

Core Product: Quarterly Workforce Indicators

“The outcome for Local Workforce Investment Boards ... is a portfolio of never before available labor market measures at a level of geography never before available” Deputy Governor of Illinois

U S C E N S U S B U R E A U

Clients

Businesses

Economic development agencies

Chambers of commerce

Federal, state and local agencies

Workforce Investment Boards

Chambers of commerce

School career counselors

Job search professionals

Businesses

Federal, state, and local agencies

Businesses

Transportation planners

Federal, state and local agencies

Questions

Where are the workers?

How much are they paid?

Where are the jobs?

How much do they pay?

Who needs training?

How can workers get to their jobs?

Where should a business locate?

Indicators

Current

Jobs
Total payroll

New

Jobs
Total payroll
Gross job gain
Gross job loss
Net jobs
New hires
Recalls
Layoffs/quits
Individual earnings

Demography

Current

None

New

Male
Female
Age categories
14-18
19-21
22-24
25-34
35-44
45-54
55-64
65+
Immigrant
Native born

Current

National
State
County

New

National
State
County
Sub-county
Workforce investment area

Geography

Location

Current

Workplace

New

Workplace
Residence

CENSUS

EAU

Core Issues

(from A Governor's Guide to Creating a 21st Century Workforce)

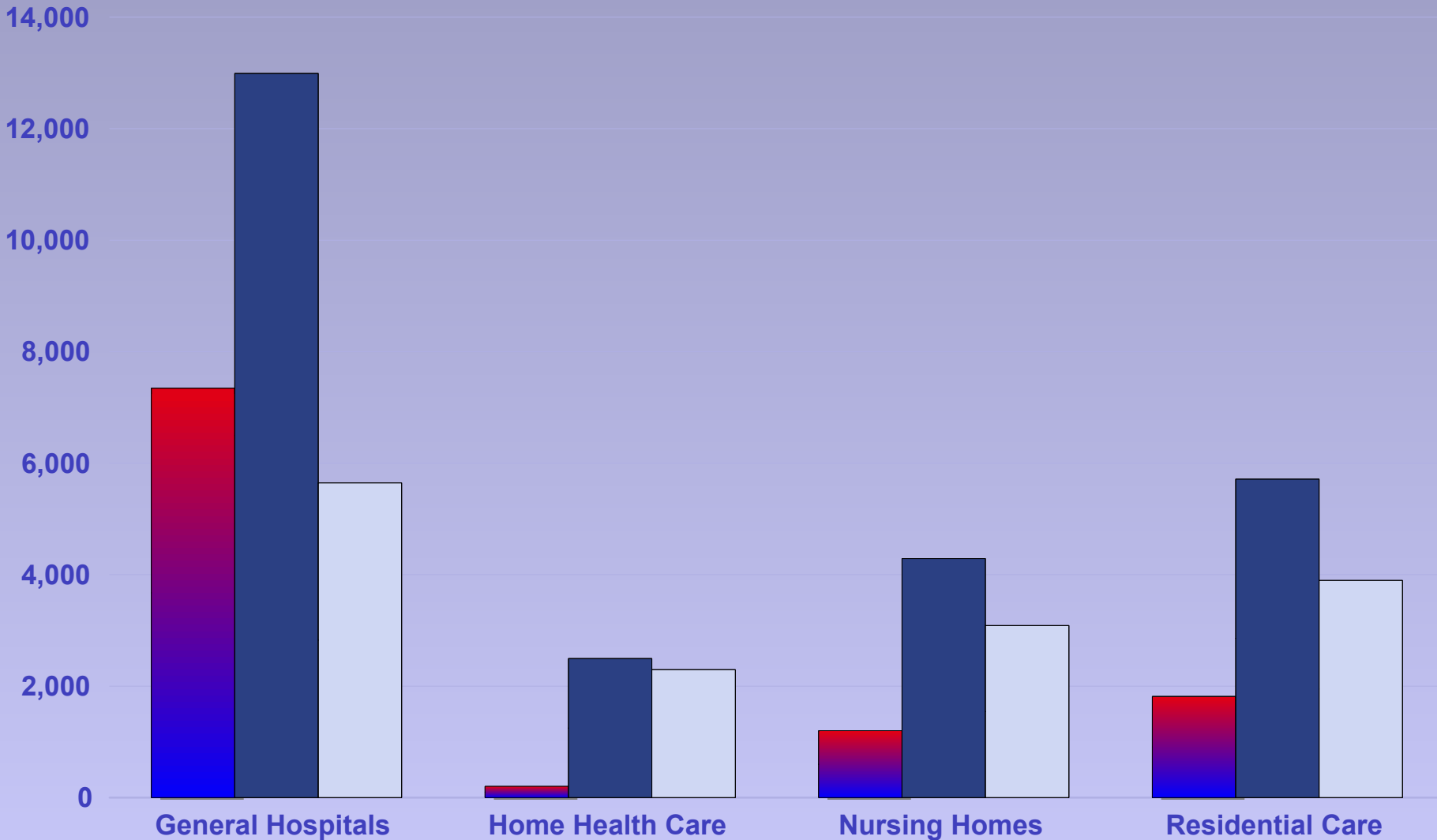
- **Connect Workforce Development to Economic Needs**
 - Build a Stronger Education Pipeline to Produce Trainable Graduates
 - Enhance Incentives for Continuous Learning
 - Enhance Workers' Ability to Manage Their Careers
 - Strengthen Work Supports to Promote Employment Retention and Career Advancement
 - Strengthen Governance and Accountability in the Workforce System

What are the economic needs?

Employment Growth
Job Gain and Loss

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Job Gains and Job Losses in the California Health Care Industry

