



**Regional Strategies...Global Results**  
**Talent Driving Prosperity**  
July 11-13, 2006 - Anaheim, CA



**July 11<sup>th</sup>, 2006 Anaheim, CA**

***Towards A Market-responsive Education &  
Employment Training System: Customized Labor  
Market Information Products for Local  
Workforce Development from Project  
**‘MEETS’*****

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# MEETS Project Background

- Sponsored by the Office of Policy Development and Research (OPDR) and the Business Relations Group (BRG) of the U.S. Department of Labor, Employment and Training Administration (DOL/ETA)
- Uses data as a tool in the BRG mission of making the publicly funded side of the workforce development system more responsive to the needs of business
- Promotes the Local Employment Dynamics (LED) data program as bringing valuable new information to a demand driven approach to workforce development



# How MEETS Operates

- Managed by the Jacob France Institute
- 5 state LMI shops and 10 pilot local workforce areas are partners
- JFI designs and produces (LED)-based products- in consultation with state LMI shops- for use by local customers
- Refinements made based on state and local feedback, with the goal of being able to respond to customized local data requests



## **Pasco-Hernando, FL Data Need**

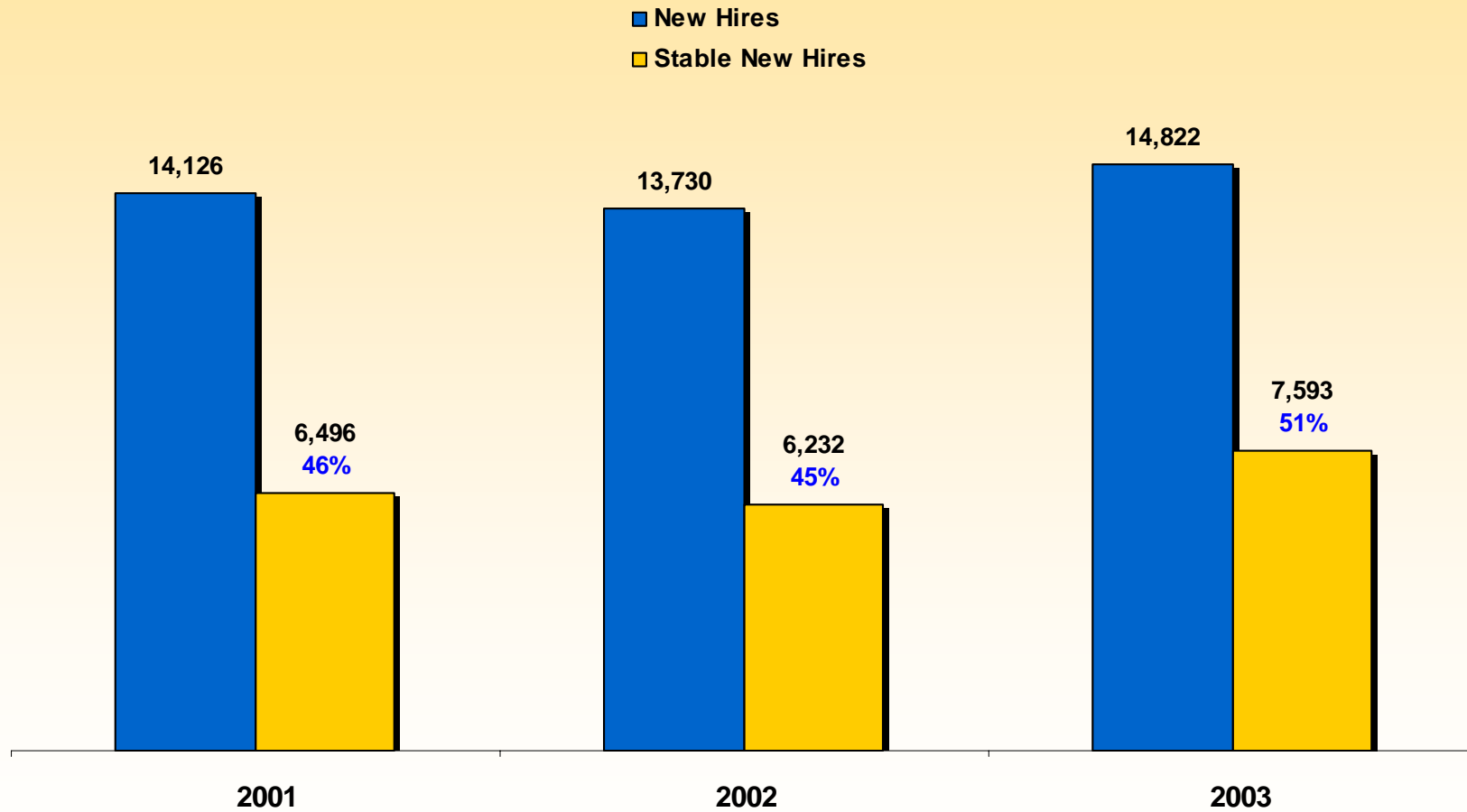
- More detailed worker retention data for the healthcare industry

