

# Tennessee Department of Labor and Workforce Development

## Annual Performance Report to the Employment and Training Administration

July 1, 2015 –September 30, 2016

September 30, 2016

The following items will be addressed in this report:

- Workforce Information Database
- Industry and occupational employment projections
- Annual economic analysis and other reports
- Customer consultations
- Activities undertaken to meet customer needs, including any training provided
- New tools and resources
- Efforts to create and support partnerships and collaborations
- Activities to leverage LMI-WI funding
- Recommendations to ETA for changes and improvements to the WIG requirements

### 1. Populating, Maintaining, and Updating the Workforce Information Database with State and Local Data

Regular updates of the Workforce Information Database (WID) were done for these files, most of which contain state and local data, and which display on the jobs4tn.gov website:

Core Data Tables populated and updated regularly	Other Data Tables populated and updated regularly
CES EMPDB INDUSTRY LABFORCE OESWAGE INDPRJ OCCPRJ	ANALYSIS BLDING PROGCOMP PROGRAMS SCHOOLS STINDPRJ STOCCPRJ SUPPLY INCOME POPULATN

**Core Data Tables:** CES and Labor Force data are updated monthly. **EMPDB is** updated every six months by Geographic Solutions, which now hosts jobs4tn.gov.

**INDUSTRY** is now updated through the first quarter of 2016, programs written to do this process quickly, and documentation available for that process. **INDPRJ and OCCPRJ** are now updated with the state 2014-2024 and LWIA 2014 and 2022 projections. **OESWAGE** has been updated with the latest May 2015 data.

**Non-Core Tables:** The process for updating **BLDING** permits has been documented, and they are available through June 2016. **STINDPRJ and STOCCPRJ** have been updated with 2015-2017 projections. The **INCOME AND POPULATN** tables are updated to 2015.

Last year a major effort to update the processing of **SCHOOLS, PROGRAMS, PROGCOMP, AND ANALYSIS** was undertaken, with programs rewritten from Foxpro to Access. Training programs with CIP 2010 and occupations with SOC 2010 codes have been aligned in approximately 210 clusters/programs of study to create **ANALYSIS** files. Criteria developed with workforce partners identify whether occupations in the clusters are in demand. The new **ANALYSIS** display in jobs4tn.gov has a statement as to whether the occupations in the cluster are expected to be in demand with employers, and lists occupational employment, expected annual average openings, growth rates, median salary, and usual educational requirements; also listed are all related training programs by CIP codes and number of completers by degree level. The “in-demand” clusters or programs of study have grades of A, B, or C for the state and each LWDA, and lists of “in-demand” clusters can be printed and downloaded. For occupational clusters with educational requirements less than a bachelor’s degree, data are presented by LWDA. If program placement rates are available, they are also displayed. The analysis tables have been updated to 2014 and much of 2015 is processed.

The Occupational Trends in Tennessee Employment Report (OTTER) Excel system was rewritten and updated in December, 2014, and again in 2015. The new version of OTTER allows the data on supply (program completers) and demand (annual average openings) by Tennessee programs of study to be made available to LMI customers by distributing the OTTER Excel system directly, or through reports via fax or emailed .pdf

files. Searches for programs of study can be done by CIP code and title, SOC code and title, and by program of study code and title.

UICLAIMS data by occupation and industry, available monthly, has been added to the WID by month through April 2016.

The VOS/LMI jobs4tn.gov website has been updated to WID 2.6 as required, displaying the updated data.

## **2. State and Local Industry and Employment Projections**

Short-term industry and occupational projections 2015 to 2017 were completed by February 28, 2016. They were uploaded to jobs4tn.gov and to the Projections Central website. An analysis of highlights of the projections is located on the redesigned TDLWD website (see below) and also included in the statewide economic analysis report.

[https://www.jobs4tn.gov/admin/gsipub/htmlarea/uploads/LMI/Publications/2015-2017\\_SHORT-TERM\\_INDUSTRIES\\_AND\\_OCCUPATIONS\\_SUMMARY07272016.pdf](https://www.jobs4tn.gov/admin/gsipub/htmlarea/uploads/LMI/Publications/2015-2017_SHORT-TERM_INDUSTRIES_AND_OCCUPATIONS_SUMMARY07272016.pdf)

Long-term projections for statewide industries and occupations for 2014 to 2024 were finalized in the spring of 2016. The analysis can be accessed

at: [https://www.jobs4tn.gov/admin/gsipub/htmlarea/uploads/LMI/Publications/Tennessee\\_7-25\\_2014-2024\\_Overview\\_update\\_for\\_website\\_\(REUPDATE\)2016\\_0727.pdf](https://www.jobs4tn.gov/admin/gsipub/htmlarea/uploads/LMI/Publications/Tennessee_7-25_2014-2024_Overview_update_for_website_(REUPDATE)2016_0727.pdf)