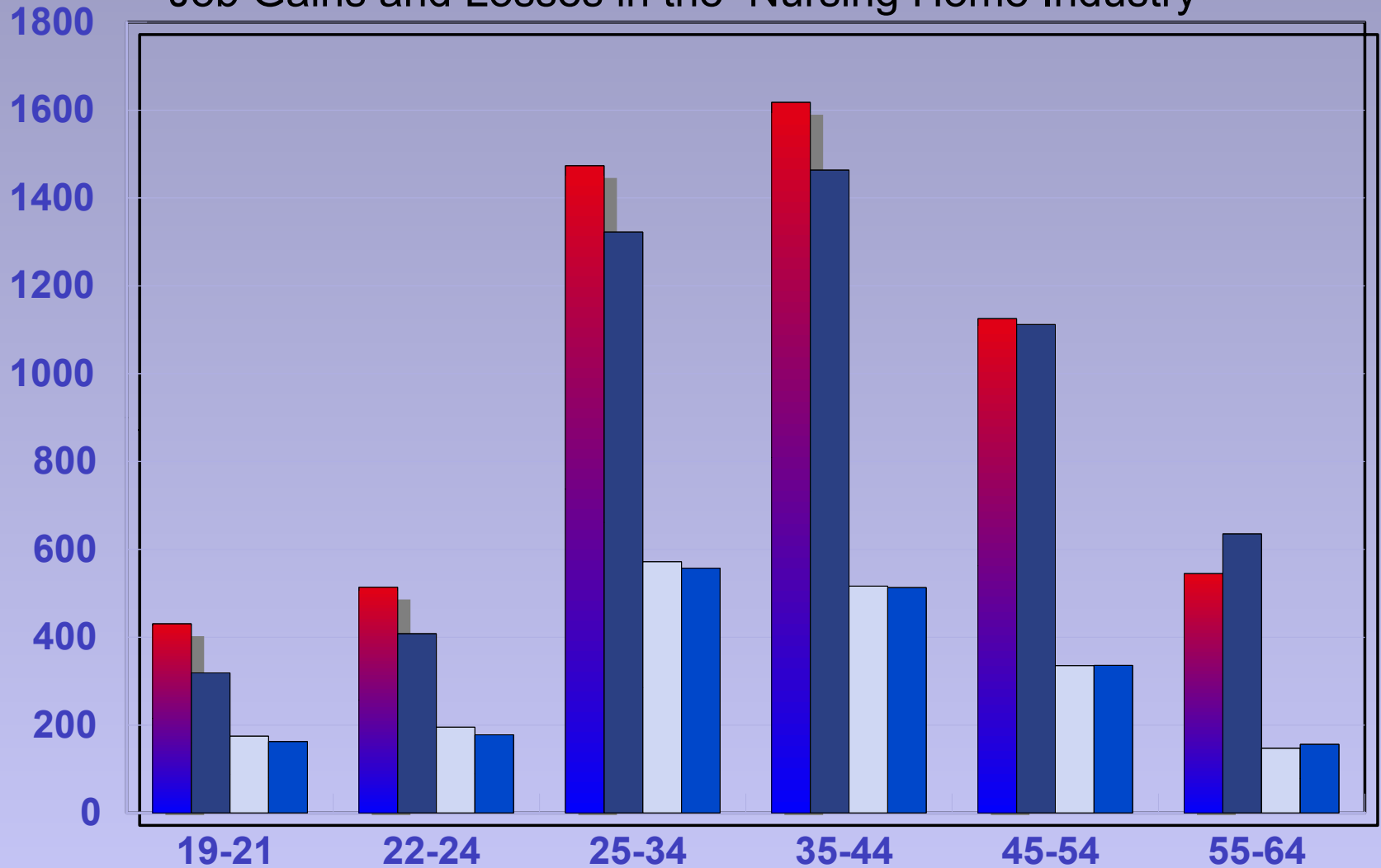


Legend

- Net Job Change
- Job Gain
- Job Loss

Zeroing in on Economy's Needs:

Job Gains and Losses in the Nursing Home Industry



Action Steps

1. Identify the growth industries
2. Identify their location
3. Characterize workers in those industries
4. Characterize trends
5. Match workers with employers
6. Find other WIBs with similar industries/workforces, and swap “best practices”

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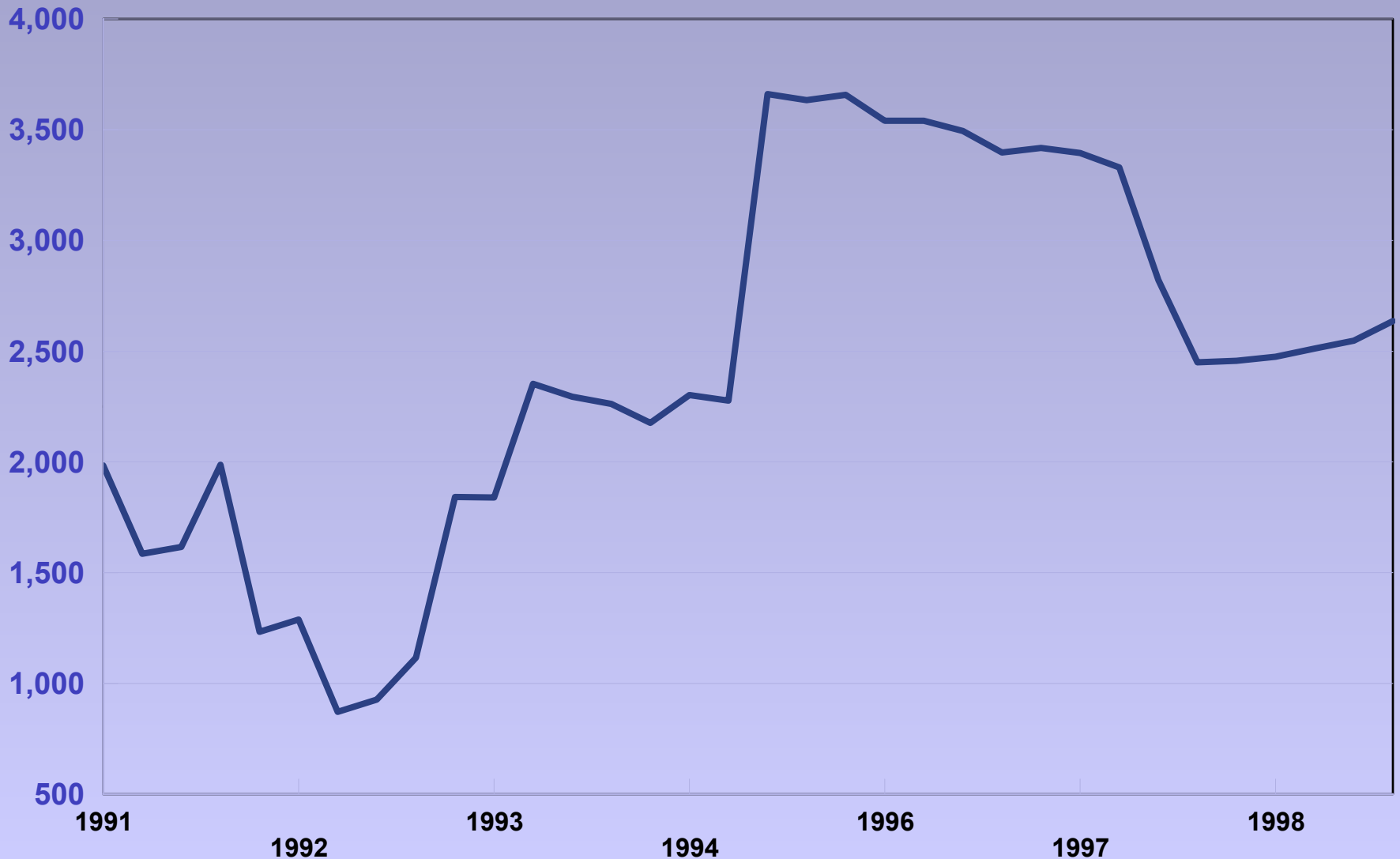
Build a Stronger Pipeline

