

## ***Labor Market Analysis Resources and Contacts***

The process of labor market analysis requires blending equal parts of necessary data, data manipulation tools and at least a basic understanding of the theory of how jobs and labor markets are created to bind the data into practical application. The following resources highlight some of the most useful websites, data tools, publications, data sources and contact information to facilitate regional economic analysis for workforce and economic development.

One of the most useful web tools for regional economic planning is the **Standardized Occupational Components for Research and Analysis of Trends in the Employment System (SOCRATES)**. Among its many capabilities, the SOCRATES software from the Texas Workforce Commission combines raw data within a formalized, but flexible, approach for generating prioritized lists of industries and occupations. The **Targeting** module offers a step-by-step process for generating a list of prioritized industries and occupations, complete with the documentation of the decision-making process that goes into final selections. See <http://socrates.cdr.state.tx.us/> for a detailed explanation of the targeting process.

In addition to the **Targeting** feature in SOCRATES, there are several other useful modules including:

- **County Narrative Profiles (CNP's)**, previously known as "GEM reports," that are available in SOCRATES at <http://socrates.cdr.state.tx.us/>;
- the **Employer Contacts** module that allows for the interactive search and listing for employers in Texas, complete with addresses, contact names, sales volume and employment size classes; and
- the **Occupational Profiles** module that provides detailed reports on each SOC-based occupation.

To augment the data manipulation tools, SOCRATES offers a wide array of research relating to regional economic analysis. Each of the publications listed below are reference sources that can be accessed on the Internet under the "**SOCRATES Related Planning and Research Documents Page**" at <http://socrates.cdr.state.tx.us/iSocrates/Files/onLineDocs.asp>, or on LMCI's "**Beyond the Numbers**" website at <http://www.lmci.state.tx.us/researchers/beyond.asp>.

- [Economic Research and Employer Input: Working Together to Guide Tomorrow's Training Needs](#)
- [The Infusion of Local Wisdom: Data-Driven Planning at the Substate Level](#) (an article discussing the merits of integrating secondary data analysis with local stakeholder input)
- [Creating an Information Based, Market-Driven Education and Workforce Development System: The Role of Labor Market and Follow-Up Information](#)
- [Occupational Supply/Demand Analysis: Approaches and Concerns](#)

Several related **Labor Market and Career Information (LMCI) department publications or articles** provide information useful to Board staff in the considerations they make during their labor market analysis and regional planning efforts, such as:

- [Connecting the Dots: The Labor Market Information View of Workforce Development](#), a collection of essays for the labor market planning practitioner;

- The Texas Economy: An Age of Global Economic Opportunity, an economic and demographic overview of trends in the Texas economy; and
- The Digital Divide: Bridging the Job Opportunities Gap, a research document exploring the education and training impacts associated with technology.

These publications can also be viewed online under the “SOCRATES Related Planning and Research Documents Page” at <http://socrates.cdr.state.tx.us/iSocrates/Files/onLineDocs.asp>.

TWC’s LMCI department provides another website with a focus on state and regional industry composition and trend data. The **Texas Industry Profiles** website, located on the Internet at <http://www.texasindustryprofiles.com/>, provides industry-based information and regional analysis tools to assist local workforce and economic development professionals in better understanding and clearly describing Texas regional industry structure and workforce dynamics. The site addresses aspects of industry dispersion, employment dynamics, labor supply, industrial clustering, and related analyses to provide a foundation for Texas economic development activities. Below are descriptions of several modules within Texas Industry Profiles.

- The **TWC Dashboard Indicators** module includes industry performance ratios, with calculations based on employment by NAICS industry sector, that measure, in a number of ways, the degree to which Agency workforce activities mesh with Texas economic performance, including penetration measures of TWC activity by industry sector. This module captures several alternative measures of the degree to which Agency services relate to the Texas labor market. The site is also helpful as a means to develop an informed employer contact strategy using industry-specific data.
- The **Interactive Shift-Share Tool** module is a tool for conducting an analysis that is primarily used to decompose employment changes within an economy over a specific period of time into mutually exclusive factors. It paints a picture of how well the region's current industries are performing by systematically examining the national, local, and industrial components of employment change. The shift-share analysis provides a dynamic account of total regional employment growth attributable to growth of the national economy, a mix of faster or slower than average growing industries, and the competitive nature of the local industries. Such an analysis provides a representation of changes in employment growth or decline, and is useful for targeting industries that might offer significant future employment opportunities.
- The **Texas Wage Information Network (WIN)** allows a search by region or keyword, and displays wages by industry, occupation, area, MSA, statewide averages, or various wage level filters.
- The **Labor Availability Estimator (LAE)** identifies the supply of appropriately skilled workers to fill positions throughout industry staffing patterns, which is critically important to any prospective firm contemplating where to locate a new operation or expand an existing one. The Labor Availability Estimator module of the Texas Industry Profiles System was designed to help public officials and prospective firms determine whether the region's supply of appropriately skilled labor is sufficient to fuel economic development for any given industry.

