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Measuring Supply, Demand and Gaps for Skilled Workers

2014 Skills Summit
State Advocates Meeting
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Measuring Supply, Demand and Gaps for Skilled Workers

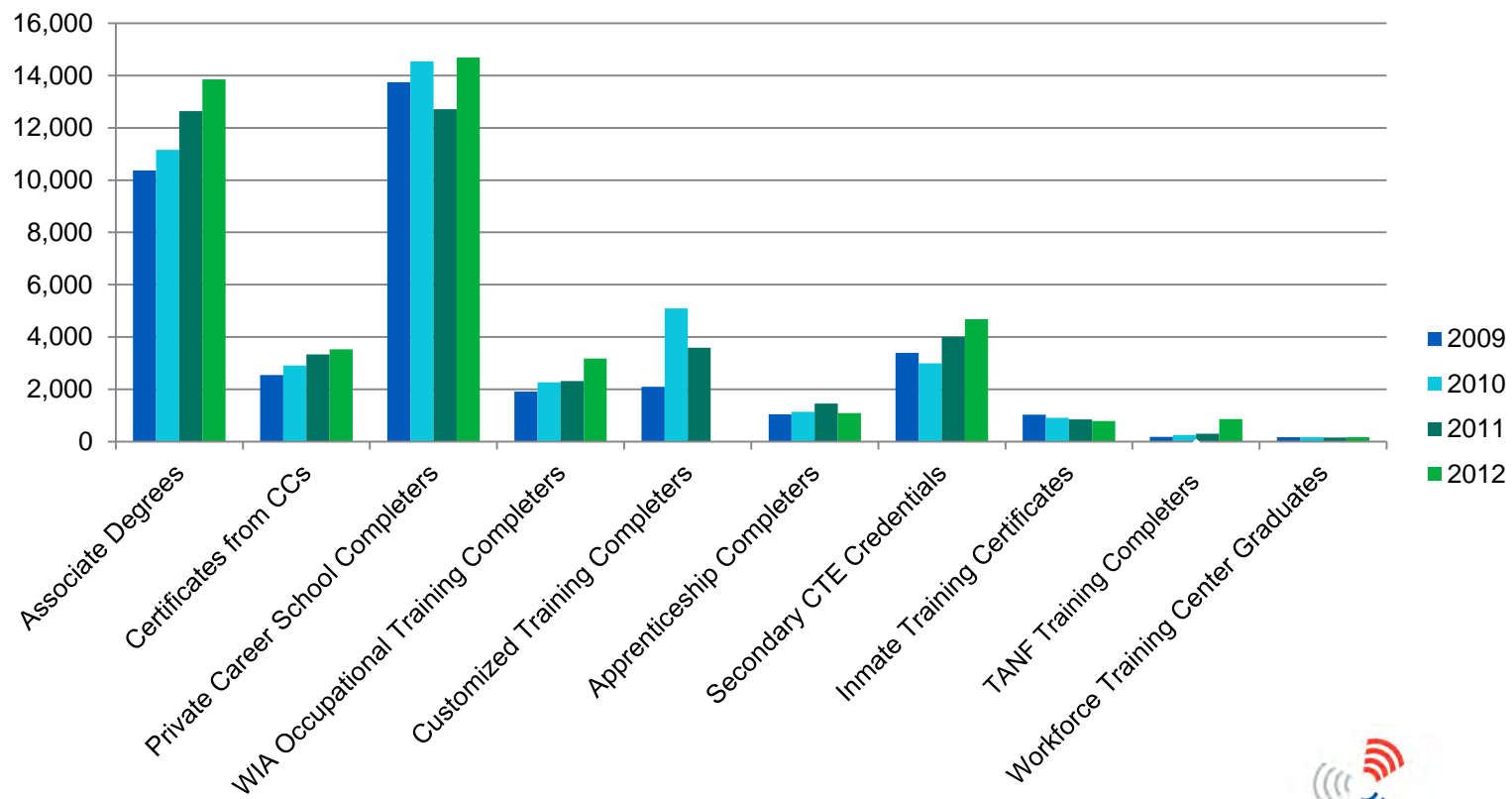
Purpose: Provide policy leaders with a tool to identify skill gaps.

Method: Compare annual number of graduates/completers with number of net job openings, broken down by level of education/training and field.



