
Idaho Workforce Information

Annual Progress Report

Reference Period ~ July 1, 2013 to June 30, 2014

The Idaho Department of Labor's Communications & Research Division completed all core deliverables as outlined in its PY 2013 Workforce Information Plan.

As Idaho continues to recover from the recession and the worst economic performance on record, labor market information staff will continue to closely monitor and publish analysis on directional changes and shifts in the state's economy.

Four quarterly economic updates are delivered to the Idaho Workforce Development Council each year and council members are asked for input on adjustments, additions and enhancements to the state's Workforce Information Plan.

As the primary messengers and disseminators of local workforce information, Idaho's six labor market economists are out-stationed and serve as a major conduit to local political, civic, academic, business and labor leaders. They meet regularly with various associations, colleagues, economic developers and other business customers and monitor stakeholder needs for workforce information within all industries, occupations and business sectors. Whenever possible, ad hoc requests are answered immediately or forwarded to central office staff for disposition. These same requests are reviewed monthly for possible inclusion as projects in the plan's annual deliverables and are sometimes used to leverage additional funding.

i. Workforce information database (WIDb)

Idaho follows the Workforce Information Database protocols under the 2.5 format as outlined by the Employment and Training Administration and seeks areas within its labor market and career information Web delivery system to embed the database and data delivery tools. While feedback indicates customers value local community data more than statewide, regional or national data, there are occasions when state comparisons are necessary and vital. These data need to be standardized for comparison purposes. Federal Employment and Training Administration funding and the Workforce Information Database ensures data platforms are uniform and allows for valid state-to-state comparisons. Idaho's database is updated weekly, monthly and annually as soon as the data are available so customers can access the most current information. The database continues to meet all of the Workforce Information Database guidelines pursuant to the PY2013 Workforce Information Plan and federal protocols.

Internet access to this data on lmi.idaho.gov provides customers independent access outside regular business hours to current census, economic and labor market information and improves efficiency of data storage, population and dissemination.

Idaho updates weekly, monthly, quarterly and annually the core tables as set forth in the LMI grant for the associated data records. All core tables are uploaded, current and listed below:

- Current Employment Statistics ~ <http://lmi.idaho.gov/EmploymentUnemployment/CurrentEmploymentStatistics.aspx>
- Local Area Unemployment Statistics ~ <http://lmi.idaho.gov/EmploymentUnemployment/CivilianLaborForceLAUS.aspx>
- Income ~ <http://lmi.idaho.gov/WagesIncome/Income.aspx>
- Substate Long-Term Industry Projections ~ <http://www.labor.idaho.gov/explorer/>
- Idaho Long-Term Occupational Projections ~ <http://www.labor.idaho.gov/explorer/>
- Substate Long-Term Occupational Projections ~ <http://www.labor.idaho.gov/explorer/>
- Idaho Short-Term Industry Projections ~ <http://lmi.idaho.gov/Occupations/ShortTermProjections.aspx>
- Idaho Short-Term Occupational Projections ~ <http://lmi.idaho.gov/Occupations/ShortTermProjections.aspx>
- Occupational and Employment Statistics ~ <http://lmi.idaho.gov/Occupations/WagesbyOccupation.aspx>
- Career and Professional Licensing Information ~ <http://www.labor.idaho.gov/explorer/>
A specific example of the data provided by the CIS program is information for Registered Nurses <https://idcis.intocareers.org/info2.aspx?FileID=Occ&FileNum=100179&TopicNum=0>
- Population Data ~ <http://lmi.idaho.gov/Census.aspx>

Idaho's current data mining tool has made it easier to access state information on wages, projections, schools and training, census and geographic data; however as the department continues to pursue advances in analytics it has adopted a new Tableau approach for future data display and release.



And, as the department continues to pursue a Web infrastructure that consolidates its labor market and career information databases into one, ETA's Workforce Information Database plays a significant role in labor market information dissemination. The department's Web delivery team is tasked with developing, updating and maintaining the state's labor market website and strives for speed and accuracy in distribution of workforce information. It also coordinates products on the labor market and career

information sites to avoid overlap and duplication. At this point the database does not include the properties required to push a single source database to multiple sites, but a WID database that's more flexible and adaptable will allow for a more comprehensive database that includes economic data from other existing platforms. Although strict protocols need to be developed for cross-state comparisons, flexibility is important for states to carve and disseminate data for local and community geographies.

ii. Industry and occupational projections

Idaho continues to produce and disseminate industry and occupational employment projections, going beyond the formal projection deliverables required in the Workforce Information Grant. A number of reports will be available for each of the six regions and the state. Employment projections and wage data are some of the most sought after and impactful data provided for financial, business and other economic decisions. The following list outlines the products associated with the projections deliverable including the dates published and locations where the data can be found.

