

# **INNOVATIVE LMI TOOLS**

## **THINKING OUTSIDE THE BOX**

**2008 NASWA NATIONAL CONFERENCE  
SEPTEMBER 18, 2008  
CHARLESTON, SOUTH CAROLINA**

**PRESENTED BY:  
YUSTINA SALEH, LMI DIRECTOR**



**STATE OF NEW JERSEY**

**DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT**

# OBJECTIVES

**MANY DATA TOOLS ARE READILY AVAILABLE TO LMI SHOPS.  
THESE TOOLS CAN HELP CONDUCT VARIOUS ANALYSES:**

- 1.GAP ANALYSIS**
- 2.ASSET MAPPING**
- 3.DEFINING TARGET INDUSTRIES**
- 4.IDENTIFYING WORKFORCE NEEDS**

**FROM DATA FOR DATA SAKE —  
TO DATA FOR POLICY SAKE**

**HOW? THE CASE OF FT. MONMOUTH BASE CLOSURE.**

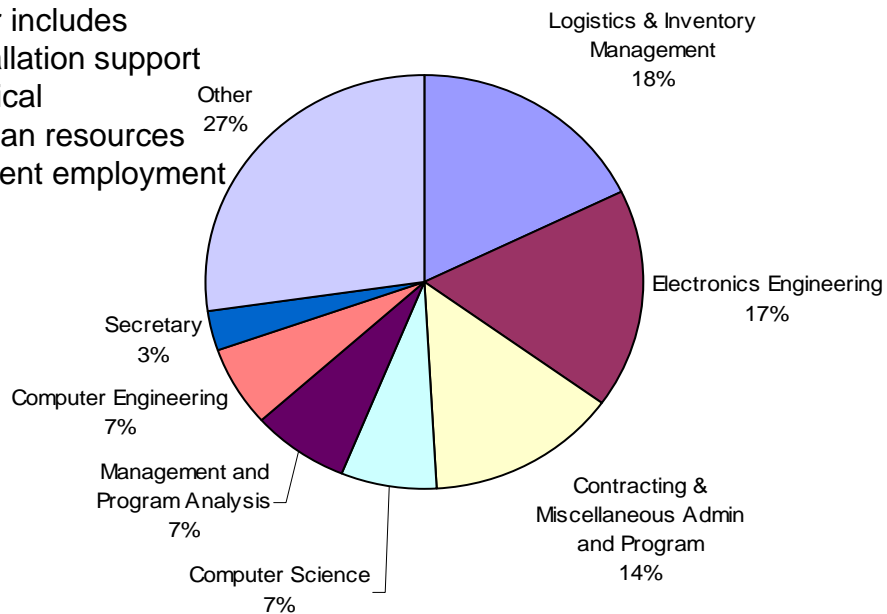
# INVENTORY **ALL** YOUR DATA TOOLS

- OCCUPATIONAL AND INDUSTRY MICRO AND MACRO DATA
- UNEMPLOYMENT CLAIMS DATA
- CURRENT JOB OPENINGS DATA
- GIS MAPPING TOOLS
- LED AND ON-THE MAP
- O-NET TOOLS

