

*Heart of Texas Workforce  
Development Board, Inc.*

*A Nonprofit 501(c)(3) Corporation*

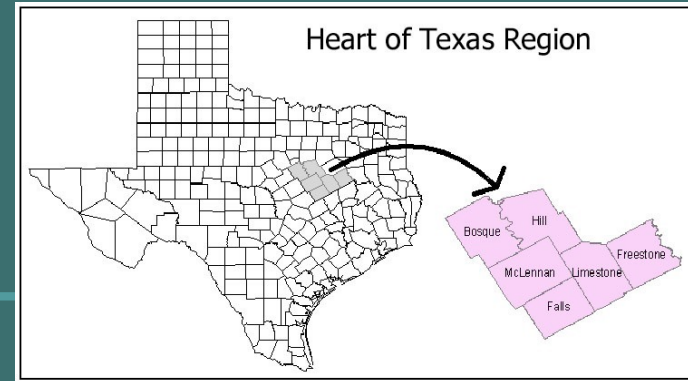
**LABOR MARKET AND  
CAREER INFORMATION**

# Today's Agenda

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- **What is HOT?**
- **What is Labor Market and Career Information?**
- **What is happening to the demand for talent in the Heart of Texas?**
- **What will it look like in the future?**

# HOTWDB, Inc.



- **One of 28 Boards in the State of Texas**
- **Administers grants and federal programs for employment, training and child care**
- **Staff conducts planning, policy development and oversight**
- **Contracts for the delivery of services**
- **Workforce Solutions Centers**
- **Child Care Services**
- **Brings employers, workers, and training providers together to promote a strong economy in the area**

# Planning

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- When government gives you \$10 million, they want to believe you are spending it wisely – therefore, planning is of great importance.
- The key to workforce development planning is understanding local LMI.

# What is LMI?

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- One Popular Opinion:

Largely

Made-up

Information

# What is LMI?

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- The actual definition:

Labor

Market

Information

# Premier Data Sites

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## National -

- US Bureau of Labor Statistics  
<http://www.bls.gov>

## State of Texas -

- Texas Workforce Commission  
<http://www.tracer2.com/>

# Industry Sectors in the HOT

**Chart 2**  
**Diverse Base Shapes Waco Economy**



SOURCES: Bureau of Labor Statistics; Texas Workforce Commission.



## ....but which are regional growth industries?

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- 3323 Architectural and Structural Metals
- 3327 Machine Shops and Threaded Products
- 3329 Other Fabricated Metal Product Mfg
- 3364 Aerospace Product Industry
- 4841 General Freight Trucking
- 6211 Offices of Physicians
- 6212 Offices of Dentists
- 6215 Medical and Diagnostic Laboratories
- 6221 General Medical and Surgical Hospitals
- 6231 Nursing Care Facilities
- 8111 Automotive Repair and Maintenance
- 8113 Commercial Machinery Repair/Maintenance

Labor Market Information  
CODES: Simpler than the  
*DaVinci Code*

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Industry - NAICS

Occupation - SOC

Training - CIP

# Industry

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## NAICS

North American Industry Classification System: the standard used by Federal agencies in classifying businesses for collecting, analyzing, and publishing statistical data related to the U.S. business economy.

NAICS was adopted in 1997 to replace the Standard Industrial Classification (SIC) system.

# Occupational

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## SOC

Standard Occupation Classification:

used by Federal agencies to classify workers into occupational categories for collecting, calculating, disseminating data.

Workers are classified into one of over 820 occupations. Occupations are combined to form 23 major groups, 96 minor groups, and 449 broad occupations.

Each broad occupation includes detailed occupation(s) requiring similar job duties, skills, education, or experience.

# Training

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CIP –

Classification of Instructional Programs:

used by the National Center for Education Statistics to collect, collate, analyze, and report full and complete statistics on the condition of education.