Workforce at a Glance is a popular tool allowing customers to choose short- or long-term projections based on occupation or industry. During FY2013 over 8,000 visitors used the data mining tools to access Occupation & Industry Explorer monthly. These visits are not reported in the LMI website statistics because the tool is accessed via labor.idaho.gov. All visitors were seeking occupation or industry data. The occupation page provides projections, wages, current openings, educational requirements, school providers, necessary skills and industries that provide employment opportunities. The industry page provides current employment and payroll data, projections, shift-share, staffing patterns and occupations within the industry. Anecdotal feedback suggests the large number of visitors may not be reflective of the use of the data. It seems once you get to the page, users have a difficult time finding the information they seek. Customer access to the data will become increasingly user-friendly as improvements are made in navigation and use of Tableau becomes available online.

Short-term industry projections are produced twice a year. An early release of state-level 2013-2015 short-term industry projections will provide the Idaho Legislature with current state fiscal year data for review by the revenue and budget committees when the session begins in January. These projections are available internally but not posted on the LMI website.

Using methodology, software and guidelines from the Projections Workgroup and Projections Managing Partnership, Idaho will produce, disseminate and submit:

- Substate long-term 2012-2022 biennial industry and occupational projections, completed in June 2014 and posted on the LMI website in August 2014.
- State-level long-term biennial industry and occupational projections, completed in June 2014 and posted on the LMI website in August 2014.
- The official 2013-2015 short-term industry and occupation projections, completed in June 2014 and posted on the LMI website in September 2014.

Workforce at a Glance (<http://www.labor.idaho.gov/workforceglance/>) includes the following tables for short-term and long-term projections for the state and six labor market regions. Statewide data is currently available and the data for the six labor market regions will be available October 2014.

- Occupation & Industry Projections
- Hot Jobs
- Fastest Growing Occupations & Industries
- Highest Employment Occupations & Industries

- High Demand Occupations & Industries
- Declining Occupations & Industries
- Occupations by Education
- Occupations by Training Level
- Occupational Supply & Demand Matrix

The 2014 Education & Training Pay poster was posted on Idaho's labor market website in September 2014. Printed copies will be distributed to Idaho schools and 25 local Labor offices. The new poster includes ranges and uses the American Community Survey and ONET to apply actual proportions of education attainment level to each occupation code instead of entry level wages only, giving customers a more realistic view of Idaho wages.

All required data elements were loaded to the Workforce Information Database.

Regional projections data and publications can be found at www.LMI.Idaho.gov under the occupations or Regional Labor Market tabs. The department currently publishes short-term projections twice a year. A team was convened to analyze how to cut costs and improve the efficiency, speed and accuracy of the projections and a final recommendation to merge the two will be adopted during the fall of 2014.

iii. Annual economic analysis and other reports

Annual Economic Report ~ Idaho's Annual Economic Outlook, compiled and presented to the 2014 Idaho Legislature in early January, included workforce information derived from the BLS cooperative agreement, unemployment insurance program and industry and occupational projections data developed from the annual Workforce Information Grant. Along with other finance and economic experts, department officials are invited to present Idaho's Annual Economic Outlook to the Economic Outlook and Revenue Assessment Committee each year. This effort is designed to provide customers and stakeholders with an unbiased analysis and a statistically valid outlook on Idaho's workforce. Short- and long-term projections are front and center in this effort every year and provide the foundation for the department's economic report to the Legislature. This is one advantage of Idaho's approach of producing short-term projections in a biannual fashion. Quick and volatile changes in the business cycle can be identified and measured earlier. This extra effort to provide current, accurate information is vital to businesses and stakeholders as they weather the economic realities caused by the recession and recovery. A copy of this report is available at http://labor.idaho.gov/publications/Economic_Outlook_2013.pdf.

