



LMI and the VR Process

Putting the Pieces Together for Successful Employment Outcomes

Module 1: **Labor Market Information: What is it and why is it important?**





Acknowledgement & Disclaimer

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Opinions expressed herein do not necessarily reflect the position or policy of the U.S. Department of Education and no official endorsement should be inferred.



The Changing Landscape of Work...

- The impact of employers adapting their business models to a pandemic.
- **The Great Resignation or Great Realignment?**
 - Record resignation rates
 - Resignation rates highest among mid-career employees (30 – 45 year old)
 - Highest rates of resignation in tech and health care industries
- **New Opportunities?**
 - Rise of remote work
 - Geographical barriers less important for knowledge workers
 - What's on the horizon?

Sources:

- ❖ [Who is Driving the Great Resignation? by Ian Cook \(HBR - 9/15/2021\)](#)
- ❖ [The Great Realignment by Jaime Velez \(Concurrency - 8/12/2021\)](#)



Continuous Evolution...

- Change isn't an event – it's a constant!
- Change is not always a threat but also can be an opportunity.
- So we have to constantly evolve!
- Learning and adapting to the flux by changing our mindset
 - Learning to become more fluid in our approach
 - Reframe our relationship to control

Sources:

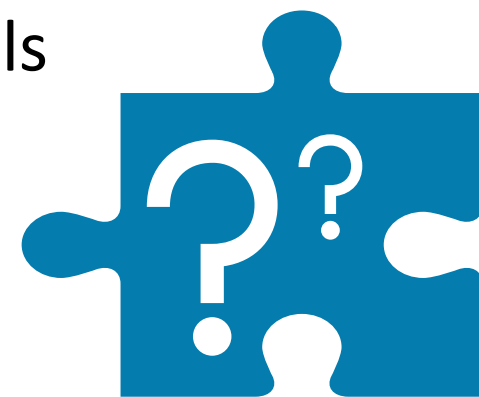
- ❖ [Managing Change: A Mindset of Continuous Evolution](#)
by Camile Nichita (Forbes, 7/2/2019)
- ❖ [3 Tips to Help you Develop the Mindset to Adapt to Change](#)
by Marcel Schwantes (Inc. 9/16/2021)