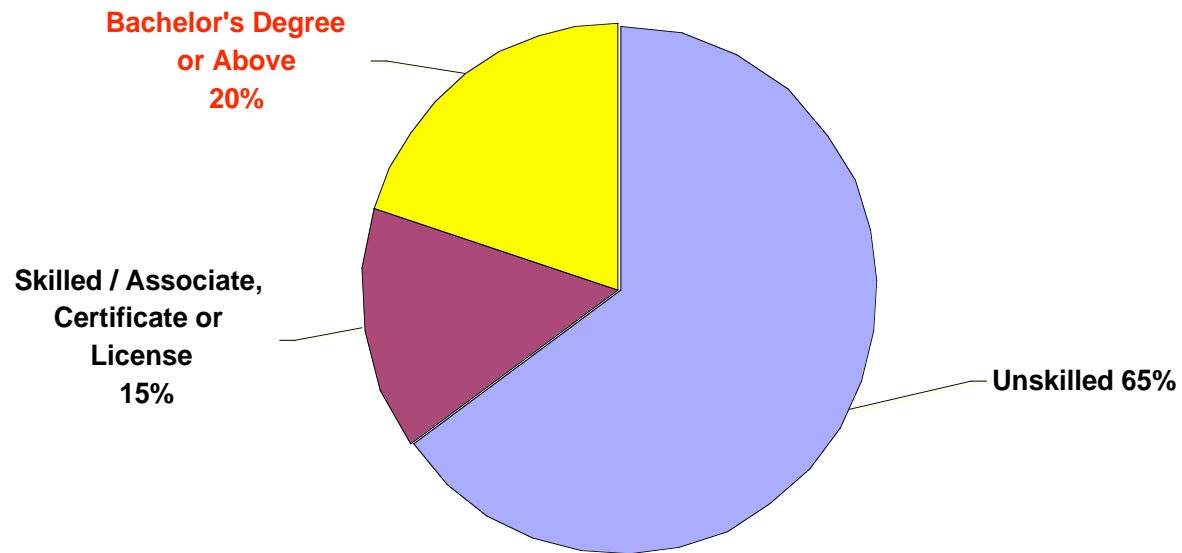
The CIP functions as a taxonomic scheme to support the tracking, assessment, and reporting of fields of study and program completion activity.

***In 1950, what percent of jobs required a bachelor's degree?***

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- a. 20
- b. 40
- c. 50
- d. 80

# 1950 Job Breakdown



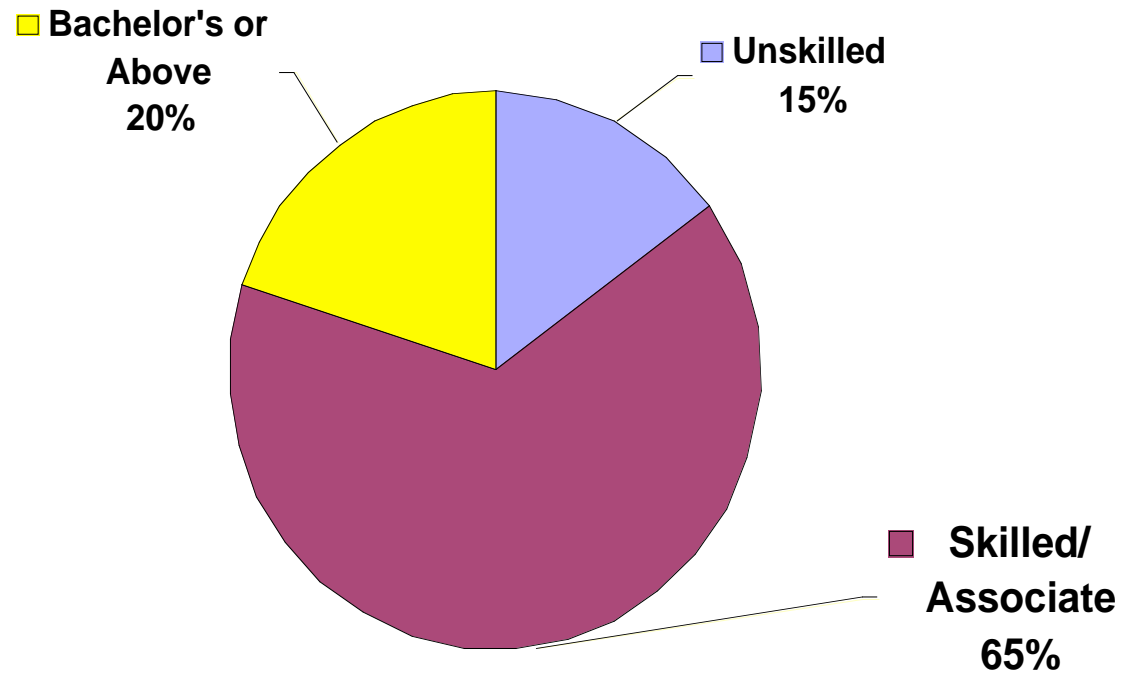
In 2009, the percentage of jobs requiring a bachelor's degree is:

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- a. 20
- b. 30
- c. 50
- d. 80



# 2008 JOBS



# Pipeline....

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LMI analysts and users are particularly interested in K-12 educational programming –  
Why?????

