

New Mexico

Workforce Information Core Products and Services

Annual Performance Report

PY 2004

October 2005

**New Mexico Department of Labor
Economic Research & Analysis Bureau**

PY 2004 Workforce Information Core Products and Services: Annual Performance Report, October 2005

New Mexico Department of Labor Economic Research & Analysis Bureau

The New Mexico Economic Research and Analysis Bureau has undertaken several new initiatives in support of the objectives of the Workforce Investment Act and the WIA Annual Plan. These initiatives are the result of extensive consultations with the customers and users of economic indicators and Labor Market Information, including economic development officials, educational and career planners, and national, state, and local policy makers, which includes members of the NM Legislature, economists, and planners.

The following annual performance report describes progress for each planned activity identified in the Workforce Information Core Products and Services Plan to date under the PY 2004 ETA State / Local LMI Grant:

Priority Projects

1.) ALMIS Database

ER&A has continued to use the ALMIS Database to maintain and populate the two interactive Internet sites used with the state's One-Stop system and with the state's LMI delivery system. The "New Mexico Workforce Connection," the state's virtual one stop, and "LASER" (Labor Analysis Statistics and Economic Research) were both developed by GeoSolutions. During the course of the year the state has continued to add value to the systems by updating the tables in the ALMIS Database with new information as it became available. The school tables in LASER were revised to ensure that current program offerings were listed and the licensed occupations list was also updated.

The designation of San Juan County as the Farmington MSA required the development of new datasets for the area and the revision of other products to reflect the new designation. The ALMIS Database was revised to use the ALMIS 2.3 format and information in the OES Estimate Delivery System was revised and updated.

2.) Long Term Projections

National programming problems with the BLS inputs and the new Micro Matrix occupational projections software slowed the process of completing the 2002-2012 Occupational employment projections. Nevertheless, ERA completed the 2002-2012 (Long-term) Statewide Industry employment forecasts in June 2004 and they were on the web by July. The Long-term Statewide Occupational employment projections were completed in September 2004 and they were on the web the same month. Bureau staff completed the long-term sub-state industry employment forecasts (4 MSAs and 1 rural area) in July 2004 and they were on the web by August. ERA

completed the 2002-12 sub-state occupational employment projections (4 MSAs, 4 WIA areas, and 1 rural area) in October 2004 and published on the web the same month.

In the Fall 2004, industry and occupational projections were published for the four Workforce Investment Regions (WIRs). This represents a permanent addition of four workforce regions to the original long-term projection program. Industry and occupational projections are provided on the Department Internet website and submitted for placement on the ALMIS state projection Internet website. Staggered throughout the spring of 2005, separate publications for the Workforce Investment Regions were produced highlighting industry and occupational trends.

ERA used the LTIP and Micro Matrix to the extent feasible and worked with the research consortia to resolve software issues. Global, national, and regional economic trends identified through subscription to Global Insight [formerly DRI-WEFA] forecast services were incorporated, where appropriate, into New Mexico's employment projections. Finally, during PY 2004 the NM projections staff participated actively in research activities sponsored by the Projections Managing Partnership to further enhance the projections software suite.

3.) Short Term Projections

ERA produced the 2003-2005 and 2004-2006 short-term statewide and the four WIA region industry and occupational projections during PY 2003-04. The short-term sub-state industry forecasts and occupational projections for 2003-2005 were prepared twice in 2004, once in the Spring and again in the Fall. Another forecast was prepared for 2004-2006 in late 2004 based on first quarter 2004 data. These short-term statewide industry forecasts were published in the NM Labor Market Report and on the NMDOL web site. Highlights of the employment forecasts for 2004-QI to 2005-QIV were published in NM Labor Market Report. The projections were based on updated nonagricultural industry employment estimates for the statewide New Mexico and its four WIA areas. Occupational projections on a short-term basis are being produced for each of the WIA areas and for the statewide WIA Board.