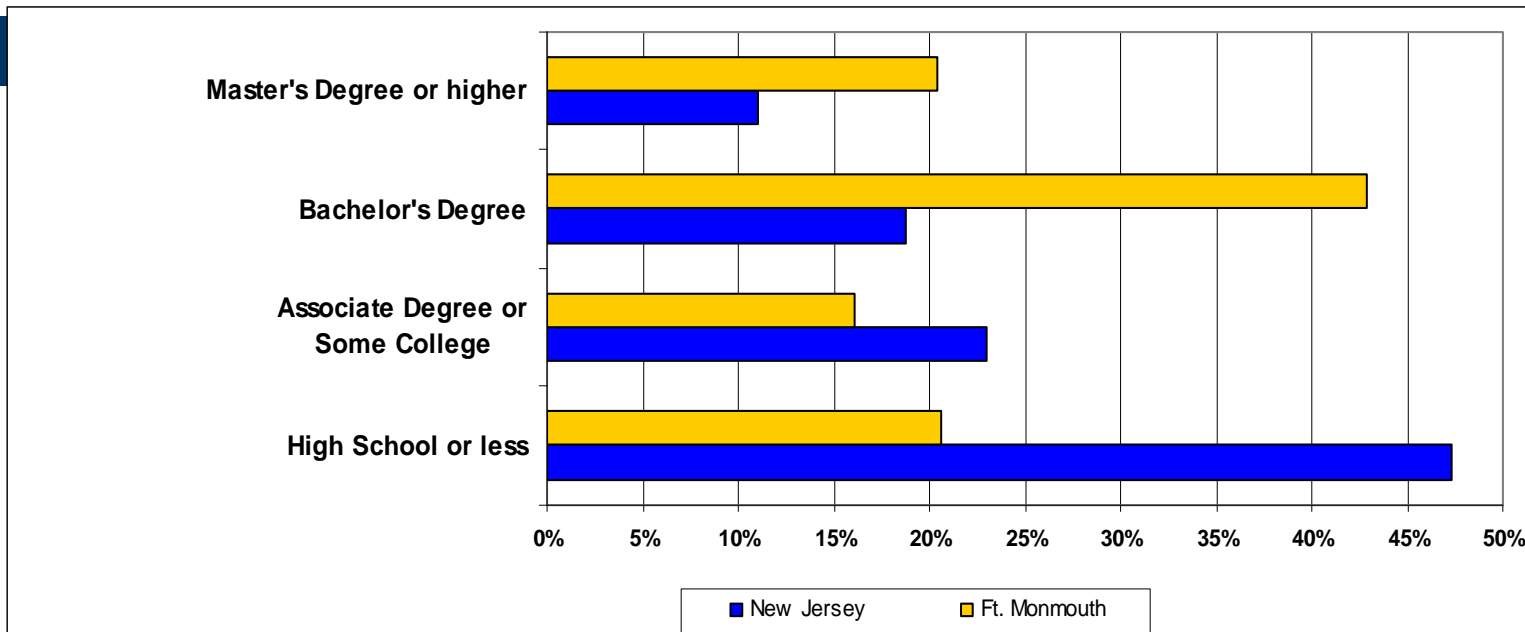
# MAP YOUR ASSETS FT. MONMOUTH BASE

## WORKFORCE ASSETS

- Other includes
- Installation support
  - Medical
  - Human resources
  - Student employment



