

Labor Market Information for Re-employment

Module 4



U.S. Department of Labor—Employment & Training Administration
Labor Market Information Center | South Dakota Department of Labor and Regulation

LMI for Re-employment – Technical Notes

1. This is a self-paced training module.
2. Hit Enter or Page Up/Page Down to navigate through the presentation at your own pace.
3. Some slides have embedded links which allow you to access Internet sites.
4. There may be supplemental PDFs attached within this PDF. To view the attachments:
 - You will be prompted to click on an image or icon to access the Attachment panel and referenced files. Note, if the Attachment panel is already open, clicking on the image/icon will close it. Just click again to reopen.
 - Alternatively, click on the Attachments button (looks like a paperclip) in the left side navigation panel of the main window to open a panel on the left side with the list of attachments.



Today's Lesson

Module 4:

LMI and Re-employment

- A look at the strategic value of using available workforce information when developing a re-employment strategy following an economic downturn or disaster.



The Fundamentals of LMI

modules

1 Labor Market Information Basics

(prerequisite for modules 2 through 5)

2 Helping Job Seekers with Labor Market Information

3 Labor Market Information for Career Planning and Assessing Skills

4 Labor Market Information for Re-employment

5 Labor Market Information's Value to Businesses

You should have already completed first module at least.

This is Module 4 in the Fundamentals of LMI series.

Objectives

**In this module,
you will learn:**

The value of using LMI & related workforce information when developing re-employment strategies.

How to convey data needs in support of strategy development.

About non-traditional and traditional LMI.

How and when to collaborate with state LMI shops.

The benefits of including relevant LMI to obtain grant funding.

When the Economy Falters or Disaster Hits ...



- What will change?
- How will the changes emerge?
- How can you expedite recovery?

When the Economy Falters or Disaster Hits ... LMI Can Help!

Planners may come to you for answers to questions like:

- There's so much data; where do I start looking?
- How do I know which information is relevant ?
- What can I do to prepare?
- Who is going to help me evaluate the data?
- What should my first priorities be?

RECOVERY

**LMI
can offer
planners a
starting
point from
which they can chart
a course of action
leading to recovery.**

START

Cold, Hard Facts

Disasters and downturns cannot always be predicted or avoided.

Developing a strategy to deal with such events *beforehand* is *vital* to a quick recovery.

To develop a viable strategy, local planners and policy makers need all possible information.

**Partnering with South Dakota's Labor
Market Information Center (LMIC)
and others can make the task easier.**

Before the Economy Falters or Disaster Hits ...

It is wise to gather workforce information *before* events happen.
The next few slides will look at factors to consider.



Information



Before the Economy Falters or Disaster Hits ...



Think about how natural disasters may disrupt the labor market.



Before the Economy Falters or Disaster Hits ...



When feasible, consider doing a study of labor market characteristics in areas previously affected by disasters like ones that could occur in your area. This may reveal unforeseen disruptions and help you think outside the box.

Before the Economy Falters or Disaster Hits ...



Do not rely solely on past data. Many human factors such as lack of housing, relocation and transportation issues come into play when dealing with a natural disaster.

Before the Economy Falters or Disaster Hits ...

Establish relationships with the affected business community. Let them guide you in your efforts to meet their needs.



**The time to
know
is**



Let's look at
LMI that might
help in these
situations.

**The more you know about your area before trouble
hits, the better prepared you will be to deal with it.**

Relevant LMI for Developing Long-term Strategies

The occupational and industry mix for your area

- Industry sectors that employ the most people in your area
- The occupational distribution within each industry sector
- An employer database showing specific employers by industry sector

Valuable when dealing with dislocated worker events

Relevant LMI that Can Impact How You Plan for the Future

Projected growth or decline by industry

- Industry sectors that are growing or declining
- Long- and short-term projections by industry and occupation
- Occupations projected to grow rapidly and the industries where they can be found

Valuable when dealing with supply/demand issues

Relevant LMI that Can Impact How You Plan for the Future



Knowing Growing Industries

Helps highlight potential placement opportunities and more effective training programs.

Knowing Declining Industries

Helps predict where major layoffs or closures might happen.

Relevant LMI that Can Prove Invaluable in Times of Crisis

Skill sets possessed by area workers

- Industry staffing patterns that reveal common occupations
- Using O*Net to identify common skill sets for these occupations
- Using the above data, develop a census of skill sets for workers in your area

Valuable when dealing with disasters or major layoffs

Relevant LMI that Should Be Available & Updated Frequently

List of available training providers & courses offered

- Compile a matrix of providers and training
- Match courses to specific occupational groups
- Look at projected growth by occupation to see if adequate training will be available

Useful when dealing with major closures or downturns

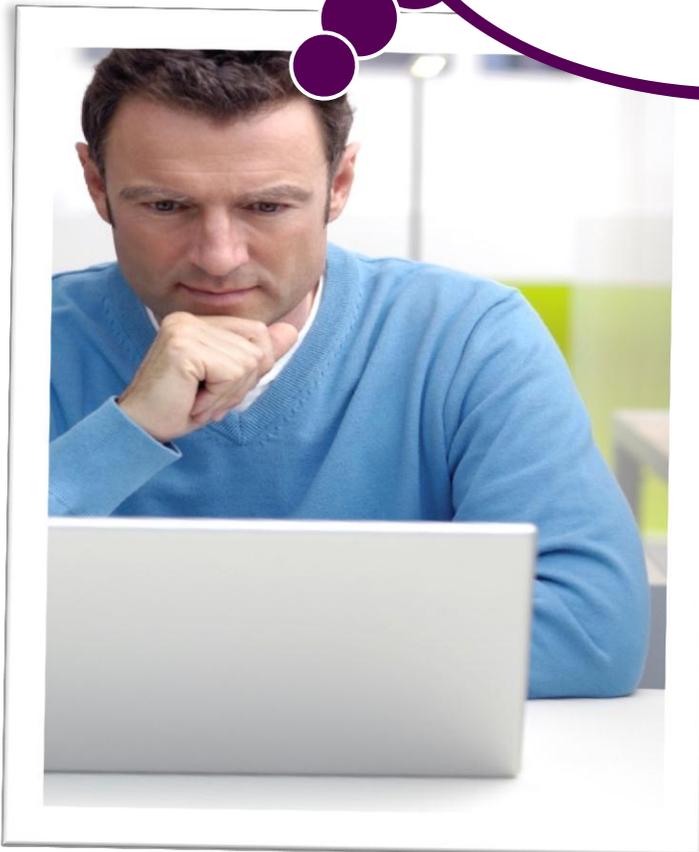
Often Overlooked LMI – Can Be Used to “Update” Other Data Sets

Local Employment Dynamics (LED) data for your area

- Combines LMI data sets with Census information to show recent changes in the economy and workforce
- Reports can be easily customized
- Helps get a handle on labor turnover and other local economic dynamics

Important elements for developing overall strategies

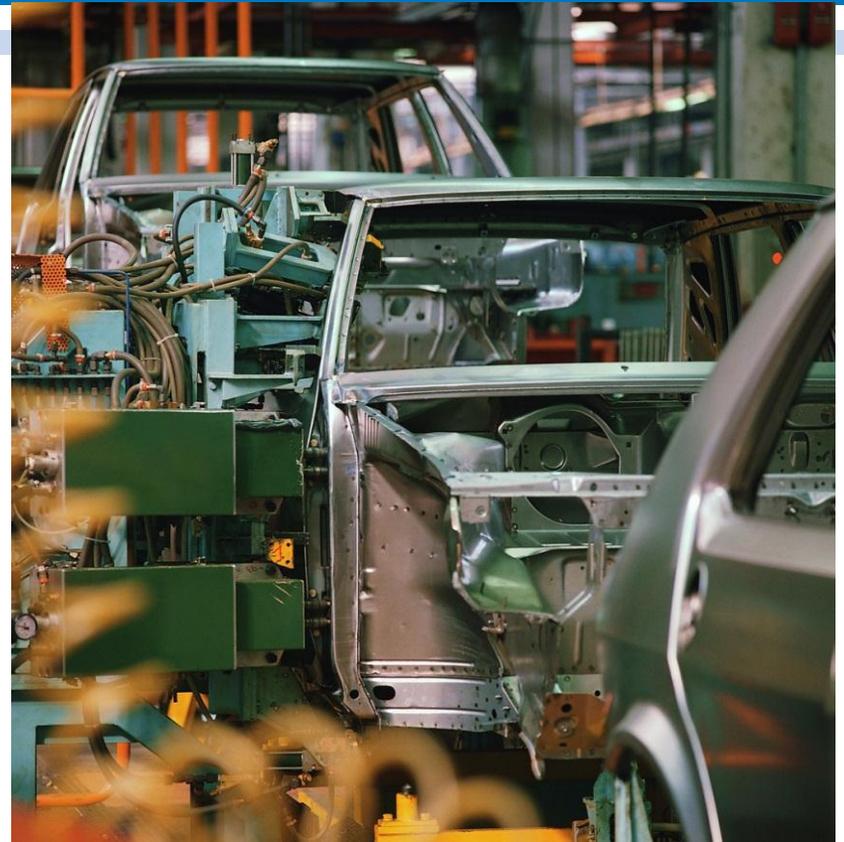
*That sounds like stuff
I can compile **before** a
crisis occurs.*



Exactly! The more advanced preparation you do, the easier the task when facing a big layoff or disaster.

Manufacturing Example

- In the year 2000, roughly 13% of all non-farm jobs in America were found in manufacturing.
- Ten years later, that percentage had shrunk to about 9% of all non-farm employment.
- That means more than 5.5 million manufacturing jobs disappeared over the decade.
- Manufacturing facilities continue to shut down, creating huge numbers of dislocated workers in need of assistance.



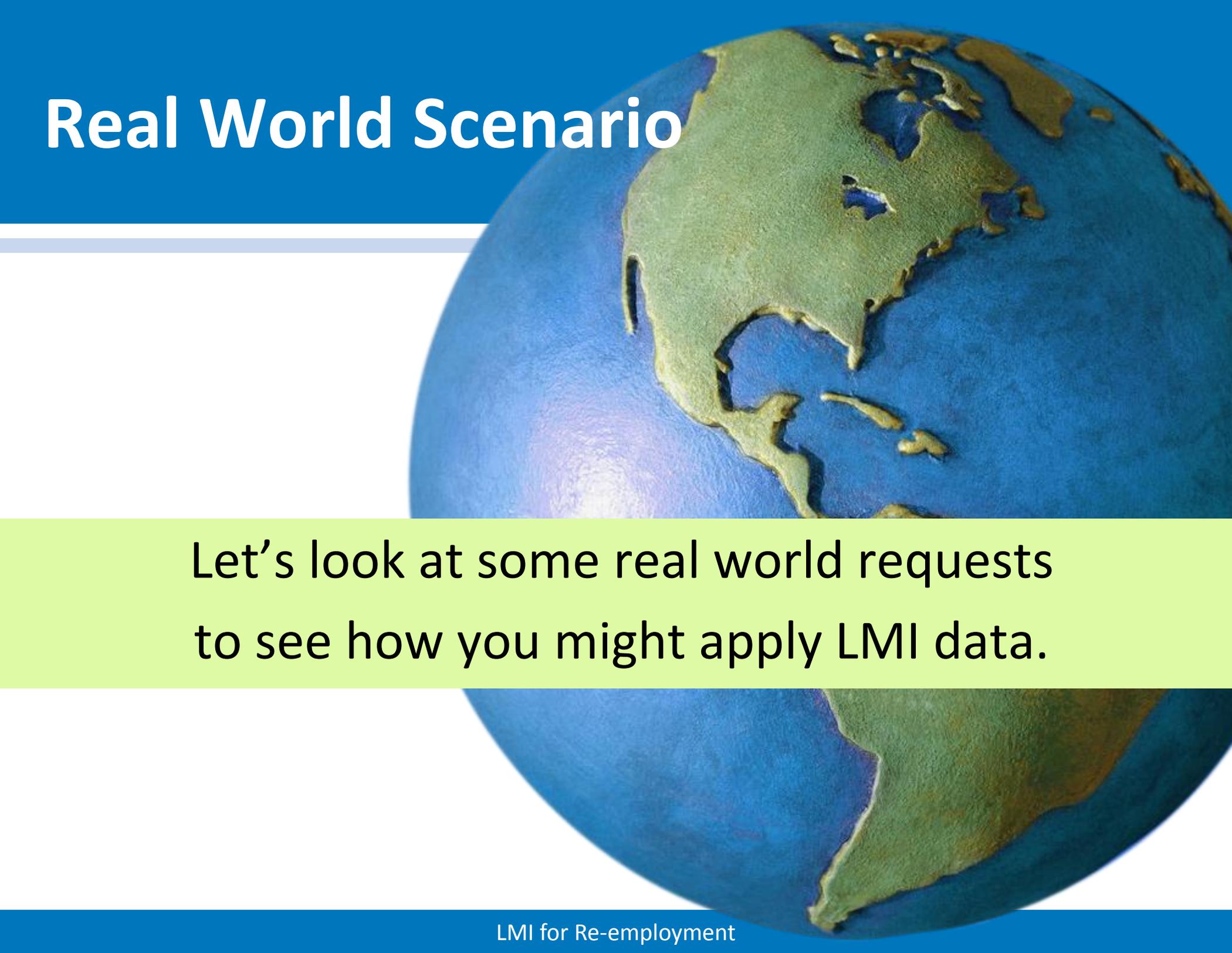
Many of them will turn to you for help. Are you up to the task?

