GUIDE TO
LABOR MARKET INFORMATION

MDCP
CAREER PATHWAYS

A QUICK START GUIDE
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What is the Labor Market?

Labor market information is data about employment by location, industry, and occupation and includes information on labor supply and demand, earnings, unemployment, and demographics. The labor market is the place where the supply and the demand for jobs meet, with the workers or labor providing the services that employers demand.

What is Labor Market Information (LMI)?

Labor Market Information (LMI) is basically everything there is to know about a specific job market. Information about occupations, their locations, wages, supply and demand, educational requirements and demographics are all included in the LMI.

HOW IS THE LMI HELPFUL?

LMI can help educational agencies more effectively direct new and existing CTE programs. Students are increasingly considering how to make higher education choices that offer the best return on their investments of time and money. There is substantial interest in making higher education decisions that will be both affordable and likely to result in a good job. Labor market data provide information that many educational agencies can use to understand and build pathways towards jobs that are in demand and avoid training students in jobs that don't have a bright outlook.

Specifically, labor market data can be used to:

- **Determine** which CTE programs to offer that have strong job prospects that provide economic stability.
- **Assess** program effectiveness, signaling whether a specific CTE program provides the necessary skills, both in terms of specific competencies and appropriate rigor, for students to succeed after they graduate.
- **Help** students make informed choices about which programs to enter, both by accelerating student decision-making and thereby increase chances for graduation. This can enhance the likelihood students will choose post-secondary options aligned to well-paid, available jobs.

Similarly, LMI analysis is an integral part of an organization's recruitment process because it not only helps it find the most qualified workers for the jobs that it offers but also ensures that it provides a competitive compensation package to its workers. This is important in order for an organization to be able to keep its competent workers and, thus, continue its productivity.

In summary, LMI helps an organization by providing information on jobs that will keep the company competitive and also provides education the tools needed to build relevant CTE pathways that assist students in making the best choice for their future career paths.

WHERE DO I FIND LMI?

We recommend several websites that can assist you with LMI. The following will introduce you to a few of these sites and some of their features.

1 MOUNTAIN DESERT CAREER PATHWAYS (MDCP)
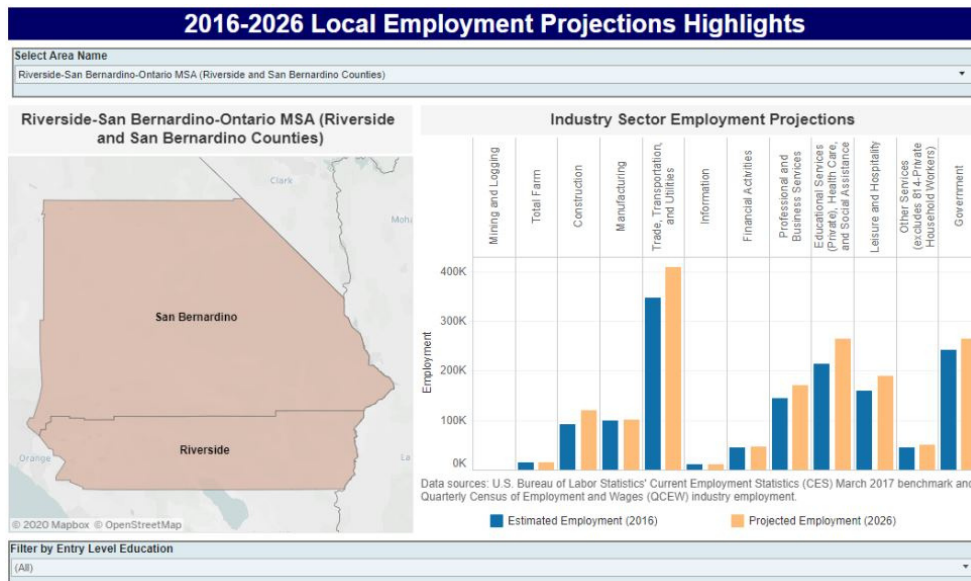https://mdcareerpathways.com/labormarketreports

MDCP generates LMI reports on a quarterly timeline that are specific to the High Desert Region for each of the State recognized K12 Industry sectors using CHMURA JobsEQ Analytics. These reports give details on how a specific industry is performing, such as the average salaries, educational attainment, and demand or job growth over a period of time. In addition, the reports provide information on the top industries and occupations in a specific industry group and lists Sector Strategy Pathways to assist with cross over skills and job progression. MDCP offers written reports as well graphical reports for quick access to facts and relevant information. Our districts and partners can also request specific reports based upon their needs.

2 EMPLOYMENT DEVELOPMENT DEPARTMENT (EDD)
https://www.labormarketinfo.edd.ca.gov/data/employment-projections.html

EDD provides a variety of reports around Industry and Occupation projections. You can view these reports at the local or State level. You can also look up short-term (2 years, revised annually) and long-term projections (10 years, revised every 2 years), staffing patterns by industry and occupation, and analyze which jobs are the fastest growing or have the most openings.

When you access the EDD Labor Market Projections website, the first thing you see is a summary of the projection highlights map. This is a summary of Industry data by sector in a particular region. There are several drop-down menus that allow you to view different regions as well as Entry level information by Education requirement. There are also tabs across the top that allow the user to view the information by California Short and Long-Term Projects, local Long-term projections, and Staffing Patterns.

Scroll down the page and additional information regarding Occupations with the most openings and fastest growing is available to view. These charts reflect an Occupational Title, Total Job Openings, Projected Job openings and Median wages (hourly and annual).

