LED in Pennsylvania

LED Partner Workshop
February 26, 2004
Presentation Topics

1) Overview Direction
   Data
   Resources

2) Products Explicit LED
   Implicit LED
   Product Concepts

3) Summary Current Efforts
   Next Steps
   Critical Needs
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
### Summer Youth New Hires by County
#### Male and Female Ages 14-18

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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