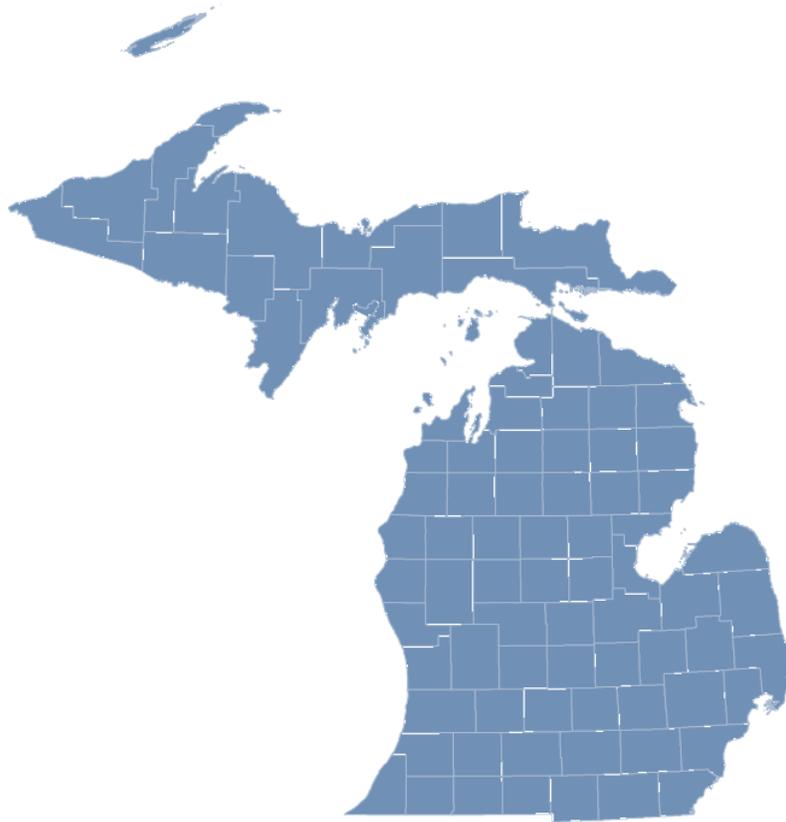


State of Michigan: Workforce Information Grant Annual Report (PY 2015)



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State of Michigan Workforce Information Grant Annual Performance Report PY 2015

The Michigan Department of Technology, Management, & Budget (DTMB), Bureau of Labor Market Information and Strategic Initiatives (LMISI) is the official source of high quality demographic and labor market information for the state of Michigan and its regions. The Bureau provides national, state, and local partners and customers with accurate, objective, reliable, timely, accessible, and transparent information and insights.

LMISI submitted a PY 2015 grant plan to the USDOL, Employment & Training Administration (ETA) that included each of the deliverables defined by the Workforce Information Grant (WIG). The following is a summary of activities and accomplishments for each grant deliverable.

i. Workforce Information Database (WIDb)

The Workforce Information Database (WIDb) contains current and historic labor market and related information, such as population demographics, economic indicators and labor market measures such as employment, unemployment, industry, wage and occupational information. It contains monthly, quarterly and annual data for national, state and local levels of geography.

During PY 2015, Michigan WIDb database administrator duties were handled by an analyst of the Bureau of Labor Market Information and Strategic Initiatives. This analyst performed updates and maintenance of the WIDb database and handled coordination with all sections of the bureau. In addition, significant cross-training of other bureau analysts was completed to learn WIDb file preparation and data loading processes.

At the end of the program year (June 2016), the WIDb 2.6 core tables had been fully updated with the most current data available from the Bureau of Labor Market Information and Strategic Initiatives. Updated data tables included CES, EMPDB, INCOME, INDPRJ, INDUSTRY, LABFORCE, OCCPRJ, OESWAGE and POPULATN. In addition all of the Admin, Lookup and necessary Crosswalk tables were fully populated and current.

