



PY15 ETA Workforce Information Grants to States Annual Performance Report

i. Workforce Information Database (WID)

Colorado LMI is currently operating with version 2.6 of the Workforce Information Database (WID). The primary purpose of the WID is to serve as the repository of labor market and other economic information for Colorado Labor Market Information (LMI). It also serves as the online database for LMI Gateway, Colorado LMI's web site.

The WID in Colorado also supports an innovative project called "Go Code Colorado." Go Code gathers data from government entities and holds an event in which teams of software developers compete to develop the most innovative apps using the public data. The top three teams are awarded state contracts. Some examples of WID tables Colorado LMI provides to the Go Code project are labforce, OESwage, and Industry. All confidential records are scrubbed out before the data is transmitted. One of Colorado LMI's database analysts is preparing to meet with Go Code staff to prepare for the 2016 round of the competition.

All core tables in version 2.6 of the database as defined by the Workforce Information Database Consortium are populated as per plan. The tables are regularly updated with the most current data available. Recently updated tables include Empdb, Industry, Indprj and Occprj, Stindprj and Stocprj, lomatrix, Labforce, CES, Oeswage, license, lichist, CPI, Income, and populatn. Other tables that are updated annually are Schools, Programs, Progcomp, and Supply. These tables are populated with IPEDS (Integrated Postsecondary Education Data System) data from the National Center for Education Statistics.

ii. Industry and Occupation Projections

Long-term Industry and Occupation Projections:

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

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

The PY15 Workforce Information Grant required LMI to complete 2014-2024 statewide, long-term projections. These were delivered to the ETA at the end of June 2016. PY15 activities involved the production of 2015-2025 statewide and sub-state, long-term industry and occupation employment projections.

Short-term Industry and Occupation Projections:

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

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

The PY15 Workforce Information Grant required LMI to complete 2015-2017 short-term projections. PY15 activities included a production of 3rd quarter 2015-2017 statewide and sub-state, short-term industry and occupation employment projections delivered to ETA at the end of February 2016. PY15 also included a 1st quarter 2016-2018 statewide and sub-state, short-term industry and occupation employment projections which were published on LMI Gateway in February 2016.

iii. PY15 Annual Economic Analyses and Other Reports

Conduct and publish relevant economic analyses, special workforce information, and/or economic studies determined to be of benefit to the governor and state and local WIBs.

Governor's Office of State Planning and Budgeting—Revenue Forecast

September 21, 2015

December 21, 2015

March 18, 2016

June 20, 2016

These forecasts can be found the web at:

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

Legislative Council – Focus Colorado: Economic and Revenue Forecast

September 21, 2015

December 21, 2015

March 18, 2016

June 20, 2016

The forecasts for 2015 and 2016 can be found on the web at:

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

<https://www.colorado.gov/pacific/cga-legislativecouncil/2016-1>

The Colorado Talent Pipeline Report

The 2015 report can be found on the web at:

<https://www.colorado.gov/pacific/sites/default/files/2015%20Talent%20Pipeline%20Report.pdf>

iv. Customer Consultations

Training and Outreach provided a number of practice sessions with workforce center staff and made co-presentations with workforce center staff for business partners in their various geographical areas.

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

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

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

LMI Training and Outreach staff continued to consult with various workforce center staff on the use of Help Wanted On-Line. We continue to monitor use of this product, seeking the most cost-effective process for distributing licenses and training license-holders to extend their use.

LMI Training and Outreach staff partnered with workforce center staff to develop customized county and regional reports. At the request of our customers, a complete “how-to” document was developed to assist workforce center staff in creating their own Regional Profiles. This information will also be used by staff to update websites and workforce board dashboards with the most current labor market information.

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

LMI staff partnered with educators in the development of new products designed for students. A labor market information-based curriculum was developed for a high school to further encourage use of our data.

v. Activities Undertaken to Meet Customer Needs

Thirty-six presentations and workshops were delivered to more than 1,345 workforce center staff, partner agency staff and other customers in support of Workforce Investment Board goals and objectives. In addition, labor market information materials were distributed across twenty-nine job fairs by members of CDLE staff. By year-end, contacts and interactions included individuals and groups in workforce regions across the state.

Specific customized presentations were developed and delivered to several Workforce Investment Boards and business groups across the state. The purpose is to increase knowledge of Colorado’s economy and local labor markets as well as provide training in the use of labor market information. Presentations are developed specifically to meet customer requests.

Presentations were made to partner-agency high schools and colleges across the state.

The use of Local Employment Dynamics OnTheMap and Quarterly Workforce Indicators has been a focus of this year’s training and outreach efforts. The data promotes understanding of workforce demographics and commuter patterns for selected geographic regions.

The Guide to LMI Gateway for the Job Seeker and Guide to LMI Gateway for the Employer brochures were designed to function as “desk aids” providing easy access to specific information on the website for workforce center staff, educators and members of the public. Training on the use of LMI Gateway and how to find specific data often relies on the use of these brochures to facilitate learning. Outreach to educational institutions has increased use of these desk aids. We continue to provide these products in both print and electronic forms.

