



Job Vulnerability, Gateway Jobs and Decision Process Management: Guiding Job Seekers

November 4-5, 2021





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- Holds a Ph.D. in Industrial/Organizational Psychology from the University of Missouri - St. Louis
- Served as the primary IO and statistical consultant for 2016 realignment of Texas Adult Education Literacy and Content Standards
- Led the ETS Workforce assessment project, creating a brand new revenue stream
- Developed the semantic analysis for the Employee and Agent Feedback System at State Farm Insurance
- Speaker at UAE Gov HR Summit on the topic of UAE Labor Sector Needs
- 15+ years experience management and franchise consulting across a broad range of industries

The “Great Resignation” is driving career change

INVEST IN YOU: READY. SET. GROW.

The ‘Great Resignation’ is likely to continue, as 55% of Americans anticipate looking for a new job

PUBLISHED WED, AUG 25 2021-3:14 PM EDT | UPDATED WED, AUG 25 2021-5:23 PM EDT

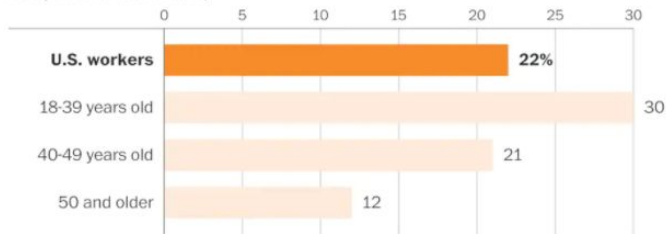


Carmen Reinicke
@CAREINNICKE

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Many younger workers considered changing careers during the pandemic

Q: Since the pandemic began, have you seriously considered changing your occupation or field of work? (Percent of American workers saying they have considered changing occupation or field of work)



Source: July 6-21, 2021, Washington Post-Schar School of Policy and Government poll of 570 American workers with an error margin of +/- 5 percentage points. Error margin larger among subgroups.

EMILY GUSKIN/THE WASHINGTON POST

- 68% of workers would consider changing careers (Flexjobs Survey, August 2021)
 - Biggest reason: a more meaningful or fulfilling career
- 26% of workers have seriously considered changing careers (Washington Post Schar Poll, July 2021)
- The hardest hit industries (Fast Company, July 2021):
 - Retail and Hospitality
 - Manufacturing
 - Technology
 - Healthcare

Connecting to resources is confusing, overwhelming, and time-consuming



My Journey shields students, adults, and professionals from that complexity

→ Data flow

Students and Professionals

Reduce confusion and redundancy to **maximize professionals' time** with students and workers



My Journey Workforce Process Management platform

- Career and academic exploration and planning
- Self-assessment
- Human and wraparound services
- Forms
- Assessments
- Websites
- Documents
- Applications
- Data
- Reporting

