



THE FUTURE OF  
*Workforce Development*  
WHERE RESEARCH MEETS PRACTICE

**Session:**

Evolving Models in Workforce Intelligence Systems

**Speaker:**

John Dorrer  
Jobs for the Future

September 19, 2012

Federal Reserve Bank of Kansas City, Kansas City, Mo.

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EDUCATION FOR ECONOMIC OPPORTUNITY

# CAPTURING THE DYNAMISM OF LABOR MARKETS: NEW DATA- NEW ANALYTICS

September 19, 2012



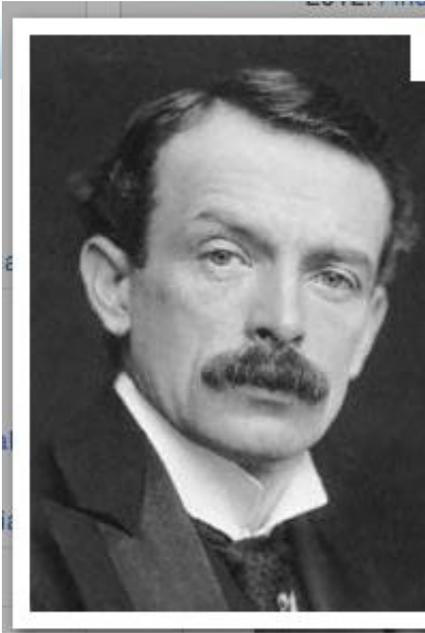
JOBS FOR THE FUTURE



**CREDENTIALS  
THAT WORK**

Occupational Training for Today's Jobs





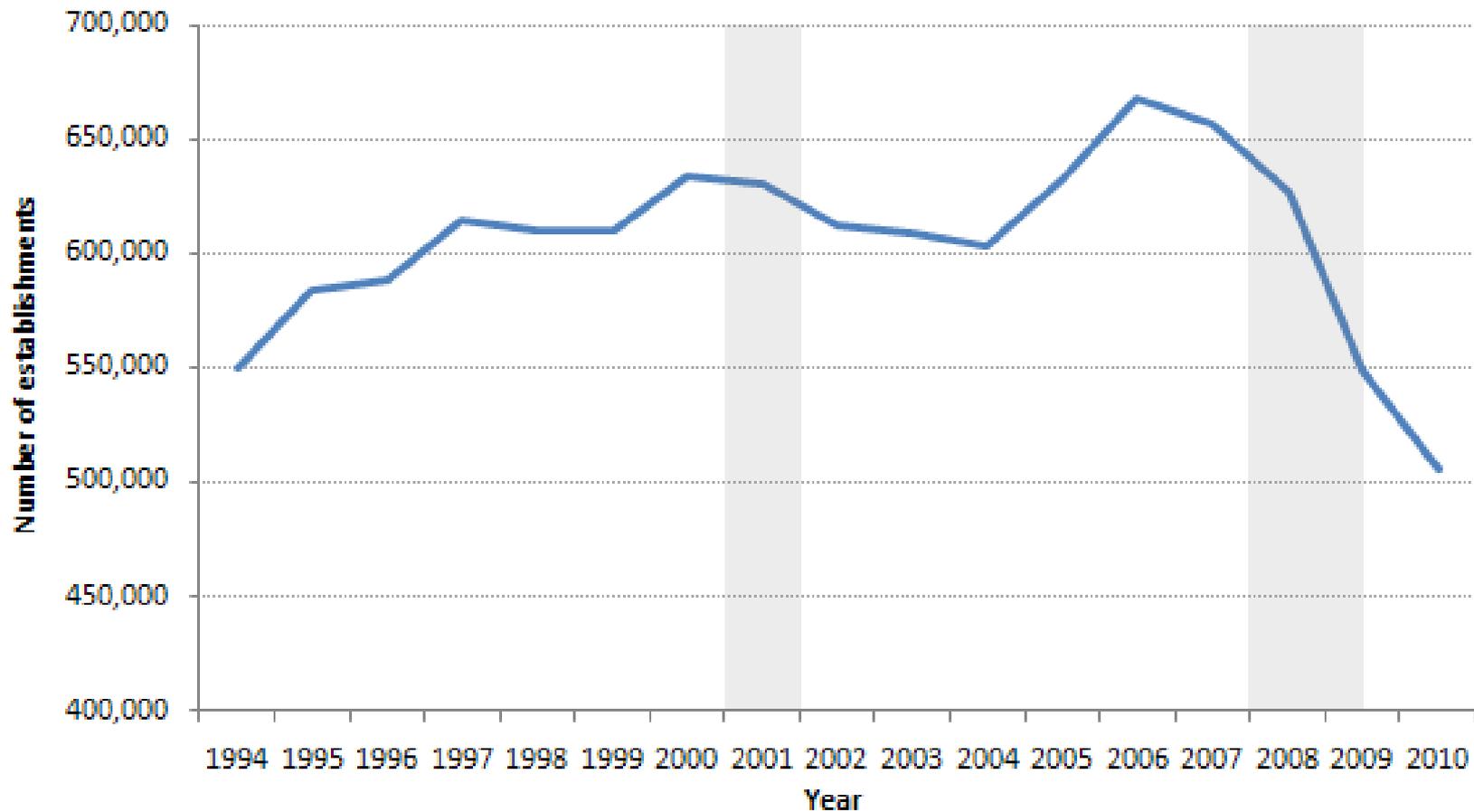
“The difficulty lies not in the new ideas, but in escaping from the old ones.”

*John Maynard Keynes*

## Overview

- The Dynamic Labor Market and Limitations of Traditional Data
- The New Analytics and the Promise of Real Time Labor Market Information
- Dynamic Skills Audits: KCTS and JFF Project

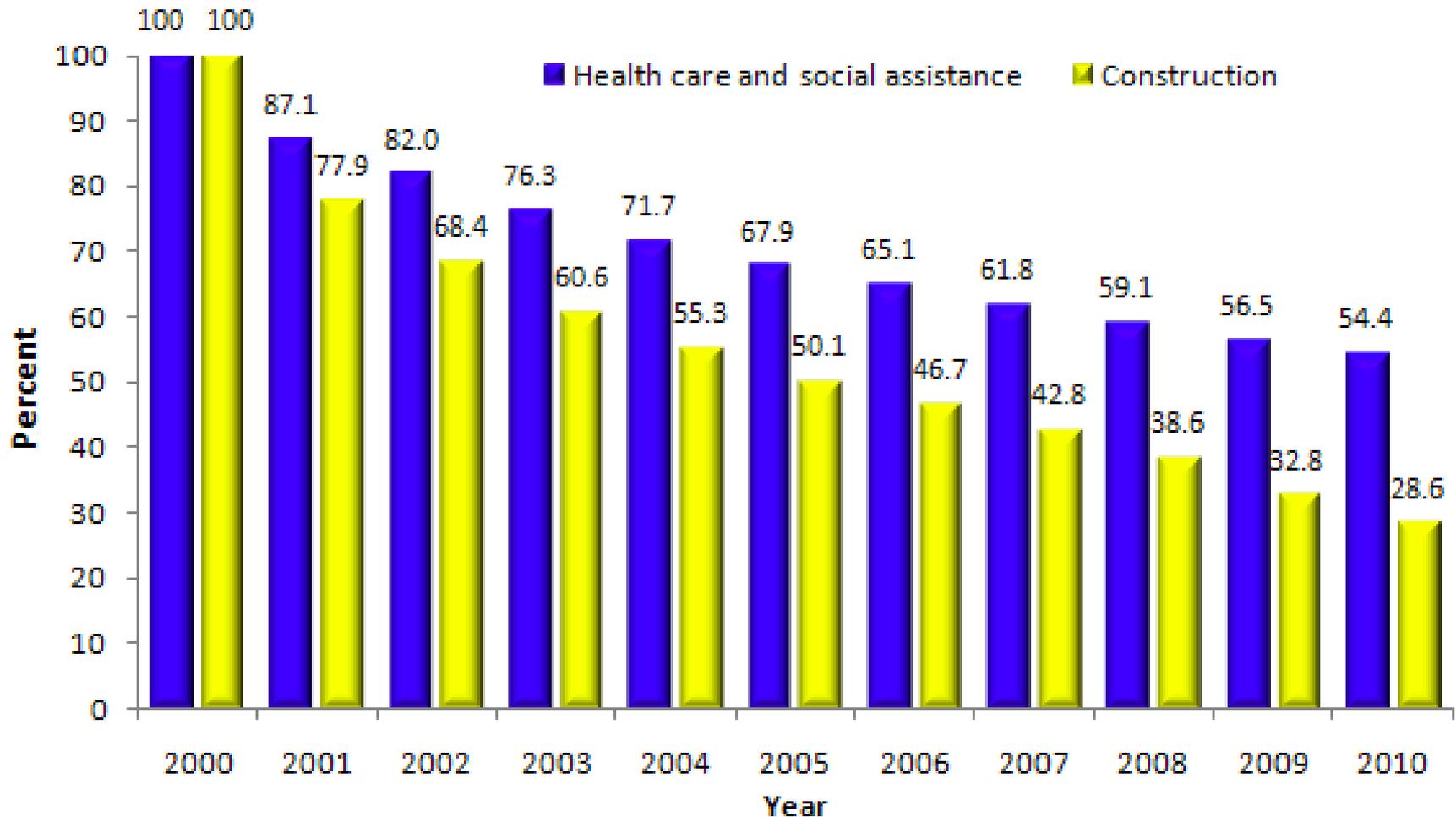
**Chart 1. Number of establishments less than 1 year old, March 1994–March 2010**



