

STATE OF NORTH DAKOTA
PERFORMANCE REPORT FOR WORKFORCE INFORMATION GRANT
July 1, 2014 to June 30, 2015

In accordance with the Training and Employment Guidance Letter (TEGL), Job Service North Dakota submits the following Performance Report on Workforce Information activities for the period July 1, 2014 to June 30, 2015. The Sections below describe the core deliverables and activities.

Annual Performance Report

1. Workforce Information Database (WIDb)

The Workforce Information Database is the foundation of the workforce information applications for North Dakota's electronic delivery system. It provides an expansive data storage system from which other data delivery systems may retrieve pertinent workforce information. As such, it is important that this database contains the most current and accurate data possible. The LMI Center updated the WIDb core tables with new data as it became available, populated new tables, and tested for data integrity. In addition to the basic ETA core tables, North Dakota also populates and maintains the following data tables: building permits, census labor force, commuting patterns, consumer price index, license history, transfer payments, education program completers, training and education programs, taxable sales, higher education institutions and eligible training providers, short term state industry projections, short term state occupational projections, tax information, food stamps, producer price index, and oil production.

North Dakota is currently using the WIDb version 2.5, which is the version that Geographic Solutions (the vendor for our electronic delivery system) is currently using for its Analyzer product. We will be moving to version 2.6 with the next major upgrade, which will happen by June 30th, 2016.

The LMI Center loaded the most recent version of the employer database from InfoUSA as soon as the CD was available. The database provides users with a current listing of employer data that can be accessed by firm name, city, county, industry, or firm size. The use of the InfoUSA database allows us to provide employer-specific information to our customers without release of confidential employer data from our UI Tax or QCEW files.

2. Industry and Occupational Employment Projections

The statewide long-term industry projections for the 2012 to 2022 period were completed and posted to the Analyzer portion our LMI website in 2014. Statewide long-term occupational projections were also completed in 2014 and submitted to the Projections Management Partnership. The 2012-2022 occupational projections were posted to our website in 2014 as well.

The LMI Center also completed work on the short-term 2014-2016 industry and occupational projections. These were completed and posted to our website in March of 2015.

North Dakota has produced short- and long-term occupational projections at the sub-state level for each of the three MSA's and for the balance of state. However, the extremely small OES sample in many of the sub-state industry cells can result in weak or non-existent occupational staffing patterns in some area/industry cells. As a result, we evaluated these sub-state occupational projections for the various sub-state areas and found they were not reliable enough to publish. The Regional Office has been notified of this and accepted that we've produced sub-state but have not published them.

The LMI Center has developed several products utilizing the projections data. The *North Dakota Employment Projections 2012-2022*, which provides the full occupational and industrial detail for the 2022 projections along with a variety of other occupational information was published in 2014.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_LTproj2022.pdf

Short-Term Employment Projections, published in 2015, attempt to identify business cycle patterns and gauge their effect on job openings in the local labor market for 2014-2016. Projection results cover more than 100 industries and 500 occupations.

<https://www.ndworkforceintelligence.com/gsipub/index.asp?docid=517>

Careers in North Dakota was updated and published in 2015 and is a comprehensive publication that covers nearly everything job seekers would want to know about career opportunities in North Dakota, including employment projections, wages, core tasks, work activities, skills, knowledge, and typical education/training requirements. *Careers in North Dakota* was recently updated to reflect the Career Cluster Crosswalk revisions.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_careersinnnd2014edition.pdf

The LMI Center again provided projections and wage data to the ND Career Resource Network for the *Career Outlook*. The annual publication, which is now in a magazine format, is provided to high school students, their parents, career guidance counselors, One-Stop resource rooms, etc. In addition, the LMI Center has been involved with NDCRN in assisting with the new layout and content of the *Career Outlook*.