First Step: Cross Agency Credential Measurement

Middle Skill Credential Attainment in Maryland



Challenges Measuring Supply

- Consistency Across Agencies
- Capturing Industry Certifications
- Creating Unduplicated Counts



Measuring Demand

- 10-Year Occupational Outlook
- Forecast of Net Job Openings for over 700 Occupations (Growth or Separations from Occupation)
- Forward Looking/Long-term Trends



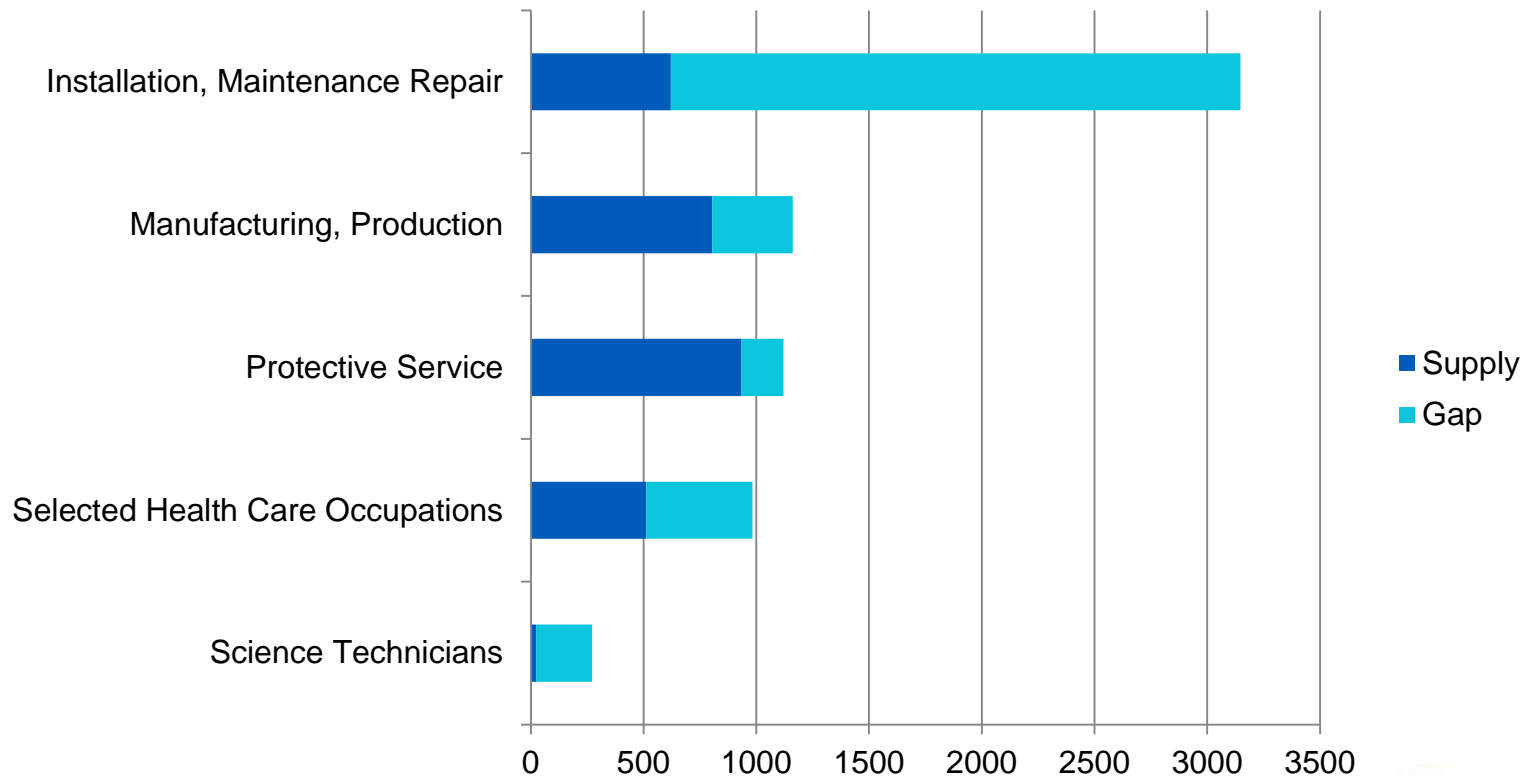
Comparing Supply and Demand

- Adjusting supply by labor force participation rate
- Matching Classification of Instructional Program and Standard Occupational Classification
- Matching levels of education/training and occupations
 - Entry Level – Bureau of Labor Statistics (BLS)
 - Competitive Level – American Community Survey (ACS)



