



**COLORADO**

Department of  
Labor and Employment

Office of Labor Market Information

## **PY14 ETA Workforce Information Grants to States Annual Performance Report**

### **i. Workforce Information database (WIDb)**

Colorado LMI is currently operating with version 2.5 of the Workforce Information Database (WID). The primary purpose of the WID is to serve as the repository of labor market and other economic information for Colorado Labor Market Information (LMI). It also serves as the online database for LMI Gateway, Colorado LMI's web site.

The WID in Colorado also supports an innovative project called "Go Code Colorado." Go Code gathers data from government entities and holds an event in which teams of software developers compete to develop the most innovative apps using the public data. The top three teams are awarded state contracts. Some examples of WID tables Colorado LMI provides to the Go Code project are labforce, OESwage, and Industry. All confidential records are scrubbed out before the data is transmitted.

All core tables in version 2.5 of the database as defined by the Workforce Information Database Consortium are populated as per plan. The tables are regularly updated with the most current data available. Recently updated tables include Empdb, Industry, Indprj and Occprj, Stindprj and Stocprj, lomatrix, Labforce, CES, Oeswage, license, lichist, CPI, Income, and populatn.

### **ii. Industry and occupation projections**

#### Long-term Industry and Occupation Projections:

ETA requires LMI to produce one set of statewide, long-term industry and occupation employment projections every other year. Sub-state long-term projections are required in alternating years, but the number of sub-state areas is not specified.

In partnership with the Colorado Workforce Development Council (WDC), LMI goes beyond the ETA requirement by producing long-term projections for the state and all 7 Metropolitan Statistical Areas (MSA) and 4 Balance of State Areas (BOS) annually.

The PY14 Workforce Information Grant required LMI to complete 2012-2022 substate long-term projections. PY14 activities involved the production of 2014-2024 statewide and sub-state long-term industry and occupation employment projections which will be published on LMI Gateway at the end of June 2015.

#### Short-term Industry and Occupation Projections:

ETA requires LMI to produce one set of statewide, short-term industry and occupation employment projections each year.

In partnership with the Colorado Workforce Development Council (WDC), LMI goes beyond the ETA requirement by producing short-term projections for the state and all 7 Metropolitan Statistical Areas (MSA) and 4 Balance of State Areas (BOS) every 6 months.

The PY14 Workforce Information Grant required LMI to complete 2014-2016 short-term projections. PY14 activities included a production of 1st quarter 2014-2016 statewide and sub-state short-term industry and occupation employment projections delivered to ETA, at the end of February 2015. PY14 also included a 3rd quarter update to 2015-2017 statewide and sub-state short-term industry and occupation employment projections which were published on LMI Gateway at the beginning of January 2015.

### **iii. PY14 Annual economic analyses and other reports**

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.

#### Governor's Office of State Planning and Budgeting–Revenue Forecast

September 22, 2014

December 22, 2014

March 18, 2015

June 19, 2015

These forecasts can be found the web at:

<https://sites.google.com/a/state.co.us/ospb-live/live-form>

#### Legislative Council – Focus Colorado: Economic and Revenue Forecast

September 2014

December 2014

March 2015

June 2015

The forecasts for 2014 and 2015 can be found on the web at:

<https://www.colorado.gov/pacific/cga-legislativecouncil/2014-3>

<https://www.colorado.gov/pacific/cga-legislativecouncil/2015-0>

### **iv. Customer consultations**

Extensive practice sessions with workforce center staff were conducted to assist in finding requested data on LMIGateway.

Workforce Center staff recommended new products and reviewed prototypes, providing critical feedback for continuous improvement.

LMI staff responded to questions from workforce development professionals, businesses and educators regarding use of LMI data and provided instructions to customers on the use of the LMI Gateway web site to enhance services.

LMI staff provided individual consultations by email, phone and in-person as needed for workforce center project needs.

LMI Training and Outreach staff consulted with various workforce centers on the use of Help Wanted OnLine, determined the most cost effective process for distributing licenses and training license holders to extend their use.

LMI Training and Outreach staff partnered with workforce center staff to develop customized county and regional reports as well as jointly-delivered presentations to workforce center and partner agency audiences.

LMI staff successfully continued to meet an internal standard for customer service delivery by responding to all inquiries within 48 hours. Most responses were completed the same day.

