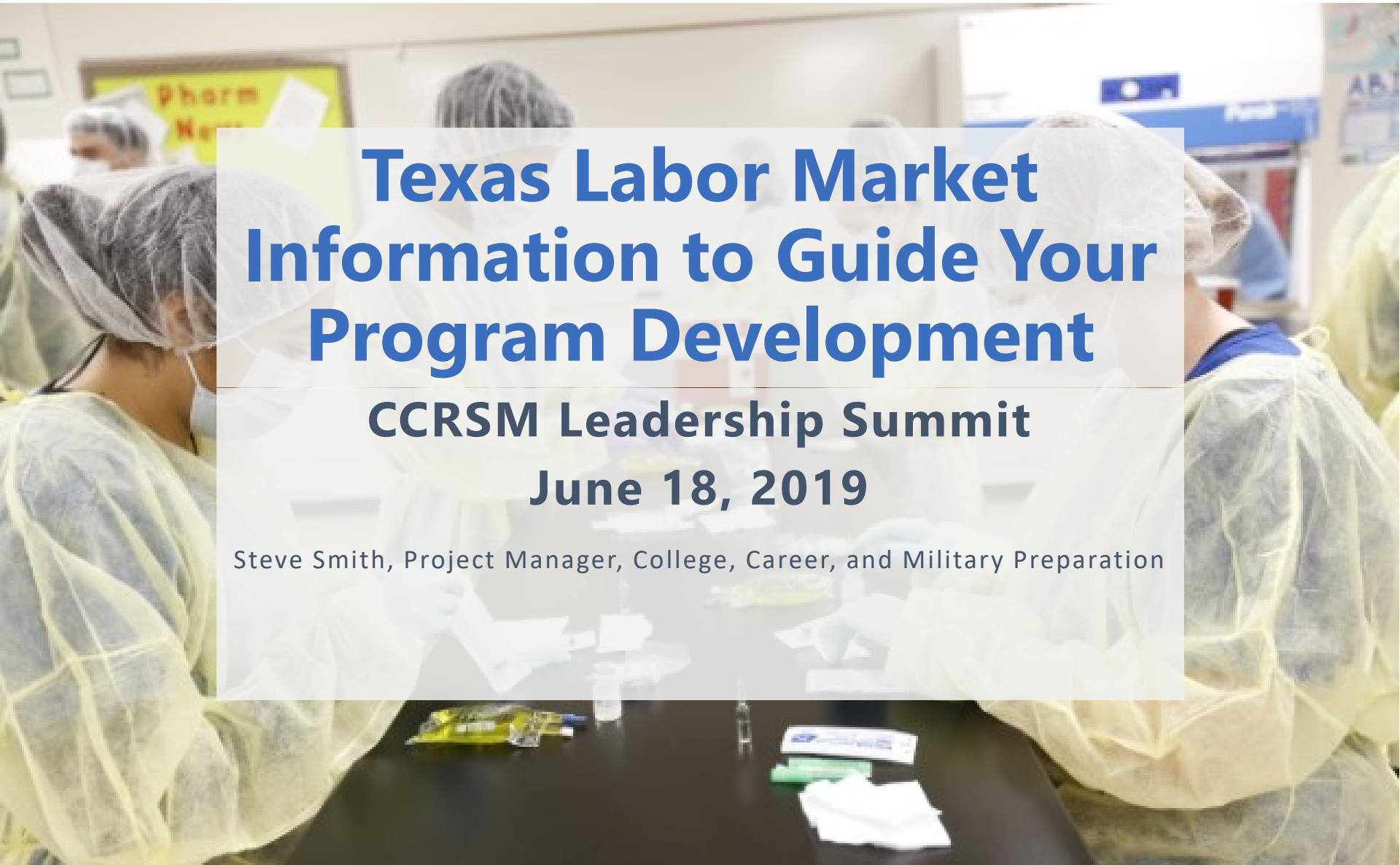


# Texas Labor Market Information to Guide Your Program Development

## CCRSM Leadership Summit

## June 18, 2019

Steve