

Skills Analysis Project

Employment Projections (EP) Program



Data Users Advisory Committee (DUAC)

November 9, 2023

Emily Krutsch, Special Projects Branch

Division of Employment Projections

Briefing topics

- **Background:** Project goals, key activities, and scope
- **Data users:** Intended data users and uses
- **Challenges:** Identified challenges and plans to address
- **Data sources:** Sources for framework categories and skills data
- **Categories:** Initial framework of 15 categories
- **Summary:** Benefits of new data product, next steps, and contact information
- **Questions for DUAC:** Data sources, categories, and level of detail



Project goals



Provide data users with information about skills to assist with career planning, development, and hiring



Link occupational projections data with skills data and prepare analysis to assist data users make informed decisions



Provide information in a simple, easy to use way

Key activities



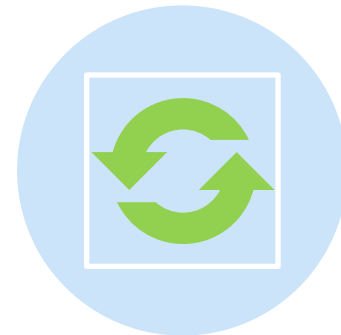
Release product with the employment projections, beginning with the 2023–33 projections



Publish an article for the MLR for the initial release



Make detailed datasets available to data users



Continue to refine and enhance product for future releases

Project scope

In scope



Compile skills data, link to occupational projections data, and prepare analysis



Skills data at the detailed occupation level



Skills data at the national level

Out of scope



Projection of how the skills needed will change in the future



Within occupation differences
(may be considered for future release)