Four-step Procedure

A simple four-step procedure helps handle major layoffs or plant closures.

1. Identify the industry with the mass layoff or other dislocation.
2. Find industry staffing patterns.
3. Determine:
 - which workers are likely able to transfer their skills to new companies in the same industry
 - which workers may need to transfer skills to other industries but stay in the same occupation
4. Identify job seekers' transferable skills.

Real World Scenario



Let's look at some real world requests to see how you might apply LMI data.

Real World Example

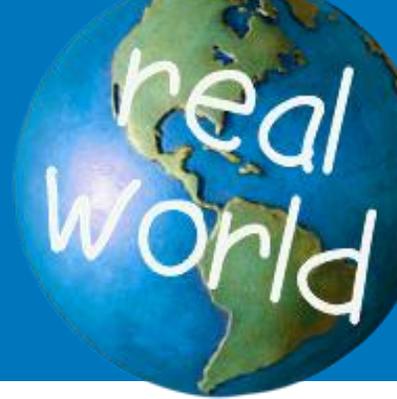


s news news news news news new

United Motors announced it will be phasing out its local manufacturing facility over the next 12 months. More than 1,200 plant employees will be laid off in several phases. An additional 700 workers at local suppliers could also be affected. The first layoff is expected in 60 days.

A Workforce Investment Board (WIB) chairperson asks for help. This closing will have a significant impact on the local economy. What workforce information would you need to help dislocated workers?

Step 1: Identify the Industry



What data set(s) would help you determine the industry sector?

- QCEW or CES. You could also call the Labor Market Information Center to check. In this case, the sector is Motor Vehicle Manufacturing.
- Sometimes the employer will furnish a list of occupations affected, but not this time.
- If you know the industry sector, you can get a list of occupations commonly found in the sector by accessing the **National Employment Matrix (NEM)**.

Data Tools Checklist

Click here for access to stand-alone PDF of Data Tools Checklist (also in Module 3).

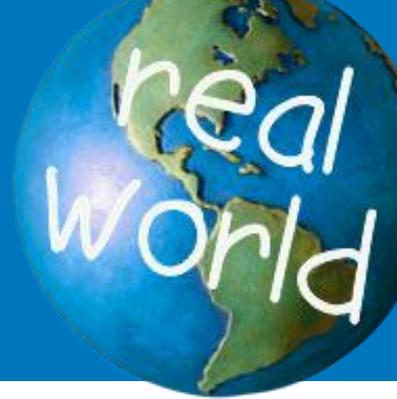
Tool	Description	Where to Find It
Skills Profiler	Identifies individual or occupational skills.	www.careerinfonet.org/skills/default.aspx
O*Net Interest Profiler	A self-assessment career exploration tool that can help people discover the type of work activities and occupations they would like and find exciting.	http://www.onetcenter.org/CIP.html Note: You must download software from O*Net center.org to run this program

<http://data.bls.gov/oep/nioem/empiohm.jsp>

The National Employment Matrix helps you find out which industries employ specific occupations or which occupations fall in a specific industry.

National Employment Matrix	Industry staffing patterns, shows occupational distribution within industry sectors.	http://data.bls.gov/oep/nioem/empiohm.jsp
Job Search Databases	Allows users to search for jobs using many search criteria, including occupation, location, desired salary, etc.	SDWORKS - www.sdjobs.org www.careerbuilder.com www.us.jobs www.dice.com www.americasjobexchange.com www.monster.com

Step 2: Find Staffing Patterns



<http://data.bls.gov/oep/nioem/empiohm.jsp>

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National Employment Matrix

- [Search by Occupation](#)
- [Search by Industry](#)
- [About the Numbers](#)
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Click on Search by Industry.

Information on the distribution of employment for an occupation among industries can identify those industries in which job prospects for employment in that occupation may be best. That information can be enhanced with information on projected employment change. Similar information on the occupational employment distribution in an industry can identify differences in employment prospects among occupations in that industry. This site provides such information. It presents 2010 and projected 2020 employment data showing the distribution of total employment for over 700 detailed occupations within more than 300 industries. Self-employed workers and unpaid family workers are listed separately in order to derive total employment. Data for all other industries are wage and salary employment. The data can be searched by occupation or by industry.

Occupation search allows you to see the industries that had the largest numbers or workers in that occupation in 2010 or 2020, or in which employment for that occupation is projected to increase the fastest or increase the most over the 2010-2020 period.

Industry search allows you to see which occupations in that industry had the most workers in 2010 or 2020, or which will have the fastest growth or largest numerical increase over the 2010-2020 period.

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Step 2: Find Staffing Patterns



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National Employment Matrix

EPP  FONT SIZE:  

Search by Industry

The search results display employment by occupation within the selected industry.

Select a search method:

- Select from a list of industries on the following page.
- Keyword: Enter an industry in the box.

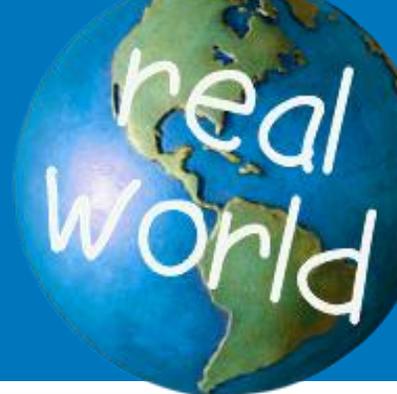
Please choose one of the variables listed below to sort your search
(all variables will be displayed)

- 2010 employment
- 2020 projected employment
- Percent change in employment, 2010-2020
- Numeric change in employment, 2010-2020

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Choose either "Select from list" or type in industry title. Click continue.

Step 2: Find Staffing Patterns



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National Employment Matrix

EPP 

Search by Industry

Select one **Industry** matching your key word search of **MOTOR VEHICLE MANUFACTURING** from the list below.

- Medical equipment and supplies manufacturing
- Metalworking machinery manufacturing
- Motor vehicle and motor vehicle parts and supplies merchant wholesalers
- Motor vehicle body and trailer manufacturing
- Motor vehicle manufacturing**
- Motor vehicle parts manufacturing
- Navigational, measuring, electromedical, and control instruments manufacturing

[Continue](#)

The search will bring up the industries that match the keyword search. Scroll to “Motor vehicle manufacturing” and click Continue.

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Step 2: Find Staffing Patterns



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National Employment Matrix

EPP FONT SIZE:

Search by Industry

Select up to 50 occupations within the **Motor vehicle manufacturing** industry. The results will be displayed in a table on the following page.

- Total, all occupations
- All occupations in list**
- Accountants and Auditors
- Architectural and Engineering Managers
- Assemblers and Fabricators, All Other
- Automotive Body and Related Repairers
- Automotive Glass Installers and Repairers

To select multiple Occupations or Industries:
Windows: Hold down CTRL and click in the list. **Show results in groups of** 10
Macintosh: Hold down COMMAND and click in the list.

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Note: A callout box points to the 'All occupations in list' option with the text: 'Choose "All occupations in list." Click Search.'

Step 2: Find Staffing Patterns



National Employment Matrix

You get a list of occupations found in this industry. The list starts with the ones found most often.

Search by Industry Results

Below are items 1 through 10 of 80 occupations within the **Motor vehicle manufacturing** industry sorted by **2010 employment**. ([Re-sort](#) this report)

Note: Total, all occupations is presented for comparison purposes.

Occupation		2010		Projected 2020		Employment change, 2010-2020	
Title	Code	Employment (in thousands)	Percent of Industry	Employment (in thousands)	Percent of Industry	Number (in thousands)	Percent
Total, All Occupations	00-0000	151.3	100.00	166.1	100.00	14.8	9.8
Team Assemblers	51-2092	39.3	26.00	42.9	25.80	3.6	9.2
Assemblers and Fabricators, All Other	51-2099	27.8	18.40	30.4	18.30	2.6	9.2
Production Workers, All Other	51-9399	6.5	4.30	7.1	4.30	0.6	9.2
Mechanical Engineers	17-2141	5.4	3.60	5.9	3.50	0.5	9.2
Industrial Engineers	17-2112	5.0	3.30	5.5	3.30	0.5	9.2
First-Line Supervisors of Production and Operating Workers	51-1011	4.3	2.80	4.6	2.80	0.4	9.2
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	3.7	2.40	4.0	2.40	0.3	9.2

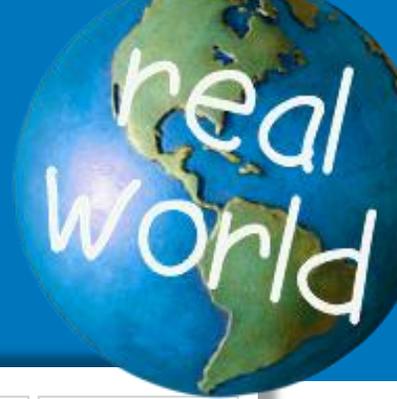
Step 3: Skills Transfer Identification



Next, learn about the skills of the workers losing their jobs. ***Focus on the most common occupations and skill sets.*** Explore jobs that use those skills.



Step 3: Skills Transfer Identification



National Employment Matrix

EPP  FONT SIZE:  

Search by Industry Results

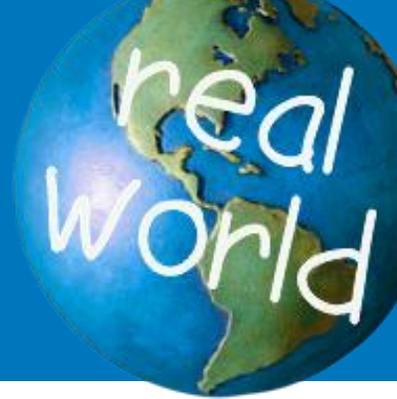
Below are items 1 through 10 of 80 occupations within the **Motor vehicle manufacturing** industry sorted by **2010 employment**. ([Re-sort](#) this report)

Note: Total, all occupations is presented for comparison purposes.

We'll focus on a couple occupational titles.

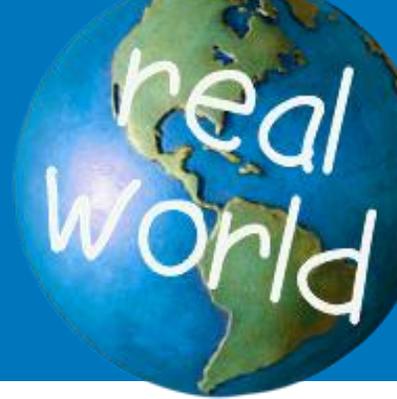
Occupation		2010		Projected 2020		Employment change, 2010-2020	
Title	Code	Employment (in thousands)	Percent of Industry	Employment (in thousands)	Percent of Industry	Number (in thousands)	Percent
Total, All Occupations	00-0000	151.3	100.00	166.1	100.00	14.8	9.8
Team Assemblers	51-2092	39.3	26.00	42.9	25.80	3.6	9.2
Assemblers and Fabricators, All Other	51-2099	27.8	18.40	30.4	18.30	2.6	9.2
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Mechanical Engineers	17-2141	5.4	3.60	5.9	3.50	0.5	9.2
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First-Line Supervisors of Production and Operating Workers	51-1011	4.3	2.80	4.6	2.80	0.4	9.2
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	3.7	2.40	4.0	2.40	0.3	9.2

Step 3: Skills Transfer Identification



- Back on the opening page of the National Employment Matrix, we did a **search by industry**.
- You would now also want to do a **search by occupation** – in this case, “Team Assembler.”
- It is possible there are other industries in your area that also employ team assemblers.
- Transferring to a similar job in a different industry is often a good fit for the worker.
- Also check for other employers in the SAME industry sector.

Step 3: Skills Transfer Identification



<http://data.bls.gov/oep/nioem/empiohm.jsp>

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National Employment Matrix

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This time, click on “Search by Occupation.”