A second round of 2004-2006 statewide industry and occupational forecasts were not completed due the reduction in staff resulting from a gap in ETA LMI Grant funding. The staff reduction was directly related to the delayed LMI Grant funding process. Due to the delay, a key projections staff member was terminated and the position tool was eliminated to meet state budget requirements. As grant funding was restored, a request was submitted to recover the eliminated projections position. This request was submitted in January 2005. As the New Mexico Department of Labor and many state agencies were operating under austerity measures, creation of an additional position was difficult and required considerable time and explanation. In August 2005, a projections analyst was hired and is currently being trained in both LTIP and STIP software programs.

ERA typically produces occupational projections on a short-term basis for the State and each MSA, with further support the WIBs by producing Short-term Occupational projections on a rural basis and for each WIA area. ERA disseminated available short-term industry forecasts and occupational projections in the NMDOL Labor Market Report and on the NMDOL website (www.dol.state.nm.us/dol_lmif.html). NMDOL's short-term employment projections are also

published in the University of Arizona's Blue Chip Economic Forecast. Additionally, ERA updates the wage data in the EDS Internet system twice a year based on the national Employment Cost Index (ECI).

4.) Occupational Analysis Products

The state labor market information system identifies economic and employment trends using both Bureau of Labor Statistics data such as employment and unemployment and wage data and data produced under the ETA's LMI grant such as industry and occupational projections. The occupational analysis products are specified as a key component of the New Mexico Employment Statistics system, with both paper and Internet publication specified as central to the Employment Statistics system. The statistical information incorporated in the occupational analysis products enables the state WDB to produce material to 'identify the implications of these [economic] trends in terms of the overall availability of employment opportunities by occupation, and the job skills necessary in key occupations.'

The long term industry and occupational projections are published with narratives accompanying each industry and occupational group. One (forty-page) long-term publication is produced for the state. In addition, a summary brochure was also produced called *In Brief: 2002-2012 Industry and Occupational Projections*. Long-term occupational projections by MSA were incorporated into regional publications for each of the New Mexico MSAs. Industry forecasts made by the New Mexico LMI shop are published in the Western Blue Chip consensus publication produced by Arizona State University. Occupational and industry projections are produced with the help of Global Insight [formerly DRI WEFA] forecasts that the ERA Bureau subscribes to.

A supply/demand table is produced and published in the monthly newsletter based on computer-generated reports on openings and applicants, reports from each Workforce Development Center and a special employer phone survey in the Albuquerque MSA. Detailed reports on supply and demand for each county are placed on the NMDOL web site.

Using the recently implemented Geo Solutions VOS database and Crystal Report software, ERA Bureau staff now produce Job Order lists by state, region and local office. Evaluation of Job Order data includes ranking, sorting and noting observed changes by geography over time. This is the first of several new products under development using the VOS/Crystal Reports System.

ERA Internet staff have purchased and implemented the new GeoSolutions LMI presentation system entitled NM Laser. Geographically specific LMI is now available with one or two clicks from the LASER system.

ERA staff continued to work with the state of Pennsylvania Department of Labor research shop to implement and update the Pennsylvania-developed cluster analysis and presentation system in New Mexico. The foundation for this product has been created and NM ERA has made good progress in bringing up a full cluster analysis system.

Wage data by occupation is made available on the NMDOL web site by using the EDS software, which is a major improvement in the presentation of wages by occupation. In addition to the OES survey updates (twice per year), wages are updated in alternating quarters based on the national Employment Cost Index (ECI).

Economic impact reports were produced with Minnesota IMPLAN software throughout the grant period. Typical reports analyze call center openings and closures, mine openings and closures and high technology manufacturing movement. In addition to these typical analyses, ERA provided a special analysis on the Base Realignment and Closure (BRAC) Commission's proposal to close Cannon Air Force Base in Eastern New Mexico. The impact reports are produced at the request of NMDOL management and other state government agencies such as the economic development department. Minnesota IMPLAN software was acquired to produce impact reports for unusual events such as plant or employer openings or closures.

ERA has implemented a project that produces job turnover (exit, entry and flow data) information based on the administrative data from the UI Tax System wage records. ERA added estimates of occupational turnover to the Wage Records research project. ERA has continued its participation in a regional consortium to develop a system of sharing turnover data with other states in our region.

ERA staff support the New Mexico legislatively mandated Job Training Incentive Program with information on industry and occupational wage levels and forecasts. ERA staff evaluate economic development proposals submitted to the state's Job Training Incentive Program to determine occupational classification and wages and serves as an advisory member of the Job Training Incentive Program Board.