Each month the "Idaho Economic Situation Report" is released and can be viewed at:

<http://issuu.com/idaholabor/docs/econsitrep?e=3684643/3659272>

This report features the most current information available on Idaho's economy from a labor perspective, including state nonfarm job data and comparisons with the nation; housing starts, GDP for Idaho and the nation; and population growth.

Coalesce, Maintain and Enhance Idaho's newly developed Workforce Information Database Website and Career Information System ~ Idaho continues to maintain and use this data and research dissemination tool as its primary avenue for distributing career and labor market information. New skins and a better directory structure were added to improve navigation. Labor Market Information grant funding has been and will continue to be integral to Idaho publishing and disseminating research to customers and stakeholders. The state's Career Information System site was rebuilt and the Web development team continues to seek areas

where databases and information can be leveraged to seek synergies in the development and dissemination of workforce information. The new site will be launched in November 2014.

The Idaho Department of Labor continues to use a DotNetNuke framework for its labor market information website. All updates including data and content are controlled in-house. The benefits include reducing the time to upload content and increasing control of the design, making it easier to adapt to trends and changes in user needs, reducing potential downtime, curbing programming time when adding inexpensive features, improving Web statistics of downloads and most popular pages and, most importantly, reducing security risks. Our delivery system is not only secure but allows customers access 24 hours a day, seven days a week.

Monthly Newsletter ~ Funds from this grant directly support this compilation of complex Bureau of Labor Statistics data into a form that is understandable and has utility to customers and stakeholders. The department continues to publish a monthly newsletter that delivers labor market information about the state's six workforce regions to local areas, but how customers access the newsletter has changed. Throughout FY2013 a link to the newsletter was emailed to subscribers who accessed a PDF document. Subscribers still receive an email, but beginning with the July 2014 issue, Idaho Employment is now available online to a larger and more public audience through its own tab on the agency's blog which is called Idaho@work - (<http://idaholabor.wordpress.com/category/employment-news/>). Previous newsletters are still available in an archive file at <http://labor.idaho.gov/dnn/idl/Archive.aspx>. The newsletter is designed to cull data from the programs and applications department staff deliver regionally and specific to the needs of local partners and customers.

During PY2013 the newsletter also featured the results of small research studies produced by its six regional economists. These studies are on a topic related to the economy in general or regionally. Examples include:

- Two Indicators Show Soft Idaho Construction Employment
- Idaho Top, Middle, Bottom Wage Earners Compared Over 40 Years
- Wages Vary By Type, Degree of Education
- Available Housing for Workforce Concerns Rural Counties
- Increased Job Openings Offer Hope During Recovery
- High Demand in Health Care Jobs in Western States
- Idaho Jobs Rely on Trade with Northern Neighbor
- Apprenticeships Offer Hope for Idaho's Unemployed Youth
- Call Centers Big Business in Idaho
- Idaho National Laboratory Provides High-Wage Jobs Opportunities
- Idaho Readies for Affordable Care Act
- Public Service Jobs Mainstay of Many Local Economies
- Long-Term Unemployment Persists in Idaho, U.S.
- High Percentage of Idahoans Work Multiple Jobs
- North Central Idaho Manufacturing Infographic
- Do Established Businesses Pay Higher Wages?
- What Happens When Boomers Turn 65?
- Idaho Shows Robust Growth in Private Health Care
- Fewer Working Idahoans on Assistance than Other States
- Gap Closing Between Employment / GDP Growth
- Idaho Engineer Students Tend to Stay in Field
- Boise Metro Ranks High in North American Trade
- Idaho's Job Growth Not Reflected in Wages

- Legal Careers in Idaho Offer Opportunity
- Idaho's Wood Products Industry May be on the Mend
- South Central Idaho's Ag Commodities Add up in Freight Movement Data
- Idaho Job Openings Grow During Recovery
- More Idahoan's Pursuing Education After High School
- Comparing Jobs by Sector Before, After Recession
- Job Search Today (social media, etc.)
- Apprenticeships Can Launch Careers
- Forecasting Madison County's Economy
- Food Manufacturing Declining in Southeastern Idaho
- Idaho's Shifting Population Mix: Where They Came From and Where They Went
- Idaho Adding More - Than - Expected Construction Jobs
- Retirements Open Job Opportunities in Idaho's Wood Products Industry
- Idaho Welder Salaries Lag U.S., Neighboring States
- Retail Sales Move from Big Ticket Items to Gasoline, Online Sales
- Bannock County's Economic Recovery Slows
- Internet Sales Slow Retail Recovery
- Idaho Job, Wage Recovery is Slow, Steady
- Some Idaho Industries More Apt to Hire Older Workers
- Commuting Impacts Income Flow In, Out of Counties

iv. Customer consultations

Communications & Research Division staff analyze Web metrics to determine what customers are accessing which in turn provides a measure of customer needs. General statistics measured by Web metrics indicate that in PY2013 122,153 visitors viewed the site 29,535 times.