- Other useful modules in Texas Industry Profiles are the **County Narrative Profiles (CNPs)**, **College Location Mapping**, **Geographic Information Systems (GIS)** mapping for child care centers and industry clusters, an **Industry-based Map Building** feature with a data filter, **Employer Contact Information**, **Location Quotient Calculator** by industry, occupation or region, **Workforce Partner or Economic Development Links**, and the **Interactive Industry-Occupation Matrix** (staffing patterns for conducting hypothetical occupational demand analysis based on total estimated industry employment or employment change).

The Labor Market and Career Information department provides a considerable amount of basic labor market statistics for Texas and various substate geographies. Among these many data bases and sources are the following resources.

**Labor market statistics, including employment, unemployment and labor force estimates** for Texas, local Boards, metropolitan statistical areas, counties, and cities with populations greater than 25,000 are available online on LMCI's home page, **TRACER**, at <http://www.tracer2.com/>, and on the Agency's labor market information statistics search page within TRACER, located at <http://www.tracer2.com/?PAGEID=67&SUBID=142>. **Shift-Share reports for LWDA's** are available online in SOCRATES at <http://socrates.cdr.state.tx.us/>.

There are a variety of labor market information sources that can be used to analyze the substate industrial structure of a given economy. Sources include **industry employment data** from the *Quarterly Census of Employment & Wages (QCEW)*, formerly known as the ES-202 or covered employment data, and the *Current Employment Statistics (CES)* data, reported on the BLS 790 form -- both are collected by the Agency's Labor Market and Career Information (LMCI) department. Much of this data can be accessed through the Agency Internet site or TRACER. Another source of industry employment and **counts of business establishments** at the county level is from the *County Business Patterns*, published by the U.S. Department of Commerce, which is located on the Internet at <http://www.census.gov/epcd/cbp/view/cbpview.html>.

**Employment and wage data for counties and LWDA's** at the super sector and detailed NAICS levels are available from the Agency's LMCI web page. For questions about this industry employment, contact the LMCI department at (866) 938-4444 and press "3." For information about the North American Industrial Classification System (NAICS), please contact the Labor Market and Career Information department at (800) 252-3485, or visit this Census Bureau website at <http://www.census.gov/epcd/www/naics.html>. Additional wage information is available on the Texas **Wage Information Network (WIN)** at <http://www.texaswages.com/>.

**Texas regional employment time series** are available by contacting the LMCI department at (866) 938-4444, extension 3. The LMCI newsletter, *Texas Labor Market Review*, is available online at the Agency's LMCI website at <http://www.tracer2.com/?PAGEID=94&SUBID=133>. Current estimates of **employment change, industry hours and earnings** are available on the LMCI web page, TRACER, under the Employment Estimates section.

**Industry projections** for Texas and LWDA's are available on TRACER2 at <http://www.tracer2.com/?PAGEID=67&SUBID=114>. Long-term (ten-year) projections are

available reflecting changes from 2002-2012. Contact the LMCI department at (866) 938-4444, extension 3, for more information.

**Detailed occupational projections from 2002-2012** for Texas and all LWDA's have been developed by the LMCI department and can be found online at the Agency website under <http://www.tracer2.com/?PAGEID=67&SUBID=114>. The same projections are also available in both tabular and graph formats from the **Projections Module** of SOCRATES, located on its home page at <http://socrates.cdr.state.tx.us/>. **National projections for the period from 2004 to 2014** can be viewed at the Bureau of Labor Statistics web page at <http://www.bls.gov/emp/home.htm>.

**Industry employment (QCEW data on covered employment and wages)** for 2000-2005 by region (county, MSA, LWDA, or state) can be viewed on the LMCI web page at <http://www.tracer2.com/cgi/dataanalysis/AreaSelection.asp?tableName=Industry>.

