LMI Connects

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Washington State
Employment Security Department
Labor Market and Economic Analysis
What is LMI?

What are my employment possibilities?

Am I willing to move to a promising location?

What training will lead me to the best job?

Which industries are growing? Declining?

Where can I find better pay?

LABOR MARKET INFORMATION
Where do I find LMI?

In the newspaper

From employment counselors

On television

From government reports

From schools and training institutions

On websites

From teachers

From professional organizations and trade affiliations

From family and friends

Listening to the radio
http://www.workforceexplorer.com/
http://www.workforceexplorer.com

Complete resource for Washington State, with links to:
• employers
• training programs
• training providers
• O*Net and NAICS codes
• national economic data and tools
• assessment tools
• wage and benefit information
• Demand/Decline Lists by WDA
• WorkSource locations and staff

To understand the connections, imagine the Rubik’s Cube
Industries
• Employer focus
• Organized by NAICS code
• Number of positions covered by the UI Trust Fund
• Two yr and 10 yr forecast for change (+/-) in number of positions

Occupations
• Workforce focus
• Number of people employed
  • by occupation
  • and their wages
• Organized by O*Net code
• Matrix to industries
• Linked to CIP (Ed & Trng) and Census data
• Forecast of Average Annual Openings

Geographic Impact
• 39 counties
• 10 Metro-Statistical Areas
• 12 Workforce Dev Areas
• State
Coding Structure is hierarchal

NAICS Coding for Finance and Insurance Industry (52)
522 = Depository, Nondepository and Credit Intermediation
5221 = Depository Credit Intermediation
522110 Commercial Banking

O*Net Coding for Finance Managers
11-0000 = Management Job Family
11-3031 = Financial Managers
11-3031.01 = Treasurers and Controllers
11-3031.02 = Financial Managers, Branch or Dept

Geographical Coding
State → County → City
Contents

Tool 1 - Find Employment in the Same Industry  2
Focus:
- You have work skills and recent experience in a particular industry.
- You want to continue work in the same industry.
- You are looking for other employers in the same industry.

Tool 2 - Find Employment in an Affiliated (Related) Industry  5
Focus:
- You have known work skills and recent experience.
- You want to do similar work in a related industry.
- You are looking for other employers.

Tool 3 - Find Employment in the Same Occupation but Different Industry  8
Focus:
- You have known work skills and recent experience with a particular occupation.
- You want to continue to work in the same occupation, but you are willing to work in a different industry.

Tool 4 - Find Employment in a Similar Occupation  11
Focus:
- You have known work skills and recent experience with a particular occupation in a particular industry.
- You want to work in a similar occupation that uses your current skills.

Tool 5 - Find Employment Using the Skills You Have (Transferable Skills)  14
Focus:
- You have known work skills and recent experience with a particular occupation in a particular industry.
- Your skills may transfer to new occupations in new industries.

Source: Employment Security Department, LMEA
Sample Scenario:

Due to the credit crisis over the last several years, there have been numerous occasions when local banks were taken over by the FDIC and reorganized under new owners. In 2010, across the country, there were 156 banks that defaulted; in 2009, there were 132 banks.

For Washington State, the moment of truth was the collapse of Washington Mutual and its transformation into Chase Bank. While corporate officers were encouraged to apply for positions with Chase, some chose to stay here where they were close to family and friends rather than pull up stakes and move to New York.

What were the choices available to the job seekers who lost their jobs?

The Five Tools approach takes a job seeker step by step into a search for a new job.
Testimonial:

Anita Davis works at our WorkSource office for Thurston County. She uses the Five Tools and can explain how it works for her:
In summary, job seekers may:

- Use the industry and occupational coding structures for a job search strategy
- Understand the occupational patterns used by various industries and know that any set of knowledge, skills, and abilities may be used in a variety of industries
- Use LMI wage analysis to know what is a reasonable wage for the job
- Go directly to the employer websites to learn where the job openings are
- Incorporate the language used by the employer to describe your skills
- Understand that employers create their own lingo and business operations; be prepared to fit into their culture
- Link education and training programs to future jobs
Wrap Up

• The Five Tools approach takes a job seeker step by step into a search for a new job

• The Five Tools approach starts with the most familiar industry as the prime target, then moves to related industries in a more expansive search of employers

• Then, the Five Tools approach recognizes that a particular job and set of skills might be used by a variety of industries and

• That alternative job titles and skills transfer into newer, perhaps unrecognized job opportunities and

• Into jobs and skills that might be used in combination with training benefits

Imagine the Five Tools as five concentric circles of possibilities to explore in a job search strategy
Any questions?

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