Smith, Project Manager, College, Career, and Military Preparation

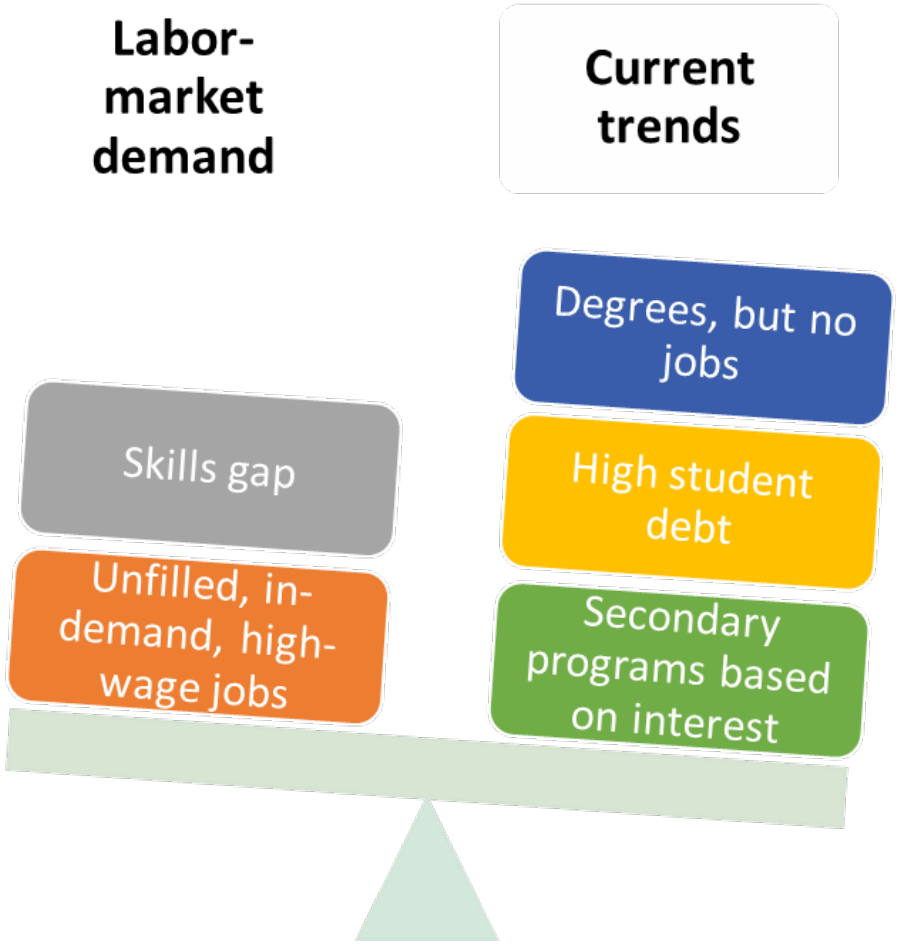
# Labor Market Information (LMI) Session Objectives

