

# Using QWI's to target WIA needs

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and

the Staff of the LEHD Program

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# What can QWI's do?

- Core Advances
  - Detailed Demographics
  - Detailed Geography
  - New Measures (hires, separations, earnings)
  - Historic
  - Relatively Current
- Local Labor Market Context for Performance Evaluation
- Identification of Trends for Strategic Planning

## Core Issues

(from A Governor's Guide to Creating a 21<sup>st</sup> Century Workforce)

- Connect Workforce Development to Economic Needs
- Build a Stronger Education Pipeline to Produce Trainable Graduates
- Enhance Incentives for Continuous Learning
- Enhance Workers' Ability to Manage Their Careers
- Strengthen Work Supports to Promote Employment Retention and Career Advancement
- Strengthen Governance and Accountability in the Workforce System

*Clients*

Businesses

Economic development agencies

Chambers of commerce

Federal, state and local agencies

Workforce Investment Boards

Chambers of commerce

School career counselors

Job search professionals

Businesses

Federal, state, and local agencies

Businesses

Transportation planners

Federal, state and local agencies

*Questions*

**Where are the workers?**

**How much are they paid?**

**Where are the jobs?**

**How much do they pay?**

**Who needs training?**

**How can workers get to their jobs?**

**Where should a business locate?**

**Indicators**

**Current**

Jobs  
Total payroll

**New**

Jobs  
Total payroll  
Gross job gain  
Gross job loss  
Net jobs  
New hires  
Recalls  
Layoffs/quits  
Individual earnings

*Demography*

**Current**

None

**New**

Male  
Female  
Age categories  
14-18  
19-21  
22-24  
25-34  
35-44  
45-54  
55-64  
65+  
Immigrant  
Native born

**Current**

National  
State  
County

**New**

National  
State  
County  
Sub-county  
Workforce investment area

*Geography*

*Location*

**Current**

Workplace

**New**

Workplace  
Residence

CENSUS

EAU

## Core Issues

(from A Governor's Guide to Creating a 21<sup>st</sup> Century Workforce)

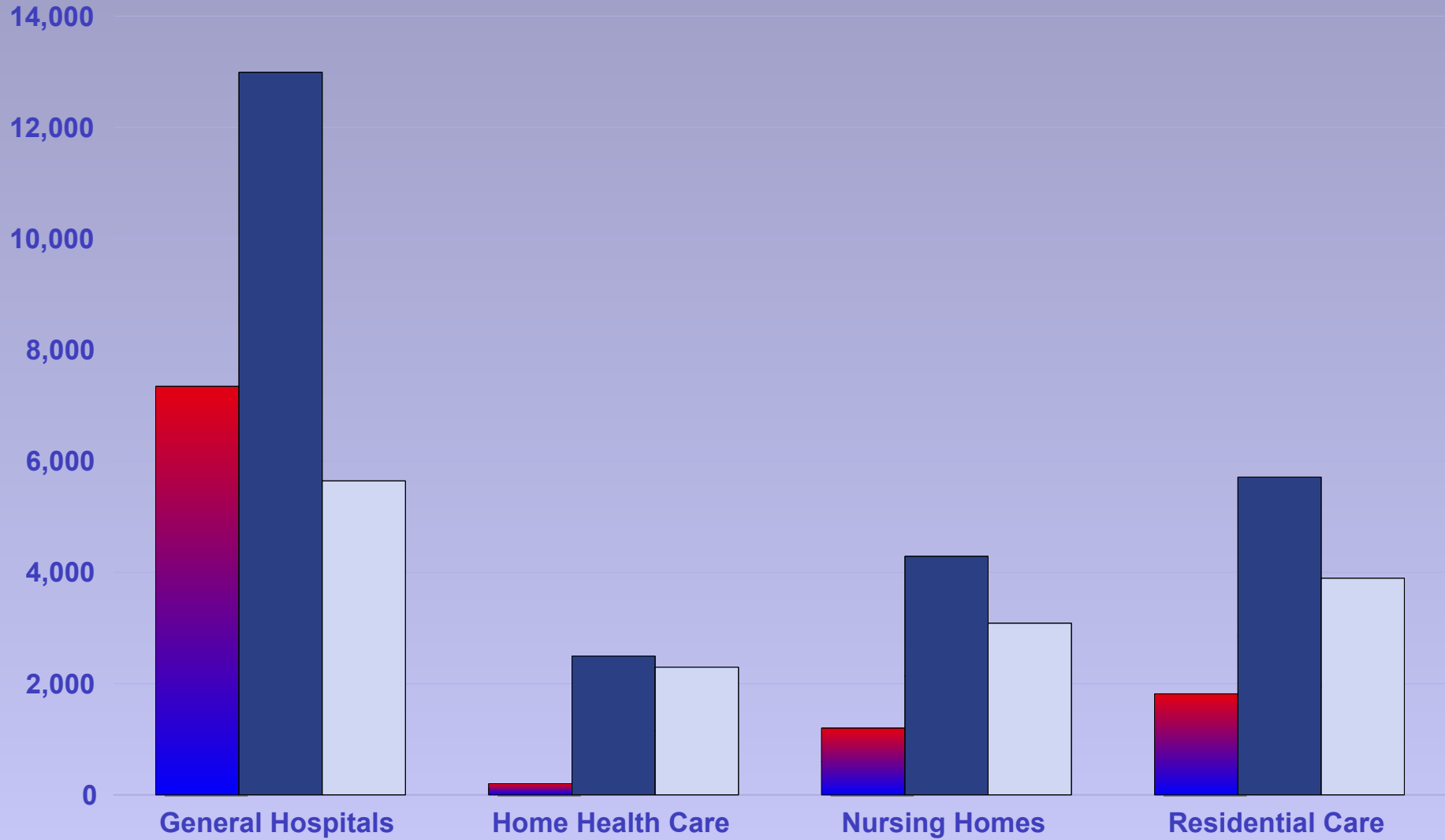
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What are the economic needs?

Employment Growth  
Job Gain and Loss

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# Job Gains and Job Losses in the California Health Care Industry