Core data, administrative, lookup, and crosswalk database tables for the WIDb 2.4 also continued to be maintained and were also kept current with timely information using maintenance and data release schedules. The WIDb 2.4 was needed for most of the program year as an integral part of the data engine powering DTMB's Labor Market Information website: www.michigan.gov/lmi. Michigan is currently in a consortium of states that uses the State of Montana as the host for the LMI site and Workforce Information Databases. The WIDb 2.6 is now used to run the Data Search tool on Michigan's redesigned LMI website. This website and the Data

Search tool allow outside customers customized and flexible access to many of the variables residing in the WIDb.

Reviews of the database for accuracy of content, timeliness and data gaps have been conducted by LMISI staff on a rolling basis as updates were made to the WIDb 2.4 and WIDb 2.6. Monthly updates to the CES and LABFORCE data tables were made as the data was released. Quarterly updates to the INDUSTRY table were made along with yearly updates to the OESWAGES table. The EMPDB table continues to be updated by Montana for Michigan's WIDb.

ii. Industry and Occupational Employment Projections

Michigan made substantial improvements in PY 2015 on its Industry and Occupational Projections Program, administered under the Projections Managing Partnership (PMP) and produced in accordance with PMP standards. The state completed and published two delinquent deliverables carried over from the 2014 PY deadlines: the Michigan Statewide 2nd Quarter 2016 Short-term projections (published September 2015) and the Michigan Sub-state 2022 Long-term projections (published April 2016).

Additionally, the state's projection staff was able to complete and publish the PY 2015 deliverables during this period as well. The Michigan Statewide 2nd Quarter 2017 Short-term projections, which were due February 28, 2016, were published in June 2016, cutting the delinquent time in the short-term projections in half from the previous set. And importantly, the Michigan Statewide 2016 Long-term projections were not only delivered on time, but were published over a week early and well ahead of roughly half of the states nationally. This marked the first time the projections program in Michigan published required deliverables on time in at least the past several years and culminated a turnaround that took approximately 18 months to complete, bringing the projections program into full compliance.

iii. Annual Economic Analysis and Other Reports

Michigan produced and published the reports below for the use of the Governor's Office, the Workforce Development Agency (WDA), state and local workforce boards, and other internal and external partners and customers.

- **[Michigan Economic and Workforce Indicators and Insights - Winter 2016](#)**
The Winter 2016 edition of the economic indicator report focused on several regular measures of jobs, employment, and unemployment. Additional indicators included in this report were, Michigan's Real Gross Domestic Product (GDP), Real-Time Online Job Demand, Educational Attainment, Underemployment, Occupational Wages, Migration of Michigan's Young Knowledge Population, Michigan's Aging Workforce, Patents and Venture Capital, Part-Time Workers, Science and Engineering, The Pay Gap for Women in the Workforce, and Workers with Barriers to Employment.

- [Michigan Economic and Workforce Indicators and Insights - Summer 2015](#) The Summer 2015 edition of the economic indicator report focused on several regular measures of jobs, employment, and unemployment. Additional indicators included in this report were, Education Program Completers, STEM Degrees, Jobs in High-Tech Industries, Michigan Industry and Occupational Outlook 2022, Immigration and Characteristics of the Foreign-born, and Labor Force Characteristics of Individuals with Disabilities.
- LMISI worked with the Michigan Department of Treasury in the continued publication of [Michigan Key Labor Market and Economic Metrics](#). Updated monthly, this reference provides current and historical data on several metrics related to the labor market, including labor force, employment, unemployment, and jobs by detailed industry sector. The report also presents trends on additional metrics related to the broader economy, including Michigan motor vehicle production, U.S. retail sales, Michigan building permits, and per capita real GDP.
- Michigan's LMISI continues to assist the Governor's office in the production and tracking of metrics for the Talent portion of the [Governor's Dashboard](#). These metrics include the Michigan unemployment rate, payroll job trends, payroll jobs by sector, the unemployment rate for veterans, the percentage of workers in the private sector, the new business survival rate, and the number of STEM graduates. The above metrics were updated on a monthly or annual basis by LMISI staff throughout PY 2015 and displayed on the Talent section of the Governor's MiDashboard website.
- LMISI produced and published the [Summer 2016 Teen Job Market Forecast for Michigan](#). This release was issued to the media and described the 2016 outlook for youth employment and summarized recent trends in Michigan. It also outlined typical industries and occupations that provide summer jobs for teens.
- LMISI published the report [Demographic and Labor Market Profile: City of Flint](#) which uses several sources of data, including the American Community Survey, Local Area Unemployment Statistics, Quarterly Census of Employment and Wages, Local Employment Dynamics, and Help Wanted Online®, to provide an overview of the labor market, population and other socio-economic indicators for the city of Flint, in comparison to the state of Michigan.
- Two press releases were issued for each month of the program year. One release focused on the State of Michigan, providing analysis to the media and the public on the state employment, unemployment, and unemployment rate trends and significant movements in payroll jobs. The second monthly release presented similar information for Michigan's 17 regional labor markets. The

