**R401 Labor Market Analysis Guidance/**December 2024

Below are resources and guidance provided by OCHE's chief economist to assist with filling out

questions in the R401 New Program Approval Template regarding workforce demand. Institutions are *strongly encouraged* to utilizes these resources when filling out their proposals to ensure consistent assessment of programs across the system.

If you have any questions please reach out to Academic Affairs in the commissioner's office.

1. **CIP-SOC Crosswalk**—*Identify occupations related to the program being proposed through R401*
   1. O\*Net online tool <https://www.onetonline.org/crosswalk/> under the Education section (top right in the collection of search options)
   2. Search on specific CIP codes or keywords
   3. Returns the SOC codes (technically O\*Net codes, explained in item e below) for occupations related to the CIP
      1. Crosswalk does not (or cannot) always account for award level.
      2. Occupational data (accessed through links listed below) gives minimum educational level guidance
   4. CIP-SOC is a one-to-many crosswalk; may still want to check other, closely related CIP codes
   5. This CIP-SOC crosswalk tool returns O\*Net codes, which are a more detailed breakdown of SOC codes
      1. Example SOC 13-2011 Accountants and Auditors (six digit)

O\*Net 13-2011.01 Accountants (eight digit)

O\*Net 13-2011.02 Auditors (eight digit)

* + 1. Majority of labor market data is collected at the SOC level
    2. O\*Net detail can help in some cases to see how specific job titles fall within a SOC occupation
  1. SOC codes found here can then be used to search for the labor market data listed below

1. **Wages and Occupational Outlook for Utah and Sub-State Regions**—*Data for understanding the labor market demand for occupations identified in section I*
   1. <https://jobs.utah.gov/jsp/utalmis/#/occupation> links to the Department of Workforce Services’ Occupational Explorer
      1. Search on SOC codes to retrieve relevant data
      2. Outlook—narrative describing projected growth (or decline) of an occupation. Provides insights data cannot. Compiled by DWS regional economists.
      3. Wages—
         1. Data from annual survey covering roughly 6,000-8,000 employers across the state. Framework and methodology dictated by Department of Labor’s Bureau of Labor Statistics. Utah data collected by DWS research division staff; 75% response rate required.
         2. Median wage and inexperienced wage. Inexperienced calculated as the average wage of the bottom third of observations.
         3. More detailed measures e.g. quartiles and deciles) can be found at <https://www.bls.gov/oes/current/oes_ut.htm> Wage distribution can indicate potential salary growth with increase in experience.
         4. Regional, state, and national statistics—regional data may reflect relative importance of occupation given local industry activity
      4. Projections
         1. Based on models created by DWS; guidance from BLS using BLS and DWS data.
         2. Ten-year projection window. Average annual openings, average annual growth based on projected level 10 years out (i.e. point estimate of net change at 10-year mark)
         3. Updated every two years
         4. Regional, state, and national statistics
   2. Online job posting data
      1. <https://jobs.utah.gov/wi/data/library/occupation/hwoltopjobs.html> shows aggregations of online job posting by occupation, region
      2. Occupational rankings by job postings and other outlook measures
      3. Under HWOL tab search on SOC; data shows posting over recent four-month period
      4. Data on postings can reflect current, situational demand in contrast to projections which will reflect broader economic trends