

Catalogue of Workforce Information Sources:

Decision Making Assistance For Regional Economic Development



eta

EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

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Introduction

In a global economy that is highly dependent on human capital investment and workforce quality to achieve continuous growth and global competitiveness, improved and expanded information about the workforce and regional economic conditions has become more and more critical for policymakers to better understand and guide the direction of long-term economic development investments. The front line of global competition, typically thought of as a national challenge, is actually regional where companies, workers, researchers, entrepreneurs, and governments come together to create a competitive advantage. The regions that will be successful in meeting the challenge are those able to demonstrate the ability to network their 'innovation assets' – people, institutions, capital, and infrastructure to generate growth and prosperity in the regional economy.

In early 2006, The U.S. Department of Labor (DOL), Employment and Training Administration (ETA) began an initiative called Workforce Innovation in Regional Economic Development (WIRED) to help regions create competitive conditions, integrate economic and workforce development activities, and demonstrate that talent development can successfully drive and transform regional economies across the United States. The WIRED initiative applies a six-step conceptual framework to guide the activities of each WIRED region. Specifically, WIRED regions are expected to:

- 1) Define the regional economy through the identification of shared, common characteristics found in surrounding communities;
- 2) Create and provide a forum for leadership group representatives to understand major regional assets;
- 3) Identify regional assets and identify strengths, weaknesses, opportunities, and risks based on that assessment;
- 4) Develop an economic vision based on those strengths and assets and gain support for that vision from the broad-based regional partnership;
- 5) Build a strategy and implementation plan that identifies specific goals and tasks and provides a blueprint for how to achieve the region's economic vision; and
- 6) Identify resources to both support the region's plan and also invest in the regional economy.

The use of a wide variety of public and private sector data and information sources described in this Catalogue of Workforce Information Sources can help in each step of the WIRED framework and assist WIRED regions to achieve their economic development vision and goals.

The Catalogue of Workforce Information Sources, developed by the Employment and Training Administration in 2003 as an environmental scan, has been updated annually. It represents ETA's first effort to identify, capture, and organize the dynamic and expanding body of workforce and labor market information continuously generated by public and private sources. The intent of this catalogue is to better inform various information consumer groups including workforce, talent, and regional economic development specialists, education and training planners, and public policy makers about the large quantity of quality workforce and labor market information available to them. The catalogue is not intended to be a comprehensive

encyclopedia or exhaustive inventory of all that is being produced at the federal, state, and local levels.

Design and Format

The catalogue is organized into three sections. The first section examines a mix of labor market and workforce information sources including those most widely and commonly consulted. The U.S. Department of Labor Bureau of Labor Statistics (BLS) and the U.S. Department of Commerce Census Bureau, along with partnering state labor market information units, are primarily responsible for collecting and reporting data on the nation's workforce and labor market developments. The Small Business Administration (SBA) and the Department of Education's National Center for Education Statistics (NCES) also provide data related to labor market and workforce developments. Additionally, private sector entities such as businesses, non-profit organizations, trade associations, and research institutions that generate workforce and labor market information were identified and included. Though not exhaustive, the catalogue contains a solid sampling and provides exposure to a diverse array of data sources.

The second part of the catalogue examines several web-based workforce and labor market information delivery systems. With significant investment and leadership from the U.S. Department of Labor's Employment and Training Administration major strides have been made since the mid-1990's to develop new systems to assist job seekers, employers, and other user groups to better access workforce and labor market information. One-Stop Career Centers, America's CareerInfoNet, and the Occupational Information Network (O*NET) are a few of the resources and tools that were created, under national guidance, to improve labor market performance, guide career planning, and support workforce analysis. Many of the Department's state and local workforce partner agencies have since developed and now maintain innovative web-based workforce and labor market information systems. ETA's review also found that: 1) Economic development agencies are more actively collecting and reporting workforce and labor market information; and, 2) Many private firms now also provide specialized workforce and labor market information as a feature of their web-based career planning and job matching systems. Together, all of these systems provide a highly informative and advanced environment able to address workforce and labor market data needs.

The third section of the catalogue highlights new and emerging data integration and analysis tools developed by the private-sector and federal government. Impressive progress has been made to improve access to traditional sources of workforce and labor market information and to add new datasets and non-traditional labor-market information. These new tools use integrated relational database systems that can combine information from various sources into new data display tools and systems resulting in faster access to more information than in the past. Along with the federal government, economic development agencies, trade associations, university research centers, and private firms are all contributing data to improve economic analysis and decision making. ETA will continue to uncover new data sources, display tools, approaches, and systems which will be added to this catalogue in the future.

Part I. Review of Workforce and Labor Market Information Data Sources

Overview

The U.S. economy is backed by one of the most advanced statistical information systems in the world, costing billions of dollars annually to maintain. Workforce and labor market information has always been a fundamental component of this larger system. Indicators such as the level of unemployment, number of jobs created, or workers laid off are basic statistics reported regularly and understood by most Americans. These numbers convey a basic picture about the economy and the direction in which it is moving. As we continue to move toward a more complex knowledge and information economy, the statistical infrastructure and information systems that convey static snapshots and dynamic movements must also reflect this growing complexity.

In this catalogue, we have identified an extensive inventory of workforce and labor market information sources. For the most part, these statistical systems work fairly well in tracking labor market and workforce developments. The BLS, along with its state partners and the Census Bureau, produce timely, reliable, and very accessible information about employment, unemployment, and earnings across detailed industry sectors at the labor market level. The Department of Labor's ETA supplies detailed information about jobs including skill and education requirements with the O*NET system, an on-line occupational information system. Through a combination of establishment surveys, household surveys, and administrative records, we learn a great deal about the state of our labor markets and changing conditions over time. The surveys conducted and the information collected through the NCES also provides us with considerable data about the workforce, including characteristics of the emerging labor supply.

The Department of Labor and its partners at the state and local level are making impressive strides in consolidating, organizing, and reporting the most common sources of workforce and labor market information on the Internet. We explored a number of websites where workforce and labor market information is arrayed for users groups including employers, job seekers, economic development analysts, and education and training planners. While our search of these types of sites was not exhaustive, we covered a significant number of them. Impressive progress is being made in making workforce and labor market information more easily available to end users. A number of promising new developments are also underway including development of both public and private-sector web-base database integration tools and geographic information system (GIS) mapping functionality that allows labor market economic analyst and, strategic planners an additional perspective and dimension to the information displays. Three tools are identified must be considered to be illustrative as new tools are being developed with similar functionality.

In conducting our catalogue, we came across a number of additional sources of workforce and labor market information that are less well known and generally not referenced by the Department of Labor and its state and local workforce systems partners. There are firms offering research services exclusively focused on local labor market developments and others that collect workforce information and conduct labor market research to complement their primary business. Trade associations representing human resource professionals and industry often engage in the collection of workforce and labor market information. We came across a number of private

research institutions, university-based research centers, and advocacy groups offering storehouses of workforce and labor market information. Their efforts include conducting surveys and panel studies resulting in large, comprehensive databases to support labor market and workforce research. Private as well as government funds support these efforts. While some of these sources require payment of fees to access the data, others offer access at no cost. More efforts should be made to connect these sources to federal, state, and local workforce partner web portals.

In addition to the number of public and private databases and information sources we reviewed, there is a vast pool of labor market and workforce research carried out by academic, government, foundation, and private researchers. Research products including journal articles, published papers, research reports, and books have appeared with growing frequency as labor market and workforce development policies have drawn more interest from both public officials and business leaders. Knowledge developed and insights gained from these efforts need to be better organized and synthesized to become more accessible to those wanting to enhance their practical understanding of labor markets and workforce development.

U.S. Department of Labor / Bureau of Labor Statistics / Employment and Training and Administration

U.S. Department of Labor / Bureau of Labor Statistics / Employment and Training Administration											
Targeted Users	Survey Name										
	Current Employment Statistics	Quarterly Census of Employment and Wages	Local Area Unemployment Statistics	Occupational Employment Statistics	Mass Layoff Statistics	Job Opening and Labor Turnover Survey	Survey of Employer-Provided Training	National Longitudinal Surveys	Current Population Survey	NCS	O*NET
Employers	•	•	•	•	•	•	•		•	•	•
Government Agency Federal, State, or Local	•	•	•	•	•	•			•	•	•
Elected Officials and Policymakers	•	•	•	•	•	•			•	•	•
Program Planners	•	•	•	•	•				•		
Education and Training Providers				•	•		•		•		•
Intermediaries		•	•	•		•			•		•
Individuals	•	•	•	•	•	•			•	•	•
Researchers	•	•	•	•	•	•	•	•	•	•	

U.S. Department of Labor / Bureau of Labor Statistics / Employment and Training Administration

Indicators	Survey Name										
	Current Employment Statistics	Quarterly Census of Employment and Wages	Local Area Unemployment Statistics	Occupational Employment Statistics	Mass Layoff Statistics	Job Opening and Labor Turnover Survey	Survey of Employer-Provided Training	National Longitudinal Surveys	Current Population Survey	NCS	O*NET
Hours Worked/Payroll Hours	•								•	•	
Earnings Trends	•							•	•	•	
Unemployment Records - Mass Layoffs					•	•		•			
Labor Force Data/ Labor Market Information		•	•		•			•	•		
Employment	•	•	•	•				•	•		
Wages Income Earnings		•		•				•	•	•	
Future Demand and Hiring Trends						•					
Education/Training Information About Providers and Career Advancement							•				
Occupational Information Skills Requirements				•							•
Program Participation											
Information about Full- and Part-Time Workers, Contract Workers, and the Self-Employed									•		
Unions									•		
Information about Employers by Company Size or Characteristics		•			•					•	
Membership or Subscription Required											
Recruiting/Staffing Industry Information				•						•	
Occupational Licensing Information											
Benefit Information								•	•		
Information about Workforce Commuting Patterns											

Bureau of Labor Statistics

The BLS provides comprehensive and timely information on the labor force, employment, unemployment, and related labor market characteristics at the national level; industrial and occupational employment at the state and local levels; and labor force and unemployment figures at state and local levels. The BLS also develops projections of the labor force, economic growth, industrial output, and employment by industry and occupation for 10 years into the future for the nation as a whole.

Key BLS labor market information includes monthly estimates on the numbers of separations, new hires, and current job openings by major industry groupings. The BLS is also engaged in a number of efforts designed to add to and improve current workforce and labor market information systems. In conjunction with the Census Bureau, the BLS began in FY 2003 to conduct the American Time-Use Survey. The focus of the survey is on how Americans divide their time between work and leisure. The BLS also implemented the conversion of all national, state, and area estimates to the North American Industry Classification System (NAICS). This system of classifying industries was adopted with the passage of the North American Free Trade Agreement (NAFTA) and facilitates industry comparisons for the U.S., Mexico, and Canada.

The core labor market information programs conducted by BLS include the following:

- **The Current Employment Statistics (CES)**

A survey of payroll records covers over 300,000 (non-farm) businesses employing a third of all payroll workers on a monthly basis and provides detailed industry data on employment levels, hours, and earnings of workers on non-farm payrolls for the nation. These estimates are based on the businesses' payroll records. The survey is conducted by state workforce agencies in cooperation with the BLS. The survey has been underway since 1939 and provides one of the more continuous statistical series on employment and earnings in the U.S. Coverage includes non-farm payroll employment in over 600 industries, including major divisions and more detailed industry levels.

The CES yields important economic indicators including employment levels, earnings trends, and average weekly hours worked. These data are of value to policymakers who monitor overall economic performance. Planners and analysts use this information to develop business plans and strategies including cost projections and wage negotiations.

CES employment data represent the number of covered workers who worked during, or received pay for, the pay period that includes the 12th of the month. Excluded are members of the armed forces, the self-employed, proprietors, domestic workers, unpaid family workers, and railroad workers covered by the railroad unemployment insurance system.

- **The Quarterly Census of Employment and Wages (QCEW)**

QCEW is a program that produces comprehensive employment and wage data by industry and county and state for workers covered by unemployment insurance (UI) laws. The QCEW program, also known as the ES-202 program, is a cooperative program involving the BLS and the state workforce agencies (SWAs). QCEW includes data on the number of establishments,

monthly employment, and quarterly wages, by industry, at the 6-digit NAICS level, by county, by ownership sector, for the entire U.S.; for each state; and for the District of Columbia, Puerto Rico, and the U.S. Virgin Islands.

The QCEW program produces a virtual economic census of employment and wages each quarter. It is based on quarterly contribution reports from the more than eight million employers subject to state and federal unemployment insurance laws. This wide base of reported data supports the publication of monthly employment and quarterly wage information by 6-digit NAICS at the national, state, and county levels. At the national level, the QCEW program publishes employment and wage data for nearly every 6-digit NAICS, as well as for each industry aggregate between the base 6-digit level and the all-industry total level.

QCEW wages represent total compensation paid during the calendar quarter, regardless of when services were performed. As a total compensation measure, QCEW wages also include non-wage cash compensation such as tips, bonuses, and, in many states, exercised stock options.

Data from the QCEW program serve as important input to many BLS programs. The QCEW data are used as the benchmark source for employment by the Current Employment Statistics (CES) program and the Occupational Employment Statistics (OES) program. The UI administrative records collected under the QCEW program serve as a sampling frame for other BLS establishment surveys. In addition, data from the QCEW program serve as input to other federal and state programs. The Bureau of Economic Analysis (BEA) of the Department of Commerce uses QCEW data as the base for developing the wage and salary component of personal income. The Department of Labor's ETA and the SWAs use QCEW data to administer the employment security program. The QCEW data accurately reflect the extent of coverage of the state UI laws and are used to measure UI revenues; national, state, and local area employment; and total and UI taxable wage trends.

- **The Local Area Unemployment Statistics (LAUS)**

This program produces monthly and annual employment, unemployment, and labor force data for census regions and divisions, states, metropolitan areas, small labor market areas, counties, and many cities, by place of residence. The LAUS program is a federal-state cooperative effort in which monthly estimates of total employment and unemployment are prepared for approximately 6,900 areas. These estimates are key indicators of local economic conditions. The BLS is responsible for the concepts, definitions, technical procedures, validation, and publication of the estimates that state workforce agencies prepare under agreement with BLS.

Local area unemployment statistics are perhaps the best known and most widely used labor market information product. Monthly media reports draw attention to the state of economic health using measures of employment and unemployment. These statistics are also used by federal programs for determining funding allocations to states and areas, as well as eligibility determinations for assistance. State and local governments use the estimates for planning and budgetary purposes and to determine the need for local employment and training services. Private industry, researchers, the media, and other individuals use the data to assess localized labor market developments and make comparisons across areas.

- **The Occupational Employment Statistics (OES)**

This program produces employment and wage estimates for about 800 occupations. These are estimates of the number of people employed in certain occupations and estimates of the wages paid to them. The OES program produces these occupational estimates by [geographic area](#) and by [industry](#). Estimates based on geographic areas are available at the National, State, and Metropolitan Area levels. Estimates based on industry are available for over 450 industry classifications at the national level. The industry classifications correspond to the sector, 3, 4, and 5-digit North American Industry Classification System (NAICS) industrial groups.

The OES program collects its data using a mail survey sent to establishments in May and November of each year. The OES program surveys approximately 200,000 establishments per survey cycle, taking three years to fully collect the sample of 1.2 million establishments. Self-employed persons are not included in the estimates.

The OES survey is a federal-state cooperative program between the BLS and SWAs. BLS provides the procedures and technical support, draws the sample, and produces the survey materials, while the SWAs collect the data from establishments. Occupational employment and wage rate estimates at the national level are produced by BLS–Washington using data from the 50 states and the District of Columbia. Employers who respond to states’ requests to participate in the OES survey make these estimates possible.

OES wage and employment estimates have a wide variety of uses. The BLS Occupational Employment Projections program uses OES employment data to produce national occupational employment projections. Employment data are also used by the states to produce state and local area employment projections. Wage data are an important input in the determination of the prevailing wage for use in Alien Labor Certification. OES employment and wage estimates are also a valuable commodity to the general public, whether the data are assembled in the BLS Occupational Outlook Handbook, released across the country in various occupational information systems, or released to the public through the OES publication and website.

- **The Mass Layoff Statistics (MLS)**

This program is a federal-state cooperative statistical effort which uses a standardized, automated approach to identify, describe, and track the effects of major job cutbacks, using data from each state’s UI database. Establishments that have at least 50 initial claims for UI filed against them during a consecutive five-week period are contacted by state agencies to determine whether those separations are of at least 31 days duration, and, if so, information is obtained on the total number of persons separated, the reasons for these separations, and recall expectations. Establishments are identified according to industry classification and location, and UI claimants are identified by such demographic characteristics as age, race, sex, ethnic group, and place of residence. The program yields information on an individual’s entire period of unemployment to the point when regular UI benefits are exhausted. It provides databases of establishments and claimants, both of which are used for further research and analysis.

MLS are used to determine sub-state allocations of federal funds for the dislocated workers program, analysis of ailing industries or geographic areas, identification of the causes and scope of worker dislocation in terms of the human and economic costs, and the characteristics of

dislocated workers. Data are also used for the development of workforce plans and labor market analysis and in assisting employers and/or workers at the local level through the analysis of the potentially available labor supply.

- **The Job Openings and Labor Turnover Survey (JOLTS)**

This program produces a new monthly study that has been developed to address the need for data on job openings, hires, and separations. Estimates from the JOLTS program are not seasonally adjusted; therefore, comparisons of JOLTS estimates should be based on the same month in different years. These data serve as a demand-side indicator of labor shortages at the national level. Prior to JOLTS, there was no economic indicator of the unmet demand for labor with which to assess the presence or extent of labor shortages in the U.S. The availability of unfilled jobs (the “job openings rate”) is an important measure of the tightness of job markets, parallel to existing measures of unemployment. Data from a sample of approximately 16,000 U.S. business establishments are collected by the BLS through the Atlanta JOLTS Data Collection Center. The JOLTS survey covers all non-agricultural industries in the public and private sectors for the 50 states and the District of Columbia. JOLTS collects data on total employment, job openings, hires, quits, layoffs and discharges, and other separations.

The JOLTS survey is used for national economic policy analysis including a deeper examination of business cycles. It provides a more dynamic look at labor market performance to aid economic research and planning, including the analysis of education and job training issues.

- **The Survey of Employer-Provided Training**

Subject to funding availability, the BLS also conducts specialized studies related to labor market performance and workforce challenges facing the U.S. economy. Such studies are conducted over a limited period of time and yield important topical findings. One such survey was initially conducted in September of 1993. The 1993 Survey of Employer-Provided Training provided baseline information on the nature and existence of formal training provided or financed by employers. Nearly 12,000 private establishments of all sizes were surveyed to determine what types of formal training were provided during 1993. The 1995 Survey of Employer-Provided Training provided information on the amount of formal and informal training provided by employers as well as the amount employers spent on selected costs of training. This survey was conducted during personal visits to more than 1,000 private establishments with 50 or more employees from May through October 1995. A representative of the establishment provided information on the hours and costs of formal training, and randomly selected individual employees provided information on their hours of both formal and informal training.

- **The National Longitudinal Surveys (NLS)**

A set of surveys designed to gather information at multiple points in time on the labor market activities and other significant life events of several groups of men and women. For more than three decades, NLS data have served as a tool for economists, sociologists, and other researchers in analyzing how individuals fare and perform in the labor market over time. Multiple cohorts have been surveyed. The NLS of Youth 1997 is a survey of young men and women born in the years 1980-84; respondents were ages 12-17 when first interviewed in 1997. The NLS of Youth 1979 is a survey of men and women born in the years 1957-64; respondents were ages 14-22 when first interviewed in 1979. The NLS of 1979, Children and Young Adults, is a survey of the

biological children of women that were interviewed in the 1979 survey. The NLS of Young Women and Mature Women include women who were ages 14-24 when first interviewed in 1968. The Mature Women's survey includes women who were ages 30-44 when first interviewed in 1967. These surveys are now conducted simultaneously in odd-numbered years. The NLS of Young Men and Older Men, which was discontinued in 1981, include men who were ages 14-24 when first interviewed in 1966. The Older Men's survey, which was discontinued in 1990, includes men who were ages 45-59 when first interviewed in 1966. The data available from these surveys provide a dynamic picture of how various groups fare in the labor market over time. At a time of rapid technological change and large-scale worker dislocations, monitoring the labor market experiences of different groups, including exits and entry, earnings records, and other aspects of labor market behavior, becomes a critically important dimension of workforce analysis.

- **The Current Population Survey (CPS)**

The CPS is a monthly survey of approximately 60,000 households conducted by the Census Bureau for the BLS. It provides a comprehensive body of data on the labor force, employment, unemployment, and persons not in the labor force. The survey covers the employment status of the civilian non-institutional population 16 years and over by age, sex, race, Hispanic origin, marital status, family relationship, veteran status, women maintaining families, working women with children, and educational attainment. It looks at employed persons by occupation, industry, class of worker, hours of work, full- or part-time status, and reasons for working part-time. Also included are employed multiple jobholders by occupation, industry, numbers of jobs held, and full- or part-time status of multiple jobs. The survey collects information about unemployed persons by occupation, industry, class of worker of last job, duration of unemployment, reason for unemployment, and methods used to find employment. To better gauge labor force potential, the survey includes discouraged workers and other persons not in the labor force.

Special topics, such as the labor force status of particular subgroups of the population (e.g., displaced workers, and disabled veterans), are also covered. Data are also available on work experience, occupational mobility, job tenure, and school enrollment of workers. Information is provided on weekly and hourly earnings by detailed demographic group, occupation, education, union affiliation, and full- and part-time employment status.

The CPS is among the most comprehensive and current sources of information about the performance of labor markets and the status of the workforce.