in a single system

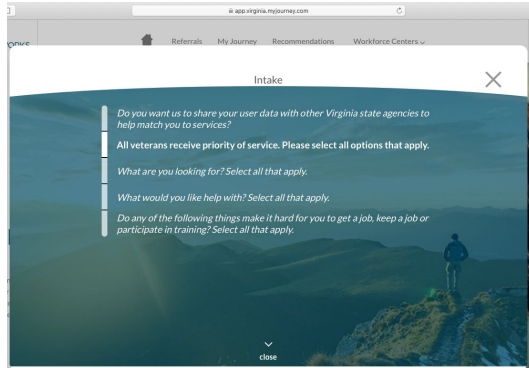
Multiple, fragmented systems of record





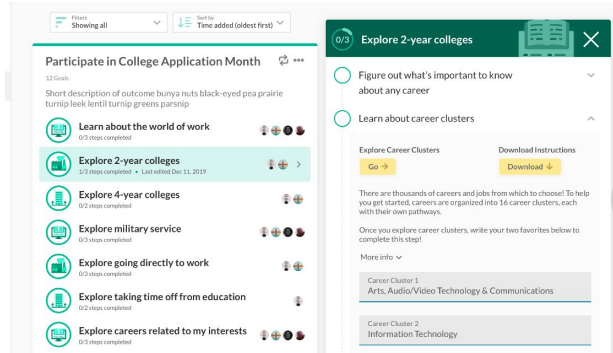
My Journey

Personalization engine



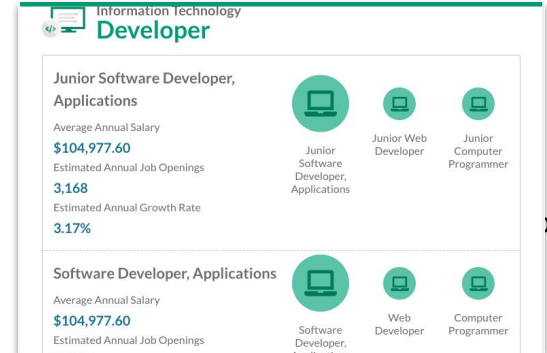
User information +
configurable logic drives
personalized recommendations

Content framework



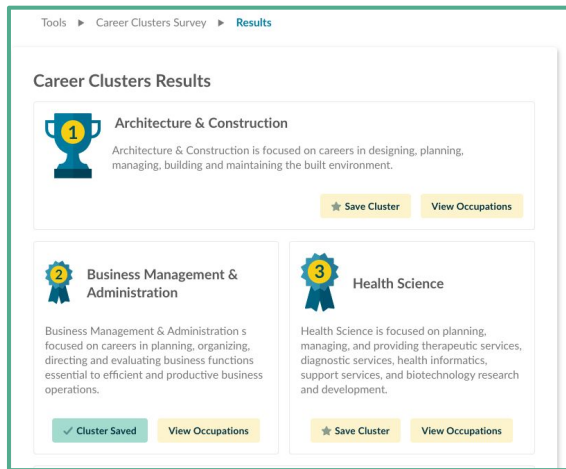
Outcome: Large objective
Goal: Milestones within an Outcome
Step: Small to-do items

Integrated or external tools



Connects user to tools, websites,
forms, etc., needed to accomplish
desired Outcome

Bolster Career Search and Decision Process Management for Job Seekers (PAIRIN Example)



Tools ► Career Clusters Survey ► Results

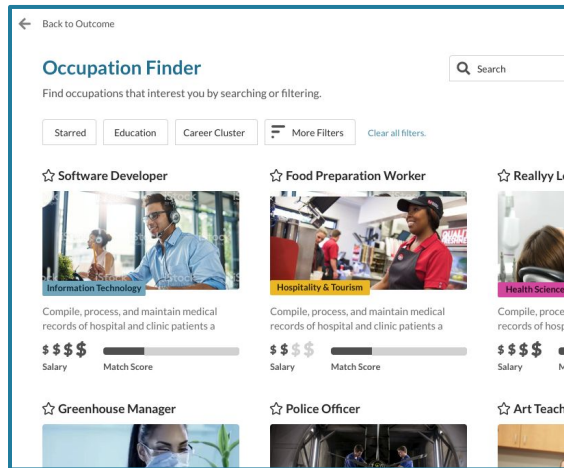
Career Clusters Results

1 Architecture & Construction
Architecture & Construction is focused on careers in designing, planning, managing, building and maintaining the built environment.
[★ Save Cluster](#) [View Occupations](#)

2 Business Management & Administration
Business Management & Administration is focused on careers in planning, organizing, directing and evaluating business functions essential to efficient and productive business operations.
[✓ Cluster Saved](#) [View Occupations](#)

3 Health Science
Health Science is focused on planning, managing, and providing therapeutic services, diagnostic services, health informatics, support services, and biotechnology research and development.
[★ Save Cluster](#) [View Occupations](#)

Career Clusters Survey results link directly to the Occupation Finder



← Back to Outcome

Occupation Finder

Find occupations that interest you by searching or filtering.

