LMI Training Overview & Reference Guide

Key concepts and resources for labor market information

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Introduction

Welcome to the LMI Training Overview & Reference Guide. This document provides an overview of Labor Market Information (LMI) training for workforce development professionals and similar audiences. It serves as a quick reference for essential information, helping users grasp the fundamentals of LMI to better assist their customers.

1. Lesson 1: Types of LMI

Lesson 1 introduces the fundamentals of LMI and its importance in guiding job seekers.

1.1 What is LMI

LMI stands for Labor Market Information. It provides insights into industry trends, wages, and job demands to help job seekers make informed decisions.

1.2 Types of LMI

This section contains a list of the six types of LMI with descriptions and examples.

Type of LMI	Description	Examples
Occupations	Work that requires certain tasks, duties, or responsibilities.	Registered nurse, automotive technician, accountant
Occupational Information	Detailed information about occupations is often used in career research and employment counseling.	
Industry	A group of businesses or organizations that produce similar goods or services. Industries are often classified by the type of economic activity they perform, such as manufacturing, healthcare, or finance.	Healthcare, transportation, mining, construction, finance

Type of LMI	Description	Examples
Wage Data	Information about how much workers earn in a specific job, industry, or area. It includes hourly wages, salaries, and wage ranges. The two main categories are inexperienced worker wages and median wages.	
Inexperienced Worker Wages	The wage for new workers entering the occupation. Inexperienced Wages are the average of the bottom third of workers' wages in an occupation.	
Median Wages	The middle pay of an occupation. This means that if every worker in an occupation lined up from the lowest-paid to the highest-paid, the person in the middle is making the median wage. It helps job seekers understand what the typical pay for a specific job looks like.	
Employment Outlook	The anticipated future condition of the job market within a specific industry, occupation, or region. It considers factors such as economic trends, technological advancements, industry growth, and labor supply to forecast job availability, hiring trends, and career prospects.	Image
Education and Training Requirements	The formal qualifications and practical skills, knowledge, or certifications necessary for an individual to competently perform the duties of a specific job role. This often includes academic degrees, vocational	Image

Type of LMI	Description	Examples
	certifications, apprenticeships, and specialized training programs.	
Local Employment Situation	A snapshot of a community's job market, showing things like how many people are working or unemployed, what kinds of jobs are growing or... shrinking, what skills are in demand, who's hiring, how much jobs pay, and who's in the workforce. This helps job seekers, employers, and community leaders understand the local economy and make decisions.	[Local Insight Overview](#)

1.3 Additional Terms and Resources

These additional terms can help workforce development professionals be better equipped to translate the customer's questions into search terms that will find the occupational information needed.

Term	Descriptions	Links
Occupational Information Network (O∗NET)	O∗NET codes are part of a standardized system that provides consistency and a basis for comparison across hundreds of occupations. The O∗NET database contains occupation-specific descriptors, requirements, and worker attributes, detailing the skills, knowledge, work activities, and typical work setting for each occupation.	[O∗NET Online](#)
North American Industry Classification System (NAICS)	NAICS is a coding system used to provide consistency and allow for comparison between industries across the North American continent. It organizes industries into 20 sectors,	[NAICS Website](#)

Term	Descriptions	Links
	each identified by up to a 6-digit code.	
Metropolitan Statistical Areas (MSAs)	MSAs are defined as areas with a core urban population of at least 50,000. Non-metropolitan statistical areas encompass the geographic regions outside of MSAs. Wage data is often categorized by these areas to reflect the differing economic conditions and employment opportunities between larger urban centers and more rural locations.	

2. Lesson 2: LMI Tools Available on jobs.utah.gov

Lesson 2 introduces users to three LMI tools found on the Utah Economic Data View (UEDV) website: the WOOD tool, the Occupational Explorer, and Firm Find. The lesson highlights the significance of these tools in aiding customers and aims to educate users on their various functions, guiding them in selecting the most suitable tool for different LMI needs.

