

*Workforce Information Grant  
Annual Performance Report  
Program Year 2014*



INDIANA  
**WORKFORCE**  

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DEVELOPMENT

*Submitted by:  
Indiana Department of Workforce Development  
Research and Analysis*

*September 2015*

## **Acknowledgements**

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## Introduction

The 2014 program year marks several years of recovery following the great recession. Indiana continues to see employment growth and declining levels of unemployment. In key industries such as manufacturing and trade, Indiana is adding jobs faster than the national average. Indiana's unemployment rate has remained below the national average in recent months and throughout much of the 2014 program year. Over the last two and a half years, Indiana has seen growth in private sector employment of over 120,000. During the summer of 2014 Indiana also reached a new peak in private sector employment levels, not seen since early 2000.

Amidst this positive economic news, Indiana is beginning to face labor shortage issues not seen in recent memory. In many cases these are geographic issues, as populations' shift away from rural areas. There are also signs of misalignment between the educational attainment levels of the unemployed and current employer demand for evolving skills. Meanwhile, in some areas of the state Hoosiers are still suffering from long-term unemployment. The trend of long-term unemployment remains particularly troubling for those with only a high school diploma, or less. All of these trends point to a greater emphasis on labor market information and quality data analysis to inform job seekers, career counselors, policy and decision making. Additionally, with increased attention to labor market information in the Workforce Information and Opportunity Act (WIOA); it is a high priority for the current administration to focus targeted training dollars towards education and training based on accurate employment and wage data.

The Indiana Department of Workforce Development (DWD) is working on several initiatives highlighting Labor Market Information to meet these goals.

- 1) Demand Project: Creation of a Demand Driven Workforce System (DDWS). DWD desires to provide more actionable information to our state's employers, job trainers, job seekers, and educators by projecting the trends in our employer workforce demand over time. Through the use of advanced data analytics and data sciences, DWD's Demand Project will enhance insights of employer workforce demand using data already collected by the state workforce agency, other state agencies, and external data sources (where applicable). This project seeks to enhance the occupational projections program with a new emphasis on current demand and greater details on the skills and certifications employers are seeking.
  - a. Create employer driven data by assessing employers' present workforce needs. Then, look 3, 5, and even 10 years down the road to determine their future workforce needs.
  - b. Use the employer driven data to ensure our educational institutions and training providers are teaching the skill sets necessary to fill those current and anticipated needs.
  - c. Ensure WorkOne customers and students have a fulfilling job waiting for them upon completion of earning their certifications or degrees.

- 2) Longitudinal Data Systems: DWD remains a key agency in the development of the Indiana Network for Knowledge (INK). INK continues to build on successes achieved since the inception of Indiana's longitudinal data system (IWIS) in 2007. This was a collaborative effort that began with the Department of Workforce Development and IU's Indiana Business Research Center. Partner agencies include the Indiana Department of Education, Indiana Commission for Higher Education, Department of Workforce Development, and now the Family and Social Services Administration. Further building on this successful initiative, Indiana was awarded a Workforce Data Quality Initiative (WDQI) grant to further the state's longitudinal research and evaluation of workforce training and educational programs and to ensure further collaboration and progress. More details on Indiana's WDQI grant later in this narrative.
- 3) New Case Management and Labor Exchange System: Indiana is in the process of developing a new combined case management and labor exchange data system. This system will also align with the states labor market information data, interactive website and tools for jobs seekers and career counselors. Indiana's labor market information division is also the unit that houses the federal reporting team. This team is working on improvements to the workforce training performance reports, and analysis of outcomes against current economic and wage data.

### **Provision of Regional and Statewide Labor Market Information:**

Regional Labor Market Analysts and staff at the IDWD administrative office continue to provide statewide and localized information for economic development efforts, job seekers, educators, career counselors, and the general public. Some of the most requested information includes: labor force and industry employment trends; available applicant counts (from the Indiana Career Connect, the agency's job-matching system) and incumbent worker pools for specific occupations; occupation and wage statistics; demographic profiles of each region's unemployed workers; plus other custom and standard reports in response to requests from a wide range of customers. Throughout program year 2014, the regional analyst team continued offering additional information on employer demand from a variety of external "Real Time LMI" tools, such as Help Wanted Online. The team continues to build more comprehensive reports and visualizations with the online employer demand data. There are a variety of consumers of labor market information including: Regional Operators, state and local economic development organizations, along with training institutions, business groups and researchers.

Indiana's team of Regional Labor Market Analysts are available to address data and information requests in a timely manner. They seek to provide as much regional specific, and locally available data for stakeholders as possible. Regional Analysts regularly participate in Regional Workforce Investment Board meetings and provide information and training for their members on request. The Indiana LMI staff also offer webinars and trainings to local workforce staff, to assist them in more effective usage of LMI and its application to career research and guidance. Additionally, the LMI Director and partners at the Indiana Business Research Center have provided periodic trainings to the state Adult Basic Education (ABE) staff, and to other Works Councils throughout the state. Regional reports such as monthly Labor Market reviews, Wage & Occupation reports,

Quarterly Job Postings and Starting Wages Reports, and analysis of Unemployment Insurance Claimants (Labor Supply) reports were regularly distributed and are also published on the state's *Hoosiers by the Numbers* website. The state's regional analysts continue to produce customized Labor Market Information reports with requested data specific to particular businesses, locales or industry needs. The Regional Analysts the first responders to local economic developers and regional workforce planning boards to provide data and analysis for business, chambers and attraction project requests for information in a timely and easily digestible fashion.

