



Labor Market Information (LMI) and Sector Strategies

MARYLAND JOBS NOW

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WIOA Overview

- President Barack Obama signed the **Workforce Innovation and Opportunity Act (WIOA)** into law on July 22, 2014. WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973

WIOA Key Dates

- **June 15, 2015:** Comments due on Notices of Proposed Rulemaking (NPRMs)
- **Jan - Feb 2016:** Draft State Plan published for public comment
- **Mar 2016:** State Plan submitted to US DOL for approval
- **Feb - Sept 2016:** Local Plans and Regional Plans developed
- **July 2016:** Remaining WIOA provisions take effect

WIOA & Labor Market Information (LMI)

- Workforce and Labor Market Information (WLMI) means that body of knowledge pertaining to the socioeconomic factors influencing the employment, training, and business decisions in national, State, sub-State, and local labor market areas. These factors, which affect labor demand supply relationships, worker preparation, and educational program offerings, also define the content of the WLMI programs and system.

WIOA & Labor Market Information (LMI)

WLMI includes, but is not limited to:

- Identification of high growth and high demand industries, occupations, and jobs
- Employment and unemployment numbers and rates
- Population growth and decline, classified by age, sex, race, and other characteristics
- Short- and long-term industry and occupational employment projections
- Information on business employment dynamics, including the number and nature of business establishments, and share and location of industrial production
- Local employment dynamics, including business turnover rates; new hires, job separations, net job losses
- Job vacancy counts

WIOA & Labor Market Information (LMI)

- Job search information and employment data from the public labor exchange system
- Payroll, earnings, work hours, benefits, unionization, trade disputes, conditions of employment, and retirement
- Emerging occupations and evolving skill demands
- Business skill and hiring requirements;
- Workforce characteristics, described by skills, experience, education, competencies, etc.
- Workforce available in geographic areas
- Regional and local economic development, including job creation through business start-ups and expansions;
- Educational programs, training and apprenticeship opportunities
- Trends in industrial and occupational restructuring
- Shifts in consumer demands
- Labor market intelligence gained from interaction with businesses, industry or trade associations, education agencies, government entities, and the public

Key Definitions

- Labor market area means an economically integrated geographic area within which individuals can reside and find employment within a reasonable distance or can readily change employment without changing their place of residence. Such an area must be identified in accordance with criteria used by DOL's Bureau of Labor Statistics in defining such areas or similar criteria established by a Governor.
- In-demand industry or occupation
 - An industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting business, or the growth of other industry sectors
 - An occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate
- Sector Strategies
 - Strategies involving industry partnerships, regional skills alliances, industry skill panels, and sectoral skills partnerships

Job- Driven Checklist

- WIOA encourages State and Local Training and Employment Programs to Become More Job-Driven and incorporate the Job-Driven Checklist
 - ENGAGING EMPLOYERS: Work up-front with employers to determine local hiring needs and design training programs that are responsive to those needs, from which employers will hire.
 - EARN AND LEARN: Offer work-based learning opportunities with employers – on-the-job training, internships, pre-apprenticeships, and Registered Apprenticeships – as training paths to employment.
 - **SMART CHOICES: Make better use of data to drive accountability, inform what programs are offered and what is taught, and offer user-friendly information for job seekers to choose programs and pathways that work for them.**
 - MEASURING MATTERS: Measure and evaluate employment and earnings outcomes.
 - STEPPING STONES: Promote a seamless progression from one educational stepping stone to another, and across work-based training and education, so individuals' efforts result in progress.
 - OPENING DOORS: Break down barriers to accessing job-driven training and hiring for any American who is willing to work, including access to supportive services and relevant guidance.
 - REGIONAL PARTNERSHIPS: Coordinate American Job Centers, local employers, education and training providers, economic development agencies, and other public and private entities, to make the most of limited resources.

Importance of Data-Driven Decision Making

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WIOA State Work Groups

The implementation of the WIOA work groups have been developed to generate clarity of actions and expectations of all parties involved utilizing the following goals;

- Raise awareness about the implications of WIOA with required and optional partners at the state and local service provider level, as well as with specific stakeholder groups
- Develop knowledge of the plans, tactics, and timelines that must be fulfilled in order to achieve WIOA implementation
- Increase the ability of all partners to execute the required steps by sharing interpretation and guidance of the law, executive orders, and state legislation as necessary
- Listen to the ideas, insights, and concerns of partners, customers, business, and state agencies

Tentative Committees

- ❖ Delineating Regions of Economic Activity & Regional Planning
- ❖ LMI for Planning, including State, Local, and Regional Plans
- ❖ LMI as a Service to Businesses, Jobseekers, and Local Areas
- ❖ LMI Data, Tools, Resources, and Research

Delineating Regions of Economic Activity & Regional Planning

- Not to be confused with workforce development areas
- Regions can consist of multiple contiguous workforce development areas
- Examine factors, such as:
 - Population Centers
 - Location Quotients
 - Industrial Composition
 - Labor Force Conditions
 - Commuting Patterns