<http://www.nd.gov/cte/crn/docs/CareerOutlook.pdf>

Long-Term Education and Training Projections 2012-2022 were compiled in addition to the long-term employment projections and published in 2014. They are used as a measurement of future occupational demand and related education and training assignments.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_LTedutrproj2022.pdf

3. Annual economic analysis and other reports

The North Dakota Workforce Review is an annual publication (updated in 2015) which provides labor market information for North Dakota as a statewide overview. This publication examines population trends, labor force statistics, occupational group changes, and industry changes for either 10-year or 20-year (or both) time periods. In addition to general measures of North Dakota's economy, this publication presents individual industry breakouts to examine figures for employment, wages, establishments, and demographic changes in slightly more detail.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_ndwr2015edition.pdf

The *Online Job Openings Report* is released monthly, to provide a timely overview of the current supply/demand dynamic of North Dakota's labor market. It is available as a web-exclusive product and it involves the monthly collection and dissemination of online job openings and candidate activities. The *OJOR* is the earliest monthly indicator of North Dakota's labor market activity with data publication generally occurring the first working Tuesday of the month following the reference month (i.e. January data published the first working Tuesday in February). It involves the monthly collection, processing, and dissemination of online job openings posted by employers and online resumé activities of job seekers. Both job openings and active resúmes are published for the major occupational groups at the statewide and regional levels. Data for

counties are only available at a total aggregate level. Supply/demand rate calculations are also published including unemployed per job opening and active resumés per job opening.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_ojornd.pdf

North Dakota's Oil and Gas Economy is a monthly report that melds together oil and gas production statistics, labor market information, and other related economic indicators to provide a current, quick-and-easy overview of the state's oil and gas economy.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_ndoilandgaseconomy.pdf

Careers in North Dakota was updated in 2015 to reflect the career cluster crosswalk revisions, and is a comprehensive publication that covers nearly everything job seekers would want to know about career opportunities in North Dakota, including employment projections, wages, core tasks, work activities, skills, knowledge, and typical education/training requirements. Additionally, we've tagged those occupations that are high demand, high wage, and belong to one of five skill clusters. Also, there's the ability to cross-reference each occupation with a Standard Occupational Classification (SOC) code, career cluster, or general interest area. It is updated with the long-term projections as they are released.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_careersinnd2014edition.pdf

The *Area Profiles* have been expanded by focusing on county geographies rather than the state's largest cities, though many of the largest cities dominate their home counties. This change in geographic coverage will expand the availability of profiles to areas that previously did not have access to one. The profiles will now be updated monthly on the first working Tuesday of the month with the latest monthly and quarterly data and ten years of annual data for a longer term perspective. Previously, profiles were only updated on an annual basis. We've also expanded the amount of data available in the profiles, adding in more workforce-related statistics. They provide an overview of a local area's labor market and economy by summarizing numerous primary and secondary sources of information such as industry employment and wages, unemployment and labor force statistics, demographic data, initial claims, workforce statistics and taxable sales and purchases, to name a few. Ten years of historical data have been added for most data elements so visual trends can be spotted.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_apnorthdakota.pdf

The *Labor Market Information News Alert* made its debut in July 2010. It is an electronic newsletter to help customers stay on top of the latest happenings in workforce intelligence. Published at least twice a month, it provide updates on the latest economic data available on NDWIN, as well as information on recently released LMI publications and products. Customers can sign up for the *LMI News Alert* by going to the NDWIN home page.

<https://www.ndworkforceintelligence.com/gsipub/index.asp?docid=516>

The annual *North Dakota Employment and Wages by Industry* was published in June 2015. This publication displays covered employment and wage data at various industrial and geographic breakouts in an updated format. This is one of the very few sources for employment and wage information for our rural counties.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_empwagesind2014.pdf

Another of our most popular publications, *North Dakota Employment and Wages by Occupation*, was released in April, 2015. This publication provides detailed occupational wage and employment information for the state of North Dakota, the three MSA's, and four substate regions. Based on customer feedback, the

format of the publication was changed to list the wage information from all the areas (statewide, MSA's, and substate regions) together for each occupation.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_empwagesocc2014.pdf

The *North Dakota Long-Term Employment Projections*, which provides the full occupational and industrial detail for the 2022 projections along with a variety of other occupational information, was published in July of 2014.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_LTproj2022.pdf

