



# **Texas Labor Market Information to Guide Your Program Development**

**CCRSM Leadership Summit  
June 18, 2019**

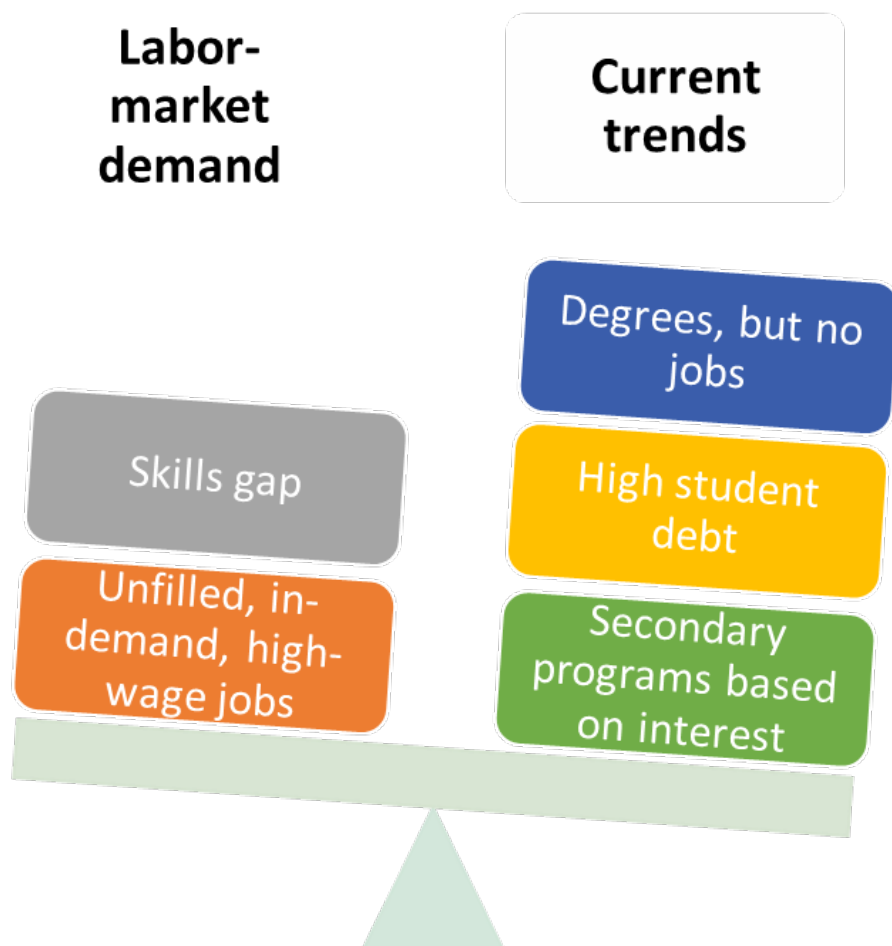
Steve Smith, Project Manager, College, Career, and Military Preparation

- 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?



## Discussion: What's The Benefit of Aligning Educational Programming to In-demand Jobs?

Students

Districts

Teachers

Industry

Regional  
Economy

State  
Economy



## Occupation Title and Code

Salary

# of Jobs

Education  
Requirement

2016 Jobs

2026 Jobs

# Growth

% Growth

Annual  
Openings

## 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



The screenshot shows the 'Texas Wages and Employment Projections' website. The header features the title in green script and 'LMCI' logo. Navigation links include 'Wages by WDA', 'Wages by MSA', 'Employment Projections', and 'About'. The main content area is titled '2016 - 2026 Employment Projections' and includes a 'Select a Region:' dropdown menu with 'Texas (all regions)' selected and a 'Submit' button. A note below the dropdown states: '\*Click any SOC code below to view wage detail for that occupation.' Below this is a table with two columns: 'SOC' and 'SOC Title'. The table lists five entries, with the first two highlighted in green.