## Heart of Texas Counties, # of School Districts and % Population that are Youth (15-24)

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- Heart of Texas – 43 – 14.6%
- Bosque – 8 – 10.9%
- Falls – 3 – 13.9%
- Freestone – 3 – 13.4%
- Hill – 10 – 13.4%
- Limestone – 3 – 13.6%
- McLennan – 16 – 19.1%

## TEXAS WORKS: TRAINING AND EDUCATION FOR ALL TEXANS

Susan Combs, Comptroller of Public Accounts, Dec. 2008

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*“The nationwide nursing shortage has received widespread publicity. ... There is less awareness, however, of Texas’ shortage of various technical specialists – welders, aircraft technicians, chemists, machinists, tool and die makers, and more. These shortages have a direct impact on the competitiveness of Texas companies as well as our ability to recruit new employers.”*

# HOT High Demand Jobs Requiring Skills Training And Average Entry Wage

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**1. RN – \$24**

**2. LVN – \$18**

**3. Auto Tech/Mech – \$16**

**4. Nurse Aide/Medication Asst. – \$9**

**5. Radiology Tech – \$20**

**6. Diesel Mech – \$18**

**7. Computer Support – \$18**

**8. Welder – \$14**

**9. Med Lab/Tech – \$14**

**10. Legal Scty/Paralegal – \$17**

# HOT Growth Occupations Requiring At least a Bachelor's Degree

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- Accountants and Auditors
- Chemists
- Computer System Analysts
- Engineers: Aerospace, Computer, Construction, Industrial, Electrical
- Financial Analysts and Managers
- Medical Doctors, Physician Assistants, Nurse Practitioners

## Highest Employment in Waco for Males Age 19-21 the Last 2 Years ('07-'08)

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Industry	Avg Mo Earnings	Avg New Hire Earnings
Administrative Services	\$ 829	\$ 604
Food and Beverage Stores	\$ 934	\$ 758
Specialty Trade Contractors	\$1,669	\$1,456
Wholesalers, Durable Goods	\$1,756	\$1,612
General Merchandise Stores	\$1,233	\$ 884
Food Services, Drinking Places	\$ 880	\$ 758

## Highest Employment in Waco for Females Age 19-21 the Last 2 Years

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Industry	Avg Mo Earnings	Avg New Hire Earnings
General Merch Stores	\$1,048	\$ 797
Ambulatory Health Care	\$1,009	\$ 962
Hospitals	\$1,137	\$1,030
Administrative Services	\$ 957	\$ 789
Food Srvcs, Drnk Places	\$ 831	\$ 740
Nursing/Residential Care	\$1,101	\$1,119



# Low Educational Attainment = High Poverty Area

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<u>Educational Attainment</u>	<u>Count</u>	<u>Area %</u>	<u>Statewide %</u>
Less than 9th Grade	19,191	9.7	11.5
9th to 12th grade, no diploma	30,725	15.5	12.9
H.S. graduate (inc. equiv.)	59,061	29.9	24.8
Some college, no degree	43,398	21.9	22.4
Associate Degree	12,730	6.4	5.2
Bachelor's Degree	20,675	10.5	15.6
Graduate or Prof. Degree	11,962	6.0	7.6

# Income and Poverty – McLennan County Compared to Texas

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	McLennan	Texas
Median household income, 2007	\$40,459	\$47,563
Per capita money income, 1999	\$17,174	\$19,617
% of Persons below poverty, 2007	19.1%	16.3%

# POLL

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How many had jobs posted

...March of 2008?

...March of 2009?

# HOT Current Labor Statistics

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- Civilian labor force for January 2009: 163,918, a change of 2,822 since January 2008, an increase of 1.8 percent.
- Unemployment persons January 2009 - 9,968
- Unemployment Rate - 6.1
- Texas statewide unemployment rate - 6.8
- HOT January 2008 unemployment rate - 4.6
- Texas January 2008 unemployment rate - 4.7.

# Workforce Solutions Rapid Response Services

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No matter the size of your reduction in force, Workforce Solutions can help your business and employees make a smoother transition.

As an Employer, you'll benefit from...

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- Confidentiality
- Better Productivity during Transition
- Services According to Company Needs

## As an Affected Worker, you'll benefit from...

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- Orientations on state and federal services for dislocated workers
- Professional Job Search Assistance
- Financial Planning & Stress Management Workshops
- Use of facilities with computers, phones, copiers
- Customized Job Fairs

# Contacts

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Large reduction events (50+):

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Smaller reduction events:

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