- **The National Compensation Survey (NCS)**

This survey provides comprehensive measures of occupational earnings, trends in the costs of employee compensation, benefit incidence, and detailed benefit plan provisions. Estimates of hourly, weekly, and annual earnings are available for up to 450 occupations in 80 metropolitan areas, 9 census geographic regions, and the nation. The Employment Cost Index component of the NCS measures changes in employee compensation. Separate estimates are produced to account for seasonal fluctuations in the data. The Employer Cost for Employee Compensation component of the NCS measures the average hourly employer costs for the total compensation packages of their employees—wages and salaries and separately for employee benefits. The NCS estimates of benefit incidence measure the proportion of employees covered by most

recognized employee benefit programs, and the detailed benefit provision estimates describe the plan features in force for most major benefits such as paid leave, disability, health, and retirement benefits. All estimates are produced annually except the Employment Cost Index and the Employer Cost for Employee Compensation, which are produced quarterly.

- **The Employment Projections (EP)**

The EP program analyzes historical data and information from secondary sources and biennially prepares projections 10 years into the future at the national level covering the future size and composition of the labor force, aggregate economic growth, detailed estimates of industrial production, and industrial and occupational employment. These data are a basis for developing estimates of occupational requirements by industry, evaluating the future size and quality of the labor force, and a framework for analyzing future problems of labor utilization.

In addition, the program produces the National Employment Matrix, a unique tool that quantifies detailed information on the distribution of occupational employment by class of worker and industry for current and projected years. Data are available for nearly 700 detailed occupations in over 250 detailed industries that are inclusive of the entire economy. Data uses include analysis of various government and private expenditure programs in terms of their impacts on industry and occupational employment; analysis of changes in the occupational structure of detailed industries resulting from changes in technology, product mix, and other factors; development of projections of occupational employment for detailed occupations by industry; and development of state and local area industry-occupation employment matrices.

The program produces the *Occupational Outlook Handbook*, *Occupational Outlook Quarterly*, *Occupational Projections and Training Data*, and *Career Guide to Industries*, biennial publications that serve a wide variety of users seeking labor market and career-related information. Additionally, technical analyses of the projections and of selected facets of the projections database appear in the *Monthly Labor Review*.



U.S. Department of Labor, Bureau of Labor Statistics <http://www.bls.gov/>

URL Reference 1

Employment and Training Administration

The mission of the Employment and Training Administration is to contribute to the more efficient functioning of the U.S. labor market by providing high quality job training, employment, labor market information, and income maintenance services primarily through state and local workforce development systems. On behalf of American taxpayers, the Employment and Training Administration administers programs that have at their core the goals of enhanced employment opportunities and business prosperity.

The screenshot shows the homepage of the U.S. Department of Labor, Employment and Training Administration. The header includes the department's name and logo. Below the header is a search bar and a navigation menu. The main content area features a 'What's New' section with a list of recent news items, including a \$2.5 million grant competition for long-term care training. A sidebar on the right contains 'Resources' and a 'Subscribe to E-mail Updates' button. The date 'Tuesday, February 20, 2007' is displayed at the top left of the main content area.

U.S. Department of Labor, Employment and Training Administration <http://www.doleta.gov/>
URL Reference 2

- **O*NET OnLine**

O*NET Online is an application that was created under a grant from the U.S. Department of Labor to provide broad access to the O*NET database of occupational competencies, including information on knowledge, skills, abilities, tasks, work activities, interests and work values associated with occupations. This information can be used to facilitate career exploration, vocational counseling, and a variety of human resources functions, such as developing job orders, position descriptions, and aligning training with current workplace needs.

Information in O*NET is available for over 800 occupations. O*NET occupational titles and codes are based on the 2000 Standard Occupational Classification (SOC) system, which is also used for employment and wage statistics. The O*NET database and data collection survey is a unique, powerful source for continually updated occupational information and labor market research. By using a contemporary, interactive skills-based database and a common language to describe worker skills and attributes, the O*NET system provides comprehensive, searchable skills information that can be and is adapted for many uses.

Businesses and human resources professionals use O*NET information to develop effective job descriptions, expand the pool of quality candidates for open positions, define employee and/or

job-specific success factors, align organizational development with workplace needs, refine recruitment and training goals, and design competitive compensation and promotion systems.

Students and job seekers use O*NET information to find out which jobs fit with their interests, skills, and experience; explore growth career profiles using the latest available workforce information; research what it takes to get jobs, maximize earning potential and job satisfaction; and know what is required to be successful in their field.

O*NET OnLine functionality includes occupational exploration, search for occupations that use your skills, look at related occupations, view occupation summaries and details, use crosswalks to find corresponding occupations in other classification systems, and connect to other on-line career information resources.

The Occupational Information Network - O*NET™ database takes the place of the Dictionary of Occupational Titles (DOT) as the nation's primary source of occupational information. The O*NET database and related products will help millions of employers, workers, educators, and students make informed decisions about education, training, career choices, and work. The O*NET Project is administered and sponsored by the US Department of Labor's Employment and Training Administration.

National O*NET Consortium
<http://www.onetcenter.org/whatsnew.html>
Developer of O*NET and its related products

O*NET OnLine
<http://online.onetcenter.org/>
A Web application for job seekers, employment professionals, and others interested in exploring occupations through O*NET

O*NET Code Connector
<http://www.onetcodeconnector.org/>
A Web application to assist workforce professionals in matching job orders to O*NET-SOC codes

O*NET Training and Awareness
<http://www.onetknowledgesite.com/>
Information about O*NET training, information sharing, and community building

O*NET Data Collection Program
<http://onet.rti.org/>
Continuing data collection program to populate and update the O*NET database

Occupational Information Network Resource Center <http://www.onetcenter.org>
URL Reference 3

Links to State Workforce and Labor Market Information Websites and Portals

For more information about information services and products produced by the state workforce agency labor market information shops, interested parties should visit the following URL.

America's Career Information Network - State Labor Market Information Pages
<http://www.acinet.org/acinet/crl/library.aspx?PostVal=10&CATID=52> search: **LMI**

U.S. Department of Commerce / Census Bureau

U.S. Department of Commerce / Census Bureau							
Targeted Users	Survey Name						
	Survey of Income and Program Participation	National Employer Survey	Longitudinal Employer Household Dynamics Survey	Economic Census	American Community Survey	Decennial Census of Population	Federal Assistance Award Data System
Employers		•	•		•	•	
Government Agency Federal, State, or Local	•		•		•	•	•
Elected Officials and Policymakers		•	•		•	•	
Program Planners			•		•	•	•
Education and Training Providers		•	•		•		
Intermediaries			•		•	•	
Individuals			•				
Researchers			•	•	•	•	•

U.S. Department of Commerce / Census Bureau							
Indicators	Survey Name						
	Survey of Income and Program Participation	National Employer Survey	Longitudinal Employer Household Dynamics Survey	Economic Census	American Community Survey	Decennial Census of Population	Federal Assistance Award Data System
Hours Worked/Payroll Hours	•				•	•	
Earnings Trends			•				
Unemployment Records – Mass Layoffs			•				
Labor Force Data/ Labor Market Information			•			•	
Employment		•	•				
Wages Income Earnings	•		•	•	•		
Future Demand and Hiring Trends							
Education/Training Information about Providers and Career Advancement		•					
Occupational Information Skill Requirements					•	•	
Program Participation	•						
Information about Full- and Part-Time Workers, Contract Workers, and the Self-Employed				•	•	•	
Unions		•					
Information about Employers by Company Size or Characteristics		•	•	•			
Membership or Subscription Required							
Recruiting/Staffing Industry Information							
Occupational Licensing Information							
Benefit Information	•						
Information about Workforce Commuting Patterns			•		•	•	

U.S. Department of Commerce

Along with the Department of Labor, the Department of Commerce holds major responsibilities for collecting and disseminating economic and demographic information. The Department's Economics and Statistics Administration (ESA) is the agency within Commerce and the Executive Branch where information related to economic and societal change is collected and reported. ESA describes its mission: (1) help maintain a sound federal statistical system that monitors and measures America's rapidly changing economic and social arrangements; (2) improve understanding of the key forces at work in the economy and the opportunities they create for improving the well-being of Americans; (3) develop new ways to disseminate information using the most advanced technologies; and (4) support the information and analytic needs of the Commerce Department, the Executive Branch, and Congress. ESA includes two major statistical organizations; the Bureau of Economic Analysis (BEA) and the Census Bureau are two essential elements of the federal statistical system.

Bureau of Economic Analysis (BEA) is a federal statistical agency that combines and transforms economic data from government and private sources into a consistent and comprehensive picture of economic activity. BEA is the accountant for the national economy, developing measures and systems for collecting and interpreting vast amounts of diverse data including data related to trade exports, labor markets, the workforce, and workforce places. Drawn together, BEA statistics and analyses provide a comprehensive picture of U.S. economic activity on regional, national, and international bases. The economic accounts managed by BEA and basic measures, such as Gross Domestic Product (GDP) form the core of the federal statistical system. Data from BEA are critical to sound economic decisions by businesses, individuals, state and local governments, and federal institutions such as the Treasury Department and the Federal Reserve.

The **Census Bureau** is the primary source of information about people and the economy. The Bureau conducts large-scale surveys and censuses providing the nation's official measures for income, poverty, and health insurance coverage. It also supplies key economic indicators including housing starts, retail and wholesale trade sales, international trade, manufacturers' shipments, orders, and quarterly estimates of corporate profits. While the Bureau's most visible function is focused on conducting the decennial census that produces the widest range of information available at the smallest geographic level, it also fields over 35 regular demographic surveys and is responsible for collecting the nation's most detailed picture of businesses through the County Business Patterns and the Economic Censuses.

U. S. Department of Commerce <http://www.commerce.gov>
 URL Reference 4

Key surveys and data sources yielding important workforce and labor market information include the following:

- **Survey of Income and Program Participation (SIPP)**

The main objective of SIPP is to provide accurate and comprehensive information about the income and program participation of individuals and households in the U.S. and about the principal determinants of income and program participation. SIPP offers detailed information on cash and non-cash income on a sub-annual basis. The survey also collects data on taxes, assets, liabilities, and participation in government transfer programs. SIPP data allow the government to evaluate the effectiveness of federal, state, and local programs.

SIPP collects source and amount of income, labor force information, program participation and eligibility data, and general demographic characteristics to measure the effectiveness of existing federal, state, and local programs; to estimate future costs and coverage for government programs such as food stamps; and to provide improved statistics on the distribution of income in the country.

The survey design is a continuous series of national panels, with sample sizes ranging from approximately 14,000 to 36,700 interviewed households. The duration of each panel ranges from 2 1/2 years to 4 years. The SIPP sample is a multi-stage stratified sample of the U.S. civilian non-institutionalized population. For the 1984-1993 panels, a panel of households was introduced each year in February. A 4-year panel was introduced in April 1996. A 2000 panel was introduced in February 2000, for two waves. A 3-year 2001 panel was introduced in February 2001.

The SIPP content is built around a core of labor force, program participation, and income questions designed to measure the economic situation of persons in the U.S. These questions expand the data currently available on the distribution of cash and non-cash income and are repeated at each interviewing wave. The survey uses a four-month recall period, with approximately the same number of interviews being conducted in each month of the four-month period for each wave. Interviews are conducted by personal visit and by decentralized telephone.

The survey has been designed also to provide a broader context for analysis by adding questions on a variety of topics not covered in the core section. Topics covered by the modules include personal history, childcare, wealth, program eligibility, child support, disability, school enrollment, taxes, and annual income. All household members 15 years old and over are interviewed by self-response, if possible; proxy response is permitted when household members are not available for interviewing.

- **The National Employer Survey**

This Survey provides information on worker education, employer training, and employer business characteristics, including business productivity. The survey is congressionally authorized and provides for voluntary responses. The National Center on the Educational Quality of the Workforce (EQW), a non-profit research group, fully funds the survey.

U.S. manufacturing and non-manufacturing establishments with 20 or more employees, except agriculture and government establishments, are included. Data were collected on four topics: employees and employment, employee training, business characteristics, and equipment and technology. Employees and employment included number of employees, work week, pay, benefits, supervision, hiring practices, and union representation. Employee training included organization, purposes, formal and informal programs, duration, trainees, and effectiveness. Business characteristics included the year operations began, company and establishment size, principal product, and exports. Equipment and technology included capital assets, recent investments, age of equipment, use of computers, and research activities.

A major finding was that, in the early 1990's, increased worker training and education raised business productivity more than comparably increased hours worked or capital equipment. The First Findings report was released by the EQW about 13 months after the survey reference year (7 months after data collection was completed.) It included data on worker education and workplace training, and employer views on education adequacy and hiring practices. Contribution to the Productivity of Establishments report was released by EQW about 17 months after the reference year. It included data on the relationship between worker education and business productivity, and the comparative productivity contributions of increased hours and capital investment. Another major report by EQW is scheduled for release about 20 months after the reference year. It will include the complete results from the regression models of studied activities by establishment size.

Education, human services, and economic policy agencies use the study results to assess what kinds of education and training most affect business productivity and encourage actions and develop initiatives that increase productivity. Employer businesses and industry associations use the results to assess existing and potential company and industry practices and take actions that

will increase business productivity, profitability, and international competitiveness. The survey provided first-ever U.S. statistics that relate education, training, and hiring practices to business productivity. Results from the survey will be linked to a five-year study of the American workplace and coordinated with World Bank-sponsored studies in other countries.



U. S. Census Bureau <http://www.census.gov>
URL Reference 5

- **Local Employment Dynamics (LED)**

The LED program is an innovative federal/state partnership between the Census Bureau and 45 states. This program responds to the increasing demand for detailed local information by combining datasets to provide new information about employment and earnings dynamics at the county and sub-county level. The Census Bureau integrates state-supplied administrative data sets (Quarterly Census of Employment and Wages, and wage records) with Census Bureau demographic information to provide deeper insights about both sides of the economy—workers and firms—and the dynamic interaction of the two. States receive 29 indicators for each county and major industry for each quarter.

LED data are disseminated through three data tools that can be accessed from the Census Bureau’s Web site at (<http://lehd.did.census.gov/led/datatools>). The Quarterly Workforce Indicators, Industry Focus, and OnTheMap data tools are described below.

- **Quarterly Workforce Indicators (QWIs) Online**

The Quarterly Workforce Indicators are derived from businesses quarterly reports of unemployment insurance wages and tax reports. The Census Bureau merges the data from the states with current demographic information to produce 29 workforce force indicators and publishes eight of them in QWI Online. The eight indicators include total employment measures

of change such as job flow, new hires, separations, and average earnings. The additional 21 indicators are provided directly to the states for research and analysis. The same 29 indicators are produced for all states in the partnership providing a useful data frame for comparison. Each of the states represented in the QWI Online currently has data beginning in 2001 through the second quarter of 2006. Each quarter the data are refreshed and are current to about nine months after the end of the quarter.



Print

QWI Online [NAICS]

LEHD State of Pennsylvania County Reports - Quarterly Workforce Indicators

Select Criteria below. A new report will be created below as selections change.

Year Geographic Grouping or [Information by Detailed Industry](#)
 Quarter County
 Sex Industry
 AgeGroup Ownership

Download Dataset Print Table

QWI Quick Facts	Bucks (Q2)	Bucks (Avg: Selected + 3 Prior qtrs)	Pennsylvania (Q2)	Pennsylvania (Avg: Selected + 3 Prior qtrs)
Total Employment	262,110	259,821	5,507,427	5,454,409
Net Job Flows	5,093	2,936	107,338	55,904
Job Creation	22,002	17,715	394,122	331,005
New Hires	45,557	42,653	849,998	797,239
Separations	55,198	51,002	984,933	954,226
Turnover	11.4%	10.9%	9.9%	10.0%
Avg Monthly Earnings	\$3,495.00	\$3,446.00	\$3,356.00	\$3,339.50
Avg New Hire Earnings	\$2,655.00	\$2,355.25	\$2,429.00	\$2,285.00

[View Detailed Comparison Reports](#)

[For more information](#)

- **Industry Focus**

The LED Industry Focus is a powerful analytic tool that quickly reports the top industries in an area, age and gender of the workforce, based on eight quarterly workforce indicators:

- employment
- growth in employment
- growth in hiring
- number of new hires
- firm job change
- average monthly earnings for all workers
- growth in average monthly earnings for all workers
- average monthly earnings for new hires

U.S. Census Bureau
Longitudinal Employer-Household Dynamics

Home | Local Employment Dynamics | Data Tools | Research | Library | About Us
 QWI Online | On The Map | Industry Focus | Cornell Restricted Access Data Center | Case Studies and Examples

Print Search

Industry Focus: Top Industries Results (click on Industry link to see workforce information)

**Top 10 industries ranked on the greatest employment
 State=Maryland, Statewide, Sex=Male and Female, Age=14-99
 Private Firms Only**

Rank	Industry	Average Quarterly Employment (2005Q1,2005Q2, 2005Q3,2005Q4)	Growth in Employment (%) (2004Q4,2005Q4)	Average Monthly Earnings (\$) (2005Q1,2005Q2, 2005Q3,2005Q4)
	All NAICS subsectors	2,036,662	1.2 %	\$3,728
1	541 Professional, Scientific, and Technical Services	213,436	3.5 %	\$5,795
2	722 Food Services and Drinking Places	164,294	-0.3 %	\$1,374
3	561 Administrative and Support Services	146,702	-0.2 %	\$2,677
4	238 Specialty Trade Contractors	104,201	-1.1 %	\$3,892
5	621 Ambulatory Health Care Services	93,143	2.6 %	\$4,440
6	622 Hospitals	87,978	7.7 %	\$3,511
7	623 Nursing and Residential Care Facilities	60,156	0.1 %	\$2,347
8	445 Food and Beverage Stores	59,883	6.8 %	\$2,156
9	522 Credit Intermediation and Related Activities	58,134	-3.8 %	\$4,892
10	611 Educational Services	56,516	2.5 %	\$3,708

List the top industries ranked by the greatest:

- **LED “On the Map”**

On The Map is a web-based, interactive mapping application. The objective is to show where people work and where workers live on maps with companion reports on their age, earnings, industry distributions, and local workforce indicators. The user can select a geographic area and answer *Travel Pattern* questions such as:

- Where do workers live that are employed in the area?
- What are the workplace destinations for workers living in the selected community or neighborhood?
- How do the employment areas compare in terms of worker origin-destination patterns, workers’ ages, monthly earnings, and industry?
- How are these areas changing over time?

On The Map provides timely data for labor market, economic development, transportation, emergency management, and other potential applications. The travel patterns are displayed at the census block level, and the profile reports are produced at the census block group level. The application also includes analytical tools that answer questions such as:

- *Concentric Ring Analysis*: How many jobs are located within five, ten or twenty miles of a planned employment training center or transit stop?
- *Paired Area Analysis*: How many workers live along a transit corridor and work downtown or in some other area along the same corridor.

On The Map provides information on census-block-to-census-block travel patterns and on the characteristics of workers and firms in each work and home area on an annual basis. **On the Map** data are created by integrating unemployment insurance wage records and ES-202

establishment records, covering about 98 percent of all private, non-farm employment. Confidentiality is strictly protected at all detailed geographic levels through the use of state-of-the-art disclosure avoidance methods that do not suppress the information for any of the categories.

The phased release of OTM Version 2.3 was completed on September 30, 2007, incorporating new features and data covering 42 LED Partner states highlighted on the map below.

U.S. Census Bureau *LED OnTheMap* | [LED Home](#) | [Help](#) | [On The Map tool](#) | [Text-based tool](#)

Place Name Lookup

OnTheMap (OTM) Version 2 provides detailed maps showing where people work and workers live with companion reports on worker ages, earnings, industry distribution, and local workforce indicators. A total of 42 states (highlighted on the map below) are currently featured showing data for three years - 2002 through 2004. Click on the "Help" tab at the upper right for a guide to using the application.

Getting Started - Select a Geographic Area Start by selecting a geographic area in one of the highlighted states, or [enter a state, county or city name](#) in the place name lookup box below:

OnTheMap is produced by the U.S. Census Bureau in cooperation with states under the Local Employment Dynamics (LED) partnership. OTM Version 2 is made possible through the support of the Employment and Training Administration (ETA) at the U.S. Department of Labor.

U.S. CENSUS BUREAU
Helping You Make Informed Decisions

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Source: U.S. Census Bureau, Demographic Surveys Division | e-mail: did.local.employment.dynamics@census.gov

- **The Economic Census**

The Economic Census profiles the U.S. economy every five years, from the national to the local level. The Census Bureau sent questionnaires to more than five million businesses across the nation in December 2002, launching the 2002 Economic Census. The economic census produces widely used business statistics and is the primary benchmark for measuring 96 percent of the GDP. Firms in more than 1,000 industries are being asked to report information that will be kept confidential about their operations, including the number of employees, the annual payroll, and the value of goods and services provided during Calendar Year 2002. In addition to the Federal Reserve and other federal agencies, state and local officials use economic census data to design programs that promote business development. The private sector uses the data for activities such

as developing business plans, calculating market share, and evaluating new business opportunities.

Data covering Calendar Year 2002 will be collected and processed during 2003, and the first data will be released in early 2004. Ultimately, the economic census will yield more than 1,600 reports and data products for states, counties, places, and some ZIP codes areas.

E-commerce will be measured for all industries. Information will be provided on business supply-chain functions. Businesses with “leased employees” (those who contract their personnel function) will be included. Data will be shown for more than 85 additional service industries by North American Product Classification System codes. There will be direct comparability with North American Industry Classification System sectors in the 1997 Economic Census.

