

Labor Market Information Mapping for Career Pathways

**TREES Admin Learning Community
SP25**

**Which
CTE
program
would
you pick
to
develop?**



Wind Turbine
Technician



Diagnostic Medical
Sonography



Web developer

Wastewater Treatment
Technician

EMT

How did you decide?

Decision-Making Environment

- ✓ Top-down? Collaborative?
- ✓ Single piece of data? Matrix?
- ✓ Quality CLNA? Haphazard CLNA?

Free, Public LMI Data, IDES (LWIA, EDR)

- IDES
 - Short term projections (All state)
 - Long term projections (by LWIA or EDR)
 - LWIA vs EDR
 - SOC Codes
 - Wage data
 - Where workers work and Commuting Patterns
- Skip BLS data—too many ways to make errors on toggles

IDES Occupational Outlook 2022-2032, Sorted by 2022-2032 Employment Change Number



Standard Occupational Classification (SOC)		Base Year Employment 2022	Projected Year Employment 2032	Employment Change		Average Annual Job Openings due to				Annual Compound Growth
				Number	Percent	Exits	Transfer	Growth	Total	
00-0000	Total, All Occupations	6,369,370	6,538,492	169,122	2.66	305,824	385,984	16,912	708,720	0.26
53-0000	Transportation & Material Moving Occupations	647,434	679,993	32,559	5.03	34,002	49,237	3,256	86,495	0.49
11-0000	Management Occupations	627,922	659,903	31,981	5.09	19,908	29,792	3,198	52,898	0.50
31-0000	Healthcare Support Occupations	231,628	255,552	23,924	10.33	16,657	18,114	2,392	37,163	0.99
29-0000	Healthcare Practitioners & Technical Occs	388,038	409,965	21,927	5.65	12,358	9,424	2,193	23,975	0.55
15-0000	Computer & Mathematical Occupations	191,036	210,778	19,742	10.33	4,330	7,317	1,974	13,621	0.99
13-0000	Business & Financial Operations Occupations	414,333	431,952	17,619	4.25	12,965	20,196	1,762	34,923	0.42
53-7000	Material Moving Workers	393,038	410,555	17,517	4.46	20,736	33,704	1,752	56,192	0.44
31-1100	Home Hlth/PersCare & PsychAides/Nursing Asst/Orderl	168,701	185,959	17,258	10.23	13,153	12,560	1,726	27,439	0.98
15-1200	Computer Occupations	175,386	191,574	16,188	9.23	3,924	6,728	1,619	12,271	0.89
31-1120	Home Health & Personal Care Aides	108,194	124,194	16,000	14.79	9,296	7,751	1,600	18,647	1.39
29-1000	Health Diagnosing & Treating Practitioners	269,703	285,014	15,311	5.68	8,076	4,938	1,531	14,545	0.55
35-0000	Food Preparation & Serving Occupations	461,870	476,375	14,505	3.14	39,514	48,179	1,450	89,143	0.31
25-0000	Educational Instruction & Library Occupations	371,048	384,007	12,959	3.49	17,032	16,306	1,296	34,634	0.34
13-1000	Business Operations Specialists	285,567	298,343	12,776	4.47	9,158	14,682	1,278	25,118	0.44
53-3000	Motor Vehicle Operators	196,180	208,370	12,190	6.21	10,848	11,464	1,219	23,531	0.60
11-3000	Operations Specialties Managers	132,914	144,498	11,584	8.72	3,629	5,990	1,158	10,777	0.84
15-1252	Software Developers	58,810	70,388	11,578	19.69	1,108	2,311	1,158	4,577	1.81
35-2014	Cooks, Restaurant	52,429	63,781	11,352	21.65	3,963	4,737	1,135	9,835	1.98
39-0000	Personal Care & Service Occupations	134,144	144,309	10,165	7.58	9,429	14,432	1,016	24,877	0.73
11-9000	Other Management Occupations	227,006	237,070	10,064	4.43	9,472	9,535	1,006	20,013	0.43

