

## Wyoming's PY 2012 Workforce Information Grant Performance Report

### Introduction

In PY 2012, Wyoming's Department of Workforce Services (DWS), Research & Planning (R&P) had numerous funding sources competing for allocation of analysts' time. While an enviable position there is paradox created by using the Workforce Information Grant (WIG) to leverage additional State and Federal funds. The major portion of expenditures is in direct analyst compensation and Wyoming, as with many other states, is not currently allowed to add positions to state government. The major focus of economic studies in PY 2012 were funded by our state legislature and were related to teacher's compensation and our state's educational recalibration. R&P presented findings of the Teacher Compensation analysis to our states Joint Education and Joint Appropriations Committees last October and is scheduled to do so this October. Therefore, the primary focus of the WIG expenditures has shifted to the following areas for PY 2012:

- 1) A great deal of time and effort was put into attempting to use the Projections Management Partnership (PMP) software to create short and long-term industry and occupational projections. Wyoming continues to create projections using the algorithms discussed in our PY 10 and PY 11 Annual Performance Report with state funding.
- 2) A significant amount of time was spent on developing the Workforce Information database and collaborating with GeoSol to get the Virtual Labor Market Information product in the field.
- 3) R&P also focused on the development of an Educational Training and Outreach program to engage the our DWS local office staff, employers, job seekers, other state and local agencies, workforce training providers, and our local workforce investment board. R&P established a relationship with a Casper area high school that focuses on project based learning and created a Junior/Senior level project that will culminate with students presenting their use of LMI to our states Workforce Investment Board in November of 2013. Accordingly, R&P re-tasked a vacated position as a Public Relations Specialist and hired a staff member with a background in

adult and youth education, marketing, and English language usage.

R&P continued to support the efforts of the state's workforce investment board, attended all meetings, and submitted data and articles for the creation of the board's annual economic report. R&P also assisted the state workforce agency (DWS) in the production of the economic related sections of their Workforce Investment Act (WIA) five year strategic plan.

## **Accomplishments**

### **1) Populate the Workforce Information Database WIDb with state and local data.**

The data that comprise the core tables of the Workforce Information Database (WID) are populated by Research & Planning both on its Labor Market Information (LMI) website (<http://doe.state.wy.us/LMI>) and through the Virtual Labor Market Information (VLMI) user interface on the Wyoming at Work website ([www.wyomingatwork.com](http://www.wyomingatwork.com)). Users of the legacy LMI website may navigate directly to the data they seek, such as county unemployment rates, while a user on the VLMI system might dynamically find the same data as part of a broader area comparison between two counties that also shows differences in the number of job openings and per capita income.

R&P maintains currency of data on the VLMI system through the vendor's data assistant tool, and through coordination with the software vendor/web host, Geographic Solutions.

Over the past year, R&P oversaw the implementation of the VLMI module and a subsequent version upgrade. R&P developed a custom LMI home page that provides links to various R&P research projects and other LMI resources. Version 12 of the VLMI also integrates a user-customizable dashboard that allows registered site users to display the data they seek most often when accessing the Virtual One Stop system.

As part of the VLMI implementation and upgrade, R&P's WID database administrator (DBA) attended the Geographic Solutions annual conference June 10-13 in Clearwater, Fla., including a

hands-on training session covering the version upgrade.

R&P staff participate as a member of ARC in the development and coordination of guidelines for the WID through the Analyst Resource Center, which provides technical assistance to the states. In FY2012-13, Wyoming's representative on the ARC/WID consortium served on the group's education and communication committee, which produces a recurring newsletter to inform state DBAs of ARC and WID developments, organizes and hold training sessions for DBAs, either face-to-face or via remote means, surveys DBAs regarding their training needs as necessary, and maintains a current listing of state DBAs.

R&P is in the final stages of revising the states licensed occupation data and will have the license.dbf and licauth.dbf tables available for submission to National Crosswalk Service Center by the end of October. A visual basic input application and crystal report output allow for ease of editing the previously input records and a high quality electronic publication in PDF format.

**Weblinks:**

<https://www.wyomingatwork.com/vosnet/Default.aspx>

**Extent to which activities conform to schedule:**

The data residing in the WIDb is current with the exception of the licensed occupation data which is a work in progress. A great deal of time has been put into a collaborative effort with GeoSol to make the WIDb data accessible to the public.