releases focused on employment trends both over the month and over the past year. LMISI central office and regional staff provide expert analysis to supplement these press releases via numerous interviews with print and electronic media.

- LMISI produced five years of detailed employment and unemployment estimates for all cities and townships for Michigan and supplied to the Michigan State Housing Development Authority.

iv. Customer Consultations

Michigan uses a variety of tools, including verbal or written responses, and presentations to consult / communicate with a diverse group of partners, key customer groups and job seekers. Examples of these customers include; Governor's Office, Workforce Board Directors and Staff, Chambers of Commerce, Employer Associations, Economic Development Agencies, State Research Universities, Community Colleges, Local School Districts, Planning Commissions, Business Service Representatives, Workforce Board Partner Agencies, Veteran's Representatives, and Job Seekers.

- The LMISI bureau director traveled to the ETA Regional Office in Chicago to meet with Steven Scott to discuss the Bureau of Labor Market Information and Strategic Initiatives, its deliverables under the Workforce Information Grant, and its new regional strategy.
- The LMISI bureau director attended monthly meetings with the Workforce Development Agency director to discuss labor market information needs, the status of LMI / WDA projects, as well as to address future product initiatives that will assist the overall state and regional workforce system.
- The LMISI bureau director attended weekly meetings with the State Budget Director to discuss labor market information needs, and to support the State Budget Office.
- The LMISI bureau director developed and delivered numerous customized presentations at state and national conferences, state and local WDBs, economic development entities and businesses/employers.
- LMISI disseminated and delivered over 209,000 pieces of LMI literature and responded to 451 specific customer requests for data and analysis in PY 2015.
- LMISI also consulted with the state and local workforce boards to better understand their needs and provide technical assistance and support on workforce information and services.

- The LMISI bureau director attended quarterly Governor's Talent Investment Board meetings which offer insight into Michigan's labor market issues.
- The LMISI bureau director attended Michigan Works! Directors' Council sessions to obtain guidance and support for developing labor market information projects.
- LMISI provided a significant amount of statistical data to the Workforce Development Agency on labor force statistics by county and unemployed persons by Areas of Substantial Unemployment. Data on declining industries were also supplied by Michigan Works! Region.
- Michigan LMI supplied the Workforce Development Agency with monthly calculations of labor force, employment, unemployment, and unemployment rates for all 16 Michigan Works! Regions.
- Michigan LMI staff also provided customized workforce information in response to multiple requests from WDA staff.
- Michigan LMI staff presented current wage data to the Michigan School Business Officials conference participants.