### **Longitudinal Data System Analysis:**

The IWIS/ INK systems continue to create enhanced opportunities to combine workforce and education data (K through 12 and higher education) to examine employment outcomes, retention of graduates, differential outcomes based on degree type and area of study and a wide range of other research to better understand the linkages between education and the workforce. Some of the analysis for internal and field review included examining outcomes from Adult Educational programs and Apprenticeship programs from the state workforce agencies service providers. This information verified the successful intervention of workforce training leading to positive employment and wage outcomes for participants. Additionally, phase one of the enhancement of Indiana's Longitudinal Data System (LDS) system the (INK project) was completed producing two pilot reports answering research questions on post-secondary and employment outcomes for high school students and those who have participated in Career and Technical Education programs. Induction of phase two also began to collect data sets from DWD, CHE and IDOE. Additional studies addressing critical questions posed by the INK Research Advisory Committee (RAG) will continue as more data is integrated into the INK system. Some of these report are also now published online via the INK website.

### **Leveraging a Partnership**

The continued decade long partnership between IDWD and the Indiana University Business Research Center (IBRC) leverages the best people and resources of both state entities on behalf of the residents and business' of Indiana. The development of software/applications for the digital sharing of data, the statistical modeling of large volumes of LMI data to produce new information and leveraging university tools to improve productivity in the analysis of labor market information are all part of this partnership. IDWD and IBRC continue to focus on offering more localized and regional workforce data to the benefit of local decision makers. Additionally, this partnership continues to also offer leadership and technical expertise towards the development and expansion of the Workforce Warehouse system, for improved performance evaluation of workforce training programs under WIOA. This work also involved producing dashboard analysis and continued evaluation and research on workforce training and unemployment trends. This partnership ensures the continual development and update of *Hoosiers by the Numbers*, Indiana's LMI website which includes many virtual tools with information for community leaders and individuals. The Indiana Business Research Center also assists in the hosting, developing, and secreting the Workforce Information Database (WID) as mandated by the Workforce Information Grant.

The IN Reality tool, originally developed in 2013, underwent a data update to ensure users were receiving the most current information available for their queries. This partnership also yielded three new initiatives for Hoosiers by the Numbers within the last program year. The first is a Workforce Economy Dashboard to serve the needs of consumers with direct access to information in an easily digestible format. This dashboard displays the most currently available data from a high level economic perspective. The second is a Poverty Rate Lookup tool that serves to illustrate the poverty rate for the population ages 18-64 in the users selected address or zip code. Furthermore, data can be viewed for the region as a whole with high poverty census tracts highlighted various shades to illustrate concentration. The third is the custom Region Builder which allows the user to customize, build and receive data regarding their specific county or cluster of counties.

- ***Workforce Economy Dashboard***

Information in this dashboard include:

- |                                |  |
|--------------------------------|--|
| Seasonally Adjusted:           | Business Establishments (quarterly change) |
| Total Nonfarm Jobs             | Business Establishment (annual change)     |
| Private Sector Jobs            | Unemployment Insurance Initial Claims      |
| Manufacturing Jobs             | Exports (millions of dollars)              |
| Unemployment Rate              | Residential Building Permits               |
| LAUS Employment Monthly Change | Unemployment Insurance Claims              |
| Total Online Job Postings      | Labor Force Participation Rate             |
| New Online Job Postings        | Employment to Population Ratio             |



- ***Poverty Rate Lookup***

The poverty look up tool allows users to view the poverty rate for a given address or area. Additionally it identifies the Census Tract and Economic Growth Region. This data is sourced from the Census Bureau American Community Survey 5 year Estimates. This data is beneficial to users both within the agency as well as public users for identifying areas where additional resources may be required. This tool also benefits particular programs with validating eligibility for youth and other WIOA services. This tool is located on Hoosiers by the Numbers under Tools and Resources. Information regarding how the tool operates was provided to Regional Analysts and WorkOne stakeholders.



# HOOSIERS BY THE NUMBERS

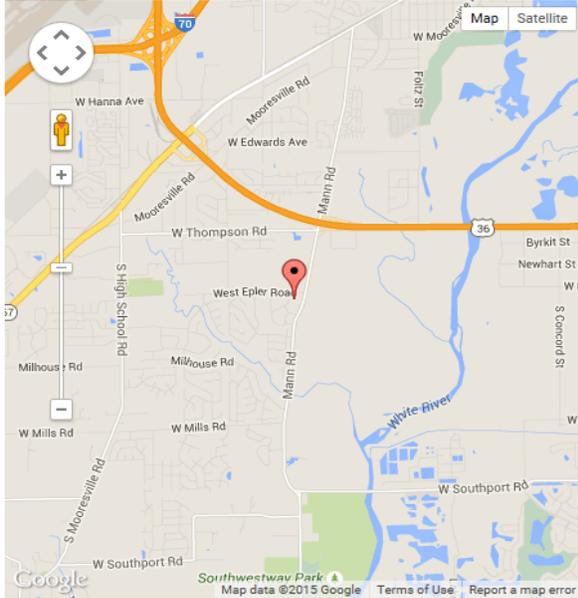
Your source for workforce data from the [Indiana Department of Workforce Development](#)

- [Home](#)
- [Data by Region](#)
- [Data by Topic](#)
- [Data by Series](#)
- [Tools & Resources](#)
- [What's New](#)