Source: U.S. Bureau of Labor Statistics



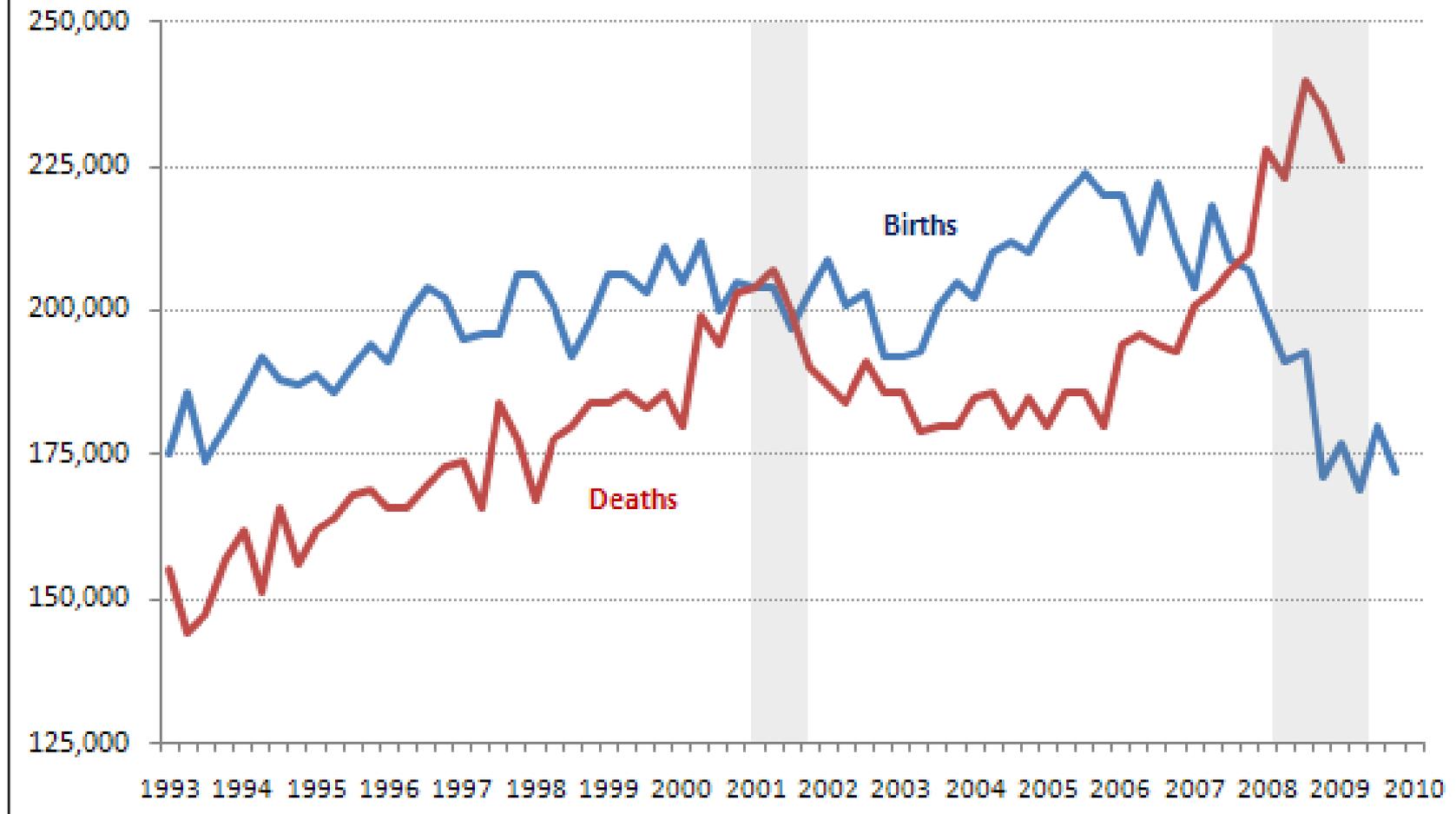
**Chart 4. Survival rate by selected industries, 2000 birth cohort, 2000–2010**



