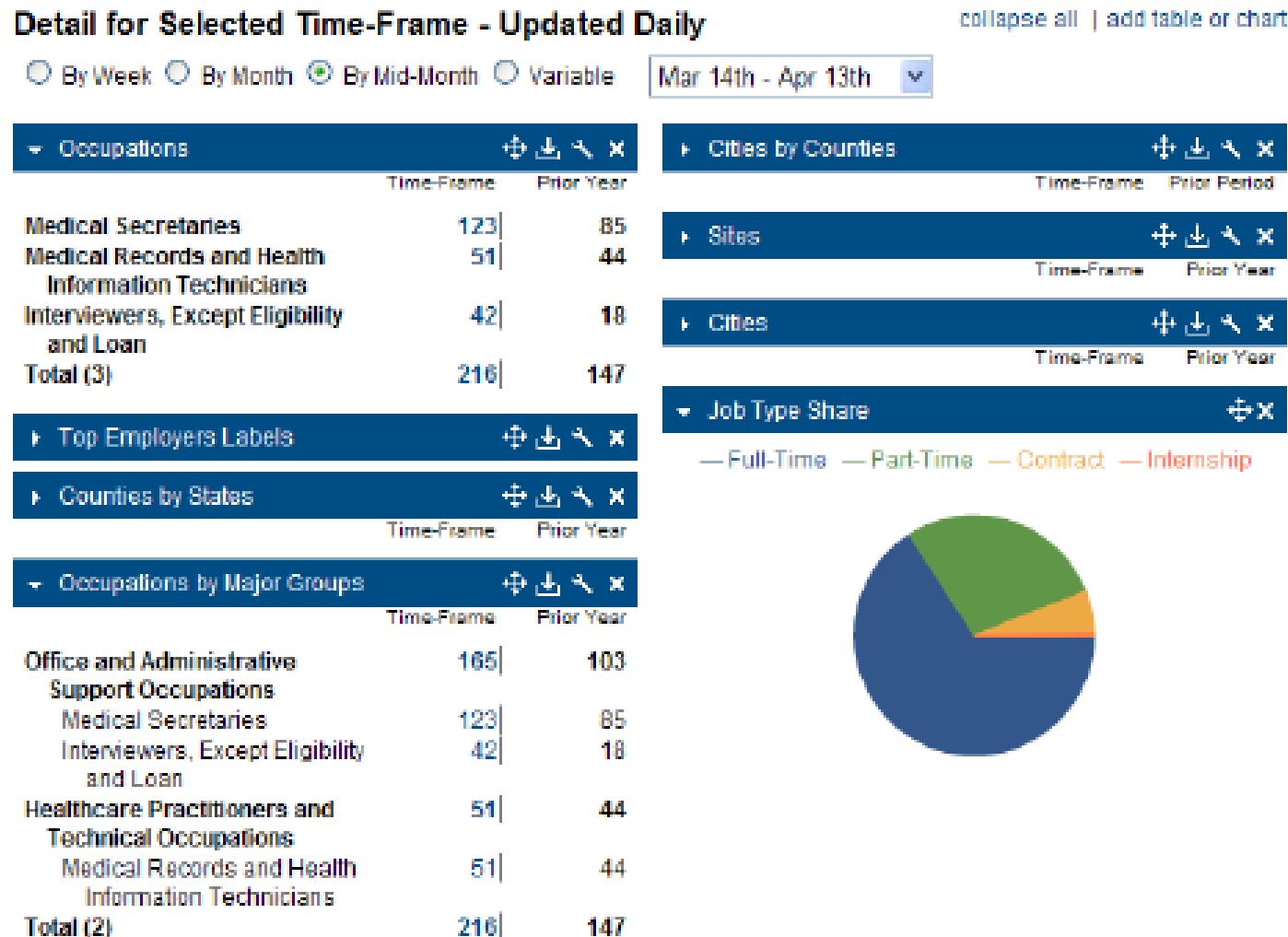




# Uses of Skills Transferability

## Expanded Supply / Demand Model

### HWOL Job Openings





Uses of Skills Transferability

**Expanded Supply / Demand Model**

Likelihood of Placement

Training Enrollees Vs. Job Openings

Training Occupation	WIB 25 Current Training Counts	HWOL Ads September 2010	HWOL Ads With Related Occupations
Medical Assistants	231	115	361
Medical Records and Health Information Technicians		81	
Interviewers, Except Eligibility & Loan		42	
Medical Secretaries		123	



## Uses of Skills Transferability UI Claimants/Employ Florida MarketPlace

- Unemployment Insurance claimants are registered in Employ Florida MarketPlace (state job bank)
  - Job openings are automatically forwarded to claimants based their previous occupation
  - Under consideration is the forwarding of job openings of occupations with transferable skills to claimants
    - ✓ Related occupations from O\*Net



## Local WIB Application--Using Skills Transferability to Better Manage Job Training and Placement Programs

- Better Justification for OJT (On the Job Training)
  - A new OJT Model using TORQ
    - ✓ Assess skills gap of jobseeker
      - Identify current skills
      - Identify enhanced skills occupations
    - ✓ Find employers who can fill skills gaps
      - Locate employers using occupational analysis and staffing patterns
        - Target employers using employer databases
    - ✓ Develop OJT contracts with employers using TORQ skills gap analysis
      - Specify skills gap goals
      - Specify contract payments based on attainment of goals