## Legend

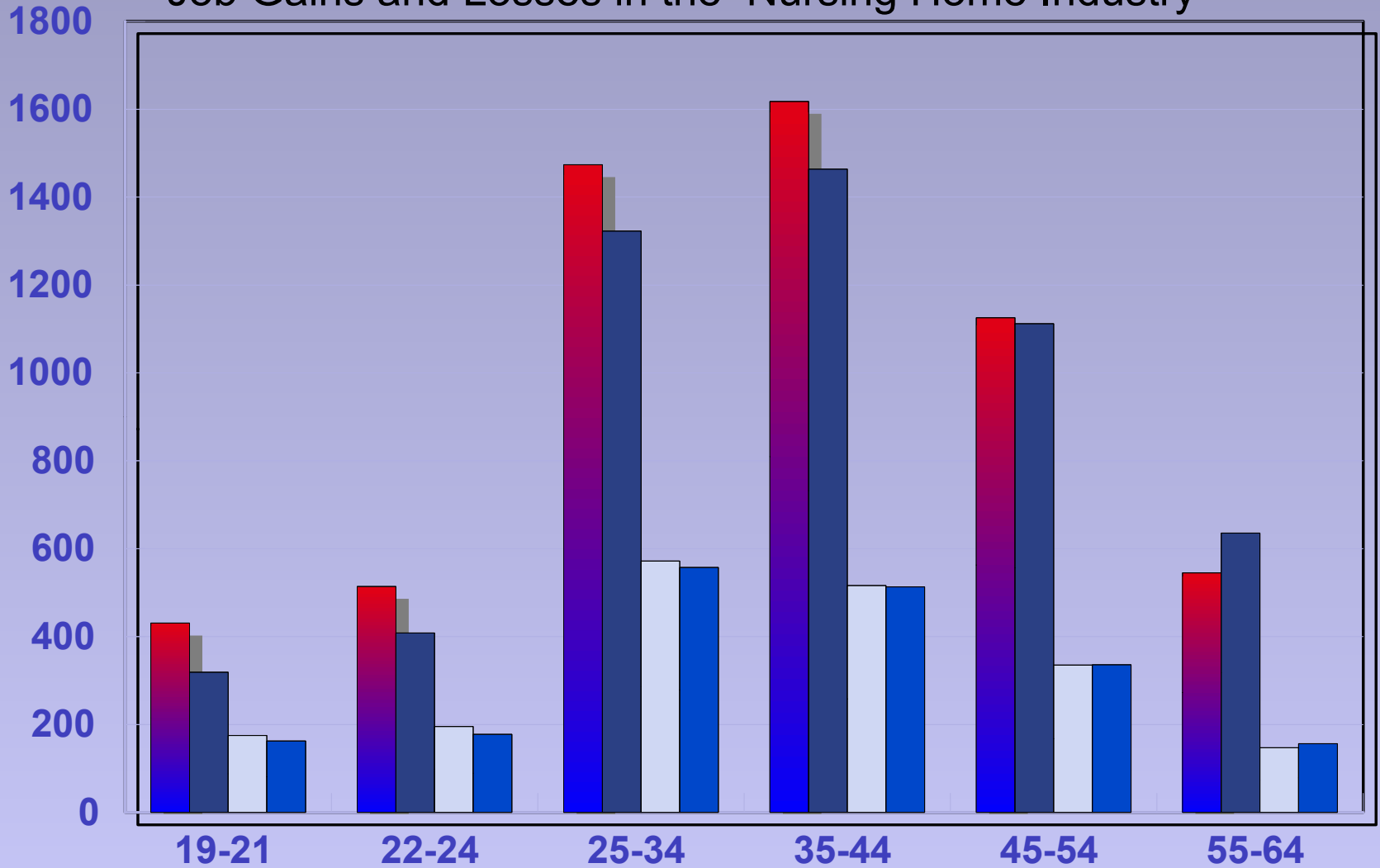
Net Job Change

Job Gain

Job Loss

# Zeroing in on Economy's Needs:

## Job Gains and Losses in the Nursing Home Industry





# Action Steps

1. Identify the growth industries
2. Identify their location
3. Characterize workers in those industries
4. Characterize trends
5. Match workers with employers
6. Find other WIBs with similar industries/workforces, and swap “best practices”

## Core Issues

(from A Governor's Guide to Creating a 21<sup>st</sup> Century Workforce)

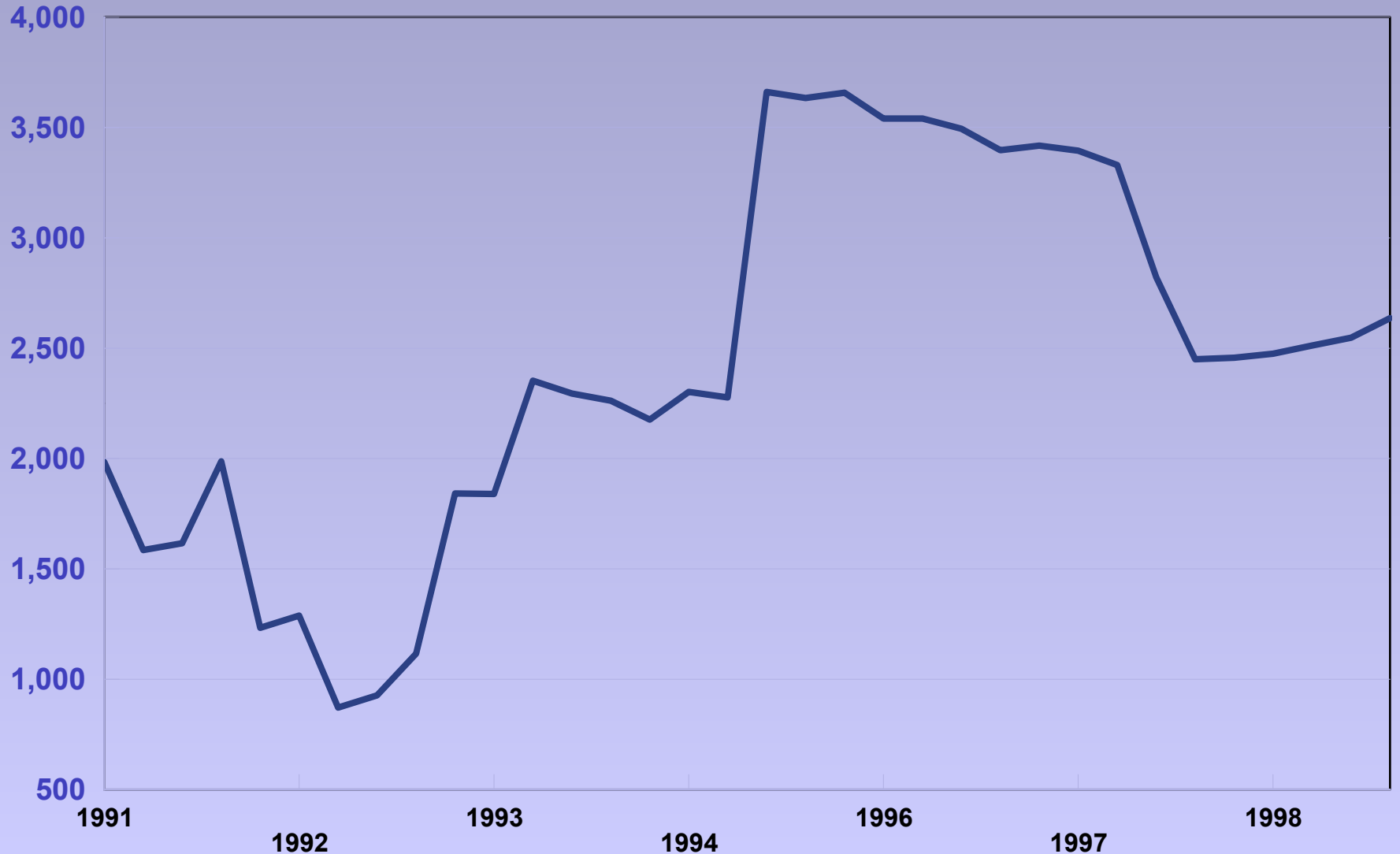
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# Build a Stronger Pipeline

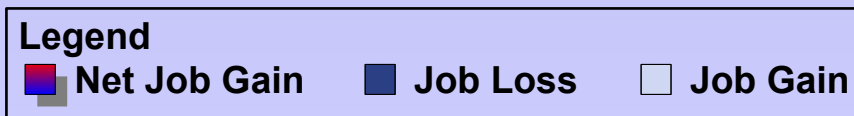
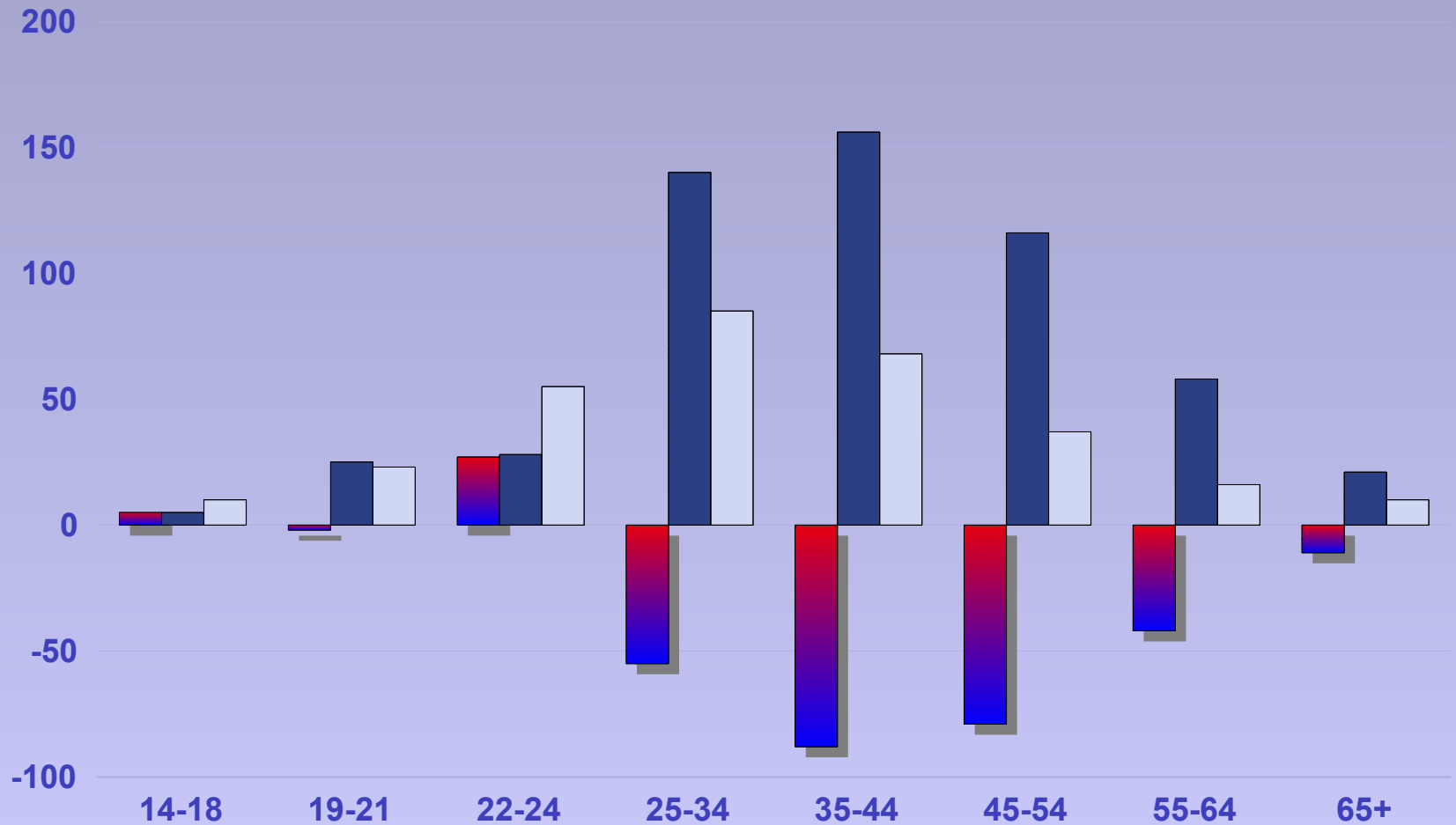
Fund postsecondary education based  
on demonstrated performance