- 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

Texas Education Agency

# Labor Market Information (LMI) Data

# Why are LMI Data Important?



# 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

Salary

# of Jobs

Education Requirement

2016 Jobs

2026 Jobs

# Growth

% Growth

Annual 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

# LMI Data: Occupation Title and Code

**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

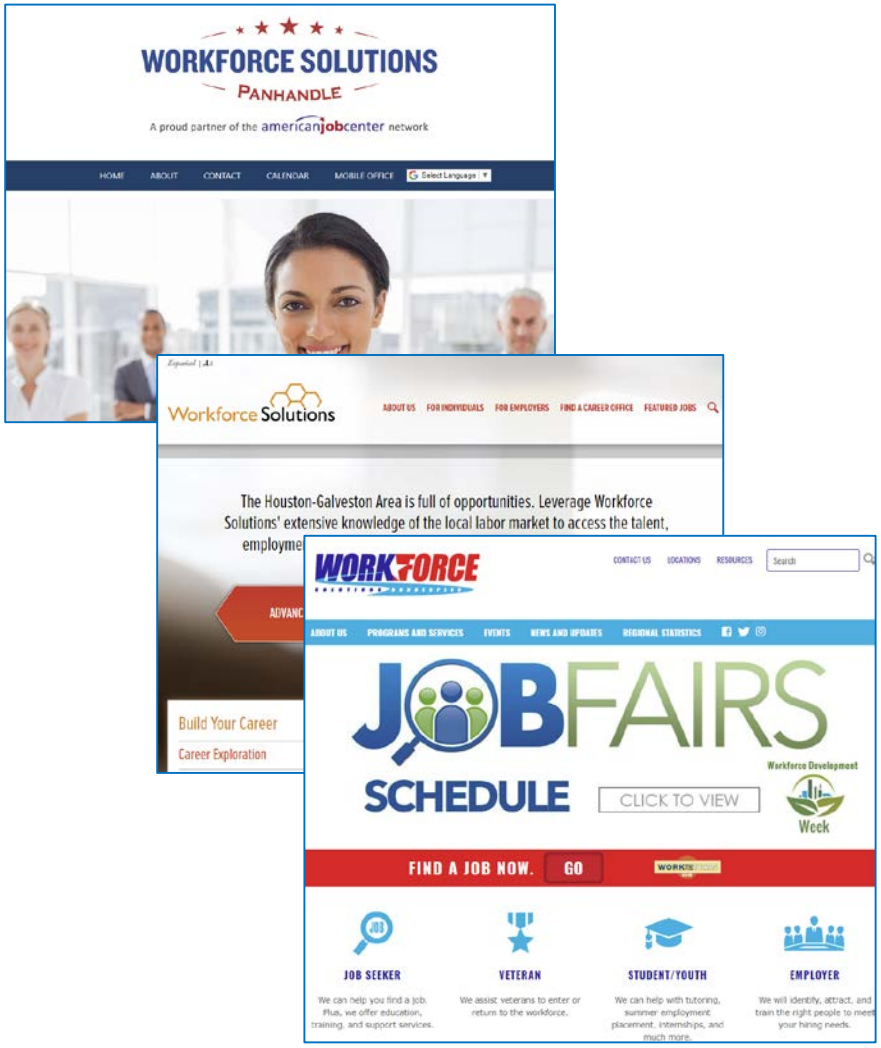
# Where do we Find LMI Data?

| Texas Statewide Data | Texas Regional Data | Federal Data |
|---|---|---|
| Texas Workforce Commission | Texas Workforce Commission | O-Net |
| • Statewide LMI data<br>• Regional LMI data | • Targeted Occupations<br>• Local networking with employers | • Occupation look-up<br>• Occupational information |

# 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

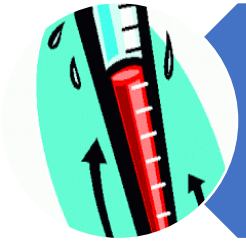
***Amazon: 800 more jobs coming to Austin***

***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.***

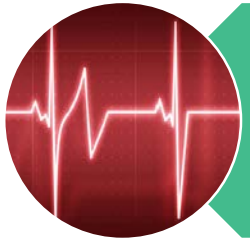
***Houston unemployment rate lowest in more than a decade, economy adds 9,700 jobs***