[Starred](#) [Education](#) [Career Cluster](#) [More Filters](#) [Clear all filters.](#)

☆ Software Developer
Information Technology
Compile, process, and maintain medical records of hospital and clinic patients a
Salary: \$\$\$\$ Match Score:

☆ Food Preparation Worker
Hospitality & Tourism
Compile, process, and maintain medical records of hospital and clinic patients a
Salary: \$\$\$\$ Match Score:

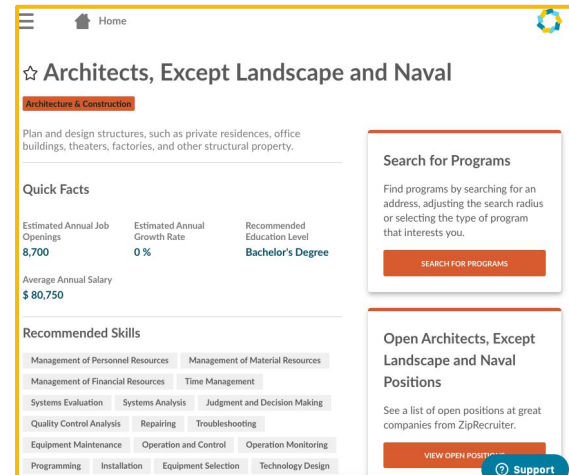
☆ Really Lo
Health Science
Compile, process records of hospi
Salary: \$\$\$\$ Match Score:

☆ Greenhouse Manager
Salary: \$\$\$\$ Match Score:

☆ Police Officer
Salary: \$\$\$\$ Match Score:

☆ Art Teache
Salary: \$\$\$\$ Match Score:

Occupation Finder which allows individuals to search and filter 800+ Occupations



Home

☆ Architects, Except Landscape and Naval

Architecture & Construction
Plan and design structures, such as private residences, office buildings, theaters, factories, and other structural property.

Quick Facts
Estimated Annual Job Openings: 8,700
Estimated Annual Growth Rate: 0 %
Recommended Education Level: Bachelor's Degree
Average Annual Salary: \$ 80,750

Search for Programs
Find programs by searching for an address, adjusting the search radius or selecting the type of program that interests you.
[SEARCH FOR PROGRAMS](#)

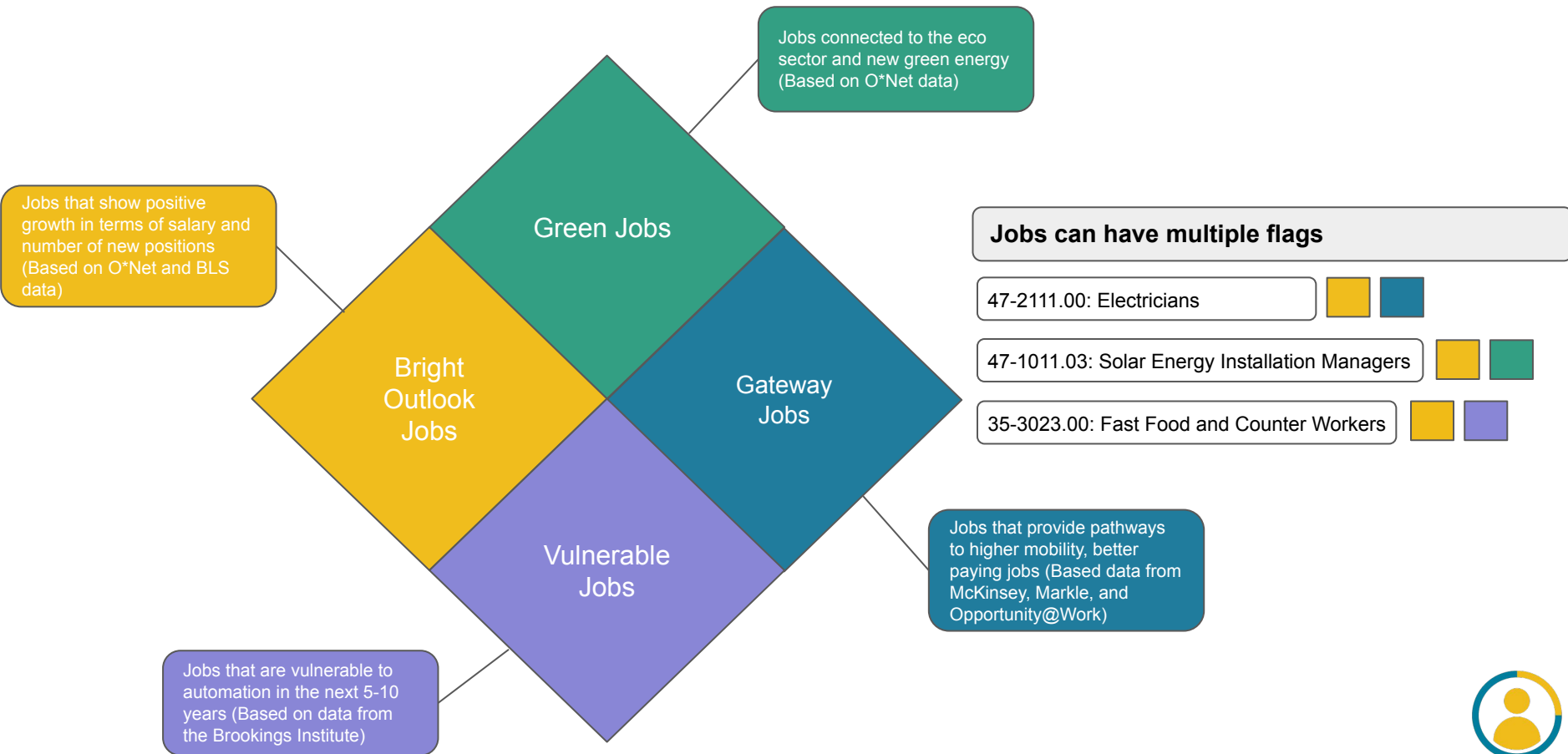
Recommended Skills
Management of Personnel Resources, Management of Financial Resources, Management of Material Resources, Time Management, Systems Evaluation, Systems Analysis, Judgment and Decision Making, Quality Control Analysis, Repairing, Troubleshooting, Equipment Maintenance, Operation and Control, Operation Monitoring, Programming, Installation, Equipment Selection, Technology Design

