Job Scan Protocol: Real-Time Labor Market Information

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EMPLOY MILWAUKEE
SEPTEMBER 7, 2016

What is a Job Scan?

- A consistent and sustainable process to understand industry demand
  - Industry validated and timely
  - Actionable labor market information

Why a Job Scan?

- Streamline data collection processes
- Make better resource and planning allocation decisions
- Identify skills and education gaps that may exist
- **Create solutions**

What Will the Job Scan Tell us?

○ Where the jobs are NOW

○ Where the jobs will be in the FUTURE

○ What are the key IN-DEMAND industries and occupations

○ What COMPETENCIES current job candidates are lacking

○ How to improve ESSENTIAL SKILLS preparation

What is the role of Industry Advisory Boards?

- Review and validate industry trends and talent needs

- Important feedback loop to workforce and education system and evaluating workforce solutions

- Investment in workforce development system

Targeted Employers

- An employer that :
  - Ensures high quality jobs with career paths
  - Demonstrates a commitment to diversity and inclusion
  - Shows strong potential for growth/job creation

Examples: Targeted Employers

Manufacturing	• Brady Corp. • DRS Power & Control
Finance	• Associated Bank • Principal Financial
Hospitality	• Potawatomi • Marcus Hotels and Resorts
Construction	• Payne & Dolan
Healthcare	• Froedtert Health • Aurora

Real Time Labor Market Information

Sector	Wanted Analytics		Employer Verified	
	Job Openings	# of Employers	Job Openings	# of Employers
Hospitality	1,671	110	88-141	6
Manufacturing	1,721	262	101	11
Healthcare	2,169	222	1600	5
Finance	1,196	125	429-471	9
Construction	171	71	In Progress	In Progress
Information	2,618	595	In Progress	In Progress

Source: Wanted Analytics, Milwaukee MSA, 2016 EMSI, 2016.2 – QCEW Employees, Non-QCEW Employees & Self-Employed – 2016-2026

Completed Employer Surveys

Manufacturing	Healthcare	Finance	Hospitality
Brady Corporation Briggs & Stratton Matzel Manufacturing Miller Baking GenMet Joy Global Monarch Industries Sussex Machine International Thermal Systems JTS Direct Waukesha Metals	Aurora Children's Hospital Columbia/St.Mary's Froedtert Health	Associated Bank Equitable Bank JP Morgan Chase Principal Financial Prudential PyraMax Bank Robert Baird TCF Bank Tri City Bank	Bucks KleenMark Marriott Northwestern Mutual Potawatomi Saz's Fine Catering White Lodging

Key Occupations

Sector	Top Occupations	Job* Openings	Median Hourly Wage
Hospitality	1) Front Desk Clerks 2) Cook 3) Housekeeper	1) 113 2) 280 3) 241	1) $10.29 2) $10.55 3) $10.20
Healthcare	1) Medical Assistant 2) CNA 3) Registered Nurse	1) 326 2) 285 3) 1,430	1) $15.78 2) $12.58 3) $32.20
Construction	1) Electrician 2) Construction Laborer 3) Construction Supervisor	1) 52 2) 24 3) 63	1) $30.78 2) $20.80 3) $33.71
Finance	1) Universal Banker 2) Financial Sales Agent 3) Loan Officer	1) 172 2) 275 3) 173	1) $11.92 2) $23.97 3) $28.96
Manufacturing	1) Maintenance Mechanic 2) Machine Operator 3) Assembler	1) 47 2) 11 3) 23	1) $24.26 2) $19.09 3) $14.85

Source: Wanted Analytics, Milwaukee MSA, 2016 EMSI, 2016.2 – QCEW Employees, Non-QCEW Employees & Self-Employed – 2016-2026

Sector Specific Training

MANUFACTURING

Training Title	# Completed	Job Count 2016 Milwaukee MSA
Industrial Maintenance Mechanic	10	1,806
CNC Machinist	15	9,731
Warehouse Worker	12	20,660

