

LED in Pennsylvania

LED Partner Workshop

February 26, 2004

Presentation Topics

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Overview: Direction

Two-Fold Approach

1) Customer-Driven Products

- ✓ Direct publication of LED data
- ✓ Augment existing labor market information

2) Workforce Development

- ✓ Strengthen existing labor market information
- ✓ Guide initiatives and strategies

Overview: Data

- Sophistication of labor market information community calls for updated NAICS data
- Census making tremendous strides to respond to the needs of all partners and users
- SIC data can be used to make assumptions about NAICS industries, e.g. Hospitals

Overview: Resources

- Limited resources (common)
- Maximize resources through partnerships and knowledge sharing
- Work toward shared vision of full integration into the labor market information community

Products

Explicit LED – LED as product

Implicit LED – LED as value-added

Product Concepts – Development of customer-driven products

Products: Explicit LED

Explicit LED

LED as product

Summer Youth New Hires – Summer employment opportunities still exist for youth despite current labor market conditions

Products: Explicit LED

Summer Youth New Hires by County								
Male and Female Ages 14-18								
County	2nd Quarter New Hires				3rd Quarter New Hires			
	1999	2000	2001	Average	1999	2000	2001	Average
Adams County	1,011	1,146	1,060	1,072	1,121	1,078	1,039	1,079
Allegheny County	14,547	15,793	14,209	14,850	16,067	15,262	14,732	15,354
Armstrong County	374	438	369	394	379	417	349	382
Beaver County	1,515	1,641	1,367	1,508	1,597	1,431	1,320	1,449
Bedford County	481	525	401	469	454	378	446	426
Berks County	4,528	5,048	4,150	4,575	4,912	4,593	3,807	4,437
Blair County	1,425	1,641	1,502	1,523	1,578	1,191	1,250	1,340
Bradford County	432	577	551	520	548	574	516	546
Bucks County	7,090	8,153	7,025	7,423	8,543	8,549	7,541	8,211
Butler County	1,801	1,968	1,713	1,827	1,795	1,728	1,741	1,755
Cambria County	1,162	1,280	1,038	1,160	1,327	1,139	1,045	1,170
Cameron County	59	69	42	57	43	47	45	45
Carbon County	622	589	575	595	475	527	489	497
Centre County	1,190	1,210	1,181	1,194	1,458	1,294	1,255	1,336

Products: Implicit LED

Implicit LED

LED as value-added

Health Care Analysis – Validation of age, wage and turnover characteristics of the direct-care industries in health care provided by outside sources

Products: Implicit LED

An Analysis of the Healthcare Workforce in Pennsylvania

Executive Summary

Recent reports indicate that there is a serious labor shortage in healthcare occupations, that healthcare businesses cannot find skilled workers in sufficient numbers to satisfy their needs. Evidence gathered in this report suggests that the shortage is real, especially for nurses. The various data sources, used here, measure the issue from different perspectives, and may send conflicting messages, in part. But the consensus of the information tends to support public opinion.

- The healthcare industry experienced rapid growth during the last half century, widely outstripping population growth. This led to a healthcare cost crisis by 1992, resulting in widespread layoffs and sharp reductions in healthcare training. The impact of this major shakeout in the industry is now being felt in labor shortages as the industry attempts to resume a higher growth rate.
- Several sources show strong, potentially unmet demand for healthcare workers:
 1. **Very low unemployment rates** for most healthcare occupations.
 2. **Low numbers of applicants** for healthcare job openings in CareerLink.
 3. **Numerous local newspaper want ads** in healthcare occupations.
 4. **High national job vacancy rates** in healthcare.
- Several factors affect the current and future balance between the demand for skilled healthcare workers and the supply of trained workers.

Products: Product Concepts

Product Concepts

Development of customer-driven products

The Johnstown Economy – In-progress product to use select QWIs to highlight and describe labor market conditions in the Johnstown region

Products: Product Concepts

LED data to answer questions such as:

- Which industries are hiring? *Full-Qtr New Hires*
- Are these quality jobs (measured by wages)?

Full-Qtr New Hire Wages

- How has the employment picture shifted?

Full-Qtr Employment

- How do the new jobs compare to existing jobs (measured by wages)? *Full-Qtr New Hire*

Wages vs. Full-Qtr Wages

Summary: Current Efforts

- Customer education and partnerships
- Add value to existing labor market information and research
- Review partner states' efforts

Summary: Next Steps

- Develop customer-driven products through consultation and partnership
- Seek out research opportunities; better understand the workforce; develop realistic strategies that can be implemented
- Strengthen the state, Census and academic institution partnerships

Summary: Critical Needs

- Delivery of NAICS-based QWIs
- Outreach to and education of the labor market information community
- Expand partnerships to maximize resources



Brought to you by...

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