Local Employment Dynamics

JPMorgan Chase utilized the LEHD program's Quarterly Workforce Indicators (QWIs) to produce a series of skill gap reports in metropolitan areas across the United States. In combination with a wide array of data sources, the reports focus on the mismatch between the needs of employers and the skills of current job seekers. QWI data provides added value to many excellent datasets and can allow for unforeseen insights and discoveries - as demonstrated by the JPMorgan Chase analysis.

NEW SKILLS AT WORK
JPMORGAN CHASE & CO.

These reports provide comprehensive detail into the dynamics of middle-skill jobs in the Detroit, Columbus, New York, Dallas, Houston, and San Francisco. Aiming to quantify and analyze this skill gap, JPMorgan Chase aggregated and analyzed QWI data in order to improve understanding and to provide people with the knowledge they need to compete for today's jobs. Using the data driven analysis, local recommendations were made as to improve the differential between skills possessed by workers and those demanded by employers.

In Detroit, the report found that healthcare, projected to be one of the fastest growing sectors, accounts for approximately 230,000 jobs - and that over 19,000 additional jobs are expected by 2018. Even though the median hourly wage runs at approximately $28 per hour, many of these job postings goes unfilled for one to three months on average.

Recommendations to address the skills gap in Detroit:
- Develop a regional "master plan" to align regional workforce goals and outcomes to prepare Detroit residents for middle-skill occupations in high demand sectors.
- Encourage employers, educators and community-based organizations to collaborate by building an employer-endorsed curriculum to effectively prepare residents to secure middle-skill industry occupations in the region.
- Align talent development investments by public, private and philanthropic stakeholders with industry focused vision and goals.

JPMorgan Report	**http://jpmorganchase.com/corporate/Corporate-Responsibility/new-skills-at-work**
LEHD Source Data	**http://lehd.ces.census.gov/data/#lodes**