

Annual Performance Report, September 2006

New Mexico Department of Labor Economic Research & Analysis Bureau

The following annual performance report describes progress for each planned activity identified in the Workforce Information Core Products and Services Plan to date under the PY 2006 ETA State / Local LMI Grant:

Accomplishments

1.) ALMIS Database

ER&A has continued to update the ALMIS Database with all applicable data and is running ALMIS version 2.3. The Bureau also operated and maintained the state's LMI Delivery system called "New Mexico LASER" (Labor Analysis Statistics and Economic Research). ALMIS data is available to support the Virtual One Stop (VOS) system used by the NMDOL and the New Mexico Workforce Connection (for the State and local WIBs). All core tables have been updated as required for PY 2006.

2.) Long Term Projections

Personnel changes slowed the process of completing the 2004-2014 Occupational employment projections. Still, ER&A completed the 2004-2014 (Long-term) Statewide Industry employment forecasts in September 2006. The bureau is in the process of aiding and training staff and expects to make significant progress in the completion of regional long-term projects by the end of the calendar year.

3.) Short Term Projections

As was the case with Long-term industry projections, the Short-term 2007 Occupational employment projections process was slowed as a result of personnel changes. Yet, 2007 Statewide Short-term Occupational employment projections were completed and submitted prior to the deadline date. Also, as with Long-term projections, the bureau is in the process of expanding and improving Short-term projections to include MSA's and regional projections.

4.) Occupational Analysis Products

Long term industry and occupational projections are published on the Internet for the state and one for each of the New Mexico MSAs. Industry forecasts made by the New Mexico LMI shop are published in the Western Blue Chip consensus publication produced by Arizona State University. Occupational and industry projections are produced with the help of Global Insight forecasts that the ERA Bureau subscribes to.

A supply/demand table is produced and published in the monthly Labor Market Report newsletter based on computer-generated reports on openings and applicants, reports from each Workforce Development Center. Detailed reports on supply and demand for each county are placed on the NMDOL web site.

The ERA Bureau used data from wage records research and other sources to support study by various members of the NM Legislature to study the effects of changes in the states minimum wage law.

ER&A supports a project that produces job turnover (exit, entry and flow data) information based on the administrative data from the UI Tax System wage records. ER&A is working on adding estimates of occupational turnover to the Wage Records research project. ER&A participates in a regional consortium to develop a system of sharing turnover data with other states in our region.

ER&A staff support the New Mexico legislatively mandated Job Training Incentive program with information on industry and occupational wage levels and forecasts. ER&A staff evaluates economic development proposals submitted to the state's Job Training Incentive Program to determine occupational classification and wages and serves as an advisory member of the Job Training Incentive Program Board.

ER&A participates in the Local Employment Dynamics project which partners LMI units with the US Census Bureau to provide information on occupational demographics. The data from the LED project is being disseminated in conjunction with the University of New Mexico Data Bank and the State Data Center affiliate system.

ER&A operates the Foreign Labor Certification program for the NMDOL and for the ETA. ER&A staff have integrated FLC processing into the occupational wage determination process. Operation of the FLC program requires extensive in-state travel to perform the duties of the program. FLC staff has conducted training with other DOL staff in rural areas to allow them to assist with the FLC program.

The NM Economic Development Department uses LMI from the ER&A Bureau on its Internet site and in publications. Data series used include the Quarterly Census of Employment and Wages, Local Area Unemployment Statistics; OES wage survey data, and the Local Employment Dynamics data.

ER&A staff continued to function as the state's data source and operational entity for the America's Career Resource Network until the end of the Department of Education grant. ACRN was the foundation for ER&A's participation in the career education and planning process. New venues to support participation in the career education and planning process are being sought.

The latest demographic and economic information is has been collected and compiled in the Annual Social and Economic Indicators report to be published in as released by the US Census Bureau. A new edition of the annual Social and Economic Indicators was published in June 2006.

The New Mexico Labor Market Report containing current labor force statistics, economic events, and program information is produced monthly for both paper and electronic distribution. A customer satisfaction survey is conducted periodically for the Review, yielding valuable information.

The Economic Research and Analysis Bureau is now conducting extensive research on UI Wage Records to determine staff turnover by industry by county and aggregated to WIA region. The ERA Bureau is also one of the states included in the US Census Bureau's Local Employment Dynamics [formerly Longitudinal Employment-Household Dynamics program (LEHD)]. All information from Local Employment Dynamics is now available on a WIA region and county basis on the NMDOL Internet site.

Statewide and area occupational supply/demand analyses are produced and published monthly in the New Mexico Labor Market Report for the state and all WIA regions.

The ERA Bureau produces **occupational employment and wage** estimates for the state, metropolitan areas [MSAs] and state workforce investment board regions. Employment estimates are updated annually, while wage estimates are updated twice a year based on the BLS Employment Cost Index. Estimates are available on the NMDOL Internet site by geography, including the four WIA regions within the state of New Mexico.

The ER&A regularly consults with the state WIA administrative entity to prepare the labor market information components of the state's WIA plan and other plans and reports. To support this effort, ER&A staff members analyze demographic census data and labor force participation rates to allow WIA planners to have a clear picture of the trends that will shape the future of the population of New Mexico.

Data collection is being used in published wage surveys for employers, job seekers, and Foreign Labor Certification determinations.

The NM OES program supports the ALMIS and ETA Foreign Labor Certifications programs in the state. The uniform wage data by occupation and local labor market area is produced for use by employers and job seekers. The New Mexico SESA Foreign Labor Certification unit is provided with products that meet the needs of the Foreign Labor Certification program, including a BLS approved database with overall mean, mean entry, and mean experienced wage levels for all OES wage occupations collected in New Mexico's OES program.

