



**Georgia Workforce and
Economic Resilience Center**
Carl Vinson Institute of Government
UNIVERSITY OF GEORGIA

Labor Market Information Guide

Fall 2023

LABOR MARKET INFORMATION APPENDIX

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USEFUL LMI TERMINOLOGY

Below are some common and useful terms that you will need to know as you work through your LMI analysis:

Standard Occupational Classification (SOC) codes

SOC is the federal statistical standard to classify workers into occupational categories. There are 459 occupations that are divided into 23 major groups. Every occupation has a code, which is a hierarchy to help place it in the larger system. At the two-digit level, you will only see the 23 major groups, but as you increase the number of digits, the information gets more detailed. An individual occupation can be explored at the five-digit level.

For example, the two-digit code 25 is for Educational Instruction and Library Occupations. Under that category are subcategories for Postsecondary Teachers (25-1000) and Preschool, Elementary, Middle, Secondary, and Special Education Teachers (25-2000). Each of those categories is then broken down further; for example, code 25-1194 is for Career/Technical Education Teachers, Postsecondary, and 25-2031 is for Career/Technical Education Teachers, Secondary School.

SOC: 25-2031

2	5				← Educational Instruction and Library Occupations
2	5	2			← Preschool, Elementary, Middle, Secondary, and Special Education Teachers
2	5	2	0	3	← Secondary School Teachers
2	5	2	0	3	1 ← Career/Technical Education Teachers, Secondary
Major Group		Minor Group	Broad Occ.		Detailed Occ.

SOC codes are useful as you look at the number of jobs in a region, job growth over time, or average earnings for certain types of jobs and typical education needed for entry-level positions. *You can learn more about the occupations and major groups at the Bureau of Labor Statistics (BLS): bls.gov/soc.*

North American Industry Classification System (NAICS) codes

This is the federal classification for business establishments. All business fall into one of 20 sectors. Much like the SOC codes, all industries are coded in a hierarchy starting with a two-digit sector going down to a six-digit industry.

For example, code 23 is for Construction. Under that category are subcategories for Construction of Building (236) and Heavy and Civil Engineering Construction (237). Each of these is broken down further, such as Residential Building Construction (2361) and Nonresidential Building Construction (2362). The final two digits divide the industry even further. In the example of residential building construction, there is New Single-Family Construction (236115), New Multifamily Construction (236116), and Residential Remodeling (236118). In total, a business can be classified into one of 1,057 industries.

NAICS: 23-6115

2	3	← Construction			
2	3	6	← Construction of Buildings		
2	3	6	1	← Residential Building Construction	
2	3	6	1	1	5 ← New Single-Family Construction
Sector	Sub sector	Industry group	Industry		

NAICS codes are useful as you look at what industries are growing, remaining constant, or declining over time in your community. *To learn more about NAICS, visit bls.gov/bls/naics.htm or census.gov/eos/www/naics.*



