Pennsylvania Department of Labor & Industry
Center for Workforce Information & Analysis

Workforce Information Grant (WIG)
July 1, 2014 to June 30, 2015
Annual Report

Introduction

The Center for Workforce Information & Analysis (CWIA) is the Governor's officially designated overseer of Pennsylvania's employment statistics system.

This report provides an overview of Pennsylvania's work conducted with Employment and Training Administration's 'Labor Market Information Workforce Information Grant' or the WIG. Pennsylvania expends these monies utilizing a strategy that concentrates on upgrading and maintaining traditional products as well as continuously introducing products and services to help with local decision-making. It leverages CWIA's diverse funding streams and units including:

- United States Bureau of Labor Statistics federal-state cooperative programs that funds local area unemployment statistics, non-farm payroll data, occupational employment statistics, and the quarterly census of employment and wages data;
- Workforce Performance Measures;
- New Hires Reporting Program;
- Unemployment Compensation Research and Reports;
- Economic Research;
- Survey of Occupational Injuries and Illnesses and Workers' Compensation; and
- Estimates Delivery System software that allows generation of sub-state occupational employment and wage data for Workforce Investment Areas (WIAs) and Counties.

Employment and Training Administration's (ETA) Program Year (PY) 2014 guidance via Training and Employment Guidance Letter 23-13 stresses that Pennsylvania must provide sound foundational data, information, and resources to the workforce system.

The next sections provide information on both required deliverables of the WIG as well as other products and services that CWIA was able to create using the ETA grant to complement the Center's other resources. It is important to recognize the sincerity and talent that CWIA's staff exhibits in doing this important task.

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Pennsylvania's 2014 Labor Market Information Workforce Information Grant (WIG)

I. Workforce Information Database (WIDb) Population

Pennsylvania continues to populate and enhance the WIDb based on the common structure as set forth by ETA. The database serves as the cornerstone for information delivery, workforce research, and product development for information in CWIA. It also brings together critical workforce information from many sources and is used to promote better analysis and professional interpretation of the state's labor market information for our customers.

II. Industry and Occupational Employment Projections

Pennsylvania continues to produce and disseminate state and sub-state industry and occupational employment projections, using the methodology, software tools, and guidelines developed by the Projections Workgroup and the Projections Managing Partnership consortium of states.

Training opportunities offered by the Projections Workgroup and the Projections Managing Partnership were attended by CWIA.

- **Long-Term Industry Employment Projections** – These publications include estimates of employment levels by industry 10 years in the future by various geographical areas [statewide, Metropolitan Statistical Areas (MSA) and Workforce Investment Areas (WIA)]. The statewide 2012-22 data were released in June 2014 and the regional projections were released in December 2014. (Updated: Bi-annually)
  Link: http://www.portal.state.pa.us/portal/server.pt?open=514&objID=809913&mode=2

- **Long-Term Occupational Employment Projections** – These publications include estimates of employment levels by occupation 10 years in the future by various geographical areas (statewide, MSAs and WIAs). The statewide 2012-22 data were released in June 2014 and the regional projections were released in December 2014. (Updated: Bi-annually)
  Link: http://www.portal.state.pa.us/portal/server.pt?open=514&objID=814813&mode=2

- **Short-Term Industry Forecasts** – These publications include estimates statewide employment levels by industry two years in the future. The statewide 2014-16 data were submitted in February 2015. (Updated: Annually)
  Link: http://www.portal.state.pa.us/portal/server.pt?open=514&objID=809916&mode=2

- **Short-Term Occupational Forecasts** – These publications include estimates statewide employment levels by occupation two years in the future. The statewide 2014-16 data were submitted in February 2015. (Updated: Annually)
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III. Annual Economic Analysis or Special Reports

Based on customer, stakeholder, and partner consultations identifying workforce information needs, Pennsylvania used the WIG to develop, publish and submit an annual state economic analysis and special studies capable of informing workforce and economic development policy and investment decisions to be made by the governor and state or local Workforce Investment Boards (WIBs). These analyses supported the labor market information and economic development information needs of other system stakeholders such as state, regional, and local economic and workforce development organizations, education and training institutions, community colleges, and other partners.

Pennsylvania submitted in a timely manner portable document format (.pdf) copies and hyperlinks to .pdf or other electronic files of the economic analyses to ETA.

