



# **LMI** Connects

**C2ER Webinar Presentation  
February 2011**

**Prepared by  
Jane Field, M.A.  
[jfield@esd.wa.gov](mailto:jfield@esd.wa.gov)  
(360) 438-4943**

**Washington State  
Employment Security Department  
Labor Market and Economic Analysis**

*Where can I find better pay?*

*Am I willing to move to a promising location?*

# What is **LMI**?

*What are my employment possibilities?*

*What training will lead me to the best job?*

*Which industries are growing? Declining?*

**LABOR MARKET INFORMATION**

*From employment counselors*

*In the newspaper*

*On television*

*From government reports*

# Where do I *find* **LMI**?

*From schools and training institutions*

*From teachers*

*On websites*

*From professional organizations and trade affiliations*

*From family and friends*

*Listening to the radio*

Workforce Explorer, Home, Workforce Explorer, Washington - Windows Internet Explorer

http://www.workforceexplorer.com/

File Edit View Favorites Tools Help

Workforce Explorer, Home, Workforce Explorer, Was...

# Workforce Explorer

Labor Market and Economic Analysis

Home
My Labor Market Info
Career Center
WA Labor Market
Data Library

Search:

[Advanced Search](#)

[Glossary](#)

---

[New User? Sign Up.](#)

Username:

Password:

[Forgot Password?](#)

## Labor Market and Economic Analysis

[More about us](#)

---

### Current Employment/Unemployment Situation

*(LMEA press release)*

[Schedule of Releases for 2011](#)  
*(revised January 20)*

#### Find Career and Occupation Information

Wages, occupational descriptions and details  
Demand/Decline List  
Find Employers by industry, occupation, keyword or area  
Assessments  
Training Resources  
Projections  
Occupation Employment and Wage Estimates

#### Find Labor Market Information by Area

Wage and benefits Information  
Articles and Analysis  
Job Vacancy Reports  
Area Information  
Local Area Profile

#### Find Data

Employment/ Unemployment Data  
Occupational Data  
Agricultural Data  
Projections - Industry and Occupational  
Industry Data  
County Trends

Tools...

**Information for:**

- [Business Owners](#)
- [Job Seekers](#)
- [News Media](#)
- [Researchers/Data Analysts](#)
- [Students](#)
- [Teacher/ Counselor](#)
- [Workforce Professionals/ WorkSource Staff](#)

**Tools**

- [Assessment Tools](#)
- [Career Clusters](#)
- [Find Employers](#)
- [Local Area Profile](#)
- [Occupation Explorer](#)
- [Training Programs](#)
- [Training Providers](#)

**Data Dashboards**

- [Numbers and Trends](#) (trends by area)
- [Industry Trends](#)
- [Local Employment Dynamics](#)

**Wages & Training**

- [Wages and Benefits Information](#)
- [Training Resources](#)

**What`s New?**

- [Agricultural Employment Labor and Wage Report - December 2010](#)

http://www.workforceexplorer.com/article.asp?ARTICLEID=10954&PAGEID=94&SUBID=

start | Internet | 125%

Inbox - Microsoft Out... | Revised Customer Flow | Microsoft PowerPoint ... | Document 1 - Microsof... | Workforce Explorer, ... | 9:33 AM

**Key Users**

**Key Tools**

<http://www.workforceexplorer.com/>

http://www.workforceexplorer.com/cgi/databrowsing/?PAGEID=185

File Edit View Favorites Tools Help

Workforce Explorer, WA Labor Market

- Students
- Teachers/Counselors
- Workforce Professionals
- Glossary
- ▣ Data Dashboards
- ▣ Press Release Info
- ▣ Publications
- ▣ Tools
- ▣ Wages & Training
- Tour Labor Market Info
- ▣ Explore Local Area
- ▣ Explore Occupations
- Find Employers
- ▣ Training Information

New User? Sign Up.

Username:

Password:

Forgot Password?

Access Washington™

- **[Help a customer find occupational information](#)** - *Occupation Explorer*
- **[Find employers by industry, occupation, area or name](#)** - *Find Employers Tool*
- **[Find out if an occupation is in demand or decline](#)** - *Demand/Decline List*
- **[Find an alphabetical list of occupations and their wages](#)** - *Occupational Wages*
- **[Find Assessment tools](#)** to help guide a customer's career planning - *Assessment Tools*
- **[Search for occupations by skills](#)** - *Skills Profiler* from Career Onestop
- **[Find occupational information matching Career Pathways](#)**  
Occupations are organized by levels of training and experience - *Career Cluster Tool*
- **[Find training programs or providers](#)** - *Training Resources*
- **[Find an O\\*NET Occupation Title](#)** - *O\*Net Online*
- **[Determine the correct O\\*NET-SOC codes](#)** for job orders, job applicants and UI Claimants - *O\*NET Code Connector*
- **[Find out what occupations are employed in an industry](#)** - *Industry Trends*
- **[Find labor market indicators for a specific county](#)** - *Numbers and Trends*
- **[Find economic or demographic data for business or workforce partners](#)** - *Local Area*

**Need help finding a job?**

- [Writing a resume](#)
- [Writing a cover letter](#)
- [Job search help](#)
- [Interviewing - job search strategies](#)

**Publications & Reports**

 **Five Tools for Rapid Reemployment pdf** - follow the steps to find employers in the same or different industry, who employ the same or similar occupations.

 **2010 Occupational Employment and Wage Estimates** 104 pages, pdf Report on annual Occupational Employment Statistics (OES) survey.

