



Introduction to LMI

What is Labor Market Information (LMI)?

Labor market information (LMI) is a collection of data compiled primarily by government agencies for the purpose of analyzing job trends, wages, employment status, and economic changes related to workforce development. This rich data source contains statistics on hundreds of occupations, including annual job openings, median wages, growth rates, level of education, and more. LMI is particularly useful in identifying careers that are projected to be in-demand within various occupational areas and geographic locations. For educational institutions, the ability to identify high-value jobs is essential in ensuring educational goals and strategies are aligned with current labor market needs.

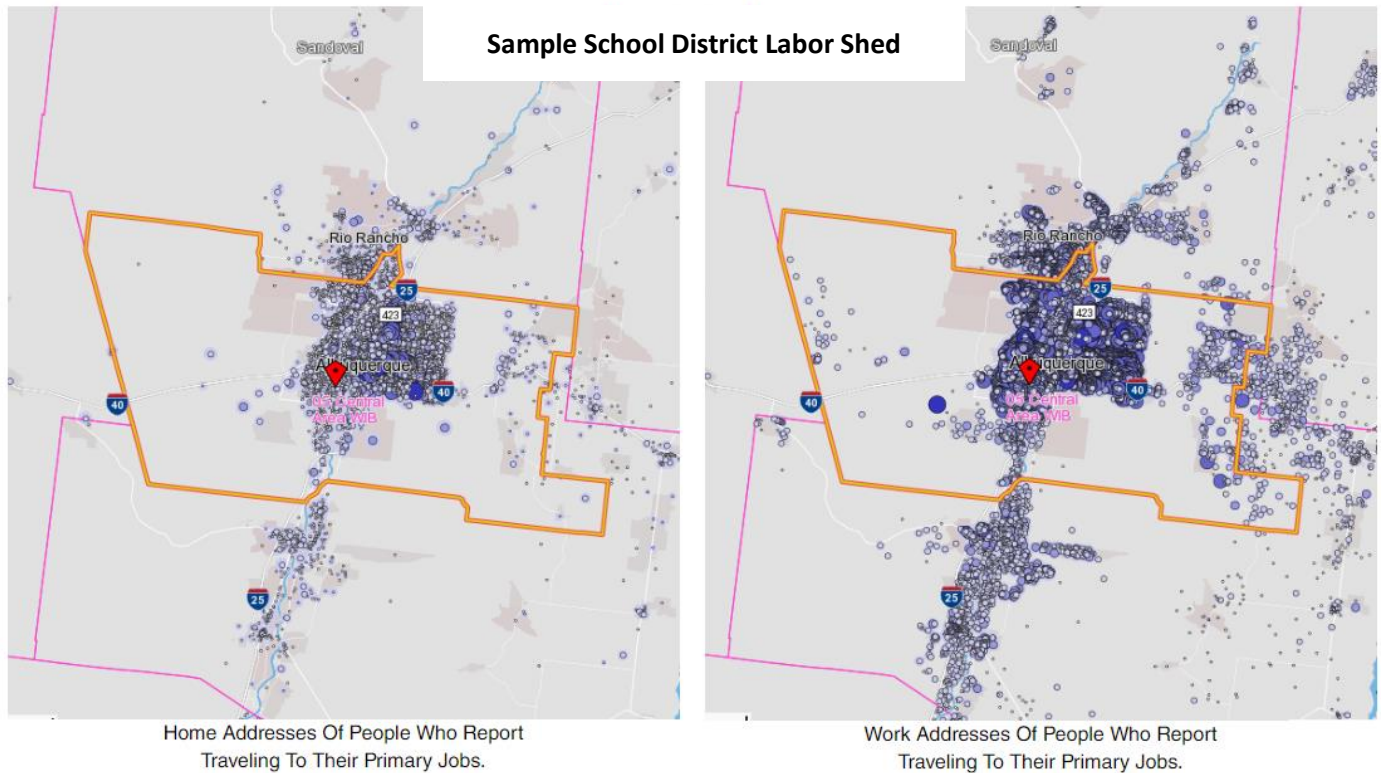
Occupation	Annual Openings	Median Wages	Projected New Jobs	Growth Rate	Pathway	Job Zone/ Education
Computer User Support Specialists	64	\$43,220	264	8.93%	Information Support Services	1
Computer Programmers	36	\$103,200	-238	-16.23%	Network Systems, Interactive Media, Programming and Software Development	3
Network & Computer Systems Administrators	35	\$70,820	121	6.88%	Network Systems, Programming and Software Development, Information Support Services	3
Software Developers, Applications	35	\$77,590	162	12.16%	Network Systems, Information Support Services, Interactive Media, Programming and Software Development	3
Software Developers, Systems Software	35	\$94,590	108	6.47%	Network Systems, Information Support Services, Interactive Media, Programming and Software Development	3
Computer Systems Analysts	33	\$71,040	188	16.73%	Information Support Services, Interactive Media, Programming and Software Development	3