All grant-funded products, reports, and other workforce information were posted on the Internet at www.paworkstats.pa.gov when appropriate. Dissemination of the information was also done through emails and CDs to facilitate use by the workforce and economic development systems, other partners, stakeholders, and the public. CWIA also engaged in work throughout the year to improve the current website as well as developing additional web tools.

Pennsylvania's 2014 Economic Analysis Report – Analysis of Pennsylvania's workforce composition, and focuses on future trends of the commonwealth's economy, industries, and occupations.

Understanding the potential obstacles the future workforce will have to overcome is important in developing policies and strategies for Pennsylvania to remain economically competitive. Workers from the baby-boom generation will be moving into their 60's during the decade and will be retiring in large numbers. They will take with them key skills that kept industry growing and prosperous. Far fewer youth are available to enter the labor market, forcing greater efficiencies and competition for key skills. This report examines the demographic, economic, and labor market developments unfolding in Pennsylvania. (Updated: Annually)
Link: http://www.portal.state.pa.us/portal/server.pt?open=514&objID=1220984&mode=2

Analysis of Help Wanted Online Job Postings – Analysis of Help Wanted Online (HWOL) data which is provided to CWIA from The Conference Board, via Wanted Analytics. HWOL data is collected from online job posting sites such as CareerBuilder, Monster, etc., and can be used as a tool to analyze trends in employment demand at various grouping levels. The data allows for real-time tallying of online job posting data by area, industry, occupation, skills, and employer. CWIA distributes real-time job ad reports compiled by WIAs to the local WIBs via email. This enables the WIBs to determine where and in what industries and occupations job demand growth is occurring to help align local PA CareerLinks® and education providers with properly placing and training the unemployed.   (Updated: Monthly)

Analysis of Pennsylvania Minimum Wage in 2014 – Statistical information on Pennsylvanians who earn at or below the minimum wage; analyzes the demographic characteristics of hourly workers making at or near the minimum wage; details the industry characteristics of those making at or near the minimum age; discusses the issues of inflation and poverty in relation to the minimum wage; and considers other states' minimum wage data. A comparison is made between the years 2009 and 2014 to determine the impact of the minimum wage increases on Pennsylvania workers, businesses and economy. (Updated: Annually)
Link: http://www.portal.state.pa.us/portal/server.pt?open=514&objID=1224776&mode=2

Career Posters – Colorful posters aimed at spreading career awareness through high schools and middle schools, although they are also used at many PA CareerLink® offices across the state. The posters focus on the Pennsylvania's Industry Clusters while highlighting occupational outlook and wage data in a 'career ladder' format. They can be accessed online in printable PDFs for the area(s) and industry cluster(s) of interest. (Updated: Annually)
Link: http://www.portal.state.pa.us/portal/server.pt?open=514&objID=809932&mode=2

High Priority Occupations (HPOs) – Listings of occupations used by Pennsylvania's workforce development strategy to target education and training dollars. HPOs are job categories that are critical to Pennsylvania's economy, are in demand by employers, have higher skill needs and are likely to provide family-sustaining wages. The 2014 HPO list went into effect September 2014 and is located on the CWIA website. A draft version of the 2015 HPO list is currently in the petitioning phase with a September release planned for the final 2015 HPO list. CWIA released an updated policy document regarding the HPO process in May 2015. (Updated: Annually).
Link: http://www.portal.state.pa.us/portal/server.pt?open=514&objID=814812&mode=2

Industries of Interest (IOI) – Report highlighting growing industries in Pennsylvania. There are three data sources for this report: Quarterly Census of Employment and Wages, New Hires data, and HWOL.
Link: http://www.portal.state.pa.us/portal/server.pt?open=514&objID=1509090&mode=2

Industry Cluster Reports – Summaries focused on one of Pennsylvania's 12 Industry Clusters. Each report includes cluster employment statistics, top employers by size and location quotient, and information on occupations and/or HPOs associated with the cluster. Information on local area location quotients is also included. A comparison between statewide and a specific area (MSA or WIA) can be included for regional analysis. CWIA creates these reports upon request.