- **The American Community Survey**

This survey is a new approach for collecting accurate, timely information needed for critical government functions. This new approach provides accurate, up-to-date profiles of America's communities every year. Community leaders and other data users have timely information for planning and evaluating public. The American Community Survey collects data from a sample of 3 million households each year, in every county, and American Indian and Native Alaska area, as well as in the Hawaiian Homelands and Puerto Rico. The American Community Survey will provide the same sort of data as the census long form, updated every year. With a nationwide sample of 3 million addresses, the American Community Survey provides demographic, social, economic and housing profiles annually for areas and subgroups with 65,000 or more people. For communities of less than 65,000, it will take 3 to 5 years to accumulate enough samples to provide estimates similar to the quality of the census long form.

- **Decennial Census**

The Decennial Census is the largest data collection effort undertaken by the U.S government gathering detailed information about the 115.9 million housing units and 281.4 million people across the United States. The Census offers users detailed socio-economic data about individuals and households including information about labor force status and occupational employment, commute to work patterns and a variety of additional details related to the workforce and labor markets. Census data is available in a variety of formats and media, including the Internet, CD-ROMs, DVDs, and printed reports.



U.S. Census Bureau <http://www.census.gov/>
URL Reference 6

- **Federal Assistance Award Data System for Federal, State and Local Governments (FAADS)**

After the close of each quarter of the Federal fiscal year, the Census Bureau's Federal Assistance Award Data System (FAADS) produces a file of standardized data records on all types of financial assistance awards made by Federal agencies to all types of recipients during the indicated quarter. Each Federal fiscal year begins on October 1 of one calendar year and ends on September 30 of the year indicated.

Each transaction record identifies, by the Catalog of Federal Domestic Assistance (CFDA) program code number and name, the type and amount of financial assistance, the type and location of the recipient, and the geographic place of performance. The recipient name and other selected data fields are blank in county-area summary records.

The recipient location and place of performance are identified by name and by the geographic code for the state/territory, county area, and/or place. The Federal agency that made each award is identified by code and by name. Programs not listed in the Catalog are identified by a similarly constructed pseudocode. Each record also contains information on the date of the transaction, as well as the scheduled start date and end date of the project or the award.

U.S. Census Bureau

Federal, State, and Local Governments Federal Assistance Award Data System

[Main](#) [Site Map](#) [Contact Us](#)

After the close of each quarter of the Federal fiscal year, the Federal Assistance Award Data System (FAADS) produces a file of standardized data records on all types of financial assistance awards made by Federal agencies to all types of recipients during the indicated quarter. Each Federal fiscal year begins on October 1 of one calendar year and ends on September 30 of the year indicated.

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For more detailed information on the contents of the FAADS data record and files, please consult the appropriate FAADS User Guide listed below.

USER NOTE (09-04-2007): With the initial release of FAADS 2006-4th quarter data we also revised data for several prior quarters. The periods affected are FY 2006 quarters 1-3. The data revisions relate only to the various Department of Defense Grant Programs.

Available Data types and number of files vary somewhat depending upon reference year.

Years Available

Select a Year

- FAADS data 2006
- 2006-4th quarter
- 2006-3rd quarter

Description of Available Files

- Summary Tables: viewable summary tables for the US and individual states
- Flat Data File: detail item code data for each state, territory, and the District of Columbia (fixed length, no delimiter)

Federal Assistance Award Data System <http://www.census.gov/govs/www/faads.html>
URL Reference 7

The Bureau of Economic Analysis (BEA) is another agency of the Department of Commerce. Along with the Census Bureau, BEA is part of the Department's Economics and Statistics Administration. BEA promotes a better understanding of the U.S. economy by providing the most timely, relevant, and accurate economic accounts data in an objective and cost-effective manner.

BEA produces economic accounts statistics that enable government and business decision-makers, researchers, and the American public to follow and understand the performance of the Nation's economy. To do this, BEA collects source data, conducts research and analysis, develops and implements estimation methodologies, and disseminates statistics to the public.

BEA produces some of the most closely watched economic statistics that influence the decisions made by government officials, business people, households, and individuals. BEA's economic statistics, which provide a comprehensive, up-to-date picture of the U.S. economy, are key ingredients in critical decisions affecting monetary policy, tax and budget projections, and business investment plans. The cornerstone of BEA's statistics is the national income and product accounts (NIPAs), which feature the estimates of gross domestic product (GDP) and related measures.

Today, BEA prepares national, regional, industry, and international accounts that present essential information on such key issues as economic growth, regional economic development, inter-industry relationships, and the Nation's position in the world economy.

The screenshot shows the Bureau of Economic Analysis (BEA) website. The header includes the BEA logo and the text "U.S. Department of Commerce Bureau of Economic Analysis". A navigation menu contains links for Home, About BEA, National, International, Regional, Industry, Glossary, and FAQs. The main content area is titled "U.S. Economic Accounts" and is divided into four columns: National, International, Regional, and Industry. Each column lists various economic data categories with links to specific reports. For example, the National column lists "Gross Domestic Product (GDP)", "Personal Income and Outlays", "Corporate Profits", "Fixed Assets", and "Satellite Account". The International column lists "Balance of Payments", "Trade in Goods and Services", "International Services", "International Investment Position", "Operations of Multinational Companies", and "Survey Form and Related Materials". The Regional column lists "GDP by State and Metropolitan Area", "State and Local Area Personal Income", "RIMS II Regional Input-Output Multipliers", "BEA's Regional FACT Sheets (BEARFACTS)", and "BEA Economic Areas". The Industry column lists "Annual Industry Accounts", "Input-Output Accounts", "Benchmark Input-Output Accounts", "Satellite Accounts", "Research and Development", "Travel and Tourism", and "Supplemental Estimates". On the right side, there is a search bar and several "Of Interest..." and "Latest Estimates" sections. The "Of Interest..." section highlights the 2007 R&D Satellite Account and the 2008 News Release Schedule. The "Latest Estimates" section shows Real GDP (+3.8% in Q2 2007) and Personal Income (+0.3% in August 2007). On the left side, there are sections for News, Publications, and Resources.

Bureau of Economic Analysis <http://bea.gov/>
 URL Reference 8

U.S. Department of Commerce/Economic Development Administration

The **Economic Development Administration (EDA)** was established under the Public Works and Economic Development Act of 1965 (42 U.S.C. § 3121), as amended, to generate jobs, help retain existing jobs, and stimulate industrial and commercial growth in economically distressed areas of the United States. EDA assistance is available to rural and urban areas of the Nation experiencing high unemployment, low income, or other severe economic distress.

In fulfilling its mission, EDA is guided by the basic principle that distressed communities must be empowered to develop and implement their own economic development and revitalization strategies. Based on these locally and regionally-developed priorities, EDA works in partnership with state and local governments, regional economic development districts, public and private nonprofit organizations, and Indian tribes. EDA helps distressed communities address problems associated with long-term economic distress, as well as sudden and severe economic dislocations including recovering from the economic impacts of natural disasters, the closure of military installations and other Federal facilities, changing trade patterns, and the depletion of natural resources.

EDA offers several investment programs to support or provide technical and other assistance to communities. These programs cover Research and Technical Assistance; Local Technical

Assistance; Planning; University Center Economic Development; and, Trade Adjustment Assistance for Firms. Links to research reports, “tools of the trade”, and cluster-based economic development are also available on the EDA Web site.



Economic Development Administration <http://www.eda.gov/>
URL Reference 9

- **EconData.Net**

EconData.Net is sponsored by the Economic Development Administration as a service to regional data users. The Web site is designed to help practitioners, researchers, students, and other data users quickly gain access to relevant state and sub-state socioeconomic data. The site aims to be a convenient, comprehensive first stop for anyone searching among the vast, disparate array of public and private data sources on the Web.

EconData.Net is divided into eight parts:

- Links by Subject (over 750 links to individual economic data sources from federal, state, and private sources sorted into ten subject categories);
- Links by Provider (the same links sorted by the organization or agency that produced them -- for instance regional data available from the Census Bureau);
- What's New (where users can access the latest or archived editions of StatScan, the site's free monthly newsletter);
- Ten Best Sites (EconData.Net's selection of user-friendly sites that offer the widest selection of data, including several that generate customized tables and graphs);

- Data Collections (150 Web sites that provide multiple data series, usually from a variety of sources including on-line data collections, on-line versions of statistical compendia --like the U.S. Statistical Abstract, data search engines, micro-data tools, and GIS mapping resources; also includes data collection links to local data intermediaries – such as the Census Data Centers and university business and economic research centers -- that can help users obtain, understand, and analyze data for your area);
- Quick Links (EconData.Net’s “links by subject” without annotation on one condensed, quick-loading page which allow users who know what they want to get there quickly, or gain a fast sense of available data sources across categories);
- Registration (allows EconData.Net users access to StatScan, which profiles a site of the month, new additions to EconData.Net, and other relevant data news; and,
- EconData.Net’s User’s Guide (a free 100-page "Complete Dummies" guide to finding and using economic data to understand your regional economy).



EconData.Net <http://www.EconData.Net/>
 URL Reference 11

TradeStats Express

TradeStats Express displays in maps, graphs, and tables the annual U.S. merchandise trade statistics (exports, imports, and trade balances) at the national and state levels. It is divided into two main sections: National Trade Data and State Export Data.

The National Trade Data are available as full year totals and Year-To-Current-Quarter for recent years. Data are available for individual countries, trade/economic groups, or geographic regions. You can tabulate these statistics using any of three product classification systems: Harmonized Commodity Coding System (HS), North American Industry Classification System (NAICS), or Standard International trade Classification (SITC). You can choose to display the data for exports, imports, or balance of trade.

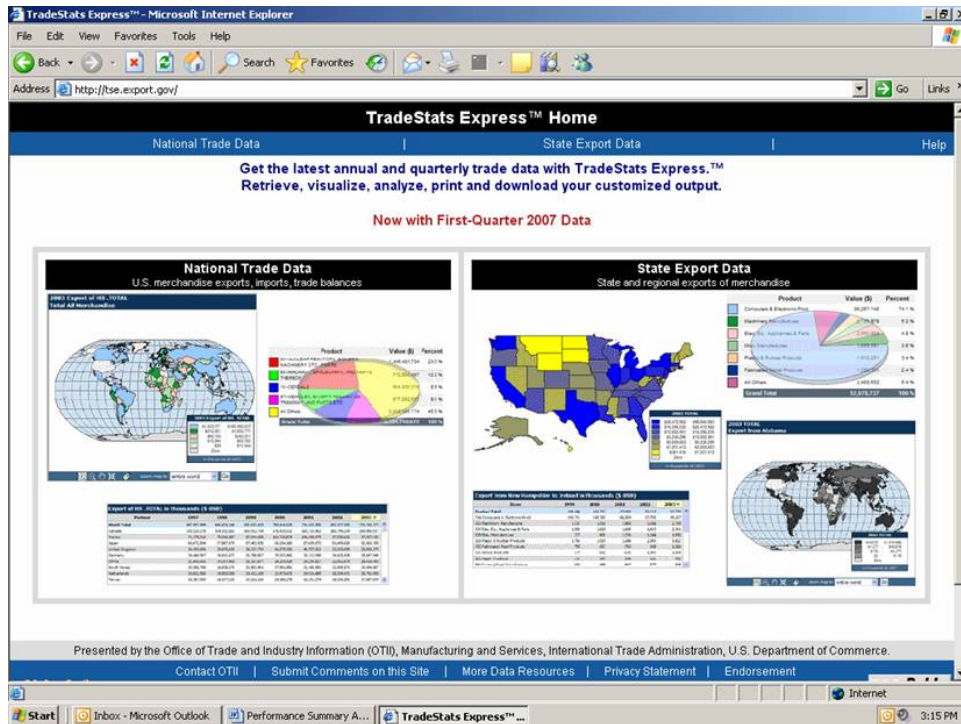
The National Trade Data section offers two options:

- Global patterns of U.S. merchandise trade
- Product profiles of U.S. merchandise trade with a selected market

The **State Export Data** are available as full year totals and Year-To-Current-Quarter for recent years. Data are available for individual states or U.S. regions. Products are classified in industry groups corresponding to NAICS two-digit codes.

The State Export Data section offers three options:

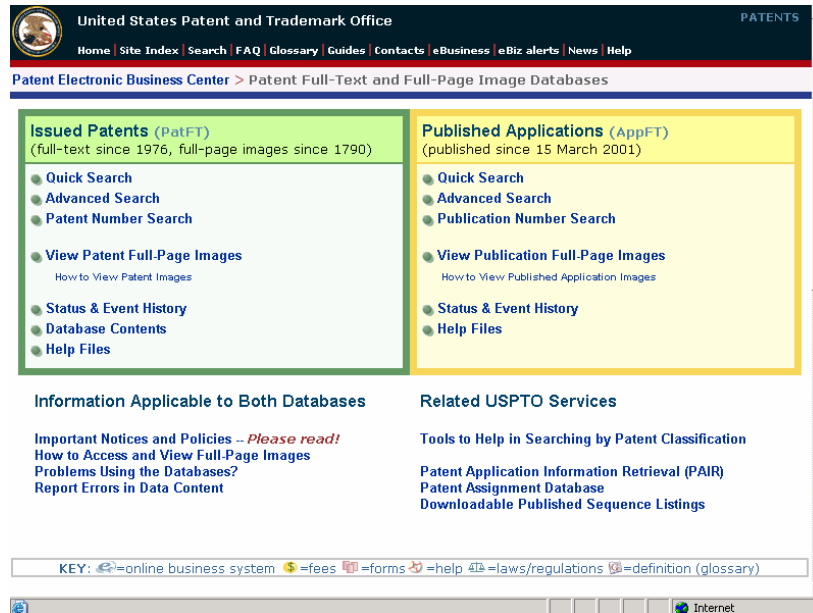
- Global patterns of a State's exports
- State-by-State exports to a selected market
- Export product profile to a selected market



TradeStats Express <http://tse.export.gov/>
URL Reference 12

- U.S. Patent and Trademark Office

U.S. Patent and Trademark Office a database that includes information about all US patents (including utility, design, reissue, plant patents and SIR documents) from the first patent issued in 1790 to the most recent issue week. Patents from 1790 through 1975 are searchable only by Issue Date, Patent Number, and Current US Classification, while patents issued after 1976 are in a separate database allowing a narrower, more focused search. Patents are divided into many fields such as inventor name, inventor city, state or country, and description or specification and searches may include a date range. The results of a search provide the abstract and the full description of the invention.

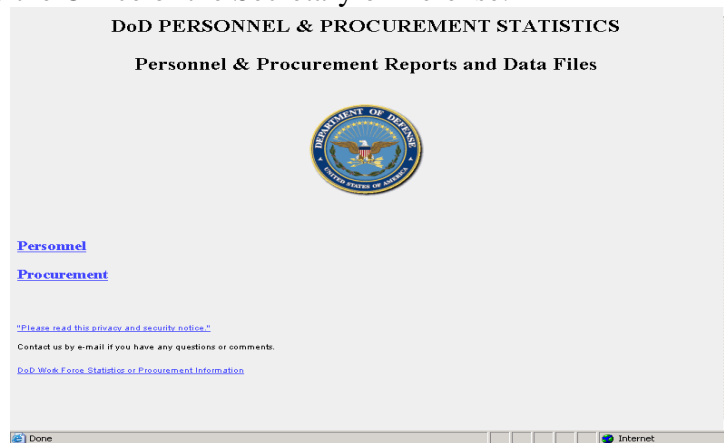


U. S. Patents and Trademarks <http://www.uspto.gov/patft/index.html>
URL Reference 10

U.S. Department of Defense

- **Defense Manpower Data Center (DMDC)/Statistical Information Analysis Division**

The Defense Manpower Data Center/Statistical Information Analysis Division maintains the largest archive of personnel, manpower, and training data in the Department of Defense. DMDC's statistical activities include the personnel survey program, an enlistment testing program to support screening of military applicants, and a client support program to provide statistical support to the Office of the Secretary of Defense.



DoD Personnel and Procurement Statistics <http://siadapp.dmdc.osd.mil/index.html>
URL Reference 13

- **Office of Economic Adjustment (OEA)**

The OEA is the Department of Defense's primary source for assisting communities that are adversely impacted by Defense program changes, including base closures or realignments, base expansions, and contract or program cancellations. To assist affected communities, OEA manages and directs the Defense Economic Adjustment Program, and coordinates the involvement of other Federal Agencies.

Economic adjustment assistance provides a community-based context for assessing economic hardships caused by DoD program changes by identifying and evaluating alternative courses of action, identifying resource requirements, and assisting in the preparation of an adjustment strategy or action plan to help communities help themselves.

DEFENSE keyword Search

Office of Economic Adjustment

You are here: [Home](#)

[About OEA](#) [Programs](#) [Related Links](#) [Library](#) [EAC](#) [eGrants](#)

WHAT'S NEW

Publications

- [OEA July 07 Staff Newsletter](#)
- [The EAC's 2006 Report to the President](#)
- [Joint Land Use Study Program Guidance Manual](#)
- [Practical Guide to Compatible Civilian Development Near Military Installations](#)
- [EAC: Federal Assistance for Impacted Communities](#)
- [HUD: Military Base Reuse and Homeless Assistance](#)

Local Reuse Authorities

- [BRAC 2005 Recognized LRAs](#)

Community Contacts

- [Growth Communities](#)

Helping Communities Help Themselves

Welcome to the Office of Economic Adjustment (OEA). OEA is the Department of Defense's primary source for assisting communities that are adversely impacted by Defense program changes, including base closures or realignments, base expansions, and contract or program cancellations. OEA offers technical and financial assistance to adversely impacted communities, and coordinates the involvement of other Federal Agencies through the Defense Economic Adjustment Program and the President's Economic Adjustment Committee.

Office of Economic Adjustment <http://www.oea.gov/OEAWeb.nsf/home?readform>
 URL Reference 14

U.S. Small Business Administration			
Targeted Users	Survey Name		
	Small Business Economic Indicators	Characteristics of Small Business Owners and Employers	Firm Size Data by Location and Industry
Employers	•	•	•
Government Agency Federal, State, or Local			
Elected Officials and Policymakers	•	•	•
Program Planners			
Education and Training Providers			
Intermediaries			
Individuals		•	
Researchers	•	•	•

U.S. Small Business Administration			
Indicators	Survey Name		
	Small Business Economic Indicators	Characteristics of Small Business Owners and Employers	Firm Size Data by Location and Industry
Hours Worked/Payroll Hours			
Earnings Trends			
Unemployment Records – Mass Layoffs			
Labor Force Data/ Labor Market Information			
Employment	•		•
Wages Income Earnings	•		•

Future Demand and Hiring Trends			
Education/Training Information about Providers and Career Advancement			
Occupational Information Skill Requirements			
Program Participation			
Information about Full- and Part-Time Workers, Contract Workers, and the Self-Employed			
Unions			
Information about Employers by Company Size or Characteristics	•	•	•
Membership or Subscription Required			
Recruiting/Staffing Industry Information			
Occupational Licensing Information			
Benefit Information			
Information about Workforce Commuting Patterns			

U.S. Small Business Administration

The SBA is charged with aiding, counseling, assisting, and protecting the interests of small business, which represent 99 percent of all businesses in the U.S. The SBA's Office of Economic Research within the Office of Advocacy (www.sba.gov/advo) is the federal government's lead office in analyzing the role and status of small businesses in the economy. This office is the source for small business statistics gathered from various federal sources and presented in user-friendly formats. Internal staff or contractors conduct research to help determine small businesses' impact on the economy and how they are currently faring. The Office of Economic Research is the leading source of small business data portraying the characteristics of businesses, owners, and their workforces. Significant surveys and reports related to the workforce include the following:

- **Small Business Economic Indicators**

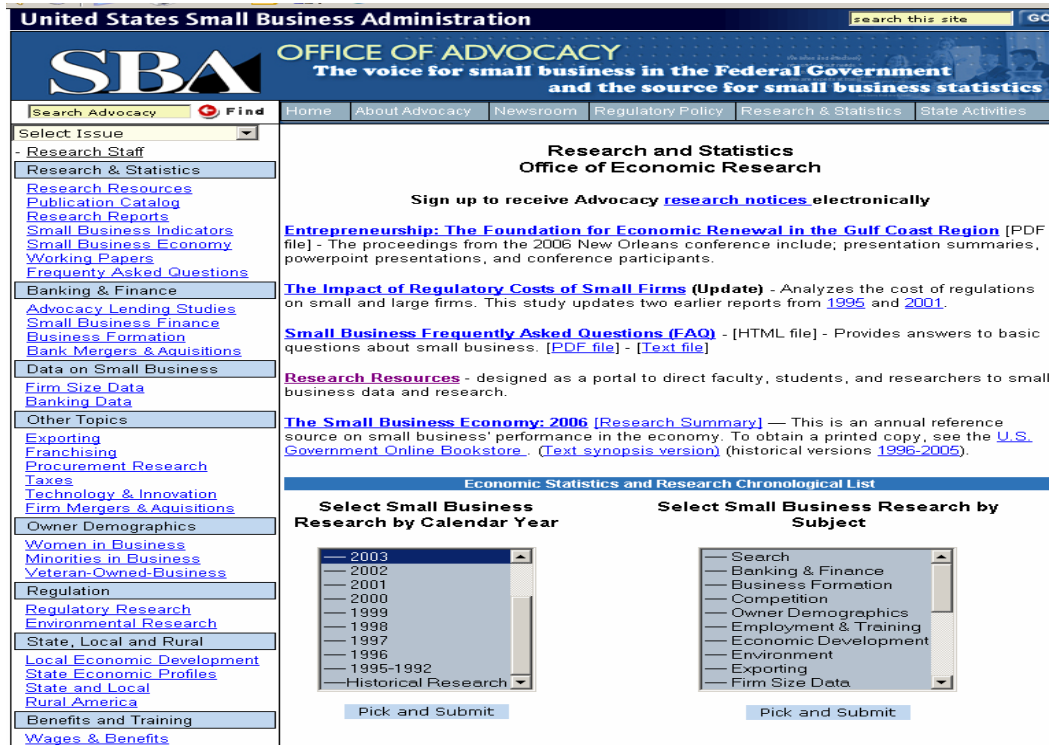
These serve as a quick reference guide to current data on small business activity (new firms, employment, income, and failures) by state. Tables listing indicators for about the last 10 years by state are included.