USEFUL GEOGRAPHIES

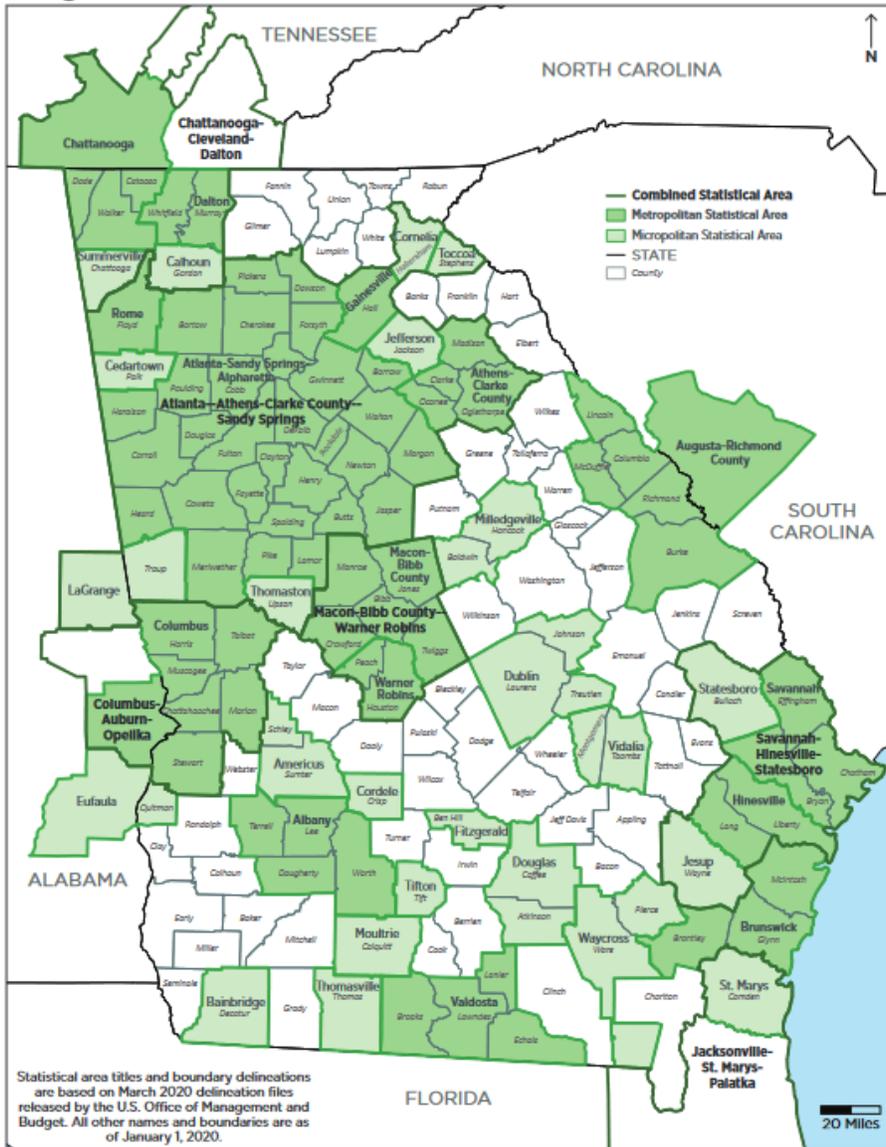
Metropolitan Statistical Area (MSA)

This is a common geographic area for measuring economic indicators, including all Census data. An MSA is defined as an area containing at least one urbanized area of 50,000 or more people. Currently, the US has 542 MSAs, 14 of which are in Georgia: Albany, Athens, Atlanta, Augusta, Brunswick, Columbus, Dalton, Gainesville, Hinesville, Macon, Rome, Savannah, Valdosta, and Warner Robins. In addition to these 14, Georgia has 23 micropolitan statistical areas. These are defined as one or more adjacent counties that have at least one urban core area of at least 10,000 but less than 50,000 residents.

To find out more about MSAs and other geographic delineations, visit the US Census Bureau's website: [census.gov/programs-surveys/metro-micro.html](https://www.census.gov/programs-surveys/metro-micro.html).



