Tennessee Department of Labor and Workforce Development

Annual Performance Report to the Employment and Training Administration

July 1, 2012 – June 30, 2013

September 2013

The State of Tennessee's report follows the Employment and Training Administration outline transmitted in TEGL 27-11.

ITEMS A and B: Accomplishments of the 5 program deliverables and any annual economic analyses and special reports produced. For any deliverables not completed, outcomes are compared to grant statement of work deliverables and plans to ensure completion are addressed.

Deliverable 1. Populate WIDb with state and local data

Data files populated and updated in Program Year 2012 including core tables

Regular updates of the Workforce Information Database (WID) are done for these files, most of which contain state and local data:

Core Data Tables populated and updated regularly	Other Data Tables populated and updated regularly
CES	ANALYSIS
EMPDB	BLDING
INDPRJ	LICHIST
INDUSTRY	PROGCOMP
LABFORCE	PROGRAMS
LICAUTH	SCHOOLS
LICENSE	STINDPRJ
OCCPRJ	STOCCPRJ
OESWAGE	SUPPLY

Other files are updated as data become available. See Attachment A, "Data Tables Populated by Tennessee" for a complete list and definitions.

Licensing files were forwarded to the National Crosswalk Center in November 2012.

Deliverable 2. <u>Produce and disseminate industry and occupational employment projections</u>.

Both occupational and industry employment projections were finalized in this program year:

1. Production of statewide, short-term industry and occupational projections covering 2012 to 2014 was completed.

2. The Local Workforce Investment Area occupational projections for 2012 to 2020 were completed and loaded into the Excel database commonly referred to as OTTER the department developed for the Department of Education. This product is described more fully in Deliverables 3 and 5.

3. At its request, labor market information from the WID database was submitted to the Brookings Institute to be used in analyzing Tennessee's automotive industry. Their report is planned for release in October 2013.

Deliverable 3. <u>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).</u>

- Tennessee's governor announced a new statewide initiative this year, the "Drive to 55". The goal is to increase the percentage of the state's adults obtaining a college degree or a technical school certificate from the current low of 32 percent to at least 55 percent by 2025. Our department provided the occupational projections data for the project, which was then further analyzed by the University of Tennessee along with their supply projections.

- The Excel database named "Occupational Trends in Tennessee Employment Report" and commonly referred to as "OTTER" was created in this program year as a tool for analyzing supply and demand comparisons. Created specifically for use by the Tennessee Department of Education, data are analyzed by that department's programs of study in their 16 educational program clusters. Although created specifically in response to requests by that department, the supply/demand analyses in this database are informative for numerous other types of users, and have been provided to the local workforce boards.

- Copies of the "Hot Careers" publications, which are updated and available in published form as well as online at http://www.state.tn.us/labor-wfd/outlooks/statewide.pdf, are distributed to career centers across the state and to attendees at jobs fairs. These statewide job analyses (listed as "Hot Jobs to 2020") were recently renamed to "Hot Careers", with a completely updated look. The jobs listed are predicted to be in demand for the next seven years. Readily understood tables identify numbers of jobs expected, salaries and required education as well as skills and abilities typically required by employers.

Deliverable 4. Post products, Information, and reports on the Internet.

Tennessee's Labor Market Information site at Jobs4TN.gov (https://www.jobs4tn.gov/) is designed to serve as the official online access point both for job seekers to submit resumes and for employers to list job openings. The site now provides an immediate added benefit to both job seekers and employers: it provides a virtually seamless integration of real time information on employers' job listings and job applicants with labor market data specific to these users' interests.

1. Extensive work was initiated and partially completed by June 30, 2012, to implement Version 12.1 of Tennessee's major workforce information product on the Jobs4TN.gov website (https://www.jobs4tn.gov/). When the vendor later completed this installation, users were able to create reports with tables, graphs and maps displaying comprehensive current data from the WID database displayed in the occupational, area, and industry profiles, allowing users to set many of their own report parameters. A number of other features were available as well.

2. The most recent versions of two major Labor Market publications can be accessed online:

   "Hot Careers" publications can be accessed at: http://www.state.tn.us/labor-wfd/outlooks/statewide.pdf)

   Current and back issues of the "Monthly Labor Market Report", a monthly newsletter with a lead article on economic issues of importance to readers can be accessed at: http://www.state.tn.us/labor-wfd/lmr/. The current employment and unemployment statistics for the state and for Metropolitan Statistical Areas

(MSAs) are analyzed in this report. The newsletter includes tables and graphs of labor force information for the state, MSAs, and Micropolitan Areas. Also in the reports are data tables of estimated non-agricultural employment by industry, the hours and earnings of manufacturing production workers, and the consumer price index.

