

TRANSMITTAL # 2

MEMORANDUM

August 26, 2010

TO: Executive Committee, Workforce Development Council

FROM: Roger B. Madsen, Director *Roger B. Madsen*

SUBJECT: Labor Market / Work Force Information

ACTION REQUESTED: Endorse 2010-2011 Workforce Information Plan

BACKGROUND:

Workforce Information Grant 2010/2011 Products and Tools

The Idaho Department of Labor is seeking input and an endorsement from the council to apply for the 2010-2011 Workforce Information Grant and will engage in research pursuant to the Training and Employment Guidance Letter published by the U.S. Department of Labor. Please see attached document for details on this grant.

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Attachment

Idaho Work Force Information Grant

Statement of Work ~ Products, Services and Research

2010/2011

DRAFT

The proposed plan is designed to fulfill the work force information vision that supports the Secretary's vision and strategic goal to "prepare workers for good job and ensure fair competition. The state of Idaho will work with the ETA via this grant to accomplish the goals and objectives, which include:

- Increasing Workers' income and narrow wage and income inequality;
- Assure skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like "green" jobs;
- Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs; and,
- Help middle-class families remain in the middle class.

To achieve these goals Idaho's Labor Market Information Team will aggressively pursue the completion of all five deliverables outlined in this grant application, which include:

1. Populate the Workforce Information Database (WIDb) with state and local data;
2. Produce and Disseminate industry and occupational employment projections;
3. Conduct and publish relevant economic analyses, special workforce information, and/or economic studies determined to be of benefit to the governor and state and local WIBs;
4. Posting products, information, and reports on the Internet; and,
5. Partnering and consulting on a continuing basis with workforce investment boards and other key workforce and economic development partners and stakeholders.

The Work force Information Core Deliverables are detailed in the following narrative:

#1 Populate America's Work Force Information Database (WIDb) with state and local data

Idaho's Work Force Information Database (WIDb) can be accessed via the department's internet delivery system for labor market information. The new department hosted and developed delivery system is now fully available and operational.

Idaho's database is populated with tables required by the Analyst Resource Center 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

The Workforce Information Database is a normalized relational database which houses employment statistics, population, wage, related economic and demographic data. The data standardization through use of the Workforce Information Database, has an unprecedented ability to link the various systems, classifications, and coding schemes can be achieved. These integrated resources, provide unlimited opportunities for the delivery of customized, local information to customers in useful formats. The use of the Workforce Information Database in the delivery of the South Central WIRED report builder expedited the product to the end users, reducing work-hours needed in development. It is expected that the utility of this database will assist in allowing for the WIRED tool to ultimately be developed statewide.

#2 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 2008-2018 (biennial) industry employment projections;
- Sub-state long-term 2008-2018 (biennial) occupational employment projections;
- State-level short-term 2010-2012 (annual) industry employment projections;
- State-level short-term 2010-2012 (annual) occupational employment projections;
- Data and research will be developed for public dissemination pursuant to Projections Workgroup & Projections Managing Partnership procedures and associated applications.

In this granting period Idaho will complete the sub-state long-term 2008-2018 industry and occupational employment projections raw data as well several ad-hoc and planned research projects outlined in other sections of this application.

#3 Conduct and publish relevant economic analyses, special workforce information, and/or economic studies determined to be of benefit to the governor and the state and local WIBs

- **Economic Multiplier Application – Economic Modeling Specialists Inc (EMSI)** ~ The Idaho Department of Labor will continue to purchase and utilize the EMSI 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. The strength of the EMSI product is that it uses data from federal sources to estimate confidential cells allowing for more data available to the public.

We will use this tool to partner and leverage other department funds to publish a comprehensive high-tech research project that allows Idaho to compare it's economic position in the competitive business of high-technology with all 50 states.

- **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. Idaho will also publish its annual Hot Jobs publication which combines the fastest growing, most abundant and highest paid jobs. Projections in their entirety are published via the Idaho's Work Force Information database and projections web page for labor market information.
- **Occupational Employment Statistics Wage Publication** ~ Idaho will continue to maintain and publish Occupational Employment Statistics - our top requested product which includes both wages and employment estimates at the state and sub-state level. The publication will be accessible via Idaho's labor market information Web site and assimilated in a host of other LMI research projects and publication.
- **Education & Training Pay** ~ The "E&T Pays" product is a great example of the synthesis of Bureau of Labor Statistics data with occupational projections data provided by this grant. Idaho will develop its annual *Does Education & Training Pay* publication, which combines occupational and employment statistics with education codes developed by Bureau of Labor Statistics and the Current Population Survey.
- **Employer Database** ~ Idaho will continue to use the *Info USA* Directory sponsored by the Employment and Training Administration.
- **Idaho Business Directory and Business Lists** ~ Idaho will leverage funds with other support to develop and maintain the Idaho Business Directory and associated business lists. Idaho is currently developing a protocol and business plan for customers and stakeholders seeking business lists that will serve work force or economic development purposes that would further the department's mission of partnering with business as their career and work force resource. The partnership must also further our effort in generating quality jobs and maintaining an educated, skilled work force that serves as the foundation of strong communities with vibrant, diversified and expanding economies.