To locate the UEDV, visit jobs.utah.gov. In the upper right corner, near the search icon, select "Economic Data." Scroll down to the "UEDV view data" button and click it.
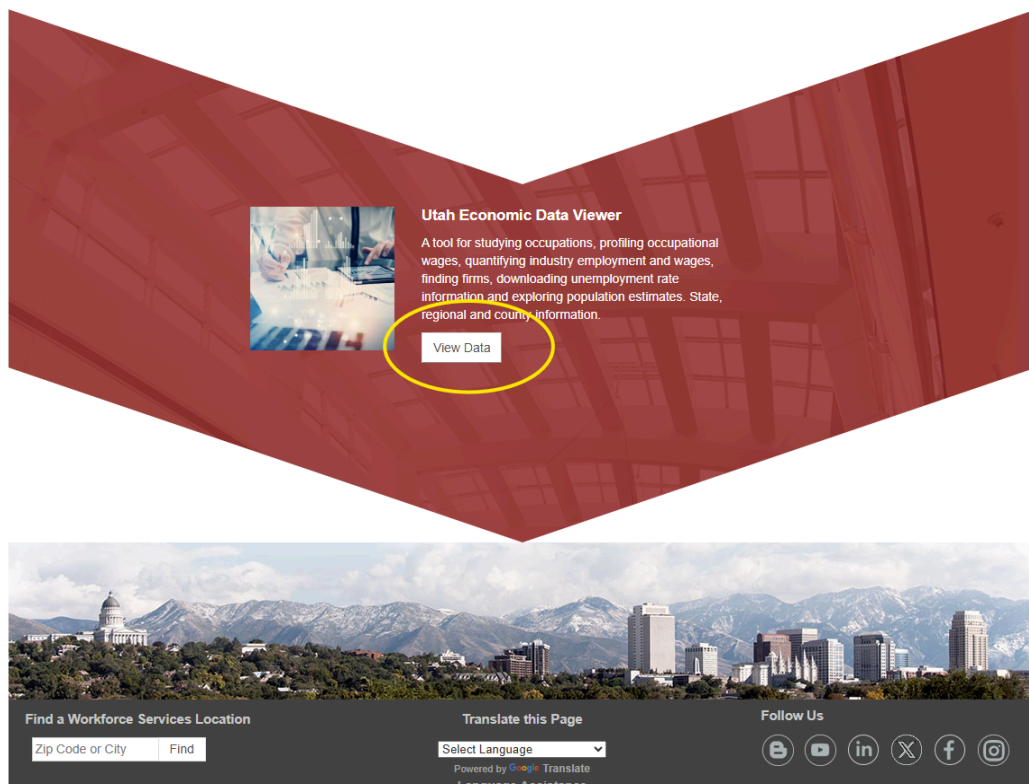
The image below displays the homepage of the UEDV website, where users can access the LMI tools and additional economic and demographic data.

Utah Economic Data Viewer

UEDV | UTAH ECONOMIC DATA VIEWER

Welcome to the Utah Economic Data Viewer. Search for Utah economic and demographic data using tools designed to meet your data needs.

Tools

• Occupation Explorer

Job opening projections, wages, skill requirements, related occupations, employment outlook, training and education information, and current openings listed with the Department of Workforce Services.

• Related Occupations Explorer

Find occupations where skills are transferable.

• Wages and Occupational Openings Data (WOOD)

Wage information for Utah jobs at the statewide and selected sub-state areas.

• Labor Force Data Viewer

Utah employment and unemployment data by county and statewide from 1990 -

• Firm Find

FirmFind provides names, addresses, phone numbers, industry, and employment size of virtually all firms in Utah. Information is available for specific county, groups of counties, or for the entire State.

• Industry Employment and Wages

Industry employment and wage data is collected through the Quarterly Census of Employment and Wages (QCEW) program. The primary source for QCEW data are the reports submitted by employers to the Utah Unemployment Insurance program.

• Population Data Viewer

Utah population data is obtained from the Utah Population Estimates Committee. The Utah Population Estimates Committee prepares the official state and county population estimates for the State of Utah.

• Data Axle Employer Database

Employer information is provided by Data Axle

2.1 WOOD Tool

The first LMI tool discussed in the training is the WOOD tool, short for Wage and Occupational Openings Data. This tool assists job seekers in researching wages, employment demand, education requirements, and licensing information for different occupations.

Another way to access the WOOD tool other than the UEDV is to go to jobs.utah.gov. Click on "Economic Data", then "Job Seekers."

The WOOD tool is also accessible from UWORKS by clicking the LMI buttons on the Seeker, Assessment, or Employment Plan screens.

Wood Tool Search Options

The Wood Tool offers three types of search options: Basic, Advanced, and All Occupations.

1. Use the Basic Search to find data on a specific occupation.
2. Use Advanced Search to filter by specific criteria like education or wage.
3. Use the All Occupations search to explore all jobs in a specific region.

2.2 Occupational Explorer Tool

The Occupational Explorer, also known as the Utah Occupational Report, gives detailed information about specific jobs. To access it, visit the UEDV homepage and click the Occupational Explorer link under the Tools section. Another way to open it is by clicking a job title in the WOOD tool search results.

The Occupational Report includes valuable details such as job descriptions, star ratings, job outlook, wages, licensing requirements, related careers, required skills, industries, employers, training providers, and current job openings. It's a

helpful resource for both job seekers and career counselors who want more than just basic and demand data.

2.3 Firm Find

The Firm Find tool allows job seekers and counselors to find employers based on their industry. To access it, go to jobs.utah.gov, click on "Economic Data", scroll down to the Economic Data Viewer, click "View Data", then choose the "Firm Find" link.

