



# WORKFORCE DATA QUALITY CAMPAIGN

## INDIANA STUDIES SUPPLY/DEMAND

01/02/15

by Michelle Massie

The Indiana Career Council recently unveiled its first **statewide analysis** of occupational supply and demand data.

The report comes on the heels of increased interest in the ability of states to compare their workers' credentials to occupational demand to identify skills gaps.

Issued by the Indiana Career Council and conducted by the FutureWorks consulting firm, the analysis is detailed by industry sector and will be used to create regional workforce policies that align with ICC's strategic plan.

Indiana should consider increasing capacity to produce talent in high wage, technical fields to meet current and future demand, according to the report. It showed a mismatch in current employment demand in several industry sectors (e.g. manufacturing and healthcare) compared to the current number of students engaged in postsecondary education or career and technical training in these areas.

SUMMARY CHART OF ALIGNMENT					
		Demand 2013	PSE Credentials Awarded 2013	CTE Concentrators 2013	Alignment
IT	Computer and IT Workers	12,122	3,986	1,641	Red bar
	Skilled Production, Engineering Technology and Related	12,198	3,351	1,032	Red bar
Manufacturing	Installation, Maintenance and Repair Workers	9,390	1,326		Red bar
	Health Diagnosing and Treating Practitioners	13,335	9,430	737	Red bar
Health	Health Technologists and Technicians	6,482	3,674	216	Red bar
	Health Aides and Support Workers	6,760	3,746	1,851	Green bar
	Agricultural and Bio Workers	2,058	3,125	2,460	Yellow bar

Red bar: Generally speaking, there appears to be more demand than supply of credentials.

Green bar: Generally speaking, demand and supply approach balance.

Yellow bar: Generally speaking, there appears more supply of credentials than demand.

Indiana's supply and demand report aligns with WDQC's promotion of skills gap analyses to ensure that individuals are being prepared for jobs that need more skilled workers.

The state reported strong results in *Mastering the Blueprint: State Progress on Workforce Data*, a WDQC publication which highlighted the numerous efforts being undertaken by states to use and link workforce data. As part of the self-reported survey, **Indiana rated** itself as having "achieved/mostly achieved" initiation of skills gap analyses, by using expanded student reporting, labor market information and industry feedback to assess alignments between education/workforce programs and labor market demand.

Other states have been at the forefront of issuing supply and demand reports, including Colorado and Washington. Both states compare current annual supply data to the most recent 10-year Bureau of Labor Statistics Occupational Outlook forecast for their state. Earlier this year, National Skills Coalition, a WDQC partner, published a **report** that examines a way that states can measure gaps in the number of newly trained workers.