

*District of Columbia
Department of
Employment Services*

Workforce Information Grant

*Program Year 2014
Annual Performance Report*



GOVERNMENT OF THE
DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

DEBORAH A. CARROLL
DIRECTOR

**District of Columbia
Annual Performance Report
Workforce Information Grant
Program Year 2014**

The District of Columbia (District) respectfully submits its Annual Performance Report for the Workforce Information Grant (WIG) for Program Year (PY) 2014, which began July 1, 2014, and ended June 30, 2015, as required by the Employment and Training Administration (ETA) of the U.S. Department of Labor.

In the District's PY 2014 Plan of Work, the Office of Labor Market Research and Information (OLMRI) established the following deliverables:

1. Continue to populate the Workforce Information Database with state and local data.
2. Produce and disseminate industry and occupational employment projections.
3. Conduct and publish relevant economic analyses, special workforce information, or economic studies determined to be of benefit to the District's workforce development system. Some of these publications serve as substitutes for the annual economic analysis report.

Utilizing WIG funds, OLMRI develops and disseminates labor market data and workforce products, analysis, and related resources that help the office's stakeholders and customers understand, engage, and participate in the labor market at varying levels.

i. Workforce Information Database (WIDb)

The Workforce Information Database (WIDb) is a data storage system used as a source to populate and access labor market data, workforce information, and related products. In PY14, the District continued to employ the services of Geographic Solutions, Inc., through its DC Analyzer module, for maintenance of the District's WID. Since March 2013, Geographic Solutions has used version 2.5 of the WID, as stipulated in ETA guidance. However, the District opted to integrate DC Analyzer into its virtual one-stop system (VOS), DCNetworks, when the VOS system was upgraded in March 2014. Job seekers now have a single digital point of access for labor market information as well as an array of employment services.

The Office of Labor Market Research and Information (OLMRI) updated core labor market data in the DC Analyzer/DCNetworks system. Data includes resident employment and unemployment rates; non-farm jobs by industry; occupational wages and employment; occupational staffing patterns; industry and occupational projections; educational programs; locations of educational and training institutions; and contact information for local employers.

The web address for the integrated DCNetworks system is: <https://dcnetworks.org/>.

ii. **Industry and Occupational Employment Projections**

In PY 2014, LMRI produced short-term industry and occupational projections for the District of Columbia for the period 2014-2016.

The projections were submitted for public dissemination following the procedures established by the Projections Consortium. The projections were also posted on the OLMRI website (at <http://does.dc.gov/page/labor-statistics>) and placed in the Workforce Information Database (at <https://dcnetworks.org/>).

DISTRICT OF COLUMBIA INDUSTRY PROJECTIONS, 2014 - 2016								
								Annual
		Employment		Change				Growth
INDUSTRY TITLE	2014	2016	Numeric	Percent				Rate (%)
TOTAL, ALL INDUSTRIES	759,856	777,350	17,494	2.3				1.15
DISTRICT OF COLUMBIA OCCUPATIONAL PROJECTIONS, 2014 - 2016								
		Employment		Change 2014-2016		Average Annual Openings		
SOC code	Occupational Title	2014	2016	Numeric	Percent	Replacement	Growth	Total
00-0000	Total, All Occupations	759,856	777,350	17,494	2.3	15,834	10,188	26,022
DISTRICT OF COLUMBIA OCCUPATIONAL PROJECTIONS, 2014 - 2016 (continued from above)								
Median Annual Wage (BLS, 2013)	Education Value		Work Experience		Job Training			
\$63,680								

iii. **Annual Economic Analysis and Other Reports**

In the District’s PY 2014 Plan of Work, it is stated that OLMRI will produce a statewide annual economic analysis report for the District of Columbia, as well as conduct and publish relevant economic analyses, special workforce information, or economic studies determined to be of benefit to the District’s workforce development system. Most of these publications can be found on the DOES website at <http://does.dc.gov/page/labor-statistics> under the “Publications” section.

The following materials, publications, and presentations were provided by the DOES Office of Labor Market Research and Information in PY 2014:

- 1) **District of Columbia Annual Economic Analysis:** The District of Columbia Annual Economic Report provides a detailed analysis of population demographics, labor market, and occupational employment. The report provides an analysis of the District's economic outcomes relative to the nation as a whole. The report provides a snapshot of the decennial population trend in the District, and then a demographic profile of the District's population in terms of its racial, age, and gender composition. Data on educational status and income distribution is also provided. What follows is an analysis of the District's labor market, focusing on three main metric: unemployment, labor force participation, and employment. OLMRI assesses how these outcomes vary among the District's demographic groups. The report also analyzes the job market, describing the general employment trends and the patterns of employment and wages by major industry sector. OLMRI concludes the report by looking at the District's occupational employment and wages by major occupational groups, and finally drawing out conclusions and implications for policymakers.
- 2) **District of Columbia Labor Market Trends:** This is a monthly publication providing the latest labor market data, such as employment, labor force and unemployment rates, unemployment insurance claims filed, and the top private sector employers for the District of Columbia and the Washington, D.C. metropolitan statistical area (MSA). Each monthly issue can be found on the DOES website at <http://does.dc.gov/page/new-labor-market-trends-newsletter>.
- 3) **Unemployment Insurance Benefits Exhaustee Survey Report:** The Office of Labor Market Research and Information conducted this study in order to ascertain the primary causes of UI benefit exhaustion in D.C., and to propose policies and services to assist the long-term unemployed and to mitigate the serious issues of long-term unemployment and UI benefit exhaustion in the District. To complete the analysis, OLMRI collected micro-data from UI claims for the period 2004-2013, as well as Occupational Employment Statistics (OES) and Local Area Unemployment Statistics (LAUS). To further understand the population of UI benefits exhaustees, a survey was developed and disseminated to all those claimants who exhausted their benefits during this 10-year period. The survey contained nine (9) questions, and OLMRI received 1,188 responses. Once all the data was collected, an econometric model was used to estimate the probability of exhausting one's benefits given the claimant's demographics (age, race, education level), and socioeconomic factors, such as the city's unemployment rate, the weekly benefit amount received, and the annual hourly median wage. Preliminary results from the study were presented by OLMRI Associate Director Saikou Diallo at the Council for Community & Economic Researchers (C2ER) Annual Conference in June 2015. The final report will be available online by October 30th, 2015. The results of this project will also permit DOES to update the DC profiling model, which has not been updated since 2005.
- 4) **Industry Cluster/Career Pathway Reports:** The District of Columbia Workforce Investment Council (WIC), which serves as the District's state and local workforce

development board, proposed an update to the District's Demand Occupation List. This update adjusts the list to better reflect demand in key sectors and groups of occupations that are projected to grow over the next decade, as well as aligning the list with the requirements of new federal and local laws. The Workforce Innovation and Opportunity Act (WIOA), which took effect on July 1, 2015, directs state and local workforce systems to identify in-demand industry sectors and occupations and develop sector-focused workforce initiatives. In addition to these federal requirements, the District enacted the Fiscal Year 2015 Budget Support Act of 2014, which required the establishment of an Adult Career Pathways Task Force to be convened by the WIC. The Task Force is charged with developing a cross-agency plan for connecting basic skills programs to career pathways; setting shared, city-wide priorities; and identifying opportunities for alignment and collaboration between the District's education, workforce, and human services providers. It also requires the Task Force to analyze the high-demand occupations or sectors in which career pathways can be developed. OLMRI provided technical assistance and consultation to WIC staff as they analyzed labor market and workforce information in order to arrive at the revised demand occupation list.

5) Reports Planned But Not Completed

- a) **Impact Analysis of Training Programs:** OLMRI intended to evaluate occupational skills training providers not included on the District's Eligible Training Provider List in PY14; however, due to legal impediments to accessing the necessary wage records, OLMRI was unable to complete the evaluation. As a result of this barrier the District has entered into a WRIS2 agreement, and therefore expects to complete this evaluation project in PY15.
- b) **Assessing the First Source Act:** The District's First Source Act, adopted in 1984, requires contractors receiving financial assistance from the local government to make a "good faith effort" to hire District residents for at least 51 percent of new jobs created by the applicable project. OLMRI planned to assess the impact of the First Source law on unemployment for District residents attached to the construction industry, but was unable to obtain reliable, robust data on First Source Act enforcement and implementation. That lack of data combined with insufficient staff resources inhibited OLMRI from producing this study.

iv. Customer Consultations

In developing its PY 2014 Plan of Work, OLMRI consulted with and incorporated input from the administrators of Workforce Investment Act and Wagner-Peyser programming, the state/local workforce investment board, business services managers, and senior agency leadership. Throughout PY 2014, OLMRI regularly received feedback from internal agency partners, sister District entities, community-based non-profits, and the press.