v. Activities Undertaken to Meet Customer Needs

- LMISI implemented a regional LMI strategy during PY 2015. A regional specialist coordination position was created in 2014 to enhance connections with regional customers throughout the state with three main goals: 1) a short-term goal of reconnecting with regional customers; 2) a medium-term goal of developing an LMI training program for regional users; and 3) a long-term goal of helping regional customers with LMI needed; 1) to develop their strategic plans; and 2) to help in the collection and analysis of local LMI for use in policy making by local workforce boards, as required by the new workforce development legislation, the Workforce Innovation and Opportunity Act (WIOA).
 - LMISI main activities this past year in achieving this goal were to: 1) continue to conduct outreach to all 16 Michigan Works! Agencies (MWA), regional economic developers and other institutions involved in regional economics of the state; 2) establish an efficient way of responding to short requests for LMI data from regional customers; and 3) provide regular presentations to the MWAs' workforce development boards and local economic development associations. To better achieve this goal, analysts based in Lansing and Detroit have been assigned specific regions of the state (West and Northwest, Southwest, Central and Capital Area, Southeast, Detroit, Flint-Saginaw and Northeast, and the Upper Peninsula).
 - Staff visits occurred in all 16 Michigan Works! Agencies.

- Presentations to the WIBs occurred in 5 of the 16 Michigan Works! Agencies.
- Technical assistance with data needs occurs on a regular basis in all 16 Michigan Works! Agencies.
- An LMI certification training program was developed and a pilot session implemented in August 2015. Twenty four regional economic and workforce developers (equally distributed across the state's 10 Prosperity Regions) were trained and certified in LMI concepts and data programs, and the retrieval and use of LMI data.
- LMISI regional staff assisted several Michigan Works! Directors with labor market information needed for board presentations, board meetings, or provided consulting assistance on key regional industries and occupations, lists of key regional employers, assistance with workforce initiatives and media contacts, and appropriate research or survey methodologies.
- Regional staff produced information on labor supply and industry trends for local economic development groups and workforce boards that were used for business attraction and retention efforts. This information often focused on industry-specific information on job trends and wages, workforce and labor supply indicators, and employment forecasts and wages for key occupations.
- Economic development organizations were provided information for comprehensive summaries of the local economy and workforce, including data on job growth, the demographics of the workforce, commuting patterns, competitive wage information, and the construction of a regional economic index. Business attraction efforts were also supported by providing local labor supply information using data on job seekers and information on academic program completers.
- Regional labor market analyses are produced monthly that coincide with the release of local area unemployment statistics. These reports are sent to regional customers that include news media, MWAs, economic developers, schools (K-16), private businesses, and others.
- LMISI staff developed customized presentation modules targeted at customer groups such as Workforce Board members, workforce board staff, employers, educators, and economic developers. Examples of these presentation topics include:
 - Michigan Demographic Trends
 - Demographic Trends in Post-Secondary Enrollment
 - Poverty in Michigan School Districts and How it is Measured
 - Population Trends in Western Michigan
 - Michigan Demographic Trends for the Consensus Estimating Conference
 - Flint Demographic and Labor Market Profile

- LMI Certification Program for Local Users
- Michigan LMI New Initiatives and Strategies
- Population and Labor Market Trends in Western Upper Peninsula
- LMI Products and Services for Michigan Economic Development Association Members
- LMI Products and Services for Workforce Developers in Southeast Michigan

vi. New Tools and Resources

- Using leveraged funds, LMISI conducted the survey design and data collection stages of a [Job Vacancy Survey](#). This study will attempt to assess current labor demand and job characteristics. It will identify reemployment difficulty for job seekers, unmet demand or workforce shortages for policymakers and hiring difficulty for employers across Michigan.
- Using leveraged funds, LMISI launched a new [WDA/LMISI Fast Facts Portal](#) tool which is a web-based application linking labor market information and workforce development data that allows LMISI customers and the general public to view official, high quality labor market and demographic information.