- **Characteristics of Small Business Owners and Employees**

These analyze the demographic characteristics of employees and owners of small businesses. Employee and self-employment data cover the period 1992 to 1996, while the owner data cover 1992.

- **Firm Size Data by Location and Industry**

Includes the number of employer firms, number of establishments, employment, annual payroll, and receipts. The data are presented by location (U.S., state, and Metropolitan Statistical Area (MSA)) and industry by size of firm.



Small Business Administration <http://www.sba.gov/advo/research/>
URL Reference 15

- **U.S. Department of Agriculture / Economic Research Service**

The Economic Research Service (ERS) is a primary source of economic information and research in the U.S. Department of Agriculture. With 450 employees, ERS conducts a research program to inform public and private decision making on economic and policy issues involving food, farming, natural resources, and rural development.

ERS's highly trained economists and social scientists conduct research, analyze food and commodity markets, produce policy studies, and develop economic and statistical indicators. The agency's research program is aimed at the information needs of USDA, other public policy officials, and the research community. ERS information and analysis is also used by the media, trade associations, public interest groups, and the general public.

The Agency's work is structured among four divisions: Food Economics; Information Services; Market and Trade Economics; and, Resource and Rural Economics.

ERS staff disseminates economic information and research results through an array of outlets, including:

- Agency-published research reports, market analysis and outlook reports, economic briefs, and data products (accessible on the Internet, with hard copies available for purchase);
- An award-winning magazine, *Amber Waves*, covering the entire range of ERS work and available in print and on the Internet (<http://www.ers.usda.gov/AmberWaves/About>);
- ERS website, which provides access to all ERS products and links users directly with ERS analysts;
- Oral briefings, written staff analyses, and congressionally mandated studies delivered directly to executive and legislative branch policymakers and program administrators; and,
- Articles in professional journals, and papers presented to academic colleagues at conferences and meetings.

The screenshot shows the USDA Economic Research Service website. The header includes the USDA logo and the text "United States Department of Agriculture Economic Research Service The Economics of Food, Farming, Natural Resources, and Rural America". The navigation menu contains links for Home, About ERS, Briefing Rooms, Publications, Data Sets, Newsroom, Help, and Contact Us. The main content area is titled "Data Sets" and includes a search bar, a "Browse by Subject" sidebar, and several data-related sections: "Featured Products" with three charts, "Most Requested" with a list of popular data products, "Recent Updates" with a list of new releases, and "Indicators" with a table of key economic indicators.

Indicator	Value	Change	Action
Farm Income	128.5%	▼	Graph
Trade	20.1% p	▼	Graph
Food Prices	202.3% f	▲	Graph
Food Markets	9.9%	▲	Graph

USDA Economic Research Service <http://www.ers.usda.gov/Data>
 URL Reference 16

U.S. Department of Education / National Center for Education Statistics

U.S. Department of Education / National Center for Education Statistics					
Targeted Users	Survey Name				
	National Assessment of Educational Progress	National Assessment of Adult Literacy	Integrated Post-Secondary Education Data System	National Household Education Surveys Program	Data on Vocational Education (Not a Survey)
Employers		•	•		
Government Agency Federal, State, or Local	•	•	•	•	
Elected Officials and Policymakers		•	•	•	
Program Planners		•	•		
Education and Training Providers	•	•	•	•	
Intermediaries	•	•	•	•	
Individuals	•		•		
Researchers	•	•	•	•	

U.S. Department of Education / National Center for Education Statistics					
Indicators	Survey Name				
	National Assessment of Educational Progress	National Assessment of Adult Literacy	Integrated Post-Secondary Education Data System	National Household Education Surveys Program	Data on Vocational Education (Not a Survey)
Hours Worked/Payroll Hours				•	
Earnings Trends				•	
Unemployment Records – Mass Layoffs					
Labor Force Data/ Labor Market Information					

Employment		•		•	
Wages Income Earnings				•	
Future Demand and Hiring Trends					
Education/Training Information about Providers and Career Advancement	•	•	•	•	
Occupational Information Skill Requirements					
Program Participation				•	
Information about Full- and Part-Time Workers, Contract Workers, and the Self-Employed				•	
Unions				•	
Information about Employers by Company Size or Characteristics					
Membership or Subscription Required					
Recruiting/Staffing Industry Information					
Occupational Licensing Information				•	
Benefit Information					
Information about Workforce Commuting Patterns					

The National Center for Education Statistics (NCES) is the primary federal entity for collecting and analyzing data related to education in the U.S. and other nations. NCES is located within the U.S. Department of Education and the Institute of Education Sciences. The NCES fulfills a congressional mandate to collect, collate, analyze, and report complete statistics on the condition of American education; conduct and publish reports; and review and report on education activities internationally.

Education statistics are used for a number of purposes, including by business and education and training institutions concerned with the supply of trained workers coming out of schools and colleges and also with the subjects that are being taught there. NCES statistics are used to inform the public about matters such as school and college enrollment and expenditures per student. Business organizations use trend data on enrollments and expenditures to forecast the demand for their products. Businesses increasingly dependent on the availability of a highly skilled workforce use educational data to gauge availability, quality, and characteristics of the emerging workforce. Achievement test scores, numbers of students enrolled in various programs of study, and degrees and credentials awarded are important indicators to be considered in business location and expansion decisions. The economic fortunes of states and regions are increasingly driven by test scores and the characteristics of human capital investments.

Key surveys, databases, and studies bearing most directly on describing the present and future workforce include the following:

- **The National Assessment of Educational Progress (NAEP)**

Also known as “the Nation’s Report Card,” this is the only nationally representative and continuing assessment of what America’s students know and can do in various subject areas. Since 1969, assessments have been conducted periodically in reading, mathematics, science, writing, U.S. history, civics, geography, and the arts.

NAEP does not provide scores for individual students or schools; instead, it offers results regarding subject-matter achievement, instructional experiences, and school environment for populations of students (e.g., fourth-graders) and subgroups of those populations (e.g., female students, Hispanic students). NAEP results are based on a sample of student populations of interest. NAEP reports information for the nation and specific geographic regions of the country. It includes students drawn from both public and non-public schools and reports results for student achievement at grades 4, 8, and 12. Since 1990, NAEP assessments have also been conducted on the state level.

NAEP long-term trend assessments are designed to give information on the changes in the basic achievement of America’s youth. They are administered nationally and report student performance at ages 9, 13, and 17 in mathematics, science, and reading; and grades 4, 8, and 11 in writing. In addition to the assessments, NAEP coordinates a number of special educational studies related to assessment. Ongoing projects include the High School Transcript Study and a Technology-Based Assessment project designed to explore the use of technology.

- **The National Assessment of Adult Literacy (NAAL)**

This initiative provides a nationally representative and continuing assessment of English language literacy skills of American adults. NAAL seeks to describe the status of adult literacy in the U.S., report on national trends, and identify relationships between literacy and selected characteristics of adults. NCES has conducted adult literacy assessments since 1985. A nationally representative sample of adults was assessed again in 2002, providing an indication of the nation’s progress in adult literacy since 1992.

The NAAL describes the status of literacy in the nation and is intended to inform policymakers and educators about the factors believed to play critical roles in the development of adult literacy abilities and the use of literacy skills in workplace, family, and community settings. Knowledge about the roles, relationships, and impacts of such factors is used to improve educational practices and programs.

The NAAL is an in-person household survey that includes an assessment of English-language literacy skills and a computer-assisted personal interview to collect background information. The literacy assessment measures the ability to use printed or written materials to perform prose, document, or quantitative tasks that simulate real-life experiences. The background questionnaire identifies key population subgroups (i.e., by age, gender, race and ethnic group,

and language minority) and addresses issues related to disabilities, health, English as a second language, education, employment, and other literacy-related activities.

Data from the NAAL 2002 provide accurate estimates of the current distribution of literacy abilities for the nation at large and will help policymakers target resources to address literacy-related issues. Moreover, by comparing results from 2002 to those from 1992, the NAAL will provide the first indicators in a decade.

- **The Integrated Post-secondary Education Data System (IPEDS)**

IPEDS established the core post-secondary education data collection program. It is viewable at: <http://nces.ed.gov/ipeds/>. It is a single, comprehensive system that encompasses all identified institutions whose primary purpose is to provide post-secondary education. Post-secondary education is defined within IPEDS as the provision of formal instructional programs whose curriculum is designed primarily for students who have completed the requirements for a high school diploma or its equivalent. This includes academic, vocational, and continuing professional education programs and excludes a vocational and adult basic education programs. The following types of institutions are included within IPEDS: baccalaureate or higher degree granting institutions, two-year award institutions, and less-than-two-year institutions (i.e., institutions whose awards usually result in terminal occupational awards or are creditable toward a formal two-year or higher award). Each of these three categories is further disaggregated by control (public, private non-profit, and private for-profit), resulting in nine institutional categories or sectors.

Participating in IPEDS has been required for all Title IV participating post-secondary institutions since 1992. Complementing IPEDS are special studies of student financial aid, post-secondary faculty, doctoral degree recipients, transcript studies, and various longitudinal studies. The NCES survey program at the post-secondary education level provides statistical information used by planners, policymakers, and educators in addressing a multitude of issues including workforce development.

- **The National Household Education Surveys (NHES)**

These surveys are a data collection system of the NCES that is designed to address a wide range of education-related issues. It provides descriptive data on the educational activities of the U.S. population and offers policymakers, researchers, and educators a variety of statistics on the condition of education in the U.S. Data are collected through household surveys with either sampled adults (for the adult education surveys) or the parents most knowledgeable about the sample children (for surveys about preschool children and students in elementary and secondary school). NHES collections have been conducted in the springs of 1991, 1993, 1995, 1996, 1999, 2001, and 2003. The Adult Education for Work-Related Reasons Survey was fielded as part of the NHES in 2003. There is also considerable information about work-related training contained in the Adult Education and Lifelong Learning Surveys. The adult education surveys ask about participation in a wide variety of educational activities and collect information about the subject, duration, cost, and sponsorship of each activity.

The NHES was conducted in 2003 and will be conducted periodically thereafter. The NHES 2005 will include three surveys: Adult Education and Lifelong Learning, Early Childhood Program Participation, and Before- and After-School Programs and Activities.

Apart from the adult education surveys, and the surveys on the topics planned for 2005, surveys about school readiness, parent and family involvement in education, civic involvement, school safety and discipline, and household use of public libraries have been fielded as part of NHES. The primary purpose of the NHES is to conduct repeated measurements of the same phenomena at different points in time to facilitate trend analysis. However, one-time surveys on topics of interest to the Department of Education have also been fielded.

- **The NCES Data on Vocational Education (DOVE)**

The DOVE system derives data about vocational education primarily from existing NCES surveys. Some of the most informative data in the DOVE system are drawn from high-school student transcript data. In comparison to reports from states that identify vocational education students using different definitions, high-school transcripts indicate how many vocational education credits students earn. These data allow researchers to identify students who take different amounts and types of vocational education courses, and to examine the relationship between academic and vocational course taking. This method of obtaining data provides a more accurate and complete picture of participation in vocational education than can be obtained by any other means.

The DOVE system also uses data from NCES's longitudinal studies to examine the economic outcomes associated with participation in vocational education. DOVE is supplemented with data from other federal sources, including the BLS (the National Longitudinal Survey of Youth), and the Census Bureau (SIPP and CPS).

The primary use of the DOVE system is to report on the status of vocational education. NCES has published several reports on vocational education topics, including student participation, staff characteristics, and international comparisons of vocational education systems. The current National Assessment of Vocational Education is using student transcript data collected between 1982 and 1998 to examine changes in the nature of the vocational and academic curricula that students pursue.

Institute of Education Sciences U.S. Department of Education

ies NATIONAL CENTER FOR EDUCATION STATISTICS

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Publications & Products Surveys & Programs Data Tools Tables & Figures Fast Facts School, College, & Library Search Annual Reports What's New? KIDSZONE

Welcome to **NCES**

The National Center for Education Statistics (NCES), located within the U.S. Department of Education and the Institute of Education Sciences, is the primary federal entity for collecting and analyzing data related to education.

What's New?

Teacher Attention and Mobility: Results from the 2004-05 Teacher Follow-up Survey Feb 8
This First Look report provides some selected findings from the 2004-05 Teacher Follow-up Survey (TFS) along with data tables and methodological information. [View this report](#)

Documentation for the 2003-04 Schools and Staffing Survey Jan 29
This report serves as the survey documentation for the design and implementation of the 2003-04 Schools and Staffing Survey. [View this report](#)

Public School Principals Report on Their School Facilities: Fall 2003 Jan 22
This publication presents data about public school principals' reports on their school facilities in Fall 2003. [View this report](#)

Household Use of Public and Other Types of Libraries: 2002 Jan 16
This report presents a series of tables that highlight household use of public libraries, including patterns of library use by household demographic, social, economic, and geographic characteristics. [View this report](#)

[What's New Archive](#) [XML](#) [RSS](#)

find International EDUCATION INDICATORS

Average combined reading literacy scale score of 4th-graders in countries, significantly lower than U.S. score of 542 (2001)

525	350	449	524	499	528	422	

source: NCES/PIRLS

DATA SNAPSHOT

In 2004, 19% of children ages 5-17 did not speak English at home. [\(more info\)](#)

In 2004, 19% of children ages 5-17 did not speak English at home

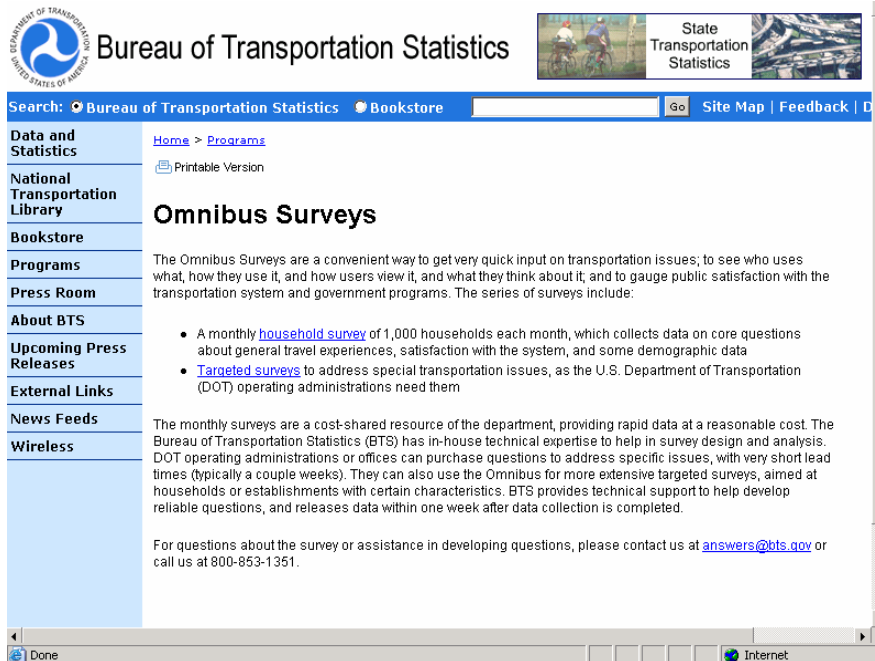
U.S. Department of Education, National Center for Education Statistics <http://nces.ed.gov/>
URL Reference 17

U.S. Department of Transportation / Bureau of Transportation Statistics

• Omnibus Surveys

The Omnibus Surveys are a convenient way to get very quick input on transportation issues; to see who uses what, how they use it, and how users view it, and what they think about it; and to gauge public satisfaction with the transportation system and government programs. The series of surveys include a monthly household survey, which collects data on core questions, as well as targeted surveys to address special transportation issues.

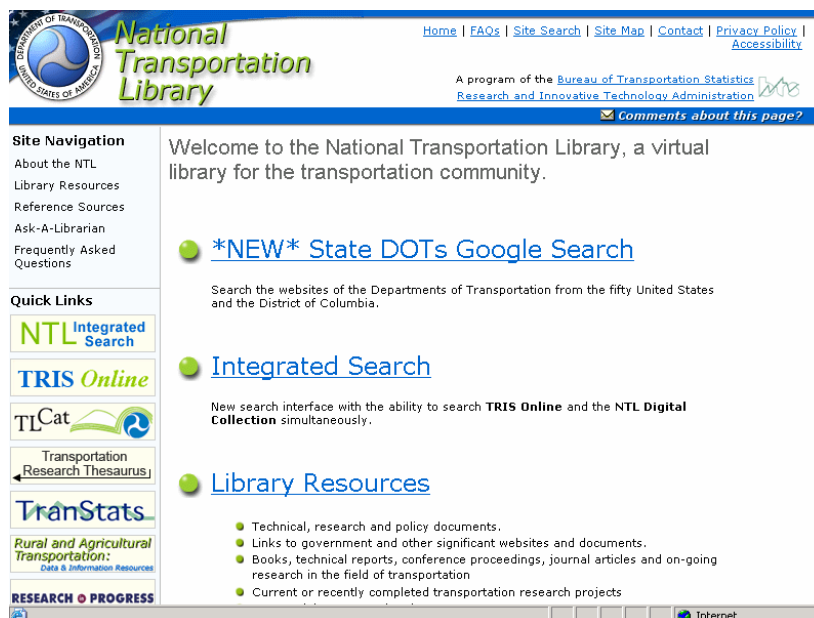
The monthly surveys are a cost-shared resource of the department, providing rapid data at a reasonable cost. The BTS has in-house technical expertise to help in survey design and analysis. DOT operating administrations or offices can purchase questions to address specific issues, with very short lead times (typically a couple weeks). They can also use the Omnibus for more extensive targeted surveys, aimed at households or establishments with certain characteristics. BTS provides technical support to help develop reliable questions, and releases data within one week after data collection is completed.



Bureau of Transportation Statistics http://www.bts.gov/programs/omnibus_surveys/
URL Reference 18

• **TranStats Intermodal Transportation Database**

TranStats, a Bureau of Transportation Statistics (BTS) research tool, provides access to more than 100 transportation-related databases across every mode of transportation - with many social and demographic data sets that are commonly used in transportation analysis. Essentially this is a list of outside agency sources that collect data used by transportation analysts.



National Transportation Library <http://ntl.bts.gov/index.html>
URL Reference 19

- **U. S. Department of the Interior**

The Mission of the **Department of the Interior** is to protect and provide access to our Nation's natural and cultural heritage and honor the trust responsibilities to Indian Tribes and commitments to island communities. Interior has established five Departmental goals that encompass the major responsibilities of the Department. These goals provide a framework for their strategic plans of Interior's bureaus.

The Departmental goals are as follows: Resource Protection (protect the Nation's natural, cultural, and heritage resources); Resource Use; Recreation; Serving Communities; and, Management Excellence.

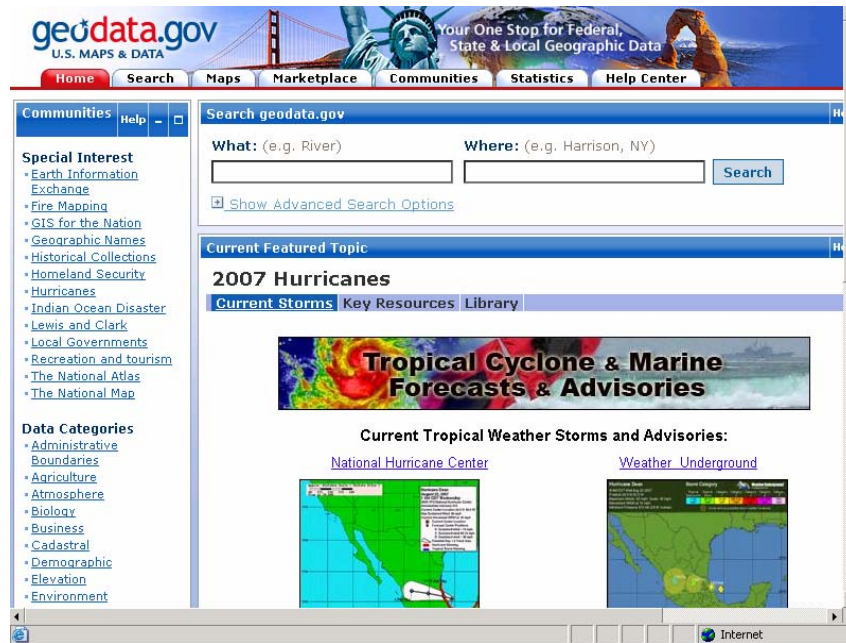
Depending on the workforce and economic development strategic planner's geographic location, DOI information may be of use to regional economic development projects that include energy industry growth, water, roads, land use and land development projects, transportation projects, and responding to natural disasters.



U.S. Department of Interior <http://interior.gov/>
URL Reference 20

- **U.S. Geological Survey**

The **U.S. Geological Survey** and its Web site (www.geodata.gov) provides links to a wide variety of mapping, data resources, and links to reports and databases like data resources for real estate and business geography analysis that provides a portal to geospatial information related to business geographic interests.