Helpful Terms and Definitions

A basic understanding of common LMI terms can open the door to this powerful resource. Knowledge of these terms can simplify the search process and enhance understanding of various types of LMI data. Charts and graphs can be demystified and numerical relationships can be understood at a deeper level. In addition, search efforts can be maximized with the ability to select and concentrate on information that is most relevant to individual search needs. Empowered with this information, labor market exploration can be quick, easy, and...dare we say it...enjoyable.

Labor Shed

A labor shed is simply defined as the geographic region that represents the area where individuals live and work. A labor shed analysis can aid in understanding where a labor market draws its commuting workers. From an educational perspective, labor sheds identify areas where individuals may be seeking learning opportunities to develop advanced skills and prepare for local careers.



Annual Openings

The term “annual openings” refers to the average number of job openings projected for each year. For example, in the table below, an average of 64 job openings are expected each year for Computer User Support Specialists in the local workforce region. Openings can represent expanding job opportunities, as well as jobs that open up when individuals retire or move into a different career.

Occupation	Annual Openings	Median Wages	Projected New Jobs	Growth Rate	Pathway	Job Zone/ Education
Computer User Support Specialists	64	\$43,220	264	8.93%	Information Support Services	1
Computer Programmers	36	\$103,200	-238	-16.23%	Network Systems, Interactive Media, Programming and Software Development	3
Network & Computer Systems Administrators	35	\$70,820	121	6.88%	Network Systems, Programming and Software Development, Information Support Services	3
Software Developers, Applications	35	\$77,590	162	12.16%	Network Systems, Information Support Services, Interactive Media, Programming and Software Development	3

Median Wages

Data listed under “median wages” indicates the median annual income associated with specific occupations. For those who need a reminder (don’t worry, most of us have forgotten), the median is the middle value in a sorted list of numbers. This means that the median wage is the wage at which half of the people working in a particular occupation earned more and half earned less. Medians tend to be preferred over means in analyzing wages because means can be heavily influenced by extreme numbers (like the random millionaire that happens to strike it big in the marketing industry).



Occupation	Annual Openings	Median Wages	Projected New Jobs	Growth Rate	Pathway	Job Zone/ Education
Computer User Support Specialists	64	\$43,220	264	8.93%	Information Support Services	1
Computer Programmers	36	\$103,200	-238	-16.23%	Network Systems, Interactive Media, Programming and Software Development	3
Network & Computer Systems Administrators	35	\$70,820	121	6.88%	Network Systems, Programming and Software Development, Information Support Services	3
Software Developers, Applications	35	\$77,590	162	12.16%	Network Systems, Information Support Services, Interactive Media, Programming and Software Development	3



Projected New Jobs

As the economy shifts and changes, occupations grow and decline. The “projected new jobs” data (also referred to simply as “employment change”) indicates the projected numerical change in job openings over a period of time (typically ten years). In some cases, the expected employment change is negative, indicating an occupation with diminishing opportunity. For example, in the table below, the number of openings for Computer Programmers is expected to decrease by 238 jobs over the ten-year projections period.

Occupation	Annual Openings	Median Wages	Projected New Jobs	Growth Rate	Pathway	Job Zone/ Education
Computer User Support Specialists	64	\$43,220	264	8.93%	Information Support Services	1
Computer Programmers	36	\$103,200	-238	-16.23%	Network Systems, Interactive Media, Programming and Software Development	3
Network & Computer Systems Administrators	35	\$70,820	121	6.88%	Network Systems, Programming and Software Development, Information Support Services	3
Software Developers, Applications	35	\$77,590	162	12.16%	Network Systems, Information Support Services, Interactive Media, Programming and Software Development	3

Growth Rate

The growth rate is related to projected new jobs. It is the percent change in employment expected over a period of time (typically ten years). Using the table below, the demand for software developers in the local workforce region is projected to grow 12.16%.

