



Drowning In Data

by Steve Rosenow,
National Crosswalk Service Center

Each decennial census since 1970 has resulted in the production of a special tabulation that included counts of the labor force or employment by detailed occupation by gender, race and ethnicity. The Census Bureau has recently released the latest version in this series, produced in partnership with the Equal Employment Opportunity Commission EEOC, the Office of Personnel Management and the Departments of Labor and Justice. *(Continued on page 5)*

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MILITARY

After the Military, What's Next?

by Steve Rosenow,
National Crosswalk Service Center

Interest in all things military is rising rapidly – whether it's life while in the service or transitioning to civilian life at the end of a person's service. The Department of Labor's Employment and Training Administration, alone and in partnership with other organizations, a variety of tools to help active duty personnel and veterans as they look at civilian employment. Sites include the [National Resource Directory](#) (connections for service members and their families to those who care and provide services for them, [My Next Move for Veterans](#) (search for careers that match you military

Occupation or your interests) [America's Heroes at Work](#) (providing tools needed by employers and the workforce development community overcome employment challenges related to Traumatic Brain Injury (TBI) and Post-Traumatic Stress Disorders (PTSD), the Career OneStop [Veterans Re-Employment](#) web site (focus on employment, education and transition resources), and others.

A common element in all of the jobs-related sites is a military-civilian occupation crosswalk developed and maintained by the Defense Manpower Data Center (DMDC) of the Department of Defense. *(continued page 3)*

CROSSWALKS For Education

by Steve Rosenow,
National Crosswalk Service Center

Ask any economist: if you can't classify an activity or a dimension of an activity, you can't measure it or learn much about it. Classifications abound in workforce and related data: SOC, O*NET, CIP, etc. The Workforce Information Database itself contains 43 distinct crosswalk files, many of which include legacy versions of classifications now in use.

While the workforce information community may think it has the market cornered on crosswalk resources, that's not the case. Not even for the basic classifications it uses. It shouldn't come as a surprise that the career and technical education community also has a very real interest in the relationships between education programs and occupations. Those two worlds have come together at the federal level, with the National Center for Education Statistics and the Bureau of Labor Statistics jointly developing a crosswalk file that linked the 2010 versions of their major classifications, the Classification of Instructional Programs (CIP) and Standard Occupational Classification (SOC), respectively. The resulting crosswalk can be downloaded from the Department of Education's [CIP 2010 Resources page](#).

Those in the workforce community who'd like to better understand education's uses for these classifications might take a look at a relatively new resource developed for education users. Starting in 2010 the National Research Center for Career and Technical Education (NRCCTE) at the University of Louisville initiated their *Crosswalk Validation Project* with an eye towards bringing greater consistency and clarity to career and technical education data collection and reporting. (continued on page 7)

NCSC Annual Report

Each year the National Crosswalk Service Center (NCSC) produces a report on its activities during the previous program year. The report for the year ending June 30, 2012 was recently made available. It, along with reports for a number of prior years, is available for viewing at on the [NCSC website](#). Highlights from the most recent report:

- NCSC customers continued to access the Center's products and services over the Internet, downloading over 75,000 files during the period. Although the count was down from the previous year's, this was still the 2nd largest download count ever.
- The Workforce Information Database (WID) remains a major focus of the NCSC's efforts. Support included:
 - Nearly 3/4 of all files downloaded were formatted for use in the Workforce Information Database (WID). The number of downloads was high enough to suggest that contents and file formats for the database may be in use outside of the WID.
 - Of the WID files downloaded, 60% were state-specific data files. Content for these files comes from of federal agencies including: BLS, Bureau of the Census, Bureau of Economic Analysis, Defense Manpower Data Center, the Department of Labor's Office of Apprenticeship and the Integrated Post-secondary Education Data System.
- NCSC staff attended the Analyst Resource Center (ARC) meeting in Nashville, presented an update on NCSC activities and worked with the Database Structure and Education Committees. The ARC is the multi-state consortium whose funding includes that for the NCSC.
- Content of the [ARC web site](#) is maintained by the NCSC, and includes input of interest to state DBAs, although not strictly limited to WID categories.

If you have any questions about the report's contents or about how you can more effectively use the NCSC's products and services, feel free to contact them at <mailto:ncsc@iowa.gov>.