Uses of Skills Transferability

## Local Application--Using Skills Transferability to Better Manage Job Training and Placement Programs (continued)

- More qualified job referrals
- Improved counseling tool for vocational exploration
- Expands occupations of interest to jobseekers
- Enhanced identification of training related placements



Uses of Skills Transferability

## Current Event: Space Shuttle Program Termination

- More than 7,000 total layoffs will occur in early 2011 due to the shutdown of the Space Shuttle Program
- Some information on the types of occupations being laid off were provided by employers as part of their Worker Adjustment and Retraining Notification (WARN)
- Some of the common occupations needing reemployment services will be aerospace engineers, mechanical engineers, machinists, electricians, and civil engineering technicians
- Possible areas of reemployment based on TORQ analysis: energy engineers, civil drafters, cost estimators, and energy auditors
- An expansive effort on part of federal, state, and local agencies to provide reemployment services and to attract more economic development to the area has been undertaken

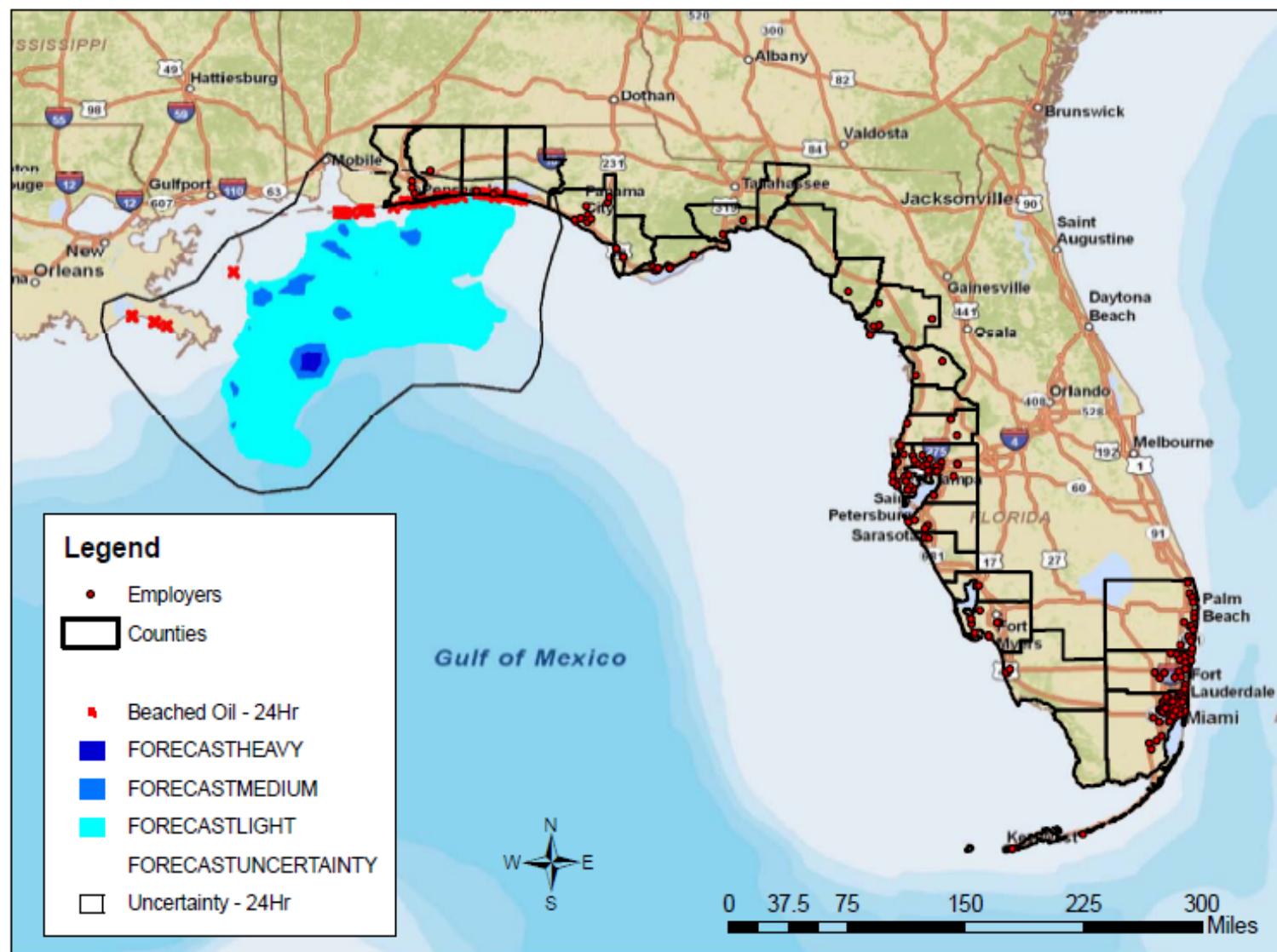


## Uses of Skills Transferability

### Current Event: Deep Water Horizon Oil Spill

- The fishing industry was one of the industries greatly impacted by the oil spill causing initial job losses for fishers, boat captains, deckhands, and crews
- These workers, in occupations that represent a way of life, are not as amenable to transferring to other occupations
- Many were temporarily employed by BP for beach cleanup and/or as vessels of opportunity

## Deepwater Horizon - Fish and Seafood Merchant Wholesalers Industry



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