Fund postsecondary education based
on demonstrated performance

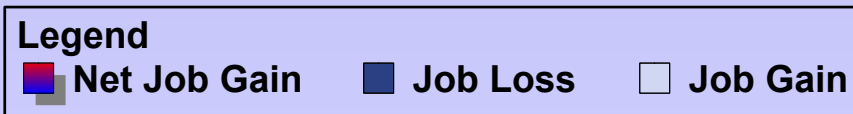
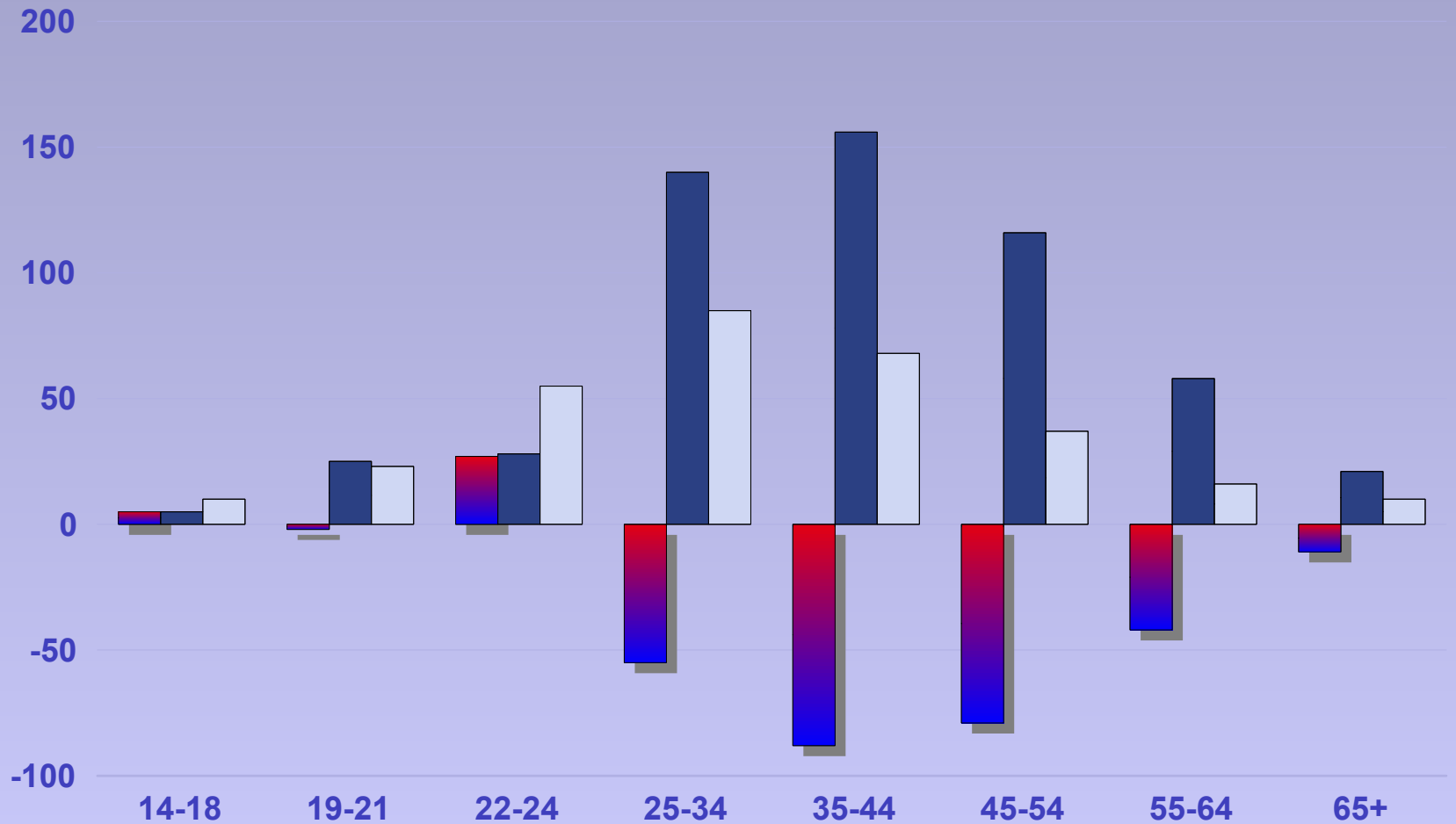
Promote greater participation

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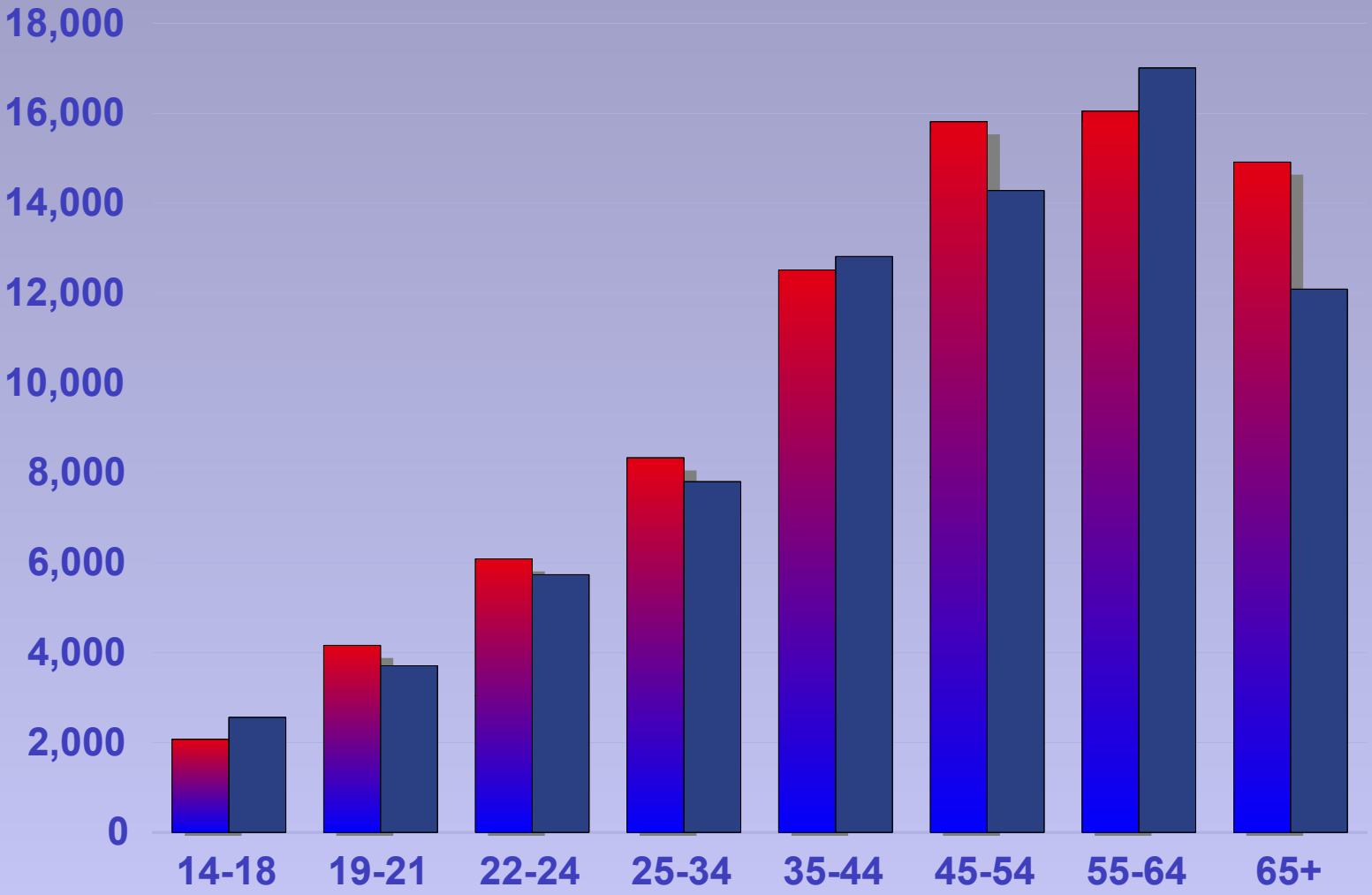
Employment Growth in High Technology Industries in Montgomery and Frederick Counties, Maryland



Male Job Gain and Job Loss in High Technology Industries in Montgomery and Frederick Counties, Maryland



Earnings and New Hire Earnings in High Technology Industries in Montgomery and Frederick Counties, Maryland



Legend
■ Earnings ■ New Hire Earnings

Action Steps

1. Identify industries employing graduates
2. Document earnings of incumbents and new hires – performance measures
3. Document job duration
4. Benchmark performance against these detailed, local, measures
5. Build in adjustment mechanisms

Core Issues

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Enhance Incentives for Continuous Learning

