



# Gap Analysis

---



# Demand by occupation

---

- Listed by Standard Occupational Classification (SOC) Code
- Annual demand = Growth + Replacement
- Official forecasts project employment levels and openings using the best data available today.
- For the WISE Council, adjustments were made to the forecasts by LED and LWC to reflect recruitment/expansion projects in the pipeline.

# Supply by academic completer

---

- Post-secondary completer data by Classification of Instructional Programs (CIP codes)
- Board of Regents data used to account for all public completers
  - Technical Competency Areas (TCAs) data provided by LCTCS
- Integrated Postsecondary Education Data System (IPEDS) data used to account for private completers
  - Must consider private schools outputs to accurately identify gaps

# Matching degrees to jobs (CIP to SOC)

The NCES/BLS Crosswalk identifies postsecondary programs that prepare individuals directly for specific occupations. For example:

## Program (CIP Title)

## Occupations (SOCs)

Finance, General

- Financial Managers
- Chief Executives
- General and Operations Managers
- Budget Analysts
- Credit Analysts
- Financial Analysts
- Personal Financial Advisors
- Loan Officers
- Financial Specialists, All Other
- Business Teachers, Postsecondary

*This crosswalk indicates that completers in Finance, General are prepared for employment in these occupations that traditionally require some form of postsecondary training.*

# Matching jobs to degrees (SOC to CIP)

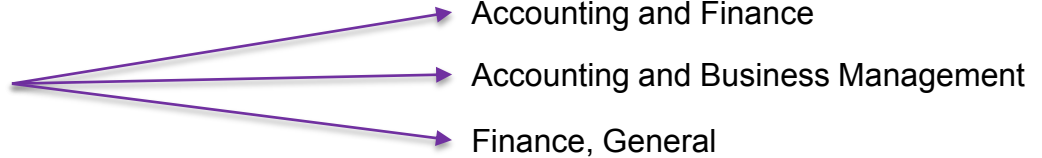
---

The crosswalk also works in the other direction, illustrating that multiple academic programs can prepare individuals for the same occupation.

## Occupation (SOC)

## Program (CIP Title)

Financial Analyst



# The Statewide Workforce Demand and Gap Analysis is conducted as follows:

---

- 1. Matching Completers to Occupations:** Using the NCES/BLS CIP to SOC Crosswalk, Louisiana postsecondary programs are matched to occupations.
- 2. Crosswalking Completers:** Using 2012 postsecondary completer data (the most current year available), completers are distributed to their crosswalked occupations based on the proportion of total annual openings for all of the program's crosswalked occupations.
- 3. Identify Targeted Programs:** All crosswalked completers are then aggregated at the occupational level, and those 4 & 5 Star Jobs with a gap (i.e., more total annual openings than aggregated crosswalked completers) are identified.
- 4. Filling the Gap:** The gap for identified 4 & 5 Star Jobs is then assigned to crosswalked programs based on the proportion of completers in programs that crosswalk to that job. The results are then aggregated at a program level to indicate the number of new completers needed in high demand programs to help close the gap for identified 4 & 5 Star Jobs.

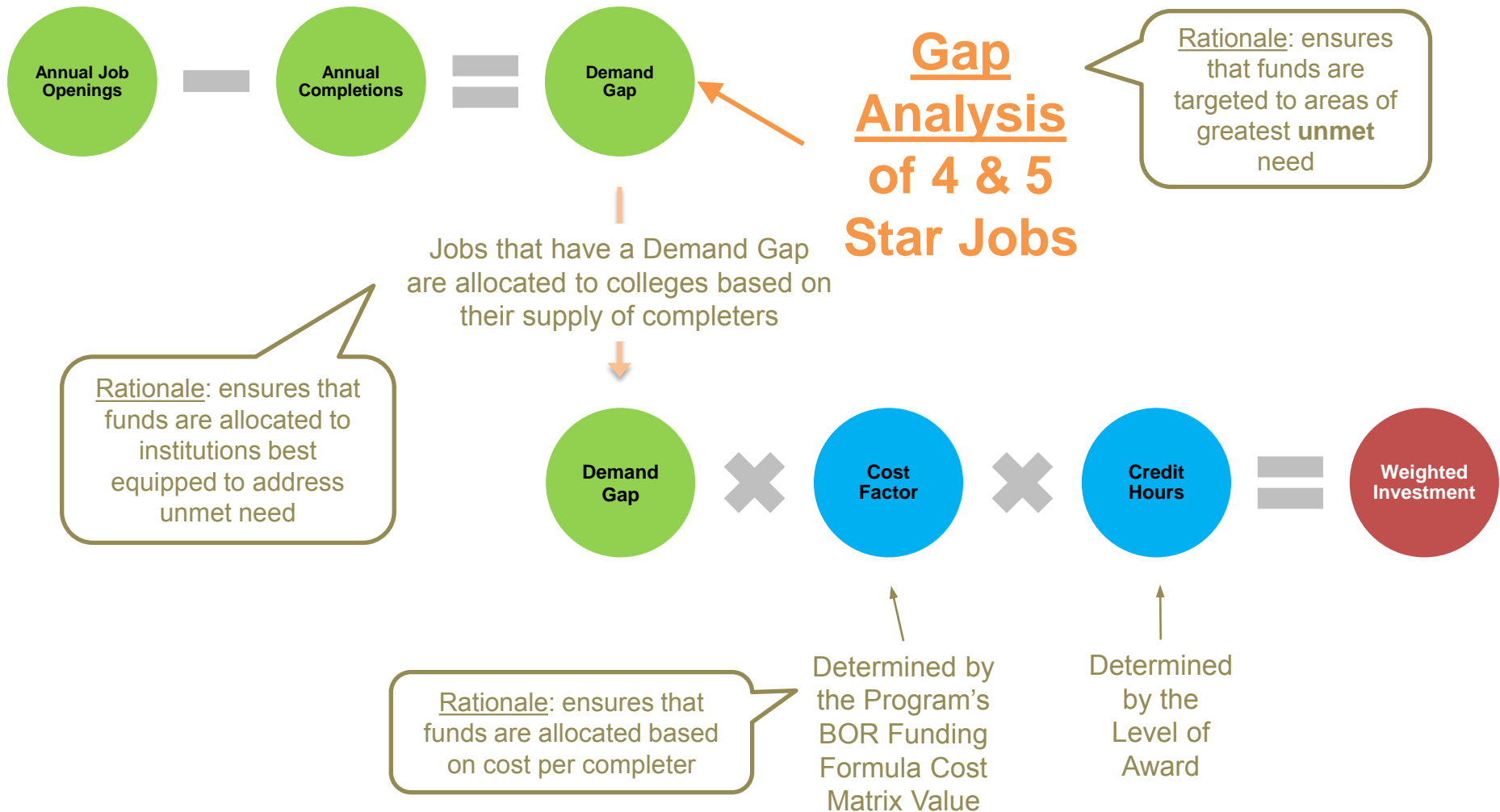
# Gap Analysis

---





# WISE Workforce Distribution Model: Methodology



# Q & A

---