Open Architects, Except Landscape and Naval Positions
See a list of open positions at great companies from ZipRecruiter.
[VIEW OPEN POSITIONS](#) [Support](#)

Search for Programs connects individuals to relevant education/ training programs, while View Open Positions connects individuals to job openings



Job Designation Flags



Green Jobs and Gateway Jobs

Green Jobs

- May be a significant influence on those who want to have a social impact on the world.
- Not indicative of the value or worth of the jobs in terms of future openings or salary.

Gateway Jobs

- May provide significant opportunities for STARs (Skilled Through Alternative Routes) to advance careers through better mobility and pay.
- 51 jobs are currently identified as Gateway Jobs, but may change with more research and information (McKinsey, Opportunity@Work, and ASN).

These are both based on dichotomous data (Green or not; Gateway or not)

Bright Outlook Jobs

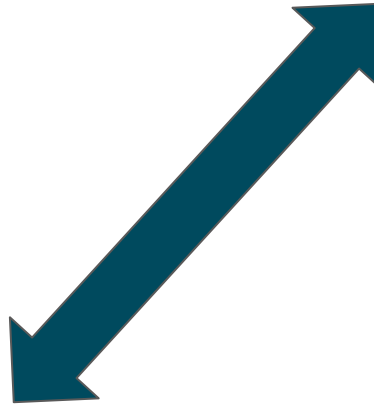
Bright Outlook Jobs

- These jobs are based on continuous data (Projected Annual Job Openings, Projected % Employment Change).
- Bright Outlook can be scaled (How “bright” is the outlook?).
- Based on long-standing calculations from BLS data, but may differ considerably based on origination state.
- Can also be influenced by business, environmental, and other trends
- Good rough measure of potential outlook.

12 Lumens





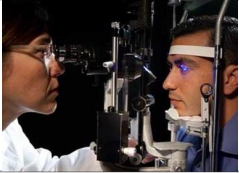


1300 Lumens



Vulnerable Jobs

- This index about jobs are based on continuous data and expressed as a percentage (the % of tasks in a job that can be automated).

