

TRANSMITTAL #9

MEMORANDUM

May 11, 2005

TO: Workforce Development Council

FROM: Roger B. Madsen, Director

SUBJECT: Labor Market Information and Idaho's Workforce Information Plan

ACTION REQUESTED: Offer guidance in the development of the new Labor Market Information/Workforce Information Plan (*see attachment*)

The Department will share a synopsis of Idaho's Workforce Information Plan and the valuable Labor Market Information derived from this endeavor. LMI is the science of collecting, analyzing, reporting, and publishing economic activities to describe and predict the relationship between labor demand and supply. LMI affects social, fiscal, technological and economic policies.

The Communications and Research Division researches, develops and disseminates LMI to assist businesses efforts to recruit and retain a qualified workforce. LMI also assists in a variety of business decisions to enhance competitiveness in today's dynamic economy. Local communities and economic developers depend on LMI in their pursuit for business expansions and recruitment efforts to assess labor availability. Job seekers find LMI important for making informed career decisions based on employment, wage and projections data. Public officials also depend on LMI to make vital public policy decisions. Idaho's Labor Market Information team continues to pursue and develop new and innovative research projects as well as enhancing methods of disseminating their findings. These efforts avail a valuable tool for measuring, evaluating and advancing Idaho's vibrant labor market.

We will present Idaho's Internet delivery system, the primary venue for archiving and disseminating LMI in Idaho, and the tools used to derive this valuable information seeking endorsement of the primary and core deliverables of the program year **2005 Workforce Information Plan**.

Attachment

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Idaho Workforce Information Proposal

~~DRAFT~~ Abstract of Primary Products and Services

May 1, 2005

Evaluation and Customer Satisfaction Component

The evaluation and planning team gains feedback on current, new, and potential workforce information research via hardcopy surveys, online surveys, research, focus groups and publication surveys. The findings from the Evaluation and Customer Satisfaction Component are summarized and ranked by priority:

- 1 *Overall Labor Market Assessment ~ labor availability, skills, wages demanded and realized, underemployment, educational levels, turnover rates by area and industry, benefits*
- 2 *Skills Analyses*
- 3 *Projections ~ Employment and Industry*
- 4 *Labor Force Demographics ~ age, gender, race/ethnicity*
- 5 *Population Demographics ~ age, gender, race/ethnicity*
- 6 *Wages by Occupation*
- 7 *Underemployment ~ wage, hours and education*
- 8 *Income ~ median, per capita, personal*
- 9 *Covered Employment and wages by industry*
- 10 *Poverty ~ number living in poverty and demographics*
- 11 *Drop outs ~ age, school or location*
- 12 *Job Applicants ~ age, gender, education, industry, occupation, race/ethnicity, veteran status, migrant disabilities, skills, sub state data*
- 13 *UI ~ age, gender, race/ethnic, education, industry, occupation, reason, duration*
- 14 *Languages ~ types, primary vs. secondary*
- 15 *Foster Children ~ age and placement*
- 16 *Veterans ~ total, age, gender, service status and length*

The proposed plan is designed to fulfill the workforce information needs described above. The process should:

- Guarantee the Workforce Development Council (WDC) can exercise its responsibility for ensuring that state workforce information policy is responsive to the needs of the state and local workforce investment system;
- Support the state's goals for the Workforce Information Act / Wagner Peyser five-year strategic plan for state and local workforce development,
- Ensure Commerce and Labor activities are consistent with the strategic vision of the governor and the council and
- Develop a broad strategic approach for workforce information delivery to principal customers.

The Workforce Information Core Deliverables are outlined in the following narrative:

❖ **Populate America's Labor Market Information System Database**

Idaho's America's Labor Market Information System Database (v2.2) is accessed via Workforce Informer (Wi), the software developed by a vendor to meet the needs of the Workforce Informer Consortium for Idaho's Labor Market Information (iLMI) internet delivery system .

Idaho's database is populated with tables required by the ALMIS workgroup and is updated throughout the year with weekly, monthly and quarterly data as it becomes available. All core tables are uploaded, current, and listed below:

- CES--Current Employment Statistics
- LAUS--Local Area Unemployment Statistics
- Income
- Idaho Long-term Industry Projections
- Sub-state Long-term Industry Projections
- Idaho Long-term Occupational Projections
- Sub-state Long-term Occupational Projections
- Idaho Short-term Industry Projections
- Idaho Short-term Occupational Projections
- Input/Output Matrix
- Occupational and Employment Statistics
- Quarterly Census of Employment and Wages
- Professional Licensing Information
- Population Data

❖ **Produce and Disseminate Industry and Occupational Employment Projections**

Using methodology, software and guidelines from the Projections Workgroup & Projections Managing Partnership, Idaho will produce, disseminate and/or submit:

- Sub-state long-term 2002-2012 (biannual) industry employment projections;
- Sub-state long-term 2002-2012 (biannual) occupational employment projections;
- State-level short-term 2004-2006 (annual) industry employment projections;
- State-level short-term 2004-2006 (annual) occupational employment projections;
- Data for public dissemination pursuant to Projections Workgroup & Projections Managing Partnership procedures and associated applications.