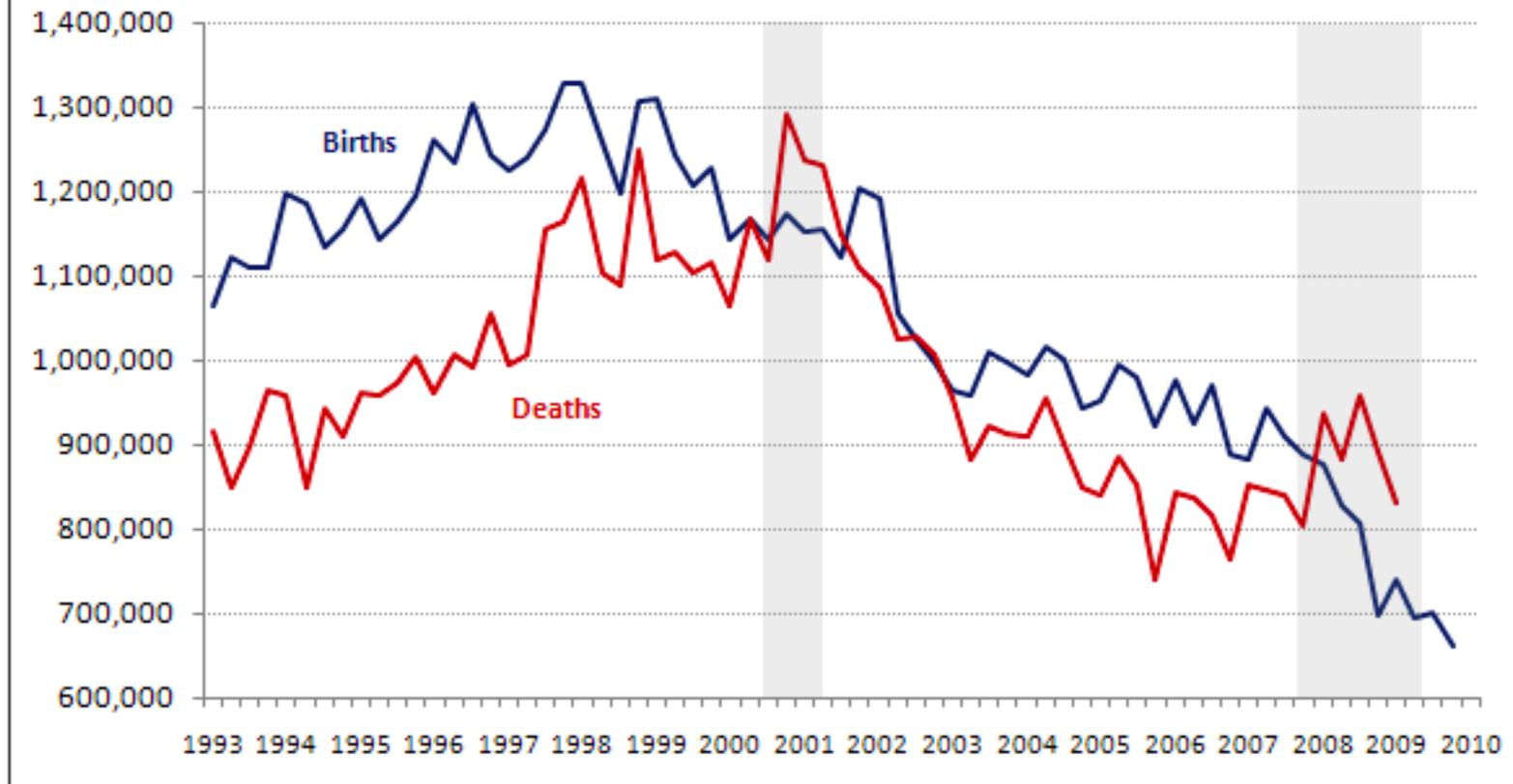
Source: U.S. Bureau of Labor Statistics



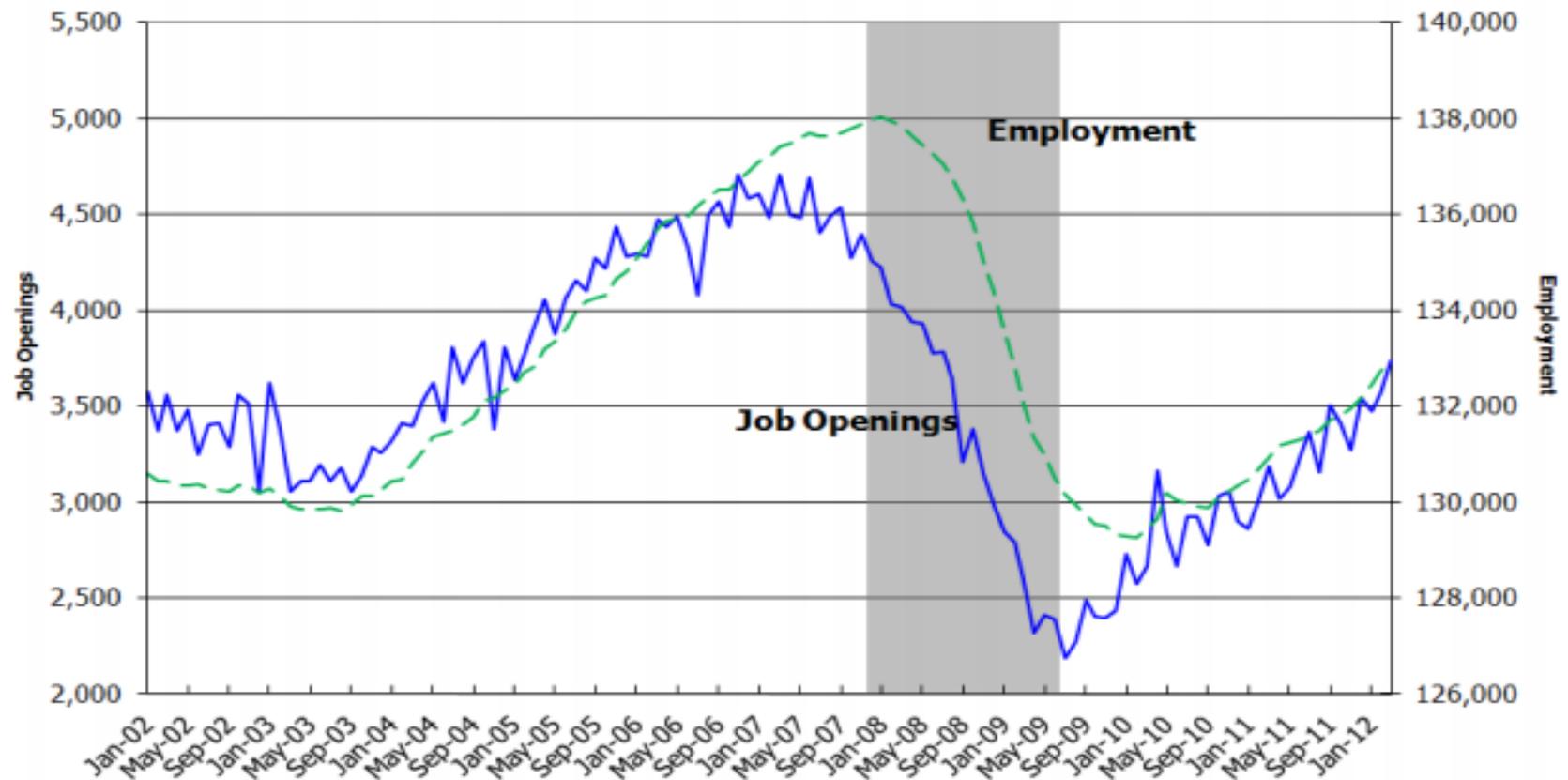
**Chart 5. Quarterly establishment births and deaths, 1993–2010**



**Chart 6. Quarterly employment gains and losses resulting from private sector establishment births and deaths, 1993–2010**



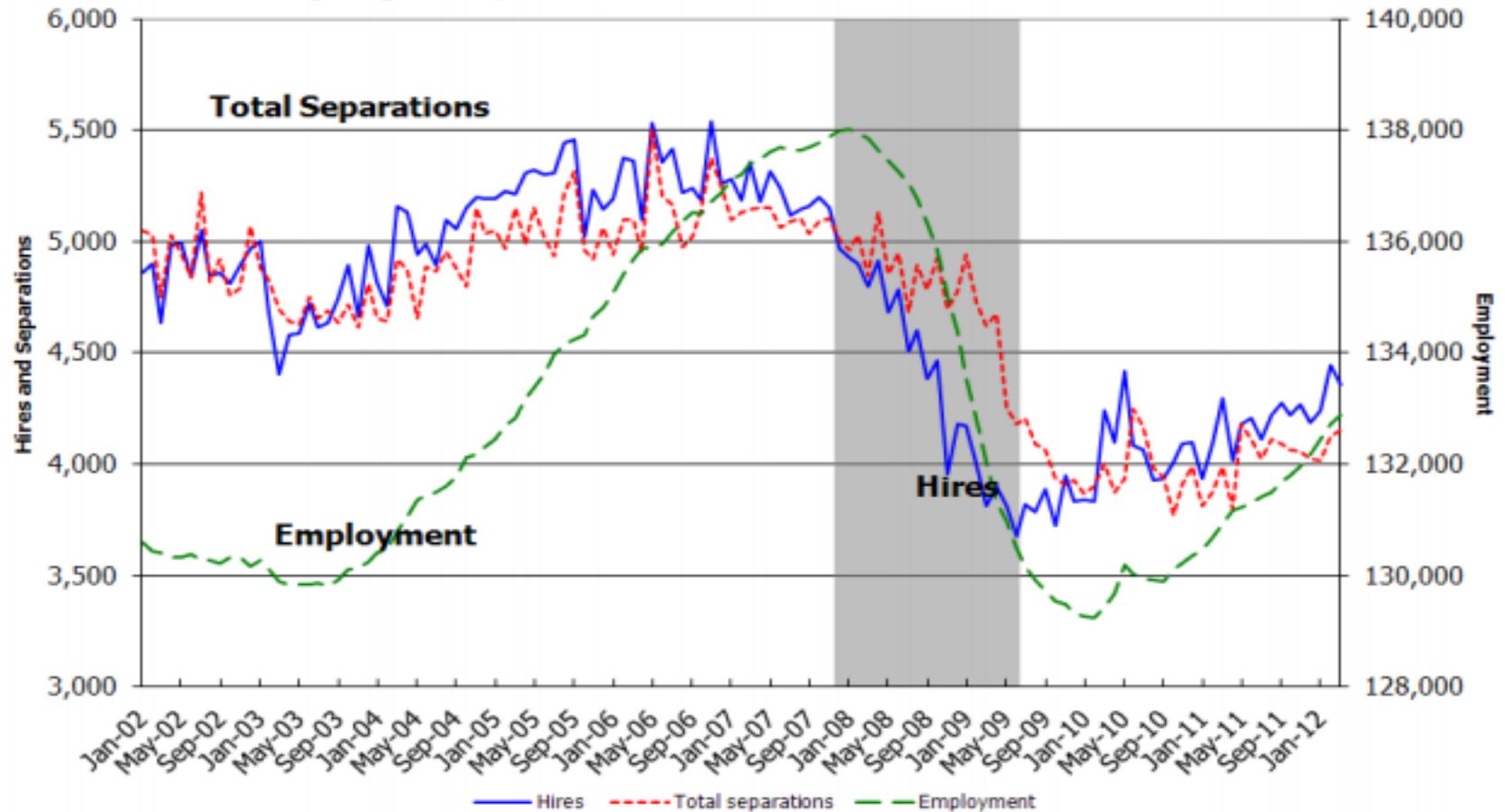
**Chart 2. Job openings and employment**  
Seasonally adjusted, in thousands



Source: Bureau of Labor Statistics, Current Employment Survey and Job Openings and Labor Turnover Survey, May 8, 2012.

Note: Shaded areas represent recessions as determined by the National Bureau of Economic Research (NBER).

**Chart 3. Hires, total separations, and employment**  
Seasonally adjusted, in thousands



Source: Bureau of Labor Statistics, Current Employment Survey and Job Openings and Labor Turnover Survey, May 8, 2012.

Note: Shaded areas represent recessions as determined by the National Bureau of Economic Research (NBER).

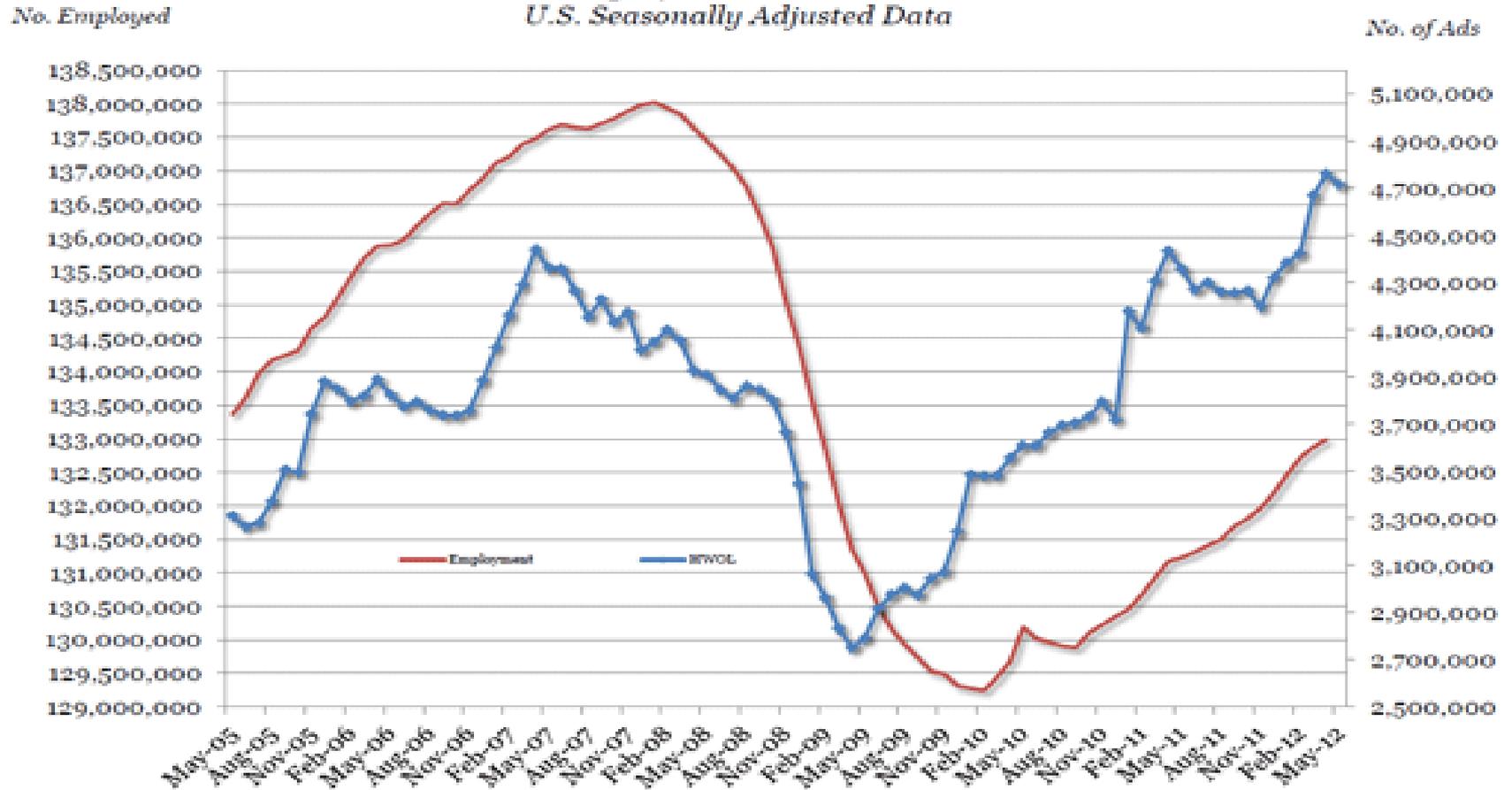
## Brookings Institution LMI Forum Real Time Labor Market Information

