

**COLORADO LABOR MARKET INFORMATION
PROGRESS REPORT FOR JULY 2005 – JUNE 2006
WORKFORCE INFORMATION CORE PRODUCTS AND SERVICES GRANT**

A Statewide Workforce Information System:

For several years now ETA has placed emphasis on state LMI offices working closely with their Workforce Development Council and local Workforce Investment Boards to transform the workforce information system. In line with this requirement Colorado LMI, in collaboration with the Colorado Workforce Development Council (WDC), formed the LMI Advisory Committee in PY 04 to inform the LMI product development and enhancement process. That group was replaced in PY 05 by the Workforce and Economic Information Coalition, which is formally incorporated into the Workforce Development Council as a subcommittee of the Skills Development Partnership Committee (SDPC). The SDPC reports directly to the WDC.

Due to the late release of the Workforce Information Core Products and Services Training and Employment Guidance Letter (TEGL) over the past several years, Colorado's spending patterns have been distorted. As a result most of the funds are used in one planning period but not necessarily in the program year.

B Products and Services:

1. Continue to Populate the ALMIS Database with State Data:

(1) **Accomplishments:**

(a) **Outcomes:** All core tables version 2.2 of the ALMIS database, as defined by the ALMIS Database Consortium, are populated as per plan. They are regularly updated with current data. National data was added to the CES and LAUS tables.

Core tables of ALMIS version 2.3 have been populated, and data is being added to some non-core tables. Colorado recently purchased the Virtual LMI software product, which will allow display of more ALMIS data than what is currently being displayed by the Navigator web site.

All occupational license files, including the new LICXOCC, have been populated. They are in ALMIS 2.3 format. These files were sent to and approved by the National Crosswalk Center in February 2006.

The Colorado ALMIS Database Administrator attended the ALMIS Database Seminar held in San Diego in August 2005.

(b) **Conformity to planned milestones:** All planned milestones met.

(c) **Actual aggregate expenditure:** \$118,318

(2) **Customer satisfaction assessment:** N/A

(3) **Recommendations for improvements:** The data loading module that will be included in Colorado's purchase of the Virtual LMI product will greatly enhance the ability of the database administrator to load, maintain, and audit data in the ALMIS database.

2. Produce and Disseminate Industry and Occupation Employment Projections

a) Long-Term Industry and Occupation Projections:

(1) **Accomplishments:**

(a) **Outcomes:** Colorado analysts completed the 2004 - 2014 statewide and sub-state industry and occupation projections using the NAICS industry employment series per plan.

(b) **Conformity to planned milestones:** Projections were completed on time.

(c) **Actual aggregate expenditure:** \$109,000

(2) **Customer satisfaction assessment:** N/A

(3) **Recommendations for improvements:** Colorado will focus on industry research and discovery of state and local variables to include in the analysis of long-term projections and related products.

b) Short-Term Industry and Occupation Forecasts:

(1) **Accomplishments:**

(a) **Outcomes:** Colorado analysts completed the 2005 – 2007 statewide and sub-state industry and occupation projections using the NAICS industry employment series per plan.

(b) **Conformity to planned milestones:** Projections were completed on time.

(c) **Actual aggregate expenditure:** \$109,000

(2) **Customer satisfaction assessment:** N/A

(3) **Recommendations for improvements:** Colorado will focus on industry research and discovery of state and local variables to include in the analysis of short-term projections and related products.

3. Occupation and Career Information Products:

a) Targeted Industries:

(1) **Accomplishments:**

(a) **Outcomes:** The Targeted Industries module of the Colorado Navigator web site, which allows the public to quickly determine growing industries and obtain lists of employers in those industries, is dependent on current industry data (from the Quarterly Census of Employment and Wages, QCEW) and current employer data (from the ALMIS/InfoUSA data base). In PY 2005, the QCEW data set was updated quarterly, while the InfoUSA data was updated semi-annually.

(b) **Conformity to planned milestones:** Industry and employer data was updated within two weeks of its release. All milestones were met.