Instructional Program & Occupation Crosswalk – Pennsylvania-specific version of the national Classification of Instructional Programs (CIP)-Standard Occupational Classification (SOC) crosswalk used to ensure that educational programs are aligned properly with the occupational coding structure. One of the primary uses of this crosswalk is connectivity to the state's HPO list. (Updated: Annually)
Link: http://www.portal.state.pa.us/portal/server.pt?open=18&objID=1281143&mode=2

Job Skills Analysis – Methodology and tools developed by CWIA to better equip jobs seekers, workers, educators, and students to match employer hiring demand through an objective data solution. Job Skills go beneath occupational titles to list the specific knowledge, work activities, and tools and technologies typically required for an occupation and can aid in training, career planning, and career transitions. The fundamental principle of Job Skills Analysis is determining occupation specific skills that can be trained for in the short to moderate term utilizing local community colleges or technical schools. CWIA has developed a series of analytical tools that can be used to meet this goal. CWIA's solution can easily applied to all state LMI shops using a common methodology and nationally available core data set (O*NET).
Link: http://www.portal.state.pa.us/portal/server.pt?open=514&objID=1674726&mode=2

Local Area Cluster Snapshots – Snapshot reports developed in response to a request from local stakeholders to inform a broader audience of what was happening in a regional economy. These ad hoc reports evaluate industry cluster information for a specific WIA alongside other demographic data. Additional information may be age demographics, housing starts or commuting patterns. These reports can be used to help determine possible reasons why clusters are stronger in some areas than in others. This type of planning will be essential as local board's transition from WIA to the Workforce Innovation & Opportunity Act (WIOA) in the coming year. CWIA creates these reports upon request.

New Hires by Workforce Investment Areas – Dataset showing industries that are hiring by WIA. The data are available for the most recent complete quarter and can be used to determine where and in which industries employers are hiring as well as to find emerging or declining industries based on year-ago comparisons. (Updated: Quarterly)
Link: http://www.portal.state.pa.us/portal/server.pt?open=514&objID=1223066&mode=2

Occupational Trading Cards – A series of 52 occupational trading cards targeted to elementary and middle school students as they begin to explore careers. The cards are color-coded by educational attainment level and also include entry-level wages, annual job openings, the most common industry cluster for employment and an interest group identifier. To further promote career exploration via these cards, an online video game has been developed. Updates to cards will be ongoing.
Link to game: https://www.jobgateway.pa.gov/JobQuest/JQstart.html

PA Career Coach – Web application that helps people explore careers by providing current data on wages, employment, job postings and associated training. The career transition section allows users to compare data for multiple occupations. Job seekers can look for education and trainings available and schools that offer the courses for their desired occupations as well as look for real-time job postings. The tool also includes an Interest Assessment module which allows users to determine the best fit occupations for them based on where their interests and likes. Note: This product was suspended following the grant period as additional services were developed rendering this product a duplication of efforts. (Updated: Quarterly)

Pennsylvania Fast Facts Series – Monthly/quarterly publications that provide a quick snapshot of Pennsylvania's many different labor market and economic datasets by region and select industries. Titles include the *Pennsylvania Fast Facts, Pennsylvania Workforce Investment Area Fast Facts* and *Manufacturing Fast Facts*. The various publications may include data on labor force statistics, unemployment demographics, population demographics, workforce indicators, unemployment compensation and claims, jobs, industry employment, industry highlights, employer activities, economic indicators, mass layoff statistics, new hires, other states' unemployment rates, business employment dynamics, online job postings data, economic forecasts, news of the month, common measures, definitions section, and a county unemployment rate map. Note: Fast Facts series review was completed in August 2015 with new product design in progress.

Strategic Early Warning Notice Database – Database that identifies probable companies of importance in a WIA which may be candidates for further investigation by workforce and economic development professionals. Early Warning companies are experiencing significant employment decline and may be potential candidates for intervention strategies. Conversely, Early Growth companies are experiencing significant employment growth and may be candidates for potential expansion.

IV. Customer Consultations

Consultation with other state workforce agencies, state and local WIBs, economic and workforce investment organizations, and education and training institutions has been conducted throughout the year to increase the scope and utility of workforce information. Strategic partnerships were established and continue in order to identify and address customer information needs, as well as those of state and local workforce investment system staff users.

Based on findings from our consultation with customers, CWIA invests time to create, produce, and disseminate relevant labor market information on a consistent basis. Our goal is to maintain continuous communication with our stakeholders/customers to improve the regional focus of our products. In addition to the partners listed above, CWIA also works regularly with employers, educators, trade associations, unions as well as members of the media.

Another critical component of CWIA's customer outreach is the work done by our Customer Response Team. This group of analysts is dedicated to handling inquiries on a daily basis from a broad array of customers. They are responsible for answering questions on our products and publications, assisting with navigation through our website, and compiling data to fill requests. They also track requests and trends, which lead to the alteration of the website and creation of new products. Having a real person answer the calls from our customers helps build a good relationship and allows for a better forum for the callers to tell us about the things that are working well and provide feedback on what could be improved upon or is missing.