vii. Efforts to Create and Support Partnerships and Collaboration

- To assist partners with WIOA regional and local plans, LMISI developed the [Annual Planning Information and Workforce Analysis Reports](#). Provided for each of Michigan’s ten prosperity regions, these reports provided over 20 slides of workforce analysis and over 30 tables of economic and demographic information.
- For the second year in a row, LMISI contributed to the [West Michigan Talent Assessment and Outlook](#). This innovative and visual presentation provided analysis and insight about the current state of the West Michigan labor market, and was the result of a collaboration between the Department of Technology, Management and Budget and Talent 2025 along with its network of West Michigan industry, education, and economic and workforce development leaders.
- The LMISI Bureau Director works frequently with the Governor’s office, Governor’s Talent Investment Board (GTIB), Michigan Works Director’s Council, and the Workforce Development Agency (WDA) to gain insight, guidance and support in the development of new labor market information products.
- LMISI collaborated with the state and local workforce boards and provided an analysis of the state’s economic conditions to WDA for the development of a statewide strategic plan required by the new Workforce Innovation and Opportunity Act (WIOA). The project included “an analysis of the current

workforce, employment and unemployment data, labor market trends, and the educational and skill levels of the workforce, including individuals with barriers to employment, including individuals with disabilities”.

- LMISI staff is working with the Workforce Development Agency (WDA) and the Center for Educational Performance and Information (CEPI) to create a Workforce Longitudinal Data System (WLDS) database which will link education (K-20) to workforce data. LMISI produced a series of [white papers](#) demonstrating the future value of the WLDS.
- LMISI staff serve on various national boards, including the Projections Managing Partnership (PMP) Board of Directors and Communications Subcommittee, the LMI Institute Board of Directors, and the Current Employment Statistics (CES) Policy Council.

viii. Activities to Leverage LMI-WI Funding

LMISI continued to implement a key collaboration and partnership with the Michigan Workforce Development Agency (WDA). The Workforce Information Grant funds leveraged with WDA funds were used to continue to produce a number of labor market information products.

- LMISI continued to conduct research using The Conference Board’s Help Wanted Online database for Michigan. First, LMISI published monthly the [Michigan Online Job Demand Analysis](#) publication. This report tracks Michigan online job demand trends and analyzes over-the-month and over-the-year changes in total vacancies as well as by occupational category.
- LMISI produced the [Regional Online Job Demand Profiles](#) for each of the 16 Michigan workforce areas. These reports highlight various measures of regional online job demand, including total ads, detail by industry and occupation, detail by educational category, top regional employers by ad volume, and ad age.
- LMISI continued to produce [Real-Time Labor Demand Snapshots](#) during PY 2015. This product supported the Governor’s Regional Prosperity Initiative by providing information on total online ads, ads by occupation, advertising employers, and location of advertised jobs for each of the 10 Prosperity Regions.
- LMISI published the report [Michigan's Long-Term Unemployed](#) This study analyzes this particular portion of the state’s labor market today and over the past 15 years. It also sheds light on which occupational categories are more associated with long-term unemployment, as well as highlighting job opportunities both today and in the future for these individuals.

- LMISI published the [Employment and Occupations in the Skilled Trades 2015](#) update. This study modifies the LMISI 2013 skilled trades report by providing up-to-date information about the Skilled Trades in Michigan with sections on employment, earnings, job requirements and readiness, apprenticeships and program completers, and current and future employment demand.
- LMISI published [Michigan's Hot 50](#) in-demand jobs through 2022. This publication, printed as both brochures and posters, highlights Michigan occupations that show a favorable mix of long-term job growth, projected annual job openings, and median wages through 2022. This publication is useful to students, jobseekers, and persons seeking a career change.
- Published a monthly workforce information newsletter, [Michigan's Labor Market News](#). This publication presents data and narrative on Michigan and metro area employment and unemployment trends, as well as job changes by industry sector. It also includes short analytical articles on a variety of labor market topics.
- Ongoing collaboration continued with the Dislocated Worker section in the Workforce Development Agency on labor shed maps for reports identifying characteristics of dislocated workers.
- LMISI continued to populate the Regional Prosperity Initiative Data Dashboard for the Workforce Development Agency to provide accurate and easily accessible data on the newly formed Prosperity Regions. The data provided in an intuitive dashboard format includes the unemployment rate, the labor force, and private sector jobs count.

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