District of Columbia
DEPARTMENT OF EMPLOYMENT SERVICES

WORKFORCE **PY 2015-2016**
INFORMATION GRANT

ANNUAL PERFORMANCE REPORT

does
DEPARTMENT OF EMPLOYMENT SERVICES

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DISTRICT OF COLUMBIA
MURIEL BOWSER, MAYOR

District of Columbia
Annual Performance Report Workforce Information Grant
Program Year 2015

The District of Columbia (District) respectfully submits its Annual Performance Report for the Workforce Information Grant (WIG) for Program Year (PY) 2015, which began July 1, 2015, and ended June 30, 2016, as required by the Employment and Training Administration (ETA) of the U.S. Department of Labor (DOL).

In the District's PY 2015 Plan of Work, the Office of Labor Market Research and Information (OLMRI) established the following deliverables:

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

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

I.   Workforce Information Database (WIDb)

The Workforce Information Database (WIDb) is a data storage system used as a source to populate and access labor market data, workforce information, and related products. In PY 2014, the District continued to employ the services of Geographic Solutions, Inc., through its DC Analyzer module, for maintenance of the District's WIDb. Since March 2013, Geographic Solutions has used version 2.6 of the WIDb, as stipulated in ETA guidance. However, the District opted to integrate DC Analyzer into its virtual one-stop system (VOS), DCNetworks, when the VOS system was upgraded in March 2014. Job seekers now have a single digital point of access for labor market information, as well as an array of employment services.

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

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

II.   Industry and Occupational Employment Projections

In PY 2015, OLMRI produced short-term industry and occupational projections for the District of Columbia for the period 2015-2017 and the long-term industry and occupational projections for the District of Columbia and the Metropolitan Statistical Area (MSA) for the period 2014-2024.

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

DISTRICT OF COLUMBIA SHORT-TERM INDUSTRY PROJECTIONS, 2015 - 2017

					Annual
	Employment		Change		Growth
INDUSTRY TITLE	2015	2017	Numeric	Percent	Rate (%)
TOTAL, ALL INDUSTRIES	765,382	788,798	23,416	3.06	1.53

DISTRICT OF COLUMBIA SHORT-TERM OCCUPATIONAL PROJECTIONS, 2015 - 2017

		Employment		Change 2015-2017		Average Annual Openings		
SOC code	Occupational Title	2015	2017	Numeric	Percent	Replacement	Growth	Total
00-0000	Total, All Occupations	765,382	788,798	23,416	3.06	12,920	16,038	28,958

DISTRICT OF COLUMBIA SHORT-TERM OCCUPATIONAL PROJECTIONS, 2015 – 2017 (continued from above)

Median Annual Wage (BLS, 2015)	Education Value	Work Experience	Job Training
$66,166			

DISTRICT OF COLUMBIA LONG-TERM INDUSTRY PROJECTIONS, 2014 - 2024

					Annual
	Employment		Change		Growth
INDUSTRY TITLE	2014	2024	Numeric	Percent	Rate (%)
TOTAL, ALL INDUSTRIES	764,759	810,802	46,043	6.02	0.60

DISTRICT OF COLUMBIA SHORT-TERM OCCUPATIONAL PROJECTIONS, 2015 - 2017

		Employment		Change 2014-2024		Average Annual Openings		
SOC code	Occupational Title	2014	2024	Numeric	Percent	Replacement	Growth	Total
00-0000	Total, All Occupations	764,759	810,802	46,043	6.02	5,070	16,380	21,450

DISTRICT OF COLUMBIA LONG-TERM OCCUPATIONAL PROJECTIONS, 2014 – 2024 (continued from above)

Median Annual Wage (BLS, 2015)	Education Value	Work Experience	Job Training
$66,166			

III.   Annual Economic Analysis and Other Reports

In the District's PY 2015 Plan of Work, it is stated that OLMRI will produce a statewide annual economic analysis report for the District of Columbia, as well as conduct and publish relevant economic analyses, special workforce information, or economic studies determined to be of benefit to the District's workforce development system. Most of these publications can be found on the DOES website at http://does.dc.gov/ page/labor-statistics under the "Publications" section.

The following materials, publications, and presentations were provided by the DOES Office of Labor Market Research and Information in PY 2015:

1. **District of Columbia Annual Economic Analysis:** The District of Columbia Annual Economic Report provides a detailed analysis of population demographics, labor market, and occupational employment. The report provides an analysis of the District's economic outcomes relative to the nation as a whole. The report provides a snapshot of the decennial population trend in the District, and then a demographic profile of the District's population in terms of its racial, age, and gender composition. Data on educational status and income distribution is also provided. What follows is an analysis of the District's labor market, focusing on three main metrics: unemployment, labor force participation, and employment. OLMRI assesses how these outcomes vary among the District's demographic groups. The report also analyzes the job market, describing the general employment trends and the patterns of employment and wages by major industry sector. OLMRI concludes the report by looking at the District's occupational employment and wages by major occupational groups and finally drawing out conclusions and implications for policymakers.