CWIA also works closely with the state and local WIBs as well as other state entities on a regular basis to assist them in program evaluation, grant proposal, and training curriculum development. These entities include the Labor & Industry's Bureau of Workforce Development Administration, Bureau of Workforce Partnership and Operations, Office of Vocational Rehabilitation, PA CareerLink® Offices, PennSERVE, Unemployment Compensation Deputate, and the Workers' Compensation Bureau as well as the Departments of Aging, Community and Economic Development, Corrections, Education, Environmental Protection, Health, Human Services, and Revenue, and the Office of the Governor.

V. Activities Undertaken to Meet Customer Needs

Every year, CWIA explores the value of current and new products and services before the WIG funds become available – we adjust our plans based on our research and extensive outreach to our stakeholder base to understand what they need. This has resulted in expansion of traditional support and the infusion of new products and services. The work that we have been able to provide though the WIG has been appreciated and, more importantly, used on a regular basis to drive workforce intelligence in Pennsylvania.

CWIA's website, www.paworkstats.pa.gov, is the primary means of providing our customers with access to labor market information and our various products and tools. The website has two core areas - one for products (publications and tools) and another for data. The products side had 213,905 unique page views[1] during the grant year and 92,390 new users. These visitors included individuals from 753 different Pennsylvania cities, all 50 states and the District of Columbia and 128 other countries. The data portion of the website had 679,784 unique page views and 46,844 new users. These visitors included individuals from 612 different Pennsylvania cities, all 50 states and the District of Columbia and 53 other countries.

The following table shows select top products, by number of unique page views, requested during the grant year from the products section of CWIA's website, www.paworkstats.pa.gov

Product	Unique Page Views
High-Priority Occupations (HPOs)	18,003
Fast Facts (All Versions)	15,961
Top 50 Employers	15,348
Occupational Wages	13,823
Pennsylvania Career Guide	9,269
Job Skills	7,456
County Profiles	5,017
Long-Term Employment Projections	4,665
Presentations & E-Learnings	3,268
Top 50 Industries	1,884

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[1] A unique page view aggregates page views that are generated by the same user during the same session. They represent the number of sessions during which that page was viewed one or more times.

The following table shows select data types, by number of unique page views, accessed during the grant year on the data portion of CWIA's website, https://paworkstats.geosolinc.com/vosnet/Default.aspx

Data Type	Unique Page Views
Employer Profile (Infogroup)	375,988
Job Search Tool	49,462
Real-Time LMI - My Workspace (Multiple)	34,238
Occupation Profile	26,343
Area Profile	13,393
Occupational Employment & Wages (OES)	6,515
Quarterly Census of Employment & Wages (QCEW)	6,295
Labor Force Employment & Unemployment (LAUS)	4,894
Income Demographics	3,869
Industry Profile	2,929

Throughout the year, via attendance at conferences and symposia, participation in webinars, and delivery of presentations by staff, we are able to interact with our customers to get their feedback on CWIA products and services. These environments allow them to express their needs openly and to discuss potential new items with CWIA directly. New product development is often based on acquisition of such knowledge. Examples of events that CWIA has attended and/or presented at are shown below:

- An Economic Update & Assessing Pennsylvania's Labor Needs (PA Workforce Development Association)
- An Economic Update from the Center for Workforce Information & Analysis (Steel Valley Authority)
- Determining WIA Hiring Trends (Chester County WIB)
- Industry & Occupational Employment Projections 2012-2022
- Labor Market Information for Educators (PA Career & Technical Education Association)
- Occupational Trading Cards, Career Pathways & More (WIB Symposium)
- Real-Time Labor Market Information (Penn State Data Center Conference)
- Regional Occupational Outlook (Office of Vocational Rehabilitation)
- Tools for Assessing Pennsylvania's Labor Needs (PA State System of Higher Education)

Many of these presentations are available on CWIA's website at
http://www.portal.state.pa.us/portal/server.pt?open=514&objID=1215945&mode=2 .

Using technology to increase our customer responsiveness and accessibility was also a priority for CWIA. In order to introduce more users to the various labor market information products and services available, staff recorded several E-Learning videos. Awareness and knowledge of the tools and services CWIA provides help users make informed policy, business, and career decisions. Periodically, we add and/or update these videos.