Promote greater participation

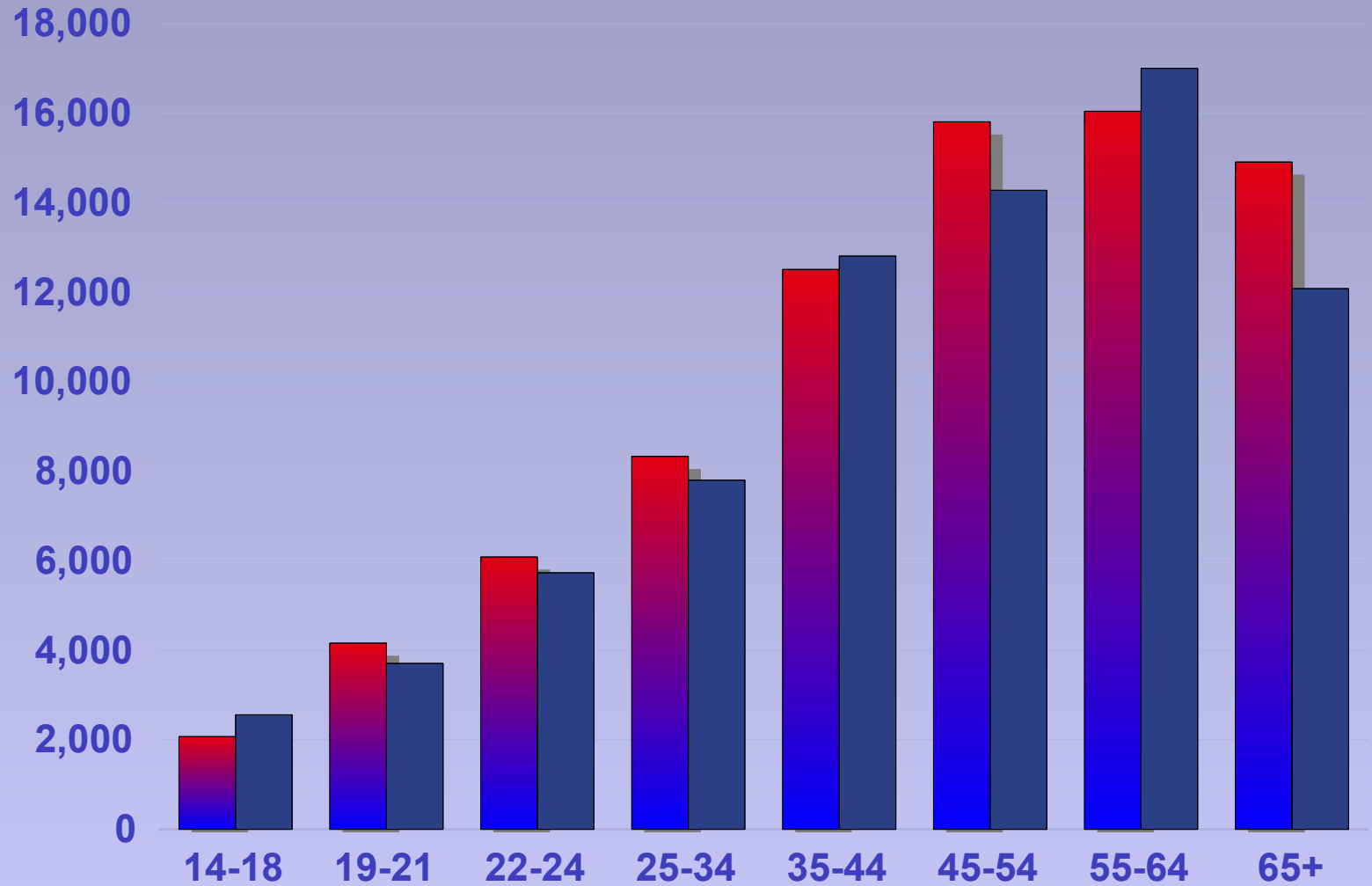
# Employment Growth in High Technology Industries in Montgomery and Frederick Counties, Maryland



# Male Job Gain and Job Loss in High Technology Industries in Montgomery and Frederick Counties, Maryland



# Earnings and New Hire Earnings in High Technology Industries in Montgomery and Frederick Counties, Maryland



## Legend

 Earnings

 New Hire Earnings

# Action Steps

1. Identify industries employing graduates
2. Document earnings of incumbents and new hires – performance measures
3. Document job duration
4. Benchmark performance against these detailed, local, measures
5. Build in adjustment mechanisms

## Core Issues

(from A Governor's Guide to Creating a 21<sup>st</sup> Century Workforce)

- Connect Workforce Development to Economic Needs
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# Enhance Incentives for Continuous Learning