# MAP YOUR ASSETS

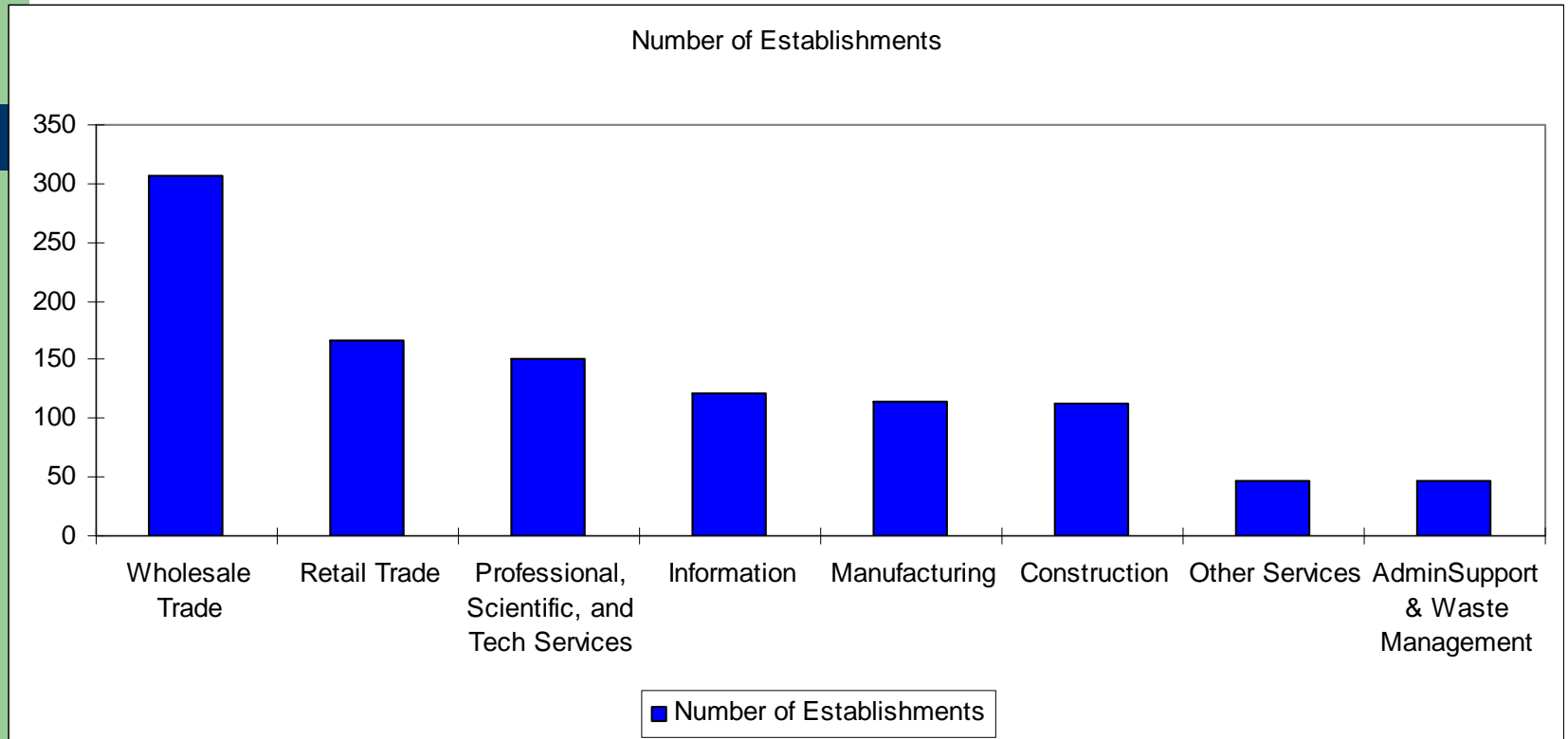


- **A HIGHLY EDUCATED WORKFORCE**
- **A SIGNIFICANTLY HIGHER RATIO OF WORKERS WITH GRADUATE DEGREES THAN STATEWIDE**

## **ASSET MAPPING: LINKAGES**

- **THERE ARE 2,754 CONTRACTOR WORKERS WORKING AT FT. MONMOUTH.**
- **549 (20%) PERFORM OPERATIONS SUPPORT FUNCTIONS, INCLUDING BLUE COLLAR TRADES, CLERICAL WORK, PROPERTY MANAGEMENT, ETC.**
- **2,205 (80%) PERFORM “MISSION SUPPORT” FUNCTIONS, INCLUDING ENGINEERING, COMPUTER SCIENCE, LOGISTICS, AND SUPPLY MANAGEMENT OCCUPATIONS.**