Increase the use of community colleges

Link adults with low skill to continuous learning

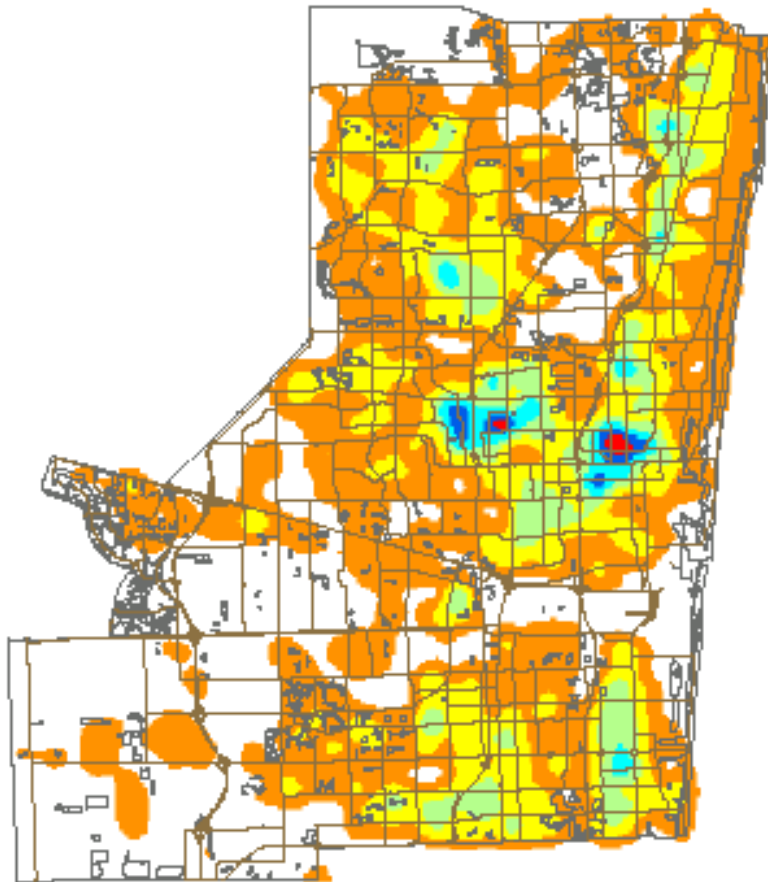
Direct welfare and workforce funded programs to allow greater participation

Promote workplace learning opportunities

Broward County, Florida (1998)

Low wage workers by place of residence

High wage workers by place of residence

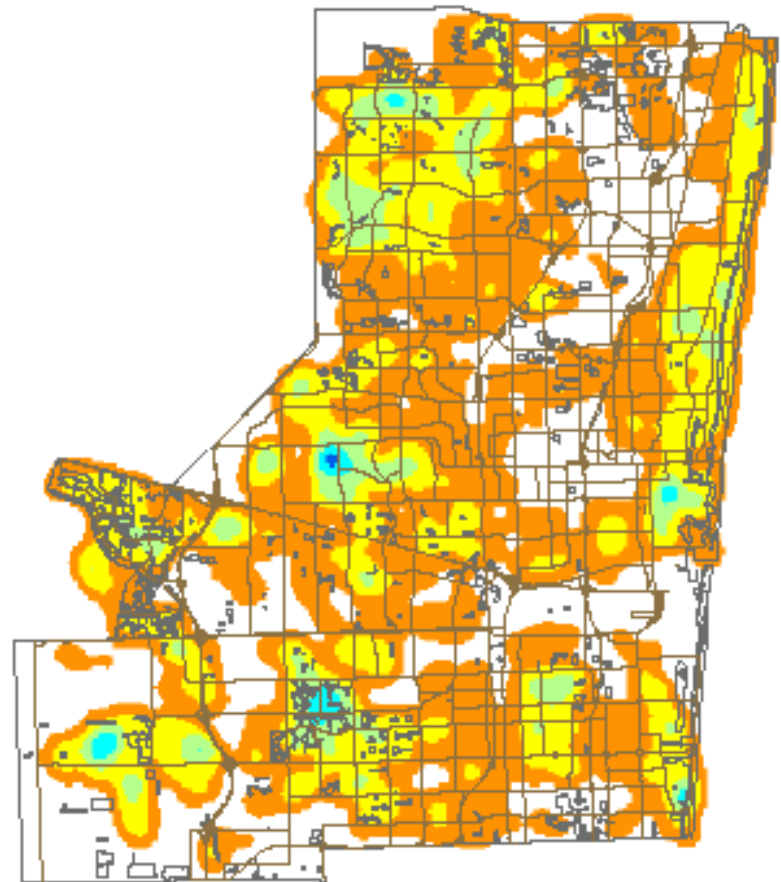


Density per square mile



U. S. Census Bureau
Longitudinal Employer Household Dynamics

Florida Agency for Workforce Innovation
Labor Market Statistics



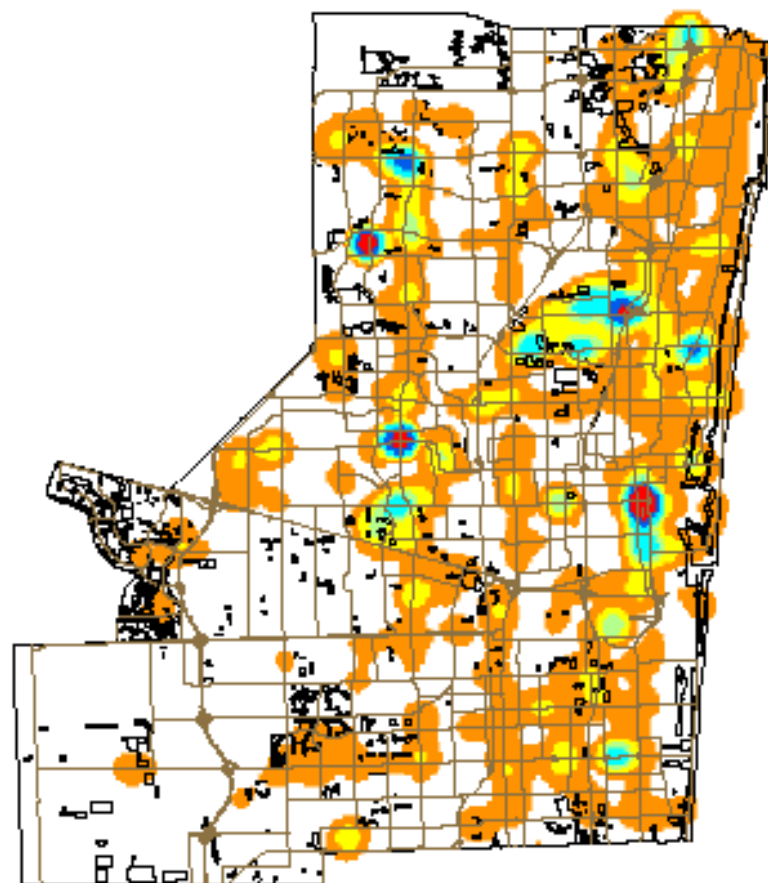
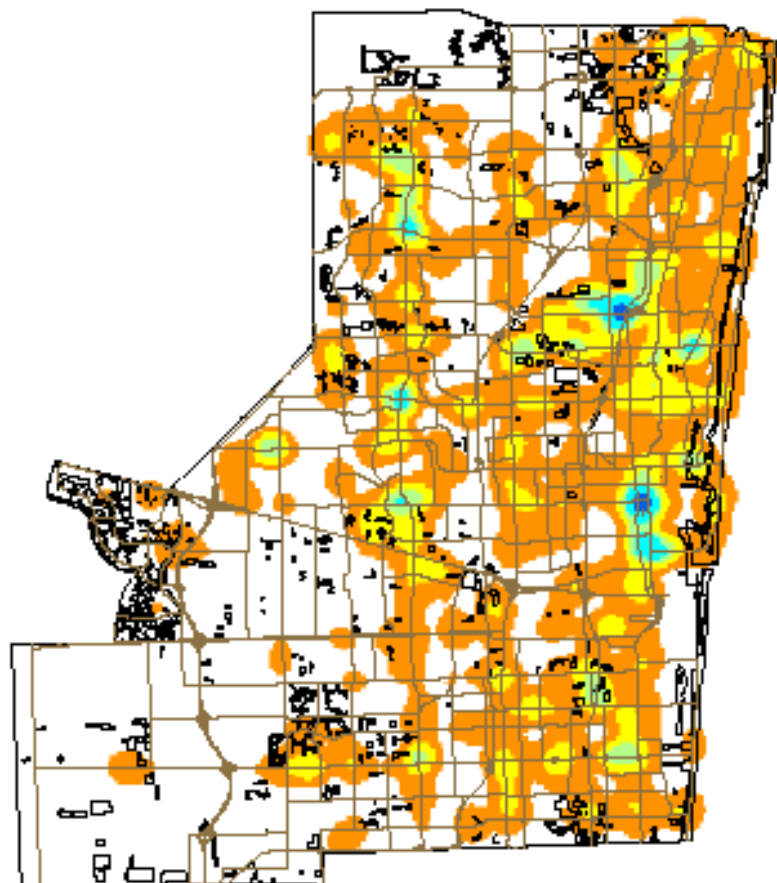
Density per square mile



