

CONSTRUCTION EMPLOYMENT OPPORTUNITY

Montgomery County, Maryland

Market-responsive Education
and Employment Training System

MEETS
Brief MCM.2005-3

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DEPARTMENT OF LABOR, LICENSING & REGULATION

Office of Labor Market Analysis
and Information

DID YOU KNOW?

- Seven percent of Montgomery County employment is classified as construction.
- Fifty-eight percent of this construction employment is among *Specialty Trade Contractors*.
- Montgomery County construction employers hired nearly 24,000 new employees in the most recent full year of data coverage, which was ten times the number of new jobs added.
- Four out five new construction employees are men, and 54% are between the ages of 25 and 44 years old.

This Brief introduces you to the source of the highlights presented above. Inside, you will find other new insights about construction employment in Montgomery County, Maryland. You will also find suggested ways to use this new information for decision-making. A series of industry briefs like this are now available from MEETS.

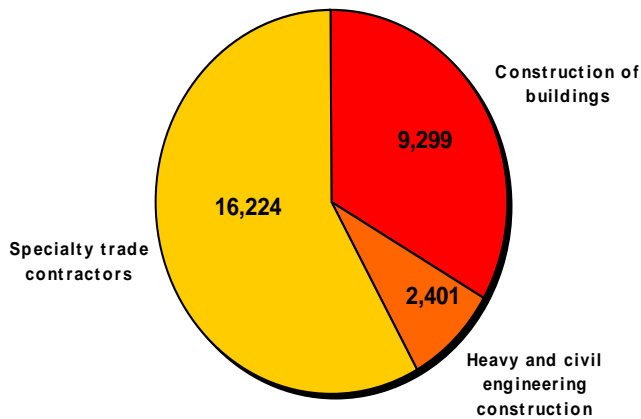


U.S. Department of Labor
Employment & Training Administration

Montgomery County, Maryland: Construction Employment Highlights

EMPLOYMENT AFFILIATIONS WITHIN CONSTRUCTION

Fifty-eight percent of Montgomery County construction is among Specialty Trade Contractors, which includes contractors in Building Foundation and Exterior, Building Equipment, and Building Finishing. One third of construction employment is in Heavy and Civil Engineering Construction (such as Utility Systems, Highways, Streets & Bridges, and Land Subdivision), and the remaining 9% is in Construction of Buildings.



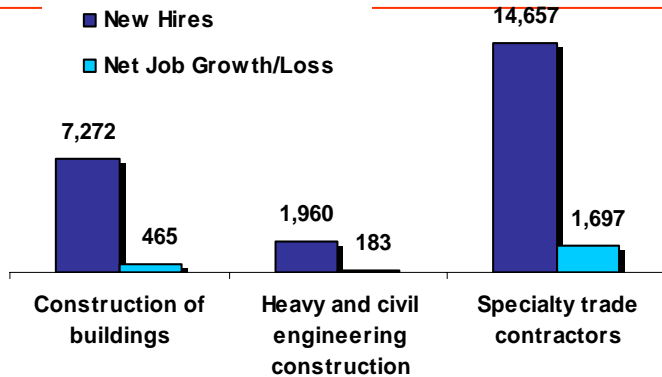
U.S Census Bureau Local Employment Dynamics (LED) Data for 4th Quarter 2003

ANNUAL HIRES AND NET GROWTH/LOSS WITHIN CONSTRUCTION

Sixty-one percent of Montgomery County construction new hires in the year shown were among Specialty Trade Contractors, with approximately 30% in Construction of Buildings and 8% Heavy & Civil Engineering Construction. Each sub-sector demonstrated positive job growth in the year shown, but the industry still posted a ratio of new hires-to-job growth of better than 10:1.



LED Data for 2003



LED Data for 4th Quarter, 2003

QUARTERLY HIRES WITHIN CONSTRUCTION BY GENDER AND AGE

Nearly 80% of new hires in Montgomery County's construction industry are between 25 and 44 years old. Men outnumber women by nearly four-to-one across the age groups. Gender and age mix varies among the construction sub-sectors (not shown here), and even more so at the occupational level.

CONSTRUCTION OCCUPATIONAL PROJECTIONS*

These statewide statistics highlight two facets of construction employment: 1) More so than most industries, occupations tend to be unique to construction, and 2) occupational earnings vary widely. The highlights chosen for this page are intended to guide local inquiries.

