

Ensuring Workforce Supply *is* Consumer Protection

**Department of Consumer Affairs
Professionals Achieving Consumer Trust Summit
November 19, 2008**

Your Panel

- **Bonnie Graybill**, Labor Market Information Division, Employment Development Department
- **Janice Buehler**, Director of Recruitment and Workforce Planning, Cedars-Sinai Health System
- **James Koontz**, Quality Care of Health Facilities
- **Susanne J. Phillips**, Associate Clinical Professor, UC Irvine
- **Tammy Rice**, Interim Dean Health Sciences & Human Services, Saddleback College
- **Genevieve Clavreul**, President/Founder, National Registered Nurse Professional Association

What we will cover today

- LMI 101
- Turning information into “intelligence”—what do we know about...
 - Labor supply and demand
 - Barriers to licensing
 - Recommendations for change
- Modeling the process, using licensed health care occupations as our example

Labor Market Information (LMI) 101!

- Start with the data...see the LMI website at www.labormarketinfo.edd.ca.gov
- Contact our Labor Market Consultants if you need help finding or interpreting the data
- Look at your own licensing data---how many active and inactive licensees? What are the barriers?
- Know your stakeholders...what do they have to say about labor supply and demand?
- Learn about current research findings
- LMI 101 leads to workforce *intelligence*!

What LMID Offers

- Career Information—dynamically updated California Occupational Guides offer “digested” information with state and local data
- Wages and Employment for over 800 Occupations
- Projections of Employment by Industry and Occupation—Occupations in Demand
- California's High Demand/High Paying Occupations in 2009
- Research in emerging fields—the Green economy
- Local Labor Market Consultants

LaborMarketInfo Overview

Here's some of what you can find on the links above...

In Career Information

- For job seekers looking for work or seeking a career change:
 - **New, Interactive California Occupational Guides - now with local data!**
 - Explore jobs in your area with the [Occupation Profile](#)
 - Job search tools and resume tips
 - Steps to the Best Career for You
 - [Do you need training?](#)
 - And more...

In the Data Library

- Links to all of the data
- Methodology and frequently asked questions
- Customized Services and Data
- And more...

In The Economy

- [Local Area Profile](#)
- "Ask an Economist"
- Current Unemployment Rates
- Industry Employment
- Economic Indicators
- And more...

In the Customer Center

- Quick links and answers to common questions for the following groups:
- [Business / Employers](#)
 - Job Seekers and Workers – go to [Career Information](#)
 - [Economic Developers](#)
 - [Educators / Trainers](#)
 - [Workforce Partners](#)
 - [Researchers](#)
 - [EDD Staff](#)

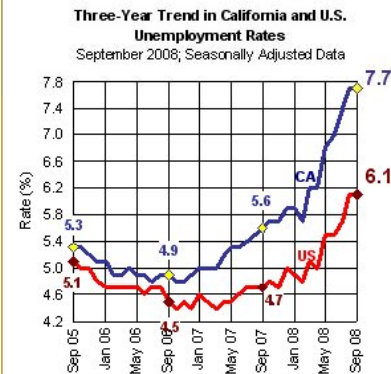
Most Popular Data

- [Understanding the "Green" Economy](#)
- [Occupational Employment and Wages](#)
- [Monthly Data Release](#)
- [Unemployment Rates and Labor Force](#)

Labor Market Info News

- [Monthly Data Release](#) for September 2008
- [Labor Day Briefing 2008](#)
- [Today's Jobs - Tomorrow's Opportunities](#) - Labor Day 2008
- [California Regional Bulletin](#) for November 7, 2008
- [What's New!](#) on this site

Current Statistics



Quick Links

- [LMI Glossary of Terms](#)
- [LMI Publications](#)
- ["LMI e-Newsletter"](#)
- [Información general en Español](#)

Occupational Guides

- <http://www.labormarketinfo.edd.ca.gov/occguides/>
- 70 Occupational Guides available in detailed or summary format
- **Features:**
 - Job duties and working conditions
 - Current statewide and local wages
 - Skill requirements
 - Educational and training requirements
 - Industries that employ the occupation
 - Licensing, certification, and training programs
 - Employment outlook, statewide and local
 - Job search and career advancement tips
- **NEW - -“What Employers Say” includes:**
 - Benefits provided by employers by time base
 - Percentage of medical benefits by time base paid by employers
 - Work experience required for new hires
 - Recruitment and hiring information

Other important resources

- Training program completers (one indicator of labor supply) are published online for the state and the nation
 - National Occupational Supply Demand Consortium
<http://www.occsupplydemand.org/>
 - California Postsecondary Education Commission
<http://www.cpec.ca.gov/FiscalData/Steps.asp>
 - Division of Apprenticeship Standards
<http://www.dir.ca.gov/das/das.html>
- Research is just a Google away

Healthcare Workforce Research

CAREGIVER TRAINING INITIATIVE

www.calmis.ca.gov/specialreports/cti-finalprocessreport2003.pdf

- Mandated by AB 2876 (Chapter 108, Statutes of 2000)
- Focus was to recruit, train, and retain workers in entry-level direct caregiver and health care occupations, such as nurses' aides and home health aides.
- Through a statewide competitive process, \$25 million was awarded to 12 regional workforce collaboratives.

NURSE WORKFORCE INITIATIVE

http://futurehealth.ucsf.edu/pdf_files/NWILaborMarketReport_Final.pdf

- A three-year, nearly \$30 million initiative, began in 2002 to address California's growing nursing shortage by increasing the number of registered and licensed vocational nurses.
- Provided support for 22 projects, mostly operated by regional training collaboratives.

CALIFORNIA NURSE EDUCATION INITIATIVE

www.labor.ca.gov/pdf/NEI2ndAnnualReport2007.pdf

- Announced by Governor Schwarzenegger in April 2005, the initiative is a five-year \$90 million public-private partnership program to address the shortage of registered nurses by expanding nurse education capacity, faculty development, student support services, including loan forgiveness, and granting additional funding for nursing schools.

Need more information? Contact us

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<http://www.labormarketinfo.edd.ca.gov/>

- Labor Market Consultants

<http://www.calmis.ca.gov/file/resource/LMIConsultants.pdf>