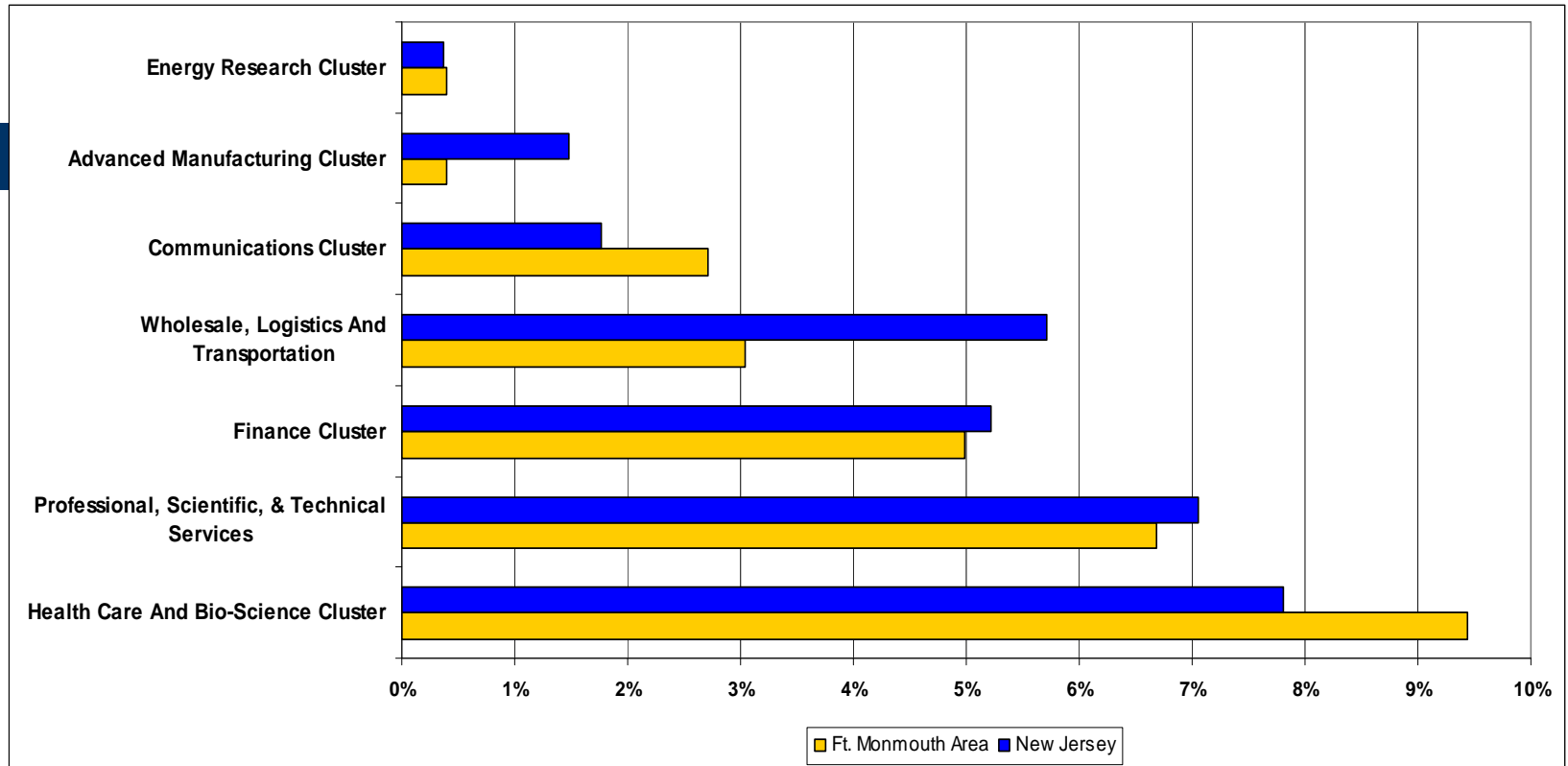
# ASSET MAPPING LINKAGES



- **HIGH CONTRACTORS EMPLOYMENT WAS IN MANUFACTURING, THE PROF., SCI. AND TECH. SERVICES AND WHOLESALE TRADE.**
- **HEALTH CARE/SOCIAL ASSISTANCE AND FINANCE/INSURANCE HAD RELATIVELY FEW ESTABLISHMENTS, YET LARGE EMPLOYMENT**



# ASSET MAPPING: AREA INDUSTRY SPECIALIZATION



- **THE HEALTH CARE/BIO-SCI CLUSTER HAS THE LARGEST EMPLOYMENT IN THE AREA**
- **THE COMMUNICATIONS CLUSTER ALSO HAD A HIGH PERCENTAGE IN THE AREA**
- **ENERGY RESEARCH AND ADVANCED MANUFACTURING HAD THE LOWEST PERCENTAGES IN THE LOCAL AREA.**

# GEOGRAPHICAL CLUSTER ANALYSIS

**Professional Scientific and Technical Services Cluster Employers**  
Within a 5, 10, 15, 20, 30 mile radius of Fort Monmouth area



Source: Quarterly Census of Employment and Wages, Third Quarter 2006.  
Prepared by: New Jersey Department of Labor, Bureau of Labor Market Information, August 2007