These E-Learning videos are available on CWIA's website at
http://www.portal.state.pa.us/portal/server.pt?open=514&objID=1465393&mode=2

VI. New Tools and Resources

Pennsylvania targeted some of its PY 2014 WIG funds to the enhancement of existing products and development of new tools. New tools and resources are often inspired by conversations with and suggestions from our diverse pool of customers. CWIA balances updates to current products with development of new resources to ensure that stakeholders have the tools they need. Technological advancements have afforded CWIA the opportunity to create more powerful tools and get them in the hands of stakeholders more quickly.

Pennsylvania Career Guides

The *2014-15 Pennsylvania Career Guides* were completed and posted to CWIA's website in December 2014. For the first time, CWIA introduced customer-specific, compact Career Guides for middle school and high school students to better suit the needs of each population. A third, more traditional version will also be produced for adult job seekers. Delivery of the *2015-16 Pennsylvania Career Guides* is targeted to begin in early 2016.
Link: http://www.portal.state.pa.us/portal/server.pt?open=514&objID=809063&mode=2

Pennsylvania's Unemployed Study
In 2014, Pennsylvania had an average level of unemployment in excess of 510,000, with a large portion of them being unemployed long-term. By year's end, more than 200,000 were collecting unemployment compensation benefits. This represented a large portion of the 'supply' of labor that needed to be absorbed by employer demand to lower the state's unemployment rate. To accomplish this goal, the Department needed to '*understand the unemployed like never before*', which was detailed by this study.

VII. Efforts to Create and Support Partnerships and Collaborations

Existing partnerships were enhanced over the past year, while new ones were developed. Most of these partnerships were the result of CWIA's expertise in the collection, manipulation and reporting of program data. In addition, with the performance requirements under WIOA, CWIA experience is being tapped to assist agencies in aligning with the performance reporting mandates. Following is a brief summary of these collaborations.

CWIA continues to partner with the department's Bureau of Workers' Compensation. The partnership started with producing their annual report of workplace injuries and has evolved into collaboration to assist them with future data collection and analysis.

Additional activities have been undertaken with the state's Department of Corrections. In addition to working with them to assess their current educational programs offered as to their relevance to today's labor market, we have been providing them information to employment and wage information to help them evaluate employment outcomes of individuals that are released from the correction institutions.

CWIA continues to assist the Department of Health in compiling data from their health care professional workforce surveys. In addition to validating and manipulating survey data, we assist in the updating of the survey instrument used to capture data. We also respond to ad hoc data request for customized information from the surveys.

A partnership was also expanded with the commonwealth's WEDnet program sponsored by the Deparment of Community and Economic Development. WEDnet provides training funds to qualified Pennsylvania companies through a network of postsecondary training institutions to improve the skills and productivity of Pennsylvania workers. CWIA currently produces performance outcomes for WEDnet participates and is looking to add WEDnet as a partner in our WDQI system.

Although CWIA has continues to provide workforce information services to our Adult Basic and Literacy Education and Office of Vocational Rehabilitation, the collaboration is expanded due to the performance requirements under WIOA. Meetings have been held to pass along our experience in performance reporting and to offer our assistance to produce the reports to meet the WIOA mandates. Preliminary discussions have also been held to assess their interest and feasibility of joining WDQI.

VIII. Activities Leveraging the WIGS

In order to produce information under the WIG grant and meet the required deliverables, funding as well as information must be leveraged from other programs. This includes BLS programs that form the basis of the data that populates the WIDb as well as unemployment compensation program records that serves as input to BLS programs. Other BLS programs are the foundation of the employment projection data produced under the WIG. Funds received via the Wagner-Peyser program supplement WIG funding to deliver products and services targeted to workforce stakeholders including CareerLink® offices and WIBs.

Activities under the WIG grant were also leveraged as they provided information to support other initiatives within the Department. One example is the incorporation of occupational employment projection data into the Supply/Demand Module of the WDQI system. Another use of WIG information is the reliance of Pennsylvania's HPO process on occupational employment projections data. These two specific initiatives as well as other products and activities require the leveraging of funding, staffing and program expertise to enhance collaboration among workforce partners and meet the needs of our customers.

Tools and Resources Created through or Supported

Local Employment Dynamics (LED) Analysis Database - The Pennsylvania Local Employment Dynamics (LED) database, built using the publically available Census LED data, contains data at the state, WIA, and county level. Standard queries are built into the database to analyze local economies based on the questions that can be answered by LED's Quarterly Workforce Indicators. For example, one feature of the database is specialized queries that focus on the growing cohort of older workers in the workforce. The database is distributed quarterly upon request and to the local WIBs.