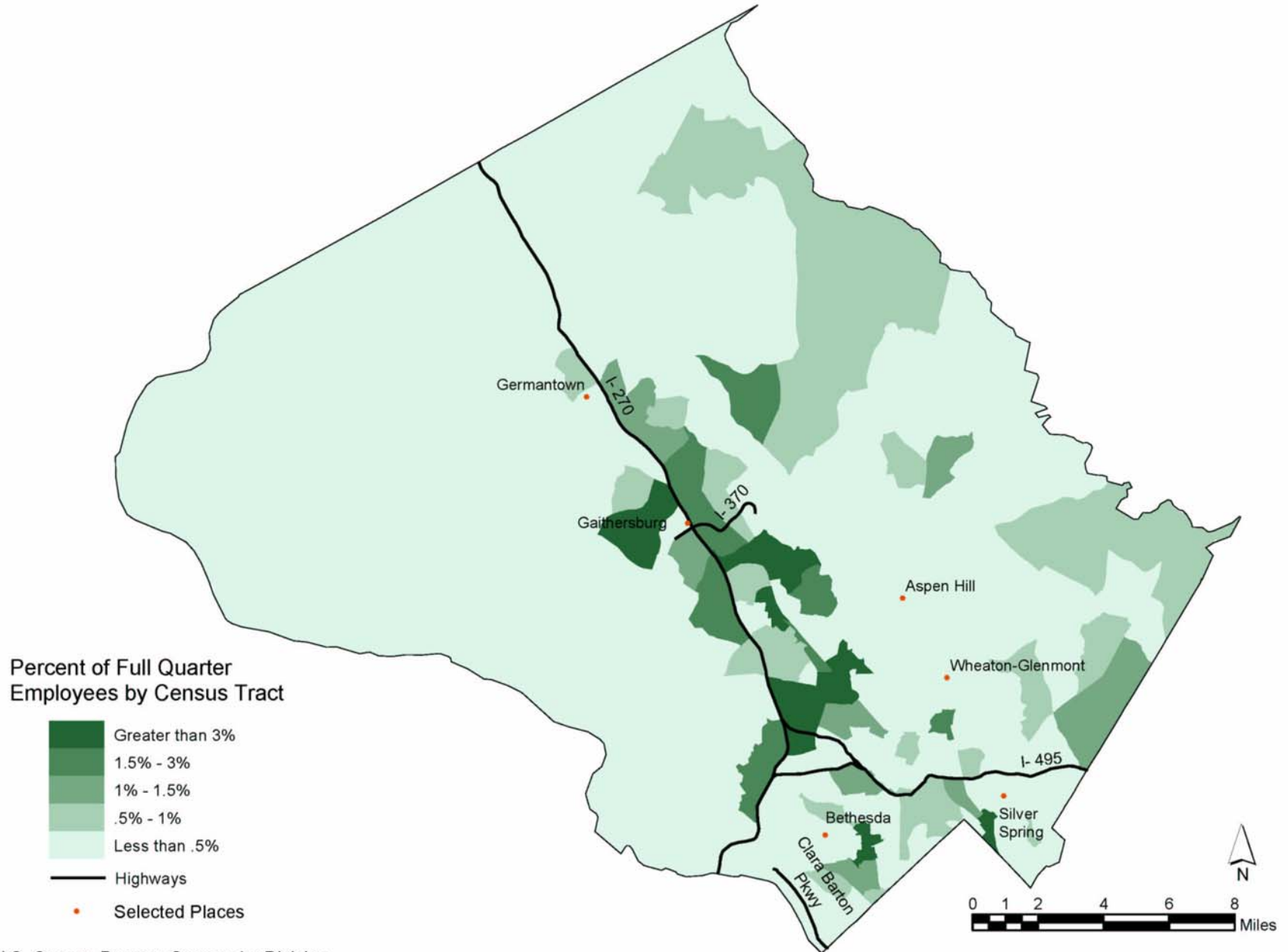
Increase the use of community colleges

Link adults with low skill to continuous learning

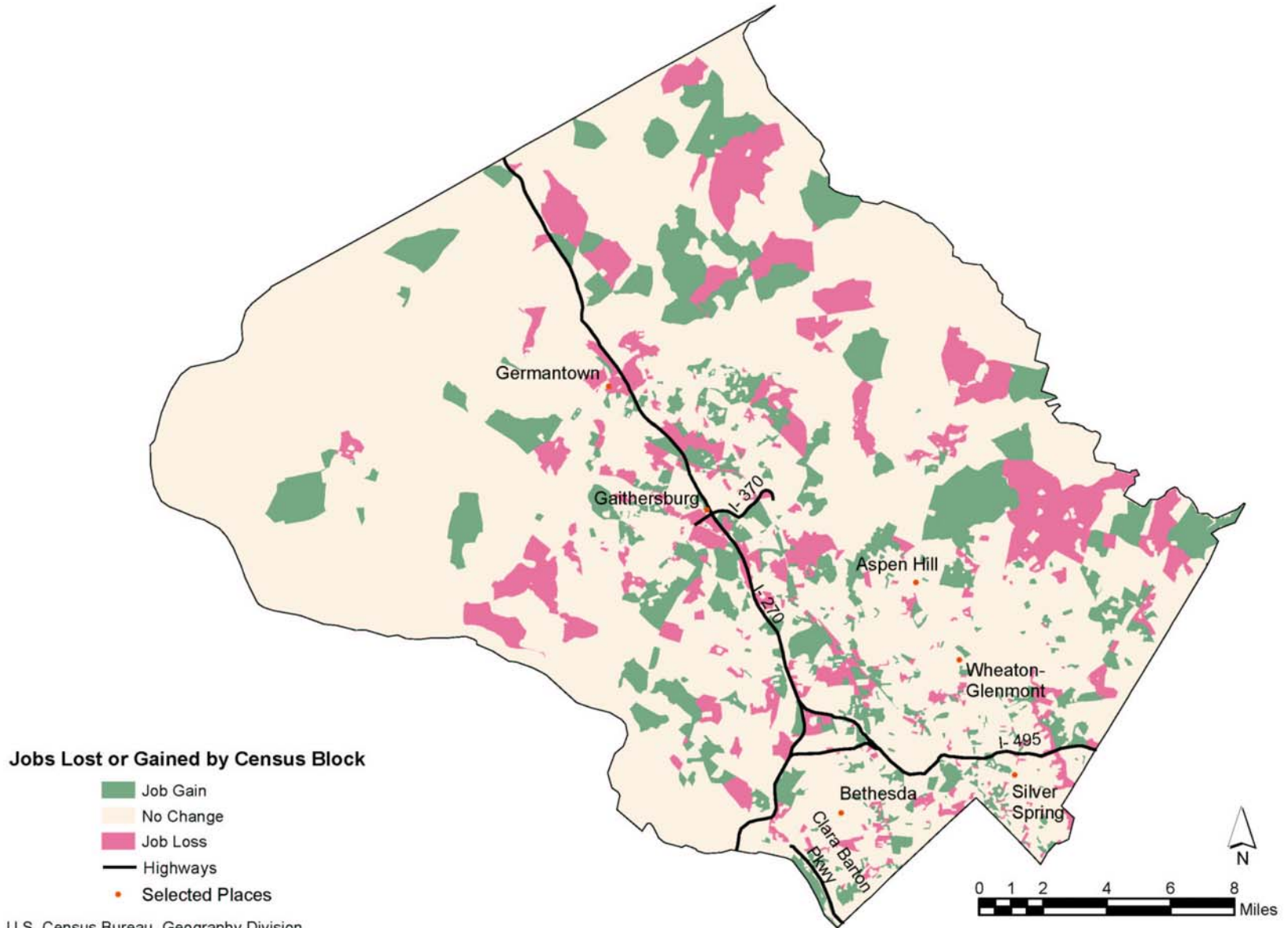
Direct welfare and workforce funded programs to allow greater participation

Promote workplace learning opportunities

# Percent of Full Quarter Employees, Age 19-24 Montgomery County, MD; 3rd Quarter 1995



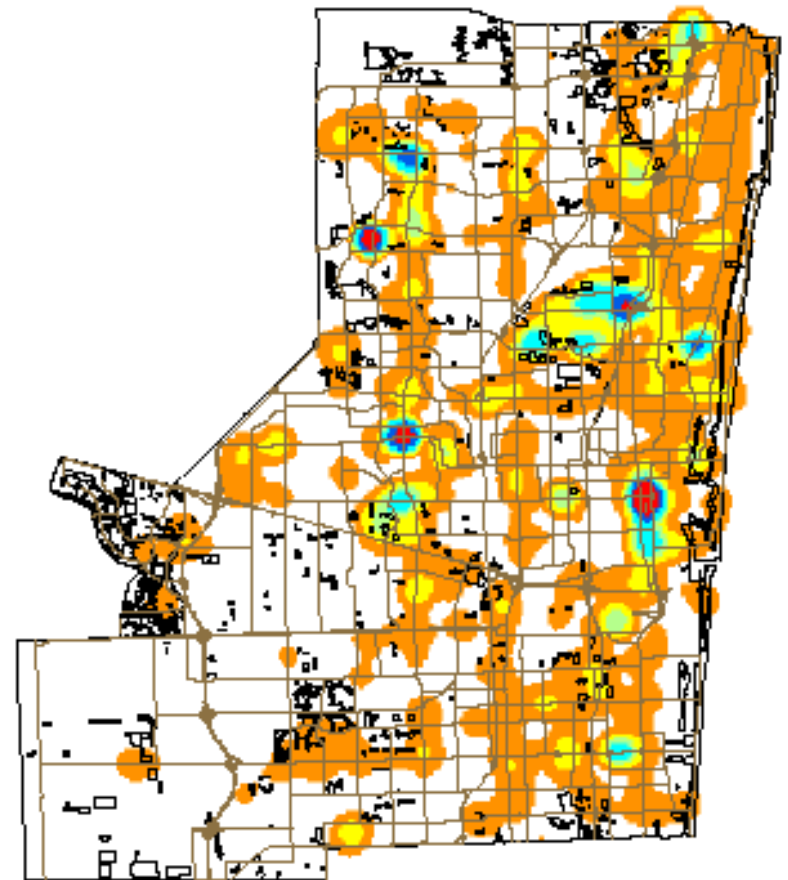
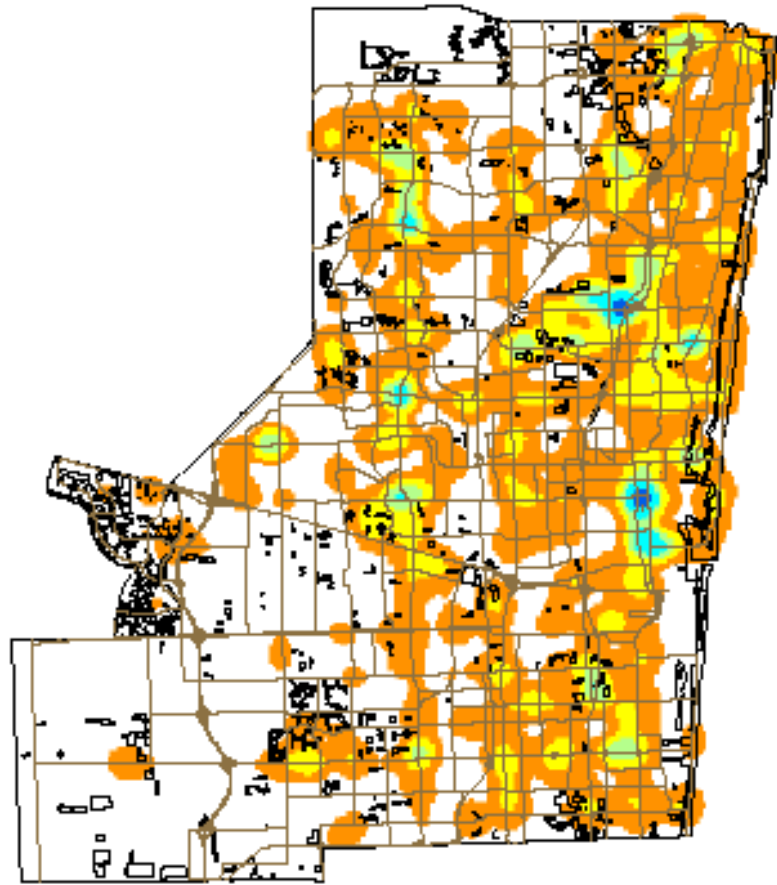
# Job Creation vs. Job Destruction in Montgomery County, MD 3rd Quarter, 2001