Occupational Title	Projected 2012 Employment	Average Hourly Wage
Construction Managers	7,771	\$23.20
Carpenters	20,091	\$14.29
Helpers & Laborers, All Other	32,272	\$9.33
Plumbers/Pipe Fitters/Steamfitters	9,300	\$15.65
Front Line Supervisors	11,255	\$19.72
Mechanical Engineers	3,987	\$25.47
Painters & Paperhangers	12,100	\$13.96

*Source for above Occupational Statistics: Maryland Department of Labor, Licensing & Regulation (DLLR), Office of Labor Market Analysis & Information (OLMAI)

WHAT ARE CONSTRUCTION JOBS?

The Census Bureau Local Employment Dynamics (LED) program QWI statistics presented in this brief use the North American Industry Classification System's (NAICS) coding of construction industry sub-sectors. Dependent upon the NAICS definitions, the construction industry includes establishments producing a diverse array of products by an equally diverse collection of professionals and other workers. Familiar construction industry group titles include Residential Building, Land Subdivision, and Building Equipment Contractors.

Occupational information is not in the LED data. Construction occupations fall into various groups, including: general front-line workers (e.g., helpers & laborers), specialized front-line workers (e.g., carpenters, plumbers and steamfitters), and those who perform other types of work in construction establishments, such as civil engineers and construction managers.

Data users should contact the Maryland Department of Labor, Licensing, & Regulation, Office of Labor Market Analysis & Information (DLLR/OLMAI) for assistance in combining industry and occupational information to answer questions.

EXAMPLES OF HOW TO USE THE NEW LED QWI INFORMATION

- Think about why there can be nearly 24,000 new hires in construction while there is an increase in job growth of less than 2,400. This will help to separate high turnover jobs from more stable opportunities. While high-turnover jobs may be appropriate destinations for some jobs seekers, most strategic decisions focus on stable opportunities with potential for continued learning and earning growth.
- Narrow the scope of further inquiry about promising occupations within the industry group by selecting four-digit NAICS industry group codes within construction.
- Think about the gender disparities within the construction industry groups and decide what your conclusion means for the individual and program management decision-making.
- Align the age group breakout of new hires activity in construction with current or targeted program demographics and decide whether and what additional information is needed before making strategic management counseling decisions.

USEFUL WEB LINKS

Maryland labor market information: <http://www.dllr.state.md.us/lmi/index.htm>

Montgomery County occupational wage estimates: <http://www.dllr.state.md.us/lmi/wages/TOC008.htm>

BLS occupational employment statistics *Technical Notes*: http://www.bls.gov/oes/current/oes_tec.htm

BLS occupational employment projections methods: <http://www.bls.gov/emp/home.htm>

BLS National Industry-Occupation Employment Matrix information:

<http://www.bls.gov/emp/nioem/empioan.htm>

Standard occupational classification *user guide*: <http://www.bls.gov/soc/socguide.htm>

NAICS Codes and Titles: <http://www.census.gov/epcd/naics02>

Sources of the data included in this Brief are:

- The Maryland Department of Labor, Licensing and Regulation (DLLR) (<http://www.dllr.state.md.us>)
- The Census Bureau Local Employment Dynamics (LED) program (<http://lehd.dsd.census.gov>)

DLLR and LED have joined forces to deliver the new **Quarterly Workforce Indicators (QWI) series**. No new information is collected. No surveys are conducted. No new employer or employee burden is involved. No confidentiality laws or principles are compromised.

What is new here?

- Reliable local employment and new hire indicators by age group and gender.
- Updates with no more than a one-year lag in availability.
- More descriptive detail thanks to adoption of a new disclosure-proofing approach that continues to protect business and work anonymity.

Remaining challenges include:

- Awareness that *new* means *unfamiliar*. Some commitment to learning is needed to fully realize the potential from new indicators and decision-making uses.
- Understanding the value of the new indicators, even though they can not answer all questions.

Why now, and not before?

- Seven years, 1998-2004, were needed to successfully complete the organizational, legal, staffing and technical steps to transition from start-up through pilot testing to production and release.
- Continuing advances in data processing capacity and efficiency allow commitment to a production schedule that was impossible to imagine earlier.
- The workforce development community understands that sustained reinvention is urgent to become and remain viable in the open world economy.

The Jacob *france* Institute

**University of Baltimore
Merrick School of Business
1420 N. Charles Street
Baltimore, Maryland 21201-5779
www.ubalt.edu/jfi
Telephone: (410) 837-4727
Fax: (410) 837-5814**

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