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

Workforce Information Grants to States (WIGS)

Pennsylvania Annual Report

July 1, 2015 to June 30, 2016

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 Grants to States or WIGS. Pennsylvania expends these monies utilizing a strategy that concentrates on upgrading and maintaining traditional products as well as introducing new 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 (BLS) 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;
- PA New Hire Reporting Program;
- Unemployment Compensation Research and Reports;
- Economic Research;
- Survey of Occupational Injuries and Illnesses and Workers' Compensation; and
- Local Employment and Wage Information System software that allows generation of sub-state occupational employment and wage data for Workforce Development Areas (WDAs) and counties.

Employment and Training Administration's (ETA) Program Year (PY) 2015 guidance via Training and Employment Guidance Letter 39-14 stresses that Pennsylvania must provide sound foundational data, information, and resources to the workforce system.

The following sections provide information on both required deliverables of the WIGS as well as other products and services that CWIA was able to create using the ETA grant to complement CWIA's other resources.

Pennsylvania's 2015 Labor Market Information
Workforce Information Grants to States (WIGS)

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.

CWIA produces industry and occupational products to cover as many geographic configurations that the data supports and our stakeholder require. It would be impractical to provide copies of each configuration of the products below. Our approach is to provide an example of each product as well as a URL for the landing page where all variations of the product can be found.

- **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 Development Areas (WDA)]. The statewide 2014-24 data were released in June 2016 and the release of the regional projections is planned for October 2016. (Updated: Bi-annually)
  Example: http://www.workstats.dli.pa.gov/Documents/Projections/Industrial/PA/PA_LTIP.pdf
  URL: http://www.workstats.dli.pa.gov/Products/LongTermIndustryProjections/Pages/default.aspx

- **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 WDAs). The statewide 2014-24 data were released in June 2016 and the release of the regional projections is planned for October 2016. (Updated: Bi-annually)
  Example: http://www.workstats.dli.pa.gov/Documents/Projections/Occupational/PA/PA_LTOP.pdf
  URL: http://www.workstats.dli.pa.gov/Products/LongTermOccupationalProjections/Pages/default.aspx

- **Short-Term Industry Forecasts** – These publications include estimates of statewide employment levels by industry two years in the future. The statewide 2015-17 data were submitted in February 2016. (Updated: Annually)
  Example: http://www.workstats.dli.pa.gov/Documents/Forecasts/STIF.pdf
  URL: http://www.workstats.dli.pa.gov/Products/ShortTermIndustryForecasts/Pages/default.aspx

- **Short-Term Occupational Forecasts** – These publications include estimates of statewide employment levels by occupation two years in the future. The statewide 2015-17 data were submitted in February 2016. (Updated: Annually)
    Example: http://www.workstats.dli.pa.gov/Documents/Forecasts/STOF.pdf
    URL: http://www.workstats.dli.pa.gov/Products/ShortTermOccForecasts/Pages/default.aspx

III. Annual Economic Analysis or Special Reports

Based on customer, stakeholder, and partner consultations identifying workforce information needs, Pennsylvania used the WIGS 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 Development Boards (WDBs). 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.workstats.dli.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.

- **Economic Review of Pennsylvania 2015** – 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)
    2015 Report:
    http://www.workstats.dli.pa.gov/Documents/ETA_Report.pdf

- **Help Wanted Online Job Postings** – Analysis of Help Wanted Online (HWOL) data 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 WDA to the local WDBs via email. This enables the WDBs 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. CWIA's contract with The Conference Board prohibits uncontrolled public access to the products. As such, no example is available. (Updated: Monthly)

- **Analysis of the Pennsylvania Minimum Wage in 2015** – 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 2010 and 2015 to determine the impact of the minimum wage increases on Pennsylvania workers, businesses and economy. (Updated: Annually)
    2015 Report:
    http://www.workstats.dli.pa.gov/Documents/Minimum%20Wage%20Reports/Minimum%20Wage%20Report%202016.pdf
    URL: http://www.workstats.dli.pa.gov/Products/MinimumWageReports/Pages/default.aspx