### **MEETS assignment & approach:**

- Look at how many hires in healthcare go on to attain “stable” employment (at least a full quarter/3 months);
- Examine patterns in age groups, industry sub-groups, and at state level



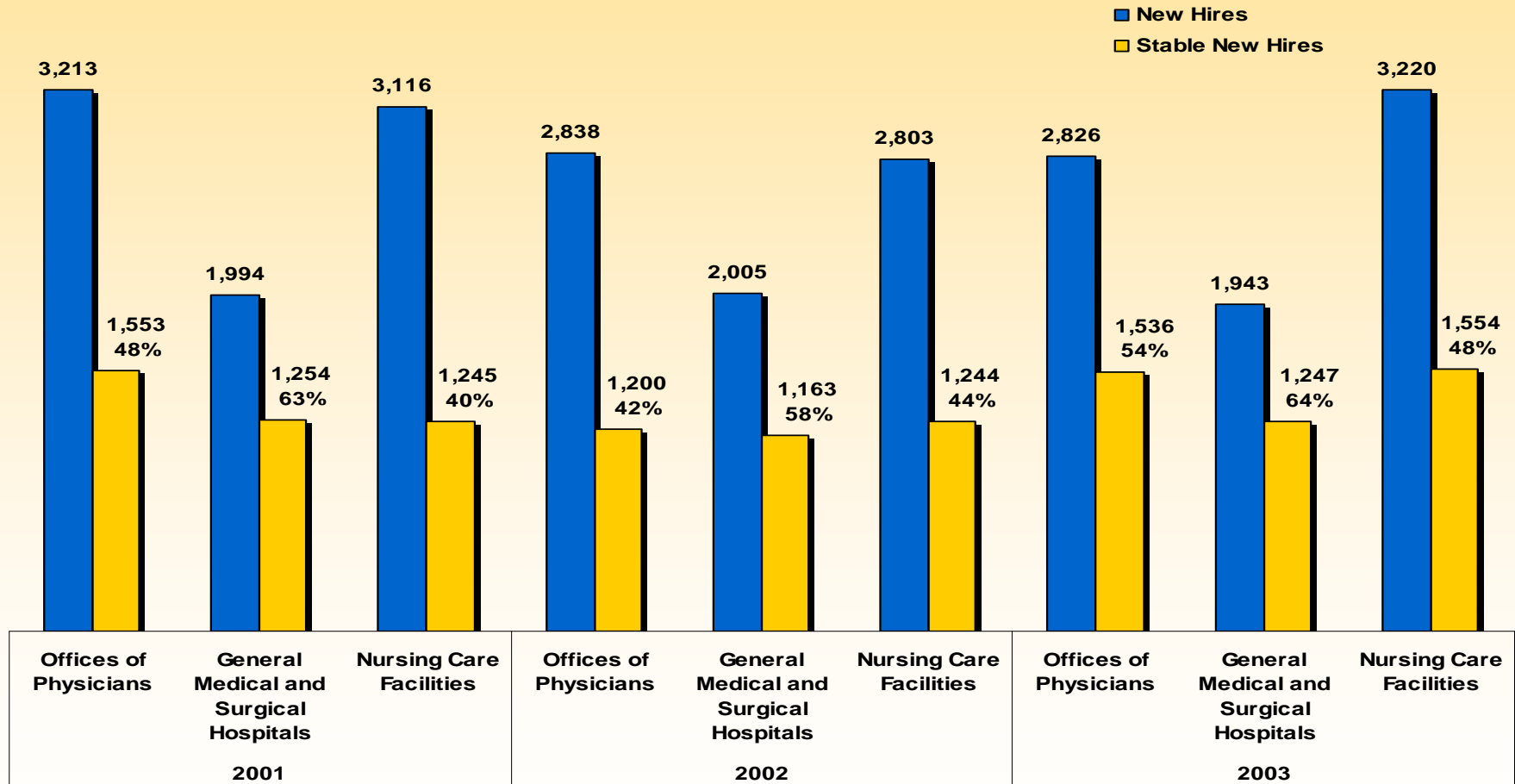
# Retention in Healthcare increased markedly in 2003