The *Education and Training Projections 2012-2022* identify industries and occupations in which job openings are expected to occur and provide insight into the state's rapidly-growing, stable, or declining industries and occupations. After occupational projections are completed, the education and training classification assignments are aggregated resulting in education and training projections.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_LTedutrnproj2022.pdf

The *North Dakota Short-Term Employment Projections*, published in March of 2015, attempt to identify business cycle patterns and gauge their effect on job openings in the local labor market for 2014-2016. Projection results cover more than 100 industries and 500 occupations.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_STproj2016.pdf

The LMI Center conducts an annual Fringe Benefits Survey. Based on feedback from our customers, the survey was designed and sample selected in a way that would allow LMI to publish fringe benefits data by area, by industry, and by size of firm. The LMI Center developed the *North Dakota Benefits Guide*. This publication contains a compilation of fringe benefits information at the statewide level and in a format that allows easy comparisons of fringe benefits information from city to city, industry to industry, and by size of firm. This publication has been in high demand and print quantities were raised to meet the growing number of requests for this pertinent information.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_bgnd2013.pdf

The *Largest Employer List* was updated on our website in 2014. This annual listing provides a ranking of the top 100 employers in North Dakota based on total employment.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_le2013northdakota.pdf

The *Quarterly Review* highlights the most recently released quarterly employment and wage data by industry. The data are compiled using results from quarterly contribution reports and disseminated through the Quarterly Census of Employment and Wages (QCEW) program—a near-census count of all the state's employers and jobs and considered the most accurate source for detailed employment and wage information by industry for the state, its regions and counties. Employers report the number of employees they have on their payroll for each month of a quarter along with total quarterly wage compensation. The review summarizes average employment and average weekly wages for select industries and counties.

<https://www.ndworkforceintelligence.com/gsipub/index.asp?docid=525>

The *Jobs Report* is updated monthly using data extracted from the Current Employment Statistics (CES) program. The report is a snapshot of the state's current labor market and summarizes payroll or nonfarm employment estimates for North Dakota and its three metro areas (Bismarck, Fargo, Grand Forks). Data are not seasonally adjusted.

<https://www.ndworkforceintelligence.com/gsipub/index.asp?docid=518>

The *Labor Force Estimates Report* is generated monthly utilizing the Local Area Unemployment Statistics (LAUS) program. The labor force is defined as noninstitutionalized civilians 16 years of age and older working or actively seeking work. The unemployment rate for an area is the number unemployed as a percent of the labor force. Labor force and unemployment statistics are calculated without duplication, since each person is classified as employed, unemployed, or not in the labor force. Employed persons holding more than one job are counted only once. Below, we've summarized labor force estimates for select geographies.

<https://www.ndworkforceintelligence.com/gsipub/index.asp?docid=543>

Initial Claims Data are compiled from North Dakota's unemployment insurance program. An initial claim is any notice of unemployment filed to request a determination of entitlement to and eligibility for unemployment compensation, or to begin a second or subsequent period of unemployment compensation within a benefit year period or eligibility.

<https://www.ndworkforceintelligence.com/gsipub/index.asp?docid=542>

The *Career Planning and Exploration* section on our website provides several career-oriented products specific to North Dakota's labor market. They cover nearly everything someone may want to know about career opportunities in North Dakota and include employment projections, wages, core tasks, work activities, skills, knowledge, and typical education/training requirements. Additionally, we've included links to some national career resources to supplement research.

<https://www.ndworkforceintelligence.com/gsipub/index.asp?docid=560>

The LMI Center collaborated with the Information Technology Council of North Dakota (ITCND) to provide data and analysis for ITCND's *State of the Industry Guide*.

http://itcnd.org/downloads/itcnd_guide_2013.final.pdf

4. Customer consultations

North Dakota feels very strongly that customer feedback is extremely important in planning for and developing an efficient and comprehensive workforce information delivery system. North Dakota used a combination of strategies to obtain feedback on customer satisfaction with existing workforce information and services, as well as suggestions for developing new products and improving existing products. The LMI Center has utilized the feedback we have received from our customers to develop several new products and delivery formats. This customer feedback will continue to be the key element the LMI Center will use in evaluating current LMI products and services and in the planning for future LMI activities.