2. **District of Columbia Labor Market Indicators:** This is a monthly publication providing the latest labor market data, such as employment, labor force and unemployment rates, unemployment insurance claims filed, and advertised jobs for the District of Columbia.

3. **District of Columbia Unemployment Profiling Model:** OLMRI updated the DC unemployment profiling model. OLMRI uses a probabilistic model as recommended by DOL, with Unemployment Insurance (UI) benefit exhaustion as the dependent variable and job tenure, education level, last occupation, residence ward, average weekly benefits amount, and industry of the claimant as independent variables. The model will generate a percentage score for each claimant. These are then ranked, with the highest percentage scores selected for intensive services.

4. **Trust Fund Balance Solvency:** The "Unemployment Benefits Modernization Act of 2015," (B21-370) introduced in the Council of the District of Columbia, proposes to raise the UI maximum weekly benefit amount to $430 (the same as the state of Maryland), raise benefits for part-time workers, standardize the number of weeks UI benefit claimants can receive, and reduce the amount by which benefits are reduced when unemployed claimants obtain part-time work by increasing the weekly benefit amount from $20 to $50 and subtracting 66% of gross weekly wages instead of 80%. Using the Benefit Financial Model (BFM) developed by DOL, OLMRI assessed for each of the following scenarios the solvency of the District Trust Fund:
    a.   Scenario 1: Increase up to $430 starting 2017 and thereafter increase by 2% every year;
    b.   Scenario 2: Increase up to $420 starting in 2017 and thereafter increase by 2% every year;

     c.   Scenario 3: Increase up to $425 starting in 2017 and no other increase thereafter; and

     d.   Scenario 4: Increase up to $425 starting 2016 and no other increase thereafter.

OLMRI concludes that scenarios 3 and 4, which are increasing the maximum weekly benefits amount up to $425 in 2017 or in 2016 and thereafter assessing the trust fund solvency every year, are the least costly and least risky ones.

IV.   Ongoing Reports to be completed in PY 2016

a. **Impact Analysis of Training Programs:** Eligible Training Providers (ETP) is managed by the DC Workforce Investment Council (WIC). The WIC has the responsibility for establishing the eligibility and the performance requirements and, hence, for establishing an Eligible Training Providers List (ETL) for the District. ETPL cannot be used for trainings such as on-the-job, customized, and cohort-based trainings. Therefore, the District has to provide complementary trainings to unemployment benefits claimants. Analyzing the benefits of training programs received provided by other District providers is challenging, because we do not know how successful participants would have been at finding employment had they not used those services. In this situation, the best way to analyze program effectiveness is to compare individuals participating in the program (treatment group) to a comparison group of individuals that has similar characteristics but did not receive services during a specified period (treatment period).

b. **Economic Impact of implementing universal paid family and medical leave:** In September 2014, the U.S. Department of Labor Women's Bureau grant program awarded $96,281 to support paid leave feasibility studies in the District of Columbia. The Institute for Women's Policy Research (IWPR) was awarded a contract from the District of Columbia for research that explores the costs and benefits of paid family leave and the feasibility of expanding coverage of access to paid leave study. Prior to the finalization of the study, the Council proposed the Universal Paid Leave Act (UPL) which consists of 16 weeks of fully paid leave for family and medical leave in a 12-month period in the District for all private sector employees. As a result, the research completed by IWPR did not include the UPL and OLMRI has to conduct an additional economic impact analysis that includes the UPL if implemented by the District.

V.   Customer Consultations

In developing its PY 2015 Plan of Work, OLMRI consulted with and incorporated input from the administrators of the Workforce Investment Act and Wagner-Peyser programming, the state/local workforce investment board, business services managers, and senior agency leadership. Throughout PY 2015, OLMRI regularly received feedback from internal agency partners, sister District entities, community-based non-profits, and the press.

Overall statistics of Labor Market Research and Information (LMRI) customer requests were as follows:

Table 1: Number and Percentage of Requests by Month

July 2015 to June 2016			
Period	Number of requests	Percentage of total	Average working days
July -15	3	6%	1.0
August - 15	3	6%	1.3
September - 15	3	6%	1.0
October - 15	2	4%	1.0
November - 15	14	29%	1.0
December - 15	5	10%	1.4
January - 16	0	0%	0.0
February - 16	2	4%	3.5
March - 16	4	8%	1.5
April - 16	6	13%	1.3
May - 16	3	6%	1.7
June -16	3	6%	1
Total	48	100%	1.3