Georgia: 2020 Core Based Statistical Areas and Counties

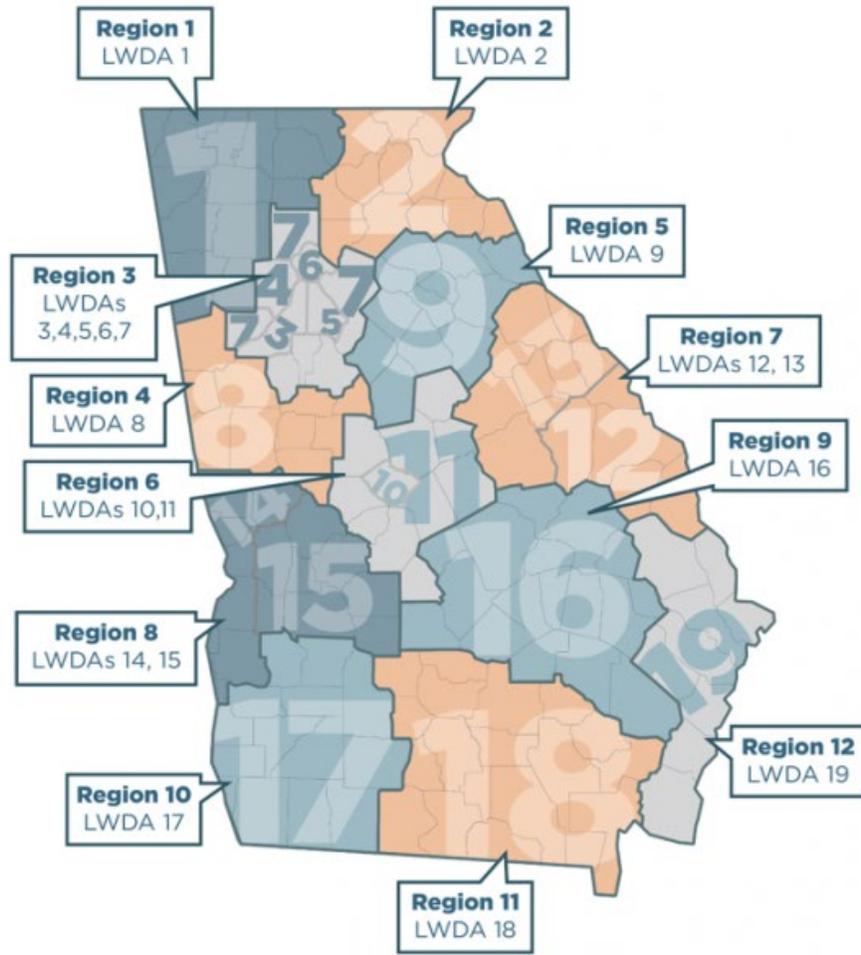


U.S. Census Bureau, Population Division

Local Workforce Development Areas (LWDA)

This is another common geographic area for measuring economic data particularly those produced by the Georgia Department of Labor (DOL). Local Workforce Development Areas define the WorkSource Boards and layout how federal Workforce Innovation and Opportunity Act (WIOA) money is distributed across Georgia. These areas are used for a variety of other workforce development initiatives in the state. Be sure to look at what counties are in your LWDA because they may differ from other regions you are familiar with like MSAs.

Workforce Development Region Map



www.WorkSourceGeorgia.com

01/2020

KEY LABOR MARKET QUESTIONS FOR ALIGNMENT AND WHERE TO FIND THE ANSWERS

1. What are the largest industries in my region?

Several different sources provide this information. Georgia DOL creates area labor profiles for each county that can be found on its Labor Market Explorer site. This overview includes a variety of information, but some of the most useful parts are the industry mix and the top 10 largest employers in the county and surrounding area.

If you are looking for additional industry information, the Quarterly Census of Employment and Wages produced by the Bureau of Labor Statistics (BLS) is a good resource. It provides the number of establishments, employees, and average wages for each industry by county, MSA or state. By using the table tools you can look at different levels of specificity or points over time.

2. What are the fastest growing jobs in my region?

From the Georgia Labor Market Explorer homepage, you can click on “Occupational Outlooks.” This will give you a few options for occupational growth data, including fastest growing occupations, occupations with the most annual openings, and declining occupations. While the canned reports can be helpful, they only list the top 15-20 occupations. For a more comprehensive analysis, consider downloading the Excel file for a LWDA.

3. What are the highest paying jobs in my region?

Georgia DOL also provides occupational wage data on its website. This information can be sorted by the county labor draw area, MSA, or even by education and training level. If you live in one of Georgia’s 14 metro areas, the Occupational Employment and Wage Statistics from BLS also has relevant data for answering this question.

4. Where are people in my region commuting to and from for work?

Once you define a region, whether your district or something more regional, OnTheMap will allow you to look at where people who work in your community live and where those who live in your community commute to for work.

5. What are the current training and education levels of my community’s workforce?

Use the Census’ American Community Survey data to show the educational attainment of your county or region’s population. The census allows for this to be done at different geographies as well as with different age breakdowns. We typically look at this for the population age 25+ because younger than that and they may still be in school. ACS can also look at education level by things such as poverty level.

6. Where do the students from our high school(s) go after graduation?

The GOSA High School Graduate Outcomes dashboard shows you how many students from a high school or district go on to pursue a career, additional education, etc. These data are available by district and individual high school and presented by graduation cohort, so you can see how students’ post-graduation decisions change over time.



WHERE TO FIND LMI AND EDUCATION DATA

Listed below are some of the most useful websites for finding LMI and education data. If you represent a school or district, these will help you gain a better understanding of the labor market in your area. If you are an employer, the education data can help you gain a better understanding of the school district or districts in your area. For more information on each source and additional LMI data resources, see the labor market data document.