# Broward County, Florida (1998)

## Low wage workers by place of work

## High wage workers by place of work



Density per square mile

— Major Roads

<VALUE>



Density per square mile

— Major Roads

<VALUE>



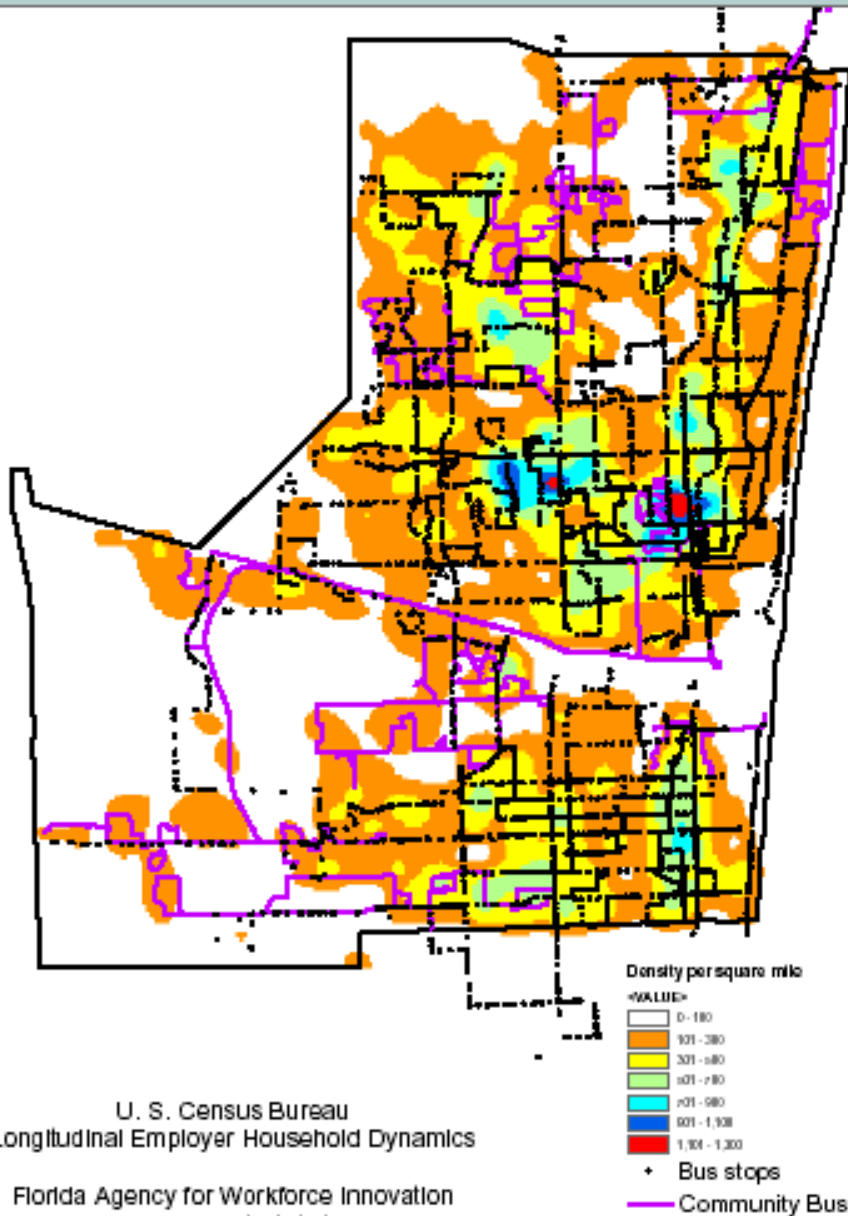
U. S. Census Bureau  
Longitudinal Employer Household Dynamics