Middle Skill Jobs in Washington State

(Source: "A Skilled and Educated Workforce," WSAC, SBCTC, WTECB, 2013)



High Demand Mid-Level Health Care Occupations in Washington State

(Source: Washington State Workforce Board, 2013)

Occupation	Supply	Gap
EMTs and Paramedics	79	114
Health Technologists and Technicians	24	102
Respiratory Therapists	36	54
Dispensing Opticians	12	52
Dental Lab Technicians	10	41
Dental Hygienists	229	38
Medical Transcriptionists	68	30
Cardiovascular Technologists and Technicians	21	23
Nuclear Medicine Technologists	5	11
Ophthalmic Medical Technicians	27	7



Caveats

- Does not consider Inter-state flow of workers or students
- Does not consider supply of unemployed job seekers
- Forecasts are not perfect – Best to focus on occupational groups and large gaps



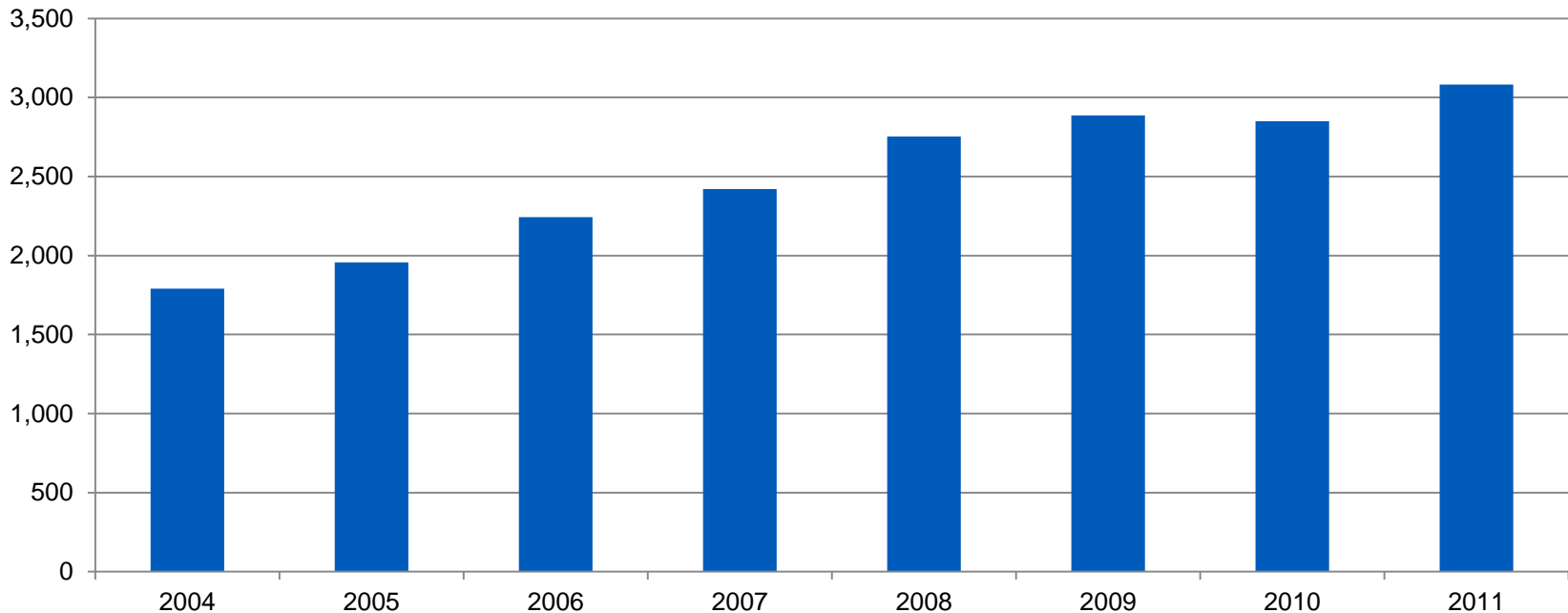
What can be done?

- Enact legislation authorizing supply, demand, and gap reports
- Earmark appropriations to fill gaps
- Target program enrollment
- Target financial aid



Success in Closing Gap for RNs in WA

Annual Registered Nursing Program Completions
(Source: WA State Workforce Board)



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