Awareness of types of non-LMI data that can be used have increased substantially to provide background and context for LMI data. A product describing these data and where to find them is anticipated to be developed over the next year.

vi. New Tools and Resources

Colorado LMI upgraded to version 16.0 of Virtual LMI, the web software for LMI Gateway, in February 2016. Virtual LMI version 16.0 contains many new enhanced features, some of which are listed below:

Export options were added to the tables, graphs, and maps features of all the "Profile" sessions (area, occupation, industry, and education). Export options, included via drop-down lists, are dependent on the data being downloaded. For example, tables include Excel, MS Word, and PDF; Maps include JPEG, PNG, SVG, and PDF; all types include a Print link.

A "Quick Reference group" with "visual cue" icons is available using the summary tab in profiles for area, industry, occupation, and education. This gives the end user a very quick visual summary of the profile they selected through the key data elements, which include hover-over text displays and also includes links to the area in the profile that contains the related data categories, with more details.

New widgets were added. Widgets are small applications that run on a user's home page and automatically display current data and/or charts from different subject areas. In version 16.0, new widgets were added for Income and Consumer Price Index (CPI). Both of these new widgets can be configured to display data for multiple geographic areas.

Registered Analysts in LMI Gateway can now define their default geographic area to be used throughout the application, as well as to edit their general information (e.g., primary location and contact info), and change their username or password.

The LAUS session (that displays labor force data) was modified such that when a user changes geographic areas and selects an area type that does not have Seasonally Adjusted data, the system will toggle to Not Seasonally Adjusted automatically.

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

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

OES Wage Survey Report

An excel spreadsheet is available under Products on LMI Gateway. In addition, a poster is available both in print and electronic forms. The electronic version is available on LMI Gateway to provide selected OES data by geographic region for job seekers and students.

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

Industry Brochures continue to be updated. Nine brochures were completed in previously: Agriculture, Transportation, Information Technology, Retail Sales, Construction, Manufacturing, Tourism, Finance, Health Care and Aerospace. One additional brochure, Utilities, was developed this year. Retail Trade's brochure was updated during FY 2016. Specific content was requested by workforce centers for our newest brochure in Utilities. That brochure includes traditional Utilities Industry components and renewable energy resources being used in this industry. Workforce Centers and other customers continue to be surveyed to determine industries of interest across the state.

Projections Brochures

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

Customized Products

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

Help Wanted OnLine (HWOL) is a resource for real-time labor market information. Training has been provided to staff holding licenses to extend their use of this tool. Licensing over this year changed to address highest needs and most extensive use. HWOL data is available to all workforce centers in Colorado.

Haver Analytics provides a ready means of accessing and updating periodic data sets from a large number of sources. Haver Analytics updates and manages historical time series data for macro strategy and research. The data offering ranges from daily market data, to annual economic statistics and is used by economists and statisticians in the Office of Labor Market Information.

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

Other Products Published Regularly Include:

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

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

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

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

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

vii. Efforts to Create and Support Partnerships and Collaborations

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

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

LMI worked in partnership with workforce center leadership, nonprofit and educational staff:

- Met regularly all year with various workforce center staff all over the state to partner with them to meet the needs of their customers. Whether building presentations together, setting up to jointly present to business communities, answering data questions or helping to design and develop new products, workforce center partnership opportunities have been recognized and developed across Colorado.

- Began work with the Denver Office of Economic Development and the Colorado Demographer’s Office to combine efforts on industry brochures. Industry brochures were built for a market of youth and adults making new career decisions. OEDIT is interested in building companion pieces for a business market. Collaboration is planned for these projects.

- Began to work closely with Workforce Programs Business Intelligence Team. Presented existing products and will use this group to facilitate a discussion of new products to be considered for development. This is a renewed partnership.

- Met with the Center for Work Education and Experience, provided training on LMI and a variety of products for staff working with job seekers. In addition, mock interviews and resume reviews and feedback were performed. LMI received an award from this agency recognizing the collaboration.

- Additionally, met with Cole High School in the Denver Public School System. Built on existing efforts to work with educators and students in a Career Development course – the first ever run by Cole High School. LMI is a significant part of this course, allowing for re-evaluation of new products designed for a high school market.

- Met with Cherry Creek School District to provide materials and training. LMI made three presentations this year: one presentation on LMI and two presentations by staff on individuals' career paths. In addition, two high school students spent two hours with staff, learning about what LMI staff do and shadowing a graphics designer at work.

- Met with the Division of Vocational Rehabilitation, which became part of CDLE during the year. Conducted a train-the-trainer workshop on the LMI Gateway web site, Help Wanted OnLine, and Local Employment Dynamics data. Trainers will then present workshops around the state to vocational rehabilitation counselors. This is new and exciting partnership for LMI.

National and state economic information was produced for the Workforce Programs Annual Report covering the period July 2015 – June 2016.

viii. Activities to Leverage LMI-WI Funding

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

Training and Outreach staff produced, printed, and distributed 48,518 printed product pieces (brochures, training materials, literature) based on the most current Labor Market Information data available. All products were also made available electronically, an effort to reduce cost and improve efficiency. In a number of cases, the cost of printed product pieces developed by LMI was created by the specific workforce region requesting the materials or shared between a workforce region and LMI.

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

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