- **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, produced for statewide and by WDA, highlight occupational outlook and wage data in a 'career ladder' format for each of Pennsylvania's Industry Clusters. They can be accessed online in printable PDFs for the area(s) and industry cluster(s) of interest. (Updated: Annually)
    Example: http://www.workstats.dli.pa.gov/Documents/Career%20Posters/Berks%20AMDM.pdf
    URL: http://www.workstats.dli.pa.gov/Products/CareerPosters/Pages/default.aspx

- **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 2015 HPO list went into effect September 1, 2015. A draft version of the 2016 HPO list is currently in the development phase with a September 1, 2016 release planned for the final 2016 HPO list. CWIA released an updated policy document regarding the HPO process in April 2016. (Updated: Annually).
    Example: http://www.workstats.dli.pa.gov/Documents/High%20Priority%20Occupations/PA_HPOs.pdf
    URL: http://www.workstats.dli.pa.gov/Products/HPOs/Pages/default.aspx

- **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.
    Report:
    http://www.workstats.dli.pa.gov/Documents/Industries%20of%20Interest/Industries_of_Interest.pdf
    URL: http://www.workstats.dli.pa.gov/Products/IndustriesOfInterest/Pages/default.aspx

- **Industry Cluster Reports** – Series of reports that explain the development and use of Pennsylvania's 12 Industry Clusters in workforce development activities across the commonwealth. Annual summaries for each cluster are also available. Each summary 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 cluster comparison between statewide and a specific area (MSA or WDA) can be included for regional analysis upon request.
    Example: http://www.workstats.dli.pa.gov/Documents/PA%20Industry%20Clusters/AM%204-Pager.pdf
    URL: http://www.workstats.dli.pa.gov/Products/PAIndustryClusters/Pages/default.aspx

- **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 offered in the commonwealth 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)

     Report:
     http://www.workstats.dli.pa.gov/_layouts/download.aspx?SourceUrl=http://www.workstats.dli.pa.gov/Documents/High%20Priority%20Occupations/PA_CIP_SOC.xls
     HPO URL: http://www.workstats.dli.pa.gov/Products/HPOs/Pages/default.aspx

- **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).

     Example: http://www.workstats.dli.pa.gov/Documents/Job%20Skills/File%20One.pdf
     URL: http://www.workstats.dli.pa.gov/Products/JobSkills/Pages/default.aspx

- **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 WDA 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 has become even more important to local board activities during the Workforce Innovation & Opportunity Act (WIOA) transition. CWIA creates these reports upon request. Given the focused and targeted nature of the snapshots, they are not publically disseminated and often are provided as a series of independent files.

- **New Hires by Workforce Development Area** – Dataset showing industries that are hiring by WDA. 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)

     Example:
     http://www.workstats.dli.pa.gov/_layouts/download.aspx?SourceUrl=http://www.workstats.dli.pa.gov/Documents/New%20Hires%20by%20WDA/new_hires_by_wia.XLS
     URL: http://www.workstats.dli.pa.gov/Products/NewHires/Pages/default.aspx

- **Occupational Trading Cards** – A series of 56 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 using a subset of the cards. Updates to, and development of new, cards will be ongoing. The design and classroom use of the trading is not conducive to publishing electronic versions. The URL for the online video game is provided below.

     Game URL: https://www.jobgateway.pa.gov/JobQuest/JQstart.html

- **PA Monthly WorkStats** – A publication that contains monthly updates on jobs, labor force, unemployment compensation program statistics and Pennsylvania employer activities. Over-the-year comparisons of statewide data and multi-year labor market trends in the commonwealth are included along with accompanying analyses. Information on jobs and unemployment rates are provided for Pennsylvania's Metropolitan Statistical Areas. Monthly press articles citing recent employer workforce news and employer activity are highlighted.
    Report: http://www.workstats.dli.pa.gov/Documents/PAMW/PAMW.pdf
    URL: http://www.workstats.dli.pa.gov/Products/Publications/Pages/default.aspx

- **PA Quarterly WorkStats** – A publication that contains quarterly updates on jobs, weekly wage by industry, new hires, and industry dynamics. Geographic coverage varies from county-level for covered employment and wages, WDA for new hires, and statewide for industry dynamics. Over-the-year comparisons are provided for all data included in the publication.
    Report: http://www.workstats.dli.pa.gov/Documents/PAQW/PAQW.pdf
    URL: http://www.workstats.dli.pa.gov/Products/Publications/Pages/default.aspx

- **Strategic Early Warning Notice Database** – Database that identifies probable companies of importance in a WDA 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. The confidential nature of the employer information contained in the database precludes its publication.