Florida Agency for Workforce Innovation  
Labor Market Statistics

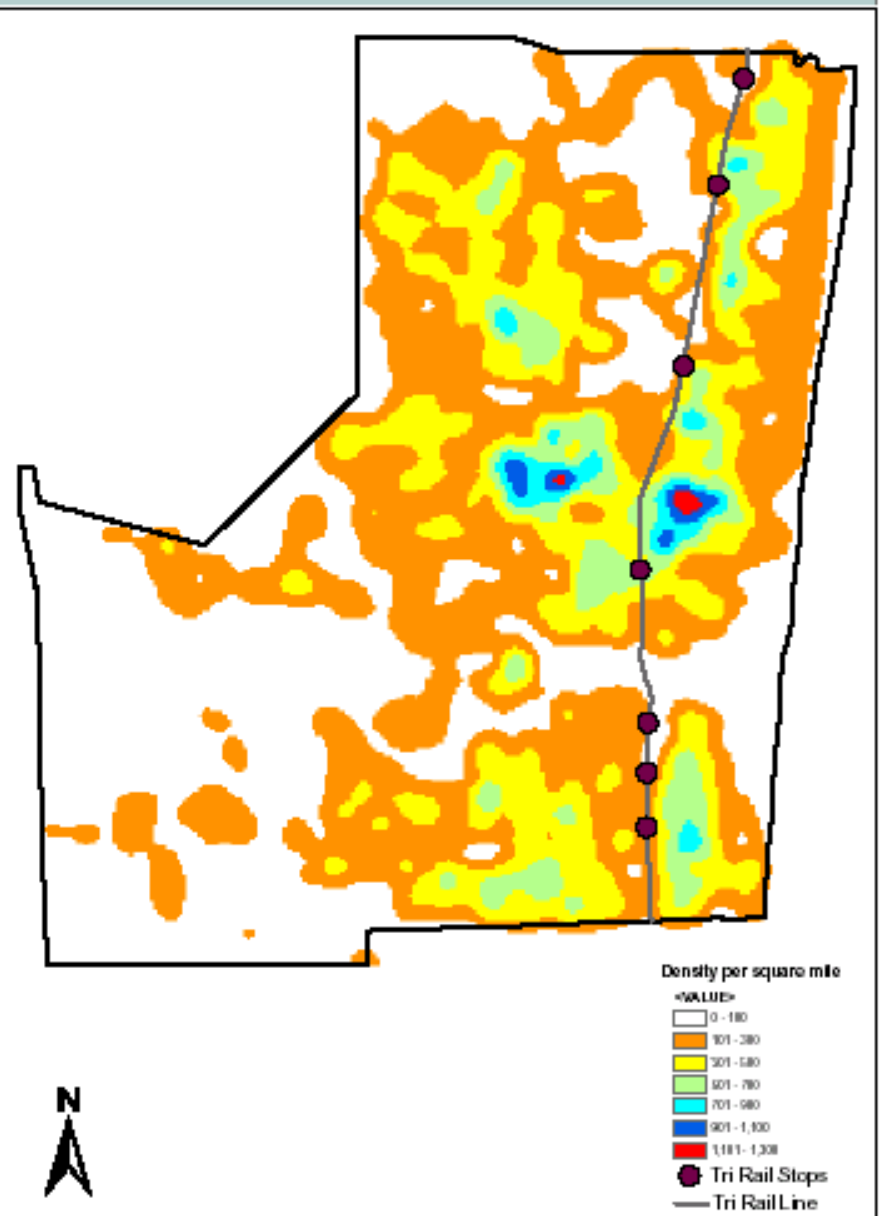


# Broward County, Florida (1998)

## Bus Routes and low wage workers by place of residence

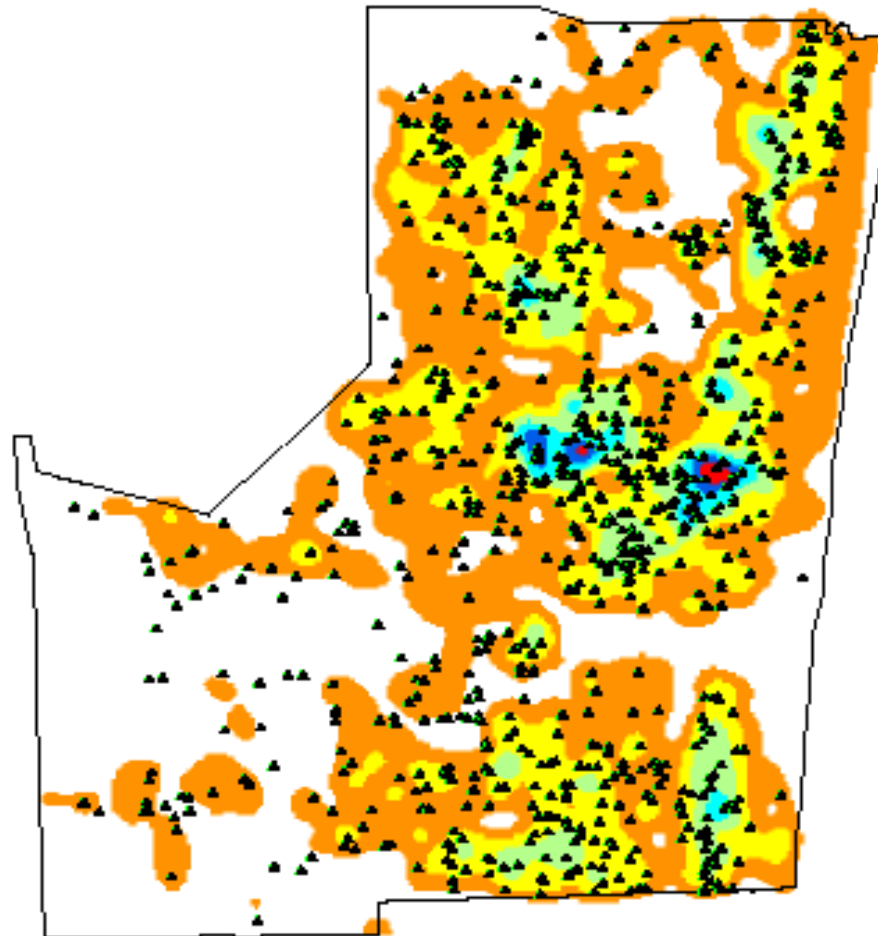


## Tri Rail and low wage workers by place of residence



# Broward County, Florida (1998)

## Child Care Facilities and low wage workers by place of residence



Density per square mile

<VALUES>

0 - 100

101 - 300

301 - 500

501 - 700

701 - 900

901 - 1,100

1,101 - 1,200

▲ Child Care Facilities

U.S. Census Bureau  
Longitudinal Employer Household Dynamics

Florida Agency for Workforce Innovation



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# Action Steps

1. Identify the target market for students – age, sex, industry
2. Identify industries that employ workers with set demographics
3. Decide whether to locate training where they live or where they work
4. Locate training near appropriate transportation routes
5. Work with identified industries to promote workplace learning opportunities

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# Managing Careers

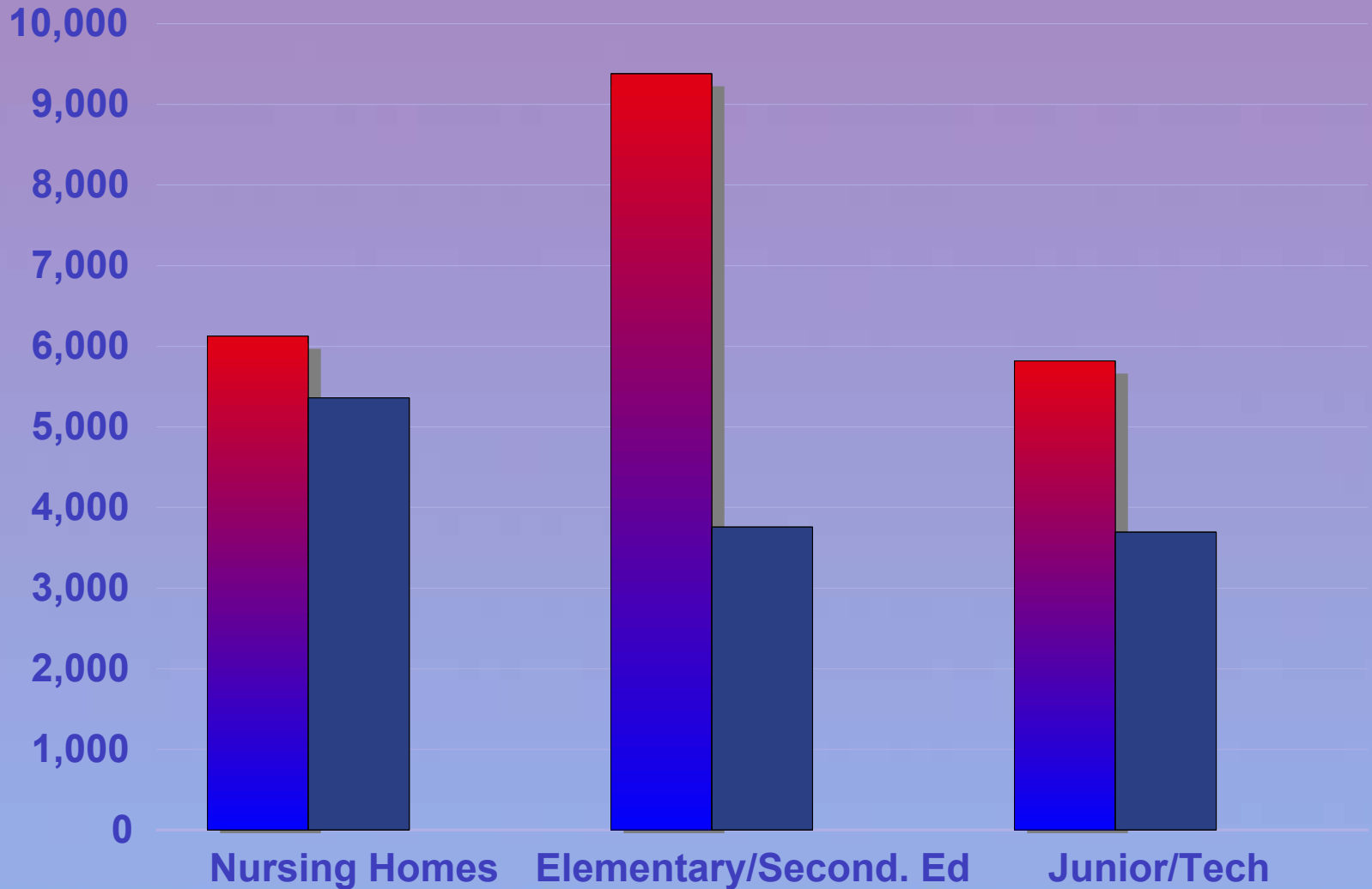
Help people transition

“What do jobs pay for people like me?”