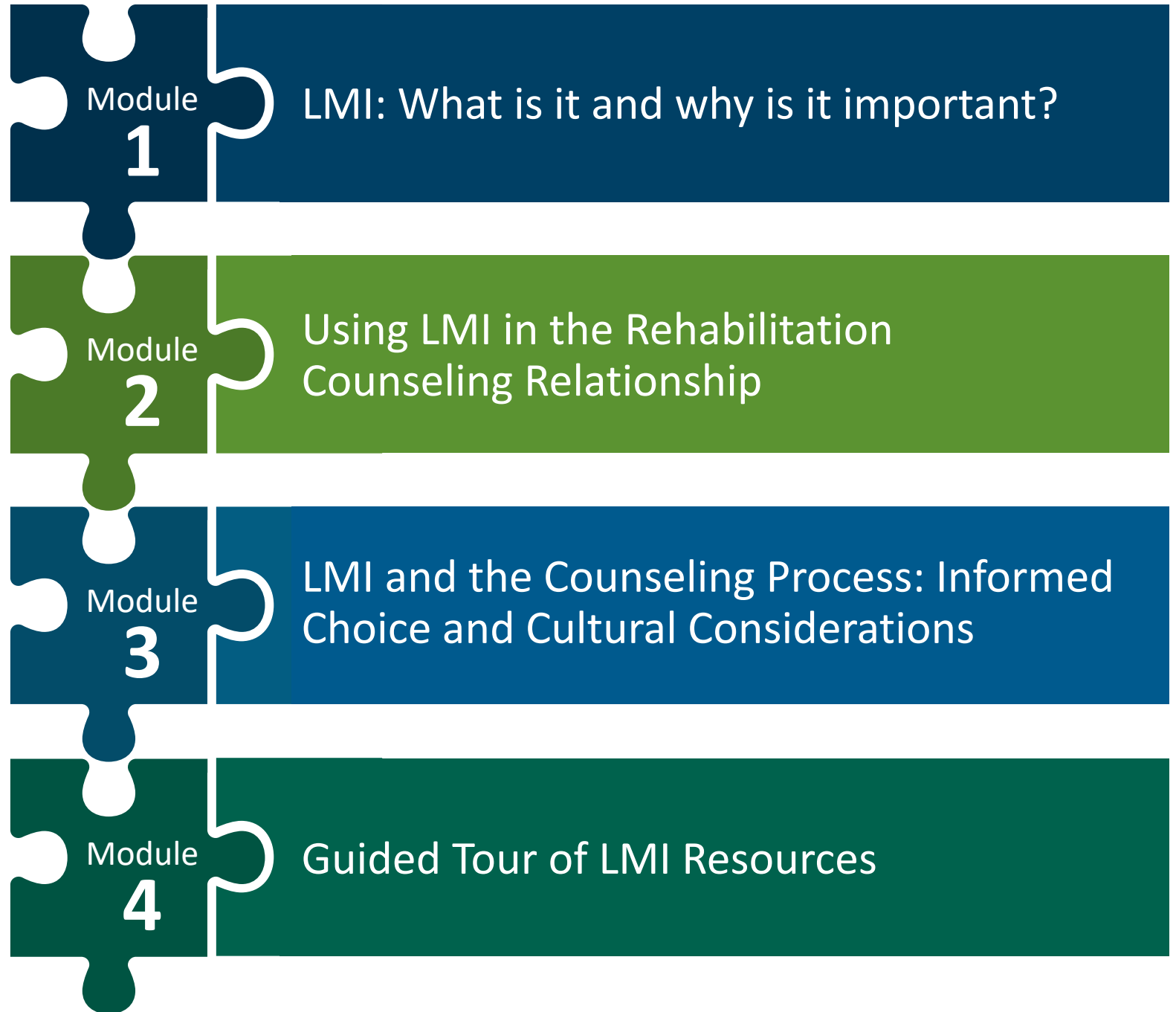


What does this have to do with LMI?

- Using **quantitative** and **qualitative** data helps us to learn more about our evolving labor market
- Providing us with trends to assist in adapting our practices
- Which will help us in preparing our consumers to learn about growth sectors and promising career pathways.
- It also helps us **pivot** when sometimes we hit a “dead-end”
- How can our consumers make *informed* choices of career goals without the *information*?



Putting the Pieces Together





Learning Objectives (Module 1)

Define

Define labor market information and provide examples of various types that can be used in the VR process.

Explain

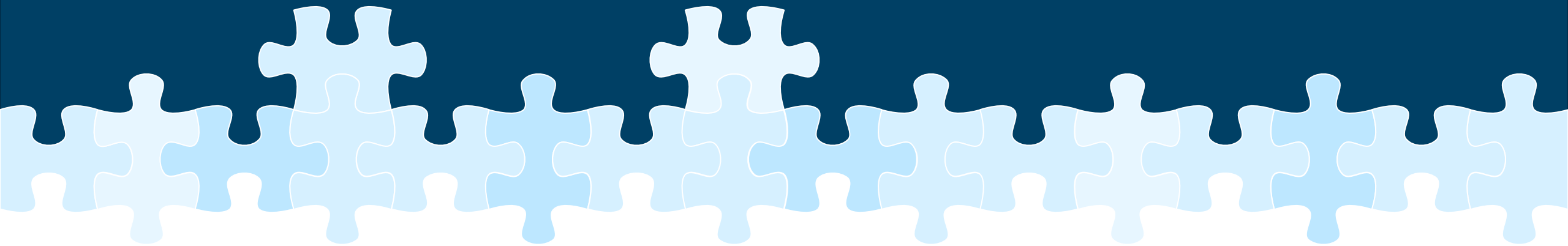
Explain how the use of labor market information in the VR process is linked with requirements in the Rehabilitation Act, as amended by WIOA

Provide

Provide resources that VR professionals can utilize to expand their knowledge and utilization of labor market information in the VR process.

What is Labor Market Information (LMI)?

“Labor market information (LMI) is both **quantitative** and **qualitative**. It is gathered from a variety of sources and used to inform VR services about employment opportunities for their clients, as well as to provide occupational information.”



This data can be very useful in the VR process to assist VR participants in making informed career choices and assist in developing a plan of services.

❖ **Source:** [Turning Labor Market Facts into Labor Market Information: LMI's Effectiveness for Vocational Rehabilitation | ISSUE NO. 13](#)



Types of LMI

Traditional:

The systematic collection, analysis, and reporting of a broad range of federal, state, and local data that describes current economic conditions within a given geographic area. Key data metrics include current employment levels, projected employment growth, unemployment rates, average wages, minimum education requirements, industry trends, and workforce demographics.

Real-Time:

Data drawn from online job postings for a region, offering information on employer demand, new and emerging in-demand skills and credentials, job titles, industry trends, and educational requirements.