Broward County, Florida (1998)

Low wage workers by place of work

High wage workers by place of work



Density per square mile

— Major Roads



Density per square mile

— Major Roads



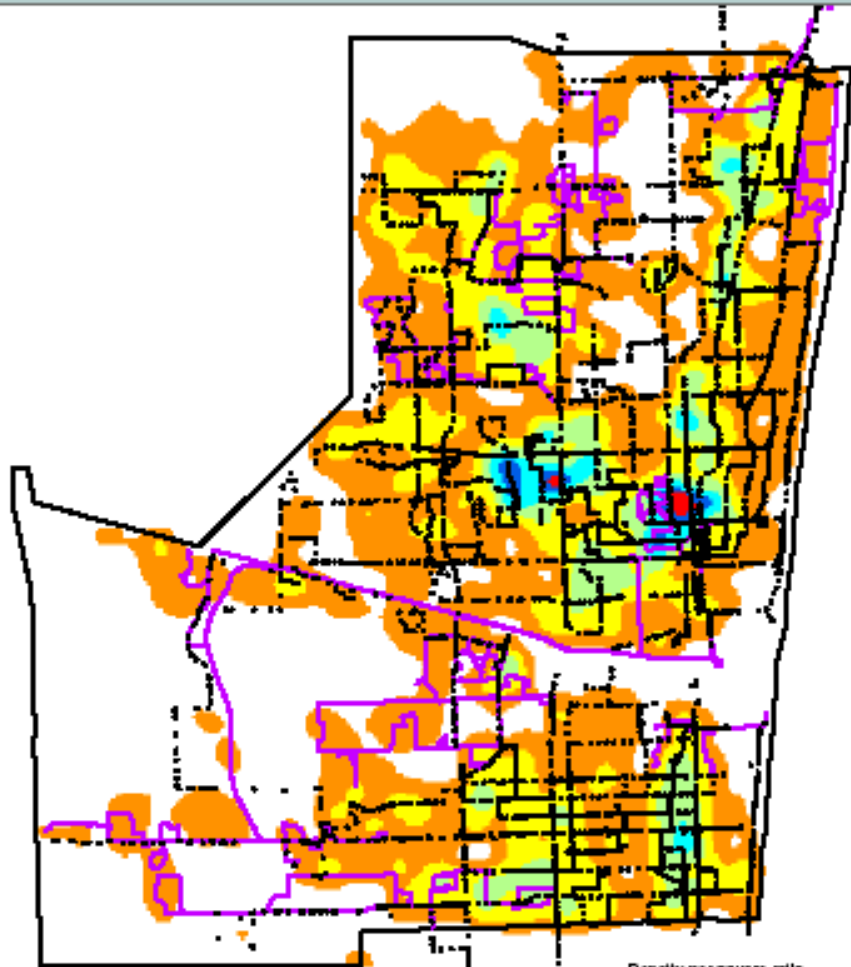
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Broward County, Florida (1998)