- (c) **Actual aggregate expenditure:** \$5,000
 - (2) **Customer satisfaction assessment:** N/A
 - (3) **Recommendations for improvements:** Our plan is to gradually phase out this feature of Navigator as we begin to implement our new Virtual LMI site.
- b) O*NET Database:
 - (1) **Accomplishments:**
 - (a) **Outcomes:** The O*NET database is fully integrated into Navigator, as it allows users to jump directly from a projection for an occupation to O*NET knowledge, skills, abilities, tasks, and related occupations.
 - (b) **Conformity to planned milestones:** The Knowledge, Skills, and Abilities tables used by Colorado Navigator were updated to O*NET version 9.0 (the most current). This had the effect of adding new O*NET data for 100 occupations. The milestone of updating the O*NET database was met.
 - (c) **Actual aggregate expenditure:** \$5,000
 - (2) **Customer satisfaction assessment:** N/A
 - (3) **Recommendations for improvements:** Colorado will implement updates to the contents of knowledge, skills, ability, and tasks table that are released in PY 2006.
- c) Skills Projections:
 - (1) **Accomplishments:**
 - (a) **Outcomes:** Colorado completed the 2005 – 2007 statewide and sub-state areas skills projections as per plan.
 - (b) **Conformity to planned milestones:** All milestones were met.
 - (c) **Actual aggregate expenditure:** \$88,000
 - (2) **Customer satisfaction assessment:** N/A
 - (3) **Recommendations for improvements:** The results of the Skills Based Projection System can be integrated into various reports and products that use employment projections.
- d) Projections Products:
 - (1) **Accomplishments:**
 - (a) **Outcomes:** Outcomes: Colorado produced occupational analysis products for customers from the Long-Term Industry and Occupation projections. These products are on-line results that include downloadable tables of industry and occupation projections and the Jobs in Colorado brochures. These products allow job seekers to identify the fastest growing occupations in the state and in selected critical industries such as healthcare, jobs requiring on the job training, jobs requiring higher education for entry as well as average wages for

entry and experience levels.

(b) **Conformity to planned milestones:** All milestones were met.

(c) **Actual aggregate expenditure:** \$18,000

(2) **Customer satisfaction assessment:** N/A

(3) **Recommendations for improvements:** The statewide and sub-state Jobs in Colorado brochures will be created as easily accessible on-line brochures. For each MSA, occupational brochures will include Top Hot Jobs, Jobs Requiring Higher Education and Jobs Requiring On-the-Job Training. On-line brochures will be created for the Short-term statewide and sub-state projections. Brochures will also be created by industry for the state and the MSAs.

e) Other Projects:

(1) **Accomplishments:**

(a) **Outcomes:** In PY 2005, Colorado produced a number of products to fill special requests for customers. These include – Skills gap analysis by selected education levels, Long-Term Growth Industry Occupations and Short-Term Growth Industry Occupations.

(b) **Conformity to planned milestones:** All milestones were met.

(c) **Actual aggregate expenditure:** \$18,000

(2) **Customer satisfaction assessment:** N/A

(3) **Recommendations for improvements:** The skills gap Analysis along with Long-Term and Short-Term projections will be used to create brochures focusing on skills for in-demand occupations. Both statewide and MSA brochures will be produced.

4. Provide Information and Support to State and Local Workforce Investment Boards and Produce other State Information Products and Services:

a) Job Vacancy Survey:

(1) **Accomplishments:**

(a) **Outcomes:** Colorado in collaboration with the WDC decided to conclude the Job Vacancy Survey series on June 30, 2006. Published reports were made available on our website (<http://lmi.cdle.state.co.us/wra/home.htm>).

CLMI survey unit collected data for all Job Vacancies produced in the reference period in-house by phone.

(b) **Conformity to planned milestones:** All milestones were accomplished.

(c) **Actual aggregate expenditure:** \$370,000. Funded through sources other than the ETA One Stop Grant.

(2) **Customer satisfaction assessment:** Due to agency organization changes beyond our control, the unit that was conducting focus group surveys was not available.