Labor Market Data

- Georgia Data is a website developed by the Carl Vinson Institute of Government at the University of Georgia which contains state- and county-level data on a wide variety of topics, including economics, education, health, labor, and population as well as links to other state data resources.
- Georgia's Labor Market Explorer is compiled by the Georgia Department of Labor (DOL). It provides a variety of data points about unemployment, occupation, wages, and industries. This site is also home to the occupational outlook or employment projections for Georgia.
- The Bureau of Labor Statistics (BLS) is responsible for measuring labor market activity including monthly unemployment rates, labor force participation rates, and productivity are free and open to the public. More details on their specific tools can be found below.
- The US Census Bureau contains a vast amount of data and resources including the American Community Survey and OnTheMap. More details on their specific tools can be found below.

Education Data

- The Governor's Office of Student Achievement (GOSA) focuses on all levels of education. Their data and dashboards are free to anyone interested in Georgia education data from pre-k through postsecondary.
- Georgia's Career Pipeline Tool is provided by the Georgia Department of Education (GaDOE) CTAE Division. This tool contains CTAE enrollment by school and district as well as data about end-of-pathway assessments (EOPAs) and career and technical student organizations.



SOURCE DETAILS *(In Alphabetical Order)*

LABOR MARKET SOURCES			
Source	Details	What is it?	Tips, Tricks and Uses
American Community Survey (ACS) census.data.gov	<i>Timing:</i> Varies among products; typically fall of each year <i>Geography:</i> Statewide, MSA, County	The ACS provides the most comprehensive community data available, including information on jobs, demographic variables, educational attainment, housing, migration, health insurance, poverty, income, etc.	<ul style="list-style-type: none"> • Can be used to understand regional economic conditions, assets and challenges • Releases estimates collected over 1 year for areas with populations of 65,000+, 3 years for areas over 20,000, and 5 years for smaller areas
Employment Projections <i>National:</i> bls.gov/emp/ <i>Georgia:</i> dol.georgia.gov/get-occupational-trends	<i>Timing:</i> Every other year <i>Geography:</i> National or LWDA (for DOL)	The Bureau of Labor Statistics (BLS) and every state LMI agency (GaDOL) produce short- and long-term occupational projections, including the number of new jobs, replacement jobs, and education required.	<ul style="list-style-type: none"> • Powerful training and education planning tools • Several key assumptions are built into the projections (e.g., full employment, economic equilibrium) • Useful in aligning training programs, counseling clients, and understanding talent needs
Georgia Data GeorgiaData.org	NA	This site maintained by the Institute of Government contains data and visualizations on a variety of topics from agriculture to labor and more.	<ul style="list-style-type: none"> • This interactive tool allows users to drill down into a specific county or build a custom region • All data comes from federal and state partners. Many listed in this guide
Georgia's Labor Market Explorer explorer.gdol.ga.gov	<i>Timing:</i> Varies among products <i>Geography:</i> Statewide, LWDA, MSA, Labor Draw Area	The Georgia Department of Labor (DOL) provides a variety of data points about unemployment, occupation, wages, and industries in Georgia.	<ul style="list-style-type: none"> • The Local Area Profiles are a great place to start to get a snapshot of a single community • Much of the data is shared via spreadsheets so analysis may require varying levels of Excel skills



Source	Details	What is it?	Tips, Tricks and Uses
Local Area Unemployment Statistics (LAUS) bls.gov/lau	Three weeks after the end of the month	The LAUS program produces county-level unemployment and labor force statistics.	<ul style="list-style-type: none"> • LAUS can provide a near real-time snapshot of economic conditions for your region • The most frequently updated traditional LMI source
Occupational Employment Statistics (OES) bls.gov/oes	March of every year	The OES program provides the most detailed occupational data available on a geographical basis. The OES provides employment totals and wage data for more than 800 occupations by state, metropolitan, and nonmetropolitan areas.	<ul style="list-style-type: none"> • The most detailed and comprehensive occupational data available • Can be used to understand occupation by employment and what the job pays in the region • OES also produces staffing patterns that can be used to understand what occupations each industry employs
O*NET onetonline.org	NA	This database provides detailed information on job descriptions, tasks, skills, knowledge, and education for each standard occupational code (SOC) on a national level.	<ul style="list-style-type: none"> • Details all attributes associated with each job and can assist with aligning training programs to job requirements • Useful as a career exploration and planning tool
OnTheMap onthemap.ces.census.gov	Varies	OnTheMap uses the same data source as QWI. The mapping tool allows users to understand where workers live and where they work and to drill down into industry, educational attainment, firm size and age, and income.	<ul style="list-style-type: none"> • Workforce agencies can benefit from knowing the commuting patterns of residents and employees • A user-friendly tool to create visuals that demonstrate commuting patterns and the location of job clusters • Data from the tool can be exported in various formats including reports, Excel, and GIS shapefiles