Occupational Licensing Tables

by Steve Rosenow, National Crosswalk Service Center



What are the requirements for receiving a real estate agent license in Montana? Are they the same as those for selling time shares? The answers to those questions may be extremely important for someone considering a geographic relocation, whether as a result of a job loss or as the spouse of someone in the military. State-developed information about occupational licenses and the agencies that issue them has been available on the Internet since late 1997. The information has been available through the Employment and Training Administration's Career OneStop (COS) system since early 2001 on their [Licensed Occupations](#) web page.

What's included? The licensing information included on COS is contained in four tables taken from the Workforce Information Database. Separate tables contain information about the licenses themselves, the agencies that issue the licenses and the licenses' relationships to occupations. A fourth, optional, table can contain license counts for one or more years.

Where does the information come from? State workforce agencies gather this information from their state's licensing agencies as a requirement of their annual Workforce Information Grants. States use this information in both publications and their online information delivery systems and are required to furnish the information to the National Crosswalk Service Center for consolidation and submittal to the COS system. State updates are required every two years.

Where do I send questions or suggestions? Updating a state's licensing information might be done by staff who don't necessarily deal with other Workforce Information Database issues or tasks. The best initial contact should be made with the state's Workforce Information Database administrator. You'll find a list on the [Analyst Resource Center web site](#).

With general questions, contact the NCSC at ncsc.arc@iowa.gov.

Military (continued from page 1)

This resource links thousands of active and out-of-use military occupations to Standard Occupational Classification and O*NET occupations. The crosswalk is updated continuously by the service branches, and quarterly updates are furnished to the National Crosswalk Service Center which provides a variety of services that utilize the file:

- Format the content into a Workforce Information Database-friendly database that can be linked to by WID-based applications.
- Furnish the basic database to the Career OneStop system and the National O*NET Center to help ensure that the content of their online systems is consistent.
- Serve as the national distribution point for the file.

For more information about the crosswalk's contents and potential uses, please contact the [National Crosswalk Service Center](#).

DBA in the Spotlight



Steve Duthie

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I'm the oldest of 3 brothers and I was born on the 4th of July, my middle brother was born on the same day 4 years later. I was lucky enough to have parents that let us each pursue our own careers, mine being varied, my middle brother went into the military, and my youngest brother with movies.

As far as my IT career, I started with computers in high school when your program was printed on a paper ticker tape (pre-punch cards and floppy discs) and they only offered computer courses with accounting and math classes. Then I took some IBM RPG II classes, did basic programming on my Commodore 64 and read computing books. Twenty years later, I was employed by the MT Department of Labor and Industry where I started my on-the-job training. I helped set up and design the department's first website, worked the IT Help Desk, became the Web Master for the Research and Analysis Bureau, and later added the DBA and GIS duties to my position.

How long have you been involved in the world of LMI?

I started in 2004 as a webmaster for the Research and Analysis Bureau of the Montana Department of Labor and Industry.

What is your current job title?

The official title is Network Administrator but my unofficial titles are DBA, Web Developer/Programmer, and GIS programmer.

What is your educational background?

I graduated from Capital High School in Helena, MT; Montana State University in Bozeman, MT. - Professional Horseshoeing School; Helena College of Technology, Helena, MT – Auto Mechanic Course; Omaha Truck Driving School, Cement Finisher Apprenticeship with Powell Concrete Finishers in Helena, MT; and multiple 2 or 3 day course certificates, for various IT courses.

Sounds like a great resume` for an IT career doesn't it? All I can say is that when I was younger, I didn't want to be stuck indoors at a desk and if I had an interest in a career I pursued it. I'm one of those lucky people that can learn either from a book, classroom, or by example and a continuing drive to learn.

Are you originally from Montana?

Yes, I was born and raised here in Helena, although I have been to Mexico, Canada, every state in the union, except Maine and Hawaii.

What are your interests outside of work?

Photography: I enjoy getting out and taking pictures of rodeos, wildlife, and scenery. Ranching: I have a small place where I raise cattle, turkeys, ducks, geese, chickens. I also enjoy working on mechanical things.

What is the strangest job you have ever had?

To me one of the strangest jobs was working on a pipeline taping crew. I had to load 100 pound rolls of a thick plastic tape on a machine that wrapped the pipe before it was laid into the ground and buried. The taping machine had 4 arms that each held a roll of tape, and each roll covered about a 100 feet, so they got reloaded about every 10 minutes. I was lucky that I wasn't on one of the crews that had to use hot tar and rolls of fiberglass.