Agency Business Relations:

Qualitative information gathered from employers, chambers of commerce, and industry associations about opportunities and challenges of hiring for different positions, expected changes in employment, and positions that require specialized skills.



Why is LMI important?

- Provides information that helps VR professionals and para-professionals adapt to the changing labor market.
- Provide us information on emerging and growth career sectors.
 - what is the next big thing!
- Education/Experience/Credential requirements.
- Source of key information to provide to our consumer to promote Informed Choices in making good career decisions
- The practice of using LMI can be integrated into the therapeutic relationship.
- Aligns with priorities in the Rehabilitation Act as amended by WIOA





Workforce Innovation and Opportunity Act (WIOA)

Amendments to the Rehabilitation Act under WIOA stressed the importance to:

“...strengthen the United States workforce development system through innovation in, and alignment and improvement of, employment, training, and education programs in the United States, and to promote individual and national economic growth, and for other purposes.”



❖ **Source:** Public Law 113-128



Aligns with priorities in WIOA...

Counselors need to gain knowledge and skills in the following areas:

(G) Develop in-depth knowledge of labor market trends, occupational requirements, and other labor market information that provides information about employers, business practices, and employer personnel needs, such as data provided by the Bureau of Labor Statistics and the Department of Labor's O*NET occupational system;

(H) The use of labor market information for vocational rehabilitation counseling, vocational planning, and the provision of information to consumers for the purposes of making informed choices, business engagement and business relationships, and job development and job placement;

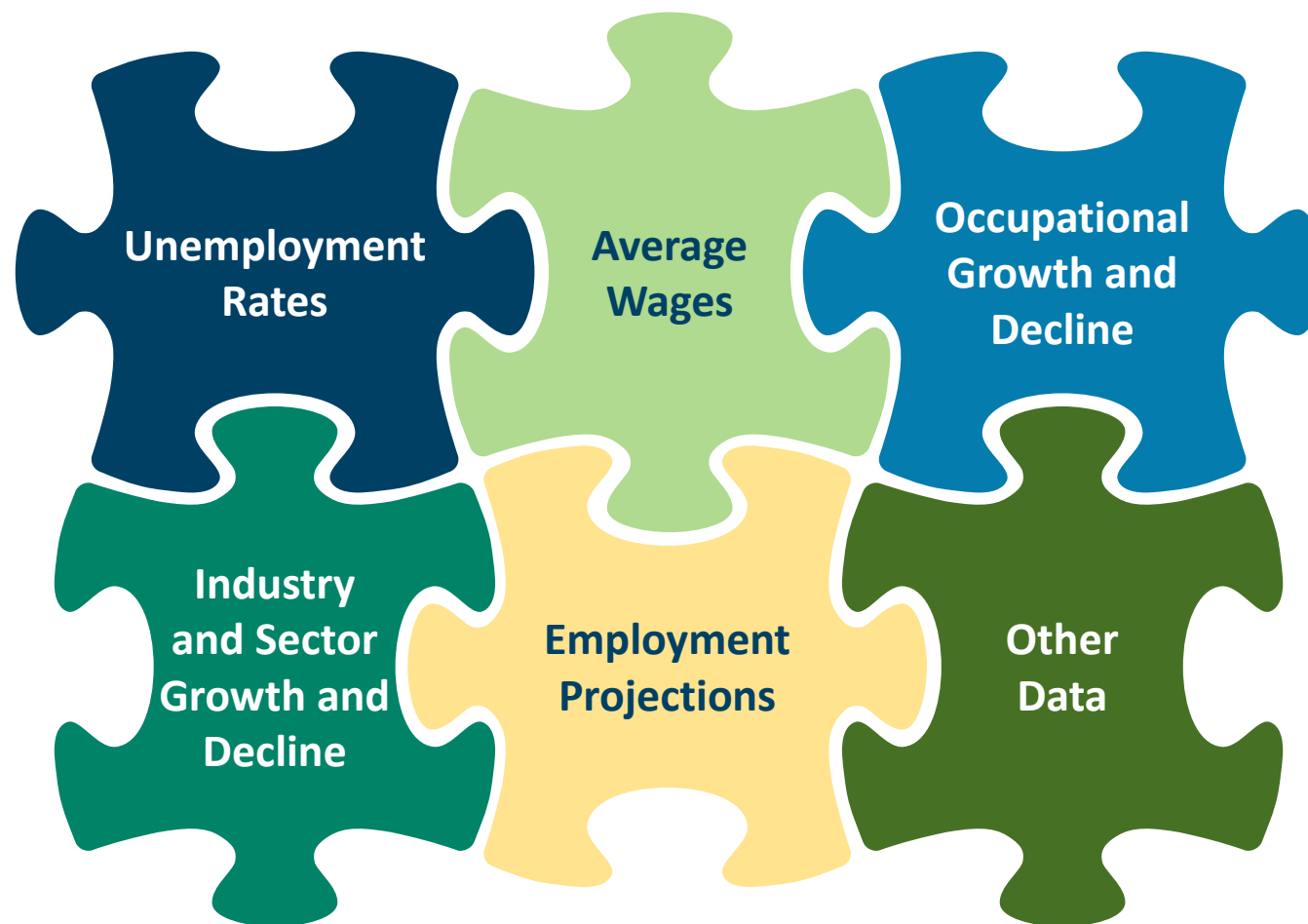
(I) The use of labor market information to support building and maintaining relationships with employers and to inform delivery of job development and job placement activities that respond to today's labor market;