Upon completion of the statewide long term projections, the Hot Careers to 2024 was completed for the state of Tennessee website. It can be accessed

at: [https://www.jobs4tn.gov/admin/gsipub/htmlarea/uploads/LMI/Publications/Tennessee\\_7-25\\_2014-2024\\_Overview\\_update\\_for\\_website\\_\(REUPDATE\)2016\\_0727.pdf](https://www.jobs4tn.gov/admin/gsipub/htmlarea/uploads/LMI/Publications/Tennessee_7-25_2014-2024_Overview_update_for_website_(REUPDATE)2016_0727.pdf)

To be included in the Hot Careers publications, occupations must meet the following criteria:

1. require more than short-term on-the-job training
2. are expected to have positive job growth
3. are expected to be in demand with employers
4. are forecast to have at least 11 annual average job openings in the area.

Characteristics that are important for job success are also displayed. The publications are used at job fairs and other public events to inform job seekers about jobs likely to be in demand with employers.

### **3. Annual economic analysis and other reports**

The annual economic analysis report “*Growing Stronger: A Guidebook to the Tennessee Economy 2015*”.<sup>i</sup> The publication highlights growth trends in Tennessee over the 2014-2015 year, as well for the longer term. The publication includes a “dashboard” page of the Tennessee Economy 2015 highlighting key trends over the year in employment, employers, labor force and demographics, wages and income, job outlook, and safety on the job. The statewide analysis includes “Middle Skill Occupations in Demand”. The Regional Analysis section includes information on WIOA target populations in the East, Middle, and West Regions, followed by regional economic progress by MSAs and micropolitan areas. The final section on Workforce Challenges and Strategies reviews challenge areas and five workforce strategies for WIOA, including integrated resource teams, collaborative goal setting, and industry sector/cluster strategies and development of career paths including apprenticeships.

Other publications include “*The Construction Workforce in Davidson County and the LWDA*”, available at [https://www.jobs4tn.gov/admin/gsipub/htmlarea/uploads/LMI/Publications/Construction\\_in\\_Davidson\\_County\\_and\\_LWDA.pdf](https://www.jobs4tn.gov/admin/gsipub/htmlarea/uploads/LMI/Publications/Construction_in_Davidson_County_and_LWDA.pdf) and a report provided for LWDA planning purposes entitled “*Tennessee Economic Conditions and Demand Occupations: Local Workforce Development Areas*”. After a general description of economic conditions, the report included two tables for each LWDA: Industries Creating the Most New Jobs and Demand Occupations and Workforce Gaps by Programs of Study.

### **4. Customer Consultations**

Customer consultations were done with the following types of users during the program year: local workforce development staff; consultants preparing planning reports for the

Tennessee Board of Regents (TBR) using information from the OTTER program and others using labor market information to prepare reports and websites; community colleges; the Tennessee Department of Education (TDOE); the Tennessee Higher Education Commission (THEC); the Tennessee Department of Economic and Community Development (TECD); the Workforce Division in TDLWD; Tri-Cor (prison industries); chambers of commerce; employer associations; individuals; and local government officials.

Woody Giles, a consultant for the Board of Regents, obtained supply and demand information for all the occupations requiring high school education through two years of training including associate degrees for all the Middle Tennessee LWDAs. He was preparing a plan for the community colleges and Tennessee Colleges of Applied Technology. Nick Hansen, director of the Pathways program at TDOE, requested information on annual average openings for in-demand occupations paying higher wages. A pathways consultant for Marion County schools used excerpts from our Bright Occupations publication in her newsletter. TDOE personnel requested information on biotech occupations.

TECD requested projections and supply/demand information, as well as current job listings by occupation, for their LEAP (Labor and Education Alignment Program) end of year grant report. Emily House from THEC received information on occupations in demand by educational cluster for their annual "*Academic Supply and Demand Report*". Other work with THEC and consultants focused on data needed for updating their collegefortn.org website. Consultations with employer associations and local government in Nashville, as well as inquiries about apprenticeship completers, resulted in the "*Construction Workforce in Davidson County and the LWDA*" publication.

A major consulting effort was internal with the Workforce Division of the Department as they prepared their WIOA strategic plan. An economic conditions narrative was accompanied by extensive analysis on the LWDA and regional level using a variety of LMI data on top industries by new jobs created, growing occupations within those industries, wages, population, and educational attainment, and unemployment rates for

a variety of target groups. Positive comments were received from the Regional Office on our approach which was submitted as part of the plan.