3. TN's newest labor market information product, a one-piece color flyer depicting key LMI products, is available at: https://www.jobs4tn.gov/admin/gsipub/htmlarea/Uploads/ResourceGuide.pdf

Tennessee's primary LMI web site, Jobs4TN.gov (https://www.jobs4tn.gov/) is given prominence in the product. Web addresses are cited for other products. The flyer was developed in June 2013, and copies were published and disseminated beginning in July. It will be distributed widely to potential customers by our department's marketing division. A pdf of this guide, titled "Resource Guide 2013 edition: Tennessee's labor Market Information at Your Fingertips!", is transmitted by email with this report.

- Attachment D lists products and internet sites for accessing them.

- <u>Tennessee was not able to complete one planned internet data update due to sequestration, which required the department to close some local offices and forced staff cutbacks.</u>

Installation of the 12.1 database update had been planned for April 2013. Installation of the update was in progress but not completed by June 30, 2013. Before the update could be completed, Department of Labor and Workforce Development administrators made the decision to delay the launch due to the required office closings and staff cutbacks.

<u>The plan to ensure completion of this installation</u>: A revised installation date was set by the department--August 24, 2013--to accommodate to the vendor's schedule.

<u>The result of the database update delay</u>: Some occupation data, although updated during the program year, could not be displayed on the department's jobs4tn.gov website (https://www.jobs4tn.gov/).

The internet database at that time could not accommodate the new (2010) version of the OES occupational codes used in the updated occupation data. Therefore, the new statewide and local workforce area occupational and employment projections, although finalized, could not be made available on the jobs4tn.gov website by June 30, 2013.

Deliverable 5. <u>Consult on a continuing basis with workforce investment boards and other key workforce and economic development partners and stakeholders</u>.

> <u>The Tennessee Department of Education.</u> One of the Department of Labor and Workforce Development's major stakeholders is the Tennessee Department of Education.
>
> Our department created the OTTER (an EXCEL-based supply and demand database) to meet the special needs of the Department of Education, which had used this database to provide data to users directly and to answer information requests. It was the subject of a training session for West Tennessee Career and Technical educators in October, 2012, in conjunction with the Regional Educational Laboratory, which also featured the department's LMI web site.
>
> The local workforce area occupational projections for 2012 to 2020 and the updated supply data (occupational program completers in this case) were completed and loaded into OTTER for Education's March 13, 2013 update. Additional updated data was added to OTTER as it became available: occupational wages and educational training time, as well as outlook descriptions for each cluster of related training programs.

Additional consultations are summarized in Item C, below.

ITEM C. Summary of Customer Consultations

<u>The OTTER database</u> described above is the result of the ongoing relationship developed over years of consultations with the state Department of Education, and has been provided to workforce boards, grant writers, higher education staff, and other consultants.

<u>Ongoing customer service</u>: Labor Market Information field staff across the state provide ongoing customer service. These five staff members respond to information requests on various issues related to the state's economy.

<u>The Labor Market Information Director 's activities </u>support communications with customers across the state. In Program Year 2012-2013, the director:

- Attended a WIA Directors' meeting in Nashville on June 10 with approximately 30 in attendance. She provided an update on LMI and UI activities.

- Attended the LWIA executive luncheon on June 13 in Nashville with approximately 12 in attendance.

- Attended the WIA board meeting on June 14 in Nashville and provided an update on the department's labor market information and unemployment insurance programs and the Jobs4TN website's expansion. Attendance was approximately 100.

The Unemployment Insurance (UI) Administrator's Notebook Project was begun to facilitate communication and consultation with Local Workforce Investment staff and administrators and other local officials.

At the request of the administrator, a notebook of comprehensive labor market information for each Local Workforce Investment Area was put together. This project was initiated and completed in June 2013. The administrator requested this notebook to provide the background information she needed regarding each local workforce area to take on her visits, planned to begin in July 2013 to all 13 LWIA's. The primary customers she expected to meet with on these visits were the LWIA and statewide boards and staff, city and county mayors, state representatives, and chambers of commerce members.

The notebook sections for each LWIA provided the background information she needed for her visits. Much of the labor market information is in color, including maps and graphs for each local workforce investment area.

The information included in the notebook is all available in reports than can be printed in color from the Labor Market Information section at the Jobs4TN.gov website.

ITEM D. Description of efforts to create and support partnerships and collaborations

1. State activities to leverage LMI-WI funding The governor's office provides funding for a job orders database that is included in the jobs4tn.gov web site.