Fish and Game Wardens	Highway Workers	Musical Instrument Repair	TSA Screeners	Ophthalmic Lab Technicians
				
3.5% automatable	28% automatable	50.3% automatable	74.2% automatable	100% automatable
Very few changes	Some changes	Several changes	Considerable changes	Extreme changes
Some new tools	New tools; some job transformation	New tools, considerable job transformation	Considerable job transformation and some job reduction	Job reduction and/or job elimination



Vulnerable Jobs

- The ABC model of career needs that PAIRIN uses in our MyJourney platform provides a good framework for how people may think about these jobs

Any job

“I need work quick, with minimal training, plus wrap-around services to get on my feet.”

Better job

“I need to advance in my career, with training I can do while I work.”

Career job

“I want to prepare for a new or first career. I have time, but need guidance.”

Those in these categories may not worry about vulnerable jobs

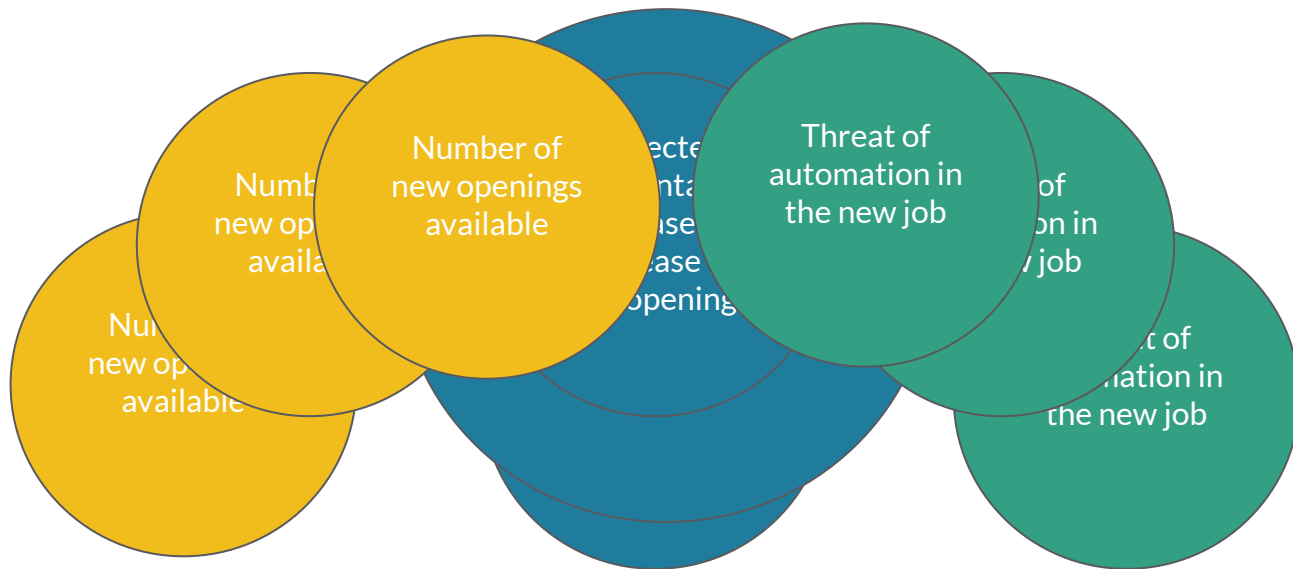
Those in this category may be much more concerned



Introducing...

The PAIRIN Job Outlook Index (JOI)

The JOI is a new index that combines the influence of automation potential with a continuous representation of the Bright Outlook indicators to present a fuller picture of a job's outlook.