Details at the state or local level

Intended data users



Jobseekers



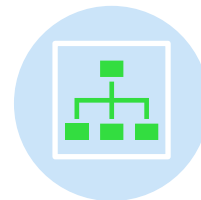
Career
counselors



Students



Employees



Employers

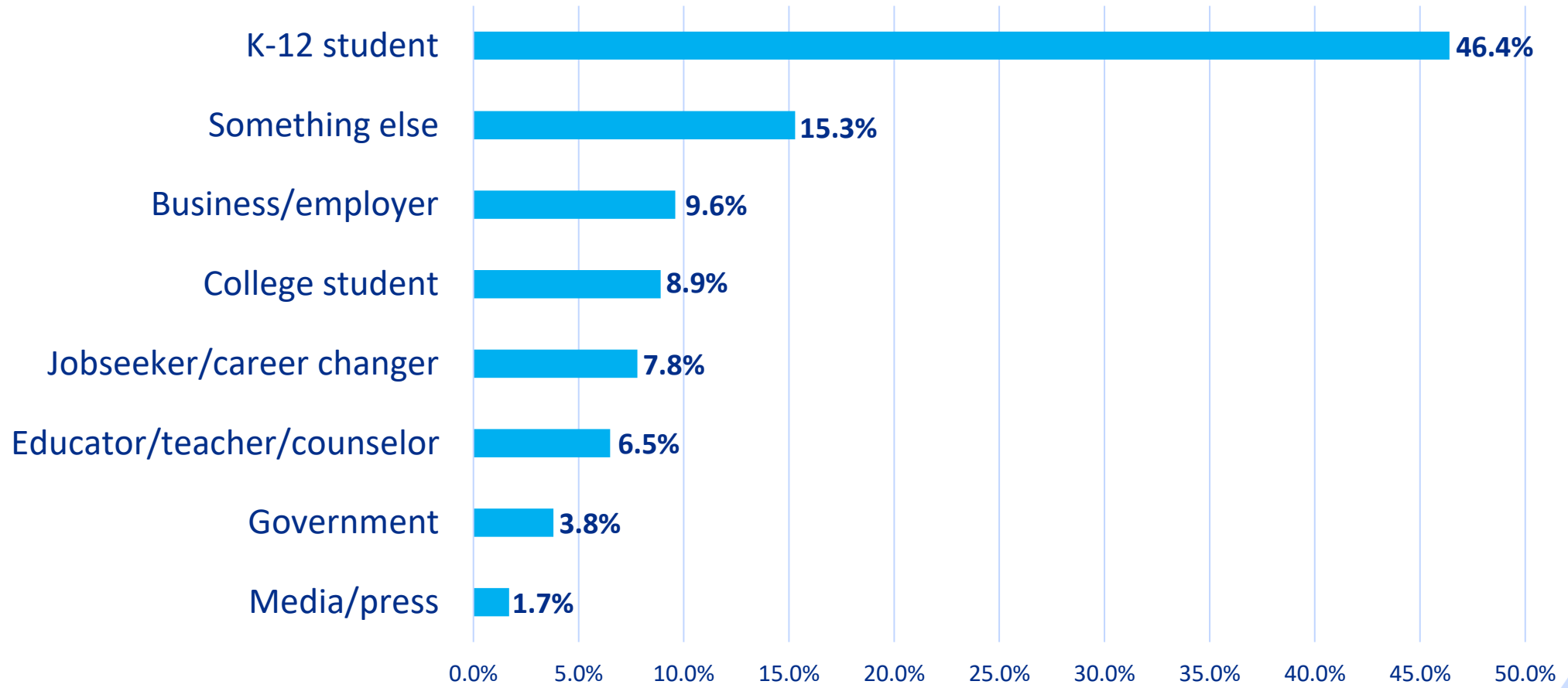


Training
programs

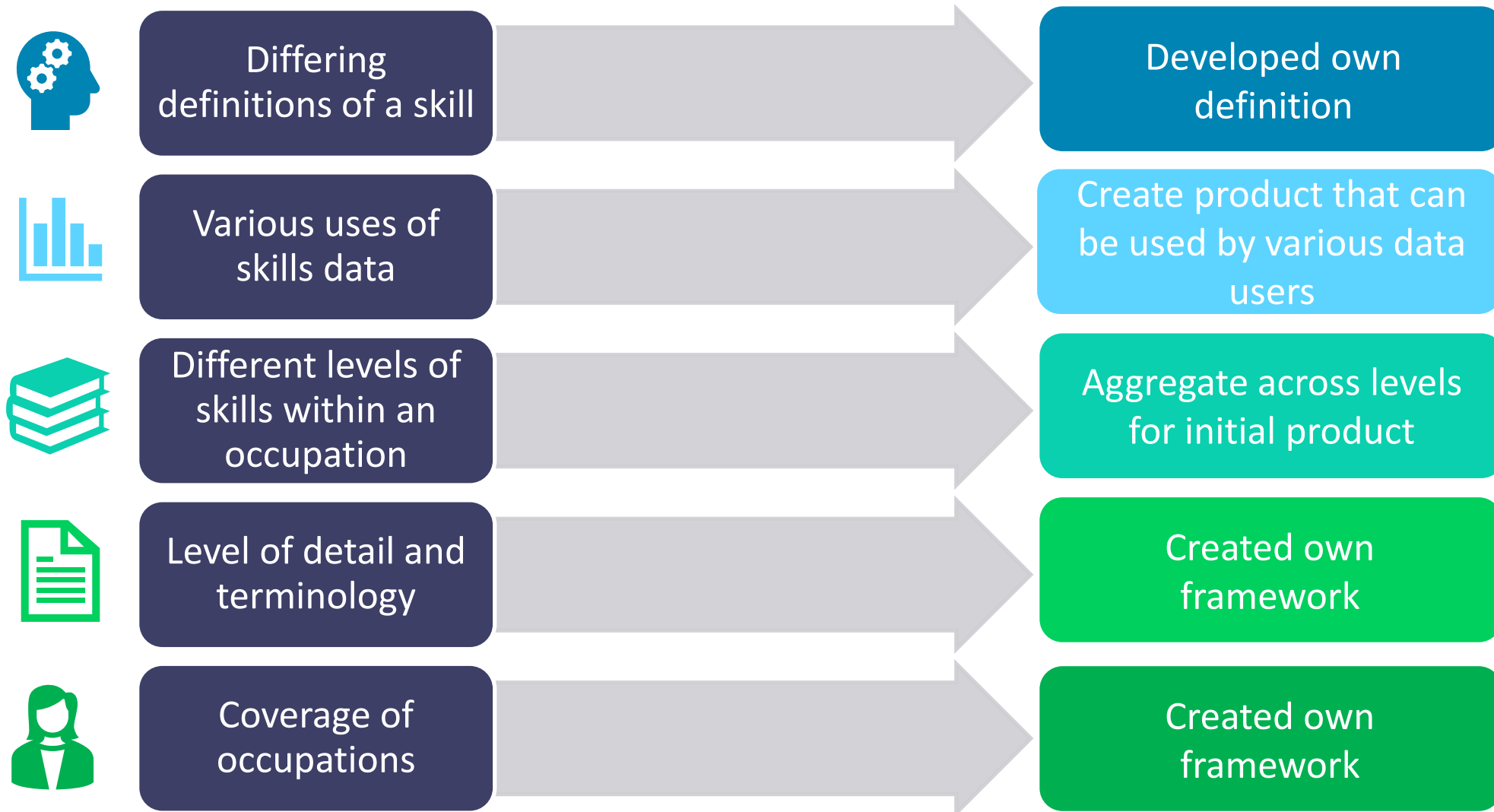


Researchers

User characteristics of the Occupational Outlook Handbook (OOH)



Challenges and how we plan to address



Definition of a skill

Skill: A developed, general capacity to act in an occupation.

A skill is:

Developed	General	Applied	Work-related
It is learned or developed over time through education, training, and/or experience.	It is applicable across many occupations.	It goes beyond cognitive knowledge of a subject.	It is in the context of performance in an occupation.

Data sources

Framework categories

- O*NET
- OPM's Multipurpose Occupational Systems Analysis Inventory - Close-Ended (MOSAIC) Competencies
- Occupational Requirements Survey (ORS)
- Program for the International Assessment of Adult Competencies (PIAAC)
- Job postings through Lightcast data
- Occupational Outlook Handbook (OOH) important qualities
- Other countries and state-level skills categories

Skills data

- O*NET – primary data source
- Occupational Requirements Survey (ORS)
- Program for the International Assessment of Adult Competencies (PIAAC)
- National Compensation Survey (NCS)

Cognitive testing



Feedback from
career counselors



Expert review



Online study with
public

Initial framework categories

Advanced digital



Basic digital



Creativity and innovation



Critical and analytical thinking



Communication



Detail-oriented



Fine motor



Interpersonal



Leadership



Mathematics and science



Mechanical