## Poverty Rate Lookup

Type in address, or click directly on the map to set a point:



### Poverty Rate for the Population 18 to 64:

# 7.9

[Word](#) [Excel](#)

Census Tract: 18097 3703.02

Economic Growth Region: 12

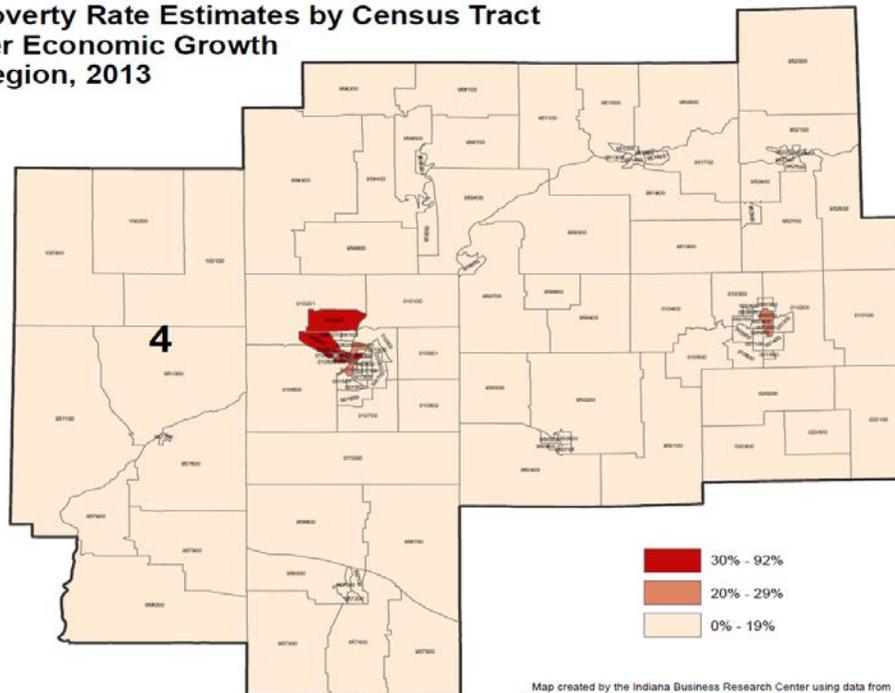
[View poverty for all tracts in this region.](#)



Source: 2013 U.S. Census Bureau American Community Survey 5-Year Estimates

Produced by Hoosiers by the Numbers on 8/17/2015 10:14:11 AM

### Poverty Rate Estimates by Census Tract per Economic Growth Region, 2013



Map created by the Indiana Business Research Center using data from U.S. Census Bureau, American Community Survey 5-Year Estimate, June 2015

- **Custom Region Builder**

The custom region editor tool was incorporated into Hoosiers by the Numbers as well, and can be found under the Data by Region drop down. This tool allows the user to choose and create customized regions at will. The regions created by the user can be named to the users liking. The customized region created can also be with counties adjoining or not adjoining giving the user flexibility. The most popular use of this tool is to see customized regions for commuting patterns. There is also data on demographics, occupational clusters, and industry clusters. All of the tools on the website provide options to download the data in the way most usable for the requestor, i.e. in Microsoft Word, Excel or even PDF.

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## Regional Commuting

EGR 1 Clear

Select a Report Type Below

Commuting Detail | Demographic Report | Occupation Clusters | Industry Clusters

This region includes:  
Cook, DuPage, Jasper, Lake, Kankakee, LaPorte, Lake, Newton, Porter, Will

Download Options: [Word](#) [Excel](#)

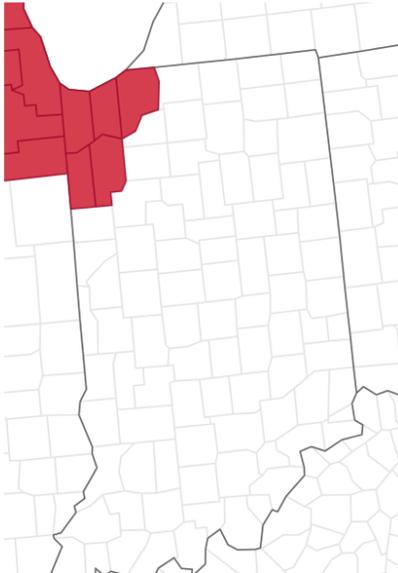
**96.8 % of residents with jobs live and work in this region.**

2010 Commuting Tallies Based on People Living in this Region		
Number of residents with jobs (in or outside this region)	3,895,161	100%
Live and work in this region	3,771,935	96.8 %
Live here but work outside this region	123,226	3.2 %

2010 Commuting Tallies Based on People Working in this Region		
Number of people who work in this region (living in or outside this region)	4,066,816	100%
Live and work in this region	3,771,935	92.7 %
Work here but live outside this region	294,881	7.3 %

# Regional Commuting

EGR 1 Clear



Select a Report Type Below

- Commuting Detail
- Demographic Report
- Occupation Clusters
- Industry Clusters

## Occupation Cluster Details

This region includes: Cook, DuPage, Jasper, Lake, Kankakee, LaPorte, Lake, Newton, Porter, Will

Download Options: [Word](#) [Excel](#)

Occupation Cluster Name <small>click to sort</small>	Employment <small>click to sort</small>
Food Preparation and Service	285,489
Financial, Legal and Inspection Services, Support	269,056
Sales, Agents, Brokers and Customer Relations, Sup	235,850
Attendants and General Services	233,820
Managers and First-line Supervisors	232,645
Administration and Office Support	226,831
Transportation, Logistics and Dispatch, Support	205,903
Primary, Secondary and Vocational Education, Remed	176,598
Managerial, Sales, Marketing and Human Resources	139,852



Google Custom Search

- Home
- Data by Region ▾
- Data by Topic ▾
- Data by Series ▾
- Tools & Resources ▾
- What's New?