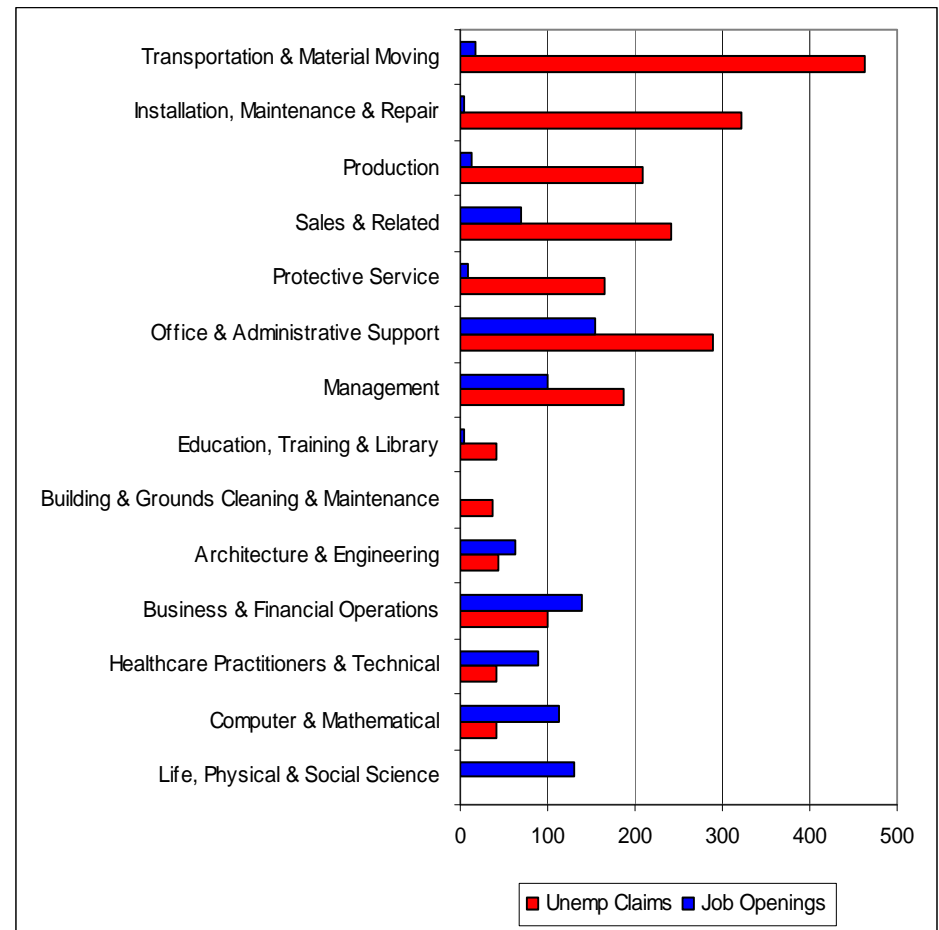
**Communications Cluster Employers**  
Within a 5, 10, 15, 20, 30 mile radius of Fort Monmouth area



Source: Quarterly Census of Employment and Wages, Third Quarter 2006.  
Prepared by: New Jersey Department of Labor, Bureau of Labor Market Information, August 2007