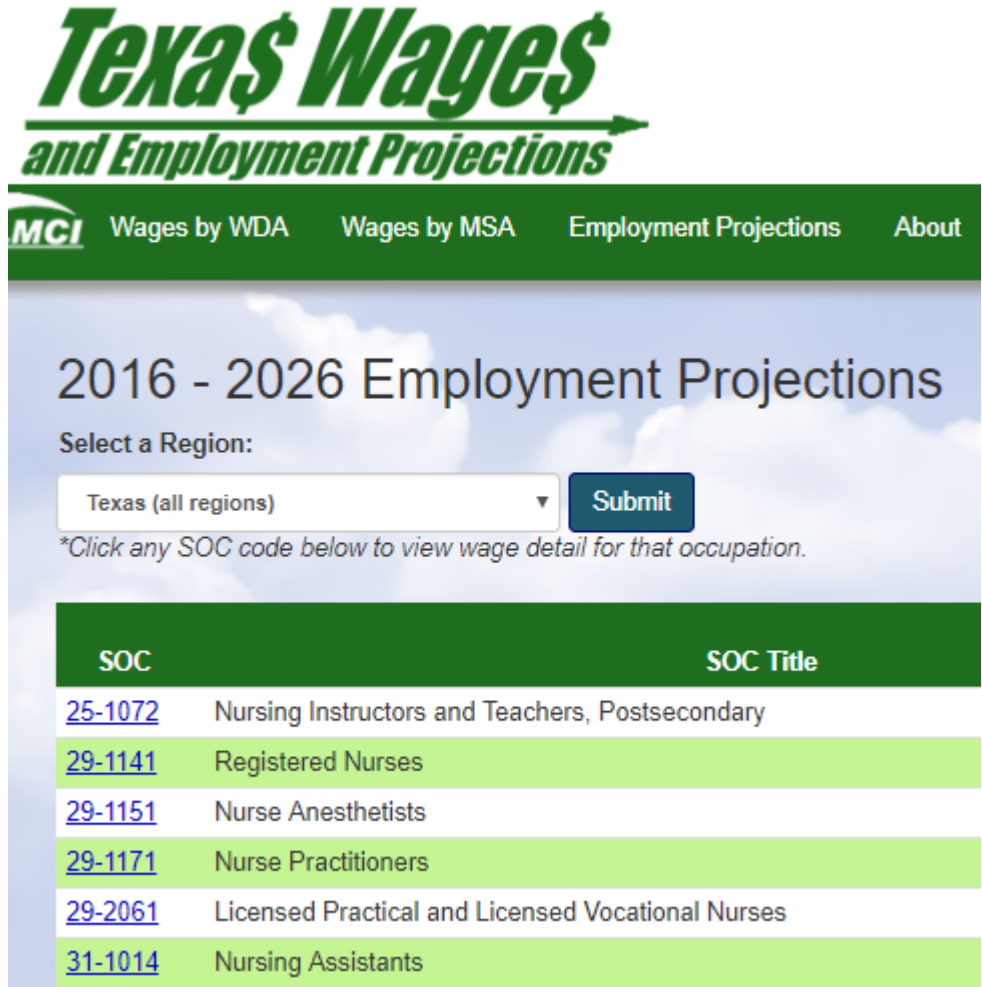
SOC	SOC Title
<a href="#">33-1012</a>	First-Line Supervisors of Police and Detectives
<a href="#">33-3051</a>	Police and Sheriff's Patrol Officers
<a href="#">33-3052</a>	Transit and Railroad Police
<a href="#">43-5031</a>	Police, Fire, and Ambulance Dispatchers
<a href="#">43-5032</a>	Dispatchers, Except Police, Fire, and Ambulance

## 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



**TexasWages**  
*and Employment Projections*

MCI Wages by WDA Wages by MSA Employment Projections About

### 2016 - 2026 Employment Projections

Select a Region:

Texas (all regions)

*\*Click any SOC code below to view wage detail for that occupation.*

SOC	SOC Title
<a href="#">25-1072</a>	Nursing Instructors and Teachers, Postsecondary
<a href="#">29-1141</a>	Registered Nurses
<a href="#">29-1151</a>	Nurse Anesthetists
<a href="#">29-1171</a>	Nurse Practitioners
<a href="#">29-2061</a>	Licensed Practical and Licensed Vocational Nurses
<a href="#">31-1014</a>	Nursing Assistants