IV. Customer Consultations

Consultation with other state workforce agencies, state and local WDBs, 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 development 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 and membership associations, 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 WDBs as well as other state entities on a regular basis to assist them in program evaluation, plan development, preparation of grant proposals, and training curriculum

enhancement. 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. 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 WIGS has been appreciated and, more importantly, used on a regular basis to drive workforce intelligence in Pennsylvania.

CWIA redesigned its website in 2016 and changed its URL from www.paworkstats.pa.gov to www.workstats.dli.pa.gov. Highlights of the redesign include:
- Front page that provides quick views of the most significant LMI, trending LMI, and featured products
- New grouped categories to facilitate data searches
- Expanded glossary and reference section
- Products A-Z list providing for quick access to the library of CWIA publications
- Dynamic LMI dashboard using Tableau
- Dedicated Media Center

CWIA's website, www.workstats.dli.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 199,371 unique page views during the grant year and 78,992 new users. These visitors included individuals from 750 different Pennsylvania cities, all 50 states and the District of Columbia and 128 other countries. The data portion of the website had 142,659 unique page views and 16,034 new users. These visitors included individuals from 601 different Pennsylvania cities, 49 states and the District of Columbia and 44 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.workstats.dli.pa.gov.

Product	Unique Page Views
Top 50 Employers	17,428
High Priority Occupations	14,552
Occupational Wages	11,271
Fast Facts (includes new PA Monthly WorkStats)	8,617
Career Guides	8,466
County Profiles	7,318
Monthly News Releases	5,677
Job Skills	5,666
Presentations & E-Learnings	4,653
Long-Term Employment Projections	3,776

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
Area Profile	10,832
Job Search Tool (this feature was removed mid-year)	10,660
Employer Profile	9,398
Occupation Profile	9,283
Real-Time Labor Market Information	3,786
Labor Force, Employment, and Unemployment	3,489
Occupational Employment Statistics	3,193
Industry Profile	2,830
Quarterly Census of Employment & Wages	2,674
Income Demographics	2,481

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. Presentations made at events (*audience/stakeholder*) include:

- 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 (*various*)
- 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 (*PA Office of Vocational Rehabilitation*)
- Tools for Assessing Pennsylvania's Labor Needs (*PA State System of Higher Education*)

Many presentations are available on CWIA's website:

Presentation Example:

http://www.workstats.dli.pa.gov/_layouts/download.aspx?SourceUrl=http://www.workstats.dli.pa.gov/Documents/Presentations/Industries_Occupations.ppt

URL: http://www.workstats.dli.pa.gov/Products/Presentations/Pages/default.aspx

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.

E-Learning Video Example: http://www.workstats.dli.pa.gov/Products/Videos/Pages/NewHires.aspx

URL: http://www.workstats.dli.pa.gov/Products/Videos/Pages/default.aspx

VI. New Tools and Resources

Pennsylvania targeted some of its PY 2015 WIGS 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* for middle school and high students were completed and released in late 2014. Demand for these publications remained high throughout 2015 and early 2016 so CWIA partnered with the Office of Vocational Rehabilitation to print additional hard copies. Over the course of PY 2015, CWIA held focus groups with users to determine the future of these publications, including content and distribution options, and also began work on the 25th, or silver, edition for release in fall 2016.
    Example: http://www.workstats.dli.pa.gov/Documents/Career%20Guides/CareerHighSchool.pdf
    URL: http://www.workstats.dli.pa.gov/Products/CareerGuides/Pages/default.aspx

VII. Efforts to Create and Support Partnerships and Collaborations

CWIA staff work extensively in the past year to enhance existing partnerships and develop new ones. Most of these partnerships were the result of CWIA's expertise in the collection, manipulation and reporting of program data. With the performance requirements under WIOA, CWIA's experience in common measures and program assessment provides the resources and guidance to agencies in alignment with performance reporting mandates. Following are summaries of these collaborations.

