Regional Labor Market Analysis Template

Introduction, Background and Approach

Key Findings or Executive Summary

Section One: The Region

- Demographics
    - Population
    - Age
    - Race
    - Ethnicity
    - Gender
- Educational attainment
- Poverty
    - Poverty by age
    - Poverty by school district

Source: https://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml

Steps:
- Note that once you have built any table in *American Fact Finder*, you can use the "download" button to create an Excel file.
- Enter the target region in the search bar under community facts
- By default, the "Population" tab in the left column is selected.
- Select "2016 Population Estimate" from the dropdown menu to quickly see the most recent population estimate
- The "2016 Population Estimates" section will show you trends in total population over the preceding five years.
- The "2016 American Community Survey" option will take you to a detailed breakdown of the current population estimate by age, by race and by ethnicity.
- The 2010 Census option is much more granular, with breakdowns of the population by gender by age, as well as by familial status and household type.
- Select the "Poverty" tab in the left column to see options.
- Select "2016 American Community Survey" to see options for poverty statistics, including poverty status by age, gender, race, employment history, and more.
- Select the "Education" tab in the left column to see options.
- From the "2016 American Community Survey" list, select "Educational Attainment."

For 2011-2012 poverty by school district data

Source: http://www.ped.state.nm.us/IT/fs/poverty/New%20Mexico%20Census%202009.pdf

For more current data, a manual analysis of American Community Survey data is required.

Section Two: The Labor Market

Outline
- Labor inventory
  - Labor inventory at a two-digit NAICS level
    - Current jobs data from the Quarterly Census of Employment and Wages
    - Job postings by industry
    - Long-term projections by industry
  - Wages by industry
  - Employment trends at a two-digit NAICS level
  - Components and characteristics of high-value industries
    - Jobs by four-digit NAICS
    - Wages by four-digit NAICS
- Labor inventory by occupation
  - By total jobs
  - By average wages
  - By employment projections

Industry Employment and Wage Data

Steps for labor inventory at a two-digit NAICS level (for more detailed industry data, refer to the steps for using the federal system below):

New Mexico Source (LASER): https://www.jobs.state.nm.us then "Labor Market Information"
- For **current employment, job postings and projections** by industry:
  - In the Labor Market Profiles Window, hover over "Area Profile," then click "Employment and Wage Data."
  - Click "Industries."
  - Select an "Area Type" and a "Specific Area" and then click "Continue."
  - Open the Display Options panel and change the number of records to "all."
  - Export the data table to an Excel file and the graphic to a JPG.
  - Consider enhancing your analysis by the use of job postings data in the following windows. Note: NS4ED cautions against the use of job postings data in lieu of traditional labor market information. Its more appropriate use is as a supplemental or alternative perspective.
- For **wages by industry**:
  - In the Data Trends Window, hover over "Employment and Wage Data," the "Industry Data," and then click "Quarterly Census of Employment and Wages (QCEW)."
  - Configure desired search options, display options and data categories.
  - Export the data table to Excel and the desired graphics to JPG files.

Federal Source:
https://data.bls.gov/oes/#/geoOcc/Multiple%20occupations%20for%20one%20geographical%20area
- For **employment trends** in a specific industry
  - Select Table 19: "One area, one industry, annually" and then select your target range, area and industry.

- Click on "Get Table" to see the entire table. If you "download the source data," you will get a complete table of QCEW data at the NAICS level you specified. You can then filter and manipulate the data as needed.
- The top table will show you both level and percent changes across your specified range of years in terms of the number of jobs, number of establishments and average wages in your specified industry.
- The lower table returns the detailed data for each selected year, including location quotients.
- Note: there is not a functional option for exporting these data to Excel (the "Download Source Data" button does NOT export your current selection; rather, it gives you a massive table with all data for all industries). Your best option is to copy and paste from this page.

Federal Source: https://data.bls.gov/cew/apps/data_views/data_views.htm#tab=Tables (for more detailed industries)

- For **components and characteristics of high value industries**
  - Select Table 7: "NAICS Sectors, One Area" and then select your target region
  - A couple limitations to note: The "All Covered" ownership type is only available at the national level. If the data for your region are suppressed due to the number of records, you will not see your region in the list of available options.
  - Click on "Get Table" to see the entire table. If you "download the source data," you will get a complete table of QCEW data at the NAICS level you specified. You can then filter and manipulate the data as needed.
  - In addition to employment statistics, the QCEW tables also include wage and establishment data.