Information on the distribution of employment for an occupation among industries can identify those industries in which job prospects for employment in that occupation may be best. That information can be enhanced with information on projected employment change. Similar information on the occupational employment distribution in an industry can identify differences in employment prospects among occupations in that industry. This site provides such information. It presents 2010 and projected 2020 employment data showing the distribution of total employment for over 700 detailed occupations within more than 300 industries. Self-employed workers and unpaid family workers are listed separately in order to derive total employment. Data for all other industries are wage and salary employment. The data can be searched by occupation or by industry.

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Step 3: Skills Transfer Identification



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National Employment Matrix

EPP FONT SIZE:

Search by Occupation

The search results display employment for the selected occupation by industry.

Select a search method:

- Select from a list of occupations on the following page.
- Keyword: Enter an occupation in the box.

Please choose one of the variables listed below to sort your search
(all variables will be displayed)

- 2010 employment
- 2020 projected employment
- Percent change in employment, 2010-2020
- Numeric change in employment, 2010-2020

Like before, choose either "Select from list" or type in industry title.

Step 3: Skills Transfer Identification



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National Employment Matrix

Search by Occupation

Select one **Occupation** matching your key word search of **TEAM ASSEMBLER** from the list below.

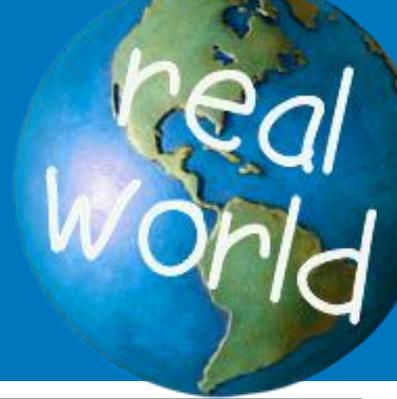
- Electromechanical Equipment Assemblers
- Engine and Other Machine Assemblers
- First-Line Supervisors of Production and Operating Workers
- Ophthalmic Laboratory Technicians
- Semiconductor Processors
- Team Assemblers**
- Timing Device Assemblers and Adjusters

The search will bring up matching occupations. Scroll and select "Team Assemblers." Click Continue.

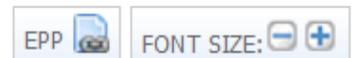
[Continue](#)

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Step 3: Skills Transfer Identification



National Employment Matrix



Search by Occupation

Select up to 50 industries employing **Team Assemblers**. The results will be displayed in a table on the following page.

- Total, all industries
- All industries in list**
- Advertising, public relations, and related services
- Aerospace product and parts manufacturing
- Agriculture, construction, and mining machinery manufacturing
- Alumina and aluminum production and processing
- Animal food manufacturing

Select "All industries in list."

To select multiple Occupations or Industries:

Windows: Hold down CTRL and click in the list.

Show results in groups of

Macintosh: Hold down COMMAND and click in the list.

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Step 3: Skills Transfer Identification



Industry		2010		Projected 2020		Employment change, 2010-2020	
Title	Code	Employment (in thousands)	Percent of Occupation	Employment (in thousands)	Percent of Occupation	Number (in thousands)	Percent
Total employment	TE1000	952.6	100.00	1,004.9	100.00	52.3	5.5
Employment services	561300	134.3	14.10	167.9	16.70	33.6	25.0
Motor vehicle parts manufacturing	336300	70.5	7.40	66.3	6.60	-4.2	-5.9
Motor vehicle manufacturing	336100	39.3	4.10	42.9	4.30	3.6	9.2
Plastics product manufacturing	326100	31.3	3.30	37.9	3.80	6.7	21.3
Medical equipment and supplies manufacturing	339100	29.1	3.10	28.9	2.90	-0.2	-0.4
Motor vehicle body and trailer manufacturing	336200	26.4	2.80	27.9	2.80	1.5	5.7
Agriculture, construction, and mining machinery manufacturing	333100	25.1	2.60	28.6	2.70	3.5	14.1
Other fabricated metal product manufacturing	332900	25.0	2.60	27.3	2.70	2.3	9.1
Other general purpose machinery manufacturing	333900	24.5	2.60	23.9	2.40	-0.6	-2.4
Navigational, measuring, electromedical, and control instruments manufacturing	334500	24.4	2.60	21.4	2.10	-3.0	-12.2

Scan the list thoroughly to find any possible matches to businesses in your area.

Step 3: Skills Transfer Identification



Identification of local industries or businesses which employ the same occupations is a great way to begin trying to place dislocated workers.

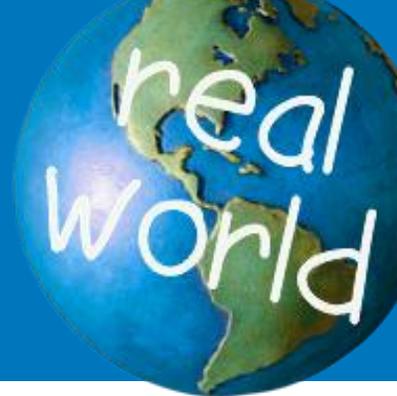
Many times there will be no local matches. In that case, what would be your next step?

Using **O*Net**, you can

- identify skills, etc., relevant to the occupations
- sometimes check for closely-related occupations.

When workers can utilize skills from a previous job in a new occupation, the transition is usually easier.

Step 3: Skills Transfer Identification



O*NET OnLine
A proud partner of the [americanjobcenter](#) network

Occupation Quick Search:

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Build your future with O*NET OnLine.

Welcome to your tool for career exploration and job analysis!

O*NET OnLine has detailed descriptions of the world of work for use by job seekers, workforce development and HR professionals, students, researchers, and more!

Search for occupation by title.

Occupation Search Keyword or O*NET-SOC Code:

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[Find It Now](#)
at My Next Move

ATTN: VETERANS
Put your military skills and experience to work in civilian life.

www.onetonline.org

Help Find Occupations Advanced Search Crosswalks Share O*NET Sites

Quick Search for:
Team Assembler

Occupations matching "Team Assembler"

The search results are listed in a rank order that is calculated on the activities associated with the keyword you entered.

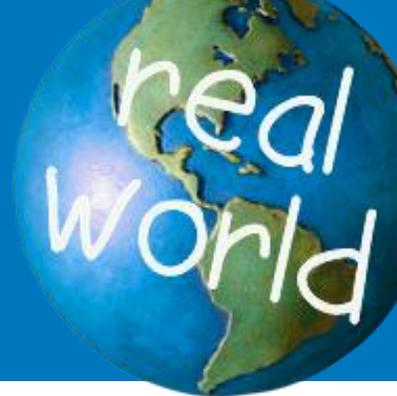
Select the Relevance Score to view the specific items matched by your search within the occupation.

Relevance Score	Code	Occupation
100	51-2092.00	Team Assemblers
40	51-1011.00	First-Line Supervisors of Production and Operating Workers
37	51-2022.00	Electrical and Electronic Equipment Assemblers

Click on link to take you to the report for the occupation.

(Nationally, the outlook is bright and includes green jobs. Look at state/local projections data to see if it holds true in your area.)

Step 3: Skills Transfer Identification



O*NET OnLine

A proud partner of the **americanjobcenter** network

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Summary Report for: 51-2092.00 - Team Assemblers

Updated 2011



Work as part of a team having responsibility for assembling an entire product or component of a product. Team assemblers can perform all tasks conducted by the team in the assembly process and rotate through all or most of them rather than being assigned to a specific task on a permanent basis. May participate in making management decisions affecting the work. Includes team leaders who work as part of the team.

Sample of reported job titles: Assembler, Assembly Line Machine Operator, Composites Technician (CCT), Fabricator, Machine Operator, Operator Technician

Here you can find out a lot of information about a specific occupation, including the job tasks, skills needed, the job zone, wages, and many times, related occupations.

View report: [Summary](#) [Details](#) [Custom](#)

[Tasks](#) | [Tools & Technology](#) | [Knowledge](#) | [Skills](#) | [Abilities](#) | [Work Activities](#) | [Work Context](#) | [Job Zone](#) | [Education](#) | [Interests](#) | [Work Styles](#) | [Work Values](#) | [Wages & Employment](#) | [Additional Information](#)

This occupation does **NOT** have a sub-menu for Related Occupations, so select Skills.

Step 3: Skills Transfer Identification



Note the skills listed.

Skills

Coordination — Adjusting actions in relation to others' actions.

Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Quality Control Analysis — Conducting tests and inspections of products, services, or processes to evaluate quality or performance.

Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Speaking — Talking to others to convey information effectively.

Time Management — Managing one's own time and the time of others.

[back to top](#)

Return to the top of the page. Select the “**Skills Search**” tool under Advanced Search.

The screenshot shows the O*NET OnLine website interface. At the top, there is the O*NET logo and the text "O*NET OnLine" with the tagline "A proud partner of the americanjobcenter network". Below this is a navigation bar with links for "Help", "Find Occupations", "Advanced Search", and "Crosswalks". The "Advanced Search" link is highlighted, and a dropdown menu is open, listing various search options: "Browse by O*NET Data:", "Abilities", "Interests", "Knowledge", "Skills", "Work Activities", "Work Context", "Work Values", "Skills Search", and "Tools & Technology". The "Skills Search" option is highlighted in the dropdown menu. Below the navigation bar, the page displays a "Summary Report for 51-2092.00 - Team Assembler". The report includes a description of the job: "Work as part of a team having responsibility for the team in the assembly process and making management decisions affecting the team." It also lists "Sample of reported job titles: Assembly Line Worker, Composites Technician (CCT), Fabricator, Assembly Line Worker, Assembly Operator, Technician, Production Associate". At the bottom of the report, there are buttons for "View report:", "Summary", "Details", and "Customize".

Step 3: Skills Transfer Identification



Skills

Coordination — Adjusting actions in relation to others' actions.

Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Quality Control Analysis — Conducting tests and inspections of products, services, or processes to evaluate quality or performance.

Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Speaking — Talking to others to convey information effectively.

Time Management — Managing one's own time and the time of others.

Select these skills to get a list of occupations that use them.

Skills Search

Select **skills** from one or more of the six skill groups below. Start by selecting as many skills as you have or plan to acquire. (Select all that apply.)

[Basic Skills](#) | [Complex Problem Solving Skills](#) | [Resource Management Skills](#) | [Social Skills](#) | [Systems Skills](#) | [Technical Skills](#)

Basic Skills

Developed capacities that facilitate learning or the more rapid acquisition of knowledge

- Active Learning** — Understanding the implications of new information for both current and future problem-solving and decision-making.
- Active Listening** — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.
- Critical Thinking** — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Learning Strategies** — Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.
- Mathematics** — Using mathematics to solve problems.
- Monitoring** — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.
- Reading Comprehension** — Understanding written sentences and paragraphs in work related documents.
- Science** — Using scientific rules and methods to solve problems.
- Speaking** — Talking to others to convey information effectively.
- Writing** — Communicating effectively in writing as appropriate for the needs of the audience.

Resource Management Skills

Developed capacities used to allocate resources efficiently

- Management of Financial Resources** — Determining how money will be spent to get the work done, and accounting for these expenditures.
- Management of Material Resources** — Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to do certain work.
- Management of Personnel Resources** — Motivating, developing, and directing people as they work, identifying the best people for the job.
- Time Management** — Managing one's own time and the time of others.

Social Skills

Developed capacities used to work with people to achieve goals

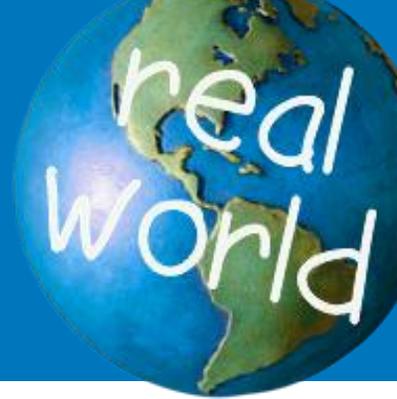
- Coordination** — Adjusting actions in relation to others' actions.

Technical Skills

Developed capacities used to design, set-up, operate, and correct malfunctions involving application of machines or technological systems

- Equipment Maintenance** — Performing routine maintenance on equipment and determining when and what kind of maintenance is needed.
- Quality Control Analysis** — Conducting tests and inspections of products, services, or processes to evaluate quality or performance.
- Repairing** — Repairing machines or systems using the needed tools.

Step 3: Skills Transfer Identification



Occupations matching all your selected skills are shown first, followed by those matching all but one of the selected skills, etc.