### What is it?

Real time LMI is labor market intelligence derived from the analysis of job postings and resumes placed into public and private labor exchanges. It is real time because it can be based on data pulled from the Internet on a daily basis. It is labor market intelligence because it can provide indications of supply and demand trends, emerging occupations, current and emerging skill requirements, and market-based demand for education and certifications.



Chart 2. Employment vs. Labor Demand  
U.S. Seasonally Adjusted Data



Source: The Conference Board, BLS

REGIONAL AND STATE HIGHLIGHTS

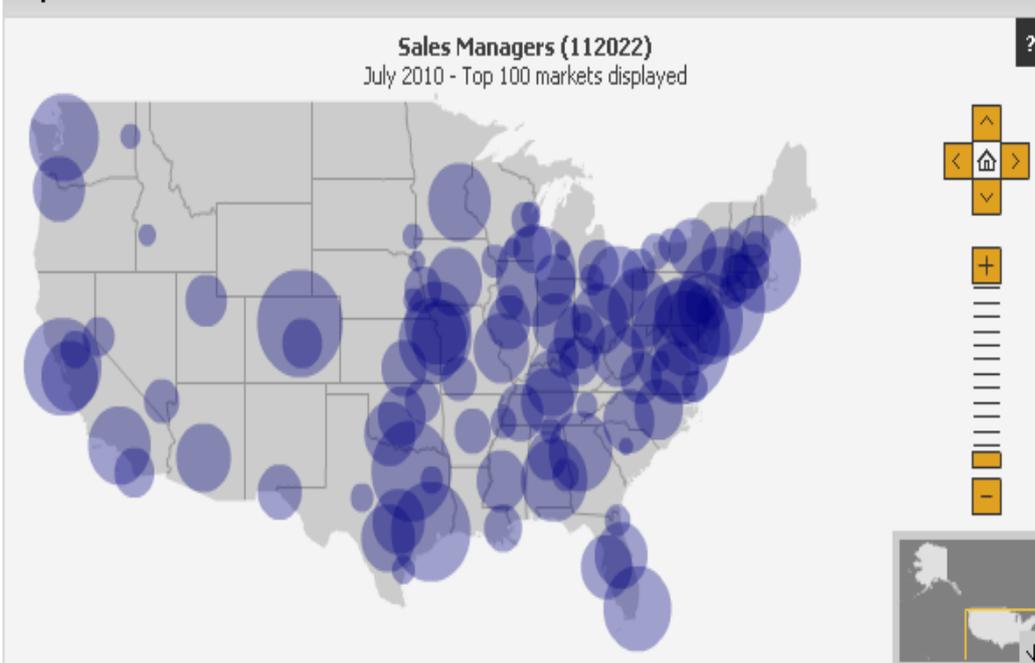
Search by occupation

Search by location

Enter an occupation:

search

## Map



## WANTED's Supply/Demand Ratios™ help job seekers in their search efforts:

- **Find locations that have the greatest Hiring Demand for an occupation or skill-set:** just enter an occupation or keyword in the box to return a list of cities with the greatest Hiring Demand. This is appropriate for specialized workers who need to find out where their skills are needed.
- **Find occupations that are the most in-demand in their market:** just enter a city in the box to see which occupations have the greatest Hiring Demand. This is appropriate for those who want to know which types of jobs they should be applying for in their area.

WANTED's Supply/Demand Ratios™ have an average value

### List of locations for Sales Managers (2010-07-16)

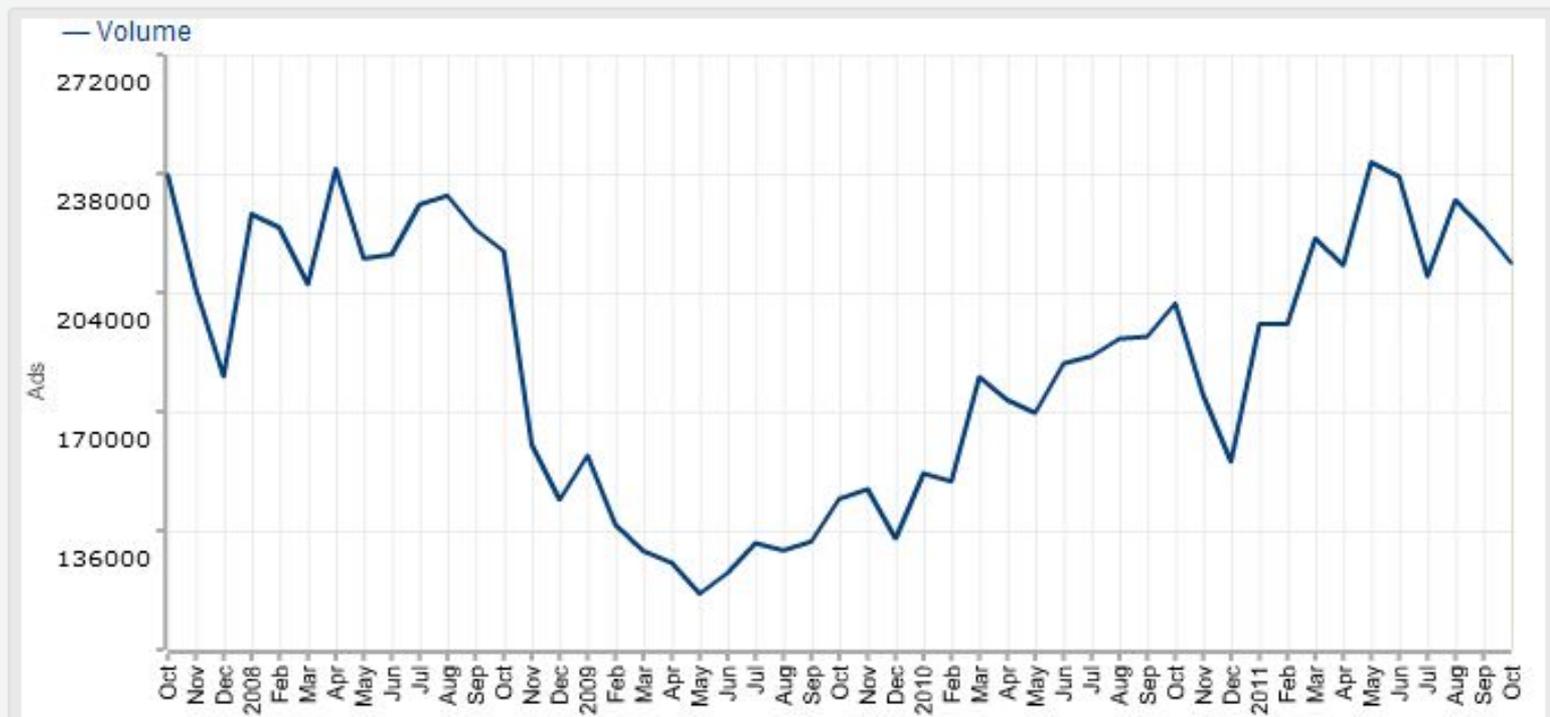
MSA CODE	MSA NAME	Job Postings	OES Employment	S/D Ratio
47900	Washington-Arlington-Alexandria, DC	707	5,910	144.59
35620	New York-Northern New Jersey-Long Island, NY	1,463	23,070	138.84

## Tech Talent Hiring Begins Seasonal Slow Down

By Abby Lombardi on November 15, 2011 in **Computer/Math/IT, Occupations.**

Tech talent is the most in-demand field currently in the US and more than 220,000 unique job listing were posted online during October. Despite seeing high demand, this field has begun to see slowing growth, which is mostly likely due to seasonal trends. The volume of job ads during October represents a 5.7% growth versus October 2010.