U.S. Maps & Data www.geodata.gov
 URL Reference 21

U.S. Department of Energy/Energy Information Administration

- **Energy Statistics**

The **Energy Information Administration (EIA)** collects and disseminates information on energy reserves, production, consumption, distribution, prices, technology, and related international, economic, and financial matters. EIA's programs include data on coal, petroleum, natural gas, and electric and nuclear energy. EIA maintains a comprehensive energy database, disseminates energy data and analyses for a wide variety of customers in the public and private sectors, maintains the National Energy Modeling System for mid-term energy markets analysis and forecasting, maintains the Short-Term Integrated Forecasting System for near-term energy market analysis and forecasting, conducts customer forums and surveys to maintain an up-to-date product and service mix, and maintains systems supporting the electronic dissemination of energy data.

Energy Information Administration <http://www.eia.doe.gov/>
URL Reference 22

U.S. Department of Veterans Affairs

- **Office of Policy/Veteran Data and Information**

Veteran Data and Information available through the **Office of Policy** includes actuarial studies, veteran population estimates and projections, veteran socioeconomic characteristics, VA benefit program user and non-user surveys, and VA program evaluations.

Veterans Data and Information <http://www1.va.gov/vetdata/>
URL Reference 23

- **Veterans Benefits Administration (VBA)**

The Veterans Benefits Administration supports continuing and new surveys of veterans and beneficiaries who receive VBA benefits and use its services. The surveys cover VA compensation and pension, education, loan guaranty, vocational rehabilitation and employment services, and insurance programs.



Veterans Benefits Administration <http://www.vba.va.gov/>
URL Reference 24

The Interagency Council on Statistical Policy

- **FedStats**

FedStats, available to the public since 1997, provides access to the full range of official statistical information produced by the Federal government without having to know in advance which Federal agency produces which particular statistic. With convenient searching and linking capabilities to more than 100 agencies that provide data and trend information on such topics as economic and population trends, crime, education, health care, aviation safety, energy use, farm production and more, FedStats is your one location for access to the full breadth of Federal statistical information.

The site -- FedStats (www.fedstats.gov) -- uses the Internet's powerful link and search capabilities to navigate publicly available statistics from over 70 Federal agencies.

As part of the Administration's efforts to achieve improved customer service and greater efficiency throughout the Federal government, FedStats reduces the amount of time and effort necessary to locate data. The site, the product of a multi-agency development effort led by the Interagency Council on Statistical Policy, followed the introduction of the widely acclaimed

Federal Statistics Briefing Rooms, which offer on-line access to high-profile Federal economic and social statistics.

FedStats' major features include:

- An "A to Z" index that provides direct access to detailed data listings in 275 categories
- A keyword search capability that enables users to search Web sites linked to FedStats
- "Fast Facts" links, which allow users to visit either the Federal Statistics Briefing Rooms or an on-line version of the most frequently requested tables from the Statistical Abstract of the United States
- An "Agencies" heading that allows users to link to the Web sites of Federal statistical agencies, or select from a menu of predetermined key words for those agencies
- A "Programs" heading that offers 14 groups of agency data program summaries, in areas ranging from agriculture to transportation;
- A "Regional Statistics" heading that offers data that is broken down into geographic areas -- frequently at State or county levels; and
- Links to agency contacts, press releases, and government statistical agencies outside the United States.
- An on-line form permits users to comment on the site and make suggestions.

FedStats <http://www.fedstats.gov/>
URL Reference 25

National Science Foundation

- **Science Resource Statistics**

The Science Resource Statistics (SRS) division of the **National Science Foundation** conducts surveys that measure the number and demographic characteristics of individuals trained as, or working as, scientists and engineers, and participates in international collaborations to yield comparable measures of the same items. In addition, other components of NSF provide funding in support of biological sciences research databases and social science research and studies, such as the Panel Study of Income Dynamics, the General Social Survey, and the National Election Studies. NSF also collects, publishes, and analyzes data on the size and health of U.S. research and development enterprises. Four annual surveys provide information on research and development funded and performed by government, industry, and universities, and a periodic survey provides comparable information on the nonprofit sector.

The division also conducts a biennial survey on academic and biomedical research facilities, including aspects of cyber-infrastructure, and has begun design work on an information collection on instrumentation in science and engineering facilities. Science Resource Statistics staff participates in international collaborations to develop internationally comparable measures of research and development; and, collects, publishes, and analyzes statistics on the nation's science and engineering higher education system and those who participate in it. SRS measures science and engineering and health enrollments and degrees and develops information on other aspects of higher education.



Science and Engineering Statistics <http://www.nsf.gov/statistics/>
URL Reference 26

Private Sources Generating Workforce Information

Private Sources Generating Workforce Information										
Targeted Users	Source									
	ERISS: The Workforce Intelligence Company	Manpower, Inc	Challenger, Gray and Christmas	National Association of Colleges and Employers	The American Staffing Association	American Management Association	Economy.com	Interbiznet	University of Michigan/ Panel Study of Income Dynamics	Rutgers University/John J. Heldrich Center for Workforce Development
Employers	•	•	•	•	•	•	•	•	•	•
Government Agency Federal, State, or Local		•				•		•	•	•
Elected Officials and Policymakers				•	•				•	•
Program Planners										•
Education and Training Providers				•					•	•
Intermediaries				•					•	•
Individuals			•	•			•	•	•	•
Researchers	•	•					•	•	•	•

Private Sources Generating Workforce Information										
Indicators	Source									
	ERISS: The Workforce Intelligence Company	Manpower, Inc	Challenger, Gray and Christmas	National Association of Colleges and Employers	The American Staffing Association	American Management Association	Economy.com	Interbiznet	University of Michigan/Panel Study of Income Dynamics	Rutgers University/John J. Heldrich Center for Workforce Development
Hours Worked/Payroll Hours						•	•			
Earnings Trends				•						
Unemployment Records – Mass Layoffs			•			•				
Labor Force Data/ Labor Market Information		•								•
Employment								•		
Wages Income Earnings				•				•		
Future Demand and Hiring Trends	•	•		•			•			
Education/Training Information about Providers and Career Advancement				•						•
Occupational Information Skill Requirements										
Program Participation										
Information about Full- and Part-Time Workers, Contract Workers, and the Self-Employed										
Unions										
Information about Employers by Company Size or Characteristics										
Membership or Subscription Required			•							
Recruiting/Staffing Industry Information				•				•		
Occupational Licensing Information										
Benefit Information										
Information about Workforce Commuting Patterns										

The strategic importance of human capital in economic development and business performance has prompted an intensified focus on workforce information. In addition to the traditional government sources, a growing number of private firms, non-profit organizations, trade associations, and universities have also become more involved in monitoring labor market and workforce developments.

This catalogue identifies a number of organizations that collect and disseminate workforce and labor market information. Inclusion in the inventory of private-sector businesses and .com Web sites is for informational purposes only; no endorsement is implied or conferred on a company nor on specific products or services. Information users should exercise an appropriate level of care and should also be aware that the private-sector products and/or services may be copyrighted and may require a fee for service or a cost to access or use the information products. This is not intended to be an exhaustive list of private-sector Web sites and we reserve the right to modify the list on an ongoing basis.

- **ERISS: The Workforce Intelligence Company**

ERISS is a leading information solutions provider since 1992, specializing in business intelligence collection technologies and methodologies. The company's experience includes more than 150 workforce survey projects involving more than 2 million employers across the United States. ERISS has two primary divisions: (1) The National Center for Business & Economic Research (NCBER) and (2) USWorks. NCBER was formed in 2002 to serve the needs of business and economic development in the United States and Canada. It delivers primary business intelligence and current trend information in support of economic growth and competitiveness. USWorks was formed in 1998 to provide the public workforce sector with information and applications for the purpose of job placement and employer services. It is a source for workforce performance and local workforce intelligence.

ERISS: The Workforce Intelligence Company - <http://www.eriss.com/>
URL Reference 27

- **Manpower, Inc.**

Manpower is one of the leaders in the staffing industry, providing workforce management services to customers through 4,400 offices in 73 countries. Manpower frequently conducts research studies to provide its customers with additional insight into the trends that are affecting the labor market. Manpower's quarterly employment forecasts are often quoted in the local media as a key economic indicator of firms' employment plans and job seeker hiring prospects for states and regions where they are conducted.

Manpower conducts the Employment Outlook Survey in the U.S. on a quarterly basis. It is a measurement of employers' intentions to increase or decrease the permanent workforce, and during its 26-year history has been a significant indicator of employment trends. The survey is based on telephone interviews with nearly 16,000 public and private employers in 470 U.S. markets. Survey results and analysis are posted on Manpower's website and are readily accessible at no cost to users. Forecasts for national, regional, state, and some local labor markets are available.

Manpower, Inc. - <http://www.manpower.com/>
URL Reference 28

- **Challenger, Gray and Christmas**

Challenger Gray and Christmas is a consulting organization providing out-placement services by working with individuals sponsored by their former employers. The firm has offices in 47 cities throughout the U.S. and works with clients in over 63 locations in Canada. The firm focuses on out-placement programs for executives, middle managers, and long-term employees. It offers modified individual and group programs and assists relocating spouses. Challenger differentiates itself from competitors by reporting that its clients find new jobs in a median time of 3.2 months (compared with about 5 months, which is cited by *The Wall Street Journal* as the average search length).

As part of its out-placement business, Challenger has monitored job cuts since 1989. Using announcements made by firms, Challenger tabulates data of job cuts contained in these announcements. The firm and its spokesman are frequently called on by the national media to analyze labor market development and worker dislocation. The firm tracks layoff announcements by detailed industry sector and geographic region. Regular updated reports are provided as part of the organization's monitoring workforce and labor market developments. These reports are used in investment and human resource planning decisions of private firms. Users who want to access this information are required to pay access and subscription fees.

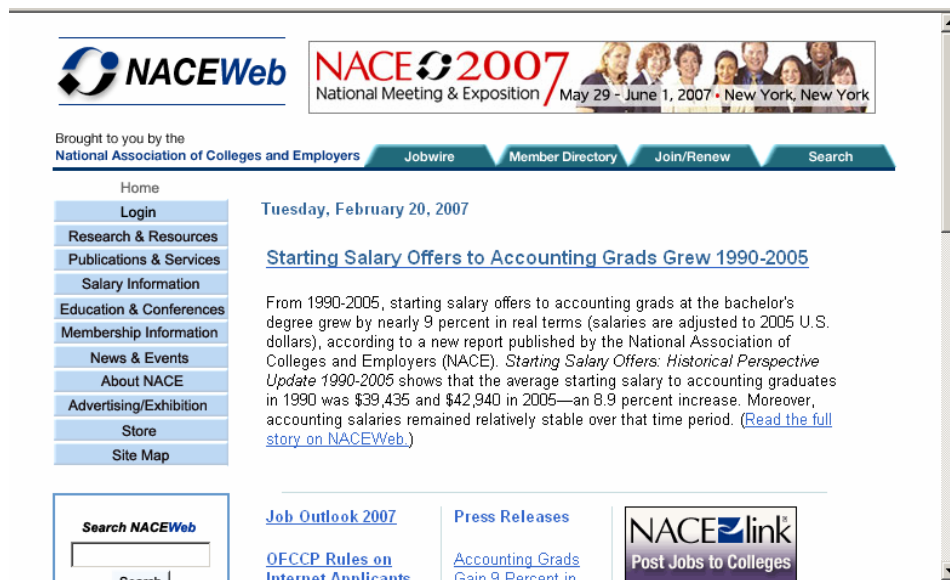
Challenger, Gray and Christmas - <http://www.challengergray.com/>
URL Reference 29

- **National Association of Colleges and Employers (NACE)**

NACE is a trade association representing college career planning and placement centers. NACE provides research and information through ongoing employer and college surveys, quarterly surveys of starting salary offers to new college graduates, a quarterly journal, and a bi-weekly

newsletter. NACE also prepares an annual forecast of hiring trends, tracks legal issues related to the employment process, and provides benchmark data on best practices. Among its best-known publications are *Job Choices*, a career planning and job-search tool, distributed to more than one million college students and alumni.

Human resources and compensation specialists across the country examine current starting salary offers to college graduates through NACE's *Salary Survey*, a guide for setting competitive salaries at the critical entry level. *Salary Survey* also gives career services officers current data on beginning offers, which they can share with students to prepare them for entering the working world. Winter, spring, summer, and fall editions of *Salary Survey* reports are issued in February, April, July, and September, respectively. Each report provides national starting salary offers by discipline, degree level, job function, industry group, and provides the average offer as well as ranges. *Salary Survey* covers more than 70 major fields of study, more than 50 employer categories, and more than 70 job functions for the bachelor's-degree level. In addition, *Salary Survey* provides starting salary information for 57 master's and 22 doctoral fields of study.



National Association of Colleges and Employers <http://www.naceweb.org>
 URL Reference 30

- **Economy.com**

Economy.com is a provider of economic, financial, and industry research designed to meet the planning and information needs of businesses, governments, and professional investors. Economy.com research supports country analysis and financial, industrial, and regional markets. Economy.com's information and services are used in a variety of ways, including strategic planning, product and sales forecasting, risk and sensitivity management, and as investment research.

Economy.com's U.S. State and Metropolitan Detailed Employment & Output Forecast Database offers detailed payroll employment forecasts and industrial output forecasts for 50 states and

over 300 metropolitan areas. (County detailed employment for over 3,100 counties is offered as a separate product from state and metropolitan area employment.) The state and metropolitan forecast includes 21 2-digit NAICS categories, 89 3-digit NAICS categories, and 284 4-digit NAICS categories and offers complete coverage of government, military personnel, and farm employment. One-digit NAICS super sectors, manufacturing aggregates, and totals are also included. Series history begins in 1970 and extends to 10 years of forecast for metropolitan areas and 30 years for states. History and forecasts are updated monthly. Data are available only to customers and subscribers. Many states subscribe to Economy.com services and data access in support of econometric forecasting models used to forecast state revenues.

Economy.com - <http://www.economy.com/>
URL Reference 31

- **Interbiznet**

Interbiz.net is a web-based firm that tracks, researches, and reports on the electronic recruiting industry, chronicling and facilitating its development. Interbiznet believes that the single most profound impact of the web will be on how we work, get work, and change work. Interbiznet functions as an analyst of the electronic recruiting industry. The firm provides a daily newsletter, the *Electronic Recruiting News*, and conducts an annual industry analysis.

Interbiznet produces and maintains The Electronic Recruiting Index. The index covers the trends, events, and players shaping the future of the recruiting industry and builds upon the results covered in the indexes of previous years. The Electronic Recruiting Index is a source of information for investors, vendors, corporate recruiters, and staffing firms on the “Electronic Human Capital Marketplace.” The report contains industry overview and statistics and trends and predictions about this important and emerging sector.

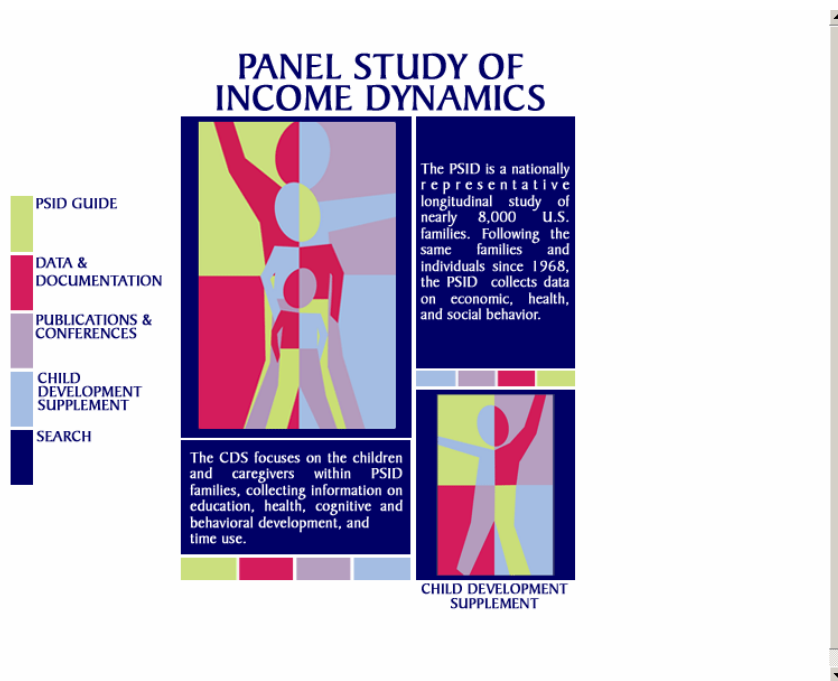
Interbiznet - <http://www.interbiznet.com/>
URL Reference 32

- **University of Michigan/Panel Study of Income Dynamics (PSID)**

This study is a longitudinal survey of a representative sample of U.S. individuals and the families in which they reside. It has been ongoing since 1968. The data were collected annually through 1997 and biennially starting in 1999. The data files contain the full span of information collected over the course of the study. PSID data can be used for cross-sectional, longitudinal, and intergenerational analysis and for studying both individuals and families. It emphasizes the dynamic aspects of economic and demographic behavior, but its content is broad, including sociological and psychological measures. As a consequence of low attrition rates and the success in following young adults as they form their own families and recontact efforts (of those declining an interview in prior years), the sample size has grown from 4,800 families in 1968 to more than 7,000 families in 2001. At the conclusion of 2003 data collection, the PSID will have collected information about more than 65,000 individuals spanning as much as 36 years of their lives.

The PSID data files provide a wide variety of information about both families and individuals collected over the span of the study. The central focus of the data is economic and demographic, with substantial detail on income sources and amounts, employment, family composition changes, and residential location. Content of a more sociological or psychological nature is also included in some waves of the study. Information gathered in the survey applies to the circumstances of the family unit as a whole (e.g., type of housing) or to particular persons in the family unit (e.g., age, earnings). While some information is collected about all individuals in the family unit, the greatest level of detail is ascertained for the primary adults heading the family unit.

The study is conducted at the Survey Research Center, Institute for Social Research, University of Michigan, and has been made possible over the years through the sponsorship of government agencies, foundations, and other organizations. Since 1982, the study has had an advisory board, appointed by the National Science Foundation to foster input from the national community of scholars, researchers, and policymakers.



University of Michigan, Panel Study of Income Dynamics <http://www.isr.umich.edu/src/psid/>
URL Reference 33

- **Rutgers University/John J. Heldrich Center for Workforce Development**

This Center is a university-based organization devoted to transforming the workforce development system at the local, state, and federal levels. The Center provides analysis for reform and innovation in policymaking and employs cutting-edge research and evaluation projects to identify best practices in workforce development and employment and workplace policy. It is also engaged in significant partnerships with the private sector to design effective education and training programs and is committed to assisting job seekers and workers attain the information, education, and skills training they need to move up the economic ladder.

The John J. Heldrich Center and the Center for Survey Research and Analysis at the University of Connecticut conduct a national survey on a quarterly basis, *Work Trends: Americans' Attitudes About Work, Employers, and Government*. These surveys explore Americans' perceptions regarding job satisfaction, job security, career mobility, education and training, and the appropriate role of government in addressing the needs of workers, employers, and job seekers. The surveys are conducted quarterly and follow broad trends in the workforce.

The screenshot shows the website for the John J. Heldrich Center for Workforce Development. The header includes the center's name and logo, along with a navigation menu. The main content area is divided into three columns. The left column, titled 'Projects In Depth', features a section on 'Assisting Dislocated Workers and The September 11th Fund'. The middle column, titled 'News & Updates', lists several recent publications and reports. The right column contains a search bar titled 'FIND A PUBLICATION' with fields for publication type, subject area, and keyword, and a 'find' button.

Rutgers University, John J. Heldrich Center for Workforce Development

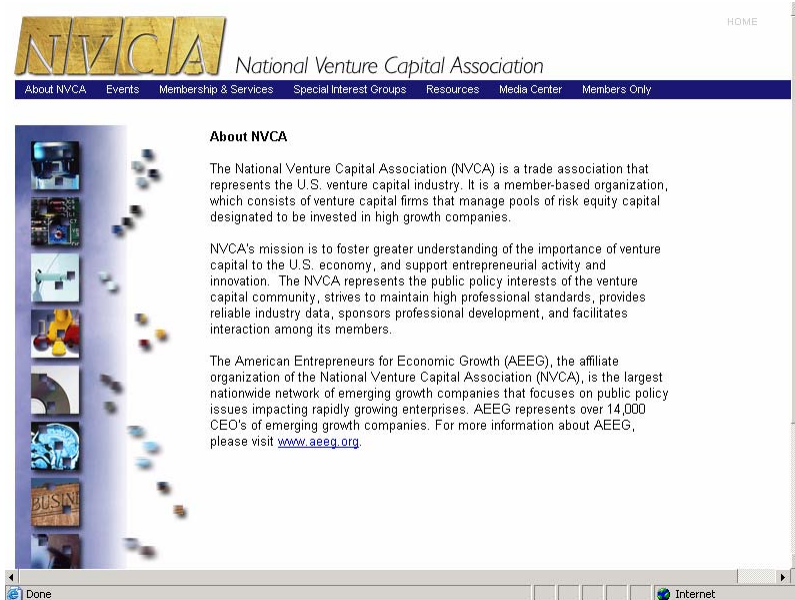
<http://www.heldrich.rutgers.edu>

URL Reference 34

- **National Venture Capital Association (NVCA)**

The **National Venture Capital Association** is a trade association that represents the U.S. venture capital industry. It is a member-based organization, which consists of venture capital firms that manage pools of risk equity capital designated to be invested in high growth companies.

