Data Tools to Improve In-Need Workforce Placement

Rachael Tashbook
Economist, OEO

By the end of today you will…

- Be able to complete a full occupational profile for an in-need client
- Have a better understanding of what labor market data is and how it can help SNAP clients
- Know the basics of where to go for practical and reliable information

To do this, we'll…

Review	what labor market data is
Explore	the top 5 LMI websites for one-on-one client services
Complete	an occupational profile

First, Let’s Introduce Ourselves!

- Name
- Your Current Occupation
- How long you’ve been in your role
- First Job (Or most interesting job)

What is Labor Market Information?

What is Labor Market Information?

- The data and analysis available for relating to employment and the workforce.
- Includes Industry, Occupation, and Population Data
  - Industry Data: Employment Share, Employment Projections, Unemployment Levels, etc.
  - Occupation Data: Wages, Knowledge/Skills/Abilities, Education & Experience needed, etc.
  - Population Data: Typical Household Makeup, Demographics, Commuting Patterns, Income, etc.

What is Labor Market Information?

Important: Industries vs Occupations

- Industries are defined based on the output of the business as a whole.
- Occupations are defined by what an individual accomplishes on the job.

- Example:
  - An accountant (occupation) can work in the healthcare industry and the financial services industry.
  - A business in the education services industry may employ a nurse (occupation) and a secondary education teacher (occupation).

Important: Industries vs Occupations

- Groups of occupations that can be identified as common can be put into occupation groups.
- Groups of industries that can be identified as common can be put into industry groups.
- The Bureau of Labor Statistics uses a coding system to keep track of these two distinct groups.
  - Occupations are classified with the Standard Occupational Classification System (SOC)
  - Industries are classified with the North American Industry Classification System (NAICS)

Example: Occupational Grouping

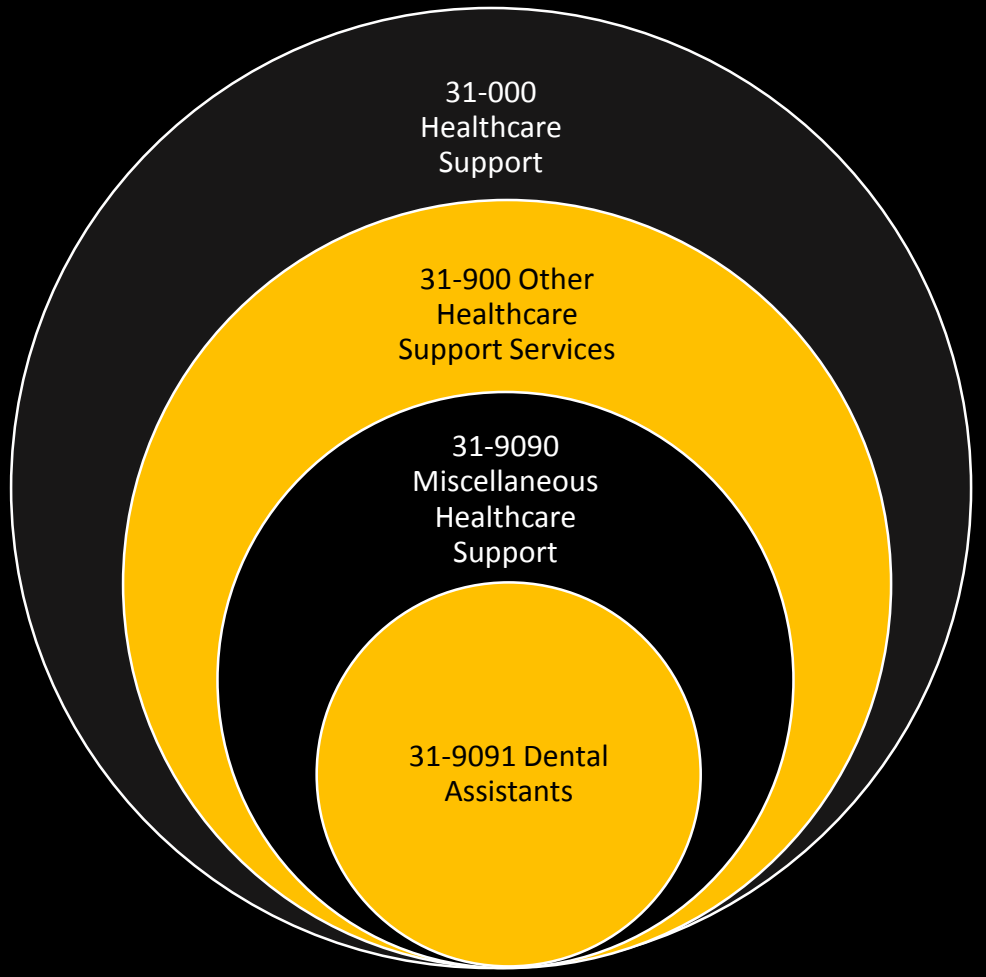
Standard Occupation Classification System (SOC)