Source: Office of Labor Market Research and Information
- Most of the requests were received in November 2015 (**29%**), April 2016 (**13%**), and December 2015 (**10%**), totaling **52%**.
- The maximum average number of days to respond to a request was in February 2016 (**3.5 days**).
- Average number of days to respond to a request was approximately **1.3 days**.
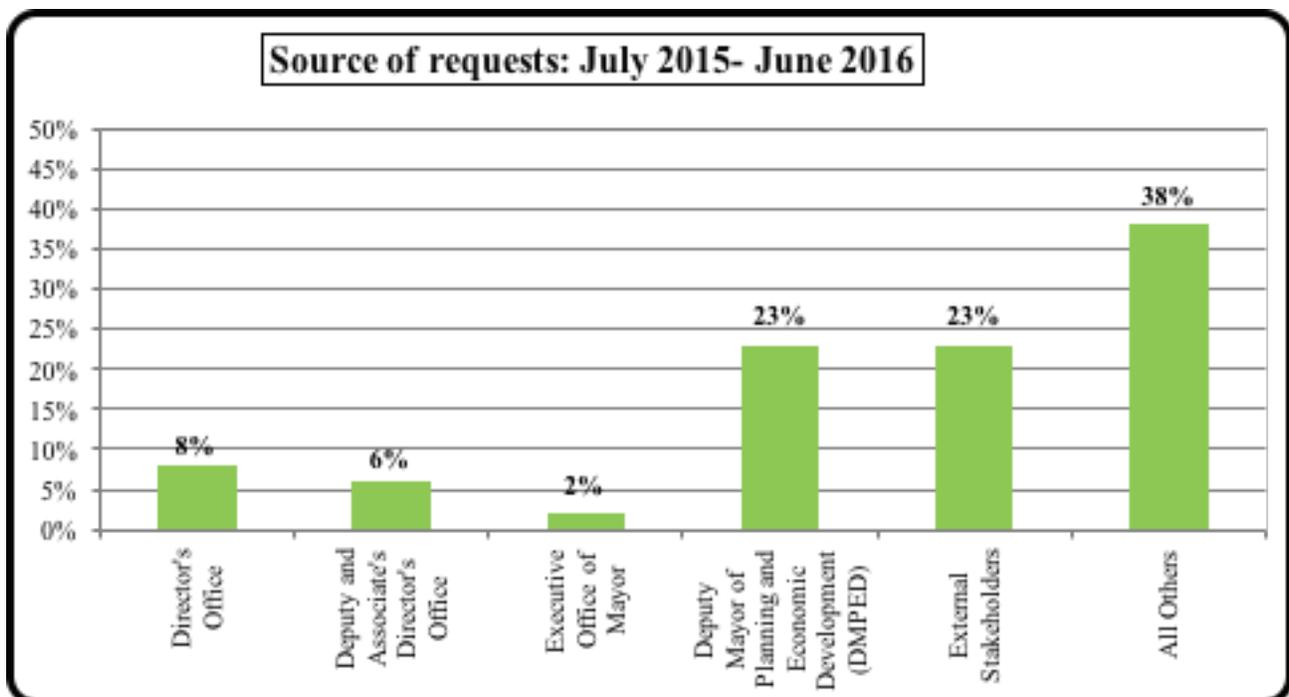
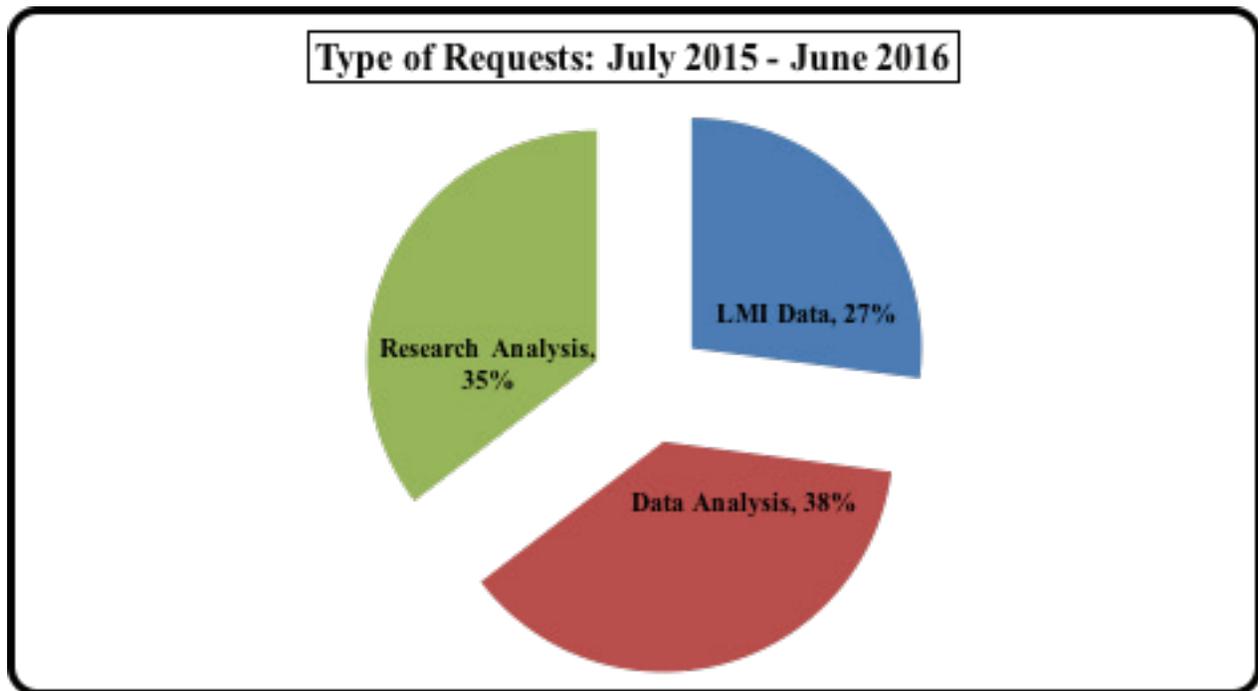Source: Office of Labor Market Research and Information