## Custom Region Profile

To build a custom region, select the counties you want using the map or the dropdown list. You have the option of naming your region (if you do, it will save it as a cookie so you can use it in the future). Then click on "Get Profile" and the data will be aggregated to your new region.



County Select List

Adams ▾  
Add County ->

Optional Region Name  
(no spaces permitted):

Region Counties

Get Profile

Delete

Clear

**Delete:** removes highlighted entry from your list

**Clear:** clears out all entries

**Get Profile:** aggregates the data for you and displays it on the screen

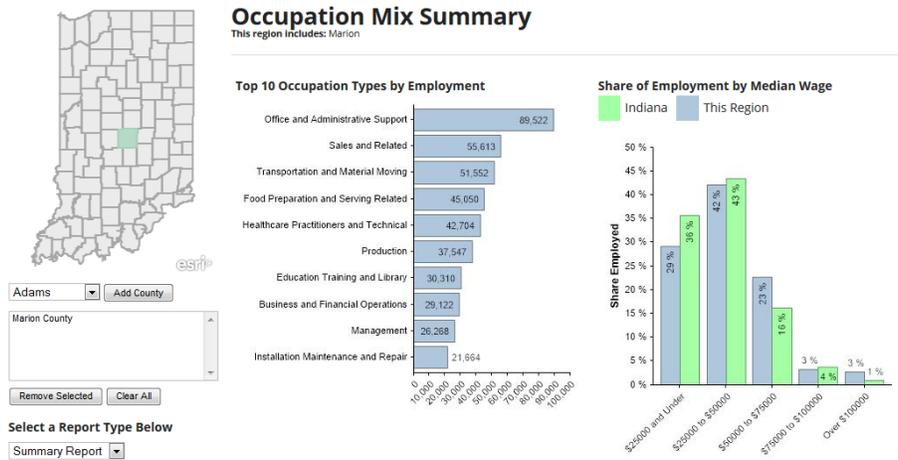
- **The Regional Mix**

This application released in 2013 on the Indiana' LMI website Hoosiers by the Numbers allows the user to view occupation and industry detail by county, and by customized region. This application is based on new modeled estimates of employment at the six-digit, detailed industry level for each county which attempts to bypass the suppression issues involved when using data from the Quarterly Census of Employment and Wages. Regional and statewide staffing patterns are then applied to the modeled industry employment to produce detailed occupational estimates

at the county level. This tool allows local users free online access to create customized and detailed reports at a level of detail that can't be found elsewhere without a subscription to a proprietary LMI tool. These detail reports provide 3-digit industry or 6-digit occupational detail based on the modeled estimates of employment that eliminate the need for suppression as found in reports using actual employer-level records from QCEW or OES survey responses. This tool continues to be updated annually and is used for many county and local economic development requests.

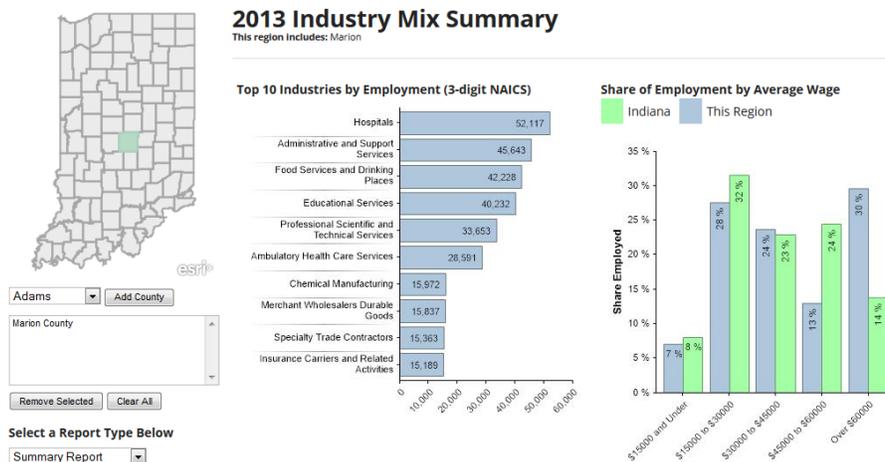
## The Regional Labor Mix: Occupations

Select counties by clicking on the map below. You must select counties with a total of 25,000 or more workers to view occupation estimates. To see a full list of available occupations, select 'Occupation Detail' in the report type dropdown list under the map.



## The Regional Labor Mix: Industries

Select counties by clicking on the map below. You must select counties with a total of 25,000 or more workers to view industry estimates. To see a full list of available industries, select 'Industry Detail' in the report type dropdown list under the map.



## ***RFI (Request for Information) Data Assistant***

Some of the most common requests for information received by Indiana's LMI division are towards business attraction projects. The requests are highly urgent and sensitive in nature. The data is provided to local economic developers to support their local economies. The IBRC and IDWD partnership worked in collaboration with the Indiana Economic Development Corporation to design an online resource page tailored specifically to the needs of local economic developers for these types of requests. It is a continually evolving project with positive reviews from a variety of sources and is known as the "one stop shop" for economic data. To date in 2014 this site has been widely used and well received by local economic developers.