# What Occupations are we Looking For?



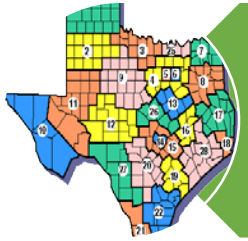
Make it Hot

High-Growth Enough Jobs



Make it Critical

WDA Targeted Careers



Make it Ubiquitous

CTE Programs of Study

Taken From “When Passion Meets Preparation,” R.C Froeschle Consulting

# What Occupations are we Looking For?

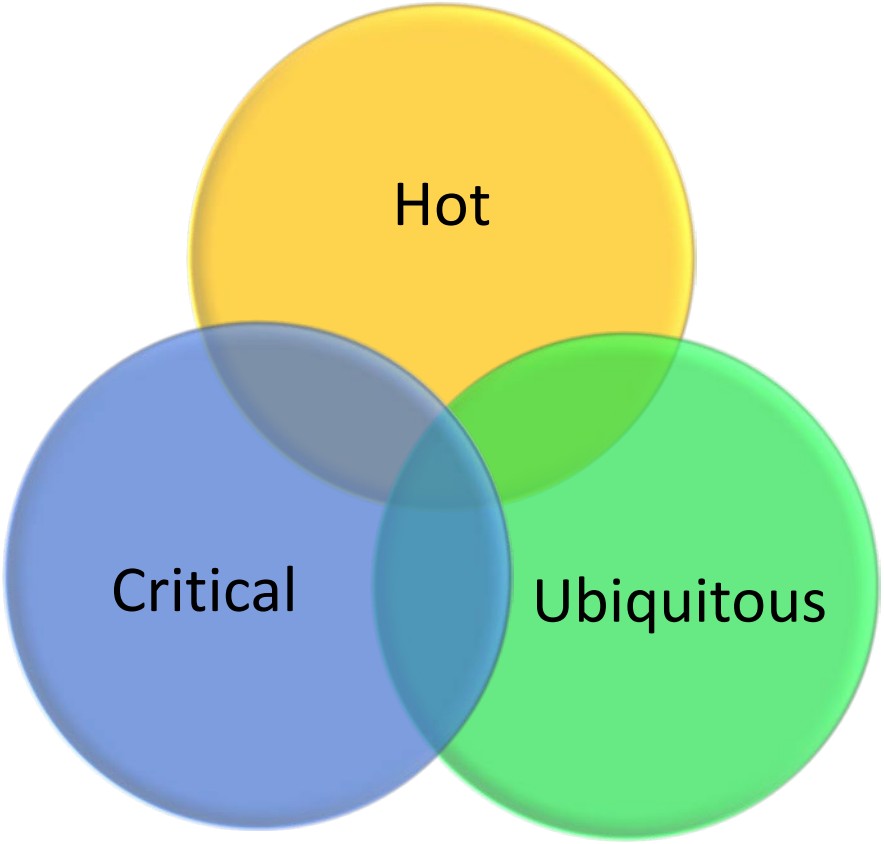


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Photo Courtesy of El Paso ISD

Photo Courtesy of U.S. Department of Defense

# Scavenger Hunt

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# LMI Data Scavenger Hunt

Pick an Occupation

O*NET OnLi

Look-up SOC Code and Title

O*NET OnLi

Look-up Educational Requirements

Texas Wages and Employment Projections

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?

| Texas | LWDBs | Nation |
|---|---|---|
| Texas Workforce Commission | Texas Workforce Commission | O-Net |
| https://texaswages.com/ | https://twc.texas.gov/partners/workforce-development-boards-websites | https://www.onetonline.org/ |

# 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]

| Level | Median Salary | 2026 Jobs | Growth % | Annual Openings | CER |
|---|---|---|---|---|---|
| State | $ | | % | | |
| Region | $ | | % | | |
| Title SOC | $ | | % | | |
| Aligned to LMI Data? | Yes/No | | | | |
| Targeted Occupation? | Yes/No | | | | |