7	13-1041.02	Licensing Examiners and Inspectors
7	31-9093.00	Medical Equipment Preparers
7	33-2011.02	Forest Firefighters ⭐
7	37-1012.00	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers
7	45-1011.05	First-Line Supervisors of Logging Workers 🌿
7	49-9095.00	Manufactured Building and Mobile Home Installers
7	51-1011.00	First-Line Supervisors of Production and Operating Workers 🌿
7	51-4023.00	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
7	51-8093.00	Petroleum Pump System Operators, Refinery Operators, and Gaugers
7	51-9021.00	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
7	53-4031.00	Railroad Conductors and Yardmasters 🌿
6	17-3029.01	Non-Destructive Testing Specialists ⭐
6	27-2011.00	Actors
6	29-2051.00	Dietetic Technicians
6	31-1011.00	Home Health Aides ⭐
6	31-2012.00	Occupational Therapy Aides ⭐
6	33-9031.00	Gaming Surveillance Officers and Gaming Investigators
6	37-1011.00	First-Line Supervisors of Housekeeping and Janitorial Workers

Occupations are sub-grouped by **Job Zones**. You likely want to focus on results for occupations in the same Job Zone as Team Assemblers (in this case, Job Zone 2).

Step 3: Skills Transfer Identification



Let's look at mechanical engineers this time.

O*NET OnLine
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Help Find Occupations Advanced Search Crosswalks Share

Build your future with O*NET OnLine.

Welcome to your tool for career exploration and job analysis!

O*NET OnLine has detailed descriptions of the world of work for use by job seekers, workforce development and HR professionals, students, researchers, and more!

Search for occupation by title.

Occupation Search Keyword or O*NET-SOC Code mechanical engineer

O*NET OnLine
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Help Find Occupations Advanced Search Crosswalks

Quick Search for:
mechanical engineer

Occupations matching "mechanical engineer"

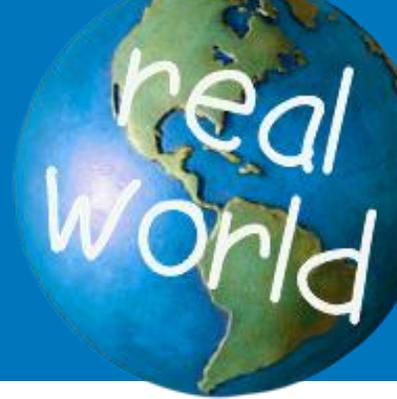
The search results are listed in a rank order that is calculated on the [relevance](#) of the occupational title, alternate titles, description, tasks, and detailed work activities associated with the keyword you entered.

Select the **Relevance Score** to view the specific items matched by your search within the occupation.

Relevance Score	Code	Occupation
100	17-2141.00	Mechanical Engineers
90	17-3027.00	Mechanical Engineering Technicians
89	17-3013.00	Mechanical Drafters

Click on link to take you to the occupation's report.

Step 3: Skills Transfer Identification



O*NET OnLine

A proud partner of the [americanjobcenter](#) network

Occupation Quick Search:



[Help](#) [Find Occupations](#) [Advanced Search](#) [Crosswalks](#)

[Share](#) [O*NET Sites](#)

Summary Report for: 17-2141.00 - Mechanical Engineers

Updated 201



Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of equipment such as centralized heat, gas, water, and steam systems.

Sample of reported job titles: Mechanical Engineer, Design Engineer, Product Engineer, Mechanical Design Engineer, Process Engineer, Equipment Engineer, Design Maintenance Engineer, Systems Engineer, Chassis Systems Engineer, Commissioning Engineer

Also see: [Fuel Cell Engineers](#), [Automotive Engineers](#)

View report:

[Summary](#)

[Details](#)

[Custom](#)

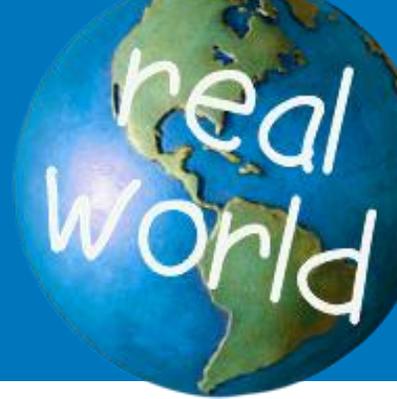
[Tasks](#) | [Tools & Technology](#) | [Knowledge](#) | [Skills](#) | [Abilities](#) | [Work Activities](#) | [Work Context](#) | [Job Zone](#) | [Education](#) | [Interests](#) | [Work Styles](#) | [Work Values](#) | [Related Occupations](#) | [Wages & Employment](#) | [Additional Information](#)

Tasks

Read and interpret blueprints, technical drawings, schematics

The Mechanical Engineers report has a sub-menu listing **Related Occupations**. When available, this link saves time and should make your job easier.

Step 3: Skills Transfer Identification



Related Occupations

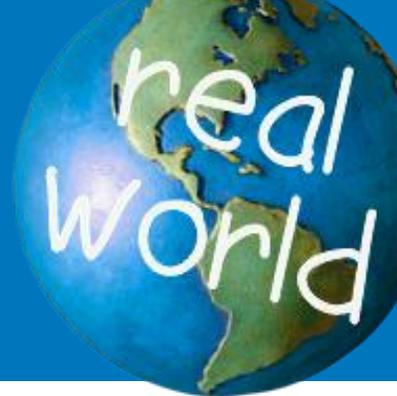
- 17-2121.02 [Marine Architects](#)
- 17-2131.00 [Materials Engineers](#)
- 17-2171.00 [Petroleum Engineers](#)
- 17-3011.02 [Civil Drafters](#)
- 17-3012.01 [Electronic Drafters](#)
- 17-3013.00 [Mechanical Drafters](#)
- 17-3022.00 [Civil Engineering Technicians](#)
- 17-3023.01 [Electronics Engineering Technicians](#)  Green
- 17-3023.03 [Electrical Engineering Technicians](#) 

You'll find a list of related occupations.

You might want to focus first on any that have a Bright Outlook icon next to them.

Check state or local projections to see if the outlook holds true in your area.

LMIC: Employment Projections




News - A-Z Topic Index - Calendar - Publications - About Us

Pamela S. Roberts, Secretary
 700 Governors Drive
 Pierre, SD 57501-2291
 Tel. 605.773.3101
 Fax. 605.773.6184

LABOR MARKET INFORMATION CENTER

Employment Projections

[By Industry](#) (type of business)
By Occupation (type of worker)

Employment Projections by Industry

[United States](#) (link to U.S. Bureau of Labor Statistics website)

Search:
 search here...

Font size: **A A A**
[Home to LMIC](#)
[Careers & Occupations](#)
[Consumer Price Index](#)
[Demographics](#)
[Affirmative Action](#)
[Metro Area Profiles](#)
[Employee Benefits](#)
Employment Projections
[Labor Force](#)

From LMIC's Employment Projections page, you can find information on industry and occupational projections.

Employment Projections by Occupation

South Dakota

All Occupations

[South Dakota occupational projections, all occupations, 2010-2020](#)

Occupation projections, all occupations, in [Adobe .pdf](#) format.

If you would like to receive the above data in Microsoft Excel format, please [contact us](#).

Occupational Employment Projections

South Dakota Occupational Employment Projections
2010 - 2020

SOC* Code	Occupational Title	2010 Workers	2020 Workers	Numeric Change	Percent Change	Average Annual Demand for Workers
	Total, All Occupations	462,975	504,970	41,995	9.1%	15,662
11-2021	Marketing Managers	70	80	10	14.3%	3
11-2022	Sales Managers	290	315	25	8.6%	11
11-2031	Public Relations and Fundraising Managers	45	45	0	0.0%	2
11-3011	Administrative Services Managers	310	330	20	6.5%	10
11-3021	Computer and Information Systems Managers	170	195	25	14.7%	5
11-3031	Financial Managers	740	775	35	4.7%	17
11-3051	Industrial Production Managers	350	415	65	18.6%	15

It is unlikely the projections data will precisely predict actual employment developments due to unforeseen state, national and international trends and policies. However, the basic trends should prove accurate and aid in decision-making.

www.sdjobs.org/lmic

LMIC: Career InSite



Career InSite provides data on occupations, including expected growth and decline. See Modules 2 and 3 for more information.

- (O*Net List)**
- 17-2121.02 [Marine Architects](#)
 - 17-2131.00 [Materials Engineers](#)
 - 17-2171.00 [Petroleum Engineers](#)
 - 17-3011.02 [Civil Drafters](#)
 - 17-3012.01 [Electronic Drafters](#)
 - 17-3013.00 [Mechanical Drafters](#)
 - 17-3022.00 [Civil Engineering Technicians](#)
 - 17-3023.01 [Electronics Engineering Technicians](#) ✔ Green
 - 17-3023.03 [Electrical Engineering Technicians](#) ✔

Occupation Description:

Grow more slowly than average (6-12%)

Civil Engineering Technicians

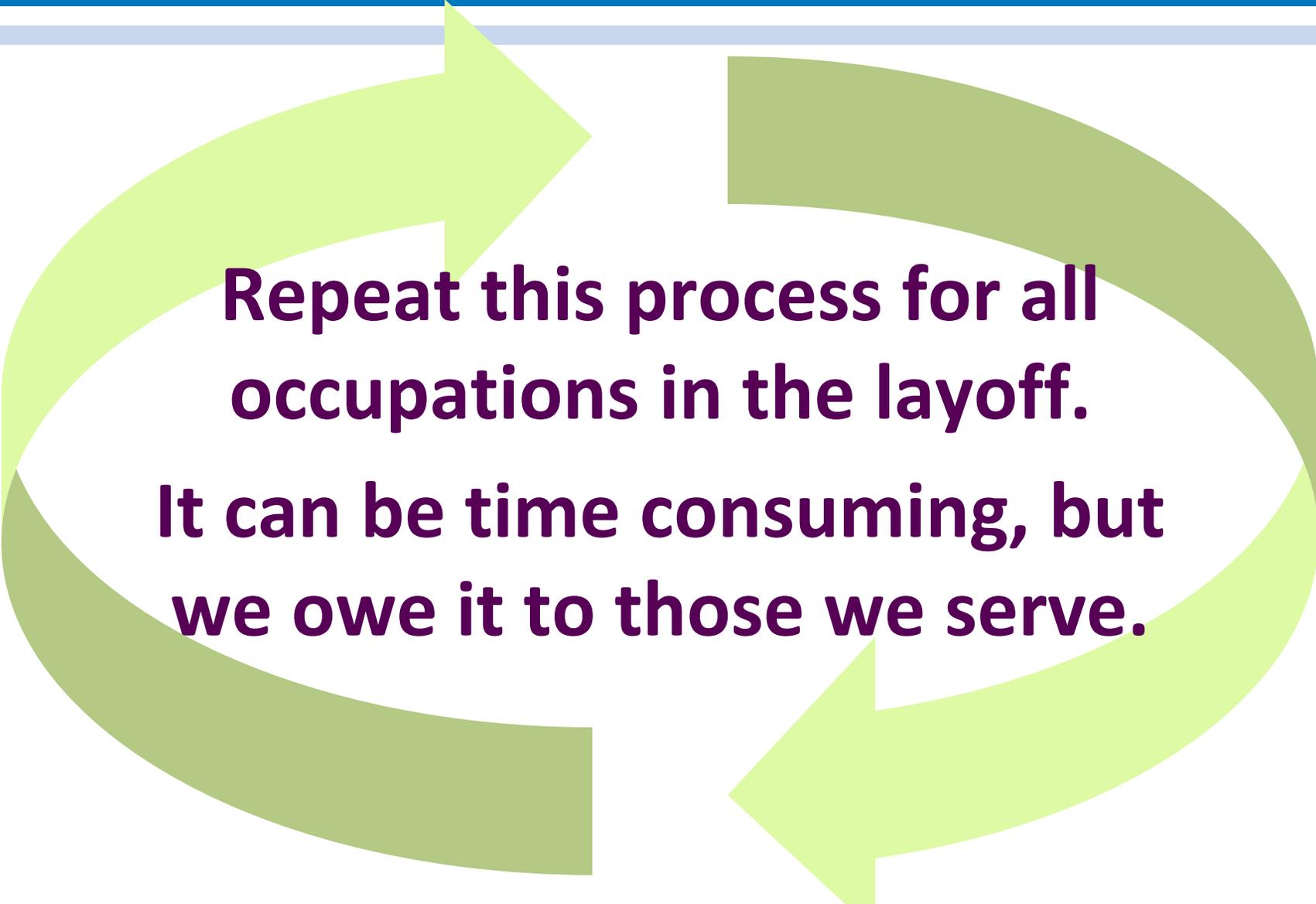
SD Change Rating
 2010 Current Employment 445
 2020 Projected Employment 495
 10% Start Wage \$14.32
 25% Start Wage \$16.01
 Average Wage \$18.28

* Wages Updated to Quarter Ending September 2013

Civil engineering technicians work as assistants to civil engineers or physical scientists in the planning and designing of facilities and structures such as bridges, highways, dams and buildings. They do cost estimates, surveying, designing and drafting. Civil engineering technicians also help contractors in scheduling and inspecting. They are constantly applying theoretical knowledge learned from civil engineers to situations in which they are involved. They may also assist civil engineers by overseeing the construction and maintenance of the projects they design.