Table 2: Number and Percentage of by Source of Requests

July 2015 to June 2016			
Source	Number of request	Percentage of Subtotal	Percentage of Total
Internal	16	33%	
Director's Office	4	25%	8%
Deputy Director's Office	3	19%	6%
Others Associate Directors	0	0%	0%
Others	9	56%	19%
External	32	67%	
Executive Office of Mayor	1	3%	2%
Deputy Mayor of Planning and Economic Development (DMPED)	11	34%	23%
Other Agencies	7	22%	15%
Stakeholders	11	34%	23%
Others	2	6%	4%
Total	48	100%	100%

Source: Office of Labor Market Research and Information

- **67%** of requests were from external stakeholders and 33% from internal sources (DOES).

- Among the external sources, **34%** are from the Deputy Mayor for Planning and Economic Development.

- Among the external sources, **34%** are from nonprofit organizations and research groups (District of Columbia College Access Program, Howard University, Federal Reserve Bank of Boston, etc.).

- **25%** of internal requests are from the DOES Director's Office, followed by 19% from DOES Deputy Directors.

Graphic: Type of Requests

Type of Requests: July 2015 - June 2016

Research Analysis, 35%

LMI Data, 27%

Data Analysis, 38%

Source: Office of Labor Market Research and Information

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

- **38%** of requests required some level of data manipulation and/or analysis. This type of request required a combination of two or several data sources and a moderate level of analysis.

  Examples: Private payroll in DC, Monthly UI claimants, DC population by Ward, and types of employment and demographics by age, gender, race etc.

- **27%** of requests are simply labor market information data. Most of these data are available on the DOES website (http://does.dc.gov/page/labor-statistics).

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

- **35%** of requests required more in depth analysis. This type of request is research analysis with extensive data analysis and suggestion for potential policy implications.

  Example: Report of DC Homelessness using GIS mapping and report of LEHD data used to analyze DC workforce development, etc.

VI.   New Tools and Resources

Other than the new reports and publications listed in Section (iii) of this report, OLMRI did not create additional new tools and resources in PY 2015.

VII.   Efforts to Create and Support Partnerships and Collaborations

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

VIII.   Activities to Leverage LMI-WI funding

1. For the District's Office of the Chief Financial Officer (OCFO), OLMRI provided data and analysis to assist with the development of the District's Comprehensive Annual Financial Report (CAFR).

2. At the request of the District of Columbia Public Schools (DCPS), OLMRI provided occupational projections and wage data for the Washington Metropolitan Statistical Area (MSA) for selected occupations of interest, in order to inform the school system's curriculum development and career planning efforts with reliable and relevant labor market information.

3. OLMRI provided requested labor market information to the Office of the Deputy Mayor for Planning and Economic Development in order to satisfy Target Employment Area (TEA) designations under the Immigration and Nationality Act and U.S. Citizenship and Immigration Service EB-5 Immigrant Visa Program.

4. OLMRI provided data and conducted analyses for the DOES Workforce Development Bureau in order to meet planning and reporting requirements for the Senior Community Services Employment Program (SCSEP) and the Jobs for Veterans State Grant (JVSG) programs.

5. OLMRI provided an onsite presentation to the District of Columbia Department of Disability Services (DDS) on high demand occupations and short term and long term projections in the District and the metro area.

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

The District of Columbia workforce system benefits significantly from funding provided by ETA through the WIGS. However, the District believes that the WIGS could enhance its impact on the state and local workforce system by improving alignment with WIOA Youth programming, and bolstering coordination with the One-Stop network. ETA could, therefore, improve the WIGS requirements by explicitly incorporating the provision of direct support and resources to the wider workforce system.

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