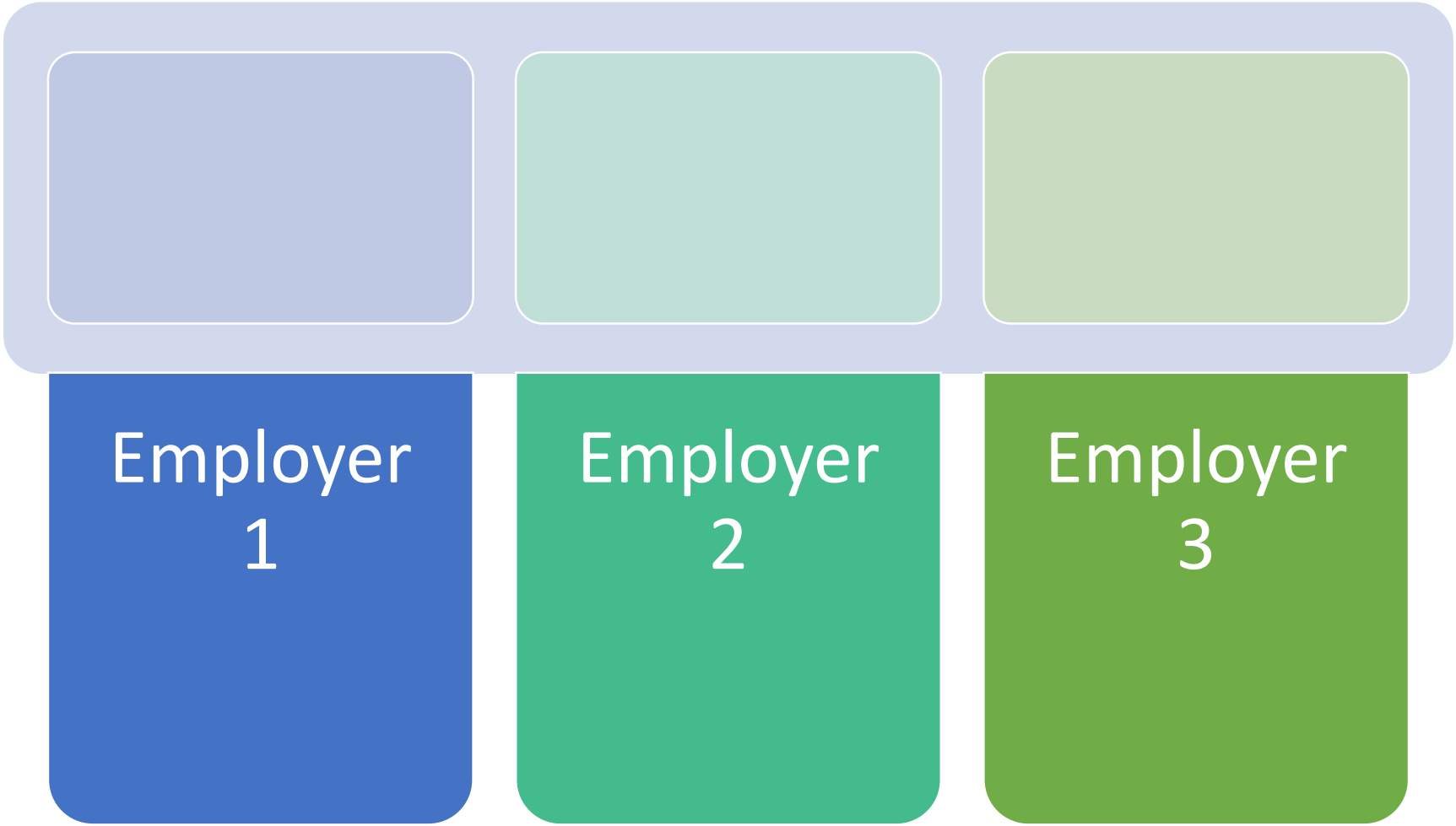
# LMI Data Scavenger Hunt: [Occupation 2]

| Level | Median Salary | 2026 Jobs | Growth % | Annual Openings | CER |
|---|---|---|---|---|---|
| State | $ | | % | | |
| Region | $ | | % | | |
| Title SOC | $ | | % | | |
| Aligned to LMI Data? | Yes/No | | | | |
| Targeted Occupation? | Yes/No | | | | |

# LMI Data Scavenger Hunt: [Occupation 3]

| Level | Median Salary | 2026 Jobs | Growth % | Annual Openings | CER |
|---|---|---|---|---|---|
| State | $ | | % | | |
| Region | $ | | % | | |
| Title SOC | $ | | % | | |
| Aligned to LMI Data? | Yes/No | | | | |
| Targeted Occupation? | Yes/No | | | | |

# LMI Data Scavenger Hunt: [Field of Study Here]



# Regional and State News

Texas Education Agency

# Scavenger Hunt Exercise

Texas Education Agency

# 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?

# LMI Resources

| Resource | For More Information |
|---|---|
| TWC Texas Wages | https://texaswages.com/ |
| TWC list of Local Workforce Development Boards | https://twc.texas.gov/partners/workforce-development-boards-websites |
| Perkins IV and V | https://www.careertech.org/perkins |
| Emsi | https://www.economicmodeling.com/ |
| Standard Occupational Classification | https://www.bls.gov/soc/ |
| Onet | https://www.onetonline.org/ |
| Classification of Instructional Programs | https://nces.ed.gov/pubs2002/cip2000/ |

# For More Information

echs@tea.texas.gov
ptech@tea.texas.gov
tstem@tea.texas.gov
ccrsm@tea.texas.gov

TEXAS COLLEGE & CAREER READINESS SCHOOL MODELS

Christine Bailie, M.P.Aff.
Assistant Director, Postsecondary Preparation Programs
Division for College, Career and Military Preparation
Christine.Bailie@TEA.Texas.gov
512-463-9326