**Occupational wages** for 2005 for the state, the Metropolitan Statistical Areas (MSA's), and the LWDA's were collected from *Occupational Employment Statistics (OES) Program* surveys of Texas employers, and can be viewed on the LMCI web page at: <http://www.tracer2.com/cgi/dataanalysis/AreaSelection.asp?tableName=Oeswage>.

Considerable occupational information can also be found online through federal resources. The **O\*NET** database provides an especially useful set of occupational characteristics, which can be found on, and downloaded from, the O\*NET Online website at <http://www.onetcenter.org/>. The database contains over 800 variables, including tasks and duties, and education or training requirements for each of 1,100 occupations. The O\*NET also identifies the specific **knowledge, skills, and abilities** associated with an occupation, the fields of specialization within an occupation and the ratings on the level of importance and proficiency for skills required of workers in an occupation.

The Employment and Training Administration (ETA) of DOL, through its suite of Internet applications called **Career OneStop**, delivers a variety of economic, labor market, educational and training information. Federal initiatives, such as *America's Job Bank*, have created large-scale, real-time "employment clearinghouses" that can be used as an indicator of **actual available job openings** and **potential worker supply**. They also provide **occupational descriptions**. These systems and ETA's Career OneStop can be found on the Internet website for **America's Career InfoNet** at <http://www.acinet.org/acinet/>. **Career OneStop** can also be accessed directly at the following website: <http://www.careeronestop.org/>. Texas has its own version of these automated labor exchange systems, *WorkInTexas.com*, which can be found at the following website: <http://www.twc.state.tx.us/jobs/job.html>.

Over the past ten years, data-driven **occupational profiles** have been increasingly automated within career information delivery systems (CIDS). Examples of such systems include SOCRATES, *OSCAR* (an LMCI product), *Texas CARES Version Six* (an LMCI product used exclusively in Texas), and national products such as GIS, DISCOVER, CHOICES and COIN. **Occupational profiles, which include wages, alternate job titles, temperaments, training**

**times**, etc., are available in considerable detail within SOCRATES and LMCI's Texas CARES Version Six software system, which has been provided to every Texas workforce center.

The LMCI department has produced for Texas a software package, called OSCAR, that fully integrates O\*NET into a customer-friendly software system for front-line users. OSCAR also includes two of the new Department of Labor (DOL) **assessment instruments**. Even more extensive **occupational profiles**, using the new O\*NET database, are provided in the OSCAR software system. Copies of OSCAR have also been provided to all Texas workforce centers. In addition, OSCAR can be located online at the following website: [www.iOscar.org](http://www.iOscar.org). For more information about these two software packages, access the LMCI web page at <http://www.cdr.state.tx.us>. The *U.S. Occupational Outlook Handbook* also offers excellent national occupational characteristics information and can be found online at <http://www.bls.gov/oco/home.htm>.

Various industry and occupational data are collected and reported using a variety of classification systems. Those systems must frequently be made to relate to one another through specialized computer files called "crosswalks." ETA has identified a number of standardized crosswalk files used in the career kit, and has made those resources available through the National Crosswalk Service Center. The page that contains information about those **coding system crosswalks**, with links that allow you access to the files, is [http://www.xwalkcenter.org/xw\\_ackx.html](http://www.xwalkcenter.org/xw_ackx.html). These crosswalks cover the new taxonomies, NAICS and SOC, as well as other coding systems. O\*NET is also a resource for **taxonomy crosswalks** to compare different coding systems to the O\*NET database's classification system, called the *Standard Occupational Classification (SOC) Manual*.

To get a general understanding of **county population, poverty, and related demographic information**, go to the U.S. Bureau of the Census web page at [www.census.gov](http://www.census.gov) and look under *State and County QuickFacts*. County Business Patterns, which provides detailed industry employment by county, can be viewed at the U.S. Bureau of the Census web page at <http://www.census.gov/epcd/cbp/view/cbpview.html>. Detailed **housing, population, income, demographic and education information** from the **2000 Census data** can be accessed through the following websites:

- <http://www.census.gov/>,
- <http://censtats.census.gov/pub/Profiles.shtml>,
- <http://factfinder.census.gov/servlet/BasicFactsServlet>,
- <http://www.census.gov/acsd/www/subjects.html>,
- <http://txsdc.utsa.edu/>, and
- *SitesOnTexas* at <http://sitesontexas.extendthereach.com/>.