Wage data are the most sought after information by customers and stakeholders. Whether accessed via Occupation / Industry Explorer, wages, regional pages, occupations or publications, wage data is responsible for 80 percent of the site's visitors. Web pages frequently accessed include: Local Area Unemployment Statistics, Census, Current Employment Statistics, Income, Agriculture/Farm Labor, Economic Indicators, Consumer Price Index and regional data.

Employment projections did not rank as high on the LMI website metrics because that information is accessed via labor.idaho.gov.

During PY 2013, Communication & Research Division staff delivered economic analysis and data on specific industries as part of the department's demand-driven business services initiative. Idaho's Workforce Development Council also receives quarterly economic updates prior to making decisions on programs and dollars.

- **Business Sector Research & Analysis** ~ Six business scans were developed during PY2013. The purpose of each scan was to define the industry at the six-digit NAICS level and bring all relevant statistical data for each industry together. Grant funds were leveraged with other sources to conduct these business scans which are published and posted on the LMI website as follows:
 - Analytical Tool for Job Listings Data <http://labor.idaho.gov/publications/software-occupations-in-demand.pdf>

- Scientific Research & Development Industry & Idaho's Nuclear Cluster: Winter 2013/2014
<http://labor.idaho.gov/publications/nucelarbusiness.pdf>
 - Employment Recovery in Idaho's Urban Areas following the Great Recession – Idaho's supplement to Washington State's discussion paper – August 2013
<http://labor.idaho.gov/publications/LMIRecoveryPaper.pdf>
 - Recreational Technology Industry in Idaho - Spring 2014 <http://labor.idaho.gov/publications/rec-tech.pdf>
 - Aerospace Industry in Idaho - Winter 2013/2014
<http://labor.idaho.gov/publications/Aerospace.pdf>
 - Idaho's Tourism Industry – 2013 <http://labor.idaho.gov/publications/tourism.pdf>
 - Food Processing – to be released in September 2014
- **Projections Data Dissemination** ~ Idaho developed and disseminated data that synthesized occupational employment data with long-term projections data. When published, this product will display the fastest growing and most abundant occupations by educational/training category. Later this fall, Idaho will publish its annual Hot Jobs publication, which combines the fastest growing, most abundant and highest-paying jobs. Workforce-at-a Glance is another tool that supports the automation of these highly sought-after occupational projections rankings. Projections in their entirety are published via Idaho's Workforce Information Database.
<http://lmi.idaho.gov/Occupations/ShortTermProjections.aspx> & <http://lmi.idaho.gov/Occupations/LongTermProjections.aspx>
 - **Occupational Employment Statistics Wage Publication** ~ Idaho continues to maintain and publish occupational employment statistics, the department's top requested product featuring both wages and employment estimates at the state and substate levels. The 2014 publication was posted on the LMI website in August:
<http://lmi.idaho.gov/WagesIncome/WagesbyOccupation/OccupationEmploymentWageSurvey.aspx> or <http://www.labor.idaho.gov/explorer/> and is accessible via Idaho's Workforce Information Database website <http://www.labor.idaho.gov/workforceglance/>.
- Workforce at a Glance will be replaced by Tableau, which will be available in late 2014. This new data dashboard will enable the customer to connect and visualize data in minutes and will be extremely helpful in providing occupational and industry projections. The data are included in a host of other research projects and publications.
- **Education & Training Pay** ~ "Education & Training Pay!" is a great example of the synthesis of Bureau of Labor Statistics data with occupational projections data provided through the Workforce Information Grant. Idaho's annual Education & Training Pay poster combines occupational and employment statistics with education codes developed by the Bureau of Labor Statistics and the Current Population Survey. The poster displays the annual wage for each education level. The 2014 poster data incorporates the percentage of workers in each education level and three wages – the 25th percentile, the middle range and the 75th percentile. This new poster also includes the state's hot jobs with wage ranges. Using the American Community Survey and ONET, actual proportions of education attainment level are applied to each occupational code rather than only using entry level wages, giving customers a more realistic view of wages in Idaho. This additional data will add valuable information as the department works with schools to encourage the need for postsecondary education. The poster is available on Idaho's labor market information website at <http://labor.idaho.gov/publications/educationpays.pdf>.