**Hiring Demand for Tech Talent in the US**



Source: WANTED Analytics



# Monster Employment Index: USA

September 2010

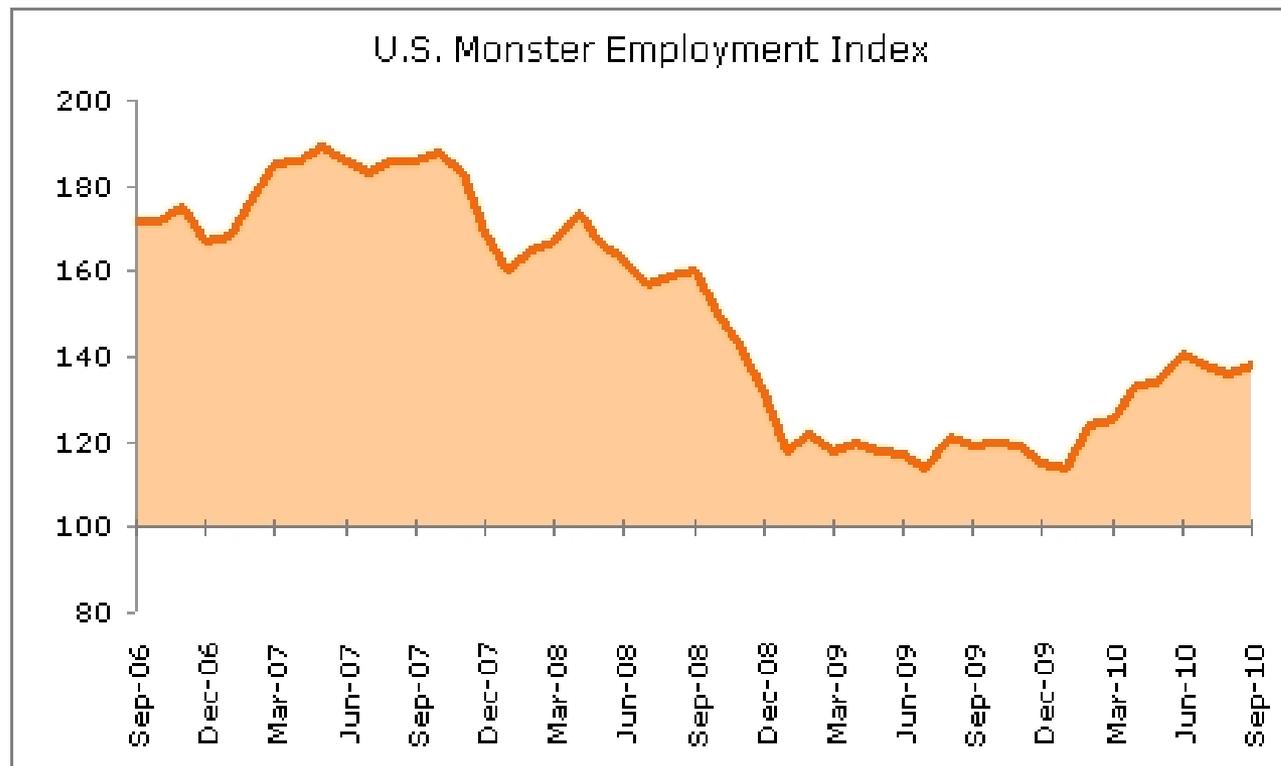


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## Attachments

 [National Labor Trends: August 2010](#)

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Keywords

job title, skills or company

Location

city, state or zip

USA ▾

[Advanced Search](#)
[Home](#) > [Trends](#) > [Metro Trends](#)
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[Metro Trends](#)
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[Industry Trends](#)
[Occupation Trends](#)
[BLS Breakdown](#)
[Trends Archive](#)
[Job Trends](#)

## Metro Job Trends - August 2012

[VIEW OTHER MONTHS](#)

August 2012 ▾

### CHANGE IN JOB OPENINGS

POPULATION RANK	METROPOLITAN AREA	MONTH-OVER-MONTH		YEAR-OVER-YEAR	
1	<a href="#">New York, NY</a>	+2.8%		-1.1%	
2	<a href="#">Los Angeles, CA</a>	-0.4%		-1.5%	
3	<a href="#">Chicago, IL</a>	+0.1%		+4.2%	
4	<a href="#">Philadelphia, PA</a>	-0.2%		+3.1%	
5	<a href="#">Dallas &amp; Fort Worth, TX</a>	-2.9%		+3.6%	
6	<a href="#">San Francisco Bay Area, CA</a>	+1.1%		-1.5%	
7	<a href="#">Boston, MA</a>	+1.2%		+2.7%	
8	<a href="#">Washington, DC</a>	0.0%		-3.0%	
9	<a href="#">Atlanta, GA</a>	+1.9%		+3.7%	
10	<a href="#">Houston, TX</a>	-4.0%		+7.8%	



## Where's the Talent? 10 Industries With Growing Worker Demand

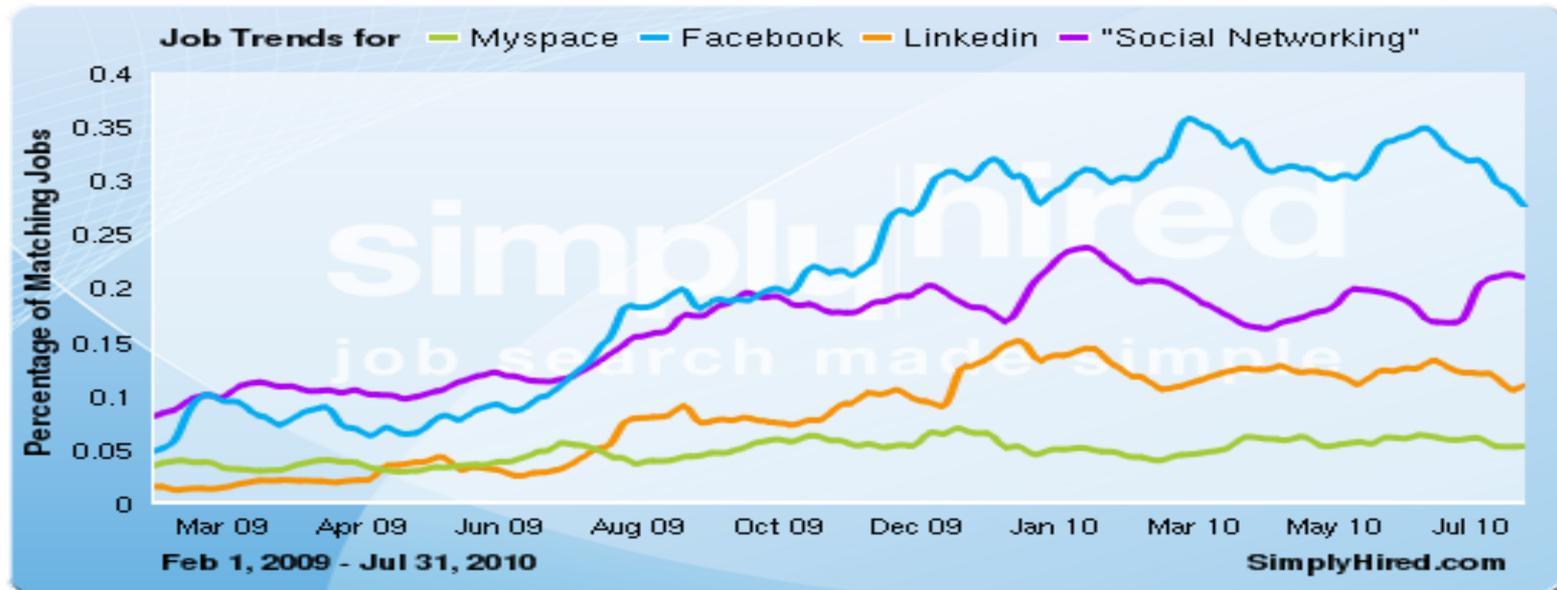
### 2) Database Administrator: .26 active job seekers for every position

From the explosion of sites like Twitter and Facebook, to the evolution of the smartphone's presence in both our home and work lives, the world's dependence on sophisticated technology is getting more prevalent every day. Companies, in turn, are using technology to make better business decisions and create new solutions for clients that live up to their ever-changing needs — and they need people who can effectively manage data to help create those solutions.

### 3) IT Security: .59 active job seekers for every position

Although it's a concern when individuals like you, me or Ashton Kutcher get hacked, IT security is especially sensitive for companies, as they have to not only protect their own sensitive information, but that of their clients. It's not surprising, then, that IT security jobs are often hard to fill, requiring candidates who need to be experts in various aspects of IT such as programming, hardware, network and database expertise.