The following **data web sites have been rated the ten best by customers of EconData.Net**, a regional economic website at <http://www.econdata.net/>. Their list of the ten best sites is based on a combination of the highest vote-getters in their data user survey and their own experience.

- **Bureau of the Census** ([www.census.gov](http://www.census.gov))  
The Census Bureau site leads to the full range of popular and obscure Census data series. The site has a comprehensive A-to-Z listing of data subjects, as well as:
  - **American FactFinder** ([www.factfinder.census.gov](http://www.factfinder.census.gov)),

- [Quarterly Workforce Indicators](http://lehd.dsd.census.gov/led/datatools/qwi-online.html) (<http://lehd.dsd.census.gov/led/datatools/qwi-online.html>),
- [Local Employment Dynamics "On the Map"](http://lehdmap.dsd.census.gov/) (<http://lehdmap.dsd.census.gov/>), and
- [QuickFacts](http://quickfacts.census.gov/qfd/) (<http://quickfacts.census.gov/qfd/>), a query-based means for accessing data for the state or counties from a variety of Census series.
- [Bureau of Labor Statistics](http://www.bls.gov) ([www.bls.gov](http://www.bls.gov))  
Bureau of Labor Statistics (BLS) has a wealth of information available through its website. BLS jobs, wages, unemployment, occupation, and price data series are available through a much-improved query-based system. Also, see [The Economy at a Glance](http://www.bls.gov/eag/) (<http://www.bls.gov/eag/>) for an integrated set of BLS data for states and metro areas.
- [Bureau of Economic Analysis](http://www.bea.gov/) (<http://www.bea.gov/>)  
The Bureau of Economic Analysis (BEA) makes its Gross State Product, *Regional Economic Information System (REIS)*, and foreign direct investment data available on its website. This site can also be used to access BEA's national income account data and its publication of record, the Survey of Current Business.
- [FedStats](http://www.fedstats.gov) ([www.fedstats.gov](http://www.fedstats.gov))  
The FedStats website, maintained by the Federal Interagency Council on Statistical Policy, provides clickable maps to obtain state and local data profiles drawn from multiple federal statistical agencies, with links to the original data sources. It also offers links to the websites of over 70 federal statistical agencies. For a quick overview of which federal agencies provide what kinds of data, come here.
- [Geospatial and Statistical Data Center, University of Virginia](http://fisher.lib.virginia.edu) (<http://fisher.lib.virginia.edu>)  
The University of Virginia's Geospatial and Statistical Data Center provides a query-based system for obtaining a wide variety of federal data by state and area, including REIS, County Business Patterns, and historical Census Data.
- [Geography Network, ESRI](http://www.geographynetwork.com) ([www.geographynetwork.com](http://www.geographynetwork.com))  
Through the Geography Network, one can access a wide range of geographic content, including live maps, downloadable data, and more advanced services, from hundreds of providers around the U.S. and the globe.
- [Regional Economic Conditions, Federal Deposit Insurance Corporation](http://www2.fdic.gov/recon/index.html) ([www2.fdic.gov/recon/index.html](http://www2.fdic.gov/recon/index.html))  
The Regional Economic Conditions site produced by the FDIC is high value added. Not only does it provide access to employment, income, housing, and real estate data for states, counties and metropolitan area, it also offers tools to build maps, tables, and charts.
- [State of the Cities Data Systems, Department of Housing and Urban Development](http://socds.huduser.org/index.html) (<http://socds.huduser.org/index.html>)  
HUD's Office of Policy Development & Research has worked with federal statistical agencies to produce special data runs on a number of economic performance indicators for metro areas, including demographics, employment, and crime. The unique aspect of this site is that data are disaggregated by central cities and suburbs.
- [Economagic.com](http://www.economagic.com) ([www.economagic.com](http://www.economagic.com))  
Economagic.com provides easy access to more than 100,000 data series including state, metro and county employment data compiled by federal statistical agencies. The site will

allow a download of spreadsheet files of data online as well as graphing data in the personal Internet browser. Registered users can generate forecasts from historical data.

- [State Economic Data Sources, Association of University Business and Economic Researchers](http://www.auber.org) (www.auber.org and select “State Stats”)

The Association of University Business and Economic Researchers is one of those organizations suggested as a resource. A local AUBER member is often an insightful observer and invaluable resource on the regional economy.

### **Additional Useful LMI Websites**

The following Internet sites are resources for data relevant to local and regional planning.