IDES Occupational Outlook 2022-2032, Sorted by total annual openings



Code	Standard Occupational Classification (SOC) Title	Base Year	Projected	Employment Change		Average Annual Job Openings				Annual
		Employment 2022	Employment 2032	2022-2032		due to				Compound Growth
				Number	Percent	Exits	Transfer	Growth	Total	
00-0000	Total, All Occupations	6,369,370	6,538,492	169,122	2.66	305,824	385,984	16,912	708,720	0.26
35-0000	Food Preparation & Serving Occupations	461,870	476,375	14,505	3.14	39,514	48,179	1,450	89,143	0.31
53-0000	Transportation & Material Moving Occupations	647,434	679,993	32,559	5.03	34,002	49,237	3,256	86,495	0.49
43-0000	Office & Administrative Support Occupations	767,858	717,911	-49,947	-6.50	40,167	44,663	-4,995	79,835	-0.67
41-0000	Sales & Related Occupations	540,079	530,947	-9,132	-1.69	30,522	37,800	-913	67,409	-0.17
53-7000	Material Moving Workers	393,038	410,555	17,517	4.46	20,736	33,704	1,752	56,192	0.44
11-0000	Management Occupations	627,922	659,903	31,981	5.09	19,908	29,792	3,198	52,898	0.50
35-3000	Food & Beverage Serving Workers	244,387	246,939	2,552	1.04	23,067	28,611	255	51,933	0.10
51-0000	Production Occupations	423,063	422,388	-675	-0.16	18,558	26,675	-68	45,165	-0.02
41-2000	Retail Sales Workers	278,921	267,620	-11,301	-4.05	21,397	23,495	-1,130	43,762	-0.41
31-0000	Healthcare Support Occupations	231,628	255,552	23,924	10.33	16,657	18,114	2,392	37,163	0.99
13-0000	Business & Financial Operations Occupations	414,333	431,952	17,619	4.25	12,965	20,196	1,762	34,923	0.42
25-0000	Educational Instruction & Library Occupations	371,048	384,007	12,959	3.49	17,032	16,306	1,296	34,634	0.34
35-3023	Fast Food & Counter Workers	120,958	123,299	2,341	1.94	13,487	14,395	234	28,116	0.19
53-7062	Laborers/Freight/Stock & Material Movers, Hand	203,484	211,735	8,251	4.05	9,913	16,870	825	27,608	0.40
31-1100	Home Hlth/PersCare & PsychAides/Nursing Asst/Orderl	168,701	185,959	17,258	10.23	13,153	12,560	1,726	27,439	0.98
37-0000	Building & Grounds Cleaning & Maint Occs	195,481	201,537	6,056	3.10	12,644	14,049	606	27,299	0.31
43-4000	Information & Record Clerks	217,757	211,853	-5,904	-2.71	12,192	15,696	-590	27,298	-0.27
13-1000	Business Operations Specialists	285,567	298,343	12,776	4.47	9,158	14,682	1,278	25,118	0.44
39-0000	Personal Care & Service Occupations	134,144	144,309	10,165	7.58	9,429	14,432	1,016	24,877	0.73
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Economic Development Regions (EDRs), long-term (2020-2030)

SELECT REPORT (ZIP FILE)

[EDR Industry Projections 2020-2030](#)

[EDR Occupation Projections 2020-2030](#)











Local Workforce Innovation Areas (LWAs), long-term (2020-2030)

SELECT REPORT (ZIP FILE)

[LWIA Industry Projections 2020-2030](#)

[LWIA Occupation Projections 2020-2030](#)

