



Department of
**Labor & Workforce
Development**

Education to Employment
State Board of Education
August 2024

Workforce Insights, Research and Reporting Engine Division (WIRED), TDLWD

Our Agency

Department of Labor & Workforce Development, TN

- Mission
 - ***To advance workforce development and improve workplace safety***
- Vision
 - ***To ensure all Tennesseans have access to high quality jobs in a safe and thriving workplace***

Our Agency's Current Priorities

- To increase the Labor Force Participation Rate to 63% in 2025
- Assisting employers to recruit and retain workers through expanding programs such as apprenticeships and providing labor market information and other business services
- Providing training and reducing barriers to employment for Tennesseans including youth, dislocated workers, those in poverty, the long-term unemployed, justice-involved individuals, individuals without high school credentials, and others needing additional assistance in entering and remaining in the workforce

Workforce Services : Job Seekers

Offers employment, education, training, and support services to job seekers, including youth, veterans, disabled individuals, migrant workers, underemployed, and unemployed, aiming to equip them with necessary skills for career success.

- ***Workforce Innovation and Opportunity Act (WIOA)***: Provides skills and training for high-demand industries.
- ***American Job Centers (AJC)***: Offers employment services, job listings, and career workshops.
- ***Trade Adjustment Assistance (TAA)***: Assists workers displaced by foreign trade with retraining, job search, and income support.
- ***Reemployment Services and Eligibility Assessment (RESEA)***: Offers reemployment services, eligibility assessments, and personalized plans.
- ***Jobs for Veterans State Grant (JVSG)***: Provides specialized services and training for veterans transitioning to civilian employment.
- ***Youth Programs***: Supports youth with career exploration, education, skills training, and job placement.
- ***Senior Community Service Employment Program (SCSEP)***: Offers work-based training for unemployed seniors 55+, with openings throughout Tennessee.

Workforce Services : Job Seekers

- ***Apprenticeship Programs:*** Combines on-the-job training and classroom instruction for various careers.
- ***Dislocated Worker Program:*** Supports individuals laid off without fault with career counseling, job search assistance, and retraining funding.
- ***Migrant and Seasonal Farmworker Program (MSFW):*** Provides job placement, career counseling, and labor law information.
- ***Work Opportunity Tax Credit (WOTC):*** Encourages hiring of veterans, ex-felons, and long-term unemployed.
- ***Federal Bonding Program:*** Provides free bond for high-risk applicants.
- ***SNAP Employment & Training (SNAP E&T):*** Assists eligible participants with vocational goals.
- ***Tennessee Office of Reentry (TOOR):*** Supports former inmates reentering society.
- ***H-2A and H-2B Programs:*** Allows employers to hire nonimmigrant foreign workers.
- ***Tennessee Youth Employment Program (YEP):*** Provides employment opportunities and work experience for youth.
- ***Consolidated Business Grants (CBG):*** Assists businesses with employee training.

Employers

Provides essential resources and information to help employers thrive, whether they are new or established businesses.

1) Staffing:

- a) Aids in **business planning** and **location decisions**.
- b) Facilitates registration and posting of **job openings** on Jobs4TN.gov.
- c) Offers flexibility for **finding** qualified **candidates**.
- d) Provides assistance with **filing** unemployment **claims** and **finding training**.

2) Tax and Insurance:

- a) **Offers tax credit incentives for new hires.**
- b) Provides guidance on Unemployment Insurance tax requirements.
- c) **Employer Handbook:** Provides detailed information and guidelines.

3) Safety & Health Regulations:

- a) **TOSHA:** aids in improving workplace safety.
- b) **Workplace Regulations & Compliance:** Promotes safety, enforces laws, and educates about risks.

P20 Connect (State Longitudinal Data System)

P20 Data System Overview

- Centralizes student data from preschool to career stages.
- Utilizes a common data standard for data organization.
- Allows for detailed analysis and prediction of individual performance.
- Aids educators and policymakers in improving policies and outcomes.
- Tennessee Data Analytics for Transparency and Accountability (TN DATA) is a statewide initiative which aims to improve state services and programs through data sharing and analytics.