- **Employer Database** ~ Idaho will continue to use the Infogroup Directory sponsored by the Employment and Training Administration. <http://lmi.idaho.gov/BusinessListings.aspx>
- **Idaho Business Directory and Business Lists** ~ Idaho leverages funds with other resources to support, develop and maintain the Idaho Business Directory and associated business lists. Idaho is currently developing a protocol and business plan for customers and stakeholders seeking business lists that will serve workforce or economic development purposes and support the department's mission to serve its job seekers and business customers as a career and workforce resource. This partnership furthers the department's commitment to generating quality jobs and maintaining a skilled and educated workforce. The state currently provides two employer databases to customers – The Idaho Business Directory and InfoGroup. These employer databases are more widely available through the workforce information Web portal and the Career Information System interface. The department produces a directory file to fit its Internet platform needs. Currently Idaho has nearly 24,000 releases from 50,200 private employers. That includes consent release forms from 113 of the top 140 employers – those with more than 500 employees – both public and private, and 40 of the top 50 private firms. This effort will continue in PY2014 along with research on alternative lists to provide the information to stakeholders, policy makers and planners, who can put this information to work. <http://lmi.idaho.gov/BusinessListings.aspx>

As the Internet becomes the primary outreach and dissemination tool for Idaho's workforce information products, keeping the system updated and current to new and emerging Web standards ensures this technology is leveraged to its maximum potential, allowing the state to stay relevant to its customer and stakeholder needs.

v. Activities undertaken to meet customer needs

The department's workforce information team continues to work closely with the state Workforce Development Council as it guides research to best serve customers and stakeholders. Team members share research findings at each Workforce Development Council meeting and seek direction on future research for the greatest impact on the state and its local communities.

The workforce information team will continue to work closely with the Workforce Development Council and other partners, filling statistical, data and research needs on projects. Research conducted in PY2014 was referenced earlier in Section iv as business scans.

Customer feedback demands data and research at the most granular levels – county, city and in some cases census blocks. The cost of getting down to this detail exceeds the federal funding the department currently receives.

Idaho also provided 11 community and county profiles and briefing reports for *Capital for a Day* visits conducted by the governor during PY2013. These reports include a perspective on the communities' current and historical economic landscape as well as business, economic and unemployment insurance data.

Over 200 presentations and research briefs are delivered to thousands of customers and stakeholders each year by Idaho's six out-stationed regional labor economists. These economists serve as a local link and labor market data resources for local chambers, business associations, policy makers, planners and a host of other customers and stakeholders. Their credibility adds relevance and weight to the department's efforts to disseminate localized economic information to regions throughout the state.

The following examples represent just a few of the economic presentations made throughout the state by the state's regional labor economists, chief research officer and research staff.

Presentations & Data Requests

- Health care occupations at Canyon Ridge High School
- Labor market information to Idaho Department of Labor staff
- Business Professionals of America - Regional Meeting
- Blaine County Planning Committee
- Grow Idaho Falls Investor Breakfast
- Wage data and labor availability for business considering locating in various cities in Idaho
- Wage data and labor availability for a variety of occupations in a variety of cities in Idaho
- Radio interviews on educational attainment and high growth careers
- Idaho State Journal interview on the impact of the closure of Heinz Foods
- Economic index for the local newspaper on a quarterly basis
- Television and radio interviews on unemployment rates
- General economic updates and local trends presented to a variety of classes at the University of Idaho, North Idaho College, Lewis & Clark State College, College of Western Idaho, Boise State University, College of Southern Idaho, Idaho State University and BYU Idaho
- Presentations to the department's business services staff
- Southeast Idaho Council of Governments
- Women in Idaho County's Economy
- Timber Plus – factors affecting workforce housing availability in Benewah County
- Lewis-Clark Valley Chamber – tourism and recreational technology
- Nez Perce Tribe – statistics on the Nez Perce Reservation
- Ida-Lew Economic Development – demographics of Riggins
- Regional economic development agencies - general economic update and local trends
- BYU Idaho – statistics for four Idaho counties with a high-level of recreational activity
- Human resource managers – projected wages increases for entry-level and other manufacturing workers
- Small construction company – cost of living and anticipated wage increases in 2015
- Port of Clarkston – population and demographic data for census tracts in Asotin County
- Local Veteran Employment Representatives – job opportunities for business management graduates in North Central Idaho
- Monthly Idaho jobs / CES meeting with personnel from the Governor's office – Division of Financial Management
- Monthly unemployment rate release meeting with research staff and regional economists
- Career Information System Fall Kickoff – regional labor market presentations to regional workforce professionals and teachers on hot jobs, unemployment, soft skills, what employers are saying and information on green jobs
- High school presentations regarding jobs in health care, the regional labor market, soft skills, how to research careers, the workplace environment and the nursing gap
- Prospects for Year Ahead – radio interview
- Annual review of labor market areas, counties and regions in various newspapers and radio and television interviews
- Kootenai County Partners in Business
- Kootenai Perspectives – a subcommittee to Jobs Plus (the Kootenai County economic development organization)