Source: Local Employment Dynamics, 2005



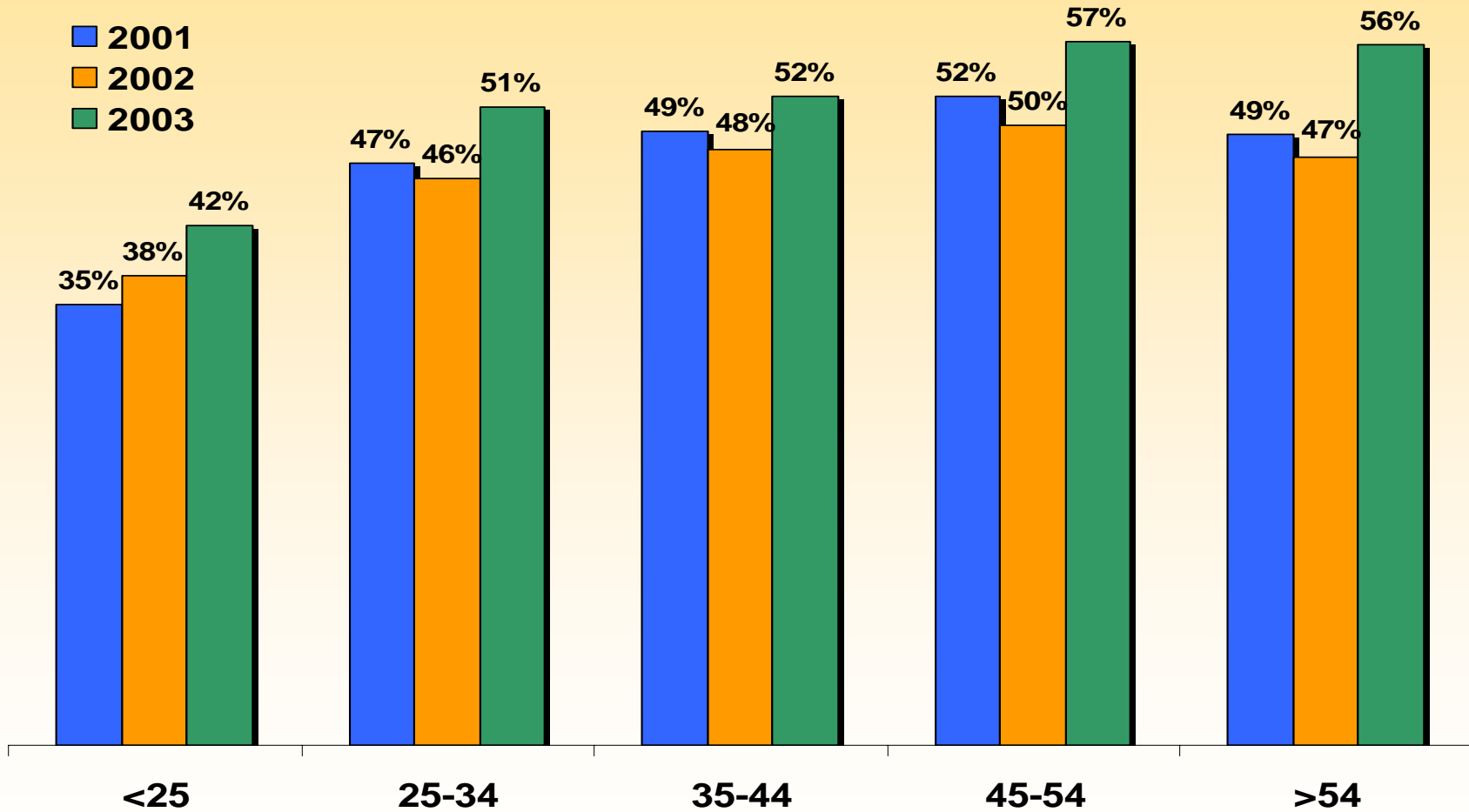
# Major Industry Groups all show increased retention