# SKILLS GAPS IN THE TARGETED AREA

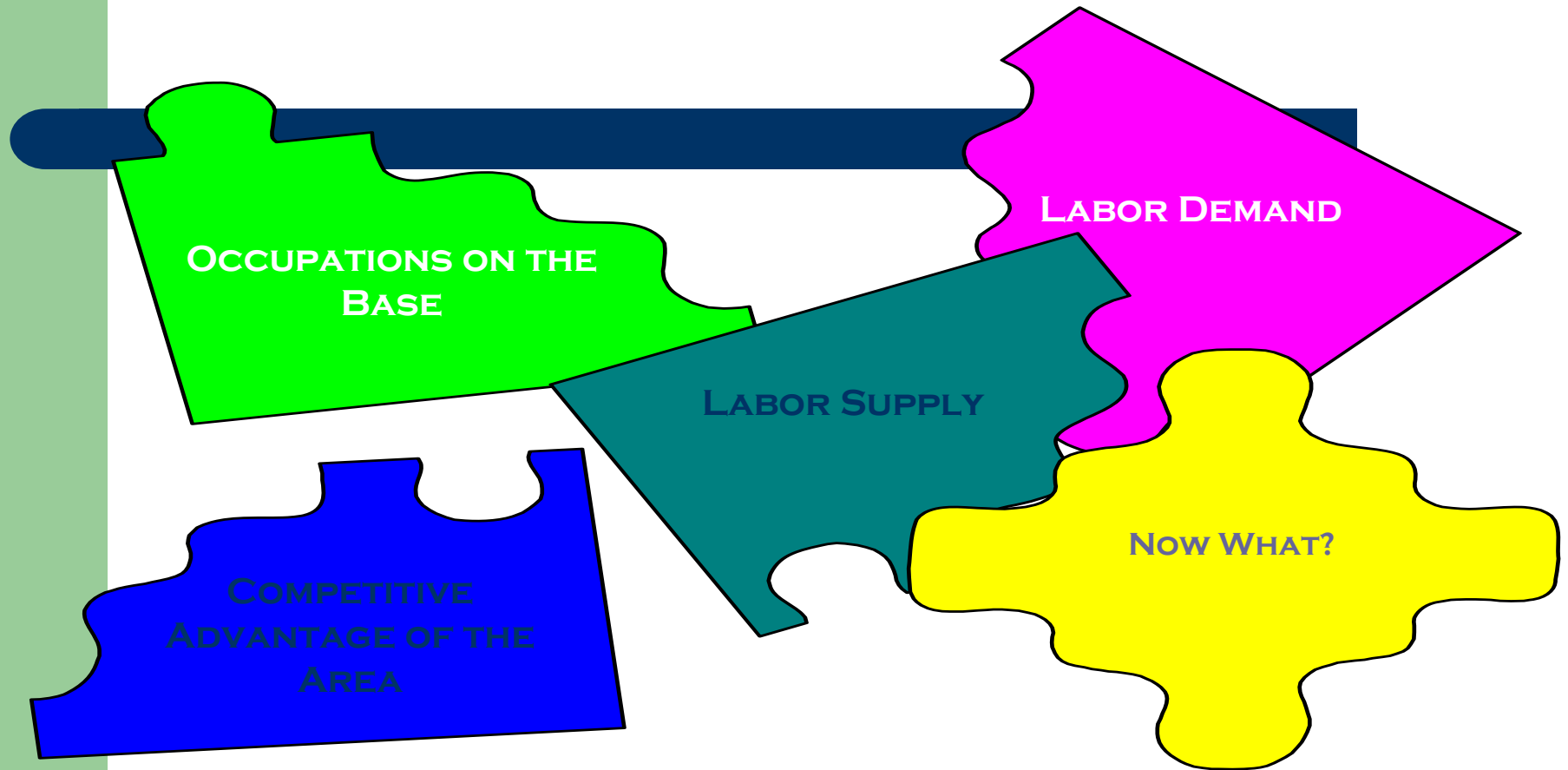
- **THE AREA ON THE BASE HAS A HIGH DEMAND FOR SCIENTISTS, BUSINESS ANALYSIS AND COMP-MATH PROFESSIONALS.**
- **JOBSEEKERS LESS LIKELY TO FIND JOBS ARE BLUE COLLAR OR ADMINISTRATIVE SUPPORT WORKERS**