Participating agencies in P20

- TN Department of Children's Services
- TN Department of Education
- TN Economic and Community Development
- Tennessee Higher Education Commission
- Tennessee Independent Colleges and Universities Association
- TN Department of Labor and Workforce Development
- TN Department of Human Services

Data Collection and Value

Gather vital data on labor market trends, demographics, employer needs, adult education outcomes, and supply-demand analysis to inform policy development, enhance programs, and drive economic growth in Tennessee.

Key Data Areas:

- **Labor Market Information** : Employment rates, industry and occupational trends, wage data
- **Jobseeker Data** : Demographics, employment history, training & certification
- **Employer Data** : Workforce needs, skill gaps, employee retention
- **Adult Education Data** : Program enrollment, completion rates, outcomes
- **Supply and Demand Data** : Workforce supply & demand, gap analysis

Value of Data:

- 1. Informed Decision-Making** : Policy development, strategic planning
- 2. Program Enhancement** : Tailored training programs, education alignment. TDLWD provides the occupational data for TDOE CTE TISA program scoring
- 3. Stakeholder Support** : Information for jobseekers, employers, and educators
- 4. Economic Growth** : Workforce development, business attraction

Participant Numbers:

- ✓ *On average, we have around 500,000 participants annually, as reported by the Wagner-Peyser (WP) report.*
- ✓ *We provide staff-assisted services to approximately 50,000 participants across all programs.*
- ✓ *We fund and train about 8,000 to 10,000 participants through various programs.*
- ✓ *There are currently 216,000 job openings in the state.*

Available Dashboards

- Data Dashboards available on Department of Labor & Workforce Website:
<https://www.tn.gov/workforce/tennessee-economic-data-.html>
 - ✓ Labor Force Participation Analysis – Provides labor force estimates by State, Regions & Counties
 - ✓ Unemployment Insurance : Claims and their statistics
 - ✓ Adult Education Performance
 - ✓ TN Education Programs completers for High Demand Occupations
 - ✓ Commuting Patterns
- Education to Employment Dashboard - P20 (TN DATA)
<https://www.tn.gov/finance/oei/tn-data/e2e-dashboard.html>
- Employment Outcomes & Earnings – Released in March 2024. Collaborated with TBR.
[Careers Start Here : Employment & Earnings Dashboard](#)

Tools for Workforce Development

- Current and Projected Labor Market Trends
- Jobs4tn.gov Area, Occupation, Industry Profiles
- Academic Supply for Occupational Demand- TDLWD, TDOE, THEC, TNECD
- Program Providers for Demand Occupations
- Education and Workforce Dashboards
- Credentials of Quality

Sources of LMI Data

- Labor market information in TN and its local areas available on Jobs4TN.gov
- Tennessee's Economy Reports and Labor Market Newsletter
<https://www.tn.gov/workforce/general-resources/major-publications0/major-publications-redirect/reports0.html>
 - Monthly reports : Labor Market Report, Labor Force Estimates, Unemployment Data Analysis
 - Annual reports: TN Economy Report, Occupational Injuries, Illnesses, and Fatalities
- Academic Supply for Occupational Demand
<https://www.tn.gov/content/tn/thec/research/supply-and-demand.html>
- Program Providers for Demand Occupations
https://data.tn.gov/t/Public/views/TennesseeProvidersforDemandOccupations/TennesseeProvidersforDemandOccupations?%3AshowAppBanner=false&%3Adisplay_count=n&%3AshowVizHome=n&%3Aorigin=viz_share_link&%3Atoolbar=yes&%3Aembed=yes

Academic Supply For Occupational Demand

- Tennessee Skills for Jobs Act (2021) Report
- Identifies in-demand occupations and aligns academic programs.
- Aims to align education, training, and employment in Tennessee.
- Developed by THEC, TNECD, TDLWD, TDOE.