New Mexico Source (LASER): https://www.jobs.state.nm.us then "Labor Market Information"

- For **labor inventory and wages by major occupation group**
  - In the Data Trends Window, hover over "Employment and Wage Data," then "Occupation Data" and click on "Occupational Employment and Wages (OES)."
  - The Occupational Wage Table will return for each two-digit SOC level occupation group the region's total employment and a range of wage data, including entry-level, median and experienced averages.
  - Export the data table to Excel and any graphics to JPEG files.
  - The "Profile" button in the "Action" column will take you to a table of more detailed occupations with a complete profile available for each.

New Mexico Source (LASER): https://www.jobs.state.nm.us then "Labor Market Information"

- For **occupational employment projections**
  - In the Data Trends Window, hover over "Employment and Wage Data," then "Occupation Data," and click on "Occupation Employment and Projections (Long Term).
  - Configure your desired search options, display options and data categories.
  - The occupational projections table will return 2014-2024 employment estimates and projections along with calculated level and percent change values for all two-digit level occupation families.
  - The "Profile" button in the "Action" column will take you to a table of more detailed occupations with a complete profile available for each. Each profile includes long-term projections for that occupation.

Section Three: The Labor Supply

There are three factors in the evaluation of any labor supply:
- Incumbent
  - Labor inventory
  - Staffing patterns (for specific industries)
  - Transferrable skills
- Emerging
  - Completers by program
  - Completers by award level
- Transitory – not within the scope of this training

Staffing patterns

New Mexico Source: https://www.jobs.state.nm.us/

Steps:
- In the Data Trends Window, hover over "Employment and Wage Data," then "Industry Data," and click on "Staffing Patterns."
- Export to Excel and filter out the "Confidential" records

Federal Source: https://www.bls.gov/emp/ep_table_109.htm

Steps:
- Click on "XLSX" at the end of the row containing your target industry for an Excel file.
- The critical data points are in the "percentage of industry" and "percentage of occupation" columns. They estimate the percentage of jobs in the industy composed of the target occupation and the percentage of jobs in the target occupation that are employed in the industry.

Transferrable skills

Source: https://www.onetonline.org/link/summary/47-2111.00

Steps:
- Use the search bar to find the profile of your target occupation.
- Under "tasks" and/or "technology skills" and/or other occupational characteristics, click the plus sign to the left of a top-rated element. You will see a table of other occupations in which the selected element is a priority.

Postsecondary completers

New Mexico Source: https://www.jobs.state.nm.us/
- From the Data Trends Window, hover over "Labor Market Supply,"then click "Occupational Training Completers." Select a target occupation and click "Search."
- Export the data table to Excel and any desired graphics to JPG files.

Source: https://nces.ed.gov/ipeds/datacenter/login.aspx?gotoReportId=3

Steps:
- Hover over "By Groups" and select EZ Group. Then select "By state or other jurisdiction" and "New Mexico."

- Select "Modify" and eliminate institutions until you have the list you want, then "Continue."
- Select "Completions," "Awards/Degrees Conferred by Program," and "By Gender."
- Select desired year, gender and CIP codes.

Section Four: Workforce Equilibrium

- SOC/CIP crosswalk
- Aligning emerging supply with projected demand

SOC/CIP crosswalk
New Mexico Source: https://www.jobs.state.nm.us/
- For a specific occupation, from the Labor Market Profiles Window, hover over "Education and Training Data" and click "Education Program Completers."
- Select the "Programs by Occupation" tab, and select an occupation to see associated programs.
- You can click on the program title to see the number of completers from each New Mexico institutions that offers the program.

Source: https://nces.ed.gov/ipeds/cipcode/resources.aspx?y=55 or
Steps:
- Download the CIP 2010 to SOC 2010 Crosswalk file.
- Use the file to identify the postsecondary programs of study that map to your target occupation(s).
  OR
- Align the file to an industry staffing pattern file to quantify the emerging supply for one sector or industry.

Aligning emerging supply with projected demand
- Align the sum of completers from the identified programs of study to projected annual openings to evaluate workforce equilibrium.
- Where projected annual demand is greater than annual emerging supply, a negative workforce equilibrium value has been identified. Where supply outpaces demand, a positive workforce equilibrium value has been identified.

Section Five: Addenda and References