2.4 Key Terms & Definitions

Key terminology and definitions essential for comprehending Labor Market Information (LMI) and its sources.

Term	Description
Holland Codes	Also known as **RIASEC**, group jobs by personality type. The idea is that people are more successful in jobs that match their natural interests and style. The six types are: • **Realistic**- Hands-on, practical, working with tools or machines • **Investigative**- Analytical, enjoys research and problem-solving • **Artistic**- Creative, expressive, likes unstructured work • **Social**- Helpful, enjoys working with and teaching people • **Enterprising**- Leading, persuading, running projects or businesses • **Conventional**- Organized, detail-oriented, works well with systems and routines To view Holland Codes, go to the Advanced Search of the WOOD tool and click "view Holland Codes". Link
Star Rating	A quick way to see how strong a job's outlook is. Ratings are based on pay, job growth, job stability, and number of openings: • **5 stars** = High pay, lots of openings, strong growth, and stability • **1 star** = Lower pay, fewer openings, or less stability

| Term	Description
	Most jobs land somewhere in between.
Employment Projections	An estimate of how many jobs will be available for a specific career in the future. These numbers are updated every two years and are based on past trends and local economic factors. A higher number of projected openings usually means it's easier to find a job, but there can still be competition.
Current Employment	The number of people currently working in a specific job.
Projected Employment	The estimated number of people who will be working in a job 10 years from now.
Annual % Change	The average percent a job is expected to grow (or shrink) each year over the next 10 years. It is calculated by looking at the difference between the current and future job numbers and dividing that by 10, or spreading that change evenly across 10 years. $(\frac{projected - current}{current} * 0.1)$
Total Annual Openings	Describes how many job openings are expected each year for a job, based on trends over the next 10 years. This includes: ● **Growth openings**- New jobs are being added. ● **Replacement openings**- Jobs that open because someone retires, changes careers, or leaves the workforce.
Average Annual Growth Rate	The average speed at which a job is expected to grow each year, over 10 years. Even if growth is uneven from year to year, this number treats it as if the growth happens at the same rate each year.

Term	Description
Average Annual Openings	The average number of job openings per year for a career, based on a 10-year period. Like Total Annual Openings, it includes both new jobs and replacement jobs, but is shown as a yearly average.
Firm	A type of business that makes money by selling products or services. It's another word for a company, but the word firm is usually used when talking about businesses that offer expert advice, like lawyers, accountants, or consultants.
Seasonally Adjusted vs. Seasonally Not Adjusted	**Seasonally Adjusted**- The data has been smoothed out to remove regular seasonal patterns (like holiday hiring or summer farm work) so people can compare months more easily. **Seasonally Not-Adjusted**- The raw data that still shows seasonal ups and downs.
Nonfarm vs. Farm Employment	**Nonfarm Employment**- All jobs except farming, ranching, and a few agricultural jobs. This includes most industries like manufacturing, healthcare, education, construction, and retail. **Farm Employment**- Jobs in farming, ranching, and certain agricultural work.

3. LMI Publications

For effective career exploration and job search discussions, brochures and other publications offer a structured approach. These materials not only facilitate the conversation but also provide customers with tangible resources for future reference. LMI publications can be found on the [Economic Data for Career Exploration](#) page on jobs.utah.gov.

3.1 Utah Job Outlook

This brochure is a helpful resource during employment counseling appointments. It helps introduce the importance of labor market information by highlighting occupations with the most annual job openings, fastest-growing occupations, and best jobs by training level. The brochure also includes sections on "Attributes and Skills that Employers Want" and a chart showing "How Education Pays," which can be used to initiate discussions about job readiness and training opportunities. Customers can receive a copy of the brochure by downloading it, printing it, or having it emailed to them.
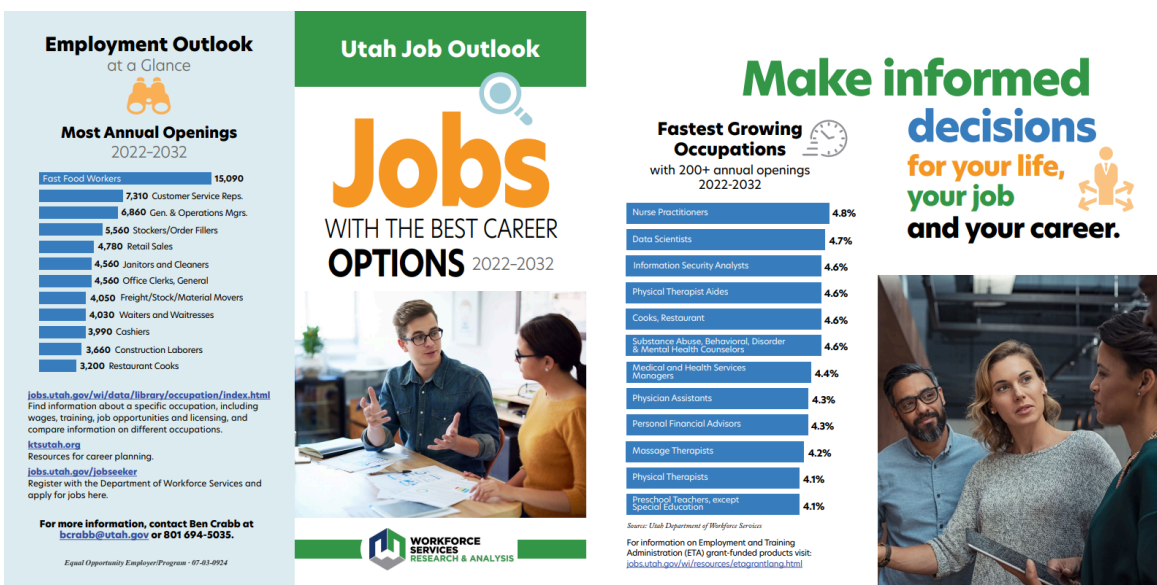
3.2 SmartSTART