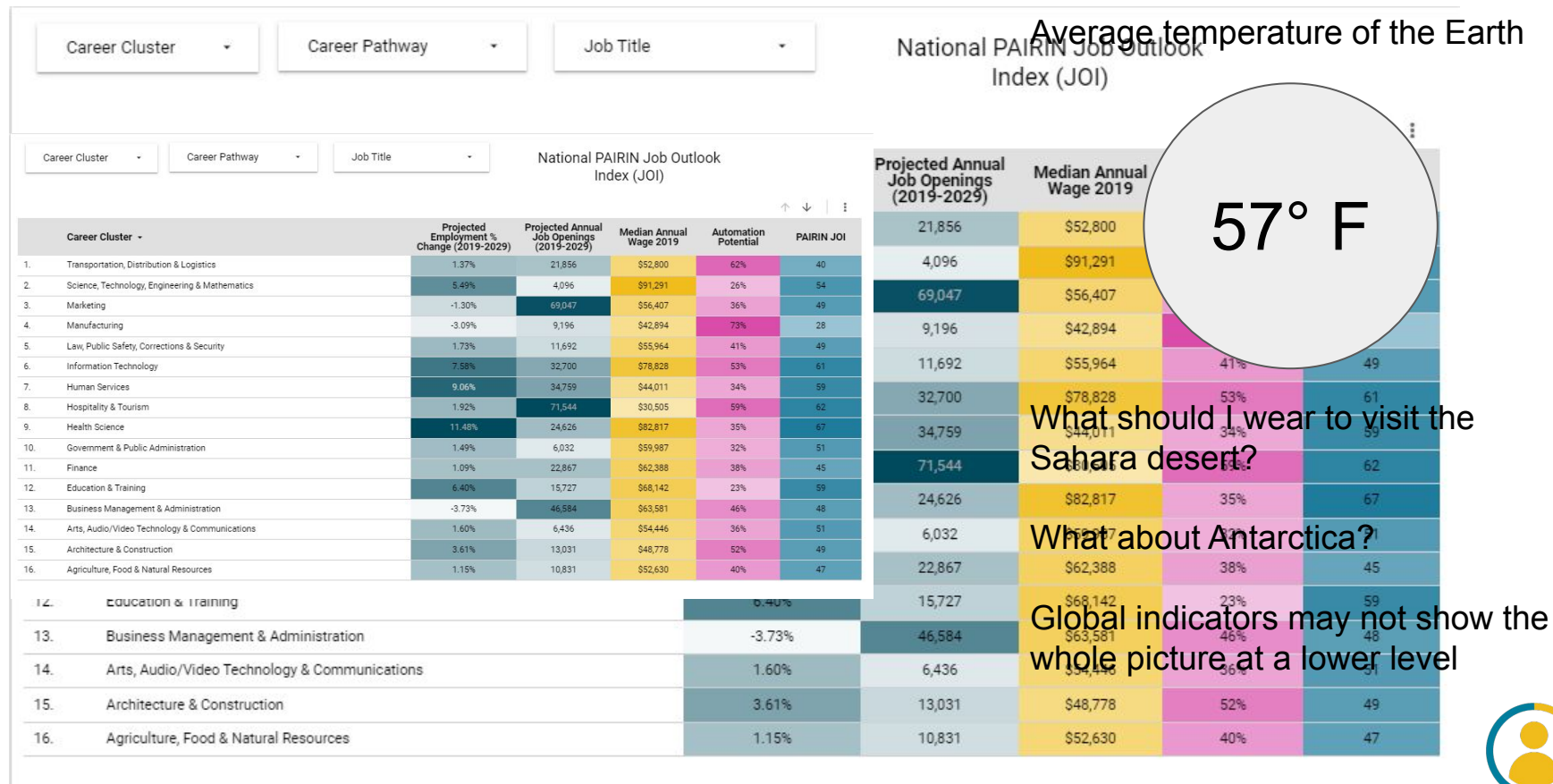


One of PAIRIN's Values is Bird-Dog Joy!

- Look for opportunities for joy
- Chase them down relentlessly
- Share them with and bring them back to everyone



Bird dogging JOI (Job Outlook Index)



Bird dogging JOI (Job Outlook Index)

You can slice and dice data on:

- Career Clusters
- Career Pathways
- Individual Job Titles

These 2 arrows allow you to drill up and down through the data you generate by a single click

These 3 dots allow you to:

- Download the data you generate
- Reset the table
- Drill up or down in the data
- Sort the data you generate

Career Cluster Career Pathway Job Title

National PAIRIN Job Outlook Index (JOI)