**Actual aggregate expenditures and variance:**

Actual Expenditures - \$38,028, DWS continues to pay for the Virtual LMI Module of the Wyoming at Work system.

**2) Produce and disseminate industry and occupational employment projections.**

R&P produced the 2012 to 2014 and 2010 to 2020 Industry and Occupational projections.

**Weblink:**

<http://doe.state.wy.us/lmi/projections/ind-occ-prj-2012-2022/full.pdf>

**Extent to which activities conform to schedule:**

The industry and occupation projections portion of the WIG conforms to specified guidelines and was completed on schedule.

**Actual aggregate expenditures and variance:**

Actual Expenditures - \$38,262. We continue to use state funding to create our own state specific projections.

**3) Conduct and publish relevant economic analyses, special workforce information, and/or economic studies of benefit to the governor and state and local Workforce Information Boards (WIBs).**

**WIG Related Publications:**

As with previous years R&P staff generated data, analyses, and text for an Annual Economic Report.

Wyoming Department of Workforce Services (2013). Wyoming Workforce 2013 Annual Report.

Wyoming Department of Workforce Services. June, 2013.

<http://wyowdc.org/docs/councilannualreports/annualreport2013.pdf>

Trimmer (2012). Potential Impacts of the Patient Protection and Affordable Care Act on Employer-Provided Benefits in Wyoming. Wyoming Department of Workforce Services. December, 2012.

<http://doe.state.wy.us/lmi/ppaca/aca2012.pdf>

Moore (2013). Youths and Nonresidents in Wyoming's Labor Force, Part 1: How it Works and Why it Matters. Wyoming Labor Force Trends. June, 2013.

<http://doe.state.wy.us/lmi/trends/0613/0613.pdf>

Davis (2013). Wyoming Saw Little Change in Number of Occupational Injuries and Illnesses in 2011. Wyoming Labor Force Trends. March, 2013.

<http://doe.state.wy.us/lmi/trends/0313/0313.pdf>

Wen (2013). Small Businesses Play a Big Role in Wyoming's Economy. Wyoming Labor Force Trends. February, 2013.

<http://doe.state.wy.us/lmi/trends/0213/0213.pdf>

Harris (2012). Dynamics of Unemployment Spells: A Look at the Trends Before, During, and After the Great Recession. Wyoming Labor Force Trends. December, 2012.

<http://doe.state.wy.us/lmi/trends/1212/1212.pdf>

Wen (2012). New Business Formation Increases in Wyoming in 2010 and 2011. . Wyoming Labor Force Trends. November, 2012.

<http://doe.state.wy.us/lmi/trends/1112/1112.pdf>

Trimmer (2012). Potential Impacts of the Patient Protection and Affordable Care Act on Employer-Provided Benefits in Wyoming. Wyoming Labor Force Trends. September, 2012.

<http://doe.state.wy.us/lmi/trends/0912/0912.pdf>

Manning (2012). Examining Wage Progression in Wyoming from 1992 to 2011. Wyoming Labor Force Trends. August, 2012.

<http://doe.state.wy.us/lmi/trends/0812/0812.pdf>

Moore (2012). Examining the Demographics of New Hires. Wyoming Labor Force Trends. August, 2012.

<http://doe.state.wy.us/lmi/trends/0812/0812.pdf>

**Leveraged Publications:**

Holmes (2013). The Cornerstone: Building an American Public Policy for Educational Attainment and Success in the Labor Market. Wyoming Department of Workforce Services. June 2013.

[http://doe.state.wy.us/lmi/w\\_r\\_research/cornerstone.pdf](http://doe.state.wy.us/lmi/w_r_research/cornerstone.pdf)

Gallagher, Glover, Harris, Knapp, Manning, and Moore (2012). Monitoring School District Human Resource Cost Pressures A Report to the Wyoming Joint Education Committee. Wyoming Department of Workforce Services. Fall 2012.

[http://doe.state.wy.us/lmi/education\\_costs/education\\_costs.pdf](http://doe.state.wy.us/lmi/education_costs/education_costs.pdf)

**Weblinks:**

Given with each citation

**Extent to which activities conform to schedule:**

R&P conducted economic studies on a wide variety of labor market topics. Most interest was generated through consultation contacts and presentation requests. The deliverables conform to specified guidelines and were completed on schedule.