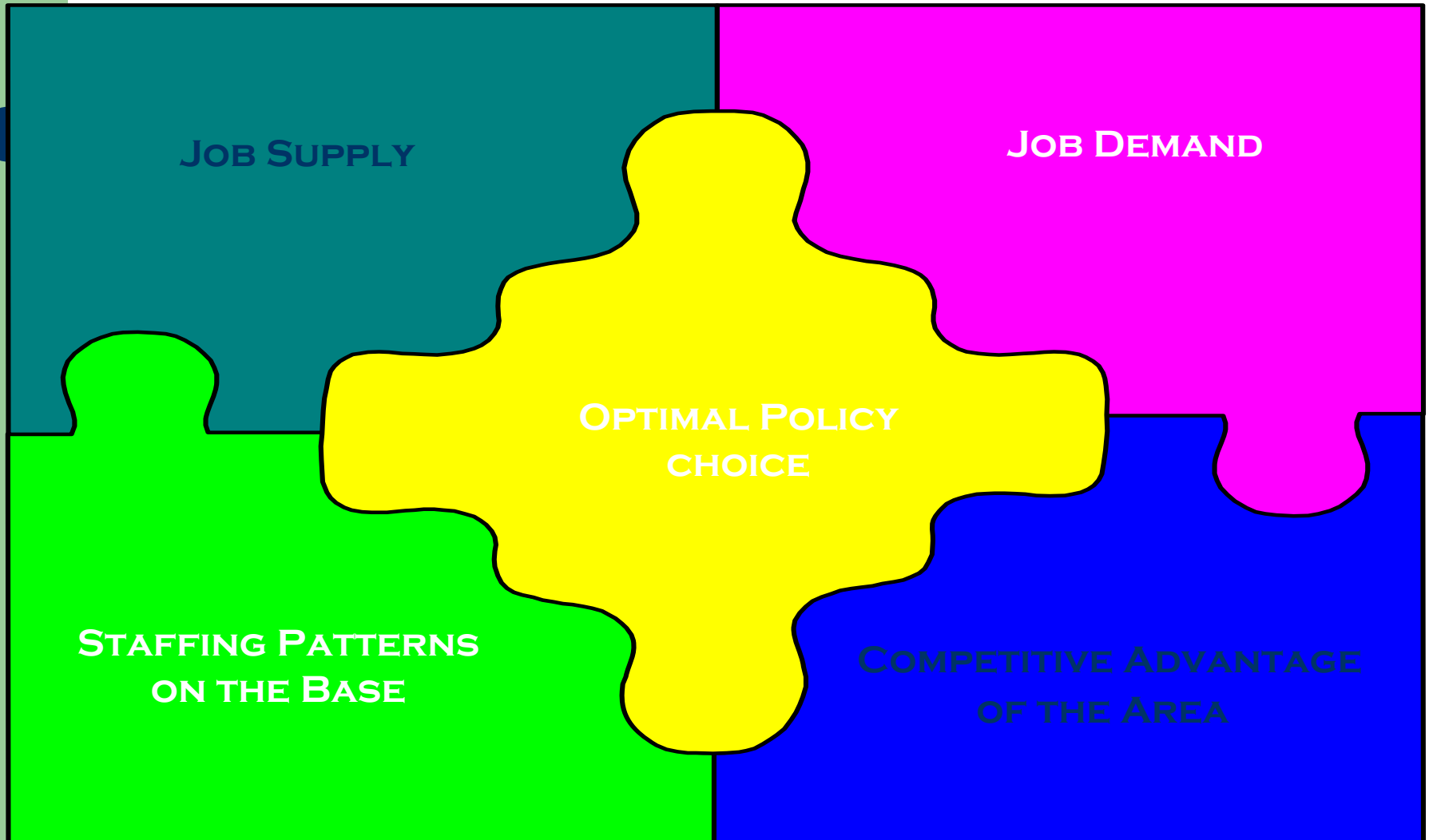
# DEFINE TARGET INDUSTRIES

NAICS TITLE	NAICS	Employment Rank	LQ Rank NJ	LQ Rank US	Growth Rank	Wage Rank	Impact Rank	Score
Architectural, Engineering, and Related Services	5413	97	82	83	91	93	75	89.5
Software Publishers	5112	71	94	83	88	99	87	85.8
Wired Telecommunications Carriers	5171	98	95	99	79	96	10	83.8
Professional and Commercial Equipment and Supplies Merchant Wholesalers	4234	84	61	80	95	100	44	83.0
Computer Systems Design and Related Services	5415	95	67	85	65	95	75	81.8
Other Professional, Scientific, and Technical Services	5419	89	86	89	85	57	73	79.6
Management, Scientific, and Technical Consulting Services	5416	87	54	66	73	90	75	77.5
Semiconductor and Other Electronic Component Manufacturing	3344	79	93	79	71	63	91	76.4
Scientific Research and Development Services	5417	96	95	99	23	96	76	76.0
Household Appliance Manufacturing	3352	60	100	100	72	52	89	72.1
Management of Companies and Enterprises	5511	90	37	54	70	94	31	71.0
Accounting, Tax Preparation, Bookkeeping, and Payroll Services	5412	81	46	61	60	75	73	68.4
Pharmaceutical and Medicine Manufacturing	3254	67	16	66	82	65	99	68.3
Medical Equipment and Supplies Manufacturing	3391	73	75	84	76	33	82	68.1
Rubber Product Manufacturing	3262	55	97	95	66	49	86	67.8
Plastics Product Manufacturing	3261	72	57	56	58	77	86	67.7
Navigational, Measuring, Electromedical, and Control Instruments Manufacturing	3345	64	35	48	61	94	92	67.7
Miscellaneous Durable Goods Merchant Wholesalers	4239	69	41	69	91	65	38	67.5
Machinery, Equipment, and Supplies Merchant Wholesalers	4238	75	49	50	75	73	40	65.9

# TOO MANY QUESTIONS, TOO MANY CHOICES, UNORGANIZED INFORMATION



# WHERE TO GO FROM HERE?



# PROVIDE A VISION TO DRIVE A STRATEGY

- TO IDENTIFY BEST FIT INDUSTRIES, WE LOOKED AT STAFFING PATTERNS OF COMPANIES. WE DID AN INDUSTRY BY OCCUPATION CROSSWALK, FOCUSING ON THE OCCUPATIONS WITH HIGHEST FREQUENCY ON THE BASE