Myspace, Facebook, LinkedIn, "Social Networking" Trends



**Myspace, Facebook, LinkedIn, "Social Networking" Job Trends**

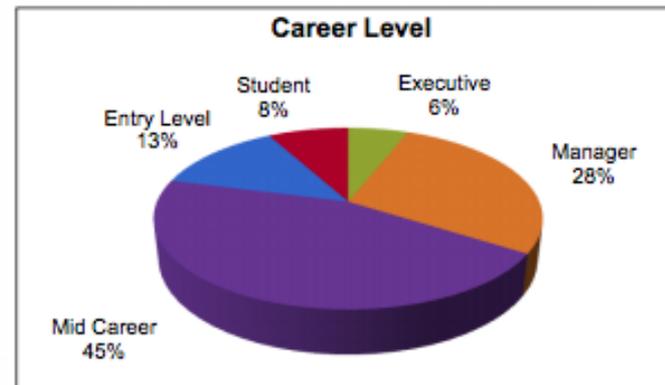
This graph displays the percentage of jobs with your search terms anywhere in the job listing. Since February 2009, the following has occurred:

- [Myspace jobs](#) increased 54%
- [Facebook jobs](#) increased 465%
- [LinkedIn jobs](#) increased 643%
- ["Social Networking" jobs](#) increased 164%

The charts below give a detailed profile of Boston talent found on Monster including career experience, education level and work experience. Boston candidates found on Monster are typically Mid-Career with at least a Bachelor's Degree and more than fifteen years of experience.

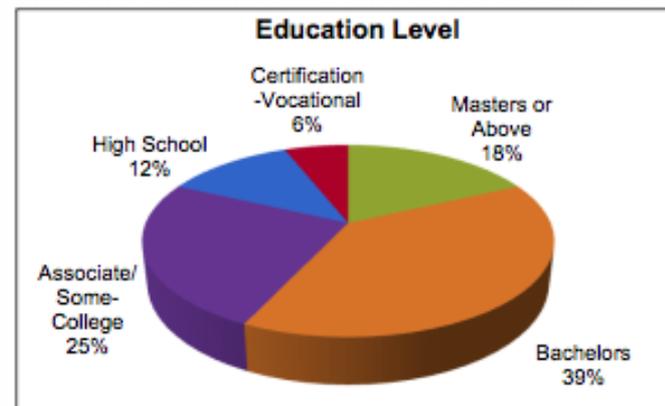
### Career Talent

Forty-five percent of Boston job seekers in 2011 are Mid-Career. Thirty-four percent are Managers or above while 21 percent are emerging into today's workforce.



### Education Talent

Fifty-seven percent of Boston job seekers have at least a Bachelor's Degree. Twenty-five percent have an Associate Degree or some college experience.



## Your Starting Step

1

Intern/DBA

### Common Titles

- Intern
- database administrator
- consultant
- dba
- administrative assistant

### Key Phrases

### Keywords

### Jobs available on Monster

No jobs found matching this title.

[More like these>>](#)

### Related Snapshot

#### Database Administrator

Maintains database by identifying and solving database requirements; coordinating changes to database; supporting users.

**Number of similar jobs posted on Monster**

**1000+**

**Number of people in this job in 2006**

**119,000**

**Rate of Growth**

**28.60 %**

**Number of people in this job in 2016**

**154,000**

Source: Bureau of Labor Statistics, May 2006

[Get details>>](#)

## Most Likely Next Steps

### Software Engineer - Visual Basic, Database

**a.k.a. programmer, consultant, software engineer, programmer/analyst, software**

sql database visual server system basic software data access procedure

### Web Developer - HTML, Javascript

**a.k.a. web developer, web designer, webmaster, web programmer, owner**

### Programmer/Analyst - Unix/Mainframe

**a.k.a. programmer, programmer analyst, programmer/analyst, consultant,**

unix systems programmer programming software cobol business requirements

### Software Engineer - Windows Web Applicati

**a.k.a. software engineer, consultant, web developer, software developer, senior**

server sql web database application business .net data requirements

prev

next

monster



**Customize report**

Select a menu to add search filters

**Update report**

Active selections

Clear

**Top detailed occupations**

03/27/2012 - 06/24/2012 (Data not available after 06/19/2012)

There are 3,887,206 postings available with the current filters applied.

There are 4,701 unspecified or unclassified postings.