Affirmative Action information by county is available and may be accessed through the ER&A website. The EEO products of the 2000 Decennial Census became available this program year and ERA has implemented a custom link to the Census EEO web site for EEO affirmative action information and data.

5.) Provide Information and Support to State and Local WIBs and Produce other State Information Products and Services

Wages collected in the OES survey have been published in a regional wage survey report using BLS procedures and are also being used in Foreign wage determinations by a specialist on the ER&A staff. The Bureau also provides accessibility to Wage data for the State and WIA regions by occupation, through the Estimated Delivery System (EDS) Internet system (www.dol.state.nm.us/eds/index.html). Wage data for the state and WIA regions by occupation is published on the EDS Internet system. EDS Internet data is updated twice a year.

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Several editions of a complete set of detailed area socio-economic data packages and forecasts were completed and provided for use by the State Workforce Development Board. Worthy of note is the extensive research conducted by the ER&A on the potential impact of the closure of Cannon Air Force Base in Clovis, NM. This information was used by high level officials and WIA administrators and planners to prepare justification for the continued operation of the base.

6.) Maintain and Enhance Electronic State Workforce Information Delivery Systems

The ER&A continues to use the licensed copy of the ALMIS employer database that was provided to New Mexico when the license agreement with InfoUSA was signed. The ALMIS employer Database was added to the Internet ALMIS database. ALMIS Employer Database will be updated twice a year.

Using the Geo Solutions VOS system database and Crystal Report software, ER&A Bureau staff produce Job Order lists by state, region and local office. Evaluation of Job Order data includes ranking, sorting and noting observed changes by geography over time. This is the first of several new products under development using the VOS/Crystal Reports System.

The "Career Prospects System" (http://www.nmcrn.state.nm.us/career/dol_youth.html) is an Internet-based career information guidance system.

The CPS was created by leveraging some of the resources of the NM Career Resource Network to offer New Mexico students, parents, educators and administrators no-cost access to a computer-based career guidance system. A need for this type of a system was acute in areas that lacked the resources to purchase other commercially prepared career guidance systems. The CPS features the O*Net Interest Profiler, and detailed information about occupational requirements, educational preparation, wages, job growth, and links to other sources of information. The Career Prospects System was handed over to the New Mexico Public Education Department with the closure of the CRN grant. The ER&A is developing a new system that will expand on the CPS and add features not found in the CPS.

7.) Support Workforce Information Training Activities

The ER&A continues the long established practice of providing training for Career Room staff in the NM One-Stop Career Centers. ER&A staff is engaged in liaison with the State and four regional Workforce Investment Boards. ER&A personnel conduct staff and user training on the Geo Solutions LASER system. Geographically specific LMI is now available with one or two clicks from the LASER system. Enhancements to the Laser system have simplified the presentation of data to users.

ERA staff worked intensively in with staff from the Governor's Office of Workforce Development and Training to produce the background information for WIA intrastate funding allocation formulas. This exercise requires familiarity with all BLS programs; US Census Bureau data and special data products from the US Census. This project takes about two person months to complete. The funding allocation formula exercise is a large commitment of time and expertise of ERA staff to the Governor's Office of Workforce Development and Training.

The ER&A has sought to expand the use of NMDOL Internet based Labor Market Information delivery systems by offering user training. ER&A staff members typically conduct training on Internet based systems in conjunction with other types of training on DOL products and services. From October 2005 to September 2006, ER&A staff members conducted about 35 training sessions. Most of these sessions were conducted by staff members working in conjunction with the New Mexico Career Resource Network or by staff working directly with the state's various WIA service providers. Persons and organizations receiving training included: employers, One-Stop career room staff, educational planners, regional Workforce Development boards, job seekers, students, employment / training officials, persons needing career guidance. Subjects related to Internet-based LMI include, the Career Prospects System, the Virtual One Stop System (VOS), O*Net, LASER, the OES Estimate Delivery System, and overall briefings on the New Mexico Department of Labor Website.

Customer Satisfaction Assessment

The ER&A conducts periodic and mail surveys to assess services and products. Publication requestors are afforded an opportunity to assess the quality of the service and the material that was received. Accompanying each set of mailed material is a form that checks to see if the material requested was processed in a timely fashion, was understandable, was helpful, and met their needs. While the number of requests for printed material has declined over the past few years as a result of the increase in the use of the Internet responses from publications users has remained overwhelmingly favorable.

The Internet provides an opportunity for continuous evaluation and feedback on various ER&A products and services. Data users who obtain access to ER&A products via electronic methods are encouraged to comment on the quality and usefulness of the data they obtain.

The ER&A Webmaster receives informal unformatted feedback and evaluation of products and services on a daily basis.

Where appropriate, workshop and training participants are requested to complete evaluations of training for content and delivery. Workshop comment and evaluation forms are used as changes to format and material are introduced to determine the effectiveness of new or changed material or to determine the reaction of new groups of users of workforce information.

Recommendations for Improvements or Changes to the Suite of Core Products

As a result of consultation with various users of the data presented in the New Mexico Labor Market Report, the popularity of the local area economic activities has been reformatted and is now grouped by WIA area. To encourage and promote greater cooperation with local WIA boards the ER&A has requested that local boards provide economic highlights of activities in their areas for inclusion in the monthly Labor Market report.

Informal customer evaluation of the Career Prospects System revealed a degree of dissatisfaction with the presentation of only statewide workforce information. Work is underway to address this shortcoming and the next version of the system will include data for the MSA and WIA areas where possible.