

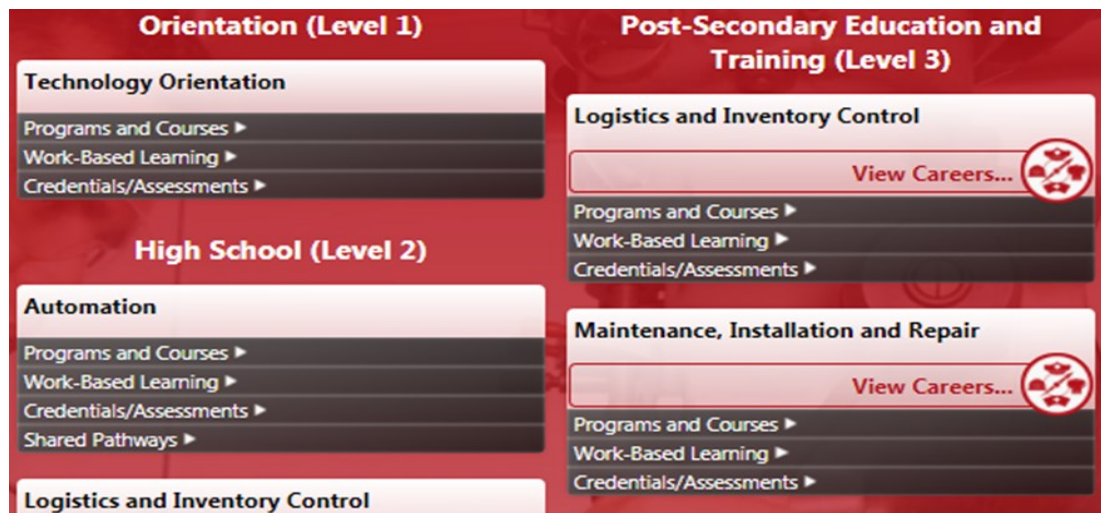
# Using Labor Market Data in Workforce Development

## What is Labor Market Information?

Labor market information (LMI) might, at first, seem to be overwhelming or uninteresting; but the partners in the Lake County Workforce Ecosystem have identified a myriad of tools and websites to assist employers and job seekers in using LMI to make critical decisions. LMI from sources such as Bureau of Labor Statistics (BLS), O\*Net, CareerOneStop, Illinois workNet, IDES and Economic Modeling Specialists International (EMSI) are utilized when working with job seekers to research careers & jobs; and utilized with employers to better understand trends, competitive wages, and staffing patterns.

## Career Pathways

Lake County Workforce Development (LCWD) uses LMI when working with job seekers to explore the career pathways that are available within occupations or industries. A career pathway is a series of connected training and support services designed to help an individual advance to better jobs over time. The review of career pathways allows job seekers to make informed decisions regarding their future.



Illinois Pathways: Manufacturing

## Business Retention & Expansion

Lake County Partners uses labor market information when working with companies that are either looking to move to or expand in Lake County. For example, a local industrial manufacturer needed to add a production line and was either going to expand their Lake County site or build a new facility in another state. Lake County Partners accessed data to show the company that there were not enough workers in critical occupation categories within a reasonable drive time at the alternate site. The company grew its Lake County operations, expanding jobs within the region.