> Downloads > edr-occupation (5) > EDR Occupation Projections 2020-2030

<input type="checkbox"/>	Name	Type	Compressed size	Password p...	Size
<input type="checkbox"/>	 EDR_1_Occ '20-'30	Microsoft Excel Worksheet	110 KB	No	114 KB
<input type="checkbox"/>	 EDR_2_Occ '20-'30	Microsoft Excel Worksheet	110 KB	No	113 KB
<input type="checkbox"/>	 EDR_3_Occ '20-'30	Microsoft Excel Worksheet	112 KB	No	115 KB
<input type="checkbox"/>	 EDR_4_Occ '20-'30	Microsoft Excel Worksheet	119 KB	No	122 KB
<input type="checkbox"/>	 EDR_5_Occ '20-'30	Microsoft Excel Worksheet	109 KB	No	113 KB
<input type="checkbox"/>	 EDR_6_Occ '20-'30	Microsoft Excel Worksheet	111 KB	No	115 KB
<input type="checkbox"/>	 EDR_7_Occ '20-'30	Microsoft Excel Worksheet	107 KB	No	111 KB
<input type="checkbox"/>	 EDR_8_Occ '20-'30	Microsoft Excel Worksheet	110 KB	No	113 KB
<input type="checkbox"/>	 EDR_9_Occ '20-'30	Microsoft Excel Worksheet	112 KB	No	116 KB
<input type="checkbox"/>	 EDR_10_Occ '20-'30	Microsoft Excel Worksheet	105 KB	No	109 KB