- Texas Consumer Reports System, **DECIDE**: <http://decide.cdr.state.tx.us>
- TWC, **Directory of LWDA Boards**: <http://www.twc.state.tx.us/dirs/wdbs/wdbmap.html>
- **Governor’s Office of Economic Development and Tourism**: <http://www.governor.state.tx.us/ecodevo/>
- **Texas Department of Aging**: <http://www.dads.state.tx.us/>
- **Center for Earth and Environmental Studies**, Texas A & M University: <http://www.tamui.edu/cost/drought/main.htm>
- **Texas Conference of Urban Counties**: <http://www.cuc.org/>
- **National Association of Counties**: <http://www.naco.org/>
- **Texas Association of Counties**: <http://www.county.org/>
- **Texas State Data Center and Office of the State Demographer**: <http://txsdc.utsa.edu/>
- **Uniform Crime Reports, County Data**: <http://fisher.lib.virginia.edu/crime/>
- **NAICS, Industrial Coding System**: <http://www.census.gov/epcd/www/naics.html>
- **SOC, Occupational Coding System**: <http://www.bls.gov/soc/home.htm>
- **Bureau of Labor Statistics**: <http://www.bls.gov/emp/home.htm>
- **Job Openings**: <http://www.bls.gov/jlt/home.htm>
- U.S. Department of Education, National Center for Educational Statistics (NCES), **New Classification of Instructional Programs (CIP) 2000**: <http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2002165>
- U.S. Department of Commerce, Bureau of Census, **Census Gateway** (facts for states, MSA’s, and counties): <http://www.census.gov/main/www/cen2000.html>
- **The Texas Economy**, State Comptroller of Public Accounts: <http://www.window.state.tx.us/m25econ.html>
- U.S. Department of Labor (US DOL), Bureau of Labor Statistics (BLS) **Glossary of LMI Terminology**: <http://www.bls.gov/bls/glossary.htm>
- Economic and Financial Data, **Federal Reserve Bank of Dallas**: <http://dallasfed.org/data/index.html>
- US DOL “**Find It**”: <http://www.dol.gov/dol/findit.htm>
- US DOL, **BLS Industry Data Contacts**: <http://www.bls.gov/iag/iag.contacts.htm>
- US DOL, **BLS Location Quotient Calculator**: <http://www.bls.gov/cew/cewlq.htm>
- US DOL, **Occupational Employment and Wage Estimates** (for national, state, and MSA’s): [http://www.bls.gov/oes/oes\\_dl.htm](http://www.bls.gov/oes/oes_dl.htm)
- U.S. Department of Commerce, Bureau of Economic Analysis, **Local Area Personal Income**: <http://www.bea.gov/beat/regional/reis/>

- U.S. Bureau of Census, County and City Data Book 2000, **Top 25 County Rankings** by Selected Subjects: <http://www.census.gov/statab/ccdb/top25.htm>
- U.S. Department of Justice, **Bureau of Justice Statistics**: <http://www.ojp.usdoj.gov/bjs>
- Federal Deposit Insurance Corporation, **Depository Institutions**: <http://www3.fdic.gov/sdi/main.asp>
- National Association of State Directors of **Career and Technical Education, Career Clusters**: <http://www.careerclusters.org/16clusters.htm>
- **U.S. Department of Education**: <http://www.ed.gov/index.jsp>
- U.S. Department of Education, **Office of Vocational and Adult Education (OVAE)**: <http://www.ed.gov/about/offices/list/ovae/index.html?src=mr>
- Oklahoma Department of Career and Technology Education, **U.S. Department of Education (DOE) Career Clusters**: <http://www.okcareertech.org/guidance/doeclusters.htm>
- **USA Counties IN Profile** Side by Side, STATS Indiana IBRC: [http://www.stats.indiana.edu/uspr/a/sbs\\_profile\\_query.asp](http://www.stats.indiana.edu/uspr/a/sbs_profile_query.asp)
- **AECF Kids Count Census** data and reports: <http://www.aecf.org/kidscount/>
- **BLS Report on the Youth Labor Force**: <http://www.bls.gov/opub/rylf/rylfhome.htm>
- **Child Trends DataBank** <http://childtrendsdatbank.org/>
- **Community Level Information on Kids (CLIKS)**: <http://www.aecf.org/cgi-bin/cliks.cgi>
- **IDRA** general data and statistics on education: <http://www.idra.org/Newsltr/Fieldtrp/2000/genstats.htm>