2. New and established partnerships, activities, and linkages None to report

3. Collaboration with the University of Tennessee on the P-20 Project

The P-20 project is the building of a comprehensive data warehouse for educational and workforce longitudinal study being carried out as a collaborative project between the University of Tennessee and other higher education participants, and the Tennessee Departments of Education and Labor and Workforce Development.

The Tennessee Department of Labor and Workforce Development received a grant for our ongoing provision of data to this project. Confidentiality and other agreements have been signed and will continue to be reviewed as the project moves along.

Data files listed submitted regularly to the University of Tennessee P-20 Project as they are updated are listed in Attachment C.

4. <u>Tools and resources created through or supported by state and local partnership activities or collaborations during the program year</u> The OTTER system, previously described.

Item E. Description of new tools or resources developed in PY 2012

<u>The major new supply and demand tool</u>, the Excel database OTTER, is described in Deliverables 3 and 5 and in the Consultation section

<u>A new online aid to job seekers and employers listing job openings</u>: The addition of real time information on the department's Jobs4TN.gov website (https://www.jobs4tn.gov/) provides a virtually seamless integration of real time access to current labor market information to aid decision-making by job seekers and employers listing jobs.

<u>Updated information tool</u>: An updated one-sheet Resource Guide in color, with pictures and descriptions of Tennessee's online labor market information products, helps users understand, visualize, and easily access the products that will be helpful to them.

Item F. Recommendations for changes and improvements to the required LMI-WI grants to states' deliverables. None.

Five Attachments

to

Tennessee's Annual Performance Report PY 2012

A.   Data Tables Populated by Tennessee

B. Ongoing Data Sharing and Reporting

C. Collaboration: The University of Tennessee P-20 Project

D. Accessible Labor Market Information Products: A List of Tennessee's
   Labor Market Products Online and in pdf format

E. Tennessee Occupational Wage Tables Available Online

Attachment A

Tennessee's Annual Performance Report PY 2012

Data Tables Populated by Tennessee

analysis	This table contains one record for each cluster or unit of analysis. The purpose of the table is to allow the ALMIS Database Administrator to enter text that analyzes the Supply/Demand situation for a state or area, and to display relevant information about placement rates for programs.
blding	Table of building permits awarded per area and time period.
cenlabor	One record for each Census occupation with the count of females or males in the labor force in the occupation.
ces	Employment estimates as reported by the Current Employment Survey.
commute	Commuting patterns. Each record of this table contains a geographic area of a worker's residence ('stfips', 'areatype', 'area') and the geographic area of a worker's place of work ('wkstfips', 'wkareaty', 'wkarea') and the number of workers that fall into this commuting pattern.
empdb	This table contains employer data obtained through the Employer Database Consortium. The use of the data in this format is subject to the state's terms and agreements reached in the contract signed with the ALMIS Employer Database supplier.
esapplic	Employment Service applicant characteristics.
esdata	Employment Service data.
income	This table contains income data.
indprj	This table contains employment projections for each of the identified industries and areas.
industry	This table contains covered employment by industry collected for the QCEW report. (This table includes historical data so that reports reflecting change can be produced.)
iomatrix	This table contains the industry-occupation employment matrix.
labforce	Employment and unemployment estimates are reported from Local Area Unemployment Statistics.

licauth	Table of licensing authorities for the state.
license	This table contains one record for each individual license authorized by the state.
lichist	Table containing the number of licenses awarded for a selected occupation.
occprj	This table contains occupational employment projections for each of the defined areas.
oeswage	This table contains one record for each OES occupation.
populatn	This table contains population estimates for a geographic area and time period.
progcomp	This table contains information about program completers.
programs	This table contains information about programs that are offered by education and training providers.
propval	Property Values. This table contains property value data for an entire geographic area for a specified time period and taxtype.
sales	Revenue from retail sales.
schools	This table contains one record for every training provider in the state. Each training provider will be identified by a code. The training provider will be coded by type - field 'insttype'.
stindprj	This table contains short term employment projections for each of the identified industries and areas.
stoccprj	This table contains short term occupational employment projections for each of the defined areas.
supply	Completer data for all occupational training providers in the state.
tax	Revenues from taxes
uiclaims	This table contains the numbers of Unemployment Insurance Claims for the selected area.