Start Base Map Selection Results

Inflow/Outflow Analysis
Worker Flows In, Out, and Within Will County, IL

Display Settings

Labor Market Segment Filter **All Workers**

Year **2021**

Map Controls

Color Key

Flow Overlay

Selection Outline

Identify Zoom to Selection

Clear Overlays Animate Overlays

Report/Map Outputs

Detailed Report

Export Geography

Print Chart/Map

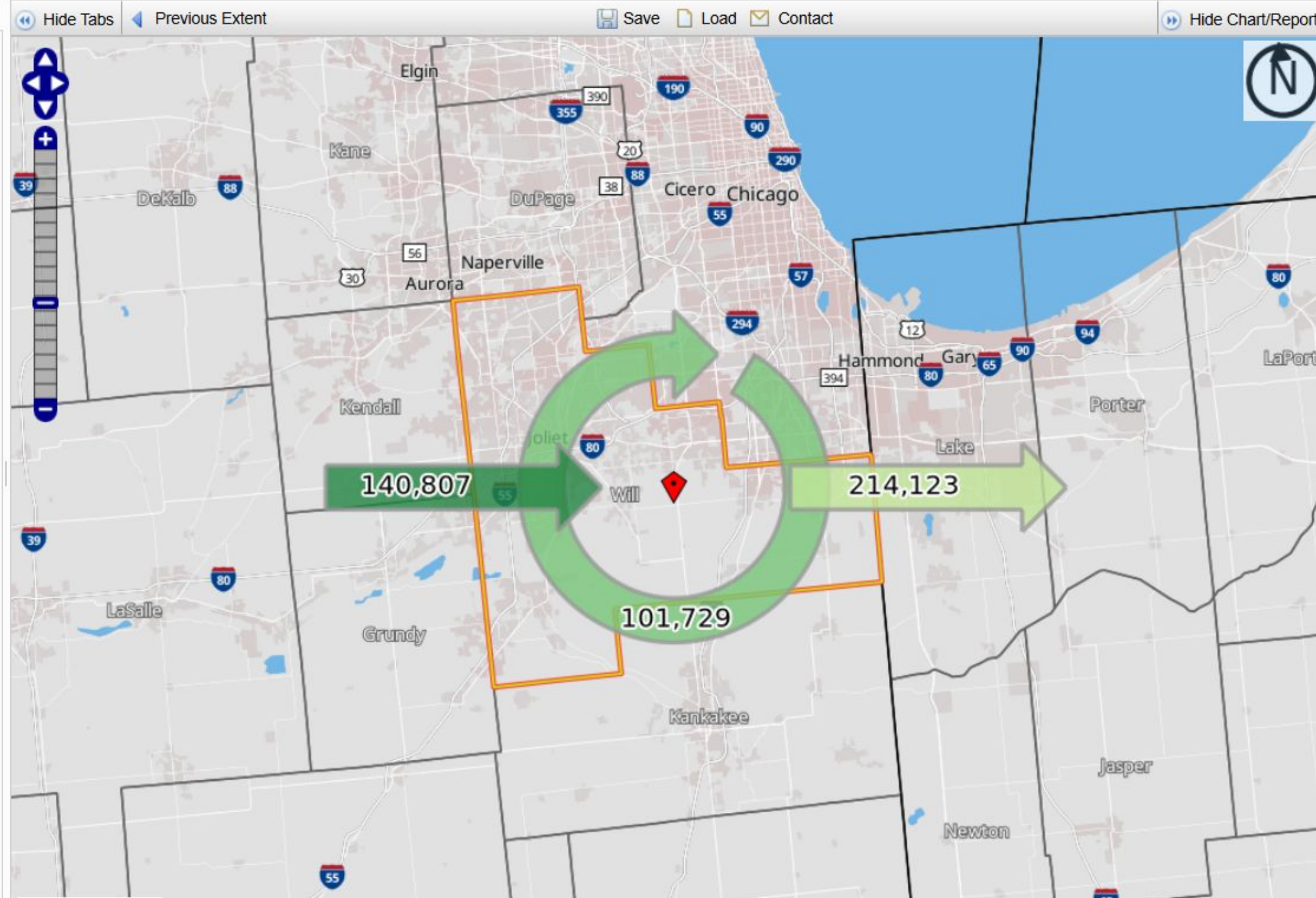
Legends

Note: Overlay arrows do not indicate directionality of worker flow between home and employment locations.

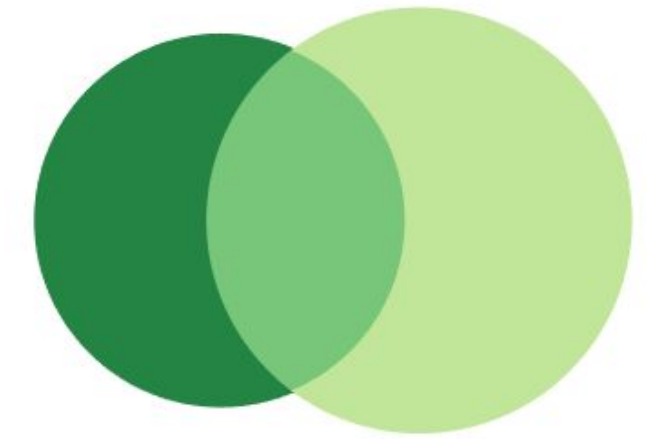
- Employed and Live in Selection Area
- Employed in Selection Area, Live Outside
- Live in Selection Area, Employed Outside

Selection Area

Analysis Settings



Inflow/Outflow Job Counts in 2021
All Workers



- 140,807 - Employed in Selection Area, Live Outside
- 214,123 - Live in Selection Area, Employed Outside
- 101,729 - Employed and Live in Selection Area

Inflow/Outflow Job Counts (Primary Jobs) 2021

	Count	Share
Employed in the Selection Area	242,536	100.0%
Employed in the Selection Area but Living Outside	140,807	58.1%
Employed and Living in the Selection Area	101,729	41.9%
Living in the Selection Area	315,852	100.0%
Living in the Selection Area but Employed Outside	214,123	67.8%
Living and Employed in the Selection Area	101,729	32.2%

[Reset Highlighting](#)

Data Firm Reports—pros and cons

Pros:

- easily digestible, data stream in one place, data graphics
- Various report options—e.g. which colleges have graduates out there, # graduating annually in the program per college
- Lots of digging to get this data otherwise:
 - ICCB program completer information via its Data Book and
 - Economic Development & Employer Planning