Source: *Milwaukee MSA, 2016 EMSI, 2016.2 – QCEW Employees, Non-QCEW Employees & Self-Employed – 2016-2026*

Sector Specific Training

HOSPITALITY

Training Title	# Completed	Job Count 2016 Milwaukee MSA
Food Service Assistant	7	20,852

FINANCE

Training Title	# Completed	Job Count 2016 Milwaukee MSA
Customer Service Readiness	22	18,345

Source: *Milwaukee MSA, 2016 EMSI, 2016.2 – QCEW Employees, Non-QCEW Employees & Self-Employed – 2016-2026*

Sector Specific Training

HEALTHCARE

Training Title	# Completed	Job Count 2016 Milwaukee MSA
Healthcare Customer Service	15	644

CONSTRUCTION

Training Title	# Completed	Job Count 2016 Milwaukee MSA
Safety Training- Laborers 113	26	3,383
Painting and Carpentry	6	1,406

Career Pathways

Hospitality

Cook → Station Cook → Sous Chef → Executive Chef

Finance

Teller/Universal Banker → Financial Analyst → Personal Financial Advisor

Healthcare

Environmental Services → Nursing Assistant → Registered Nurse → Nurse Supervisor/Coordinator

Career Pathways

Manufacturing

| Manual Operator | → | Machine Operator | → | Engineering Technician | → | Technician Manager |

Construction

| Apprentice | → | Journey Worker | → | Supervisor | → | Project Manager |

How can you help a constituent find a job?

Refer to Job Center of Wisconsin

www.jobcenterofwisconsin.com

Adult Workforce Services

MAXIMUS

N. 27th & Hope

UMOS

2701 S. Chase Ave

Employ Milwaukee

N. 27th & North

Youth Workforce Services

Dynamic Workforce Solutions
4201 N 27th Street #400

WRTP/BIG STEP
3732 W Wisconsin Ave

United Neighborhood
Centers of Milwaukee
710 N. Plankinton Avenue, Suite 740

UMOS
2701 S Chase Ave

Community Career Connections
161 W Wisconsin Ave, Suite 108

Workforce Innovation & Opportunity Act (WIOA)

Intake	Assessment	Supportive Services	JOB
• Determine program eligibility • Attend sector information session	• Career Interest Test • TABE Test • Work readiness assessment • Other industry evaluations	• Individual Employment Plan • Determine appropriate training if needed • Coaching sessions • Workshops	• Match to employment that fits interest, skills, and career goals

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How can you help businesses in need of workers?

Employ Milwaukee Business Services

(414) 270-1728

Biz.Services@employmilwaukee.org

Refer to Job Center of Wisconsin

www.jobcenterofwisconsin.com

Customized Recruitments

HIRED

Send qualified resumes

Prescreen

Individual 10 to 15 minute interviews

Information Sessions

Overview of job, qualifications, wages, job duties, and sector career pathway information

Customized Recruitment Data

Manufacturing
- DRS Power & Control
  - Six assembler I- $15.50/hour

Construction
- Payne & Dolan, CG Schmidt, Mortensen, JP Cullen, Zenith Technical
  - Six apprentices-$19/hour

Healthcare
- Fortis
  - Eight Certified Nursing Assistant-$12.85-15.50/hour

Hospitality
- Potawatomi, Bucks, Marcus Resorts, Mojofuco Restaurant Group
  - 15, varied positions-$8-10/hour

Data-Driven Action

Prioritize Sectors / Occupations

⬇

Align Credentials and Training

⬇

Develop Career Pathways

⬇

Enhance Job Matching

Essential Themes of Job Scan

The best data is the most local

Don't just <u>collect</u> LMI, but <u>use</u> workforce intelligence.

Using workforce intelligence requires diligence, and a formal process

Team approach is critical

"Feedback Loops" to drive practice

QUESTIONS