- Sandpoint Human Resources Group
- Coeur d'Alene Chamber Leadership class
- Kootenai County Democratic Club
- Inland Northwest Partners
- Chamber of Commerce, Rotary & Optimist Clubs presentations on changing trends & shifting workforce demographics

Research:

- Collaboration with Idaho State University on developing an index to measure economic growth / decline in southeastern Idaho
- Articles for newspapers on a variety of topics, i.e., How 3-D Printing Technology Can Offer an Edge to U.S. Manufacturing, Importance of Soft Job Skills for Youth Seeking Employment and Economic Impact of the 9/11 Attacks.
- Regional summaries for Idaho Pathways, an EDA funded economic development project
- Labor market information for Idaho Rural Partnership's Community Review of Rigby
- Food Processing – workforce needs in the future, turnover rates and wages
- Advanced Manufacturing Survey
- Regional tourism indicators for South Central Idaho
- Agricultural rankings for state and region - SIEDO
- Apprenticeships in Idaho
- The Metal Supercluster in north central Idaho and southeast Washington – manufacturing task force request
- Labor market conditions for the Lewiston, Orofino, Grangeville and Moscow Department of Labor offices
- Demographic trends affecting Idaho's economy
- Demographic, education, workforce and industrial sectors for the Clearwater Economic Development Association
- Labor market profiles - National Emergency Grants for several companies effected by closures
- Data for several different grant writers
- Economic impact reports on several different topics and industries
- Large employers for cities and counties for grant purposes
- Data for the high-tech business scan
- Demographic and workforce analyses for grant requests at the local and statewide level
- Workforce analyses for local economic developers and the Department of Commerce
- Local health care industry analysis for economic development agency
- Occupational wage distribution by education levels
- Education spending in Idaho
- Analysis of small businesses in Idaho
- Labor market information for prospective businesses in Idaho
- North Idaho College's Professional Technical Education Advisory Committees - 11 programs and corresponding occupations twice a year
- North Idaho College - potential programs at its Workforce Training Center. The latest has been on the wood products industry
- Several different projects for the formation of Idaho PTECH Network including compiling data for and writing sections of the Youth Career Connect grant for the organization in partnership with North Idaho College and industry partners

- Compiled data for and wrote several sections of northern Idaho’s regional economic development corporation’s (Panhandle Area Council) comprehensive plan
- Several wage analysis and comparison data requests for employers (approximately 2 times per month)
- Wage and compensation analysis as well as turnover costs analysis for large local employer to help bring wages up overall in the company
- Economic impact analysis for regional non-profit health clinic
- Various economic data-related requests (approximately 6 times per month)
- Specific economic analysis for all economic development organizations in region (approximately four times per month) including a monthly report for the Boundary Economic Development Council
- Compile data for regional public transportation board in conjunction with Idaho Transportation Department (one time every six months)
- Provide public officials with economic updates and other data items to keep them apprised (approximately once every two months)
- Provide assistance and labor market information to closing businesses or major layoffs (Coldwater Creek, mines, etc.)
- Provide a variety of demographic and labor market data to several different organizations for grant opportunities (approximately twice per month)
- Largest employer listings—approximately twice per month

Training:

- Training/presentation for new limited service staff on labor market information – where to find it, how to apply it and why it is useful.

vi. New tools and resources

Updates, maintenance and redesign of the department labor market information website continued to be a top priority during PY2013.