Work Place Examples: Top South Dakota industries in which you can find employment for this occupation.

Repeat



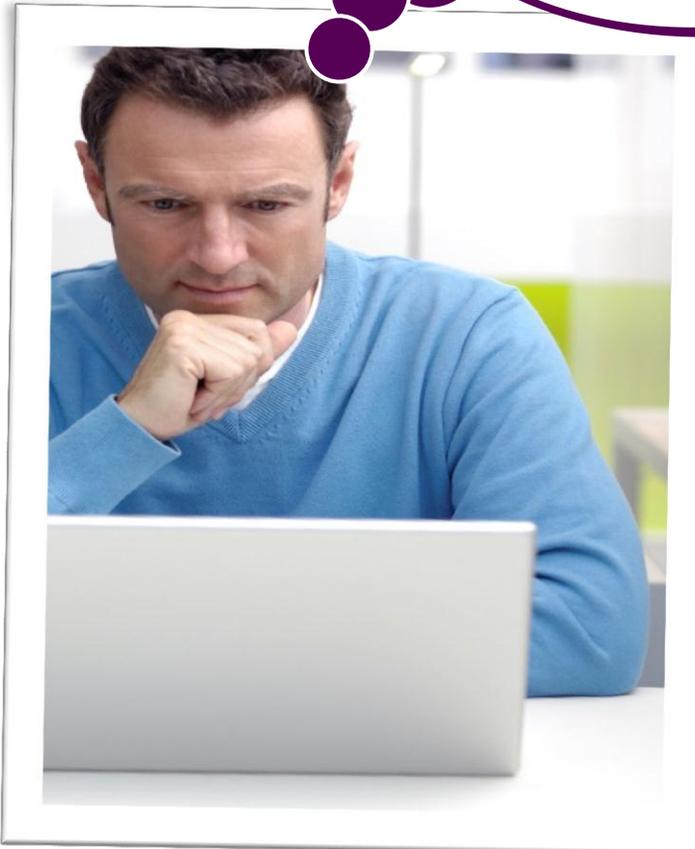
**Repeat this process for all
occupations in the layoff.
It can be time consuming, but
we owe it to those we serve.**

In Summary



- Doing as much data compilation as possible beforehand makes the task easier when a crisis occurs.
- Using the various tools discussed, you can compile a pretty good list of possible job matches for the dislocated workers.
- Knowing in which industries to look can make job placements a lot easier.
- Even if no comparable jobs exist locally, knowing the skill sets of the laid-off workers will ease the task of placing them in some other type of occupation.

*What if there are
no matching jobs
locally?*



There are differences in career planning when dealing with large groups instead of individuals.

Far too often, prospects for quick re-employment are minimal.

First, you must look at the group of dislocated workers as a whole for the sake of efficiency.

No job match, on to step 4

Step 4 is where we begin to switch focus from the group...



...to an individual job seeker.

Step 4: Transfer to a New Occupation

When beginning this process, look at *groups* of employees, typically by occupation.

- Looking at the characteristics (knowledge, skills, abilities, etc.) of the *occupation* helps identify employees who can transition to similar jobs without more preparation.

After that, look at those who do not fit the profiles of existing job openings.

- They might need more training/education or they might need to find jobs that differ from what they had been doing (some of the same skills might be used).



Group Knowledge, Skills & Abilities (KSA) Identification	Individual KSA Identification
Used to look at general KSAs of a pool of employees in the same occupation	Used to assist individuals in career path planning
Shows possible career path strategies based on KSAs of the occupation	Shows possible career path strategies based on an individual's KSAs
Does not consider individuals' differing KSAs	Considers additional KSAs that might have been gained in other occupations or experiences

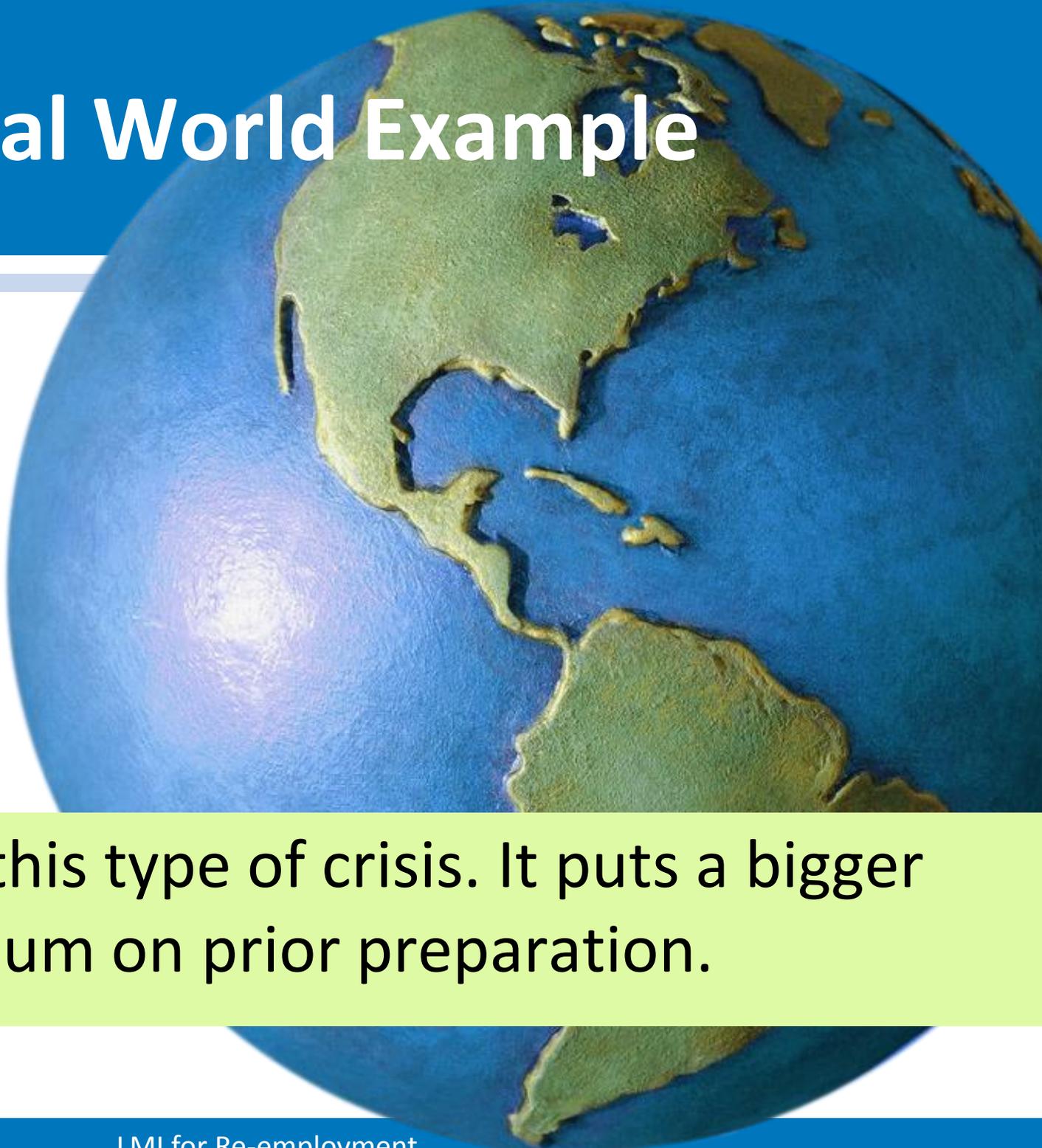
(Modules 2 and 3 cover how LMI can help individual job seekers. Learn more about KSAs in Module 3.)

Step 4: Transfer to a New Occupation

- Using group characteristics is not as effective as using individual attributes, but when dealing with large numbers of individuals, time restraints do not allow customized individual service at first.
- You'll have to work with the general characteristics of the group and find the best fits possible.
- If layoffs persist, use techniques learned in Module 3 to customize a career path for an individual.

Ultimately, do the best you can with what you have.

Another Real World Example



Disasters (floods, fires, severe storms, blizzards, etc.) can strike anywhere. It is even more critical to compile all the data you can beforehand.

Let's look at this type of crisis. It puts a bigger premium on prior preparation.

Real World Example



s news news news news news news

A strong Category 4 hurricane has come ashore in Florida, wreaking havoc as far inland as I-95. A storm surge in excess of 25 feet has destroyed thousands of homes and businesses along the coast. Lesser damages were reported up to 25 miles inland. Communication systems are severely disrupted and power outages are widespread.

What workforce information would be useful as you plan for disaster recovery?

Real World Example



It's too late to start planning when a flood, tornado, earthquake or hurricane hits.

Having a complete labor profile of your area before disaster strikes is essential.

The approach to helping disaster-related dislocated workers is similar to a major layoff, but it is compounded by other circumstances:

Businesses are destroyed or damaged.

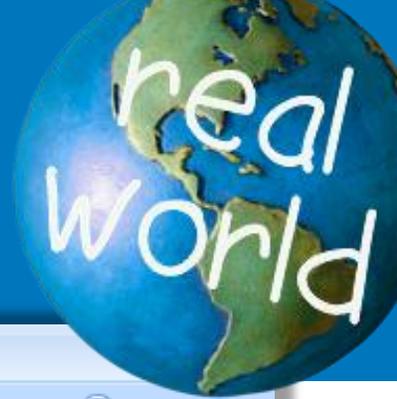
Records are lost.

Housing issues occur.

Communications are disrupted.

New businesses move in to help with debris removal and reconstruction.

Real World Example



101msasector [Read-Only] [Compatibility Mode] - Microsoft Excel

Home Insert Page Layout Formulas Data Review View

Paste Font Alignment Number Styles Cells Editing

O26 fx

	A	D	E	F	G	H	I	N	O
1	Geography		Units	Jan-10	Feb-10	Mar-10	Payroll		
8	MSA	Manufacturing	564	20,683	20,685	20,603	\$341,207,886		
9	MSA	Durable Goods Manufacturing	422	19,403	19,399	19,318	\$330,457,728		
10	MSA	Nondurable Goods Manufacturing	142	1,280	1,286	1,285	\$10,750,158		
11	MSA	Service-Providing	11,966	157,369	158,090	159,205	\$1,497,557,307		
12	MSA	Trade, Transportation, and Utilities	3,058	33,154	33,012	33,146	\$254,685,726		
13	MSA	Wholesale Trade	680	4,592	4,593	4,615	\$67,530,013		
14	MSA	Retail Trade	2,050	24,616	24,518	24,617	\$140,484,978		
15	MSA	Transportation and Warehousing	312	3,609	3,566	3,579	\$40,975,578		
16	MSA	Utilities	16	337	335	335	\$5,695,157		
17	MSA	Information	200	2,800	2,783	2,798	\$35,902,091		
18	MSA	Financial Activities	1,396	7,514	7,630	7,700	\$94,203,563		
19	MSA	Finance and Insurance	684	4,779	4,892	4,926	\$74,836,927		
20	MSA	Real Estate and Rental and Leasing	712						
21	MSA	Professional and Business Services	2,982						
22	MSA	Professional, Scientific and Tech Services	1,895						
23	MSA	Management of Companies and Enterprises	49						
24	MSA	Admin & Support & Waste Mgmt. & Remediation Serv.	1,038						
25	MSA	Education and Health Services	1,632						
26	MSA	Educational Services	182						
27	MSA	Health Care and Social Assistance	1,450						
28	MSA	Leisure and Hospitality	1,334						
29	MSA	Arts, Entertainment, and Recreation	226						
30	MSA	Accommodation and Food Services	1,108						
31	MSA	Other Services	1,246						

BEFORE disaster struck, this WIB chairperson had inventoried industries using local QCEW data and had identified major employing sectors.