8-digit O\*NET

1 - 25

View job postings

Export

Share

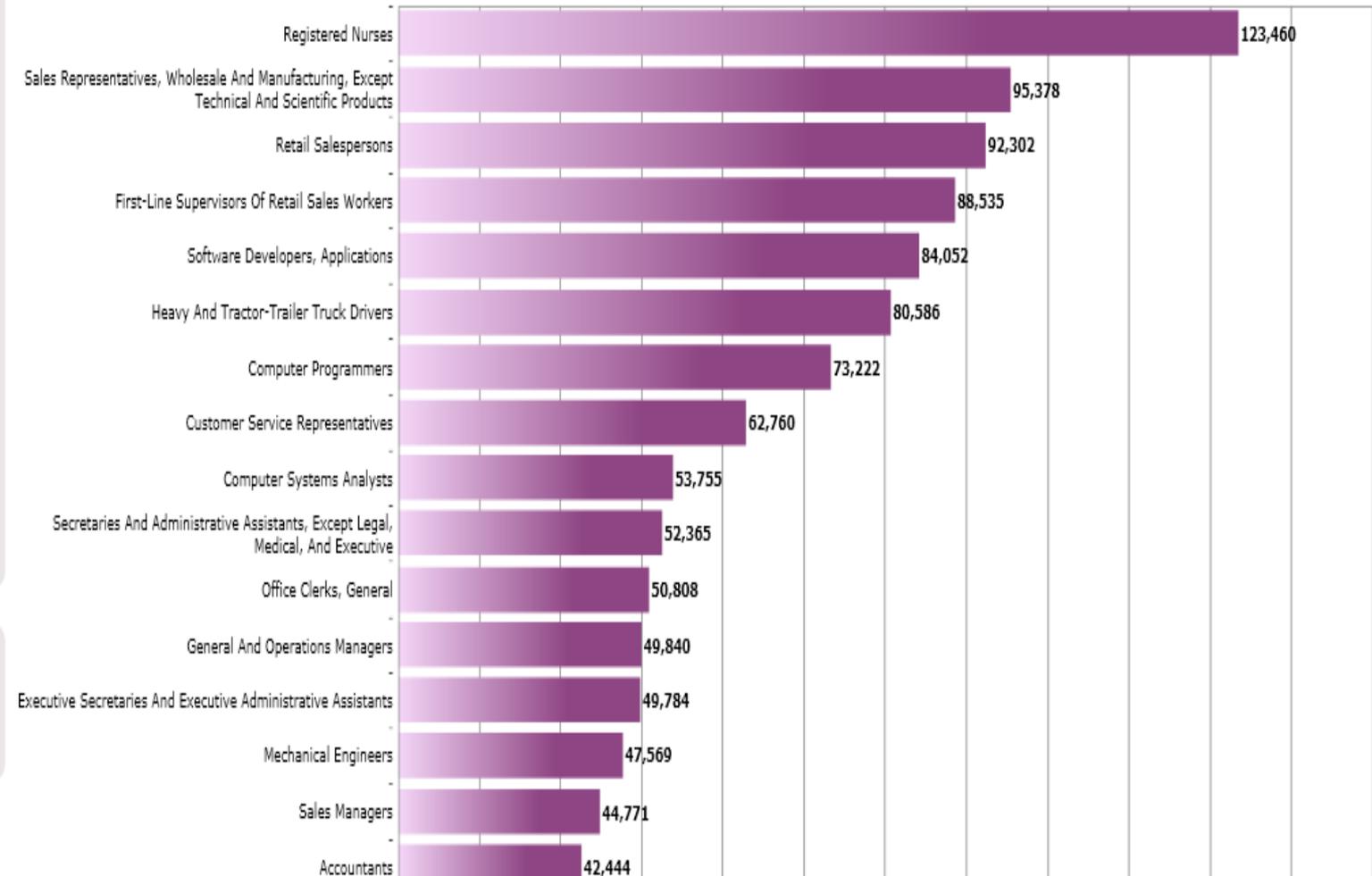
Save

Print

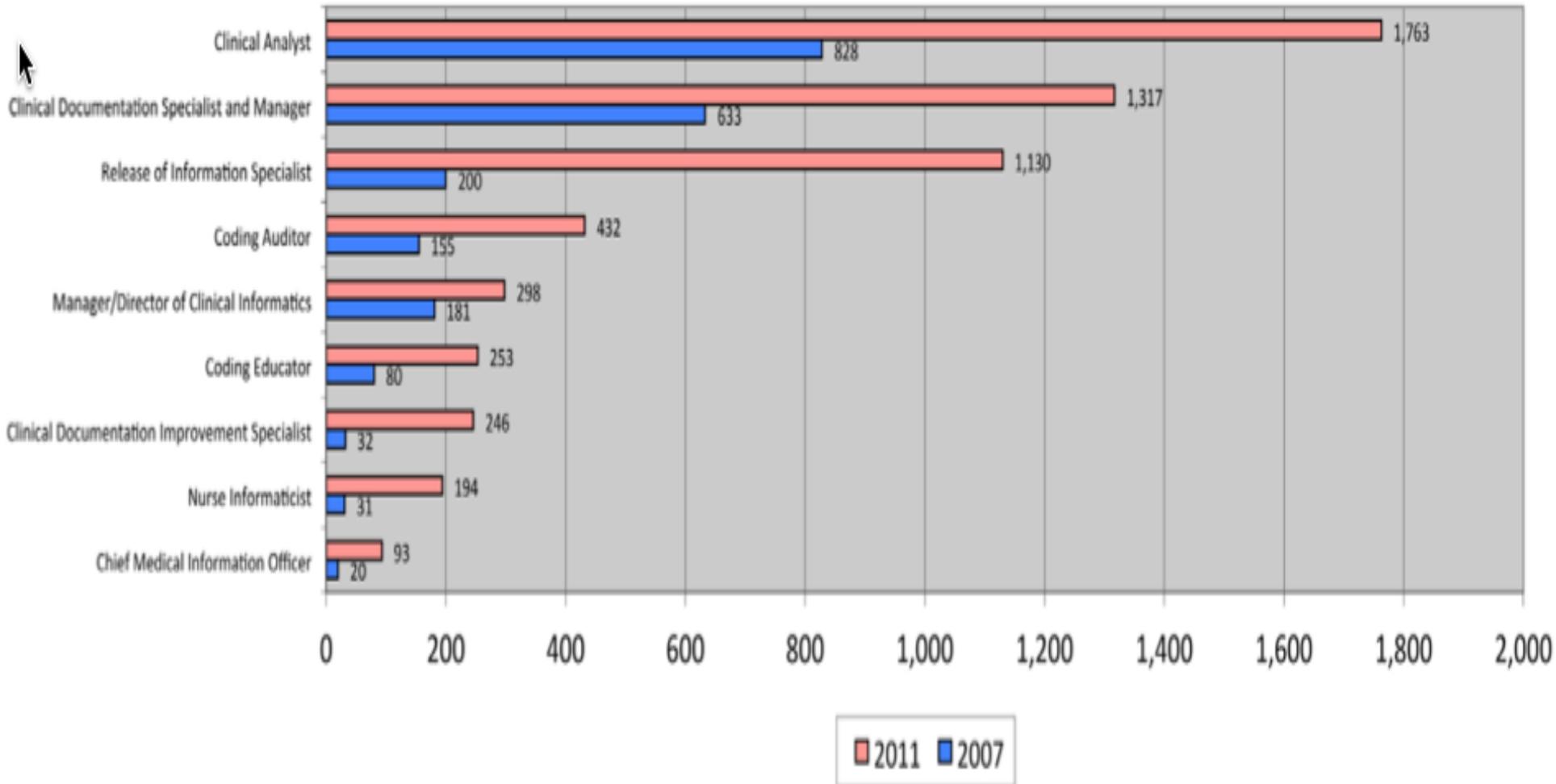
- ▶ Location
- ▶ Time period
- ▶ Education, skills & credentials
- ▶ Occupations, title & experience
- ▶ Industry & employers
- ▶ Compensation & job type
- ▶ Advanced search

**Recently viewed**

Top detailed occupations  
Jun. 24, 2012, 09:23PM



## Fastest-growing Health Informatics Titles in 2011



**Skills in greatest demand**

03/27/2012 - 06/24/2012 (Data not available after 06/19/2012)

There are 3,887,206 postings available with the current filters applied.

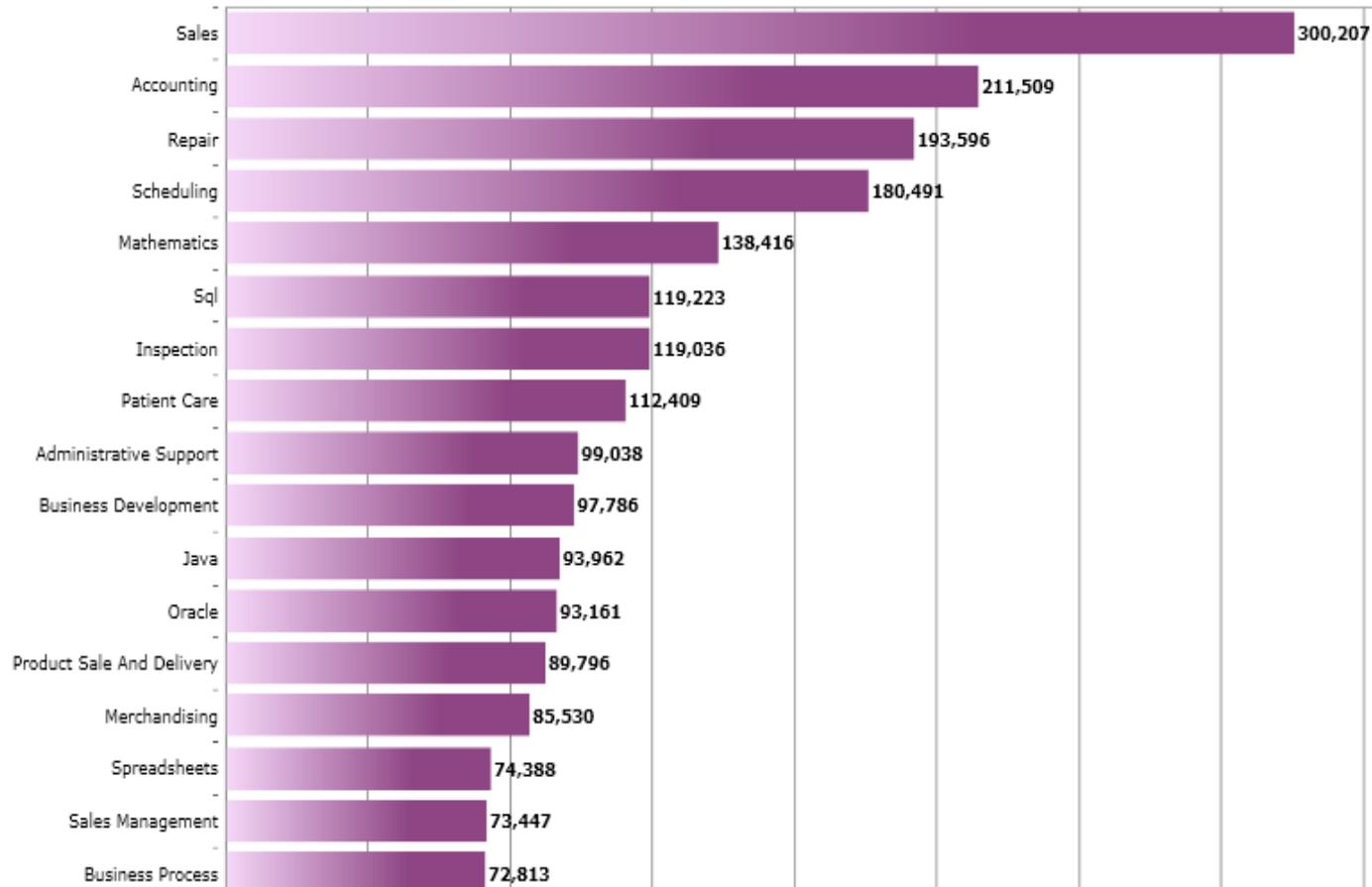
There are 386,168 unspecified or unclassified postings.

Specialized Sk ▾

1 - 25 ▾

[View job postings](#)

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**Certifications in greatest demand**

03/27/2012 - 06/24/2012 (Data not available after 06/19/2012)

There are 3,887,206 postings available with the current filters applied.

There are 3,281,256 unspecified or unclassified postings.

All ▾

1 - 25 ▾

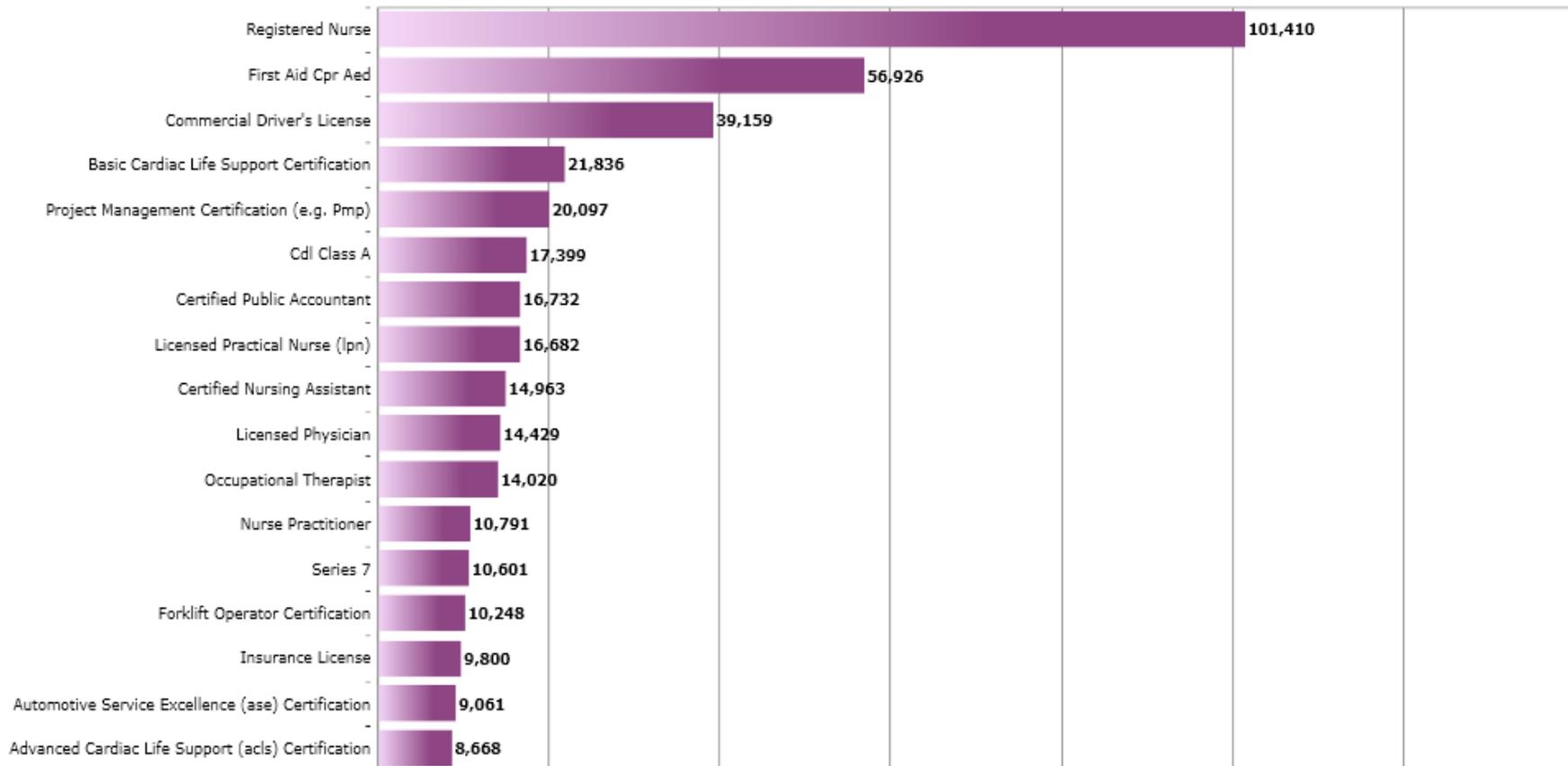
[View job postings](#)

