


<h2>Skillshed Analysis</h2>	<h3><i>Identifying the Gap</i></h3>
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What is a Skillshed

The geographic area from which a region pulls its workforce and the skills, education, and experience that the workforce possesses



Skillshed Analysis

1. Identify the current skill and knowledge level of the workforce within the region based on a Laborshed area (commuting area)
2. Identify the needs of the industries within the region based on Workforce Needs Assessment
3. Identify occupational clusters based on the work activities, knowledge, and skills identified in O*Net for high growth/emerging occupations and current vacancy needs
4. Identify education/training needs to bridge the gap between the current workforce and the high growth/emerging occupations

Sources & Methods

- Laborshed Survey - Supply
- Workforce Needs Assessment - Demand
- Occupational Information Network (O*NET)
 - Work Activities
 - Knowledge
 - Skills

What is a Laborshed Study

- Telephone survey
- Based upon actual commuting patterns
- Random sample of the population (18-64)
- Results are projected to the entire Laborshed



Laborshed Analyses Include

- Availability & willingness to change/enter employment
- Occupations (previous/current)
- Wages (current/desired)
- Benefits (traditional/non-traditional)
- Distance willing to commute/currently commuting
- Current education & training needs
- Job search mediums
- Out commute
- Underemployment
- Basic demographics
- Languages spoken
- Etc.



What is the Workforce Needs Assessment

- On-line job vacancy survey
- Employers with 5 or more employees
 - Estimated 40,000 employers across the state
 - Response rate of 20.0
- Results compiled, analyzed, & Reported by state & Region



Needs Analyses Include

- Current vacancies
 - Full/part-time – Permanent/seasonal
 - Vacancy length
 - Education level required
 - Experience needed
 - Hiring demand
 - Are applicants meeting the requirements
 - What skills/experience are applicants lacking
 - Is there a problem with logistics or competition
 - Do employers offer training
- Upcoming retirements
- Future expansion



Occupational Cluster

Occupational cluster, or skill set cluster, is the aggregated set of jobs held by a geographically-defined group of people.

Almost all skills can be found to some extent within a region, but we will be most interested in those clusters that are relatively large and concentrated.



Gap Analysis

- Map the education and training needed to adapt current skill set clusters to a skill set within a targeted industry
- Give economic development direction for prospect recruitment and business retention through identifying the strengths of their workforce
- Give community colleges & universities direction for curriculum development of the future
- Region must then develop a plan to meet the current occupation needs of employers, but also help transition the workforce to meet the needs of emerging & high-growth occupations.



Gap Analysis

Concerns on Current Research

- Data collection issues (timing)
- Replication concerns (state to state comparisons)
- Sampling (urban vs. rural) & response rates
- Regional identification (IWD, Marketing Groups, Comm. College Districts, etc.) what's the region to use?
- No new/current occupational codes and data to utilize for analysis (i.e. wind turbine mechanic could be auto service mechanic...no way to know).
 - Projections
 - Wages
 - Skill identification (O*Net)

Gap Analysis

Concerns on Current Research

- Using O*Net, are “work activities” (experience) and “knowledge” (education) the best variables to use for weighting/standardization?
- Definition and documentation of occupational cluster (too many different choices).
- What occupational clusters should be analyzed more thoroughly, what source to use to identify the targets (Battelle Studies, Angelou Economics, Maher & Maher, C2ER).
- What's the best data source to use, weighing the options?

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