## Wage & Hiring Data

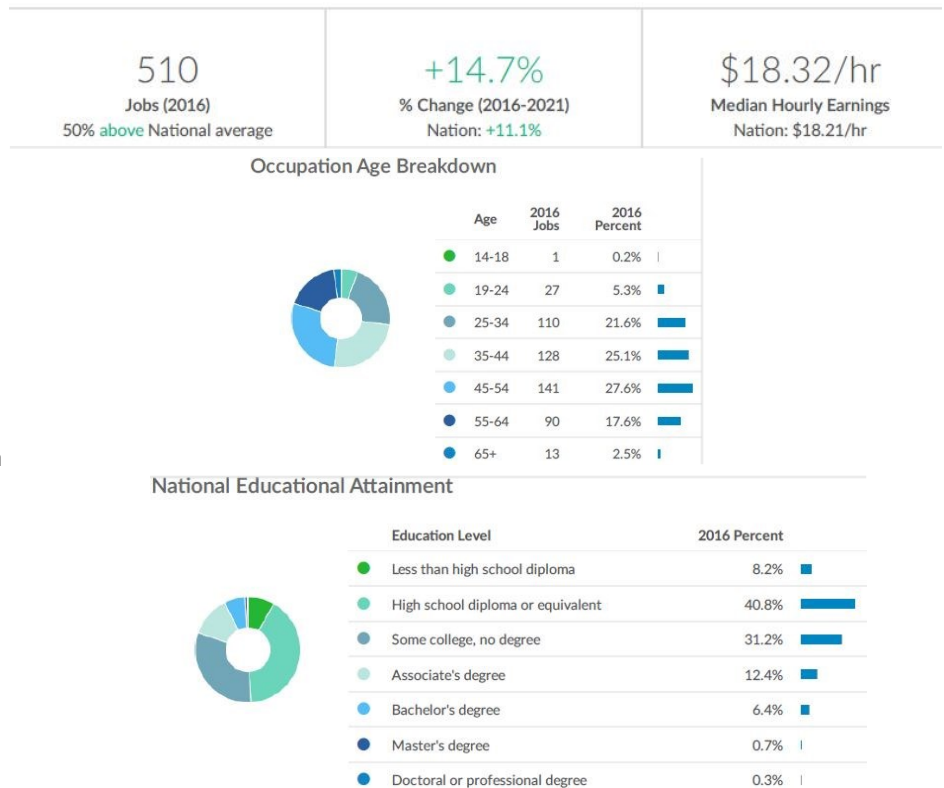
Business Service team members use LMI to assist Lake County employers with reviewing and analyzing industry and occupational statistics that help them with staffing decisions and planning. For example, a global technology company recently requested information regarding wages for four specific positions in the Lake County region. These insights helped the company determine a competitive wage structure within the area. Business Service team members can also use EMSI data to help companies visualize regional trends, understand the competition, and track workforce population and demographics.

*"Lake County is noteworthy for its deep talent pool," explains Bethany Williams of Lake County Partners. "Economic modeling tools allow us to show companies specifically what type of talent they can access here."*

## An Occupation Overview: CNC Operators in Lake County

The EMSI data modeling tool grants access to compiled data and various options on how to view this data in an intuitive and meaningful way. One of the most practical and encompassing of these data reports generated within EMSI is the Occupation Overview. For instance, in the Occupation Overview for CNC Operators in Lake County, we can see that this occupation has a significantly higher projected growth rate in Lake County (14.7%) than the national average (11.1%) over the next few years. We can also see that CNC Operators have a higher median hourly wage in Lake County (\$18.32) versus the national average (\$18.21). After also observing the educational attainment levels for CNC Operators, we see an occupation with strengths including a positive growth trend, desirable earnings, and achievable education requirements. However, the age breakdown also shows us that there is a growing need connected to an aging workforce. Labor market data tools such as this leave us better equipped to develop focused workforce strategies to meet these needs and assist the employers of Lake County.

### Occupation Summary for Computer-Controlled Machine Tool Operators, Metal and Plastic



## Local Employers Attend CNC Roundtable

The Workforce Development Department and Symbol Training Institute collaborated to host a lunch-and-learn roundtable discussion on Friday, July 28th with local Lake County manufacturers, including Kemper Valve, Laser Precision, & Profile Plastics. This event provided employers some of the following benefits:

- A detailed walkthrough tour of Symbol Training Institute's CNC facility located in Skokie, IL
- A presentation of training programs delivered on-site and credentials obtained by students
- A discussion of available workforce strategies (On-the-Job Training, Work Experience, Incumbent Worker offerings) to assist with immediate hiring and the growth of workforce needs
- A feedback session allowing attendees to share training needs, hiring trends, and labor market statistics
- An opportunity to engage directly with students currently enrolled within the CNC program

Focused, project-oriented endeavors such as this allow Workforce Development to meet the needs of our employers and also strengthen our talent pipelines. Engendering collaboration between employers and training providers is a strategy that facilitates progress in our pursuit of creating positive economic growth in Lake County.