NVCA's mission is to foster greater understanding of the importance of venture capital to the U.S. economy, and support entrepreneurial activity and innovation. The NVCA represents the public policy interests of the venture capital community, strives to maintain high professional standards, provides reliable industry data, sponsors professional development, and facilitates interaction among its members.



National Venture Capital Association (NVCA) <http://www.nvca.org/aboutnvca.html>
URL Reference 35

Part II. Workforce and Labor Market Information: Portals and Systems for Decision Support

Overview

A rapid pace of technological change, innovations in business and industrial organization, and the impact of global competitiveness are transforming work and altering traditional labor markets. Information describing the nature of these changes becomes critically important as firms, individuals, communities, and schools making major investment decisions need to stay abreast of labor market and workforce developments.

The U.S. Department of Labor has made a sustained effort over the last 10 years to expand the scope of workforce and labor market information and to ensure that such information is more accessible to end users. Along with efforts of the Labor Department, other federal agencies, private firms, non-profit organizations, trade associations, and university research centers have also made more expansive efforts in tracking, researching, and communicating labor market and workforce developments.

This section of the catalogue examines a diverse array of web-based systems for improved and innovative access to workforce and labor market information. While most of these systems rely on the traditional data sources previously identified, a number of organizations are also gathering new data and are tapping into alternative information sources to fill some of the gaps and support innovative ways of looking at labor market and workforce issues.

U.S. Department of Labor / ETA and State and Local Workforce Agencies

Targeted Users	Source								
	CareerInfoNet	Florida Research and Economic Database	Washington Workforce Explorer	Minnesota Internet System for Education and Employment Knowledge	Nebraska Career Compass	Texas SOCRATES	Oregon Labor Market Information System	San Diego at Work	Pennsylvania Center for Workforce Information and Analysis
Employers	•		•	•	•		•	•	•
Government Agency Federal, State, or Local		•	•				•	•	•
Elected Officials and Policymakers			•				•		
Program Planners			•		•	•	•	•	•
Education and Training Providers	•		•	•	•	•	•	•	•
Intermediaries	•		•	•			•	•	•
Individuals	•	•	•	•			•	•	•
Researchers	•	•	•				•		

U.S. Department of Labor / ETA and State and Local Workforce Agencies

Indicators	Source									
	CareerInfoNet	Florida Research and Economic Database	Washington Workforce Explorer	Minnesota Internet System for Education and Employment Knowledge	Nebraska Career Compass	Texas SOCRATES	Oregon Labor Market Information System	San Diego at Work	Pennsylvania Center for Workforce Information and Analysis	
Hours Worked/Payroll Hours								•	•	
Earnings Trends	•	•					•		•	
Unemployment Records – Mass Layoffs	•	•	•							
Labor Force Data/ Labor Market Information	•	•				•		•	•	
Employment				•				•	•	
Wages Income Earnings	•	•	•				•	•	•	
Future Demand and Hiring Trends	•	•	•		•		•	•	•	
Education/Training Information about Providers and Career Advancement			•	•	•	•	•	•	•	
Occupational Information Skill Requirements		•	•		•	•	•	•	•	
Program Participation										
Information about Full- and Part-Time Workers, Contract Workers, and the Self-Employed										
Unions										
Information about Employers by Company Size or Characteristics										
Membership or Subscription Required										
Recruiting/Staffing Industry Information										
Occupational Licensing Information					•		•			
Benefit Information									•	
Information about Workforce Commuting Patterns		•								

U.S. Department of Labor / ETA and State and Local Workforce Boards and Agencies

The U.S. Department of Labor and its state partners, along with a number of state and local workforce agencies, have made large strides in expanding, better organizing, and presenting workforce and labor market information. The Workforce Investment Act (WIA) of 1998 established the WIC as a unique structure for federal-state cooperation in planning and overseeing the workforce information system. The establishment of the WIC by the Congress recognizes the significance of workforce and labor market information in support of broader workforce development goals. The WIC has been charged to plan, guide, and oversee the workforce information system. There is further recognition that an effective workforce information system requires input from multiple sources including data producers and users.

Federal and state partners are also coordinating labor market information products, tools, and services through America's Labor Market Information System (ALMIS). ALMIS is a system for extending a consistent, accessible set of labor market information, products, tools, and services. There is a growing awareness that workforce and labor market information must become more customer-focused and provide better end-user utility. The WIC has identified the customers of the workforce information system as individuals and organizations who need information about the labor market for making many different kinds of decisions.

Our catalogue included a review of all the websites maintained by state workforce agencies identified as partners under ALMIS. While all states report a web presence and offer access to labor market information, we focused on sites that have been developed and are being maintained by federal, state, and local workforce agencies funded by the U.S. Department of Labor. We looked primarily for sites that emphasized user themes and decision support for customers groups identified by the WIC.

- **America's CareerInfoNet (ACINET)**

This web-based information system has been developed by the U.S. Department of Labor ETA to provide comprehensive career and labor market information in one convenient place for end users. The site displays a variety of occupational, demographic, and labor market information at the local, state, and national levels. Also, an extensive collection of career Internet resources is organized in a Career Resource Library. Data used by CareerInfoNet come from a variety of federal and state sources with sources identified and web links provided. Data are continuously updated. Wages, income, and unemployment rate data are updated annually, and the employment trend data are updated every other year.

CareerInfoNet has been designed to meet the needs of end users including students who may be planning careers, workforce professionals who are guiding and advising workers and employers, job seekers who need to learn about the labor market or locate the right employment opportunities, and employers who want to investigate labor market development and trends. CareerInfoNet provides access to occupational employment forecasts and earnings trends. Users are able to view career videos on-line and learn about occupational requirements. There is access to detailed information about education and training resources including information about financial aid. This site offers one of the more comprehensive self-help information

resources to support career planning, job search, and workforce research and planning for employers.

The screenshot displays the CareerOneStop website interface. At the top left is the CareerOneStop logo with the tagline "PATHWAYS TO CAREER SUCCESS". To the right are navigation links: "Print This Page", "Email This Page", "FAQs", "Rate This Page", and "A A A". Below these are search and filter options: "Topics A to Z", "Site Search" (with a "go" button), "State Job Banks" (with a dropdown menu and "go" button), and "More Resources: America's Career InfoNet" (with a dropdown menu and "go" button). A secondary navigation bar includes "Explore Careers", "Salary + Benefits", "Education + Training", "Job Search", "Resumes + Interviews", "People + Places", "browse occupations", "help a job seeker", "salary info", "write job descriptions", "military transition", and "regional economic development". A blue bar below this contains "explore careers" and "America's Career InfoNet".

The main content area is divided into several sections:

- Occupation Information:** Build a profile with employment, wages, skills, and more. Find high-growth and high-wage occupations. Learn about cutting-edge [tools and technology](#) used in specific occupations.
- Industry Information:** Create an industry profile with employment and wage trend information. Find industries with the largest employment and those projected to grow the fastest. Includes employment and wage information at the national, state, metropolitan area and county levels.
- State Information:** Find state labor market information and resources, including links to education, cultural, and recreation resources.
- What Can Career InfoNet Do for You?**
 - Are you a [Student](#), [Jobseeker](#), [Workforce Professional](#), or [Employer](#)?
 - Need to [assess your options](#), [find education and training](#), [find a job](#), or [grow your business](#)?
- Spotlight:** Learn about the [tools and technology](#) used by Mapping Technicians. Includes an image of a person using a surveying instrument.
- Did you know?:** Career InfoNet has details about the [occupations with the most openings](#).
- OnLine Coaches:** Need a Coach? Find step-by-step assistance using online resources that fit your needs.
- Videos:** Find [videos](#) about careers, industries, industry groups, abilities, and more. Includes an image of a person in a kitchen.
- Career Tools:** Use these interactive tools for career, education, and business decisions.
 - [Career Exploration](#)
 - [Career Resource Library](#)
 - [Certification Finder](#)
 - [Education & Training Finder](#)
 - [Employability Checkup](#)
 - [Employer Locator](#)
 - [Financial Aid Advisor](#)
 - [Job Description Writer](#)
 - [Licensed Occupations](#)
 - [Resume Tutorial](#)
 - [Scholarship Search](#)
 - [Skills Profiler](#)

On the right side, there is a "Find It By Topic" menu with a list of categories: Competency Clearinghouse, Military Transition Portal, Credentials Center, Employment Center, Relocation Center, Financial Aid Center, Skills Center, Business Center, Training & Education, Testing & Assessment, Labor Market Info, Career Tools, Newsroom, and Outreach & Teaching Materials. Below this is the "Career Resource Library" section with a search bar for keywords, a "Browse By Subject" dropdown, and a "State Gateway" section with a state selection dropdown and a "go" button. There is also a "Find (Select one)" section with radio buttons for "One-Stop Centers" and "Community Colleges", and a "Toll-Free Help Line" section with the text "For help with federal Employment and Training programs, call: 1-877-US2-JOBS or".

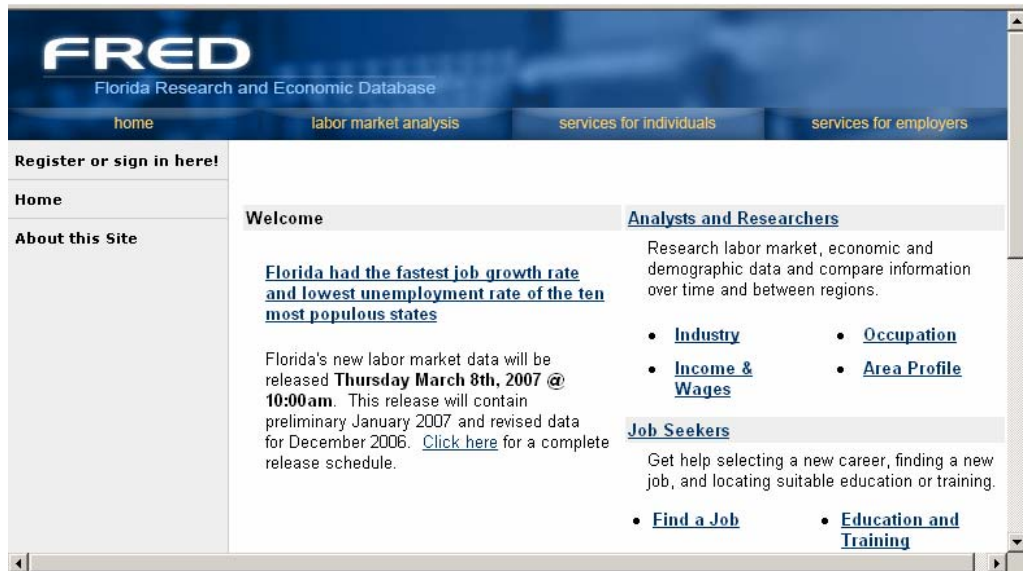
U.S. Department of Labor, Employment and Training Administration,
 CareerInfoNet <http://www.acinet.org/>
 URL Reference 36

- **Florida Research and Economic Database (FRED)**

FRED was developed for the State of Florida Department of Labor and Employment. This system provides a single one stop source for demographic, economic, and labor market information for the state. FRED recognizes that those seeking such information have a wide variety of requirements. The system is set up to serve researchers seeking detailed information on trends in labor costs to job seekers looking for the average wage for an occupation in a specific area. Data have been well organized and are effectively arrayed to meet the needs of multiple user groups.

FRED graphically displays, manipulates, and analyzes a broad range of information from state, local, and federal sources. This database includes population and income figures, industrial and occupational wage statistics and projections, annual and monthly employment and

unemployment figures, employment service applicants' data, commuting patterns, employer data, and mass layoff statistics.



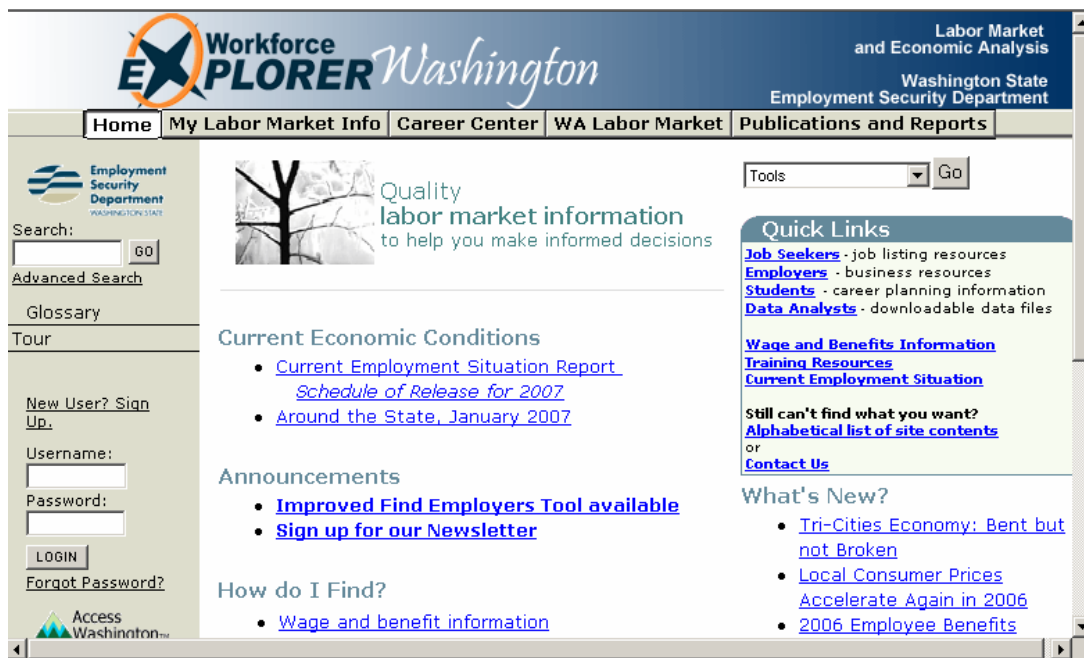
Florida Research and Economic Database (FRED) <http://fred.labormarketinfo.com>
URL Reference 37

- **Washington Workforce Explorer**

Washington State job seekers, students, and businesses wanting up-to-date information on career options, average wages, and skills needed for various occupations are able to access this new Internet-based tool. The Washington State Employment Security Department's Explorer, an interactive website, delivers information about jobs and the economy. It provides easy access to a wide variety of career-assessment tools; labor-market data; and articles of interest to job seekers, employers, researchers, and policymakers. Users can save their favorite information on a personalized page. Administrators wanted to place greater emphasis on meeting end-user needs and thus designed Workforce Explorer to link statistics to real-world questions facing unemployed workers or those looking for better jobs, as well as businesses. Job seekers, businesses, students, economists, and training planners can use Workforce Explorer to

- Identify job skills and interests, then match those skills to related occupations
- Search for jobs and employers
- Obtain a list of fast-growing occupations and high-wage industries in an area
- Learn tips on starting a business
- Discover training opportunities
- Access wage information and compare wages for the same job in different parts of the state
- Find economic indicators including population, property values, and unemployment rates for an area
- Create and save data tables and download them to Excel.

An on-line tour introduces new users to the site's features. Data are automatically updated and new articles added each week. Workforce Explorer is the result of a collaborative effort among employment agencies in 22 states. Together, they have spent several years developing a generic, Internet-based system to deliver labor market information. Washington State led the project, which received funds from the U.S. Department of Labor's ETA.



Washington Workforce Explorer <http://www.workforceexplorer.org/>
URL Reference 38

- **Minnesota Internet System for Education and Employment Knowledge (ISEEK)**

Iseek is a web-based gateway to Minnesota career, employment, education, and business development information and services. The Internet system helps users make choices about careers, employment, education, and business growth. ISEEK provides information in five main areas:

- Career planning
- Education and training
- Class listings
- Employment
- Business information.

The information comes from a variety of public agencies, corporations, and private organizations and is linked together in a way that saves users considerable time. The degree of interaction and cross-reference that ISEEK offers is unique among web-based career, employment, education, and business services.



Minnesota Internet System for Education and Employment Knowledge (ISEEK)

<http://www.iseek.org/>

URL Reference 39

- **Nebraska Career Compass**

Nebraska Career Compass has been developed using information from many different programs and resources. Occupations are classified and reported using the SOC system; all workers are classified into one of over 820 occupations according to their occupational definition. Wage estimates are developed and updated quarterly by labor market information staff at Nebraska Workforce Development. They use base estimates from the annual OES survey and adjust them to current quarterly levels using the Employer Cost Index.

In the OES survey over 3,000 Nebraska employers are selected based on industry, employment size, and location to ensure a representative sample of the all employers statewide. The resulting data are presented in practical ways. The “Hot Occupations” search provides a list of occupations that can be considered to have above-average job prospects for the selected region. The “Job Prospects” indicator is a measure of the general availability and projected growth for a particular occupation. The indicators range from HOT for the best prospects to COLD for the poorest prospects, with FAIR representing average prospects. The indicators were assigned to each occupation based on a weighted index of the following variables: projected employment growth, projected average annual compound growth rate, and projected average annual openings.

Career Compass also includes training provider information collected by the Nebraska Career Information System on an annual basis. Specific occupational licensing information was also compiled by the Labor Market Information Center, Office of Workforce Services, and Nebraska Workforce Development with cooperation and assistance from the many agencies, departments, boards, and commissions charged with the responsibility to implement the occupational licensing programs in the State of Nebraska.

NEBRASKA WORKFORCE DEVELOPMENT INFORMATION

Labor Market Information SELECT A CATEGORY
About Us/FAQ

Help Us Serve You Better -

About Us/FAQs
Affirmative Action
Career & Occupation Resources
Economic Development
Employment/Unemployment
Index
Population
Projections
Publications/Special Studies
Related Links
Speakers Bureau
Subscriptions
Wages/Cost of Living

Interactive Exploration

NSTARS - Nebraska Statistical Tracking and Resource System
Career Compass - Explore careers, compare wages, scope out "Hot" jobs and much more!
Nebraska Explorer - Links to over 200 resources for job seekers and businesses.
TrainingLink - Provides a comprehensive listing of training providers, training programs, and demographic information.

What's Hot in LMI?

Access our **FTP site** to download Presentations, Industry Projections, Occupational Wages and more.
Nebraska Underemployment Study: A Comparative Analysis 1992 - 2000* - Profile of temporary, part-time and overqualified workers in Nebraska.
 Results of the Nebraska Job Vacancy Survey are in. The **Nebraska Job Vacancy Report, Fourth quarter 2002** provides the number of job vacancies, the job vacancy rate, and the duration of job vacancies, giving a picture of which occupations are experiencing significant turnover, which may have a shortage of workers, and which seem to be in relative balance.
 The May issue of **Economic Trends** is available. To order printed copies of Economic Trends, email lmi_ne@dol.state.ne.us.

REGISTRATION CONTACT US HELP

ABOUT NWD
 Click here to get a quick view of what NWD is all about.
 GO

Have Questions? Need help with the data? Email LMI!

Nebraska Career Compass <http://www.dol.state.ne.us/nwd/center.cfm?PRICAT=4 &SUBCAT=4C>
 URL Reference 40

- **Texas SOCRATES**

SOCRATES is a tool to assist local Texas planners to perform a regional labor market analysis. SOCRATES is a tool used by local workforce board planners under the WIA to generate lists of targeted industries and occupations. It is also used for researching regional Texas labor markets and identifying occupational training possibilities or to justify new program submission and approval. The analytical tools and regional narrative reports within SOCRATES follow the planning guidelines issued for targeted industries and occupations and approved by the Texas Workforce Commission (TWC). As new data series become available and software improvements are made for planning processes in SOCRATES, new features will be implemented to enhance regional analysis. SOCRATES has been created by the Texas Career Development Resources, with technical and data support from the TWC labor market information department and developmental funding by the TWC Workforce Division.

S O C R A T E S

Standardized Occupational Components for Research and Analysis of Trends in Employment System

SOCRATES software is designed as a tool to assist local Texas planners perform a regional labor market analysis. SOCRATES is useful for local workforce planning under the Workforce Investment Act (WIA) to generate lists of Targeted Industries and Targeted Occupations:

[Explain SOCRATES Begin Targeting Process](#)

Complimentary labor market analysis tools are also available in the SOCRATES system which are designed as integral modules for additional area economic analysis and career information scenarios:

Explain SOCRATES County Narrative Profiles	Explain SOCRATES View Occupational Profiles	Explain SOCRATES Employer Search	Explain SOCRATES Projections 2000-2010	Explain SOCRATES Begin Shift-Share Analysis
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The planning guidelines issued for targeted industries and occupations and approved by the Texas Workforce Commission (TWC) are documented for PY2004 in: [Labor Market Analysis Assistance Guidelines](#). Additional related planning research material and downloadable work files are available through the following link: [SOCRATES planning and research documents page](#).

To review what new processing enhancements and data updates are available in this version of SOCRATES see: [What's New in 2004](#)

Texas SOCRATES <http://socrates.cdr.state.tx.us/>
URL Reference 41

Career Development Resources
Texas Workforce Commission

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...Helping To Build A Better Workplace in Texas Through Information

Career Development Resources (CDR) is a unit of the Texas Workforce Commission within the Workforce Information Analysis and Reporting Division. Our mission is to improve the way Texans make career and educational decisions by providing useful and reliable information about careers, educational training options and jobs.

CDR provides a wide array of career and occupational information software, hardcopy monographs and job hunting guides, labor market and continuing education outcomes data, in-service training, tabloids and other materials to assist students and jobseekers in developing a personalized, well-informed plan for their education and career choices.