Personal attributes



Physical strength and stamina



Problem solving and decision making



Project management



Benefits of new product



Additional information and analysis for data users



Ability to link the occupational projections data with skills data



Provide information in a simple, easy to use framework



Find balance with number of skills categories to provide



Clear definitions, documentation, and terminology

Next steps



Cognitive testing

- Feedback from career counselors
- Expert review
- Online study with card sorting



Finalize inputs

- Framework of skills categories
- Crosswalk of skills from data sources into categories



Prepare release materials

- Release data product tables
- Publish MLR article

Contact Information

The skills analysis project team is made up of the following BLS team members:

Emily Krutsch (krutsch.emily@bls.gov)

Amy Hopson (hopson.amy@bls.gov)

Meredith Miller (miller.meredith@bls.gov)

An Nguyen (nguyen.an@bls.gov)

Matt Dey (dey.matthew@bls.gov)

The Special Projects branch can be reached at:

DEP_SP_Staff@bls.gov



Questions for DUAC

Data sources

- Are there other data sources and/or variables that the team could consider as an input into the skills analysis product?

Categories

- Are there skills categories that should or should not be included in the final framework?
- Are there other sources or focus groups the team should explore as input into developing the final framework?

Level of detail

- What level of detail is recommended for the final product?
- Would it be helpful to have the data at a higher level, then have a more detailed table available for data users that may be interested in additional details?