Bus Routes and low wage workers by place of residence



Density per square mile

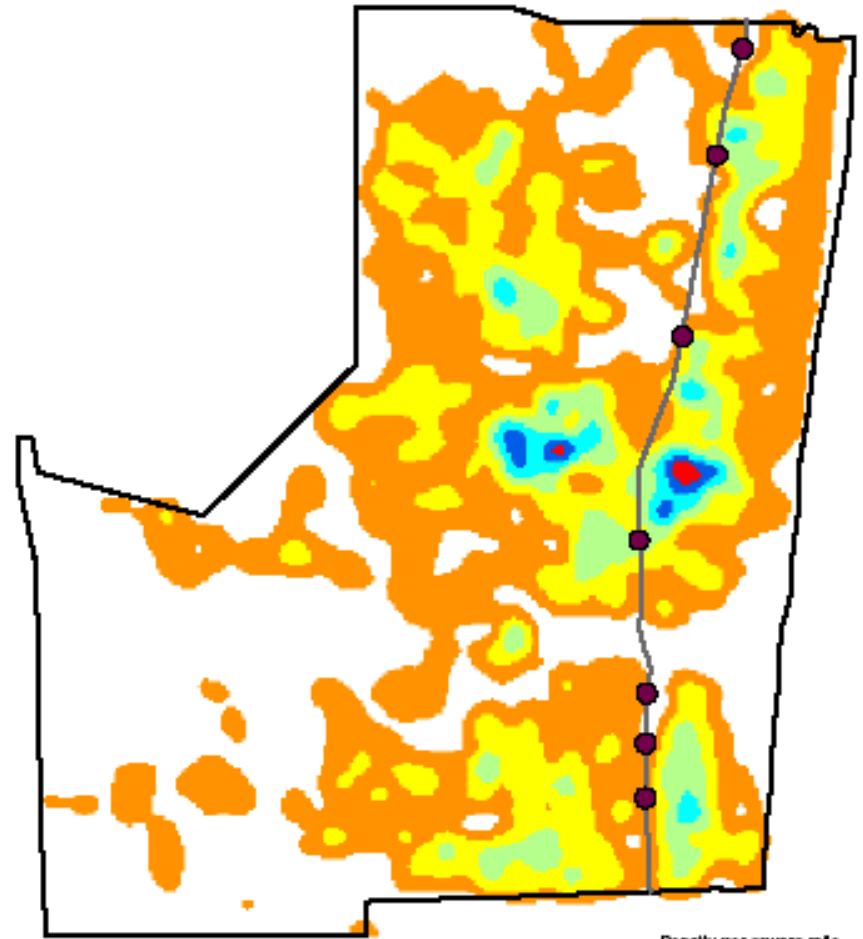


+ Bus stops
— Community Bus

U. S. Census Bureau
Longitudinal Employer Household Dynamics

Florida Agency for Workforce Innovation
Labor Market Statistics

Tri Rail and low wage workers by place of residence



Density per square mile

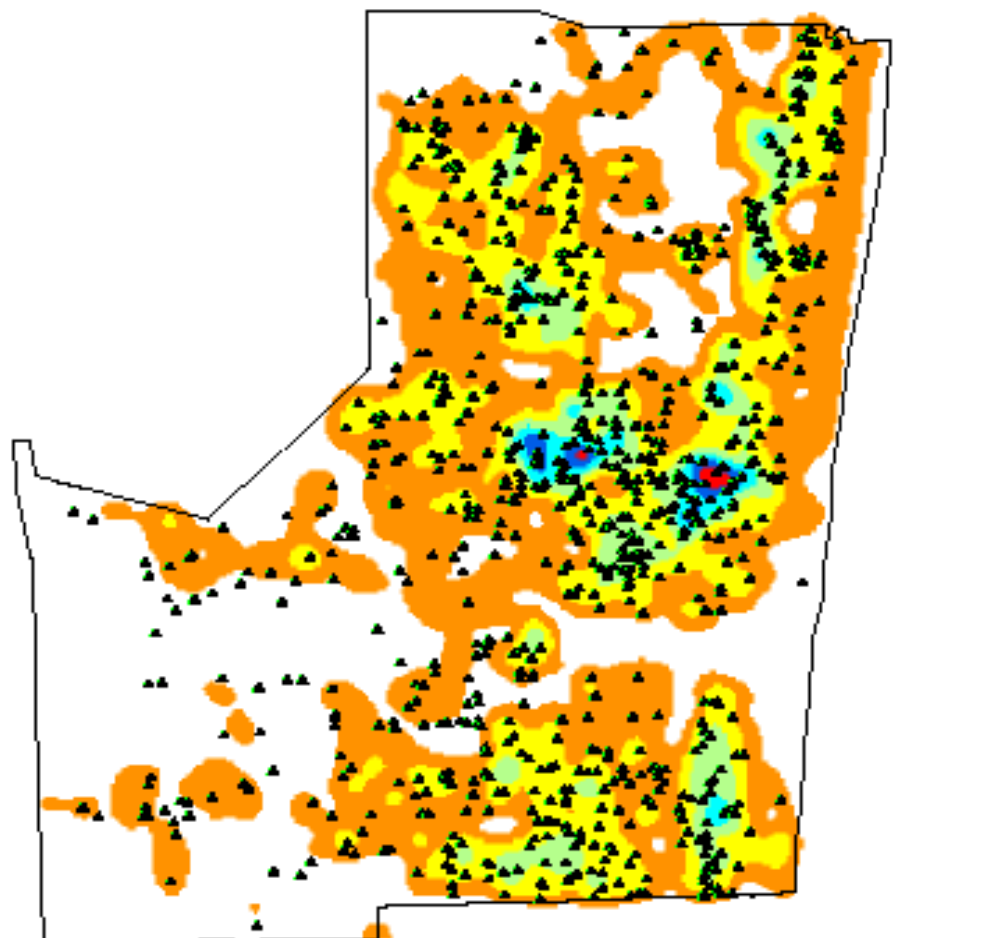


● Tri Rail Stops
— Tri Rail Line



Broward County, Florida (1998)

Child Care Facilities and low wage workers by place of residence



Density per square mile

<VALUE>

0 - 100

101 - 200

201 - 300

301 - 400

401 - 500

501 - 600

601 - 700

701 - 800

801 - 900

901 - 1,000

1,001 - 1,100

1,101 - 1,200

Child Care Facilities

U.S. Census Bureau
Longitudinal Employer Household Dynamics

Florida Agency for Workforce Innovation



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Action Steps

1. Identify the target market for students – age, sex, industry
2. Identify industries that employ workers with set demographics
3. Decide whether to locate training where they live or where they work
4. Locate training near appropriate transportation routes
5. Work with identified industries to promote workplace learning opportunities

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Managing Careers

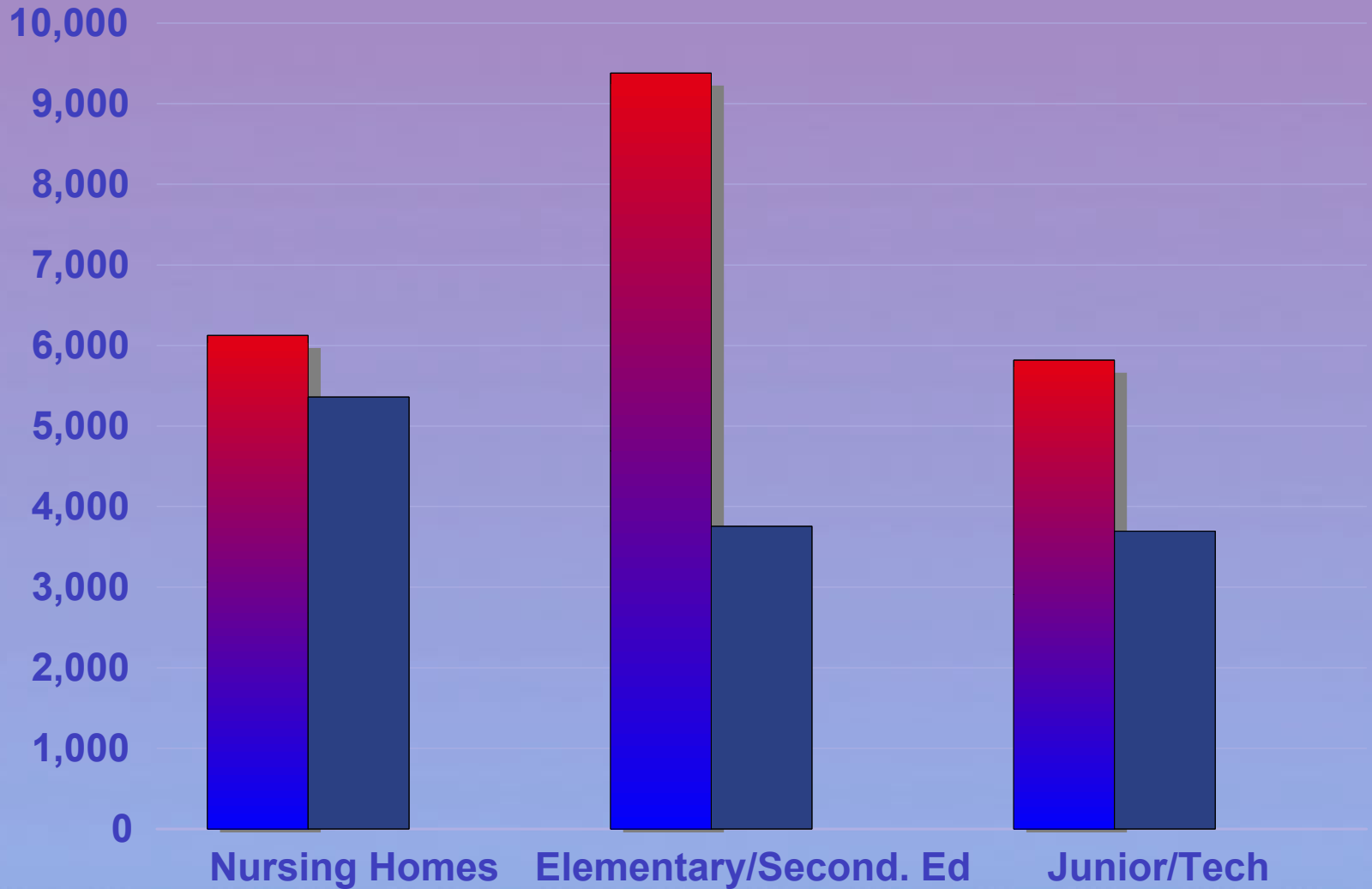
Help people transition

“What do jobs pay for people like me?”