Attachment B

Tennessee's Annual Performance Report PY 2012

Ongoing Data Sharing and Reporting:

	Report Name	Report num-ber	Frequency	Content	Primary Requestor/Recipient
1	(unnamed)	Bp 031	weekly	Number of individuals laid off by Industry code, county, WIA, and employer	Electronically to each Workforce Investment Board
2	Weekly Report of Covered Employment	ES 210	weekly	Comparison: prior week; same week 2 prior years. Top industries, claims in those industries, top 5 counties, their claim numbers those industries that week	Center for Business and Economic Research, University of TN Knoxville
3	"Characteristics of the Insured Unemployed"	ETA 203	monthly	Demographic data, Industry, Occupation Category	Recipients at Centers for Business and Economic Research at University of Tennessee units at both Knoxville and Memphis
4	Claims and Payment Activities	ETA 5159	monthly	Categories of initial and continued claims and payments; Weeks and amounts compensated	UT Knoxville Center for Business and Economic Research

5	TENNESSEE ECONOMIC ANALYSIS Briefing Packet	not num-bered	monthly	Typical Contents: Narrative summaries; tables, graphs displaying: employment, unemployment; business survey; production workers' hours/earnings, more.	UT Knoxville Center for Business and Economic Research

See also Attachment C, "Collaboration: University of Tennessee P 20 Project"

Attachment C

Tennessee's Annual Performance Report PY 2012

Collaboration: The University of Tennessee P-20 Project

Updated data files listed below are submitted regularly to the University of Tennessee P-20 Project.

P-20 is a data warehouse for educational and workforce longitudinal study being carried out as a collaborative project between the University of Tennessee and other higher education participants, and the Tennessee Departments of Education and Labor and Workforce Development,.. The Tennessee Department of Labor and Workforce Development received a grant for this ongoing data provision. Confidentiality and other agreements have been signed and will continue to be reviewed as the project moves along.

The files submitted regularly to the University of Tennessee P-20 Project this PY are listed below.

Files Updated and Submitted Regularly

Oct 2012 quarter
Added CES
Jan – Mar 2013 quarter
Added: INDTYPE

From July 2012 forward
INDPRJ
INDUSTRY
LABFORCE
LICAUTH
LICHIST
OCCPRJ
OESWAGE
POPULATN
STINDPRJ
STOCCPRJ
AREATYPE
BENMARK
CIPCODE
CLSXPROJ

CLSXSUPL
CLUSCODE
COMPLTYP
GEOG
INDDIR
INDTYPES
INSTOWN
INSTTYPE
LENTYPE
LICENSE
LICNUMTY
LICXOCC
MATXNAIC
MATXSOC
NAICCODE
NAICSECT
NAICSLVL
OCCCODES
OCCDIR
OCCTYPES
OOHTRNTM
OWNERSHP
PERIOD
PERIODID
PERIODTY
POPSOURC
PROGCOMP
PROGRAMS
RATETYPE
SALES
SALESTYP
SCHOOLS
SICCODE
SOCCODE
SUBGEOG
SUPPLY
WGSOURCE
UNITTYPE
GROWCODE
SICDIV
BLDING

Attachment D

Tennessee's Annual Performance Report PY 2012

Accessible Labor Market Information Products

Some of Tennessee's labor market information products are accessible on Department of Labor web sites, others are documents that are available in pdf format.

1. Resource Guide to TN Labor Market Online Information 2013 edition, a one-piece color flyer depicting key LMI products, is available at: https://www.jobs4tn.gov/admin/gsipub/htmlarea/Uploads/ResourceGuide.pdf

2. http://www.tn.gov/labor-wfd/outlooks/statewide.pdf   Tennessee's "Hot Careers to 2020" publication "highlights Tennessee's high demand occupations featuring educational requirements, average annual wages, average annual job openings, and job outlook for these occupations in ten year increments." Average annual openings were updated to the 2012 – 2020 projections and median salary to the 2012 data. High demand is defined as 100 or more openings expected statewide annually. Additionally, key O*Net skills required are indicated for each occupation

3. "The Monthly Labor Report". An example is the June 2013 report: http://www.tn.gov/labor-wfd/lmr/pdf/2013/LMRJune2013.pdf

4. http://www.tn.gov/labor-wfd/wages/intro.htm. Wage tables by occupations and industries are available in pdf format for the state as a whole and for substate areas. Data tables in pdf format can be viewed and printed (by copying into a WORD document file, for example) but are not downloadable. See Attachment E for additional information and a sample report.

5. Access the internet and at the prompt type: Jobs4tn.gov This takes you directly to the gateway to Tennessee state government's most comprehensive access to labor market information. Scroll down to the 5 lists and explore options under the list titled LABOR MARKET INFORMATION. The option at the bottom of that list, LMI Home, provides numerous labor market information products, including publications and data updates.