Cons: cost, not easily manipulated

Data Firm Report samples

Will County Workforce Board, Lightcast reports

Monthly Jobs Report

Top Posted Occupations

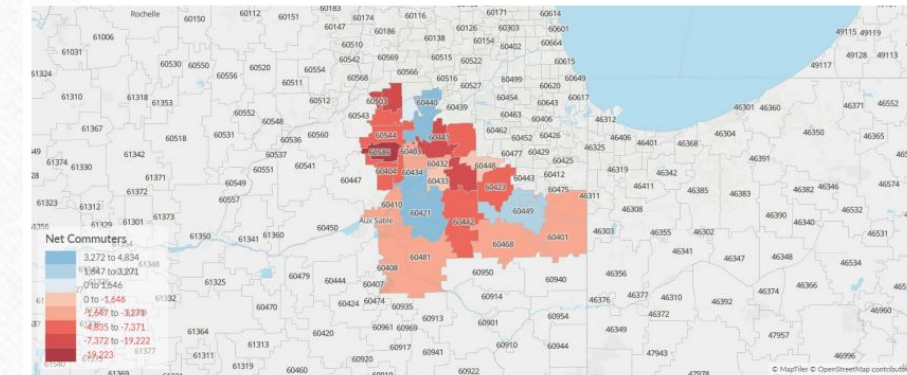
Occupation (SOC)	Total/Unique (Aug 2024)	Posting Intensity	Median Posting Duration
Registered Nurses	4,020 / 798	5 : 1	16 days
Heavy and Tractor-Trailer Truck Drivers	2,953 / 692	4 : 1	19 days
Laborers and Freight, Stock, and Material Movers, Hand	2,480 / 632	4 : 1	16 days
Retail Salespersons	2,184 / 599	4 : 1	28 days
First-Line Supervisors of Retail Sales Workers	1,140 / 343	3 : 1	28 days
Industrial Truck and Tractor Operators	1,231 / 336	4 : 1	18 days
Customer Service Representatives	1,131 / 323	4 : 1	18 days
Maintenance and Repair Workers, General	880 / 277	3 : 1	15 days
Fast Food and Counter Workers	732 / 262	3 : 1	36 days
General and Operations Managers	877 / 240	4 : 1	21 days

[Jobs Report 2024 08 August.pdf \(willcountyworkforceboard.com\)](#)

Economic Overview Report

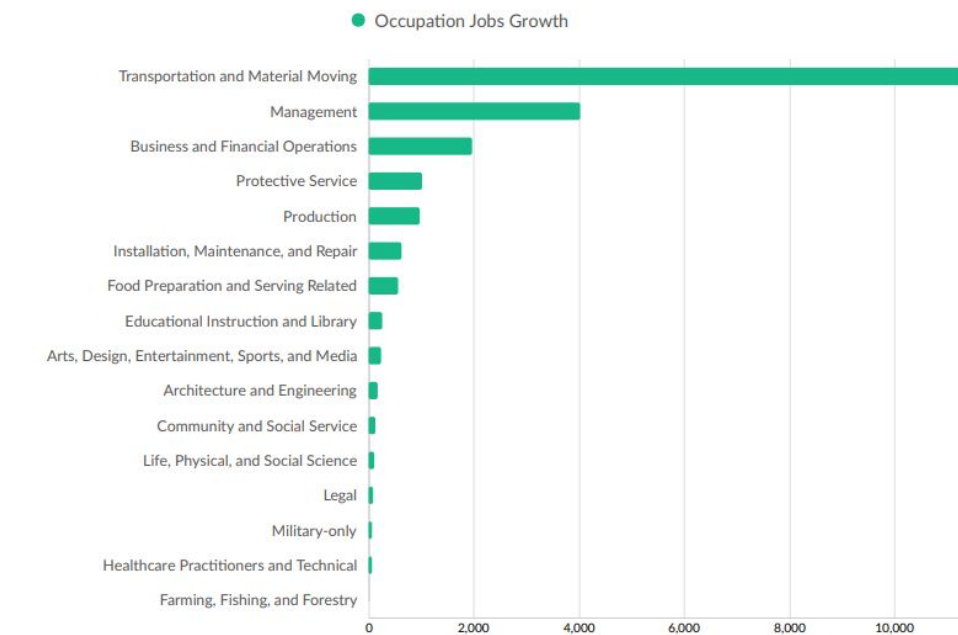
Place of Work vs Place of Residence

Understanding where talent in Will County, IL currently works compared to where talent lives can help you optimize site decisions. For example, the #1 ranked ZIP for employment ranks #2 for resident workers. The top ZIP for resident workers is 60586.