Source	Details	What is it?	Tips, Tricks and Uses
Population Projections opb.georgia.gov/population-projections	Varies	The Office of Planning and Budget (OPB) produces short- and long-term population projections at the county level. The projections typically detail overall change and change by subgroup (e.g., age, sex, race).	<ul style="list-style-type: none"> • Can help workforce boards and training providers understand the rate of population change • Age structure in the population projections can assist with workforce planning
Quarterly Census of Employment and Wages (QCEW) bls.gov/cew	<i>Timing:</i> quarterly, typically about 2 quarters delayed <i>Geography:</i> Statewide, MSA, County (limited detail)	QCEW provides an employment, wages, and establishment count by industry. QCEW covers 99% of US workers. Data are from unemployment insurance filings and based on county of employment.	<ul style="list-style-type: none"> • Key source to understand trends and changes in employment and wages • Tool to understand growing and shrinking industries • Some data suppressed at the county level due to confidentiality rules
Quarterly Workforce Indicators (QWI) lehd.ces.census.gov/data/#qwi	<i>Timing:</i> quarterly, typically about 3 quarters delayed. <i>Geography:</i> Statewide, MSA, LWDA, County	QWI provides labor market data by worker demographics (e.g., age, sex, rates, and educational attainment), firm age and size, and industry. These data come from linking job-level data to employers. QWI covers over 95% of US private-sector workers.	<ul style="list-style-type: none"> • QWI combines numerous other LMI and economic data sources • Can be used to understand which industries are hiring, experiencing turnover, or losing jobs • Can be used to understand the age structure of each industry
Real-time LMI JobsEQ Lightcast	Varies based on vendor	Real-time LMI compiles current job postings data and resumes from online job boards. Vendors use proprietary methods to aggregate data, de-duplicate the data, and sort it by occupation. One of the key benefits of this source is the short lag time between production and release.	<ul style="list-style-type: none"> • Users should understand the strengths (e.g., timeliness and depth) and weaknesses (e.g., lack of completeness, not all jobs are posted online) of online job postings data • Real-time LMI is best used in conjunction with traditional LMI and other business engagement strategies



EDUCATION SOURCES

Source	Details	What is it?	Tips, Tricks and Uses
CTAE Delivers ctaedelivers.org	<i>Timing:</i> annually (typically early summer) <i>Geography:</i> Statewide	This website contains statistics and accomplishments of CTAE in Georgia including cluster enrollments, YouScience data and success stories.	<ul style="list-style-type: none"> • Each cluster page contains a brief description, pathway options, and middle and high school enrollment numbers • The Labor Market Information tab contains regional and cluster reports developed specifically for GaDOE
Georgia’s Career Pipeline gacareerpipeline.gadoe.org/		Provided by the Georgia Department of Education (GaDOE) CTAE Division, this tool contains CTAE enrollment by school and district as well as data about end-of-pathway assessments (EOPAs) and career and technical student organizations.	<ul style="list-style-type: none"> • The “Future Workforce” button allows users to explore CTAE pathway and course enrollments by high school • Data from the site can be exported to an Excel file for further analysis or visualization
The Governor’s Office of Student Achievement (GOSA) Dashboards gosa.georgia.gov/data		Containing several dashboards including things like Higher Learning and Earnings and Graduate Outcomes, this site provides a number of powerful tools for workforce development.	<ul style="list-style-type: none"> • Graduate Outcomes Dashboard displays enrollment and employment status for cohorts of graduates from all Georgia public high schools and districts

