



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

State LMI State-of-the-Art

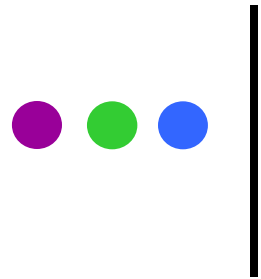
Washington, D.C.

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 TM (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 \$	
<hr/>	
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

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

Filters used to refine search

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

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

List of related occupations based on filters

Project name: LMI Inst Medical Assts

Project type: Reemployment Analysis

Labor market area: Florida

PREPARE REPORT

Project Stage

Select CURRENT Occupations Select NEXT Occupations Prepare Report

< Previous Next >

Selected CURRENT / NEXT Combinations

CURRENT Occupation	NEXT Occupation	Remove
Medical Assistants	Interviewers, Except Eligibility and Loan	x
Medical Assistants	Medical Secretaries	x
Medical Assistants	Medical Records and Health Information	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

Score: 97

ABILITY	GAP	IMP
Speech Clarity:	-9	88
Speech Recognition:	-9	89
Near Vision:	-2	80

Skills TORQ

Score: 94

SKILLS	GAP	IMP
Learning Strategies:	-11	59
Reading Comprehension:	-7	78
Service Orientation:	-7	65
Speaking:	-7	77
Writing:	-7	63
Active Listening:	-8	88

Knowledge TORQ

Score: 96

KNOWLEDGE	GAP	IMP
Telecommunications Administration and Management:	-8	54
English Language:	-3	64

Report Binder

CURRENT Occupation

Medical Assistants

Data Categories

clear all | add a

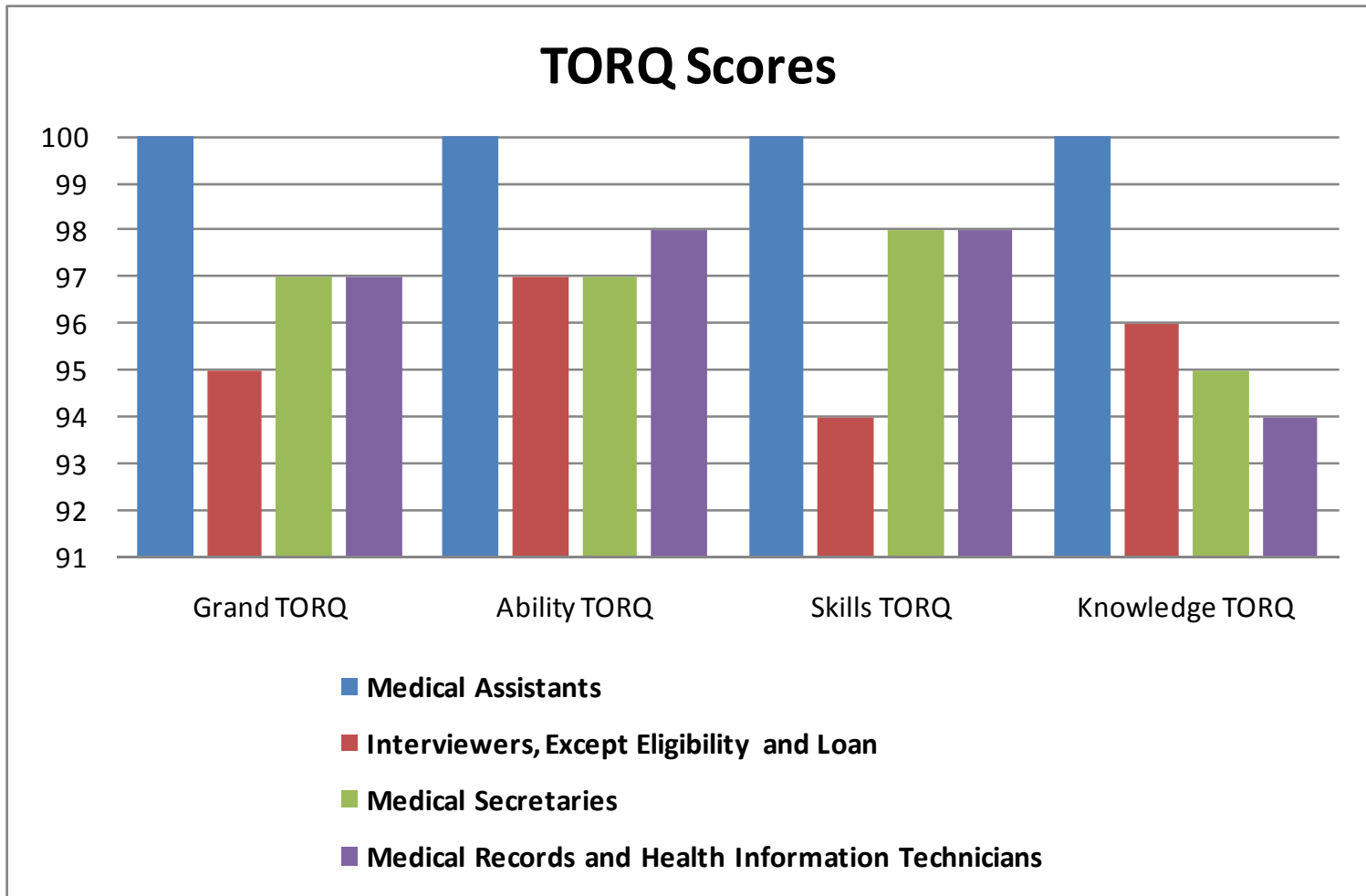
Occupation Overview	x
Work Experience	x
Education	x
Compensation	x
Employment Data	x
Current Job Postings	x
TORQ Transitions	x