## Where do we Find LMI Data?

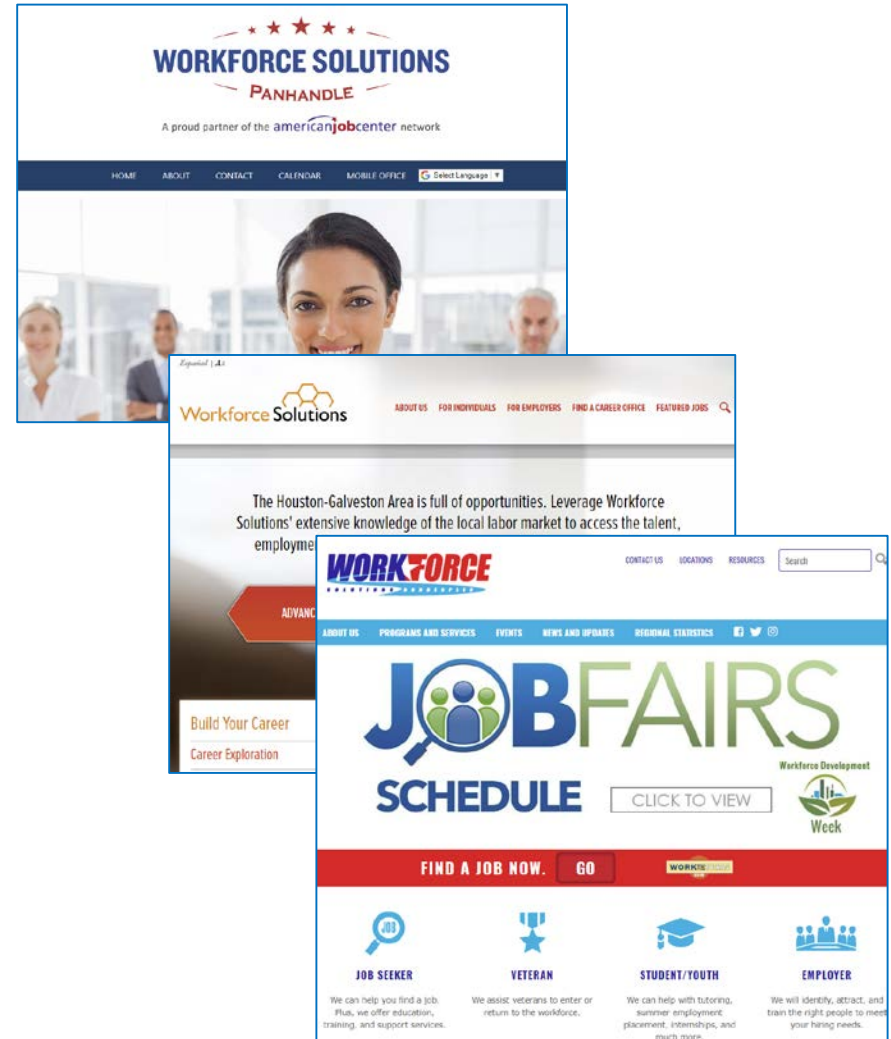


Texas Statewide Data	Texas Regional Data	Federal Data
Texas Workforce Commission	Texas Workforce Commission	O-Net
<ul style="list-style-type: none"> <li>Statewide LMI data</li> <li>Regional LMI data</li> </ul>	<ul style="list-style-type: none"> <li>Targeted Occupations</li> <li>Local networking with employers</li> </ul>	<ul style="list-style-type: none"> <li>Occupation look-up</li> <li>Occupational information</li> </ul>

# 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

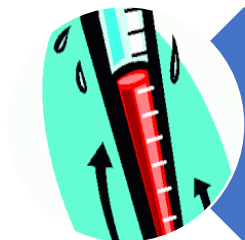
*Amazon: 800 more jobs coming to Austin*

*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?