Scroll towards the bottom of the page and there are links that will give access to detailed spreadsheets that you can download for review and analysis. These spreadsheets have information on several hundred jobs and include Base Employment Estimates for a given year, Projected Employment (short-term or long-term) Projected Growth Percentage, Exits, Transfers, Total Actual Job Openings, Median Pay (hourly and annual) Education needed to enter the position, Work experience requirement, and if the job requires On-the-Job Training.

3 O*NET
https://www.onetonline.org/

O*NET OnLine, a tool for career exploration and job analysis, has detailed descriptions of the world of work for use by job seekers, workforce development and HR professionals, students, researchers, and more.

When you access O*NET OnLine, the home page offers a variety of search options. You can browse groups of similar occupations by title to explore careers, search occupations that use a specific tool or software, or create a crosswalk to inform you about what your educational path should be for a specific occupation.

 Once you select a search criterion, O*NET will return a list of occupations with the closest match to the information you submitted for your search. Click on any of the links to review a wide variety of details about the occupation, such as what tasks or work activities the job entails, what skills or knowledge are needed to perform the job, and what education or credentials are required to obtain the job, wages and employment trends, and the future outlook of the industry.

4 CENTERS OF EXCELLENCE (COE)
http://www.coeccc.net/Search

Centers of Excellence are funded by the California Community College Chancellor's Office and located strategically across the state to study the regional economies of California, and support the community colleges by providing customized data on high growth, emerging, and economically-critical industries and occupations and their related workforce needs.

When you visit the COE website, you can drill down to reports by industry or occupation title, the region it covers, and the date the report was created (or published). You also have the option to search by categories or keywords by using the search button at the top of the page.

SELECT A CATEGORY

Industries	Occupations	Special Topics

Agriculture Biotechnology Construction Energy Global Trade & Logistics

Green Healthcare Hospitality Information and Communication Technologies Manufacturing

Public Sector – Government and/or Education Retail Small Business & Entrepreneurship Transportation Waste Management

COE's produce various reports and tools designed to enable community colleges to remain relevant and responsive in their offerings. Whether you are a community college, K12 district, workforce or economic development professional, their products and services can assist you in your mission to support California's businesses with a highly trained workforce. They update their website with new reports frequently so this is a website worth checking frequently.

5 WORKFORCE GPS
https://www.workforcegps.org/resources/2020/07/02/15/54/Labor-Market-Information-LMI-101

WorkforceGPS is an online technical assistance website created to help build the capacity of America's public workforce investment system. Sponsored by the Employment and Training Administration of the U.S. Department of Labor, WorkforceGPS was developed specifically for workforce professionals, educators, and business leaders. Here you will find useful webinars and other training resources. One of the resources they created is a series of training materials and websites to assist the public in better understanding LMI called Labor Market Information (LMI) 101.

Labor Market Information (LMI) 101.

The following resources are offered as first or next steps to better understand LMI.

1. About the U.S. Bureau of Labor Statistics: The Bureau of Labor Statistics measures labor market activity, working conditions, price changes, and productivity in the U.S. economy to support public and private decision making.
2. Labor Market Information Fundamentals – E-Learning Series: The U.S. Employment and Training Administration (ETA) created this electronic series to provide basic labor market information (LMI) training in a more convenient and less costly fashion than traditional classroom training (although some of the modules permit classroom instruction).
3. LMI Training Gateway: Learn about LMI and How to Translate Data into Decision-making: ETA has collected numerous resources for helping you learn about LMI, what data sources are available and how to use various types of intelligence and workforce information in service delivery as well as decision-making activities in workforce development.
4. The National LMI Infrastructure: The national labor market information (LMI) infrastructure is a system composed of all LMI data producers, including public, non-profit, and for-profit entities, and all users of LMI data: This resource provides valuable information, along with links to different resources and training materials.

USEFUL SOURCES & LINKS:

Mountain Desert Career Pathways (MDCP)

- *https://mdcareerpathways.com/labormarketreports*

Employment Development Department (EDD)

- *https://www.labormarketinfo.edd.ca.gov/data/employment-projections.html*

O*NET

- *https://www.onetonline.org/*

Workforce GPS

- *https://www.workforcegps.org/resources/2020/07/02/15/54/Labor-Market-Information-LMI-101*

Bureau of Labor Statistics

- *https://www.bls.gov/bls/infohome.htm*
- *https://www.bls.gov/emp/documentation/education-training-system.htm*

U.S. Employment and Training Administration (ETA)

- *https://www.workforcegps.org/resources/2016/04/08/10/30/Labor-Market-Information-Fundamentals*
- *https://lmi.workforcegps.org/resources/2015/06/18/11/24/LMI_Training_Gateway_E-Learning_and_Applying_Data*

National LMI Infrastructure

- *https://www.lmiontheweb.org/what-we-do/the-national-lmi-infrastructure/*

Centers of Excellence (COE)

- *http://coeccc.net/region/InlandEmpire.aspx*

Corporate Finance Institute

- *https://corporatefinanceinstitute.com/resources/knowledge/economics/labor-market/*

National Career Development Association (NCDA)

- *https://www.ncda.org/aws/NCDA/pt/sd/news_article/146882/_PARENT/CC_layout_details/false*

The Aspen Institute

- *https://assets.aspeninstitute.org/content/uploads/files/content/docs/pubs/LaborMarketDataGuide.pdf*
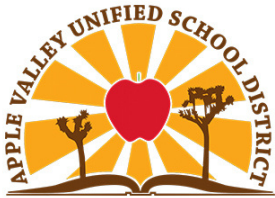
Burning Glass Technologies

- *https://www.burning-glass.com/*

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