Occupation Codes

- Organized by SOC Codes
  - 23 major groups → 97 minor groups → 461 broad occupations → 840 detailed occupations
- Example
  - Major Group: 31-000 Healthcare Support Occupations
  - Residual Minor Group: 31-900 Other Healthcare Support Services
  - Broad Occupation: 31-9090 Miscellaneous Healthcare Support Occupations
  - Detailed Occupation: 31-9091 Dental Assistants

Standard Occupation Classification System (SOC)

Occupation Codes



Includes nursing, therapy, etc.

Includes massage therapists

Includes medical assistants, veterinary assistants, etc.

Occupation Codes

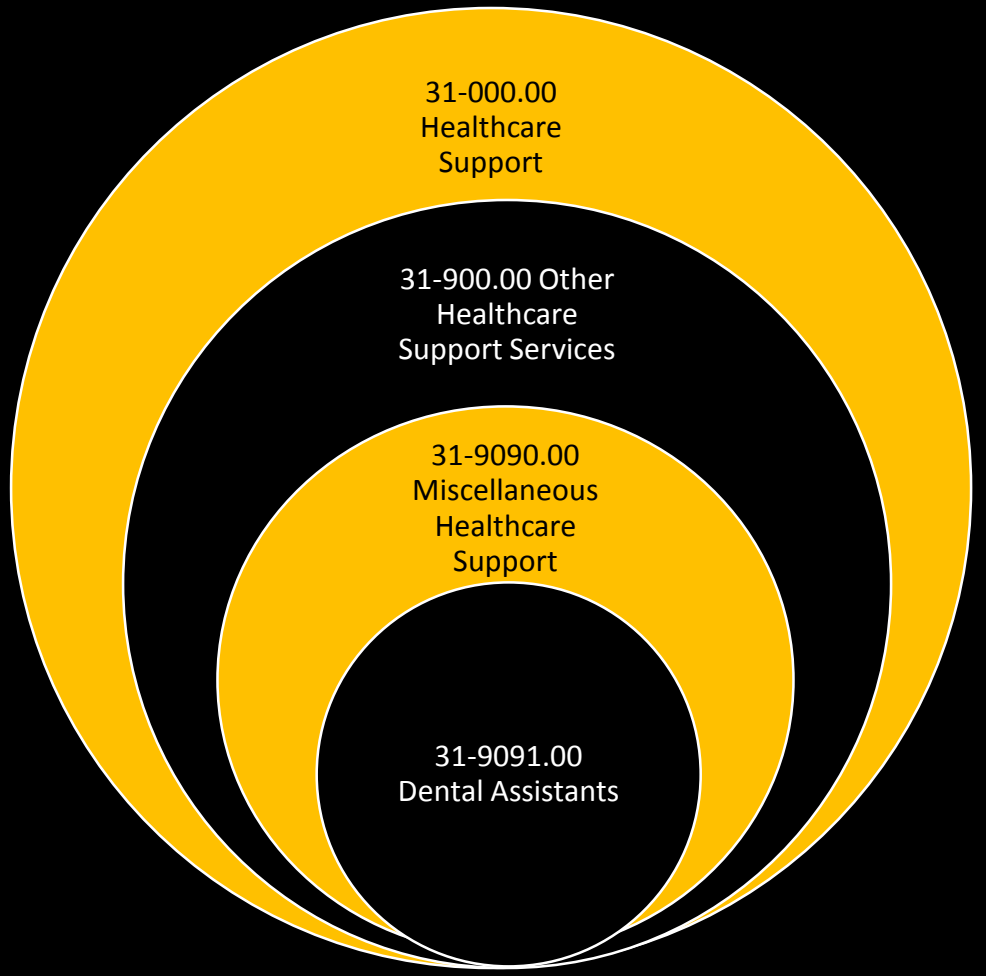
Standard Occupation Classification System (SOC)