Purpose:

- Develop measures of occupational demand for TN, using statistical and real-time LMI.
- Aligns demand with academic supply using P-20 system.
- Identifies supply shortages and skill gaps.
- Compares median entry-level wages and employment outcomes of TN program graduates.

Data Displayed by Career Clusters

Agriculture, Food, and Natural Resources	Architecture & Construction	Manufacturing	Transportation	Business Management & Support Services
Finance	Sales & Marketing	Health Science	Human Services	Education & Training
Protective Services & Law	Arts & Communication	Leisure & Recreation	Information Technology	Engineering & Other STEM

Example - Health Sciences Occupations in Demand (in part)

SOC Code	Occupation	In-Demand		Statewide Entry-Level Wage	Typical Entry-Level Education	Key to TNECD Industry Sectors	STEM
		TN	Total # Regions				
19-1042	Medical Scientists, Except Epidemiologists	X	1	\$55,043	Doctoral or professional degree	*	#
19-5011	Occupational Health and Safety Specialists		1	\$49,067	Bachelor's degree	*	
29-1031	Dietitians and Nutritionists		2	\$32,010	Bachelor's degree		
29-1071	Physician Assistants		5	\$79,798	Master's degree		
29-1122	Occupational Therapists		2	\$64,766	Master's degree		
29-1123	Physical Therapists		3	\$67,297	Doctoral or professional degree		
29-1126	Respiratory Therapists	X	4	\$44,724	Associates degree		
29-1127	Speech-Language Pathologists	X	6	\$50,368	Master's degree		
29-1141	Registered Nurses		1	\$51,067	Bachelor's degree		
29-1151	Nurse Anesthetists		1	\$139,348	Master's degree		
29-1171	Nurse Practitioners		3	\$59,493	Master's degree		
29-1229	Physicians, All Other		1	\$71,350	Doctoral or professional degree		
29-1292	Dental Hygienists		4	\$49,582	Associates degree		
29-2010	Clinical Laboratory Technologists and Technicians		5	\$34,228	Bachelor's degree		
29-2032	Diagnostic Medical Sonographers		6	\$53,358	Associates degree		
29-2034	Radiologic Technologists and Technicians		1	\$40,528	Associates degree		
29-2042	Emergency Medical Technicians		4	\$26,766	Postsecondary nondegree award		

Example- Health Sciences Degrees (in part)

CIP Code	Program Title	Educ. Award Level	Number of Grads	% Employed in TN	Estimated First Year Annual Wages
51.0202	Audiology/Audiologist.	D	35	31%	\$65,830
51.0203	Speech-Language Pathology/Pathologist.	MA	54	56%	\$50,547
51.0204	Audiology/Audiologist and Speech-Language Pathology/Pathologist.	MA	118	30%	\$54,000
51.0204	Audiology/Audiologist and Speech-Language Pathology/Pathologist.	D	*	*	*
51.0299	Communication Disorders Sciences and Services, Other.	CPBA	19	37%	\$63,271
51.0805	Pharmacy Technician/Assistant.	C < 1 YR	26	38%	\$25,311
51.0805	Pharmacy Technician/Assistant.	C 1-2 YR	208	33%	\$28,060
51.0601	Dental Assisting/Assistant.	C 1-2 YR	256	8%	\$23,989
51.0601	Dental Assisting/Assistant.	AA	14	0%	*
51.0602	Dental Hygiene/Hygienist.	AA	45	82%	\$51,704
51.0602	Dental Hygiene/Hygienist.	BA	73	71%	\$51,136
51.0910	Diagnostic Medical Sonography/Sonographer and Ultrasound Technician.	C 1-2 YR	44	59%	\$53,431
51.0910	Diagnostic Medical Sonography/Sonographer and Ultrasound Technician.	BA	11	73%	\$73,449
51.0911	Radiologic Technology/Science - Radiographer.	BA	88	64%	\$47,732
51.0919	Mammography Technology/Technician.	C < 1 YR	24	42%	\$36,714
51.0920	Magnetic Resonance Imaging (MRI) Technology/Technician.	C < 1 YR	22	73%	\$61,413
51.1002	Cytotechnology/Cytotechnologist.	MA	*	*	*
51.1004	Clinical/Medical Laboratory Technician.	AA	76	71%	\$48,965

