

## Organization of charts and applications of OES data

*This chart book's presentation of figures is intended to demonstrate a variety of applications of OES data. Figures are organized into four categories: The first with a focus on detailed occupations, the second highlighting labor patterns of specific industries, and the third and fourth focusing on labor markets of States and local areas.*

*Some examples of useful applications of OES data:*

- Detailed occupational data can be used by job seekers or employers to show wages for workers in certain occupations and to assess wage variation within, and across, occupations. Wage variation within an occupation can result from several factors, including industry, geographic location, or a worker's particular experience or qualifications. Useful data for job seekers include information on the industries or geographic areas that have the highest employment or the highest average wages for an occupation. Career and guidance counselors can use OES data to examine possible occupational choices by field of study or training.
- Industry-specific occupational data can be used by human resources professionals in salary negotiations or to ensure that their wages are competitive with those of other businesses in their area or industry. Information on the types of jobs within an industry can be used to compare average staffing patterns with that of one's own company. Occupational employment by industry may be useful in assessing the impact of shifts in technology and other macroeconomic trends on the types of jobs available. BLS and State government employment projections programs use OES data as an input to their employment projections, which can be used to predict training and education demands.
- Geographic area information can be used to assess labor market features of a particular area. OES State level data can be used to make assessments about the diversity of a State's economy or to make comparisons among States. The occupational composition of employment can provide clues to how a State or regional economy can hold up in adverse conditions that affect a certain sector of the economy. Differences in both occupational composition and occupational wage rates also help explain differences in average wages across States. For example, States with high average wages may have larger employment shares of high-paying occupations, higher wages within each occupation, or some combination of both factors.
- Like State data, metropolitan and nonmetropolitan area data can be used to study the diversity of local area economies. Businesses can use data to see whether it might be beneficial to relocate to a particular area. OES occupational employment data may indicate whether workers are available in occupations that the business will need. For example, businesses that require computer specialists or skilled production workers may want to identify areas that have high employment in these occupations. Businesses may also use the data to compare wages between alternative areas.