## **5. Activities undertaken to meet customer needs, including any training provided**

LMI staff have been collaborating on the new departmental VOS/UI/LMI jobs4tn.gov website, with extensive participation in specifications, design, testing, and training. The modules containing the current and future VOS/UI/LMI functionality are within [www.jobs4tn.gov](http://www.jobs4tn.gov). Extensive real-time LMI is included in jobs4tn.gov. Some reports using that data have been prepared for our users on request.

The entire unemployment system is being reprogrammed into a web-based database application, which will greatly improve the accuracy of the data, improve service, and allow the LMI unit improved access to data files and reports on claimant and re-employment activity. LMI data are contextually imbedded in various modules of the system to allow claimants and applicants to access the data when they are filling out resumes. Similarly, LMI information appears in context as employers post jobs.

Updating the OTTER system has been very helpful in distributing occupational and wage data to our user communities.

## **Presentations and Training**

Training conducted this year included presentations on labor market information and jobs4tn.gov for the Senior Employment Program in September 2015 and the Labor Market Information conference in Nashville in December 2015.

## **6. New tools and resources**

As discussed in (7) below, LMI is partnering with the THEC and TBR to update our programs of study CIP/OES alignments within the 16 Career and Technical Education cluster framework. As part of that effort, we have obtained additional supply data on proprietary schools which are providing training in the state from the diploma and certificate through graduate level which have not previously been included in supply. We are coding these data by instructional code and geographic area to potentially be

included in supply and demand. Additional data that has been obtained for the first time includes apprenticeship completers for Tennessee by sponsor and occupation. We have requested this information many times from the Bureau of Apprenticeship with no success but were finally able to obtain data this year. This will be important in our continuing analysis of the Nashville area (and Tennessee's) construction workforce.

## **7. Efforts to create and support partnerships and collaborations**

One significant new collaborative effort has been the Cluster Realignment Task Force which has held three meetings during 2016 and hopes to complete our work this fall. In conjunction with administrators from the THEC and TBR, LMI is reviewing all the occupations that have been matched with training programs in our 210 clusters and making adjustments to improve the supply/demand matches. Clusters reviewed to date include health services, STEM, and business, and initial recommendations for changes have been produced.

We hope to involve TDOE before the final product is completed. The purpose is to improve our supply and demand analysis and make the information more useful for our education customers.

Collaboration continued this year with higher education institutions in Tennessee, as the Tennessee Longitudinal Data Base, or P-20, continues to evolve, and the new grant for the Tennessee Workforce Data Quality Initiative (WDQI) is beginning.

We continue participation in the P-20 longitudinal education and employment database project. P-20 is a data warehouse for educational and workforce longitudinal study being carried out as a collaborative project between the University of Tennessee at Knoxville, the TDLWD, TDOE, THEC, the Tennessee Department of Children's Services, and the Tennessee Department of Intellectual and Developmental Disabilities.

Confidentiality and other agreements have been signed and will continue to be reviewed as the project moves along. The WID databases have been submitted to P-20.

Objectives of the expanded TLDS include (1) updating and expanding data sources integrated in the TLDS, especially as data systems in TDLWD are changed in the next two years; (2) evaluating the effectiveness of workforce development programs such as

the governor's Drive to 55 and new WIOA programs; and (3) adding relevant agency data from the Department of Human Services and Economic and Community Development. Goals relating to workforce development include research on the effectiveness of programs to reduce the incidence of unemployment, the frequency and length of UI claims, and to increase job tenure. Also, data dashboards will be set up to increase data to enhance customer choice.

### **8. Activities to leverage LMI-WI funding**

Partners in P-20 this year sought to enrich the database with files from additional agency collaborators and to identify additional research questions. Staff from the TDLWD and the Center for Business and Economic Research of the University of Tennessee at Knoxville (CBER) collaborated on writing a grant, submitted by the Department, for \$1.2 million over 3 years to enhance the Tennessee Longitudinal Data System (TLDS). The grant was awarded for \$1.08 million, with most of the funding to be used by CBER to enhance and maintain the database and to perform and facilitate workforce effectiveness research. The Tennessee Department of Labor and Workforce Development received some funding for this ongoing data provision.

LMI continues to provide technical assistance on unemployment insurance reporting.

### **9. Recommendations to ETA for changes and improvements to the WIG requirements**

A conference relating to technical issues in defining demand occupations and supply and demand analyses would be welcome. A requirement that analysts attend one technical conference a year or complete an online educational requirement could aid in skills acquisition.

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<sup>1</sup> [https://www.jobs4tn.gov/admin/gsipub/htmlarea/uploads/LMI/Publications/TN\\_Economy\\_2015.pdf](https://www.jobs4tn.gov/admin/gsipub/htmlarea/uploads/LMI/Publications/TN_Economy_2015.pdf)