- Organized by SOC Codes
  - 23 major groups → 97 minor groups → 461 broad occupations → 840 detailed occupations
- Example
  - Major Group: 31-000.00 Healthcare Support Occupations
  - Residual Minor Group: 31-900.00 Other Healthcare Support Services
  - Broad Occupation: 31-9090.00 Miscellaneous Healthcare Support Occupations
  - Detailed Occupation: 31-9091.00 Dental Assistants

O*NET codes are identical except they provide 2 additional digits for more occupations that they track.

Occupational Information Network (O*NET)

Occupation Codes



Includes nursing, therapy, etc.

Includes massage therapists

Includes medical assistants, veterinary assistants, etc.

Questions?

Practice

- Work with a partner to identify the cards in front of you as industries or occupations. Stick the card on the correct sheet of paper on the wall.

What useful information can we find on specific occupations?

What useful information can we find on specific occupations?

- Wage Standards
- Knowledge, Skills, and Abilities Needed for the Job
- Educational Needs
- Current Employment and Projected Employment

MEDIAN

Wages

- The median wage estimates the boundary between the highest paid 50% of workers in an occupation and the lowest paid 50% of workers in an occupation.
- Is available on several different Bureau of Labor Statistics and Department of Labor tools
- Typically used with career planning to establish whether the average wage will be enough to support the desired lifestyle of a worker.

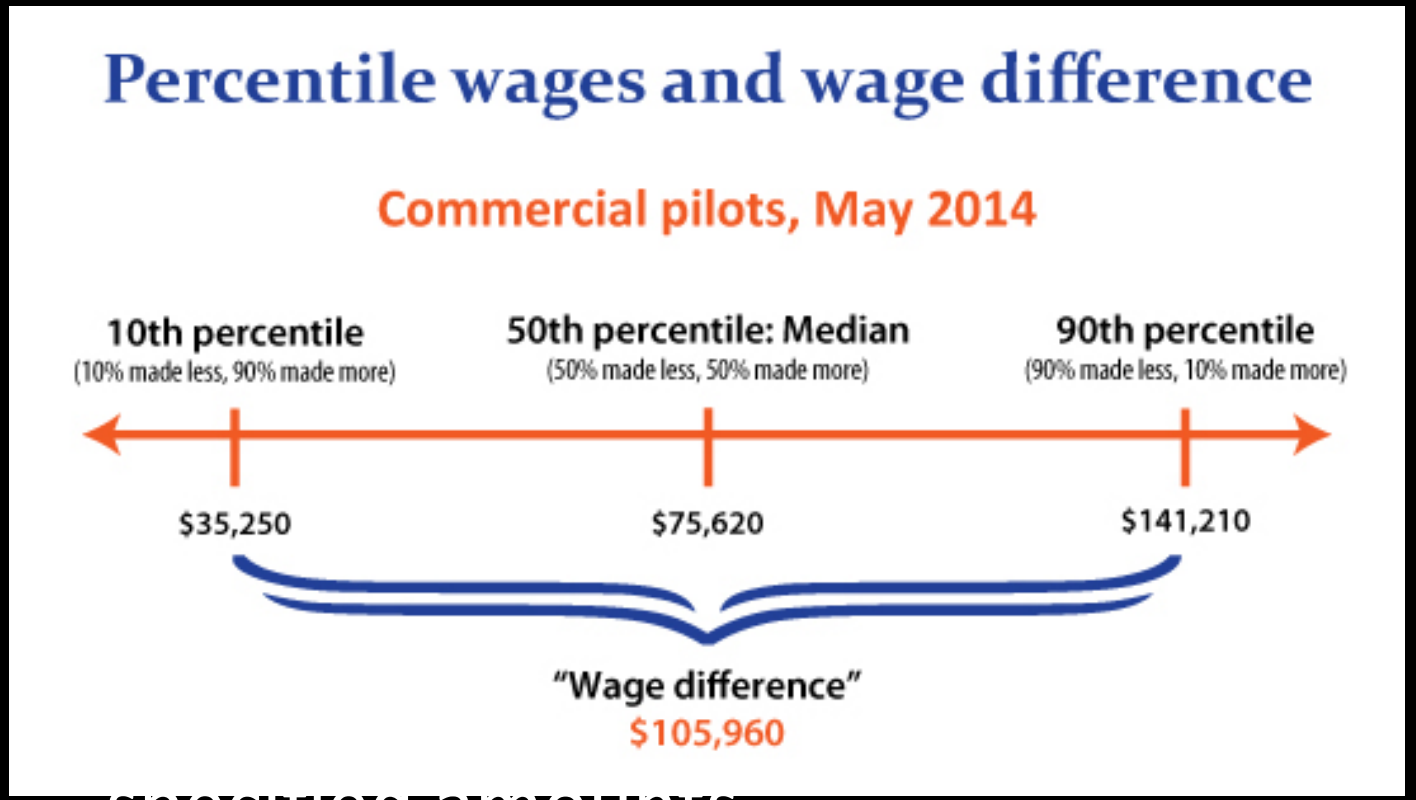
- Percentile wages help tell how many workers make more or less than the specified amounts.