# Programs of Study Project Phases

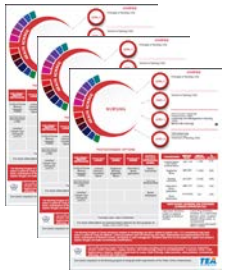
Methodology
Initial Analysis

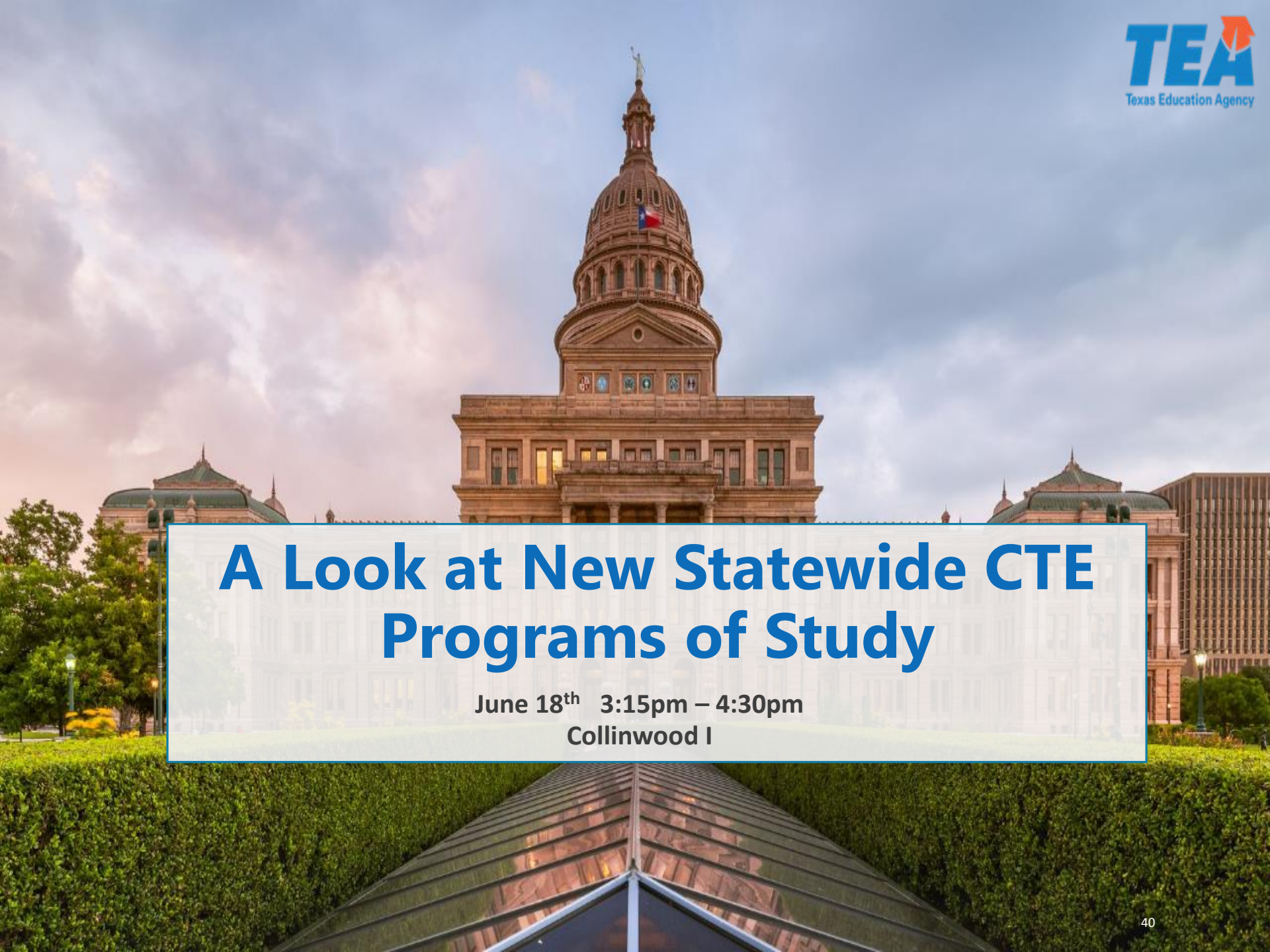
Vetting and
Revision

Public Comment

Refine/Publish

Phase I → Phase II → Phase III → Phase IV





# A Look at New Statewide CTE Programs of Study

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