A customer-satisfaction button-“We want your feedback!”- was added to the LMI website in May 2014 to collect information is being added to all new pages and the results will be used to create a continuous improvement plan for the website. The customer feedback option is new and while results are limited this year, greater customer-satisfaction data will be available in the future.

Workforce at a Glance is being replaced by Tableau, which should be available in late 2014. A new dashboard will enable customers to connect and visualize data in minutes and will be extremely helpful in providing occupational and industry projections.

vii. Efforts to create and support partnerships and collaborations

Idaho’s Career Information System is part of the department’s Communication & Research Division. The department’s Web delivery team also includes personnel from research, communications and the Career Information System. This partnership helps the agency have a better understanding of the mutual use and mission of labor market and career information data. The division continues to provide core data products and has expanded the collaborative partnership to include printed materials and website access. This partnership will be strengthened and enhanced with Web delivery team activities and other pertinent workforce information deliverables that can be leveraged. Upgrades to Idaho’s Career Information System

website were launched and went live in September 2014 - <http://labor.idaho.gov/dnn/idl/IdahoCareerInformation.aspx> or <https://idcis.intocareers.org/default.aspx>

Communications & Research continues to provide the use of the **Local Employment Dynamics** program, **the Economic Modeling Specialists International** tool, existing data and research provided by the Bureau of Labor Statistics and Idaho's unemployment insurance program when responding to requests for labor, economic and demographic data. Without workforce information funding, these analytical tools would not be available for localized economic research.

viii. Activities to leverage LMI-WI funding

- **Economic Multiplier Application – Economic Modeling Specialists Inc.** ~ The Idaho Department of Labor will continue to purchase and use the Economic Modeling Specialists Inc., or EMSI, application that integrates census, labor and other economic data along with input/output models specifically designed for Idaho and its substate regions. This product allows staff and regional labor economists to research and answer questions concerning the impact on occupations, industry and other economic factors from forecasted economic expansions and contractions in real time. The strength of the EMSI product is the data it uses from federal sources to estimate confidential cells, allowing greater flexibility when communicating with the public.

The department used this tool to leverage other department and federal funds to publish a comprehensive high-tech research project allowing Idaho to compare its economic position in high tech with 49 other states. Idaho was the lead in a consortium that worked on developing a new taxonomy for the high-tech industry. EMSI was one of the tools used in developing the industrial and occupational composition of the high-tech sector.

Idaho continues to use portions of its 215 grant to leverage and partner with a wide variety of other state funding sources. One example is working with the Idaho Board of Nursing on its annual education survey and the Idaho Leaders in Nursing in support of its workforce data needs. This grant has also been used to leverage Workforce Development Training Funds and research Idaho's targeted industry clusters.

The state's six regional labor economists are vital to the dissemination of workforce information and serve as the feedback channel for improving data products at the local and community level. From the comprehensive list above, it is evident "stakeholders and partners" cover a broad swath of customers who access the state's labor economists for help with workforce information and research.

As federal, state and local funding sources continue to shrink, the value of leveraging dollars through partnerships and collaborations become more necessary for future sustainability.

ix. Recommendations to ETA for changes and improvement to WIGS requirements

The department encourages ETA to continue to seek national funding to support the cost of developing new and innovative data and analytical tools. Often small states find it difficult to fund these analytical tools such as a real-time job-listing tool because the expense for individual states is cost prohibitive. If the labor market information community at large can broker group purchasing agreements for small states like Idaho, greater resources can be used to measure the heartbeat of Idaho's economy and, more importantly, the economy of our smaller communities. Seeking out these economies of scale are critical as we serve our customers and stakeholders in smaller geographies.

ETA is also encouraged to maintain common data standards across the nation. Robust research practices need to be maintained across all 50 states to develop metrics for interstate comparisons that can reach to even smaller geographies throughout the country. The Projections Management Partnership is an excellent example of how guiding principles work to make the national short- and long-term projections comparable across the nation.

Continued funding of the Estimates Delivery System at the national level is also encouraged. Without this system, BLS wage data would not be available to researchers and all other customers and stakeholders for smaller geographies. This tool allows states to study all 100 percentiles of all 800 occupations and is tremendous for studying the impact of wages on economic wealth for businesses, aggregate workforce, job seekers and people planning a career.

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