❖ **Source:** 34CFR361.18(c)(2)(ii) – Comprehensive system of personnel development



Traditional Sources of LMI

Metrics and indicators to describe supply and demand for labor, including:



❖ **Source:** [Turning Labor Market Facts into Labor Market Information: LMI's Effectiveness for Vocational Rehabilitation | ISSUE NO. 13](#)



Available Resources to VR Community

- The Career Index Plus (TCI+)
- National Employment Team (NET) & Talent Acquisition Portal (TAP)
- LMI Central - WorkforceGPS



- Simple to use and access is free to everyone (courtesy of RSA)
- Data derived from a host of resources including The Bureau of Labor Statistics

Includes:

- ✓ Salary Information
- ✓ Job Trends and Projections
- ✓ Current Job Openings
- ✓ License Requirements and Certifications
- ✓ Education and Experience Requirements
- ✓ Knowledge, Skills and Abilities
- ✓ Related Training Programs



- Access TCI + at [The Career Index Plus](#)
- Easy to register, just need an email address!
- Gateway to Training and Resources (WINTAC)
 - [WINTAC: The Career Index Plus – Labor Market Information](#)
- More on TCI+ in Module 4



Talent Acquisition Portal

- [Talent Acquisition Portal Website](#)
- Job Posting and Metrics
- Geographic Specific Resume Searches
- Candidate Availability
- Recruiter Access and Saved Searches
- Compliance and Application Reports
- Hiring Data
- Interview Capability with Transcripts
- Direct Access to VR Agencies
- 30,000 job candidates/7,000 VR Counselors
- Connect with your Single-Point of Contact



LMI Central

...a portal to innovative and relevant sources of workforce and labor market information for data-driven planning



Qualitative Sources of LMI – Community Linkages

- Business Relation Specialists
- Community Rehabilitation Providers
- VR Counselors
- Chambers of Commerce
- Business & Industry Associates
- Community-based collaboratives
 - CRPs, schools, other governmental organizations, disability services providers, and employers



❖ **Source:** [Hidden Gems: Using “Agency Business Relations LMI” as Part of Your Labor Market Strategy, by Rick Kugler](#)



Qualitative LMI – Types of Information

- General business climate
- Internships
- On-the-job Training
- Collaborations with community organizations
 - Community Colleges, two year degree and certificate programs



❖ **Source:** [Hidden Gems: Using “Agency Business Relations LMI” as Part of Your Labor Market Strategy, by Rick Kugler](#)



References

- [Who is Driving the Great Resignation? By Ian Cook, Harvard Business Review, 9/15/2021](#)
- [The Great Realignment. By Jaime Velez, Concurrency, 8/12/2021](#)
- [Managing Change: A Mindset of Continuous Evolution. By Camille Nicita, Forbes, 7/2/2019](#)
- [3 Tips to Help You Develop the Mindset to Adapt to Change. By Marcel Schwantes, Inc., 9/16/2021](#)
- [Review VR Turning Labor Market Facts into Labor Market Information: LMI's Effectiveness for Vocational Rehabilitation: ISSUE NO. 13 2018 By Katie Allen, Doug Keast, Rick Kugler, Joe Marrone, Kartik Trivedi](#)





References (continued)

- [Overview of Leadership Information: LMI. ExploreVR, 2018](#)
- [TCI+ - LMI. \(Training series\) WINTAC, 2018](#)
- [Hidden Gems: Using “Agency Business Relations LMI” as Part of Your Labor Market Strategy, by Rick Kugler](#)



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