Career Cluster	Projected Employment % Change (2019-2029)	Projected Annual Job Openings (2019-2029)	Median Annual Wage 2019	Automation Potential	PAIRIN JOI
1. Transportation, Distribution & Logistics	1.37%	21,856	\$52,800	62%	40
2. Science, Technology, Engineering & Mathematics	5.49%	4,096	\$91,291	26%	54
3. Marketing	-1.30%	69,047	\$56,407	36%	49
4. Manufacturing	-3.09%	9,196	\$42,894	73%	28
5. Law, Public Safety, Corrections & Security	1.73%	11,692	\$55,964	41%	49
6. Information Technology	7.58%	32,700	\$78,828	53%	61
7. Human Services	9.06%	34,759	\$44,011	34%	59
8. Hospitality & Tourism	1.92%	71,544	\$30,505	59%	62
9. Health Science	11.48%	24,626	\$82,817	35%	67
10. Government & Public Administration	1.49%	6,032	\$59,987	32%	51
11. Finance	1.09%	22,867	\$62,388	38%	45
12. Education & Training	6.40%	15,727	\$68,142	23%	39
13. Business Management & Administration	-3.73%	46,584	\$63,581	46%	48
14. Arts, Audio/Video Technology & Communications	1.60%	6,436	\$54,446	36%	51
15. Architecture & Construction	3.61%	13,031	\$48,778	52%	49
16. Agriculture, Food & Natural Resources	1.15%	10,831	\$52,630	40%	47

You can also sort each column by clicking on the header for the column

The PAIRIN JOI is a combination of the Bright Outlook indicators and the Automation Potential %



Bird dogging JOI (Job Outlook Index)

Career Cluster ▾

Career Pathway ▾

Job Title ▾

Colorado (CO) PAIRIN Job Outlook Index (JOI)

Career Cluster ▾	2018 Jobs (State)	2028 Projected Jobs (State)	% Change Jobs (State)	Median Annual Wage 2019 (National)	Median Annual Wage 2020 (State)	Automation Potential (National)	PAIRIN JOI (National)	PAIRIN JOI (State)
1. Transportation, Distribution & Logistics	4,145	4,858	17%	\$52,800	\$56,611	62%	40	43
2. Science, Technology, Engineering & Mathematics	2,182	2,581	19%	\$91,291	\$95,405	26%	54	56
3. Marketing	13,359	15,094	13%	\$56,407	\$68,120	36%	49	58
4. Manufacturing	2,419	2,871	9%	\$42,894	\$45,541	73%	28	29
5. Law, Public Safety, Corrections & Security	2,931	3,381	14%	\$55,964	\$71,627	41%	49	46
6. Information Technology	9,092	10,940	21%	\$78,828	\$90,291	53%	61	67
7. Human Services	4,246	5,412	20%	\$44,011	\$44,428	34%	59	55
8. Hospitality & Tourism	9,301	10,911	16%	\$30,505	\$36,910	59%	62	56
9. Health Science	3,132	4,023	24%	\$82,817	\$71,495	35%	67	63
10. Government & Public Administration	1,986	2,340	16%	\$59,987	\$63,994	32%	51	50
11. Finance	6,666	7,802	16%	\$62,388	\$66,697	38%	45	56
12. Education & Training	4,825	5,938	19%	\$68,142	\$58,290	23%	59	62
13. Business Management & Administration	8,730	9,682	9%	\$63,581	\$69,245	46%	48	48
14. Arts, Audio/Video Technology & Communications	1,533	1,726	11%	\$54,446	\$54,297	36%	51	42
15. Architecture & Construction	3,689	4,596	22%	\$48,778	\$51,134	52%	49	55
16. Agriculture, Food & Natural Resources	1,775	2,051	15%	\$52,630	\$52,156	40%	47	45

In addition to National level data, the data can also be generated for:

- All 50 states
- Washington, D.C.
- Puerto Rico



How You Can Use the JOI

WC Clients

- As you're helping a WC Client map out their goals, you can use this information to help better inform their career search.
- Help find career paths that can lead them to the brightest jobs in your state with the best opportunities and least vulnerabilities.

Coaching Clients

- If a coaching client is looking for a new career path, you can start with a high-level career path and help them drill down to specific jobs.
- As they explore career paths, you can use the information about job vulnerability and state-level salary outlooks to help find the best fit.



Resources

- [Bird-dogging Joy with Our New Future Job Outlook Index \(JOI\) for Career Planning](https://www.pairin.com/joi) (www.pairin.com/joi)
- JOI Google Data Studio Tool



Questions?

Feel free to contact me at dhawthorne@pairin.com