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### RFI Data Assistant

This page is dedicated to economic developers throughout Indiana who need to get data fast when responding to RFIs (requests for information) from site locators or businesses. We have constructed this page based on feedback from LEDOs, REDOs, IEDC, IEDA and IBRC. We welcome suggestions for additional links or ideas for new data to add. Send email to [lm@idwd.in.gov](mailto:lm@idwd.in.gov).

- Population**
  - States
  - County, Economic Growth Region (EGR) or Metro (MSA)
- Income and Wages**
  - Average Wage—State (Occupational Employment Statistics)
  - Average Wage per Occupation (Occupational Employment Statistics)
  - Average Wage by County (Quarterly Census of Employment and Wages)
  - Median Household Income
  - Per Capita Personal Income
- Employment**
  - Top Employers per County
  - Employment by Industry (Quarterly Census of Employment and Wages)
  - Business Lookup Tool
- Labor Force, Unemployment and Unemployment Rate**
  - State (seasonally adjusted)
  - County (not seasonally adjusted)
- Available Workforce**
  - Indiana Career Connect Potential Candidates
  - Available Workforce per Occupation
  - Available Workforce per Industry
- Education**
  - College and University Rankings
  - Indiana Colleges Map
  - Postsecondary Education Completion
  - IPEDS Data Center
  - Educational Attainment
  - Department of Education, Compass
  - School/School Corporation Data by County
- Transportation and Logistics**
  - Major Moves: I-69 Evansville to Indianapolis
  - U.S. Rail Logistics Directory
- State GDP**
  - State GDP
- Commuting Patterns**
  - Commuting Patterns
- Real Estate**
  - Real Estate—Residential, Median Cost by County
- Utility Rates**
  - Utility Rates
- Unions**
  - Union Membership and Coverage Database from the CPS (Union Stats)
  - Union Membership in Indiana: 2013 (BLS)
  - Union Members and Union Representation over Time (States in Profile)

**Regional Analysts**  
For even more data, contact our regional analysts. Find your local analyst by clicking on a region from the map below or download PDF map.

- Crime Stats**
  - Crime Statistics (FBI Uniform Crime Reports)
- Broadband Stats**
  - Broadband Statistics
- Local Government**
  - Indiana Gateway for Government Units
  - Property Tax Rates by County, Township
- Weather**
  - Indiana Earthquakes
  - Earthquake Archive Search
  - Indiana Storm Events Database
- Regional Offices (IEDC, ISBDC)**
  - IEDC Regional Map
  - Indiana Small Business Development Center (ISBDC) Regional Offices
- Acronyms**
  - Hoosiers by the Numbers Acronyms Guide

## ***BLS Longitudinal Database (Indiana Detail)***

Using quarterly files of longitudinally-linked records for Indiana employers provided by the Bureau of Labor Statistics, employer records from 1990 through 2014 allow business entities to be tracked through the maze of account changes and partial transfers to identify actual business births and deaths, expansions and contractions. Organic employment growth can be distinguished from growth by acquisition or merger, facilitating research on employment dynamics by size class and industry. Statistics similar to the Business Employment Dynamics data series produced by

BLS is possible at the sub-state level and will be made available through the Hoosiers by the Numbers website for regions, counties and larger cities. This is still under development and Indiana hopes to launch this new data tool before the end of the 2015 calendar year.