Real World Example



q3-2010palmbay [Read-Only] [Compatibility Mode] - Microsoft Excel

Home Insert Page Layout Formulas Data Review View

Get External Data Refresh All Connections Properties Edit Links Connections Sort & Filter Filter Sort Clear Reapply Advanced Text to Columns

B48 f_x Carpenters

Florida Occupational Employment and Wages
Palm Bay - Melbourne - Titusville MSA (Brevard County)

Occupational Code	Title	2009 Employment	Hourly Wage (2010 wage estimates in dollars)		
			Mean	Median	Entry**
00-0000	Total all occupations	195,130	20.88	15.84	9.56
13-2011	Accountants and Auditors	1,700	31.38	29.02	20.43
11-3011	Administrative Services Managers	230	42.82	37.18	25.41
41-3011	Advertising Sales Agents	170	18.04	15.59	12.12
17-2011	Aerospace Engineers	1,450	44.88	45.75	32.99
49-3011	Aircraft Mechanics and Service Technicians	300	21.03	21.19	14.42
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	100	26.69	29.68	18.49
39-3091	Amusement and Recreation Attendants	630	9.66	8.95	7.72
17-3011	Architectural and Civil Drafters	200	21.82	21.20	15.52
51-2099	Assemblers and Fabricators, All Other	280	12.97	12.32	9.32
49-3021	Automotive Body and Related Repairers	200	21.34	20.30	14.14
49-3023	Automotive Service Technicians and Mechanics	930	17.50	16.04	11.28
35-3011	Bartenders	810	9.05	8.28	7.86
43-3011	Bill and Account Collectors	530	14.92	13.95	12.07
43-3021	Billing and Posting Clerks and Machine Operators	410	14.93	14.44	11.81
43-3031	Bookkeeping, Accounting, and Auditing Clerks	2,250	15.06	14.75	10.78
13-2031	Budget Analysts	160	30.19	29.41	23.02
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	370	19.99	19.37	14.37

BEFORE disaster struck, this WIB chairperson had identified all occupations employing 100 or more in the local area.

Real World Example



mod 4 occ skills - Microsoft Excel

Home Insert Page Layout Formulas Data Review View

Calibri 11 Number Conditional Formatting Insert Delete Format Sort & Find & Filter Select

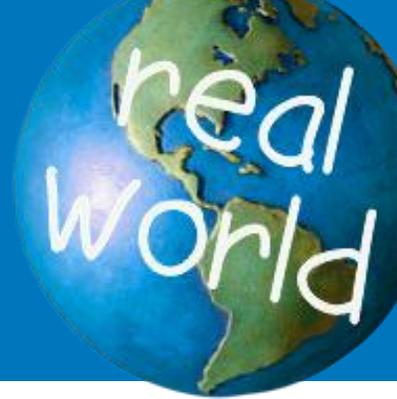
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C16

	A	B	C	E	F	G	H	I	J	K	L
1		OCCUPATION:	Sum all	Accounting	Aerospace	Amusement	Assembler		Bill	Budget	
2			Occupations	Clerk	Engineer	Attendant	Fabricator	Bartender	Collector	Analyst	
3	BASIC SKILLS										
4		Active Listening	7,860	2,250	1,450	630	280	810	530	160	
5		Active Learning	1,910							160	
6		Critical Thinking	7,230	2,250	1,450		280	810	530	160	
7		Learning Strategies	0								
8		Mathematics	5,610	2,250	1,450					160	
9		Monitoring	5,140	2,250	1,450	630		810			
10		Reading Comprehension	6,140	2,250	1,450				530	160	
11		Science	1,450								
12		Speaking	7,860	2,250							
13		Writing	6,140	2,250							
14	COMPLEX PROBLEM SOLVING SKILLS										
15		Complex Problem Solving	3,360								
16	RESOURCE MANAGEMENT SKILLS										
17		Management of Financial Resources	0								
18		Management of Material Resources	0								
19		Management of Personnel Resources	0								
20		Time Management	4,160	2,250							
21	SOCIAL SKILLS										
22		Coordination	1,630				280	810	530		

BEFORE disaster struck, this WIB chairperson had listed employment for each occupation in a spreadsheet, matched them to skills possessed and summed them up.

Implement These Actions



- Work with FEMA and local emergency management staff to determine how many businesses are destroyed or damaged, and estimate the number of workers affected.
- Coordinate efforts to see that disaster-related unemployment benefits for dislocated workers begin.
- Assist with efforts to utilize volunteers and others who arrive to help with debris removal, cleanup, etc.
- Utilize information gathered beforehand to begin job placement efforts for dislocated workers.

Other LMI Resources

Traditional Data

Employment and wage statistics

Estimated job openings by industry and occupation

Unemployment statistics

Mass Layoff Statistics (MLS)*

*Program discontinued. The final release of MLS data was June 21, 2013 with publication of the May 2013 data.

Non-Traditional Data

Location Quotients

LEHD and LED programs

OnTheMap tools

Workforce Indicators

Industry Focus Reports

LED Extraction Tool

CED Hot Reports

Let's take a closer look at some non-traditional resources.

Location Quotients (LQs)

What is a Location Quotient (LQ)?

It's a tool that measures the *relative concentration of employment* within a particular industry between a larger area (e.g. state) and a smaller area (e.g. county).

Can help determine industries that might be more at risk for major layoffs or closures.

Location Quotients (LQs)

Location Quotient Example:

Construction employment for **State X** is 30,000 out of a total employment of 1,200,000.

$$30,000 \div 1,200,000 = 0.025 \text{ or } 2.5 \text{ percent}$$

For **County Y**, the corresponding numbers are 900 out of a total of 12,000

$$900 \div 12,000 = 0.075 \text{ or } 7.5 \text{ percent}$$

Divide smaller area by the larger area to get **Location Quotient**.

$$0.075 \div 0.025 = 3.00$$

Conclusion:

Construction employment in **County Y** is **three times more concentrated** than it is statewide.

Location Quotients (LQs) - Implications

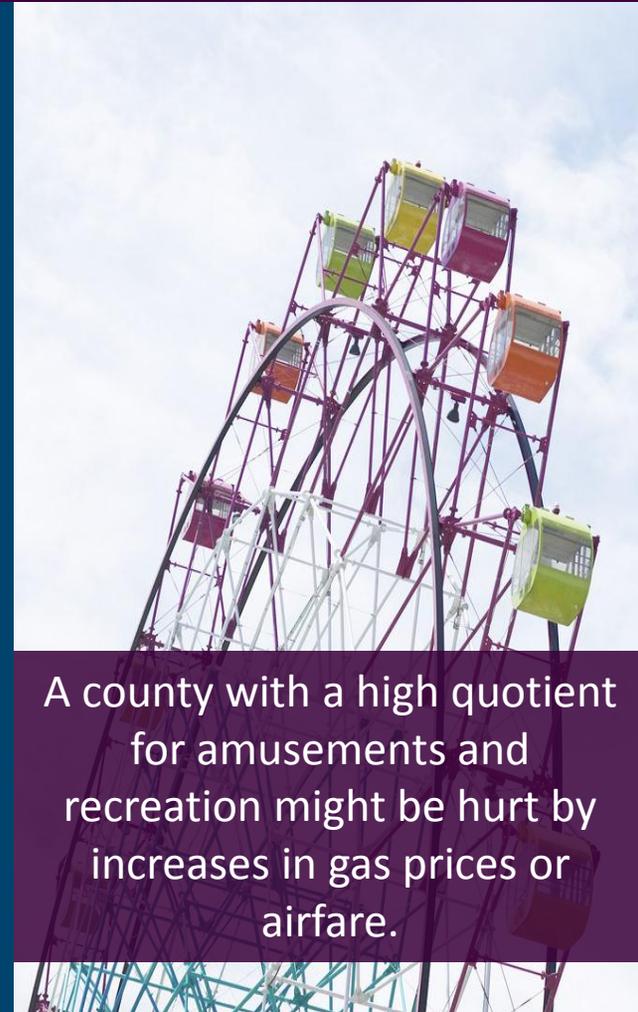
LQs can be an indicator of an area's susceptibility to outside influences. Look at industries in your area with a high LQ. What outside factors could affect employment levels?



A heavy concentration of construction employment might mean trouble if interest rates go up or housing starts to go down.



An area with a high location quotient for the trucking industry would likely be hurt by higher diesel fuel costs.



A county with a high quotient for amusements and recreation might be hurt by increases in gas prices or airfare.

Location Quotients (LQs)

Where can you find LQs?

BLS has a tool on its website that calculates LQs for many geography and industry combinations.

The screenshot shows the Bureau of Labor Statistics website. The main navigation bar includes links for Home, Subject Areas, Databases & Tools, Publications, Economic Releases, and Beta. The page title is "Quarterly Census of Employment and Wages". A search bar is visible with the text "Search BLS.gov". On the left side, there is a "BROWSE QCEW" menu with links for QCEW HOME, QCEW OVERVIEW, QCEW NEWS RELEASES, QCEW DATABASES, QCEW PUBLICATIONS, QCEW FAQs, and CONTACT QCEW. The main content area features a "Location Quotient Calculator" link, which is circled in red. Below this link is a news article titled "New BLS Web Tool Allows Local Area Comparisons" with a sub-link "Location Quotient Calculator" also circled in red. A green callout box with a black border points to the "Location Quotient Calculator" link and contains the text: "Click on 'Location Quotient Calculator' link to access calculator." The article text describes the tool as a powerful new tool for labor market analysis that generates location quotients, a measure that compares the concentration of a resource or activity in a defined area to that of a larger area or base.

<http://www.bls.gov/cew/cewlq.htm>

Location Quotients (LQs)

 **BUREAU OF LABOR STATISTICS** What's New | Release Calendar | Site Map

Search BLS.gov

Home ▾ Subject Areas ▾ **Databases & Tools ▾** Publications ▾ Economic Releases ▾ Beta ▾

Quarterly Census of Employment and Wages

QCEW  FONT SIZE:  

Location Quotient Calculator

STEP 1 - YEAR SELECTION AND OTHER DATA CHARACTERISTICS

Year:	2010 ▾
Data Period:	Annual Average
Data Type:	All Employees
Ownership:	Private
Establishment Sizes:	All establishment sizes

STEP 2 - AREA SELECTION (possible choices: U.S. total, States, counties, and metropolitan areas)

Select the Base Area:	Select up to 3 Analysis Areas:
South Dakota -- Statewide ▾	Hughes County, South Dakota ▾ (must select at least one area)
	Minnehaha County, South Dakota ▾ (optional)
	Pennington County, South Dakota ▾ (optional)

Choose a **year**, **base area** and **up to three analysis areas**.

Analysis areas must be in the larger base area.

Scroll down to select base industry and select level of detail.

Location Quotients (LQs)

STEP 3 - INDUSTRY SELECTION

Select the **Base Industry**:

Total, all industries  

Select **Analysis Industries**:

Select **Industry group(s)** below OR Select **specific industries** from the list below (as many as you want)

<input type="checkbox"/> SuperSector	  Total, all industries Goods producing mining agriculture, forestry, fishing and hunting NAICS 111 Crop production NAICS 1111 Oilseed and grain farming NAICS 11111 Soybean farming NAICS 111110 Soybean farming
<input checked="" type="checkbox"/> Sector	
<input type="checkbox"/> Sub-Sector	

STEP 4 - GET RESULTS

Location Quotients (LQs)

Scroll to the Location Quotient table. (The results page also displays employment number data and percentage of employment data.)

The higher the LQ, the more concentrated that industry is in relation to the larger base area.

LQs above 1.00 indicate a higher concentration of employment when compared to the base area. Those below 1.00 indicate a lesser concentration.

Location Quotients calculated from Quarterly Census of Employment and Wages Data

Industry	Hughes County, South Dakota	Minnehaha County, South Dakota	Pennington County, South Dakota
Base Industry: Total, all industries	1.00	1.00	1.00
NAICS 11 Agriculture, forestry, fishing and hunting	0.77	ND	0.21
NAICS 21 Mining, quarrying, and oil and gas extraction	NC	ND	0.29
NAICS 22 Utilities	ND	0.28	0.99
NAICS 23 Construction	0.71	0.76	1.28
NAICS 31-33 Manufacturing	0.14	0.85	0.43
NAICS 42 Wholesale trade	0.74	0.99	0.72
NAICS 44-45 Retail trade	1.39	0.93	1.17
NAICS 54 Professional and technical services	1.80	1.09	1.29
NAICS 55 Management of companies and enterprises	0.15	1.16	1.28
NAICS 56 Administrative and waste services	0.66	1.12	0.93
NAICS 61 Educational services	2.29	1.29	1.05
NAICS 62 Health care and social assistance	1.08	1.13	1.05
NAICS 48-49 Transportation and warehousing	ND	1.32	0.80
NAICS 51 Information	1.21	1.27	1.00
NAICS 52 Finance and insurance	0.90	1.48	0.76
NAICS 53 Real estate and rental and leasing	1.58	1.10	1.39
NAICS 71 Arts, entertainment, and recreation	0.96	1.07	0.99
NAICS 72 Accommodation and food services	1.12	0.78	1.34
NAICS 81 Other services, except public administration	1.83	0.93	1.37
NAICS 99 Unclassified	NC	NC	NC

Footnotes:

(ND) Not Disclosable

(NC) Not Calculable, the data does not exist or it is zero

Location Quotient: Ratio of analysis-industry employment in the analysis area to base-industry employment in the analysis area divided by the ratio of analysis-industry employment in the base area to base-industry employment in the base area.

Non-traditional Sources: LEHD and LED

The **Longitudinal Employer-Household Dynamics (LEHD)** is a U.S. Census Bureau program which combines federal and state administrative data on employers and employees with Census Bureau censuses and surveys.