Several of our LMI staff have attended national conferences and training sessions to maintain currency in the national trends, identify best practices in other states, learn new statistical programs and software, and network with their counterparts from other regions of the country. All of these training activities have added to the knowledge base and technical abilities of the LMI Center staff. This in turn has and will continue to manifest itself in many new and innovative products and services for our customers.

The training of our customers is also a very high priority in North Dakota. Members of the LMI staff have provided over 40 presentations or training sessions for various customer groups during the past program year. These ranged from formal in-depth training sessions to short presentations to specific customer groups.

Several LMI presentations were made to the WDC, as well as to the North Dakota Youth Council, the Governor's staff, North Dakota Commerce Department, Interim Legislative Committees, and Job Service Senior Management and One-Stop Offices. Many other local presentations/training sessions were provided

to a wide range of customer groups such as Career Fairs and classes at colleges and universities throughout the state; Vocational Rehabilitation Conference; Career and Technical Education; the Information Technology Council of ND; Business Services Conference; the Job Getting Unit; the Bismarck-Mandan Development Association; Red River Valley Regional Economic Group; Geographic Solutions Conference, etc. In other cases, the LMI Center provided PowerPoints, speaker's notes, and supporting information for our One-Stop staff members to make presentations to local civic or business associations.

1. Customer Satisfaction Surveys

The LMI Center completed customer satisfaction surveys in the past. However, due to low response rates, it was decided to forego a formal customer satisfaction survey. Instead, an emphasis was placed on obtaining customer feedback at NDWIN training sessions and from informal focus groups, presentations, and one-on-one conversations with our customers.

2. Informal Focus Group and Meetings

During the past year, staff members from the LMI Center made an effort to sit down and visit several of our key customers about products and services in a very informal focus group/discussion group-type setting. In addition, we have had one-on-one sessions or group discussions with State Legislators, One-Stop offices, North Dakota Career Resource Network, WIC, the Commerce Department, the University System, and local economic developers. These conversations have been invaluable in discovering their workforce information needs and how we might be able to help them.

3. Feedback From Presentations and Training Sessions

As previously mentioned we have received valuable feedback from participants in our NDWIN training sessions and other presentations. We closely evaluate feedback we receive from training sessions and have often received very timely ideas and suggestions from informal discussions with individuals during or after these sessions.

5. Activities undertaken to meet customer needs.

- a. Ensure website and products/publications are user-friendly for each customer base by gathering feedback, whether formal or informal.
- b. Conduct end-user training and presentations to various customer groups as requested.
- c. Provide data and fulfill requests as needed by all customer groups.
- d. Maintain open lines of communication through regular meetings, workshops and presentations.
- e. Provide LMI e-newsletter to customers, which includes the latest access to data on our website, along with products and other news from the LMI Center.

<https://www.ndworkforceintelligence.com/gsipub/index.asp?docid=516>

6. New tools and resources

North Dakota's Oil and Gas Economy is a report that melds together oil and gas production statistics, labor market information, and other related economic indicators to provide a current, quick-and-easy overview of the state's oil and gas economy. Due to the regional influence of the oil and gas economy, this report focuses on three main geographic groupings: (1) core oil and gas producing counties; (2) balance of oil and gas producing counties; and (3) non oil and gas producing counties. These groupings highlight the contrast in the

direct impact of oil and gas activity. Ten years of historical data have been added for most data elements so visual trends can be spotted. This report is updated monthly with the latest data, generally on the first working Tuesday of the month. Keep in mind, data are current as of the report's scheduled monthly update. Since data sources release their information at different times throughout a month or year, newer data may become available after an update but before the next scheduled update. The report will reflect the newer data in the next scheduled update. Some data cannot be released due to reliability, availability, or confidentiality restrictions.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_ndoilandgaseconomy.pdf

The *North Dakota Oil and Gas Employment Report* is the product of a North Dakota Legislature directive given to Job Service North Dakota (JSND) to quantify employment and wages attributable to the state's oil and gas sector. To this end, JSND administered a special survey to collect information specific to oil and gas activity, and supplemented it with data from established sources. As a result, the figures published in this report provide a detailed view of North Dakota's oil and gas sector at state, county, and city levels. This report only examines employment designated as necessary for the extraction of oil and gas. It does not include ancillary employment (e.g. related to food, housing, health care, government, etc.). This report's focus was on employment tied to well-pad operations. The 2014 report contains the most recent data available and was updated in 2015.