- CWIA partners with the department's Bureau of Workers' Compensation. The partnership started with the production of an annual report on workplace injuries. It has evolved into a mutually beneficial collaboration assisting them with data collection and analysis.

- CWIA partners with the state's Department of Corrections. In addition to assessing the current educational programs offered as to their relevance to today's labor market, CWIA provides information on employment and wage to help them evaluate employment outcomes of individuals released from the correction institutions.

- CWIA continues to assist the PA Department of Health in compiling data from their health care professional workforce surveys. In addition to validating and manipulating survey data, CWIA assists 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 expansion involved the commonwealth's WEDnet program administered under the Department 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 PADataShare (formerly WDQI) system.

- CWIA provides ongoing workforce information services to Adult Basic and Literacy Education and the Office of Vocational Rehabilitation. These collaborations have expanded in response to WIOA performance requirements. CWIA brings its experience in performance reporting and offers assistance to produce the reports to meet the WIOA mandates. CWIA has also engaged in discussions to include both in PADataShare.

VIII. Activities Leveraging the WIGS

In order to produce information under the WIGS 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 WIGS. Funds received via the Wagner-Peyser program supplement WIGS funding to deliver products and services targeted to workforce stakeholders including CareerLink® offices and WIBs.

Activities under the WIGS grant were leveraged to provide information in support of various initiatives within the Department. One use of WIGS information is the reliance of Pennsylvania's HPO process on occupational employment projections data. Other products and activities require the leveraging of funding, staffing and program expertise to enhance collaboration among workforce partners to meet the needs of our customers.

Tools and Resources Created 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 WDBs.

- **PA Employer Database -** The PA Employer Database is provided to local WDBs and their partners to assist in employer 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 WDBs 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 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 WDBs to assist them with local industry cluster analysis. The tool provides local WDBs the ability to produce employment, wage, and competitiveness statistics for Pennsylvania's Industry Clusters or customized industry clusters for any region. Data are displayed for each NAICS code included in the cluster as well as the cluster as a whole. (Updated: Quarterly)

IX. Recommendations

<u>Grant Funding</u>
CWIA is currently working with local WDBs 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 where CWIA is 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.

<u>Short-Term Forecasts</u>
The short-term forecasts are a labor-intensive deliverable that are not widely used by CWIA or 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.

<u>Core WIDb Tables</u>
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 no longer available. Therefore, the WIGS defined core tables should be reevaluated.

Appendix - Outcomes

CWIA used ETA's WIGS 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 WIGS were completed as directed and in a timely manner by Pennsylvania. A representative list of products and services follows in the table below.

Select CWIA Products
Actuarial Evaluation
Analysis of Pennsylvania's Minimum Wage
Areas of Substantial Unemployment
Career Posters
Civilian Labor Force Packet
County Profiles
Economic Review of PA
E-LMI Learning
High Priority Occupations Lists & Policy
IMPLAN Analysis (input / output modeling)
Industry Cluster Analysis / Publication
Industries of Interest
Job Skills
Labor Surplus Areas
Local Employment Dynamics Database
Long-Term Employment Projections
New Hires by Workforce Development Area
Occupational Trading Cards
PA Employers with more than 500 Employees
Pennsylvania Career Guide
Pennsylvania Employer Database
Pennsylvania Monthly WorkStats
Pennsylvania Quarterly WorkStats
Pennsylvania's Unemployed Study
Performance Measures Reports
Press Releases
Reemployment & Economic Assessment Reports
Regional Data Analysis Tool
Short-Term Employment Forecasts
Strategic Early Warning Notice Database
Targeted Employment Areas
Top 50 Employers & Industries