To others they would probably think that Horseshoeing was the strangest job. I loved working with horses but I will tell you this it's not a good idea to use a strawberry scented shampoo when you are shoeing horses, they tend to investigate and see if it tastes as good as it smells.

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Drowning in Data *(continued from page 1)*

While the core of the tabulation is still the detailed employment by sex and race/ethnicity, the new tabulation exhibits a number of new and interesting features:

- **Source:** Earlier tabulations were derived from the decennial census sample data, collected on what was known as the “long form.” The 2010 census no longer includes any sample data, and the EEO data were taken from five-year American Community Survey estimates and are now called the 2006-2010 American Community Survey Equal Employment Opportunity Tabulation.
- **Variables:** The tabulation now includes sex, race and Hispanic origin cross tabulated by a combination of other characteristics:
 - U.S. citizenship
 - Occupation
 - Industry
 - Age
 - Educational attainment
 - Median earnings
 - Unemployment status
- **Geography:** Geographic availability is similar to that used in the past. Estimates are available for the U.S., states, the District of Columbia, Puerto Rico, metropolitan and micropolitan statistical areas, counties and county sets. Population thresholds of either 50,000 or 100,000 depending on table content apply to all areas except the U.S. total and states. County sets consists of combinations of contiguous counties whose total population meets the population threshold for publication of estimates. Tables can include three types of geography: residence, worksite and residence-to-worksite commuting flow.
- **Distribution:** Recent versions of the EEO tabulation have been accessed through CD-ROM or online access. The 2006-2010 version will be made available through the Census Bureau’s American FactFinder web site. A list of available tables, including links to those data on the American FactFinder site is available on a [Census Bureau web page](#).

You’ll find a wealth of information about the latest EEO special tabulation on the [Census Bureau’s EEO page](#).

For those of us in the data/information trade, the tabulation contains both good and bad news. The good news consists of the mountain of information included in the resource: over 19 billion estimates for almost 6,500 geographic entities that used over one trillion calculations to product. The bad news isn’t really that bad. Rather it puts the burden of identifying customers’ needs and finding the information that’s needed from the tabulation. Suggestions for uses and summaries of past uses you’ve made of previous versions of this resource are welcome at ncsc.arc@iowa.gov.

Duthie *(continued from page 4)*

What is the most rewarding aspect of your current job?

The variety, I like that I'm not really locked into doing one thing. With this position, any day I can be working on a database, website, maps, photos, or trouble-shooting computer problems. I also enjoy that in our bureau we have an open door policy, where we can ask questions about the various programs, data, and collaborate with one another. This is really helpful with my current project, where we are developing a new open source, web based, labor market information delivery system for our LMIInformer consortium.

What is the most interesting or awe-inspiring place you have been to?

I can't say that there is a most interesting or awe inspiring place. I've been to so many places and seen so many things so far in my lifetime. I've been in Nebraska and Kansas when tornadoes have raced through and saw the devastation when they left. I've been in Los Angeles right after the Northridge earthquake. I've seen forest fires and floods. I've been to National Parks, Glacier, Banff, Yellowstone, Arches, Zion, Yosemite, Denali, Death Valley, and many more. I guess that for now I would have to say the

most interesting and awe-inspiring place I have been to is North America, once I travel to another continent then I can append the list.

Have you read any good books lately (personal or work related) that you would recommend to others?

Science fiction: I've been reading L.E. Modesitt's Imager series. Web related books: any of the books put out by Sitepoint. Westerns: I've read and enjoyed all of the books by Lewis B. Patton. If you came to my house you would find books covering everything from Blacksmithing to Wizardry.

Crosswalks *(continued from page 2)*

This project focused on relationships among the CIP, SOC and the Department of Education's Career Clusters and associated Career Pathways, developing "decision rules" to be used in developing relationships between education and training (CIP) and occupations (SOC). Those who are interested in the outcome can read the project's [final report](#) on the NRCCTE web site and download the resulting crosswalk ([Table 7](#)) from the same page.

The project was not without some input from outside the career and technical education community. NCSC staff and a consultant provided information about the NCES-BLS crosswalk file and checks for consistency with that file.



Analyst Resource Center

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