v. Activities Undertaken to Meet Customer Needs

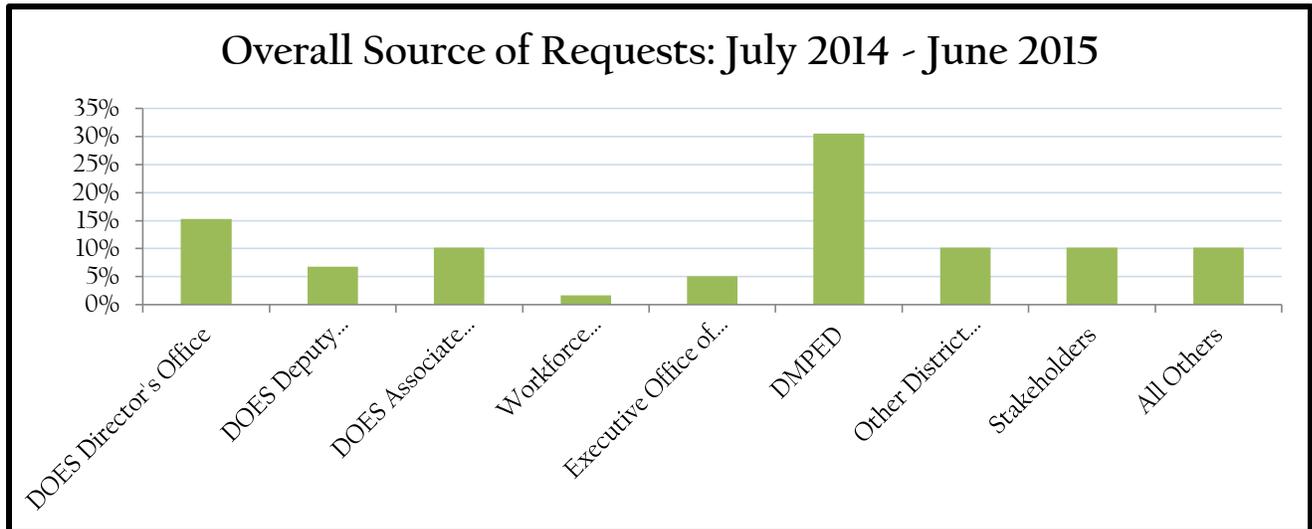
Overall statistics of Labor Market Research and Information (LMRI) Customer Requests

Table 1: Number and Percentage of requests by Month

July 2014 to June 2015			
Period	Number of request	Percentage of total	Average working days
July-14	1	2%	5
August-14	2	3%	8
September-14	3	5%	1
October-14	10	17%	2.6
November-14	7	12%	2
December-14	16	27%	1.6
January-15	2	3%	1.5
February-15	5	8%	1.8
March-15	4	7%	1
April-15	2	3%	1
May-15	6	10%	1
June-15	1	2%	1
Total	59	100%	2.3

Source: Office of Labor Market Research and Information

- ❖ Majority of requests has been received from October to December (56%);
- ❖ Only 5% of requests received in summer period (July and August);
- ❖ The maximum average number of days to respond to a request was in August (8 days);
- ❖ Average number of days to respond to a request is approximately 2 days.



Source: Office of Labor Market Research and Information

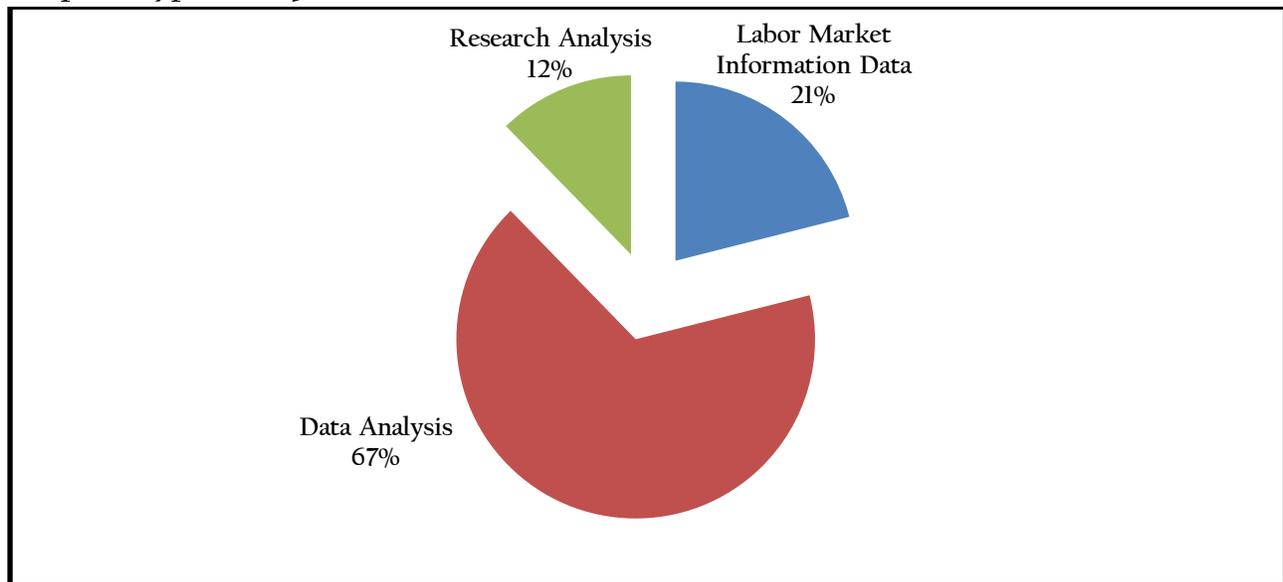
Table 2: Number and Percentage of by Source of Requests