https://www.ndworkforceintelligence.com/admin/gsipub/htmlarea/uploads/lmi_ogempreport2014.pdf

7. Efforts to create and support partnerships and collaborations

The LMI Center continues to work closely with the Workforce Development Council (WDC). (The WDC is North Dakota's only Workforce Investment Board.) Designated staff have attended the WDC meetings and LMI staff members have made several presentations to the WDC and its subcommittees during the past program year. We have provided technical expertise to the WDC in the development and design of new surveys to provide valuable information on labor availability and occupational skills needs in the workforce. In addition, the LMI Manager is a member of both the Workforce Intelligence Council and the Workforce Intelligence Council Steering Committee, which meet quarterly and monthly, respectively.

The LMI Center held monthly economic briefing meetings to discuss monthly employment and unemployment data releases, other new workforce information, current economic conditions in the state, and a variety of related topics. Representatives from the Department of Commerce, WDC, Office of Management and Budget, Governor's Staff, Congressional Staff, Dislocated Worker Unit, the University System, and our Job Service Executive Director were invited to attend.

With the support of the WDC, Job Service North Dakota has joined the LED partnership with the Census Bureau. The LMI Center assembles the history files of wage records and QCEW data and submits them to the Census Bureau each quarter. In return, the Census Bureau provides us with Quarterly Workforce Indicators for the state and each county in North Dakota. The LMI Center provided a link to this very useful LED data on NDWIN. The LMI Center also provides training to key users, such as the Governor and his staff, Department of Commerce staff, WDC staff, Job Service Senior Management and Customer Service Office staff, and local economic developers.

The LMI Center worked closely with the WDC and the Workforce Intelligence Council (WIC) on several other projects. LMI provided the WIC Steering Committee with relevant occupational employment, wage, and projections information for various projects. The LMI Center was also heavily involved with the WDC in the

formulating the State's WIA Strategic Plan. The LMI staff provided a variety of workforce information and wrote the economic overview section of the WIA plan.

The LMI Center continues to handle a variety of ad hoc requests from the WDC for workforce intelligence items, special research projects, and statistical methodologies expertise.

The LMI Center has also become an important contact and reliable trusted data source for the press. This has generated increased awareness of workforce opportunities in the growing economy of North Dakota.

8. Activities to leverage WLMI funding

The LMI Center has converted all products to web-based products for our customers as a way to utilize the web to minimize the costs and increased turnaround time associated with printing and hard copy distribution. Because of the limited shelf life of some products and the many areas to choose from (i.e. regions, counties, etc.), the use of PDFs was the most efficient and timely method of delivery. All of these web based products can be accessed in the Products Section of NDWIN.

The LMI Center was able to obtain funding from the ND State Legislature to conduct an oil and gas survey and publish results. We hired an intern on a part-time basis and also utilized the time of our analysts. The intention is to continue to pursue this funding as a way to provide requested data related to oil and gas, as well as leverage our LMI-WI funding.

9. Recommendations to ETA for changes and improvements to future WIGS requirements

The list of core products and services for the Workforce Information Grant has evolved over the past few years. Although it is important for several of the products, such as the Workforce Information Database and Projections to be consistent across the nation, the many differences from state to state require that individual LMI departments maintain this flexibility to address the workforce information needs unique to their state.

The following are a couple of observations we have made based on conversations with our various customers:

- Our customers are constantly requesting more localized products and services. Individual communities are looking for workforce information that they can use to measure the health and growth of their communities and that they can use to promote their areas. We believe that each state needs to develop some series of localized products.
- As we have developed new products and services and made existing ones more useful, our customers are becoming very reliant on many of the products we produce under the Workforce Information Grant. Accordingly, it is critical that adequate funding continues to flow to the state LMI departments through the Workforce Information Grant so that these customers will continue to have access to the workforce information they need and have come to depend upon us to produce.