- **SYNTHESIS: ESTABLISH AN “INFORMATION AND COMMUNICATIONS TECHNOLOGY VILLAGE”**
- **ICT COMBINES INDUSTRIES IN:**
  - TELECOMMUNICATIONS (NAICS STARTING 517)
  - ENERGY RESEARCH (NAICS STARTING 541)
  - ADVANCED MANUFACTURING
  - BUSINESS INFRASTRUCTURE

# WORKFORCE NEEDS ASSESSMENT THE O-NET TEST

## SKILLS

	Score
Programming	73.3
Repairing	67.9
Systems Evaluation	63.5
Systems Analysis	65.3
Management of Financial Resources	63.5
Technology Design	66.5
Operations Analysis	66.0
Management of Personnel Resources	64.5
Equipment Selection	64.6
Troubleshooting	70.0
Equipment Maintenance	63.5
Management of Material Resources	61.6
Judgment and Decision Making	67.6
Learning Strategies	63.2
Quality Control Analysis	63.1
Negotiation	64.3
Social Perceptiveness	63.5
Monitoring	63.8
Mathematics	66.9
Operation and Control	61.2
Persuasion	64.1
Active Learning	68.8
Time Management	69.6
Complex Problem Solving	66.9
Critical Thinking	70.4
Service Orientation	64.0
Instructing	63.7
Operation Monitoring	61.0
Science	70.3

## KNOWLEDGE

	Score
Economics and Accounting	66.4
Telecommunications	67.5
Physics	65.8
Computers and Electronics	68.4
Sales and Marketing	71.6
Production and Processing	64.1
Psychology	60.5
Personnel and Human Resources	65.6
Mathematics	64.8
Customer and Personal Service	69.0
Clerical	65.5
Education and Training	61.5
Design	66.6
English Language	66.9
Administration and Management	64.9
Law and Government	67.8
Building and Construction	67.3
Public Safety and Security	61.7
Engineering and Technology	67.9
Communications and Media	63.5
Sociology and Anthropology	54.9
Therapy and Counseling	54.6
Mechanical	63.0
Medicine and Dentistry	78.7
Fine Arts	52.1
Biology	65.8
Chemistry	63.8
Geography	51.6
Foreign Language	63.7



# **QUESTIONS???**

**YUSTINA SALEH, DIRECTOR  
LABOR MARKET AND DEMOGRAPHIC  
RESEARCH  
YUSTINA.SALEH@DOL.STATE.NJ.US  
609-984-2593**