July 2014 to June 2015			
Source	Number of request	Percentage of Subtotal	Percentage of Total
Internal Customers	20		34%
Director's Office	9	45%	15%
Deputy Director's Office	4	20%	7%
Others Associate Directors	6	30%	10%
WIC	1	5%	2%
External Customers	39		66%
Executive Office of Mayor	3	8%	5%
Deputy Mayor of Planning and Economic Development (DMPED)	18	46%	31%
Other Agencies	6	15%	10%
Stakeholders	6	15%	10%
Others	6	15%	10%
Total	59	100%	100%

Source: Office of Labor Market Research and Information

- ❖ 66% of requests have been received from an external stakeholders, and 34% from internal sources (DOES);
- ❖ Among the external sources, 36% are from the Executive Office of the Mayor and the Deputy Mayor for Planning and Economic Development (5% and 31%, respectively);
- ❖ 20% are from nonprofit organizations, universities, and research groups (DC Fiscal Policy Institute, Howard University, Hanover Research, etc.)
- ❖ 45% of internal requests are coming from the Director's Office, following by 30% from Associate Directors; and 20% from Deputy Directors.

Graphic: Type of Requests



Source: Office of Labor Market Research and Information

OLMRI has classified the requests in three (3) major categories depending on the required level of effort: **Labor Market Information Data**, **Data Analysis** and **Research Analysis**.

- ❖ More than half (67%) of requests required some level of data manipulation and/or analysis. This type of request required a combination of two or several data sources and a moderate level of analysis.

Examples: Total Private Payroll in DC; CDL certification in the DC; DC Veterans demographic and employment status; DC Labor Market general state; EB-5 Immigrant Visa Program (Targeted Area of Employment (TEA)); Employment level by gender, race and ethnicity, etc.

- ❖ 21% of requests are simply labor market information data. Most of these data are available on the DOES website (<http://does.dc.gov/page/labor-statistics>).

Examples: DC Unemployment rate (monthly); Employment level by ward; Total number of jobs; Industries and Occupational Projections Data; Occupational Projections by education level; Total number of initial Unemployment Insurance claims, etc.

- ❖ 12% of request required more in depth analysis. This type of requests is research analysis with extensive data analysis and potential policy implications, and therefore is usually accompanied by recommendations to senior leadership.

Examples: Optimal location of One Stop Center's; Top Growth Occupations in DC; Impact of raising unemployment benefits maximum weekly benefit amount; Net Jobs creation/loss in DC; Income Inequality in DC; Demographic of New hires in DC, etc.

vi. **New Tools and Resources**

Other than the new reports and publications listed in Section (iii) of this report, OLMRI did not create additional new tools and resources in PY 2014.

vii. **Efforts to Create and Support Partnerships and Collaborations**

As described in Sections (iii) and (v), DOES OLMRI established and continued partnerships and collaborations with the Executive Office of the Mayor, Office of the Deputy Mayor for Planning and Economic Development, Workforce Investment Council, American Job Center-DC Operations, Office of Unemployment Compensation, District of Columbia Public Schools, Office of Planning, Office of the Chief Financial Officer, Georgetown and Golden Triangle Business Improvement Districts, Hanover Research, DC Fiscal Policy Institute, and Economic Growth DC.

viii. **Activities to Leverage LMI-WI funding**

- 1) For the District's Office of the Chief Financial Officer (OCFO), OLMRI provided data and analysis to assist with the development of the District's Comprehensive Annual Financial Report (CAFR).
- 2) At the request of the District of Columbia Public Schools (DCPS), OLMRI provided occupational projections and wage data for the Washington Metropolitan Statistical Area (MSA) for selected occupations of interest, in order to inform the school system's curriculum development and career planning efforts with reliable and relevant labor market information.
- 3) OLMRI provided requested labor market information to the Office of the Deputy Mayor for Planning and Economic Development in order to satisfy Target Employment Area (TEA) designations under the Immigration and Nationality Act and U.S. Citizenship and Immigration Service EB-5 Immigrant Visa Program.
- 4) OLMRI provided data and conducted analyses for the DOES Workforce Development Bureau in order to meet planning and reporting requirements for the Senior Community Services Employment Program (SCSEP) and the Jobs for Veterans State Grant (JVSG) programs.
- 5) OLMRI provided an onsite presentation to the United States Patent and Trademark Office (USPTO) on high demand occupations and short term and long term projections for administrative assistants.

ix. **Recommendations to ETA for Changes and Improvements to WIGS Requirements**

The District of Columbia does not have any recommendations to ETA for changes and improvements regarding WIGs requirements.