Download Report to:



Uses of Skills Transferability

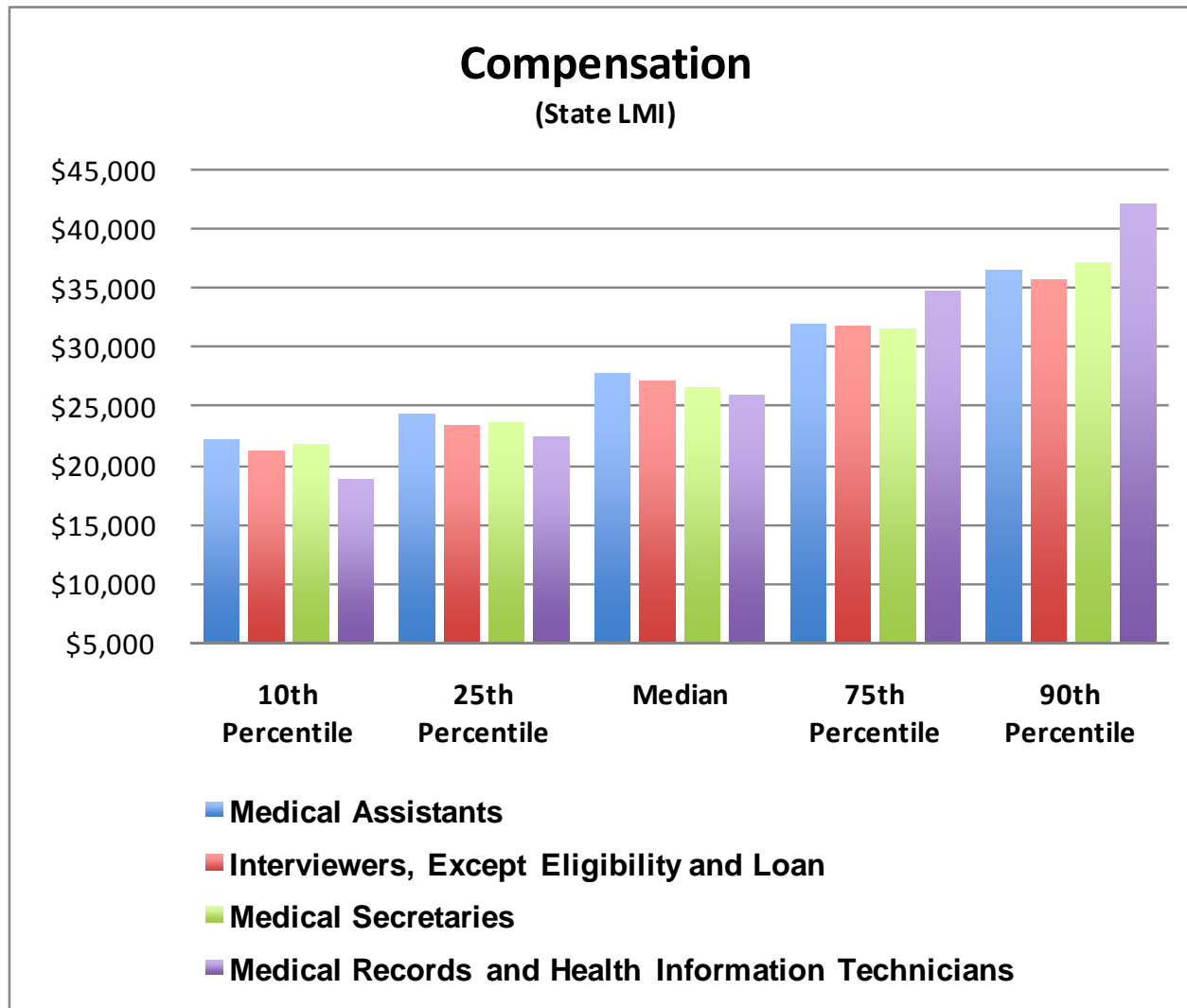
Expanded Supply / Demand Model TORQ





Uses of Skills Transferability

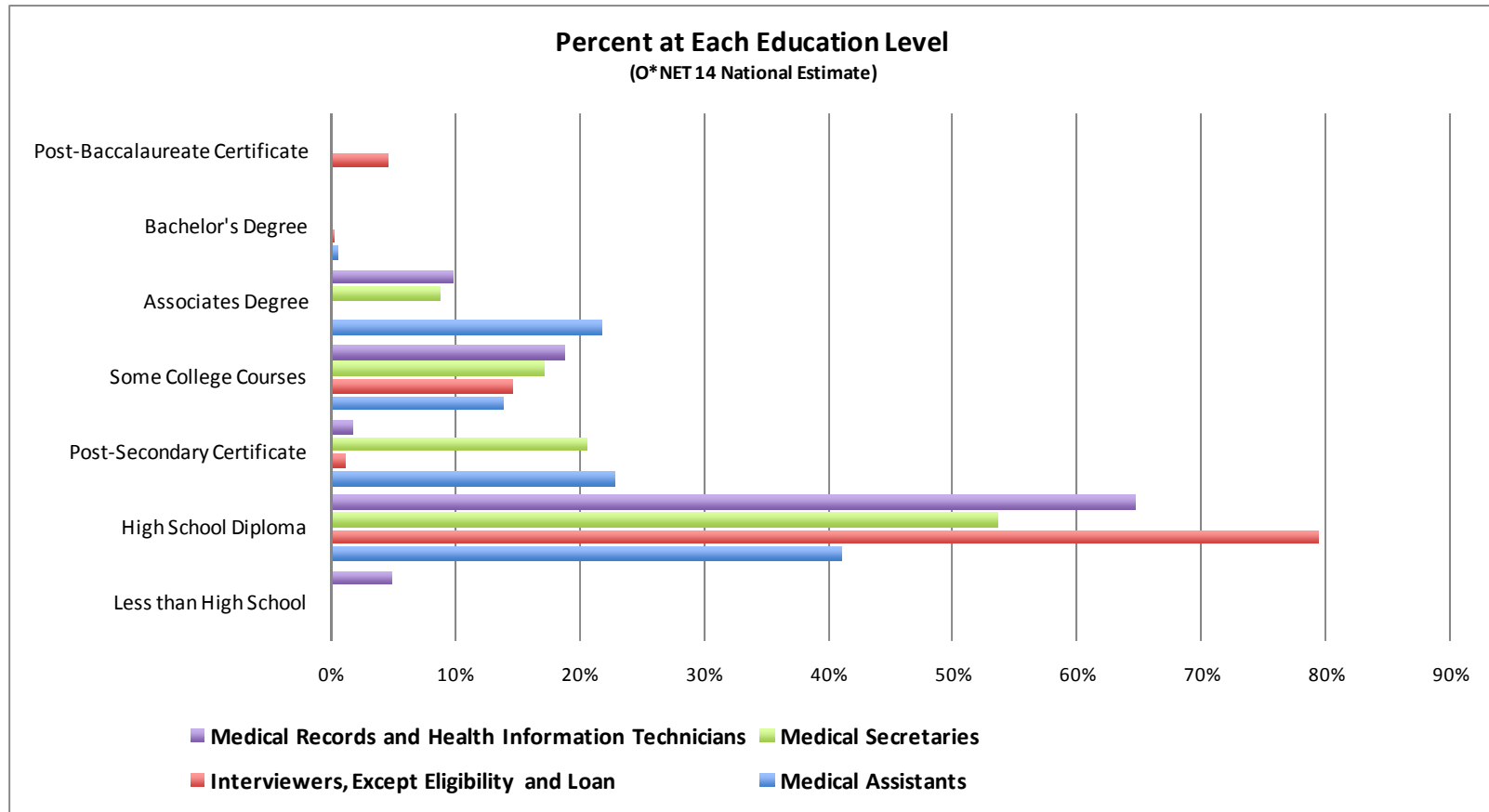
Expanded Supply / Demand Model TORQ





Uses of Skills Transferability

Expanded Supply / Demand Model TORQ





Uses of Skills Transferability

Expanded Supply / Demand Model HWOL Job Openings

Detail for Selected Time-Frame - Updated Daily

[collapse all](#) | [add table or chart](#)

By Week
 By Month
 By Mid-Month
 Variable
 Mar 14th - Apr 13th

Occupations	Time-Frame	Prior Year
Medical Secretaries	123	85
Medical Records and Health Information Technicians	51	44
Interviewers, Except Eligibility and Loan	42	18
Total (3)	216	147