PERCENTILE

Wages

PERCENTILE

Wages



specified amounts.

- For example, at the 10th Percentile, 10 percent of workers employed in an occupation earn less.

PERCENTILE

Wages

- Can be used to determine fair wages based on experience, education, and expertise.
  - A new worker could expect to be paid at a lower percentile, while an experienced worker may strive to earn at a higher percentile.

PERCENTILE

Wages

Questions?

- Can be used to determine fair wages based on experience, education, and expertise.
  - A new worker could expect to be paid at a lower percentile, while an experienced worker may strive to earn at a higher percentile.

Knowledge, Skills, and Abilities

- A list of special qualifications and personal attributes that you need to have for a particular job.
- Helpful when determining job fit, writing resumes, and knowing what skills to generally highlight in an interview.

Education

- Education:
  - BLS looks at the following education levels
    - Doctoral degree, masters degree, bachelors degree, associates degree, post-secondary non-degree award, some college no degree, high school diploma or equivalent, less than high school
    - Usually observed in terms of minimum expected education requirements for an occupation
  - Also can look at where training for an occupation can be found locally

Work Experience & On The Job Training

- Work Experience:
  - BLS looks at the following work experience levels
    - 5 years or more, Less than 5 years, None
- On The Job Training
  - BLS looks at the following levels
    - Internship/residency
    - Apprenticeship
    - Long-term OTJ training: >12 months
    - Moderate-term OTJ training: 1-12 months
    - Short-term OTJ training: <1 month
    - none

Work Experience & On The Job Training

- Work Experience:
  - Useful when determining chances of being selected for an interview/employment.
- On The Job Training
  - Useful in anticipating the level of training suitable when appropriate to ensure competitiveness.
  - Clients should anticipate and request the level of training suitable when appropriate to ensure competitiveness.

