Measuring Supply, Demand and Gaps for Skilled Workers

2014 Skills Summit
State Advocates Meeting
February 2014
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

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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)

Installation, Maintenance Repair

Manufacturing, Production

Protective Service

Selected Health Care Occupations

Science Technicians

Supply
Gap

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## High Demand Mid-Level Health Care Occupations in Washington State

(Source: Washington State Workforce Board, 2013)

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