Top Employers Labels

Counties by States

Occupations by Major Groups	Time-Frame	Prior Year
Office and Administrative Support Occupations	165	103
Medical Secretaries	123	85
Interviewers, Except Eligibility and Loan	42	18
Healthcare Practitioners and Technical Occupations	51	44
Medical Records and Health Information Technicians	51	44
Total (2)	216	147

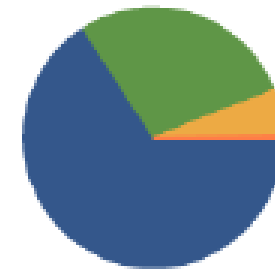
Cities by Counties

Sites

Cities

Job Type Share

— Full-Time
 — Part-Time
 — Contract
 — Internship





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



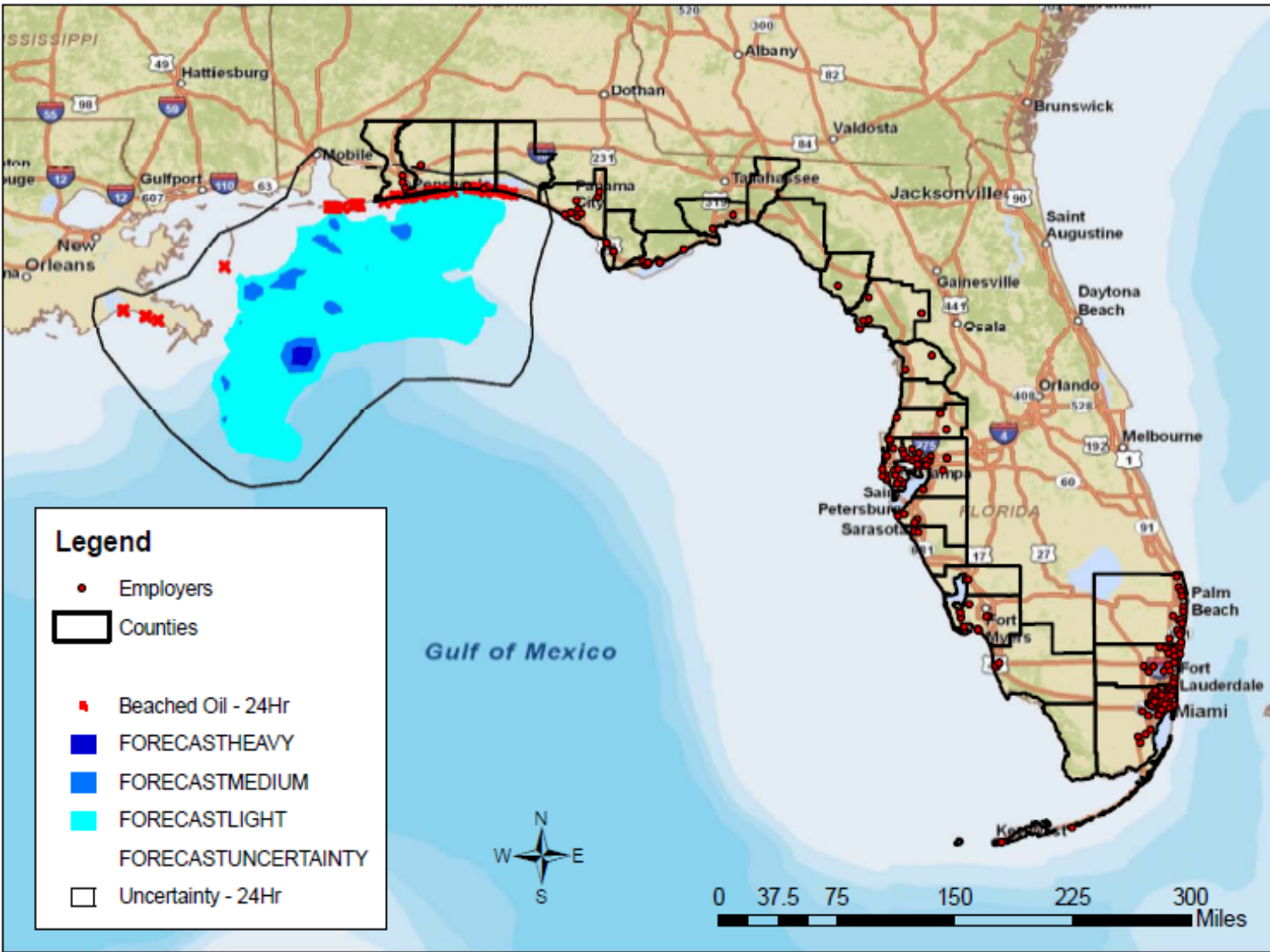
Current Event: Space Shuttle Program Termination

- 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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