Where Talent Works			Where Talent Lives		
ZIP	Name	2023 Employment	ZIP	Name	2023 Workers
60440	Bolingbrook, IL (in Will c...	30,029	60586	Plainfield, IL (in Will cou...	26,821
60446	Romeoville, IL (in Will co...	25,161	60440	Bolingbrook, IL (in Will c...	26,757
60435	Joliet, IL (in Will county)	22,124	60435	Joliet, IL (in Will county)	24,485
60564	Naperville, IL (in Will co...	15,957	60564	Naperville, IL (in Will co...	23,329
60448	Mokena, IL (in Will coun...	14,823	60451	New Lenox, IL (in Will c...	22,390

Top Growing Occupations



[Economic Overview Will County from Lightcast Developer PDF Export 4.3.24 January 2024.pdf \(willcountyworkforceboard.com\)](#)

Getting to a rubric

Aka: What stakeholders value about a CTE program

- What's good for students? Institutions? Employers?
 - ✓ Return on investment
 - ✓ Employment opportunities
 - ✓ Living wages

- Same data for everyone, for slightly differing reasons

- Translating stakeholder needs into quantifiable items

Recommended Elements

Patty's rubric elements

- ✓ Projected growth (% over next 10 years) & annual openings
- ✓ Wages (starting wage & median wage if starting wage is below living wage)
- ✓ % Market capacity filled
- ✓ Diversity of occupation's workforce

Growth standards

+11%: much faster than average (+25 points in rubric)

+8-10% faster than average (+22 points in rubric)

+4-7% average (18 points)

+2-3% slower than average (0 points)

-1% to +1% no change (0 points)

Starting/Median Wages

[MIT Living Wage Calculator](#) (Will County figures)

- Living wage A (1 adult) \$53,000 (+18 points)
- Living wage B (1 adult, 1 child) \$87,000 (+22 points)
- Living wage C (family of 4) over \$92,000 (+25 points)
- Less than living wage A, zero points
- If at Living wage A by median, 10 points

Wages (starting/median)

Starting wage performers EDR4

- Diagnostic Medical Sonographer: \$76,238
- Registered Nurse: \$72,750
- Database Administrators \$61,166

Median performers EDR 4

- Computer Network Support Specialist: \$52,239/\$74,864
- Chefs and Head Cooks: \$46,694/\$63,374
- HVAC \$45,852/\$69,715

% Market Capacity (Annual program completers vs annual open positions)