Lastly

Projections vs Current Data

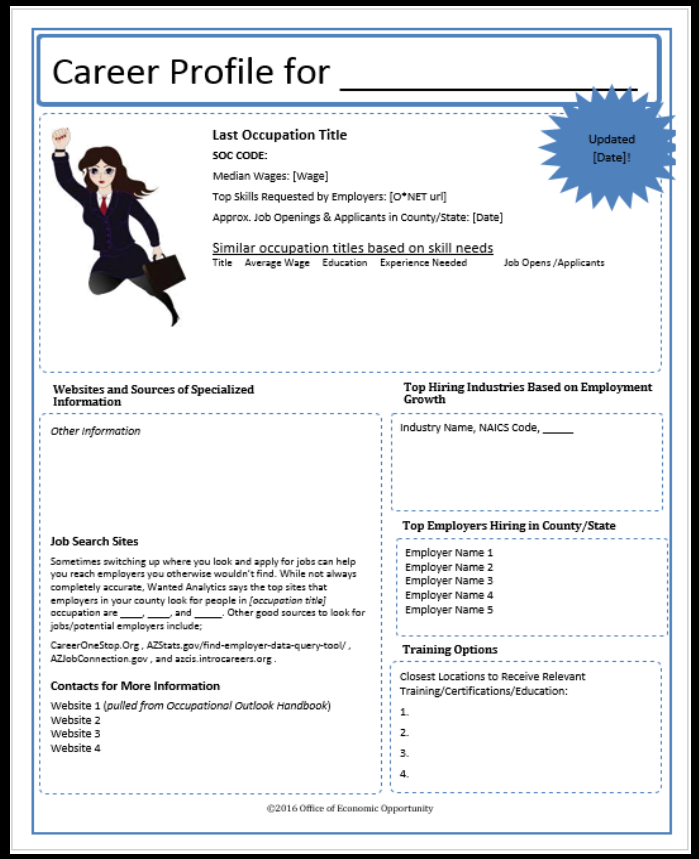
- Current data is the latest available survey data for public use.
- Projections are estimates predicting employment data for the future (e.g. employment growth).
- Typically you should use **current data** unless you are working with long-term career planning.

What is Labor Market Information?

Take out the sheet titled ‘Sample of Labor Market Data Available’.

Now to the fun stuff!

- Lets go to the places where you can find useful data and information!



Career Profile for _____

Last Occupation Title
SOC CODE:
Median Wages: [Wage]
Top Skills Requested by Employers: [O*NET url]
Approx. Job Openings & Applicants in County/State: [Date]

Updated [Date]!

Similar occupation titles based on skill needs
Title Average Wage Education Experience Needed Job Opens /Applicants

Websites and Sources of Specialized Information

Other information

Job Search Sites

Sometimes switching up where you look and apply for jobs can help you reach employers you otherwise wouldn't find. While not always completely accurate, Wanted Analytics says the top sites that employers in your county look for people in *[occupation title]* occupation are ____, ____, and _____. Other good sources to look for jobs/potential employers include;

CareerOneStop.Org , AZStats.gov/find-employer-data-query-tool/ , AZJobConnection.gov , and azcis.introcareers.org .

Contacts for More Information

Website 1 (*pulled from Occupational Outlook Handbook*)
Website 2
Website 3
Website 4

Top Hiring Industries Based on Employment Growth

Industry Name, NAICS Code, _____

Top Employers Hiring in County/State

Employer Name 1
Employer Name 2
Employer Name 3
Employer Name 4
Employer Name 5

Training Options

Closest Locations to Receive Relevant Training/Certifications/Education:

1.
2.
3.
4.

©2016 Office of Economic Opportunity

We're going to all the sources of information for this page

Please pull up these websites in different tabs

- **Bureau of Labor Statistics' Occupational Handbook**
  - **Link: https://www.bls.gov/ooh/**
- **Office Of Economic Opportunity's Labor Statistics Website**
  - **Link: https://www.bls.gov/ooh/**
- **O*NET Online**
  - **Link: https://www.onetonline.org/**
- **Arizona Career Information System**
  - **Link: https://portal.azcis.intocareers.org/**
- **Career One Stop**
  - **Link: https://www.careeronestop.org/**

Questions? Thank you!

Rachael Tashbook
Economist
Office Of Economic Opportunity
(602)364-0430
Rachael.Tashbook@oeo.az.gov