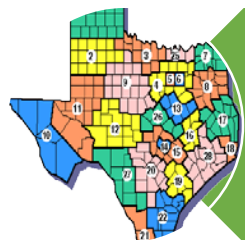
Make it Hot

High-Growth  
Enough Jobs



Make it Critical

WDA Targeted  
Careers

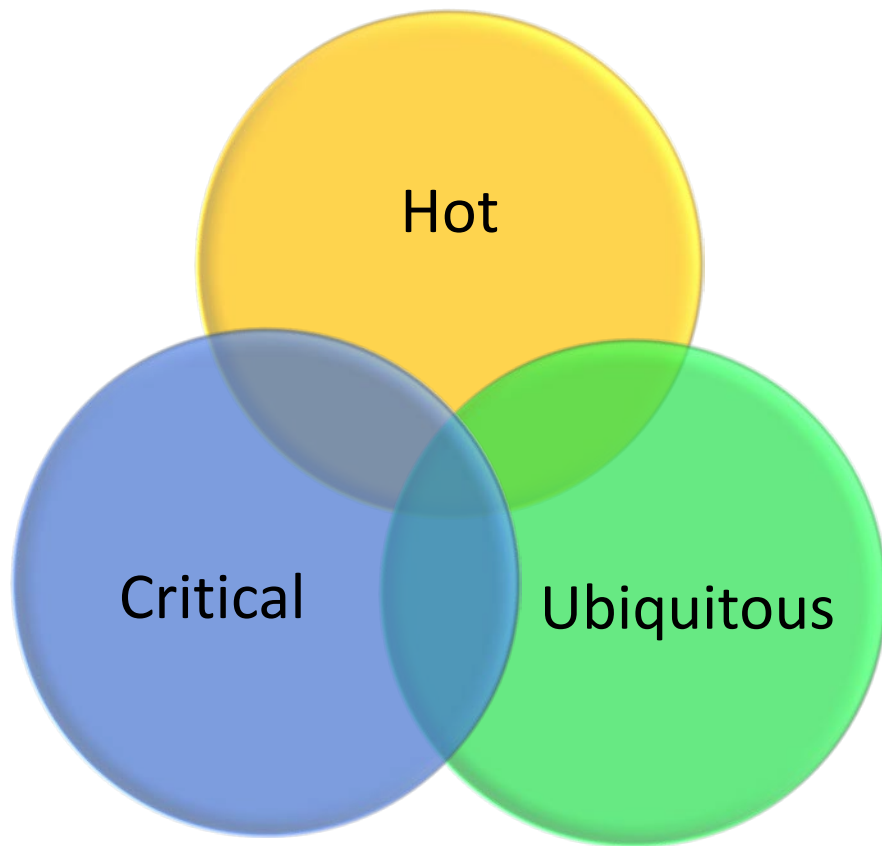


Make it Ubiquitous

CTE Programs of  
Study

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

# What Occupations are we Looking For?



[This Photo](#) by Unknown Author is licensed under [CC BY-SA-NC](#)



Photo Courtesy of El Paso ISD



Photo Courtesy of U.S. Department of Defense



# Scavenger Hunt





# LMI Data 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?

***Texas Wages***  
*and Employment Projections*



**O\*NET OnLine**

Texas	LWDBs	Nation
Texas Workforce Commission	Texas Workforce Commission	O-Net
<a href="https://texaswages.com/">https://texaswages.com/</a>	<a href="https://twc.texas.gov/partners/workforce-development-boards-websites">https://twc.texas.gov/partners/workforce-development-boards-websites</a>	<a href="https://www.onetonline.org/">https://www.onetonline.org/</a>