ERA continues to build on its partnership in the Local Employment Dynamics project with the US Census Bureau to provide information on occupational demographics. The first data from the Local Employment Dynamics [formerly LEHD] project was received in June 2003 and is now updated quarterly and available through web site links. The data from the LED project is also being disseminated in conjunction with the University of New Mexico Data Bank and the State Data Center affiliate system.

ERA accepted complete responsibility for the Foreign Labor Certification program under the ETA as of December 2003. ERA staff have integrated FLC processing into the occupational wage determination process. Nationally directed changes in the FLC program have required extensive in-state travel to perform the duties of the program. FLC staff has conducted training with other DOL staff in rural areas to allow them to assist with the FLC program.

Wages collected in the OES survey have been published in a regional wage survey report using BLS procedures and are also being used in Foreign wage determinations by a specialist on the ER& A staff.

The NM Economic Development Department uses LMI from the ERA Bureau on its Internet site and in publications. Data series used include the Quarterly Census of Employment and Wages,

Local Area Unemployment Statistics; OES wage survey data, and the Local Employment Dynamics data.

ERA staff continued to function as the state contact for the America's Career Resource Network. ACRN is the foundation for ERA's participation in the career education and planning process.

5.) Provide an employer name and address list that can be accessed by the public.

The ER&A continues to use the licensed copy of the ALMIS employer database that was provided to New Mexico when the license agreement with InfoUSA was signed. The ALMIS Employer Database was added to the Internet ALMIS Database. ALMIS Employer Database was updated twice a year.

6.) Staff Capacity Building

The ER&A continues the long established practice of providing training for Career Room staff in the NM One-Stop Career Centers. ERA staff are engaged in liaison with the State and four regional Workforce Investment Boards. The EDS occupational wage presentation platform has been implemented, maintained and enhanced with updated occupational employment and wage estimates, as available from the Occupational Employment Statistics program. In addition, ERA staff has updated the occupational wage data using the Employment Cost Index compiled from the national compensation survey. Efforts are being made to cross-train ERA analysts in the use of the EDS system and the ECI. The GeoSolutions Internet interface product NM LASER has been purchased and became available on the NMDOL Internet site in June 2004. Additional enhancements and updates have been implemented throughout PY 2004.

7.) Provide information to state Workforce Information Boards and produce other State information products and services.

The ER&A was asked by the state WIA administrative entity to prepare the labor market information components of the state's WIA plan. In preparation for this project, ER&A staff members analyzed demographic census data and labor force participation rates to allow WIA planners to have a clear picture of the trends that will shape the future of the population of New Mexico.

The Economic Research and Analysis Bureau is now conducting extensive research on UI Wage Records to determine staff turnover by industry by county and aggregated to WIA region. The ERA manager serves as the state co-chair of the Quarterly Census of Employment and Wages program sub-committee on Wage Records Research. The ERA Bureau is also one of the states included in the US Census Bureau's Local Employment Dynamics [formerly Longitudinal Employment-Household Dynamics program (LEHD)]. All information from Local Employment Dynamics is now available on a WIA region and county basis on the NMDOL Internet site.

Patterns of in-and-out migration of the state's labor force were studied in depth to provide WIA planners an understanding of the ebb and flow of members of the New Mexico workforce. As

part of this study, the patterns of educational attainment in in-and-out migration were also addressed.

The ERA Bureau produces occupational employment and wage estimates for the state, metropolitan areas [MSAs] and state workforce investment board regions. Employment estimates are updated annually, while wage estimates are updated twice a year based on the BLS Employment Cost Index. Estimates are available on the NMDOL Internet site by geography, including the four WIA regions within the state of New Mexico.

The ERA Bureau used data from wage records research to support an interim study committee set up by the NM Legislature to study the compensation gap between men and women in the state of New Mexico.

The latest demographic and economic information is has been collected and compiled in the Annual Social and Economic Indicators report to be published in as released by the US Census Bureau. A new edition of the annual Social and Economic Indicators was published in June 2005.