LMI staff partnered with workforce center staff to meet the needs of educators in the development of new products designed for students.

#### **v. Activities undertaken to meet customer needs**

Eighteen presentations and workshops were delivered to more than 500 workforce center staff, partner agency staff and other customers in support of Workforce Investment Board goals and objectives. Materials were distributed at three job fairs by members of CDLE staff. By year-end, contacts and interactions included individuals and groups in workforce regions across the state.

Specific customized presentations were developed and delivered to several Workforce Investment Boards across the state to increase knowledge of Colorado's economy and local labor markets as well as provide training in the use of labor market information.

Presentations were made to partner agency universities and colleges across the state.

Local Employment Dynamics OnTheMap brochures were produced for two additional workforce regions this year. These tailored brochures were used by business and economic development customers of our workforce centers as well as Workforce Investment Boards across the state. The data promote understanding of workforce demographics and commuter patterns for selected geographic regions. Unfortunately, the data were not updated beyond 2011 by Census as more current data files available could not be released. Although additional brochures were requested, no products with more current data could be produced. Data are now updating so LED OnTheMap will be an important information source in the coming year. Training sessions have also been offered on Quarterly Workforce Indicators data – how to find and suggestions on how to use these data. A handout describing these data is anticipated to be completed over the next year.

The Guide to LMIGateway for the Job Seeker and Guide to LMIGateway for the Employer brochures were designed to function as “desk aids” providing easy access to specific information on the web site for workforce center staff, educators and members of the public. Training on the use of LMIGateway and how to find specific data often relies on the use of these brochures to facilitate learning.

Types of data being used in training and other products have increased to provide background and context for LMI data.

#### **vi. New tools and resources**

Colorado's LMI Gateway web site based on Geographic Solutions' software product called Virtual LMI is primarily designed to deliver data, charts, and maps using simple query forms. As this web site updates, desk aids for employers and job seekers are updated to reflect recent changes. All major labor market statistics, as well as other series' such as the Consumer Price

Index, are available for display. As LMI Gateway carries more data, use of the site requires additional training and demonstration.

Training has been adapted to include the new customer dashboards and encourage workforce center and student services staff to recommend their use to customers. Because LMIGateway tracks use on the site, customers can return to previously obtained data for review and workforce center staff can track their customers' use of the site.

Colorado LMI upgraded to version 15 of Virtual LMI in PY 14. Virtual LMI version 15 contains many new enhanced features, including:

- Exportable maps: a map of a variable in the profile sessions can now be exported as JPG, PNG, SVG, or PDF format. For example, a map in occupation profiles that shows the average wage for carpenters in Metropolitan Statistical Areas can be exported by the user.
- "Hover over" tool tips for maps. Users can hover their cursor over an area of a map to display the data labels for the area.
- New widgets: Widgets are small applications that run on a user's home page and automatically display current data and/or charts from different subject areas. In version 15, new widgets were added for Current Employment Statistics (CES), Long-term occupation and industry projections, Quarterly Census of Employment and Wages (QCEW), and Current Data Profiles (Area, Industry, Occupation, and Education).

Enhancements to Education Profiles: The education program completer display was enhanced; advertised job demand for related occupations is displayed, licensing requirements are displayed if applicable.

### OES Wage Survey Report

The results of the May 2014 Occupational Employment Statistics Wage Survey were published in June 2015. The Survey Report is available under Products on LMIGateway. A poster available electronically on LMI Gateway provides selected OES data by geographic region for job seekers and students. Posters are printed upon customer request.

Bookmarks designed to advertise LMIGateway and encourage use of the site were updated to include the most recent data available on the effect of higher education on wages and lifestyle.

Industry Brochures continue to be updated. Nine brochures were completed previously: Agriculture, Transportation, Information Technology, Retail Sales, Construction, Manufacturing, Tourism, Finance and Health Care. Manufacturing, Finance and Health Care brochures were updated during FY 2014. Our newest brochure on Aerospace was specifically requested by workforce centers. Workforce Centers and other customers continue to be surveyed to determine industries of interest across the state.

### Projections Brochures

The Colorado Careers brochures are designed to give job seekers a quick look at the top growing jobs in Colorado and wage ranges. These brochures are produced for two types of jobs: jobs that require on-the-job training and jobs that require higher education. Two brochures are produced electronically for eleven different geographic areas and for the state as a whole.