The SmartSTART guide is an online document that covers topics such as resumes, networking, job seeking, career exploration, and more. Use this as an aid for making career decisions.

3.3 Occupational Licensing Information

Another resource is the Occupational Licensing Information dashboard that can be found under the Look Up Utah Licensing Requirement link. Through this dashboard, users can explore occupations in Utah that require a license to better prepare customers for employment.

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Occupational Licensing Information

This tool contains the list of occupations in Utah that require a license. Select from the list to see details on the required licenses, fees, renewal dates, and links for additional information from regulatory agencies, associations, and organizations.

Directions: Change occupations in the drop-down at the top of the dashboard.

Related Links: Downloading Tableau Data | Division of Professional Licensing

Licensed Occupations in Utah

UTAH DEPARTMENT OF
WORKFORCE
SERVICES
RESEARCH & ANALYSIS

Select Occupational Title

Accountants and Auditors	▼

Occupational License

ACCOUNTANT, CERTIFIED PUBLIC

Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording costs or other financial and budgetary data.

Occupational Code	Occupational Title	Number of Licenses in Utah
13-2011	Accountants and Auditors	7,114

Fees		
New Application Fee	**Renewal Fee**	**Renewal Date**
$85	$63	December 31, even years

Miscellaneous Application Fees	Miscellaneous Renewal Fees
N/A	$63

4. Quick Reference Section

This section contains a list of commonly needed information for quick access.

Item	Description	Link
Workforce Services	The main page of the Department of Workforce Services' (DWS) website	[Link](#)
Economic Data	The main page for DWS's economic data	[Link](#)
WOOD Tool/Publications	Economic data for career exploration tools	[Link](#)
Economic Data for Career Exploration	Website where LMI publications are housed	
Utah Economic Data Viewer (UEDV)	This website provides customers with Utah economic and demographic data using tools designed to meet their data needs	[Link](#)

Utah Geographic Areas

- **Wasatch Fringe**
  - Box Elder, Rich, Summit, and Wasatch counties
- **Utah High Desert**
  - Duchesne, Daggett, Uintah, Carbon, Emery, Grand, San Juan, Sanpete, Sevier, Millard, Beaver, Piute, Wayne, Iron, Garfield, and Kane counties
- **Cache**
  - Cache county
- **Ogden Metro**
  - Weber, Morgan, and Davis counties

- **Provo-Orem-Lehi Metro**
  - Juab and Utah counties
- **St. George Metro**
  - Washington county
- **Salt Lake City-Murray Metro**
  - Tooele and Salt Lake counties
- **Statewide:** All counties
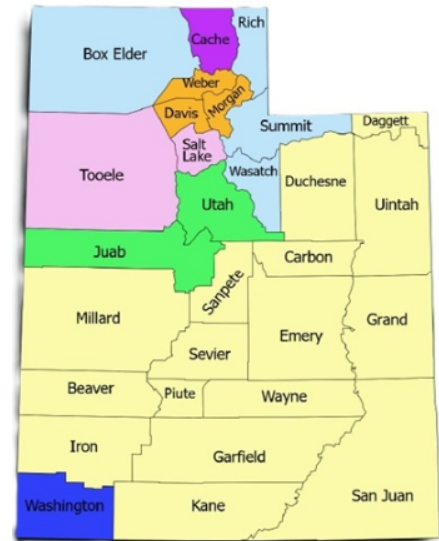
5. Contact Information

For further economic data assistance, please contact the Economic Research and Analysis Team: [Contact Link](#)