Texas Labor Market
Information to Guide Your Program Development

CCRSM Leadership Summit
June 18, 2019

Steve Smith, Project Manager, College, Career, and Military Preparation
• Learn
  • Why are LMI data important?
  • Which LMI data are available?
  • Which LMI data are important?
  • Where do we find LMI data?
• Discover who benefits from LMI data connected to education programming?
• Prepare LMI Analysis for your School Board
Labor Market Information (LMI) Data
Why are LMI Data Important?

- Labor-market demand
  - Skills gap
  - Unfilled, in-demand, high-wage jobs

- Current trends
  - Degrees, but no jobs
  - High student debt
  - Secondary programs based on interest
Discussion: What’s The Benefit of Aligning Educational Programming to In-demand Jobs?

Students

Districts

Teachers

Industry

Regional Economy

State Economy
## Available LMI Data

### Occupation Title and Code

<table>
<thead>
<tr>
<th>Salary</th>
<th># of Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education Requirement</td>
<td>2016 Jobs</td>
</tr>
</tbody>
</table>

- Openings
LMI Data: Occupation Title and Code

SOC Codes
- Hierarchical structure
- Occupation grouping
- Don’t need to memorize them!

Nuances
- Supervisors and other related careers do not fall under the same structure
- You will need to experiment with searches to find the best groupings

Example
- Law Enforcement
- “Police” brings in supervisors
SOC Codes
- Hierarchical structure
- Occupation grouping
- Don’t need to memorize them!

Nuances
- Other related careers do not fall under the same structure
- **Example: Nurses**
- Searching for “Nur” brings in all nursing occupations
## Where do we Find LMI Data?

<table>
<thead>
<tr>
<th>Texas Statewide Data</th>
<th>Texas Regional Data</th>
<th>Federal Data</th>
</tr>
</thead>
<tbody>
<tr>
<td>Texas Workforce Commission</td>
<td>Texas Workforce Commission</td>
<td>O-Net</td>
</tr>
<tr>
<td>- Statewide LMI data</td>
<td>- Targeted Occupations</td>
<td>- Occupation look-up</td>
</tr>
<tr>
<td>- Regional LMI data</td>
<td>- Local networking with employers</td>
<td>- Occupational information</td>
</tr>
</tbody>
</table>
Local Workforce Development Boards (LWDBs)

A few notes about LWDBs

• Each provides a list of “targeted” and “in-demand” occupations on their website
• Each develops their lists using different variables
• “Targeted” occupations come on and off of lists
  • Each “Targeted” occupation must have a region training provider
  • Growth and demand can change
LMI Data Projection Caveats and Local Wisdom

- Lagging data
- 10-year projection data do not reflect recent job announcements
- Some job count masking by TWC due to contracts
- Imperfect information
  - Projections
  - Structure causes some data mis-placement from a logical standpoint

Amazon: 800 more jobs coming to Austin

Texas Instruments to Open $3.1B Manufacturing Facility in Metro Dallas, Create 500 Jobs

Midland and Odessa continue to dominate the Texas – and the national – economy, fueled by the region’s oil and gas activity.

Houston unemployment rate lowest in more than a decade, economy adds 9,700 jobs
What Occupations are we Looking For?

- Make it Hot
- Make it Critical
- Make it Ubiquitous

High-Growth
Enough Jobs

WDA Targeted
Careers

CTE Programs of
Study

Taken From “When Passion Meets Preparation,” R.C Froeschle Consulting
What Occupations are we Looking For?

Hot

Critical

Ubiquitous

Photo Courtesy of El Paso ISD

Photo Courtesy of U.S. Department of Defense

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Scavenger Hunt
Pick an Occupation

Look-up SOC Code and Title

Look-up Educational Requirements

Look-up Salary, Growth, Annual Openings

Find Current Information – Local Wisdom

Compare to State and Region

Make a Case for a Program
## Where do we Find LMI Data?

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<tr>
<th>Texas</th>
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LMI Data Scavenger Hunt: [Field of Study Here]

We Propose Offering a Program in [Field of Study Here]

Occupation 1

Occupation 2

Occupation 3
## LMI Data Scavenger Hunt: [Occupation 1]

<table>
<thead>
<tr>
<th>Level</th>
<th>Median Salary</th>
<th>2026 Jobs</th>
<th>Growth %</th>
<th>Annual Openings</th>
<th>CER</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>$</td>
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<td>Region</td>
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<tr>
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<td>Yes/No</td>
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## LMI Data Scavenger Hunt: [Occupation 2]

<table>
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<tr>
<th>Level</th>
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**Aligned to LMI Data?**
- Yes/No

**Targeted Occupation?**
- Yes/No
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LMI Data Scavenger Hunt: [Field of Study Here]

Employer 1

Employer 2

Employer 3
Regional and State News
Scavenger Hunt Exercise
Scavenger Hunt Report-Out
Recap: Evaluating Occupations

- Are one or more of the occupations we are aligning to:
  - In-demand?
  - High-wage?
  - Good annual openings?

- Are they:
  - Hot?
  - Critical?
  - Ubiquitous?

- Are there sufficient regional jobs for:
  - Finding teachers and industry partners?
  - Work-based learning opportunities?
  - Graduates to find work?
<table>
<thead>
<tr>
<th>Resource</th>
<th>For More Information</th>
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<tbody>
<tr>
<td>TWC Texas Wages</td>
<td><a href="https://texaswages.com/">https://texaswages.com/</a></td>
</tr>
<tr>
<td>TWC list of Local Workforce Development Boards</td>
<td><a href="https://twc.texas.gov/partners/workforce-development-boards-websites">https://twc.texas.gov/partners/workforce-development-boards-websites</a></td>
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<tr>
<td>Perkins IV and V</td>
<td><a href="https://www.careertech.org/perkins">https://www.careertech.org/perkins</a></td>
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<tr>
<td>Emsi</td>
<td><a href="https://www.economicmodeling.com/">https://www.economicmodeling.com/</a></td>
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<tr>
<td>Standard Occupational Classification</td>
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For More Information

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Programs of Study Project Phases

- **Phase I**: Methodology, Initial Analysis
- **Phase II**: Vetting and Revision
- **Phase III**: Public Comment
- **Phase IV**: Refine/Publish
A Look at New Statewide CTE Programs of Study

June 18th 3:15pm – 4:30pm
Collinwood I