The growth rate is calculated by dividing the projected number of new jobs by the number of current jobs and multiplying by 100 → $(162/1332) \times 100 = 12.16\%$. (Note: The number of current jobs is not provided in the table below, but it can be determined, if needed, with a little help from algebra).



Percentages can be deceiving. A small percentage suggests small growth. But, in a large occupation, even a 2% growth rate can mean numerous additional job openings. Likewise, a large percentage can suggest large growth. But, in a small occupation (say with only 50 jobs), a 50% change could amount to only handful of additional job openings.

Occupation	Annual Openings	Median Wages	Projected New Jobs	Growth Rate	Pathway	Job Zone/ Education
Computer User Support Specialists	64	\$43,220	264	8.93%	Information Support Services	1
Computer Programmers	36	\$103,200	-238	-16.23%	Network Systems, Interactive Media, Programming and Software Development	3
Network & Computer Systems Administrators	35	\$70,820	121	6.88%	Network Systems, Programming and Software Development, Information Support Services	3
Software Developers, Applications	35	\$77,590	162	12.16%	Network Systems, Information Support Services, Interactive Media, Programming and Software Development	3



Pathways

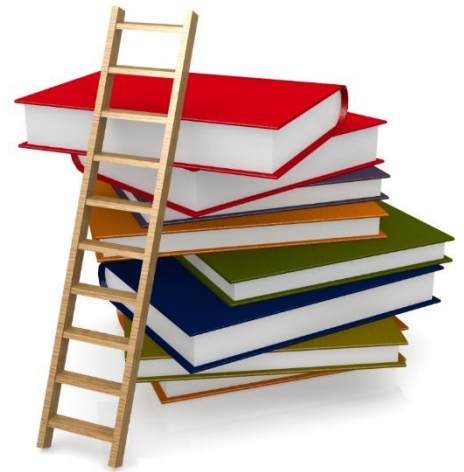
The pathways information listed in the P2C tables shows the career pathway linked to each occupation. Career pathways outline courses, trainings, and resources that can guide students as they develop and maintain progress toward career goals.

Occupation	Annual Openings	Median Wages	Projected New Jobs	Growth Rate	Pathway	Job Zone/ Education
Computer User Support Specialists	64	\$43,220	264	8.93%	Information Support Services	1
Computer Programmers	36	\$103,200	-238	-16.23%	Network Systems, Interactive Media, Programming and Software Development	3
Network & Computer Systems Administrators	35	\$70,820	121	6.88%	Network Systems, Programming and Software Development, Information Support Services	3
Software Developers, Applications	35	\$77,590	162	12.16%	Network Systems, Information Support Services, Interactive Media, Programming and Software Development	3

Job Zone / Education

Job zones were developed by O*NET (Occupational Information Network) as simple indicators of the amount of education, training, and experience needed for a given occupation. Lower numbers signify less preparation and higher numbers signify more preparation.

- Job Zone 1: Little or No Preparation Needed
- Job Zone 2: Some Preparation Needed
- Job Zone 3: Medium Preparation Needed
- Job Zone 4: Considerable Preparation Needed
- Job Zone 5: Extensive Preparation Needed



Occupation	Annual Openings	Median Wages	Projected New Jobs	Growth Rate	Pathway	Job Zone/ Education
Computer User Support Specialists	64	\$43,220	264	8.93%	Information Support Services	1
Computer Programmers	36	\$103,200	-238	-16.23%	Network Systems, Interactive Media, Programming and Software Development	3
Network & Computer Systems Administrators	35	\$70,820	121	6.88%	Network Systems, Programming and Software Development, Information Support Services	3
Software Developers, Applications	35	\$77,590	162	12.16%	Network Systems, Information Support Services, Interactive Media, Programming and Software Development	3

Bringing Everything Together

These basic terms and definitions serve as a foundation for labor market exploration. With an understanding of labor shed analyses, perspective can be gained on the location and size of labor markets surrounding districts, towns, and cities. Knowledge of openings, projected new jobs, and growth rates can help identify jobs with high demand and increasing opportunity. Additionally, median wage information can be used to determine high-wage occupations that can sustain quality-of-life-goals. Finally, pathway and job zone information offer insight into educational and training requirements that individuals need to gain entry into particular careers. As a whole, this information unlocks high-value career destinations and provides information on where and how individuals can achieve employment success.