### ***The Workforce Warehouse/ (IWIS and INK)***

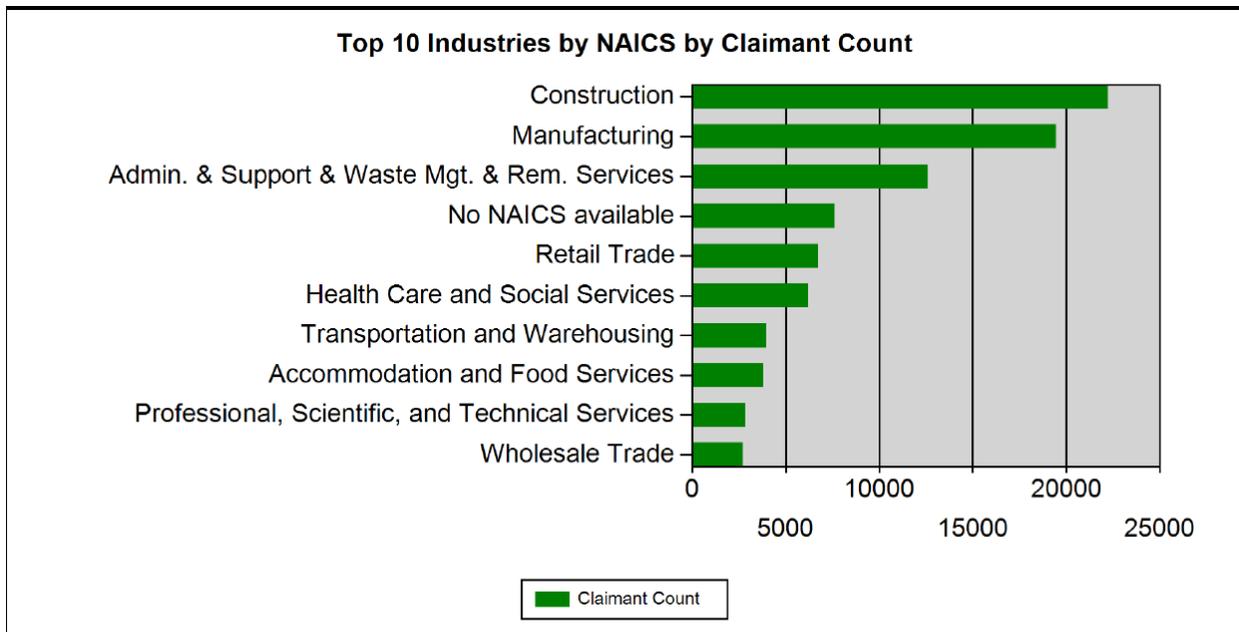
The Indiana Workforce Intelligence System (IWIS) was developed as the states' longitudinal data system in 2007 as a joint project of the Department of Workforce Development (DWD), Indiana Business Research Center of Indiana University (IBRC), Indiana Commission on Higher Education (CHE) and (more recently) the Indiana Department of Education (IDOE). The system has continued in recent years to serve both as DWD's unofficial data warehouse and as a means of connecting higher education and workforce records. In 2014 the decision was made to request proposals to conduct an analysis of the current system and its capabilities to design a production-level system to augment or replace it as the state's student (P-20W) longitudinal database. IWIS was renamed the Indiana Network of Knowledge (INK) by legislative action and a broader governance committee (including the Commissioners of DWD, CHE and IDOE) headed by the Governor was established. In 2015, work began and completed on Phase 1 of the INK project involving the development of 2 pilot reports, which answered research questions on post-secondary and employment outcomes for high school students and those who have participated in Career and Technical Education programs. The second phase of the INK project will continue in 2015-2016, where data sets will be collected from DWD, CHE, and IDOE, with the addition of Pre-Kindergarten data from Family and Social Services (FSSA), building a longitudinal system to conduct analysis of education and workforce transitions and outcomes. In order to sustain continuity of available data DWD continues to maintain its workforce warehouse (IWIS) of existing data series and seeks to expand and enhance it with data series useful for labor market and training research, in collaboration with, and yet also potentially outside the scope of INK.

During the 2014 program year the Indiana Department of Workforce Development continued the enhancements of the workforce data in the IWIS longitudinal warehouse. Continued analysis of the workforce data in IWIS system has allowed also for new research on the skill levels and potential skill gaps between unemployed claimants and the job postings found within Indiana's ICC job matching site. Additionally, the Research and Analysis department has taken on the responsibilities of federal reporting for WIA, Wagner-Peyser, TAA, and veterans' data, pulling in additional data from the case management system into the workforce warehouse. A great amount of work has been put into the building and automating of these federal reports with the accomplishment of transferring the report query language from SPSS to a SQL Server environment.

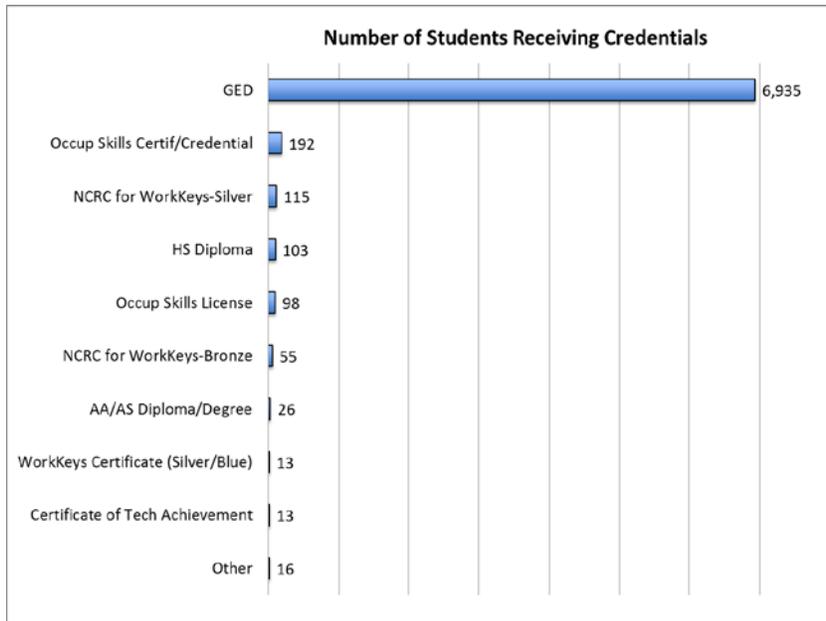
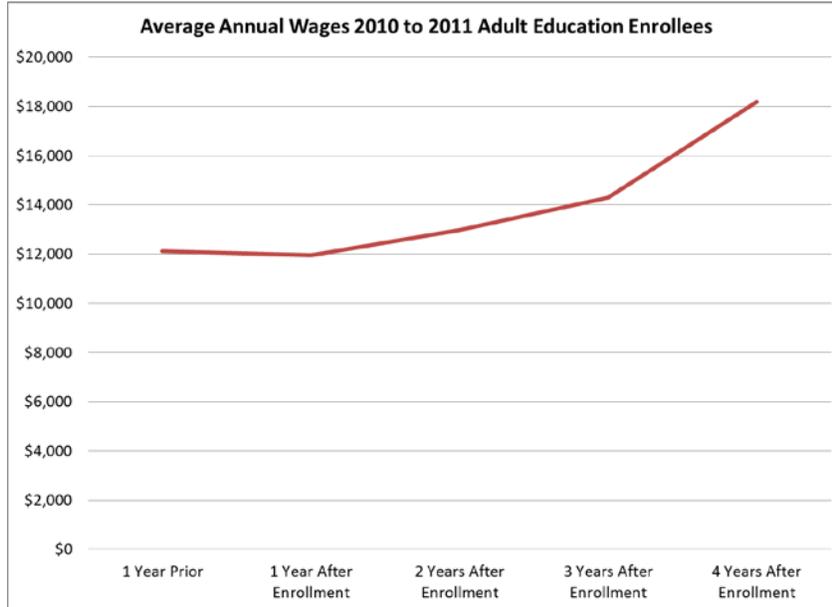
In 2014, DWD was awarded the Workforce Data Quality Initiative Grant. One of the major projects under this grant is matching occupational codes with employer UI wage records. During this past year, DWD partnered with the Indiana Business Research Center in developing an occupational coding estimation scheme to fill in the occupational gaps missing in the wage record data. The team is currently pulling in data from the public employee database, professional licensing data, OES micro staffing patterns, and also using a "Multiple Imputation" model to fill in missing SOC codes with plausible values based upon observed demographic information.