Help people find new jobs in dynamic,  
changing economy

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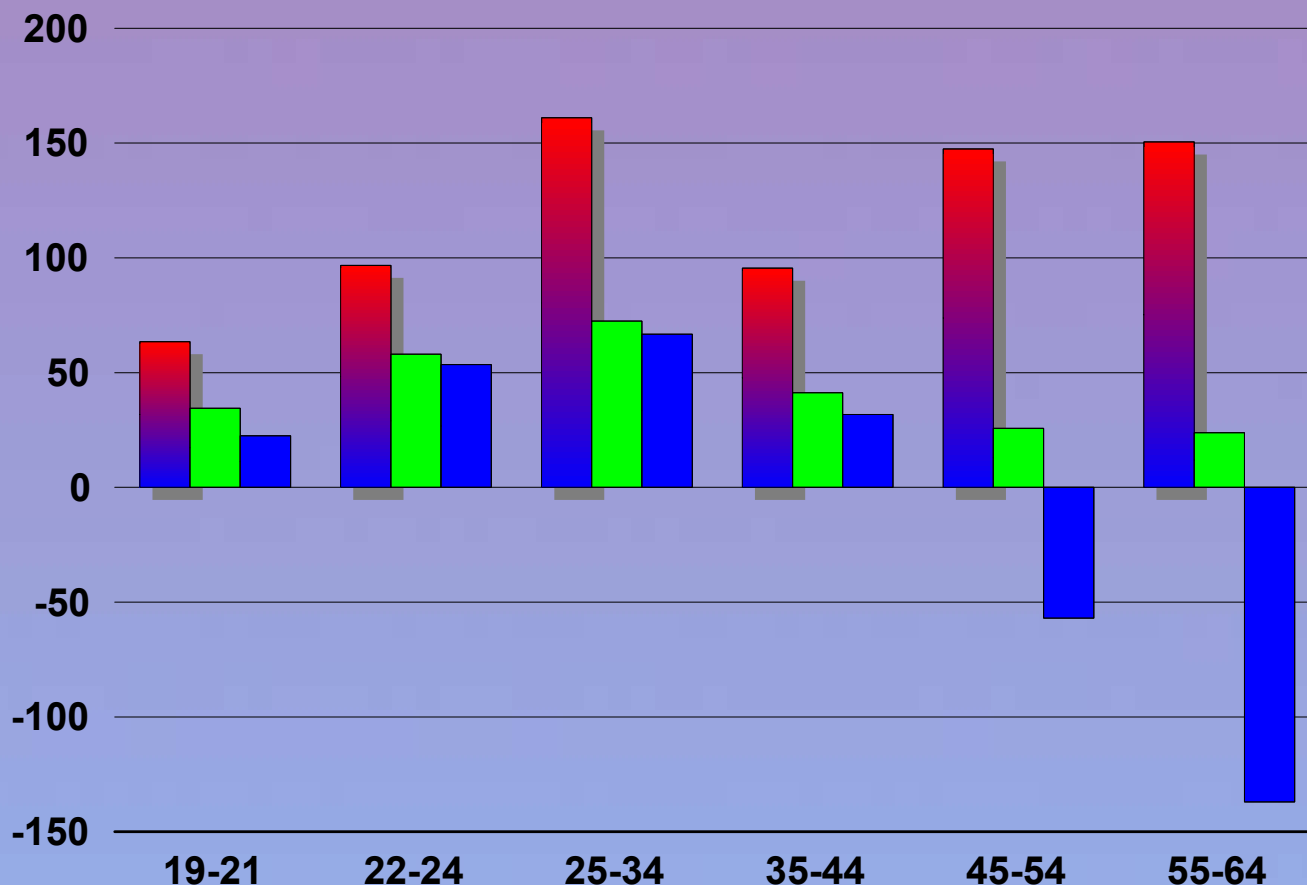
# Earnings of 35-44 year old males in Miami/Dade County, Florida: Selected Industries



Source: Florida Agency for Workforce Innovation  
Florida Department of Education  
LEHD Program, Census Bureau

**Earnings** **Earnings of New Hires**

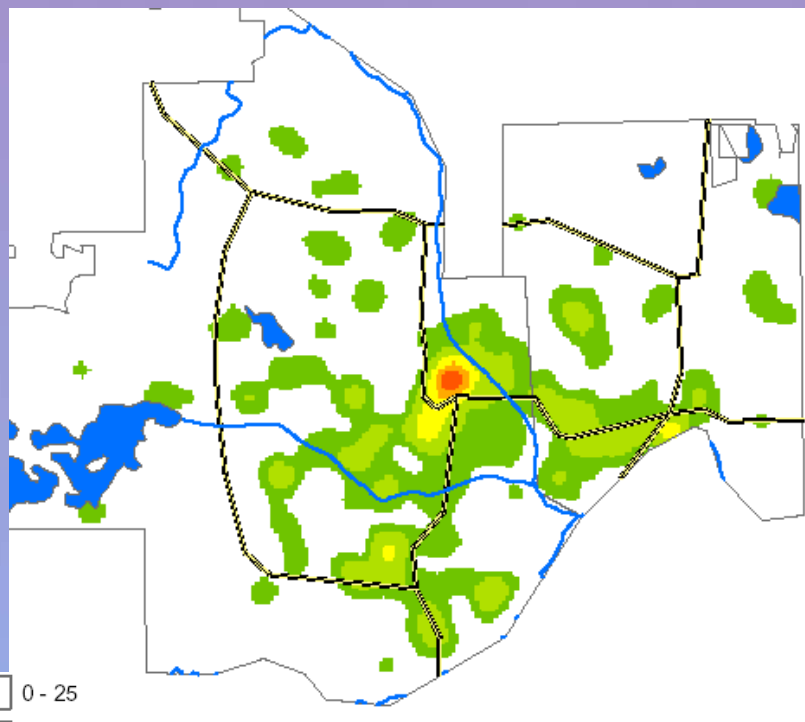
# Job Opportunities in Industrial Machinery, Peoria, IL (net employment growth 21 jobs!)



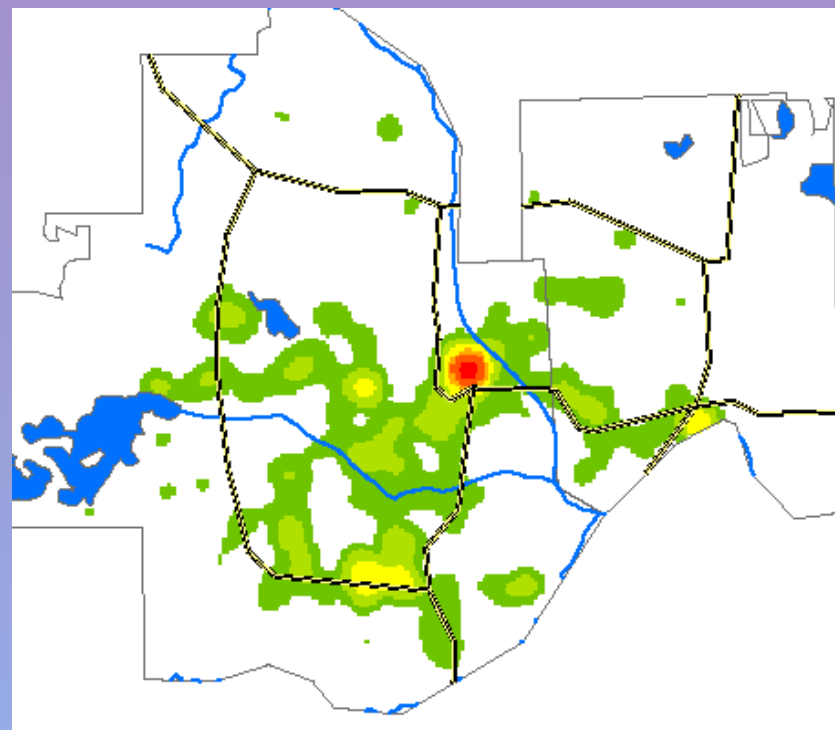
US CENSUS BUREAU

**Hires**   **Job Gain**   **Net Employment Growth**

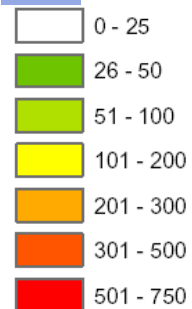
# Finding New Jobs: Where are the high wage firms?