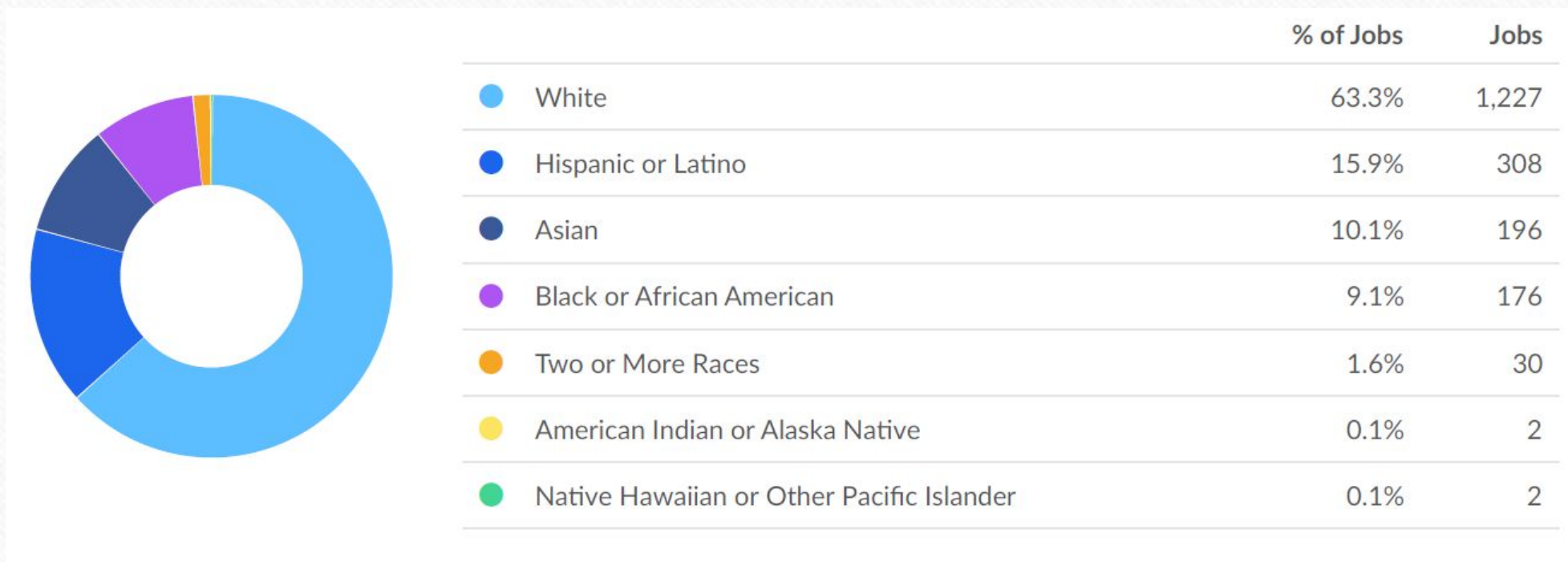
- Tight market (Less than 25% unfilled, 0 points)
- Small growth opportunity (25%-49.9% unfilled, 18 points)
- Medium growth opportunity (50%-74.99% unfilled, 22 points)
- High growth opportunity (75%+ unfilled, 25 points)

Examples of Market Opportunities

- ❑ Pharmacy Technician (75% unfilled)
- ❑ Dental Hygienists (69% unfilled)
- ❑ Respiratory Therapists (67% unfilled)
- ❑ Digital Medical Sonography (106% filled)
- ❑ EMT (137% filled)

Diversity (% diverse workforce)

- Diverse (50%+ diverse workforce, 0 points)
- Emerging (40-49% diverse, 18 points)
- Lacking (40% or under diverse, 25 points)
- Note: Easily available via LMI firm reports or via [BLS](#)



Lightcast Occupation Snapshot Report, Occupation Race/Ethnicity Breakdown

Variations on factors

- Growth
 - 2 year and 10 year (IDES)
 - 5 year outlook (available from LMI vendors)
- Immediate business partners
- Established advisory
- Public Transit accessible
- Currently applicable dual credit coursework

Variations on Weights

Alternate weighted example

- Growth—25 pts
- Starting wages (& median if starting are below living wage)—40 pts
- % Market capacity—25 pts
- Diversity of field—10 pts

Tips on Weighting Your Elements

- Use 100 points total
 - Easily identify “A” prospects, “B” prospects, “F” prospects
- In any category, weight correctly to not underinflate results
 - Do not use 3/5 as average; $3/5=60\%$, below average
- Decide before you start scoring where the cut off is on points for program development as part of your procedure
- Figure out your organizational/stakeholder values and assign points

WHAT ELEMENTS DO YOU WANT IN YOUR RUBRIC?

THINK, PAIR, SHARE ACTIVITY

1. On your own, brainstorm a list of elements for your rubric.
2. Time permitting, rough out the weighted value of each element.
3. Pair with the person next to you to share your elements.
4. Revise your list accordingly.

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WCWC Lightcast Report



What questions do you have for me?

QR to my actual rubric:



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TREES
CCPE Coordinator
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312-203-9987

And sign up for a 1:1 session