 **Jobs for the Sidewalk Economist pdf** - Step-by-step career planning strategy and workbook.

 **Where are YOU Going? pdf** - Information on more than 300 occupations in Washington State, and on various educational programs, financial aid, and related services.

Internet

start | Inboxes - Microsoft Out... | LMI Connects Jan 2011 | Workforce Explorer, ... | Document1 - Microsof...

Source: Employment Security Department, LMEA

# <http://www.workforceexplorer.com>

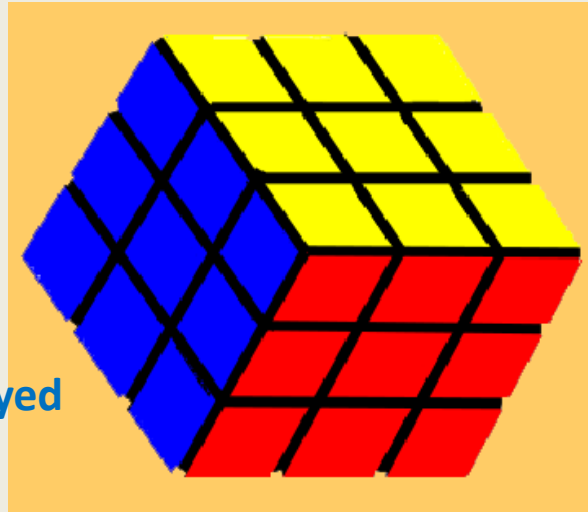
Complete resource for Washington State, with links to:

- 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

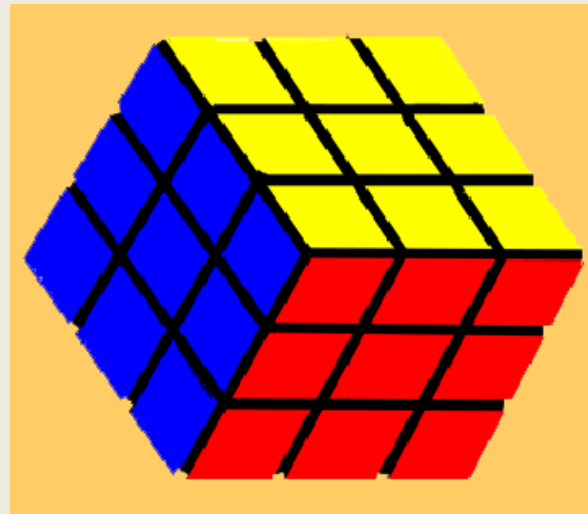
## Coding Structure is hierarchal

**NAICS Coding for Finance and Insurance Industry (52)**

**522 = Depository, Non depository and Credit Intermediation**

**5221 = Depository Credit Intermediation**

**522110 Commercial Banking**



**Geographical Coding**  
State → County → City

**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**

# 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.

# 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:

The screenshot shows the O\*NET OnLine website in a Microsoft Internet Explorer browser. The address bar displays [http://www.onetonline.org/find/descriptor/browse/Work\\_Activities](http://www.onetonline.org/find/descriptor/browse/Work_Activities). The page title is "Interacting With Others - Microsoft Internet Explorer". The O\*NET OnLine logo is prominent. Below the logo, there are navigation links: "Help", "Find Occupations", "Advanced Search", and "Cr". The main heading is "Browse by O\*NET Data". A dropdown menu shows "Interacting With Others" selected, with a "Go" button next to it. Below this, the section "Work Activities — Interacting With Others" is displayed. The text reads: "What interactions with other persons or supervisory activities occur while performing this job?". Several sub-sections are listed with blue underlined links: "Assisting and Caring for Others", "Coaching and Developing Others", "Communicating with Persons Outside Organization", "Communicating with Supervisors, Peers, or Subordinates", and "Coordinating the Work and Activities of Others". Each sub-section has a brief description of the activity.

The screenshot shows the Workforce Explorer website in a Microsoft Internet Explorer browser. The address bar displays <http://www.workforceexplorer.com/>. The page title is "Workforce Explorer". The navigation menu includes "Home", "My Labor Market Info", "Career Center", "WA Labor Market", and "Data Library". The main heading is "Labor Market and Economic Analysis". Below this, there are several sections: "Current Employment/Unemployment Situation" with a link to "More about us", "Schedule of Releases for 2011 (revised January 20)", and "2010 WASHINGTON STATE LABOR MARKET AND ECONOMIC REPORT" with a link to "Annual Report of Economic Activity in Washington State" and "read full report". There are also links for "Information for:" including "Business Owners", "Job Seekers", "News Media", "Researchers/Data Analysts", "Students", "Teacher/ Counselor", "Workforce Professionals/", and "WorkSource Staff". A "Tools" section lists "Assessment Tools", "Career Clusters", "Find Employers", "Local Area Profile", "Occupation Explorer", "Training Programs", and "Training Providers". A "Data Dashboards" section lists "Numbers and Trends (trends by area)", "Industry Trends", and "Local Employment Dynamics".

# 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?

Prepared by  
**Jane Field, M.A.**  
[jfield@esd.wa.gov](mailto:jfield@esd.wa.gov)  
**(360) 438-4943**

**Anita Davis**  
[adavis@worksourcethurston.org](mailto:adavis@worksourcethurston.org)  
**(360) 570-4287**

**Washington State  
Employment Security Department  
Labor Market and Economic Analysis**