❖ **Provide Employment, Occupational and Career Information Products**

- **Occupational Employment Statistics Wage Publication and SOC/OES Glossary** ~ Idaho Commerce & Labor will continue to develop and publish OES, wage and employment Labor Market Information, our top requested product. This includes both wages and employment estimates at the state and sub-state level. A hardcopy publication will be published annually, while semi-annual data will be available in PDF, Excel and through Idaho's Labor Market Information Web site.

- **Fringe Benefit Survey (Bi-annual)** ~ Idaho will conduct a Fringe Benefit Survey in response to repeated requests for fringe benefit information from both public and private sector customers. Idaho has been a participating member of the Fringe Benefit Consortium since its inception, and will use knowledge gained from the national methodology and survey instrument developed by the consortium.
- **Does Education & Training Pay SUITE** ~ Idaho will develop the annual *Does Education & Training Pay SUITE*. This product is an illustration that combines occupational and employment statistics with education codes developed by Bureau of Labor Statistics and the Current Population Survey. The previously developed poster will be enhanced and incorporated as a component into a career suite. Idaho will continue to leverage our products and cultivate our valuable collaboration with Idaho Career Information Systems.
- **Projections Data Dissemination** ~ Idaho will develop and disseminate data that synthesizes occupational employment data with long-term projections data. This product will display the fastest growing, most proliferate and most abundant occupations, by educational/training category. Projections in their entirety are published via the America's Labor Market Information System database and projections web page in iLMI, Idaho's electronic delivery system for labor market information.
- **Employer Databases** ~ Idaho will continue to augment the Idaho Business Directory via new Idaho business registrations for which a release is given.
- **LED Program** ~ Idaho Commerce & Labor has partnered with the U.S. Census Bureau's Local Employment Dynamics program, an innovative collaboration between state partners and the U.S. Census Bureau. This partnership works to fill critical data gaps and provide economic indicators and information to participating states, enhancing the decision-making process for state and local authorities. As part of the agenda, various administrative record files (e.g., unemployment insurance wage files and Quarterly Census and Employment Wage data) are sent to the U.S. Census Bureau, after which each state is provided with Quarterly Workforce Indicators (QWI) data. The receipt of this data marks the beginning of a unique partnership with the U.S. Census Bureau, providing Idaho Commerce & Labor and the state of Idaho with a valuable resource for research and publication opportunities.
- **Economic Multiplier Application** ~ Idaho Commerce & Labor will utilize a new application that integrates census and labor data, along with input/output models specifically designed for Idaho and its sub-state regions. This new product allows staff to research and answer questions on a near real-time basis concerning the impact on occupations, industry and other economic factors from forecasted economic expansions and contractions.
- **Skills Based Employment and Projections Application** ~ Idaho Commerce & Labor now has the capability to assimilate the O-net Skills database with our powerful projections data, enabling the immediate analyses of existing and emerging skills gaps in Idaho's labor force. Idaho is partnering with economic development experts and education curricula developers to analyze labor availability in terms of skills and potential skills gaps that need to be bridged with education.
- **Monthly Newsletter** ~ Idaho Commerce & Labor continues to publish a monthly newsletter that diffuses local area labor market information to the six work force information regions. The hardcopy version is also available online on Idaho's labor market information website. This effort is designed to cull data from the programs and applications previously mentioned and deliver regional labor market information specific to the needs of our local partners and customers.

❖ **Maintain and Enhance Idaho's Electronic Workforce Information Delivery System**

- Idaho's internet delivery system for dissemination of labor market information - a Workforce informer (*Wi*) product developed by a private vendor in conjunction with a national consortium made up of 22 member states - was deployed in February 2003. Idaho's version of this product has coined the acronym *iLMI* (*internet* Labor Market Information). *iLMI* is Idaho's electronic one-stop center for acquiring labor market information. Idaho Commerce & Labor will continue to use this data and research dissemination tool as its primary venue for distributing Idaho labor market information.

❖ **Support State Workforce Information Training Activities**

- Idaho's regional economists present the state's labor market information module to targeted Idaho Commerce & Labor staff through the Career Development Facilitator program. The half-day training is delivered throughout Idaho. *iLMI* training will also be provided to local economic Development professionals, the Workforce Development Council and other partners.
- Training for staff in geographic information systems, online analytical processing, data cube development, estimate delivery systems, long and short-term projections, and skills-based employment projections will be pursued on an "as needed" basis.

Idaho Commerce & Labor's labor market information team encourages your feedback, guidance and endorsement in our effort to complete Idaho's Workforce Information Plan. Through partnerships, collaboration and hard work, the deliverables outlined in this comprehensive workforce information plan can be accomplished to support Idaho's dynamic work force.