Help people find new jobs in dynamic,
changing economy

U S C E N S U S B U R E A U

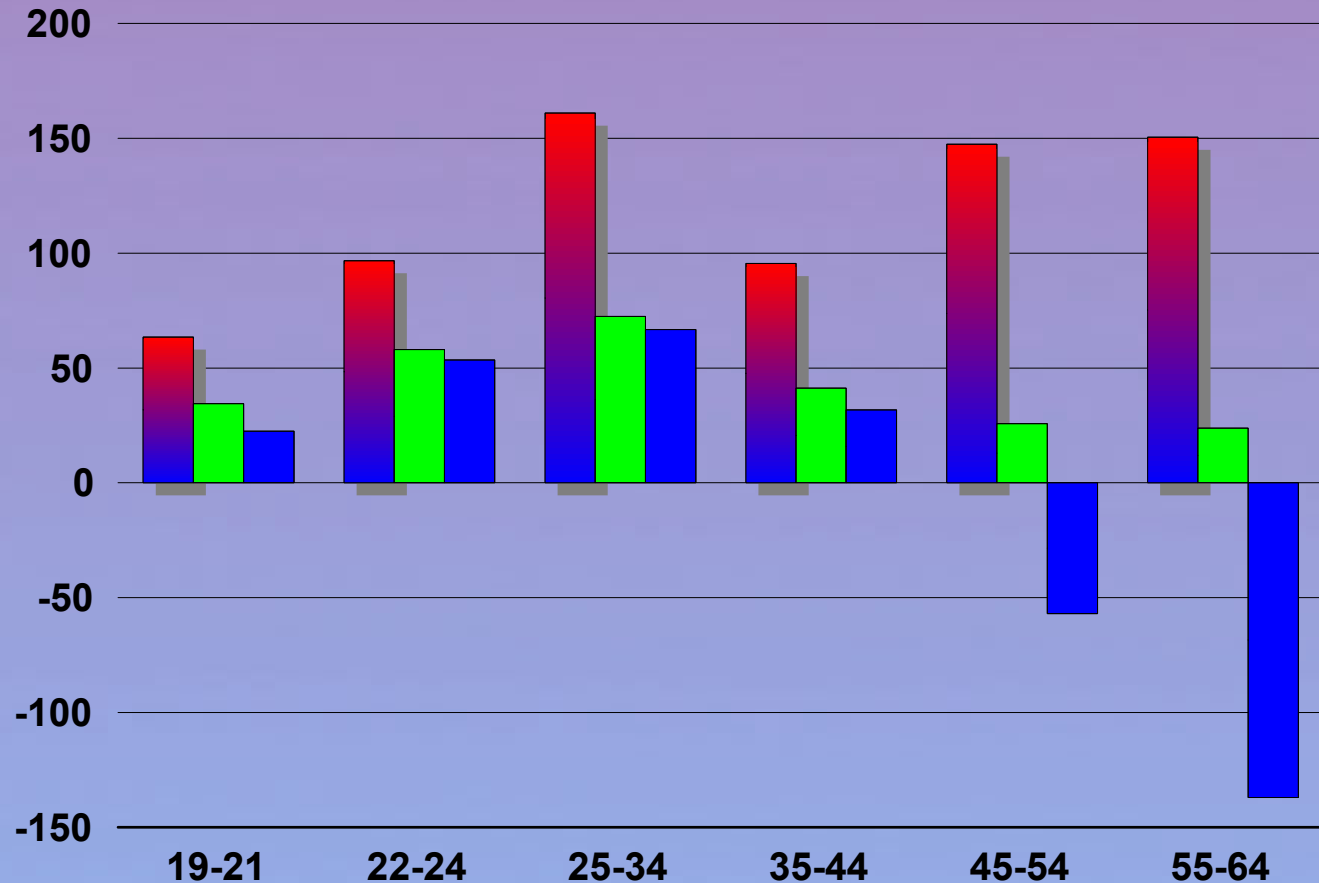
Earnings of 35-44 year old males in Miami/Dade County, Florida: Selected Industries



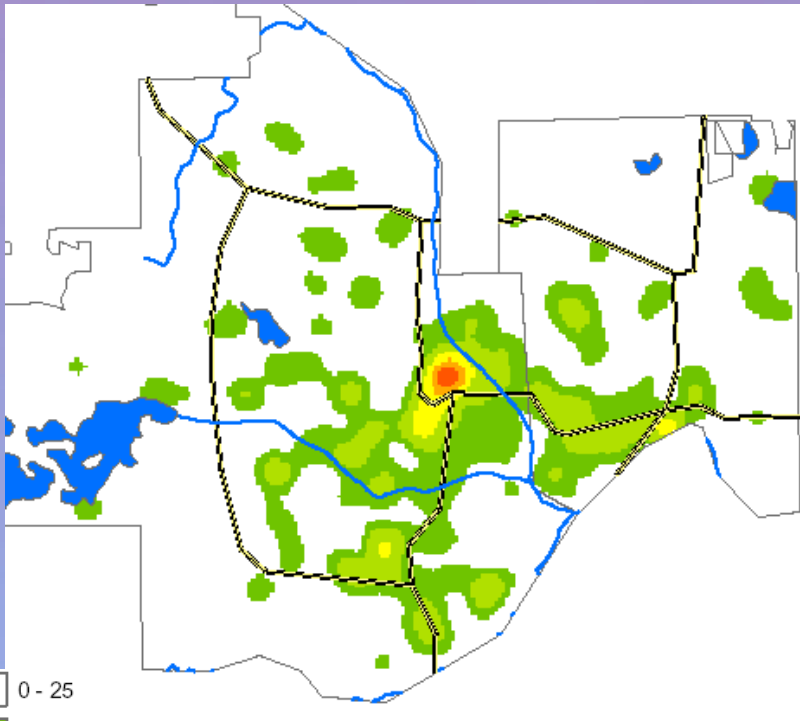
Source: Florida Agency for Workforce Innovation
Florida Department of Education
LEHD Program, Census Bureau

Earnings **Earnings of New Hires**

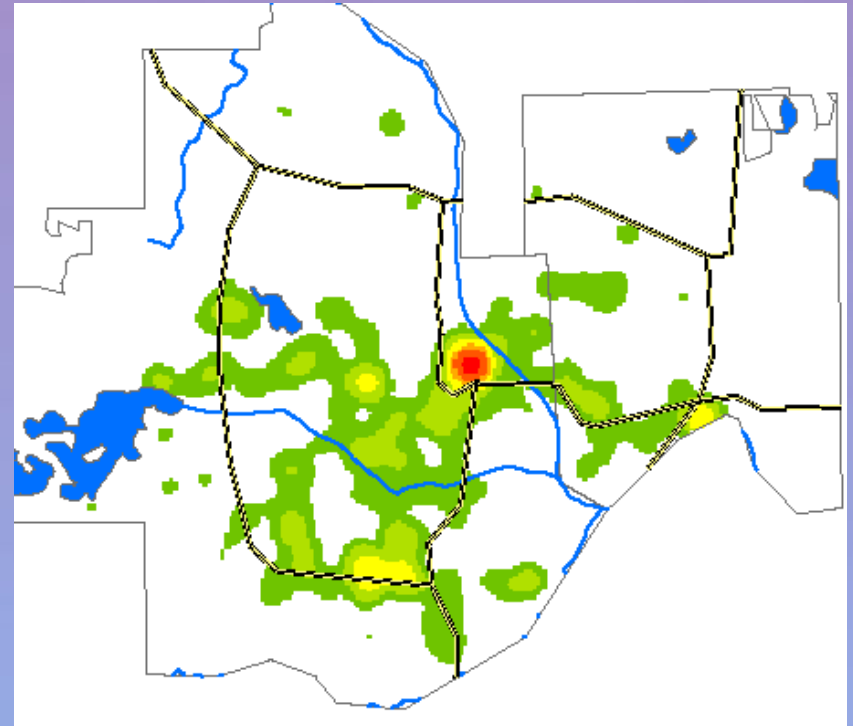
Job Opportunities in Industrial Machinery, Peoria, IL (net employment growth 21 jobs!)



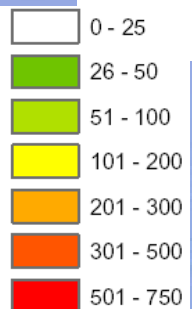
Finding New Jobs: Where are the high wage firms?