Delineating Regions of Economic Activity & Regional Planning

- Comments on appropriateness of these factors and suggestions of additional data points for defining a regional economy and labor market – Due June 15th, 2015
- Governor must develop a policy for designation of a region prior to submission of the State Unified or Combined Plan (March 2016), in order to receive WIOA title I-B adult, dislocated worker, and youth allotments
- This committee will need to make recommendations for comments on the NPRM, policies to designate a regions, and proposed regions

LMI for Planning, including State, Local, and Regional Plans

- The incorporation of LMI into planning documents is required
 - Analysis of economic conditions in region
 - Analysis of the needed knowledge and skills for the region
 - Analysis of the workforce in the region
 - Analysis of the workforce development activities (including education and training) in the region
- Must assess the economic conditions every two years to determine if modifications are needed to the plans
- Planning documents are to incorporate in-demand industry and occupation data
- Highlights the importance of sector strategies

LMI for Planning, including State, Local, and Regional Plans

- Workforce Innovation and Opportunity Act requires states to develop unified plans across all WIOA-authorized programs. The Departments of Labor and Education will require states to incorporate the job-driven checklist into these new plans.
 - **ENGAGING EMPLOYERS:** Work up-front with employers to determine local hiring needs and design training programs that are responsive to those needs, from which employers will hire.
 - **EARN AND LEARN:** Offer work-based learning opportunities with employers – on-the-job training, internships, pre-apprenticeships, and Registered Apprenticeships – as training paths to employment.
 - **SMART CHOICES:** Make better use of data to drive accountability, inform what programs are offered and what is taught, and offer user-friendly information for job seekers to choose programs and pathways that work for them.
 - **MEASURING MATTERS:** Measure and evaluate employment and earnings outcomes.
 - **STEPPING STONES:** Promote a seamless progression from one educational stepping stone to another, and across work-based training and education, so individuals' efforts result in progress.
 - **OPENING DOORS:** Break down barriers to accessing job-driven training and hiring for any American who is willing to work, including access to supportive services and relevant guidance.
 - **REGIONAL PARTNERSHIPS:** Coordinate American Job Centers, local employers, education and training providers, economic development agencies, and other public and private entities, to make the most of limited resources.

LMI for Planning, including State, Local, and Regional Plans

- Comments on the scope of the challenges local areas may face regarding regional and local planning, and potential actions that the Department can take to help local areas address these challenges - Due June 15th, 2015
- LMI for informing plans will likely be needed at least by December 2015/January 2016
- This committee will need to make recommendations for comments on the NPRM, the types of LMI need for planning, and will likely work closely with the LMI Data, Tools, Resources, and Research Committee to ensure necessary LMI is available

LMI as a Service to Businesses, Jobseekers, and Local Areas

- State must provide technical assistance and labor market data; States have a responsibility to provide and instruct local areas on the effective use of regional labor market information
- Career services must be made available to all job seekers and include services pertaining to LMI
- Career services must be made available to local businesses, including LMI
- Provision of workforce and labor market employment statistics information, including
 - Local, regional, and national labor market areas
 - Job vacancy listings in labor market areas
 - Information on job skills necessary to obtain the vacant jobs listed; and
 - Information relating to local occupations in demand and the earnings, skill requirements, and opportunities for advancement for those jobs

LMI as a Service to Businesses, Jobseekers, and to Local Areas

- This committee will propose ways to improve LMI as a service, including but not limited to recommendations on outreach, training, and LMI products
- This committee will likely work closely with the LMI Data, Tools, Resources, and Research Committee to ensure necessary LMI is available

LMI Data, Tools, Resources, and Research

- States may use set-aside funds to conduct other research and demonstration projects that relate to the education and employment needs for youth, adults and dislocated workers
- State are required to provide labor market data
- States may possess tools for analysis that individual local areas may not
- This committee will need to examine existing LMI data, tools, resources, and research and make recommendations pertaining to desired LMI data, tools, resources
- Additionally this committee will serve as the technical experts in advising other committees regarding the nature of the data, availability of data, etc.

Breakout into Preferred Committee

Be Sure to Identify

- Speaker
- Chair
- Scribe

Discuss

- Purpose/charge
- How to Accomplish Necessary Actions
 - Next Steps

Report Back

Be Sure to Identify

- Speaker
- Chair
- Scribe

Discuss

- Purpose/charge
- How to Accomplish Necessary Actions
 - Next Steps

Next Steps

- Scribes will send brief summary to committee chairs; Committee chairs will send out to the group for comment after collecting all interested parties e-mail addresses
- Committee chair will send final summaries and committee listing to hillary.huffer@maryland.gov
- Committee will set-up timelines, follow-up meetings or calls, and other necessary actions in order to make needed recommendations to the larger group

Thank You!

P.S. Be sure to visit:

<http://www.dllr.state.md.us/employment/wioa.shtml>