Unmet Needs

Manufacturing

- Tool and Die Technicians
- Electromechanical engineering technicians

Transportation

- Heavy Tractor- Trailer Truck Drivers
- Industrial Truck and Tractor Operators
- Mobile Heavy Equipment Mechanics

Business, Finance, Government Management, Support

- Medical Records Administrators
- Accounting Technicians
- Business Statistics
- Project Management Specialists
- Public Policy Specialists

Health Sciences

- Registered Nurses
- Respiratory Therapists
- MRI Technicians
- Medical Laboratory Personnel
- Physical Therapists, Mental Health Nurses

Human Services

- Childcare Workers
- School Counselors
- Social and Behavioral Health Workers

Unmet Needs (cont.)

Information Technology

- Medical Informatics
- Computer and IT Security

Education

- Early childhood educators
- Secondary teachers
- Reading, math, English, & Art Teachers

Engineering, STEM

- Mechatronics, robotics, and automation engineering
- Chemical and Industrial Engineering Technology
- Computer Engineering Technology
- Computer Aided Design and Computer Aided Design and Drafting (CAD/CADD)

Program Providers for Demand Occupations



Region

Northern Middle ... ▼

Demand Levels

(All) ▼

Occupation Code (SOC)

472111 ▼

Occupation Title (SOC)

Electricians ▼

Program Title (CIP)

(All) ▼

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Northern Middle TN Program Providers for Electricians Demand Oc

Program Provider	LWDA	County	Program Title
Abec Electric Co., Inc	Northern Middle TN	Davidson	Electrician.
American Commercial Industrial Electric..	Northern Middle TN	Davidson	Electrician.
Harlan Electric	Northern Middle TN	Davidson	Electrician.
Heat & Frost Insulators Local# 86 J.A.T.C	Northern Middle TN	Davidson	Electrical and Power Transm
John Bouchard & Sons Co.	Northern Middle TN	Davidson	Electrician.
Middle Tennessee Electric Membership Cor	Northern Middle TN	Rutherford	Electrical and Power Transm
Nashville State Community College	Northern Middle TN	Davidson	Lineworker.
Stansell Electric	Northern Middle TN	Davidson	Electrician.
Travis Electric Co	Northern Middle TN	Davidson	Electrician.

(All)

Advertising Sales Agents

Aircraft Mechanics and Service Technicians

Audio and Video Technicians

Automotive Body and Related Repairers

Brokerage Clerks

Bus and Truck Mechanics and Diesel Engine Specialists

Butchers and Meat Cutters

Chefs and Head Cooks

Civil Engineers

Coaches and Scouts

Compensation, Benefits, and Job Analysis Specialists

Computer, Automated Teller, and Office Machine Repairers

Workforce Collaborations

- Credentials of Quality Workgroup
- Clean Energy Workforce Development- Drive Electric, Energy Auditors, Solar for All with the Department of Conservation and Environment
- Nuclear Workforce
- Tennessee Board of Regents Longitudinal Student Outcomes Dashboard

<https://app.powerbi.com/view?r=eyJrIjoizTE3YWMyYjktMDViZS00ODRkLWJhZmYtMjk4NTg3NjM1MWVliiwidCI6Ijc4ZTkwNWlzMTE4ZWEtNGE5MS04YjlmLTMzZTRmZTNjYTQ4YSIsImMiOjN9>

Credentials of Quality

Aspects of Credential and Degree Value

- Minimum Income, Livable Wage
- Earnings in TN 5 years after Graduation
- Long - Term Job Outlook- Growth Rate and Demand
- Stackability
- Community Value
- Credential Access

Questions?

Contact us
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