ERA staff worked intensively in April and May with staff from the Governor's Office of Workforce Development and Training to produce the background information for WIA intrastate funding allocation formulas. This exercise requires familiarity with all BLS programs; US Census Bureau data and special data products from the US Census. This project takes about two person months to complete. The funding allocation formula exercise is a large commitment of time and expertise of ERA staff to the Governor's Office of Workforce Development and Training.

Statewide and area occupational supply/demand analyses are produced and published monthly in the New Mexico Labor Market Report for the state and all WIA regions.

The New Mexico Labor Market Report containing current labor force statistics, economic events, and program information is produced monthly with a 4,000 distribution. A customer satisfaction survey is conducted periodically for the Review, yielding valuable information.

Affirmative Action information data packages by county are distributed to data users upon request. The EEO products of the 2000 Decennial Census became available this program year and ERA has implemented a custom link to the Census EEO web site for EEO affirmative action information and data.

Several editions of a complete set of detailed area socio-economic data packages and forecasts were completed and provided for use by the State Workforce Development Board.

8.) Support development and deployment of State-based workforce information delivery systems.

The newly developed "Career Prospects System" is an Internet-based career information guidance system (http://www.nmcrn.state.nm.us/career/dol_youth.html). The CPS was created by leveraging some of the resources of the NM Career Resource Network to offer New Mexico students, parents, educators and administrators no-cost access to a computer-based career guidance system. A need for this type of a system was acute in areas that lacked the resources to purchase other commercially prepared career guidance systems. The CPS features the O*Net Interest Profiler, and detailed information about occupational requirements, educational preparation, wages, job growth, and links to other sources of information.

Data collection is being used in published wage surveys for employers, job seekers, and Foreign Labor Certification determinations.

The NM OES program supports the ALMIS and ETA Foreign Labor Certifications programs in the state. The uniform wage data by occupation and local labor market area is produced for use by employers and job seekers. The New Mexico SESA Foreign Labor Certification unit is provided with products that meet the needs of the Foreign Labor Certification program, including a BLS approved database with overall mean, mean entry, and mean experienced wage levels for all OES wage occupations collected in New Mexico's OES program.

9.) Support State workforce information training activities.

The ER&A has sought to expand the use of NMDOL Internet based Labor Market Information delivery systems by offering user training. ER&A staff members typically conduct training on Internet based systems in conjunction with other types of training on DOL products and services. From October 2004 to September 2005, ER&A staff members conducted about 40 training sessions. Most of these sessions are either conducted by staff members working in conjunction with the New Mexico Career Resource Network or by staff working directly with the state's various WIA service providers. Persons and organizations receiving training included: employers, One-Stop career room staff, educational planners, regional Workforce Development boards, job seekers, students, employment / training officials, persons needing career guidance. Subjects related to Internet-based LMI include, the Career Prospects System, the Virtual One Stop System (VOS), O*Net, LASER, the OES Estimate Delivery System, and overall briefings on the New Mexico Department of Labor Website.

One of the most visible training sessions was the presentation of the new Career Prospects System (CPS) at the New Mexico Data Users Conference on November 17, 2004. This conference featured the first widespread rollout of the CPS outside of the DOL and New Mexico Public Education Department channels. Reaction to the utility of the product at the New Mexico Data Users Conference was excellent.

10.) Customer Satisfaction Monitoring

Evaluations of occupational projection based products and publications are included on evaluation forms provided at workshop and training sessions. ER&A customers who request LMI material by mail are offered an opportunity to provide feedback with each of our mailings.

Accompanying each set of mailed material is a form that checks to see if the material requested was processed in a timely fashion, was understandable, was helpful, and met their needs.

In conclusion, this report was prepared pursuant to the Training and Employment Guidance Letter No. 1-04, which states that grantees are required to submit an annual performance report, signed by both the SWA administrator and the SWIB chairperson, or the Governor, addressing performance for each planned activity, per 29 CFR 97.40(b)(2). The preceding text documents New Mexico's commitment to an evolving workforce information system and to improve the scope and sophistication of workforce information to satisfy a more demanding audience of consumers.

Respectfully,



CONROY CHINO, SECRETARY
NM DEPARTMENT OF LABOR



TERRI COLE, CHAIR
STATE WORKFORCE INVESTMENT BOARD