Low-wage firms



High-wage firms



Action Steps

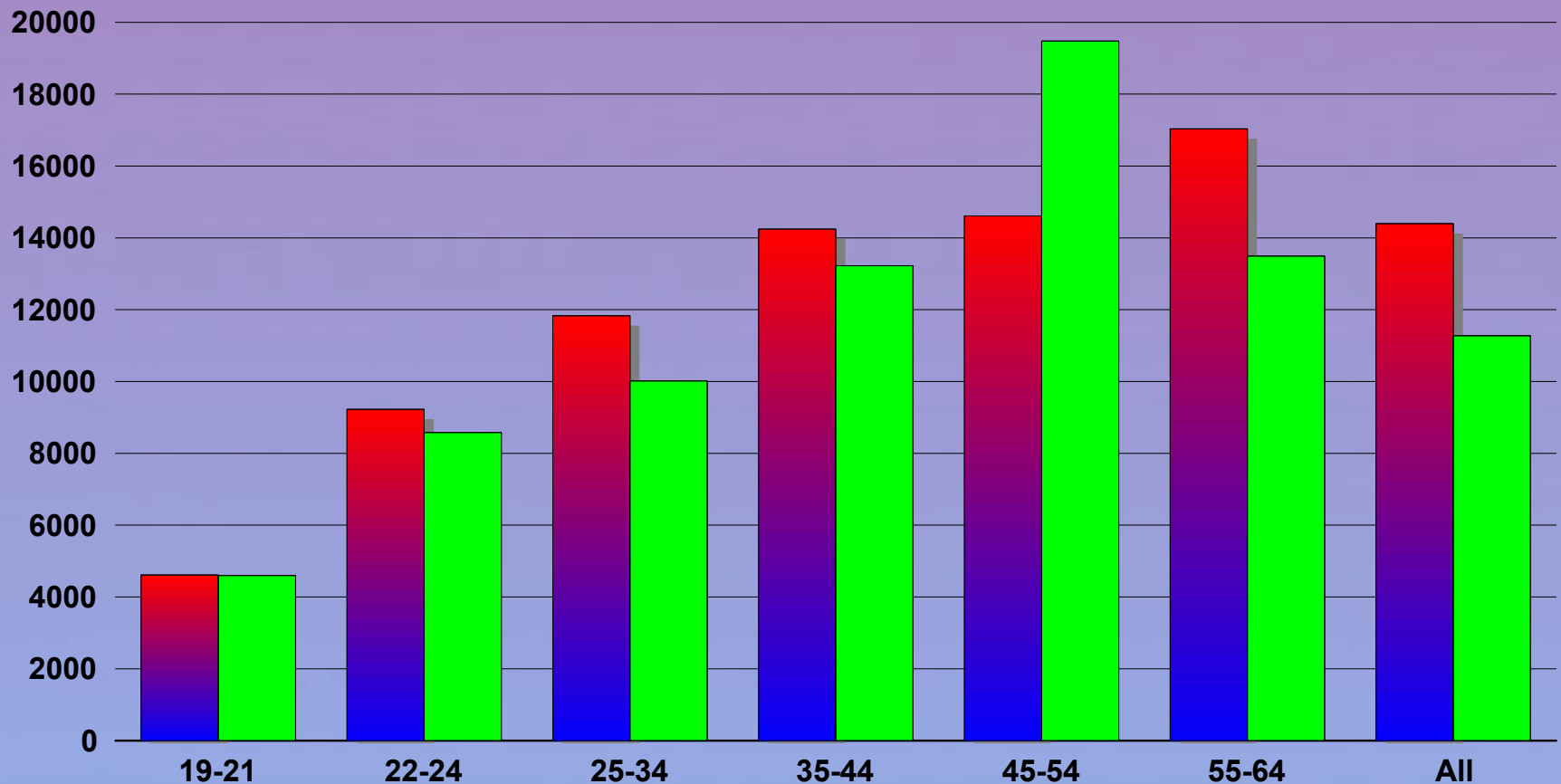
1. Identify key job characteristics of interest: earnings; job duration; job growth; distance to work
2. Integrate LEHD data into one stop shops
3. New concepts – never before available: hires, job gains vs net employment growth

Core Issues

(from A Governor's Guide to Creating a 21st Century Workforce)

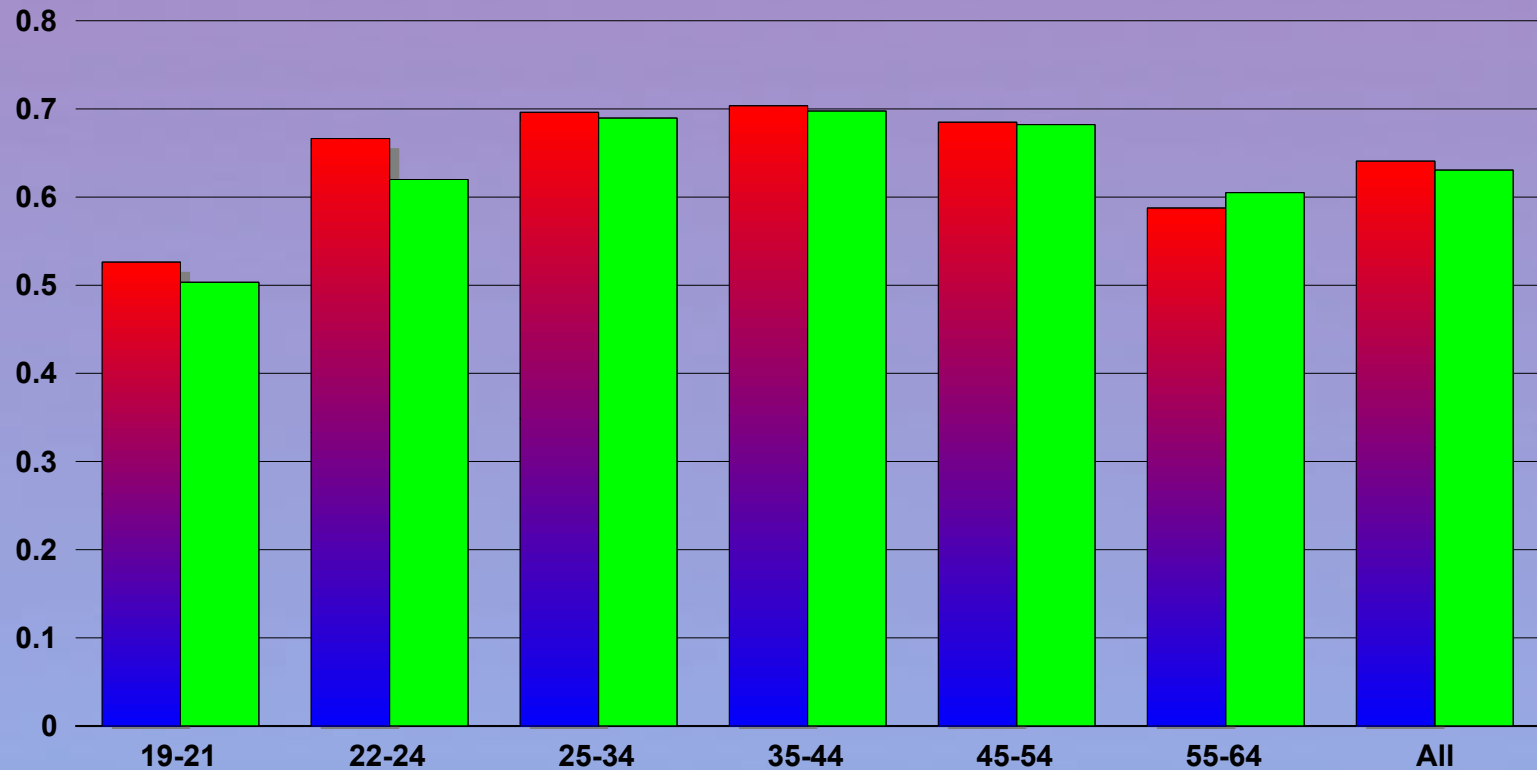
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Earnings of Male Workers in Industrial Machinery (Peoria, IL)



US CENSUS BUREAU
Legend
■ Earnings ■ New Hire Earnings

Proportion of New Hires in Industrial Machinery Who Stay at Least a Quarter (IL)



Action Steps

1. Identify performance measures: earnings, earnings of new hires, job duration,
2. Identify appropriate industry, region, time period (trend)

Summary

- New and powerful tools for participating states
 - CA, FL, IL, MD, MN, NC, NJ, PA, OR, TX
- True partnership – intensive collaboration with state LMI directors for 2 years to develop Board friendly planning indicators
- Production begins January 2003 – web-based delivery
- Would like to expand to add more states plus GIS system
- We need your help and support