- **Fringe Benefit Survey (Biennial)** ~ Idaho will use the revamped survey that allows for direct comparisons with Washington and Oregon. The planning of this effort will begin in the spring of 2011 and culminate with the final publications and dissemination to be completed in the subsequent grant period.
- **Underemployment Metric** ~ This new innovative approach automates department-wide data to produce annual county underemployment rates by county. We will continue to enhance this metric as the data become available.
- **Final Economic Report** ~ A comprehensive compilation of the department's economic research effort will be compiled for the 2010 legislative session and subsequently disseminated for public consumption.

#4 Post products, information, and reports on the Internet

- **Maintain and Enhance Idaho's newly developed Labor Market Information Web Site** ~ Idaho will continue to maintain and use this data and research dissemination tool as its primary venue for distributing labor market information. Idaho will be working with new skins and directory structure to improve navigation and look and feel. LMI grant funding has and will continue to be integral to Idaho's effort in publishing and dissemination research to the web.
- **Monthly Newsletter** ~ The department continues to publish a monthly newsletter that diffuses local area labor market information into six work force regions. A hard copy is also available online at Idaho's labor market information Web site. 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. Funds from this grant directly support this endeavor that allows for complex Bureau of Labor Statistics data into a form that is understandable and has utility to our customers and stakeholders.

#5 Partner and consult on a continuing basis with workforce investment boards and other key workforce and economic development partners and stakeholders.

- **Partnerships and Collaborations** ~ Idaho will continue to work hand in hand with Workforce Development Council in developing the workforce information plan and other associated collaborations and partnerships associated with the plan.
- **Department Formula and Discretionary Grants** ~ We will continue to work with and leverage research and data for allocation and analytical purposes. Some of these partnerships are with National Emergency grants, ARRA grants, Dislocated Worker Employment and Training grants, Senior Community Service Employment Program, Green Jobs and other associated Energy grants, Pathways out of Poverty grants, Healthcare grants, Reemployment of Ex-offender Grants and a host of others just to mention a few. The Idaho LMI team has a close relationship with the administrator's of these programs and grants tap our research and analytical prowess on a weekly basis for these important partnerships and collaborations.
- **LED Program** ~ The department will continue to partner 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 data. The receipt of this data marks the beginning of a unique partnership with the U.S. Census Bureau, providing the Idaho Department of Labor and the state with a valuable resource for research and publication opportunities.

- ***Training and software*** ~ Idaho's regional economists provide one-on-one instruction, group classes and information via e-mail messages to the department's employment consultants as well as those located within local colleges and high schools, economic development organizations and work force partner agencies, and in the process, keep these people abreast of national and local labor market trends. We will pursue training opportunities 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 on an "as needed" basis pending the availability of funding and resources. We will also use grant funds to train our regional economists in all the BLS and other tools provided by vendors to assist them in their jobs.

GIS software maintenance and upgrade licenses will be procured in order to take advantage of staff who already have the necessary GIS background and skills. This will greatly improve our research, mapping and analytical capabilities taking advantage of geo-coded databases.

- **Other potential collaborations and leveraged research for which we are seeking financial and intellectual collaboration** – *The following list is a summary of potential research collaborations and ad-hoc data and research requests that are in the planning stage and contingent on leveraged funding/collaboration that could include either financial or intellectual contributions from this workforce information plan:*

Industry and Career Cluster Research ~ Industry Cluster Research may be conducted as part of the department's business services initiative.

Job Vacancy Survey ~ Idaho just conducted its first ever annual job vacancy survey and will evaluate if enough funding can be leveraged to continue this effort in subsequent years.

Healthcare and Nursing Research ~ Idaho will continue to work with partners to develop the Healthcare and Nursing Supply Demand Gap research as leveraged funding is available.

Power and Energy ~ As funding is available Idaho will continue to follow the power and energy cluster and measure its impact to Idaho's economy.

Biotechnology and Advanced Manufacturing ~ Idaho is also working with a variety of entities in leveraging a research effort to study these clusters.

Ex-Offender Survey ~ Idaho is in the planning process for potentially developing a collaboration with Corrections in studying sectors of the economy that are more accepting to ex-offenders as they attempt to reenter the workforce.

Tourism Taxonomy and Research Development ~ Idaho is currently working with the Idaho Department of Commerce in planning and potentially developing a partnership and research effort in developing a robust taxonomy for the tourism cluster and subsequent research and analysis of that sector.

Potential UI Wage Record Enrichment Project with the Idaho Department of Transportation ~ Idaho is seeking funding and a partnership with the Idaho Department of Transportation as part of the Workforce Data Quality Improvement grant to use IDT data to enrich our UI wage records with demographic data. These data would then assist in wage record matching partnerships with the State Board of Education.

Wage Record and Educational Matching ~ Idaho is seeking funding and a partnership with the Workforce Data Quality Improvement grant and the State Board of Education to development a longitudinal database and match workforce and education records.

Statewide Expansion of WIRED LMI Tool ~ Idaho is currently evaluating the efficacy of expanding the South Central WIRED Tool to all regions in Idaho. We will be assessing the fiscal costs as well as usage statistics to determine the efficacy of deploying statewide.