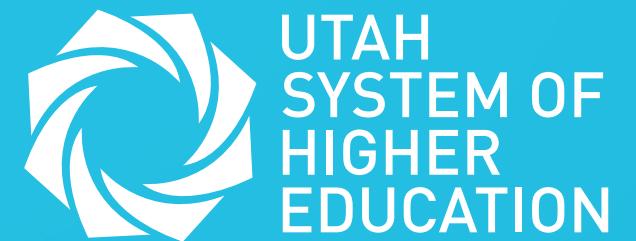


# Workforce Analysis for Program Review and Approval

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# BACKGROUND

- Workforce analysis shows how programs align with demands of local or state labor market
- Program approval by Boards of Trustees (or USHE for out-of-mission programs)
- Program reviews occur every 3 years at degree-granting institutions; program oversight with COE for technical colleges
- Advantages of using common sources

# WHERE TO START

- Match occupations to field of study using the CIP-SOC taxonomy crosswalk
- One-to-many crosswalk
- Crosswalk will list all possible occupations aligned to the program of study
  - Does not always consider award level
  - Occupational data includes education level (based on employer surveys)
  - O\*Net codes v. SOC codes
- <https://www.onetonline.org/crosswalk/>

# OCCUPATIONAL OUTLOOK AND WAGES

- Data available for nation, state, and sub-state regions
- Provided by Department of Workforce Services; collected and analyzed by DWS using guidelines set by Bureau of Labor Statistics
- Outlook data based on 10-year projections; represents forecasted demand for an occupation given industry growth and staffing patterns
- Wage data based on annual surveys of Utah employers
  - Surveys stratified by industry, region, firm size
- <https://jobs.utah.gov/jsp/utalmis/#/occupation>

# JOB POSTINGS

- Job postings are another source of measuring demand
- Aggregation of web scraping; deduplication
- Gives “real-time” view of current employer need
- <https://jobs.utah.gov/wi/data/library/occupation/hwoltopjobs.html>

# OTHER SOURCES

- Detailed wage data from BLS:  
[https://www.bls.gov/oes/current/oes\\_ut.htm](https://www.bls.gov/oes/current/oes_ut.htm)
- Local economic indicators:  
<https://jobs.utah.gov/wi/insights/county/statewide.html>
- Local employers associated with occupations:  
<https://jobs.utah.gov/jsp/firmfind/#/occupationsearch>