Export ▾

[Share](#)

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**Employers with the most job openings**

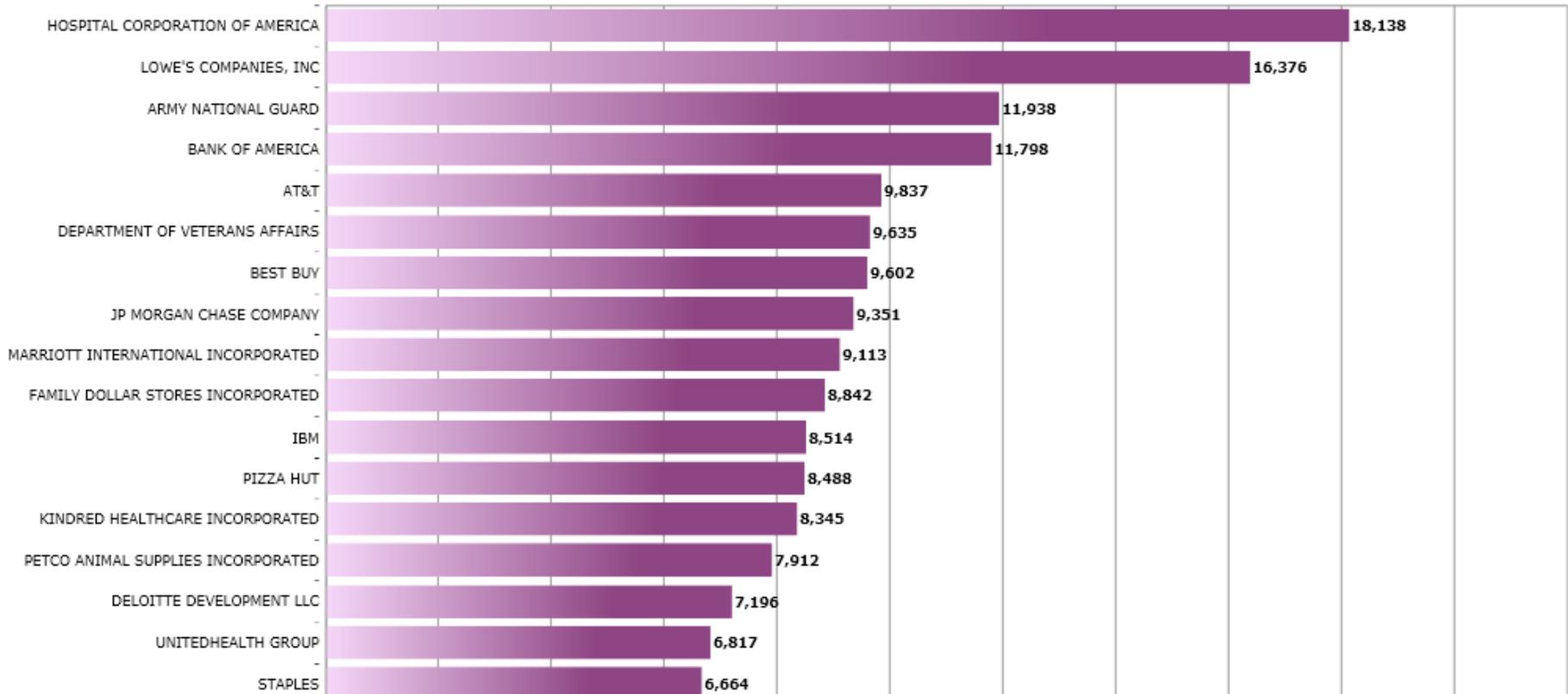
03/27/2012 - 06/24/2012 (Data not available after 06/19/2012)

There are 3,887,206 postings available with the current filters applied.

There are 1,416,099 unspecified or unclassified postings.

1 - 25

[View job postings](#)

 Export
 
[Share](#)
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[Print](#)


*Real-Time LMI  
Innovators  
Network*

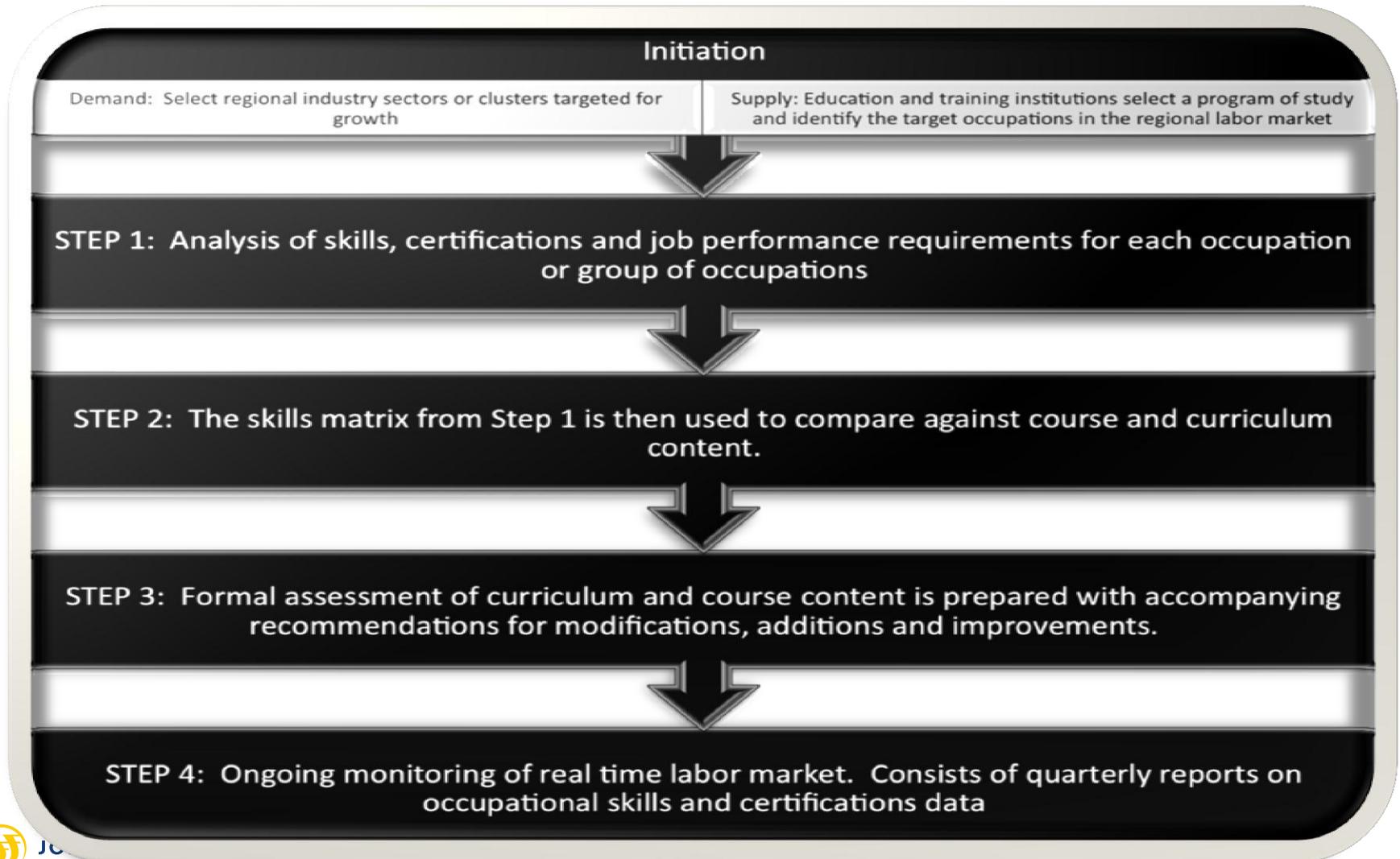
*Burning Glass  
Technologies/  
Labor Insights  
Tools and  
Data Systems*

*Consultancy  
Model*

*Evaluation of  
Real Time LMI  
Technologies  
and Suppliers*

*Strategic  
Alliances and  
Partnerships*

## Credentials That Work-Dynamic Skills Audit



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