Many of our pages require Acrobat Reader. Download it here for FREE.

| [CDR Home](#) | [Site Map](#) | [Webmaster](#) |

Texas Career Development Resources <http://www.cdr.state.tx.us/>
URL Reference 42

- **San Diego at Work: San Diego Workforce Partnership**

The San Diego Workforce Partnership administers job training and employment programs for the region's residents and businesses. Created under a Joint Powers Agreement by the City and County of San Diego, the San Diego Workforce Partnership receives federal, state, and local funding to provide workforce development activities that increase individuals' employment, retention, and earnings, as well as skills. The Partnership has designed its programs and organized its service delivery system to be responsive to employers' needs and provide for economic development. The Partnership sees the collection, organization, and the presentation of workforce and labor market information as one of its most important responsibilities to employers and job seekers. The provision of labor market information to job seekers occurs through its network of One-Stop career centers. The Partnership's work with employers, particularly in the organization of sectoral initiatives, depends on the provision of workforce and labor market information.

The Partnership has established a website to provide information on the region's labor market including wage and salary data, occupational projections, employment statistics, education and training providers, and local economic news. Specific data sets maintained and updated regularly include the following:

- Wage and salary data for occupations in San Diego County and California
- Local, state, and national occupational data
- Education and training providers and programs for the San Diego region and others throughout California
- Local and state employment projections and statistics
- Data information on San Diego's growing industry clusters
- Information on San Diego's economy and economic development
- Information on local companies
- Current updates on California's labor market.

Through its affiliation with a local network television station, the Partnership offers access to information and tools for job seekers to determine which career is the best fit. The Partnership also makes available *The Occupational Outlook Report*, which highlights salary and benefits package information, education and skill requirements, and turnover rates for thousands of job titles. This report offers the region's employers and job seekers valuable information about the labor market.



San Diego Workforce Partnership www.workforce.org/generate/html/LMI/lmi_subhome.html
URL Reference 43

- **Pennsylvania Center for Workforce Information and Analysis**

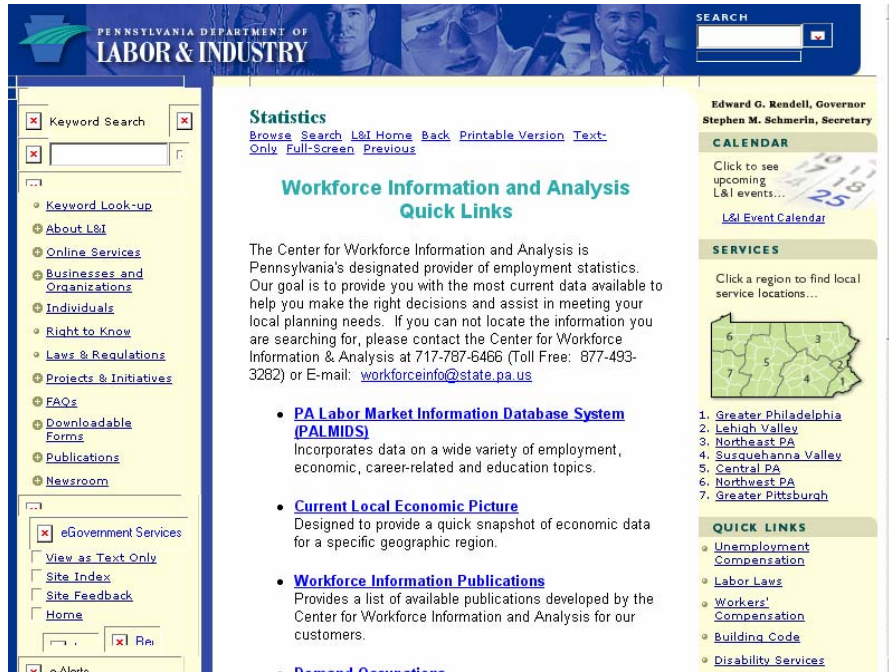
The Center for Workforce Information and Analysis is Pennsylvania's designated provider of employment statistics. The Center's goal is to provide the most current data available to help users make the right decisions and assist organizations in meeting local planning needs. Pennsylvania Labor Market Information Database System (PALMIDS), a web-based application, contains data on a wide variety of employment, economic, career-related, and education topics. It is intended to serve the information needs of job seekers, employers, students, educational curriculum planners, workforce and economic development agencies, and the general public. The system has been designed to be intuitive and easy to use. Users of PALMIDS may also consult with trained and experienced labor market analysts if they need more detail or individual support.

PALMIDS provides users with information on labor force, employment, and unemployment statewide and for all major areas. Also provided is a count of statewide and area non-agricultural wage and salary jobs by industry, as well as number of hours and pay earned in selected manufacturing industries. The system gives users access to career guides containing articles on how to make career choices, conduct a job search, choose a college or training program, and obtain financial aid. The guides contain outlook information for 150 selected careers including demand occupations within Pennsylvania's WIAs. PALMIDS reports occupational wages information for selected occupations in various geographical areas and an *Occupational Outlook Handbook* with descriptions of what workers do on the job, working conditions, the training and education needed, earnings, and expected job prospects in a wide range of occupations.

Databases include long-term industry projections containing estimates of employment levels by industry 10 years in the future by WIA. Employment Opportunity Statistics details the

percentages of women and minorities in the labor force to assist all companies with Equal Employment Opportunity contract compliance responsibilities. Actuarial Evaluations provides analysis of Pennsylvania’s unemployment compensation system regarding current and forecasted Unemployment Compensation Trust Fund activity.

In addition to workforce and labor market information, PALMIS offers program resources including a brief overview of the WIA. Press releases contain an analysis of the current economic conditions for Pennsylvania’s 14 MSAs; in addition, 29 small labor market areas are posted regularly.



Pennsylvania Center for Workforce Information and Analysis <http://www.paworkstats.state.pa.us>
 URL Reference 44

Economic Development Agencies

Economic Development Agencies			
Targeted Users	Source		
	State of Maine Department of Economic and Community Development	Quad City Development Group	Workforce Information System
Employers	•	•	•
Government Agency Federal, State, or Local	•		
Elected Officials and Policymakers			
Program Planners			
Education and Training Providers	•		•
Intermediaries	•	•	•
Individuals	•	•	•
Researchers	•		

Economic Development Agencies			
Indicators	Source		
	State of Maine Department of Economic and Community Development	Quad City Development Group	Workforce Information System, St Louis, MO
Hours Worked/Payroll Hours		•	
Earnings Trends	•	•	•
Unemployment Records – Mass Layoffs	•	•	
Labor Force Data/ Labor Market Information		•	
Employment	•	•	•
Wages Income Earnings		•	
Future Demand and Hiring Trends		•	•
Education/Training Information about Providers and Career Advancement	•	•	•
Occupational Information Skill Requirements	•	•	•
Program Participation			
Information about Full- and Part-Time Workers, Contract Workers, and the Self-Employed			
Unions			
Information about Employers by Company Size or Characteristics			•
Membership or Subscription Required			
Recruiting/Staffing Industry Information	•		
Occupational Licensing Information			
Benefit Information	•		
Information about Workforce Commuting Patterns	•	•	

Economic development agencies are increasingly focusing their efforts on workforce development as the basis for business attraction and expansion. While these organizations have been the consistent users of traditional labor market information, they are increasingly becoming generators of such information as well. The strategic value of labor availability and workforce quality is becoming a driving force for innovative approaches to local labor market and workforce analysis. Below are three examples of economic development organizations making creative use of traditional labor market information and developing new data to support their needs.

- **State of Maine Department of Economic and Community Development (DECD)**

DECD has identified the need to develop extensive and up-to-date information about the workforce of Maine as a vital component of a strategy for furthering economic growth. To that end, the Department has commissioned a series of studies of the workforce in Maine conducted by the Center for Business and Economic Research (CBER) of the University of Southern Maine. The research team developed a comprehensive analysis of the labor force in 17 regions comprised of single or multiple labor market areas defined by the Maine Department of Labor. The analysis covers five major topics using data from a random sample of households and employers. These include

- Employment mobility and recruiting trends
- Unemployment and underemployment
- Employment costs, including both pay and benefits
- Education, training, and skills
- Commuting.

An extensive array of data from state, federal, local, and other resources was compiled for regions, including the labor market area, municipalities, and counties. The data comprise information on demographics, education, employment, and other labor characteristics.

Random sample telephone surveys were conducted from March 1999 to July 2001. On average, 401 surveys were completed in each of the regions, a sample size that permits inference of ± 5 percent statistical accuracy, 95 percent of the time. The respondents selected for interviews were those over 18 years of age who were not in the military and who were not full-time students. People who were retired and not seeking employment were excluded, as were those who had left the workforce on permanent disability. Retirees actively considering taking employment were included in the survey.

A survey was mailed to 24,368 employers in the state. The mailing list was drawn from the unemployment insurance records of the Maine Department of Labor. In those areas with more than 3,000 employers, the mailing list was comprised of all employers with over 100 employees plus a 50 percent sample of all employers under 100 employees. For labor market areas under 3,000 employers, all employers received a survey form. Following the initial mailing, non-respondents were contacted by post card. In all, 3,637 responses were received, a return rate of 14.7 percent.

This vital information about the workforce has been posted to a website where employers, economic development specialists, and others assessing workforce issues are able to access it readily. Maine workforce information is being reported based upon the needs of economic developers and site location specialists. Data tabulation and analysis that once required the services of researchers and technicians can now be directly accessed by those who need the information to make decisions.



State of Maine, Department of Economic and Community Development <http://www.mainebusinessworks.org/>
URL Reference 45

- **Quad City Development Group, Davenport, IA.**

The Quad City Development Group serves as the umbrella organization for economic development in the Quad Cities (Davenport, Bettendorf, Rock Island, and Moline). The Group is a non-profit organization supported by local governments and the private sector. The organization markets the Quad Cities as one community to businesses all over North America and Europe that are considering expansion and investment.

The Quad City Development Group conducted a laborshed analysis in cooperation with the Iowa Workforce Development's Workforce Research Bureau. A laborshed is defined as the area or region from which an employment center draws its commuting workers. Laborshed studies show the distribution of the workers irrespective of natural or political boundaries. Laborsheds also address underemployment, the availability and willingness of current and prospective employees to change employment within the workforce, current and desired occupations, wages, hours worked, and distance willing to commute to work. Laborsheds are conducted on an "as requested" basis, and the fee is based on the population of the laborshed area.

Laborshed reports contain information to assist local leaders, developers, and industry with expansion, relocation, and development efforts in the Quad City area. Information such as

commuting patterns, current and desired wages/salaries, available labor, workers' skills, and industries in the laborshed area are reported. The laborshed report measures the availability and characteristics of workers within the Quad City region. Laborshed studies provide community economic developers and existing or prospective employers a flexible tool to understand the local labor market and make informed expansion and site-selection decisions.

A random telephone survey was taken of residents (ages 18-64) living within three laborshed zones. The zones represent the areas in which actual employees of local businesses reside, with Zone 1 having the highest and Zone 3 the smallest concentration of area employees. A total of 1,200 telephone surveys were completed to achieve a margin of error of ± 5 percent for the survey. The laborshed study provides developers and existing or prospective employers a flexible tool to understand the local labor market and make informed site selection decisions.

Quad City Workforce

Most of our employers say the best thing about doing business here is the workforce. The Quad Cities is known for its reliable, productive and well-educated workforce. It's part of that "Midwestern work ethic", but it can also be traced back to our area's roots. There were large emigrations of German, Belgian, Swedish and other Europeans back in the 19th century. These were hard-working people whose work ethic has been passed on from generation to generation. Our workers come to the job everyday and put in a full days work. It's just the way we do things here.

Detailed Information in Adobe Acrobat PDF format:

Link to PDF	Description of Data
WORKFORCE SIZE	Shows the size of the Quad City workforce by industry sector
QUALITY OF THE WORKFORCE	Shows the education, achievement and quality of the workforce.
PRODUCTIVITY	Shows the productivity and absentee rates of the workforce.

Quad City Development Group <http://www.quadcities.org/workforce.asp>
URL Reference 46

- **Workforce Information System (WIS), St Louis, MO**

The St. Louis WIS provides workforce information to help education and employment and training entities better prepare local residents for participation in a rapidly changing workplace. The WIS was created in response to a growing problem for local businesses—finding qualified workers. At the same time, universities, colleges, and training and employment agencies were facing challenges preparing workers with the necessary skills. The WIS provides information on the demand for occupations and their skills and other job requirements through a web-based system. The intent of the WIS is to provide the St. Louis metropolitan region with new and consistent information that will help the education and employment and training communities provide better-qualified workers for local industry.

The WIS was developed and is maintained by the Metropolitan Information and Data Analysis Services (MIDAS) unit of the Public Policy Research Center of the University of Missouri-St. Louis. MIDAS is staffed by a director and four full-time employees including a database administrator, an economist, and two research analysts. The WIS is supported by funding from University of Missouri–St. Louis, University of Missouri Extension and Outreach, the City of St. Louis, and St. Louis County Workforce Investment Boards, and with information and data support from the Madison and Bond County Workforce Investment Board and the United Way of Greater St. Louis.

This web-based information system includes interactive web pages; on-line business surveys; a semi-annual survey of local industries; mapping capability; and workforce-related databases covering economics, demographics, education institutions, training and employment, and human services.

Information provided by the WIS includes

- Projected occupation demand by industry
- Estimated job openings by company size
- Wage rates by job opening by industry
- Wage rates by job opening by company size
- Job qualifications for current openings by industry
- Job qualifications for current openings by company size
- Skill requirements for current openings by industry
- Skill requirements for current openings by company size.

The WIS is providing information that includes resources for program and curriculum design; information on training for better-paying, high-demand occupations; and data to assist local industries to become more productive and profitable.

The screenshot shows the WIS website interface. At the top, there is a search bar and a navigation menu with links for Home, Occupations, Business/Industry, Survey, Workforce Development, Data, and Site Map. Below the navigation menu, there are several content sections:

- SURVEY NEWS:** A message stating "This round has ended" and thanking participants for their participation in the next round (Oct, 2004). It includes links for "Current results" (Query data, Download report) and "More Information" (More about survey..., Preview survey, Prior survey reports).
- Workforce NEWS:** A headline "St. Louis MO-IL MSA unemployment rate sees slight drop" with a green downward arrow. Below it is a line graph titled "First Quarter 2004" showing unemployment rates for 2003 (5.8%) and 2004 (5.6%).
- Labor Market Conditions:** A headline "Difficulty finding qualified applicants continues" with a "more..." link. Below it is a bar chart comparing "No Difficulty", "Some", and "Great" difficulty levels for May-03 and Oct-03.

At the bottom of the page, there is a grid of six columns of links:

- Occupations:** Search & explore Improved!, Best paying, Fastest growing, Most openings, Most in demand.
- Where the jobs are By Sector:** Life & Plant Sciences, Advanced Manufacturing, Information Technology, Health Care, Finance and Insurance (Coming Soon).
- Business/Industry:** Largest companies, Employers by industry, Industry labor growth, Industry labor demand, Industry search, Company search, Business Mapper, Ebcard - Electronic business cards.
- Survey:** About, Participate, Reports, Query data.
- Workforce Development:** Planning & development, Career centers, Resources for career counselors, Day cares, Job search services, Education/Training, Transportation services.
- Data:** Demographic, Economic, Time Series, Industry, Productivity, Labor Market.

The footer contains links for "About WIS", "MIDAS", "PPRC", "UM-St. Louis", "Contact", and "Feedback", along with a copyright notice: "Copyright © 2000-2004 Workforce Information System, MIDAS unit of PPRC, University of Missouri-St. Louis".

Workforce Information System <http://pprc.umsl.edu/wis/>
URL Reference 47

Private Sources: Firms, Non-Profit Organizations, Trade Associations, Research Centers, and Advocacy Groups

Private Sources: Firms, Non-Profit Organizations, Trade Associations, Research Centers, and Advocacy Groups						
Source						
Targeted Users	CareerBuilder	Monster.com	CareerJournal.com	Society for Human Resource Management	Economic Policy Institute	Employment Policy Foundation
Employers	•	•	•	•	•	•
Government Agency Federal, State, or Local					•	•
Elected Officials and Policymakers					•	•
Program Planners					•	•
Education and Training Providers		•			•	•
Intermediaries	•	•	•		•	•
Individuals	•	•	•		•	•
Researchers	•				•	•

Private Sources: Firms, Non-Profit Organizations, Trade Associations, Research Centers, and Advocacy Groups

Source						
Indicators	CareerBuilder	Monster.com	CareerJournal.com	Society for Human Resource Management	Economic Policy Institute	Employment Policy Foundation
Hours Worked/Payroll Hours						
Earnings Trends	•	•	•			•
Unemployment Records – Mass Layoffs					•	
Labor Force Data/ Labor Market Information		•				
Employment						
Wages Income Earnings			•		•	
Future Demand and Hiring Trends			•	•		•
Education/Training Information about Providers and Career Advancement			•			•
Occupational Information Skill Requirements	•		•			
Program Participation						
Information about Full- and Part-Time Workers, Contract Workers, and the Self-Employed						
Unions						•
Information about Employers by Company Size or Characteristics		•				
Membership or Subscription Required				•		
Recruiting/Staffing Industry Information						
Occupational Licensing Information						
Benefit Information						•
Information about Workforce Commuting Patterns						

This inventory identifies a number of organizations that collect and disseminate workforce and labor market information. Inclusion in the inventory of private-sector businesses and .com Web sites is for informational purposes only; no endorsement is implied or conferred on any company, specific products, or services. Information users should exercise an appropriate level of care and should also be aware that the private-sector products and/or services may be copyrighted and may require a fee for service or a cost to access or use the information products. This is not intended to be an exhaustive list of private-sector Web sites and we reserve the right to modify the list on an ongoing basis.

There is growing demand for workforce and labor market information. In addition to innovative systems and approaches offered by public entities, there are growing numbers of private providers for workforce and labor market information linked to decision support systems. We have identified a number of such providers. Our review does not, in any way, constitute an endorsement of any of these sources. In many instances the information and services offered by private sources are free to users and may be readily accessed via the Internet. Often, workforce and labor market information is provided as part of other services such as electronic job banks and career planning services. These services are growing in use among employers and job seekers. Our catalogue has identified a limited number of them.

- **CareerBuilder**

Career Builder provides employers, recruiters, and job seekers with on-line recruitment resources through its website, CareerBuilder.com, its on-line component, and three newspaper companies: Gannett Co., Inc., Knight Ridder, and Tribune Company. CareerBuilder offers a recruitment resource through more than 130 local newspapers, with a combined Sunday print circulation of more than 15 million readers and more than 26 million visitors to its newspaper websites on-line each month. In the next few years, it is expected that web-based recruiting solutions will expand exponentially as corporations adapt multi-pronged on-line recruiting strategies for filling all levels of positions.

On the CareerBuilder website, job seekers define specific criteria and search more than 400,000 continuously updated jobs representing more than 25,000 employers in every industry and field. For those job seekers requiring additional assistance, CareerBuilder offers personalized, individual assistance through its Customer Care organization. CareerBuilder also offer users access to information, research, and analysis covering labor market and workforce developments. One of its most useful features is a series of advice columns aimed at job seekers in various career stages. These columns often take more complex issues and data such as occupational outlook, issues of job tenure, advancement, and skills shortages and effectively analyze trends and developments for readers to more easily comprehend and apply to their own situations.

CareerBuilder - <http://www.careerbuilder.com/>
URL Reference 48

- **Monster.com**

Monster.com is an on-line career website. Monster promotes itself as a lifelong career network, providing access to companies, as well as interactive, personalized tools. Features include a personal career management office, resume management, a personal job search agent, chats and message boards, expert advice on job-seeking; and free career management newsletters. Employers receive real-time job postings; complete company profiles; and resume screening, routing, and searching. Features for members include resume skills screening, real-time recruiting, a comprehensive resume database with more than 16 million resumes, and resume routing.

Monster.com also supplies users with practical workforce and labor market information such as the Personal Salary Report. This report helps job seekers and employers establish market value based on background, experience, and job setting. The Personal Salary Report provides data by industry, the size of company, and geographic location. The report also provides data that associate personal skills and experiences to earnings potential for market salary data on more than 1,000 jobs. The data are updated monthly to stay current as salary trends evolve. The data are presented in a 14-page report.

Monster.com offers detailed job profiles on-line to help job seekers and those planning careers learn more about job content and performance requirements. There is also an extensive database of books, articles, and research studies that are organized for users by interest areas. Another feature supports job seekers making geographic moves. Links are made to a variety of services in major urban centers so that job seekers are able to examine housing costs, insurance expenses, and other general living costs as part of helping job seekers assess job and salary offers in other markets.

Monster.com - <http://www.monster.com/>
URL Reference 49

- **CareerJournal.Com**

CareerJournal.com is a free career information and services site geared to managers and executives. Content comes from the *Wall Street Journal* published by Dow Jones & Co., as well as from the CareerJournal.com editorial team. Content includes daily updates of critical news, features, and trends relevant to job seekers and human resource professionals. Content is focused on searching for a new position or improving job performance.

CareerJournal.com works with companies of all sizes to offer employment opportunities to candidates in a searchable database that is updated twice weekly. Positions featured include senior and general management, sales, marketing, finance, technology, and a range of related fields. Job hunters can also research publicly traded companies who post their jobs on CareerJournal.com with one-click access to WSJ.com's Briefing Books. There are links to an extensive collection of editorial content, databases, and other services throughout the site.

CareerJournal.com examines hiring demand and salary data for different industries and job functions ranging from accounting to professionals working for public utilities. Writers interview top company hiring managers and executive recruiters nationally to compile the latest trends and insights. CareerJournal.com provides users with negotiating tips, career indicators, hot employment issues, information on stock options, regional news, and a relocation salary

calculator. The CareerJournal site connects with the Economic Research Institute, providing users access to salary survey analyses, geographic differentials, wage surveys, executive compensation information, cost of living comparisons, prevailing wage studies, employee benefit data, and compensation and benefits training.