Source: Local Employment Dynamics, 2005



# Workers >45 had largest increase in retention in 2003



Source: Local Employment Dynamics, 2005



## **Pasco-Hernando healthcare retention findings to take to business partners**

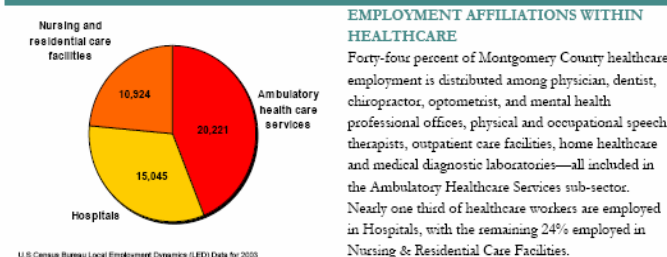
- Locally, retention in healthcare increased in 2003, based on both annual and quarterly data
- Improved retention driven in part by solid increases in two major industry groups
- In comparing age groups, retention has been driven in part by workers over 45
- Compared with Florida, Pasco-Hernando seemed to “catch up” in 2003, suggesting the increased retention was due to local factors



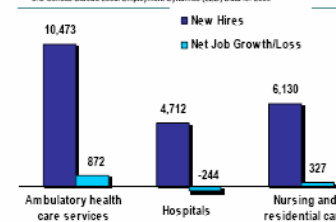
# Preview of MEETS Healthcare Brief (Montgomery County, MD)

- Highlights of industry composition →
- Comparison of hiring activity and net job growth/loss →
- Breakdown of hiring by demographics (age & gender) →
- Sample of occupational prevalence and earnings (not LED) →

Montgomery County, Maryland: Healthcare Employment Highlights

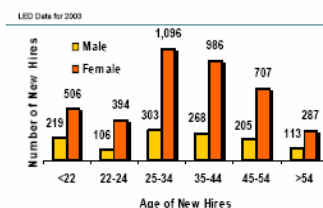


U.S. Census Bureau Local Employment Dynamics (LED) Data for 2005



**ANNUAL HIRES AND NET GROWTH/LOSS WITHIN HEALTHCARE**

Almost half of Montgomery County healthcare new hires in the year shown were in Ambulatory Healthcare Services. Although Nursing & Residential Care Facilities was the smallest sub-sector in terms of employment, it outpaced Hospitals in new hires by 30% for the year, and also featured much more solid job growth. The number of new hires far exceeded the net employment growth or loss in each sub-sector, and the ratio of new hires to job growth was 22:1 for the industry as a whole.



**QUARTERLY HIRES WITHIN HEALTHCARE BY GENDER AND AGE**

Fifty-one percent of new hires in Montgomery County's healthcare industry are between 25 and 44 years old. Across all age groups, women represent 77% percent of new hires in healthcare. Gender and age mix varies among the healthcare sub-sectors (not shown here), and even more so at the occupational level.

LED Data for 2005, 4th Quarter

Occupational Title	Projected 2006 Employment	Average Hourly Wage*
Physicians	15,402	\$40.53
Registered Nurses	46,854	\$20.37
Administrative Services Mgrs.	7,544	\$22.27
Licensed Practical Nurses	10,012	\$15.04
Dental Hygienists	3,177	\$24.05
Reception/Information Clerks	20,797	\$9.07
Health Prof./Paraprof./Techn., All Others	11,169	\$17.68

**HEALTHCARE OCCUPATIONAL PROJECTIONS\***

These statewide projections highlight two facets of healthcare employment: 1) Some occupations in the healthcare industry are not found in this industry alone, such as reception and information clerks; and 2) occupational earnings vary widely. The highlights chosen for this page are intended for use in narrowing further inquiries locally.

\*Source for above Occupational Statistics: Maryland Department of Labor, Licensing & Regulation (DLLR), Office of Labor Market Analysis & Information (OLMAI)



# For More Information:

## Project MEETS

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