(3) **Recommendations for improvements:** N/A

b) Local Employment Dynamics (LED) Data:

(1) **Accomplishments:**

(a) **Outcomes:** In November 2005, in cooperation with web developers from the Census Bureau, a new data tool was developed within the main Colorado LMI web site to deliver local employment dynamics data. This new tool combined the Local Workforce and Top Industries tools into one query window under Industry Focus. The web page URL is: <http://www.coworkforce.com/lmi/LED/LEHDHome.asp>

This page allows users to query the Local Workforce, Quarterly Workforce Indicators, and Industry Focus applications on the Census Bureau server, while still browsing the Colorado LMI web site.

(b) **Conformity to planned milestones:** All milestones were accomplished.

(c) **Actual aggregate expenditure:** \$80,000

(2) **Customer satisfaction assessment:** Due to agency organization changes beyond our control, the unit that was conducting focus group surveys was not available.

(3) **Recommendations for improvements:** Colorado is in the process of acquiring a separate computer to be used as a server for all LED data. Once in place all LED data received from the Census Bureau will be at this central location. This will enable data querying and product development from the LED data.

5. Maintain and Enhance Electronic State Workforce Delivery System:

(1) **Accomplishments:**

(a) **Outcomes:** Local Area Unemployment Statistics (LAUS) and Current Employment Statistics (CES) data was updated on a monthly basis on the web in PY 2005.

Quarterly Census of Employment and Wages (QCEW) data was updated on a quarterly basis in PY 2005.

Colorado occupation projections were updated. Both short-term (2005 – 2007) and long-term (2004 – 2014) were published.

The key tables used by Colorado Navigator from the O*NET database (Knowledge, Skills, and Abilities) were updated to O*NET version 9.0 in PY 2005.

In cooperation with the U.S. Census Bureau, the Colorado Local Employment Dynamics (LED) “skinned” web page was modified on November 2005 to incorporate the Industry Focus feature of LED.

OES wage data was updated twice on the web in PY 2005. The year 2005 occupational wage information from the OES surveys is now available in the Colorado LMI web site at: <http://www.coworkforce.com/lmi/wages/wages.asp>

Approximately 15 new Job Vacancy Surveys were published to the main Colorado LMI web site in PY 2005. The specific page to reach the Vacancy Surveys is: <http://www.coworkforce.com/lmi/WRA/VacSurv.asp>

(b) **Conformity to planned milestones:** All milestones except one were accomplished. Purchase of Geographic Solutions Virtual LMI product was completed after the end of PY05.

(c) **Actual aggregate expenditure:** \$81,000.

(2) **Customer satisfaction assessment:** N/A

(3) **Recommendations for improvements:** Colorado LMI has purchased the Virtual LMI.

6. Support State Workforce Information Training Activities:

a) Internal and External Training for Analysts:

(1) **Accomplishments:**

(a) **Outcomes:** Colorado provided 6 analyst trainings in PY 2005. These included Short-term Industry Projections and Micro Matrix trainings and LED and other soft skills classes.

(b) **Conformity to planned milestones:** All milestones were accomplished.

(c) **Actual aggregate expenditure:** \$13,000.

(2) **Customer satisfaction assessment:** N/A

(3) **Recommendations for improvements:** More advanced classes in Excel, Long-Term Projections, Short-Term Projections, and Access will be beneficial to the analysts.

b) Workforce Information Training Initiatives:

(1) **Accomplishments:**

(a) **Outcomes:** Colorado analysts provided 6 training sessions to Workforce Boards and Workforce Center employees.

(b) **Conformity to planned milestones:** All milestones were accomplished.

(c) **Actual aggregate expenditure:** Funded through sources other than the ETA One Stop Grant.

(2) **Customer satisfaction assessment:** Feedback from customers is frequently sought and has been very positive.

(3) **Recommendations for improvements:** Colorado hired a professional trainer in August of 2006. The new trainer is responsible for developing a training program on all aspects of LMI and working closely with the Workforce System to improve understanding between LMI and the Workforce Centers.

C Customer Satisfaction Assessment:

Overall, \$5,000 was expended on customer satisfaction assessment activities during PY05.