CareerJournal.com - <http://www.careerjournal.com/>
 URL Reference 50

- **Society for Human Resource Management (SHRM)**

SHRM is the world's largest association devoted to human resource management, representing over 170,000 individual members. SHRM is committed to advancing the human resource profession and in promoting the human resource function as an essential and effective partner in developing and executing organizational strategy. Founded in 1948, SHRM currently has more than 500 affiliated chapters within the U.S. and members in more than 120 countries.

The Society's Workplace Trends and Forecasting Program was established to give human resource professionals added insight into cutting-edge issues and trends. The Workplace Trends and Forecasting staff examines developments in the fields of science and technology, economics, politics and government, law, sociology, and psychology for their effect on the workplace. The research department also conducts several mini-surveys to glean information on the topic of staffing metrics. The program produces *Workplace Visions*, a bimonthly publication that examines new issues and trends affecting the human resource professional; "Future Focus," a monthly column in *HR Magazine* addressing long-term human resource issues; and "Research Translations," a bimonthly column in *HR News* addressing the latest academic research in the human resource management field. This information may be accessed directly on the web but requires membership in SHRM.



Society for Human Resource Management <http://www.shrm.org/>
 URL Reference 51

- **The Economic Policy Institute (EPI)**

EPI provides research and education in order to promote a prosperous, fair, and sustainable economy. EPI is a private research and advocacy organization. It stresses real-world analysis and focuses on living standards of working people. EPI makes its findings accessible to the general public, the media, and policymakers. *The State of Working America*, prepared biennially since 1988 by EPI, sums up problems and challenges facing American workers. The authors present a wide variety of data on family incomes, taxes, wages, unemployment, wealth, and poverty—data that enable them to closely examine the impact of the economy on the living standards of the American people. This comprehensive report is used by journalists, government leaders, researchers, policymakers, academics, and others looking for an assessment of the economic well-being of the nation. It is a comprehensive study of the living standards of working Americans and comprises seven chapters: income, wages, jobs, wealth, poverty, and regional and international comparisons. With over 300 tables and charts, it is among the most detailed reference works on wages, income, and other economic data. Data and a variety of reports about work in America are available on EPI's website.

EPI ECONOMIC POLICY INSTITUTE
RESEARCH AND IDEAS FOR WORKING PEOPLE

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LIVING STANDARDS & LABOR MARKETS
GOVERNMENT & THE ECONOMY
TRADE & GLOBALIZATION
EDUCATION
JOBWATCH

[FOR THE WEEK OF 6-14-2004]

Health Insurance Coverage in Retirement
Access to affordable health insurance is crucial for maintaining the income security of retirees. But in recent years, the skyrocketing costs of medical care coupled with increasingly costly health insurance have caused many employers to reduce or eliminate employer-sponsored retirement health insurance. A new book by EPI and the Center for American Progress, *Health Insurance Coverage in Retirement: The Erosion of Retiree Income Security*, examines the current data on medical coverage in retirement and raises serious concerns about the future retirement security of the elderly and near-elderly.

NATIONAL JOBS AND WAGES
Read all of EPI's recent work on these issues.

ORN
[Organizing Research Network](#)

JOBWATCH
[www.jobwatch.org](#)

OVERTIME RIGHTS IN PERIL
Read all of EPI's recent work on this issue.

The Wall Street Journal is wrong on job quality
A June 14 editorial in *The Wall Street Journal* argues that, contrary to claims by the Economic Policy Institute, wages are booming and the economy is adding mostly high-quality jobs. The Journal editorial, however, is brimming with inaccuracies and misleading numbers. For EPI senior economist Jared Bernstein's [response to the Journal's editorial](#), go to [Viewpoints](#).

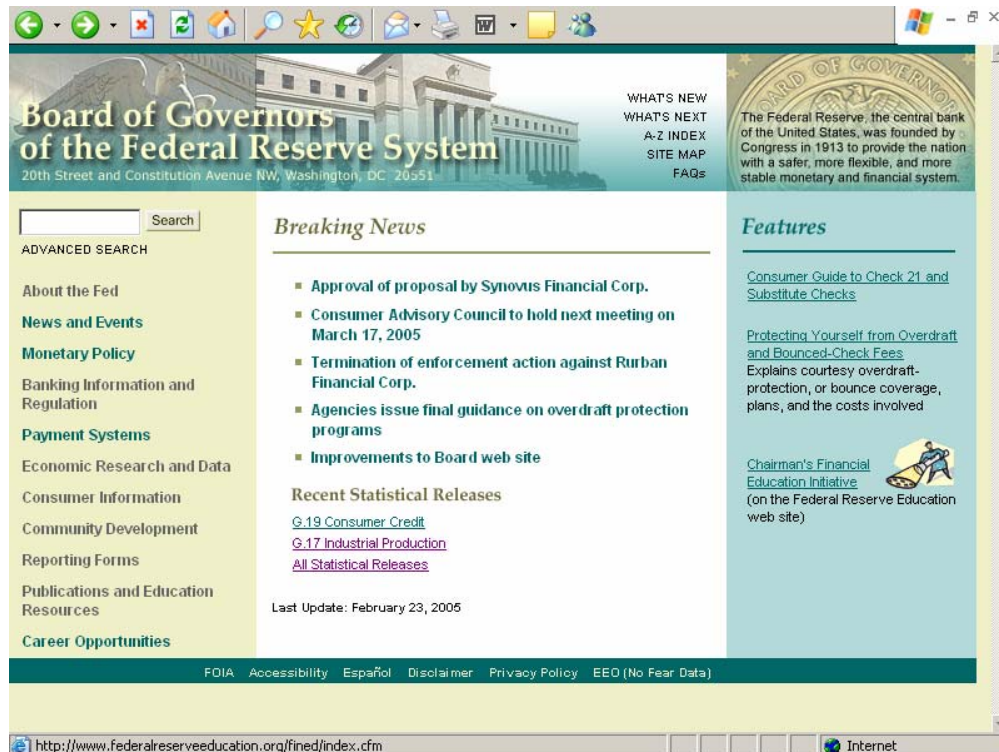
The lesson of the 1981 "supply-side" tax cuts
The tax cuts of 1981 show that the "supply-side" cuts in individual and corporate income taxes failed to lead to better economic performance. For the

Economic Policy Institute <http://www.epinet.org/>
URL Reference 52

- **The Federal Reserve System**

The Federal Reserve System consists of network of 12 regions. Each region contains a Federal Reserve Bank that is engaged in economic research and data analysis. While much of the research and data analysis are focused on overall regional economic well-being and financial markets, there are considerable data sources, studies, and articles pertaining to labor markets and workforce development. Among these are

- Surveys and Reports that include the senior loan officer survey, the survey on small business finances, and the survey of consumer finances
- Staff Studies consisting of a series of published studies covering a wide range of economic and financial subjects including special studies in human capital, labor market, education, and training
- Working Papers that serve as preliminary discussion papers in domestic and international topics, occasional staff studies, and links to other working papers sites
- Federal Reserve Bulletin Articles including reports and analysis on economic developments, regulatory issues, and new data.



Federal Reserve System <http://www.federalreserve.gov/>
 URL Reference 53

Commonly known as the Beige Book, this report is published eight times per by the Federal Reserve. Each Federal Reserve Bank gathers anecdotal information on current economic conditions in its Districts through reports from bank and branch directors and interviews with key business contacts, economist, market analyst, and other sources. The Beige Book summarizes this information by district and sector.



2007

Summary of Commentary on Current Economic Conditions by Federal Reserve District

Commonly known as the Beige Book, this report is published eight times per year. Each Federal Reserve Bank gathers anecdotal information on current economic conditions in its District through reports from Bank and Branch directors and interviews with key business contacts, economists, market experts, and other sources. The Beige Book summarizes this information by District and sector. An overall summary of the twelve district reports is prepared by a designated Federal Reserve Bank on a rotating basis.

2007					
January 17 Report	February	March 7 Report	April 25 Report	May	June 13 Report
July 25 Report	August	September 5 Report	October 17	November 28	December

2007 | [2006](#) | [2005](#) | [2004](#) | [2003](#) | [2002](#) | [2001](#) | [2000](#) | [1999](#) | [1998](#) | [1997](#) | [1996](#) | [1970 - present](#) (on the web site of the Federal Reserve Bank of Minneapolis)

Beige Book, <http://www.federalreserve.gov/FOMC/beigebook/2007>

URL Reference 54

Part III. Data Integration and Analysis Tools and Services to Support Regional Economic Development

The need for a deep understanding of ever more complicated state, regional, and local economies has intensified as government, business and industries recognize the need and accept the challenge to compete on a global basis. Many, if not all economies, must transform themselves and harness more and more information to improve strategic planning, investment decision-making, and talent development. New public and private sector information sources and tools are emerging that tap and exploit data from multiple sources and provide a relatively new approach to use geographic information system tools to display data on maps, predefined charts, tables, and reports.

A new class of information tool combines selected datasets and uses geographic information systems (GIS) to display data on maps to expand the understanding and the relationship of data to the area being studied. These new integrated relational database tools are useful for a wide variety of analysis including:

- **Industry Cluster Analysis** using the North American Industrial Classification System (NAICS) summary data, and business location data
- **Regional Overview and Assessment** using data, reports, and maps that include information on basic population and demographics, educational attainment, housing, and income, employment, business, and transportation information.
- **Benchmarking or Comparison** for side-by-side benchmarking or peer analysis.
- **Asset and Infrastructure Analysis: and**
- **Performance Measurement** by tracking the changes in key metrics and user created trend reports can identify areas of strength and improvement as well as those in need of greater attention.

ETA - Census Bureau Community Economic Development Hot Reports

To assist communities prepare for economic shocks and impacts such as military base realignments and closures (BRAC), the Department of Defense Office of Economic Adjustment and the Employment Training Administration sponsored the U.S. Census Bureau's efforts to develop an interactive web-based system to make available high level community economic development information. BRAC realignment and closures, like business expansions and natural disasters all require communities to transform themselves and address new economic challenges, the CED HotReports provide a snapshot of key aspects of the area economy, workforce, and industry. HotReports allows community strategic planners and decision makers to speedily access common and updated set of data and provides comparable information for grant funding applications, economic development, workforce investment planning, and investment decision-making.

CED HotReports display data in charts, maps, and tabular formats. The HotReports are made up of several interconnected dynamic web pages. Data are pulled from 12 datasets on multiple data systems, in multiple formats, and from multiple physical locations including the Summary File 3 that consists of 813 detailed tables of Census 2000 social, economic and housing characteristics

compiled from a sample of approximately 19 million housing units (about 1 in 6 households) that received the Census 2000 long-form questionnaire. The data sets are:

- American Community Survey (ACS) – 2005 or Census 2000;
- Summary File 3 (SF3);
- Local Employment Dynamics (LED);
- Population Estimates;
- Small Area Income and Poverty Estimates (SAIPE);
- County Business Patterns (CBP);
- U.S. Counties;
- Common Core of Data – Public Elementary/Secondary School Universe;
- Home Mortgage Disclosure Act (HMDA);
- Integrated Postsecondary Education Data System (IPEDS);
- Quarterly Census of Employment and Wages (QCEW); and
- State Occupation Projections.

HotReports provide users speedy access to key information for strategic planning, talent and economic development and workforce investment decision making. HotReports include the following information displays.

Community Economic Development HotReport

Employment & Training Administration
Census Bureau
Economic Development Administration

[Tips for Printing the Reports](#)

To view the report for a single county at a time, select a state and county:

Alabama
Autauga County, Alabama
Go!

OR,
to view the report for one of the 39 Employment & Training Administration's WIRED Regions, select a region:

Appalachian Ohio
Go!

[More information on the estimates used in this report, data quality and comparisons.](#)

This report was a collaborative project sponsored by:

Employment and Training Administration
US Census Bureau
Economic Development Administration

This site, the **Community Economic Development HotReport**, provides access for users seeking economic indicators for individual counties or for the Employment & Training Administration's WIRED Regions ([learn more about WIRED Regions](#)).

For areas that experience economic disruptions due to natural disasters, plant closings, base closings, and other economic changes, such as abrupt increases in employment, this HotReport shows pertinent economic indicators in unified on-line reports from many data sources.

Available Topics Include:

- *Economic
 - Industry wages
 - Top industries
 - Top occupation groups
 - Labor force by age
 - Education Levels
- *Housing
 - Mortgage Averages
 - Occupancy Status
 - Ownership Rates
 - Housing Costs
- *Transportation
 - Commute Times
 - Means of Transportation
- *Community Assets
 - Public Schools
 - Colleges and Universities

Community Economic Development Hot Reports <http://ced.census.gov>
URL Reference 55

HotReports include the following information displays:

<p>Entry Page Select State / County</p> <ul style="list-style-type: none"> ○ General Overview <ul style="list-style-type: none"> ● Population ● Average annual wages ● Number in labor force ● Number employed ● Unemployment rate (county and national) ● Median household income ● Median housing value ● Median gross rent ● Per capita personal income ● Poverty rate ● High school graduates ● Bachelor's degree or higher ● Population pyramid (age groups by sex) ○ Economic Overview <ul style="list-style-type: none"> ● Top 20 Industries (by number of employees) ● Average annual wages by industry (thematic map of all counties) ● Labor force size by age (graph and table) ● Education levels (graph and table) ● Top 10 occupation groups 	<ul style="list-style-type: none"> ○ Detailed Economic – Growth and Contractions <ul style="list-style-type: none"> ● Top 10 industries by 8 selectable measures (employees, earnings, separations, new hires, etc.) ● Top 20 occupations by projected percent increase (state level only) ● Number of establishments by establishment size (7 year time graph, selectable establishment sizes) ○ Detailed Economic – Workforce Details – selectable industry sector <ul style="list-style-type: none"> ● Employment counts (time graph, county-state comparison) ● Average monthly earnings (time graph, county-state comparison, stable job-new hires comparison) ● Turnover ratio (time graph, county-state comparison) ○ Demographic Overview <ul style="list-style-type: none"> ● Population ● Household income distribution (graph) ● Per capita income ● Median household income ● Median family income ● Veterans – percentage of population 18 and over ● English language ability ● School enrollment by level 	<ul style="list-style-type: none"> ○ Housing Overview <ul style="list-style-type: none"> ● Average mortgage amount for home purchase ● Median home value ● Occupancy status ● Percent owner-occupied ● Average people per household ● Home ownership by age of householder (graph) ● Owner and renter costs ○ Transportation Overview <ul style="list-style-type: none"> ● Percent of commuters by travel time to work (graph and table) ● Average commute time ● Percent of workers by means of transportation to work (graph and table) ○ Community Assets Overview <ul style="list-style-type: none"> ● Number of public schools by type and level (K-12) ● Number of students, teachers and ratios by level (K-12 public) ● Number and listing of colleges and universities
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Workforce and Innovation Technical Solution (WITS)

The Workforce and Innovation Technical Solution (WITS) system facilitates integration of a variety of public and private-sector data sets to support the analysis of area strengths, weaknesses, opportunities, and threats (SWOT). WITS permits the various data sets to be displayed in user-controlled, integrated GIS maps and express report packages available within the tool.

Based on an existing integrated relational database and GIS tool that was customized to ETA's WIRED specifications, the WITS tool is used to inform regional strategic economic development, workforce, and talent development planning and investment decision making. WITS includes functionality to support state, regional, and local asset mapping. The customization of the WITS application was achieved through partnership of two companies: New Economy Strategies and Decision Data Resources.

The WITS core system functionality and data sets includes:

Core Data - population, ethnicity, household and income, business data, NAICS business summary data, and educational attainment data;

GIS Mapping - thematic, live layer mapping, map export options, user-controlled map customization, annotations, and aerial photo coverage;

Geographic Comparisons - compare geographic areas side-by-side using data elements available in the system including the entire United States, individual states, WIRED regions, WIB areas, Census Tracts, U.S. Places, Designated Market Areas, Metropolitan and Micropolitan Core Based Statistical Areas (CBSA), and Zip Codes;

Ranking Geographies - produce a rank report of geographies based on any user selected data variables;

Summary Reports - aggregate data from multiple geographies;

Benchmark Reports - create a “benchmark” report to compare data for a user-selected area including county, MSA, CBSA, state, or U.S. total;

Asset Mapping and User Supplied Point Uploads;

Thematic Mapping and GIS Map Layer Features; and

Download Data to MS Excel, MS Word or Adobe Acrobat (.pdf) and Quick Reports.

The WITS enhanced data sets and system functionality includes:

Economic Data and Projections - based on national and regional economic data, demographic growth trends, modeling, and estimates systems to produce economic projections and forecasts;

Industry Cluster/Group Analysis – including the scope, size, and contribution of various industries that make up the regional economy, with industry groups or clusters identified by their NAICS codes.

Regional Occupational Analysis - based on public sector data from BLS and enhanced by private sector sources to provide data on the existing size and trends of critical occupations in the WIRED region and state, and identify Standard Occupational Classification (SOC) codes

Federal Research and Development Funding - by Federal agency, year, industry sector, the type of research, county, and amount;

Venture Capital Data - collected from a variety of sources;

Patent Data - derived from more than 800,000 patents, listed by the United States Patent and Trademark Office (USPTO), with a U.S. inventor;

Job Posting Data - collected via job spidering technology to facilitate the process of identifying and aggregating job content from Internet online job boards, employer web sites, recruiter web sites, newspaper web sites, education sites, and government job sites, etc.;

Statewide Labor Market Information Wage, and Payroll Data – secured from Bureau of Labor Statistics national and state labor market information data on the characteristics of the workforce, wages, payrolls, etc.; and allows system users to upload additional data sets and information unique to the WIRED region.

Workforce and Innovation Technical Solution <http://wired.extendthereach.com>

URL Reference 56

Economic Modeling Specialists Inc. (EMSI) Strategic Advantage

EMSI is a provider of regional economic and labor market data, web-based analysis tools, and consulting services—integrated solutions that bring together industry, workforce, and education perspectives. EMSI provides workforce information to thousands of customers representing workforce boards, economic development organizations, government agencies, community colleges, universities, and policy professionals across the nation. Their *Strategic Advantage* product is customizable by data and function, and produces presentation-ready reports in graphs, tables, and maps. The product consists of four core components:

- Economic Forecaster – provides users with current reports and projections for industries, occupations, and demographics in a selected region. Hundreds of industries (2-5 digit NACIS) and occupations (2-5 digit SOC) are available and results can be filtered and organized using multiple criteria, such as number and percent change of jobs, education level, and earnings.
- Career Pathways – shows the skills imbedded in the workforce for every occupation in the region, and reveals the transferability of unemployed, underemployed, or advancing workers into potential occupations. With this tool, users can target their investments in programs that assist workers transition from declining occupations to high-growth occupations with similar skill requirements.
- Economic Impact – provides a host of critical information about the health and possible future directions of the regional economy using a robust, web-automated input/output model. The module allows users to input growth or decline in jobs, earnings, and sales, and view the ripple effects throughout industries.
- Educational Analyst – helps regional workforce, education, and training professionals access the information they need to plan for a region’s future knowledge and skill needs by combining data on occupations and career clusters with information about post-secondary institutions, educational attainment, and high school graduations. The module also connects occupations to post-secondary programs, allowing users to quickly assess the regional labor market outlook for specific education programs.

Economic Modeling Specialists Inc. (EMSI) Strategic Advantage

<http://www.economicmodeling.com/webtools>

URL Reference 57

Acronyms

ACINET	America's CareerInfoNet
ACRN	America's Career Resource Network
AIDS	Acquired Immune Deficiency Syndrome
AMA	American Management Association
ASA	American Staffing Association
BEA	Bureau of Economic Analysis
BLS	Bureau of Labor Statistics
CBER	Center for Business and Economic Research
CES	Current Employment Statistics
CPS	Current Population Survey
DECD	Department of Economic and Community Development
DOVE	Data on Vocational Education
EPI	Economic Policy Institute
EMSI	Economic Modeling Specialists Inc.
EQW	Educational Quality of the Workforce
ESA	Economics and Statistics Administration
ETA	Employment and Training Administration
FRED	Florida Research and Economic Database
FY	Fiscal Year
GAO	General Accounting Office
GDP	Gross Domestic Product
IPEDS	Integrated Post-secondary Education Data System
ISEEK	Internet System for Education and Employment Knowledge
JOLTS	Job Opening and Labor Turnover Survey
LAUS	Local Area Unemployment Statistics
LEHD	Longitudinal Employer Household Dynamics
MIDAS	Metropolitan Information and Data Analysis Services
MLS	Mass Layoff Statistics
MSA	Metropolitan Statistical Area
NAAL	National Assessment of Adult Literacy
NACE	National Association of Colleges and Employers
NAEP	National Assessment of Educational Progress
NAFTA	North American Free Trade Agreement
NAICS	North American Industry Classification System
NCES	National Center for Education Statistics
NHES	National Household Education Surveys
NLS	National Longitudinal Surveys
NTSC	National Training Support Center
OES	Occupational Employment Statistics
OLMIS	Oregon Labor Market Information System
OMB	Office of Management and Budget
PALMIDS	Pennsylvania Labor Market Information Database System
PSID	Panel Study of Income Dynamics
QCEW	Quarterly Census of Employment and Wages

SBA	Small Business Administration
SWA	State Workforce Agency
SHRM	Society for Human Resource Management
SIC	Standard Industrial Classification
SIPP	Survey of Income and Program Participation
SOC	Standard Occupational Classification
TWC	Texas Workforce Commission
UI	Unemployment Insurance
U.S.	United States
WIA	Workforce Investment Act of 1998
WIC	Workforce Information Council
WIS	Workforce Information System

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