Brochures are printed upon request for workforce centers and other customers.

### Career Pathways

We are working with several agencies to develop a Career Pathways series of brochures. This is a new product that will develop from the current draft to a completed, printable or electronic product over the coming fiscal year.

### Customized Products

We have experienced an increased number of requests for customized brochures and handouts using labor market information. Requests range from Area Profiles with data centering on a specific geographic region, industries and occupations, commuter patterns and workforce to brochures that cover a specific industry or occupation. Each product produced includes a training session on how to find and use the data profiled.

Help Wanted OnLine (HWOL) is a resource for real-time labor market information. A job aid was developed for workforce center staff using HWOL tools to retrieve employment trends data, identify top hiring employers and review real-time job ads. Licensing over this year changed to address highest needs and most extensive use. HWOL data are available to all workforce centers in Colorado.

Haver Analytics provides a ready means of accessing and updating periodic data sets from a large number of sources. Haver Analytics updates and manages historical time series data for macro strategy and research. The data offering ranges from daily market data to annual economic statistics.

While both HWOL and Haver Analytics data sets have been available for the last couple of years, new uses are being identified as customers expand their knowledge and use of these tools.

### Other products published regularly include:

Colorado Employment Situation Press Release: A monthly PDF document that describes the employment situation in Colorado.

Monthly Data Overview: A one-page summary of key monthly economic indicators including unemployment rate, initial and continued UI claims, average weekly wages, and the Consumer Price Index.

Advanced Technology Data: A monthly tabulation of employment data for seven industries classified as "advanced technology".

Training and Outreach staff produced, printed, and distributed 91,534 printed product pieces (brochures, training materials, literature) based on the most current Labor Market Information data available. All products were also made available electronically. We are making an effort to reduce cost and improve efficiency by increasing customer access to our materials and data electronically.

The web address for Colorado LMI Gateway is: <http://www.colmigateway.com/>

The web address for the LMI Gateway products page is:  
<http://www.colmigateway.com/gsipub/index.asp?docid=282>

### **vii. Efforts to create and support partnerships and collaborations**

Colorado LMI continues to work with the U.S. Census Bureau in the development of the Local Employment Dynamics data tool. Colorado LMI has expanded the training and use of LED data through regular participation in webinars produced by the U.S. Census Bureau as well as through an increased interest in discussions and interaction by WIBs.

Colorado LMI continues to be an active leader, fiscal agent and participant in the Projections Managing Partnership.

LMI worked in partnership with the following workforce center leadership and educational staff:  
- with Pueblo County Workforce Center, designed and built a Health Care Industry product to deliver new statistics about the labor market on a quarterly basis.

- with Denver Workforce Center Special Projects Administrator, worked to produce a draft Career Pathways product for educator review.

- with the National Association of Workforce Agencies, partnered to support the organization's quarterly LMI Committee meeting.

- with Metropolitan State University, provided materials and presentations for job seekers preparing for graduation.

- with the Regional Transportation District, assisted two committees obtain and understand Local Employment Dynamics data for planning purposes.

- with the Center for Work Education and Experience, provided training on LMI and a variety of products for staff working with job seekers.

- with Cole High School in the Denver Public School System, began the development of a relationship with educators and students. Provided LMI materials and training on use; will work with students to evaluate new products designed for a high school market.

- and with Cherry Creek School District, provided materials and training on their use. Will work with educators to facilitate learning about LMI through staffing a job fair and meeting with school district administrators to determine our most effective and efficient methods of collaboration.

National and state economic information was produced for the Workforce Programs Annual Report covering the period July 2014 – June 2015.

### **viii. Activities to leverage LMI-WI funding**

Labor Market Information, in partnership with the Colorado Workforce Development Council, renewed access to and distributed licenses for the data tools, The Conference Board's Help Wanted Online (HWOL) and Haver Analytics.

Training and Outreach staff produced, printed, and distributed 91,792 printed product pieces (brochures, training materials, literature) based on the most current Labor Market Information

data available. All products were also made available electronically. In a number of cases, the cost of printed product pieces developed by LMI was borne by the specific workforce region requesting the materials or shared between a workforce region and LMI.

**ix. Recommendations for ETA for changes and improvements to WIGS requirements.**

ETA should continue to fully fund the activities and tools critical to the successful completion of the Workforce Information Grant to States deliverables.