Attachment E

Tennessee's Annual Performance Report PY 2012

Tennessee Occupational Wage Tables Available Online at
http://www.tn.gov/labor-wfd/wages/intro.htm

Occupational wages updated in Program Year 2012 are available in wage reports in pdf format. Reports can be viewed and printed but not downloaded.

Wage reports are available for
1. The state of Tennessee as a whole
2. all Tennessee Metropolitan Statistical Areas (MSA's)
3. and all counties outside the MSA's in four Balance of State areas:
    a. West Tennessee Balance of State
    b. East Tennessee Balance of State
    c. South CentralTennessee Balance of State
    d. North CentralTennessee Balance of State

An example of a statewide wage table for Computer and Mathematical Occupations is provided:

Total all industries
Tennessee

Computer and Mathematical Occupations

Occupation	Occ. code	Est. empl.	Mean wage	Entry wage	Exp. wage	25th pct	Median wage	75th pct
COMPUTER AND MATHEMATICAL OCCUPATIONS	15-0000	43,550	67,480	40,220	81,120	46,820	65,810	85,850
			32.45	19.35	39.00	22.50	31.65	41.25
Computer and Information Scientists, Research	15-1111	420	72,720	42,830	87,670	46,180	79,670	90,130
			34.95	20.60	42.15	22.20	38.30	43.35
Computer Systems Analysts	15-1121	8,360	73,780	48,170	86,580	56,550	74,550	90,240
			35.45	23.15	41.65	27.20	35.85	43.40
Information Security Analysts	15-1122	790	75,980	48,520	89,710	56,480	73,020	92,020
			36.55	23.35	43.15	27.15	35.10	44.25
Computer Programmers	15-1131	4,520	74,590	49,540	87,120	58,160	74,690	90,400
			35.85	23.80	41.90	27.95	35.90	43.45
Computer Software Engineers, Applications	15-1132	4,350	78,530	54,760	90,420	63,000	78,650	92,550
			37.75	26.35	43.45	30.30	37.80	44.50

Occupation	Code	Employment						
Computer Software Engineers, Systems Software	15-1133	2,280	81,180	52,310	95,610	64,990	81,750	95,080
			39.05	25.15	45.95	31.25	39.30	45.70
Web Developers	15-1134	1,200	52,920	32,060	63,350	36,780	49,050	67,680
			25.45	15.40	30.45	17.70	23.60	32.55
Database Administrators	15-1141	1,560	72,230	44,310	86,180	51,840	73,640	90,950
			34.70	21.30	41.45	24.95	35.40	43.75
Network and Computer Systems Administrators	15-1142	5,520	66,270	41,940	78,430	47,160	63,790	81,340
			31.85	20.15	37.70	22.65	30.65	39.10
Computer Network Architects	15-1143	1,350	82,000	53,870	96,070	59,700	81,600	102,950
			39.45	25.90	46.20	28.70	39.25	49.50
Computer Support Specialists	15-1151	6,610	44,720	28,690	52,730	33,080	42,570	54,220
			21.50	13.80	25.35	15.90	20.45	26.05
Computer Network Support Specialists	15-1152	2,490	55,650	38,580	64,180	42,690	52,550	66,680
			26.75	18.55	30.85	20.50	25.25	32.05
Computer Occupations, All Other	15-1199	2,030	66,640	39,160	80,380	46,710	65,280	84,550
			32.05	18.85	38.65	22.45	31.40	40.65
Actuaries	15-2011	340	90,650	49,260	111,350	56,290	69,250	91,860
			43.60	23.70	53.55	27.05	33.30	44.15
Mathematicians	15-2021	40	66,370	36,970	81,070	39,110	64,540	76,870
			31.90	17.80	39.00	18.80	31.05	36.95
Operations Research Analysts	15-2031	1,080	66,450	39,350	80,010	45,320	61,230	85,070
			31.95	18.90	38.45	21.80	29.45	40.90
Statisticians	15-2041	510	67,470	39,690	81,360	44,930	62,510	87,780
			32.45	19.10	39.10	21.60	30.05	42.20
Mathematical Technicians	15-2091	N/A	65,800	41,110	78,150	47,700	77,220	86,950
			31.65	19.75	37.55	22.95	37.10	41.80
Mathematical Scientists, All Other	15-2099	60	58,770	34,990	70,660	40,770	55,300	72,830
			28.25	16.80	33.95	19.60	26.60	35.00

Entry and Experienced wages represent the mean of the lower third and the mean of the upper two-thirds of the wage distribution respectively. The OES survey does not collect information for entry or experienced workers. Tennessee Department of Labor & Workforce Development, Employment Security Division, Labor Market Information. Publish date June 2013.