Many data requests continue to be fulfilled through the IWIS system, using data from the claims, Indiana Career Connect, and the TrackOne case management systems, as well as reports combining wage data and higher education data. Work is also continuing with Career and Technical Education data, examining wage and educational outcomes. Studies and reports have been complete, involving completions of apprenticeship programs from one local community college, as well as examining activity in the local WorkOne offices. Based on federal reporting requirements two major reports have been created which include veterans' data to inform management and field office staff in improving veteran services. A second report shows occupational activity on claimants (one of the datasets that collects occupational data). Additionally, the IWIS staff has participated in training on how to build dashboards, both in BIRT Actuate and in Tableau to enhance the presentation of data.

*UI Claimant Detail for Indiana Statewide: One page of the UI Claimant Profile Report:*



*Snapshot of Outcomes from Adult Education Enrollees, IWIS Analysis:*



## **Workforce Information Core Product Deliverables – Accomplishments**

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

The Indiana Department of Workforce Development continued to populate the Workforce Information Database with state and local data that covers at least the most recent ten year period. The Workforce Information Database serves as the primary source for Indiana’s website (*Hoosiers by the Numbers*) and is supplemented by the Stats Indiana database, maintained by our university partner, IBRC. The data covers counties, metropolitan statistical areas, economic growth regions and balance of state areas in addition to statewide estimates and aggregates.

Hoosiers by the Numbers had more than 75,000 active sessions and nearly 50,000 new users on the site according to the web analytics tracked by the agency. 35.5% of visitors to the site were returning. 11,925 of the page visit sessions were from mobile devices or tablets showing an increase of 49.06% above last year’s total of 8,000. This is an indicator that the enhancements to create mobile friendly applications have been successful and popularity of use in these formats is on the rise. Furthermore, on average visitors viewed approximately 5.61 pages per session and were on the site for slightly under four minutes. The core of Hoosiers by the Numbers is strong navigation geared to people looking for their county or region or a specific piece of data on a workforce related topic. The site is powered by more than 7 billion records in the joint databases of the IBRC and DWD and is meant to serve as a leading informational site for business developers, researchers and the public alike.

Additionally, three other sites are maintained through partnership with IBRC. These are: STATS Indiana, IN Context and Driving Change. These three sites, with links to Hoosiers by the Numbers and additional data and resources hosted over 1 million page views during program year 2014. STATS Indiana lead the way with slightly less than 850,000 views, followed by In Context at a bit over 245,000 views and Driving change hosting approximately 5,400 views. In total these sites also contributed a total of 104,141 mobile views.

### **Maintenance of Databases and Outputs**

- During this grant period, required data loaded to the Workforce Information Database was generated and reviewed, weekly, quarterly or annually – depending on the data series – by in-house information technology support staff. IBRC staff reviewed and loaded additional data series from BLS for all states, such as monthly estimates from Current Employment Statistics and Local Area Unemployment Statistics.
- IBRC, in collaboration with DWD, created an XML version of the *Hoosiers by the Numbers* County Highlights section that allows economic developers and others to “feed” certain tables (or all of them) into their own sites – and not have to update anything.
- Two separate systems are actually maintained – TEST and PUBLIC. All data are verified and tested prior to public display; CES and LAUS data are kept under embargo until the DWD Press Secretary issues the monthly press and data release.

## 2. Produce and disseminate industry and occupational employment projections

The Indiana Department of Workforce Development generated and delivered to ETA, Statewide Short-Term industry (1st Quarter) 2014-2016 Projections and Regional Long-Term industry 2012-2022 Projections. The *Hoosiers by the Numbers* website displays the current long term projects and is the short term projects are under review and will also be displayed prior to end of year 2015. (See the *Hoosiers by the Numbers* “Publication Lookup Tool” below that includes long and short-term projections as well as the Hoosier Hot 50 report based on a combination of the two.)

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### Publication Lookup Tool

Select Region: Indiana

Select Publication: Current Employment Statistics (CES)

Select Version: 2012 Annual

Select Output: PDF

Publication Description

This data series contains current establishment employment by State and MSA areas. Average Weekly Earnings, Average Weekly Hours, and Average Hourly Earnings are collected for some industries, usually manufacturing.