The screenshot displays the U.S. Census Bureau website for the Longitudinal Employer-Household Dynamics (LEHD) program. The header includes the U.S. Department of Commerce logo and navigation links for People, Business, Geography, Data, Research, and Newsroom. The main content area features a sidebar with 'Applications' (OnTheMap, OnTheMap for Emergency Management, LED Extraction Tool, QWI Online, Industry Focus) and 'Useful Links' (Center for Economic Studies, QWI, Cornell VirtualRDC, LED Workshop, CED HotReport). The main content area includes 'Contact Information', 'What's New' (with dates and links for LED Extraction Tool release, LODS data, QWI updates, and 2013 workshop), and 'About Us' (describing the program's purpose and data sources). A 'LED Extraction Tool (Beta)' interface is also visible, showing a search for 'Alabama' and a list of counties.

The **Local Employment Dynamics (LED)** program uses LEHD data to provide detailed information regarding local labor markets.

<http://lehd.ces.census.gov/>

Local Employment Dynamics (LED)

<http://lehd.ces.census.gov/applications/>

The screenshot displays the LEHD website interface. At the top, there is a navigation bar with links for People, Business, Geography, Data, Research, and Newsroom. Below this is a search bar and a breadcrumb trail. The main heading is "Longitudinal Employer-Household Dynamics". A secondary navigation bar includes links for Main, Applications, Data, Learn More, Research, State Partners, and Partner with Us. The left sidebar contains sections for Applications (with links to QWI Explorer, OnTheMap, OnTheMap for Emergency Management, LED Extraction Tool, QWI Online, and Industry Focus), Useful Links (with links to Center for Economic Studies, QWI Data, LODES Data, LED Workshop, and CED HotReport), and Contact Information (with email, phone, and mailing list links). The main content area is titled "Applications and Data Analysis Tools" and features four tool cards: 1. QWI Explorer: A bar chart showing data for different categories. 2. OnTheMap: A map of the United States with a highlighted region. 3. OnTheMap for Emergency Management: A map showing disaster-affected areas. 4. LED Extraction Tool: A screenshot of a query-building interface. Each card includes a brief description, a "Start" button, and links for more information or help documentation. A large green callout box is overlaid on the right side of the screenshot, containing the text: "This page will give you access to the LED applications. Let's take a closer look at some of them."

LED: QWI Explorer

QWI Explorer

QWI Explorer is a new, web-based analysis tool that enables comprehensive access to the full depth and breadth of the Quarterly Workforce Indicators (QWI) dataset. Through bar charts and interactive tables, users can compare, rank and aggregate QWIs across time, geography, and/or firm and worker characteristics on the fly.



QWI Explorer will replace QWI Online and Industry Focus applications after the completion of Beta testing.



<http://qwiexplorer.ces.census.gov/>

LED: QWI Online and Industry Focus

QWI Online LEHD Home - Select Another State - Close

AgeGroup/Sex Education/Sex Race/Ethnicity

LEHD State of West Virginia County Reports - Quarterly Workforce Indicators

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

Year: 2011 Geographic Grouping: County as Information by Established Industry

County: 001 Barbour Industry: All NAICS Sectors

Age Group: 14-19 Overlap: 04/15-05/15

Download Table Print Table

QWI Quick Facts	Barbour (04)	Barbour (Avg Selected + 3 Prior qtrs)	West Virginia (04)	West Virginia (Avg Selected + 3 Prior qtrs)
Total Employment	3,700	3,706	650,378	679,176
Net Job Flows	-75	5	-6,602	3,772
Job Creation	171	176	38,389	36,342
New Hires	811	572	103,819	105,271
Separations	635	637	128,739	117,301
Turnover	0.53	0.63	0.55	0.63
Avg Monthly Earnings	\$3,030.00	\$2,990.75	\$3,440.00	\$3,325.10
Avg New-Hire Earnings	\$2,141.00	\$2,254.00	\$2,714.00	\$2,229.25

View Detailed Concession Details for more information

QWI Online

In the LEHD data, Unemployment Insurance data on workers and QCEW data on firms are both reported quarterly. The LEHD program uses these data, additional administrative data and data from censuses and surveys to create thirty QWI, eight of which are published in QWI Online. These include total employment, measures of change such as job flows, new hires and separations, and average earnings.

Industry Focus LEHD Home

AgeGroup/Sex Education/Sex Race/Ethnicity

Industry Focus: Selecting Top Industries

List the top 10 industries ranked by the greatest:

Ranking Indicator (Select One)	Include in report (Select One or More)
<input checked="" type="checkbox"/> Employment	<input checked="" type="checkbox"/> Employment
<input type="checkbox"/> Growth in Employment	<input type="checkbox"/> Growth in Employment
<input type="checkbox"/> Growth in Hiring	<input type="checkbox"/> Growth in Hiring
<input type="checkbox"/> Number of new hires	<input type="checkbox"/> Number of new hires
<input type="checkbox"/> Firm Job Change	<input type="checkbox"/> Firm Job Change
<input type="checkbox"/> Average monthly earnings for all workers	<input type="checkbox"/> Average monthly earnings for all workers
<input type="checkbox"/> Growth in average monthly earnings for all workers	<input type="checkbox"/> Growth in average monthly earnings for all workers
<input type="checkbox"/> Average monthly earnings for new hires	<input type="checkbox"/> Average monthly earnings for new hires

Age and Sex: Age: 14-19 Sex: (State and Female)

Geography: (Alabama)

Entity: Statewide MSA County Metro Area

Select Industry Level: Industry Sector Industries

Industry Sector: All Sectors

View Report Download CSV Create PDF

Industry Focus

Industry Focus is a powerful analytic tool that quickly reports the top industries for an area, age group or sex. It allows users to focus in on a particular industry to see how it ranks among others and look at the characteristics of those who work in that industry.

http://lehd.ces.census.gov/applications/qwi_online/

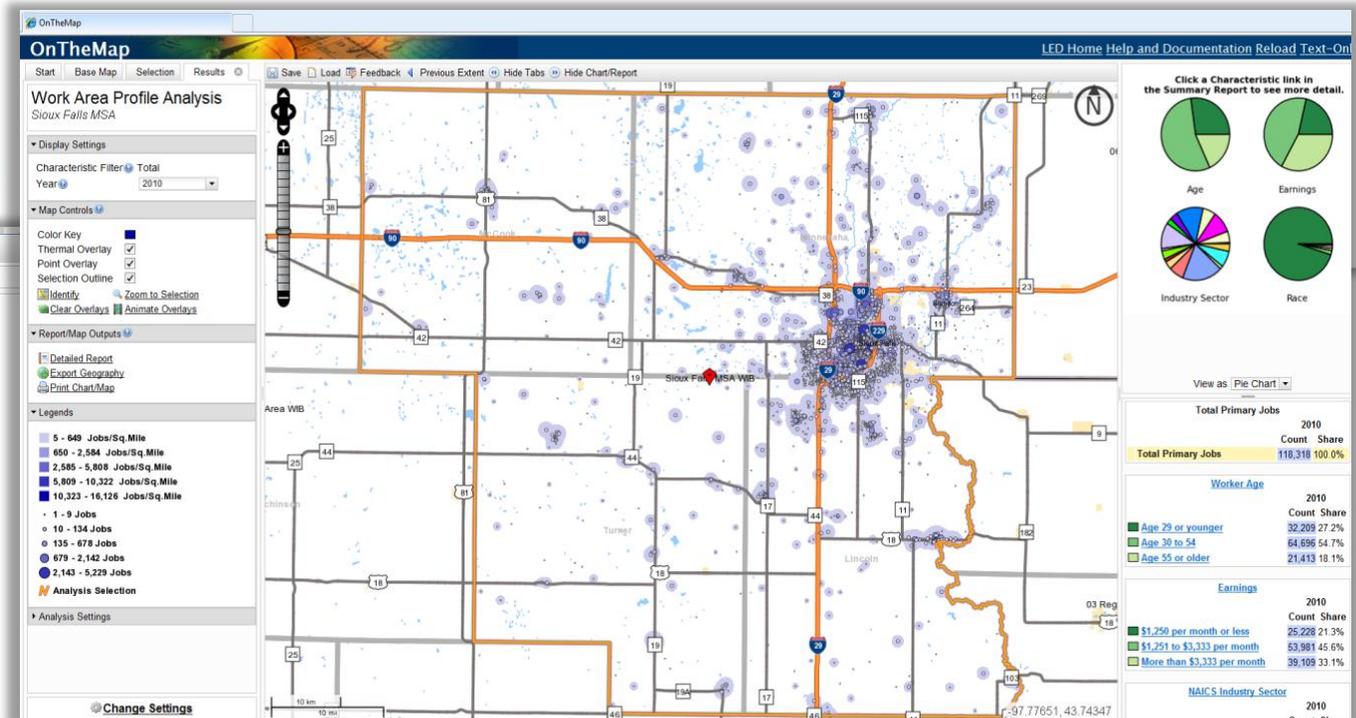
http://lehd.ces.census.gov/applications/industry_focus.html

LEHD and LED Tools: OnTheMap



OnTheMap

OnTheMap is an online mapping and reporting application showing where workers are employed and where they live with companion reports on worker characteristics and optional filtering by age, earnings, or industry groups. It provides an easy-to-use interface for creating, viewing, printing and downloading workforce related maps, profiles, and underlying data.



Detailed Report View

Export to PDF Export to XLS Export to HTML

Work Area Profile Report

Sioux Falls MSA

Total Primary Jobs	2010
	Count Share
Total Primary Jobs	118,318 100.0%

Jobs by Worker Age

	2010
	Count Share
Age 29 or younger	32,209 27.2%
Age 30 to 54	64,696 54.7%
Age 55 or older	21,413 18.1%

Jobs by Earnings

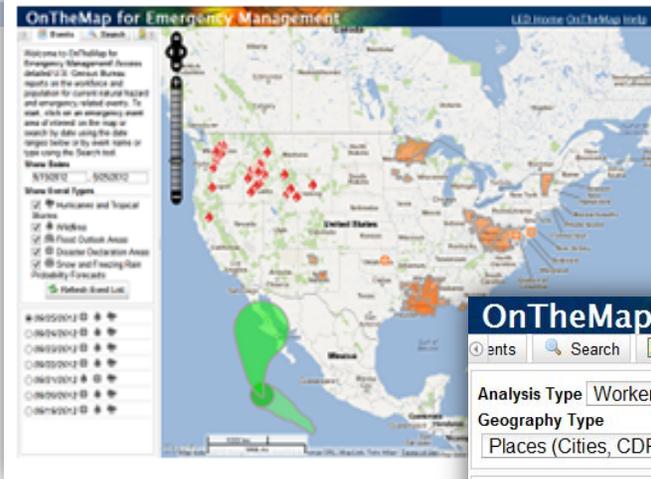
	2010
	Count Share
\$1,250 per month or less	25,228 21.3%
\$1,251 to \$3,333 per month	53,981 45.6%
More than \$3,333 per month	39,109 33.1%