PA Employer Database - The PA Employer Database is provided to local WIBs and their partners to assist in outreach activities. The file includes employer names, contact information, NAICS codes, employment size ranges, the latitude and longitude of the employer for mapping purposes, and an indicator that identifies new employers. The database can be used to assist PA CareerLink® staff in marketing one-stop services and by local WIBs to attract employers for industry partnership activities. (Updated: Quarterly)

Reemployment Assessment & Economic Impact Reports - Reemployment assessment & economic impact reports are commonly used to evaluate job prospects for individuals impacted by major layoffs or plant closings and analyze the potential economic effects of the layoffs to the area, including the estimated impact on sales, employment, income and tax revenue. These reports are produced upon request or, when possible, in anticipation of such events. CWIA completes up to 10 reports annually and continues to market these services throughout the year.

Regional Data Analysis Tool (RDAT) - The Regional Data Analysis Tool (RDAT) is an Access database that is provided to local WIBs to assist them with local industry cluster analysis. The tool provides the ability for the local areas to produce employment, wage, and competitiveness statistics for Pennsylvania's Industry Clusters or customized industry clusters for any region. Data are displayed for each North American Industry Classification System code included in the cluster as well as the cluster as a whole. (Updated: Quarterly)

IX. Recommendations

Grant Funding

CWIA is currently working with local workforce boards and community colleges to assist them with meeting their reporting requirements under Trade Adjustment Assistance Community College and Career Training grants and Workforce Innovation Fund grants. There are currently six projects for which we are assisting these groups. The projects range from producing employment outcome metrics for participants of the programs being offered under these grants to providing micro-level employment and workforce services data to third-party evaluators associated with these grants. Coordinating these projects is time intensive and the programming to meet the needs of the grantees is labor intensive. There are also resources expended in preparing data sharing agreement to charge customers for this service and to prepare confidentiality agreements as many of the third party evaluations involve personally identifiable information.

Since the U.S. Department of Labor administers these grants and sets the reporting requirements for these grants, we recommend that a funding source be identified to provide the reporting services mentioned above. CWIA currently has processes in place to recoup the costs of this work by charging the grantees for these services; however, it is time consuming process that adds additional costs to the grantees. Having the ability to use additional monies provided though the Workforce Information Grant would enable us to provide a more cost efficient service to the grantees resulting in more dollars available for them to serve customers.

Short-Term Forecasts

The short-term forecasts are a labor-intensive deliverable that are not widely used by CWIA and its customers. At the time they are released, the forecast period is half over. In addition, the increased use of real-time job posting information has decreased the customer need for this information. Lastly, customers indicate that a two-year outlook is an insufficient amount of time in which to introduce program changes and/or introductions. A five-year outlook would be more useful.

Core WIDb Tables

Some of the core tables are not state-specific or state-generated data. Furthermore, with the discontinuation of the Census long form, some data are not longer available. Therefore the WIG defined core tables should be reevaluated.

Appendix - Outcomes

CWIA used ETA's WIG to support the Pennsylvania Department of Labor & Industry's mission to increase opportunities for the workers in the state to acquire the skills needed to succeed in our knowledge-based economy and to strengthen the commonwealth's economy through a skilled workforce. All deliverables from the WIG were completed as directed and in a timely manner by Pennsylvania.

A list of products and services is provided in the table below.

Select CWIA Products	
Actuarial Evaluation	Occupational Trading Cards
Analysis of Pennsylvania's Minimum Wage	PA Career Coach
Areas of Substantial Unemployment	PA Employers with more than 500 Employees
Career Posters	Pennsylvania Career Guide
Civilian Labor Force Packet	Pennsylvania Employer Database
County Profiles	Pennsylvania New Hires (by State & WIA)
Economic Review of PA	Pennsylvania's Fast Facts Series
E-LMI Learning	Pennsylvania's Unemployed Study
High Priority Occupations Lists & Policy	Performance Measures Reports
IMPLAN Analysis (Input/Output Analysis)	Press Releases
Industry Cluster Analysis/Publication	Reemployment & Economic Assessment Reports
Industries of Interest	Regional Data Analysis Tool
Job Skills	Short-Term Employment Forecasts
Labor Surplus Areas	Strategic Early Warning Notice Database
Local Employment Dynamics Database	Targeted Employment Areas
Long-Term Employment Projections	Top 50 Employers
New Hires by Workforce Investment Area	
This is a representation of current products/services used. It is not a comprehensive list.	