**Actual aggregate expenditures and variance:**

Actual Expenditures - \$76,568, much of the research relied on multiple sources of funding and where appropriate alternative funding was applied.

**4) Post products, information, and reports on the Internet.**

**WIG Related Publications:**

As with previous years R&P staff generated data, analyses, and text for an Annual Economic Report. The report is disseminated annually at the Governor's Workforce Summit and can be found at <http://wyowdc.org/docs/councilannualreports/annualreport2013.pdf>.

Trimmer (2012). Potential Impacts of the Patient Protection and Affordable Care Act on Employer-Provided Benefits in Wyoming. Wyoming Department of Workforce Services. December 2012

<http://doe.state.wy.us/lmi/ppaca/aca2012.pdf>

Moore (2013). Youths and Nonresidents in Wyoming's Labor Force, Part 1: How it Works and Why it Matters. Wyoming Labor Force Trends. June 2013.

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<http://doe.state.wy.us/lmi/trends/0313/0313.pdf>

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<http://doe.state.wy.us/lmi/trends/1212/1212.pdf>

Wen (2012). New Business Formation Increases in Wyoming in 2010 and 2011. . Wyoming Labor Force Trends.

<http://doe.state.wy.us/lmi/trends/1112/1112.pdf>

Trimmer (2012). Potential Impacts of the Patient Protection and Affordable Care Act on Employer-Provided Benefits in Wyoming. Wyoming Labor Force Trends. September, 2012.

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Manning (2012). Examining Wage Progression in Wyoming from 1992 to 2011. Wyoming Labor Force Trends. August, 2012.

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Moore (2012). Examining the Demographics of New. Wyoming Labor Force Trends. August, 2012.

<http://doe.state.wy.us/lmi/trends/0812/0812.pdf>

**Leveraged Publications:**

Holmes (2013). The Cornerstone: Building an American Public Policy for Educational Attainment and Success in the Labor Market. Wyoming Department of Workforce Services. June 2013.

[http://doe.state.wy.us/lmi/w\\_r\\_research/cornerstone.pdf](http://doe.state.wy.us/lmi/w_r_research/cornerstone.pdf)

Gallagher, Glover, Harris, Knapp, Manning, and Moore (2012). Monitoring School District Human Resource Cost Pressures A Report to the Wyoming Joint Education Committee. Wyoming Department of Workforce Services. Fall 2012.

**Weblinks:**

Given with each citation

**Extent to which activities conform to schedule:**

R&P published all work in both HTML and PDF formats for ease of use. The deliverables conform to specified guidelines and were completed on schedule.

**Actual aggregate expenditures and variance:**

Actual Expenditures - \$51,957, much of the research relied on multiple sources of funding and where appropriate alternative funding was applied.

**5) Consult on a continuing basis with workforce investment boards and other key**



**workforce and economic development partners and stakeholders.**

R&P's manager is a sitting member of the Department of Workforce Services (our states State Workforce Agency) Leadership Team. R&P staff are currently working with DWS local office managers to develop an ongoing education, training, and outreach program. Over the coming year R&P will start a monthly web based forum to join DWS staff across the state and address questions and concerns that arise related to LMI.

R&P staff attends all Wyoming Workforce Development Council meetings in a consultation and advisory role.

R&P staff participates as members and regularly attend meetings of the State funded State Longitudinal Data Systems (SLDS) Task Force convened by the Governor to prepare Wyoming for the implementation of an SLDS.

R&P continues to work with Workers' Compensation and the State's Occupational Safety Epidemiologist to support efforts to understand factors that influence occupational injuries and deaths.

R&P has conducted training and outreach on the use of occupational projections, new hires data, and other economic datasets for strategic planning with Sheridan College, Laramie County Community College, Casper College, and the Wyoming Community College Commission (WCCC).

R&P currently collects, matches, and creates reports for the WCCC Adult Basic Education Program.

R&P has an ongoing relationship with our states Legislative Services Office which supports our states legislature. These efforts are related to Teachers Compensation research and Hathaway Scholarship Program outcomes.

**Extent to which the activities conform to schedule:**

The partner and consult portion of the WIG conforms to specified guidelines and was completed on schedule.

**Actual aggregate expenditures and variance:**

Actual Expenditures - \$31,649