*Low-wage firms*



*High-wage firms*



# Action Steps

1. Identify key job characteristics of interest: earnings; job duration; job growth; distance to work
2. Integrate LEHD data into one stop shops
3. New concepts – never before available: hires, job gains vs net employment growth

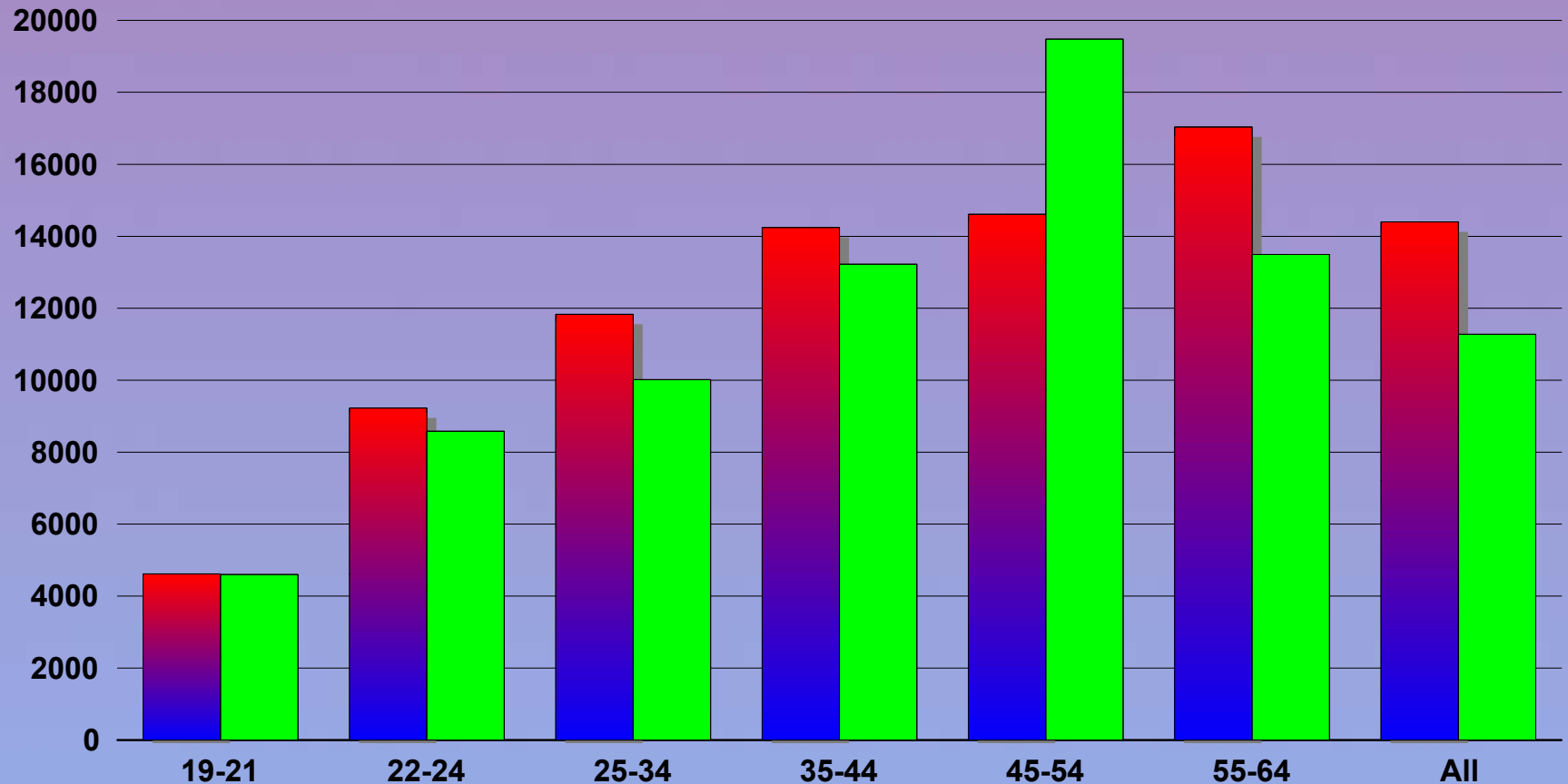
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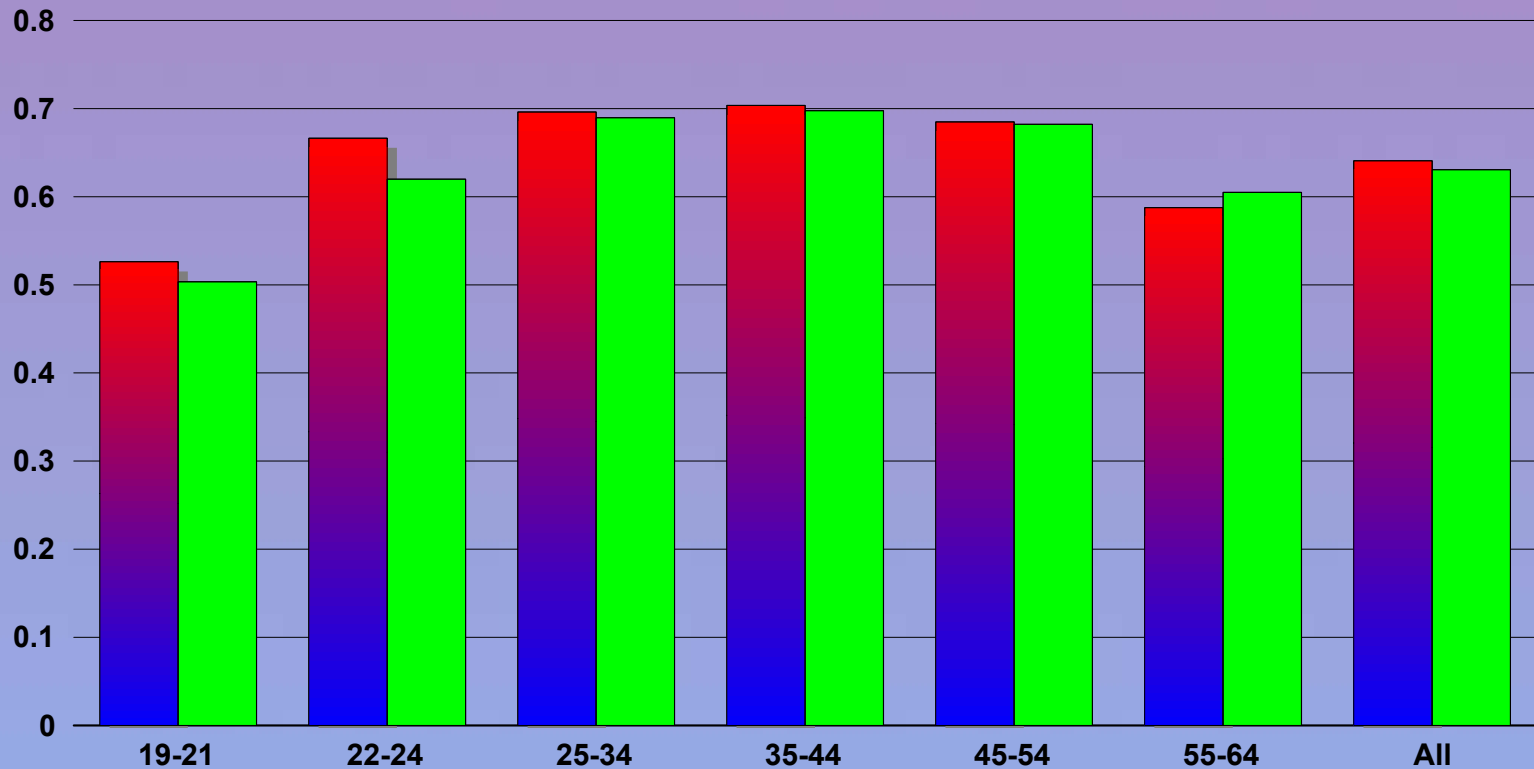
# Earnings of Male Workers in Industrial Machinery (Peoria, IL)



US CENSUS BUREAU

**Legend**  
■ Earnings ■ New Hire Earnings

# Proportion of New Hires in Industrial Machinery Who Stay at Least a Quarter (IL)





# Action Steps

1. Identify performance measures: earnings, earnings of new hires, job duration,
2. Provide local labor market context: appropriate industry, region, time period (trend)

# Summary

- New and powerful tools for participating states
- NOT “all things for all people” – will NOT provide numbers of jobs created yesterday at Target
- WILL provide local labor market context for performance evaluation and strategic planning