GET PUBLICATION

## 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).

Indiana’s Annual Economic Analysis Report for PY 2014 is in review and has been written to serve as an important source of economic information for the governor, the SWIC, local WIBs, colleges, economic development organizations and other workforce development interest groups. The report includes the following topic headings: Employment and Income; Education; Workforce Transition; Occupations; Workforce and Industry Composition; and Housing. A copy of the report will be submitted and posted on the *Hoosiers by the Numbers* website not later than October 2015.

### ***Special Studies/Projects- apprenticeship/ adult ed study- to put in\****

## 4. Post Products, information and reports on the internet

The Indiana Department of Workforce Development continued to maintain and enhance its labor market information website, *Hoosiers by the Numbers*, located at <http://www.hoosierdata.in.gov>. Electronically available labor market data and publications presented in various formats (i.e., Word, Excel, PDF, etc.) facilitate export of the information from the website for customers’ use. The Indiana Business Research Center of Indiana University hosts, maintains and enhances the website by

populating some of the non-core datasets and providing links to other data series' of interest maintained on their STATS Indiana website. In addition, data from HbtN is "pushed" by IBRC to a variety of local websites. Highlights mentioned throughout this annual report are summarized below:

- **Website Enhancements/Activities**

1. Maintain the databases that drive Hoosiers by the Numbers, which involves multiple staff at both agencies. This work entails daily updates, transformations, research into series changes/format changes, revisions and weekly review of all links and outputs to ensure availability.
2. The new tools have also been illustrated above in this report.
  - a. New LMI Website home page
  - b. Updates to the INReality Tool and Virtual Career Counselor
  - c. Workforce Economy Dashboard
  - d. Poverty Rate Look-up Tool
  - e. Custom Region Builder and commuting pattern updates
  - f. New projections output analysis in final stages for release in calendar year 2015.

## **5. Partner and consult on a continuing basis with workforce investment boards and key economic development partners and stakeholders.**

Regional Analysts worked closely within their assigned Economic Growth Regions in pro-actively providing current labor market information and educational LMI presentations. Each analyst routinely attended regional Workforce Investment Board (WIB) meetings and served as a consultant for various community committees. Regional Analysts also continued to reach out to the Works Councils, established in 2013, throughout the regions. These groups are focused on Career Pathway work, and alignment with educators and business. These partnering efforts help workforce investment boards, economic developers, schools, community organizations, local businesses and other key workforce organizations in the formulation of their strategic business and education/training.

### **Outreach Activities by Regional Analysts during Program Year 2014 (in addition to standardized monthly LMI reports):**

- **Customized labor market information for regional stakeholders = average of 35-40 adhoc reports each month.**
- **Attendance at Regional Workforce Investment Board Meetings = average of 3 per month.**
- **Participation in external stakeholder meetings, conferences, webinars, job fairs and other educational events = between 25 and 30 each month.**
- **Offering presentations and webinars on LMI to regional stakeholders and educators = 1 each month.**

### **Additional outreach presentations and webinars hosted by LMI staff and IBRC Partners:**

- **IBRC Led – Lynda.com training for SQL - March 12, 2015**
- **IBRC Led – Using Adobe Connect – April 06, 2015**
- **IBRC Led – Using SharePoint – April 10, 2015**
- **IBRC Led – Using /Promoting the tools on Hoosiers by the Numbers – April 14, 2015**
- **IBRC Led – Excel 2013 –April 20, 2015**
- **IBRC Led – DataFerret.com training – June 04, 2015**

Central office team members continued to work closely with the Indiana Economic Development Corporation, providing materials geared towards business attraction efforts, analyses of the economic impact of specific industries, identification of expending industry subsectors to serve as a focus for future attraction efforts, etc. Economic and Market Analysis team members also worked closely with other DWD staff in the preparation of statewide and multi-regional grant proposals. In addition, R&A staff utilized packaged software to generate industry and workforce reports to meet customer demands.

**Economic Modeling Specialists Inc. (EMSI) / Strategic Advantage** – a labor market information software application whose Data and Analyst components put in-depth, local employment data and analysis in the hands of the R & A staff for them to share with stakeholders needing to make clear, data-driven decisions. Regional analysts use this tool to make customized reports that profile a given region’s employment, unemployment, industry mix, projected growth and demographics.

**Wanted Analytics** – an on-line tool and database that provides job-posting statistics as well as record-level occupation and industry classification data from the postings. This tool allows greatly enhanced data mining of the Conference Board’s Help Wanted On-Line (HWOL) data series. Information from this source provides monthly insights into the current job-posting activity by occupation and industry for the DWD Commissioner and Lead Team. The identification of the Hoosier Hot 50 occupations included review of aggregate job postings from this source. The Regional Analysts also developed a report to highlight the top jobs and skills in demand for local areas based on the employer data from this site.

### **Other Customer Consultations**

IDWD uses several SharePoint sites in an effort to coordinate information dissemination and increase collaboration while reducing effort redundancy. These sites were developed to facilitate distribution of frequently requested data, such as an applicant count by occupation from the Indiana Career Connect (the agency’s job-matching system) applicant pool, wage demand by occupation and county, and occupational employment estimates (incumbent employment) by county. In addition, R & A established and continues to use a SharePoint for the Regional Analysts to facilitate the collaborative exchange of information concerning their work in their assigned regions and for discussion to further progress and development data and procedures. This is all to ensure client satisfaction and effective data management and distribution.