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				

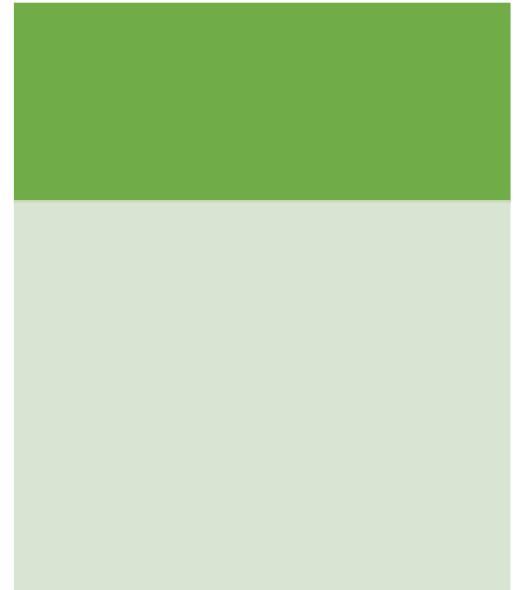
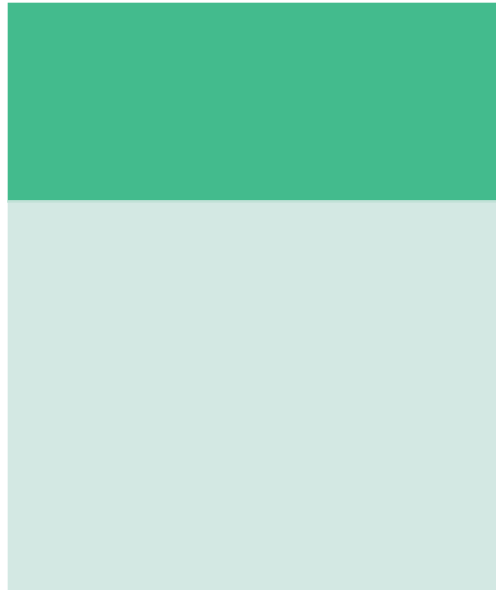
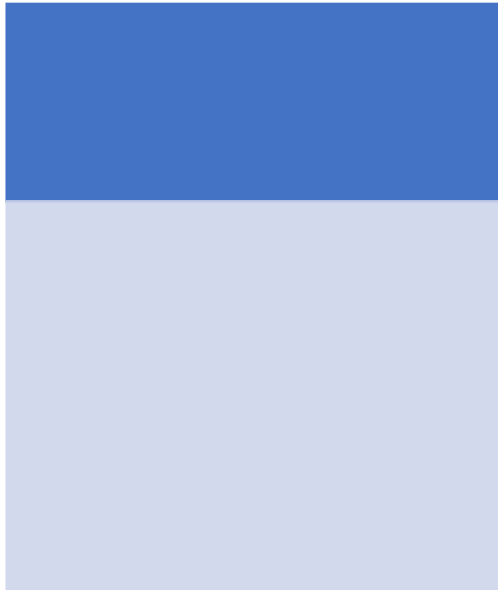


# LMI Data Scavenger Hunt: [Field of Study Here]

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?

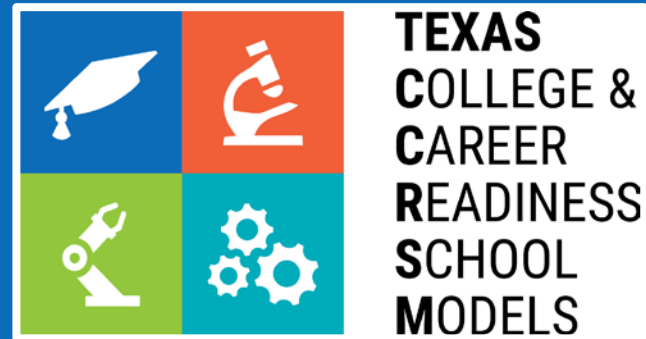
Resource	For More Information
TWC Texas Wages	<a href="https://texaswages.com/">https://texaswages.com/</a>
TWC list of Local Workforce Development Boards	<a href="https://twc.texas.gov/partners/workforce-development-boards-websites">https://twc.texas.gov/partners/workforce-development-boards-websites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

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# Programs of Study Project Phases

Methodology  
Initial Analysis

Vetting and  
Revision

Public Comment

Refine/Publish

Phase I

Phase II

Phase III

Phase IV



The background of the slide is a photograph of the Texas State Capitol building in Austin. The building is a large, classical-style structure with a prominent central dome topped by a statue. The sky is filled with soft, pinkish clouds, suggesting a sunset or sunrise. In the foreground, there are green hedges and a glass-roofed walkway leading towards the building.

# **A Look at New Statewide CTE Programs of Study**

**June 18<sup>th</sup> 3:15pm – 4:30pm**  
**Collinwood I**