Jobs by NAICS Industry Sector

	2010
	Count Share
Agriculture, Forestry, Fishing and Hunting	317 0.3%

<http://onthemap.ces.census.gov/>

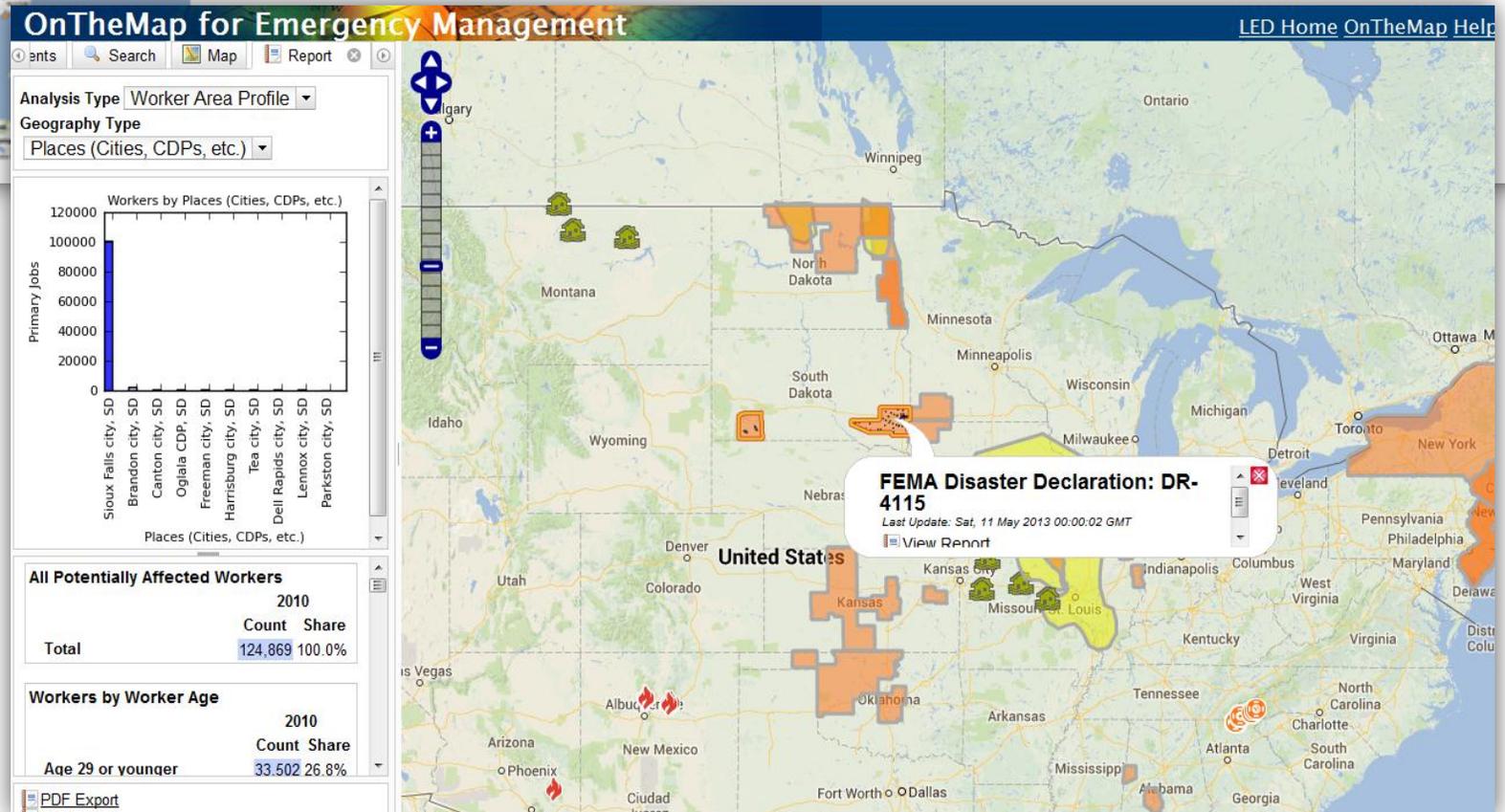
LEHD and LED Tools: OnTheMap for Emergency Management



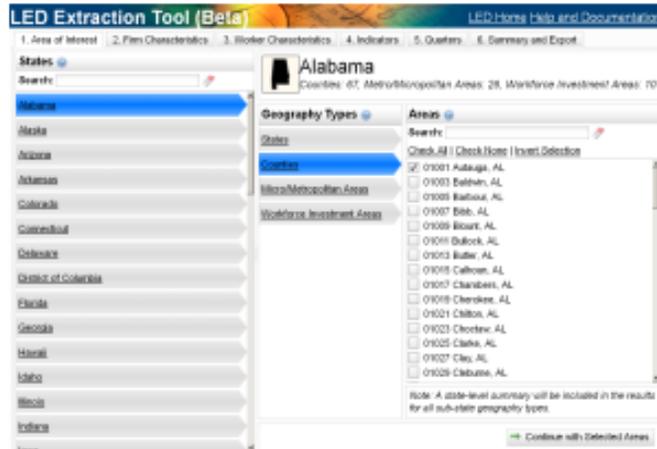
OnTheMap for Emergency Management

OnTheMap for Emergency Management is a public data tool that provides an intuitive web-based interface for accessing U.S. population and workforce statistics, in real time, for areas being affected by natural disasters.

The tool allows users to easily retrieve reports containing detailed workforce, population, and housing characteristics for hurricanes, floods, wildfires, winter storms, and federal disaster declaration areas.



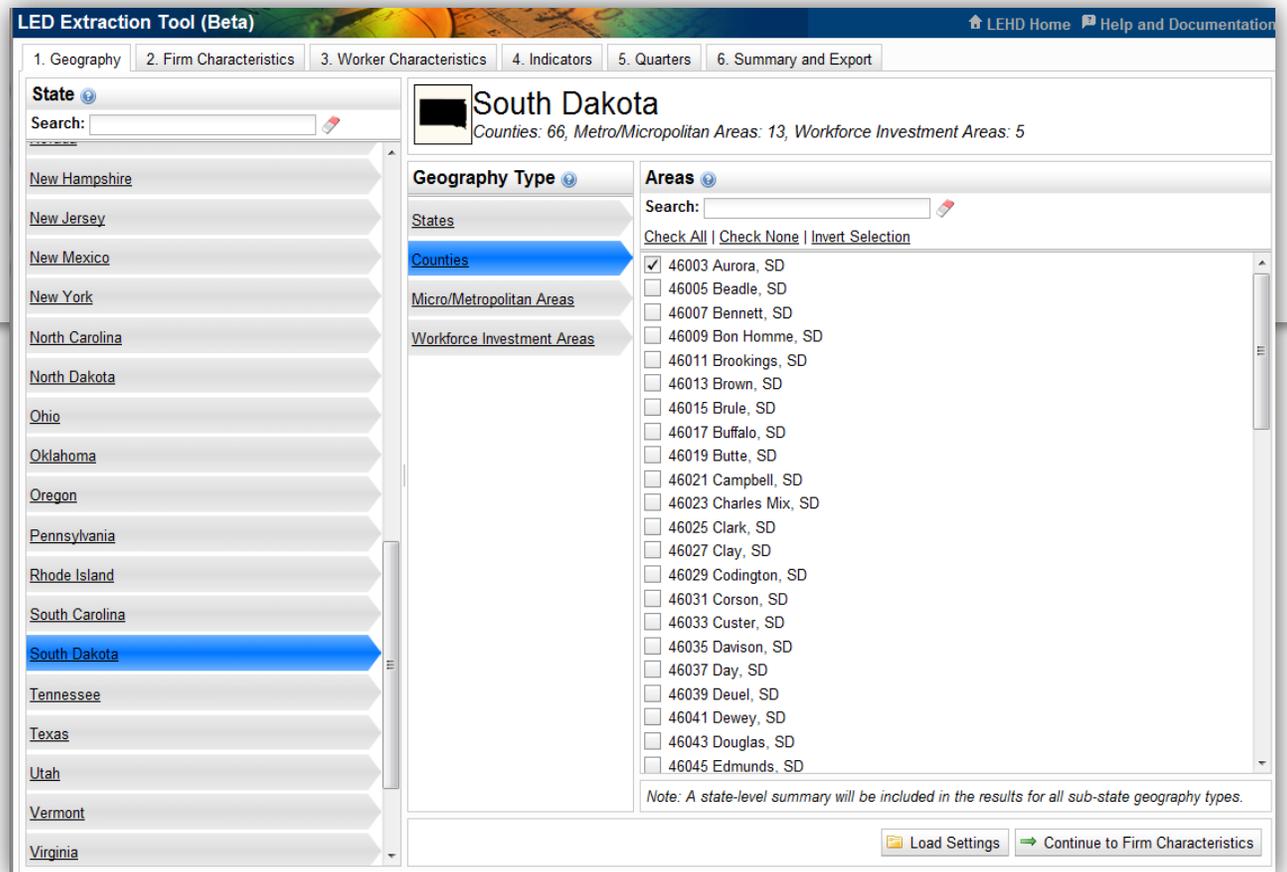
LEHD and LED Tools: LED Extraction Tool



Start the LED Extraction Tool

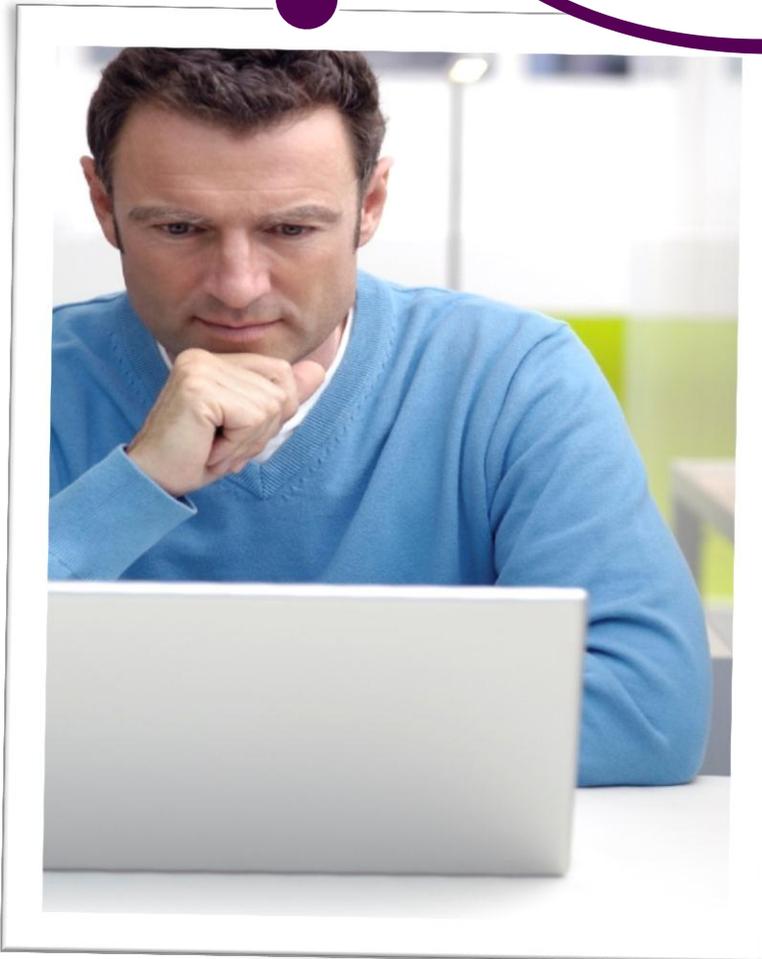
LED Extraction Tool

The LED Extraction Tool provides easy access to the raw data products produced through the Local Employment Dynamics (LED) Partnership. The Beta release of this tool makes the entire Quarterly Workforce Indicators (QWI) dataset available through a simple query-building interface (LODES data is scheduled to be available by the end of 2013).



<http://ledextract.ces.census.gov/>

*That's a lot of info.
Can anyone help
me understand it?*



Collaboration with South
Dakota's **Labor Market
Information Center
(LMIC)** is vital.
We're here to help!

Collaboration with LMIC

1. Part of an LMI shops' job is to deliver data to WIB partners.
2. They have the expertise to help you gather and interpret the information you need.
3. They can provide guidance for gathering relevant data.
4. They can help by developing surveys or generating special reports to fill in any missing data.
5. Generally speaking, they do not charge for their services.

Data & Funding

- Competitive grants are offered by the ETA and others.
- Most grant applications require data to support a funding request.
- LMI shops are usually your best source for data; they can provide guidance as to what is relevant.
- Chances of getting grant funding are enhanced when all partners are involved.



Data & Funding Success Story

Following problems in the housing market, New York realized the financial sector would suffer greatly:

While working with their LMI shop, they discovered:

- NY financial industry employed people who lived in 3 states – New York, New Jersey and Connecticut.
- In the past, roughly 25% of the sector's labor force had been laid off during a similar downturn.
- Supported by solid LMI data and federal reserve experts who confirmed the models, they applied for a National Emergency Grant.

They received a \$22 million grant, largely because they had done their homework and had partnered successfully as a tri-state region with their respective LMI shops.

Data & Funding Success Story

Pennsylvania workforce teams created stimulus grants with federal recovery money:

Working with their LMI shop, they designed grants to distribute the funds according to solid data they had collected:

- Up-skilling grants were designed to be used to provide more lengthy skilled training programs for people who needed to change occupations.
- Career Pathway grants were designed for assessments, intervention, and certification of job seekers.
- On-the-job training grants provided for wage subsidies of up to 50 percent.

Review

Let's review the key points from this module!



Review – Key Points

It is essential to develop a complete labor profile for your area.

LMI has tremendous strategic value when developing re-employment strategies.

You should now be able to articulate your LMI data needs.

Gathering vital data BEFORE a layoff or disaster occurs is critical.

You need to look beyond traditional LMI sources to get a complete labor profile.

Review – Key Points

When dealing with large numbers of dislocated workers, it's OK to use general traits.

Tools such as LED or Location Quotients can shed new light on the workforce.

LMI shops are true partners in the process.

Funds from grants are more likely to come when WIBs collaborate with LMI shops.

There is no such thing as too much Labor Market Information!

CONGRATULATIONS!

Congratulations on adding to your LMI knowledge! Interested in learning more about **LMI for businesses**? Check out the last module in the series.

Disclaimer

“This workforce solution was funded by a grant awarded by the U.S. Department of Labor’s Employment and Training Administration. The solution was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This solution is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.”



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